Boys & Young Men of Color– As Solution to Economic Crisis
Crisis & Opportunity—Context for Change

- CA Crisis of Under-education - Needs of Vulnerable Students and Communities

- The Infrastructure Sectors are Key Labor Market Opportunity for State and Communities.

- CA Community College Workforce Training Programs are Key Pathway to Middle Skill Infrastructure Jobs for Vulnerable Californians

- Take Advantage of Greater scrutiny and oversight by State Legislative Leaders, Media and Public--To Build Public Will for Equity Based Strengthening of the State Workforce System
# California's Under-Education Crisis

## Table 1. Regional and State Student Achievement Data (2006–2007 Academic Year)*

<table>
<thead>
<tr>
<th>Region**</th>
<th>Number of Graduates</th>
<th>Graduates Meeting UC/CSU Entrance Requirements</th>
<th>Graduates Not Meeting UC/CSU Entrance Requirements</th>
<th>Adjusted Grade 9–12 Dropout Total***</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bay Area</td>
<td>32,870</td>
<td>14,893</td>
<td>17,977</td>
<td>7,918</td>
</tr>
<tr>
<td>Central Valley</td>
<td>24,704</td>
<td>6,974</td>
<td>17,730</td>
<td>8,860</td>
</tr>
<tr>
<td>Inland Empire</td>
<td>44,733</td>
<td>11,937</td>
<td>32,796</td>
<td>15,974</td>
</tr>
<tr>
<td>Los Angeles</td>
<td>87,119</td>
<td>35,080</td>
<td>52,039</td>
<td>32,986</td>
</tr>
<tr>
<td>San Diego</td>
<td>29,572</td>
<td>11,791</td>
<td>17,781</td>
<td>8,594</td>
</tr>
<tr>
<td>TOTAL, SELECTED REGIONS</td>
<td>218,998</td>
<td>80,675</td>
<td>138,323</td>
<td>74,332</td>
</tr>
<tr>
<td>BALANCE OF STATE</td>
<td>137,643</td>
<td>45,841</td>
<td>91,802</td>
<td>34,679</td>
</tr>
<tr>
<td>STATE TOTALS</td>
<td>356,641</td>
<td>126,516</td>
<td>230,125</td>
<td>109,011</td>
</tr>
</tbody>
</table>


** For the purposes of this data set, the Bay Area is defined as Alameda County, Contra Costa County, San Francisco County, and San Mateo County; Central Valley is defined as Fresno County, Kern County, Madera County, and Tulare County; Inland Empire is defined as Riverside County and San Bernardino County; Los Angeles is defined as Los Angeles County; and San Diego as San Diego County.

*** Total reported dropouts adjusted by removing reenrolled dropouts and adding lost transfers.
PolicyLink--National research and action institute that advances policies to achieve economic and social equity

Center for Infrastructure Equity--Works to ensure that public investment in infrastructure create economic opportunity and health in all communities.

- Advocate for policy and system reforms that will increase the number of vulnerable Californians that are successfully complete workforce education and secure a Middle-Skill Infrastructure Job
- Special focus on Boys and Young Men of Color
Opportunities in California’s Infrastructure Arena

• 773,611 Total Middle Skill Jobs in infrastructure in CA

• 36,535 New and Replacement Middle-Skill jobs in infrastructure sector in CA annually

• 18-24 year old Californians can reach first rung of Middle Skill Career Ladder with little education; but need at least one year of post-secondary training to proceed to next

• Employment in most infrastructure sectors will continue to grow at a faster clip than overall population and economic growth

• Emerging infrastructure industries are also growing in employment, but will be less predictable in the short term
## Job Figures & Growth by SubSector

<table>
<thead>
<tr>
<th>Infrastructure Sector</th>
<th>Current Employment (middle-skill and ladder positions)</th>
<th>Annual Job Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction (buildings, parks, transportation)</td>
<td>514,109</td>
<td>15,056</td>
</tr>
<tr>
<td>Green Jobs (energy efficiency and renewable energy)**</td>
<td>105,000</td>
<td>15,750</td>
</tr>
<tr>
<td>Logistics (within trade and transportation)</td>
<td>73,075</td>
<td>2,788</td>
</tr>
<tr>
<td>Utilities (telecommunications, power)</td>
<td>69,887</td>
<td>2,528</td>
</tr>
<tr>
<td>Water and Wastewater</td>
<td>11,540</td>
<td>413</td>
</tr>
<tr>
<td>All Sectors Total</td>
<td>773,611</td>
<td>36,535</td>
</tr>
</tbody>
</table>

* California Employment Development Department, California Occupational Guides, www.labormarketinfo.edd.ca.gov/ccgguides/ (accessed 2008.) Same procedure as for Table 4.

# Middle-Skill occupations: large share of infrastructure employment

## Table 3. California Infrastructure Positions by Skill Level*

<table>
<thead>
<tr>
<th>Skill Level</th>
<th>Share of Infrastructure Employment</th>
<th>Average Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Higher-Skill</td>
<td>46%</td>
<td>$73,696</td>
</tr>
<tr>
<td>Middle-Skill</td>
<td>42%</td>
<td>$41,868</td>
</tr>
<tr>
<td>Lower-Skill</td>
<td>12%</td>
<td>$19,082</td>
</tr>
</tbody>
</table>

Pathways for Workforce Development

Pre-Apprenticeship Programs

Career-Tech High School

Community College Training Programs

Middle Skill Jobs in CA Infrastructure Sector
## Case Studies by Region

<table>
<thead>
<tr>
<th>Region</th>
<th>Community Colleges</th>
<th>Infrastructure-Sector Workforce-Development Programs</th>
<th>Sector Focus</th>
<th>2008 Enrollment</th>
<th>Students Graduated in 2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>San Francisco Bay Area</td>
<td>Laney College, Oakland</td>
<td>PowerPathway, PG&amp;E</td>
<td>Utilities</td>
<td>26</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>San Jose City College</td>
<td>Silicon Valley Solar Industry-Driven Regional Collaborative</td>
<td>Energy, Green Economy</td>
<td>43</td>
<td>35</td>
</tr>
<tr>
<td></td>
<td>Los Angeles Trade-Tech</td>
<td>Utilities and Construction Prep Program, LA Trade Tech</td>
<td>Infrastructure, Utilities</td>
<td>60</td>
<td>50</td>
</tr>
<tr>
<td></td>
<td>Long Beach City College</td>
<td>Green Diesel Program</td>
<td>Transportation, Green Economy</td>
<td>26</td>
<td>n/a</td>
</tr>
<tr>
<td></td>
<td>LA Valley College</td>
<td>Bus Drivers Training Program for LA MTA</td>
<td>Transportation, Energy</td>
<td>148</td>
<td>148</td>
</tr>
<tr>
<td>Central Valley</td>
<td>Fresno City College</td>
<td>PowerPathway, PG&amp;E</td>
<td>Utilities</td>
<td>26</td>
<td>26</td>
</tr>
<tr>
<td>San Diego Region</td>
<td>Cuyamaca College</td>
<td>Wastewater Management/ Water Technology</td>
<td>Utilities, Infrastructure</td>
<td>45</td>
<td>n/a</td>
</tr>
<tr>
<td>Inland Empire</td>
<td>Chaffey College</td>
<td>Advanced Manufacturing IDRC</td>
<td>Transportation, Logistics</td>
<td>n/a</td>
<td>n/a</td>
</tr>
</tbody>
</table>

*Enrollment and graduation rates as reported by each program*
Utilities Sector Overview

- Occupations in the power and telecommunications industries

- In-demand, middle-skill occupations include:
  Electrical Line Installer/Repairers; Solar Panel Installers; Gas Measurement & Control Mechanics; Electricians

- Drivers of growth:
  - Replacing ‘baby boom’ workers
  - Smart Grid development
  - Clean Energy mandates – CA’s Renewable Portfolio Standards (RPS)
PG&E PowerPathway Program

- Launched by PG&E in Jan 2008, recruits and trains workers for entry-level jobs in the Energy sector

- Prepares individuals for PG&E's pre-employment tests and apply for jobs at PG&E

- Entry Skills: 8th-10th grade level literacy and mathematics skills

- PowerPathway courses are designed for a variety of skill and knowledge levels:
  - Bridge Course - Introduction to energy industry jobs
  - Endorsed Program - 1 or 2 years long formal training
  - Capstone Course - for students who have completed a prerequisite AA or certificate.
PowerPathway Program Outcomes

- Out of 78 students, 56 progressed to qualify on PG&E's pre-employment test - Physical Test Battery (PTB):
  - Laney 55% of the class qualified for the PTB
  - San Mateo 73% of the class qualified
  - Fresno 100% of the class qualified

- 43 received job offers from $19/hour to $29/hour
Promising Infrastructure Workforce Training Programs

- Partnership-driven structure
- Focus on under-served youth and adults, and dislocated workers
- *On ramps* to new opportunities in infrastructure sector- Lower barrier to entry- High School diploma or GED
- Contextualized learning techniques for improving outcomes
- Focus on basic-skills and support services
- Prepare students for industry certification
Key Considerations for Policy and System Change

A policy reform agenda to build capacity of CC workforce programs to create pathways out of poverty needs to account for:

- **Student Success Factors and Challenges of Aligning and Sustaining Equity Based System Reform**

- **Program Success Factors and Challenges of Aligning and Sustaining System Support for Effective Workforce Training**

- **The Opportunities and Challenges for Advancing and Equity and Success Reform Agenda in Current Landscape**
Program Success Factors

- **Adequate and Sustainable Funding**
  - High cost of specialized equipment
  - Range of academic and career counseling not covered by state funding
  - Costs incurred to create regional partnerships

- **Recruiting Trained and Qualified Faculty**

- **Curriculum and Up-to-Date Knowledge**

- **Recruitment, Screening, Selection, and Ongoing Support**

- **Sustaining Demand-Driven Models of Workforce Programs**

- **Opportunity Costs & Leadership Demands of Coordinating Effective Regional Partnerships**
Opportunities and Challenges in the Current Landscape

- A strategy to prepare students for career pathways in infrastructure cannot succeed independent of the broader improvement of the community college system.

- Consensus at federal, state, and local level on the ingredients for success in working with under-prepared Californians—and the urgency of moment.

- Workforce preparation needs significant and distinct part of overall efforts to enhance student success across the state's K-16 educational pipeline.

- State leadership is URGENTLY NEEDED to protect and expand best of existing programs and system supports that are threatened by State budget crisis and imminent end of ARRA funding.
Opportunities & Challenges in Current Landscape

- On-Going Budget Cuts
- CCC’s Student Success Taskforce
- California Competes Council & Policy Pushes in CA
- American Jobs Act Debate in Congress
- Congressional Debate on Reauthorization of Workforce Investment Act
- CA Assembly Select Committee on Status of Boys & Men of Color