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**2018**

# PARTNERSHIPS FOR INDUSTRY & EDUCATION: **ACCELERATING UPWARD MOBILITY**

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# PREPARING WORKERS FOR TODAY AND TOMORROW'S ECONOMY

The Partnerships for Industry and Education (PIE) contest was initiated by the CA Economic Summit in 2017 to promote efforts by employers and educators to work together to meet regional and state workforce needs.

Julian Canete, president and CEO of the California Hispanic Chambers of Commerce and PIE judge, believes the contest is an inspiration for public-private partnerships to better prepare workers for California's dynamic economy:

***“To be professionally competitive in any industry, employees must be equipped with knowledge and attributes to ensure their success. With PIE, we are bridging the opportunities to prospects and ensuring pathways for professional and economic development.”***

The Summit has been working to strengthen California's workforce preparation pipeline for the past seven years. Helping Californians acquire needed skills and employers find talented workers are high priorities for all of the Summit's regional partners, who are focused on raising incomes, increasing quality jobs and bolstering competitiveness in the global marketplace.

By attracting three times as many applications as last year's inaugural contest, PIE is proof that enterprising Californians know we must build more and better partnerships to ensure students, workers and employers can thrive and adapt in a competitive and changing world.

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★  
1ST PLACE  
WINNING  
PARTNERSHIP

# GREEN ENERGY TRAINING SERVICES (GETS) CORE APPRENTICESHIP READINESS PROGRAM



Photo: Rising Sun Energy Center

*“Rising Sun Energy Center’s GETS Training provides a great source for CESC for job applicants. CESC has hired GETS graduates before, and in our experience this program provides practical and helpful pre-employment training that directly benefits us as an employer.”*

**–Martin Bond, Community Energy Services Corporation**

Rising Sun’s GETS Core Apprenticeship Readiness Program aims to provide a pathway out of poverty for low-income Bay Area residents experiencing barriers to employment. Through partnership with Tradeswomen, Inc. and the Building and Construction Trades Council of Alameda County, GETS uniquely specializes in preparing women (50%) and re-entry individuals (40%) for apprenticeship.

#### **OPPORTUNITY:**

The GETS program is a proven on-ramp to economic success for low-income adults who experience serious barriers to quality employment, including homelessness, low levels of education, and histories of incarceration. Working together, we develop best practices for serving populations experiencing barriers to securing quality careers.

#### **PARTICIPANTS:**

In 2019, the GETS program will serve 60 low-income participants with hands-on training for promising careers in construction, plus one-on-one case management and job placement services. Rising Sun will empower participants to measurably boost their earning potential and economic self-sufficiency.

#### **OUTREACH STRATEGIES:**

Rising Sun recruits and conducts outreach in partnership with sister organizations who serve the same populations. These partners include workforce development boards, employers, municipalities, social services agencies, apprenticeship programs, and nonprofits.

#### **PROMISING PRACTICE:**

GETS has trained 767 adults to date, and GETS graduates have consistently increased their earnings, with average starting wages at least 40% above current California minimum wage. In 2017, 89% of GETS participants successfully graduated, 64% of graduates were placed in jobs or training immediately after graduation, and the average starting hourly wage of graduates was \$19.74.

#### **TRACKING RESULTS:**

Surveys, tests, and evaluations are given to participants to measure math and literacy skills, barriers experienced to maintain employment, and demographic information. GETS staff also track graduation rates, average initial wage, and placement.

#### **INNOVATE TO SCALE:**

There is demand for our services and we have the tools to grow sustainably. We’ve explored direct expansion, affiliate models for scaling, and scaling through deepening our services. We are at a pivotal time to both expand what we offer and to share our existing, turn-key model nationally.



#### **DID YOU KNOW:**

In the last year, 57% of GETS participants were women. This is especially high in comparison to the number of females in construction apprenticeships across California, which is just 2.53%.



#### **WANT TO KNOW MORE?**

[www.risingsunenergy.org/programs/green-energy-training-services/](http://www.risingsunenergy.org/programs/green-energy-training-services/) and [www.facebook.com/risingsunenergycenter/](https://www.facebook.com/risingsunenergycenter/)



★  
2ND PLACE  
WINNING  
PARTNERSHIP

# NORTH BAY CONSTRUCTION CORPS



Photo: North Bay Construction Corps

*“It is so important to provide engaging opportunities that inspire the next generation of tradespeople. Construction Corps encourages high school students to explore in a hands-on environment how their interests can be leveraged to create a successful career in this industry.”*

—Barbie Richardson, Simpson Sheet Metal

Prior to the devastating fires that changed our county forever, Sonoma County’s Construction Industry had identified an overwhelming need for a skilled and motivated workforce. For every five construction professionals retiring from the industry, just one new worker is entering the workforce to replace them. In response to this critical shortage, the CTE Foundation, in partnership with Sonoma County Office of Education and the North Coast Builders Exchange, created the North Bay Construction Corps. Our partnership aims to help students build knowledge and expertise that is sufficient for them to secure entry level employment in the construction industry.

#### **OPPORTUNITY:**

Local rebuild efforts require at least 6,300 new construction and trades workers each year for the next three to five years. In addition to acquiring the technical and soft skills training required for the industry, in the NBCC students explore various career opportunities, connect with industry professionals, and learn about post-secondary training and education.

#### **PARTICIPANTS:**

We target high school seniors who are interested in careers in construction and trades. The program appeals to all students; from those who know they want to go to college to those who don’t have a clear idea of their skills or interests and need guidance towards success.

#### **OUTREACH STRATEGIES:**

CTEF leverages school site Work Based Learning Coordinators, College and Career Counselors, and social media to recruit high school participants for the program. In addition, CTEF partners with the North Coast Builders Exchange to implement Careers in Construction Day, a countywide event that introduces students to the construction industry.

#### **PROMISING PRACTICE:**

Industry feedback to date has been widely positive. One employer recently reported that his newly hired Construction Corps graduate has already surpassed the skillset of an employee hired more than 6 months prior. Another employer noted the promptness, courtesy, and attention to detail exhibited by his recent hire.

#### **TRACKING RESULTS:**

Progress is tracked both quantitatively and qualitatively, through industry feedback on the quality and preparedness of students entering the field from the NBCC program, as well as number of NBCC Boot Camp graduates.

#### **INNOVATE TO SCALE:**

CTEF and its partner, the North Coast Builders Exchange, are currently developing a program model for scalability. This year, CTEF received funding from the Tipping Point Emergency Relief Fund to expand the program to neighboring fire-stricken communities.



#### **DID YOU KNOW:**

During the 5-month program, high school seniors are exposed to career opportunities in construction and the trades, earn college credits, and develop relationships with mentors to help them navigate their way to higher education or head straight to the workforce upon graduation.



#### **WANT TO KNOW MORE?**

[www.ctesonomacounty.org/construction-corps/](http://www.ctesonomacounty.org/construction-corps/)





## 3RD PLACE WINNING PARTNERSHIPS



*Photo: Maurine Church Coburn School of Nursing*



*Photo: JobTrain*



*"It would be difficult to overstate the importance of this partnership to Montage Health's ability to fulfill its mission. The longstanding, steady supply of well-trained, local graduate nurses produced by MPC literally makes a life and death difference for our community."*

**-Terril Lowe, Community Hospital of the Monterey Peninsula**

## **MAURINE CHURCH COBURN SCHOOL OF NURSING**

### **DESCRIPTION:**

Named to honor its original community benefactor, the Maurine Church Coburn School of Nursing is an example of a tried-and-true pure partnership between a private health care organization and a public educational institution. MCCSN faculty are Montage employees, and as such, faculty salary and benefits keep pace with hospital nursing staff. This promotes recruitment and retention of excellent and dedicated instructors, ensures the long term and stable operation of the school of nursing, and ultimately provides a reliable supply of new nursing graduates to provide care for the community.

### **OPPORTUNITY:**

The MCCSN is known for its robust student success activities such as individualized case management, scholarship opportunities, and the Men in Nursing Program. The Men in Nursing program provides group support and structured workshops for non-traditional and diverse students and is open to all genders and to high schoolers seeking role mentorship.

**Want to know more?** [www.mpc.edu/schoolofnursing](http://www.mpc.edu/schoolofnursing)

*"The quality of staff received from JobTrain has been phenomenal. They are willing to learn, excited to be on our team, and bring a renewed sense of engagement to the team. I am definitely on the JobTrain train and encourage other managers in Ambulatory Care to join me."*

**-Manager, SHC; JobTrain Health Care Career Pathways Program**

## **JOBTRAIN HEALTH CARE CAREER PATHWAYS PARTNERSHIP**

### **DESCRIPTION:**

Low-income people with minimal job skills and education need opportunities to gain the skills and education required to obtain a livable wage job. At the same time, there is a strong demand by employers in the Silicon Valley region for employees trained in the healthcare field. To address this, JobTrain is working directly with employers to develop training programs that provide a direct pathway to sustainable careers.

### **OPPORTUNITY:**

Through this partnership, JobTrain provides students an accredited Medical Assistant training program, and Stanford Health Care (SHC) provides an externship at their clinics that leads to direct employment in the Healthcare field. JobTrain graduates obtain high-quality careers, SHC gains well-trained employees, and a workforce/employer model is created that can be scaled in the future.

**Want to know more?** [www.jobtrainworks.org/medical-assistant/](http://www.jobtrainworks.org/medical-assistant/)



Photo: Workforce Education Coalition

*"Marybeth has succeeded in bringing together employers, small and large, to address and solve issues relating to workforce in Ventura County. Her efforts have made a measurable difference in a short time, most notably at the Community Colleges that now work in radically improved partnership with business."*

**-Peter Zierhut, Haas Automation, Inc.**

## WORKFORCE EDUCATION COALITION

### DESCRIPTION:

The Workforce Education Coalition (WEC) strives to build tomorrow's workforce today, through business-driven programs and partnerships. The STEM-Equity partnership gives middle and high school girls the opportunity to meet peers who are interested in STEM pathways and connect with women mentors. Entrée to Employment is a dinner series that gives students an opportunity to dine with professionals who work in their field of study. Laptop Advantage awards refurbished computers to low-income students to expand access to technology. STEM-Ersion immerses teachers in industry to practice what they teach in the workplace and learn the skills employers' value to keep curriculum up-to-date.

### OPPORTUNITY:

By helping students, educators and business partners work together, the WEC is growing a skilled Ventura County workforce. WEC brings together the Ventura County Office of Education, CTE educators, faculty and business partners to support these programs as part of a comprehensive strategy to strengthen the prosperity in their region.

**Want to know more?** [www.WorkforceEC.org](http://www.WorkforceEC.org)



Photo: InVista Associates, Inc.

*"I just hired two CNC operators from the Uniquely Abled Academy. They are running the machines and they are running them very well. I could not be happier. They have already become an asset to the company."*

**-Björn N.P. Paulsson, Paulsson, Inc.**

## THE UNIQUELY ABLED PROJECT

### DESCRIPTION:

The Uniquely Abled Project's long-term goal is to reduce the unemployment statistics of the disabled to a level comparable to the non-disabled. We work to shift the societal paradigm from "disabled" to "uniquely abled" and facilitate the creation of career-oriented vocational training and career opportunities for the uniquely abled. What sets the UAP apart is offering educational opportunities for uniquely abled people to become members of an elite workforce which includes the aerospace industry. The UAP opens a world of financial independence, valued community presence, and opportunities for advancement.

### OPPORTUNITY:

The current UAAs target high school graduates with high functioning autism. We also target all consumers of government and non-profit job placement organizations by conducting the Job Developer Workshop and follow-up coaching that support job developers in increasing the number of placements in career-oriented jobs.

**Want to know more?** [www.UniquelyAbledProject.org](http://www.UniquelyAbledProject.org)



Photo: Advanced Manufacturing Workforce Portfolio

*“The East County EDC has a unique vantage point that allows them to see the challenges that partners in industry, government, and education are facing. The Advanced Manufacturing Workforce Portfolio solves the growing employment gap by approaching the problem from both the employer’s and employee’s sides.”*

–Rick Urban, Quality Controlled Manufacturing Inc.

## ADVANCED MANUFACTURING WORKFORCE PORTFOLIO

### DESCRIPTION:

Hundreds of workers in San Diego are underemployed and stuck in lower-paying, less-rewarding, dead-end jobs, causing advanced manufacturing to struggle to find a consistent, job-ready pool of candidates. To address this pressing concern, East County Economic Development Council (ECEDC) has worked over the last seven years with leaders from labor, education, and private industry to identify the most critical skill gaps and the full extent of sustainable growth potential for the industry. ECEDC unites education and industry to create a robust and reliable manufacturing workforce for the entire San Diego region.

### OPPORTUNITY:

The AMWP directs its efforts toward students, veterans, and adult job-seekers who are interested in careers in advanced manufacturing. ECEDC uses its key partnerships with business, education, government, and other nonprofits to identify potential participants. The AMWP is designed to meet the needs these partners identify.

Want to know more? [www.eastcountyedc.org](http://www.eastcountyedc.org)



Photo: Monterey Bay Economic Partnership

*“[MBI] is extremely user friendly and easy to navigate. I refer to the site regularly and take pleasure in doing so knowing that it may lead to amazing opportunities whether it be personally or professionally.”*

–Janene Avedisian, UCSC

## MONTEREY BAY INTERNSHIPS

### DESCRIPTION:

In the Monterey Bay Region, there is a shortage of internship opportunities for students and no easy way for employers to access regional talent. To address this issue, our partnership was formed to create a centralized web platform called Monterey Bay Internships (MBI) to be used by students, businesses and educators to post, search, and apply for internships in the Monterey Bay Region. Established in early 2016, MBI contributes to the economic vitality of the region and increases opportunities for young adults to gain work experience and relevant academic training.

### OPPORTUNITY:

We invest in our entire college-level population with a focus on helping all of our vulnerable students gain access to information, training, and career opportunities. We seek to provide direct and free access to hands-on, practical workforce training opportunities to these students and streamline the process for employers to find quality, college-level interns.

Want to know more? [www.mbinterns.org](http://www.mbinterns.org)





Photo: VOLT Institute

*"The outstanding achievements by Stanislaus County Office of Education and Opportunity Stanislaus in support of VOLT Institute have been invaluable in respect to the creation, planning, launch, and general management of this much needed vocational training facility for the central valley."*

**-Richard Coffey, E. & J. Gallo Winery**

## VOLT INSTITUTE

### DESCRIPTION:

Despite the positive nature of the Stanislaus County industrial economy, hundreds of highly skilled manufacturing jobs are left unfilled due to a lack of workers who possess the right skills. A partnership between industry through Opportunity Stanislaus and education through Stanislaus County Office of Education provided the vision for a trade school. The Valley Occupational Learning and Technology (VOLT) Institute emerged as a solution: an industry-led, nimble, fast-paced training center with the goal of producing 120 skilled workers annually to be ready to fill positions and create a \$11.4 million annual economic impact.

### OPPORTUNITY:

Our target market is low to moderate skilled individuals who reside in the Northern San Joaquin Valley, who wish to upgrade their skills to qualify for better jobs in our region. We also focus on companies sending incumbents through the training program, as these employers often cover tuition for VOLT Institute's maintenance mechanic program.

**Want to know more?** [www.voltinstitute.com](http://www.voltinstitute.com)



Photo: Selma-Kingsburg-Fowler County Sanitation District

*"In our internship program, students are immersed in the wastewater industry with S-K-F CSD professionals who have diverse educational and vocational backgrounds. The program gives students access to career paths that they would have not initially thought of. Jobs in the wastewater industry are rewarding, in high demand, and the professionals are stewards of the environment."*

**-Ben Muñoz, Jr., General Manager**

## S-K-F CSD & VALLEY REGIONAL OCCUPATIONAL PROGRAM

### DESCRIPTION:

Valley Regional Occupational Program (Valley ROP) and Selma Unified School District (SUSD) train students from middle school, high school, and adult school for manufacturing jobs. As a wastewater facility, the District offers students learning opportunities in the form of tours, lectures, coaching, job shadowing, training and apprenticeship in various tasks and equipment in the areas of Operations, Maintenance/Collection, Engineering, Laboratory, Information Systems, and Administrative. S-K-F CSD believes in training young people in the wastewater industry in order to help our communities grow and develop.

### OPPORTUNITY:

The partnership presents high schoolers with summer Internships at the S-K-F CSD eliminating preconceptions about working in the water reclaiming and sanitation sector. The program gives access to students to learn about high paying, high demand jobs that are offered in their area, in an industry with skilled workers.

**Want to know more?** [www.skfcsc.org/news-events](http://www.skfcsc.org/news-events)



Photo: WIOA and Youth Programs

*“Conservation Corps North Bay and the Career Pathways Program provide an invaluable resource for our disadvantaged youth of today and we are privileged to partner with them on such an important endeavor!”*

**–Robert Scott, Sonoma County Fleet Operations Division**

## SONOMA COUNTY YOUTH ECOLOGY CORPS CAREER PATHWAYS PROGRAM

### DESCRIPTION:

Since 2009, the Sonoma County Youth Ecology Corps has been a successful summer jobs program. It's put hundreds of youth to work for the good of the community, the environment, and the future of Sonoma County's workforce. However, as a summer-only program it does not go far enough to support young people to advance along a career pathway. Our goal is to offer older youth more than a summer job, and to simultaneously meet the shifting priorities of the older, disconnected youth, local employers, and WIOA regulations through our Career Pathways Program, and 18-month cohort program.

### OPPORTUNITY:

CPP is a sister program to the larger SCYEC program that traditionally serves low-income and high-risk youth in Sonoma County. The youth we target and serve are 18-24 years old, and face such barriers as being dropouts, involved in the legal system, homeless, pregnant or parenting, runaways, or have a disability.

**Want to know more?** [www.sonomawib.org/cpp](http://www.sonomawib.org/cpp) or email [scyec@schsd.org](mailto:scyec@schsd.org)



Photo: Career Excellence Academy

*“Dragados has had the opportunity to present to a recent CEA class. The experience was an amazing opportunity for our team to work with students on real life bidding practices. The students' enthusiastic success with the project inspired our presenters as well. We look forward to working with CEA in the future to grow our industry”*

**–Arinda Cale, Estimating Administrator, Dragados**

## CAREER EXCELLENCE ACADEMY

### DESCRIPTION:

CEA was founded in anticipation of a large talent gap that was projected to have detrimental impact on construction companies' ability to complete planned projects. In the context of this talent shortage, an opportunity arose to promote awareness within the LA community of the projects, demonstrate how they translate into professional careers, and provide training focused on relevant skill sets. As a result, CEA would engage community in the industry, and have a direct impact on socio-economic growth of families and individuals, providing them with direct access to relevant free training and to lasting careers with potential for professional advancement.

### OPPORTUNITY:

CEA makes a strategic effort to target certain populations, since the program is a vehicle for those individuals to permanently improve their livelihoods. The groups are: women, veterans and youth-at-risk. Our partnership with Work Source Centers was founded with the intention of improving outreach to all impacted populations.

**Want to know more?** [www.cexcellenceacademy.com](http://www.cexcellenceacademy.com)



Photo: South Bay Workforce Investment Board, Inc.

*"Aero-Flex is a great asset to the development of a workforce pipeline into aerospace manufacturing and engineering careers. The participants gain a true understanding of aerospace careers and information that helps them in their career development and academic pursuits."*

**-Donald McKinzie, Northrop Grumman Aerospace Systems**

## AERO FLEX PRE-APPRENTICESHIP & APPRENTICESHIP

### DESCRIPTION:

Employers in the South Bay Workforce Investment Board's Advanced Manufacturing Sector Partnership identified a need to strengthen the workforce pipeline, including shoring up the lack of soft and technical skills of people in the pipeline. The Aero-Flex Unilateral Apprenticeship Committee was formed to develop an employer-driven pre-apprenticeship framework that would meet the workforce development needs common to industry partners, and to provide a customized layer within the framework to allow each employer to design or "flex" its own program. In this way, we are able to not only meet the needs of industry, but of each participating manufacturer as well.

### OPPORTUNITY:

The South Bay Workforce Investment Board assists employers with job recruitment through its OneStop Career Centers, job fairs, some held at the Los Angeles Air Force Base, partnership with veterans' organizations, and the Uniquely Abled Academy that provides manufacturing skills to high functioning autistic individuals.

**Want to know more?** [www.sbwib.org/aero-flex](http://www.sbwib.org/aero-flex)



*"The best way to develop healthy teens and young adults to become essential advocates in our communities is to partner with others in the community who offer niche services. Unity in the marketplace, education system, and our local communities increases confidence and encourages hope for a brighter future"*

**-Dr. Lauren Patterson, Delighted Coaching, Inc.**

## DELIGHTED COACHING PARTNERSHIP

### DESCRIPTION:

Students are under-prepared to enter their local communities as functioning adults with skills necessary to sustain their future. To address this issue, Delighted Coaching has created a sustainable and replicable program that will partner with local organizations, businesses, and each community's public education system. We run a 6-week "Future Readiness" program currently focused on junior high students. The program teaches the fundamentals of vision discovery, leadership skills, financial stewardship, business etiquette, networking & socializing in the community, and career readiness for rising high school students. A higher-level program of future readiness will be made available to high school and college students.

### OPPORTUNITY:

We intend to implement a program that is sustainable and replicable over a period of time, reaching a greater number. We have chosen seven elementary schools in the Kern County School District to pilot the program, and approximately twenty-one middle schools. We will initially be serving 12,600-19,000 students.

**Want to know more?** [www.delightedcoaching.com/sgs.htm](http://www.delightedcoaching.com/sgs.htm)





Photo: SLO Partners Ticket Into Tech

*"Ticket into Tech is a great way to find local talent for ITECH Solutions. The course material is spot on with the skills we are looking for and helps ensure candidates are trained for aptitude and screened for attitude!"*

**-Brian Weiss, ITECH Solutions**

## SLO PARTNERS TICKET INTO TECH

### DESCRIPTION:

The SLO region faces many challenges. How will we grow our economy and wages to match the high cost of living in SLO? How will we grow our own skilled workforce to encourage growth and meet the demand of local business and industry? One identified strategy to address this regional challenge is to upskill and train the workforce for head of household jobs in technology related fields through apprenticeship. SLO Partners works with local business, industry, education, and community leaders to develop and implement pre-apprentice and apprenticeship programs in high need areas outside of traditional trades.

### OPPORTUNITY:

As an advocate, SLO Partners believes that a skilled workforce is a critical need of the business community and supports policy and development that meets those needs, locally and on a state/federal level. As an implementer, SLO Partners support carrying out initiatives that develop talent pipelines and upskill workers for head of household careers.

**Want to know more?** [www.slopartners.org](http://www.slopartners.org)



Photo: Gateway to Industry

*"Gallo has successfully led a community wide initiative to develop partnerships with education to create lifelong career opportunities for students who are interested in the manufacturing industry. Gallo's involvement with our high school career technical programs has enabled students to understand the goal of their educational journey."*

**-Jay Simmonds, Ceres Unified Schools**

## GATEWAY TO INDUSTRY

### DESCRIPTION:

The Gateway to Industry Initiative was launched in 2014 to improve overall workforce development practices within the company, specifically to support a production workforce of over 2,500 team members. The most significant business challenges that drove the need for the design, development, and execution of a manufacturing talent pipeline initiative was a realization that the company needed to establish highly effective and proactive measures to ensure a strong and stable future talent pipeline of qualified and engaged team members. Furthermore, it was essential to establish a robust and sustainable future talent pipeline that would meet future manufacturing staffing needs.

### OPPORTUNITY:

The program is an established and sustainable program. It was first launched in 2014, with Ceres Unified Schools District as a pilot for developing a potential talent pipeline for the winery's production operations. During a four-year period, the program has been expanded and significantly strengthened to include four additional school districts in Stanislaus county.

**Want to know more?** <https://gallocareers.com/UndergraduateInternships>



Photo: Discovery Fashion Show

*"This is a really fun and challenging project where as a scientist you have to be able to explain your research to the designers and then together come up with a way to translate it into fabric, colors and textures."*

**-Tatiana Hurtado de Mendoza, Discovery Fashion Show**

## WOMEN AND SCIENCE DESIGN & DISCOVERY FASHION SHOW

### DESCRIPTION:

In the spring of 2017, a partnership between Salk researchers and aspiring designers from San Diego Mesa College's fashion program was formed. Salk raises awareness and critically needed funds to help female scientists conduct scientific research for high-risk projects. San Diego Mesa College provides fashion design and merchandising students who are interested in a unique experiential and service learning opportunity. Together, the two created an event that provides a platform to communicate elements of scientific research in the form of wearable designs.

### OPPORTUNITY:

Planning began during the spring of 2017, students and researchers began collaborating during the summer of 2017, and the event was successfully completed on October 4, 2017. Additional alumni and students assisted in the fall of 2017 to produce the photo shoots and fashion show at the event. The event unquestionably exceeded expectations.

**Want to know more?** [www.designdiscovery.salk.edu](http://www.designdiscovery.salk.edu)



Photo: Selma-Kingsburg-Fowler County Sanitation District

*"Beyond just meeting staffing needs at Desert Valley Hospital, I believe that Sixteen for Success allows investment in High Desert residents by helping them meet their academic and personal goals. We are strengthening our community and providing educational and economic opportunity that will lead to individual and regional prosperity."*

**-Fred Hunter, Sixteen for Success**

## SIXTEEN FOR SUCCESS

### DESCRIPTION:

Located in a region with an identified healthcare provider shortage as well as high student demand for a nursing program with a minimum one year waitlist at Victor Valley College, the college and Desert Valley Hospital/Medical Center entered into a \$2.4 million dollar education contract hoping to address both critical needs. The result of this industry/education partnership is the innovative Sixteen for Success program. Specific goals of the program include: reducing the number of "waitlist" nursing students, 90% nursing program retention, completion, and graduation rates, and 85% employment/job placement rate based on contract agreements.

### OPPORTUNITY:

*Sixteen for Success* aims to provide an accelerated education opportunity to motivated candidates who demonstrate a desire for a career in Healthcare and the capacity to complete the rigorous nursing program at VVC. Students who typically would not be able to afford the program experience educational opportunity and economic advancement.

**Want to know more?** [www.facebook.com/VictorValleyCollege](http://www.facebook.com/VictorValleyCollege)



Photo: Santa Clara Valley Water District

*“The Skilled Trades Intern Program is a successful collaborative partnership between a government agency and local educational institution, showing that together they can create opportunities for students to thrive in both their educational pursuits and endeavors into their chosen careers.”*

**–Peggy Donatelli, Santa Clara Valley Water District**

## SKILLED TRADES PART-TIME INTERNSHIP

### DESCRIPTION:

The Santa Clara Valley Water District Skilled Trades Internship Program provides year-round, part-time internship opportunities to students from the Gavilan College's Water Resource Management Program. The interns are given an excellent opportunity to explore their chosen career path as a Water Treatment Operator and develop industry specific skills and knowledge, and to increase their professional networks while serving the community in a local government agency. Our goal is to equip students with the necessary knowledge and skills gained through practical experience to pursue a career in the water resources industry and specifically as a Water Treatment Operator with the SCVWD.

### OPPORTUNITY:

Although still in the early stages, we have replicated parts of our successful internship program to create a basis for our skilled trade program. As well as specific training, interns are provided the opportunity to shadow maintenance personnel at each plant and meet with seniors from each craft.

**Want to know more?** [www.valleywater.org](http://www.valleywater.org)



Photo: Energize Your Destiny

*“The shortage of women in the energy industry's crafts and operator positions represents a breathtaking opportunity. Shell's priority is to attract and recruit more women for a more diverse workforce. Through Energize Your Destiny, Shell and Los Medanos College show women from all backgrounds how to compete for these rewarding careers.”*

**–Arinda Cale, Estimating Administrator, Dragados**

## ENERGIZE YOUR DESTINY

### DESCRIPTION:

Companies in the energy industry, including Shell and its contractors, are urgently trying to recruit 2-year STEM talent that includes women to create a balanced, diverse workforce. Much of Shell's effort focuses on programs like Energize Your Destiny that help build a pipeline of female talent for the future, in roles such as process operator, instrumentation, and maintenance craftworkers, to meet the greatest need in petrochemical and manufacturing operations. Energize Your Destiny is a free all-day forum, where women who are already employed at Shell provide deep personal insight into what it's really like to work in these jobs.

### OPPORTUNITY:

Energize Your Destiny harnesses the energy of Shell's skilled female operations and maintenance professionals as panelists at the events. We offer future female talent the opportunity to hear the challenges that come with working in male-dominated world and to ask questions of Destiny alumni with transparency and honesty.

**Want to know more?** <https://losmedanos.mycareerfocus.org/fall-2018-volume-10-issue-1/energize-your-destiny>





Photo: MiraCosta College

*"Thanks for all you do for our community, providing technical training in the areas so desperately needed."*

**-Penny Steinman, PHR**

## MIRACOSTA TECHNICAL CAREER INSTITUTE ADVANCED MANUFACTURING PARTNERSHIP

### DESCRIPTION:

Created three years ago, MiraCosta College Technology Career Institute offers accelerated immersion type technical work skills programs allowing students to complete up to 600 hours of training in less than one semester. Students attend their program all week, emulating a natural work day, while practicing hands-on work related skills. Industry advisory boards help shape the curriculum, equipment purchases, and skills gap needs. We have become the preferred talent pipeline for dozens of companies in our region.

### OPPORTUNITY:

TCI's close connection with industry creates mentoring, internship and career opportunities for students, creating a 94% employment rate for most programs. Program graduates typically earn 32% higher than the student's prior salary, while creating a profitable career pathway over time. Students receive Career Readiness training, support services, industry tours, and potential for apprenticeships upon completion.

**Want to know more?** <http://tci.miracosta.edu>

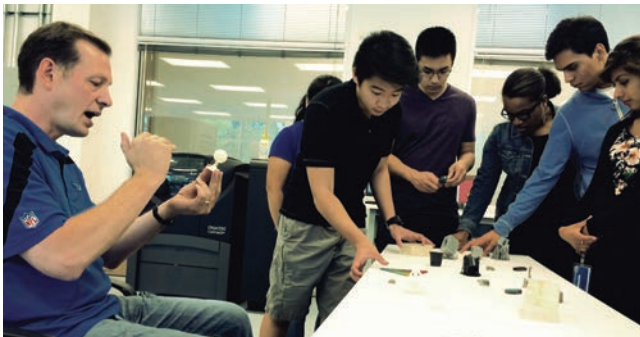


Photo: San Jose Works

*"Our experience with SJ Works summer interns was, once again, a positive one. The quality of the interns was very good. We were able to assign several of them to non-manufacturing positions including engineering. We hope we can work with a larger number of interns next year."*

**-Mitch Schoch, BenteK Inc**

## SAN JOSE WORKS

### DESCRIPTION:

The goal of SJ Works is to provide at-risk youth with internship opportunities with companies in high-growth, high-wage sectors. Youth served are ages 14-24 and primarily live in gang impacted neighborhoods, are low-income, limited English proficient, and basic skill deficient. SJ Works seeks to provide youth with work experience in these high growth areas and to help them in developing their resume, their networks and support groups, as well as their understanding of the career pathways and related educational and training opportunities. SJ Works seeks to expose opportunity youth to growing sectors and occupations leading to economic self-sufficiency.

### OPPORTUNITY:

Youth are recruited mostly from high school CTE programs focused on information technology, advanced manufacturing, health care, construction, business, and finance. Services provided in addition to the six-week paid internship include financial education, job readiness, entrepreneurship training, and supportive services.

**Want to know more?** [www.work2futurefoundation.org](http://www.work2futurefoundation.org)



Photo: Ventura County Innovates

*"I so enjoy coming to these events and seeing the enthusiasm and dedication the students have for our industry! It rekindles my own enthusiasm for my profession."*

**-Jim Lenz, TKO Booking Agency**

## VENTURA COUNTY INNOVATES

### DESCRIPTION:

After four years of working together in our VC Innovates partnership we have distilled all of our original goals to one word: Connect. The opportunity presented by our partnership is to connect students to experiences where they develop workforce interests and skills, connect middle school, high school, adult ed and community college teachers to each other, and to connect the education system with employers. Every day we work to connect the pieces of our workforce system and think strategically to overcome systemic barriers to meaningful connections.

### OPPORTUNITY:

VC Innovates connect students to opportunities through county-wide regional events that serve all educational partners. Some of these programs include: Eight Entrée to Employment networking dinners, Made in VC (manufacturing event), Sustainable VC (clean technology event), Hackathon by the Sea, Girls Hackathon by the Sea, Aviation Career Day, and New Ventures Ventura County (Entrepreneurship event).

**Want to know more?** [www.vcinnovatees.org](http://www.vcinnovatees.org)



Photo: SVMi

*"Together, we can explore greater employment and growth opportunities for our students.... Every employee we met talked about someone who inspired them to learn a skill, like welding or mechanics, and kept them connected to education."*

**-Chris Hoffman, Elk Grove Unified School District**

## SACRAMENTO VALLEY MANUFACTURING INITIATIVES PARTNERSHIP IN EDUCATION

### DESCRIPTION:

SVMi is organized by and for Sacramento's manufacturers to build a qualified workforce for manufacturing careers in the Sacramento region. As local industry leaders, we are committed to working with educators to proactively develop vocational, educational and workforce programs that lead to fulfilling manufacturing career paths for our region's students and workers. Our efforts elevate the Sacramento area as a region of manufacturing excellence with a globally competitive sector and a solid pipeline of skilled workers to showcase our region's success and expansion.

### OPPORTUNITY:

Our partnership works directly with students to present and explore manufacturing career opportunities and pathways, and in some cases actual development of training courses. Additionally, we work with educators and CTE coordinators and teachers to directly impact curriculum, capabilities and career pathways. Ultimately, we work to showcase the importance of manufacturing to regional leadership.

**Want to know more?** [www.sacvalleymfg.org](http://www.sacvalleymfg.org)



Photo: Verdugo Abilities Academy

*"I just hired two CNC operators from the Academy. They are running the machines and they are running them very well. I could not be happier. They have already become an asset to the company."*

**-Björn N.P. Paulsson, Paulsson, Inc**

## VERDUGO ABILITIES ACADEMY

### DESCRIPTION:

Located in the city of Glendale, this partnership is a recognized leader, serving individuals with cognitive, intellectual and other disabilities. The profound increase in both Autism Spectrum Disorders and unemployment rates, as well as the commitment to serving those that need assistance the most, led to the development of the Verdugo Abilities Academy. In 2015, the partnership developed a career pathway in Computer Numerical Control Machinist, for people with disabilities, targeting individuals with cognitive/intellectual disabilities including ASD, to prepare them for occupations in the manufacturing industry, earning livable wages.

### OPPORTUNITY:

The Academy demonstrates an integrated partnership of programs and services, capitalizing on the expertise of each partner, while leveraging resources and maximizing services to students. This level of integration and strategic co-enrollment is unique and has led to the partnership being recognized as a leader in collaboration as well as in serving individuals with disabilities.

**Want to know more?** [www.glendalelearns.org](http://www.glendalelearns.org)



Photo: San Diego Public Library

*"The SD Public Library is a trusted community hub, where families and young learners feel empowered to guide their pathways to reach individual goals. This partnership benefits all students, instructors, and librarians participating by teaching us all how to collaborate within a new framework for community programming."*

**-Misty Jones, SD Public Library**

## LIBRARY NETWORK OF EDUCATION X TRAINING

### DESCRIPTION:

There are few opportunities in San Diego for low to moderate income (LMI) students to gain hands-on workforce training experience. This has prevented local youth from advancing within the region's STEM industry and contributes to a shortage of qualified local employees. To end this cycle, the San Diego Public Library has partnered with UC San Diego Extension, community members and industry experts to work towards meeting San Diego's workforce needs. Our goal is to help students get the most out of their education and career going forward and stand out when they begin their job and college application process.

### OPPORTUNITY:

Sally Ride Science Programs provide a series of workshops for elementary, middle, and high school students on topics including robotics, circuits, and 3D modeling. These workshops cultivate an audience of students who are then able to continue their engagement in informal science programs with more in-depth training at a higher level of specificity and certification.

**Want to know more?** <https://extension.ucsd.edu/program-your-future>





Photo: WIOA and Youth Programs

*“Three years ago, Las Positas College started an ET program to help LLNL meet its hiring goals for technologists. Since then, LLNL has hired 30+ program graduates, mostly veterans. Never in 65+ years of the Lab’s history has a program contributed so much to so many.”*

**–Beth McCormick, Lawrence Livermore National Laboratory**

## VETS TO TECH

### DESCRIPTION:

The Engineering Tech partnership addresses two important issues facing our nation: supporting military veterans as they transition from serving their nation to serving their local community, and the need for a highly skilled technologist workforce, vital to the operation of our nation’s largest national laboratory. These opportunities seeded our growing engineering technology program that now serves the local Livermore industry. A skilled workforce is needed to support our national laboratory with homeland security, energy research, boundary-expanding science, stockpile stewardship, and development of national defense tools.

### OPPORTUNITY:

Our partnership led us to create a rigorous, streamlined, two-year-to-completion Associates of Science Degree in engineering technology. We combined existing college curriculum, new courses, and strategically developed, in-context courses material. It includes rigorous, contextualized “learn by doing” cohort-based coursework, accelerated and in context mathematics courses, and a summer internship.

**Want to know more?** [www.laspositascollege.edu/engineering/eng-tech.php](http://www.laspositascollege.edu/engineering/eng-tech.php)



Photo: Regional Advisory Committee

*“Regional Advisory Communities provide a unique and powerful forum for business leaders to offer their perspective regarding skill requirements of future workforce. It is refreshing to know that participants are actively seeking the input of employers for technically demanding jobs of the future.”*

**–David Thurston, San Bernardino County Superintendent of Schools**

## REGIONAL ADVISORY COMMUNITIES

### DESCRIPTION:

Each college and high school in the region that receives Perkins funding for CTE programs is required to hold an annual advisory that validates their curriculum as meeting the needs of industry and business. Due to proximity, many of the same industry and business representatives attend multiple advisory meetings and share the same information multiple times. Regional Advisory Community Strong Workforce Pilot Project collaborates with the region’s economic and industrial organizations to hold one advisory per sector that would meet the needs of all of the secondary and post-secondary institutions.

### OPPORTUNITY:

At our advisory meetings, we ask faculty to encourage students and parents to attend. We use the meetings as a professional development opportunity for faculty to foster their attendance. Employees/workers from regional businesses are invited to serve on an industry panel and as meeting attendees. These meeting provide a meaningful networking opportunity.

**Want to know more?** [http://bit.ly/IEDRC\\_RAC](http://bit.ly/IEDRC_RAC)



Photo: College of Marin

*“Energize Colleges has been instrumental in bringing high quality college interns to SunPower since 2016. As a North Bay community member, the program link with College of Marin ensures that students have strong clean energy-related learning opportunities and career resources that will provide them with rewarding and sustainable employment.”*

–Renee Solari, Program Manager-Educational Services

## ENERGIZE COLLEGES

### DESCRIPTION:

This distinctive Bay Area partnership between College of Marin, Energize Colleges Internship Program and SunPower Horizon’s Solar Energy Academy addresses the need for a more robust green workforce and related career pathway education and training opportunities in institutions across California. Green career pathways focused on sustainability are expected to increase by 9.7% by 2020 in the San Francisco and North Bay region. The goal of Energize Colleges is to prepare the next generation of leaders for the new energy economy by providing college students with paid internship opportunities in renewable energy and sustainability.

### OPPORTUNITY:

Trained more than 150 teachers, supporting educators and students in STEM-based careers. This cohesive partnership ensures that students have access to opportunities that enrich career awareness and education in energy and sustainability, supporting equitable access and diverse participation in these sectors.

**Want to know more?** [www.energizecolleges.org/](http://www.energizecolleges.org/) and <https://us.sunpower.com/horizons/>



Photo: Sonoma Work-Based Learning

*“For employers, participation means that organizations are provided a new pathway for building a skilled and motivated local workforce pipeline. Together, we can help local youth identify and work toward fulfilling careers that enrich their lives, their communities, and the local economy.”*

–Jonathan Briggs, E.& J. Gallo

## SONOMA WORK-BASED LEARNING

### DESCRIPTION:

Too many of today’s students find themselves disinterested and disengaged from their academics, and wholly unprepared for life after high school. Statistics reveal not only a lack of academic preparedness for post-secondary education, but also a lack of readiness for the real world. CTE Foundation’s goal is to increase the number of high quality WBL experiences such that students are exposed to potential careers at a young age, starting in grade school, and provided a spectrum of opportunities to observe and apply classroom learning via job shadowing, internships, and industry-mentored project work.

### OPPORTUNITY:

WBL serves students of all socio-economic backgrounds and is especially powerful for first-generation/minority students. More than half of Sonoma County’s students are non-White, and 44% are Economically Disadvantaged. In a recent study, researchers found that minority students who participated in WBL entered college at twice the rate of those who did not participate.

**Want to know more?** [www.ctesonomacounty.org](http://www.ctesonomacounty.org) and [wblsonomacounty.org](http://wblsonomacounty.org)



Photo: Santa Cruz Makerspace Collaborative

*"The extraordinary creative skills Megan Barrett developed in the Cabrillo Makerspace enabled her to create a fabulous design for the window displays at the Children's Museum of Discovery using a computer-controlled vinyl cutter. Her successful internship led me to hire her as a part-time graphic designer!"*

**-Patrice Keet, Santa Cruz Children's Museum of Discovery**

## SANTA CRUZ MAKERSPACE COLLABORATIVE

### DESCRIPTION:

The growing use of digital fabrication, rapid prototyping, and advanced manufacturing processes in industry and nonprofits has created a new demand for workers with a blend of STEM-based digital design skills. To meet this demand, the Cabrillo College Makerspace brings together like-minded students, mentors, educators, community members, and industry/nonprofit partners in digital fabrication facilities to turn ideas into reality. Diverse disciplines come together to pursue ambitious projects, preparing students for internships and careers in creative and innovative companies and nonprofits.

### OPPORTUNITY:

Intended as a workforce development initiative, the CCC Maker Project initiative includes a robust 60-hour paid internship program for Cabrillo College students. Sixteen interns from a variety of STEAM disciplines are currently working in local industry and non-profits or on projects for outside partners in the Cabrillo College Makerspace.

**Want to know more?** <https://cabrillomakerspace.com/student-internships>



Photo: Career Excellence Academy

*"Sacramento State's Workforce Development Apprenticeship Program is a national model for similar programs around the country. This groundbreaking program exemplifies the kind of rigor, high standards and innovation the California Division of Apprenticeship Standards seeks to expand in new industries and occupations around the state."*

**-Kathy Kossick, Sacramento Employment and Training Agency**

## WORKFORCE DEVELOPMENT PROFESSIONAL APPRENTICESHIP PROGRAM

### DESCRIPTION:

California's workforce development system struggles to provide consistent services to job seekers and lacks an appropriate training standard. To address this, Sacramento State, Long Beach State and Los Angeles State jointly applied for and received a grant from the CSU Commission on the Extended University to develop a Workforce Development Academy to provide supervisor, management and leadership-level training for workforce development staff. With the grant, Sacramento State, SETA, and CWA created a noncredit certificate program for workforce development professionals to receive continuing education units.

### OPPORTUNITY:

The Workforce Development Professional Certificate Program provides curriculum for the apprenticeship. The certificate program ties practical application to experiential learning activities and discussion. Participants learn key techniques to improve their jobs, as well as leadership, project management, presentation and facilitation skills that make them better employees and the organizations they work for more productive.

**Want to know more?** [www.cce.csus.edu/workdev](http://www.cce.csus.edu/workdev) and <http://calworkforce.org/WDP-apprenticeship>





Photo: Hartnell College

*“Growing and sustaining health career pathways are key strategies for healthy and vibrant communities and the Salinas Valley Health Professions Pathways Partnership exemplifies the kind of collective leadership needed to achieve health equity in the Salinas Valley.”*

**–Tony Iton, The California Endowment**

## SALINAS VALLEY HEALTH PROFESSIONS PATHWAYS PARTNERSHIP

### DESCRIPTION:

In 2012, The California Endowment invested in the Hartnell Foundation-sponsored kindergarten-to-employer Alisal Health Professions Workforce Pathways Partnership, an international and strategic collaboration among K-16 schools, alternative education, employers, workforce development agencies, foundations, boys and men of color advocates, and social emotional capacity building partners. This partnership prepares students of color to undergo a course of study in a chosen allied health, public health, or medical profession, while responding to a regional need to connect the health workforce and educational and economic opportunity to reduce inequalities in East Salinas and Monterey County.

### OPPORTUNITY:

The AHPWPP program introduced engaging technology and a revised curriculum in 75 elementary classrooms to bolster math, language arts and science learning. Teachers participated in professional development focused on increasing rigor and the program took advantage of work/study opportunities sponsored by AHPWPP partners.



Photo: Apprenticeship Brigade

*“We collaborated with Apprentice Brigade in identifying their first two apprentices. The first shared that they learned - a lot of hard work, beyond the technical aspects, is required in this career. Apprentice Brigade is not only increasing the technical knowledge of the apprentice, but their real-world experiences.”*

**–Sharolynn Ullestad, Workforce Santa Cruz County**

## APPRENTICESHIP BRIGADE

### DESCRIPTION:

The Apprenticeship Brigade partnership aims to close the skills gap between education and industry, and to create job opportunities in our community. We seek to curate quality talent during a three-year apprenticeship program in Internet Technologies (IT). We seek to empower members of our greater community to take advantage of the 19% vacancy rate of IT jobs in California, allowing them to avoid gentrification due to the increased costs of living in our area.

### OPPORTUNITY:

In mid-2017 we established a partnership with Cabrillo College and the US Department of Labor to develop a three-year comprehensive IT Apprenticeship program. As our company was faced with limited available talent locally, we adopted internships. Our first seven employees started as interns, and to date we've run 41 internships and hired 17 interns.

**Want to know more?** [www.apprenticebrigade.com](http://www.apprenticebrigade.com)



Photo: California Community Colleges

*"Samuel took the time to understand the project. He provided me with an outline of how he would approach it and what the cost would be. He kept me informed and walked me through the results. It was a positive step in what I was trying to accomplish."*

**-Howard Miller, LBW Insurance & Financial Services**

## SELF EMPLOYMENT PATHWAYS INTO THE GIG ECONOMY

### DESCRIPTION:

The rise of the "Freelance Economy" has led to the transfer of work from traditional forms of employment to freelancing. In January 2017, the California Community Colleges Chancellor's Office launched the Self-Employment Pathways in the Gig economy Project to prepare students to participate in the Gig Economy as an independent contractor or freelancer and provide training on the basics of managing a small business. We work with students to enhance their marketability and digital skill sets and create a digital platform where they and prospective buyers can do business.

### OPPORTUNITY:

The education students receive as part of the project equips them to manage their business, build their brand and enhance their job skills. Another target market is encore entrepreneurs: people who have years of experience and already possess specialized skills they can market as freelancers in the Gig Economy.

**Want to know more?** [www.smallbusinesssector.net](http://www.smallbusinesssector.net) and [www.samaschool.org](http://www.samaschool.org)



Photo: North Bay Trades Introduction Program

*"I was impressed with interest from the students. I think TIP is an excellent program that opens opportunities to individuals looking to work in the building trades. Our company employed a TIP student as an apprentice carpenter, she had great work ethics and showed a willingness to learn her trade."*

**-Arinda Cale, Estimating Administrator, Dragados**

## NORTH BAY TRADES INTRODUCTION PROGRAM

### DESCRIPTION:

With funding from Proposition 39, the North Bay Trades Introduction Program was created to prepare and equip individuals to pass all elements of the application and assessment processes to become an indentured trade apprentice. NB TIP aims to increase awareness of apprenticeship, and how to prepare for those opportunities and expectations in real terms. NB TIP provides recognized training and preparation for the apprentice programs of all building and construction trades, and assists adults in research, career choices and applications for apprenticeship opportunities. The program seeks to develop high quality apprenticeship candidates and linkages to high quality apprenticeship job opportunities.

### OPPORTUNITY:

NB TIP strives to serve low-income, underserved and underrepresented workers, at-risk young adults, women and veterans who are interested in trade careers and at least 18 years old. Outreach and recruitment is done using flyers, staff education and other methods in partnership with local workforce development boards, Job Centers of America, Community Colleges, and more.

**Want to know more?** [www.calapprenticeship.org](http://www.calapprenticeship.org)



Photo: West Hills Bitwise Partnerships

*“The West Hills web and application developers have a growth mindset. They always expected the need to learn new things quickly. It’s a characteristic of world class developers.”*

**-Irma Olguin, CEO, Shift3 Technologies**

## WEST HILLS BITWISE PARTNERSHIP

### DESCRIPTION:

The communities served by West Hills Community College District are characterized by a number of interconnected challenges, such as rural isolation, extreme poverty, high unemployment, low levels of educational attainment, and limited English-language proficiency. The public-private West Hills Bitwise Partnership provide our students with a world-class education in the Tech Industry. Our goals are to provide our students with advanced training in web and application development, to connect students to the technology community, to provide opportunities for our students to develop the soft skills necessary for success, and to provide them with internship and freelancing opportunities in the tech field.

### OPPORTUNITY:

Many WHCCD students lack the financial resources to pursue education - more than 60% of target students are economically disadvantaged, 53% report that they cannot afford the \$46-per-unit tuition, and 36% must work more than 21 hours/week while completing coursework. This unique partnership is free to students to counteract these systemic issues.

**Want to know more?** [www.westhillscollge.com/coalinga/announcements/posts/geekwise-academy-program.php](http://www.westhillscollge.com/coalinga/announcements/posts/geekwise-academy-program.php)

# 2018 JUDGING PANEL

Thank you so much to our judges for lending gravitas and expertise to this contest. The Summit also acknowledges and appreciates the work you do every day to improve the quality of life for those in your region and communities.



### BRETT BARLEY

*Superintendent, Wonderful College Prep Academy*

Brett Barley is the Superintendent of Wonderful College Prep Academy (WCPA) a network of four public charter schools serving approximately 1,750 Kindergarten through 12thgrade students in the Central Valley. Prior to becoming WCPA Superintendent Brett served as Deputy Superintendent for Student Achievement at the Nevada Department of Education (NDE). He and his team administered and monitored \$2.3 billion in annual education funding on behalf Nevada’s 475,000 students. Before the NDE, Brett served as a Vice President with StudentsFirst, a non-profit focused on supporting parents, teachers, and community members in 17 states to advocate for great schools for all children.





### **CATHY MARTIN**

*Director of Workforce, California Hospital Association*

Ms. Martin is the Director of Workforce for the California Hospital Association (CHA) and is responsible for leading the CHA Healthcare Workforce Coalition. This broad, statewide coalition is focused on identifying and implementing coordinated, strategic solutions to address the long-term need for allied health professionals in California. Ms. Martin is a member of the California Health Workforce Development Council, a special committee to the California Workforce Investment Board, and a member of the California Health Workforce Initiative State Advisory Committee.



### **JULIAN CAÑETE**

*President and CEO, California Hispanic Chamber of Commerce*

Julian Cañete serves as the President and CEO of the California Hispanic Chambers of Commerce, the premier organization promoting the development of Hispanic entrepreneurs and emerging Latino businesses in California. Julian previously served as the Director of Public Policy and Strategic Partnerships for the California Asian Pacific Chamber of Commerce and as President and CEO of CHCC from 1999 – 2006 and again from 2009- 2012. He is currently a member of the California Utilities Diversity Council (CUDC), serves on the Department of General Services Small Business Advisory Board, and the Californians for Affordable & Reliable Energy (CARE) coalition.



### **TIM LITTON**

*Senior Field Representative, Northern California Carpenters Regional Council*

Tim Litton is a Senior Field Representative for the Northern California Carpenters Regional Council where he oversees daily operations at three local unions that encompass nine Northern California Counties. He has been with the NCCRC for over 10 years works with a wide array of contractors, elected officials and Carpenter members. Tim is a third-generation carpenter and is a proud card-carrying Journeyman Carpenter of Carpenters Local Union 46. While working in the field he worked on several major construction projects in the Central Valley helping carry them from “dirt to doorknobs.”



### **SHEILA THOMAS**

*Assistant Vice Chancellor and Dean of Continuing and Extended Education, CSU System*

Dr. Thomas is the Assistant Vice Chancellor and Dean of Continuing and Extended Education for the California State University (CSU) System. She is a veteran administrator in the field of continuing higher education in both public and private institutions. In her system role, Thomas facilitates workforce development opportunities, strategic communication, policy review, and advocates for self-support activities. She serves on industry advisory councils for healthcare and other high-demand fields. Thomas has served as a board member and network leader for the University Professional and Continuing Education Association (UPCEA), the Professional Science Masters Association, and as an ACE women's network representative.



## STAY TUNED

The nomination period for the 2019 Partnerships for Industry and Education (PIE) Contest will open next spring.

**CAFWD.ORG**  
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