



# Career Pathways in Oakland and the region

Presentation to:  
City of Oakland,  
Life Enrichment Committee

March 24, 2015



# Presenters

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**Career Pathway** programs provide students with a sequenced pathway of integrated academic and career-based education -- including work-based learning opportunities -- aligned with current or emerging regional economic needs.

**Career Pathway** programs lead students to a postsecondary degree and/or certification in a high-skill, high-wage, and high-growth field.



# Core assumptions

- **Students in career pathways programs are more likely to succeed in college and career.**
- **Integrated academic and technical learning best prepares students for the future.**
- **Work-based learning can engage students – and deepen learning.**



# Career Pathways are an educational reform initiative aligned with:

- **Linked Learning (Measure N)**
- **Common Core**
- **AB86 Adult Education reform**
- **Student Success Act of 2012**
- **Doing What Matters for Jobs & the Economy**





# Career Pathways Trust (CPT)

**East Bay region won a \$15 million grant to  
build & strengthen career pathway  
programs (2014-18)**



# CPT Education Partners

## K-12 Districts

- Alameda Unified School District
- Albany Unified School District
- Berkeley Unified School District
- Castro Valley Unified School District
- Emery Unified School District
- Hayward Unified School District
- Oakland Unified School District
- Piedmont Unified School District
- San Leandro Unified School District
- San Lorenzo Unified School District
- West Contra Costa Unified School District
- Alameda County Office of Education

## Community Colleges

- Berkeley City College
- Chabot College
- College of Alameda
- Contra Costa College
- Laney College
- Merritt College
- Cal State East Bay and UC Berkeley as unfunded post-secondary partners





# CPT Industry Partners

- Aaron Luk, Pixar Animation Studios
- Andrew Klein, Sledgehammer Games
- Andrew Schlüssel, Educator and Animation/Visual Effects Artist
- Apruva Shah, Whamix Inc./Prana Studios
- Autodesk
- Bay Ship and Yacht
- Bayer Health Care
- Bio-Rad Laboratories Biotechnology Explorer Program
- Brian Paik, Industrial Light & Magic
- California Tooling and Machining Apprenticeship Association (CTMAA)
- Children's Hospital and Research Center
- Clark Construction Group
- Doctors Medical Center
- East Bay Municipal Utility (EBMUD)
- Emma Kumakura, Electronic Arts
- Hospital Council of Northern and Central California
- Inlifesize Ltd.
- Insight Digital
- Jonathan Ramos, Tippett Studios
- Juniper Networks
- Lawrence Livermore National Laboratory
- Maxon Computers, Inc.
- Michelle Meeker, Independent Animator
- Nick Woo, Tippett Studios
- Paul Edmondson, Pixar Animation Studios
- Tom Miller, Pixar Animation Studios
- Turner Construction
- UC Berkeley Art Museum
- Valerie Mih, Animator/Assistant Professor at University of Hawaii at Manoa
- Verizon Foundation

Entities who submitted a letter of support for the CPT grant application in the spring of 2014. Additional partners have been added since.





# CPT Community Partners

- Advanced Manufacturing Deputy Sector Navigator
- Alameda County Health Pipeline Partnership
- Alameda County Sheriff's Office
- Alameda County Workforce Investment Board
- Alameda Family Services
- Association of Bay Area Governments (ABAG)
- Beats Rhymes and Life, Inc.
- California Labor Federation
- Cal-PASS Plus
- Castro Valley/Eden Area Chamber of Commerce
- Center for Youth Development through Law
- City of Alameda
- City of Berkeley
- City of Oakland Workforce Investment Board
- City of San Leandro
- EarthTeam
- East Bay Asian Youth Center (EBAYC)
- East Bay Economic Development Alliance
- Estria Foundation
- Firefighter Diversity Recruitment Council
- Health Workforce Initiative/Health Workforce Initiative Deputy Sector
- James Irvine Foundation
- Life Sciences/Biotechnology Deputy Sector Navigator
- National Academy Foundation (NAF)
- Native American Health Center Navigator
- Oakland City Attorney, Barbara J. Parker
- Public Health Institute/City of Berkeley Youth Works
- REACH Ashland Youth Center
- Richmond Police Activities League
- Rising Sun Energy Center
- The Crucible
- The Unity Council
- United Way of the Bay Area
- University of California, Berkeley Center for Educational Partnerships
- YMCA of the East Bay
- Youth Speaks

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3 sub-regional “nodes”







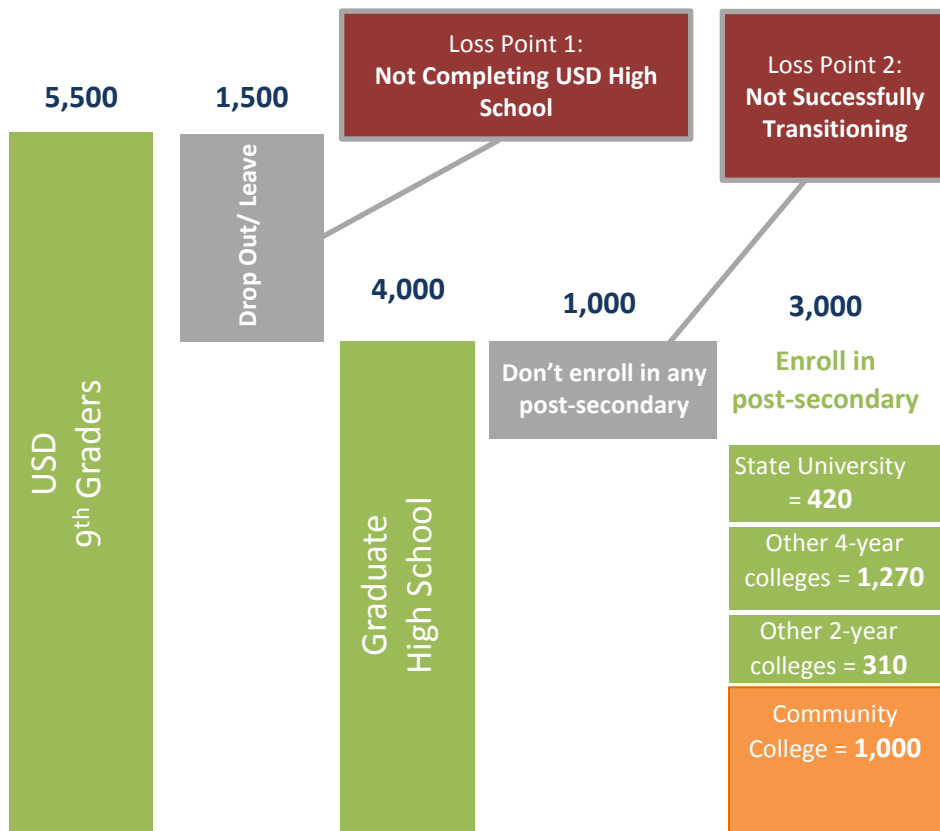
# Goal

Increase the number of students in career pathway programs

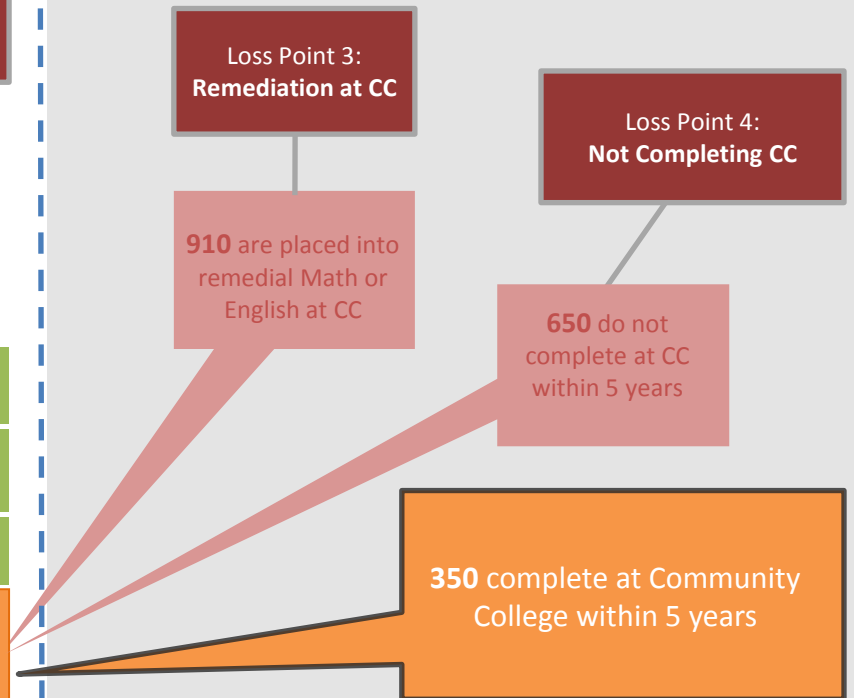


# Persistence challenges

## Bay Area Unified School District

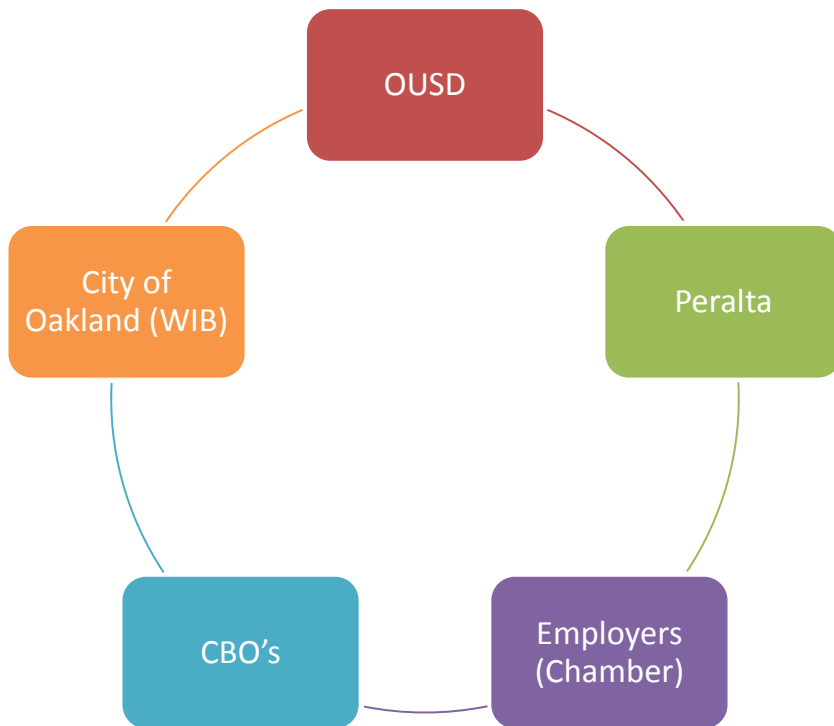


## Students at Local Community College (CC)





# Collaboration to increase student persistence & completion



- Aligning resources
- Supporting students K-14
- Sharing student information
- Creating stackable “badges,” certificates, and degrees
- No dead ends



# GOALS

- Create more opportunities for **EARLY COLLEGE EXPERIENCES** for high school students
- Create clearly articulated **CAREER PATHWAY PROGRAMS** and information
- **REMOVE BARRIERS** to a successful transition from high school to college
- Create **WORK-BASED LEARNING** opportunities



# Create more opportunities for **EARLY COLLEGE EXPERIENCES** for high school students

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- **Early assessment:** visits, counseling, matriculation
- **Dual enrollment:** college courses offered to high school students on their campus or at the college
- **Summer programs** that offer college experience, time on campus, exposure to employers





# Create clearly articulated **CAREER PATHWAY PROGRAMS** and information

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- **Career exploration** activities in elementary and middle school
- High school and college **course sequences with work-based learning embedded**
- **Integrated academic** (especially math and English) courses



# **REMOVE BARRIERS** to a successful transition from high school to college

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- **Improve placement** into college-level math and English by using multiple measures such as GPA's to avoid the remediation trap
- **Share student data** across educational segments and foster ownership of “our students” across the continuum



# Create **WORK-BASED LEARNING** opportunities

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- Offer students a continuum of college and career exploration opportunities
  - project-based learning
  - mentoring
  - job shadowing
  - service learning
  - internships & cooperative (earn & learn) education
- Connect students to **employment opportunities**
- **Engage employers** in a coordinated, regional way



# Year 1 Deliverables

- Define a career pathway program
- Develop baseline numbers of students
- Build infrastructure to collect and monitor student-level information





# Selected Industry Pathways

**Health &  
Biosciences**

**Engineering &  
Advanced  
Manufacturing**

**ICT &  
Digital Media**

**Public Service  
& Law**



# Build Regional Infrastructure

Increase early exposure: build HS-CC “systems”

Align pathways: create sequences

Remove barriers: share student data

Scale WBL: engage industry collaboratively

**Health &  
Biosciences**

**Engineering &  
Advanced  
Manufacturing**

**ICT &  
Digital Media**

**Public Service  
& Law**



# The work of the Consortium

Planning

Building Infrastructure

Serving Students

2014

2015

2016

2017

2018



# Timeline

Build regional networks

Define pathways

Build HS-CC "systems":  
counseling teams, early

Sign data-sharing MOU's;  
engage English & math  
faculty; tools to counsel

Align course and WBL sequences; build summer  
programs

Build platform for coordinating employer engagement

Serving Students

2015

2016

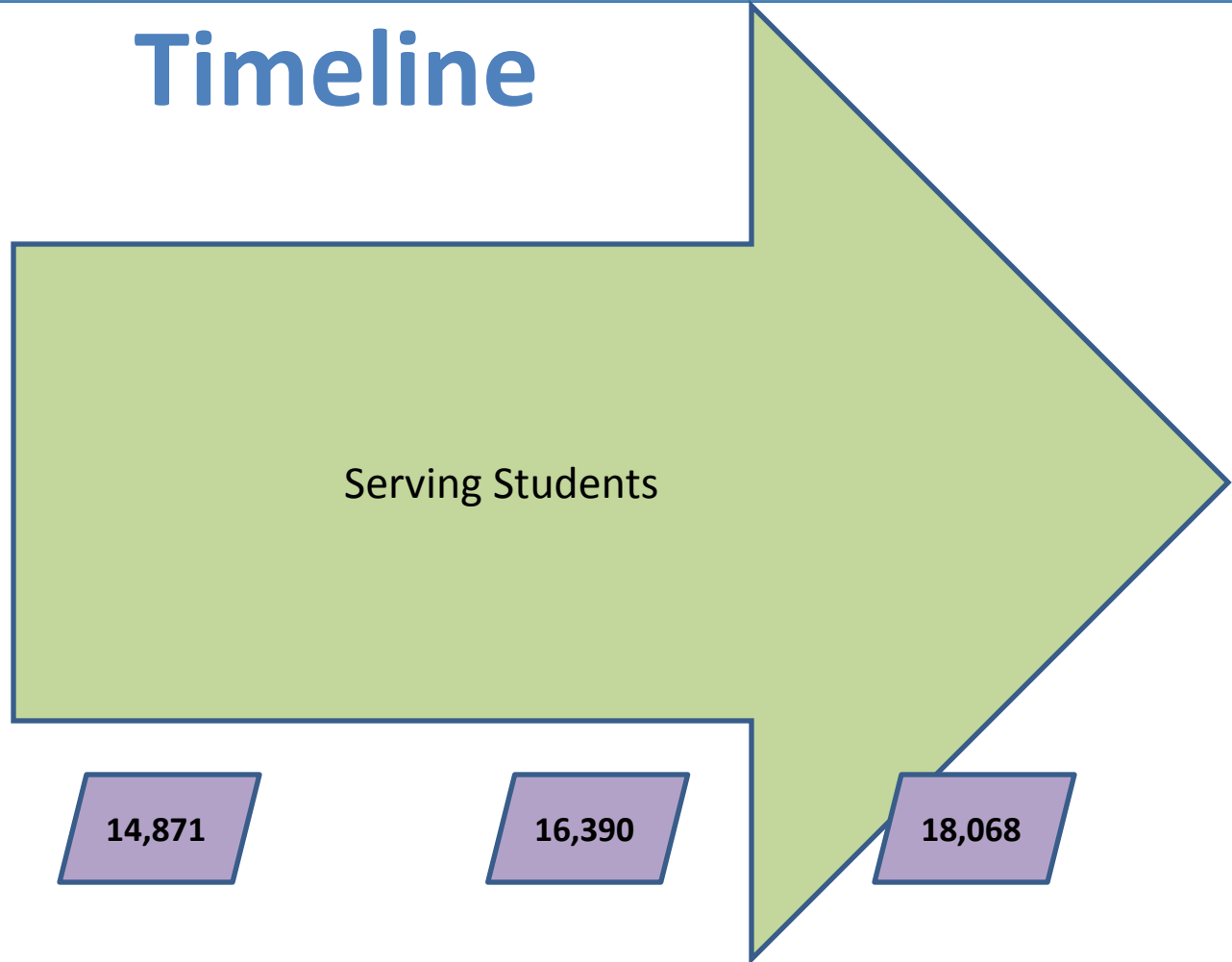
2017

2018





# Timeline



Pathway Students:  
**12,206**

**14,871**

**16,390**

**18,068**

2015                      2016                      2017                      2018



# Outcomes – near term

- **Increase student awareness of college and career options**
- **Expand opportunities for early college experience (HS students gain up to 6 units of college credit before graduation)**
- **Improve accuracy of placement into college courses after matriculation (address remediation epidemic)**
- **HS and CC counselors begin to speak the same language, help students shape education plans together, earlier**
- **HS and CC come to share responsibility for student outcomes along the K-14 pathways, serving “our kids” throughout the continuum of learning**
- **Increase community and employer engagement in serving kids**



# Outcomes – longer-term

- **More student persist to college**
- **More students have seamless transitions to and success in community college**
- **K12 and CC systems share student data to improve learning outcomes**
- **Infrastructure for dual enrollment and improved placement is built and sustained**
- **Industry engagement for work-based learning and employment is robust and scaled**
- **Pathways are clearly communicated for students**
- **Faculty are supported in small learning communities and with professional development opportunities to sustain quality pathway programs**