



2018 STATEWIDE TOWN HALL

# Strengthening Higher Education and Tomorrow's Workforce

# Town Hall Results

PREPARED BY NEW MEXICO FIRST

LEGISLATIVE EDUCATION STUDY COMMITTEE

SANTA FE, NM - OCTOBER 2018

# What is New Mexico First?

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## Nonpartisan research

- Data
- Policy options
- Statewide advisors



## Civic engagement

- Statewide town halls
- Community forums
- Strategic planning



## Advancing change

- Government policy
- Nonprofit programs
- Private sector changes

# 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

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

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

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**Good Government:** Informed the ethics commission resolution



# About the town hall



- ▶ 200 people from throughout the state
- ▶ 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

## 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**.



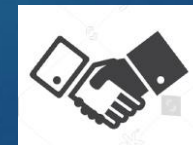
## Workforce

- 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**.

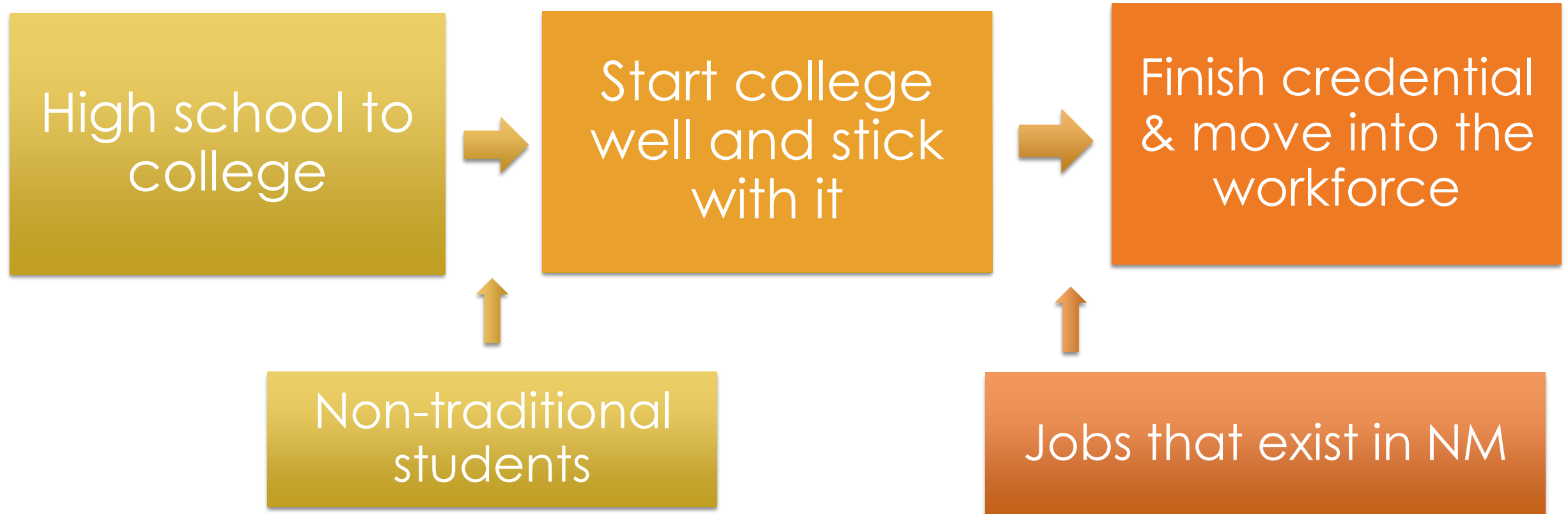


## Governance

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



# Focus on the transitions





## CHALLENGES – WHAT STUDENTS SAY

### Need more guidance, relevant coursework

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- ▶ Guidance - What classes to take, financial aid, someone who believes in them
- ▶ Relevant coursework - Exposure to various careers, project based learning
- ▶ Support throughout education to career process – faculty, friends, family, peers



## SOLUTIONS

# Take more action in high school

- ▶ Provide MUCH more education on **degree and career options** during high school
- ▶ More school **staff** to help each student make a plan
- ▶ Rigorous **data** system to track if its working
- ▶ Deploy **existing tools**.



## 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.





## SOLUTIONS:

# Support a strong start in post-secondary education

- ▶ Provide **MUCH more advising** support (financial and academic).
- ▶ Especially focus on students with **risk factors**.
- ▶ Radically **reform remediation**, including corequisite, competency based models.
- ▶ Reinstate dollars for the **College Affordability Fund**.







- ▶ Law passed in 2005, supporting students who don't qualify for lottery
- ▶ Law called for a \$250M endowment, providing annual scholarships up to \$1k per student
- ▶ Serves 3,500-5,000 students a year
- ▶ **Endowment repeatedly "swept" during lean years, and is now essentially empty**
- ▶ Rep. Romero a stalwart defender of the fund in recent years
- ▶ **Action required now!**

# Replenish College Affordability Fund

▶ **PROPOSAL:**

- ▶ Use this year's \$ surplus to begin replenishing the corpus
- ▶ Revise the law to allow modest flexibility in the grant amount (i.e., allow HED rule-making discretion to increase grants to \$1,500 per student)
- ▶ Consider giving priority to students pursuing high-demand careers like teachers, healthcare providers, or energy professionals



## 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



## SOLUTIONS:

# Establish the career links

- ▶ Improve pathways to **high-demand industries** and occupations
- ▶ MANY more **internships**, mentorships, leadership opportunities, and apprenticeships
- ▶ Teach **soft skills** like phone manners, timeliness, problem solving, how to dress for work and team communication
- ▶ Increase **non-credit courses** (e.g. electrical motor skills, use of Excel and PowerPoint, Hazmat and occupation safety training).



## CHALLENGES AND SOLUTIONS

# A homegrown, diverse healthcare workforce

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### Challenges

- ▶ Healthcare=NM's fastest growing industry (2/3 of recent job growth)
- ▶ Significant health professionals shortages statewide (especially for nurses, primary care and dental providers, and psychiatrists)

### Solutions

- ▶ More and better financed healthcare career pathway systems and partnerships
- ▶ Advance a culturally and linguistically competent workforce
- ▶ More entry-level healthcare certificates



## SUNPATH CONSORTIUM:

# Results Driven Education and Workforce Program

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## Program

- ▶ Higher ed institutions, 200 employers, DWS, HED partners
- ▶ Programs at 11 NM community colleges throughout state
- ▶ Accelerated students through healthcare training programs directly into workforce, high-demand careers
- ▶ \$15m, 5-yr US Dept. of Labor grant

## 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





## SUNPATH PROGRAM:

# A Sound Education and Workforce Alignment Investment – **BBER ROI STUDY**

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### SUNPATH students:

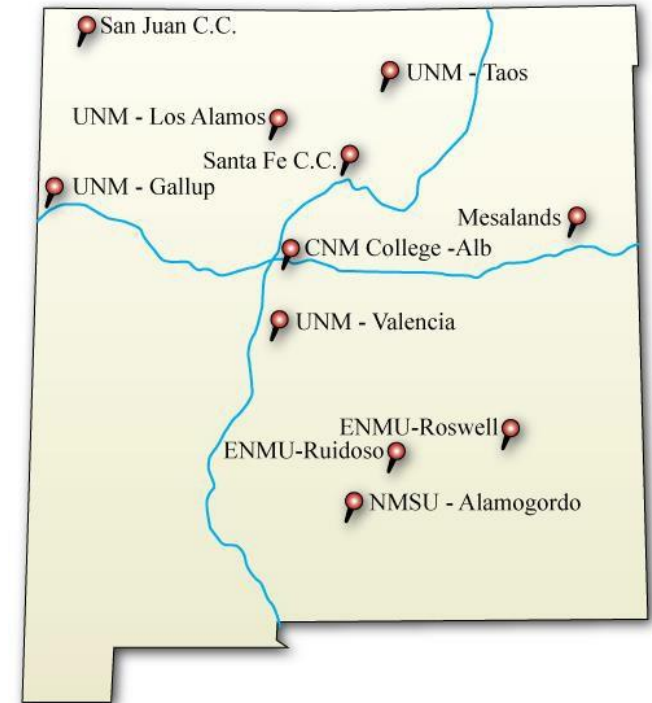
- ▶ **Earn more**
  - ▶ Every \$1 invested, participants realize a benefit of \$2.22 in increased earnings.
  - ▶ Participants earn ave. \$8000 more in annual earnings than high school graduate
- ▶ **Contribute more to economy**
  - ▶ Total increased earnings - \$132 million fr. 2017-2028
  - ▶ \$15 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.

Source: UNM Bureau of Business and Economic Research, *Return on Investment Analysis of NM SUN PATH Program*. Sept. 2017.

## 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



## Student-Centered Learning and Advancement

- ❑ Clear, continuous guided pathways from school to career
- ❑ Relevant coursework
- ❑ Diverse workforce
- ❑ Recognition of traditional and nontraditional students
- ❑ Stackable credentials

## Results

- ❑ Results, data-supported outcome

\*2018 - NM SUNPATH nationally recognized in top 10 of hundreds of programs for education and workforce alignment





# SUNPATH PROGRAM: Next Steps

- ▶ Support legislation to sustain SUNPATH consortium coordination, key local staff components
- ▶ 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



# CHALLENGES AND SOLUTIONS

## Qualified energy workforce to meet global needs

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### Challenges

- ▶ Growing industry in NM, rich in conventional and renewal energy sources
- ▶ Changing industry needs point to higher education levels, especially in STEM



### Solutions

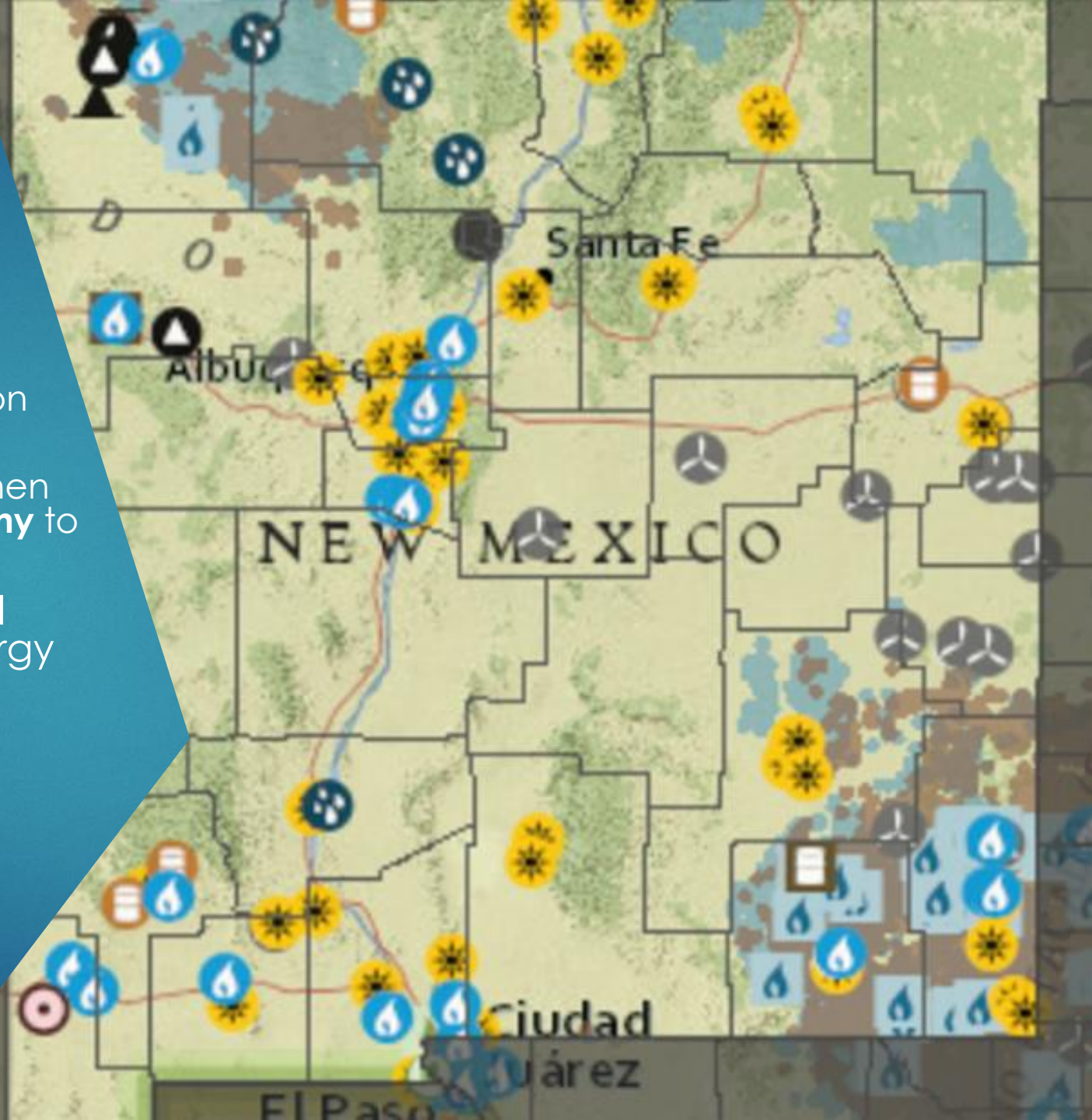
- ▶ Advance the goal of being a **worldwide leader** in energy education and research
- ▶ Partner **colleges with energy employers** to assess workforce needs, change curricula, and create more internships.
- ▶ Establish **consortium of schools** to offer energy programs, with transferrable credits.
- ▶ More **non-credit training programs**, and more flexibility in their use.
- ▶ Implement **NM Energy Roadmap**



# New Mexico Energy Roadmap

## INCLUSIVE AND STAKEHOLDER-DRIVEN

- ▶ Energy Roadmap
  - ▶ 2016 DOE grant to state Energy Conservation and Management Division's
  - ▶ Goal: Develop energy roadmap to strengthen and **diversify New Mexico's energy economy** to be resilient to global changes.
- ▶ Nonpartisan steering cmte representing **all sectors and interests** within our state's energy economy – organizations, industries, government and education.
- ▶ **15 Goals and 60 Strategies**
  - ▶ Energy Economy Diversification
  - ▶ Moving Energy
  - ▶ Transportation
  - ▶ Energy Efficiency
  - ▶ **Workforce and Education**





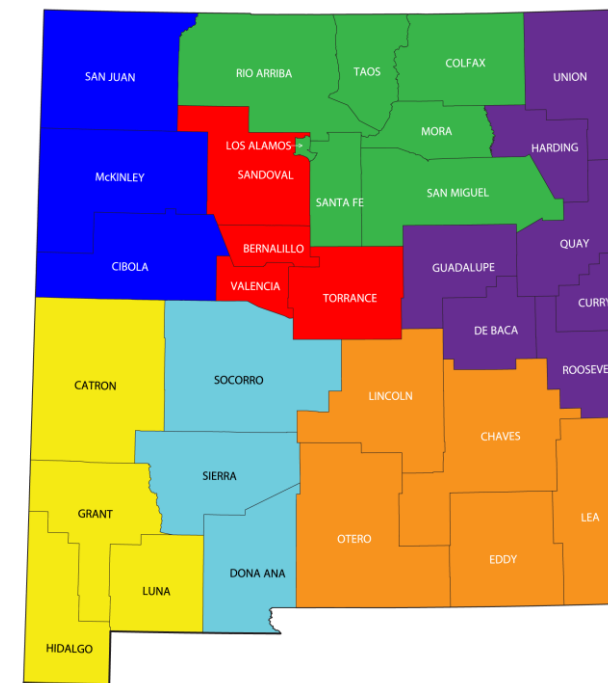
# Workforce Boards: Governance

## Effective Regionalism?

- ▶ Under WIOA, states are required to establish regions to align workforce development activities and resources with larger regional economic development areas
- ▶ 2014 U.S. GAO study found that local areas' concerns were addressed by:
  - ▶ Revising regional boundaries or increasing the number of regions
  - ▶ Providing incentives for regional collaboration or innovation
- ▶ Texas, for example, has 28 regional workforce development boards
  - ▶ In addition, child care assistance is administered by regional Texas workforce development boards



**WIOA Workforce Development Regions**

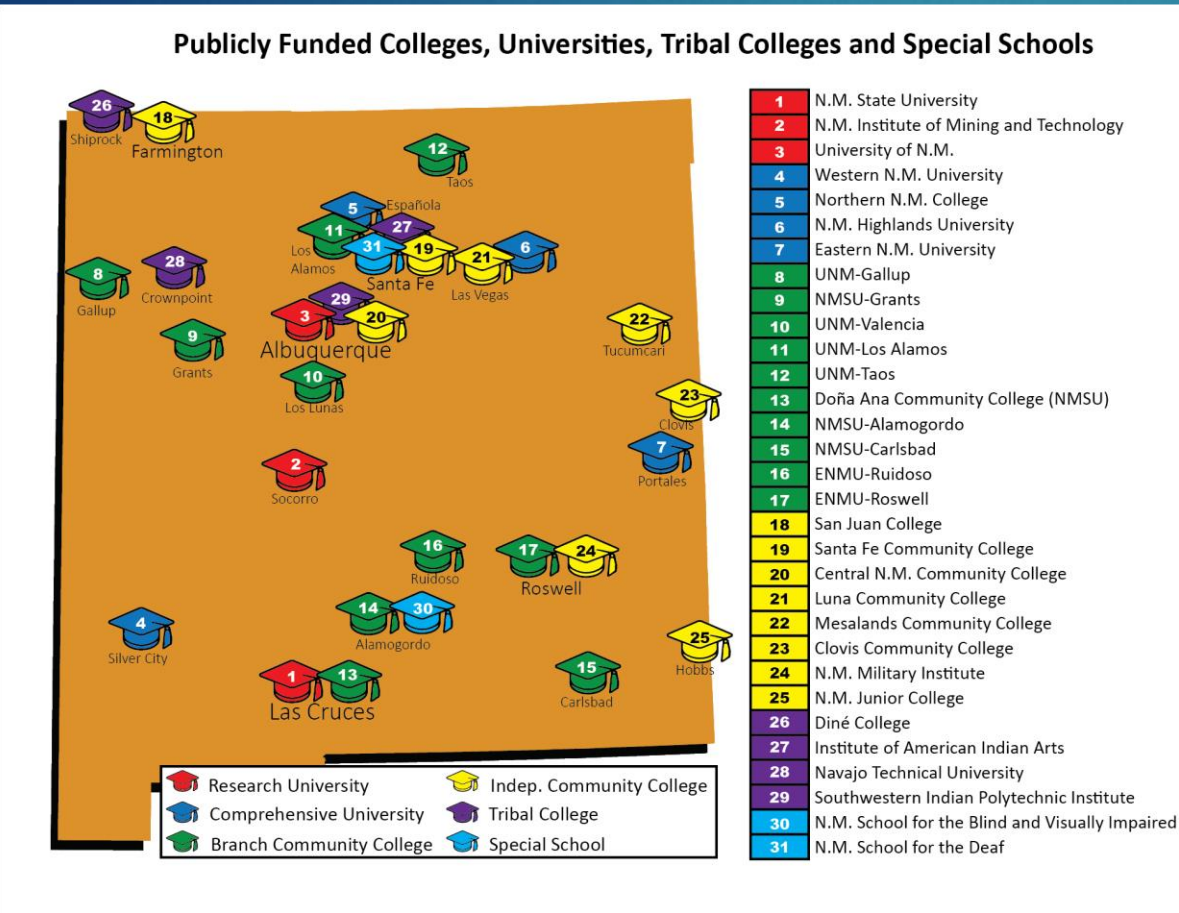


**Councils of Governments and Economic Development Districts**

Could matching workforce regions with COGs/EDDs improve regional planning and execution?

# CHALLENGES

## Higher ed governance: lots of deciders



- ▶ 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.**

- ▶ **Incentivize collaboration** among NM's colleges and universities
  - ▶ Research barriers to collaboration in the funding formula
- ▶ Create innovative, **inter-institutional courses** statewide, and establish a fund to reward them
- ▶ Ensure proper **selection and training** of governing leaders





# Thank you!

## New Mexico First

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