



## Steering Committee Meeting

Tuesday, September 22, 2020, 10:30-11:00am

Zoom Conference ID: 863 0216 4050

Phone: 1 669 900 9128

### Outcomes

- Consortium Management

### Agenda

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**10:30 I. Overview**

- A. Check-In
  - B. Outcomes and Agenda Review
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**10:35 II. Consortium Management**

- A. ACTION ITEM:
    - Use of DSAEA Regional Funds for TDL-Advanced Manufacturing Labor Market Analysis
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**10:55 III. Summary and Next Steps**

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**11:00 Close**

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**This meeting is being held pursuant to Executive Order N-29-20 issued by California Governor Gavin Newsom on March 17, 2020.**

**Members of the public may attend the meeting by Joining**

Zoom Conference ID: 863 0216 4050 Phone: 1 669 900 9128

**Members of the public can submit Public Comments by sending an email to:**

[jdundas@stocktonusd.net](mailto:jdundas@stocktonusd.net)

**If you need a reasonable accommodation, please contact Jeff Dundas, Principal, Stockton School for Adults via email: [jdundas@stocktonusd.net](mailto:jdundas@stocktonusd.net) or phone: 209-933-7455 Extension 1403**

<b>Items For DSAEA SC Approval</b>	<b>Background</b>	<b>Proposed Decision</b>
<p>Use of DSAEA Regional Funds to support the TDL-Advanced Manufacturing Labor Market Analysis (WestEd Proposal)</p>	<p>WestEd has developed a proposal to conduct an TDL-Advanced Manufacturing Labor Market Analysis on behalf of the DSAEA (See attached proposal). The overall contract is \$89,878 and proposed funding is from the following sources:</p> <ul style="list-style-type: none"> <li>• DSAEA Regional CAEP Fund (\$50,000)</li> <li>• Delta College CAEP Fund (\$30,000)</li> <li>• Prologis (\$9,878)</li> </ul>	<p>Review, discuss and take action on the use of DSAEA regional funds to support proposed labor market analysis</p>

## San Joaquin/Central Valley Transportation/Logistics and Advanced Manufacturing Pathways

**Who we are:** The Postsecondary Education and Workforce Development Group at WestEd is focused on strengthening the role of postsecondary education and training in workforce and economic development, improving student access and outcomes in postsecondary education, and increasing economic mobility for low income families and communities. Some of our lines of work include assistance with regional and intersegmental planning to connect K12, higher education, workforce and adult education into coherent pathway systems, assistance for colleges on implementation of Guided Pathways and systems that increase student equity and outcomes, leading local & regional planning and conversations on the use of data to increase educational success and economic mobility, and development of large scale and local datasets and data tools to improve educational practice and student outcomes.

**General Scope of Project:** WestEd will conduct a workforce study that looks at occupational needs and core competencies related to pathways leading to employment and career advancement in Transportation and Logistics and Advanced Manufacturing in San Joaquin County and adjacent counties. The goal is to support a more latticed approach to pathway and instructional design for adult learners and job seekers that looks at occupational needs and skill development for distinct occupations as well as transferable skills that support mobility of adult learners and job seekers within TDL and manufacturing occupations and lateral mobility across these clusters. The project will use LMI, occupational, and skills data for the initial analysis and qualitative data collection from TDL and AM employer HR systems and floor managers to build a skills data set to inform curriculum at Delta college and the regional adult schools. WestEd will tie the findings of this study to Delta College's existing guided pathways metamajors to support better integration of workforce strategies across all of Delta's metamajors. WestEd will also support the broader collaborative and sector partnership strategy working closely with the existing regional partnership, Delta College, and regional employers.

This study would inform development of curriculum and a pathway structure that includes:

- Foundational skills in each economic cluster for entry level employment including occupational types and skills related to each entry level pathway.
- Mapping of translatable or common skills that cross these industries for entry level and secondary level employment.
- Identification of skills that support progression along career lattices both within and across these economic clusters.
- Mapping out the relationships between the occupational skills and pathways and the skills clusters relevant for alignment with Guided Pathways and the metamajor clusters developed by San Joaquin Delta College. WestEd has been building metamajor skills maps to support college guided pathways implementation.

**Activities:** WestEd proposes five layers of activities related the general scope of this project:

1. Conduct a comprehensive labor market and skills analysis of TDL and Advanced Manufacturing pathways in San Joaquin County and surrounding areas that includes:

- a. An updated snapshot of occupational demand across the target region for this project related to TDL entry level, middle skill, and above middle skill occupations.
  - b. Documentation of exemplary TDL and/or Advanced Manufacturing programs, especially those with bridges or connections to adult education, within California and/or other states. This will include discussions with CCCCCO Regional Directors and reviews of published curricula and pathway maps.
  - c. WestEd will identify level of employment by manufacturing and TDL employers and workforce supply chain providers such as staffing agencies. This will support ongoing employer engagement both within this project and future industry engagement needs.
  - d. Aggregation of skills required for entry level and middle skills occupations in TDL and AM aggregated and scraped from job postings and resumes of applicants.
  - e. A synopsis of currently available findings regarding occupational progression (vertical and lateral) within and across the TDL and Advanced manufacturing industry clusters. The purpose of this step is to document the known opportunities and challenges regarding upward and lateral mobility in these industries.
2. Interviews with HR professionals in TDL and AM companies to gather information about hiring practices and competency tracking and training programs, including use of outside training providers. Information on hiring to include documentation of competencies embedded in job descriptions, interview processes, and what informal criteria in a companies hiring practices that may inform how they identify desirable candidates.
  3. Interviews with floor managers that identify high performing employees and the characteristics and competencies that make them high performing. This can additionally include gathering de-identified resumes and performance reviews for those employers to inform findings from this portion of the work.
  4. Mapping of occupational pathways from adult schools and other basic skills training into Delta College's Guided Pathways metamajor structure to increase the integration of entry level and career education programs into the guided pathways reform efforts at Delta. This work will document and map the recently implemented MSSC-based warehousing bootcamps offered by Stockton School for Adults and Manteca Adult School. This work will include direct engagement by adult school and Delta College faculty and Deans in the TDL and Advanced Manufacturing areas to ensure ownership of the resulting pathway and curriculum directions. Opportunities for co-enrollment, articulation, and dual enrollment will be explored.
  5. Direct support for the partnership's general efforts to implement dynamic sector and community partnership strategies that increase the integration of work across all the supply side systems (adult education, workforce development, CBOs, social services), create a truly broad base industry partnership strategy at scale, and leverage civic institutions and leadership.

**Final Products:** For the initial pathways mapping effort, WestEd will build a skills map of TDL and AM occupations that identifies critical skills that can be used to inform curriculum development that improves student ability to enter occupations in these clusters *and* that support core skill development that makes students and job seekers more resilient and that improves their ability to leverage their skills to enter occupations in either AM or TDL. Ideally, this product would identify skills related each relevant occupation and that informs a latticed map of occupations across both industry clusters to provide a more nuanced understanding of career or occupational progression that can inform counseling and

career advising for students and job seekers. WestEd will additionally map the occupational and skills data to Delta College's Guided Pathways metamajors to inform the college's own reform efforts.

## Budget:

San Joaquin TDL/AM Budget													
Staff	Loaded Rate	Data Tools										Totals	
		Proj Superv.		LMI & Skills Scan		Qual Data		Engagement		Products			
		Days	Cost	Days	Cost	Days	Cost	Days	Cost	Days	Cost	Days	Cost
Randal Tillery		3	4,356	2	2,904	1	1,452	10	14,520	0.5	726	17	23,958
Karen Beltramo			-	1	1,116		-		-		-	1	1,116
Rachel Antrobus			-	3	3,612	8	9,632	5	6,020	5	6,020	21	25,284
Allie Bollella			-	10	8,280		-	2	1,656	3	2,484	15	12,420
Manny Lamarre			-	1	1,100	8	8,800	3	3,300	3	3,300	15	16,500
Katherine Bergman			-	1	800		-	3	2,400	3	2,400	7	5,600
Staffing Totals		3	4,356	18	17,812	17	19,884	23	27,896	14.5	14,930	75.5	84,878

### Line Item Budget

Staffing	\$	<b>84,878</b>
Faculty Stipends	\$	<b>5,000</b>
<b>Project Loaded Cost</b>		<b>89,878</b>

### Descriptions

Project Management:	Project Director time for staff oversight and participation in design and collaborative work with the client(s)
LMI, Scan, Skills Data:	Data pulls, analysis, and development of initial maps and infographics
Ethnog/Qual Data:	Development of interview instrument/protocols, interviews, scraping information from source documents
Engagement	Support for collaborative processes and project development, faculty and pathway development processes
Final Products:	Development of final report, data visualizations, presentations and meeting facilitation w client(s)

### Unknowns/Risk Factors

Difficulty and prep with employers to get adequate participation  
 Number of Employer Interviews  
 Cost of any necessary custom data pulls from EMSI  
 Additional asks for support from client

For more information regarding this draft scope document contact Randy Tillery at Wested.

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