PARTNERSHIPS FOR INDUSTRY & EDUCATION:
CREATING OPPORTUNITIES FOR UPWARD MOBILITY
Since 2012, the California Economic Summit has convened leaders in workforce preparedness to ensure the state’s global economic status. The Partnerships for Industry and Education (PIE) Contest was founded to identify and honor innovative employer-education partnerships that are successfully preparing workers to meet the needs of California’s economy.

Now in its fourth year, the 2020 PIE Contest highlights just how tenacious and talented our state’s workforce development programs truly are. In a year of unprecedented challenge, the Contest offers a hopeful glimpse into the future.

California will require a skilled workforce in the months and years to come, a workforce that will rebuild statewide resilience and reestablish California as a global leader on the path to economic recovery and security in the wake of the coronavirus pandemic. Strong partnerships between educational institutions and employers have always been critically important to promoting that workforce and are even more so in this time of crisis.

The ten partnerships and organizations showcased in these pages have demonstrated innovative and impactful approaches to better prepare the workforce for the future and provide local industry the skilled talent they need to succeed.

“As we look toward creating an equitable economic recovery, partnerships between employers and educators will be even more important in preparing the skilled workforce our state needs,” said Micah Weinberg, CEO of California Forward (CA FWD). “Through the PIE Contest we are proud to honor and highlight innovative public-private partnerships that are successfully preparing Californians across the state.”
# TABLE OF CONTENTS

## FIRST PLACE
Year Up.................................................................................................4

## SECOND PLACE
STEMbassadors................................................................................5

## THIRD PLACE
SLO Partners Apprenticeship.................................................................6

## TOP 10 CONTESTANTS
Building Industry Technology Academy ..............................................7
Health Career Connection and CSU Monterey Bay .........................7
Summer Health Institute .......................................................................8
Bay Federal..........................................................................................8
Healthforce Partners of Northern San Joaquin Valley.................9
Los Angeles Mission College Biotechnology Program................9
National University-Rady Children’s Hospital .............................10

## 2020 JUDGING PANEL
........................................................................................................11-13

## SIERRA BUSINESS COUNCIL / CA FWD
.................................................................14
Year Up bridges the divide between young people ages 18–24 who have tremendous potential but have not been adequately prepared for the workforce, and employers who seek diverse, entry-level talent with a strong work ethic and a desire to move forward.

Year Up connects these youth to meaningful career and education pathways through a research-validated, one-year workforce development program. The program is structured to provide academic and experiential learning to young adults to prepare them for the modern workplace. Year Up’s high-support, high-expectation program combines training in transferable and marketable job skills, wraparound support, professional internships, and college credit recommendations. They offer a uniquely comprehensive approach to workforce development, which enables the young adults they serve to move from minimum wage to meaningful careers in one year.

Year Up will serve more than 600 young adults across the Bay Area in 2020, including 160 at Diablo Valley College (DVC) in Pleasant Hill. The partnership between Diablo Valley College and Year Up leverages the assets of each institution. Diablo Valley College provides technical instruction, enables students to earn college credits, and connects students to the California Promise funding to support higher education. Year Up provides professional skills development and placement into internships and jobs that enable students to transform their economic trajectory. Year Up – DVC students will launch their careers through internships at Fortune 1000 companies, like Kaiser Permanente, Salesforce, and Workday.

“We provide internships for many Year Up students because it provides Salesforce with access to a talented group of graduates whom we hire to meet our skilled labor needs, which in turn increases our competitiveness. They bring diversity of thought, experience, and perspective, and you find more productive teams. They’re able to draw on their experiences, grit, determination, and motivation.”

–Ebony Beckwith, Chief Philanthropy Officer, Salesforce

WANT TO KNOW MORE?
www.yearup.org/locations/ca-concord
STEMbassadors, Inc., a student-led California 501(c)(3) company in the Ventura Unified School District, was founded in 2017 with the primary objective of filling the educational need for applied STEM education in K-12 schools. When the impacts of the coronavirus crisis reverberated throughout their community, the high schoolers recognized that an immediate concern was the severe shortage of personal protective equipment (PPE) needed by medical professionals.

The STEMbassadors responded by transforming their program into a production team to fabricate PPE with their 3D printers. They reached out to local hospitals and other medical groups to assess their immediate needs and determined that while high-quality face shields were absolutely critical, they could not be obtained from typical supply sources.

They formed partnerships with local businesses that wanted to help, and by early April had met their initial goal and outfitted all medical professionals in their community with high-quality, long-lasting shields free of charge.

The STEMbassador model can be implemented in any community and the need for applied STEM education in K-12 exists almost everywhere. The student-led program is currently developing a STEMbassador “toolbox” and is in discussions with other school districts to develop additional Chapters of the organization.

“WANT TO KNOW MORE?
www.stembassadors.net

“This year, the STEMbassadors did more than innovate, they inspired others and fulfilled an urgent medical requirement. During a time of great need in our community represented by the COVID-19 pandemic, our students stepped up by creating a way to bridge the shortfall of personal protective equipment by designing and manufacturing face shields and distributing them where they are needed most.”

–Rick Rutherford, MDDirector of Quality and Safety, Ventura County Medical Center and Santa Paula Hospitals

STEBASSADORS

Partners: Ventura Unified School District, Ventura County Medical Center, Health Care Foundation of Ventura County, Strong Workforce Funds, Scosche Industries, Sensata Technologies Principal, Associated Pacific Machine Corporation
SLO PARTNERS APPRENTICESHIP

Partners: SLOCOE, SLO Partners, SLO Economic Vitality Corporation

“The candidates have excellent skills with lots of hands on experience, which isn’t always something you see with entry level candidates. They are ambitious and eager to learn... SLO Partners worked hard to line-up candidates that are a good cultural fit for our company.”

–Trevor Fry, IQMS/Dassault Systems

SLO Partners was established in 2015 to address the need for local community members to upskill and enter higher income potential career paths, and for local employers to have a new and efficient channel to source talent. The program is a regional consortium of business, industry, education, and community leaders committed to working together for collective impact in workforce and economic development by aligning education systems and programs with economic opportunities. Through implementation of a sophisticated customer relationship management database, tracking goals through OKRs (objectives and key results), and leveraging partnerships with best of breed training providers, SLO Partners has evolved and scaled its operations to support growing needs within its community.

The purpose of the SLO Partners apprenticeship program is to create a career path and not just a job. The mantra is “screen for attitude, train for aptitude.” SLO Partners worked with local business, industry, education, and community leaders to develop and implement pre-apprentice and apprenticeship programs in high need areas outside of traditional trades: Computer Support Specialist—Help Desk/Networking, Computer Support Specialist—Cyber Security, Software Testing, software development, and advanced manufacturing.

Three personas were identified as target participants in the program: Jumpstart, Restart, and Reboot. Another draw for many participants is their “women in tech” scholarship, which has resulted in a dramatic increase in female enrollment.

As an advocate, SLO Partners carries the message that a skilled workforce is a critical need of the business community and supports policy and development that meets those needs, locally and on a state and federal level. As an implementer, SLO Partners supports carrying out initiatives that develop talent pipelines and upskill workers for head of household careers. Driven by business, industry, education, and community leaders the program offers solutions to skilled workforce challenges.

WANT TO KNOW MORE?

www.slopartners.org
Building Industry Technology Academy (BITA) is designed to build awareness of the various career options in construction, teach students the skills and knowledge needed to obtain entry-level careers in construction and provide a clear path into the industry whether a student chooses to pursue a career directly after graduation or further their education in construction related fields at post-secondary institutions or trade schools.

From the beginning, it was the intention to see BITA expand beyond Southern California. The last seven years the program has grown from 8 schools to 40, adding about five schools each year. It is our goal to advance at least five schools per year for the next 5 years.

Want to know more? www.mychf.org/what-is-bita/

“When you hire a BITA student, you know they have been exposed to the basic principles of construction and have a better preparedness for the industry than those who come from non-construction programs. When a student completes BITA, you know they are interested in more than a job, they want a career.”

–Mary Bernard, Villara Building Systems

Health Career Connection and CSU Monterey Bay

This partnership addresses the problems of increasing diversity in the health professions, meeting growing health workforce shortages and expanding employment and economic opportunity for low income residents.

It addresses these problems by inspiring and empowering talented local undergraduate college students from historically marginalized backgrounds to succeed in college and become health professionals hired and serving in their communities.

The partnership’s mission is accomplished by creating innovative approaches to student development and wellness, health career training and job preparation, and paid summer internships in the Monterey Bay area.

Want to know more? www.healthcareers.org

“In these busy and stressful COVID-19 times, hosting an HCC intern from Monterey County brings inspiration and energy to my work each day.”

–Alma Cervantes, East Salinas Building Healthy Communities
Summer Health Institute

Summer Health Institute is a 5-week in-depth summer program designed to give high school students an up-close look into the hospital to help them learn about a variety of health career options and, more importantly, help connect them to healthcare professionals to help guide them through the preparation process to achieve those careers.

The primary goal of Summer Health Institute is to inspire local high school students to pursue high demand health careers to help build the next generation of caregivers right here at home and, ideally, retain their talent in our local healthcare systems.

Want to know more?
www.svmh.com/volunteers/studentachieve

Bay Federal University

“The goal of Bay Federal University is to help our upcoming leaders grow and be ready to move up to the next level of our organization. When management positions become available, we have the staff ready and able to move into these positions and immediately be successful. Partnering with Cabrillo College’s Supervisory Academy has made this dream a reality.”

-Tonée Pocard, EVP/Chief Development Officer, Bay Federal Credit Union

Bay Federal University (BayFedU) is a leadership program for up and coming managers at Bay Federal Credit Union. Utilizing Cabrillo College’s 12-week Supervisory Academy program, students in BayFedU learn the skills needed to become a successful supervisor and leader. Partnering with Cabrillo College allows employees to interact and learn alongside other members and maturing leaders in the community.

The students use the skills that they learn throughout the program as a foundation for how to build, manage, and initiate their project. Skills learned include project management and implementation, public speaking, how to put together a budget, and how to determine the metrics that will ensure the success of their project.

Want to know more?
www.bayfed.com/about-us/careers/bay-fed-u
HEALTHFORCE PARTNERS OF NORTHERN SAN JOAQUIN VALLEY

Health Force Partners is a regional employer-led healthcare, education, and workforce development partnership that works to strengthen and expand the North San Joaquin Valley’s healthcare workforce to meet the longstanding, high-priority needs of healthcare employers (e.g. nursing, behavioral health, and etc.) and the employment needs of community residents.

Want to know more?
https://healthforcepartners.net/

LOS ANGELES MISSION COLLEGE BIOTECHNOLOGY PROGRAM

Los Angeles Mission College Biotechnology Program (LAMC) is a two-year Hispanic-Serving Institution with 87% minority, 55% first-generation, and 53% low-income student body. The college partners with Grifols Biologicals, Takeda Pharmaceuticals, Pharmavite, and Lief Organics to provide students with an introduction to the biotechnology industry, internships, and opportunities to interview and be hired into this field.

This is a student driven program involving project-based learning and hands-on techniques. Student projects involve using different laboratory techniques, selecting the relevant data, tabulating, plotting and presenting it to the college audience, faculty, employers, and advisory committee.

Established in September 2017, the biotechnology program at LAMC has seen a total of 90 students registered in the courses with a success rate of 83%. Many students have transferred to a four-year university and at least 40 students either have been hired or are currently being interviewed.

Want to know more?
www.lamission.edu/Biotechnology/Home.aspx

“It is through partnership that we (employers) will be able to communicate our [workforce] needs and Education will be able to respond and build necessary programming. A brilliant example of this partnership is our HOPE Program where we will soon have 23 new registered nurses joining our workforce followed by 24 high school graduates entering the program this fall.”

–Dr. Anitra Williams, CCRN, Director of Nursing Operations, Dignity Health St. Joseph’s Medical Center

“In these busy and stressful COVID-19 times, hosting an HCC intern from Monterey County brings inspiration and energy to my work each day.”

–Alma Cervantes, East Salinas Building Healthy Communities

“The relationship that Takeda, Los Angeles has built with Los Angeles Mission College has exceeded our expectations so far and can truly be referred to as a beneficial partnership.”

–Art Gallardo, Sr. Talent Acquisition Partner, Takeda
Rady Children’s Hospital identified the need to elevate the knowledge of employees, regardless of their role, to develop a deeper understanding of behavioral health to effectively work with patients and families, as well as build their own resiliency. Working with National University, they created a customized behavioral health program that was rapidly developed and deployed to upskill the workforce and address the identified skill/knowledge gap. In addition to behavioral health, learners also gain the confidence and competencies to be successful leaders through a customized leadership bridge program.

This 16-hour behavioral health training program is a collaboration between Northcentral University, National University, and Rady Children’s Hospital. As of May 2020, 5,324 learners have been enrolled in the behavioral health program, 648 Rady Children’s Hospital employees have actively worked on the program, and 171 have completed the program.

“The collaboration with National University System and their affiliates has provided an unprecedented opportunity for Rady Children’s Hospital to upskill our workforce in a meaningful way that is supportive of our strategic initiatives, builds employee retention, and cultivates an environment of lifelong learning. The team quickly translated our knowledge and skill gaps into interactive, multi-media rich learning environments that improved staff learning.”

–Patricio A. Frias, MD & CEO
Rady Children’s Hospital
2020 JUDGING PANEL

Thank you so much to our judges for lending gravitas and expertise to this contest. The Summit also acknowledges and appreciates the work you do every day to improve the quality of life of those in your region and communities.

JULIAN CAÑETE
President and CEO, California Hispanic Chamber of Commerce

Julian Cañete serves as the President and CEO of the California Hispanic Chambers of Commerce. Through its network of over 80 Hispanic chambers and business associations, the CHCC is a leading voice on issues impacting business in California. The mission of the CHCC is to foster economic growth, creating and sustaining prosperity benefiting California’s economy and communities.

He is currently a member of the California Department of General Services Small Business Advisory Board, Californians for Affordable & Reliable Energy (CARE), CalTrans Small Business Council, CA Secretary of State Voters’ Choice Act Task Force, the SBDC Northern CA Network Advisory Board, and the CalVet Foundation.

SUNITA COOKE
Superintendent/President, MiraCosta Community College

Dr. Sunita “Sunny” Cooke began her tenure as the superintendent/president of Mira Costa Community College District in 2015 and has been a recognized CA community college CEO for 13 years. She started as a Biology/Biotechnology faculty member and has been an educator for over 25 years after receiving her Ph.D. in Biology from Georgetown University.

Dr. Cooke is an active member of the greater San Diego community and national boards, including the San Diego Regional Economic Development Council and its Inclusive Economic Development Steering Committee, Biocom, and the Carlsbad Chamber of Commerce. She served on the board of the American Association of Community Colleges (AACC), and currently serves on the Community College Survey of Student Engagement (CCSSE), and the National Academy of Sciences Board of Science Education.

AMY COSTA
Member, California Community Colleges Board of Governors

Amy Costa currently serves as Deputy County Administrator for Alameda County. Previously she served as Chief Deputy Director for Budget at the California Department of Finance from 2016 to 2018, where she served as advisor to the director on higher education from 2014 to 2016. She was an account lead at Blue Beyond Consulting from 2012 to 2014 and director of state and local government relations at Safeway Inc. from 2010 to 2012. Costa served as associate director of advocacy and state relations at the California State University Chancellor’s Office from 2009 to 2010. She served as policy director in the Office of California State Senator Dean Florez from 2008 to 2009, as a policy consultant in the Office of California State Senate President pro Tempore Don Perata from 2005 to 2008 and district director in the Office of California State Senator Don Perata from 2001 to 2005. Amy lives in Alameda with her husband Josh and their three children.
MONICA LOZANO
President and CEO, College Futures Foundation
Monica C. Lozano is President and Chief Executive Officer of College Futures Foundation, a private foundation working to ensure that more students who reflect California’s diversity complete a bachelor’s degree and access the opportunity for a better life. College Futures Foundation partners with organizations and leaders across the state to catalyze systemic change, increase college degree completion, and close equity gaps so that educational opportunity becomes a reality for every student, regardless of skin color, zip code, or income.
Lozano has received numerous awards and distinctions including multiple honorary degrees, named one of Fortune Magazine’s 50 Most Influential Latinas in the country and was inducted into the American Academy of Arts and Sciences in 2016.

LAWRENCE GAYDEN
Policy Director, CA Manufacturing and Technology Association
Lawrence Gayden is Policy Director for the Sacramento-based California Manufacturers & Technology Association (CMTA). CMTA is the sole statewide trade association for manufacturers, representing more than 400 manufacturers on various competitiveness issues and programs. Born and raised in Oakland, Lawrence received his Bachelor of Arts in English at California State University, Sacramento. After a stint at the Sacramento-based lobbying firm Political Solutions, Lawrence landed with CMTA in 2019.

LANCE HASTINGS
President, CA Manufacturing and Technology Association
Lance Hastings currently serves as President and CEO of the California Manufacturers & Technology Association (CMTA), having assumed the role in November 2018. In that capacity, he leads a prominent business-oriented trade association with a legacy of success and engagement.
Prior to joining CMTA, he served as Vice President of National Affairs for MillerCoors. During his 15 years with the brewing industry, Hastings served in state, regional, national and international capacities.
Lance is a graduate of California State University at Sacramento with a BA in Economics and Minor in Government.

MONICA LOZANO
President and CEO, College Futures Foundation
Monica C. Lozano is President and Chief Executive Officer of College Futures Foundation, a private foundation working to ensure that more students who reflect California’s diversity complete a bachelor’s degree and access the opportunity for a better life. College Futures Foundation partners with organizations and leaders across the state to catalyze systemic change, increase college degree completion, and close equity gaps so that educational opportunity becomes a reality for every student, regardless of skin color, zip code, or income.
Lozano has received numerous awards and distinctions including multiple honorary degrees, named one of Fortune Magazine’s 50 Most Influential Latinas in the country and was inducted into the American Academy of Arts and Sciences in 2016.
A SPECIAL THANKS TO OUR PRELIMINARY ROUND JUDGES FOR ALL THEIR WORK ON THE 2020 PIE CONTEST!

Brian Aguilar
Deputy Director, Center for California Studies, CSU, Sacramento

Lynette Amuan
VP, Sales Support Manager, Bank of America, Merrill Lynch/BofA

Isabel Barreras
Former CCC Board Trustee; Member of Foundation of CCC; HR professional, Director, Classified HR at Madera School District

Jesse Ben-Ron
Vice President, Workforce and Economic Development, Orange County Business Council

Edgar Castillo
Manager, Education Business Coalitions, Unite LA

Kate Gallagher
Senior Manager, Economic Development, San Diego Regional EDC

Jessica Ku Kim
Director of Workforce Development, LA Economic Development Corp

Genelle Taylor Kumpe
COO/Executive Director, Fresno Business Council/San Joaquin Valley Manufacturing Alliance

Kevin McMackin
Director, Strategic Partnerships, California Community Colleges Chancellor’s Office

Hayley Mears
Program Manager, Workforce Development, Monterey Bay Economic Partnership Workforce Initiative
The 2020 PIE Contest was administered in partnership with Sierra Business Council. Located in Truckee, California, Sierra Business Council implements innovative and proactive solutions to increase community vitality, economic prosperity, environmental quality, and social fairness in the Sierra Nevada. The organization’s programmatic impacts are designed to grow a regenerative economy, restore natural resources, build a resilient climate, elevate rural issues, establish equitable systems, and build strong communities in the region.

Sierra Business Council is a member of the California Stewardship Network, an alliance of regional leaders committed to the economic, environmental and social wellbeing of our regions and our state.

California Forward (CA Fwd) leads a statewide movement, bringing people together across communities, regions and interests to improve government and create inclusive, sustainable growth for everyone.

A 501(c)(3) organization, CA Fwd drives collective action to identify solutions that can be taken to scale to meet the challenges the state is facing. The organization is driven by the belief that the collective impact of regional solutions across the state will help ensure the economic, environmental and social prosperity of all people. CA Fwd serves as the backbone for the California Stewardship Network and is home to the California Economic Summit and the California Dream Index.
STAY TUNED

The nomination period for the 2021 Partnerships for Industry and Education (PIE) Contest will open next spring.