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Spring 2024 Student Success Leadership Institute

What Matters Most in Workforce Programs

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Expectations are high regarding Ohio's Community Colleges' ability to fill the workforce pipeline with qualified employees. Regardless of the industry, there are key components of workforce programs that must be addressed to attract, retain, and graduate students who will experience career success

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You control who you enroll.

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Acknowledging that your potential workforce student population includes:

▶ **Students with a negative college experience**
▶**Or Students with a negative college perspective**

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A metaphor:

The Swimming Lesson

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Given the background and perspective of the student we desire to enroll in our programs,

Successful workforce programs intentionally set themselves apart from mainstream college.

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Successful workforce programs intentionally set themselves apart from mainstream college.

What can you do right now?

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Key components of successful workforce programs

Prerequisites freshly reviewed for validity

- **Essential math skills independent of "college level."**

- **Placement via interview**

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Key components of successful workforce programs

Create "automatic" transfer pathways for Career and Technical students.

Use the "you are already approved" marketing device.

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Key components of successful workforce programs

Operate with the expectation of credit for employment experience (prior or current employment)

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Key components to successful workforce programs

▶ **Focused, short-term course schedules**.

▶ **All courses are pass/fail**

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Key components to successful workforce programs

Quick start, no cost entry term

Start during the summer

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Key components to successful workforce programs

Students receive a hands-on, at-home lab kit

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Key components to successful workforce programs

Starting a workforce program from scratch.

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Sample "chip" program

Semester 1 4 weeks (7+ credits)

- Semester 1 is free
- 3 courses 7+ credits
- Use this time to acquire funding and complete program admission

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Sample "chip" program

<u>Semester 1   4 weeks</u>

Course 1: Intro to CHIP industry/CHIP terminology (3 credits)

Course 2: Credit By Experience (CBE). Full time employment of any nature qualifies for workforce communications/team dynamics credit. Other transfer/experience credit applied to max extent. (3+ credits)

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Sample "chip" program

Semester 1   4 weeks

Course 3:   CHIP Lab - Virtual Reality (VR) experience kit. Game formatted instruction and problem solving. Self-paced lessons and games. Final project is video outlining solution process . (1-3 credits)

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Sample "chip" program

Semester 2   15 weeks (10-13 credits)

- One course every 5 weeks for the term + (CHIP Lab throughout 15 weeks)
- All course offered pass/fail

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Sample "chip" program

Semester 2   15 weeks (10-13 credits)

Course 1: Industry safety/healthy work environment. Features workplace visits and class presentations from industry leaders

Course 2: Tech 1

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Sample "chip" program

Semester 2   15 weeks

Course 3: Tech 2

Course 4: CHIP Lab (1- 3 credits)
Or
Course 4: Credit by Current Employment (CCE) applied course.

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Sample "chip" program

Credit by Current Employment (CCE) applied course.

Applied Technical Writing
Applied Technical Math
Applied Introduction to Manufacturing

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Sample "chip" program

Summary

Total semesters: 5 including first 4-week term

Total credits: 60

Total time: 14 months (includes a one week break

between each term)

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Key components

Additional suggestions

Advertise free tuition. College does the legwork to access workforce support funding.

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Key components

Additional suggestions

Marketing material – large postcard with dedicated web location.

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Key components

Additional suggestions

All courses taught by "technical" faculty.

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Key components

Additional suggestions

Create a "credit for current employment" course curriculum.

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Discussion

Share examples

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Thank you!

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