Workforce - Education Partnerships to Change the Opportunity Equation

Thanks for joining us! We will begin promptly at 2:00 p.m. ET.

- Use the "questions" area to submit questions as they arise.
- This webinar will be archived at NROCnetwork.org.
  and you will receive a follow-up email with a link to the recording and slides.
- Contribute to the Twitter conversation at #NROCpd.
- Do you need help with GoToWebinar? Email memberservices@NROC.org.

TRACEY BRYAN
President and Chief Executive Officer
The Bridge of Southern New Mexico
NROC collaborates with educators to imagine, develop, test, & refine technologies that improve student success.
WHAT WE OFFER

NROC COURSES

- NROC MATH
  - Algebra 1
  - Developmental Math

- NROC ENGLISH
  - Developmental English

WEB-BASED TOOLS

- EdReady
  - A readiness system (to personalize a learner's study path)

- Hippo Campus
  - A curated repository of learning objects

NROC courses can be installed in a Learning Management System (LMS)

... or can be accessed through our web-based tools

& a new product created in partnership with ACT®...
WEB-BASED TOOLS
Open and Designed for Institutional Customization

Goals
Create goals that are meaningful to your students.

Scope
You can tailor study paths and embedded diagnostics to support programmatic needs within a customized scope of expectations.

Resources
Select and prioritize content interventions.

What do you want your students to be ready for?

Data Access
Access data for planning and evaluation.

Readiness
Customize messaging to let students know what is next.

EdReady
Powered by NROC
Education Partnerships to Change the Opportunity Equation

NROC Project
January 16, 2020
Two Goals of The Bridge

Increase graduation/completion rates for high school, community college, and university students

Build a diverse, highly skilled workforce that meets the needs of business and fuels future economic development
Goal 1a: Increase High School Graduation Rates

<table>
<thead>
<tr>
<th>Location</th>
<th>2017-18</th>
<th>2007-08</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dona Ana County</td>
<td>82%</td>
<td>55%</td>
</tr>
<tr>
<td>Las Cruces</td>
<td>86%</td>
<td>54%</td>
</tr>
<tr>
<td>Hatch</td>
<td>77%</td>
<td>65%</td>
</tr>
<tr>
<td>Gadsden</td>
<td>82%</td>
<td>46%</td>
</tr>
</tbody>
</table>
Goal 1b: Increase College Completion Rates
Doña County Population in Poverty
According to New Mexico KidsCount

- **26%** Total Population
- **39%** Children Under 17
- **44%** Children Under 4
Top 10 Industry Growth Sectors
Borderplex Region - 2016

- Median Income: $38,853
- Poverty Line: $25,100 for a family of 4
Workforce Talent Collaborative
Workforce Talent Collaborative
Funding Partners

W.K. Kellogg Foundation

The Electric Company
El Paso Electric

us bank
Understanding the Key Connections

1. **EDUCATION** is the key to building talent.
2. **TALENT** is the key to economic development.
3. **ECONOMIC DEVELOPMENT** is the key to job growth.
4. **JOB GROWTH** fuels regional prosperity and vibrant, thriving community for all.
A Comprehensive Approach to Workforce Talent Development

CULTURE CHANGE
Narrative Change

WORKFORCE TALENT DEVELOPMENT

High School Graduation

Career Certifications
And Associates Degrees

College Graduation

STEM/STEAM/STEM-H PROFICIENCY

Business Engagement
(Leadership, Mentorship, Internships, Apprenticeships, Externships)

POLICY

ECHS, CTE, DC

2+2, Aggie Pathways

Workforce Solutions/
Workforce Innovation
Opportunities Act
Opportunity Youth Onramp

TheBridgeofSNM.org

STEM/STEAM/STEM-H PROFICIENCY

BUSINESS ENGAGEMENT
(Leadership, Mentorship, Internships, Apprenticeships, Externships)

POLICY
Aerospace, Space, and Defense Industries
Pathways, Partners, and Positions

High School Career and Technical Education Pathways:
Aerospace, Computer Information, Electrical Programs, Electronics, HVAC, Welding, Drafting & Design
Project Lead the Way

Doña Ana Community College (DACC):
General Engineering, Aerospace, Computer Information, Mechanical Drafting & Design, Electrical & Welding Technology, Cyber Security

New Mexico State University:
Majors in the Colleges of Engineering and Arts and Sciences
Bachelor, Master, Ph.D. degrees

Student Internships
Summer and Part-Time Jobs
Union Apprenticeships

Paid Internships and Co-Ops
Part-Time Jobs

Arrowhead Center (Studio G)

Trades/Technicians
Welders, HVAC, Shop Fabricators, other support network positions
$36,000 - $56,000

Engineering Techs
Testing & Evaluation, Facilities, Communications, Explosives
$56,000-$85,000

Physicists, Chemists, Engineers
Mechanical, Electrical, Aerospace, Chemical, Computer, Civil, Industrial
$68,000-$112,000

Start Your Own Business

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Healthcare Industry
Pathways, Partners, and Positions

**High School:** Arrowhead Park Medical Academy/HS CTE Health Pathway


**New Mexico State University:** College of Health and Human Services

**NMSU, Texas Tech, Univ. of NM, St. Francis**

**Burrell College of Osteopathic Medicine, University of New Mexico**

**Dual Credit/CTE Pathways**

**2+2 Programs**

**3+3 Program**

**Education to get you career ready**

**Entry point for out-of-school youth and adults**

**Hands-on experience**

**Careers Opportunities**

**Volunteering, Internships, Part-Time Jobs**

**Employer and College-Led Work-Learn Pathways**

**Residency**

**Certified Nursing Assistant** $24,000

**Patient Care Tech** $27,000

**Specialized Tech/ADN** $41,000 - $59,000

**BSN** $61,000

**Physicians Assistant/Nurse Practitioner** $100,000

**Medical Doctor/Doctor of Osteopathic Medicine** $145,000

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Readjusting Our Focus

Success happens at many levels:

- Career certifications
- Associates degrees
- Bachelors degrees and beyond
The High Cost of Misalignment

1 in 2 finish 4-year degree in 6 years

44.2 million adults are carrying $1.48 trillion in student loan debt

$39,400 average student loan debt for graduates (up 6%)

$351 average monthly payment
The High Cost of Misalignment

1 in 10 default on their loans

1 in 3 graduates are under-employed

2 in 5 18- to 34-year-olds living with family members
New Mexico Ranks 49th in Child Wellbeing
## Top Growing Occupations

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Average Salary</th>
<th>Annual Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Care Aides</td>
<td>$19,470</td>
<td></td>
</tr>
<tr>
<td>Combined Food Preparation and Serving Workers, Including Fast Food</td>
<td>$18,840</td>
<td></td>
</tr>
<tr>
<td>Cashiers</td>
<td>$19,890</td>
<td></td>
</tr>
<tr>
<td>Retail Salespersons</td>
<td>$23,030</td>
<td></td>
</tr>
<tr>
<td>Waiters and Waitresses</td>
<td>$18,740</td>
<td></td>
</tr>
</tbody>
</table>

Source: NMDWS, Employment Projections program and Occupational Employment Statistics (OES) Program

= 600 Annual Openings
More than HS/Less than College Certificate 24%
College Certificate and Higher 49.4%
Education Reduces Unemployment

Labor Force Participation by Educational Attainment
New Mexico & United States, 2015

<table>
<thead>
<tr>
<th>Educational Attainment</th>
<th>NM</th>
<th>US</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population 25 to 64 Years</td>
<td>71.9%</td>
<td>77.2%</td>
</tr>
<tr>
<td>Less than High School Graduate</td>
<td>56.1%</td>
<td>60.1%</td>
</tr>
<tr>
<td>High School Graduate, Including Equivalency</td>
<td>67.9%</td>
<td>71.9%</td>
</tr>
<tr>
<td>Some College or Associate's Degree</td>
<td>74.1%</td>
<td>78.9%</td>
</tr>
<tr>
<td>Bachelor's Degree or Higher</td>
<td>82.5%</td>
<td>86.1%</td>
</tr>
</tbody>
</table>

Source: US Census Bureau, American Community Survey, 2015 1-Year Estimates, Table S2301: Employment Status
Data are for labor force participates between 25 and 64 only.
Lifetime Incomes by Education Level

- Less than High School: $973,000
- High School Diploma: $1,304,000
- Some College/No Degree: $1,547,000
- Associate's Degree: $1,727,000
- Bachelor's Degree: $2,268,000
- Master's Degree: $2,671,000
- Doctoral Degree: $3,252,000
- Professional Degree: $3,648,000
Job Openings by Education Level
Georgetown Center on Education and the Workforce

2010-2020

- Less than High School: 12%
- High School Diploma: 24%
- Some College, No Degree: 10%
- Associate’s Degree: 18%
- Bachelor’s Degree: 24%
- Master’s Degree or Higher: 11%
20% of all jobs require a high level of STEM knowledge in any one field

50% of all STEM jobs don’t require a four-year degree

10% more pay than non-STEM jobs
Good Jobs that Pay without a BA – New Mexico

Georgetown University Center on Education and the Workforce

Who has the good jobs?  BA vs. non-BA

48% BA
139,000 workers with good jobs have at least a BA

52% non-BA
151,000 workers without a BA have good jobs

$58,000
Median earnings of non-BA workers with good jobs in 2015
Maximizing Both Educational and Academic Outcomes

• Seamless pathways for Dual Credit students during and after high school
• Harnessing the voice and involvement of business
• Leveraging assets of, and relationships with, the Workforce System
• Information is power for students and families
A Comprehensive Approach to Workforce Talent Development

- High School Graduation
- Career Certifications and Associates Degrees
- College Graduation
- Workforce Solutions/Workforce Innovation Opportunities Act
- Opportunity Youth Onramp

STEM/STEAM/STEM-H Proficiency

Business Engagement (Leadership, Mentorship, Internships, Apprenticeships, Externships)

Policy

Culture Change
Narrative Change

Sustain and Expand Dual Credit
New Mexico’s Dual Credit Program is the literal “bridge” to a PK-20-Workforce System.
Dual Credit Can Close Workforce Gaps

Equips Graduates for Middle Skills Jobs

Fills DWS Star Occupations

Addresses DWS Difficult to Fill Positions
Could We Prove ROI?

• 1-2 Additional Years in the Workforce at Higher Pay
• 1-2 Fewer Years of Debt
• Reduced Need for Remediation
• Increase in PIT/GRT
New Mexico True Talent Acceleration Fund Benefits Families

For every $1 invested by NM, at a minimum:

$11  4-Year College Degree ROI
$3   2-Year College Degree ROI

Actual Annual College Savings for Families

$5,000-$15,000
For every $1 invested by NM at a minimum:

$3

State ROI on a 4-Year College Degree

$.64 - $1.03

State ROI on a 2-Year College Degree

$.35 - $1.17

Lottery Scholarship Relief

New Mexico True Talent Acceleration Fund Benefits The State
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STEM/STEAM/STEM-H PROFICIENCY
Harnessing Industry Voice

BUSINESS ENGAGEMENT
(Leadership, Mentorship, Internships, Apprenticeships, Externships)

POLICY
Industry Roundtables

Figure 2

Why Employers Struggle to Fill Open Positions

% Employers Reporting the Following Reasons

- Cannot find individuals with necessary skills
- Individuals lack sufficient training
- Individuals have limited work experience
- Interest in type of job is low
- Wages are not high enough
- Competition from other employers
- Individuals do not have needed degrees/certificates
- People do not want to live in the area
- Individuals do not meet legal requirements
- Individuals are overqualified
- Other
Industry Roundtables

Mathematics Skills

% Employers Indicating Skill Need and Skill Availability

- Adding and Subtracting
- Multiplying and Dividing
- Using Fractions, Decimals, and Percentages
- Solving Real-World Math Problems
- Taking or Interpreting Measurements
- Calculating or Using Basic Statistics
- Reading Graphs and Charts
- Interpreting Negative Numbers
- Using Basic Geometry
- Using Basic Algebra

Legend:
- A Lot / Fair Number of Jobs Require Skill
- A Lot / Fair Number of Applicants Demonstrate Skill
Industry Roundtables

English and Language Arts (ELA) Skills
% Employers Indicating Skill Need and Skill Availability

- Applying Information That is Read
- Reading at a Reasonable Speed
- Correct Spelling and Grammar
- Identifying Main Points from Written Content
- Assessing Credibility of Written Content
- Production of Clear Writing
- Editing Self-Written Content
- Writing about a Topic Using Supporting Facts
- Determining Meaning of Unknown Words
- Generation of Original Content

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STEM/STEAM/STEM-H PROFICIENCY

BUSINESS ENGAGEMENT
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POLICY

Connecting WIOA resources across the education and nonprofit sectors
Thriving Families Pilot
Connecting Workforce Connections

Strategies:

• Strengthen workforce development and education linkages.

• Emphasize work-based experiences for target populations.

• Emphasize broader participation in career pathways and industry-sector strategies.
Thriving Families Pilot
Community Action Agency of Southern New Mexico

• Designed in partnership with SAWDB, Dona Ana Community College, business and community members

• Builds on home visiting model

• Integrates early learning providers

• Integrates non-profit service providers
Thriving Families Pilot
Community Action Agency of Southern New Mexico

- Improve family income through career advancement
- Increase educational attainment of parents
- Ensure high quality early learning for children
- Heightened self-advocacy of parents
- Grow peer networks and role models
- Evaluate the processes
- Better leverage state and federal dollars
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New Mexico True Talent
You have the power and the resources to become the best, most qualified New Mexico True Talent you can be! We welcome you to explore this unparalleled set of free, online resources to help you build and navigate your own roadmap from school to college to career.
EXPLORING YOUR ROADMAP

Welcome to Doña Ana County's most comprehensive collection of resources for connecting New Mexico's youth and young adults, parents, teachers, and businesses with the skills, training, and resources they need to succeed. Connecting our people, New Mexico's True Talent, to the rich resources we have, is the key to your bright future and ours. No matter who you are, or where you are in your journey, there is a wide variety of resources available to you in our virtual one-stop shop.

Resources for Students
Students can make decisions today that put you on a strong path for tomorrow. Check out this wide range of tools available to help navigate from here to there.

Resources for Parents
Doña Ana County is quickly becoming the best place to connect your potential, as well as that of your children, with the very real opportunities for careers in well-paying industries here now and poised for growth.

Resources for Teachers
Connect your students to valuable information and free, on-line resources that can help them build a bridge from choices today to an abundance of career and life opportunities tomorrow.

Resources for Business
Whether you need qualified talent today or a strong pipeline of talent for tomorrow, the whole workforce system is working together like never before.
Getting Started

The process of identifying careers you're interested in is called career exploration. Take the time now to evaluate who you are and what you want so you can get started on the right path.
Where are the Jobs?

Jobs, Occupations & Careers

This website talks a lot about jobs, occupations, and careers. Learn the difference between these three things before you begin exploring careers and creating your career path.

LEARN MORE
Why I Work

Why I Work is a financial tool that shows you how much money you need to make to afford the things you want and need. Use Why I Work to get an idea of how much you need to earn and explore occupations with wages that match what you need.
Questions?

Tracey Bryan
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Special thanks to our presenter:

Tracey Bryan
The Bridge of Southern New Mexico,
TraceyBryan@thebridgeofsnm.org

Thank you for joining us!

You will receive a link to the recording and presentation assets, also available at NROC.org.