

APPENDIX F

Sector Specific Objectives 2015-16



Each Sector Navigator, in collaboration with Sector Deputy Sector Navigators, has developed Sector Specific Objectives as the first step in 2015-16 planning. The next steps are for the Sector Navigators and Deputy Sector Navigators to collaboratively develop the supporting strategies and common metrics that are aligned with these objectives.

Deputy Sector Navigators and Sector Navigators (as needed) will communicate sector specific objectives, supporting strategies, and common metrics to the Regional Consortium. Regions will work with the DSN and SN to design workplans in alignment with the statewide sector objectives, supporting strategies, and common metrics. Regional needs can be met by selecting objectives appropriate for the region and adding as necessary for regional need.

Advanced Manufacturing

The overarching goals for the Advanced Manufacturing (AM) Sector were developed and approved by the AM's Statewide Advisory Council. These goals also support the policies of National Association of Manufacturers and the Obama Administration Manufacturing Initiatives.

- Work with representatives of business, labor, professional trade associations, and colleges within the Center's geographic region to explore and develop new alternatives for assisting incumbent workers and/or small-to-medium sized enterprises. Enable small-to-medium enterprises to become more competitive within the global marketplace.
 - Work with industry to determine short-term training needs.
 - Develop industry certification programs.
 - Promote the capacity of regional colleges to provide credit and non-credit programs and courses that contribute to advancing workforce skill development with a focus on industry standards and technical skills specific to emerging occupations in manufacturing.
 - Coordinate regional activities and services related to meeting the technical and training needs of the advanced manufacturing sector.
 - Establish a regional demonstration site, sponsoring technology demonstrations and/or faculty training seminars that showcase state-of-the-art manufacturing and engineering processes and techniques with a goal to conduct four (4) per year.
 - Provide one-on-one counseling, seminars, workshops, and demonstrations that contribute to the achievement of success of existing small and mid-sized manufacturing or engineering firms.
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- Foster the transfer of technology, promoting the growth of new manufacturing businesses and the creation of new technical and engineering job opportunities.
- Assist in the development of new curricula for emerging occupations and industry standards then, track the dissemination of that curriculum and other training materials throughout the state's community colleges.
- Develop the capacity of the district/college to successfully implement the project, indicating how the district/college is offering organized programs and services in the targeted industrial sectors.

Advanced Transportation and Renewable Energy

- Work with representatives of business/industry, labor, professional trade associations, government organizations and colleges within the DSNs region to explore, develop, manage and maintain effective partnerships or collaboratives that enable new and incumbent workers to become more competitive in their region's labor market.
- Coordinate with industry, colleges and high schools to determine short and long-term skillset training needs, adjust curriculum to incorporate into programs, and provide effective new and incumbent worker training.
- Identify, develop and/or promote recognized certifications for college and appropriate high school programs to incorporate in their respective technical training programs.
- Work with industry, colleges and high schools to develop effective career pathways leading to living wage jobs and meeting long-term workforce needs.
- Coordinate with industry and college faculty to deliver professional development programs that ensure qualified and up to date technical training.
- Promote advanced transportation and renewable energy technologies (including solar, wind, geothermal, biomass and related system features) for future initiative development.
- Provide technical assistance within and outside the Region to community colleges, universities, and other institutions of higher learning interested in establishing and/or developing ATRE programs and or incorporating ATRE components into existing curriculum programs.

Agriculture, Water, Environmental Technology

- Promoting agriculture water and environmental technology as a career field with the ultimate outcome of increasing the pool of qualified and skilled students that enter the industry, as well as providing education and training to those already employed.
- Partnership Development between education and industry
- Curriculum Development and improvement: working with the California Post-Secondary Articulation collaborative.
- Student Support Structures: attracting students to Ag, water, Environmental careers and developing leadership and soft skills in current students utilizing the CAL organization
- Professional Development: Supporting the faculty education through training, conferences, industry connections.

- Spread innovation to help agriculture professionals and educators compete in a global environment

Energy Efficiency and Utilities

- Develop a Sector Strategy for Bay and LAOC Regions, connecting community college curricula to industry workforce needs
- Cultivate new faculty instructional knowledge and skills via Energy Efficiency Expert Networks in all Regions
- Establish career pathways that map to industry workforce priorities
- Facilitate student success in completing high school to post-secondary transition
- Facilitate student success in completing community college programs
- Develop SN and DSN professional capabilities to successfully coordinate Sector and Regional activities in response to industry needs

Global Trade and Logistics

- Expand the number of colleges offering global course content
- Expose more students to the global business and workplace environment
- Arm incumbent workers with an industry recognized credential to make them more globally competitive
- Promote exports which creates and supports high paying jobs, and helps with layoff aversion

Health Workforce Initiative

- Promoting the advancement of California's health care workforce through quality education and services.
- Facilitate professional development for nursing and allied health faculty and staff.
- Facilitate incumbent worker training for nursing and allied health professionals to meet continuing education and/or licensure requirements.
- Partner with regional nursing and allied health programs to convene regional meetings for effective response to workforce needs and requests.
- Partner with regional workforce investment boards and other economic development entities on health care related projects.
- Facilitate curriculum and program development or revision to meet emerging workforce needs.
- Complete mandatory grant activities, including but not limited to, statewide and regional meetings and reporting requirements.
- Promote and support statewide efforts to increase the pipeline of baccalaureate prepared nursing and allied health professionals.
- Represent HWI as the regional nursing and allied health subject matter expert.
- Promote and support health care career pathways.

ICT-Digital Media

- Identify Advanced and Entry Level ICT-DM Regional Labor Market Needs & Skills
 - Differentiate between advanced jobs and entry level
 - Capture advanced job skill criteria for stackable credentials
 - Validate the 2yr entry-level in-demand labor market
- Establish Skill-Credential Criteria for Sector Occupations in demand:
 - Utilize Sector Occupational Assessments, SOA
- Establish Conceptual Pathway curriculum for Sector Occupations in demand:
 - Establish list of classes (generic) ideal for each entry level position
 - Survey or validate with business
- Assess Regional CCC Assets or Gaps ...and fix
 - Regional Access Matrix relative to Conceptual Pathways
 - Copy, clone or import to fill gaps – Regionally w/Faculty
 - Entry-level certification alignment
 - Advanced Certification Support
- Promote pathways to in-demand jobs
 - Internal, Establish and Promote ‘branded’ career pathway training guidance for corresponding entry level in-demand opportunities
 - External, Market CCC Graduates to Business as brand and a renewable resource (stackable credentials)
- Transfer Support, promote AST and AAT pathways
- Monitor, Measure and Share via Launchboard

Life Sciences/Biotech

- Insure that the statewide inventory of life sciences/biotech program geography, capacity, supply, and quality that matches the needs of industry
- Develop competency-based methodology to assess the efficacy of the statewide program inventory in providing in demand skills in a manner that is efficient for students transitioning to the workforce.
- Create connections for pathway development from K-12, to CCs to the workplace, 4 year or beyond
- Participate with DWM initiative/Launchboard to track movement of students from K-12 through to the workplace.
- Explore feasibility of competency-based 3rd party credentials such as badges, certifications or other mechanism for external validation of programs and/or students.

Retail, Hospitality, Tourism, Learn and Earn

- Work with employers, industry and labor organizations and workforce development agencies within the region to conduct needs assessments to identify and prioritize gaps within the workforce.
- Work collaboratively with the Regional Consortia to align the programs and curricula offered by colleges within the regional consortium to the needs of sector employers with strategies developed and implemented using SB 1402 and/or SB 1070 funding.

- Continue to inventory regional programs within the sector and work with the Regional Consortia to strengthen programs within the sector at regional colleges and high schools.
- Promote opportunities for contract education and provide incumbent worker training to support growth of the sector within the regional economy.
- Work with industry and labor organizations to develop and deliver sector based curricula for incumbent workers that integrates industry recognized certifications into stackable certificates that enable workers to be competitive in the region. Offer curricula using a variety of mechanisms including credit, noncredit, and not for credit utilizing face-to-face, hybrid, and online methodologies.
- Promote and provide faculty professional development opportunities in the sector to increase capacity of regional colleges to address the needs of the sector with a minimum of two in-service activities during the year.
- Collect and report data on all required accountability measures working with common metrics and with the statewide Launchboard initiative.

Small Business

- **Convene education, business, and economic development partners**, to identify the regional workforce development and business development needs of the Small Business Sector and then identify programs (or set of courses) that are in alignment with these needs.
- **Collaborate with education and economic development partners** (K-12, CSUs, UCs, WIBs, etc.) to incorporate small business and entrepreneurship into career pathways.
- **Develop professional development opportunities** to update the skills of faculty, teachers, counselors, and staff to reflect the needs identified for the Small Business Sector.
- **Expand credit, non-credit and not-for-credit small business and entrepreneurship curriculum** (contextualized modules, courses, programs, certificates, degrees, incumbent worker training) that support the priority and emerging sectors identified for the region.
- **Document the success of students and businesses** as a result of the programs and curriculum developed under the Small Business Sector efforts.