Montana’s Micro Pathways:
Year to Career

Montana Board of Regents
September 2023

McLean, Ed.D., Director American Indian and Minority Achievement and K-12 Partnerships
Ed Design Labs

Objective
To design and promote equitable and accessible micro-pathways to high growth careers that have been endorsed by employers and made visible to learners. (Adapted from Education Design Labs)

By engaging campus leaders and campus team members with industry leaders, Montana will establish 13-20 separate Micro-Pathways across all two-year institutions. Montana will be the first state in the country to intentionally establish micro-pathways at all two-year campuses.
Anticipated Outcomes by Spring 2024

13-20 Separate Micro-pathways

Development of Campus-Level Workforce Development Dashboards

Development of Campus-Based Roll Out and Marketing Plans
Lasting and Systemwide Outcomes

System Change in Practice in Working Together

Change in Evaluation of the MUS Collection and Dissemination of Workforce Data

Working as a System with Ed Design Labs to Reach Innovative Outcomes
Defining Micro-pathways

In this new time, we need a new class of credential that is more aligned to the market, designed for learner needs, and faster than traditional offerings...

Micro-pathways:
A new model to better address program affordability, flexibility, relevance, portability, and visibility to meet the needs of a rapidly changing knowledge economy.

#Micropathways
Voices and Vision of Montana’s Micro-pathways

- Lisa Larson, Ph.D., Ed Design Lab, Head of Community College Growth Engine Fund

- Brian Obert, Executive Director, Montana Business Assistance Connection
Next Steps

➢ Starting September 26- Pre-Design/Design of Micro-Pathways
➢ Ed Design Labs Presentation at Future at Work Summit
➢ Continued engagement with economic and workforce development partners at the local and state level
➢ Establish data dashboards
➢ Micro-Pathway Roll Out and Marketing Spring 2024
For More Information:

Please contact Angela McLean at amclean@montana.edu
The Community College Growth Engine Program

#Micropathways
Designing Education to the Future of Work

- The Great Decline
- The Great Unknown
- The Great Unbundling
Together, We Must Demonstrate Three Proof Points:

1. Community colleges can be drivers of employment solutions.
2. Employers and learner/earners will see that value proposition.
3. Designing new credentials - MICRO-PATHWAYS can be a “gateway” to broader transformation for colleges.
The “Design Accelerator” Question

How might we design **equitable and accessible** micro-pathways toward **high-growth careers** endorsed by employers and visible to learners moving from post-secondary education into the workforce?

#Micropathways
Key Employer Strategies

- Foster symbiotic partnerships with employers
- Emphasize collaboration with entire sectors
- Cultivate a workforce readiness mindset that extends to the institution(s) and employer(s)
- Maintain effective communication and momentum
- Prioritize data driven decisions to drive quality
Thank You!

To learn more about the Education Design Lab and to sign up for our Innovator Network, please visit eddesignlab.org

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