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
Student Access

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

Workers:

- Entry level
- Incumbent
- Management

Innovative, Dynamic, Education

Funding-Federal, State, Private, Workforce Board

Industry Support & Leadership

21st Century Community Colleges
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)
Innovative, Dynamic, Education

- Advisory Groups
- Dynamic faculty committed to professional development
- Faculty internships, sabbaticals
- Practical experience for students
- Feedback from employers
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
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.
One Successful Model –
State of Texas

Houston, Texas

Austin

Skills Development Fund
Train your workforce.
Power your business.

LONE STAR COLLEGE
21st Century Community Colleges
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)
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
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)
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
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
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
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”