Stackable Funding, Educational Innovation, and Community Transformation

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What is Workforce Development?

The services, programs, systems and networks that provide people with **education, skill development and improved access for employment** and advancement in the labor market in order to achieve overall maximum sustainable economic growth.


A core goal is to overcome gaps in order to help workers connect to jobs.
Pipelines

Identify a Need

Coordinate the Solution

Resource the Solution

Recruit, Screen, Intake

Deliver
Pathways

Region 10 Advanced Manufacturing CAREER PATHWAYS MAP

- Business and Industry Experience, Proven Leadership Skills
  - Executive, Senior Leadership ($29 - $48/HR)*
  - Manager, Engineer ($22 - $38/HR)*
- Experience with Contracts, Advanced PC Skills, Mechanical Desktop, Pro/E, Leadership Skills, Strategic Thinking, Organizational Planning
  - ERP Analyst, Sales, Technical Customer Service Representative ($14 - $26/HR)*
  - Machine Tech, CAD Designers, Electronics Tech, Supervisor, CNC Programmer, Procurement Specialist ($17 - $29/HR)*
- Accounting, ERP and Analysis, Technical Product Knowledge & Experience, Presentation Skills
  - Certifications and/or 2-year Degree
  - AAS or 3 years Experience
  - Some Postsecondary, Exp. and/or Certifications
- CAD Design/Modeling, Programming, Mechanical/Electrical Intermediate and Troubleshooting Skills, Coaching, Delegation, Mfg. Experience
  - High School/ GED
- CNC Skills, Instrumentation, Teamwork, Problem Solving, Negotiation & Customer Service Skills, Mechanical/Electrical Basic Skills
  - Fabricator, Welder, CNC Operator, Material Handler, Scheduler ($10 - $22/HR)*
  - Metal Workers, Product Inspection Finishers, Office Support
- Personal Effectiveness Skills, Academic Competencies, Multi-Tasking, Organization Skills, Attention to Detail, Mechanical Aptitude, Blueprint Reading

*Base wage rate not including benefits.

Created by Workforce Strategy Center on behalf of Central Iowa Works (Des Moines)
What have we learned?

● TAACCCT – 9 projects, 16 states, 60+ colleges, 20,000+students

● Accelerating the learning process
  ○ Assessment and placement practices (early assessments, assessment preparation, holistic assessments)
  ○ Instructional delivery models (intensive, online, competency-based, flipped classrooms)
  ○ Program content and structure (developmental education realignment, stacked credentials, math pathways, industry credentials)
  ○ Blended systems (K-12/ post-secondary/ career-technical, adult education/ English language)

● Minimizing attrition
  ○ Helping people move in a straight line (first-year experience courses, program mapping, advisement and career coaching, meta-majors)
  ○ Direct connections to advancement opportunities (transfer pathways)
  ○ Supportive services (community-based partnerships, social supports)

● Integration of work and school (opportunity for improvement in some cases)
  ○ Processes and capacity for expanding and deepening employer relationships (hiring, advisement, host students or contribute to courses, donations)
  ○ Learn and earn models – co-ops, internships, apprenticeships, etc.
Carrollton Exempted Village School District (CEVSD)

- Serves nearly 2,100 students in grades K-12 in communities throughout rural Carroll County, OH (population 29,000)
- Heart of the Utica Shale boom in Ohio
- Recognized the rapid growth in the oil and gas industries and the connection between a strong education system and improved economic and employment conditions
- Created the POWER (Providing Opportunities with Extraordinary Results) initiative
• Through the POWER initiative, secured partnerships with Carroll County Energy and over 56 other business and organizations to provide more learning and job training opportunities for students.

• Project-based learning has been integrated with the expansion of STEM offerings focusing on: Engineering (including alternative energy and environmental responsibility), Agriculture (resource management and bio-sustainability), and Safety (environmental safety training and basic safety certifications).
Partnerships, Straight A and YEC Grants have allowed CEVSD to make building / structure improvements:
- Power Training Center
- Educational Greenhouse
- CNG Fueling Station
- New High School / Middle School opening 2019

Technology Upgrades

Training Devices
- 10 industrial simulation and training machines, including a laser engraver, welding simulator, electrical simulator, 3D printers