

STRONG WORKFORCE PROGRAM NEWSLETTER

September 13, 2021 – EDITION 27

DATA & RESEARCH

Chairs: Tina Ngo Bartel, Center of Excellence (COE) Director, Region; and, Alex Berry, Program Manager, San Diego Continuing Education

The Data & Research Committee continues to act as an advisory for regional research projects such as the “sector analysis refresh,” which will assist the Regional Consortium and the San Diego and Imperial Counties Community Colleges with developing sector strategies across the 11 CCCCO sectors. Additionally, the Regional Center of Excellence (COE) is currently working on two regional projects: the Perkins Comprehensive Local Needs Assessment (CLNA) stakeholder engagement and the regional Equity Gap Analysis. The stakeholder engagement project will support local colleges in their efforts for the Perkins CLNA by identifying regional gaps in serving special populations. The equity gap analysis, conducted in partnership with the San Diego Workforce Partnership, will support colleges in understanding where key gaps exist in employment and how those align to regional college offerings.

Committee goals for this year include 1) providing data support for existing regional projects such as marketing, pathway navigation or work-based learning; and 2) acting as an advisory for other workgroups on data issues. Members continue to share and demonstrate strategies on how best to use data to inform inquiry and action around student equity. Additional equity-related tools, resources, and documents are being shared to help inform the development of equity goals for regional projects and workgroups. The long-term goal will be to create a toolkit available to assist in these efforts and to help inform other regional workgroups as they look into setting equity goals.

MARKETING

Chairs: Monica Romero, Associate Dean, Mesa College; and, Molly Ash, Program Manager, Region

In collaboration with the San Diego Regional EDC, the Director of Strategic Partnerships (DoSP), local employers, and the Regional Directors, the [Employers & Industry Partners](#) page on [CareerEd.org](#) is now LIVE! The updated page features success stories from the Advancing San Diego grant, as well as a request for information form that employers can fill out if they are interested in partnering with a community college on a variety of work-based learning opportunities. The DoSP has begun collecting inquiries and following-up with prospective business partners.

The regional team met with Emsi to kick-off work on the Career Education economic impact analysis for the region. The purpose of the analysis is to measure the new economic activity generated as a result of the presence of Career Education programs in SDICCCA colleges. The team is currently collecting points of contact from each institution who will attend an initial informational webinar.

CAREER PATHWAYS

Chairs: Amertah Perman, Dean, Career Education and Workforce Development, San Diego Community College District; Al Love, Senior Director, College and Career Leadership, San Diego County Office of Education; and, Denise Cabanilla, Director, Higher Education and Adult Learning, Imperial County Office of Education; and, Suzanne Sebring, Manager, Career Pathways, Region

The Career Pathways Workgroup closed out the 2020-21 year with a two-part discussion and presentation series on Adult Education with the goal of increasing awareness of early college credit opportunities for adult learners and strengthening K-12, Adult School, and Community College Inter-segmental relationships. Specifically, during our June meeting, we continued the Adult Education conversation with presentations from Southwestern and Cuyamaca colleges to share the community college perspective on course-to-course articulation agreements that connect to local adult education. In addition, attendees were part of a jam board activity regarding opportunities for K-14 career pathway partnerships - leveraging a three-segment pathway (K-12, Adult Ed, and CC) to reach “missing” students who successfully graduated from high school but had no post-secondary plan.

Workgroup members began the 2021-22 year with a look at last year’s accomplishments and approval of 2021-22 priority projects. During the [August meeting](#), the region’s new Career Pathways Manager, Suzanne Sebring, was introduced and all proposed priority projects were approved. Priority projects for 2021-22 include: 1) Continuation of [Program Finder](#) promotion, maintenance, and upgrades, 2) Continuation of Early College Credit efforts including the regional endorsement of early college credit definitions and exploration of regional communities of practice for articulation credit by exam (CTE Transitions) and CCAP; 3) Integration and Partnership with Adult Education, 4) Development and alignment of workgroup equity goals with regional

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equity goals, 5) Actively participating in the expansion of Regional Career Pathways area(s) of work including K-12, MS/HS Engagement, Adult Ed/Noncredit, Credit for Prior Learning, Rising Scholars and Workforce (unemployed and underemployed).

In Spring 2021, the Middle School/High School Engagement workgroup developed and distributed the Career Pathways and K-12 CTE Work-Based Learning (WBL) Needs Assessment. This needs assessment was developed in partnership with the Regional Consortium, the San Diego County Office of Education, the Imperial County Office of Education, and WestEd. The purpose of the survey was to learn more about current WBL activities happening in K-12 classrooms and at school sites, and to identify local needs. The next step is to share the results at the San Diego County Office of Education's CTE Leaders Network on September 1, 2021, which will help expand and improve WBL for K-12 students region wide. Because of the pandemic, the "Options After High School" survey for 11th and 12th graders will be disseminated in Fall 2021. The survey will help the region gauge high school students' understanding of pathways, Career Education and programs offered at the community colleges. On August 27, 2021 the Career Pathways team and K-14 TAP met with outreach staff from 10 community colleges to learn and better understand the college's outreach structure as well as any Career Education program outreach efforts and events that are currently happening. Moving forward, the main objective is to include the college outreach staff, K-12 Strong Workforce Program Pathway Coordinators, and K-12 CTE district leads in the MS/HS Engagement workgroup to offer meaningful, hands-on, career education student experiences at the colleges.

In regard to Adult Education & Noncredit, WestEd presented the results of the CTE Coding/Alignment Project to the Super Region on June 8, 2021. It was determined that integration into Program Finder will be the driver for this work moving forward. A repository was created in Google Sheets for Occupational Training Programs. Districts can contribute toward program development and alignment as well as gap analyses and planning. Viewing access will be widely available but edit access will be limited. Districts were tasked with reviewing the sheets for accuracy and coming up with a workflow on how to maintain this information long-term (i.e. annual updates). Kelly Henwood with San Diego College of Continuing Education is the Super Region chair for FY 21-22. The Adult Education & Noncredit workgroup adjusted its membership for FY 21-22. Beatriz Aguilar from MiraCosta College will replace Suzanne Sebring as the CCC co-chair. Kim Bellaart will continue to represent Adult Education. The workgroup will have a standing agenda item at the monthly Super Region meetings. The goal of the Adult Education Course Mapping project was created to help align adult education CTE courses across the region for the creation of common language, facilitate mobility for students, and ultimately to include Adult Education data into the region's Program Finder tool. Work to integrate Adult Education into the Program Finder tool continues.

PATHWAY NAVIGATION

Chairs: Claudia Estrada-Howell, Supervisor, Transfer Center and Career Guidance Center, Mesa College; Javier Ayala, Dean, Career & Technical Education & Workforce Development, Grossmont College; and, Henry Covarrubias, Dean of Student Services and Special Projects, Imperial Valley College

The Pathway Navigation workgroup is already planning their fall 2021 Community of Practice. The next event is being held on Friday, September 24, 2021 from 9 a.m. - 12 p.m. This event will once again include presentations from colleges on ways they use data to examine and begin to close equity gaps in the areas of orientation, career planning before education planning, and student intake. Additionally, the group has continued discussions for how the work will continue past this December of 2021. Finally, in an effort to continue to support the colleges, the workgroup is in the process of creating a career planning description and guidance sheet that elaborates on the ways colleges could better incorporate career planning for all students particularly those in disproportionately impacted groups. The next workgroup meeting will be held on September 16, 2021 from 10 a.m. - 12 p.m.

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WORK-BASED LEARNING/JOB PLACEMENT

Chairs: Larry McLemore, Dean, Career & Technical Education, Cuyamaca College; and, Kevin McMackin, Director of Strategic Partnerships, Region

On June 14, 2021, in collaboration with the colleges, the Regional Consortium launched the pilot for the Work-based Learning (WBL) Faculty Professional Development with 20 participants. The curriculum is designed to increase awareness and understanding of the WBL continuum, Equity in WBL, the MIS SG21 data points, and how to incorporate more WBL into the classroom. The professional development is offered in an asynchronous format and provides 20 hours of content, with an additional 10 hours available for faculty seeking step increases. The registration deadline for the next course is September 30, 2021 with the course starting on October 1, 2021. Each college has been encouraged to invite up to 10 faculty members to participate.

An ongoing focus of Work-Based Learning/Job Placement (WBL/JP) is providing support to colleges as they develop an infrastructure and processes for delivering services to students at their colleges and tracking those services. All colleges in the region have demonstrated their WBL/JP processes during the workgroup meetings and are now further improving their processes through discussion and exploration in a Community of Practice for WBL/JP Case Managers.

The Regional Consortium has compiled a number of regional resources to develop a [SG21 Framework](#) to support college's development efforts around the MIS data element SG21 and to ensure compliance with SG21.

Regional staff continue to engage other constituents in the region in discussions about technology adoption.

EMPLOYER ENGAGEMENT

Chairs: Tina Ngo Bartel, COE Director, Region; and, Kevin McMackin, Director of Strategic Partnerships, Region

The region continues to collaborate with external partners like the San Diego Regional EDC and the San Diego Workforce Partnership on a number of initiatives to further support students and businesses in the region. One of these projects is [Advancing San Diego](#), which has helped college programs in the area to align to industry standards, support small businesses, and provide internships to students. As a result of the collaboration with Advancing San Diego, 111 community college students have applied for internships (64 software, 11 engineering, 20 business, 16 manufacturing) with 64 of them receiving interviews. Of the students who currently attend a 4-year institution who applied to Advancing San Diego, 99 or more of them identified as community college transfer students.

The Regional Directors are reaching out to employers to validate the labor market information for their sectors in a new round of sector projects. They ask employers to validate the existing occupations and share the knowledge, skills, and abilities needed for the region's high-wage high-demand jobs. As a result of these efforts, [sector profiles and recommendations](#) for Advanced Manufacturing, Health, Business & Entrepreneurship, Cybersecurity, Biotech, and Supply Chain & Logistics have been presented to the Workforce Development Council. Subsequently, the region released a Sector Strategies RFA that allowed colleges to align their programs with up-to-date labor market information. Regional Directors and regional staff continue to engage and support regional colleges to align with the sector recommendations outlined in the RFA's through Sector Investment Communities of Practice (CoP). These CoP's provide colleges with a forum to discuss their sector alignment projects with other regional colleges who are working on similar projects and have been extremely well received.

K-14 PROFESSIONAL DEVELOPMENT

Chairs: Heather Cavazos, Coordinator, Region; and, Monica Rosas, Coordinator, Region

The Professional Development (PD) team collaborated with the Health Regional Director to assist with the a professional development training 3-part series:

- June 4, 2021 - Novice Manager, Leadership Styles
- June 18, 2021 - Communication Methods for High-Functioning Teams in Healthcare

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- June 24, 2021 - Self-Care and Wellness: Recognize and Prevent Burnout - Resiliency

The team used the summer to plan for Fall 2021 and Spring 2022 professional development events and activities. An updated calendar will be posted in September. All materials and recordings for past forums are available on myworkforceconnection.org under [Educator Resources → K14 Professional Development](#).

During the months of June and July 2021, the PD team, in collaboration with Centers of Excellence for Labor Market Research, UC San Diego Extension, and San Diego Workforce Partnership, hosted guided reflections sections for the Faculty Institute add-on training sessions for instructional faculty, counselors and career agents. The add-on trainings were (1) Culturally Relevant Instructional Practice and Leadership to Serve Diverse Adult Learners and (2) Rethinking Labor Market Information (LMI) for the Student Experience. An additional Faculty Institute Culturally Relevant Instructional Practice add-on training will take place during October 2021.

The PD team continues to collaborate with the SWP workgroups to develop fall 2021 activities, including the annual K-14 Regional Counselor Conference on December 1 and 2, 2021. See more details about the [2021 Counselor Conference](#) here.