Career Ladders Research in the California Community Colleges

Presented to
The League for Innovation

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With Thanks To…

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- Foundation for California Community Colleges
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THE VISION

- The community colleges are an effective and central part of a unified approach to workforce development in California—one that is founded on career ladders, universal, seamless, regional, strategic and collaborative.

- All the components of the workforce development system are working together in an integrated fashion. A system of career ladders provides opportunity for all Californians to attain jobs that provide a living wage and to advance to positions requiring greater skills, responsibilities, and accordingly, higher pay.

- Employer needs are better met, and workforce and economic development in California is enhanced by the increasing supply of skilled workers.

*(Ladders of Opportunity, BOG-CCC 2001)*
Career Ladders can help students:

- Move within and across programs in the college
- Move between the college and other educational institutions
- Benefit from the multiple missions of the CCC’s – basic skills, vocational education, general education, and transfer
- Move along educational and career pathways
- Obtain jobs at living wages with prospects for advancement
# Ratings of Key Elements

<table>
<thead>
<tr>
<th>Dimension</th>
<th>N</th>
<th>Mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partnership w/ bus/industry</td>
<td>122</td>
<td>2.89</td>
<td>1.06</td>
</tr>
<tr>
<td>Innovation</td>
<td>119</td>
<td>2.61</td>
<td>1.20</td>
</tr>
<tr>
<td>Partnership w/others (CBOs, WIBs, labor, etc.)</td>
<td>119</td>
<td>2.59</td>
<td>1.11</td>
</tr>
<tr>
<td>Regional cooperation</td>
<td>109</td>
<td>2.57</td>
<td>1.15</td>
</tr>
<tr>
<td>Career pathways</td>
<td>129</td>
<td>2.56</td>
<td>1.12</td>
</tr>
<tr>
<td>Funding</td>
<td>122</td>
<td>2.54</td>
<td>1.12</td>
</tr>
<tr>
<td>Work-based learning</td>
<td>94</td>
<td>2.50</td>
<td>1.13</td>
</tr>
<tr>
<td>External curriculum integration</td>
<td>115</td>
<td>2.49</td>
<td>.94</td>
</tr>
<tr>
<td>Internal curriculum integration</td>
<td>121</td>
<td>2.29</td>
<td>1.08</td>
</tr>
<tr>
<td>Integration of Student services</td>
<td>111</td>
<td>2.18</td>
<td>1.16</td>
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</table>
College Ratings of Overall Fit

College ratings of Overall Fit ranged from 3.00 to 1.20

Average across the sample colleges = 2.38
Key Elements for a Single College

- B/I
- CBO/WIB
- Intern. Integration
- Ext. Integration
- Innovation
- Career Pathway
- St. Svcs
- WBL
- Funding

The chart indicates the relative importance of each element, with a scale from 0 to 5. The elements are ranked as follows:

1. B/I
2. Innovation
3. WBL
4. Funding
5. CBO/WIB
6. Intern. Integration
7. Ext. Integration
8. Career Pathway
9. St. Svcs

The chart visually compares the importance of each element, showing the distribution and relative weight of each category.
**Alignment: College Resources**

<table>
<thead>
<tr>
<th>Program Design</th>
<th>Building Linkages</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Articulation of career ladder pathways</td>
<td>- Basic skills/ESL/occupational/general ed</td>
</tr>
<tr>
<td>- Modularization</td>
<td>- Credit/non-credit</td>
</tr>
<tr>
<td>- Sequencing</td>
<td>- Contract ed/regular instruction</td>
</tr>
<tr>
<td>- Distance education</td>
<td>- Centers/college</td>
</tr>
<tr>
<td>- Flexible entry &amp; exit points</td>
<td>- School/work</td>
</tr>
<tr>
<td></td>
<td>- Instruction/student services</td>
</tr>
</tbody>
</table>

We are giving people an opportunity to get oriented to the field of biotech by providing them with basic skills courses to help them succeed in this area, some support services and a bit of career development orientation and training. **Chancellor**
INTRODUCTION TO BIO SCIENCE
(Employability, Life Skills, Ergonomics)

CONTEXTUALIZED BIO SCIENCE LITERACY/
VESL TRAINING
(100-150 hours)

BIO PROCESS/ASSISTANT MEDIA PREP/
PHARMACEUTICAL MATERIALS SPECIALIST TRAINING
(Biological Sciences, Physical Sciences, Engineering)
(300 hours)

1-3 MONTHS WORK EXPERIENCE

ASSISTANT MEDIA PREP
32K – 35K + Benefits

BIO PROCESS MANUFACTURING TECHNICIAN
35k – 40k + Benefits

PHARMACEUTICAL MATERIALS SPECIALIST/TECHNICIAN
32K – 35K + Benefits

QUALITY CONTROL (QC) ANALYST TECHNICIAN
35k – 40k + Benefits

RESEARCH ASSISTANT
60k +

EMPLOYERS
- Genentech, Inc.
- Chiron, Inc.
- Cell Genesys, Inc.
- Abgenix Inc.
- Signature Bioscience
- UCSF
- BioRad
- Bayer

PARTNERS
GRUBER & PEREIRA ASSOCIATES
SAN MATEO LABOR COUNCIL
PENINSULA WORKS / SAN MATEO COUNTY WIB
SKYLINE COLLEGE

SKYLINE COLLEGE
BIOTECH CAREER LADDER SYSTEM

PREPARATION
ENTRY LEVEL TRAINING
ENTRY LEVEL EMPLOYMENT
UPGRADE EMPLOYMENT
ADVANCED EMPLOYMENT
THE COLLEGE AND CAREER PATHWAY PILOT 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

COLLEGE AND CAREER PROGRAMS
Degree and Certificate Programs leading to careers in health care, social services, IT ...

BIOTECHNOLOGY
Manufacturing Technician: 35K
14 week training
plus 3 month paid tryout employment

HEALTH
Technician: 30-40K
Short to mid term training (to be developed)

CONSTRUCTION
(to be developed)

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Manufacturing Technician: 35K
14 week training
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HEALTH
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CONSTRUCTION
(to be developed)

BRIDGE TO COLLEGE AND CAREER
12 to 14 Week Program: Learning Community Cohort Model
• Delivered for college credit at College or outlying site (CBO; other)
• Introduction to Post Secondary Education and Career Opportunities
• Contextualized Literacy and Math Skills
• Work Readiness
• Social Support
• VESL (as needed)
• Individualized Education and Career Plan
• Achievement of 10th Grade Reading Level
• Transition to Customized Career Training/College
• Financial Planning
• Corporate Culture
• Counseling

SHORTTERM WORK READINESS
Part-time Jobs: after-school workers, IT or retail staff ($7.50 to $9.50 per hour)
+ Full financial aid package

Additional Remediation

TABE Under 6/7th Grade

TABE 7/8th – 10th Grade

TABE 10 + Grade

STAGE 1

STAGE 2

STAGE 3
CCC System Support for CL …

- Provide focused Strategic Assistance
- Support Demonstration Projects
  - Leverage $ across systems for high wage/high demand careers
- Link/Integrate into relevant programs/funding streams
- Provide Seed and/or Base Funding
  - Support partnership development
  - Expand capacity
  - Further program/curriculum design, development and integration
  - Address integration of support services/instruction
  - Support learning communities/cohort approaches
- Address barriers to CL enrollment
- Streamline system processes
  - Curriculum/program approval; tracking; RFAs
CA Workforce System . . .

- Align Priorities for WIA Discretionary Funds
  - CC/WIB/Business partnerships
  - Career ladders and bridges to careers/college
  - High wage/high demand sectors
- Refocus local workforce priorities
  - Longer term, post secondary education/training
  - Partnership development with colleges
- Create large-scale CL partnerships in key sectors
- Create fund for regional CL initiatives
- Address longstanding issues
  - ETPL, tracking, contracts/procurement processes
Business, Industry & Labor

- Develop and map pathways in high wage/high demand sectors
- Connect programs to labor market demand
- Aggregate training needs
- Develop externship, internship & work-based learning opportunities
- Advocate, lead and help fund partnerships & career ladder sector initiatives
Foundations and Grants

Engage foundation community to develop and promote career ladders

- Seek collaboration on priorities (RFA development, matching funds, etc.)
- Enhance college competitiveness for grant applications
- Develop private/public partnerships that leverage funds, model collaboration and extend demonstration projects

Pursue state and national funding resources for CL

- Secure more grants for system & for colleges
- Enhance college competitiveness for federal & national grants
Thank you

Special Thanks to Los Medanos College

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