

Creating Effective and Successful Partnerships

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Reality

No existing organization can successfully satisfy all of the needs a community has on its own.

Creating a Collaboration



When creating collaborations, it is important to clearly determine what factors may interfere directly with the learning goals of students. Then, find the organizations with a proven track record of effectively delivering supportive services to the community.

Examples:

- Case management
- Academic support (tutoring, basic skills)
- Family and work counseling
- Child care
- Employment
- Healthcare
- Advocacy
- Financial aid



Essential Partners in A Career Pathway

- Basic skills training organizations
- Higher education institutions
- Employers/Industry partners
- Community Based Organizations
 - Academic support
 - Non-academic support
 - Advocacy
- Funding institutions



Essential Partners and Their Roles

Industry Associations:

- Determine the steps in the career ladder, then research the skills and credentials needed to advance.
- Hire graduates. Set compensation for each step in the career ladder.
- Develop employee transfer agreements.
- *Support articulation agreements between employers.*
- Participate in proposal writing to fund program costs.
- Serve and invite other business leaders within the industry to be members of an advisory council.



Essential Partners and Their Roles

Employer Partners:

DATA ANALYSIS: When doing needs analyses of programs and projects, employers are important sources of data. They play a crucial role in any activity related to data that demonstrate the skills (basic, technical, and transferable) necessary to incorporate in a contextualized curriculum.

CURRICULUM REVIEW: Employers are also key partners in the review of contextualized curricula. They have the expertise to tell what skills are needed at the different stages in a Career Bridges and Pathways program and can articulate the resources needed to effectively learn those skills. They also establish salary scales based on workers' skills gains as they move up the academic and career ladders within a pathway.

TECHNOLOGY: Employers keep training institutions informed of new technology trends in the industry, so they can be incorporated in curriculum development and revisions.



Essential Partners and Their Roles

Employer Partners:

WORK-BASED LEARNING: Employers are essential in providing opportunities for real-life learning experiences. As partners in Career Pathways, employers are sites for practicums, internships, job-shadowing, apprenticeships, and other means for students to practice and learn in the workplace.

PROJECT-BASED ASSESSEMENT: Employers are the best evaluators of course objectives. By assessing the projects developed by students in a training program, employers will see these finished products, as demanded by users/customers, and assess accordingly.

EMPLOYMENT: The ultimate goal of an employer partner is to provide employment to the graduates of a training program, provide them with assistance and opportunities for growth as they stay employed with them.



Essential Partners and Their Roles

Educational Partners:

- Create postsecondary career bridges, aligned with pre-college bridges offered at CBO levels.
- Offer postsecondary credentials including advanced, industry recognized, certifications and degrees.
- Break the curriculum in short modules with specific, measurable, and reachable skills as per the career ladder in the pathway.
- Become active members of the program's advisory council.



Essential Partners and Their Roles

Educational Partners:

- Certify a student's skills and readiness for employment.
- Develop articulation agreements with CBOs and other educational institutions to facilitate student's advancement to a higher degree or certification.
- Provide financial aid to qualified students.
- Write, or co-write, proposals to fund other services needed by students.



Essential Partners and Their Roles

Community-Based Organizations:

- Provide literacy and basic skills classes with curricula contextualized to specific industries.
- Provide case management and counseling for non-academic needs (ex: family violence prevention, drug/alcohol addiction, public benefits, unemployment, child care services, food, housing, transportation, and other technical assistance).
- Develop vocational articulation agreements with higher education institutions.
- Engage in collaborative proposal writing, especially for those grants which other partners are ineligible.
- Provide employment services to participants at any stage of the educational and professional process.
- Support the entire family, rather than the student.



Other Supportive Partners

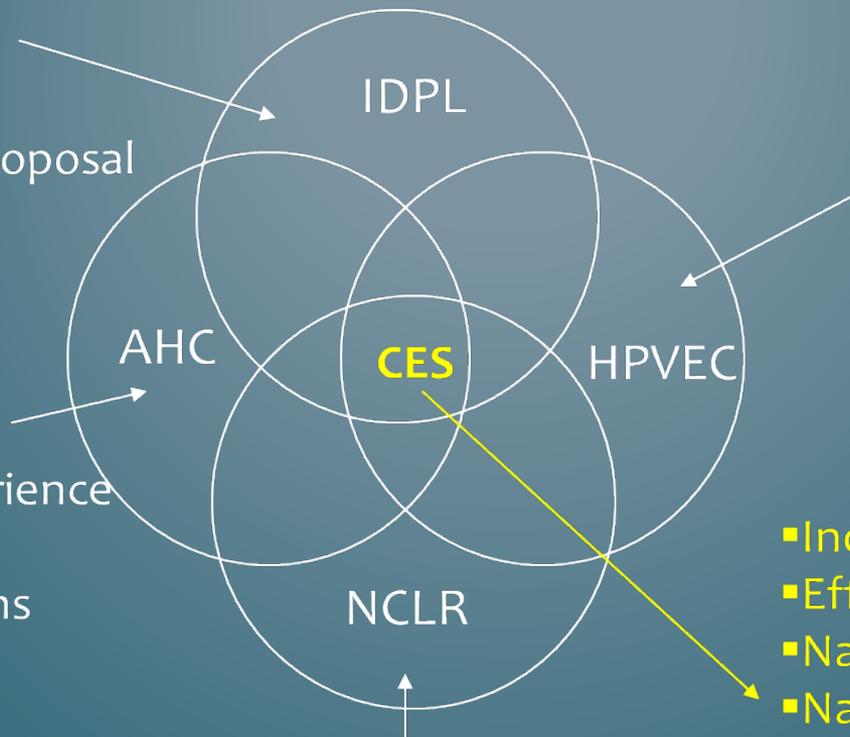
- Chambers of Commerce
- Commercial Clubs
- Local Elected Officials
- Religious Organizations
- Labor Organizations
- Local Media

Carreras en Salud Synergy

- Customized Curriculum
- VESL
- Bridges
- Pathway
- Foundation/Proposal
- Fiscal Agent

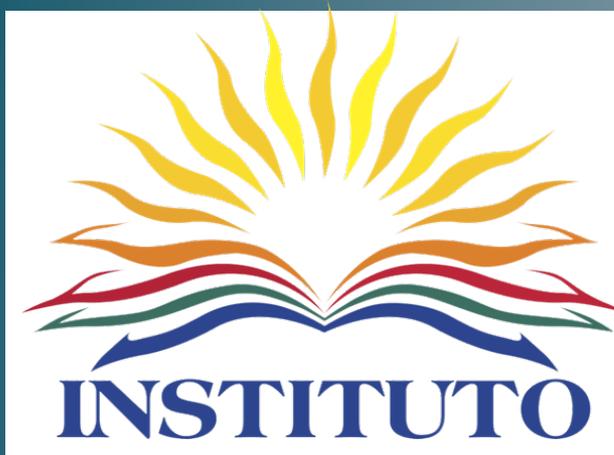
- Best LPN program
- Technology
- College Credits
- System Reputation
- Economies of Scale

- Case Management
- Proposal with Experience
- Physical Resources
- Community Relations



- Industry Sector Leadership
- Effective Healthcare Pathway
- National Best Practice Model
- National Media Exposure
- Foundations Attention
- Nursing Shortage Solution
- Bilingual Nursing Solution
- Jobs for the community

- National Exposure
- National Advocacy
- Potential Founding
- Assessment/Evaluation



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