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## Introduction

Stanislaus State takes pride in equipping its graduates with the knowledge and academic skills needed for a successful and productive life. We are a remarkable and notable campus in the CSU for offering an outstanding set of affordable degrees to students in our region – both at our main campus in Turlock (population ~74,000) and at our Stockton campus, located in the city of Stockton, the 13<sup>th</sup> largest city in California (population ~310,000).

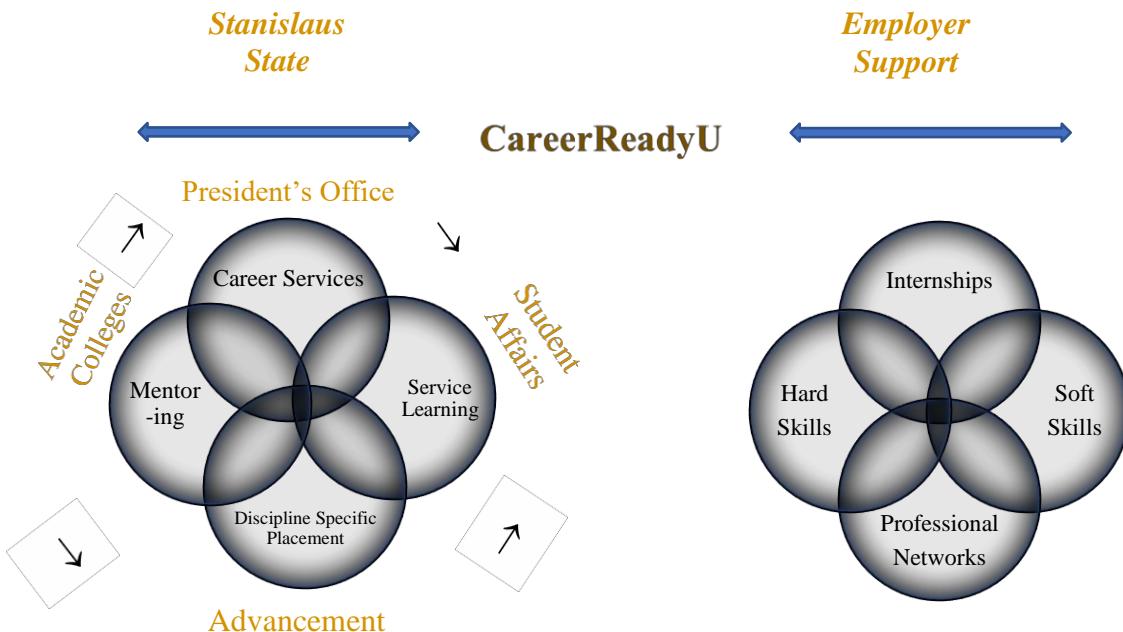
Our newly launched program, CareerReadyU, is one way in which raising educational attainment in the Central Valley can directly raise the region's economic and social prosperity. Together the University and our partners can transform the labor market by *jointly supporting our graduates' career-connected learning* for high-skill jobs in a rapidly changing economy. We also hope to co-create and co-fund new opportunities for graduates based on a common cause of building a top-notch labor workforce in all walks of life - healthcare, business and manufacturing, computer science and information technology, education, criminal justice and social services, communication, agri-business, trade and other services.

## New Joint Workforce Model for the University and Employers

Launching CareerReadyU is one step in signaling that career-readiness is a top priority for the University. We honor and recognize the uniqueness of each employer. We also take great pride in developing individualized and personalized relationship with each business or other type of organization. The introduction of the CareerReadyU initiative in fall 2019 provides an opportunity to begin thinking about some of the following aspects of future collaboration between the University and its partners:

- How can the University lead conversations about having a workforce ready for innovation and growth along the Highway 99 corridor?
- Build new and enduring relationships with employers based on mutual capacity and interest
- Determine how to link the University's unmatched expertise to the needs of employers
- Learn about employers' great assets and future opportunities
- Invite participation in the exploring areas of opportunity and concern for student job placements
- Explore what businesses and organizations need from the University
- Can a Stan State partnership with local businesses lead to a reduction in hiring costs and increased employee quality?
- How can we create more high-wage jobs for graduates?
- Will Stan State graduates with baccalaureate degrees, enhanced skills in digital fluency and other leading-edge technologies attract new businesses to the Central Valley?
- Identify clearer job pathways for students and help student build skills required by employers
- Work with employers to provide a joint learning environment for Stan State graduates
- Explore how graduates can be assisted in finding their first job

## Spectrum of Support Needed for Placing Graduates in Jobs



CareerReadyU hopes to engage employers by joining hands with the University in creating cooperative agreements that cover these skills, using some of the strategies outlined below. Not every organization is equipped to cover all the ideas listed under Employer Support, but most organizations can offer some solutions and add a tremendous amount of relevance to a work-as-you-learn paradigm.

### Employer Support

<b>Hard Skills Based on Employer Needs</b> <ul style="list-style-type: none"> <li>Technical skills for entry level positions</li> <li>Short skill modules: digital fluency, artificial intelligence, web marketing, coding, tableau and data analytics, Google analytics, etc.</li> <li>Micro credentials and apprenticeships</li> </ul>	<b>Soft Skills and Social Capital</b> <ul style="list-style-type: none"> <li>Career mentoring, coaching and shadowing</li> <li>Experts provide real-world view and coach on work-related activities</li> <li>Assistance in interpersonal relationships in the workplace and exercising leadership</li> </ul>
<b>Internships</b> <ul style="list-style-type: none"> <li>Regular semester or year-long internships</li> <li>Boot camps leading to employment</li> <li>Micro-internships with project-based learning</li> <li>Guaranteeing students an interview if they meet requirements</li> </ul>	<b>Professional Networks</b> <ul style="list-style-type: none"> <li>Introduction to professional organizations</li> <li>Exposure to hiring networks in specific field</li> <li>Making mentors available for first-generation and low-income students, who may need a working professional to take a personal interest in socializing them into the profession</li> <li>Sharing qualifications and skills of recent hires</li> </ul>