Your Roadmap to CTE Programs as a Working Professional

WICHE PRESENTATION

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April 16, 2026

gbcnv.edu

GREAT BASIN COLLEGE

Founded in 1967

4 Rural Nevada Campuses

Elko | Winnemucca | Ely | Pahrump Valley

75+ Programs and Certificates

Nevada’s Most Affordable College

#1 Community College Graduation Rate in Nevada

GREAT BASIN COLLEGE

Our Mission

Transforming Lives Through Education

Roadmap to Hybrid Learning

Our Story

- Traditional Industrial Technology programs
  - Welding
  - Diesel Mechanics
  - Industrial Maintenance
  - Electrical Systems
  - Instrumentation
- Accelerated AAS degree
  - Monday - Thursday, 5 hours per day
- 68% of GBC Students are Part-time Learners
  - CTE programs did not fit our student demographics
  - Non-traditional, working adults with competing priorities

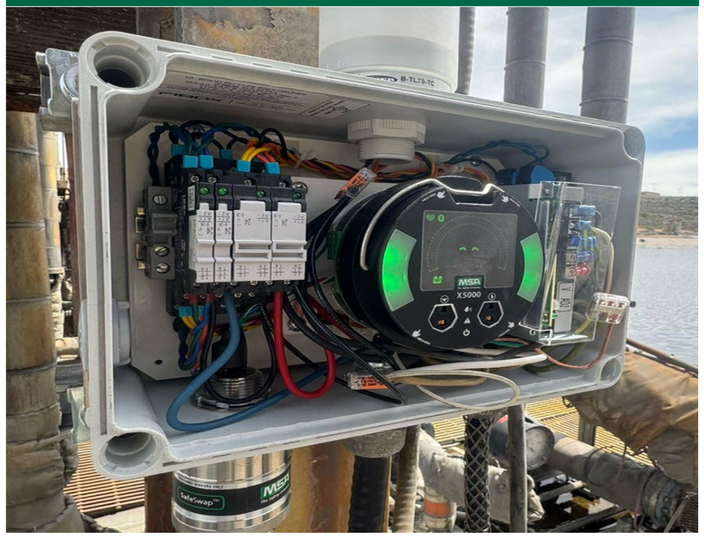
Industry in Rural Nevada

Mining Companies and Contractors

- Gold, Lithium, Copper, and other critical minerals
- Miners’ schedules - rotating shifts
- Lucrative income without formal education
- Skilled trades gap
- Develop employees with education

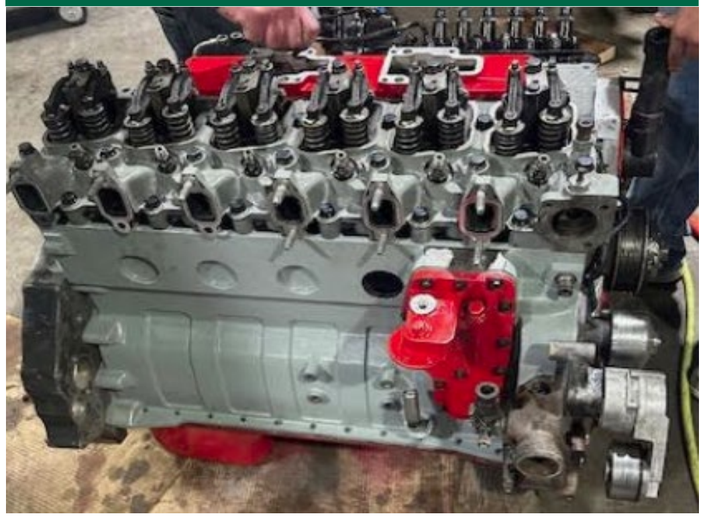
Hybrid Vision At GBC

Started with 3 programs



Electrical Systems

Instrumentation



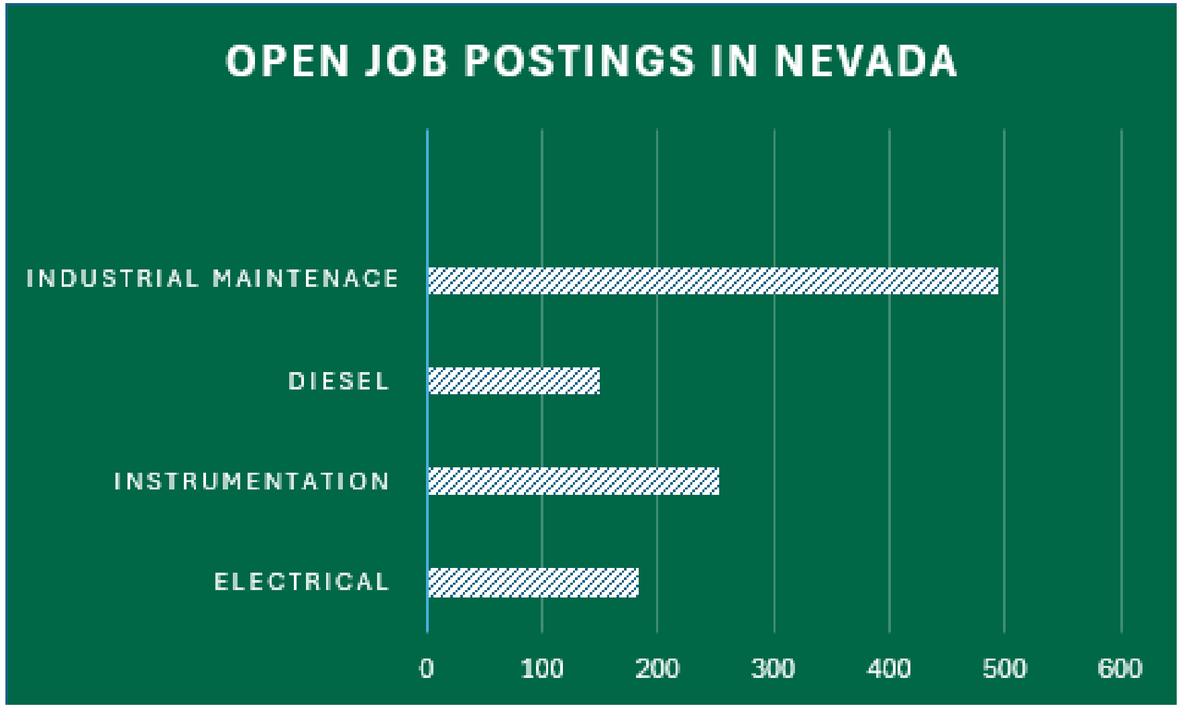
Diesel Technology

Why Hybrid

Access and Industry Demand

- **Entry point/exit point**
  - Expanded existing programs by creating new sections for increased capacity
  - Created new exit points for graduates to begin employment

- **Growth in industry**
  - High demand for workforce in Electrical, Instrumentation, Diesel, and Industrial Maintenance
  - Automation leading to the need to upskill current workforce



Competing Student Priorities

- Accelerated, everyday schedule conflicts with work shifts
- Long commutes to campuses, and/or work location (mines are rural)
- Limited access to smaller, rural communities
- Juggling family, community, and other non-work priorities
- Balancing mortgages, household bills, and school load

Student Demographics

68% part-time students

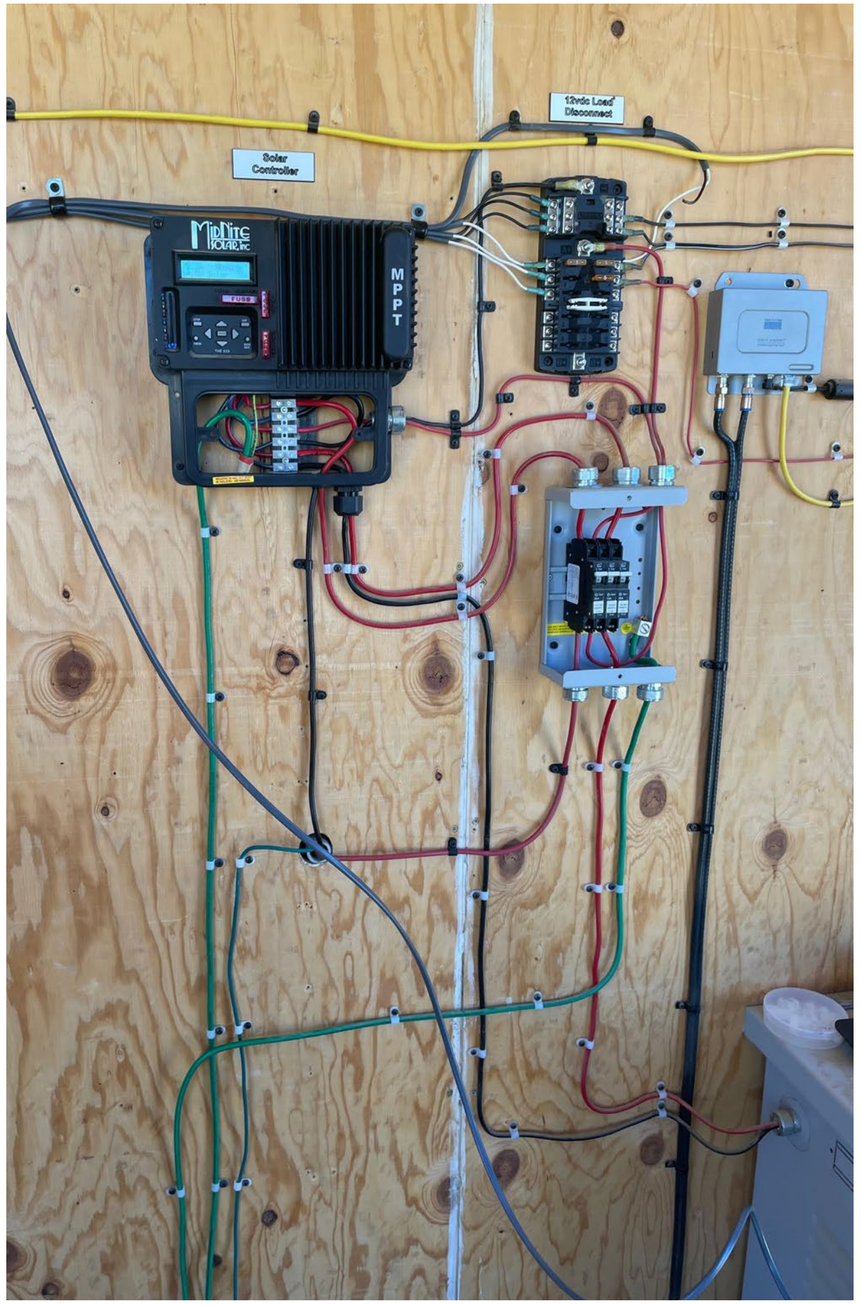
71% hybrid students are over 25 and work full-time

20 hours of class time per week in traditional programs

60% of students are from under-represented groups

What Students are Saying

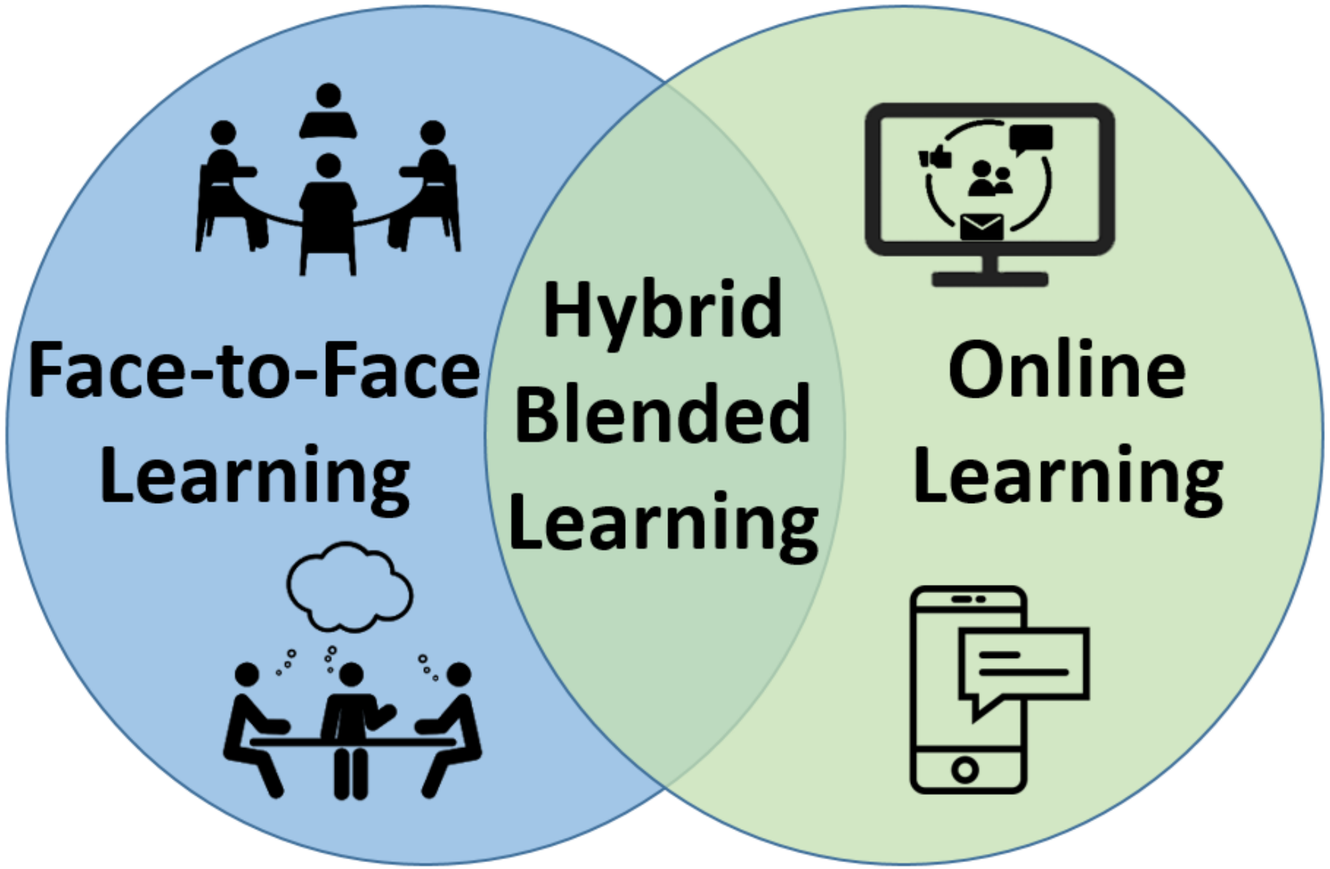
When I first heard about this Hybrid Program, I was very excited. I thought that it was a great opportunity to further my knowledge in the field while also still being able to work full time. I would not have been able to do this if I would have had to work part time and give up some of my income. I have talked to multiple people in my department who have expressed interest in the program. However, it is something that they are not willing to do if they will not be able to work full time. The Hybrid Program allows me to still bring money to the table for my family while also developing my skills in order to progress in the field. Achieving that would be very difficult and almost impossible at this point in my career and life.



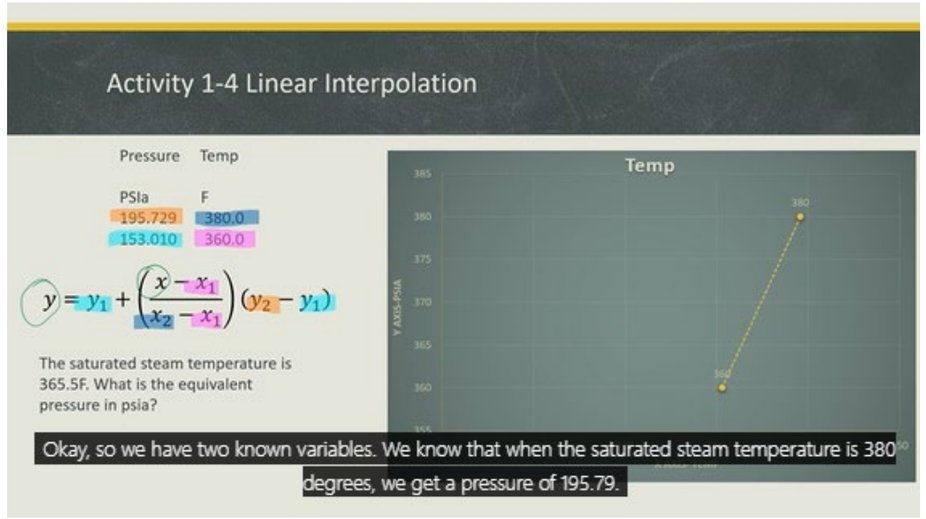
“The Hybrid program allows me to still bring money to the table for my family while also developing my skills…

Student, Winnemucca Instrumentation

Hybrid Model

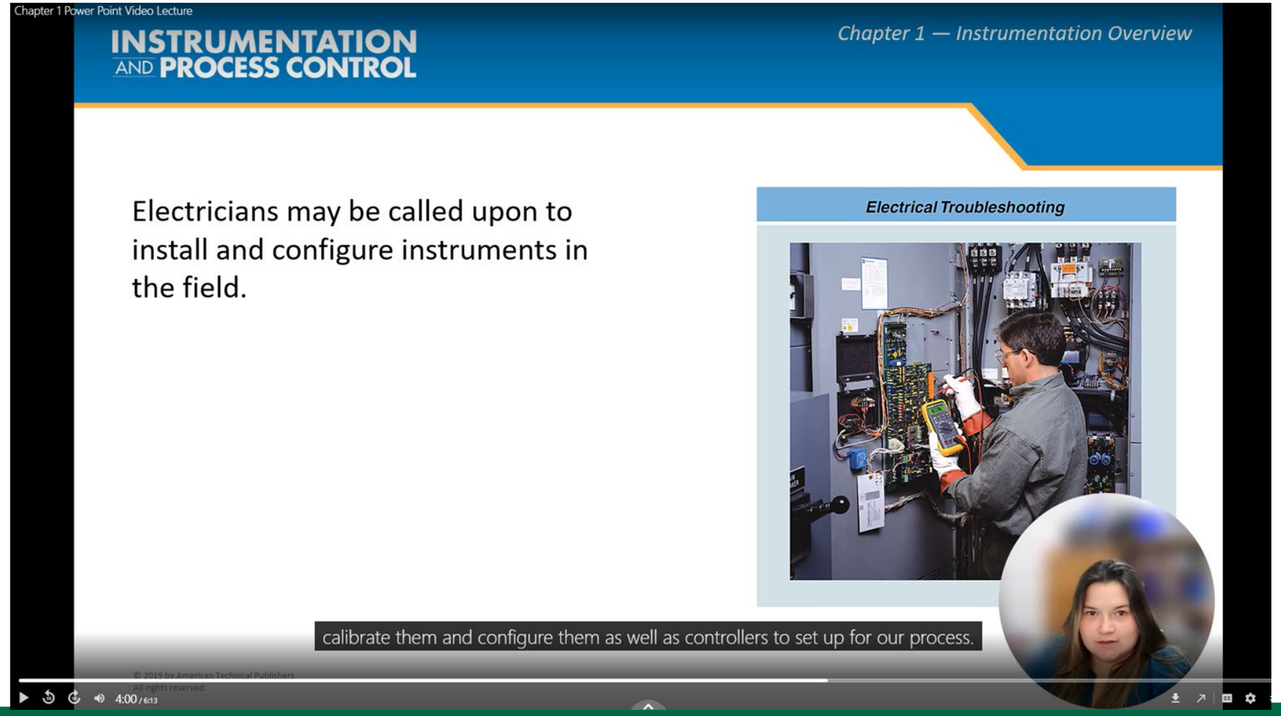


Didactic Learning Requirements

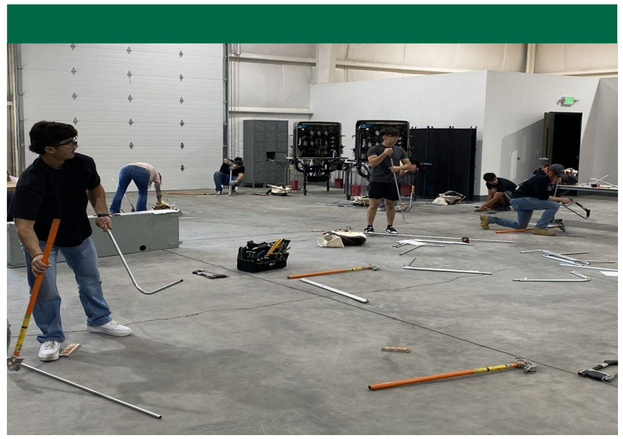


- Utilize online tools and resources
  - Canvas
  - Automation Studios
  - Vector Learning
  - Industry Trainings

- Student Engagement
  - Video
  - Student-t- Student Interaction



PH Lab



Conduit Bending

Valve Positioner Calibration

Diesel Hydraulic Pumps

Practical Application

- Weekly, in-person labs
- 15-month programs to meet the part-time student demographics
- Faculty and peer collaboration
- Real-life scenarios and training
- Employer supported learning with projects that match curriculum

Industry Collaboration

The hybrid diesel technology program has been a **game changer** for our Kinross Nevada sites! Our industry is experiencing more trade skills professionals leaving the mines than coming into the mines, creating a **significant gap** in diesel mechanics, electricians, instrumentation technology, and welders. The hybrid programs make it **feasible for folks to work full-time while completing higher education**.

Once the employee had some technical knowledge, we transferred them into a full-time maintenance technician position, where they get **hands on experience** while completing their certification.

-Kinross Nevada HR Manager

What We Learned: Year 1

These practices draw from our experience in implementing our hybrid programs. With strong structure, flexibility, and support these programs have the potential to outperform traditional programs for adult learners.

• **Intentional Course Design & Backward Planning**	• **Clear Expectations & Consistent Communication**	• **Technology & Accessibility Foundation**
• **Flipped or Blended Andragogy**	• **Faculty Training & Support**	• **Promote Active Learning & Engagement**

Benefits of Hybrid Learning

Balance

Flexibility

Generates Rotations for Workforce Entry

Workforce Skill Set

Starting Your Own Hybrid Workforce Programs

- Plan purposefully and work with subject matter experts
- Build from existing traditional programs
- Utilize existing technologies
- Launch, evaluate, adjust, and improve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Questions
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