



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?

2



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

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?

2



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

3

How have we made a difference?

Our greatest legacy:
Engaged, informed New Mexicans

Every voice matters and makes a difference.

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

4

About the town hall



- ▶ 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

5



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

6

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

7

- ▶ 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

8

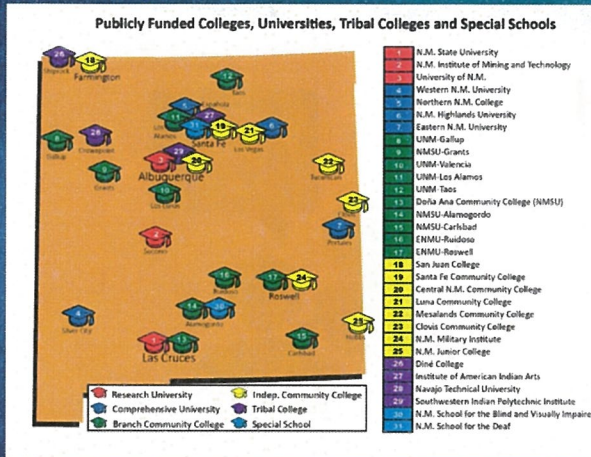


- ▶ Employers need **highly qualified people** – across the board
- ▶ Growing need for **STEM skills**
- ▶ Degrees or certificates students earn **may not align** with available jobs
- ▶ Students realize they got the **wrong degree** for their interests
- ▶ Students lack abilities – including “**soft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

CHALLENGES

Higher ed governance: lots of deciders

9



- ▶ 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



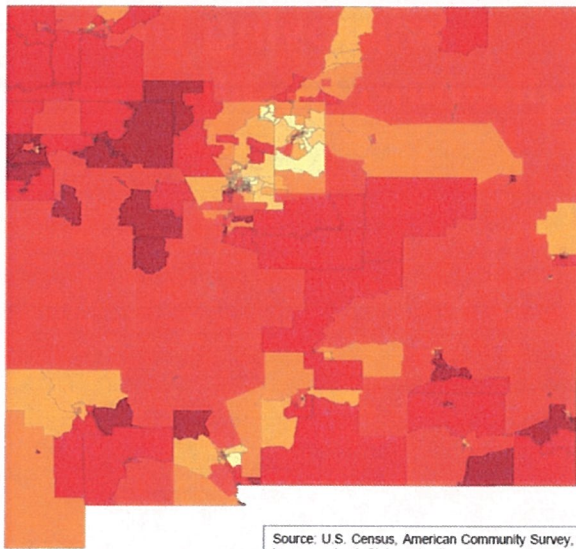
A \$15 million investment in New Mexico funded by the US Department of Labor's Trade Adjustment Assistance Community College and Career Training (TAACCCT) Project

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

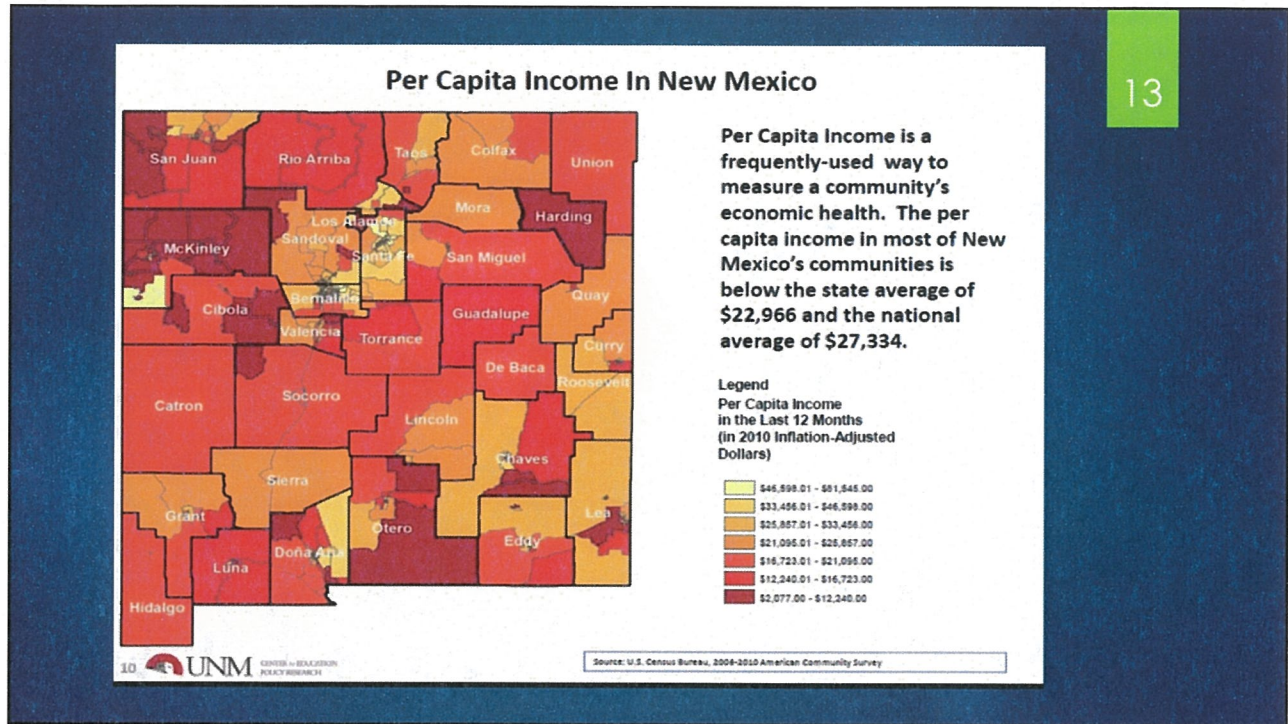


Legend

**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%).



SUN PATH Results

SUNPATH Students

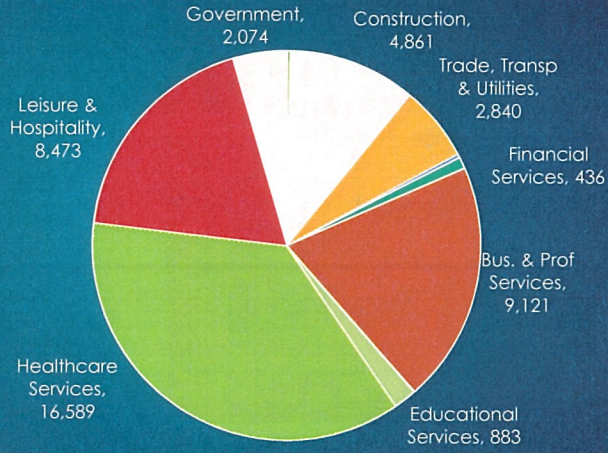
- ▶ **Completed certificate or degree at 34% higher rate**, compared to non-participants
- ▶ **Employed after program completion** at 14% higher rate than non-participants
- ▶ Average **overall gain in salary** for SUNPATH students was almost \$1000 per quarter compared to \$700 for non-participants



14

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.

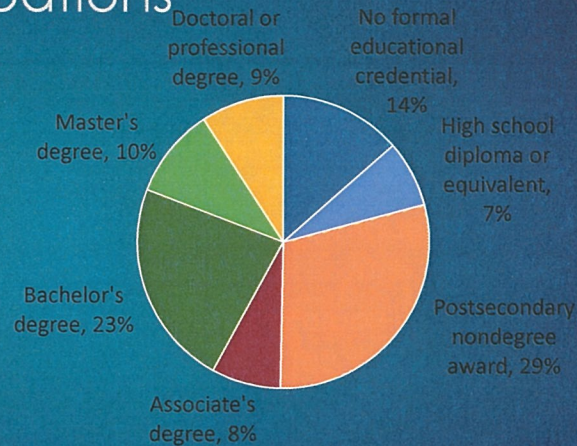


NM BUREAU OF BUSINESS & ECONOMIC RESEARCH

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.

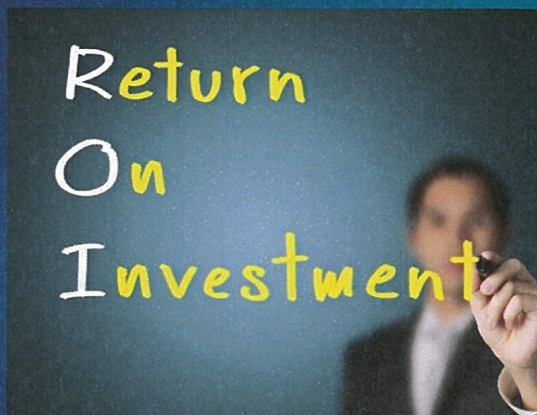


NM BUREAU OF BUSINESS & ECONOMIC RESEARCH

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

A Sound Education and Workforce Alignment Investment – BBER ROI STUDY

17



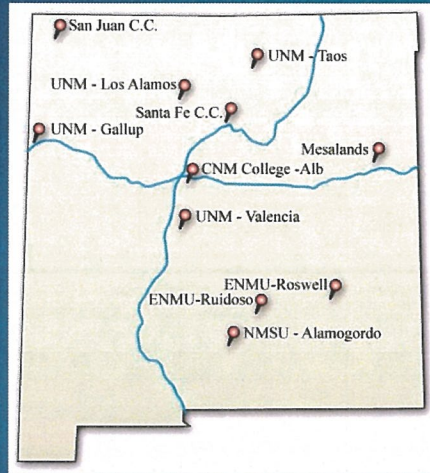
SUNPATH students:

- ▶ **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.

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



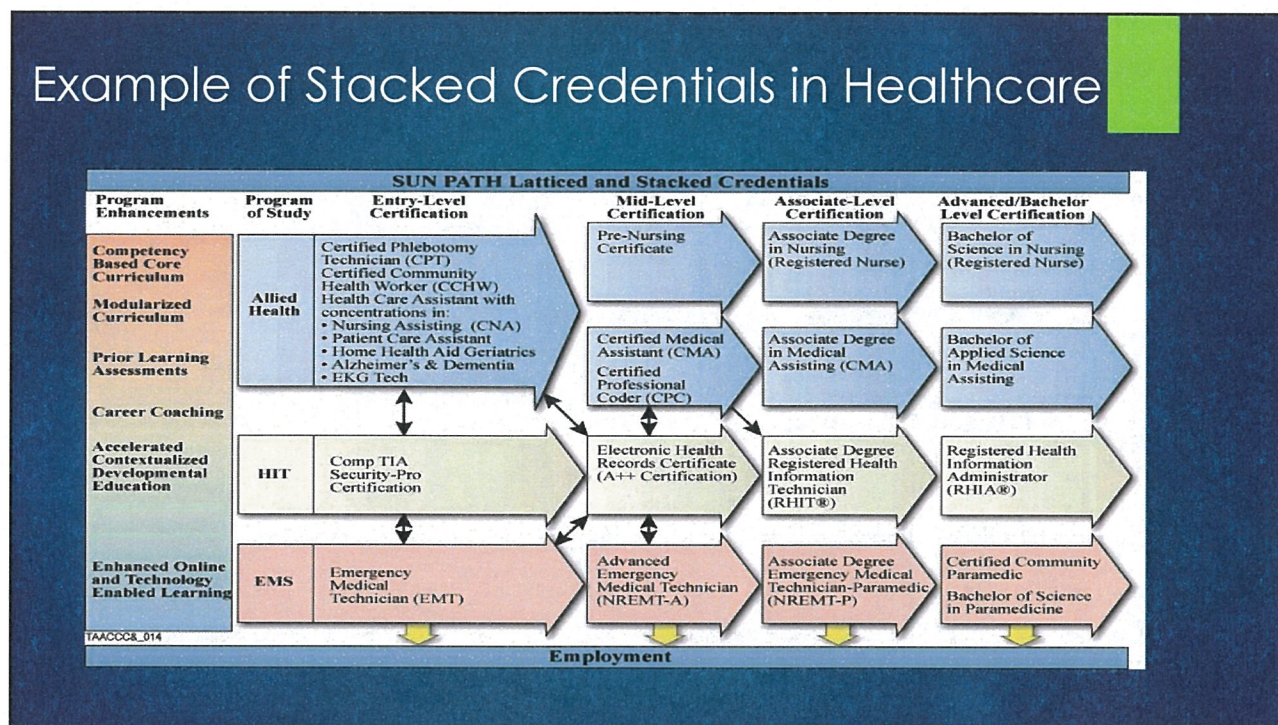
- Santa Fe Community College (lead college)
- Ten New Mexico community colleges
- Over 200 employer partners
- Department of Workforce Solutions (DWS)
- Higher Education Department

SUN PATH Program Design

20

- ▶ 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

22

- ▶ 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

23

- 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

24

- 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

25

- (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?

26

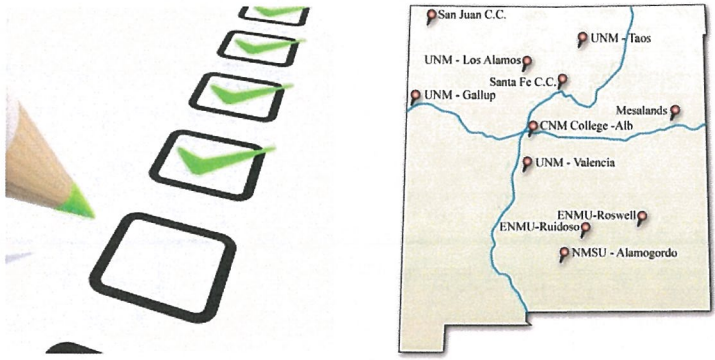
- ▶ Varies from site to site
- ▶ Overall, fragmented vs. aligned
- ▶ Lack of coordination, support, and consistency
- ▶ At risk of losing the training, expertise, partnerships, and systems that were developed

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

27

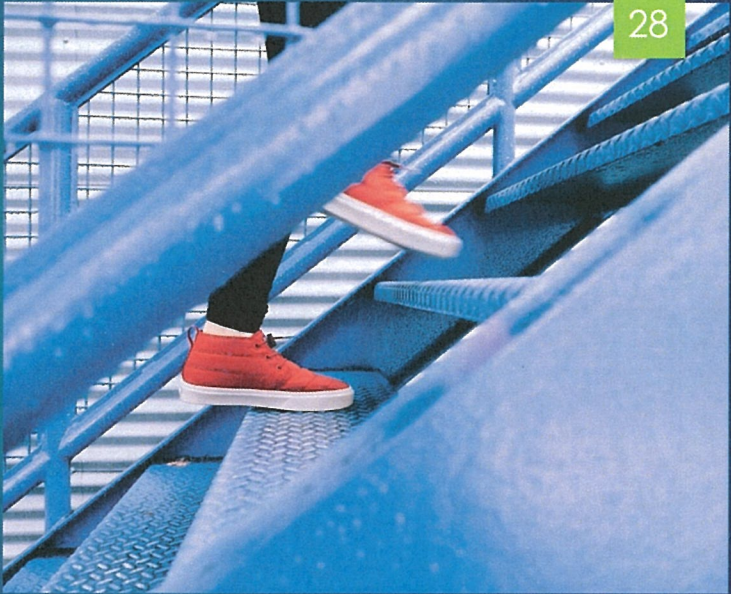


The image contains two main visual elements. On the left, a pencil is shown drawing a green checkmark inside a black-outlined box. To the right is a map of New Mexico with several university locations marked with red dots and labels: San Juan C.C., UNM - Los Alamos, UNM - Taos, Santa Fe C.C., UNM - Gallup, Mesalands, CNM College - Alb, UNM - Valencia, ENMU-Roswell, ENMU-Ruidoso, and NMSU - Alamogordo.

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

28



The image shows a close-up, low-angle shot of a person's feet wearing bright red sneakers with white soles, walking up a blue metal staircase. The person is wearing black pants. The staircase has a blue metal railing and a blue metal handrail. The background is a blurred blue and white grid pattern.

Thank you!

New Mexico First

- ▶ info@nmfirst.org
- ▶ [505.224.2140](tel:505.224.2140)
- ▶ www.nmfirst.org
- ▶ @NewMexicoFirst

Pamela K. Blackwell, JD

Senior Policy Director

- pamela@nmfirst.org
- @pamela_kb



