

# Montana University System Workforce Development Taskforce

## **Taskforce Mission:**

*The Montana University System is committed to understanding the needs and providing users training and education programs in Montana necessary to help support increased business and industry growth.*

## **Overview:**

On November 2011, the Board of Regents created a statewide Workforce Development Taskforce, appointing Montana State University (MSU) President Waded Cruzado and Montana University System (MUS) Deputy Commissioner John Cech to serve as co-chairs.

Since the formation of the Workforce Development Taskforce, the group has held two meetings: 1) March 8, 2012 in Sidney, Montana involving over 60 people and 2) May 9, 2012 in Helena, Montana involving the full taskforce membership. Members of the Taskforce have reached out to more than 25 different business and industries through personal visits to communities in the Sidney and Williston areas as well as two days of telephone conference interviews conducted by the Office of the Commissioner of Higher Education and the Governor's Office of Economic Development with business both within the Bakken region and those outside the region who are affected by the worker shortage.

Discussions involved learning more about the training needs of industry employees and how Montana's colleges can expand or offer new courses and outreach. A shortage of housing for the growing workforce was the number one issue which emerged. Other issues centered around stresses on basic community infrastructure resulting from rapid energy development and population growth and loss of workers in the community to the high paying jobs of the energy sector.

Industry members spoke of the need for short-term training focusing on issues such as safety and general equipment operation, welding, and commercial driver's license followed by the need for leadership training and other people skills. The companies need short, stackable training programs. They are receptive to receiving online, hybrid, and other distance learning types of training.

### **Two-Year and Community College Certificates/Degrees – Energy Related**

Montana's public two-year/community colleges and Tribal colleges provide a wide diversity of credit bearing certificate of applied science and associate of applied science degrees related to the demands of Montana's emerging energy industry including:

- Sustainable Energy and Bio-fuels
- Diesel Equipment Technology
- Energy Technology
- Heavy Equipment Operations
- Industrial Machining and Manufacturing
- Welding Technology & Welding Inspection

A complete list of these programs can be found in appendix A.

### **Two-Year and Community College Noncredit/Workforce Training – Energy Related**

In addition to providing certificate and associate of applied science learning opportunities, Montana's two-year and community colleges offer a wide variety of noncredit workforce development and custom training opportunities related to the demands of Montana's emerging energy industry including:

- OSHA Safety Training
- HAZWOPER Training
- Hydraulics
- Commercial Drivers Licenses (CDL)
- Defensive Driving
- Heavy Equipment Operations
- Rigging
- Floorhand/Well Service
- Welding Certification
- Forklift Training
- Well Control for Drillers/Work-overs
- Computer Aided Design and Drafting
- Professional Continuing Education for Medic/Emergency Response

A complete list of these noncredit workforce training courses can be found in appendix B.

# Selected Two-Year Workforce Development Highlights

## Flathead Valley Community College:

FVCC received a US Department of Labor individual campus Trade Adjustment Assistance Community College and Career Training Grant (TAACCCT) in September 2012. The goals of this grant include:

- Centers on meeting the needs of nearly 600 local manufacturing businesses operating in Northwest Montana and will address the projected substantial job growth in the industry over the next few years
- Involves the college working with 21 manufacturing grant project partners comprised of area employers and public workforce development system partners to create a robust curriculum so students effectively and efficiently develop meaning and valuable skills area employers are looking for in employees

Outcomes during the first six months of the grant include:

- The grant initiated the Montana Manufacturing Extension Center's move to the FVCC Campus. The MMEC is a statewide manufacturing outreach and assistance center based out of the College of Engineering at Montana State University in Bozeman. MMEC is part of a nationwide network to assist small and mid-size manufacturers in becoming more competitive and profitable.
- The grant led to FVCC's launch of two new industrial machine technology certificates this spring and funded new cutting-edge Computer Numerical Control (CNC) equipment to enhance student learning experiences.

## City College at MSU Billings:

City College has trained 70 employees and future trainers in OSHA 500, 501, 502, 503, 510 and 511 since 2010. The following is a summary of the employers receiving the training:

- Montana Department of Labor and Industry
- US Forest Service
- Empire Lathe and Plaster
- SD Science and Technology Authority
- Anadarko Petroleum
- Delhur Industries
- First West Insurance
- Century Construction

- Sidney Sugar
- Schwend Safety
- Energy Laboratory
- Veterans Administration
- Conoco Phillips
- Sanjel
- Pioneer Well Service
- Montana Contractors Association
- Colstrip Electric
- Sioux Falls Tower

City College at MSUB is a host site for the Rocky Mountain Training Center in Colorado. Through this association the College is able to offer a very wide range of OSHA classes far beyond the norm of any other agencies in Montana.

### **Great Falls College MSU:**

Great Falls College and Great Falls Public Schools have developed a partnership which will begin Fall 2013 enabling 15 high school seniors to dually enroll in Great Falls College and home high school during their senior year of high school. The students spend their entire senior year at Great Falls College. At the end of their senior year, students will graduate with both a high school diploma and a full Certificate of Applied Science degree in Welding Technology. Students will also be prepared to sit for the American Welding Society (AWS) and Canadian Welding Bureau (CWB) certification exams.

#### Requirements:

- Complete GFC-MSU welding program application and be required to meet the minimum program entrance requirements which include placement into M065 (or higher) level math and completing a statement of understanding and technical standards document
- Acceptance limited to 15 students during academic year
- Junior status and successful completion of Welding 2
- Pass the Compass college placement test with a minimum score of 26 or higher

#### Quick facts:

- The program prepares students to take AWS and CWB welding certification tests
- Welders are in high demand for new Great Falls manufacturing jobs
- Beginning wages for welders range from \$13.62-\$22.58 an hour
- The program is for seniors and students will earn both a college certificate and high school diploma
- Students take courses on the GFC-MSU campus
- Scholarships and fee waivers are available to offset program costs

## **Appendix A**

### **Two-Year and Community College Certificates/Degrees Energy Related**

# Two-Year and Community College Certificates/Degrees Energy Related

## **Biofuels Energy**

Miles Community College—Associate of Applied Science

## **Construction Technology**

Helena College—Associate of Applied Science

City College—Certificate of Applied Science

Blackfeet Community College—Associate of Applied Science

Stone Child College—Certificate of Applied Science

## **Drafting Technology/Technician**

Helena College—Professional Certificate

City College—Associate of Applied Science, Certificate of Applied Science

Highlands College—Associate of Applied Science, Certificate of Applied Science

Gallatin College—Associate of Applied Science

## **Diesel Equipment/Technology**

Helena College—Associate of Applied Science

Missoula College—Associate of Applied Science

Highlands College—Associate of Applied Science, Certificate of Applied Science

MSU Northern—Associate of Applied Science

## **Electrical Technology**

MSU Northern—Professional Certificate

Flathead Valley Community College—Associate of Applied Science, Certificate of Applied Science

## **Energy Technology**

Missoula College—Associate of Applied Science (available online)

## **Geoscience Technology**

Helena College—Certificate of Applied Science

## **Heavy Equipment Operations**

Missoula College—Certificate of Applied Science

Flathead Valley Community College—Certificate of Applied Science

Miles Community College—Certificate of Applied Science

Fort Peck Community College—Certificate of Applied Science

**Heating, Ventilation and Air Conditioning**

Flathead Valley Community College—Certificate of Applied Science (available online)

**Highway Construction Training**

Salish Kootenai College—Professional Certificate

**Industrial Machine Technology/CNC**

Flathead Valley Community College—Certificate of Applied Science

**Land Surveying**

MSU Northern—Professional Certificate

Flathead Valley Community College—Associate of Applied Science

**Line Professional/Utility Line Worker**

Highlands College—Professional Certificate

Fort Peck Community College—Certificate of Applied Science

**Machine Tool Technology**

Helena College—Associate of Applied Science, Certificate of Applied Science

UM Western—Certificate of Applied Science

**Metals (Fabrication) Technology**

Helena College—Associate of Applied Science

City College—Associate of Applied Science, Certificate of Applied Science

Highlands College—Associate of Applied Science

**Natural Resource Management**

Flathead Valley Community College—Associate of Applied Science, Certificate of Applied Science

Blackfeet Community College—Associate of Applied Science

**Power Plant Technology**

City College—Associate of Applied Science

**Process Plant Technology**

City College—Associate of Applied Science

**Sustainable Energy Technician**

City College—Associate of Applied Science, Certificate of Applied Science

Highlands College—Associate of Applied Science, Certificate of Applied Science

Great Falls College—Associate of Applied Science, Certificate of Applied Science

MSU Northern—Associate of Applied Science, Certificate of Applied Science

**Water Resources**

Helena College—Associate of Applied Science (available online)

**Welding Technology/Welding & Inspection**

Helena College—Associate of Applied Science, Certificate of Applied Science

Missoula College—Associate of Applied Science, Certificate of Applied Science

City College—Associate of Applied Science, Certificate of Applied Science

Gallatin College—Certificate of Applied Science

Great Falls College—Certificate of Applied Science

MSU Northern—Certificate of Applied Science

Dawson Community College—Certificate of Applied Science

Flathead Valley Community College—Associate of Applied Science, Certificate of Applied Science, Professional certificate

Fort Peck Community College—Certificate of Applied Science

## **Appendix B**

### **Noncredit Workforce Training Courses**





