

**Project Title: California Apprenticeship Initiative New and Innovative Grant: Military Leadership Apprenticeship Program**

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Funding Source: California Community Colleges Chancellor's Office, Workforce and Economic Development Division

Project Goal: Prepare United States Marine Corps (USMC) Sergeants to transition to Staff Sergeant rank within the USMC and to secure successful employment within the locally prominent military and defense industries after they exit service.



## Goals and Achievements

- Launched Military Leadership Certificate and Associate Degree programs aligned with Marine Corps University's Sergeant School.
- Implemented MyOneFlow to streamline apprenticeship tracking, automate compliance, and monitor OJT hours.
- Developed custom retention tools and offered flexible options to support deployed students, including Canvas course shells, student handbooks, and remote orientation resources.



## Student Impact

- 823 apprentices completed the General and Operations Manager Apprenticeship program.
- 755 earned Certificates; 18 earned Associate Degrees.
- Served 2,016 students (Oct 2020–Jul 2024) with full access to Canvas, tutoring, and support services.
- Active-duty learners were supported through tailored, flexible instruction and faculty mentoring.



## Partnerships & Collaborations

- Collaborated with Marine Corps University to align curriculum with Sergeant School.
- Formed a Unilateral Apprenticeship Committee to ensure program compliance and continuous quality improvement.
- Partnered with Marine Corps Base Camp Pendleton and Palomar College departments to streamline support and improve access.
- Engaged military-experienced faculty to deliver culturally relevant instruction and mentorship.



## Institutional and Community Impact

Palomar College launched a centralized Military Leadership website to improve access to student resources, helping military-affiliated students connect with academic and career support. Targeted professional development equipped apprenticeship faculty to better serve active-duty and veteran learners. Together, these efforts enhanced institutional capacity through improved engagement and compliance systems.



## What's Next?

Moving forward, Palomar College will continue annual evaluations of the Military Leadership Apprenticeship Program through the Program Review Process (PRP) to support ongoing improvement. The College will also refine retention and compliance efforts using MyOneFlow data and expand credit for prior learning (CPL) and cross-campus collaboration to strengthen military-focused pathways.