On Track with TAACCCT

Engaging Business Partners for Success and Sustainability

Ann Beheler, Collin College
Marianne Krismer, Cincinnati State Technical and Community College
Peggy Walton, Corporate Voices for Working Families

February 22, 2012
Panelists Overview

Corporate Voices for Working Families

- Provide leading best-practice employers a forum to improve the lives of working while strengthening the nation’s economy
- More than 50 partner companies with Annual net revenues more than $1 trillion
- 4 Million+ employees in 50 states and multiple sectors
Panelists Overview

Health Careers Collaborative of Greater Cincinnati

- Employer-led, industry responsive partnership focused on low-skilled unemployed and incumbent workers serving XX employers
- Career pathway model that removes barriers to success through utilization of stackable credentials and by leveraging employer support for working learners
- Over 3,000 credential since 2007
Panelists Overview

Convergence Technology Center
an NSF ATE Center

- Supports the converged network carrying voice, video, data and image over wired, wireless and mobile network
- Driven by highly engaged Business and Industry Leadership Team with focus on emerging and existing technologies
- Rapid implementation of similar programs with colleges across nation

Partners: Collin College, El Centro College, University of North Texas
Resources

Business and Community College Partnerships: A Blueprint

Step-by-Step Creating & Maintaining a BILT

HCC Micro-Business Case
Keys to Successful Partnerships

A Unique Voice Bridging Business and Policy to Shape the Competitiveness of the Workforce and Workplace
Questions

Q & A
FOLLOWING IS ADDITIONAL INFORMATION ON THE HEALTH CAREERS COLLABORATIVE
What is the HCC?

Partnership focused upon employment for low wage, incumbent and unemployed workers for the growing healthcare industry

- Employer Led
- Career Pathway Focused
  - Stackable Credentials
  - Removing Barriers to Success
HCC Guiding Principles:
1) Job creation & advancement for low income adults that meet employer needs
2) Mapping career pathways within sectors which are important to region’s economic growth
3) Commitment to systemic & sustainable change within and across institutions
Over 3,000 credentials since 2007:

1) 200 + Associate Degree cohort students in Allied Health & Nursing.

2) HCC Associate degree grads average GPA = 3.25

3) 27 Nursing Grads to date; first Allied Health grad in 2011; 98% continuing for Bachelor’s
• **Pathway Advisors & Employer-based Job Coaches**
• **School At Work academic & career prep**
• **Pre-pathway assessments & readiness**
  ✓ Key Train & Work Keys (Great Oaks & CBO’s)
  ✓ National Career Readiness Certificate & Profile Plus Assessment for “Fit” & “Talent” (Great Oaks, CSTCC, CBO’s)
• **Pathway Expansion**
Career Literacy & Pathways to Employment

- Comprehensive system of intake, assessment, guidance and planning prior to formal academic work
- Innovative remediation and readiness supports
- Completion Advisors, Job Coaches, Retention Specialists
- Employer Engagement & Job Placement
Entering the Health Careers Pathway

1. Get Ready for Work
   - Entry Point
   - Assessment and Referral
   - Access Work Supports
   - Remediation/GED

   CBOs
   - Educational Institutions
   - Employers: (where appropriate)
     - Background check
     - NCRC+
     - Remedial Tutoring/SAW
     - KeyTrain
     - ABLE/GED
     - WorkKeys
     - Job Readiness Coaching
     - Building a Foundation
     - OH Benefit Bank
     - Gap Funding
     - Referral
     - *Data entry into G*Stars

2. Secure Job Skills
   - HPA:
     - Complete Training for HUC, STNA, PCA
   - Complete Certification or Degree at Cinti. State, or Miami U. Middletown Regional

3. Obtain Job at Living Wage with Benefits
   - Hired by HCCGC or other Health Care employer
   - Hired for Frontline Position by HCCGC employer
   - Advanced by HCCGC Employer to Appropriate employment

Potential HCCGC Participant:
- Unemployed
- Underemployed
- Frontline Worker
- Self-Selected
- Referral from Another CBO

Formal entry into Pathway: Acceptance into HPA certificate program or cohort, or having completed a minimum of 12 hours remediation/GED practice in preparation for acceptance

Health Careers Collaborative of Greater Cincinnati
Employer – Led
Industry Responsive

• Employers lead the Collaborative as Chair of the Steering Committee
• Employers and Gr. Cincinnati Health Council define current workforce needs
• All partners sign MOU to signify commitment to founding principles and goals
• Collaboration not competition in training & hiring
• Policy & process accommodations re: tuition, assessments, academic readiness
Key Lessons / Best Practices

- Return on Investment Study
- Career Literacy = Personal Assessment & Career Plan (School at Work, NCRC, Key Train)
- Accelerated credential completion = Credit for Prior Learning
- Stackable Credentials = Incremental Career Progress
- Retention = Academic & Job Coaching
- Employer-based Retention Specialists, Pathway Advisors
- Barrier mitigation & supportive services
Key Lessons /Best Practices

• Return on Investment Study
• Career Literacy = Personal Assessment & Career Plan (School at Work, NCRC, Key Train)
• Accelerated credential completion = Credit for Prior Learning
• Stackable Credentials = Incremental Career Progress
• Retention = Academic & Job Coaching Employer-based Retention Specialists, Pathway Advisors
• Barrier mitigation & supportive services
Benefits: Employer Perspective

• Program Return on Investment
  • Stewardship of our tuition budget
  • Overall 15% ROI (tuition plus turnover, re-training, productivity costs)
• Enhancement of existing educational partnerships
• Dynamic support of current and projected workforce needs
• Recognition vehicle for high performers seeking career pathway opportunities
• Supports a culture of employee engagement
Benefits: Employee Perspective

• Significant barrier mitigation with pre-paid tuition
• Success enhanced by cohort experience
• Job Coach support
• Progressive pathways support flexible entrypoints
• CBO access to support programs and linkages to available community resources
Employer Key Lessons / Best Practices

• Consistency in support structures
  • Eligibility and selection criteria
  • Management of tuition prepayment
• Job coach support
• Internal partnership between HR and Training = success
• Partners benefit from sharing individual best practices (School at Work)
• Opportunity to research and implement best practices into our community (ACT NCRC and WorkKeys)
• Charge ahead despite economic downturn
• It’s a Win Win
Next Steps

For HCC, collaboration has been imperative to progress thus far, and will remain a foundational element to future success in the development of the region’s health care workforce.

New partners as of 2-9-12:
- Gateway Community College
- Blackstone Corporation: Long Term Care
HCC Contacts

Dr. Lawra Baumann, Executive Director
lawra.baumann@cincinnatistate.edu

Dr. Marianne Krismer, Dean – Health and Public Safety, Cincinnati State
Marianne.krismer@cincinnatistate.edu

Darla Olson, Co-Chair HCC, Employment Director, Tri-Health
Darla_Olson@trihealth.com

HCC Website: www.hccgc.org