Building New Capacities via CBO Partnerships

WFSN Inaugural Learning Forum
June 23, 2014

Bill Browning
Senior Project Manager
Aspen Workforce Strategies Initiative
Session Overview

- Overview of Courses to Employment (C2E) Demonstration Project & WFSN Connections
- C2E Mini-Case Studies:
  - **Bundled Support Services**: Training Futures-Northern Virginia Community College (Buy)
  - **Long-Term Case Management**: Capital IDEA-Austin Community College (Buy)
  - **Career Navigators**: Shoreline CC-WFD Council (Rent)
- Action Steps
About AspenWSI

❖ **Research and Evaluation Projects** to identify successful practices, understand labor market systems, and enhance outcomes in the field

❖ **Leadership Development** for practitioners at local workforce development initiatives

❖ **Public Events** to highlight issues affecting low and moderate income American workers
Courses to Employment

- Based on premise that, with rare exception, neither colleges nor nonprofits have the resources needed to serve low-income, minority, and under-represented adult learners effectively—especially over the long-term.
- Inspired by the outcomes and possibilities we’ve seen in collaborative work.
- Partnerships selected competitively for research—from 89 applications.
- Funded by the Charles Stewart Mott Foundation.
What are C2E Strategies?

- Workforce development approaches that focus on non-traditional students, typically low-income, working adults and that:
  - Combine the strengths of community colleges and local workforce nonprofits
  - Target a specific sector or career pathway
  - Support workers in improving their workplace skills
  - Support students in persisting on an education pathway
  - Provide labor market navigation services
Student Needs  
Institutional Capacities and Characteristics

Education Strategy  
Support Strategy  
Industry Strategy

Policy and Funding Environment  
Business Needs
Aspen WSI’s 2013 National C2E Survey

- 177 partnerships responded
  (Including 3 WFSN colleges)
- Conducted Fall 2013
- Final results published by Fall 2014
- All on Aspen WSI contact list will be notified of survey results
Highlights from 2013 National C2E Survey

- **Who are CC’s Partners?**: 107 nonprofit CBOs (21 Goodwills); 36 WIBs

- **Top Benefits to CCs**: Source of new students; Student support services; More comprehensive business services

- **Rapid Growth & Sustainability**: 50% of partnerships < 5 yrs old; 20% > 10 yrs old

- **Regional Scaling**: 2/3 of 88 CCs surveyed report 4 or more CBO partners
WFSN – Three Options to Build Capacity via Partnerships

- **“Make”:** Seek advising from CBOs to address WFSN gaps
- **“Rent”:** Train-the-Trainer method to prepare college to deliver gap services (Shoreline CC case)
- **“Buy”:** Long-term alliance to address gaps (NOVA and Austin CC cases)
Training Audience & Prog Model

- 10 Years Old – Example of “Buy” Strategy
- Low-income adults @ $10/hr; 49% unemployed
- 2/3 non-native English-speakers; bilingual!
- TABE minimum = 6th grade level English
- 75% women; 30% single parents
- Median age = 38; range = 20-50+
- Short-Term: 25 weeks of training
- Office Admin. Skills – 18 college credits
- Off-campus business center location

“Living poor in America slowly beats your dreams down. I came to Training Futures to build them back up.”
NOVA-Training Futures Participant Outcomes

- 94% program completion (total 253 enrolled 2007-2010)
- 84% employed within 6 months of program completion
- Average 29% increase from prior wages
- 19% continue college studies on own, increased to 50% with additional support

“TF tells us to put our basket of burdens down and step forward. We can create our own future.”
NOVA-Training Futures
Bundled Support Services

- **“Imaginal Education”**: Business immersion design
- **Peer Support Community**: Carpoools, Toastmasters, etc
- **Clothing Closet** – 3 Business Outfits & Dress Code
- **Case Management** – Referrals & Benefits Access
- **Mental Health Counseling** – Onsite Weekly
- **Financial Education** – via Capital One Volunteers
- **Job Development** – Internships, Job Fair, Placement
- **College/Career Advising**-NOVA Adult Career Pathways
- **50+ Volunteers** – Interviewers, Computer Coaches, Email Partners, Accent Reduction, Program Grads
ACC-Capital IDEA Program
Model & Audience

- Long-Term: Multi-Stage Career Pathway
- ESL ➔ GED ➔ College Prep ➔ Healthcare
  Pre-Reqs ➔ Healthcare Training
- Health Care Career Pathway Options
- Multiple Entry/Exit Points
- 44% “Low-Skilled” (Math<8\textsuperscript{th} and/or English<9\textsuperscript{th} grade levels)
- 88% Female; 37% Single parents; Avg age=28
- Over 10 Years Old – Example of “Buy” strategy
ACC-Capital IDEA Outcomes

- 991 total participants in study
- 81% successful completion of College Prep program (Avg time=3 months)
- Only 11% drop-out rate in degree programs (30% still active at study’s end)
- Avg annual wages increased from $13K before program to $17K overall and $44K for healthcare training program completers
ACC-Capital IDEA – Long-Term Case Management Services

 francais

Capital IDEA’s long-term (Avg = 4yrs) support services – All WFSN pillars
Case Managers = Career Navigators
Navigators provide benefits access and financial coaching; Partners provide financial education
VIP (Vision-Initiative-Perseverance) Support Groups
Shoreline Community College – Workforce Council (WIB)

- Automotive Career Pathway Program
- Targeted Initial Credential: 1 Yr General Service Tech. Certificate
- 126 Participants in Study
- 92% Below 200% of Poverty; 58% Unemployed
- 83% Male; Median Age = 25
- Example of “Rent” Strategy
Shoreline CC – WF Council
Outcomes

- 64% Completed Certificate Pgm
- 56% Employed in Automotive Jobs; 79% Job Retention After 1 Year
- Median Starting Wage = $10/hr
Career Navigator Impact

- **Certif. Completion** = 81% for Navigator Students vs. 30% for Non-Navigator
- **Auto Employment** = 71% for Navigator Students vs. 20% for Non-Navigator
- **Full-Time Jobs** = 69% vs. 15%
- Differences Continued 1 Year Later
Suggested Action Steps for CBO Partnership-Building

1. Capacity Gap Analysis @ Core Sessions
2. *Make-Rent-Buy* Preference @ Team Mtgs
3. ID Case(s) to Study Further – C2E Pubs+
4. Local Partner Identification
5. Include in Fall WFSN Implementation Plan
Contact Information

Bill Browning
Senior Program Manager
Aspen WSI
Bill.Browning@Aspeninst.org
202-736-5858

Website: http://www.aspenwsi.org/