



Dr. NiñaFe Awong

Director, Special Projects
and Innovation, Workforce
Development

Bridging Industry Expertise and Instructional Excellence: A Professional Development Framework

Project Description

This project aims to **design a professional development (PD) framework in workforce development** that equips new workforce development instructors with the skills, tools, and strategies needed to deliver high-quality instruction.

Rationale

- Many instructors come from industry, not an educational background, with **limited pedagogical training**.
- Research shows that **structured professional development** increases instructor self-efficacy and instructional confidence, improves student success & retention, and strengthens program quality and workforce outcomes
- **Inconsistent onboarding** can lead to variability in teaching quality, directly impacting student success and experience.

Capstone Intended Outcomes

Focus Areas

- What are the **key challenges** instructors face transitioning into teaching?
- Most effective **PD topics**, formats, and delivery methods
- Strategies to **increase faculty confidence** and self-efficacy
- Best approaches for creating a **scalable, PD model** aligned with student success and workforce outcomes

Intended Outcomes

- A data-informed onboarding & PD framework
- Increased faculty confidence and instructional readiness
- Stronger alignment across divisions
- A sustainable model for continuous improvement

Timeline to Completion

