EPISODE 3

From Policy to Practice
Creating Impact at Scale

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@JFFtweets
#JFFpathways
#equitablepathways
WHO IS HERE TODAY AND WHAT IS ON YOUR MIND?

What is your name?

What organization do you work with/for?

What question brings you here today? What problem are you seeking to solve in your work?
Save the Date

Building Equitable Pathways

Webinar Series

Episode 4

Building Capacity for the Workforce of the Future

February 19, 2021 | 2:00-3:00 PM ET
The Case for Change
Career Connect Washington (CCW) is a statewide movement to create a high-quality career connected learning (CCL) system.

In May 2017, Governor Inslee charged CCW to find ways for young people to explore, prepare, and participate in “real world” employer-based learning opportunities as a way to increase life fulfilment and self sufficiency, advance more students past high school with a degree or credential, and improve the state’s economy.

CCW scope:

- Serve young people up to age 29
- Introduce students early (elementary and middle school) to opportunity around them
- Build off of existing great CCL opportunities in K-12, postsecondary (2- and 4-year)
- Learn from and grow Registered Apprenticeships as a critical player in the system

Students, parents, industry and educators drove strategy development.

In spring 2019, HB 2158 (WEIA) was passed by the Legislature, which codified our state’s 3-step CCL framework, and provided funding to implement CCW statewide through competitive, performance oriented, grants.
The Problem: Students lack sufficient pathways to great careers

Goal: Connect young people to great careers while advancing their education

Percent of Washington students gaining a credential or degree beyond high school: 40%

Percent of Washington jobs requiring a postsecondary credential: 70%
The Reality Today: Disconnected pathways between education and employment

Education
(K-12 and Postsecondary)

Employment
Finding a Solution: Plan was built with the help of thousands of our citizens

Education
- Students & Parents
- Teachers & Counselors
- Superintendents
- 4-Year and Community College Presidents

Business & Industry Leaders

Government / State Agency Staff

Labor Leaders

Community Leaders and Nonprofits

Regional Leaders
The Solution: Career connected learning is a braided pathway that connects students to the career opportunities around them, starting early in their schooling.
The Solution: Connected pathways require a connected system

Employment

- Government
- Industry
  - Employers
  - Labor

Education

- K-12
- Higher Education
  (incl. CTC, 4-Year)

CCW can provide the connective tissue to grow CCL programs statewide
CCW Vision and Principles
CCW’s Vision is to ensure equitable CCL access and outcomes for Washington students

Every young adult in Washington will have multiple pathways toward economic self-sufficiency and fulfillment, strengthened by a comprehensive state-wide system for career connected learning.

In order for every young adult to succeed, we must intentionally focus on populations furthest from opportunity especially students of color, Indigenous students, low-income students, rural students, and students with disabilities.

We acknowledge that systemic racism has held students back, especially Black and Indigenous students, and we aspire to build an anti-racist system for career connected learning.
To reach our vision and ambition, we need a comprehensive system that follows a set of core principles.

**SYSTEM DESIGN PRINCIPLES…**

- **Easy to Navigate**: Easy for employers & young adults to engage in career-connected learning.
- **Build from the Best**: Build off of and learn from what exists.
- **Dynamic & Innovative**: Constantly responding to changing employer needs.
- **Built from the Best**: Built from the best.
- **Scalable**: System allows for continued expansion of programs and number of people served.
- **Equitable**: Young adults must be provided equitable access to experiences.
- **Choice-Based**: Not built around tracking or testing.
- **Permeable**: Pathways must be permeable and not stick young adults into non-flexible tracks.

**…AND PROGRAM DESIGN PRINCIPLES**

- Provide positive ROI for employers; built on skills and competencies defined by employer.
- Be high-quality and lead to positive outcomes for young adults.
- Leverage modern digitally-connected tools.
Approach: Career Connect Washington will build a system from many strong but disconnected programs
CCW Approach to Scale
**Common Language: Career Connected Learning takes place in a three-step continuum**

**Definition**

Work-based programs with aligned classroom learning that culminate in a postsecondary credential*, producing a competitive candidate for meaningful employment (including Registered Apprenticeships)

*Postsecondary credential means certificate, or at least one year towards an associates or bachelor’s degree

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**Career Launch**

- Career-specific instruction at a worksite or in a classroom for academic credit

**Career Prep**

- Early exposure opportunities to careers and career options (e.g. career fairs, worksite tours)

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**Career Explore**

Life-long learning and work

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We’ve received over $25M in state operating funds for FY2019-2021

**Network & Intermediary Grants, $6.3M**
Competitive grants for program intermediaries, regional networks and coordinators in education service districts to create and expand career-connected learning opportunities statewide

**Increasing enrollment, $3.6M**
Student enrollment funding in K-12 and CTCs for Career Launch

**Equity supports, $1.8M**
Dual enrollment scholarship pilot – provides scholarships and textbook vouchers to low-income students enrolled in Running Start and College in the High School; Funds a new tribal liaison position at OSPI to grow tribal youth enrollment

**System start-up, $3.0M**
Funding for creation of career-connected learning data enclave, CCW directory, CTE course equivalencies, and expansion of career-connected learning in K-12

**Supported programs, $12.0M**
Funding for existing and new career-connected learning programs including CorePlus, health care registered apprenticeships, and others
**Quality Control:** Industry and Education-led endorsement process for Career Launch

Career Launch Programs will be endorsed in a rigorous CCW-led process including:

- **Industry-validated** (e.g. students work-ready, critical mass of employers participating, valued across industry, high-potential career pathway)
- ** Academically-validated** (e.g. state-wide recognition and transferability, aligned with high-quality academic standards)
- Endorsement will be reviewed periodically based on student outcomes

Only endorsed Career Launch Programs will have access to increased support (including capacity funding) and count towards CCW goal

Career Launch endorsement applications reviewed monthly

Endorsement application available on SBCTC website

- Programs can be offered at community and technical colleges, training centers, universities and K-12 schools that partner with higher-education institutions
- Further information regarding K-12 Career Launch 1.2 FTE funding available via [slides](#) and [webinar](#)
Regional networks and program intermediaries provide the necessary connections.
First year results exceed goals and show good momentum

10,000

Nearly 10,000 students enrolled in Career Launch programs – exceeding our first-year goal (data from Q2 2020)

1,373

New Career Launch enrollees
- Of which 1,145 are new Registered Apprenticeship students (data from Q2 2020)
- Additional 600+ Career Launch students anticipated from recently endorsed programs (data from Q3 2020)

300+

Additional seats from programs in-development² (data from Q3 2020)

49

New Career Launch programs created²
- Of which 21 are Registered Apprenticeships

1. Enrollment of students under 30 years old as of March 2020, includes active state Registered Apprenticeships and Career Launch students; Apprenticeship numbers reflect total growth, influenced by a variety of factors, including economic expansion prior to the COVID-19 pandemic; Program data current as of Q2 2020; 2. 300+ seats as a conservative estimate and only based on first-year growth
Where we’re going
Moving forward, there are several areas where CCW will continue to focus

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<th>Equitable Access</th>
<th>Sustainability</th>
<th>High Quality</th>
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<tr>
<td>• Capitalize on the current national environment and lean into the nation’s focus on racial &amp; social justice</td>
<td>• Ensure the overall system has the resources required for long-term success</td>
<td>• Ensure our programs promote student success as we learn more about student outcomes (e.g., program enrollment, completion, post-completion outcomes, equity metrics)</td>
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<td>• Build more accountability at the local level for equitable access initiatives</td>
<td>• Explore approaches for long-term funding (e.g., diversify sources, more flexible uses)</td>
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<td>• Increase agency &amp; partner ownership/accountability across all levels</td>
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<th>Communications</th>
<th>Employer Partnerships</th>
<th>K-12 and 4-Year Partnerships</th>
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<td>• Spread the word &amp; increase awareness now that we’ve built CCW’s brand</td>
<td>• Explore ways to continue building even stronger corporate champions and increasing partnership with employers</td>
<td>• Grow Career Launch participation in the K-12 and 4-year systems</td>
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<td>• Continue collaborating with regional networks to best serve students</td>
<td>• Explore ways to get more employers to sign up for Career Launch programs</td>
<td>• Leverage our K-12 and 4-year successes to set others up for success</td>
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<td>• Ensure that CCW’s messaging reaches underserved populations</td>
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Ambition: Enable all WA young adults to experience career connected learning

System Goals

Career Launch (CL)
- Career Launch completion rate: 60%
  - CL completion for Class of 2030

Career Prep (CP)
- Career Prep completion rate: 100%
  - CP completion for Class of 2030

Career Explore (CE)

Leading Indicators

Career Launch completion rate
- Completion by sub-group (e.g. region, industry, demographic)
- No. of young adults enrolled
- No. of employers participating
- Registered apprenticeship growth

CP, CA completion rate
- Completion by sub-group (e.g. region, industry, demographic)
- No. of young adult experiences (including by experience type)
- No. of employers participating

Long-Term Success

WA % unemployment (relative to other states)
70% credential attainment (for Class of 2030)
X2 growth in registered apprenticeships
WA median wage increase
WA GDP increase
Questions?
Appendix
Career Connect Washington relies on leveraging existing state educational strengths while also addressing critical challenges and gaps in connecting to employers and community.

CCW identified the following challenges/gaps when designing its approach:

1. Youth and educator demand for high-quality CCL programs far exceeded supply
2. Existing CCL program participants did not reflect the state’s diversity
3. Pathways into some of the state’s fastest growing sectors were very limited
4. Resources were overly-concentrated in the Puget Sound region
5. Educators and employers found it difficult to connect with one another, as they live in different worlds
6. State agencies were perceived to be working independently to solve workforce challenges, without common goals or vocabulary
7. Changing economic forces and employer and student needs require a dynamic, highly responsive, and nimble approach
In first year of implementation, CCW is filling gaps and taking root

Since the passage of HB 2158 in 2019, CCW has made significant progress against each of these challenges:

1. As of March 2020, 10,000 students were enrolled in Career Launch\(^1\), with 49 new programs\(^1\) (of which 21 are Registered Apprenticeships) and over 20 more in-development, supported by intermediary grants.

2. Early data on participants reveals greater diversity and creates a roadmap for where to increase outreach efforts; equity survey reveals critical gaps in student supports.

3. Demonstrated growth in program development and enrollment in high-demand fields including technology, health care, and life sciences.

4. Programs and resources were deployed across every part of the state and covered every industry sector.

5. Network leaders and intermediary program builders successfully connected employers and educators to produce rapid results.

6. Governor’s office worked closely to align state agencies around common vision and vocabulary and evaluated progress with September 1 Legislative Report on performance against clear goals and metrics.

7. The CCW collective responded immediately to economic changes from COVID-19 pandemic to meet employer and student needs creating virtual content (CareerConnect@Home; State of Innovation) and to expand and retool programs.

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