

Workforce Infrastructure Team (SPAT): Charge and Alignment Plan

Winter 2025

I. SPAT Charge Summary

- **Mission:** Identify and implement tools and processes to ensure COCC's credit and non-credit programs align with workforce needs across the college district.
 - **Core Responsibilities:**
 1. Develop and pilot a **Needs Assessment Tool**
 2. Create and track **Workforce Impact Metrics**
 3. Establish a **Data Review & Recommendation Process**
 4. Recommend program changes to the **Vice President of Academic Affairs**
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II. How Lightcast Analyst Tool Supports the Charge

Lightcast Analyst Overview:

- Integrates over **99% of workforce data** using public (BLS, Census, DOL) and real-time (job postings, resumes) sources.
- Provides local labor market insight at **state, county, and zip code** levels.
- Trusted by **100% of Oregon's community colleges**.

SPAT Alignment:

- **Needs Assessment Tool:** Lightcast identifies local job growth trends, skill gaps, and emerging industries, directly informing tool design.
 - **Metrics:** Supplies enrollment-to-employment alignment, salary data, job demand by skill and credential.
 - **Review Process:** Enables quarterly analysis of program effectiveness using live labor market data.
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III. How the PDGA (Program Demand Gap Analysis) Drives Alignment

PDGA Purpose:

- Measures **supply of program completers** vs. **regional job demand**
- Categorizes programs into:
 - High Demand / Low Supply (expand)
 - Low Demand / High Supply (streamline)
 - High Demand / High Supply (maintain)
 - Low Demand / Low Supply (reevaluate)

SPAT Impact:

- **Actionable Needs Assessment:** Informs which programs are market-aligned and which need to pivot.
 - **Strategic Resource Allocation:** Helps prioritize investment in high-opportunity sectors.
 - **Reporting Framework:** Provides data-backed reports to share with internal and external stakeholders.
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IV. COCC Mission and Strategic Plan Alignment

- **Strategic Goal:** *Workforce Development*
“COCC develops and aligns educational opportunities with regional workforce needs and industry standards.”
 - **SPAT + Lightcast + PDGA Enable:**
 - Alignment of **curriculum with labor market** demand (credit & non-credit)
 - **New program development** in high-growth sectors
 - **Data-driven decision-making** across all instructional divisions
 - Enhanced **student outcomes and job placement**
 - Stronger **employer engagement** and economic responsiveness
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V. Expected Outcomes & Timeline (2024–2025)

Phase	Deliverables	Timeline
Team Alignment	Shared goals, SPAT onboarding	Summer 2024
Tool & PDGA Kickoff	Lightcast data survey and scoping	Winter 2025
PDGA Analysis	Draft report, program insights	Spring 20205
Final Reporting	Main report, executive summary, dashboard	Summer 2025
Integration & Action	Recommendations implemented	Fall 2025