CALIFORNIA COMMUNITY COLLEGES

Task Force on WORKFORCE

JOB CREATION AND A **STRONG ECONOMY**

www.**DoingWhatMATTERS**.cccco.edu

#StrongWorkforce
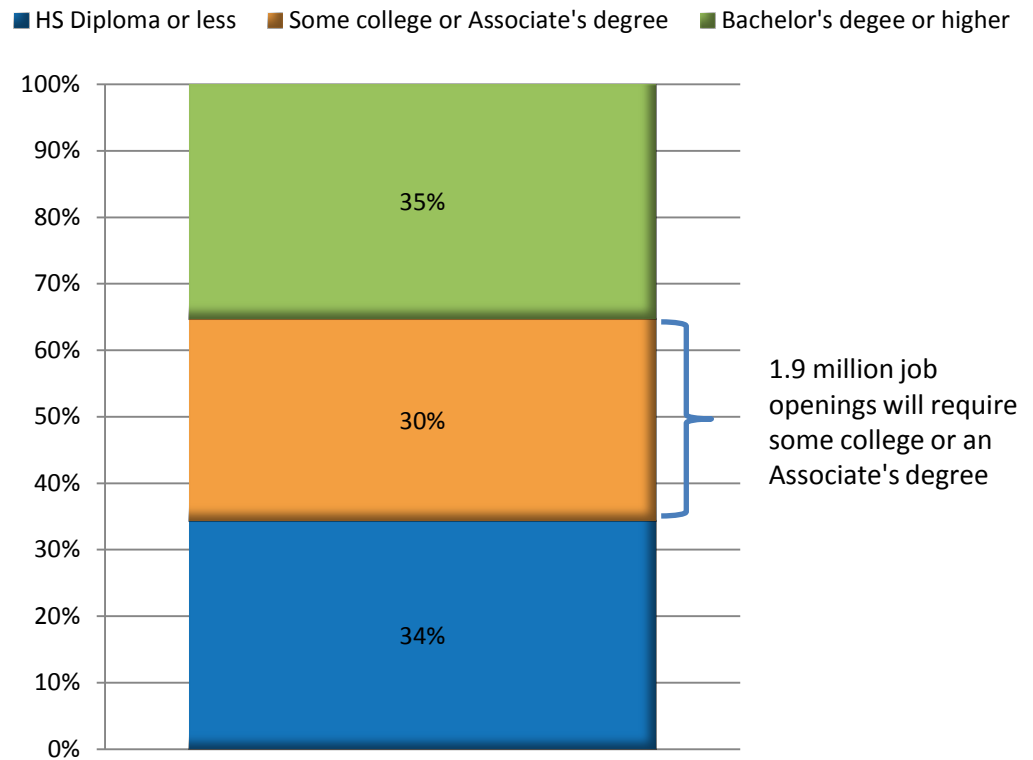@CalCommColleges @WorkforceVan

The Goal

California needs 1 million more AA, certificates, or industry-valued credentials.

California's Job Openings by Education Level
2015-2025

■ HS Diploma or less ■ Some college or Associate's degree ■ Bachelor's degee or higher

1.9 million job openings will require some college or an Associate's degree

Data source: Georgetown University Center on Education and the Workforce, "Recover: Job Growth and Education Requirements Through 2020," State Report, June 2013.
Analysis: Collaborative Economics

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"Some College" is the New Gateway Into The Workforce

THE LABOR MARKET IS INCREASINGLY DEMANDING A MORE SKILLED WORKFORCE.

IN THE 1970s

28%

of jobs required more than a high school education.

IN 1992
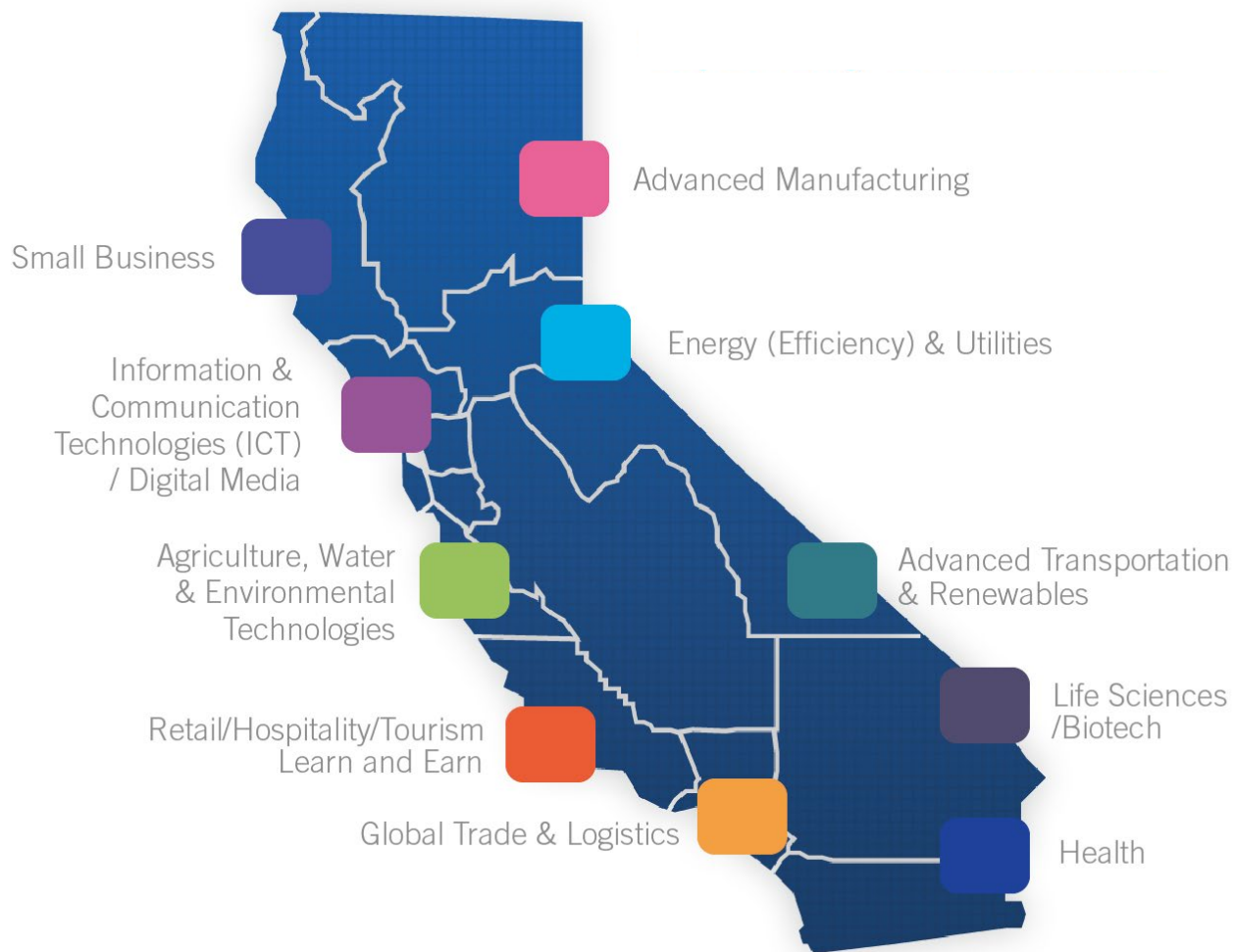
56%

of jobs required more training.

BY 2020

65%

of job openings in the U.S. will require some postsecondary education or training-though not necessarily a four-year degree.

Source: Georgetown Center on Education and the Workforce analysis

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Skill Gaps Differ Across California Regions

Advanced Manufacturing

Small Business

Energy (Efficiency) & Utilities

Information & Communication Technologies (ICT) / Digital Media

Agriculture, Water & Environmental Technologies

Advanced Transportation & Renewables

Life Sciences /Biotech

Retail/Hospitality/Tourism Learn and Earn

Global Trade & Logistics

Health

Career Technical Education: the Path Out of Poverty

$60,771

($29.22/hour)
2-parent with
one working adult, 2-child
Source: CA Budget Project
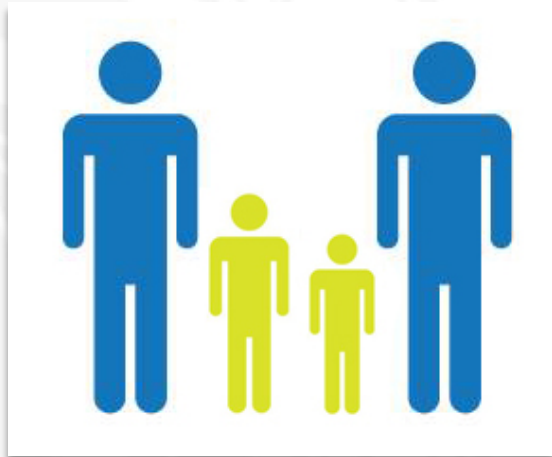
$66,000

AA – Career Technical Education
5-years later
Source: Salary Surfer, 112 CA Community Colleges

$38,500

AA - General Education
5-years later
Source: Salary Surfer, 112 CA Community Colleges

Task Force Roll Out

14 **Regional College & Faculty Conversations**

✓ Over **700** attendees, including 40% faculty

6 **Strong Workforce Town Hall Meetings**

✓ Over **500** participants in regions across the state

6 **expert background papers** on common themes

✓ Workforce Data & Outcomes

✓ Curriculum Development & Instructors

✓ Structured Pathways and Student Support (2 parts)

✓ Regional Coordination

✓ Funding

5 meetings of the **26**-member **Task Force**

221 website & **10** letters during **public comment** period

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Task Force Members
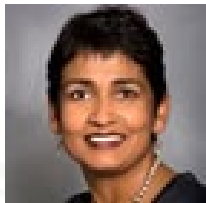
Sunny Cooke (Chair)
Chief Executive Officer

Lynn Shaw (Vice-Chair)
Faculty - CTE

Craig Justice
Chief Instructional Officer

Mollie Smith
CTE Dean

Bill Scroggins
Chief Executive Officer

Julie Bruno
Faculty – General Education

Ricardo Navarette
Chief Student Svcs Officer

Rachel Mullin
Student/Veteran

Carole Goldsmith
Chief Executive Officer

Toni Parsons
Faculty – Basic Education

Kuldeep Kaur
Chief Business Officer

Linda Wah
Trustee

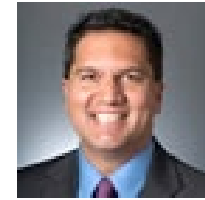Lynell Wiggins
Faculty - Counselor

Task Force Members

Tim Rainey (Vice Chair)
CA Workforce Development Board

Nicole Rice
CA Manufacturers & Tech Assn

John Brauer
CA Labor Federation

Abdi Soltani
ACLU Northern CA

Patricia de Cos
CA State Board of Education

Cathy Martin
CA Hospital Assn

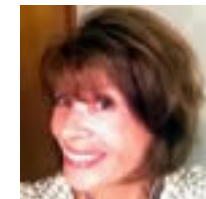Darin Chidsey
So CA Assn of Govts

Brian Burrell
Year Up – Bay Area
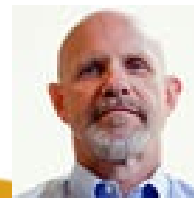
Kari Decker
JP Morgan Chase

Jim Mayer
CAFWD

Barbara Baran
CA EDGE Coalition

Allan Zaremberg
CA Chamber of Commerce

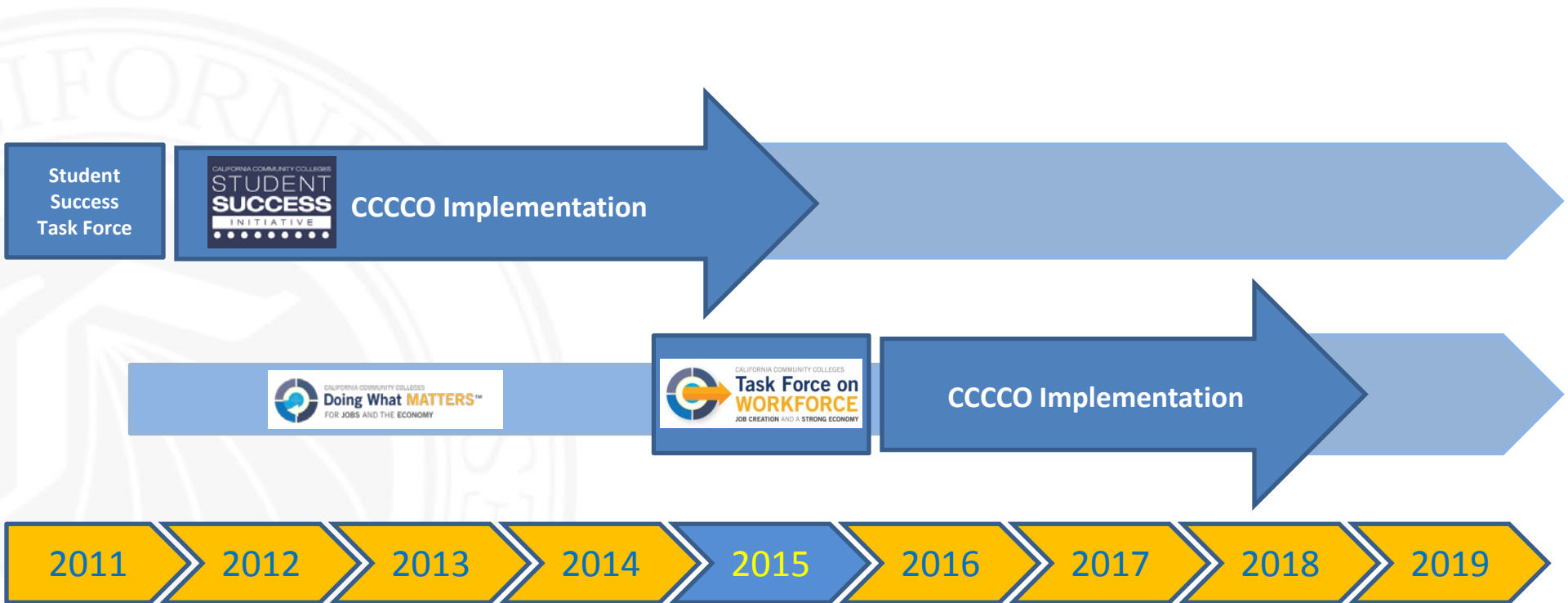Mike Dozier
Partnership for San Joaquin Valley

Recommendations:

- Student Success
- Workforce Data & Outcomes
- Curriculum
- Career Pathways
- CTE Faculty
- Regional Coordination
- Funding

Recommendations: Student Success

1. Broaden and enhance career exploration and planning, work-based learning opportunities, and other supports for students.

Recommendations: Workforce Data & Outcomes

2. Create common workforce metrics for all state funded CTE programs and expand the definition of student success to better reflect the wide array of CTE outcomes of community college students.

3. Establish a student identifier for high school students and those enrolled in postsecondary education and training programs to enable California to track workforce progress and outcomes for students across institutions and programs. Increase the ability of governmental entities to share employment, licensing, certification, and wage outcome information.

4. Improve the quality, accessibility, and utility of student outcome and labor market data to support students, educators, colleges, regions, employers, local workforce investment boards, and the state in CTE program development and improvement efforts.

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Recommendations: Curriculum

5. Evaluate, strengthen, and revise the curriculum development process to ensure alignment from education to employment.

6. Evaluate, revise and resource the local, regional, and statewide CTE curriculum approval process to ensure timely, responsive, and streamlined curriculum approval.

7. Improve program review, evaluation, and revision processes to ensure program relevancy to both students and business/industry as reflected in labor market data.

8. Facilitate curricular portability across institutions.

9. Develop, identify and disseminate effective CTE practices.

10. Improve CTE student progress and outcomes.

11. Clarify practices and address issues of course repetition for CTE courses when course content evolves to meet changes in skill requirements.

Recommendations: Career Pathways

12. Develop and broadly publicize industry-informed career pathways that prepare students for jobs needed within the regional labor market.

Recommendations: CTE Faculty

13. Increase the pool of qualified CTE instructors by addressing CTE faculty hiring practices.

14. Consider options for meeting minimum qualifications to better integrate industry professionals who possess significant experience into CTE instructional programs.

15. Enhance professional development opportunities for CTE faculty to maintain industry and program relevancy.

16. Explore solutions to attract industry professionals in high-salaried occupations to become CTE faculty in community colleges.

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Recommendations: Regional Coordination

17. Strengthen communication, coordination and decision-making between regional CTE efforts and the colleges to meet regional labor market needs.

18. Clarify and modify, as needed, state regulations to allow colleges to regionalize course articulation along career pathways utilizing regional or state curriculum models.

19. Develop regional leadership and operational partnerships among community college, industry, labor, and other workforce and economic development entities to improve the delivery of all CTE efforts.

20. Develop robust connections between community colleges, business and industry representatives, labor and other regional workforce development partners to align college programs with regional and industry needs and provide support for CTE programs.

21. Create a sustained, public outreach campaign to industry, high school students, counselors, parents, faculty, staff, and the community-at-large to promote career development and attainment and the value of career technical education.

Recommendations: Funding

22. Establish a sustained, supplemental funding source to increase community college capacity to create, adapt, and maintain quality CTE courses and programs responsive to regional labor market needs.

23. Create a separate, predictable, targeted and sustained funding stream that leverages multiple state, federal, and local CTE and workforce funds to support an infrastructure for collaboration at the state, regional and local levels; regional funding of program start-up and innovation; and other coordination activities.

24. Review, analyze, and modify, as needed, laws and regulations related to student fees for disposable and consumable materials and CTE facilities.

25. Create incentives and streamline processes to maximize public and private investment in support of CTE programs.

Leverage Existing Funds for Campus Implementation

$285M + $155M in Student Success/Student Equity (SSSP/SE)

$63M in New Faculty Hiring

$60M in Basic Skills Transformation

$163M in SB104 Adult Education

Prepare for New Strong Workforce Funds

Send campus teams to Launchboard training

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