

GRCC End: Workforce Development



Workforce Development 6.0

GRCC students are prepared to secure employment in all sectors of the economy.



GRCC started its first occupational program,
with the implementation of the Nursing Program in 1948,
and it has been part of GRCC's mission ever since...



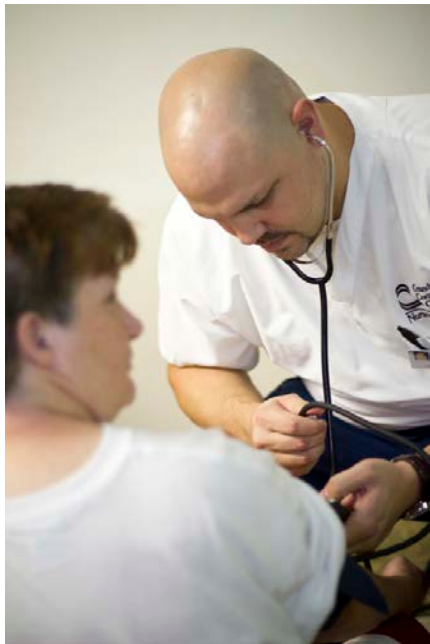
*GRCC, 1978 Nursing Students
Library Archives*

A summary of Workforce Development in 2012

- Students can acquire the courses, skills, competencies, and experiential learning experiences to succeed in their career or degree path to be globally prepared to meet the challenges of this economy.
- GRCC offers 72 occupational credit and non-credit programs in both the School of Workforce Development and the School of Arts and Sciences to assist students for their future.
- More than 400 employers serve as advisors and/or partners to support student success.



Workforce Development impact in our community



- Since 2008, 92.31% (four year average) of our career graduate students reported they are either:
 - Employed
 - Have an apprenticeship
 - Enrolled into the military
- Since 2008, the retention and transfer rate for students in workforce/occupational programs is over 68%.²

²Source: State of Michigan – Perkins core indicator data

Economic Development impact in our community

- School of Workforce Development has offered more than 70 new credit and non-credit programs since 2009.
- GRCC solidified six Michigan New Jobs Training programs resulting in over \$29 million. This training will provide 4,727 new jobs in our region in the future; 956 have been trained as of March 2012.






Workforce Development Faculty impact on curriculum



- GRCC faculty are licensed and in most disciplines, maintain continuing education credits every year. Our minimum requirements for new faculty is they have at least 4,000 occupational work hours from their discipline.
- In 2010-11, 62 GRCC occupational faculty attended over 48 conferences, seminars, and workshops to improve their teaching and their curricula.

Three Indicators of Success

Workforce Development 6.0

Indicator of Success	Current Year	Prior Year	Benchmark	Trend
1. Percentage of GRCC career graduates who are continuing their education or employed in their field of study.	74.6%	74.7%	83.4%	
2. GRCC student performance against state standards (Perkins Core Indicators).	5 of 6 Standards	6 of 6 Standards	6 of 6 Standards	
3. GRCC student performance on state/national certification exams.	97%	94.4%	87.8%	

Institutional Commitment to Workforce Development



1. School of Workforce Development
2. College Action Projects (Strategic Plan)
3. Department Projects

Workforce Development Strategy 6.1: Develop new collaborations with community business leaders to ensure workforce programming is relevant to current market and economic conditions.

College Action Project: 6.1.1 – Develop faculty-led learning experiences with area employers that enhance curriculum and result in expanded learning opportunities for students.

College Action Project 6.1.1

Faculty/Staff Externships

- Faculty/staff to obtain first-hand view of the occupational options, labor market needs, skill requirements and standards.
- Translate this learning into improved work with students.
- Build relationships with the community.
- Increase number of formal college/community partnerships.



GRCC VALUES: Excellence, Diversity, Responsiveness, Innovation, Accountability, Sustainability, Respect

MEASURED BY INDICATORS: WD 1,2,3

Workforce Development Strategy 6.2: Provide increased transfer and employment opportunities for GRCC students

College Action Project: 6.2.1 – Develop a college-wide Career Pathways system.

College Action Project: 6.2.2 – Develop new certificate programs that meet industry needs.

College Action Project 6.2.1

Career Pathways System



- Assessment of the current college-wide career baseline services map to determine integration opportunities.
- Develop a new vision for career and employment services at GRCC with a supporting service model.
- Development of communication strategies to engage students, faculty and community partners.
- Develop a monitoring system to track students employment preparation and successful job offers.

GRCC VALUES: Excellence, Responsiveness, Innovation, Accountability, Sustainability

MEASURED BY INDICATOR: WD1, 2, 3

College Action Project 6.2.2



New Certificate Programs

- Identify barriers to enrollment and completion in current certificate programs.
- Identify possible credentials and/or certificates that are part of current programs, but have not been tracked or marketed.
- Recommend ways to better track, report, recruit students and inform staff about credentials and certificate programs.
- Recommend new certificates and credentials to faculty for additions into their programs from employer partners.
- Connect with external partners to tie certificates to community demand and future needs.

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MEASURED BY INDICATOR: WD1,2,3

Department Action Projects that support Workforce Development



- Career Services Model Outreach
- Collaboration of Regional Industry and Occupational Forecast Data
- Curriculum Based Career Events
- SWD Employer Advisory Committees
- Host Sector Groups to gather New Skill Sets
- Print/Graphics - Student Internship Program

Questions?

