

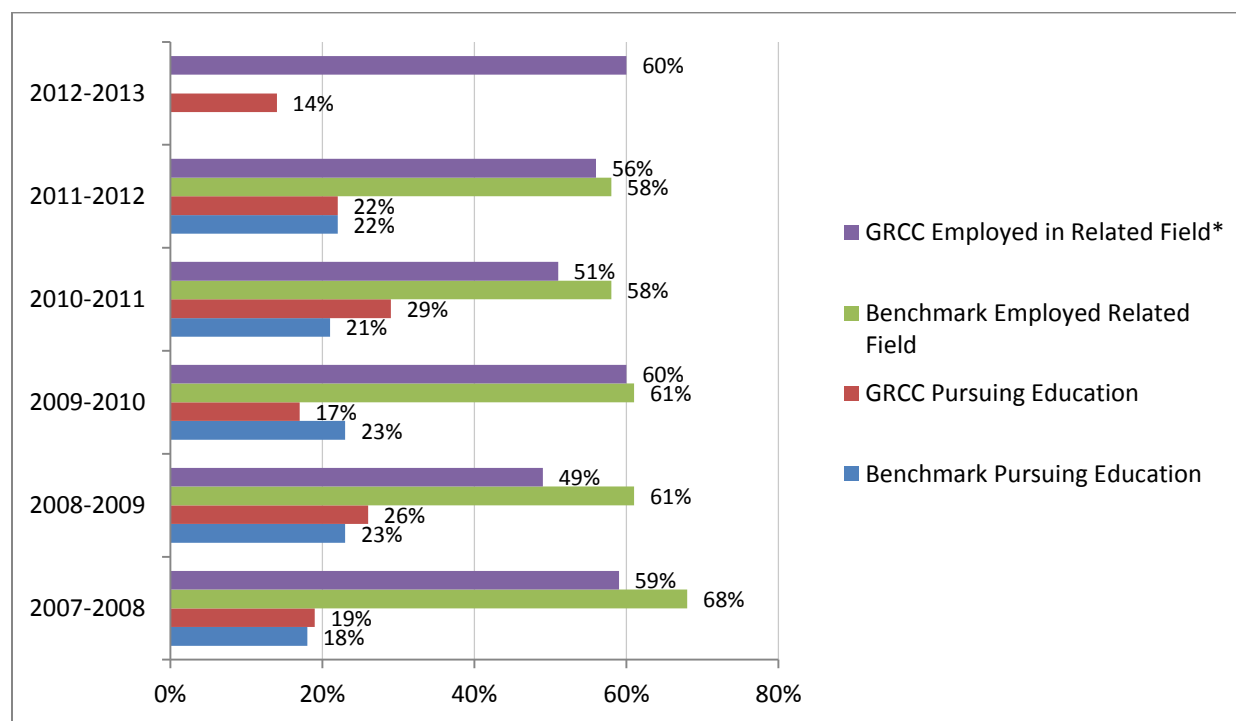
Grand Rapids Community College Board of Trustees Monitoring Report
Strategic End: WORKFORCE DEVELOPMENT
Executive Summary – APRIL 2014

Prepared by Nikki Banks, Fiona Hert, Julie Parks, Amy Koning, Paula Sullivan, and Dave Selmon, Kurt Meinders, Tina Hoxie.

At Grand Rapids Community College, the Workforce Development End commits to “**prepare students to secure employment in all sectors of the economy.**” Two College Action Projects (CAPs) contributed to the Workforce Development End in 2013. The current status of each of the indicators of success is presented in Part 1 below. Part 2 provides a progress report for each College Action Project.

Part 1: Workforce Development Indicators

WD1. Percentage of GRCC career graduates who are continuing their education or employed in their field of study



Source: IRP/ NCCBP (Updated, March 2014; Next update, March 2015) Benchmark data is not yet available for 2012-2013 graduates.

Target: Increase by 3% per year. **Trend:** Green. **Benchmark:** NCCBP *Includes those who are continuing education *and* employed in related field.

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WD 2. Perkins Core Indicators for Workforce Development Program Performance

The data below shows how GRCC workforce students have performed on the Perkins core indicators. Our goal is to outperform the “standards” or expectations for performance set by the State of Michigan.

PERKINS IV CORE INDICATORS	2008-2009		2009-2010		2010-2011		2011-2012		2012-2013		Met Standard
	State Standard	GRCC	State Standard	GRCC	State Standard	GRCC	State Standard	GRCC	State Standard	GRCC	(within 90%)
1P1 Technical Skill Assessment	85.3%	99.0%	91.0%	96.8%	91.5%	95.5%	91.8%	92.8%	92%	95.7%	Yes
2P1 Credential, Certificate, or Degree	28.3%	38.9%	33.8%	38.0%	27.7%	37.2%	28.0%	35.2%	29%	39.5%	Yes
3P1 Student Retention or Transfer	60.3%	69.2%	65.5%	67.2%	65.5%	76.3%	70.0%	74.2%	71%	76.7%	Yes
4P1 Student Placement	43.3%	88.6%	56.4%	93.6%	62.2%	100%	70.0%	93.6%	71%	97.3%	Yes
5P1 Non-Traditional Participation	16.8%	22.1%	24.0%	21.6%	23.6%	21.6%	23.6%	22.4%	23.7%	21.9%	Yes At 90%
5P2 Non-Traditional Completion	13.3%	23.9%	21.0%	23.4%	20.6%	18.3%	20.7%	23.1%	20.7%	20.3%	Yes

Source: IRP, State of Michigan (Updated, November 2013; Next update, November 2014)

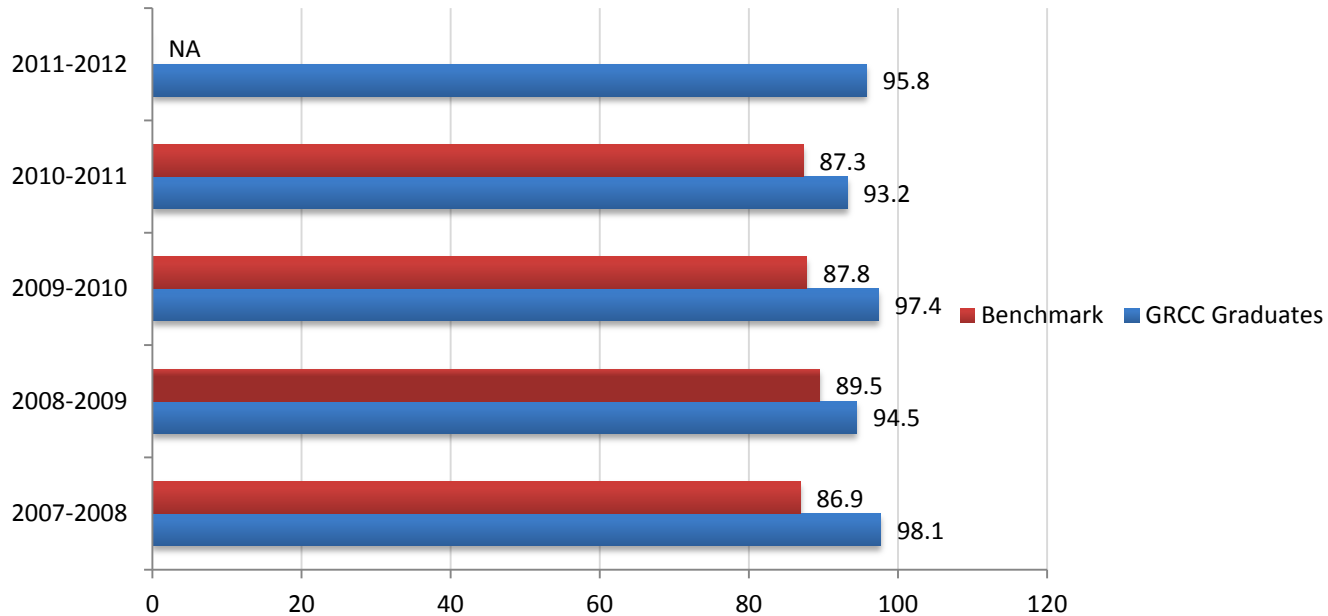
Target: Outperform the state standard in all six areas. **Trend:** Green. **Benchmark:** State of MI.

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WD 3. Licensure Passing Rates

The data below show the percentage of workforce graduates who pass licensing tests in their field as compared to state and national averages. Our goal is to maintain the percent of GRC C students passing at 95% or higher and stay above the national benchmark.



Source: IRP/School of Workforce Development (Updated, March 2013; Next update: March, 2014)

Target: Outperform the national benchmark. **Trend:** Green. **Benchmarks:** National licensure passing rates.

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Part 2: Progress on Workforce Development College Action Projects

CAP #	CAP Title	CAP Champion	CAP Purpose	2013 Accomplishments
CAP 6..1.1	Develop new collaborations with community business leaders to ensure workforce programming is relevant to current market and economic conditions	Amy Koning	To increase opportunities for faculty and staff to learn from businesses and organizations within our community that employ and serve our students. By participating in an externship, individuals will gain a deeper understanding of skills, knowledge, and abilities needed in the workplace based on a particular discipline or industry sector.	<ul style="list-style-type: none"> The faculty/staff externship program was implemented in Summer 2013. All processes, funding and forms are established under this College Action Project and it is now incorporated into the work of both the Center for Teaching Excellence (for faculty) and Staff Development (for staff). One staff member participated an externship in Summer 2013. Applications for 2014 were due March 30, 2014 for the next academic year.
CAP 6.1.2	Provide increased transfer and employment opportunities for GRCC students (Pathways to Employment).	Tina Hoxie	The goal of this project is the development of a proactive and relevant integrated and collaborative career and employment services model that meets the personalized needs of our students. These services would prepare and successfully assist students in preparing for, and finding, employment while pursuing and completing their educational goals at GRCC and beyond.	<ul style="list-style-type: none"> Pursued department and community partnerships to support career focus opportunities for students. Surveyed faculty to determine their promotion and support for career exploration needs and resources. Conducted a student focus group to gain insight on student satisfaction on career communication and access. Conducted a student survey of three career planning websites to gain feedback on how user friendly the sites were, what they liked or do not like about the sites and to also gather information on how they currently use the internet to gather information. Continued to explore the CAP project innovation ideas that were ranked in the top four of the student stakeholders. Documented the institutional capacity to offer, implement and sustain the services and programs long term as part of the career and employment services model. Continued core team meetings to provide guidance for the project on the accomplishment of the next steps. Met with community partners to facilitate dialogue around goals, capacity and willingness. Utilized the Mapping GRCC Career Services & Student Program Infrastructure assessment data and information to development, change, and improve utilization. Fully implemented the Career Coach software and have collected data to assess student utilization, effectiveness and improvements for the future. This included a campus wide and community communication plan to promote the tool. Utilized the comprehensive learning which includes the unique insight, ideas, and data from the career preparation module developed for the GRCC Pathway to Prosperity Department of Labor Grant to inform proposed practice and processes improvements. Established baseline career service measures and data that will be used to assess the utilization for services and programs, collaborations and pilot initiatives. Developing a career support portal page with links to tools, programs, services, community connection and valuable resources.