CAREER AND TRANSFER READINESS (CATR)

The Connecticut State Colleges and Universities (CSCU) Career and Transfer Readiness (CATR) working group was charged by Dr. Jane Gates, CSCU Provost and Senior VP Academic & Student Affairs, on July 3, 2018. This Guided Pathways (GP) group was to be led by Vicki Bozzuto, Michael Buccilli, Tamika Davis, and Heidi Zenie. Membership was to include Career Counselors, Advisors, Registrars, Non-credit Workforce Development, Program Coordinators of Career & Transfer, Advisory Board Members, Members of the Workforce Investment Boards, Department of Labor Representatives, Representatives from Transfer Institutions, Transfer Articulation Policy Co-Managers, and other related stakeholders as determined by the group leads.

CATR CHARGE

As part of the Guided Pathways work in CSCU, the CATR group was charged with using Guided Pathways practices, existing expertise in the Connecticut State Community College (CT State CC), and relationships with employers to design policies and practices that will ensure students meet the necessary academic and career competencies to enter the workforce and/or transfer to a four-year college.

CATR ACCOMPLISHMENTS

CATR co-leads:

- Researched nationally recognized workforce development best practices and reviewed Connecticut Economic Resource Center, Department of Economic and Community Development, Office of Workforce Competitiveness and the Governor’s Workforce Development plans
- Created a list of potential national partners and contact information, including Jobs for the Future (JFF), Community College Research Center (CCRC), and Achieving the Dream (ATD)
- Located studies and articles that outline large scale multi-partner collaborative workforce development models
- Met with Regional Presidents, Workforce Development Deans/Directors and Academic Deans to discuss college/employer asset map intent and create an attainment plan
- Assured communication and intersections between non-credit and credit programming occurred to support recognized guided pathways practices.
- Developed a proposed steering committee membership list for CATR membership

NEXT STEPS

On Friday, May 15, 2020 the CSCU Board of Regents announced the appointment of an interim President and cabinet for CT State CC. As the CATR working group was still in development at this time, existing college and CSCU System Office personnel were identified to support CT State CC administration in developing policies and practices that ensure
alignment with state workforce needs and student preparedness and competency to enter the workforce and/or transfer to a four-year college.

- A Director of Career & Transfer Readiness position was established in the Academic and Student Affairs division of the CSCU System Office and will coordinate related efforts on behalf of all CSCU institutions.
- The CT State CC President and cabinet in close coordination with the CSCU Director of Career & Transfer Readiness will determine structures, resources, and capacity needed to maintain alignment with workforce needs.
- The CT State CC AVP of Student Success in close coordination with the CSCU Director of Career & Transfer Readiness and other stakeholders identified by the CT State CC President and CSCU Provost will identify and implement structures and processes that ensure students have the resources and supports needed to meet the necessary academic and career competencies to enter the workforce or transfer to a four-year college.

CONCLUSION

The Academic and Student Affairs Division of the Connecticut State Colleges and Universities System Office is deeply grateful to the faculty and staff for the work completed during this interim stage. The efforts of this group have laid the foundation for the Connecticut State Community College Administration to implement the career and transfer readiness frameworks required for one college and will have positive impact on students across the state of Connecticut.

Working Group concluded by Jane Gates,
CSCU Provost and Senior VP Academic & Student Affairs

04. 05. 2021
Conclusion Date