The Career Advancement Academies: Learning in Context, Building Partnerships and Pathways

Community College Association for Occupational Education
March 12, 2008
Regional demonstration projects awarded in 3 regions:

- Central Valley
- East Bay
- Los Angeles

State investment: SB70/CTE funds

- $1.6 M per site = $5M per year
- For 3 years = $15 M total

Target population: disconnected, underprepared, underemployed young adults (18 – 30 years)
Key Design Elements . . .

- Pipelines to college and high wage careers
- Partnerships - broad outreach & support
- Regional systems
- Industry driven: careers in demand in regional economy
- Career Pathways
- Contextualized basic skills
- Cohort-based learning communities
- Intensive support services
Career Advancement Academy

- Learning Community
- Math
- Intensive Support Services
- Career and Guidance Studies
- Career Pathway
- Reading
- Writing
- Contextual Learning
Common approach, regional models...

- Philanthropic Investment
- Career Ladders Project (Foundation for CCC)
- Community of learners across sites
- Common data & evaluation (Public/Private Ventures; Cal-PASS)
Grant Objectives

- Provide intensive CTE education and training in less traditional and more expeditious methods

- Support student success via partnerships with WIBS, human services agencies, CBOs and college support services

- Explore CTE practicum models integrating coursework & student internships

- Disseminate materials & curriculum to CCs interested in linkage
Collaborative Partnerships

State Center CCD
- Fresno City College
- Madera Center
- Reedley College
- Willow International Center

Merced CCD
- Merced College

West Hills CCD
- West Hills College Coalinga
- West Hills College Lemoore

Over 30 employers & agencies:
- 3 workforce dev. agencies
- Social service agencies
- Adult Schools

Regional industry partnerships:
- Regional Jobs Initiative Workgroups
- California Partnership for the San Joaquin Valley
Career pathways:

- Automotive technologies
- Health care
- Manufacturing technologies
- Office technologies
- Warehousing & Logistics
CVCAA Regional Marketing

- Focus Groups
- Sector Driven Design
- Job Aids vs. Brochures
- Branding at Local Level
- Function vs. Program
- Employer / Partner Focused
Strategies to Increase Student Success

- Pre & Post Assessment
- Career Track & Bridge Programs
- Extended Career Ladders
- Soft Skills Preparation
- Workplace/Career Readiness
- Personal and Academic Counseling
- Case Management

- Contextualized Curriculum
- Team teaching
- Aligned/integrated course content
- Cohort-based learning communities
- Employer feedback on competencies/skills
Strategies to Increase Project Success

- Professional Development
- Contextualizing Programs
- Integrating Activities
- Sequencing Courses/ Job Titles
- Aligning Functions
- Continuous Improvement
- Systems Models
CVCAA Early Outcomes . . .

- 8 New Bridge Programs
- 5 New Career Ladders
- 4 New Career Tracks
- 34 Courses Contextualized
- 408 Hours of professional Development
- 108 Enrolled in Case Management
The academy is a focused one semester- basic skills program designed to increase performance levels in reading, writing and math in career contexts. Students completing the academy program are ready for technical and training programs or to pursue general academic goals.
“The day of the student who is like the students we were is long gone….We must meet them where they are…with respect for their humanity…without fear of speaking truth….We must think outside the box.”

Alfred Tatum, EBCAA Literacy Workshop, Feb. 2, 2008 (Oakland, CA)

Alfred Tatum, Ph.D., is the author of *Teaching Reading to Black Adolescent Males: Closing the Achievement Gap*, 2005
EBCAA: Guiding Principles

Participants come to EBCAA with some knowledge and expertise rooted in their social, cultural, political experience.

EBCAA instructors:

- create explicit learning scaffolds for participants by connecting all new skills and content to existing skills and knowledge.
- make learning explicit.
- provide learners with timely corrective feedback to facilitate each learner’s self-correction and monitoring skills.
- create a community of learners in the classroom to facilitate deeper learning.

(National Research Council, 2000; Gillespie, 2003)
EBCAA Colleges and Career Pathways

Construction
- Contra Costa College

Automotive Technology
- College of Alameda
- Los Medanos

Construction Biotechnology
- PG&E Power Path
- Woodworking (VESL)
- Laney College

Allied Health and Human Services
- Berkeley City College
- Merritt College (YouthUprising!)
- Diablo Valley College
EBCAA Recruitment, Assessment & Referral Pipeline

- Adult Ed
- ROCP
- College Basic Skills

VESL

Group A
Less than 7th grade proficiency

Group B
At least 7th grade, but less than 10th grade proficiency

Group C
College ready – at least 10th grade proficiency

CAAA Contextualized Basic Skills

CTE Certificate Programs
AA Degree Programs

Employment Opportunities

Employment
Higher Ed Opportunities

Assessment

Recruitment

Contra Costa Community College District

Pathways to Success
EBCAA Community Partners

- Familias Unidas
- North Richmond YouthBuild
- Oakland Adult and Career Education
- Oakland Metropolitan Chamber of Commerce
- Oakland Private Industry Council
- Oakland WIB
- Pivotal Point Youth Services
- RichmondWORKS (WIB)

- Rubicon Programs Inc.
- Street Tech
- The Unity Council
- West Contra Costa Adult Ed.
- Contra Costa County Workforce Dev. Board
- Youth Employment Partnership
- Youth Uprising
- YMCA of the East Bay
Programa de Carpintería Fina

- Instruction includes:
  - Cabinet and Furniture Making for the Trades.
  - ESL, Workplace English, Wood Technology Vocabulary, English vs Metric Measurement & Shop Math

- Faculty: Wood Technology, ESL, Math and a Bilingual Assistant Instructor

- Leading to: entry level crafts positions and continued education in Advanced Woodworking and Furniture Making

A Partnership of the East Bay Career Advancement Academy, Laney College Wood Technology Department & the local woodworking industry
L.A. Health Care Career Advancement Academy

Goals:

- Thoughtfully recruit, train, and prepare 18-30 year olds for careers in healthcare and related ongoing educational opportunities

- Create, leverage and institutionalize partnerships with industry & community to increase pool of workers available for healthcare related jobs
L.A. Health Care CAA: The Need

- 93,013 young adults (ages 16–24) are undereducated and unemployed – “disconnected”

  “One out of Five” Out of School & Out of Work Youth in Los Angeles & Long Beach

- Shortage of capable and pre-trained healthcare workers for industry

  (LVN’s, radiology technicians, medical record coders, psychiatric technicians, phlebotomists, respiratory therapists, related healthcare professions)
L.A. Health Care CAA: Grant Objectives:

- Create core of specialized instructors for Healthcare CAA
- Become model partnership of employer-specific, basic skills healthcare industry-driven training design
- Extend grant beyond year one to further curriculum pathway for healthcare within LACCD
- Institutionalize curriculum in non-credit / credit format for healthcare career ladder in partnership with SEIU and LACCD
- Advance pilot project into long-term, comprehensive training vehicle for SEIU employees modeled after New York City’s Lehman College

Funded in part by the Chancellor’s Office, California Community Colleges
L.A. Health Care CAA: Project Partners

L.A. City WIB, Community Based Organizations:
- Recruitment and supportive services

SEIU / L.A. Healthcare Workforce Development Program:
- Employer
- Lead on Industry-driven curriculum, teacher trainers, counseling

L.A. Community College District:
- Delivers trainings
- Institutionalizes course offerings
- Administers CAA grant

Funded in part by the Chancellor’s Office, California Community Colleges
Services:

- Contextualized Basic Skills Courses
- Career Exploration
- Healthcare Core & Bridge Program
- Professional Training Programs
- Entry Level Employment Options
- Clear Transitions to Continuing Education and Career Advancement
L.A. Healthcare Career Advancement Academy
Bridge Training Core Curriculum

1. Basic Reading Comprehension & Writing for Healthcare Employees
2. Basic Math for Healthcare Employees
3. Critical Thinking & Rational Decision-Making for Healthcare Employees (Embedded in Curriculum)
5. Computer Applications for Healthcare Industry

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<thead>
<tr>
<th>Core Curriculum</th>
<th>Healthcare Career Advancement Academy Bridge Training Program</th>
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<tbody>
<tr>
<td>Employer-Driven Curriculum / Training Program</td>
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<tr>
<td>The Healthcare Career Advancement Academy (CAA), a collaboration of community college professionals, including East Los Angeles College (ELAC), Los Angeles City College (LACC), and Los Angeles Valley College (LAVC), along with the Los Angeles Healthcare Workforce Development Program, has developed and tested a core curriculum to train entry level healthcare employees. The approach is employer driven and learner-centered – to prepare candidates for successful careers in healthcare.</td>
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<tr>
<td>1) Basic Reading Comprehension &amp; Writing for Healthcare Employees (36.54 Hours)</td>
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<tr>
<td>- Emphasizes basic reading comprehension and written communication skills</td>
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<td>- Exercises are all contextualized for the healthcare industry - building terminology and concepts</td>
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<td>2) Basic Math for Healthcare Employees (36.54 Hours)</td>
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<td>- Emphasizes math and statistical skills contextualized for the industry</td>
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<td>- Hands-on sample problems related to on-the-job situations</td>
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<td>3) Critical Thinking &amp; Rational Decision-Making for Healthcare Employees (Embedded in Curriculum)</td>
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<tr>
<td>- Critical thinking and problem solving in healthcare environment</td>
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<td>- Concepts such as ethical reasoning and job-related decision making</td>
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<td>4) Customer Service / Communication Skills (27.36 Hours)</td>
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<td>- Focuses on how to interact with patients, customers, and patients</td>
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<td>- Emphasizes concepts of teamwork and clear communication through scenarios contextualized for the industry</td>
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<tr>
<td>5) Computer Applications for the Healthcare Industry (26.36 Hours)</td>
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<td>- Focuses on learning basic functions of Microsoft Word, Excel, PowerPoint, and Access</td>
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<td>- Development of sample documents and job-related justifications for the industry</td>
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L.A. CAA: Early Lessons & Effective Practices

- Assess schedule to maximize retention
- Co-locate and co-enroll (WIA; Work Source Centers; campus)
- Integrate case management & career counseling
- Increase number of industry partners
- Address employment/placement throughout
- “Learn and earn” models ideal (Jewish Home for the Aging)
- Carefully assess CBO role and fit
- Share instructors, course outlines, and resources across colleges
- Institutionalize from the start
- Incorporate credit offerings

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