



## WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

### **REGIONAL SECTORS MEETING** ***"Engaging Partnerships for Regional Alignment"***

**Thursday, August 23, 2018**  
**8:00 a.m. – 11:30 a.m.**

Ventura County Office of Education  
5100 Adolfo Road (Salon C), Camarillo CA

### **AGENDA**

8:00 a.m.	<b>Workforce Development Board Meeting</b>	Gregory Liu
8:30 a.m.	<b>1.0 Regional Sectors Meeting Welcome and Introductions</b>	Gregory Liu Melissa Livingston
8:40 a.m.	<b>2.0 Regional Sharing</b>	Brandon Anderson
9:30 a.m.	<b>3.0 Lessons Learned from Zurich</b>	Vinz Koller
10:00 a.m.	<b>4.0 Discussion: <i>What are the challenges with the current Work-Based Learning system?</i></b>	Brandon Anderson Matt Hidalgo Vinz Koller
10:10 a.m.	<b>5.0 Shaking things up: <i>Prototyping a new shared Work-Based Learning system</i></b>	Brandon Anderson Matt Hidalgo Vinz Koller
11:00 a.m.	<b>6.0 Discussion: <i>What are the benefits of a system like the one we just created?</i></b>	Brandon Anderson Matt Hidalgo Vinz Koller
11:10 a.m.	<b>7.0 Getting on Board</b>	Brandon Anderson Matt Hidalgo Vinz Koller
11:20 a.m.	<b>8.0 Final Thoughts, Wrap-up</b>	Brandon Anderson Matt Hidalgo Vinz Koller

Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the Workforce Development Board of Ventura County staff at (805) 477-5306 at least five days prior to the meeting. TTY line: 1-800-735-2922.



**JOINT MEETING  
WDB REGIONAL SECTOR COMMITTEES**

**November 16, 2017**

***"Skills Attainment for Upward Mobility & Aligned Services for Shared Prosperity"***

- WDB Business Services Committee
- WDB Clean/Green Committee
- WDB Healthcare Committee
- WDB Manufacturing Committee
- WDB Programs Committee

**MINUTES**

**Meeting Attendees**

Business Services

- Heidi Hayes (theAgency)
- Paula Hodge (College of the Canyons, SCCRC)
- Payal Kamdar (VSolvit)
- Tracy Perez\*
- Jaime Mata\*

Manufacturing

- Alex Rivera\*(Chair)
- Michael Bastine (College of the Canyons, SCCRC)
- Marybeth Jacobsen (WEC)
- Marilyn Jansen\*
- Byron Lindros\*
- Tiffany Morse ( VCOE)
- Bill Pratt\*
- Tre Robinson (Wholesome Harvest Baking)
- Mary Anne Rooney(Civic Alliance)
- Bruce Stenslie\*

Programs

- Tony Skinner\* (Chair)
- Roger Rice\* (Vice Chair)
- Jerry Beckerman(Segue)
- Connie Chan\*
- Mary Navarro-Aldana\*

WDB Members

- Vic Anselmo\* (Chair)
- Greg Liu \* (Vice Chair)
- Brian Gabler\*
- Patty Schulz\*

Clean/Green

- Anthony Mireles\*(Chair)
- John Brooks (City of Thousand Oaks)
- Holly Chavez (Allan Hancock College)
- David Fleisch (County of Ventura)
- Darrell Gooden (VC Innovates, VCOE)
- Charles Harrington\*
- Grant Leichtfuss (Villa Park Orchards Assoc.)
- Mary Anne Rooney (Civic Alliance)

Healthcare

- Greg Barnes\* (Chair)
- Richard Trogman\* (Vice Chair)
- John Cordova (College of the Canyons, SCCRC)
- Irene Ornelas (VC Innovates, VCOE)
- Michelle Reynolds (VCMC)
- Mary Anne Rooney(Ventura County Civic Alliance)
- Bill Werner (Simi Valley Hospital)
- Celina Zacarias\*

WDB Administration

- Talia Barrera
- Patricia Duffy
- Tracy Johnson
- Patrick Newburn
- Vivian Pettit
- Ma Odezza Robite

Guests

- Nancy Ambriz (County of Ventura)
- Lisa Brunelle (Department of Rehabilitation)
- Lisa Eklund (VC Innovates, VCOE)
- Hillary Howard (VC Innovates, VCOE)
- Rachel Linares (County of Ventura)
- Melissa Livingston (County of Ventura)
- Susan Mathers (Department of Rehabilitation)
- Richard McNeal
- Christy Norton (County of Ventura)
- Eileen Rohlfing (Employment Development Department)
- Teresa Serrata (County of Ventura)
- Luanne Swanberg (South Central Coast Regional Consortium)
- Steve Thompson (Ventura Adult Continuing Education)
- Carolyn Vang-Walker (Ventura Adult Continuing Education)
- Alexandria Wright (VCCCD)

\*WDB Members

## **1.0 Welcome and Introductions**

WDB Chair, Vic Anselmo, welcomed the attendees to the Joint Meeting of the WDB Regional Sector Committees: Business Services, Clean/Green, Healthcare, and Manufacturing. Additional members from the Programs and Outreach Committee, as well as community partners were also in attendance. Vic Anselmo introduced the facilitator/guest speaker from California Workforce Association, Bob Lanter. Mr. Lanter provided a short self-introduction and asked the WDB members and sector committee members to give quick self-introductions.

Bob Lanter introduced his fellow guest speaker, Vinz Koller, from Social Policy Research Associates, who gave an interesting presentation about the Swiss apprenticeship model.

## **2.0 Apprenticeship 2.0: College without Debt**

Mr. Koller provided an informative presentation of the Swiss apprenticeship model and the features of the Swiss education system which allows multitude of career paths. The model includes teaching soft skills that will not create dead-ends, schools focused on teaching communication and advanced math subjects. He emphasized on the practice of the Swiss education system where there is a public and private partnership and strengthened by the Swiss economy which is considered as the sixth largest investor/economy in the world.

He also explained the key feature of apprentices in the Swiss model where students spend three to four days per week with employers while spending only one to two days inside the classroom. In the Swiss model, sixteen-year old students can make decisions and nineteen-year old students already have achieved professional certificates and can earn a living. He compared that the average age of apprentices in the Swiss model is seventeen years old versus twenty-nine years old in USA.

The question was asked, if the employers were required to have apprentices. Mr. Koller responded that "only thirty percent of the employers have apprentices."

He also explained the funding of apprenticeship system, how firms invest in apprentices, measurement tools, background on how the Swiss employees gain experience and soft skills and how skills are best learned. When asked how California can adapt the Swiss system, Mr. Koller shared that it can be achieved by: building ecosystems, establishing permeability, triangulating, rebuilding prestige, focusing on students, and diversifying the registered apprenticeships.

One of the participants asked for the observed best practices in California. Mr. Koller gave an example of the Valley Transit Authority in Santa Clara with one hundred new positions opened for apprentices. Also, Mr. Lanter gave an example where he explained that the veterans in Livermore were trained in engineering at the laboratory.

A participant asked Mr. Koller how to address the transportation issue for young workers since most of the jobs are located outside Ventura County. Mr. Koller responded that the workforce development is a regional affair. He further suggested to look at the local economy and market and to look at where people work. Mr. Lanter provided an example of the apprenticeship Task Force in Washington, D.C. It showed how to expand outside the classic apprenticeship model where small, medium, and large employers can participate. Mr. Koller added that employers should look at apprenticeship on a broader sense and that employees can do training online to address the transportation issue.

Mr. Koller was asked if the apprenticeships were paid by the companies. Mr. Koller responded that all the costs for on-the-job training and specialized instruction was indeed paid for by the companies in the Swiss model and that the apprentices did not pay anything. The state pays for the general education portion.

Mr. Lanter provided a brief explanation and examples of work-based learning namely: registered apprenticeships, on-the-job training, incumbent worker training, career tech education with a workplace component, and transitional jobs/work experience. He mentioned that twenty percent of local youth formula funds are for work experiences such as summer jobs, pre-apprenticeship training, on-the-job training, and internships. He also provided a list of resources for work-based learning.

### **3.0 A Common Vision**

Mr. Lanter facilitated a group brainstorming on what success looks like. Participants were divided into six groups with six to seven members each. Each group provided their response to the question: "What's Going On?" or "What are the current work-based learning activities being practiced in each organization?"

#### What's Going On?

- Internships – rehabilitation, VCOE (1000 in education offsite)
- On the Job Training – America's Job Center
- Field Trips – middle high (750)
- Training for Employability Skills
- Entrée to Employment (2,000)
- Job Shadows
- Guest Speakers
- Civic engagement
- Construction apprenticeships
- Summer camps
- Trade based charter schools
  
- Hospitality Industry
- Incumbent Worker Training (lean manufacturing)
- Adult Education Pre-apprenticeships Internships
- Department of Rehabilitation – limited internships/externships
- VC Innovates Adult Education
- CLU Capstone Program (MBA)
- TDC Studies
- CAD Department/ Manufacturing 30
- Manufacturing Week Tours
  
- Regional Makers Space
- Robotics
- Health Care
- CAL Works Internships
- PathPoint
- CSUCI-Clinical Tech
- County of Ventura – Summer Interns
- Summer City Hall – Ventura & Oxnard
- Trades (IBW, etc.) Apprentices

- Employers (OJT) WIOA
- AG Supervisor Training at VC Noncredit
- Externship for Teachers In Engineering
- NBVC Internships (Primarily Com College)
- HCA (Health Care Agency) – WPL Revamping, Internships, Job Shadow
- CTE Programs at H.S Focus on Industry Certificates
- Career Education Center – Office of ED
- On the job training
- Union apprenticeships
- University Internships
- Government Internships
- Regional Occupation Program
- Summer in the City – VCCA
- City Corps
- Adult Education and Job Placement
- CMTC
- Applied Science Program at Ventura College (Entry level)
- Internship at Career Education Center (VCOE)
- Externship with CET
- Incumbent Worker Training at
- OJT at multiple companies
- BOA + EDD – training (unpaid)

Mr. Lanter used the Victory Circle Technique or a visioning exercise which showed the ideal vision of work-based learning for one year from now in Ventura County:

- CWA report to get them involved
- Anchor employers; employers are saying “Thank you!”
- Businesses are retained/created
- They like making money while working
- Engagement scores are high
- Monitoring their responses thru social media
- Youth unemployment goes down in county
- Robust marketing on CTE
- Clear understanding of pathways
- Target industry that are local- here regionally start 2-3
- One-stop site connecting employers to interns
- Listing of all applications and career paths available
- Website and social media for the youth
- Job Seekers/Students say “I love my job!”
- Employers say “Why didn’t we do it before?”
- Cohort of gateway path with Business enrolled in VACE
- Directory of all Work Based learning programs with business partnerships
- Multiple payment methods
- Innovation in public sector employers
- Stable and secure innovation and productive career pathways
- CWA annual report on how sectors is moving to get this done

- Employers want more
- Students feel secure, valued, respected, and engaged
- Youth VI rate decrease in country
- New fast track program works well!

#### **4.0 Contradictions**

Mr. Lanter asked each group what obstacles stand in the way of reaching the vision of a unified work-based learning strategy of Ventura County. Each group listed their responses:

##### **Business Engagement**

- Sustaining Commitment of Employers
- Partnerships between business and education are needed
- Employer Champions wanted
- Employer engagement
- Not enough employers involved or hiring
- Partner Collaboration and Coordination

##### **Process and Bureaucracy**

- Time: Patience for incremental growth
- New things take time
- Re-doing work that's already been done
- Funding stream
- Red Tape
- Fractured leadership and direction (capacity/priorities)
- WDB + Partners Capacity
- Misaligned incentives (Inability to triangulate)
- No Framework
- Restrictive HR Policies
- Coordination of efforts

##### **Leadership**

- Project Champions wanted (Strategic Oversight)
- Actionable Plans needed
- Develop Common Vision-Education among all LEAs
- Common means of communicating work being done
- Funds + Better coordination

##### **Education/Training/Marketing**

- Perception of academic learning vs. work-based learning
- Matching training vs. work (INT) schedule (Swiss model: 3-4 vs. 1-2)
- Length of time to get training from idea to classroom
- Need to establish certification/portability
- Education integrated with industry
- Student knowledge of career options
- Limited program information available
- Negative image of Work-Based Learning – Change to Positive

## Youth

- Inclusion for all youth
- Transportation
- Supportive transit system not available
- Student career inspiration/ initiative lacking
- Youth missing soft skills

### **5.0 Commitment and Next Steps**

WDB committee members worked in cross-sector groups, reporting to the large group their responses. Below is a summary of the wall notes and committee members' comments during the follow-up discussion. The input will be considered during WDB planning and WDB/WIOA regional and local planning processes:

- Working on task force/ WDB
- Utilize programs that are available (once we find out)
- Office OJT, internships
- Actively network to bring business to table
- Pair with business to provide training
- Advocate on behalf of students
- Work through policies – align education to cut red tape
- Attempt to communicate purpose to students (Entrée to Employment)
- Leveraging resources and activities
- Guide students to meet passion
- Develop student committee for student voice
- Communicating to public at large
- Engage students early (middle school)
- Study what other countries are doing

### **Summary of Next Steps**

Based on the contradictions given aligned with the commitment listed above, Mr. Lanter suggested to provide a follow-through of these ideas with doable action plans with the following focus:

1. Plan to engage business/employers;
2. Plan to streamline the process/bureaucracy;
3. Plan to engage youth in work-based Learning activities;
4. Plan to align activities and market to the public what we are doing; and
5. Plan to align leadership; to have a common platform.

### **6.0 Close and Adjournment**

Vic Anselmo adjourned the meeting at 4:30 p.m.

#### Next Meeting

Workforce Development Board Meeting  
December 7, 2017  
America's Job Center of California (AJCC)  
2901 North Ventura Road, Oxnard



## **Workforce Development Board of Ventura County**

**January 25, 2018**

### **REGIONAL JOINT SECTOR COMMITTEE REPORT**

- Business Services Committee
- Clean/Green Committee
- Healthcare Committee
- Manufacturing Committee
- Programs Committee



## WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY CLEAN/GREEN COMMITTEE

### Survey Results

**Goal:** To develop an action plan for a unified approach to work-based learning for Clean/Green in Ventura County.

Using the Joint Meeting WDB Regional Sector Committees' outcomes (November 2017), the Clean/Green Committee ranked the top three obstacles in five categories.

1. What top three Business Engagement obstacles stand in the way of reaching the vision of a unified work-based learning strategy in Ventura County?
  - 1) Sustaining Commitment of Employers and not enough employers involved or hiring (#1 had a tie)
  - 2) Employer engagement
  - 3) Partnerships between business and education are needed and Partner collaboration/coordination (#3 had a tie)
  
2. What top three Process and Bureaucracy obstacles stand in the way of reaching the vision of a unified work-based learning strategy in Ventura County?
  - 1) Coordination of efforts
  - 2) No framework and misaligned incentives (inability to triangulate) (# 2 had a tie)
  - 3) New things take time
  
3. What top three Leadership obstacles stand in the way of reaching the vision of a unified work-based learning strategy in Ventura County?
  - 1) Project Champions wanted (strategic Oversight)
  - 2) Action Plans needed
  - 3) Common means of communicating work being done
  
4. What top three Education/Training/Marketing obstacles stand in the way of reaching the vision of a unified work-based learning strategy in Ventura County?
  - 1) Need to establish certification/portability
  - 2) Student knowledge of career options
  - 3) Perception of academic learning vs. work-based learning

5. What top three Youth obstacles stand in the way of reaching the vision of a unified work-based learning strategy in Ventura County?

- 1) Youth missing soft skills
- 2) Transportation and supportive transit system not available (#2 had a tie)
- 3) Student career inspiration/initiative lacking

**ACTION PLAN:**

6. *What are the next five steps, in order of priority, the Clean/Green Committee needs to take to develop a unified work-based learning strategy in Ventura County?*

- 1) Plan to align leadership to have a common platform
- 2) Plan to engage business/employers
- 3) Plan to streamline the process/bureaucracy
- 4) Plan to align activities and market to the public what we are doing
- 5) Plan to engage youth in work-based learning activities



## WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY HEALTHCARE COMMITTEE

### Survey Results

**Goal:** To develop an action plan for a unified approach to work-based learning for Healthcare in Ventura County.

Using the Joint Meeting WDB Regional Sector Committees' outcomes (November 2017), the Healthcare Committee ranked the top three obstacles in five categories.

1. What top three Business Engagement obstacles stand in the way of reaching the vision of a unified work-based learning strategy in Ventura County?
  - 1) Partnerships between business and education are needed
  - 2) Employer engagement
  - 3) Sustaining Commitment of Employers and Partner Collaboration/Coordination (#3 had a tie)
2. What top three Process and Bureaucracy obstacles stand in the way of reaching the vision of a unified work-based learning strategy in Ventura County?
  - 1) Coordination of efforts
  - 2) Restrictive HR Policies
  - 3) Fractured leadership and direction (capacity/priorities) and WDB + Partners capacity ( #3 had a tie)
3. What top three Leadership obstacles stand in the way of reaching the vision of a unified work-based learning strategy in Ventura County?
  - 1) Actionable plans needed
  - 2) Funds and better coordination
  - 3) Common means of communicating work being done
4. What top three Education/Training/Marketing obstacles stand in the way of reaching the vision of a unified work-based learning strategy in Ventura County?
  - 1) Education integrated with industry
  - 2) Length of time to get training from idea to classroom and need to establish certification/portability (#2 had a tie)
  - 3) Matching training vs. work schedule.

5. What top three Youth obstacles stand in the way of reaching the vision of a unified work-based learning strategy in Ventura County?

- 1) Transportation and supportive transit system not available ( #1 had a tie)
- 2) Student career inspiration/initiative lacking
- 3) Youth missing soft skills

**ACTION PLAN:**

6. *What are the next five steps, in order of priority, the Healthcare Committee needs to take to develop a unified work-based learning strategy in Ventura County?*

- 1) Plan to streamline the process/bureaucracy
- 2) Plan to engage business/employers
- 3) Plan to engage youth in work-based learning activities
- 4) Plan to align leadership, to have a common platform
- 5) Plan to align activities and market to the public what we are doing



## WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY MANUFACTURING COMMITTEE

### Survey Results

Using the findings from the Joint Meeting WDB Regional Sector Committee (November 2017), your committee ranked your top three or more answers to the following eight questions:

1. What are top three or more current work-based learning activities being practiced in Manufacturing?
  - 1 Incumbent Worker Training
  - 2 On the Job Training – America’s Job Center/WIOA
  - 3 University Internships
  - 4 Adult Education Pre-apprenticeships
  - 5 Department of Rehabilitation – limited internships/externships
  
2. What is the ideal vision of work-based learning one year from now in Ventura County?
  - 1 Anchor employers; employers are saying “Thank you!”
  - 2 Clear understanding of pathways
  - 3 Directory of all Work Based learning programs with business partnerships
  - 4 Businesses are retained/created
  - 5 Robust marketing on CTE
  
3. What top three Business Engagement obstacles stand in the way of reaching the vision of a unified work-based learning strategy in Ventura County?
  - 1 Partnerships between business and education are needed
  - 2 Employer engagement
  - 3 Sustaining Commitment of Employers
  - 4 Employer Champions wanted
  - 5 Not enough employers involved or hiring
  
4. What top three Process and Bureaucracy obstacles stand in the way of reaching the vision of a unified work-based learning strategy in Ventura County?
  - 1 Coordination of efforts
  - 2 Fractured leadership and direction (capacity/priorities)
  - 3 Funding stream
  - 4 Red Tape
  - 5 No Framework
  
5. What top three Leadership obstacles stand in the way of reaching the vision of a unified work-based learning strategy of Ventura County?
  - 1 Project Champions wanted (Strategic Oversight)
  - 2 Funds + Better coordination
  - 3 Actionable Plans needed
  - 4 Develop Common Vision-Education among all LEAs
  - 5 Common means of communicating work being done

6. What top three Education/Training/Marketing obstacles stand in the way of reaching the vision of a unified work-based learning strategy in Ventura County?
- 1 **Student knowledge of career options**
  - 2 **Perception of academic learning vs. work-based learning**
  - 3 **Education integrated with industry**
  - 4 Need to establish certification/portability
  - 5 Limited program information available
7. What top three Youth obstacles stand in the way of reaching the vision of a unified work-based learning strategy in Ventura County?
- 1 **Student career inspiration/ initiative lacking**
  - 2 **Transportation**
  - 3 **Supportive transit system not available**
  - 4 Youth missing soft skills
  - 5 Inclusion for all youth
8. What are top three Next Steps for the WDB Manufacturing Committee?
- 1 **Actively network to bring business to table**
  - 2 **Pair with business to provide training**
  - 3 **Utilize programs that are available (once we find out)**
  - 4 Working on task force/ WDB
  - 5 Work through policies – align education to cut red tape



**Vinz Koller**

**Director of Training and Technical Assistance, Social Policy Research Associates**

Mr. Koller has more than 25 years of community and workforce development experience in the areas of strategic planning, leadership development, and capacity building and community engagement. His expertise lies in documenting promising practices in all aspects of community and workforce development programs and in translating research into practical training and capacity building steps that lead to program and system improvements. He has also developed particular expertise in developing career pathway and apprenticeship programs, improving reentry programs for ex-offenders in education and workforce development. He and his SPR team, in collaboration with the Foundation for California Community Colleges are coaching the California Apprenticeship Initiative grantees throughout California. Mr. Koller has overseen and managed the technical assistance support of scores of regional and national workforce development initiatives aimed at supporting education and career development for hard-to-employ populations. Mr. Koller grew up in Switzerland and travels there frequently and has first-hand experience with the Swiss dual education system.



**Matt Hidalgo**  
**Program Director, Journeyman Workforce Development Professional**

Matt Hidalgo comes to CWA from the Sacramento Employment and Training Agency and has had years of experience working face to face with job seekers and individuals with barriers to their employment. While working at the Sacramento Works, LCC. America's Job Center in Galt, CA, Matt sought to bridge the gap between job seekers and businesses through vocational trainings, instructional workshops, and job matching while simultaneously supporting the Job Center Supervisor in WIOA policy implementation and special projects. As a Workforce Development Professional, Matt advocated on behalf of his customers ensuring access to training resources and job placement assistance. Matt also assisted in the development and execution of contracts such as Service Agreements between partner agencies and job seekers as well as Individual Development Plus to map out job seeker Career Pathways.

While at SETA, Matt developed amicable relationships with customers, staff, and partners while acting as liaison to training providers and local business owners. Matt also took a lead role in actively facilitating the Galt Chamber of Commerce: Economic Task Force by convening monthly meetings, developing the agenda, and recording meeting minutes when necessary. Matt facilitated weekly workshops by researching and developing materials on subjects such as Financial Literacy, Resume Writing, Interviewing Skills, Job Searching Techniques, etc.

During his tenure as Workforce Development Professional, Matt was also selected to lead several special projects/initiatives, which has granted additional training in a few areas; including the Disability Employment Initiative (DEI), Out-of-school-youth, and English as a second language populations (primarily Spanish).



**Brandon Anderson**  
**Program Manager, Journeyman Workforce Development Professional**

Brandon Anderson manages CWA's ETP contract and works closely with State and Education partners on CWA's WIOA Discretionary Fund and Partnership activities. Brandon comes to CWA from the Sacramento Employment and Training Agency (SETA). At SETA, Brandon served as a lead Workforce Development Professional on site-specific and agency-wide efforts and initiatives, such as the Disability Employment Initiative (DEI).

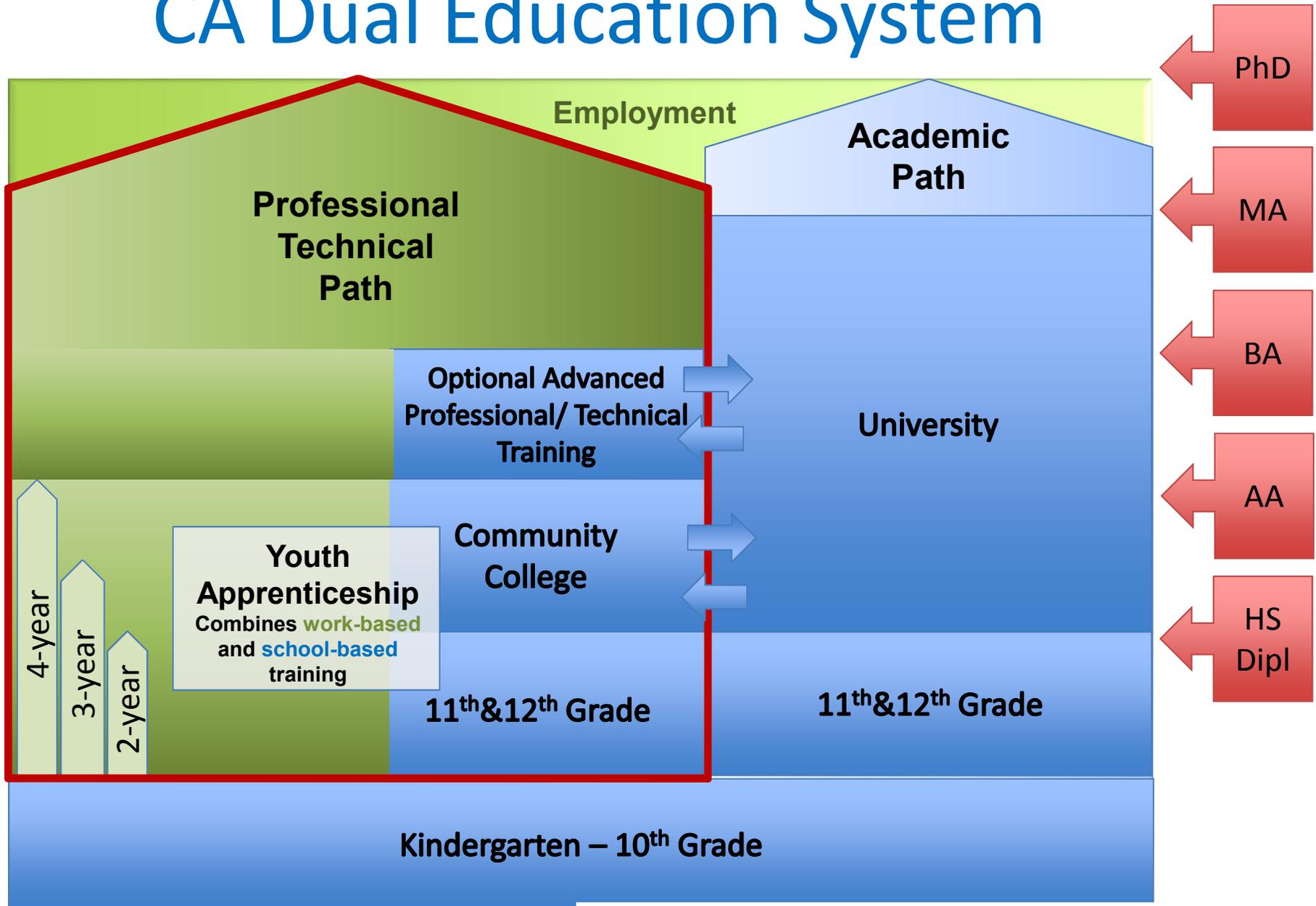
In his Job Center, Brandon facilitated customer workshops for WIOA Orientation, Resume Writing, Mock Interview, Using Google Drive, Computer Basics, Ticket to Work, and Focus on Abilities. He provided staff trainings and facilitated Consensus Workshops on Customer Service, CalJOBS Data-Entry, Case Management, and Follow-Up/Retention Services.

Agency-wide, Brandon led project teams on SETA's Coaches' Forums for WIOA implementation coordinating trainings on Customer Engagement and Human Centered Design. Brandon served on SETA's DEI team, a group of coaches committed to serving Individuals with Disabilities and which seeks to increase their programmatic and physical accessibility to Title 1 services.

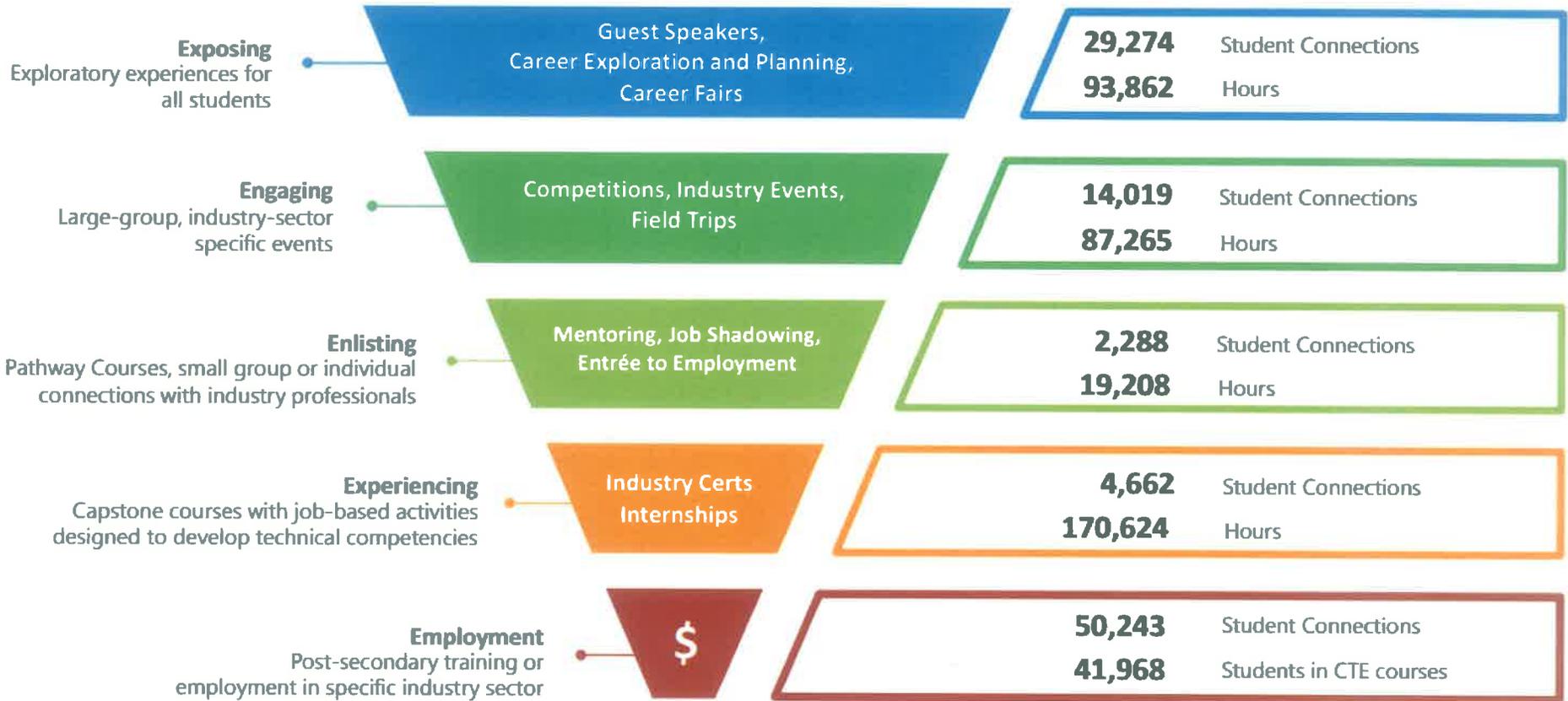
Through DEI – and with the addition of Accelerator funds to implement their Disability Employment Accelerator Project for engaging employers and education providers – Brandon helped launch a pilot for a one-of-a-kind colocation in Sacramento City College's Disabled Students' Programs and Services (DSPS) office providing Job Development Services to graduating DSPS students. This sparked a meaningful partner relationship and served as the model for program replication. Consequently, SETA was awarded Strong Workforce Program funds to colocate Job Developers at other Los Rios Community College District campuses.

Recently Brandon completed the Workforce Development Apprenticeship Program and is a certified Journeyman Workforce Development Professional.

# CA Dual Education System



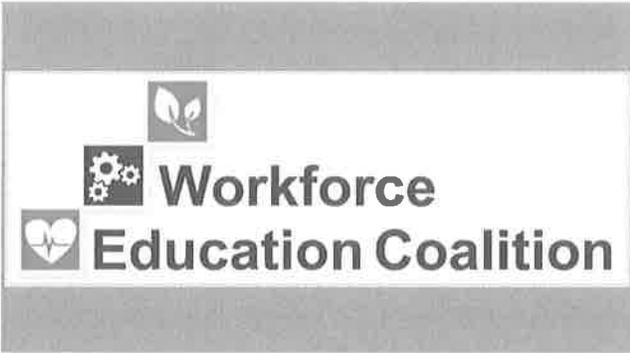
# Essential Career Connections 2017-18



# VCAEC Work-Based Learning Opportunities

- ▶ Over 150 companies provide externships to CTE grads
- ▶ The Strong Workforce Apprenticeship Group (SWAG) partners with Simi Institute for Careers & Education to provide paid manufacturing apprenticeships and employment
- ▶ The Ventura County Sheriff's Office partners with VACE to provide the TRJ Food Service and Hospitality Program
- ▶ VACE partners with American Culinary Federation and American Hotel & Lodging Educational Institute's Guest Service Professional Certification to provide pre-apprenticeship programs
- ▶ Medical students intern at local hospitals, clinics, doctor offices and volunteer at free clinics, health fairs and marathons
- ▶ VACE's CAD students created 3-D printed prosthetic hands using SolidWorks and a 3D model of the Fillmore Public Library expansion
- ▶ IT students maintain, network, and repair VUSD and personal computers
- ▶ Multimedia students produced videos for Livingston Memorial, Poinsettia Awards, the Lynd Group, VUSD, Ventura Chamber, Aztec Software and Burlington English.
- ▶ The VCI Collaboration with VCAEC provided opportunities for field trips, mentors, Captivating Speakers, and Entree to Employment
- ▶ During FY 2017-18, VACE's CTE students engaged in 4,257,270 hrs. of WBL





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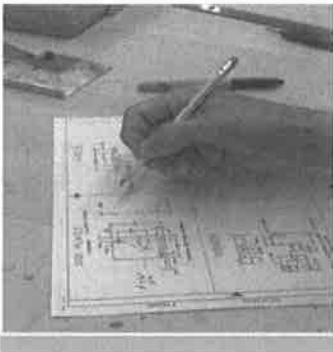
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**Mission Statement**

To build tomorrow's workforce today through business driven partnerships and programs

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**Student Programs**

- Tours
- STEM-Equity Tours
  - ✓ Manufacturing
  - ✓ IT
- Entrée to Employment
- Laptop Advantage



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### Teacher STEM-Erson

- Immerse teachers in industry
- Provide teachers with tools for project based lessons
- Focus:
  - ✓ Manufacturing
  - ✓ Healthcare
  - ✓ Bio-Tech
  - ✓ Agriculture




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### Manufacturing & IT Guild 2018 Goals:

- Advisory Boards
  - ✓ Career Education Committee – Advisory Board Working Group
- Apprenticeships
- Worker Pipeline

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### WVEC Impact

- Entrée to Employment:
  - Over 375 business partners =
  - Over 3,750 student and teacher connections
- Teacher Professional Development:
  - Over 80 teacher participants = Over 4,000 students benefiting from business involvement
- Guild X Movement:
  - Over 90 businesses engaged in the Guilds




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## Organization Overview

PathPoint is a California-based nonprofit organization dedicated to helping individuals with disabilities and disadvantages achieve independence and self-sufficiency. PathPoint serves Kern, Los Angeles, San Luis Obispo, Santa Barbara and Ventura counties, offering person-centered programs to fully integrate individuals with disabilities and provide them with the support and skills necessary to live independently.

## Populations Served

- Developmental Disabilities
- Physical Disabilities
- Mental and Behavioral Health
- Economic Disadvantages and At-Risk Youth

## Programs Offered in Ventura County

### Discoveries

**Discoveries:** comprehensive curriculum-based program that provides support and instruction in vocational skills, interests, and social aptitudes. It also provides the opportunity for participants to reach maximum social, intellectual, physical, sensory, and emotional functioning levels.

### Employment Services

**Integrated Work (IWK):** combines community integration with opportunities to work in various paid part-time employment contracts within Ventura County.  
**Job Placement Services (JPS):** helps individuals to successfully secure local jobs with assistance in resume writing, interview preparations, and job search strategies.  
**Individual Supported Employment (ISE):** provides one-on-one job coaching services that include individualized instruction, training, and intervention to help individuals improve work skills and positive work behaviors. A Job Coach counsels individuals on issues related to competitive employment, monitors progress on the job, and acts as liaison between the employer and employee.  
**Group Supported Employment (GSE):** enables a group of 3 individuals employed by PathPoint to perform full-time or part-time work on a contract basis with a community employer.  
**External Situational Assessment (ESA) and Work Adjustment Services (WAS):** utilize work sites to identify an individual's work readiness; time-limited training at a work site; and the development of work behaviors and functional capacities to maintain positive employment.  
**Paid Internship Program (PIP):** is available to job seekers served by Tri-Counties Regional Center who want to gain work skills and experience that will increase opportunities for future employment.

### Project SEARCH

**Project SEARCH:** Participants attend the one-year, 5-day a week internship in a business setting, participating in work rotations at the host site to gain experience and transferrable skills. (St. John's Regional Medical Center Oxnard, St. John's Pleasant Valley Hospital Camarillo, and Four Seasons Hotel Westlake Village.) PathPoint leads afternoon workshops at the site covering: communication, interviewing, job search and reflection. Participants also receive job support and mentoring following the completion of the program to secure competitive employment.

### Independent Living

**Community Independent Living Services (CILP):** provides living arrangements and with instruction relating to independent living skills in an apartment leased by PathPoint in Thousand Oaks.  
**Independent Living Services (ILS):** provides 10-20 hours per month of one-on-one instruction and support pertaining to living skills.

### Youth Networked Services

**Youth Networked Services:** Helps at-risk youth transition into adulthood by teaching them the basic skills, experience, and resources essential for success. Youth ages 16-24 have access to work readiness workshops, paid work experience, community resources, post-secondary education enrollment, vocational training, supported services, and incentives for program completion.

### Behavioral Health

**Life Skills Center:** a recovery, restoration, and relapse prevention program for people diagnosed with chronic mental illnesses. Our center is open to enrolled adults Monday—Friday from 10am-2pm. Members increase effective coping skills, decrease isolation, and learn skills in managing their mental health diagnosis in this therapeutic social setting. Lunch is provided as well as a Food Pantry. Referrals required from Ventura County Behavioral Health.

Please visit [www.PathPoint.org](http://www.PathPoint.org) for more information



## Contact Information

### Disability Services

#### Community Integration Services

##### Discoveries (Simi Valley and Thousand Oaks)

Eileen Alvarez

[Eileen.Alvarez@PathPoint.org](mailto:Eileen.Alvarez@PathPoint.org)

805-520-8744 x1408

#### Employment Services

##### Integrated Work (IWK) & Group Supported Employment (GSE)

Jaclyn Armstrong

[Jaclyn.Armstrong@PathPoint.org](mailto:Jaclyn.Armstrong@PathPoint.org)

805-413-0790 x1439

##### Individual Supported Employment (ISE), Job Development, External Situational Assessment (ESA), Paid Internship Program (PIP)

Canaan Knapp

[Canaan.Knapp@PathPoint.org](mailto:Canaan.Knapp@PathPoint.org)

805-413-0790 x1435

##### Project SEARCH

Brianna Berry

[Brianna.Berry@PathPoint.org](mailto:Brianna.Berry@PathPoint.org)

805-413-0790 x1440

#### Independent Living Services

##### Independent Living Skills (ILS & CILP)

Dawn Ashe

[Dawn.Ashe@PathPoint.org](mailto:Dawn.Ashe@PathPoint.org)

805-413-0790 x1445

##### Kim Whitaker

Vice President, Ventura Division

[Kim.Whitaker@PathPoint.org](mailto:Kim.Whitaker@PathPoint.org)

805.520.8744 x1413

### Behavioral Health Services

#### Behavioral Health Services

##### Life Skills Center

Linda Farhat

[Linda.Farhat@PathPoint.org](mailto:Linda.Farhat@PathPoint.org)

805-413-0350

##### Jennifer Newbold

Vice President, Behavioral Health Division

[Jennifer.Newbold@PathPoint.org](mailto:Jennifer.Newbold@PathPoint.org)

805-963-1086 x1621

### Youth Services

#### Youth Networked Services

Kim Whitaker

[Kim.Whitaker@PathPoint.org](mailto:Kim.Whitaker@PathPoint.org)

805-520-8744 x1413

See programs in action!

@PathPointCA



## Ventura County Locations

### Simi Valley

1463 E. Los Angeles Ave

Simi Valley, CA 93065

805.520.8744

### Thousand Oaks

501 Marin St, Suite 112

Thousand Oaks, CA 91360

805.413.0790

### Behavioral Health Services

501 Marin St, Suite 100

Thousand Oaks, CA 91360

805.413.0350

Please visit [www.PathPoint.org](http://www.PathPoint.org) for more information

# GREAT FUTURES START HERE.



**BOYS & GIRLS CLUBS  
OF GREATER OXNARD AND  
PORT HUENEME**

## Youth Empowerment Program Subsidized Employment FACT SHEET

### PROGRAM GOALS

- ❖ To provide work experience and income for youth
- ❖ To provide youth the opportunity to obtain realistic work experience in public and/or private or non-profit agencies
- ❖ To serve approximately 37 youth residing in the Oxnard and Port Hueneme area

### PLACEMENT HOURS & WAGES

- ❖ Youth placements starts in July
- ❖ Participants will attend an orientation
- ❖ Participants will be allowed to work up to 125 hours, approximately 20-40 hours per week
- ❖ The Boys & Girls Clubs of Greater Oxnard and Port Hueneme will pay for the 2018-2019 program year the wage of \$12.00 per hour
- ❖ The participant will be paid bimonthly through a payroll system set up with BGCOP

### SELECTION OF WORKSITES

Various job categories are available, such as:

- |                                    |                         |
|------------------------------------|-------------------------|
| - Maintenance/Custodial            | - Clerical/Office       |
| - Teacher's Assistant/Library Aide | - Landscape             |
| - Food Preparation                 | - Child Care/Recreation |
| - Retail                           | - Other                 |

Training sites will be selected based on the following criteria:

- Review of the Worksite Request, Job Description and Worksite Agreement
- Worksites ability to provide adequate supervision and comply with program policies in submitting participant evaluations, attendance reports and other documents
- Post and enforce health and safety rules
- Prior participation – Reviewing
  - ◆ Monitoring reports to evaluate the worksites past ability to comply with program policies and procedures such as submitting time cards, evaluations, etc. on a timely basis
  - ◆ Job Developer, supervisor and participant evaluation: reviewing job duties, supervision and program compliance

# ***Toward a Dual Education System for California Lessons from Zurich***



***Vinz Koller  
Senior Strategist for Capacity Building  
Social Policy Research Associates***

# CEMETS 2018



# Example Telecommunications





# Example Advanced Manufacturing

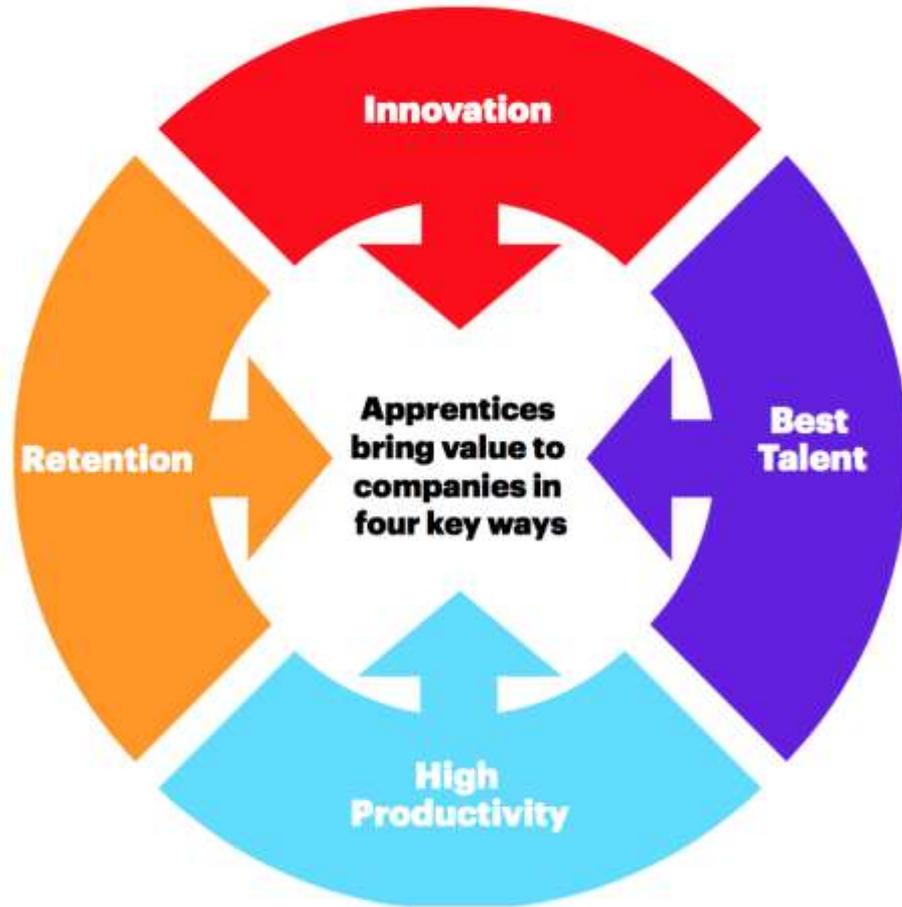
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# Example Banking

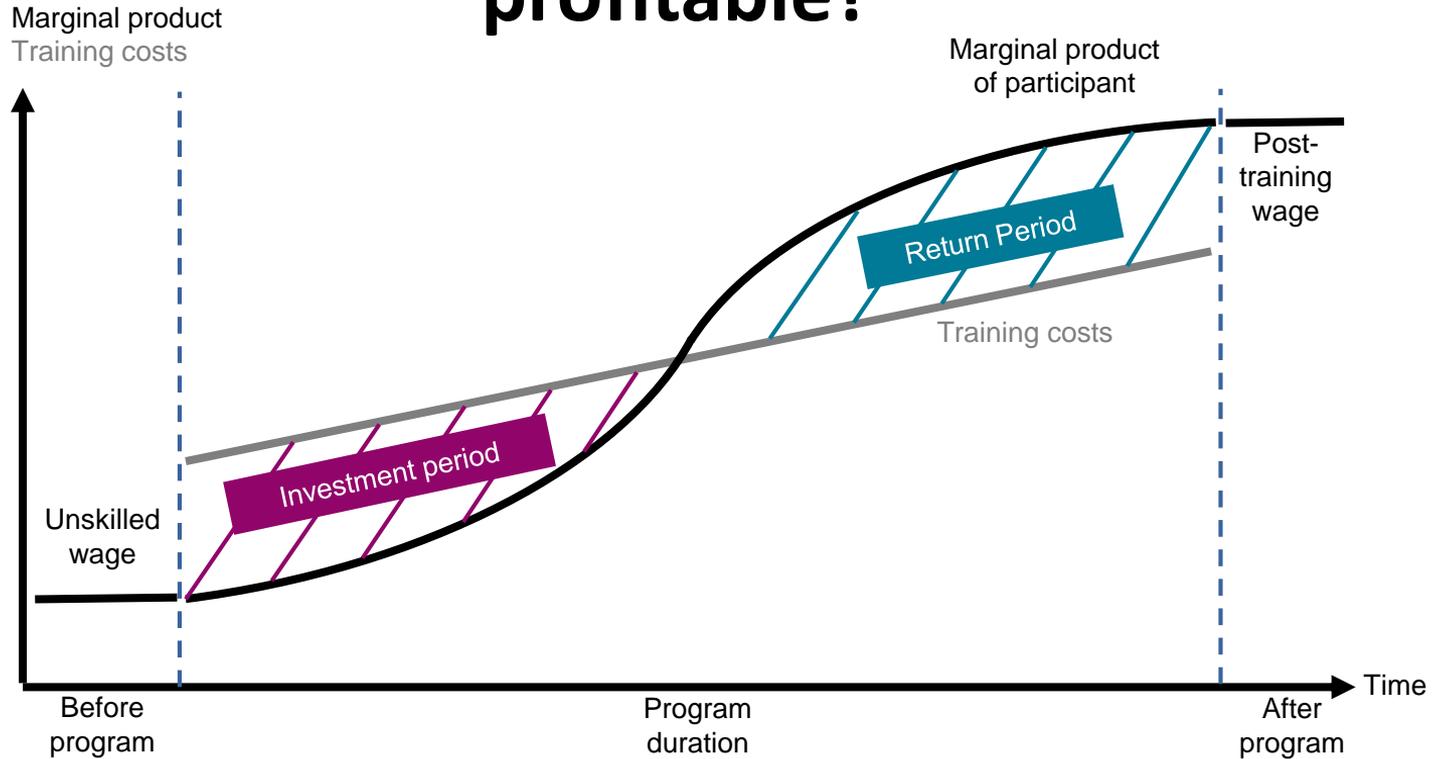


<https://cyp.ch/en>



**Why do  
companies  
like it?**

# How can apprenticeships be profitable?





Why do  
apprentices  
like it?

<http://www.new-talents.ch/de/>



**Why do educators like it?**

# Bringing it Home



# Youth in California

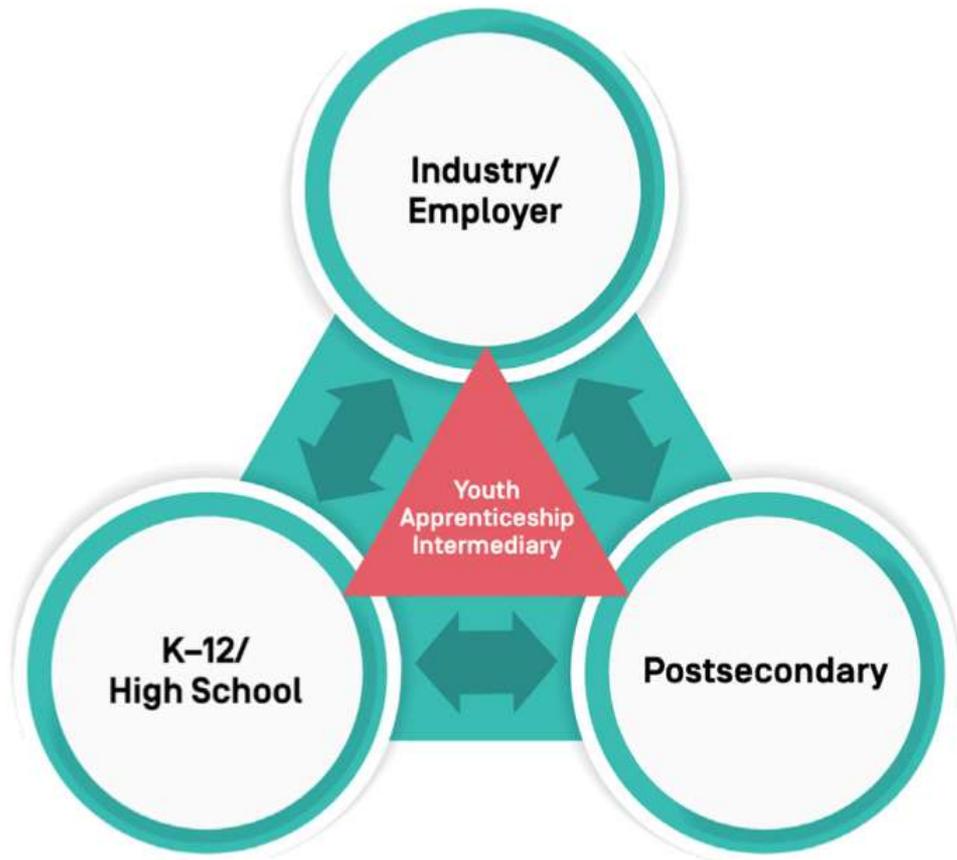
- California's Unemployment Rate in May 2018 is 4.2%
- In 2017, the overall state youth unemployment rate ticked up from 18 to 20 percent.
- In the metropolitan areas of Bakersfield, Modesto, Salinas and Stockton, youth unemployment lies north of 30 percent; on average, just one in five teens in these cities is employed.
- Even in more economically robust parts of the state such as Los Angeles and the Bay Area, youth unemployment rates still hover around 20 percent.

# For Every 100 9<sup>th</sup> Graders in California



## Business Perspective

- The estimated cost of unfilled job openings California is estimated to be \$15 billion per year, according to the Center for Economic Research in 2014
- In a 2014 study, 47% of US employers said the lack of technical competencies made it difficult to fill jobs.



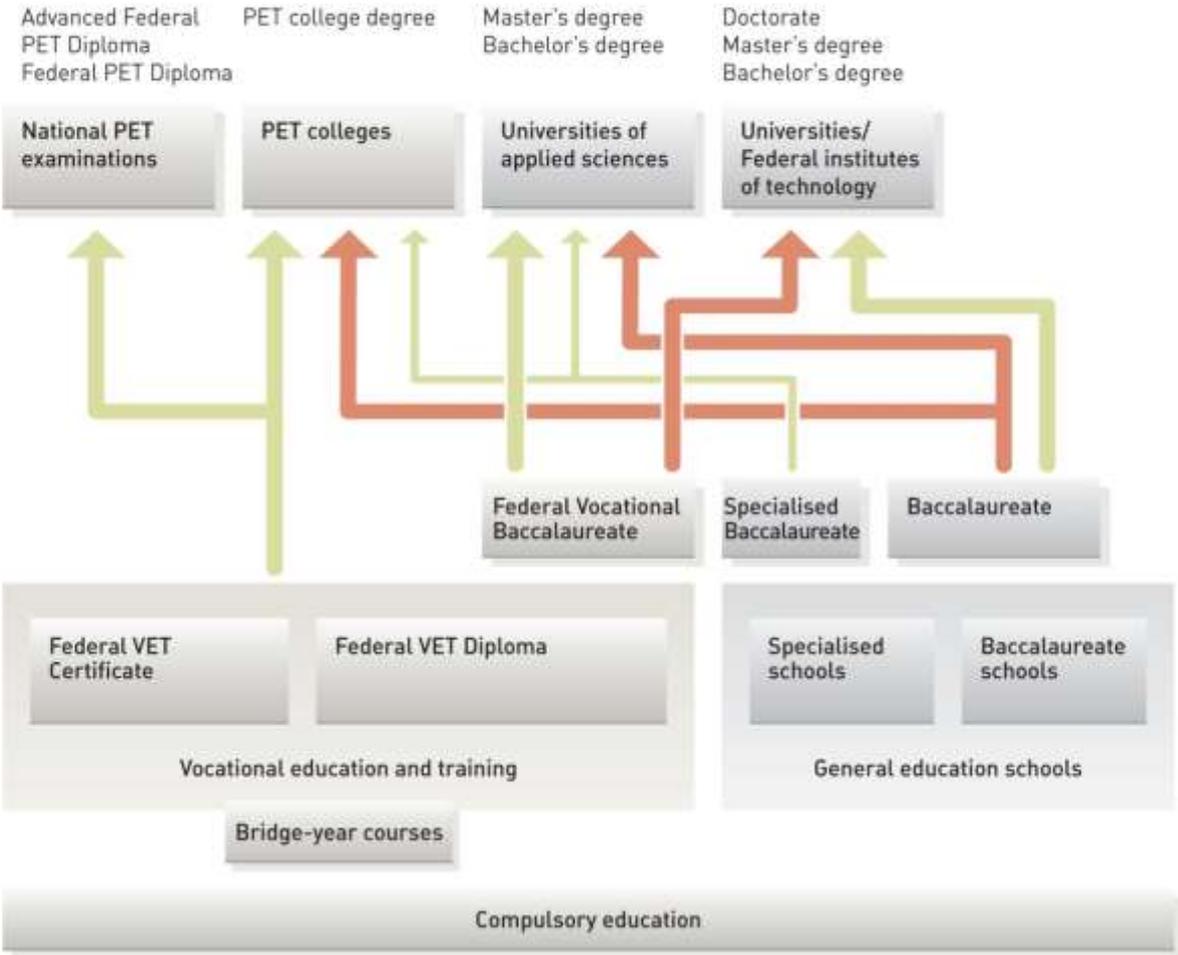
What would Youth Apprenticeship at scale look like in California?

- **800,000 Apprentices (10x)**
- **Business would invest \$18.75 b. and earn back \$20.65 b.**
- **Young people would add \$18 b. to the economy.**
- **Reduce their student debt by \$18 b.**
- **Youth unemployment rate would drop to 3%**

**PROFESSIONAL EDUCATION AND TRAINING (TERTIARY-LEVEL B)**

**HIGHER EDUCATION (TERTIARY-LEVEL A)**

Job-related continuing education and training



TERTIARY LEVEL

UPPER-SECONDARY LEVEL

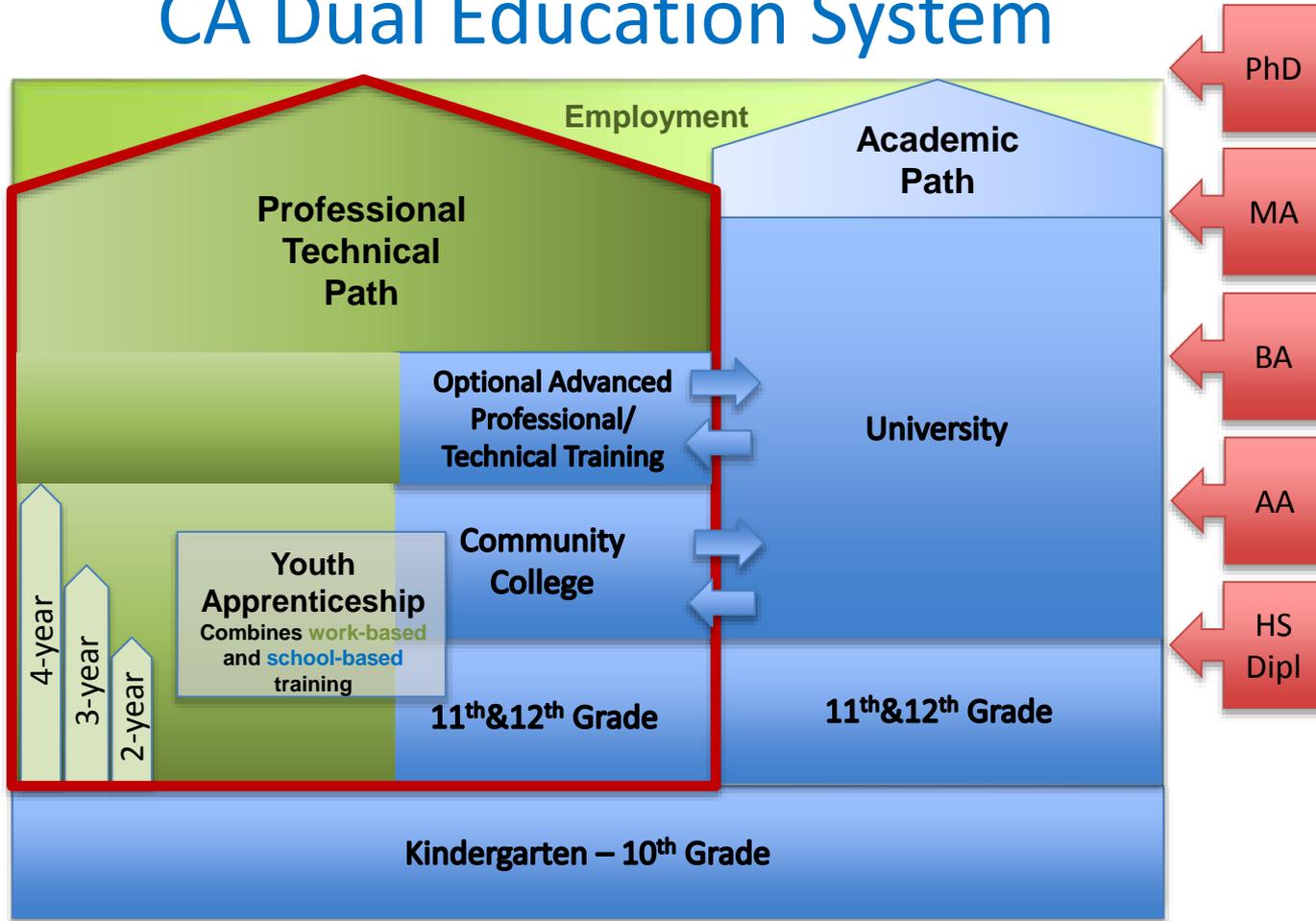
# Youth Apprenticeship Signing Day



**Trident Technical  
College,  
Charleston, SC**

<https://youtu.be/DiMPeXw7ZXs>

# CA Dual Education System



# Immediate Next Steps

- Initiate baseline data gathering process
  - CA Employment Education Linkage Index
  - CA Youth Labor Market Index
- Write Action Plan for System Reform
  - Document necessary legislative changes
  - Document administrative and regulatory changes
  - Build implementation timeline
  - Gather stakeholder and public feedback
- Recruit champions for Youth Apprenticeship

# Questions



## Action Clinic

- Brainstorm/prototyping session in 5 role-alike groups (keeping in mind lessons learned from Zurich):
  - **Educators: K-12**
  - **Educators: Post-Secondary**
  - **Businesses/Unions/Intermediaries**
  - **Workforce Boards/Electeds**
  - **AJCC and Service Provider Staff**
  - **Accrediting and certifying bodies (such as DAS)**

# Brainstorm and Prototype

- Questions to consider (keeping in mind lessons learned from Zurich):
- **How do we create a CA Dual Education System?**
  - What are top three challenges?
  - How would laws, regulations, practices need to change?
  - How do we expand the coalition?
- **What three things are you willing to do to make it happen?**

# More Information

## Vinz Koller

Senior Strategist for  
Capacity Building  
Social Policy Research  
Associates

[Vinz\\_Koller@spra.com](mailto:Vinz_Koller@spra.com)

[www.spra.com](http://www.spra.com)

831-277-4726



## Bob Lanter

Executive Director  
California Workforce  
Association

[blanter@calworkforce.org](mailto:blanter@calworkforce.org)

[www.calworkforce.org](http://www.calworkforce.org)

916-325-1610

