



Meeting Local Worker Demand: Labor Market Outcomes for Missoula College

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MONTANA
UNIVERSITY SYSTEM



Montana Department of
LABOR & INDUSTRY

MISSOULA COLLEGE
UNIVERSITY OF MONTANA



Report Outline

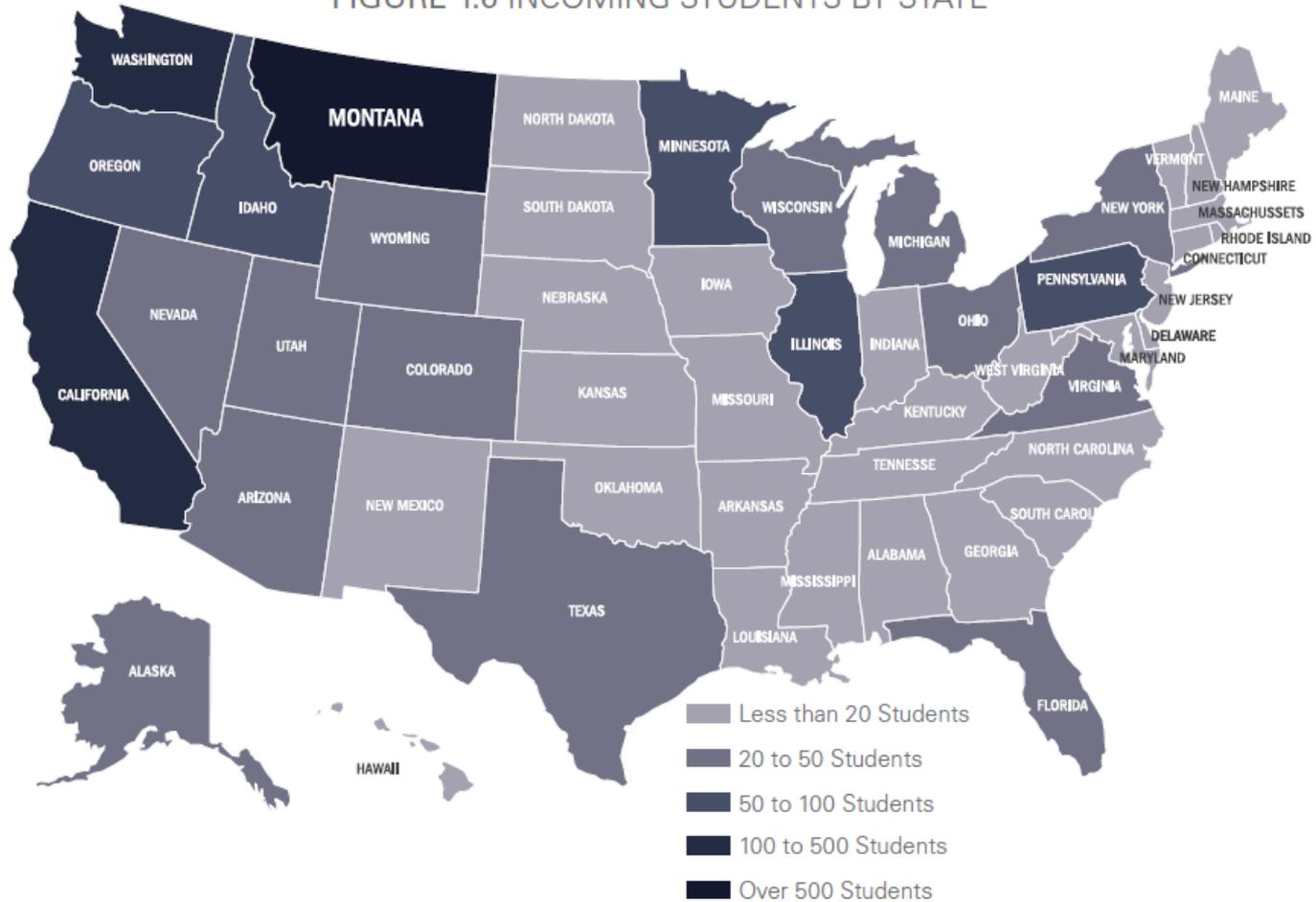
1. **What are Missoula College Students Like?**
2. How Do Missoula College Graduates Fare in the World of Work?
3. Does the Supply of Graduates from Missoula College Meet Local Demand?



Students Come From All Over United States

Figures 1.6 (page 19)

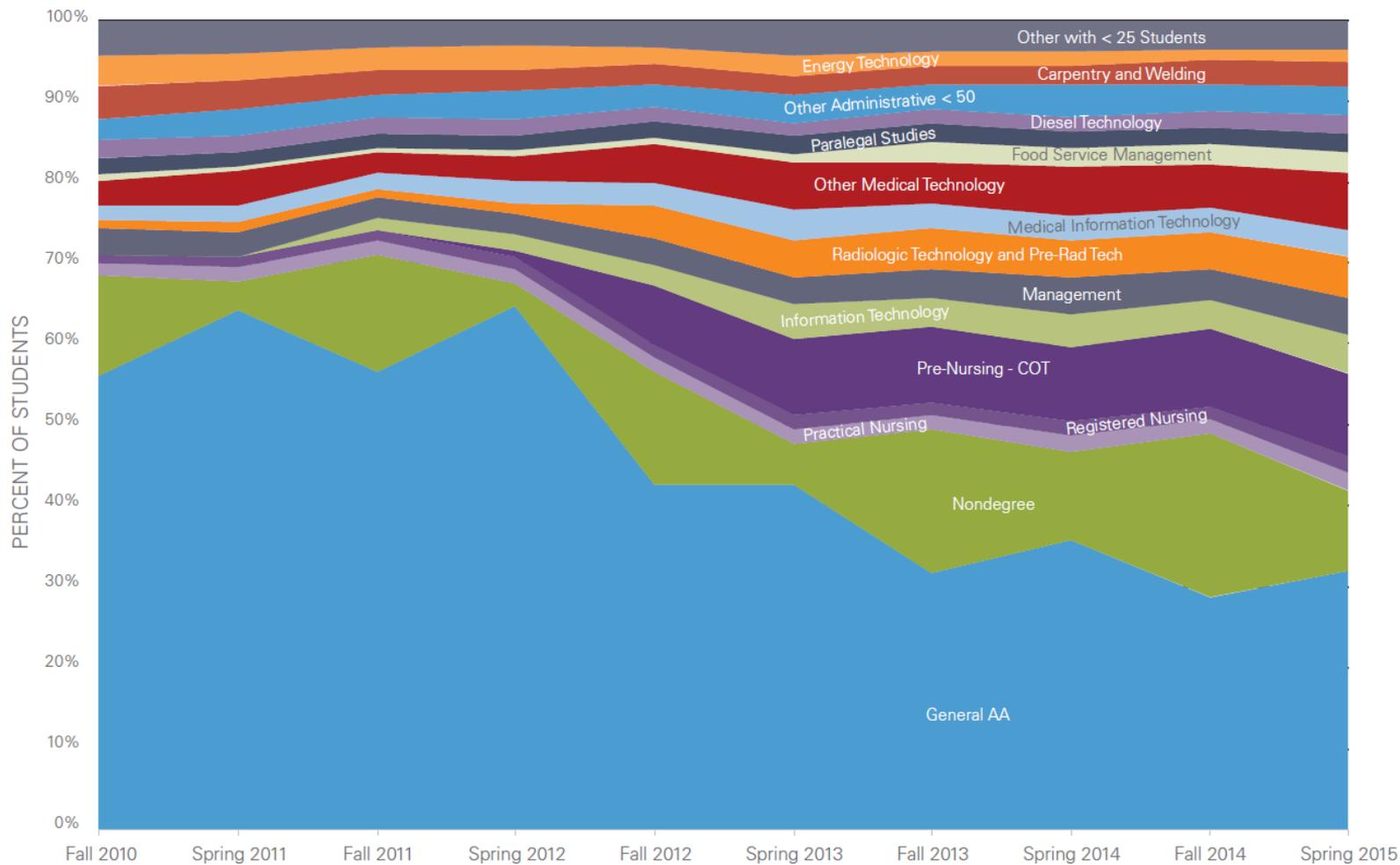
FIGURE 1.6 INCOMING STUDENTS BY STATE





Students by Program

Figures 1.9 (page 21)





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Workforce Outcomes for Graduates

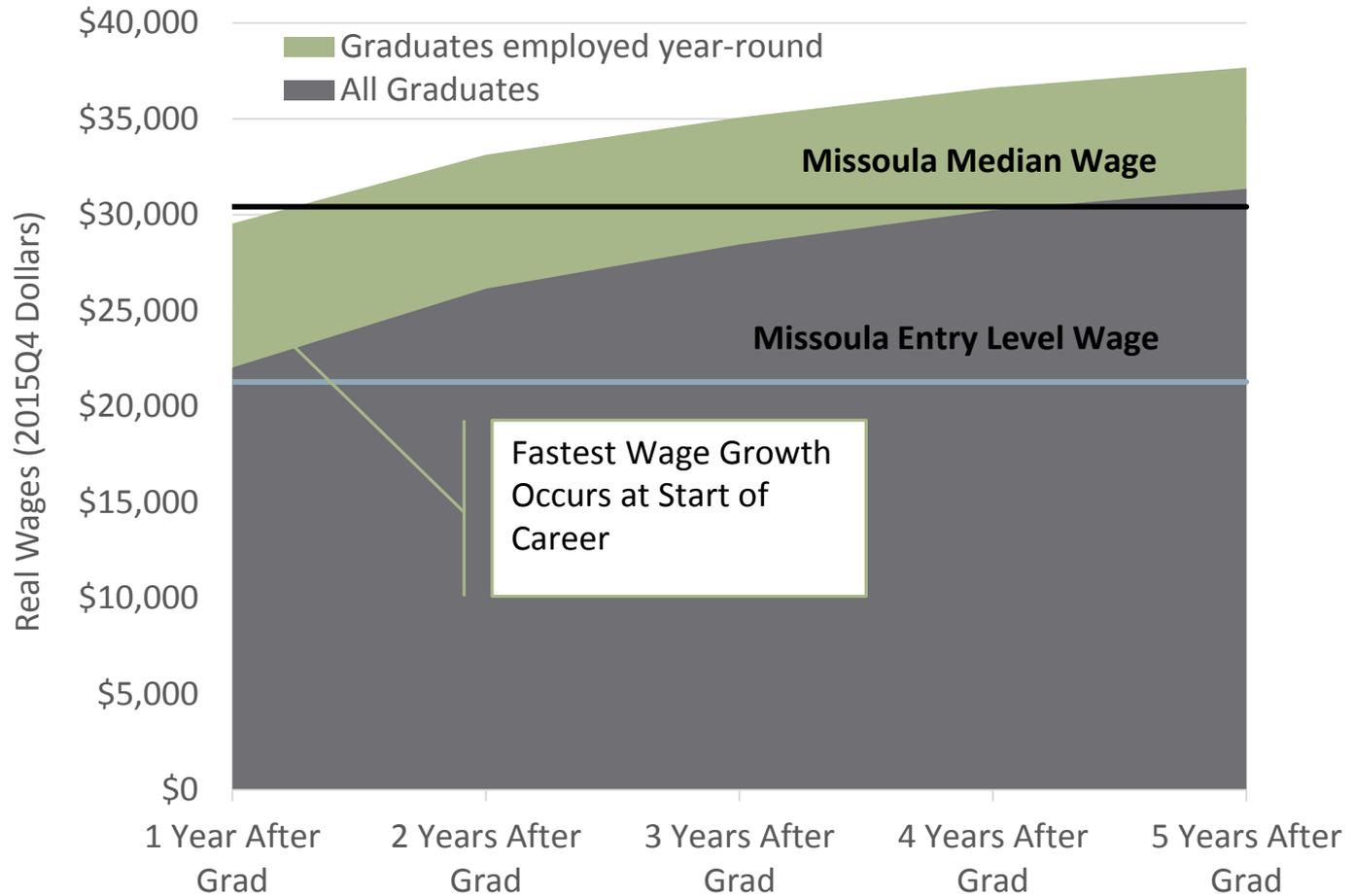
Figure 2.4 (page 28)

83% of Missoula College graduates employed in MT one year after graduation

Average wages roughly \$22,000 in the first year

\$31,300 five years after graduation

Consistent wage earners and incumbent workers make more



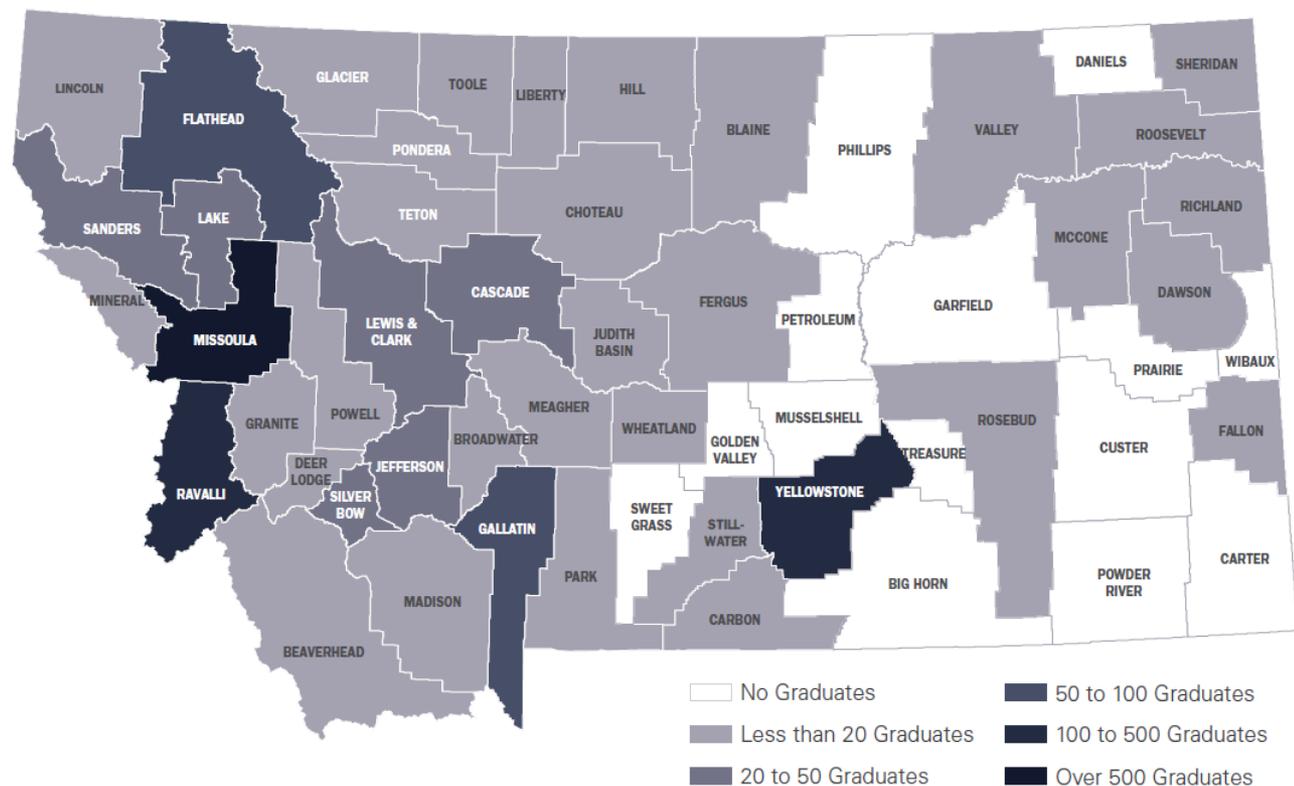
Source: Data match by DLI. Entry and median wages in 2014 dollars from the Occupational Employment Statistics



Missoula College Supplies Local Labor Force

Figure 2.3 (page 27)

74% of employed Missoula College graduates join the local workforce after graduation, making them an important economic asset for the Missoula region.



Source: MT DLI and OCHE MUS graduate data wage match, excluding spring 2015 graduates. 2014 graduates identified using only two quarters of data, rather than full year for other included graduates. Graduate location based on the location of their primary employer.



Employment and Wages Outcomes by Industry

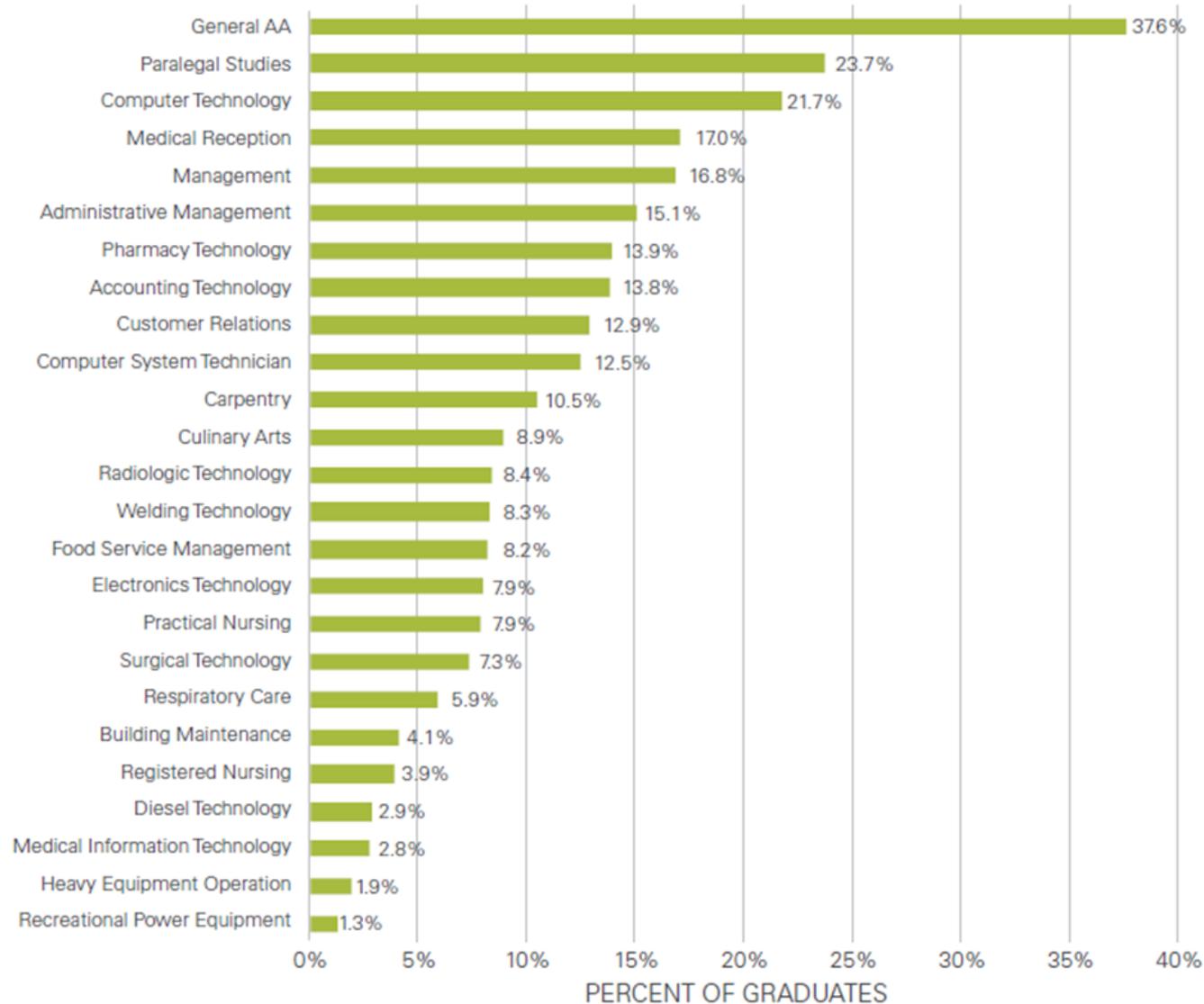
Figure 2.8 (page 32)

Industry	<u>One Year After Graduation</u>		<u>Five Years After Graduation</u>		Local Area
	% of Employed Graduates	Wages	% of Employed Graduates	Wages	Avg Annual Wage
11 Agriculture	0.7%	\$19,386	0.6%	\$30,852	\$47,170
21 Mining	0.5%	\$33,792	0.7%	\$46,492	\$52,589
23 Construction	4.7%	\$19,975	5.2%	\$28,201	\$42,536
33 Manufacturing	3.8%	\$21,885	4.2%	\$31,829	\$37,872
42 Wholesale Trade	3.2%	\$26,902	3.5%	\$33,651	\$51,376
44 Retail Trade	11.2%	\$16,110	9.6%	\$25,365	\$25,940
48 Transportation	1.9%	\$24,165	2.0%	\$30,783	\$36,332
51 Information	1.0%	\$21,252	0.8%	\$34,266	\$46,326
52 Finance	2.5%	\$21,912	3.4%	\$34,312	\$57,166
53 Real Estate	1.0%	\$15,700	1.2%	\$25,694	\$33,622
54 Prof. and Tech. Services	5.0%	\$22,200	5.7%	\$30,690	\$58,157
56 Admin and Waste	6.6%	\$15,317	5.3%	\$26,026	\$29,128
61 Educational Services	4.9%	\$14,807	5.2%	\$22,406	\$21,776
62 Health Care	35.8%	\$29,287	38.8%	\$36,893	\$42,717
71 Arts, Entertain and Rec	1.9%	\$13,286	1.2%	\$22,909	\$17,948
72 Acc. and Food Service	9.4%	\$12,444	5.3%	\$18,718	\$15,759
81 Other Services	3.3%	\$15,602	2.6%	\$25,547	\$24,800
92 Public Admin	2.5%	\$23,673	4.4%	\$31,221	\$45,300

Bachelor's Degree Attainment of Graduates

Figure 2.2 (page 25)

- 10% of graduates obtained a higher degree above their Missoula College degree after graduation.
- General studies has the highest bachelor degree attainment rate, at 38%.
- Programs with better wage outcomes tend to have lower bachelor's degree attainment rates.





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How to Define Demand?

- MT DLI industry and occupational employment projections for the NW Region
- Not expected to fill 100% of Demand for the region

Growth
Openings



Total
Openings
(Replacement
& Growth)





About Employment Projections

Montana Department of LABOR & INDUSTRY

Search LMI...

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Labor Market Information (11)

- Articles (16)

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Montana Employment Projections 2015-2024

Created: Thursday, May 28, 2015

The Montana employment projections provide information for businesses planning workforce needs, for education institutions training future workers, for existing workers looking to advance in their career, and for students trying to make informed decisions about their career opportunities.

Also where you can find the full Missoula College Publication



Four Supply and Demand Analyses

INDUSTRY

Demand: Estimated annual employment growth by industry in the Northwest

Supply: The number of Missoula College graduates who find employment in the industry one year after graduation.

PROGRAM OF STUDY

Demand: The sum of estimated annual employment growth for all occupations graduates from the program would be qualified to fill.

Supply: The annual average number of graduates from the program over the last three academic years.

OCCUPATION

Demand: Estimated annual employment growth by occupation for high-demand occupations in the Northwest that require an Associate's Degree or post-secondary award.

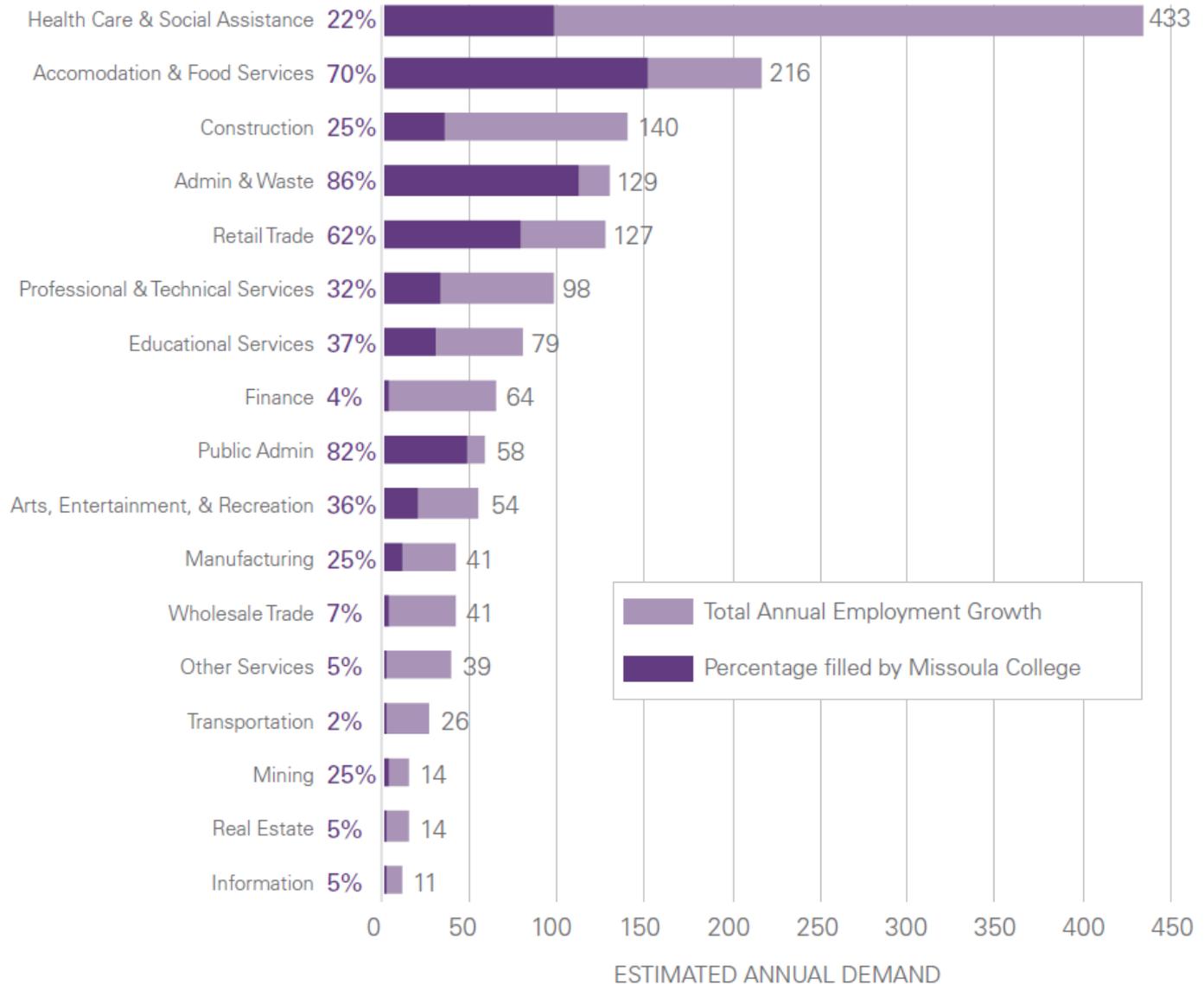
Supply: Average annual number of Missoula College graduates over the last three academic years who graduate from programs that prepare them to work in the occupation.

EMPLOYMENT AND WAGES BY PROGRAM OF STUDY

Employment and wage outcomes for graduates confirm conclusions of the other three supply and demand analyses. Under-supplied programs have better outcomes than over-supplied programs.

Supply and Demand by Industry

Figure 3.2





Supply and Demand by Occupation

Figure 3.5 (page 42)

	Ed Req.	Occupation	Total	Growth	MC Supply	GAP Analysis
Very-High Demand (Top 10% of occupations)	Associate's Degree	Registered Nurses	90	40	35	Under Supplied
		Dental Hygienists	10	5	0	No Program
		Web Developers	10	4	0	No Program
		Preschool Teachers	9	3	0	No Program
		Forest and Conservation Techs	34	0	0	Meets Demand
	Post-Secondary Award	Nursing Assistants	56	25	0	No Program
		Heavy/Tractor-Trailer Truck Drivers	51	22	0	No Program
		LPN and LVN	37	17	37	Meets Demand
		Medical Records and HIT	22	9	0	No Program
		High Demand (Top 25% of occupations)	Associate's Degree	Paralegals and Legal Assistants	8	4
Medical and Clinical Lab Techs	7			3	0	No Program
Radiologic Technologists	ND			ND	11	Over Supplied
Respiratory Therapists	4			2	11	Over Supplied
Medical Equipment Repairers	4			2	0	No Program
Architectural and Civil Drafters	4			1	7	Over Supplied
Post-Secondary Award	EMTs and Paramedics		17	8	0	No Program
	Dental Assistants		15	7	0	No Program
	Medical Assistants		11	6	6	Meets Demand
	Firefighters		11	3	0	No Program
	Hairdressers and Cosmetologists	15	3	0	No Program	

Supply and Demand by Program

Figure 3.6 (page 44)

Meets Demand: 6 programs

Under Supply: 10 programs

Expansion Candidates:

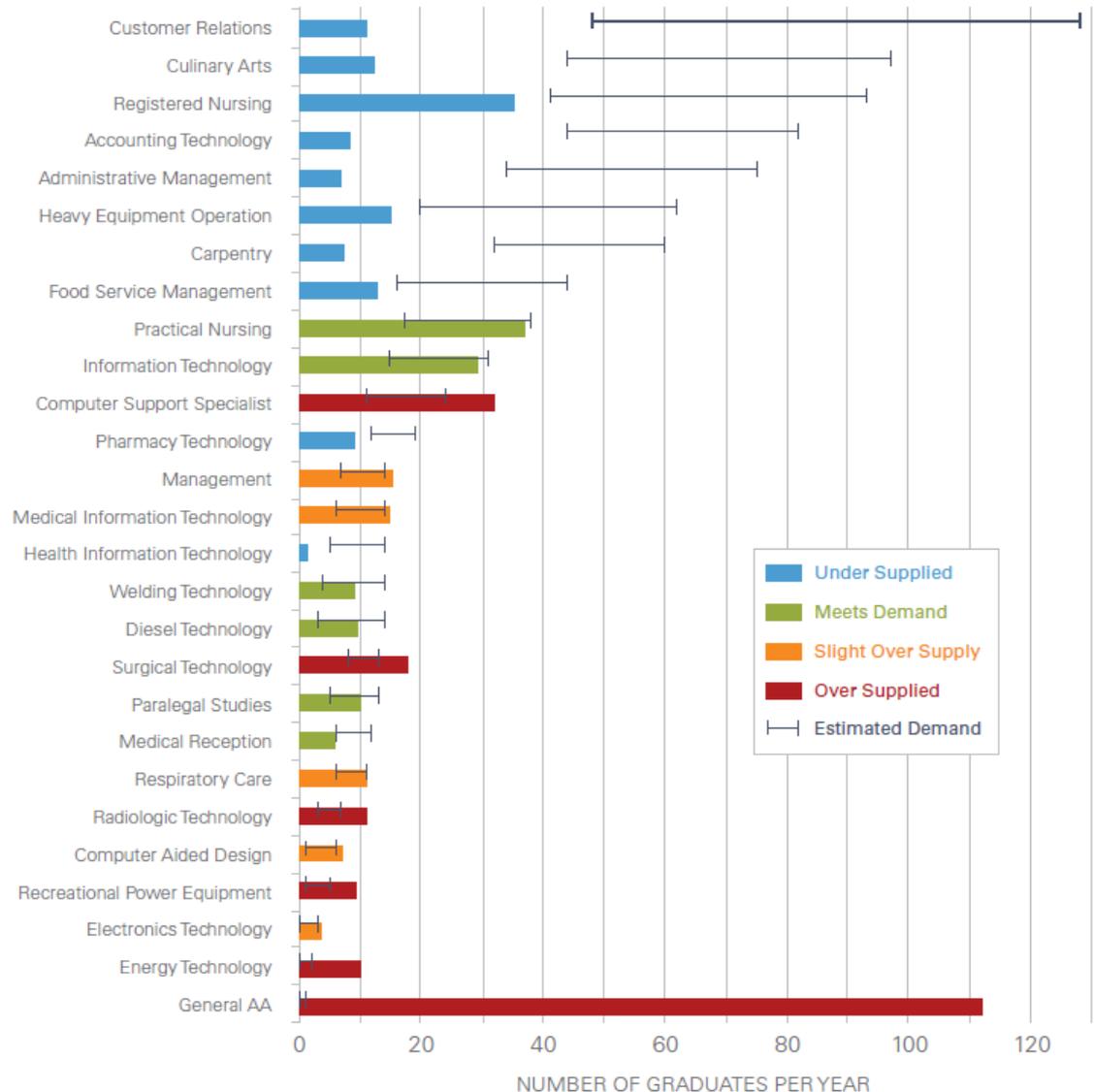
- Registered Nursing
- Health Information Technology
- Pharmacy Technology

Slight Over Supply: 5 Programs

Programs

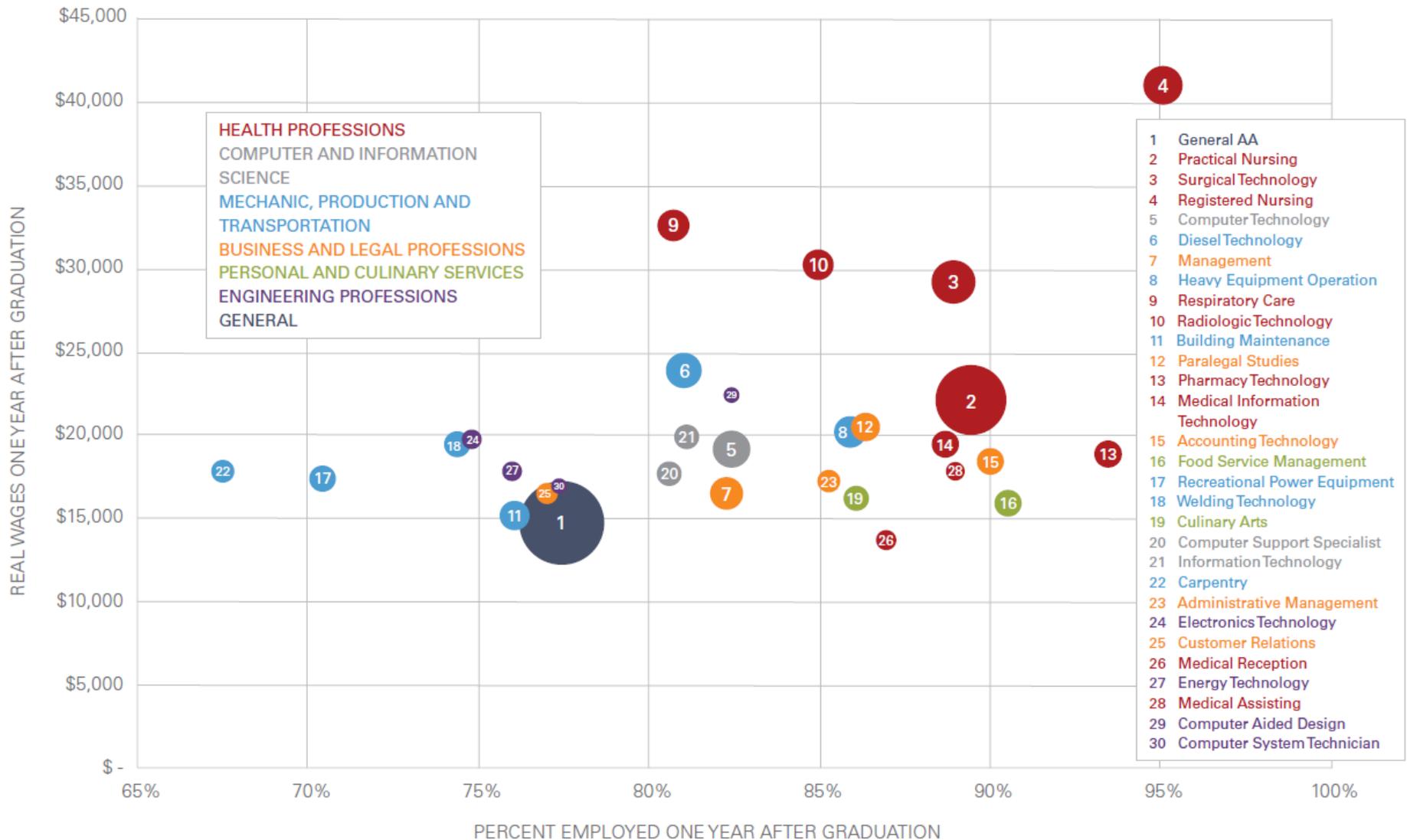
Over Supply: 6 Programs

- General Studies students better served by more specific degree programs.



Workforce Outcomes by Program

Figure 3.8 (page 48)





Future Research

- **Statewide Report: September 2016**
 - All MUS college supply compared to statewide projections
 - Include wage data from Wyoming, Idaho, South Dakota
 - Potentially include private college supply

- Continue college-level reports
 - Require securing long term funding
 - Condensed version
 - Consistently and regularly produced (2-year or 5-year)



More Information at [LMI.MT.GOV](https://lmi.mt.gov)

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