

COMMUNITY AND WORKFORCE DEVELOPMENT DIVISION

The Division of Community and Workforce Development (CWD) provides a program of non-credit continuing education opportunities to respond to training and life-long learning needs of the SUSLA service area.

The division is comprised of several initiatives to include: Adult Literacy, Career Pathways (also referred to as Programs of Study), Community Education, Corporate Training, Homebuyer Education, Small Business Development, Workforce Training and Youth Services, Intake Assistance, Support Services/Perkins and WIA programs, just to name a few. Additionally, the university's Office of Grants and Sponsored Programs, as well as the SUSLA Community Development Corporation (CDC), are administratively located within the division.

Mission Statement

The Division of Community and Workforce Development will affect positive change in the lives of youth, adults, parents, caregivers and senior citizens by addressing lifelong training and educational needs through integrity, dedication, service and quality programs.

Vision Statement

To empower people and communities through education and training that will affect positive change.

CWD Divisional Goals

1. To develop and expand progressive, customized, demand-driven non-credit curriculum and training for skilled occupations in local businesses and industries
2. To strengthen partnerships with community, state and federal agencies to meet the workforce and life-long training needs of our service area
3. To provide capacity building assistance and services to non-profit and faith-based agencies in an effort to enhance community development
4. To partner with university departments and academic programs in the delivery of services
5. To provide life-long learning opportunities for the community
6. To provide programs and services in adult basic education and workplace literacy instruction
7. To provide youth education, career exploration and training programs
8. To provide support services to ensure student enrollment, retention, completion and goals attainment
9. To offer small business development opportunities as well as guidance/counseling for new/expanding business and industries
10. To identify and implement best practices and seek regional, state and national preeminence in the delivery of programs and services.

SUSLA Community Development Corporation (CDC) Goals

1. To increase economically developed properties on and surrounding the SUSLA campus and throughout the MLK community
2. To develop new housing, business-starts and attract business and social services to locate on sites acquired by the CDC
3. To create a community revitalization and economic development laboratory learning program for SUSLA
4. To change the image of the MLK community from one of a deteriorating community to a vibrantly striving area.

Core Values

- Commitment to Customer-Centered Initiatives
- Organizational Responsiveness
- Respect for all-Regardless of Roles and Responsibilities
- Education and Professional Development
- Value Academic Excellence
- Accountability and Attainment of Performance Standards
- Linkages, Networking and Collaborations
- Uprightness and Integrity First
- Economic Empowerment
- Service and Leadership

DEPARTMENTAL OVERVIEWS

Continuing Education (CE), Incumbent Worker Training Program (IWTP) & Workforce Training Programs

The Department of Continuing Education offers lifelong learning opportunities for the community and individuals interested in enhancing their quality of life through professional, cultural and other leisure learning enrichment opportunities; which allow for personal growth and enjoyment. Programs and/or classes support learning opportunities for the citizens of our service area.

The Continuing Education Program is devoted to offering critically needed training that leads to immediate employment, according to the needs of business, industry, and government agencies. Course offerings/program offerings lend themselves to training for workers for immediate start-ups in an effort to improve deficient basic academic skills and condensed block-time classes rather than the traditional semester schedule.

Southern University at Shreveport's Continuing Education Program will award Continuing Education Units (CEUs) to individuals who participate in approved, non-credit activities administered by the University. One (1) CEU is equal to ten (10) contact hours of participation in an organized continuing education experience under responsible sponsorship, capable direction, and qualified instruction. The award of CEUs cannot be equated with college credit or applicable toward a degree.

Classes are offered during the day, evenings, and weekends and will be provided when a reasonable number of students are enrolled. Non-credit courses are opened to interested individuals

without regard to the eligibility standards for admission to regular college-credit programs.

Incumbent Worker Training Program (IWTP) – Corporate Training

The Incumbent Worker Training Program (IWTP) was created by the Louisiana Workforce Commission (LWC), formerly called the Louisiana Department of Labor (LDOL), to assist business and industry in developing and upgrading the skills of their existing employees. The IWTP is a partnership comprised of the LWC, employers and training providers. As a training provider, Southern University at Shreveport (SUSLA) collaborates with Louisiana employers by assisting them in the completion of their application for funding, developing training curriculums and overseeing the training process and disbursement of funds after the employer's application has been approved.

To be eligible for participation in the IWTP, businesses must have operated in Louisiana and contributed to the state's Unemployment Insurance System for at least three (3) years. Additionally, an employer or consortium of employers with similar needs must have a minimum of fifteen (15) employees to be trained.

WORKFORCE TRAINING PROGRAMS

Brownfields Worker Training Program

The Department of Workforce Training Programs developed *noncredit* training solutions based on the demonstrated needs of the community. The department develops programs and trains students in the following:

- Brownfields Environmental/Construction Training
- Pre-Employment Skills – Brownfields Worker Training Program
- Child Development Associate (CDA)
- A+ Certification
- Office Occupations
- Film Industry Certifications

Career Pathways (also referred to as Programs of Study) create linkages between high schools and post-secondary institutions. Through workforce development, youth are exposed to career clusters and provided overall career exploration opportunities to aid them in their selection of a career pathway.

Successful students make a seamless transition from high school to college with advanced skills, credit for work completed in high school, scholarship opportunities and a sense of career direction. The program typically culminates with the awarding of an associate degree, certificate or credentials needed to enter the workforce. The ultimate objective of Career Pathways is to merge the last two years of high school with postsecondary education into a comprehensive educational experience that leads to job placement and/or continued post-secondary education. Continuing Education works in collaboration with Dual Enrollment to achieve this goal; primarily in the joint development of Career Pathways along with providing programming for career exploration.

The Career Pathways offered are:

- Allied Health/Nursing Career
- Science/Technology
- Aerospace/Computer Science
- Education/Early Childhood Education

Adult Basic Education (ABE) Program – General Equivalency Diploma (GED)

The Southern University Adult Basic Education promotes programs that helps individuals get the basic skills they need to obtain their General Equivalency Diploma (GED) and be productive workers, family members, and citizens. These programs emphasize basic skills such as reading, writing, math, English language competency, and problem-solving. The goal is for participants to receive life skills/employability skills instruction as well as Work keys Certification. The program operates through funding provided by the City of Shreveport Workforce Investment Act, U. S. Department of Labor Community Based Job Training funds, Louisiana Department of Education Jobs for America's Graduates (JAG) Program and other local programs. Should applicants meet the criteria of one of the stated funding sources, he/she could be eligible to receive supportive services inclusive of counseling, transportation stipends, and assistance with various fees and job referrals. All services are based on availability and funding.

Small Business Development

The Small Business Development Department provides support for small business development through its micro-business enterprise incubator program. This program provides a full range of business assistance for new and expanding businesses. It provides an environment in which an agency can learn effective business practices while actually engaging in business operations. Specialized services are provided to assist small businesses with services: such as office management and financial planning, marketing and technology/technical assistance. Seminars and other training programs are also provided.

SUSLA participates in the **Small and Emerging Business Development (SEBD)** Program. The SEBD program is provided to increase the viability and competitiveness of Louisiana's small and emerging businesses by providing businesses with technical training and assistance.

The **Business Opportunity Grant (BOG)** program, in partnership with the City of Shreveport and Housing and Urban Development, is an initiative that aims to encourage businesses to improve the appearance of their facilities as well as improve their capacity through the purchase of equipment. The program also is designed to promote neighborhood revitalization through the rehabilitation of exteriors, facades, and landscapes.

SUSLA offers small business development training in partnership through the **Business and Entrepreneurial Skills Training (BEST)** program. BEST is a partnership between Southern University at Shreveport, Louisiana State University at Shreveport (LSUS) Small Business Development Center, City of Shreveport Department of Community Development, Greater Shreveport Chamber of Commerce and Bossier Chamber of Commerce. Additionally, entrepreneurial training opportunities are available through in-house training programs.

The **Youth Entrepreneurial Program–BIZCAMP** provides middle and high school students with comprehensive training in all aspects of operating a business. BizCamp also exposes students to high technology through the Internet via BizTech; an interactive business education tool designed by Microsoft especially for BizCamp students, and on-line wholesale ordering and purchasing of products from distribution warehouses. Upon graduation from the camp, students will have experienced life on a college campus, toured several businesses, participated in a business plan competition, and presented their business ventures to local business owners. BIZCAMP is a partnership between program founder and organizer Inner City Entrepreneurial (ICE) Institute, SUSLA and Caddo Parish Schools.

Community Development

The Department of Community Development Programs partners on the delivery homeownership initiatives, nonprofit/faith-based capacity building and community planning. The unit works to unite and empower community residents, business leaders and governmental entities to develop and revitalize the community through the planning and implementation of programs that promote social, economic, and civic improvements for its businesses, residents and social institutions. Presently the unit supports the following programs:

- Homebuyer Education
- Housing Assistance (IDA)
- Faith-based Services
- Non-profit Service

Intake Assistance and Support Services

The Department of Intake Assistance and Support Services provides a combination of highly individualized career exploration, assessment and planning to potential Southern University at Shreveport students and trainees. The Center serves as a key contact point for the community and potential employers, offering up-to-date information on internships and training programs. Students are also provided with support services necessary for success in the workplace. The services include:

- Recruitment Services
- Career Assessments and Exploration
- Counseling
- Program Enrollment
- Records Maintenance
- Job Placement
- Social Service Referrals
- Information Center

Southern University at Shreveport (SUSLA) Community Development Corporation (CDC)

The SUSLA Community Development Corporation (CDC) is a nonprofit organization created by Southern University at Shreveport to enhance the quality of life of its students, faculty and staff; as well as the residents of the community in which the university resides. The SUSLA CDC believes in building the capacity of businesses as well as individuals so that each can maximize their services to the community. The CDC believes that this enhancement can be realized through a number of efforts and services; including, but not limited to, the following:

- Convenient Banking
- Homeownership Training
- Housing Development
- Convenient Banking
- Micro-business Lender
- Workforce Development
- Neighborhood Revitalization
- Community Network