



LEGISLATIVE PROPOSAL

SNAPSHOT

→ \$15 million federal investment produced \$27.5 million to N.M.'s economy.

→ Legislative funding required to keep SUNPATH alive.



2018 STATEWIDE TOWN HALL Strengthening Higher Education and Tomorrow's Workforce

Bill Number
HB 253
(2019 Session)

*Thayer
Payson*

CAREER PATHWAYS FOR STUDENT SUCCESS

Prepare Tomorrow's Workforce by Preserving SUNPATH Today

SUNPATH Gives Health Students a Step Up

The SUNPATH program moves students through community college healthcare training directly into the workforce. Initially a \$15 million, four-year, U.S. Department of Labor pilot project, the program creates a clear pathway for college students to complete high-needs health career training on time and with key mentoring support. Federal funding for SUNPATH ended in September 2018. **Unless the legislature intervenes, the state will lose the long-term benefits gained from this nationally recognized program.** SUNPATH is a consortium of New Mexico higher education institutions, Department of Workforce Solutions, Higher Education Department, and industry leaders.

Town Hall: New Mexico First's legislative platforms come from consensus-driven town hall deliberations. The two-day 2018 statewide town hall was comprised of almost 200 people representing 20 counties including urban, rural and tribal communities. The participants included students, parents, educators, nonprofit and business professionals, and government officials. Among other reforms, the town hall called for creative workforce models that address provider shortages, healthcare fragmentation and siloed healthcare systems. SUNPATH is one such model. The town hall's complete 12-point platform is available at nmfirst.org.

SUNPATH Produces Results

Healthcare Example:

SUNPATH students (over 4,200):

- Experience an unprecedented 64% completion rate
- Complete certificates/degrees at a 34% higher rate than peers
- Become employed at a 14% higher rate than peers
- Earn \$8000 a year more than average high school graduate
- Often continue their education through stackable credentials programing
- Demonstrate improved employment retention
- Fill in-demand industry jobs

The SUNPATH program:

B.B.F. Analysis:

- Provides a sound return on investment: **Every \$1 investment in program produces an additional \$2.22 in N.M. economy**
- Directly created 68 new jobs, paying \$12 million in wage and salaries.

CURRENT SUNPATH HIGHER EDUCATION PARTNERS

- CNM - Albuquerque
- ENMU-Roswell
- ENMU-Ruidoso
- Mesalands Community College – Tucumcari
- NMSU-Alamogordo
- San Juan College - Farmington
- Santa Fe Community College
- UNM-Gallup
- UNM-Los Alamos
- UNM-Taos
- UNM-Valencia

SUNPATH's Key Components Make It Stand Out

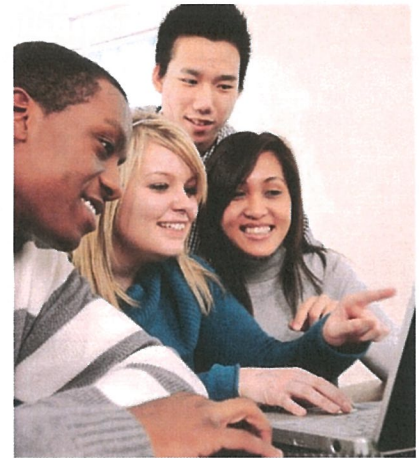
SUNPATH STATS:

602 participants, previously unemployed, now hold good jobs.

2,022 participants received a wage increase after program completion

SUNPATH achieves the following critical goals:

- Breaks down higher education and workforce silos so students succeed
- Ensures collaboration among 11 N.M. community colleges and over 200 N.M. employers
- Provides traditional, nontraditional and English Learner students what they need
- Delivers student-centered, guided career pathways
- Guides students through financial aid and family services
- Coaches students on career development
- Simultaneously provides high-school equivalency and job training, reducing time in school and student debt through I-BEST Integrated Education Training Model



Legislative Proposal – HB 253 (2019 Regular Session)

BILL SPONSORS

House:

Rep. Liz Thomson (D)
Rep. Kelly Fajardo (R)

The non-recurring, proposal funds a sustainability pilot project at least eight NM community colleges for four years, for \$5 million total, that currently offer the SUNPATH program. Funding would go to Santa Fe Community College to administer and manage the statewide program as it has under the U.S. Department of Labor grant. The program would continue to leverage current Department of Workforce Solutions and matching institutional funds. It would require measurement of program and student outcomes and provide the option to expand into other in-demand industries (energy, IT, K-12 teacher training). Additional information available here: <https://www.sfcc.edu/offices/sun-path-consortium/>.



CURRENT PROGRAMS OF STUDY

- Certified Nursing Assistant
- Community Health Worker
- EMT - Emergency Medical Technician
- EKG Technician
- HIT - Health Information Technology
- IT- Cyber Security
- Home Health Aide
- Medical Assisting
- Medical Insurance Coder
- Medical Laboratory Technician
- Nursing
- Occupational Therapy Assistant
- Personal Care Technician, Attendant
- Pharmacy Assistant
- Phlebotomy
- Physical Therapy Assistant
- Radiologic Technology
- Respiratory Therapy
- Surgical Technology

SUNPATH EMPLOYER PARTNERS

Over 200 NM employers have hired SUNPATH students.

- Alamogordo Home Health Care and Hospice
- Agape Home Care, LLC
- Ambercare
- Belen Meadows
- Ben Archer Health Center
- Christus St. Vincent
- Footprints Home Care, Inc
- La Familia Medical Center
- Mercy Regional Medical Center
- Santa Fe County Fire Dept.
- Presbyterian Hospital
- Rehab Center of Albuquerque
- Tricore

CONTACT US

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505.225.2140

How can you help? Ask your legislator to support this appropriation. Add your organization's name to the list of endorsers. Donate to New Mexico First and subscribe to legislative updates at nmfirst.org.



2018 STATEWIDE TOWN HALL
**Strengthening
Higher Education and
Tomorrow's Workforce**



Town Hall Results Support SUNPATH Career Pathways Program

PREPARED BY NEW MEXICO FIRST

NEW MEXICO STATE LEGISLATURE INTERIM COMMITTEES

- HEALTH AND HUMAN SERVICES COMMITTEE, AUG. 13, TAOS
- ECONOMIC AND RURAL DEVELOPMENT COMMITTEE, AUG. 14, LAS VEGAS

What is New Mexico First?

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FACTS

Nonpartisan
research

Data

Policy options

Statewide advisors



PEOPLE

Civic
engagement

Statewide town halls

Community forums

Strategic planning



IMPACT

Advancing
change

Government policy

Nonprofit programs

Private sector changes



2018 STATEWIDE TOWN HALL Strengthening Higher Education and Tomorrow's Workforce

Town Hall Results

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IMPACT

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How have we made a difference?

Our greatest legacy:
**Engaged, informed
New Mexicans**

**Every voice matters
and makes a
difference.**

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Education: Child Care Accountability Act, protection of math training for elementary teachers, and reforms to the teacher evaluation system, STEM initiatives

Economy: Gross receipts tax reform research, expanded financing options for broadband expansion, and common-sense adjustments to JTIP.

Natural resources: Development of state plans in energy and agriculture, plus expanded research on New Mexico's diminishing water supplies

Good Government: Informed the ethics commission resolution

About the town hall

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- ▶ 200 people from throughout the state
- ▶ Press opportunity - Talk to residents first hand, concerns and expertise
- ▶ Two-day intensive deliberation
- ▶ Two student success tracks
- ▶ Result: 12-point platform with over 50 possible strategies

Implementation Chairs

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Del Archuleta

- ▶ Native New Mexican
- ▶ Committed and impactful public servant
- ▶ CEO of Molzen Corbin, engineering and architectural firm
- ▶ Former member of the NMSU Board of Regents
- ▶ Former chair of the New Mexico K-12 Board of Education



Randy Grissom

- ▶ Retired Santa Fe Community College President
- ▶ Champion for education and workforce development
- ▶ Helped establish the New Mexico Small Business Development Center
- ▶ Worked in private sector 14 years
- ▶ Started green technology and workforce programs at SFCC

Three big themes

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Student success

- 1) Improve the transition from **high school to college**
- 2) Get college students off to a **good start**.
- 3) Tangibly support students through to **completion**.



Workforce

- 4) Better align college offerings with workforce needs – **all fields**.
- 5) Expand the **healthcare** and **energy** workforce pipeline.
- 6) Support and grow terrific **K-12 teachers**.



Governance

- 8) Improve collaboration between **existing colleges and universities**.
- 9) Integrate **workforce governance**.



CHALLENGES:

Post-secondary students face multiple hurdles

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- ▶ Almost 40% of NM high school graduates get tracked into **remediation** their first year
- ▶ 28% of NM college freshman don't make it to their **sophomore year**. (37,000 students)
- ▶ Average time to complete a degree:
 - ▶ 4 years for certificates
 - ▶ 4 years for associate degrees
 - ▶ 5 years for bachelor's degrees
- ▶ With or without **financial aid**, NM students struggle to pay the bills in college.



CHALLENGES:

Lack of alignment with workforce needs

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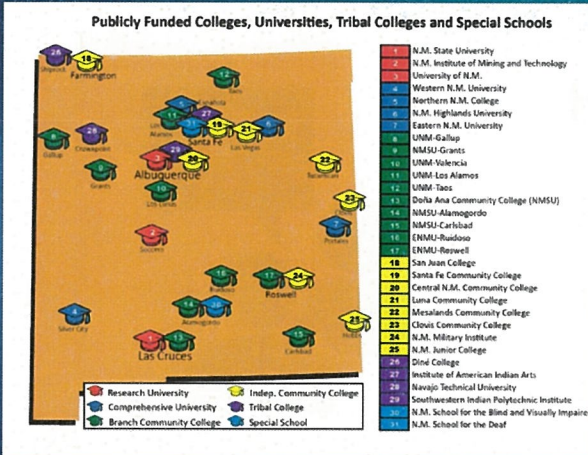


- ▶ Employers need **highly qualified people** – across the board
- ▶ Growing need for **STEM skills**
- ▶ Degrees or certificates students earn **may not align** with available jobs
- ▶ Students realize they got the **wrong degree** for their interests
- ▶ Students lack abilities – including “**soft skills**” – employers want

CHALLENGES

Higher ed governance: lots of deciders

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- ▶ 29 public colleges, universities and tribal campuses
- ▶ 77 points of access including satellite locations
- ▶ 7 boards of regents
- ▶ 10 branch campus advisory boards
- ▶ 7 community college boards
- ▶ That's 130 people with some level of authority over higher ed policy in their communities
- ▶ **Statewide committee ruled in 2017 against closing campuses or fundamentally changing governing structures.**

New Mexico SUN PATH Consortium:
Improving Lives
Strengthening Healthcare



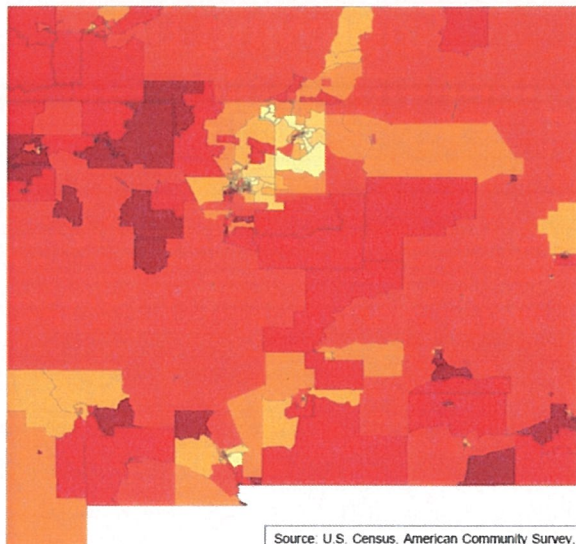
A \$15 million investment in New Mexico funded by the US Department of Labor's Trade Adjustment Assistance Community College and Career Training (TAACCCT) Project

2020 Legislative Request to sustain SUN PATH:

Why is SUNPATH important for New Mexico?



Percentage of Individuals Over 25 Years of Age With an Associates Degree or Higher, By Census Tract



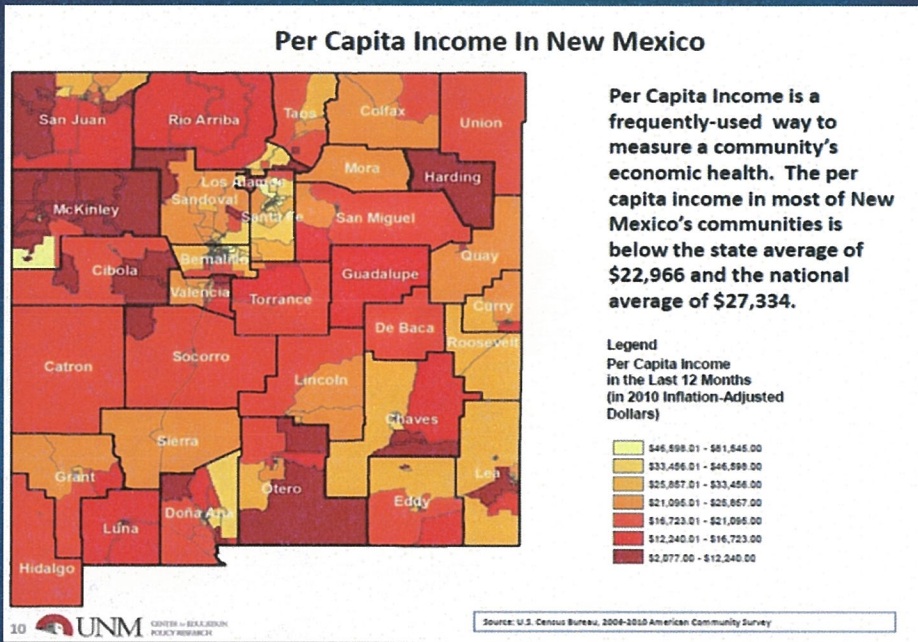
Legend

**Percentage of Individuals
Over 25 Years of Age
With an Associates Degree
Or Higher**

- 60.8% - 79.4%
- 48.5% - 60.7%
- 38.2% - 48.4%
- 29.2% - 38.1%
- 20.9% - 29.1%
- 13.3% - 20.8%
- 0% - 13.2%

Source: U.S. Census, American Community Survey, 2006-2010 Five-Year Estimates. Rates are reported by census tract. State and national averages taken from the 2010 American Community Survey (state avg = 32.6%; national avg = 35.4%).

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SUN PATH Results

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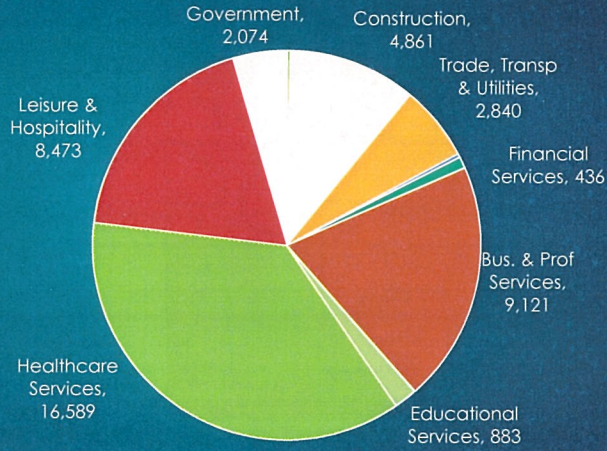
SUNPATH Students

- ▶ **Completed certificate or degree at 34% higher rate**, compared to non-participants
- ▶ **Employed after program completion** at 14% higher rate than non-participants
- ▶ Average **overall gain in salary** for SUNPATH students was almost \$1000 per quarter compared to \$700 for non-participants



HEALTHCARE INDUSTRY: Continued Future Growth in New Mexico's Economy

Continuing forward through 2022, Healthcare will continue to be the fastest growing sector of NM's economy accounting for 40% of new jobs in New Mexico.

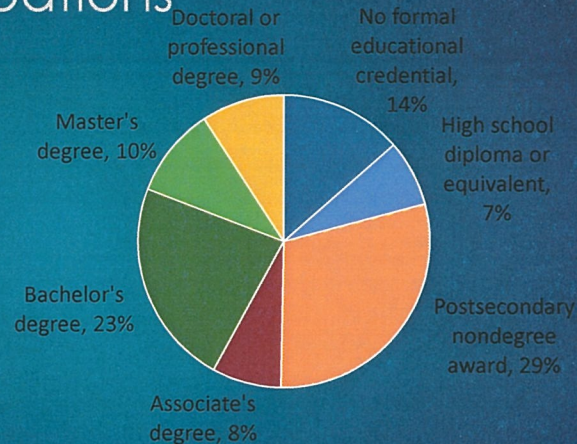


NM BUREAU OF BUSINESS & ECONOMIC RESEARCH

Source: FOR-UNM

Entry-level Educational Requirements for Healthcare Occupations

- o The majority (58%) of healthcare jobs expected to be created by 2027 will not require a Bachelor's degree.
- o Nearly one-third (29%) will require Postsecondary non-degree awards similar to those supported by SUN PATH.




NM BUREAU OF BUSINESS & ECONOMIC RESEARCH

Source: Occupational Employment Statistics, U.S. Bureau of Labor Statistics



A Sound Education and Workforce Alignment Investment – BBER ROI STUDY

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SUNPATH students:

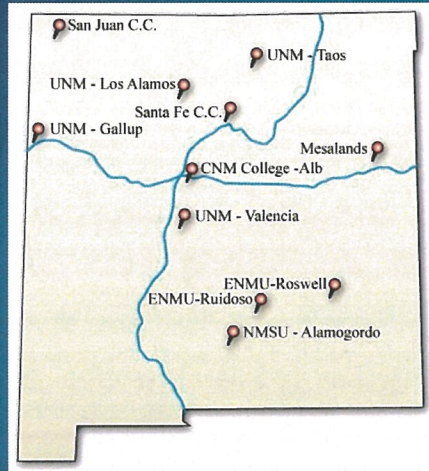
- ▶ **Earn more**
 - ▶ Every \$1 invested, participants realize a benefit of \$2.22 in increased earnings.
 - ▶ Participants earn ave. \$8000 more in annual earnings than high school graduate
- ▶ **Contribute more to economy**
 - ▶ Total increased earnings - \$132 million fr. 2017-2028
 - ▶ \$15 million in start-up funds yielded over \$27 million in economic output
 - ▶ Job creation (68 SUNPATH jobs), over \$12 m. in wage, salaries
- ▶ **Fill high-demand jobs**
 - ▶ Over 3,100 students prepared for more lucrative career path where workforce need exists.

Handwritten initials: *HP*

SUN PATH Goals

- (1) **EXPAND** CAPACITY AND SYSTEMIC IMPROVEMENTS IN THE DELIVERY OF HEALTHCARE CAREER PATHWAYS THAT ALIGN WITH INDUSTRY NEEDS;
- (2) **INCREASE** THE ATTAINMENT OF DEGREES, CERTIFICATIONS, AND INDUSTRY-RECOGNIZED CREDENTIALS; AND
- (3) **CREATE** STRATEGIC ALIGNMENT BETWEEN EDUCATION AND WORKFORCE SYSTEMS, RESULTING IN IMPROVED EMPLOYMENT OUTCOMES, RETENTION, AND AVERAGE EARNINGS.

SUN PATH Partners



- Santa Fe Community College (lead college)
- Ten New Mexico community colleges
- Over 200 employer partners
- Department of Workforce Solutions (DWS)
- Higher Education Department

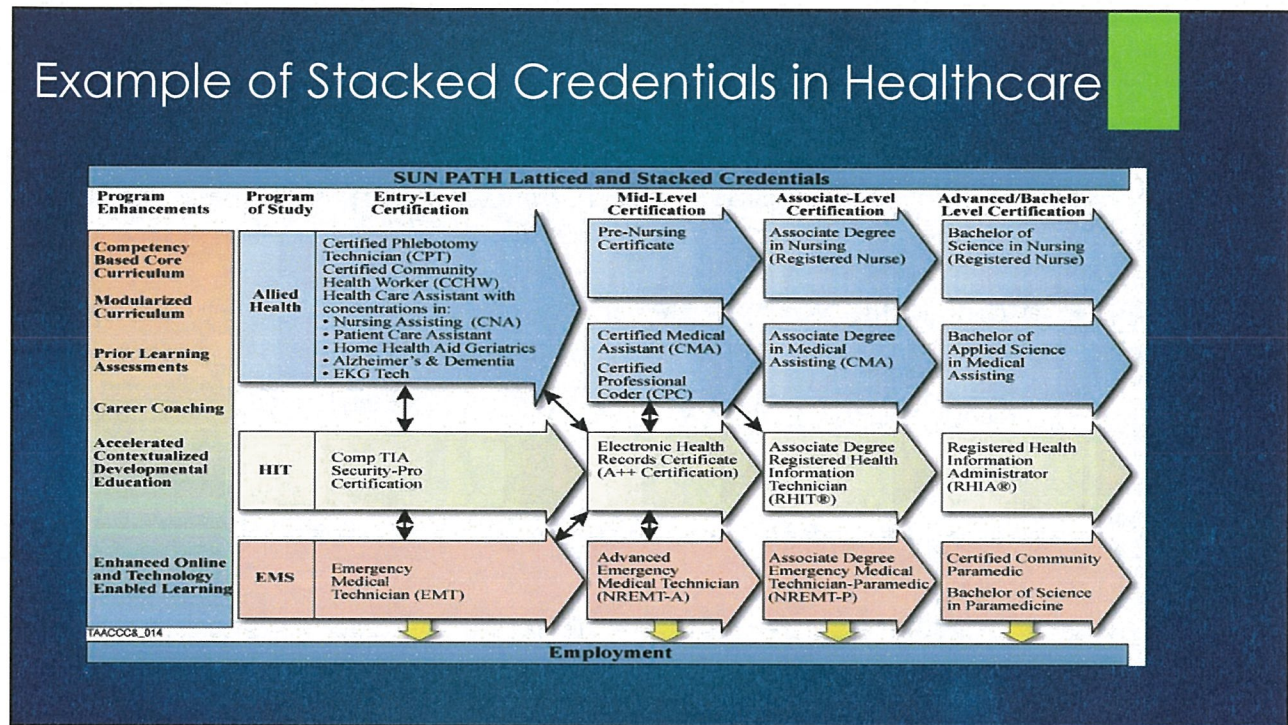
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SUN PATH Program Design

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- ▶ Guided Career Pathways with Stacked Credentials
- ▶ Integrated Education and Training (I-BEST) for Adult Education students
- ▶ Job Development Career Coaches
- ▶ Collaboration among colleges
- ▶ Sector Strategies
 - ▶ Statewide and Regional Career Pathway Alignment Teams
 - ▶ Collaboration with the Department of Workforce Solutions
 - ▶ Employer Engagement

Example of Stacked Credentials in Healthcare



Integrated Basic Education and Skills Training

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- ▶ An innovative program developed in Washington State
- ▶ Integrates Adult Basic Education (Math and Literacy development) with career and technical training
- ▶ It integrates a set of courses in a career-technical education (CTE) field that are taught jointly by a CTE instructor and a basic skills instructor.
- ▶ Delivers demand driven career pathways
- ▶ Designed to increase post-secondary credential attainment for low-skilled individuals
- ▶ Accelerates basic skills students' transition into and through college-level occupational field of study

Workforce/College Partnership

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- SUN PATH contracts with the Department of Workforce Solutions (DWS) to hire, train, and supervise Job Development Career Coaches (JDCC) on each campus
- DWS hires a JDCC Manager to provide training and oversight
- At least one part-time JDCC is located at each college depending on size
- The college provides the office space, phone, and computer
- The JDCC becomes a part of the SUN PATH team at each college
- Regular communication of JDCC and SUN PATH college staff is key to success!
- College advisors use DWS labor market data when advising students into high demand pathways
- Program staff use Workforce Online Connection System to track student completion and entry into the workforce

Job Development Career Coaches

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- Provide career readiness workshops Resources:
<https://www.sfcc.edu/jdcc-2017-resources/>
 - Resume development
 - Professionalism training (soft skills)
 - Graduation checklist
 - Mock interviews
 - Organizes job fairs
- Assists with job placement
- Connect with employer partners

The Role of Employer Partners

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- (1) Take a leadership role statewide and regional sector specific alignment teams;
- (2) Help implement program strategies and goals;
- (3) Identify and map the necessary skills and competencies for the program(s);
- (4) Assist with curriculum development and designing the program; and
- (5) Assist with the design of assessments and credentials that will address industry skill needs;
- (6) Assist with placing students into internships, apprenticeships, and jobs. Each employer partner serves on a regional SUN PATH alignment teams, and many provide work- based learning experiences.

What is the current status of SUN PATH now that the funding has expired?

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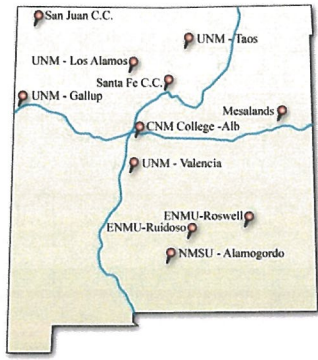

- ▶ Varies from site to site
- ▶ Overall, fragmented vs. aligned
- ▶ Lack of coordination, support, and consistency
- ▶ At risk of losing the training, expertise, partnerships, and systems that were developed

SUNPATH PROGRAM:
Ticks the Boxes for
Town Hall
Recommendations

**Collaboration, Efficient
Governance**

- ❑ Engagement of community colleges
- ❑ Efficient leveraging of resources, course sharing
- ❑ Statewide collaboration among higher ed institutions and industry
- ❑ On campus industry engagement


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SUNPATH PROGRAM:
Next Steps

- ▶ **Support appropriations legislation** to sustain and expand SUNPATH consortium coordination, key local staff components
- ▶ **Bipartisan bill sponsors:** Rep. Liz Thomson (D), Rep. Kelly Fajardo (R)
- ▶ Coordination housed at Santa Fe Community College (SFCC) to serve state
- ▶ Sustain, expand current consortium into addl. community colleges
- ▶ Potential application to other sectors, e.g. NM's energy sector, IT, K-12 educators

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Thank you!

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