

CONVERGENCE

12.04.2009

Convergence IV: Workforce & Education Summit

Presented By:



WORKFORCE & EDUCATION SUMMIT AFFIRMS NEED, DIRECTION FOR THE REGION'S EDUCATION AND EMPLOYER PARTNERSHIPS

"I travel to a lot of places in the US and there is a reason I keep coming back to Sacramento. Under the leadership of LEED, Los Rios and the other partners, you are acting thoughtfully to align your education and training strategies to meet emerging workforce needs."

--Andy Vaughan, Monster.com, at the December 4, 2009 Convergence

Over 250 regional education, civic, and employer leaders engaged in affirming the direction of the region's education and employer partnerships at CONVERGENCE IV: Workforce & Education Summit on December 4th.

As participants walked into the ballroom, they were greeted by area high school students from some of the region's theme-based career academies, including Grant High School Environmental Science, New San Juan High School Culinary Academy, Oakmont High School Health Academy, Rancho Cordova High School Public Safety Academy, and Rosemont High School Green Academy.

Keynote speaker Andy Vaughan, Director, Strategic Programs Public Sector and Education for Monster.com discussed the essentials of creating a high-performance workforce. Vaughan noted Monster.com's recent study of the Sacramento region's workforce indicates that 25% of the region's current workforce has a BA degree or higher, a smaller number of degree holders than the region's principal competitor, the San Francisco Bay Area. Vaughan stated that creating employment opportunities for residents is critical, noting that 75% of people responding to Monster.com would relocate from Sacramento if the right job opportunity was made available.



(L-R) Robert Swenson, a senior in Rosemont High School's Green Energy Academy, shares his robotics project with Tom Gisler, CEO of the Federal Technology Center prior to the December 4th Convergence program.

Vaughan noted that a high-performance workforce is dependent upon the creation of strong alignments between economic development, talent development (education), P-20 education and lifelong learning. "We need to elevate these conversations so that stakeholders can have a say in what will happen in the future," said

Vaughan. "They are the consumers of the product of the educational system."

Vaughan highlighted that nationally, there is a mismatch between the skill sets of the workforce and

growing fields such as especially government, education, healthcare and IT, due to the retiring "baby boomer" population. Vaughan encouraged employers to plan 1-3, and 5 years ahead, including assessing the skills that they are currently requiring of employees and which skills they will require of employees in the future.

Vaughan's presentation can be downloaded by clicking [here](#).

"We need to elevate these conversations so that stakeholders can have a say in what will happen in the future," said Andy Vaughan, Director, Strategic Programs Public Sector and Education for Monster.com.

"They are the consumers of the product of the educational system."

TACTICS FOR STRENGTHENING THE REGION'S WORKFORCE

-From Andy Vaughan's Convergence presentation

- **Create stronger alignment between education and economic development.**
- **Get parents involved – they are key to the right choices**
- **Start career exploration early...and often**
- **Give students a vision; help reduce drop-out rates.**
- **Engage with the entire spectrum of stakeholders**

MULTIPLE PATHWAYS PREPARE STUDENTS FOR BOTH COLLEGE AND CAREER

Following Vaughan, Gary Hoachlander, President of ConnectEd: The California Center for College and Career, described the Multiple Pathways approach to education, which uses both integrated education and applied learning. Hoachlander explained that Multiple Pathways, which are four year high school programs of study based on California's 15 industry sectors:

- Prepare students for both college and career
- Lead to the full range of postsecondary options
- Connect core academics to real-world applications
- Improve student achievement

"We need an approach that allows students to master knowledge and skills that they can apply to solve problems and be leaders," explained Hoachlander, who also shared that ConnectED works with industries, employers, educators, labor to build pathways to success for students.

After sharing a video that highlighted Sacramento City Unified School District's Arthur A. Benjamin Health Professions High School (Link to video: www.connectedcalifornia.org/about/media.php), Hoachlander stated that the Sacramento region has a strong foundation on which to build and create more applied learning opportunities in the six county area. "There are still many students who do not have access to these opportunities, and we still need to build this," said Hoachlander.

Hoachlander noted that statistics indicate that students in Multiple Pathway programs pass the California High School Exit Exam at higher rates than students who did not complete a partnership academy, complete A-G requirements at a higher rate than seniors statewide, and earn \$20,000 more over 10 years than students who did not complete a partnership academy.

Hoachlander emphasized that Multiple Pathways need to be work-based, providing students opportunities to engage in internships, virtual internships, and involving professionals in student learning.

Hoachlander's presentation, which outlines organizing principles, components, and the multiple pathway choices can be downloaded [here](#).

"We cannot give up, we can do this. Together we can make it possible for more young people in the six county Sacramento region to be prepared for college and careers," said Hoachlander.

CASE STUDY: ROSEMONT HIGH SCHOOL-GREEN ENERGY ACADEMY

Leise Martinez (Principal, Rosemont High School), Jeremy Turner (Green Energy Academy Instructor, Rosemont High School), Robert Swenson (Senior, Rosemont High School), and Bret Hutchinson (Masonry Instructor, Rosemont High School) discussed the key components of success for a successful career academy.

The Green Energy Academy—utilizing the ConnectEd model— is comprised of three pathways (green restaurants and organic gardening; LEED pathway— LEED accreditation in commercial and residential building; and a robotics pathway—smart home technology, automation and efficiency). In their first two years, students begin in a technical core (art, green building principles and construction), then they progress to their pathway in their junior and senior years. As students learn about architecture, CAD and other building principles, core academic subjects, such as math, are integrated into the curriculum.

REGIONAL MULTIPLE PATHWAYS STRATEGY

David Butler, CEO of LEED, announced a partnership between LEED and ConnectEd: The California Center for College and Career to support existing and new programs at area high schools that utilize integrated studies and applied learning —also known as "Multiple Pathways."

Often found in high school career academies, multiple pathways programs that leverage integrated studies and applied learning have been proven to reduce the drop-out rate, increase academic performance, increase post secondary progress and degree completion, deliver work readiness skills and even increase students' life-long earnings.


The partnership between LEED and ConnectEd is intended to support all school districts in the six county region in developing quality high school programs of study that prepare students for success in post secondary education and in the workplace.

To read the entire announcement, please click [here](#).


"We cannot give up, we can do this. Together we can make it possible for more young people in the six county Sacramento region to be prepared for college and careers," said Gary Hoachlander, President, ConnectEd: The California Center for College and Career

THANK YOU 12.04.2009 CONVERGENCE SPONSORS:

Presenting



Event



Table

- Crossroads Diversified Services, Inc.
- Defense MicroElectronics Activity
- Drexel University Center for Graduate Studies, Sacramento
- Five Star Bank
- Golden Sierra Workforce Investment Board
- Intel Corp.
- Los Rios Community College District
- Project Lead the Way
- Roebbelen
- Sacramento City Unified School District
- Sacramento Works, Inc.
- Sacramento Municipal Utilities District
- Sutter Health-Sacramento Sierra Region
- University of Phoenix
- Yuba Community College District

CONVERGENCE PROGRAM

PANEL DISCUSSION: ACADEMY BENEFITS TO EMPLOYER PARTNERS

Anette Smith Doring (Workforce Development Manager, Sutter Health), Curt Haven (Director of Economic Development, City of Rancho Cordova), and Adrian Lopez (Public Affairs Director, Yuba Community College District) discussed the benefits of high school academies to employers that partner with those academies.

Smith Doring noted that the job shadowing and internship opportunities provided to students in academies give students valuable experience. "It's in health care's best interest to make sure that they have a ready to go pipeline. There's a host of services in healthcare that people can learn about and become engaged in," she said.

"Regionally, we can strengthen ourselves, government, and education. We need to knock down barriers and work together as a region," said Haven, who explained that CEOs are looking for people who are ready to go to work, are well-trained and are enthusiastic about their job.

Lopez emphasized the importance of engaging students in learning at a young age and exposing them to college programs in order to fuel their interest in continuing their education and training after high school.

The panelists also agreed that collaborations, focusing services, and avoiding duplicative services and programs would best serve the region and provide financial efficiencies in a challenging economic environment.

PARTICIPANT QUESTIONS

At the end of the program, a summary of the feedback - that participants provided on questionnaires at their tables—was provided, along with an open discussion of those questions. The following is a summary of the participants' responses:

Barriers to high school achievement: Peer pressure and cultural factors impact high school achievement.

Reducing need for remedial programs: The achievement gap should be addressed earlier in the school years through providing earlier exposure to algebra, and reducing the gap in time between completing college admissions math requirements and entry to college, perhaps by requiring students to complete a math class in their senior year.

How employers can be innovative: Employer-sponsored academies, and providing a mechanism to qualify business/industry representatives to teach part-time would be innovative approaches for employers to support schools in the region.

What do students need in K-12 to be successful in post secondary and in the workplace?

There is a need for relevant, project-based learning in curriculum and increase the number of years required for students to take core academic classes that meet high school graduation requirements. Participants stated that solid education and employer partnerships are critical to linking core academics with workplace experiences, by increasing student internships, job shadowing and mentorships.



(L-R) Anette Smith Doring (Workforce Development Manager, Sutter Health), Curt Haven (Director of Economic Development, City of Rancho Cordova), and Adrian Lopez (Public Affairs Director, Yuba Community College District).

In his closing statements, Dr. Patrick Ainsworth, Assistant Superintendent and Director, Secondary, Postsecondary and Adult Leadership Division for the California Department of Education stated that "We need to boost the next generation to a new level to life sustaining careers," said Ainsworth. "This is not just about reforming education, it has the ability to transport us to a new form. Everyone needs to come together to make this happen," he continued. "The Sacramento region, under the leadership of LEED, is in the best position to develop a regional strategy to prepare high school students for success in school and in the workplace."

SAVE THE DATES 2010 CONVERGENCE REGIONAL INDUSTRY CLUSTERS

February 19th: Healthcare & Bioscience

May 21st: Energy Technology & Infrastructure

September 24th: Public Service & Education

December 10th: Technology & Entrepreneurism

7:30-11:15 a.m.

7:30-9:30 a.m. Program

10-11:15 am Employer/Educator Roundtable

Radisson Hotel, Sacramento

Program and sponsorship information will be available in January

FIND CONVERGENCE UPDATES ON FACEBOOK!

Become a fan of "LEED-Linking Education and Economic Development" today!

CONVERGENCE IV PICTURES

See the Convergence IV pictures by clicking [here](#).