

WORKFORCE DEVELOPMENT

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Bethune-Cookman University

Professional Development Programs at B-CU

Overview:

Bethune-Cookman University's (B-CU) business programs emphasize the application of classroom knowledge to real-world situations, enhancing students' skills for success. Two key programs, MUST and Start It Up, are designed to develop critical professional and entrepreneurial skills.

The MUST Program (Mastering and Understanding Softskills Training):

- Objective: Develop essential soft skills needed for job search success and career advancement.
- Skills Focused: Teamwork, communication, and resourcefulness.
- Activities:
 - Hands-on workshops.
 - Meetings with business executives.
 - Leadership practice in a mock company.
 - Expert guidance on resume writing and job interviews.
- Duration: Ongoing throughout the four-year college program.

The Start It Up Program:

- Objective: Foster an entrepreneurial mindset and advanced business capabilities.
- Skills Focused: Creativity, problem-solving, and idea implementation.
- Activities:
 - Coaching by working entrepreneurs.
 - Hands-on projects.
 - Real-world experience with community nonprofits or businesses.
 - Personal brand development.
- Eligibility: Open to all university students by application, with no fees.

Internship Opportunities:

The MUST program assists students in securing internships to gain real-world experience and improve job market readiness. Partner organizations include:

- Inroads
- Chegg
- NASCAR
- Nike
- GE
- U.S. Department of State-Federal Government
- Jacksonville Jaguars
- NHL
- Canaveral Port Authority
- NPCA

These programs ensure that students not only learn theoretical knowledge but also acquire practical skills highly valued by employers.

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Fayetteville State University

Training & Professional Development at Fayetteville State University (FSU)

Mission:

The Training and Development Department at FSU aims to enhance individual and organizational effectiveness through diverse and innovative programs that support employee development, partnerships, and organizational enrichment.

Goals:

- Offer quality, cost-effective training to boost productivity and enrichment.
- Provide development opportunities to enhance knowledge and skills.
- Foster an environment that values development, diversity, and growth.
- Equip individuals and the organization to meet customer needs and service demands.
- Support leadership and succession efforts.
- Leverage technology to enhance workflow efficiency and customer service.

Offerings:

- Professional Development, Supervisory, and Compliance Trainings: Available to FSU employees.
- Career Services: Supports students and alumni in career development, offering guidance for professional school and job markets.
- Information Sessions: Includes sessions like the Federal Executive Board Campus Series to educate on Federal employment processes.

Featured Jobs and Internships:

- **Internships:**
 - ◆ DISCO32 Tactical Antennas, LLC: Offers internships in tactical communication technology.
- **Jobs:**
 - ◆ AbbVie: Opportunities at a leading biopharmaceutical company.
 - ◆ UNC Health Lab: Various opportunities accessible via QR codes.
- **Training:**
 - ◆ Platinum Agency Free Training: Technology skills training in Business Analytics, Digital Marketing, or Frontend Web Development.
- **Thurgood Marshall College Fund Internships and Opportunities:** Includes various internship programs and challenges.

Partnerships:

- Parker Dewey: Offers micro-internships for career exploration and skill demonstration.
- Forage: Provides virtual experience programs to build real-world skills.

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Professional Development Workshops:

- Eligibility: Open to all full-time and part-time faculty and staff.
- Registration: Available throughout the semester on a space-available basis through the Cornerstone Professional Development Portal.

Highlighted Workshops:

- Crucial Conversations for Employees: A training program to develop communication skills, offered at no cost through the HR Title III Program.
- "How Was Your Day?" Diversity & Inclusion Workshop: Focuses on minimizing bias, ending harassment, and stopping bullying to build a respectful workplace.
- Mental Health First Aid USA: Teaches skills to identify, understand, and respond to mental health challenges, including 2 hours of self-paced content followed by 5.5 hours of instructor-led training.

These programs and initiatives are designed to promote employee growth, enhance organizational productivity, and ensure a supportive and inclusive workplace at FSU.

Roni D. Stearns

HR Specialist- Training & Development

rstearns@uncfsu.edu

910-672-1144

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Florida Agricultural and Mechanical University

Center for Public Computing and Workforce Development (CPCWD)

The Center for Public Computing and Workforce Development (CPCWD) at Florida A&M University (FAMU) focuses on providing education and training resources to enhance the workforce readiness and capacity of U.S. citizens. Funded by the American Recovery and Reinvestment Act, CPCWD aligns with the goals of the Public Computer Center Program of the Broadband Technology Opportunity Program (BTOP) of the National Telecommunications and Information Administration.

Objectives:

- Enhance participation in workforce development activities.
- Strengthen national competitiveness through improved access to computing resources and high-speed internet.

Key Features:

- **Public Access:** Provides access to broadband computers and video conferencing.
- **Targeted Support:** Focuses on aiding unemployed or under-employed individuals, with special attention to minorities, women, veterans, and youth.
- **Workforce Development Training:** Offers training programs to increase job marketability and readiness.

Unique Training Capabilities:

- **Remote Instructor-Led Training:** Offers remote participants the ability to interact with instructors and in-person students in real-time through high-definition TelePresence sessions.
- **Classroom Capture System:** Uses digital video capture to record classroom activities, making sessions available on demand for future reference.

The CPCWD also supports small business growth by providing essential workforce development training. Through its innovative approach to distance learning and resource provision, the center aims to cultivate a competitive and skilled workforce equipped for the demands of the 21st century.

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Gadsden State Community College

Workforce Solutions at Gadsden State Community College

Overview:

Gadsden State Community College, in collaboration with the Alabama Technology Network (ATN), offers a variety of educational experiences for employees of local businesses and industrial firms. This initiative aims to identify industry needs and deliver customized training, technical assistance, and technology solutions.

Training Programs:

Customized training is available on-site upon request, covering topics such as:

- Management and Leadership
- Workplace Safety
- Lean Manufacturing and ISO Quality Standards
- Practical Energy
- Computer Skills
- Cooperative Learning
- Industry Certification
- Spanish Language Training

Advanced Manufacturing and Workforce Skills Training Center:

- Groundbreaking Event: On February 21, a groundbreaking ceremony was held for the new Advanced Manufacturing and Workforce Skills Training Center on the East Broad Campus in Gadsden, Alabama.
- Facility Details: The 50,000-square-foot, state-of-the-art facility will include:
 - 10 laboratories, 7 classrooms, 11 offices
 - Multipurpose room, tool and storage rooms, storm shelter
 - Testing suite, kitchen and serving area, break room, restrooms
 - Glass viewing areas, safety entrance, digital display for job seekers and industry partners
- Construction Cost: Approximately \$24 million
- Funding: Contributions from various entities including the City of Gadsden, Etowah County Commission, and other local governments and organizations.

Economic Impact:

- Gadsden State contributes approximately \$207.9 million to the local economy and supports 3,555 jobs.
- A return of \$6.90 in higher future earnings for every dollar invested by students.

Ready-to-Work Program:

- Objective: Provides career pathways for adults with limited employment experience, focusing on entry-level skills required by most businesses and industries in Alabama.
- Curriculum: Covers communication, customer service, basic education, computer skills, problem solving, workplace behavior, manufacturing, and job acquisition.

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- Requirements:
 - 95% attendance and punctuality
 - Satisfactory achievement in work ethic, organizational skills, problem solving, and other areas
 - WorkKeys assessments in applied mathematics, reading for information, and locating information
 - Alabama Certified Worker Examination
- Certificates: Successful completers earn an Alabama Certified Worker Certificate and a State of Alabama Career Readiness Certificate.

Commitments:

- Gadsden Mayor Craig Ford announced a \$50,000 annual commitment for the next five years.
- Other financial commitments have been made by various local governments and organizations.

This initiative aims to enhance workforce readiness and economic development in the region, providing valuable training and resources to the local community.

For more information about the program, call 256-549-8640.

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Morehouse School of Medicine

Morehouse School of Medicine (MSM) Career and Professional Development Overview:

Mission:

MSM's Career and Professional Development is dedicated to supporting the professional growth of all community members, ensuring they have opportunities to advance toward their career aspirations.

Opportunities:

MSM Presidential Fellows In-Residence Program:

- Purpose: Exposes MSM leaders to executive leadership roles, including responsibilities of the MSM Executive Leadership Team, to broaden their understanding of institutional leadership and groom them for future executive positions.

Learning Management System (LMS):

- Features: Offers continuous learning opportunities through Cornerstone's Learning suite, including online and instructor-led training, knowledge bank, compliance training, and development tools accessible anytime.

Office of Extended Professional Education (OEPE):

- Offerings: Provides Continuing Medical Education (CME) for physicians, nurse practitioners, and D.O.s through live and online activities. Also offers CME accreditation for MSM departments and external organizations.

HR Professional Development Program:

- Program: A three to six-month career development program that helps employees identify strengths, development areas, and potential job fits, although it does not guarantee promotions or job changes.

Mentoring Academy:

- Objective: Develops research faculty to a nationally competitive standard through interdisciplinary research training, faculty development, and mentorship.

Online Mentoring Program:

- Service: Matches mentees with mentors based on expertise and mentoring goals, facilitating professional growth through online connections.

Faculty Development Program:

- Support: Provides internal and external development opportunities in teaching excellence, clinical skills, research, leadership enhancement, and technology implementation to foster faculty growth and enrich faculty-learner relationships.

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Morgan State University

Morgan State University is a doctorate-granting research university recognized for its extensive transportation-related courses and robust research programs. The National Transportation Center (NTC) within the School of Engineering integrates multidisciplinary research with substantial financial and networking resources, including scholarships, internships, fellowships, and assistantships. In January 2021, the university received a national award for workforce development from the Council of University Transportation Centers.

Key Components:

National Transportation Center (NTC):

- Multidisciplinary Research: Offers students access to world-class resources and facilities.
- Financial Support: Provides various financial aids like scholarships and assistantships.
- Professional Networking: Facilitates connections with public and private sector partners.
- Contact Information: For more details, prospective students can reach out to Dr. Mansoureh Jeihani at 443-885-1873.

National Summer Transportation Institute (NSTI):

- Program for Youth: A free program for middle and high school students to explore transportation through field trips and hands-on activities.

Center for Continuing and Professional Studies (CCPS):

- Mission: Addresses the lifelong educational needs of diverse learners, including traditional and non-traditional students.
- Customized Courses: Offers tailored courses for workforce development, available on-campus, online, or at preferred locations.
- Comprehensive Programs: Provides continuing education units, professional development hours, and customized training.
- Experience: Over 50 years of providing non-credit, credit, and professional development opportunities.

Benefits and Capabilities:

- Premier Urban University: Recognized as Maryland's leading public urban university.
- Experienced Faculty: Well-credentialed faculty providing quality education.
- Cost-Effective Services: Affordable solutions for educational needs.
- Diverse Programs: Includes on-site and online courses for adult learners.

Partners:

- American Contract Compliance Association
- Blacks in Government
- Career Communications Group, Inc.
- Cengage

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Morgan State University stands out for its commitment to workforce development, extensive resources, and a variety of educational programs designed to meet the needs of its students and the community.

Key Contact:

Nilajah Nyasuma Sims
Executive Director
nilajah.nyasumasims@morgan.edu
P: 443-885-3155

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Norfolk State University

The Workforce Readiness Efforts at TSU emphasize Student Pathways & Academic Formation strategies to support students' transitions into the institution and their holistic development, enhancing post-graduate outcomes. The focus is on guiding students to complete their credentials and equipping them with necessary skills and experiences for academic and career success.

Key Components:

Student Pathways and Academic Formation:

- Workplace Talent Development: Enhances student preparation for the workforce.
- Guided Career Pathway Models: Provides structured, incremental paths for academic and career goals.
- Integration of Learning Experiences: Ensures curricular and co-curricular activities are relevant and transferable to the workplace.
- Early Career Exploration: Offers activities for early career exploration and informed decision-making.

SPICA (Student Pathways Industry Collaborations and Alliances):

- Focuses on developing professional skills and understanding workplace expectations.
- Collaborates with campus departments, stakeholders, and industry representatives to create opportunities for student development.

These initiatives aim to maximize students' academic achievements and prepare them for successful careers post-graduation through strategic guidance and industry collaborations.

Student Pathways and Academic Formation

Norfolk State University
700 Park Avenue
Norfolk, VA 23504

Phone: (757) 823-9087
studentpathways@nsu.edu

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Southern University at New Orleans

Center for Career and Professional Development aims to foster student success and enhance communication and soft skills for career readiness by creating a comprehensive four-year career plan. This plan will encompass mock interviews, resume writing, character and fitness development, and building employment profiles on LinkedIn and other social media platforms. Additionally, students will be introduced to web-based platforms such as BigInterview and HandShake to explore career opportunities and further improve their career preparedness.

Students must visit the Center for Career and Professional Development Center at least three times within a semester, complete at least 30 modules in BigInterview accessible through Canvas (LMS) prior to graduation and attend at least two workshops, seminars, or job fairs each year.

The Center for Career & Professional Development will assist students to reach the following goals:

- Acquire soft, practical skills (resume writing, interview skills, and dress for success/professional attire), including oral and written communication, that enhance employability;
- Will confidently articulate career goals using discipline-specific terminology.
- Will demonstrate appropriate soft skills through informal and formal opportunities in selected courses through presentations and internship evaluations.

Students will also take part in workshops and seminars focused on resume writing, interview techniques, professional work attire, time and money management, study skills, life skills, and written and oral communication. Additionally, they will engage in internships and job shadowing experiences through their discipline-specific courses.

The center will be aligned with the goals and student learning outcomes of the Quality Enhancement Plan (QEP) and will focus on six strategies:

1. Integrating career into the student experience for undergraduate engagement
2. Graduate student and alumni engagement
3. Strengthening relationships with stakeholders
4. Defining and building employability skills
5. Provide and expand experimental learning opportunities for students
6. Assessment and program evaluation

Students MUST complete 30 modules in BigInterview prior to graduating.



Vonda Taplin
Interim Director of Career Services
VTaplin@suno.edu
Phone: 504-286-5341

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Tennessee State University

The Career Development Center at Tennessee State University (TSU) aims to develop and enhance student relationships, promote engagement, provide career-related work experiences, and secure sustainable employment post-graduation.

Key Features and Offerings:

Mission:

- To help students and alumni secure and maintain employment, enhance job search techniques, and gain career-related experiences.

Employers & Partners:

- Encourages employers to recruit at TSU, highlighting the university's strong academic programs and diverse student body.
- Provides opportunities for employers to engage with students through on-campus recruiting, mock interviews, resume workshops, career fairs, and networking events.

Programs and Services:

- Offers a wide range of professional development events, career-related activities, and resources for job searches, available to both students and alumni.
- Assists students with personalized career counseling, including resume building, interview preparation, and job search strategies.

Graduate Recruiters:

- Supports graduates in their job search by providing access to major job search platforms like Indeed, Monster, and LinkedIn.

Mentorship Programs:

- Facilitates mentoring relationships between experienced professionals and students to aid in their career development.

Parental Support:

- Engages parents in their student's career development process, encouraging them to support their children in utilizing the Center's resources.

Career Guides and Tools:

- Offers interactive career planning tools like Focus2Career, GoinGlobal, and InterviewStream to assist students in career exploration and preparation.
- Provides access to Handshake, a platform for job and internship postings and career event information.

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Career Counseling:

- Recommends early and frequent visits to the Career Development Center for personalized career planning and support.
- Helps students who are unsure about their career paths by considering their interests, skills, and values.

Internship and Job Search Assistance:

- Advises students on the best times to look for internships and jobs, tailored to their field and industry.
- Encourages participation in on-campus employment to gain professional experience.

Graduate School Guidance:

- Provides resources and counseling for students interested in pursuing graduate studies.

Conclusion:

The Career Development Center at TSU is dedicated to supporting students and alumni in achieving their career goals through comprehensive services, resources, and partnerships with employers. It emphasizes early engagement, practical experience, and continuous support to ensure success in the job market.

Team Member - Director
Jeff Brown
615-963-7527
tsucareerdevelopmentcenter@tnstate.edu

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University of the District of Columbia

The UDC Division of Workforce Development and Lifelong Learning (WDLL) aims to reduce unemployment and underemployment in the District of Columbia by providing residents with job skills training. These programs help individuals secure employment, get promotions, and prepare for careers in new industries. WDLL focuses on five high-demand areas: Construction and Property Management, Early Childhood Education, Healthcare, Hospitality and Tourism, and Information Technology.

Program Pathways:

- **Construction Pathway:** Offers courses in various construction trades, including carpentry, electrical, and HVAC.
- **Early Childhood Education:** Provides comprehensive courses for educators and caregivers, including Child Development Associate certifications.
- **Lifelong Learning Pathway:** Offers courses such as Career Preparedness, Student Success, and Spanish in the Workplace.
- **Healthcare Pathway:** Includes training for administrative and direct healthcare roles like medical billing, nursing assistant, and phlebotomy technician.
- **Hospitality Pathway:** Covers customer service, food service, and hospitality fundamentals.
- **Information Technology Pathway:** Offers IT courses ranging from basic computer skills to advanced cloud computing and cybersecurity certifications.

Workforce Development vs. Continuing Education:

- **Workforce Development:** Free courses for unemployed and underemployed DC residents, focusing on the five career pathways.
- **Continuing Education:** Affordable online and in-person professional development courses available to all residents, useful for career advancement or changes.

Job Placement Assistance:

WDLL provides career counselors to help students with résumés, interview skills, and soft skills. Employer outreach coordinators develop partnerships with employers to facilitate job placements.

College Credit Eligibility:

Currently, WDLL courses do not offer college credits, but there are plans to develop an articulation agreement to potentially grant credits in the future.

UDC Division of Workforce Development and Lifelong Learning at workforce@udc.edu.

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University of the Virgin Islands

UVI CELL offers a variety of lifelong learning programs tailored to adult learners, providing flexibility and relevant training to help individuals achieve their life and career goals. These programs are designed to upgrade skills, facilitate career changes, or explore new interests. UVI CELL supports economic development by training individuals to be competitive in a technical marketplace, enhancing employability, and improving job performance.

Professional Development programs at UVI CELL cater to seasoned professionals, offering career training and skill enhancement through courses taught by community experts. These programs help individuals stay updated in their fields, build confidence, and meet licensure requirements through certifications and CEUs.

Additionally, UVI CELL provides personal enrichment courses to improve the overall quality of life. Open to all ages and backgrounds, these courses cover a wide range of interests, from foreign languages to cake decorating, available both in-class and online with over 500 online options.

The Center for Excellence in Leadership & Learning (UVI CELL) serves as the premier institute for professional development and transformation, personal enrichment, and consultancy, locally and globally through innovative leadership and collaborative partnerships.

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Hampton University

Office of Workforce Development

- **For Individuals:** Develop and enhance individualized skills and trades.
- **For Employers:** Create personalized face-to-face, hybrid and online programs to meet organizational needs.
- **Non-Credit Courses and Certificates:** If you want to acquire a new skill or knowledge for career and professional development or personal enrichment, then enroll now in online interactive non-credit courses or certificates. A wide range of courses are offered on a variety of topics. All the courses include expert instructors.

Current courses being offered:

- Paralegal Studies
- IT Technical Support
- Food Services Management
- Human Resource Management

WORKFORCE DEVELOPMENT

Jackson State University

Jackson State University's Center for Global Development and Training offers a variety of academic and non-academic programs, including conferences, seminars, institutes, and certificate programs. The Center aims to connect the university with various sectors such as business, civic organizations, and professional entities, including partnerships with Walt Disney World Resorts, the City of Jackson, General Motors, and The Mississippi Public Works Association. Its mission is to prepare individuals for work in a global economy through training and international learning experiences. This includes establishing partnerships with other educational institutions and facilitating international field experiences and exchange opportunities for students.

The Center encourages students to expand their education through global learning experiences, which can include language learning, cultural immersion, and academic studies in various disciplines such as Liberal and Studio Arts, Humanities, Business, Language, History, and Science. Programs are available on a semester basis or as intensive short-term stays, and they include tuition, housing, insurance, excursions, and cultural events. For more information, students can contact the Center at 601-979-8777.

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Howard University

Career and Professional Success

The Center for Career and Professional Success promotes the integration of career services within the institution's overall student success strategy and consist of three components:

- The Howard Career Community powered by Handshake
- Employer Engagement & Recruitment
- Experiential Learning, Federal Work-Study, and Campus Employment

Howard University strive to embody the core principles of "Excellence in Truth and Service" through our service delivery, knowledge, and efficiency. Howard University is committed to being at the forefront of developing a sustainable service model for the virtual delivery of career services.

Key Contact:



Melissa Knight, M.Ed.

Interim Director, Howard University Center for Career and Professional Success.

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Prairie View A & M University

The Center for Careers and Professional Development (CCAPD)

The Center for Careers and Professional Development (CCAPD), a.k.a. Career Services are established upon the Guided Pathway-Purpose First Framework (Completion by Design, 2016). Through this paradigm, CCAPD assists students design a clear and coherent map that leads them to successfully enrolling, completing, and transitioning from College-to-Careers. For this reason, Career Services starts at students' entry points to Prairie View A&M University and remains a part of the team that guides them throughout their academic journey—thus, keeping them on track to completion and transition (Completion by Design, 2016).

Adapted Principles of Guided Pathways:

- Ensures students are given the tools for success
- Accelerates entry into coherent programs of study
- Minimizes time required to integrate into a college-to-career pathway
- Customize and contextualize transition directives
- Integrate student supports with instruction
- Leverage technology to improve learning and program delivery
- Continually monitors progress and provide proactive guidance
- Reward behaviors that contribute to completion

Focus:

Prairie View A&M University's main focus is student success. The Career Services (CCAPD) office is dedicated to providing career guidance, planning, and development to students. Career guidance is offered through in-person or virtual counseling sessions. During the career planning process, students have access to assessment tools that evaluate their interests and help guide their career decisions (Watts & Sultana, 2003). These tools also assist students in creating career goals, choosing a major, and following a path that aligns with opportunities for personal and professional growth.

Prairie View CCAPD offers both in-person and virtual career services. Our core services include the following: 1) career counseling by appointment, 2) career and employment technique workshops, 3) assistance with employer internships, 4) career fairs, 5) career assessment tools, and 6) working with academic departments to assist internship-seeking students.

Company Supporters: Accenture, Chevron, General Electric, Hewlett Packard Enterprise, JCPenney, PepsiCo, Sam's Club, Shell Oil, USAA

Key Contacts:

Carolyn A. Davis

Director

Email: cadavis@pvamu.edu

Herbert R. Thomas

Career Advisor

Email: horthomas@pvamu.edu

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Jarred P. McGowan
Internship Coordinator
Email: jpmcgowan@pvamu.edu

Shadia Washington
Scheduling Coordinator
Email: sfwashington@pvamu.edu

Emebet Admasu
Administrative Assistant
Email: emadmasu@pvamu.edu

Center for Careers & Professional Development
Director
Email: careers@pvamu.edu

WORKFORCE DEVELOPMENT

Shorter College

Reimagine Arkansas Workforce

The Reimagine Arkansas Workforce Project provides funding for qualifying individuals to complete online training at no cost to meet workforce needs across the state.

The U.S. Department of Education awarded a grant worth over \$13 million to the Arkansas Workforce Development Board and the Arkansas Division of Workforce Services to fund the Reimagine Arkansas Workforce Project. This state-wide coordinated effort is intended to benefit Arkansans who have been economically impacted by the COVID-19 Pandemic. Project partners include the Department of Workforce Services, Shorter College, U of A Global Campus, and iDatafy LLC.

Participants will receive a Certificate of Completion from their specified certification area and will have the opportunity to create a free certified SmartResume through iDatafy, LLC. This online service, based in Arkansas, enables employers to verify and hire new talent based on job skills matching. Employers can search the extensive network to identify the new skills and education acquired by participants.

Reimagine Arkansas Workforce Program Certification Offerings:

- Entrepreneurship/Small Business Management
- Human Resources
- Digital Marketing Fundamentals
- Accounting Software
- IBM Computer Technology Badges
- Wine Education (21+ years)
- Spirits Education (21+ years)

WORKFORCE DEVELOPMENT

South Carolina State University Career Center

At South Carolina State University, their commitment to students extends beyond graduation. They aim to ensure that students not only acquire a strong foundation of knowledge and skills in their chosen majors but also possess the capabilities to successfully search for and secure fulfilling employment.

The Career Center at South Carolina State University, part of the Division of Student Affairs, offers vital guidance to prepare students for transitioning from school to a career. With the support of their dedicated staff, students will learn to identify rewarding job opportunities and develop the necessary skills to secure those positions. The center provides training in writing standout resumes and cover letters, along with mock interviews to build self-confidence and essential soft skills for professional presentation.

The Career Center equips students to excel and distinguish themselves in today's workforce, regardless of their chosen field.

As part of its comprehensive career development services, the Career Center sponsors and leads a variety of events, enabling students to meet potential employers face-to-face. They organize job fairs, special career days, and collaborate with businesses to identify talented individuals. The center assists in finding and applying for internships and other hands-on learning opportunities and can help with the necessary paperwork to receive course credit for those experiences. Whatever resource is needed to achieve success in the job search, the Career Center strives to provide it.

For those unsure about their career path, the Career Center offers career counseling to help discover fulfilling roles and provides information to better prepare for those careers. Additionally, they offer resources for students considering graduate and professional schools.

Importantly, their services are not limited to current SC State students; SC State alumni can also benefit. Whether facing challenges in finding a fulfilling job or considering a career change, alumni can rely on the Career Center team for support and assistance.

Key Contact:

Mr. Joseph Thomas

Director

Belcher Hall, 2nd Floor, 205-258

Phone Number: 803-536-7033

Email: jthoma21@scsu.edu