



CASE STUDY

Local IT and manufacturing programs and how they evolved to bring in more partners for Metropolitan Community College

MCC maintains a dynamic and evolving partnership with a local IT company, designed to strengthen workforce readiness and expand access to industry-aligned training in both skilled trades and information technology. These collaborations provide MCC students with access to short-term credentialing, wraparound supports, and direct pathways into family-sustaining careers.

One key component of this partnership is MCC's delivery of the IT Skilled Trades Program, a boot camp-style training initiative designed to prepare individuals for entry-level careers in construction and related trades. This program is especially impactful in communities where IT is expanding its data center footprint. At MCC, the IT program includes paid training opportunities and integrates instruction in basic safety, blueprint reading, trade-specific math, and hands-on skills development. Participants also receive soft skills instruction, access to support services, and connections to employment networks through local trade organizations. MCC's IT cohorts in construction and fiber optics have demonstrated strong outcomes in Omaha's labor market.



In addition to trades-based training, MCC offers several IT Career Certificate programs through a grant-funded Rapid IT Employment Academy. These no-cost, accelerated, hybrid programs equip learners with credentials in:

- IT Support
- IT Automation with Python
- UX Design
- Data Analytics

Participants benefit from integrated services, including CompTIA A+ preparation, career skills coaching, paid work-based learning experiences, and IT-sponsored exam vouchers. These programs are designed to quickly prepare learners for entry-level roles in tech while aligning with regional employer demand.

To further expand access and opportunity, MCC has embedded an IT Design Certificate into its Code School curriculum, creating a clear pathway for learners interested in front-end development and user experience design. MCC also supports statewide efforts through the University of Nebraska system, reinforcing the broader value and recognition of these credentials across Nebraska.

CASE STUDY CONTINUED

Across all supported programming, MCC ensures learners receive comprehensive support, including:

- High-quality, hands-on, industry-aligned instruction
- Recognized credentials with demonstrated labor market value
- Dedicated career skills coaching
- Stipends, exam fee coverage, and other financial supports
- Strong employer engagement to facilitate employment transitions

This partnership exemplifies MCC's commitment to developing responsive, scalable, and sustainable workforce solutions through strategic collaboration. By integrating IT industry-recognized credentials into its training ecosystem, MCC not only strengthens the regional talent pipeline but also reinforces its institutional mission to remove barriers to education and accelerate economic mobility.

MCC and a local manufacturing company have developed a deeply integrated partnership through an Industrial Maintenance Training Program, a workforce development initiative designed to upskill incumbent workers and expand the pipeline of qualified maintenance technicians. This innovative earn-and-learn model combines paid, hands-on industry experience with college-level technical training, preparing frontline employees for high-demand roles in advanced manufacturing and plant operations.

The program targets entry-level employees with high potential and provides them with a structured, yearlong opportunity to grow into skilled maintenance technicians. Each participant's schedule is split into two components: half of the day is spent in a paid maintenance trainee position at the facility, and the other half is spent in classroom and lab-based instruction at MCC's state-of-the-art industrial training facilities. The MCC curriculum focuses on high-need skills, including mechanical systems, hydraulics, electrical systems, welding, and automation, aligned with industry standards and tailored to company operational needs.

Upon successful completion of the program, participants transition into full-time maintenance technician roles and commit to a minimum of two years of employment. This model ensures a direct career pathway for workers while addressing critical workforce gaps in skilled trades. Graduates enter Level 8 Technician positions, offering competitive wages and opportunities for long-term career advancement.

MCC provides instructional delivery, career skills coaching, and ongoing student support throughout the program. The manufacturing company covers employee wages during training and guarantees job placement for successful completers. The partnership is supported by a braided funding strategy that leverages employer investment alongside public workforce resources, such as WIOA Title I, H-1B, and potential ARPA or state workforce innovation funds.



CASE STUDY CONTINUED

The outcomes of the program are compelling:

- Participants gain industry-recognized credentials in maintenance technologies.
- Graduates report significant wage increases and transition into stable, family-supporting careers.
- The company benefits from increased retention and a reliable, skilled maintenance workforce.
- MCC strengthens its role as a regional workforce development engine, offering scalable models for employer engagement and talent development.

This partnership exemplifies the type of employer-education collaboration that is crucial for addressing skills gaps, promoting upward mobility, and fostering regional economic competitiveness. The MCC Industrial Maintenance Training Program exemplifies a sustainable, high-impact strategy that can be replicated across industries and geographies, particularly in the manufacturing and logistics sectors, which face technician shortages.

MCC Case Examples (Quick Look)

- IT Career Certificates
- Boot camp-style trades training & no-cost IT pathways
- Wraparound supports & employment connections
- Statewide scalability through the University of Nebraska partnership

The Industrial Maintenance Program

- Split-time, paid earn-and-learn model
- Incumbent worker advancement into Level 8 technician roles
- Braided public-private funding with strong wage outcomes



Pro Tip

Start small. One employer. One cohort. One measurable success. Use that to build institutional confidence and attract broader investment.