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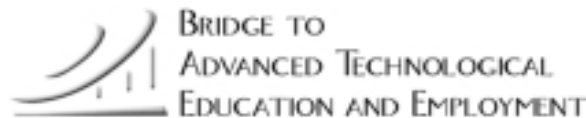
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Detroit's Eastside Bridge:

Lessons Learned from a New Sectoral-Based Adult Training Partnership



Presenters:

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About Bridge

- “Adult tech prep bridge” training programs.
- Prepare educationally-disadvantaged adults for career-path employment and post-secondary technical education in advanced technology fields.
- Provide a "bridge" between low-wage, dead-end jobs and well-paying jobs with a future.

Bridge Vs. Traditional Job Training Programs

- Innovative instruction.
- Intensive support.
- Committed partners: Community-based organization, community college, university, business.

Issues Guiding Development

- Leveraging existing infrastructure with partnerships
- Question of leadership
- Community-oriented and sector-focused
- Innovative instruction and curriculum
- Inclusive, not exclusive
- Employer “reality checks”

Considerations for Initiating a Bridge Program

Role of CBO very important:

- Leadership (partnership and CBO itself)
- Knowledge and experience with customer base
- Fiscal Management:
 - Stable funding base
 - History of procuring similar funds
- Flexibility
- Link to employers

History of Bridge

Chicago model:

- Launched in 1997
- Outgrowth of Chicago Manufacturing Technology Bridge program.
- Partners:
 - University of Illinois Chicago
 - Instituto del Progreso Latino
 - Richard J. Daley College
 - Chicago Manufacturing Center (MEP)
 - Illinois Institute of Technology
 - Mayor's Office of Workforce Development

History of Bridge (cont.)

Southwest Detroit Bridge:

- Launched in 1998
- Based on Chicago model
- Partners:
 - Detroit Hispanic Development Corporation– Community-Based Organization (CBO)
 - Henry Ford Community College
 - Workplace Education Program, Wayne State University
 - American Society of Employers

History of Bridge (cont.)

Eastside Detroit Bridge:

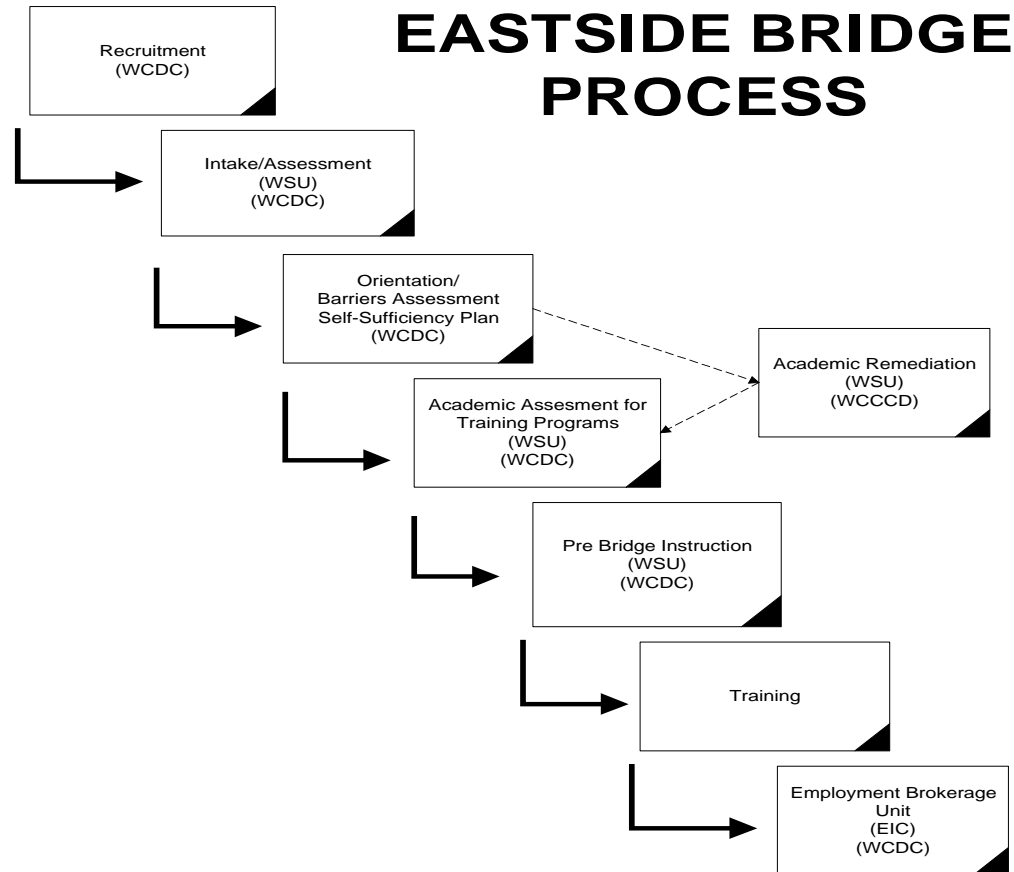
- Partners:
 - Warren/Conner Development Coalition (CBO)
 - Eastside Industrial Council
 - Wayne County Community College District– Eastern Campus
 - Wayne State University

History of Bridge (Cont.)

Eastside Detroit Bridge:

- First classes started 2001.
- Graduated two groups of participants so far.

How It Works



How It Works (Cont.)

Pre-Bridge:

- Two weeks in length
- Learning skills– “Learning to Learn”
 - Participants learn study/learning skills, practice good study/ work habits.
- Employability skills
- Participants who complete Pre-Bridge are recommended for Bridge.

How It Works (Cont.)

TLS Bridge:

- 320 hours/16-week training at Wayne County Community College District Eastern Campus.
- Modules include both technical skills and organizational skills practice.
- Attendance, punctuality and workplace culture emphasized.

Eastside Bridge Description (Cont.)

TLS Bridge Curriculum

Competencies:

- Master shop math fundamentals
- Interpret and read blue prints
- Use precision layout procedures
- Use precision measuring devices
- Electricity/Electronics

Eastside Bridge Description (Cont.)

Curriculum

Competencies (cont.):

- Quality Fundamentals
- Use basic machining operations
- Use general shop safety procedures
- Welding
- CAD (Computer Aided Drafting)

Eastside Bridge Description

Typical program participant:

- Eastside Detroit, adult residents
- Unemployed/underemployed
- Stuck in a dead-end job
- Interest in manufacturing technology.

Eastside Bridge Description (Cont.)

Regional industry needs:

- Skilled, literate workers with “soft skills.”

Results

As of December 2001:

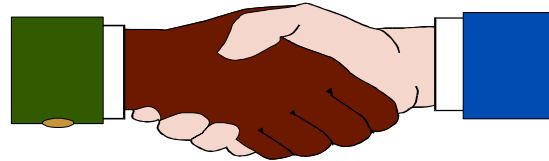
- Two rounds of Pre-Bridge and Bridge completed.
- 46 participants completed Pre-Bridge courses.
- 30 participants completed Bridge Program

What Participants are Saying

- “I was so excited about what I’ve been doing, I went out and got me a library card so I could continue working on a computer after class.”
- “As long as I can remember, I have worked in factories. This program will help me obtain the skills that I can use.”

Why We Need Partners

- Need for variety of expertise, specialized access to industry.
- Sectoral based strategy
 - Target– working poor
 - Target specific sector of industry (in this case, skilled manufacturing)
 - Providing access as well as skills; need for variety of expertise



Roles of Partners (Cont.)

Warren/Conner Development Coalition (CBO)

- Identify prospective participants
- Intake
- Screening
- Provide support services for learners

Roles of Partners (Cont.)

Wayne County Community College District

- Provide instructional staff with experiences in the industry
- Deliver training
- Provide classroom space.

Roles of Partners

Eastside Industrial Council

- Identify regional employer needs
- Draw on business provide input regarding curriculum goals, methods
- Provide locations for field and site visits
- Provide participant access to local employers

Roles of Partners

Workplace Education Program, Wayne State University:

- Program design, refinement based on Chicago model
- Migration of program from Southwest Detroit
- Technical assistance for assessment
- Program coordination

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Roles of Partners

Funding partners:

- Thompson McCully Foundation
- McGregor Fund

Migration to Eastside Detroit

- Development of *Bridge Implementation Guide*
- Recognizing business needs:
Eastside Industrial Council
- Changes in program curriculum;
partnership model and program
design essentially the same.
- Different funding partners

Partnership: Lessons Learned

- Understand business community's needs; develop stronger business ties
- Importance of a strong, financially secure CBO with adequate resources

Partnership: Lessons Learned

- Cooperation, Communication, equality, and inclusion among partners is critical for success.
- Be realistic about strengths of program and partners (some elements of the program migrated better than others.)

Partnership Do's and Don'ts

Do:

- Think “win-win.”
- Establish clear roles/responsibilities for partners
- Be inclusive
- Each partner aligned in terms of
 - Vision, values and goals
 - Personal attitudes

Partnership Do's and Don'ts

Do:

- Assign roles based on ability to deliver
- Build and maintain strong lines of communication
- Coordinate activities through regular meetings and other types of dialogue
- Establish measures of accountability for each partner

Partnership Do's and Don'ts

Don't:

- Don't Lose sight of the partnership's mission
- Don't Forget you are part of a partnership
- Don't Forget to occasionally take a step back and assess how the partnership is working.

Partnership Do's and Don'ts

Don't:

- Don't lose sight of the importance of trust. Making yourself look good at your partner's expense will make the entire partnership look bad.

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Questions/Comments?

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www.eastsidebridge.org

www.wped.wayne.edu (click "Projects"
for a copy of our implementation plan)