

Executive Team Meeting Notes

July 25, 2017

8:30 – 10:00 a.m. | Room G2

Executive Team

Dr. Susan J. Wolff, CEO/Dean

Ms. Mary Kay Bonilla, Chief Student Affairs and Human Resources Officer

Dr. Heidi Pasek, Chief Academic Officer

Ms. Lorene Jaynes, Executive Assistant to the CEO/Dean

Mr. Lewis Card, Executive Director of Communications, Marketing & Development

Dr. Darryl Stevens, Chief Financial Officer

Guests

Ms. Amy Watson, Economist (MTDLI)

Ms. Barbara Wagner, Chief Economist (MTDLI)

Mr. Joe Simonsen, Director of Admissions

Ms. Charla Merja, Academic Affairs

Ms. Dena Wagner-Fossen, Registrar

Dr. Grace Anderson, Research Analyst

Ms. Erin Granger, Marketing Specialist

I. Strategic Agenda (8:30-9:30 a.m.)

1. Space Study & Office Move *ET Lead – Dr. Stevens*

Dr. Stevens is reaching out to LPW Architects to conduct a space study of campus in regards to effectiveness and efficiency in regards to both classroom use and office spaces. No moves will be done until the results are received.

2. EMSI Tools *ET Lead – Dr. Stevens*

Dr. Stevens is the point person on this project.

Career Coach

Provides job information for our region

Analyst

Uses information provided from the MTDLI regarding job projection

Provides a one-stop shop for our research analyst to gather data

The cost would be acceptable if more than one person using it

Once Lorene hears from Dr. Pasek, a meeting will be scheduled with EMSI so they may provide more information to the Academic Division Directors and Mr. Card.

3. Art RFP *ET Lead – Dr. Pasek*

The Library Committee has been raising money to purchase art for the library. They have raised enough and would like to buy a commissioned piece of art. A Commission Selection Committee will be formed and report to the Executive Team their top three selections. Dr. Wolff will give the final approval.

II. Guests

1. Montana State Worker Demand Report (*Montana Department of Labor & Industry, Research & Analysis Bureau*)

Barbara Wagner and Amy Watson presented specific information regarding Great Falls College MSU in regards to the *Meeting State Worker Demand: A Report on the Labor Market Outcomes for Montana Colleges*

(<https://lmi.mt.gov/Portals/135/Publications/LMI-Pubs/Special%20Reports%20and%20Studies/StateCollegeReport.pdf>). The GFC MSU summary is attached to these notes below.

***wage data is gathered from employers paying into unemployment only – self-employed are not included*

1. How do Great Falls College graduates fare in the labor market?

GFC MSU's Top five most popular programs:

General Studies

Health Tech/Assistant (dental assistant, dental hygiene, dietetic tech, pharm tech, and PTA)
Metal Tech (welding)
HIT & Medical Coding
Allied Health (Paramedic & radiologic technology programs)

About 20% of our graduates go on to higher degree options – graduating from both GFC and the other Montana institution

2. What is Great Falls College's contribution to graduation work force supply?

Supply & demand analysis done by industry, occupation, program, and workforce outcomes with strengths and weaknesses

Identified HIT & Medical Coding and Computer/Info Science (two-year degree wages are good, but bachelor degree wages are significantly more) as candidates for expansion programs. However, wage data must be taken into consideration.

Ms. Jaynes will work to schedule Ms. Watson and Ms. Wagner around the October 25-26 State Chamber Board meeting to present this information to GFC MSU's external stakeholders.

III. Upcoming Events

- **LPN-RN & PN Pinning Ceremonies** *July 29, 3:00 p.m., Civic Center*
- **Regent Greenfield Visit to Campus** *August 2, 10:00 a.m., G2 & Campus Tour*
- **Fall 2017 Welcome Back** *August 14, 9:00 a.m., Heritage Hall*
- **New Employee Orientation** *August 16*
- **Classes Begin** *August 28*
- **Dental Hygiene Site Visit** *August 30-31*
- **Board of Regents** *September 13-14, Montana Tech*
- **OneMSU Symposium** *November 1-2, MSU in Bozeman*

A Supplemental Report for Great Falls College

Labor Market Outcomes and Supply and Demand Analysis for Graduates from Great Falls College

Authored by

Amy Watson, Economist
Montana Department of Labor and Industry

July 2017



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The information in this report was compiled for Great Falls College by the Montana Department of Labor and Industry (MTDLI) as a supplement to the statewide college report, entitled “Meeting State Worker Demand: A Report on Labor Market Outcomes for Montana Colleges.” This supplemental report focuses on the workforce outcomes of Great Falls College graduates, and quantifies Great Falls College’s contribution to statewide workforce supply. A complete description of the methodology is available in the statewide college report.

Great Falls College Labor Market Outcomes Highlights

Most graduates enter the Montana workforce after graduation.

- 81% of Great Falls College graduates work in Montana a year after graduation, and 88% worked in Montana within five years of graduation (Figure 2).
- 20% of Great Falls College graduates went on to obtain a higher degree from a Montana college. Of these higher degree earners, 51% earned their degree from MSU-Northern. The most common higher degree earned was a bachelor’s in elementary education from MSU-Northern. About 24% of higher degree earners hold this degree. Another 16% earned an associate degree in registered nursing from MSU-Northern and 16% earned a bachelor’s degree in general studies from MSU-Billings.
- 66% of graduates working in Montana were employed in Cascade county (Figure 4).
- The healthcare industry employs the most Great Falls College graduates. Forty-five percent of graduates working in Montana are employed in healthcare (Figure 5).
- About 20% of graduates working in Montana were employed in retail trade and accommodation and food service a year after graduation. Over five years that percentage decreased as individuals found employment opportunities in higher-wage industries – such as public administration, professional and technical services, and healthcare (Figure 5).

Great Falls college graduates have similar wage outcomes to other two-year college graduates.

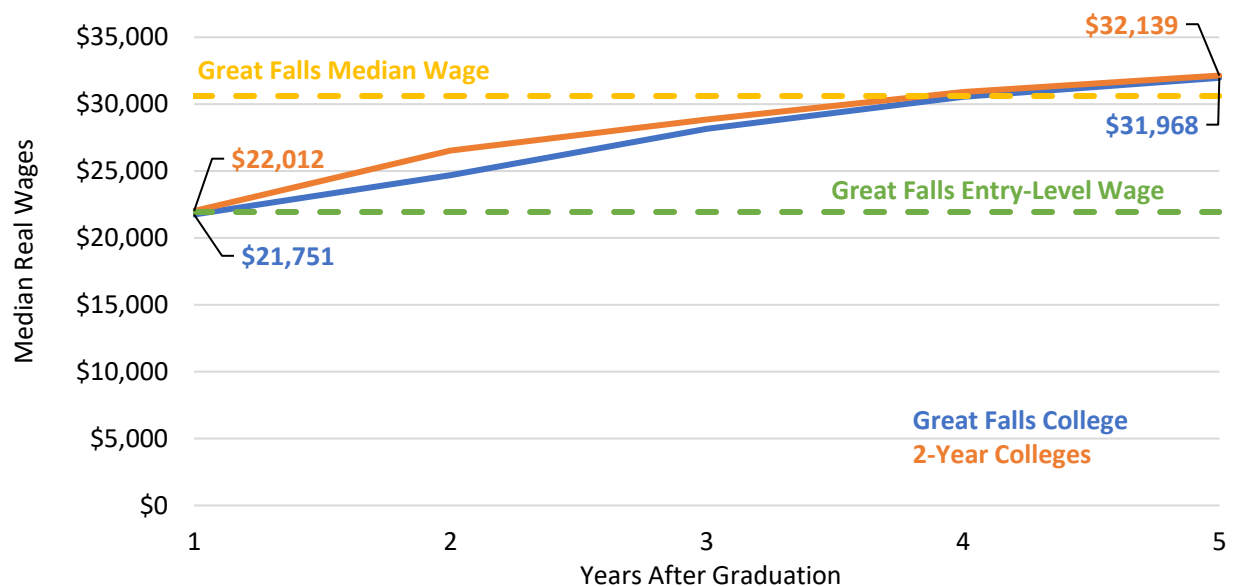
- Great Falls College graduates made \$21,700 in median wages a year after graduation, which is similar to the median across all two-year colleges in the state (Figure 1).
- Median wages for Great Falls College graduates equaled the median wage in Great Falls four years after graduation (Figure 1).
- Great Falls College graduates who worked in Montana every quarter for five years after graduation made \$28,600 a year after graduation. These consistent wage earners made more than the median wage in Great Falls within two years of graduation (Figure 2).
- Great Falls College graduates with prior work experience also made more than graduates who did not have work experience. The wage premium for work experience begins at about \$10,000

a year after graduation, but drops to about \$8,000 five years after graduation as non-incumbent workers gain work experience (Figure 3).

Most Great Falls College graduates earn a degree in health professions. Health professions graduates earn more than graduates from other programs.

- Graduates from the health tech/assistant programs at Great Falls College have the highest wages, followed by allied health, surgical technology, respiratory care, and practical nursing (Figure 6). Graduates from these health professions programs report over \$40,000 in median wages five years after graduation, and most are employed in Montana.
- The general studies program is a popular program among graduates. General studies graduates make only \$11,900 in median wages their first year after graduation, which is the lowest of any program offered at Great Falls College. However, their wages progress to over \$30,000 five years after graduation, which surpasses the median wages earned by graduates in business programs, HIT and medical coding, healthcare office management and other liberal arts programs.

Figure 1. Median Real Wages Earnings for Great Falls College Graduates



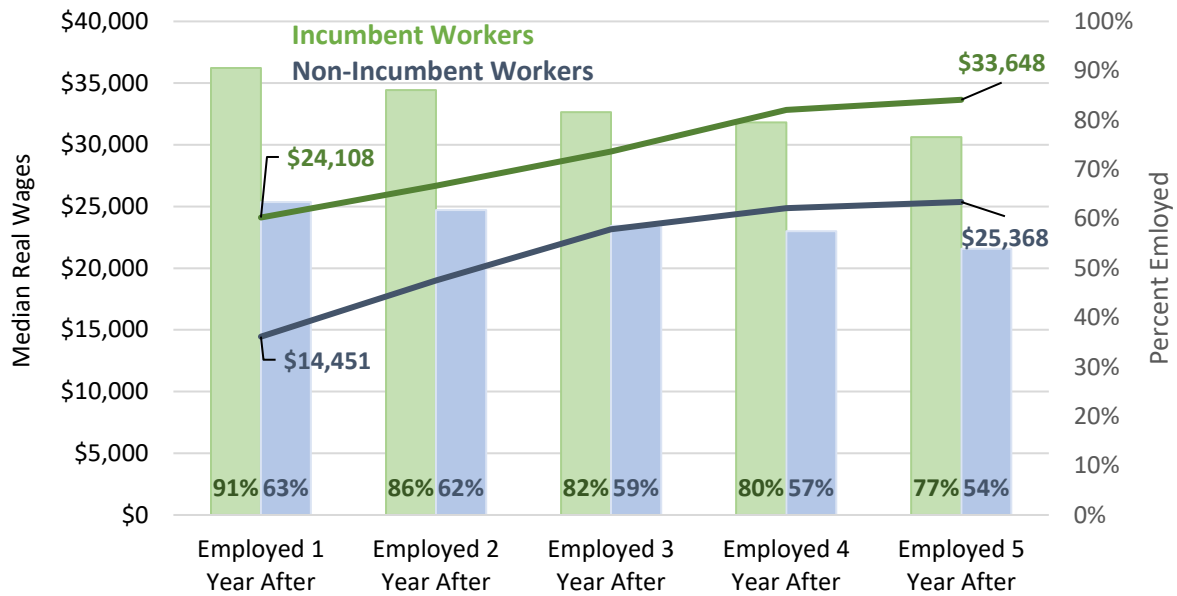
Source: MTDLI and OCHE wage match. Real wages reported in 2015 dollars using the CPI-U.

Figure 2. Workforce Outcomes for Great Falls College Graduates Over Time

Years After Graduation	Great Falls College			2-Year College Average	
	% Employed	All Median Wages	Consistent Median Wage	% Employed	Median Wages
1	81%	\$21,751	\$28,623	83%	\$22,012
2	78%	\$24,691	\$31,449	78%	\$26,543
3	74%	\$28,148	\$34,223	74%	\$28,854
4	72%	\$30,559	\$36,261	71%	\$30,915
5	69%	\$31,968	\$36,854	69%	\$32,139

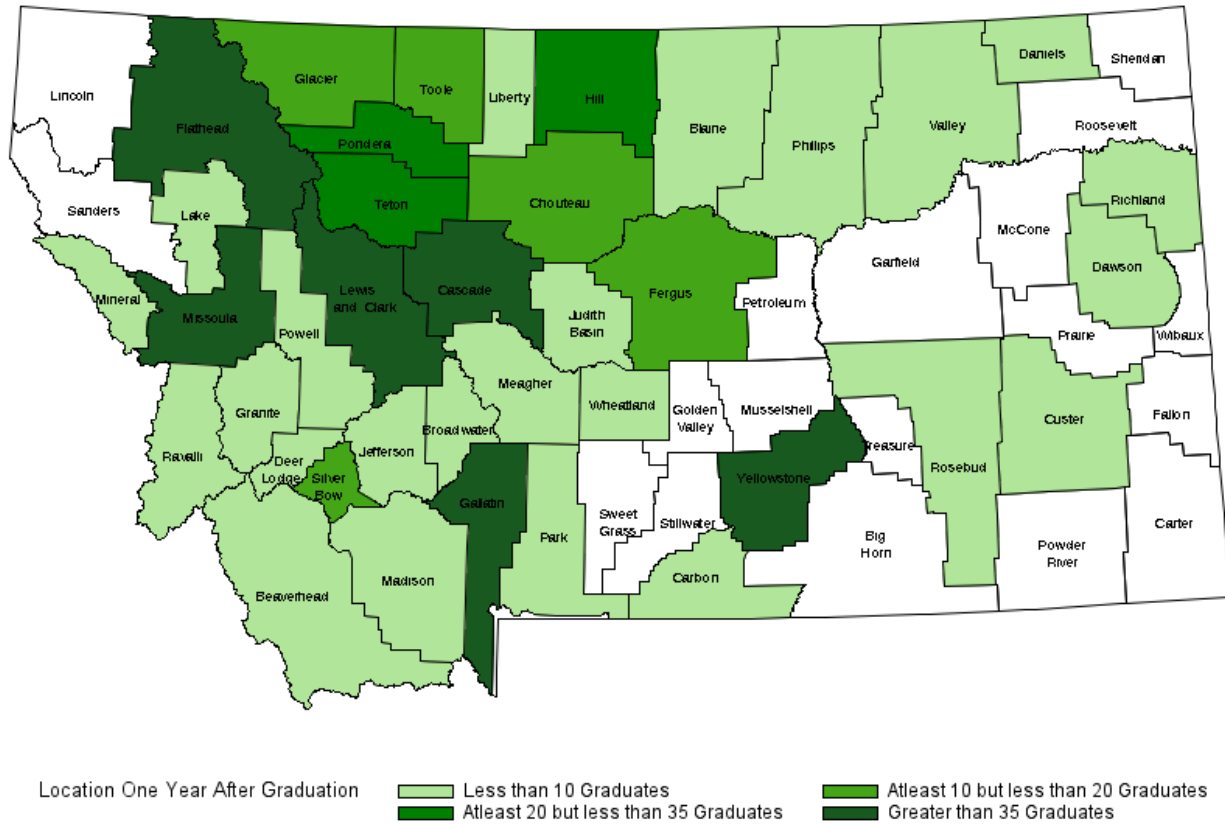
Source: MTDLI and OCHE wage match. Real wages reported in 2015 dollars using the CPI-U.

Figure 3. Incumbent Worker Workforce Outcomes



Source: MTDLI and OCHE wage match. Real wages reported in 2015 dollars using the CPI-U.

Figure 4. Great Falls College Graduates Location One-Year after Graduation



Source: MTDLI and OCHE wage match. Location based on the location of graduate's primary employer.

Figure 5. Graduate Employment by Industry

Industry	1 Year After		5 Years After	
	Percent Employed	Real Median Wage	Percent Employed	Real Median Wage
Healthcare & social assistance	45.3%	\$28,295	- 45.0%	\$37,615
Public administration	2.5%	\$35,011	+ 4.0%	\$35,500
Professional & technical services	3.0%	\$23,385	+ 4.4%	\$35,293
Wholesale trade	2.4%	\$27,588	- 2.1%	\$32,216
Educational services	5.7%	\$10,259	+ 9.2%	\$32,165
Construction	3.1%	\$21,748	- 2.8%	\$31,856
Information	1.6%	\$24,262	+ 1.9%	\$31,797
Manufacturing	2.5%	\$22,972	- 1.8%	\$30,929
Finance	3.9%	\$27,029	+ 6.2%	\$30,794
Admin & Waste	4.9%	\$16,169	- 4.7%	\$28,051
Transportation	1.2%	\$17,423	- 1.0%	\$26,967
Retail trade	11.3%	\$14,424	- 7.5%	\$21,223
Other services	2.0%	\$15,406	+ 2.5%	\$20,102
Arts, entertainment, & recreation	1.6%	\$6,022	- 1.4%	\$16,499
Accommodation & food services	7.6%	\$10,562	- 4.1%	\$13,577

Source: MTDLI and OCHE MUS wage match. Real wages reported in 2015 dollars using the CPI-U. Industries with less than ten graduates are excluded.

Figure 6. Workforce Outcomes by Associate Degree Programs for Great Falls College Graduates

Program	Great Falls College		2-Year College	Great Falls College		2-Year College
	Percent Employed	Median Wage	Associate Median Wage	Percent Employed	Median Wage	Associate Median Wage
Health Tech/ Assistant*	88%	\$36,723	\$37,148	75%	\$46,181	\$46,743
Allied Health*	87%	\$30,208	\$35,369	66%	\$45,567	\$48,529
Surgical Technology	96%	\$38,944	\$31,923	89%	\$41,616	\$39,202
Respiratory Care	79%	\$33,537	\$33,297	67%	\$41,536	\$45,698
Practical Nursing	94%	\$30,101	\$26,448	76%	\$41,038	\$34,116
Information Technology	81%	\$21,699	\$20,904	70%	\$38,015	\$34,882
Drafting & Design Technology	67%	\$23,498	\$26,971	81%	\$36,735	\$39,326
Elementary Education	83%	\$11,589	\$7,394	68%	\$35,461	\$21,997
Computer/Info Science*	76%	\$20,504	\$23,437	70%	\$34,715	\$38,415
Accounting Technology	84%	\$24,870	\$21,396	62%	\$31,150	\$28,696
General Studies	78%	\$11,922	\$12,880	67%	\$31,056	\$24,714
Healthcare Office Mgmt	59%	\$26,162	\$21,051	54%	\$30,753	\$27,567
Administrative Assistant	86%	\$20,831	\$19,447	95%	\$26,411	\$24,966
Business	87%	\$24,047	\$21,289	66%	\$26,365	\$25,571
HIT & Medical Coding	61%	\$19,757	\$20,517	64%	\$21,530	\$20,627
Visual & Performing Arts	83%	\$15,919	\$14,582	55%	\$20,925	\$20,918

Source: MTDLI and OCHE MUS wage match. Wages reported in 2015 dollars using the CPI-U. Two-year college associate degree wages are based on the individual's highest degree earned from a Montana college. Green font indicates Great Falls college graduates wages are higher than other associate degree graduates in the same field of study. *= Computer and Info Science represents web technology, network technology, and network and system administration programs. Allied Health represents paramedic and radiologic technology programs. Health Tech/ Assistant represents dental assistant, dental hygiene, dietetic technician, pharmacy technician, and physical therapy assistant programs.

Figure 7. Workforce Outcomes for Certificate Programs at Great Falls College

Program	One Year After Graduation			Five Years After Graduation		
	Great Falls College		2-Year College	Great Falls College		2-Year College
	Percent Employed	Median Wage	Certificate Median Wage	Percent Employed	Median Wage	Certificate Median Wage
<i>Surgical Technology</i>	94%	\$30,146	\$31,792	74%	\$38,553	\$36,442
<i>Metal Tech*</i>	84%	\$19,390	\$21,678	70%	\$31,945	\$33,686
<i>Automotive Technology</i>	90%	\$18,917	\$18,415	77%	\$28,275	\$28,860
<i>Accounting Technology</i>	84%	\$24,520	\$19,318	76%	\$26,864	\$23,340
<i>Administrative Assistant</i>	90%	\$15,998	\$16,403	75%	\$26,740	\$19,454
<i>Health Tech/ Assistant*</i>	92%	\$19,278	\$20,230	77%	\$26,134	\$25,460
<i>HIT and Medical Coding</i>	67%	\$22,440	\$22,759	67%	\$25,743	\$26,632
<i>Business</i>	74%	\$22,339	\$21,789	73%	\$21,387	\$21,686

Source: MTDLI and OCHE MUS wage match. Wages reported in 2015 dollars using the CPI-U. Two-year college certificate wages are based on the individual's highest degree earned from a Montana college. Green font indicates Great Falls graduates earn more than certificate graduates at other colleges in the same program. * = Health Tech/ Assistant represents dental assistant, dental hygiene, dietetic technician, pharmacy technician, and physical therapy assistant programs. Metal Tech represents welding technology.

Supply and Demand Analysis Highlights for Great Falls College

Great Falls College is an important contributor to graduate workforce supply in health tech/ assisting, respiratory care, and HIT and medical coding programs.

- Great Falls College produces 64% of all health tech/assisting graduates in the state. Health tech/ assisting includes dental assistant, dental hygiene, dietetic technician, pharmacy technician, and physical therapy assistant programs at Great Falls College (Figure 10).
- Forty percent of all respiratory care, and HIT and medical coding graduates from Montana colleges come from Great Falls College (Figure 10).
- Even though 45% of Great Falls College graduates working in Montana are employed in healthcare, Great Falls College only produces 9% of graduate workforce supply in the healthcare industry (Figure 8).

Areas for new program development in automotive technology, medical and clinical lab techs, forest conservation techs, and paralegal occupations.

- Among certificate programs, Great Falls College may consider offering a program to train automotive service technicians and mechanics (Figure 9). This occupation is undersupplied in the North Central region and statewide.
 - o Nursing assistants and heavy tractor-trailer truck drivers are also undersupplied, but the statewide college report does not full capture supply for these occupations.
- Great Falls College may also consider associate degree programs to train medical and clinical lab techs, forest conservation techs and paralegals because they are undersupplied in the North Central region and statewide.
 - o Preschool teachers are not undersupplied at the statewide level, but they are in the North Central region. If employers in the Great Falls area report difficulty recruiting

preschool teacher, then Great Falls College may consider developing an associate degree program to train them (Figure 9).

Great Falls College may be well suited to expand computer and information science, and HIT and medical coding programs to help meet statewide workforce demand.

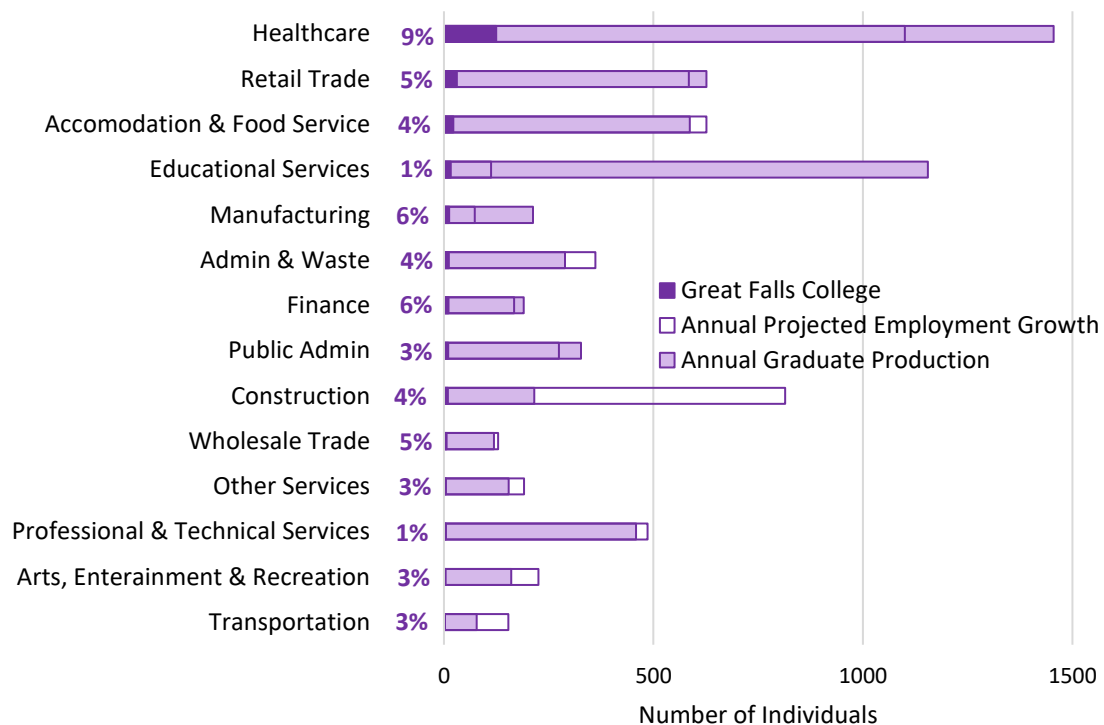
- Great Falls College offers computer and information science programs in information technology, web technology, network technology, and network and system administration, which were identified as expansion candidates in the statewide college (Figure 9).
 - o However, computer and information science programs may be better expansion candidates at four-year colleges, because most computer and IT occupations require a bachelor's degree or higher.
- The HIT and medical coding program is an expansion candidate at Great Falls College because:
 - o The program trains graduates to work in occupations that require a college degree.
 - o Job openings for medical records and health information technicians must be filled by HIT and medical coding graduates.
 - o The program is undersupplied in Montana.
- Construction, medical admin assistant, health tech/assisting, and public safety are also Great Falls College programs that are undersupplied in Montana. However, these programs do not typically train graduates to work in occupations that require a college degree.¹

Supply and demand analysis by program does not suggest any reductions in capacity for most oversupplied programs at Great Falls College.

- General studies is the only program where Montana colleges may need to rethink their existing capacity. Great Falls College produces 14% of general studies graduates in the state. Great Falls College may consider directing these students into more specific degree programs, which has the potential to result in better workforce outcomes for graduates (Figure 10).
- Healthcare office management and visual and performing arts programs are oversupplied in the North Central region and statewide. In addition, graduates from these programs have below average workforce outcomes, suggesting little employer demand (Figure 6).
- While surgical technology, practical nursing, engineering technology, allied health, and metal technology programs are categorized as oversupplied in Montana, the workforce outcomes for graduates from these programs are some of the highest among Great Falls College graduates. Above average workforce outcomes suggest these programs are in-demand by Montana employers, and graduates should continue to pursue degrees in these fields (Figure 6 and 7).
- Oversupplied programs indicate college supply exceeds employer demand. However, oversupplied programs may still be serving a critical student need.

¹ Based on 2010 CIP to SOC crosswalk published by the US Dept. of Labor and the US Dept. of Education.

Figure 8. Supply and Demand Analysis by Industry



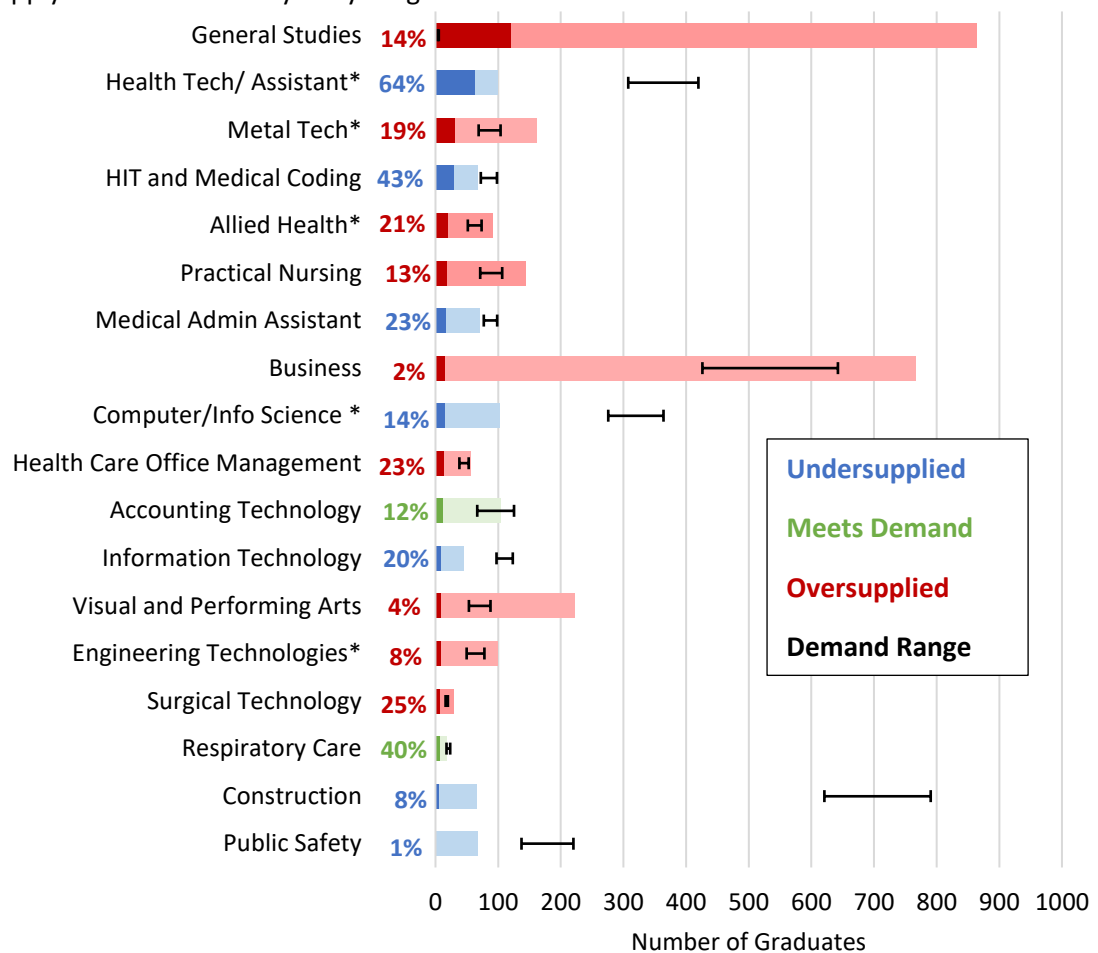
Source: MTDLI 2015-2025 employment projections. MTDLI, OCHE, RMC, and CC graduate data wage match. Supply is the average annual number of graduates employed in an industry one year after graduation over the last three academic years. Industry demand is the total annual projected job openings in the industry, not including replacement openings.

Figure 9. Potential Areas for New Program Development

Undersupplied Area	Associate Degree	Post-secondary non-degree award
North Central and Statewide	Forest and Conservation Technicians	Hairdressers, Hairstylists, and Cosmetologists
	Paralegals and Legal Assistants	Automotive Service Techs and Mechanics
	Medical and Clinical Laboratory Technicians	Heavy and Tractor-Trailer Truck Drivers
		Nursing Assistant
North Central only	Preschool Teachers, Except Special Ed	

Source: MTDLI occupational employment projections and OCHE MUS, RMC and CC graduate data. Occupations are listed if they are undersupplied in the North Central region, and if there aren't any programs at Great Falls College that train graduates for the occupation. Occupation may also be undersupplied at the statewide level.

Figure 10. Supply and Demand Analysis by Program



Source: MTDLI 2015-2025 occupational employment projections. Graduate data from OCHE, CC, and RMC. Demand is sum of all occupations a graduate from the program could fill. Supply is average over last three academic years. Dark colored bar represents the number of graduates from Great Falls College. Percent of supply from Great Falls College is labeled on the vertical axis. * =Engineering technologies represent energy technology and industrial technology. Health Tech/ Assistant represents dental assistant, dental hygiene, dietetic technician, pharmacy technician, and physical therapy assistant programs. Metal Tech represents welding technology. Computer and Info Science represents web technology, network technology, and network and system administration programs. Allied Health represents paramedic and radiologic technology programs.