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2019

PARTNERSHIPS FOR INDUSTRY & EDUCATION:

CREATING OPPORTUNITIES FOR UPWARD MOBILITY

PREPARING WORKERS FOR TODAY AND TOMORROW'S ECONOMY

The California Economic Summit has been working on California's workforce preparedness problem for the past eight years. The challenge of having enough skilled workers for 21st-century jobs was identified on day one of the inaugural summit in 2012 as something that must improve in order to protect the state's global economic standing.

We are proud to have The Walt Disney Company as our 2019 marquee sponsor for the Partnerships for Industry and Education (PIE) Contest to help recognize and support the on-the-ground efforts that focus on raising incomes and growing quality jobs for Californians.

"At Disney we've always believed that education and training are the keys to opportunity, they open doors and create new possibilities,"

said Jayne Parker, Senior Executive Vice President and Chief Human Resources Officer for The Walt Disney Company.

"We're excited to work with California Forward on this innovative program and highlight how the business community and education institutions can come together to help create the future of workforce development and job training."

The ten partnerships identified in this publication demonstrate the power of public/private collaboration. Partnerships must include at least one employer and one education entity that work together to reach a common goal, however many of the partnerships featured also involve local nonprofit organizations and various governmental agencies.

The PIE contest was initiated by the CA Economic Summit to promote innovation by employers and educators in working together to meet regional and state workforce needs.

The continued interest in the PIE contest is demonstrated by both the growing number of applications and the diversity from across California. This sustained interest also underlines the increasing importance of industry and education working together to create innovative solutions to meet our workforce needs.

"We are proud of the PIE Contest and its emphasis on productive public-private partnerships that are positively impacting the need for a trained workforce in California,"

said Micah Weinberg, CA FWD CEO.

"We hope these awards will help accelerate even more work between our educators and our employers to benefit the workers of California."



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**1ST PLACE
WINNING
PARTNERSHIP**



Ag Prep, 11th grade program participants

WONDERFUL AGRICULTURE CAREER PREP (AG PREP)

“The Ag Prep partnership has the power to change communities across the Central Valley—and it’s replicable to other regions. By increasing the number of college graduates and creating a skilled workforce pipeline, we’re working to reduce unemployment and generate local economic growth.”

—Lynda Resnick, Vice Chair and Co-Owner, The Wonderful Company

The Wonderful Company seeks to address the skills gap of hard-to-fill and increasingly high-tech job openings in agriculture, recognizing that this is rooted in a larger problem: the lack of access to quality education in the region. Currently, college degree completion in the Central Valley averages 16%. The Wonderful Agriculture Career Prep (Ag Prep) program aims to empower and equip students to pursue college degrees that give them access to high-skilled jobs in agriculture and a wide range of other fields. The goal is to have 75% of the program’s participants graduate from high school with an associate’s degree and 200 hours of work experience in agriculture, in addition to having 90% of these students enroll in a four-year university. The company also started education and outreach efforts, as early as the 7th and 8th grade, in their feeder middle schools. The program brings together 7 public high schools, 6 public middle schools, 3 community colleges, 4 state universities and other agriculture businesses to meet its program goals.

Ag Prep tracks the success of its students by analyzing their graduation and college and career

placement rates. The first two freshmen cohorts consisted of 335 students, of which 268 successfully graduated from the program. Eighty-three percent of them earned an associate of science degree the summer after their high school graduation and of the 84% who enrolled in a four-year university, 40% continued in an ag-related major. Feedback is collected at every stage from students and employees who host them to support continuous improvement.

All program partners—the high schools, community colleges, universities, and employee partners—convene three times a year to review data on student progress, share best practices, and discuss priorities for the upcoming quarter. These convenings help create a deeper and more accurate understanding of the program’s successes, challenges and provide key information to strengthen the program’s long-term strategy.



WANT TO KNOW MORE?

[www.wonderfuleducation.org/
agriculture-career-prep](http://www.wonderfuleducation.org/agriculture-career-prep)



2ND PLACE WINNING PARTNERSHIP



Shasta County Board of Supervisors award presentation to STEP-UP

SHASTA COLLEGE STEP-UP

“STEP-UP is a life changing program that empowers formally incarcerated students to overcome previous poor decisions in their lives and provides trained, sober, and accountable workers into multiple areas of industry in our community.”

-Tracie Neal, Probation Chief, Shasta County Probation Department

The Shasta Technical Education Program-Unified Partnership (STEP-UP) aims to reduce recidivism in the community by using restorative justice through education, led by Shasta Community College, county sheriffs' offices and probation offices in the North State. STEP-UP is a partnership that aims to help previously justice impacted students and those who are under court ordered supervision through probation, parole, or work-release. STEP-UP is a rapidly growing program, increasing from 10 students to 116 students and growing its advisory panel from 4 to 10 agencies.

The program has been successful in reducing the recidivism rate to 19% compared to Shasta County's 33% and 65% statewide rate and has been recognized statewide as a Restorative Justice through Education program of excellence. STEP-UP has had 73 students earn a Certificate in Technical Education (CTE) and another 4 students earned an Associate's Degree and transferred to four-year institutions. In the 2019-20 academic year STEP-UP will have 14 students earn an Associate's Degree and another 19 students will earn a CTE.

Post-graduate employment rate is 77% with the majority of the students working in the industry they received their certificate and/or degree in. STEP-UP recently partnered with Shasta College's Business, Agriculture, Industry, Technology, and Safety Division to provide recruits for a new logging program that will launch in spring 2020. The model program has been awarded a \$1.5 million grant from the state to expand and provide mini-grants to other community colleges to create such programs to serve the formally incarcerated.



WANT TO KNOW MORE?

www.shastacollege.edu/Student%20Services/Step-Up/Pages/default.aspx



3RD PLACE WINNING PARTNERSHIP



VOLT Institute

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, Ed. D., Senior Director, Workforce Development, E. & J. Gallo Winery

Opportunity Stanislaus, an industry partnership, has estimated that there are approximately 313 annual Industrial Maintenance Mechanic and Advanced Manufacturing positions in Stanislaus County, often left unfilled due to a lack of the appropriate skills needed. The VOLT Institute is a partnership between Stanislaus County Office of Education, Modesto Junior College and Opportunity Stanislaus that aims to help develop a highly-skilled workforce to fill gaps in the local high skilled, high wage manufacturing industry. To help create a pipeline, VOLT's goal is to reach 120 students annually within 5 years.

VOLT's target market is low to moderately skilled individuals who reside in the Northern San Joaquin Valley and who want to upgrade their skills to qualify for better jobs in the region. VOLT also focuses on companies who want to send their employees through the programs. Employers may cover all or part of tuition, or self-pay students may be eligible for scholarships or assistance provided from the federal Workforce Innovation and Opportunity Act.

The education and skill training provided through the VOLT Institute is taught by teachers who are hired directly from industry, many who have thirty-five or more years of industrial experience. Over the first two years VOLT graduated 83 students, boasting an 86% graduation rate, and 90% of graduates are employed with local manufacturing companies.

VOLT's new classes will accommodate requests from industry leaders and will be implemented in year three and beyond. Additionally, they will provide certification in the 9 National Institute for Metalworking Skills, a nationally industry recognized certificate. They recently received an Economic Development Administration grant award that provides funding for additional training in Mechatronics.



WANT TO KNOW MORE?

www.voltinstitute.com

FACILITIES MANAGEMENT GLOBAL WORKFORCE INITIATIVE



Chaffey College Student IFMA Chapter

“We at Google feel the GWI program is a great example of how a leading company in California can support FM skills development internally to provide a career pathway for greater prosperity for our employees which can be applied to other businesses.”

-Lynn Baez, Head of Facilities, Google

The IFMA Foundation Global Workforce Initiative's Facilities Management Talent Pipeline programs address the triple bottom line values of Economy, Equity, and Environment and was created based on research that identified an annual industry gap of approximately 6,000 workers in California. Pipeline programs are offered through the California Community Colleges (CCC), where more than 50% of the student population qualifies for fee waivers based on their economic status.

This program has specifically targeted students enrolled in the business programs due to the large enrollment of students in these programs and the diversity of the population. The program leverages the CCC's Launchboard system to help track participation input and program outcomes.

The program has demonstrated success at Chaffey College and College of San Mateo in finding their graduates facilities management related employment including jobs at national firms and IFMA Foundation Advisors (Sodexo and ABM). Other community colleges starting programs include West Los Angeles, Southwestern and Laney College.

Want to know more? www.foundation.ifma.org

PROJECT LEAD THE WAY (PLTW) STEM EDUCATION PARTNERSHIP (CHEVRON)



Project Lead the Way, California students

“Chevron partners with PLTW because their curriculum provides a real-world experience for students, while gaining crucial problem-solving and critical thinking skills. The teacher professional development is unlike any other program because it enables teachers to facilitate learning.”

-Janet Auer, Senior Advisor, Global Social Investment, Chevron

Few high school pathways existed in 2009 aligned with anticipated workforce shortages in engineering, computer sciences and biomedical. Chevron's investment of \$8.4 million in California over the last 10 years reflects its commitment to reduce inequities in access to rigorous relevant high school pathways allowing girls and underrepresented communities to have meaningful experiences to prepare for pursuit of STEM careers. PLTW programs bring industry-aligned technology, UC-approved coursework, and intensive teacher training, delivering hands-on project-based classroom opportunities.

The Chevron/PLTW partnership also creates outside-school-time opportunities to showcase students' skills and increase the breadth/depth of students' knowledge with engineering design challenges, girls-focused STEM convenings, local residential engineering programs at universities, and more—all to spark the interest of students to pursue STEM education, training and careers. Over 100,000 students have been impacted through the Partnership, and 726 teachers have participated in 31,520 hours of PLTW Professional Development.

Want to know more? www.pltw.org/our-partners/chevron

GENERATIONGO! CAREER PATHWAYS PROGRAM



GenerationGo! Program participants visiting Seven Oaks Dam

“The students don’t know what this world has available to them. We can help broaden their perspective by giving them new ideas for what they can do. We can inspire these kids and connect them with a career path... Knowing that GenerationGo! had the same mission drew me to the program.”

**-Ryan Rainbolt, Director of Educational Programs,
Garner Holt Production**

The GenerationGo! Career Pathways Program was created to meet the needs of business by ensuring that the future workforce has the skills needed to fill high demand, high salary jobs of the future. This work preparation program targets juniors and seniors of the San Bernardino City Unified School District, Colton Joint Unified School District and the Rialto Unified School District with the goal of these students remaining in their community with job prospects and a pathway to a high paying career.

The program works with high schools to ensure there are career pathway programs to meet the needs of local businesses and to track the number of students enrolled who graduate with a career-focused certification and begin post-secondary or industry-approved vocational programs education, or are accepted into a registered apprenticeship program.

Once fully scaled, approximately 32,000 students will have the opportunity to be served in all school districts in the county.

Want to know more?

wp.sbcounty.gov/workforce/career-pathways

SBCC THRIVE LA- ENERGY PATHWAY PROGRAM (EPP)



SBCC Thrive-Energy Pathway Program

“SBCC Thrive LA’s Energy Pathway Program has demonstrated to be a valuable asset for companies like Marathon Petroleum looking for local competent, skilled and diverse talent to fill the workforce demands of the industry.”

**-Olga Chavez, Sr. Gov’t & Public Affairs Specialist,
Marathon Petroleum**

SBCC Thrive LA-Energy Pathway Program’s goal is to develop qualified candidates through an industry-tailored program that provides entry level education and training in process operations, systems, technology and safety; with an emphasis in petrochemical processing. Additionally, they offer industry-specific and professional-development workshops, industry test prep, in-class program support and employment soft skills development opportunities. EPP targets community residents throughout LA County, primarily those who live near petrochemical refineries or other industrial areas. EPP tracks the progress and success of participants by focusing on completion of their Certification of Achievement in Process Technology and job placement rates in the industry. EPP also follows the progress of their alumni during their Basic Operator training and provide support to alumni up to two years after graduation. EPP’s cohorts vary between 30 and 40 participants, with a retention rate of 85% consistently for the last 5 years. The program hiring rates are between 30% and 50% upon graduation, with 100% job placement within twelve to sixteen months after graduation.

Want to know more?

www.sbccthrivelocala.org/epp2

STEMBASSADOR STRONG WORKFORCE INITIATIVE

★ Student-led Promising Practice



Stembassadors Strong Workforce program

“This is the type of thinking and doing that is missing on a large scale in education today. Student-led learning is the future of education and the STEMbassadors are looking like they will become a beacon for educators and students.”

-Chris Thorpe, Oxnard Unified School District Teacher on Special Assignment

STEMbassadors, a student-led initiative, fills an educational gap created by an inadequate emphasis on applied STEM in local schools. Their efforts focus on helping teachers get hands-on training with applied STEM technologies in the K-12 classroom. In 2018 and to-date in 2019, STEMbassadors surpassed their goals, by training thirty-eight teachers and providing free “Spark Carts,” mobile STEM equipment, to 6 Title 1 schools in Ventura County. In 2019 and 2020, they will design and build enhanced Spark Carts, train thirty additional K-12 teachers, and document the results of the more than 5,000 K-12 students who will gain valuable hands-on STEM experience by using their Spark Carts.

STEMbassadors strategically targets teachers and students in grades 5 through 12, and schools who are mostly socioeconomically challenged. As of 2019, they have been able to recruit and train thirteen STEMbassadors, raise approximately \$80,000 in grants/donations, train thirty teachers, and create access to STEM technology for over 2,000 students.

Want to know more?
www.stembassadors.net

VIP FOR COOPERATIVE EDUCATION PROGRAM



VIP program, Lyles College of Engineering, CSU Fresno

“Over the past 6 years, Betts Company has been fortunate to host over a dozen VIP interns who have been valuable assets to our Design Engineering and Process Improvement teams - four of which we hired upon graduation.”

-Joe Devany, Vice President, Manufacturing, Betts Company

California’s San Joaquin Valley’s economic success depends on a skilled workforce prepared for knowledge-based jobs. The need to develop this workforce through collaboration of higher education institutions and industry has never been more critical. The Valley Industry Partnership (VIP) for Cooperative Education program in the Lyles College of Engineering at Fresno State is addressing this need. The program, via its partnership with various member companies, provides valuable experiences for students majoring in civil, computer, electrical and mechanical engineering as well as construction management, industrial technology and computer science. It matches students in two, six-month full-time internships with twenty-five industry companies from around the Central Valley. During their internship, students work on real-world engineering projects and are guided by seasoned mentors, and earn a competitive salary. The majority of the students are offered full-time positions upon graduation, and meet the region’s demand for a high-skilled workforce.

Want to know more?
www.fresnostate.edu/engineering/vip/

VALLEY WATER



Valley Water interns

“Our internship program creates prosperity across CA. It is a successful, collaborative partnership between a government agency and educational institutions, showing that together we can create opportunities for students to thrive and stay in California.”

-Laurel Hanchett, Program Coordinator, Valley Water

Valley Water aims to provide an ample supply of clean drinking water to Santa Clara County and recognize the integral role of a highly qualified water workforce who can meet the demands of these high skilled jobs. They are committed in their talent acquisition efforts that the future workforce reflects the diversity the Bay Area offers.

Valley Water targets students within Santa Clara County in order to encourage students to stay and work in the community. In order to achieve this, they have partnered up with numerous organizations in the county which include, the MESA Engineering Program, Cal State East Bay, Gavilan Community College, Bright Futures, Next Gen Regional, and Baywork.

Valley Water measures their success by tracking the ability of their interns to find employment with Valley Water, another government agency or water agency. Since 2012, Valley Water has hired twenty-five interns into full-time positions with excellent pay and benefits.

Want to know more?
www.valleywater.org



2019 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 of those in your region and communities.



AMY COSTA

Member, California Community Colleges Board of Governors

Amy Costa currently serves as Deputy County Administrator for Alameda County. Previously she served as Chief Deputy Director for Budget at the California Department of Finance from 2016 to 2018, where she served as advisor to the director on higher education from 2014 to 2016. She was an account lead at Blue Beyond Consulting from 2012 to 2014 and director of state and local government relations at Safeway Inc. from 2010 to 2012. Amy served as associate director of advocacy and state relations at the California State University Chancellor's Office from 2009 to 2010. She served as policy director in the Office of California State Senator Dean Florez from 2008 to 2009, as a policy consultant in the Office of California State Senate President pro Tempore Don Perata from 2005 to 2008. Amy lives in Alameda with her husband Josh and their three children.



CATHY MARTIN

Director of Workforce, California Hospital Association

Cathy 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. Prior to CHA, Cathy worked in the nonprofit sector for more than 20 years, including as executive director of the California State Rural Health Association, where she led the Rural Workforce Collaborative. Cathy 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.



CHRIS TROUT

Vice President, Learning & Development, Organization & Talent Solutions COE, The Walt Disney Company

Chris Trout leads Disney's learning and development practice which includes setting strategy, overseeing company-wide efforts for leadership and executive development, on-demand learning, and employee education investment programs, as well as producing operations and business-specific training. The establishment of the ground-breaking Disney Aspire program is a recent achievement for Chris and his team. Aspire is widely recognized as the most comprehensive employee education investment program in the US, and Chris continues to oversee its growth towards its full potential of employees and their career aspirations. Chris has been with Disney for over thirty years - he previously served at Walt Disney Parks & Resorts as Vice President, Human Resources & Organization Development from 2009 - 2012 and as Director, Organization Development from 2007 - 2009. Chris earned a M.Ed. from Boston University and holds a B.S. from Johnson & Wales University.



JOHN BRAUER

Executive Director, Workforce and Economic Development, California Labor Federation

John Brauer has been executive director of Workforce and Economic Development (WED) at the California Labor Federation (CLF) since 2012. The CLF's affiliates represent over 2 million California workers. The purpose of the WED Program is to serve as an intermediary and a resource for unions in responding to economic and labor-market change. Prior to his position as WED Director, John served for 11 years as the Executive Director of The Workforce Collaborative, a nonprofit in Oakland providing workforce development services to low-income East Bay residents. He currently serves as a Governor's appointee to the State Workforce Investment Board, on the executive committee of the EDGE Coalition, and as a board member of the TradesWomen, Inc.



LANCE HASTINGS

President, CA Manufacturing and Technology Association

Lance Hastings currently serves as President/CEO of the CMTA, having assumed the role in November 2018. In that capacity, he leads a prominent business-oriented trade association with a legacy of success and engagement. Prior to joining CMTA, he served as Vice President of National Affairs for MillerCoors. During his 15 years with the brewing industry, Hastings served in state, regional, national and international capacities. His international experience was as Head of Regulatory & Tax Affairs for SABMiller located in London, England from 2012-2015. Before his extensive career as a manufacturing executive, Lance was the Vice President of Government Relations at the California Grocers Association and Senior Director for State Affairs at the Grocery Manufacturers of America. He also served as legislative staff in the California State Legislature for almost a decade, concluding as a Chief Consultant in 1997. Lance is a graduate of California State University at Sacramento with a BA in Economics and Minor in Government.



MONICA LOZANO

President and CEO, College Futures Foundation

Monica C. Lozano is President and Chief Executive Officer of College Futures Foundation, a private foundation dedicated to college access and college success for California's low-income and underrepresented students of color. College Futures Foundation partners with organizations and leaders across the state to catalyze systemic change, increase college degree completion, and close equity gaps so that educational opportunity becomes a reality for every student, regardless of skin color, zip code, or income. Prior to joining College Futures, Monica spent 30 years in media as editor and publisher of La Opinión, the country's leading Spanish language daily newspaper founded in Los Angeles by her grandfather in 1926. She went on to become CEO of the parent company, ImpreMedia until she retired from the business in 2017. Known for its award winning editorial content, La Opinión is well established as a leader in coverage of issues important to the Latino community. Monica guided the company through its evolution from a newspaper company into a multi-media content company while maintaining its core mission to inform, educate and empower the Latino community through relevant, unique, high quality content.



KELLEY GULLEY

Senior Program Officer, The James Irvine Foundation

Kelley D. Gulley joined Irvine's San Francisco office as a Senior Program Officer in August 2016. She co-developed and now leads Irvine's Better Careers initiative and serves on the Foundation's Impact Assessment and Learning (IA&L) team. Her primary focus on the IA&L team is leading Irvine's feedback practice, which includes being a core funder of the Fund for Shared Insight national funder collaborative, where Kelley serves as co-chair. Prior to joining the Foundation, Kelley served as Interim Managing Director/Director of Portfolio Management at the Thrive Foundation for Youth in Menlo Park, CA, where she implemented grant making strategy resulting in high percentages of students graduating from high school and college. Prior to Thrive, Kelley led two nonprofits: the Indianapolis Private Industry Council (IPIC) in Indiana and the National Community Development Institute (NCDI) in Oakland, CA. Kelley received her Master of Business Administration from the University of Phoenix, San Jose and is currently pursuing a Master of Arts in Theology and Ministry at Fuller Theological Seminary.

A SPECIAL THANKS TO OUR PRELIMINARY ROUND JUDGES FOR ALL THEIR WORK ON THE 2019 PIE CONTEST!

Ashley Swartout, San Diego Regional Economic Development Corporation

Brian Aguilar, Center for California Studies, CSU Sacramento

Brianna Bruns, California EDGE Coalition

Diego Arambula, Transend Education

Isabel Barreras, Madera Unified School District

Jason Cordova, Inland Empire Economic Partnership

Jessica Ku Kim, Los Angeles County Economic Development Corporation

Jim Caldwell, Workforce Incubator

Margaret Daoud-Gray, Silicon Valley Leadership Group

Mollie Smith, California Community Colleges Chancellor's Office

Pradeep Kotamraju, California Department of Education



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Dreams within reach.



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We are proud to have such an iconic California company like The Walt Disney Company join the California Economic Summit and sponsor the 2019 Partnerships for Industry and Education (PIE) Contest.

Disney officials have long understood the importance of workforce training and education for their own employees and are addressing it in many ways, including through the Disney Aspire program, a groundbreaking education investment initiative.

The Disney Aspire program launched in August 2018 allows Disney's 90,000+ eligible cast and employees to pursue their educational goals and put their career dreams within reach by enrolling at network schools with 100% of tuition paid upfront by the company. Disney cast members can pursue over 200 degree and 80+ certificate options offering everything from language learning programs to trade programs or even bachelor's and master's degrees.

For more information, please visit DisneyGuildEducation.com



VIP program, Lyles College of Engineering, CSU Fresno

STAY TUNED

The nomination period for the 2020 Partnerships for Industry and Education (PIE) Contest will open next spring.



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