East Bay Career Pathways

BUSINESS & EDUCATION PARTNERSHIPS

October 9, 2014
Today’s Agenda

• Why Career Pathways?
• Work-based Learning
• Regional Workforce Intermediary Infrastructure
• Sub-regional conversations
• Big picture and next steps
Career Pathways

✓ Series of structured and connected education programs of study
✓ Aligned K12 and Community College curriculum with industry sectors of importance to local and regional economies
✓ Sequenced Work-based learning
Selecting Industry Pathways

Health & Biosciences

Engineering & Advanced Manufacturing

ICT & Digital Media

Public Service & Law
Work-Based Learning: About, Through, For

Career Awareness

Learning ABOUT work.

Sample experiences:
✓ Workplace tour
✓ Guest Speaker
✓ Career Fair
✓ Visit parents at work

Begins in Pre-Kindergarten

Career Exploration

Learning ABOUT work.

Sample experiences:
✓ Informational interview
✓ Job shadow
✓ Virtual exchange with a partner

Begins in Middle School

Career Preparation

Learning THROUGH work.

Sample experiences:
✓ Project with multiple interactions with professionals
✓ Student-run enterprise with partner involvement
✓ Extended online interactions with partners
✓ Service learning and social enterprises with partners
✓ Internship

Begins in High School

Career Training

Learning FOR work.

Sample experiences:
✓ Internship required for credential or entry to occupation
✓ Apprenticeship
✓ Clinical experience
✓ One-the-job training
✓ Work experience

Begins in 12th Grade or Post-Secondary
East Bay Area Workforce Intermediary Development Initiative
Vision & Mission

VISION
We envision a thriving and inclusive East Bay economy with equitable access to quality education, training, and employment opportunities that promote upward mobility and regional vitality.

MISSION
To create a shared platform to link, align, leverage, and coordinate public and private resources to incubate and scale business-driven workforce and education practices that lead to employment and career success for all.
## Strategic Plan: Roles & Responsibilities

### CONVENE & CONNECT
- Serve as convener to help partner agencies leverage resources, align services, improve policies, and build bridges between systems
- Convene employers in targeted sectors to explore skills needs of employers and opportunities for broader employer engagement
- Organize Industry Advisory Council and regionally engage
- Strengthen the partnership between labor, education, government and community based organizations in each sector
- Connect businesses to education
- Become the single point of contact for employers to connect to education and workforce
- Coordination of student internships, job shadowing, and youth employment

### ALIGN & SUSTAIN
- Align education with employers needs through sector strategies
- Create business/education partnerships to influence long-term skill solutions
- Map career pathways and develop/manage digital career path navigation and common assessments for students/job seekers
- Identify, create and implement a common communication strategy that adds value and understanding to the needs and efforts of the education, workforce, and region.
- Identify and address needs recognized by business sector

### MEASURE & EVALUATE
- Measure effectiveness of efforts by collecting and analyzing data, promoting continuous improvement, and implementing changes to practices based on findings
- Evaluate existing training programs to assess the need to modify or develop new courses and/or curriculum to strengthen the pipeline of competitive and qualified job seekers.
- Collect and analyze data on current needs, future workforce trends, and gaps in industry clusters
- Establish shared measurement practices
- Monitor a sector’s changing needs to develop and propose new employment and training strategies
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DISCUSSION
Local Conversations

1. How do you envision your districts/colleges and Chamber partners working together to prepare students for successful careers in our region?

2. If there was a regional infrastructure to better align education/business/workforce development, what do you see as its more important role or function?

3. How do you envision your organization engaging with this effort?

4. Do you have suggestions for ways to enhance organization of this effort?
To strengthen career pathway training in 3 specified industry sectors and build a stronger regional workforce system that helps East Bay residents access training in these industries.

To increase the integration of secondary and post-secondary pathway programs, strengthen the ability to measure the success of our efforts, and measurably increase successful enrollment and completion or students across the Bay Region.

To reshape the K-14 educational system around 4 career pathways through building integrated academic and career-related curriculum, work-based learning (WBL), and fostering cross-system regional cooperation.

To offer innovative programs and partnerships linking rigorous academics to career pathways in high-need and high-growth sectors of the economy.