Technical Career Pathways: *Partnering to Build a Strong Workforce*

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Presenters

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About TCTC

• Located in upstate SC
• Founded in 1962
• Public, 2-year community college
• 4 campuses serve 3 counties/7 school districts
• Over 70 programs in 4 divisions
  – Arts & Sciences
  – Business & Public Services
  – Engineering & Industrial Technology
  – Health Education
• Over 6100 students enrolled fall 2016
• Over 700 students dually enrolled fall 2016
• 114 students enrolled in a technical career pathway
Technical Career Pathway

• Technically-oriented, comprehensive dual enrollment program
• Seamlessly connects secondary and post-secondary curricula in a career area that supports local advanced manufacturing
• May lead to credential or certification
• Employs stackable credentials and Technical Advance Placement (TAP) credit, when possible
Technical Career Pathways: The Present

- Now have **recurring funding from SC**
- Why? In-demand careers that pay great wages!
- This fall, **114** dual enrollment students enrolled in
  - Automotive Technology (6)
  - Heating, Ventilation, & Air Conditioning Technology (4)
  - Technical Operators I and II (72)
    - Industrial Electronics Technology
    - Mechatronics Technology
  - Welding Technology (32)
- This May, **64** students were graduated with a **TCTC Certificate** prior to HS graduation!
The 3-Year Journey
Technical Career Pathways
Evolution
TCTC’s 4 Strategic Directions

1. Driving Organizational Success through Our People
2. Reinventing Our Offerings to Adapt to Changing Realities
3. Positioning and Equipping Students for Success
4. Embracing Personal Responsibility for Students’ Learning
Strategic Direction 2: Reinventing Our Offerings to Adapt to Changing Realities

TCTC Strategic Plan
What are the driving forces and benefits for this initiative?

- Ultimately a Prepared Workforce
  - Industrial need for more multi-skilled technicians in the workforce
  - Giving students a clear path to a career
  - Students’ receiving high school and college credit for classes leading toward an associate degree
  - Students enter the workforce up to 1 year earlier
Process to Reach the Goal

1. Create Buy-In
2. Develop Pathways
3. Implement Quality
4. Assess and Adapt for Continuous Improvement

GOAL: Prepared Workforce
Creating Buy-In Structure for Engaging Partners

• **Regional Board**
  - Share best practices
  - Regional professional development
  - Link and leverage

• **Local committees**
  - Develop
  - Market and promote
  - Implement
### Implementing Pathways through Strategic Networking

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<tr>
<th>Regional Level</th>
<th>School District Level</th>
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<tr>
<td>Share Best Practices</td>
<td>Develop</td>
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<tr>
<td>Professional Development</td>
<td>Market/Promote</td>
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<tr>
<td>Link &amp; Leverage</td>
<td>Implement</td>
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**Regional Level**
- PACE Board
- Middle School Committee
- Curriculum Committee
- Counseling/Communications Committee
- Business/Industry
- Students
- Community
- Parents

**School District Level**
- TCTC/Industry/School Committees
- MS/HS Counselors
- Principals
- Teachers
- Students
- Parents
### Developing Pathways with School Districts

- Any component can be a show stopper!

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#### Critical Components for Developing a Career Pathway

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<th>1. Foundational Components</th>
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<td>Student Interest</td>
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<td>Funding</td>
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<th>2. Logistical Components</th>
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<td>Instruction</td>
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<td>Clinical Experiences</td>
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<td>Class Schedule</td>
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<td>Promotion Plans</td>
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**TriCounty Technical College**
Pilot at Crescent High School

- Offered at TCTC’s Anderson campus 2013-2014
- Seniors who have completed electricity program
- 4 hours of TAP credit awarded
- 16 hours of course credit taken
- Students graduate in May of senior year with Technical Operators Certificate
- Students go directly to work or seamlessly transition into TCTC (mechatronics or industrial electronics)
Graduate from High School with a Technical Operators I Certificate and 26 Hours of College Credit

- Build a competitive and marketable resume for entry level careers in manufacturing following high school or continue at Tri-County to earn an Associate Degree in either Industrial Electronics or Mechatronics.
- After high school, graduate with an Associate Degree in 3 additional semesters.
- At Tri-County, have the opportunity to qualify for a Technical Scholars program with a local company where you’ll receive valuable work experience, earn a paycheck, and receive tuition scholarships. (Most Technical Scholars are hired into full-time positions upon completion of the Associate Degree.)
- Earn a WorkKeys certificate to illustrate competency level with prospective employers.

For local job information, go to www.tctc.edu/careercoach
From Pilot to All School Districts

• **2013 – 2014**
  - Pilot Technical Operators I Certificate partnership with 1 high school
  - 7 students
  - Funded through Advance SC Grant

• **2014 – 2015**
  - Expanded to 12 high schools and 3 programs
  - 51 students
  - Funded through SC Legislative Proviso

• **2015 – 2016**
  - Expanded to all school districts and 5 programs
  - 166 students
  - Funded through SC Legislative Proviso

• **2016 – 2017**
  - All school districts
  - 114 students
  - Recurring funding in State budget
Implementing Quality Lessons Learned

• Employability skills are important to industry and should be integrated into pathway
• Industry involvement is connection to jobs and success and is critical to program development, program relevance, and to students/parents
• Leadership support and internal/external champions are critical
• Knowing your resources is critical to planning and success
Concerns and Constraints

• Cost (in first 3 years) – Must have at least 6 credit hours/semester to qualify for Lottery funding; now have recurring funding

• Course time (minutes) alignment with career center A-B schedule and other high school schedules

• Calendar alignment/faculty issues

• Transportation

• Equipment concerns

• Student Success – must enroll “ready” students
Assessing and Adapting

- % of students entering workplace
- % of students entering TCTC or other colleges
- % of students receiving a credential, where applicable
- % of students graduating HS
- Enrollment growth of pathway
- Student success rates
- Meeting industry needs
Marketing and Promotion

• **Brand:** Career Pathways for Success – aligns with
  - SC “Personal Pathways for Success”
  - TCTC’s student success initiatives

• **Brochure**

• **Pathways**
  - Show TAP credit and dual enrollment courses
  - Credential earned
  - Credit hours earned
  - Stackable credentials
  - Labor market information
  - Remaining courses for associate degree
  - Course descriptions
Questions?

Thank you for attending our session!

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