

Building New Capacities via CBO Partnerships

WFSN Inaugural Learning Forum
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Session Overview

- ❖ Overview of Courses to Employment (C2E) Demonstration Project & WFSN Connections
- ❖ Why Partner? + Trends from New Aspen C2E Survey
- ❖ 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

- ❖ Learning demonstration involving six community college-nonprofit program collaborations (2008-2011).
- ❖ 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.



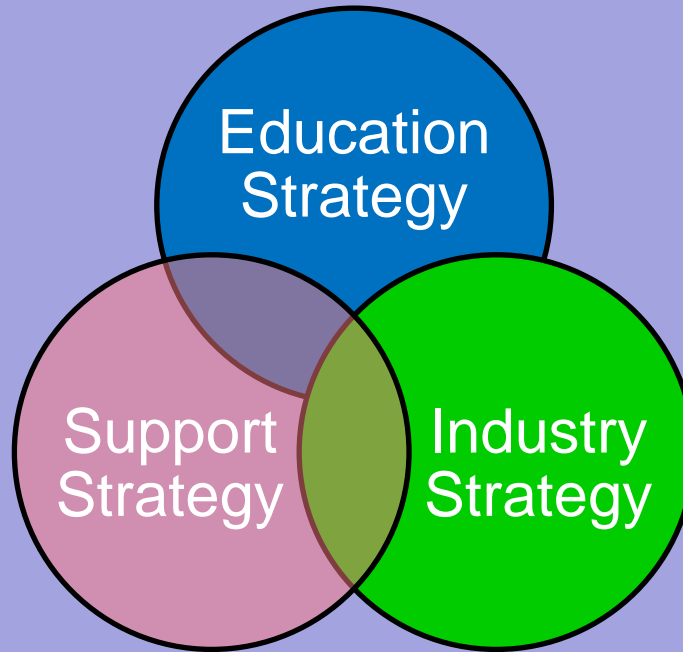
What are C2E Strategies?

- ❖ 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**



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)



NOVA/Training Futures

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 w/in 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**: Carpools, 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<8th and/or English<9th 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

- 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



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