San Bernardino County is positioning itself to be a magnet region by committing to provide businesses with a quality workforce.

- Career Pathways are a key strategy to do this!
GenerationGo! is...

- San Bernardino County’s Workforce Innovation and Opportunity Act (WIOA) youth program.
  - WIOA contract providers and WDD’s America’s Job Centers of California serve out-of-school youth across the county.
  - Career Pathways are collaborative partnerships to serve in-school youth across the county.
Strengthen San Bernardino County’s Future Workforce

Systems Integration
What are we trying to do?

• Create a talent development system that’s an economic driver
• Retain relevant and local talent
• Create agility in big systems
• Change the trajectory of San Bernardino County for generations to come
How are we doing it?

- Every youth in a career pathway gets a work-based learning opportunity—including internship!
- Co-enrollment in a non-credit work readiness community college class
- Co-enrollment in a for-credit work experience class at community college
- Industry recognized certification
Types of Career Pathways

- Engineering
- Healthcare
- Information Technology
- Business / Entrepreneurship
- Hospitality
- Public Safety
- Advanced Manufacturing
- Construction
- ROTC

- Automotive/Heavy Diesel Mechanic
- Logistics
- Professional Services (Legal)
- Arts, Media and Entertainment
- Teaching / Child Development
- And many others
Current Industries

• Government
• Nonprofits
• School districts and community college
• Manufacturing (Animatronics, engineering, machining)
• Medical (hospitals, ambulance service)
• Communications

• Logistics
• Airport
Pilot Cohort-Traditional

- 14 students from Cajon High School
- Medical Assistant program
- Completed career readiness certificate at their school
- Completed for-credit work experience class at San Bernardino Valley College (Community College)
- Placed in internships at 4 different locations at Arrowhead Regional Medical Center
- 9 students continued on to college after graduation
Second Cohort-Continuation

• 13 students from Sierra High School and San Andreas High School completed non credit career readiness course in 2017-18

• Completed for-credit work experience class at San Bernardino Valley College in Summer 2018

• Placed in internships at private employers including Garner-Holt Productions, Inland Empire Lighthouse for the Blind, Premier Medical, Peppertree Distributors, Inc., and Martinez & Turek Engineering
  • 3 students were hired upon completion of the internship!
Third Cohort-Stress Testing

• Students from San Bernardino City Unified and Colton School Districts

• 282 students completed for-credit work experience class at San Bernardino Valley College in Summer 2018

• 182 students were enrolled and

• placed in Work Experience
  • 27 county departments
  • 27 private employers
How did we really do this?

• Co-funded Workforce Development Coordinator
• Career Pathways Compact
• Data Sharing Agreements
• Big Council/Small Council
• Community Outreach
• Infrastructure Support
Infrastructure Support

• Partnering with the Foundation for California Community College on managing and tracking placement and handling employer-of-record processes.

• Placement:
  • LaunchPath is a work-based learning management platform that coordinates and streamlines the placement of students and youth into work-based learning experiences.
  • GenGo! utilizes LaunchPath for students to create profiles and get matched with internships that are the best fit.
Infrastructure Support

• Partnering with the Foundation for California Community College on managing and tracking placement and handling employer-of-record processes.

• Employer of Record for paid interns:
  • Career Catalyst is an employer-of-record service that covers all HR and payroll considerations.
  • GenGo! interns become employees of the Foundation for California Community Colleges and receive biweekly paychecks.
Strengthen San Bernardino County’s Future Workforce

Sustainability Challenges

• Transportation
• Communication
• Industry buy-in
• Funding
Where are we going?

• Scaling countywide
  • Engage cities and school districts as employers and intermediaries
  • Engage private employers, chambers of commerce, industry associations
  • Secure additional funding
  • Tie into apprenticeship opportunities
Questions

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