

## NHTI 2020-2025 Strategic Plan Report

### Strategic Plan Pillar: Workforce Development

#### Key Goals and Projects

##### Goal 1

Promote existing programs and develop new career pathways meeting current and future labor market trends

##### Goal 2

Strengthen relationships with education, business/industry, professional, and community to support training partnerships and career placement.

##### Goal 3

Expand participation in professional certification, project and work-based learning, internships and clinical placement in students' educational pathways.

##### Goal 4

Align programs, program scheduling, equipment, facilities, instructional methods, budgets and teaching environments with emerging workforce needs.

#### Status and Progress of Key Goals and Projects

KPI	Status In Progress or Completed	Key Data	Key Stakeholders Involved (Name and Total Numbers)	Shared Governance Date
1.1 – Analyze 100% of current programs and certificates for enrollment, retention, student success, completion, market trends, and program outcome applicability to employment needs.	In Progress	Baseline of 23/93 programs were evaluated as part of the annual report process in AY 2019-2020 (24.7%).  Annual reports will be updated to include market trend analysis and employment needs, evidence of this will manifest annually.	Department Chairs (19) Associated Faculty Members (270+)	IRES Curriculum as needed
1.2 – Establish a targeted marketing plan for all certificates and degrees offered at NHTI	Not Started/In Progress	Program re-alignment will spur systematic approaches to targeted marketing.  Post-pandemic proof programs being highlighted to encourage student participation.	Department Chairs Marketing Select Faculty Members	IRES

2.1 – Of the academic programs that do not require internships, increase participation through the use of the innovation lab by 10 (15%)	In Progress	Baseline of 1 project in AY 2019-2020.  5 potential projects identified for AY 2020-2021.	Assoc VP of Enrollment and Student Success Department Chairs Associated businesses (at least 10)	ASLDI
2.2 – Partner with CCSNH to create up to three apprenticeship programs with community partners.	In Progress	1 apprenticeship identified and being pursued with a target to launch in the Spring.	Department Chairs Faculty Members Associated businesses (at least 3)	ASLDI IRES
3.1 – Increase by 15% the number of degree and certificate programs aligned with emerging and high growth jobs that will be accessible to traditional and non-traditional students.	In Progress	Job growth was equal to 0.16% last year with the top 5 industries manifesting strong markets in <ol style="list-style-type: none"> <li>1) Healthcare and Social Assistance</li> <li>2) Retail Trade</li> <li>3) Government</li> <li>4) Manufacturing</li> <li>5) Nutrition and Food Services</li> </ol> With the top five employers within 45-minute drive from the college <ol style="list-style-type: none"> <li>1) Concord Hospital</li> <li>2) Liberty Mutual Insurance Company</li> <li>3) Adicio, Inc.</li> <li>4) Wal-Mart, Inc.</li> <li>5) Exeter Hospital, Inc.</li> </ol> Of the top 10 job titles in the same region currently 4 are aligned to degree or certificate programs. None are expressly tied to non-traditional paths.	Department Chairs Advisory Boards BTC Faculty Members	IRES Curriculum
4.1 – Align programs, program scheduling, equipment, facilities, instructional methods, budgets and teaching environments	Not started/In progress	Identification of workforce needs beyond Advisory Boards will include a comprehensive needs assessment in line with Perkins V. Tentatively scheduled Summer 2021	Community Members Department Chairs Faculty Members Workforce Boards	ASDEI IRES

with emerging workforce needs.				
4.2 – Utilize facilities for a community center in partnership with local placement organizations	In progress	Boys and Girls Club and transition of the early childhood facility.  Opportunity to identify other future collaborative solutions.		IRES

**Projected Timeline**

<b>Year</b>	<b>Outcome</b>
2020-2021	<b>1.1 Annual and substantive program reviews in place for 100% of programs and ongoing</b> <b>2.1 Achieve and maintain program participation in Innovation Lab at full capacity</b> <b>3.1 Complete program review and realignment</b> <b>4.2 Identify community partnership opportunities</b>
2021-2022	<b>1.2 Mature marketing plan in place for each program of study</b> <b>2.2 Establishment of 3 apprenticeship programs with data regularly following</b> <b>3.1 Approvals for new programs</b> <b>4.1 Needs analysis resulting in enhanced and continual alignment</b> <b>4.2 Identify community partnership opportunities</b>
2022-2023	<b>3.1 New classes of students admitted</b> <b>4.2 Identify community partnership opportunities</b>
2023-2024	<b>4.2 Identify community partnership opportunities</b>
2024-2025	<b>3.1 Cycle for new programs complete</b> <b>4.2 Identify community partnership opportunities</b>