Building ICT Pathways to Increase Diversity; a California Case Study

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Presentation Overview

- Partnership
- Project
- Highlights and Preliminary Findings
- Industry Voice – Kaiser Permanente
- Activity and Discussion
The Latino Institute for Corporate Inclusion (L.I.C.I)

Ruben Jauregui President and CEO, the L.I.C.I

“We exist to promote the role of Latinos in the future growth of Corporate American by establishing cooperative partnerships”
“Career Ladders Project works in partnership with California Community Colleges state-wide to provide educational and career advancement for Californians. We foster these opportunities through research, policy initiatives and strategic assistance to colleges and their workforce development partners”
The Information and Communications Technology Study

• California ICT Education and Workforce Development

• Entry and mid-level ICT jobs

• Diversity; building a case for change
Mixed Methods include:

- Literature Review
- Data Analysis of Educational and Labor Market Sources
- In-depth interviews and a survey of employers, employees, educators and students in ICT and non-ICT industries in California
- Final Phase of report includes conversations with key stakeholders, and a formal peer review process
ICT Landscape in California

California’s ICT Industries today account for:

- Almost $172 Billion or 6% of total California private sector revenues, ranking 6th among CA industries by revenue
- About 1 million workers or 1 in 17 California jobs
- Wages per ICT employee are more than twice the state average, second highest paying industry sector in California
- Between 2006 and 2016 the ICT industry employment is expected to grow by about 20%

Future California Workforce

Labor Market and Demographic Projections:

• Gathered demographic data on race and working age for 2010

• Projections for 2020 and 2025

• Working on gathering educational attainment projections to add to this future workforce picture
2010 California Working Age* Population

- Latino: 36%
- White: 42%
- Asian: 6%
- African American: 0%
- American Indian: 0%
- Two or More Races: 2%
California Working Age* Population Projections

2020
- Latino: 41%
- White: 36%
- Asian: 6%
- African American: 14%
- American Indian: 0%
- Two or More Races: 3%

2025
- Latino: 43%
- White: 34%
- Asian: 6%
- African American: 14%
- American Indian: 0%
- Two or More Races: 3%

*Working age is defined as ages 20-64 years old

Source: California Department of Finance, Population Projections for California, January 2013
Community Colleges: an Opportunity to Diversify

• Most diverse student population
• Serve the largest number of students
• Primary throughway to CSU and UC
• Same holds true for ICT education
preliminary findings

Enrollment in ICT Programs Overall and by Ethnicity: 2010

- California Community Colleges
  - Total Enrollment: 158,997
  - Latinos: 53,997
  - African Americans: 7,218
- California State University
  - Total Enrollment: 34,584
  - Latinos: 1,938
  - African Americans: 744
- University Of California
  - Total Enrollment: 7,538
  - Latinos: 138

Source: Population data from CA Department of Finance for 2010, http://www.dof.ca.gov/research/demographic/reports/projectionsip-1/. UC and CSU Enrollment data from California Postsecondary Education Commission Custom Data Reports, most recent data available in Fall 2010 data: http://www.cpec.ca.gov/OnLineData/SelectFinalOptions.asp. Enrollment based on matches between CIP codes and ICT TOPs codes. Enrollment includes undergraduate and graduate enrollment. CCC enrollments are from CCC Chancellor's Office, 2010-11 academic year for credit enrollment, collected by MNTT. Study is in progress, system data analysis has yet to be finalized.
Barriers to Entry into ICT Professions

Limited information and opportunities about ICT professions and careers

Limited opportunities for applied learning that opens doors to entry and middle-skill ICT careers and beyond

Unclear steps and industry-required credentials along the pathway to ICT career entry and advancement

Structural silos that isolate K-12 schools, community colleges, four-year institutions, workforce systems and industry

Small scale of California’s inventive and effective career pathway programs and approaches
Themes to Increase Latino and African-American Participation in ICT

Career Knowledge - Equip students with the information and support they need to make informed decisions about the pursuit of careers in ICT.

Applied Learning - Prepare students for ICT careers and generate excitement for technology through applied learning in both educational and workplace settings at all levels of the educational continuum.

Structure and Navigation - Accelerate development of highly structured ICT career pathways that empower students to set and pursue short- and long-term goals and to successfully navigate the academic environment.

Collaboration - Leverage collective resources and synergize efforts to help students attain postsecondary credentials and advance in ICT careers through a ladder of opportunities.

Taking Practices to Scale - Elevate a shared career pathway agenda across systems, scaling what works for students of color.
Build on a Career Pathways framework; focusing on a career ladder approach beyond entry-level jobs, including continuing education and certification to allow ongoing advancement.

Each step on a career pathway is designed explicitly to prepare the participant for the next level of employment and education.
Examples from the Field

Statewide:
• Career Advancement Academies

Regional:
• ICT Pathways in City College of San Francisco

Local:
• CompTechs at DeAnza College and City College of San Francisco
• California State University, East Bay
• Pasadena City College

Many more innovative efforts are happening!
Yvette Crespo, Program Director, National Workforce Diversity, Kaiser Permanente

• How does Kaiser view the role of diversity as they build their workforce?
Kaiser Permanente

Members and Staff Reflect the Nation’s Diversity

- Kaiser Permanente strives to excel as a health care organization of choice for both its employees and the communities it serves.
- The members and staff at Kaiser Permanente reflect the communities in the regions we serve.
Who We Are:

- **9 million** + members/37 Hospitals/611 MOBs
- **180,000** + employees in 9 States & the District of Columbia
- **17,000** + Physicians who represent **67** different languages
- Members utilize interpretive services in over **130** different languages
- **50 billion** in annual revenue
How does Kaiser view the role of diversity as they build their workforce?

• Business Imperative
• Talent Management
• KPIT
Kaiser Permanente
Information Technology

Provides the IT that is combined with KP’s integrated health model.

12 Functional Areas:

- Infrastructure Management Group
- Digital Health Technology & Strategic Initiatives
- Care Delivery

- Health Plan
- National Facilities Services
- Corporate Services

- Information Security
- IT Compliance
- End User Service

- Finance
- Human Resources
- IT Communications
In a small work group respond to the worksheet prompt

• Individually, please read the worksheet and fill out with your initial thoughts (5 minutes)

• In your small group, please share your responses

• As a group find common ground between varying points of view regarding the challenges facing education, training, and workforce development (15 minutes)

• As a group please prepare to share highlights from your discussion in brief report backs
Thank you!

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