



PLAN. INVEST. TRACK.

Fund: SWP Regional Share (40%), Year: 2017-18 Produced: Apr 2, 2018, 8:09 AM PDT



IEDRC P10 Healthcare Educator Bootcamp

Description

DESCRIPTION: Recent changes in the healthcare arena, as well as in today's technology-oriented healthcare students, require new teaching and learning methodologies, paradigms, and innovative curricula for the delivery of quality education. These changes are further exacerbated in many healthcare programs due to the average experienced educator age being 62.2 years old (AACN Faculty Shortage Sheet, 2017), contributing to the current 7.9% faculty position vacancy rate. For faculty that are recruited and hired to replace these experienced retiring faculty, the literature notes that lack of orientation and professional development are negatively associated with poor faculty retention rates. Further, the literature notes that most healthcare faculty today were not originally trained to be educators, but were instead trained as expert clinicians (Baker, 2010). This lack of qualified and well-prepared educators, who are not trained in the most current and relevant educational and healthcare advances and are not receiving the support they need to transition to their new roles, render it difficult to produce the best possible healthcare career graduates. It also makes it difficult for programs to continue to maintain and expand enrollments in these needed healthcare fields, through both increasing student numbers and in improvement of student retention and completion rates. The proposed IEDRC Nursing and Allied Health Educator Bootcamp and Support Program will target 31 new educators per year (62 total) with less than 5 years of experience (preference given to the most recently hired). The program will provide educators with the knowledge, skills, and support needed for them to learn engaging and creative teaching/learning strategies; rethink traditional models of clinical education; write and analyze test items; design engaging simulation learning environments; use concept mapping effectively; assess learning to validate student success; develop and use evidence-based clinical evaluation tools; and improve student completion and retention rates. The proposed IEDRC project, the Nursing and Allied Health Educator Bootcamp and Support Program, will benefit all regional colleges with these highly needed nursing and allied health programs that want to participate, including: Copper Mountain College, College of the Desert, Victor Valley College, Riverside City College, Mt San Jacinto College, Chaffey College, and San Bernardino Valley College. These colleges are a fair representation of the colleges with the IEDRC region.

INDUSTRY SECTORS: Health;

START DATE: Tue Jul 17 2018

END DATE: Wed Dec 30 2020

LEAD INSTITUTION: Riverside City College

READ THE SWP LEGISLATION: Yes

MEETS REQUIREMENTS OF SWP LEGISLATION: Yes

WHAT NEEDS MOTIVATE THIS PROJECT AND HOW WILL THE PROJECT ADDRESS THESE NEEDS?

According to LMI, including a recent report from the Center of Excellence that identifies the Top 100 Middle-Skill Occupations in Riverside County for 2016-2021, the following healthcare careers are listed in order of current and anticipated need: #6-Registered Nurses (5,387 anticipated new jobs); #12-Nursing Assistants (3,898 new jobs); #17-Medical Assistants-2,676 new jobs); #22-Home Health Aides (2,228 new jobs); Licensed Vocational Nurses (1,762 new jobs); # 27-Dental Assistants (1,679 new jobs); and #94-Dental Hygienists (383 new jobs). Further, LMI indicates that job opportunities for Health Specialties Teachers, Postsecondary, are currently high and are expected to grow much faster than the LMI average (see attached), with an employment increase of 28%, or 19,000 available positions, projected by 2024. This data supports the need for professional development, such as this project proposes, to meet the critical labor market needs for well-educated faculty to teach high demand nursing and allied health career students. As Baby Boomer educators continue to retire in the IEDRC, we must ensure we have sufficient numbers of well-trained new faculty to replace them. As the new healthcare faculty are trained and supported through the efforts of the proposed Nursing and Allied Health Educator Bootcamp and Support Program, data supports that an immediate impact on the Strong Workforce Program metrics of student retention and completion will be seen in the nursing and allied health students of the affected programs, as well as in the long term impact on the SWF metrics of student enrollment and graduate job placement rates. In order to create a viable long term pathway and to continue the premises of this Nursing and Allied Health Educator Bootcamp and Support Program, each college will include one (1) experienced educator as an attendee of the professional development offerings, with the plan being to expand that educator's theoretical knowledge on the topic of best practices in orientation, development and support of new faculty. Those experienced educators will receive stipends to then carry their knowledge forward to develop a regionally-based bootcamp program that can be offered in the future when this SWF-funded project has concluded. The program will occur over one (1) academic year and consist of; 1) a two to three (2-3)-day Educator Boot Camp; 2) attendance at regional HWI-sponsored and other available professional development offerings, to include the two (2)-day Innovations in Health Occupations Education Conference offered annually in January; 3) assigned mentors for new faculty with a designated yearly calendar of topics to discuss and set meetings or phone conferences (minimum of four) throughout the academic year; and 4) a culminating experience and program evaluation reception. The initial program will be offered for the 2018/2019 academic year and will be repeated for the 2019/2020 academic year. This project does not propose to develop non-credit or credit curriculum for students; however, it does propose that each participating experienced nurse educator from the regional colleges (7 total) will work together to divide up identified boot camp topics and then each develop at least a one-hour segment on their chosen topics. These lessons will be used in future, self-funded, regionally-offered bootcamps when this project has concluded.

Contacts

Institution Lead Contact

Sandy Baker
Dean, Nursing
sandy.baker@rcc.edu
951-222-8408

Institution Lead Contact

Dr. Sherrie Loewen
Dean of Health Sciences
sherrie.loewen@chaffey.edu

Institution Lead Contact

Carol Scobie
cscobie@collegeofthedesert.edu

Institution Lead Contact

Joyce Johnson
Dean, Career Technical Education
jjohnso@msjc.edu
951-639-5350

Institution Lead Contact

Carol Wells
Associate Dean, Director Nursing
cwells@valleycollege.edu
909-384-8925

Institution Lead Contact

Dr. JoAnn Munroe RN, MSN, DNP
Instructor
joann.munroe@vvc.edu

Proposal Lead Contact

Sandy Baker
Dean, Nursing
sandy.baker@rcc.edu
951-222-8408

Labor Market Information

Nursing

OCCUPATIONS:

29-1141 Registered Nurses

REGION: Inland Empire/Desert

SUBREGION: Inland Empire

COUNTY: San Bernardino, Riverside

PROGRAMS:

Chaffey College - Nursing (123000)

College of the Desert - Nursing (123000)

Copper Mountain College - Nursing (123000)

Mt. San Jacinto CCD - Nursing (123000)

Riverside City College - Nursing (123000)

San Bernardino Valley College - Nursing (123000)

Victor Valley College - Nursing (123000)

LIVING WAGE ATTAINMENT: Faculty-Shortage-Factsheet-2017.pdf

LIVING WAGE ATTAINMENT: TOP 100_RivCo_Aug2017.pdf

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29-1141 Registered Nurses

REGION: Inland Empire/Desert

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Riverside City College - Nursing (123000)

San Bernardino Valley College - Nursing (123000)

Victor Valley College - Nursing (123000)

LIVING WAGE ATTAINMENT: Faculty-Shortage-Factsheet-2017.pdf

LIVING WAGE ATTAINMENT: TOP 100_RivCo_Aug2017.pdf

Outcomes

Investment Plan

Increased CTE job placement will occur as the number of healthcare faculty are recruited, educated, and retained. With the Baby Boomer educators beginning to retire, we must ensure we have sufficient numbers of well-trained new faculty to replace them. According to LMI, including a recent report from the Center of Excellence that identifies the Top 100 Middle-Skill Occupations in Riverside County for 2016-2021, the following healthcare careers are listed in order of current and anticipated need: #6-Registered Nurses (5,387 anticipated new jobs); #12-Nursing Assistants (3,898 new jobs); #17-Medical Assistants-2,676 new jobs); #22-Home Health Aides (2,228 new jobs); Licensed Vocational Nurses (1,762 new jobs); # 27-Dental Assistants (1,679 new jobs); and #94-Dental Hygienists (383 new jobs).

Occupational Clusters

Chaffey College - Nursing (123000)

METRIC	BASELINE	BASELINE YEAR
Number of Enrollments	216	2016-17

College Of The Desert - Nursing (123000)

METRIC	BASELINE	BASELINE YEAR
Number of Enrollments	455	2016-17

Copper Mountain College - Nursing (123000)

METRIC	BASELINE	BASELINE YEAR
Number of Enrollments	387	2016-17

Mt. San Jacinto CCD - Nursing (123000)

METRIC	BASELINE	BASELINE YEAR
Number of Enrollments	951	2016-17

Riverside City College - Nursing (123000)

METRIC	BASELINE	BASELINE YEAR
Number of Enrollments	502	2016-17

San Bernardino Valley College - Nursing (123000)

METRIC	BASELINE	BASELINE YEAR
Number of Enrollments	1130	2016-17

Victor Valley College - Nursing (123000)

METRIC	BASELINE	BASELINE YEAR
Number of Enrollments	347	2016-17

Chaffey College - Nursing (123000)

METRIC	BASELINE	BASELINE YEAR
Number of Enrollments	216	2016-17

College Of The Desert - Nursing (123000)

METRIC	BASELINE	BASELINE YEAR
Number of Enrollments	455	2016-17

Copper Mountain College - Nursing (123000)

METRIC	BASELINE	BASELINE YEAR
Number of Enrollments	387	2016-17

Mt. San Jacinto College - Nursing (123000)

METRIC	BASELINE	BASELINE YEAR
Number of Enrollments	905	2016-17

Riverside City College - Nursing (123000)

METRIC	BASELINE	BASELINE YEAR
Number of Enrollments	502	2016-17

San Bernardino Valley College - Nursing (123000)

METRIC	BASELINE	BASELINE YEAR
Number of Enrollments	1130	2016-17

Victor Valley College - Nursing (123000)

METRIC	BASELINE	BASELINE YEAR
Number of Enrollments	347	2016-17

Task Force Recommendations

CTE Faculty

16. Explore solutions to attract industry professionals in high-salaried occupations to become CTE faculty in community colleges.

Workplan

Risks

The lack of shared interest and collaborative investment would be a risk for the success of this project.

RESPONSIBLE PERSON: Sandy Baker (sandy.baker@rcc.edu)

LEAD INSTITUTION OR PARTNER: Riverside City College

PARTICIPATING INSTITUTIONS: Chaffey College, College of the Desert, Mt. San Jacinto College, San Bernardino Valley College, Victor Valley CCD

ACTIVITY TIMEFRAME: Year 2, Year 3

MAJOR ACTIVITIES: An emersion program for healthcare faculty educators that consist of) a two to three (2-3)-day Educator Boot Camp; 2) attendance at regional HWI-sponsored and other available professional development offerings, to include the two (2)-day Innovations in Health Occupations Education Conference offered annually in January; 3) assigned mentors for new faculty with a designated yearly calendar of topics to discuss and set meetings or phone conferences (minimum of four) throughout the academic year.

MAJOR OUTCOMES: To build capacity and create viable long term pathway for onboarding healthcare educators.

Budget Breakdown

Riverside City College	SWP Regional Share (40%)	1000 - Instructional Salaries	\$3,000
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AY 17-18 Faculty Stipends for Mentors + bootcamp development (for each year) - 6 faculty

Riverside City College	SWP Regional Share (40%)	3000 - Employee Benefits	\$515
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AY 17-18 Benefits for Faculty Stipends (30%)

Riverside City College	SWP Regional Share (40%)	4000 - Supplies and Materials	\$2,054
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AY 17-18 Materials & Supplies for professional activities

Riverside City College	SWP Regional Share (40%)	5000 - Other Operating Expenses and Services	\$12,000
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AY 17-18 Conference fee, hotel and airfare for a max. of 31/year identified healthcare educators to attend Educator Bootcamp (\$1800/faculty) Professional Development conference fees (\$200/faculty)

Chaffey College	SWP Regional Share (40%)	1000 - Instructional Salaries	\$2,500
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AY 17-18 Faculty Stipends for Mentors + bootcamp development (for each year) - 5 faculty

Chaffey College	SWP Regional Share (40%)	3000 - Employee Benefits	\$750
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AY 17-18 Benefits for Faculty Stipends (30%)

Chaffey College	SWP Regional Share (40%)	4000 - Supplies and Materials	\$1,391
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AY 17-18 Materials & Supplies for professional activities

Chaffey College	SWP Regional Share (40%)	5000 - Other Operating Expenses and Services	\$10,000
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AY 17-18 Conference fee, hotel and airfare for a max. of 31/year identified healthcare educators to attend Educator Bootcamp (\$1800/faculty) Professional Development conference fees (\$200/faculty)

College of the Desert	SWP Regional Share (40%)	1000 - Instructional Salaries	\$2,000
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AY 17-18 Faculty Stipends for Mentors + bootcamp development (for each year) - 4 faculty

College of the Desert	SWP Regional Share (40%)	3000 - Employee Benefits	\$600
AY 17-18 Benefits for Faculty Stipends (30%)			
College of the Desert	SWP Regional Share (40%)	4000 - Supplies and Materials	\$1,113
AY 17-18 Materials & Supplies for professional activities			
College of the Desert	SWP Regional Share (40%)	5000 - Other Operating Expenses and Services	\$8,000
AY 17-18 Conference fee, hotel and airfare for a max. of 31/year identified healthcare educators to attend Educator Bootcamp (\$1800/faculty) Professional Development conference fees (\$200/faculty)			
Mt. San Jacinto College	SWP Regional Share (40%)	1000 - Instructional Salaries	\$2,000
AY 17-18 Faculty Stipends for Mentors + bootcamp development (for each year) - 4 faculty			
Mt. San Jacinto College	SWP Regional Share (40%)	3000 - Employee Benefits	\$600
AY 17-18 Benefits for Faculty Stipends (30%)			
Mt. San Jacinto College	SWP Regional Share (40%)	4000 - Supplies and Materials	\$1,113
AY 17-18 Materials & Supplies for professional activities			
Mt. San Jacinto College	SWP Regional Share (40%)	5000 - Other Operating Expenses and Services	\$8,000
AY 17-18 Conference fee, hotel and airfare for a max. of 31/year identified healthcare educators to attend Educator Bootcamp (\$1800/faculty) Professional Development conference fees (\$200/faculty)			
San Bernardino Valley College	SWP Regional Share (40%)	1000 - Instructional Salaries	\$2,500
AY 17-18 Faculty Stipends for Mentors + bootcamp development (for each year) - 5 faculty			
San Bernardino Valley College	SWP Regional Share (40%)	3000 - Employee Benefits	\$750
AY 17-18 Benefits for Faculty Stipends (30%)			
San Bernardino Valley College	SWP Regional Share (40%)	4000 - Supplies and Materials	\$1,391
AY 17-18 Materials & Supplies for professional activities			
San Bernardino Valley College	SWP Regional Share (40%)	5000 - Other Operating Expenses and Services	\$10,000
AY 17-18 Conference fee, hotel and airfare for a max. of 31/year identified healthcare educators to attend Educator Bootcamp (\$1800/faculty) Professional Development conference fees (\$200/faculty)			
Victor Valley College	SWP Regional Share (40%)	1000 - Instructional Salaries	\$2,000
AY 17-18 Faculty Stipends for Mentors + bootcamp development (for each year) - 4 faculty			
Victor Valley College	SWP Regional Share (40%)	3000 - Employee Benefits	\$600
AY 17-18 Benefits for Faculty Stipends (30%)			
Victor Valley College	SWP Regional Share (40%)	4000 - Supplies and Materials	\$1,113
AY 17-18 Materials & Supplies for professional activities			
Victor Valley College	SWP Regional Share (40%)	5000 - Other Operating Expenses and Services	\$8,000

AY 17-18 Conference fee, hotel and airfare for a max. of 31/year identified healthcare educators to attend Educator Bootcamp (\$1800/faculty) Professional Development conference fees (\$200/faculty)

Chaffey College	SWP Regional Share (40%)	1000 - Instructional Salaries	\$2,500
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AY 18-19 Faculty Stipends for Mentors + bootcamp development (for each year) - 5 faculty

Chaffey College	SWP Regional Share (40%)	3000 - Employee Benefits	\$750
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AY 18-19 Benefits for Faculty Stipends (30%)

Chaffey College	SWP Regional Share (40%)	4000 - Supplies and Materials	\$1,391
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AY 18-19 Materials & Supplies for professional activities

Chaffey College	SWP Regional Share (40%)	5000 - Other Operating Expenses and Services	\$10,000
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AY 18-19 Conference fee, hotel and airfare for a max. of 31/year identified healthcare educators to attend Educator Bootcamp (\$1800/faculty) Professional Development conference fees (\$200/faculty)

College of the Desert	SWP Regional Share (40%)	1000 - Instructional Salaries	\$2,000
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AY 18-19 Faculty Stipends for Mentors + bootcamp development (for each year) - 4 faculty

College of the Desert	SWP Regional Share (40%)	3000 - Employee Benefits	\$600
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AY 18-19 Benefits for Faculty Stipends (30%)

College of the Desert	SWP Regional Share (40%)	4000 - Supplies and Materials	\$1,113
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AY 18-19 Materials & Supplies for professional activities

College of the Desert	SWP Regional Share (40%)	5000 - Other Operating Expenses and Services	\$8,000
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AY 18-19 Conference fee, hotel and airfare for a max. of 31/year identified healthcare educators to attend Educator Bootcamp (\$1800/faculty) Professional Development conference fees (\$200/faculty)

Mt. San Jacinto College	SWP Regional Share (40%)	1000 - Instructional Salaries	\$2,000
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AY 18-19 Faculty Stipends for Mentors + bootcamp development (for each year) - 4 faculty

Mt. San Jacinto College	SWP Regional Share (40%)	3000 - Employee Benefits	\$600
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AY 18-19 Benefits for Faculty Stipends (30%)

Mt. San Jacinto College	SWP Regional Share (40%)	4000 - Supplies and Materials	\$1,113
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AY 18-19 Materials & Supplies for professional activities

Mt. San Jacinto College	SWP Regional Share (40%)	5000 - Other Operating Expenses and Services	\$8,000
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AY 18-19 Conference fee, hotel and airfare for a max. of 31/year identified healthcare educators to attend Educator Bootcamp (\$1800/faculty) Professional Development conference fees (\$200/faculty)

Riverside City College	SWP Regional Share (40%)	1000 - Instructional Salaries	\$3,000
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AY 18-19 Faculty Stipends for Mentors + bootcamp development (for each year) - 6 faculty

Riverside City College	SWP Regional Share (40%)	3000 - Employee Benefits	\$515
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AY 18-19 Benefits for Faculty Stipends (30%)

Riverside City College	SWP Regional Share (40%)	4000 - Supplies and Materials	\$2,054
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AY 18-19 Materials & Supplies for professional activities

Riverside City College	SWP Regional Share (40%)	5000 - Other Operating Expenses and Services	\$12,000
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AY 18-19 Conference fee, hotel and airfare for a max. of 31/year identified healthcare educators to attend Educator Bootcamp (\$1800/faculty) Professional Development conference fees (\$200/faculty)

San Bernardino Valley College	SWP Regional Share (40%)	1000 - Instructional Salaries	\$2,500
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AY 18-19 Faculty Stipends for Mentors + bootcamp development (for each year) - 5 faculty

San Bernardino Valley College	SWP Regional Share (40%)	3000 - Employee Benefits	\$750
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AY 18-19 Benefits for Faculty Stipends (30%)

San Bernardino Valley College	SWP Regional Share (40%)	4000 - Supplies and Materials	\$1,391
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AY 18-19 Materials & Supplies for professional activities

San Bernardino Valley College	SWP Regional Share (40%)	5000 - Other Operating Expenses and Services	\$10,000
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AY 18-19 Conference fee, hotel and airfare for a max. of 31/year identified healthcare educators to attend Educator Bootcamp (\$1800/faculty) Professional Development conference fees (\$200/faculty)

Victor Valley College	SWP Regional Share (40%)	1000 - Instructional Salaries	\$2,000
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AY 18-19 Faculty Stipends for Mentors + bootcamp development (for each year) - 4 faculty

Victor Valley College	SWP Regional Share (40%)	3000 - Employee Benefits	\$600
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AY 18-19 Benefits for Faculty Stipends (30%)

Victor Valley College	SWP Regional Share (40%)	4000 - Supplies and Materials	\$1,113
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AY 18-19 Materials & Supplies for professional activities

Victor Valley College	SWP Regional Share (40%)	5000 - Other Operating Expenses and Services	\$8,000
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AY 18-19 Conference fee, hotel and airfare for a max. of 31/year identified healthcare educators to attend Educator Bootcamp (\$1800/faculty) Professional Development conference fees (\$200/faculty)

Budget Totals

INSTITUTION	CODE	TOTAL
Chaffey College	1000 - Instructional Salaries	\$2,500
Chaffey College	3000 - Employee Benefits	\$750
Chaffey College	4000 - Supplies and Materials	\$1,391
Chaffey College	5000 - Other Operating Expenses and Services	\$10,000
Chaffey College	1000 - Instructional Salaries	\$2,500
Chaffey College	3000 - Employee Benefits	\$750
Chaffey College	4000 - Supplies and Materials	\$1,391
Chaffey College	5000 - Other Operating Expenses and Services	\$10,000
Chaffey College Total:		\$29,282
TOTAL PROJECT COST:		\$163,980

INSTITUTION	CODE	TOTAL
College of the Desert	1000 - Instructional Salaries	\$2,000
College of the Desert	3000 - Employee Benefits	\$600
College of the Desert	4000 - Supplies and Materials	\$1,113
College of the Desert	5000 - Other Operating Expenses and Services	\$8,000
College of the Desert	1000 - Instructional Salaries	\$2,000
College of the Desert	3000 - Employee Benefits	\$600
College of the Desert	4000 - Supplies and Materials	\$1,113
College of the Desert	5000 - Other Operating Expenses and Services	\$8,000
College of the Desert Total:		\$23,426
Mt. San Jacinto College	1000 - Instructional Salaries	\$2,000
Mt. San Jacinto College	3000 - Employee Benefits	\$600
Mt. San Jacinto College	4000 - Supplies and Materials	\$1,113
Mt. San Jacinto College	5000 - Other Operating Expenses and Services	\$8,000
Mt. San Jacinto College	1000 - Instructional Salaries	\$2,000
Mt. San Jacinto College	3000 - Employee Benefits	\$600
Mt. San Jacinto College	4000 - Supplies and Materials	\$1,113
Mt. San Jacinto College	5000 - Other Operating Expenses and Services	\$8,000
Mt. San Jacinto College Total:		\$23,426
Riverside City College	1000 - Instructional Salaries	\$3,000
Riverside City College	3000 - Employee Benefits	\$515
Riverside City College	4000 - Supplies and Materials	\$2,054
Riverside City College	5000 - Other Operating Expenses and Services	\$12,000
Riverside City College	1000 - Instructional Salaries	\$3,000
Riverside City College	3000 - Employee Benefits	\$515
Riverside City College	4000 - Supplies and Materials	\$2,054
Riverside City College	5000 - Other Operating Expenses and Services	\$12,000
Riverside City College Total:		\$35,138
San Bernardino Valley College	1000 - Instructional Salaries	\$2,500
San Bernardino Valley College	3000 - Employee Benefits	\$750
San Bernardino Valley College	4000 - Supplies and Materials	\$1,391
San Bernardino Valley College	5000 - Other Operating Expenses and Services	\$10,000
San Bernardino Valley College	1000 - Instructional Salaries	\$2,500
San Bernardino Valley College	3000 - Employee Benefits	\$750
San Bernardino Valley College	4000 - Supplies and Materials	\$1,391
San Bernardino Valley College	5000 - Other Operating Expenses and Services	\$10,000
San Bernardino Valley College Total:		\$29,282
Victor Valley College	1000 - Instructional Salaries	\$2,000
Victor Valley College	3000 - Employee Benefits	\$600
Victor Valley College	4000 - Supplies and Materials	\$1,113
Victor Valley College	5000 - Other Operating Expenses and Services	\$8,000
Victor Valley College	1000 - Instructional Salaries	\$2,000
Victor Valley College	3000 - Employee Benefits	\$600
Victor Valley College	4000 - Supplies and Materials	\$1,113
Victor Valley College	5000 - Other Operating Expenses and Services	\$8,000
Victor Valley College Total:		\$23,426
TOTAL PROJECT COST:		\$163,980



