

# WORKFORCE INNOVATION THROUGH TECHNICAL EDUCATION

SD Technical Institutes

Presentation to GOAC | August 23, 2016

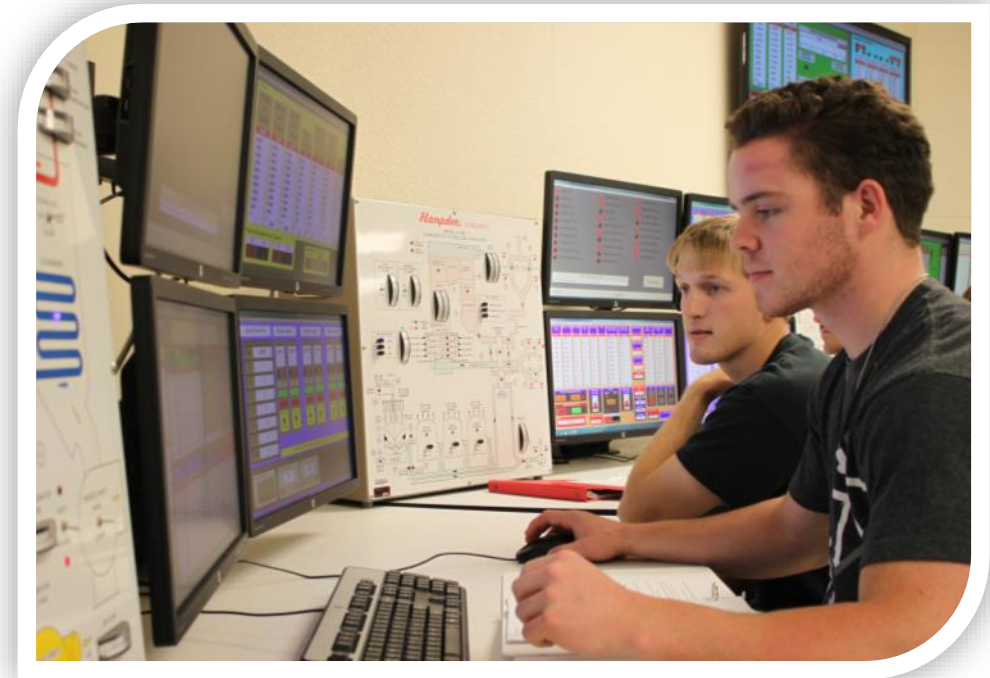


**SOUTHEAST**  
**TECH**

WESTERN  
**DAKOTA**  
TECH

# STRENGTHENING & INCREASING SOUTH DAKOTA'S WORKFORCE

- Educate **6,300 students** each year
- Provide technically skilled degrees (AAS degrees, diplomas, certificates)
- Offer a cost effective & timely route to successful, fulfilling employment



# STRENGTHENING & INCREASING SOUTH DAKOTA'S WORKFORCE



- SD employers count on a fresh infusion of talent each year – **2,500 graduates**
- More than **1,200 industry experts** help guide curriculum & programs
- **85%** of responding graduates remain in South Dakota to fill high-tech, high-need careers or continue their education
- **98%** of responding grads are employed or continuing education



# NATIONALLY RECOGNIZED



# SDTECHs Work 2021

## TECHNICAL INSTITUTE'S STRATEGIC PLAN

- **Overarching Goal:** Provide quality postsecondary education and training to enable South Dakota's workforce and economy to grow.
- **Product:** Grow a technically skilled workforce prepared to meet the challenges of industry and continuing education.
- **People:** Lead a system with the appropriate quality and quantity of instructors, staff and administrators.
- **Plant:** Ensure facilities are adequate, safe and capable of meeting evolving industry demands and are conducive to learning.



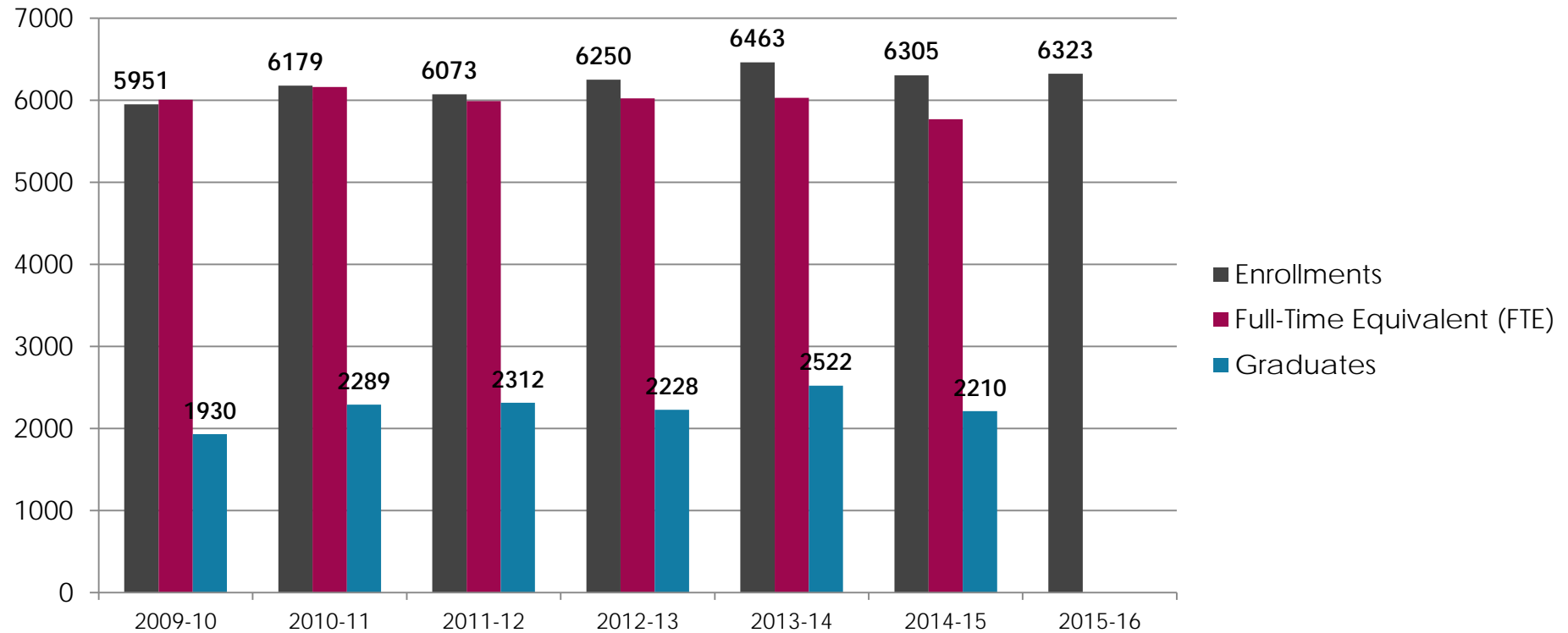
# SDTECHs Work 2021



## PRODUCT

*Grow a technically skilled workforce prepared to meet the challenges of industry and continuing education.*

# ENROLLMENTS, FTE & GRADUATES

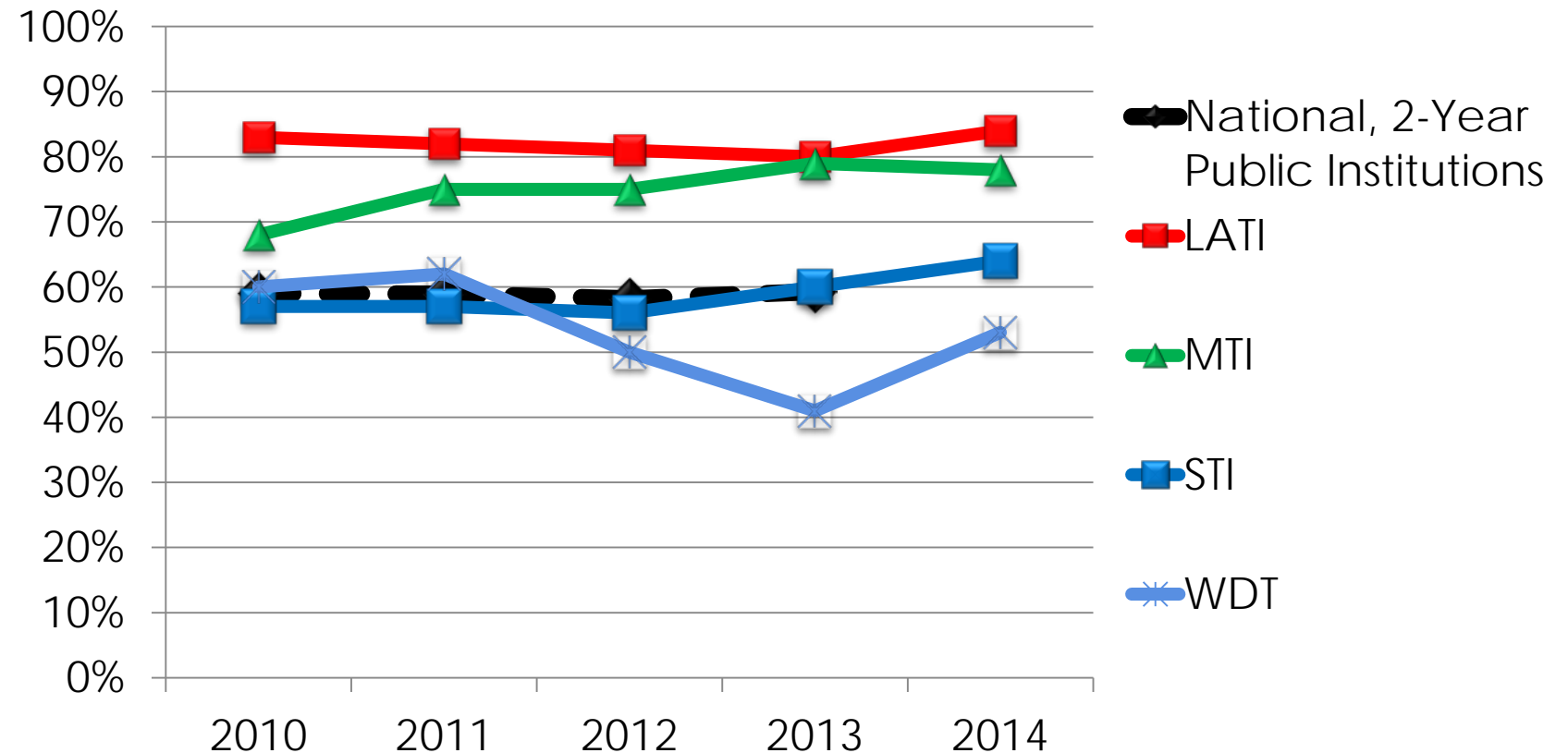


# RETENTION

## Technical Institute Retention of First-time, Full-time Students

National 2-year  
institution retention  
is 59%. SD technical  
institutes averaged  
73% in 2014.

*Source: IPEDS Data Center*



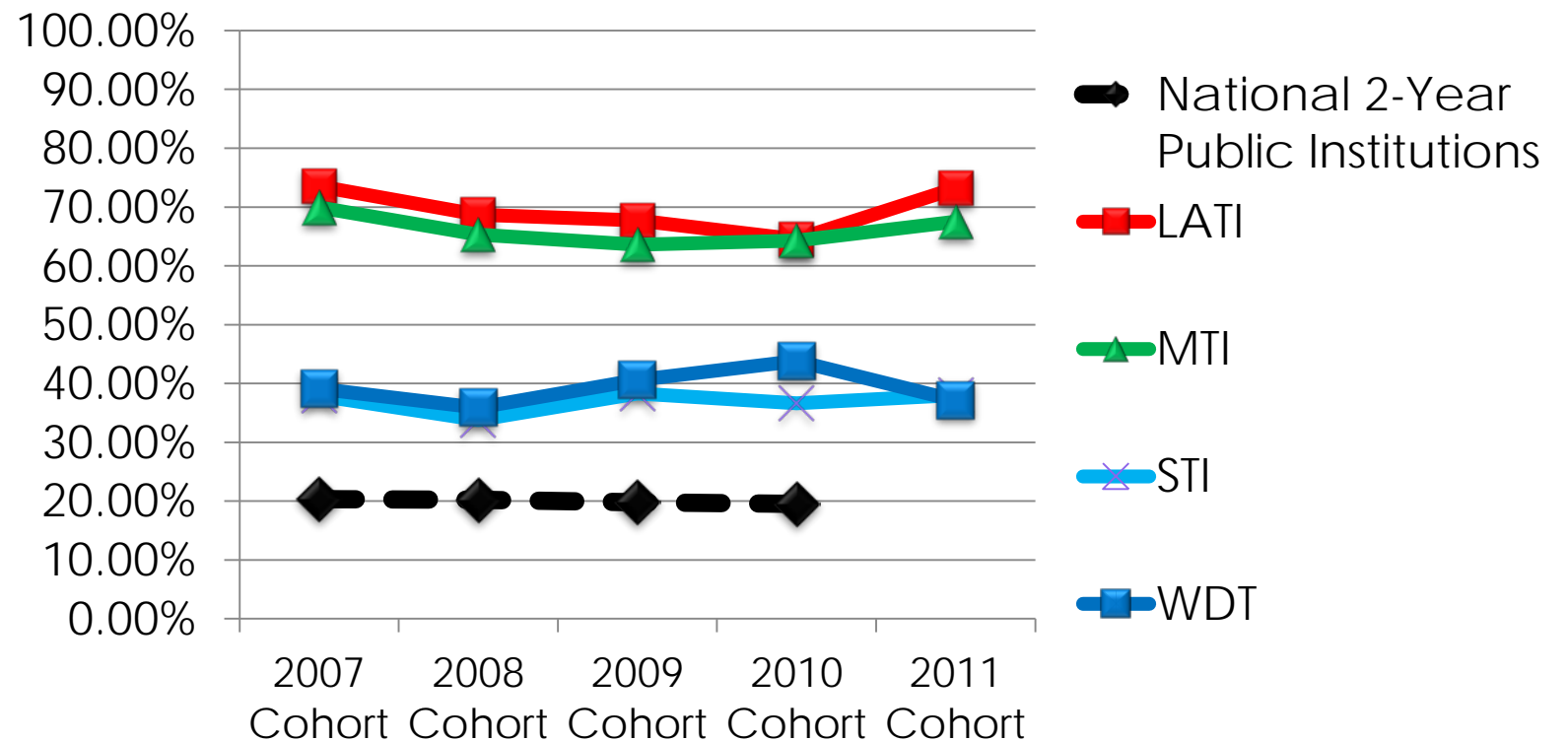


# GRADUATION

## Technical Institute Graduation, 150% Expected Time

National 2-year public graduation rate is 19%. SD technical institutes ranged from 37-73% in 2014 (2011 cohort).

*Source: IPEDS Data Center*

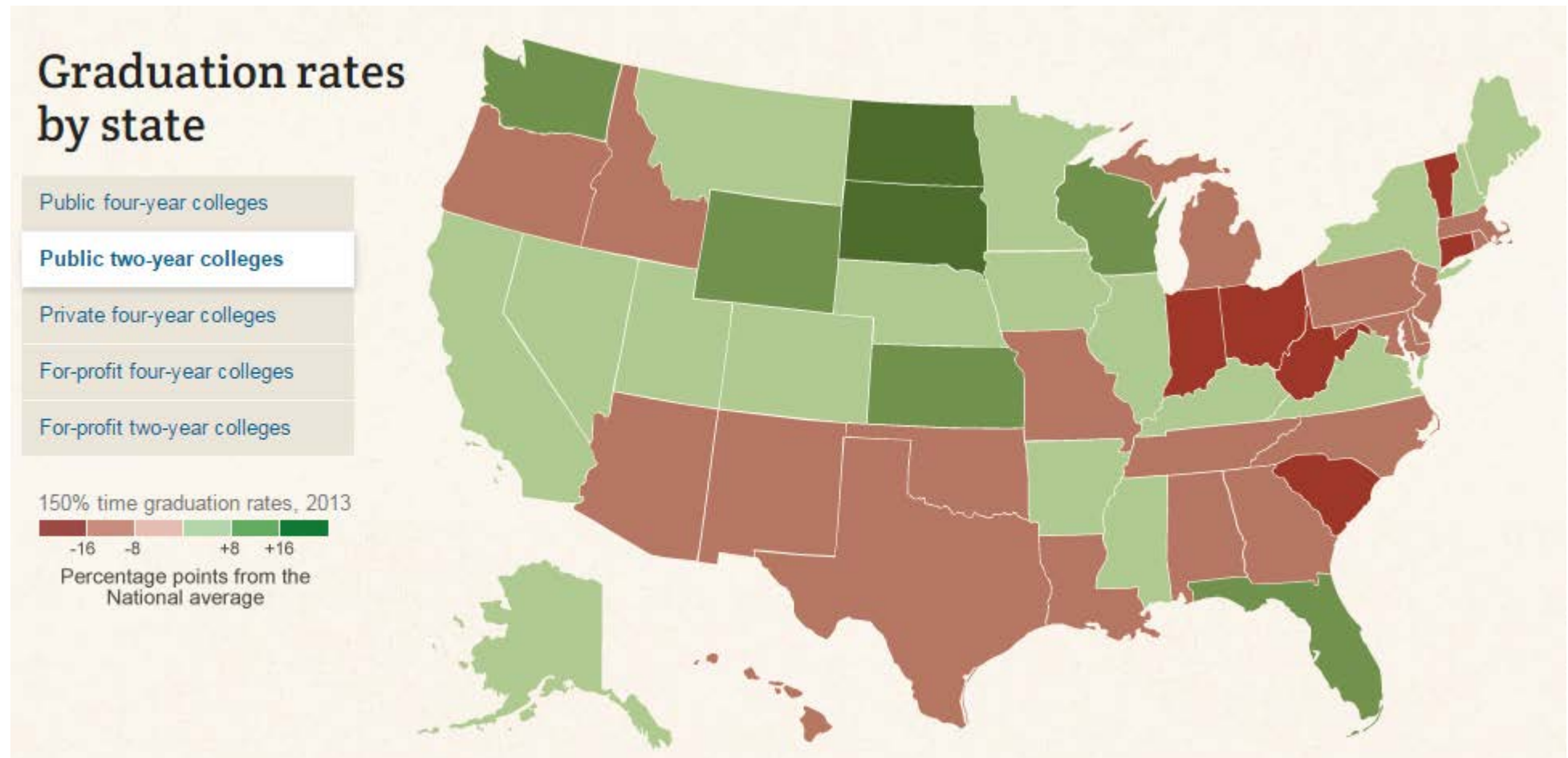


# GRADUATION

In 2013, 51.2% of technical institute students graduated in 150% of expected time – highest in the country.

*NOTE: Sisseton-Wahpeton Tribal College's graduation information was included in the SD 2-year public college report.*

*Source: The Chronicle of Higher Education*



# GRADUATION

graduation rates



Compare state averages for 2-year public colleges.

The national average was 19.4%. ND came in 2<sup>nd</sup> behind SD at 40.9%.

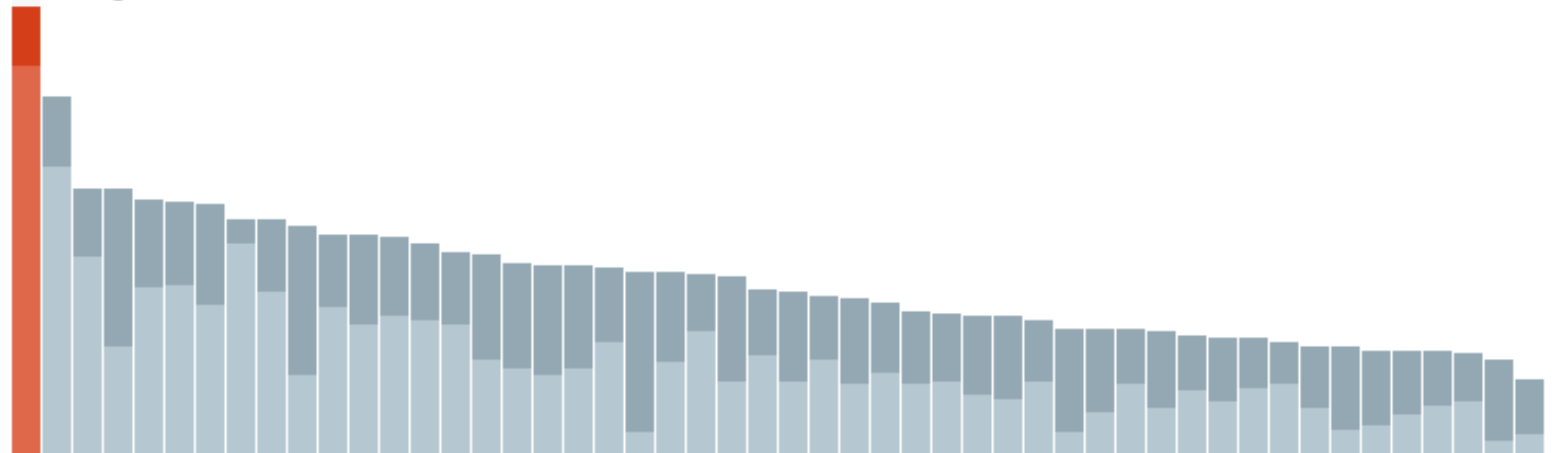
*NOTE: Sisseton-Wahpeton Tribal College's graduation information was included in the SD 2-year public college report.*

*Source: The Chronicle of Higher Education*

## South Dakota

51.2% graduate in 150% time

44.5% graduate in 100% time



# SDTECHs Work 2021



## PEOPLE

*Lead a system with the appropriate quality and quantity of instructors, staff and administrators.*



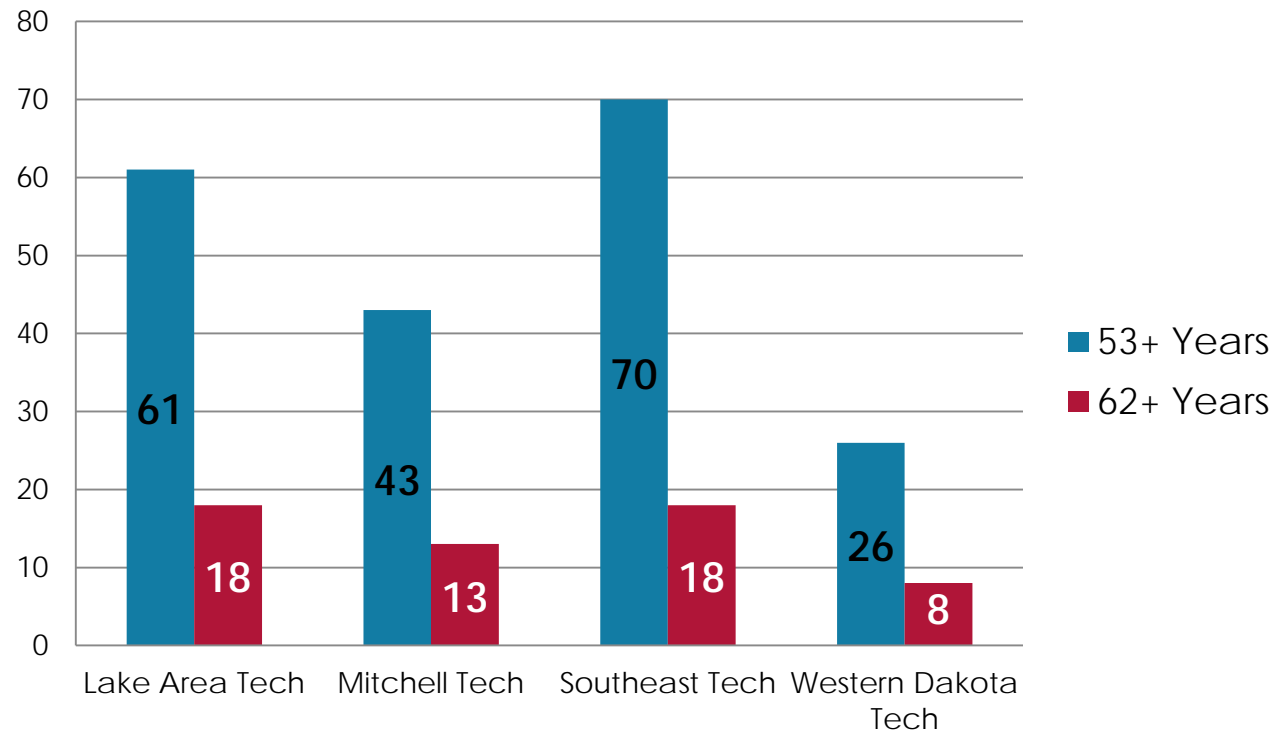
# WORKFORCE

	Admin.	Faculty			Staff		
		Full-time	Adjuncts (FTE)	Overloads (FTE)	Professional / Technical	Civil Service	Part-Time
LATI	8	100	18	10	25	48	10
MTI	4	79	.7	.6	33	17	3
STI	8	83	37.5	2	37	47	7.25
WDT	5	44	11	5	12	26	22
<b>TOTAL</b>	<b>25</b>	<b>306</b>	<b>67.2</b>	<b>17.6</b>	<b>107</b>	<b>138</b>	<b>42.25</b>

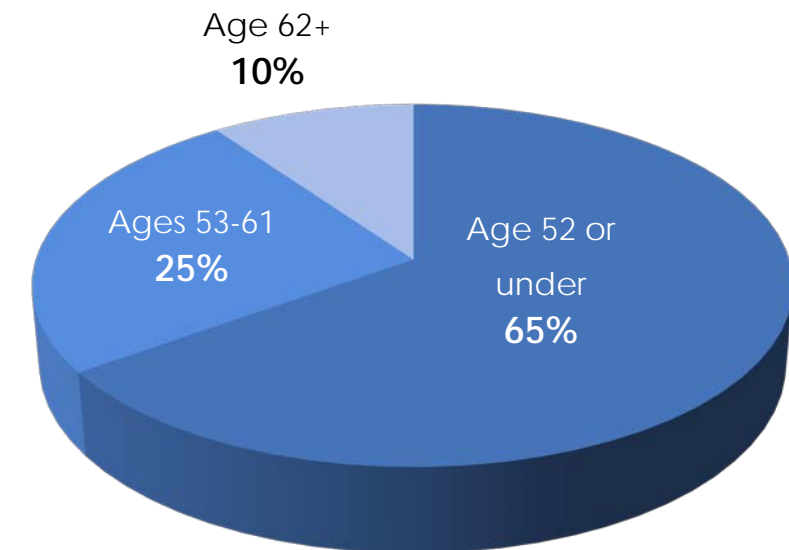


# WORKFORCE

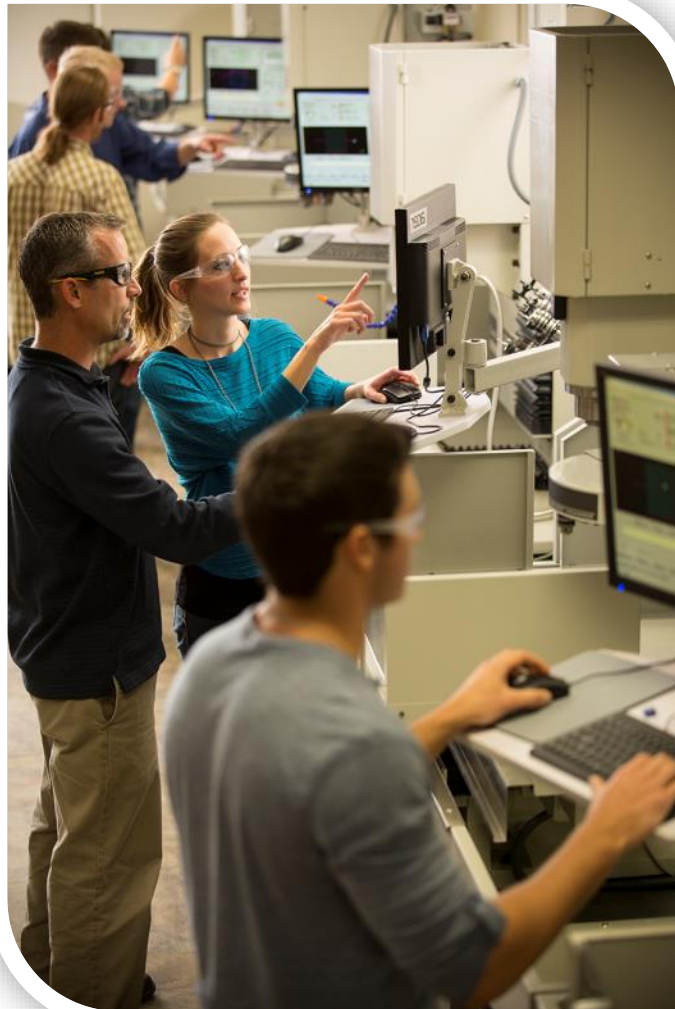
## Employees Age 53 & Older



## Employees by Age

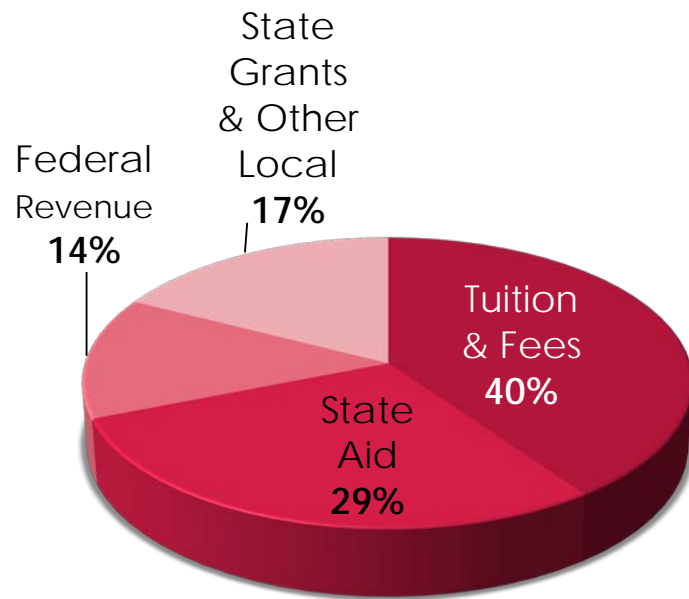


# WORKFORCE

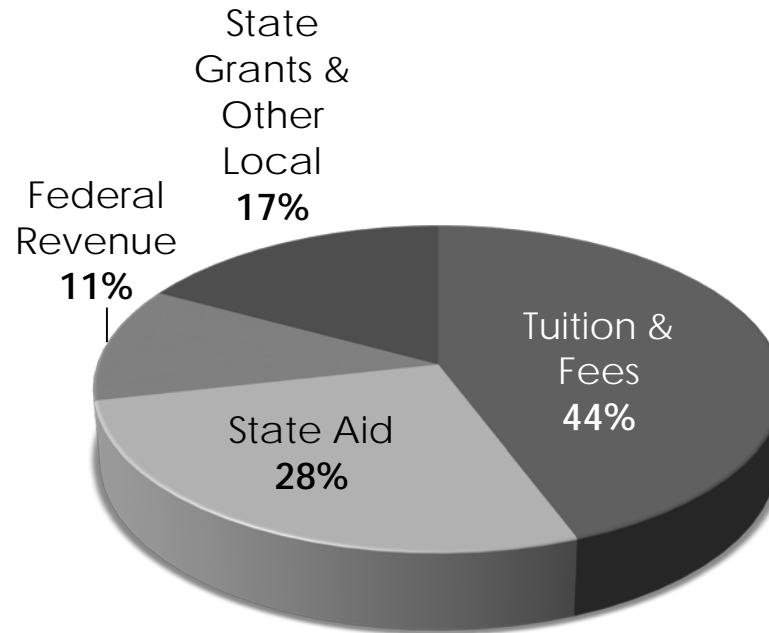


- Instructor Salary Support Funds from 2016's HB 1182
  - 3% of new funding from sales tax revenues each year
  - *"...shall be dedicated to increasing instructor salaries to competitive levels at postsecondary technical institutes"*
- **THANK YOU!** They've been life changing.

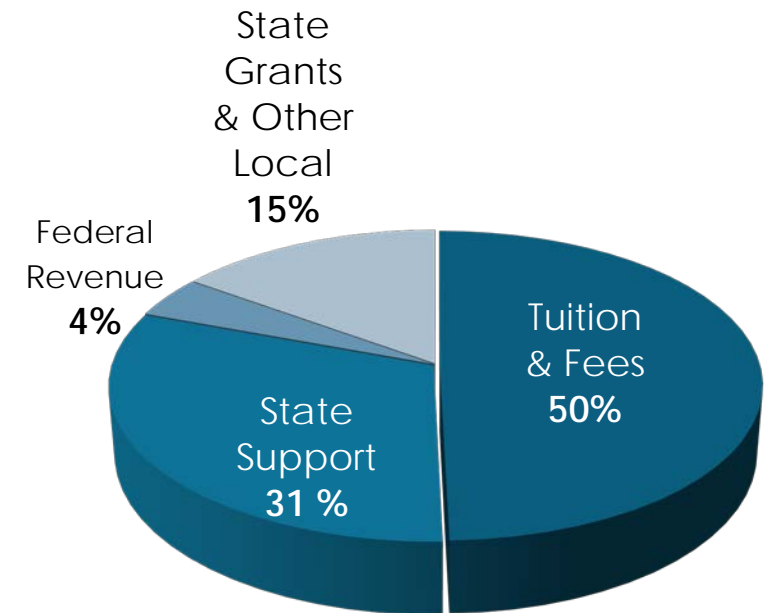
# REVENUES



All TIs Actual FY15  
Revenues



All TIs Actual FY16  
Revenues

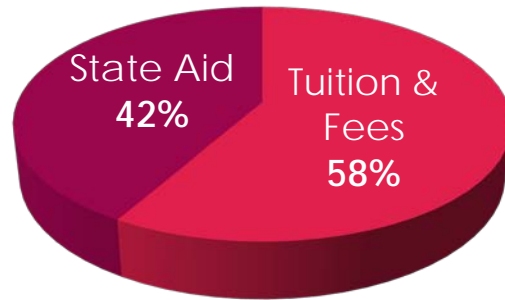


All TIs Budgeted FY17  
Revenue

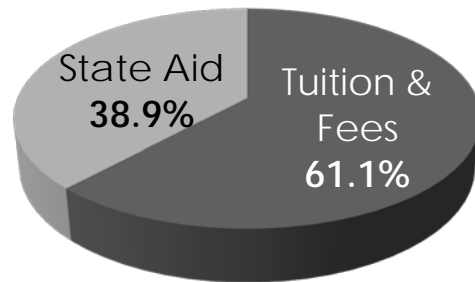


# REVENUES

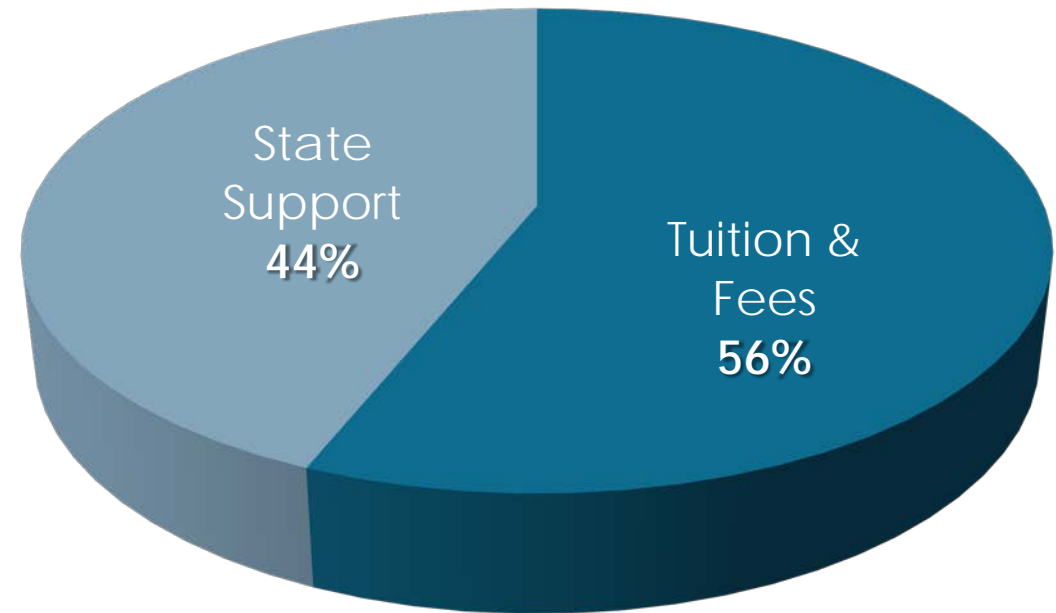
State Aid vs Student Contributions –  
Actual FY15



State Aid vs Student Contributions –  
Actual FY16

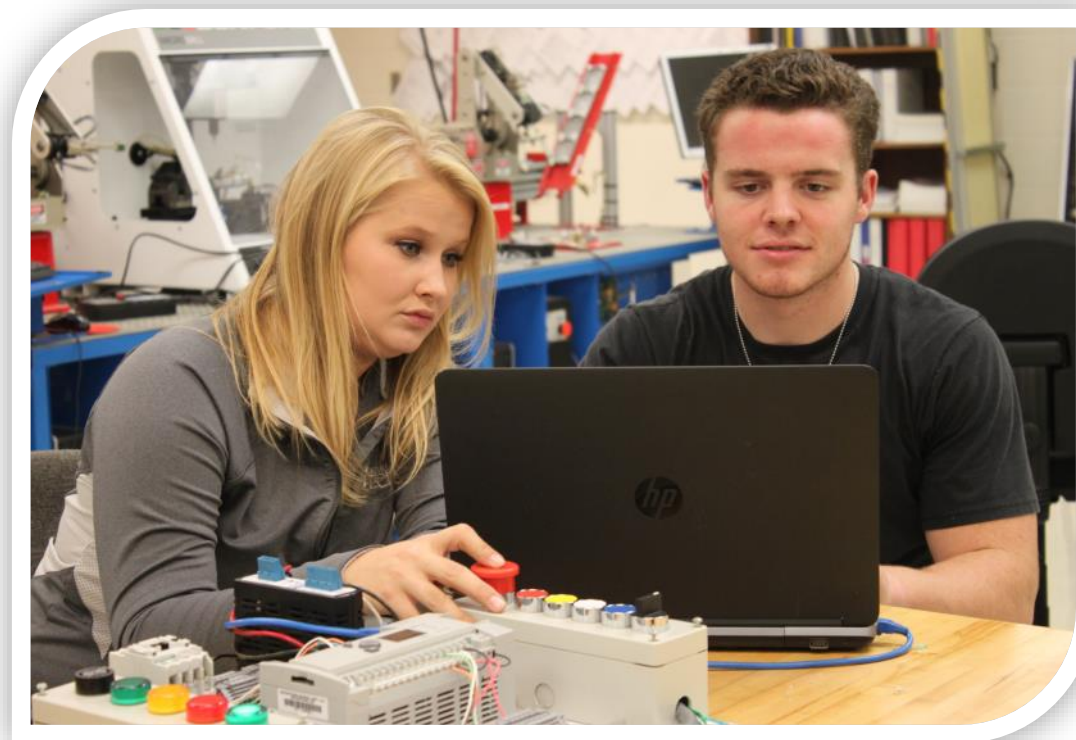
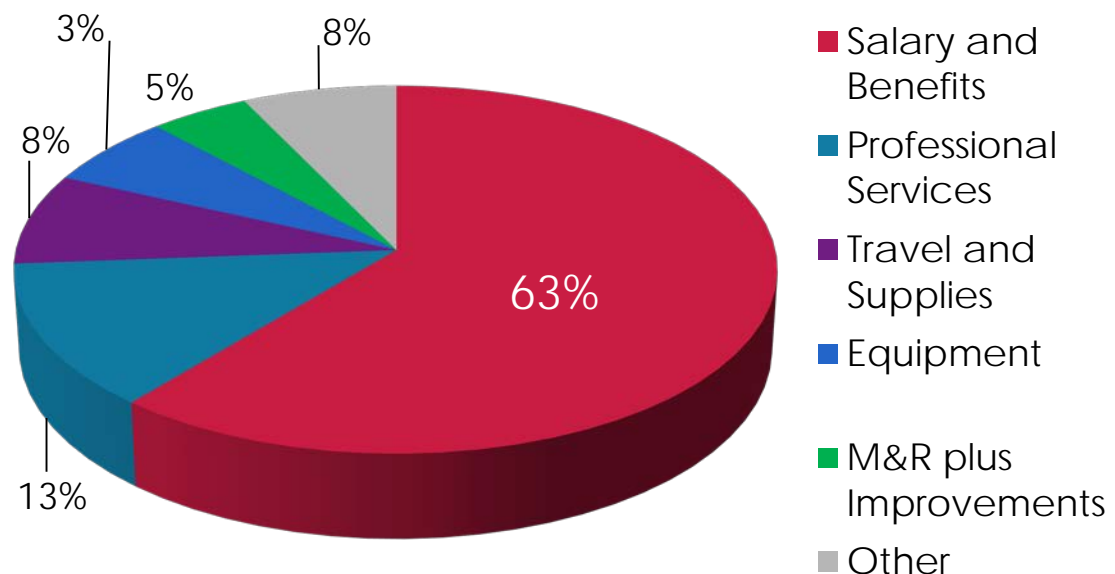


State Support vs. Tuition and Fees  
Budget FY17



# EXPENDITURES

## FY17 Budgeted Expenses for All TIs



# SDTECHs *Work* 2021



## PLANT

*Ensure facilities are adequate, safe & capable of meeting industry demands & are conducive to learning.*



LAKE AREA  
TECHNICAL INSTITUTE

*It's your world.*

President Mike Cartney | Watertown, SD





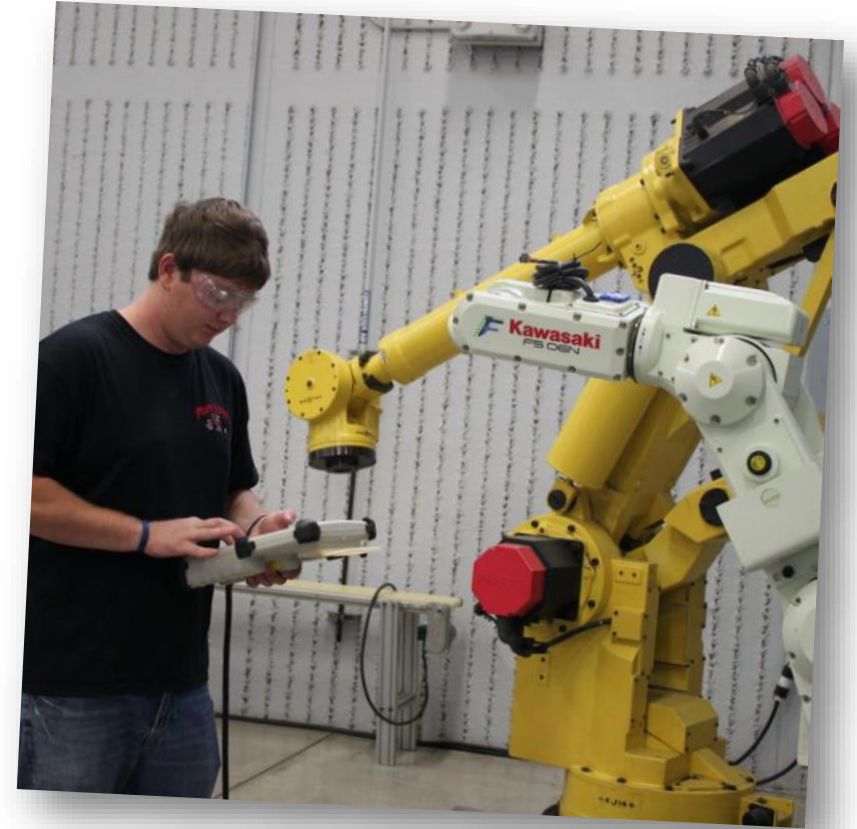
# PRODUCT

- Refining Success and Low-income Student Initiative
- National Initiatives:
  - It's On Us
  - Heads Up America
  - Aspen Partner



# PEOPLE

- THANK YOU!
- Instructor Salary Support Funds –  
THE IMPACT:
  - Building Trades Technology Instructor
  - Diesel Technology Instructor
  - Cosmetology Instructor
- You have changed lives!  
THANK YOU.



# PLANT



- LATI Campus Strategic Plan
- Earn Where You Learn Initiative



# PLANT



## Campus Plan Implementation Players:

- Leadership Team
  - Overarching strategy and oversight
- Creative Financing Advisory Group
  - Long term and near term funding approaches
- Innovative Scheduling Committee
  - Making the most of the facilities we have today
  - Learn Where You Earn Initiative
- LATI Domino Committee
  - Where the rubber hits the road





President Mark Wilson | Mitchell, SD

# PRODUCT



- Institutional effectiveness & program-level assessment
- Persistence & Completion Academy
- The Center for Student Success
- Advanced Technical Education – Registered Apprenticeships

# PEOPLE



- Instructor Salary Support Funds

## THANK YOU

Impacts = **LIFE CHANGING**



# PLANT



- **Campus Planning** – Short & Long Term Goals
  - Currently 2 Programs Off-Site
    - Butler Edge (Purchased building on west side of Mitchell)
    - CDL – Truck Driving (Leasing building on south side of Mitchell)
  - LPN Program Lab and Faculty Offices needed Summer 2017
    - Renovating 2<sup>nd</sup> floor to accommodate new lab & faculty space
  - Current & Future Planning needs continue:
    - Utilization of existing facilities – Improve Maintenance & Repair needs
    - Utilization of existing campus property for future building expansions



# SOUTHEAST TECH

Interim President Rich Kluin | Sioux Falls, SD



# STRATEGIC PLAN



- Goal areas:



- *Priority Actions:*

- ☐ *Continue to improve student success & retention.*
- ☐ *Continue planning, resourcing, & implementing actions to provide state-of-the-art facilities and technology.*
- ☐ *Better utilize alumni as promoters and supporters of the Institution.*
- ☐ *Commit resources to refresh Southeast Tech's marketing message and campaign.*
- ☐ *Develop and manage productive relationships with Sioux Falls area companies and business groups.*
- ☐ *Continue processes to provide the optimal catalogue of degree programs.*
- ☐ *Design, implement, and sustain a resource campaign.*

# NEW LEADERSHIP

**SOUTHEAST  
TECH**



## **President Robert Griggs**

- Begins September 1, 2016
- Experience:
  - *20+ years leadership experience*
  - *Faculty member, Chair, Associate Dean, Academic Dean, Associate Vice President, Interim Vice President – Academic Affairs, Vice President – Innovation & Extended Learning.*
  - *Currently Vice President for Bemidji State University and Chief Academic Officer at Northwest Technical College.*



# NEW LEADERSHIP

**SOUTHEAST  
TECH**



## President Robert Griggs

- Begins September 1, 2016
- Experience:
  - *Facilitated revision of 40 programs to build stackable credentials.*
  - *Participated in \$35 million dollar record-setting capital campaign at Bemidji State.*
  - *Facilitated award of over \$1.6 million in grants at Northwest Technical College to develop new academic program.*

# THANK YOU!



- Instructor Salary Support Funds
  - *Life Changing Event for many instructors.*
    - *Architectural Engineering - \$14,000+ average increase.*
    - *Civil Engineering - \$6,800+ average increase.*
    - *Electronics/Mechatronics - \$5,800+ increase.*
    - *Welding - \$5,000+ average increase.*

# CAMPUS FACILITIES



- 2016 Completion of 115,000 sq. ft. facility
  - New **Auto Tech** Lab – DOUBLES capacity
  - New **Diesel Lab** – Program expansion for Ag/Construction
  - Campus **food** service
  - **Administrative** offices
  - **Auditorium**



# CAMPUS FACILITIES

**SOUTHEAST  
TECH**





# CAMPUS FACILITIES

**SOUTHEAST  
TECH**





# CAMPUS FACILITIES

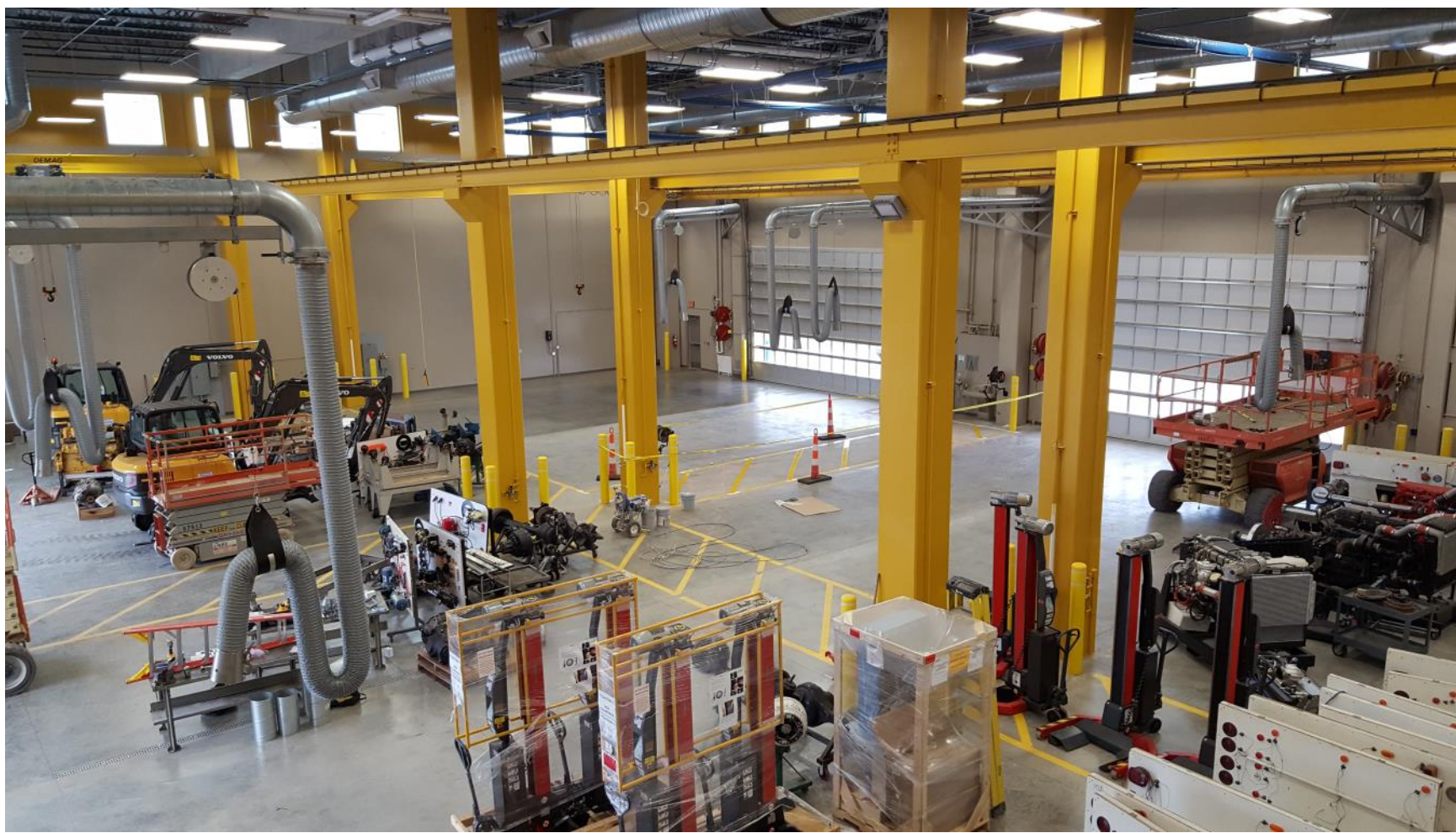
**SOUTHEAST  
TECH**





# CAMPUS FACILITIES

**SOUTHEAST  
TECH**



# CAMPUS FACILITIES



- 2017 Renovation of the Ed Wood facility
  - Expands **Collision Program** and Refinishes Lab Space – DOUBLES program capacity



# WESTERN DAKOTA TECH

President Ann Bolman | Rapid City, SD

LEARN.DO.NOW.

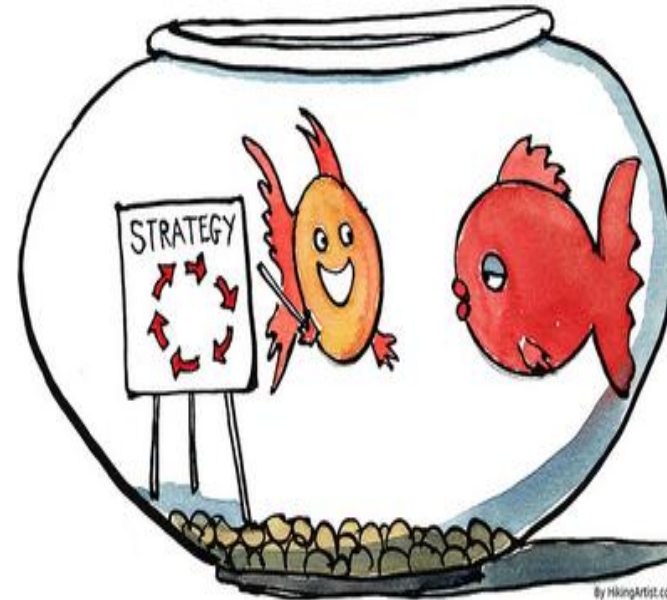
wdt.edu



# STRATEGIC PLAN 2021

- **Western Dakota Tech serves...**

1. Students
2. Faculty and Staff
3. Community



# STUDENT STRATEGIC TARGETS

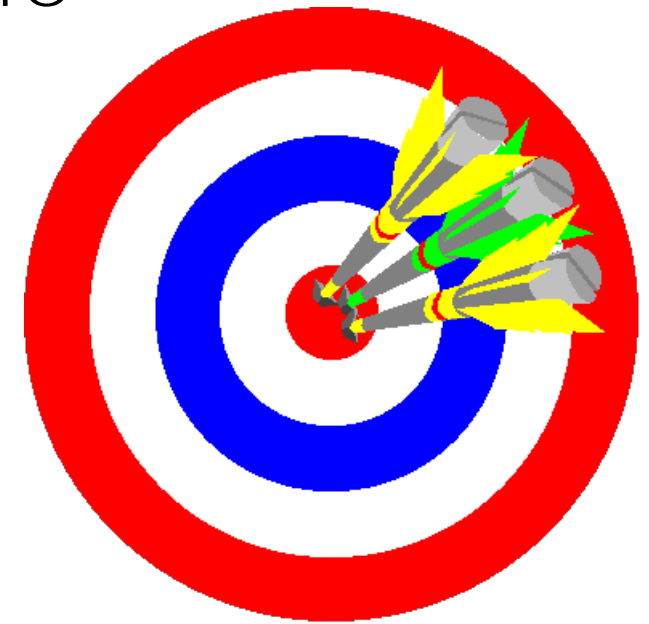


- Students—
  - A. Enrollment, Retention, Placement & Transfer
    - 1500 FTE
    - Placement in field, 90%
    - At least one transfer agreement with area university for each degree or diploma
    - 500 dual enrollment students
  - B. Affordability and Funding
    - Emergency fund of \$100,000
    - Student sponsorship agreements with all programs into industry
    - \$25,000 recruiting scholarship fund for high-demand programs in region

# MEETING TARGETS



1. New unit planning approach
2. Strategic Planning On Line (SPOL) software
3. New position—Data analyst
4. Cabinet review to ensure no gaps
5. New student-friendly intake processes
6. Vurcurevich grant for success coaches





# HLC PROCESS



- **Progress thus far:**



HIGHER  
LEARNING  
COMMISSION

1. Campus visit by HLC liaison—May 2016
2. Response from HLC on Assumptions—June 2016
3. Assessment preparation in SPOL with faculty—July 2016
4. HLC Assurance Argument Steering Committee kick off—August 2016

# HLC PROCESS



- **Process Upcoming:**



HIGHER  
LEARNING  
COMMISSION

1. March 2017—Assumptions Update Due
2. May 2017—Campus visit by HLC Liaison
3. July 2017—Assurance Argument Due
4. September 2017—Site Visit by HLC reviewers
5. February 2018—HLC Board decision

# NEW PROGRAMS



## Medical Lab Technician

\*30 Students Enrolled



## Dental Assisting

\*24 students enrolled





# FACILITIES – DIESEL TECH





# FACILITIES – DIESEL TECH

WESTERN  
**DAKOTA**  
TECH



# FACILITIES - SIMULATION





# FACILITIES - SIMULATION



# FACILITIES – PUBLIC SAFETY

WESTERN  
**DAKOTA**  
TECH





# FACILITIES – EVENT CENTER

WESTERN  
**DAKOTA**  
TECH



WESTERN  
**DAKOTA**  
TECH

**EVENT CENTER**

# FACILITIES – EVENT CENTER

WESTERN  
**DAKOTA**  
TECH





# THANK YOU

