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**

- **Bridge Services**
- **Employment Services**
- **Income Support Services**
- **Financial Coaching and Education**

**Short-Term Outcomes**
- Education
- Financial Well-Being
- Employment

**Long-Term Outcomes**
- Further Credentials
- Financial Well-Being
- Advanced Employment

Follow-up assistance from BCO/FOC
BCO Bridge Services

**Basic Skills**

**Assessment**
Assessment and criterion level for placement into instruction

**Instruction**
Basic skills instruction contextualized to industry sector

**Outcome**
- Skills development
- Documentation of success

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**Occupational Skills**

**Assessment**
Assessment & criterion level for placement into occupational instruction

**Instruction**
Career and technical education for industry sector

**Outcome**
- Employer-recognized credential
- Program completion linked to credential

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**Coaching**

**Coaching (Basic Skills):** Connects academic and career pathways

**Coaching (Occupational Skills):** Connects academic and career pathways
### 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
## Financial Coaching/Education Component Activities/Characteristics

<table>
<thead>
<tr>
<th>Activity/Characteristic</th>
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<tbody>
<tr>
<td>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)</td>
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<tr>
<td>Regular one-on-one interaction with clients concerning financial status is conducted through bridge program and beyond</td>
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<tr>
<td>Credit report is run at least every 6 months during client’s participation</td>
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<tr>
<td>Financial products are used in coaching clients</td>
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<td>Financial workshops may be integrated into contextualized ABE or bridge course</td>
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## BCO Implementation Components: Income Supports

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<tr>
<th>Income Supports Activities/Characteristics</th>
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<tbody>
<tr>
<td>Client’s screening of public benefits is conducted, including SNAP, medical benefits, rental assistance, childcare subsidies</td>
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<tr>
<td>Clients are connected to supports to enable them to remain in training</td>
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<tr>
<td>Client’s supports are reassessed as client’s situation changes (e.g., new job, returning to school)</td>
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## BCO Implementation Components: Employment Services

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<thead>
<tr>
<th>Employment Services Activities/Characteristics</th>
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<tbody>
<tr>
<td>Assistance is provided to clients in preparing job search materials (e.g., resume, cover letter)</td>
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<tr>
<td>Counseling or coaching on job searching, employment retention, and career advancement is provided to clients</td>
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<tr>
<td>Support is provided to clients as necessary as clients explore career pathway</td>
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<tr>
<td>Placement or job opportunities are discussed with clients</td>
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<tr>
<td>Job advancement opportunities are discussed with clients, especially when the client’s career path/ladder is first articulated</td>
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### Employment Services Activities/Characteristics

<table>
<thead>
<tr>
<th>Description</th>
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<tbody>
<tr>
<td>Target populations(s) of participants for BCO intervention is specified in terms of clients’</td>
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<tr>
<td>skill level. Other relevant characteristics</td>
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<tr>
<td>Employment coaching, financial coaching, and income supports are delivered in an integrated</td>
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<tr>
<td>fashion</td>
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<td>The Bridge component is designed as the “platform” for FOC services</td>
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<tr>
<td>Supports for clients begin in the Bridge services and continue post-placement</td>
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<tr>
<td>BCO staff develop connections with employers</td>
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<tr>
<td>The supports provided in the BCO services occur at one physical location</td>
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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