Aligning Montana’s Education & Workforce Development Systems
To Serve Montana’s Workforce Development Needs

2015-2016 Progress Report

2016-2017 “Priority Areas of Focus” for Alignment & Strategic Partnerships

Dr. Kirk Lacy
Director of Industry Driven Workforce Development Partnerships
A Joint MUS-MTDLI Appointment
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Priority Area of Focus #1: Using MUS/DLI Data to Provide College & MUS System Level “Talent Development Pipeline & Gap Analyses”

2015-2016 Progress Report

- First Pilot “Missoula College Report” Successfully Developed & Presented at May 2016 BOR Meeting
- Received 2016 MT Governor’s Award for Excellence in Performance

2016-2017 Priorities

- First Pilot “MUS System Report” Is Under Development to be Presented at the Nov. 2016 BOR Meeting
- Follow-up “College &/or System Reports” to be Developed Contingent on Pilot Report Feedback & Funding
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Priority Area of Focus #2: Facilitate Evaluation of Employer, Union & Veteran’s Training Programs for MUS Credit Recognition

**Montana Union JATC Programs**
Montana Apprenticeship Training Directors Association
- Electrical Workers
- Outside Lineman
- Iron Workers
- Sheet Metal Workers
- Carpenters

**NEW Prior Learning Assessment (PLA) Credit Recognition Opportunities**
- American Council on Education (ACE) Credit Recommendations
- Other U.S. Community College Credit Recommendations
- MUS PLA Council Evaluation Credit Recommendations

**NEW Associate’s & Bachelor’s Degree Completion Pathways**
- **MT Tech & Highlands College**
  - JATC to BAS in Construction Management
- **MSU Northern**
  - JATC to BAS in Trades Management
- **MSU-Billings & MSUB City College**
  - JATC PLA-to-AS-to-BSLS Degree

“Pre-Approved” Credit Recognition for Past & Future Apprentices
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Priority Area of Focus #2: Facilitate Evaluation of Employer, Union & Veteran’s Training Programs for MUS Credit Recognition

TOP 10 Occupations of Montana Veterans
- U.S. Army
- Montana Army Guard
- Navy
- Marines

Use American Council on Education (ACE) Credit Recommendations

“Pre-Approved” Credit Recognition for Past & Future Veterans

Pre-Evaluate Military Training Common to Each Occupation
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Priority Area of Focus #3: Integrating NEW Apprenticeships & Work-Based Learning Experiences into MUS Academic Programs


Governor’s USA Funds - $300,000 Tribal College Apprenticeship Grant

Emergency Medical Technician Apprenticeship Program
Stone Child College
In Partnership with Rocky Boy Tribal Health

Emergency Medical Technician Apprenticeship Program
Salish Kootenai College
In Partnership with Polson EMT

Home Health Aid Apprenticeship Program
Aaniih Nakoda College
In Partnership with Fort Belknap Agency

The First Tribal College Apprenticeship Programs in Montana & Among the Very First Nationwide
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Priority Area of Focus #3: Integrating NEW Apprenticeships & Work-Based Learning Experiences into MUS Academic Programs


TAACCCT 4 – HealthCARE MT Statewide Consortium Grant

New Pilot Projects Being Implemented

Certified Nursing Assistant
Apprenticeship Program

Advanced CNA
Apprenticeship Program

CNA Specialty – Dementia Care
Apprenticeship Program

Medication Aide II
Apprenticeship Program

Computerized Tomography Technologist
Apprenticeship Program

New Pilot Projects In Development

CNA Specialty – Restorative Care
Apprenticeship Program

Pharmacy Technician
Apprenticeship Program

Assisted Living Facility Administrator
Apprenticeship Program

Medical Coding & Billing
Apprenticeship Program

Paramedic
Apprenticeship Program

The Very First Healthcare Industry Apprenticeship Programs in Montana

Currently Working with these Employer’s on Pilot Program Proposals:

- Billings Clinic
- St. Vincent Healthcare
- CVS/Target Pharmacies
- Allegiance
- Blue Cross Blue Shield

10 NEW Employer Partners
32 Apprentices Currently Enrolled
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Priority Area of Focus #3: Integrating NEW Apprenticeships & Work-Based Learning Experiences into MUS Academic Programs


MUS - 2-Year College - Apprenticeship Integration Pilot Projects

Successfully Developed & Implemented

**Electrical Technology Apprenticeship Program**

**Flathead Valley Community College**

In Partnership with 5 Flathead Valley Electrical Employers

Fully Integrating FVCC Curriculum to Fulfill Apprenticeship Related Instruction Requirements

9 NEW Apprentices Enrolled for Fall 2016

Currently Being Developed / Cultivated for Pilot Delivery

**Great Falls College - MSU**

- Welding & Metal Fabrication
- Construction Technology

**Miles Community College**

- Construction Technology

**Missoula College – UM**

- Accounting Technology
- Information Technology
- Medical Claims Specialist
- Construction Technology
- Pharmacy Technology
- Culinary Arts

**MSUB City College**

- Pharmacy Technology
- Paramedic
- Drafting Technology
- Welding

**Gallatin College - MSU**

- Culinary Arts
- Information Technology

**Helena College - UM**

- Machining

**Bitterroot College**

- Carpentry

Look Ahead

Strategic Expansion into 2-Year, 4-Year & Graduate Programs
Work Based Learning

Work-based learning is a continuum of activities that engage employers and extend the classroom into the workplace, connecting acquired knowledge and skills to a student’s future employment.

Level 1
Career Awareness
- Workplace Tours
- Guest Speakers
- Career Fairs
- Field Trips

Level 2
Career Exploration
- Job Shadowing
- Career Research
- Interviews
- Career Interest Assessment

Level 3
Career Preparation
- Pre-Apprenticeship
- Service Learning / Group Projects
- Class Integrated Internship
- Student Run Enterprise

Level 4
Career Training
- Apprenticeship
- Paid Internship
- On-the-Job Training (OJT)
- Incumbent Worker Training
- Clinical Experience

“High Quality” WBL Framework

Clear Work Based Learning Partnership Agreement
- Authentic Work Experience Component
- Structured Learning Component

Culminating Assessment & Recognition of Skills

NGA Work Based Learning Policy Academy
Integrating WBL into MUS Curriculum:
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Priority Area of Focus #4: Acquiring New Funding Resources via State, Regional, & Federal Allocations, Grants & Sponsorships to Sustain & Expand MTDLI & MUS Workforce Development Partnerships


Current MUS-MTDLI Workforce Development Initiatives
- TAACCCT 3 RevUp MT Grant
- TAACCCT 4 HealthCARE MT Grant
- NGA Talent Pipeline Policy Academy Grant
- NGA Work Based Learning Policy Academy Grant
- USA Funds Tribal College Apprenticeship Grant
- USA Funds PLA for Montana Veteran’s Grant
- USDOL Job Driven NEG Apprenticeship Grant
- USDOL Apprenticeship Accelerator Grant
- USDOL USA Apprenticeship Expansion Grant (applicant)

New Funding Resources
- Federal & State Grants
- State Budget Allocations
- Private Foundation Grants
- Private Sponsorships
- Public-Private Partnerships
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