



# KEY FINDINGS FROM STAKEHOLDER ENGAGEMENT CAREER PATHWAYS WORKGROUP

*"We need to start educating students at a younger age about the different opportunities in healthcare. They're not all doctors and nurses, and that's what a lot of younger people think."*

Capitol Impact conducted a series of interviews and focus groups with students, families, K-12, community college, and university staff, and employer stakeholders from May through October 2025. The following are salient themes and actionable recommendations arising from those conversations.

## CROSS-CUTTING THEMES AMONG STAKEHOLDERS

### **Employer—Education Partnerships are Critical for Career Pathway Success**

*Key Insight:* Strong partnerships between employers and educators ensure that career pathways align with industry needs. Collaborative curriculum design and strong work-based learning models drive student success. Historically, though, education and industry have struggled to collaborate meaningfully due to lack of clear roles. Talent Pipeline Management has been an effective model providing guidance and responsibilities for collaboration in preparing the future workforce.

### **Strong Career Pathways Require Early Career Awareness & Guidance**

*Key Insight:* Early career guidance and awareness help students explore opportunities, build relevant skills, and creates stronger career pathways. When students are engaged early, students, educators, and employers can collaborate more effectively to support their long-term goals.

### **Addressing Equity to Expand Opportunities for Underrepresented Students in STEM**

*Key Insight:* Underrepresented students in STEM pathways often face challenges in mentorship gaps, imposter syndrome, and challenges in accessing academic resources. Programs investing in supporting priority student populations in STEM have proven successful.

## ACTIONABLE RECOMMENDATIONS

- Expand Early Career Exploration & Advising
- Strengthen Education-Industry Partnerships to Build a Resilient Workforce
- Strengthen Employer Partnerships to Expand Work-Based Learning
- Continue to Support and Expand STEM Career Pathway Accessibility for Underrepresented Students

*"...when we have industry partners fully engaged with our advisory boards, that's where we see the greatest impact."*

**QUESTIONS?  
CONTACT US!**

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# FROM INSIGHT TO ACTION: SACRAMENTO K-16 COLLABORATIVE GOALS

## GOAL 1: SEND AN ADDITIONAL 1,300 YOUNG MEN OF COLOR TO UC DAVIS AND SACRAMENTO STATE BY 2025 AND 2026.

### IMMEDIATE ACTIONS:

- Expand targeted outreach & mentorship.
- Strengthen culturally responsive advising.
- Facilitate transfer support workshops.
- Embed proactive retention supports.

### SUSTAINABILITY STRATEGIES

- Institutionalize mentoring & affinity-based retention programs.
- Expand scholarships & financial aid programs.
- Engage in data-driven program improvement.

## GOAL 2: TRIPLE THE NUMBER OF THE REGION'S STUDENTS WHO CAN GRADUATE FROM HIGH SCHOOL WITH BOTH A DIPLOMA AND THE FRESHMAN YEAR OF COLLEGE COMPLETED BY 2026.

### IMMEDIATE ACTIONS:

- Standardize dual enrollment policies.
- Expand dual enrollment pathways in CTE fields.
- Address faculty shortages in dual enrollment.

### SUSTAINABILITY STRATEGIES

- Expand regional data-sharing to inform dual enrollment program improvements.
- Secure state and philanthropic funding to support ongoing faculty training and program expansion.
- Embed dual enrollment equity goals in LCAP plans.

## GOAL 3: TRIPLE THE NUMBER OF STUDENTS WHO CAN GRADUATE HIGH SCHOOL FROM HEALTHCARE AND ENGINEERING PATHWAYS THAT ARTICULATE TO APPRENTICESHIPS OR STACKED POSTSECONDARY CERTIFICATES AND DEGREES.

### IMMEDIATE ACTIONS:

- Enhance employer partnerships for career exposure.
- Address STEM faculty shortages.
- Align K-12 coursework with industry standards.

### SUSTAINABILITY STRATEGIES

- Develop a regional healthcare & STEM talent pipeline strategy.
- Institutionalize industry advisory boards.
- Expand funding for STEM and healthcare scholarships.

## GOAL 4: AWARD 2,000 DEGREES AND/OR CERTIFICATES TO ADULTS WHO HAVE EARNED BUT NOT CLAIMED THEM, 2,000 DEGREES AND/OR CERTIFICATES TO COMEBACKERS, AND 4,000 "REVERSE TRANSFER" COMMUNITY COLLEGE DEGREES AND/OR CERTIFICATES BY 2026.

### IMMEDIATE ACTIONS:

- Bolster the Comebacker Campaign.
- Expand direct admission and reverse transfer agreements.
- Strengthen wraparound supports for adult learners.

### SUSTAINABILITY STRATEGIES

- Sustain the Comebacker Campaign permanently.
- Leverage workforce partnerships for tuition aid.
- Leverage the data-sharing agreement to develop a permanent infrastructure for tracking adult learner outcomes.

## GOAL 5: ACHIEVE HISPANIC SERVING INSTITUTION (HSI) STATUS FOR COLLEGES AND UNIVERSITIES THROUGH THE FULL POSTSECONDARY CONTINUUM.

### IMMEDIATE ACTIONS:

- Expand Latinx student recruitment efforts.
- Increase Latinx participation in dual enrollment and transfer pathways.
- Promote financial aid and scholarship access.

### SUSTAINABILITY STRATEGIES

- Institutionalize HSI-aligned student success initiatives.
- Secure long-term funding through Title V HSI grants.
- Strengthen retention and degree completion efforts.
- Foster inclusive campus environments.