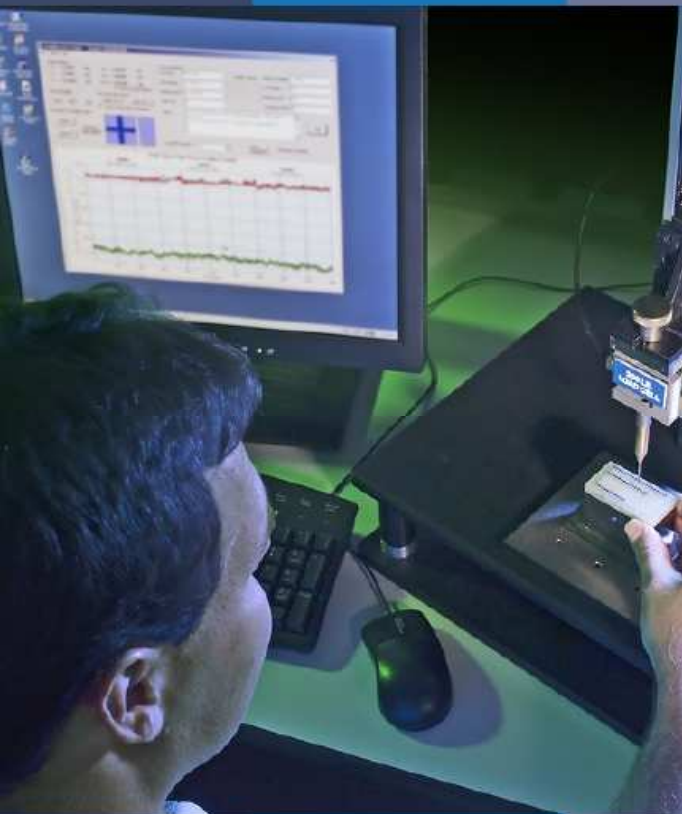




CALIFORNIA COMMUNITY COLLEGES

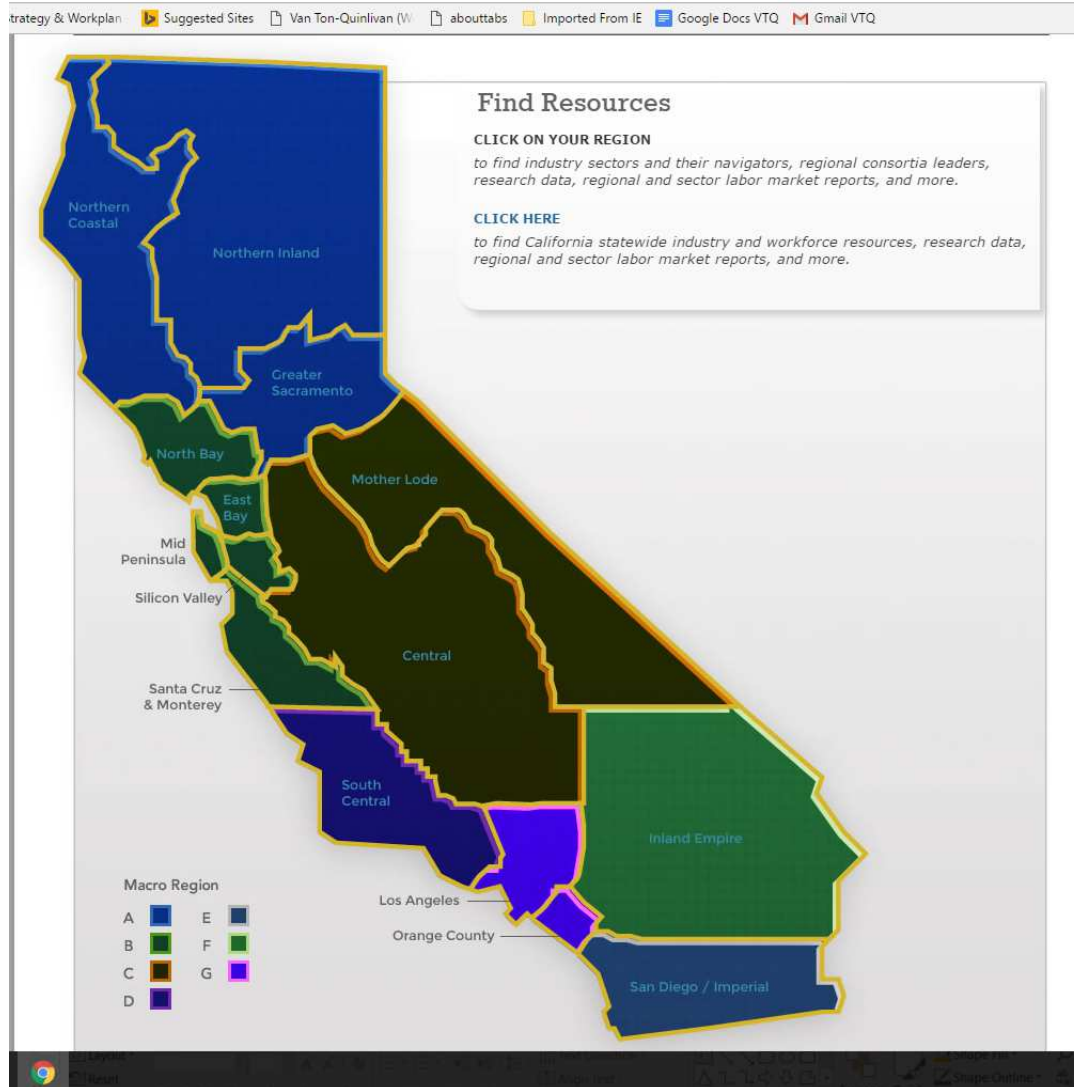
**Doing What MATTERS™**

FOR JOBS AND THE ECONOMY



## Workforce & Economic Development Division Update

2017 ACBO Spring Conference, May 2017



## CALIFORNIA

- 113 community colleges
- Regional economies
  - Differing labor market needs
  - Industry sector
  - Guided pathways
- Student workforce outcomes



CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

## WORKFORCE MISSION

**From \$100M to \$900M...**

**From afterthought to state policy priority...**

- Unifying framework
- Ecosystem of intrapreneurs
- Tools to “free the data”
- Innovations-at-scale

*All in support of guided pathway development.*



CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

Unifying framework



CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY



CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

## Ecosystem of intrapreneurs



Industry  
Sector



Region



Technical  
Assistance



CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

## Tools to “free the data”



*“The LaunchBoard makes the California Community College system the national leader in the development of data base tools for aligning student's career aspirations, curricula and labor market opportunities.”*

**Anthony P. Carnevale**

Research Professor and Director, McCourt School of Public Policy  
Georgetown University Center on Education and the Workforce





CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

# Innovations-at-scale....to benefit students



## New World of Work



### Top Ten 21<sup>st</sup> Century Skills

Adaptability  
Analysis/Solution Mindset  
Collaboration  
Communication  
Digital Fluency  
Entrepreneurial Mindset  
Empathy  
Resilience  
Self-Awareness  
Social/Diversity Awareness

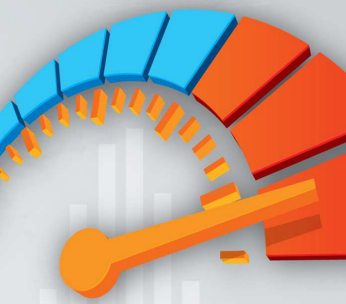




CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

## AEBG progress to date

- Selection of CASAS for AEBG data reporting
  - Student outcomes are WIOA aligned
- For ease of college viewing -- development of an AEBG data tab within LaunchBoard
- Training of the field on data collection



**Moving  
The Needle**







CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY



## Moving The Needle



## AEBG focus for moving forward

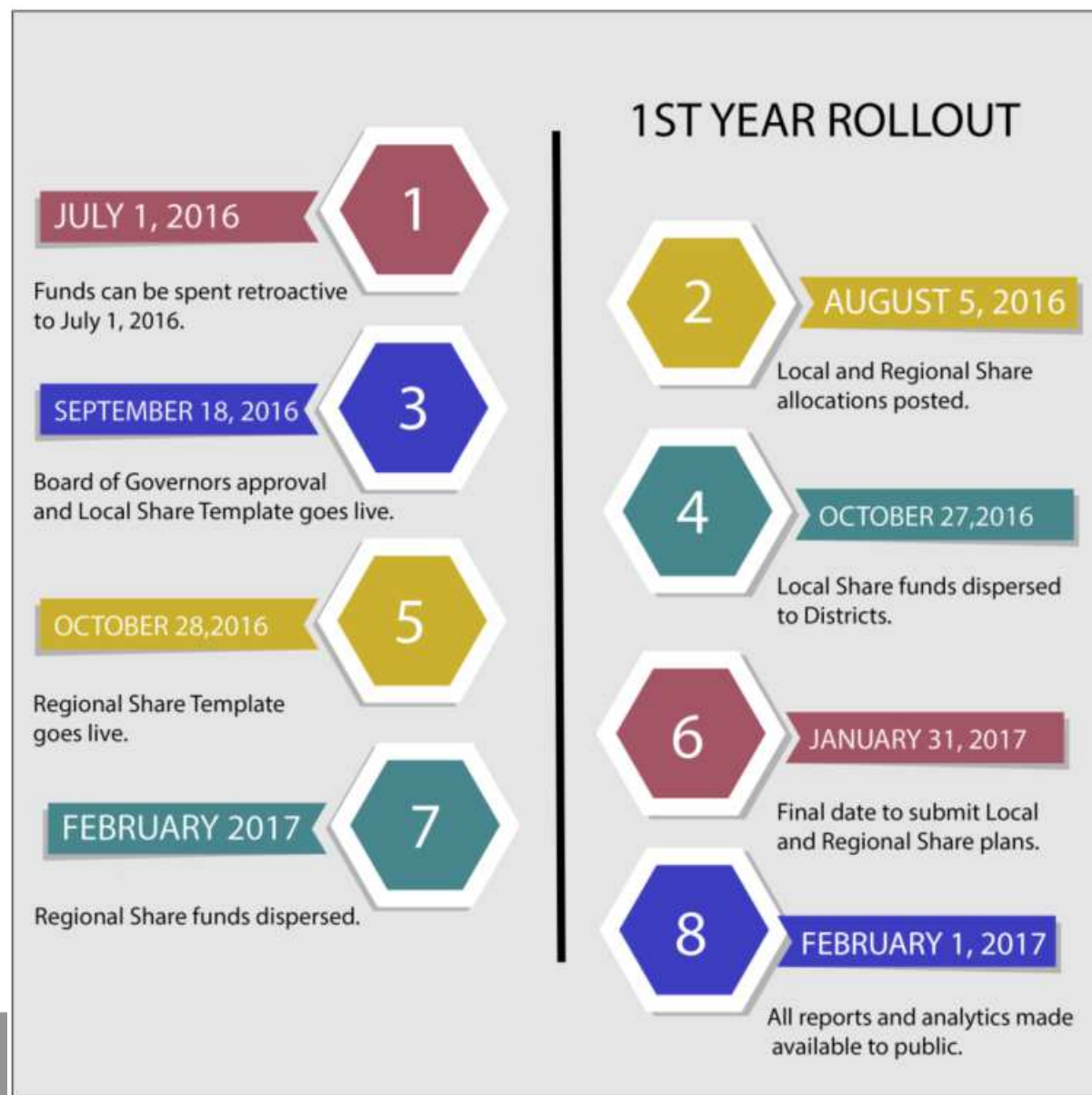
- Establish advisory committee to advise effective practices and steer AEBG
- Greater focus on student outcomes
- Expert committees to undertake needed policy fixes





## \$200M Strong Workforce Program

- “More and better CTE” aligned with labor market needs
- Workforce outcomes aligned with federal metrics
- Regional planning with wide range of stakeholders
- 60% Local Shares & 40% Regional Shares (after 5% state leadership)





# Certified Uses of 2016-17 Local Share

► FILTERS

#20



Run

## Instructions

Expand the FILTERS pane above and enter values to filter results for the entire dashboard.

To download any of the data on this dashboard, hover over a dashboard element, and click on the gear cog that appears in the top right corner.

\$114,000,000  
Total Available

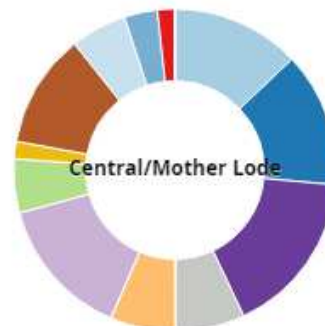
542  
Proposals Certified

\$113,169,630  
Total Requested

\$87,326,508  
Total Certified

## Regions by Sectors (\$ Certified)

Rollover to view individual Sector budgets.

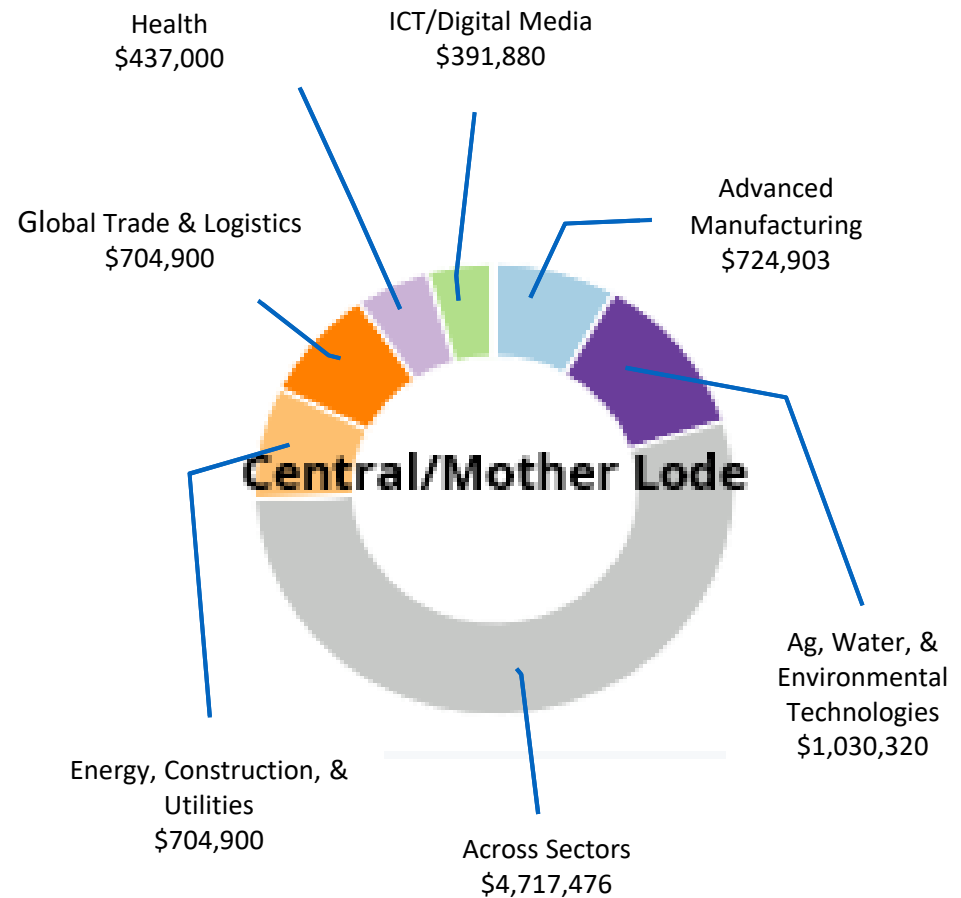




CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

# Mouse over to drill down:

Visit <http://bit.ly/2mC8eyH>



Certified Uses of 2016-17 Local Share





CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

*“..our Strong Workforce Taskforce here at Sierra College  
is driving amazing and **LONG needed changes to our CTE areas.***

*Our team is very driven and committed,  
and our **Advanced Manufacturing** work through Strong Workforce funding is  
driving both **local and regional excitement**  
at both our **high school feeders and our area businesses.***

*Additionally, the Strong Workforce Program is driving  
the assessment and **revitalization of our long moribund Auto program,**  
which has failed over the years to keep pace with industry needs both locally and regionally.*

*The logic of the Strong Workforce program is hard to resist.*

***So thank you for devising it and for minimizing the hurdles to implementing it at the colleges.***

*The proof of our success in implementing it will be in **increased students here at Sierra in CTE,**  
but I think we’re going to see that in a big way.*

*It has brought a ton of excitement to our college, as I imagine it is doing to colleges statewide. Thank you!”*

*Unsolicited quote from Debra Sutphen, Vice President of Instruction, Sierra College, March 2017*





## Implementation Status: 25 Strong Workforce Task Force Recommendations

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

- ✓ 24 of the 25 recommendations have evidence posted
- ✓ 148 items of evidence posted
- ✓ 25 out of 76 sub bullets completed



CALIFORNIA COMMUNITY COLLEGES

**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY



CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

**FOR EMPLOYERS:**  
WORKFORCE TRAINING  
RESOURCES

PRACTICES WITH PROMISE  
Workforce Outcomes  
eShowcase

Task Force on  
**WORKFORCE**  
DEVELOPMENT



Follow @WorkforceVan

Click Here To Follow



Subscribe to eUpdates

Subscribe Today

Visit

[DoingWhatMATTERS.cccco.edu](http://DoingWhatMATTERS.cccco.edu)

Visit

<http://bit.ly/2mC8eyH>

for Strong Workforce Program  
plans and analytics:

- Regional Share uses
- Local Share uses

**Chancellor Eloy Oakley**

"I'm proud to say that California Community Colleges are taking the lead on [Career Technical Education] nationally to ensure that we're creating programs and curriculum that allow students to quickly get into the workforce and take advantage of the jobs that are out there." -- Chancellor Eloy Oakley

**Vice Chancellor Van Ton-Quinlivan**

"By Doing What Matters for Jobs and the Economy, we deliver a Strong Workforce for California." -- Vice Chancellor Van Ton-Quinlivan

CALIFORNIA  
**REGIONAL  
INTERACTIVE  
RESOURCE MAP**

TRY OUT NOW

**REGIONAL  
PLANNING**

LABOR MARKET  
INFORMATION LIBRARY »

DEMAND & SUPPLY DATA TOOLS »

ECONOMIC INDICATORS »

IDEAS FOR GROWING CTE FTES »

FIND REGIONAL PARTNERS »

**STRONG  
WORKFORCE**

HELPFUL RESOURCES »

\$200M ROLLOUT FAQs »

ROLLOUT TIMELINE »

25 TASK FORCE  
RECOMMENDATIONS »

**TOP 10 SECTOR  
PRIORITIES**

Contact Information	Profile
Advanced Manufacturing	
Advanced Transportation & Renewables	
Agriculture, Water & Environmental Technologies	
Energy, Construction & Utilities	
Global Trade & Logistics	
Health	
Information & Communication Technologies (ICT)/Digital Media	
Life Sciences/Biotech	
Retail/Hospitality/Tourism 'Learn and Earn'	
Small Business	

**CAREER PATHWAYS  
& GUIDED PATHWAYS**

HELPFUL RESOURCES »

- TOOLKITS
- SUGGESTED READING
- CASE STUDIES
- AND MORE...

**INNOVATIONMAKER  
STEM/STEAM Portfolio**

MAKER MOVEMENT »

NEW WORLD OF WORK  
21<sup>st</sup> CENTURY SKILLS »

**WHAT'S NEW**

**In the News**  
February 2017

Cross-sector Collaboration: What the Tipping Point Looks Like  
Van Ton-Quinlivan - Stanford Social Innovation Review

**eUpdate**  
February 2017

Partnerships That Unlock Social Mobility; Breakthrough in Streamlining Curriculum Approval; New Grants

[doingwhatmatters.cccco.edu](http://doingwhatmatters.cccco.edu)



## Allocation Model for the Funds: Variables and Weighting

	<u>2016-17</u>	<u>2017-18+</u>
1. Unemployment rate	1/3	1/3
2. Proportion of CTE FTEs	1/3	1/3
3. Projected job openings	1/3	1/6
4. Successful workforce outcomes	0	1/6



## 17% Committee - Members



**Laura Coleman**

*Statewide Director, Centers of Excellence*



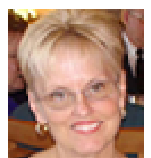
**Nick Kremer**

*Chair, Vocational Education  
 Research and Accountability  
 Committee*



**Jim Mayer**

*President & CEO, California Forward*



**Jane Patton**

*Former President, Academic Senate for California  
 Community Colleges & Professor Emeritas, Mission  
 College*



**Lorraine Slattery-Farrell**

*Professor, Mt. San Jacinto College*



**Barry Gribbons**

*Deputy Chancellor, College of the Canyons*



**Sunita Cooke**

*Superintendent & President, MiraCosta College*



**Bill Scroggins**

*President & CEO, Mt San Antonio College*



**Greg Peterson**

*Vice President,  
 Student Support Services, Long Beach City College*



**Kimberly Hoffmans**

*Vice President of Academic Affairs & Student  
 Learning, Ventura College*



**Michelle Marquez**

*Vice President of Administrative Services, Canada College*



**Kim Schenk**

*Senior Dean,  
 Curriculum and Instruction, Diablo Valley  
 College*



CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

## 17% Committee - Support Staff



**Van Ton-Quinlivan**

*Vice Chancellor, Workforce and Economic Development,  
California Community Colleges Chancellor's Office*



**Mario Rodriguez**

*Vice Chancellor of College Finance and Facilities Planning, California  
Community Colleges Chancellor's Office*



**Matthew Roberts**

*Dean, Workforce and Economic Development, California  
Community Colleges Chancellor's Office*



**LeBaron Woodyard**

*Dean, Educational Programs and Professional Development,  
California Community Colleges Chancellor's Office*



**Kathy Booth**

*Senior Research Associate, WestEd*



**Jason Willis**

*WestEd*



**Kelsey Krausen**

*WestEd*

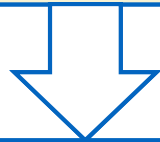




## Incentive Funding Development Process

### 17% Committee

- Meeting 1: Studied research from other states
- Meeting 2: Raised questions for experts to answer
- Meetings 3 & 4: Examined results based on data modeling



Vetting with  
policymakers



System briefings &  
public comment



Phased roll out in round 2.  
Full implementation in round 3.



## Rewards Strong Workforce Program Values

- Improve student outcomes, focused on completion, employment, and earnings
- Students leave community college with the skills employers need
- Alignment of programs and curriculum with regional labor market demand
- Shifts in overall college investments
- Long-term investments
- Calculated risks to drive innovation
- Deliberate, thoughtful actions
- Continuous improvement
- Rewards over punishments
- Collaboration over competition
- Maximum flexibility and local decision-making

✓ **Positive Incentive**  
✓ **Fair**



CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

## Celebrate every student's positive outcome

Colleges (and regions) receive additional points for every CTE student reaching these outcomes:

- Completion
- Transfer
- Employment
- Earnings
- Skills gain



***Extra points are awarded for economically disadvantaged students who attain these outcomes.***



## **“All CTE” programs matter**

- Local outcomes will be tracked for “all CTE” (not any specific one) students within college districts to incentivize strong overall CTE portfolios
- Regional outcomes will be tracked for all CTE students at every college in the region to encourage collaboration across institutions



## July 2017

- 5/6<sup>th</sup> of SWP monies made known to regions and districts

## September 2017

- Board of Governors approval (all 2017-18 funds can be spent retroactive to July 1)

## December 2017

- 1/6<sup>th</sup> of SWP monies (17%) – calculated based on incentive funding - announced

## Phased implementation of incentive formula

### Round 2:

The 17% incentive funding will be based on:

- Enrollments from 2016-17
- Completion (students who earned a degree or certificate) from 2016-17

### Round 3:

- All outcomes that count (see next page)





## Outcomes That Count (all in your LaunchBoard)

- Completion: CTE certificate or degree
- Transfer: to a four-year institution
- Employment: employment in 2<sup>nd</sup> and 4<sup>th</sup> quarter after exit; rate of employment in field of study
- Earnings: median earnings 2<sup>nd</sup> quarter after exit; number of CTE students who improve earnings; living wage attainment
- Skills-gains: credit unit and contact hours

Round 2

Round 3

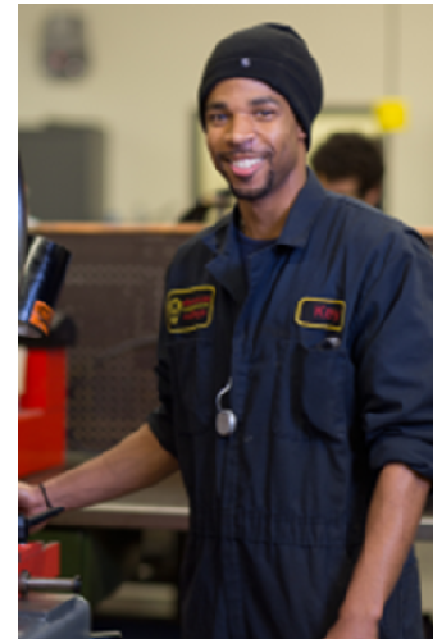
**Invest now in CTE needed by the labor market  
so that your outcomes shine in future years**



CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

## Transparency and Accountability

- See outcomes in your LaunchBoard Strong Workforce Program tab
- All investments and analytics posted to the public web
- Celebration of CTE Stars and CTE Rising Stars
- Learn what others are doing well
- On-going commitment to technical assistance to the field





### Allocation Model for the Funds: Variables and Weighting

	<u>2016-17</u>	<u>2017-18+</u>
1. Unemployment rate	1/3	1/3
2. Proportion of CTE FTEs	1/3	1/3
3. Projected job openings	1/3	1/6
4. Successful workforce outcomes	0	1/6

## Stability and Fairness

- Colleges will be rewarded for offering more and better CTE
- Changes in the economic context are balanced out by weighting of unemployment and job openings
- Data modeling showed no bias toward specific types of colleges based on location, size, scale of CTE offerings, and type of students served



## Make Your Student Outcomes Data Even Better...

- Report all types of certificates and degrees to the Chancellor's Office by October 1
- Report all of the data elements necessary to calculate the Perkins definition of economically disadvantaged students by October 1
- Participate in the CTE Outcomes Survey each year (costs covered by the Chancellor's Office) and help to maximize student responses