



## STRENGTHENING WORKFORCE ALIGNMENT IN MONTANA'S MANUFACTURING AND ENERGY INDUSTRIES (SWAMMEI)

### SWAMMEI Grant Project

The SWAMMEI project (\$24,978,329) will create cost-effective training programs, accessible from anywhere in the state, that link low-skilled workers with jobs that enhance our manufacturing and energy workforce and bolster the state's economic opportunities.

### Participating Colleges

Great Falls College MSU, Fort Peck Community College, MSU Northern, City College MSU Billings, Gallatin College MSU, Missoula College UM, Bitterroot College Programs UM, Helena College, Highlands College of Montana Tech, Flathead Valley Community College, Dawson Community College, Miles Community College and Little Big Horn College

### Project Goals and Objectives

#### Improve Access to Training in High-wage, Emerging Jobs across Montana

- Enhance use of online instructional technology to increase access in remote areas of the state (coupled with blocks of intensive hands-on training)

#### Increase Labor Market Payoff for Students in Higher Education

- Increase use of labor market data to align programs with employers
- Decrease amount of time spent in training
- Improve alignment of wage-rates and skill-levels

#### Strengthen Alignment between MDLI, Employers and 2-Year Colleges

- Implement National Career Readiness Certificate (NCRC)
- Pilot use of Workforce Navigators
- Enhance Sector Strategy approach across industries

#### Enhance Opportunities for Product-based Entrepreneurs

- Develop "Fabrication Labs" at some colleges
- Enhance Entrepreneurship Training

#### Improve Comprehensiveness of Support Services

- Pilot Student "Coaching"
- Pilot use of Workforce Navigators

### Impacts on Two-year Education in the State of Montana

#### Introduction of "Stacked Credentials"

- Decreased time spent in training
- Increased on and off ramps into higher education (expectation of cyclical lifelong learning)

#### Increased labor market payoff for students

- Increased financial return on educational investment
- Completion of credentials: (1) educational credential; (2) Industry-recognized credential; and potential for documentation of pre-apprenticeship program completion

#### Increased collaboration between colleges/systemic efficiency

- Shares course and costs (online courses)
- Increases academic opportunities for isolated rural students and smaller colleges



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### Programs and Services Provided in Grant

#### Stacked Certificate Programs in Manufacturing Industry

- Manufacturing Technology (entry level)\*
- Machining
- Industrial Electronics \*
- Industrial Maintenance \*
- Welding
- Welding Fabrication

#### Stacked Certificate Programs in Energy Industry

- Diesel Technology \*
- Energy Technology \*
- Oil and Gas Extraction (entry level)
- Commercial Driver's License/Heavy Equipment Operations

#### Other Programs and Services

- Entrepreneurship Training
- Developmental Math
- Student and Career Coaching

### Montana Department of Labor and Industry as Project Partner

- **Commissioner Pam Bucy will co-chair SWAMMEI Leadership Committee**
- **National Career Readiness Certificate (NCRC)** – 4 hour test assesses an individual's applied workplace competencies. Employers have shown gains through (1) decreased time to hire, and (2) increased retention rates when using the NCRC as a hiring tool.
- **Workforce Navigators**
  - Align and maximize MDLI and Education-based funding and support services
  - Recruit students into training and place students in jobs
- **Montana Apprenticeship Program**
  - Create SWAMMEI academic programs to also be pre-apprenticeship programs, where possible
  - Align programs to lead into existing and new apprenticeship opportunities

### Other Key Partners

Montana's state and local chambers of commerce, Montana Manufacturing Extension Center, 57 existing business partners, Spokane Area Workforce Development Council, Office of the Commissioner of Higher Education – Montana University System, Montana Governor's Office of Economic Development, Montana Chamber of Commerce, and Previous TAACCCT Grantees: ShaleNET Consortium (Penn College of Technology), TREND Consortium (Bismarck State College), Clackamas Community College and I-PAVES Consortium.

\* *Significant online component of training*