



HOUSTON COMMUNITY COLLEGE



**Proven Strategies for Program
and Fiscal Sustainability**

**State of the Art Conference
November 15th, 2018**

Mission

VAST Academy provides post-secondary transition programs and comprehensive support services, which lead to meaningful credentials, employment and independence for individuals with intellectual and developmental disabilities.

Opportunities include vocational certificates, pre-college and freshman success bridge courses, career readiness credentials, internships and employment assistance through an inclusive, relevant and affordable avenue.

Meaningful Credentials

- Occupational Skills Career Readiness Certificate
- Office Skills Training
- Retail Training Certificate
- Work-Keys-Career Readiness preparation
- Employer Field Experience

Celebrating 25 Years!



HCC-VAST Academy History

VAST Academy Student Success

- **90% Course and Program Completion**

- **85% Employment Success**

Full-Time: VA Hospital-Patient Escorts, MD Anderson-Dining Services, Smith & Associate-Administrative Assistant

Part-time: The Rise School of Houston- Classroom Ass,istants
Phoenicia Deli-Pastry Chefs, Arena Energy-Housekeeping, HISD-Clerical,

- **15%-20% Transfer Annually to Credit Programs**

- **9 Alumni Awarded Associates Degrees -2012-2017**

Business Technology & Administration, Culinary, Child Development...

- **20 Awarded Workforce Certificates and MSA's 2012-2017**

Business Administration, Business Technology, Culinary/Pastry Chef,
Child Care and Computer Animation, Computer Graphics, Welding...



Class of 2017



V.A.S.T. motto: *All That I Can I Will. Education + Employment = Independence.*

Proven Strategies for Fiscal & Program Sustainability



- ❖ Secure Administrative Support and Funding
- ❖ Develop Strategic Plan to Align with College
- ❖ Develop & Maintain Community Relationships
- ❖ Strengthen Community Outreach & Recruitment Efforts
- ❖ Capacity Building and Expansion Efforts Based on Need
- ❖ Strive for Continuous Improvement and Innovation

Secure Administrative Support and Funding

Engage Senior Level Administration and Trustees

- Invite to program events, serve as commencement speaker
- Maintain enrollment at full capacity, share performance/success data
- Nominate program, faculty/staff/students for local, state, national awards
- Serve on District and College-Wide Committees and Initiatives



Secure Multiple Funding Streams



- **Hard-funded operational commitment by administration-** based on Enrollment, Revenue tuition & state contact hour reimbursement, years of program and student success
- **Grants, Corporate Donors-** Federal, State, Local Foundations
- **Annual or Bi-Annual Fundraisers-** with support from Foundation
- **VAST Academy's Corporate Donors and Foundation Scholarships-** Arena Energy, Assistance League of Houston, Catholic Daughters, Easter Seals Hogg Foundation, Trustee Endowment, Barbara Jordan Endeavors

Engaging Senior Leaders



Awards & Recognition



To Sue Moraska
With best wishes,

F. L. Chao
Secretary of Labor



Vocational Advancement and Skills Training Academy
Houston Community College

2015 Texas Higher Education
Star Awards

Austin, Tx - November 20, 2015



Develop Strategic Plan to Align with College Goals



- **Create Strategic Planning Committee**
- **Develop Staffing Model and Budget**
- **Finalize goals that align with division and college**
- **Create Timelines, Committees, Assign Tasks**

- **Monthly Planning Meetings with Team,**
- **In-Services-Vision Retreats, SWOTS Analysis,**
- **Monthly follow up- Review goals and objectives, project updates**
- **Program evaluation end of year**

Develop & Maintain Community Relationships

Campus Partnerships and Collaborations

Support Services, Bridge Courses, Mentors, Peer Tutors, Co-host events:

Ability Services, Cosmetology, Phi Theta Kappa, Honors College, Honors Society, Teacher Education, Business Technology, Culinary-(NEO Café), Student Life, Sports & Recreation-Unified Sports, Student Government, Service Learning- Psychology, Sociology, Teacher Education, Developmental Ed., Adult Ed, and more.

Business and Community Partnerships

- **Residential Option** with The Center/Community Agency -20 students
- **Employer and Corporate Partners:** Arena Energy, MD Anderson, TIRR, VA... internships, advisory committee, speakers, vendors, workshops, conferences.
- **Host Community Partner Appreciation Luncheon and Reception**
- **Serve on Community Partner's Advisory Committees:** Employer Roundtable

VAST 80+ Partnerships: Vocational Rehabilitation, UT Health LEND Fellows, Jewish Family Services, The Arc, Houston ISD 18+ Transition Program, Family 2 Family, Easter Seals, Down Syndrome Association, City of Houston Mayor's Office for Person's With Disabilities, Spring-Branch ISD.... Gulf Coast Regional Blood Center- VAST hosts annual Blood Drives on Campus

Inclusive On-Campus Partnerships



Unified Soccer Game
Sports & Recreation



Honors College Service Learning



Honors Society Mentors

Building Relationships with the Business Community

- Advisory Committee
- Co-host events on and off Campus
- Disability Awareness Month
- Workshops, job fairs, symposiums
- Speaker Series on Campus
- Mentoring/ job shadowing/internships
- Employer Partner Appreciation Luncheon
- Participating in community partner events: conferences, workshops, career and job fairs, presenting at area, district and regional meetings.



VAST Academy Employer Partners

Phoenicia Deli



MD Anderson Cancer Center



Above, from left, students Jessica Adams, Giffith and Riza (pictured at right with Adams), work side by side with MD Anderson employees Mathu Vain, senior food service worker, Dining Services, and Brande Austin, senior Human Resources technician, HR Service Center. Employees say that experiences with the interns have motivated them to work more closely with their own team members.

and approached Frank Tortorella, J.D., vice president for Clinical Support Services. Several departments within his division embraced the idea.

"The opportunity to provide these students with real life most experience was very appealing," Tortorella said.

Since this was a new program, figuring out the scheduling process, work schedules and accommodations required consultation with VAST Academy employees over many months by a team that included Edwards and

- Dan Kowalsky, director, Dining Services Administration
- Dawn Webber, program manager, Dining Services Administration
- Rankisha Laif, volunteer worker, Dining Services Administration
- Jennifer McGee, senior academic coordinator, Vice and Academic Administration

"The team really grouped around the students and stepped up to make sure they were learning as much as they could," says Janel Malik, manager for Dining Services.

Malik personally escorted Ruzica and Ligma every day from the Main Building front door to their work locations. Each week of the program, the two students went through rotations to learn about food preparation, sanitation, dishwashing and other duties.

"We wanted to teach them skills that would allow them to get a job in a similar environment at a restaurant," Webber explains.

"It was soon clear that the employees were learning just as much as the students."

"Throughout the experience, my team learned patience, teamwork and to look out for others more than just yourself," Malik says.

Her employees also had the chance to take on mentoring and coaching roles with



asked VAST employees to extend the internships for an additional three weeks to help the students gain even more experience.

Months later, our employees' dedication to the students was evident at the reception held to celebrate the completion of their internships.

"It was very emotional for us because we could see the way the employees made the students a part of their team," she says.

Expanding the menu
Building on valuable insights gathered during the pilot, MD Anderson and the VAST Academy launched a second internship program in March. This time the program expanded to include three students working

Strengthening Community Outreach & Recruitment Efforts



- VAST Academy partners with more than 30 independent school districts and several private charter schools to assist with successful transition of students from high school to college.
- VAST Academy's Transition Director and team participate and present at more than 60 annual high school transition/career fairs, workshops and conferences in the greater Houston/Galveston area.
- As part of its Community Outreach efforts, VAST hosts several Open Houses, Campus Tours, College Days, workshops and conferences.

Strengthening Community Outreach & Recruitment Efforts



Abilities Expo



Capacity Building and Expansion Efforts Based on Need

- **Region IV – Service Area- 7 Counties/over 30 ISD's**



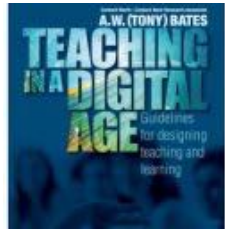
State Consortium - Access College Texas



Consortium and Partner Initiatives

- Access College Texas Conference
- Educators & Community Forums
- Legislative briefings
- Proclamation from State Legislature
- Presenting at state & national conferences
- Disability Awareness Month Activities
- Presenting at Career and Transition Fairs
- Hosting and presenting at workshops, symposiums, resource fairs
- Sharing Best Practices
- Technical resource to new college programs

Strive for Continuous Improvement and Innovation



Stay Relevant and Innovative



- Align curriculum with local workforce, industry trends
- Work with industry partners to identify skill gaps, labor market data
- Survey Employer and Advisory Committee/Community partners
- Create new courses and implement new technologies
- Enhance Curriculum, Technology: near pod, animoto, SMART Draw, iPads, online software, retail training, Work-Keys Career Readiness Credential
- Serve on Employer Roundtable/TWC, Business Leadership Network
- Annual Surveys: Student, Staff, Employer and Partners
- Annual Program Review and Follow-up
- Share Best Practices- colleges/universities, Think-College, Consortium

Time for sharing your partnerships and strategies for success:





Houston Community College VAST Academy

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