

Non-Credit Workforce Training and Credentials

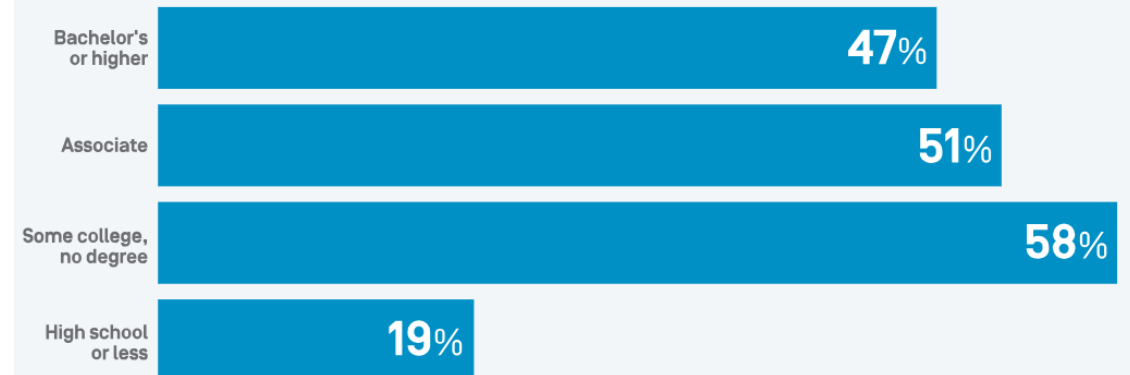
Montana Board of Regents
November 2023

Introduction

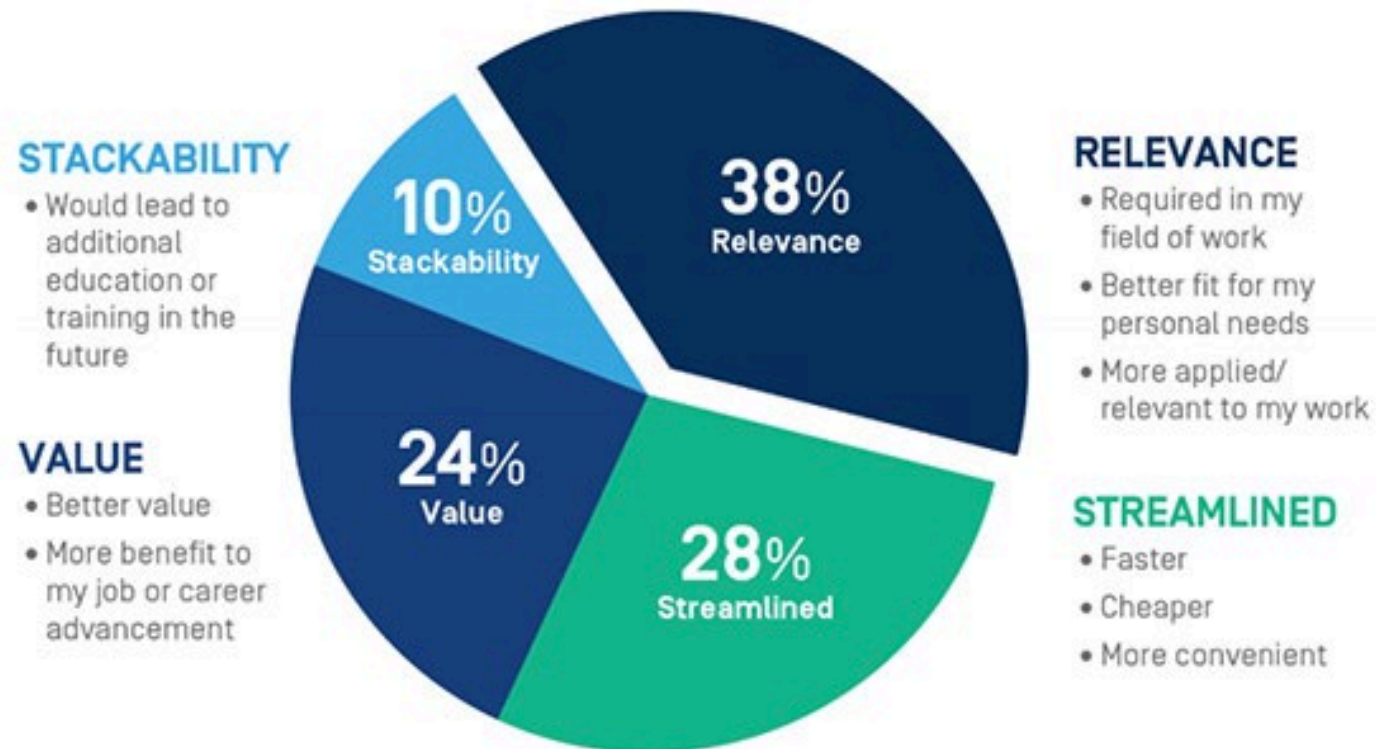
- Across the nation, two-year colleges provide noncredit workforce education to five million students annually. Mission-driven function (AASC, 2021)
- Over two-thirds of adults considering education prefer a non-degree pathway, up from one-half pre-pandemic (Strada)
- Among “great resigners” 72% enroll in programs that are 6 months or shorter (Cengage)
- Workforce development – key purpose and attribute of the MUS comprehensive two-year education mission/vision

Nearly half of college degree holders also have completed nondegree programs

Nondegree credential attainment by education level
Share of working-age adults



Americans' preferences for degree or nondegree opportunities are most commonly being driven by **relevance**



Source: Strada Center for Consumer Insights Public Viewpoint survey, Aug. 5-6. Base: adults ages 18 and older, n=225.

Example Noncredit Training Programs





Noncredit Workforce Training & Credentials

MUS Response

Non-credit Training and Credentials Task Force

Vision

Develop a comprehensive statewide framework that will effectively steer non-credit workforce training initiatives within the Montana University System. It will be designed to ensure alignment between training programs and the evolving needs of employers. The Task Force will develop recommendations for sustainable business models, innovative digital credentialing methods, quality assurance standards, and well-defined pathways for individuals to transition from non-credit training to academic credit. It aims to enhance the economic mobility of learners and foster the dynamic, adaptive workforce needed by Montana businesses.

Discussion Topics

- Understanding business models (incentives and self-support models)
- Employer engagement (there must be a job at the end of the training)
- Employer \leftarrow \rightarrow Learner (risk sharing spectrum)
- System approach to program sharing (models and incentives)
- Credentials & data collection (badging, LERs, micro-credentials, outcomes).
- Quality assurance (transportability, transparency, and value)
- Flexible pathway options (PLA)

National Collaboration

- State Higher Education Executive Officers Association (SHEEO)
- Respond to the national request to join the SHEEO State Policy Academy and the Noncredit Mobility Academy
- Enhancing Data and Policy Infrastructure for Better Economic Mobility



Committee Membership

- Steven Don, MSU-Northern
- Karen VanDaveer, Highlands College
- Justin Villmer, Dawson Community College
- Peter Baker, AccelerateMT
- Ange DeWolf King, OCHE
- Tom Gallagher, Missoula College
- Vicki Trier, City College
- Crystal Armstrong, MT Department of Labor and Industry
- Dylan Klapmeier, Governor Gianforte's Office

Thank you.
Questions?

Task Force Co-chairs
Tom Gallagher, University of Montana
Vicki Trier, MSU-Billings, City College