

WORKFORCE DEVELOPMENT & CAREER PATHWAYS IN THE EXPANDED LEARNING FIELD

Labor Market Information (LMI) Advisory Group
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Presented by the:

The California Expanded Learning Workforce Advisory Group
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OVERVIEW OF THE WORKFORCE ADVISORY GROUP

- Formed by the CA Advisory Committee on Before and After School Programs, a state appointed body that informs the Superintendent, Governor, Legislature and State Board of Education
- Merged with the California Workforce Innovation Network (CalWIN) in 2014
- Members: CDE, EDD, county offices of education, community benefit organizations

PURPOSE OF THE WORKFORCE ADVISORY GROUP

- ⦿ Better understand the workforce needs of the expanded learning field
- ⦿ Provide best practices, resources and tools for recruitment, retention and training
- ⦿ Develop partnerships with public and private agencies
- ⦿ Advance expanded learning as a workforce development and career pathway pipeline

WHAT IS EXPANDED LEARNING?

- Before and after school, summer, and intersession learning experiences that develop the academic, social, emotional, and physical needs and interests of students

EXPANDING
STUDENT SUCCESS

WHAT IS EXPANDED LEARNING?

- ⦿ Hands-on, engaging, student-centered, results-driven, involve community partners, and complement learning activities in the regular school day/year
- ⦿ In schools, community organizations, park and rec centers, child care centers, summer programs and camps
- ⦿ Funded by federal, state and local government, parent fees and private contributions

SNAPSHOT OF THE EXPANDED LEARNING FIELD

State funded After School Education and Safety (ASES) program and federally funded 21st Century Learning Centers (21st CCLC)

- \$700 million per year combined
- 500,000 students served in 4,500 expanded learning programs
- Serving California's most underserved children
 - 80% of students eligible for Free & Reduced Price Meals
 - Double the percentage of English Learners than schools without expanded learning programs
- 2.4 million more youth would be enrolled if available

SNAPSHOT OF THE EXPANDED LEARNING FIELD

State funded After School Education and Safety (ASES) program and federally funded 21st Century Learning Centers (21st CCLC)

- ⦿ Employs over 25,000 (over 50,000 including other funding sources)
- ⦿ Dynamic system of support for staff
 - CDE Expanded Learning Division, regional technical assistance, state capacity building organizations
 - Quality Standards, Continuous Quality Improvement

SNAPSHOT OF THE EXPANDED LEARNING WORKFORCE

2012 Afterschool Program Survey, conducted
by EDD LMI Division in partnership with CDE

*“The survey data clearly **delineate after-school as a career pathway with career opportunities**. There are **plentiful jobs in this sector**, jobs that have economic implications to individual[s] but they support broader needs. It’s an economic venture with positive social and community impacts for the region by **getting young people on a pathway to the human services or teaching professions**. The human services sector is very broad, and it has **good, middle class and livable wages**, wages that can sustain families.”*

Dennis Petrie, Deputy Director,
Workforce Services Branch, EDD

SNAPSHOT OF THE EXPANDED LEARNING WORKFORCE

2012 Afterschool Program Survey, conducted by EDD LMI Division in partnership with CDE

- A dedicated, well-educated workforce that represents the students served
- 63% are 20-29 (14% 30-39, 9% 16-19)
- 65% are female
- 69% are people of color (48% Latino/Hispanic, 31% White, 9% African American, 5% Asian Pacific Islander)
- 33% have some college, 46% collectively had either an associate degree or higher

SNAPSHOT OF THE EXPANDED LEARNING WORKFORCE

2012 Afterschool Program Survey, conducted by EDD LMI Division in partnership with CDE

- ⦿ Industry standard of solid wages & regular hours
- ⦿ Valuable skill development for any career
- ⦿ Skills development specific to careers that are projected to add jobs
- ⦿ Opportunity to gain work experience that can inspire future teachers
- ⦿ Relatively low barrier to entry for these positions

SNAPSHOT OF THE EXPANDED LEARNING WORKFORCE

2012 Afterschool Program Survey, conducted
by EDD LMI Division in partnership with CDE

*“Open positions within ASES and 21st CCLC programs could be marketed as **excellent career choices** for California’s job seekers of all ages and educational backgrounds. **Older workers have a vast array of experiences and skills that would enrich the learning environment and benefit programs.** Younger workers, aged 16-24, that faced unemployment rates of just over 20 percent in 2011 will find this opportunity may provide them with a future career path.”*

Brandon Hooker, Research Program Specialist,
CA Employment Development Department

EXPANDED LEARNING WORKFORCE CLIMATE & OPPORTUNITY

- ⦿ Economy improving and minimum wage rising
 - Creating a recruitment and retention challenge
- ⦿ Teacher shortage crisis
 - An opportunity for higher education partnerships
- ⦿ WIOA workforce training and job placement resources available
 - An underutilized resource providing an opportunity for collaboration
- ⦿ 21st Century skills, “soft” skills, social emotional learning and character building
 - A focus in workforce development and career readiness
- ⦿ Continuous Quality Improvement and Quality Standards in expanded learning

CAREER DEVELOPMENT & PATHWAYS IN EXPANDED LEARNING

- ◎ Employment in expanded learning programs:
 - Is an “apprenticeship” – providing young adults with an opportunity to build transferable skills (both “soft” and hard)
 - Provides pathways into other careers – teaching, social work, child care, counseling
 - Is a strategy to address the teacher shortage and diversity crisis

CAREER DEVELOPMENT & PATHWAYS IN EXPANDED LEARNING

The California Teaching Fellows Foundation

- More than 8 colleges throughout the Central Valley
- Partners with 50 districts to staff programs at more than 300 K-12 school sites in Fresno, Madera, Merced, and Tulare counties
- Make expanded learning programs their part-time job while attending school
- Support the work of teachers, districts, and county offices of education



CAREER DEVELOPMENT & PATHWAYS IN EXPANDED LEARNING

The California Teaching Fellows Foundation

- Trained to be instructors in K-12 after school, tutoring and summer programs, serving as mentors and role models for college success
- Ethnic diversity mirrors that of the students they serve, introducing students to young leaders from their own neighborhoods, cultures and backgrounds
- More than 500 former Teaching Fellows now working as credentialed teachers



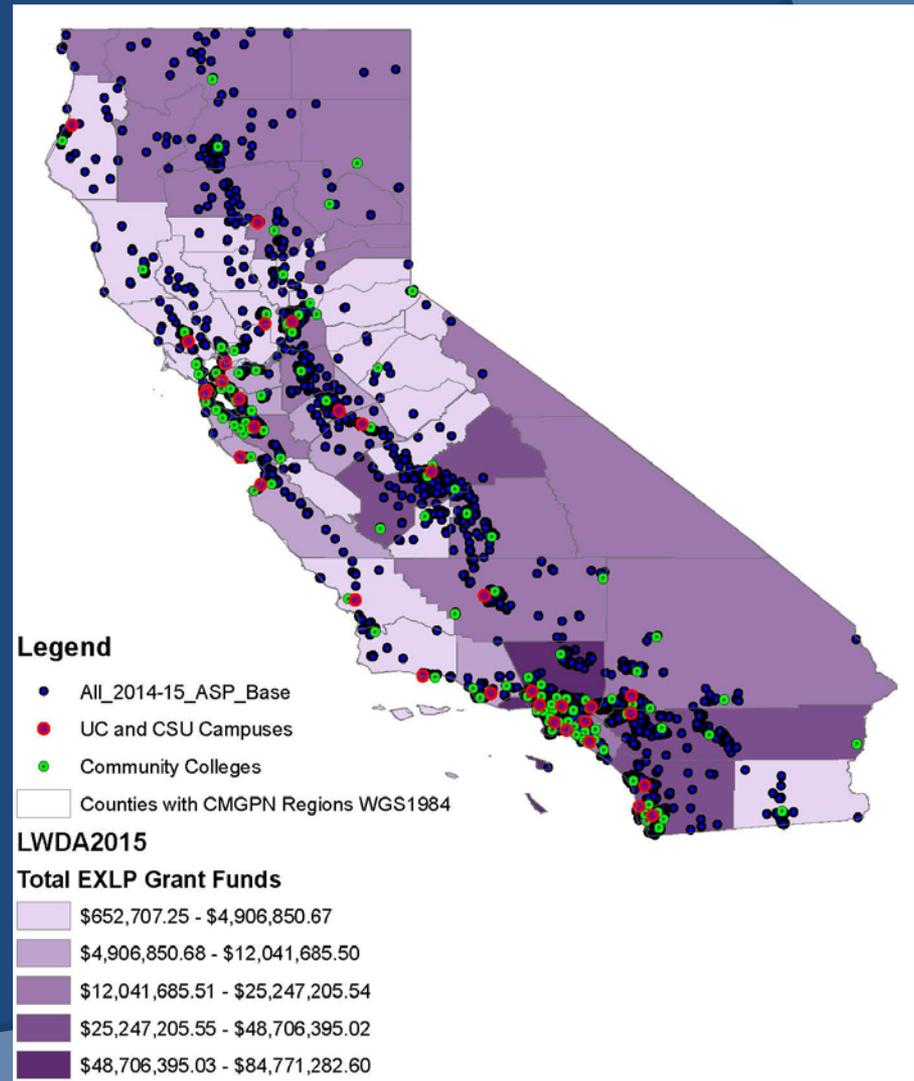
WORKFORCE ADVISORY GROUP STRATEGY 2016-19

California Expanded Learning Programs are an effective vehicle for career readiness and success

- ◎ Establish state and local partnerships
 - Leverage workforce training and job placement funds
 - Advance workforce development infrastructures (CA Teacher Pathway, CA Teaching Fellows Foundation)
- ◎ Recognize transferable skills and competencies
 - Micro-credentialing and digital badges
 - Youth development courses and certificates
- ◎ Promote career ladders and pathways
 - Develop and provide clear pathways in youth development and into other careers (i.e. teaching)

CONNECTING THE DOTS: IDENTIFYING POINTS OF COLLABORATION

- State/Federal funded expanded learning programs
- Community Colleges
- UC/CSU
- Teacher credentialing institutions
- Workforce Investment Boards



DISCUSSION

- ⦿ What was new to you? What more would be helpful to know?
- ⦿ Where do you see points of connection across expanded learning and WIOA?
Expanded learning and higher education?
- ⦿ What might collaboration with expanded learning look like?
- ⦿ Who else should know about the expanded learning workforce?
- ⦿ What more can we do to establish Expanded Learning as an effective vehicle for career readiness and success?

ADDITIONAL INFORMATION

State of the State of Expanded Learning

www.afterschoolnetwork.org/post/state-state-expanded-learning-ca-2015-2016

Expanding Student Success

www.expandingstudentsuccess.com/

Afterschool Program Survey, conducted by EDD LMI Division

<https://calsac.org/news/132>

CA Teaching Fellows Foundation

www.ctff.us

CA Teacher Pathways

www.californiateacherpathway.org

CONTACT US

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