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 1\textsuperscript{st} 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

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)

BRIDGE TO COLLEGE AND CAREER
14 to 18 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
- Intensive 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
- Intensive In/Class 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

Developed by: GRUBER & PEREIRA ASSOCIATES, LLC and THE CAREER LADDERS PROJECT