

## 01 Convening and Facilitation

*Results-based facilitation · Action commitment framework · Structured workshop design*

- Designs and leads regional convenings that produce decisions, not just discussions
- Uses action commitments ("Who? By when? What support?") to embed accountability
- Led 3 major LARC faculty convenings across 19 LA community colleges (100+ faculty)
- Produced living resource documents adopted system-wide across the consortium

## 02 Program Architecture and Playbook Development

*Process mapping · Cross-stakeholder documentation · Implementation architecture*

- Translates complex, multi-party initiatives into replicable systems institutions can run
- Authored 114-page Noncredit CNA Allied Health Playbook for LA County community colleges
- Designed student-centered process map that aligned faculty and employer partners who previously could not articulate the program flow
- Built scalable frameworks adopted across 7 colleges and 5 regional healthcare employers

## 03 Equity-Centered Research and Data Translation

*Labor market intelligence · Chancellor's Office MIS data · Qualitative listening · Segmentation*

- Converts equity and labor market data into strategy, not just reports
- Led a Health Sciences Data Walk using Chancellor's Office MIS data to surface demographic gaps
- Facilitated faculty sense-making sessions that produced classroom-level action commitments
- Conducted stakeholder listening groups at every level: presidents, VPs, faculty, students

## 04 Stakeholder Alignment and Collective Impact

*Collaborative Action Networks (CANs) · Shared measurement · Cross-sector coalition building*

- Backbone convener for 36+ months across the LARC Faculty Curriculum Innovation Hub
- Aligned faculty, workforce boards, and employer partners around shared goals and metrics
- Recruited faculty from 7 colleges; secured hiring commitments from LA County DHS, AltaMed, Maxim Healthcare
- All employer partners committed to wages at or above LA County self-sufficiency standard

## 05 Workforce and Education Pathway Design

*Career ladder development · Employer co-creation · Barrier removal strategy*

- Designs education-to-employment pipelines grounded in real labor market data
- Removes structural, financial, and psychological barriers to access and completion
- Built a fully free Noncredit CNA program that could plug seamlessly into CAEP, Perkins, and Student Equity funds
- Students received paid work-based learning placements and direct connections to union/civil service jobs