Work-based Learning Initiatives: Building on Our Strengths

Presentation to the Board of Governors
January 2014
The Workforce Challenge

Our country and our state are facing significant workforce challenges:

- Almost 40% of US employers report difficulty finding staff with the right skills
- 92% of top executives report there is a skill gap; 44% identify “soft skills” as the most important gap
- 59% of California jobs require a postsecondary credential, yet currently 850,000 California youth, ages 16 to 24, are neither in school nor working.
California Community Colleges: Leading the Way

- The California Community College system is the largest provider of workforce training in the state and nation

- “Doing What Matters for Jobs and the Economy” Initiative
  - An economic and workforce development framework created by the California Community Colleges Chancellor’s Office
  - Enhances the role of community colleges in developing the state’s workforce through skills-based training focused on in-demand skills
  - Bridges the gap between the labor pool and the need for skilled workers in key industries
Foundation’s Role in Workforce Development

- Workforce development has been a core strength of the Foundation’s work since our inception in 1998
  - Career Pathway Internship Placement Program (since 1998)
  - Air Quality Technician Training Program (since 2004)
  - Health Care Education Programs (since 2004)
  - Technical Assistance Provider for paid internships for *Doing What Matters* (since 2013)
  - Employer Engagement Program (since 2013)
Career Pathway Internship Placement Program

- Funded through partnerships with public and private employers
- Over 3,000 college students employed since 1998, including over 120 students in Foundation and Chancellor’s Office positions
Career Pathway Internship Placement Program

- Life-shaping career opportunities **for students**
  - Real world experience related to field of study
  - Income to help stay in school
  - Expansion of professional network
  - Potential full-time career opportunities
  - Over 60% of paid interns receive at least one job offer

“Every day here is like a class loaded with real-world experience, driving home all of the lessons of my educational pursuit while adding a practical spin to production and the entire process.”

— Chris Rumble  
American River College  
Major: Art New Media and Graphic Design
Career Pathway Internship Placement Program

- Simplified recruitment and employment solutions for employers
  - Comprehensive human resources services
  - Partnerships with colleges
  - Access to qualified students
  - Creation of talent pipeline
  - Reduced barriers to hiring student interns

"The Foundation’s professional, responsive service helps our student assistant program run smoothly. The staff responds quickly to any issues that arise, making my job easier."

— Michael VanBaaren
California Integrated Waste Management Board
Career Pathway Internship Placement Program

- **Historical Employer Partners:**
  - Agricultural Labor Relations Board
  - California Community Colleges Chancellor’s Office
  - California Technology Agency
  - Department of Boating and Waterways
  - Department of Resource, Recycling, and Recovery
  - Southern California Edison
  - State Water Resource Control Board

- **Poised for expansion**
  - Alignment with economic sectors identified by *Doing What Matters*
  - Expansion of private sector employers
  - Enhancement of statewide platform to facilitate paid internships
  - Partnership with Linked Learning Alliance and expansion of work-based learning for high school students
Air Quality Technician Training Program

- Funded through statewide partnership with the Bureau of Automotive Repair (BAR)
- Available at 30 California Community College locations with BAR Smog Check Referee Stations
- Over 1,000 students trained since 2004
  - Smog check technician certification
  - Work-based college credit
  - Expanded employment opportunities in the automotive field

"I have recently established my Smog License and have gained the field knowledge which will continue to enrich my career."

— Roberto Perez
Rio Hondo College

Butte College Skyway Center
Chico, California
Nursing Education Training Program

- Seed-funded by a philanthropic grant from the Gordon and Betty Moore Foundation
- Sustained through nationwide expansion and subscription dues
- Since 2004, placed hundreds of thousands of nursing students at clinical training sites using Centralized Clinical Placement system (CCPS) matching technology
  - Nearly 140,000 nursing students in California
  - Over 430,000 nursing students nationwide
- California: 58 schools of nursing, 62 clinical agency sites
- Nationwide: 8 regional markets, 179 nursing schools, 175 clinical agency sites

"The Nursing Resource Center provides an infrastructure that fosters greater collaboration and convergence of the entire nursing community within a region with the common goal of increasing capacity, in the clinical setting and in the classroom."
— Published in Modern Healthcare February 7, 2011
Introducing the LaunchPath Project

- Recently funded by a $1.2 million dollar grant from JPMorgan Chase Philanthropy Board to the Foundation for California Community Colleges, in partnership with the Linked Learning Alliance.

- Builds on the Foundation’s Career Pathway Internship Placement Program to expand work-based learning paid internship opportunities.

- Aligning with and supporting the work of the industry sector strategy and infrastructure from the *Doing What Matters* framework.
Investment from JPMorgan Chase

- Expanding support of the California Community Colleges:
  - Currently manage the CCC Scholarship Endowment
  - Supported the CCC Veteran’s Summit for the last three years

- LaunchPath Project aligns with recently launched global philanthropic initiative, *New Skills at Work*, to create global economic opportunity to address high levels of unemployment and the skills gap:
  - **Build a demand-driven system**: More opportunities for collaboration between employers and trainers will make the system more effective
  - **Invest in the best training**: The best community colleges and training organizations align their programs with employers needs
  - **Rely on data and provide it**: Better data on local skill supply and demand is essential
Partnership with the Linked Learning Alliance

- Statewide coalition of education, industry and community organizations dedicated to preparing high school students for college, career and life
- Integrates rigorous academics with work-based learning to prepare high school students for success
- Taking a lead role in developing high school partnerships and designing LaunchPath technology platform
Goal: Launch comprehensive work-based learning pilot program in Sacramento for 500 high school and community college students in Fall 2014

1. Employer Convenings
2. Expanded Career Pathway Paid Internship Program
3. LaunchPath Technology Tool
LaunchPath Project Components:
1. Employer Convenings

- Hold a series of employer convenings to raise awareness and increase employer engagement in work-based learning
  - Focus on Sacramento’s priority and emergent sectors as identified by Doing What Matters: Health, advanced manufacturing, and information and communication technology
  - Identify employers to participate in Sacramento work-based learning LaunchPath pilot
LaunchPath Project Components:
2. Programmatic Infrastructure

- Strengthen the Foundation’s Career Pathway programmatic infrastructure
  - Create additional tools and support for employers to facilitate participation
  - Adapt to needs of a wider range of employers, students, and work-based learning experiences
LaunchPath Project Components:
3. LaunchPath Technology Tool

- Develop centralized technology tool to match students with employers with an integrated badging system
- Manage data centrally in order to streamline placements and establish regional benchmarks for work-based learning activity
LaunchPath: Long-term Impact

- More employers providing work-based learning experiences
- Improved quality and capacity of paid student internship opportunities
- Expanded tools and infrastructure to scale work-based learning support services and data statewide
Thank you