

Developing Occupational Programs: A Case Study of Community Colleges

Duane E. Doyle

Abstract

A progressively more technological and competitive employment environment in today's world economy requires employees to have a firm understanding of critical technical skills to build on when they arrive at the workplace. This study examines how differences in the environmental conditions and organizational factors facing four community colleges contributed to the development of occupational and technical education programs.

This study was driven by one primary research question: What environmental conditions and organizational factors influence the nature of the strategic response in the form of technical education program development within community colleges? To answer this question, a qualitative study of both stakeholders in higher education (which included individuals at four community colleges in the state of Arkansas) and individuals at the Arkansas Department of Higher Education was conducted. The institutions selected represented the widest possible range of organizations.

A conceptual framework was developed that included previous research on normative, regulative, and cultural-cognitive environments and organizational response processes. The framework served as a guide to identify how external conditions in these processes influence the nature of the development of occupational and technical education programs at community colleges in Arkansas.

Key Words: Program Development, Occupational Education, Technical Education, Case Study, Environmental Response, Organizational Theory

Introduction

Recent decades have witnessed a growing discrepancy in the income of workers with different levels of education. Individuals with high school diplomas or less education saw their earning potential fall throughout much of the 1980s and 1990s compared with those who had more education. Between the years 1979 and 2005, real hourly wages rose for college gradu-

ates by 22%; for high school graduates they remained stagnant, and for high school dropouts, wages fell by 16% (Mishel, Bernstein, & Allegretto, 2005). Fewer than 50% of low-income workers, had more than a high school degree in 2003, and about 20% percent of these were high school dropouts (Acs & Nichols, 2007).

Even before the recent recession people who had minimal skills landed few jobs offering any noteworthy or lasting wage increases over time, fundamentally because they lacked the basic skills and education needed to advance. In a 2005 study, Anderson, Holzer, and Lane found that although low-wage earners experienced some gains in earnings over time, no more than one quarter of them permanently escaped their low-wage status. Several low-skill workers also did not have access to employment opportunities with potential for career progression, particularly in the higher wage segments of the economy, such as health care or manufacturing. The current economic crisis brings a new urgency to these labor market challenges, particularly for the low-skilled individuals competing for a shrinking number of jobs (Anderson, Holzer, & Lane, 2005).

Various experts subscribe to the notion that the severe recession that began in 2008 was the worst since the Great Depression of the early twentieth century. While this situation has had a negative effect on all social classes, it is especially grave for the lesser educated and the lower skilled job holders. Many of these low-skill jobs will not return, because of the transformation of both the American and the global economy (Friedman, 2005). One example of such restructuring is presented in the case of General Motors, where the bankruptcy and restructuring could cause the downsizing of the company by some estimates as much as 90% from its employment levels of the 1970s (Lasic & Bunkley, 2009).

The demand for highly trained and skilled labor is rising in the United States and the world, while the need for low-wage, low-skilled workers is in decline. One example is the trend

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Fazio,2026-04-09 The new edition of this fantastic book provides a step by step guide to designing and implementing an occupation centered program in a community setting The book is divided into six sections Part 1 introduces the ideas of community and occupation offering the foundations to understanding the purpose of community based programs and what they can potentially achieve Part 2 looks at the design phase highlighting issues such as a community s profile and its existing assets before Part 3 focusses on practical issues around implementation from funding and grantsmanship to staffing and promotion Part 4 examines the evaluation process while Parts 5 and 6 showcase examples of successful programs in different communities as well as new areas where community programs could make an impact The book is informed by an overarching concern for sustaining positive change with attention to the development and management of both profit and nonprofit organizations Updated with the latest contemporary models and framework for understanding this evolving field and covering topics such as productive aging substance abuse homelessness asylum seekers and the LGBTQ community Developing Occupation Centered Programs With the Community fourth edition is the ideal workbook for any student or practitioner engaged in this important field of practice *Annual Report* United States. Federal Board for Vocational Education,1926

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