

Impact on Individual and Community: Anne Arundel Community College

Impact on Individual

The Walmart Brighter Futures 2.0 Project provides training in a high demand job area with an average starting salary for dealers of \$50,000, combining wages and tokens. As the casino industry expands in Maryland with a new MGM International in 2016 and other states adding new casinos, continued growth in job opportunities is expected. The Maryland Department of Labor projects a 17 percent increase in casino job opportunities through 2020, well ahead of the national average. Casino employers offer family-sustainable career wages that include a pathway for advancement and a comprehensive range of employee benefits, such as medical insurance and retirement. Students and incumbent dealers are encouraged to enroll in additional casino certificates to increase their advancement potential. This training is only the start of their lifelong learning.

The project includes dedicated career navigators who provide instrumental support services to bolster retention and completion. By embedding adult basic and job readiness skills in the training, this program helps underprepared and underemployed individuals transition quickly into the workforce with requisite skills for job success. The program also introduces students and their families to the value of goal setting and how education can greatly increase their personal potential and long-term opportunities.

Students can earn portable industry-valued credentials and digital badges that document their skill attainment and hone their job readiness skills. Credentials are becoming increasingly important for anyone who hopes to achieve a higher standard of living and greater economic mobility. By attaining a professional credential, an individual demonstrates the mastery of rigorous standards of knowledge and skills established by credentialing authorities and earns portable competencies that are recognized and desired by employers.

Impact on Community

AACC's Walmart Brighter Futures 2.0 Project serves a dual purpose: aligning education, training, and support services to the needs of employers in a growing industry and enabling the training to be accessible to a range of low-income individuals. It also provides locally trained, motivated workers to meet casino employers' needs. The training program accelerates and maximizes the ability of low-income adults who lack essential skills to move toward employment success and economic self-sufficiency because of:

- Accelerated learning – innovations in program content and delivery, assessment, and contextualization
- Comprehensive support services – enhance persistence toward completion
- Labor market payoffs – course content aligns the workplace requirements and leads to credentials with industry value in a high demand job area
- Measurement – Walmart Brighter Futures 2.0 students complete at a higher rate than other workforce students, averaging 20 percent higher than open enrollment students

The short-term job training accelerates each student's connection to their future employer. Creating training for jobs that provide family sustainable wages improves not only the lives of the students and their families but also the larger community in which they live and do daily business.