SAN DIEGO AND IMPERIAL COUNTIES
STRONG WORKFORCE
PROGRAM RECOMMENDATIONS

Career Pathways

Employment Readiness

Job Placement

Marketing

Work-based Learning

CALIFORNIA
COMMUNITY
COLLEGES
SAN DIEGO
IMPERIAL
COUNTIES
REGIONAL
CONSORTIUM

SUMMARY OF PATHWAY ELEMENTS, GOALS, AND RECOMMENDATIONS

REGIONAL EXECUTIVE LEADERSHIP

Pathway Elements	SWP Metrics	Recommendations
Career Pathways Work-based Learning Employment Readiness Job Placement	Increase Enrollment Retention Success Completion Job Placement Job Retention Earning Gains	▪ Establish SDICCCA as the primary driver leading the career pathways, employment readiness, and job placement assimilation into the Guided Pathways initiative in the San Diego and Imperial Counties Colleges. ▪ Engage business and industry within the region to develop work-based learning and employment opportunities for students.
Marketing	Increase Enrollment	▪ Provide leadership for regional Career Education marketing at all colleges. ▪ Provide direction for colleges to implement student friendly landing pages, webpage templates and tools to successfully onboard students.

REGIONAL K-14 CAREER EDUCATION PATHWAYS FRAMEWORK

Pathway Elements	SWP Metrics	Recommendations
Career Pathways	Increase Enrollment Retention Success Completion Job Placement	▪ Establish the role and responsibilities of all leadership levels in the adoption of streamlined regional processes for building career pathways within high school, adult schools and community colleges. (CP Recommendation 1)

Employment Readiness and Job Placement	Increase Enrollment
	Retention
	Success
	Completion
	Job Placement
		▪ Integrate career preparation and job placement as a central purpose within the Guided Pathways framework on campuses. (ERJP Ex Summary p. 5-6)
		  ▪ Integrate career preparation and job placement into college planning and evaluate metrics on an ongoing basis.
		  ▪ Assign campus leadership to work with other college leaders to implement objectives of employment readiness and job placement initiative.

	Job Retention Earning Gains	- Engage business and industry to develop in-demand career education programs and employment readiness curriculum. - Work with business and industry to develop work-based learning opportunities and facilitate transition to employment. - Create a regional communications plan to disseminate recommendations to regional and college leadership and staff. - Establish regional goals for work-based learning and job placement metrics (e.g., numbers or percent of students that will participate in work-based learning opportunities at each level). - Evaluate ongoing progress of implementation at each college. (ERJP Ex Summary p. 13-15)
Technology	Retention Success Completion Job Placement	- Endorse the adoption of work-based learning and job placement technology that will serve all students and employers in the region. (ERJP Ex Summary p. 10)
Marketing	Increase Enrollment	- Implement a three-year marketing plan to increase enrollment in Career Education programs in all colleges within the region.

BUILD AND CLARIFY THE PATH

Pathway Elements	SWP Metrics	Recommendations
Career Pathways Work-based Learning	Increase Enrollment Retention Success Completion Job Placement	- Engage business and industry to develop in demand programs. - Document the existing career pathways within the region and define the regional career pathways design and outcomes and metrics. - Provide adequate support for K-12, Adult Education and community college staff to conduct career pathways development. - Increase awareness of career options in middle school and awareness and engagement in high schools. - Align career pathways curriculum and course sequences with high schools, adult schools, colleges and regional sectors to create relevant meta-majors pathways. - Build relevant work-based learning events into career pathways. - Build awareness, knowledge, and technical skills to support career pathways development. (CP Recommendations 2 to 9)
Marketing	Increase Enrollment	- Build the Career Education brand and awareness of career pathways across the region.

ENTER THE PATH

Pathway Elements	SWP Metrics	Recommendations
Pre-Enrollment Engagement	Increase Enrollment	▪ Develop connections with high schools and adult schools to ensure students have clear goals before they come to the college. (ERJP Recommendations 1.1 to 1.3) ▪ Develop strategies to ensure incumbent workers have clear goals when they enter a program of study.
Matriculation and Comprehensive Assessment	Increase Enrollment Retention	▪ Expand and target matriculation and assessments to include differentiated orientation, multiple measure assessments, and consistent and coordinated advising with a focus on supporting student career goals. (ERJP Recommendations 2.1 to 2.3)
Career and Education Planning	Retention Success Completion Job Placement	▪ Provide intentional career and education planning that include early career exploration, career plans before education plans, and career preparation orientation courses. (ERJP Recommendations 3.1 to 3.5)
Technology	Increase Enrollment Retention Success	▪ Employ technology to inform students of pathway options and to manage career/education planning and support services; pilot existing and proposed tools before adoption. (ERJP Ex Summary p. 10-11)
Marketing	Increase Enrollment	▪ Ensure easy navigation of college registration and enrollment.

ENSURE LEARNING

Pathway Elements	SWP Metrics	Recommendations
Pathway Participation and Career Preparation	Retention Success Completion	▪ Embed intentional career preparation into existing pathway courses with support for faculty. (ERJP Recommendations 4.1 to 4.2)
Applied and Work-Based Learning	Retention Success Completion Job Placement	▪ Ensure **ALL** students have access to a full range of high-quality, rigorous applied and work-based learning experiences, including employability skills. (ERJP Recommendations 5.1 to 5.10)
Technology	Retention Success Completion Job Placement	▪ Employ technology to support students' access to career exploration and applied and work-based learning opportunities linked to their pathway curricula; pilot existing and proposed tools before adoption. (ERJP Ex Summary p. 10-11; 14) ▪ Employ technology to track student progress and provide kudos/alerts as needed. (ERJP Ex Summary p. 10)

STAY ON THE PATH

Pathway Elements	SWP Metrics	Recommendations
Academic Supports and Career Exploration	Retention Success Completion	▪ Provide students with targeted and academic and career exploration support to ensure their success in course and program completion. (ERJP Recommendations 6.1 to 6.3)
Financial Planning and Other Support Services	Retention Success Completion	▪ Provide financial planning services to all students, as needed. (ERJP Recommendation 7.1) ▪ Create a comprehensive service and referral system-with feedback-that provides students with adequate support such as transportation, childcare, housing, health services, food security, and other needed services. (ERJP Recommendations 7.2 to 7.4) ▪ Encourage the use of zero or low cost materials, such as OER.
Technology	Retention Success Completion	▪ Employ technology to manage student access to support services; and encourage students to take action when appropriate. (ERJP Ex Summary p. 10)

EMPLOYMENT PREPARATION AND TRANSITION

Pathway Elements	SWP Metrics	Recommendations
Employment Preparation and Job Placement Services	Job Placement Job Retention Earning Gains	▪ Provide employment preparation, advising, and placement services for all students. (ERJP Recommendation 8.1 to 8.3)
Transition Services	Job Placement Job Retention Earning Gains	▪ In partnership with business, industry and universities, ensure successful transitions to further education, employment and other opportunities. (ERJP Recommendation 9.1 to 9.3)
Technology	Job Placement Job Retention Earning Gains	▪ In partnership with business and industry, employ technology to support students' access to job and to facilitate job placement services. Pilot existing and proposed tools before adoption. (ERJP Ex Summary p. 10)