PUBLIC PERFORMANCE REVIEW

Goal 1.2 – Career Connect

September 22, 2021
Welcome

Presented by:
• Christy Bezanson, Director, Results Washington
Zoom Overview

PUBLIC PERFORMANCE REVIEW

Goal 2.1 – Economic Recovery Post Covid
June 23, 2021
PUBLIC PERFORMANCE REVIEW

Goal 2.1 – Economic Recovery Post Covid

June 23, 2021
Public Performance Review Purpose

The Public Performance Review is our monthly meeting with the Governor, leaders, agency experts, and community members designed to:

• Focus on a cross-agency project tied to the Governor’s priorities
• Hear from those impacted by the project – those with lived experiences and those who are customers and process partners in the community
• Engage in discussions and problem-solving on these complex topics
Public Performance Review Project Selection

1. Held agency meetings to finalize improvement project recommendations for each Goal area topic.

2. Agencies self-selected their participation and designated subject matter experts (SMEs) for each improvement project based on RASCI criteria.

3. Facilitated agency meetings to finalize improvement project focus for each Goal area.

4. RW and agency SMEs have been actively working to define project scope and develop charters and project plans.
Project Focus

Coordinate culturally sensitive, learner-centered outreach to potential participants and support for existing participants who are facing barriers in Career Connect Washington (CCW) program completion (e.g. transportation, childcare, mentoring, equipment procurement, and other support services).
Project Team

**Sponsoring Agencies**

- Career Connect Washington, Employment Security Department, and State Board for Community and Technical Colleges

**Support, Consulted, and Informed Agencies**

- Department of Children, Youth, and Families
- Department of Commerce
- Department of Corrections
- Department of Social & Health Services
- Department of Transportation
- Department of Veterans Affairs
- Health Care Authority
- Labor and Industries
- Office of Financial Management
- Office of Superintendent of Public Instruction
- State Board of Education
- Washington Student Achievement Council
- Workforce Training & Education Board
Opening Remarks
PROJECT INTRODUCTION

PRESENTED BY:
• MAUD DAUDON, PROJECT LEADER, CAREER CONNECT WASHINGTON
Strong start for Career Connect Washington

In partnership with business, labor, regional networks, program builders, educators, community leaders, and state government, we have:

- Enrolled over 12,800 Career Launch students across all regions
- Helped establish nearly 100 new Career Launch programs (including 33 new Registered Apprenticeships)
- Continue to make pathway experiences accessible and open to every student
  - Biggest enrollment gaps (relative to statewide demographics) among women, Latinx, low-income students, and students experiencing homelessness
  - Results Washington work will add focus and support to close gaps
- Launched the first ever statewide directory of Career Connected Learning (CCL) programs
Ensuring equitable access and outcomes for Washington students is core to the CCW strategy

**CCW Vision**

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.
Looking ahead: CCW developing proposals now for FY23-25 session to achieve long-term sustainability and scale

<table>
<thead>
<tr>
<th>Equitable Access</th>
<th>Sustainability</th>
<th>High-Quality</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Hold system and institutions accountable to achieve CCW racial and social justice goals</td>
<td>• Ensure resources required for long-term success</td>
<td>• Ensure outcomes are at least equivalent to academic-only pathways</td>
</tr>
<tr>
<td>• Expand supports for students to enroll in and complete CCL programs</td>
<td>• Increase agency &amp; partner ownership/accountability</td>
<td></td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>Communications</th>
<th>Employer Partnerships</th>
<th>K-12 and 4-Year Partnerships</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Spread the word &amp; increase awareness</td>
<td>• Continue building even stronger corporate champions</td>
<td>• Grow Career Launch programs and enrollment in K-12 and 4-year</td>
</tr>
<tr>
<td>• Ensure messaging reaches students furthest from opportunity</td>
<td>• Dramatically expand employer participation in paid Career Launch training</td>
<td>• Create Career Explore and Prep programs in K-12</td>
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</tbody>
</table>
CCW is a state-wide effort. This Results WA project provides us with an opportunity to enlist help of all state agencies in getting closer to our equity goal.
Clear understanding of agency roles within CCW system with matching performance metrics reported on and revisited each year; RW project is supercharging our focus on equity.
PROJECT OPPORTUNITY & OVERVIEW

PRESENTED BY (IN ORDER OF PRESENTATION):

- Dan Zeitlin, Director, Employment System, Policy, and Integrity Division, Employment Security Department
- Jan Yoshiwara, Executive Director, State Board for Community & Technical Colleges
- Dr. Jenee Myers Twitchell, Chief Impact Officer, Washington STEM
### Ambition: Enable all WA young adults to experience career connected learning

#### System Goals

<table>
<thead>
<tr>
<th>Career Launch (CL)</th>
<th>60%</th>
</tr>
</thead>
<tbody>
<tr>
<td>CL completion for Class of 2030</td>
<td></td>
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</table>

<table>
<thead>
<tr>
<th>Career Prep (CP)</th>
<th>100%</th>
</tr>
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<tbody>
<tr>
<td>CL completion for Class of 2030</td>
<td></td>
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</table>

#### Leading Indicators

<table>
<thead>
<tr>
<th><strong>Career Launch completion rate</strong></th>
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</thead>
<tbody>
<tr>
<td>Completion by sub-group</td>
</tr>
<tr>
<td>(e.g. region, industry, demographic)</td>
</tr>
<tr>
<td>No. of young adults enrolled</td>
</tr>
<tr>
<td>No. of employers participating</td>
</tr>
<tr>
<td>Registered apprenticeship growth</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>CP, CP completion rate</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Completion by sub-group</td>
</tr>
<tr>
<td>(e.g. region, industry, demographic)</td>
</tr>
<tr>
<td>No. of young adult experiences</td>
</tr>
<tr>
<td>(including by experience type)</td>
</tr>
<tr>
<td>No. of employers participating</td>
</tr>
</tbody>
</table>

#### 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**
Ensuring equitable access and outcomes for Washington students is core to the CCW strategy

**CCW Vision**

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.
Our equity goal

Race, income, geography, gender, citizenship status, and other demographics and student characteristics will no longer predict the outcomes of Washington’s students.

Career Connect Washington will build a career connected learning system that enables students who participate in Career Explore, Career Prep, and Career Launch to complete programs, attain sustaining-wage entry-level jobs, and reach family-sustaining wage careers (across industries and occupations) at equitable rates across population demographics.

Achieving this goal means that CCW will build a system that ensures that every young adult:

• Has **equitable access** to Career Connect Washington programs, including Career Explore, Career Prep, and Career Launch
• Is **enrolling in and completing** Career Launch programs at equitable rates across population demographics
• Is **entering living wage careers or college level learning** after their Career Launch programs at equitable rates
Our Approach to Measuring our Progress

What gets measured, gets done.

**RCW 28C.30.040:** Collect and disaggregate program participation and outcomes data by race, gender, income, rurality, ability, foster youth, homeless youth, English language learner, and other relevant categories.

1. **Best data** in the nation (Data Quality Campaign); working to connect it and **use it** for improvement.

2. Working with all named agencies to improve their data collection and connection processes.
   - *Examples:* disaggregated race data collection across all education institutions; updating apprenticeship data to allow for selection of gender X or nonbinary.

3. Not just measuring outcomes by demographics, but also comparing the outcomes to the baseline K-12 student population.
   - *Example:* If we have achieved equity, then if about 23% of our recent K-12 senior class identified as Latinx, we would see about 23% of the students in Career Launch programs identifying as Latinx.

4. **Transparent,** public facing dashboard of all outcomes, by demographic, by region.
Leading the Nation in Measuring for Equity

Many states could improve the data they collect, analyze, and report on work-based learning.

Just 20 states collect comprehensive data on work-based learning participation, including student outcomes. Eleven states are able to disaggregate that comprehensive data to identify trends in work-based learning participation. Just two states have processes in place to use disaggregated data to inform work-based learning program improvement at a state level. South Carolina, for example, produces an annual work-based learning report that uses data to identify gaps in and barriers to work-based learning programming statewide. The state uses these data to inform policy and program changes to strengthen the state's approach to work-based learning. Washington’s Career Connect Washington captures data for all of its Career Launch programs and uses those data to identify gaps in programming, inform its overarching strategy, and provide additional support, resources, and assistance to individual programs as needed.

Without strong data collection, reporting, and analysis processes, it is impossible for states to identify trends in work-based learning participation and outcomes or to understand how current policies and practices may create opportunities or challenges for certain communities, districts, student groups, or geographic areas. For example, the American Student Assistance and Bellwether “Working to Learn and Learning to Work: A state-by-state analysis of high school work-based learning policies” provides a comprehensive look at how states are measuring and reporting on work-based learning and highlights the benefits and challenges of these efforts. This report has been endorsed by CCW, which requires substantial information about the program's design and academic components. Endorsements last for three years, and programs must undergo a review process to renew their endorsement.

**Detail: Washington**

<table>
<thead>
<tr>
<th>Category</th>
<th>Criteria</th>
<th>Description</th>
<th>Rating</th>
<th>Explanation of state’s rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experience quality</td>
<td>Is there a statewide framework in place that defines quality expectations for WBL experiences and holds employers accountable to those expectations?</td>
<td>WBL quality</td>
<td>Any community and technical college, training center, university, or K-12 school (in partnership with a higher education institution) can offer a Career Launch program. These programs must be endorsed by CCW, however, by undergoing a rigorous review process. The application requires substantial information about the curriculum and worksites where students will complete supervised training. Endorsements last for three years, and programs must undergo a review process to renew their endorsement.</td>
<td></td>
</tr>
<tr>
<td>Program quality</td>
<td>Is there a statewide framework in place that defines quality expectations for WBL programs and holds schools/districts accountable to those expectations?</td>
<td>Data collection</td>
<td>The Career Launch program endorsement application also requires substantial information about the program's design and academic components. Endorsements last for three years, and programs must undergo a review process to renew their endorsement.</td>
<td></td>
</tr>
<tr>
<td>Data collection</td>
<td>Is there a process in place to track student participation in WBL opportunities and their outcomes?</td>
<td>Use of data to drive equity</td>
<td>CCW collects enrollment and completion rates across Career Launch programs as part of its equity strategy.</td>
<td></td>
</tr>
<tr>
<td>WBL accountability</td>
<td>Does the state disaggregate WBL data by student demographics and experience type?</td>
<td>Use of data to drive quality</td>
<td>CCW is working with a cross-section of agencies to collect and analyze disaggregated data for the following student characteristics: race, gender, income, rurality, ability, foster youth, homeless youth, English language learners, and other relevant categories.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Does the state use disaggregated data as a component of its quality framework?</td>
<td>Use of data to drive quality</td>
<td>CCW uses disaggregated data to inform its overarching strategy. CCW will use that information to provide additional support and assistance to programs as needed.</td>
<td></td>
</tr>
</tbody>
</table>

**CCW**
How are we doing so far? What are we working to improve?

1. Increased percent of **students of color** in career launch programs from the first year to the second year and overall increased percent of students of color in apprenticeships over the past five years’ worth of data.

2. Struggled to reach **Latinx and Native Hawaiian/Pacific Islander** students during the pandemic, a trend that was common across the state for many initiatives.

3. Increase in the percent of registered apprentices who identify as **female** throughout the pandemic, despite all of the reports of females leaving the workforce/being laid off.

4. Large increases in the percent of students who have experienced **homelessness**, students with **disabilities**, and students who are **English learners**.

5. Working to improve outreach to students who are **low-income** across all Career Launch programs.
Governor Q&A
STUDENT STORIES

PRESENTED BY (IN ORDER OF PRESENTATION):

• DR. CARLI SCHIFFNER, STATE BOARD FOR COMMUNITY & TECHNICAL COLLEGES, DEPUTY EXECUTIVE DIRECTOR, EDUCATION

• DR. MICHAEL LEE, VICE PRESIDENT FOR INSTRUCTION, COLUMBIA BASIN COMMUNITY COLLEGE

• DR. SANDYA KESOJU, DIRECTOR FOR AGRICULTURE, EDUCATION, AND DEVELOPMENT, CAREER LAUNCH, COLUMBIA BASIN COMMUNITY COLLEGE

• POLET TORRES, STUDENT, COLUMBIA BASIN COMMUNITY COLLEGE

• MADISON (MADI) TILMAN, STUDENT, COLUMBIA BASIN COMMUNITY COLLEGE
Agriculture Career Launch Program Updates

Sandya R. Kesoju, Ph.D.
Director for Agriculture Education, Research & Development
Career Launch Endorsed Programs

- Associate in Applied Science in Agriculture Production
- Bachelor of Applied Science in Applied Management-Agriculture
### Career Launch Equipment Grant

<table>
<thead>
<tr>
<th>Technology Item Description</th>
<th>Quantity</th>
<th>Cost per Item</th>
<th>Total Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hydroponics Systems</td>
<td>1</td>
<td>$28,067.37</td>
<td>$28,067.37</td>
</tr>
<tr>
<td>Drones</td>
<td>2</td>
<td>$14,825.91</td>
<td>$29,651.82</td>
</tr>
<tr>
<td>EZ-Pilot Assisted Steering System</td>
<td>1</td>
<td>$9,477.52</td>
<td>$9,477.52</td>
</tr>
<tr>
<td>Multi-Crop Research Harvester</td>
<td>1</td>
<td>$332,600.30</td>
<td>$332,600.30</td>
</tr>
<tr>
<td>Irrigation System and Control Panel</td>
<td>1</td>
<td>$14,024.72</td>
<td>$14,024.72</td>
</tr>
<tr>
<td>Disk and Packer</td>
<td>1</td>
<td>$10,049.94</td>
<td>$10,049.94</td>
</tr>
<tr>
<td>Windrower</td>
<td>1</td>
<td>$35,774.03</td>
<td>$35,774.03</td>
</tr>
<tr>
<td>Hay Baler</td>
<td>1</td>
<td>$35,121.08</td>
<td>$35,121.08</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>$494,766.78</strong></td>
<td></td>
</tr>
</tbody>
</table>
New Drones!
New Hydroponics System
New Irrigation Panel Pivot
New Hay Baler and Binder
New Combine
Agriculture Program - Enrollments

• For AY 2020-2021, Ag enrolled:
  • 27 distinct students
  • Generating 11.1 student FTE
Education and Research Farm
Hands-on Training
Hands-on Training
Student Interns - Presentations
Partnership

CBC – Agriculture

- Universities
- Local Agriculture Industries
- Local Schools
- Other Community Colleges
- USDA ARS
- Growers
Acknowledgements

A Big Thank You!

Career Connect Programs –
- Career Launch Endorsed programs
- Career Launch Capital Equipment grant

Feel free to contact for more info
skesoju@columbiabasin.edu
COMMUNITY PARTNER

PRESENTED BY:

• Dr. Sue Kane, Co-Director, Apple STEM Network, North Central Education Service District
Regional Networks and CCL Coordinators

Network: Angie Sievers
   angies@snohomishstem.org and Jenny Veltri
   jveltri@nwesd.org
   CCL Coordinator: Sinead Plagge
   splagge@nwesd.org
   Counties: Island, San Juan, Skagit, Snohomish, and Whatcom

Network: Sue Kane
   suek@ncesd.org
   CCL Coordinator: Tami McBride
   tamim@ncesd.org
   Counties: Chelan, Douglas, Grant, and Okanogan

Network: Cassidy Peterson
   cpeterson@greaterspokane.org
   CCL Coordinator: Dennis Conger
   dconger@esd101.net
   Counties: Adams, Ferry, Lincoln, Pend Oreille, Spokane, Stevens, and Whitman

Network: Vickei Hrdina
   vickei.hrdina@esd112.org
   CCL Coordinator: Scott Culbertson
   scott.culbertson@esd112.org
   Counties: Clark, Cowlitz, Klickitat, Pacific, Skamania, and Wahkiakum

Network: Karl Bonner
   john@wabsalliance.org
   CCL Coordinator: Walter Jackson
   wjackson@pse113.org
   Counties: King and Pierce

Network: Lorie Thompson
   lthompson@esd113.org
   CCL Coordinator: Pat Lange
   plange@esd113.org
   Counties: Grays Harbor, Lewis, Mason, Pacific, and Thurston

Network: Debra Bowen
   deb@STEMlearning.org
   CCL Coordinator: James Kindle
   jkindle@esd123.org
   Counties: Asotin, Benton, Columbia, Franklin, Garfield, and Walla Walla

Network: Kareen Borders
   khetrick@oesd114.org
   CCL Coordinator: Kimberly Hetrick
   angies@snohomishstem.org
   Counties: Clallam, Jefferson, Kitsap, and Mason
CURRENT WORK AND FUTURE COMMITMENTS

PRESENTED BY (IN ORDER OF PRESENTATION):
• ANNA NIKOLAeva, CAREER CONNECT WA MANAGER, EMPLOYMENT SECURITY DEPARTMENT
• DR. CARLI SCHIFFNER, DEPUTY EXECUTIVE DIRECTOR, STATE BOARD FOR COMMUNITY & TECHNICAL COLLEGES
• MAUD DAUDON, PROJECT LEADER, CAREER CONNECT WASHINGTON
Our intent is to increase equitable recruitment and support existing CCW participants in successful completion. This project is one piece in pursuing these goals.

<table>
<thead>
<tr>
<th><strong>Measurement &amp; Learning</strong></th>
<th>Identify system, resource, and outcome gaps by region, measure progress and outcomes against equity goals, and provide transparent and timely updates to stakeholders.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Technology</strong></td>
<td>Connect students and families to existing programs and wraparound supports via in-development CCW program directory. Advocate for internet and technological access for students.</td>
</tr>
<tr>
<td><strong>Student Supports</strong></td>
<td>Implement policy and legislative changes to lower barriers to participation and completion for students furthest from opportunity.</td>
</tr>
<tr>
<td><strong>Provide Best Practices</strong></td>
<td>Develop professional toolkits and guides to support CCW partners in identifying and addressing equity challenges. Solutions will be informed by community relationships and tailored to achieve equity goals.</td>
</tr>
<tr>
<td><strong>System Accountability</strong></td>
<td>Measure performance of system partners including state agencies, regional networks, and intermediaries against agreed upon equity goals and outcomes.</td>
</tr>
<tr>
<td><strong>Equity Advisory Network</strong></td>
<td>Build a mutually beneficial network of equity-focused partners who generate new insights and provide strategic input on key aspects of the initiative that advance CCW equity goals.</td>
</tr>
</tbody>
</table>
Project Actions:

- Actively promote the joint equity and access goals of CCW;

- Encourage agency partners to communicate the CCW equity goals to their external partners, including educators, employers, and community-based organizations; and

- Actively promote equitable practices and policies designed to accommodate differences in the context of students’ learning and participants’ work experiences.

- Connect existing and potential CCW participants to existing resources and supports;

- Identify gaps and requesting needed resources;

- Utilize existing strategies and seeking alignment with other similar efforts;

- Leveraging the work of other initiatives, including, but not limited to, the Poverty Reduction Workgroup and the High School and Beyond Plan (HSBP).
Milestones

**Completed**
- Project Charter
- Project Plan
- Agency engagement strategy
- Framework for agency commitment and accountability
- Assess for enrollment, completion, and attainment gaps

**Completed**
- Agency engagement strategy
- Framework for agency commitment and accountability
- Assess for enrollment, completion, and attainment gaps
- Identify promising practices and partners in different regions
- Public Performance Review with Governor Inslee

**In Progress (by 12/21)**
- Identify promising practices and partners in different regions

**Right Now!**
- Public Performance Review with Governor Inslee

**In Progress (by 2/1/2021)**
- All project team agencies identify strategies to close gaps
- Outreach plan to promote equitable practices and policies
- Engage Equity Advisory Network to provide feedback on strategies and promising practices
- Identify project measure baselines, targets, and set up tracking mechanisms
- Implement strategies identified to promote equity

**PHASE 2**
- 11/1/21 – 12/1/21
- 2/15/22 – 3/15/22
- 12/1/21-2/15/22
- 2/15/22-9/30/22
But this is only the beginning…Enrollment across K12, CTCs, 4-years, and Reg. Apprenticeships needs to increase dramatically to reach 60% Career Launch goal

Number of first-year students enrolling each year to reach 60% Career Launch

Annual 16% growth in new enrollees required from 2020 to 2037 to reach goal

Assumes not all enrolled students will complete Career Launch programs; Assumes 2-5 years for completion per student per program
Next Move Healthcare Career Launch

**Education Partner:** Tacoma Public Schools

**Employer Partners:** Trouves at St. Ann, MultiCare Health System

- Developed with Round 2 CCW Intermediary Grant
- Endorsed in Spring 2021
- Includes:
  - 90-hr paid internship
  - College credit (w/Clover Park Technical College)
  - Industry certification
  - Mentorship

Photo courtesy of Tacoma Public Schools
Closing Remarks
Thank you for attending today!

Please take a moment to complete our brief survey.

You can view the recording of today’s meeting at: