Workforce Program Funding Implementation

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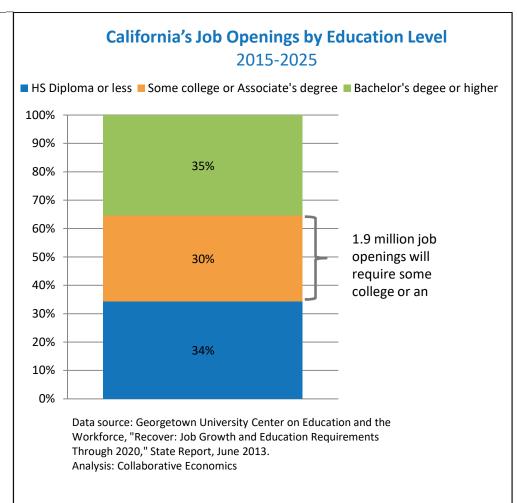


Download this PowerPoint at: http://bit.ly/2d8quN1



A Call for More and Better CTE Through Innovation

We encourage innovations in Career **Technical Education** (CTE) processes, curriculum and the student experience that can deliver a strong workforce at the speed of business.





A Different Distribution Approach

 Funds are ongoing and have been allocated to colleges based on a labor market need, enrollments, and student outcomes, rather than putting out an RFP.

 Plans and budgets are very simple, focusing on proof of labor market need and projections regarding how student outcomes will change.



Allocations Information



\$200M Strong Workforce Program Rollout



1. Unemp	loyment rate
----------	--------------

- 2. Proportion of CTE FTEs
- 3. Projected job openings
- 4. Successful workforce outcomes*

2017-18+
1/3
1/3
1/6
1/6

Focus for the Funds

Increase <u>quantity</u> of CTE _____

More enrollments in programs leading to high-demand, high wage jobs

Improve quality of CTE

- More students complete/transfer
- More students employed
- More students improving their earnings



- SHALL increase the number of students in quality CTE courses, programs, and pathways that will achieve successful workforce outcomes.
- MAY invest in new or emerging CTE courses, programs, and pathways that may become operative in subsequent years and are likely to lead to successful workforce outcomes.
- MAY Address Strong Workforce Task Force recommendations.
- SHALL Provide evidence of demand for workers within the funded CTE Program(s) AND
 - Identify geography and occupations targeted
 - Identify labor market demand and supply gap
 - Cite source of labor market information

- Colleges will receive 2016-17 funding once their District certifies the local share report template.
- Colleges will have three years to expend 2016-17 funding.
- Colleges will submit another local share reporting template in 2017, for 2017-18 funding.



A Different Funding Approach

Very few limitations on what is allowable

Focus on outcomes rather than activities

 Emphasis on innovation and risk-taking so colleges can be more responsive to labor market conditions and student outcomes



Review Guidance Documents



\$200M Strong Workforce Program Rollout





No Supplanting

- This shall not be interpreted to mean that a participating community college district is prohibited from eliminating or altering existing programs.
- However, the percentage of full-time equivalent students enrolled in CTE courses shall not be reduced from the percentage computed for the 2015–16 fiscal year.



Funding CTE Only

Funds expended must show a direct benefit to the requirements of the Strong Workforce Program:

- Increase the number of enrollments or quality of CTE courses, programs, and pathways.
- Address the recommendations of the Strong Workforce Task Force Report.



Duplication of Effort

Activities funded shall be informed by, aligned with, and expand upon the activities of existing workforce and education regional partnerships, including:

- Workforce Innovation and Opportunity Act
- Adult Education Block Grant consortia
- K-12 career technical education programs



District Procedures

All fiscal policy and program procedures adopted by the applicable Community College District shall be followed when expending local and regional allocations.



Non-Allowable Activities

- Entertainment
- Alcoholic Beverages
- Contingency (Rainy Day Funds)
- Goods and Services for Personal Use
- Lobbying
- Contributions or Donations

Indirect Cost Rates Allowed

- 60% Local Share: 4%
- 40% Regional Share: None



A Different Data Approach

Information has been compiled for colleges

 Emphasis is on reviewing available data and using it to target investments



Valid Sources of Labor Market Information

Use information that has already been compiled

- 1) Use data that was validated within the last two years
- Validated local or regional employer input through an employer survey or advisory
- Regional program approval process
- Prior regional planning process
- Local biannual program review
- 2) Find data in a report in the LMI Resource Library

 Filter by sector and region to obtain reports and data

 doingwhatmatters.cccco.edu/StrongWorkforce/LMILibrary.aspx
- 3) Demonstrate living wage attainment

 Programs where at least 50% of students earned a living wage

 https://www.calpassplus.org/LaunchBoard/SWP.aspx



Valid Sources of Labor Market Information

Use information that your college creates

1) Compile a custom analysis from the COE Demand and Supply Tables.

Retrieve LMI data for relevant occupations and regions www.coeccc.net/supply-demand

2) Use non-standard sources that have been certified through your region.



Explore the Labor Market Library

\$200M Strong Workforce Program Rollout

GUIDANCE

Trailer Bill Language: PDF | Word

CCCCO Guidance Memos (coming soon)

FAQs

Allocations

COMPILE YOUR OWN SLIDES

Presentation Archive

PLANNING

Master Calendar

Local Shares

- Reporting Template TBD
- Overview Slides: PDF | PPTX
- Process Flow Chart

Regional Shares

- Reporting Template TBD
- Overview Slides PDF | PPTX
- Process Flow Chart

LABOR MARKET RESEARCH

Labor Market Information Library

Demand & Copp., Data 100IS

Ideas for Growing CTE FTES

CTE PROGRAM OUTCOMES

Find CTE Outcomes

Strong Workforce Program Metrics

DIRECTORIES

Find My Regional Partners

CTE Regional Consortia

Sector Navigators / Deputy Sector Navigators

Labor Market Research Centers of Excellence

CTE Data Unlocked Experts

Technical Assistance Providers

25 Recommendations Adopted by the Board of Governors

Communications

25 Strong Workforce Recommendations (PDF)

Overview Slides: PDF | PPTX

Work in Progress

Project Plan

Technical Assistance Providers

Advisory Body

Expert Papers

Workforce Data & Outcomes

Curriculum Development & Instructors

Structured Pathways & Student Support - Part 1

Structured Pathways & Student Support - Part 2

Regional Coordination

Funding



Find Evidence in the Labor Market Library

Labor Market Information Library

Release Date: Jul 2016

What sector or program area is your focus?
Transportation Find LMI Resources
What geographic areas are you interested in?
- Inland Empire V
Search titles and descriptions by keyword(s):
Resources filtered by Sector = Transportation, and Geographic Area = Inland Empire, and Keyword =
Pages: 1
Regional Planning Unit Summary: Inland Empire Author/Organization: EDD-LMID Release Date: Sep 2016 EDD's Labor Market Information Division prepared the Regional Planning Unit Summaries for use by the California Workforce Development system. View »
Advanced Transportation Author/Organization: CoE Release Date: Sep 2016 View >>
Inland Empire Desert Regional Labor Market Assessment Author/Organization: COE Release Date: Sep 2016 View >>
Regional Economic Analysis Profiles
Author/Organization: EDD-LMID Release Date: Aug 2016 These reports focus on the future employment demand of economic market industry clusters and feature them as primary investment opportunities for California's workforce development system. View »
Help Wanted Online Online Job Ads Statistics Author/Organization: EDD-I MID

Things you will find in this data series: (1) Top 10 Occupations with the most job ads in an area; (2) Top 10 employers with the most job ads in an area; (3) Number of job ads vs. the

number of unemployed; and (4) Cities with the most jobs ads. View »

About the Labor Market Information Library The Labor Market Information (LMI) Library is a compilation of reports and data tables relevant to career technical education program planning. To be

to career technical education program planning. To be included in the library, the report focus is occupational and includes timely information on workforce needs and/or trends relevant to California community colleges.

Do you have a report recommendation for the LMI Library? If so, send a link or attachment to submit@coecc.net.

Submit Report
Recommendation »

Popular Labor Market Research Tools

Local Share LMI Worksheet
Demand & Supply Data
Tables

Economic Indicators



Regional LMI Assessments

Regional Labor Market Assessment

San Diego County

September, 2016



Prepared by: /henya Undatrons Center of Excellence Son Diagos/Impanial zhenya Indatron@chaffey ada-



Regional Labor Market Assessment, San Diego Region

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Arts, Design, Entertainment, Sparts & Media Occupations.	12
Building & Grounds Cleaning & Maintenance Occupations	15
Business & Financial Operations Occupations	18
Community & Social Services Occupations	21
Computer & Mathematical Occupations	24
Construction & Extraction Occupations	
Education, Training & Library Occupations	30
Food Preparation & Serving Occupations	33
Healthcare Practitioner & Technical Occupations	35
Healthcare Support Occupations	40
Installation, Maintenance & Repair Occupations	44
Legal Occupations	49
Life, Physical & Social Sciences Occupations	51
Management Occupations	55
Office & Administrative Support Occupations	59
Personal Care & Service Occupations	63
Production Occupations	66
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Sales & Related Occupations	73
Transportation & Material Moving Occupations	



Summaries of Demand, Supply, Living Wages

Exhibit 4: 5-Year Projected Occupation Data, Architecture & Engineering Occupations

soc	Description	2015 Jobs	2020 Jobs	5-Yr Change	5-Yr Chan
17-3023	Electrical and Electronics Engineering Technicians	2,666	2,687	21	1%
17-3029	Engineering Technicians, Except Drafters, All Other	1,512	1,606	94	6%
17-3011	Architectural and Civil Drafters	1,469	1,566	97	7%
17-3027	Mechanical Engineering Technicians	764	834	70	9%
17-3022	Civil Engineering Technicians	638	710	72	119
17-3026	Industrial Engineering Technicians	716	757	41	•
17-3012	Electrical and Electronics Drafters	855	898	43	
17-3013	Mechanical Drafters	528	568	40	\$40.00
17-3031	Surveying and Mapping Technicians	407	444	37	\$35.00
17-3024	Electro-Mechanical Technicians	299	316	17	\$30.00
	Aerospace Engineering and Operations				\$50.00

Exhibit 5: Comparison of Entry & Experience Wages with Living Wages,
Architecture & Engineering Occupations

Annual

Openings 71

57

38

31

Annual Replacements

67

38 19

20



Exhibit 6: Education and Training Requirements, Architecture & Engineering Occupations

soc	Occupations	Typical Entry Level Education	Typical On-The- Job Training	% of Community College Award Holders or Some Postsecondary Coursework
17-3011	Architectural and Civil Drafters	Associate degree	None	62%
17-3012	Electrical and Electronics Drafters	Associate degree	None	62%
17-3013	Mechanical Drafters	Associate degree	None	62%
17-3019	Drafters, All Other	Associate degree	None	62%
17-3021	Aerospace Engineering and Op- erations Technicians	Associate degree	None	55%
17-3022	Civil Engineering Technicians	Associate degree	None	55%
17-3023	Electrical and Electronics Engineer- ing Technicians	Associate degree	None	55%
17-3024	Electro-Mechanical Technicians	Associate degree	None	55%
17-3025	Environmental Engineering Techni- cians	Associate degree	None	55%
17 2027	TOTAL SECTION AND TOTAL SECTION	4	k I	F F0/





Living Wage Data in the LaunchBoard

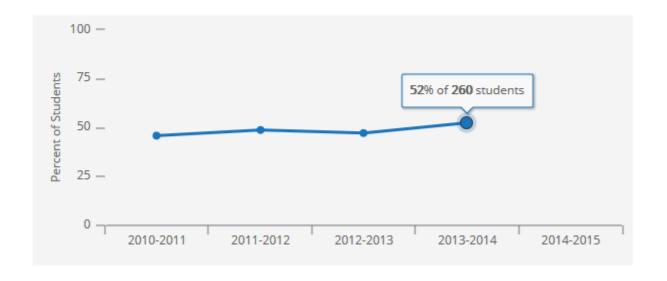
Strong Workforce Program Metrics

Santa Rosa Junior College | | Accounting (050200) | | 2014-2015 (Change Filter?)

ATTAINED A LIVING WAGE: 52%

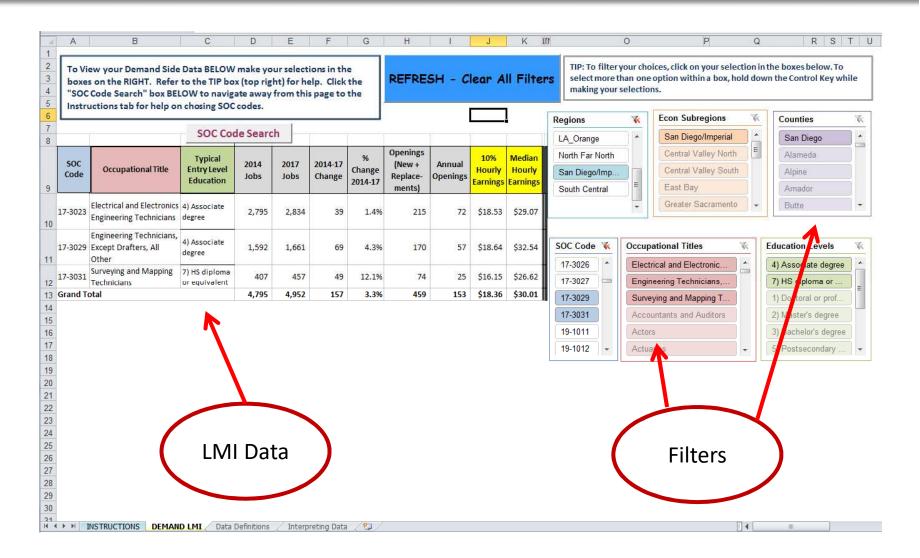
 43%
 43%
 83%

 Regional Median
 State Median
 Top in State



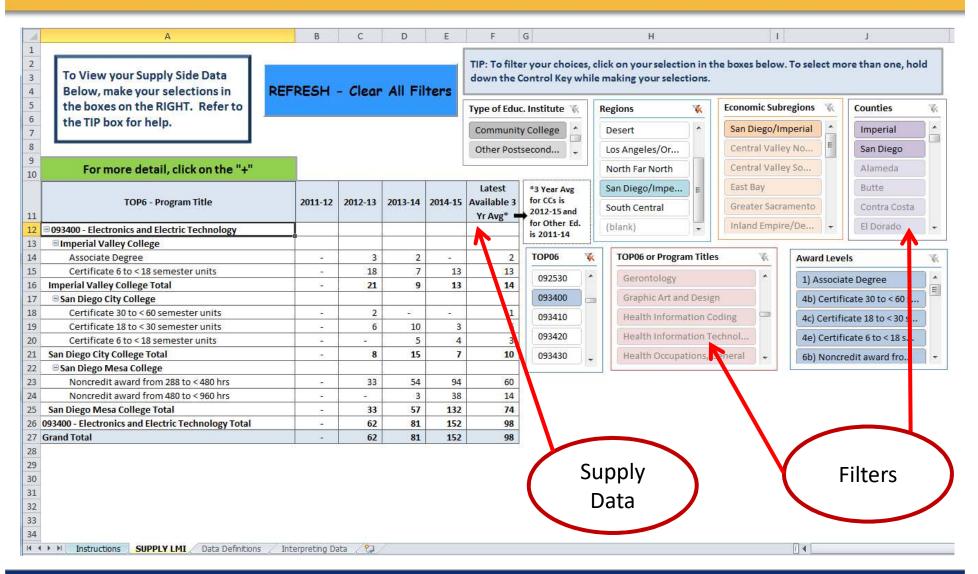


COE Demand Data Tool





COE Supply Data Tool





Strong Workforce Program Metrics

Size of CTE Programs ("more")

required for all programs

Enrollments

Outcomes for CTE Programs ("better")

pick only those metrics that are relevant for your investment

- Completion
- Transfer
- Employment
- Employment in field of study
- Second quarter earnings
- Median change in earnings
- Proportion of students who attained a living wage



Strong Workforce Program Metrics

- Colleges should not compile this information on their own.
- All data points have been pre-populated on the LaunchBoard Strong Workforce Program tab, with benchmarking information.
- The source of the information is the data that colleges upload to the Chancellor's Office for MIS reporting, the Chancellor's Office match to the state wage file, and CTE Outcomes Survey data.



LaunchBoard SWP Metrics Tab

Strong Workforce Program Metrics

College of the Canyons | | Water and Wastewater Technology (095800) | | 2011-2012 (Change Filter?)

- **★** NUMBER OF ENROLLMENTS: 117
- ♣ NUMBER OF STUDENTS WHO GOT A DEGREE OR CERTIFICATE: 21
- **♣** NUMBER OF STUDENTS WHO TRANSFERRED: 0
- **★** EMPLOYED 2 QUARTERS AFTER EXIT: 67%
- **★** EMPLOYED 4 QUARTERS AFTER EXIT: 71%
- ♣ JOB CLOSELY RELATED TO FIELD OF STUDY: *
- **★** MEDIAN EARNINGS TWO QUARTERS AFTER EXIT: \$10,145
- **★** MEDIAN CHANGE IN EARNINGS: 7%
- + ATTAINED A LIVING WAGE: 56%

⁺ Find out more about the data in the Strong Workforce Program Metrics

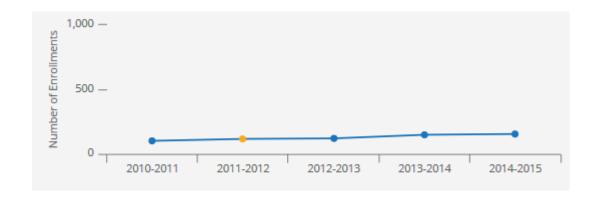


LaunchBoard SWP Metrics Tab

College of the Canyons | | Water and Wastewater Technology (095800) | | 2011-2012 (Change Filter?)

NUMBER OF ENROLLMENTS: 117

76 99 734
Regional Median State Median Top in State



- ♣ NUMBER OF STUDENTS WHO GOT A DEGREE OR CERTIFICATE: 21
- **★** NUMBER OF STUDENTS WHO TRANSFERRED: 0



Get Support to Fill Out the Application

- Step-by-step guide on the planning process and how to fill out the template
- Worksheet to record figures
- Demand and supply calculator worksheet



Local Share Reporting Template Resources



\$200M Strong Workforce Program Rollout





Local Share Reporting Template Resources













Home > Strong Workforce > Local Share Reporting Instructions

Step-By-Step Instructions

Local Share Reporting Template

Strong Workforce Program Local Share Reporting Template Guide

Offers step-by-step instructions, with screen shots, on how to prepare information necessary for the Local Share Reporting Template.

Local Share Reporting Template Worksheet

Spreadsheet where colleges can record information for each field in the Local Share Reporting Template, as they develop their submission materials

Local Share LMI Worksheet

Spreadsheet where colleges can record demand and supply numbers, and use built-in calculations to determine whether there is an oversupply of qualified workers for specific occupations

\$200M Strong Workforce Program

Local Share Overview Regional Share Overview Rollout Timeline

FAQ

Trailer Bill Language

Helpful Links including Guidance, Presentation Archive, Planning, Labor Market Research, CTE Program Outcomes, Directories

25 Recommendations Adopted by the Board of Governors

Recommendations (PDF)
Task Force Expert Papers

Each college has been assigned a CTE Data Unlocked Expert, who will provide ten hours of free technical assistance to:

- Examine data for your priority programs
- Support the process of setting goals for SWP metrics
- Connect you to additional resources

Your assigned expert has already contacted your college.



CTE Data Unlocked Experts





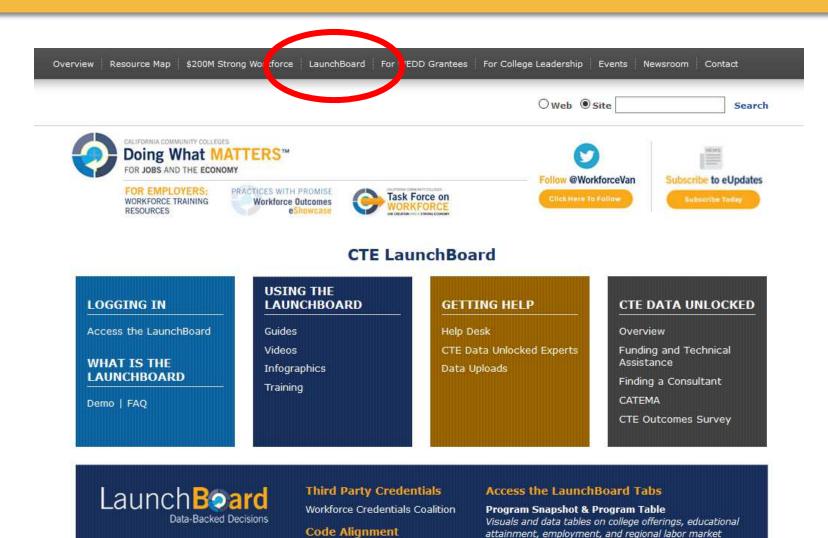


CTE Data Unlocked Experts

College	Expert	Phone	Email
Allan Hancock College	Daniel Martinez	909-648-5460	dilmatz@yahoo.com
American River College	Nathan Tharp	530-394-7078	ntharp@gmail.com
Antelope Valley College	Sable Cantus	323-271-0763	sable@cantus.us
Bakersfield College	Nathan Pellegrin	650-388-8903	npellegrin@alembicanalytics.com
Barstow Community College	Gabrielle Stanco	714-432-5977	gstanco@occ.cccd.edu
Berkeley City College	Angela Gomez-Holbrook	714-337-7539	agomezholbrook@gmail.com
Butte College	Alison Bolton	925-457-8999	allyinfo@comcast.net
Cabrillo College	Donald Petrilli	925-321-6277	donaldpetrilli@gmail.com
Canada College	Cathy Hasson	619-920-3417	chasson@rocketmail.com
Cerritos College	Angela Gomez-Holbrook	714-337-7539	agomezholbrook@gmail.com
Cerro Coso College	Kelly Cooper	559-670-0352	kellycooper@whccd.edu
Chabot College	Karen Beltramo	831-332-1253	kabeltra@cabrillo.edu
Chaffey College	Gabrielle Stanco	714-432-5977	gstanco@occ.cccd.edu
Citrus College	Arineh Arzoumanian	626-585-7149	axarzoumanian@pasadena.edu
City College of San Francisco	Cathy Hasson	619-920-3417	chasson@rocketmail.com
Clovis Community College	Nathan Pellegrin	650-388-8903	npellegrin@alembicanalytics.com
Coastline Comm. College	Bryan Ventura	951-830-3181	bcventura@gmail.com
College of Alameda	Cathy Hasson	619-920-3417	chasson@rocketmail.com



Data Resource Library



demand



Searchable Data Resource Library

CTE Data Unlocked Resources

What Do You Need To Do?	Understanding Data v	
What Is Your Role?	All User Roles V	Find My Resources
What Type Of Resource Are You Interested In?	All formats ~	

Resources filtered by Usage = Understanding Data, User Role = All, and Format = All

Pages: 1 2 3 4 5 »



Understanding Employment and Earnings Data

Infographic that spells out tools that show employment information, where the data comes from, how representative it is, and issues to consider when reviewing the data. View >>



Understanding Employment and Earnings Data

Four-page guide explaining the sources of employment and earnings data for Chancellor's Office data tools such as the LaunchBoard, Student Success Scorecard, and Salary Surfer, including issues to consider when using the these data sources. Download »

Get related resource(s):

Infographic



How Workforce Pathways Shape College Outcomes and Earnings Gains

This eight minute video examines the multiple types of workforce training offered by community colleges and their associated earnings gains, as a means of documenting the value of both short-term and long-term educational pathways. Watch the video »

Get related resource(s):

Building More Comprehensive Measures of Workforce Training Success

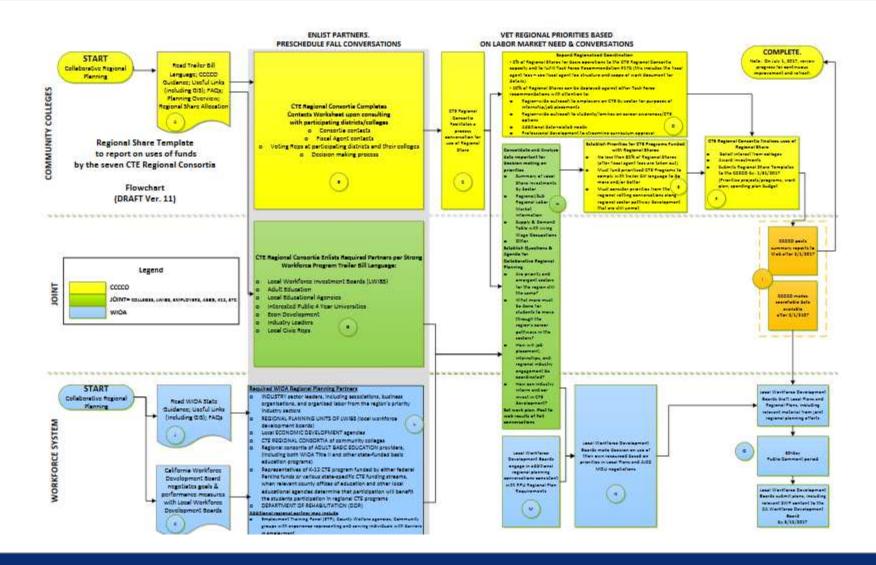


Which Data Tool Should I Use?

Three-page guide summarizing the optimal statewide tools to use when undertaking program development, program review, accreditation, student educational planning, and equity planning. Download »



Coming soon (October 28): Regional Share Template



Check back on the Strong Workforce Program site for updates and additional resources.

http://doingwhatmatters.ccco.edu/StrongWorkforce.aspx

Hands-On: Strong Workforce Program Funding Implementation







Supporting Innovation: Cross Program Investment

Colleges can invest in cross-program interventions, such as:

- Integrating career planning into ed planning
- Strengthening work-based learning
- Mapping stackable credentials
- Developing outreach materials for CTE programs

Plus any other intervention that you think would improve enrollments, completion, employment, and earnings.



Example: Cross Program Investments

Hire a career adviser who works with all students who are undecided for their major, to help them explore career options and educational pathways to those jobs.



Example: Cross Program Investments

If you elect to do a cross-program investment:

- You do <u>not</u> need to cite labor market information.
- You do need to benchmark improvement for all students on enrollments and/or completion, employment, and earnings.



Hands On: Review All-Program Outcomes

Live demo:

Show all program option in the SWP LaunchBoard tab.

Supporting Innovation: Improving an Existing Program

Colleges can use the funds to improve existing programs, such as:

- Hiring additional faculty or staff
- Aligning curriculum with third-party credentials
- Training faculty on skills that are currently in demand
- Purchasing equipment or improving facilities

Plus any other intervention that you think would improve enrollments, completion, employment, and earnings.



Example: Improving an Existing Program

Align the curriculum and learning outcomes for the engineering tech program with a National Association of Manufacturing certificate and include the exam in the course.



Example: Existing Program Investments

If you elect to do a program improvement investment:

- You need to cite labor market information to show that there is a gap in qualified workers for this program.
- You need to benchmark improvement for students in all related TOP codes on enrollments and/or completion, employment, and earnings.



Hands On: Review Existing Program Outcomes

Live demo:

Show a specific program in the SWP LaunchBoard tab.



Supporting Innovation: Starting a New Program

Colleges can use the funds to create new programs, such as:

- Create a medical assisting program because the forprofit college in your region has closed
- Develop a biotech program because a new employer has moved into the region
- Restart a program that was cut during the recession, but is still in demand

Plus any other intervention that you think would improve enrollments, completion, employment, and earnings.



Example: Starting a New Program

With ITT Tech closing, employers no longer have a pipeline for medical assistant training. The college works with employers to create a program that meets their needs, including aligning program outcomes with priority skills.



Hands On: Starting a New Program

Live demo:

Use the LMI Library to access the San Diego Regional Assessment and show demand and supply data.



Either Use the CTE Funding Calculator to Generate Budgets for High-Cost Programs

Fill out the open fields on this page to redynamically managed.	un the CTE calculator. The locked fields are real-time calcul	ations and are
When you are done, click Next to return	to your budget.	
		Factors
	The <i>target</i> average number of students/section	30 \$
	 Maximum percentage of the target students/section that will be support- funded in year one. 	55 %
	3. District per FTES allocation	\$.
unding Request		
alculate the following data for the pr	ogram proposed for funding	
A. Total number of sections conducted (at census) in the previous academic year (excluding summer sessions)		÷
B. Total weekly student contact hours (WSCH) generated in A		•
C. Total number of students enrolled (a summer session)	census) in the previous academic year (excluding	÷
D. Average number of students enrolled	per section	*
E. Average weekly student contact hour	s (WSCH)	



Or, Enter Standard Budget Line Items

CTE Program Budget Detail Sheet

Object of Expenditure	Classification	Amount
1000	Instructional Salaries	\$
2000	Non-Instructional Salaries	\$
3000	Employee Benefits	\$
4000	Supplies and Materials	\$
5000	Other Operating Expenses and Services	\$
6000	Capital Outlay	\$
7000	Other Outgo	\$
	Total Direct Costs	\$
	Total Indirect Costs	\$
	Total Program Costs	\$



Resources and Tools to Take Back

- Step-by-step guide on the planning process and how to fill out the template
- Demand and supply calculator worksheet
- Worksheet to record figures
- Curated supply and demand reports, plus tools to do custom pulls
- Dedicated LaunchBoard tab with Strong Workforce Program metrics
- Ten hours of free technical assistance from the CTE Data Unlocked Experts, who can connect you to other Key Talent supports



Overview Resource Map Strong Workforce LaunchBoard For WEDD Grantees For College Leadership WEDD Grants Events Newsroom Contact



FOR EMPLOYERS: WORKFORCE TRAINING RESOURCES









\$200M Strong Workforce Program Rollout

GUIDANCE

Trailer Bill Language: PDF | Word

CCCCO Guidance Memos (coming soon)

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