

Job Speaker Rationale for Cabrillo College:

Objective:

To help provide equitable access to work-based learning opportunities and employment, better collect data to show how we are meeting the goals of Perkins, SWP, BACCC region, and better serve local employer/workforce needs to build stronger public/private partnerships, Cabrillo needs to invest in a high-quality employer engagement/ work placement platform.

Platform requirements:

- Efficiently connect students to employers for work-based learning opportunities and employment
- Be easily navigable for students and employers, including through a quality mobile app
- Support Cabrillo faculty and staff in organizing, tracking and collaborating students' work-based learning experiences, career development and job placement
- Align with Cabrillo's other data systems to improve student accessibility, improve reporting and leverage relevant information, for e.g. curriculum aligning with career preparation.

Data Needs:

Specific data that we want to monitor and be able to report on includes:

- How the students' skills and knowledge they are gaining can be supported with work-based learning experiences to assist in their career development and job placement.
- What are local employment opportunities, what students are attaining quality jobs and how is Cabrillo engaging with employers to improve their access to talent and develop greater employer partnership.
- How are students across different fields of study accessing opportunity and where is Cabrillo able to improve equity.
- How is Cabrillo meeting the career preparation and workforce goals of Perkins, the Strong Workforce Program and BACCC.

Benefits:

- Cabrillo students will attain more and better jobs, including opportunities with income mobility and family sustaining wages.
- Cabrillo will be able to report better results that will increase CTE funding.

- The opportunity to improve Cabrillo's reputation of student success leading to increased student enrolment.
- Stronger employer relationships will lead to better internship and job opportunities for students and more potential for employer investment.

Platform Selection Process:

In the fall of 2018, Cabrillo joined with sixteen other community colleges as a project of the BACCC to evaluate six different career services platforms, including Symplicity, the platform that Cabrillo presently uses. JobSpeaker was identified as the strongest platform to meet Cabrillo's needs. JobSpeaker focuses on community colleges, and presently works with over 35 community colleges in California. JobSpeaker has also been chosen as the job placement platform for regional consortiums of colleges in California in the Central Valley/ Mother Lode, San Diego and Los Angeles regions.

Strengths of JobSpeaker include:

- Functionality to organize and track work-based learning experiences as well as career services and job placement.
- An easy to use app for students and employers.
- Continue access to platform for students when they become alumni, and thus an ability for the college to reach alumni through the platform.
- Responsive customer service, and willingness to add custom features and reports, with a strong understanding of community colleges needs.
- Strong technical skills, including how to integrate with colleges' other data systems and how to make internal integration a limited effort for colleges as well as ability to integrate and align with other platforms, including LinkedIn.
- Ability to develop a regional job placement portal that can include other local colleges and workforce partners that will simplify employer participation.

JobSpeaker Security:

JobSpeaker complies with FERPA. It is hosted by Digital Ocean and AWS, both of which have security certification, more information can be found at this link for [Digital Ocean](#) and this link for [AWS](#). . Our security policies are summarized in the attached FERPA document as well as within our trusted hosting vendors DigitalOcean & AWS. JobSpeaker is an Ellucian [partner](#).

JobSpeaker Implementation Steps:

1. Create platform: Done by JobSpeaker (Cabrillo decides what the domain name is, for e.g. Cabrillo.JobSpeaker.com)

2. Create faculty accounts: If Cabrillo sends JobSpeaker an Excel spreadsheet, JobSpeaker will set up faculty accounts (access options are administrator (full system access); counselor; or instructor).

3. Import curriculum: Cabrillo provides the curriculum to JobSpeaker, using provided template (course id, names, SLO's etc.). Curriculum format preference is Excel but can also take it in CSV or in xml that can be converted. If Cabrillo has the information in order, this will be minimal time and effort as it is a simple download. Process has a two week turn-around. IT typically does not need to be involved.

4. Create student accounts: Cabrillo decides what method will be used to create student accounts. Choices are single sign-on, flat file download or manual (students create accounts). JobSpeaker recommends single sign-on and if that is not preferred by Cabrillo than manual sign-up. For single sign-on, JobSpeaker works with Cabrillo IT department to coordinate on connection to Canvas. There are four or five steps to this process, it typically takes one week of emails back and forth with IT and one to two hours of actual time. If Cabrillo chooses to do manual accounts, IT does not need to be involved.

5. Create employer database: Cabrillo provides data to JobSpeaker using a provided template. Information can come from Excel or Google spreadsheets or an export from existing job board. Turnaround is typically two days.. No requirements are needed from IT, and JobSpeaker will typically work with the college lead presently in charge of current employer database.

6. Testing to make sure everything is done smoothly. Then move into implementation, which will include presentations to staff, students and employers and user and administrator trainings.