Within Our Sights: Toward National Leadership in Higher Education | October 18, 2013
Morning Panel Presentation
Innovative Approaches to Fulfilling Workforce Needs

Presenter Contact Information

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Campus Project

Learn and Earn

Learn and Earn, sponsored by the Massachusetts Competitive Partnership, offers paid work experience for Bunker Hill Community College students at some of the top companies in Massachusetts, including Bank of America, BJ's Wholesale Club, EMC, Fidelity Investments, Raytheon, Staples, State Street Corporation, Suffolk Construction and Vertex Pharmaceuticals. The internship program is unique in its executive support from the top echelons of each organization, their CEO's collaborating in partnership with MACP's Education and Workforce Development initiatives. Learn and Earn is also unique in that students receive company-funded transportation stipends to promote accessibility and diversity, earn $15/hour 16-30 hours per week, and take a 3-credit internship course while receiving company mentoring and support for career goals. Many Learn and Earn students receive continued offers of employment from their Learn and Earn employers. Learn and Earn was first piloted in Spring 2012 where students interned one day per week at headquarters locations of 5 flagship Commonwealth of Massachusetts employers, Raytheon, Suffolk Construction, BJ's Wholesale, EMC and State Street Corporation. The Learn and Earn program has since expanded to nine companies, with over 150 students participating. Nearly 50 positions will be offered next semester selectively to BHCC students. This program has also expanded to students majoring in General Concentration, Biotechnology, Business, Communications, Engineering, Graphic Design, Hospitality, Information Technology, Paralegal, and Psychology/ Sociology. "*During my experience, I learned more than I could have in any class. My mentor guided me through the correct way of doing things in the professional workplace.*" --Learn and Earn Student testimonial

Vision Project Outcome Areas

- ✓ **Student Learning**
- ✓ **Workforce Alignment**
- ✓ **Closing Achievement Gaps**

Research and Data

Project Duration: *Spring 2012 - Ongoing*

- Over 150 students have participated since 2012
- Has supported students in nearly 20 degree programs across the College
- Over 60% diverse, Age Range 18-50, 8 Vets, ¼ 1st yr ¾ 2nd years
- Over 90% transferred to 4 yrs, including Bentley, Babson, NE, UMass, BU, Salem, Lowell—Even San Diego and Penn
- Processed 446 Student Applications, 271 Students sent for Employer IVs
- 5 permanent jobs and 40 Extensions = ~40% conversion rate!!!

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Campus Project

Connecting Students to College and Careers

Massasoit Community College has made a demonstrated commitment to develop new strategies that address Vision Project goals to increase college participation and completion and prepare students for engaged citizenship and the workforce. Massasoit's Connecting Students to College and Careers project progresses from high school to college to employment. The project enables high school students to earn college credits toward certificate and/or degree programs with flexible schedules, and stackable certificates enable Massasoit students to work while they earn additional certificates or degrees. To bolster success for students who are not ready for the rigors of college-level coursework, Massasoit developed self-paced and accelerated developmental math, reading, and writing courses. Additionally, Supplemental Instruction tutors and achievement coaches have been embedded in high fail-rate first year college-level courses to provide individual and small group academic support. The college has also implemented a comprehensive academic advising program to improve student retention, completion, and transfer rates and instituted the DegreeWorks online advising tool. Enhanced collaboration between businesses, community organizations, and Massasoit's credit and non-credit divisions has led to the development of new short-term and stackable certificate programs that prepare students for the local workforce and/or transfer to a four-year college. One-on-one career mapping sessions with academic advisors enable students to plan a balanced course of studies to achieve their career goals. Condensed, accelerated, and hybrid schedules provide the flexibility that enables non-traditional students to enroll in and complete a variety of programs. The newly established Center for Experiential Learning at Massasoit is a central point of contact that connects businesses and community organizations with faculty, students, and staff. The goal of the Center is to expand collaborations with community partners and develop real-world learning experiences such as internships and civic engagement projects that prepare students to be members of the workforce, lifelong learners, and engaged citizens.

Vision Project Outcome Areas

- ✓ **College Participation**
- ✓ **College Completion**
- ✓ **Workforce Alignment**
- ✓ **Preparing Citizens**

Research and Data

Project Duration: *September 2011 – Ongoing*

- High school students who received college credit: 1,110
- Number of dual enrollment courses: 41
- Number of accelerated or self-paced developmental courses this fall: 47
- Number of new credit-bearing certificates: 13

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Campus Project

Teaching Corps Program

The WSU Teaching Corps Program (TCP) is an innovative project of the Latino Education Institute (LEI) at WSU funded by the Massachusetts Board of Higher Education's VISION Grant. TCP has twin goals of increasing college success/career readiness for Latino students at WSU and improving literacy rates among Worcester Public School students. This paid internship program engages 30 WSU students each year for ten weeks as members of a unique teaching corps. WSU students gain applied skills, trainings, professional mentorship, and income as they work in classrooms of Worcester Public Schools as teacher assistants. TCP members serve as role models trained in literacy and conflict resolution as well as develop real-life experience as teachers in an urban setting. They build relationships with teaching professionals, peers, young students, parents, and others through the program. In the Spring Semester of 2013, TCP students served approximately 515 students and in total throughout the academic year served approximately 915 students.

Vision Project Outcome Areas

- ✓ **College Completion**
- ✓ **Student Learning**
- ✓ **Workforce Alignment**
- ✓ **Closing Achievement Gaps**

Research and Data

Project Duration: *Third year of operation; September 1, 2013 to June 15, 2015*

- 60 WSU students completed internships with public schools, of these 50% are Latino, and 28% are male
- TCP students have higher retention rates on average when compared to all WSU students; 6% higher for freshmen, 12% higher for sophomores; and 5% higher for juniors
- 6 WSU graduates who participated in TCP are now employed with the Worcester Public Schools.; several other work part-time with the WPS as they complete college
- The majority of TCP students use the $1,000 stipend to pay for tuition
- Evaluation assessments indicate students most value real work experience and career readiness assistance
- Assessments indicate students would most like to expand program to cover entire academic year

The information in this handout has been provided by the panelist