

**Walmart Brighter Futures 2.0 Project: 2015 Work Plan  
Kirkwood Community College**

Major Strategies	Action Steps	Expected Outcomes/Accomplishments	Target Date	Persons Assigned
I. Referral, Intake, Assessment, and Advising/Counseling  <u>Performance Status as of 9/30/14: 567 of 750 (75.6% of goal)</u>	Implement marketing and outreach strategies to enroll students in March 2015 Career Pathway cohorts (Advanced Manufacturing, Health Care, and Information Technology).	25 to 30 students enrolled KPACE non-credit training	March 2015	Pathway Navigators
	Transition PACE non-credit students to credit Pathway Navigator.	Up to 5 students transition from non-credit to credit training, receiving seamless supports from a Pathway Navigator	January 2015	Pathway Navigators
	Continue to partner with IowaWORKS to identify and enroll students into short-term training.	Continued enrollments into the GAP Tuition Assistance Program	Continuous through November 2015	GAP Program Director and Staff
II. Basic Skills and Literacy Training  <u>Performance Status as of 9/30/14: 385 of 300 (128.33% of goal)</u>	Continue developing/revising services to assist GED students explore career directions and obtain access to counseling and advising services.	Increase the number of GED graduates who transition into middle-skill training.	Continuous through November 2015	High School Completion Director and Staff

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III. Job Readiness  <u>Performance Status as of 9/30/14: 168 of 350 (48% of goal)</u>	Staff attends Journeys training. Team evaluates best practices and establishes a pilot to help students develop soft skills that align with technical skills needed in the industries.	A minimum of one pilot will be established and implemented. The team will evaluate student employment outcomes compared to non-participating students and determine how to proceed. More students will have accessed job readiness services that will aid them in securing employment post training.	Pilot to begin August 2015; results to be evaluated by November 2015	Director of Skills to Employment and Student Access Program Developer
	WBF Tactic Team develops a pilot to outreach and connect with individuals who apply to the College; pilot includes career exploration/confirmation prior to enrolling students into training.	Increase the number of students who are retained in training as a result of career exploration/confirmation activities.	Pilot to begin August 2015; results to be evaluated by November 2015	Student Access Program Developer and Tactic Team members will engage applicable staff
	KPACE non-credit students will obtain Career Services at the Next Steps Event.	Students will have increased knowledge of resources available through Kirkwood's Career Services department. Students will utilize these services as they near training completion.	Event to be held in May; students to work with staff through November 2015	Student Access Program Developer, Pathway Navigators, and Career Services staff
IV. Wrap-Around Services  <u>Performance Status as of 9/30/14: 432 of 350 (123.43% of goal)</u>	Pathway Navigators continue to monitor students' support service needs throughout training and as they prepare for employment. Issue supports and incentives to assist students with completion, job preparation, and employment retention. This is a significant strategy to achieving these metrics.	Support student retention and completion as well as help students secure and maintain employment.	Continuous through November 2015	Student Access Program Developer, Pathway Navigators, and Workforce Consultants

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V. Completed Middle-Skill Job Training  <u>Performance Status as of 9/30/14: 180 of 280 (64.29% of goal)</u>	A portion of students who have been enrolled into training have not yet started their training. Others are currently in training. Pathway Navigators and Workforce Consultants will continue to support students through training through the use of academic and support services, as needed, to aid students in completing training.	Assist a minimum of 100 more students to complete training.	November 2015	Student Access Program Developer, Pathway Navigators, and Workforce Consultants
VI. Employment Placement and Wage Gain  <u>Employment Placement Performance Status as of 9/30/14: 0 of 175 (0% of goal)</u>	The College has refrained from reporting on these measures until we have complete employment data on students. The October-December 2014 Quarterly Report will show progress on these metrics. Unofficial numbers as of 9/30/14 indicate that 107 students have obtained employment. This is 61.14% of goal. Similarly, unofficial numbers as of 9/30/14 indicate that 71 students have received a wage gain. This is 89.87% of goal.	October-December 2014 quarterly reporting will reflect progress on employment placement and wage gain measures.	February 2015	Student Access Program Developer, Pathway Navigators, and Workforce Consultants
	Continue student follow up strategies including the employment follow up survey to obtain information on students post training.	A minimum of 68 more students will obtain employment post training and a minimum of 8 more students will obtain a wage increase.	March 2015	Student Access Program Developer, Pathway Navigators, and Workforce Consultants