PATHWAYS TO CAREERS: Strategies and resources to support planning efforts

Nonprofit and Postsecondary Partnerships for Pathways

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Linda Collins

Luis Chavez

Theresa Rowland

The Career Ladders Project
CLP PROJECTS AND INITIATIVES

• **Career Advancement Academies (CAA)**
• Linking Afterschool Employment to Careers
• CCC Pathways for Foster Youth
• Green Challenge Grant
• Bay Area Advanced Manufacturing Collaborative
• CCC Linked Learning Initiative (CCCLLI)
• Contextualized Teaching and Learning (Faculty Study Group)
• CA Counselor Network for Career Pathways (CaCN)
• LearningWorks
• California EDGE Campaign
THE CAREER LADDERS PROJECT

fosters educational and career advancement through research, policy initiatives, and direct assistance to community colleges and their partners
CERTIFICATES COUNT.

• High-quality certificates offer substantial returns
  - Consistent positive labor market returns to CC certificates
  - Can earn more than AA/AS and in some cases more than BA/BS
  - Returns lag for those who walk away with no credential


• Students completing career education certificates from CA CCs doubled their wages within 3 years

## CCC COURSE SUCCESS RATES

<table>
<thead>
<tr>
<th>Year</th>
<th>All Credit</th>
<th>Basic Skills</th>
<th>Degree Applicable</th>
<th>Transfer</th>
<th>CTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009-10</td>
<td>68.9%</td>
<td><strong>61.2%</strong></td>
<td>69.4%</td>
<td>69.1%</td>
<td><strong>73.8%</strong></td>
</tr>
<tr>
<td>2010-11</td>
<td>69.3%</td>
<td><strong>62.1%</strong></td>
<td>69.6%</td>
<td>69.5%</td>
<td><strong>73.9%</strong></td>
</tr>
</tbody>
</table>

• Establish pipelines to college and high wage careers for underemployed, underprepared young adults (target 18 –30 yrs)

• C CCCCO Demonstration project - quickly reached large scale
  — Phase 1: 3 regions (East Bay, Central Valley, LA)
  — Phase 2: 4 regions in 2011-2012
  — Served > 7,400 students to date*
  — SB70: $20 million investment over 4 years ($5 million/yr)
    — Budgeted at ½ for 2011-2012. (cut to $2.5 million/yr)
  — Public/Private Partnership between CCCC O and philanthropy
    — TA/support/coordination
    — Independent Evaluation and Data Tracking
  — Leverage external investments and growing support

• 90% retention; 75% course success

* Source: Cal-PASS and RP Group, January 2012.
A FRAMEWORK OF EFFECTIVE PRACTICE

Clearly defined pathways with attention to transitions
- Pathway design w/ options for continuing education and career advancement
- Strong employer involvement

Integrated academic & technical education
- Contextualized approach makes learning relevant
- Work readiness along with foundational academic and technical skills
- Work based learning; learn and earn opportunities
- Expedite and accelerate student progress toward credential attainment

Cohort-based learning communities
- Strong peer supports
- Faculty collaboration

Integrated student services
- Embedded in learning community
- Leverage college and partner resources

External partnerships
- Business/industry, labor, WIBS, CBOs, K12, ROCPs, Adult Ed, 4 yr.
- Regional organization combined with sectoral focus
CAA Students, Ethnicity
Fall 2007 - Fall 2010

Hispanic/Latino: 53%
Black or African American: 21%
White: 17%
Asian: 7%
Native Hawaiian or Other Pacific Islander: 1%
American Indian or Alaska Native: 1%
Cal-PASS, Matched MIS, Spring 2011
## CAA Partnerships (FA07 – FA10)

<table>
<thead>
<tr>
<th>Type of Partnership</th>
<th>Total (3 regions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business/Industry</td>
<td>85</td>
</tr>
<tr>
<td>Community Based Organizations</td>
<td>33</td>
</tr>
<tr>
<td>High School/University</td>
<td>36</td>
</tr>
<tr>
<td>ROCP/Adult Education</td>
<td>22</td>
</tr>
<tr>
<td>Labor Organizations</td>
<td>19</td>
</tr>
<tr>
<td>Support Service Agencies</td>
<td>45</td>
</tr>
<tr>
<td>Workforce Investment Boards (WIBS)</td>
<td>22</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>262</strong></td>
</tr>
</tbody>
</table>

From cumulative CAA Regional Reports to the CCCCO, Fall 2010
In the same semester:
- 1,424% more likely to take a degree applicable course
- 284% more likely to pass degree applicable coursework
- 400% as likely to pass transfer-level courses
- Effects are the most pronounced for Black and Hispanic students.

In the next semester:
- 167% as likely or 67% more likely to pass degree applicable courses
- 228% as likely or 128% more likely to pass transferable courses

SEEDING INNOVATION & SYSTEMS CHANGE

- Growing number of faculty champions
- Uptake of contextualized practices across colleges
- Over 140 courses contextualized in first 2 years
- Colleges creating “bridges” and “on-ramps” to wide array of programs beyond original grant
- CTE programs redesigned to include pathways & stackable credentials
- Connecting the dots
- Expanding business involvement and investment
- CCC Student Success Network (3CSN) features work for statewide faculty development
STUDENTS SPEAK: Voices from the Career Advancement Academies

Brief Overview Video of the Career Advancement Academies: http://www.careerladdersproject.org/videos/career-advancement-academies/ (7 minutes)

- From Students Speak Series by the Career Ladders Project
- See also video series on Contextualized Teaching and Learning.
- All videos available at www.CareerLaddersProject.org (and YouTube)
SMCCD Allied Health Career Advancement Academy

Skyline College
Respiratory Therapy Associate Degree Program

College of San Mateo
Nursing Associate Degree Program

Cañada College
Radiologic Technician Associate Degree Program

Prerequisites
Participants may complete prerequisites at any college and go into any of the three higher level healthcare programs.

Students earn certificates in one or two semesters, and go directly into high paying Allied Health jobs and careers.

Medical Transcription (2)  Billing & Coding (1)
Medical Office Assistant (1)  EMT (1)
Surgical Technologist (2)  Sterile Processing (1)
Dental Assistant (2)
Medical Transcription (2)  Medical Assistant (2)
Med Adm Asst (2)  EKG and Phlebotomy (1)

Gateway to Allied Health Careers: CAA Bridge (1)
Student learning community cohorts
Contextualized basic skills including Math and English or English Speakers of Other Languages Course
Orientation to Allied health Careers/ Healthcare Gateway, involving employers and worksites
College success and student support services integrated with WIB Services
Participants enter Gateway at Cañada College or Skyline College then go up the career ladder at any of the three colleges.
(1) or (2) represent the number of semesters required for accelerated certificate completion.

San Mateo County Community College District
# Aligning Education, Certification and Career Pathways

**Industrial Systems Technology**

## Education Pathway

- **Bachelor of Science / Engineering Discipline** (Potential path not currently articulated)
  - NCSU, NCA&T, UNC-C, ECU

- **Associate in Applied Science**
  - 70 Credit Hours / Two Years Full Time
  - 22 Courses
  - Day Curriculum

- **Diploma Program**
  - 41 Credit Hours / One Year Full Time
  - 14 Courses
  - Day Curriculum

- **Certificate Program**
  - Machine Operator
  - 12 Credit Hours / 6 months
  - 4 Courses

## Certification Pathway

- SME Engineering Technologist
- MSSC Maintenance Awareness
- MSSC Safety
- NIMS Level 1, Bench work and Layout
- Career Readiness Certificate

## Career Pathway

- **Mechanical Engineer**
- **Maintenance Engineer**
- **Plant Engineer**
  - $51k - $79k (17-2141)

- **Entry Level Maintenance Worker**
  - $23k - $39K per year (49-9042)

- **Machine Operator**
- **Assistant Maintenance Person**
- **Maintenance Helper**
  - $17k - $27k (49-9098)

- **Operator**
- **Assistant Maintenance Person**
  - $17k - $27k (49-9098)

## National Career Readiness Certificate

- Personal Effectiveness
- Academic Competencies
- Workplace Competencies

## Pathways

- **High School**
  - Dual Enrollment - Careers Now - 12 In 6 Initiative

- **Out of School/Low Skill Youth/Adults**
  - WIA/Career Centers – ESL/VESL - GED/ABE “Bridge” and Foundation Programs

- **Skilled Adults**
  - Retraining/Lay Offs – Continuing Education Company Specific Apprenticeship

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[Image: Career Ladders Project]
Stackable Certificate and Degree Programs

- Liberal Arts Courses Required to Satisfy AA/AS Degree Requirements or for Transfer to 4-Year University

- Focuses on Advanced Technical Skills, Management/Professional Skills
- Includes Competencies to Pursue Multiple Career Pathways

- Focuses on Occupation-Specific Technical Skills and Competencies

- Focuses on Industry-Wide Skills and Competencies
- Typically Includes Applied Mathematics/Algebra

Prep Programs - Trade Bridge Academy
CBOs OFFER . . .

- Connection, knowledge & reach into diverse communities
- Training expertise and currency
- Potential instructors
- Relationships with industry  
  - Internships, work experience
- Student Supports  
  - Constancy and advocacy  
  - Managing transitions
- Opportunities to partner
- And more . . .

All of these can help students complete—and help colleges meet accountability goals
COMMUNITY COLLEGES OFFER . . .

- Portable credit and credentials to students – ongoing pathways
  - Certificates, degrees, transfer
  - Possible credit for CBO training
  - Articulation of credit

- An array of supports
  - Financial aid, EOPS, DSPS
  - Learning communities and special programs
  - Co-op ed; work study

- Connections to employers and other colleges
  - Regional structures and sector based organizations

- Opportunities to partner

Potential for long term relationships that facilitate student achievement and advancement
With thanks to Randy Tillery, East Bay CAA and John Brauer, The Workforce Collaborative

ADVICE FROM FELLOW TRAVELERS

• Know what you need and what you bring
• Learn how the colleges work
• Know what academic levels your students are at
• Find an internal champion at the college
• Look for other partners
• Be a resource and be available when issues come up
• Insist on shared decision making and consultation
• Give credit where credit’s due and insist on that as well
• Remember: It’s a marathon, not a sprint
FOR MORE INFORMATION

Linda Collins
LCollins@CareerLaddersProject.org

Luis Chavez
LChavez@CareerLaddersProject.org

Theresa Rowland
TRowland@CareerLaddersProject.org

www.CareerLaddersProject.org