

The Higher Learning Commission Action Project Directory

Des Moines Area Community College

Project Details		
Title	Career Pathways	Status ACTIVE
Category	9-Building Collaborative Relationships	Updated
Timeline		Reviewed
	Planned Project Kickoff 05-01-2013	Created 11-26-2013
	Target Completion 12-27-2014	Version 1

1: Project Goal

A: Create targeted industry educational pathways that support workforce development through non-credit training that transitions into college credit programs and providing community/educational support services to assist unemployed and underemployed in persisting and completing their educational and career goals in a timely manner.

2: Reasons For Project

A: Through outreach and meetings with multiple businesses in the Area 11 district, DMAACC has identified key industries in strong need of trained workforce resources going forward. The targeted areas are Health Care, Telecommunications, Technology, Transportation and Manufacturing. In anticipation of the shortage of qualified workers, DMAACC is undertaking this opportunity to rethink the college resources, align Continuing Education with Credit Education and develop supported pathways for unemployed or underemployed members of the DMAACC community to become aware of industry career opportunities and help clear obstacles for them to participate in education and training that stair-steps into post-secondary education and future employment success.

3: Organizational Areas Affected

A: This is a pilot project that is being coordinated through the President and Chief Academic Officer's Office. A Coordinator has been designated to champion this Project by establishing a steering committee that includes representatives of *AM Grant, DMAACC Business Resources (DBR), DMAACC Continuing Education and Academic Deans. The Coordinator will work with the Committee to identify industry needs, develop resources and align supported services necessary for potential students to participate and achieve success. Pathway Navigators (mentor/advisors) will be hired in each targeted industry and trained to recruit, guide and mentor students. Community support services will be identified that will assist recruits in completing their educational and career goals. A web-site will be established that is easily accessible for assisting in researching career interests and enrolling in the program. Data will be collected by the Office of Institutional Effectiveness.

4: Key Organizational Process(es)

A: This Action Project aligns with the Strategic Goal of Quality in the education and services provided to assist students to further their education and persist to graduation, as well as the Strategic Goal of Service in the enhancement of DMAACC's ability to provide education to every person in the DMAACC Service Area. To that end, best practices in recruiting, advising, and mentoring will be piloted and monitored for efficacy and resource utilization; student retention will be monitored; and collaboration between non-credit and credit programming will be studied for improved service to the community.

5: Project Time Frame Rationale

A: This action project is a two phase process. The initial phase is to establish the pathways, develop actionable and sustainable processes for recruitment, retention and persistence, and hire and train the Pathway Navigators. The second phase is to recruit students, provide services and monitor success of the pilot over several years.

6: Project Success Monitoring

A: Pilot Pathway programs will be established for students. Pathway Navigators will be hired and trained in each of the targeted industry areas. Community resources such as childcare, tuition assistance, and tutoring will be established. Students will be recruited and provided support services. Student data in retention and persistence and success will be benchmarked and tracked.

7: Project Outcome Measures

A: This action project is a pilot that is initially focused on the development of processes and launching the program. Phase one will entail:

- developing pathways for each of the targeted industries
- establishing the community resources and processes necessary to support pilot participants
- developing and implementing the Pathways website
- hiring and training of Pathway Navigators
- recruiting students