

DEVELOPING THE WORKFORCE OF TOMORROW

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What does it take?

Building High-Quality Employer-Driven Partnerships

This means starting with the end in mind

Title.

- Healthcare is one of the fastest growing industries in our country
- At the same time, current employees are reaching retirement age at a rapid pace
- The number of young people available for employment is shrinking
- Therefore, workforce development cannot be business as usual

Role of the College

- The path to a satisfying career is not a straight line
- It has many twists and turns
- Colleges must be prepared to accept those twists and turns and help students adapt and adjust to them



What does this mean?

- More opportunities to exit and re-enter without loss of credit
- Different ways to earn credit
- Opportunities for stackable credentials along the way
- Opportunities to gain credit for prior learning
- Flexibility and adaptability to deal with a changing workplace

How do we do this?

- Developing partnerships with employers to learn what the needs of the workplace are
- Having employers at the table when curricula are being designed
- Be prepared for change

The Employer's View

- Promotion of essential skills
- Customer experience
- Coaching

Essential Skills

(Soft Skills, Job Readiness Skills)

For Example:

- Able to read, write, do basic math and compute at level needed to perform job.
- Demonstrates basic manners and activity.
- Demonstrates ability to be on time and reports as scheduled.
- Arrives prepared to work.
- Demonstrates integrity, respect, civility and ethical behaviors toward staff, the institution and patients/customers.

Just in Time-Technical Skills

- Know what the current needs are
- Know what the evolving needs are
- Bring employers into your classrooms and labs to see the students at work
- Give employers opportunities to talk with students about their institutions

It's a career not a college degree

- Help students understand they are not preparing for a job but a career
- Develop career maps that help students understand the many different paths they may take on the road in Healthcare

QUESTIONS??