DELTA SIERRA Adult Education Alliance



Supporting San Joaquin Area Adult Learners achieve success in college, career and community.

San Joaquin Area Health Sector Partnership



Presentation Overview

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- 1. Consortium Overview and Context
- 2. Sector Partnership Background
- 3. Securing Industry Support
- 4. Engaging employers, educators, and workforce development
- 5. Braiding funding
- 6. Achieving quick wins
- 7. Overall discussion



Delta Sierra Adult Education Alliance (DSAEA)

DSAEA is the AEBG consortium for San Joaquin County and adjacent areas within the Delta College service area.

<u>Members</u>

- Lodi Adult School
- Manteca Adult School
- Stockton School for Adults
- Tracy Adult School
- San Joaquin Delta Community College District

- San Joaquin County Office of Education
- Calaveras County Office of Education
- River Delta Adult School

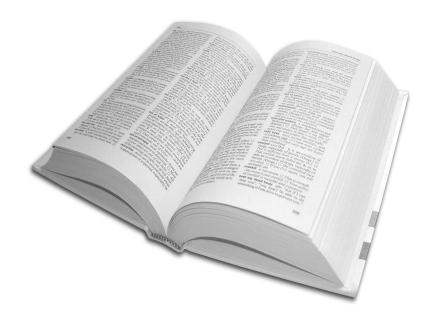


Delta Sierra Consortium's Overall Priorities

- Create a systems of pathways and bridges to college, career and community
- Collaborate with regional partners to develop career pathways in priority sectors:
 - Health Care
 - Manufacturing
 - Transportation / Logistics
 - Entrepreneurship
 - Early Childhood Education
- Prototype pathway-bridges using the Healthcare Industry

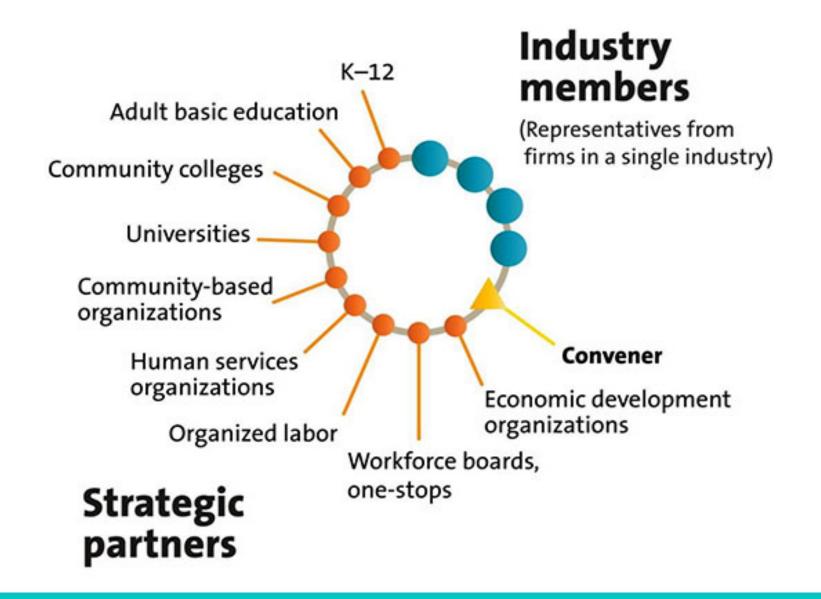
Health Sector Partnership Overview

Sector partnerships are *regional, industry-specific* approaches to economic and workforce development that *create solutions* to problems faced by *employers* in a target industry and by *people who want to work* in that industry.





Sector Partnership Model

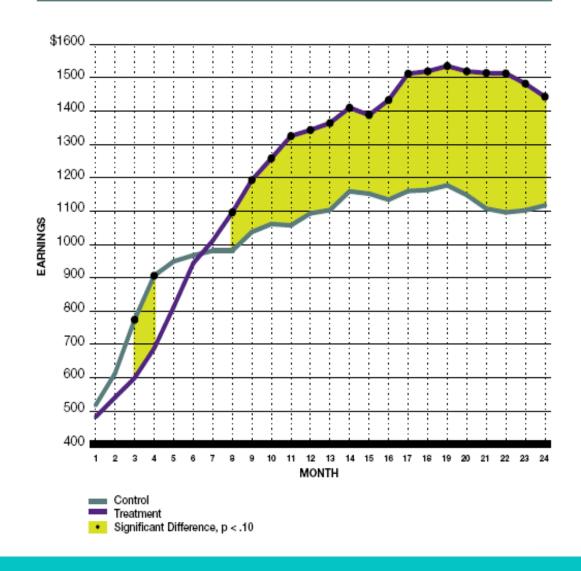


Benefits for Participants

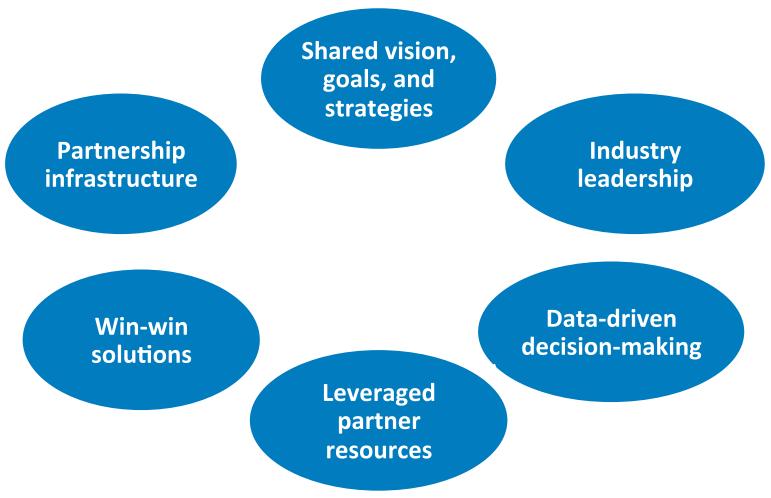
A random assignment study of 1,014 individuals showed: participants in sector partnerships earned 18.3% — about \$4,500 — more than members of the control group over the 24-month study period.

Participants were also more likely to work and to work in jobs with higher wages and benefits.

Figure 1: Total Earnings by Month



Core Practices of Sector Partnerships





Securing Industry Support

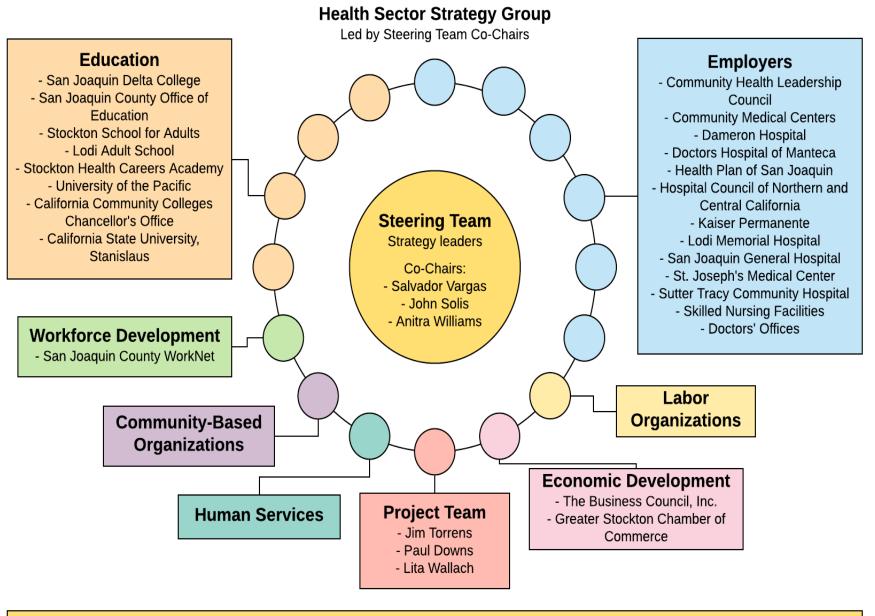


January 2016

June 2017



San Joaquin Area Health Sector Partnership



Executives Council

Decision-making body; approves and signs on to plans; champions the initiative.

Co-Chairs: Chuck Winn, Kathy Hart, Daniel Wolcott

San Joaquin Area Health Sector Partnership





Engaging Employers, Educators and Workforce Development

Lay the Groundwork

- Establish Steering Team and identify Co-Chairs - Establish

Executives Council

and identify
Co-Chairs
- Solicit guidance
from Steering Team
and Executives
Council on initiative
desired outcomes,
timeline, and
work-plan
- Secure
commitments to
participate from

industry, education,

workforce

development, and

community leaders

Launch the Initiative

- Convene Health
Sector Strategy
Group and
Executives Council
in Joint Session to
establish foundation
for initiative and
confirm initiative
desired outcomes,
timeline, and
work-plan

- Review labor market intelligence, training inventory, and gaps analysis with combined group to identify priority career pathways to address

Develop a Sector Partnership

- Determine organizational structure
- Determine initial staffing needs
- Determine geographic scope
- Determine financial model
- Determine data sources and processes (establish Data Committee if necessary)
- Establish project management approach

Develop Initial Priorities and Strategies

- Identify assets and challenges of potential healthcare trainees and workers
 - Conduct root-cause analysis
 - Deepen assets and gaps analysis
- Identify short-term and long-term strategies for priority career pathways (establish Pathway-Specific Committees)
- Identify leverageable and new resources needed

Review and Approve Strategies

- Agree to organizational and financial model for San Joaquin Area Healthcare Sector Partnership
- Agree to initial goals and strategies for partnership
- Agree to partner roles and commitments
 Confirm participation in

partnership

Launch the Partnership

- Secure funding
 - Hire staff
- Implement strategies to address employer needs and to expand career path opportunities for people who want to work in healthcare
- Meet regularly to review progress and revise goals and strategies as needed

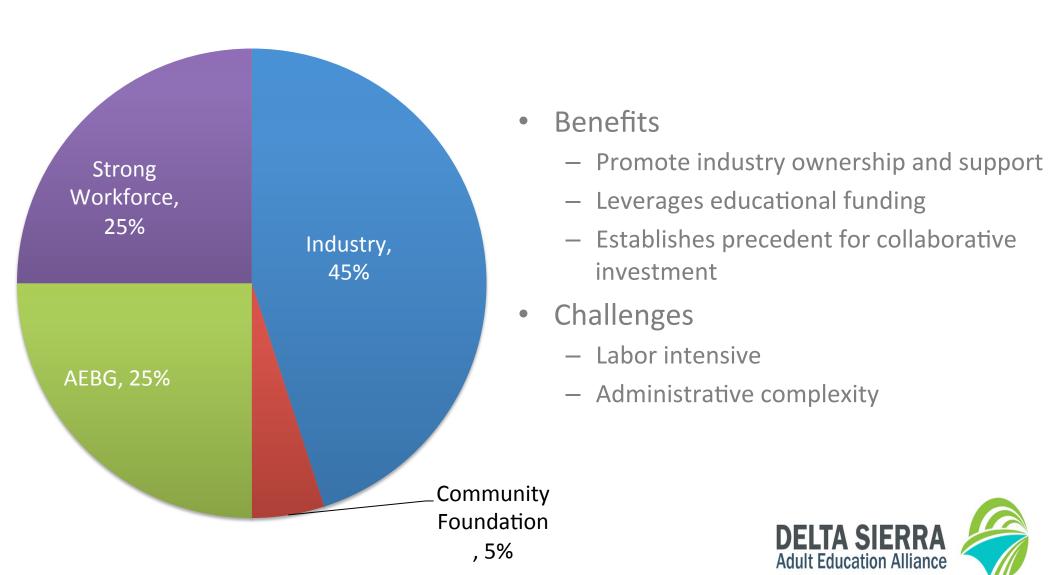
September 2017

October 2017

October 2017 - March 2018

April - May 2018 ducation Allians 2018

Braided Funding



Quick Wins

- Quick wins
 - Demonstrate the impact of convening the sector partnership
 - Are accomplished in the short-term
 - Create energy and motivation while building long-term strategies
- Quick Win #1: Incumbent Medical Assistants Career
 Development
 - Focus Group with medical assistants December 2017
 - Medical career pathways exploration day February/March
 2018
 - Integration into Sector Strategic Plan



Initial Lessons Learned

- 1. Building genuine industry leadership takes time and resources
- 2. Need to have a person or team to with clear accountability to build the vision and catalyze action
- 3. Leverage existing structures and relationships
- 4. Establishing sustainability is a core challenge





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