

Job Placement Case Management: Expansion Goals Per College (From Preparation Worksheets, March – May 2020)

Strategic Expansion Strategies (Depts, Programs, Descriptions)
<p>Expansion targets by 15% in Skilled Trades; 20% in Health Care Careers; 25% in Culinary</p> <ul style="list-style-type: none"> • Weekly discussions on how to expand and build upon employment opportunities to students completing their career technical courses in the areas mentioned above as well as exploring ways of bringing necessity jobs to the campus to support students as they continue school. • Looking at ways to incorporate into the fields above WBL opportunities that can support students gaining skills that may not be offered in the class. • Other Strategies: Providing jobs in areas that are associated to the field but have never been explored.
<p>Expansion target of 72% employed in field of study</p> <ul style="list-style-type: none"> • Strategic expansion of ready departments/ programs includes: <ul style="list-style-type: none"> ○ Dental Hygiene ○ Nursing ○ Business Admin ○ Admin of Justice ○ MLT/MA • Targeting departments/programs: <ul style="list-style-type: none"> ○ Child Development ○ Business Management ○ Admin of Justice (Law Enforcement emphasis) ○ Accounting ○ Automotive Technology • Other Strategies: <ul style="list-style-type: none"> ○ Proactive outreach to those who are graduating, petition to grad ○ Presentations in specific courses ○ Strategic outreach to developing employers (offering living wage, and in fields with highest completion)
<ul style="list-style-type: none"> • Trying to establish a baseline. Pending based on assessment of the baseline achieved. • Building a baseline during the first year, with expansion goals pending a better sense of types of career prep activities at the college
<ul style="list-style-type: none"> • Employer engagement team has focused on increasing partnerships with employers related to students' field of study. • Will be performing student employment focus groups, which were planned originally for the Spring of 2020 and will be conducted in the fall. This is to understand student needs in terms of employment assistance and to modify our services to meet students' needs. • Will be starting on Employer Engagement Advisory Board to link student employment needs with employers to increase the talent pipeline for employers.
<ul style="list-style-type: none"> • Customizing Career Coach so students can search occupations and then find the academic program that would prepare the student for that occupation. (It also will refer students to preliminary educational preparation for occupations that require bachelor's degrees and beyond.) If the student is interested in an occupation that is not connected to the college, they will be redirected to a page that refers them to the other CC's in the SD/IV Region. • Through the WBL efforts to embed career research assignments in classrooms, students will gain access to WBL/Internship and employment opportunities. By exposing students to various speakers/panels (and by teaching them networking skills), we are helping them to build a network of professional contacts.

<ul style="list-style-type: none"> • Strategic expansion through the Graduating Seniors Pilot program • Strategically including Career Ready Guide Instruction in all WBL (co-op and internship) classes
<ul style="list-style-type: none"> • Collaboration with faculty department chair to offer immediate in-field employment opportunities, collaboration in solidifying the process between JPCM, WBLC and Career Center staff. • Ongoing monthly discussion. Expanding by numbers (130) by looking at outcomes percentage and wanted to expand the outcome rate from 82 to 85% to be #1 overall college in the state. • Targeted programs are Career Education programs (Aviation, Automotive, Diesel, Child Development, Accountancy, Biotech) and working with students that may need some form of work-based learning to be able to be job ready for entry level employment. • Making a more involved effort to work with programs that have never done job placement and need frequent classroom visits to introduce JPCM.
<ul style="list-style-type: none"> • At this time of year collecting data, benchmarking and will work to set long-term milestones. • Target goal by the end of the year is to have 100 students placed in employment opportunities and to have a set amount of campus activities: <ul style="list-style-type: none"> ○ 6/semester – In classroom presentations ○ 30+ - Employer Hiring Fairs ○ 2 annually – Campus Hiring Fairs ○ 12 annual – Employment Partnerships ○ 4 annual site visits with employers ○ % of active students enrolled with the service/program/usage of tools
<ul style="list-style-type: none"> • Discussed goals for expanding employment in students' fields of study but looking for more options by connecting with the various Regional Directors as well as own network of connections to link student to employment based on their area of study. • Offering Griffin Works Internship Program (paid opportunities) aligned with students major. The program is housed under the CTE/WD division. • JPC is still on an Interim Mode. Efforts needed to have this person providing services to support WBL activities. As in helping spread awareness and traction to the WBL opportunities and referring students to engage with those opportunities if they are not ready to apply for jobs directly. • Tracking the success of the Hiring events: Career Expo, On-site Hiring Days for on-site hire of students • Employer engagement events for recognition of partnered employers who have successfully hired students. Would also survey the student and employer to confirm paid employment. • Partnering with employers who align with programs of study.
<ul style="list-style-type: none"> • Targeting departments that are “ready” through: <ul style="list-style-type: none"> ○ Working with CTE departments to inform students nearing program completion of employment assistance services available to them. ○ Collaborating with Faculty to refer students who are able, willing, ready to start employment search. • Targeting departments/programs: <ul style="list-style-type: none"> ○ Through the Career Services Center, promote services being offered to all students. ○ Using the center’s social media presence promote services offered to alumni. • Other Strategies: <ul style="list-style-type: none"> ○ Under current circumstances, meeting with students via Zoom to deliver services. ○ Additionally, using resources like onwardca.org to connect students and alumni to employment opportunities. ○ Working with a coalition of the willing