





# **Pathways to Careers**

Seattle City Council Committee on Economic Resiliency and Regional Relations

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"The United States has been underproducing college-going workers since 1980. Supply has failed to keep pace with growing demand, and as a result, income inequality has grown precipitously."

- The Undereducated American, Georgetown University Center on Education and the Workforce

17% of

9<sup>th</sup> Graders complete high-school, enter college, and complete college on time

Washington's employers (or 28,000 businesses) reported difficulty finding candidates with the needed qualifications

67% of All of the state's jobs (2.3 million jobs) will require some postsecondary training by 2018

**72%** of Entering Seattle Community College District's students require at least one course at the pre-college level

# **Pathways to Careers**

#### Goal:

Creating a world-class system of professional education and training that allows all Seattle's residents access and gain the skills they need to meet labor market needs.

### Will require.....

- Reduction in Time Needed to Get College Ready
- Acceleration of Entry into and Through a Coherent Program of Study
- Integration of Student Supports with Education & Job Goals
- Active Involvement of Industry
- Active Monitoring & Evaluation of Progress and Results
- New Capacity to Share Information & Coordinate Effort Across Education, Government & Industry

### Pathways to Careers

#### **Pathways to Careers**

#### **Completion Reform**

Serving 1,500 Students Over 3 Years and Doubling Completion Rates

Leading to scale of implementation and sustainability of completion rates

•Collaborative-Driven Initiative between the City, Seattle Community College District, workforce intermediaries, philanthropy, and industry...including,

















- •Closing the Skills Gap with a Sector approach to systems reform in high growth occupations of:
  - Business Occupations
  - Manufacturing/industrial skills
  - International Trade/Transportation/Logistics and
  - Healthcare

### Pathways to Careers Initiative



- Cohort & Batched Entry
- Mandatory Orientation
- Common Enrollment/Cutoff Requirements
- Prior Learning Assessments

- Accelerated, Contextualized
   Basic & Remedial Education
- Case Management, Navigation& Intrusive Advising
- Articulated/Stackable Course
   Design

- Work-based Learning
- Curriculum Aligned with Industry Certifications
- Coordinated Employer Engagement
- Student employment tracking

### Manufacturing/Industrial Skills: Best Practice

# The SODO Inc. Project: Connecting Youth to the Trades



Ryan, 24, used his SODO Inc. training and internship to gain a full-time job at Washington Chain—and a career for life.

A partnership between the WDC, King County, South Seattle Community College and employers

#### **Learning and Earning on Campus**

- Program began with 3 weeks of classroom learning at South Seattle Community College
- Students learned about apprenticeships, improve their math and learn skills such as tool use, safety and basic work habits and attitudes

#### **Paid Internships at Local Companies**

- Each student was connected with a local company for a 3- to 4-week paid internship
- More than 30 employers participated

Winner of a 2011 Governor's Best Practice Award

### Pathways to Careers - Industrial Pathway

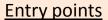
College Entry

Full-Time First

Quarter

(360 hours)

Connection to Career, Internship or Industrial Pgm.



- Pre Apprenticeship
- Pathnet
- King County Youth Training
- Running Start
- 12<sup>th</sup> grade launch
- 13<sup>th</sup> year scholarship
- Integration with High School Career and Technical Education

#### **Industry Certifications**

- First Aid/CPR
- OSHA 30
- Forklift
- Flagging, etc.
- Industry recognized cert.

#### Job Exposure

- Industrial Process, LEAN
- Composites, Welding, Electronics, Machining
- Industry tours

#### **Job Readiness**

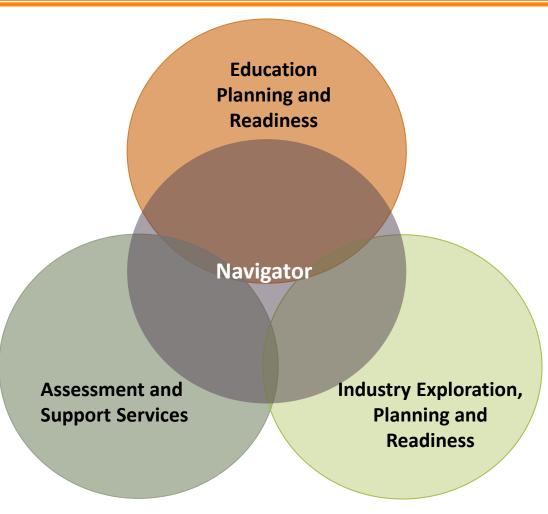
- Portfolio/Resume development
- Interview skills

#### **Next Steps to Completion**

- Internship
- Job Referral
- Marine (SCCC)
- Welding (SSCC)
- HVAC (NSCC)
- CAD (SSCC)
- Composites (SSCC)
- Apprenticeship



# **Student Supports - Components**



# **Student Supports: Navigation**

#### Developing career and education plans Assessment Exploration Inform Information • Preparing participants for the college experience Access Expectations **Prepare** Core competencies Providing ongoing navigation and support for persistence Allies Support Resources Shifting to ongoing coaching Continued career planning Self-advocacy Complete Strong relationships

# Looking Forward in 2012

### **Next Steps**

- Establishing a *Pathways to Careers* Advisory Group, comprised of business, education, funders, and other stakeholders to provide oversight, sustain action and impact.
- Improving Integration of Community-Based Social Supports into the menu of services available to students to address nonacademic needs and resources.
- Communicating our Initiative and Success. The College District has been selected as an Opportunity Nation project, a national initiative to "Recapture the American Dream" sponsored by Time Magazine and the Ford Foundation.
- Establishing a District-Wide Student Tracking System to monitor student retention, acceleration, progression, credential completion and career attachment for Pathways to Careers students.
- Reaching out to Industry to ensure curriculum relevance and build connections to internships and jobs.











