PREPARING STUDENTS FOR COLLEGE AND CAREER THROUGH HIGH IMPACT PATHWAYS
LINDA COLLINS, Executive Director
Career Ladders Project / LearningWorks
Federal Support for Career Pathways

**Investment and Guidance**
- Health Profession Opportunity Grants (HHS, 2010. $67M)
- Workforce Innovation Fund (DOL, 2012. Round 1 $147M; Rnd 2 TBA)
- TAA-CCCT (DOL, $2B over 4 years. Rounds 1 & 2 awarded; Round 3 in process)
- Advancing Career and Technical Education in State and Local Career Pathway Systems (OVAE, 2012)
- Joint letter of commitment to promote use of career pathways (DOL, DOE and HHS, April 2012)

**Looking forward**
- Community College to Career Fund (President’s FY14 budget. $8B)
- Pathways Back to Work (President’s FY14 budget. $12.5B)

*Adapted from Center for Law and Social Policy (CLASP), Alliance for Quality Career Pathways. 2013*
STATE AND FOUNDATION SUPPORT FOR CAREER PATHWAYS

– 11 have explored or adopted career pathways for educationally underprepared adults and youth  
  (AR, CA, KY, IL, MA, OH, OR, PA, VA, WA and WI)

– 13 have explored or adopted career pathway bridges  
  (IL, IN, KY, KS, LA, MD, MN, NC, OH, OR, VA, WA, and WI)

– Several states have explored or adopted career pathways for high school-to-college

– Major national initiatives include:
  • Ford Bridges to Opportunity
  • NGA Pathways to Advancement
  • Breaking Through
  • Shifting Gears
  • Accelerating Opportunity

Adapted from Center for Law and Social Policy (CLASP), Alliance for Quality Career Pathways. 2013
THE ALLIANCE FOR QUALITY CAREER PATHWAYS

• National Initiative w/ 10 Alliance States, including CA (AR, CA, IL, KY, MA, MN, OR, VA, WA, WI)

• Framework to define high-quality career pathway systems:
  – Quality criteria and indicators
  – Shared performance metrics to measure and manage success

• National Advisory Group of organizations and experts
  (including NYEC, WSC, JFF, NSC, CORD, CEWD, Working Poor Families Project, Abt Associates, ConnectEd, and CTE state directors.)

• Led by CLASP

• Funded by the Joyce Foundation and James Irvine Foundations
Career Ladders Project

• Career Advancement Academies
  – CCCC0 invests $25M; 32 colleges across 4 regions; 2007-2013
  – Pathways to high skill/high wage careers for low-income young adults w/ multiple barriers to higher education

• Doing What Matters for Jobs and the Economy
  – reorganize CCC EWD into regional sector approach

• Regional integration of adult ed and comm colleges
  – Move adult learners to college and careers
  – State budget: $25M for regional planning grants 2013-14; 2014-15

• CA Career Pathways Fund in State Budget
  – $250M for 2013-14
  – Focus on Work-Based Learning connected to pathways; AB594 Steinberg

CALIFORNIA: CAREER PATHWAYS, REGIONAL AND SECTOR FOCUS
CALIFORNIA: CAREER PATHWAYS, REGIONAL AND SECTOR FOCUS

• State Workforce Development Plan
  – Focused on supporting regional development in key sectors
  – California Career Pathways and Education Committee
  – Advanced Manufacturing Workforce Development Council

• California EDGE Coalition
  – California Interagency Leadership Council
  – California Legislative Workforce Policy Group

• CA Success in TAA-CCCT and WIF
  – Builds on CAAs ("CAA on steroids"); Central Valley C6 $20M; East Bay DBS $15M
  – Silicon Valley ALLIES: building regional pathway systems to serve ELLs ($3M)

• Bay Area Workforce Funding Collaborative
  – Supports career pathway bridge programs at colleges in East Bay region
  – Supports development of regional alliance via DBS
Growing Momentum in K12/HS Reform

- California Partnership Academies grow across state

- James Irvine Foundation invests in Linked Learning (9 HS Districts):
  - College AND Career for all
  - Integrated academic & technical education; pathways

- CDE adopts Linked Learning as prime HS transformation strategy

- CCC Linked Learning Initiative connect HS to post-sec ed (CLP)

- AB790 –Linked Learning pilots across state
  - 20 pilot sites selected representing some 63 HS Districts
  - Over 1/3 of high schools students in CA

- SB1070 includes career pathways language ($48M 2013-2014)
  - prioritizes Linked Learning pilots & career academies
Please visit the CLP website to view the High Impact Pathways Video...

[www.CareerLaddersProject.org](http://www.CareerLaddersProject.org)
WHAT IS COMPELLING ABOUT PATHWAYS TO YOU?
One in three of the 4 million working families in California are considered low-income.

Completing a certificate and/or college degree vastly improves an individual’s earning power over the course of their lives.

This improved level of economic success benefits the state through greater tax revenue and lower expenses for social services, and helps to build a vibrant economy.

“Working Hard, Left Behind: Education as a Pathway from Poverty to Prosperity for Working Californians,” a report released by the Campaign for College Opportunity  May 2013
As a Region,
How do we deepen Career Pathway approaches that ...

• Enable students to advance over time to better jobs and higher levels of education and training?

• Increase successful completion of college certificates on the way to degree/transfer?

• Align with industry to teach in-demand skills and provide work-based learning opportunities that lead to high-wage, high-skill employment?
Each step on a career pathway is DESIGNED explicitly to prepare students to progress to the next level of employment and/or education.
<table>
<thead>
<tr>
<th>Industry Certification</th>
<th>Academic Program of Study</th>
<th>Jobs &amp; Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entry Level Certificate</td>
<td>Entry Level Certificate</td>
<td>Entry Level Employment</td>
</tr>
<tr>
<td>Mid Level Certificate</td>
<td>Mid Level Certificate</td>
<td>Intermediate Level Employment</td>
</tr>
<tr>
<td>Advanced Level Certificate</td>
<td>Advanced Level Certificate</td>
<td>Advanced Level Employment</td>
</tr>
</tbody>
</table>

Sector: [Blank]  
College: [Blank]

© 2013 Career Ladders Project
$14.9m award for innovative regional collaborative to Design It, Build It, Ship It

Link and integrate programs, certificates, services, curricula to more effectively address the regional workforce needs of three industries important to the regional economy

Refine Local and Regional Career Pathways, mind the gaps and build on college strengths

DBS Regional Pathways address the workforce needs of the region across three major sectors; Employers are engaged; Skills gap is addressed; Increased access and success in college certificates/degrees.
MIKE WILLIAMSON

CASE STUDY
San Mateo County
• 45 miles long
• Colleges are 32 miles at most from each other

Percent of Students taking classes at multiple College sites within the District

Percent of student body from out of District
Skyline College, College of San Mateo, Cañada College
### WHY ALLIED HEALTH REGIONAL PATHWAYS

- Full range of healthcare careers introduced to students
- Credentials accrued along the pathway

### ASSOCIATE IN SCIENCE DEGREE WITH A MAJOR IN ALLIED HEALTH SCIENCE

<table>
<thead>
<tr>
<th>Required Core Courses</th>
<th>Units</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIOL 240 General Microbiology</td>
<td>4</td>
</tr>
<tr>
<td>BIOL 250 Human Anatomy</td>
<td>4</td>
</tr>
<tr>
<td>BIOL 260 Human Physiology</td>
<td>5</td>
</tr>
<tr>
<td>CHEM 410 Chemistry for Health Sciences or</td>
<td>4</td>
</tr>
<tr>
<td>CHEM 210 General Chemistry I</td>
<td>5</td>
</tr>
</tbody>
</table>
## Skyline College

### Number of Allied Health Degrees Awarded

<table>
<thead>
<tr>
<th>SKYLINE AS Allied Health</th>
<th>FALL</th>
<th>SPRING</th>
<th>SUMMER</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009-2010</td>
<td>20</td>
<td>28</td>
<td>9</td>
<td>57</td>
</tr>
<tr>
<td>2010-2011</td>
<td>30</td>
<td>26</td>
<td>13</td>
<td>69</td>
</tr>
<tr>
<td>2011-2012</td>
<td>27</td>
<td>47</td>
<td>9</td>
<td>83</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>77</td>
<td>101</td>
<td>31</td>
<td>209</td>
</tr>
</tbody>
</table>
A San Mateo County Plan for Workforce Development: The Health Care Sector Strategy

Consultant Report with Findings and Recommendations prepared for the San Mateo County Workforce Investment Board

Kirsten Snow Spalding, Esq.

February 2011
Some of What We Found Out

• No entry portal or clear pathway into training and trainees may not recognize the scope of their choices
• No centralized mechanism for ensuring that all trainees have access to full range of jobs
• Career ladders may happen in large hospitals but no mechanism for entry level workers to find the “next” step
• Entry level workers often cannot perform necessary calculations
WHY ALLIED HEALTH REGIONAL PATHWAYS

WIN WIN for the Students, Workforce System and Employers.
START BY DEVELOPING POTENTIAL PATHWAYS AND EXIT POINTS

CANADA PATH PACKAGE — PREPARATION FOR ADVANCED TRAINING IN HEALTHCARE
- Anatomy (4 units)
- Physiology (5 units)
- Microbiology (4 units)
- Chemistry (4 units)
- Nutrition (3 units)
- Psychology (3 units)
- Statistics (4 units)

SURGICAL TECHNOLOGY A.S.
SKYLINE

PLUS, GENERAL EDUCATION

SURGICAL TECHNOLOGY®
30 UNITS
SKYLINE

CENTRAL PROCESSING²
11.5 UNITS
SKYLINE

CAREER ADVANCEMENT ACADEMY (1 SEMESTER)
- Math 110 (5 units)
- English 846 (5 units)
- Gateway to Health Careers (3 units)
- Career 650 (1 unit)

http://gointohealthcare.org/
IS IT EASY?

CAREER ADVANCEMENT ACADEMY
(2 SEMESTERS)
MEDICAL ADMINISTRATIVE ASSISTANT
- English 829 (5 units)
- Math 818 (1 unit)
- English 836 (4 units)
- MEDA 100/110/111/115/140/150/160/190 (24 units)
- CBOT 415 or 417 (1.5 units)
- Total: 31 units
- CANADA

MEDICAL OFFICE ASSISTANT
- 15 UNITS
- SKYLINE

ENTRY INTO MEDICAL OFFICE ASSISTANT, MEDICAL CODING SPECIALIST
MEDICAL BILLING SPECIALIST
- CANADA - 27 UNITS
- SKYLINE - 9 UNITS
OPPORTUNITY TO REFLECT
Q/A
DISCUSSION
BOX LUNCH / ACTIVITY DESCRIPTION
<table>
<thead>
<tr>
<th>INDUSTRY CERTIFICATION</th>
<th>ACADEMIC PROGRAM OF STUDY</th>
<th>JOBS &amp; WAGES</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>A.A./ A.S. Degree/ Transfer</td>
<td>ADVANCED LEVEL EMPLOYMENT</td>
</tr>
<tr>
<td></td>
<td>Advanced Level Certificate</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mid Level Certificate</td>
<td>INTERMEDIATE LEVEL EMPLOYMENT</td>
</tr>
<tr>
<td></td>
<td>Entry Level Certificate</td>
<td>ENTRY LEVEL EMPLOYMENT</td>
</tr>
<tr>
<td></td>
<td>Bridge</td>
<td></td>
</tr>
</tbody>
</table>
## COLLEGE TEAM HUDDLES

### ROOM ASSIGNMENTS

| ROOM 4     | Ohlone College: **OH**  
|           | Los Medanos College: **LMC**  
|           | College of Alameda: **COA**  
|           | Berkley City College: **BCC**  
| ROOM 5     | Merritt College: **M**  
|           | Solano College: **S**  
|           | Diablo Valley College: **DVC**  
| ROOM 6     | Chabot College: **CHB**  
|           | Laney College: **LCC**  
|           | Contra Costa College: **CCC**  

ALYSON GREENLEE
REGIONAL LABOR MARKET TRENDS
Collaborative Think as:

1. One (1) region
2. Dual (2) design for entry and incumbent workers
3. Certificates which are stackable and connected to (3) entry-, mid-, advanced-level competencies
## INDUSTRY CLUSTER DISCUSSIONS

<table>
<thead>
<tr>
<th>ROOM 4</th>
<th>BIO-SCIENCE</th>
<th>Room</th>
<th>BCC, CCC, Laney, Merritt, Ohlone, Solano</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Mike Williamson</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ROOM 5</th>
<th>TRANSPORTATION/LOGISTICS</th>
<th>Room</th>
<th>Chabot, COA, CCC, Merritt</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Peter Simon</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ROOM 6</th>
<th>ADVANCED MANUF./TRADES</th>
<th>Room</th>
<th>BCC, Chabot, DVC, Laney, LMC, Solano</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Verónica Sánchez-Casián</td>
<td></td>
</tr>
</tbody>
</table>
REGIONAL ALIGNMENT

RESULTS AND NEXT STEPS

• What are your points of alignment/potential collaboration?
• Where were gaps identified?
• What’s next?
Please use your device to complete an evaluation of today’s event.

http://www.surveymonkey.com/s/H627TJN
CLOSING REMARKS

For further information and technical assistance,
The Career Ladders Project

CareerLaddersProject.org
(510) 268-0566

Theresa Rowland  TRowland@CareerLaddersProject.org
Peter Simon      PSimon@CareerLaddersProject.org
Michael Williamson MWilliamson@CareerLaddersProject.org
Verónica Sánchez-Casián VSanchez@CareerLaddersProject.org