



Executive Summary

Kevin Dobson
Founder/ Director

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Introduction

The nature of work has changed dramatically in recent years yet schools by and large have remained the same. In the past, jobs were divided between blue and white collar. Schools traditionally have addressed this by having two clearly defined paths. One towards a job and another towards college. With the evolution of technology there is an ever expanding need to prepare for jobs that are increasingly looking like they are blue and white striped. It is critical to educate our youth in a manner that prepares them for the world ahead. Transferable skills and real world learning are more important than ever.

Early college high schools blend college and high school curriculum while removing barriers and increasing access to higher education for young people. This is accomplished through a rigorous curriculum and numerous student supports. Ideally, early college high schools are located on or within close proximity to a community college partner. Pathways should be clearly articulated and ultimately culminate in tangible degree or industry level certifications.

Capital College & Career Academy (CCCA) will address a critical need here in the Sacramento area to increase educational attainment while providing students with the skills and certifications necessary to become change-makers in their community. The school will target incoming 9th-grade students who are motivated learners looking for a hands-on academic experience. CCCA will provide a one of a kind learning experience. Students graduating from our school will possess tangible credentials and experiences making them more attractive to employers and colleges than their peers. With these credentials and certifications a 18 year old graduate from Capital College & Career Academy will possess something that no other 18 year old in the region has thus putting them on a pathway for future success.

The school culture will be built through hands-on learning, individual student supports, and real world experiences. Graduates will embody the five pillars of Capital College & Career Academy; innovation, responsibility, collaboration, critical thinking, and leadership

Description of the School

Capital College & Career Academy will be located in close proximity to our community college partner. Current discussions have pursued the possibility of being located directly on the college campus. In collaboration with our commercial realtor the team has been identifying sites in close proximity to regional transit to allow greater student access. Numerous research articles have suggested that students have significantly more success when they are integrated directly with a college partner. While attending CCCA all students will have the opportunity to pursue an associates degree while engaging in concentrated high level skills development in one of three main construction trades: carpentry, electrical or plumbing. This school will begin with an initial Freshman class of 55 students with a plan to increase enrollment over the next five years to a target of 100 students per grade. Categorized as an Early College High School, CCCA will utilize a 4+1 model serving students in grades 9-12 with students having the option of returning for an additional year of support. From day one, students will engage with a curriculum that integrates both work-based learning and project-based learning. Students will spend time taking college courses and participating in hands-on learning opportunities such as building tiny homes and on the job training. To assist with the transition to the rigorous college ingrained curriculum students will take a summer college success course prior to the start of their freshman year. To measure student growth over time and their proclivity towards certain skills students will participate in the ASVAB each year in which they are enrolled.

During the fall of freshman year students will be provided with the foundational skills needed for the construction trades with a heavy emphasis on safety. During this fall semester, a collaboration with the Northern California Chapter of Associated Builders and Contractors will provide students with their OSHA 30 and CPR certificates. Discussions are also ongoing with the carpenters union who has also expressed interest in providing students with these certifications. Students will also articulate goals, create a resume, and create a digital portfolio all of which will be added to monthly during their time at CCCA. The school is currently in discussion with several ARVR providers to assist in this job site training. During their spring semester of Freshman year, the school will host a job fair where students for their first time will explore a particular trade through a partnership with a local company. Built into these career exploration hours students will have numerous reflections tied to their seminar course. Students will spend at least 20 hours shadowing a project manager or other project lead as they seek to gain a deeper understanding of the trades.

During Sophomore year students will go through two more rounds of these work-based explorations. The goal is for students to identify what type of trades and work environments they are most comfortable with. The hours completed during these exploratory phases will be applied to several programs geared to students interested in the trades. At the end of their Sophomore year, students will be fully outfitted with their own personal toolsets through partnerships with Harbor Freight, Platt Electrical, and United Rental. On campus students will continue to work through their A-G approved core curriculum. These traditional core courses will emphasize cross-curricular collaboration with a heavy emphasis on project-based

Capital College and Career Academy

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learning through the students' Career Technical Education course. The CTE course will build on the foundational skills established during their first semester on campus while expanding their hands-on competency through the construction of tiny homes and containers. To develop the curriculum CCCA is partnering with industry professionals, the Los Rios Community College District, National Center for Construction Education and Research (NCCER), and the California Department of Education.

At the start of the students Junior year another job fair will be held on campus. At this point, Junior students will be "married" to a company for the next three years. Students will participate in the Work Experience Education curriculum that allows them to do tangible work on a job site while receiving high school credit. At this point, students will dive head first into the NCCER curriculum. The curriculum will be digitized so that each journeyman can check off the work students are doing on the job site. This digitalization will also help the school facilitate more targeted discussions as the students move towards completion of the curriculum. As students move closer to the completion of their associates degree the amount of college courses increases. The addition of a summer bridge program has also been discussed to assist students who may be struggling with the rigorous course load.

During students' senior year they will have the opportunity to participate in a number of community college courses as they move closer to their certification or degree completions. All seniors are enrolled in a capstone course where many of the career skills that have been taught throughout their years at CCCA is refined. The course culminates with a final portfolio presentation in front of staff and industry and community leaders where students articulate their growth and competency in the five pillars of a CCCA student: innovation, responsibility, collaboration, critical thinking, and leadership.

The goal is that at graduation every student will possess a college certificate or an associate's degree, their NCCER certification, trade specific certifications, and a vast array of on the job training truly preparing them for the world ahead. Instead of college and career ready, students will be college accelerated and job prepared.

School Purpose

The school's purpose can best be expressed through our mission and vision. Capital College & Career Academy's mission is that all students will be enrolled in a post-secondary institution or employed within six months of graduation. The school's vision states, "Our vision is to create an educational environment where students are college accelerated and job prepared. Students will be a beacon of hope for their communities as they transition into adulthood with the skills and experience required to make a living wage. Students will have obtained their NCCER accreditation, a full associate's degree, and up to two years of certified apprenticeship training in either electrical, carpentry, or plumbing. These deliverables will provide a life-changing opportunity for students who, upon graduation will have the real-world experience and the tangible skills that will allow them to succeed not just today but for years down the road."

The goal of CCCA is to empower young people to be critical thinkers through hands-on learning. By seamlessly integrating the NCCER curriculum and college level course work students are provided direct pathways to college and or a career. At graduation, students will face three equally appealing options. Graduates are prepared for any four-year university. We have developed five feasible pathways for our high school students. All students will have the opportunity to obtain either a certificate in Construction or Green Energy. For accelerated students we have developed three different pathways that culminates into associates degrees for either Construction, Architecture, or Engineering. Graduating students could also enter their trade specific apprentice program at an accelerated level. To accomplish this conversations are ongoing with the various apprenticeship programs included with Western Electrical Contractors Association, Inc (WECA), Carpenters Local #46, Plumbing- Heating- Cooling Contractors Association (PHCC), and with the Northern California Chapter of Associated Builders and Contractors. Lastly, students could seek immediate employment in their trade focus recognizing that they have two years of foundational training coupled with two years of intensive on the job training. Other similar programs ACE Charter High School and Career Education Charter High School noted that many students are employed in a trades beginning as early as their junior year of high school.

Financial Considerations

Through our nonprofit 501(c)(3), CCCA is looking to cover initial startup costs including legal fees. We have two rounds of fundraising planned as we work towards our charter submission. In phase one CCCA is looking to fundraise \$30,000 to cover the cost of our final charter petition review, legal fees, advertising, promotional materials, and community outreach. All initial donors will be recognized as "Founders." These founders would be recognized on their own page of our [website](#). We do have two levels; *Gold Sponsors* for those organizations making donations of \$5,000 and above and Silver Sponsors for those donating between \$1,500 and \$5,000. In addition to being recognized on the webpage, all Gold Sponsors would be included in all promotional material as we begin our push for petition signatures.

If only relying on average daily attendance for funding, the school will run a deficit through the first year. Our phase two fundraising efforts will look to address this initial budget deficit. We have already received several large commitments for quarter one of 2021. By year two projections show a surplus of approximately \$300,000.

With that being said it is important to the CCCA executive team that the school builds a strong culture of success from the outset. Therefore, we are projecting an initial freshman class of only 55 students. This funding gap must be addressed through outside donations and grant funding. One such grant that CCCA is targeting is the Public Charter Schools Grant Program. As we transition into our first school year we will be working closely with both our back office provider Charter Impact and our community partners. As required by the California Department of Education this provider, will fully outline a three and five-year budget as part of the charter petition

If the school is located on the college campus this would offset some of the initial costs associated with a location. With a small initial class, we will focus heavily on developing a positive and effective school culture laying the foundation for the years ahead. While this initial launch is taking place we will simultaneously seek funding through various CTE grants both on the state and federal level to support our program and to best meet the needs of students. By year five we are targeting the acquisition of a new facility of approximately 13,000 square feet to foster collaboration amongst our business partners, our community college connections and our student's needs.

Additional Information

The purpose of a school is to be representative of the community within which it is situated. The school is looking at closing the achievement gap by targeting students who will be first in their family to attend college. Through close partnerships with the Girl Scouts Heart of Central California and the Sacramento Regional Builders Exchange CCCA hopes to bring more women and minorities into the trades by exposing students to the construction industry at an earlier age. We find that our concept will not only benefit the students directly being served by the program but also the community at large. Graduates will have the skills required to make a living wage while entering directly into a lifelong career. Moreover, overall educational attainment rates will increase thanks to the deliverables provided upon graduating. While the curriculum will be rigorous ample research exists showing the power such programs can have in transforming individuals' lives.

Capital College & Career Academy directly benefits the construction trades by providing a superior product. Graduates will have completed two years of exploratory work followed by three years of trade specific on the job training. Employers will play a hands-on role in educating these future employees through direct interaction. These companies will be assured that graduates are not only experienced but also safety certified. Moreover, we hope to open our campus up to the various trade organizations during off hours thus providing a state of the art facility for all of their training needs. Lastly, through our marketing efforts and middle school pipeline, we truly feel that our program provides an essential opportunity for underserved populations to gain access to meaningful careers.

For our community college and higher education partners, our model with the various supports, provides a direct pathway to graduation. Increasing enrollment and retention as students transition into full time college status. Our third-party certification programs can also be used to distinguish these partner institutions as high performers. Moreover, this diversity of courses being offered can provide greater opportunities for learning than traditional associate level students. Last but not least, our pipeline with students graduating with an associates degree in no more than five years provides ample opportunities for success stories.

Current Board Members

Jerry Bell	Founder & President, Bell Brothers HVAC
Jordan Blair	Communications Director & Executive Director, SRBX Education Foundation
Timothy Blood	Preconstruction Manager, Turner Construction
Edith Espinoza	Educator & English Language Coordinator, Elk Grove Unified School District
Linda Farley	Chief Executive Officer, Girl Scouts Heart of Central California
James Moore	Case Manager, Volunteers of America
Stephanie Hannah	Director of Finance & Accounting, Sebastian Corporation

Letters of Support



May 6, 2020

To Whom It May Concern:

The Sacramento Regional Builders Exchange (SRBX) was founded in 1901 and represents the interests of the commercial construction industry in the Greater Sacramento Region. Our 1,000+ membership roster consists of General Contractors, all subcontracting trades, architects, engineers and material suppliers. SRBX is pleased to support the development of the Capital College and Career Academy.

The one constant we hear from our members is that they are concerned with the future employment needs of their companies. For every five construction trade professionals that retire from the industry, only one apprentice is entering. In order to meet the growing needs of the industry, the pipeline of skilled workers must be expanded. The Capital College and Career Academy is sorely needed.

SRBX looks forward to working with the students, teachers, and parents of the Capital College and Career Academy in creating a charter school that will benefit the greater Sacramento Community. Please do not hesitate to contact us with any questions you may have.

Sincerely,

A handwritten signature in black ink, appearing to read "Timothy A. Murphy".

Timothy A. Murphy
Chief Executive Officer

Capital College and Career Academy

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Erik Tickler
Valdez Painting, Inc.

TAX ID # 20-0595531

May 6, 2020

To Whom It May Concern:

The Construction Industry Education Foundation (CIEF), founded in 2004 for the mission of developing unique and expanded workforce development programs in the built environment throughout the California, is pleased to support the development of the Capital College and Career Academy.

Annually, we work with more than 400 companies in construction, architecture, and engineering, and 75 high schools throughout California, providing competitions, summer camp, and mentorship opportunities for students to explore career opportunities in the built environment. When opened, Capital College and Career Academy is planned to be the only high school in the region that blends rigorous college courses with real-world curriculum which culminates in a college degree or certificate and industry-recognized credentials.

In order to meet the growing needs of our community members – housing, education, health care, entertainment – we must expand the pipeline of skilled workers and this school has the opportunity to do just that.

CIEF is presently acting as the fiscal agent for the Capital College and Career Academy's fundraising efforts and will continue to assist in the development and fundraising efforts in accordance with the school's charter petition and under advisement from the school's board of directors.

We look forward to working with the students, teachers, and parents of the Capital College and Career Academy in creating a charter school that will benefit the greater Sacramento Community. Please do not hesitate to contact us with any questions you may have.

Sincerely,

A handwritten signature in black ink, appearing to read "Jordan Blair", is written over a light blue horizontal line.

Jordan Blair
Executive Director
SRBX Education Foundation

Construction Industry Education Foundation
5370 Elvas Ave., Sacramento, CA 95819 | 916.465.8345 | cie.foundation



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McKinsey & Co.

Stacey Shelnut-Hendrick
Crocker Art Museum

Elena Soto-Chapa
San Juan Unified School District

CEO
Linda E. Farley, Ed.D.

May 20, 2020

To Whom It May Concern:

Girl Scouts Heart of Central California (GSHCC) serves nearly 18,000 girls in 18 counties in Northern and Central California. As the premier leadership development organization for girls, we not only encourage girls to engage in STEM, we provide many different types of STEM activities.

Though not gender-specific, the Capital College and Career Academy will be a wonderful school option for girls to take their STEM interests to another level. The combination of college courses and hands-on curriculum that results in industry-recognized credentials will give girls a significant advantage.

As the only high school of this type in the region, Capital College and Career Academy has the opportunity to influence and impact the needs of the area. There is clearly a shortage of trade professionals and the Academy will help address this shortage.

GSHCC is pleased to support the creation of Capital College and Career Academy and looks forward to encouraging girls to participate.

Sincerely,

A handwritten signature in black ink, appearing to read "Linda E. Farley".

Linda E. Farley, Ed.D.
Chief Executive Officer

girlscoutshcc.org

**Sacramento Regional Program Center
and STEM Center + MakerSpace**
6601 Elvas Avenue
Sacramento, CA 95819
t 800.322.4475 • f 916.452.9182

**Modesto Regional Program Center
and STEM Center + MakerSpace**
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Modesto, CA 95355
t 209.545.3620 • f 209.545.3621

Stockton Regional Office
1212 W Robinhood Drive
Stockton, CA 95207
t 800.322.4475 • f 209.473.4446

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7600 North Palm Ave.
Fresno, California 93711

559.432.5800

sebastiancorp.com



May 20, 2020

To Whom It May Concern:

Sebastian, was founded in 1946 for the mission to provide people with a great place to work and the opportunity to prosper, serving our communities, company and customers. Throughout the years the company has evolved to include communications, low voltage, electrical and underground construction services throughout central and northern California valleys. Sebastian supports good works and charities and encourages civic improvements and better education. We are pleased to support the development of the Capital College and Career Academy.

Annually, we work with many companies in construction, and many high schools and colleges throughout California, providing mentorship opportunities for students to explore career opportunities in the built environment. When opened, Capital College and Career Academy is planned to be the only high school in the region that blends rigorous college courses with real-world curriculum which culminates in a college degree or certificate and industry-recognized credentials.

In order to meet the growing needs of our community members – housing, education, health care, entertainment – we must expand the pipeline of skilled workers and this school has the opportunity to do just that.

Sebastian is presently acting as a support agent for the Capital College and Career Academy's fundraising efforts and will continue to assist in the development and fundraising efforts in accordance with the school's charter petition and under advisement from the school's board of directors.

We look forward to working with the students, teachers, and parents of the Capital College and Career Academy in creating a charter school that will benefit the greater Sacramento Community. Please do not hesitate to contact us with any questions you may have.

Kind regards,

William S. Barcus, President
Sebastian

Capital College and Career Academy

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May 26, 2020

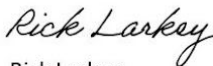
Interested persons:

The North State Building Industry Association Foundation (BIAF) supports the establishment and development of the Capital College and Career Academy. When opened, Capital College and Career Academy is planned to be the only high school in the region that blends rigorous college courses with real-world curriculum which culminates in a college degree or certificate and industry-recognized credentials. We will recruit industry members to participate in curriculum/program advisory committees, engage in work based learning activities including internships, and offer employment to graduating students.

A variety of employment opportunities continue to exist. The BIAF was founded in 2007 for the purpose of meeting the workforce development, research, and community service needs of the home building industry. We work with more than 550 companies in 22 high schools, five community colleges, two universities, and a variety of community based and government training organizations in the greater Capital region.

We look forward to working with the students, teachers, and parents of the Capital College and Career Academy in creating a charter school that will provide students the opportunity to seek gainful and meaningful careers in the construction industry.

Respectfully,



Rick Larkey
Executive Director

1536 Eureka Road
Roseville CA, 95661
916 677 5717



m1b.com

To Whom in May Concern:

June 2, 2020

MarketOne Builders (M1B) is a commercial construction company headquartered in Sacramento, California. We are pleased to support the establishment and development of the Capital College and Career Academy.

In business for over 20 years, M1B has delivered on some of the most demanding projects in Northern California, ranging from urban renovations, commercial office, healthcare, hospitality, life science, industrial, retail, multi-family and mission critical facilities. We have seen first-hand the need to add to the construction workforce to ensure that the future demands of construction are met with the trained talent that they require. Construction trades desperately need new entrants into the field, and we believe that the Capital College and Career Academy will go a long way to help ensure opportunity and development of our local workforce.

Please don't hesitate to contact me if I can provide you with additional information.

Sincerely,

Wendy Nelson
Director, Strategic Partnerships
MarketOne Builders

1200 R Street, Suite 150
Sacramento, CA 95811
T | 916.928.7474
F | 916.928.7475
CA License #737694

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To Whom It May Concern,

June 15, 2020

Bell Brothers Plumbing Heating and Air Conditioning is a residential home service company located in Sacramento California. We are happy to support the establishment and development of the Capitol College and Career Academy.

We are one of the largest residential retrofit HVAC, Plumbing, Windows and Insulation companies in Northern California and have felt the need for trained carpenters, plumbers and technicians for several years. So much so that we have implemented our own in-house training to fill the void. The construction industry is in desperate need for more vocational construction training for young adults coming into the workforce and that's why I believe Capitol College and Career Academy will be a huge help to fill that void.

Please contact me if you have any questions or if I can be of help in anyway.

Sincerely

Jerry Bell

Bell Brothers

916-275-4986



To Whom This May Concern,

NCCER is a not-for-profit 501(c)(3) education foundation created in 1996 as The National Center for Construction Education and Research. It was developed with the support of more than 125 construction CEOs and various association and academic leaders who united to revolutionize training for the construction industry. This progressive program has evolved into curricula for more than 70 craft areas and a complete series of more than 70 assessments offered in over 6,000 NCCER-accredited training and assessment locations across the United States.

We offer construction and maintenance curriculum and assessments with portable credentials. These credentials are tracked through NCCER's Registry System that allows organizations and companies to track the qualifications of their craft professionals and/or check the qualifications of possible new hires. NCCER's Registry System also assists craft professionals by maintaining their records in a secure database.

Our workforce development process of accreditation, instructor certification, standardized curriculum, registry, assessment, and certification is a key component in the industry's workforce development efforts. NCCER also drives multiple initiatives to enhance career development and recruitment efforts for the industry, primarily through its Build Your Future initiative.

As shown above, NCCER has a number of resources from research to curriculum that can support Capitol College and Career Academy as they develop their school and construction program. With a nationwide need of 1.5 million craft professionals by 2023, we are excited that Capital College and Career Academy understands the importance of building our future industry craft workers and leaders, and has taken the initiative to help this cause. This program will not only benefit the industry as a whole; however, it truly will change the lives of all students, parents and community members involved. It will take a village to accomplish this task and we at NCCER are committed to helping those that believe in building the next generation of craft professionals. CCCA has proven to be a great partner and leader with driving this mission and we are here to support them throughout their endeavors.

Best Regards,

Ashleigh Potuznik
Senior Workforce Development Director
NCCER

13614 Progress Boulevard, Alachua, Florida 32615
p. 888.622.3720 f. 386.518.6303
www.nccer.org

Capital College and Career Academy

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December 7, 2020

To Whom It May Concern,

We are writing to express our support for the approval of the Capital College & Career Academy (CCCA) proposal for sponsorship by the Twin Rivers Unified School District (TRUSD). We believe that Capital College & Career Academy will be an incredible asset to the TRUSD and be of great benefit to the children, families, and local community.

CCCA mission of preparing tomorrow's workforce today by empowering young students to be critical thinkers who are college and workforce ready, doing so by allowing students to work at an accelerated pace focused on the trades of plumbing, electrical or carpentry. Students will have the ability to obtain a full associates degree, NCCER accreditation and the hands-on training to make them an asset to the construction industry as well a means to support their families and communities.

Associated Builders and Contractors, Northern California Chapter has a long history of training and promoting a positive image in the construction industry, while serving the Northern California community for more than 40 years. As an active organization, and good corporate citizen, we believe it is part of our responsibility is to respond to community education and training needs. We look forward to supporting and partnering with Capital College & Career Academy on their quest to shape and mold the young minds our future workforce.

We at Associated Builders and Contractors, Northern California Chapter support the approval of the Capital College & Career Academy to serve students in our community.

Sincerely,

Michele Daugherty
ABC NorCal President / CEO

Collaborators



Note: This list does not indicate legal agreements or formal MOUs with the following organizations or institutions but rather those that have provided and continues to provide input and guidance. Several of these organizations and institutions may in the future explore more legally binding agreements with Capital College & Career Academy.