



WCC

WORK COLLEGES CONSORTIUM



an education that *works*.

work.
learning.
service.

**The purpose of the
Work Colleges program**

is to recognize, encourage, and promote the use of comprehensive work-learning-service programs as a valuable educational approach when it is an integral part of the institution's educational program and a part of a financial plan that decreases reliance on grants and loans and to encourage students to participate in community service activities.

*—Code of Federal Regulations, Title 34
Federal Work Study Subpart C
Work Colleges Program 675.34-Purpose*

who we are

We are a group of Colleges offering an innovative concept in higher education—purposefully integrating a college education with valuable work experience and service to others. We are the only seven federally recognized Work Colleges in the United States and proud of that distinction. Though each of our seven colleges is unique, we collectively believe in and support the purposeful integration of work, learning and service. This allows us to offer students a quality liberal arts education at reduced cost, multiple transferrable skill sets and real-world work experience. Our graduates are business leaders, inventors, teachers, elected officials and likely members of your community.

Work Colleges pay back to our communities, our states, and the nation in multiple ways. We help educate those who otherwise could not afford a college education, provide skilled workers for the American workforce, and cultivate graduates who value service and place a premium on giving back to their communities.

All of the seven colleges require participation in their work programs. Three of the colleges (Alice Lloyd College, Berea College, and College of the Ozarks) provide full tuition scholarships for all admitted students. The other Work Colleges also provide financial assistance and/or reduced tuition.



employers want our graduates' skills

According to the National Association of Colleges and Employers (NACE) Jobs Outlook 2011, 72.4% of employers indicate, "I prefer to hire candidates with relevant work experience." Over 97% of employers indicated that they consider work experience in their hiring decisions.

Employer Top Rated Skills

- Communication skills (verbal)
- Strong work ethic
- Teamwork skills (working well with others)
- Analytical skills
- Initiative
- Problem-solving skills
- Interpersonal skills (relating well to others)

Work College Graduate Top Rated Skills

- Recognizing and using effective communication skills
- Thinking objectively about beliefs, attitudes, and values
- Defining and solving problems
- Appreciating and exercising rights, responsibilities, and privileges as a citizen
- Getting along with people from various cultures, races, backgrounds, etc.



service after graduation

According to the results of a recent survey conducted by the ACT, aimed at individuals who graduated from college over the last 15 years, Work College graduates indicated a significantly higher rate of involvement, as compared to their counterparts from private and public four-year colleges, in the following areas:

Environmental

Cultural

K-12 level schools

Community Service

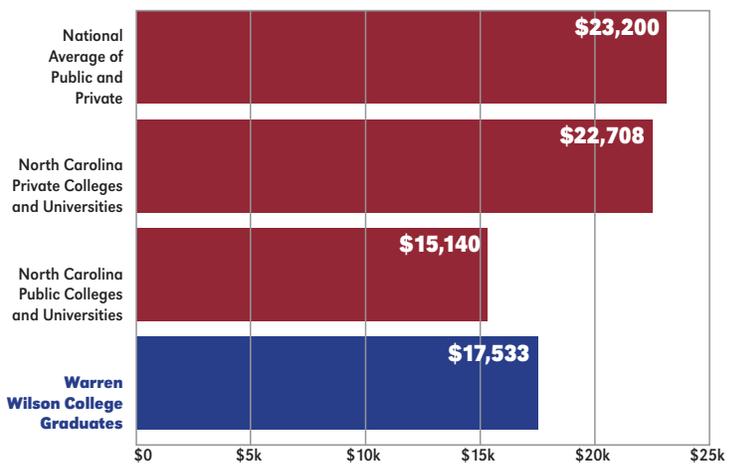
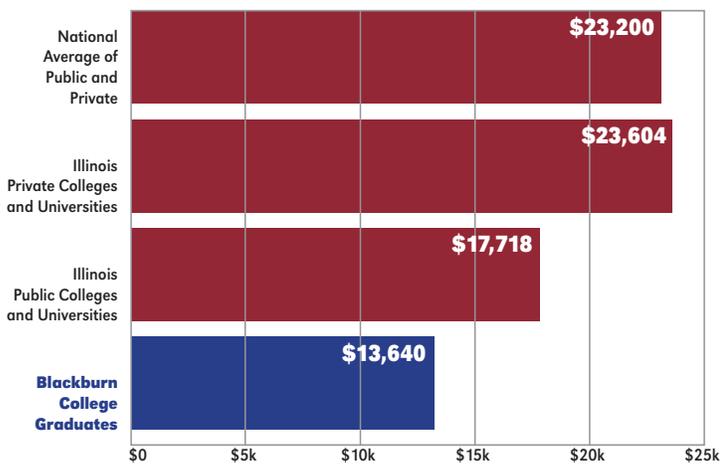
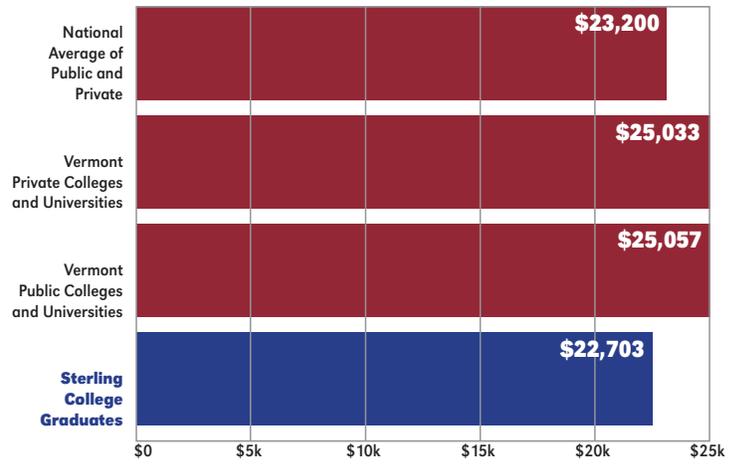
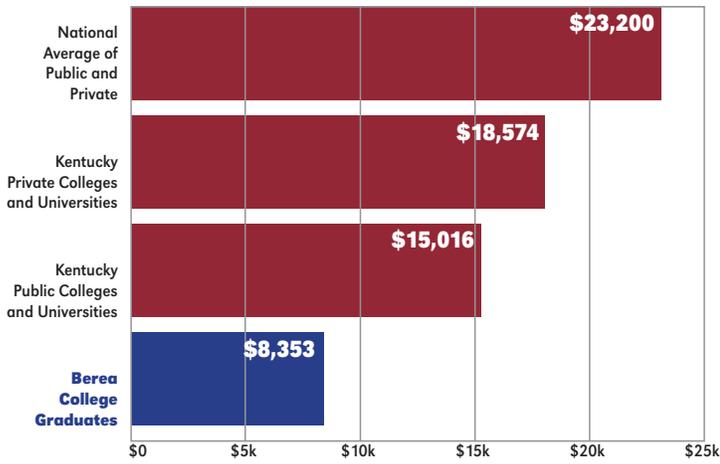
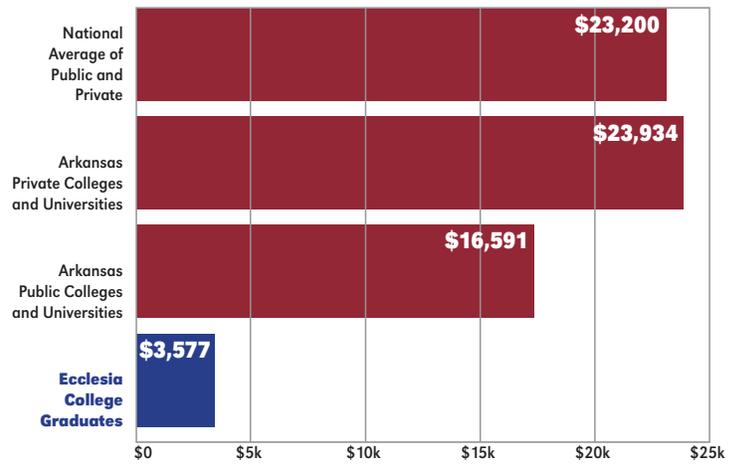
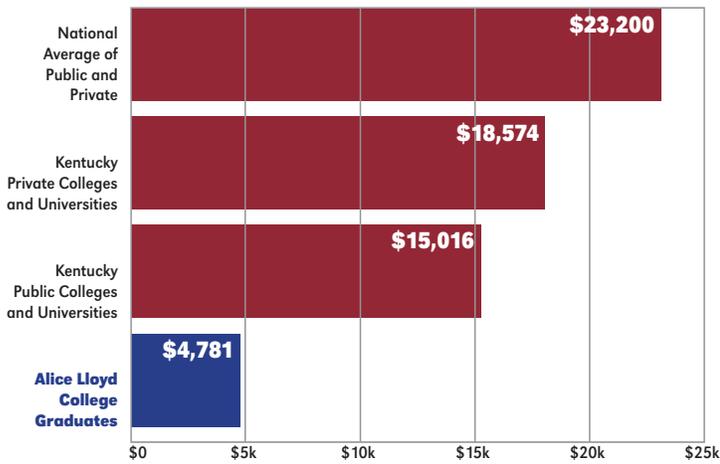
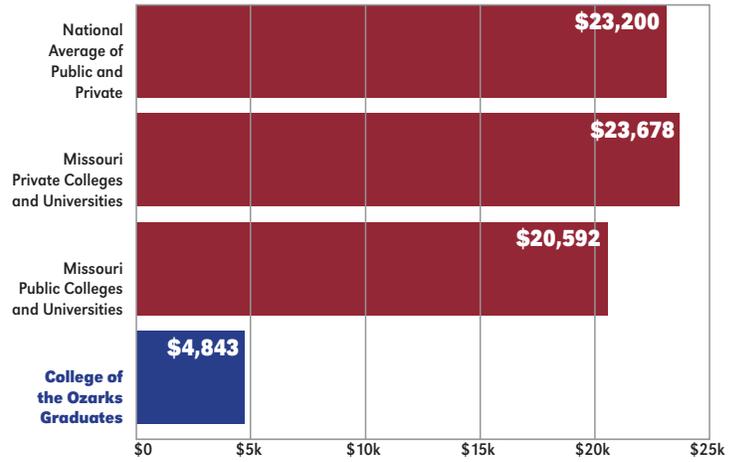
Youth-oriented activities



average amount of debt for grads who had debt



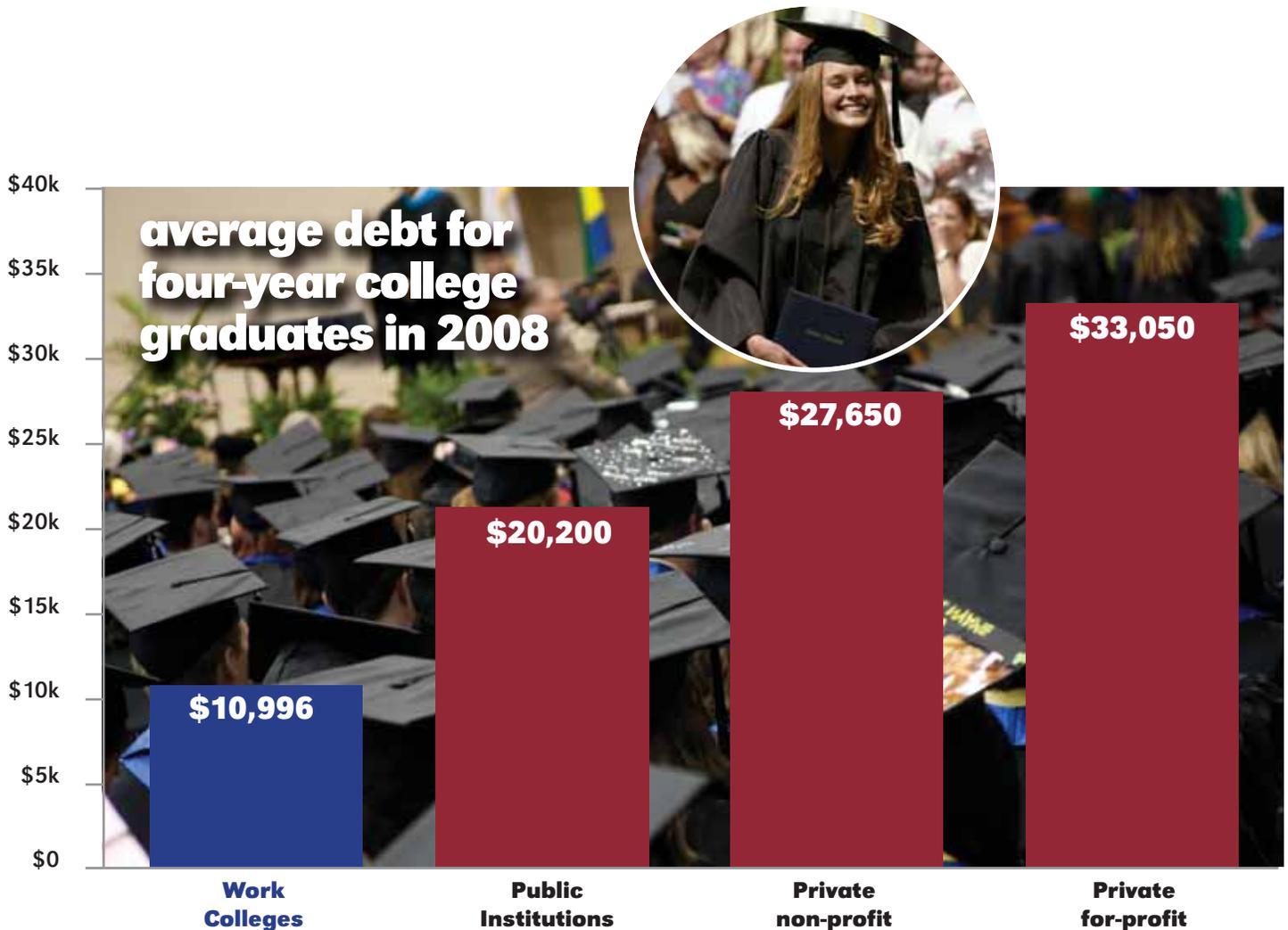
As you can see by these graphs, Work College students who still owe money after graduation generally owe much less than their classmates at other institutions.



debt at graduation

Two-thirds of U.S. graduates have debt.

Only *one-half* of Work College graduates have debt.



“The issue of student debt is serious and deserves to be viewed from a national perspective.”

—Sally Mason, president, University of Iowa, Iowa City from *Chronicle of Higher Education*, Letter to the editor, December 14, 2007



“The importance of knowledge and hard work are definitely the most important things I have learned. My English classes forced me to open my mind to other ideas and therefore I came away with a broadened understanding of the concepts we discussed. The work-study program has also taught me how to balance the responsibilities of two areas at one time.”

“I learned how different kinds of work – office work, outdoor physical work, service work--were all valuable and had importance in the operating of my school and this transferred directly into my professional experience”

—Warren Wilson College Graduate



“It is always difficult to work with people who have different viewpoints. But it is a part of life. The work program helped me to realize this a little sooner than I think many people do.”

—College of the Ozarks Graduate



“As I look back to my time at Sterling, I realize that service to others was embedded in everything we did. I taught middle school students about aquatic ecosystems during environmental science class, did trail work for the outdoor center during experiential education class, restored a stream for a local farmer during my senior research project and visited a senior living home for fun...I am and will always provide service to others because it is important and rewarding.”

—Sterling College Graduate

“The work program was invaluable in preparing me for work after graduation. I was more adept, more prepared in terms of flexibility, knowledge, and transferable skills than my peers who did not attend such a school.”

—Blackburn College Graduate



“I was challenged to engage in team work, verbal and written communication skills, leadership roles, and service. Interpersonal skills were improved.”

—Ecclesia College Graduate

“Overall, the work program taught me the skills I needed to succeed in life. This includes accountability, responsibility, community service, and how organizations work together for one goal through many individuals. As a student at Berea, I had many jobs, including vacuuming the library at 6 a.m. each morning, running a computer lab, being a gallery assistant, and finally creating a digital database of archival materials.”

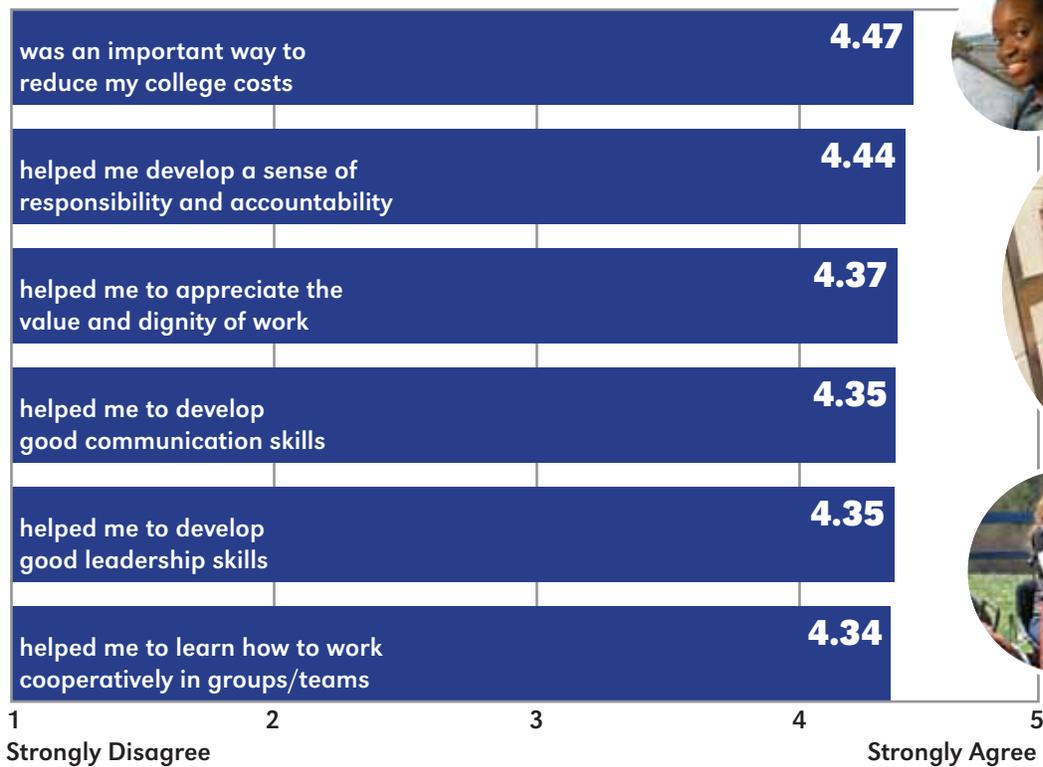
—Berea College Graduate

“I learned that while you are benefiting from the program that you were also serving the needs of others. It was a true community.”

—Alice Lloyd College Graduate

what our students have to say

In a 2010 survey of over 1,800 Work Colleges graduates, they said their work experience...



“I now know what’s acceptable and professional in the work place; I know how to communicate and listen to others without getting personal feelings involved; and I know that not everything will go as I want it to at first. You have to work, and work hard, for what you deserve.”

what the experts have to say

Gregory Wolniak and Earnest Pascarella, writing for *Research in Higher Education* (2007):

“Ultimately, the educational benefits we found associated with attending a work college may be attributed to the clear and integrated role of their work program within their overall educational process. The clear mission of work colleges, and a culture built around the merits of work and the application of knowledge, fosters a level of involvement among students that appears to be effective at developing a variety of socially and economically relevant skills and orientations.

“ ...work colleges are successful at providing their students with a range of undergraduate educational outcomes.”

“Substantial research suggests that working during college is related to acquiring such employer-preferred skills as teamwork and time management. Employment also has the potential to deepen and enrich learning...The goal is to help students learn to balance study, service to others, and the demands of their jobs. For more than a century, integrating learning and work along with service has been the mission of the seven federally recognized work colleges.”

**—Dr. George Kuh, from *Chronicle of Higher Education*,
November 21, 2010**



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