

Success Stories: Delta College

Our employer partners—Dow Chemical Company, Dow Corning, Hemlock Semiconductor, Nexteer Automotive, and most recently, Xalt Energy—are the biggest reasons for Delta College's WBF 2.0 program success. These employers are expanding and have the need for workers in middle-skill, middle-wage jobs. It is difficult to recruit and gain the commitment of individuals to complete training without the opportunities provided by these employers at the end of the program.

Most of our program participants have been referred to us by Great Lakes Bay Michigan Works!, Delta College's local Workforce Investment Board. Delta and Great Lakes Bay Michigan Works! both work with local employers to provide them with the talent they need to be successful in the marketplace. Great Lakes Bay Michigan Works! advertises the programs to their clients; recruit participants; and provide employability skills, GED, and Works Keys training to participants prior to *Fast Start*TM training. They also provide significant amounts of funding to pay for training, as well as post training services to help participants obtain employment.

Delta College works closely with its employer partners to design short-term training programs which lead to employment for successful completers. We focus on designing the program so participants learn the skills needed to be successful in middle-skill, middle-wage jobs. We obtain feedback from employers on individuals hired from the *Fast Start*TM programs and make adjustments in the program as needed. Having good relationships with employers is critical in order to obtain the feedback necessary for continuous program improvement.

The ultimate success rate of this program is reflected in the number of participants who are able to obtain middle-skill, middle-wage jobs. In addition to preparing participants for the technical aspects of these jobs, it is critical to help them learn how to communicate their skills on a resume and in an interview. Delta College emphasizes this in all of our *Fast Start*TM programs and believes this has played a big role in participants obtaining employment.