



WALTER S. JOHNSON FOUNDATION

SANTA CLARA COUNTY CAREER PATHWAYS PILOT PROJECT

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Developed by

GRUBER AND PEREIRA ASSOCIATES, LLC

Workforce & Economic Development Consulting

THE CAREER LADDERS PROJECT

For the California Community Colleges

Education Pays

- **Post-secondary education and training needed for economic self sufficiency**
 - 50% higher wages
 - 60% higher job growth
 - other approaches don' t work as well
- **Spectrum of opportunities**
 - Associates and bachelors degree
 - Certificate program
 - Short-term customized post-secondary training
 - Health
 - Construction
 - Manufacturing

Ex: Biotech manufacturing technician

- 14 week training / 35k +
- Requires 10th grade skills and motivation
- 92% success rate



Barriers

- **Lack of skills**
- **Lack of connections**
- **Lack of support services**
- **Lack of money**
- **Lack of programs**

Strategies

Need for Bridge to college and career

- Introduction to jobs and careers
- Skills development: 10th grade level
- Support services and counseling
- Financial support
- Transition to college and career training
- Learning community

Leveraging Resources:

Community colleges: the major resource for educating and training youth

- Grant and Financial aid resources: up to \$11,250 per student
- State formula funding; state discretionary funding

WIA system: the nation's employment and training program

- State WIA grants for new program approaches (\$100- \$400k)
- Local training support for services targeted to foster care & disadvantaged youth (\$2,500-\$4,000 per participant)

Integrate WIA, post secondary, and other resources

- Example: Contra Costa County

Employment Resources

- After school worker positions - \$8.50 - \$12.00/hr
- Supplement college post-secondary financial aid
- CalSAC will assist in job placements
- Financial aid and part-time jobs = \$16,000-\$22,000 package

Regional Career Pathways Model

- Supported by the Walter S. Johnson Foundation
- Target up to six counties
- Goals:
 - prepare students to enter college and career training
 - provide direct transition
 - provide continued support
- Partnership: WIB, CC, social service agency, community based organization, foundations, and CalSAC
- Serve 40-60 1st year in each county
- Serve foster care and disadvantaged youth
- Sustained with public funds following pilot

Roles and Responsibilities

- CBO: outreach, recruitment, case management and support services
- Community Colleges: curriculum development; program delivery; counseling; financial aid
- WIBs: assessment; enrollment; support services; funding; link to WIA training
- CalSAC: After school job development

How will it be funded?

- Foundation – Seed funding for pilot programs
- WIB- WIA seed funding for pilot programs; continuing WIA support for case management and Bridge
- Community Colleges – Ongoing Bridge program instruction and delivery through state operating funds
- Post- secondary financial aid and Chafee - individual student support
- Social Services Agency – social support services

CRITERIA FOR PARTICIPATION

- Partnership: Community College/WIB CBO/Social Services
- College credited bridge (12 - 14 credits)
- Provision for financial aid
- Wrap around services
 - Tutoring
 - Counseling
 - Case Management
 - WIA Services
- Link to defined career pathway
 - Biotech
 - Healthcare
 - Manufacturing
 - Construction
 - Information Technology

GOALS

- Bridge completion/success
- 10th grade reading and math
- Transition to degree or certificate program or industry specific training
- Bridge sustained
- Continuing financial aid/ support package

THE COLLEGE AND CAREER PATHWAY PILOT PROGRAM

