NH LABOR MARKET CHALLENGES AND 65 BY 25

Headwinds in NH – 2nd oldest state in US, many skilled workers moving to retirement

For strong state economy-- Goal – 65% of population will hold some type of postsecondary credential by 2025

If current rate holds, +/- 55% will hold postsecondary credentials by 2025

+84,000 more skilled workers will be needed by 2025

If nothing is done differently, current data will increase very little
Why Focus on Guided Pathways and Student Success?

• Community Colleges nationally have student credential attainment rates of less than 40%

• NH Community Colleges above the national average but still well short of 50% on average.

• Highest success in programs with guided pathways linked to jobs and careers.
# CCSNH Programs with Strongest Student Outcomes

<table>
<thead>
<tr>
<th>College</th>
<th>Major</th>
<th>% Completed Any Credential</th>
</tr>
</thead>
<tbody>
<tr>
<td>RVCC</td>
<td>MTTC_Advanced Machine Tool Tech</td>
<td>74</td>
</tr>
<tr>
<td>NHTI</td>
<td>MET_Mechanical Engineering Tech</td>
<td>64</td>
</tr>
<tr>
<td>NHTI</td>
<td>BA_Business Administration</td>
<td>57</td>
</tr>
<tr>
<td>LRCC</td>
<td>LFS_Fire Science</td>
<td>52</td>
</tr>
<tr>
<td>NHTI</td>
<td>AET_Architectural Engineering Tech</td>
<td>50</td>
</tr>
<tr>
<td>NHTI</td>
<td>IT_Information Technology</td>
<td>47</td>
</tr>
<tr>
<td>NCC</td>
<td>BAMG_Business Admin.-Management</td>
<td>46</td>
</tr>
<tr>
<td>MCC</td>
<td>GDES_Graphic Design</td>
<td>46</td>
</tr>
<tr>
<td>WMCC</td>
<td>BHCC_Health Science Technology</td>
<td>45</td>
</tr>
<tr>
<td>NHTI</td>
<td>CJ_Criminal Justice</td>
<td>45</td>
</tr>
</tbody>
</table>
Guided Pathways to Student Success

- Presentation to College Leaders and to CCSNH Board at Retreat – Thomas Bailey (author of *Redesigning America’s Community Colleges*) and Director of Community College Research Center. While he was completing his work for his book.

- Collected data on student persistence, completion and transfer by college by program.

- Made the case with faculty and staff across 7 colleges of need for redesign to improve student outcomes and financial sustainability.
Guided Pathways for Students

**CONNECTION**
- Website & other media info on academic & career pathways
- “Purpose First” identification of academic and career goals

**ENTRY**
- Active Advising
- Effective Onboarding
- Require Academic Focus Areas (AFAs) selection

**PROGRESS**
- Program Maps
- Effective Remediation
- Strong Gateway Courses
- 15 to Finish, (attention to credits to completion)

**COMPLETION**
- Performance “Scorecards”
- Data and analysis to ensure continuous improvement and accountability
Guided Pathway Initiatives System-Wide

- The 2-day Academy brought together over 70 CCSNH participants.
- Academy faculty and staff put forward proposals to work on guided pathways over the summer months.
- Sixteen initiative teams were funded to work on projects across the seven colleges on guided pathway work, including **mapping academic programs**, implementing new methods to improve remediation, developing more supportive student advising and onboarding.
- The teams were supported by project managers and team members received modest stipends.
• These projects are now continuing.
• At the end of the summer, the teams presented on their projects and plans for sustaining efforts at an “all-CCSNH” Symposium with over 500 attendees.
• Over 80% of the attendees at the all-colleges Symposium responded in a survey that the work presented and projects were useful or very useful to their own work and future planning.
CCSNH Guided Pathway Accomplishments

- **Purpose First.** Participation in CCA initiative to provide at “front end” labor market & career information to students and to integrate career and academic planning throughout student experience. All 7 colleges & K-16+
- **Academic Focus Areas** determined… 7 broad areas of academic focus tied to careers and industries… same across system
- **Co-requisite Math and English Remediation** implemented at one college, pilot at another and with planning efforts at other colleges
- **Reduction of General Education Credits** and program requirement to 64 and then 60 across system movement
- **Program Mapping** at colleges… stronger guided pathways in programs with career linkages
- **Work-based Learning.** Part of National Governor’s Association 6 state initiative .. In partnership with Dept of Education and NH industry.  Goal: every student in NH has WBL experience…
CCSNH Guided Pathways: Priorities

- **Student Academic and Career Success**
- **Broad engagement** all colleges with faculty and staff
- **Distributed leadership** across colleges and among college presidents and with faculty and staff
- **Comprehensive**… from recruitment to on-boarding, to advising, through programs, to successful transfer, and to employment and careers in NH
- **Partnerships**, with K-12, USNH, Industry
- **Data-driven** and data continuously used to inform and assess outcomes of initiatives