Montana University System Workforce Development Taskforce

Taskforce Mission:

The Montana University System is committed to understanding the needs and providing users training and education programs in Montana necessary to help support increased business and industry growth.

Overview:

On November 2011, the Board of Regents created a statewide Workforce Development Taskforce, appointing Montana State University (MSU) President Waded Cruzado and Montana University System (MUS) Deputy Commissioner John Cech to serve as co-chairs.

Since the formation of the Workforce Development Taskforce, the group has held two meetings: 1) March 8, 2012 in Sidney, Montana involving over 60 people and 2) May 9, 2012 in Helena, Montana involving the full taskforce membership. Members of the Taskforce have reached out to more than 25 different business and industries through personal visits to communities in the Sidney and Williston areas as well as two days of telephone conference interviews conducted by the Office of the Commissioner of Higher Education and the Governor's Office of Economic Development with business both within the Bakken region and those outside the region who are affected by the worker shortage.

Discussions involved learning more about the training needs of industry employees and how Montana's colleges can expand or offer new courses and outreach. A shortage of housing for the growing workforce was the number one issue which emerged. Other issues centered around stresses on basic community infrastructure resulting from rapid energy development and population growth and loss of workers in the community to the high paying jobs of the energy sector.

Industry members spoke of the need for short-term training focusing on issues such as safety and general equipment operation, welding, and commercial driver's license followed by the need for leadership training and other people skills. The companies need short, stackable training programs. They are receptive to receiving online, hybrid, and other distance learning types of training.

Two-Year and Community College Certificates/Degrees - Energy Related

Montana's public two-year/community colleges and Tribal colleges provide a wide diversity of credit bearing certificate of applied science and associate of applied science degrees related to the demands of Montana's emerging energy industry including:

- Sustainable Energy and Bio-fuels
- Diesel Equipment Technology
- Energy Technology
- Heavy Equipment Operations
- Industrial Machining and Manufacturing
- Welding Technology & Welding Inspection

A complete list of these programs can be found in appendix A.

Two-Year and Community College Noncredit/Workforce Training - Energy Related

In addition to providing certificate and associate of applied science learning opportunities, Montana's two-year and community colleges offer a wide variety of noncredit workforce development and custom training opportunities related to the demands of Montana's emerging energy industry including:

- OSHA Safety Training
- HAZWOPER Training
- Hydraulics
- Commercial Drivers Licenses (CDL)
- Defensive Driving
- Heavy Equipment Operations
- Rigging
- Floorhand/Well Service
- Welding Certification
- Forklift Training
- Well Control for Drillers/Work-overs
- Computer Aided Design and Drafting
- Professional Continuing Education for Medic/Emergency Response

A complete list of these noncredit workforce training courses can be found in appendix B.

Selected Two-Year Workforce Development Highlights

Flathead Valley Community College:

FVCC received a US Department of Labor individual campus Trade Adjustment Assistance Community College and Career Training Grant (TAACCCT) in September 2012. The goals of this grant include:

- Centers on meeting the needs of nearly 600 local manufacturing businesses operating in Northwest Montana and will address the projected substantial job growth in the industry over the next few years
- Involves the college working with 21 manufacturing grant project partners comprised of area employers and public workforce development system partners to create a robust curriculum so students effectively and efficiently develop meaning and valuable skills area employers are looking for in employees

Outcomes during the first six months of the grant include:

- The grant initiated the Montana Manufacturing Extension Center's move to the FVCC Campus. The MMEC is a statewide manufacturing outreach and assistance center based out of the College of Engineering at Montana State University in Bozeman. MMEC is part of a nationwide network to assist small and mid-size manufacturers in becoming more competitive and profitable.
- The grant led to FVCC's launch of two new industrial machine technology certificates this spring and funded new cutting-edge Computer Numerical Control (CNC) equipment to enhance student learning experiences.

City College at MSU Billings:

City College has trained 70 employees and future trainers in OSHA 500, 501, 502, 503, 510 and 511 since 2010. The following is a summary of the employers receiving the training:

- Montana Department of Labor and Industry
- US Forest Service
- Empire Lathe and Plaster
- SD Science and Technology Authority
- Anadarko Petroleum
- Delhur Industries
- First West Insurance
- Century Construction

- Sidney Sugar
- Schwend Safety
- Energy Laboratory
- Veterans Administration
- Conoco Phillips
- Sanjel
- Pioneer Well Service
- Montana Contractors Association
- Colstrip Electric
- Sioux Falls Tower

City College at MSUB is a host site for the Rocky Mountain Training Center in Colorado. Through this association the College is able to offer a very wide range of OSHA classes far beyond the norm of any other agencies in Montana.

Great Falls College MSU:

Great Falls College and Great Falls Public Schools have developed a partnership which will begin Fall 2013 enabling 15 high school seniors to dually enroll in Great Falls College and home high school during their senior year of high school. The students spend their entire senior year at Great Falls College. At the end of their senior year, students will graduate with both a high school diploma and a full Certificate of Applied Science degree in Welding Technology. Students will also be prepared to sit for the American Welding Society (AWS) and Canadian Welding Bureau (CWB) certification exams.

Requirements:

- Complete GFC-MSU welding program application and be required to meet the minimum program entrance requirements which include placement into M065 (or higher) level math and completing a statement of understanding and technical standards document
- Acceptance limited to 15 students during academic year
- Junior status and successful completion of Welding 2
- Pass the Compass college placement test with a minimum score of 26 or higher

Quick facts:

- The program prepares students to take AWS and CWB welding certification tests
- Welders are in high demand for new Great Falls manufacturing jobs
- Beginning wages for welders range from \$13.62-\$22.58 an hour
- The program is for seniors and students will earn both a college certificate and high school diploma
- Students take courses on the GFC-MSU campus
- Scholarships and fee waivers are available to offset program costs

Appendix A

Two-Year and Community College Certificates/Degrees Energy Related

Two-Year and Community College Certificates/Degrees Energy Related

Biofuels Energy

Miles Community College—Associate of Applied Science

Construction Technology

Helena College—Associate of Applied Science
City College—Certificate of Applied Science
Blackfeet Community College—Associate of Applied Science
Stone Child College—Certificate of Applied Science

Drafting Technology/Technician

Helena College—Professional Certificate
City College—Associate of Applied Science, Certificate of Applied Science
Highlands College—Associate of Applied Science, Certificate of Applied Science
Gallatin College—Associate of Applied Science

Diesel Equipment/Technology

Helena College—Associate of Applied Science
Missoula College—Associate of Applied Science
Highlands College—Associate of Applied Science, Certificate of Applied Science
MSU Northern—Associate of Applied Science

Electrical Technology

MSU Northern—Professional Certificate
Flathead Valley Community College—Associate of Applied Science, Certificate of Applied Science

Energy Technology

Missoula College—Associate of Applied Science (available online)

Geoscience Technology

Helena College—Certificate of Applied Science

Heavy Equipment Operations

Missoula College—Certificate of Applied Science
Flathead Valley Community College—Certificate of Applied Science
Miles Community College—Certificate of Applied Science
Fort Peck Community College—Certificate of Applied Science

Heating, Ventilation and Air Conditioning

Flathead Valley Community College—Certificate of Applied Science (available online)

Highway Construction Training

Salish Kootenai College—Professional Certificate

Industrial Machine Technology/CNC

Flathead Valley Community College—Certificate of Applied Science

Land Surveying

MSU Northern—Professional Certificate
Flathead Valley Community College—Associate of Applied Science

Line Professional/Utility Line Worker

Highlands College—Professional Certificate
Fort Peck Community College—Certificate of Applied Science

Machine Tool Technology

Helena College—Associate of Applied Science, Certificate of Applied Science UM Western—Certificate of Applied Science

Metals (Fabrication) Technology

Helena College—Associate of Applied Science
City College—Associate of Applied Science, Certificate of Applied Science
Highlands College—Associate of Applied Science

Natural Resource Management

Flathead Valley Community College—Associate of Applied Science, Certificate of Applied Science Blackfeet Community College—Associate of Applied Science

Power Plant Technology

City College—Associate of Applied Science

Process Plant Technology

City College—Associate of Applied Science

Sustainable Energy Technician

City College—Associate of Applied Science, Certificate of Applied Science Highlands College—Associate of Applied Science, Certificate of Applied Science Great Falls College—Associate of Applied Science, Certificate of Applied Science MSU Northern—Associate of Applied Science, Certificate of Applied Science

Water Resources

Helena College—Associate of Applied Science (available online)

Welding Technology/Welding & Inspection

Helena College—Associate of Applied Science, Certificate of Applied Science Missoula College—Associate of Applied Science, Certificate of Applied Science City College—Associate of Applied Science, Certificate of Applied Science

Gallatin College—Certificate of Applied Science

Great Falls College—Certificate of Applied Science

MSU Northern—Certificate of Applied Science

Dawson Community College—Certificate of Applied Science

Flathead Valley Community College—Associate of Applied Science, Certificate of Applied Science, Professional certificate

Fort Peck Community College—Certificate of Applied Science

Appendix B

Noncredit Workforce Training Courses

C=on campus R=remote

O=online

H=hybrid

Class	ilerioo, C	6		Cres Cres	Ells The	Tight Self	inus 1	To Mis	1/5/	Gol W	ie, in	4
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Aerial Lift Training		CR	С			С	С				CR	
Amatrol Simulator Training (AC/DC Electric ,Hydraulics)		CR					С					
AutoCAD		CR	С	CR	CR	С	С		CR			
Basic Electricity	С	С	С	CR	С	С	С				CRH	
Building Maintenance								-				
Caterpillar Equipment Operators Simulators		CR										
CDL Evaluations			С	CR			С	CR				
Certified Nurse Assistant	R		С	С		С	С	CRO	CR			
Climb Safety					CR		С					
Clinical Medical Assistant						со						
Commercial Drivers License	R		С	CR		CR	С	CR	CR		CRO	
Communication Skills	С	CR	С	CRO		СО	С					
Computers	С	CR	СО	CRO	CRO	со	С	CRO	CR	С	CR	СО
Confined Space/Evacuation		CR	С	CR		CRH	С	0			CR	
Conflict Resolution		CR	С	CRO	CRO	CRO	С	CRO			CRO	
Construction Technology		С		CR	CR	CR	С				CRH	
CPR Certification			С	CR	CR	CR	С		CR			
CPR Healthcare Provider				CR	CR	CR		CRO	CR			
Culinary			С	С	С	С			С			
Defensive Driving			С		CR	CRO		0			CRO	
Diesel		С				CRO	С		С		CRH	
Ed2Go	0	0	С	0	0	0			0			0
Electronic Health Records					0		-					
Electrical		CR		CR			С				CRO	
EMT Endorsement				CR		CR						
EMT-Basic .	R			С	CR					С		
Energy Applied Health and Safety		CR								R		
Entrepreneurship	С	-		CR	С				CR	С		
EPA Clean Air Act-Sect 608 for Air Conditioning & Refrig Tech			-									
EPA Renovation, Repair and Paint					С					R		
Fire Extinguisher Training					С	С		0			CRO	
Floorhand for Well Service				-		-					CR	

Class				\ Ge	1	14		14	1/5/	Car V	May May Un		
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Forklift Safety		CR	С		CR	CR	С	0	С		CR		
Gatlin					0	0			0			0	
Green Technology						0	С		CR	-	CRO		
H2S/Fit Test			С			CR					CR		
HAZMAT Technician		CR											
HAZWOPER		CR	С	CR		CRO	С	0			CRO		
Heating Systems for Energy Auditors and Inspectors					С					R			
Human Resource Management	С	CRO	С	CRO			С	-					
HVAC Air Conditioning				0									
HVAC Electrical Fundamentals and Heating Systems				0									
HVAC Evaporative Coolers										R			
HVAC Fuel Oil Heating													
HVAC Low Pressure Boiler Heating				0						R			
Hydraulics		С	С			С	С				CRH		
Insulation Systems and Applications										R			
Lead Based Paint Mitigation				С					CR				
Leadership	С	CR	С	CRO	CRO	CRO	С	CRO	CR		CRO	0	
Locksmithing						С							
Low and High Pressure Boiler				со					CR			С	
Manufactured Home Weatherization													
Mechanical Systems - Multi-Family										R			
Mechanics		С	С	CR		С	С		С		CRH		
Medic First Aid					CR	CRO	С	CR			CR		
Medical Aid II						С							
Mental Health Direct Care						СО							
Multi-Family Energy Auditor													
Networking		С	С	СО	CRO	CRO	С	0	С		CR		
Oil Safety Orientation		С	СО			С					CR		
OSHA 10 Construction Workplace Safety (general contractor)		CR	С	CR						R			
OSHA 30 Construction Workplace Safety (supervisors)		CR								R			
OSHA 500/501/511		CR				CRO							
OSHA Asbestos Awareness for Contractors			0										

Class	700 1			Sec Creation	Talls Ho	in High	Janus 1	To Miss	Outs Visua	May Ma	En Ch	in
OSHA General Safety Class (10 Hour)		CR	С	CR	3 /	CR	С	0		<u> </u>	CRH	
OSHA General Safety Class (16 Hour)		CR		CR		CR		0				
OSHA General Safety Class (24 Hour)	CR	С		CR		CR		0			-	
OSHA General Safety Class (40 Hour)		CR	С	CR		CR		0				
Personal Finance			С	CRO	С							
Pharmacy Technician				С		С						
Phlebotomy Technician				С	CRH	С				Н		
Piping												
Plumbing				CR		•					CRO	
Pressure Diagnostics and Ventilation										R		
Project Management			С	CRO		CRO	С	CRO			CR	0
Pumps (Centrifugal)												
Rigging and Lifting Practices							С					
Rope Technician I						CR			2			
Rope Technician II												
Self Defense					С							
Single Family Energy Auditor										R		
SMART School						CR	С					
SolidWorks		CR		CR								
Substitute Teacher and Teacher Aid					С							
Team Building in the Workplace		CR	С	CRO	С	R						
Machining Extraction I				¢R Vehicle and								
Machining Extraction II						CR						
Weatherization												
Weatherization Crew Chief										R		
Weatherization Finance, Funding, Procurement and Mgmt										R		
Weatherization Installer Technician Fundamentals										R		
Weatherization Installer Technician Intermediate										R		
Weatherization Technical Monitoring/Inspector										R		
Welding		С	С	CR	С	CR	С		С		CRH	
Well Control for Drillers/Work-overs	The V at 40 th specify connected to the property of the proper	augungkapangapakan diri di disentengan basasan da			**************************************							