



**Bridges to Career Opportunities  
Financial Opportunity Center  
National Meeting**

**BCO 101 Session**

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# Today's Session

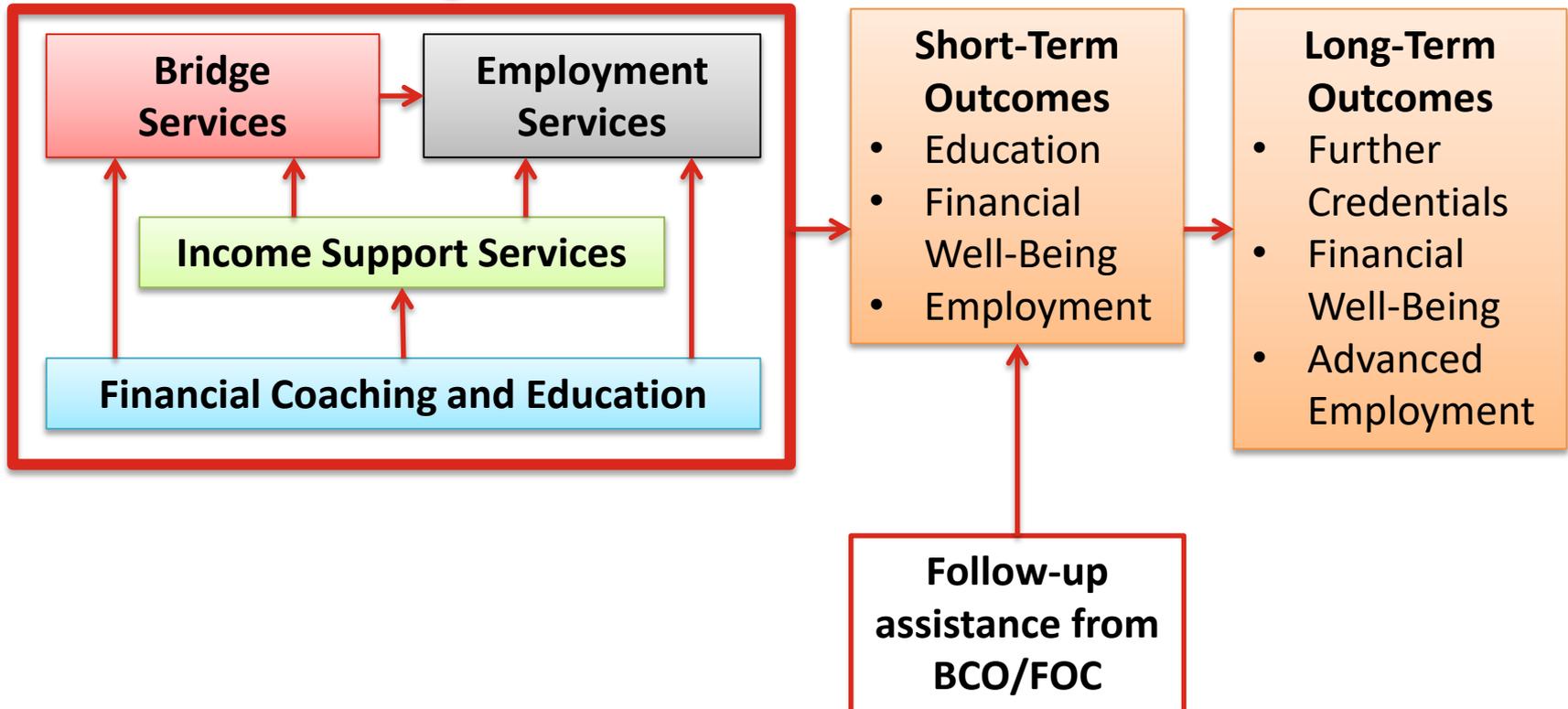


- Overview of BCO Model Components
- Considerations for Implementation
- Small Group Discussions and Feedback on BCO Components
  - What activities or approaches regarding BCO services have worked for your program?
  - What questions about BCO do you have?
  - What challenges has your program faced or do you think your program would face in implementing BCO services?

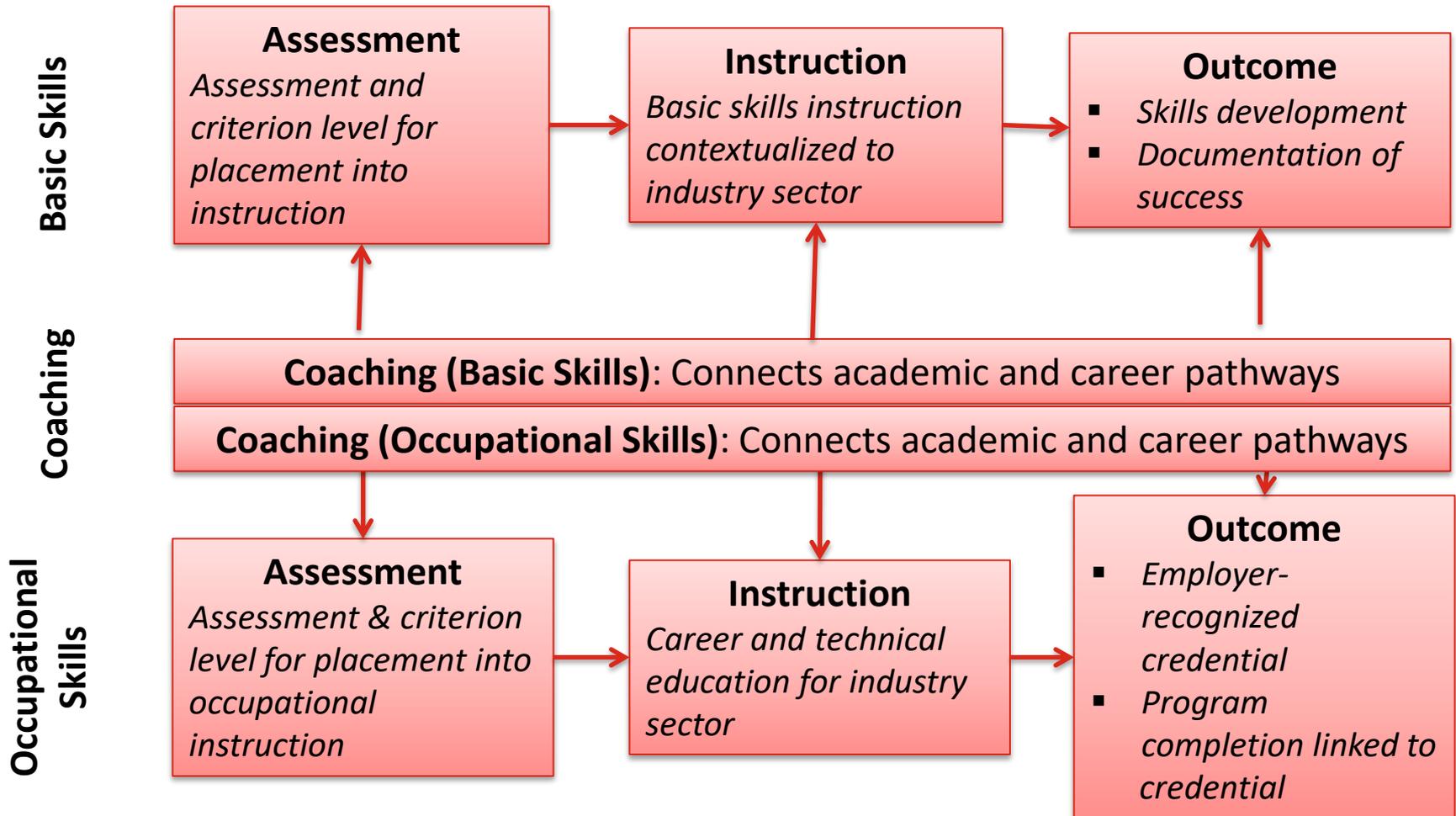
# BCO Model



## BCO Program



# BCO Bridge Services



# Bridge Component Activities



## 1. Instruction is designed to:

a. Address an explicit career pathway in a growth sector or industry

b. Include an academic pathway that accompanies the career pathway

c. Teach basic skills that boost math, reading, English, and/or digital literacy:

- to the level clients need to access community college, vocational training, or other credentialing programs
- that are contextualized to a specific sector/industry or career path and prepares clients for occupational skills training and “middle-skills” jobs

# Bridge Component



**d. Based on an industry-specific curriculum that is aligned with a career pathway**

**e. Enable clients to attain “industry-recognized” credentials that lead to postsecondary credential or degree**

**f. Have a measurable endpoint (e.g., skill gain, placement test score for next educational program, credential) or clearly defined completion criteria**

# Bridge Component



## 2. Assessment

- a. Is used to determine client participation and involves the specification of criterion levels on skills assessments or “clearly defined entry criteria”
- b. Involves the administration of pre-and post-test skills assessments to clients

## 3. Career Coaching

- a. Is provided on an ongoing basis during instruction
- b. Connects the academic & career pathways for clients

# BCO Implementation Components: Financial Coaching/Education



## Financial Coaching/Education Component Activities/Characteristics

Combined Financial Assessment (CFA): includes initial Baseline Profile (only completed once); and client budget, balance sheet, credit profile, and vision (completed initially and then updated each time a change in income, expenses, assets, liabilities, or goals occurs)

Regular one-on-one interaction with clients concerning financial status is conducted through bridge program and beyond

Credit report is run at least every 6 months during client's participation

Financial products are used in coaching clients

Financial workshops may be integrated into contextualized ABE or bridge course

# BCO Implementation Components: Income Supports



## **Income Supports Activities/Characteristics**

Client's screening of public benefits is conducted, including SNAP, medical benefits, rental assistance, childcare subsidies

Clients are connected to supports to enable them to remain in training

Client's supports are reassessed as client's situation changes (e.g., new job, returning to school)

# BCO Implementation Components: Employment Services



## Employment Services Activities/Characteristics

Assistance is provided to clients in preparing job search materials (e.g., resume, cover letter )

Counseling or coaching on job searching, employment retention, and career advancement is provided to clients

Support is provided to clients as necessary as clients explore career pathway

Placement or job opportunities are discussed with clients

Job advancement opportunities are discussed with clients, especially when the client's career path/ladder is first articulated

# BCO Implementation Components: Other Requirements



## Employment Services Activities/Characteristics

Target populations(s) of participants for BCO intervention is specified in terms of clients' skill level. Other relevant characteristics

Employment coaching, financial coaching, and income supports are delivered in an integrated fashion

The Bridge component is designed as the “platform” for FOC services

Supports for clients begin in the Bridge services and continue post-placement

BCO staff develop connections with employers

The supports provided in the BCO services occur at one physical location

## Panel: Considerations for Implementation



- Planning the integration of BCO and FOC
- Structuring bridge services
- Introducing financial coaching, education, and asset assessment
- Delivering employment coaching—role of employer partnerships, types of information to provide and when to provide

# Small Group Discussions



- **Discuss each question for 8 minutes:**
  - What activities or approaches regarding BCO services have worked for your program?
  - What questions about BCO do you have?
  - What challenges has your program faced or do you think your program would face in implementing BCO services?
  
- **Report out key points**