

Draft: January 8, 2019
WestEd

**San Diego Imperial Counties Community Colleges Association (SDICCCA)
Article Series – Strong Workforce Program**

PARTNERSHIPS ARTICLE OUTLINE v.3

Audience: SDICCCA Presidents, Community College Partners, K–12 Leaders, other community college leaders

Purpose: To showcase through success stories and narratives how the San Diego and Imperial Counties Community Colleges’ ecosystem of partnerships, involving industry, workforce development organizations, and K–12 education, are focused on increasing upward mobility and economic inclusion, especially for low-income individuals, while developing a workforce of middle-skilled workers to fill the region’s employment gaps and address income inequalities.

Topic: San Diego and Imperial Counties Community Colleges are the link to essential partnerships with education and industry sectors in the region, working together to increase student completion with industry valued credentials and to set them on a path of financial security. Such cross-sector partnerships are challenging to establish and sustain, but critical to leading students to and through a college and career pathway, resulting in employment with a living-wage income and social mobility.

Working Title: Better Together: [tbd]

Objectives of Article:

1. To showcase how the ecosystem of partnerships within the San Diego and Imperial Counties Community Colleges involving community colleges, regional employers, workforce development agencies, and SDUSD and IUSD K–12 school districts are interconnected to achieve regional goals:
 - Improve secondary and postsecondary student outcomes.
 - Prepare low-income students with employable skills and knowledge for living-wage jobs and financial security.
 - Align career education programs aligned to industry needs in the region.
2. To describe the different types of cross-sector partnerships that SDIC community colleges are developing/have established supporting career education, what they look like, and incentives for partnering
 - a. Spotlight on each type of partnership
3. To share lessons learned in SDIC and challenges to starting and sustaining partnerships

DRAFT Outline – SDIC Ecosystem of Partnerships

- I. **Hook**

- II. **Why partnerships?**
 - A. Benefits of partnerships
 - B. Motivating drivers for partnering
 - 1. Incentive funding and metrics
 - a. Student Success Funding Formula (shifts the community college focus from enrollment to completion goals)
 - b. SWP
 - 2. State initiatives that require partnerships (K12 SWP)
 - 3. Collaboration across sectors improves outcomes for all stakeholders (i.e., improves transitions for students from secondary to postsecondary education, prepares students for living-wage jobs, provides skilled, employable adults for jobs that the region needs)
 - a. Supports achievement of educational outcomes for institutions
 - b. Supports economic growth for region and state

- III. **SDIC community colleges ecosystem of partnerships**
 - A. Frame **the ecosystem** and describe the different sector partnerships within it
 - 1. K12 districts
 - 2. Industries and employers
 - 3. Workforce boards and agencies
 - B. How partnerships enable work/efforts that can't be done alone – “Better Together”

 - C. **Bridging two education systems**—K12 and community colleges — what the partnership looks like and benefits
 - 1. Necessitates communication between two organizations and cultures
 - 2. Provides a student pathway to college and career via the Roadway that begins in K-12, transitions to postsecondary education, and guides students through community college
 - 3. Aligns K-14 CTE curricula and programs
 - 4. Enables sharing of institutional resources
 - 5. Leverages dual and concurrent enrollment courses to increase transition from secondary to postsecondary education
 - 6. Increases communication about CTE options in CC to secondary students
 - a. Counselors’ conference for high school counselors
 - 7. Creates opportunities for change within each system

 - D. **Connecting with industries and employers**—what the partnerships look like and benefits

1. Cost-saving benefits: CCs benefit from access to work-place resources and equipment, and employers benefit from hiring qualified, confident employees who require less training.
2. Access to industry experts, resources, and equipment
3. Up-to-date industry information to inform curriculum
4. Internships and work-based learning
5. Potential employers
6. In return, industries and employers hire better prepared employees

E. Economic development agencies

1. Mutually beneficial benefits: Workforce agencies have access to students to support, and CCs's students have access to internships
2. San Diego Regional Economic Development Corporation
 - a. Advancing Cities Challenge/ Advancing San Diego
3. South County EDC
 - a. Supporting Southwestern CC, initial launch of faculty summit, followed by a series within different sectors
 - b. EDC brings internships and college brings students
4. Biocom's *Biocom Institute* offers workforce development programs

IV. Lessons Learned and challenges to starting and sustaining partnerships

[Other challenges will arise from interviews.]

- A. Establishing clear communication between two or more organizations or systems that operate differently (e.g., K12 and CC, education and industry)
- B. Change is hard. What are you giving up?
- C. Giving the partnership time to develop and grow
- D. Building capacity so that the partnership isn't dependent on a 1:1 relationship
- E. After the funding is gone, how do partnerships continue?

V. Conclusion - TBD

Development Timeline of SDICCCA Article 2 (DRAFT)

Topic: SDIC Partnerships

Development /Delivery date	Task / Deliverable
January 22	Finalize outline v. 3
February 1- 20	Schedule and conduct interviews with partnership stakeholders
February 28	Develop one-page summary for March 2 nd Presidents' meeting
March 31	Draft article and solicit feedback
April 25	Finalize draft
May 15	Begin editing process
May 29	Present final article