

Building a Diverse Future Workforce: Partnerships between Employers and Community Colleges



Diverse workplaces are super innovative, productive, and vital for economic growth and competitiveness. How do we build that future together through people, pathways, and partnerships!

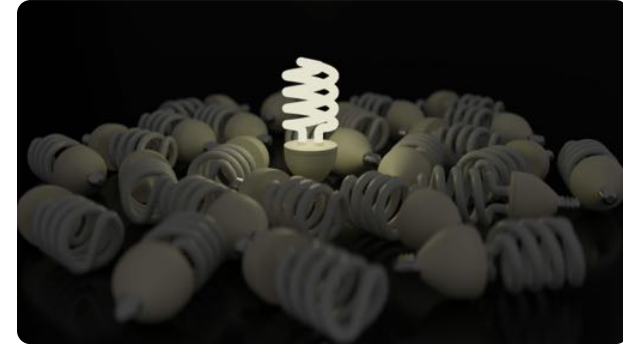
CD by Crystal Davidson



A Little About Me

- Born and raised in Florida - I know....welcome to crazy town
- Mother of 3 girls - youngest is a high school senior
- Passionate advocate for the underserved
- Background in workforce program development with an emphasis in Registered Apprenticeships
- Auburn Alumni but I am a proud Colorado Buffs BANDWAGONER

Let's Build a Brighter Future Together!



Join me on a journey to explore the power of collaboration between employers and community/technical colleges to shape a diverse and inclusive workforce.

Objectives

1

Unleash the Potential

Discover how employers and community colleges can unleash the untapped talent and creativity in our communities.

2

The Power of Diversity

Explore the transformative impact of diversity and inclusion on organizational success and innovation.

3

Success Stories and Strategies

Hear inspiring success stories and discover proven strategies and partnerships that are driving real change.

Unleash the Potential - Unlocking Hidden Talent

Employers and Community Colleges Unite



1 Community/
Technical colleges
are hubs of talent
and aspiration.

2 Employers have the
power to provide
opportunities.

3 Collaboration
between them can
drive community
empowerment.

Challenges and Opportunities

Lack of Access to Education and Training

Investment in community colleges and workforce development programs can help overcome this barrier.

Financial Barriers

Efforts to make college more affordable for low-income students can address this challenge. This includes childcare and transportation costs.

Discrimination in the Workplace

Enforcing anti-discrimination laws and promoting inclusive workplaces are crucial for overcoming this obstacle.

Lack of Collaboration Time

Prioritizing collaboration time with community colleges, industry, and community partners.

Building a Diverse Future Workforce

Why Diversity is Important?

- Diversity and inclusion are crucial for economic growth and competitiveness.
- Diverse workplaces are more innovative and productive.
- Employers need a variety of perspectives to meet the needs of their customers and clients.
- A 2017 study by Deloitte found that companies with inclusive cultures are more likely to have higher revenue growth, higher employee engagement, and more innovative products and services.
- Inclusive workplaces experience 22% lower turnover rates.

Benefits of Partnerships Between Employers and Community Colleges

1 Employers Can Help Develop Programs

Employers can work with colleges to develop programs and curricula that align with the immediate and future needs of the workforce.

2 Community Colleges Provide Qualified Job Candidates

Colleges can provide employers with a pipeline of qualified and diverse job candidates. Likewise, employers can provide college pathways for their employees to skill up.

3 Partnerships Address Workforce Challenges

Employers and colleges can work together to identify and address the challenges that students face in preparing for the workforce.

Most of you in this room know this info already..... So now to my main point:

How do we get to



Challenges Leaders Face When Approving New Ideas

1 Risk Aversion

Leaders may be hesitant to take risks or try new things due to fear of failure or negative consequences.

3 Lack of Information

Leaders may not have all the necessary information or data to make informed decisions about new ideas.

5 Resistance to Change

Leaders may resist new ideas due to a preference for the status quo or a lack of comfort with change.

2 Resource Allocation

Leaders may struggle with allocating resources, such as time, money, and personnel, to new initiatives or ideas.

4 Historical Failures

Leaders may be hesitant to try new ideas if they have experienced failures in the past or have a negative track record with similar initiatives.

6 Ego and Control

Leaders may resist new ideas that come from outside their immediate circle or challenge their authority.



~~MARRIAGE AND KIDS~~

HR & LEGAL

IT'S WHERE DREAMS GO TO DIE!

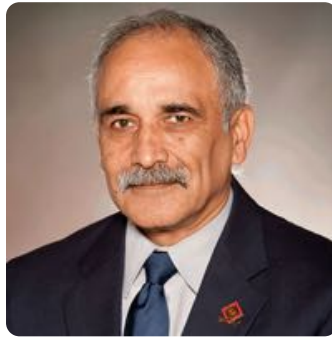
makeameme.org



iBuild U.S.A. is a registered 501c3 nonprofit that started in 2016. Collaborating with over 400 partners, our number one priority is building the workforce development pipeline for the construction industry. Our pipeline includes K-12 industry exposure, pre-apprenticeship, apprenticeship, and re-entry programs.

Partnerships:

- **School Districts**
- **Technical Colleges**
- **Community Colleges**
- **General Contractors**
- **Sub Contractors**
- **Department of Corrections**
- **Juvenile Justice**
- **Community Resources**
- **City and County Governments**
- **Economic Development Boards**



Programs and Partnerships

1

Apprenticeship & Pre Apprenticeship Programs

Hands-on training programs that provide practical experience and mentorship.

2

Internships & Summer Camps

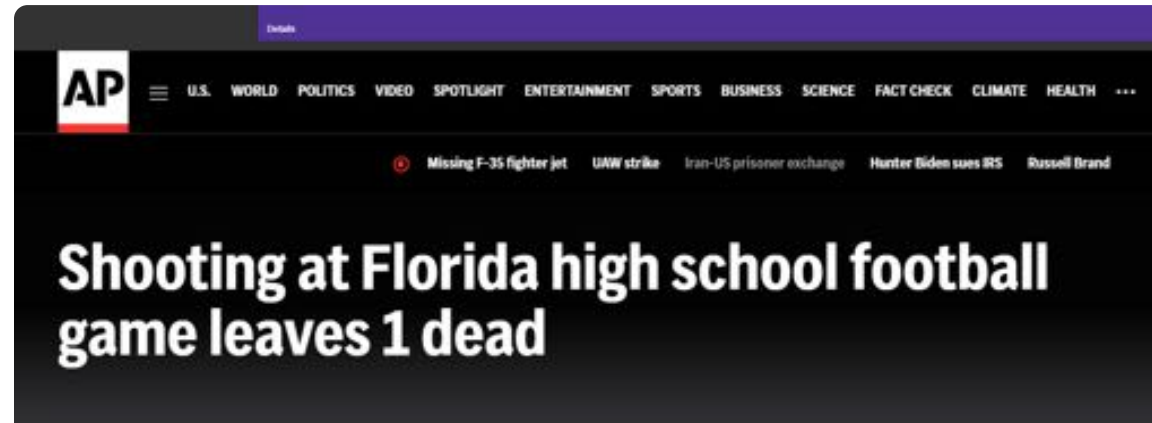
Opportunities for students to gain real-world experience in a professional setting.

3

Guest Speaker Programs and Skill Competitions

Bringing industry professionals to share insights and inspire students.

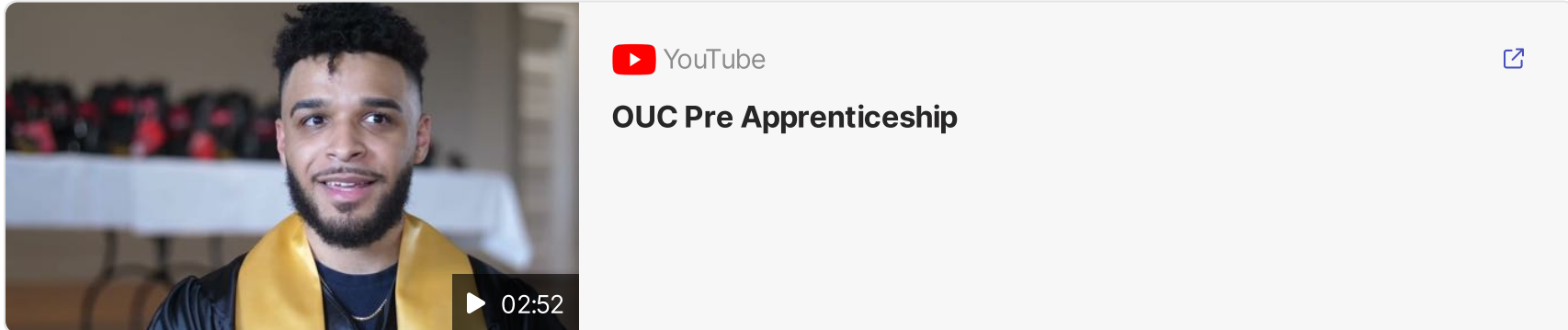
The Road is NOT ALWAYS EASY...



Successful Partnerships

iBuild, Orlando Utilities Commission, Parramore Kidz Zone Partnership

Joining forces to provide job training and employment opportunities for youth and adults in an underserved communities.



But it is WORTH IT!



1 Pre Apprentice Graduate

2 Full Time Employee with a livable wage

3 Begins Electrical Apprenticeship Program in January

Building Partnerships to Develop Career Pathways for Students

A partnership between iBuild, contractors, city government, school districts, economic development board, and Valencia College focused on promoting construction technology education and career pathways.





Vimeo



ibuild summer camp

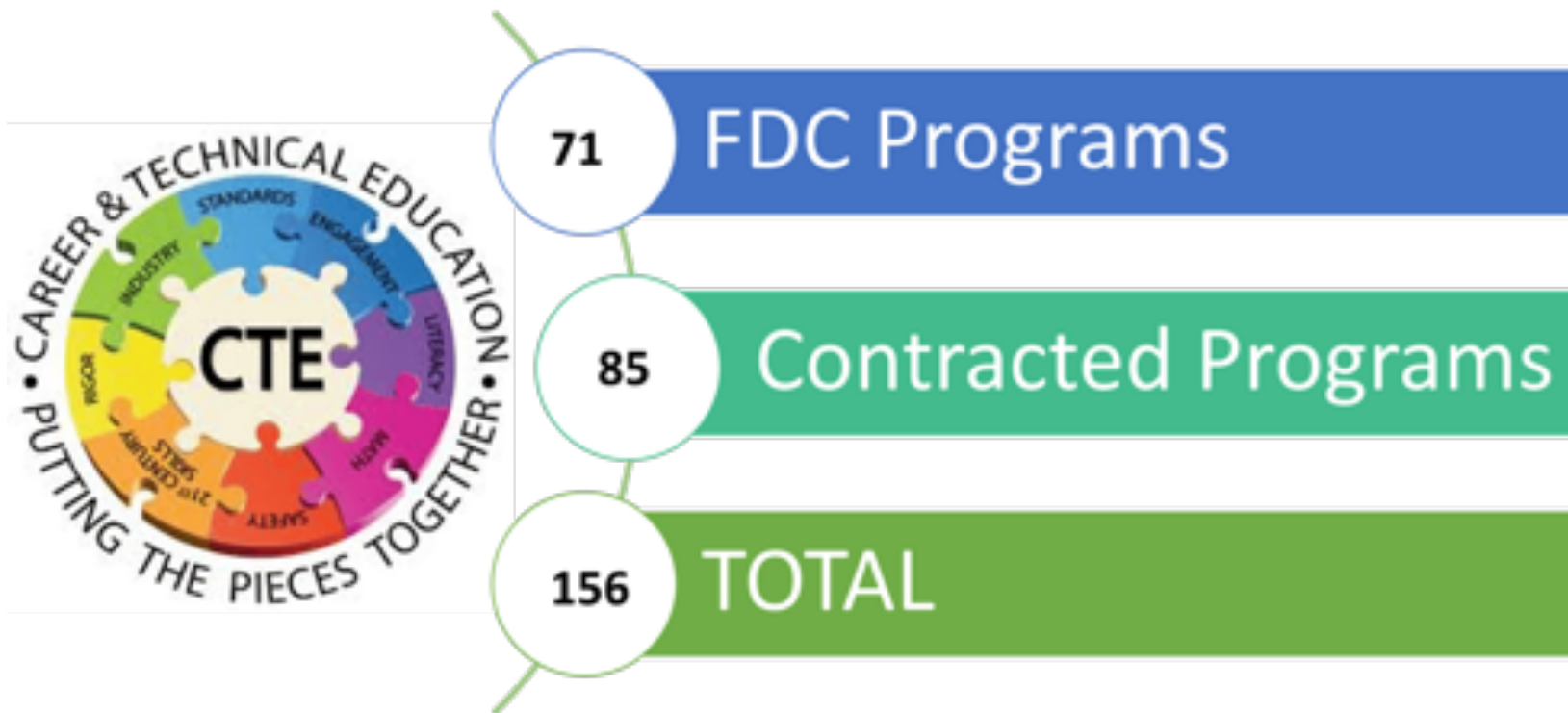
Working Together to Help Returning Citizens Secure Employment and Reduce Recidivism

Educational institutions, employers, and correctional programs can collaborate to assist returning citizens in finding employment and reducing recidivism. Partnering with correctional programs to deliver education and training inside prisons and jails can contribute to their successful reentry into society.





Career & Technical Education



iBuild, Osceola Technical College, FL Dept of Corrections, Registered Apprenticeship Programs

Registered Pre-apprenticeship construction trades program. Students are in a reentry correctional facility. They are enrolled at Osceola Technical College, Florida Dept. of Education Apprenticeship Office and the program will articulate into Post Secondary Construction Trades programs throughout Florida and all Construction Trades Registered Apprenticeship Programs.



An aerial, black and white photograph of a rowing team in a scull on the water. The team consists of five rowers, each with their own oar, moving in a synchronized fashion. The water shows ripples and a wake behind the boat. The image is positioned on the left side of the slide, taking up about a third of the width.

Benefits of Working Together

1 Returning Citizens

Increased chances of securing employment and reducing recidivism lead to improved quality of life and economic well-being.

2 Employers

Access to a diverse pool of qualified job candidates, reduced turnover, and increased productivity.

3 Educational Institutions

Increased enrollment and retention rates, improved student outcomes, and enhanced reputation as a leader in reentry education.



Next Steps

Develop Partnerships

College administrators should connect with local employers to foster collaboration.

Offer Relevant Programs

Colleges need to provide programs and curricula that align with workforce needs.

Support Services

Students should have access to career counseling and support services.

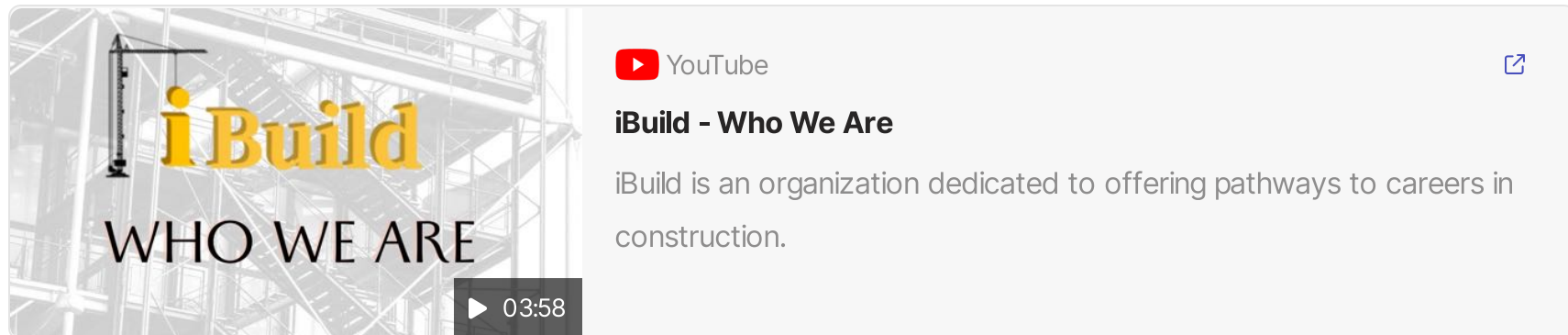
Promote Diversity and Inclusion

Colleges should prioritize creating inclusive environments that embrace diversity.





Call to Action

It is going to take us all working together to BUILD A DIVERSE WORKFORCE. By developing PATHWAYS and PARTNERSHIPS, we can create opportunities that benefit both students and employers. Join us in building a more diverse future workforce!



The video player shows a thumbnail for a video titled "iBuild - Who We Are". The thumbnail features the iBuild logo in yellow and the text "WHO WE ARE" in white, set against a background of a construction site with scaffolding. The video duration is 03:58.

 YouTube 

iBuild - Who We Are

iBuild is an organization dedicated to offering pathways to careers in construction.