Maine’s Community Colleges

A New Era for Workforce Development

June 15, 2023
What is going on?
In Maine, Fewer Students are enrolling at Two and Four-Year Institutions

Maine Trends by Age:
1. Older adults down across the board
2. Steep losses of recent HS graduates at CCs
3. Steady upward trend of high school student enrollment at CCs
1) Demographics
Total population in 1971 = 207,660,677
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Total population in 1971

Each bar represents an age group, in 5-year spans.
The longer the bar, the more people in that age group.
So, in 1971, there were about 7.1 million people aged 65 to 69. The median age was 28.2.
So, in 1971, there were about 17.8 million people aged 20 to 24. The median age was 28.2
Total population in 1971
Total population in 1991
Worker shortages are fueling America’s biggest labor crises

Exhausted workers in education, healthcare and the railroad industry are pushing back after months of staffing shortfalls.
Total population in 1971
Total population in 2021

- 85+
- 80-84
- 75-79
- 70-74
- 65-69
- 60-64
- 55-59
- 50-54
- 45-49
- 40-44
- 35-39
- 30-34
- 25-29
- 20-24
- 15-19
- 10-14
- 5-9
- 0-4

Graph showing population distribution by age group.
Total population in 2021
Total population in 2021

- 0.7X in the 15-19 age group
- 0.7X in the 60-64 age group
2) The Workplace
In Maine, as of April 07 2023, employment rates among workers in the bottom wage quartile decreased by **22.1%** compared to January 2020 (not seasonally adjusted).
3) Attitudes
Flexibility
Purpose
Employer investment career growth
Job Openings: 45,000

Unemployed Workers: 16,383
So... Where are we?
Choose your path

Maine's Community Colleges

Start a 4-year degree
2 years + Transfer

College degree
2 years + Start your career

Skilled certificate
Months to 1 year Enter high-skill/high-wage fields

Short-term training
Weeks to months Retrain, learn skills for entry-level positions

Earn a badge
Hours to days Be work ready and explore options
Dual Enrollment
Adult Learners Engagement

- **Highlight value of higher education**
  - Redefine value of college degree and opportunities

- **Showcase flexibility and possibility**
  - Demonstrate how institution will work with them to progress and complete

- **Employer Partnerships**
  - Build relationships with local/regional employers
Partnership: ME Workforce Compact
Stage 1: Pre-employment Training
Stage 2:
Post-hire Training
Stage 3: Pathways to college
Harold Alfond Center for the Advancement of Maine’s Workforce

- Compact: 232%
- Stage 1: 54%
- Stage 2: 244%
- Stage 3: 104%

Series1 vs Series2
And... Where are we going?
Our Vision

Maine’s community colleges build economic mobility and strength through innovative, relevant, agile, and responsive education, providing Maine people with lifelong learning opportunities that propel and enrich their lives and communities.

Maine businesses consistently turn to their community colleges to grow the power of their workforce.

Our Mission

To create an educated, skilled and adaptable labor force that is responsive to the changing needs of the economy…

MSRS Title 20-A, §12703
Our Values

Maine’s community college students deserve the opportunity to learn, grow, and advance their careers in a safe, supportive, connected environment.

Maine employers need the skilled, educated, and adaptable talent we develop for an ever-evolving workplace.

The System’s employees are our most valuable resource. We support diverse, equitable, and inclusive working environments that provide employees with the opportunities to engage in meaningful work, lead balanced and productive lives, while advancing their careers.

Through a spirit of innovation and collaboration, we will build partnerships that ensure each student’s success and meet the specific needs of each employer and the distinct communities we serve.

To fulfill our vision, we will need innovative delivery methods, robust information systems, and business models that sustain growth and expansion.
Our Students

Our vision for engaging and supporting Students:

Developing relevant, high-quality, affordable, and accessible life-long learning opportunities, the System and colleges will strive to help students achieve their goals by:

- Eliminating barriers to access,
- Promoting student success while supporting social and emotional well-being of our entire community, and
- Building a coordinated system of credentialling options.

Factors affecting our vision:

Everyone engaging with a community college for learning or advancing their career is a "student."

To attract students, we must be affordable, accessible and offer high-quality, relevant programs that meets their specific needs.

To retain students, we must take a holistic approach in providing student support to create a welcoming, safe, and vibrant environment.

To stay connected to our students, we must provide life-long learning opportunities that help students reach personal, professional, and academic goals at every stage of their lives.
Our Employers

Our vision for engaging and supporting Employers:

Building deep, lasting partnerships directly with businesses and industry groups, the System and colleges will support the delivery of relevant, high-quality, high-demand workforce development options.

From pre-hire training and advanced skill development to credential attainment, our employers will turn to their community colleges to develop a fully educated workforce for an ever-evolving workplace.

Factors affecting our vision:
The modern workplace is triggering new expectations for both employees and employers.

Fewer workers and new attitudes toward work have remade the workforce. Employees today want meaningful work; work-life balance; and, importantly, a clear connection between their professional advancement and professional development.

Employers, under competitive pressure driven by automation, AI, evolving tech, and other factors, need workers with ever-evolving skills and must invest in their existing workers to grow their team from within. Employers need to increasingly invest in professional development for their existing employees to remain competitive and maintain healthy staffing levels of experienced, knowledgeable, and engaged workers.
Our People

Our vision for engaging and supporting People:

Attracting and developing a diverse and passionate team committed to finding new ways to build an educated, skilled, and adaptable labor force, the System will offer a combination of competitive compensation, professional development, and flexible work environments-- respecting every voice in our community.

Factors affecting our vision:

Our employees are talented and committed to their various roles in engaging and supporting the students we serve. They are also connected to the businesses and industries that employ our students.

We must be proactive and responsive in addressing the needs of our valued employees while attracting others to join our work.

That requires a commitment to equitable compensation, an intentional work-life balance, and transparent paths toward professional growth supported through professional development.

The System and colleges must support innovative approaches and ensure that each employee has an equal opportunity to participate and grow personally and professionally. Developing new leaders is consistent with our vision to engage students in lifelong learning to achieve their goals.
The Foundational Elements

**Partners:**
Embracing partnerships with other education institutions, student support organizations, and the state, the System will be more effective and efficient in delivering an "educated, skilled and adaptable labor force that is responsive to the changing needs of the economy."

**Facilities:**
Maintaining modern, high-quality learning and administrative facilities, the System and colleges will strive to provide the resources needed to continuously renew learning facilities with innovative program delivery options, consistently maintain and renovate our buildings, and steward environmentally responsible campuses.

**Approach:**
Adopting a business model responsive to the realities of today's economy, the System and colleges will build a portfolio of funding sources that support a predictable financial base and embrace information management as a critical link to student success and the development of a fully educated workforce for our employers.
Healthcare workforce
Renewable energy
Technology in the workplace
Defense