

# Partnership Concurrent Session

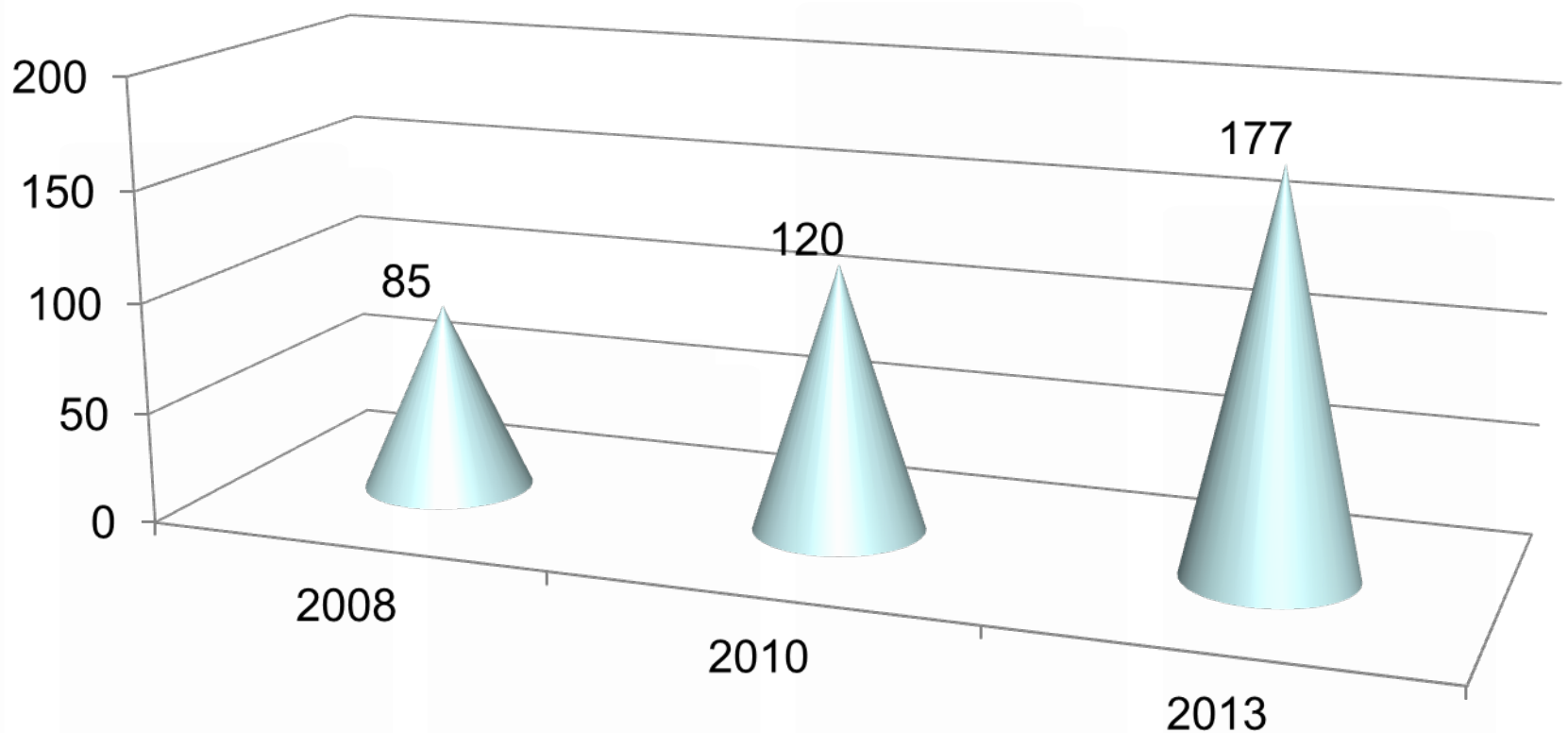
## Workshop Overview

- ❖ National Partnership Trends from Aspen C2E Survey
- ❖ Partnership Planning Tool: 5-Step Process to Identify and Address Capacity Gap via Strategic Partnership
- ❖ C2E Partnership Cases:
  - ❖ **Career Pathways Example:** Capital IDEA-Austin Community College partnership
  - ❖ **Support Services Example:** Training Futures-NOVA partnership
  - ❖ **Comprehensive New Partnership Example:** Virginia Western CC – Goodwill partnership

# Aspen WSI's 2013 National C2E Survey

- 177 partnerships responded
- Conducted Fall 2013, published 2015
- Findings on sectors and student populations targeted, benefits to both partners, partner roles, challenges, and finances

# Survey: C2E Partnerships Doubled from 2008-13



# C2E Survey Highlights

- ◆ **Who are CC's Partners?:** 107 nonprofit CBOs; 36 WIBs
- ◆ **Benefits to CCs:** Source of new students; Student support services; Job placement
- ◆ **Benefits to CBOs:** Training quality + credentials; More career pathway options
- ◆ **Regional Scaling:** 2/3 of 88 CCs surveyed report 4 or more CBO partners

# NOVA/Training Futures

## Training Audience & Prog Model

- ❖ Low-income adults @ \$10/hr; 49% unemployed
- ❖ 2/3 non-native English-speakers; bilingual!
- ❖ TABE minimum = 6<sup>th</sup> grade level English
- ❖ 75% women; 30% single parents
- ❖ Median age = 38; range = 20-50+
- ❖ Short-Term: 25 weeks of training
- ❖ Office Admin. Skills – 18 college credits
- ❖ Off-campus business center location

*“Living poor in America slowly beats your dreams down. I came to Training Futures to build them back up.”*

# NOVA-Training Futures Participant Outcomes

- ❖ 94% program completion (total 253 enrolled 2007-2010)
- ❖ 84% employed w/in 6 months of program completion
- ❖ Average 29% increase from prior wages
- ❖ 19% continue college studies on own, increased to 50% with additional support

*“TF tells us to put our basket of burdens down and step forward. We can create our own future.”*

# Incoming TF Trainees' Negative Self-Image & Self-Talk

## **I'm not smart enough in...**

*I'm no good in school*

I never finish what I start

I'm not college material

*I can't fit school in with my life*

I don't really like school

My teachers always picked on me

I'm no good at tests

*I don't really deserve any better*

My spouse/parent/etc. doesn't think I'll succeed

*Maybe it's just not meant to be*

*Employers don't really want me anyhow*

**I'm afraid of failing (again), so I don't try hard**

I can't do it because I'm disabled

# NOVA-TF Support Services

- ◆ **“Imaginal Education”**: Business Immersion & Image Change “Parallel Curriculum”
- ◆ **Peer Support Community**: Carpools, Grad Panel, etc
- ◆ **Clothing Closet** – 3 Business Outfits & Dress Code
- ◆ **Case Management** – Referrals & Benefits Access
- ◆ **Mental Health Counseling** – Onsite Weekly
- ◆ **Financial Education** – via Capital One Volunteers
- ◆ **Job Development** – Internships, Job Fair, Placement
- ◆ **College/Career Advising**-NOVA Adult Career Pathways
- ◆ **50+ Volunteers** – Interviewers, Computer Coaches, Email Partners, Accent Reduction, Program Grads



# ACC-Capital IDEA Program Model & Audience

- ◆ Long-Term: Multi-Stage Career Pathway
- ◆ ESL → GED → College Prep → Healthcare Pre-Reqs → Healthcare Training
- ◆ Health Care Career Pathway Options
- ◆ Multiple Entry/Exit Points
- ◆ 44% “Low-Skilled” (Math < 8<sup>th</sup> and/or English < 9<sup>th</sup> grade levels)
- ◆ 88% Female; 37% Single parents; Avg age=28

# ACC-Capital IDEA Outcomes

- ◆ 991 total participants in study
- ◆ 81% successful completion of College Prep program (Avg time=3 months)
- ◆ Only 11% drop-out rate in degree programs (30% still active at study's end)
- ◆ Avg annual wages increased from \$13K before program to \$17K overall and \$44K for healthcare training program completers

# ACC-Capital IDEA – Long-Term Career Pathway Support

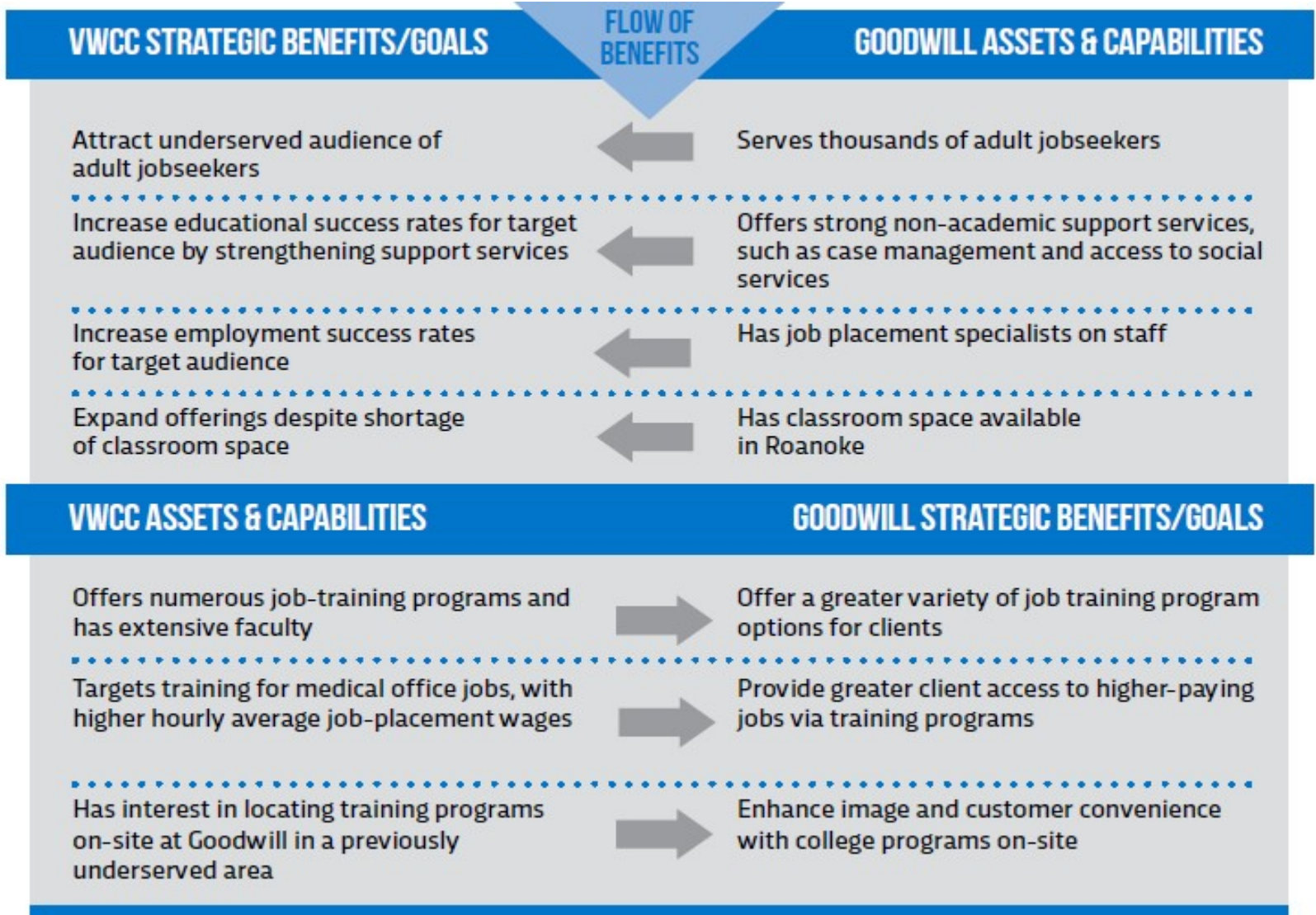
- Capital IDEA's long-term (Avg = 4yrs) support services
- Case Managers = Career Navigators
- VIP (Vision-Initiative-Perseverance) Support Groups

# VWCC – Goodwill

## Comprehensive Partnership

- Microsoft Office for Health Care Admin
- Example of new partnership program
- 41 enrolled in 4 cohorts 2013-15
- Avg. age=45; 98% female; 41% minority

# Strategic Benefits Sought Match Assets of Partner



# VWCC-Goodwill Outcomes

- ◆ **Program Completion = 85%**
- ◆ **Credentials Earned = Median of 1.55 per person (3 potential MOS certifications)**
- ◆ **New Jobs:** Rose from 50% in 1<sup>st</sup> cohort to 100% by 3<sup>rd</sup> cohort

# VWCC-Goodwill Lessons Learned for Partnership Success

- ◆ Community-focused strategies set stage
- ◆ Foundation of trust essential for partnerships
- ◆ Mutual benefits clear
- ◆ Continual adaptation based on data/experience
- ◆ Both orgs need to be prepared to change
- ◆ “Family-like” support culture with students
- ◆ New partnerships/programs take enormous time
- ◆ Stakeholder network pays big dividends

# Contact Information & Recommended Resources

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**Courses to Employment Website:** <http://www.coursestoemployment.org/>  
(C2E 2013 survey report, Capstone and Special Issue C2E reports, etc.)

**AspenWSI Website:** <http://www.aspenwsi.org/>  
(Individual C2E partnership data studies; partnership tools; partnership video, etc.)