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Individuals wanting to earn an associate degree or certificate quickly in order to enter the workforce may find the traditional college path challenging. MCC removes those barriers by offering courses and programs delivered in an accelerated and flexible-paced format. This fast-track educational option is attractive to students because it better accommodates their schedules, saving them time and money in the long run. In addition, employers in need of middle-skill workers benefit from an increased talent pool. Here are several innovative ways MCC helps speed learners along the pathway to meaningful careers.

Creating Building Blocks to Career Advancement

What's a "stackable credential"?

Think of it as a building block, a credential that a learner can achieve and build upon over time. Line up enough building blocks and allow some "on" and "off" ramps so a person can pause or intersperse employment as needed and you've built a pathway to a sustainable career and life.

For example, one sequence of an MCC stackable credential focuses on industry-

relevant, middle-skills training in advance manufacturing.

A partnership between MCC and Finger Lakes Community College allows graduates of FLCC's six-month, noncredit advanced manufacturing machinist program to continue on to MCC's precision machining program with 15 credits from FLCC applied toward an MCC certificate or associate degree. Students can transition without

interruption from the FLCC program to the MCC program, or stop out to gain some work experience. (We'd encourage them not to stay away from education *too* long.)

This pathway helps individuals speed up their training and improve their employment situation in a way that allows flexibility to meet individual needs.

Accelerated Training Graduates Land Jobs

MCC's accelerated precision tooling certificate program enables low-income residents across our region to gain education and hands-on training in advanced manufacturing, earn a certificate in half the time, and find employment within a year.

Forty-five individuals have completed the six-month training program since its inception in 2013.

Developed in response to local manufacturers' immediate need for skilled workers, the training program serves unemployed or underemployed individuals, including military veterans, in collaboration with the Rochester Technology and Manufacturing Association. Graduates receive job placement assistance.

The program has a 75 percent completion rate and an 82 percent job placement rate.



Franz "Rusty" Tyson, left, and Harvey Olds, both of Henrietta, recently earned a certificate after completing MCC's six-month accelerated precision tooling program.

Among the recent graduates is Harvey Olds, 33, of Henrietta, who has held a series of short-term, temporary work in machining since graduating from high school.

"I've always been interested in the profession," said Harvey, who is the first in his family to earn a college credential. "Through the MCC program, I will be able to work full time, long term in a career that I want."

Franz "Rusty" Tyson, 67, of Henrietta, who holds two master's degrees and an accounting and information technology background, is ready for a new career.

"Because we have the photonics institute being located in Rochester, the photonics industry will be very appropriate for me to apply my math skills and my new talents in metrology and machining."

The program will welcome a new group of participants in April 2016.



"The benefit that the MCC accelerated program has provided Acro Industries is the candidates that come in are prepared to contribute right away. The program does a great job of focusing on the individuals that are committed to advancing in the manufacturing world."

— **Bob Coyne**, general manager of Acro Industries, who has hired several graduates of the MCC accelerated precision tooling program



Monroe Community College

STATE UNIVERSITY OF NEW YORK

Redesigned Program Shortens Completion Time

Research shows that the longer the path to completion, the less likely college students are to graduate. Armed with that knowledge, MCC has redesigned its developmental education program—creating one that integrates support while providing greater flexibility in course delivery and shorter program completion time.

An integrated reading/writing curriculum reduces student time in a developmental course sequence by 33 percent and embeds supplemental support, such as tutoring and resources, through MCC’s Center for Academic Reading.

MCC data show that in fall 2014, a higher percentage of students earned C or higher in their integrated reading/writing courses when they used the center’s support services than their peers who didn’t.

In addition, MCC’s developmental math courses now offer students a “flexible-paced” option. Students can develop and demonstrate math competencies through a new approach that allows them to progress at their own pace in class, in the Flexible Pace Math Lab, and outside class.

“I was able to retain so much more with this flex-paced math than I would in a traditional class. If I had questions, I could



MCC student Syreeta Coleman, left, who received tutoring in developmental reading, writing and math two years ago, now works as a peer tutor in the Flexible Pace Math Lab and the Center for Academic Reading.

bounce back to a video and it would explain it,” said Robin Angevine, who graduated in spring 2015 with a precision machining degree. “I felt I had a lot more support. The outcome was fantastic.”

According to MCC data from fall 2014, 73 percent of students in the redesigned courses earned a grade of C or higher compared with 67 percent of their peers in the traditional math courses.

Easing the Transition to College-level Coursework

Launched in January 2016, MCC’s Middle-Skills Bridge Program extends educational and career pathways to disadvantaged and underrepresented populations, including displaced workers and military veterans.

Through the 10-week program, students accelerate their developmental education before enrolling at MCC. Reading, writing and math are taught within neighborhood centers like the Veterans Outreach Center and Baden Street Settlement of Rochester.



Upon completion of the bridge program, students are prepared and encouraged to enroll in one of MCC’s accelerated certificate programs, including one in mechatronics to be launched in fall 2016, which pave the way to rewarding and sustaining careers. The accelerated programs enable students to earn a certificate in half the time and gain employment upon completion.

A \$320,000 grant from JPMorgan Chase supports the creation of the bridge program and new accelerated certificate programs at MCC. The grant is

associated with JPMorgan Chase’s *New Skills at Work* initiative to address skill gaps in communities like Rochester and around the world.

This investment in MCC students and programs will ultimately increase the pool of qualified workers for high-demand, middle-skills careers throughout the Finger Lakes region.

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