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FINAL REPORT

Statewide K-14 Technical Assistance Providers - Career Pathways Design

California Community Colleges Chancellor's Office

Rancho Santiago Community College District
WESTED

K-14 Statewide Technical Assistance Providers
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EXECUTIVE SUMMARY

This is the final report providing an overview of activities facilitated by the California Community Colleges Chancellor's Office's two statewide K-14 Technical Assistance Providers (TAPs), "key talent," for Career Pathways Design from 2015-2017. This report describes areas of focus and ground-level work with practitioners in 11 regions statewide, and provides recommendations for future work to better connect stakeholders and further the positive impact of career technical education (CTE) programs on California's economy. The TAPs supported legislative priorities to train a 21st Century workforce, and advocated for policy shifts and stronger connections to industry to strengthen how CTE is delivered through the California Department of Education (CDE) and California Community Colleges Chancellor's Office (Chancellor's Office).

When the RFA for the Career Pathways Design grant was released, the Technical Assistance Providers were enlisted to focus on five key objectives designed to document and share experiences among CTE programs throughout the state. The recommendations included at the end of this report are designed to help policymakers and practitioners think in new ways about improving coordination, reporting, and pooling of resources to enhance students' workforce preparation at K-12 schools and community colleges.

BACKGROUND

The California Community Colleges Chancellor's Office established the Technical Assistance Providers (TAPs) for Career Pathways Design, RFA #14-189, to provide leadership and technical assistance, called "key talent." With this initiative, fiscal agent Rancho Santiago Community College District, in partnership with WestEd, contracted with Angela Allison and Sean Glumace as the two statewide K-14 Career Pathways TAPs to facilitate communication among K-12 and community college educators in different state regions who were charged with bringing CTE programs and industry needs into harmony with the California Community College's Doing What Matters for Jobs and the Economy.

The statewide effort to create effective pathways that connect to in-demand careers included the Chancellor's Office establishing a regional network of technical assistance providers -- in addition to the statewide K-14 Career Pathways TAPs -- to strengthen the web of CTE programs throughout the state. With the Chancellor's Office Strong Workforce Program rollout in 2015, a Board of Governor's task force shared recommendations for preparing students with the skills needed to fulfill California's workforce demands. This coincided with a shift to view pathways as a K-14 partnership, and a focus on using CTE data tools and labor market information to promote student preparation for jobs.

Over the past two years, the K-14 Career Pathways TAPs guided expansive assessment of existing CTE partnerships, initiatives, and programs by conducting a series of interviews and meetings throughout the state. They facilitated the Statewide Pathway Alignment workgroups in Career Pathways, Articulation/Credit-by-Exam, and Dual Enrollment. These groups were composed of multiple stakeholders from CDE, Chancellor's Office, K-12's, CC's, other partnering organizations and industry. The K-14 Career Pathways TAPs collected information from the regions, learned what was going on, and synthesized and assessed the information to share it with other practitioners and to connect resources among the regions. The statewide K-14 Career Pathways TAPs recommended, and state policy was implemented, continued funding for technical assistance providers at the regional level. This continued funding led to a shared framework across the state for CTE programs, and allowed for flexibility in different parts of the state where industry focus varies.

DEFINING CAREER PATHWAYS

In sharing best practices, the statewide K-14 Career Pathways TAPs helped bring a common understanding of the definition of career pathways to each region based on federal and state definitions. Pathways provide a framework for clear sequencing of education courses, programs and/or credentials that meet the skill needs of high-demand industries. Key program design features include:

- Contextualized curricula
- Integrated basic education
- Occupational training (through work-based learning or internship)
- Career counseling
- Support services
- Assessments
- Credit transfer agreements that ease entry, exit, and reentry, while promoting credential attainment, certificate completion and K-16 alignment.

A definition of career pathways, based on elements of the Workforce Innovation and Opportunity Act's (WIOA's) interpretation and state descriptions below, is important amid the "multitude of reform efforts, partnerships, and initiatives are currently underway within the K-12, California Community Colleges, and workforce development systems."¹ The K-14 Career Pathways TAPs worked to bring together these different systems, and maximize the current trend in state and federal pathways programs toward more cohesion across systems. In defining pathways in California, the TAPs established common ground across regions as stakeholders discussed such initiatives and legislation as: SB 1070, California Career Pathways Trust, the Academic Senate's statewide Career Pathways Project, the Perkins Collaborative Resource Network (federal), and others.²

¹ Chancellor's Office, "COLLEGE-TO-CAREER PATHWAYS: GETTING FROM HERE TO THERE ON THE ROADMAP FOR A STRONGER CALIFORNIA ECONOMY." Web. [http://doingwhatmatters.cccco.edu/portals/6/docs/SW/Structured Pathways & Support Support_Part 1-042015.pdf](http://doingwhatmatters.cccco.edu/portals/6/docs/SW/Structured_Pathways_&Support_Support_Part_1-042015.pdf). 2015.

² https://www.doleta.gov/usworkforce/PDF/career_pathways_toolkit.pdf

The term “career pathway” refers to a combination of rigorous and high-quality education, training, and other services that:

- Align with the skill needs of industries in the economy of the State or regional economy involved;
- Prepare an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships registered under the Act of August 16, 1937;
- Include counseling to support an individual in achieving the individual’s education and career goals;
- Include, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
- Organize education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;
- Enable an individual to attain a secondary school diploma or its recognized equivalent, and at least one recognized postsecondary credential;
- Help an individual enter or advance within a specific occupation or occupational cluster.

The state’s Career Pathway definition includes this description:

Pathways “enable progressive skills development through education and training programs, using multiple entry and exit points, so that each level of skills development corresponds with a labor market gains payoff for those being trained or educated. These pathways should be flexibly designed and include, where necessary, remedial programming, and English as a Second Language training, to allow those with basic skills deficiencies the ability to participate.”

MEETING GRANT REQUIREMENTS

Per the requirements of the Chancellor's Office RFA #14-189, TAPs provided leadership and technical assistance statewide on K-14 Career Pathways Design through five objectives. Activities for each objective and performance outcomes, completed between 2015 and 2017, are highlighted below. An updated statewide TAP work plan and final reports completed during the timeframe of this grant and submitted by regional Career Pathways TAPs, and a list of public presentations by the statewide TAP are included in the appendices.

Objective 1: The TAPs will supply structural support to the Chancellor's Office and the Doing What Matters for Jobs and the Economy Framework related to Career Pathways.

The statewide K-14 Career Pathways TAPs created and updated the website www.careerpathwaysca.com for communications purposes, housing a master contact list of the key stakeholders in the state. This included a redesign of the existing website www.CTECentral.org to feature sharing of best practices. Dissemination reached K-12, postsecondary, regional consortia leads, Sector and Deputy Sector Navigators, Academic Senate for California Community Colleges, statewide and local Workforce Investment Boards, and active employer industry groups in the priority and emerging sectors. This framework allowed for reciprocal information sharing between the the K-14 Career Pathways TAPs and stakeholders throughout the state. The www.careerpathwaysca.com served as the repository for all stakeholders to access information, as well as to report regional concerns, progress, and best practices. Supporting documentation was archived and posted on the site for dissemination.

Updates were shared with the Statewide Pathway Alignment groups and in face-to-face meetings. Additionally, an online network tree of pathway program participants was also established, and included K-12, community college and four year colleges and business and industry.

An important piece of this objective was making third-party credentialing information more widely available to facilitate connections between educators, students, and industry/potential employers. The K-14 Career Pathways TAPs, in partnership with WestEd, built the third-party industry-recognized credential database to advance the Strong Workforce Program, using aggregate data obtained from industry providers. The database may be searched by year, region or college, and type of industry credentials, and includes the pass rate for exams at each institution.³

³ Chancellor's Office. "Industry Credentials Valued by California Employers and Educators," developed in partnership with Renah Wolzinger, WestEd. Web. <http://doingwhatmatters.cccco.edu/LaunchBoard/IndustryCredentials.aspx>.

It is important that this information is offered publicly and well-publicized, with the goal of expanding credential offerings in more programs. The credentials listed have been identified by colleges and Key Talent as an important mechanism to match competencies needed for employment. The list is intended to help practitioners fold credentials into community college programs, and to help students obtain employment or demonstrate skills needed in the workplace.

Objective 2: In order to advise Career Pathways practitioners and the Chancellor's Office, the key talent will engage in strategic learning that keeps them abreast of all in-state and national Career Pathways work/research and statewide data collection strategies.

To document and share career pathways information across regions, the K-14 Career Pathways TAPs visited each region and met with key stakeholders including SB 1070 directors, regional consortia leaders, high schools and colleges. They organized quarterly workshops to assist CTE Pathways Program grantees, make policy recommendations, recognizing promising practices that promote student success. Following these face-to-face interactions, the key talent used their expertise in the use of technology to achieve widespread outreach and log all of California's CTE programs in the Doing What Matters framework, including K-12 and two- and four-year colleges, via the www.careerpathwaysca.com website mentioned under Objective 1.

The K-14 Career Pathways TAPs engaged businesses within the California Community College's 10 priority industry sectors to connect with local Deputy Sector Navigators and/or Sector Navigators to increase the presence of the industry voice in California's educational process. Among the industry leaders the key talent connected to sector navigators are: Milken Institute, Impact Enterprises, WACOM, INFOCOMM, Los Angeles Arts Council, California Film Commission, Creative Future, Sony, and California Department of Corrections and Rehabilitation.

The K-14 Career Pathways TAPs attended meetings, workshops and conferences specializing in CTE pathways programs. They planned, hosted and facilitated the Statewide Pathway Alignment Large Team Workshop Day held in September 2016, covering career pathways, dual enrollment, and articulation/competency-based education. This convening included a large group meeting of all stakeholders to actively share ongoing work, and a discussion with partnering organizations that assist education systems regionally and statewide, such as CDE, Chancellor's Office, Jobs for the Future (JFF), Career Ladders Program (CLP), Center for Law and Social Policy (CLASP), the Academic Senate for California Community Colleges (ASCCC), and more. The K-14 Career Pathways TAPs cross-trained with other statewide TAPs from the Chancellor's Office to support initiatives and build knowledge of the career pathways TAPs' work. These activities aligned with the Doing What Matters and Strong Workforce Program initiatives.

The K-14 Career Pathways TAPs completed the ASCCC CTE curriculum workshops, and the California Community College Association for Occupational Education (CCCAOE) Leadership Academy Program during the first year of the grant, and continued supporting both the ASCCC CTE priorities and the CCCAOE. The K-14 Career Pathways TAPs engaged stakeholders in conversation and shared promising practices using established pipelines like Pathways to Prosperity, JFF, Trade Adjustment Assistance Community College Career Training (TAACCCT), and CLASP. Other notable activities included:

- Creation of professional development opportunities for staff;
- Serving as Subject Matter Expert (SME) in articulation, dual enrollment, concurrent enrollment, career pathways, and/or curriculum development and approval;
- Working as a go-between for other SMEs and CTE Pathways program grantees;
- Supporting these grantees in reporting updates to LaunchBoard and SB 1070 reporting; and
- Assessing technical assistance needs for the current CTE Doing What Matters for Jobs and the Economy projects.

Objective 3: To establish a means for Career Pathways practitioners to make peer-to-peer connections, collectively troubleshoot problems, engage in joint planning and advocacy, and share resources, lessons learned, and promising practices.

In tandem with objectives 1 & 2, the TAPs' work under objective 3 served to share resources and develop and foster the Career Pathways Communities of Practice (CoP). Work in this area dovetails with task force recommendations from the 2015 California Community Colleges Board of Governor's Taskforce on Workforce, Job Creation and a Strong Economy Report and recommendations for improved regional coordination between community colleges and industry. (These priorities include: strengthening communication, coordination, and decision-making between regional CTE efforts and the colleges to meet regional labor market needs; clarifying and modifying, as appropriate, state regulations to allow colleges to regionalize course articulation along career pathways utilizing regional or state curriculum models; developing regional leadership and operational partnerships among community college, industry, labor, and other workforce and economic development entities to improve the delivery of all CTE efforts; developing robust connections between community colleges, business and industry representatives, labor and other regional workforce development partners to align college programs with regional and industry needs and provide support for CTE programs; creating a sustained, public outreach campaign to industry, high school students,

counselors, parents, faculty, staff, and the community at large to promote career development and attainment and the value of career technical education.⁴)

To implement and support these recommendations for collective learning, The K-14 Career Pathways TAPs created and populated the www.careerpathwaysca.com website, as mentioned in Objective 1, as a central CoP site to publish information, calendars, and best practices for Career Pathways practitioners. The K-14 Career Pathways TAPs further:

- Advertised and promoted the careerpathwaysca.com CoP site to Career Pathways practitioners throughout California using the master contact tree;
- Programmed the site to act as a hub for social media sites;
- Updated information weekly to capture activities, events, Q&A, photos, event participation, and other information;
- Enabled users to post information with a response from Key Talent within one week.
- Facilitated the use of hashtags to capture strands of information for all users to find common themes and topics;
- Held quarterly Statewide Pathway Alignment meetings for articulation and credit-by-exam, dual enrollment, and Career Pathways for CTE Pathways program grantees in-person and online. This was based on statewide geographic regions, supporting all regions with the goal of sharing challenges and best practices; collaborating on program planning and strategies to introduce and encourage industry participation, and discussions for improved outcomes for students; and
- Surveyed each regional TAP for identification of all current CTE Programs in the Doing What Matters Framework, including current active grant projects, partners (K-12, two- and four-year college partners), employer/industry partners, and other key partners.

Objective 4: The key talent will provide direct technical assistance to CTE Pathways Program grantees to support their career pathways work.

The K-14 Career Pathways TAPs convened gatherings of stakeholders in face-to-face meetings and webinars to assist regional practitioners in leveraging multiple funding sources. The TAPs provided detailed reporting on how to achieve greater coherence between the CDE, the community colleges, career pathways grantees and local industry. The K-14 Career Pathways

⁴ Chancellor's Office Board of Governors Task Force on Workforce, Job Creation and a Strong Economy. "Report of the Task Force On Workforce, Job Creation and A Strong Economy." 2015. p. 10.
http://doingwhatmatters.cccco.edu/portals/6/docs/sw/BOG_TaskForce_Report_v12_web.pdf.

TAPs facilitated and reorganized Statewide Pathway Alignment groups by expanding existing groups and creating strategic connections based on articulation/dual enrollment, Career Pathways expertise, and data management in the context of the Vocational Education Research & Accountability Technical Advisory Committee (VERATAC).

The K-14 Career Pathways TAPs brought in voices outside of the community colleges, including industry professionals, K-12, CDE, JFF, CLP, other Chancellor's Office key talent professionals, and others. The alignment groups furthered deeper conversations statewide, bringing together stakeholders to share and disseminate best practices from other regions in the state.⁵ The TAPs created and presented a series of webinars on Career Pathway Alignment to illuminate CTE programs nationwide and how WIOA and the Chancellor's Office's Strong Workforce Program shape the structure of collaboration regionally and locally, among other topics.⁶

Other focus areas for direct technical assistance were:

- For regions on multiple funding streams and how to braid and leverage multiple funding streams. This provides contact information for the CTE work being done statewide: <http://doingwhatmatters.cccco.edu/Overview/WorkforcePartnerResources/WIOARegionalPlanning.aspx>;
- As Subject Matter Experts (SMEs) for Career Pathways in every region serve as the first point of contact for the region when the need for connection between resources and systems occur, collaboration between programs, and regional projects happen;
- For college readiness programs, career exploration projects, and CTE awareness to the K-12 and CC;
- Between K-12 and CC for pathway mapping;
- For data sharing and use of CATEMA for students to collect their articulated credit;
- With funding to host counselor conferences for both K-12 and CC to educate on Value of CTE in collaboration with Deputy Sector Navigators;
- For colleges and K-12 to increase and enhance early college credit options both through articulation/competency-based education and dual enrollment; and
- For stakeholders to work collaboratively with the Chancellor's Office's Strong Workforce Program infrastructure in each region in a team effort to promote promising practices and cooperation without duplication of efforts.

⁵ California Community Colleges Chancellor's Office. Web. <http://careerpathwaysca.com/spa-statewide-pathway-alignment-groups/>

⁶ Chancellor's Office. "Presentations." K-14 Pathways Technical Assistance Providers. Web. <http://careerpathwaysca.com/presentations/>.

Objective 5: In order to document and share information about the challenges and promising practices related to Career Pathways design and implementation, the key talent will generate shared knowledge for the Chancellor’s Office, Doing What Matters for Jobs and the Economy stakeholders, and the public-at-large (when applicable).

The K-14 Career Pathways TAPs enlisted several strategies to inform and share information statewide about career pathways. These include a combination of online updates to stakeholders on the evolving state and federal landscapes of career pathways, filing periodic written reports with the Chancellor’s Office, and conducting surveys. The Technical Assistance Providers’ documentation and sharing of information took the following forms:

- Maintaining evolving information on the www.careerpathwaysca.com and social media websites;
- Updating stakeholders about current Career Pathways trends and funding opportunities, and promising research and best practices from regional, state, and national practitioners and organizations;
- Maintaining and updating a contact tree, calendar of events, promising practices, FAQ's, live links to resources within toolkits, and other activities and ideas generated within the grant framework; and
- Conducting semi-annual surveys that were used to track usage and perceived value of information shared, tools used and improvements, as needed.

As required by the grant deliverables, the K-14 Career Pathways TAPs provided an updated work plan to align with the updated version of the Chancellor’s Office’s Doing What Matters for Jobs and the Economy initiative. They provided recommendations to the Chancellor's Office on ways to better connect stakeholders to further career pathways, and to include third-party credential completion as a measurable outcome for CTE programs.

This final report will be submitted to the Chancellor's Office and accessible to the public-at-large and stakeholders, and includes lessons learned and legislative and policy change recommendations collected from the activities of this two-year effort.

RECOMMENDATIONS

1. The state should consider broader definitions of who qualifies as a CTE student when data is logged into the CALPADS system. More complete reporting would give a truer picture of the deep impact of CTE statewide. Students may enroll in courses in different industry sectors, so a “sequence” of classes within one sector is not occurring. As a result, the student is not considered to be in the CTE category even though the classes may help a student get industry-preferred skills across disciplines. In addition, the state currently only counts a course as CTE if the classroom teacher holds a CTE credential. This leaves out of CALPADS the otherwise credentialed teachers who are teaching career-based classes funded with career pathways grant money, including non-CTE credentialed teachers in Project Lead the Way (PLTW) classes.
2. When it comes to leveraging resources to strengthen career pathways, geography matters. In rural areas, educators are adept at pooling resources out of necessity. Libraries, K-12 adult schools and community centers work together to bring CTE programs to students. Rural areas also have a difficult time recruiting qualified teachers, and access to meaningful work-based learning is slim for younger students competing for paid jobs against seasoned adults who are unemployed but looking to get back into the workforce. Everyone can learn from this experience, and even large, urban community college districts should be looking for ways to bridge what happens within Adult Education Block Grant consortia, regional workforce consortia and local workforce development boards to benefit students.
3. Third-party credentials and the testing process to secure these credentials are important resources for students to move into specific industries that require background knowledge to succeed or just to get a foot in the door. But improved data collection will explain what happens to students who obtain these credentials. It is important to find out: Do students get the first job or a better job in the future because of these credentials? Anecdotal evidence is a positive step in this area, especially if testing can be offered at a low cost to open access to more students, but further evaluation is recommended to track the impact over time.

APPENDICES

A. Updated TAP Workplan for 2015-2017 Web. <http://goo.gl/odGoXE>

B. Regional Career Pathways (SB1070) Progress Update & Alignment with Strong Workforce Program Report Web. <https://goo.gl/ZLn3P6>

C. List of presentations given by the TAP's from July 2015 to June 2017

Date	Event	City	Presentation
8/27/15	BAYCAT Regional Conference	San Francisco	Career Pathways – K12 to Community College
8/29/15	City College of San Francisco – ICT DM/DSN Event	San Francisco	ICT/Digital Media Pathways – Connecting the Dots
9/10/15	DSN/Key Talent Road Show Far North	Mendocino	Statewide TAP Presentation
9/11/15	Visalia Counselor Conference	Visalia	Connecting the Dots – Career Pathways in CA
9/11/15	North/Far North Regional Meeting	Mendocino	Connecting the Dots – Career Pathways in CA
9/12/15	City College of San Francisco – ICT DM/DSN Event	San Francisco	Statewide Pathways in ICT
9/17/15	LAOCRC Meeting	Cerritos/Los Angeles	Introduction to Career Pathways TAPs
9/18/15	Statewide Pathway Alignment Groups	Statewide (online)	Future of the Statewide Pathway Alignment Groups
9/25/15	VitalLink	Irvine	Introduction to Career Pathways TAPs
10/3/15	8th Annual Teachers on Teaching Conference	Mendocino	Career Pathways – K12 to Community College Partnerships
10/5/15	North/Bay Regional Conference	Oakland	Introduction to Career Pathways TAPs
10/7/15	Far North/Butte Conference and Workshops	Chico	Career Pathway Alignment - How Does This Affect My School Program
10/8/15	Far North/Butte Conference and Workshops	Chico	Innovative Ways of Implementing Pathways that Align with Current Industry Needs
10/13/15	2015 Health and Life Science Curriculum	San Diego	Introduction to Career Pathways TAPs

	Conference		
10/19/15	Fall CCCAOE Conference	San Diego	Third Party Industry Certification in your Program
10/19/15	Fall CCCAOE Conference	San Diego	Career Pathway Design-Lessons from the Field
10/24/15	City College of San Francisco – DSN Event	San Francisco	Career Pathway Design-Lessons from the Field
10/27/15	HASPI Workshop	Montebello	Career Pathway Design-Lessons from the Field
10/20/15	ASCCC	Anaheim	Career Pathway Design-Lessons from the Field
11/2/15	Statewide Pathways Alignment - Data Team Call	Statewide (online)	Introduction to the Statewide Pathways Alignment Data Group
11/4/17	Sony Studios Presentation	Culver City	Introduction to Career Pathways TAPs
11/13/15	CBEA Conference	Long Beach	Career Pathway Design-Lessons from the Field
11/13/15	CBEA Conference	Long Beach	Third Party Industry Certification in your Program
11/17/15	Statewide Pathway Alignment Meeting (1)	Sacramento	Career Pathways
11/20/15	SCCRC Roadshow at Allan Hancock College	Santa Maria	Career Pathway Design-Lessons from the Field
11/21/15	City College of San Francisco – DSN Event	San Francisco	Third Party Industry Certification in your Program
12/2/1	NCCPA Educator Symposium	Petaluma	Career Pathway Design-Lessons from the Field
12/3/15	CA Perkins Nontraditional & Special Populations (JSPAC) Conference 2015	Sacramento	Third Party Industry Certification in your Program
12/9/15	Adobe Education Leader Quarterly Meeting	Worldwide (online)	Connecting the Dots - Overview of Creating Creative Career Pathways Between K-12, College, and Industry
12/16/15	Panasonic Event	Los Angeles	Connecting the Dots - Overview of

			Creating Creative Career Pathways Between K-12, College, and Industry
12/18/15	Sony Digital Motion Picture Studio Presentation	Culver City	Connecting the Dots - Overview of Creating Creative Career Pathways Between K-12, College, and Industry
1/7/16	Get Focused Stay Focused Conference	Santa Barbara	Creating Creative Career Pathways Between K-12, College, and Industry
1/7/16	Get Focused Stay Focused Conference	Santa Barbara	Moderated Bay Area and San Diego Regions
1/14/16	CTE Curriculum Academy	Napa	SB1070 Panel
1/19/16	CTEOC Annual Regional Meeting	Costa Mesa	TAP Panel
1/21/16	NAMM Show	Anaheim	Creating Creative Career Pathways Between K-12, College, and Industry
1/26/16	Microsoft Cloud Roadshow	Los Angeles	Integrating 3rd Party Certificates Into Your Career Pathways
1/28/16	2016 Bay Area Region BILAF Kickoff Meeting	San Bruno	TAP Panel
2/1/16	Linking Our Practices in CTE	Santa Ana	Career Pathway Alignment - How Does This Affect My School Program
2/4/16	Linked Learning Convention 2016	San Diego	Career Pathway Alignment - How Does This Affect My School Program
2/5/16	Linked Learning Convention 2016	San Diego	Industry Credentials: Pathways from Education into the Workforce
2/8/16	Get Focused Stay Focused Palm Springs	Palm Springs	TAP Panel
2/18/16	Small Business Symposium	Los Angeles	Career Pathway Alignment - How Does This Affect My School Program
2/23/16	CISOA & 3CBG 2016	Anaheim	Industry Credentials: Pathways from Education into the Workforce
2/26/16	Orange County Digital Media Advisory Group	Irvine	TAP Panel
3/3/16	California: The State of Creativity	Fresno	Industry Credentials: Pathways from Education into the Workforce
3/3/16	California: The State of Creativity	Fresno	Career Pathway Alignment - How Does This Affect My School Program
3/4/16	InfoComm San	San Jose	Industry Credentials: Pathways from

	Jose		Education into the Workforce
3/7/16	2016 Educating for Careers		Career Pathway Alignment - How Does This Affect My School Program
3/11/16	Expanding Contextualized Teaching & Learning in California Community Colleges	San Francisco	Career Pathway Alignment - How Does This Affect My School Program
3/14/16	North/Far North Roadshow at Feather River College	Sacramento	TAP Panel
4/4/16	AME Leadership Institute	San Diego	Career Pathway Alignment - How Does This Affect My School Program
4/4/16	AME Leadership Institute	San Diego	Industry Credentials: Pathways from Education into the Workforce
4/5/16	Statewide Pathway Alignment Career Pathways Meeting	Fontana	Statewide Pathways
4/12/16	Statewide Pathway Alignment Articulation and Credit By Exam Team	Norco	Statewide Pathways
4/13/16	Adobe Ed Ex	World Wide Online	Connecting the ICT-Digital Media Dots - Overview of Creating Creative Career Pathways Between K-12, College, and Industry
4/20/16	CCCAOE Spring Conference	Sacramento	Industry Credentials: Pathways from Education into the Workforce
4/20/16	CCCAOE Spring Conference	Sacramento	Career Pathway Alignment - How Does This Affect My School Program
5/6/16	2016 CTE Institute for ASCCC	Anaheim	TAP Panel
5/11/16	CCPT Conference	San Diego	Career Pathway Alignment - How Does This Affect My School Program
5/12/16	CCPT Conference	San Diego	Industry Credentials: Pathways from Education into the Workforce
5/13/16	Whedonopolis 2016	Burbank	Industry Credentials: Pathways from Education into the Workforce

5/25/16	Big Bear Middle School Career Day	Big Bear	Career Pathway Alignment - How Does This Affect My School Program
6/3/16	Phoenix Comic Con	Phoenix, AZ	Connecting the Dots - Overview of Creating Creative Career Pathways Between K-12, College, and Industry
6/6/16	Central Mother Lode Regional Consortium Planning Retreat	Monterey	TAP Panel
6/7/16	InfoComm International	Las Vegas, NV	Industry Credentials: Pathways from Education into the Workforce (AV)
6/15/16	Career Pathway TAP Retreat	San Diego	Career Pathways
6/22/16	CCCAOE Leadership Academy	San Diego	TAP Panel
7/18/16	Adobe Education Leadership Summit	New York, NY	Industry Credentials: Pathways from Education into the Workforce
7/25/16	North Tahoe Retreat	Lake Tahoe	TAP Panel
8/1/16	71st Correctional Educational Conference and Training Event	Long Beach	Connecting the Dots - Overview of Creating Creative Career Pathways Between K-12, College, and Industry
8/1/16	71st Correctional Educational Conference and Training Event	Long Beach	Career Pathway Alignment - How Does This Affect My School Program
8/11/16	OC Pathways Strategic Planning Session	Costa Mesa	TAP Panel
8/12/16	mDAC Summit	Palo Alto	Connecting the Dots - Overview of Creating Creative Career Pathways Between K-12, College, and Industry
9/8/16	Central Valley/Mother Lode Region 2016 Counselor Conference	Modesto	Connecting the Dots - Overview of Creating Creative Career Pathways Between K-12, College, and Industry
9/12/16	Statewide Pathway Alignment Semi-Annual Convening	Sacramento	Statewide Pathways

9/20/16	Remade in California TV Show	Los Angeles	California Job Training
9/22/16	CTE Steering Committee Meeting San Mateo County Office of Education	San Mateo	TAP Panel
9/27/16	CCCAOE Fall Meeting	Palm Springs	Innovative Ways of Implementing Pathways that Align with Current Industry Needs
9/27/16	CCCAOE Fall Meeting	Palm Springs	Integrating 3rd Party Certificates Into Your Career Pathways
10/14/16	DWM OC Counselor Event	Huntington Beach	Integrating 3rd Party Certificates Into Your Career Pathways
11/4/16	CBEA Conference North	Freemont	Innovative Ways of Implementing Pathways that Align with Current Industry Needs
11/4/16	CBEA Conference North	Freemont	Industry Credentials: Pathways from Education into the Workforce
11/15/16	Arts for All Roundtable Meeting at TV Academy	Los Angeles	Panel/Moderator
11/26/16	Microsoft Store	Woodland Hills	Integrating 3rd Party Certificates Into Your Career Pathways
12/1/16	JSPAC	Sacramento	Innovative Ways of Implementing Pathways that Align with Current Industry Needs
12/1/16	JSPAC	Sacramento	Industry Credentials: Pathways from Education into the Workforce
1/17/17	ABC District ATA Professionals	Cerritos	Panel and Q&A
2/24/17	Canon Road Show	Costa Mesa	Panel and Q&A
3/5/17	Educating for Careers	Sacramento	Integrating 3rd Party Certificates Into Your Career Pathways
3/7/17	SXSW Edu	Austin, TX	Community College Meetup and Panel
3/20/17	AME Leadership Conference	San Diego	Integrating 3rd Party Certificates Into Your Career Pathways
3/20/17	AME Leadership Conference	San Diego	Innovative Ways of Implementing Pathways that Align with Current Industry Needs
3/24/17	Sony Digital Motion Picture	Culver City	Innovative Ways of Implementing Pathways that Align with Current

	Center Tour and Education Services Presentation		Industry Needs
5/1/17	CCPT Final Conference	San Diego	Integrating 3rd Party Certificates Into Your Career Pathways
5/1/17	CCPT Final Conference	San Diego	Industry Credentials: Pathways from Education into the Workforce
5/10/17	CCCAOE Spring Conference	Sacramento	Innovative Ways of Implementing Pathways that Align with Current Industry Needs