

Strong Workforce Program

Career Pathways Workgroup

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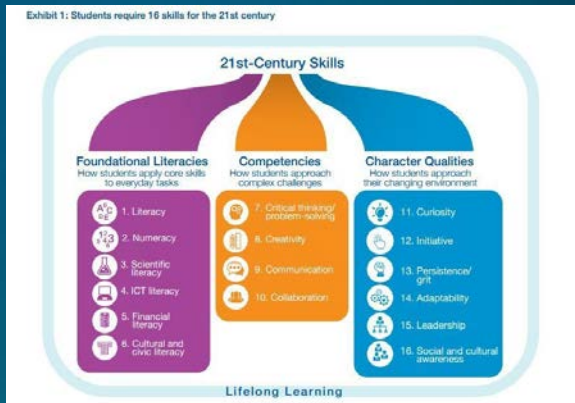


Problems

Why?

Education & the Economy

Exhibit 1: Students require 16 skills for the 21st century

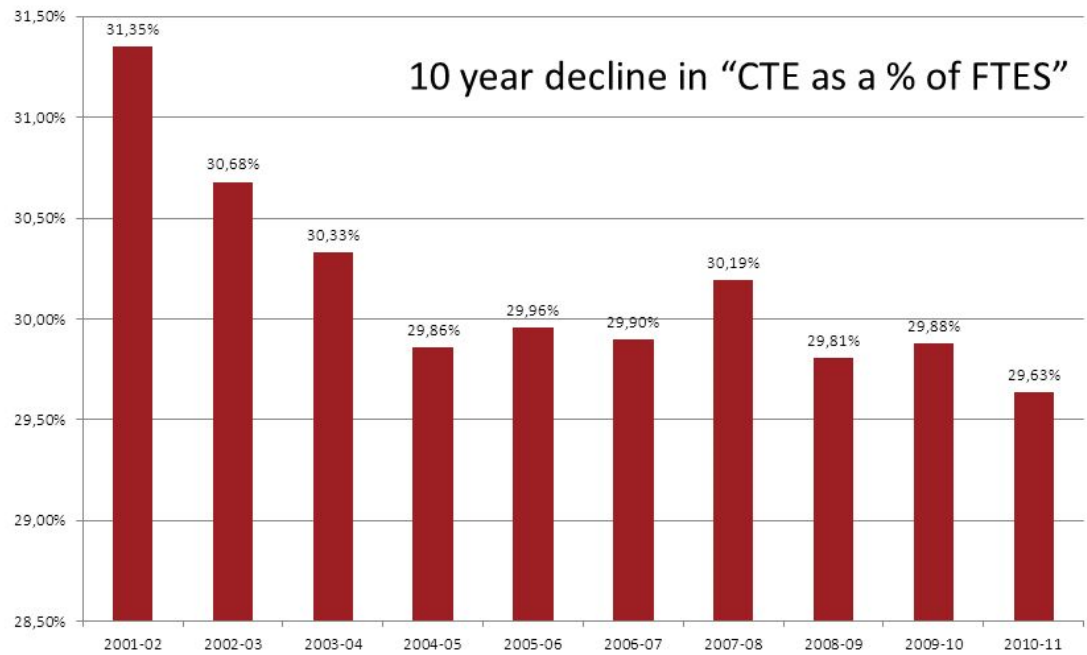


- State economic recovery: What jobs drive the economy?
- Need for *skilling, upskilling, reskilling*
- Misalignment with the economy
- 21st-Century Skills Employability Skills
- Poverty and Economic Mobility
- Decline in CE FTEs
- Focus and default to Transfer

Divestment in CE



Is our system trending the right way?



Source: CCCC MIS

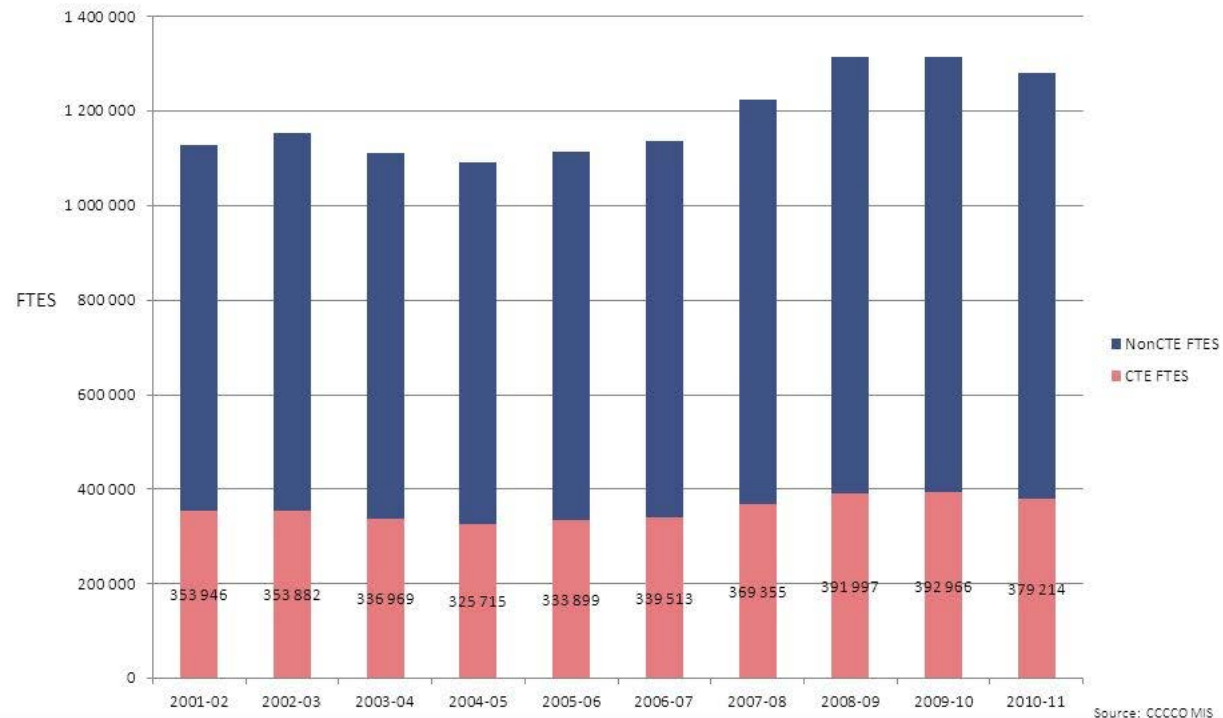


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Proportionate investment in CE



State apportionment not proportionally being used on CTE.



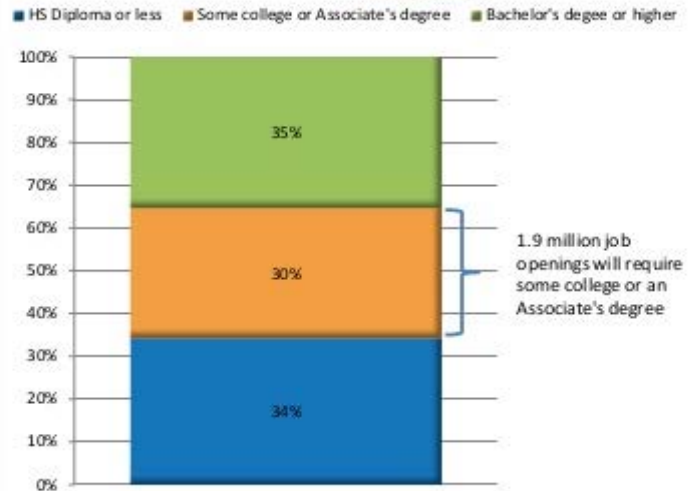
Why focus on Careers and CE?

#StrongWorkforce

The Goal

California needs
1 million more
AA, certificates, or
industry-valued
credentials.

California's Job Openings by Education Level 2015-2025



Data source: Georgetown University Center on Education and the Workforce, "Recover: Job Growth and Education Requirements Through 2020," State Report, June 2013.
Analysis: Collaborative Economics



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#StrongWorkforce

From Knowledge to Skills

“Some College” is the New Gateway Into The Workforce

THE LABOR MARKET IS INCREASINGLY DEMANDING A MORE SKILLED WORKFORCE.

IN THE 1970s

28%

of jobs required more than a high school education.

IN 1992

56%

of jobs required more training.

BY 2020

65%

of job openings in the U.S. will require some postsecondary education or training-though not necessarily a four-year degree.

Source: Georgetown Center on Education and the Workforce analysis



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Chaos Theory

$$|\delta \mathbf{Z}(t)| \approx e^{\lambda t} |\delta \mathbf{Z}_0|$$

b

Solutions

Doing What Matters for Jobs and the Economy

2012



Regional economies: Sector approach

1. Advanced Manufacturing
2. Advanced Transportation & Logistics
3. Agriculture, Water & Environmental Technologies
4. Energy, Construction & Utilities
5. Global Trade
6. Health
7. Information & Communication Technologies (ICT)/Digital Media
8. Life Sciences/Biotech
9. Retail/Hospitality/Tourism
10. Small Business



State Task Force

Adopted by the Board of Governors in Fall 2015

Strong Workforce Recommendations

25 Recommendations

- ✓ Student Success
- ✓ Career Pathways
- ✓ Workforce Data & Outcomes
- ✓ Curriculum
- ✓ CTE Faculty
- ✓ Regional Coordination
- ✓ Funding



More and Better CE

- Regional funding: 60% local/40% regional
- Allocation model (1/3, 1/3, 1/6, 1/6)

2016-17
Strong Workforce
\$248 million
ongoing funding for
Career Education

Allocation Model for the Funds: Variables and Weighting

	<u>2016-17</u>	<u>2017-18+</u>
1. Unemployment rate	1/3	1/3
2. Proportion of CTE FTEs	1/3	1/3
3. Projected job openings	1/3	1/6
4. Successful workforce outcomes*	0	1/6

* Launchboard has already been updated for WIOA alignment.



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**Metrics =
Performance Based
Funding**

MORE = Increased CE enrollments

BETTER =

- ✓ Completion (certificate, degree or transfer)
- ✓ Employment
- ✓ Employment in the field of study
- ✓ Increase in earnings
- ✓ % of students who attained living wage



Regional Investments

Large infrastructure projects

- ✓ Career Pathways
- ✓ Work-based Learning
- ✓ Pathway Navigation
- ✓ Job Placement
- ✓ Labor Market Information
- ✓ Marketing



Completion by Design

Guided Pathways

Completion by Design

1. Connection: *Interest, enrollment, application*
2. Entry: *Enrollment to completion of 1st level college course*
3. Progress: *Entry into program of study*
4. Completion: *Complete POS to credential with labor market value*

Career Pathways

- ✓ Document career pathways from HS/AE to CC's within the region
- ✓ Create a regional career pathways design
- ✓ Align curriculum and course sequences from HS, AE to colleges
- ✓ Build awareness of careers in middle school and high school
- ✓ Provide technology for access to career pathways



Work-based Learning

- ✓ Build relevant WBL events into career pathways
- ✓ Develop process for supporting WBL activities
- ✓ Choose a WBL platform
- ✓ Evaluate staffing required to support WBL
- ✓ Develop WBL placement opportunities
- ✓ Embed 21st Century employability skills into career exploration and curriculum



Pathway Navigation

- ✓ Establish pre-enrollment engagement
- ✓ Create differentiated orientation, comprehensive assessment, coordinated advising
- ✓ Provide career planning before education planning



Job Placement

Transition: The 5th Pillar of Guided Pathways

- ✓ CE begins and ends with employers
- ✓ Develop employment opportunities for students
- ✓ Provide coordinated employment preparation and job placement
- ✓ Provide staffing for employment preparation and job placement
- ✓ Track and disseminate employment data



Labor Market Information

Sector Analysis

- ✓ Evaluate labor market gaps and oversupply
- ✓ Evaluate program performance
- ✓ Create a strategy to meet labor market gaps
- ✓ Disseminate labor market information to K-12 and Adult Education

Regional Marketing

June 2018

- ✓ Common CE branding
- ✓ Focus on careers
- ✓ Prioritization of target CE programs & audiences
- ✓ Matching media format with audience
- ✓ Marketing high-wage/high-demand careers
- ✓ Measure effective marketing

Strong Workforce

Regional

Implementation

Building a regional infrastructure
for employers and students



Thank you

