PREPARING STUDENTS FOR COLLEGE AND CAREER THROUGH HIGH IMPACT PATHWAYS

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Linked Learning
Preparing Students for College and Career

KEY QUESTIONS

How do we . . .

• Deepen LL students’ understanding of career development?
• Increase students’ understanding of how college and career are connected to employment, further education and advancement over time?
• Plan and design better integrated HS to college offerings that prepare students for high skill, high wage employment, and to advance over time to successively higher levels of education and employment?
HIP™ (High Impact Pathway) Strategy

Design and Show Career Pathways that ...

- connect educational programs & support services
- align with industry needs and in-demand skills
- enable students to advance over time to better jobs and higher levels of education and training.

Each step on a career pathway is designed explicitly to prepare students to progress to the next level of employment and/or education.
Structural Elements of a Local/Regional Career Pathway System  (DRAFT)

Multiple entry points

Academic Skills and Credentials (Customizable based on labor market needs and target population)
- Basic Skills Instruction: Adult Basic Education, English as a Second Language
- Basic Skills Bridge Programs

Employability Skills and Work Experience (Customizable based on labor market needs and target population)
- Basic Career Readiness
- Employment in jobs that require basic occupational skills
  - Internships
  - Pre-Apprenticeships
- Employment in jobs that require intermediate occupational skills
  - Internships
  - Pre-Apprenticeships
- Employment in jobs that require high occupational skills and management skills
  - Pre-Apprenticeships

Long-term certificates

Two-Year Degree Programs and Above

Multiple exit points at successively higher levels of education and employment

Supportive Services and Navigation Assistance

Family-supporting employment and further educational opportunities

Working Together

K12, CC, Univ.

Leveraging Collective Strengths and Assets

Organizing by Region and by Sector

K-14 / Employers / Regional Stakeholders to create High Impact Pathways
Career Pathways target jobs in industries of importance to local and regional economies.

**RESEARCH**
- Labor market growth & job outlook
- Regional employment trends - including advancement
- Integration of training & preparation with employers
- ID gaps/barriers

**ENGAGE**
- **Employers:**
  - Skills needed
  - Certifications
  - Entry level hiring practices
  - Laddered opportunities
  - WBL
  - Prof. Assoc’s
  - Focus groups
  - Pre-interviews
  - Surveys
  - Validated Pathways

**INQUIRE**
- Are employers needs being met? Unmet needs?
- Are we creating WBL opportunities?
- Connectivity between industry and grads?
- Is this an efficient and integrated regional approach?
- Are we building a system that balances needs of employers and job seekers?

*How do we Plan and Design better integrated K-14 Pathways?*
## Mapping College and Career Pathways
### Technical Assistance Process

<table>
<thead>
<tr>
<th>Year</th>
<th>Case Study: Enrollment Patterns, Geographic Trends, Regional Labor Market Data</th>
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<tbody>
<tr>
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<td>Fall 2012</td>
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- Facilitate and document program design with Colleges and HS:
- Analyze statewide labor data and building out pathway maps:
- Convene Sites by Sector:
- Meet with stakeholder groups to validate and deepen industry engagement:

### Outcomes:
- expanded work based learning opportunities
- validation of competencies, stackable certificates and degrees/transfer
- linkages to employment prospects for student completers
CLP’s White Board Meeting

- Map & refine pathway options in industry sector
- Connect to HS partners
- Articulate to industry standards & regional demand
- Include WBL and multiple entry points
- Span HS/CC /4 yr options w/ attention to transitional strategies
Skyline College Automotive Stackable Certificates

BACHELOR OF SCIENCE: VARIOUS TECHNICAL FIELDS

PLUS, GENERAL EDUCATION

ASSOCIATES DEGREE: AUTOMOTIVE TECHNOLOGY

ADDITIONAL TRAINING & CERTIFICATION

CERTIFICATES

CERTIFIED SMOG TECHNICIAN (UPDATE)
Weekend Class

CERTIFICATE OF COMPLETION

HYBRID - ELECTRIC CERTIFICATES

JOBS & WAGES

ADVANCED
Level Employment
Master Technician, Shop Foreman, Team Leader, Lead Technician $25 - 45 per hour
(After 5+ years experience + All 8 ASE Certifications)

INTERMEDIATE
Level Employment
Repair Technician $12 - 25 per hour
Service Writer $15 - 25 per hour
(After 2+ years experience + ASE 1-6)

ENTRY
Level Employment
Lube Tech Express Technician Beginning Apprentice $8 - 12 per hour

TOTAL Required Units for Certificate of Completion: 30

Required Courses (Units)
- Automotive Technology (16)
- Automotive Maintenance (12)
- Automotive Advanced Engine Performance Technology (15)
- Automotive Advanced Engine Performance Technology (15)

Industry - ASE Certifications (Test Required)
- L1 - Advanced Engine Performance Specialist
- A1 - Engine Repair
- A2 - Automatic Transmission/Transaxle
- A4 - Suspension & Steering
- A6 - Electrical/Electronic Systems
- A7 - Heating & Air Conditioning
- A8 - Engine Performance

ASIAN IMPORT PROGRAM - ADVANCED LEVEL
1 semester
- Asian Engine Performance (15)

AUTOMOTIVE TECHNOLOGY - ADVANCED LEVEL
2 semesters
- Automotive Advance Engine Performance Technology (15)
- Automotive Engine Performance Technology (15)

AUTOMOTIVE TECHNOLOGY - INTERMEDIATE LEVEL
4 semesters — classes can be taken in any order
- Automotive Drive Train Technology (15)
- Automotive Engines: Repair & Rebuild (15)
- A/C, Heating, & Air Conditioning (15)
- Automotive Electrical/Electronic (15)

ASIAN IMPORT PROGRAM - INTERMEDIATE LEVEL
4 semesters — classes can be taken in any order
- Asian Brakes, Chassis & Air Conditioning (15)
- Asian Engine & Transmission (15)
- Asian Automotive Electrical (15)
- Pre-delivery Service (2.5)

Direct entry into Automotive Tech Program

Career Advancement Options:
- High School R.O.P. / Tech Prep
- Program Prerequisites:
  - Fundamentals of Auto Technology (7/10)
  - Math - Required Level or Test Out
  - English - Required Level or Test Out
- Career Advancement Academy - Automotive Technician - 1 Semester
  - Fundamentals of Automotive Service Orientation
  - Automotive Math
  - Automotive English
  - Career Counseling

Apply to Automotive Tech Program

Certificate of Completion

Bachelor of Science: Various Technical Fields

Additional Training & Certification

Hybrid - Electric Certificates

Industry - ASE Certifications (Test Required)
- L1 - Advanced Engine Performance Specialist
- A1 - Engine Repair
- A2 - Automatic Transmission/Transaxle
- A4 - Suspension & Steering
- A6 - Electrical/Electronic Systems
- A7 - Heating & Air Conditioning
- A8 - Engine Performance
From courses/majors to programs of study in pathway framework

PATHWAY FOR ACADEMIC, CAREER, and TRANSFER SUCCESS (PACTS)
@ Los Angeles Trade-Technical College
(for industry-credential, certificate, degree, and/or transfer seeking students)

Tier 4 – Degree and/or Transfer Program of Study Competencies
Degree and/or Transfer (Unique to Each Program of Study)

Tier 3 – Program of Study Core Competencies
Program of Study Core Competencies (Unique to Each Program of Study)
Career Readiness (Unique to Program of Study(s))

Tier 2 – Academic and Career Readiness Competencies (Competency-Based, Required Until Competencies Met)
Career Readiness (Unique to Program of Study(s))
Academic Readiness (Math and English)
Computing, Information, and Digital Literacy

Tier 1 – Foundational Competencies for Success in College and Careers (Mandatory)
Self-Efficacy for College and Career Success
Awareness of Academic/Career Options and Readiness
Academic and Career Goal Setting and Planning
Accessing and Navigating Community and College Resources

- Degree Completion • Transfer Ready!
- IGETC and/or CSU General Education Certification
- CTE Certificate of Achievement Completion(s) that Lead to Career Readiness for Entry Occupations, Career Advancement, and/or Wage Progression • Industry-Recognized Certification/Credential(s) • 30 Units in Degree Program of Study
- Competency Gains (pre-post assessment) • Progress Towards PACTS Goal(s) • HS Diploma or GED Completion • Noncredit Certificate of Competency Completion
- Completed PACTS Plan • Increased Self-Efficacy Skills

Approved by Student Success Committee: March 12, 2012
Approved by Educational Policies Committee: March 20, 2012
Approved by Basic Skills Committee: March 22, 2012
Approved by College Council: March 26, 2012
Approved by Academic Senate: March 28, 2012
PUBLIC SERVICES

Human Services
- After School Coach
- Parks and Rec Leader
- Social Worker, MSW
- Teacher
- Recreational Therapist

Protective Services
- Security Officer
- Loss Prevention Agent
- Probation or Corrections Officer
- Detective
- Police Officer

Emergency Medical Services
- Dispatcher
- Paramedic
- Emergency Medical Technician
- Fire Investigator
- Firefighter

Legal Services
- Court Reporter
- Title Examiners, Abstractors, Searchers
- Paralegal, Legal Assistant
- Lawyers, Judges

Title Examiners,
Abstractors,
Searchers

Clinical Psychologist

Psychiatric Tech

Police Chief

Fire Chief

Recreational Therapist

Parks and Rec Leader

Probation or Corrections Officer

Firefighter

Social Worker, MSW

Security Officer

Detective

Police Officer

Paralegal, Legal Assistant

Probation or Corrections Officer

Loss Prevention Agent

After School Coach

Police Officer

Dispatcher

Loss Prevention Agent
**PUBLIC SERVICES**

- **Human Services**
  - Social Worker, MSW
  - Teacher
  - Recreational Therapist
  - Substance Abuse Counselor
  - Parks and Rec Leader
  - After School Coach

- **Protective Services**
  - Probation or Corrections Officer
  - Police Officer
  - Loss Prevention Agent
  - Security Officer

- **Emergency Medical Services**
  - Paramedic
  - Psychiatric Tech
  - Emergency Medical Technician
  - Dispatcher
  - Firefighter

- **Legal Services**
  - Paralegal, Legal Assistant
  - Court Reporter
  - Title Examiners, Abstractors, Searchers
  - Lawyers, Judges

**CORE COMPETENCIES**

- **CCC offering**
- **LMC offering**

**Contra Costa College**

**Health Sector page**
Further Education Cross-walked to Earnings and Advancement

Document how Programs and Services cross-walk to wages and progression through 2 and 4 yr degrees (and beyond).

Use of Inquiry to determine stackability, entry points, aligned certifications, and employment prospects which are developed within an advancement framework.
## Next steps

### Approaches to develop HIP™

<table>
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<th>Approach</th>
<th>Details</th>
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<tr>
<td>Develop a Pathway with clear transitions, entry points, and shows college and career advancement</td>
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<tr>
<td>Define core competencies, career exploration, transition strategies to CC Programs of Study, opportunities for dual enrollment</td>
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<tr>
<td>Map the HS-College-Career Pathway</td>
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<tr>
<td>Validate competencies, job demand, and emerging opportunities with industry</td>
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<tr>
<td>Increase work-based learning strategies linked to the Pathway Map</td>
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<td>Develop a sector map (illustrating the options for students)</td>
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Thank You

For these slides and more information: www.CareerLaddersProject.org