Skills Equity Policies

Presenters

• Bryan Wilson, State Policy Director, National Skills Coalition
• James André, Director, Adult Coaching and Transition Programming, Virginia Community College System
• Brett Visger, Associate Vice Chancellor, Institutional Collaboration, Ohio Department of Higher Education
• Stephanie Veck, Director, Colorado Workforce Development Council
Skills Equity Policies

A set of state policies aimed at expanding equitable access to middle-skill training.
Skills Equity Policies

NSC’s 50-State Scans and Policy Toolkits

- Integrated Education and Training
- Stackable Credentials
- Alignment
- Job-Driven Financial Aid
- SNAP E&T

www.nationalskillscoalition.org
Skills Equity Policies

Integrated Education and Training

• 18 states have an IET policy
• 12 states provide funding for IET
Skills Equity Policies

Stackable Credentials

• 19 states have a stackable credential policy
• 10 states require stackable credentials
• 17 states provide funding for stackable credentials
Skills Equity Policies

Alignment Policies

• 12 states have an alignment policy
• 2 states require alignment
• 12 states provide funding for alignment
Skills Equity Policies

Examples from three states:

• James Andre’, PluggedInVA, an IET state policy
• Brett Visger, Ohio’s Stackable Credential policies
• Stephanie Veck, Colorado Career Pathways, a state Alignment policy
Integrated Education and Training in Virginia: PluggedInVA and the State Policies that Support It

Jim André
Director of Career Coaching and Transitions
Programming, Virginia’s Community Colleges
• Combines contextualized basic skills instruction with industry training, digital literacy, career coaching, and soft skills instruction

• Driven by regional industry needs

• Requires employer participation

• Consists of three levels: adult secondary, intermediate, and literacy
Outcomes:

• High school equivalence completion
• At least one industry credential sought by regional employers
• Career Readiness Certificate
• Digital literacy certification
• Job experience and work readiness
• Employment
Key Components for Success:

• Accelerated, integrated education and training
• Employer and workforce partnerships
• Cohort model
• Stackable credentials/career pathway
• Career coaching and supportive services
• Capstone project
How it all works...

<table>
<thead>
<tr>
<th>Regional Industry Need</th>
<th>Integrated Education and Training</th>
<th>Certifications</th>
<th>Bridge</th>
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<td>Assessment</td>
<td>Certifications</td>
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<td>WIB</td>
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<td>Employer Partner</td>
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<td>Accelerated Delivery</td>
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- Employment
  - Coaching
    - College & Career Planning
    - Virginia Wizard
  - Support Services
    - Experiential Learning
    - Job Readiness & Placement
  - Entry Level Employment
Virginia Policies

- Governor’s biennial budget
- Joint letter of support for PIVA: VA DOE and VCCS
- VA DOE’s 2012-2017 Strategic plan
- Title II RFP for eligible providers of adult education
Skills and Equity Policy Webinar

National Skills Coalition

Brett Visger
Associate Vice Chancellor, Institutional Collaboration and Completion
Ohio Department of Higher Education
March 2, 2017
Stackable Certificates

Legislation in late 2006
• Pre-College Stackable Certificate
• Stackable College Certificate

Ohio Skills Bank
• Regional focus
• Certificates by level:
  • Prep Program
  • Entry-Level
  • Intermediate
  • Advanced
• Lessons learned:
  • External labor market value matters
Towards Aligned Approaches

• Variety of Providers
  o Ohio Technical Centers
  o Community Colleges
  o Universities and Regional Campuses

• Common Definitions
  o Technical
  o General
  o “Certificates of Value”

• Certificate Designation Process

• Data Collection
Functionally Stacking Certificates

- Promote Career Pathways

- Community Colleges
  - Auto-award certificates within degrees

- Pathways from Non-Credit
  - One-Year Option
  - Career-Technical Assurance Guide (CTAG)
THANK YOU
Partnerships & Policy: Creating the Colorado Talent Pipeline

Stephanie Veck (formerly Steffens)
Executive Director
Colorado Workforce Development Council

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www.coworkforcecouncil.com
www.sectorssummit.com
Colorado’s Talent Pipeline

• For every 100 Colorado 9th graders, approximately 23 complete the traditional education pipeline (4 years high school, college, and completing postsecondary credential)

• Of the 23 students who complete a postsecondary credential, 18 are in the Colorado workforce after graduation

• Colorado expected to have 3rd highest share of jobs that require postsecondary education
VISION:
• Every Colorado business has access to a skilled workforce
• Every Coloradan has access to meaningful employment

ENABLED BY:
• Federal: Workforce Innovation and Opportunity Act
• State Legislation:
  – 2013 Industry Driving Manufacturing Career Pathways
  – 2014 State Talent Pipeline Legislation
  – 2015 Sector Partnerships & Career Pathways
  – 2015 Post-Secondary and Workforce Readiness
  – 2015 P-TECH Schools
  – 2015 Paid Internships
  – 2015 Skilled Trades Outreach and Workforce Planning
• Executive Orders & Governors Workforce Cabinet
  – CWDC – Governor Appointed, Business Led Collaboration
  – Bottom Up Economic Development Planning
  – Business Experiential-Learning Commission

STRATEGIES:
• Regionally Driven – Scaled Statewide
  – Sector Partnerships driving industry led Career Pathways
  – Work-Based Learning embedded into all Education
States Role:
Sector Partnerships that drive Career Pathways

• Provide a state-level framework to align programs and resources.
• Proactively integrate sector strategies as a core way of doing business.
• Utilize a public-private steering committee that fosters business leadership.
• Recognize existing work and build upon regional differences and strengths.
• Technical Assistance to Regions and Industries
Regional & Local Role: Sector Partnerships that drive Career Pathways

- Utilize and customize the frameworks to leverage resources across system partners.
- Proactively integrate industry-led sector strategies as a core way of doing business.
- Build a core team of public partners that foster support for business led priorities.
- Recognize the value of frameworks and sharing across the state while adapting for regional differences and strengths.
- Utilize Technical Assistance and share lessons learned and promising practices with other Regions and Industries.
Leveraging Policy and Partnerships

• Create a baseline for conversations with data
• Empower industry to lead (follow it)
• Act in partnership with industry and policy makers
• Leverage data and industry support for valuable legislative and policy support
• Focus on long-term sustainable solutions, but don’t under-estimate the importance of quick wins and measurable outcomes
Creation of the CO Work-Based Learning Framework

Business-led state level coordination for support of local business-led implementation:

- CO Workforce Development Council
- BEL Commission
- Depart. of Labor & Employment
  - CDLE/E&T – Workforce Develop. Programs
  - Education & Training Work-based Learning Unit
- Department of Education
  - Department of Higher Education
  - Office of Career & Tech Ed at CCCS
  - Office of Economic Development

Youth apprenticeships:
- Businesses
- Industry Associations
- Workforce Centers
- Postsecondary Education and Training

Adult apprenticeships:
- Businesses
- Industry Associations
- Workforce Centers
- Postsecondary Education and Training
- Unions
- JATC
- CareerWise Colorado
- K-12
Policy to Action Examples:

• Creation of CareersInColorado.com; career pathway hub
• Alignment of high school CTE programming, post-secondary CTE programming and other post-secondary education and training with industries needs. Sector Partnerships serving as Advisory Boards.
• Cross system recognition for competency based training and hiring, and the need for industry leadership to do so.
• Creation of CareerWise Colorado, DPS CareerConnect and others
• YouTube: Colorado’s Bold Move
• Partnership with a local foundation, three extremely rural school districts, and a chamber of commerce to create a shared STEM-Work-Based Learning program.
THANK YOU

Resources:
• www.coworkforcecouncil.com
• Google Colorado Talent Pipeline Report
• YouTube: Colorado’s Bold Move
• www.sectorssummit.com and www.NextGenSectorPartnerships.com
• www.careerwisecolorado.org
• http://www.dpscareerconnect.org/
• http://www.cherrycreekschools.org/CTE/Pages/CTEActivities.aspx
• http://coloradostateplan.com/

• Currently in beta form but available:
• www.careersincolorado.org
• www.talentfound.com
Questions
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