



#### Walmart Brighter Futures 2.0 Project: Work Plan Through 2015 Seattle Community Colleges

Major Strategies	Action Steps	Expected Outcomes/Accomplishments	Target Date	Persons Assigned
I. Recruitment/Marketing/ Expanded Accessibility	Incorporate an online funding application into the Start Next Quarter tool	Development of a standardized questionnaire across campuses	December 2013 - DONE	Project Director, Web Services Team, Workforce Deans
		Website launched with integrated online application	Summer 2015	
		Standardization of more efficient and proactive connections to funding resources for prospective student	Ongoing	
	Promote the Start Next Quarter website tool in the community and across campuses as a simple and accessible way for students to connect to workforce funding opportunities and student success workshops	Increased usability and hits on Start Next Quarter by 10%	Ongoing	Project Director, Web Services Team, Workforce Deans
	Promote and publicize Walmart Brighter Futures 2.0 Project within the local community in accordance with Walmart Foundation requirements and approvals	Press releases will be shared with community and posted on the Seattle Colleges webpage Sent to media listserv, on SCCD webpage, posted on Facebook College leadership will take opportunities to present the project at conferences and in speaking engagements	October 2013 - DONE Ongoing	Project Director, PIO Office
	Gather success stories	Creation of spotlight materials, highlighting students who have benefitted from the Walmart Brighter Futures 2.0 Project funds and successfully moved through the education system toward middle-skill jobs	Ongoing	Program Navigators, PIO Office





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II. Navigation/Wrap-Around Services	Work with existing organizations providing navigation and wrap around services across campuses by supporting professional development and building greater access to these resources for Walmart Brighter	Mapped resource document of which programs have leveraged navigation and access to wrap around services and what organizations are serving in this role across the district	October 2013 - DONE	Project Director, Community-based organizations, Deans, Faculty
	Futures 2.0 participants in all targeted programs	Contract executed to supplement gaps in current navigation services, coordination, and data collection	March 2014 - DONE	
		Continue work on enhancing data collection	Ongoing	
		Professional development training to expand the skill and knowledge of navigators to enhance direct services	June 2014 – DONE	
		Increased completion rates in programs with comprehensive navigation and wrap around services	Ongoing	
		Provide access to navigation and wrap around services for grant participants	Ongoing	



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III. Curriculum Re-Design and DevelopmentWork with appropriate deans and faculty to develop, update or expand	Faculty identified and work plan mapped out	January 2014 - DONE	Project Director, Workforce Deans, Faculty Development	
	I-BEST curriculum in targeted manufacturing and health programs	I-BEST curriculum developed in Industrial Manufacturing (IMA) program	N/A	Director, Basic Skills Deans, Faculty
		I-BEST IMA launched	N/A	
		Canceled due to lack of interest	N/A	
		District-wide Foundational Healthcare enhancements and updates completed for healthcare/NA-C pathway	May 2014 - DONE	
		Foundational Healthcare class launched	July 2014 - DONE	
		Medical Front Office and Administrative Specialist programs revised to be a Medical Assistant program	January 2014 - DONE	
		Integrated as stackable credentials and I-BEST curriculum developed	January 2014 - DONE	
		Enhanced I-BEST programs launched	Spring 2015 - DONE	
		Customer service training curriculum developed for CNA program	Spring 2015	





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IV. Employer Engagement	Form an Allied Health Employer Team to inform colleges about program offerings and strengthen industry connections to Allied Health Programs and students	<ul> <li>Identify an intermediary organization to convene an Allied Health Employer Team</li> <li>Contract executed with Workforce</li> <li>Development Council to facilitate Employer</li> <li>Team to achieve:</li> <li>Employer feedback about program offerings in identified allied health programs</li> <li>Identify any emerging entry-level healthcare occupations and training needs</li> </ul>	December 2013 - DONE February 2014 - DONE May 2014 - DONE May 2014 - DONE	Project Director, Healthcare Deans, Community Allied Health Convener, Employers
		Employer/student interface activities and job connections including mock interviews, industry panels and targeted hiring events for students/graduates of healthcare programs	Quarterly	



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V. Career Services and Employment Strategies	Incorporate access to and information from career-embedded specialists, career service centers and One-Stops to Walmart Brighter Futures 2.0 participants in all targeted programs	Menu of career and job readiness information and services available to students throughout the duration of their program; including, updated job search strategies, job search and networking preparation, and industry-specific strategy connections	Ongoing	Project Director, Career Embedded Services Specialists across campuses, One-Stop Directors
		<ul> <li>Possible replication of a new college initiative called "End Next Quarter" – intended for proftech students in last 1-2 quarters of completion.</li> <li>Session to cover important next step/transition information to include:</li> <li>Graduation paperwork</li> <li>Job search strategies</li> <li>Referrals/access to WorkSource and WIA job search funding</li> <li>Note: no grant funds were used for this project, but it is being leveraged as an additional resource for students</li> </ul>	Ongoing March 2014 - North Seattle campus session launched; April 2014 - South Seattle campus launched	
	District-wide development of a robust, dynamic online career/job board that proactively connects students & graduates and employers	<ul> <li>Purchase and beta implementation of an RSS Feed that proactively pushes job opportunities to students and graduates</li> <li>Identification and purchase of a domain name for Seattle College district online job board</li> <li>Revitalization, repackaging, integration and relaunch of a district wide online career/job "hub" to connect employers and students for career services, work study, internship and job opportunities</li> <li>Provide job readiness instruction, career services, and/or greater access to One-Stop Career Centers to 1,500 students</li> </ul>	December 2013 - DONE December 2013 - DONE Ongoing with hard launch in January 2015 Ongoing	Project Director, Career Embedded Services Specialists across campuses, One-Stop Directors







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VI. Tracking and Reporting	Research data elements available within existing database	List of required data elements currently available, other required date elements that can be captured through additional coding, and how remaining data elements will tracked	October- November 2013 - DONE	Project Director, District Research and Database Manager
	Coordinate with and research CBO, work supports, workforce funding opportunities and financial aid thresholds to establish low-wage and wage gain definitions for Walmart Brighter Futures 2.0 participants	Established definition of low-income for Walmart Brighter Futures 2.0 participants 200% FPL	October 2013 - DONE	Project Director, District Research and Database Manager
	Establish tracking mechanisms and metrics for quarterly report	Defined metrics of academic progress: completion, credential attainment Defined tracking mechanism: intake, enrollment – basic skills and middle-skill training, job-readiness, wrap-around services, job placement	Quarterly - refinements as needed	Project Director, District Research and Database Manager



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VII. Grant Close and Sustainability	Design methods to increase the collection of middle-skills job training and employment placement data to reach program goals	<ul> <li>Determine additional college programs, degrees, and certificates which are receiving funding from this grant but the participants of which are not currently being counted towards the quarterly report, and include them in future quarters, which will increase middle-skills job training enrollment</li> <li>As of Dec. 31, 2014, the Seattle Colleges have enrolled 1,057 in middle-skills job training, with an average of 211.4 per quarter, and a goal of 1,500. If current trends continue, we will eventually have 1,902. Adding these additional programs will help ensure this happens</li> </ul>	Spring 2015	Project Director, Career Embedded Services Specialists across campuses, District Research and Database Manager
		<ul> <li>Contract college Career Services Staff to collect middle-skills job training completion data</li> <li>As of Dec. 31, 2014, 796 individuals have completed middle-skills job training through the Seattle Colleges, with an average of 199 per quarter (not including the initial report), and a goal of 1,200. If current trends continue, we will eventually have 1,592</li> <li>Contracting this staff will help ensure our middle-skills job training goal is met, in addition to helping date collection in other categories</li> </ul>	February 2015	



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VII. Grant Close and Sustainability <i>(continued)</i>	Design methods to increase the collection of middle-skills job training and employment placement data to reach program goals (continued)	<ul> <li>Work with CBO's and college Career Services Staff to collect employment placement data on students who have already completed middle-skills job training</li> <li>Analyzing past quarter reports, the average number of employment placements through Dec. 31, 2014 (not including initial quarter) is 35.5, with a total of 142. If this trend continues we will be at 284 by the end of the grant, with a goal of 600, and a deficit of 316 to accommodate.</li> <li>The total number of middle-skills job training completions through Dec. 31, 2014 is 796, which means that employment data will need to be collected from 39% of said individuals. Considering current employment rates in the Seattle area this is presumed reasonable.</li> <li>In addition, by contracting this staff, employment placement numbers are also projected to increase for future quarterly reports. Thus, with this plan, it is predicted that the goal of 600 placed will be met.</li> </ul>	February 2015	Project Director, Career Embedded Services Specialists across campuses, District Research and Database Manager
		Connect with existing organizations which have been contracted to provide supplementary services for the purposes of this grant and collect employment placement data on individuals that have been helped through these services but have not previously been recorded.	February 2015	

North  $\cdot$  Central  $\cdot$  South  $\cdot$  SVI



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VII. Grant Close and	Establish long-term plans to make	Design procedures and tools to aid in the	Summer	Project Director,
Sustainability (continued)	use of programs initiated and funds	collection of employment data on Seattle	2015	Career Embedded
	spent during grant period	Colleges graduates for future programs and		Services Specialists
		assessments		across campuses,
				One-Stop Directors
		Market district-wide online career/job "hub"	Ongoing	
		and prepare it for long-term use.		
		Establish ongoing data collection mechanisms	Ongoing	
		to assess success		