

Regional Funding

Fiscal Year 2020 - Partner Funding Application

Germanna Community College

Agency Information

General Information

Agency Name	Germanna Community College
Physical Address	2130 Germanna Highway, Locust Grove, VA, 22508, U.S.A.
Mailing Address	PO Box 1430, Locust Grove, VA 22508-1430
Agency Phone Number	(540) 423-9035
Federal Tax ID #	54-1268292
Web Address	www.germanna.edu
Agency Email Address	jwarnacut@germanna.edu

Agency Mission Statement

As a public comprehensive community college, Germanna provides accessible, quality educational and training opportunities that meet our communities' needs; This mission is achieved through; Courses, programs and services that enable students to gain access to and succeed in higher education; associate degrees and courses that prepare students to advance to and succeed in four year colleges and universities; training and services to develop successful employees who meet employer's specific needs; training, associate degrees, and certificates for students to enter and succeed in the workplace; and services and support for community and economic development.

Number of Years in Operation	48
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Main Contact

Main Contact	Joyce I. Warnacut, phone: (540) 423-9035, email: jwarnacut@germanna.edu
Job Title	Director of Finance and Budget

Localities Served

Please select any/all localities your agency serves.

Caroline	<input checked="" type="checkbox"/>
Fredericksburg	<input checked="" type="checkbox"/>
King George	<input checked="" type="checkbox"/>

Spotsylvania

Stafford

Collaborative Impact

Describe in detail how the community would be impacted if your agency were dissolved or merged with another partner agency.

Higher education offerings would be reduced for the localities served for the populations that most need access to education and training. Programs for "underserved" populations and those with disabilities would be at greatest risk since the Community College serves as a primary access point to a better job. Student services would be restricted which could result in reduced enrollment and revenue and would force prospective students to seek out more expensive education/training options or contribute to increased traffic due to the need to commute to other education/training options. Workforce training opportunities for citizens of our region would be greatly diminished negatively impacting the local economy. In short, our region's intellectual and social capital would suffer greatly.

Community Impact

Please provide at least 2 examples of how your services have impacted members of our community.

Example 1

Taxpayer Return on Investment--Germanna enrolls over 9,000 students in credit programs annually and provides them with opportunities to obtain an associates degree in many fields of study. Another 3,600 students enroll in non-credit programs for vocational training and industry credentials-- totaling over 12,000 learners per year.

Taxpayer expense for GCC can be interpreted as the investment for educating students in college. This investment will bring future benefit as graduating college students become more productive in the workforce. A more productive workforce can earn higher income, which in turn will benefit taxpayers in the form of incremental future income and sales tax.

After leaving GCC with an associate degree, certificate, or simply some college experience, these graduates are expected to earn higher wages. Chmura estimated that a GCC student would earn \$4,147 more per year than a high school graduate in 2015. It is assumed that after graduation, students will retire at the age of 65.

The additional incremental income can bring in additional tax for federal and state taxpayers. In this calculation, it is assumed that the federal income tax rate is 18.5% while the federal payroll tax rate (for social security and Medicare) is 15.3%. The Virginia individual income tax rate averages 5.5%.³⁴ Increased income also implies increased spending on items subject to sales tax. Incremental income can also lead to additional local tax revenue in the form of meals and BPOL taxes, which are estimated based on consumer spending patterns and average local tax rates in the service area.

After adding these taxes together, an individual attending GCC can contribute \$1,555 more tax revenue each year than can a high school graduate. The return on investment for taxpayers is 6.0% per year for taxpayers. This rate is higher than prevailing interest rates or government bonds. Investing in GCC pays for a while host of positive economic and social dividends.

Example 2

The nursing and health technologies programs provide qualified graduates the opportunity to work in

medical fields in the service region in careers in nursing, as physical therapy assistants, and as dental hygienists. Graduates also have the opportunity to work toward bachelors degrees and other advanced degrees in the medical field. Human Resource executives at the region's hospitals have expressed concern about the shortage of qualified allied health professionals. In the past several years, GCC has doubled the size of its RN cohorts in order to meet the growing demand for nurses. We will continue to grow our Allied Health programs but have been limited by resource constraints.

Example 3 (Optional)

Germanna offers workforce credential programs. Germanna participates in the Commonwealth of Virginia Workforce Credentials Grant (WCG) to provide high-demand workforce credentials. Programs include asphalt training programs for the Virginia Department of Transportation, commercial driver's license (CDL) training, and heavy equipment operator training.

Germanna Community College

Agency Budget Narrative

Administrative Expenses

Provide an overview of the administrative costs for your agency.

Agency administrative expenses are provided via State appropriation and tuition and therefore are not part of this budget request. However, Germanna requests operating expense funds and maintenance reserve funding from localities to provide services not available via State funds. These funds are used primarily for student services; including funds for student projects, student recognition, student wellness programs, and student activities.

If your agency is requesting an increase or decrease in administrative funding, please describe in detail the reasons for these changes.

The funding request for operating and maintenance reserve funds is unchanged from the FY'2019 request. However, since not all requests were approved, this request is for \$61,389 funding in addition to approved FY'2019 funds. This funding will go towards the Quality Enhancement Plan (QEP) required by our accrediting body. The QEP is a five year plan to integrate problem solving into the curriculum of which FY'2020 is year two. The plan, 'Gearing Up for Problem Solving', will equip student with problem solving skills relevant to their lives as students, employees, and citizens.

Please provide justification for and specific amounts of administrative costs that are defrayed by locality funds.

Operating Funds: Spotsylvania \$89,171, Stafford \$72,531, Caroline \$12,771, King George \$0, Fredericksburg \$15,276.

Maintenance Reserve: Spotsylvania \$0, Stafford \$200,000, Caroline \$740, King George \$0, Fredericksburg \$25,000 (FredCAT).

Capital Expenses

Please provide an overview of the capital costs for your agency.

For FY'2020 the capital outlay request for these five jurisdictions totals \$326,000. These funds will be used for current and future facility construction needs. Funds are included in this request for the new Allied Health Building to be constructed on the Locust Grove Campus. This center will train health professionals to fill jobs in health occupations across all the localities Germanna serves. Although the Commonwealth will be responsible for the building itself, Germanna must fund all infrastructure and land improvement including lighting, storm water management, utilities, parking and sidewalks. Additionally, state of the art medical equipment will be required to simulate real-life environment in labs, hospitals, and clinics. This request anticipates spreading the anticipated \$2.29 million investment over a five year commitment for localities served by the College, \$1.42 million of which is represented by localities included on this combined request.

Please provide justification for and specific amounts of capital costs that are defrayed by locality funds.

Specific requests: Caroline \$42,000 to offset rental expense of Caroline facility. The funding requested for the first of a five year commitment for the Germanna Allied Health Facility: Caroline, \$24,000; Spotsylvania \$100,000; Fredericksburg \$50,000; Stafford \$100,000 and \$10,000 from King George.

Salary & Benefit Expenses

Please provide an overview of any increases or decreases in general personnel expenses for your agency.

Agency salary are provided via State appropriation and tuition and are therefore not part of this budget.

Please provide a description of any changes to agency benefits structure or cost.

Agency benefits are provided via State appropriation and tuition and are therefore not part of this budget.

Budget Issues

Provide any legislative initiatives or issues that may impact the agency for the upcoming year.

State appropriations per Annual Full Time Equivalent Student (AFTES) has declined steadily, and we project this trend to continue.

If you are aware of “outside” funding sources that will expire or be reduced on a set cycle or date, please note those below and how you are planning for them.

State appropriation per Annual Time Equivalent Student (AFTES) in 2007 was \$3,169. This amount increased by only \$131 over a ten year period or 4%. Over the same period of time, inflation has risen by 18% which equates to a funding reduction of \$2.8 million annually in today's dollars. This reduction must be offset by a tuition increase or increases from other outside funding sources. Local funding is a supplement to State and tuition funding for needs such as building costs, student activities, student development, and student recruitment, and institutional effectiveness projects. Student centered spending helps to provide services that benefit students from the localities. Institutional effectiveness spending helps students develop skills that lead to success in the workplace which benefits local employers and their future employees.

Please detail any identified agency needs or areas of concern that are currently not being addressed in your funding request.

A report issued by the Joint Legislative Audit Review Commission (JLARC) from September of 2017 confirms that community colleges are the most affordable higher education options in Virginia; that they are the state's leading provider of higher education; and that they serve students who are typically older, poorer, attend only part-time, and often the first in their family to go to college. It also confirmed that our colleges operate efficiently, compared to institutions in our region and across the nation. The students served by community college often require a higher level of services and support than traditional four-year students. Local funding helps bolster and sustain these efforts.

Germanna Community College

Agency Total Budget

In the boxes below provide an overview of the administrative costs associated with your total agency budget.

Expenses

	FY 2017 Actual	FY 2018 Budgeted	FY 2018 Actual	FY 2019 Budgeted	FY 2020
Salary					
Benefits					
Operating Expenses			375,686.00	356,769.00	415,489.00
Capital Expenses			248,500.00	77,000.00	326,000.00
Other Expenses					
Total	0.00	0.00	624,186.00	433,769.00	741,489.00

Revenues

Please include revenue associated with your entire organization. This section represents the TOTAL revenue your organization is receiving. The revenue associated with specific programs will be listed within your program budgets; this section represents total revenues. (For example if your organization requests funding for multiple programs the total amount requested from each locality or other entities goes within this section)

	FY 2017 Actual	FY 2018 Budgeted	FY 2018 Actual	FY 2019 Budgeted	FY 2020
Caroline			49,237.00	49,237.00	79,511.00
Fredericksburg			118,359.00	69,291.00	90,276.00
King George			0.00	0.00	10,000.00
Spotsylvania			230,520.00	89,171.00	189,171.00
Stafford			226,070.00	226,070.00	372,531.00
United Way					
Grants					
Client Fees					
Fundraising					
Other (Click to itemize)	0.00	0.00	0.00	0.00	0.00
Total	0.00	0.00	624,186.00	433,769.00	741,489.00

Surplus / Deficit

	FY 2017 Actual	FY 2018 Budgeted	FY 2018 Actual	FY 2019 Budgeted	FY 2020
Surplus or Deficit	0.00	0.00	0.00	0.00	0.00

Germanna Community College

Locality Information

Locality Notes

Please use the spaces below to provide any locality specific notes or statements that may be relevant to your application.

Caroline County

In 2017-18, 429 students from Caroline County earned a total of 5,907 higher education credits. Another 93 students registered for non-credit training through Workforce Services. Germanna's Counseling Services funds a career coach at Caroline County High School. Career Coaches empower students to make informed decisions about career and educational plans and to prepare for success in post-secondary education and training. 108 Caroline County students were dual enrolled with GCC and their high school. Additionally, the College has assigned a concierge (GCC Administrator) to work directly with Caroline County Public schools to find ways in which both organizations can work collaboratively for the education of its residents.

City of Fredericksburg

In 2017-18, 454 students from Fredericksburg earned a total of 6,504 higher education credits. Another 180 students registered for non-credit training through Workforce Services. Germanna operates the Fredericksburg Center for Advanced Technology (FredCAT). FredCAT offers credential programs, apprenticeship training and support services aimed at high-demand fields. Our skilled training programs are designed and led by experts in the field making students and graduates stand out to local employers in well paying fields that are growing and hiring. Germanna's Counseling Services provide a career coach at James Monroe High School. Career Coaches empower students to make informed decisions about their career and educational plans and to prepare for success in postsecondary education and training. 41 Fredericksburg students were dual enrolled with GCC and their high school.

King George County

In 2017-18, 296 students from King George County earned a total of 4,244 higher education credits. Another 87 students registered for non-credit training through Workforce Services.

Spotsylvania County

In 2017-18, 3,175 students from Spotsylvania County earned a total of 47,387 higher education credits. Another 666 students registered for non-credit training through Workforce Services. Germanna's Counseling Services provide a career coach at Spotsylvania County High School. Career Coaches empower students to make informed decisions about their career and educational plans and to prepare for success in post-secondary education and training. 380 Spotsylvania students were dual enrolled with GCC and their high school. Additionally, the College has assigned a concierge (GCC Administrator) to work directly with SCPS to find ways in which both organizations can work collaboratively for the education of its residents.

Stafford County

In 2017-18, 2,608 students from Stafford County earned a total of 39,900 higher education credits. Another 456 students registered for non-credit training through Workforce Services. The new Barbara J. Fried Center opened in Stafford in July of 2018, expanding services and courses offered. Programs offered include cybersecurity, nursing, business administration and all transfer degree courses. 285

Stafford students were dual enrolled with GCC and their high school. The College has identified Stafford County as a locality with significant growth potential given it's increased population and the potential for additional employers coming to the County. GCC will also be starting a cohort of nursing students at its Stafford Center next year. Additionally, the College has assigned a concierge (GCC Administrator) to work directly with Stafford County Public schools to find ways in which both organizations can work collaboratively for the education of its residents.

Germanna Community College - Germanna Community College Local Support

Program Overview

You may save your work at any time by clicking on the "Save My Work" link/icon at the bottom or top of the page.

When you have completed all questions on the form, select the "Save My Work and Mark as Completed" link/icon at the bottom or top of this page.

You may also SWITCH between forms in this application by using the SWITCH FORMS feature in the upper right corner. When switching forms, any updates to the existing form will automatically be saved.

General Information

Program Name Germanna Community College Local Support

Is this a new program? No

Program Contact

Name Joyce I. Warnacut

Title Director of Finance and Budget

Email jwarnacut@germanna.edu

Phone (540) 423-9035

Program Purpose / Description

Provide an overview of this program

Request funding for support of college operations and capital expenses for FY'2020. Higher education programs include courses and services that enable students to attain associates degrees and/or advance to four year colleges and universities; vocational training that results in credentials in high demand occupations; apprenticeship training; career coaches at local high schools, and dual enrollment programs with local high schools. As an open door institution GCC exists to provide educational and training programs to populations who may not have access otherwise. GCC's purpose is also to contribute to the intellectual and social capital of our communities; thus, making our region even more competitive from an economic development perspective. Through its education and training programs, GCC changes lives.

Client Fees

Please describe the fees clients must pay for the services by this program.

Tuition for credit and non-credit courses.

Justification of Need

Please state clearly why this service should be provided to the citizens of the region and why the localities should consider this funding request.

To increase educational offerings and student services in the local community. Community colleges offer a financially viable alternative to 4 year institutions. For students attending GCC, the benefit is increased earning potential and better access to the labor market. For taxpayers, increased student earning can generate incremental tax revenue. College education also has broader social benefits, such as lower crime cot, lower healthcare cost, and lower public assistance cost, etc. GCC is particularly positioned to serve students who otherwise might not have access to higher education opportunities. GCC is a primary provider of nurses and other allied health professionals in the Fredericksburg area. Because of limited state support, GCC and other VCCS institutions must leverage money from localities to assist with capital costs for new construction as well as general facility upkeep.

If this is a new program, be sure to include the benefits to the region for funding a new request.

N/A

Target Audience and Service Delivery

Describe the program's intended audience or client base and how those clients are served.

Any citizen desiring higher education which is offered via credit and non-credit classes. The College offers associate degrees, transfer programs, dual enrollment programs to youth attending local high schools, as well as job training and credential programs for high demand jobs. Germanna offers courses, programs, and services that enable students to gain access to and succeed in higher education; associate degrees and courses that prepare students to advance and to succeed in four year colleges and universities; training and services to develop successful employees who meet employers' specific needs; training, associate degrees, and certificates for students to enter and succeed in the workplace; and services and support for community and economic development. In sum, GCC provides residents of the Fredericksburg region with high-quality educational opportunities at a remarkably affordable price.

If your program has specific entry or application criteria, please describe it here.

College application is required to attend Germanna credit programs. However, as a Community College, there are not specific application criteria for admission.

Germanna Community College - Germanna Community College Local Support

Program Budget Narrative

Please indicate in detail reasons for increases or decreases in the amounts you are requesting.

This request is identical to the request from last year for operating expenses. Additional funding is requested for capital expenses associated with the construction of a new Allied Health Building at the Locust Grove campus. This facility will provide state-of-the art equipment and facilities to meet the region's growing needs for healthcare workers. An Economic Overview published by Chmura Economics & Analytics in July of 2015 projects the healthcare and social assistance industry sector will need more than 11,000 new workers over a ten year period within the Germanna service area alone. Our region continues to grow and is expected to continue to grow. Additional funds would enable Germanna to meet the critical needs of the region's employers by producing highly educated and skilled employees taught in state of the art facilities.

If an increase is being requested, please describe the impact not receiving an increase would have on the program.

These funds will enable Germanna to equip the new facility with necessary medical equipment to prepare students for health care careers. Not receiving these funds would limit greatly the number of students we can serve at the new facility as well as restricting the extent of hands-on experience with state of the art equipment that can be provided. In sum, it would greatly limit the College's ability to meet the needs of local employers and industry with high quality graduates.

In particular, please describe in detail if any increase is sought for new positions or personnel.

N/A

Germanna Community College - Germanna Community College Local Support

Program Specific Budget

Please provide your program specific budget below.

Expenses

	FY 2017 Actual	FY 2018 Budgeted	FY 2018 Actual	FY 2019 Budgeted	FY 2020
Personnel					
Benefits					
Operating Expenses	339,752.00	375,680.00	375,686.00	356,769.00	415,489.00
Capital Expenses	248,500.00	248,500.00	248,500.00	77,000.00	326,000.00
Total	588,252.00	624,180.00	624,186.00	433,769.00	741,489.00

Revenues

This section represents revenue specifically associated with your program. Revenue that supports the implementation of your program and the services provided to the community.

	FY 2017 Actual	FY 2018 Budgeted	FY 2018 Actual	FY 2019 Budgeted	FY 2020
Caroline	49,237.00	48,865.00	49,237.00	49,237.00	79,511.00
Fredericksburg	68,719.00	68,359.00	118,359.00	69,291.00	90,276.00
King George		815.00	0.00	0.00	10,000.00
Spotsylvania	229,395.00	230,520.00	230,520.00	89,171.00	189,171.00
Stafford	226,070.00	248,858.00	226,070.00	226,070.00	372,531.00
United Way					
Grants					
Client Fees					
Fundraising					
Other (Click to itemize)	14,831.00	26,763.00	0.00	0.00	0.00
Total	588,252.00	624,180.00	624,186.00	433,769.00	741,489.00

Surplus / Deficit

	FY 2017 Actual	FY 2018 Budgeted	FY 2018 Actual	FY 2019 Budgeted	FY 2020
Surplus or Deficit	0.00	0.00	0.00	0.00	0.00

[View Diagram](#) Goals and Objectives

Goals

Goal:

Construct an educational and career pipeline for all students from connection through completion. Objectives are organized using the Loss-Momentum Framework for Student Success. Ultimately, the goal is for student learners to successfully transition to a four-year institution or to the workforce. Note: The metrics are currently based on students in credit programs. Work is underway to develop a similar model for workforce credentials.

Objectives

		2017 Baseline	2017 Year End	2018 Baseline	2019 Baseline
Increase Completion: Completion seeks to determine the students who complete an associate degree or certificate program, or transfer to a four-year program. This is measured by students who earn awards, students from under-served populations who earn awards, students who transfer to another institution to continue their education, or those who transfer and graduate from a four-year college.	Total # Clients Served		9,252		9,097
	Total # Clients Achieved/Successful		2,929		3,142
	% Achieved / Successful	0	31.66	0	34.54
Increase Progression: Progression measures the proportion of students making steady academic progress during their first year. This is measured by students who complete 12 college credits with a GPA of 2.0 or higher in the same academic year, as well as students who complete 24 credits with a cumulative GPA of 2.0 or higher by the next academic year.	Total # Clients Served		9,252		9,097
	Total # Clients Achieved/Successful		1,195		1,090
	% Achieved / Successful	0	12.92	0	11.98

Explanation & Overview

If your outcomes are significantly less than your stated objectives, please note any reasons why this might be the case

It is significant that the number of awards issued, as a % of the entire student body, continues to improve. The numbers achieving awards increased by 9% between FY'2016 and FY'2017, and another 7% between FY'2017 and FY'2018. The fact that progression numbers are not increasing at the same rate indicates a greater proportion of part-time students since overall enrollment has not declined since the baseline year.

Updates for FY2018

Please note any changes you plan to make to the program, or the stated goals and objectives, given the data you have reported

Please note that the total number of clients reported is based on unduplicated student headcount in credit programs. Only a subset of students can achieve the outcome for each objective (i.e, complete their degree) so the % achieved could never be 100%.

If you are restating the goals or objectives for the prior calendar year, please include those here

N/A

Goal:

Increase enrollment. Germanna seeks to reverse the state and nation-wide trend of declining enrollment by removing the roadblocks students encounter, and by providing a clear path to a successful outcome. Just as students benefit from a college education, so do our communities and our society. People with a college education are significantly more likely to volunteer in their community and also contribute increased tax revenues and charitable donations.

Objectives

Guided Pathways: The model is based on coherent and easy-to-follow college-level programs of study that align with requirements for success in employment and at the next stage of education. Programs and approaches are redesigned and re-aligned to help students clarify their goals, choose and enter pathways that will achieve those goals, stay on those pathways, and master knowledge and skills that will enable them to advance in the labor market and successfully pursue further education.

	2017 Baseline	2017 Year End	2018 Baseline	2019 Baseline
Total # Clients Served		9,252	9,715	9,097
Total # Clients Achieved/Successful		9,252	9,715	9,097
% Achieved / Successful	0	100	100	100

Navigate is a student-facing platform built for mobile and web that delivers personalized yet scalable guidance to each student. Navigate streamlines student on-boarding, improves student communication, increases applicant conversion, and reduces attrition by integrating with guided pathways.	Total # Clients Served	9,252	9,715	9,097
	Total # Clients Achieved/Successful	9,252	9,715	9,097
	% Achieved / Successful	0	100	100

Explanation & Overview

If your outcomes are significantly less than your stated objectives, please note any reasons why this might be the case

N/A

Updates for FY2018

Please note any changes you plan to make to the program, or the stated goals and objectives, given the data you have reported

Programs noted will serve all students. Both "Guided Pathways" and "Navigate" are in the implementation phase and are on track to be fully operational by the end of FY'2019.

If you are restating the goals or objectives for the prior calendar year, please include those here

N/A

Goal:

Eliminate barriers to access and success for all students. Barriers include the complexity of navigating the application and enrollment process, financial, and unique challenges presented by students of specific populations including veterans and disabled students.

Objectives		2017 Baseline	2017 Year End	2018 Baseline	2019 Baseline
Improve student satisfaction with the onboarding process to increase enrollment by increasing yield (application to start rate) from 39% to 50%. Award estimated financial aid earlier to increase applicant yield rate.	Total # Clients Served		5,714		6,246
	Total # Clients Achieved/Successful		2,228		3,123
	% Achieved / Successful		0	38.99	0

Increase FAFSA completion rate for high school seniors in the service region and currently enrolled students. The metric measures FAFSA's completed compared to students enrolled (excluding dual-enrolled students).	Total # Clients Served	9,077	9,277
	Total # Clients Achieved/Successful	7,210	8,813
	% Achieved / Successful	0 79.43	0 95

Explanation & Overview

If your outcomes are significantly less than your stated objectives, please note any reasons why this might be the case

N/A

Updates for FY2018

Please note any changes you plan to make to the program, or the stated goals and objectives, given the data you have reported

Germanna is implementing NAVIGATE to streamline the on-boarding process for students. We are actively reaching out to high school students to assist with FAFSA completion by offering workshops and making contact early in the enrollment process. A financial advisor has been hired to assist students with financial literacy and options for paying for college. Advisors have been added in disability services and veteran services.

If you are restating the goals or objectives for the prior calendar year, please include those here

N/A

Germanna Community College - Germanna Community College Local Support

Number of Individuals Served

Localities

Please provide the actual numbers of individuals served in this program during FY2017 and FY2018, the estimated numbers of individuals served in FY2019 and the projected numbers of individuals served in FY2020.

Locality	FY2017 (Actual)	FY2018 (Actual)	FY 2019 Estimate	FY 2020 Projected
Fredericksburg City	683	634	647	683
Caroline County	571	522	532	571
King George County	406	383	391	406
Spotsylvania County	3,987	3,841	3,918	3,987
Stafford County	3,243	3,064	3,278	3,442
Other Localities	4,615	4,278	4,338	4,615
Total	13,505	12,722	13,104	13,704

Germanna Community College - Germanna Community College Local Support

Collaborative Impact

Efforts and Partnerships

Describe in detail examples of collaborative efforts and key partnerships between your program and the other programs or agencies in the area.

Germanna works with local high schools to offer dual enrollment programs, which save parents and students money. Our nursing program has cooperative agreements with medical resources to provide on site training. The Gladys P. Todd Academy offers concurrent high school and college credit to underserved youth. Our Workforce Services provide training to local employers, including asphalt training for VDOT and heavy equipment operator training. The new Fredericksburg Center for Advanced Technology offers credential and apprenticeship programs in high demand fields. Germanna provides a concierge contact for each high school in our localities as well as career coaches at several local high schools. These individuals work with high schools to assist youth to make informed decisions about education and careers. Germanna also offers a food bank at its main campus locations to assist students in need.

Collaborative Impact

Describe in detail how the community would be impacted if your program were dissolved or merged with another partner agency.

Higher education offerings would be reduced for the localities served for the populations that most need access to education and training. Programs for "underserved" populations and those with disabilities would be at greatest risk since the Community College serves as a primary access point to a better job. Student services would be restricted which could result in reduced enrollment and revenue and would force prospective students to seek out more expensive education/training options or contribute to increased traffic due to the need to commute to other education/training options. Workforce training opportunities for citizens of our region would be greatly diminished negatively impacting the local economy. In short, our region's intellectual and social capital would suffer greatly.