



Career Ladders Research in the California Community Colleges

Presented to

The League for Innovation

Linda Collins

Regina Stanback Stroud

William Watson

CAREER LADDERS PROJECT



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With Thanks To...

- ❑ **Board of Governors - California Community Colleges**
- ❑ **Chancellor's Office - California Community Colleges**
- ❑ **David and Lucile Packard Foundation**
- ❑ **Foothill-De Anza Career Ladders/Help Desk Project**
- ❑ **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

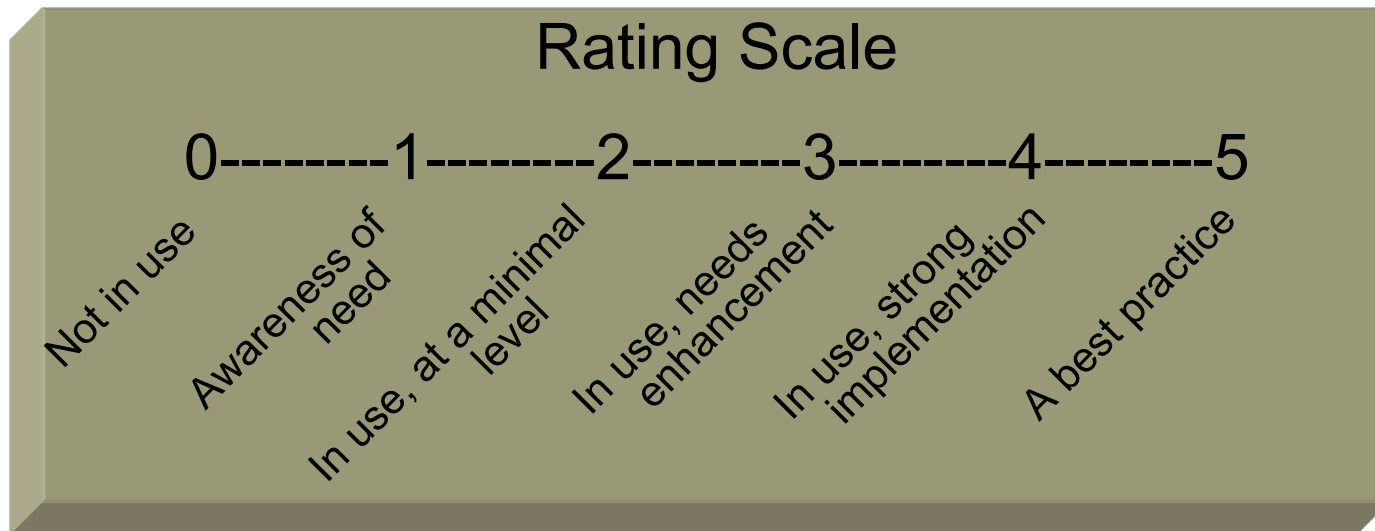
Ratings of Key Elements

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

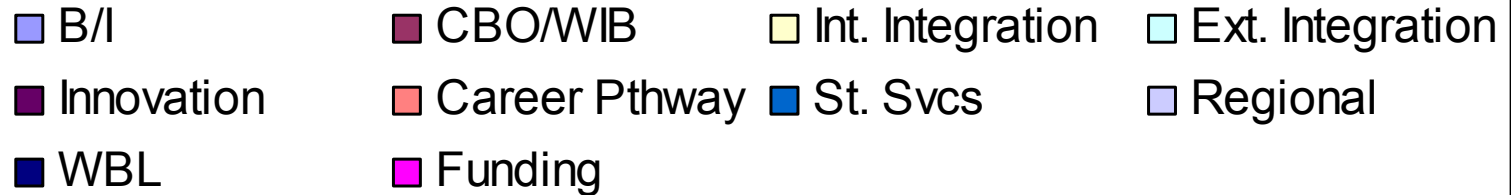
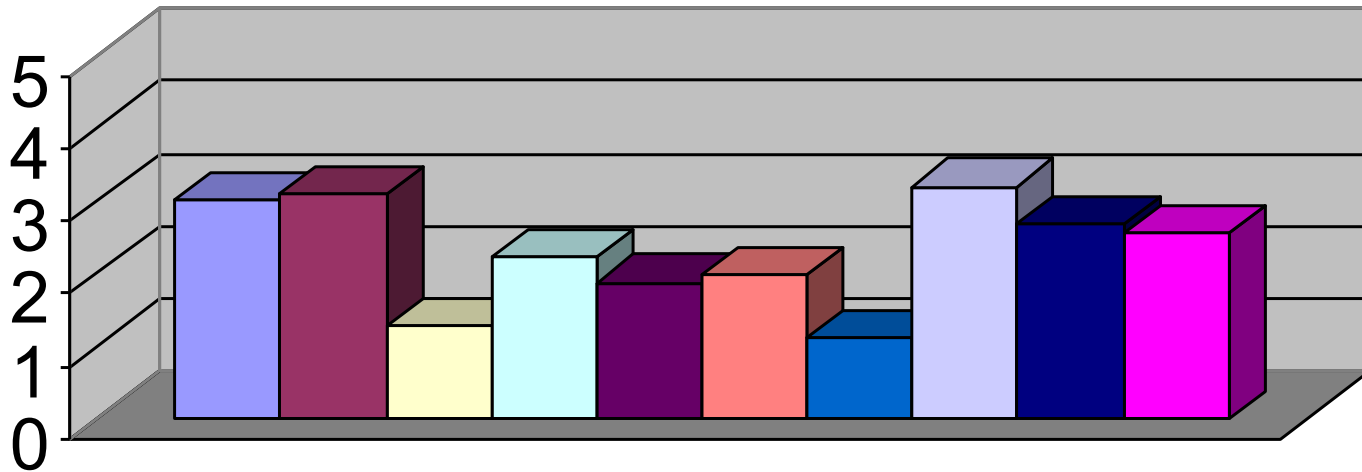
College Ratings of Overall Fit

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



Alignment: College Resources

Program Design

- Articulation of career ladder pathways
- Modularization
- Sequencing
- Distance education
- Flexible entry & exit points

Building Linkages

- Basic skills/ESL/occupational/general ed
- Credit/non-credit
- Contract ed/regular instruction
- Centers/college
- School/work
- Instruction/student services

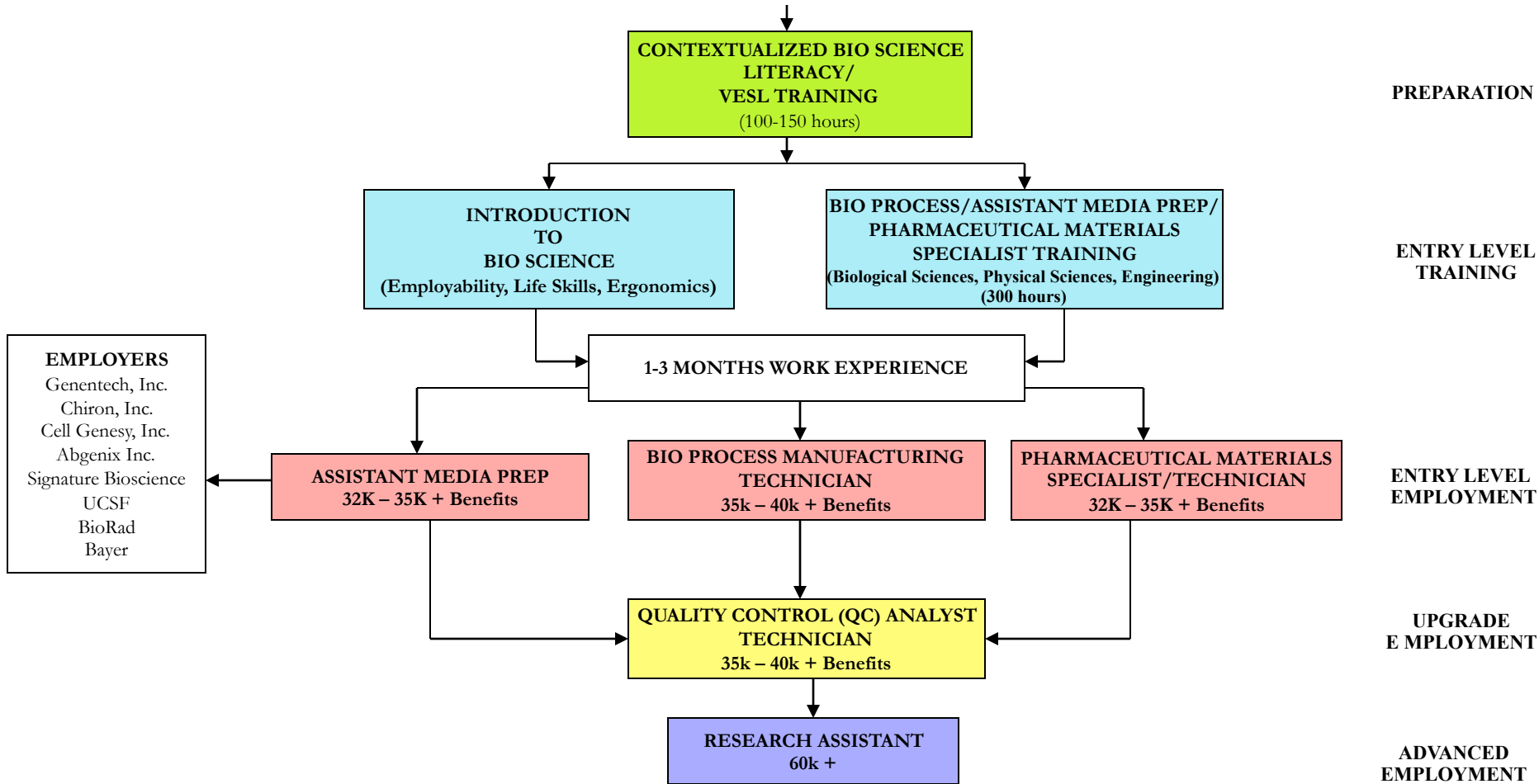
*We are giving people an opportunity to get oriented to the field of biotech by providing them with basic skills courses to help them succeed in this area, some support services and a bit of career development orientation and training. **Chancellor***



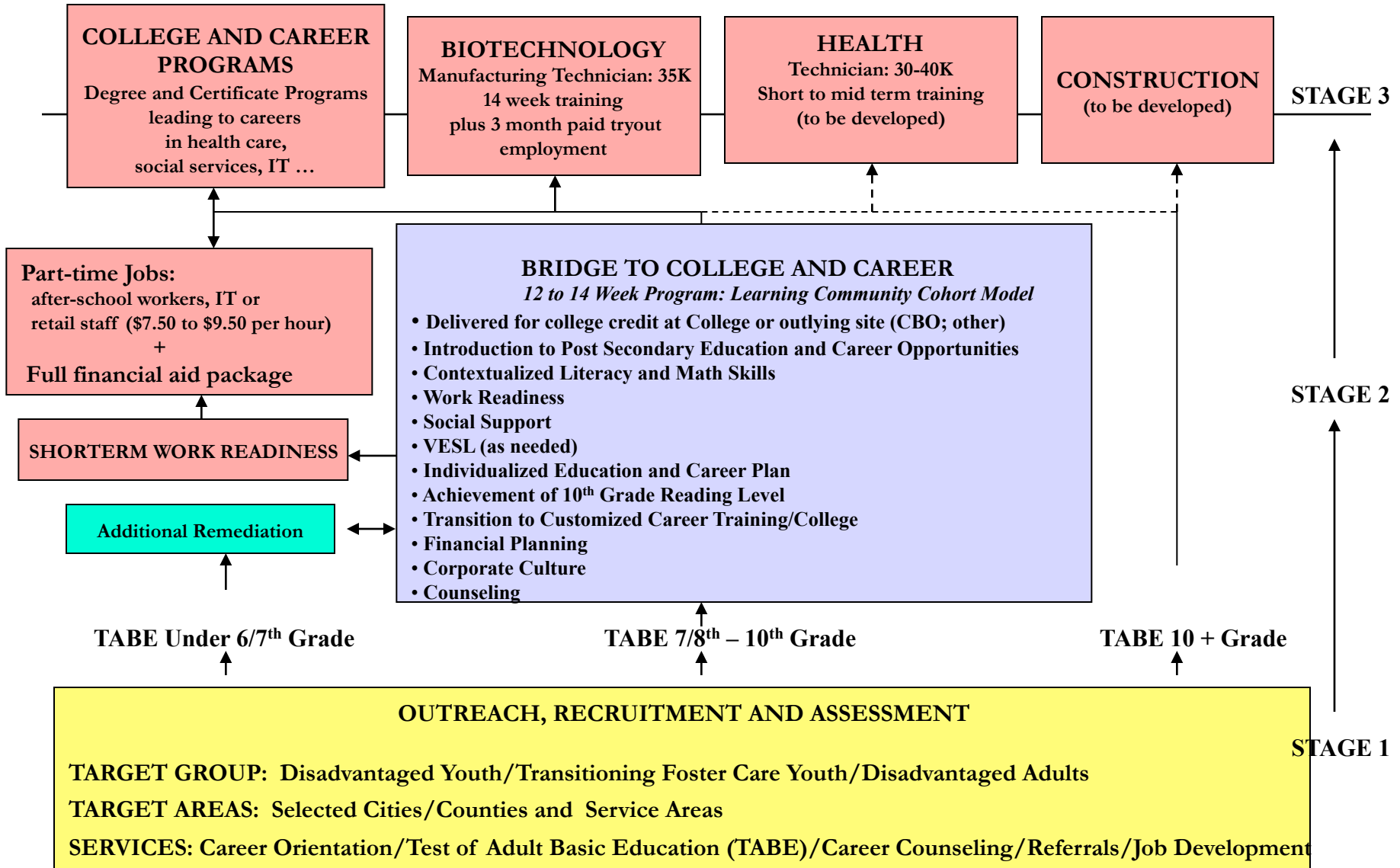
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 SKYLINE COLLEGE

**SKYLINE COLLEGE
 BIOTECH
 CAREER LADDER
 SYSTEM**



THE COLLEGE AND CAREER PATHWAY PILOT PROGRAM





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

Linda Collins
Career Ladders Project
1203 Preservation Park Way,
Suite 201
Oakland, CA 94612
(510) 268-0566

lcollins@careerladdersproject.org
www.careerladdersproject.org

Regina Stanback-
Stroud
Skyline College
Office of Instruction
3300 College Drive
San Bruno, CA 94066
(650) 738-4321
stroudr@smccd.net

William Watson
Skyline College
Center for Workforce
Development
3300 College Drive
(650) 738-7038
watsonw@smccd.net

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