WORKFORCE DEVELOPMENT BOARD of Ventura County

Work Based Learning Consortium

September 23, 2022



Agenda

- I. What is the Ventura County Work Based Learning Consortium
- II. How it started- Need for a Regional WBL Consortium
- III. Mission and 2022 Consortium Goals
- IV. Accomplishments to date
- V. Tools to Codify he Process
- VI. Questions

MISSION: What is the Ventura County Work Based Learning Consortium?

The Ventura County Work Based Learning Consortium is a cross-sector <u>working</u> group of employers, educators, community-based organizations (CBOs), government, and labor, that collaborates to:

- develop a regional vision for Work Based Learning and
- create sustainable aligned systems for building and strengthening regional career pathways that meet the needs of Ventura County employers and jobseekers.

The Ventura County Work Based Learning Consortium is the "umbrella" working group of the sector working groups of the WDB.



WORK BASED LEARNING CONTINUUM

A career educational strategy that includes the spectrum of programs that expose, educate, train Learners for industry-relevant skills and programs that train and upskill people already in the workforce.

D	Career Awareness		
	Career Exploration		
	Career Preparation		
		Career Training	
Citation: Linked Learning		Upskilling	

STRATEGIES: *The Consortium Used to Achieve the Mission*



- Conduct research to understand current and future workforce needs
- Share best practices and resources
- Conduct long-term regional planning
- Build relationships and a collaborative social network
- Align definitions and create a common terminology
- Align efforts in order to reduce duplication and silos
- Engage employers
- Identify and jointly apply for funding
- Develop programs along the entire work-based learning continuum
- Expand the network of existing WBL experiences for students and job seekers

HOW WE WORK



- Facilitated by the Workforce Development Board of Ventura County
- Meet every 2 months on the 3rd Wednesday
- Standing agenda items include:
 - Networking
 - Progress on Goals
 - Collaborative Work on Work Plan
 - Opportunities for Collaboration
 - Upcoming funding opportunities?
 - Is anything being duplicated? Any silos we may address?
 - Who needs help? Group trouble shooting
 - Announcements

CONSORTIUM MEMBERSHIP CRITERIA

Consortium members are working to coordinate, implement and resource regional work-based learning programs along the work-based learning continuum.

Members must:

- ✓ Be part of an entity in Ventura County
- ✓ Not have a product or service to sell to members
- ✓ Be vetted by the existing group

*Visitors and subject matter experts can attend by invite *A larger regional meeting will take annually



We were not always this organized (I know, It's shocking)

How We Started- Steps for developing the Ventura County Work Based Learning Consortium

- 1. Develop a Working Group
- 2. Collaboratively Define "Work Based Learning"
- 3. Asset Map What Exists <u>Ventura County Workforce Resource Guide</u> (workforceventuracounty.org)
- 4. Identify Strengths and Gaps
- 5. Collaborate to Fill Gaps- Create and Codify a Regional Career Pathway Creation Process
- 6. Test the Process Using an Agreed Upon Test Pathway (ICT)



Asset Mapping

= W Workforce Resource Guide

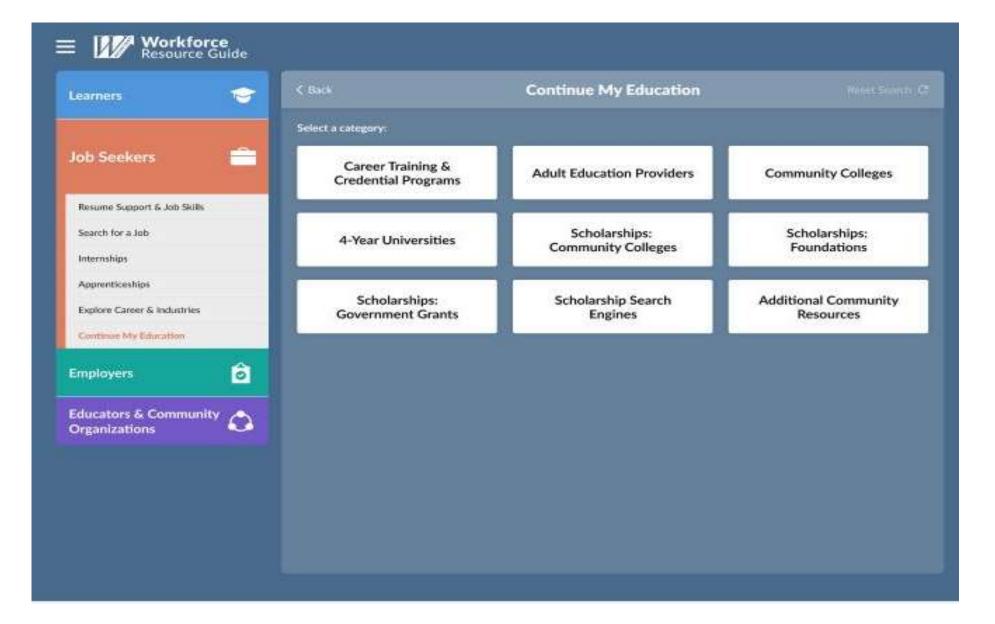
Welcome to the Ventura County Workforce Resource Guide

This guide shows all Workforce Development resources in Ventura County. Our goal is to assure that everyone in Ventura County and beyond can access existing work-based learning resources without having to do hours of research.

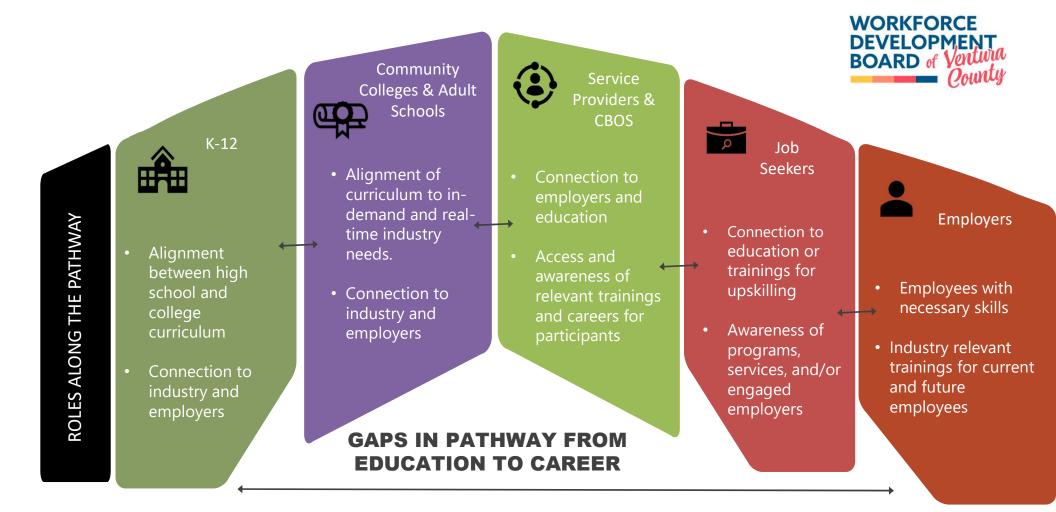
By digitizing the asset map, we are investing in a tool that will live beyond a one-time project as this can be updated to provide continuing cataloging and dissemination of regional assets.

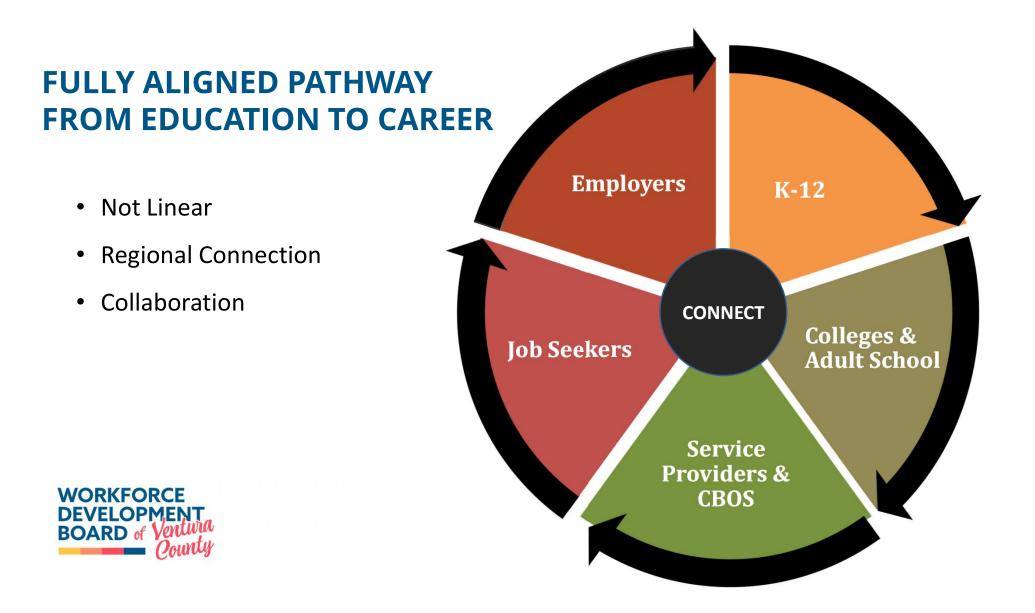


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Identified Strengths and Gaps





REGIONAL PATHWAY CREATION CRITERIA



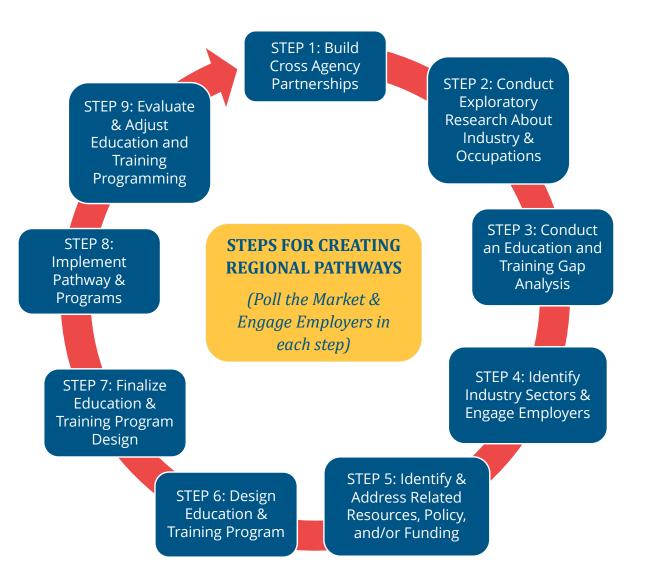
CRITERIA FOR REGIONAL PATHWAY CREATION

To determine if a regional pathway is viable with broad regional need, the Consortium decided the following criteria needs to be met. If all criteria are met, a regional pathway can be created.

- ✓ Engaged employers
- ✓ Verified industry demand (using regional labor market data)
- ✓ Shortage in supply of workers
- ✓ Funding viability
- ✓ Buy-in from cross-sector stakeholders
- ✓ Tracks to middle skills jobs and beyond
- ✓ Learner demand is verified
- ✓ Is standardized with common competencies
- ✓ Transferrable- Skills, credentials, education, and experiences that track to multiple industries

Workforce GPS. Career Pathways Toolkit:

REGIONAL PATHWAY CREATION STEPS



2022 CONSORTIUM GOALS



Goal 1: Develop a robust ICT career pathway from K-12 through Incumbent workers

- Strategy: Conduct an Education and Training Gap Analysis from K-12 through Incumbent worker
 - Visually map offerings from K-12 through career
- Strategy: Engage employers to hire trainees and provide WBL to students
 - Work with the Digital Upskilling Initiative to conduct LMI analysis and identify gaps between job seeker supply and employer demand
 - Develop a menu of engagement opportunities for employers

Goal 2: Reduce duplication of efforts by identifying overlapping efforts and streamlining

- Identify overlapping ICT initiatives and efforts
- Develop ways to reduce duplication and silos (E.g.: hold joint Advisory meetings)

Goal 3: Increase knowledge of the WBL network in Ventura County:

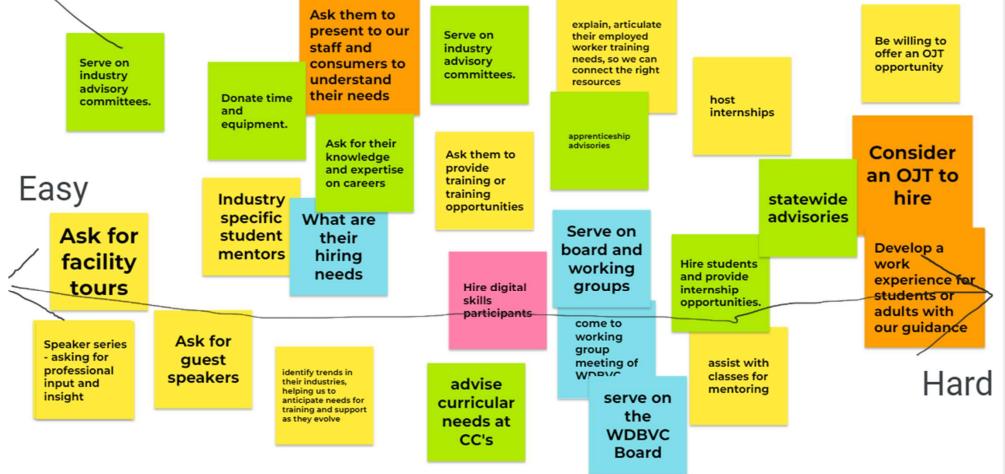
• Strategy: Teach each other about existing programs, resources, and tools.

"Turning this on its head a bit, I think that we need to get to a position where we can ask employers to trust that talking to any of us will get them access to all of us, all of our resources, collectively."

PHILOSOPHY: If you reach any of us, you reach all of us!

Example of one of our Exercises

EMPLOYER DISENGAGEMENT STRATEGY WHAT DO YOU REQUEST OF EMPLOYERS?



EMPLOYER DISENGAGEMENT STRATEGY

EMPLOYERS-WHAT DO YOU NEED?



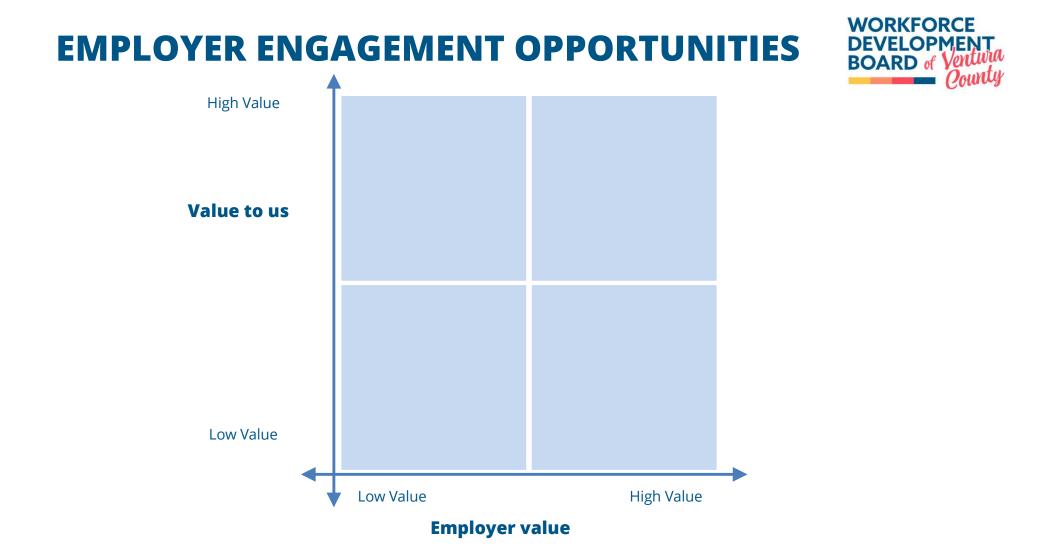
WHAT EMPLOYERS NEED



- Education and training programs that prepare employees for the industry
- Employees. (Employee attraction and recruitment)
- Accessible training and Upskilling for employees
- Industry-Certified Employees
- Clear career pathways for employees to advance (so they are retained)
- Employee engagement and retention
- Adequate pay and benefits for employees (childcare, etc.)
- DEI- Diverse employees, DEI policies and practices
- Corporate Social Responsibility Strategy- Give back to the community and cause marketing campaign

MENU OF EMPLOYER ENGAGEMENT ALONG WBL CONTINUUM

	CAREER AWARENESS One-time events that expose students to a range of careers available to them	CAREER EXPLORATION Activities that strengthen the connection between classroom learning and "real life" application	CAREER PREPARATION Activities wherein students gain workplace experience, education, and readiness skills for career and life	CAREER TRAINING & UPSKILLING Training opportunities that prepare students for entry or advancement in specific careers
monthsLEVEL OF EFFORThours	 Guest speaker Grants to classrooms Workplace Tours Career Fair Networking Events Mock Interviews 	 Lesson-Based Workplace tour Career Presentation Employer creates re-purposeable resource for classroom exploration Informational Interviews about workplace Resume development support Provide Community Service op. Job Shadow Career guidance mentor 	 Resume/Cover letter/portfolio review Donate industry resources to class Project review/Panel member for PBL presentations/Competitions Curriculum Support/Advisory Committee Career Coaching & Planning Create School Industry Project Guest Instruction Career Mentor Internships Paid work experience 	 Skill-training work experiences Industry certifications On-the-job-training Educator Externship Pre-apprenticeship Apprenticeships Career Advancement **Employment**



THANK YOU!



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