



PimaCommunityCollege



Center for Training and Development

**Amanda Abens, Director  
Center for Training and Development (CTD)  
and Health Profession Opportunity Grant  
(HPOG)**



PimaCommunityCollege

# Roadmap

- ❖ CTD background
- ❖ Solutions for connecting low income and TANF participants into Pathways for employment
- ❖ Examples of CTD and HPOG solutions in action

# Pima Community College District

## Mission Statement

The mission of Pima Community College is to develop our community through learning.



# Community Challenges

- ❖ College Readiness Gap
- ❖ Middle Skills Gap
- ❖ Poverty

# CTD and HPOG Strategies

- ❖ Support services
- ❖ Collaborations
- ❖ Create Career Pathways
- ❖ Responsive to employer needs and sector strategies

# CTD History

- ❖ Workforce Training in both Credit and Clock hour certificate programs
- ❖ Partnership and collaboration with employers and community agencies
- ❖ Case management /intrusive advising
- ❖ Focused on obtaining employment

# Current CTD Certificate Programs

## Clock Hour

- Business Technology and Medical Office
- Culinary
- Health Occupations

## Credit

- Medical Assistant
- Phlebotomy
- Behavioral Health

# Health Profession Opportunity Grant Pathways to Healthcare

- ❖ Career Pathways - 16 health professions across 5 PCC campuses

What has HPOG taught us,  
brought us and shown us?

# Support Services

- ❖ Case management model/Intrusive advising
- ❖ Career Services
- ❖ Remediation / Developmental Education Services
- ❖ Individual progress reports - IPR's / Early intervention
- ❖ Collaborate with other agencies
- ❖ HPOG supports

# Career Consideration



# Collaborations

*Coming together is a beginning,  
staying together is progress, and  
working together is success. —  
Henry Ford*

# Career Pathways

The *career pathway approach* connects progressive levels of education, training, support services, and credentials for specific occupations in a way that optimizes the progress and success of individuals with varying levels of abilities and needs.

*Alliance for Quality Career Pathways, a project of CLASP*

# Working with Employers

- ❖ We must understand and be responsive to employer needs
- ❖ Training programs cannot operate without significant employer input

# Patient Care Technician

- ❖ HPOG Certificate Program
- ❖ Close contact with needs of local employers
- ❖ New externship collaboration



# Culinary

- ❖ Real world cooking experience imbedded in program
- ❖ Instructor with extensive employer partnerships



# Behavioral Health Service

- ❖ Local employer need in high growth area led to creation of brand new training program.
- ❖ Next Phase - IBEST project

# Resources

- ❖ CLASP – Alliance for Quality Career Pathways

<http://www.clasp.org/issues/postsecondary/pages/aqcp-framework-version-1-0>

- ❖ Closing the Skills Gap: companies and Colleges collaborating for change

<http://www.economistinsights.com/leadership-talent-education/analysis/closing-skills-gap>

- ❖ Sector Strategies Coming of Age

<http://www.nga.or/files/live/sites/NGA/files/pdf/2013/1301NGASSSReport.pdf>

- ❖ National Skills Coalition

<http://www.nationalskillscoalition.org/news/blog/targeting-our-middle-skill-economy-state-by-state-snapshots>

Amanda Abens

Director, Center for Training and Development

Pima Community College

Desert Vista Campus

5901 S. Calle Santa Cruz

Tucson, AZ 85709

520-206-5205

[aabens@pima.edu](mailto:aabens@pima.edu)