

## Chapter 6B: Workforce Development Initiative

### Starting Points

Workforce development is the coordination of educational, corporate, and governmental programs to enable individuals the opportunity to realize a sustainable livelihood and to enable organizations to achieve exemplary goals, consistent with the history, culture, and goals of the societal context. Workforce development seeks to bridge the individual, organizational, and societal interests, in ways that meaningfully benefit each other.

Number of Continuing Education students:	120
Courses offered by DCE:	33
Technology-mediated course offered by DCE:	28
Number of workforce-related course modules:	0

The College of Engineering contributes to economic development within the State of Colorado, the nation, and the world, in part, through the development of an educated workforce. Workforce development focuses on four main societal issues:

- ✘ Preparing individuals to enter or re-enter the workforce,
- ✘ Providing organizations with learning opportunities to improve workforce performance,
- ✘ Responding to changes that affect workforce effectiveness, and
- ✘ Helping individuals undergo life transitions related to workforce participation.

The Workforce Development Initiative recognizes that the College needs to develop a process for faculty to convert course content into useful course modules, but with a minimal investment of faculty time. In order to proceed, resources need to be put in place to support content development and a centralized delivery system. The College of Engineering workforce development initiative supports the University's goals # 6, 9, 10, 11, 18, 19, 20, 22, 23, 24, 29, 30, and 33. Our objective is to:

**Objective:** **Develop and build a sustainable workforce development program that enhances current programs, provides exposure to external stakeholders, and meets the needs of industry and organizations.**

**Goal:** Build the foundation for relevant content through processes that ensure quality courses and quality course delivery.

### Strategies:

- ✘ Complete an inventory of available courses and faculty interested in continuing education,
- ✘ Work with Division of Continuing Education and the Departments to identify content providers,

- ✘ Develop processes to ensure quality of courses and instructors to maintain the value of the College's brand,
- ✘ Through market research, develop topics that can be further developed into course content, and
- ✘ Develop a standard MOU with the Division of Continuing Education to provide central functions and coordination in the college.

**Goal:** Provide a delivery system that complements and enhances our on-campus programs.

**Strategies:**

- ✘ Develop an organizational structure and associated responsibilities in the College,
- ✘ Employ an instructional designer that is knowledgeable in distance delivery methods,
- ✘ Identify Ph.D. candidates who can support course development and packaging,
- ✘ Identify faculty and faculty affiliates who can teach at distance (onsite, off campus, and technology mediated), and
- ✘ Build the capacity for off-campus delivery of courses such as at the CSU Denver Center, company on-site programs, and technology mediated course delivery at a distance.

**Goal:** Develop pathways leading to degrees. These pathways may include modular courses, workshops, and certificates.

**Strategies:**

- ✘ Build a content pathway that leads from CEUs, to a certificate, to a transcript visible certificate, and finally to a master's degree, and
- ✘ Look for ways that modularize courses into smaller, one credit units that can be then taught independently and bundled into three credit courses.

**Metrics:**

- ✘ Number of students taking distance education courses,
- ✘ Number of course offerings,
- ✘ Course evaluations, and
- ✘ Number of workforce-related course modules.