

## **Walmart Brighter Futures 2.0: College Sustainability Plan Cuyahoga Community College**

### **I. Best/promising practice(s) identified during the project.**

- A. Implementation of a referral service with community partner, Urban League of Greater Cleveland's S.O.A.R. (Solid Opportunities for Advancement and Retention) program. Participants are introduced to workforce training programs and connected to program managers that can lead to training and employment.
- B. Scholarship assistance (new service added to grant in 2015). To date, more than 60 individuals have been awarded scholarships in one of three high-demand industries: manufacturing, healthcare, and law enforcement.
- C. Transportation assistance (new service added to grant in 2015). Issue semester bus transportation to students for the duration of training.
- D. Accelerated career pathways and stackable certificates. Partner with programs that allow students to obtain industry-recognized stackable certifications and credentials.

### **II. Rationale for institutionalizing the best/promising practice(s) identified above.**

- A. Integrate the services of Walmart Brighter Futures 2.0 to align with the college's completion agenda by providing wraparound support services to workforce training programs that lead to academic programs as well as employment.
- B. Focus on addressing four of six key objectives that are aligned with the college's Strategic Plan. The four areas include:
  - 1. Align with the One Door initiative to provide support for our workforce programs that is readily available to all students.
  - 2. Time to completion: Utilize the fundamentals of Walmart Brighter Futures 2.0 as a springboard to shorten time to completion of academic and workforce programs (i.e., the Boost initiative, academic skills building), guidance and counseling, engaging with students one-on-one, career coaching, and care teams.
  - 3. College integration of services by combining divisions and providing wraparound support to students in workforce and academic programs.
  - 4. Equity: Broaden pathways to success for all students, addressing equality and equity issues by meeting their individual needs.
- C. Provide continuous support for unemployed and underemployed individuals by providing case management, employment assistance, wraparound, and retention services.

### **III. Fiscal implication(s) for institutionalizing the best/promising practice(s) identified above.**

- A. To leverage the work from Walmart Brighter Futures 2.0, we will:
  - 1. Utilize existing college resources such as Career Centers and Job Link Services.
  - 2. Use resources invested by the college through federal, state, and local partnerships.
- B. Identify additional funding and leveraged resources to expand the pool of funds available to students, including, but not limited to:
  - 1. College workforce scholarships
  - 2. Revolving loans
  - 3. No or low interest loans
  - 4. Grant funding tailored to veterans and their spouses
- C. Articulation agreements with four-year colleges and universities to leverage tuition dollars, resulting in reduced or free tuition.
- D. Expand existing partnerships with local Workforce Investment Boards.

### **IV. Partnerships/sponsorships established during the project that should be continued.**

Community-based organizations and employers that connect individuals to workforce training, internship, and employment opportunities:

- Urban League of Greater Cleveland
- Towards Employment
- The Council for Economic Opportunities in Greater Cleveland
- Boys and Girls Club of Cleveland (to address not only the needs of youth, but their parents and guardians as well)
- Swagelok
- ArcelorMittal
- Cleveland Clinic
- University Hospitals
- Akron General

### **V. Internal institutional collaboration during the project that should be continued.**

- ABLE/GED
- Women in Transition
- Workforce training programs
- Collegewide Boost program
- Collegewide Care teams

## **VI. Integration timeline for identified activities.**

Many of the programs have already launched; however, the goal for full engagement and implementation is 2017. Over the next three to five years, we will increase, enhance, and work toward scalable and sustainable services as we grow during the division's restructuring.