Improving Services to Students

Developing Internal Partnerships and Programs

Presented by

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Career Navigator

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Workforce Development

Melody Gast
Career Services
Highlighting Co-ops

http://www.clarkstate.edu/academics/co-ops-internships/
Developing Partnerships

Partnering with Job & Family Services

Jennifer Chilman
Career Navigator
Role of Career Navigator

- Recruit students and conduct career and academic advising
- Monitor student progress to ensure success
- Coordinate with Career Services
- Provide job search leads and connections
Impact on Students

• Career Pathway exploration
  • Career Services and Ohio Means Jobs

• Employee Profile
  • Preferences and Barriers

• Referrals
  • Career Services
  • Job and Family Services
  • Student Services
Overcoming Barriers

- **Referrals to and from assistance programs**
  - Childcare Services can pay part of the cost of childcare
  - Ohio Works First (OWF) provides cash assistance through Temporary Assistance for Needy Families (TANF)
  - Food Assistance
  - Transportation
  - Prevention, Retention, and Contingency (PRC) for housing-related expenses, car repairs, work gear or equipment

- **Funding for education**
  - Workforce Innovation and Opportunity Act (WIOA)

- **Business Service Team**
Utilizing Partnerships

- **Career Services**
  - Co-ops
  - Employer Connections

- **Business Partnerships**
  - Credit or non-credit instruction
  - Workforce development
Developing Partnerships

Clark State’s Workforce Development

Toni Overholser

Director of Workforce Development
Workforce Development

Training and Professional Services:

• Business Training and Consulting Services
• Workforce Training
• Targeted Selection and Applicant Screening
• Skill Assessments
• Pre-Hire Training
• Incumbent Workers Training
Creating a Unified Message

• Workforce Development and Career Services have very similar interactions with employers and worked together to create a unified message.

• This is very helpful since the departments are working with limited resources (staff).
Examples of Partnership

• When a company is looking for talent, Workforce Development will either invite Career Services to the introductory meeting or introduce them through email.

• Employers have had a positive response to joint meetings because it allows the company to discuss internal training and outside recruiting at the same meeting.

• Career Services directs employers to Workforce Development during conversations about in-house training.

• Another valuable partnership is sharing contacts and leads. Workforce Development and Career Services attend several networking events and promote each other’s services to interested organizations.
Workforce Development & OMIC

Workforce Development was instrumental to securing employer support letters for the OMIC RFPs.

• Total support amount from these letters was $195,000!
Guaranteed Interview Program

Developing and executing the Guaranteed Interview Program

• Utilize employer partners already connected to the College
• Employer partners have full autonomy to create criteria
  • Program of Study
  • GPA
  • Experiential Education
  • Eligible students are contacted and congratulated
• Career Services reviews job search documentation and assists with interview prep
• Students are connected with employers
• Program costs are minimal
  • Mailings (return envelopes, stamps, letterhead)
  • Resume paper when needed
Featured Success Story

“Speaking (or rather, writing) of guaranteed interviews, I wanted to let you know that Derrick (who officially is an R.N. as of our interview) not only had a PHENOMENAL interview, but I went so far as to work with my ADOQ to open an RN position for him. He will be starting with us as a full time Medical Staff Associate in February! Thank you so much for sending him our way! Keep them coming!”

Amy L. Pruitt
Center Manager Springfield 492
CSL Plasma
# Guaranteed Interview Program

## Employer Partners

<table>
<thead>
<tr>
<th>Advanced Dermatology of Ohio</th>
<th>Heartland of Bellefontaine</th>
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<tbody>
<tr>
<td>Associates of Podiatry</td>
<td>Heartland of Springfield</td>
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<tr>
<td>Balas Consulting Services</td>
<td>Heartland- Corporate</td>
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<tr>
<td>Belle Manor Nursing Home</td>
<td>Hospitality East</td>
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<tr>
<td>Bethany Village Care Center</td>
<td>Imagineering Results Analysis Corp.</td>
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<tr>
<td>Brookdale Buck Creek</td>
<td>Integrated Ag Services, Ltd.</td>
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<td>Buckeye Ecocare</td>
<td>Interfaith Hospitality Network-Norm's Place</td>
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<tr>
<td>Champaign Family YMCA</td>
<td>Logan Acres Care Center</td>
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<td>Cloverleaf Mechanical</td>
<td>McGregor</td>
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<td>Community EMS</td>
<td>Memorial Medical Group</td>
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<td>Community Green Landscape G</td>
<td>MEVA Formwork Systems, Inc.</td>
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<tr>
<td>CompuNet Laboratories</td>
<td>Mini University- Dayton</td>
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<td>CSL Plasma</td>
<td>Nationwide Children's Hospital</td>
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<td>Dayton Cemetery</td>
<td>Ohio Medical Transport</td>
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<td>DeLong Air, Inc.</td>
<td>Premier Health</td>
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<tr>
<td>Developmental Disabilities of Clark County</td>
<td>Reliant Mechanical</td>
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<td>Essex of Springfield</td>
<td>Residential Therapist</td>
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<td>Express Employment Professionals</td>
<td>Skyward Ltd.</td>
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<td>Family Physicians of Springfield, Inc.</td>
<td>Springfield SBDC, Inc.</td>
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<td>Family Violence Prevention Center</td>
<td>Stoops Freightliner</td>
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<td>FYDA Freightliner</td>
<td>The Siebenthaler Company</td>
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<tr>
<td>Gillam Lawncare and Landscaping</td>
<td>Villa Springfield</td>
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<tr>
<td>Greater Springfield Chamber of Commerce</td>
<td>WesBanco</td>
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<tr>
<td>Hauck Brothers</td>
<td>Woolport, Inc.</td>
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<td>Yamada North America</td>
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<td>Assurant</td>
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