Project Overview

Strengthening MiWORKFORCE Pathways
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MCSS Staff
Michigan Center for Student Success

Our vision is to provide state-level support to Michigan’s 28 community colleges by serving as a hub connecting leadership, administrators, faculty, and staff in their emerging and ongoing efforts to improve equitable student outcomes, emphasizing linkages between practice, research, and policy.
Agenda

- Project Overview
- Support from MCSS
- Getting Involved
Thank you to our generous funder.
Project Overview: The Big Picture

Strengthening equitable access to and through workforce programs with a strategic focus on **program design**, alignment with local labor market needs, incorporation of **industry-recognized credentials**, progress into **bachelor’s degree programs**, and deployment of **timely advising interventions** to maintain student momentum.
MiWorkforce Pathways Industry Clusters

- Health professions
- Applied technology and skilled trades
- Computer and information sciences
- Applied business
- Engineering technologies
- Protective services
Partners

Aspen Institute
Achieving the Dream
Community College Research Center
EMSI Burning Glass
Jobs for the Future
Michigan Bureau of Labor Market Information and Strategic Initiatives
Michigan Department of Labor and Economic Opportunity
Office of Community College Research and Leadership
Rutgers University’s Education and Employment Research Center
Strategy 1: Workforce Program Design

Strategy 2: Industry Recognized Credentials

Strategy 3: Transfer Pathways to Bachelor’s Degrees

Strategy 4: Timely Advising Interventions
Strategy #1: Outcomes

Community colleges will identify programs and **implement practices at scale** aligned with the domains in the Workforce Scale of Adoption Assessment (WF SOAA). Participating programs will **document their activities** through the WF SOAA and **share lessons learned** through a series of multi-media communications. **Small stipends** are available to programs that commit to and complete intended outcomes.
The Workforce Playbook

A COMMUNITY COLLEGE GUIDE TO DELIVERING EXCELLENT CAREER AND TECHNICAL EDUCATION

We found that the essential practices of excellent colleges fall into four domains:

1. ADVANCE A VISION FOR TALENT DEVELOPMENT AND ECONOMIC MOBILITY
2. DELIVER HIGH-QUALITY PROGRAMS ALIGNED TO REGIONAL NEEDS
3. TAKE INTENTIONAL ACTION TO SUPPORT STUDENTS' CAREER GOALS FROM PRE-MATRICULATION THROUGH POST-GRADUATION
4. DEVELOP RESPONSIVE, MUTUALLY BENEFICIAL PARTNERSHIPS WITH EMPLOYERS CENTERED ON HONEST FEEDBACK AND RECIPROCAL SUPPORT

THE ASPEN INSTITUTE
COLLEGE EXCELLENCE PROGRAM

STRENGTHENING MiWORKFORCE Pathways

MICHIGAN CENTER FOR STUDENT SUCCESS
This tool is designed to help stakeholders in the selected program or cluster assess how far along you are toward adopting essential workforce playbook practices at scale. We suggest that you convene program faculty along with appropriate student services staff, and administrators at your college to discuss the extent to which each essential practice listed in the first column will be implemented in your program or cluster as of fall 2021. In column four, indicate the extent to which the practices have been adopted in your program or cluster using the following scale:

<table>
<thead>
<tr>
<th>Scale of adoption</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not occurring</td>
<td>Program currently not following or planning to follow this practice</td>
</tr>
<tr>
<td>Not systematic</td>
<td>Practice is incomplete, inconsistent, informal, and/or optional</td>
</tr>
<tr>
<td>Planning to scale</td>
<td>Program has made plans to implement the practice at scale and has started to put these plans into place</td>
</tr>
<tr>
<td>Scaling in progress</td>
<td>Implementation of the practice is in progress for all students in the program or cluster</td>
</tr>
<tr>
<td>At scale</td>
<td>Practice is implemented at scale — that is, for all students in the program or cluster</td>
</tr>
</tbody>
</table>

In column three, describe the progress you have made toward implementing each practice at scale. For practices that are scaling or at scale, note that we are also asking you to indicate which semester a practice first reached this point. Finally, in column four, indicate the next steps your team plans to take toward implementing the given practice at scale and the college’s timeline for implementing these steps. Please retain the completed WP SOA worksheet in your Schedule by Friday, August 6, 2021.

**Who should participate in completing the WP SOA and follow-up call?**

In order to facilitate productive conversations about the work underway at your college and to adequately assess the full scope of colleges’ efforts, it is critical to ensure that a diverse group of program stakeholders participate in completing the WP SOA and join the follow-up call with MiCEP staff. We suggest that in addition to securing participation from individuals in a range of roles within your program, it is also important to engage staff who work with students that are

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1 Program stakeholders will vary by program and college. Program deans, chairs and faculty, academic, student service, and workforce administrators and advisors should be included. Other college leaders including the president, CFO and cabinet members who are very involved with any related practices should be considered stakeholders.

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### Essential Workforce Practices

<table>
<thead>
<tr>
<th>Essential Workforce Practices</th>
<th>Scale of Adoption at Our College</th>
<th>Progress to Date Implementing Practice</th>
<th>Next Steps Toward Implementing Practice of Scale &amp; Timeline</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Student success goals for the program for program cluster include clear and measurable targets for graduates’ employment and earnings outcomes.</td>
<td>Not occurring: □ Not systematic: □ Planning to scale: □ Scaling in progress: □ At scale: □</td>
<td>Progress to date: □ Term, if at scale or scaling: □</td>
<td>Next steps: □ Timeline for implementing next steps: □</td>
</tr>
<tr>
<td>2. Program approval and review documents include data on program graduates’ employment and earnings outcomes soon after graduation and over time.</td>
<td>Not occurring: □ Not systematic: □ Planning to scale: □ Scaling in progress: □ At scale: □</td>
<td>Progress to date: □ Term, if at scale or scaling: □</td>
<td>Next steps: □ Timeline for implementing next steps: □</td>
</tr>
<tr>
<td>3. Program approval and review processes emphasize significant goals and strategies aimed at improving program graduates’ employment and earnings outcomes.</td>
<td>Not occurring: □ Not systematic: □ Planning to scale: □ Scaling in progress: □ At scale: □</td>
<td>Progress to date: □ Term, if at scale or scaling: □</td>
<td>Next steps: □ Timeline for implementing next steps: □</td>
</tr>
</tbody>
</table>
Strategy #1: Timeline

2021
- Complete Scale of Adoption Assessment #1
- Commitment and Participation MOU
- Fall 2021

Oct. 2021 – Nov. 2022
- Workshops, Industry Clusters, Mentoring, Asynchronous Engagement

Dec. 2022 and beyond
- Complete Scale of Adoption Assessment again; deliver multi-media communication products
- Grant ends

Dec. 2023
Strategy 1: Workforce Program Design

Strategy 2: Industry Recognized Credentials

Strategy 3: Transfer Pathways to Bachelor’s Degrees

Strategy 4: Timely Advising Interventions
Academic Credit for Alternative Credit

AP
IB
CLEP
Military Credit
DANTES/DSST
Credit by Examination
Portfolio Assessment
Industry Credentials
Colleges Prepare Students for Industry Credentials

- Community College Course
- Industry Credential Examination
- Earned Industry Credential
Colleges Can Award Academic Credit for Industry Credentials

Community College Credit

Credential Evaluation

Earned Industry Credential
Project Support

- Develop equitable policies
- Design integrated processes to award credit
- Align credentials
- Communicate with students and employers
Timeline

- **Fall 2021**: Project Vision & Promising Practices Panel
- **Spring 2022**: Aligning Credentials Workshop 1
- **Fall 2022**: Aligning Credentials Workshop 2
- **Spring 2023**: Bring it All Together Workshop, Website Launch
- **Winter 2022**: Institutional Policy Workshop
- **Summer 2022**: Business Processes Workshop
- **Winter 2023**: Website Training Workshop
- **Summer 2023**: Communication Toolkit Training Supports and Resources
Strategy 1: Workforce Program Design

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Strategy 3: Transfer Pathways to Bachelor’s Degrees

Strategy 4: Timely Advising Interventions
Goal

Build multi-institutional **associate to bachelor’s degree transfer pathways** from applied associate degrees to applied bachelor’s degree with participating universities.
MiTransfer Pathways for Applied Degrees Model

- **Community College Coursework**
- **Applied Associate Degree**
- **Michigan Transfer Agreement (MTA)**
- **Bachelor’s Degree Requirements (Completed at Community College or University)**
- **Bachelor’s Degree Requirements (Completed at University)**

**Strengthening MiWorkforce Pathways**
## Priority Agreements

<table>
<thead>
<tr>
<th>Agreement</th>
<th>Associate Degree Types</th>
<th>Bachelor’s Degree Types</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>Any applied associate degree</td>
<td>Applied bachelor’s degrees designed for any applied associate degree</td>
</tr>
<tr>
<td>Healthcare</td>
<td>Applied healthcare associate degree programs</td>
<td>Applied bachelor’s degrees designed for applied healthcare associate programs</td>
</tr>
<tr>
<td>Applied Business</td>
<td>Any applied business associate degree program</td>
<td>Applied bachelor’s degrees designed for applied business associate degrees</td>
</tr>
<tr>
<td>Information Technology</td>
<td>Applied CIS programs (programming, networking, cybersecurity)</td>
<td>Applied bachelor’s degrees designed for applied CIS associate programs</td>
</tr>
</tbody>
</table>
Examples of Bachelor’s Degree Programs

- Allied Health Sciences, B.S. - Health Professional degree completion emphasis
- Bachelor’s in Applied Business
  - Take your workplace degree to the next level
- Walsh
  - Complete Your Path to Management
  - Bachelor of Science in Applied Management
- Examples of Bachelor’s Degree Programs
- Computer Information Systems, B.S. (Accelerated)
- Walsh
  - Earn Your Bachelor of Applied Science
  - Complete Your Path to Management
- Public Safety Professions
- Health Care Professions
- Specialized Occupational Professions
- Technical Trade & Industrial Professions
- Walsh
  - Bachelor of Applied Science in Management
## Timeline and Next Steps

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>May 19, 2021</td>
<td>Transfer Strategy Session #1</td>
</tr>
<tr>
<td>August 19, 2021</td>
<td>Transfer Strategy Session #2</td>
</tr>
<tr>
<td>October 4, 2021</td>
<td>Transfer Steering Committee Meeting</td>
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<tr>
<td>November 4, 2021</td>
<td>Convening for Prospective University Partners</td>
</tr>
<tr>
<td>December 10, 2021</td>
<td>Proposals from Prospective University Partners</td>
</tr>
<tr>
<td>January 12, 2022 (2-3:30)</td>
<td>Transfer Strategy Session #3</td>
</tr>
<tr>
<td>Winter/Spring 2022</td>
<td>Develop agreements</td>
</tr>
<tr>
<td>Summer 2022</td>
<td>Sign articulation agreements</td>
</tr>
<tr>
<td>Fall 2022</td>
<td>Post agreements and deploy on campus</td>
</tr>
<tr>
<td>Winter 2023</td>
<td>Training and support for transfer pathways</td>
</tr>
</tbody>
</table>
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Strategy 4: Timely Advising Interventions
Timely Advising Interventions

Co-create customizable, interactive, multimedia resources focused on expanding understanding of career fields and creating equitable access to emerging workforce programs. These resources will be available for colleges to adapt for faculty and advisor training and professional development.
Advising Resources
Get Involved

01 Attend virtual workshops and convenings

02 Participate in an advisory group

03 Share resources with colleagues
Stay Connected

• Connecting with the project liaison at your institution
• Visit the Strengthening MiWorkforce Pathways website
• Follow us on Twitter and LinkedIn
• Contact MCCA staff
Contact Information

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THANK YOU!