

# Meeting Workforce Needs Collaboratively: A Large Employer and Local Colleges (A Workforce Partnership between a Major Employer and HSIs)

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Managed by Triad National Security, LLC for the U.S. Department of Energy's NNSA

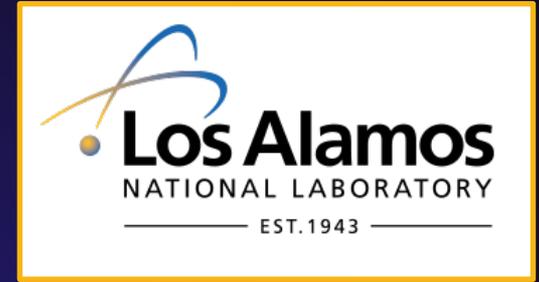


NORTHERN  
New Mexico  
College



LOS ALAMOS

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# About Los Alamos National Laboratory

LANL is a multidisciplinary research institution engaged in strategic science on behalf of national security. The Laboratory strives to enhance national security and make the world safer through research and advances in innovative science and technology. The Lab inspires the talent of its workforce and the region to solve problems related to energy, environment, infrastructure, health, and global security concerns.

LANL currently employs 11,700 and anticipates hiring 1000+ people this year.



## About UNM-Los Alamos



The University of New Mexico Los Alamos campus is an innovative, rigorous, and affordable comprehensive branch community college that provides foundations for transfer, leading-edge career programs, and lifelong learning opportunities. UNM-LA is an HSI branch campus of the University of New Mexico, an HSI and a Carnegie-designated Research 1 state flagship university.

UNM-LA enrollment was 1,146 students last semester, with 48% Hispanic and 62% minority students. UNM-LA offers 27 degrees and certificate programs.

Photo: UNM-LA Community Internship Collaboration Interns



**NORTHERN  
New Mexico  
College**

## About Northern New Mexico College

Northern New Mexico College (NNMC) is a minority-serving institution, offering bachelor's, associate, and certificate programs. The college primarily serves rural communities within a 40-mile radius of its campus in Española, New Mexico, within one of the most underserved regions in the state.

NNMC's enrollment is 1,120 students this semester, with 74% Hispanic and 11% Native-American students. 70% are Pell Eligible and most are first-generation college students.



NNMC Scholarship Recipients

# An opportunity created by the perfect storm

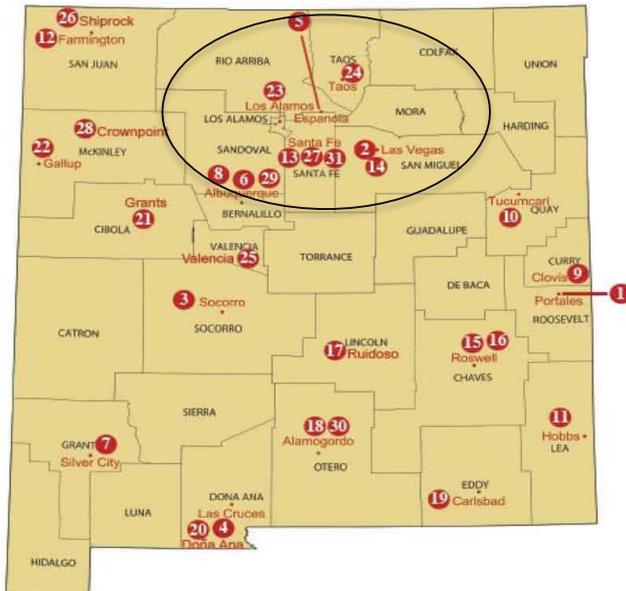
- Shifting workforce needs by a large regional employer
- New Leadership
  - November 1, 2018, Thom Mason begins as President and CEO of Triad National Security, LLC and as the Director of Los Alamos National Laboratory.
  - January 1, 2019, Michelle Lujan Grisham is sworn in as the 32<sup>nd</sup> Governor of the State of NM
  - February 21, 2019, Kate O’Neill confirmed as NM Secretary of Higher Education
  - In the last five years, all of the six regional colleges/universities have welcomed new leadership (Presidents/Chancellors)



**Above:** Thom Mason, LANL rector, and Kate O’Neill, NM Secretary of Higher Education  
**Left:** Michelle Lujan Grisham, Governor of NM

# How We Work Together

## STATE-FUNDED COLLEGES, UNIVERSITIES, TRIBAL COLLEGES & SPECIAL SCHOOLS IN NEW MEXICO



### FOUR-YEAR PUBLIC COLLEGES & UNIVERSITIES:

- 1 - Eastern New Mexico University, Portales (1934)
- 2 - New Mexico Highlands University, Las Vegas (1893)
- 3 - New Mexico Institute of Mining and Technology, Socorro (1889)
- 4 - New Mexico State University, Las Cruces (1888)
- 5 - Northern New Mexico College, Espanola (1909)
- 6 - University of New Mexico, Albuquerque (1889)
- 7 - Western New Mexico University, Silver City (1893)

### TWO-YEAR COMMUNITY COLLEGES:

- 8 - Central New Mexico Community College, Albuquerque (1965)
- 9 - Clovis Community College, Clovis (1961)
- 10 - Mesalands Community College, Tucumcari (1979)
- 11 - New Mexico Junior College, Hobbs (1966)
- 12 - San Juan College, Farmington (1956)
- 13 - Santa Fe Community College, Santa Fe (1983)
- 14 - Luna Community College, Las Vegas (1969)
- 15 - New Mexico Military Institute, Roswell (1945)

### TWO-YEAR BRANCH COMMUNITY COLLEGES:

- 16 - ENMU-Roswell (1958)
- 17 - ENMU-Ruidoso (1958)
- 18 - NMSU-Alamogordo (1959)
- 19 - NMSU-Carlsbad (1950)
- 20 - NMSU-Doña Ana (1973)
- 21 - NMSU-Grants (1968)
- 22 - UNM-Gallup (1968)
- 23 - UNM-Los Alamos (1956)
- 24 - UNM-Taos (1923)
- 25 - UNM-Valencia (1978)

### TRIBAL COLLEGES:

- 26 - Diné College, Shiprock (1968)
- 27 - Institute of American Indian Arts, Santa Fe (1962)
- 28 - Navajo Technical College, Crownpoint (1979)
- 29 - Southwestern Indian Polytechnic Institute, Albuquerque (1971)

## Programs

- Pipeline
- Incumbent Training

# One Example of Our Work Together

- RCT training programs at Northern NM College and UNM-LA



*“The Laboratory needs trained radiological control technicians so we can carry out our crucial operations safely, and we see a strong demand for these positions into the future. We’re very excited to collaborate with Northern New Mexico College in Española to build an education program to prepare area residents to do this work.”*

~Thom Mason

- Resulted in two certificate programs and an Associate of Applied Science
- Engaged with the State to provide additional tuition assistance and apprenticeship opportunities to students



*Students from the new workforce development programs, together with leaders from partner organizations.*

# Fundamental Principles of Collaborative Work

- Open Communications
- Fairness of Opportunity
- Stacked and Latticed Credentials
- Encourage and Reward Collaboration



**Left to Right:** Rolando Rael, President Luna Community College; Sam Minner, President New Mexico Highlands University; Patrick Valdez, Chancellor UNM-Taos; Cindy Rooney, Chancellor UNM- Los Alamos; Rick Bailey, President Northern NM College; and Becky Rowley, President Santa Fe Community College

# Lessons Learned

- Importance of Collaboration
- Frank and Honest Feedback
- Understanding of Lead Times
- Need for Data
  - Demand Signal Strength and Duration of Need
- Awareness of Resource Constraints
- Challenge Durability of Funding Mechanisms
- Joint Appointments
- Creation of LANL Pipelines and Partnerships Office



Students participating in the SFCC/LANL STEM Core Student Orientation.

# Thank you!

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Questions?

# Your Turn

- What are you doing?
  - Who wants to share their workforce partnership experience?
- How do employers in your area signal workforce needs?
- Is your institution talking about achievement in labor market outcomes in the region? In what way?
- Are you communicating to your students regional workforce needs and connecting them to your programs? How?
- What might you want to share about your internship or apprenticeship programs?

# One more

- Please talk with 1-2 of the individuals around you and share your biggest “take-aways” and “to do items” from this session.