

Workforce - Education Partnerships to Change the Opportunity Equation

a conversation w/



TRACEY BRYAN
President and Chief Executive
Officer
The Bridge of Southern New
Mexico

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

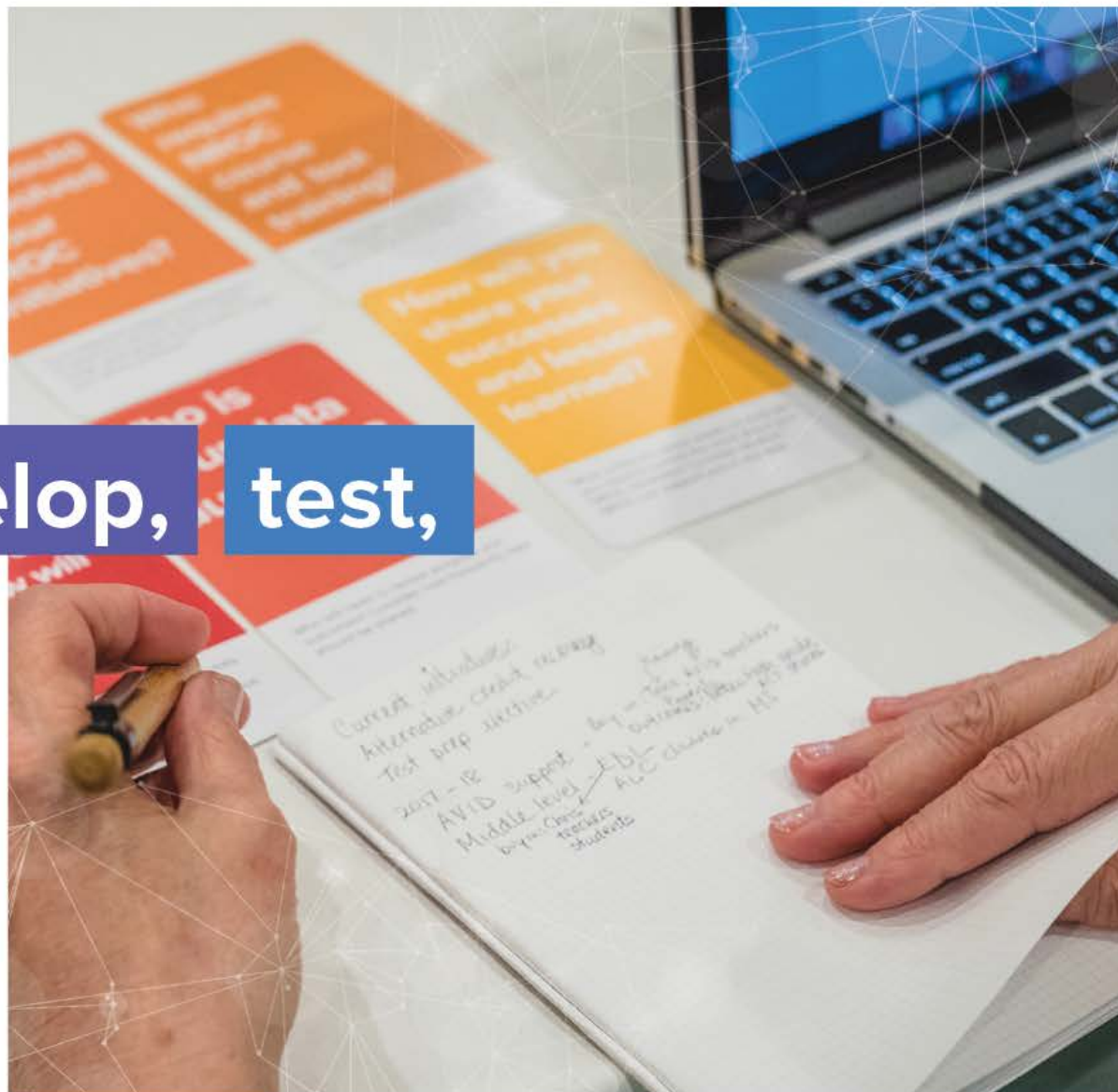
- Use the "questions" area to submit questions as they arise.
- This webinar will be archived at NROCnetwork.org.
and you will receive a follow-up email with a link to the recording and slides.
- Contribute to the Twitter conversation at #NROCpd.
- Do you need help with GoToWebinar? Email memberservices@NROC.org.



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

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

...

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

WEB-BASED TOOLS

EdReady

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

Hippo Campus

a curated repository
of learning objects

& a new product created in partnership with ACT...

ACT CollegeReady™



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.

Education Partnerships to Change the Opportunity Equation



NROC Project
January 16, 2020



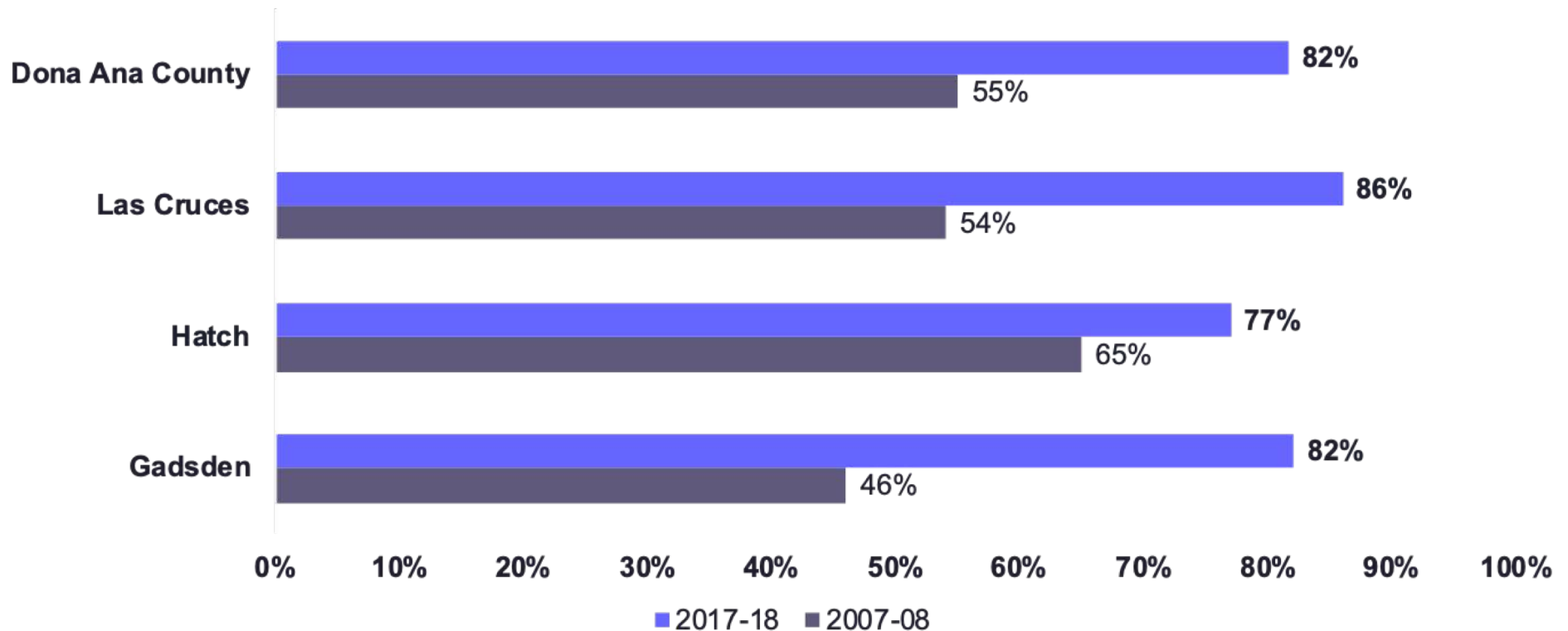
Two Goals of The Bridge



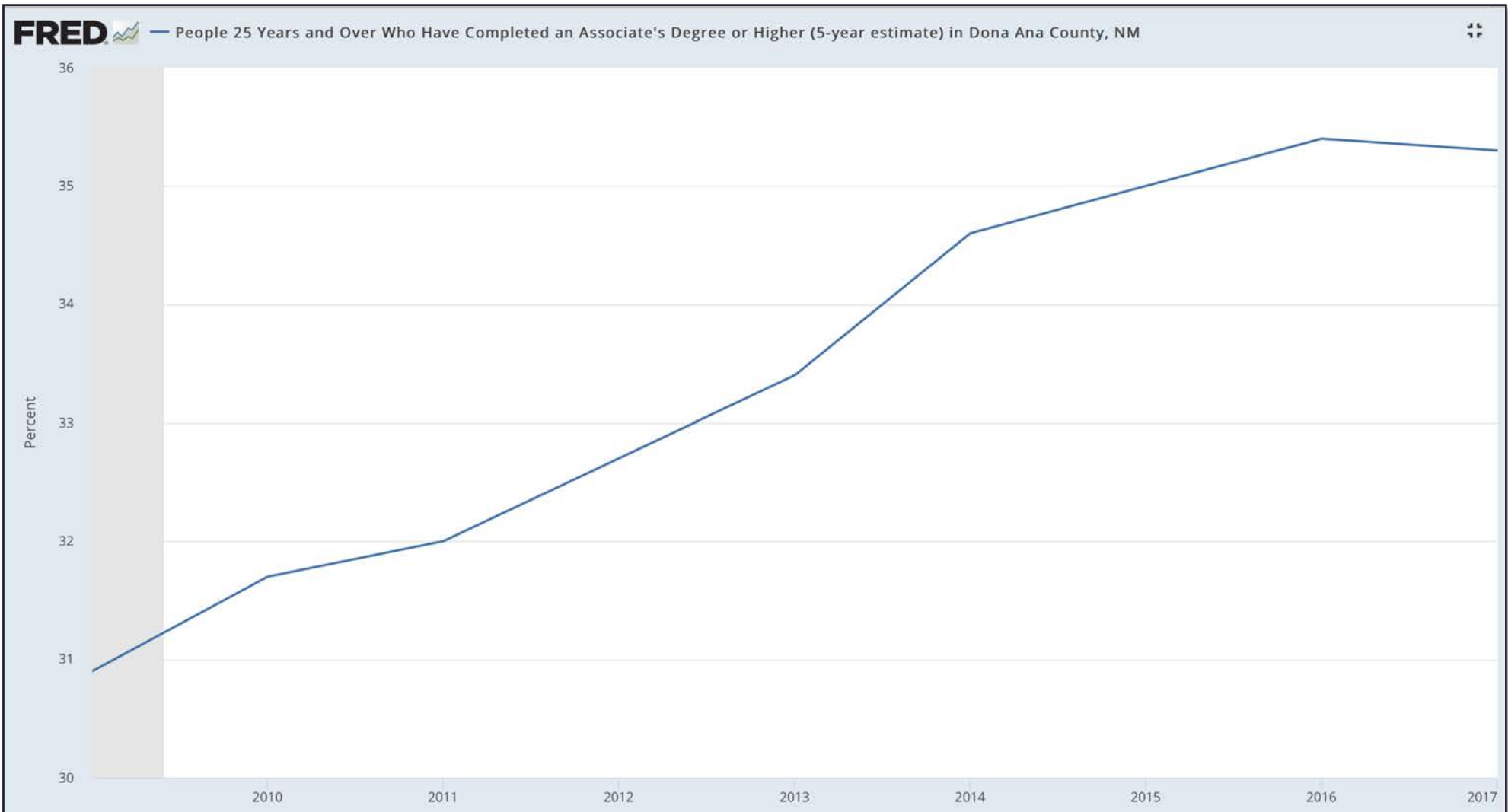
Increase graduation/completion rates for high school, community college, and university students

Build a diverse, highly skilled workforce that meets the needs of business and fuels future economic development

Goal 1a: Increase High School Graduation Rates



Goal 1b: Increase College Completion Rates



Doña County Population in Poverty

According to New Mexico KidsCount



26%

**Total
Population**

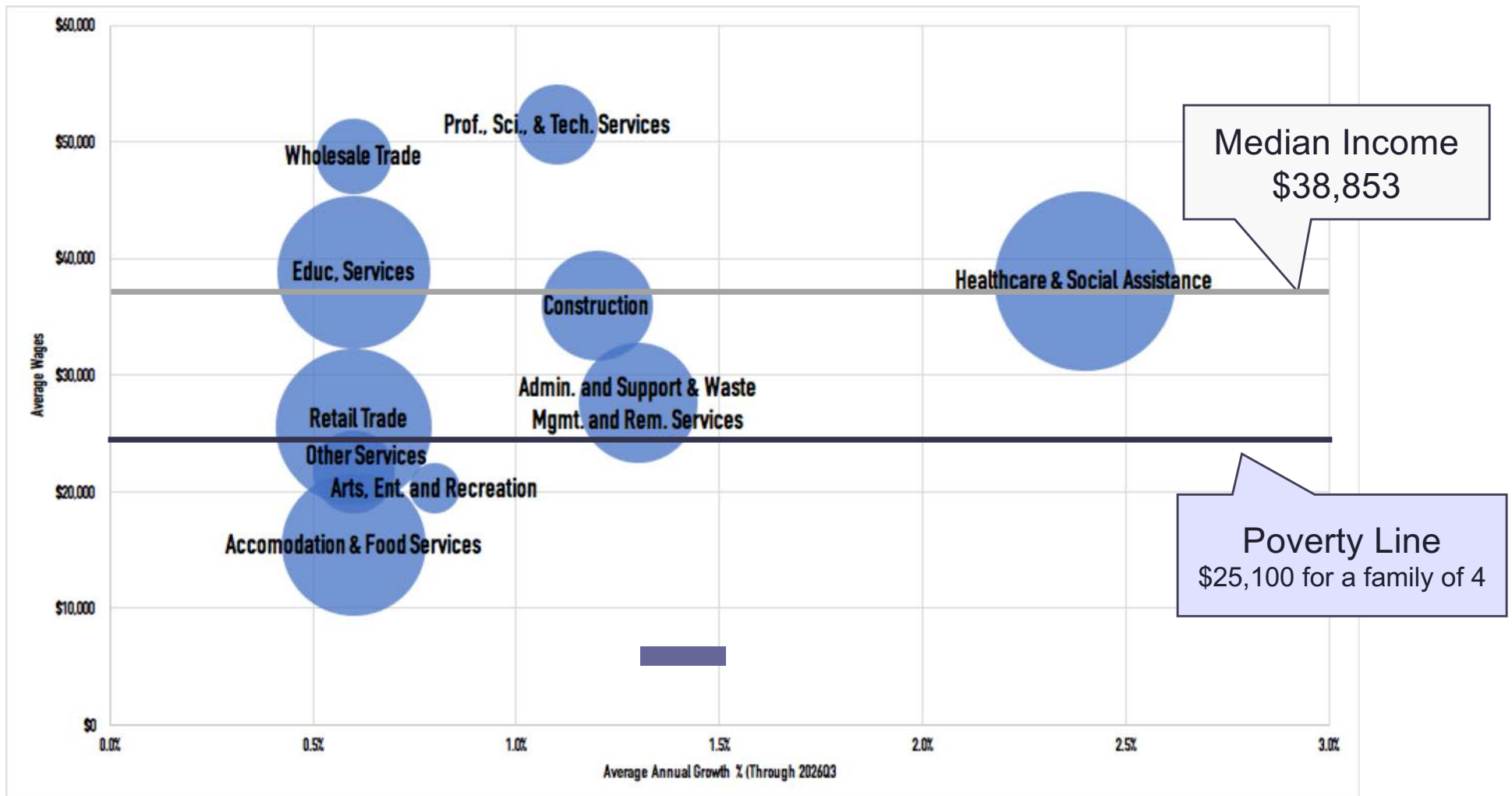
39%

**Children
Under 17**

44%

**Children
Under 4**

Top 10 Industry Growth Sectors Borderplex Region - 2016



Workforce Talent Collaborative



A Bi-National Economic Alliance
Jalisco • El Paso • Las Cruces



Workforce Talent Collaborative

Funding Partners



W.K.
KELLOGG
FOUNDATION®



Workforce Talent Collaborative

Economic Development Targets



-  Healthcare
-  Defense
-  Agriculture
-  Digital Media

-  Advanced Manufacturing
-  Transportation & Logistics
-  Energy
-  Aerospace

Understanding the Key Connections



1. EDUCATION is the key to building talent.



2. TALENT is the key to economic development.

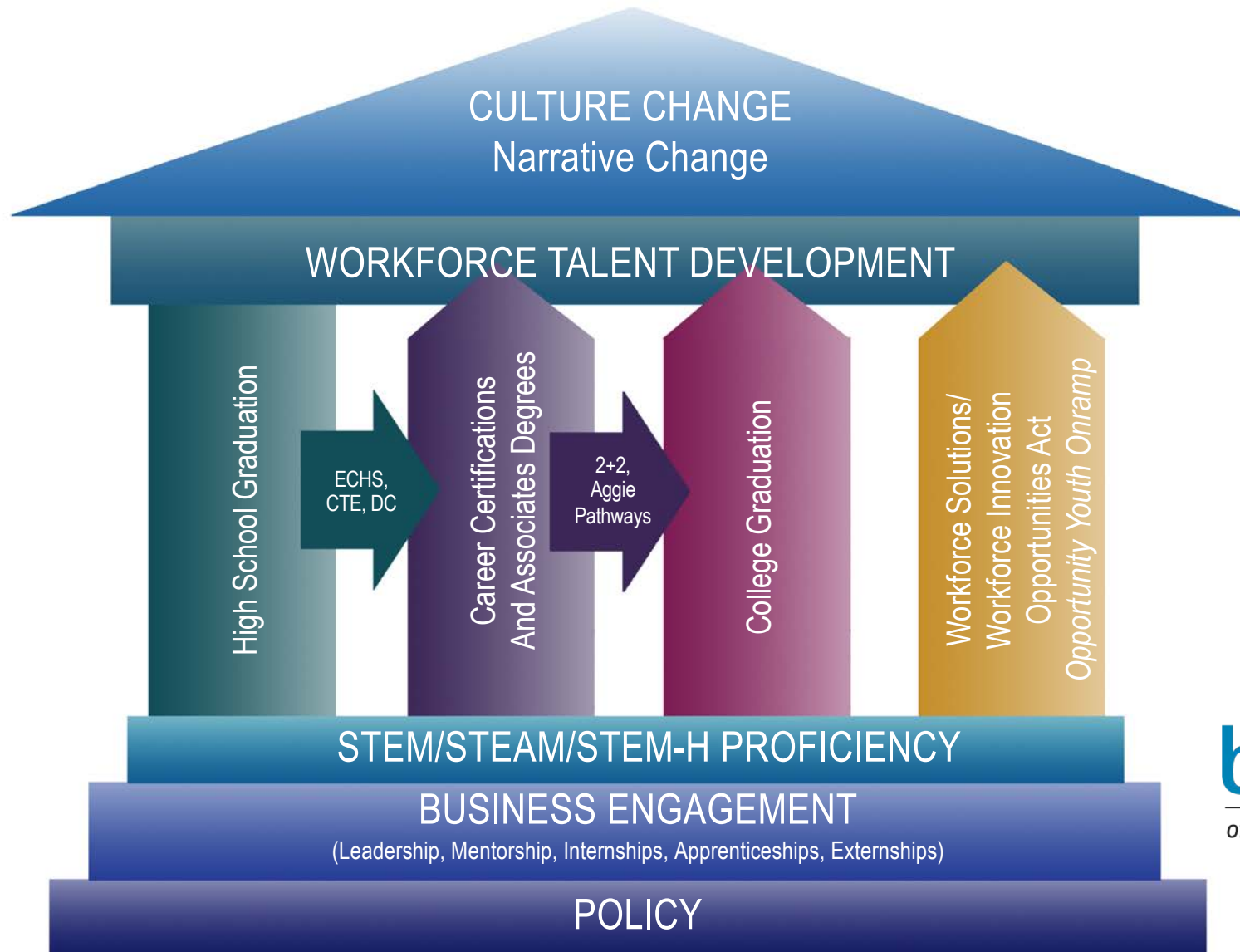


3. ECONOMIC DEVELOPMENT is the key to job growth.



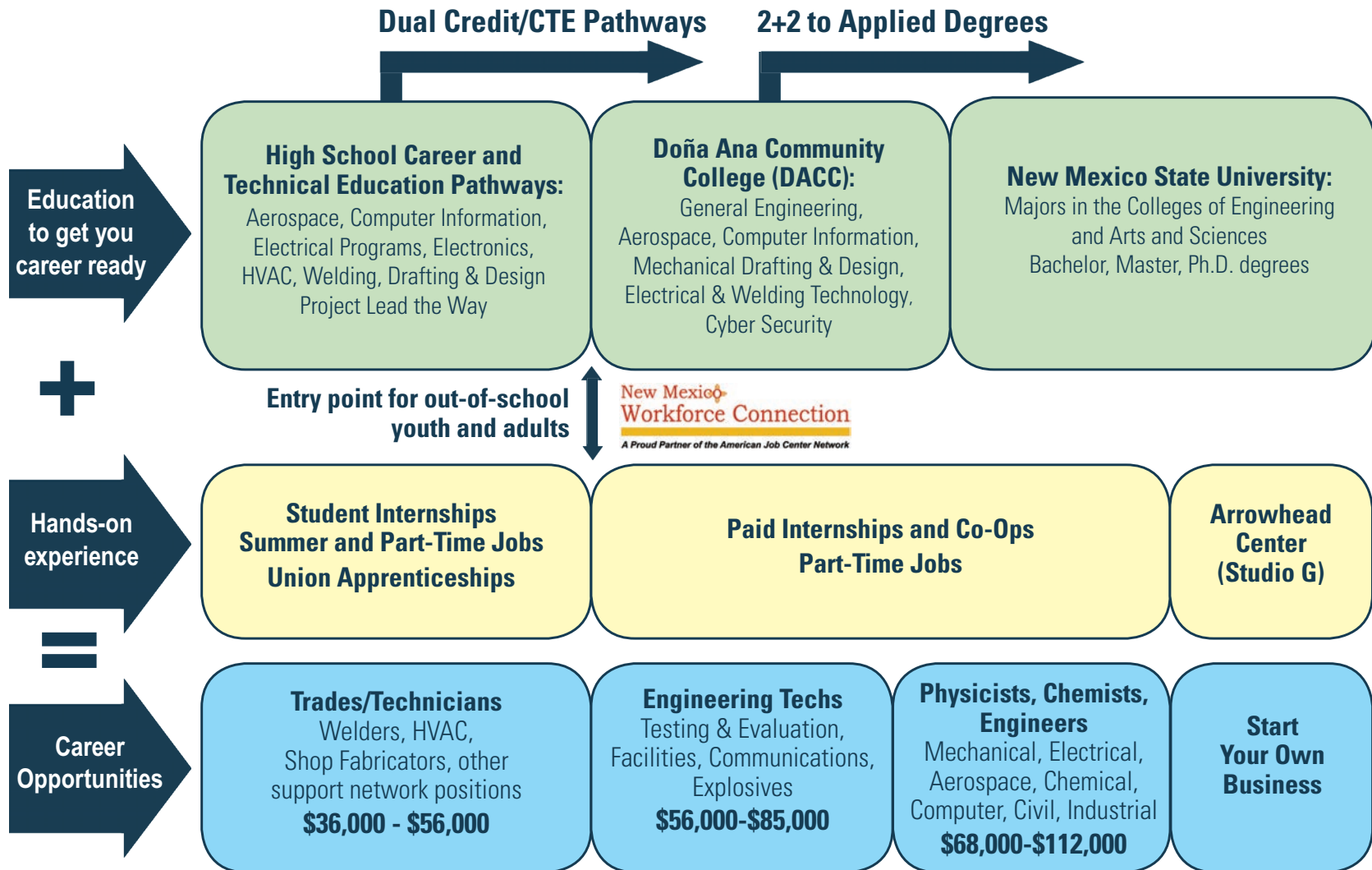
4. JOB GROWTH fuels regional prosperity and vibrant, thriving community for all.

A Comprehensive Approach to Workforce Talent Development



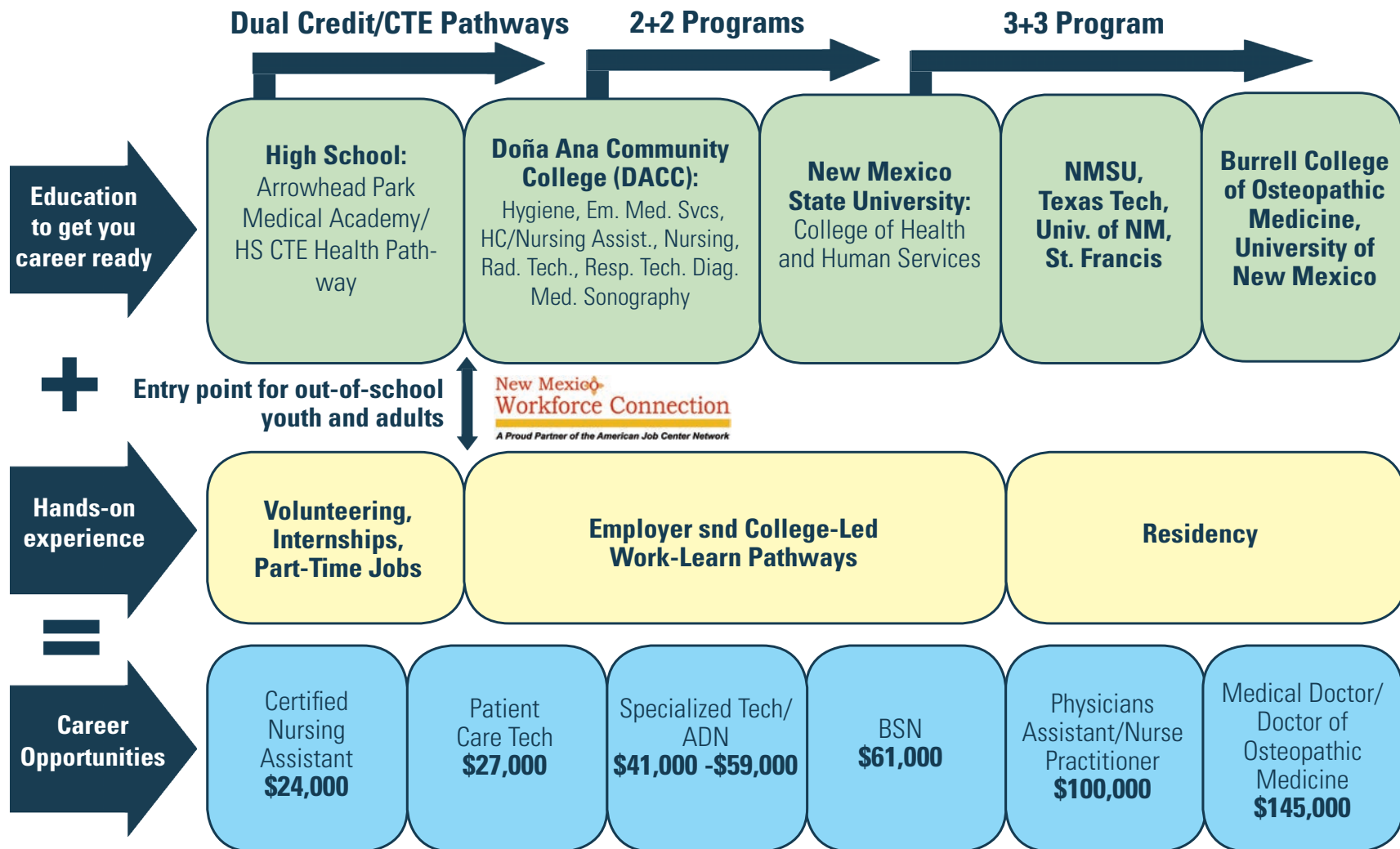
Aerospace, Space, and Defense Industries

Pathways, Partners, and Positions



Healthcare Industry

Pathways, Partners, and Positions



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



What Is True In NM Today...



Top Growing Occupations

Personal Care Aides

\$19,470



Combined Food Preparation and
Serving Workers, Including Fast Food

\$18,840



Cashiers

\$19,890



Retail Salespersons

\$23,030



Waiters and Waitresses

\$18,740



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

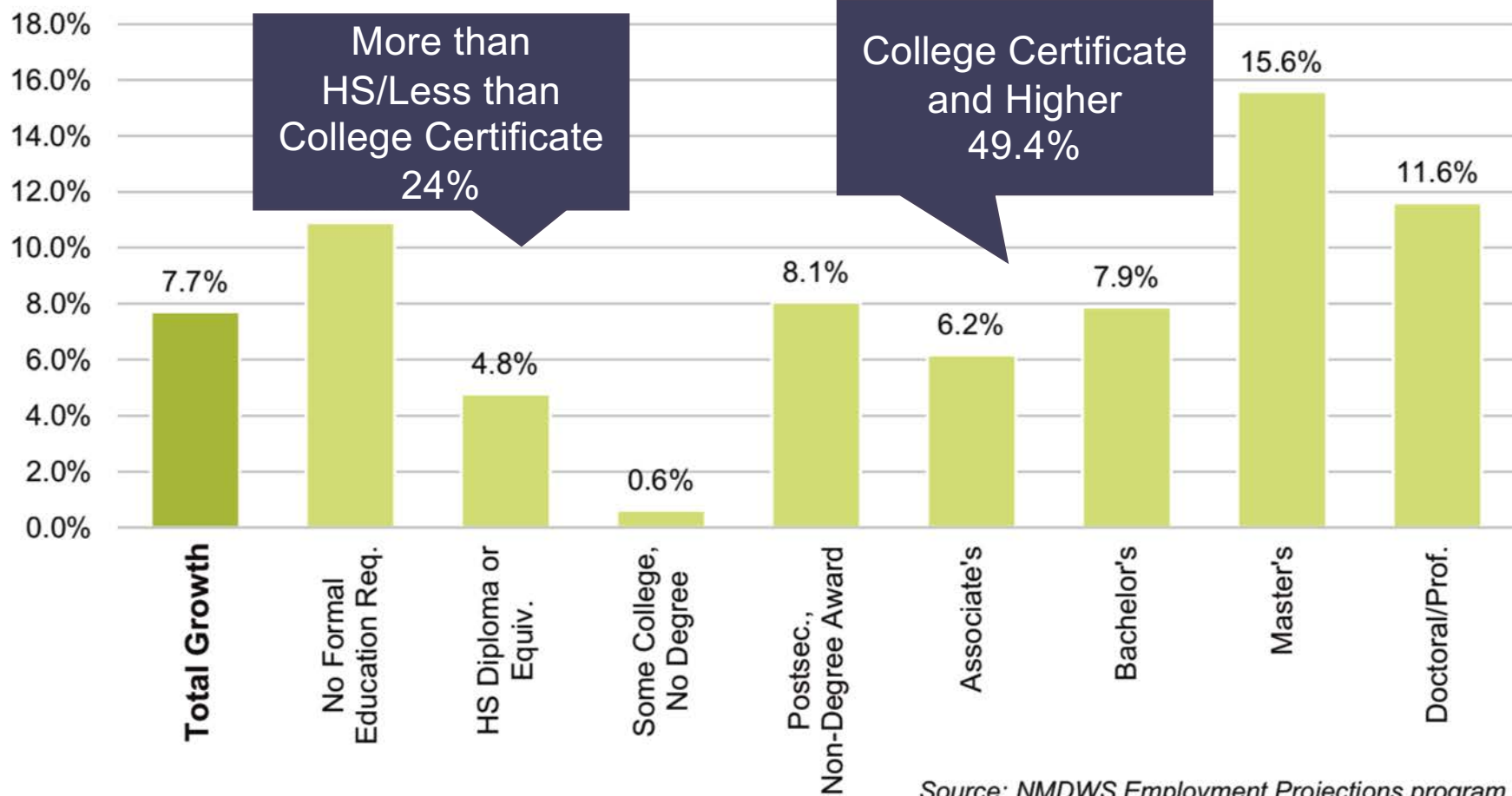
 = 600 Annual Openings

What Will Be Tomorrow...



Employment Growth by Educational Attainment Required

New Mexico, 2014–2024

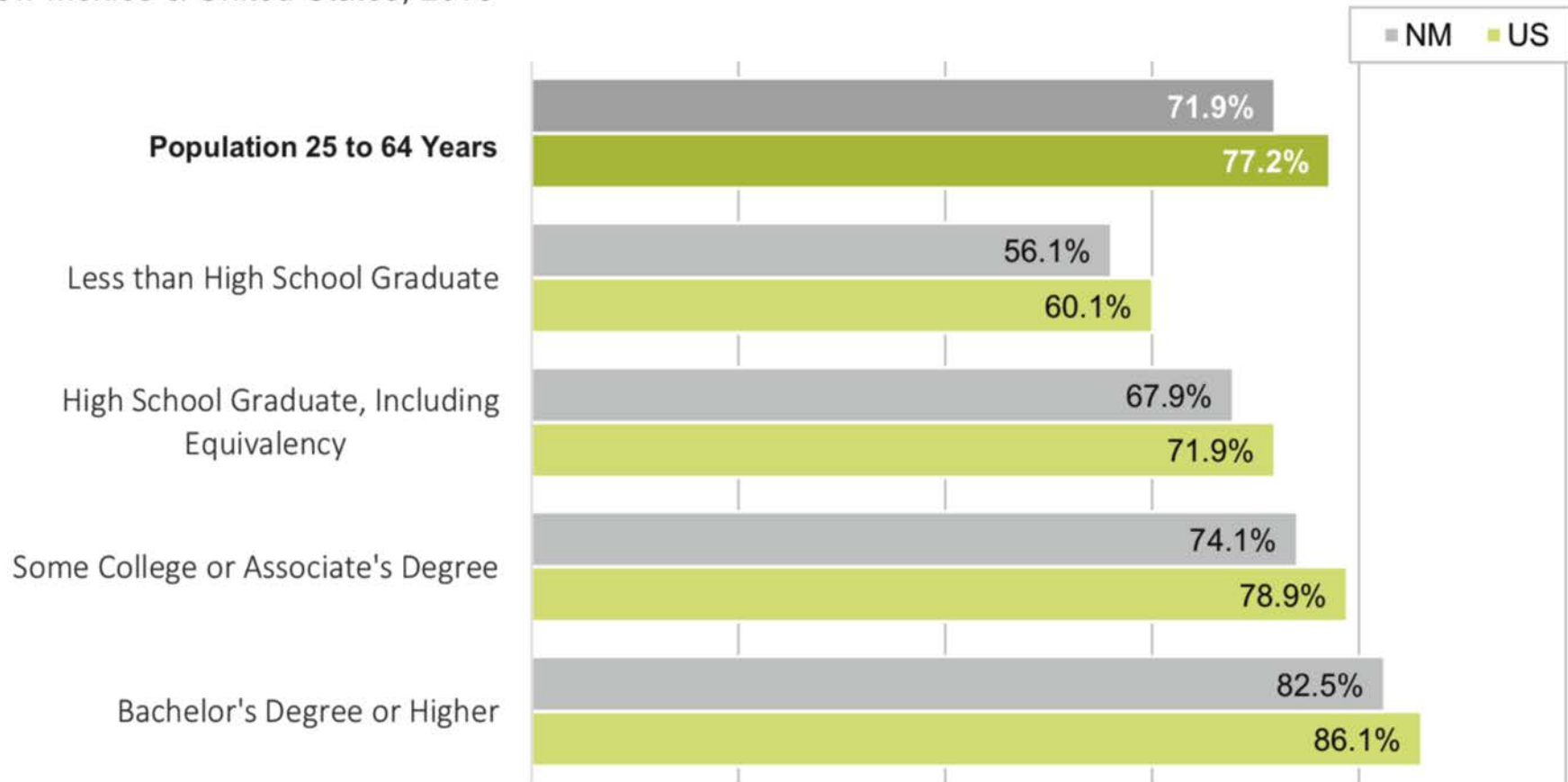


Education Reduces Unemployment



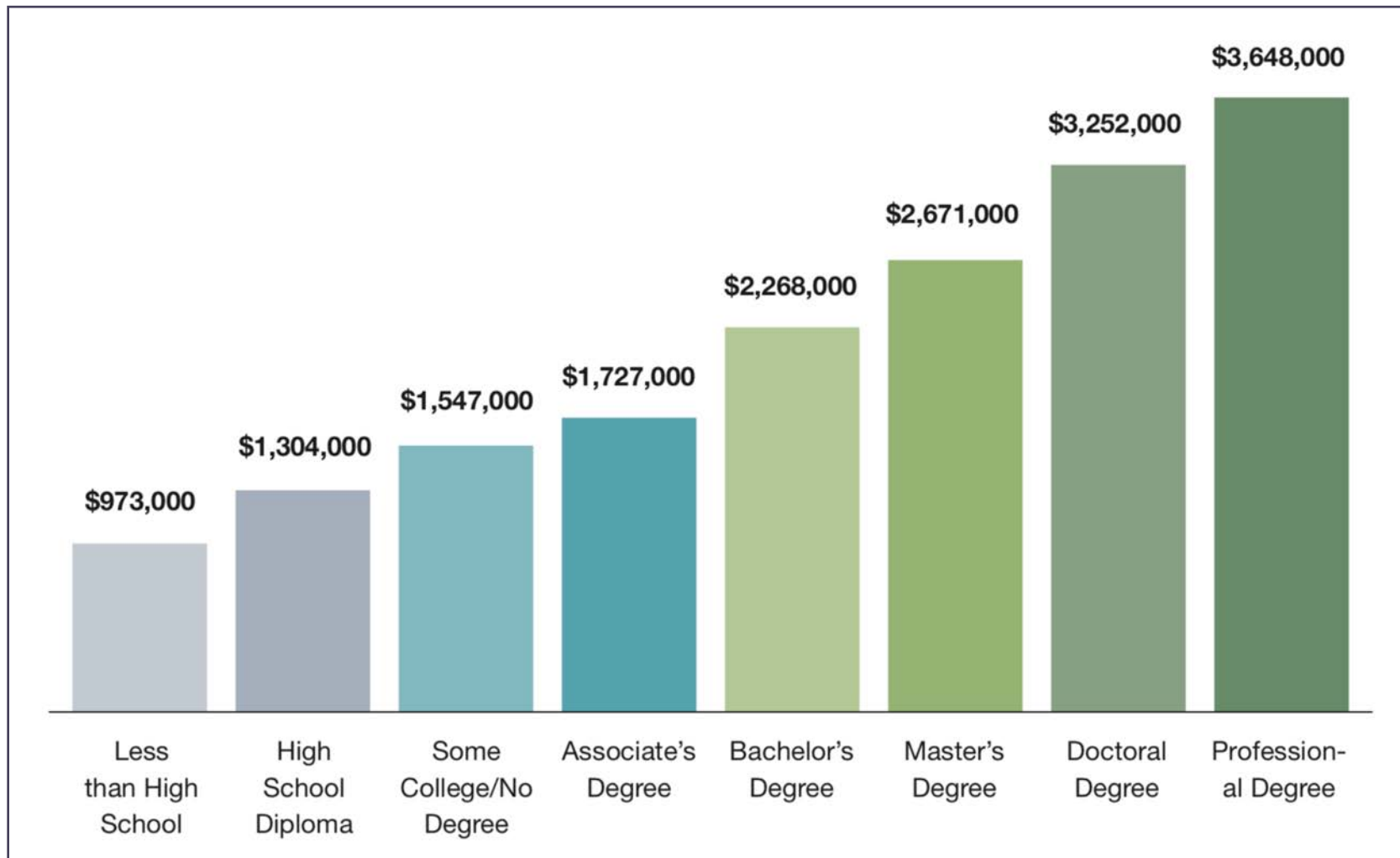
Labor Force Participation by Educational Attainment

New Mexico & United States, 2015



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

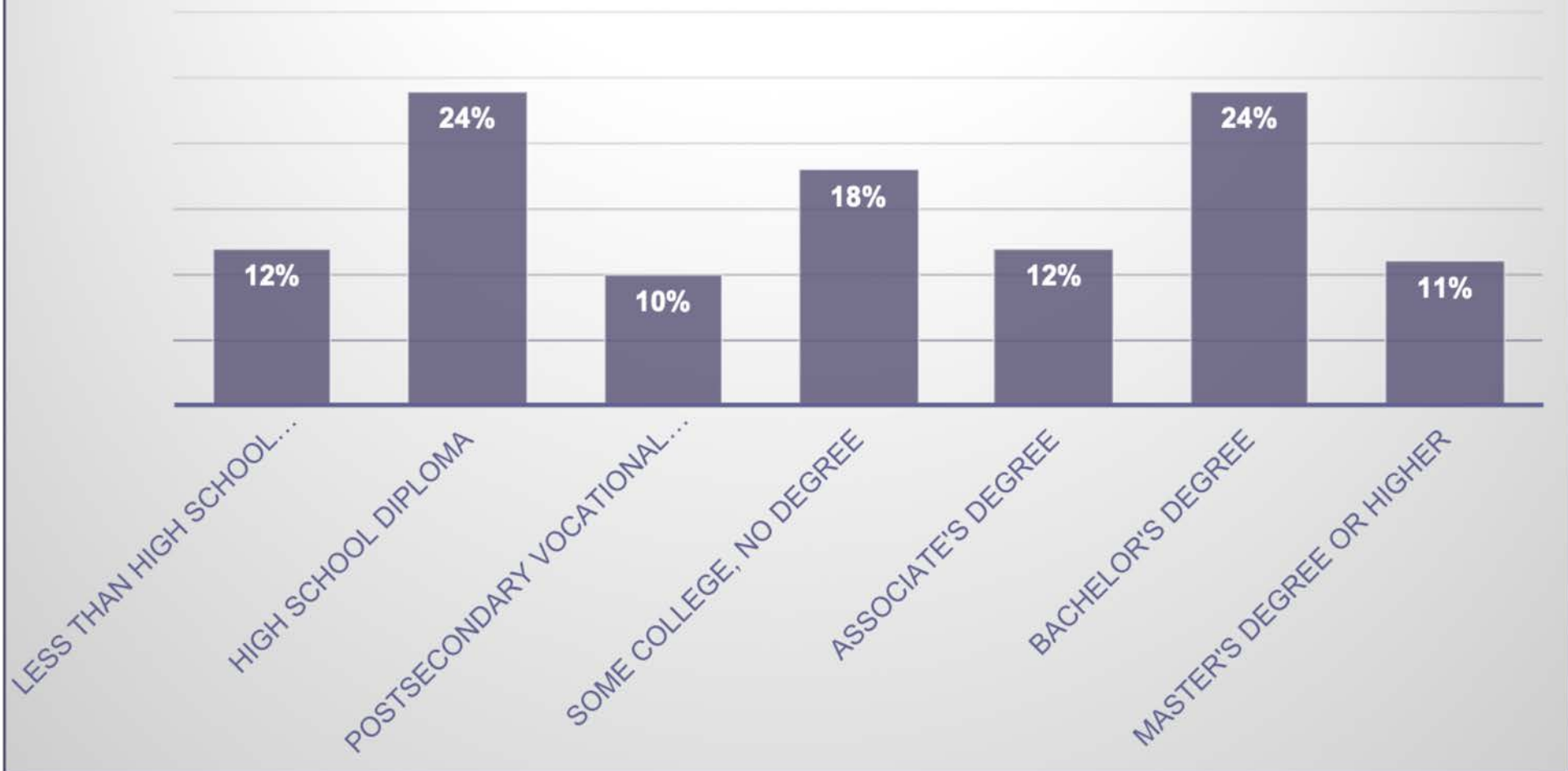


Job Openings by Education Level

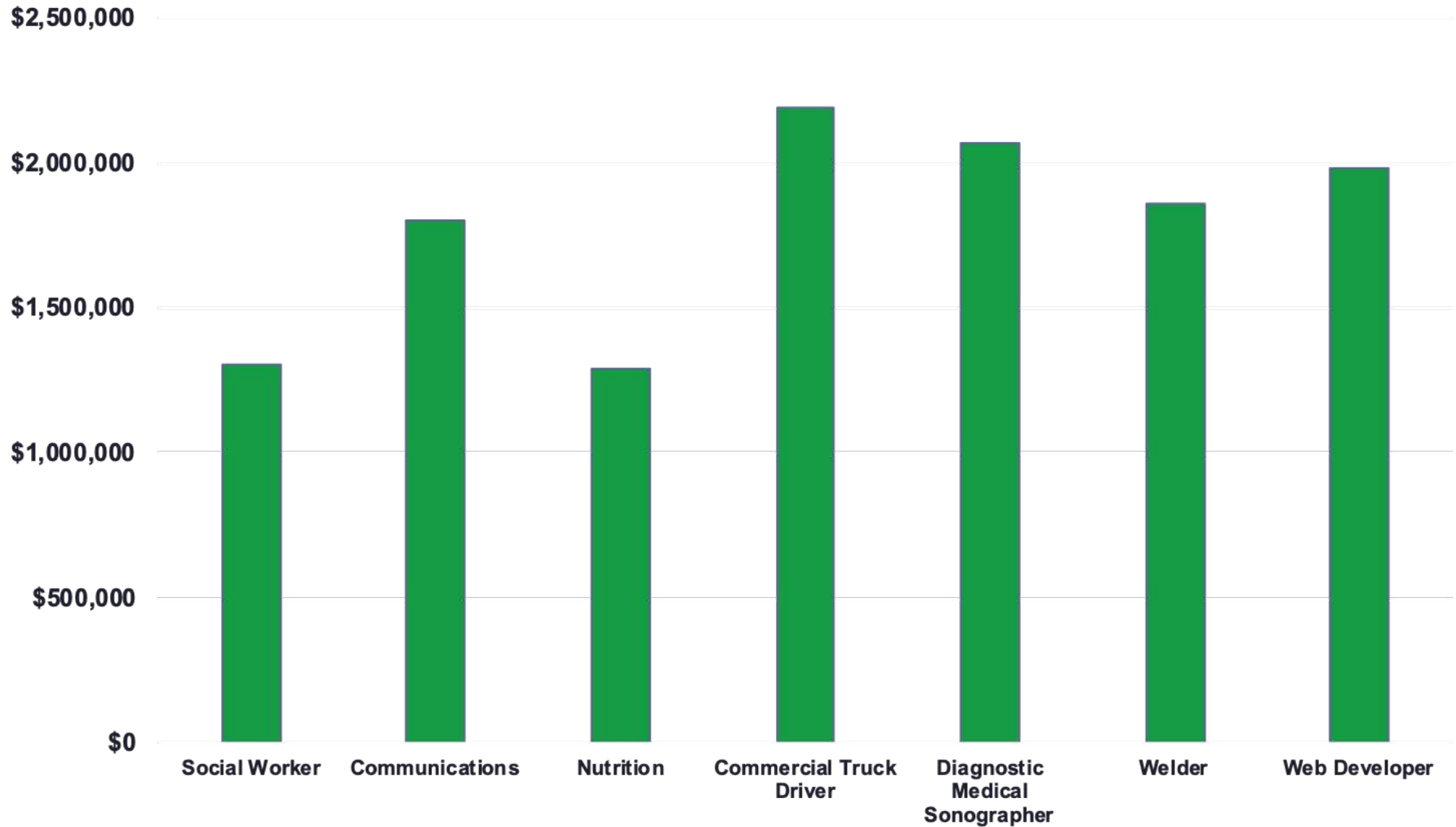
Georgetown Center on Education and the Workforce



2010-2020



Lifetime Earnings by Career



STEM Drives Incomes



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%

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



52%

151,000 workers without a BA have good jobs



\$58,000



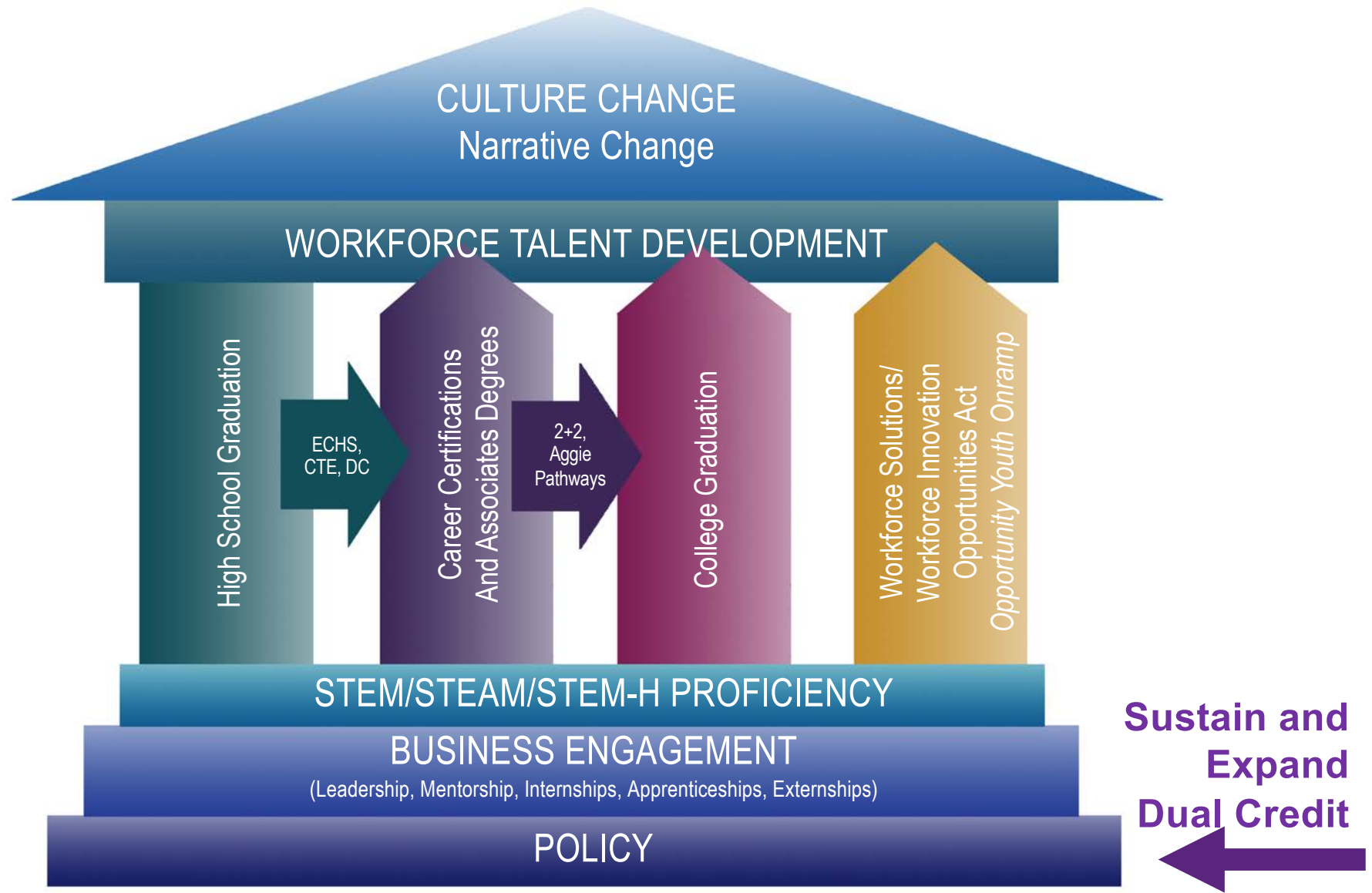
Median earnings of non-BA workers with good jobs in 2015

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



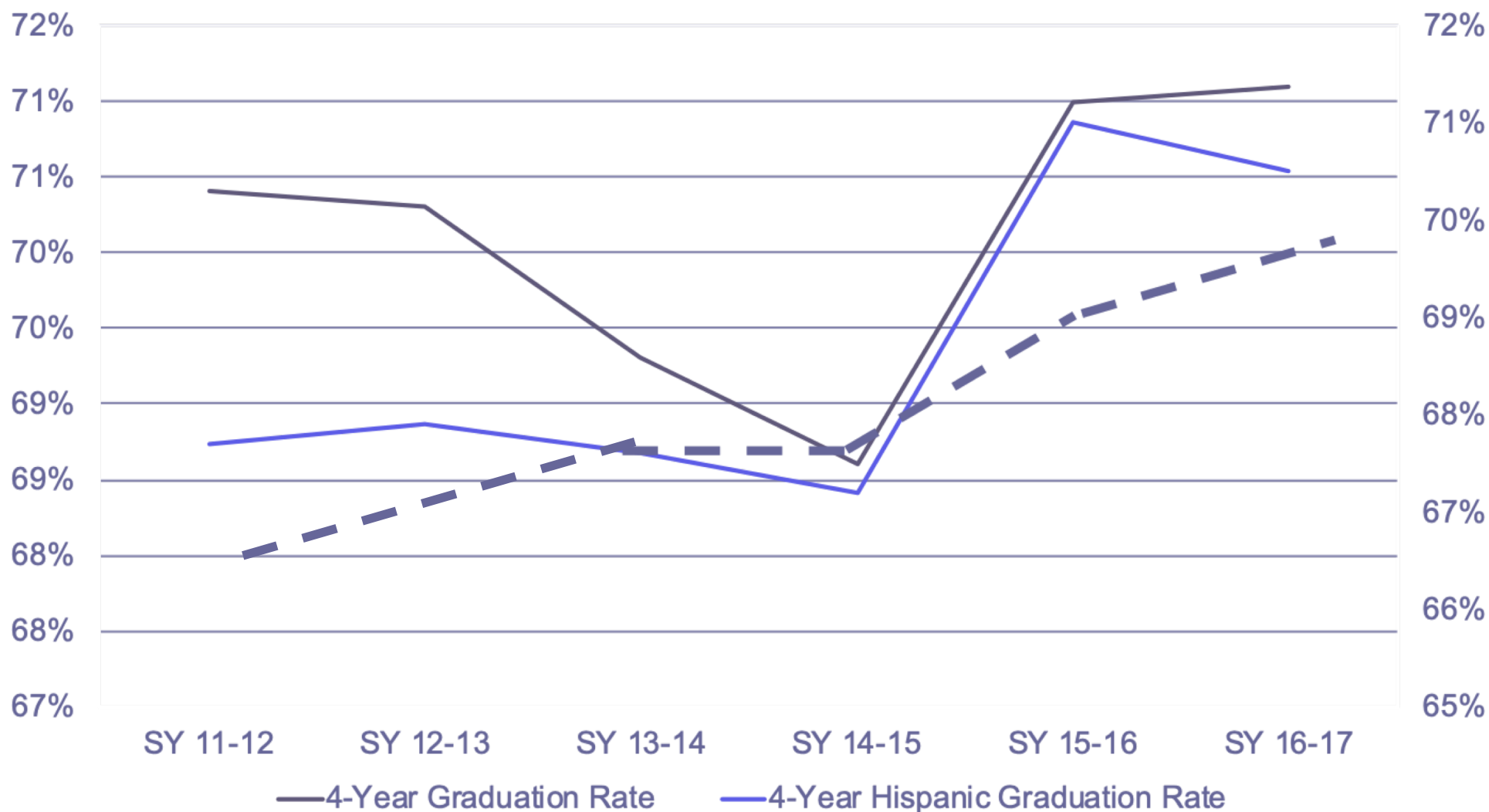
Capitalizing On the Students You Already Have



New Mexico's Dual Credit Program
is the literal “bridge”
to a PK-20-Workforce System



NM Graduation Rates



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

New Mexico True Talent Acceleration Fund Benefits The State



For every **\$1** invested by NM at a minimum:

\$3

State ROI on a 4-Year College Degree

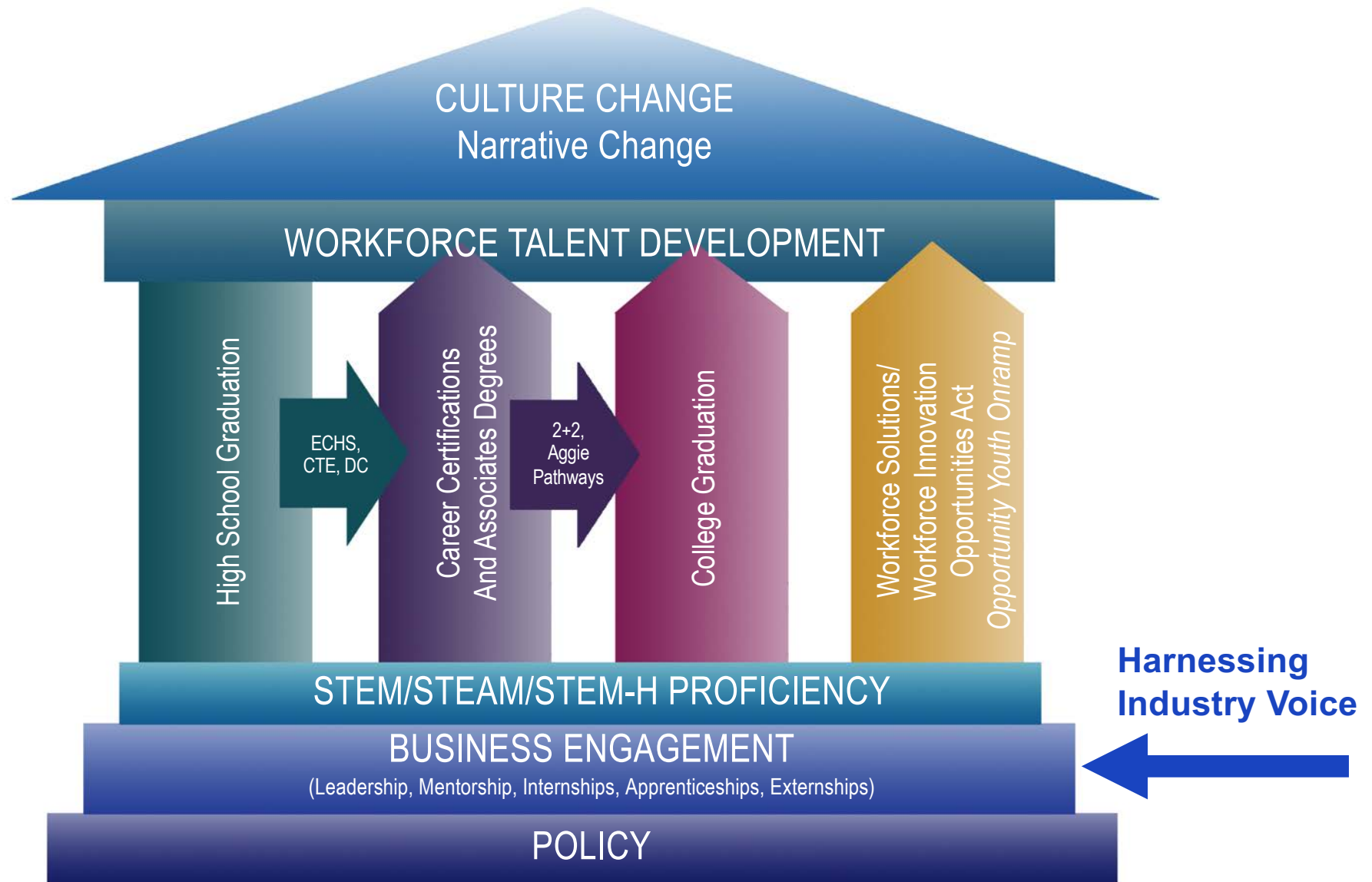
\$.64 - \$1.03

State ROI on a 2-Year College Degree

\$.35 - \$1.17

Lottery Scholarship Relief

A Comprehensive Approach to Workforce Talent Development



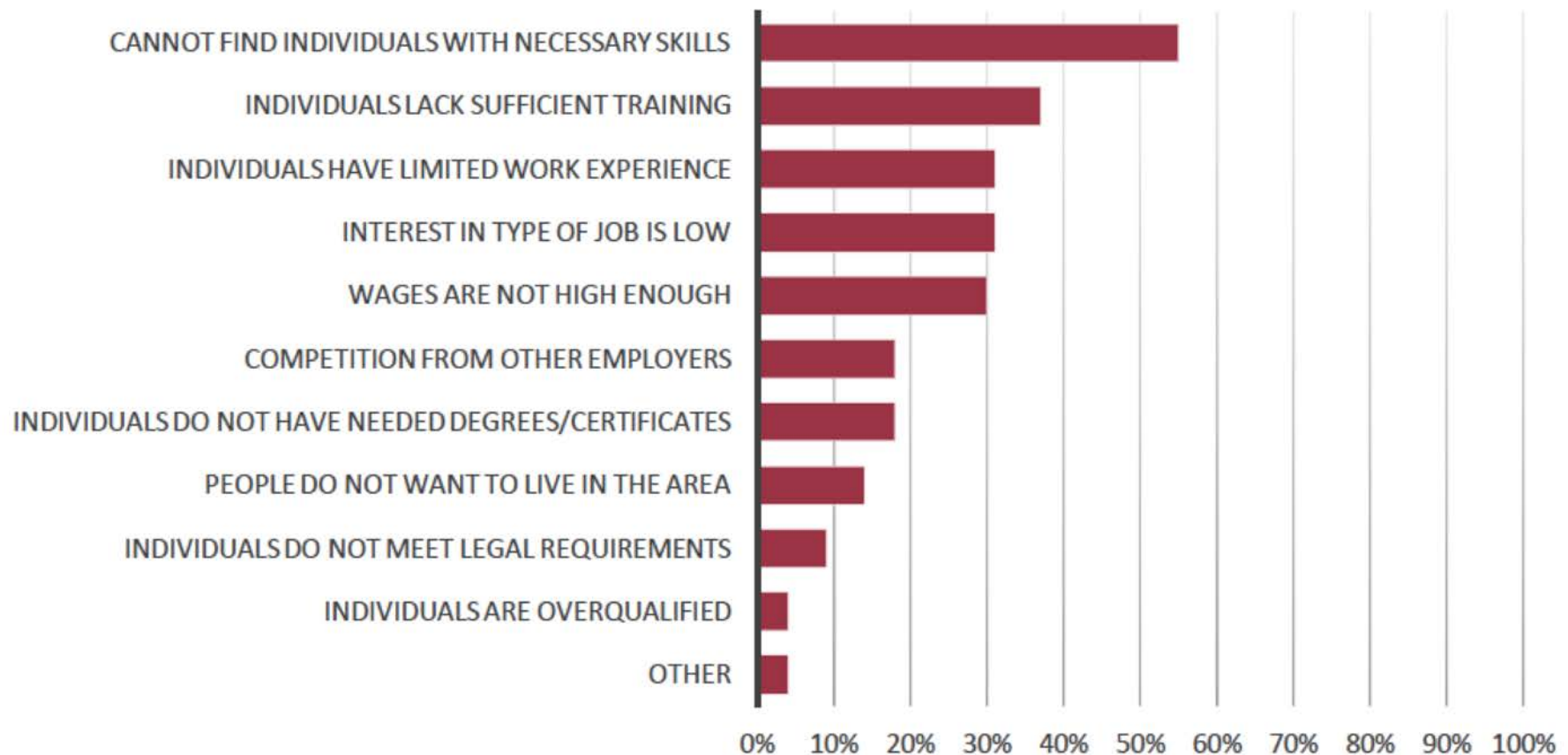
Industry Roundtables



Figure 2

Why Employers Struggle to Fill Open Positions

% Employers Reporting the Following Reasons

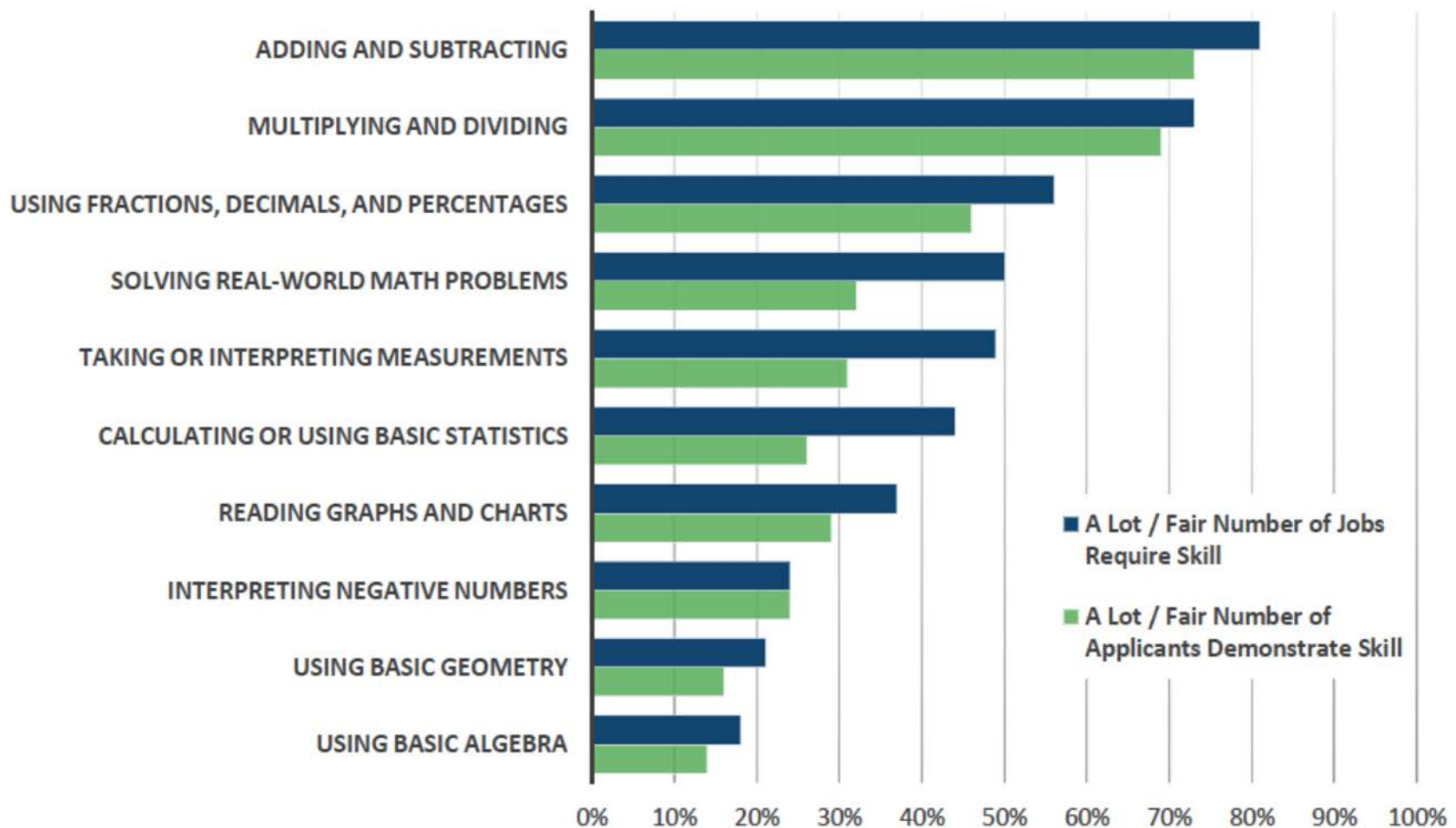


Industry Roundtables



Mathematics Skills

% Employers Indicating Skill Need and Skill Availability

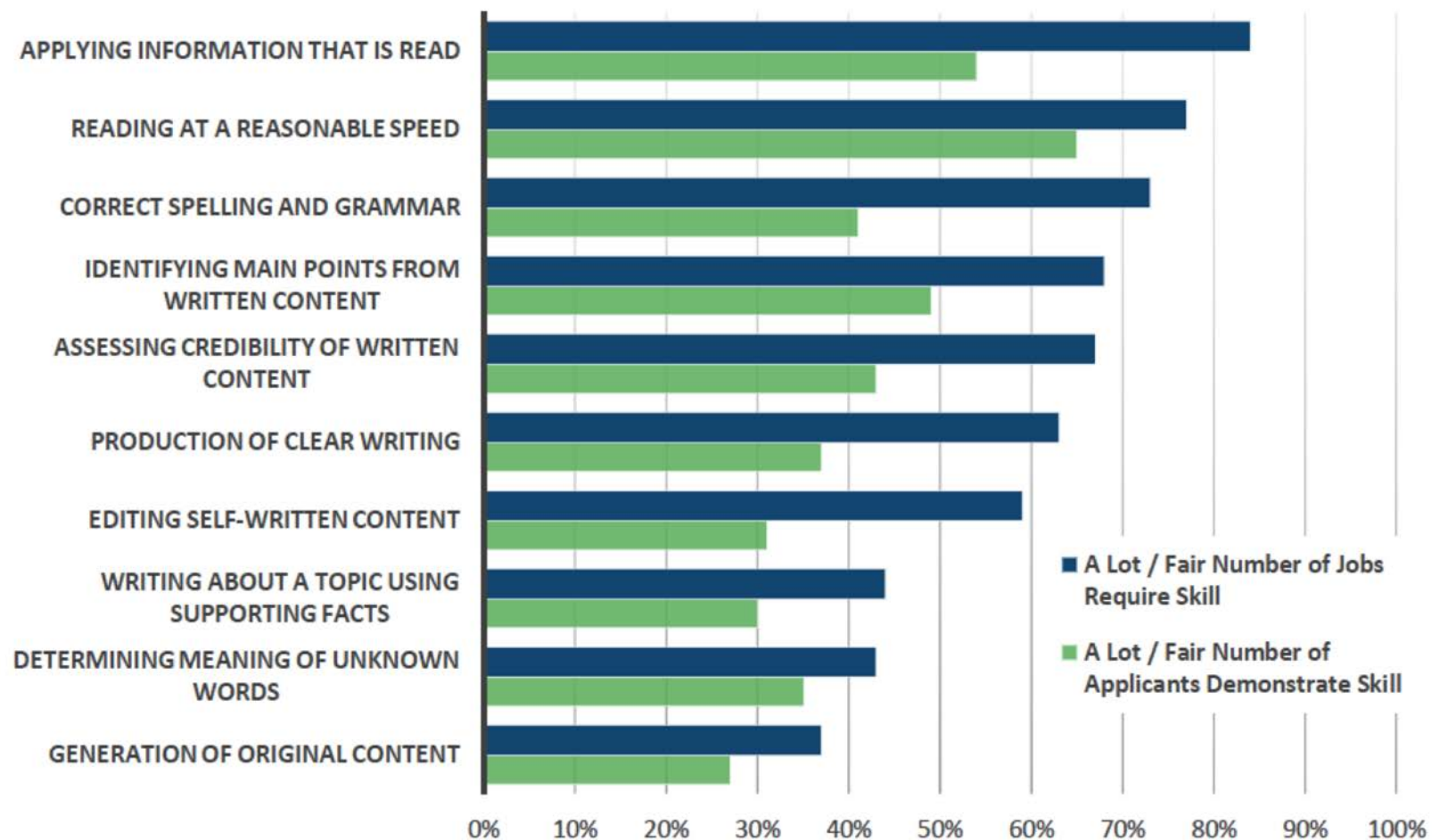


Industry Roundtables

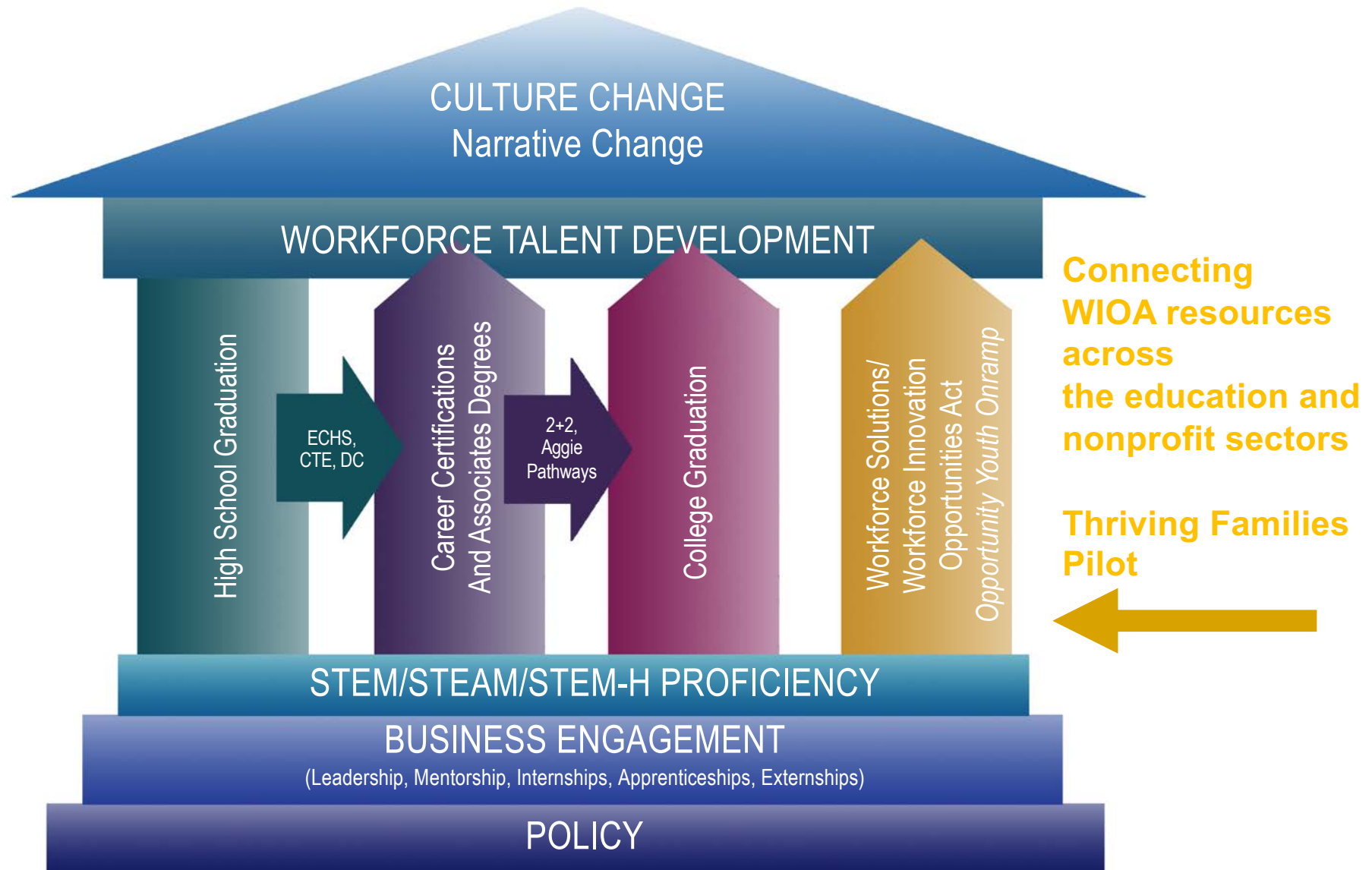


English and Language Arts (ELA) Skills

% Employers Indicating Skill Need and Skill Availability



A Comprehensive Approach to Workforce Talent Development



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

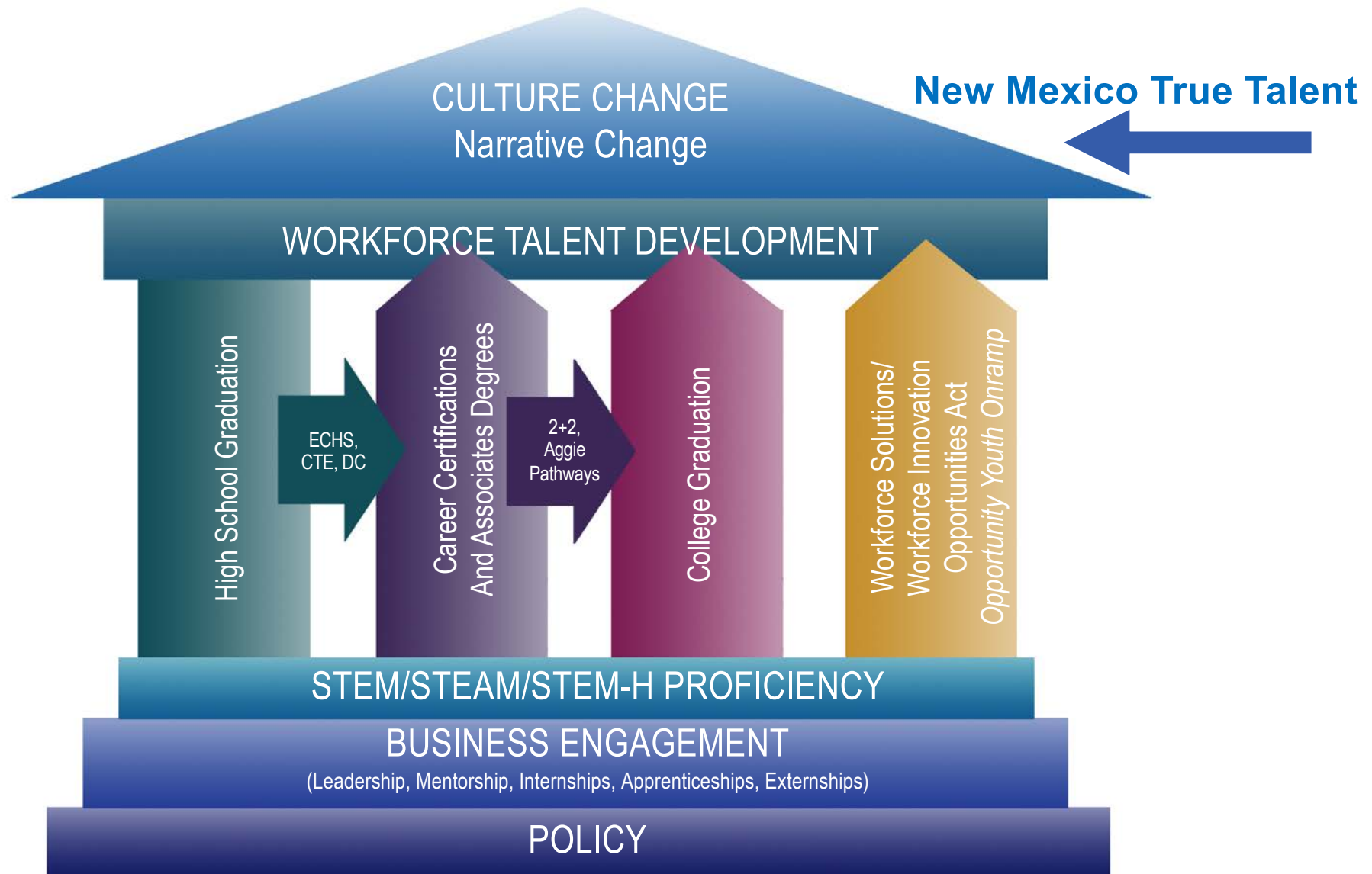
Thriving Families Pilot

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

A Comprehensive Approach to Workforce Talent Development



NewMexicoTrueTalent.org



NEW MEXICO *True*
TALENT

[Home](#) [About Us](#) [Exploring Your Roadmap](#) [Career Pathways](#) [How You Can Help](#)



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.

NewMexicoTrueTalent.org



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.

Career Exploration



Guest
Doña Ana County, NM

[My Dashboard](#) [Career Exploration](#) [Education & Training](#) [Gain Experience](#) [The Job Search](#)



Career Solutions



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.

CAREER EXPLORATION



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



How Much Should I Earn?



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.

WHY I WORK



Questions?



Thebridgeofsnm.org



NewMexicoTrueTalent.org

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NROC
MATH

NROC
ENGLISH

EdReady

Hippo
Campus

THE
NROC
NETWORK

NROC.org

THE
NROC
PROJECT

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.