

Presenters



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Building Bridges:

Enhancing Education-to-Employment Pathways through Mutually Beneficial Relationships with Local Businesses, Faculty, and Career Services

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Agenda

01

Understanding the Importance of Building Mutually Beneficial Relationships

03

Maximizing the Benefits of Mutually Beneficial Relationships for Students and Colleges

02

Case Study: Developing Internship and Experiential Learning Programs

04

Strategies and Benefits of Building Mutually Beneficial Relationships with Local Businesses, Faculty, and Career Services

Understanding the Importance of Building Mutually Beneficial Relationships



Why should we build bridges between education and employment?

**Adapting to a
Changing Labor Market**

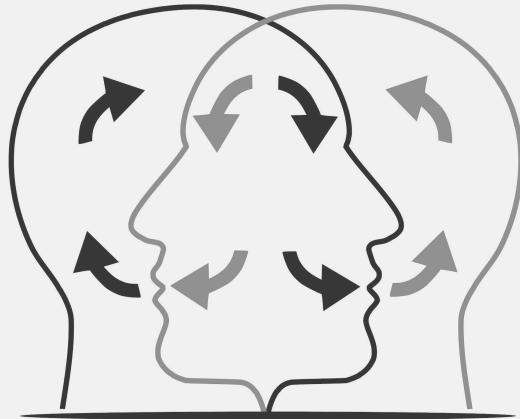
Student Success

**Economic
Development**

**Meeting Employer
Demands**

Organizational Success

What is a **mutually beneficial relationship** and how to create them?





Goldman
Sachs

10,000
small
businesses

F E L L O W S

Case Study: **Developing Internship and Experiential Learning Programs**

Goldman Sachs 10,000 Small Businesses Fellows

97%

of small business owners reported having
difficulty hiring for open positions

Lack of resources to attract qualified
candidates

Difficulties creating job-specific
training

Win-Win For Students and Small Business Owners

Students

Paid internship
(\$20/hr)

Real-world
experience

Skills development

Networking



Business Owners

Value add

Managerial
experience

Talent pipeline

No-cost support

Highlight: Stakeholder Contributions and Benefits

Stakeholder	Contribution	Benefit
Local Business	Providing meaningful and engaging internship opportunities to students, which helps develop the talent pool for the future workforce.	Access to a curated talent pool of community college students with skills and interests that align with their business needs.
Faculty	Recruiting and referring students while promoting the program.	Relevant feedback from industry experts and the opportunity to bring this knowledge back into the classroom.
Career Services	Developing and delivering the professional development curriculum for the program and providing ongoing support and coaching for students during their internships	Build relationships with local businesses, potentially leading to new partnerships and collaborations.
Students	Applying their skills and knowledge to support small businesses, and providing valuable feedback..	Hands-on experience in a real-world business setting, exposure to entrepreneurship and small business operations, and professional skill-building opportunities.
Goldman Sachs	Investing in small businesses and community colleges, bringing together partners for on-the-ground implementation, and leveraging their resources, expertise, and network to support the program.	Build stronger relationships with local communities and create positive social impact, which can lead to greater brand awareness and reputation.



Strategies and Benefits of Building Mutually Beneficial Relationships with Local Businesses, Faculty, and Career Services

Strategies for engaging with local businesses

**Networking
Events**

01

02

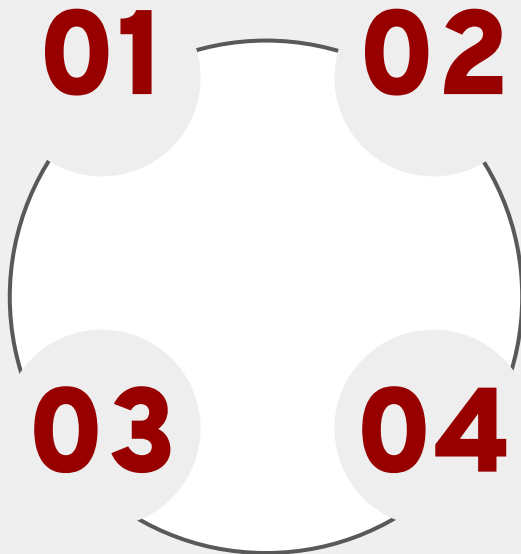
**Experiential
Learning**

**Industry
Advisory
Boards**

03

04

**Partnership
Programs**



Benefits to Local Businesses

**Access to pool of
qualified and
motivated
candidates**

**Opportunities
for recruitment
and brand
building**

**Access to fresh
perspectives
and new ideas**

**Enhanced
workforce
development**

**Cost-effective
training and
development**

**Access to finding
and resources**

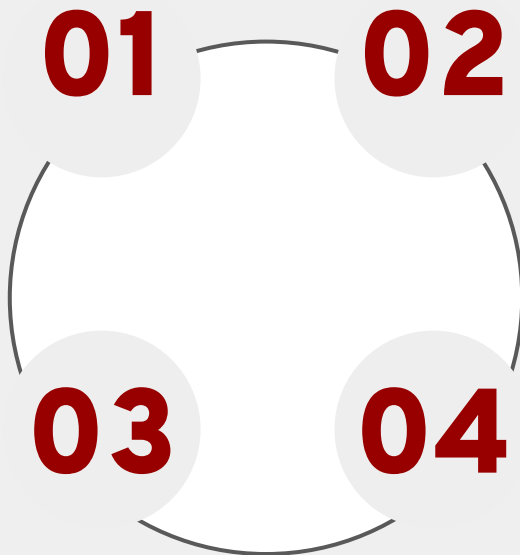
Strategies for engaging with Faculty

**Highlight the
benefits to
faculty**

**Provide training,
support, and
information**

**Involve faculty
in program
development**

**Recognize and
reward faculty
participation**



Benefits to Faculty

**Enhanced
curriculum
relevance**

**Professional
development
opportunities**

**Research
opportunities**

**Industry
connections**

**Supports
student learning
experience**

**Builds a stronger
reputation for
the college**

Strategies for partnering with Career Services

**Identify key
areas for
professional
development**

01

02

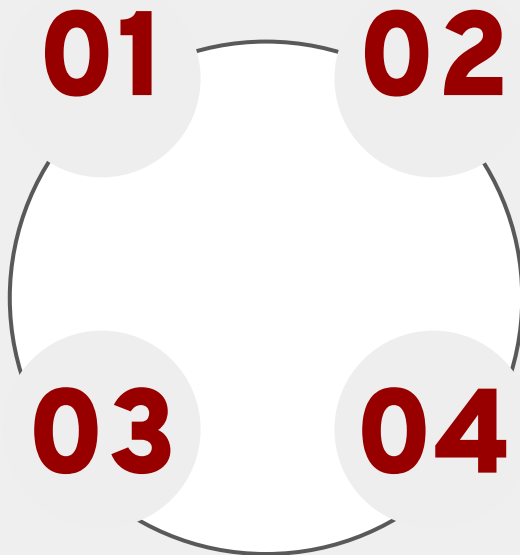
**Integrate
professional
development
into programs**

**Leverage
existing
resources**

03

04

**Provide ongoing
support**



Benefits to Career Services

**Increased
student
engagement**

**Improved
employer
relations**

**Enhanced career
services
offerings**

**Increased
student
employability**

**Access to
industry trends**

**Expanded
professional
networks**

Maximizing the Benefits of Mutually Beneficial Relationships for Students and Colleges



Benefits to Students when we create mutually beneficial relationships

- Access to experiential learning opportunities
- Exposure to industry trends and real-world experiences
- Opportunity to build professional networks
- Access to enhanced career services offerings
- Improved employability
- Potential for job offers

How to maximize benefits to students

Foster a culture of collaboration and communication

among faculty, career services, and local businesses, to ensure that students are receiving the most relevant and up-to-date information and opportunities.

Establish clear learning outcomes and assessment measures

for experiential learning opportunities, to ensure that students are meeting academic and professional standards and gaining relevant skills and knowledge.

Create opportunities for students to reflect

on their experiential learning experiences, to deepen their understanding of how classroom knowledge applies to real-world settings, and to encourage continued professional growth and development.

Overall benefits for the College when we create mutually beneficial relationships

Increased
employer
engagement

Improved job
placement rates

Increased funding
opportunities

Improved student
engagement

Enhanced career
services

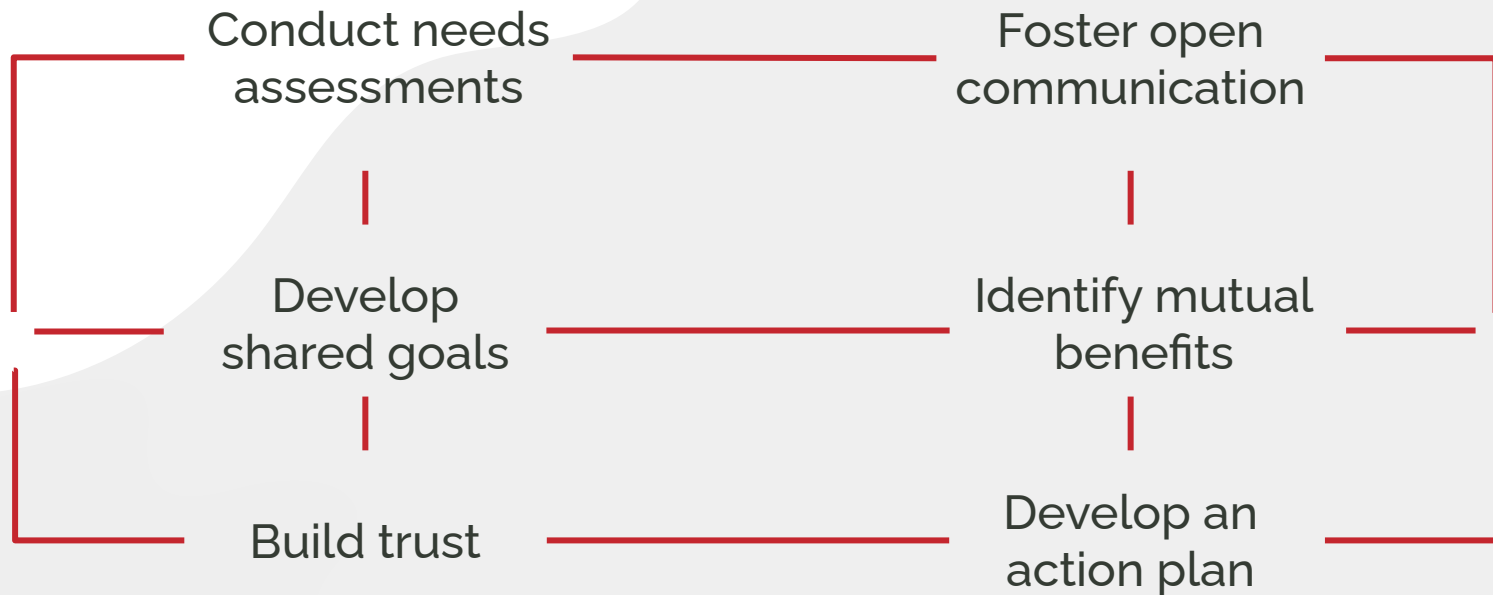
Enhanced
curriculum
relevance

Enhanced
reputation

Improved diversity
and inclusion

Better alignment
with workforce
needs

Overall strategies to identify and engage stakeholders



Conclusion

- Benefits of mutually beneficial relationships can include improved student learning, increased enrollment and retention rates, access to student talent, and enhanced career readiness programming.
- Practical strategies for creating mutually beneficial relationships include identifying potential partners, establishing communication channels, developing shared goals and expectations, and clarifying roles and responsibilities.
- Mutually beneficial relationships can enhance education-to-employment pathways through connecting students with local businesses, providing faculty with real-world insights, offering career services that meet small business needs, and creating pathways that benefit all stakeholders.

THANKS!

Do you have any
questions?

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