Skills Gap: Effective Practices in Addressing Basic Skills

CCC Economic and Workforce Development Advisory Committee

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Effective programs rarely arise fully formed. They are nurtured and grown into being effective.

Change must happen through the leadership of skilled practitioners who make sound use of evaluation information to test and improve programs and share their experience—which in turn can inform and shape relevant policies.

Public/Private Ventures (2011).
**CCCCO: Career Advancement Academies**

- Establish pipelines to college and high wage careers for underemployed, underprepared young adults (18 –30 years old)

- Bridge programs leading to career pathways in demand in key industry sectors

- CCCCQ Demonstration project quickly reached large scale
  - Phase 1: 3 **regions** (East Bay, Central Valley, LA) w/ 29 colleges
  - Phase 2: expanded to 4 regions in 2011-2012
  - Serving > 6,500 students to date
  - $20 million investment over 4 years (SB70)
  - Public/Private Partnership between CCCCQ and philanthropy
    - CLP/FCCC: TA/support/community of practice;
    - Independent Evaluation: WestEd and Public/Private Ventures
  - Leverage external investments and growing support

- **90% retention; 74% course success***

Utilize range of approaches, but share common key elements:

- Clearly defined pathways with attention to transitions
  - Options for employment and continuing education; stackable design
  - Strong employer involvement
- Integrated basic skills and career technical training
  - Contextualized approach makes learning career relevant
  - Work readiness incorporated along with basic and technical skills
  - Expedite and accelerate student progress
- Cohort based learning communities
  - Provide strong peer supports among students
  - Faculty collaborate to integrate basic skills and CTE content
- Integrated student services
  - Embedded in learning community
  - Leverage external resources and benefits to support success
- External partnerships
  - Business/industry, labor, WIBS, CBOs, K12/ROCPs/adult ed/4 yr
CAA Students, Ethnicity
Fall 2007 - Fall 2010

Hispanic/Latino: 53%
Black or African American: 21%
White: 17%
Asian: 7%
Native Hawaiian or Other Pacific Islander: 1%
American Indian or Alaska Native: 1%

* Cal-PASS, Matched MIS, Spring 2011
CAA Students, Top Career Pathways
Fall 2007 - Fall 2010

* Cal-PASS, Matched MIS, Spring 2011
## CAA Partnerships (FA07 – FA10)

<table>
<thead>
<tr>
<th>Type of Partnership</th>
<th>Total (3 regions)</th>
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<tbody>
<tr>
<td>Business/Industry</td>
<td>85</td>
</tr>
<tr>
<td>Community Based Organizations</td>
<td>33</td>
</tr>
<tr>
<td>High School/University</td>
<td>36</td>
</tr>
<tr>
<td>ROCP/Adult Education</td>
<td>22</td>
</tr>
<tr>
<td>Labor Organizations</td>
<td>19</td>
</tr>
<tr>
<td>Support Service Agencies</td>
<td>45</td>
</tr>
<tr>
<td>Workforce Investment Boards (WIBS)</td>
<td>22</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>262</strong></td>
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From cumulative CAA Regional Reports to the CCCCCO, Fall 2010
SMCCD Allied Health Career Advancement Academy

Skyline College
Respiratory Therapy
Associate Degree Program

College of San Mateo
Nursing
Associate Degree Program

Cañada College
Radiologic Technician
Associate Degree Program

Prerequisites
Participants may complete prerequisites at any college and go into any of the three higher level healthcare programs.

Students earn certificates in one or two semesters, and go directly into high paying Allied Health jobs and careers.

- Medical Transcription (2)
- Billing & Coding (1)
- Medical Office Assistant (1)
- EMT (1)
- Surgical Technologist (2)
- Sterile Processing (1)
- Dental Assistant (2)
- Medical Transcription (2)
- Med Assist (2)
- Medical Assistant (2)
- EKG and Phlebotomy (1)

Gateway to Allied Health Careers: CAA Bridge (1)
Student learning community cohorts
- Contextualized basic skills including Math and English or English Speakers of Other Languages Course
- Orientation to Allied health Careers' Healthcare Gateway, involving employers and worksites
- College success and student support services integrated with WSB Services

Participants enter Gateway at Cañada College or Skyline College then go up the career ladder at any of the three colleges. (1) or (2) represent the number of semesters required for accelerated certificate completion.

* San Mateo County Community College District
Students in contextual math compared to standard math courses:
  – 327% more likely to pass contextual course

In the same semester:
  – 284% more likely to pass degree applicable coursework
  – 400% as likely to pass transfer-level courses

Effects are the most pronounced for Black and Hispanic students.

And, the effects persist into the next semester:
  – Students more likely to pass degree applicable courses and transferable courses
Seeding innovation, investment & systems change

• **Seedbed for innovation and development of champions**
  – Over 140 courses contextualized in first 2 years
  – Expanded uptake of contextualized practices across colleges
  – CCC Student Success Network (3CSN) features work statewide
  – CTE programs redesigned to include pathways and stackable credentials

• **Growing recognition**
  – US DOL features CAAs in national webinar and published brief.
  – Discovery Channel to profile San Mateo CAA

• **Attracting new investments and seeding systems change**
  – California Energy Commission funds green transportation CAAs; includes in AB118 strategic plan
  – Central Valley CAA informs design principles and provides momentum for $19M TAA-CCCT award to Central Valley (“CAA on steroids”)
Gaining momentum . . .

• “Develop alternatives to traditional curriculum sequences using linked or contextualized curriculum across curricular areas.” — CCLC Commission on the Future, Vision 2020:

• “Develop alternatives to traditional basic skills curriculum . . .” cites contextualized learning and learning communities as examples

  — CCCCCO Task Force on Student Success, Draft Recommendations
Students Speak: Voices from the Career Advancement Academies

Brief Overview Video of the Career Advancement Academies:  
http://careerladdersproject.org/videoa/vpages/caaoverview10.html  
(7 minutes)

- From *Students Speak* Series by the Career Ladders Project
- See also video series on Contextualized Teaching and Learning.
- All videos available at www.CareerLaddersProject.org (and YouTube)
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