

Career Pathways and Work-based Learning Recommendations

Leadership

RECOMMENDATION 1: Expand the role of executive leadership in the adoption of a streamlined regional process for building priority sector career pathways across community colleges in collaboration with K-12 and adult education partners and workforce development agencies with the goal of increasing enrollment, completion and employment.

ACTIONS:

1. College presidents will convene SDCOE, HS superintendents, four-year colleges, and workforce development agencies to set the vision for the region to include central objectives and organizational commitment for developing a regional system. Incorporate objectives, outcomes, and metrics for K-12 and Adult Education.
2. Designate the ROC to monitor, support and evaluate pathways work.
3. Designate regional CE deans and/or SWP designees to lead integration of career pathways into Guided Pathways processes on their campuses.
4. Align organizational structures and resources to support student career preparation as an integral aspect of learning. Incorporate career preparation under Instructional Services.
5. Communicate across all levels (CC, K-12, and Adult Education) to counselors, faculty, staff, students, and parents the development and integration of career pathways into the Guided Pathways model.
6. Integrate more faculty into the Workforce Development Council.

Foundation for Building Career Pathways

RECOMMENDATION 2: Provide leadership and clarify guiding principles, processes and protocols to establish the foundation for colleges, K-12 and Adult Education to design and build career pathways.

ACTIONS:

1. Hire staff to coordinate the career pathways project and provide adequate staffing support.
2. Convene K-12 and Adult Education partners to develop the regional career pathways design and collaboration principles and protocols. Develop objectives, outcomes and metrics.
3. Assess pathway alignment options in the priority sectors. Identify major regional pathways that all pathways can feed into using a meta-major design model. Support the colleges in the design and development of course sequences, utilizing the mega-major design.
4. Design a meta-major template for building/strengthening pathways in the regions industry sectors.

5. Expand career pathway design to Adult Education programs throughout the region. Determine how the AEBG outcomes and metrics align with career pathways.
6. Identify best practices for pathway work that increases enrollment and completion. Develop short-term and long-term metrics to monitor and evaluate student outcomes in pathways.
7. Invest in and integrate technology that will document and provide access to all of the region's career pathways.

Coordination and Implementation with K-12 and Adult Education Partners

RECOMMENDATION 3: Conduct activities that foster career pathway development in partnership with K-12 and Adult Education.

ACTIONS:

1. Map existing career pathways from regional high schools to community colleges in the region's industry sectors from the beginning of the pathway to completion (CC or 4-year). Produce integrated career pathways maps for the regional sectors.
2. Convene K-12, community colleges, and Adult Education partners to compare and align student outcomes and metrics.
3. Identify current courses offered at the K-12 that could be developed into a pathway.
4. Create and support concrete incentives for K-12, community college, and Adult Education faculty and administration to participate in regional pathway efforts (increased enrollments, CE pathways a model for Guided Pathways, stipends for faculty participation).
5. Provide adequate staffing to support K-12, community college, Adult Education, and industry connections.

Middle/high School Engagement Activities

RECOMMENDATION 4: Increase awareness of career options in middle school and awareness and engagement in high schools.

ACTIONS:

1. Build strategies for career preparation at each grade level beginning in middle school.
2. Work with high school faculty to integrate work-based learning activities into pathways courses.
3. Provide experiences that bring high school students onto the community college campuses and observe college pathway programs.
4. Create regional career pathways exploration opportunities to create awareness of programs at all of the colleges.
5. Identify best practices for career exploration activities that increase enrollment and completion. Develop short-term and long-term metrics to monitor and evaluate work.

Curriculum Development

RECOMMENDATION 5: Align career pathways curriculum and course sequences with high schools, adult schools, colleges and regional sectors to create relevant meta-majors pathways.

ACTIONS:

1. Provide guidance and support for the identification/development/creation of pathways that fit into meta-majors at each of the colleges.
2. Provide support to faculty for developing curriculum within a defined career pathway.
3. Identify similar curriculum and pay faculty to work together to standardize the courses/curriculum in high school and Adult Education.
4. Embed 21st Century skills and career exploration into curriculum.
5. Integrate work-based learning opportunities throughout CE programs.
6. Create discipline specific work groups/professional learning communities to review/develop/align curriculum.

Work-based Learning (WBL)

RECOMMENDATION 6: Build relevant work-based learning events into the career pathways and align roll-out to pathway development.

ACTIONS:

1. Evaluate the WBL pilots at Grossmont and Cuyamaca Colleges. Evaluate the interface of the designated HS platform with the community colleges.
2. Choose a WBL platform. Determine which WBL platform will provide the capabilities for San Diego and Imperial Counties.
3. Determine the roles required to manage work-based learning experiences and designate appropriate resources.
4. Set metrics and outcomes for WBL activities at each level of the pathway. Evaluate outcomes and disseminate best practices.
5. Provide staffing for campus and regional support for working with industry partners, such as creating regional advisory committees to augment/enhance current advisory committees.

Professional Development

RECOMMENDATION 7: Build awareness and knowledge of the regional career pathways plan and commitment to expand and enhance career pathways of the region's priority sectors.

RECOMMENDATION 8: Build technical skills to support career pathways development and evaluation.

ACTIONS:

1. Provide sector employment supply and demand data and career pathways alignment strategies for faculty and administrators on each college campus in the region on an ongoing basis.
2. Train faculty at each campus to use Tableau as a diagnostic tool to examine program performance and inform pathways alignment.
3. Provide faculty with training on 21st Century Employability Skills.
4. Provide training to middle school, high school, adult school and community college faculty to improve their delivery of career-oriented academic and technical education.

Marketing/Communications

RECOMMENDATION 9: Build awareness of regional career pathways across the region.

ACTIONS:

1. Create materials that clearly delineate the meta-major career pathways of the region's industry sectors. Incorporate LMI and employment data (salary, career ladders, etc.) within pathways, and industries into materials.
2. Develop and disseminate a career pathways toolkit.
3. Communicate career pathways information across all levels at the community colleges, K-12 and Adult Education (counselors, faculty, staff, students, and parents) as well as business/industry and the community.
4. Create marketing, materials and communications to multiple markets to develop career pathways awareness and engagement.
5. Create materials to educate faculty, administrators and staff about WBL.