

CCCCO Student Employment Outcomes: California Landscape Analysis Findings and Strategy Session

Los Angeles Regional Consortium Stakeholder Meeting
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Outcomes

- Understand national and California-focused student employment research
- Connect research findings to 2023/2024 SWP planning
- Identify regional priorities and action plan(s)

Agenda

1. Share and discuss research findings
2. Reflect on findings to inform regional priorities and action plan

The Big Picture



1920s - 2000s

Enrollment



2005-current

Completion



Starts Now

Career

Project Focus

Examine a purposeful sampling of California Community Colleges and the services, support, career readiness, and opportunity structures that impact student job placement and transition into the labor market.



Career Mobility

Ladder



Employees move from one role to the next, generally up, and generally within a given silo or function

Lattice



Employees move up, around, and sometimes down inside the org

Agency



Employees move around the org based on their skills, knowledge, and preferences

Outside In



Workers with specific skills are brought into the org to accomplish certain projects or pieces of work

Reset



Employees are reskilled and redeployed into new roles, based on the org's needs and strategy

Framed by Opportunity Structures: Why This Work Matters

Definition:

Opportunity structures refer to "a **matrix that relates personal characteristics** (e.g., age, disability, race, gender, education, financial status) **to the cultural and social opportunities and options that are available to an individual** throughout his or her life."

Inadequate education and job availability are elements that can serve to block a particular opportunity structure for certain segments of the population (APA Dictionary of Psychology).

- Opportunity structures are replicated on campus.
- Opportunity structures **impact students differently**, which may mean that career mobility and **student employment outcomes are structural**.

National Landscape Analysis Findings

- Finding 1.** Programs that lead to higher wages are less available to students of color
- Finding 2.** Regional economic disparities impact lifetime earnings
- Finding 3.** College students' first job is the most critical
- Finding 4.** Integrated, applied, experiential learning improves employment outcomes and increased wages

Discussion Question

**What resonates the most from the
national findings?**



Research Participants and Data

- 9 diverse colleges were selected through a purposeful sampling strategy
- More than 40 interviewees participated across the colleges and system
- Participants covered a wide range of roles and functions
- More than 1,000 coded interview segments analyzed using qualitative data software

LARC Regional Priorities

As you consider the findings, please keep in mind the following priorities which were identified by your regional consortium leadership:

- Priority 1.** Coordinate and braid services and funding related to career mobility.
- Priority 2.** Build a structure and strong foundation to facilitate employer engagement at the regional level.
- Priority 3.** Engage in data storytelling and activation activities to help show the story of our impact and how to use data to make decisions to benefit students.

Key Findings: Equity and Data

1. **Equity is variously defined and misunderstood**, which contributes to uncoordinated and ineffective efforts to address inequities in employment outcomes.
2. Colleges **lack structures and processes** to enable college employees who focus on career mobility **to integrate and use data to ensure student employment outcomes are equitable**.
3. Colleges have **different resources to access, analyze, and make decisions based on data**, thus limiting student employment effectiveness.

Discussion Questions

- What could high quality data storytelling allow you to do differently on campus to support students?
- What new or modified data activities could support stronger decision-making and action relevant to improving career mobility (including employer engagement)? How could these data activities change the student experience?

Key Findings: Strategy and Portfolios

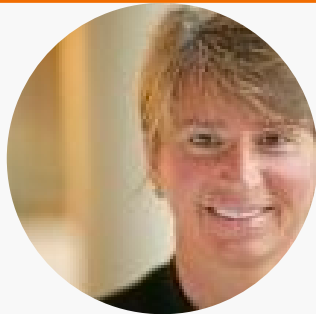
1. Career related services are varied, with **personnel largely focused on their siloed intervention with little coordination** across campus.
2. The capacity to **build strong relationships** across departments, with students, and with employers **appears to be driven by students' or staff's personalities, not structured by design.**

Discussion Questions

- Your regional consortium wants to build a structure and strong foundation to facilitate employer engagement at the regional level. What needs to change?
- Your regional consortium wants to coordinate and braid funding and services related to career mobility. How can silos be broken down on campus to support this work?

Team

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