San Diego/Imperial Counties Strong Workforce Program
Career Pathways &Work-Based Learning Project Update 11.7.17

Project Description
The purpose of the Career Pathways project is to provide the region with the necessary information and tools to develop stronger career pathways and facilitate the matriculation of better prepared students to community college career education programs. Jobs for the Future is working with the SDIC community colleges to produce an analysis of the SDIC career pathways and work-based learning infrastructure that will be outlined in four reports including implementation recommendations for the consortia to consider by December 2018.

Main Deliverables
Phase I: 4 reports (December 2018)
- Environmental Scan
- Career Pathways Report
- WBL Platform Analysis and Implementation Report
- Communications and Implementation Report

Methodology
The project methodology includes analysis of systems-level infrastructure, program-level career pathways work, partnership structures and strategic communication. Research includes internal research (SDIC assets and gaps), external research (national and regional exemplars), career pathway models, WBL platforms, and stakeholder engagement. Preliminary findings for the region are summarized below. On-going research on the topics of employer engagement, WBL platforms, and other career pathway elements will continue through November. The analysis will include a focus on leadership, partnership and building systems in the region, applying the lens of leveraging the Guided Pathways model in this effort.

Framework for Recommendations
- Establish a network approach – SDICCCA becomes place for collective intelligence and shared social construct for regional pathways work; building from existing efforts. Impact: Building systems
- Build region-wide systems network leadership competencies at the executive and middle management level. Impact: Strengthening leadership.
- Create a strategic communication plan (practices) for partner collaboration. Impact: Deepening partnerships.
- Establish clear guiding principles for pathways collaborations. Impact: Defining partnerships.
- Develop career pathways: Incubate, prototype, replicate. Impact: Building cohesive systems.
- Set clear central objectives (consider regional and micro-regional). Impact: Guiding and clarifying systems.

Implementing and Measuring Change: The strategies for implementing and measuring change, given the broad systemic focus, will require that we design outcomes and metrics that go beyond the student momentum points and are inclusive of process momentum points. The following components are a preliminary organizing principle for process or system change outcomes: awareness, knowledge, behavior.

Levers of Systems Change: Through-out this process, the references to systems change can be detailed as
1. Power: changes in power structures,
2. Money: changes in the allocation of funds and resources,
3. Habits: shifts in functional duties or staff habitual ways of working,
4. Skills/Technologies: upskilling or expanding the competencies and technologies of personnel,
5. Ideas/Values: changes in the values, understanding and ideas of the organizations and people

Next Steps
- Committee Meeting, Monday, 12.4.17
- Committee Meeting, Thursday, 1.11.18 (open to all interested stakeholders)
- Regional Retreat, Friday, 2.23.18