

# Schenectady County Community College Workforce Development



## RECRUITMENT

1. High demand health care occupations: RN, HHA, CNA, Lab Technicians, Medical Secretaries.
2. Recruitment approaches: CAA/SCAP/ACAP/NEPCS walk-ins, partner referrals, social media, Facebook page, community events, word of mouth, presentations to agencies, flyers in community, local employers.
3. Recruitment goal: 400-500 students.

## ASSESSMENT, ACADEMIC ADVISING, AND ACADEMIC SUPPORT

1. Tests used: Intake assessment, criminal background checks, EDP's, CoE, TABE tests, NWRC, Provelt.
2. Learning supports available: Case management, remedial training, computer lab tutors and GED instruction, e-learning; I-BEST cohorts combining skills and academic training.
3. Enrollment goal: Partner intakes 400-500/; enroll 300 students in all education and training programs.

## EDUCATION AND TRAINING

1. Pre-training courses: SCAP Career Readiness (3 weeks to certificate of completion); ACAP Soft Skills trainings/NEPCS soft skills (recognized by WIB and DSS as eligible training provider).
2. Programs offered:
  - A. CNA/HHA/PCA (7 wks, certification and NYS license), 150 hours; also I-BEST model, 12 weeks.
  - B. EMT-B (3 mos, certification and NYS license), 200 hours.
  - C. Intro to Direct Support Professional (Certificate of Completion, 4 wks).
  - D. Dental Lab Technician (DLT) Certificate of Completion; 2 month modules.
3. Program completion: 256 students.

## SUPPORT SERVICES

1. Transportation: HPOG/SCAP/ACAP.
2. Lunch: HPOG/SCAP.
3. SNAP/TANF: DSS.
4. Utilities: SCAP/DSS/ACAP.
5. Books and supplies: HPOG/SCAP/ACAP.
6. Exam and licensing fees: HPOG.
7. Clothing: ACAP/SCAP.
8. Financial literacy workshops: ACAP/SCAP.
9. Emergency services: SCAP.
10. Child care: HPOG, DSS, SCAP/ACAP Head Start.
11. Scrubs and work shoes: HPOG.
12. Landlord issues/court: SCAP/ACAP.
13. Housing: SCAP/DSS/ACAP.
14. Medical: SCAP/Ellis/ACAP.
15. Counseling and referrals: ACAP/SCAP.

## EMPLOYMENT AND EMPLOYER RELATIONS

1. Employer engagement strategies: Using employment specialists, outreach, and leveraging our affiliations and connections to various healthcare facilities; supervisor/mentor training, employer recognition events, "spotlight" on Facebook page, and hosting quarterly advisory committee meetings.
2. Employment goal: Employ 180 students in health care professions; total 205 in all professions annually.