

# College AND Career Readiness:

## How will we measure success in Sonoma County?



March 12, 2018  
10:45am – 12:00pm  
North Coast Builders Exchange  
Santa Rosa, California

CAREER TECHNICAL EDUCATION  
**CTE**  
FOUNDATION SONOMA COUNTY

# Today's Agenda

- What is the current situation we're facing?
- Define the goal of this effort
- Open discussion: What does it really mean to be college and career ready?
- Identify next steps & others to involve in effort



# Who's at the table?



Setting the  
context for  
our work...



# **New accountability system adopted in 2013**

College and career readiness is identified as one of 8 priority areas in California's Local Control Accountability Plan (LCAP)

## **B. PUPIL OUTCOMES:**

**Pupil achievement:** performance on standardized tests, score on Academic Performance Index, share of pupils that are college and career ready, share of English learners that become English proficient, English learner reclassification rate, share of pupils that pass Advanced Placement exams with 3 or higher, share of pupils determined prepared for college by the Early Assessment Program. (Priority 4)

# How is “college & career readiness” measured?

## Prepared Level - Does the graduate meet at least 1 measure below?

High School Diploma and any one of the following:

- Career Technical Education (CTE) Pathway Completion **plus one** of the following criteria:
  - ◆ Smarter Balanced Summative Assessments: At least a Level 3 "Standard Met" on ELA or Mathematics and at least a Level 2 "Standard Nearly Met" in the other subject area
  - ◆ One semester/two quarters of Dual Enrollment with passing grade (Academic/CTE subjects)
- At least a Level 3 "Standard Met" on both ELA and Mathematics on Smarter Balanced Summative Assessments
- Completion of two semesters/three quarters of Dual Enrollment with a passing grade (Academic and/or CTE subjects)
- Passing Score on two Advanced Placement (AP) Exams or two International Baccalaureate (IB) Exams
- Completion of courses that meet the University of California (UC) or the California State University (CSU) a-g criteria **plus one** of the following criteria:
  - ◆ CTE Pathway completion
  - ◆ Smarter Balanced Summative Assessments: At least a Level 3 "Standard Met" on ELA or Mathematics and at least a Level 2 "Standard Nearly Met" in the other subject area
  - ◆ One semester/two quarters of Dual Enrollment with passing grade (Academic/CTE subjects)
  - ◆ Passing score on one AP Exam **OR** on one IB Exam



# What is the connection between “college” & “careers?”

By 2020, **65%** of all jobs—compared to **28%** in 1973—will require some form of postsecondary education

*“We often assume that we have a good understanding of what measures college readiness and that career readiness is more nebulous. The reality is that we don’t do a very good job with either one.”*

-Christopher Cabaldon  
Mayor, City of West Sacramento  
Former President, Linked Learning Alliance





## Is “a-g” the answer?

- **35.7%** of Sonoma County students completing coursework making them eligible to apply directly to UC/CSU
- *Of these students*, **40%** enrolling at CSUs and **23%** enrolling at UCs were enrolled in developmental (a.k.a. “remedial”) math and/or English classes as freshman
- More importantly, only **21%** of students who enrolled in CSUs in 2011 graduated in four years and only **59%** graduated in 6 years (**64%** and **85%** respectively at UCs)

## What about community college students?

- **80%** of students entering community colleges enroll in at least one developmental course in math, English, or both
- Of these students, only **16%** earn a certificate or associate degree in six years and only **24%** successfully transfer to four-year colleges

What are  
employers  
telling us?





## **Local employers consistently cite a lack of technical and soft skills needed to fill current openings**

- 55% cite a lack of “knowledge skills”**
- 53% cite a lack of “interpersonal skills”**
- 46% cite a lack of “analytical skills”**
- 46% cite a lack of “motivation”**
- 39% cite a lack of “organizational skills”**



## **Local employers also express difficulty when searching for more educated applicants**

- **52% had difficulty finding employees with “some college experience” or an Associate’s degree**
- **66% had difficulty finding employees with a Bachelor’s degree**
- **65% had difficulty finding employees with an advanced degree**

## **Attributes employers want to see in new hires:**

- **Leadership (80.1%)**
- **Ability to work in a team (78.9%)**
- **Written communication skills (70.2%)**
- **Problem-solving skills (70.2%)**
- **Verbal communication skills (68.9%)**
- **Strong work ethic (68.9%)**

## Employer hiring preferences

- **91%** of employers prefer that their candidates have work experience
- **65%** prefer that candidates have *relevant* work experience
- **56%** prefer that a candidate's work experience come from an internship or co-op



Looking ahead...

- **65% of today's grade school kids will end up in a job that hasn't been invented yet**





What are  
students  
telling us?





# **Main reason students decided to pursue their highest level of education is getting a good job**

- 72% of postgraduate students**
- 60% of technical/vocational pathway students**
- 55% of four-year degree students**
- 53% of two-year degree students**

# Key finding from the 2018 Strada-Gallup “Why Higher Ed?” Report...

*“Those who did not complete their credential or degree program were more likely to say they were motivated by a general desire to learn [versus getting a job]—furthermore, this group is likely to regret their chosen field of study...Nurturing a clear, work-related motivation before they decide on an educational pathway could help boost their completion rate.”*



**With that context in mind...**

- **How will we define college and career readiness in Sonoma County?**
- **What will we use to measure this?**
- **What will success look like?**

# Looking Ahead...



- **Who else needs to be at the table?**
- **What is the expected deliverable?**
- **How will we move this forward?**
- **What are the immediate next steps?**

To be a part of the Sonoma County College & Career Readiness Task Force, please go to the following link and complete the brief sign-up form:

**[bit.ly/SoCoCCRTaskForce](http://bit.ly/SoCoCCRTaskForce)**

# Get involved



Registration opens  
June 1 on  
[www.CAEconomy.org](http://www.CAEconomy.org)