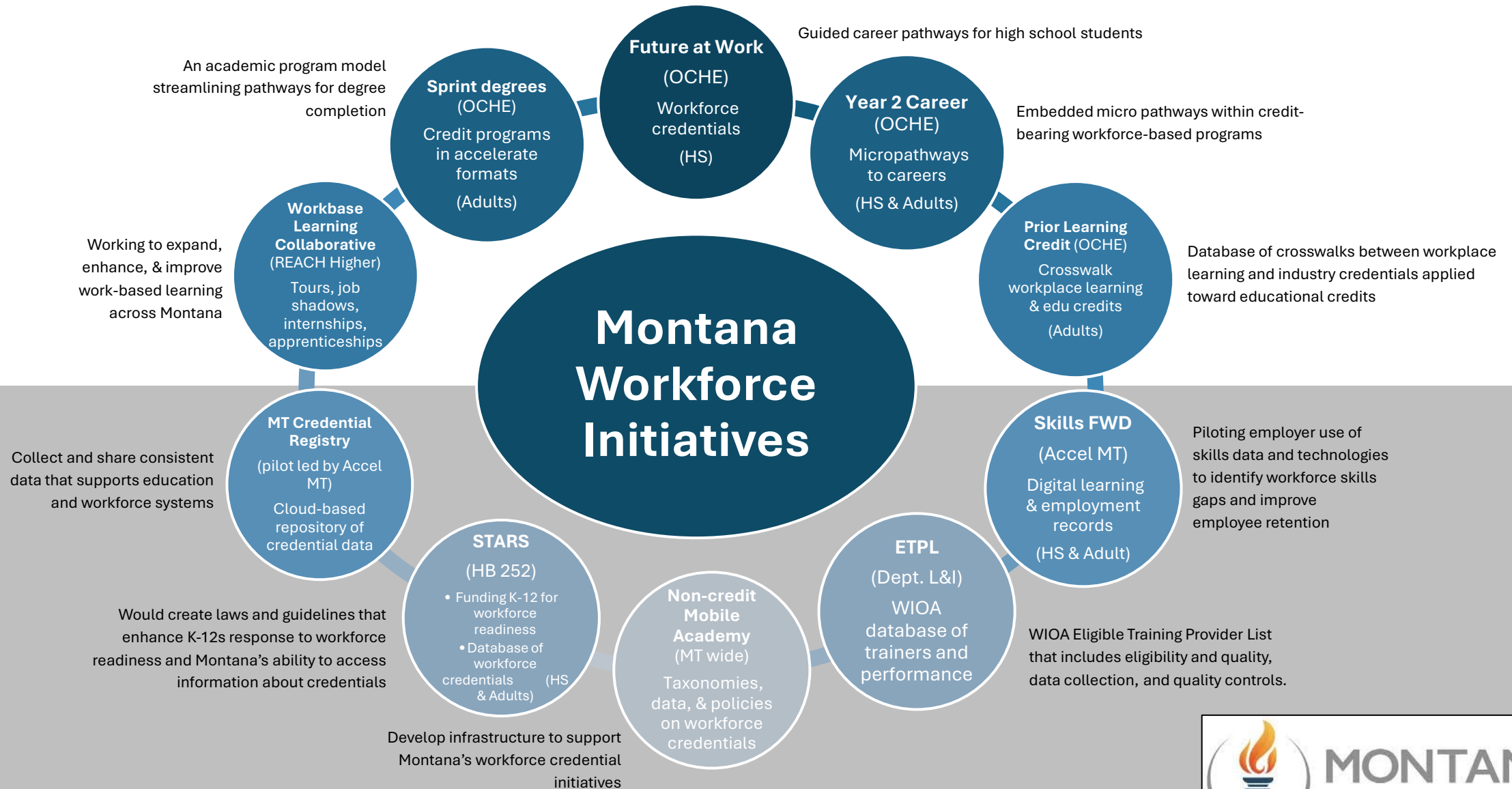




Update on MUS Workforce Initiatives

September 2025

Skills for Today, Opportunities for Life



MUS Workforce Initiatives Tour – Feb to April 2025

Meetings with 2-Year College Leadership & Campus WFD Leads

Guiding Questions

- What are opportunities for alignment, integration, coordination, and/or collaboration between and across current MUS Workforce Initiatives?
- What issues, challenges and/or barriers are constraining the success and/or momentum of current MUS Workforce Initiatives?
- What policy and/or system improvements are needed to support success of current & future MUS Workforce Initiatives?
- What are some “Priority Areas of Focus” that current & future MUS Workforce Initiatives should be focused on to foster strategic & proactive fulfillment of Montana’s current & future priority workforce development needs?
- What are specific suggestions and/or recommendations for improving how the Montana University System approaches current & future Workforce Initiatives?

MUS Workforce Initiatives Tour – Feb to April 2025

Common Themes: Strengths to Build On

- Strong commitment from 2-year college leadership to serve local workforce development needs & professionals across the system committed to making a difference!
- Innovative pilot program “success stories” and “models of excellence” that can be shared and emulated across the system.
 - Year 2 Career: micro-credential pathways customized for industry employer partners.
 - Future at Work: High School partnerships for short term training and credential attainment.
 - Sprint Degrees: accelerated degree completion programs.
 - Accelerate MT: collaborative funding models that help subsidize high demand non-credit short term training program development & delivery.
- The SHEEO Non-credit Mobility Academy & Validated Skills Training (VST) Task Force and EDL Data Collaborative development of potential non-credit glossary & taxonomy, data metrics, and target audience marketing & PR collateral.
- Successful implementation of an MUS system-wide LMS with the Instructure Canvas platform & pilot implementation of the Credentials Platform for badging and micro-credentials.

Common Themes: Challenges to Address

- Perceived need for a common platform/system for recording, tracking, assessing and reporting non-credit program offerings and related enrollment, fiscal and workforce impact outcomes – or – a common policy framework for campuses to follow if a common platform is not utilized.
- Perceived need for a sustainable funding model to support professional administrative leadership & staffing for workforce training and development programs and initiatives.
- Perceived need for a sustainable funding model to support the on-going development, delivery and continuous improvement of non-credit workforce development training programs to support fulfillment of local and statewide workforce development needs.
- Perceived need for improved communication, coordination, and collaboration between MUS workforce initiatives, campuses and other state organizations involved in Montana workforce development efforts (i.e. DLI, SWIB, SNAP E & T, Governor’s Office, Economic Development, Commerce, OPI, etc.)
- Perceived need to define a set of “Priority Goals & Strategic Directions for MUS Workforce Initiatives” to guide future system-wide commitments and efforts.

MUS Workforce Initiatives Summit – June 2025

Priority Areas of Focus for 2025-2026



Workforce Development Program Priorities

- Framework for Sharing Programs & Resources



Partnership Priorities

- STARS Act Partnerships – K-12 Recipients & Decision Makers (DLI)



Policy Priorities

- CPL – MUS System Recognition



Systems / Process Priorities

- STARS Act Systems / Processes



Technology / Infrastructure Priorities

- Non-Credit Workforce SIS / CRM
- VST Inventory Platform



Marketing, PR & Communication Priorities

- STARS Act Marketing for K-12
- Learner Roadmaps of All Options / Pathways with LMI



Funding Priorities (Legislative, System, Philanthropic, Grants)

- Funding for Start-up Costs for VST Programs
- Funding for VST Program Delivery & Administration

MUS Workforce Initiatives Leadership Council

Improved Communication, Coordination & Collaboration with Internal & External WFD Stakeholders



Workforce Initiatives Leadership Council

Charge

- **Inventory Current MUS Workforce Programs:** Compile and continuously update a comprehensive “MUS Workforce Initiatives Program Inventory” to represent a catalog of currently available workforce development offerings and associated program characteristics, credentials, education / training providers and other relevant information for MUS workforce initiative stakeholders and constituents.
- **Research Needs & Opportunities:** Research and identify workforce development and training needs (industry & workforce demands and available program gaps) and opportunities (grants, initiatives, partnerships) at the state, regional, county and local levels for priority industry sectors and high demand career pathways.
- **Propose Solutions:** Proactively cultivate proposals for new MUS Workforce Initiatives, as well as for scaling, continuous improvement, and sustainment of current initiatives to be considered for approval by the MUS 2-Year College Leadership Team.
- **Manage Approved Projects & Initiatives:** Facilitate effective and efficient communication, coordination and collaboration between OCHE, participating campuses, and other internal and external MUS stakeholders to support successful planning, cultivation, development, implementation, outcomes assessment and continuous improvement of approved MUS workforce initiatives, as well as strategic alignment and integration between MUS and other state workforce agencies & initiatives.
- **Assess, Evaluate & Continuously Improve Current MUS Workforce Initiatives:** Develop, implement and refine strategies and methods for assessing, evaluating & continuously improving approved MUS Workforce Initiatives to include recording, tracking, assessing and reporting on all related credit and non-credit offerings, credentials, and programs and associated enrollment, fiscal and workforce impact outcomes, to include Quarterly and Annual MUS Workforce Initiative Program & Outcomes Reports.



Update on MUS Workforce Initiatives

Questions, Feedback & Suggestions...?