PUBLIC PERFORMANCE REVIEW

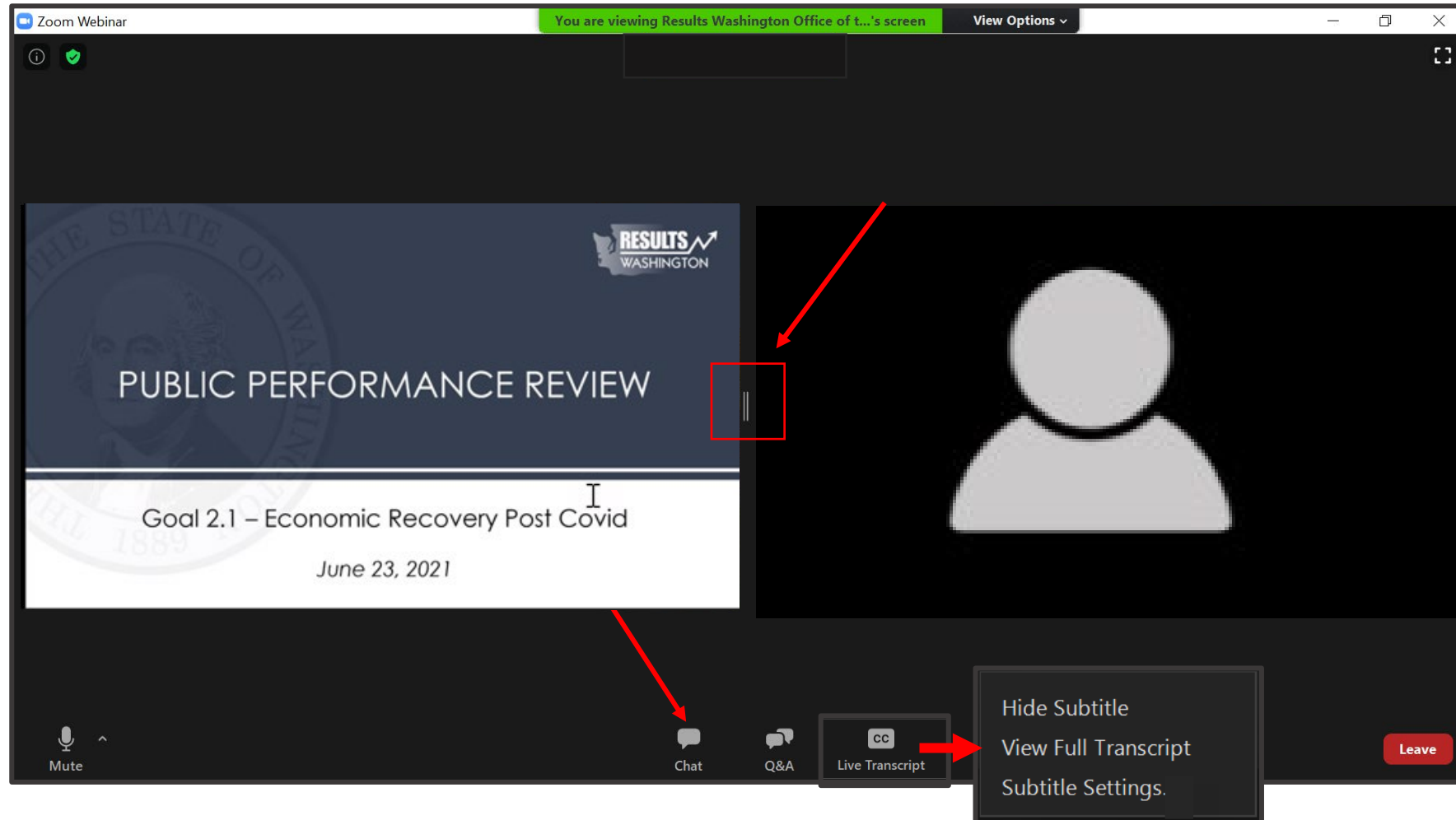## Goal 1.2 – Career Connect

September 22, 2021

WELCOME

PRESENTED BY:

- CHRISTY BEZANSON, DIRECTOR, RESULTS WASHINGTON

Zoom Overview

Zoom Overview

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
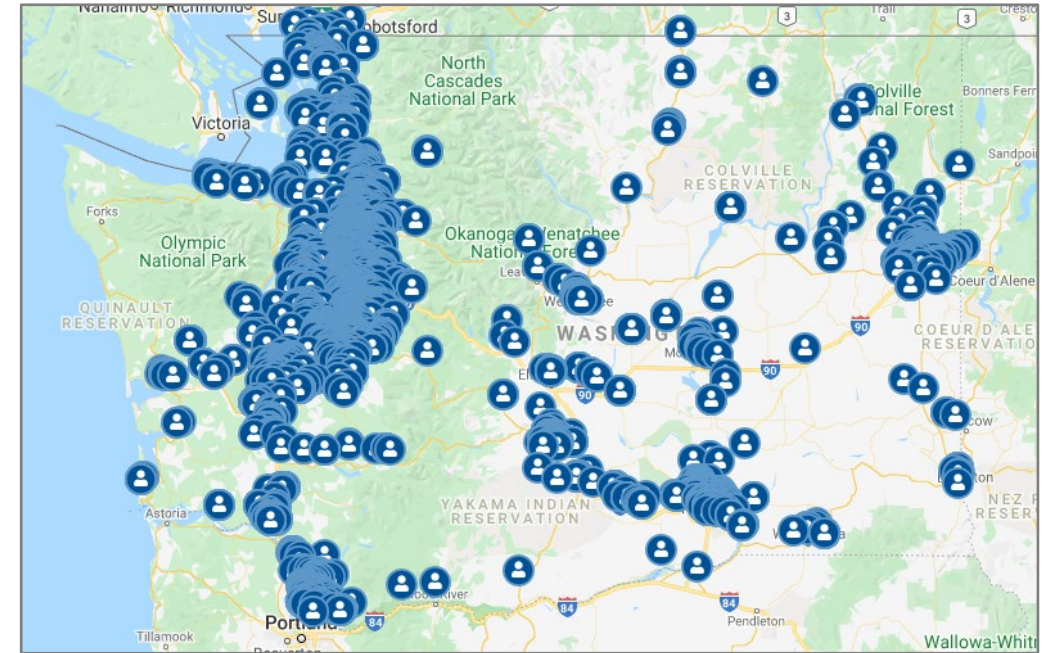
Career connected learning directory

CAREER CONNECT WASHINGTON

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.

CAREER
CONNECT
WASHINGTON

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

Equitable Access

- Hold **system and institutions accountable** to achieve CCW **racial and social justice goals**
- Expand **supports for students to enroll in and complete CCL programs**

Sustainability

- Ensure **resources** required **for long-term success**
- Increase **agency & partner ownership/accountability**

High-Quality

- Ensure **outcomes are at least equivalent to academic-only pathways**

Communications

- **Spread the word & increase awareness**
- Ensure messaging **reaches students furthest from opportunity**
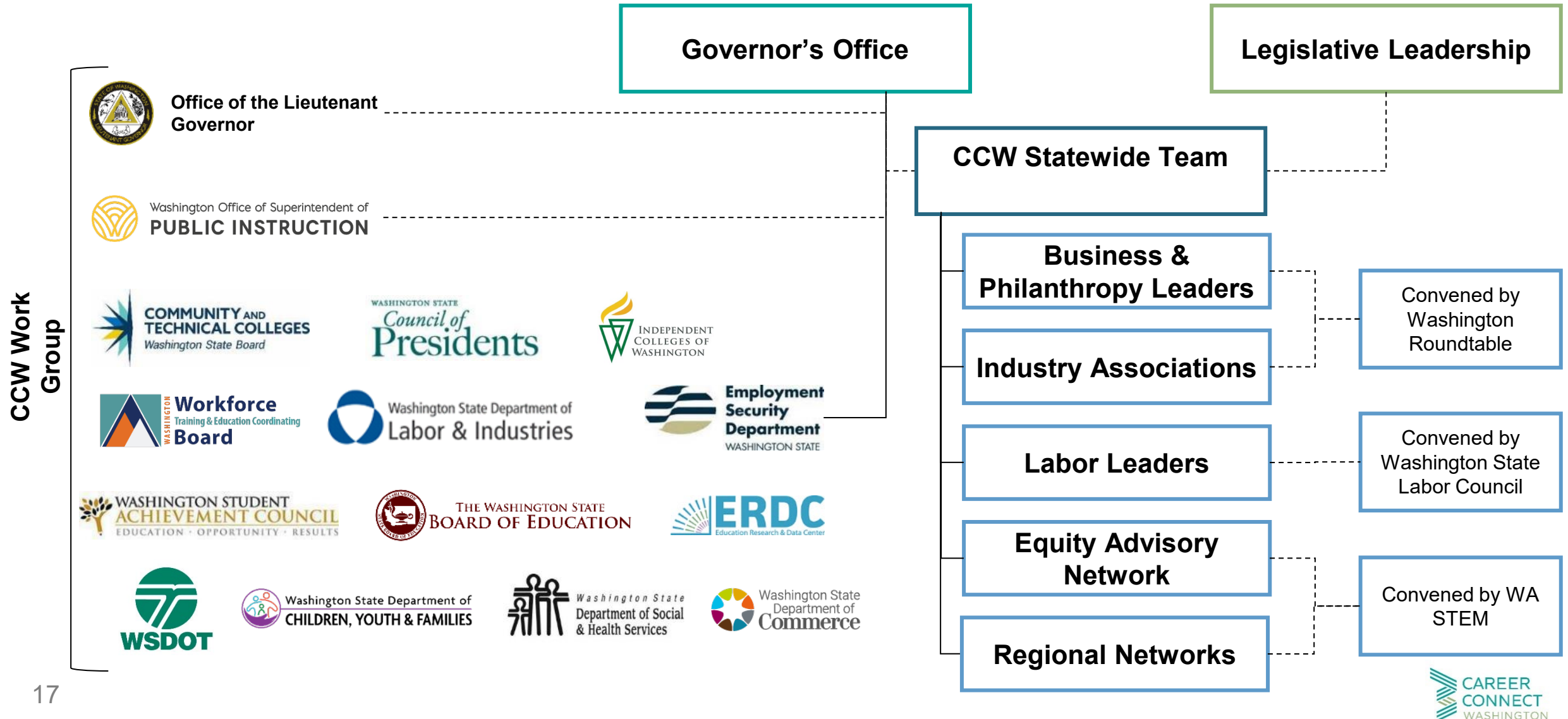
Employer Partnerships

- Continue **building even stronger corporate champions**
- Dramatically expand **employer participation in paid Career Launch training**

K-12 and 4-Year Partnerships

- Grow **Career Launch programs and enrollment in K-12 and 4-year**
- Create **Career Explore and Prep programs in K-12**

CAREER CONNECT WASHINGTON

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.

CCW Work Group
- Office of the Lieutenant Governor
- Washington Office of Superintendent of PUBLIC INSTRUCTION
- COMMUNITY AND TECHNICAL COLLEGES Washington State Board
- WASHINGTON STATE Council of Presidents
- INDEPENDENT COLLEGES OF WASHINGTON
- Workforce Training & Education Coordinating Board
- Washington State Department of Labor & Industries
- Employment Security Department WASHINGTON STATE
- WASHINGTON STUDENT ACHIEVEMENT COUNCIL EDUCATION · OPPORTUNITY · RESULTS
- THE WASHINGTON STATE BOARD OF EDUCATION
- ERDC Education Research & Data Center
- WSDOT
- Washington State Department of CHILDREN, YOUTH & FAMILIES
- Washington State Department of Social & Health Services
- Washington State Department of Commerce

Governor's Office — **Legislative Leadership**

CCW Statewide Team
- **Business & Philanthropy Leaders** — Convened by Washington Roundtable
- **Industry Associations**
- **Labor Leaders** — Convened by Washington State Labor Council
- **Equity Advisory Network**
- **Regional Networks** — Convened by WA STEM

17

CAREER CONNECT WASHINGTON

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.

OSPI implementation metrics and workplan

SBCTC implementation metrics and workplan

Metrics	Workplan / milestones

4-year institution implementation metrics and workplan

Metrics	Workplan / milestones

L&I implementation metrics and workplan

Metrics	Workplan / milestones

The role of ERDC in implementing CCW

Data protocol design

Data e...

The role of WSAC in implementing CCW

Grow Career Connected Learning

The role of ESD in implementing CCW

Grow Career Connected Learning
- Champion Career Awareness and Exploration, Career Preparation, and Career Launch programs as a part of an overall work integrated learning strategy; establishing these terms in a common vocabulary in the K-12 system

Regional Network and Program Intermediary Support
- Support and provide technical assistance to regional networks and program intermediaries that receive grant funding
- Facilitate engagement of ESD offices with regional networks and help to identify potential Career Launch programs to build, scale, and seek endorsement
- Help support Career Launch R&D / learning agenda in partnership with CCW Advisory Team (e.g. WA STEM)

CCW Infrastructure
- Support Governor's office in grant design, administration, and distribution (intermediary and regional networks)
- Assist with the development of appropriate technology tool to communicate CCW programs and opportunities
- Engage in strategy creation and execution for marketing CCW statewide and consider ways to align with current efforts
- Provide dedicated and seconded resource to CCW to assist with CCW implementation and project management
- Take a leadership role in modeling career connected learning opportunities at the Career Preparation and Launch levels with possible leadership role in mentoring other state agencies to do the same

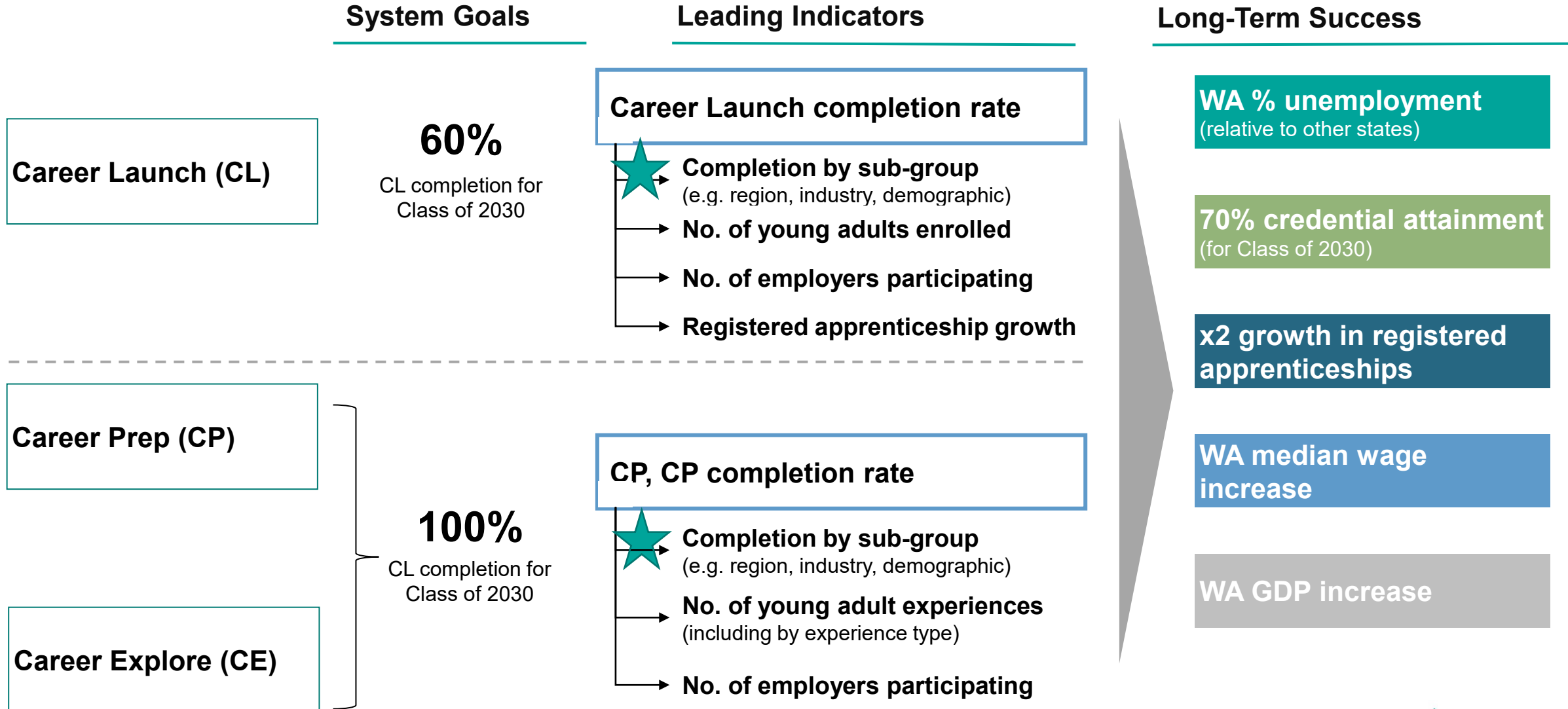| Agency	Tasks/Goals	Progress
State Board for Community and Technical Colleges	Implement Career Launch Endorsement Process	Completed
	Develop a data collection process and measurement protocols	Completed
	Create 50 Career Launch programs in the Career and Technical College system	Completed. 52 endorsed programs with a CTC as the primary education partner.
	Enroll 2,000 students in Career Launch programs	Significant progress made toward goal. 1,242 students enrolled, up from 218 in Year 1. Likely to hit the goal when March-June enrollment data is added.
	Implement a granting process for Career Launch FTE enrollments and capital equipment	Completed
Office of Superintendent of Public Instruction	Develop a data collection process and measurement protocols	Completed
	Create 18 Career Launch programs	Progress made toward the goal; 7 endorsed programs with K-12 institution as the primary education partner.
	Enroll 250 students in Career Launch programs	Progress made toward the goal. 66 students enrolled.
	Launch programs	However, given endorsement of two programs, including a multi-campus Data Analyst Career Launch, enrollments may be reported in March – June data update.
	Develop a data collection process and measurement protocols	Progress made.
Washington Student Achievement Council	Align equity inventory with development of Directory of Career Connected Learning to communicate CCW programs, opportunities, and available student supports	Completed. Directory went live in Spring 2021.
	Ensure that Career Launch participants are eligible for Washington College Grant	Career Launch students in post-secondary system are eligible. Process developed to award WCG funds to apprentices.

26

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** | **Leading Indicators** | **Long-Term Success** |

Career Launch (CL)

60%
CL completion for Class of 2030

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**

Career Prep (CP)

Career Explore (CE)

100%
CL completion for Class of 2030

CP, CP completion rate

★ → **Completion by sub-group**
(e.g. region, industry, demographic)

→ **No. of young adult experiences**
(including by experience type)

→ **No. of employers participating**

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

CAREER CONNECT WASHINGTON

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.

CAREER
CONNECT
WASHINGTON

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

CAREER CONNECT WASHINGTON

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.

CAREER CONNECT WASHINGTON

American Student Assistance®

BELLWETHER EDUCATION PARTNERS

WORKING TO LEARN AND LEARNING TO WORK

A state-by-state analysis of high school work-based learning policies

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

opportunities outside of CTE programming that are not measured in this CTE data reporting, meaning that CTE-based work-based learning data tell just a portion of the story.

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.[58] 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.[59]

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 employers affecting participation

Detail: Washington

Category	Criteria	Description	Rating	Explanation of state's rating
WBL quality	Experience quality	Is there a statewide framework in place that defines quality expectations for WBL experiences and holds employers accountable to those expectations?	(green)	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.
	Program quality	Is there a statewide framework in place that defines quality expectations for WBL programs and holds schools/districts accountable to those expectations?	(green)	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.
WBL accountability	Data collection	Is there a process in place to track student participation in WBL opportunities and their outcomes?	(green)	CCW collects enrollment and completion rates across Career Launch programs as part of its equity strategy.
	Use of data to drive equity	Does the state disaggregate WBL data by student demographics and experience type?	(green)	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.
	Use of data to drive quality	Does the state use disaggregated data as a component of its quality framework?	(green)	CCW uses disaggregated data to inform its overarching strategy. CCW will use that information to provide additional support and assistance to programs as needed.

CAREER CONNECT WASHINGTON

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.

CAREER
CONNECT
WASHINGTON

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

Career Launch Endorsed Programs

➤ Associate in Applied Science in Agriculture Production

➤ Bachelor of Applied Science in Applied Management-Agriculture

Career Launch Equipment Grant

College Name: Columbia Basin College

Technology Item Description	Quantity	Cost per Item	Total Cost
Hydroponics Systems	1	$28,067.37	$28,067.37
Drones	2	$14,825.91	$29,651.82
EZ-Pilot Assisted Steering System	1	$9,477.52	$9,477.52
Multi-Crop Research Harvester	1	$332,600.30	$332,600.30
Irrigation System and Control Panel	1	$14,024.72	$14,024.72
Disk and Packer	1	$10,049.94	$10,049.94
Windrower	1	$35,774.03	$35,774.03
Hay Baler	1	$35,121.08	$35,121.08
		Total	$494,766.78

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

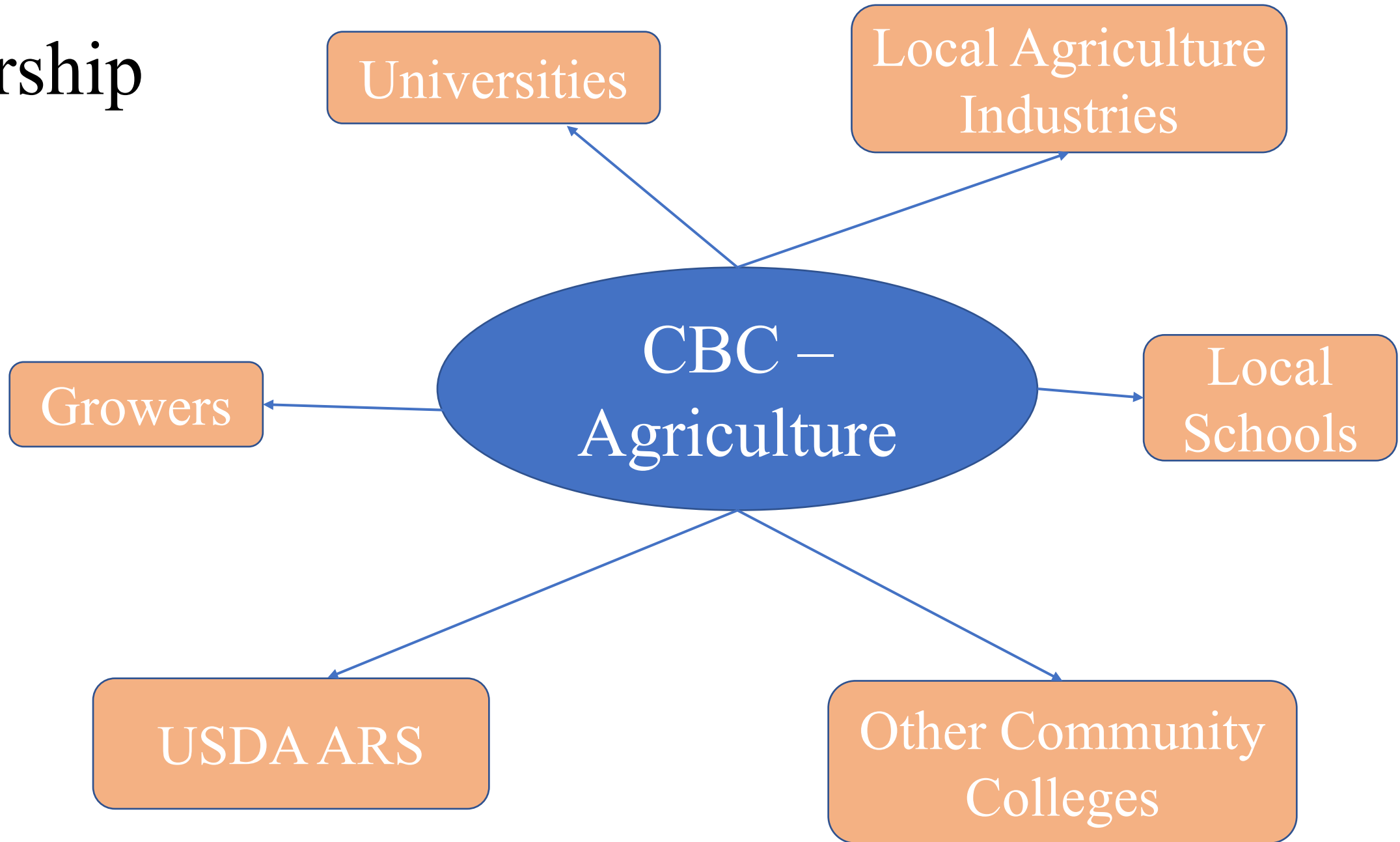Education and Research Farm

Hands-on Training

Hands-on Training

Student Interns - Presentations

Partnership

Universities

Local Agriculture Industries

Growers

CBC – Agriculture

Local Schools

USDA ARS

Other Community Colleges

Acknowledgements

A Big Thank You !

Career Connect Programs –

- Career Launch Endorsed programs
- Career Launch Capital Equipment grant

Governor Q&A

Community Partner

Presented by:

- Dr. Sue Kane, Co-Director, Apple STEM Network, North Central Education Service District

Regional Networks and CCL Coordinators

Network: Kareen Borders
borders@skschools.org

CCL Coordinator: Kimberly Hetrick
khetrick@oesd114.org

Counties: Clallam, Jefferson, Kitsap, and Mason

Network: Angie Sievers
angies@snohomishstem.org and Jenny Veltri *jveltri@nwesd.org*

CCL Coordinator: Sinead Plagge
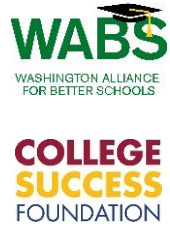*splagge@nwesd.org*

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: John Bonner
john@wabsalliance.org

CCL Coordinator: Walter Jackson
wjackson@psesd.org

Counties: King and Pierce

Network: Cassidy Peterson
cpeterson@greaterspokane.org

CCL Coordinator: Dennis Conger
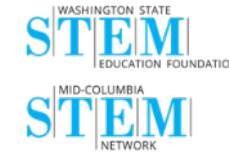*dconger@esd101.net*

Counties: Adams, Ferry, Lincoln, Pend Oreille, Spokane, Stevens, and Whitman

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: Vickei Hrdina
vickei.hrdina@esd112.org

CCL Coordinator: Scott Culbertson
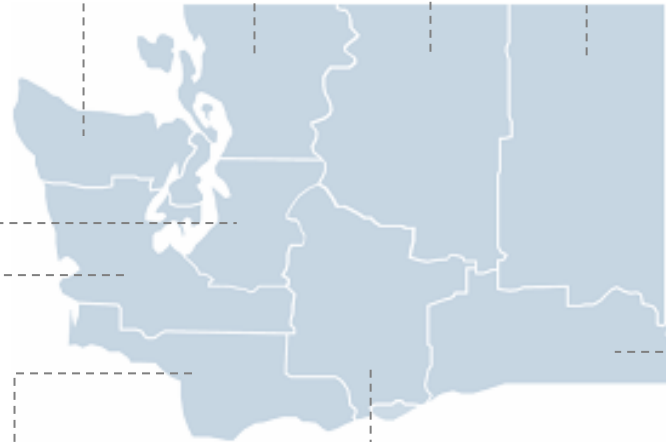*scott.culbertson@esd112.org*

Counties: Clark, Cowlitz, Klickitat, Pacific, Skamania, and Wahkiakum

Network: Mark Cheney
mark.cheney@esd105.org and Hugo Moreno *hugo.moreno@esd105.org*

CCL Coordinator: Shelly O'Neill
shelly.oneill@esd105.org

Counties: Grant, Kittitas, Klickitat, and Yakima

Governor Q&A

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.

Measurement & Learning
Identify system, resource, and outcome gaps by region, measure progress and outcomes against equity goals, and provide transparent and timely updates to stakeholders.

Technology
Connect students and families to existing programs and wraparound supports via in-development CCW program directory. Advocate for internet and technological access for students.

Student Supports
Implement policy and legislative changes to lower barriers to participation and completion for students furthest from opportunity.

Provide Best Practices
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.

System Accountability
Measure performance of system partners including state agencies, regional networks, and intermediaries against agreed upon equity goals and outcomes.
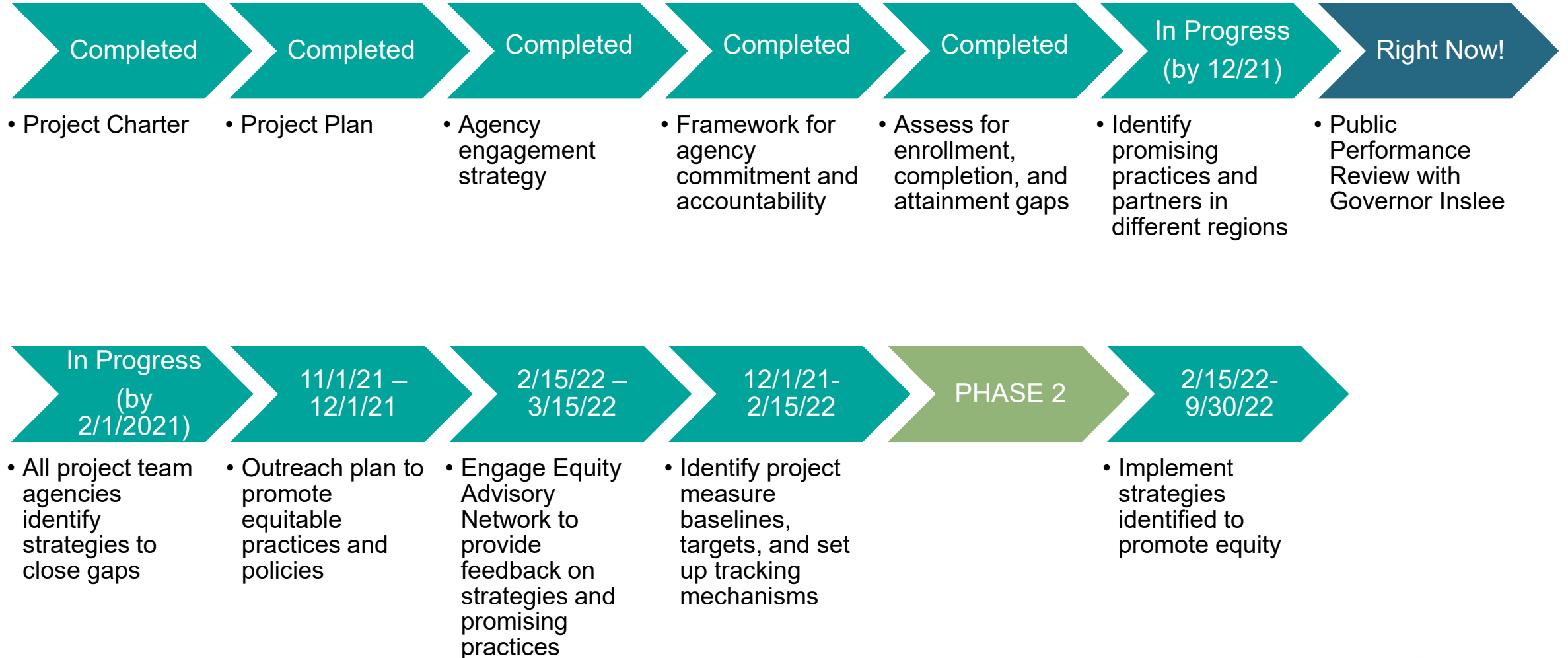
Equity Advisory Network
Build a mutually beneficial network of equity-focused partners who generate new insights and provide strategic input on key aspects of the initiative that advance CCW equity goals

CAREER CONNECT WASHINGTON
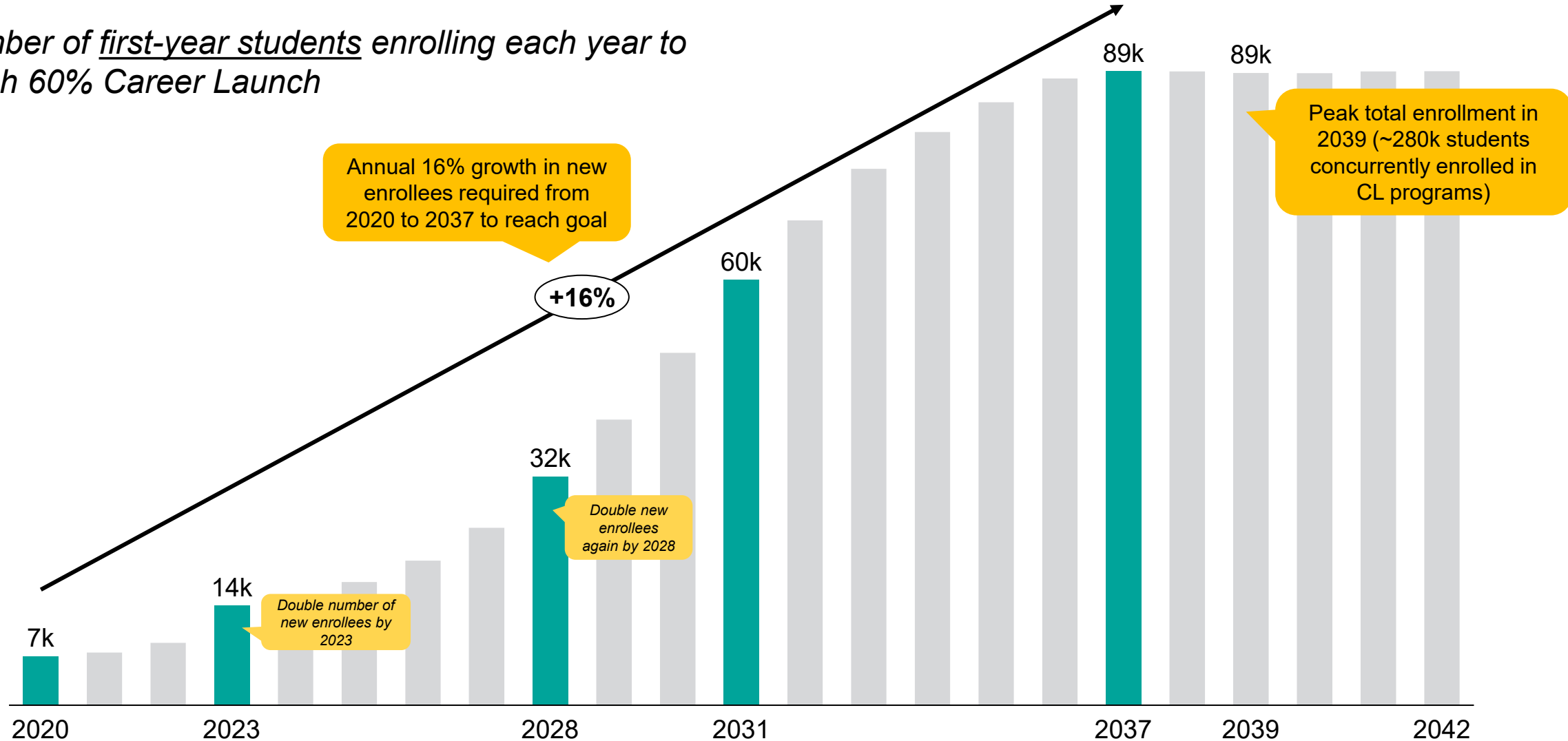
Project Actions:

- 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).

CAREER CONNECT WASHINGTON

Milestones

Completed	Completed	Completed	Completed	Completed	In Progress (by 12/21)	Right Now!
• Project Charter	• Project Plan	• 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 2/1/2021)	11/1/21 – 12/1/21	2/15/22 – 3/15/22	12/1/21- 2/15/22	PHASE 2	2/15/22- 9/30/22
• 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

CAREER CONNECT WASHINGTON

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 <u>first-year students</u> enrolling each year to reach 60% Career Launch

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

+16%

Double number of new enrollees by 2023

Double new enrollees again by 2028

Peak total enrollment in 2039 (~280k students concurrently enrolled in CL programs)

7k — 14k — 32k — 60k — 89k — 89k

2020   2023   2028   2031   2037   2039   2042

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

CAREER CONNECT WASHINGTON

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

CAREER
CONNECT
WASHINGTON

Governor Q&A

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:
HTTPS://RESULTS.WA.GOV/MEASURING-PROGRESS/PUBLIC-PERFORMANCE-REVIEWS