

# **National Symposium of 21st Century Community Colleges**

Strengthening Workforce Development in India for the Global Economy



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# Community Colleges Advancing Student Access to Success:

## *Innovative Partnerships and Resource Considerations*

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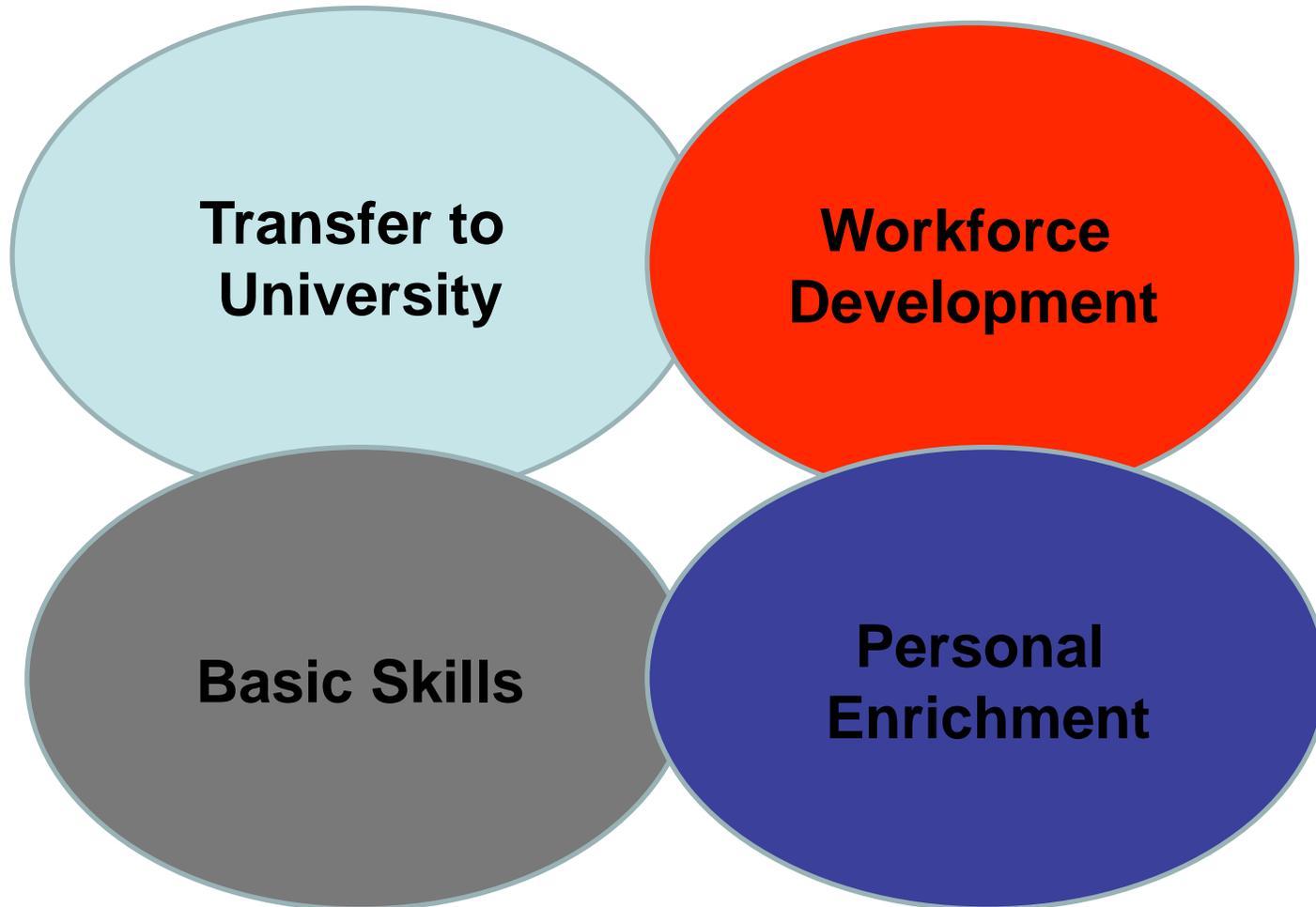
# Student Access

- Open Access for All
- Affordable Low Fees
- Accessible
- Community Oriented
- Relevance



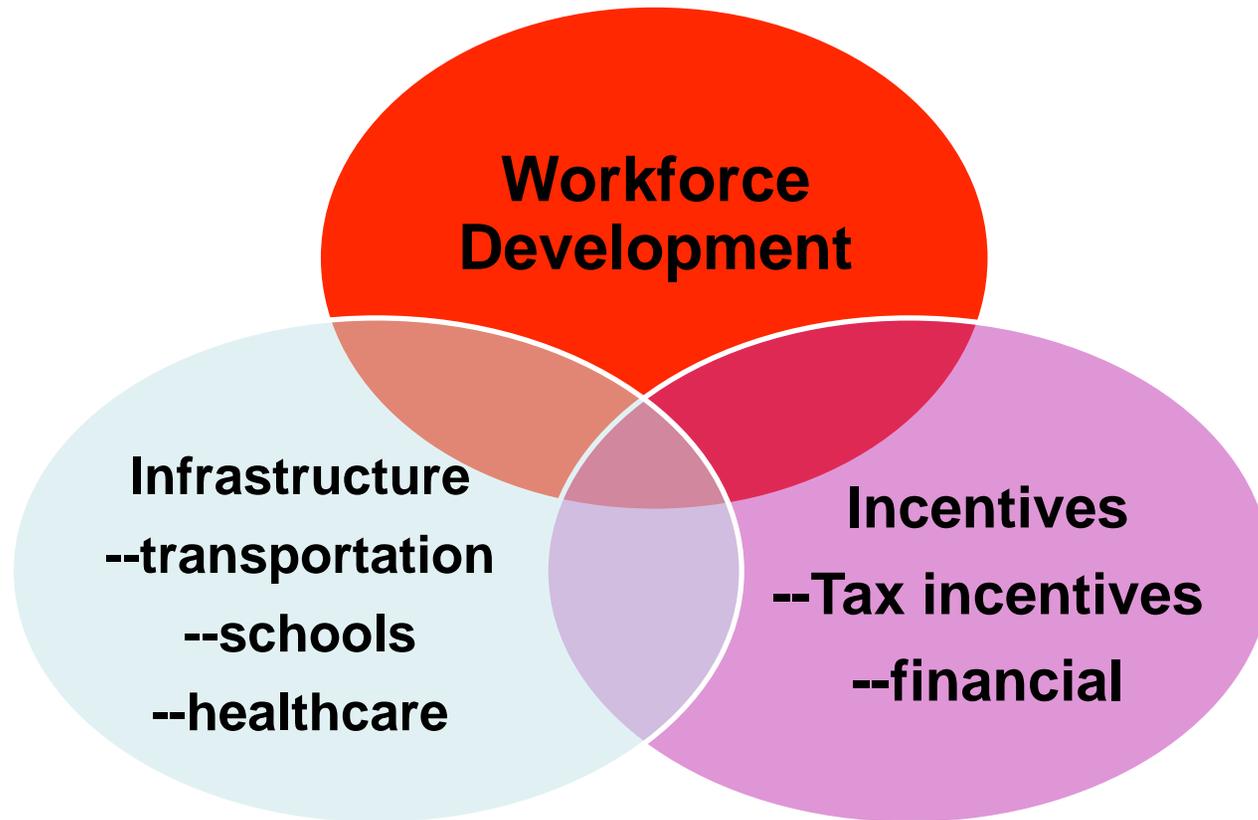
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# Success



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# Economic Development



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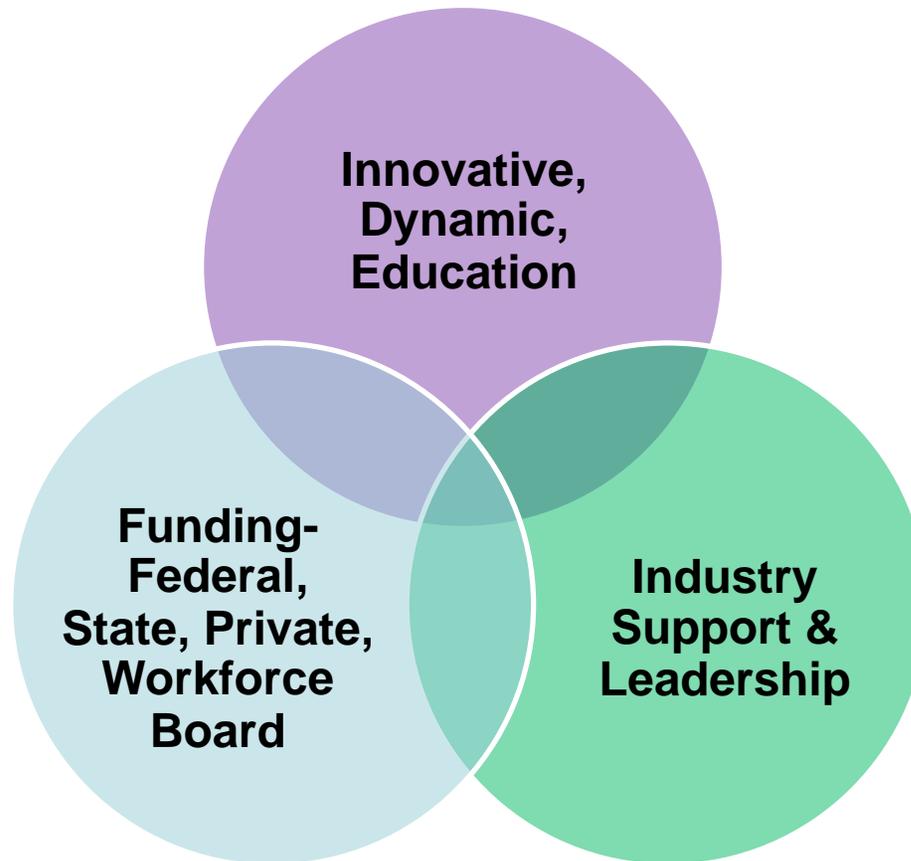
# Workforce Development Partnerships

Workers:

**Entry level**

**Incumbent**

**Management**



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# Innovative, Dynamic, Education

- A clear mission to educate the next workforce
- Highly skilled faculty
- Mechanism for detecting emerging trends and fields – environmental scan, surveys, labor market data
- Extensive, direct communication between all partners at multiple levels
- Effective means of identifying skills, knowledge, abilities and developing curriculum (DACUM, PCAL)



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# Innovative, Dynamic, Education

- Advisory Groups
- Dynamic faculty committed to professional development
- Faculty internships, sabbaticals
- Practical experience for students
- Feedback from employers



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# Industry Partners

- Economic Development Agencies
- Companies & community colleges directly interact
- Companies identify workers to be trained or need for future workers
- Help develop curriculum, monitor program, provide feedback (Advisory role)
- Provide specialized equipment and support
- Provide relevance and real experiences
- Support grant and funding efforts



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# Funders

- Federal – Workforce Investment Act – Perkins Funds to colleges
  - Funds to local investment boards
  - Direct grants – DOL, DOE, NSF
- State funds grants for specific training
- Private and Foundation Funds – tend to be focused to specific needs; can be used to leverage state and federal grants.



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# One Successful Model – State of Texas

Skills  
Development Fund



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# Texas' Target Industry Clusters

- Advanced Technologies and Manufacturing
- Aerospace and Defense
- Biotechnology and Life Sciences
- Information and Computer Technology
- Petroleum Refining and Chemical Products
- Energy

**Skills Development Funds** [http://  
skills.texasworkforce.org](http://skills.texasworkforce.org)



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## Grant process to ensure:

- Business partners in community dictate training needed; support with equipment , facilities, employee time
- Community College gets funding to provide needed training to businesses
- Workforce Boards in area – support and participate
- Tied to clear outcomes established by industry and community college



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## Funding/Grant process to ensure:

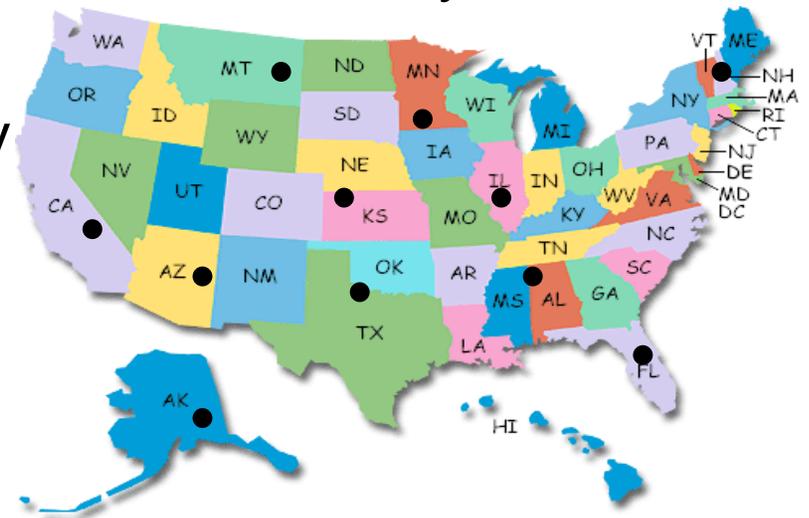
- Entry level workers enter first step of ladder (funded by Workforce Boards.)
- Incumbent workers upgrade skills so they step up in career ladder (skills development)



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# Another Successful Model

- Global Corporate College-consortium of innovative colleges
- Share best practices in curriculum
- Consistency in curriculum, approach and delivery regardless of location
- Smooth, swift, seamless delivery



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# Comprehensive Approach to Workforce Development

- Careers made up of ladders and lattices
- Strategic efforts to maximize funds in state/region
- Focus on entry level and incumbent worker



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# Comprehensive Approach to Workforce Development

- Keep training relevant through dialogue and candid feedback
- Tie worker assessment, entry, progression and completion to industry need
- Invest in re-training or re-tooling as needed
- Workforce development must be evolving, responsive and dynamic



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# References

## **Lone Star College Workforce Development**

<http://www.lonestar.edu/workforce-development.htm>

<http://www.lonestar.edu/career-development.htm>

## **Workforce Education Course Manual WECM Site on the Texas Higher Education Coordinating Board**

<http://www.thecb.state.tx.us/aar/undergraduateed/workforceed/>

## **Texas Workforce Commission**

<http://www.twc.state.tx.us/>

## **Skills Development Fund**

<http://www.twc.state.tx.us/svcs/funds/sdfintro.html>

## **Global Corporate College**

<http://globalcorporatecollege.com/Pages/default.aspx>

**Dhanyavad!**

***“Changing Lives  
Through Education”***



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