

MONTANA PERKINS V
COMPREHENSIVE LOCAL NEEDS ASSESSMENT
GALLATIN COLLEGE MSU

2022-2024

Comprehensive Local Needs Assessment Worksheets

BACKGROUND

1. Please briefly describe the methods and strategies used to gather input for this Comprehensive Local Needs Assessment. Examples may include the methods of stakeholder engagement (advisory boards, surveys, in-person meetings, correspondence, etc.) as well as sources of data collects to identify relevant needs.

Gallatin College MSU utilizes a variety of methods to gather Comprehensive Local Needs Assessment input. A primary method is the use of 15 unique advisory councils who provide insight and direction for each of our Career and Technical Education programs, Dual Enrollment program, and the college at large. Each council is comprised of around 10-20 professionals who have significant industry experience related a Gallatin College program. These councils provide feedback on curriculum development, industry best practices, student opportunities, etc. to Gallatin College representatives and program directors via surveys, in-person meetings, correspondence, and more. The college also formed a Workforce Advisory Committee with local K-12 partners and key industry partners. The goal of this group is to develop strategies to build the CTE pipeline and dissolve the stigma of two-year education, develop career exploration strategies, and implement these strategies in partnership as a community. Through our work with these partners, Gallatin College is able to gain insight into student, parent, and educator requests as well as remain current on necessary industry skills and knowledge to prepare students for strong careers post-graduation.

Gallatin College also prides itself in partnering with organizations including Montana Photonics Industry Alliance, Southwest Montana Building Industry Association, Cyber Montana, Gallatin Valley Manufacturing Alliance, and the City and County economic development offices, and has a county-wide presence and collaborative partnerships with a number of Southwest Montana's workforce and economic development focused community agencies. We are a member of our Job Service's Local Workforce Development Board which is an area system council that addresses access to a spectrum of educational, job training, and social service-related resources for community members that promotes greater access to prospective students seeking workforce and employment opportunities via one and two-year degree and certificate programs offered by Gallatin College. Gallatin College is a member of Prospera Business Network, the leading non-profit organization advancing and supporting community-centered economic development in southwest Montana, which in turn strengthens our region's economy and communities. Gallatin College is also a member of all regional Chambers of Commerce which serve to help us promote a strong economy and free enterprise system through leadership, vision, and communication. The college's Dean serves on the board for Prospera, Montana Chamber of Commerce, and the Northern Rocky Mountain Economic Development District which is a non-profit to support economic development of Park and Gallatin counties.

To further assess current local needs, we utilize regional and state-wide data. Data is frequently pulled from Montana Department of Labor and Industry resources (such as the "Montana Post-Secondary Workforce Report" October 2022 report), the Bureau of Business & Economic Research's annual Economic Outlook Seminar, faculty/staff attendance at CTE and Dual Enrollment conferences, the Office of the Commissioner of Higher Education's report card, and information provided by industry specific organizations.

2. Please briefly summarize the priority areas identified through the Comprehensive Local Needs Assessment process. Examples may include CTE programs, courses, work-based learning opportunities, etc. that emerged as priorities from data and stakeholder feedback.

Our Comprehensive Local Needs Assessment process has validated that Gallatin College can better serve Southwest Montana's welding, information technology, and photonics/optics, and healthcare industries. These industries continue to be highly relevant in the region with some of the largest employment needs that offer strong technical career options. Focused efforts on remote learning are also at the forefront of Gallatin College activities which aligns with the governor's initiatives and a need to support education in remote areas. In our efforts to create and strengthen programs that support these and other CTE fields, Gallatin College depends heavily on knowledgeable and experienced part-time non-tenure track (NTT) faculty members. In order to retain these valuable employees (who are often

working with latest technologies and industry practices in the field) the college is committing to enhanced professional development as they onboard into the two-year college environment and educate CTE students.

2023-2024 Perkins Local grant project requests specifically include:

#1. Welding- For the past 10 years Gallatin College has had a waitlist for its welding program. In the past two years, the waitlist has been 100+ students long. In response to student demand and industry's continued encouragement to grow this program, Gallatin College will offer a second cohort of welding in academic year 2023-2024. This is possible because Gallatin College entered into another leased space which allows our program additional lab space to hold the necessary requested number of student work stations. New welding equipment for these work stations is still needed. The Welding program has a 90% retention and graduation rate and all graduates have regional industry placement opportunities, making program equipment a smart investment.

#2. IT Program Expansion, Curriculum Redesign and Accreditation, Lab Set Up - As a result of industry's guidance and support, Gallatin College is working towards becoming a National Center of Academic Excellence in Cybersecurity. This accreditation would provide our graduates the highest quality cybersecurity education. Accreditation and general program improvement requires curriculum redesign, creating new lab spaces in a newly leased building. As a result of Cyber workshops with local high school IT instructors, we have also received interest in Cyber Security dual enrollment partnerships. The advancement of the college IT program will also benefit IT dual enrollment courses as standards are established between the two. Growing the program with additional students is essential for creating a pipeline of IT employees for employers in the local economy to grow.

#3. NTT Faculty and Professional Development: Various industry related non-tenure faculty and the college's Associate Dean have reported a need for additional on-boarding and professional development in order to provide high quality and more inclusive instruction to our students as well as strengthen faculty retention during a time when hiring these in-demand professionals can be difficult. Perkins funding will be utilized to support adjunct industry partners as they become non-tenure track faculty at the college.

#4. Remote Learning equipment and course development - The Governor of Montana has expressed a strong desire for two-year education to deliver as much remote education programming as possible (see Governor Gianforte document, Bringing Innovation to Education section). Currently, Gallatin College only offers a few online CTE courses and we would like to expand this to improve special population accessibility. For example, remote Montana students have requested online Drafting and CAD Technology courses. Additionally, our OneMSU healthcare partnerships continue to grow, allowing students to complete distance learning with partnering Montana two-year colleges without having to uproot their lives/families. These CTE programs are logistically most feasible to focus online delivery efforts on and will serve as pilots for determining additional CTE programs that could deliver courses in this mode. To accomplish this Gallatin College requires additional hardware as well as funding for faculty to update and enhance their course content for online learning.

PART A: EVALUATION OF STUDENT PERFORMANCE

Please answer the following questions to evaluate how your CTE programs support and improve student performance and Perkins measures. **Data will be provided to each Local Eligible Agency OCHE via the annual Report Card.** Address those statements and questions that provide the best and most relevant feedback to your campus.

Identified Needs There may be multiple needs in a part.	Evidence/Data Used to identify the need	Stakeholders who were/will be consulted	Strategies to address the identified need
1. How are all students performing on the Perkins Core Indicators? What improvements can be made to ensure support for all students?			
<p>Gallatin College students continue to earn recognized postsecondary credentials at 100%. Postsecondary Placement and Non-Traditional Program Concentration indicators are at relatively the same level as the previous CLNA report, with 79% of 84% goal and 15% of 17% goal respectively, and have room for improvement.</p>	<p>Evidence includes OCHE’s Report Card, the Tableau dashboard, informal internal college staff/faculty knowledge and tracking of student job placements and Industry Advisory meetings: e.g. Spring 2023 IT Advisory Meeting Notes.</p>	<p>Stakeholders include:</p> <ul style="list-style-type: none"> • students/alumni • college faculty • college staff, especially advisors and workforce navigator • local industry representatives • local non-profits serving special populations, including those with a focus on women in crisis, homelessness and at-risk youth. 	<p>In the last year, Gallatin College has hired a Workforce Navigator who is dedicated to strengthening relationships with local building trades and healthcare industry members to improve post-secondary job placements. Determining best practices from this work and expanding this role to support all CTE programs will increase placement rates for all students. The college will also be training new faculty on best practices for teaching and increasing student retention.</p> <p>The college is continuing to focus on non-traditional program concentration for all programs by providing inclusive marketing/outreach efforts and increasing remote and in-person program capacities so that all prospective students may pursue their desired education. The IT programs specifically will be enhancing support for existing</p>

			female students in IT through attendance at the Women in Cyber Conference and will host an event to encourage pursuit of IT education/careers by students of all genders and backgrounds.
2. How are students from special populations performing in CTE programs? What improvements can be made support them?			
As indicated in the Report Card measurements, over a quarter of students are classified as special populations. Comprehensive special population student performance is not formally tracked at Gallatin College. However, Report Card data shows that 100% of CTE concentrators received a recognized postsecondary credential.	OCHE Report Card; faculty/advisor informal tracking of student performance and conversations about general needs; conversations/meetings with local non-profits	<p>Stakeholders include:</p> <ul style="list-style-type: none"> • students • college faculty • college staff, especially advisors and workforce navigator • local industry representatives • local non-profits serving special populations, including those with a focus on homeless and at-risk youth. 	<p>Based on student conversations with faculty and staff, Gallatin College has recently increased student resources to include a food pantry, childcare stipends, travel stipends, scholarship opportunities, and dual language support. To improve programmatic support for special populations the college is working to expand online course offerings which may reduce or mitigate a student's need for childcare, travel costs, and living/relocation costs in their pursuit of education.</p> <p>Gallatin College does not currently track special population student performance but is interested in utilizing or developing a system.</p>
3. Are there any CTE programs where special populations are performing below average? What improvements can be made to address this?			
Gallatin College does not currently track special population student performance but is interested in utilizing or developing a system.		<p>Stakeholders include:</p> <ul style="list-style-type: none"> • students • college faculty 	Systems need to be established and further research needs to be completed to accurately determine performance gaps and potential solutions.

		<ul style="list-style-type: none"> • college staff, especially advisors and workforce navigator • MSU campus planning and analysis 	
4. How are students from different genders, races, and ethnicities performing in CTE programs? Do any performance gaps exist?			
<p>Around 60% of both male and female students are categorized as concentrators. Of all Associate degree students, males complete their 2-year degree in an average of 3.4 years while females complete in an average of 3.33. Of all 1-year certificate degree students, males complete in an average of 1.96 years while females complete in 2.07 years.</p> <p>Regarding different races, in the 1P1 Report Card measurement white and especially Hispanic students are becoming concentrators at below state average. Special populations below average in the 1P1 measurement are those who are Economic Disadvantaged and Non-Traditional.</p> <p>Tableau data shows the average time to complete 2-year Associates Degrees is: American Indian: 4.03 years, White: 3.36 years, Asian: 3.43 years, Hispanic: 2.98 years.</p>	<p>OCHE Report Card; Tableau, Meeting with Bozeman School District’s English Second Language Specialist Evelyn Paz Soliz</p> <p>IT Advisory Council Meeting (Spring 2023 IT Advisory Council Meeting Notes)</p>	<p>Stakeholders include:</p> <ul style="list-style-type: none"> • students • college faculty and staff • middle and high-school ESL representatives • local industry representatives • local non-profits serving special populations, including those with a focus on homeless, women in crisis, and at-risk youth • Campus resources/services: veterans services, disability services, GearUP. 	<p>To improve the concentration rate of Hispanic students, the college has begun collaborating with local middle and high school representatives to determine best practices in supporting the college’s growing Hispanic student enrollment. As a result of this, an emphasis has been placed on providing better faculty professional development and increasing accessibility to enrollment and curriculum. The college also collaborates with GearUp to encourage American Indian student enrollment and enhance our support/persistence services.</p> <p>We believe that online course delivery will allow more economic disadvantaged and non-traditional students to become concentrators.</p> <p>The college’s IT program director has noticed decreased female retention rates when they are the only female student in a course. Retention of female students is crucial; is pursuing their attendance at Cyber Security Conference with a focus on</p>

			celebrating and supporting women in IT. Racial discrepancies between time to completion for students will need to be studied further.
5. What are the potential root causes of inequities in performance in each CTE program?			
Student surveys indicate that 80% of students are working while completing studies; of these students, almost half worked over 20 hours/week. This may indicate a need for additional/continued student resources and/or alternative course delivery (online) options.	Faculty/advisor and student conversations about general needs; new student orientation survey (not CTE student specific)	Stakeholders include: <ul style="list-style-type: none"> • students • college faculty and staff • middle and high-school representatives • local non-profits serving special populations, including those with a focus on homeless, women in crisis, and at-risk youth 	From conversations with students and a student orientation survey, we know that most Gallatin College students work while completing studies. Our partnerships with local non-profits have also helped to educate faculty and staff on special population hurdles in Bozeman (housing, childcare, etc.). As mentioned above, the development of remote learning opportunities, increased program capacities, and more academic and non-academic resources will enhance learning opportunities for those with economic disadvantages and those pursuing non-traditional fields.

PART B-1: EVALUATION OF SIZE, SCOPE AND QUALITY

Please answer the following questions to evaluate the Size, Scope, and Quality of your CTE programs. Address those statements and questions that provide the best and most relevant feedback to your campus.

Identified Needs	Evidence/Data Used to identify the need	Stakeholders who were/will be consulted	Strategies to address the identified need
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There may be multiple needs in a part.			
1. Does your campus offer CTE programs that students choose to enroll in? Are programs regularly filled or with waiting lists?			
Most CTE programs at Gallatin College are either fully enrolled or waitlisted; only 4 (of 20) programs typically have unfilled seats (Avionics, Bookkeeping, CNC Machining, Healthcare Administrative Professional). We are experiencing consistent growth in enrollment each cycle but must continue to address waitlists.	Tableau enrollment dashboard; Program waitlists (see attached Welding waitlist)	<ul style="list-style-type: none"> • Gallatin College administration and student success team • MSU administration/admissions • MT Labor and Industry • Local high-school representatives 	Montana of Labor and Industry job projections are reviewed before new programs are created in order to ensure long-term program viability. Community education events around Avionics, Photonics, CNC Machining education/industry opportunities are being further developed. Healthcare courses are being considered for online delivery.
2. Does you campus offer a sufficient number of courses and sections within programs? Are there any courses that students have difficulty enrolling in because they are regularly full? How might you address this?			
While we offer sufficient course sections for the program cohort sizes, the structured/sequential format of many CTE programs determines the capacity and the frequency/number of sections we can offer.	Tableau enrollment data; Projections for program demand and supporting funding for additional sections; Space and infrastructure limitations for size/scope of programs and courses.	<ul style="list-style-type: none"> • Gallatin College administration and student success team 	Increased lab spaces will help to alleviate the need for additional sections.
3. Are all students who wish to access district/campus CTE programs are able to do so?			
Waitlists regularly occur in Welding, Aviation and Carpentry programs due to limited training/lab facilities. The welding waitlist specifically is typically 100+ names long. With the growing Hispanic population in Gallatin County, Gallatin College recognizes the need	Tableau enrollment data; Projections for program demand and industry projections (see attached JMW GC Welding Expansion Letter of Support); Space and infrastructure limitations for size/scope of programs and courses (Building Needs document and Welding waitlist).	<ul style="list-style-type: none"> • Gallatin College administration and student success team • MSU administration • OCHE/Board of Regents • City, County and Industry representatives • Governor's office 	Gallatin College recently acquired additional leased space to accommodate program growth for numerous programs, especially Welding and Carpentry. Equipment needs have been identified. Long-term building needs have been shared with stakeholders.

to increase access support for this group.	2020 County census data and conversations with secondary school ESL support service representatives.	<ul style="list-style-type: none"> • Prospective students • ESL partners/advisors 	Gallatin College has Spanish translations of program brochures and a language translation app we have begun using to communicate with prospective students/parents. Translations of application instructions are in progress.
3. What are the demographics of students not accepted into CTE programs? Are there any gaps in admission for students in special populations or based on different genders, races, and ethnicities?			
Data is not available for non-accepted students. Students are admitted on a first-come-first-served basis regardless of special population status or other identifiers.	n/a	n/a	n/a
4. Are your programs strongly aligned to local business/industry requirements?			
Programs are developed and improved through partnerships with faculty, industry partners and economic development leaders.	MT Labor and Industry employment data; City and County employment data; BBER Economic Outlook Seminar, Advisory Board meetings (Healthcare Advisory Board meeting minutes 011323; and CNC Advisory Board Meeting Notes 022023); MSU/MUS Course and Program Proposal protocol.	<ul style="list-style-type: none"> • Gallatin College administration, faculty, and student success • MSU administration • City, County and Industry representatives/organization 	Continued partnership with industry representatives.
5. Do your programs include embedded industry recognized credentials, internships, and/or apprenticeships? Are there work based learning opportunities?			
All programs include industry recognized credentials and/or preparation for credential testing. When advantageous for students (per industry guidance), internships or apprenticeships are embedded.	Industry advisory council feedback; State and national industry accreditation resources	<ul style="list-style-type: none"> • Gallatin College faculty • City, County, and Statewide industry representatives 	Students have opportunities to tour industry work environments, train in industry settings, and/or complete related internships/clinical placements or jobs. Work-based

			learning will be encouraged in all programs where applicable.
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PART B-2: EVALUATION OF LABOR MARKET ALIGNMENT

Use the prompts on this worksheet to determine how well your campus/district’s CTE programs are aligned to local, regional, and state labor demands. Address those statements and questions that provide the best and most relevant feedback to your campus.

Identified Needs There may be multiple needs in a part.	Evidence/Data Used to identify the need	Stakeholders who were/will be consulted	Strategies to address the identified need
1. Do your CTE programs prepare students for occupations that are high skill, high wage, and in-demand?			
Industry advisory members report on how graduates are performing and what shifts might be needed in the curriculum. More consistent reporting across programs is needed.	Biannual industry advisory meetings; Department of Labor and Industry job openings and wage projections; BBER Economic Outlook Seminar and Prospera Business reports	<ul style="list-style-type: none"> • City and County representatives • Industry advisory councils • Local and state Chambers of Commerce • Industry organizations: MMEC, SWMBIA, High Tech Alliance, Northern Rocky Mountain Economic Development District, etc. 	Develop standardized surveys for employers who hire graduates.
2. What are the highest projected growth industries in the region/state? What occupations are part of that industry?			
Healthcare: Lab Technicians; Behavioral Support Specialists Building Trades/Construction: carpenter, drafter, HVAC technician High Tech: IT technicians, Customer support, Photonics technicians	Biannual industry advisory meetings (Healthcare Advisory Board meeting minutes 011323); Department of Labor and Industry job openings/wage projections and Labor Day Report; MT DOLI Montana Post-Secondary Workforce Report, BBER	<ul style="list-style-type: none"> • City and County representatives • Industry advisory councils • Local and state Chambers of Commerce • Prospera • Industry organizations: MMEC, SWMBIA, High Tech Alliance, Northern Rocky 	To address regional needs Gallatin College is: - Developing Medical Lab and Behavioral Health programs; expand remote learning capabilities and options

<p>Travel/Tourism: Culinary/Hospitality workers, Avionics/Drone technicians</p> <p>Manufacturing: CNC machinist, automation/robotics tending technician</p>	<p>Economic Outlook Seminar and Prospera Business reports</p>	<p>Mountain Economic Development District, etc.</p>	<ul style="list-style-type: none"> - Increase program capacity and training equipment for all building trades programs - Considering customer support courses, expanding IT program capacity, and educating community on Photonics industry; - Developing a Culinary certificate, and exploring additional high-tech program opportunities - Developing a CNC Robotics Tending program and exploring potential crossover with Welding and Drafting programs
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3. How do CTE program enrollments match projected job openings? Where are the biggest gaps?

<p>Low enrollment exists in Healthcare Admin Professional, Bookkeeping, Photonics, and Avionics programs while plenty of job opportunities are available.</p> <p>Waitlists exist for Carpentry, Aviation and Welding despite high need for these employees.</p>	<p>MT Labor and Industry job opening projections; GC enrollment data</p>	<ul style="list-style-type: none"> • City and County representatives • Industry advisory councils • Local and state Chambers of Commerce • Prospera • Industry organizations: MMEC, SWMBIA, High Tech Alliance, Northern Rocky Mountain Economic Development District, etc. 	<p>Plans exist for community/secondary student education on high-tech industries (Avionics/Photonics) and career opportunities as well as remote delivery of Bookkeeping and Healthcare courses.</p> <p>Program capacities will increase in Fall 2023 for Welding and Carpentry.</p>
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4. Are your CTE programs strongly aligned to local business/industry requirements?

<p>All programs are strongly aligned with local industry requirements. Programs are all informed by and undergo extensive industry and</p>	<p>Advisory council meetings; industry networking events and economic conferences</p>	<ul style="list-style-type: none"> • City and County representatives • Industry advisory councils 	<p>Continued advisory council oversight and partnerships with industry organizations.</p>
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<p>university system vetting for alignment with current economic, workforce and labor market trends, standards, and demand.</p>		<ul style="list-style-type: none"> • Industry organizations: MMEC, SWMBIA, High Tech Alliance, Northern Rocky Mountain Economic Development District, etc. 	
<p>5. Does your campus have policies in place to respond to changes in the labor market and develop new, or refine existing, CTE programs?</p>			
<p>Program Directors are required to meet with their Industry Advisory Councils once a semester to receive feedback on program curriculum, current industry practices, and future employment needs. More formal data collection procedures such as surveys would improve quality of data.</p> <p>Additionally, the College's Associate Dean performs program assessments annually and program reviews every five to seven years to ensure continued curriculum improvements. The College's Dean also reviews market trends as well as program enrollment and financials to determine program viability.</p> <p>New program development is currently hindered by the college's lack of training/education space.</p>	<p>Industry advisory council meetings/conversations; MT Labor and Industry job opening projections; Gallatin College and MUS program development policies/procedures</p>	<ul style="list-style-type: none"> • Industry advisory councils • Industry organizations: MMEC, SWMBIA, High Tech Business Alliance, etc. • College administrators/BOR/OCHE 	<p>College is working on obtaining its own building to facilitate new program development and inclusion of new technologies/equipment in existing programs.</p>
<p>6. Do your industry partners indicate that students graduate ready to enter high-skill, in-demand, and high-wage job positions?</p>			
<p>Program Directors are required to meet with their Industry Advisory Councils once a semester to receive feedback on program curriculum and</p>	<p>Industry Advisory Council meetings</p>	<ul style="list-style-type: none"> • Gallatin College student success team and workforce navigator 	<p>Develop formalized industry/employer surveys to</p>

graduate performance on the job. More formal data collection procedures such as surveys would improve data quality.		<ul style="list-style-type: none"> • Industry Advisory Councils • Local employers 	measure alumni success in the workplace.
7. Do your CTE program graduates thrive in the workplace? Do you have procedures in place to measure this?			
Program Directors are required to meet with their Industry Advisory Councils once a semester to receive feedback on curriculum and graduate performance on the job. More formal procedures such as surveys would improve data collection.	Industry Advisory Council meetings	<ul style="list-style-type: none"> • Gallatin College student success team and workforce navigator • Industry Advisory Councils • Local employers 	Develop formalized industry and graduate surveys to measure alumni success in the workplace.
8. Do your programs provide opportunities for students with disabilities, English-language learners, or other special populations to access the local labor market?			
Gallatin College postsecondary placement rate is over the state goal for both race and special populations demographics. With one exception Gallatin College had two Hispanic students in this measurement, only one made it into the numerator and therefore that population count was only 50% for post-secondary placement. We have developed ways to support special population students as they access the labor market but would like to further strengthen them.	2020 County census data; conversations with industry members and local secondary school representatives	<ul style="list-style-type: none"> • Gallatin College student success team and workforce navigator • Industry Advisory Councils • Local employers • Secondary school representatives 	<p>Gallatin College has Spanish translations of program brochure and language translation app we are using to communicate. This is not used in partnership with the private sector yet.</p> <p>The college currently employs a Workforce Navigator (who also speaks Spanish) that works with students on local industry job placements. Her work is currently focused on building trades, fabrication, and healthcare programs to match student needs/goals with local employers. We would like to eventually extend this service to other programs as well.</p>

9. Do your programs include embedded industry recognized credentials, internships, and/or apprenticeships? Are there work based learning opportunities?			
All programs include industry recognized credentials and/or preparation for credential testing. When advantageous for students (per industry guidance), internships or work based learning is embedded in programs or highly encouraged by faculty. Most students are highly sought after by employers and choose to work within the industry while pursuing their studies.	Industry advisory council feedback; State and national industry accreditation organizations/resources	<ul style="list-style-type: none"> • Gallatin College faculty • Industry representatives • City, County, and Statewide industry representatives 	Students have opportunities to tour industry work environments, train in industry settings, and/or complete related internships/clinical placements or jobs. Work-based learning will be encouraged in all programs where applicable.

PART C: EVALUATION OF PROGRESS TOWARD IMPLEMENTING CTE PROGRAMS/PROGRAMS OF STUDY

Use the prompts on this worksheet to determine how well your campus/district’s CTE programs are implemented with fidelity and aligned to secondary/post-secondary or occupational options. Address those statements and questions that provide the best and most relevant feedback to your campus.

Identified Needs There may be multiple needs in a part.	Evidence/Data Used to identify the need	Stakeholders who were/will be consulted	Strategies to address the identified need
1. Are your CTE programs fully aligned and articulated across secondary and post-secondary education? Are there clear career pathways outlined?			
There is no alignment currently. Bozeman School District has interest in initially aligning with three programs of study.	Various k12 Education Workforce Advisory meetings, ie: Workforce Advisory Committee Agendas and Minutes”	<ul style="list-style-type: none"> • Secondary education representatives • industry representatives 	Numerous dual enrollment courses are available to local students, however, full alignment/articulation needs to be further developed through existing secondary education partnerships. “Pathways” discussions are in progress.
2. Do your programs incorporate relevant academic, technical and employability skills at every learner level?			

Not currently applicable for Gallatin College; see above.			
3. Do your CTE programs have opportunities available for secondary students to earn dual credit?			
Welding, Interior Design, IT, Drafting CAD, Bookkeeping, Allied Health, Cyber, and Culinary programs all have dual enrollment offerings. Options are not yet available for HVAC, Carpentry, Photonics, Avionics, Aviation, and CNC machining.	Dual enrollment course offerings; Registrars office; conversations/meetings with secondary education representatives. (Spring 2023 Three Forks School Community Advisory meeting notes)	<ul style="list-style-type: none"> • Secondary education representatives • industry representatives 	The college's Dual Enrollment Manager continually works with local 6-12 administration and teachers to expand and develop new courses.
4. Do your CTE programs have multiple entry and exit points for students?			
Gallatin College has 22 workforce programs, 4 are CTS, 8 are CAS, and 10 are AAS. Three of these programs offer both 1 and 2-year options as encouraged by industry. Prior learning assessments are determined on an individual student basis.	Faculty and student success advisor work with students to provide prior learning credits and bring student into programs where appropriate; both CTS and AAS program offerings for HVAC and IT programs as encouraged by industry representatives and students. (Spring 2023 IT Advisory Meeting Notes)	<ul style="list-style-type: none"> • Industry representatives • college faculty/staff • students/alumni 	Prior learning assessments are determined on an individual student basis by faculty and advisors – more standardized benchmarks should be considered and outlined for all programs.
5. What is the role of business and industry partners in the current CTE program of study development and delivery?			
15 unique advisory councils provide insight and direction for each of our CTE programs, Dual Enrollment program, and the college at large. Each council is comprised of around 10-20 professionals who have significant industry experience related a Gallatin College program. These councils help develop programs, provide curriculum development input, etc. Additionally, a large majority of instructors are non-	Industry Advisory Council member conversations/meetings; Faculty hiring records/resumes; Previous training engagement (Funding for NTT Instructors Training correspondence)	<ul style="list-style-type: none"> • College faculty and administrators • industry members 	Because CTE programs are designed to teach unique skills development, many non-tenure track instructors are from industry and do not have a formal teaching background. The college recognizes that time and additional funding needs to be focused on more thorough onboarding and training of these

tenure track/adjunct faculty who simultaneously work within their industry of focus and bring their expertise to our students.			faculty to ensure student success and faculty retention.
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PART D: EVALUATION OF RECRUITMENT, RETENTION AND TRAINING OF CTE EDUCATORS

Use the prompts on this worksheet to analyze your campus/district’s strategies for attracting and keeping qualified CTE instructors, and its policies and procedures for professional development planning. Address those statements and questions that provide the best and most relevant feedback to your campus.

Identified Needs There may be multiple needs in a part.	Evidence/Data Used to identify the need	Stakeholders who were/will be consulted	Strategies to address the identified need
1. Does your campus CTE staff reflects the demographic makeup of the student body?			
Gallatin College has no Hispanic instructors despite having a 7% Hispanic student population.	Tableau enrollment information vs. Faculty demographics	<ul style="list-style-type: none"> Gallatin College administration 	All job postings encourage a diverse pool of applicants to apply by including the MSU diversity statement, Veteran’s Employment Preference Act statement, and Non-Discrimination Policy.
2. Do you have processes are in place to recruit new CTE educators? Does your campus have onboarding processes in place to bring new professionals into the system?			
Strong community relationships, and involvement in community boards and civic groups have proven to effective in meeting new prospective instructors. Gallatin College maintains an open application pool to continuously accept new faculty applications. The high demand for workforce helps create a culture of incoming industry partners interested	Community/industry organization memberships; New Faculty Orientations, e.g.: NTT Fall 2022 Orientation Agenda	<ul style="list-style-type: none"> Gallatin College administration Program directors 	Associate Dean is developing remote on-boarding orientations for part-time faculty and mandating that full time faculty establish communities of learning. See Part C #5 regarding additional onboarding and training plans.

<p>in working with student. Gallatin College's Associate Dean begins each semester with new faculty orientations.</p>			
<p>3. Are all educators teaching in CTE programs adequately credentialed?</p>			
<p>Gallatin College is strong in this area due to operating in a highly educated community.</p>	<p>Personnel documents</p>	<ul style="list-style-type: none"> • Gallatin College administration • Faculty 	<p>No identified need</p>
<p>4. Is regular, substantive, and effective professional development is offered around CTE, academic, and technical instruction?</p>			
<p>The Associate Dean holds regular/monthly faculty meetings and annual reviews and program assessment with CTE faculty.</p> <p>All faculty members and staff are invited to industry advisory meetings so they can interact with industry professionals. Specialized training is also provided to all faculty given current college needs (for example, DEI training).</p> <p>Faculty are encouraged to pursue additional professional development in their areas of concentration. Additional funding needed to support NTT faculty training.</p>	<p>Associate Dean organizes regular CTE faculty meetings, annual reviews, program assessments, and provides faculty with information on additional training opportunities; e.g. Week 11 Faculty Email.</p>	<ul style="list-style-type: none"> • Gallatin College administration • Faculty 	<p>See Part C #5 regarding additional onboarding and training plans for NTT faculty.</p>
<p>5. In what CTE subject areas are more educators needed?</p>			
<p>More NTT instructors are needed for Interior Design, CNC, and Photonics programs.</p>	<p>Internal tracking of unfilled positions vs. program enrollment numbers; Associate Dean conversations with</p>	<ul style="list-style-type: none"> • Industry members • GC Administration 	<p>In each case we work very closely with industry partners: sending them the postings, asking for flexibility with their</p>

	prospective candidates confirm how busy and in-demand these professionals are at work and cannot commit to teaching.		workers (letting them leave during the day/early to teach and still pay them so there's not a penalty for teaching for us). We also offer the option of instructors co-teaching classes to share the teaching/grading load.
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PART E: EVALUATION OF PROGRESS TOWARD IMPROVING EQUITY AND ACCESS

Use the prompts on this worksheet to investigate the steps your campus/district is taking toward equitable access and inclusion in CTE programs. Address those statements and questions that provide the best and most relevant feedback to your campus/district.

Identified Needs There may be multiple needs in a part.	Evidence/Data Used to identify the need	Stakeholders who were/will be consulted	Strategies to address the identified need
1. Does your campus have policies in place to ensure equal access to all CTE programs for all Perkins subpopulations?			
Gallatin College is an open access institution. The only requirement for acceptance is high school or Hi-set degree.	Mission and Land Grant policy of the University.	<ul style="list-style-type: none"> GC DEI committee MSU Disability services MSU Veteran services MSU Office of Diversity and Inclusion 	Gallatin College has created a DEI committee to address access concerns for special populations.
2. Are there any enrollment discrepancies for students from special populations in programs that lead to high-wage, high-skill and in-demand occupations?			
All college programs are high wage, high skill, and in demand.	MT DOLI Employment/salary data and university policies.	<ul style="list-style-type: none"> MT DOLI and Industry representatives 	Before proposing new programs, Gallatin College first ensures that graduates will learn in-demand specialized skills and earn a wage sufficient for residing in the local area.
3. Does your campus have processes in place to actively addresses potential barriers that might prevent special populations from participating in, performing in, and/or completing programs?			
Gallatin College is supported by a student success office with multiple	Civil Rights Review Postsecondary Self-Assessment Compliance;	<ul style="list-style-type: none"> GC DEI committee, student services staff 	Student success team recently developed a new student orientation

<p>resources to support all students with accommodations, tutoring, career services, and community resources. The college works with OCHE to complete a Civil Rights Review Postsecondary Self-Assessment Compliance. Associate Dean completes Diversity and Inclusion reports and program directors are required to complete annual Diversity and Inclusion Reports to identify areas of improvement.</p>	<p>Diversity and Inclusion Framework Mid-Year Report and DEI Self Study Report</p>	<ul style="list-style-type: none"> • MSU Disability services • MSU Veteran services • MSU Office of Diversity and Inclusion 	<p>survey to identify how the college can best support incoming students. Data review and questions could be improved.</p>
<p>4. Are accommodations, modifications, and supportive services are provided to CTE students as required?</p>			
<p>Gallatin College abides by all ADA expectations, and is supported by a student success office and MSU departments with multiple resources to support all students with accommodations, tutoring, career services, and community resources.</p>	<p>Website diversity statement, Advisor/Student NavMSU messaging and emails, availability of virtual orientations, partnerships with MSU disability services.</p>	<ul style="list-style-type: none"> • GC DEI committee • MSU Disability services • MSU Veteran services • MSU Office of Diversity and Inclusion 	<p>No identified need at this time.</p>
<p>5. Does your campus have procedures in place to actively recruits to encourage special population students to enroll in high quality CTE programs? Which recruiting efforts for special populations seem to be most effective?</p>			
<p>Gallatin College has developed Spanish language recruiting brochures for the college overall as well as specific CTE programs. We encourage all to apply and strive to create a community of belonging in all CTE programs. Additional efforts include a “Fulfilling Potential” scholarship for students facing</p>	<p>Promotional materials have been translated into Spanish. Partnerships and engagement with local community organizations and campus diversity and inclusion offices.</p>	<ul style="list-style-type: none"> • Local community groups (Family Promise, Thrive, Montana Language Services, Haven, HRDC, etc.) • Secondary Education special population support representatives • MSU Disability services • MSU Veteran services 	<p>Website and brochures seem to be most effective and widely shared with prospective students from special populations. Additional work is being completed to translate application information/documents into Spanish for college CTE programs as well as dual enrollment. A</p>

adversity, childcare stipends, numerous presentations/tours to GearUP students, etc.		<ul style="list-style-type: none"> MSU Office of Diversity and Inclusion 	partnership with local childcare facility is being explored.
6. Which population groups are underrepresented in your CTE programs overall? Which program area? Which are over-represented?			
<p>Female students are underrepresented in CNC Machining, Avionics, Building Trades, and Welding. Male students are underrepresented in Healthcare, Bookkeeping, and Interior Design programs.</p> <p>Hispanic students make up 16% of the healthcare programs compared to Gallatin County’s 7% population. However, Hispanics are underrepresented in all other CTE programs.</p>	Tableau data, industry gender representation data.	<ul style="list-style-type: none"> students college faculty and staff middle and high-school ESL representatives local industry representatives 	<p>As mentioned above, the college has created resources, workshops, and opportunities to engage non-traditional gender students and the Hispanic population (our second highest enrolled racial group).</p> <p>Additional strategies are being explored by a newly formed DEI committee within Gallatin College.</p>

PART F: PERFORMANCE MEASURES

- As part of your comprehensive needs assessment, it is important to include a review of your performance measures. Recipients must use this form to review levels of performance.
- Recipients must identify and address any disparities or gaps in performance among population subgroups [§134(b)(9)].

In the space provide, please complete the rating for each performance measure.

Table 2: For Post-secondary LEA’s Only

Rating	Met	Not Met for at least year	Not Met three consecutive years or more	Any disparities or gaps in performance among population subgroups? Briefly list your primary areas of focus
Performance Measure 1P1: Post-secondary Retention and Post-Program Placement			Not met	GC=79; State Goal =84 Yes - some special populations and races met goal. Whites and Hispanic did not and males did not meet this 1P1 measurement.
Performance Measure 2P1: Earned Recognized Post-secondary Credential	Met			GC=100; State Goal =100
Performance Measure 3P1: Non-traditional Program Concentration		Just shy of goal in past two years		GC=15; State Goal =17 Black or African American, Females, Disabled, and Non-Traditional all met this goal. All other groups did not.

Appendix C: Potential Partner Worksheet

Use this template to identify potential partners for your CLNA. All listed are **required** in Perkins V unless noted with *.

Role	Individuals	Organization	Email/Contact
Secondary CTE teachers: <i>All Dual Enrollment, as well as non-DE instructors; for example:</i>	Jessica Oehmcke – Accounting/Business Josephine Doolittle – Welding Jo Stevens – IT Randall Radke – Drafting Brittney Hampson – Interior Design	Three Forks High School Bozeman High School West Yellowstone High Belgrade High School Park High	joehmcke@threeforks.k12.mt.us jo.doolittle@bsd7.org jstevens@westyellowstone.k12.mt.us rradke@belgradeschools.com brittney.hampson@livingston.k12.mt.us
Secondary career guidance and academic counselors:	Sally White Erica Parrish Drew Miller Abby Kinsey Terry Harris Miranda Rudd	Bozeman High School Belgrade High School Gallatin High School Park High School West Yellowstone High Manhattan Christian	Sally.White@bsd7.org eparrish@bsd44.org drew.miller@bsd7.org abby.kinsey@livingston.k12.mt.us tharris@westyellowstone.k12.mt.us mrudd@manhattanchristian.org
Secondary principal, administrator, leader:	Mike Van Vuren, Deputy Superintendent Marilyn King, Deputy Superintendent Godfrey Saunders, Superintendent Randy VanDyk, Assistant Principal Jake Lynch, Vice Principal	Bozeman Public Schools Bozeman Public Schools Belgrade Public Schools Gallatin High School Three Forks High	mike.vanvuren@bsd7.org marilyn.king@bsd7.org gsaunders@bsd44.org randy.vandyk@bsd7.org jlynch@threeforks.k12.mt.us
Secondary instructional support, paraprofessional:	Beth Cusick Gina Morrison	Belgrade Alternative High School Community School Collaborative	bcusick@bsd44.org gina@csc4kids.org
Post-secondary CTE faculty:	Mike Dean, Culinary Lisa Brown, Business Ronda Black, IT Sean Peterson, Drafting DeeDee Dalke, Allied Health David Cohenour, Welding	GC Program Directors	michael.dean3@montana.edu lisa.brown@montana.edu ronda.black@montana.edu sean.peterson@montana.edu desiree.dalke@montana.edu david.cohenour@montana.edu frank.harriman@montana.edu

Role	Individuals	Organization	Email/Contact
	Frank Harriman, Building Trades Lisa Hodge, Interior Design		lisa.hodge@montana.edu
Post-secondary administrators:	Susan Wolff Waded Cruzado Robert Mokwa	Dean, Great Falls College MSU President MSU Provost	Susan.wolff@gfmsu.edu president@montana.edu mokwa@montana.edu
Members of local workforce development boards:	Holly Wolfe Paul Reichert Daryl Schliem Kristi Gee Leslie Feigel Jeff Krauss Zach Brown	Bozeman Job Service Prospera Business Network Bozeman Chamber Belgrade Chamber Livingston Chamber former Bozeman City Mayor Gallatin County Commissioner	Holly.Wolfe@mt.gov preichert@prosperamt.org dschliem@bozemanchamber.com kgee@belgradechamber.org info@livingston-chamber.com
*Member of regional economic development organization:	Jenni West / Paddy Fleming Christina Henderson Jason Yager Crystal Fiedler Jeri Bucy	MT Manufacturing Extension Center MT High Tech Business Alliance MT Photonics Industry Association SW MT Building Association (SWMBIA) Accelerate Montana	jenniwest@montana.edu director@mthightech.org jason@visionaerial.com crystal@distinctivelighting.com jeri.bucy@mso.umt.edu
Local Business and Industry Representatives:	All GC Industry Advisory Council Members, especially: Kate Hagenbuch Steve Zinda Doug Chapman Garret Gillispie Quin Williams Matt McCune	Billings Clinic Bridger Aerospace Montana Aircraft Inc. Ambient Air Solutions Williams Plumbing Autopilot Design Morrison-Maierle	khagenbuch3@billingsclinic.org S.Zinda@BridgerAerospace.com flymontana@yahoo.com garret@ambientairsolutions.com qwilliams@willplumb.com matt@autopilotdesign.com dsquires@m-m.net

Role	Individuals	Organization	Email/Contact
	Dean Squires Bill Fiedler Mike Hurd Rand Swanson Courtney & Scott Johnson	Distinctive Lighting Zoot Resonon Johnson Metal Works	bill@distinctivelighting.com mike.hurd@zootweb.com swanson@resonon.com scott@johnsonmetalworks.com
Parents and students:	Andy Lander Devon Gwynn Joey TeSelle Kim TeSelle Christian Neilson Bobbie Ketelhut	DE/IT Student Business/Welding Student DE/Carpentry Student Parent HVAC-R student Parent	andrew.lander00@gmail.com devon3141@gmail.com jradventures13@gmail.com kim.teselle@gmail.com christian.nielsen1@student.montana.edu ketelhutia@gmail.com
Representatives of special populations: Gender, race, ethnicity, migrant status, disability, economically disadvantaged, nontraditional, single parent, pregnant women, out of work individuals, English-language learners, homeless, foster care, active duty military, *corrections.	Evelyn Paz Solis; English Second Language Specialist Vanessa Zamora Moreno Kendall Levinso Todd N. Bucher Erica Aytes Coyle Brittany Eilers Diane M. Letendre Christel Chvilicek Heather Grenier Chef Leah Smutko	Bozeman School District English Para Todos MT Language Services Travis W. Atkins Veteran Support Center Haven Thrive Job Service Employer Committee Chair Family Promise HRDC Fork and Spoon	evelyn.paz-solis@bsd7.org vanessazamoram@hotmail.com projects@mtlanguageservices.com ; todd.bucher@montana.edu erica@havenmt.org beilers@allthrive.org Dletendre1@billingsclinic.org cchvilicek@familypromisegv.org ceo-president@thehrdc.org lsmutko@thehrdc.org
Representatives of regional or local agencies serving out-of-school youth, homeless children and youth and at-risk youth:	Heather Grenier Danica Jamison Brittany Eilers	HRDC Big Sky Youth Empowerment Thrive	ceo-president@thehrdc.org danica@byep.org beilers@allthrive.org

Role	Individuals	Organization	Email/Contact
Representatives of Indian Tribes and Tribal organizations:	Judi Haskins/John Kilgour Nick Ross-Dick Lisa Perry Laura Larsson, Twila Miner	GEAR UP American Indian Council (AIC) MSU American Indian/Alaska Native Student Success Caring for Our Own program / Oglala Lakota tribe	jhaskins@montana.edu , jkilgour@montana.edu ned@montana.edu lisa.perry2@montana.edu llarsson@montana.edu , twila.miner@montana.edu



March 30, 2023

Re: Gallatin College - AWS Welding Workforce Grant

To Whom it May Concern,

We own and operate a Metal Fabrication Shop in Bozeman, MT, called Johnson Metal Works. As a specialty subcontractor and metal job shop, we manufacture hundreds of thousands of parts per year right here in Montana, making our services vital for our growing technology sector. Finding employees with the skills to operate modern manufacturing and robotic equipment is always challenging as we adopt the latest technology available. These are skills that can absolutely be developed in the vocational training at Gallatin College. Many business owners in the valley have invested a lot of time in keeping Gallatin College updated regarding their workforce needs. It is an ongoing conversation that has guided Gallatin College in a direction that continues to provide value for the region. For the businesses in the community and the students attending Gallatin, the benefits of this relationship have been immeasurable.

Our team at Johnson Metal Works is committed to aligning with, if not exceeding, the advancements in the fabrication industry. Last fall, 5 members of our team attended FabTech in Atlanta, GA, a manufacturing trade show that brings together the very latest technology, processes, and thought leadership in advanced manufacturing. In response to the global supply chain issues of 2020, the manufacturing industry has committed to fundamentally changing its global supply chain practices. The industry is moving away from dependency on one foreign supplier to a model that instead relies on redundant domestic suppliers. With this shift, we have secured our market presence as an anchor manufacturer within Montana and across the country.

Even before the domestic supply chain concerns, we had substantiated our need to invest in technology to support our business, including robotics welding, software ERP automation, and LIDAR field measurements. We aim to purchase this equipment and software in the next 2-5 years. However, we need a skilled and technologically advanced workforce to achieve our goals. These advancements are an exciting step forward in creating a domestic manufacturing presence in Montana. (Please read: [HBR Manufacturing 2025.pdf](#))

Johnson Metal Works has proudly employed 7 Gallatin College Graduates. Based on our projected growth we would hire an additional 8-10 qualified welders and/or fabricators in the next 12-18 months.

Thank you for considering these grant funds to Gallatin College's Welding Technology program. They will make an outsized impact to the state of Montana's small businesses and help to secure Montana's place as a heavyweight in domestic manufacturing.

Sincerely,

COURTNEY JOHNSON, AIA NCARD
CFO
JOHNSON METAL WORKS

Phone: 406-579-0582
www.johnsonmetalworks.com

SCOTT JOHNSON

JOHNSON METAL WORKS
112 Commercial Drive, Bozeman, MT 59715

CEO
JOHNSON METAL WORKS

Phone: 406-579-3385
www.johnsonmetalworks.com

Interest in Fall 2022 Welding

First Name	Application Date
Anders	1/15/2021
Shawn	5/11/2021
Odin	5/16/2021
Andrew	6/22/2021
Conner	7/22/2021
Michael	7/23/2021
Alexander	7/26/2021
Owen	9/8/2021
Parker	9/13/2021
Jacqueline	9/14/2021
Jacob	9/21/2021
Riley	9/23/2021
Tyler	9/24/2021
Nez	10/3/2021
Tyrus	1/18/2022
Colter	10/4/2021
Kaden	10/5/2021
Kyler	10/7/2021
James	10/7/2021
Jacob	10/8/2021
Tyler	10/8/2021
Brandon	10/10/2021
Wyatt	10/10/2021
Stephen	10/13/2021
Benedict	10/14/2021
Leyton	10/15/2021
Jacqueline	10/17/2021
Joel	10/18/2021
Cody	10/18/2021
Byren	10/19/2021
Michael	10/26/2021
Shaw	10/29/2021
Taylor	10/31/2021
David	11/2/2021
Destiny	11/3/2021
Grace	11/3/2021
Fergus	11/6/2021
Reid	11/8/2021
Ronald	11/10/2021
Tyler	11/10/2021

Dontay	11/10/2021
Ashton	11/13/2021
Shawn	11/15/2021
Benjamin	11/17/2021
Jack	11/18/2021
Owen	11/29/2021
Noah	12/2/2021
Shane	12/7/2021
Tucker	12/14/2021
Joseph	12/20/2021
Megan	12/21/2021
Wiley	12/22/2021
Kaleb	1/6/2022
Landry	1/6/2022
Isabelle	1/11/2022
Sara	1/12/2022
Phillip	1/26/2022
Avery	1/28/2022
Eric	2/2/2022
Bryton	2/7/2022
Cosmo	2/8/2022
Michael	2/9/2022
Kelli	2/10/2022
Peyton	2/15/2022
Andrew	2/19/2022
Nathan	2/26/2022
Benjamin	3/4/2022
Oliver	3/12/2022
Jack	3/21/2022
Riley	3/22/2022
Mike	4/11/2022
Katrina	4/12/2022
David	4/16/2022
Amos	4/27/2022
Ronald	4/29/2022
Jeremiah	5/15/2022
Max	1/1/2019
Justin	1/1/2019
Nathan	2/24/2020
Greyson	8/25/2020
Michael	5/10/2021
Joseph	1/20/2021
Joshua	5/21/2021

Jacob	8/16/2021
Jaden	9/7/2021
William	10/4/2021
Dennis	3/24/2021
Austin	1/9/2022
Sam	11/8/2021
Preston	1/24/2022
Samuel	2/17/2022
John	3/18/2022
Robin	4/16/2022
Victoria (Tori)	4/19/2022
Riley	5/22/2021
Indy	12/27/2021
Stephen	1/28/2022
Lilyann	2/1/2022
Madison	2/7/2022
Noah	1/21/2022
Kiegan	2/8/2022
Michael	2/14/2022
Samuel	2/23/2022
Russell	2/21/2022
Logan	4/1/2022
Chase	4/19/2022
Sean	7/13/2022
Mitchell	1/1/2019
Nicholas	11/19/2020
Quinn	11/17/2020
Chase	1/20/2021

Interest in Fall 2023 Welding

First Name	Application Date
Jake	1/1/2020
Ashton	10/22/2020
Brian	5/24/2021
Cayl	6/23/2021
Colton	8/25/2021
Clayton	10/7/2021
William	10/20/2021
Porter	10/28/2021
Fergus	11/6/2021
Kiegan	2/8/2022
Russell	2/21/2022
Logan	4/1/2022
Nicholas	4/5/2022
William	4/6/2022
Chase	4/19/2022
Caid	4/29/2022
Charles	5/6/2022
Omar	5/9/2022
Tyler	5/9/2022
Madison	5/14/2022
Alexander	6/8/2022
Ty	6/15/2022
Levi	6/22/2022
Traver	6/23/2022
Micah	6/28/2022
Joseph	6/28/2022
Sean	7/18/2022
Joshua	8/1/2022
Kristyn	8/15/2022
Robert	10/31/2022
Evan	8/30/2022
Ryland	9/6/2022
Jasper	8/22/2022
Sophie	8/22/2022
Gabriel	8/26/2022
Jacob	9/6/2022
Nikolai	9/11/2022
Benno	9/14/2022
Brady	9/14/2022
Bree	9/16/2022

Trinity	9/18/2022
Collin	9/21/2022
Noah	9/22/2022
Jared	9/26/2022
Clayton	9/29/2022
Camas	10/4/2022
Colter	10/4/2022
Colter	10/4/2022
Blake	10/5/2022
Hayden	10/5/2022
Jesse	10/5/2022
Thomas	10/6/2022
Miles	10/7/2022
Hunter	10/7/2022
Richard	10/12/2022
Donald	10/12/2022
Caleb	10/13/2022
Bryce	10/13/2022
Evangelina	10/13/2022
Lanen	10/13/2022
Joe	10/14/2022
Jacob	10/14/2022
Jaden	10/15/2022
Parker	10/16/2022
Caden	10/18/2022
Jackson	10/19/2022
Harper	10/19/2022
Catherine	10/20/2022
Thomas	10/23/2022
Wyatt	10/26/2022
Reno	10/27/2022
Sean	11/1/2022
Robert	11/1/2022
Noel	11/8/2022
Joesph	11/10/2022
Ethan	11/10/2022
Aaron	11/15/2022
Joby	11/16/2022
Elliot	11/16/2022
Luke	11/17/2022
Peter	11/21/2022
Andrew	11/28/2022
Logan	12/1/2022

Garrett	12/4/2022
Nicholas	12/6/2022
Alex	12/15/2022
Braxton	12/21/2022
Campbell	12/22/2022
Danielle	12/29/2022
Taydon	1/3/2023
Patrina	1/6/2023
Peterson	1/17/2023
Cody	1/18/2023
Brian	1/19/2023
Isiah	1/25/2023
Brian	1/26/2023
Daniel	2/1/2023
MicahJames	2/6/2023
KODY	2/16/2023
Riley	2/21/2023
James	2/22/2023
Mara	2/23/2023
Joby	2/23/2023
Jaeden	3/1/2023
Robert	3/1/2023
Erik	3/3/2023
Samuel	3/8/2023
Ryan	3/13/2023
Sean	3/15/2023
Mason	3/15/2023
Ella	3/15/2023
Jazmin	10/6/2022
Nahenahe	3/16/2022
Adam	3/16/2023
Jaden	3/31/2023
Hudson	3/19/2023
Ethne	3/13/2023
Zoey	3/26/2023
Peter	3/27/2023
Benjamin	4/7/2023
Nicholas	4/13/2023
Katrina	4/14/2023
Bradley	4/18/2023
Brett	5/3/2023
Megan	5/30/2022
Aaron	6/1/2023

David	6/9/2023
Josiah	6/15/2023
Miles	7/4/2023
Patrick	7/19/2023

**Gallatin College (BILT) Advisory Spring 2023 Meeting Agenda
3/22/2023**

Attendees:

Brian McMillan, Granite Technology Solutions
Sarah Maki – GC
Anna Reardon - GC
Ronda Black - GC
John Williams – Murdoch’s Ranch and Home Supply
Shantel Cronk – MSUAF
James Thomas – Teton Tech Solutions
Brad Somers – Livingston Healthcare
Justin Van Almelo, MSU GC
Troy Scott - MSU IT
Jonathan – MSU
Rex Connell – Martel

12:00 -12:10 Welcome/Introductions

12:10 -12:20 Anna Reardon - Public legislative funds

- 750 Enrollment – fastest growing 2-year college in the state and only one without a building. Limits our ability to expand all programs. Lease costs \$330k annually are on Gallatin College.
- Legislative House Bill 5 proposed \$23 million in funding to go toward a building that will be located on campus; Gallatin College/MSU will need to match this through industry member donations; at this stage were just beginning to have conversations with potential donors; Shantel to share more.
- HB 5: Long-range building appropriations bill progress:
<https://apps.montanafreepress.org/capitol-tracker-2023/bills/hb-5/>

12:20 -12:35 Shantel Cronk - From MSU Foundation, fund raising for new facility

- Legislative progress is looking promising for passage of HB5.
- Fundraising starts with Feasibility study to determine fundraising environment followed by quiet phase of MSUAF contacting potential donors. Please contact Shantelle with potential industry contacts/individuals who may be willing to contribute to begin conversations about giving opportunities.

12:35 -12:40 New Programs and Courses

- GC is now offering Associates degrees in IT Network Technology AND Cyber Security; Has 24 students per cohort and we are seeing high employment opportunities for them in our area.
- Ronda continues to pursue National Center of Academic Excellence in Cybersecurity accreditation; council members in support

12:40 -12:50 Job Fair and CTF Game Opportunity (Who’s In?)

- Will be hosting a small job fair and CTF Game Opportunity (Capture the Flag) to help students with networking with industry members.
- Ronda will request funding for women in IT; membership for female students to Women in Cybersecurity (WiCyS). This is to help build the community of female IT students; typically if there is only one female IT student (or other minority), they will drop out because of lack of

community; is seeing all female IT students persist this year because there are 5-6 of them. The Council very supportive of this.

12:50 -12:55 Instructor and Externship Opportunities

- Job Shadowing of advisory council members – council is willing to allow this
- Council to email in issues that they're dealing with in their real world jobs for students to discuss and practice solving.

12:55 -1:00 Need NTT Instructors Fall 2023

Additional Advisory Member Comments:

- Some students are coming in as too specialized in a software (example Sysco) for a smaller business. Try to make courses vendor-neutral as much as possible. Ronda suggests students do continued education and earn CompTia certs.

Tour of extended space

From: [Maki, Sarah](#)
To: [Malcom, Charlynn](#)
Cc: [Reardon, Anna](#)
Subject: RE: Perkins Local Grant Funding for NTT Instructors Training
Date: Wednesday, February 15, 2023 12:17:22 PM
Attachments: [image001.png](#)
[image003.png](#)

Hi Charly,

Just to make sure, please see the list below for the NTT pay for the training sessions at the start of the semester. I'm trying to get more scheduled.

Best,

Sarah

From: Maki, Sarah
Sent: Monday, January 30, 2023 2:28 PM
To: Malcom, Charlynn <charlynn.malcom@montana.edu>
Cc: Reardon, Anna <anna.reardon@montana.edu>
Subject: FW: Perkins Local Grant Funding for NTT Instructors Training

Hi Charly,

Would you please add the following pay for the following NTT's, using the Perkins Local Grant, Index # 4W9836?

1.5 hours @\$27/hr= **\$40.50** each for

Sarah Montano
Dakota Peart
Gus Leon
Florence Taylor
Paul Schneider
Courtney Waliser
Joshua O'Connor
Alea Williams
Zach Begler

Total Amount: \$\$364.50

Please let me know if I've missed anything or if you have any questions.

Thanks,

Sarah

From: Reardon, Anna <anna.reardon@montana.edu>
Sent: Monday, January 30, 2023 12:32 PM
To: Maki, Sarah <sarah.maki1@montana.edu>
Subject: FW: Perkins Local Grant Funding for NTT Instructors Training

Hi Sarah,
Highlighted below is the info for the NTT instructor trainings. This goes on the Local Grant, Index # 4W9836.

Thanks,
Anna

From: Reardon, Anna
Sent: Tuesday, June 28, 2022 3:02 PM
To: Maki, Sarah <sarah.maki1@montana.edu>
Subject: Perkins Local Grant Funding for NTT Instructors Training

Hi Sarah,
As you know, your Perkins request for CTE NTT Instructor Professional Development/Training was approved. Here are the details:

CTE NTT Instructor Professional Development

Q 1 – Q2

Budget

\$2,000: \$27/hour/faculty x 7.25 hours x 10 NTT faculty participants

Corresponding benefits funding is also available.

Project/Program/Purchase Summary

In fall 2022 Gallatin College will be adding five new CTE programs and has consistently added 1-2 new program in recent years. With the rapid addition of new programs, non-tenure track faculty (who are often part-time instructors from industry) often need additional training and support to adapt to the higher education culture and teaching practices.

To support these faculty, Gallatin College would like to offer teaching trainings to NTT instructors who teach for our workforce CTE programs, including instructors for existing programs and new programs such as Carpentry, Aviation Electronics Technology, Healthcare Administrative Professional, and IT AAS programs. Being able to provide compensation to these instructors for their professional development time will allow Gallatin College to gain instructor training participation and will lead to stronger instructor retention and student success in the classroom.

Expected Measurable Outcome(s)

New NTT faculty will transition to teaching more smoothly and efficiently, resulting in the following outcomes:

- Less time required by Program Director and Associate Dean in mentoring faculty during the start of the semester.
- NTT faculty will be trained on techniques to be successful in the classroom:
 - Classroom Management
 - Active Learning techniques
 - Introduction to D2L
 - Introduction to Grading
 - Introduction to University/College Resources
 - Teacher podium and other technologies
- Information/training on how to transition as MSU
 - ID/Email
 - MyInfo
 - Program facilities overview
 - Campus resources
- Assessments of first semester teaching (student evals, supervisor class visits) will score at 4-5 with positive comments about the teacher and course.

Please let me know if you have any questions.

Anna

Anna Reardon | Outreach Project Manager

Gallatin College Montana State University

Hamilton Hall 101 | Bozeman, MT 59715

P 406.994.7752 | W gallatin.montana.edu

Fulfill your potential. [Start today!](#)



Governor Gianforte: “The American Dream Is Alive and Well Here in Montana”

Governor Gianforte delivers second State of the State address

Governor's Office
January 25 2023

HELENA, Mont. – Governor Greg Gianforte tonight delivered his second State of the State address to a joint session of the Montana Legislature and directly to the people of Montana.

Gov. Gianforte's address highlighted Montana's accomplishments over the past two years and emphasized the promise of Montana's future. Governor Gianforte outlined his priorities to create greater opportunity for all Montanans, build stronger families and safer communities, protect our way of life, and help more Montanans achieve the American Dream.



Governor Gianforte delivers 2023 State of the State address

Highlights from Governor Gianforte's 2023 State of the State Address:

Growing Our Economy

"Thanks to the hard work of Montanans, we saw record business creation in 2021 – and then again in 2022. Together, we've created more than 31,000 new jobs....Never before have this many jobs been created in two years. We've hit record-low unemployment. Working with the legislature in 2021, we delivered one of the largest tax cuts in Montana history. We reformed and simplified our tax code to help small businesses, family farms, and family ranches thrive. And as a result, more Montanans are working today than ever before. Friends, the state of our state is strong, much stronger than it was two years ago."

Cutting Red Tape

"Ladies and gentlemen, our Lieutenant Governor doesn't just cut ribbons – she cuts red tape. The results of the lieutenant governor's work are clear. Right now, there are more than 160 red tape relief bills. Many have already passed the House or Senate. To our legislative partners, thank you for helping more Montanans prosper by removing unnecessary, burdensome regulations."

Changing the Way State Government Does Business

"Montanans have spoken loud and clear: they want a government that works for them. Not the other way around. That's why better serving our customers, the people of Montana, is a top priority. We're putting customer service first and changing the way state government does business....We're fixing what doesn't work. We're modernizing state government. We're streamlining permitting... We're also being better stewards of taxpayer dollars – making government more efficient... And with our historic surplus, we're going to make Montana debt-free in '23."

Bringing Job Creators to Montana

"Over the last two years – 15 innovative businesses have come to Montana and are creating more than 900 good-paying Montana jobs. These companies see Montana's clear value. They see Montanans' unparalleled work ethic and our pro-business, pro-jobs policies. There's no doubt about it – Montana is open for business."

Cutting Taxes

"With inflation taking a bite out of every Montana family budget – from gas to groceries – providing meaningful tax relief is critical. That's why we're going to cut your taxes by over one billion dollars. All of our tax proposals are rooted in a simple philosophy: hardworking Montanans should keep more of what they earn. Because ultimately, it isn't the government's money. It's the money of hardworking Montanans who earn it. That's why we're going to put money back in Montanans' pockets, through immediate rebates and permanent, long-term tax relief. The fact of the matter is Montanans overpaid their taxes. And we're going to give it back."

Protecting Parents' Rights in Education

"Too often throughout our country, we've seen education bureaucrats fighting to keep parents out of their kid's education. Let's be clear – government should never stand between parents and their kid's education. Let's empower Montana parents to choose what's best for their family and their kids. Let's protect parents' rights. I urge you to send me Majority Leader Sue Vinton's bill that ensures students and parents are put first in education."

Bringing Innovation to Education

"We need fresh, new thinking and bold leaders to deliver the best education possible for our kids. Ron Slinger, the president of Miles Community College, is doing that, and he's with us tonight....Miles Community College is breaking the traditional mold. They're transforming how education is delivered. They're thinking outside the box – not confining themselves, or their students, to the limits of the college's brick and mortar. And under Ron's leadership, they're delivering results....My challenge tonight to education leaders at every college, every university, and every school district in the state – follow Ron's lead. Be innovative. Be transformative. Develop partnerships with the private sector. Don't be constrained by brick and mortar. And improve education opportunities for all our students."

Investing in Our Teachers

"Let's also take better care of those who help our kids reach their full potential – Montana teachers. Teaching is a calling. I know – my mom was a math teacher, and now my daughter is as well. For too long, teachers who answer the call and start their careers here haven't earned enough. That's why we enacted the TEACH Act in 2021.... In its first year, the TEACH Act has helped nearly 500 new teachers begin their career in Montana."

Building a Stronger Workforce

"When we took office two years ago, government regulations blocked access to apprenticeships. So we modernized our apprenticeship system – quadrupling the number of apprenticeship opportunities in Montana. And we're seeing the results. In 2022, Montana added more than 1,000 apprenticeships and more new employer sponsors to our Registered Apprenticeship Program. We have more apprentices now than ever before."

Making Housing More Affordable and Attainable

"If we want nurses, law enforcement officers, and teachers to live in the communities they serve, we must also address the shortage of affordable, attainable housing throughout our state....Last year, I brought together a diverse, bipartisan Housing Task Force....I made their mission clear: help make owning or renting a home an affordable reality again for more Montanans. They delivered many strategies to increase the supply of affordable, attainable housing. As an example...the HOMES Program invests \$200 million to expand water and sewer infrastructure, and ultimately expand housing capacity throughout our state. I ask you to pass the HOMES Program. Get it to my desk so we can increase the supply of housing – and get more Montanans into a home of their own."

Supporting Montana Families and Children

"As we stand firm for life, we must also ensure all Montana kids, from unborn babies to teenagers, have the opportunity to reach their full God-given potential. Our kids, and Montana's future, depend on strong families, and we must help them prosper. To support them, we're proposing a \$1,200 child tax credit for kids under 6....To get more children into permanent, loving homes, we're proposing an adoption tax credit of \$5,000. And if you adopt a kid in our foster care system, we'll bump that credit to \$7,500."

Sending a Message to President Biden: "Secure Our Southern Border Now"

"As we know too well – drug addiction and violent crime threaten our families, our communities, and our Montana way of life... With chemicals largely from China, Mexican drug cartels mass-produce fentanyl. Then, they bring it into our country – often over our southern border. This fentanyl crisis is a direct consequence of our nation's insecure and porous southern border. So tonight, I have a message for President Biden and members of Congress – secure our southern border now. Stop neglecting it. Secure it. The safety of our communities, our families, and our people depends on it."

Investing in and Supporting Law Enforcement

"Addressing crime and addiction effectively will take partnerships and investments. To hold criminals accountable, we propose to invest \$200 million to repair and expand capacity at the state prison in Deer Lodge....Working with the attorney general, we also propose investing in law enforcement. Our budget funds 16 new highway patrol troopers and criminal investigators. We also propose funding six new prosecutors at the Montana Department of Justice....The brave men and women of law enforcement put their lives on the line each and every day. They deserve our support. I speak for all Montanans when I say – We see you, we appreciate you, and we back the blue."

Improving our Behavioral Health System

"Instead of turning our backs on those struggling with addiction, we're investing in hope and opportunity as they get clean, sober, and healthy. We also have an obligation to take care of the most vulnerable among us. After decades of previous administrations applying Band-Aids and kicking the can down the road, we propose a generational investment in our behavioral health care facilities. With it, we'll repair the state hospital in Warm Springs. We'll improve patient services. And we'll better secure the safety of patients and providers. We'll also support expanded community-based behavioral health clinics. Friends, the time for kicking the can down the road is over."

Increasing Public Access to our Public Lands

"As we better manage our lands, we're also increasing access to them. Take our work in the Big Snowies, for example. The state purchased nearly 5,700 acres in the area, providing access to over 100,000 total acres of state and federal lands....Not only does this land offer exceptional hunting opportunities – with excellent habitat and access to the Big Snowies elk herd – but also it will remain available for cattle grazing. Our state has a vested interest in seeing land conserved for wildlife, while also keeping ranchers on the landscape. Production ag and conservation are not mutually exclusive. We married those two interests in this agreement, and achieved a win-win for Montana – offering a great example of what we can accomplish together."

Preserving the American Dream in Montana

"While the American Dream might be fleeting in some states, it's alive and well here in Montana. Because we embrace the freedoms that are foundational to who we are as Americans. We support all those who want a better life and are willing to work for it. We stand with the parents doing everything they can to give their kids a better life. We celebrate our shared values of hard work, commitment to family, freedom, and love of country. We embrace the fundamental idea that the American Dream is a sacred one. And together, we'll always defend it."

View a transcript of the speech below.

Lieutenant Governor, Mister President, Mister Speaker, members of the 68th Legislature, fellow statewide officials, tribal leaders, members of the judiciary, members of our Cabinet, the First Lady of Montana, my dear wife Susan, and finally, my fellow Montanans.

Serving you, the people of Montana, as your twenty-fifth governor is the greatest honor of my life. Thank you for the confidence you've placed in me.

In my last state of the state, I told Montanans we owe it to them to be bold as we lead the Montana comeback. We laid out an ambitious agenda with our sights set on building a place where more Montanans are realizing the American dream, working hard, earning a good living, and raising their family. I'm proud to report we are succeeding in that mission.

But we know our journey is far from over. We still face challenges, but with each challenge comes an opportunity; an opportunity to grow together and grow stronger.

For too long, Montana hasn't been living up to our full, outstanding potential. Our biggest exports have been our beef, grain, and, tragically, our kids and grandkids.

We've seen jobs and opportunities grow in other states, while they haven't here. As a result, our kids and grandkids have left the place they love and the people they love for better jobs, higher pay, and greater opportunities elsewhere. Too many choose to leave, but they shouldn't have to face that choice.

Over the past two years, we've made it easier for Montanans to stay and some have come back home. I meet them, and other inspiring Montanans, when I'm on the road. Each year, I visit all 56 counties. It's a priority for me. Getting out of the Helena bubble and sitting down with Montanans is the only way I know to do this job.

Montanans want greater opportunity, good-paying jobs, tax relief, the best education possible for their kids, affordable, accessible, high-quality health care, safe communities, attainable housing, stronger families, and responsive, effective government.

I share their priorities. We must deliver on them. Montanans are counting on us. Let's get it done.

Our key focus has always been, and remains, creating greater opportunity for more Montanans and protecting our Montana way of life. Together, we're opening the doors of greater opportunity so more folks can prosper and achieve the American dream. We're unleashing the engine of economic growth, business development, and job creation that, for too long, sputtered.

In 2021, Montana's economy grew at the seventh fastest pace in the nation. Thanks to the hard work of Montanans, we saw record business creation in 2021 and then again in 2022. Together, we've created more than 31,000 new jobs. 31,000 new jobs. Never before have this many jobs been created in two years. We've hit record-low unemployment. Working with the legislature in 2021, we delivered one of the largest tax cuts in Montana history. We reformed and simplified our tax code to help small businesses, family farms, and family ranches thrive. And as a result, more Montanans are working today than ever before.

Friends, the state of our state is strong, much stronger than it was two years ago.

As much as our tax cuts and reforms help hardworking Montanans, we recognize our state's regulatory scheme is a wet blanket on job creation and business development. That's why on my second day in office, I created the Red Tape Relief Task Force. Led by Lieutenant Governor Juras, they've left no stone unturned.

Ladies and gentlemen, our Lieutenant Governor doesn't just cut ribbons – she cuts red tape. Lieutenant Governor, thank you for your partnership in leading the Montana Comeback.

The results of the lieutenant governor's work are clear. Right now, there are more than 160 red tape relief bills. Many have already passed the House or Senate. To our legislative partners, thank you for helping more Montanans prosper by removing unnecessary, burdensome regulations.

Montanans have spoken loud and clear: they want a government that works for them. Not the other way around. That's why better serving our customers, the people of Montana, is a top priority. We're putting customer service first and changing the way state government does business. We're listening to our bosses, the citizens of Montana. We're fixing what doesn't work. We're modernizing state government. We're streamlining permitting.

In July 2020, the Department of Environmental Quality was receiving a record number of requests for subdivision permits, and the requests kept coming. The department faced a backlog of nearly 500 overdue applications. This prevented builders and developers from doing their job. So, Director Chris Dorrington quickly changed the way DEQ operated. And in just months, they eliminated the backlog entirely, subdivision permits are being issued on time, and homes are being built.

We're also being better stewards of taxpayer dollars, making government more efficient. The Department of Labor and Industry developed a new, improved unemployment benefits system, saving taxpayers over \$35 million and better serving people who lost their job. The Department of Administration renegotiated our state health plan, saving taxpayers \$28 million per year while improving benefits.

And with our historic surplus, we're going to make Montana debt-free in '23. We'll pay off all general obligation debt, and we'll save \$40 million over the next two years. I urge you to make Montana debt-free in '23 and save Montanans \$40 million. Get the bill to my desk. These are real efficiencies, real improvements, real savings, all to better serve the people of Montana.

As we lead Montana's comeback, we're creating an environment where businesses can thrive, create more good-paying jobs, and increase opportunities for all Montanans.

And don't just take it from me. Take it from companies like Hyundai that decided to come to Montana and invest in our people, creating 50 Montana jobs. Or NextEra Energy, supporting our all-of-the-above energy approach and creating 300 Montana jobs. Or Tonix Pharmaceuticals, adding to a growing hotspot of cutting-edge employers in the Bitterroot, creating 120 Montana jobs. All told, over the last two years, 15 innovative businesses have come to Montana and are creating more than 900 good-paying Montana jobs.

These companies see Montana's clear value; they see Montanans' unparalleled work ethic and our pro-business, pro-jobs policies. There's no doubt about it, Montana is open for business. We've made Montana more attractive to innovative job creators, and they're investing in our state and our people.

But we have a long way to go. Friends, we're just getting started. We're going to keep making Montana a sanctuary for freedom and free enterprise. Together, we will make Montana an even better place to live, work, raise a family, and achieve the American Dream. Because that's what Montanans sent us here to do, to focus on their priorities.

As I meet with Montanans in every corner of our state, I hear loud and clear: tax relief is a priority. That's why we're cutting taxes again this session. Working with the Legislature, we're moving forward with the largest tax cut in state history.

With inflation taking a bite out of every Montana family budget, from gas to groceries, providing meaningful tax relief is critical. That's why we're going to cut your taxes by over one billion dollars.

All of our tax proposals are rooted in a simple philosophy: hardworking Montanans should keep more of what they earn, because ultimately, it isn't the government's money. It's the money of hardworking Montanans who earn it. That's why we're going to put money back in Montanans' pockets, through immediate rebates and permanent, long-term tax relief.

The fact of the matter is Montanans overpaid their taxes, and we're going to give it back. Our plan delivers Montana's largest income tax cut ever. Our plan provides relief to Montana taxpayers at every income level, because even after our historic tax cuts in 2021, we still have the highest income tax rate in the Rocky Mountain West and one of the highest in the nation.

It's a drag on our economy, a disincentive for job creation, and a burden on Montana families. Other states understand this and are cutting their income tax rates. To stay competitive, we must do the same. We must permanently cut the tax rate most Montanans pay and encourage Montanans to get back into the workforce.

As I travel our state, I see "help wanted" signs on every Main Street. It's why we proudly led the way as the first state in the nation to end federal supplemental unemployment benefits in 2021. And it's why we're expanding the earned income tax credit to help lower-income, working Montanans, incentivize work, and build a stronger workforce.

I want to take a minute to thank Senator Becky Beard who introduced legislation to cut income taxes for Montana taxpayers at every income level. And I want to thank Representative Tom Welch for bringing legislation to provide Montana homeowners with meaningful property tax relief.

While the state receives only a small fraction of property taxes, we believe Montanans deserve substantial property tax relief. Like the retired couple in the Flathead who, because they can't afford their rising property taxes, are thinking about selling the home they raised their kids in. We must provide them significant property tax relief so they can stay in their home and community.

We must also make it easier for small business owners, family farmers, and family ranchers to thrive by further reforming the business equipment tax. For too long, owning the equipment needed to operate has come with a heavy, and unnecessary, tax burden. That's why we tripled the business equipment tax exemption in 2021. And it's why we're working with the legislature this year, to raise the business equipment tax exemption to \$1 million for every small business in Montana.

Taken together, we'll eliminate this tax burden for more than 5,000 small businesses. I want to thank Representative Josh Kassmier for leading this charge in 2021 and again this year. Working together, we're providing the largest tax cut in state history, creating greater opportunities for Montanans to prosper, thrive, and achieve the American dream.

We must also ensure our kids receive the best education possible. Too often throughout our country, we've seen education bureaucrats fighting to keep parents out of their kid's education. Let's be clear, government should never stand between parents and their kid's education. Let's empower Montana parents to choose what's best for their family and their kids. Let's protect parents' rights. I urge you to send me Majority Leader Sue Vinton's bill that ensures students and parents are put first in education.

Every parent knows each child is unique. Let's ensure each child's education best meets his or her individual needs. Let's support individualized learning, allowing students to progress at their own pace, regardless of their age or class. Let's pass the Individualized Education Act, sponsored by Senator Shannon O'Brien. Let's also support work-based learning, allowing students to get on-the-job experience and apply that experience to their high school graduation requirements.

Friends, we can't continue doing the same thing over and over again and expect different results. We need to bring more innovation to education. We need fresh, new thinking and bold leaders to deliver the best education possible for our kids.

Ron Slinger, the president of Miles Community College, is doing that, and he's with us tonight. Miles Community College is equipping Montanans with the skills they need to thrive in good-paying, in-demand careers – from truck drivers to meat cutters to certified nursing assistants. The college has also developed partnerships with the private sector, including Stockman Bank and Sidney Health Center, to create business-specific micro-credentials. Miles Community College is breaking the traditional mold. They're transforming how education is delivered. They're thinking outside the box, not confining themselves, or their students, to the limits of the college's brick and mortar. And under Ron's leadership, they're delivering results. Because of their innovation, Miles Community College's full-time enrollment has grown at three times the rate of the entire Montana University System just in the last year.

Ron, will you please stand up? Ron, thank you for your innovative work on behalf of Montana students.

My challenge tonight to education leaders at every college, every university, and every school district in the state? Follow Ron's lead, be innovative, be transformative, develop partnerships with the private sector, don't be constrained by brick and mortar, and improve education opportunities for all our students.

We can also transform how we deliver traditional K-12 education. Imagine a student who lives in rural Montana. She excels at math, but her school doesn't offer advanced calculus or other STEM courses. Wouldn't she benefit from taking calculus online?

Geographic boundaries are no longer a constraint. We must modernize our way of thinking about education beyond traditional geographic barriers. We can do that through Representative Llew Jones' bill to transform the Montana Digital Academy. I ask you to pass this bill and get it to my desk. Let's double the cap on the Big Sky Scholarship to expand parental choice in K-12 education.

Let's do all this, and let's also take better care of those who help our kids reach their full potential – Montana teachers. Teaching is a calling; I know, my mom was a math teacher, and now my daughter is as well.

For too long, teachers who answer the call and start their careers here haven't earned enough. That's why we enacted the TEACH Act in 2021, to provide incentives for school districts to increase starting teacher pay, and it's working. In its first year, the TEACH Act has helped nearly 500 new teachers begin their career in Montana.

Kylee Urie is one of those young teachers, and she's with us tonight. Kylee is in her second year at Harlem High School, where she teaches agriculture and coaches cheerleading. She told me she found her life's calling in teaching. Her husband, Nathan, teaches agriculture and coaches wrestling at Turner Public School. They knew they wanted to start their careers teaching ag in rural Montana, but it didn't add up financially, with the state's low starting teacher pay. Thankfully the TEACH Act made a big difference. Kylee told me the boost from the TEACH Act was her deciding factor in moving to Harlem to teach. Thanks to the TEACH Act, we have Kylee and Nathan, two new young teachers educating our students. They're making our future a little brighter each day. Kylee and Nathan, thank you for your dedication to our kids and Montana's future.

Friends, a four-year college degree is not the best option for everyone. Many new good-paying jobs require specialized skills – skills developed through apprenticeship. When we took office two years ago, government regulations blocked access to apprenticeships. So, we modernized our apprenticeship system – quadrupling the number of apprenticeship opportunities in Montana, and we're seeing the results. In 2022, Montana added more than 1,000 apprenticeships and more new employer sponsors to our Registered Apprenticeship Program. We have more apprentices now than ever before.

Williams Plumbing in Bozeman is one of our employer sponsors. Quin Williams, the company president, and Cooper Austin, an employee of Williams Plumbing, are with us tonight. Quin told me that, before our reform, the company had only 35 available apprentice positions. With the help of our reform, Williams Plumbing created 200 apprentice positions for hardworking Montanans; for folks like Cooper, who earned his apprenticeship as a direct result of our regulatory change.

After Cooper graduated high school, he tried college and realized it wasn't the right path for him. He enlisted in the Marine Corps, was stationed in California and Missouri, and remains active in the Reserves unit in Billings. Cooper, thank you for your service to our state and nation.

Cooper was looking for a good-paying career, and a close family friend suggested he find one in the trades, and that's how he ended up at Williams Plumbing. Cooper tells me that he's learned a lot as an apprentice and loves the work. Cooper and Quin, thank you for making Montana a better place.

Now more than ever, Montana needs plumbers and carpenters – electricians and welders – masons and machinists. Now more than ever, Montana needs a highly skilled workforce – which is why we created the Montana Trades Education Credit in 2021. As we anticipated, Montana employers are taking advantage of the credit to upskill our workforce. And this year, our budget nearly doubles the Montana Trades Education Credit – boosting this successful program that builds the skills of hardworking Montanans.

As much as we need to open opportunities for trades education, we also need to grow our health care workforce. Let's tear down barriers for health care professionals to practice in Montana. Send Representative Amy Regier's bill to join the APRN Compact to my desk – as well as Representative Bill Mercer's that improves professional and occupational licensing. Taken together, these measures will build a more robust provider network in Montana and ultimately increase Montanans' access to health care.

In 2021, we brought greater competition to the marketplace and more choice to consumers by authorizing direct patient care agreements. With unanimous, bipartisan support, we expanded telehealth, increasing access to high-quality care throughout all corners of our state. Let's build on that progress this session.

If we want nurses, law enforcement officers, and teachers to live in the communities they serve – we must also address the shortage of affordable, attainable housing throughout our state. Home ownership is foundational to the American dream, but home ownership has become harder to achieve in the last decade. Hardworking Montanans should be able to live in the communities where they work, and grandparents should be able to live closer to their kids and grandkids.

Last year, I brought together a diverse, bipartisan Housing Task Force. I want to thank Senator Greg Hertz, Senator Ellie Boldman, Representative Sue Vinton, former Representative Danny Tenenbaum, agency directors, and stakeholders for their leadership. I made their mission clear: help make owning or renting a home an affordable reality again for more Montanans. They delivered many strategies to increase the supply of affordable, attainable housing.

As an example, we adopted one of the task force's strategies in our budget, the HOMES Program, or Home Ownership Means Economic Security. The HOMES Program invests \$200 million to expand water and sewer infrastructure, and ultimately expand housing capacity throughout our state. I want to thank Representative Mike Hopkins and Senator Forrest Mandeville for leading this effort. I ask you to pass the HOMES Program. Get it to my desk so we can increase the supply of housing – and get more Montanans into a home of their own.

To increase the supply of affordable, attainable housing, we also need infrastructure in place. It's why, in addition to historic investments in water and sewer, we've proposed an additional \$100 million to repair our roads and bridges. And like access to water and sewer systems as well as safer roads and bridges, Montanans' access to broadband is essential in the 21st century. Lack of access to reliable broadband limits Montanans' access to educational opportunities, health care, and career opportunities. That's why we made the largest-ever investment in broadband infrastructure – which will bring reliable broadband to 62,000 Montana homes that don't have it now.

As we create better opportunities for Montanans, we must also protect our way of life. Above all, that means protecting life. Our Declaration of Independence states, we are endowed by our Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness. Without life, there can be no liberty, and no pursuit of happiness. All life is precious and must be protected. Last session, we passed commonsense pro-life bills, some of which are now tied up in the courts, but our commitment to doing what's right for unborn babies will never waver.

As we stand firm for life, we must also ensure all Montana kids, from unborn babies to teenagers, have the opportunity to reach their full God-given potential. Our kids, and Montana's future, depend on strong families, and we must help them prosper. But inflation, rising prices, and increasing child care costs continue to be a heavy burden for working families with young kids. To support them, we're proposing a \$1,200 child tax credit for kids under six. \$1,200 is meaningful for parents. It'll make a real difference for growing families raising their kids here in Montana. Representative Josh Kassmier is carrying the bill to provide this assistance for Montana families. Let's get it done.

And speaking of child care, let's make it more accessible and affordable. For too long, working families have faced a shortage. This problem was only made worse by the pandemic, here and throughout the country. It's why we've invested over \$100 million to help stabilize child care in Montana. It's also why we're eliminating unnecessary barriers to child care, so we can better serve our kids and provide them with the foundation for a better future.

We must also make it easier for Montanans to open their happy, healthy, loving homes to children. Every child deserves a home where they can reach their full potential. To get more children into permanent, loving homes, we're proposing an adoption tax credit of \$5,000, and if you adopt a kid in our foster care system, we'll bump that credit to \$7,500. We heard inspiring testimonies yesterday from parents who opened their homes and adopted kids. I appreciate Representative Courtenay Sprunger who's leading this effort.

And I'm thankful for groups working each day to get every child into a permanent, loving home. Groups like Child Bridge. Launched by the late Steve Bryan and his wife Mary, Child Bridge advocates for abused and neglected children, and helps foster children find homes filled with love and support. Because of Steve's vision, thousands of Montana children have a bright future with a loving family. What started as a local organization in Bigfork, Child Bridge is now involved in nearly two-thirds of all non-kinship placements throughout Montana. This is the power of the public sector working together with the private sector. Child Bridge's Executive Director Jenna Taylor is here with us tonight. Jenna, on behalf of a grateful state, thank you. And thank you to the entire Child Bridge team. You provide hope to generations of children.

To continue building bridges among Montana's public, nonprofit, and private sectors – under my direction, the Department of Public Health and Human Services launched the Office of Faith and Community Based Services. This office is helping bring people together to build better outcomes for our families and children.

As we know too well, drug addiction and violent crime threaten our families, our communities, and our Montana way of life. I've heard it in almost every community throughout our state, including at the public safety roundtables I held last year.

With chemicals largely from China, Mexican drug cartels mass-produce fentanyl. Then, they bring it into our country, often over our southern border. This fentanyl crisis is a direct consequence of our nation's insecure and porous southern border. So tonight, I have a message for President Biden and members of Congress: secure our southern border now. Stop neglecting it. Secure it. The safety of our communities, our families, and our people depends on it.

Crime and addiction too often go hand-in-hand, with tragic results. Addiction and substance use tear families apart, too often leaving family members grieving for a loved one they've lost. Addressing crime and addiction effectively will take partnerships and investments.

To hold criminals accountable, we propose to invest \$200 million to repair and expand capacity at the state prison in Deer Lodge. I want to take a minute to thank Representative Mike Hopkins and Representative John Fitzpatrick for leading this effort. To make our communities safer, I ask you to pass that funding and get it to my desk.

Working with the attorney general, we also propose investing in law enforcement. Our budget funds 16 new highway patrol troopers and criminal investigators. We also propose funding six new prosecutors at the Montana Department of Justice. Taken together, they will combat the scourge of drug trafficking, human trafficking, narcotics, major crimes, and crimes against children.

The brave men and women of law enforcement put their lives on the line each and every day. They deserve our support. I speak for all Montanans when I say: we see you, we appreciate you, and we back the blue.

While we crack down on criminals peddling dangerous drugs, we're also focused on expanding access to treatment and recovery for Montanans struggling with addiction.

The Angel Initiative is one way we're doing that. Launched by our administration, the Angel Initiative allows folks struggling with addiction to visit any participating law enforcement office, ask for help, and get connected to treatment.

I'm proud to have Cascade County Sheriff Jesse Slaughter with us here tonight. Sheriff Slaughter is dedicated to making our communities safer. He was also our first Angel Initiative partner. Thank you, Sheriff Slaughter.

We're proud to have more than 20 sheriffs throughout the state partnering with us on the Angel Initiative. We'll keep adding more, but our work doesn't stop there.

In January 2021, we introduced the HEART Fund. It funds a full continuum of substance abuse prevention and treatment programs for communities. The HEART Fund helps people regain their health, rebuild their lives, and become vibrant, productive members of society. To be clear, it's not bigger government. It's a community grant program to help nonprofits and NGOs do the work on the ground, in their communities. And I'm proud our Budget for Montana Families expands on our historic progress, boosting the HEART Fund by 50 percent.

Our budget also permanently funds eight, proven, effective drug courts throughout our state that are losing federal funding. Instead of turning our backs on those struggling with addiction – we're investing in hope and opportunity as they get clean, sober, and healthy.

We also have an obligation to take care of the most vulnerable among us. After decades of previous administrations applying Band-Aids and kicking the can down the road, we propose a generational investment in our behavioral health care facilities. With it, we'll repair the state hospital in Warm Springs, we'll improve patient services, and we'll better secure the safety of patients and providers. We'll also support expanded community-based behavioral health clinics. Friends, the time for kicking the can down the road is over.

I appreciate the leadership of Representative Bob Keenan, Representative Ed Stafman, Representative Mary Caferro, Senator John Esp, and the interim committee that worked with Director Brereton. I ask you to pass this critical investment for the good of our families, our communities, and the most vulnerable among us. Get this critical investment to my desk.

We also continue to face the heartbreaking crisis of Missing and Murdered Indigenous Persons. This is an all-hands-on-deck moment. I want to recognize Representative Sharon Stewart Peregoy for giving a voice to the voiceless, for continuing to carry the torch that lights our way. Tonight, I ask all of you to send her bill to protect our Native neighbors to my desk.

Part of our Montana way of life is defined by our rich outdoor heritage and vast public lands. We must protect them for the generations who will follow us.

Active management will protect our forests. When a forest is managed properly, we have less severe wildfires, more recreational opportunities, more wildlife habitat, and more jobs. In 2021, we set an ambitious forestry target to match the urgency of the forest health crisis we face. Thanks to the leadership of Director Amanda Kaster and the hard work of the Department of Natural Resources and Conservation, we more than doubled the number of forested acres treated. Our budget proposes \$10 million per year to expand the scope of active forest management, so we have fewer wildfires in the first place. For the wellbeing of our people, their homes, their property, and their livelihoods, I urge you to pass our active forest management proposal.

And as we better manage our lands, we're also increasing access to them. Take our work in the Big Snowies, for example. The state purchased nearly 5,700 acres in the area, providing access to over 100,000 total acres of state and federal lands. This conservation victory created the Big Snowy Mountains Wildlife Management Area. Not only does this land offer exceptional hunting – with excellent habitat and access to the Big Snowies elk herd – but also it will remain open for cattle grazing.

Our state has a vested interest in seeing land conserved for wildlife, while also keeping ranchers on the landscape. Production and conservation are not mutually exclusive. We married those two interests in this agreement, and achieved a win-win for Montana, offering a great example of what we can accomplish together. It's a testament to the fact that we're best when we're working together. Let's keep that in mind as we move through this legislative session and the years ahead. Let's remember that there's much, much more that brings us together than separates us. Let's continue finding common ground and delivering results for the people of Montana; that's what they sent us here to do.

Ultimately, we all want the same thing: to open the doors of greater opportunity so more Montanans can thrive, prosper, and achieve the American dream. Let's work every day to make that a reality, because every day, Montanans work hard to realize the American dream, to earn a decent living, to own a home, to raise a family, to contribute to their communities, to retire comfortably, to leave their kids and grandkids a better life than they've had.

While the American Dream might be fleeting in some states, it's alive and well here in Montana, because we embrace the freedoms that are foundational to who we are as Americans. We support all those who want a better life and are willing to work for it. We stand with the parents doing everything they can to give their kids a better life. We celebrate our shared values of hard work, commitment to family, freedom, and love of country. We embrace the fundamental idea that the American Dream is a sacred one, and together, we'll always defend it.

Friends, our best days are ahead of us, and the better, brighter future we're building together, one we'll leave to our kids and grandkids, that inspires me every day.

Thank you. God bless you. God bless America. And God bless the great state of Montana.

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ABOUT MONTANA

Population: 1,005,141

Nickname: Treasure State

State Capital: Helena

State Flower: Bitterroot

State Bird: Western Meadowlark

State Animal: Grizzly Bear

State Fish: Blackspotted Cutthroat Trout

State Gemstones: Sapphire & Agate

State Motto: Oro y Plata (Gold and Silver)