Peralta Community College District
Managers’ Retreat

A Career Ladders Approach

Linda Collins

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With Thanks To...

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- Walter and Elise Haas Fund
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- Walter S. Johnson Foundation
- David and Lucile Packard Foundation
- San Francisco Foundation
- Bay Area Workforce Funding Collaborative
- Board of Governors - California Community Colleges
- Chancellor’s Office - California Community Colleges
- Foundation for California Community Colleges
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)
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, comprehensive, industry-driven career pathways)
C4. Regional Collaboration through Multi-Agency Networks
C5. Defining and Addressing Long-Range Economic and Workforce Trends
C6. Funding and Pay Equity
Career Ladders are . . .

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

Focused on key employment and industry growth areas and targeted to the regional labor market, career ladders provide the basic skills, entry-level training, continuing skills advancement and ongoing education necessary to serve both workers and employers. To meet the needs of industry and a diverse population, career ladders are built on partnerships, linking the resources of colleges, workforce agencies, employers, labor and community-based organizations on a regional basis.
## 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>
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<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>
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<tr>
<td>Regional cooperation</td>
<td>109</td>
<td>2.57</td>
<td>1.15</td>
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<tr>
<td>Career pathways</td>
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<tr>
<td>Funding</td>
<td>122</td>
<td>2.54</td>
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<tr>
<td>Work-based learning</td>
<td>94</td>
<td>2.50</td>
<td>1.13</td>
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<tr>
<td>External curriculum integration</td>
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<td>2.49</td>
<td>.94</td>
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<tr>
<td>Internal curriculum integration</td>
<td>121</td>
<td>2.29</td>
<td>1.08</td>
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<tr>
<td>Integration of Student services</td>
<td>111</td>
<td>2.18</td>
<td>1.16</td>
</tr>
</tbody>
</table>
Upward Mobility

Biotechnology Manufacturing Worker Progression

Entry
Packagers
Material Handlers

Mid Level
Manufacturing Technician
Aseptic Fill Technician
Validation Technician

Higher Level
Process Development Associate
Manufacturing Associate

Employment Development Department
BIOTECH CAREER CHART
City College of San Francisco

REQUIRED COURSES

- IGETC Requirements (CCSF)
  - Bio 60, Bio 65
  - BTEC 21, 22, 24
  - Chem 65 A,B,C
  - IGETC Requirements

- Bio 11, Chem 32, 33
  - BTEC 12A, 12B, 101
  - Bio 50, Chem 65B
  - IGETC Requirements

- Biotech English
  - Biotech Math
  - Bio 72B

- Biomedical Laboratory Practices
  - Basic Biotech
  - English and Math

LEVEL OF ACHIEVEMENT

- 4 year Biotech program
  - CSU Hayward, UC Davis
  - BS Industrial Technology
  - CSU Fresno

- Biotech Certificate
  - Philip Jardim
  - One Year (9 months)

- Biomanufacturing
  - (requires ET 108A)
  - Edith Leonhardt
  - One Year (9 months)

- Bridge to Biotech
  - Job Readiness
  - James Lewis
  - One semester (4½ months)

- On-Ramp to Biotech
  - Pre-employment Training
  - Lori Lindburg
  - (10 weeks)

JOB OPPORTUNITY

- Research Assistant:
  - UCSF, Industry
- Biomanufacturing jobs
- Animal care, lab assistant, other biotech jobs,
- Lab Assistant
THE BAY AREA BIOTECHNOLOGY MANUFACTURING ENTRY LEVEL AND UPGRADE TRAINING MODEL

STAGE 1
WONDERLIC Under 6th Grade

STAGE 2
REMEDIAL TRAINING

STAGE 3
COLLEGE AND CAREER PROGRAMS
Degree and Certificate Programs at Community College

STAGE 4
CALIBRATION
35K +

STAGE 5
INSTRUMENTATION
$40K +

FACILITIES MAINTENANCE
$50K +

BIOTECHNOLOGY PRACTICES FOR ENGINEERS

QUALITY CONTROL
$40K +

BIOTECHNOLOGY MANUFACTURING
$30K +
16 Week Program – 260 hours

GATEWAY TO COLLEGE AND CAREER
16 Week Program – 12 – 14 units


Funders: DOL, EDD, Local WIA, CCCCO/IDRC, Foundations
Career Apprenticeship Pathway (CAP) Project

**Partners:**
Laney College, College of Alameda, Alameda County Workforce Investment Board, Alameda One Stop, Walter S. Johnson Foundation

**Goal:**
Each participant will develop the necessary academic and life skill to enter a high skill/high wage career pathway in the construction or transportation sectors.

(includes Aviation, Automotive and Heavy Equipment Mechanics, and/or the Construction Trades)

**Target populations:**
Basic skills deficient youth
Low income and disadvantaged youth, 18-21
Transitioning and emancipated foster youth
Young parents, homeless, court involved youth

**Program Structure:**
- Cohort based
- Learning community
- Full-time
- Financial Aid
- Academic and career counseling
- Case management and social supports
- Supplemental instruction
- Transition to college or career pathway

**Courses:**
- English 250 (3 units)
- Math 250 (3 units)
- Computer literacy (1 unit)
- Physical education (1 unit)
- Life Skills (2 units)
- Introduction to the Skilled Trades (3 units)

**Pilot Project:** Spring 2006 – Spring 2007
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 COLLEGE AND CAREER PATHWAY PROGRAM

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
Medical Assistant: $30-40K
Short to mid term training

CONSTRUCTION
$30 - $40K
Incl. Apprenticeship Opportunities
16 week training

THE WALTER S. JOHNSON FOUNDATION AND THE CAREER LADDERS PROJECT
## CCC’s and WIA

<table>
<thead>
<tr>
<th>Program Year</th>
<th>CA Total WIA (In millions)</th>
<th>CC Total WIA (In millions)</th>
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</thead>
<tbody>
<tr>
<td>2001-02</td>
<td>588</td>
<td>19</td>
</tr>
<tr>
<td>2002-03</td>
<td>543</td>
<td>21</td>
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<tr>
<td>2003-04</td>
<td>454</td>
<td>17</td>
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<tr>
<td>2004-05</td>
<td>456</td>
<td>18</td>
</tr>
</tbody>
</table>

Source: CA Workforce Association; CCCC CO, Fiscal Data Abstracts
The philanthropic community . . .

- Movement toward 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 cluster initiatives
- Focus on particular populations
- Investment in dual customer strategies
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>▪ Flexible entry &amp; exit points</td>
<td>▪ Centers/college</td>
</tr>
<tr>
<td>▪ Linkage to career and wage progression</td>
<td>▪ School/work</td>
</tr>
<tr>
<td>▪ Industry involvement</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**
Innovation & Flexibility

- taking risks on small enrollments
- incentives and revenue generation for programs
- support for program and curriculum development
- faculty and administrative professional development
- college wide discussions and commitments regarding basic skills, ESL and other concerns
- creating a culture of innovation and risk taking
- leveraging multiple funding sources

I encourage all of my managers to make connections, network and be involved in at least 1 community organization. I also encourage them to try things. If we fail we learn from that and move on.

President
Thank you

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