Role of the Community College

- Four Pillars of the Comprehensive Community College
  1. Academic Preparation
  2. Workforce Development
  3. Transfer Preparation
  4. Community Development

- Wyoming is Fortunate - Seven Comprehensive CC’s
- Responsive, nimble, and connected to our communities
Higher Education Enrollments in Wyoming

12 Month Unduplicated Headcount 2015-2016

- 68% University of Wyoming
- 32% Community Colleges

Source: National Center for Education Statistics IPEDS
Higher Ed Completions in Wyoming

Degrees and Certificates Awarded
2015-2016

Community Colleges
University of Wyoming

Source: National Center for Education Statistics IPEDS
High School Equivalencies

2016 High School Graduates/Equivalencies

<table>
<thead>
<tr>
<th>School District</th>
<th>Graduates/Equivalencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campbell County School District #1</td>
<td>539</td>
</tr>
<tr>
<td>Natrona County School District #1</td>
<td>723</td>
</tr>
<tr>
<td>Laramie County School District #1</td>
<td>829</td>
</tr>
<tr>
<td>Community Colleges</td>
<td>1142</td>
</tr>
</tbody>
</table>

Source: Wyoming Dept. of Education; Wyoming Community College Commission
What Makes a Healthy Economy?
Two Things that Define Healthy Economies

1. Talent
   - Talent Development (Pipeline)
   - Talent Acquisition (Recruitment)

2. Quality of Place
   - Don’t discount the impact Community Colleges have
Quality of Place

Knight Foundation/Gallop Study

- 3 year study of 26 communities
- Found a positive correlation between community attachment and local GDP growth

Factors Affecting Community Attachment:
1. Social offerings
2. Openness
3. Aesthetics

Source: Knight Foundation Soul of the Community Survey available at https://knightfoundation.org/sotc/
From 1970’s to the early 2000’s, our nation’s working age population (ages 16 to 64) expanded by nearly 200,000 individuals each month.

In the last two years, monthly workforce growth is down to around 70,000

The Census Bureau projects that number to fall to roughly 50,000 per month over the next 15 years

Net international immigration to this country has accounted for 61% of our nation’s population growth in the last ten years.

All of this is happening at a time when we are experiencing one of the longest expansions in our nation’s history and we are near full employment.
Talent Pipeline and Job Growth

Job growth by state (Oct 2016 to 2017)

Percent change
-0.5
0.4
0.5
1.3
1.3
2.1
3.0

Quartz | qz.com
Data: Bureau of Labor Statistics

Wyoming (WY) is #1.
Population Growth July 1, 2016 – July 1, 2017

Percent population change
- Greater than 2.0
- 0.5 to 2.0
- 0.0 to 0.4
- Population loss

Percent change by region
- Northeast: 0.2
- Midwest: 0.3
- South: 1.0
- West: 1.0

Source: US Census Bureau 2017 Population Estimates
What Corporate Execs Say

- Area Development’s 31st Annual Survey of Corporate Executives
- Availability of Skilled Labor:
  - #1 in 2015
  - #2 in 2016

Source: Area Development available at: http://www.areadevelopment.com/Corporate-Consultants-Survey-Results/
Why Increase Attainment?
Talent = Higher Education Attainment

- Jobs of the Future Require Something Beyond High School
- Setting an Attainment Goal is Important (Kudos)
- Why, specifically, do we want to increase attainment?
  1. Fill Current Jobs that are in Wyoming unfilled because of lack of qualified college-educated workers.
  2. Bring new, desirable jobs to Wyoming that require a college-educated workforce.
  3. Create new jobs (as a result of college-educated entrepreneurs, researchers, etc.)
Education and Wealth

Education & Training Pays, 2016
Unemployment & earnings for workers 25 & older by educational attainment; earnings for full-time wage and salary earners

<table>
<thead>
<tr>
<th>Unemployment Rate (Percent)</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Doctoral degree</td>
</tr>
<tr>
<td>1.6%</td>
<td>$86,528</td>
</tr>
<tr>
<td></td>
<td>Professional degree</td>
</tr>
<tr>
<td>1.6%</td>
<td>$90,740</td>
</tr>
<tr>
<td></td>
<td>Master's degree</td>
</tr>
<tr>
<td>2.4%</td>
<td>$71,760</td>
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<tr>
<td></td>
<td>Bachelor's degree</td>
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<td>2.7%</td>
<td>$60,112</td>
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<td></td>
<td>Associate degree</td>
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<td>3.6%</td>
<td>$42,588</td>
</tr>
<tr>
<td></td>
<td>Some college, no</td>
</tr>
<tr>
<td>4.4%</td>
<td>degree</td>
</tr>
<tr>
<td></td>
<td>High-school graduate</td>
</tr>
<tr>
<td>5.2%</td>
<td>$35,984</td>
</tr>
<tr>
<td></td>
<td>Less than a high</td>
</tr>
<tr>
<td>7.4%</td>
<td>school diploma</td>
</tr>
</tbody>
</table>


*Professional degree* includes lawyers, physicians and surgeons, and dentists.
Wyoming’s higher educational attainment has increased 9.8% since 2008.
Attainment - Comparing Western States

- Colorado - #2 (54.7%)
- Utah - #15 (48.1%)
- Nebraska - #20 (47%)
- Wyoming - #26 (45.8%)
- South Dakota - #32 (43.8%)
- Montana - #38 (42.9%)
- Idaho - #46 (38.7%)

Source: US Census Bureau 2016 American Community Survey; Estimates of population age 25 years and over.
Wyoming Attainment by Level of Education

- High School Graduate or Higher = #1
- Percent of Population with Associate’s Degree = #2
- Bachelor’s Degree or Higher = #41
- Percent of Population with Bachelor’s Degree = #38
- Percent of Population with Graduate/Professional = #37

Source: US Census Bureau 2016 American Community Survey; Estimates of population age 25 years and over.
How Do We Raise Attainment?
How Do We Raise Attainment?

1. Educate the people already here in Wyoming
2. Bring people to Wyoming, educate and keep them
3. Recruit college-educated people to Wyoming
1. Educate Who We Have

- High School Graduation Rates: WY = 80.2%, US = It’s Higher
- High School Projections

<table>
<thead>
<tr>
<th>Year</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
<th>2024</th>
<th>2025</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Grads</td>
<td>100</td>
<td>200</td>
<td>100</td>
<td>400</td>
<td>400</td>
<td>700</td>
<td>900</td>
<td>1100</td>
<td>3900</td>
</tr>
</tbody>
</table>

- Wyoming College Going Rate = 55%
- College Completion Rate = 50%
- Wyoming Retention Rate = 50%

Source: WICHE Knocking at the College Door: Projections of High School Graduates, 2017
3,900 HS Grads
2,145 Go to College
1,073 Graduate
536 Stay in WY

Those 536 College Grads would raise our Attainment rate to just 48.68%

70/70/70 = Attainment rate to 54% by 2025.
1. Educate Who We Have

Wyoming’s Workforce (Residents Age 25-64)

- 87,034 Working Adults with just a high school diploma.
- 56,149 Working Adults with some college, but no credential.

If Wyoming got just 25% of this population to earn a college credential... Attainment = 60.29%

Source: Lumina Foundation
Wyoming has the country’s largest share of good jobs for workers without a four-year degree, according to a Georgetown University Center on Education and the Workforce report released Wednesday.

Half of Wyoming jobs provide living wages of $35,000 or better for high school graduates without a bachelor’s degree, according to the Center on Education and the Workforce’s 2015 data. (https://goodjobsdata.org/).
Our Competition

Targeting High School Graduates

Starting Wage = $17.85/hr

“Get paid to work out!”

“...added shift bonus for evenings”

“4 days off per week”

“... variety of benefits”
Wyoming Jobs for the College Educated

Job Postings by Industry Past 6 Months
Wages above $35,000/yr

- Health Care and Social Assistance
- Transportation and Warehousing
- Public Administration
- Educational Services
- Finance and Insurance
- Professional, Scientific, and Technical Services
- Construction
- Waste Management and Remediation Services
- Manufacturing
- Accommodation and Food Services
- Utilities
- Retail Trade
- Information
- Agriculture, Forestry, Fishing and Hunting
- Real Estate and Rental and Leasing
- Arts, Entertainment, and Recreation
- Mining, Quarrying, and Oil and Gas Extraction

Source: Labor Insight Jobs (Burning Glass Technologies)
High-Demand Programs at the CC’s

Programs with strong workforce alignment & opportunity.

- Healthcare/Social (Nursing, Lab Techs, Radiography, Physical and Occupation Therapist Asst., Dental Hygiene, etc.)
- Business, Management, Finance, Accounting, etc.
- Education, Early childhood, etc.
- Mechanical, Electrical, Automotive/Diesel, Compression Technology, Welding and Metals, etc.
Where there are good paying, high-demand job opportunities that require a college credential, adults participate in higher education.

There simply aren’t enough of these in Wyoming – as many similar paying opportunities exist for non-college educated individuals.

Adults are not in a position to take risks (e.g. leave a good paying job to participate in College in hopes of something better after)

Most of the best opportunities do not lead to diversification (ex. Laramie County)
2. Bring People to WY, Educate & Keep

Wyoming’s Higher Education is a Tremendous Asset

![Graph showing undergraduate tuition and fees, state averages for public two-year institutions in 2017-18.]

- **Public Two-Year Institutions 2017-18**
- **Undergraduate Tuition and Fees, State Averages**

3. Recruit College-Educated People to WY

- Student Loan Debt - $1.4 Trillion in 2017
- Average Debt is $38,000
- Leveraging this to recruit college-educated individuals:
  - Maine’s Tax Credit Program
    - Up to $4,500 tax credit per year to grads with degrees from out of state.
  - Kansas Rural Opportunity Zones
    - Kansas income tax waivers for up to five years
    - Student loan repayments up to $15,000
  - Other Cities: Columbus, OH, Philadelphia, Detroit, etc.
    - Internships
    - Housing Subsidies and
    - Student Loan Reimbursements
We won’t recruit our way to diversification.

Developing Entrepreneurs and Innovators will be essential for Wyoming’s long-term path to diversification.

CWC’s Start-Up Intensive in Jackson

WWCC & CWC Commitment to NACCE - Grow the community college’s role in supporting job creation and entrepreneurs in their local ecosystem

LCCC’s Entrepreneurship Initiative
Our Recommendations
1. Social Norming Campaign

- We need more high school graduates to go to College.
- Launch a state-wide social norming campaign to encourage college-continuation.
- Broaden focus beyond just the University
- Contemplate the Impacts of Hathaway’s Structure
  - Wyoming only has 55% College-going rates, most are likely Hathaway students – does it discourage the other 65%?
- Explore state “Promise Programs” – Free Community College tuition. Is it worth it?
2. Create an Adult-Focused Financial Aid Program

- Pell is the only real need-based aid for adults in WY. Many do not qualify.
- Establish a program that incentivizes adults to go or return to college.
- Minimize the risk when they forego wages to go to school.
- Tennessee’s Reconnect
  - TN Adults can enter higher education tuition-free
  - Cannot have an associates or bachelor’s degree
  - TN resident for at least one year
3. Focus and Direction – Priority Sectors/Jobs

- There is no clear path to diversification – no clear path to what programs/training we should be offering.
- Critical for ENDOW or the State to identify priority sectors and priority types of jobs.
- Set clear direction for what level of educational attainment we need to focus on – redesign as necessary.
4. Resident Tuition for Non-Residents

- Make Wyoming more appealing to non-resident students by offering in-state tuition rates to non-residents.
  - Chadron State – non-residents pay just $1 more than residents
  - Minot State University – In-state tuition to all students

- Consider tuition forgiveness grants.
  - Similar to WWAMI

- Support building capacity for student housing.
5. Provide Resources & “Cover” to Take Risks

- Establish a fund for start-up of new programs at Community Colleges aligned with priority sectors

- Establish a priority sector workforce training fund to provide resources through collaboration (e.g., community colleges, local economic development orgs, DWS, etc.)

- Make it expected that Higher Ed will need to take risks on the future to build capacity, infrastructure, workforce, etc.
6. Incentivize Coordination on Key Topics

- **Entrepreneurship Skills for All**
  - Statewide expectation for the embedding of innovation or entrepreneurship skills development in all programming
  - Creating a fund (or changing the rules for the DOE Workforce Training Fund) to pay for courses that directly provide entrepreneurship education and start-ups.
  - Broaden the concept of an entrepreneurial ecosystem to include community colleges.

- **Information Technology/Computer Science**
  - Opportunities exist, student pipeline is lacking.
  - ENDOW is on track.