

Montana's Future at Work CTE Summit 2025





Day 1 Agenda

- | | | |
|--------------|---|---|
| 8:30 | Registration and Coffee/Breakfast |  |
| 9:00 | Welcome and Introductions - <i>Dr. Angela Mclean, Director of American Indian/Minority Achievement and K-12 Partnerships</i> | |
| 9:30 | FVCC Welcome - <i>Dr. Bryan Brophy-Baerman, VP of Academic and Student Affairs, FVCC</i> | |
| 9:45 | Keynote - <i>Dr. Andrew Koricich, Executive Director, Alliance for Research on Regional Colleges</i>
<i>& Mr. Adam Ray, Deputy Director, Rural Talent Lab, Appalachian State University</i> | |
| 10:30 | Break | |
| 10:45 | State of the State – <i>Chase Stahl, Data Specialist, OCHE</i> | |
| 11:30 | T-Profile Session | |
| 12:15 | Regional Lunch | |
| 12:45 | Highlands College Broadband Grant Award – <i>Francis Bristol and Bernie Phelps, Highlands College</i> | |
| 1:15 | Education Design Lab Update – <i>Minzi Thomas and Gabby Billiott, EDL</i> | |
| 2:15 | Remarks from The Dennis and Phyllis Washington Foundation - <i>Jon Bennion, Executive Director</i> |  |
| 2:30 | Break | |
| 2:45 | Montana's Future at Work Spotlight | |
| 3:15 | Student Panel - <i>Dual Enrollment at FVCC</i> | |
| 4:15 | FVCC Campus Tour & Night of the Trades at FVCC Trades Institute | |
| 6:00 | Reception at Brannigans Pub, sponsored by EDL | Link to Agenda |
| 7:00 | Dinner on your own | |



[Link to Agenda](#)

Welcome!

Dr. Angela McLean, Director of American Indian/Minority
Achievement and K-12 Partnerships, OCHE



OFFICE OF THE COMMISSIONER
OF HIGHER EDUCATION

Welcome!

Dr. Bryan Brophy-Baermann

VP of Academic and Student Affairs, FVCC



Who Is Rural? Understanding and Centering Rural Voices in Developing and Delivering Educational Opportunity

Dr. Andrew Koricich, Executive Director
Alliance for Research on Regional Colleges

Mr. Adam Ray, Deputy Director
Rural Talent Lab, Appalachian State University



A Center at Appalachian State University

Time for a Break!



State of the State

Chase Stahl, Data Specialist, OCHE



OFFICE OF THE COMMISSIONER
OF HIGHER EDUCATION

State of the State



Office of the Commissioner of Higher Education

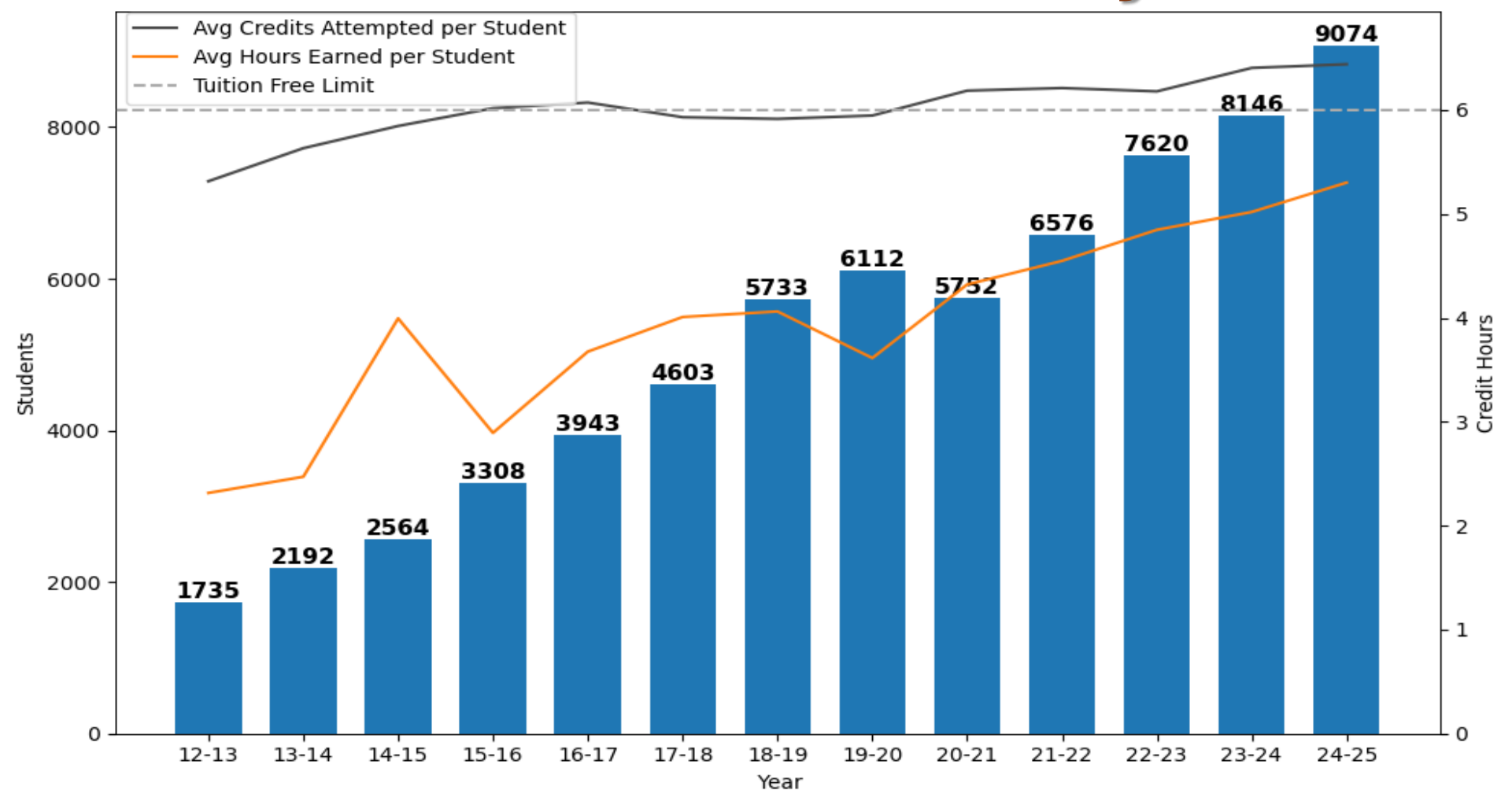
Chase Stahl, Data Specialist

Overview

- **Dual Enrollment**
 - **Counts, Access, and Participation & Pass rates**
 - **Where are DE students coming from?**
 - **Where are they going? (matriculation)**
 - **Dashboard updates**
 - **Comparative Statistics: DE Students in MUS**
- **CTE Programs (Perkins V)**
 - **Modernized Career Cluster Framework**
- **Dashboards**
 - **MUS Student Success**
 - **Nationwide Employment (PSEO)**
- **Questions?**



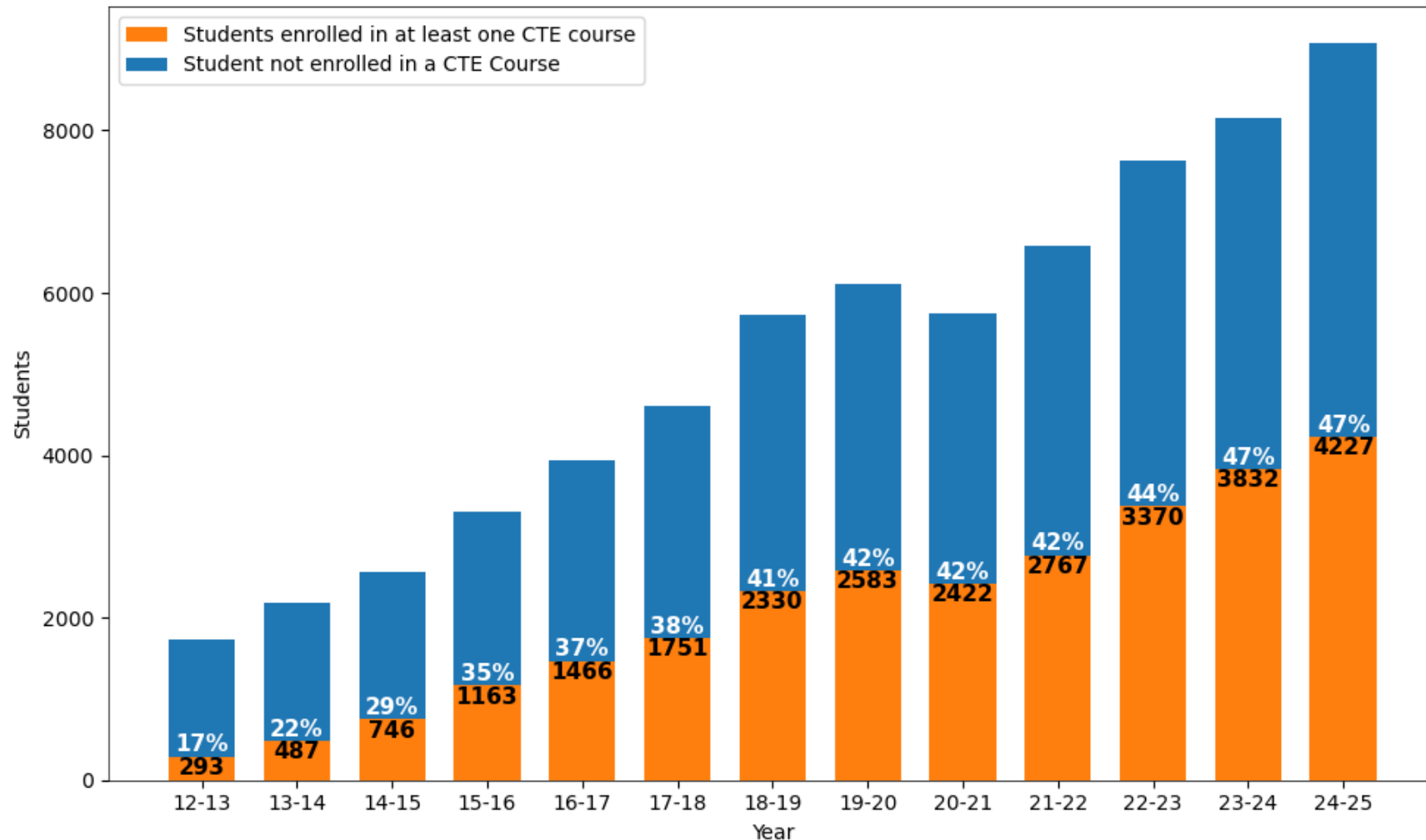
Dual Enrollment Count by Year



15.2% enrollment growth per year
11.4% enrollment growth from 2023-24

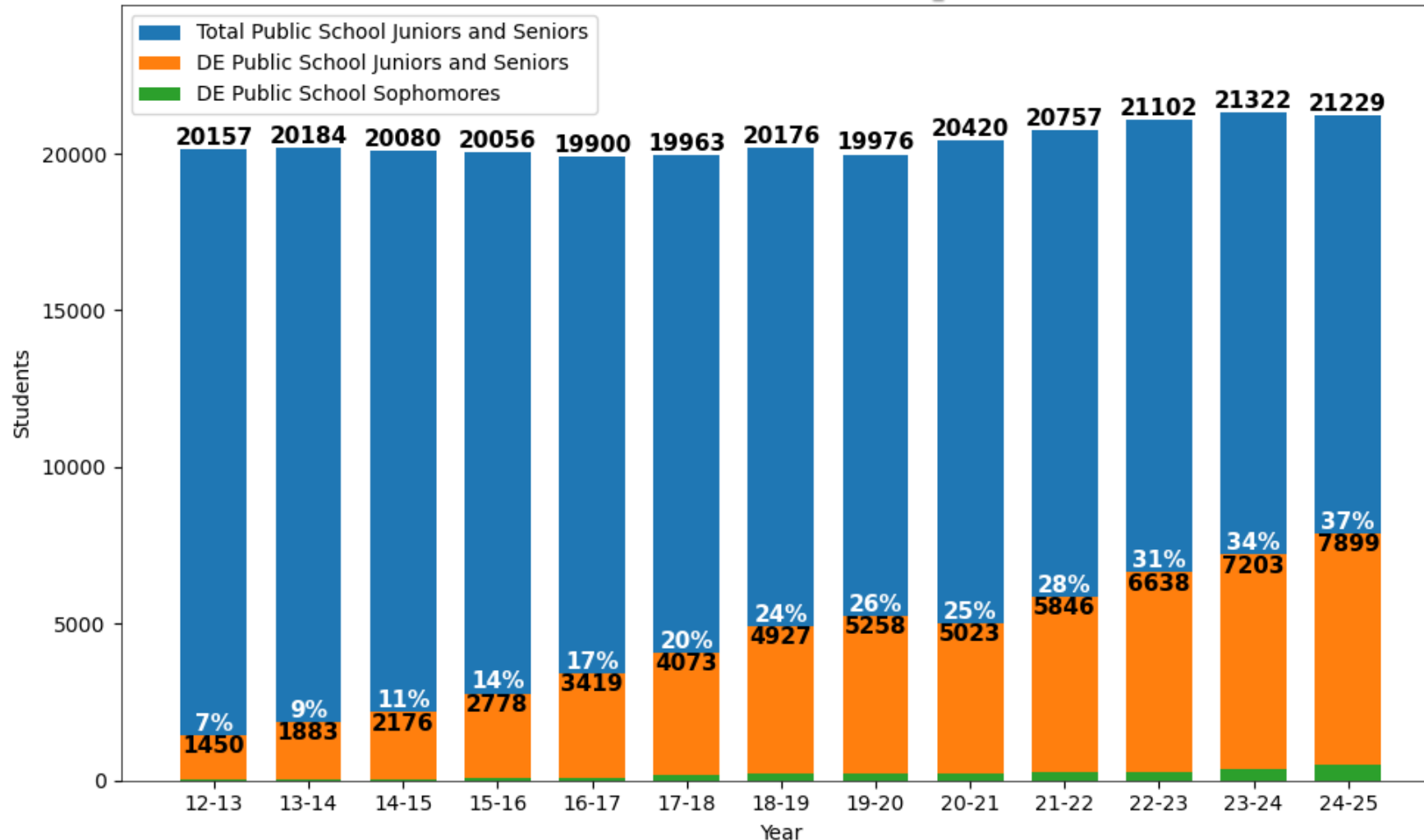
Unduplicated enrollment count

CTE Dual Enrollment Count by Year



14.6% CTE growth per year since 2016-17
10.3% increase from 2023-24

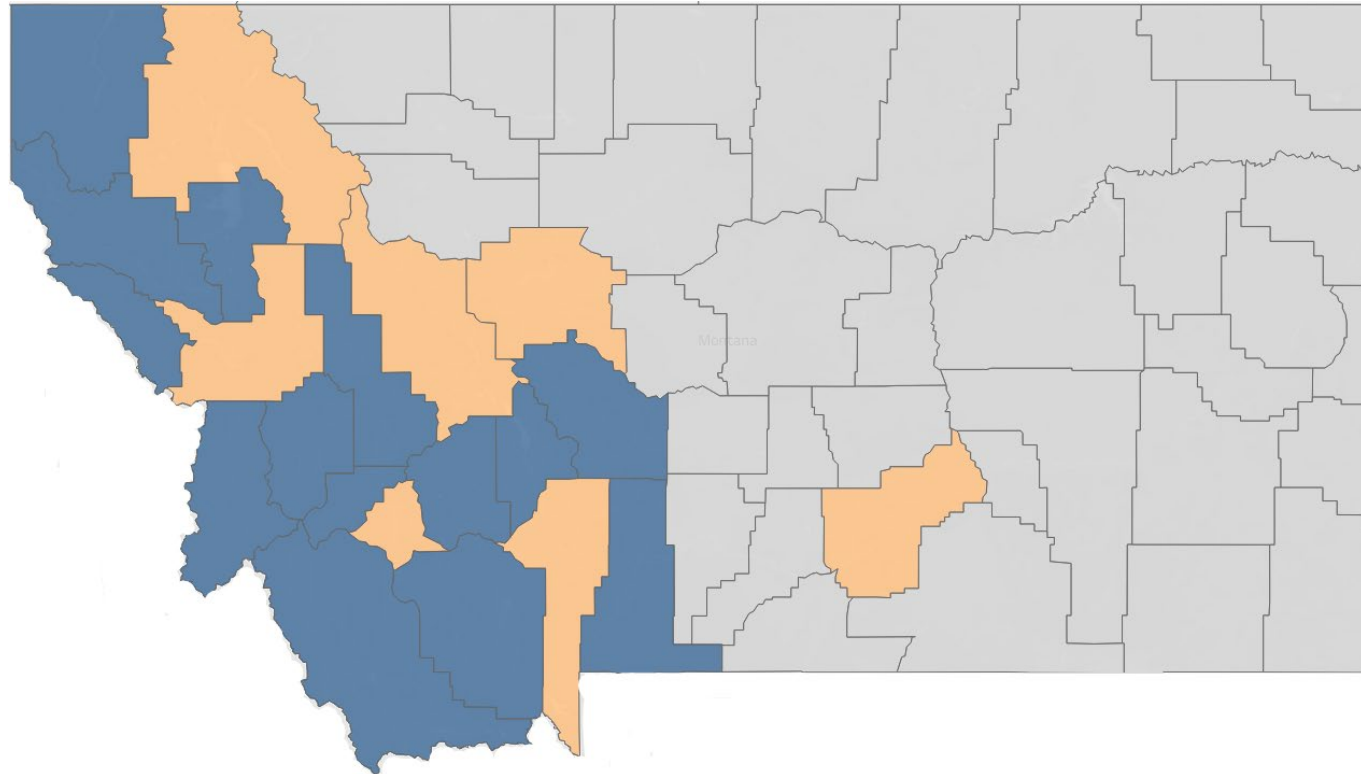
Public Student Participation in DE



87.1% of DE students attended a public high school in 2024-25

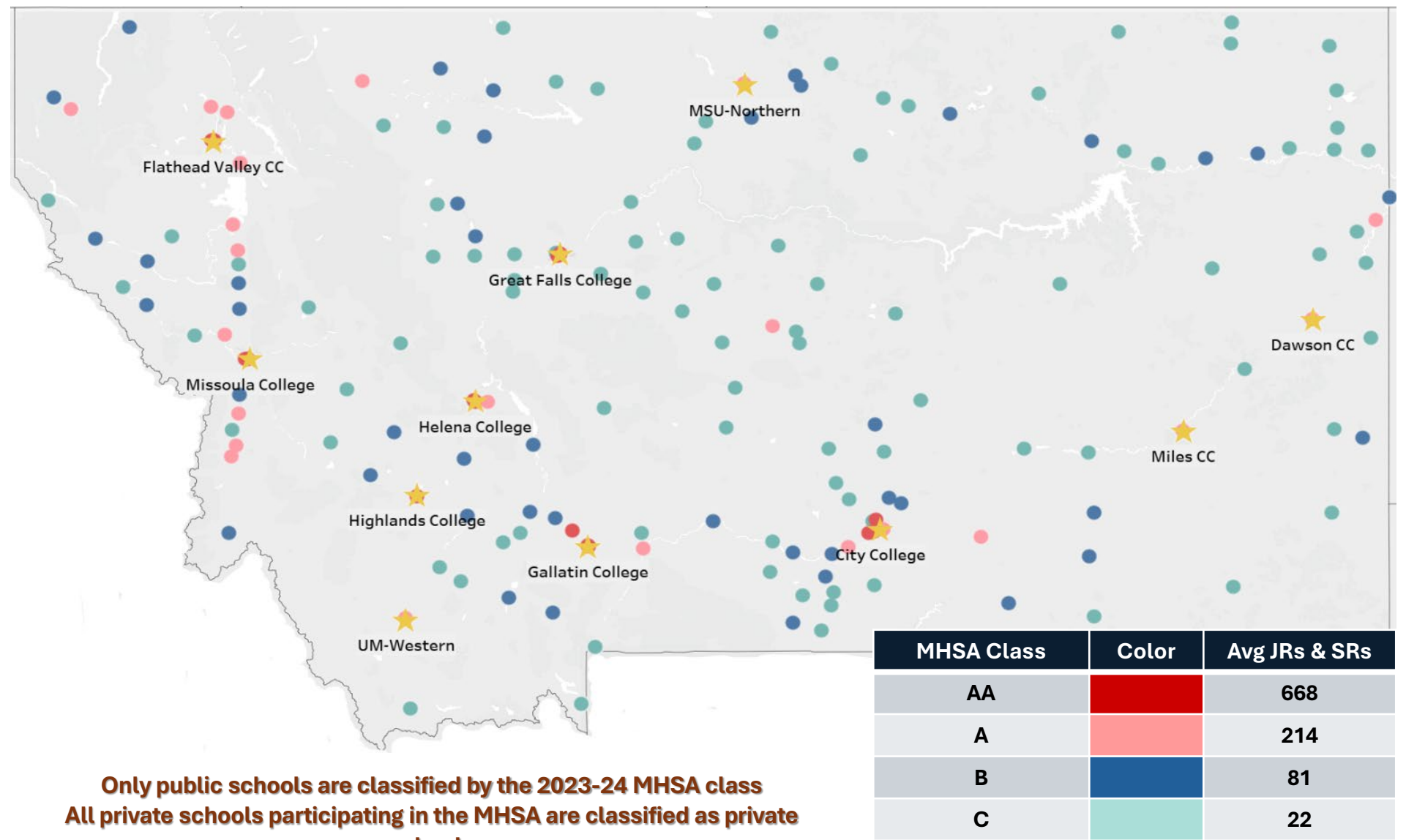
2023-24 DE Participation Rates by Region

Participation rates = total public dual enrollment students / total public high school junior and seniors



Color	Region	Participation Rates	% Change from Last Year
	Urban	32.6%	+1.5%
	Mountains	35.6%	-0.1%
	Plains	36.2%	+3.0%

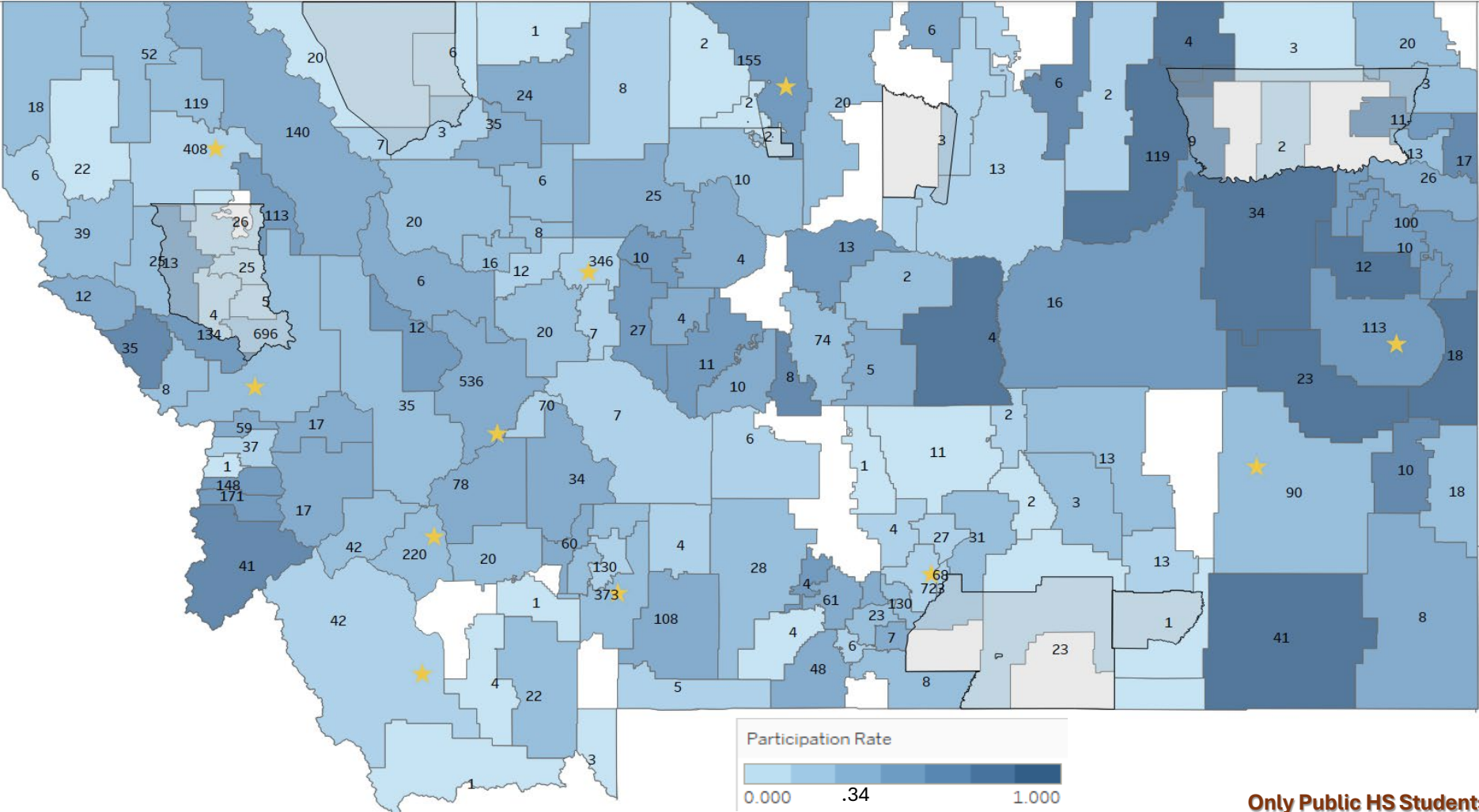
Public Schools & MHSA Classes



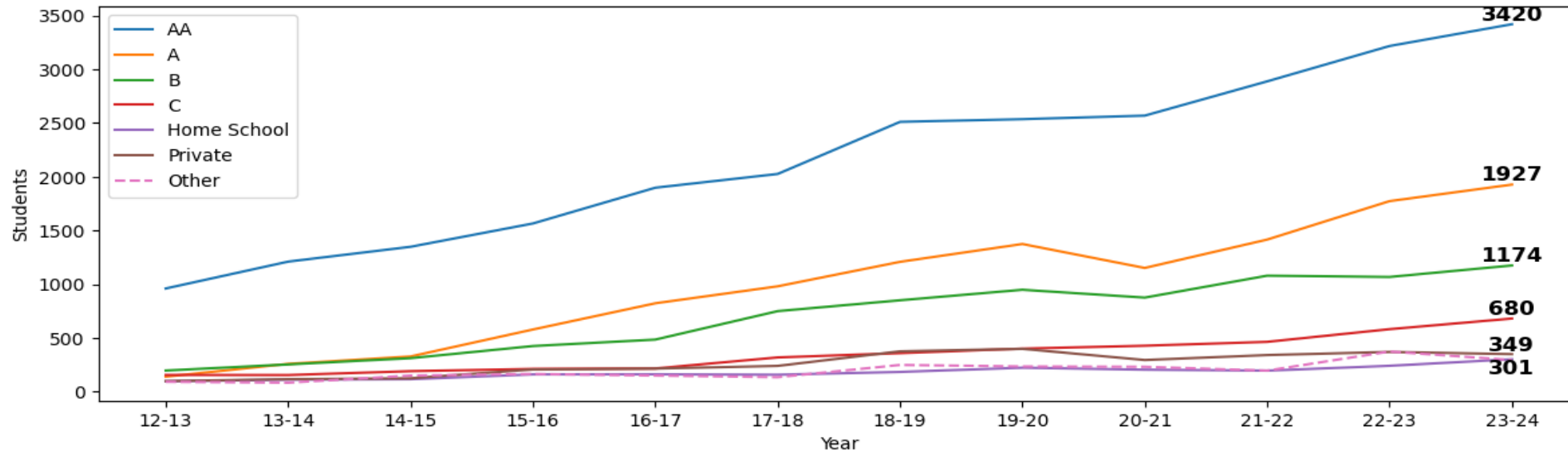
23-24 DE District Participation Rates & Counts

Participation Rates = DE Students in district / Total Juniors & Seniors in district

Number displayed = DE Students in District

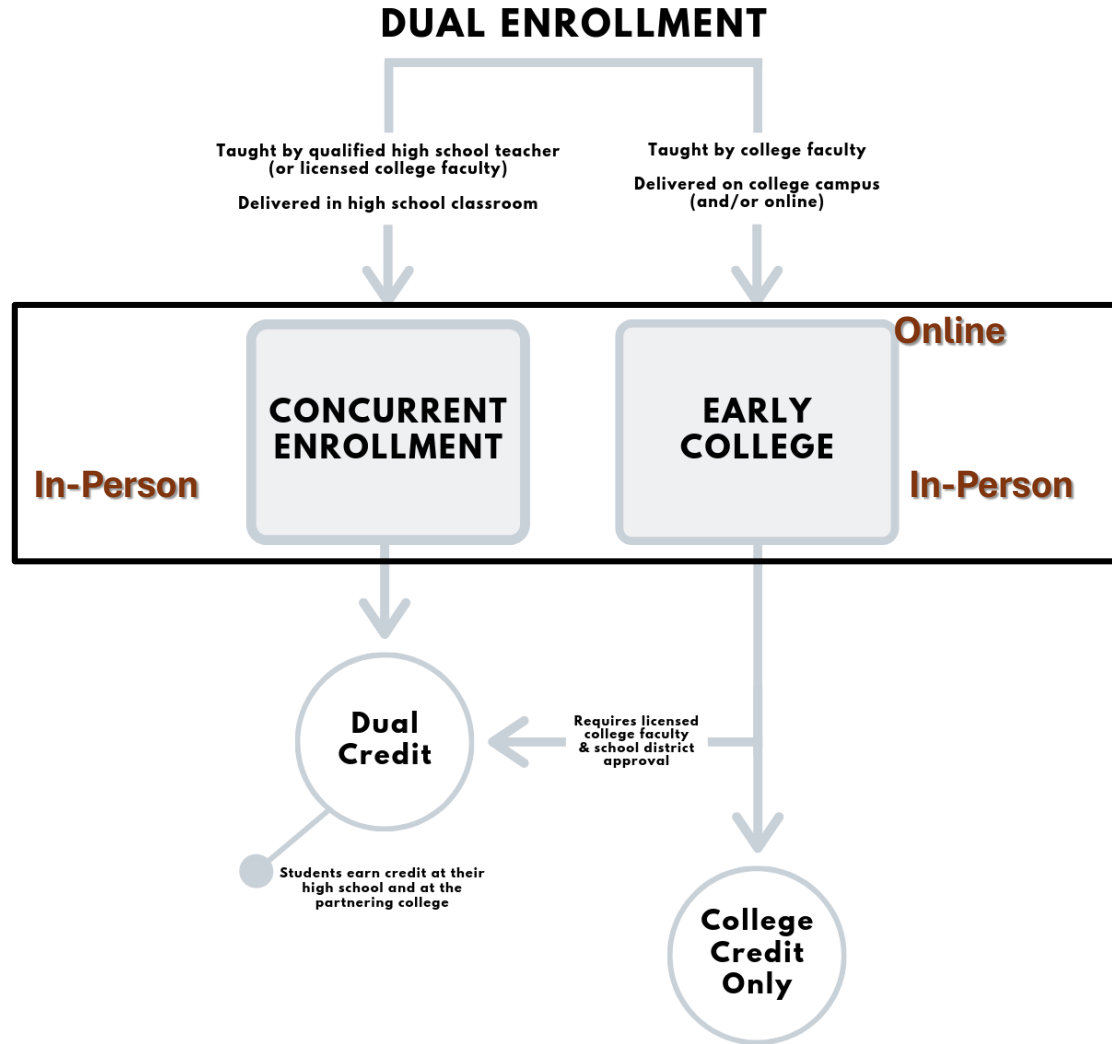


Dual Enrollment Count by HS Types

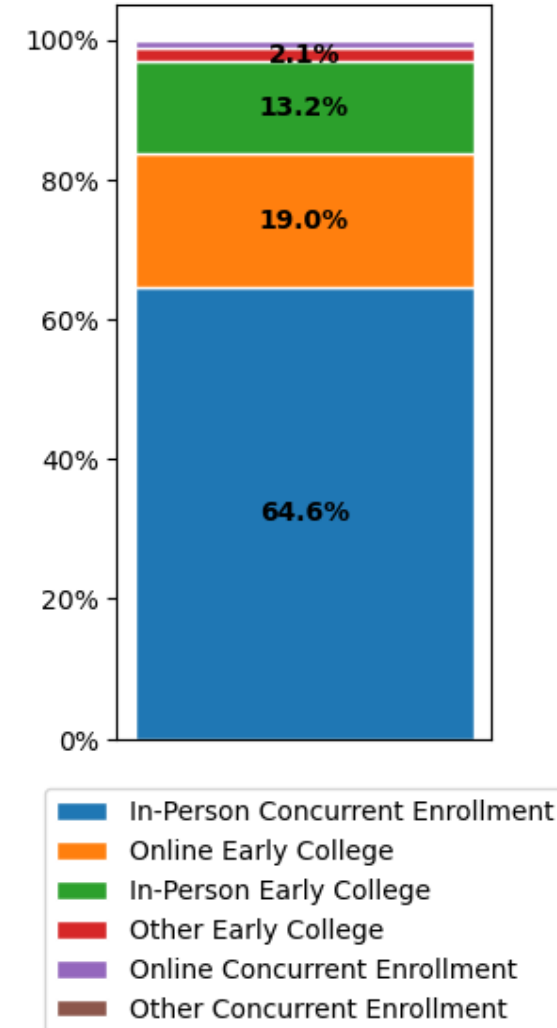


HS Type	Avg % Change per Year	% Change from 2022-23	Pass Rates
AA	12.5%	6.3%	82.4%
A	29.8%	8.7%	71.6%
B	18.8%	10.0%	79.3%
C	15.0%	17.0%	89.2%
Home School	11.8%	25.4%	55.7%
Private	14.7%	-5.4%	84.1%
Other	17.6%	-21.4%	88.2%

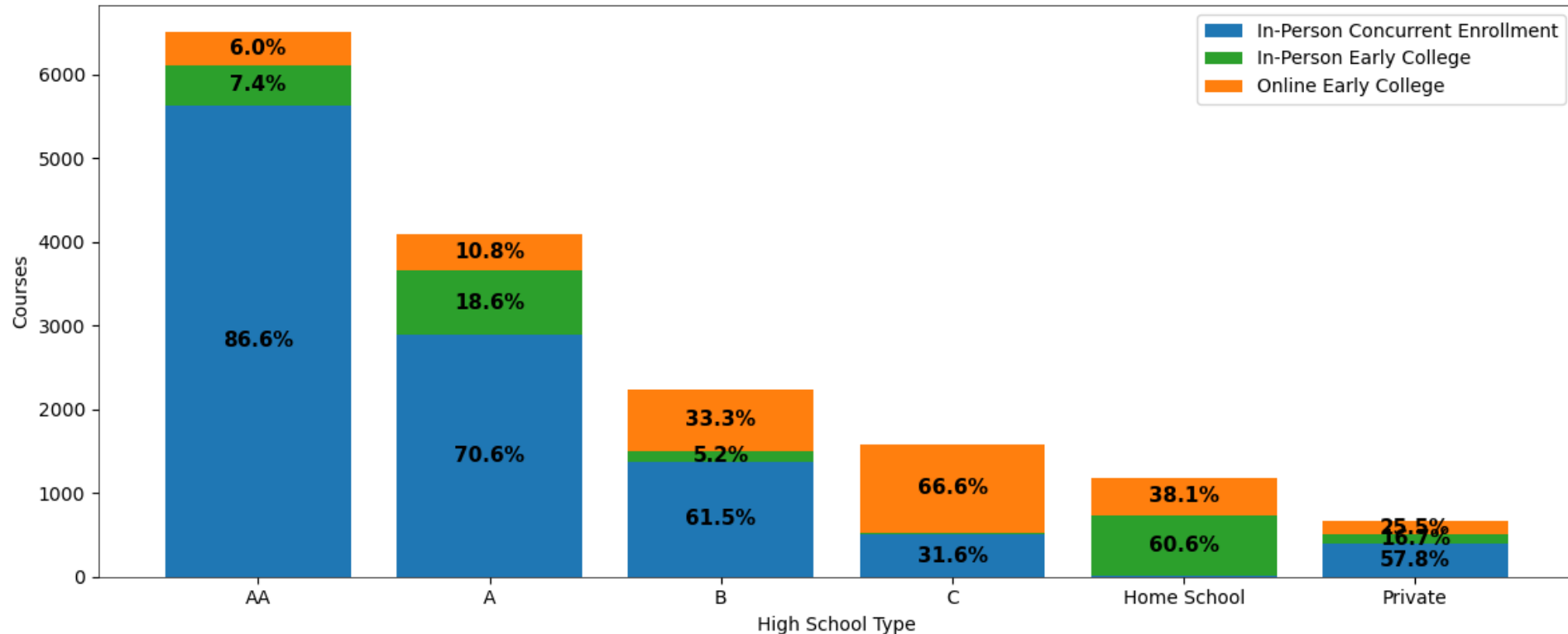
DE Modality & Credit Type



2023-24 Modality and Credit Type



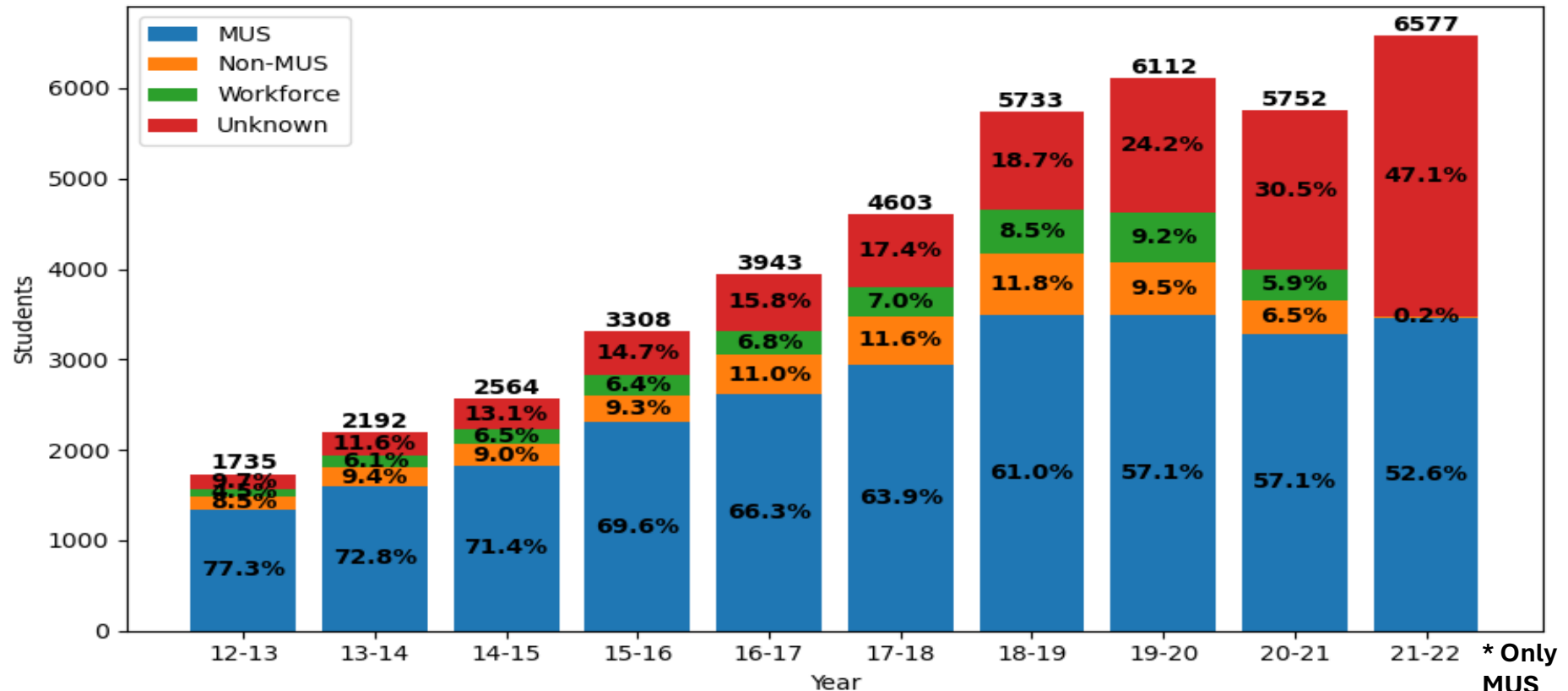
2023-24 DE Course Modality & Credit Type by HS Type



Pass Rates = Credit Hours Earned / Credit Hours Taken

Modality & Credit Type	AA	A	B	C	Home School	Private
In-Person Concurrent	84.4%	70.4%	82.0%	91.2%	72.7%	95.0%
In-Person Early College	63.2%	80.7%	38.9%	96.9%	42.2%	52.7%
Online Early College	70.9%	63.3%	78.6%	88.2%	66.7%	76.8%

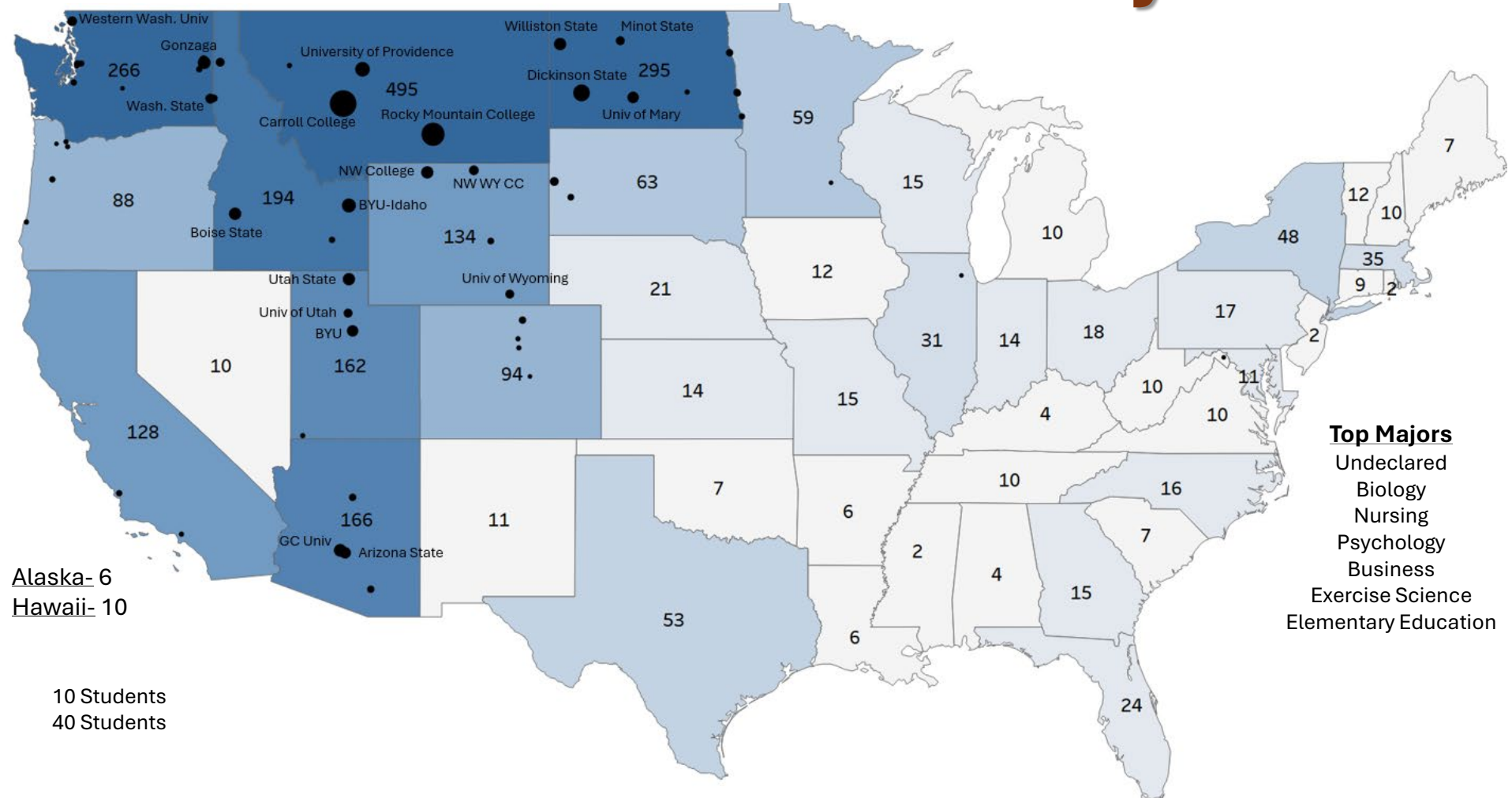
Matriculated DE Students by Year



Questions	Color
Did the student ever enroll in the MUS?	
If not, did the student ever enroll outside of the MUS?	
If not, was the student employed in Montana 2 years after participation in DE?	
If none of the above, student categorized as other	

* Only
MUS
data

Matriculated DE Students by State

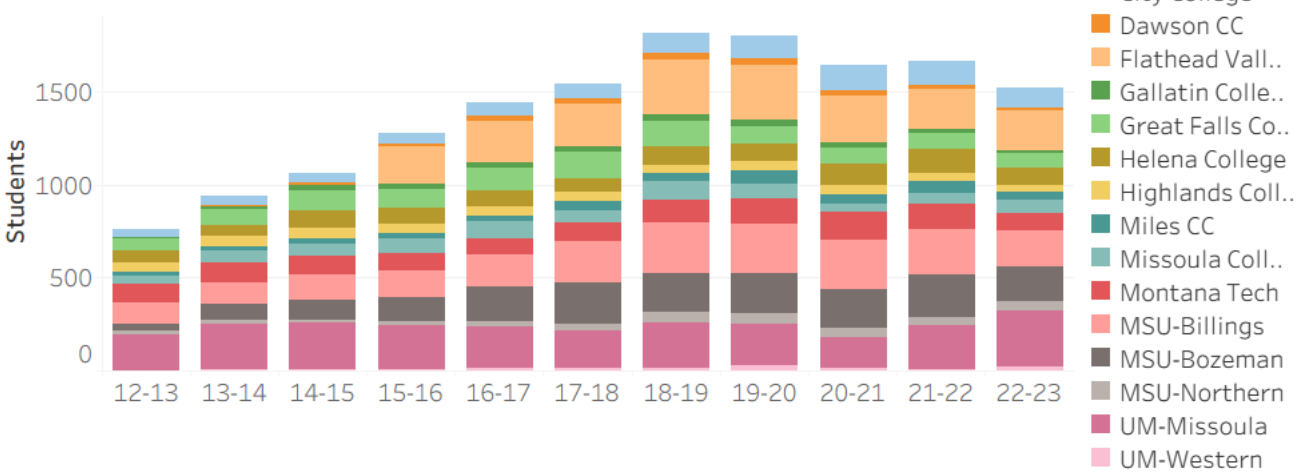


Top 20 Institutions Indicated by Name
Top 60 Institutions Indicated by

13% of all DE students enrolled outside of MUS

Dual Enrollment Dashboard

Institutional Matriculation

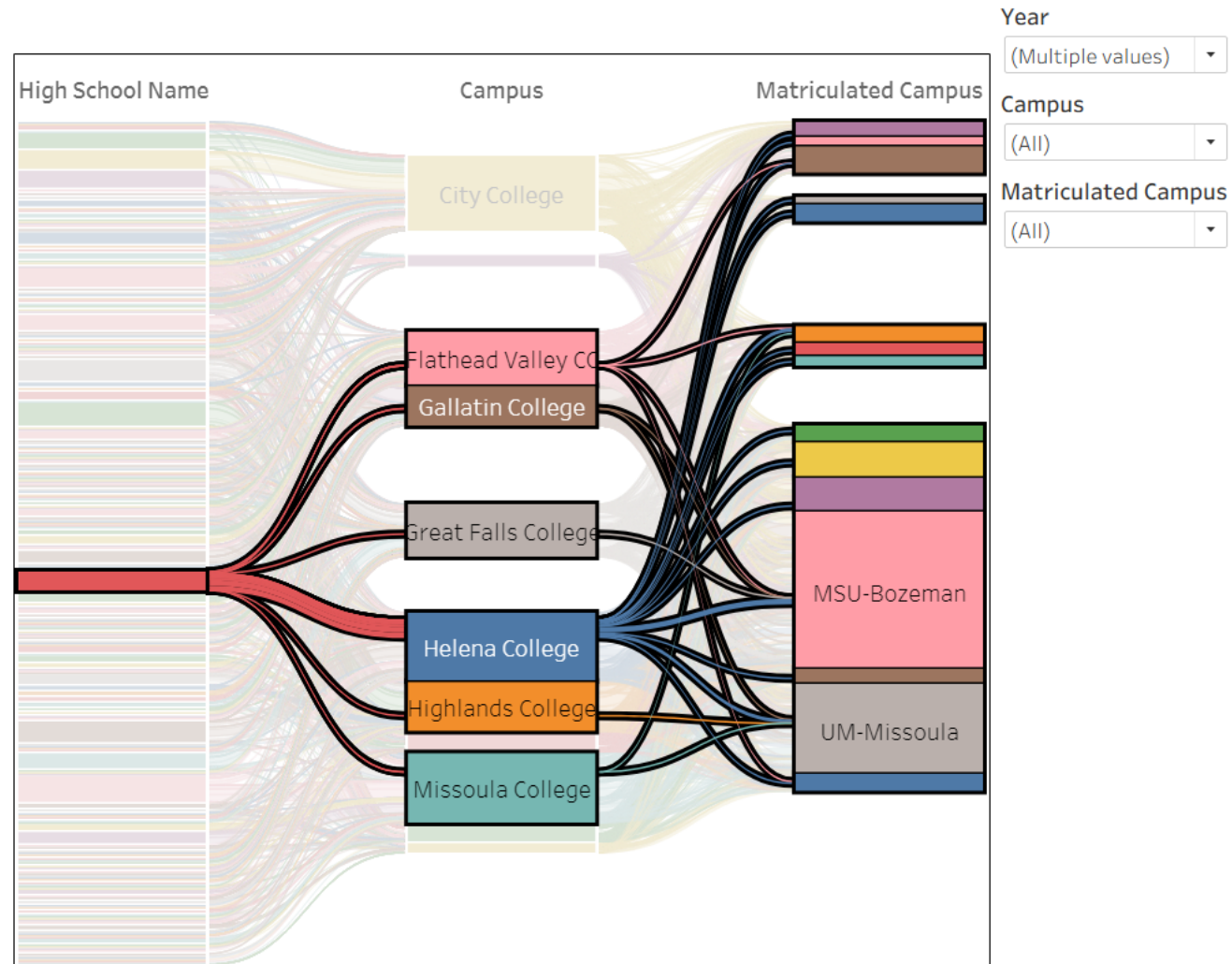


Matriculated Campus	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20-21	20-21 2
City College	41	48	50	56	73	78	110	122	134	
Dawson CC		7	14	18	25	28	34	33	30	
Flathead Valley CC				199	226	233	297	297	251	
Gallatin College	4	12	27	27	31	27	32	34	27	
Great Falls College	70	91	112	101	122	141	141	97	92	

Matriculated Majors	
AA (General)	4
AAS Accounting Tech	2
AAS Equine Studies-Mgmt Opt	1
Access to Success	15
Accounting	90
Accounting and Business Tech	56

Description here

HS to DE to Matriculated Campus

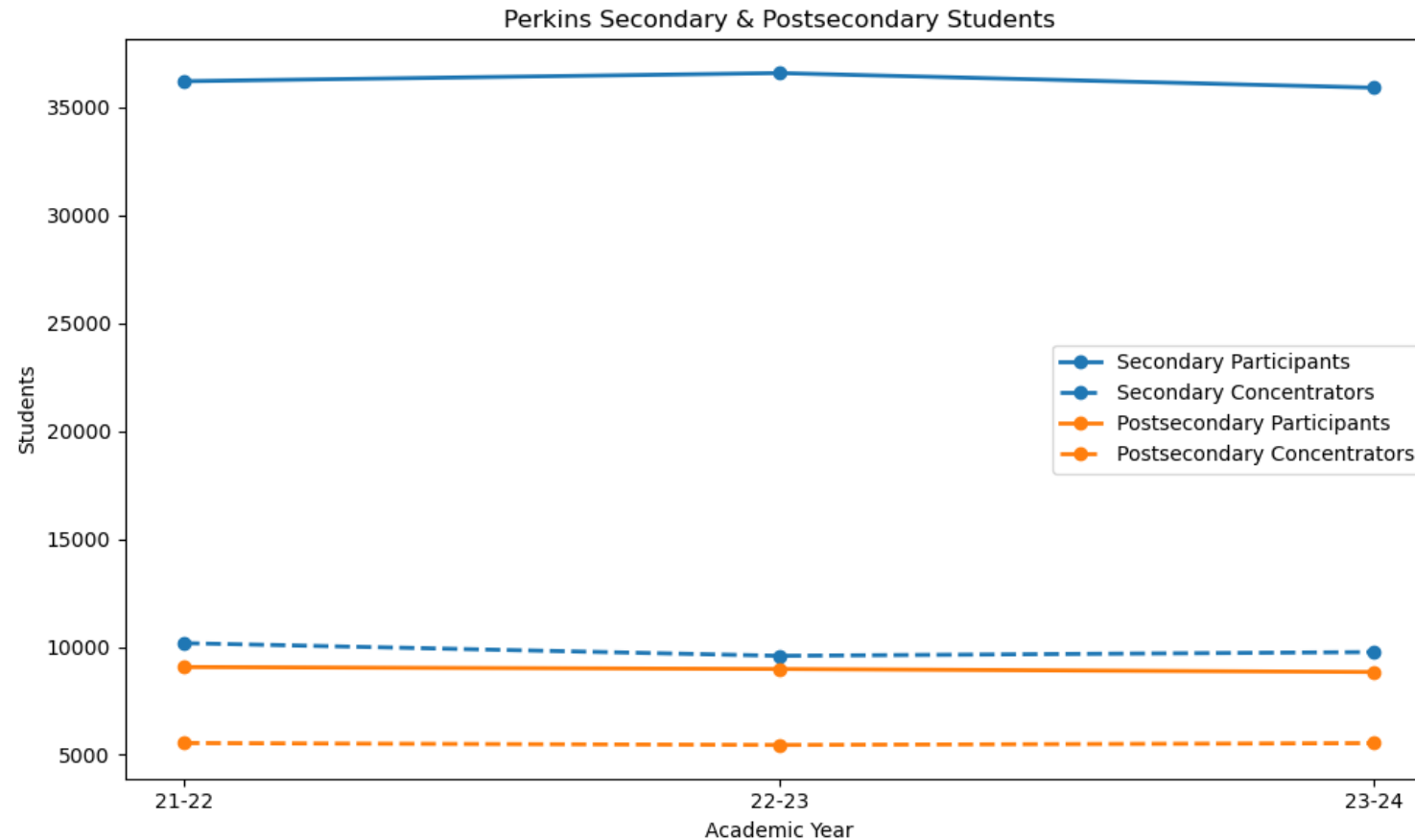


Comparative Statistics

Metrics	DE Students in MUS	MUS (excludes DE)
Fall 2022 to Fall 2023 Retention (First-Time Freshman 2022 Cohort)	80.4%	63.9%
2 Year Associates Grad Rates (2022 Cohort)	23.9%	20.2%
4 Year Associates Grad Rates (2020 Cohort)	37.8%	28.9%
4 Year Bachelors Grad Rates (2020 Cohort)	40.5%	35.6%
8 Year Bachelors Grad Rates (2016 Cohort)	61.3%	50.8%

Upon graduation, DE students average \$570 less in student loans per DE credit than non-DE graduates

Perkins Programs Enrollment



State Averages (Secondary + Postsecondary) for Past 3 Academic Years:
Participants- 46,058
Concentrators- 15,353

-
- Montana's Career & Technical Education**
- Legend:**
- Level 1 - Cluster Group
 - Level 2 - Clusters
 - Level 3 - Secondary Pathways
 - Level 4 - Postsecondary Programs
- Cluster Groups and Pathways:**
- Family & Consumer Sciences**
 - Supply Chain and Transportation
 - Industrial Technology**
 - Construction
 - Advanced Manufacturing
 - Public Service & Safety**
 - Healthcare and Human Services
 - Emergency Response
 - Fire and Emergency Services
 - Criminal Justice
 - Legal Studies
 - Pre-Criminal Justice
 - Health Science & Public Safety**
 - Biotechnology Research and Administration
 - Medical Claims
 - Medical Reception
 - Medical Coding and Insurance
 - Medical Assisting
 - Health Information Technology
 - Diagnostic and Human Performance
 - Dental Assisting
 - Cosmetology
 - Addictions Counseling
 - Wildlife and Fish Biology
 - Pre-Apprentice Line Program
 - Natural Resource and Range Management
 - Instrument Technology
 - Civil Engineering
 - Pre-Veterinary Animal
 - Meat Processing
 - Equine Studies
 - Crop Science
 - Animal Science Livestock Production
 - Animal Science
 - Animal Science and Food Systems
 - Agribusiness
 - Agribusiness Technology
 - Agribusiness Mechanics
 - Agricultural Production
 - Agribusiness and Food Systems
 - Agribusiness Technology
 - Agribusiness Mechanics
 - Agricultural Production
 - Agribusiness and Food Systems
 - Agriculture**
 - Agribusiness
 - Agribusiness Technology
 - Agribusiness Mechanics
 - Agricultural Production
 - Agribusiness and Food Systems
 - Agribusiness Technology
 - Agribusiness Mechanics
 - Agricultural Production
 - Agribusiness and Food Systems
 - Business**
 - Business Finance
 - Marketing and Sales
 - Financial Services
 - Accounting
 - Banking and Financial Strategy
 - Bookkeeping and Accounting Technology
 - Marketing Management
 - Customer Relations
 - Human Resources
 - Small Business Administration
 - General Office Administration
 - Entrepreneurship
 - Cybersecurity Defense Strategy
 - Business Administration
 - Administrative Management
 - Web Development and Administration
 - Information Technology
 - Design and Visual Communications
 - Cybersecurity
 - Computer Systems and Network Support
 - Computer Programming
 - Interior Design
 - Graphic Design
 - Glass
 - Food Service and Hospitality
 - Entrepreneurship
 - Arts, Entertainment, & Design**
 - Digital Technology
 - Management & Entrepreneurship
 - Business Information Management
 - Project Management and Operations
 - Market Advertising
 - Accounting
 - Banking and Financial Strategy
 - Bookkeeping and Accounting Technology
 - Marketing Management
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 - Glass
 - Food Service and Hospitality
 - Entrepreneurship
 - Education**
 - Supply Chain and Transportation
 - Construction
 - Advanced Manufacturing
 - Healthcare and Human Services
 - Emergency Response
 - Fire and Emergency Services
 - Criminal Justice
 - Legal Studies
 - Pre-Criminal Justice
 - Hospitality, Events & Tourism**
 - Supply Chain and Transportation
 - Construction
 - Advanced Manufacturing
 - Healthcare and Human Services
 - Emergency Response
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 - Glass
 - Food Service and Hospitality
 - Entrepreneurship

Perkins Career Clusters



16 Clusters using the Modernized Career Cluster Framework

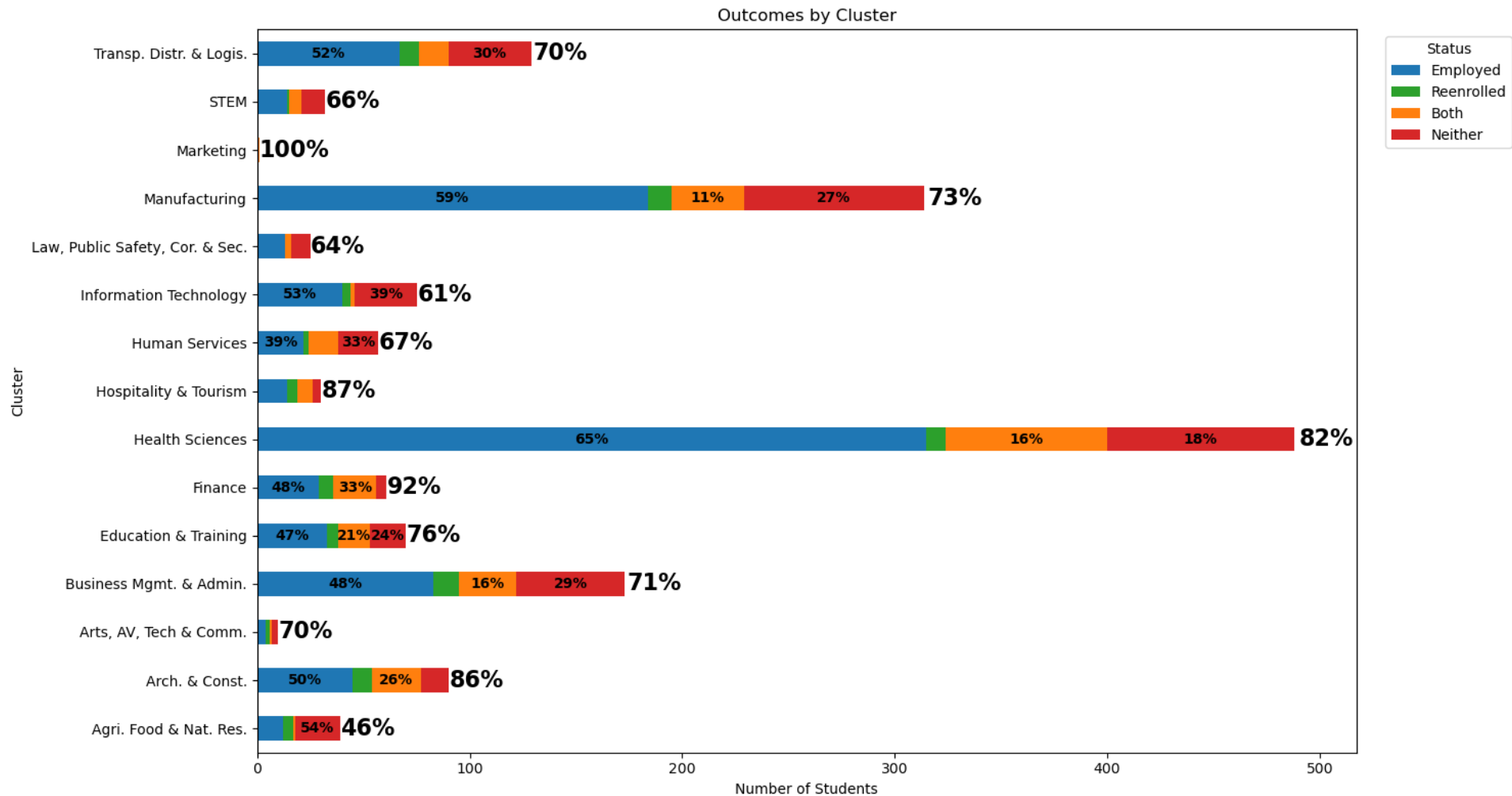
Perkins Career Clusters: Secondary



Secondary Pathways using the Modernized Career Cluster Framework

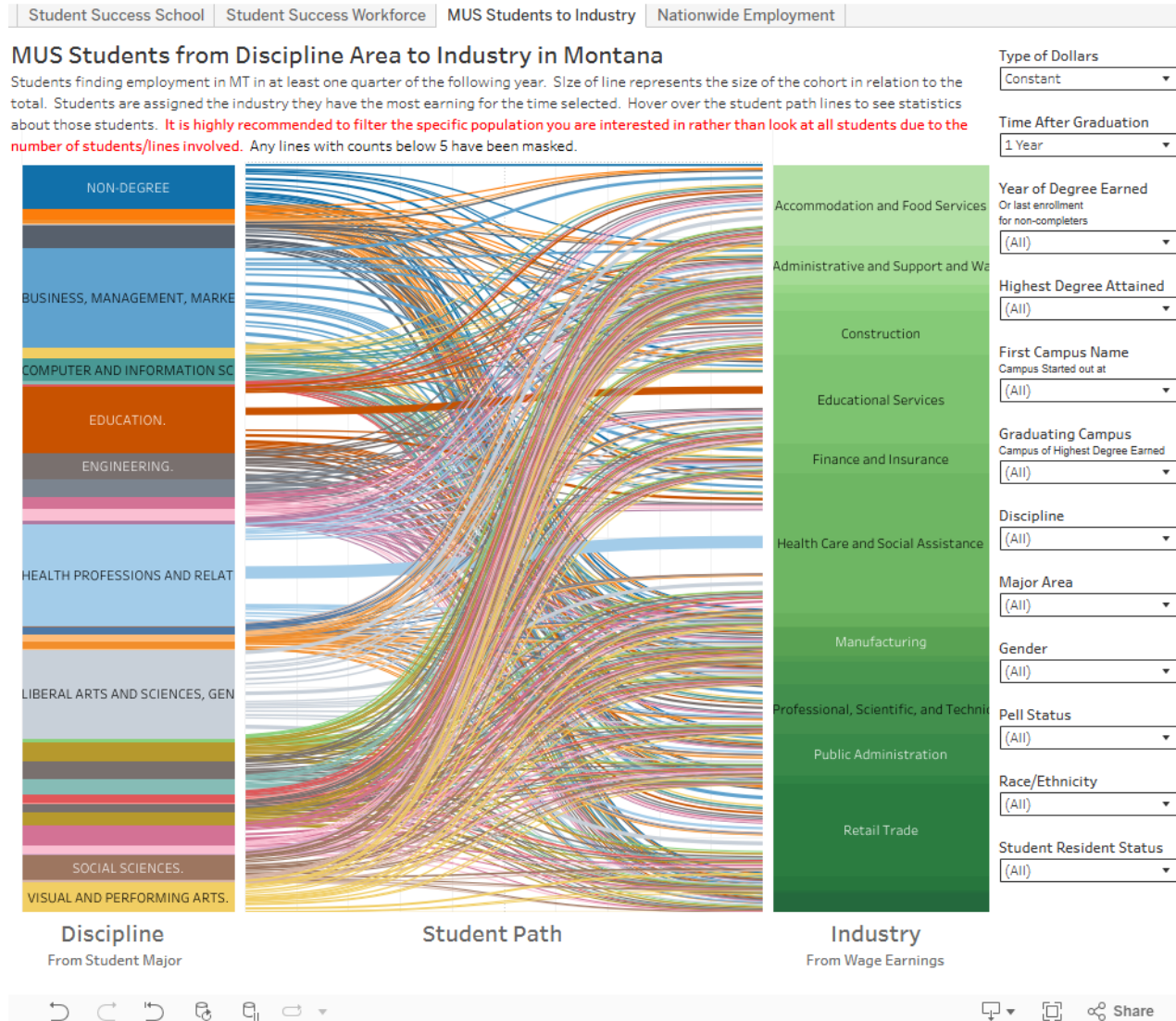


2024 1P1: Postsecondary Placement by Cluster



75.3% of graduate concentrators were reenrolled or employed within the state

Student Success Dashboard: Students to Industry

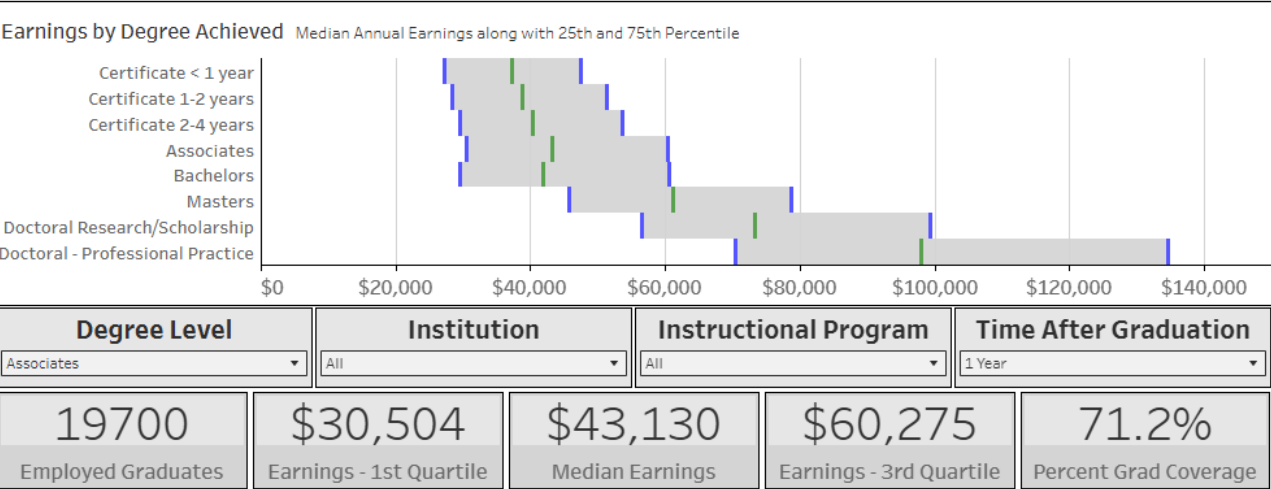


Student Success Dashboard: Nationwide Employment

Student Success SchoolStudent Success WorkforceMUS Students to IndustryNationwide Employment

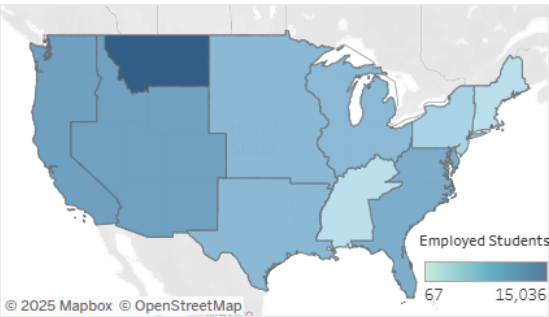
Nationwide Employment of Montana University System Graduates

National employment data comes from the Post Secondary Employment Outcomes (PSEO) developed by the U.S. Census Bureau with a national database of jobs. More information and data can be found at [Post-Secondary Employment Outcomes \(PSEO\)](#). All salaries changed to 2025 dollars using CPI-U.



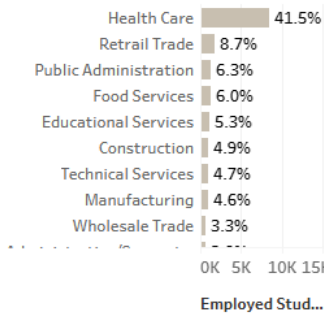
Locations of Employed Graduates

*Totals may not match KPI number of employed graduates due to noise introduced to the data to preserve the identity of individual students.



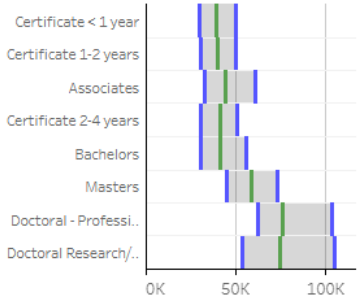
Employed Industry

Hover the mouse over the region to filter by region.



State Data

Montana Department of Labor Data for MUS Graduates. These data metrics are calculated using the same methodology as the PSEO data.



Resources

- **MUS Dashboard:**
<https://www.mus.edu/data/WorkforceTool/index.html>
- **PSEO Dashboard:**
<https://lehd.ces.census.gov/applications/pseo/?state=30&type=earnings&compare=postgrad&specificity=2&institution=30°reelevel=03&gradcohort=0000-5&filter=50&program=51,12>
- **Dept of Labor & Industry Job Projections:** <https://lmi.mt.gov/projections>
- **Perkins CAR Reports**
 - **State-** https://www.mus.edu/Perkins/documents/report-cards/2022-2023/State_Report_2023.pdf
 - **Campus-** <https://www.mus.edu/Perkins/perkins-archive.html>

Contact

Chase Stahl

Data Specialist

cstahl@montana.edu

T Profile Session

Facilitators

Lisa Blank, Executive Director, Workforce Development, FVCC

Minzi Thomas, Senior Designer, Education Design Lab

Chris Moore, Program Director, Heavy Equipment, FVCC

Panelists

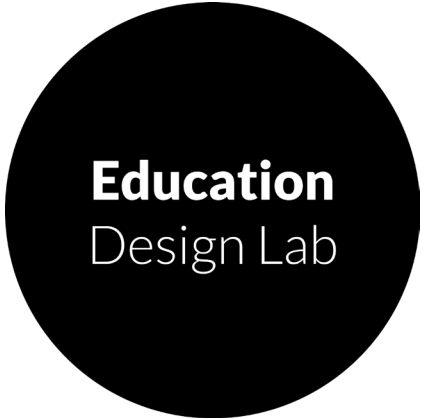
Francis Bristol, Program Director, Strengthening Community Colleges

Ryan Bowman, CEO, Montana Sky

Ryder Harp, Western Telecom Manager, Rocky Mountain Contractors

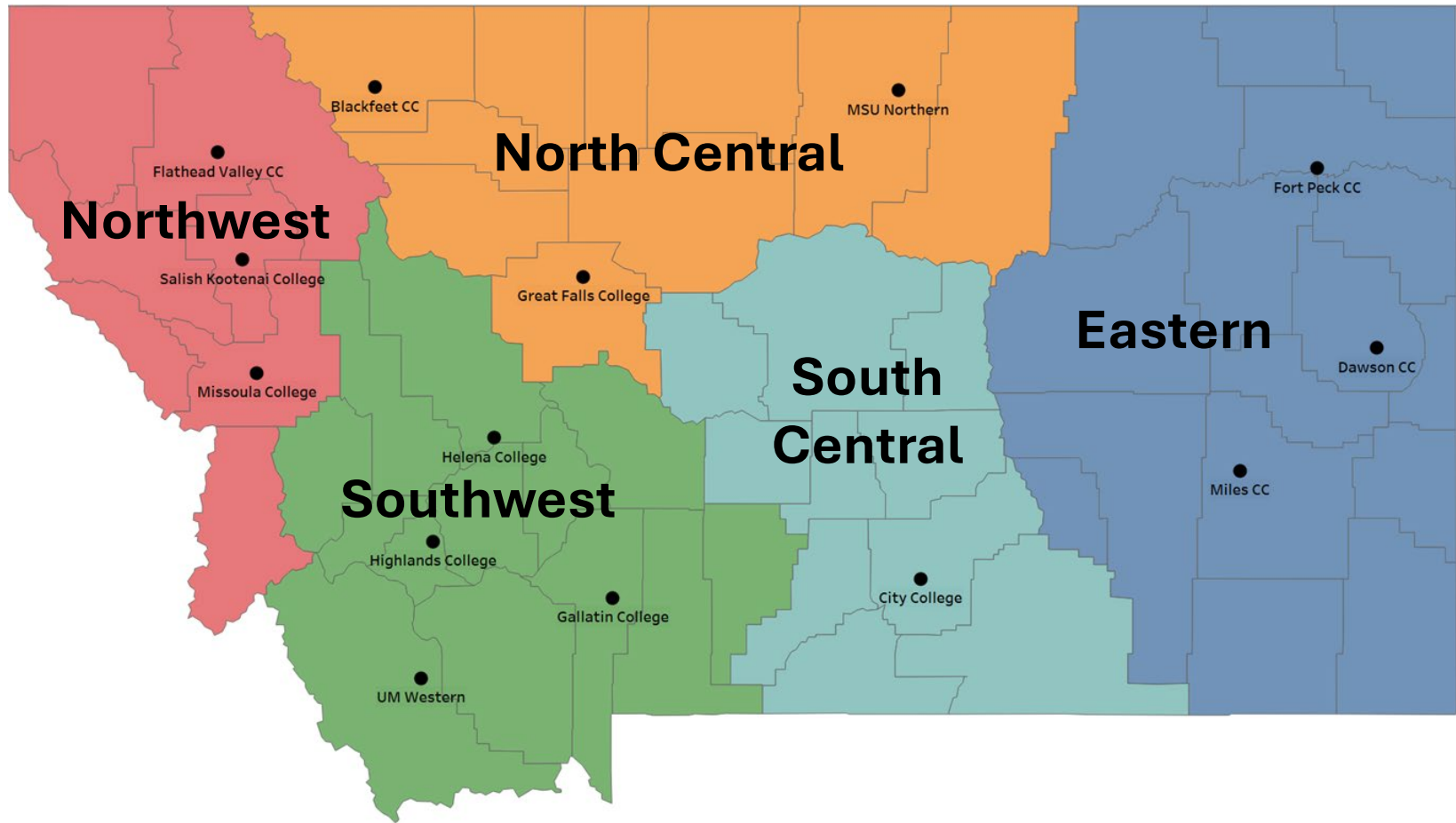
Brett Ogden, General Telecom Manager, Rocky Mountain Contractors

Sandy Harmon, Human Resources Manager, Rocky Mountain Contractors



Education
Design Lab

Regional Lunch



Highlands College Strengthening Community Colleges Award

Francis Bristol, Program Director, Strengthening Community College

Bernie Phelps, Director of Dual Enrollment and Grant Funding



MT-Rapid Broadband Training

Strengthening Community Colleges Grant

Francis Bristol – Program Director

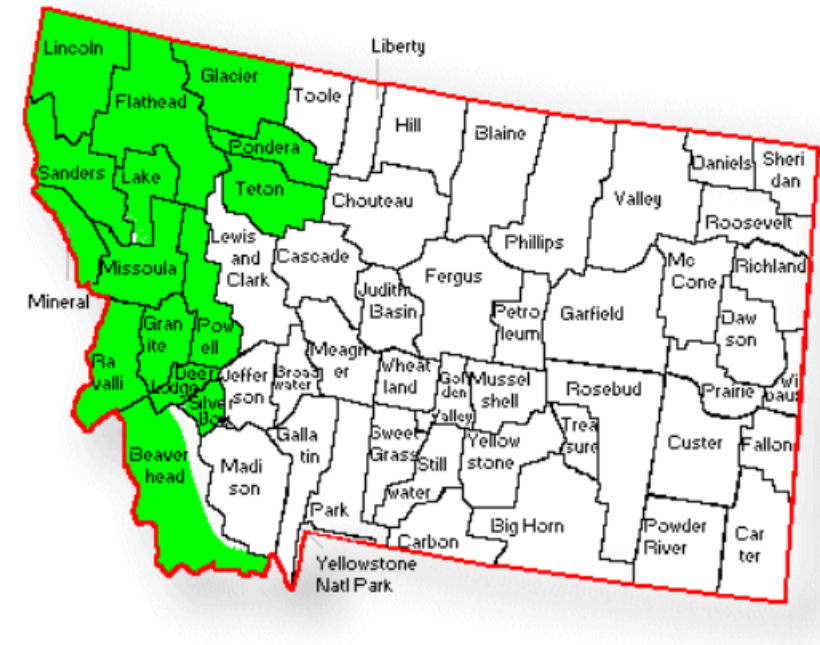
HIGHLANDS COLLEGE
OF MONTANA TECH

MT-RBT Kick-off



Project Purpose

- Bridge the digital divide in western Montana
- Develop career pathways in the broadband infrastructure sector
- To provide access to underrepresented populations



Project Purpose cont.

- Support Montana's \$628M BEAD (Broadband Equity, Access, and Deployment Program) investment
- Advance education, healthcare, and employment through reliable high-speed internet
- Foster long-term community benefits and economic growth

Employer-Driven Micro-Pathways

- Engaging employers across Montana to co-design training pathways
- Alignment with current broadband industry needs and workforce gaps
- Stackable credentials for career progression
- Integrated work-based learning:
 - Industry exposure
 - Job shadowing
 - Hands-on training

Employer-Driven Micro-Pathways cont.



- Embedded industry-recognized certifications (TBD)
- Rapid curriculum updates to match evolving technologies and workforce needs
- Focused on job readiness from day one

Fostering Collaboration

- **Consortium Colleges**
 - Flathead Valley Community College
 - Missoula College
 - Highlands College
- **Partnership with Education Design Lab**
- **Mobile Training Lab**
- **Industry Partnerships**



Next Steps

- Continuing design process facilitated by Education Design Lab
- Building processes across all colleges
- Broadening partnerships
- Pilot program in 2025
- Build out of mobile lab

Advisory Board

- Composed of members from Colleges, Industry and Workforce
- Please see Bernie or me after the presentation for registration details



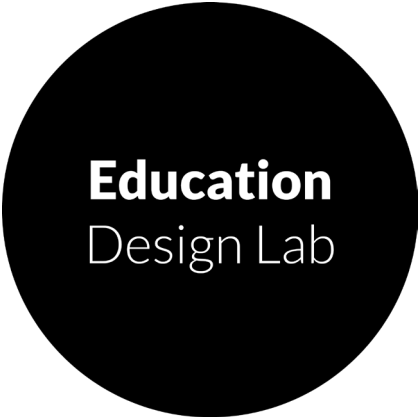
Questions?



Education Design Lab

Dr. Minzi Thomas, Senior Designer

Gabby Billiott, Associate Education Designer



Education
Design Lab

Thank you, Dennis and Phyllis
Washington Foundation!

Jon Bennion, Executive Director

DENNIS & PHYLLIS
WASHINGTON
FOUNDATION

Montana's Future at Work Spotlight



Cybersecurity Education Pathways



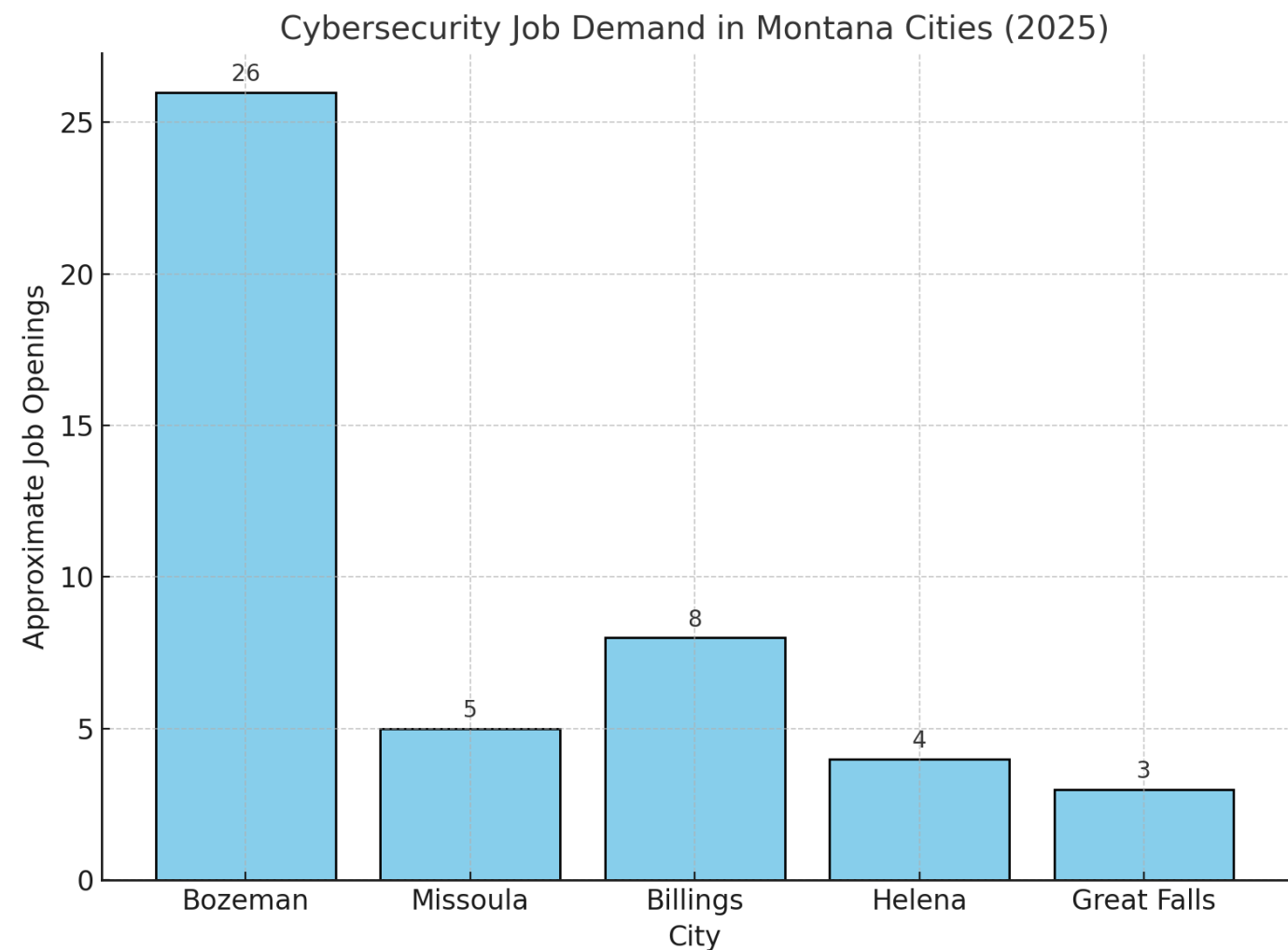
**National Center of Academic Excellence In
Cyber Defense Two-Year Education (CAE2Y)**



The Need

- Addresses urgent workforce gaps in cybersecurity
- Equips Montana students with career-ready skills
- Builds awareness of IT pathways for students, parents, and educators
- Expands collaboration across schools, colleges, and industry

Cybersecurity Job Demand in Montana Cities (2025)



Grant Goals

- Train 10–15 high school students
- Market the importance of training to students, families, educators, and the community
- Promote Cyber Security to local and state stakeholders
- Provide curriculum materials & CompTIA Security + prep
- Build a scalable, sustainable model across Montana

Our Focus: Cybersecurity Pathways

- High-need specialties within Cyber Security
- Dual enrollment opportunities with Gallatin College
- Stackable credentials
- Addresses local job demand in IT and Cybersecurity

Program Deliverables

- Enroll 20+ high school students (Fall 2025) in Cybersecurity dual enrollment
- Support teachers to deliver cybersecurity awareness modules statewide
- Develop and disseminate a 30-second promotional video
- Create statewide marketing/outreach materials
- Convene educators, administrators, and industry partners
- Cover course/exam fees, books, and lab supplies for participating students

Organizational Partners

Collaboration Partners

- Montana Office of Public Instruction (MT OPI)
- Montana Digital Academy (MTDA)
- Montana Office of Public Instruction (MT OPI)
- Montana Educational Technologists Association
- CyberMontana
- Zoot Enterprises
- Hoplite Industries

High School Partners

- Belgrade H.S.
- Townsend H.S.
- Manhattan H.S.
- Manhattan Christian H.S.
- Three Forks H.S.
- Petra Academy

Student Opportunities

- Dual Enrollment: Earn college credit in high school
- Stackable credential toward Cybersecurity Certificate
- Hands-on labs and awareness activities
- Career exploration aligned to Montana workforce needs

Sustainability & Impact

- Ongoing Professional Development (Train-the-Trainer workshops)
- 406 CyberSmart Teachers' Lounge & Teens Network
- Strong industry partnerships to sustain momentum
- Pathways into Montana's growing IT & Cybersecurity job market

Timeline (2025–26)

- Summer 2025: Marketing launch, recruitment, teacher training
- Fall 2025: Belgrade HS Cybersecurity dual enrollment begins
- Winter 2025–26: Outreach events, promotional video release
- Spring 2026: Credential completion, showcases, sustainability planning

Demo

<https://classroom.google.com>

- Enter your password
- False
- False
- False
- Reset your password
- The new password cannot be the same as the old one



Thank You /
Q&A

- Contact:

Ronda Black

Program Director – IT &
Cybersecurity, Gallatin College
MSU

Email:

Ronda.Black@Montana.edu

Phone: 406-994-9136

National Center of Academic Excellence In Cyber Defense
Two-Year Education (CAE2Y)



Student Panel – Dual Enrollment

Facilitator

Beth Romain, Program Director FVCC Running Start

Panelists

Margo Alexander (Whitefish HS) – CNA and Biotech

Emaline Whithed (Whitefish HS) – Engineering, Surveying, and CAL

Anthony Delmonico (Homeschool)-Welding and Fabrication

Greyson Pfeifle (Columbia Falls HS) – Welding Certificate and Solidworks

Nolan Rosenthal (Glacier HS) – Electrical/HVAC



Campus Tour

Join us at the Reception!

Sponsored by Education Design Lab

Brannagin's Pub

6:00pm



Education
Design Lab

Review of Day 1

- Think-Pair-Share
 - How can you apply what you learned about “rural” to your workforce development work?
 - How can the T Profile effort be used to support your work with employers?
 - What is one take away from the State of the State presentation? Why is that important to you? How will you use it upon your return?
 - How is “bite size” learning being supported at the state and national levels? How will these investments meet employer needs?
 - What is one practice you will change or address related to dual enrollment based on the State of the State or the student panel?



Day 2 Agenda

- 8:00** **Networking and Coffee/Breakfast**
- 8:30** **Review of Day 1**
- 8:45** **Montana's Future at Work Spotlight**
- 9:45** **State of Montana Workforce Initiatives** – *Joe Thiel, Deputy Commissioner of ARSA*
- 10:30** ***Break***
- 10:45** **406 Jobs** – *Tammie Hickey, Executive Director, SWIB*
- 11:15** **Closing Keynote** – *Regent Heather Hoyer*
- 12:00** **Summit Summary and Lunch to Go**



Link to Agenda

Perkins and DE Coordinators – please stay for our retreat!

Montana's Future at Work Spotlight



Emergency Services Certifications

EMT and Wildland Firefighting

Kaili Payne, Director of Dual Enrollment
Alan Lohof, Program Director and Instructor for Fire Science



Certifications

EMT

National Registry of Emergency Technicians

*EMT-Basic

WILDLAND FIREFIGHTING

National Wildfire Coordinating Group Firefighter Type 2

*Incident Qualification Card, i.e.,
Red Card

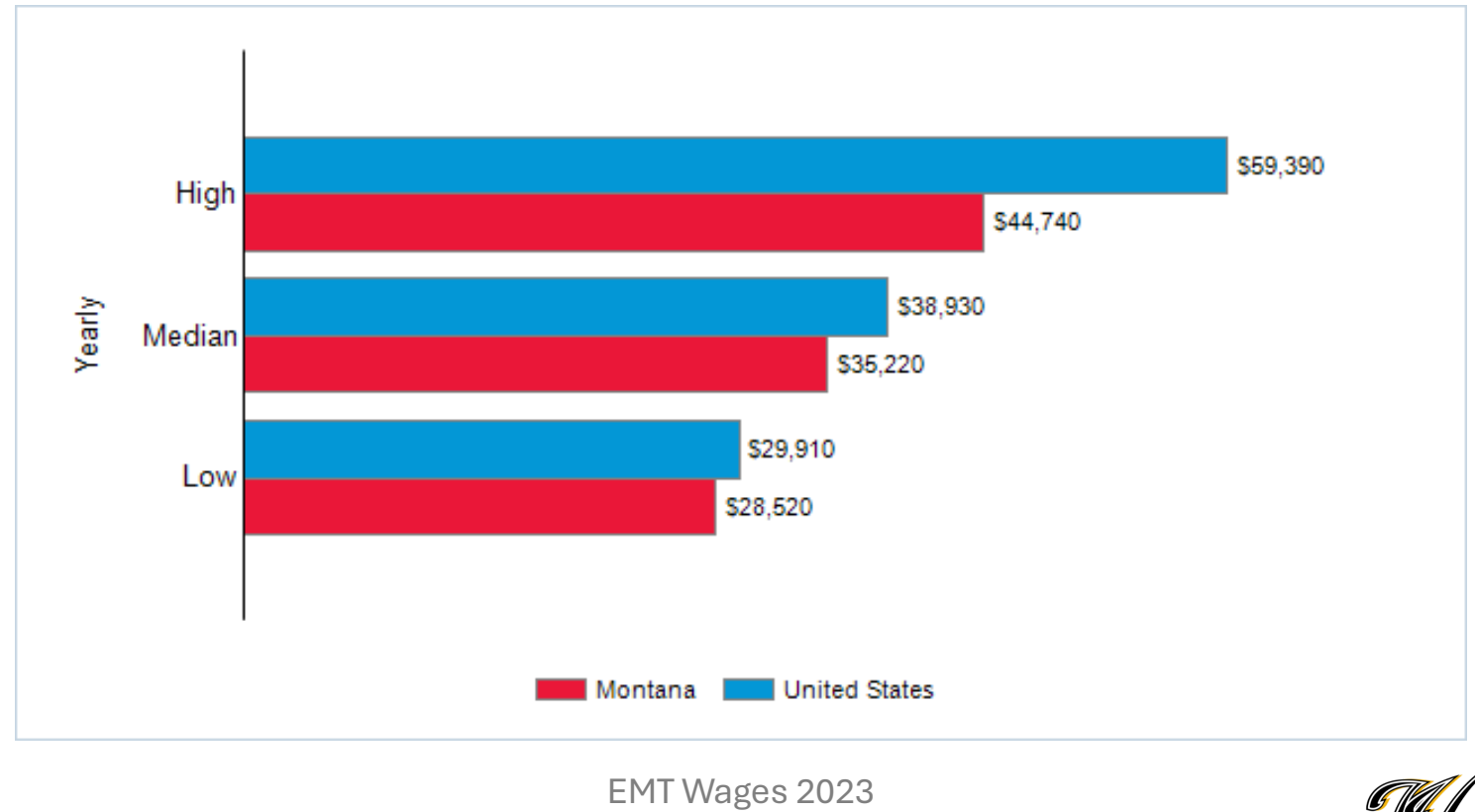
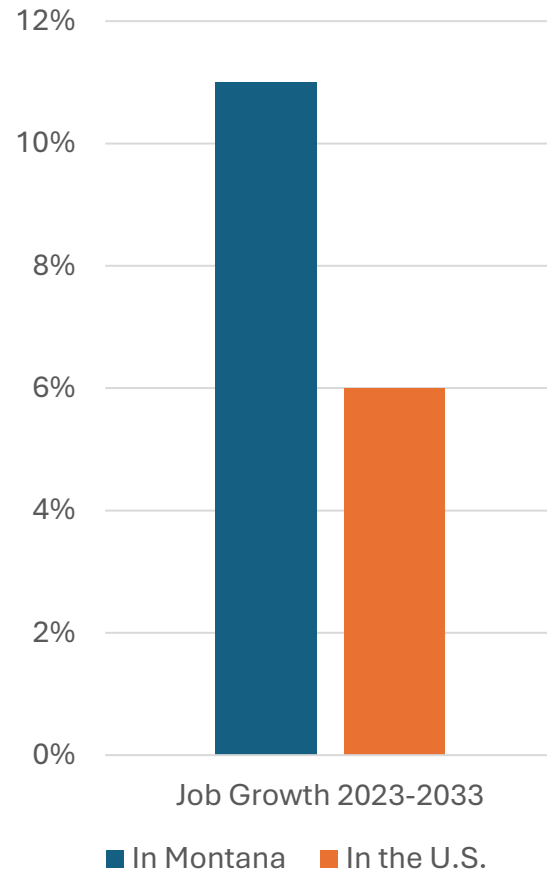


Emergency Medical Technician (EMT)

- ECP 291—Emergency Medical Technician
 - 6 credit class
- Red Lodge High School
 - One semester
 - 12 students
- Lockwood High School
 - Two semesters
 - 26 students
- Billings Career Center
 - Two semesters
 - 31 students



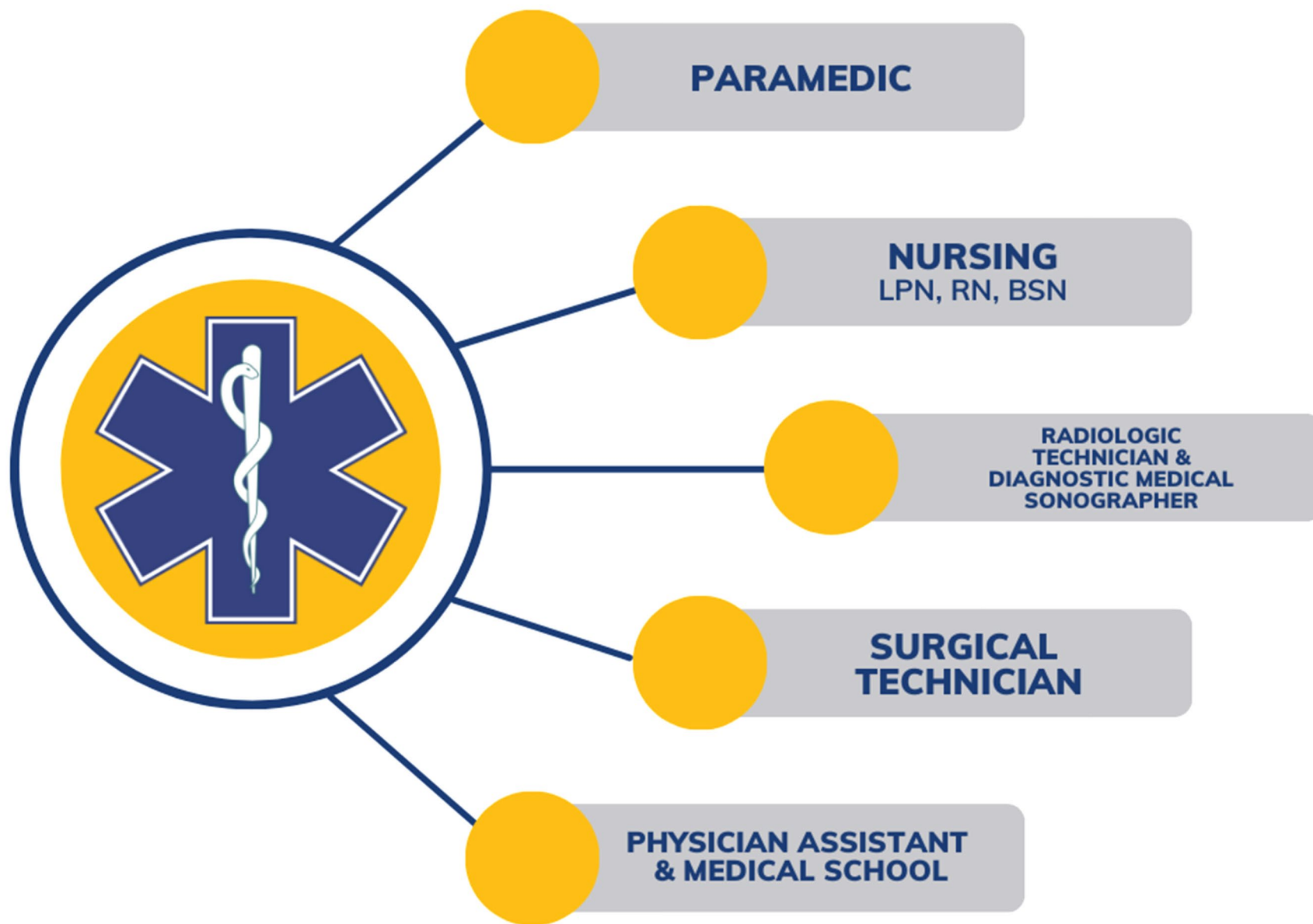
EMT Employment Trends



EMT Employment Opportunities

- Private Ambulance Services
- Fire Departments
- Police Departments
- Hospitals
- Clinics
- Allied Health Organizations
- National Parks
- Large Industrial Centers
- Contract Medic
 - Amusement Parks
 - Concerts
 - Large Hotels
 - Cruises
 - Festivals





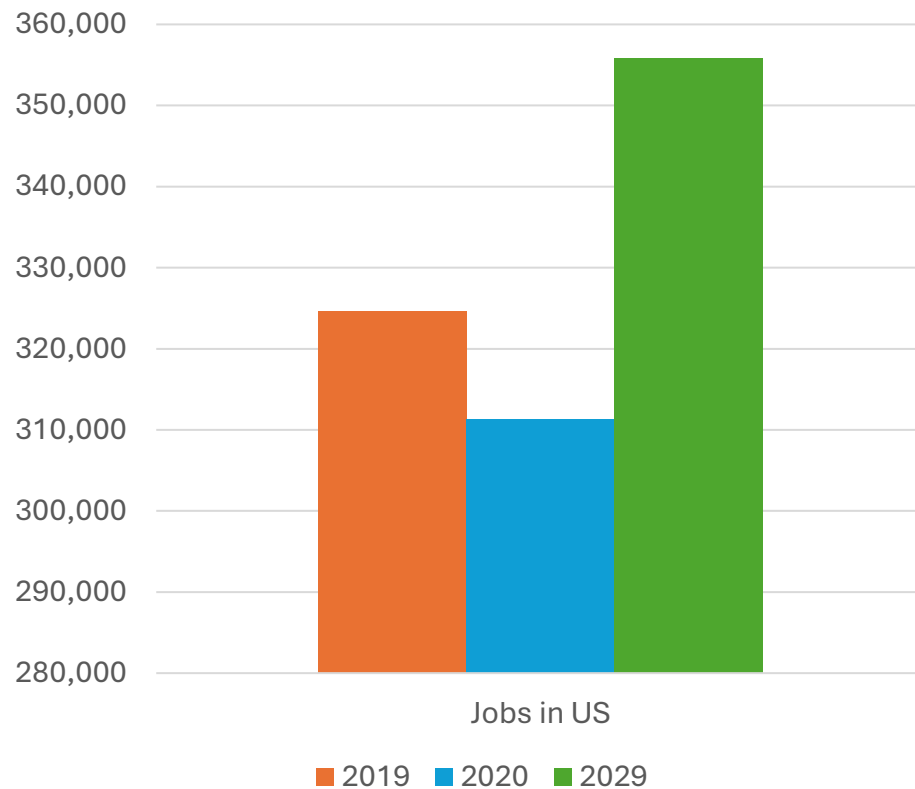
National Wildfire Coordinating Group Firefighter Type 2

- FIRE 106—Wildland Firefighting
 - 20-30 Students
 - Two Modalities
 - In-person
 - Online
 - Two Locations
 - City College
 - Red Lodge High School
- Completion of the National Wildfire Coordinating Group Modules
 - S-130 Firefighter Training
 - S-190 Introduction to Wildland Fire Behavior
 - L-180 Human Factors on the Fireline
 - ICS 100 Introduction to the Incident Command System
 - ICS 700 National Incident Management System, An Introduction
- Field Day

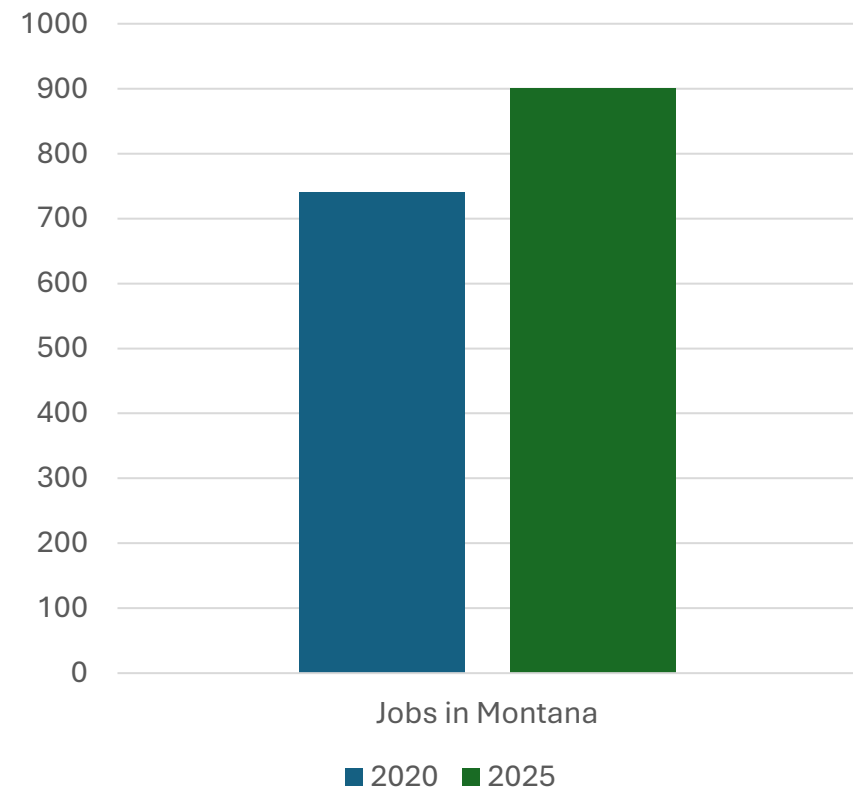


Wildland Firefighting Employment Trends

National Job Growth



Montana Job Growth



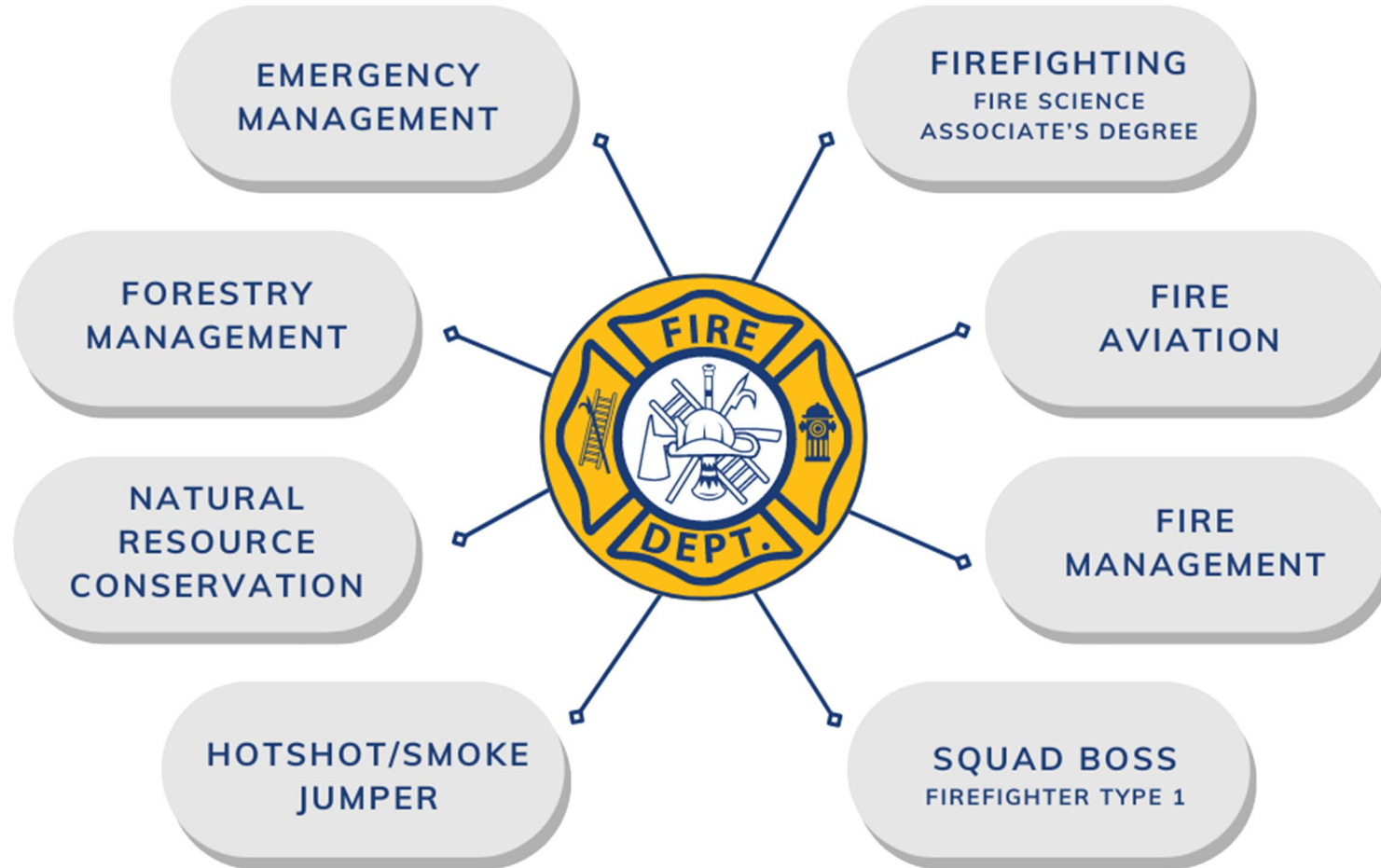
*Data courtesy of recruiter.com, zippia.com, and Taig O'Donnell with the Bureau of Land Management



Wildland Firefighting Employment Opportunities

- Local Community
 - Volunteer and Paid Positions
- Montana Department of Natural Resources and Conservation
- U.S. Department of Agriculture Forest Services
- Department of Interior
 - Bureau of Indian Affairs
 - Bureau of Land Management
 - National Park Service
 - U.S. Fish and Wildlife Service
- Private Contractors







Field Day Spring 2024

Video filmed by Alan Lohof, City College &
Greg Roper, Billings Fire Department



Be Brave. Be Bold. *Become.*

Kaili Payne
kaili.payne@msubillings.edu

Alan Lohof
alan.lohof@msubillings.edu



Teaching Tomorrow: Education Credential Pathway for High School Students



Addressing the critical shortage of educators across Montana

- Provides immediate workforce value & pathway into the teacher profession
- Introduces 'Stackability' in Education Pathway: Creation of Certificate of Technical Studies (CTS)
- Removes or Reduces barriers:
 - Geographic barriers: online delivery
 - Rural school access: school classification
 - Financial: use of OneTwoFree, FAW Funds, and DE Scholarship
 - Bonus: Textbooks and laptops available for checkout

Innovative Program:

Fosters improvements at all levels
of the educational degree framework

- Access by all Montana high school students
- Online Coursework + Field Experience (WBL)
- Creation of Certificate of Technical Studies
 - Significant advancement in educational credentialing, setting a precedent
- Stackable credential
 - CTS > AAS > BS = Teacher Licensure
- Extends to Adult Learners



Delivery Models

Goal for students to take one course per semester scheduled in school day.

Minimizes impact outside of high school schedule: athletics, activities, work, home commitments

- Online with Field Experience
 - 3 EDU courses offered online
 - GE course offered online through MUS
 - COLS offered online
- ▶ Concurrent Credit with Field Experience
 - ▶ 1-2 EDU course(s) offered as CC
 - ▶ 1-2 EDU course(s) offered online
 - ▶ GE course offered as CC
 - ▶ COLS course offered as CC or online

Program Features:

Field Experience (WBL)

Campus Visits

Education Pathway Convening Spring 2026

Educator Professional Connections (K-12 Veteran Teachers & UMW Education Faculty)

Mentorship from all around (within school, community, Montana Western, OPI)

Available to ALL Montana students

- All Montana High Schools: AA, A, B, & C
 - Online access
 - Spring 2025: Pilot course included students from Absarokee, Gardiner, Manhattan, Sheridan, Shields Valley, & Three Forks
- Existing DE High Schools with EDU Concurrent Credit Course Options
 - Beaverhead County High School
 - Butte High School
 - Fergus High School
 - Jefferson High School
 - Missoula Sentinel
 - Powell County High School

NOTE: Online EDU classes can be taken by partner high school when EDU CC class not offered due to instructor availability or under enrolled.

Program Suggested Rotation

Class of 2026	Class of 2027	Class of 2028
Fall 2025: EDU 222 + COLS 191	Fall 2025: COLS 191	Fall 2026: COLS 191
Spring 2026: EDU 201 + EDU 291	Spring 2026: EDU 201	Spring 2027: EDU 201
	Fall 2026: EDU 222	Fall 2027: EDU 222
	Spring 2027: EDU 291	Spring 2028: EDU 291
*GE course may be completed or register to best fit schedule during senior year.	*Complete GE course to best fit schedule before graduating high school.	*Complete GE course to best fit schedule before graduating high school.



Montana Western Career and Technical Education (CTE)

EDUCATION: Elementary | Secondary | K-12



Program Highlights

16 credits **FREE** with use of OneTwoFree & Montana's Future @ Work funds.

Save over \$3500! Based on 2025-2026 UMW tuition & fees.

Field Experience completed in your area.

Earn a Certificate of Technical Studies (CTS) in Education. (in progress)

Program Course Requirements

3 EDU Courses + **1** COLS Course + **1** General Education Course = **CTS in Education**

Complete CTE in Education requires minimum of 16 semester credits.

*CTE courses in **red** delivered by online instruction.*

Career & Technical Education (CTE) Courses

EDU 222 - Educational Psychology & Child Development, 4 credits

Fall Semester 2025 | Sep 8-Dec 12, 2025 | Reg Deadline: Sep 5, 2025

COLS 191 Career Development & Interpersonal Skills, 1 credit

Fall Semester 2025 | Oct 13-Dec 12, 2025 | Reg Deadline: Oct 8, 2026

EDU 201 - Introduction to Education w Field Experience, 4 credits*

Spring Semester 2026 | Jan 20-May 8, 2026 | Reg Deadline: Jan 16, 2026

** Missoula Sentinel and Powell County High School students take EDU 201 offered through their high school.*

EDU 291 - Final course details to be confirmed October 2025, 4 credits

Spring Semester 2026 | Jan 20-May 8, 2026 | Reg Deadline: Jan 16, 2026

General Education (GE) Courses: Top Course Choices

Written & Oral Communication: **WRIT 101 College Writing I**

Mathematics: **M 100-Level** or **STAT 121 Probability**

Behavioral Science: **GPHY, PSCI (choose 1)**

History: **HSTA (choose 1)**

Humanities: **ARTH, ARTZ, CRWR, DANC, LIT, MUSI, PHOT, THTR (choose 1)**

Natural Science: **ASTR, BIOB, BIOE, BIOH, BIOM, BIOO, CHMY, GEO, NUTR, PHSX (choose 2)**

General Education courses listed above are most common options available.

Registration deadlines vary and set by Montana campus offering dual enrollment course.

Montana Western DE Coordinator can assist with course choice.

Suggested Rotation

Class of 2026

Fall 2025: EDU 222 + COLS 191

Spring 2026: EDU 201 + EDU 291

**GE course may be completed or register to best fit schedule during senior year.*

Class of 2027

Fall 2025: COLS 191

Spring 2026: EDU 201

Fall 2026: EDU 222

Spring 2027: EDU 291

**Complete GE course to best fit schedule before graduating high school.*

Class of 2028

Fall 2026: COLS 191

Spring 2027: EDU 201

Fall 2027: EDU 222

Spring 2028: EDU 291

**Complete GE course to best fit schedule before graduating high school.*

**Scan the QR Code
to get Started!**



Montana Western DE Coordinator

Ryann Gibson

406.683.7304

ryann.gibson@umwestern.edu

Impact

Flips the switch for students from being a student to the lens of an educator = game changer!

Expected to complete CTS

- May 2026: 10
- May 2027: 15

Ongoing: add more students, more sections

- AY 2025-2025: 15
- AY 2026-2027: 20+
- STARS Act Ready

Addition of Adult Learners

- Paraprofessionals complete CTS > Increase in Pay > 'Stack' toward Teacher Certification (CTS + AAS + BS=Teacher Licensure)



PATHWAYS TO OPPORTUNITY

Investing in high school students to meet industry demand and improve quality of life for Montanans.



Certified Nursing Assistants (CNA)

CNA's play a **critical role in patient comfort, safety,** and the **overall functioning** of healthcare teams in hospitals, long-term care facilities, home health settings and hospice.

Key responsibilities:

- **Direct Patient Care*

 - Personal hygiene

- **Mobility Assistance*

 - Walking, transferring, range of motion exercises

- **Monitoring & Documentation*

 - Vital signs, blood glucose, recording intake and output

- **Reporting*

 - Observing, reporting, documentation

- **Supportive Care*

 - Emotional support, patient needs are met,
clean & safe environment



What is our WHY for offering?

- State need and workforce shortage
- Montana's aging population Nearly 340,000 Montanans are out of the labor force, meaning they are not working or actively seeking work.
- 61% of the 340,000 are 55 or older and retired. hospitals, long-term care facilities, home health settings and hospice.
- High school students are exposed to healthcare at an early age.
- Most students want to be a nurse or doctor and are not aware of what is in the middle.
- Students are exposed to the career path
- If they do not like the experience, it is a relatively cheap way to find out this career might not be the path.
- Maybe their first experience in higher education and by using a relationship-based approach to advising, the potential for positive outcomes can be transformational.
- **Because it is the right thing to do!**



Right thing to do???

Direct impact to economically and socially disadvantaged individuals and families.

May lead to generational change.

Fits the “Montanans helping Montanans” saying.

Address need in small rural and Tribal communities

Impact the communities in which they live
and work.



Montana STARS Act and CNA School to Work

Aligned the Foundations of Healthcare certificate to meet the STARS Act Level I Goal:

15 or more postsecondary credits. OR
One or more level 1 CTE equivalent credit.

College writing (WRIT 101): 3 credits

College level math (M 100+): 3 credits

Medical Terminology (AHMS 144): 3 credits

Intro to Health Careers (HTH 101) 3 credits or Perspectives in Professional Nursing (NRSG 107) 3
credits

Certified Nursing Assistant Course (NSRG 106): 4 credits

Option to test for the Montana Nurse Assistant exam and earn a license.



Lessons learned

- **TRUST MUST BE EARNED**
- **ACTIONS SPEAK LOUDER THAN WORDS**
- Actions, words, non-verbal gestures are louder than words.
- Students are young
- Looking for help but often don't know how to ask.
- Be the person that takes the time to mentor and guide them.
- Be open to honest, hard conversations.

BE A SHELLEY AND BE THE BRIGHT SPOT IN SOMEONE'S LIFE



Accelerating Credentials

Erin Niedege

Vice President of Enrollment Management
& Educational Support Services





PROJECT SCOPE

- Miles Community College's Accelerating Credentials program expands CDL and CNA training opportunities for high school students in rural Montana.
- Building upon the success of our CNA program, funded by previous Future At Work grants, we have added CDL as a credential pathway for high school students
- Partnering with three area high schools
 - Custer County District High School (Miles City) - pilot spring 2025
 - Baker High School - pilot spring/summer 2025
 - Dawson County High School (Glendive)
 - Additional interest from Forsyth High School and Colstrip High School

START HERE — *Go Anywhere*

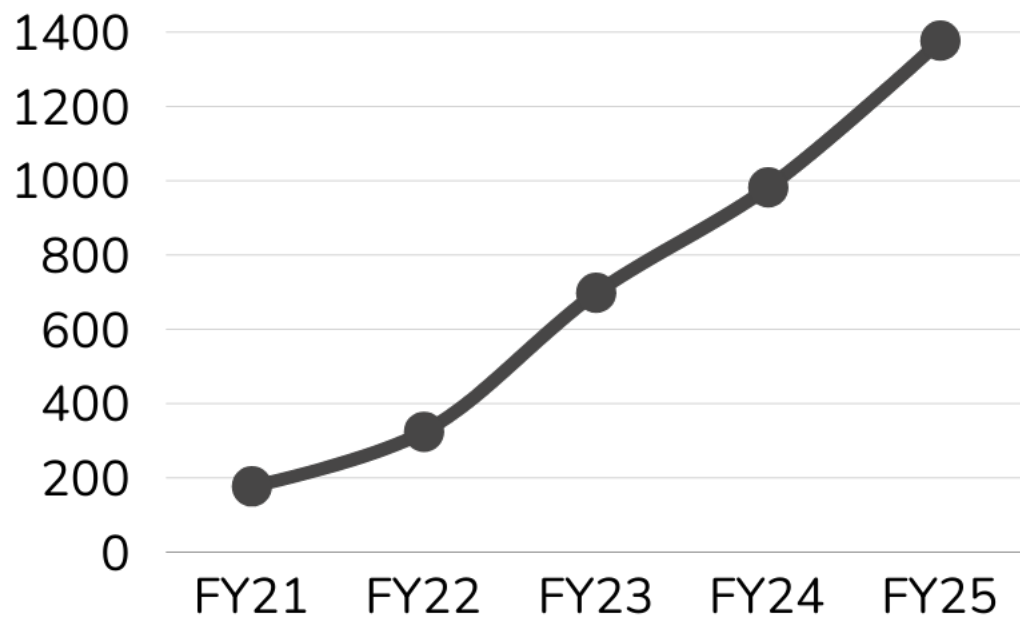


PROJECT GOALS

- 01 Prepare students for workforce entry immediately after high school.
- 02 Address critical workforce shortages in transportation, construction, and agriculture.
- 03 Meet high school/school district demand for more CTE options in dual enrollment
- 04 Alignment with incentives in CC funding formula: increase overall CTE enrollment

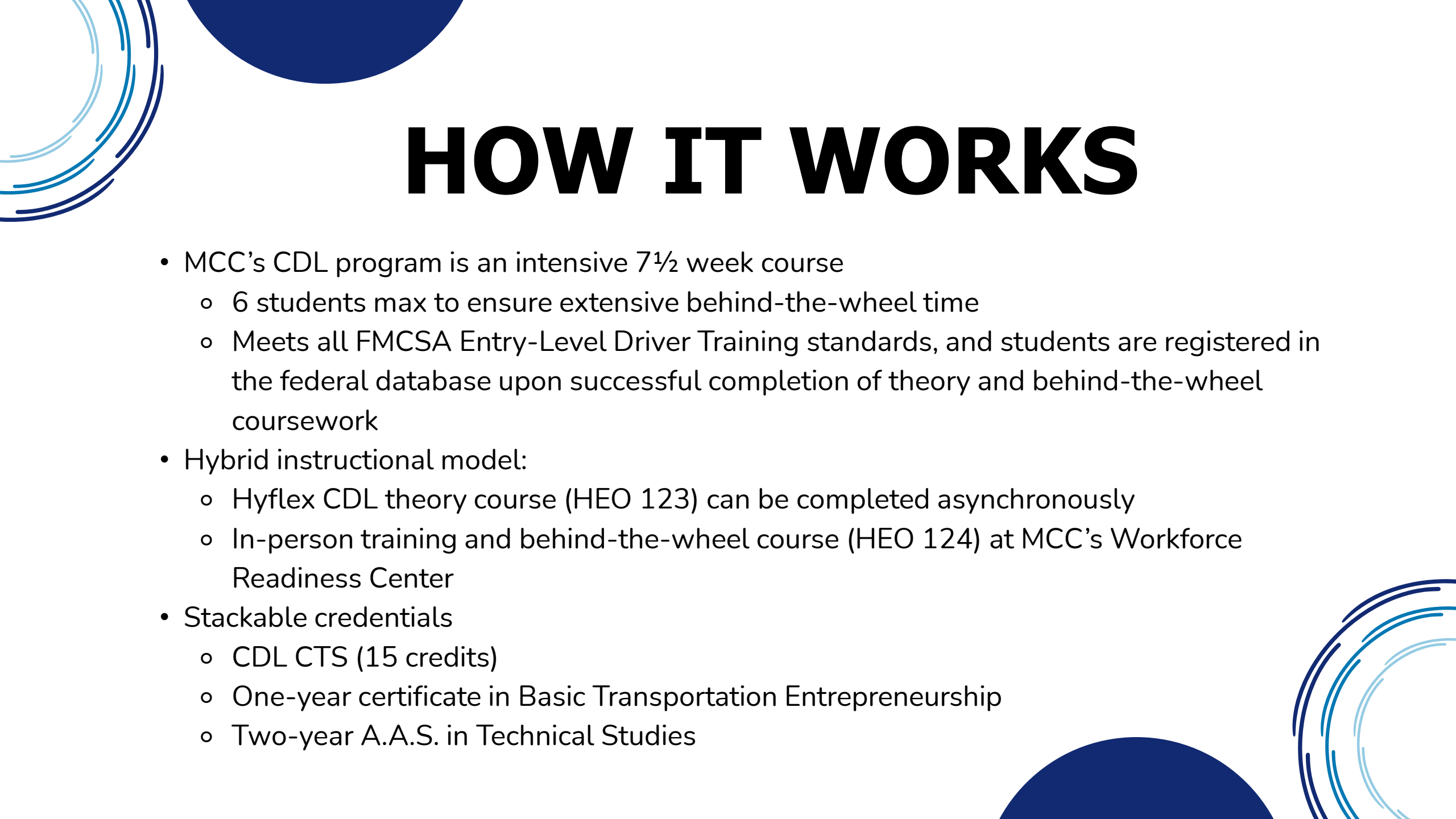
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DEMAND FOR CTE IN DUAL ENROLLMENT



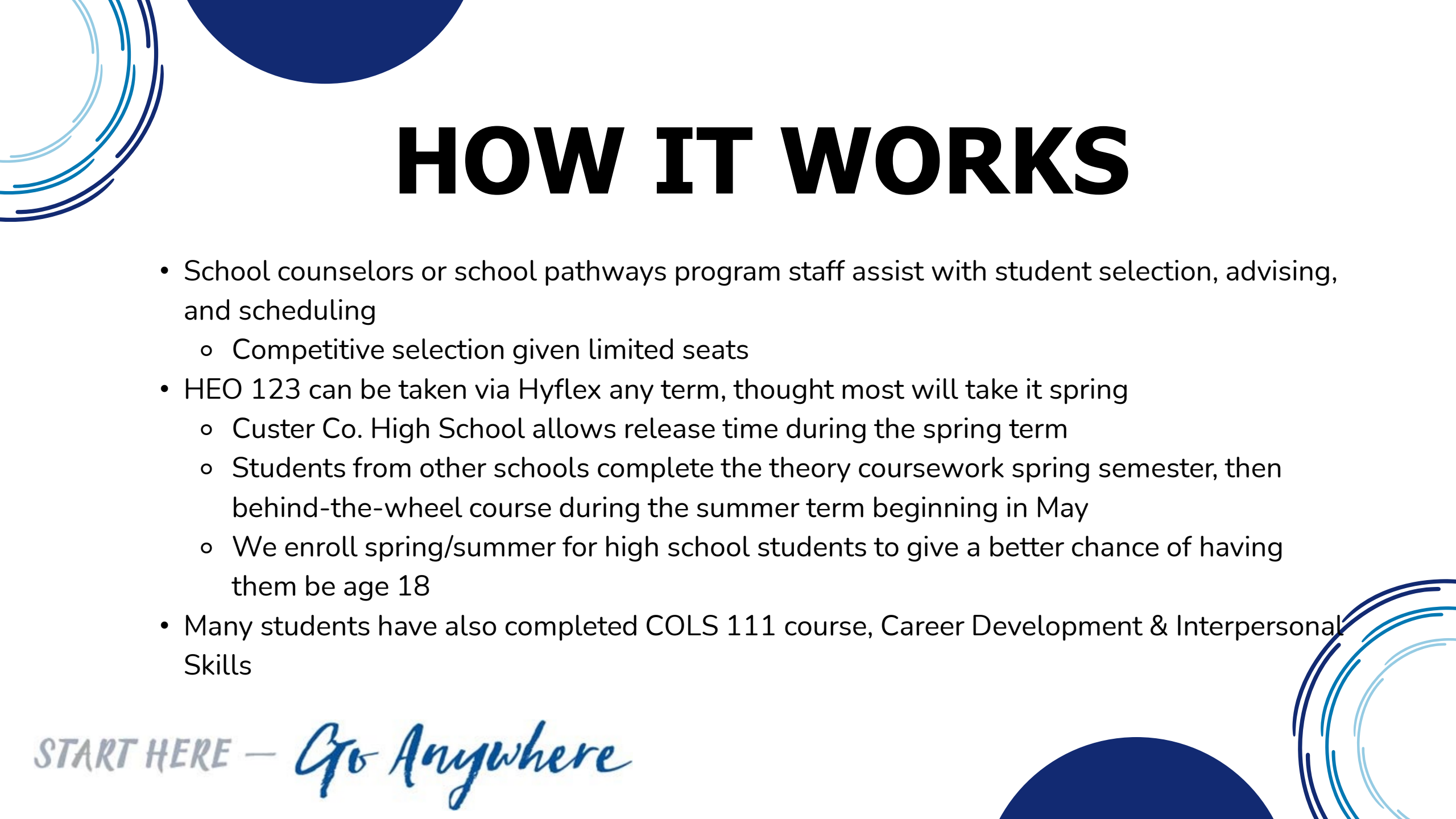
The community college funding formula relies on more than just resident and non-resident student enrollment. CTE enrollment is incentivized (regardless of student type), while non-CTE dual and concurrent enrollment is funded at less than 100%. With a focus on increasing ALL CTE enrollment, we've increased dual enrollment CTE alone over 600% in the last 5 years, with 1377 annual credits in FY25.

START HERE — *Go Anywhere*



HOW IT WORKS

- MCC's CDL program is an intensive 7½ week course
 - 6 students max to ensure extensive behind-the-wheel time
 - Meets all FMCSA Entry-Level Driver Training standards, and students are registered in the federal database upon successful completion of theory and behind-the-wheel coursework
- Hybrid instructional model:
 - Hyflex CDL theory course (HEO 123) can be completed asynchronously
 - In-person training and behind-the-wheel course (HEO 124) at MCC's Workforce Readiness Center
- Stackable credentials
 - CDL CTS (15 credits)
 - One-year certificate in Basic Transportation Entrepreneurship
 - Two-year A.A.S. in Technical Studies



HOW IT WORKS

- School counselors or school pathways program staff assist with student selection, advising, and scheduling
 - Competitive selection given limited seats
- HEO 123 can be taken via Hyflex any term, though most will take it spring
 - Custer Co. High School allows release time during the spring term
 - Students from other schools complete the theory coursework spring semester, then behind-the-wheel course during the summer term beginning in May
 - We enroll spring/summer for high school students to give a better chance of having them be age 18
- Many students have also completed COLS 111 course, Career Development & Interpersonal Skills

START HERE — *Go Anywhere*

PROJECT SUSTAINABILITY

- We are actively seeking additional outside funding to support this program long term.
- We have received an additional \$50,000 from the Montana Community Foundation Community Investment Program (CIP) grant (Custer, Rosebud Fallon County program)
- Area employers, who are already funding adult students in the program, are interesting in working collaboratively with MCC and the high schools



START HERE — *Go Anywhere*

QUESTIONS?



CCDHS Seniors Jase and Zach at MCC graduation with MCC
Behind-the-Wheel Instructor John Pawlak

START HERE — *Go Anywhere*

MUS Workforce Initiatives

Joe Thiel, Deputy Commissioner ARSA



OFFICE OF THE COMMISSIONER
OF HIGHER EDUCATION

Time for a Break!





Tammie Hickey, Executive Director
State Workforce Innovation Board (SWIB)

406 JOBS

Modernizing Montana's Workforce



State Workforce Innovation Board

Governor

Senate
Member:
Mark Noland

House
Member:
Kerri Seekins

Adam
Gilbertson,
Chair

Paul
Hopfauf,

Jason Yager
MPQA

Heather
O'Hara, MHA

Dave Smith
MCA

Sara
Schreiner,
Sunshine
Academy

Dwaine
Iverson, CPA

Aaron
Kellum,
Felco

Vacant
(2028)

Vacant
(2028)

Vacant
(2028)

Vacant
(2027)

Quinton
Queer
Plumbers &

Jim
Wonnacott,
Iron Workers

Bo
Bruinsma,
Billings

Paddy
Fleming,
MMEC

JATC - Vacant
(2028)

Eric
Hinebauch,
Cascade
County

John
Williams,

Sarah
Swanson

Chanda
Hermanson

Susie

Ex officio: Joe Thiel, OCHE; Tony Brockman, Commerce; Matt Olson, Montana Chamber

Challenges in the Workforce System



Need to add/retain 35,000 workers in 406 JOBS target sectors annually over the next decade + move people into high demand sectors



System inefficiency: fractionated, duplicative, and deficient



Workforce programs stuck at pilot stage



Solution development is government pace, not industry pace

Montanans for Hire?

An Examination of the Non-Working Population in Montana

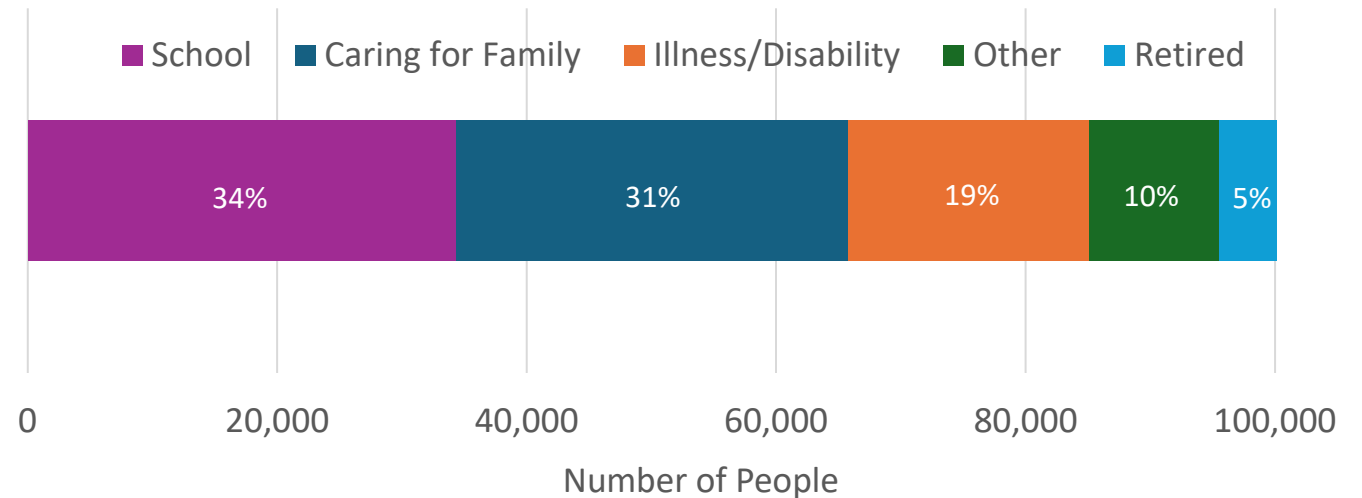


Montana Department of
LABOR & INDUSTRY

Over 100,000 Montanans

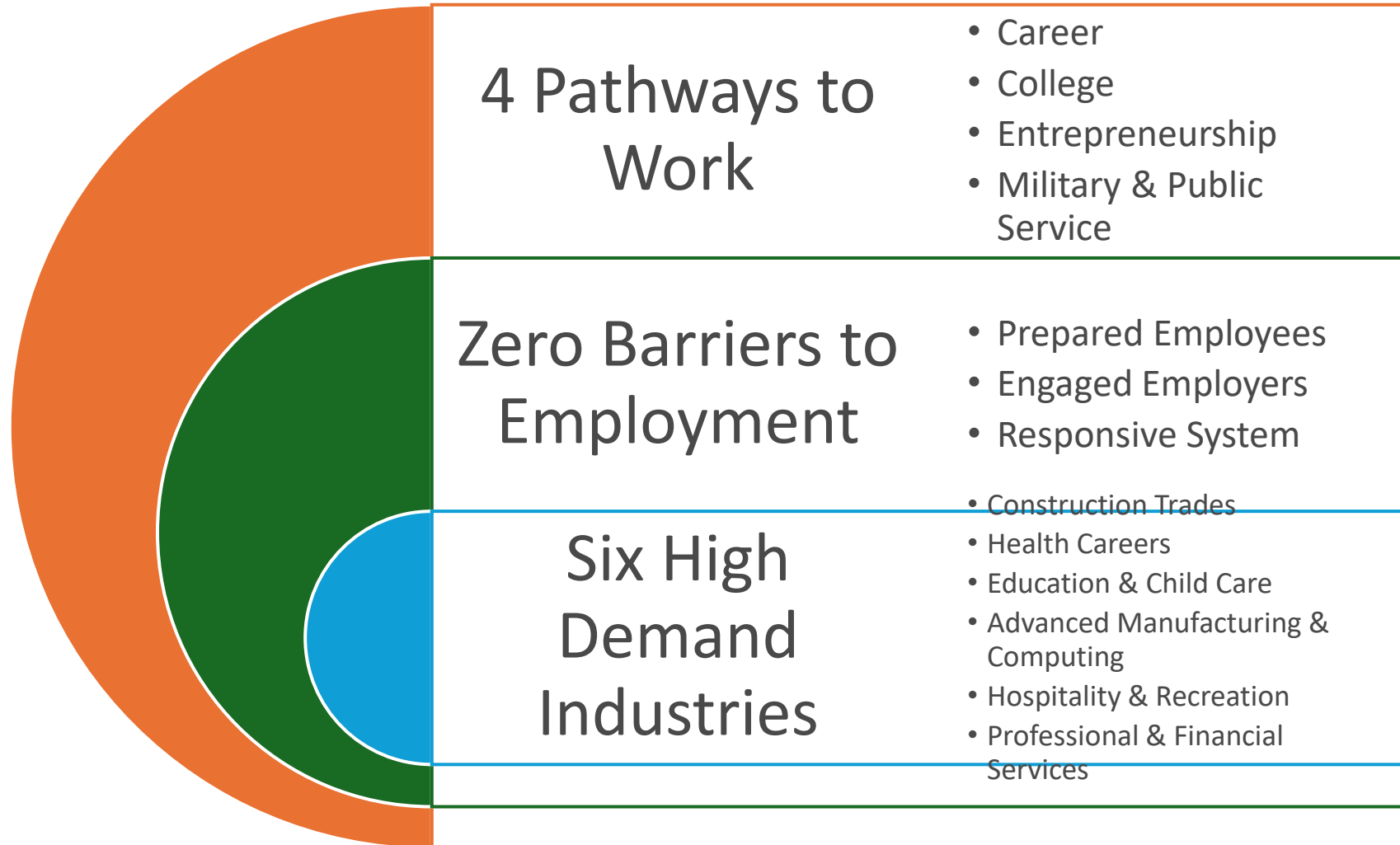
between 16 and 54 who are out of the labor force.

Figure 3. Montanans Out of the Labor Force by Reason
Population Aged 16 to 54

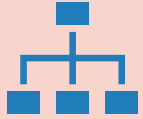


Source: IPUMS CPS 2024 2-Year Moving Average.

406 JOBS: Montana's Workforce Strategy



Goals



Every Montanan with a pathway to a career and a plan to achieve it.



Reduce barriers to employment for individuals who have left the workforce



Achieve consistent quarterly growth in the labor force participation rate



Increase the number of Montanans achieving financial self-sufficiency



STATE OF MONTANA
OFFICE OF THE GOVERNOR
EXECUTIVE ORDER NO. 5-2025

EXECUTIVE ORDER CREATING THE 406 JOBS INITIATIVE

WHEREAS, Montana faces a labor shortage, particularly in sectors with persistent recruitment challenges, with nearly two job openings for every one unemployed person in the state;

WHEREAS, technological advancements, including artificial intelligence (AI), are rapidly transforming the labor market, with recent studies showing that 30% of all jobs in the United States could be automated by 2030;

WHEREAS, between 2000 and 2025, automation resulted in 1.7 million manufacturing jobs lost in the United States, underscoring the importance of upskilling workers for jobs of the future;

WHEREAS, a significant number of Montanans in their prime working years have left the labor force, and targeted strategies are needed to re-engage this population through career pathways that promote self-sufficiency and upward mobility;

WHEREAS, the State of Montana saw 10,000 more Montanans enter the labor market in 2023, proving that our pro-jobs policies are encouraging people to enter the workforce, though more work is needed to provide workers with the skills needed to find a future-proof career;

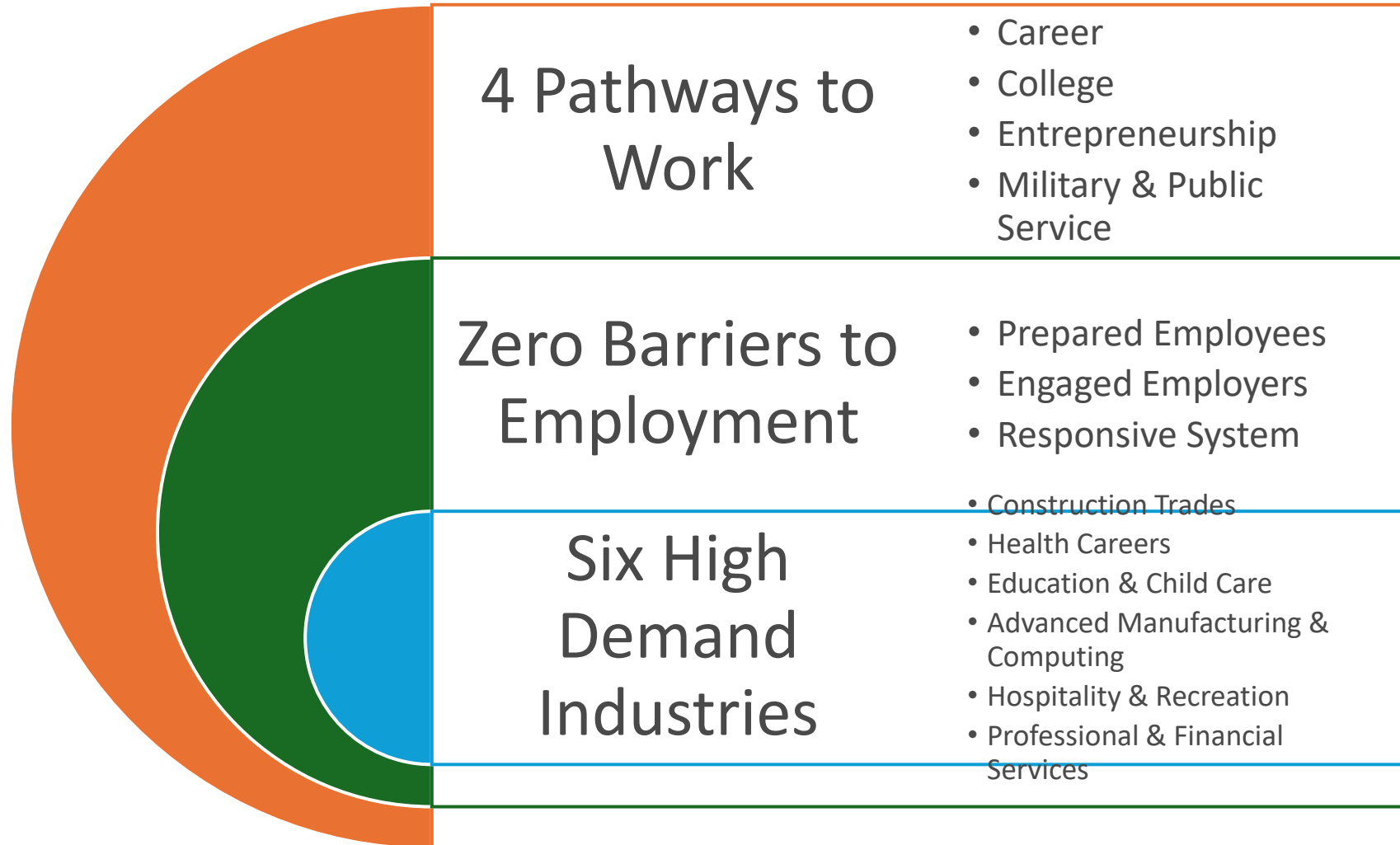
WHEREAS, the State of Montana must prioritize a modern, industry-led workforce system that supports both job seekers and employers across all regions of the state as our continued economic growth depends on a dynamic, skilled workforce that meets the evolving needs of business and industry;

WHEREAS, President Donald J. Trump issued [Executive Order 14278](#) to "Make America Skilled Again," by fully equipping workers to produce world-class products and implementing world-leading technologies while also streamlining workforce development programs that are too often disconnected from helping workers find secure, well-paying, and high-need American jobs;

WHEREAS, The U.S. Department of Labor on Wednesday, August 6, 2025, [announced](#) the availability of \$30 million for an initial round of the Industry-Driven Skills Training Fund ("Training Fund") grants with awards available up to \$8 million for State Workforce Agencies to fulfill President Trump's Executive Order and address critical workforce needs for in-demand skilled trade careers and in high-growth and emerging industries;

WHEREAS, interagency coordination and collaboration is essential to streamlining workforce development services and maximizing impact;

406 JOBS: Montana's Workforce Strategy





4 Pathways to Work

- Career
- College
- Entrepreneurship
- Military

FOUR PATHWAYS TO WORK



CAREER

- OJT
- Apprenticeship
- WBL
- Internships
- Returnships
- Credentials/ Certifications
- CTE Programs & Career Awareness



COLLEGE

- Industry Alignment
- Sprint Degrees
- 2- & 4-year programs
- Hybrid apprenticeships
- Rural & Remote access
- Strengthening Tribal Colleges



ENTREPRENEURSHIP

- Skill-based curriculum in K-12
- Incubators and launch programs
- Mentorship & networking
- Pitch Competitions
- Financing tools
- Local ecosystem development



MILITARY

- Leadership & JROTC programs in K-12
- Civilian transition programs
- Veteran employment support
- Skill-mapping and skill-based hiring
- Employer training

PREPARE MONTANANS TO MOVE ACROSS PATHWAYS OVER THE COURSE OF A LIFETIME

"DON'T BE SCARED TO START ANYTHING"

CHANCE MAIN HOLY ARROW

LAST CHANCE CONSTRUCTION, LLC

CERTIFICATIONS: CARPENTRY, WELDING, PLUMBING

AANIIH/ NAKODA- AANIIH/ NAKODA NATION
(FORT BELKNAP RESERVATION)

HAYS/ LODGEPOLE HIGH SCHOOL

AANIIH/ NAKODA COLLEGE



WORKFORCE WARRIORS

 Montana Department of
LABOR & INDUSTRY

Scan to learn more about
workforce opportunities



"DON'T FOCUS ON BRIDGE 12 WHEN YOU
HAVEN'T REACHED BRIDGE 2 YET"

MESA BELL

CONSTRUCTION WORKER

CERTIFICATIONS: OSHA 10 HR SAFETY, CPR,
FLAGGER CERTIFICATION, CLASS A CDL,
HEAVY EQUIPMENT OPERATOR

BLACKFEET (AMSKAPI PIKUNI) &
ASSINIBOINE (NAKODA)

HISSET

SALISH KOOTENAI COLLEGE



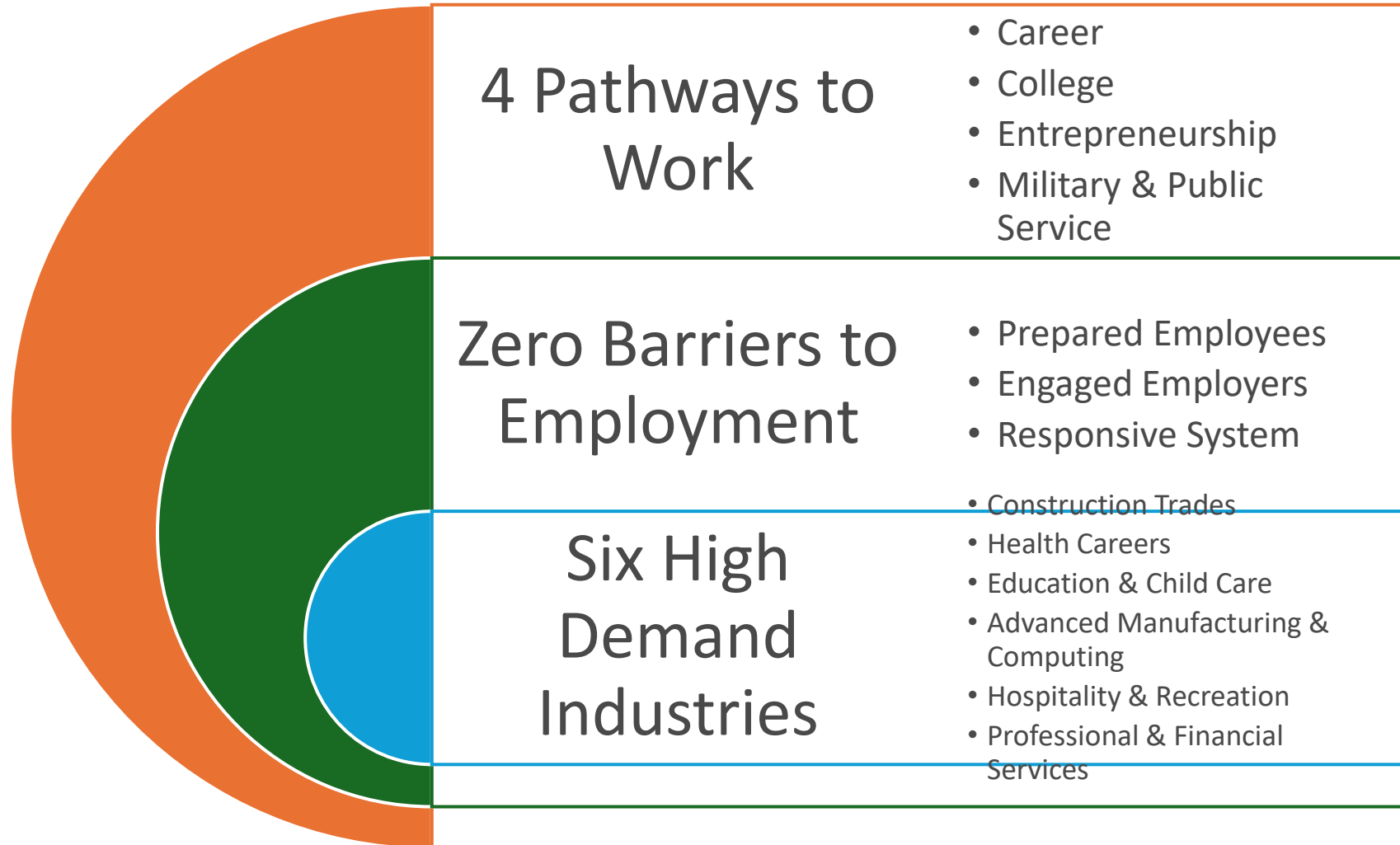
WORKFORCE WARRIORS

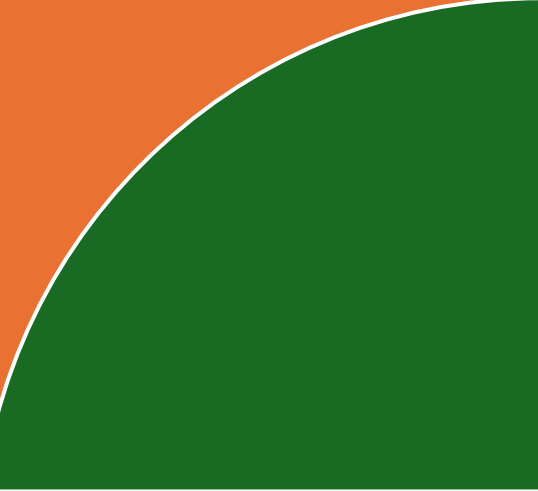
 Montana Department of
LABOR & INDUSTRY

Scan to hear Mesa's story and to learn
more about Trades, Apprenticeships,
Unions, Entrepreneurship, Certifications



406 JOBS: Montana's Workforce Strategy





Zero Barriers to Employment

- Prepared Employees
- Engaged Employers
- Responsive System

Zero Barriers to Employment

Prepared Employees

- Access to Education & Training
- **Digital**, Financial, & Civic Literacy
- Employability Skills
- **Adult & Juvenile Justice Reentry**
- Housing & **Child Care** Support
- Veteran Support
- Disability Empowerment
- Return to Work

Engaged Employers

- Modernize Hiring Practices
- Expand Earn & Learn Models
- **Improve K-12 System Collaboration with Employers**
- Enhance Industry Alignment with Training Programs

Responsive System

- Alignment Across State Agencies
- Enhanced Coordination of the Workforce System
- Actionable Planning & Data
- Improved Communication and Outreach
- **Incubate**, Replicate, and Scale Success

Artificial Intelligence

Approximately **21% of the state's workforce** is employed in occupations highly-exposed to AI.

Occupations most highly exposed: office and administrative support, business and finance, legal, architecture, and engineering.

Montana ranks **36th in the nation** for workforce exposure to AI.

DLI AI Workforce Development

In collaboration with Office of Public Instruction (OPI), the Office of the Commissioner of Higher Education (OCHE), the Montana University System (MUS), and the Department of Commerce will:



Expand AI Skills Training

Equip Montanans with in-demand AI skills



Support Educators

Provide professional development to integrate AI into career readiness



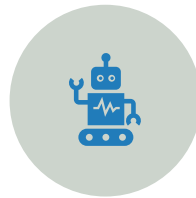
Enhance Career Navigation

Use AI tools to help job seekers access training & employment



Foster Partnerships

Encourage public-private collaboration in AI workforce development



Empower Small Businesses

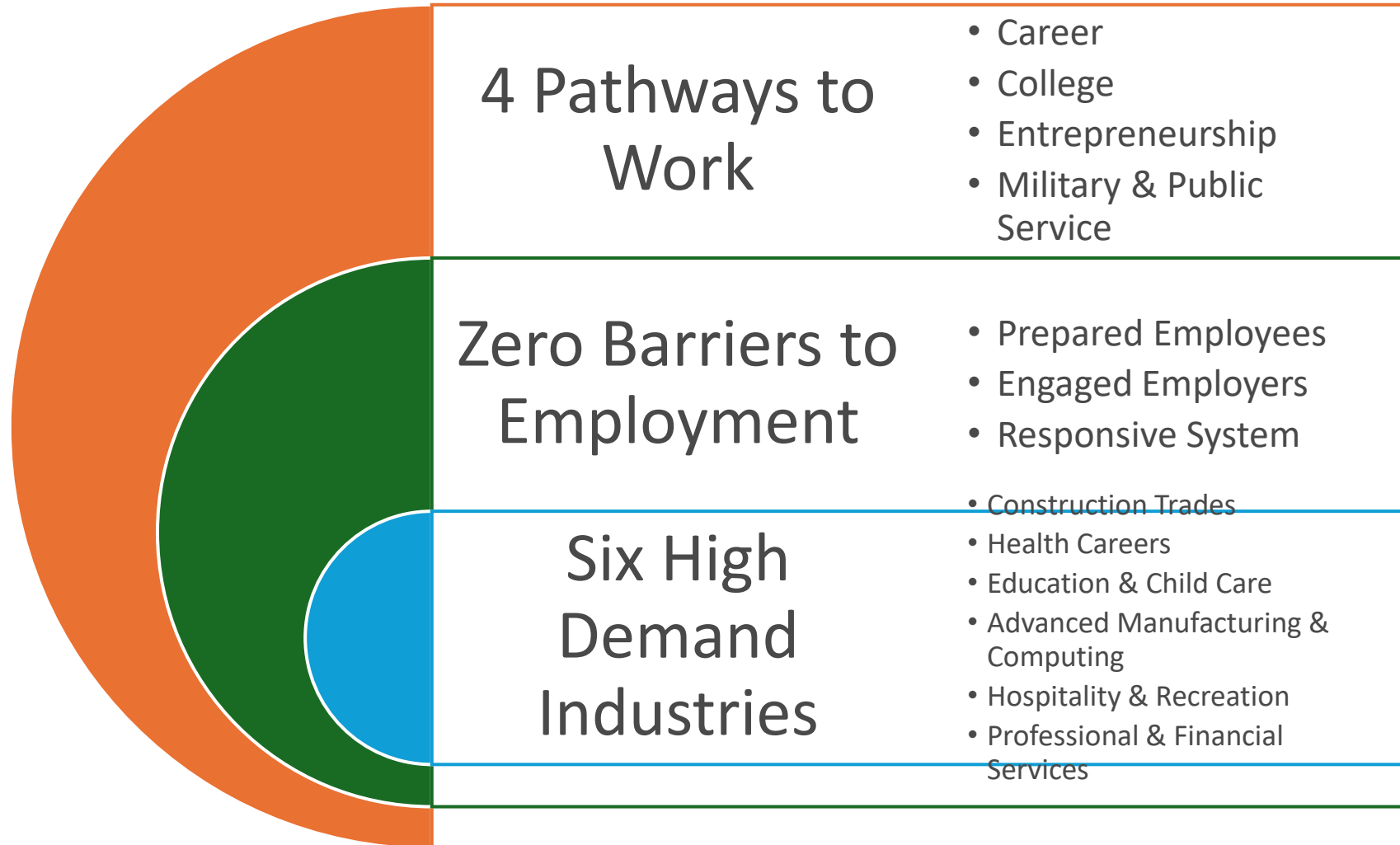
Support upskilling & AI adoption in operations

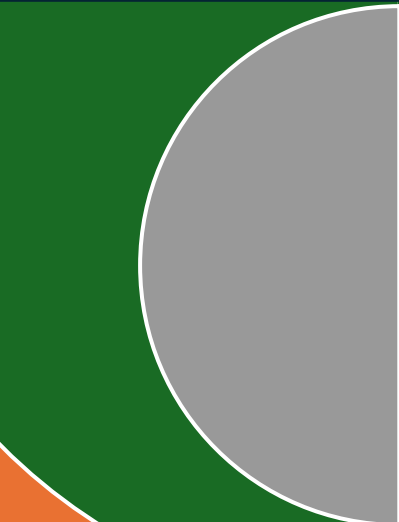


Modernize Services

Prioritize digital modernization and AI-readiness in workforce programs

406 JOBS: Montana's Workforce Strategy

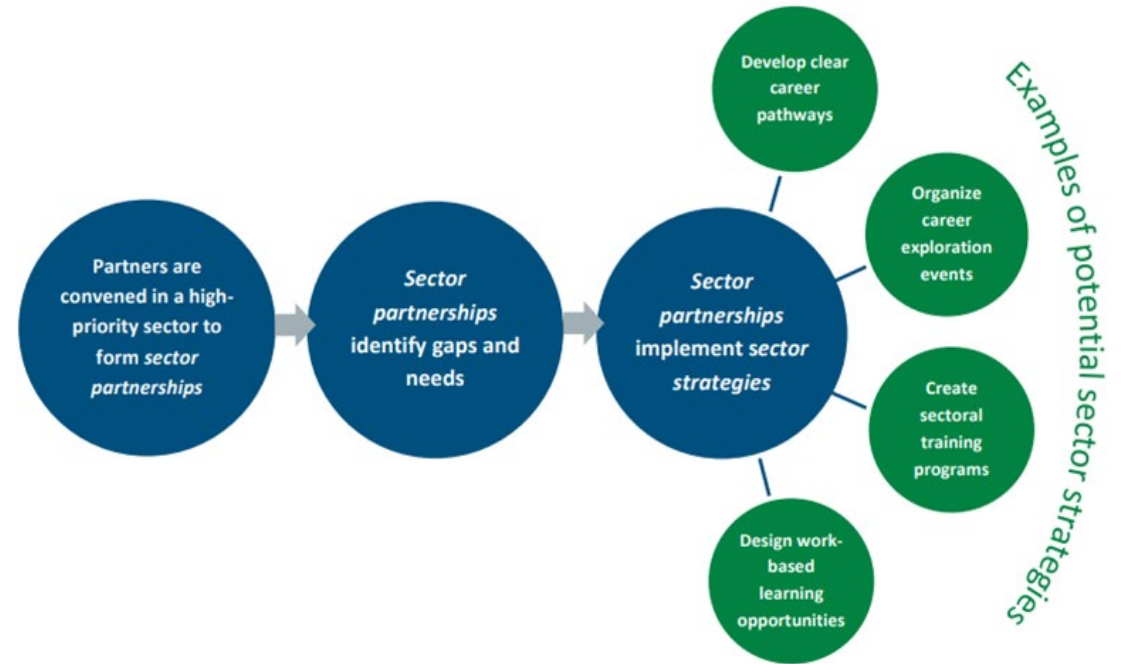
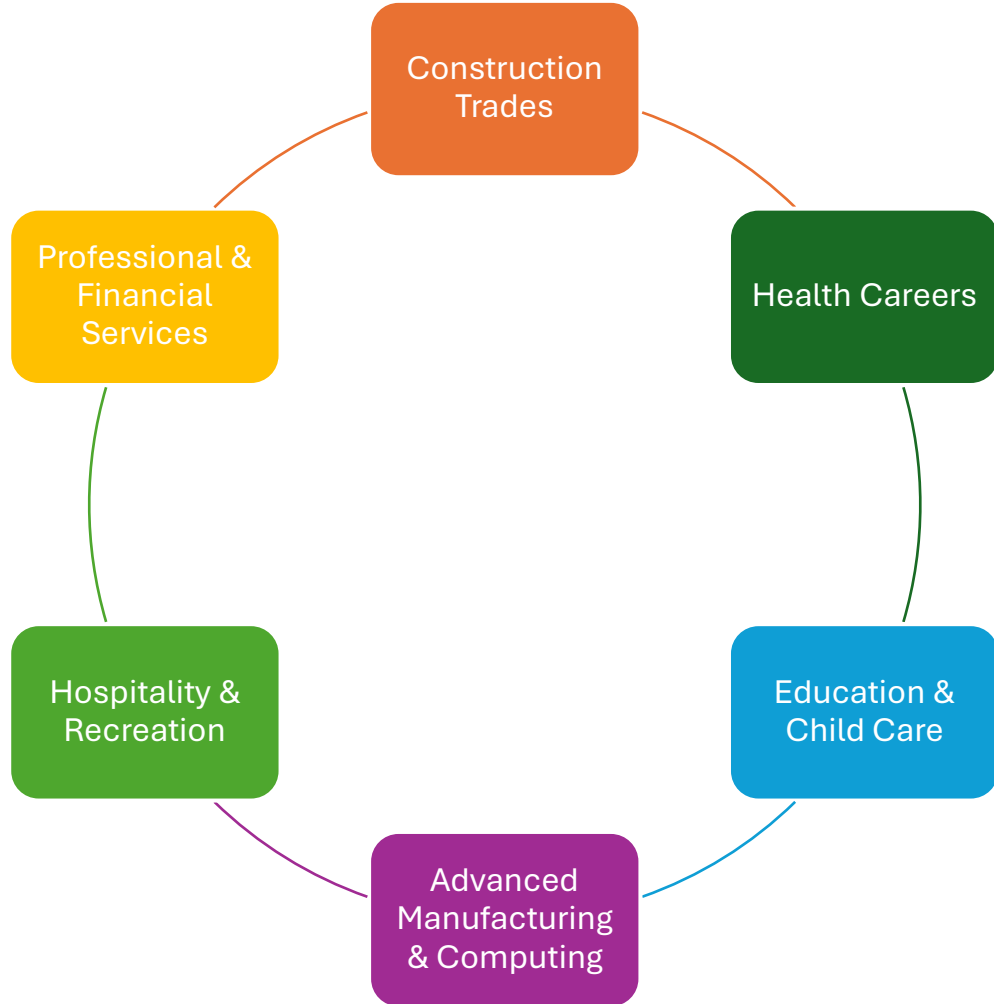




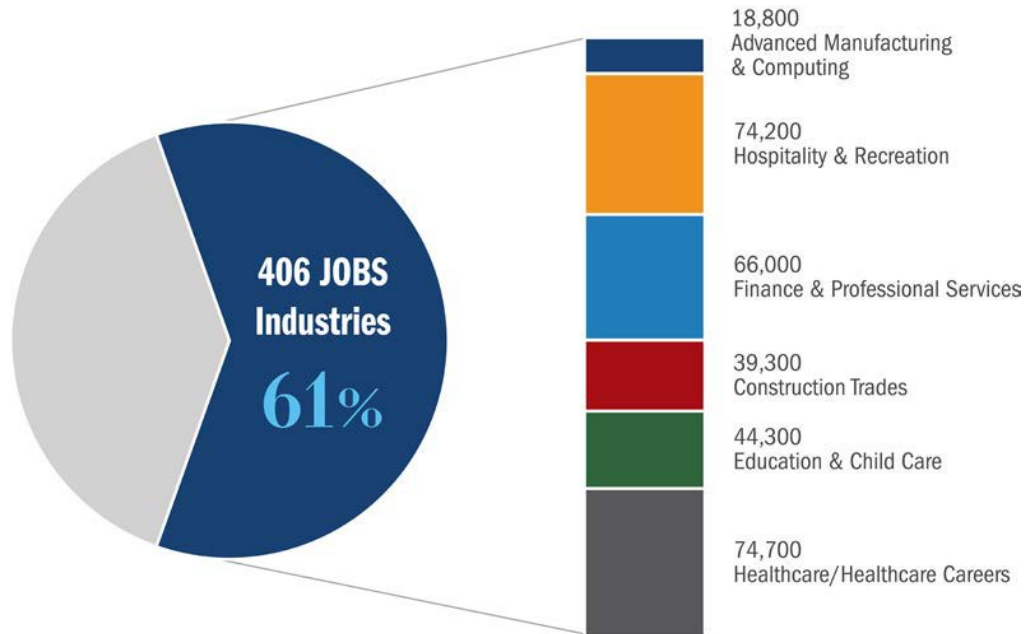
Six High Demand Industries

- Construction Trades
- Health Careers
- Education & Child Care
- Advanced Manufacturing & Computing
- Hospitality & Recreation
- Professional & Financial Services

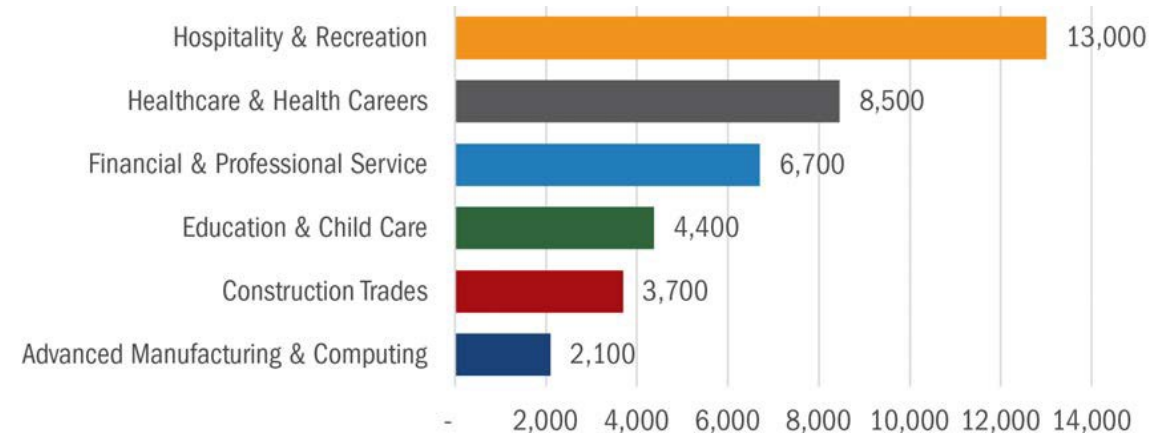
Six High Demand Industries



Current Employment



Projected Job Openings

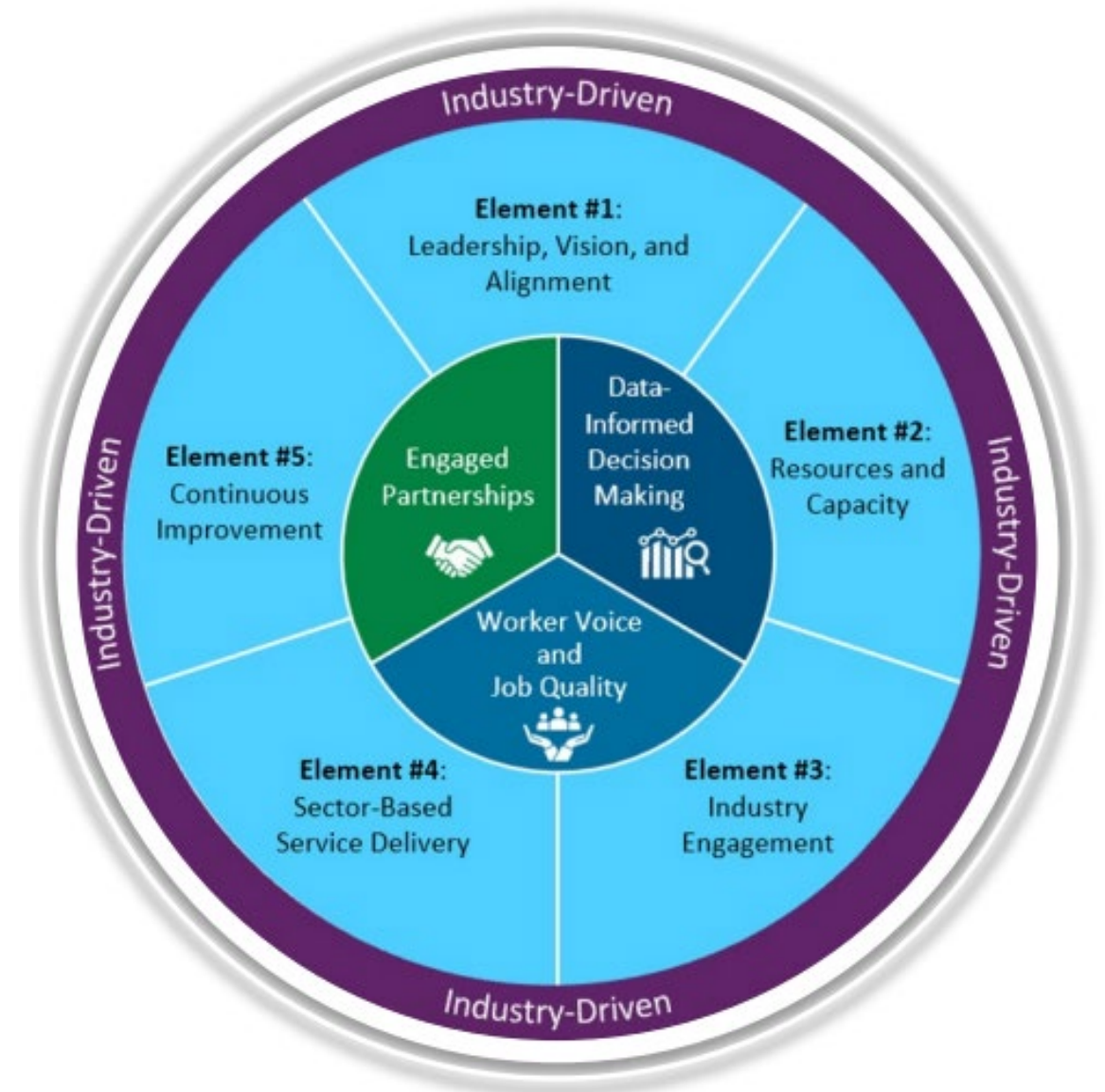


Sector Partnerships

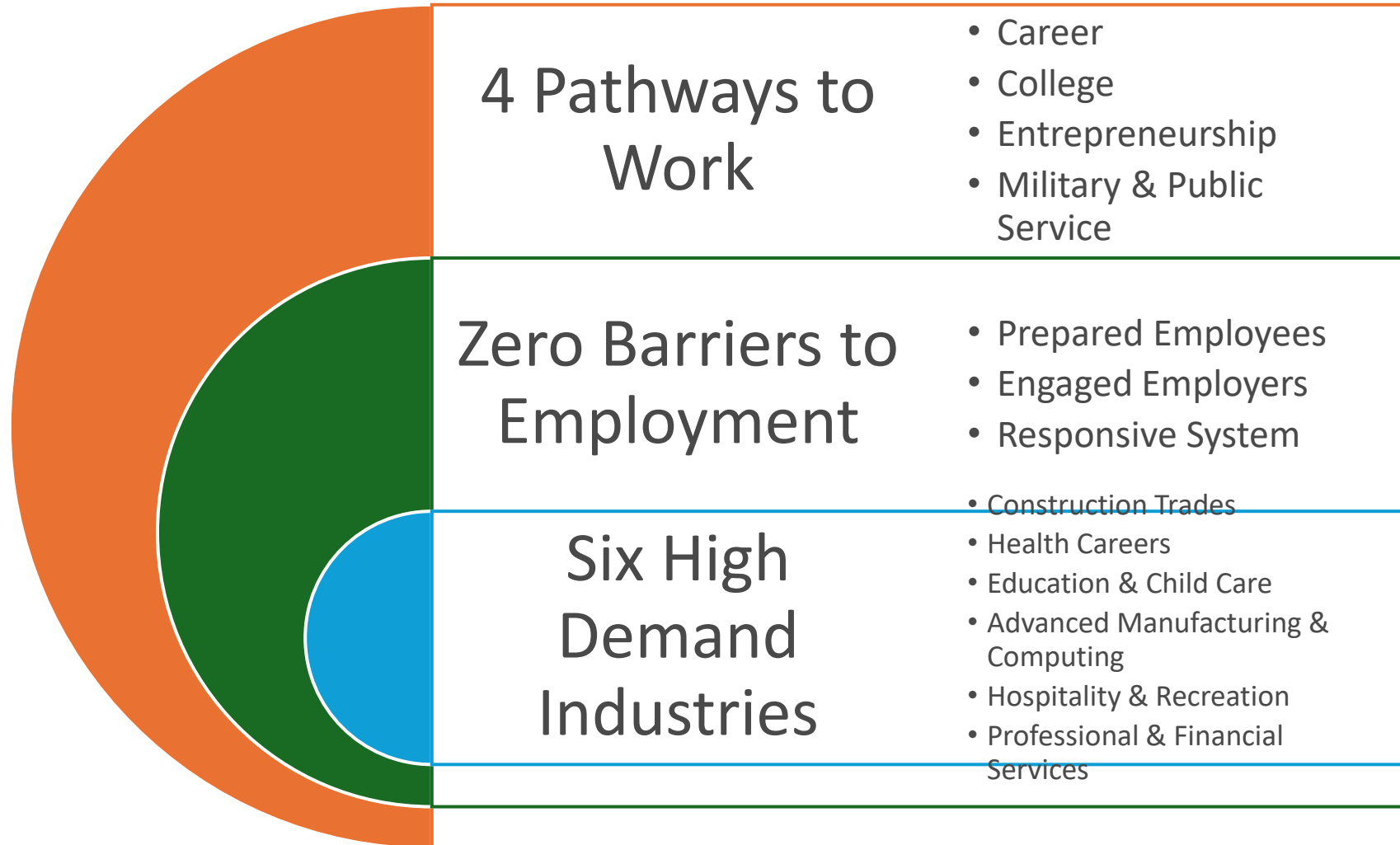
- Employers & Industry Groups
- Workers & Organized Labor
- Education & Training Providers
- Wraparound Services
- Economic and Community Development
- Intermediary/Facilitator

GOAL:

Implement local talent strategies, identify barriers for rapid action



406 JOBS: Montana's Workforce Strategy



Strategic Framework Next Steps

1

Engage stakeholders to identify aligned work across the state and populate framework

2

Establish system-wide metrics to monitor progress

3

Encourage development of local/regional sector partnerships in High Demand Sectors

4

Identify cross-cutting initiatives that apply to multiple sectors

5

Develop annual work plans to advance cross-cutting initiatives

406 JOBS

Modernizing Montana's Workforce



Thank you

Building the Workforce for Tomorrow – Vision, Grace, and Teamwork

Regent Heather Hoyer

Thank you for joining us and see you
next year!



Safe travels!



Perkins and DE coordinators, please grab a lunch and
find a seat for the Perkins Retreat