

PATHWAY MAPPING FROM ADULT EDUCATION TO THE WORKFORCE

1.22.18
12:50-1:40 SESSION C
ROOM: HIRO



CLP | Career
Ladders
Project

INTRODUCTIONS

- Judy Harwood – Director of Mendocino Lake Adult and Career Education (MLACE)
- Katherine Bergman – Director, Career Ladders Project
- Peter Simon – Senior Consultant, Career Ladders Project

In Spirit:

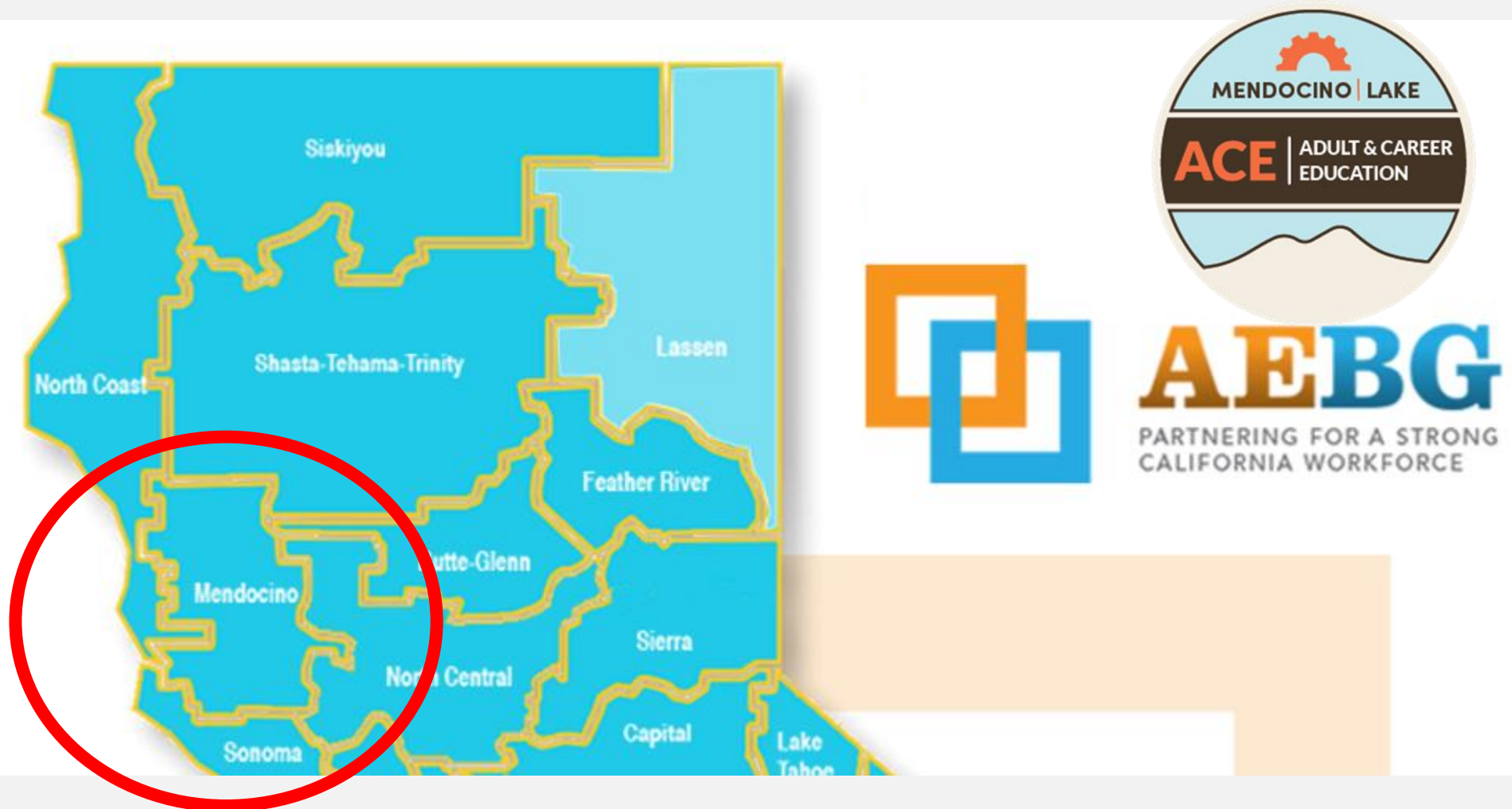
- Robert Curtis – Director, District and Regional Support, ConnectEd
- CLP Mapping and Media team

AGENDA

- ML ACE - Background
- ML ACE Goal for Pathways Mapping
- CLP and Pathway Mapping
- Curriculum to Career Summit
 - What we did
 - Where we are now
 - Takeaways
- Questions

ML ACE BACKGROUND

MENDOCINO LAKE ACE REGION



MENDOCINO LAKE ACE VOTING MEMBERS



**Mendocino Community
College**

**Kelseyville
USD**

**Mendocino
COE**

Ft. Bragg USD

**Lake
COE**

**Ukiah
USD**



Willits USD

**Anderson Valley
USD**

**Round Valley
USD**

ML ACE MISSION



“...collaborating and sharing resources across historical and institutional boundaries to provide adults in our region equitable, seamless and integrated educational and career pathways and services with multiple opportunities for successful entry and exit.”

What are the Demographics of the Region?



How Much Funding Is Available to Support Adult Education?



COMMUNITY PARTNERS - SAME CLIENTS, SAME GOALS, DIFFERENT PARTS OF THE PATHWAY



Workforce Dev.
Entry



Community
College Level



18+ Basic ed. or
short term cert
entry



K-12 Entry

Outcomes:

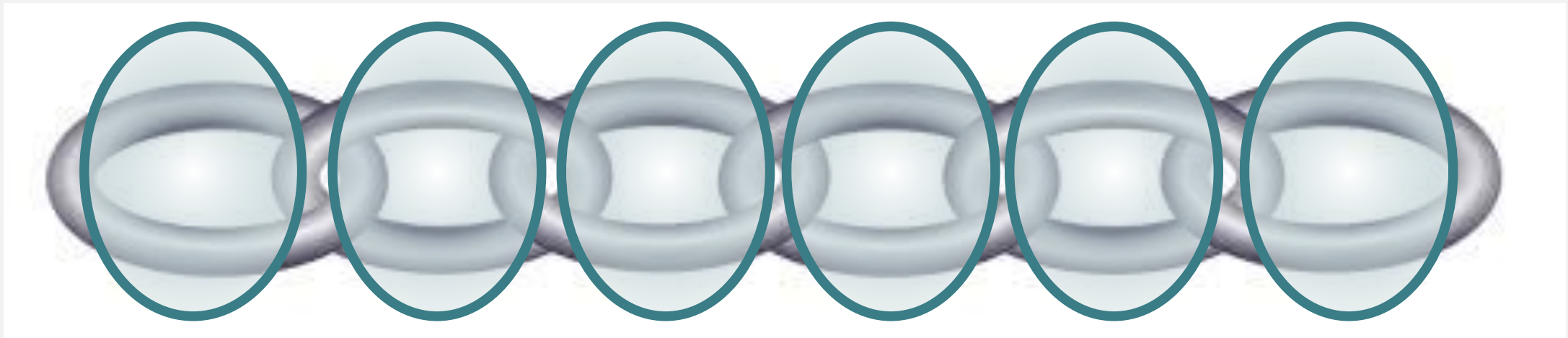
- Increased Literacy
- High School Diploma / GED
- Transfer to post-secondary
- Transfer to 4-year
- Certificate that leads to job
- Increased wages

Career Pathways Trust Grant

WHY PATHWAYS MAPPING? WE ARE ALL PART OF AN INTEGRATED SYSTEM

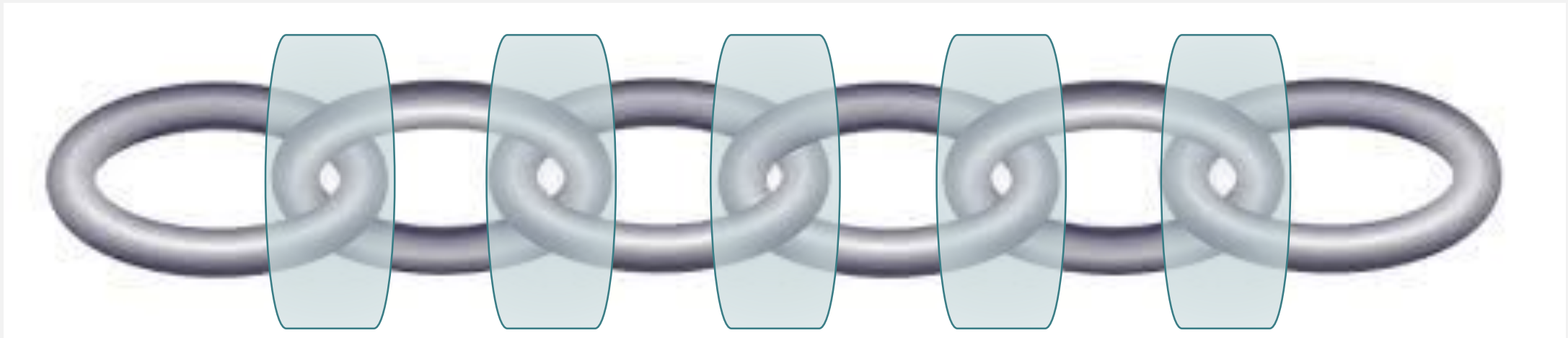


WHY PATHWAYS MAPPING? WE ARE ALL PART OF AN INTEGRATED SYSTEM



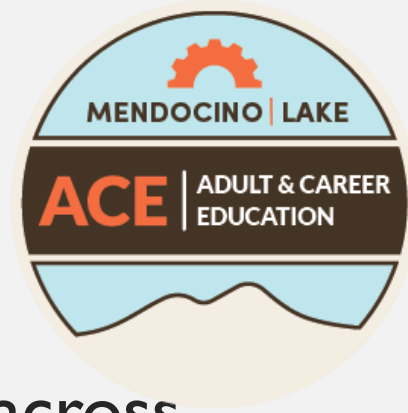
OUR INDIVIDUAL AGENCY WORK

WHY PATHWAYS MAPPING? WE ARE ALL PART OF AN INTEGRATED SYSTEM



OUR SHARED WORK

ML ACE GOAL OF MAPPING



- Develop a shared understanding of what assets/ programs exist across our partner organizations by creating pathway maps
- Determine aspirations for future program development:
 - Curriculum alignment across & within educational agencies
 - New training programs or courses based on gaps
 - Support service needs for specific populations
- Create an action plan for moving forward
- **HOPEFULLY-** create connected faculty, staff and service provider groups or communities of practice that can implement these action plans.

CLP AND PATHWAY MAPPING

The presentation includes two main charts:

Next Steps

Additional College Certificate/Diploma

36 units / 120 hours

1. Auto Tech (evening)

2. Construction

3. Renewal Services

CONSTRUCTION AND TRADES

Associated Occupational Cluster & Occupations	Typical Entry Level Education	Openings (New & Replacement)	Annual Openings	Median Hourly Earnings
Construction and Extraction Total	Unduplicated	77	26	\$19
Construction and Related Workers, All Other	HS diploma or equivalent	2	1	\$18.09
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Postsecondary nondegree award	9	3	\$18.98
Solar Photovoltaic Installers	HS diploma or equivalent	1	0	
Carpenters	HS diploma or equivalent	27	9	
First-Line Supervisors of Construction Trades and Extraction Workers	HS diploma or equivalent	7	2	
Electrical and Electronics Associate				
Installation Maintenance and Repair Total	Unduplicated			
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Postsecondary nondegree award			
Automotive Service Technicians and Mechanics	HS diploma or equivalent	33		
Electronic Equipment Installers and Repairers, Motor Vehicles	Postsecondary nondegree award	0		

CLP Career Ladders Project

OUR WORK

The Career Ladders Project (CLP) aims to improve educational and career outcomes for Californians. We foster these opportunities through research, policy reforms and strategic assistance to community colleges—and their K16 education, workforce and community partners.

NEWS

**Big Ideas in Workforce Innovation:
Catalyze Change, Accelerate Impact**

California's economy
struggle to meet
labor they need
mobility, but "the
fabric of our
economy is
non-profit and
been inherent
and innovative. It

The federal Workforce
individual and region
and improvement of
than in the past, tools
and innovation have

**Big Ideas for Workforce Innovation:
Alignment for Economic Mobility****Big Ideas in Workforce Innovation: A Three Part Series**

August 2017

The California Workforce Development Board (State Board) has released a three part series, Big Ideas in Workforce Innovation. The Career Ladders Project documented emerging lesson...

ategic Plan under the
states a vision to align
to align and integrate
resources and facilitate

ordination of services.
encourages regional
partners to embrace the common goal of economic mobility for Californians
through a deliberate and systemic integration of activities, structures, and

[Read More News](#)

Stay updated with CLP, sign up for our newsletter here.

OUR STORIES

**Skyline High School's Computer Academy visits
Berkeley City College**

May, 2015

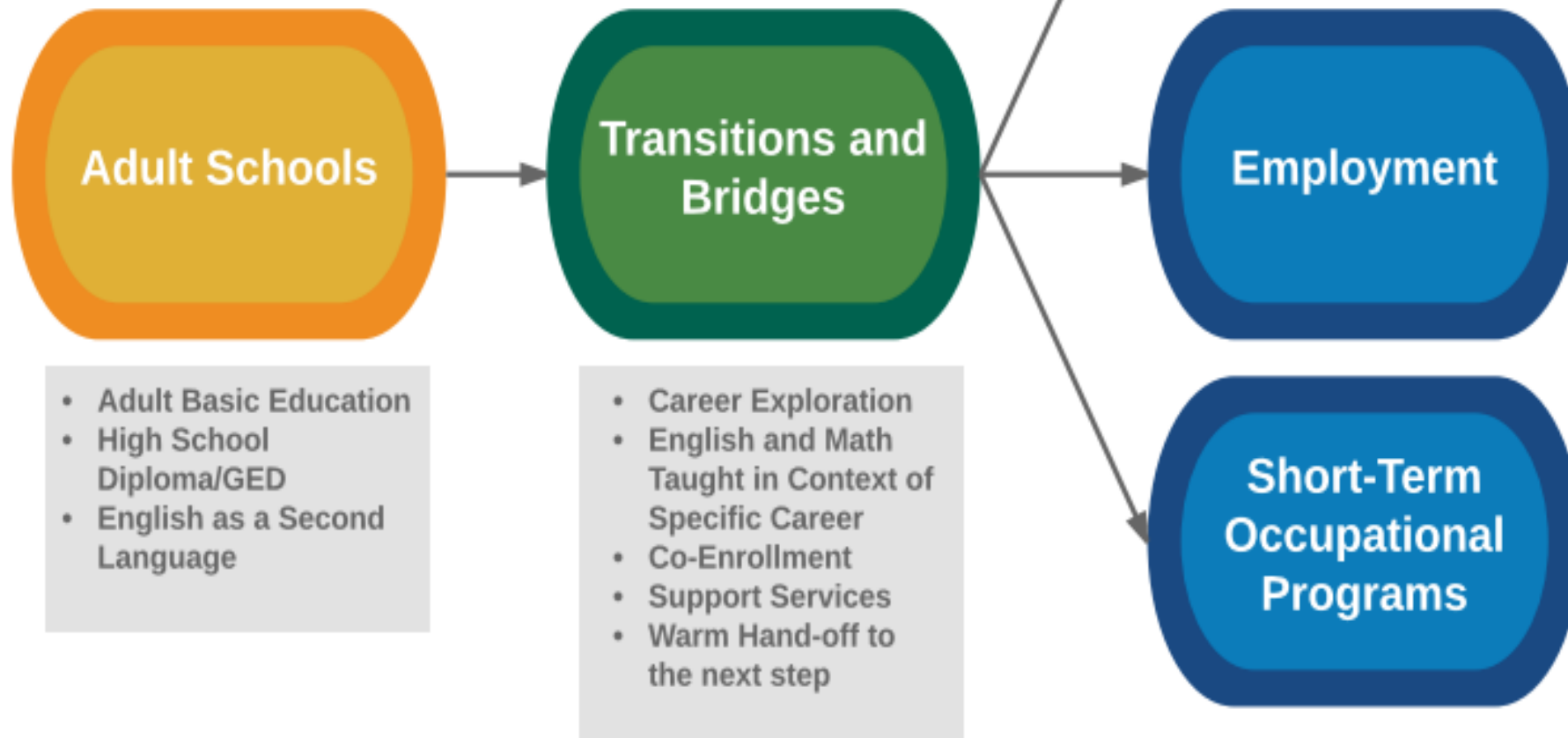
VIDEOS

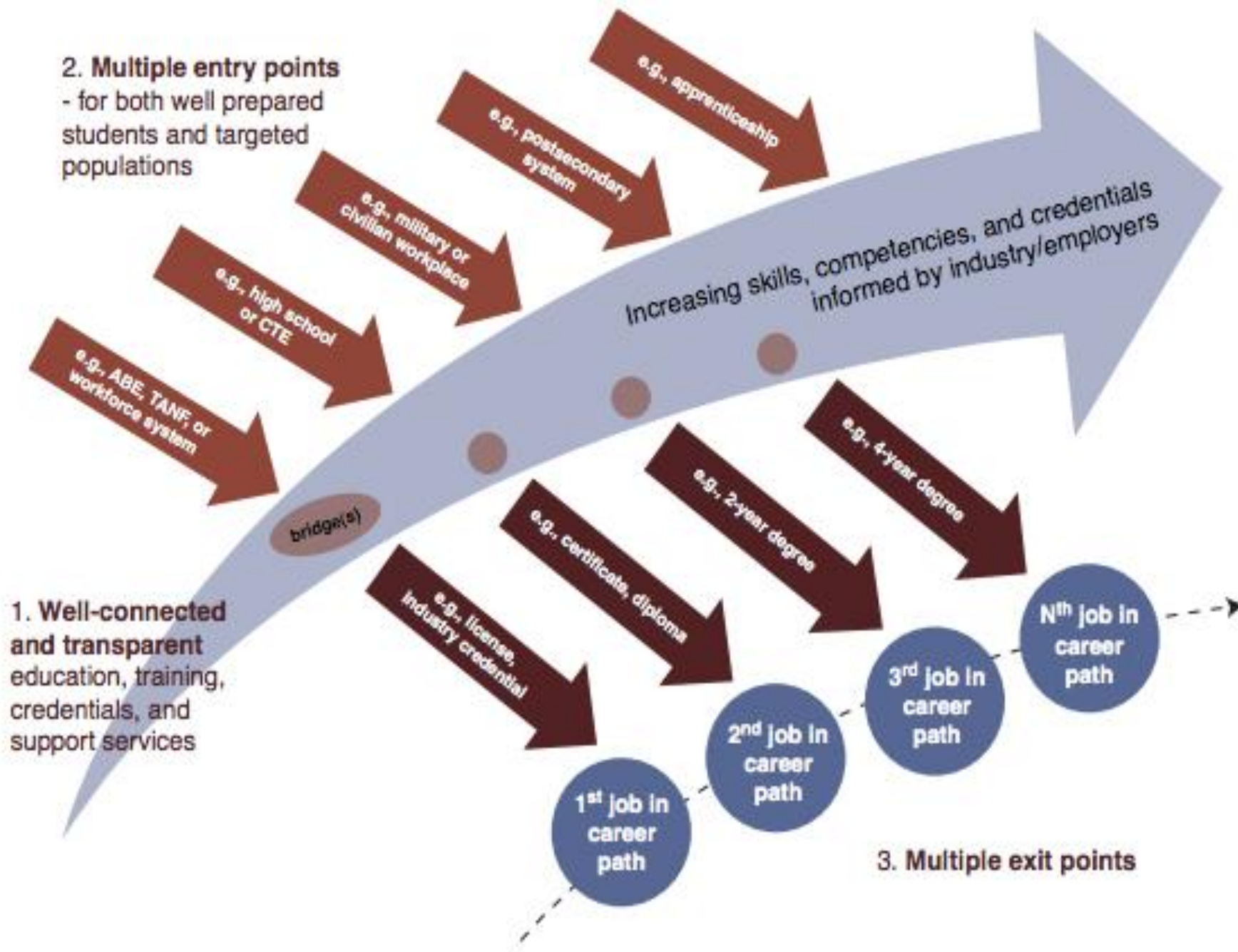


Videos can capture student voice and perspective, and serve as professional development tools. CLP utilizes video to document and disseminate information about innovative programs and effective practices.

Career Ladders Project
fosters educational and career
advancement through
**research, policy initiatives
and direct assistance** to
community colleges and their
partners.

Goal = Seamless Transition to College, Training, or Employment



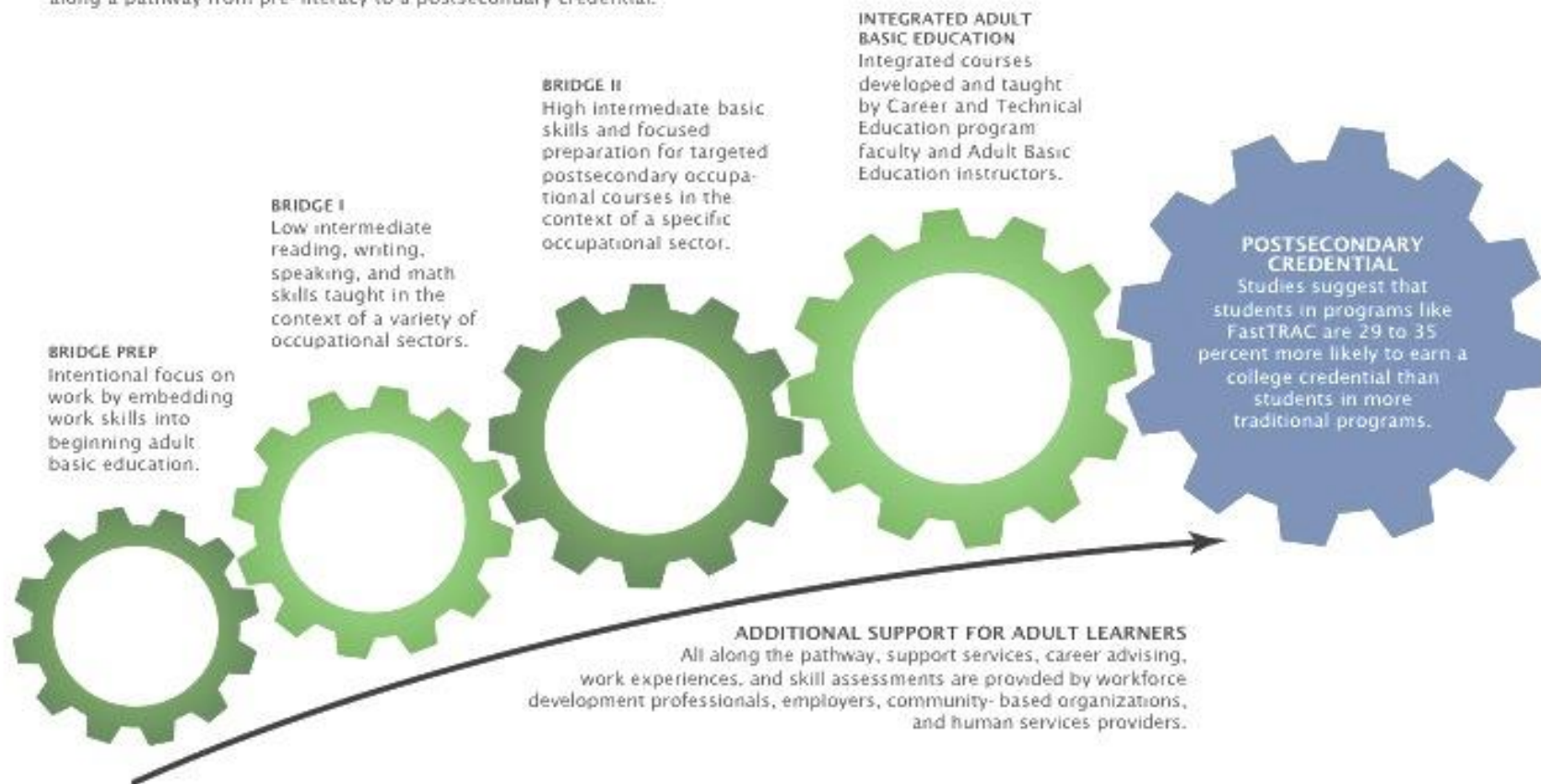


MINNESOTA fastTRAC

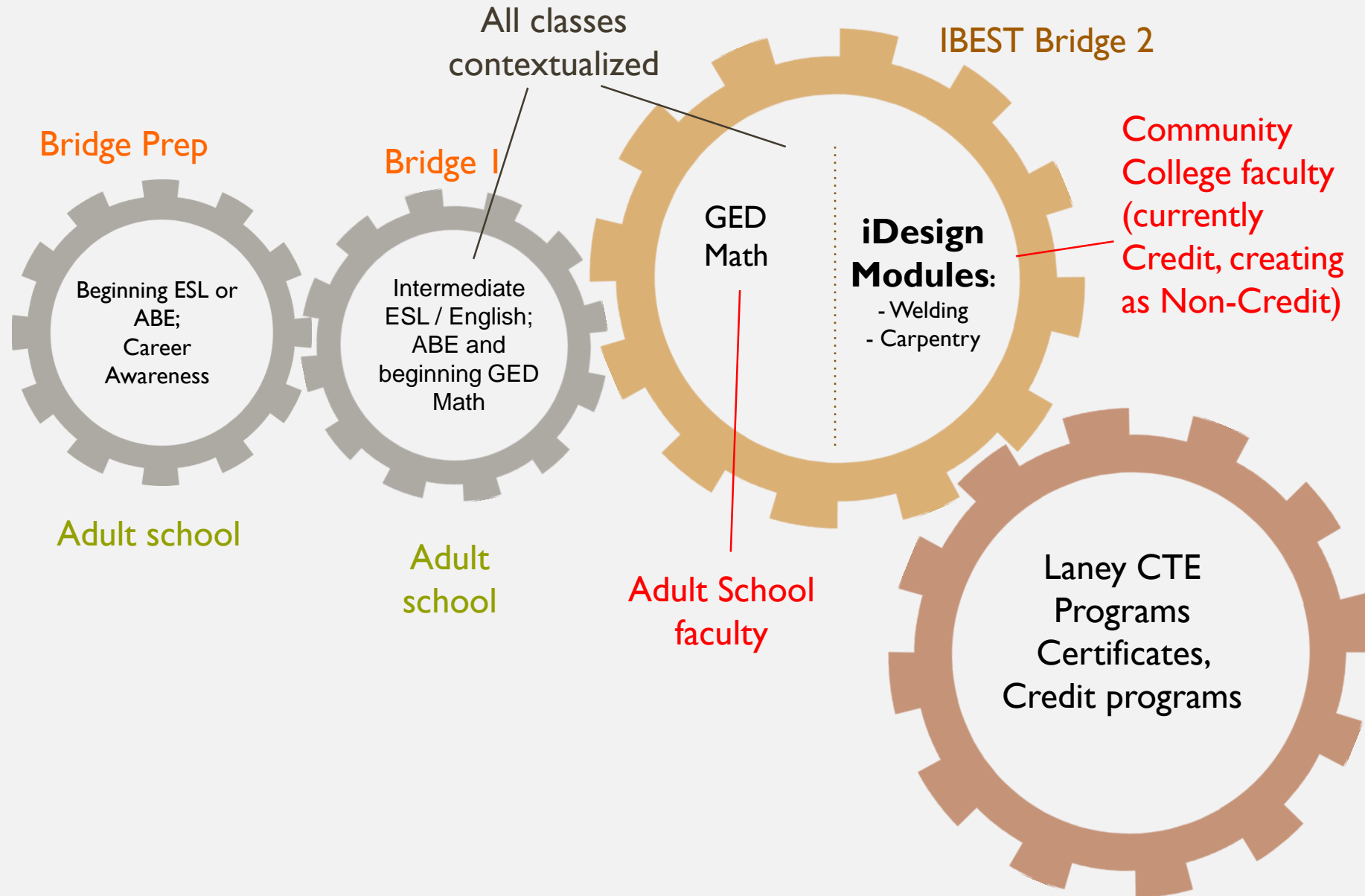
TRAINING, RESOURCES AND CREDENTIALING | ADULT CAREER PATHWAYS

A Career Pathway for Minnesota

FastTRAC (Training, Resources, Credentialing) helps educationally underprepared adults achieve success in high-demand careers that pay family sustaining wages by integrating basic skills and career and technical education along a pathway from pre-literacy to a postsecondary credential.



Introduction to the Skilled Trades



GATEWAY TO HEALTH CAREERS

SIGN UP FOR
CLASS TODAY!

OFFERED IN TWO LOCATIONS

Stockton School For Adults
1525 Pacific Avenue, Stockton, CA 95204
(209) 933-7455



Monday thru Friday
June 5th – June 30th, 2017
8:00 am – 11:15 am

For more information:
Ken Churchill - (209) 933-7455
kchurchill@stocktonusd.net

Lodi Adult School
542 Pine Street, Lodi, CA 95240
(209) 331-7605



Tuesday & Thursday
June 6th - July 20th, 2017
8:00 am - 11:00 am

For more information:
Lupe Guerrero - (209) 331-7605
gguerrero@lodiUSD.net

WHAT THIS COURSE WILL DO FOR YOU!

- Learn about vocabulary used in health careers
- Explore careers in the health industry
- Enhance communication and language skills
- Receive a certification in CPR and First Aid



SOUTH BAY CONSORTIUM - TORRANCE

Bridge 1

Title: _____

Class 1: _____

Class 2: _____

Class 3: _____

Class 4: _____

Class 5: _____

Supports

1: _____

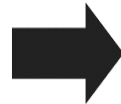
2: _____

3: _____

Location: _____

Transition Activities:

- 1: _____
- 2: _____
- 3: _____
- 4: _____



Bridge 2

Title: _____

Class 1: _____

Class 2: _____

Class 3: _____

Class 4: _____

Class 5: _____

Supports

1: _____

2: _____

3: _____

Location: _____

Transition Activities:

- 1: _____
- 2: _____
- 3: _____
- 4: _____



1st Rung of CC Credit Program (could be blended AS/CC)

Title: _____

Class 1: _____

Class 2: _____

Class 3: _____

Class 4: _____

Class 5: _____

Supports

1: _____

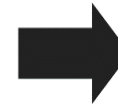
2: _____

3: _____

Location: _____

Transition Activities:

- 1: _____
- 2: _____
- 3: _____
- 4: _____



Next Steps

Additional College Certificate/Degrees:

1: _____

2: _____

3: _____

Certifications:

1: _____

2: _____

3: _____

Employment:

1: _____

2: _____

3: _____

ADAPTED ML ACE TEMPLATE

PATHWAYS MAPPING CLP Career Ladders Project		Industry Sector: Adult School(s): Partner Organization(s):								
<div> <div>ABE Level:</div> <div>ESL Level:</div> </div> <div>Step 1</div> <div> <div>Program Name:</div> <div>Course 1:</div> <div>Course 2:</div> <div>Course 3:</div> <div>Course 4:</div> <div>Course 5:</div> </div> <div> <div>Supports</div> <div>1:</div> <div>2:</div> <div>3:</div> </div> <div> <div>Institution(s):</div> </div>	<div>Transition Activities:</div> <div>1:</div> <div>2:</div> <div>3:</div> <div>4:</div> <div> <div>Employment:</div> <div>1:</div> <div>2:</div> <div>3:</div> </div>	<div> <div>ABE Level:</div> <div>ESL Level:</div> </div> <div>Step 2</div> <div> <div>Program Name:</div> <div>Course 1:</div> <div>Course 2:</div> <div>Course 3:</div> <div>Course 4:</div> <div>Course 5:</div> </div> <div> <div>Supports</div> <div>1:</div> <div>2:</div> <div>3:</div> </div> <div> <div>Institution(s):</div> </div>	<div>Transition Activities:</div> <div>1:</div> <div>2:</div> <div>3:</div> <div>4:</div> <div> <div>Employment:</div> <div>1:</div> <div>2:</div> <div>3:</div> </div>	<div> <div>ABE Level:</div> <div>ESL Level:</div> </div> <div>Step 3</div> <div> <div>Program Name:</div> <div>Course 1:</div> <div>Course 2:</div> <div>Course 3:</div> <div>Course 4:</div> <div>Course 5:</div> </div> <div> <div>Supports</div> <div>1:</div> <div>2:</div> <div>3:</div> </div> <div> <div>Institution(s):</div> </div>	<div>Transition Activities:</div> <div>1:</div> <div>2:</div> <div>3:</div> <div>4:</div> <div> <div>Employment:</div> <div>1:</div> <div>2:</div> <div>3:</div> </div>	<div> <div>ABE Level:</div> <div>ESL Level:</div> </div> <div>Step 4</div> <div> <div>Program Name:</div> <div>Course 1:</div> <div>Course 2:</div> <div>Course 3:</div> <div>Course 4:</div> <div>Course 5:</div> </div> <div> <div>Supports</div> <div>1:</div> <div>2:</div> <div>3:</div> </div> <div> <div>Institution(s):</div> </div>	<div>Transition Activities:</div> <div>1:</div> <div>2:</div> <div>3:</div> <div>4:</div> <div> <div>Employment:</div> <div>1:</div> <div>2:</div> <div>3:</div> </div>	<div> <div>ABE Level:</div> <div>ESL Level:</div> </div> <div>1st Rung of CC Credit Program (could be blended AS/CC)</div> <div> <div>Program Name:</div> <div>Course 1:</div> <div>Course 2:</div> <div>Course 3:</div> <div>Course 4:</div> <div>Course 5:</div> </div> <div> <div>Supports</div> <div>1:</div> <div>2:</div> <div>3:</div> </div> <div> <div>Institution(s):</div> </div>	<div>Transition Activities:</div> <div>1:</div> <div>2:</div> <div>3:</div> <div>4:</div> <div> <div>Employment:</div> <div>1:</div> <div>2:</div> <div>3:</div> </div>	<div>Next Steps</div> <div> <div>Additional College Certificate/Degrees:</div> <div>1:</div> <div>2:</div> <div>3:</div> </div> <div> <div>Certifications:</div> <div>1:</div> <div>2:</div> <div>3:</div> </div> <div> <div>Employment:</div> <div>1:</div> <div>2:</div> <div>3:</div> </div>

DRAFT DATE:



is a web-based diagramming software which allows users to collaborate and work together in real time to create flowcharts, organizational charts, website wireframes, UML designs, mind maps, software prototypes, and many other diagram types.

www.lucidchart.org

ML ACE AND PATHWAYS MAPPING CURRICULUM TO CAREER (C2C) SUMMIT



ML ACE AND PATHWAYS MAPPING CURRICULUM TO CAREER (C2C) SUMMIT

- **C2C Summit Held on October 6, 2017**
- **Focused on Mapping From Adult Ed. into three Specific Industry Sectors**
 1. Business
 2. Construction & Trades
 3. Healthcare
- **AWD Service Providers did Concurrent Mapping**
- **Over 100 participants including:**
 - Faculty & Administrators from Adult Education
 - Faculty & Administrators from Community College CTE programs in Industry Sectors
 - Basic Skills Faculty from Community College
 - Support Service Providers from WIOA orgs, College and more
 - Workforce Agency Administrators
 - Employers in the three industry sectors

STRATEGIC ELEMENTS OF THE SUMMIT

- **Overview:** Why everyone was invited and our goals for the day
- **Workforce Connection:** Fishbowl Process where mixed groups of teachers, administrators, support service providers listened to the needs of employers in the three industry sectors
- **Lunch:** Student Success Story & Faculty Success Story
- **Pathways Mapping:**
 - What is in place?
 - What is next?
 - Share out
 - Action Plans
- **Next Steps**

ML ACE NEXT STEPS FROM SUMMIT

- 1) Create pathways maps for the different industry sectors
- 2) Create a soft skills boot camp in response to what we heard from employers in the workforce connection part of the day
- 3) Use the information from the summit and pathways mapping to identify strategies and objectives for our AEBG annual and 3-year plan

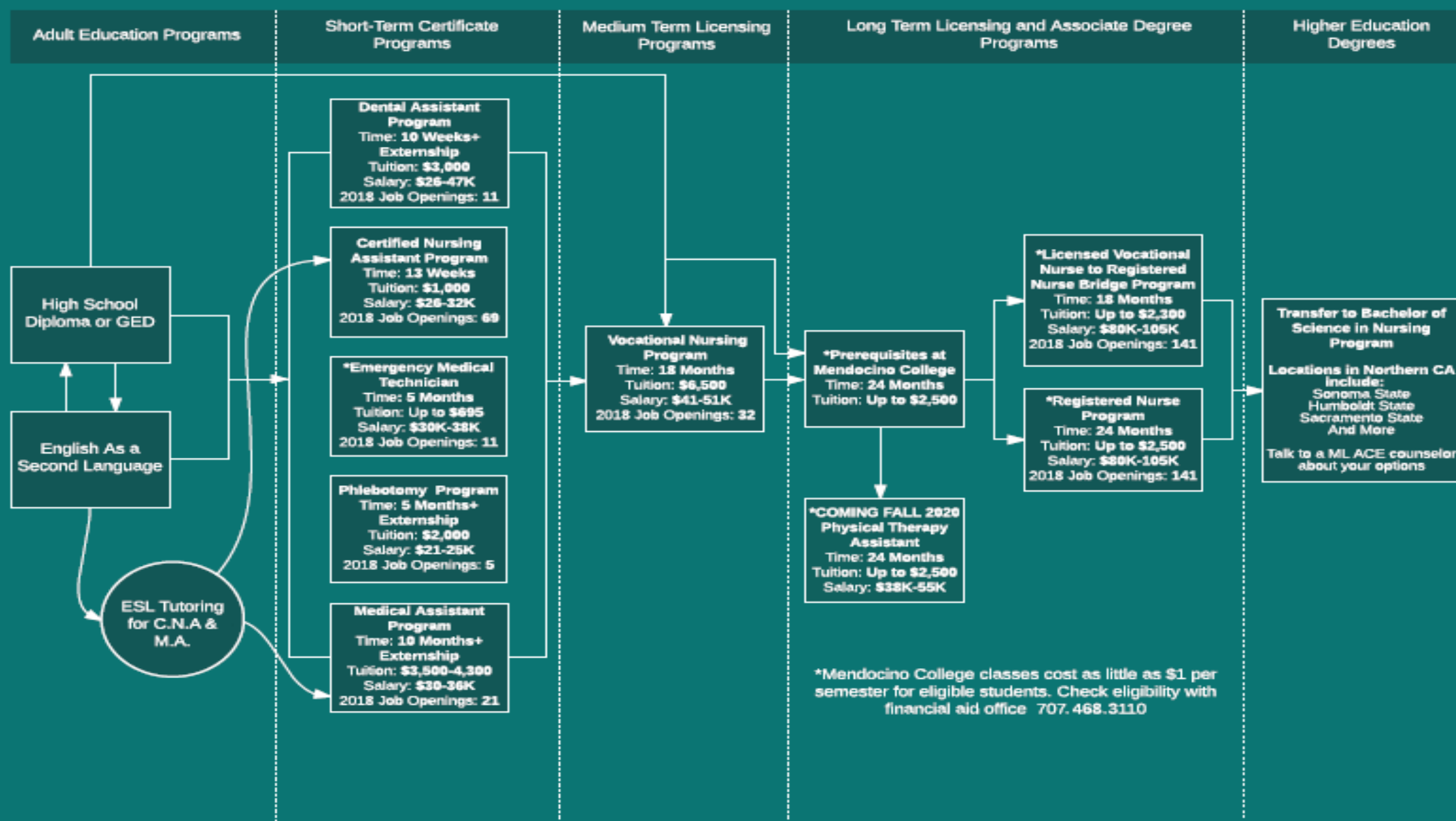
WHERE ARE WE NOW?

Medical Pathways-
Re-did our pathways
maps, added support
services, completed
action items in work plan



Mendocino Lake ACE Health Career Pathways

2017 Job and Salary Data projected from Economic Modeling Specialist, Intl.



Financial Aid & Support Available
California Dept. of Rehabilitation
CalWorks
Career Point MENDOCINO Career resource center
CareerPoint MENDOCINO WIOA I Adult & Dislocated Worker Programs
Chafee Grant
FREE Bus Pass
FREE Classes
FREE & Subsidized Childcare
HEP Program
RCS CalWORKS Subsidized Employment Program
RCS DOR Program
RCS WIOA I Youth Program
Rural Communities Child Care
Savings Bank of Mendocino
Tribal TANF

Financial Aid & Support Available
California Dept. of Rehabilitation
CalWORKS
Career Point MENDOCINO Career Resource Center
CareerPoint MENDOCINO WIOA I Adult & Dislocated Worker Programs
Community 1st Credit Union Signature Loan
Elmer Albertson Trust Fund
FREE Bus Pass
FREE & Subsidized Childcare
Mendocino College Foundation Scholarships
Promises Grant (Bog Fee Waiver)
RCS CalWORKS Subsidized Employment Program
RCS DOR Program
RCS WIOA I Youth Program
Rural Communities Child Care
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RCS WIOA I Youth Program
Rural Communities Child Care
Soroptomist International LVN Scholarship
Soroptomist International Live your dream award
Tribal TANF

Financial Aid & Support Available
California Dept. of Rehabilitation
Cal Grants
CalWORKS
CAMP
CARE Program
Career Point MENDOCINO Career Resource Center
CareerPoint MENDOCINO WIOA I Adult & Dislocated Worker Programs
Chafee Grant
Community 1st Credit Union Signature Loan
Community Foundation of Mendocino County Scholarship
Disability Resource Center
Dream Act
Elmer Albertson Trust Fund
EOPS
Federal Pell Grant
First Year Institute
Food Pantry
FREE Bus Pass
FREE & Subsidized Child Care
FSEOG
Mendocino College Foundation Scholarships
Native American Resource Center
Promises Grant (Bog Fee Waiver)
RCS CalWORKS Subsidized Employment Program
RCS DOR Program
RCS WIOA I Youth Program
Rural Communities Child Care
Soroptomist Live Your Dream Award
Tribal TANF
Veteran's Services
Work Study

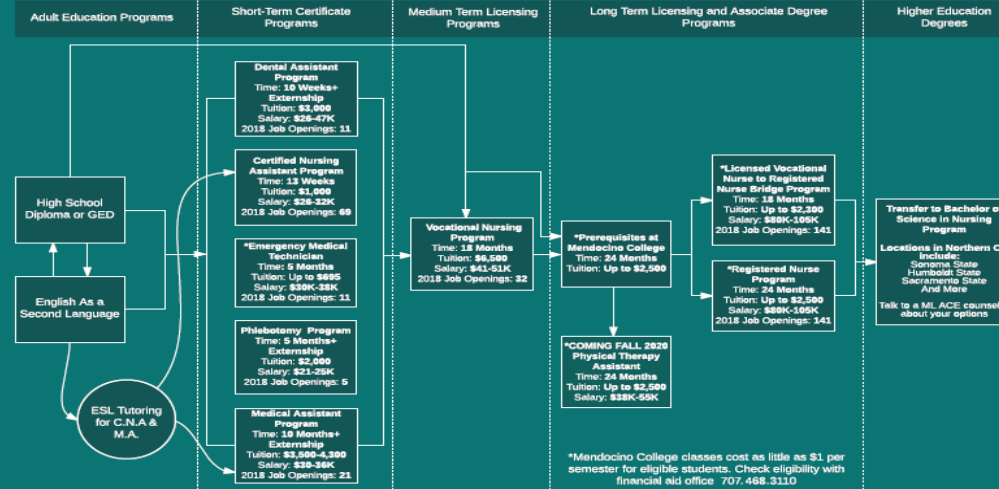
Financial Aid & Support Available
California Dept. of Rehabilitation
Cal Grants
Cal WORKs
Community 1st Credit Union Signature Loan
Community Foundation of Mendocino County Scholarship
Elmer Albertson Trust Fund
Federal Pell Grant
FSEOG
Tribal TANF

For more information
about financial aid and support
services including descriptions
and eligibility please refer to:

mendolakeace.org/support

Mendocino Lake ACE Health Career Pathways

2017 Job and Salary Data prepared from Economic Modeling Specialists, Inc.



Financial Aid & Support Available

- California Dept. of Rehabilitation
- CalWORKS
- Career Point MENDOCINO Career resource center
- CareerPoint MENDOCINO WIOA I Adult & Dislocated Worker Programs
- Chafee Grant
- FREE Bus Pass
- FREE Classes
- FREE & Subsidized Childcare
- HEP Program
- RCS CalWORKS Subsidized Employment Program
- RCS DOR Program
- RCS WIOA I Youth Program
- Rural Communities Child Care
- Savings Bank of Mendocino
- Tribal TANF

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- RCS DOR Program
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- Rural Communities Child Care
- Soroptimist International LVN Scholarship
- Soroptimist International Live your dream award
- Tribal TANF

Financial Aid & Support Available

- California Dept. of Rehabilitation
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- CAMP
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- Disability Resource Center
- Dream Act
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- RCS WIOA I Youth Program
- Rural Communities Child Care
- Soroptimist Live Your Dream Award
- Tribal TANF
- Veteran's Services
- Work Study

Financial Aid & Support Available

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WHERE ARE WE NOW?

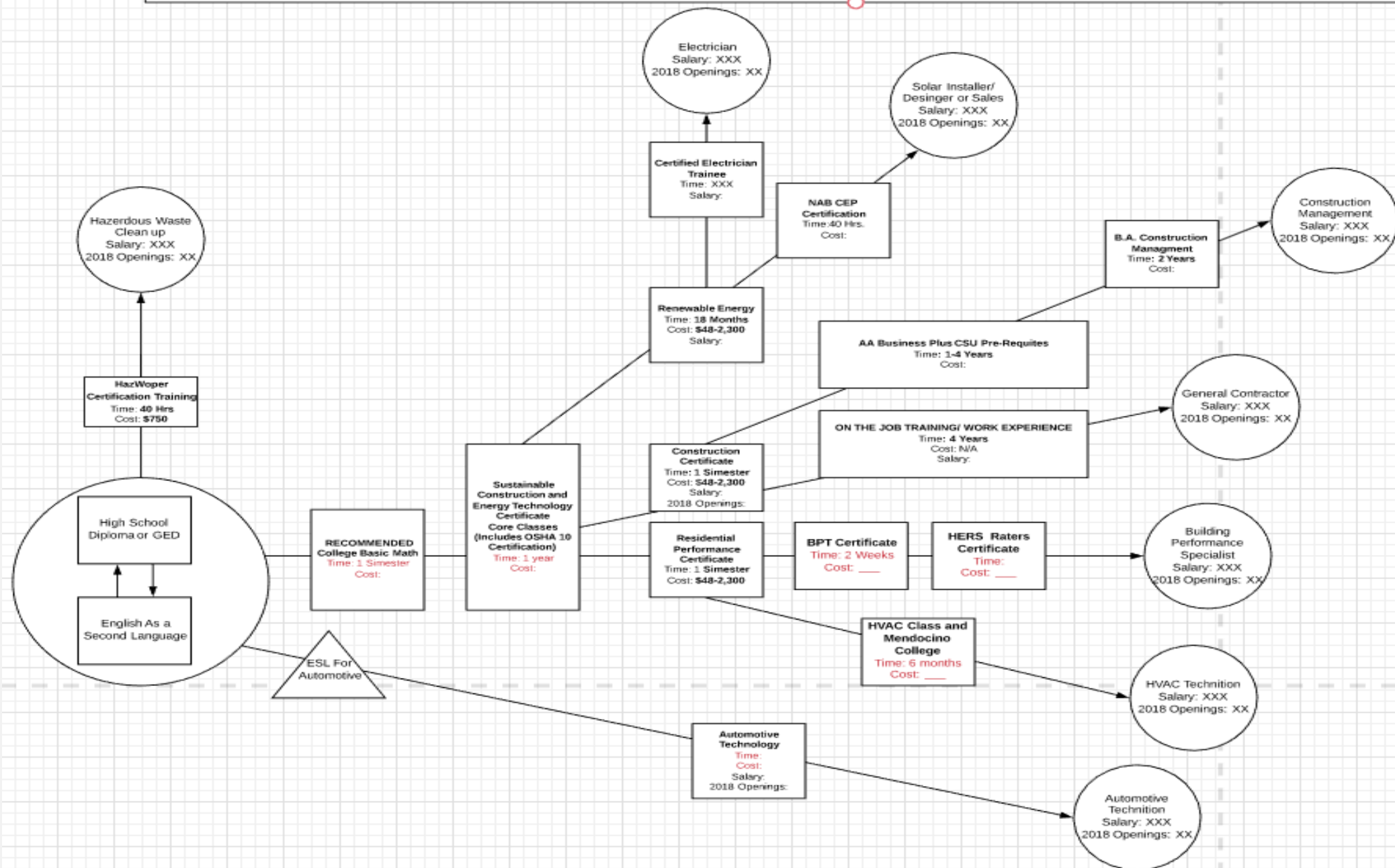
Construction and Trades-

- Created a “Construction Core” workgroup modeled after a similar effort in Sonoma County.
- Conversation started at the summit and had evolved independently of ML ACE oversight

ML ACE is working on a map- looking to use the Community College’s Sustainable Construction and Technology Industry advisory meeting as a way to review and add to draft map



Mendocino Lake ACE Construction & Trades- Local Certificate Pathway

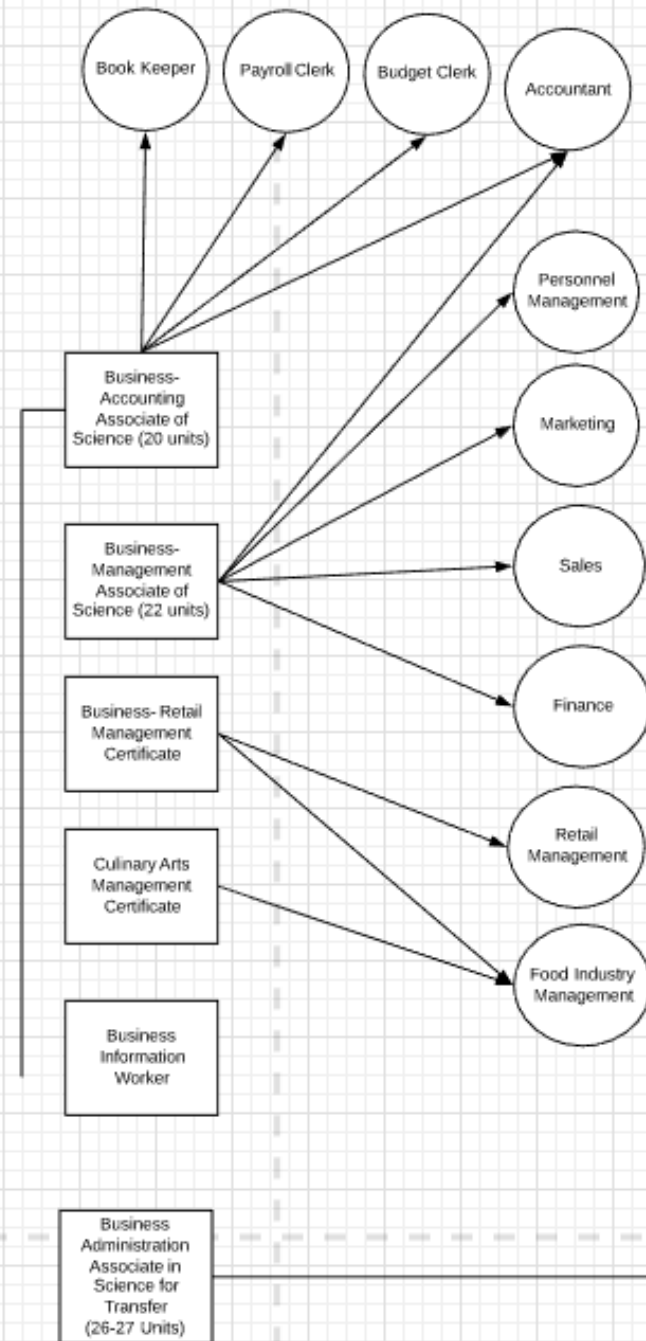
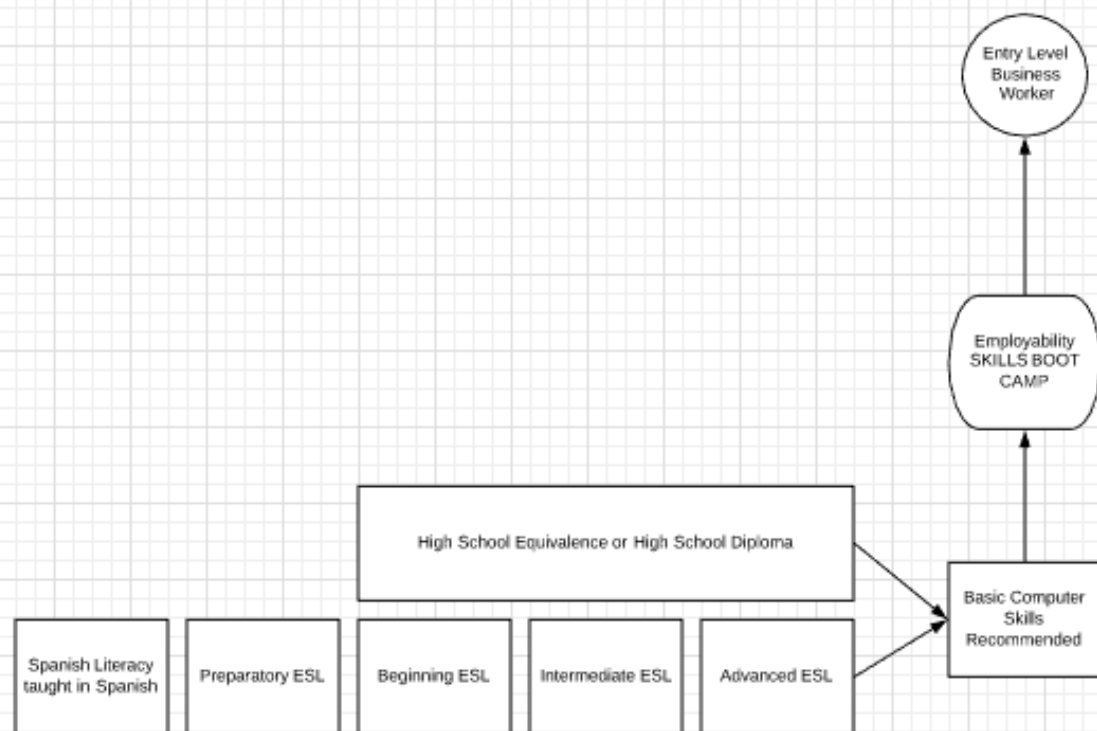


WHERE ARE WE NOW?

Business-

- ML ACE has just started a draft map
- ML ACE created a Soft Skills boot camp for adult ed students using NWoW curriculum





WHERE ARE WE NOW?

Adults With Disabilities -

- Pathways effort was adopted by an existing group called Mendocino Interagency Transition Team (MITT)
- The idea of MITT taking on this effort was identified in the action plan developed at the summit
- The MITT chairman is now in the ML ACE AWD workgroup and that team is responsible for identifying funding priorities for AEBG on-time funding requests.



TAKEAWAYS

1. Each of the mapping groups **have evolved in their own way**
2. Who is in the room is really important- It takes an enormous amount of **pre-work and planning** to get the right people in the room
3. The **workforce connection** part of the day was the most highly rated part of the day from summit participants & employers felt it was really valuable as well.
4. There is a huge amount of work required to actually create a final map that is meaningful- **this work is still on-going!**

QUESTIONS?

Judy Harwood – Director of Mendocino Lake Adult and Career Education (MLACE)

jharwood@mendocino.edu

Katherine Bergman – Director, Career Ladders Project

mkbergman@careerladdersproject.org

Peter Simon – Senior Consultant, Career Ladders Project

psimon@careerladdersproject.org

