

DAY 1 RECOMMENDATIONS

Thank you for all your good work today! Please review these recommendations overnight and be ready to suggest changes to 3 of the Day 1 recommendations.

BLUE 1: STUDENT SUCCESS: HIGH SCHOOL PREPAREDNESS AND COMMUNITY COLLEGE

VISION STATEMENT: By 2028 New Mexico will lead the nation in high school and post-secondary enrollment and graduation rates. K-12 and post-secondary improvements, incorporating experiential and relevant learning has resulted in an increase in college and career readiness and living wages.

GOAL: Provide adequate and sustainable resources to k-12 schools and community colleges to create rigorous, relevant, seamless advising, education and career pathways inclusive of all stakeholders.

STRATEGIES:

1. Expand options for graduation requirements that include a rigorous yet flexible demonstration of skills based on the student's chosen pathway.
2. Increase access to advising, education and career pathways by providing tuition-free Community College.
3. Commission a diverse team of stakeholders to develop marketing, funding, and implementation strategies for advising, education and career pathways for students and their families.
4. Educate and inform decision-makers including policymakers, students, families, educators and employers to the necessity of increased and sustainable funding to meet our goals.
5. Establish a robust data collection and evaluation system to track and share effectiveness measures and outcomes of the advising, education and career pathways.

GREEN: STUDENT SUCCESS: 4-YEAR COLLEGE AND BEYOND (CHAPTER 2)

VISION STATEMENT: We envision a future where New Mexico colleges and universities comprehensively support and serve all students, from pre-enrollment services through graduation, to achieve fulfilling lives and sustaining and successful careers in New Mexico. We are nationally recognized for meeting the academic, financial, and emotional needs of students.

GOAL: Support students' academic needs upon enrollment, ensuring success for all entering students.

STRATEGIES:

1. Provide resources so that, upon enrollment, higher education institutions can identify student risk factors and needs using multiple methods of assessment and using available student data. Share info with students to make them agents in their own learning and empower and engage them to be active participants in their education.
2. Ensure students are aware of and utilize support programs, integrated with faculty, such as Learning Communities for newly enrolled students.
3. Address needs of non-traditional students including distance learners and transfer students.
4. Replace remedial courses, where appropriate, with co-requisite model or other alternative strategies for remediation.
5. Incentivize and support faculty/instructor development in instructional/pedagogical strategies (eg, IBEST) to support all students, particularly those who teach introductory courses.

YELLOW: HIGHER EDUCATION GOVERNANCE

VISION STATEMENT: New Mexico higher education leads the nation in equity, value and quality. HEI's collaborate to retool higher-ed governance, statewide K-20 articulation, and efficient use of financial resources. Our workforce is innovative, reliable and prepared. Our economy is the fastest-growing -- now vulnerable communities are supported and poverty rates have declined.

GOAL: Incentivize collaboration among higher education institutions to improve access and equity, streamline pathways to completion, and minimize financial burdens.

STRATEGIES:

1. Encourage community engagement partnerships, especially K-12 and other community organizations through inter-agency state grants.
2. Encourage, develop and fund collaborative delivery of non-duplicative programs and courses throughout the state (i.e. centers of excellence, various regional collaborations and NMSU 2+2 program).
3. Create a fund within HED to reward creative, innovative, non-duplicative inter-institutional programs.
4. Harmonize one-source, community-driven data collection and ensure public access.

PURPLE: WORKFORCE ALIGNMENT AND INTEGRATION (CHAPTER 4)

VISION STATEMENT: New Mexico leads the country in mobilizing an agile, adaptable, and innovative P-20+ system with integrated workforce training opportunities that create pathways for all New Mexicans to pursue meaningful employment, drive innovation opportunities, and advance economically by meeting the current and future needs of business, industry and community.

GOAL: Create a structure of collaborative governance across the public and private sectors to mobilize an agile, adaptable, and innovative P-20+ system with integrated workforce training to achieve a shared vision of success at many levels with defined impact.

STRATEGIES:

1. Form a diverse coalition (rural, tribal, funders, workforce, K-12, business, higher education, HED, PED, DWS, etc...) to lead a planning process.
2. Use asset mapping, landscape analysis, and identify best practices (New Mexico and other states).
3. Build a statewide strategic/business plan that engages diverse stakeholders, sets targets and provides a framework for policy makers (example: early childhood business plan).
4. Explore options for government agencies to work more effectively together (for example: a Department of Talent, pulling from department of workforce, education and business).
5. Form and present recommendations to new administration at the beginning of 2018 transition period.
6. Incentivize collaboration between workforce and higher education to meet workforce needs.

RED: HEALTHCARE WORKFORCE (CHAPTER 5)

VISION STATEMENT: Through transformative alignment of healthcare education, training, and workforce strategies New Mexico will have a highly skilled healthcare workforce that meets statewide needs and reflects New Mexico's diverse communities achieving the best health outcomes.

GOAL:

Increase access to, equity in, and support for healthcare education and workforce programs to combat injustice, poverty, racism, and disparities in education and healthcare (including behavioral health) through attention to history, languages, and cultures of New Mexico.

STRATEGIES:

1. Address institutional racism in concrete ways such adopting and enacting the provisions from SB 269 and enforce SB 600 (Senator B. Sanchez) with regard to health care work force training and development.
2. Expand funding to Adult Education system programs to expand the Integrated Education Training (IET) model into entry-level healthcare certificates as an onramp for academically under prepared adults to enter the healthcare field.
3. Train financial aid staff and advisors to access alternative financial resources for students including adults who lack a high school diploma or equivalency. Examples include Workforce Innovation and Opportunity Act (WIOA), Temporary Assistance for Needy Families (TANF), or demonstrating the Ability to Benefit to receive financial aid.
4. Expanding Community Health Worker/Representative training

ORANGE 1: ENERGY WORKFORCE

VISION STATEMENT: New Mexico changes its policy approach to enable educational programs to grow technical expertise while improving their collaboration with employers to support far-reaching, environmentally sound, efficient innovations in energy systems, help displaced workers transition into new employment, and encourage entrepreneurs to create new jobs.

GOAL: Align education and training programs to meet energy sector workforce needs.

STRATEGIES:

1. Partner with employers and entrepreneurs to determine workforce needs and necessary modifications to the curriculum.
2. Make participation in educational advisory boards a requirement for tax-breaks.
3. Establish diverse ways for employers to engage with students. Including internships; mentoring; apprenticeships; scholarships; short, high intensity training, followed by an internship and ongoing mentoring; and cross-disciplinary entrepreneurship training.
4. Develop institutional flexibility for agile curriculum changes to meet the rapidly changing energy sector needs. Change policies to allow for direct funding of non-credit programs. Allow non-credit hours to be transferred into credit programs.
5. Develop responsive training programs specific to employment opportunities. These must be validated by employers and the educational institution as delivering the necessary skill sets (e.g. issuing of digital badges).