

Chaffey  College
MacKenzie Scott
Student Support Fund Application

Title of Project: **Apprentice Success Fund: Supporting Student Completion Through Stipends**

Application #: **202526-20**

Project Lead: **Maria Rodriguez**

Student:

Department: **Adult Education (Extending Learning and Community Education)**

SECTION 1: OVERVIEW

S1: SCOPE OF PROJECT

The Apprentice Success Fund will provide direct financial stipends to students enrolled in credit pre-apprenticeship and apprenticeship programs at Chaffey College. The fund will award \$1,000 for the academic year to student apprentices to support their persistence, retention, and completion of the apprenticeship program as they balance full-time employment and college coursework. Apprentices face unique challenges as they manage job responsibilities while pursuing their education. Many experience financial barriers, including the cost of college materials, transportation, and technology needed to access online coursework, as well as employment-related expenses such as required tools, uniforms, and safety gear. The Apprentice Success Fund seeks to reduce these barriers while fostering equity, improving student success outcomes, and strengthening the pipeline of skilled workers advancing through current and future Chaffey College Apprenticeship Programs.

The Stipend will serve students participating in the following programs during the Academic year 2026- 2027 and 2027-2028 cohorts: Automotive Service Technician Apprenticeship, Master Automotive Technology Apprenticeship, Electromechanical Technology Pre-Apprenticeship, Industrial Automation and Mechatronics Technician Apprenticeship.

The Apprentice Success Fund also directly aligns with Vision 2030 and the California Apprenticeship Initiative, which calls for the expansion of apprenticeships that promote equitable access, accelerated credential completion, and prepare students for high-wage careers. This project also fulfills the Chaffey College MacKenzie Scott Board parameters by providing the greatest impact on underserved students and promoting equitable outcomes. Addressing the financial barriers creates a more sustainable apprenticeship model that supports students' long-term workforce success.

S1: TIMELINE Ongoing

The Apprentice Success Fund will be implemented as a one-year pilot beginning in Academic year 2026 to 2027 and 2027 to 2028. Each apprentice will receive a \$1,000 stipend to support course related and employment related expenses such as textbooks, uniforms,

S1: IS THIS AN EXPANSION OF AN EXISTING PROGRAM? No

SECTION 2: PROJECT PLAN**S2: PROJECT OBJECTIVES**

The Apprentice Success Fund aims to reduce financial barriers and support student success in apprenticeship programs through four primary objectives. First, the project will provide financial support to help apprentices cover school-related costs such as course materials, electronics, and transportation needed to attend classes and complete coursework. Second, it will assist with employment-related expenses by helping students purchase tools, uniforms, and safety gear required to perform their jobs once they secure placement. Third, the fund will promote persistence and completion by reducing out-of-pocket expenses that often prevent students from finishing their programs or maintaining employment. Finally, it will advance equitable outcomes by supporting students who balance full-time work, coursework, and family responsibilities, ensuring they have the resources necessary to succeed in both education and employment.

Together, these objectives align with the Board's priorities by promoting equity, improving completion, and accelerating employment outcomes for students in credit pre-apprenticeship and apprenticeship programs

S2: KEY DELIVERABLES

The Apprentice Success Fund will be implemented over two academic years, 2026 to 2027 and 2027 to 2028, to support two consecutive apprenticeship cohorts.

Deliverables are organized into three areas: program, career readiness, and course milestones, to ensure students make consistent progress toward completion and employment outcomes.

Program Deliverables: Apprentices complete the Apprenticeship Orientation to review program expectations, academic requirements, and stipend eligibility. They also complete Financial Aid applications and sign participation agreements before enrollment. A key milestone is the verification of apprentice enrollment for stipend eligibility and tracking.

Career Readiness Deliverables: Apprentices participate in career readiness activities including resume development, interview preparation, and job search guidance. The Adult Education Pathways Manager coordinates job placement efforts to ensure apprentices secure employment aligned with their field of study. The milestone for this phase is verified job placement.

Course Deliverables: Apprentices enroll in credit-bearing courses and maintain a grade of C or better each semester. Program completion is verified through Chaffey College Certificates, including Automotive Service Technician, Master Automotive Service Technician, Electromechanical Technology, Cybersecurity Analyst, Mechatronics Level 1 and 2, and Cybersecurity Defender, along with DAS and DOL certifications.

S2: STAFFING NEEDS

Do not have any staffing needs. The Adult Education Pathways Manger will oversee this project.

S2: SPACE NEEDS

Do not require any space or storage needs.

SECTION 3: BUDGET OVERVIEW

S3: TOTAL AMOUNT REQUESTED: \$70,000

S3: PERSONNEL REQUESTS

	Amount Requested	# of Positions	New or Reassigned
Faculty	\$0	0	N/A
Classified	\$0	0	N/A
Student/STW	\$0	0	N/A

S3: SUPPLIES AND SERVICES REQUESTS

	Amount Requested	Details
Equipment	\$0	0
Food	\$0	0
Services	\$70,000	The funding request of \$70,000 will support the Apprentice Success Fund, which provides direct stipends to students enrolled in Chaffey College's credit apprenticeship and pre-apprenticeship programs. The fund will assist 70 students over two academic yea
Software	\$0	0
Supplies	\$0	0

Transportation	\$0	0
Travel	\$0	0
Other	\$0	0

S3: BUDGET NARRATIVES AND TOTAL COST OF OWNERSHIP (TCO)

The stipends will be managed within the Community Education and Extended Learning department budget. The Apprentice Success Fund will support 70 student participants across two academic years (2026-2027 and 2027-2028). Each apprentice will receive a \$1,000 annual stipend to reduce financial barriers, support participation in coursework, and offset job-related expenses such as tools, uniforms, safety gear, transportation, and technology. These stipends will allow apprentices to focus on coursework, skill development, and program completion without the strain of unmet financial needs.

Stipends will be distributed twice per academic year in two equal installments of \$500.

The first \$500 will be disbursed at the start of the fall semester after enrollment verification and confirmation of participation in a Chaffey College credit apprenticeship or pre-apprenticeship program. The second \$500 will be distributed at the beginning of the spring semester to apprentices who remain enrolled in good standing, maintain a minimum grade of C or better, and meet all program expectations.

The total project cost is \$70,000, representing direct student stipend expenses. No long-term capital assets or equipment purchases are required. The program leverages existing staff, systems, and student support infrastructure to ensure sustainability and minimize overhead.

SECTION 4: ALIGNMENT WITH BOARD PARAMETERS

S4: GREATEST IMPACT

This project serves students enrolled in Chaffey College's expanding credit pre-apprenticeship and apprenticeship programs for the 2026 to 2027 and 2027 to 2028 academic years, including the Automotive Service Technician Apprenticeship, Master Automotive Service Technician Apprenticeship, Electromechanical Technology Pre-Apprenticeship, Industrial Automation and Mechatronics Technician Apprenticeship, Cyber Analyst Pre-Apprenticeship, and Cyber Defender Apprenticeship. Together, these programs will serve up to 70 students across multiple high-demand industries.

Apprentices represent a significantly underserved population of working adults who balance full-time employment, coursework, and family responsibilities. Many come from low-income households, are first-generation college students, and belong to racially and ethnically underrepresented communities. By providing direct stipends to reduce financial barriers, this project promotes equitable access to education, increases persistence, and supports program completion.

The Apprentice Success Fund also strengthens the long-term sustainability of Chaffey College's apprenticeship structure by supporting students' ability to complete training,

earn credentials, and secure living-wage employment. The project builds capacity for future cohorts while advancing Vision 2030's goal of expanding equitable earn and learn opportunities that prepare students for a thriving workforce.

S4: EQUITY FOCUS

The Apprentice Success Fund advances Chaffey College's commitment to equity by providing targeted financial support to historically underrepresented student populations in apprenticeship programs. Apprentices include adult learners, students of color, first-generation college students, and working parents who often face financial barriers that extend beyond tuition. These challenges include costs for transportation, fuel, uniforms, protective shoes, and tools required to perform their jobs safely and effectively. For example, apprentices in automotive and industrial technology fields may need portable toolboxes, wrenches, screwdrivers, tape measures, torpedo levels, pliers, safety-toe shoes, and performance gloves. Complete toolkits can range from \$1,000 to over \$5,000 depending on employer or trade requirements. Without financial assistance, these expenses can make it difficult for students to maintain employment or continue their coursework.

By offering stipends to offset these school- and employment-related costs, the project removes barriers that disproportionately impact low-income and working adult students. This support ensures equitable participation, promotes program persistence, and helps apprentices complete their training, earn certifications, and secure living-wage careers that lead to long-term economic stability.

S4: RESOURCE ENHANCEMENT

This project enhances existing apprenticeship and workforce initiatives without duplicating current resources. While Chaffey College provides program coordination, instruction, and job placement, no direct funding currently exists to offset students' out-of-pocket expenses for required tools, safety gear, uniforms, or transportation. The Apprentice Success Fund fills that gap and strengthens existing services while aligning with the goals of Vision 2030 and the California Apprenticeship Initiative. Both initiatives focus on expanding earn and learn opportunities, promoting equity, and advancing access to high-wage careers. By reducing financial barriers, the fund supports persistence and completion for students in programs such as Automotive Technology, Electromechanical Technology, and Cybersecurity. This effort reinforces Chaffey College's role in preparing a diverse and highly skilled workforce that meets regional and statewide labor market needs.

S4: COMPLETION OUTCOMES

The Apprentice Success Fund supports and accelerates program completion by addressing financial barriers that often cause students to withdraw before finishing their training. The stipend provides direct relief for costs such as tools, transportation, and school-related expenses, allowing students to stay enrolled, meet attendance and grade requirements, and complete all academic and employment milestones.

Completion outcomes will be measured through course completion, certificate attainment, and verified job placement. Apprentices will complete Chaffey College

certificates within their pathways, including the General Automotive Service Technician, Master Automotive Service Technician, Electromechanical Technology, Cybersecurity Analyst, Mechatronics Level 1 and Level 2, and Cybersecurity Defender Certificates. Students will also earn state and federal apprenticeship certifications through the California Division of Apprenticeship Standards (DAS) and the U.S. Department of Labor (DOL), along with Certificates of Learning (COL) issued by Chaffey College. Aligned with Vision 2030, this project advances the goal of improving completion rates, closing equity gaps, and preparing students for living-wage employment that supports regional economic growth.

S4: TRANSFER OR EMPLOYMENT OUTCOMES

The Apprentice Success Fund supports timely job placement and advancement into living-wage careers by strengthening connections between apprentices, employers, and regional workforce partners. Job placement efforts are coordinated by the Adult Education Pathways Manager, who collaborates with employers and apprenticeship partners to ensure students are placed in positions aligned with their training and field of study.

With the support of Network Kinecton, students receive assistance with resume preparation, interview readiness, and job matching to meet Department of Apprenticeship Standards (DAS) and U.S. Department of Labor (DOL) requirements for active employment. These coordinated efforts ensure apprentices meet both the on-the-job and instructional components necessary for program completion and certification. Students completing Chaffey College apprenticeship pathways earn academic certificates and industry-recognized credentials that position them for advancement or transfer into higher-level programs. Aligned with Vision 2030, this project advances equitable access to earn-and-learn opportunities that lead to sustainable careers.

S4: EXPLAIN FEASIBILITY

The program leverages current staff capacity, campus data systems, and established employer relationships, minimizing new resource needs and allowing for immediate deployment upon funding approval.

SECTION 5: EVALUATION

S5: EVALUATION PLAN

The success of the Apprentice Success Fund will be evaluated through both quantitative and qualitative methods designed to measure completion, equity, and workforce outcomes. Success will be assessed through certificate completion, passing grades of C or better in all courses, and verified job placement in related fields.

Quantitative data will include course completion rates, Chaffey College certificate attainment within each apprenticeship pathway, and industry-recognized completions issued by the Department of Apprenticeship Standards (DAS) and the U.S. Department of Labor (DOL). These outcomes will be tracked each semester through enrollment and

grade reports, certificate records, and employer verification forms to document progress and achievement.

Qualitative data will include semester surveys and student reflections that assess the impact of stipends on persistence, engagement, and overall satisfaction with the apprenticeship experience. The Adult Education Pathways Manager will monitor student progress throughout the program, review outcomes each semester and annually, and use findings to evaluate program effectiveness, identify areas for improvement, and inform future recommendations.

S5: MEASURABLE OUTCOMES

Success will be measured through three primary outcomes: course completion, certificate attainment, and job placement.

Progress will be tracked each semester through course completion data, with apprentices required to complete all courses with a grade of C or better. At the end of each academic year, completion will be verified through the awarding of Chaffey College certificates within the apprenticeship pathways, which include the General Automotive Service Technician, Master Automotive Service Technician, Electromechanical Technology, Cybersecurity Analyst, Mechatronics Level 1 and Level 2, and Cybersecurity Defender Certificates. Students will also earn corresponding certificates from the Department of Apprenticeship Standards and the U.S. Department of Labor.

Job placement data will be collected at the end of each cohort cycle through employer verification and follow-up surveys administered. Annual reports will summarize the number of stipends awarded, program completions, and employment outcomes to assess the overall success and long-term impact of the project on student persistence and workforce readiness.

Chaffey College Apprenticeship Snapshot

Overview

Apprenticeship is a learn-and-earn model that combines paid, on-the-job training with related classroom instruction, allowing students to gain hands-on experience while earning academic credit. Apprentices are employed and mentored by industry professionals while completing college coursework that is directly aligned with state-approved Division of Apprenticeship Standards (DAS) and U.S. Department of Labor (DOL) requirements.

This structured approach leads to both academic and industry credentials, supporting Chaffey College’s mission to expand equitable access to education and strengthen regional workforce development.

Apprenticeship is identified as a strategic direction under Vision 2030 and is advanced through the California Apprenticeship Initiative (CAI), which aims to serve 500,000 apprentices statewide by 2029.

Pre-Apprenticeship and Apprenticeship at Chaffey College

- Pre-Apprenticeship Programs focus on building foundational technical and career readiness skills to prepare students for placement with an employer. Coursework is short-term and designed to align with industry occupational standards.
- Apprenticeship Programs combine paid, supervised employment with college coursework and are approved by DAS. Apprentices receive incremental wage increases based on skill attainment and must achieve at least 75% competency in on-the-job training (OJT) evaluations.

Current and Developing Programs

Chaffey College offers and continues to expand apprenticeship pathways across high-demand industries:

Apprenticeship Program	Chaffey College Certificate Achieved
Automotive Service Technician Apprenticeship	General Automotive Service Technician Certificate
Master Automotive Service Technician Apprenticeship	Master Automotive Service Technician Certificate
Electromechanical Technology Pre-Apprenticeship	Electromechanical Certificate
Industrial Automation and Mechatronics Technician Apprenticeship	Mechatronics Level 1 Certificate
	Mechatronics Level 2 Certificate
Apprenticeship Cyber Analyst Pre-Apprenticeship	Cybersecurity Analyst Certificate
Cyber Defender Apprenticeship	Cybersecurity Defender Certificate

Chaffey College’s apprenticeship programs prepare students for living-wage employment in high-demand fields such as automotive technology, advanced manufacturing, and cybersecurity. By aligning academic instruction with industry-driven training, these programs create clear career pathways that promote equitable workforce participation, directly supporting Vision 2030’s goals of economic mobility and educational access for all Californians.

Two-Year Implementation Timeline (2026–2028)

Year 1: 2026-2027 Cohort		
Term	Timeframe	Key Activities and Deliverables
SU 2026	Orientation and Onboarding	Apprentice attends Orientation sessions for enrolled students to review program expectations, academic requirements, and stipend eligibility.
		Apprentice completes the Financial Aid Application.
		Apprentice completes a participation agreement.
		Apprentice creates resume.
FA 2026	Enrollment and Initial Support	Apprentices enroll in credit apprenticeship or pre-apprenticeship course/s.
		First \$500 stipend distributed upon enrollment verification.
		Grades are collected at the end of the semester.
		Job placement is verified during the fall semester.
SP 2027	Completion and Second Disbursement	First \$500 stipend distributed upon enrollment verification.
		Job placement verification continues/supervisor evaluations begin.
		Grades are collected at the end of the semester.
SU 2027	Year 1 Evaluation	Compile data for Year 1 cohort including course completion, certificate attainment, and job placement outcomes.
		Apprentices receive Chaffey College Certificate of Achievement
		Apprentices are recommended for completion and have DAS and DOL Certificates requested.
		Collect student outcome surveys.
Year 2: 2027-2028 Cohort		
Term	Timeframe	Key Activities and Deliverables
SU 2027	Orientation and Onboarding	Apprentice attends Orientation sessions for enrolled students to review program expectations, academic requirements, and stipend eligibility.
		Apprentice completes the Financial Aid Application.
		Apprentice completes a participation agreement.
		Apprentice creates resume.
FA 2027	Enrollment and Initial Support	Apprentices enroll in credit apprenticeship or pre-apprenticeship course/s.
		First \$500 stipend distributed upon enrollment verification.
		Grades are collected at the end of the semester.
		Job placement is verified during the fall semester.
SP 2028	Completion and Second Disbursement	First \$500 stipend distributed upon enrollment verification.
		Job placement verification continues/supervisor evaluations begin.
		Grades are collected at the end of the semester.
SU 2028	Year 2 Evaluation	Compile data for Year 2 cohort including course completion, certificate attainment, and job placement outcomes.
		Apprentices receive Chaffey College Certificate of Achievement
		Apprentices are recommended for completion and have DAS and DOL Certificates requested.
		Collect student outcome surveys.

SU28: Final reporting	Review year 1 and year 2 outcomes including total stipends awarded, course completion, certification data, and job placement metrics.
	Prepare final evaluation summary highlighting program effectiveness, equity impact, and sustainability recommendations.