



Community College to Career Initiative

Mission

The Community College to Career Initiative (CC2C) is an active partnership between industry and education to expand economic opportunity and increase diversity in the STEM workforce.

Background

We believe that community colleges in Silicon Valley are in a unique position to partner with several industry clusters in our innovation economy to provide education and training - in an expedited way - for jobs that will provide solid middle-class incomes.

With an enrollment of nearly 290,000 students, Silicon Valley's network of 18 community colleges is the largest training provider in the region, and an equity engine for many of its residents. Three out of ten Silicon Valley 16-24 year olds currently attend community college, and because these schools have forged strong ties to communities traditionally underrepresented in postsecondary education, 77 percent of their students are students of color, and 54 percent are women.

Utilizing a systems change approach that builds on and extends the Leadership Group and Leadership Group Foundation's longstanding relationships with industry, government, education, and nonprofit partners, CC2C fosters stronger science, technology, engineering, math (STEM) and career technical education (CTE) training and hiring relationships between innovation-economy employers and all 18 colleges in nine Silicon Valley community college districts.

CC2C leverages a wealth of talent among Leadership Group members to provide work-based learning opportunities that translate into student success—higher community college certificate and associate degree completion rates in the short term and better paying jobs in the long term. As the gap between the two Silicon Valleys widens (in 2018, Brookings ranked San Francisco and San Jose third and sixth in income inequality among all US metropolitan regions), CC2C enables Leadership Group members and partners to step in with a concrete, sustainable solution.

2018 Outcomes

In addition to convening four industry-education roundtables and a major regional conference focused on shifting Silicon Valley hiring models, in 2018 CC2C facilitated **580** work-based learning opportunities for community college students.

2019 Goals

Work-Based Learning Deliverables

- Internships/Hires: 75 students
- Externships in CyberSecurity: 25
- Guest Speaker Lectures: 15 classes (reaching 25 students each)



- Worksite Visits for Students: 15 groups (15-20 students each)
- Employers to Assist with Curriculum Development: 5
- Employers to Mentor Students: 5

Total: Work-based Learning Opportunities for **780** students

Convenings

- Stage a series of "vital workforce conversations" that bring together community college leaders - CCCO Deputy Sector Navigators, deans, and faculty - and Leadership Group members on the gap between CC training and industry need in three sectors: tech, transportation, and housing.
- Education Summit: host a workshop on internships and apprenticeships for 200 Silicon Valley employers and educators.

Community College System

Working with government and nonprofit partners, CC2C will also leverage the employer voice in Silicon Valley to catalyze much-needed changes in the community college system statewide. Our priorities:

- Encourage better curricula coordination within and between the three tiers of our higher education system, so that students moving between these institutions can follow clearly articulated educational and training pathways.
- Expedite the curriculum review process and empower faculty and deans working with industry boards at the local level to embed industry-relevant competencies in their curricula.
- Address the institutionalized, but increasingly anachronistic divide between academic and career technical education divisions. Integrate academic and CTE classes into CC and CSU departments, and encourage applied learning as a foundational aspect of all curricula.
- Encourage the state to incentivize employer engagement with schools, shifting industry norms from simply hosting third-year interns during the summer to working closely with CC departments throughout the year, and at every post-secondary level through apprenticeships, dual-training or similar work-based learning.

Theory of Change

CC2C seeks to revise the industry narrative about community colleges and create relationships strong enough to continue without our direct involvement. Changing both industry perceptions about community college talent, and the metrics by which industry recruiters measure their own success; facilitating teacher training that spurs instructors to embed industry-relevant competencies in curricula; expanding professional networks of community college alumni—these are requisite elements of the systemic change necessary to ensure that more Silicon Valley residents can contribute to and benefit from the innovation economy.

CC2C Initiative Executive Champions

Greg Becker, CEO, Silicon Valley Bank ◇ Mary Papazian, President, San Jose State University ◇
Raquel Gonzalez, Market President, Bank of America ◇ Bill Nagel, Publisher and CEO, San Francisco Chronicle ◇ Deanna Santana, City Manager, City of Santa Clara ◇ Byron Breland, Chancellor, San Jose-Evergreen Community College District ◇ Ibi Krukubo, Managing Partner, EY ◇ Matt Tanzi, Senior Vice President, US Bank