

**WORKFORCE DEVELOPMENT**  
**Miles Community College**  
**Room 112**  
**Thursday, May 31, 2007**  
**8:15 – 9:30 AM**

8:15 AM ROLL CALL and REVIEW OF MINUTES [Link](#)

8:20 AM **ACTION**

- a. Montana Healthcare Workforce Advisory Committee Report and Recommendations. [ITEM 135-108-R0507](#)
- b. Strategic Plan, Workforce Development Measures. [ITEM 135-109-R0507](#)

**INFORMATION**

- a. Perkins State Plan Summary. [Link](#)

9:20 AM PUBLIC COMMENT

9:30 AM ADJOURN

Other than the meeting starting time, the times listed are approximate. In addition, agenda items may be rearranged unless an item is listed as having a "time certain."

Action may be taken on any item listed on the Board or Committee Agendas. Public comment is welcome on all items.

The Board of Regents will make reasonable accommodations for known disabilities that may interfere with an individual's ability to participate. Persons requiring such accommodations should make their requests to the Office of the Commissioner of Higher Education as soon as possible before the meeting to allow adequate time for special arrangements. You may call or write to: ADA Coordinator, P.O. Box 203201, Helena, MT 59620-3201, 406-444-6570, 1-800-253-4091 (TDD)

**MINUTES**  
**Workforce Development Committee Meeting**  
**March 1, 2006**  
**Helena, MT**

Regents Pease and Hamilton were present. Regent Taylor was excused.  
Minutes approved.

**INFORMATION**

a. Montana Healthcare Workforce Advisory Committee Report and Recommendations

Linda Hyman, MSU, and Tammy Buyok, Healthcare Workforce Advisory Committee presented the Montana Healthcare Workforce Advisory Committee Report and Recommendations. Ms. Hyman explained that their group is tasked to facilitate the BOR decisions on healthcare and healthcare initiatives. She referenced the hospital tours that Commissioner Stearns and Deputy Commissioner Gibson conducted throughout the state in 2006, in conjunction with the Montana Hospital Association.

6 recommendations:

1. Programs that increase clinical education sites and opportunities.
2. Distance education programs targeted to rural and underserved areas.
3. Flexible education programs to reach non-traditional students.
4. Healthcare workforce planning, projects and analysis at state and regional levels.
5. Programs that increase the pipeline of health professions.
6. Feasibility studies and program planning for high professions.

**ACTION**

- a. RFP: NP-9053 – Equipment and Technology in High Demand Fields Item 134-103-R0307  
Arlene Parisot, OCHE, explained the item, which focuses on healthcare workforce shortage areas, and stated the MUS is supporting the One-Time-Only funding support proposed in the Governor's budget. This would be carried out by the Commissioner's office. She explained the funding match requirement in the RFP's. Ms. Parisot stated the RFP was subject to any language changes made by the legislature.

Commissioner Stearns explained the process involved in the legislature with the designated funding for this item.

- b. RFP: NP-9054 – Workforce Training in High Demand Fields Item 134-104-0307  
Arlene Parisot explained item, which supports new workforce initiatives contingent upon approval of funds by the 2007 legislature. Need approval of the BOR of the allocation of funds for both RFP's. Ms. Parisot recommended adding language that provides for change of amended language based upon wording approved in the legislature. Both RFP's are similar in scope, but contain different match requirements.

Public comment:

Emily Sarota  
Dean Mary Moe, Great Falls College of Technology

Arlene Parisot explained she would form an RFP committee to revise the RFP to reflect the issues of equity and matching funds.

Regent Hamilton requested the larger campuses, with more access to matching funds, to work with the smaller campuses and would like a response from President Gamble and Dennison on this matter.

Concerns:

- The disadvantage of the smaller campuses to compete with the match funding the larger campuses are able to derive

**Regent Hamilton requested the RFP language come back to the BOR as an informational item if possible.** Regent Hamilton expressed continued concern about the matching funding for the smaller campuses.

c. Call for Election for the organization of a Community College District in Ravalli County Item 134-102-R0307

Cathy Swift, OCHE Legal Counsel, explained the statutes requiring the regents to call for the election if the statutory requirements are met and the steps involved.

Steps:

1. Citizen initiative process, in which the citizens of area gather the required number of petition signatures.
2. Regents call for election if requirements are met.
3. Following the call, the election takes place on the next school election day.
4. If voters approve, then BOR makes recommendation to next legislative session.
5. The Board of Trustees for the new community college district go to the legislature with a request for approval of a new community college district.
6. Legislature makes final approval to determine if there will be a new community college district.

Statute requires the Board of Regents to:

- Order elementary districts in the area to call for organizational election.
- Make the call for the nominations of the trustees.

Cathy Swift explained the packet of information given to the regents and the documents within, including a Board of Regents resolution, explaining that approval of the amended item means approval of the resolution. The following 3 requirements have been met:

- The proposed area coincides with the then-existing boundaries of contiguous elementary districts of one or more counties, which includes 6 school districts.
- The taxable value of the proposed district has to be at least \$10 Million.
- There has to be at least 700 students regularly enrolled in public and private high schools located in the proposed area.

The petition has to be signed by at least 20% of the registered voters of the proposed district. OCHE has received certification from the Montana Secretary of State Office and certification from county election official certifying that the required number of voters have signed the petitions and have met the requirement.

**Regent Hamilton moved approval of the amended item. Committee approved.**

Public comment was offered in support:

Dixie Stark  
Patricia Wilson  
Patti Furniss  
Victoria Clark  
Sarah Monson

Meeting adjourned at 9:45 a.m.

May 30-31, 2007

ITEM 135-108-R0507

**Montana Healthcare Workforce Advisory Committee  
(MHWDC) Final Report and Recommendations**

**THAT:**

The Office of the Commissioner of Higher Education requested that a statewide MHWAC be convened to provide leadership on healthcare issues for the Board of Regents and present its recommendations at the May 2007 meeting for board action.

**EXPLANATION:**

In the spring of 2006, the Montana Office of the Commissioner of Higher Education approached the Montana Area Health Education Center (AHEC) and Office of Rural Health, asking the Advisory Board to provide leadership on healthcare workforce issues. The Director, Kristin Juliar, was asked to organize and chair a statewide Montana Healthcare Workforce Advisory Committee (MHWAC).

The purpose of the Committee has been to provide guidance to the state on how to assure that there is a well-trained workforce sufficient in numbers, breadth, and quality to meet the needs of all regions of the state. The Committee has broad representation from around the state, and among health providers and higher education.

The Committee, in collaboration with the Governor's State Workforce Investment Board (SWIB), has worked since spring 2006 to analyze all available data on the state's healthcare workforce. Sheila Stearns, Commissioner of Higher Education, in a letter dated January 8, 2007, charged the Committee to provide recommendations to the Board of Regents and campuses for the next 5 to 10 years in regard to resource allocation.

The Committee has identified professions in high demand as well as investments in the state's educational infrastructure that would improve access to education in rural and underserved areas.

The summary of this report indicates that Montana faces and will continue to face significant challenges in providing an adequate healthcare workforce for the state, particularly in rural and frontier communities. Shortages exist at all educational and professional levels. Healthcare is an economic driver for Montana; healthcare jobs are in high

demand and pay well. It is to the economic advantage of the state to invest in the healthcare workforce.

Strategies to improve the supply and quality of the state's workforce are dependent upon the continued attention and investment of the Montana University System, in partnership with healthcare providers, professionals, state agencies, and healthcare consumers.

May 30-31, 2007

ITEM 135-109-R0507

**Strategic Plan, Workforce Development Measures**

**THAT:**

The Board of Regents 2006-2010 Strategic Plan recognizes that the availability of a skilled workforce has become one of the most important issues for attracting, retaining, and growing businesses that provide higher paying jobs. Workforce skill level is a key driver of innovation and productivity improvement across all industries. The success of Montana's economy depends on our ability to provide the skilled workers needed for jobs that exist, or will exist. To this end, the strategic plan established the following goal: Increase responsiveness to workforce development needs by expanding and developing programs in high demand fields in the state.

**EXPLANATION:**

The strategic plan was approved by the Board of Regents in July 2006. It combined the ongoing efforts with the legislature, particularly the PEPB subcommittee, and Shared Leadership. It described what will be the university system's priorities, how those priorities will be accomplished, and how progress will be measured. To this end, the following priorities related to two-year programs were identified:

- Increase employer satisfaction with graduates
- Increase degrees and certificates awarded in high-demand occupational fields
- Increase job placement rates
- Grow enrollment, for certificates and degrees, in 2-year programs

The Two-Year Council is charged with the responsibility to determine how progress on these priorities may be measured and submit recommendations for action by the BOR during its May 2007 meeting.