

**GWBD Barriers and Underserved Population Subcommittee Meeting**  
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Overview:

UNLV is invested in workforce development and education, and is committed to providing students with the opportunity to be equipped not only academically, but also for the workforce today and the careers of tomorrow. This is accomplished by providing students with a comprehensive and future-focused educational experience. This is accomplished by collaborating with various stakeholders in the workforce community to modify our processes so that we are bringing in the right folks to equip our students with the knowledge, skills, and practical expertise that employers seek in today's dynamic job market.

Some of the campus-initiatives that we have implemented have been:

- Collaborating with selected faculty members to create industry relevant curricula and providing "badges" to students upon completion.
- College specific internship opportunities to gain practical experience while students are still in school. Co-ops, internships, externships, etc.
- Expanding our usage of career services. In collaboration with the Provost Office, CSC is spearheading initiatives that get industry leaders and campus leaders together to engage in dialogue that examines wants and needs, and actual output vs desired output.
- Establishing community and industry partnerships. Reciprocal functionality to offer industry professionals with the opportunity to earn college degrees.

Specific initiatives implemented by the COE:

Rebel Start Summer Camp

- More than 120 students took *CEC 250x - Helping Students: School-Based Mental Health Careers* this past summer. This has been a collaboration with Nevada Partners which has provided funding to cover student tuition and salaries for instructors and teaching assistance.
- Students represented over 20 different high schools with the majority of our students coming from high schools that receive Title I funding, including Chaparral, Desert Pines, Valley, and Western.
- More than 90% of our students were from underrepresented ethnicities; another significant portion are from lower socioeconomic statuses.
- The program focused, heavily on job outlook and career development, focusing on transferable skills needed to be successful in addition to the types of jobs that exist, especially in the mental health realm.
  
- In addition, our current Rebel Teach Program is very active in eight high schools across the Valley. These programs provide students with the opportunity to earn both college and high school credit concurrently. Last year, we had more than 200 students in the program.

### Paraprofessional Pathways Program

- This program was implemented to provide folks who are working in support staff roles with an accelerated route to licensure. One thing we know about our support staff is that they are such a vital piece to our students' development in the K-12 system, yet they don't receive the salary, nor benefits, of a licensed teacher.
- This program covers tuition for those that have been accepted into the program.
- Our cohorts are 60 students per year.
- Anecdotally, this program is comprised of students from marginalized backgrounds. I will provide empirical data in the next few weeks.
- The course does not interfere with our students work day because each course is built to accommodate the typical, K-12 classroom and school schedule.
- Students are eligible for additional funding.

### Apprenticeship Programs:

- We are in the process of establishing an apprenticeship program with our pre-licensure teachers and CCSD. This will make the teaching profession much more attractive as it will not only provide students with the opportunity to gain more formalize training and mentorship while in their program, but it will also provide them with apprenticeship "pay" once they start their student teaching.
- We will begin this role out with our PPP students first. Eventually, we will roll this out with our dual enrollment students and administrator programs.

### Collaborating with Industry Professionals to Address the Workforce Shortage.

- Established relationship with Workforce Connections and our Human Service program.
  - Rethinking the ways we promote "counseling" as a profession:
    - More than just therapy and mental health services.
  - Building a reciprocated partnership with our Human Service students.
    - Students will have the opportunity to earn internship hours with companies and organizations affiliated WC.
    - WC will provide representation at the Human Services Internship and Site Placement Fair that is held every year.
    - Human Service students will be added to the WC database of eligible workers for hire.
- In discussions with NV Employ Youth Hub to build courses that combine both theory and practical training that we could offer to their youth (16-24). In addition, we will offer internships through our college.
- Continue to work with Nevada Partners to address the needs of employability concerns for the populations they serve.