California Workforce Association

Sector Strategies and Career Ladders

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Career Ladders are . . .

Long-term, comprehensive educational and training strategies designed to enable individuals to combine school and work in order to advance over time to better jobs and to higher levels of education.

Series of connected education/training programs—and related supportive services—that connect to employment within specific industry or occupational sector. Each step is designed to prepare for next level of employment and education.
Career Ladders . . .

Target jobs in industries of importance to the regional labor market;

Provide the basic skills, entry-level training, continuing skills advancement and ongoing education necessary to serve both workers and employers;

Create avenues of advancement for incumbent workers, jobseekers, and future entrants;

Build on partnerships, linking resources of colleges, workforce agencies, employers, labor and community-based organizations on a regional basis.
Community colleges working on . .

“Bridge” programs
Contextualized curriculum and teaching
Alignment, sequencing and modularization
Mapping occupational programs to industry need, wage progression and advancement
Wrap around services
Integration of services and instruction
Increasing access for disconnected youth and working people
THE COLLEGE AND CAREER PATHWAY PROGRAM

OUTREACH, RECRUITMENT AND ASSESSMENT

TARGET GROUP: Disadvantaged Youth/Transitioning Foster Care Youth/Disadvantaged Adults
TARGET AREAS: Selected Cities/Counties and Service Areas
SERVICES: Career Orientation/Test of Adult Basic Education (TABE)/Career Counseling/Referrals/Job Development

THE WALTER S. JOHNSON FOUNDATION AND THE CAREER LADDERS PROJECT
CCC System Strategic Plan: Partnerships for Economic and Workforce Development

Strengthen the colleges’ capacity to respond to current and emergent labor market needs and to prepare students to compete in a global economy.

C1. Coordination of Statewide Workforce Programs and Policies
C2. Career Pathways
   (Bridge programs, partnerships, and comprehensive, industry-driven career pathways)
C4. Regional Collaboration through Multi-Agency Networks
C5. Defining and Addressing Long-Range Economic and Workforce Trends

www.cccco.edu
Funding opportunities . . .

Check out our jargon:
- IDRC, JDIF
- SB70/CTE
- VTEA
- CAA

More flexible, more of them, require partners
Seed funds for regional and sectoral initiatives

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Career Advancement Academies:

- Large scale regional demonstration projects;
- 3 regions (500-1,000 students/year each);
- Connect underprepared young adults (18-30) to college and career pathways;
- Partnerships: Community Colleges, Adult Ed/ROCP, workforce and social service agencies, labor, community based orgs, and employers
- If successful, expand
The philanthropic community ...

- Regional and pooled grantmaking
- Development of public/private partnerships
- Linking place based strategies to economic and workforce development
- Increased interest in community colleges
- Investment in foundational basic skills as well as sector and career ladder initiatives
- Focus on particular populations
- Policy work
Thank you

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