Breaking Down Barriers on a College Campus
Workplace Barriers

- Policies
- Personalities
- Sometimes hidden agendas
- Time restraints/deadlines
- Fear of change
- Funding
- Location
- Communication breakdown
Communication
Webster’s definition:
the state of being related or interrelated

- Family
- Marriage
- Friends
- Coworkers
- Staff & Student
- Industry Partners

Relationships
Coworkers
**Barriers**

- Competitor vs Teamwork mentality
- Understanding benefits through departmental partnerships
- Diverting ownership

**Solutions**

- Administrative support prioritizing teamwork
- Funding for shared equipment and instructor training
- Utilizing credit instructors as adjunct workforce trainers
- Facilitating involvement across campus

“Competition makes us Faster; Collaboration makes us Better.”
Staff & Student
The College Mission is twofold:

• Student Centered educational attainment
• Faculty and Staff employment

Which of these is more important?
• Students – Yes
• Employees- Yes
• The fact is, you can’t have one without the other

• Concern:
  ➢ Here is where things get convoluted. The mission is clear, but when you begin to add ideologies (personal preference), communications, policies, personalities, etc. systems and processes can become cumbersome and eventually lethargic.
Partners for Student Success

Navigator
ABE & CTE Instructors
Admissions
Financial Aid
Career Development
Center
Administration

Local Community Agencies
WIN Job Center
MCCSA
Employers

Community College Staff

State Agencies & Private Foundation
MCCB
Dropout Recovery Funds
Kellogg Foundation

STUDENT
Industry Partners
Barriers
• Employer Engagement
• Marketing opportunities to employers through community college partnership
  • Customizable training
  • Training space
  • Subject matter experts
  • Financial reimbursement

Solutions
• Workforce Council & advisory committee sessions
  • Industry sector roundtable discussions & feedback
  • Networking for industry leaders
• Designated college contact
  • Personal visits to learn about industry processes
  • Constant contact to evaluate & update training needs
• Promotional materials
Real World Application

MCC Workforce & Business.mp4
Real World Application
LOOKS LIKE A
WIN-WIN-WIN-SITUATION
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