

Skills-to-Employment

Strategic Goals – Skills-to-Employment Division

Integration into Kirkwood’s Team-Based Culture

The division has taken the results from the 360 degree review and are completing an internal employee satisfaction environmental scan using an outside consultant. This process will lead to a plan for improvement for FY07. Additionally, the division’s communications goal team has engaged and encouraged Skills to Employment involvement in Kirkwood Events. A process for an internal Communications Council has been implemented and employee recognitions continues. Status: On track to complete goal.

Collaborate with Partners to Increase Access to Resources

The division has identified the internal partners at Kirkwood Community College and developed a Focus Group to inform these partners of Skills to Employment Programs, how to make referrals to the various programs, and of resources available for Kirkwood learners. A communications document and Desk Aide has been developed to provide readily available information for contacting staff. External partners have also been identified and two Focus Groups are scheduled in Cedar Rapids and Iowa City for these partners. Additionally, speakers from the Kirkwood internal partners are invited and attend the Skills to Employment staff meetings on a monthly basis. Status: On track to complete goal.

Demand Driven Strategy for Investment of Regional Training Funds

To date, historical data has been gathered to document the training category expenditures by program and major since FY03. Data has also been gathered on demand driven occupational opportunities on a local, state, and national level. Data has also been gathered on the required skills needed to compete in today’s workforce. The demand driven data is being assembled and will be posted on the division’s web page to better educate clients of occupations that are in demand in the region and match this to education and training pathways. The data will also be used to prepare a recommendation to the leadership team on strategies for budgeting the division’s investment of regional training funds in high-demand occupational categories for FY07. Status: On track to complete goal.