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May 6, 2019

The Honorable Holly J. Mitchell Chair, Joint Legislative Budget Committee 1020 N Street, Room 553 Sacramento, California 95814

Dear Senator Mitchell:

Pursuant to Section 99070 of the Education Code (AB 957, Chapter 661, Statutes of 2017), enclosed is the University of California's report to the Legislature on *Higher Education Regional Workforce Efforts*.

If you have any questions regarding this report, Associate Vice President David Alcocer would be pleased to speak with you. David can be reached by telephone at (510) 987-9113, or by email at David.Alcocer@ucop.edu.

Yours very truly,

Janet Napolitano

President

Enclosure

cc: Senate Budget and Fiscal Review

The Honorable Richard D. Roth, Chair

Senate Budget and Fiscal Review Subcommittee #1

(Attn: Ms. Anita Lee)

(Attn: Mr. Kirk Feely)

The Honorable Kevin McCarty, Chair

Assembly Budget Subcommittee #2

(Attn: Mr. Mark Martin)

(Attn: Mrs. Katie Sperla)

Ms. Jennifer Troia, Joint Legislative Budget Committee

Ms. Erika Contreras, Secretary of the Senate

The Honorable Holly J. Mitchell May 6, 2019 Page 2

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Ms. Amy Leach, Office of the Chief Clerk of the Assembly

Mr. E. Dotson Wilson, Chief Clerk of the Assembly

Ms. Keely Bosler, Department of Finance

Mr. Jeff Bell, Department of Finance

Mr. Chris Ferguson, Department of Finance

Mr. Jack Zwald, Department of Finance

Ms. Rebecca Kirk, Department of Finance

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UNIVERSITY OF CALIFORNIA

Higher Education Regional Workforce Efforts

This report is submitted by the University of California (UC) in response to language contained in AB 957 (Levine, 2017), Chapter 661, Statutes of 2017, Chapter 1.7. Higher Education Regional Workforce Coordination, Education Code 99070, which states:

"The California State University shall, and the University of California is requested to, participate in regional conversations pursuant to the federal Workforce Innovation and Opportunity Act. The California State University shall, and the University of California is requested to, submit a summary of those first-year activities to the Legislature on or before May 1, 2019, on both of the following:

- (a) Recommendations made, partnerships developed, activities undertaken by individual campuses, programs, or the university system that have substantively included local and regional workforce partners and that were designed to increase the number of degrees or other forms of workforce preparation in high-demand occupations and industry sectors within one or more regions in the state.
- (b) Barriers to addressing regional workforce demands and recommendations to overcome these barriers."

This report provides examples of programs and efforts undertaken by several UC campuses in support of the Workforce Innovation and Opportunity Act (WIOA) in the last year. The University of California did not receive additional funding for these efforts.

Activity	Additional Information
WIO/Workforce Development:	
- contracted with Los Angeles County to evaluate progress	Associate Director of Berkeley's Institute for Research on Labor and Employment has a contract with Los Angeles County to evaluate progress by their Workforce Innovation and Opportunity Act (WIOA).
- received funding from the state High Road Training Partnership, funded by WIOA	Director of Berkeley's Labor Center's Green Economy Program and the new High Road Training Partnership Institute has received funding from the state High Road Training Partnership, which is funded by WIOA.
- contracted with California Workforce Development Board to use data	Faculty director of The California Policy Lab, also affiliated with Berkeley's Institute for Research, recently signed a contract to use data from the California Workforce Development Board (CWDB) on WIOA training programs to estimate the effectiveness of programs.
- has member on Richmond's Workforce Development Board (WDB)	Director of Local Government and Community Relations is on the city of Richmond's Workforce Development Board (WDB), which promotes and oversees the local workforce system. The WDB seeks creative solutions for meeting the current and future needs of both job seekers and employers in the city of Richmond.
Biomedical/ Technology Transfer:	
- member of The Biomedical Manufacturing Network	The Biomedical Manufacturing Network is a partnership of regional entities focused on building a biomedical manufacturing network for business assistance, technology transfer, education and training, and economic development. It brings together leaders from business, economic development, education, labor, community-based organizations, and public agencies to align a variety of resources and organizations to enhance the competitiveness of the local workforce.
Innovation Sector:	
- has several representatives on the Berkeley Startup Cluster steering committee	The Berkeley Startup Cluster is a collaborative effort with City of Berkeley, the Downtown Berkeley Association, the Berkeley Chamber of Commerce, the Lawrence Berkeley National Laboratory and SkyDeck Berkeley with a shared mission to make Berkeley a more vibrant, accessible and equitable place for startups to launch and grow. The startup was formed to help make Berkeley more attractive to startups spinning out of UC Berkeley or the Berkeley Lab and to help the local economy benefit from the
	corresponding jobs, creativity and investment that ensue. The work plan was updated in 2018 to achieve a future where: (1) Berkeley startups have access to relevant and timely information about resources and opportunities
	(2) local founders and their current and future employees have regular opportunities for high quality networking
	(3) Berkeley is viewed as a terrific place for startups
	(4) infrastructure and real estate in the City of Berkeley meet the needs of the local tech startups

Activity	Additional Information
Innovation Sector (continued):	
- has several representatives on the Berkeley Startup Cluster steering committee (continued)	(5) city policy supports local innovation and startup growth
	(6) the innovation sector employs a diverse workforce
- founding partner of SkyDeck	SkyDeck was formed as a partnership between the Haas School of Business, the College of Engineering, and the Office of the Vice Chancellor for Research, SkyDeck combines the consulting know-how of traditional accelerators with the vast resources of its research university. SkyDeck includes a mentorship program to create a powerful environment for startups.
	SkyDeck's SkyAdvisors, Partners, and large network of accredited investors connect their SkyTeams to the expertise and capital they need to launch and grow. SkyDeck is industryagnostic, accepting applications from companies in all industries.
Teaching and Education Administration:	agnostic, accepting applications from companies in all muustries.
The Graduate School of Education (GSE) offers a teacher preparation credential	The BE3 program provides a deep examination of what education is (research and theory)
program, Berkeley Educators for Equity and Excellence (BE3)	and also how to do it (teaching in a classroom). Berkeley's credential programs offer future teachers rigorous research in a specific subject area as an integral part of the preparation for being in a classroom. By earning a master's as well as a teaching credential, Berkeley graduates are equipped with depth and breadth as you enter a K-12 school.
The Graduate School of Education also offers the Principal Leadership Institute (PLI)	The PLI prepares educators to become effective professionals who successfully lead their school communities.
	Educators earn a master's degree and a recommendation toward an Administrative Services Credential (ASC) — Preliminary (Tier I). The ASC allows for service as a superintendent; associate superintendent; deputy superintendent; principal; assistant principal; dean; supervisor; consultant; coordinator; or an equivalent or intermediate-level administrator. Upon completion, GSE offers a Professional Clear Administrative Services Credential and Induction program. Established in 2002, our Leadership Support Program is the longest-running university-based induction program in California.
The Berkeley School Psychology Program prepares graduates to assume leadership roles as practicing school psychologists, researchers, university educators, and program directors at the local, state and national levels.	The Berkeley School of Psychology Program was established in 1965. Grounded in a scientist-practitioner model of education and training, the program emphasizes a cognitive-developmental perspective and a school-based mental-health consultation model of service delivery.
Berkeley World Language Project (BWLP) provides programs for World Language (WL), EL, and Heritage Language teachers to develop instructional practices that engage all learners.	BWLP offers technology workshops for WL teachers, Project-based Language Learning, and World Language Teacher Leadership training. It provides professional development for world language teachers at sites and on the UC Berkeley campus focusing on engaging students with standards-based instruction that embeds literacy skills and the inquiry process.

Activity	Additional Information
Teaching and Education Administration (continued):	
- offers California Reading and Literature Project (CRLP)	CRLP supports California's K-12 teachers and administrators with professional learning to aid in the successful implementation of the CA Common Core Standards for ELA/Literacy and English Language Development with an emphasis on providing access for all learners.
- offers Math for America Berkeley (MfA Berkeley) Master Teacher Program	MfA Berkeley Master Teacher program provides professional and leadership development for Bay Area Math and Science teachers (grades 6-12). Participating teachers receive an annual stipend and travel/materials funding.
Office of Resources for International and Area Studies (ORIAS) provides K-12 and community college teachers with opportunities to learn new content in World History and cross-disciplinary international topics.	ORIAS programs include teacher reading groups in World History topics, thematic summer institutes, periodic evening and weekend workshops, a Speakers Bureau, one-on-one work with teachers seeking resources, and collaboration with districts to organize programs for teachers.
UC Berkeley History-Social Science Project (UCBHSSP) offers a wide range of professional learning opportunities for history teachers at sites, across districts, and on the UC Berkeley campus.	UCBHSSP programs incorporate explicit planning for history, with an emphasis on the development of curricular materials that incorporate inquiry, literacy, and disciplinary thinking.
Graduate Programs for High Demand Careers:	
The UC Berkeley School of Information has several degree programs	Degree Programs in High Demand Careers: - The Master of Information Management and Systems (MIMS): Educating information professionals to provide leadership for an information-driven world
	- Ph.D. in Information Management and Systems: A research program for next-generation scholars of the information age
	- Master of Information and Data Science (MIDS): Online degree preparing data science professionals to solve real-world problems
	- 5th Year Master of Information and Data Science (MIDS): A one-year online degree training UC Berkeley undergraduates for data science careers
	- Master of Information and Cybersecurity (MICS): Online degree preparing cybersecurity leaders for complex cybersecurity challenges
Internship Programs:	
- offers Public Service Center Internship Program (PSI)	PSI connects students with Bay Area social justice issues through internships that focus on policy, community organizing, or direct service.
	Students intern for 8-10 hours a week for the academic year and enroll in a field studies course for their units. Student interns also meet as a cohort throughout the year to build leadership and professional skills and explore social change strategies.
Career Center Activities:	
The Berkeley Career Center provides services to Berkeley undergraduate graduate, PhD and postdoctoral students.	The Berkeley Career Center provides services that include supporting undergraduates through workshops, career fairs, events, and one-on-one opportunities to assist with finding a job or internship; resume and cover letter development; improve interviewing skills; preparing to apply to graduate and professional school and career planning.

Activity	Additional Information
Career Center Activities (continued):	
The Employer Services Team also provides prospective employers with support and	The Employer Services Team provides services that include:
resources.	
	- education about Berkeley academic programs and providing data about senior data and
	salaries
	- assistance with recruiting that includes developing successful strategies, developing jobs and internships, hosting career fairs and forums and working with prospective employers
	for On-Campus Recruiting efforts.
	The Employer Services Team also helps employers build their campus brand with
	information sessions, "coffee chats," working with student organizations, developing targeted emails and engaging with Cal Alumni.
	It also invites employers to join the Berkeley Circle partners, which receive an exceptional
	array of services to increase visibility, promote a positive brand for your organization on
	campus, and maximize your recruitment efforts. Gifts from partners in the Berkeley Circle
	are important and essential to the Career Center as the Center strives to provide premier
	career services to our distinguished students. Partnership in Berkeley Circle is annual, June
	through May, in alignment with the academic year. 2018-19 Berkeley Circle Partners include
	Bank of the West, Chevron, Peet's Coffee, Cisco, Macy's, Apple, Citadel Drop Box, Intel, Ford
	and more than 60 more.

Activity	Additional Information
Early Academic Outreach Program:	
- Pre-College Scholars Conference	
- Fund Your Education Conference	
- Major Exploration Conference (2017)	
- UC Admissions and Personal Insight Questions Workshop	
- Discover Engineering Day	
- Discover Law Day (February 2018)	
- Young Womxn Empowerment Conference	
- Careers in Education Conference	
- Empowerment Conference for English Language Learners	
- Nuclear Reactor Visit	
- Summer Drone Academy	
EQUIP Program:	
- has goal for each participant in the program to complete an internship with a local	
employer	
- partners with regional employers to provide internships to participants	<u>List of Regional Employers where undergraduates have interned or worked</u>
	- Impact Venture Capital
	- Venture Catalyst
	- Molecular Matrix
	- NeVap Inc.
	- Evolve BioSystems
	- Engage3
	- Acacia Counseling & Wellness
Through the Internship and Career Center:	
- Five Internship and Career Fairs with about 150 employers at each	
- Over 10,000 Job and internship postings	
- Collaboration with Greater Sacramento Economic Council (GSEC) events	
- Several Conversations with the Community	
- Competitiveness Forum (meeting with site locators)	
- Regular attendance at Sacramento iHub meetings	
- Annual Conference	
Leaders for the Future :	
- is a 5-month certificate program for Ph.D. students and postdoctoral scholars with	
training in skills needed to excel in careers across industry, government and more.	
Partnerships with WIOA Agencies:	List of MICA Appraisa
	List of WIOA Agencies Alliance for Workforce Development Inc. WIOA
	- Alliance for Workforce Development Inc-WIOA
	- County of Humboldt- WIOA County of Marcad Department of Workforce Investment WIOA
	- County of Merced Department of Workforce Investment-WIOA - County of Yolo - WIOA
	- East Bay Works-AJCC (America's Job Center of California)-WIOA
	- Edst Bay Works-AJCC (America's Job Center of Camornia)-WIOA - Eckerd Work Force Development-WIOA
	- El Dorado County- WIOA
	- Li Dorado Courity- WIOA

Activity	Additional Information
Partnerships with WIOA Agencies (continued):	
	List of WIOA Agencies (continued)
	- Golden Sierra Job Training Agency-Placerville (WIOA)
	- Goodwill Central Coast-WIOA
	- KRA Santa Barbara County Workforce Resource Center-WIOA
	- Mendocino Private Industry Council, Inc-WIOA
	- Mother Lode Job Training- WIOA
	- Mother Lode Job Training-Sonora-WIOA
	- Mother Lode Job Training-Sutter Creek-WIOA
	- Mother Lode Job Training-WIOA
	- Napa County Health and Human Services- WIOA -
	- Oakland Private Industry Council, Inc-WIOA
	- SMART Business Resource Center - WIOA
	- Santa Barbara County Workforce Resource Center-WIOA
	- Shoreline Workforce Development Services-WIOA
	- Workforce Development Center-WIOA
	- Workforce Investment Board-Solano County-WIOA

Activity	Additional Information
Partner with Riverside County Workforce Development Center:	
The Riverside County Workforce Development Center is a hub of the county-wide service	
delivery vehicle for workforce, education and business services. It provides job training,	
placement, and business services delivered to the county.	
- WIOA for Adults	
- WIOA for Dislocated Workers	
- Slingshot	Slingshot is a California program aimed at providing training to workers in areas of need by industry
- California Family Life Centers	California Family Life Centers are "one-stop" centers contracted by Workforce Development Board to provide services for target Youth defined under WIOA, including vocational training, job placement, GED resume preparation
- ResCare Workforce Services	
Inland Empire Regional Planning Units:	
- provides Youth awards and scholarships	
- awarded funding for the Prison to Employment Initiative - integrates workforce and reentry services to connect formerly incarcerated individuals to high demand employment in the labor market, and seeks to improve employment outcomes for formerly incarcerated	The Prison to Employment Initiative focuses on the time period between 90 days pre-release and 90 days post-release, ensuring successful transition. Lack of employment is one of the top two reasons for recidivating – the P2E Initiative seeks to improve employment outcomes through: - coordinated efforts between partners to maximize service availability - transitional employment models that lead to unsubsidized employment - connecting individuals who have completed training during incarceration directly to jobs that they've earned certifications in - successful business engagement that leads to job placement - short term vocational training that leads to career pathways identified as self-sufficient careers - peer mentorship, soft skills/ job readiness, and case management
 has active participation in National conference of Workforce Development Boards (The Forum), and visits to congressional representatives submitted funding request proposal to Veterans Employment Assistance Program to help unemployed and underemployed veterans with significant barriers to employment, transition from military careers to rewarding civilian employment (\$500k requested) 	

Riverside

Activity **Additional Information** Partner with Inland Empire Growth Opportunities Initiative (IEGO): IEGO promotes inclusive economic growth in Riverside and San Bernardino counties. It Challenges: The metropolitan region of Riverside and San Bernardino counties struggle to deliver growth aims to benefit residents of both counties, lift thousands out of poverty and broaden local access to opportunity by investing in better pathways to good jobs, improving that provides opportunities for working families to reach the middle class. The region's educational outcomes, inspiring the region's brightest young people to stay, and economy provides relatively few pathways to good jobs that provide stable, family-sustaining wages and economic security. Other social and environmental factors further confound strengthening civic infrastructure necessary to address emerging opportunities. access to opportunity and imperil the region's future prosperity. These challenges and the lingering impact of the Great Recession have fueled a narrative for the region as one beset by problems. The region has never had a cohesive strategy to address shared challenges and advance inclusive growth and opportunity through the entire region. Effort to address challenges faced: In the last year, leaders from private and public sectors in Riverside and San Bernardino counties have come together to catalyze a concerted effort to develop a strategic agenda for advancing inclusive growth and opportunity. Local leaders have organized committees and a core team of professional to oversee and execute this effort. These committees comprise a diverse set of stakeholders from the region's county and municipal governments, corporations and business groups, labor groups,

the effort.

civic and community enterprises, higher education institutions, philanthropy, the media, and

Metropolitan Policy Program will provide research and technical support to inform and advise

other organizations. Additionally, experts and staff from the Brookings Institution

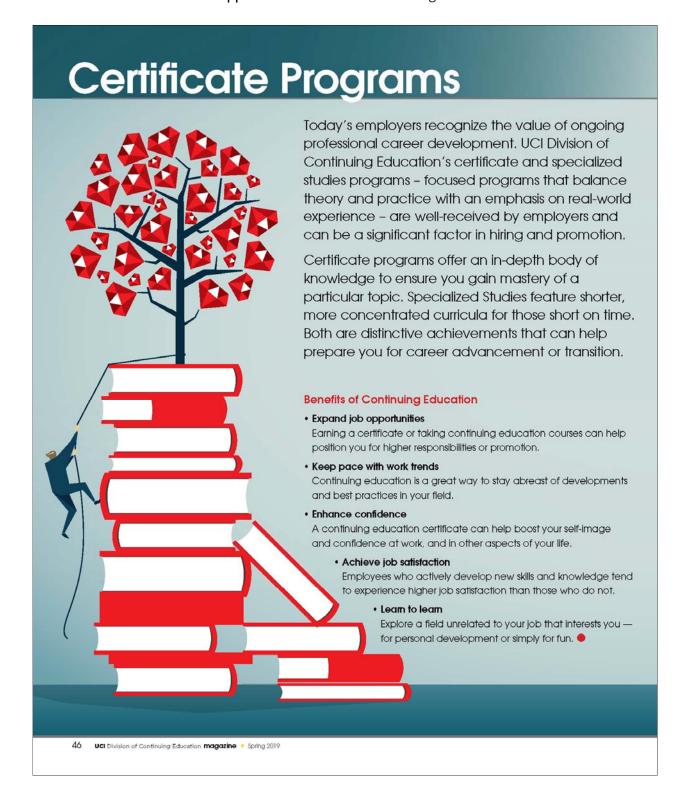
Santa Barbara

Activity	Additional Information
UCSB Career Services:	Programs offered through UCSB Career Services
- Graduate and Professional School Days	- Gaucho Paths to Success (GPS) Program
- On-campus Job Fairs	- Internship Scholarship Program
- Quarterly Career and Internship Fairs	
- Gaucho Job Shadow Program	
- Santa Barbara Career Symposium	
- Handshake	
Department of Economics:	Programs offered through Department of Economics
- Career Connection Fellows	- Strategic Business Programs (SBP)
- Career Connection Peer Advisors	
- Career Connection Speaker Series	
- Quarterly lunch with Alumni Series	
- PwC Programming Module	
- Data Hack: Data Science Boot Camp	
Professional and Continuing Education:	Programs offered through Professional and Continuing Education
- Start-up Boot Camp	- University Immersion Program
The state of book camp	
- Professional Certificates	- Undergraduate Preparation Program (Step UPP)
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· · · · · · · · · · · · · · · · · · ·	- Undergraduate Preparation Program (Step UPP)
· · · · · · · · · · · · · · · · · · ·	- Undergraduate Preparation Program (Step UPP)- Optional Practical Training Program
- Professional Certificates	- Undergraduate Preparation Program (Step UPP)- Optional Practical Training Program- Education Inservice Programs
- Professional Certificates Technology Management Program:	- Undergraduate Preparation Program (Step UPP) - Optional Practical Training Program - Education Inservice Programs Programs offered through Technology Management Program
- Professional Certificates Technology Management Program: - New Venture Competition	- Undergraduate Preparation Program (Step UPP) - Optional Practical Training Program - Education Inservice Programs Programs offered through Technology Management Program - Doctorate in Technology Management
- Professional Certificates Technology Management Program: - New Venture Competition - Executive-at-the-Table	- Undergraduate Preparation Program (Step UPP) - Optional Practical Training Program - Education Inservice Programs Programs offered through Technology Management Program - Doctorate in Technology Management - Master of Technology Management
- Professional Certificates Technology Management Program: - New Venture Competition - Executive-at-the-Table - UCSB Entrepreneurs Association	- Undergraduate Preparation Program (Step UPP) - Optional Practical Training Program - Education Inservice Programs Programs offered through Technology Management Program - Doctorate in Technology Management - Master of Technology Management - Graduate Program in Management Practice
- Professional Certificates Technology Management Program: - New Venture Competition - Executive-at-the-Table - UCSB Entrepreneurs Association - UCSB Marketing Association	- Undergraduate Preparation Program (Step UPP) - Optional Practical Training Program - Education Inservice Programs Programs offered through Technology Management Program - Doctorate in Technology Management - Master of Technology Management - Graduate Program in Management Practice
- Professional Certificates Technology Management Program: - New Venture Competition - Executive-at-the-Table - UCSB Entrepreneurs Association - UCSB Marketing Association Bren School of Environmental Science and Management:	- Undergraduate Preparation Program (Step UPP) - Optional Practical Training Program - Education Inservice Programs Programs offered through Technology Management Program - Doctorate in Technology Management - Master of Technology Management - Graduate Program in Management Practice
- Professional Certificates Technology Management Program: - New Venture Competition - Executive-at-the-Table - UCSB Entrepreneurs Association - UCSB Marketing Association Bren School of Environmental Science and Management: - Bren School Career Development	- Undergraduate Preparation Program (Step UPP) - Optional Practical Training Program - Education Inservice Programs Programs offered through Technology Management Program - Doctorate in Technology Management - Master of Technology Management - Graduate Program in Management Practice

Irvine	
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Activity	Additional Information
Division of Continuing Education:	
offers Certificate Programs	See Appendix I for Irvine's Certificate Programs

Appendix I - Irvine Certificate Programs



Appendix I - Irvine Certificate Programs

ARTS & ENTERTAINMENT • ce.ucl.edu/arts Culinary Arts Program	Environmental Management Certificate Program Facilities Management Certificate Program Water-Energy Nexus Certificate Program
BUSINESS & MANAGEMENT • ce.ucl.edu/bm	· ·
Business Administration Certificate Program	FINANCE & ACCOUNTING • ce.uci.edu/finance
Business Analysis Certificate Program	Applied Accounting Certificate Program CFP® Review
Contract Management Certificate Program	Personal Financial Planning Certificate Program
Digital Marketing Certificate Program Digital Marketing & Communications Certificate Program	Wealth That Lasts
E-Learning Instructional Design Certificate Program	
Esports Management Specialized Studies Program	HEALTHCARE • ce.uci.edu/healthcare
HR Business Partner Specialized Studies Program	Health Care Analytics Specialized Studies Program
Human Resources Management Certificate Program	Lean Healthcare Specialization
Innovation & Product Development Specialized Studies	Pharmacy Technician Program
Program	LAW • ce.ucl.edu/law
Lean Six Sigma Black Belt Certificate Program	High School Summer Institute in Law
Lean Six Sigma Green Belt Specialized Studies Program	Paralegal Certificate Program
Marketing & Communications Certificate Program	Public Policy Making Academy
Media & Global Communications Certificate Program	LEADERSHIP • ce.uci.edu/leadership
Meeting & Event Management Specialized Studies Program	Modern Leader Specialized Studies Program
Nonprofit Management Specialized Studies Program	Organizational Leadership & Communication Certificate
Project Management Certificate Program Real Estate Licensure Specialized Studies Program	Program Strategic Leadership Development Certificate Program
Social Media Specialized Studies Program	
Spa and Wellness Management Certificate Program	LIFE SCIENCES • ce.uci.edu/ls
Strategic Communication Management Specialized	Clinical Research Certificate Program
Studies Program	Clinical Laboratory Science/Medical Technology (CLS/MT) Training Program
Supply Chain Management Certificate Program	Clinical Trials: Medical Device & Drug Development
The Business of Coffee: Modern Production Processes	Certificate Program
in Colombia Specialized Studies Program	Comparative Effectiveness Research and Evidence Based
EDUCATION • ce.ucl.edu/educ	Medicine Certificate Program
Clear Induction Administrative Services Credential	Medical Product Development Certificate Program
Gifted & Talented Education (GATE) Specialized Studies Program	Postbaccalaureate Premedical Program Post-Baccalaureate Program in Pharmaceutical Sciences
Independent Educational Consultant Certificate Program	Regulatory Affairs and Compliance Certificate Program
Montessori Teacher Education Program	
Preliminary Administrative Services Credential	TECHNOLOGY • ce.uci.edu/tech
Reading Certificate Program	Agile Project Management Certificate Program Blockchain Technologies Specialized Studies Program
Teaching English as a Foreign Language (TEFL) Certificate	Business Intelligence & Data Warehousing Specialized
Program	Studies Program
Teaching English to Speakers of Other Languages (TESOL)	Computer Programming Courses
Certificate Program	Cyber Security Certificate Program
ENGINEERING • ce.ucl.edu/eng	Data Science Certificate Program
Communications Systems Engineering Certificate Program	Database Management Certificate Program
Device Software Engineering Specialized Studies Program	Full Stack Web Development Certificate Program
Digital Signal Processing Engineering Specialized Studies Program	Java Enterprise Development Certificate Program
Embedded Systems Engineering Certificate Program	Java Programming Certificate Program
Internet of Things (IoT): Applications and Opportunities	Machine and Deep Learning Specialized Studies Program Microsoft .NET Technologies Certificate Program
Specialized Studies Program	
Optical Engineering Certificate Program	Mobile Application Development Certificate Program Predictive Analytics Certificate Program
Optical Instrument Design Certificate Program	Python for Data Science, Web and Core Programming
Systems Engineering Certificate Program	Specialized Studies Program
ENVIRONMENT & FACILITIES • ce.uci.edu/envfac	Search Engine Optimization (SEO) Specialized Studies
Emergency Management and Disaster Recovery	Program
Specialized Studies Program	Web Design Certificate Program
	Web Intelligence Certificate Program