VISION 20/20

Preparing Tomorrow's Workforce Today!

☐ How do we prepare our students to become highly successful teachers, chemists, welders, engineers, process technicians, doctors, nurses, lawyers, child care professionals and so on?

☐ Education is not always about careers, but Vision 20/20 is!

What is Vision 20/20?

It is an initiative to envision, plan and implement a sustainable workforce development **system** at LMC to provide **all** students with a comprehensive educational experience to prepare them for employment and advancement leading to successful careers in our region and beyond.

Why Vision 20/20?

- ☐ LMC has never had a workforce development strategic plan

- ☐ Our instructional programs tend to be 'tactical' rather than 'strategic'

- ☐ Our programs/units often work in silos

- ☐ Our efforts are often fragmented and duplicated

- ☐ The institution needs to support its programs differently and more effectively
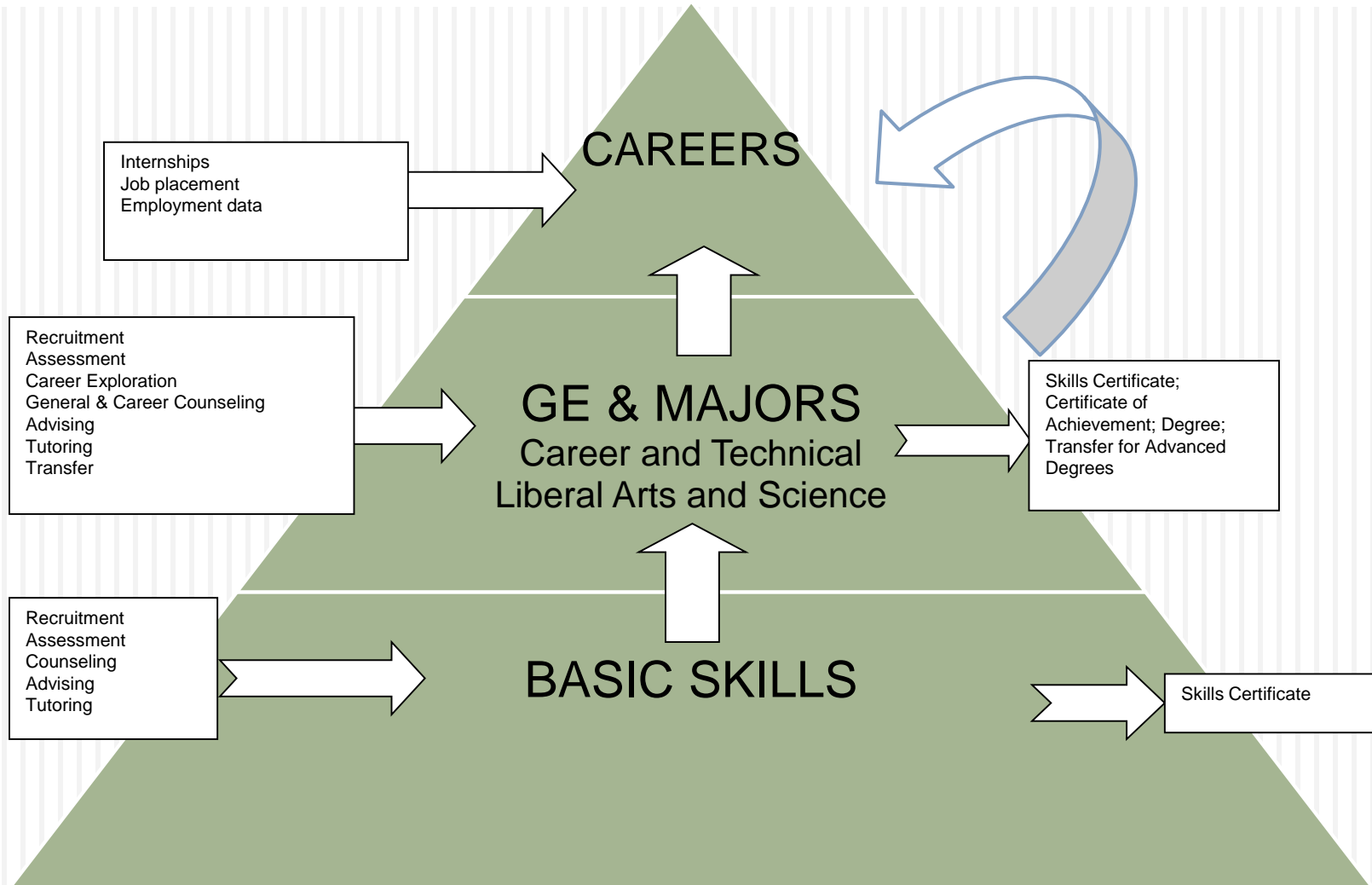
Objectives of Vision 20/20

- To develop a 3-year workforce development strategic plan in order to:
    - Define and establish a strong workforce development system (internally and externally)
    - Break down institutional silos (internal partnerships)
    - Sync student support services to workforce needs
    - Strengthen curriculum design and development
    - Improve student outcomes and success

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It will 'take a college' ...

Internships
Job placement
Employment data

→ CAREERS

Recruitment
Assessment
Career Exploration
General & Career Counseling
Advising
Tutoring
Transfer

→ GE & MAJORS
Career and Technical
Liberal Arts and Science

→ Skills Certificate;
Certificate of
Achievement; Degree;
Transfer for Advanced
Degrees

Recruitment
Assessment
Counseling
Advising
Tutoring

→ BASIC SKILLS

→ Skills Certificate

How are we accomplishing the objectives of Vision 20/20?

- By forming a steering committee with members from across the college
- By learning about the issues
- By collaborating across structural units at the college
- By collaborating with industry and business
- By building pathways from K-12 to universities/careers
- By connecting with the community
- By providing professional development
- By providing professional facilitation and training to develop strategic plans collaboratively

Vision 20/20 Activities

- April 2011 – Focused Conversation on "The Road Less Traveled"

- September 2011 – Hands-on workshop "Certificates Count – Addressing Student Completion in CTE"

- October 2011- Workshop "Effective Collaboration"

- November 2011 – Community listening session "Collaborating with the Community"

- December 2011 – 2-day Strategic Planning Retreat

- March 2012 – Half-day Retreat

Strategic Planning Retreat Overview

- LMC Workforce Development <u>System</u> strategic planning
  - Creating the "autobahn" (infrastructure and systems)
  - College-level discussion included members from the college, industry and community organizations
- CTE <u>programs</u> strategic planning
  - Creating the "automobiles" (curriculum, content, connections)
  - Individual or groups of CTE programs along with internal and external partners

What is the Workforce Development System?

Mission:

*The LMC Workforce Development System empowers **all** students to identify their career goals and aspirations and connects them successfully to services, resources, and instruction to realize those goals. It includes all short, medium, and long term pathways into eventual employment and career advancement.*

What does the Workforce Development System include?

*This system includes **all** programs, services and units at the college that work collaboratively to prepare our students for the workforce. Students may choose different educational paths to their careers.*

The broader workforce system includes K-12, universities, community-based organizations, workforce development boards, One Stops, industry and business.

Values:

☐ Every **student** has the potential to succeed

☐ All our programs and services **collaborate** seamlessly to prepare our students for the workforce

☐ Internal and external **partnerships**

☐ **Expertise** and **commitment** of faculty and staff

☐ **Efficient** and **effective** utilization of public **resources**

Some Guiding Principles

- **All** *faculty, staff and administrators see themselves as part of the LMC workforce development system.*

- *Workforce development is one of the **institutional outcomes** for instruction, student services, and administrative services.*

- ***Career readiness** is an important college goal to prepare all our students for the workforce.*

- *It will include **seamless** services and instruction within the college, and seamless services with external partners.*

Strategic Priorities:

1. Define and establish the appropriate infrastructure to support workforce development

2. Establish workforce development as one of the institutional outcomes for the college

3. Assist all students in selecting a career pathway and successfully completing an educational program either leading directly or after an advanced degree to employment

4. Establish internal partnerships within the college and external workforce partnerships

5. Position the college to apply for grants, donations and other funds to enhance the workforce development system

Vetting Vision 20/20

- Over the semester, we have been sharing these ideas with:
  - Shared Governance Council
  - CTE Committee
  - President's Council and Cabinet
  - California Community Colleges' Association of Occupational Education (CCCAOE) spring 2012 conference
  - Research and Planning Group

Next steps:

- Incorporate suggestions and recommendations
- Finalize and adopt the plan
- Include these concepts in the interim college strategic plan

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Steering Committee Members

- Barbara Cella - Director of Marketing and Media Design
- Ruth Goodin – Sr. Foundation Director, Office of College Advancement
- Phil Gottlieb – Director Career Center; Counselor
- Mike Grillo – Chair, CTE Committee; Fire Technology faculty
- Paula Gunder – English as a Second Language faculty
- Blas Guerrero – Dean, Student Development
- Kiran Kamath – Dean, Career and Technical Education
- Ryan Pedersen – Chair, Planning Committee; Math faculty
- Pam Perfumo – Chair, Child Development
- Gil Rodriguez – Dean, Liberal Arts and Science
- Randal Tillery – Dean, Workforce and Economic Development (CCCCD)
- David Wahl – Special Projects Manager
- Katalina Wethington – Co-chair, Developmental Ed. Committee

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Questions? Comments?