RevUp Montana (a.k.a. SWAMMEI Grant):
Progress Report – The “Paint on the Barn”
Grant Overview

• $25 million workforce development initiative
• 13 colleges + MT Department of Labor
• 9 areas of occupational focus
  - Welding, fabrication, diesel technology, energy technology, machining, industrial electronics, industrial maintenance, commercial driving (CDL), entrepreneurship, and
  - Developmental math, coaching, sector partnerships, etc.
• Focused on systemic change to address: (1) return on investment for students and (2) skills gap
  + 1 year evaluation
Program Shifts

- Partitioned CAS/AAS programs into semester length “tiers”
  - Certificate of Technical Studies off ramp added
- Aligned learning outcomes across colleges
- Embedded industry-recognized credentials into 40 programs
  - Transferable credentials demonstrate specific skills
- 2,957 students directly impacted (at the beginning of August)
Workforce Navigators

• Recruitment, retention and placement
• Case management approach (a.k.a. “intrusive advising”) – regular check ins with students
• College employees but also serve local Job Service

Impacts

• Significant positive impacts on recruitment, retention, completion and placement
• Initial indication - very strong ROI
Alignment with Montana Department of Labor & Industry

• Efficient use of available resources - “Zippering” 2-year colleges CTE and MT DLI into one unified workforce development system

• Sector Partnerships/KINs

• Workforce Navigators

• Apprenticeship pathways: union and CBE

• Dr. Kirk Lacy, Director of Industry-driven Workforce Partnerships
Post Employment System

**Economic Shifts**
- Full employment
- Roughly 25% of existing workforce expected to retire within 3-5 years
  - Not enough young people to fill void
  - Skills gap will impact business productivity

**Shift in Strategy**
- Gaps Analysis of current and anticipated short-term training needs – “up-skilling” current workers
  - Break even model of delivery
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