

# *CAREER LADDERS PROJECT*



## **Developing the Biotechnology Workforce: Sharing Strategies and Partnerships**

**Linda Collins**

**September 16, 2005**



# THE VISION

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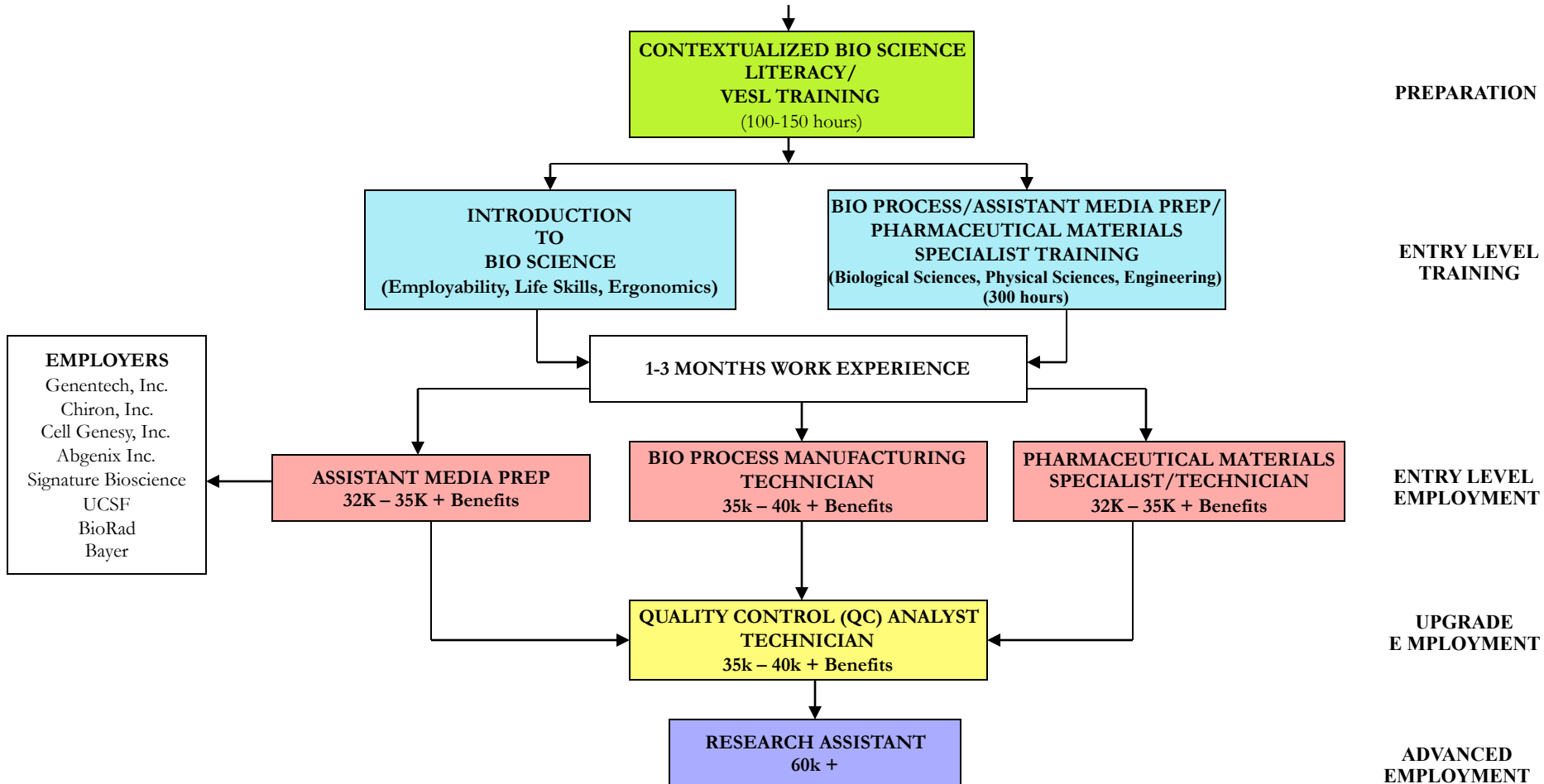
- The community colleges are an effective and central part of a unified approach to workforce development in California—one that is founded on career ladders, universal, seamless, regional, strategic and collaborative.
- All the components of the workforce development system are working together in an integrated fashion. A system of career ladders provides opportunity for all Californians to attain jobs that provide a living wage and to advance to positions requiring greater skills, responsibilities, and accordingly, higher pay.
- Employer needs are better met, and workforce and economic development in California is enhanced by the increasing supply of skilled workers.

*(Ladders of Opportunity, BOG-CCC 2001)*

# THE SAN MATEO REGIONAL BIOTECH CAREER LADDER SYSTEM

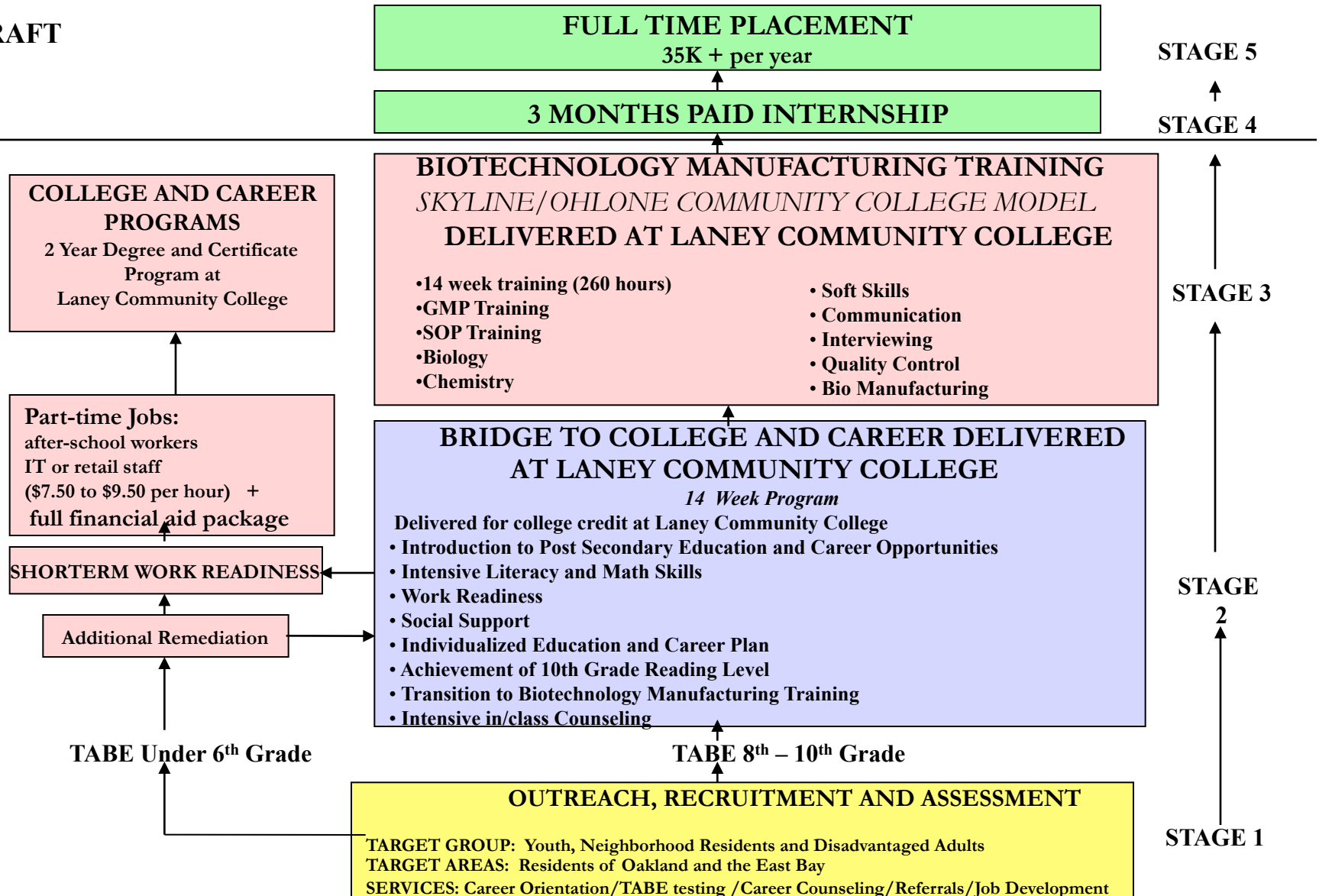
## PARTNERS

GRUBER & PEREIRA ASSOCIATES  
SAN MATEO LABOR COUNCIL  
PENINSULA WORKS / SAN MATEO COUNTY WIB  
SKYLINE COLLEGE



# THE BAYER AND GENETECH CORPORATION GATEWAY TO BIOTECH MODEL

DRAFT



# Partnerships with Business

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- Business & Industry Partnerships:  
*highest rated key dimension*
- External partners report positive relationships and effective outcomes from partnerships with colleges
- Aligning curriculum and keeping program vibrant
- Diversity, range and scale of partnerships

As busy as we are, I think that the time you spend working with the colleges is well worth it. It just pays off. I would encourage everyone to put the time in, that it will reap good rewards and good employees in the future. Hospital Prog. Coordinator

# WIB Partnerships

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## Strong practices –

- Leveraging dollars across systems
- Learning more about how the other organization works
- Working with each partner's strengths, skills and resources
- Developing clear roles and responsibilities.

Community Colleges have been really responsive to our needs and the needs of the employers in our community. **WIB Director**

There's so many different funding silos ... that it's hard to connect the funding streams to make sure that we have a coherent and an effective employment development process in our local community.  
**WIB Staff**

# Innovation & Flexibility

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- sharing and adapting innovative models
- incentives and revenue generation for programs
- support for program and curriculum development
- faculty and administrative professional development
- college wide discussions and commitments regarding basic skills, ESL and other issues
- creating a culture of innovation and risk taking
- leveraging multiple funding sources

*I encourage all of my managers to make connections, network and be involved in at least 1 community organization. I also encourage them to try things. If we fail we learn from that and move on.*  
**President**

# CCC Strategic Assistance

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## Develop/Provide Focused CL Strategic Assistance

- Disseminate models, practices, tools
- Facilitate exchanges with industry
- Utilize team approach: college practitioners, expert intermediaries, local workforce board leaders
- Focus on partnerships & navigation of WIA system

The community college system could facilitate more communication across the system. They could offer more workshops, conferences or venues ... to share best practices with one another. **Dean, Vocational Education**

We don't have anyone to train us to navigate the WIA system . . . it is hard to connect the dots without a roadmap.  
**Dean, Economic Development**





# CCC Funding

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## **Provide CL Seed/Base Funding To all Colleges**

- Support partnership development
- Expand career ladders capacity
- Further program/curriculum design, development and integration
- Address integration of services/instruction

## **Integrate CL Into Relevant Programs/Funding Streams Support, Develop & Evaluate Demonstration Projects**

- Leverage funding across systems
- Create bridges and/or focus on high wage careers
- Incorporate learning communities, cohort approaches

# CCC System Processes

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## Continue to Streamline System Processes

- Curriculum and program approval
- Grant application and tracking

Flexibility is key if community colleges are expected to respond quickly to emerging needs. There could be a more streamlined certificate approval process that also recognizes that some programs will not be here for time immemorial, but that they may be let go when the need is served.

**President**

I think there could be ways to speed up the curriculum approval process. ... It took me 2 ½ years to get [the program] off the ground.

**Occupational Dean**



# With Thanks To...

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- ❑ **Board of Governors - California Community Colleges**
- ❑ **Chancellor's Office - California Community Colleges**
- ❑ **David and Lucile Packard Foundation**
- ❑ **Foothill-De Anza Career Ladders/Help Desk Project**
- ❑ **Foundation for California Community Colleges**
- ❑ **James Irvine Foundation**
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# Thank you

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