Potential Roadblocks to a Successful Program

If changes in technology, regulations/standards and student populations are not easily incorporated into the program, follow this checklist to determine what might be causing the problem.

1. Are there sufficient resources (instructors, classrooms, support people, money) available to make the change? If not:
   a. Clearly identify what additional resources are required
   b. Prepare a business case to present to employer and education leaders
   c. Look at alternate solutions which might use less resources
   d. Look at alternate sources of resources (workforce investment boards)

2. Does the educational staff have the capability and appropriate technical knowledge to change the program? If not:
   a. Have the staff participate in training either at the employer’s training facility or at a local vocational school
   b. Look at alternate training staff such as retired utility workers

3. Has the employer clearly stated the skills, technical knowledge and physical requirements needed to do the work? If not:
   a. Convene a meeting of technical training instructors, field managers/supervisors and union representatives to discuss the requirements of the jobs
   b. Bring those requirements to the training/education organizations to review against the curriculum to identify changes

4. Are the lesson plans easy to change – new delivery mechanisms, new examples based on student population? If not:
   a. Ask the students what types of learning delivery mechanisms work best for them
   b. Convene the inhouse technical trainers and the educational instructors to review the curriculum for potential new delivery options such as online

5. Are the educational systems open to change? If not:
   a. Bring the educators together with the employer leadership to discuss value and benefit of the program
   b. Search out other educational partners who are more receptive to the program