

# Recommendations for Community Colleges to Support Development of High Quality K14 Career Pathways

Community colleges play an essential role in supporting high quality K14 career pathways in the region. Career Education teams are needed to strengthen High School and Adult Education (HS/AE) to Community College (CC) Transitions, Data Engagement, and K12/AE/CC Partnership Program Development. Community College engagement will increase student success including transitioning to college and career, as well as educational outcomes across segments.

The following recommendations are proposed for Regional Strong Workforce K14 Career Pathways Workgroup endorsement. These recommendations were informed by workgroup participants, fall 2022 workgroup activities, state and national resources, and practitioners. Each of the following recommendations will help strengthen K14 college and career pathways.

## Establish a Leadership, Commitment, and Collaboration Infrastructure

Illustrate your commitment to increasing K12/AE to college transitions by designating a lead or leads within your College and establishing a K12/AE/CC team to meet regularly, including both instructional and student services representatives. Ensure this group provides progress updates to senior leadership.

1. Designate a K12 partnership/High School to College Transitions lead(s)
2. Get to know your K12 and AE CTE pathways by school site
3. Collaborate with your assigned K12 Pathways Coordinator
4. Establish regular meetings with your K12 feeder schools/districts - develop a team to meet regularly.
5. Establish collaborative goals with your K12 partners for increasing transitions to college.
  - a. Consider setting goals and measurable outcomes for:
    - i. Increasing awareness and engagement
    - ii. Equitably expanding all forms of early college credit opportunities (access and outcomes)
    - iii. Increasing FAFSA Completions and Promise Program applications
    - iv. Developing new collaborative programs to increase college and career readiness
  - b. Consider what data is needed to inform goal setting, continuous improvement, and reflection
6. Engage representatives from K12 and AE in pathway planning conversations
7. Integrate representatives from K12 and AE into existing planning meetings committees
8. Leverage funding to support collaborative efforts (Perkins, SWP, etc.)

## Use Data

1. Collaborate with K12/AE partners to develop a schedule and routine for sharing/collecting HS/AE student contact information for approved, targeted outreach efforts
2. Develop a dashboard showing HS to CC/AE enrollment (similar to the [UC dashboard](#))
3. Focus on K12/AE sites with [low college-going rates](#), equity gaps such as race and gender
4. Create a process for sharing all early college credit access and outcomes data with K12/AE partners
  - a. examine articulation credit by exam data at the course level to identify courses with low pass rates
  - b. examine outcomes by student demographics across all forms of ECC with K12/AE partners

## Support Transitions to Community Colleges

1. Develop and maintain robust early college credit opportunities – ensure offerings are responsive to student interests and needs and processes are clear, streamlined, and consistent
  - a. Meet regularly with your high school partners to review processes and make continuous improvements to expanding and improving equitable access and outcomes for all students across all forms of early college credit
  - b. Equitably expand early college credit opportunities based on student interests and needs
  - c. Collaboratively establish and document student support systems for early college credit
2. Collaborate with K12 partners on strategic pathway completion planning
  - a. Consider opportunities to leverage multiple forms of early college credit to support degree and/or certificate completion by high school graduation.
3. Develop, strengthen, and/or expand middle college programs
4. Build summer bridge and/or other summer transitional programming
  - a. Collaborate with your K12 partners on addressing summer melt and summer transitions needs
5. Invite K12 and adult ed partners to Industry Advisory Council/Boards meetings
  - a. Collaborate with your K12/AE partners on employer engagement and workforce pipeline needs
6. Review the [Equity Gaps](#) report with your K12 partners – develop equity focused pathway pipeline goals
  - a. Incorporate intentional outreach and transition support
7. Collaborate with your K12 partners on work-based learning opportunities for high school students

## Build Intentional Outreach to Support Transitions

1. Establish routine middle-school, high school, and adult education engagement and outreach activities
  - a. Collaborate with your K12/AE partners on student and K12 partners on parent engagement
  - b. Hold regular Outreach and Engagement planning meetings with your K12/AE partners
2. Integrate the following elements into all high school and middle school outreach activities
  - a. Early college credit opportunities
  - b. Promise Program
  - c. Career Services available at the college
  - d. Career pathways
  - e. Wrap around services available at the colleges – including basic needs services
3. Collaborate with your K12/AE partners to plan campus tours and events
  - a. Invite HS/AE students to campus to explore career pathways
4. Develop a Comprehensive Early Admissions process. Include a jumpstart workshop, virtual and in-person follow-up, and K12/AE/NC site visits
5. Develop routine engagement activities that increase FAFSA completions for all seniors and Promise Program applications for all seniors/first time college students
6. Develop process to identify K12 students who will not be graduating on time to develop plans for transition to adult education
7. Develop workshops for students (financial aid, dreamers support, pre-enrollment workshops, counseling support, career exploration, Promise program) on high school campuses

## What are the Elements of a High-Quality Career Pathway?

The [CA Department of Education](#) defines a career pathway as: A program of study that involves a multiyear sequence of courses that integrates core academic knowledge with technical and occupational knowledge to provide students with a pathway to postsecondary education and careers. The 12 Essential Elements of a High-Quality College and Career Pathway are:

1. **Student-Centered Delivery of Services** – includes removal of institutional or systemic barriers and commitment to providing engaging learning experiences
2. **Student Equity** – including a focus on gaps for special populations and disproportionate impact
3. **Access** – includes expanding opportunities for all students as well as ensuring pathways lead to demonstrable careers for students
4. **Leadership at all Levels** – include commitments from multiple roles, leadership levels, and partners
5. **High-Quality, Integrated Curriculum and Instruction** – including Work-Based Learning (WBL), industry standards, real-world engagement, and early college credit opportunities (Dual Enrollment, Concurrent Enrollment, and Articulation Credit by Exam)
6. **Skilled Instruction and Educational Leadership** – includes professional development and training opportunities for faculty and staff
7. **Career Exploration and Student Supports** – including career guidance and services, comprehensive counseling, and student wrap around services
8. **Use of Data and Continuous Improvement** – includes a focus on student and employer needs along with a commitment to make data-informed decisions
9. **Cross System Alignment** – includes strategic, intentional, and ongoing analysis of student data, sector-based needs, and use of evidence-based practices to optimize pathway success and upward mobility for students
10. **Intentional Recruitment and Marketing** (promotion, outreach, and communication) – includes stakeholder engagement and customized, audience specific messaging
11. **Sustained investments and funding through mutual agreements** – includes regional alliances (Adult Ed, Post-secondary, workforce, etc.) and industry partnerships with a focus on current and/or emerging high-skill, high-wage, and/or high-demand occupations.
12. **Strong Partnerships with Industry** – includes engagement with employers/industry to inform WBL activities, curriculum, and instruction