GUIDED PATHWAYS
PARTNERSHIPS BETWEEN INDUSTRY & EDUCATION
INDIAN RIVER STATE COLLEGE
ED MASSEY, Ph.D., PRESIDENT
GUIDED PATHWAYS

Key Elements of Successful Partnerships Between Industry & Education

- **Understanding** of college culture, mission, and procedures
  - Willing to work in the design of customized training
  - Willing to share resources
  - Committed to maintaining long-term relationship

- **Benefits to industry:**
  - Local talent: known graduates before employment
  - Customized training
  - Increased retention & reduced turnover
  - Stable workforce
  - Allows industry enculturation during training

**NEED**

**INDUSTRY**

**COLLEGE**

**TRUST**

**MOU**

**PROGRAM**

**GRADUATES PIPELINE**

**EMPLOYMENT**

- Leadership allows fluidity in decision making at all levels
  - Promotes a culture of efficiency, flexibility, and sense of urgency to match industry’s needs
  - Fosters agility and expediency in processes

- **MOU should contain specific commitments from both parties, outlining as clearly as possible the type of financial support, SME involvement, equipment, and program oversight**

- **Guided Pathway**
  - Well defined career path
  - Structured schedule
  - Contextual training (internships, SMEs, industry equipment, technology, hands-on)
  - Completion in 2 years

- **Pipeline of graduates trained by college and SMEs**
  - Allows industry enculturation through SMEs and internships
  - Increases sense of belonging among cohort
  - Known graduates before employment

- Locally grown talent
  - Stays local
  - Grows community
  - Increases retention
  - Reduces turnover
  - Supports Economic Development
  - Provides stability

Guided Pathways ● Institute #4 ● Ed Massey, Ph.D., President ● Indian River State College ● Fort Pierce, FL
IRSC’S 25-YEAR STEM COMMITMENT & PROGRESSION

1992 SCIENCE CENTER
- Biology
- Chemistry
- Physics
- Math

1999 HEALTH CENTER
- Nursing
- Allied Health Professions

2005 KIGHT CENTER
- Digital Media
- Cybersecurity
- Electronics
- Energy
- Gaming
- Simulation
- Animation
- Adv. Manufacturing

2008 MEDICAL SCHOOL
- Surgical Tech
- Biotech Lab
- Med Assisting
- Medical School

2012 BROWN CENTER
- Nuclear Energy
- Nanotechnology
- Research
- Alternative Energies
- Lasers/Fiber Optics
- Fabrication Lab
- Manufacturing Entrepreneurship
- Professional Development
- SBDC

2013 STEM CENTER
- Biotechnology
- Chemistry
- Physics
- Math

2018 APPLIED STEM ADV. MFG. CENTER
- Robotics/Sensors
- Mechatronics
- Automotive Welding
- Air Conditioning
- Cybersecurity for Industry
- Industry Certifications
- Recognized Credentials

STATE, COMMUNITY & FEDERAL SUPPORT
- STATE .................. $115,000,000
- COMMUNITY ........ $14,000,000
- GRANTS ............... $24,000,000

ECONOMIC IMPACT IN THE REGION
1,937 GRADUATES X $50,000 X 2 = $193,700,000