



Office of the Commissioner
of Higher Education
Montana University System

Meeting Local Worker Demand: A Report on the Labor Market Outcomes for Missoula College

Presented to Board of Regents

May 20th, 2016

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We Welcome Your Feedback

The goal of this project is to understand how colleges are meeting the demands of businesses and how successful graduates are in the workplace.

- Facilitate efficient use of tax dollars
- Reduce labor market frictions
- Improve information for students about returns to education
- Help colleges make informed strategic planning decisions



Enrollment Pipeline - Inputs

Each campus will receive companion set of data containing several years' of key student characteristics such as:

- High schools, counties, and states students enroll from
- Headcount and FTE
- Incumbent worker status
- Detailed demographic information



Enrollment Pipeline - Progression

There will be a set of information to help campuses identify attrition points, barriers to success, opportunities for growth, and drivers of success:

- Enrollment and success rates in remedial math and English
- Time, terms, and credits to degree
- Retention rates
- Wage and employment statistics



Employment Outcomes for Graduates

Figure 2.4

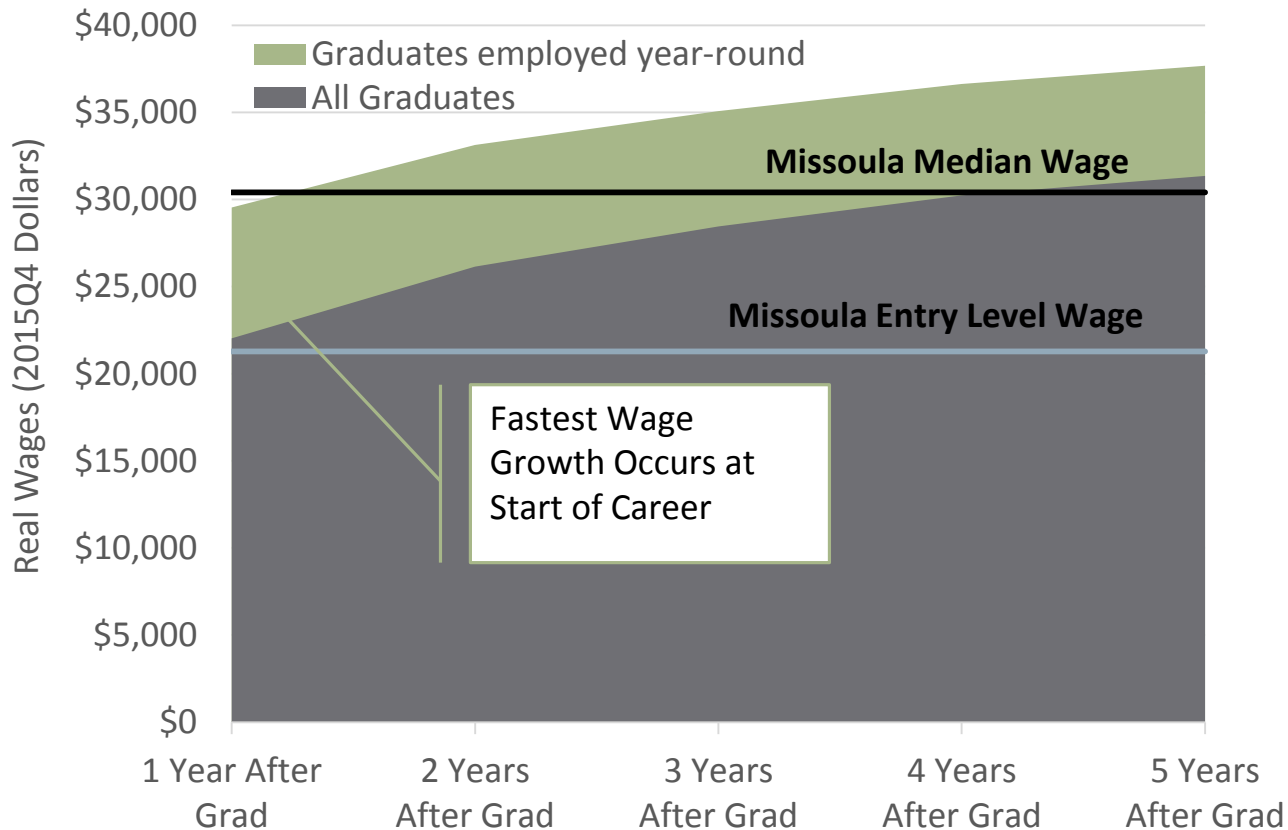
83% of Missoula College graduates are employed in Montana one year after graduation.

Average wages roughly \$22,000 in the first year

\$31,300 five years after graduation.

Consistent wage earners make more.

Figure 2.4. Real Wage Earnings for Missoula College Graduates Since Fall 2001



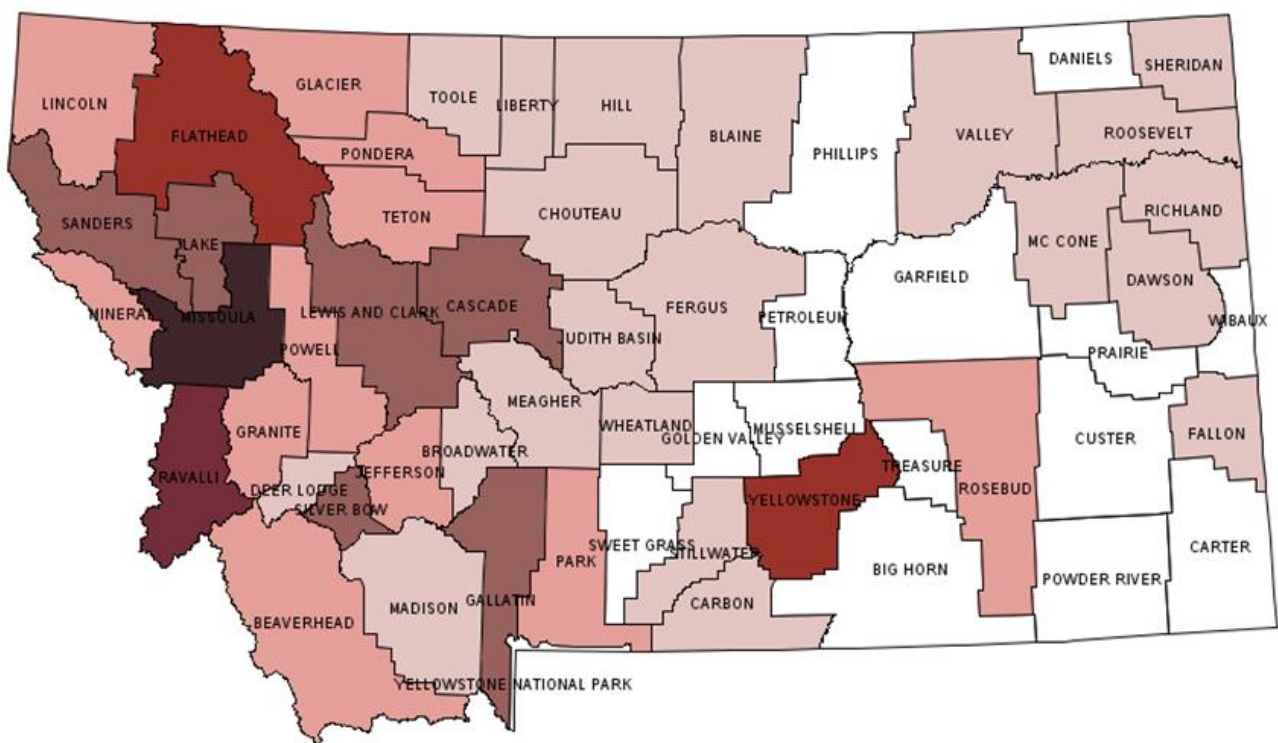
Source: Data match by DLI. Entry and median wages in 2014 dollars from the Occupational Employment Statistics



Missoula College Supplies Local Labor force

Figure 2.3

Figure 2.3 Location of Graduates Employed in Montana One Year After Graduation



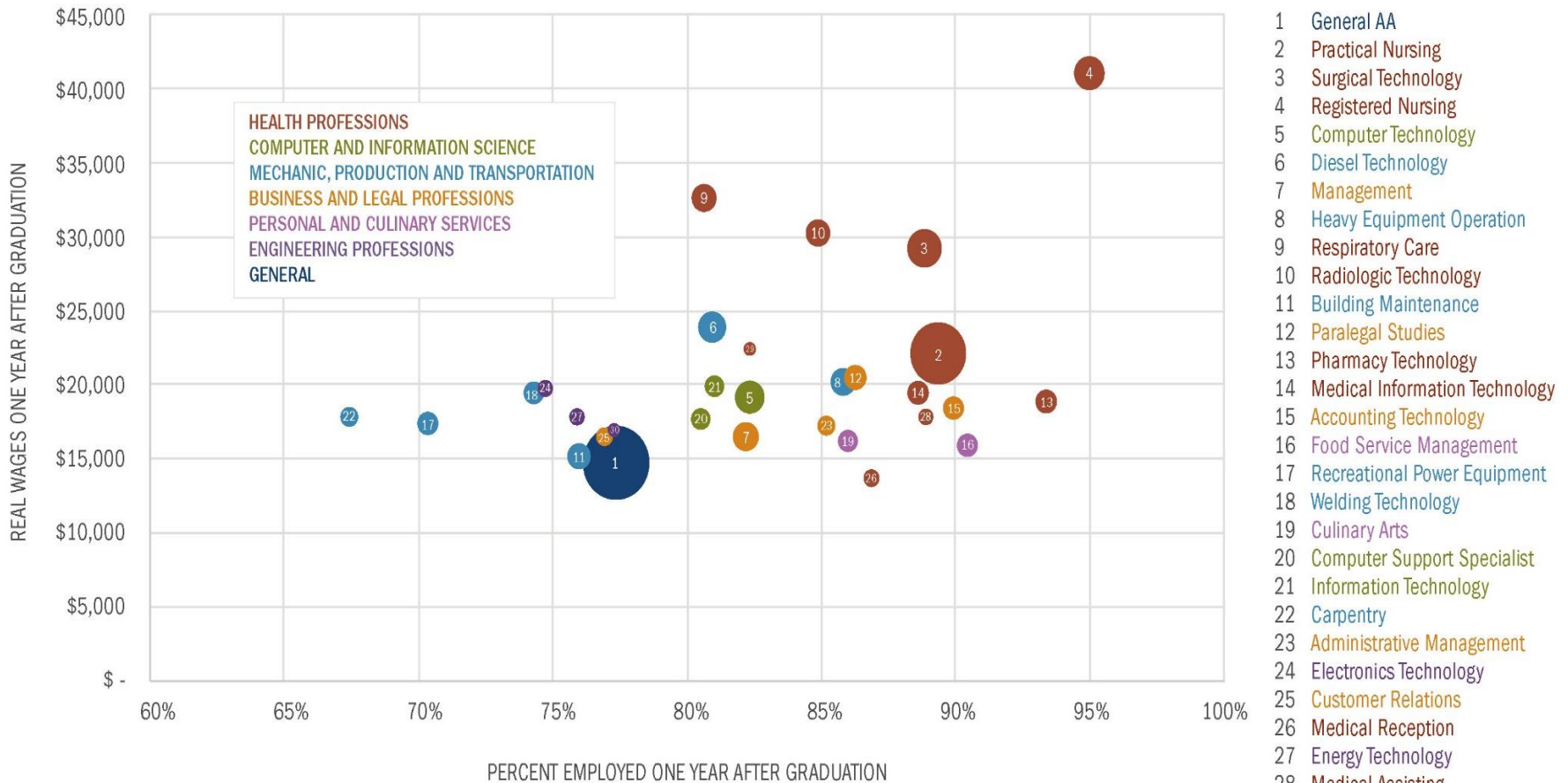
74% of employed Missoula College graduates join the local workforce after graduation, making them an important economic asset for the Missoula region.

Location based on primary employer for those who found employment

- Less than 5 Graduates
- At least 5 but less than 14 Graduates
- At least 14 but less than 53 Graduates
- At least 53 but less than 129 Graduates
- At least 129 but less than 1588 Graduates
- 1588 Graduates

Workforce Outcomes by Program

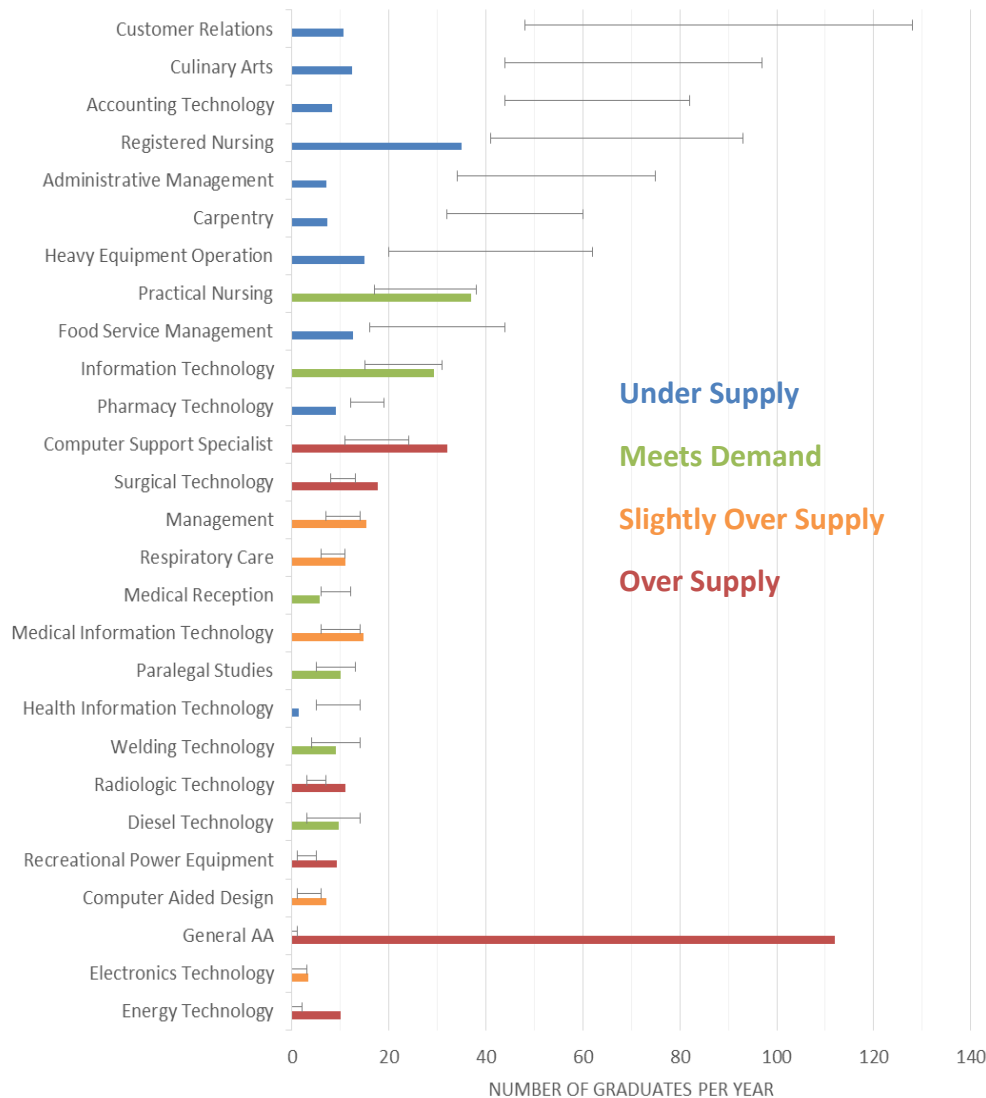
Figure 3.8



Source: Montana Department of Labor & Industry administrative wage records and the Office of the Commissioner of Higher Education Montana University System graduation date from fall 2001 through spring of 2014.

Supply and Demand by Program

Figure 3.6



- **Meets Demand:** 6 programs
- **Under Supply:** 10 programs
 - Expansion Candidates:
 - Registered Nursing
 - Health Information Technology
 - Pharmacy Technology
 - Computer System Technology
- **Slight Over Supply:** 5 Programs
- **Over Supply:** 6 Programs
 - General Studies program is a candidate for reduction.



Supply and Demand by Occupation

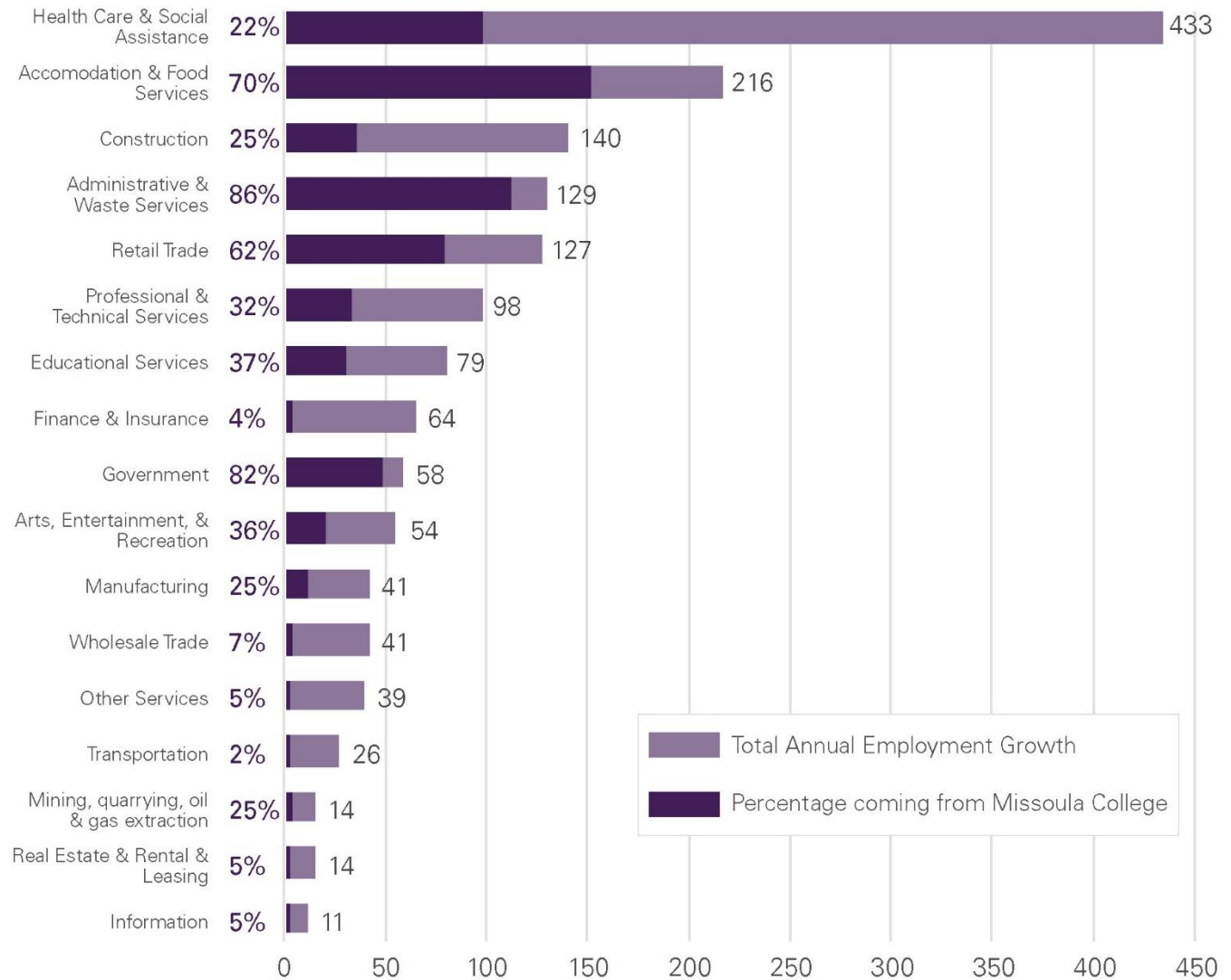
Figure 3.5

	Ed Req.	Occupation	Total	Growth	MC Supply	GAP Analysis
Very-High Demand (Top 10% of occupations)	Associate's Degree	Registered Nurses	90	40	35	Under Supplied
		Dental Hygienists	10	5	0	No Program
		Web Developers	10	4	0	No Program
		Preschool Teachers	9	3	0	No Program
		Forest and Conservation Techs	34	0	0	Meets Demand
	Post-Secondary Award	Nursing Assistants	56	25	0	No Program
		Heavy/Tractor-Trailer Truck Drivers	51	22	0	No Program
		LPN and LVN	37	17	37	Meets Demand
		Medical Records and HIT	22	9	0	No Program
		High Demand (Top 25% of occupations)	Associate's Degree	Paralegals and Legal Assistants	8	4
Medical and Clinical Lab Techs	7			3	0	No Program
Radiologic Technologists	ND			ND	11	Over Supplied
Respiratory Therapists	4			2	11	Over Supplied
Medical Equipment Repairers	4			2	0	No Program
Architectural and Civil Drafters	4			1	7	Over Supplied
Post-Secondary Award	EMTs and Paramedics		17	8	0	No Program
	Dental Assistants		15	7	0	No Program
	Medical Assistants		11	6	6	Meets Demand
	Firefighters		11	3	0	No Program
	Hairdressers and Cosmetologists	15	3	0	No Program	



Supply and Demand by Industry

Figure 3.2



ESTIMATED ANNUAL DEMAND & AMOUNT SUPPLIED BY MISSOULA COLLEGE



State Level Report

- Similar to the Missoula College report, but with a larger scope
- Broken down by region, by college, by program
- Goal to have this report complete by September 2016



Strategic Planning

- How can campus leaders utilize this report?
- What aspects of an institution could be impacted?

Questions?