Community College Association for Occupational Education

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Linking Afterschool Employment To Career Pathways

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What is Proposition 49?

Passed by CA voters Nov 02

Sponsored by Arnold Schwarzenegger

Changed state program name to: After School Education and Safety (ASES) program

Triggered an increase in annual funding from $121 million up to $550 million.
How are the Funds Distributed?

- Competitive grants
- $112,000 per eligible elementary school and $150,000 per eligible middle/junior high school.
- Upon award & acceptance of full funding: elementary school must serve 83 students/day; middle schools must serve 111 students/day
- Formula= $7.50 per day, per student for 180 school days per year
What Do Programs Provide

• Funded schools have agreed to provide:
  – Educational and enrichment components
  – Physically and emotionally safe environment
  – Integration with core school day
  – Collaboration with community
  – Opportunities for physical activity
  – Nutritious snack
  – Fiscal accountability and match verification
  – Required evaluation data on all participating students
Staffing Requirements

- Staff members who directly supervise pupils must meet minimum requirements for an instructional aide set by the district.
- Site supervisors serve at will of school principal.
- Programs must maintain a student to staff ratio of 1:20.
Examples of Staff Qualifications

• Pass CAPE test upon hire OR have AA/48 units completed
• Have 9 units: Child Dev, Educ, Recreation or related field
• May substitute relevant training courses for units (5 hrs training = 3 units)
• Have experience working with children and youth
• Evidence of planning and organizational skills
• Ability to get along well with wide range of children & adults
• Excellent oral, and written communication skills. Computer skills required
• Must be 18 years of age or older
• Screened for TB upon hire
• Pass Fingerprint Clearance upon hire
• Must be CPR & First Aid certified w/in 30 days of hire
Linking Afterschool to Career Pathways: The Career Advancement Academy Model

**Recruitment & Screening:**
- WIB, CBO, One-Stop

**Enroll in WIA, Financial Aid & other services:**
- Case managers (WIB)
- Community colleges

**Assessment & Referral:**
- Students test at 7th/8th grade level or above

**Bridge to College and Career:**
- Community college credit
- Learning Community Cohort
- Intensive Literacy and Math
- Contextualized to career pathway (human services, youth development or education)
- Career counseling and other support services
San Diego Workforce Partnership

• Key issue: building capacity in industry sectors with workforce shortages
• Importance of leveraging resources: workforce, community college, grants, CBO, employer
• WIA system can provide wrap around services
Career Pathways for After School Staff (CPASS)

Children’s Initiative (CI)
San Diego City College (SDCC)
San Diego Workforce Partnership (SDWP)
Phase I: Recruitment and Initial Screening

• Spr/Sum Recruitment for Fall Sem start
• SDWP: recruits from provider networks & other partner organizations
• WIA contracted case managers refer potential students
• Recruits screened for WIA eligibility, after school jobs and SDCC enrollment
PHASE 2: Bridge Screening & Registration

• SDCC staff assess basic skills levels

• Enrolled in First Year Experience (FYE):

  Early Registration  Learning Community Clusters
  FYI College Orientation  Vocational certificate programs
  Academic/Career Counseling  Counselor and Peer Support
  Individualized Education Plans  Academic Networks/Special
  4-year Transfer Assistance  Events

Children’s Initiative (CI)  San Diego City College (SDCC)  San Diego Workforce Partnership (SDWP)
Phase 3: Orientation and Enrollment Event

- CPASS students attend college (FYE) orientation event
- CI staff present about after school employment
- SDCC/CPASS counselors and faculty, CI staff, SDWP staff and WIA case managers contextualize course content (retreat)
- CPASS students enroll in Learning Community of linked classes:
  - Personal Growth (College Success Skills)
  - Basic skills English reading
  - Basic Skills English writing
  - Basic Skills Math

Children’s Initiative (CI)  San Diego City College (SDCC)  San Diego Workforce Partnership (SDWP)
Phase 4: Bridge Semester (Fall)

- CPASS students participate in:
  - Learning Community contextualized courses
  - Personal Growth (College Success) course taught by the academic counselor assigned to them for the next 2 years
  - FYE Program & Services
  - Development of individualized education plan
  - Supplemental Instruction (assigned tutors)
- CI staff: workshops prep for After-School Employment
- SDWP : in class presentations on workforce readiness
- SDWP WIA case managers meet students regularly
Phase 5: Intersession

- CI staff: coordinate workshops for after school employment exam
- CI staff: link CPASS students with after school employers
- Students: take after school employment exam
- SDWP/WIA case managers: support students to complete exam and interviews with after school employers
Phase 6: Semester II (Spring)

• CPASS students:
  – begin after school employment
  – continue in Learning Community in next level of contextualized basic skills
  – take next level of Personal Growth (Career Exploration) course taught by their academic counselor
  – explore certificate programs of SDCC Institute for Human Development
  – continue with Assigned Supplemental Instructors (tutors)
  – participate in FYE Program & Services

• CI staff: mentor and facilitate after school professional development workshops

• SDWP staff: present in-class on workforce readiness

• SDWP/WIA case managers: meet students regularly
Phase 7: Summer Session

CPASS Cohort 1:
- continues in after school employment
- continues in FYE program
- enrolls in Institute for Human Development or other courses (following their education plan)

CPASS Cohorts 2 and 3:
- recruitment and program elements begin
- proceed through the seven phases
CAREER PATHWAYS FOR AFTER SCHOOL STAFF (CPASS)  Program Design

PHASE 1: RECRUITMENT AND INITIAL SCREENING

PHASE 2: SCREENING AND REGISTRATION FOR BRIDGE SEMESTER

PHASE 2: ORIENTATION AND ENROLLMENT EVENT
Cohort 1: (25 students)

PHASE 3: BRIDGE SEMESTER (FALL)

PHASE 4: INTERSESSION

SEMESTER II (SPRING)
CAREER PATHWAYS FOR AFTER SCHOOL STAFF (CPASS) Program Design

Cohort 1

SUMMER SESSION
COHORT 1 CONTINUES

COHORT 1 BEGINS YEAR 2
(FALL SEMESTER)

RECRUITMENT AND INITIAL SCREENING FOR
COHORTS 2 & 3
(SPRING AND SUMMER)

ORIENTATION AND ENROLLMENT EVENT
FOR COHORTS 2 & 3

BRIDGE SEMESTER
FOR
COHORTS 2 & 3
(FALL SEMESTER)

Cohort 2
Cohort 3
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