

California Community Colleges Chancellor's Office
Workforce and Economic Development

Student Centered Workforce Strategy

February 2021

Retooling CTE and Workforce Programs to Focus on Employment Outcomes

-because people don't go to school for fun



How do we get there?



Implications:

- 1) Data** – what do we currently capture and what we need to capture
- 2) Funding** – What financial incentives will be needed? Funding CBE?
- 3) Curriculum** – faster local approval, statewide approvals (standardized curriculum), CBE, CPL strategy for no credit (short-term workforce training) to credit, adjunct faculty min quals for industry experts for emerging technologies

Key Support Structures



optimize
employer engagement

Employer Engagement 2.0 focused on equity

- partnerships that are enduring
- from learning to employment
- Ongoing feedback loop
- Support from social justice and community based organizations

Key Support Structures

Student Supports

- financial aid
- supports for part-time students, adult learners
- career advising
- interview prep and coaching
- job placement



Key Support Structures



Integrated models

- Learn and Earn (curriculum + student supports)
- Workbased learning, includes Internships, Work Experience (Federal, CalWorks), Apprenticeship, pre-apprenticeship
- Any opportunity to apply learning outside of classroom
- Open inquiry, problem finding, solving problems, involving communities

Focus on Skills

- Retraining/reskilling, upskilling
- Moving Low-skill to middle skill jobs, middle skills to high skills jobs
- Entrepreneurial mindset as a skillset
- Clear articulation of skills tied to courses, programs, certificates, degrees to facilitate job matching
- Credentials, microcredentials, digital badges, industry certifications
- Work and life experiences accumulated outside of the classroom



21st Century Skillsets

- Layering of **Digital Building Blocks** + **Business Skills** on top of **Human Skills** :

**Communications, Creativity, Critical thinking,
collaboration, analytical skills**

+

**Analyzing, managing and communicating data, business
processes**

+

**project management, digital design, digital security and privacy,
software development and computer programming**

Economies and Occupational Sectors that will drive Recovery



The Five Economies - Logistics Economy

- Global pandemic impacts to the global supply chain resulted in bare shelves for basic supplies such as toilet paper.
- Demand for advanced logistics skills will continue to grow with advanced manufacturing and the Internet of Things
- Changing consumer patterns during the pandemic is expected to continue post pandemic, continuing the increased demand for advanced logistics skills.
- Business supply chains will also be transformed to ensure more resiliency and efficiency based on lessons learned during the pandemic.

Occupational Sectors include:

- Supply Chain Management,
- Data Management and Analytics
- Customer Services
- Network Systems (IoT)
- Ecommerce
- Transportation
- Manufacturing
- Infrastructure building
- Project Management

The Five Economies - Green Economy

- California is the leader in clean renewal energy
- Southern California Ports' Clean Air Action Plan calls for transitioning to zero emission operations by 2030 and on-road trucks by 2035
- Governor Newsom's Executive Order that all new cars and passenger trucks sold in California be zero-emission vehicles by 2035.
- The green economy also overlaps with the infrastructure and readiness economy, with many similar occupational sectors.

Occupational Sectors include:

- Renewable Energy/Solar and Wind
- Sales and Business Development
- Project Management
- Manufacturing
- Financial
- Engineering
- Environmental

The Five Economies - Remote Economy

- **The shift to remote work from the Pandemic is likely to be permanent**
- **Implications include the growing dependence on data, software, and networks will drive change**
- **Expanding use of artificial and virtual reality technologies**
Expansion of networks and security, as well as finance and business sectors will require workers to increase their digital skills knowledge and application across multiple sectors.

Occupational Sections include:

- **Cloud computing**
- **Cybersecurity**
- **Network systems**
- **Customer Services**
- **Telecommunications Infrastructure (5G)**
- **Ecommerce**
- **Education Technology**
- **Project Management**

The Five Economies - Automated Economy

- **Adoption of automation and artificial intelligence accelerated during the pandemic, and will continue beyond, Low-skills workers are even more at risks, while jobs shift to those that develop and support automation**
- **Automation is related to computer networks and security, particularly with research and development in autonomous vehicles (including drones)**
- **Business needs for customer services that are increasingly requires higher digital skills.**

Occupational Sections include:

- **Healthcare**
- **Information Technology/Artificial Intelligence/Machine Learning**
- **Manufacturing/Robotics**
- **Finance**
- **Project Management**
- **Biotechnology**

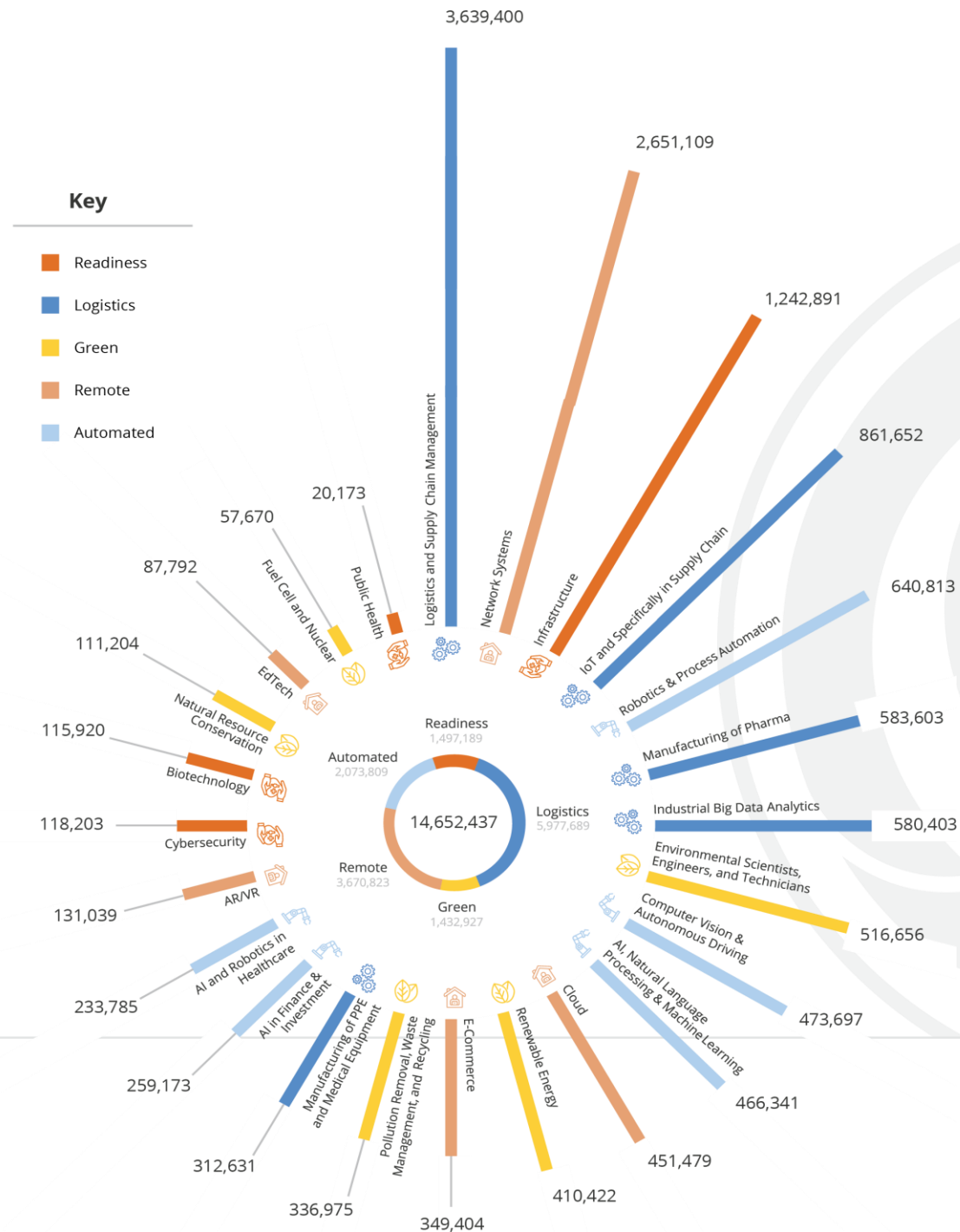
The Five Economies - Readiness Economy

- **The state of health care readiness was the focus under the pandemic**
- **Flaws were exposed in our infrastructure, cybersecurity, and insurance and other fields that provide social resilience**
- **Biotechnology plays a big role in readiness against future pandemics and protection of public health, with implications for public sector occupations.**

Occupational Sectors include:

- **Cybersecurity**
- **Infrastructure building**
- **Public Health**
- **Healthcare/Allied Health**
- **Biotechnology**

The Five Economies



Recovery with Equity

- Support creation of social enterprises for better jobs and higher wages
- Focus on occupational sectors that will lead recovery
- Who is being left behind? Low wage and Low skilled workers
- Middle skills workers need training to upskill and stay relevant
- What will be needed to help adult learners, immigrants?
- 21st Century digital skills and literacy

Recovery with Equity

What will you do to help students to succeed in

- Entering a clear career path?
- Acquire Key Skills and Reskill?
 - Find a Job?

Everyone has an important role to play!

References

1. California Council for Post-Secondary Education February 2021 – Recovery with Equity: A Roadmap for Higher Education after the Pandemic.
2. Little Hoover Commission Feb 2021 - First Steps toward Recovery: Job Training and Reskilling (Report #257)
3. Urban Institute August 2019 – Foundational Digital Skills for Career Progress
4. Burning Glass© Report Feb 2021 – After the Storm: The Jobs and Skills that will Drive the Post-Pandemic Recovery
5. Future of Work Commission Final Report Feb 2021