

Strategic Plan – Goal II

Assist in the expansion and improvement of the state's economy through the development of high value jobs and the diversification of the economic base.

Goal II (1): Increase responsiveness to workforce development needs by expanding and developing programs in high demand fields in the state.

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

1. Increase employer satisfaction with graduates.

Goals:

1. The Two-Year Council will develop measures to consistently measure the number of businesses and students utilizing continuing education or customized training in the MUS;
2. The Two-Year Council will develop recommendations to the Board of Regents on the best measures from the statewide business survey to evaluate responsiveness to Montana businesses; and
3. The Two-Year Council will develop recommendations for 2010 for continuing education, customized training, and business' satisfaction with MUS graduates.

1. Increase employer satisfaction with graduates.

Recommendations:

1. Measure employer satisfaction at the program level within each institution and provide periodic summary reports to the Board of Regents (*common template to be designed by Two-Year Council*).
2. Measure enrollment in customized training and continued education at the institutional level and provide periodic summary reports to the Board of Regents.

Note:

The 2-year Council is not in favor of utilizing a statewide collection of survey data to depict employer satisfaction. Reasons: 1) 2-year programs are often unique to individual institutions, 2) programs are widely dispersed throughout the state; and 3) 2-year programs are often tailored to meet the varying needs of the local communities they serve.

Also the nature of customized training and continuing education varies widely between institutions and often enrollments are not recorded in administrative information systems.

2. Increase degrees and certificates awarded in high-demand occupational fields.

Goals: Healthcare Degrees & Certificates

1. Develop goals for increasing healthcare degrees & certificates

Recommendations:

MUS Healthcare Degrees & Certificates

goals

Degrees	1994-95	1999-00	2004-05	2005-06	2009-10
2-year degrees & certificates	288	313	482	517	740
4-year degrees & above	337	278	327	394	450
Total	625	591	809	911	1190

source: IPEDS Completions Survey, healthcare equals CIP code 51.00

note: data include community colleges

Goals based on annual average
growth rate, 2000 to 2005

2. Increase degrees and certificates awarded in high-demand occupational fields.

Goals: Construction Related Degrees & Certificates

1. Develop a consistent definition of what programs are included in construction trades across the MUS and set prospective goals

Recommendations:

MUS Construction Related Degrees & Certificates

Degrees					
	1994-95	1999-00	2004-05	2005-06	goals
2-year degrees & certificates	151	201	212	188	249
4-year degrees & above	177	177	170	162	177
Total	328	378	382	350	426

note: data include community colleges

Construction Related Degrees Include the Following CIP Codes:

14.0800 Civil Engineering
15.0000 Engineering Technologies/Technicians
46.0000 Construction Trades
47.0100 Electrical/Electronics Maintenance and Repair Technology
47.0200 Heating, Air Conditioning, and Ventilation Technology/Technician
47.0300 Heavy/Industrial Equipment Maintenance Technologies
48.0500 Precision Metal Working
49.0202 Construction/Heavy Equipment/Earthmoving Equipment Operation

Goals based on average annual growth rate, 1995 to 2005

3. Increase job placement rates.

Goals:

1. Link graduates with labor market data; and
2. Establish goals using baseline data.

Recommendations:

1. Utilize existing Perkins data source to track number and percent of Construction & Healthcare 2-year degree completers into the Montana labor market.

3. Increase job placement rates.

Job Placement - Healthcare Majors

Students majoring in healthcare programs that enter the workforce in Montana within six months of leaving the institution (students may not have earned a degree or certificate)

2-year Institutions		2001-02	2002-03	2003-04	2004-05	2005-06	goal 2009-10
Colleges of Technology (COT)	# leaving institution	211	197	235	366	346	
	# gaining employment	170	171	204	317	317	
	% gaining employment	81%	87%	87%	87%	92%	
Community Colleges (CC)	# leaving institution	34	26	33	55	93	
	# gaining employment	26	23	30	47	76	
	% gaining employment	76%	88%	91%	85%	82%	
COTs and CCs (% Employed)		80%	87%	87%	86%	90%	90%

source: Perkins Accountability Measures

Note: % employed reflects the percentage of students majoring in a particular field that leave the institution and gain employment in ANY industry, not just the one related to their field of study.

3. Increase job placement rates.

Job Placement - Construction Related Majors

Students majoring in construction related programs that enter the workforce in Montana within six months of leaving the institution (students may not have earned a degree or certificate)

2-year Institutions		2001-02	2002-03	2003-04	2004-05	2005-06	goal
Colleges of Technology (COT)	# leaving institution	89	86	113	108	118	
	# gaining employment	53	71	74	88	94	
	% gaining employment	60%	83%	65%	81%	80%	
Community Colleges (CC)	# leaving institution	15	19	10	41	33	
	# gaining employment	9	18	9	39	19	
	% gaining employment	60%	95%	90%	95%	58%	
COTs and CCs (% Employed)		60%	85%	67%	85%	75%	85%

Note: % employed reflects the percentage of students majoring in a particular field that leave the institution and gain employment in ANY industry, not just the one related to their field of study.

4. ~~Grow enrollment, for~~ Increase the number of certificates and degrees in 2-year programs.

Goals:

1. Develop goals for increasing the number of degrees & certificates conferred by Montana two-year programs.

Recommendations:

Associate Degrees Conferred

Associate of Applied Science, Associate of Arts, & Associate of Science, 1990-00 to 2005-06

goal

Institutional Type	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2009-10
Colleges of Technology ¹	632	674	687	764	800	772	782	
Community Colleges	450	392	408	448	511	523	497	
Integrated 2-year Programs ²	153	145	148	188	175	166	148	
Total	1235	1211	1243	1400	1486	1461	1427	1570
% Change		-1.9%	2.6%	12.6%	6.1%	-1.7%	-2.3%	

Notes

1) includes associate degrees conferred at MT Tech & MSUB

2) UM-Western & MSU-Northern

source: IPEDS Completions Survey

Goal based on 10% growth rate,
2006 to 2010

4. ~~Grow enrollment, for~~ Increase the number of certificates and degrees in 2-year programs.

Recommendations:

Certificates Conferred

Certificates of Achievement Below the Baccalaureate Level, 1999-00 to 2005-06

Institutional Type	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	goal 2009-10
Colleges of Technology ¹	239	168	127	140	122	138	167	
Community Colleges	33	18	20	36	132	54	107	
Integrated 2-year Programs ²							2	
Total	272	186	147	176	254	192	276	304
% Change		-31.6%	-21.0%	19.7%	44.3%	-24.4%	43.8%	

Notes

1) includes associate degrees conferred at MT Tech & MSUB

2) UM-Western & MSU-Northern

source: IPEDS Completions Survey

Goal based on 10% growth rate,
2006 to 2010