

Career Pathways



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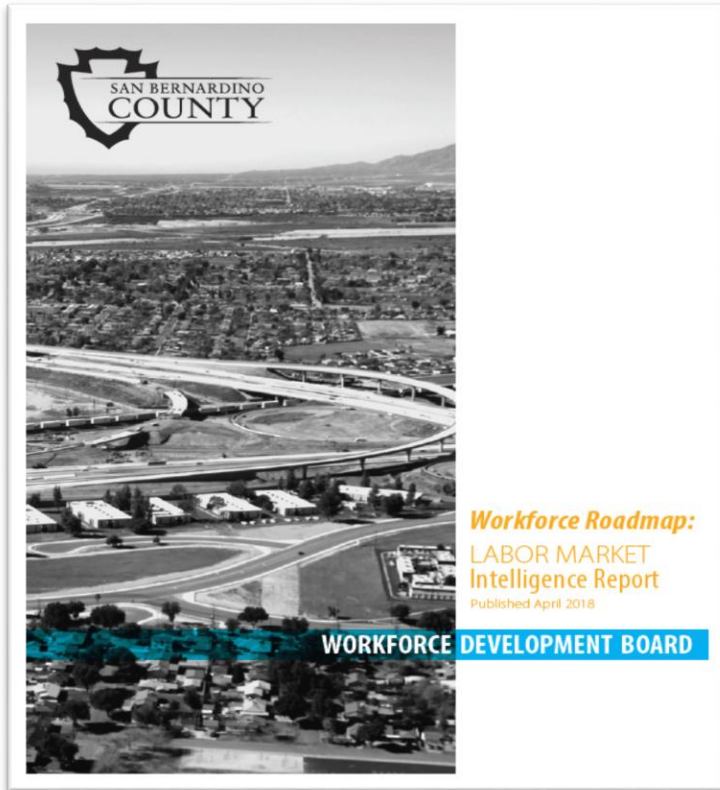
Workforce Development Board

sbcounty.gov/workforce



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Workforce Development Board's Workforce Roadmap



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!



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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



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Systems Integration



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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



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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



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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



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Current Industries

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



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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!



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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



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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



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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



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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.



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Sustainability Challenges

- Transportation
- Communication
- Industry buy-in
- Funding



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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



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Questions

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