



SkillsCommons Field Guide of Workforce Innovations



30 Innovative Workforce Strategies



ALIGNING WORKFORCE
DEVELOPMENT PROGRAMS WITH
INDUSTRY SECTOR NEEDS



STRENGTHENING STUDENT
SUPPORT SERVICES TO IMPROVE
STUDENT & WORKER OUTCOMES



PROGRAMMATIC AND
PEDAGOGICAL INNOVATIONS TO
IMPROVE STUDENT OUTCOMES

Field Guide of TAACCCT Innovations

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Innovations in Workforce Development Strategies For Community Colleges

Welcome to the SkillsCommons Field Guide of TAACCCT Innovations: The Gallery Edition

The *SkillsCommons Field Guide: The Gallery Edition* is a collection of innovative and successful workforce development strategies developed by community colleges across the U.S. with funding from the U.S. Department of Labor's [Trade Adjustment Assistance Community College and Career Training \(TAACCCT\)](#) program. The TAACCCT program was designed to build the capacity of the nation's community colleges to significantly improve the success and scale of job-driven, certificate, credential, and degree programs in a full range of workforce development areas.

The SkillsCommons Field Guide Gallery provides brief descriptions of the innovations, videos, and podcasts of project directors explaining their innovative programs, and the free and open educational resources (OER) developed by their programs that you can adopt and adapt for your own use. These innovative resources are available in the [SkillsCommons library](#) along with all the OER produced by the grantees of the \$1.9B TAACCCT program, and leverage the work developed by community colleges and their partners.

Our goal is to provide leaders and practitioners of workforce development programs with brief descriptions and easy-to-use materials that can be adopted and adapted for local purposes and programs.



California State University, Office of the Chancellor and its MERLOT program designed and implemented the national, open library of workforce programming and training materials called [SkillsCommons](#). The SkillsCommons library is open for educators, workforce development staff, human resources staff, and individual workers and



Video Interviews of Successful Project Directors Sharing Community College Innovations

SKILLS COMMONS

open for learning

Aligning Workforce Development Programs with Industry Sector Needs

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Strategic alignment between community colleges, the public workforce system, and business and industry was an integral component to the TAACCCT initiative. Many states and regions created meaningful strides to better align these organizations. Examples include aligning longitudinal data systems, creating industry sector strategies, enhancing employer engagement, collaborating with community-based organizations, and developing work-based learning and apprenticeship opportunities.

Statewide Data Integration, Sharing, and Use of MOSCORES



Missouri Science Technology Engineering and Math Workforce Innovation Networks (MoSTEMWINS)

Missouri Community College Association's Dawn Drinkard explains the new MOSCORES, Missouri's statewide data integration system for noncredit student performance. MOSCORES will serve as a portal for Missouri students to find non-credit/credit programs to match their career goals, as well as act as a guide for community college/workforce development boards to track program performance.

- [MOSCORES Data Website](#)
- [MOWINS SkillsCommons Collection](#)

Education and Workforce Cooperative Agreements and Data Exchange



Health Information Technology Career Mobility (HITCM)

Weber State University's Fred Henderson shares their collaborative partnership with the Institutional Research department, the Utah System of Higher Education and Utah Department of Workforce Services to collect student demographic information and employment/wage data in a legal and safe manner protecting while the student's personal information.

- [HITCM Partner Cooperative Agreements](#)
- [HITCM SkillsCommons Collection](#)

Sector Strategy Implementation



OhioTechNET

Lorain Community College's Bernie Gosky shares OhioTechNET's Statewide Sector Strategy approach with the Ohio Manufacturers' Association, state economic and workforce development, and higher education partners. OhioTechNET has established over 500 partnerships with advanced manufacturing employers.

- [OhioTechNET Right Skills Now Program](#)
- [OMA Portal](#)
- [Fast Path Ohio - Credit for Prior Learning Site](#)
- [OhioTechNET SkillsCommons Collection](#)



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SKILLS COMMONS

Wraparound Student Services Training: Workforce Navigator Program

Katy Brooke

Program Coordinator, RevUP Montana
Great Falls College, University of Montana

(4:50)

<http://www.skillscommons.org>

Academic Technology Services
CSU Office of the Chancellor



Gain Instant Access to OER Innovations on SkillsCommons

SkillsCommons Field...: The Gallery Edition

REVERSE CAREER FAIR

Kansas Technical Re/Training Among Interdisciplinary Networks (KanTRAIN)

The Reverse Career Fair brought employees and students together in a non-threatening environment that led to better engagement of both the employer and the student. Students were able to explain their projects and demonstrate their skills, leading to in-depth conversations and invitations to visit company worksites and apply for available positions.

Resources:

[KanTRAIN Reverse Career Fair Documents](#)

[KanTRAIN SkillsCommons Collection](#)

COMMUNITY BASED ORGANIZATION PARTNERSHIPS

Leveraging, Integrating, Networking & Coordinating Supplies (LINCS) In Supply Chain Management (SCM)

The LINCS consortium, in partnership with the Urban League affiliates, offered credentials and preparedness to underserved populations. A necessary foundational element is availability of the community partner (in this case, the Urban League affiliate) and college creativity to work together for students' benefit. Through the partnership programs in colleges and affiliate offices around the country, more than 1,200 students completed a course; more than 200 students were placed in employment.

Resources:

[LINCS-National Urban League Affiliates Implementation Report](#)

[LINCS SkillsCommons Collection](#)

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ONLINE CAREER READINESS MODULES

Enhancing Programs For IT Certification (EPIC)

The EPIC project designed online career readiness modules for underserved populations in their Learn on Demand program. EPIC sought to provide resources for all students. The project's focus has been toward nontraditional student population groups—working adults, those with dependents, those who have been unemployed or underemployed. By opening the door to an inclusive virtual environment with resources tailored specifically to them and their academic journey, EPIC was able to target those who have had less access to student resources and reach them directly in their homes with a virtual career service platform.

Resources:

[EPIC SkillsCommons Collection](#)

+CONNECT

Learn, Work, Earn

The Learn, Work, Earn statewide consortium created + Connect, a set of online short courses for incumbent workers with low-cost, synchronous courses across multiple platforms. The hybrid style training was provided through a live virtual classroom platform for companies and their incumbent workers. This learning platform is unique and can be replicated and/or utilized throughout other states and with other higher education institutions. It is employer-driven and is being utilized as the platform for related instruction for Registered Apprenticeships and industry recognized credentials.

Resources:

[+Connect Courses](#)

[Learn, Work, Earn SkillsCommons Collection](#)

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Effective Models Ready to Scale

SkillsCommons Fieldwork: The Gallery Edition

Paving Partnership Pathways.
Designing Your Ecosystem
for Improving the Workforce Pipeline

ESSENTIAL QUESTION: 1
What is the **MINIMAL SUPPORT** needed at the state level for **MAXIMUM IMPACT** and flexibility at local level, and how can industry partners help?

ESSENTIAL QUESTION: 2
How can the educational arena create and update **CURRICULA** and **TRAINING** so it is **AGILE** enough to efficiently meet industry's needs?

Outcomes for
INDUSTRY
and
EDUCATION

Typical Partnering Practices	Paving Partnership Pathways Practices
1. Working in Silos with Limited Resources	1. Leveraging Expertise, Funding, and Relationships between Industry and Education
2. Cannibalization of Competitors' Employees	2. Workforce Pipeline Filled with Qualified Candidates
3. Two Year Avg. Review/Approval Process of New Curricula	3. Agile Educational System Quickly Meets Industry Needs
4. Costly Attrition Rates	4. Industry Focus Becomes "Grow and Keep Your Own"
5. Decrease in Enrollment, Retention and Completion Rates	5. Increase in Enrollment, Retention, and Completion Rates
6. Jobs Available for Some Qualified Candidates	6. Real-World Challenge Events that Recruit Top Student Candidates and Lead to Jobs

Podcasts Delivering Rich Content

SkillsCommons Fieldwork: The Gallery Edition

OhioTechNet

OhioHigherEd
Department of Higher Education

[Click Here To Listen To The Podcast By Phyllis Kolodny And Chris Gandee](#)

ACCELERATED WELDING CERTIFICATION

Phyllis Kolodny, Ohio Tech Net Project Manger, Cuyahoga Community College, Cleveland, OH

Chris Gandee, Manager Of Educational Solutions, Lincoln Electric, OH

Ohio Tech Net (OTN) in partnership with Lincoln Electric in OH joined forces to more quickly move students through training processes leading to proficiency. Through a Fast Track innovation designed to accelerate the time required to complete industry recognized welding certificates, OTN created and stacked two short-term certificates allowing students to complete welding training in 32 weeks as opposed to a full year. Lincoln Electric helped transform instructional design and delivery through a customized system entitled U/Link and created five new, employer-approved courses in advanced manufacturing.

Resources:

[OhioTechNET SkillsCommons Collection](#)



SkillsCommons Next Steps Discussion

Join us!

Thursday, April 4th, 11:15 - 12:30

Exhibit Hall Pipe and Drape Room

Share your ideas for what the future can hold for SkillsCommons, the World's Largest Workforce Development OER Repository





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- Download and open OLC Conferences mobile app
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- Complete session evaluation*

*Each session evaluation completed (limited to one per session) = one contest entry

Five (5) \$25 gift cards will be awarded to five (5) individuals

Must submit evals using the OLC Conferences mobile app or website

