

Aligning Montana's Education & Workforce Development Systems *To Serve Montana's Workforce Development Needs*



Montana Department of
LABOR & INDUSTRY



OFFICE OF THE COMMISSIONER
OF HIGHER EDUCATION

2015-2016

Progress Report

2016-2017

“Priority Areas of Focus”

for Alignment & Strategic Partnerships

Dr. Kirk Lacy

Director of Industry Driven

Workforce Development Partnerships

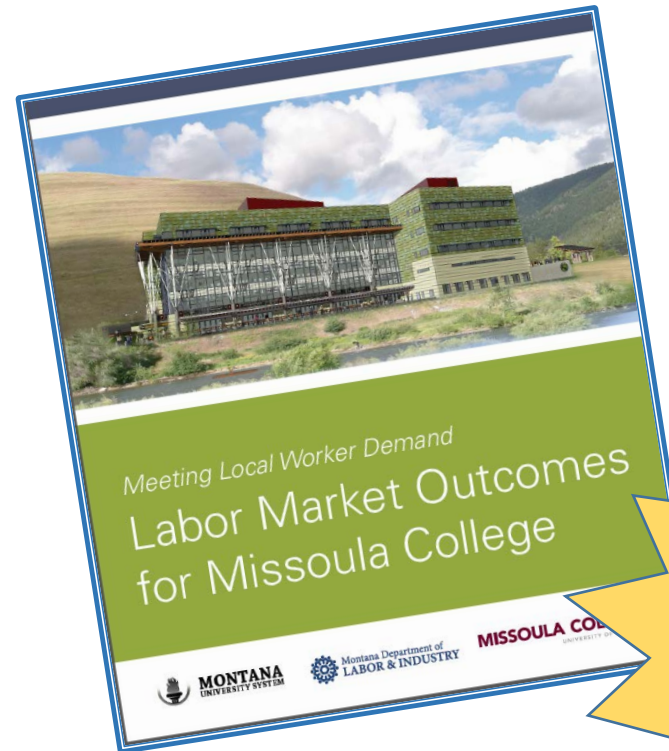
A Joint MUS-MTDLI Appointment

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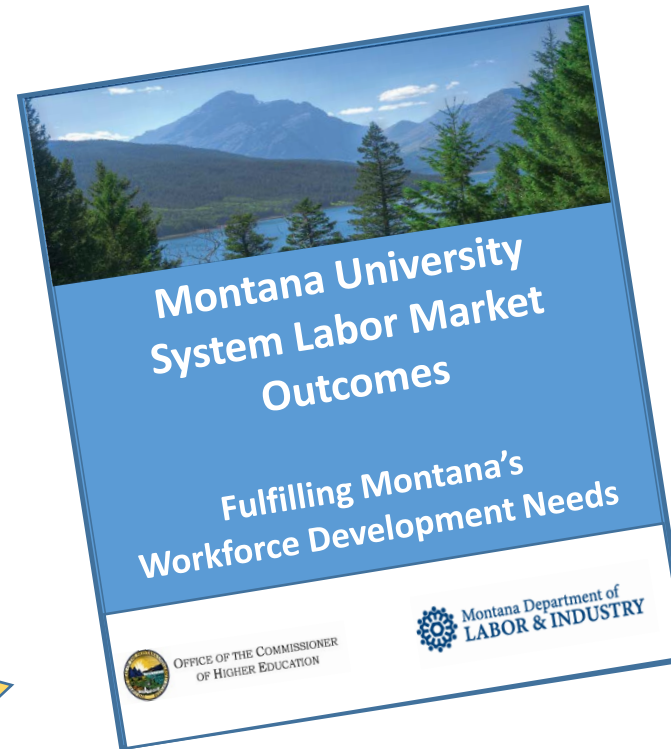
**Priority Area of Focus #1: Using MUS/DLI Data to Provide College & MUS System Level
"Talent Development Pipeline & Gap Analyses"**

2015-2016 Progress Report



*First Pilot
"Missoula College
Report" Successfully
Developed
& Presented at
May 2016 BOR Meeting*

*Received 2016
MT Governor's
Award for
Excellence in
Performance*



2016-2017 Priorities

*First Pilot
"MUS System Report"
Is Under Development
to be Presented at the
Nov. 2016 BOR Meeting*

*Follow-up
"College &/or System
Reports"
to be Developed Contingent
on Pilot Report Feedback
& Funding*

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Priority Area of Focus #2: Facilitate Evaluation of Employer, Union & Veteran's Training Programs for MUS Credit Recognition

2015-2016 Progress Report & 2016-2017 Priorities

Montana Union JATC Programs

Montana Apprenticeship Training Directors Association

Electrical Workers

Outside Lineman

Iron Workers

Sheet Metal Workers

Carpenters

NEW Prior Learning Assessment (PLA) Credit Recognition Opportunities

**American Council on Education (ACE)
Credit Recommendations**

**Other U.S. Community College
Credit Recommendations**

**MUS PLA Council Evaluation
Credit Recommendations**

**"Pre-Approved"
Credit Recognition
for Past & Future
Apprentices**

NEW Associate's & Bachelor's Degree Completion Pathways

MT Tech & Highlands College

JATC to BAS in

Construction Management

MSU Northern

JATC to BAS in

Trades Management

MSU-Billings & MSUB City College

JATC PLA-to-AS-to-BSLS Degree

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2015-2016 Progress Report & 2016-2017 Priorities



U.S. Army

TOP 10 Occupations of Montana Veterans



Montana Army Guard

TOP 10 Occupations of Montana Veterans



Navy

TOP 10 Occupations of Montana Veterans



Marines

TOP 10 Occupations of Montana Veterans

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*Priority Area of Focus #3: Integrating NEW Apprenticeships
& Work-Based Learning Experiences into MUS Academic Programs*

2015-2016 Progress Report & 2016-2017 Priorities

Governor's USA Funds - \$300,000 Tribal College Apprenticeship Grant

Emergency Medical Technician Apprenticeship Program



Stone Child College
In Partnership with
Rocky Boy Tribal Health

Home Health Aid Apprenticeship Program



Aaniih Nakoda College
In Partnership with
Fort Belknap Agency

Emergency Medical Technician Apprenticeship Program



Salish Kootenai College
In Partnership with
Polson EMT

Fully
Aligned
With
TAACCCT 4
HealthCARE MT
Grant

Fully
Aligned
With
TAACCCT 4
HealthCARE MT
Grant

**The First Tribal College Apprenticeship Programs in
Montana & Among the Very First Nationwide**

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*Priority Area of Focus #3: Integrating NEW Apprenticeships
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2015-2016 Progress Report & 2016-2017 Action Plan

TAACCCT 4 – HealthCARE MT Statewide Consortium Grant

New Pilot Projects Being Implemented

Certified Nursing Assistant
Apprenticeship Program

Advanced CNA
Apprenticeship Program

**CNA Specialty – Dementia
Care**
Apprenticeship Program

Medication Aide II
Apprenticeship Program

**Computerized Tomography
Technologist**
Apprenticeship Program

Missoula College - UM
MSUB City College
Miles Community
College

10 NEW Employer
Partners

32 Apprentices
Currently Enrolled

Currently Working
with these
Employer's on Pilot
Program Proposals
Billings Clinic
St. Vincent Healthcare
CVS/Target Pharmacies
Allegiance
Blue Cross Blue Shield

**The Very First Healthcare Industry
Apprenticeship Programs in Montana**

New Pilot Projects In Development

CNA Specialty – Restorative Care
Apprenticeship Program

Pharmacy Technician
Apprenticeship Program

**Assisted Living Facility
Administrator**
Apprenticeship Program

Medical Coding & Billing
Apprenticeship Program

Paramedic
Apprenticeship Program

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Priority Area of Focus #3: Integrating **NEW** Apprenticeships & Work-Based Learning Experiences into MUS Academic Programs 2015-2016 Progress Report & 2016-2017 Action Plan

MUS - 2-Year College - Apprenticeship Integration Pilot Projects

Successfully Developed & Implemented

Electrical Technology Apprenticeship Program

Flathead Valley Community College
In Partnership with
5 Flathead Valley Electrical Employers

*Fully Integrating FVCC Curriculum to Fulfill
Apprenticeship Related Instruction Requirements*

9 NEW Apprentices Enrolled for Fall 2016

**The Very First Competency Based
Education (CBE) Apprenticeship
Programs in Montana**

Currently Being Developed / Cultivated for Pilot Delivery

Great Falls College - MSU

- Welding & Metal Fabrication
- Construction Technology

Miles Community College

- Construction Technology

Missoula College – UM

- Accounting Technology
- Information Technology
- Medical Claims Specialist
- Construction Technology
- Pharmacy Technology
- Culinary Arts

MSUB City College

- Pharmacy Technology
- Paramedic
- Drafting Technology
- Welding

Gallatin College - MSU

- Culinary Arts
- Information Technology

Helena College - UM

- Machining

Bitterroot College

- Carpentry

Look Ahead
Strategic
Expansion
into 2-Year,
4-Year
& Graduate
Programs



NGA Work Based Learning Policy Academy

Integrating WBL into MUS Curriculum:

Work Based Learning

Work-based learning is a continuum of activities that engage employers and extend the classroom into the workplace, connecting acquired knowledge and skills to a student's future employment.

Work Based Learning Career Readiness Ladder

Level 1

Career Awareness

- Workplace Tours
- Guest Speakers
- Career Fairs
- Field Trips

Level 2

Career Exploration

- Job Shadowing
- Career Research
- Interviews
- Career Interest Assessment

Level 3

Career Preparation

- Pre-Apprenticeship
- Service Learning / Group Projects
- Class Integrated Internship
- Student Run Enterprise

Level 4

Career Training

- Apprenticeship
- Paid Internship
- On-the-Job Training (OJT)
- Incumbent Worker Training
- Clinical Experience

"High Quality" WBL Framework

Clear Work Based Learning Partnership Agreement	
Authentic Work Experience Component	Structured Learning Component
Culminating Assessment & Recognition of Skills	

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Priority Area of Focus #4: Acquiring New Funding Resources via State, Regional, & Federal Allocations, Grants & Sponsorships to Sustain & Expand MTDLI & MUS Workforce Development Partnerships
2015-2016 Progress Report & 2016-2017 Action Plan

Current MUS-MTDLI Workforce Development Initiatives

- *TAACCCT 3 RevUp MT Grant*
- *TAACCCT 4 HealthCARE MT Grant*
- *NGA Talent Pipeline Policy Academy Grant*
- *NGA Work Based Learning Policy Academy Grant*
- *USA Funds Tribal College Apprenticeship Grant*
- *USA Funds PLA for Montana Veteran's Grant*
- *USDOL Job Driven NEG Apprenticeship Grant*
- *USDOL Apprenticeship Accelerator Grant*
- *USDOL USA Apprenticeship Expansion Grant (applicant)*

New Funding Resources

Federal & State Grants
State Budget Allocations
Private Foundation Grants
Private Sponsorships
Public-Private Partnerships

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