

BROWARD[®] COLLEGE

Broward**UP**[™]

F R E Q U E N T L Y A S K E D Q U E S T I O N S

WHAT IS BROWARD UP?

Broward UP increases access to post-secondary education and training at Broward College. This innovative community-centric approach is expanding Broward College's service model and strengthening partnerships to deliver workforce education courses and programs, along with career readiness and related support services, in areas most affected by economic immobility. These are the communities in which the greatest impact can be made. As part of this community collaborative, the College is leveraging its assets and relationships to operationalize a bedrock idea of Broward College's existence; every resident should be empowered and enabled to pursue post-secondary education. This expanded service model focuses on Broward County zip codes with disproportionately high unemployment rates and low education attainment levels.

Broward UP *is* Broward College. Developed in alignment with strategic goals, Broward UP is focused on college enrollment, credential completion, and job placement. Broward UP is, and has always been, a long-term investment to disrupt generational poverty in our community. This transformative work is still in its infancy. Three years ago, Broward College set out to change the narrative that has played out in our county for decades, that those in the lowest income quartile have meager gains in achieving education attainment. This is a fact that has been studied and documented. We expanded the College's service model because we learned that there were communities in our county we were not effectively serving. When we look at our enrollment data, we see room for improvement on access and attainment from the Broward UP zip codes. Now, collectively as a College, we are invested in this equity work and laying the foundation to move the needle in these critical areas.

WHERE ARE THE BROWARD UP COMMUNITIES?

Through Broward UP, Broward College serves the entire county. The first phase of work focused on six zip codes, representing 12 of the 31 municipalities across the county. It has now expanded to include an additional five zip codes, further saturating areas of need in existing partner cities, and adding two additional municipalities.

The initial zip codes of focus include:

- 33069 | Pompano Beach
- 33309 | Oakland Park
- 33311 | Fort Lauderdale, Tamarac
- 33313 | Lauderhill, East Sunrise
- 33319 | Lauderdale Lakes
- 33023 | West Park, Hollywood, Historic Miramar, Pembroke Park, East Pembroke Pines

The expanded zip codes include:

- 33314 | Fort Lauderdale
- 33020 | Hollywood
- 33064 | Pompano Beach
- 33441 | Deerfield Beach
- 33065 | Coral Springs

Broward College intends to "lift every city" by creating partnerships with all 31 Broward County municipalities to leverage resources, set targets, and create accountability to increase college enrollment and attainment.

WHAT ARE THE ASPIRATIONAL GOALS FOR BROWARD UP COMMUNITIES?

The goals for Broward UP communities are threefold. Through collaboration with our partners, Broward College aims to:



WHAT PROGRESS HAS BEEN MADE TOWARD THESE GOALS?

Broward College is tracking progress on both aspirational goals and annual targets. Broward UP is a long-term strategy to combat historically intractable economic immobility in Broward County. Its assessment is longitudinal. To address intergenerational poverty, this work must be sustained perpetually. We are seeing positive results for our annual targets.

INCREASE COLLEGE ACCESS AND ATTENDANCE: There is a national shift in college enrollment; Broward College is also experiencing this shift away from credit enrollment. Our Broward UP zip codes have been disproportionately impacted by the pandemic and economic downturn, and the enrollment decline in credit programs has been severe, particularly for first-time students at Broward College. In 2020, our credit enrollment for first-time students from Broward UP communities declined by 5%, but in the pandemic year ending summer 2021, declined by 34% or 793 students.

While these numbers are disturbing, we are seeing the converse on the continuing education enrollment in our Broward UP zip codes. Continuing Education (CE) includes the College's non-credit workforce program and course offerings. For the same time period, our [first-time student enrollment increased 22% in 2020 and 8% in the pandemic year ending June 2021](#). This is a signal that the community is responding to continuing education as a starting point to engage with Broward College. Continuing education allows Broward College to connect with students who may not have otherwise chosen to engage due to personal circumstances. At the same time, the College has developed [19 articulation agreements](#) for continuing education courses to apply toward degree programs in the Business, STEM and Industry, Manufacturing, Construction and Transportation (IMCT) pathways. This adult learner enrollment strategy provides an on-ramp for individuals to complete technical certificate and degree programs.

IMPROVE DEGREE AND CERTIFICATE ATTAINMENT: In addition to impact on enrollment, we are seeing success in attainment. This is a lag measure that is based on the American Community Survey, five-year estimates where we see that of people between 25-64 years old in the Broward UP zip codes, only 27% hold an associate degree or higher. As a leading indicator, we analyzed the awards earned by all degree and certificate programs at Broward College since 2019 and in our Broward UP communities we have increased the credentials completed by 10% compared to 8% for the College at large.

HOLISTICALLY RAISE ECONOMIC MOBILITY: Broward College's aspirational goal is to raise individuals from the bottom quintile up two or more income quintiles—one quintile is not enough income to weather economic storms. Broward UP is inherently aligned to the strategic plan goals Start, Succeed, Soar, and is poised for further integration into the next plan, the Social Enterprise Plan. In fact, to achieve economic mobility we understand the importance of helping individuals continue to ladder up, to earn credentials leading to education attainment and ultimately economic mobility. We have a data sharing agreement with Opportunity Insights, as a research partner, and are identifying another third-party evaluator to validate our outcomes.

WHAT ARE SOME ADDITIONAL BROWARD UP ACCOMPLISHMENTS?

Annual target outcomes suggest Broward UP is proving to be a successful alternative access and attainment strategy.

- **CE ENROLLMENT AND COMPLETION:** Since 2018, through Broward UP, we have enrolled more than 3,200 students in non-credit courses, and have awarded more than 2,000 workforce ready certificates.
- **CE TO DEGREE PATHWAY:** For the same period, 396 students from Broward UP communities transitioned from continuing education to degree programs, earning a total of 17,133 credits.
- **SUCCESS COACHING:** The case management model was launched in April 2020. Since that time, 667 participants successfully engaged with the three Broward UP success coaches, called "career pathway navigators." This year, we look forward to significantly increasing the number of career pathway navigators available to serve our students, partners, and communities.
 - 64% (424 participants) enrolled in a certification program; others enrolled in single courses.
 - Of the 424 participants who enrolled in a certificate program, 52% (340) completed at least one certificate, with 13% (55) completing two certificates, and 15.5% (66) completing three or more.
- **CREDIT PROGRAM RECOVERY:** Through strategic community outreach, we have re-engaged residents who were previously degree-seeking students at Broward College but who had dropped or stopped-out. Through Broward UP engagement and emergency funding, we have provided guidance in credit program recovery to help students transition back into credit programs. One example of this is a student named Daniela Jules. A former Get Real! student who aged out of the program, Daniela stopped attending Broward College with only 9 credits needed to complete her associate degree. She re-engaged with the College through Broward UP programming offered at the Urban League, and then, with the assistance of her career pathway navigator, re-enrolled to complete her associate degree. She is currently continuing her education and seeking her bachelor's degree.

A full overview of 2020-2021 annual targets is available [here](#).

HOW CAN BROWARD UP PARTICIPANTS BECOME DEGREE-SEEKING STUDENTS?

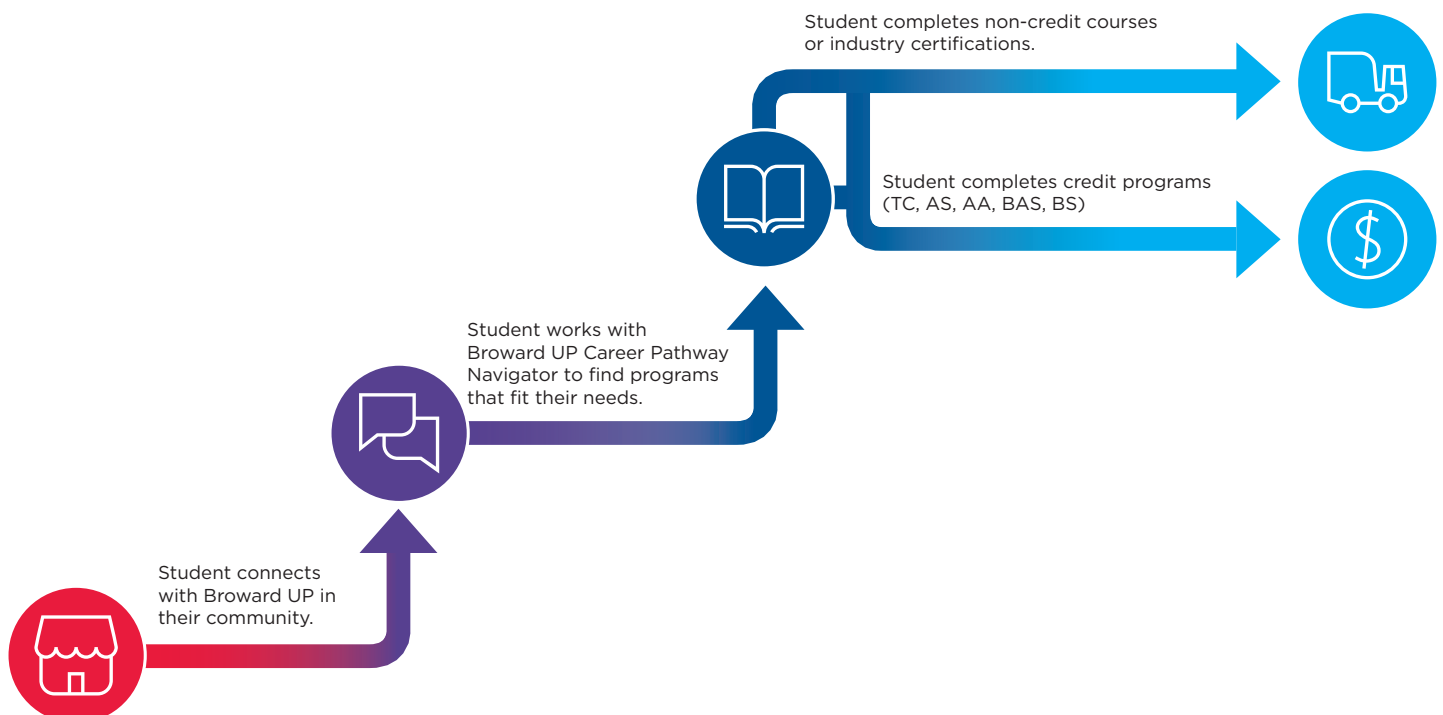
Through this expanded model, Broward College provides an alternative entry point for students to embark on or complete their educational journey. Continuing Education courses afford students the opportunity to build both competence and confidence in their desired field, as well as in themselves. Broward College is intentional about helping students transition from continuing education to degree-seeking status, in accelerated technical certificates and associate degree programs through articulation agreements between the College's Continuing Education courses and its academic pathways. For example, students who complete the Medical Billing & Coding certificate through continuing education health science, can earn 12 credits toward the Business pathway's Medical Office Management Technical Certificate. There are also currently six opportunities for students to earn credit toward programs in the STEM pathway as well as four opportunities to earn credits toward programs in the IMCT pathway.

WHAT IS THE BROWARD UP CASE MANAGEMENT MODEL?

Through generous grant funding, the Broward UP case management model was launched in March 2020. Previously called Case Managers, these roles have been modified with expanded duties and renamed Career Pathway Navigators (CPNs). CPNs are external facing, working closely with community partners, and supporting recruitment via information sessions and prospective student hand-offs to facilitate enrollment and support, in addition to the onboarding of new students. They work with both non-credit and degree seeking students interested in programming at Broward UP sites to develop short and long-term goals.

The image below highlights the unique pipeline from Broward UP communities to Broward College. Prospective students learn about Broward College through targeted outreach, identify goals with a CPN, and either enter as non-credit or credit students, based upon those goals. For those entering as non-credit, CPNs continue to work with these students to help them ladder into credit programs, and/or transition into the workforce as applicable. Individuals entering as credit students are guided through the admissions process, provided supportive resources, and transitioned to an assigned academic advisor for continuing support.

In short, CPNs are student services generalists—part recruiter, admissions officer, advisor, Seahawk Outreach Services (SOS) specialist, and community liaison. As COVID-19 conditions improve, CPNs will be based directly within our community partner locations to strengthen these relationships, provide ambassador training opportunities for partner staff, and provide an even more seamless transition to post-secondary education.



HOW IS BROWARD UP FUNDED?

Since 2018, the College has invested nearly \$1 million to expand Broward College services into communities that have been neglected. This expansion, and preliminary results, has garnered national attention and cultivated new relationships with philanthropists interested in this innovative community-centric model. As of 2020, Broward UP has been primarily self-supported, relying on funding from external sources. In short, what started with a small college investment of temporary dollars, and support from the Florida Department of Education's Critical Occupation Response through Education (CORE) grant, has been leveraged to secure more than \$76 million in external commitments from banks, family foundations, and private philanthropists to benefit the college-at-large. Specifically, Broward UP has led to new opportunities with The Frederick A. DeLuca Foundation, that funded the case management model, and opened the door for a relationship with MacKenzie Scott whose \$30 million gift to the college has established an endowment, called the Broward Educational Attainment (BEA) Fund, and will allow us to fulfill our statutory obligation to serve the entire Broward community equitably and in perpetuity. Additionally, because of its Broward UP work, Broward College was awarded the highly competitive Department of Education Promise Neighborhoods grant for \$30 million over five years to expand our support of a cradle to career, two-generational model, in the first six Broward UP zip codes through collaboration with our agency partners.

GRANTS RECEIVED SINCE JUNE 2021

\$46,450,937

BROWARD EDUCATION ATTAINMENT FUND

\$30,000,000

TOTAL

\$76,450,937

INSTITUTIONAL PRIORITIES

All grant applications are tied to the College's strategic plan goals and priorities. When allowable, and where it enhances the project, funds are included for other functional areas to improve the overall quality of the education provided at Broward College.

WHAT ARE THE RECENT INVESTMENTS AND HOW ARE THEY BEING USED?

At Broward College, we see our responsibility as not only providing quality education in the classroom, but also addressing inequity and the lack of opportunity. In fact, it is our statutory mandate (Florida statute 1004.01). These funding opportunities allow us to further fulfill this statutory obligation to the community by intentionally pushing Broward College programs and services throughout Broward County so that we may serve all residents, not just those who can get to us in the traditional sense.

BROWARD EDUCATIONAL ATTAINMENT (BEA) FUND: This fund was established with the \$30 million investment from MacKenzie Scott. This investment from MacKenzie Scott was given to the College due to its nationally recognized efforts on equity and access to postsecondary education through Broward UP. The \$30 million endowment will allow Broward College to fulfill its statutory obligation to serve the entire Broward community equitably. We will annually draw 5% or \$1.5 million, from the endowment to operate in perpetuity, offering services including free workforce education classes, and continuously engaging our community in post-secondary education. Five percent is the projected annual rate of return on the endowment (subject to market conditions, average returns are 3% to 5%). The BEA Fund allows us to keep the promise made to the community that we are here to serve, and we are not leaving.

In addition to covering operational costs, the BEA Fund will allow for expansion. First is a coordinated enrollment strategy with Academic Services, Student Services, Workforce Education, and Recruitment. This includes a Broward UP High School campaign to increase enrollment combined with a parallel effort to enroll the parents or guardians of high school students—a two-generational model for enrollment. We have joined the GUILD Marketplace to engage adult workers employed in large companies across the country. We are also activating employers to maximize their tuition benefit plans and launching a Community Activation campaign with enrollment targets for each city within Broward County.

In addition, the BEA Fund will allow us to expand free classes and case management from the current 6 zip codes served to all 11 zip codes identified with the highest unemployment and the lowest education attainment. We will expand the employment component of the Broward UP model, activating our community partners to create enrollment and attainment targets for every city in Broward County. We will also develop a support model for minority-owned businesses and expand our startup accelerator in the Broward UP communities.

Broward College is strategically investing this gift to be able to continue Broward UP operations and expanding our reach to those in need, in perpetuity, with private dollars, therefore not relying on traditional Broward College resources.

The nine grants featured in the chart below include federal, state, and local funding agencies. The major grants are further explained below.

GRANT NAME	TARGET POPULATION	SERVICES	IMPACT (est.)
Adult General Education	Adult learners who are basic skills deficient	Adult education in supply chain management, IT and business GED preparation optional	\$2,500,752 2 years
Americorps Broward UP	Broward UP residents	Navigating community resources, course registration assistance, classroom setup at Broward UP locations, career pathway information dissemination	\$711,435 3years
TRIO Talent Search (2)	Broward UP middle and high school students	Promote postsecondary education, college and FAFSA application assistance, SAT/ACT prep, college tours, financial literacy, parent workshops	\$2,773,750 5 years
Be Bold Prize - Community Foundation of Broward	Broward UP residents	Employment services for Broward UP training completers, incentive funding for placement agents	\$1,000,000 2 years
Entrepreneurship Education and Training	Broward College students and faculty	Entrepreneurship training, professional development, book club, high school bootcamp, speaker series	\$100,000 1 year
Title V - Improving Hispanic Serving Institutions	Prospective college students	Matriculation strategies for Broward UP residents to credit programs, case management	\$3,000,000 5 years
Title III - Hispanic Serving Institutions STEM Program	IT Pathway students	Enrollment strategies for IT pathway, maker space mobile unit, case management, pilots a co-teaching model, provide IT students research experience with FIU	\$5,000,000 5 years
TRIO Educational Opportunities Centers	Low-income, first-generation students (covers most of Broward County)	College application completion assistance, financial aid economic literacy, FAFSA application completion assistance, community outreach using TRIO mobile application unit	\$1,365,000 5 years
Promise Neighborhood	Cradle-to-career, Broward UP communities	Partnership with support agencies across communities	\$30,000,000 5 years

ADULT GENERAL EDUCATION: Adult General Education, funded by the Florida Department of Education, is a new service sector for Broward College to level up adults who are basic skills deficient by providing integrated basic skills (math, reading, writing and digital skills) with technical training leading to industry-recognized certification in supply chain management, IT, and business. This will help many of our adult learners who have not been in school for a long time, or are basic skills deficient, be successful in gaining a credential completing a credit program.

BE BOLD: The BE BOLD grant allowed the College to create EMPLOY (Employment Management Program for Labor Opportunities that Yield Success), a \$1 million investment from the Community Foundation of Broward to build Broward College placement services, accelerating our work to support students and serve employers through placement agency like services. We will build on our foundational career services assets and partnerships from Broward UP to create sustained employment. This will take place, first, by addressing barriers to employment (lack of skills and experience). Next, by integrating challenging employability skills tied to specific jobs into training, making sure skills are aligned to employment opportunities, creating career plans that ladder people from entry level into middle and high wage jobs. Finally, this will culminate in launching a new network of job placement agents from among our partnerships and leveraging Broward UP partners to provide support services to the newly employed.

NEW TRIO GRANTS: TRIO grants are a family of US DOE grants that have proven successful at Broward College. They are highly competitive for first-time schools but have a high probability of renewal with successful performance. The TRIO Educational Opportunity Centers is a renewal of our TRIO mobile unit. TRIO Talent Search, two of them, is a new line to complement the six Student Support Services grants we received last year and the two Upward Bound we currently have. These grants are to supplement funding and not to supplant, meaning they are beyond what we receive from the state and will not affect our state allocations.

TITLE III - HSI STEM: The Title III, HSI STEM grant will offer IT and engineering students hands-on learning opportunities through a mobile unit, called the iSTEM Center (i stands for innovation). This will be used as a maker space for students to develop innovations in robotics, engineering, and software development. Faculty in the IT pathway will be able to use the iSTEM Center as a lab for their students. The grant funds will also be used to test a co-teaching model with FIU graduate research students in cybersecurity courses which will bring current research of threats and vulnerabilities into our classrooms so that our students are more prepared for the workforce.

TITLE V: With the Title V grant, we will be working on a framework that will guide advisors on moving students from a non-credit course to a credit program and offering college credit through prior learning assessments and industry-recognized certifications. This work will be a collaborative effort in building a framework and guiding students to credit programs. The goal is to increase enrollment and retention in credit programs, expand the College’s recruitment efforts, and at the same time help increase educational attainment of Broward County by focusing on Broward UP communities. This model of starting with non-credit technical training is a soft entry into postsecondary education and appeals to people who have historically not engaged with higher education. As they build confidence and competence, the bridge will move them into degrees that result in sustainable and resilient careers. The grant will allow us to hire faculty as SME to build continuing education on-ramps to degree programs.

PROMISE NEIGHBORHOODS: Promise Neighborhoods is a highly competitive grant, with more than 50 organizations applying and only seven recipients. At \$6 million a year for five years, this is the largest grant in the College’s history. Broward College is the first grantee in Florida and the first community college in the nation to ever receive a Promise Neighborhoods grant.

There are four primary pillars: Early Care and Kindergarten Readiness/K-12 Success; College and Career; Community Services; and Workforce and Talent. Through these areas, the College will deepen our relationships with 11 partners who will receive subawards over five years from the grant. These partners and amounts are detailed below.

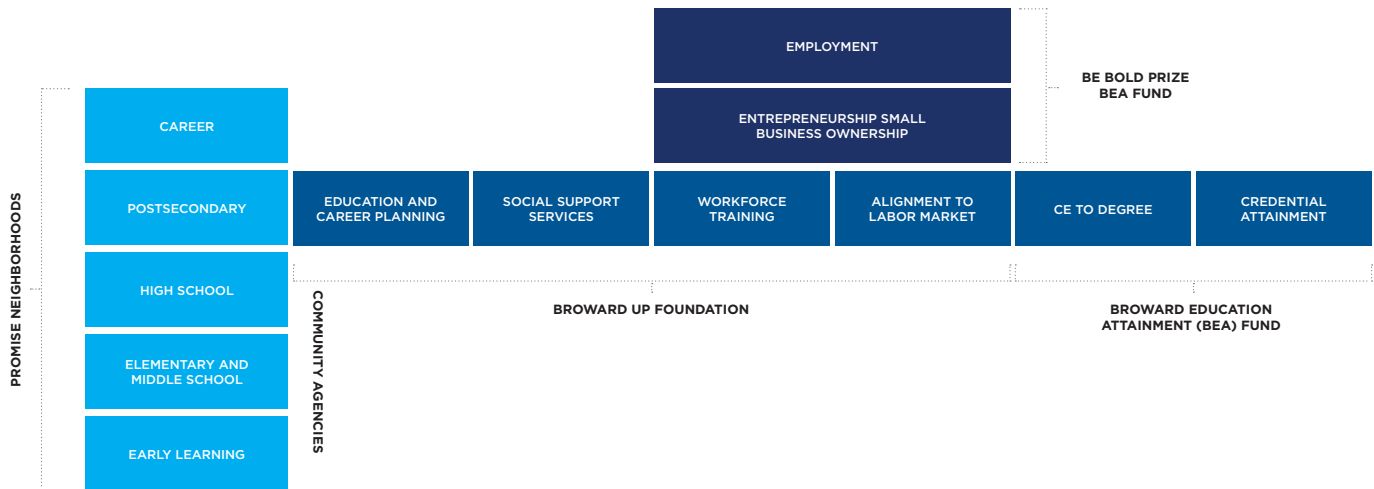
PARTNER	AWARD
Jack & Jill	\$500K
Boys & Girls Club	\$500K
Broward Schools	\$500K
Broward Partnership	\$435K
Children’s Services Council	\$2.25MIL
FLITE Center	\$250K
Handy	\$500K
Hispanic Unity	\$275K
Nourishing Lives	\$250K
OIC of South Florida	\$500K
Pace Centers for Girls	\$500K
Urban League of Broward	\$2.5MIL
YMCA	\$1MIL



This is one of the grants that has recently been awarded to improve the quality of education for students. We will have the capacity to hire an Instructional Designer that will build and ensure quality continuing education courses and programs in collaboration and alignment with academic pathways, ensuring seamless articulation to Broward College credit programs. We will also have an opportunity to provide “starter” courses for students with language barriers. We have also engaged, and will continue to engage, faculty and students in service-learning projects that enhance the educational opportunities within the curriculum.

HOW DO THESE INVESTMENTS COMPLEMENT EACH OTHER?

The image below further explains how the College is leveraging these significant investments to strengthen and expand our model. The first four horizontal boxes are the foundation of Broward UP that brought out our College services to the community: Education and Career Planning, Social Support Services, Workforce Training, and Alignment to Labor Market. With the BEA Fund, we will build on this foundation to expand our continuing education courses, accelerating people into credit programs and ultimately, credential attainment. With the BE BOLD prize, coupled with the long-term investment of the BEA Fund, we will assist our students with actual job placements and/or entrepreneurship. Finally, with the Promise Neighborhoods grant, the College, in tandem with our community agencies, will reach deeper into the community, from early learning through career—realizing our two-generational model.



WHAT IS THE CURRENT BROWARD UP ENROLLMENT TARGET AND PLAN?

Broward UP has an enrollment target and is implementing a multi-pronged plan to meet those targets.

LAG MEASURE: Increase Broward UP enrollment from SRY2021 (20203-20212) 1,402 to SRY2022 (20213-20222) 1,472 (5%) by June 30, 2022.

LEAD STRATEGIES:

- Prospective students will meet with career pathway navigators earlier in the enrollment process to develop career education plans.
- Increase Broward College presence at community partner locations to discuss available courses, answer questions, and facilitate enrollment processes.
- Community Activation Campaign with city enrollment targets.
- Several new positions will contribute to enrollment target attainment. For example:
 - The Promise Neighborhood grant has an entire pipeline block devoted to high school and post-secondary transition and completion. A director will be hired to oversee multiple projects, such as college transition for at-risk youth, additional Jump Start (early access) opportunities, and a college bridge program.
 - Through AmeriCorps, 20 part-time staff will be onboarded to serve as an extension of the College's recruitment arm. They will be deployed throughout Broward County to engage prospective students and convert them into the College's enrollment funnel. In conjunction with the expansion of the career pathway navigator team, these enhanced roles and increased staff will help prospects complete needs assessments and address barriers that may have otherwise prevented enrollment. Additionally, they will complete educational plans and assist with course and program enrollment, stressing the importance of career ladders and encouraging the transition from non-credit to credit when appropriate.
 - The new employees who will be housed in the Employment Solutions area will be working closely with employer partners to create internship, externship, earn-while-you-learn, and hiring opportunities for students completing in-demand programs, and working with students for placement. While employment solutions might appear to be simply a placement strategy, contributing to "soar," with the creation of intentional education-employment pipelines, in collaboration with both the programming/academic and employment solutions areas, this too becomes a strong enrollment strategy by way of marketing. Once this framework is built out, Broward College will be able to market to prospective students. For example, *"By taking X course, within 6 months you will have the opportunity for priority hiring at Y company, making up to \$Z. Likewise, to continue laddering up in your career, you can earn X credits toward the Y degree program at Broward College, saving you time and money, and leading to even greater earning potential."*

HAS THERE BEEN AN INDEPENDENT ASSESSMENT OF BROWARD UP?

Yes. In April 2020, Florida TaxWatch released a report titled, “An Independent Assessment of the Value of Broward UP,” which took a deep dive into the economic benefits of Broward UP on the individual participant as well as the community.

The full return on investment was quantified as \$1:\$19.27 for the individual, and \$1:\$13.13 for the community economic impact based on increased employment, increased public revenues, and decreased dependency on public subsidies. The [full report](#) is on the Broward UP website and has been instrumental in gaining the attention of funders, both public and private.

Florida TaxWatch President and CEO Dominic Calabro shares, “This Florida TaxWatch report finds that the approximate total of Broward UP participants’ career earnings is over \$1.3 billion, and what’s more, the program has the potential to save Florida millions of dollars in public assistance funds annually. Given those far-reaching benefits, we strongly encourage policymakers, other colleges, and communities to use this successful framework as a model for the rest of the state.”



AN INDEPENDENT ASSESSMENT OF THE VALUE OF BROWARD UP



“For every \$1 of incurred cost, participants can expect to earn \$19.27 in return over time.”

ROI for students is \$19.27



“For every \$1 of incurred cost, the state of Florida can expect to receive \$13.13 in benefit.”

Community ROI from tax revenue, reduced public assistance, and regional employment is \$13.13



“These benefits likely underestimate the true benefit.”

WHERE CAN YOU GO TO LEARN MORE ABOUT BROWARD UP?

WEBSITE: The [Broward UP website](#) hosts a multitude of valuable information including numbers served, courses, student resources, media, partnership information, a photo gallery, and opportunities to volunteer. The [Get Involved](#) section directs individuals to articles and research about Broward UP. Soon, target metrics data will also be available on the website.

TOWN HALL PRESENTATION: A Town Hall presentation delivered in September 2021, “[Current and Future State of Broward UP: Expansion, Integration, and Promise to the Community](#)” features annual target and Commission team outcomes. Click here to watch the [Town Hall recording](#). The Broward UP presentation begins at the 1:17 mark.

FLORIDA TAXWATCH REPORT: To read the independent assessment of the value of Broward UP, please read the [Florida TaxWatch Report](#).

TEAMS SITE: Faculty and staff are welcome to visit the [Broward UP Commission Teams site](#). It is a public site (within Broward College Teams) that houses information relevant to Broward UP and the Commission, including a reports and research library in the files section. Student impact stories can also be found in the files section.

BRANDING AND INFORMATION PACKET: This document provides additional background information and downloadable resources: [Broward UP Branding and Information Packet](#).

SOCIAL MEDIA: [Facebook](#), [Instagram](#), [Twitter](#)

WHAT BROWARD UP VOLUNTEER OPPORTUNITIES ARE AVAILABLE?

The Broward UP Commission consists of cross-functional teams which embody the College's commitment to shared governance. With more than 150 employee-volunteers, these teams focus on the following areas: Business Development; Community Engagement; Financial Services; Measurements and Evaluation; Resource Development; Rising Seahawks (K-12); Service Learning; Social Support Services; and Technology.

Currently, five Commission teams are recruiting additional volunteers. If you are interested in learning more or signing up to volunteer, you may complete the [Broward UP Volunteer Form](#) and someone will contact you, or you may contact the Commission team lead(s) for the team(s) you would like to engage.

BUSINESS DEVELOPMENT - [Anthea Pennant](#)

COMMUNITY ENGAGEMENT - [Stefan DaCosta](#) and [Sahira Baccus](#)

RISING SEAHAWKS (K-12) - [Tron Lippett](#) and [Eileen Santiago](#)

SERVICE LEARNING - [Michelle Levine](#) and [Dr. Mirella Baker-Bemmel](#)

SOCIAL SUPPORT SERVICES - [Alicia Smith-Wroble](#) and [Ruth Alexandre](#)

ARE THERE ENGAGEMENT OPPORTUNITIES WITH COMPENSATION FOR FACULTY AND STAFF?

Yes. Broward College is dedicated to enhancing the educational experience for Broward County residents and can only do this with the expertise of our faculty. Presently, there are three opportunities where faculty can be compensated for Broward UP engagement.

- **CONTINUING EDUCATION ADJUNCT INSTRUCTOR ROLES:** Through Broward UP, Broward College delivers workforce education programming to students in both the face-to-face and remote formats. Faculty are welcome to apply to fill adjunct instructor roles for courses in areas such as Microsoft Excel, Process Improvement, Project Management, Health Science, and Information Technology. Current job postings may be viewed on the [Broward College website](#).
 - **CE TO DEGREE COURSE AND BOOTCAMP DESIGN:** Broward UP is working with the academic pathways to design rigorous bootcamps and continuing education courses in high-demand areas to serve as on-ramps to Broward College certificate and degree programs. For more information, please contact [Yolanda Brown](#), Associate Dean, Innovative Workforce Curriculum and Programming.
 - **SERVICE-LEARNING FACILITATORS:** Academic Service-Learning is a teaching and learning method that integrates critical reflection and meaningful service in the community with academic learning, personal growth, and civic responsibility. Under the leadership of the Service-Learning Commission Team, Service-Learning Project Facilitators work collaboratively with Broward UP partner organizations to design and deliver service-learning opportunities within their course(s) to benefit both student learning and Broward UP communities. For more information, please contact [Dr. Mirella Baker Bemmel](#) or [Michelle Levine](#).
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WHAT OTHER ENGAGEMENT OPPORTUNITIES ARE AVAILABLE?

Broward UP is iterative and ever-evolving. In addition to compensated roles and volunteer opportunities with the Broward UP Commission, we welcome and celebrate individual and departmental innovation. If you or your department have an idea that can enrich the educational experience for residents of Broward UP Communities, and enhance post-secondary access, credential attainment, and/or employment opportunities, please contact [Dr. Jennifer Saint Louis](#) and [Dr. Yolanda Brown](#) to explore how it may fit within the Broward UP model and to determine what support may be available. Likewise, Broward UP presentations, training, and informal conversations are available for your department/pathway/committee upon request.

