



COLLEGE OF THE  
**Canyons**  
*The Promise of Opportunity. Since 1969.*

# VIA Virtual Series: Developing Partnerships That Get Results

Dr. Dianne Van Hook,  
Chancellor College of the Canyons

# Developing Partnerships That Get Results

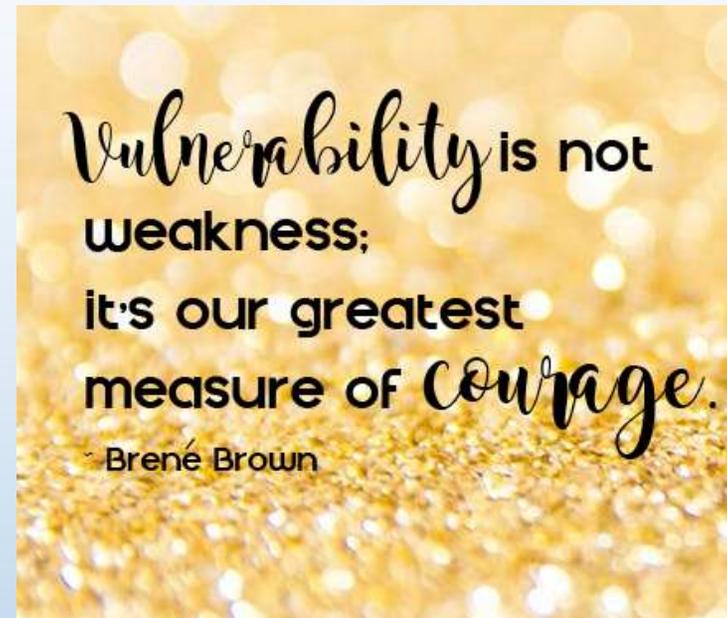
- When did College of the Canyons and VIA first become partners?
- What do partnerships mean to College of the Canyons?
- Economic Development Division
- How and what are we doing at COCC?
- What have we accomplished this past year?
- Shift Happens
- Strategies to Develop Partnerships
- What are we looking forward to – The Future of Work, Access, and What's next?
- What can we do for you?

How did we get started with our VIA partnership?



# **Leading Change...Begins with you! Your Choices – Your Actions Inspire You!**

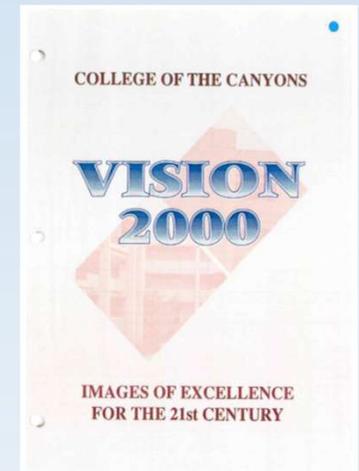
When it comes to encouraging people to inspire and embrace **change**, leaders must set an example through encouraging courage, vulnerability, and failure in the workplace.



# Via Partnership

You were the first to believe in us, and helped to set us on our path towards increasing our partnerships, and in developing our:

- ***Vision 2000***
  - As an initiative, Economic Development at College of the Canyons was launched in 1989 as part of the “***Vision 2000***” event.
    - The purpose of ***Vision 2000*** was to draft a bold and ambitious plan for how College of the Canyons would emerge as a leader in education and economic development.
    - Economic Development Statement from ***Vision 2000***: “College of the Canyons is recognized for its leadership in correlating education with economic development, job retention and job creation.”
    - Progress, to date, since the release of the ***Vision 2000*** Report, College of the Canyons Economic Development Division has achieved its goal, receiving more than 30 local, state and national awards.
  - The college was acknowledged as an equity partner in the economic development space.
  - Through economic partnerships with external stakeholders, the college expanded the promise of education and training to a broader audience.
  - And, we launched our ETP initiative.



# Your belief in us – inspired others!



**C A C T**

Centers for Applied Competitive Technologies  
MAKING IT IN CALIFORNIA



**William S. Hart**  
Union High School District

# Community Partnerships

- Henry Mayo Newhall Hospital Education Center
- The Village Family Services to assist homeless students
- Cengage/Ed2Go to provide online training to adult dislocated workers in the region during the COVID-19 pandemic.
- SCV Economic Development Corporation (SCVEDC) – assisting small businesses during COVID-19 challenges
- The City of Santa Clarita: Economic Development, Business Incubator
- Santa Clarita Educational Consortium (Ed Alliance)
- At any given time we have OVER 90 LOCAL AFFILIATED ORGANIZATIONS



**SANTA CLARITA VALLEY**  
ECONOMIC DEVELOPMENT CORPORATION



# State Chancellor's Office Partnerships

We are a leader in the state and get results – so the State Chancellor's Office has chosen us a preferred and frequent partner

- Economic & Workforce Development/WEDPAC
- Institutional Effectiveness Partnership Initiative (IEPI)
- Center for Technical Education
- The Health Workforce Initiative (HWI)
- SCFF Task Force Apprenticeships Initiative
- Middle College High School
- ZTC Degrees
- California Community Colleges Chancellor's Office (Doing What Matters Initiative)
- OER Initiative
- TEACH Program
- Acceleration Initiative



# More Business Partners

3M  
ABACORP CNC  
Advanced Bionics LLC  
Aero Engineering  
Aero Engineering & Manufacturing Co.  
Aerospace Dynamics International, Inc.  
Aerotech Precision Machining, Inc.  
Air Flow Research Heads, Inc.  
American Rototool  
AMS Fulfillment/ Advantage Media Services  
Apple Inc.  
Aquafine Corporation  
Artesyn Biosolutions USA LLC  
Aurora Casting & Engineering, Inc.  
Avita Medical  
B & B Manufacturing  
B. Braun Medical Inc  
Bluemark  
Boston Scientific Corporation  
Boston Scientific Neuromodulation  
CalAmp  
Canyon Car Wash  
Carl's Building Supply  
Carousel Ranch

H & H Machining Center Inc.  
H2Scan  
H2Scan Corporation  
Hedman Partners  
Honda Performance Development  
HRD Aero Systems, Inc.  
Infinity Precision Inc. DBA Design Engineering  
ITT Control Technologies  
ITT Industries Aerospace Controls  
J & R Precision, Inc.  
Jenson USA  
KDL Precision Molding Corp.  
Klune Industries  
L.A. Turbine Corporation  
Lamsco West, Inc.  
Lockwood Industries Inc. (FRALOCK)  
Lusk Quality Machine Products  
M & M Fasteners Supply, Inc.  
Marvin Land Systems  
Media Well Done, Inc.  
Meschkat Precision Machining Inc.  
Meschkat Precision Machining, Inc  
Metal Plasma Technology  
Mira Costa College  
Morse Industries, Inc.

Russ Consulting  
S&H Machine  
Salt Creek Grille  
Santa Barbara City College  
Savage Machining, Inc  
Schneider National Transportation  
Senior Aerospace  
Senior Aerospace  
SGL Technic LLC/SGL Carbon  
Simplify Optics  
Stay Green  
Stratasys Direct Manufacturing  
Sunvair  
Superior Thread Rolling  
Talladium Inc.  
Technical Manufacturing West  
Technical Manufacturing West  
Technicolor Global Logistics  
Teledyne Reynolds  
The Wonderful Company  
Total Resources International, Inc.  
Triumph Actuation Systems - Valencia  
Troll Systems Corporation/ T2 Corporation  
True Position Technologies, Inc.

# Our Economic Development Division

## From (1988/89)

- No money (\$) in training funds to work with business and industry

## To (2020)

- Created an Economic Development Division – In total, College of the Canyons generated **\$46,892,492 million** in capital for local businesses in the Santa Clarita Valley since 1993/1994, served **14,281** businesses, and trained **65,924** local employees
  - Note: **61,626** trained includes all business units of the Economic Development Division
- **7,949** people were trained through ETP
- **33,079** people were trained through the SBDC (FY 2007-2019)
- **12,983** people were trained through non-ETP training
- Total trained to date – **64,924**
- The number of apprenticeships awarded to date – **67**
- **7,252** employees at **3,797** local businesses were trained in 2018/2019
- Counseled **2,376** entrepreneurs

# Fast Facts

## Economic Development Division

Since 1993, the Economic Development Division has achieved the following:

- ✓ More than \$34 million dollars generated in grant awards, and contract training revenue;
- ✓ 32,000 Individuals trained through the Employee Training Institute and the Small Business Development Center;
- ✓ More than 10,000 client companies served;
- ✓ Over 50 Apprentices registered with the Department of Labor in non-traditional occupations

## An Overview of Programs offered through the Economic Development Division

Business Unit	Primary Service
Employee Training Institute (ETI)	Designs and delivers customized training programs for local/regional businesses and organizations from Manufacturing Skills to Continuous Improvement.
Fast Track Institute (FTI)	Offers programs that lead directly to employment; this includes fast-paced training focused on preparing individuals for entry-level, in-demand jobs.
Strong Workforce Apprenticeship Group (SWAG)	A collaboration between College of the Canyons and Goodwill Southern California to drive the expansion of apprenticeship in the State of California, focusing on industry sectors identified by Strong Workforce.
Center for Applied Competitive Technologies (CACT)	Provides workforce training and technical consulting services to advanced manufacturing and technology companies.
Small Business Development Center (SBDC)	Provides technical assistance and business services to entrepreneurs through free consulting and training courses.
Health Workforce Initiative (HWI)	Identifies workforce needs and fosters communication between the healthcare industry and education systems.
Information Communication Technology/Digital Media (ICT/DM)	Identifies workforce needs and fosters communication between the ICT-DM industry and education systems.

A man in a blue suit is walking a tightrope. The tightrope starts from a large, dense, black scribble on the left side of the image and extends horizontally across the middle. The man is positioned on the tightrope, facing right, with his arms outstretched for balance. The background is a plain, light gray.

**In the midst  
of chaos,  
there is also  
opportunity.**

- Sun-Tzu -

# What a Year it Has Been!



- ✓ Moved all classes from in-person to online in less than 2 weeks
- ✓ Provided 1,500 laptops to students in drive-thru events (and home delivery).
- ✓ Distributed \$3.6 million in federal emergency grants to students (with a second round in progress now)
- ✓ Graduated 2,427 students - virtually!
- ✓ Printed hundreds of face shields for healthcare workers in our MakerSpace
- ✓ Donated N-95 masks, gloves, goggles, and gowns to Henry Mayo Newhall Hospital.
- ✓ Prepared hundreds of meals in our Institute of Culinary Education and distributed them to students at drive-thru events hosted by our BaNC (Basic Needs Center)
- ✓ And so much more!

# Where we are now?

Believe it or not, that's where we are now!

After a year like no other – and despite tragic losses suffered by so many, we are emerging out of the Emotion Curve.

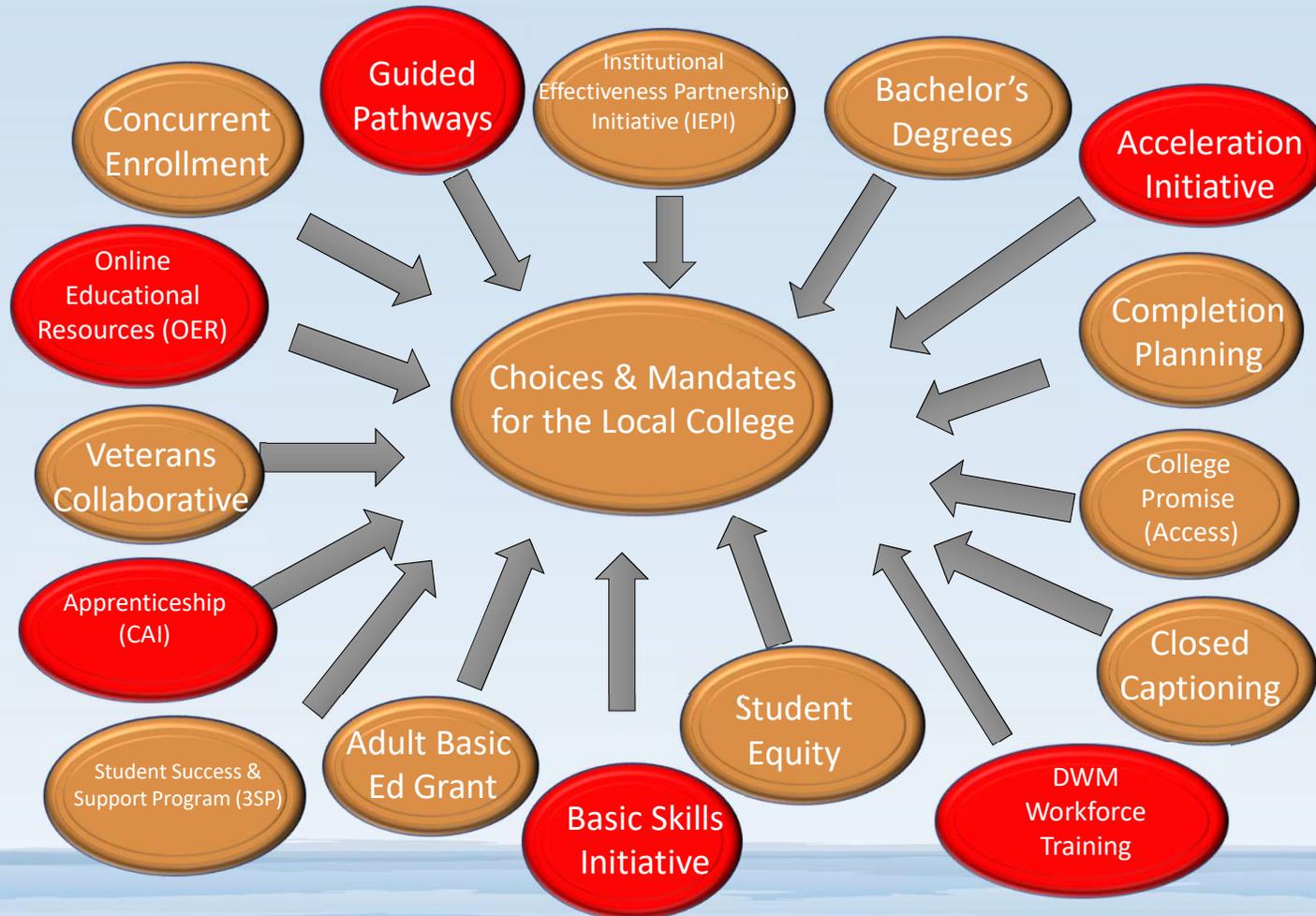
Over the past 12 months, we have endured the downward slide through:

- Disbelief
- Anger, and
- Withdrawal

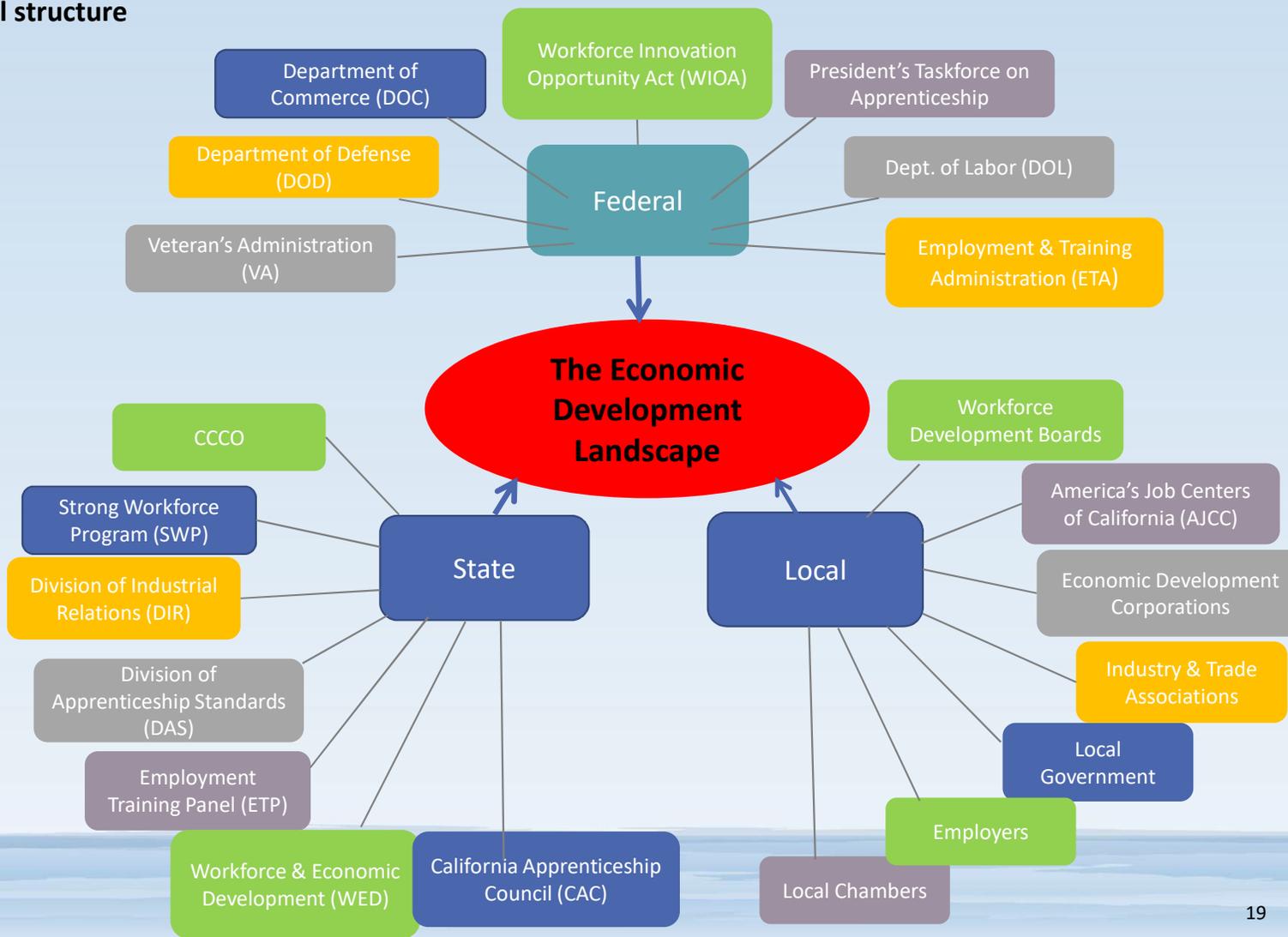
Despite fatigue and being overwhelmed at times, we have come up the other side, through acceptance, optimism, and meaning. Now, we're hopefully poised for the relief and release known as JOY!



As Shift Happens, the Community College system is responding with a number of Initiatives...all of which impact Economic Development



**The framework for opportunities in Economic Development comes from Federal, State & local structure**

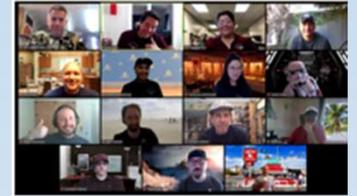


The California Community College system has a great opportunity to shape and lead change...because “Shift Happens”.



<https://youtu.be/fbcMPGyPr8k>

# Despite COVID where we have come a long way in a year. So, where are we now?



- ✓ Exceeded our FTES target by **1,000 FTES** and pushed this forward into 2020-21.
- ✓ Increased the number of concurrently enrolled students served from 1,348 in Fall of 2018 to 1,590 in Fall of 2019 – an 18% increase.
- ✓ Increased the number of Hart District seniors attending COC between 2017 – 2019, by a 33% increase over 2 years.
- ✓ Improved retention rates.
- ✓ Offered 100% online professional developments programs and trained 99% of our faculty to teach online
- ✓ Hosted over 1,200 staff professional development events
- ✓ Developed a COC Call to Action to eradicate structural inequalities and racism.
- ✓ Worked to propose hiring policy changes to enable us to attract diverse candidates.
- ✓ **Modernized Valencia Campus buildings** to meet the needs of the rapidly-expanding campus community.
- ✓ Developed Pandemic Planning and Strategies
- ✓ Implemented facilities modifications.
- ✓ Developed a comprehensive COVID-19 website



# What were the outcomes?

- ✓ Served 33,481 students.
- ✓ Awarded 1,844 Associate of Arts/Science degrees in 2020
- ✓ Issued 2,713 Certificates of Achievement and Specializations in 2020
- ✓ Awarded \$250,083 in scholarships by the College of the Canyons Foundation.
- ✓ Accelerated our work plan with our business community.
- ✓ Earned an increase of \$3M in operational revenue, a 2.6% increase from 2018-19.
- ✓ Generated \$27,618,344 in one-time revenue – a 23.8% increase in revenue over our base state apportionment.
- ✓ Achieved savings of \$6,586,197 through creation of efficiencies.



College of the  
**Canyons** [canyons.edu/Grad2020](https://canyons.edu/Grad2020)  
congratulates the  
**Class of 2020**

*We are  
proud  
of you!*

## Outcomes continued



- ✓ Issuance of **Measure E** funds and received AA/AAA ratings and saved taxpayers over **\$7.6 M** in debt service by refunding a portion of the 2006 Measure M General Obligation bonds in the amount of **\$34 M**.
- ✓ **Received \$523,073 in funding** from the California **Clean Energy Jobs Act (Prop 39)** for the **5<sup>th</sup> straight year, the final year of Prop 39 funding**.
- ✓ Saved \$1,700,000 through energy and value engineering initiatives.
- ✓ Worked with Assemblywoman Smith and the CCCCO to secure \$1.5M to develop an Advanced Technology Center in the Santa Clarita Valley to foster and support business growth.
- ✓ Saved between **\$6 and \$7 million** due to value engineering efforts.
- ✓ Began work on the fire damaged **ECE** building, caused by the Tick Fire

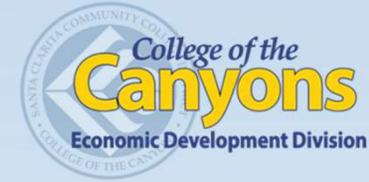


# Business Partnership Outcomes



- ✓ Entered an agreement with **Northrop Grumman** to provide training to **dislocated workers** as Certified Paint Technicians. This is the only partnership of its kind in the State of California.
- ✓ Served, through our **Small Business Development Center**, over 800 companies during the pandemic, **providing advice and access to resources** through the Paycheck Protection Program. In addition, the SBDC and the City of Santa Clarita has offered immediate financial relief to 150 local businesses.
- ✓ Partnered with **Jobs for the Future** to offer the Google IT Certificate training program to Veterans and members of our underserved communities.





# Economic Development Outcomes

- ✓ Provided leadership at the local, state and federal levels on SCCRC, WEDPAC, Bipartisan Policy Commission, Chancellor's Business Alliance, and the SCVEDC Executive Committee.
- ✓ Secured **\$4.3 million** in the last year to support local businesses.
- ✓ Exceeded in meeting our incentive metrics placing **15<sup>th</sup>** of 116 colleges statewide in funding received for outcomes.
- ✓ Received **\$330,000** to continue to lead the Statewide Healthcare Initiative.
- ✓ Served **2243** businesses, a **43%** increase over the prior year.
- ✓ Trained **4298** individuals in the region, a **45.5%** increase over the prior year.
- ✓ Provided the necessary support to the SOCAL **Veterans Business Outreach Center (SoCal VBOC)** to improve engagement and increase accessibility.
- ✓ Rebranded Service Learning to **Community Based Learning**.
- ✓ Expanded our responsiveness and services to our local business partners due to COVID19.

# Leading Change and Innovation



## *Leading Change and Innovation*

Anyone can lead change and inspire innovation.

**Be the voice**  
**not the echo.**

*In Order to be the voice – We must raise our hands and jump in!  
We must do!*

# What Do We Look for in Partnerships?

- ✓ Leave egos at the door
- ✓ Flexibility
- ✓ Trust your gut
- ✓ Can-do attitude
- ✓ Resilience
- ✓ Creativity



# How Do We Innovate and Shape Change?

*We can accomplish big objectives when **we give ourselves permission** to:*

- Inspire our self and others;
- Use our imagination;
- Are creative – tap into that inner kid!;
- Collaborate with others – in other words, get out of those silos;
- Adapt and mirror best practices.

***We must lead our own change!***



*Our students reach incredible goals such as being selected by NASA to take part in a weather balloon flight – 3 times!*

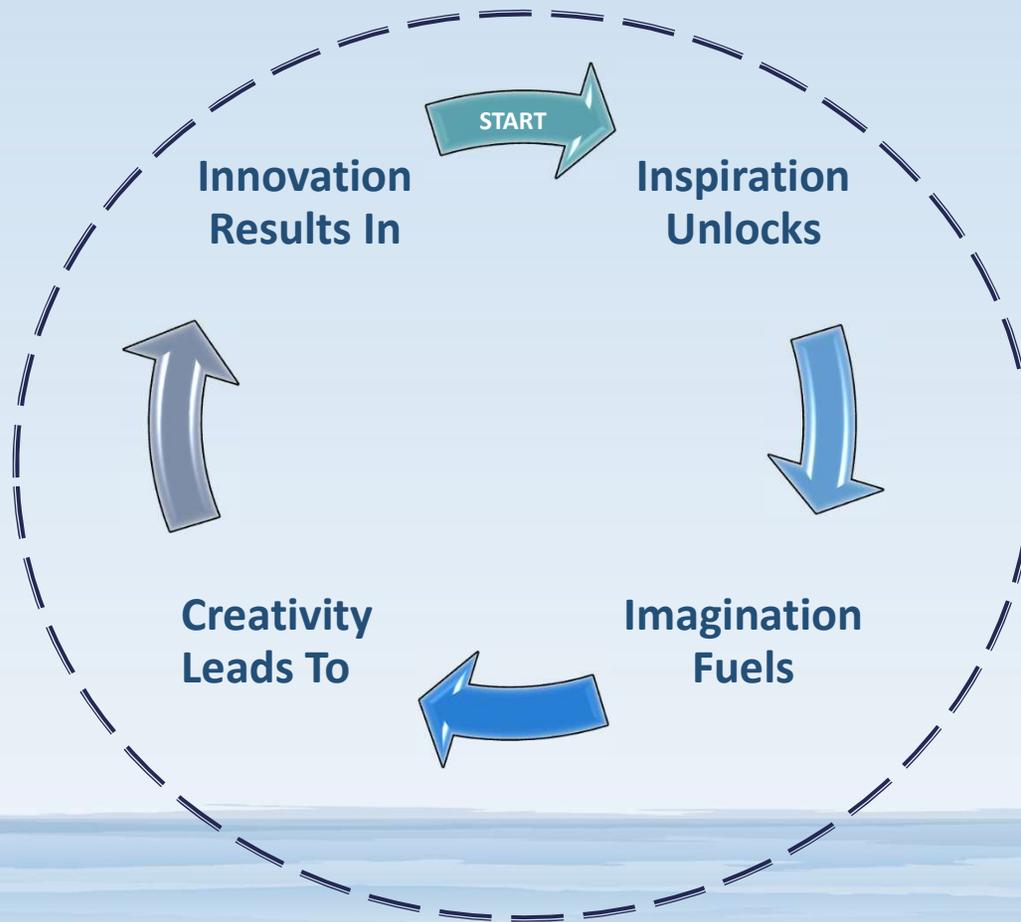
# Leading With Change and Innovation

## How we deal with change matters:

- ✓ When faced with verified information with huge implications...
  - Do you stick your head in the sand?
  - Does inertia take hold and you figure, eh, the changes will just happen?
  - Or do you start to imagine, create, innovate and collaborate to keep yourself, your department, your company up to speed?
- ✓ Your planning will matter!



*As we plan and as we dream about the future... The process unfolds...*



We become  
mindful of innovations  
and just how we will  
“make it happen”

**"ALONE WE CAN  
DO SO LITTLE;  
TOGETHER WE  
CAN DO SO MUCH."**

- Helen Keller



# What does it take to effect change in Leadership?

Every person who wants to effect change has to show ***courage, strength*** and ***vulnerability***. It is a matter of being uncomfortable and doing things differently.

People who are not willing to stretch and create a new culture will generate the same results or even go backwards.





*Big innovations by yourself  
won't get you anywhere...  
Collaboration does!*

# What Makes for a Successful Collaboration?

## Successful collaborators:

- ✓ Don't negate the contributions of others, they build on them;
- ✓ Make their partners look good;
- ✓ Take care **not** to stifle creative impulses of their work partners through negative criticism, cynical putdowns or dismissive remarks;
- ✓ Don't judge what others produce, rather they help to make it better, which raises everybody's game; and
- ✓ Remain flexible and able to respond to unexpected opportunities.



*The CACT is a workforce training collaboration between a large aerospace corporation and COC to train employees and students on CNC and manual machines in a shop setting.*

# How Does Collaboration Help Move Us Forward?

## Collaboration ...

- ✓ Provides solutions through thinking and brainstorming and encourages different perspectives.
- ✓ Creates a strong sense of purpose and sees the true value in the work.
- ✓ Bolsters equal participation - titles have no bearing on where the best ideas come from.



# Collaboration Encourages Creativity

## **Creativity thrives as we collaborate:**

- ✓ Brainstorming ideas as a group promotes new ideas.
- ✓ Combining unique perspectives from each other gives the team the environment to brainstorm without self-imposed limits.



***Happiness lies in  
the joy of  
achievement and  
the thrill of  
creative effort.  
- Franklin D.  
Roosevelt***

# Steps for Developing a Successful Partnership



- ✓ Define What You Want
- ✓ Acknowledge that the Outcome Affects the Plan for Partnership
- ✓ Make Sure You Have a Strategy
- ✓ Focus on Sustainability
- ✓ Focus on Communication
- ✓ Determine & Share Available Resources
- ✓ Respect Your Greatest Resource...PEOPLE!
- ✓ Identify Support
- ✓ Enlist Help
- ✓ Share Your Vision & Inspire Others
- ✓ Encourage Collaboration to Improve Outcomes
- ✓ Do You Have Everything You Need?
- ✓ Ask



# Some tips on being a better collaborator

## ✓ Foster A Creative Atmosphere

- Allow team members to question and brainstorm in a non-judgmental framework.
- Encourage the team to look at obstacles as being conquerable.
- Nurture a “can do” attitude. Ask why, or why not, on a regular basis.

## ✓ Scale Up & Foster Engagement

- Include every person on the team in as many large decisions as possible.
- Create a means of communicating current work flows to avoid duplication of effort.
- Initiate regular team huddles to share progress.



# *Some Tips...*

## How to Be a Better Collaborator



### **Create Team Spirit**

- ✓ Different personality dynamics, skill sets and experiences are present in every team.
- ✓ Openly discuss strengths and weaknesses plus likes and dislikes with regard to communication, tasks and personal focus.

### **Leverage Team Members' Strengths**

- ✓ Position team members for success by assigning tasks that play to their respective strengths.
- ✓ Reward both individual and team accomplishments regularly.



So, where do we  
go from here?

**Ask: How do we continue to...**

- Do things that matter?
- Hustle to get the job done?
- Feel comfortable being uncomfortable?
- And, be effective during a crisis.

Keep a log – you will be proud to remember how you delivered!

***HOW DO We STAND OUT?***



## Learning to Rise

It's Not  
How We Fall  
It's How  
We Rise

**That will be so true as we emerge from COVID-19.  
WE MUST HAVE HOPE!!!**

# Hope helps us to persevere

**Sometimes, hope can be confused with wishful thinking or optimism...but hope is more than that!**

Optimism can be seen as a positive emotion – a feeling of confidence that something we want will happen. But optimism can be a fickle friend – when things don't turn out, it can quickly flip into pessimism.

On the other hand, hope can help us through the most challenging experiences.

- Hope is more steadfast than optimism. It's an attitude of faith in ourselves and the inherent good of others.
- Choosing to be hopeful gives us strength, regardless of what's happening in our lives and prevents us from giving up.
- Having hope is more powerful than being optimistic. It involves action and solving problems – turning the impossible into “It's Possible”!



# Good news! Hope can be cultivated

Scientists in the US have found that the majority of people in US are hopeful.

The good news is that hope can be cultivated.  
Here's how:

- Set clear and obtainable goals and rank them
- Develop multiple strategies to reach them
- Stay motivated to use the strategies – even when the going gets tough
- Tell stories of success
- Keep it positive

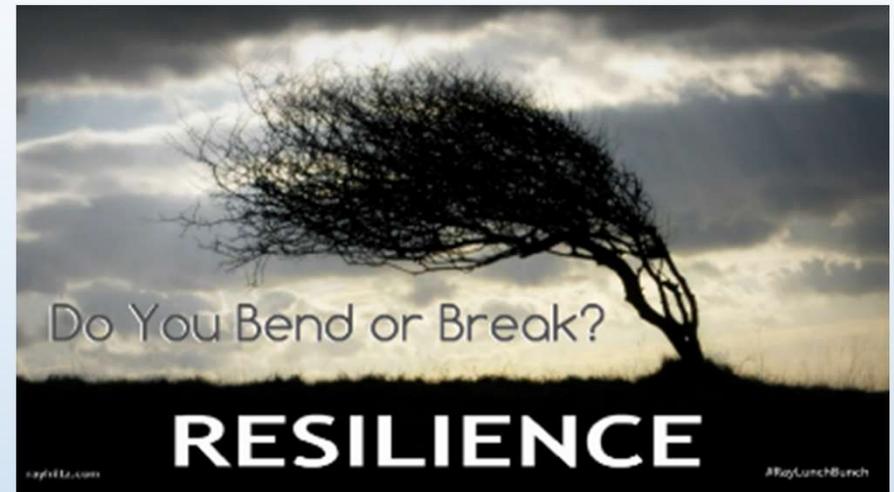


# Learn the new meaning of “Resiliency”

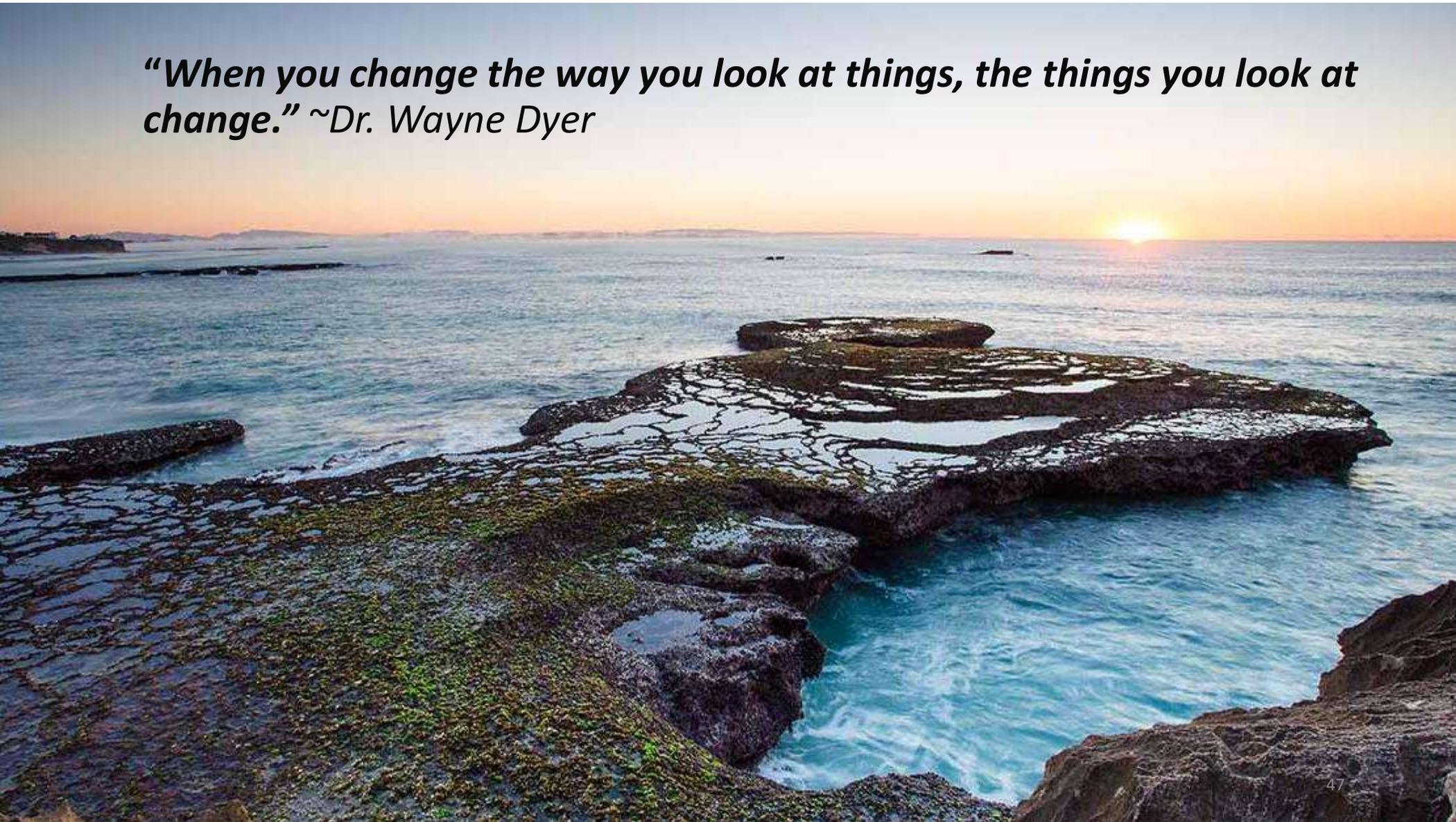
In our current environment characterized by rapid change, the word “resilience” has taken on additional meaning. It’s no longer just about bouncing back from mishaps and the ability to quickly adapt and recover.

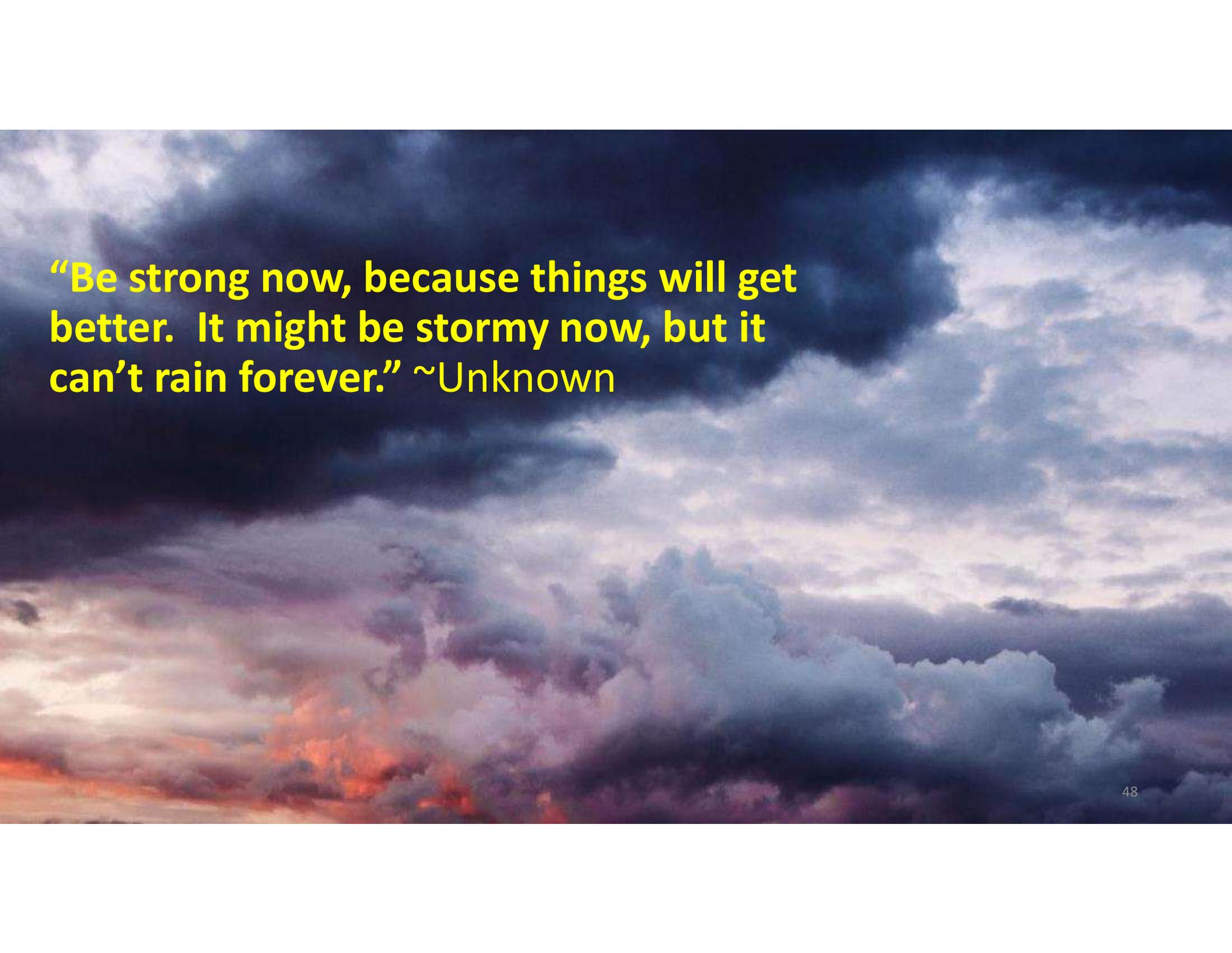
It’s now about:

- Recognizing opportunities
- Defying limits
- Grasping possibilities
- Taking control of the present
- Directing our future which is ever changing



***“When you change the way you look at things, the things you look at change.” ~Dr. Wayne Dyer***





**“Be strong now, because things will get better. It might be stormy now, but it can’t rain forever.” ~Unknown**

## Innovation is born out of crisis

We will overcome these challenging times and grow stronger as a result of them. As we emerge from this crisis, we will:

- Find new ways to interact;
- Realize new business opportunities;
- Identify innovation strategies;
- Take advantage of new environments;
- Develop solutions to keep us safe as we move forward; and
- Adapt to a new way of life and work.



Who knows what innovations and changes will evolve as a result of our response to this crisis? It's interesting to consider that the changes spawned as a result of COVID-19 will go down in history!

# As we head into this Brave New World post-pandemic, we are excited about:

- ✓ The expansion of instruction provided to high school students through increased **dual enrollment**
- ✓ The offering of a new modality of instruction featuring synchronous, virtual instruction for students known as **OnlineLIVE**
- ✓ The development of a new form of correspondence education tailored specifically to serve our **incarcerated student** population when face-to-face access is limited or not possible
- ✓ Increasing the number of **training and in-service** opportunities through **public safety training** in support of LAPD, LASD, and LAFD/lifeguard
- ✓ Creating new **Community Education** opportunities for children in **grades 6 – 8** on viable career education pathways through quarterly offerings throughout Fall, Winter, and Spring based on our already successful Junior High Summer Institute



# We are also excited and looking forward to

College of the Canyons' Employee Training Institute (ETI) is partnering with Cal Poly's California Cybersecurity Institute (CCI) in this community college-university collaboration.

- Offering AWS (Amazon Web Services) hands-on training taught by Cal Poly professors who are AWS experts focused on:
  - Cloud optimization
  - Cybersecurity
  - Digital Literacy
  - Technology Topics
- Combining resources of College of the Canyons in partnership with Cal Poly can more effectively train the current and future workforce of California in these topics.
- Employment Training Panel (ETP) state funding is available for eligible companies.



## More to look forward to



- New course offerings in support of integrated **Advanced Manufacturing** including **Milling and Tooling, Integrated Personal Fabrication, and Construction Technology for the Building Trades**, aligned with industry recognized credentials to readily prepare students for immediate entry into the evolving workforce.
- New program offering in **Law Enforcement Technology** featuring courses in **Digital Evidence Acquisition, Computer Forensics, Law Enforcement Digital Photography, and Small Unmanned Aircraft Systems in Public Safety**.
- New **FREE** courses as part of our **Continuing Education** program focused on the **Future of Work, Career Skills** and Professional Development centered on necessary employability skills, and other opportunities for skills upgrade and certification to meet the evolving workforce needs of tomorrow while creating a pipeline towards immediate employment

# The Future of Work

In response to COVID-19 College of the Canyons has identified the following areas that will impact the Future of Work:

- Advanced Manufacturing
- Allied Health
- Logistics
- Information Technology
- Entrepreneurship
- Construction Technology



Members of our Instruction and Economic Development divisions are working together to develop and launch training in these critical industry sectors to help put people back to work!

# Advanced Technology Center

Plans are underway to construct an Advanced Technology Center, a 60,000 square foot training facility that will re-skill the workforce in areas such as Construction, Manufacturing, and Welding. We anticipate completion of the ATC by Fall 2022.

The ATC will position College of the Canyons to provide training that will provide middle-income jobs for those displaced by the COVID pandemic.



# Expanding our University Center Programs (26 Degrees, 5 Credentials)

## Bachelor's Degree Programs

- ❖ Accounting
- ❖ Business Administration
- ❖ Child Development
- ❖ Clinical Laboratory Science
- ❖ Computing Technologies
- ❖ Criminal Justice
- ❖ Cybersecurity
- ❖ Educational Studies
- ❖ Homeland Security & Emergency Management
- ❖ Legal Studies
- ❖ Nursing
- ❖ Paralegal Studies
- ❖ Psychology
- ❖ Organizational Management
- ❖ Sport Psychology
- ❖ Integrated Social Science
- ❖ Social Work



## Master's Degree Programs

- ❖ Applied Behavior Analysis
- ❖ Business Administration – MBA
- ❖ Educational Counseling
- ❖ Criminal Justice
- ❖ Leadership Management
- ❖ Psychology, Married & Family Therapy (MFT)
- ❖ Psychology, MFT & Professional Clinical Counseling Emphasis
- ❖ Public Administration
- ❖ Special Education

## Doctoral Degree Program

- ❖ Organizational Leadership

## Credential & Certificate Programs

- ❖ Applied Behavior Analysis
- ❖ Mild/Moderate Education Specialist Level I & II
- ❖ Single Subject Teaching Credential
- ❖ Multiple Subject Teaching Credential
- ❖ Pupil Personnel Services
- ❖ OSHA Certification



# Our Journey

Our jobs as leaders is to transport people from one place to another.

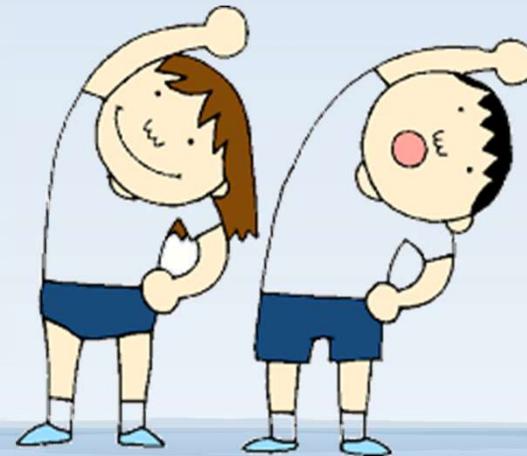
- It's a reality that we are not all in the same place at any give point in time.
  - Some are over burdened with hurdles, and have a weariness to move quickly.
  - Others can't wait to get moving!



# We must take time to stretch!

Reaching the end of our journey is everything!

- Remain flexible/agile – stretching ourselves and building our strength
- Show appreciation for the distance we have traveled, and just how much more capable we have become
- Remember to stretch and reflect on the journey to prepare for the next one. We need to pause and savor just how far we have come.





Yet, the journey we are each on, our plans provide a big picture perspective:

- It needs to be founded and perceived as a purposeful drive.
- As we move forward we cannot be afraid to fail.
- If we are not- we will not take chances.
- When people know it's safe to fail – learning happens.
- Our priorities – perspectives have been reset. We need to listen, to meet people where they are, and not six months ago.

# What do you need from us?

- What are your training needs?
- What are your hopes for expansion?
- What skills do you need that you do not have?
- When do you need them by?
- What questions do you have for us?



# Who can help you

Business Unit	Primary Service	Contact Information
Employee Training Institute (ETI)	Designs and delivers customized training programs for local/regional businesses	John Milburn Executive Director - ETI <a href="mailto:John.Milburn@canyons.edu">John.Milburn@canyons.edu</a>
Strong Workforce Apprenticeship Group (SWAG)	Works with employers to develop apprenticeships in advanced manufacturing, allied health, and fulfillment services	Jeffrey Forrest Co-founder, SWAG <a href="mailto:Jeffrey.forrest@canyons.edu">Jeffrey.forrest@canyons.edu</a>
Center for Applied Competitive Technologies (CACT)	Trains individuals to become CNC Machinists for advanced manufacturing companies	Dr. Devin Daugherty Director – CACT <a href="mailto:Devin.Daugherty@canyons.edu">Devin.Daugherty@canyons.edu</a>
Small Business Development Center (SBDC)	Provides technical assistance and business services to entrepreneurs through free consulting and training courses.	Catherine Grooms Director – SBDC <a href="mailto:Catherine.grooms@canyons.edu">Catherine.grooms@canyons.edu</a>