

Albritton, Jeff

**Page: Basic Information**

**Nominator Information**

Please provide your information as the nominator of this partnership.

**Your Name**

Albritton, Jeff

**Email Address**

albritton.j@monet.k12.ca.us

**Title**

Senior Director, Vocational and Alternative Education

**Employer**

Modesto City Schools

**Phone Number**

209-492-4222

**Your Relationship to the Partnership?**

Three years ago E & J Gallo Winery invited local districts to the table to discuss their future workforce. We found common ground and developed goals that can be seen in our CTE classrooms and a better skilled workforce for Gallo.

**The Partners: Business & Industry**

Please provide basic information on the business and industry organizations involved in the partnership.

**Business/Industry Partner 1**

**Business/Organization Name**

E & J Gallo Winery

**Address**

600 Yosemite Blvd  
Modesto California 95354 US

**Website**

[www.gallo.com](http://www.gallo.com)

**Main Career Clusters within Industry**

Agriculture, Food & Natural Resources, Manufacturing, Marketing, Science, Technology, Engineering & Mathematics, Transportation, Distribution & Logistics

**Point of Contact**

Rebecca Bettencourt

**Title**

Manager Workforce Development

**Email**

rebecca.bettencourt@ejgallo.com

**Business/Industry Partner 2 (if applicable)****Business/Organization Name****Address****Website****Main Career Clusters within Industry****Point of Contact****Title**

**Email**

**Business/Industry Partner 3 (if applicable)**

**Business/Organization Name**

**Address**

**Website**

**Main Career Clusters within Industry**

**Point of Contact**

**Title**

**Email**

**Provide information on any other additional business & industry partners not listed above. Also, please use this opportunity to briefly explain the unique roles of these businesses in the partnership (if there are more than one involved.)**

**The Partners: Educational Institutions & Programs**

Please provide basic information on the educational institutions and/or programs involved in the partnership.

**Education Partner 1**

**Educational Institution/Program Name**

Modesto City Schools

**Address**

426 Locust Street  
Modesto California 95351 US

**Website**

<https://www.mcs4kids.com/district>

**What type of institution is it? (If a program, where is it offered?)**

Elementary School, Middle School, High School

**Point of Contact**

Jeff Albritton

**Title**

Senior Director, Vocational and Alternative Education

**Email**

albritton.j@monet.k12.ca.us

**Education Partner 2 (if applicable)**

**Educational Institution/Program Name**

**Address**

**Website**

**What type of institution is it? (If a program, where is it offered?)**

**Point of Contact**

**Title**

**Email**

**Education Partner 3 (if applicable)**

**Educational Institution/Program Name**

**Address**

**Website**

**What type of institution is it? (If a program, where is it offered?)**

**Point of Contact**

**Title**

**Email**

**Provide information on any other education partners not listed above. Also, please use this opportunity to briefly explain the unique roles of these educational institutions/programs in the partnership (if there are more than one involved.)**

**Page: Support Information**

**1. What problem was this partnership developed to solve?**

Three years ago E & J Gallo Winery invited school districts in the surrounding area to the table to discuss a critical trend in their industry. Gallo Winery began in Modesto, California in the 1930's and has grown into the largest winery in the world. As Gallo has grown, they recognized a trend in both the agriculture side of their industry as well as the manufacturing side. They were not finding and hiring enough local qualified candidates that had background in manufacturing or agriculture to fill their growing needs. At the same time Modesto City Schools (MCS) was working to reinvigorate their CTE classrooms. Knowing that students needed job skills when they graduated, Modesto City Schools needed a program that brought meaning and purpose to their CTE programs and found it in their backyard. In essence this partnership would propel both agencies forward in education, training and retention of quality employees.

## **2. What steps were taken to get the partnership started?**

Critical to the partnership between MCS and E & J Gallo Winery were the staff involved. Formal meetings were held to brainstorm what a partnership would look like between these two large entities. These meetings included Gallo CEO, Joseph Gallo himself, who emphasized utilizing the local workforce. A workforce that we knew, graduated out of the local school system. Tours of facilities, both in the schools and within the company, that included Gallo vice presidents, high school principals, counselors and teachers established purpose, vision and helped set goals.

It was in the informal meetings that real clarity came to this project. Over hamburgers one day, it was established that all eight MCS high schools would be involved. Over a glass of wine, it was determined that Gallo would have a hands on approach to refining curriculum taught in the classrooms and would lead the Practicum that developed from these discussions.

## **3. Describe how the partnership was designed to support high-quality CTE.**

MCS CTE programs are all built around the high quality career and technical frameworks and the eleven high-quality components. Our partnership's Manufacturing Practicum was also designed to integrate curriculum taught in all of our industrial technology sectors along with "real world" career development tailored to the specific needs of our industry partner, a world wide giant in the manufacturing industry. For the purposes of this partnership, we have to start with the desire of making our classrooms standards based and articulated throughout the pathway. In the case of the partnership with Gallo, we knew we needed to make the CTE courses include components that fit the needs of our business partner. We started with all of our Industrial Technology courses that included Agriculture and Natural Resources, Building Trades and Construction, Engineering and Design, and Manufacturing and Product Development Sectors. In our eight high schools at MCS we have at least one of these sectors in every school. We wanted to ensure access to this partnership for students at all eight of our schools. So we developed an application process. The process began with scheduled visits to each of our high schools including our alternative education school. Gallo reps and MCS reps make presentations in December to all of the schools outlining our local job opportunities centering on Ag and Manufacturing. We reminded the students of the instruction they experience in their pathway courses have a goal of making them job ready. The Manufacturing Practicum would hone those skills engaged relevant instruction and employability skills. At the apex of this partnership is the Manufacturing Practicum's Internships with Gallo. These work based learning opportunities are offered to students who complete the manufacturing Practicum and demonstrate during the practicum and in an interview the skills Gallo is looking for in a potential employee.

**4. What were the results of the partnership? What was innovative about the partnership or its output? How did it benefit students and the community?**

The primary result of the MCS/Gallo partnership has been an increase of potential skilled employees for the area's number one job market; manufacturing and agriculture. Through the innovative Manufacturing Practicum, senior students are taught by Gallo staff all of the requisite skills of being a high quality employee. Students can demonstrate what they have learned in their pathway CTE courses. This partnership allows the community to retain these skilled workers in our city. Gallo has been a major contributor for various civic projects for the last 80 years. They pride themselves on diversity and inclusion within their business. They are responsible members of our community and work to preserve the local environment where they do business. They have supported education with various mentoring programs and scholarships. All of these characteristics are reinforced by their staff as they work with our high school seniors. The Practicum also accomplished several goals within the school district; of primary importance is demonstrating relevance within each and every CTE course. The knowledge that the skills learned in a sophomore's Ag mechanic's course will translate into a job with the area's largest employer, is a great motivator for our students. Since manufacturing and agriculture are the largest industries in our area, our schools work closely with Gallo to prepare students to enter these career fields. Gallo certainly leads the way but other companies have followed suit to model these types of partnerships. The opportunity that this partnership provides is the students that are selected for the Manufacturing Practicum, are all given the chance to apply for a summer internship. This experience places students in all facets of either the manufacturing or the agriculture side. Students are paid for their experience and have the two years of experience waived when they apply for positions offered through Gallo.

**5. What were the lessons learned during the process of building the partnership? What would you have done differently?**

Over the last three years MCS and Gallo have continued to learn. Creating, tinkering and recreating curriculum for the Manufacturing Practicum was a critical piece of the process. Thankfully, Gallo boiled down what skills they look for in an employee into ten different 3 hour lessons and while that continues to be adjusted, it serves as the base of instruction. Many of the students in the Practicum are not 18 during the Manufacturing Practicum meetings. This causes an issue with Gallo's OSHA responsibilities when it comes to having students in the facility for tours. The staff from Gallo and MCS continue to work on ways to share the experiences that can only be found on a bottling line or in a vineyard during harvest season. Students who have completed the internship and who are hired by Gallo are our best source of feedback that we use to adjust our program.

**6. Is this partnership sustainable? How do you anticipate it will change in the coming year(s)?**

The opportunity to learn from a company that has been honored with a Glassdoor Employees' Choice Award, recognizing the Best Places to Work in 2018 has been a gift for our students. Matching our goals has been the catalyst for creating this program that is now in its third year. Having a world wide recognized company take a chance on 18 year old students with no formal work experience seems like a risk. Gallo committed to the Manufacturing Practicum and dealt with internal labor groups, doubtful executives and tradition to make this work. MCS has had to take a serious look at their courses and hold them up to the high quality, research based programs of study. All of these tasks take time and commitment. This work is necessary because of the underlying goals of better prepared students going into a skills based profession that resides in the student's backyard!

**7. How long did it take to create this partnership?**

6 months - 1 year

**8. How large of an investment did the businesses and other partner(s) involved make in this partnership (time and money)?**

Gallo's participation in the creation of the Manufacturing Practicum demonstrates their commitment to MCS as well as their future workforce. Gallo dedicates several employees within the Workforce development division to actually administer the Practicum at the school site ( 12 hours a week, \$60,000 salary). These classes involve the use of manipulatives and incentives (\$500). Gallo staff sit on various advisory boards for the our different industry sectors 12 hours a school year, \$10,000 salary. Gallo believes in this program enough to encourage and send staff to present on these unique partnerships at last year's ACTE conference and various other state and national education conferences (\$25,000 salary, travel and conference expenses). The students completing the Manufacturing Practicum have the opportunity to apply for summer internships with Gallo (approx \$10,000). These paid internships are an important step that will allow these very students to apply for permanent positions within the company.

**9. Would you or an associate be willing to present a session at an ACTE event about this partnership?**

Yes