

# Maine's Community Colleges

A New Era for  
Workforce Development

*June 15, 2023*



*What is going on?*



**CHANGE  
AHEAD**

# In Maine, Fewer Students are enrolling at Two and Four-Year Institutions

## Undergraduate Enrollment Trends by Sector

IPEDS Data, 1996-2021

Sector (CCRC Definition)

- Community colleges
- Public four-years
- Private for-profits
- Other private not-for-profits
- Private not-for-profit four-years

CCRC COMMUNITY COLLEGE RESEARCH CENTER

TEACHERS COLLEGE, COLUMBIA UNIVERSITY

Select a State/Territory

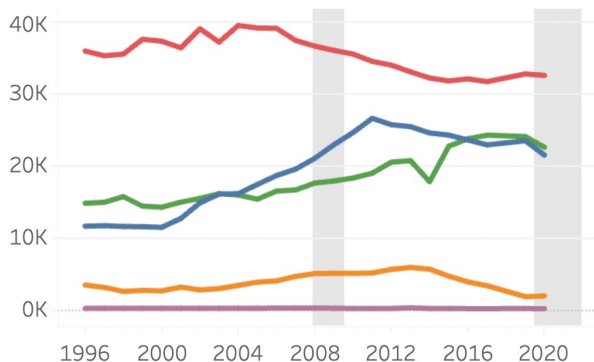
Maine

Select an Institution

(All)

### Academic Year Headcount

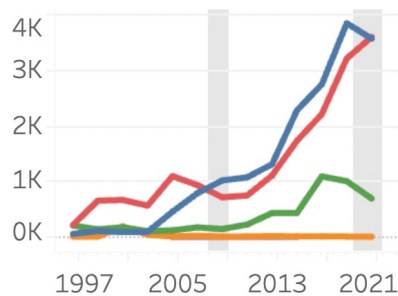
12-month unduplicated undergraduates



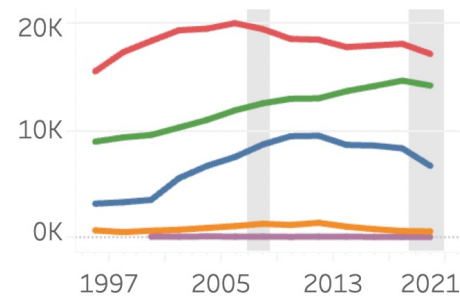
### Fall Enrollments

All undergraduates

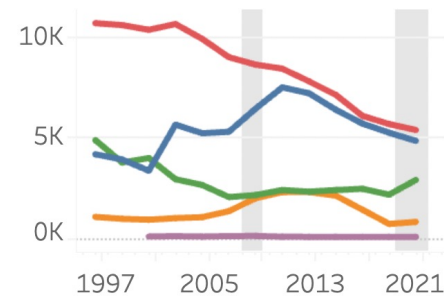
#### Age: Under 18



#### Age 18-24



#### Age 25+



## 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

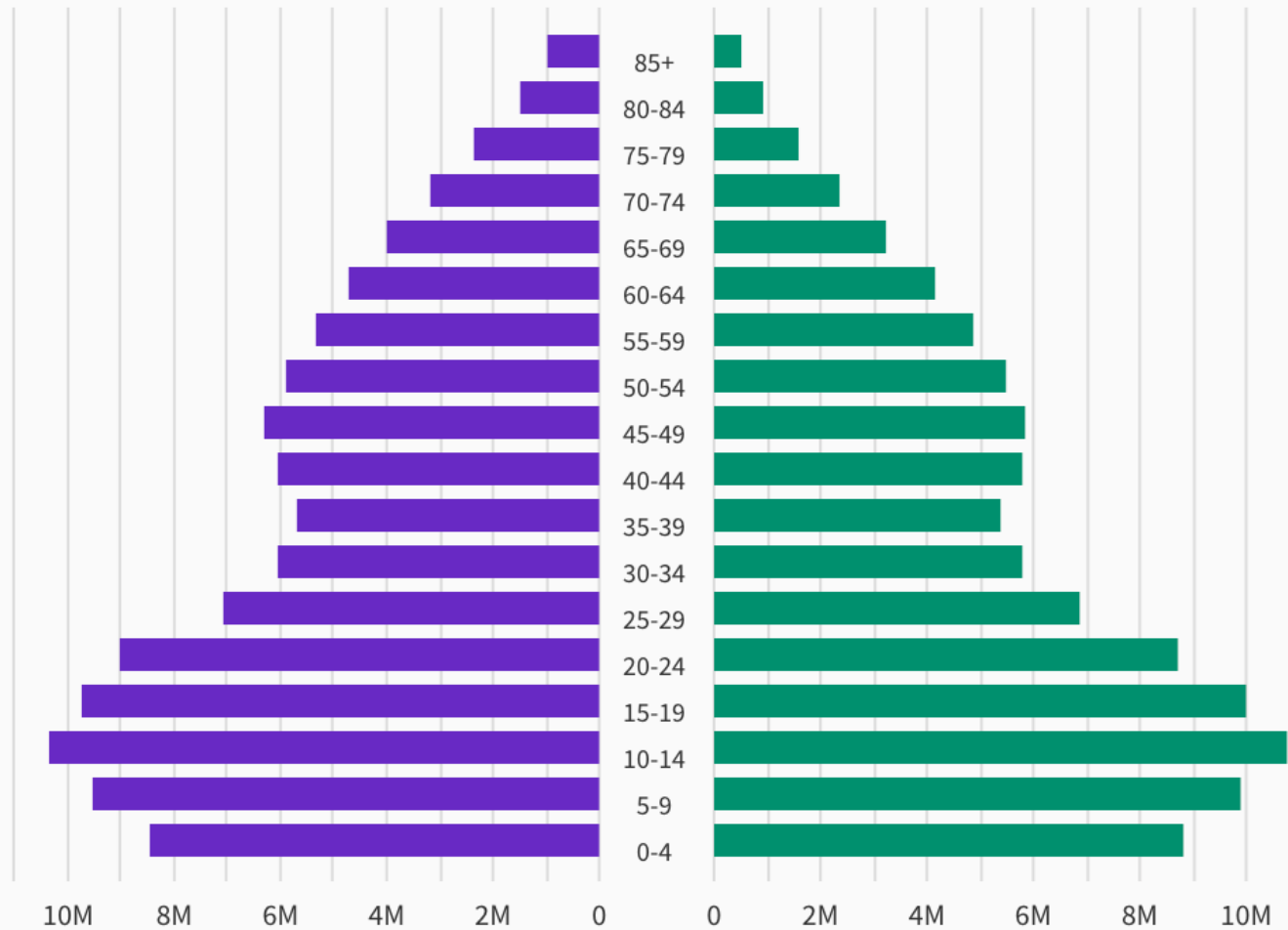
# *1) Demographics*



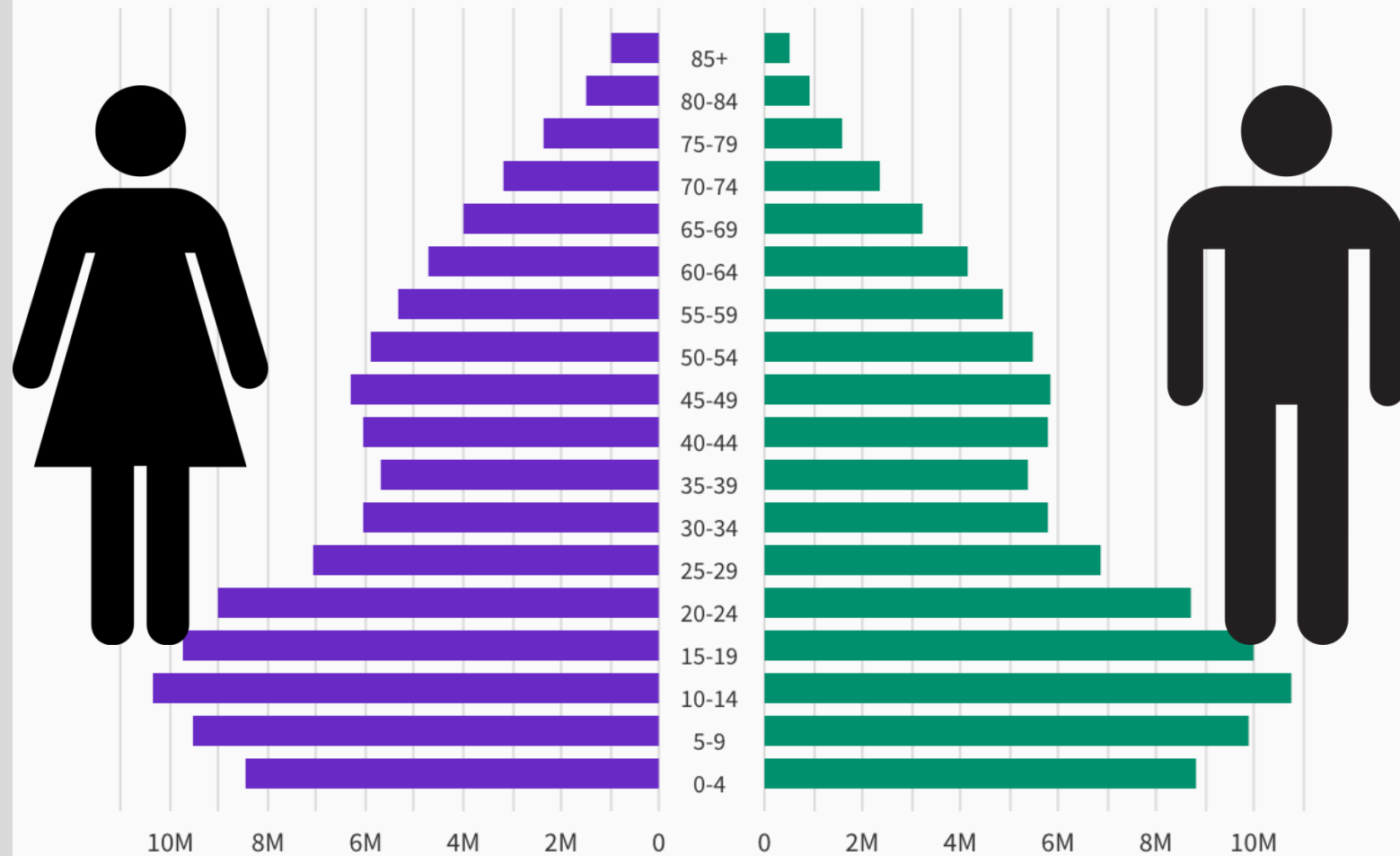
**CHANGE  
AHEAD**



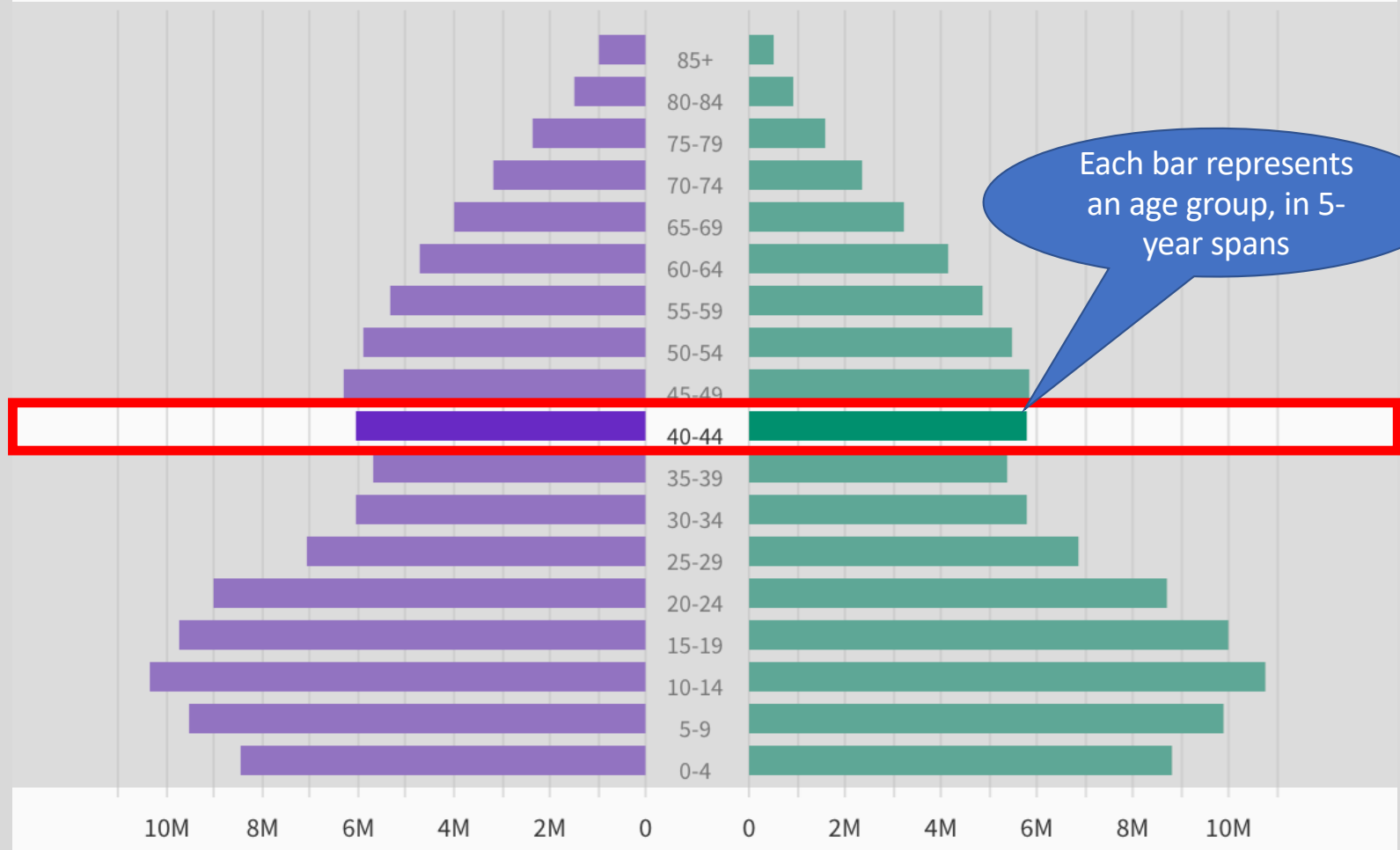
**Total population in 1971 = 207,660,677**



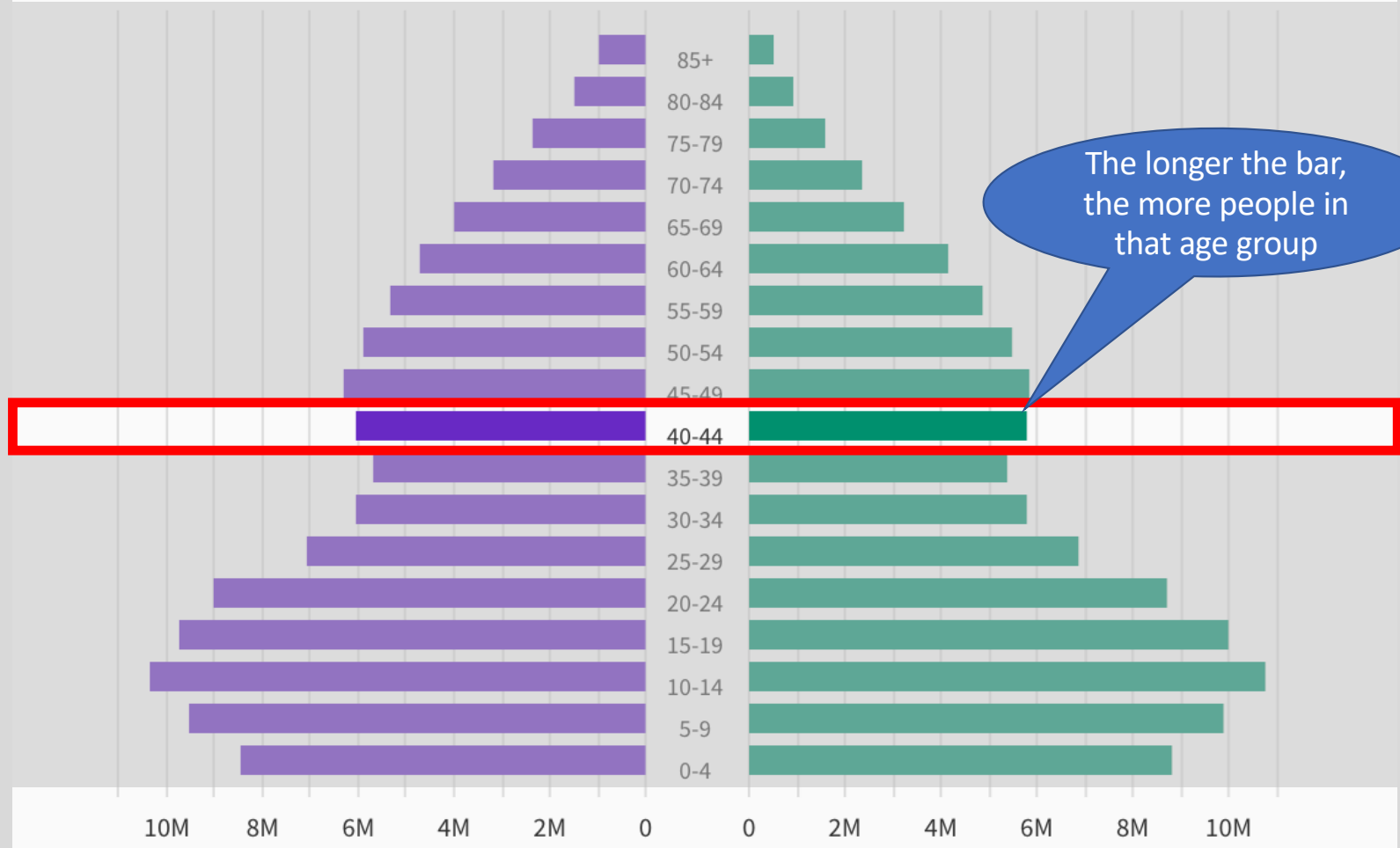
**Total population in 1971 = 207,660,677**



## Total population in 1971

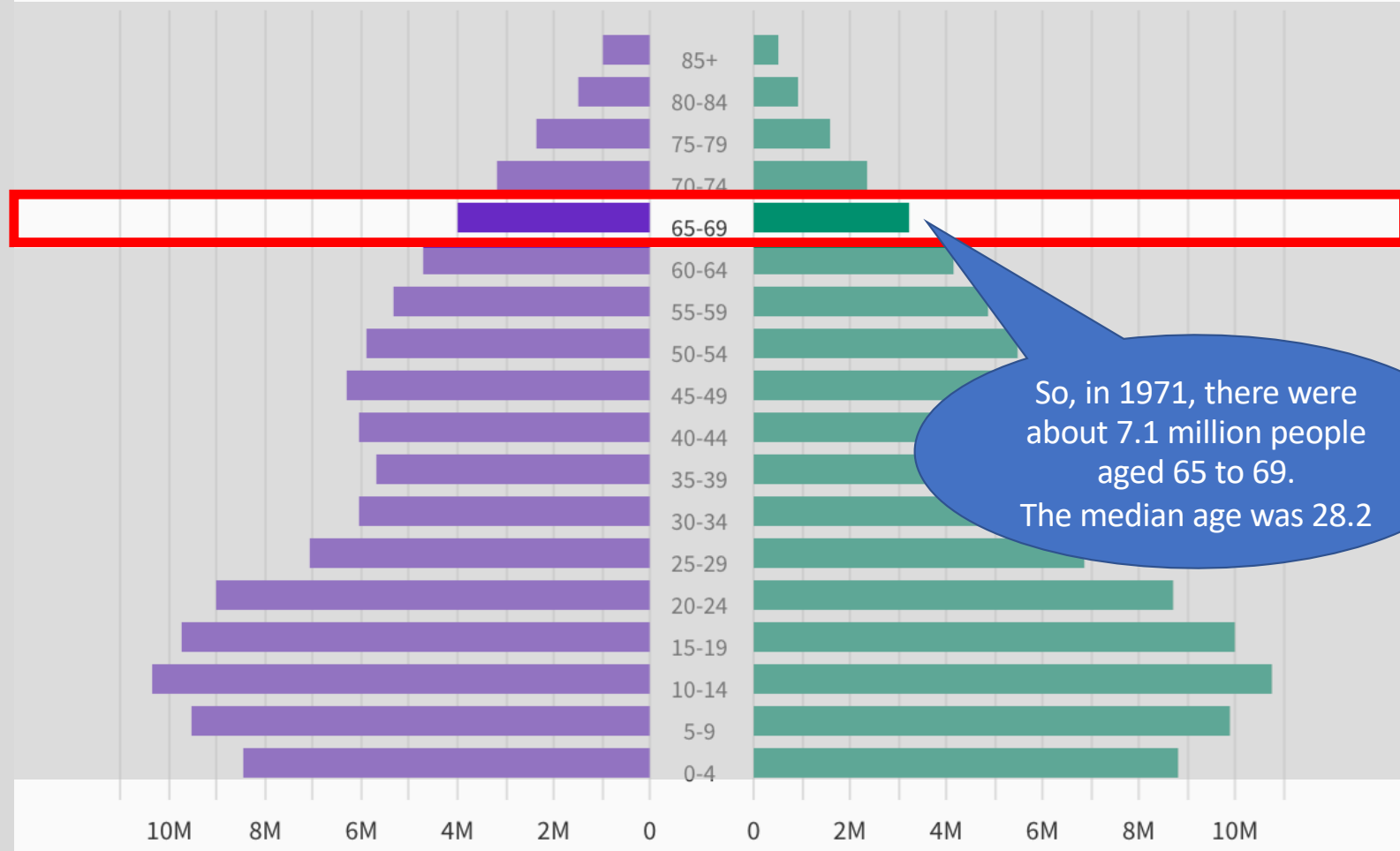


## Total population in 1971

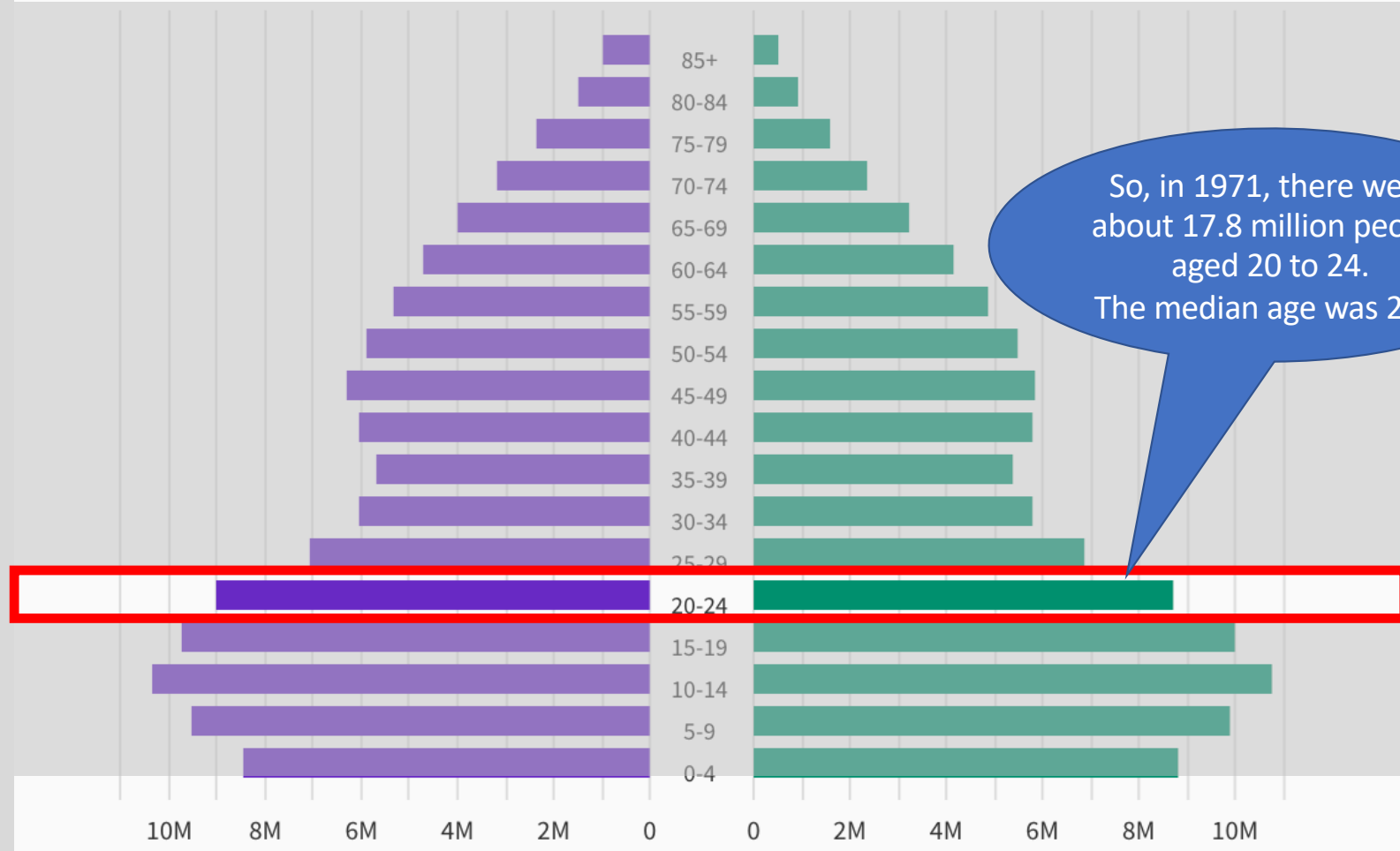




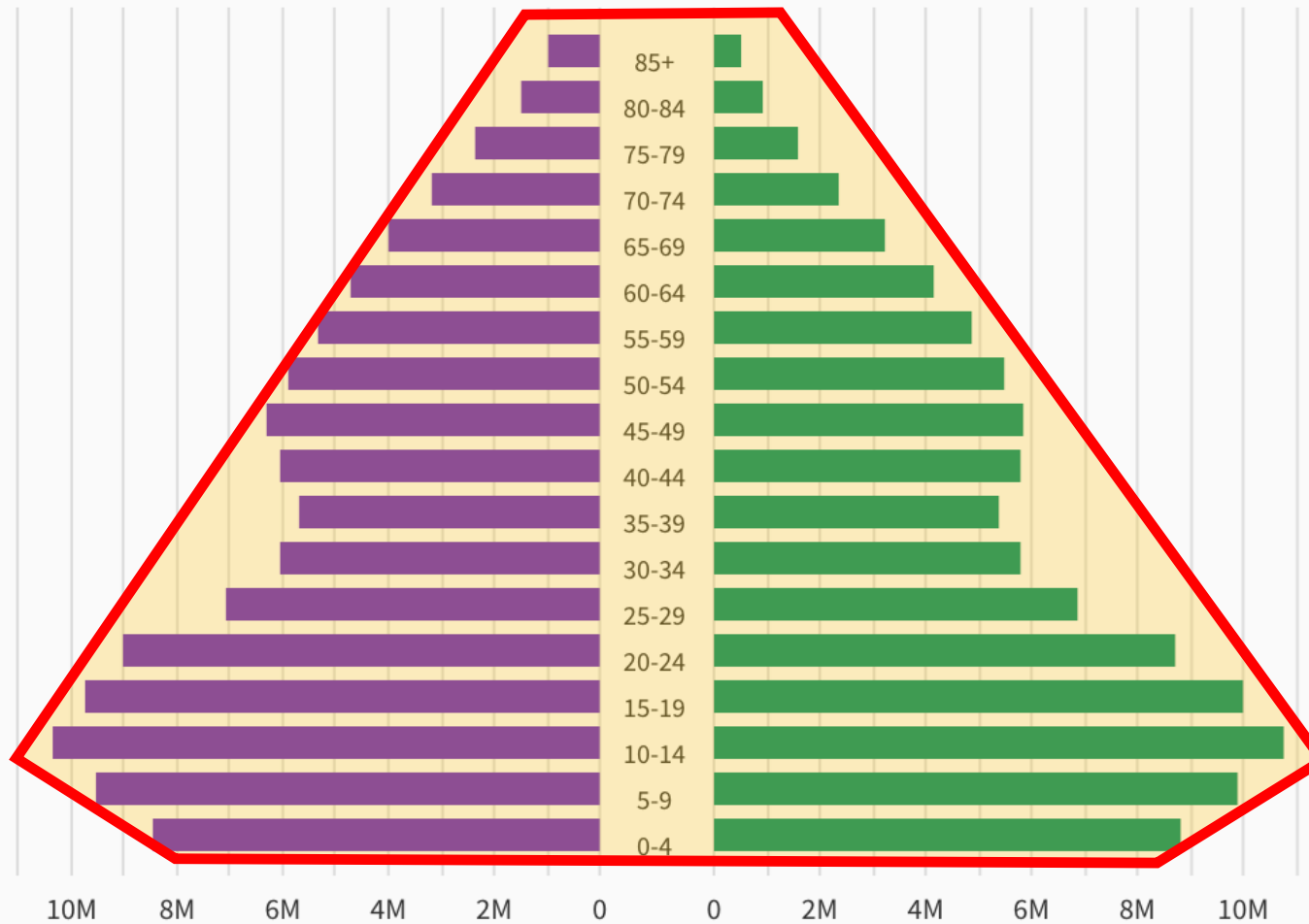
## Total population in 1971



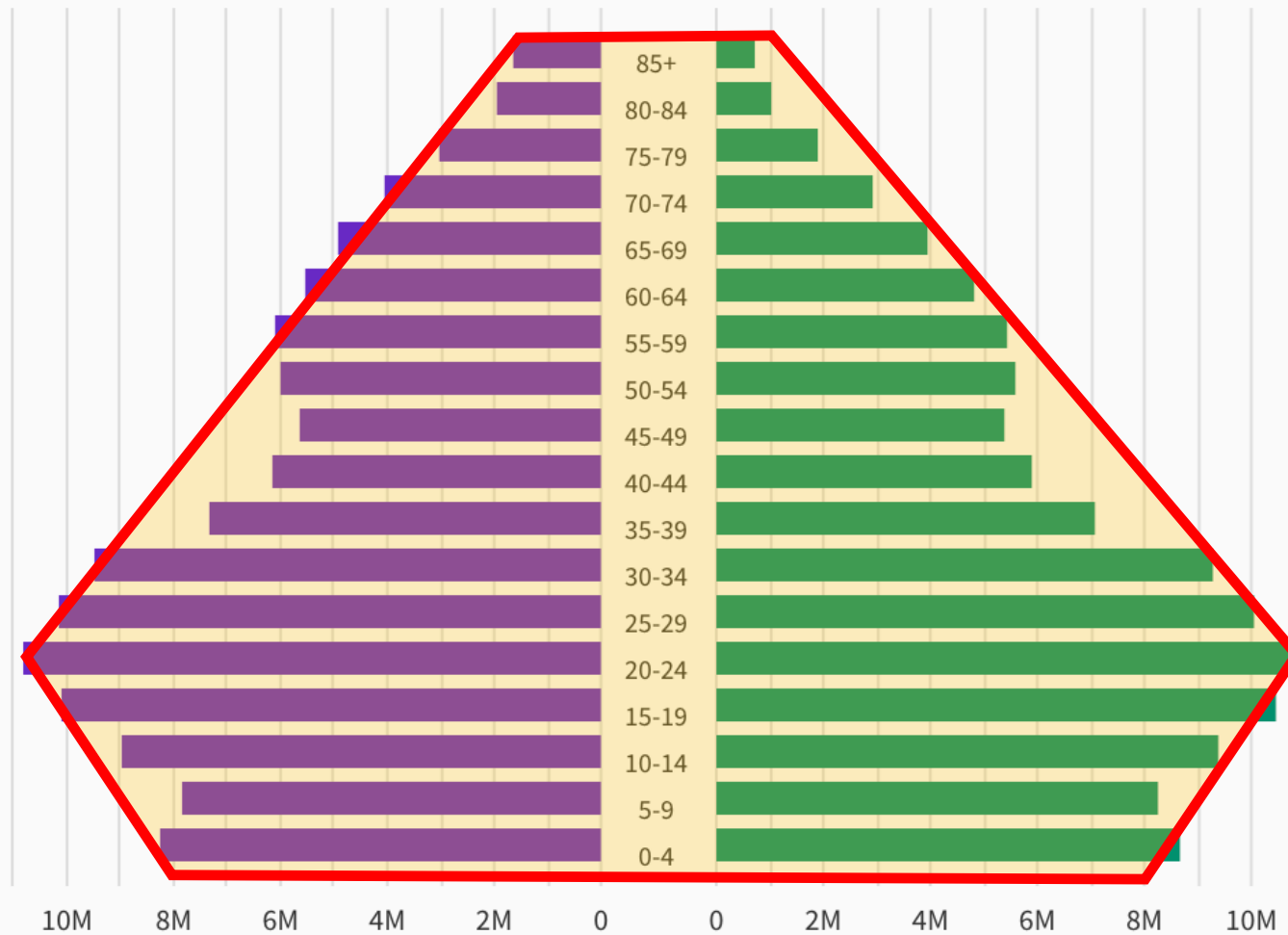
## Total population in 1971



## Total population in 1971

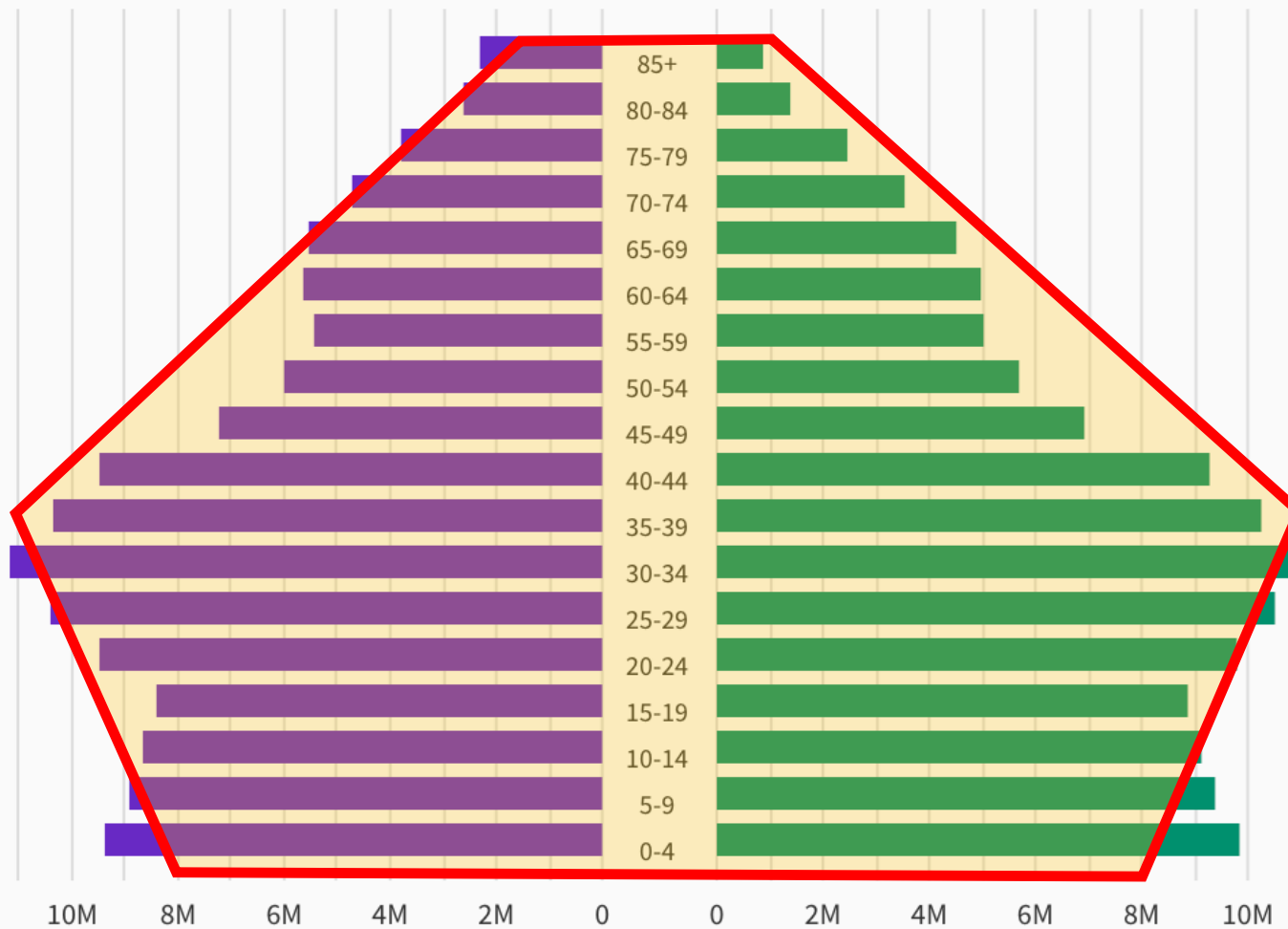


## Total population in 1981





## Total population in 1991



Total population in 2001



## Total population in 2011

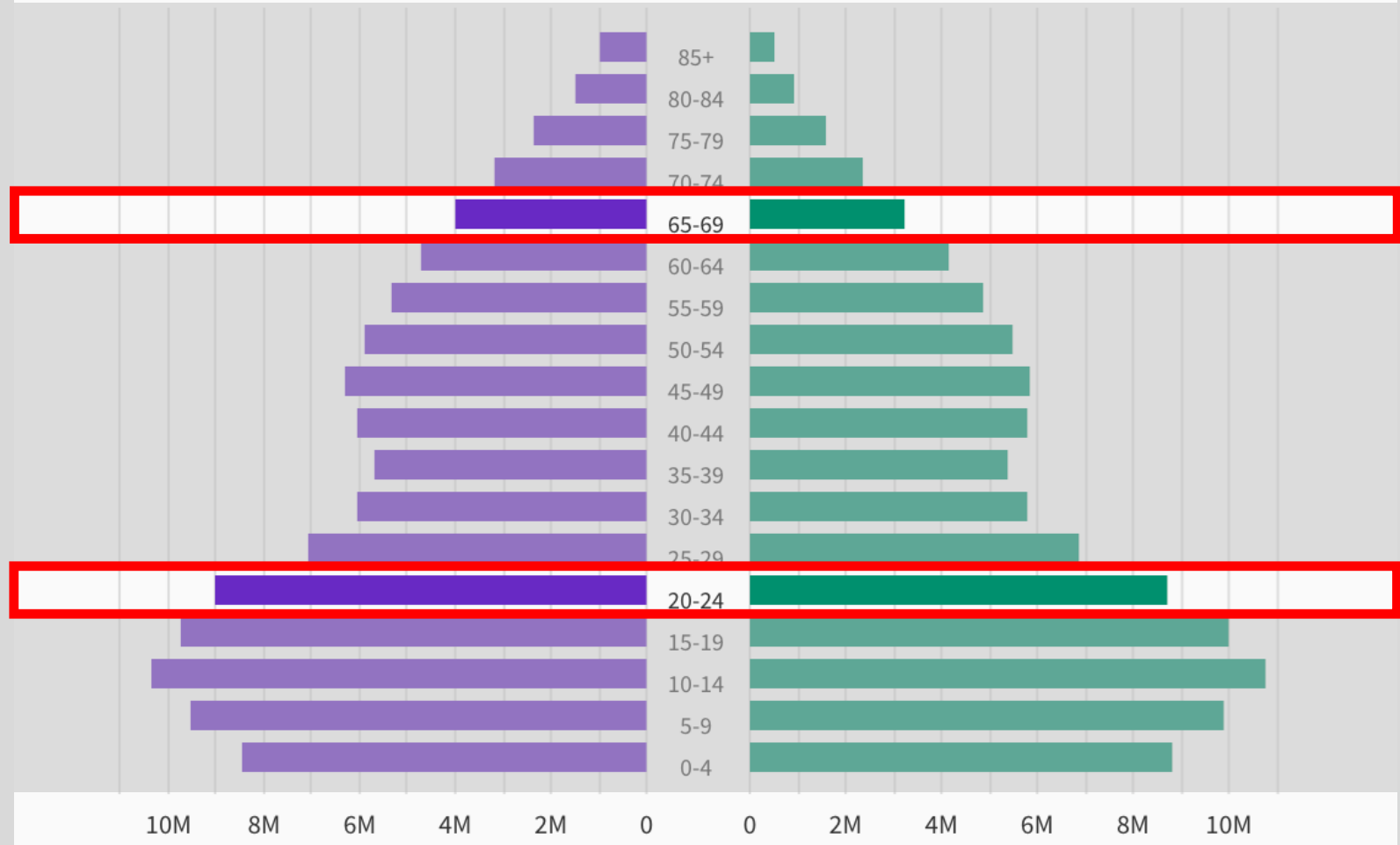


## Total population in 2021

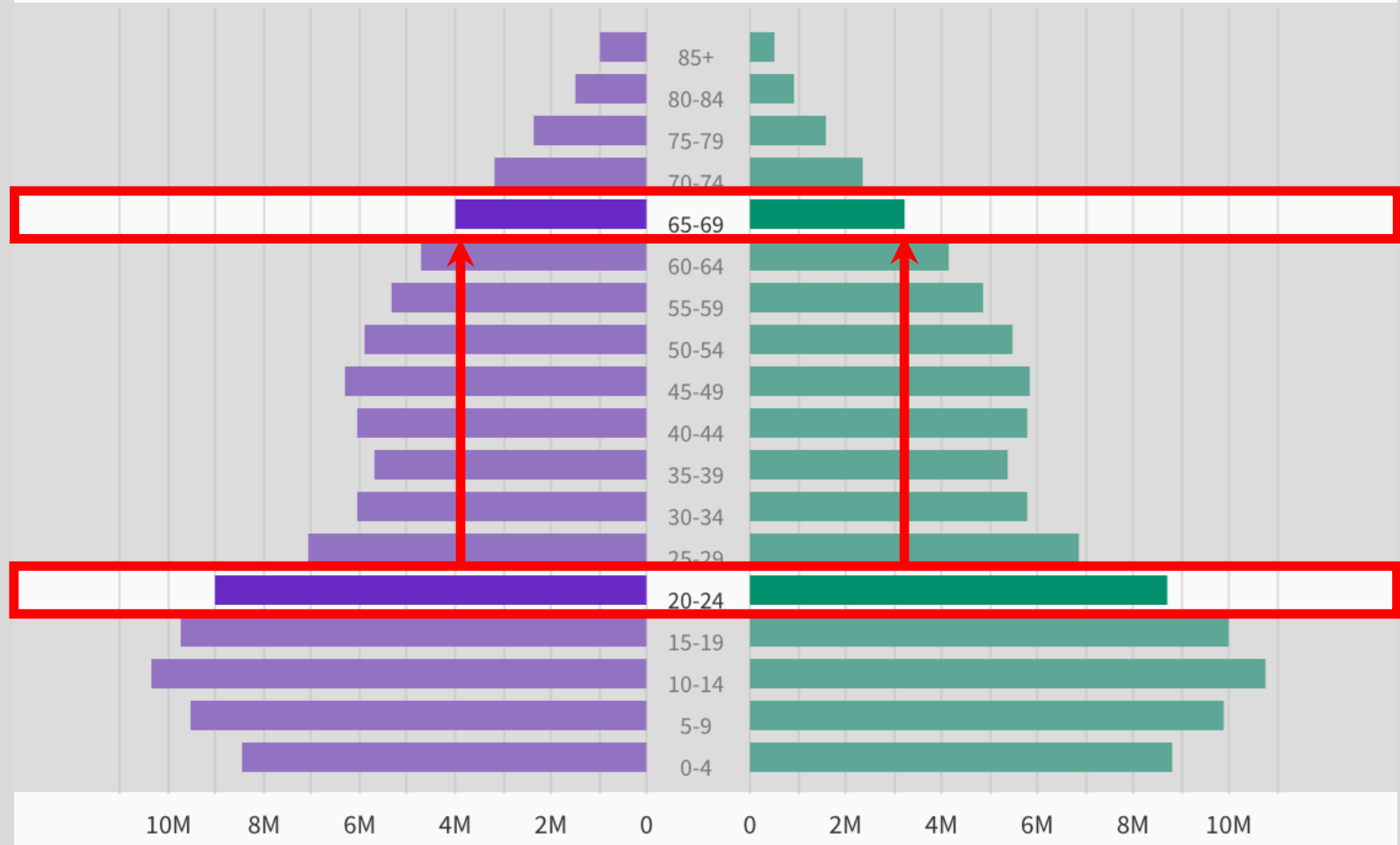




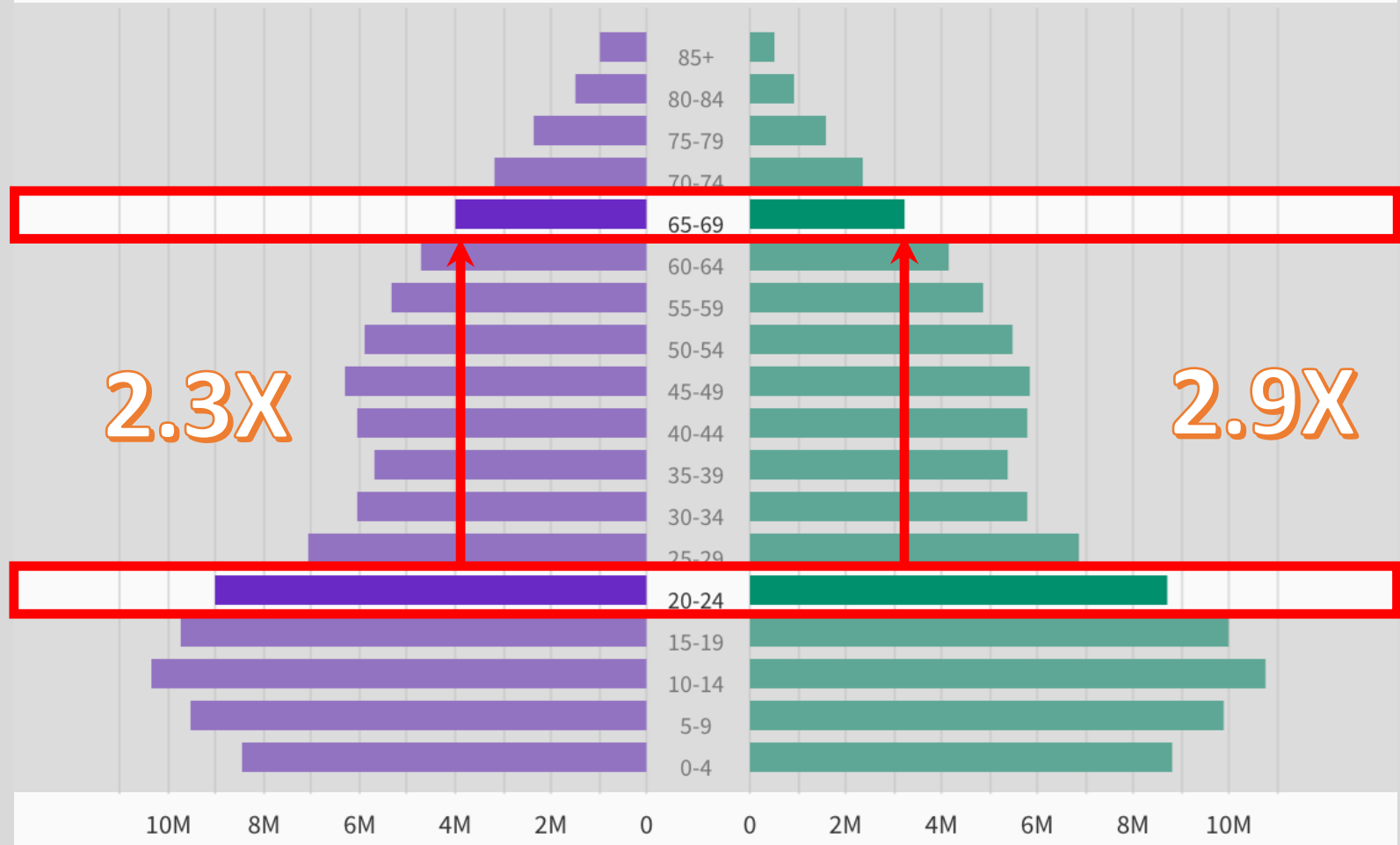
## Total population in 1971



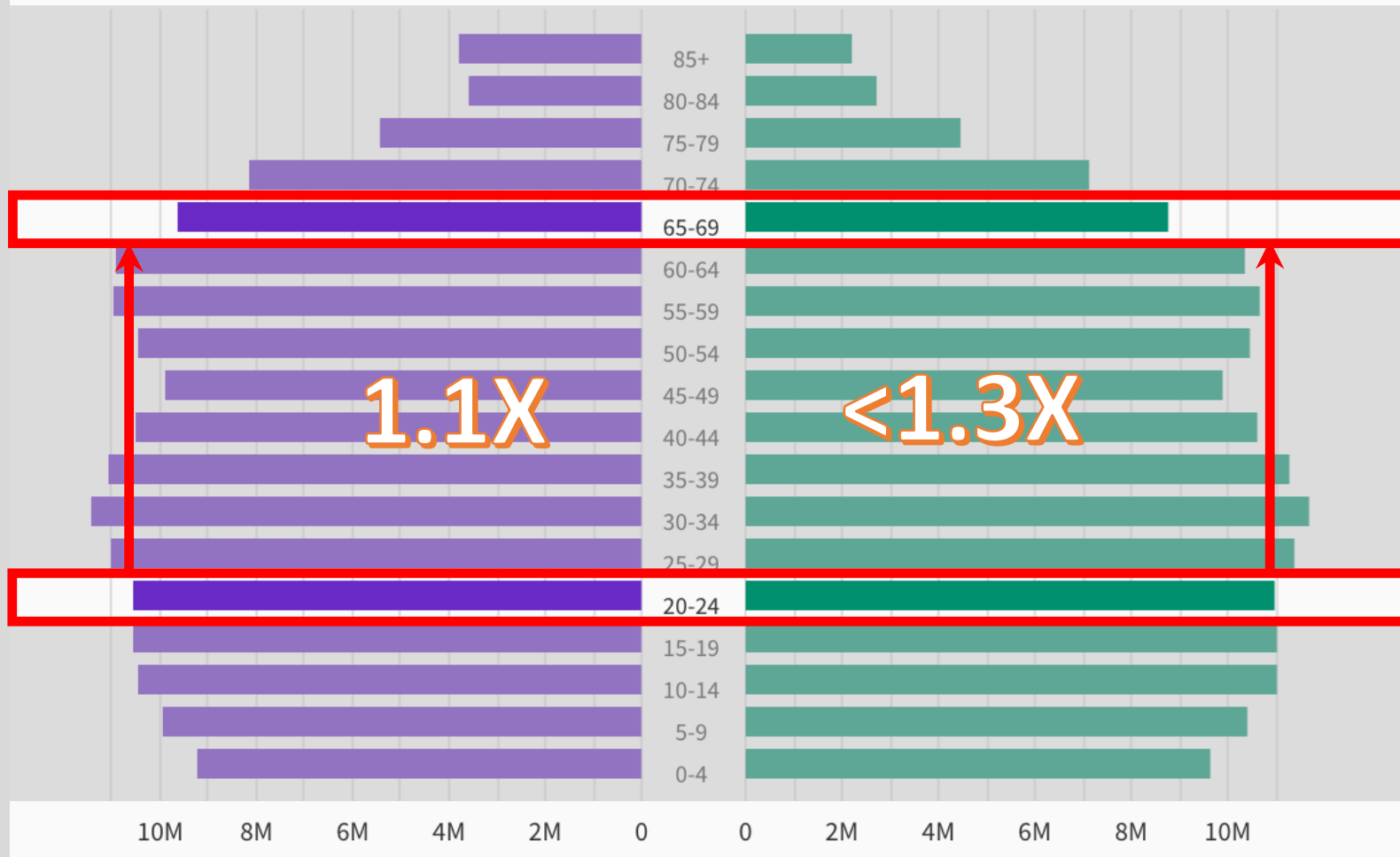
## Total population in 1971



## Total population in 1971

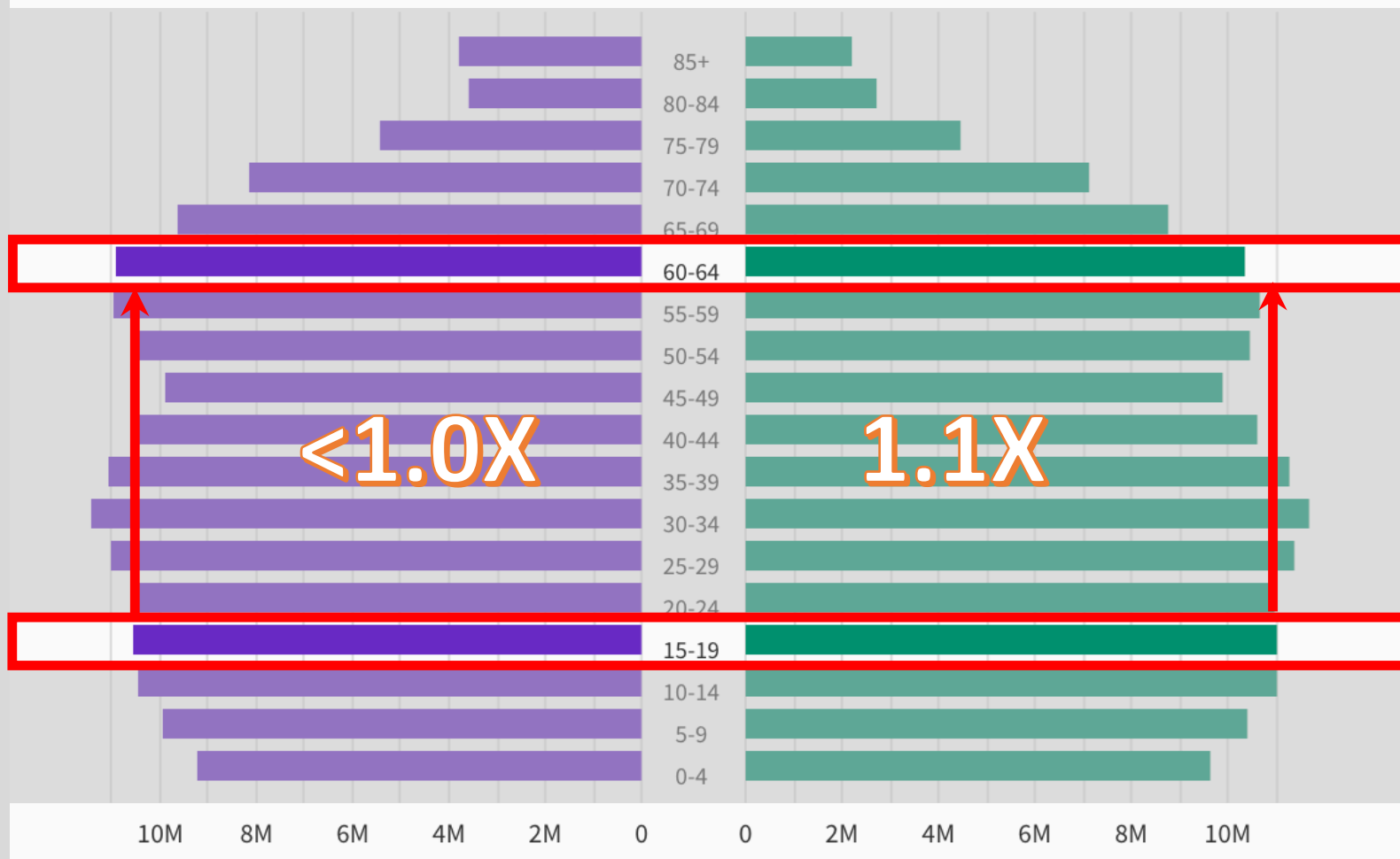


## Total population in 2021





## Total population in 2021



# The Washington Post

How big was it? And what was it? The Washington Post

2019-05-05 05:00 AM

## 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.

BY MICHAEL LEE  
AND JOHN WILSON

President Trump must appoint a new senior adviser, Stephen E. Bannon, may have left the White House, but the political backroom that has characterized the first seven months of Trump's presidency doesn't appear to be going anywhere.

The tenure and departure of Bannon, the president's chief strategist and champion of his nationalist impulses, exposed deep fissures in the Trump-era Republican Party, within the White House and beyond. Those differences are still

THE WASHINGTON POST

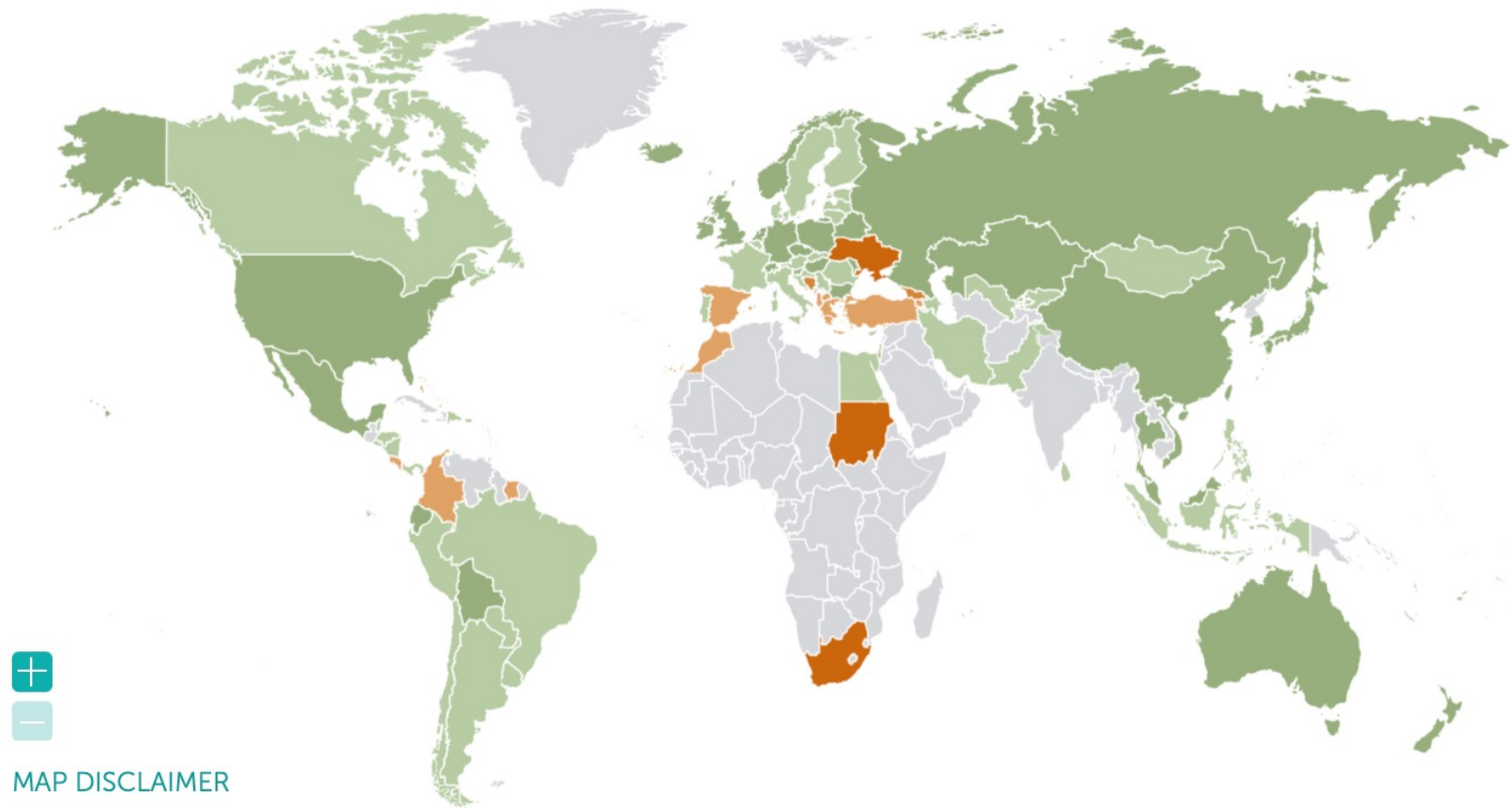
White House's senior adviser was the latest move by new Chief of Staff John F. Kelly to bring a greater sense of necessity to the White House, even some of Trump's allies question how likely that is to take hold, particularly under a president who is notorious for changing the national conversation with a tweetstorm or two — a practice Kelly has not been able to curb.

Trump — leaving the end of a working vacation at his Bedminster, N.J., golf resort — has made a habit of continuing to solicit advice from former staffers, often through late-night calls when he is no longer under the watchful

## MAP (2023)

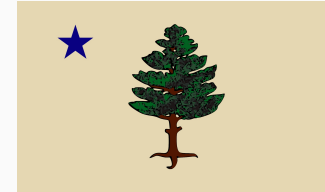
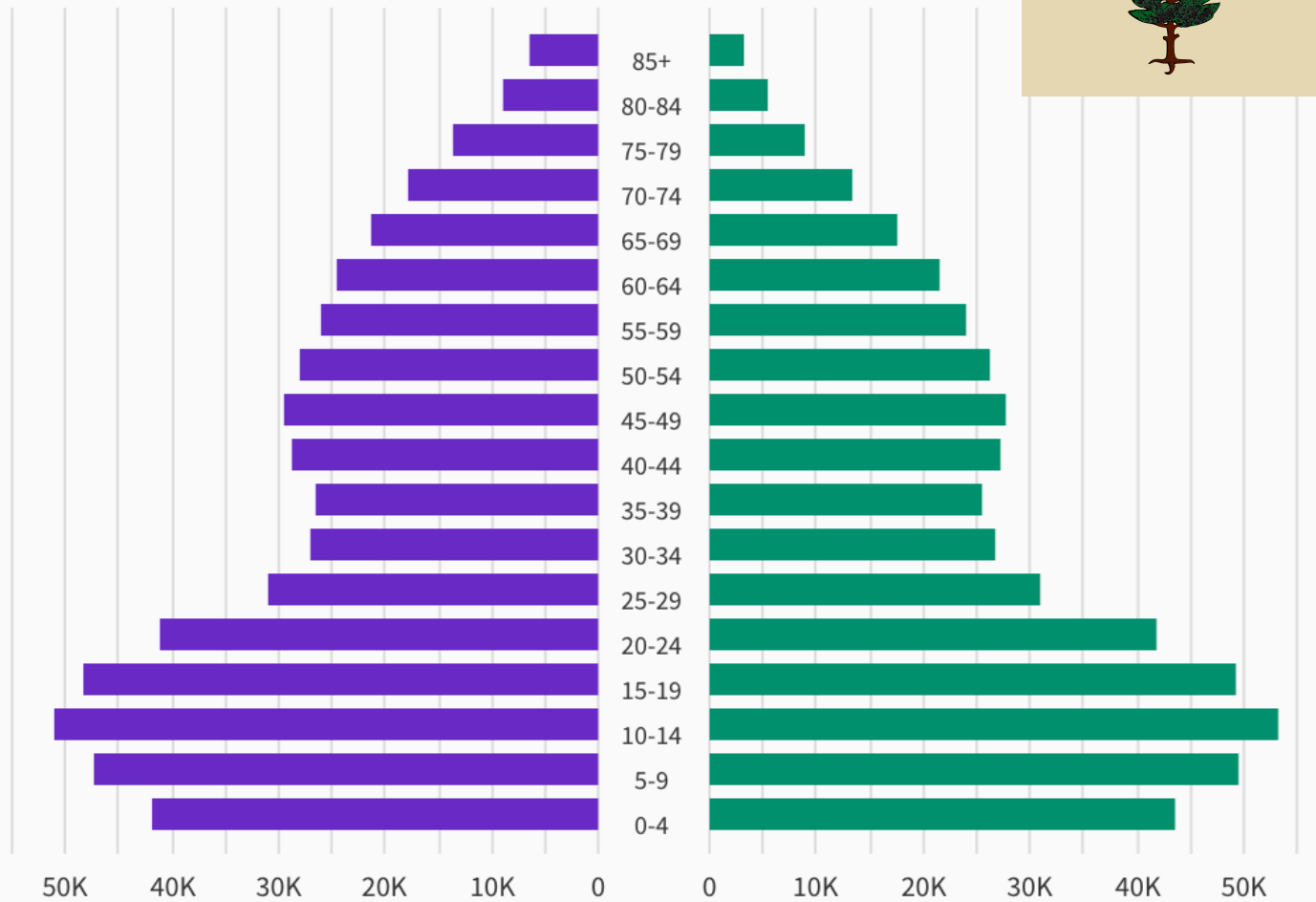


● 20% or more ● 15% - 20% ● 10% - 15% ● 5% - 10% ● Less than 5% ● no data

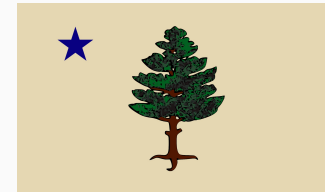
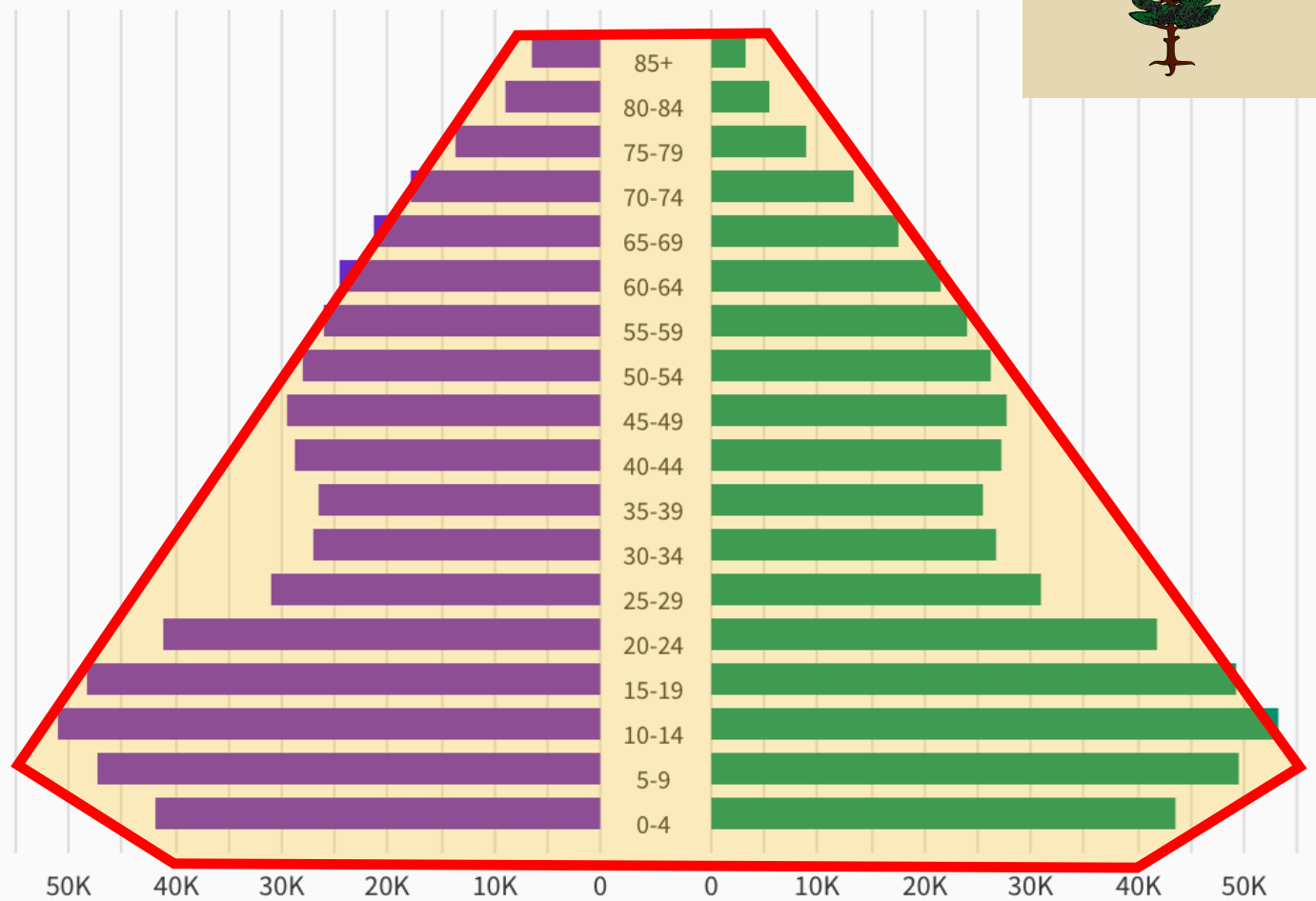




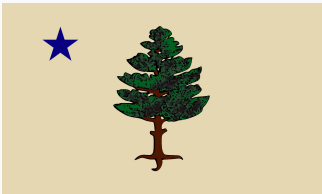
## Total population in 1971



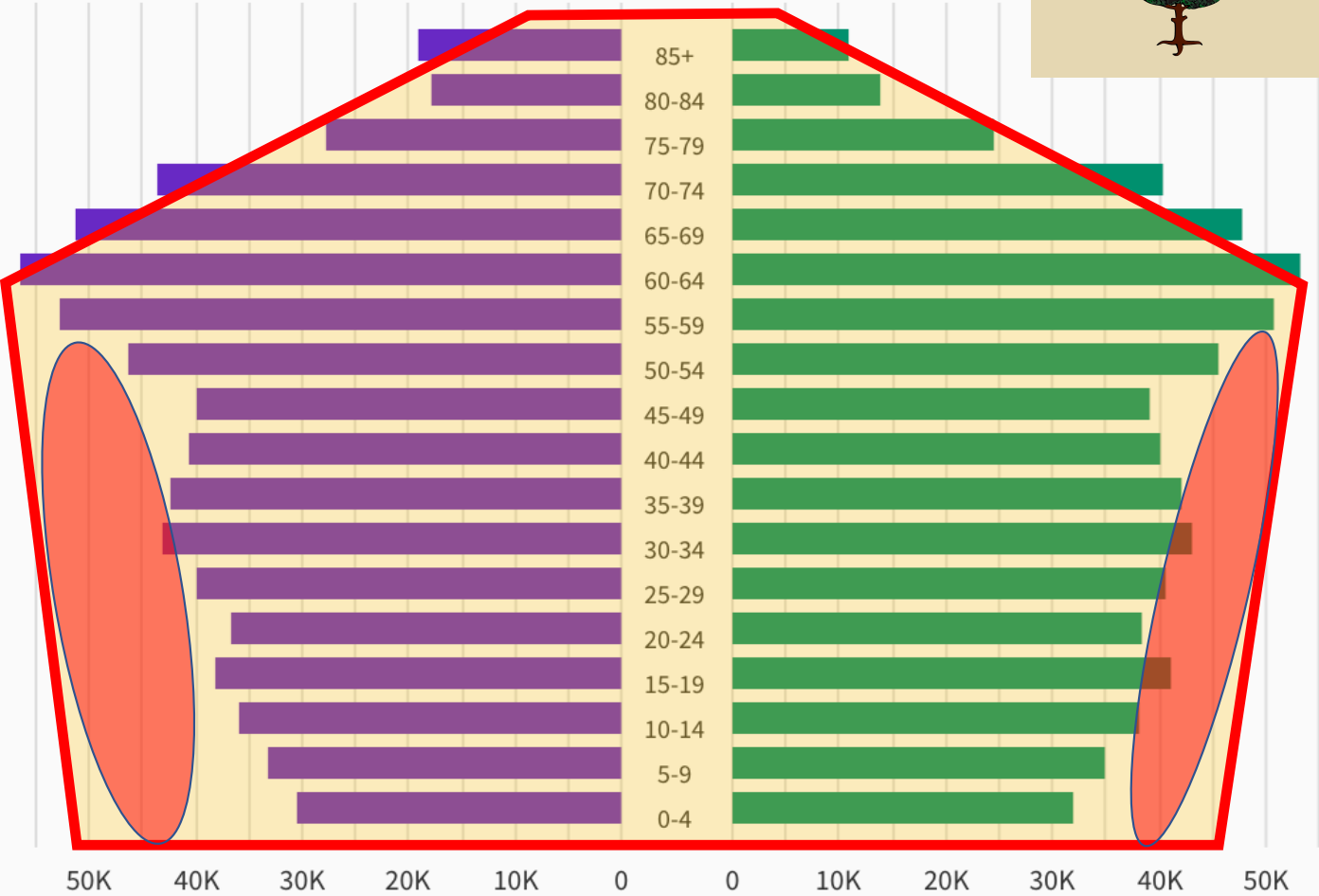
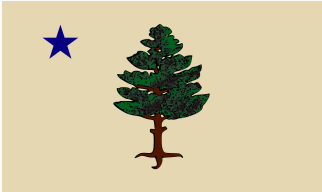
## Total population in 1971



# Total population in 2021

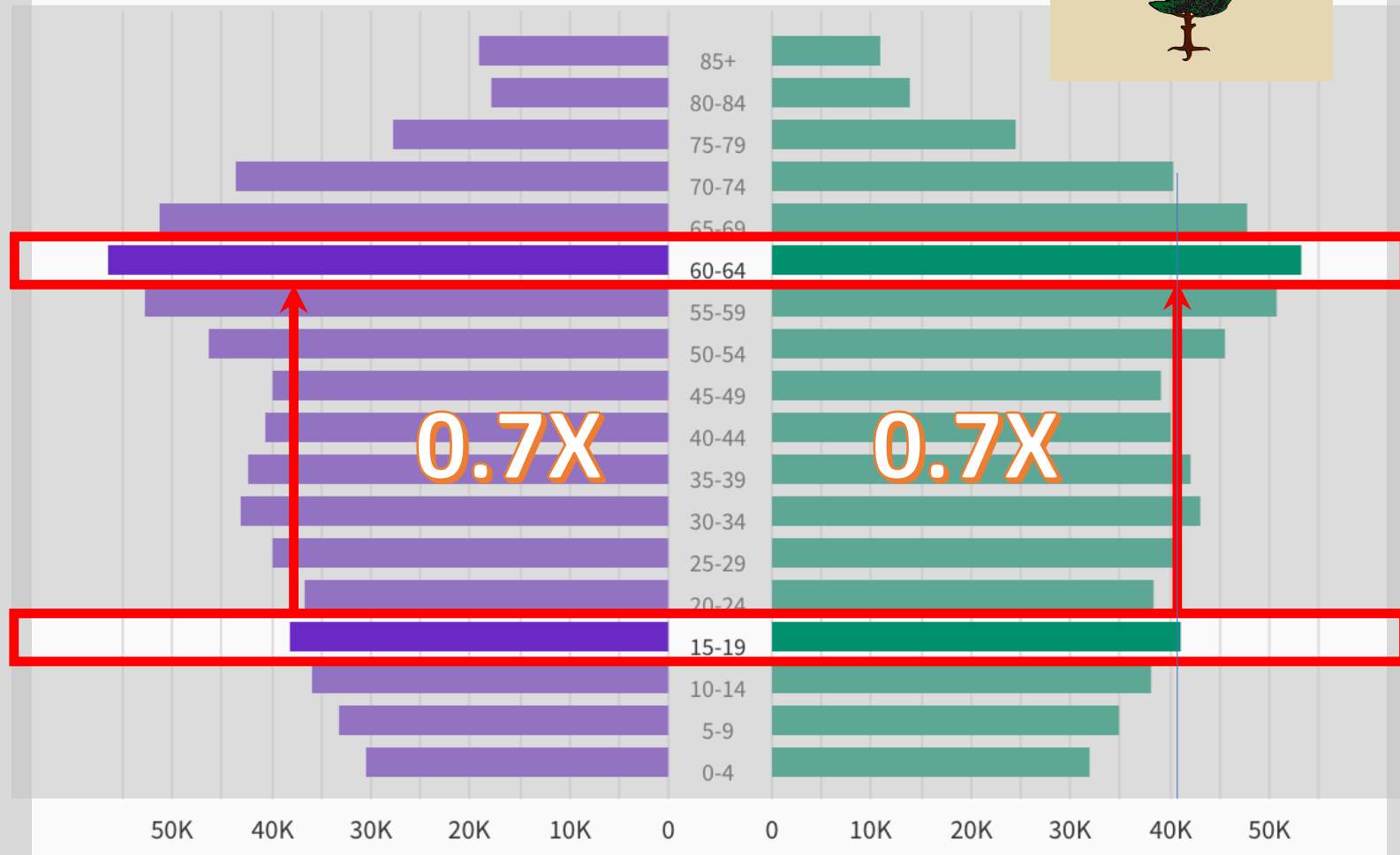
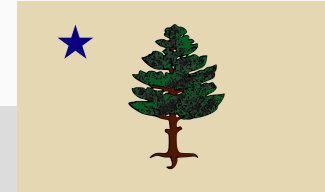


# Total population in 2021





## Total population in 2021

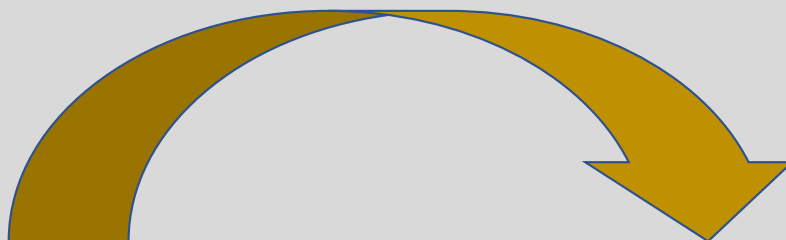


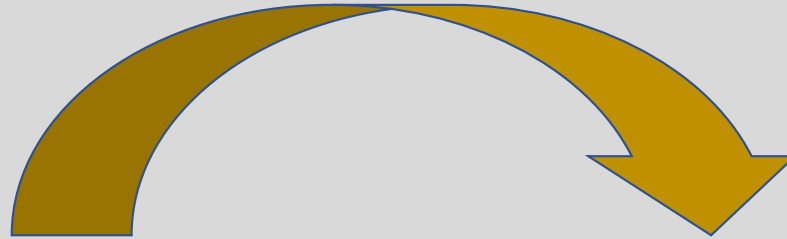


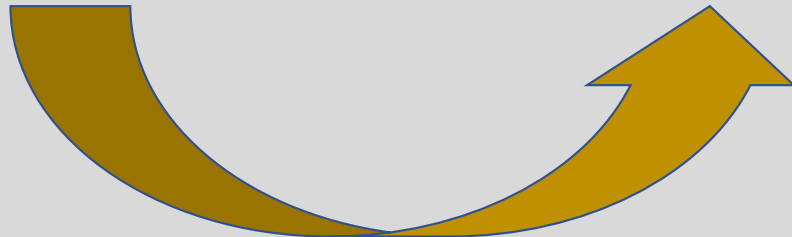
## *2) The Workplace*



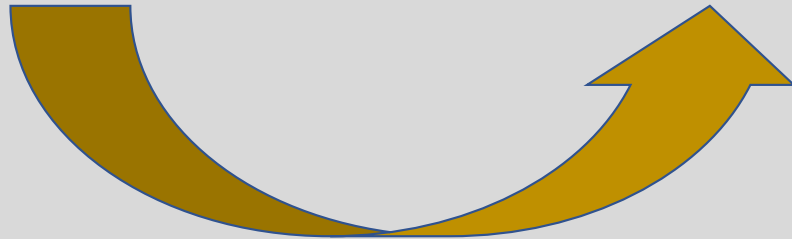












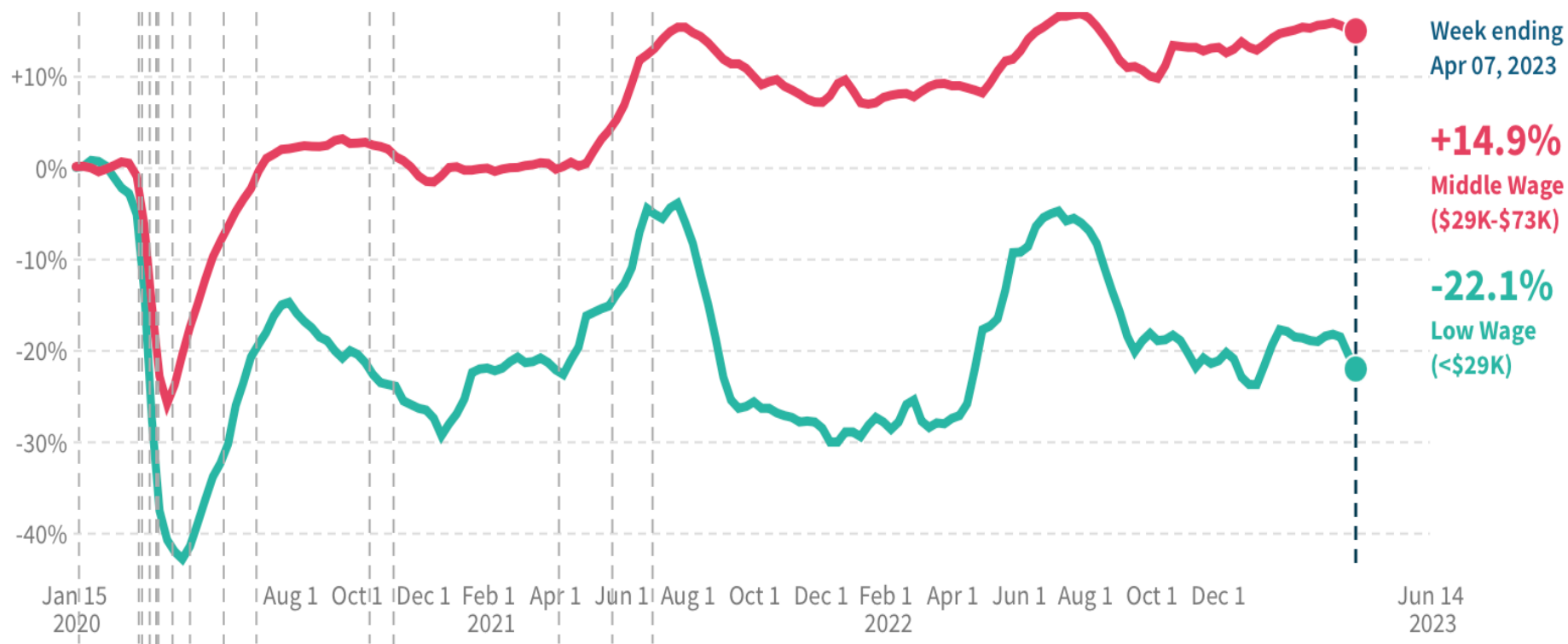






In **Maine**, as of April 07 2023, employment rates among workers in the bottom wage quartile decreased by **22.1%** compared to January 2020 (not seasonally adjusted).

DOWNLOAD CHART 



### *3) Attitudes*





























*Flexibility*





*Purpose*



A woman with blonde hair, wearing a white blazer over a striped shirt and dark pants, stands in a modern office meeting room. She is smiling and gesturing with her hands while presenting to a group of people. In the foreground, the backs of two people's heads are visible as they listen. Behind her is a large whiteboard with handwritten notes in green and red ink, including 'Submitted', 'Approved', 'Paid', 'Budget', and 'Approved'. There are also several colorful sticky notes on the board. The room has large windows with black frames, and the lighting is warm and professional.

***Employer investment career growth***



# U.S. Chamber of Commerce

***Job Openings:  
45,000***

***Unemployed Workers:  
16,383***



*So... Where are we?*



**CHANGE  
AHEAD**





# Maine's Community Colleges

## Choose your path

**Start a 4-year degree**  
*2 years +*

***Transfer***

**College degree**  
*2 years +*

***Start your career***

**Skilled certificate**  
*Months to 1 year*

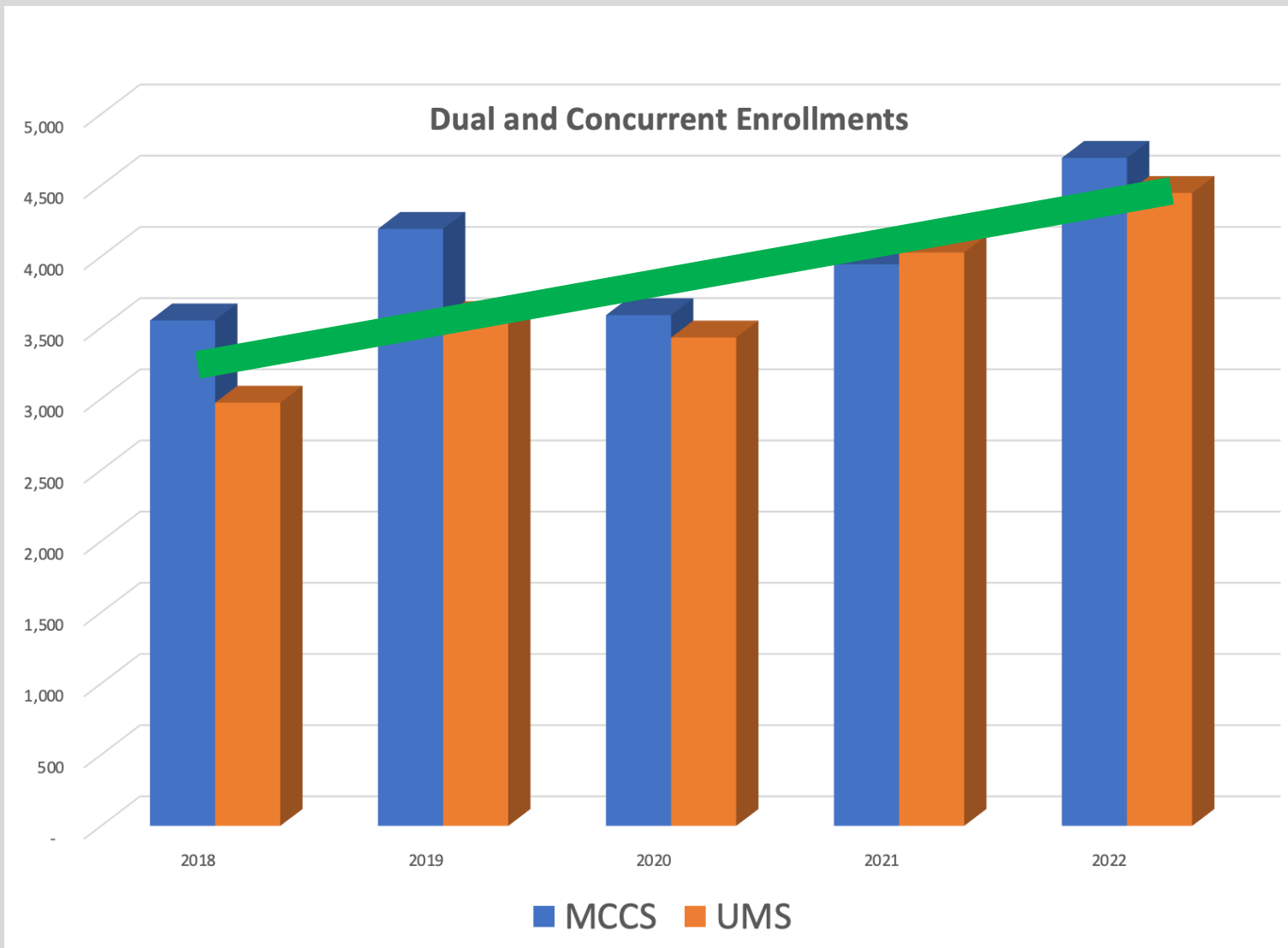
***Enter high-skill/  
high-wage fields***

**Short-term training**  
*Weeks to months*

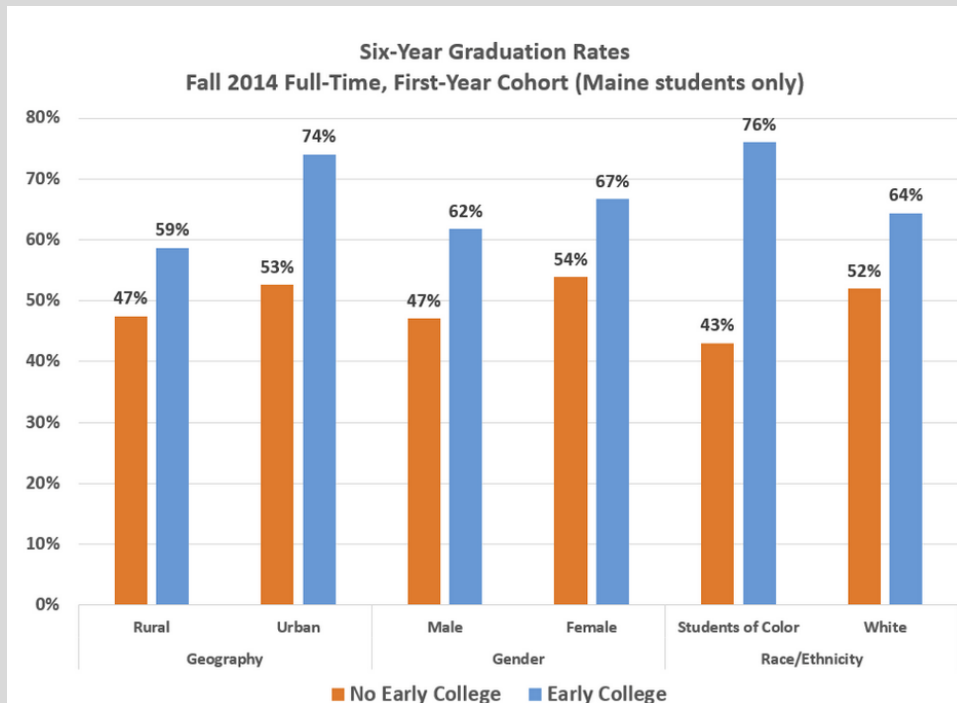
***Retrain, learn skills for  
entry-level positions***

**Earn a badge**  
*Hours to days*

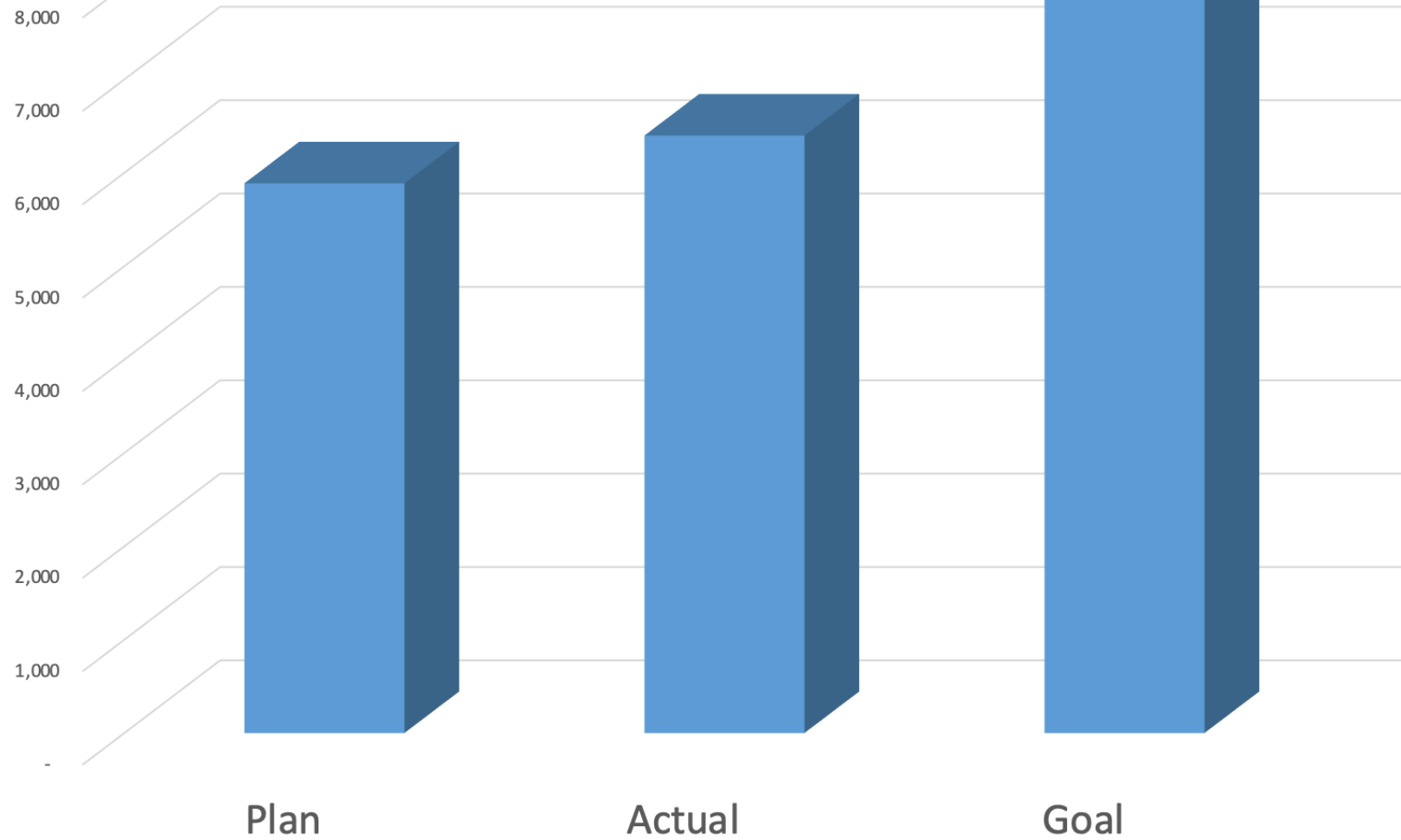
***Be work ready and explore options***




# Dual Enrollment



## Free College



# 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

A photograph of four people in a professional setting. A woman in a grey and blue patterned dress stands in the center, looking down. To her right, a man with glasses and a beard in a dark blue shirt leans over a laptop. To her left, a man in a light blue shirt is also looking down. On the far right, a woman with dark hair is partially visible, looking towards the center. The background shows a large window with a grid pattern and a brick wall.

# Partnership: ME Workforce Compact





# Stage 1: Pre-employment Training

A man with a beard and dark hair, wearing a blue work jacket, is looking down at a small object in his hand. A woman with brown hair tied back, wearing a grey and red safety vest over a plaid shirt, is looking at the same object with a focused expression. They are in a factory or industrial setting, with a large metal machine and a control panel with a screen visible in the background.

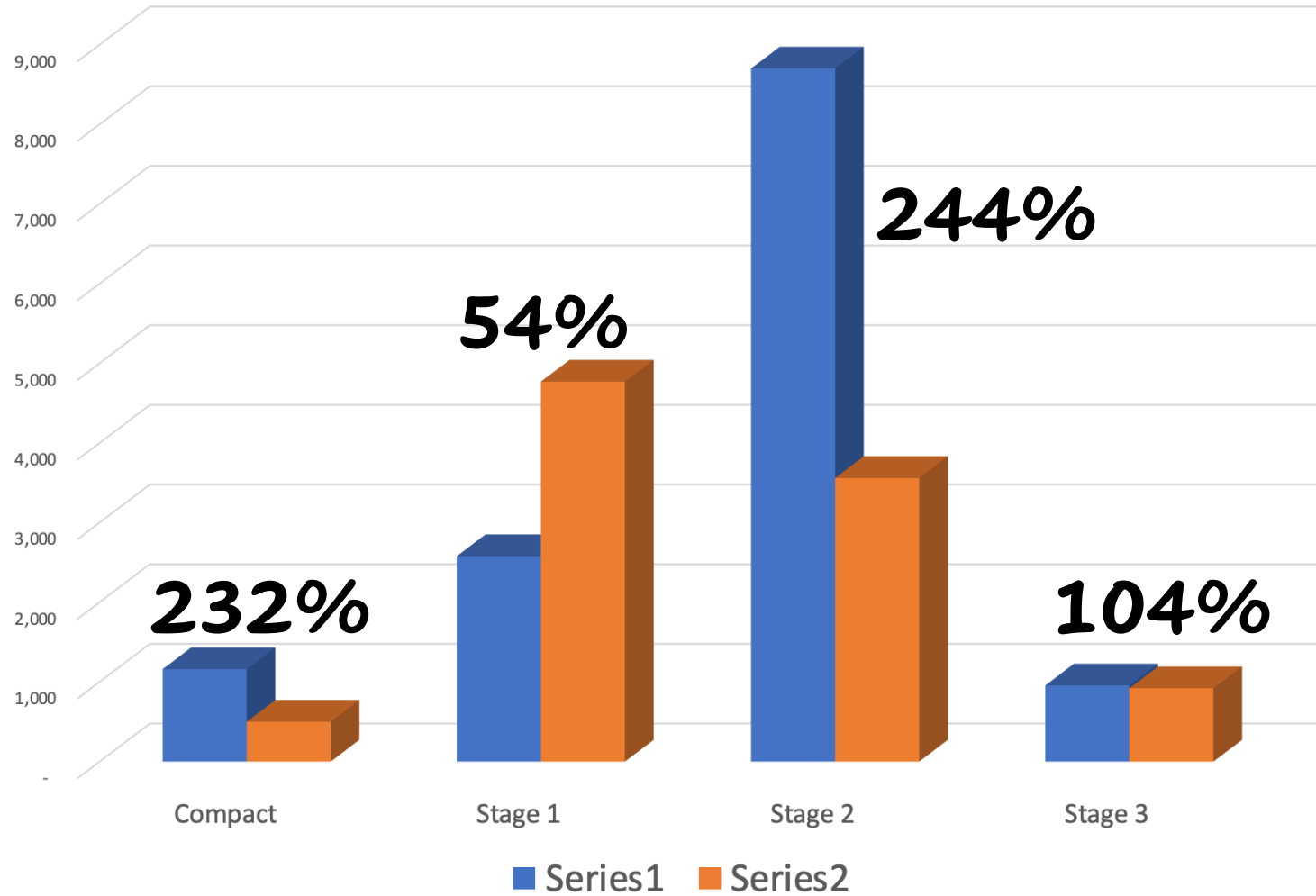
# Stage 2: Post-hire Training

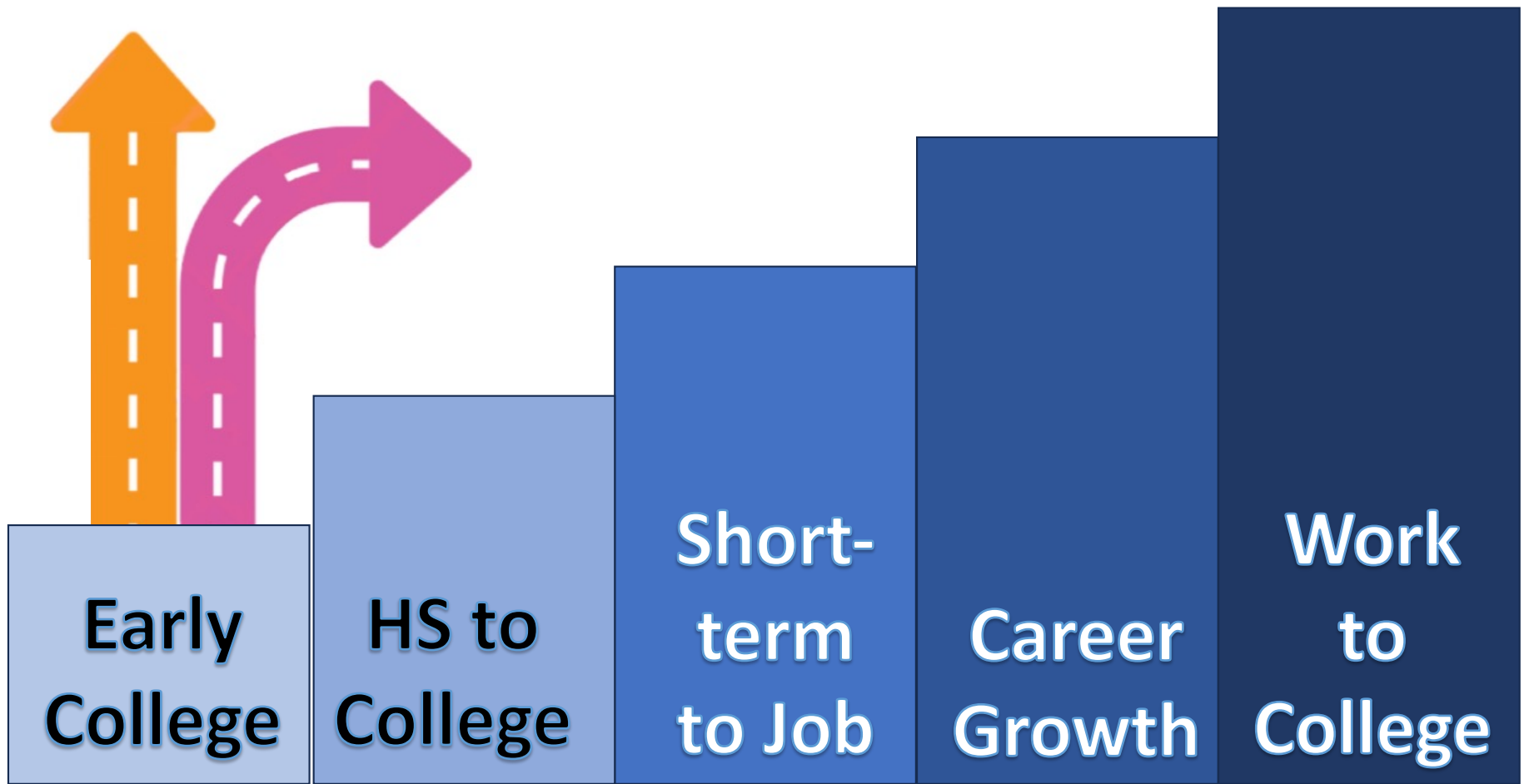




# Stage 3: Pathways to college

## Harold Alfond Center for the Advancement of Maine's Workforce





*And... Where are  
we going?*



**CHANGE  
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## 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 credentialing 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."

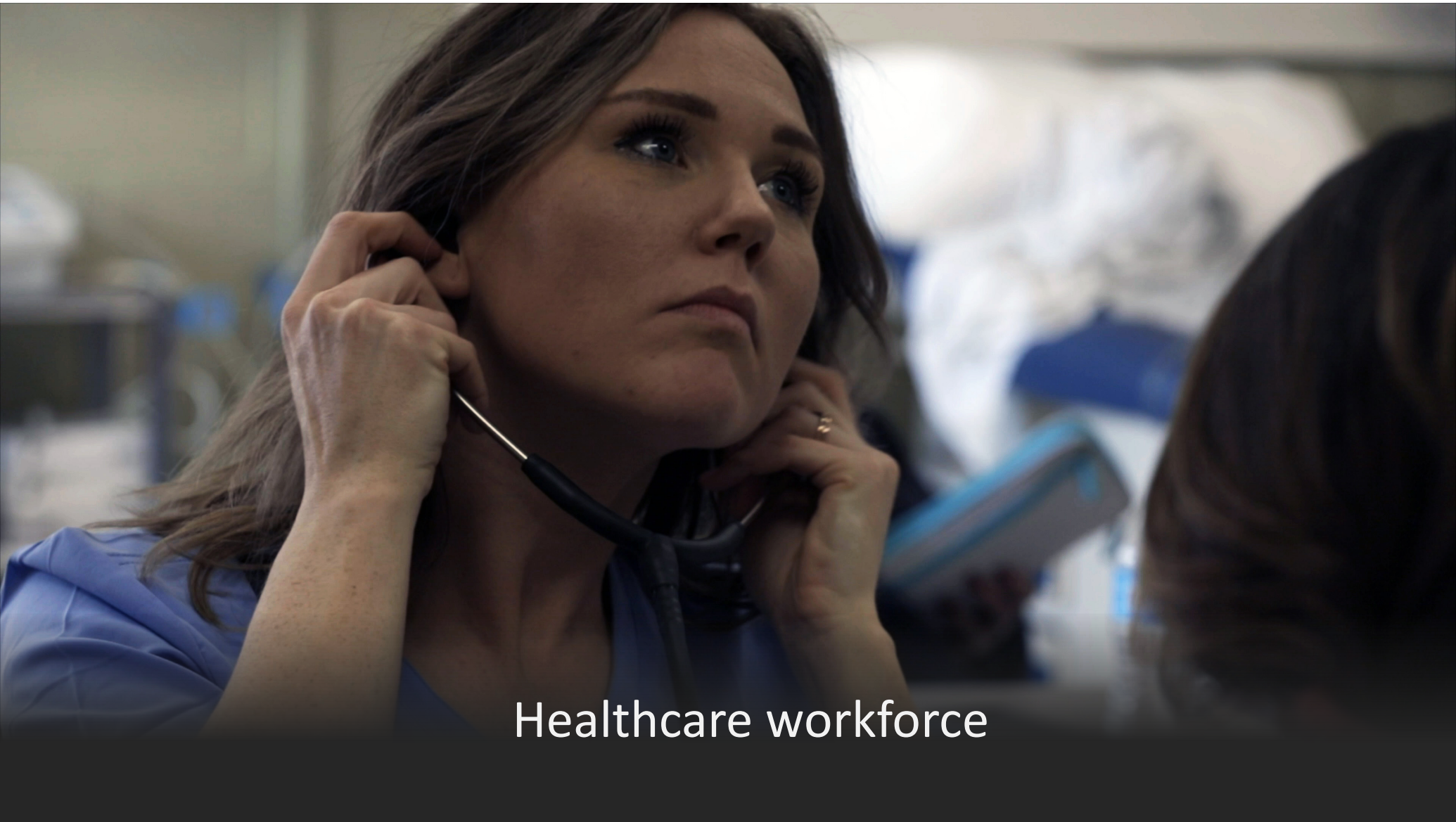
## Facilities:

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



A large, dark solar panel is positioned diagonally in the foreground, angled towards the upper left. In the background, a two-story white house with a small cupola on its roof is visible. The house has several windows and a white picket fence in front of it. To the left of the house, there are several parked cars, including a blue SUV and a white car. The sky is a clear, vibrant blue with some wispy white clouds. The overall scene suggests a residential setting with a focus on renewable energy.

Renewable energy





Technology in the workplace



Defense

