

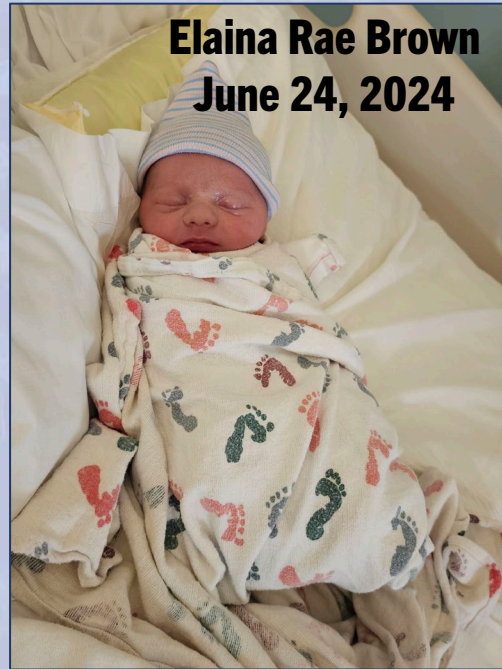


# **THE BIG PICTURE**

## **2024 State of the College Address**

**Fall 2024 LCCC Convocation**  
**Dr. Joe Schaffer, President**  
**August 12<sup>th</sup> 2024**

# Newest Golden Eagles





**Michael Lange**

**Community College Leadership Certificate**

**University of Wyoming**



# **Dr. Gabbi King**

**Board Certification in Geriatric Physical Therapy**



**Dr. Henry Oh**  
**Pillar Award Recipient**  
**by the American Medical Technologists**

# Dining Services Kudos and News!



# Recent Retirement News



Stacy Shultz-Bisset



Edie Cox



Kathy Lake



Julie Gerstner



Susie Lemaster



**Chad Marley**

**Chief Information Officer**

**New CIO at Aimes Community College!**



LARAMIE COUNTY COMMUNITY COLLEGE  
 **GOLDEN EAGLES**



2023 **CO-ED SOFTBALL**  
**CITY CHAMPS!**

# The Big Picture

**CONVOCATION | FALL 2024**

A painting depicting the parable of the blind men and an elephant in a forest. A large elephant is the central focus, with several blind men touching different parts of its body. One man is riding on its back holding a colorful fan, another is touching its side, one is holding its tusk, and others are touching its legs. The scene is set in a dense, green forest.

# THE BLIND MEN & THE ELEPHANT



# @ LCCC We Believe...

- **For Wyoming to prosper, some communities must burden a heavier lift - especially those in SE Wyoming (Cheyenne and Laramie).**
- **Because of our presence in SE Wyoming, LCCC can have a direct impact on the state's economic and social prosperity.**



# **The Big Picture: A 20-Year Plan for LCCC**

- 1. Building a Culture**
- 2. Creating a Place People Want to Be**
- 3. Ensuring More Students Succeed**
- 4. Attract Them, Develop Them, and Keep them Here**
- 5. Post-Completion Success for our Students and Communities**



# 1.) Building a Culture

CONVOCATION | FALL 2024

# Wyoming Tribune

WEDNESDAY, MARCH 1, 2015

CHEYENNE, WYOMING



## SURVEY: LCCC STAFF NEED A MORALE BOOST

Almost half of the college's employees took the survey, and some said communication and salaries could be better.

values are being tested, and culture is being tested, decisions are being implemented, and communication is a challenge as these things are happening."

### LCCC COLLEGE

By Aerin Curtis  
acurtis@wyomingnews.com

CHEYENNE  
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Aerin Curtis  
LCCC  
report

By Becky Orr  
borr@wyomingnews.com

CHEYENNE  
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Laramie C  
College sa  
the school  
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On Wed  
report

"WE FEEL  
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PERSON WI  
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CAN SAY  
AND BURN  
JUSTIN O

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TELL US WHAT YOU THINK: Contact us via email at [opinion@wyomingnews.com](mailto:opinion@wyomingnews.com)



**What we value, how we behave.**

**Authenticity**

**Innovative  
Agility**

**Openness**

**Passion**

**Inclusion**

**Desire to Make  
a Difference**

**Commitment to  
Quality**

# **Making our people a priority.**

**59.3% || \$5.3 Million**

**The amount of discretionary dollars invested in employee wage and benefit growth between FY20 and FY24.**

**&**

**In FY25, we have committed 29.25% of our new budget dollars to an employee Cost of Living Adjustment (COLA).**

# LCCC invests more than most others.

## 2023-2024 Mountain States Association of Community Colleges Salary Survey

<b>Area</b>	<b>Rank for WY CC (n=8)</b>	<b>Regional Rank (n=33)</b>
<b>Average 9-mo Faculty Salary</b>	<b>1</b>	<b>10</b>
<b>Academic Affairs</b>	<b>1</b>	<b>9</b>
<b>Executive Leadership</b>	<b>1</b>	<b>11</b>
<b>Trades</b>	<b>1</b>	<b>5</b>
<b>Student Services</b>	<b>1</b>	<b>7</b>
<b>Technology Support</b>	<b>2</b>	<b>12</b>
<b>Administration &amp; Finance</b>	<b>2</b>	<b>9</b>
<b>Institutional Support</b>	<b>2</b>	<b>8</b>
<b>Support Staff</b>	<b>2</b>	<b>14</b>

Source: LCCC HR Office Analysis of Mountain State's Association of Community College's Annual Salary Survey

***It's more than compensation.  
It's about the sense of  
community, the  
meaningfulness of our impact,  
and creating the place where  
our employees can do the best  
work of their careers.***



**TALON  
ROGUES**  
A WEEK OF WELCOME EVENT

LIVE MUSIC

GAMES

FOOD

5 P.M. ★ WEDNESDAY, AUG. 21  
MCILVAINE PLAZA

STUDENT  
ENGAGEMENT  
@LCCC

The poster features a yellow and blue color scheme with a sunburst background. It includes icons for a penguin playing a guitar, a target, and a sandwich with a drink. The text is in bold, stylized fonts.

## **2.) Creating a Place People Want to Be**

**CONVOCATION | FALL 2024**

***“Space is the breath of art.”***

- Frank Lloyd Wright

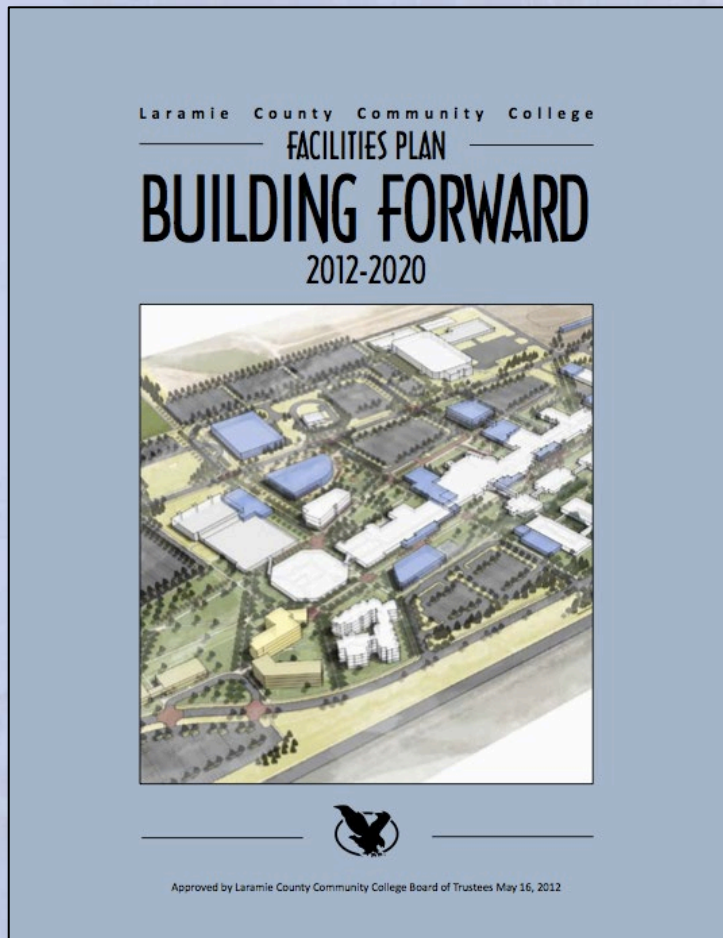
***“Your environment influences your mindset.”***

- Robin S. Sharma

***“You just get the vibes of your surroundings  
and it rubs off on you.”***

- Gordon Lightfoot

# Building Forward (2012-2020)



## Aggressive Eight-Year Facilities Plan

- 1. University/Student Center**
- 2. Flex Tech Building**
- 3. Residence Halls**
- 4. Performing and Fine Arts Building**
- 5. Albany County Campus Expansion @ UW**
- 6. Campus Face-Lift**



**\$130 Million**

**in capital improvements!**





# Recreation & Athletics Complex



**\$35 Million**

# Exterior Renewal Project



Andrikopoulos Business & Technology Building

# 4 Phases



PHASE ONE  
1  
LCCC'S EXTERIOR RENEWAL PROJECT

**ADMINISTRATION BUILDING**  
Project Cost: \$2,284,587

The Administration Building was the first building on the LCCC campus. It was constructed over 50 years ago. This project includes an upgrade to the exterior building surface to provide for a more modern look to the building while also creating a sense of individuality. The new exterior will also help to help maintain the structural integrity of the original concrete walls, and increase the energy efficiency for the long term.

PHASE 1 – ESTIMATED COST \$11,798,836

**CENTER FOR CONFERENCES & INSTITUTES**  
Project Cost: \$2,275,168

The Center for Conferences and Institutes (CCI) building is the top LCCC priority for an exterior renewal that would insulate and seal existing precast concrete surfaces. This will upgrade the exterior building surface, provide for a more modern look to the building, help maintain the structural integrity, and increase the energy efficiency for the long term. This project also includes an improved entry node for the building. The CCI building is one of the three original buildings on the LCCC campus, constructed over 50 years ago.

**FINE ARTS BUILDING**  
Project Cost: \$4,648,140

The interior of the Fine Arts building was recently renovated, and a small portion of the exterior was renewed when the Surbrugg/Prentice Auditorium was built. This project would complete the entire building as well as provide an entry node built for Wyoming weather on the south facing portion of the building that has lacked a defining entrance. The node will provide entry improvements designed to help mitigate weather condition caused challenges and possible injuries while accessing buildings.

**TRAINING CENTER**  
Project Cost: \$1,868,608

The Training Center building is the second priority for LCCC for exterior renewal and improved entry. This will upgrade the exterior building surface, provide for a more modern look to the building with a sense of individuality, help maintain the structural integrity of the original concrete walls and increase the energy efficiency for the long term. This project also includes an improved entry node for the building. The Training Center building is one of the three original buildings on the LCCC campus, constructed over 50 years ago.

PHASE THREE  
3  
LCCC'S EXTERIOR RENEWAL PROJECT

- CAREER & TECH ED  
Project Cost: \$2,986,695
- ARP BUILDING  
Project Cost: \$3,592,125
- EDUCATION & ENRICHMENT CENTER  
Project Cost: \$2,636,550

PHASE 3 – ESTIMATED COST \$9,215,370

PHASE FOUR  
4  
LCCC'S EXTERIOR RENEWAL PROJECT

- CROSSROADS BUILDING  
Project Cost: \$3,519,759
- FOUNDATION HALL  
Project Cost: \$2,472,638
- AG BUILDING & ARENA  
Project Cost: \$7,000,000

PHASE 4 – ESTIMATED COST \$12,992,397

PHASE TWO  
2  
LCCC'S EXTERIOR RENEWAL PROJECT

**AUTOMOTIVE TECHNOLOGY**  
Project Cost: \$4,184,740

A heavily used, historical building, that houses primarily LCCC's Automotive Technology degree and certificate programs.

PHASE 2 – ESTIMATED COST \$11,887,604.50

**SCIENCE CENTER**  
Project Cost: \$6,691,807

This building is the cornerstone for our Sciences, housing Chemistry, Biology, Dental Hygiene, X-Ray as well as other programs.

**COLLEGE COMMUNITY CENTER**  
Project Cost: \$6,357,447

A heavily used, 51-year-old multiuse building housing Dining Services, the Little Theater and student activity areas.

**CROSSROADS**  
Project Cost: \$6,541,215

This student focused building is home to Student Government, the Veteran Center, study areas, IT Helpdesk and Human Resources.



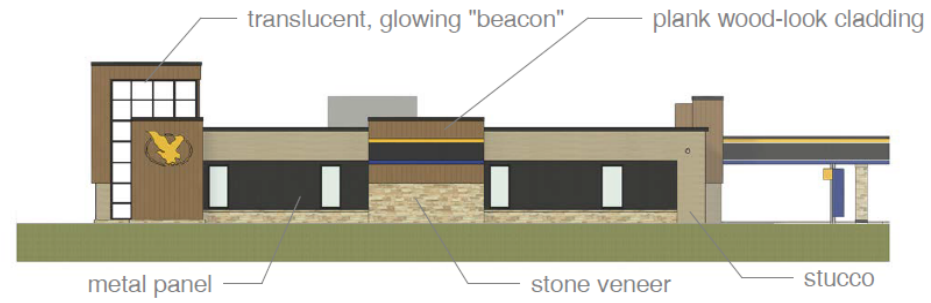


LARAME COUNTY  
COMMUNITY COLLEGE

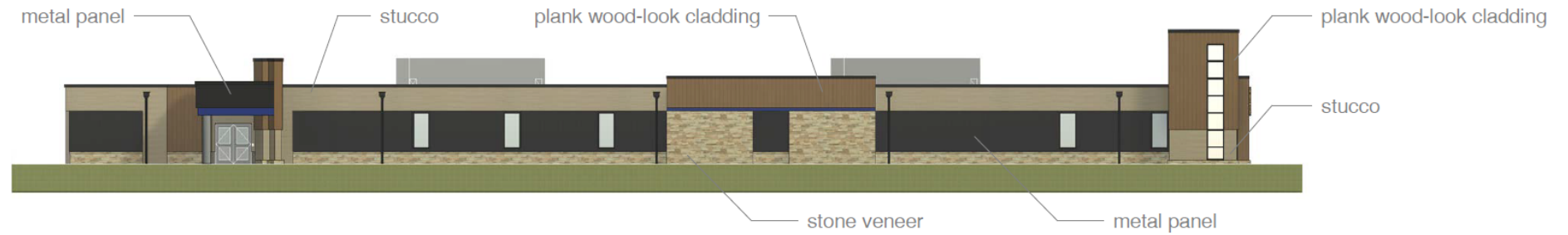


LARAME COUNTY  
COMMUNITY COLLEGE

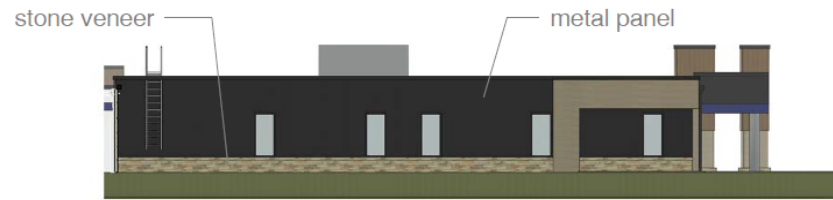




**SOUTH ELEVATION - Center for Conferences and Institutes**  
 1" = 20'-0"



**WEST ELEVATION - Center for Conferences and Institutes**  
 1" = 20'-0"



**NORTH ELEVATION - Center for Conferences and Institutes**  
 1" = 20'-0"

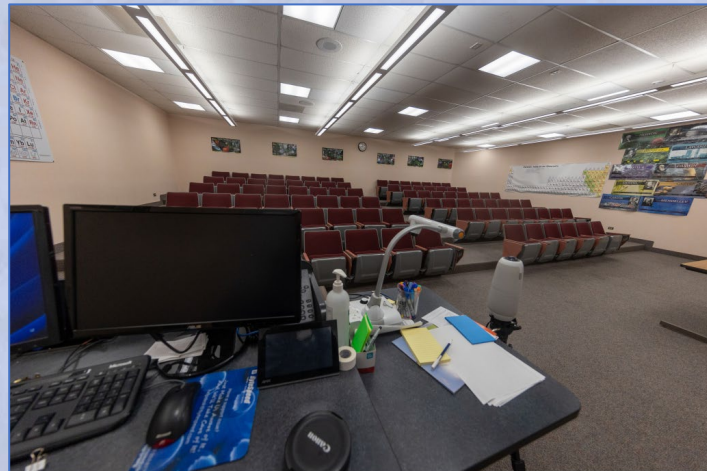


**EAST ELEVATION - Center for Conferences and Institutes**  
 1" = 20'-0"

# Leaning Spaces Master Plan



**Courtesy of ChatGPT!**

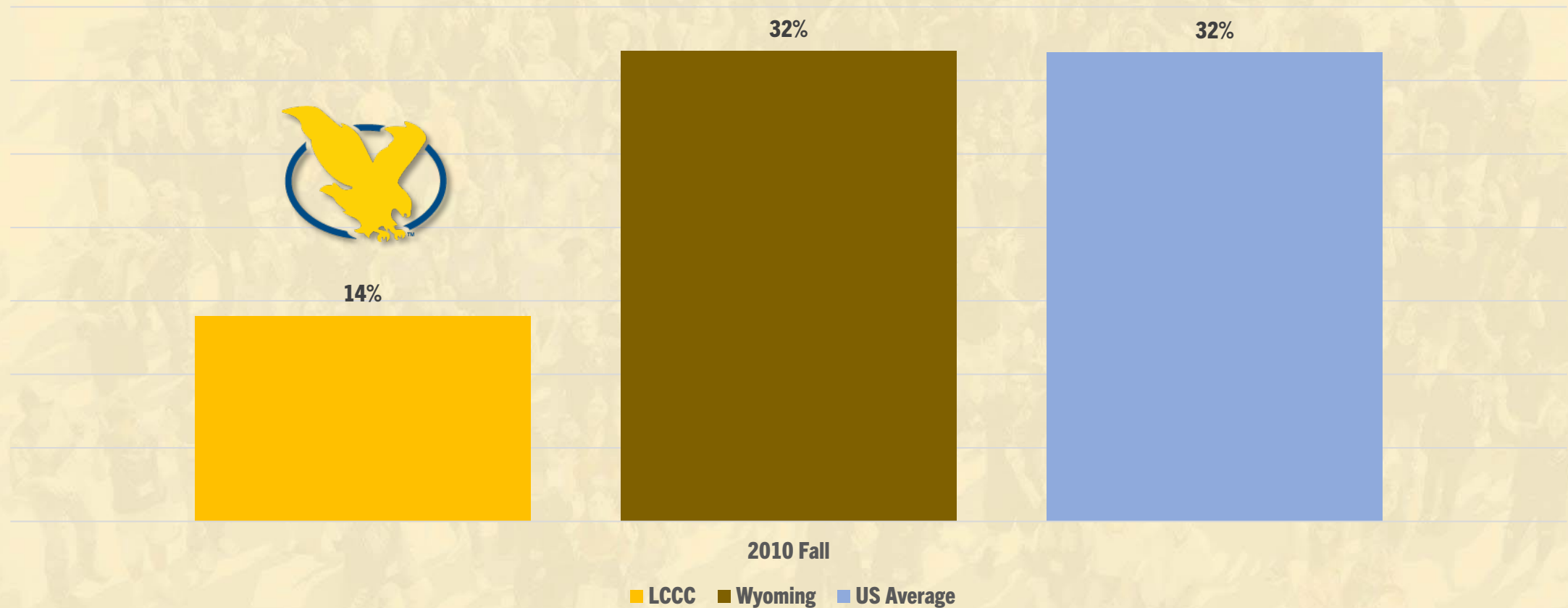


# **3.) Ensuring More Students Succeed**

**CONVOCATION | FALL 2024**

# Not that long ago...

## Graduation Rates of Public Two-Year Colleges (150% of Normal Time)



Source: LCCC Analysis of Integrated Postsecondary Education Data System (IPEDS) graduation rate data.



LARAMIE COUNTY COMMUNITY COLLEGE

# Strategic Plan

2013 – 2020



1400 East College Drive, Cheyenne, Wyoming 82007 | [lccc.wy.edu](http://lccc.wy.edu)

## Planning for Success

- Assessment and Placement
- Orientation
- Academic Goal Setting and Planning
- Registration before Classes Start

## Initiating Success

- Accelerated or Fast-Track Developmental Education
- First-Year Experience
- Student Success Course
- Learning Community

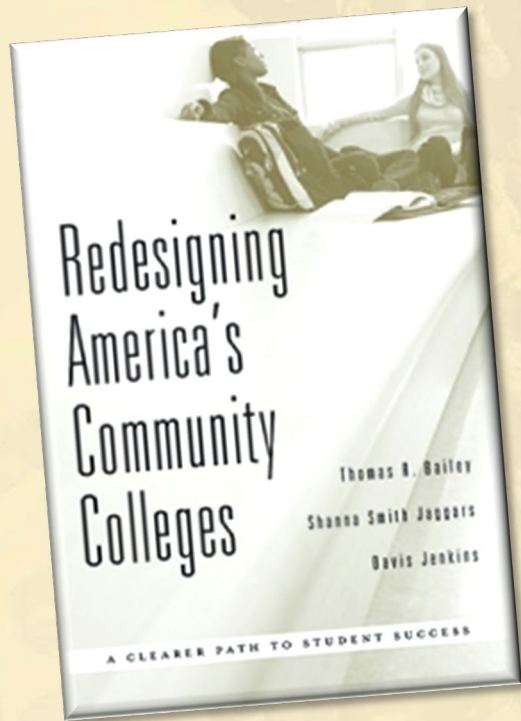
## Sustaining Success

- Class Attendance
- Alter and Intervention
- Experiential Learning Beyond the Classroom
- Tutoring and Supplemental Instruction

# Guided Pathways



# Guided Pathways



**Basic Principles - College students are more likely to complete a degree in a timely fashion if they:**

1. Choose a program and develop an academic plan early on;
2. Have a clear road map of the courses they need to take to complete a credential; and
3. Receive guidance and support to help them stay on path.

## **4 Pillars of Guided Pathways**

1. Clarify paths to student end goals
2. Help students choose and enter a pathway
3. Help students stay on path
4. Ensure that students are learning

# Early Pathways-esq Work

## Clarify the Paths

- **Developmental English Redesign**
- **Math Pathways**
- **Curriculum rEvolution**
- **Program Articulation Agreements**
- **Gen Ed Articulation with UW**
- **NACEP Accreditation**
- **Expanded Dual Enrollment in LCSD#2 and ACSD#1**

## Help Students Get on a Path

- **New Student Placement**
- **Mandatory Orientation**
- **Mandatory Student Success Course**
- **New Advising Model**

## Help Students Stay on a Path

- **New Advising Model**
- **Need-based Financial Aid**
- **LCCC Progress Grant**
- **Early Alert Systems**

## Ensure Students Are Learning

- **New Faculty Academy (CET)**
- **Academic Program Review Process**
- **Annual Assessment Planning**
- **Competency-Based General Education**

# Guided Pathways @ LCCC

## 9 Must Have's of LCCC's Guided Pathways:


### Clarify the Paths

 Pathways

 Program Maps

 Gen Ed 2.0

### Help Students Enter & Stay On a Paths

 Streamlined Entry

 Advising Model

 Co-Req Dev Ed

### Ensure Students are Learning

 Student Experiences

 Competencies

 Teaching Excellence



### Agriculture & Equine

Interested in farm- and ranch-related careers? Students in the Agriculture & Equine Pathway can explore many industry opportunities related to plants and food production, business and technical skills, as well as raising and training animals.



### Business & Accounting

Prepare for a career in the global economy with the Business & Accounting Pathway. Students gain accounting, financial and management skills to help employers and organizations function efficiently and plan for the future.



### Communication & Creative Arts

If you have a passion for creating, performing or sharing your ideas, the Communication & Creative Arts Pathway may be a great choice for you. These programs study human creativity and communication, while providing hands-on methods of expression, with options for a variety of careers.



### Health Sciences & Wellness

Ready to learn skills to improve people's lives, keep them healthy, and assist in emergencies? Explore the Health Sciences & Wellness Pathway. To meet the expanding demand for qualified health professionals, these programs combine classroom instruction, laboratory experience and clinical practice to assure that students obtain current, high-level skills.



### Human & Public Services

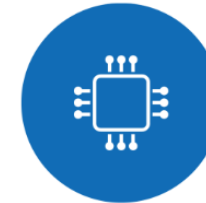
Explore how people think, feel and interact, both as individuals and as groups. Students in this pathway learn about discovering the past, solving social issues, teaching, improving quality of life, and planning for the future. Those who thrive while helping others may find this pathway ideal.



### Science, Technology, Engineering & Math

Develop your intellectual curiosity and logical reasoning skills as you expand your understanding of how the world works. Students in this STEM pathway research people, animals, machines, buildings and the universe as they learn about emerging technologies and prepare for continued education in their career paths.

# 8 LCCC Pathways



### Information Technology

Information Technology is a rapidly-growing, high-demand area that supports nearly all industries. It applies technology such as computer software, hardware, data and support in a variety of different ways to meet the needs of businesses and organizations.

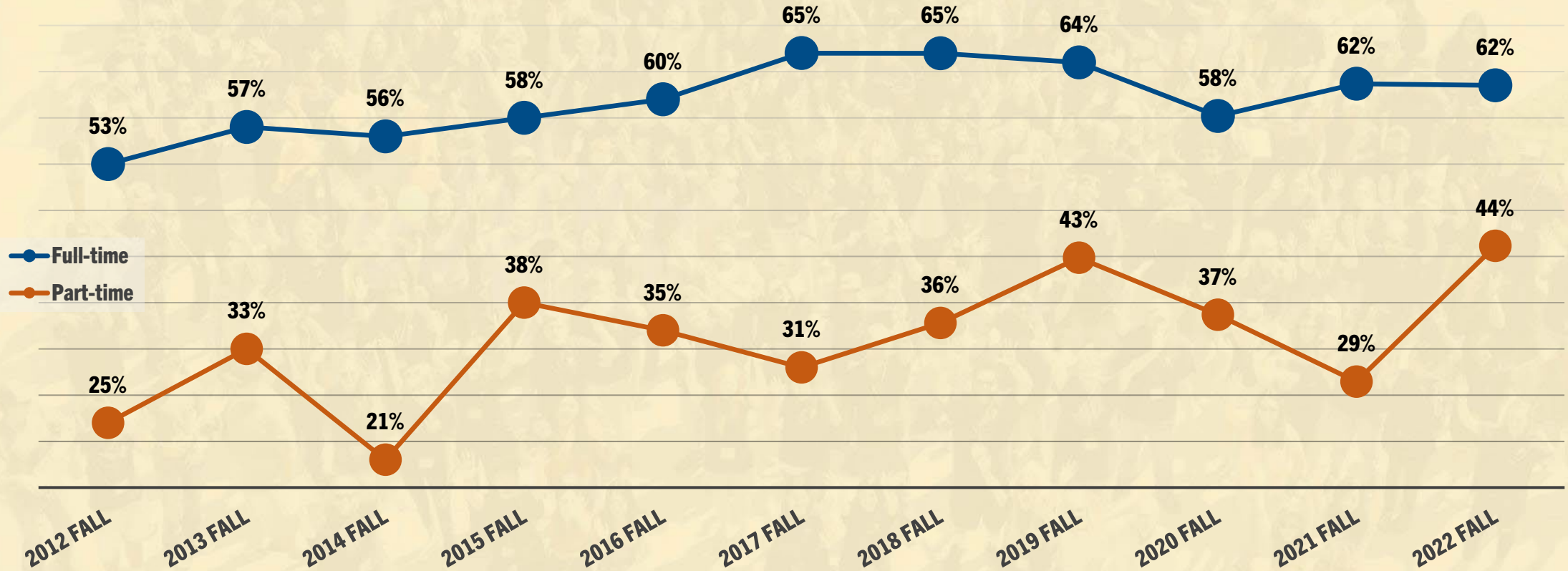


### Trades & Technical Studies

Do you like to work with your hands? Do you enjoy figuring out how things work and fixing problems? The high-demand jobs in Trades & Technical Studies may be a good fit for you. These programs study mechanics and construction of buildings, automobiles and more.

# Part-Time students persisting at an all-time high.

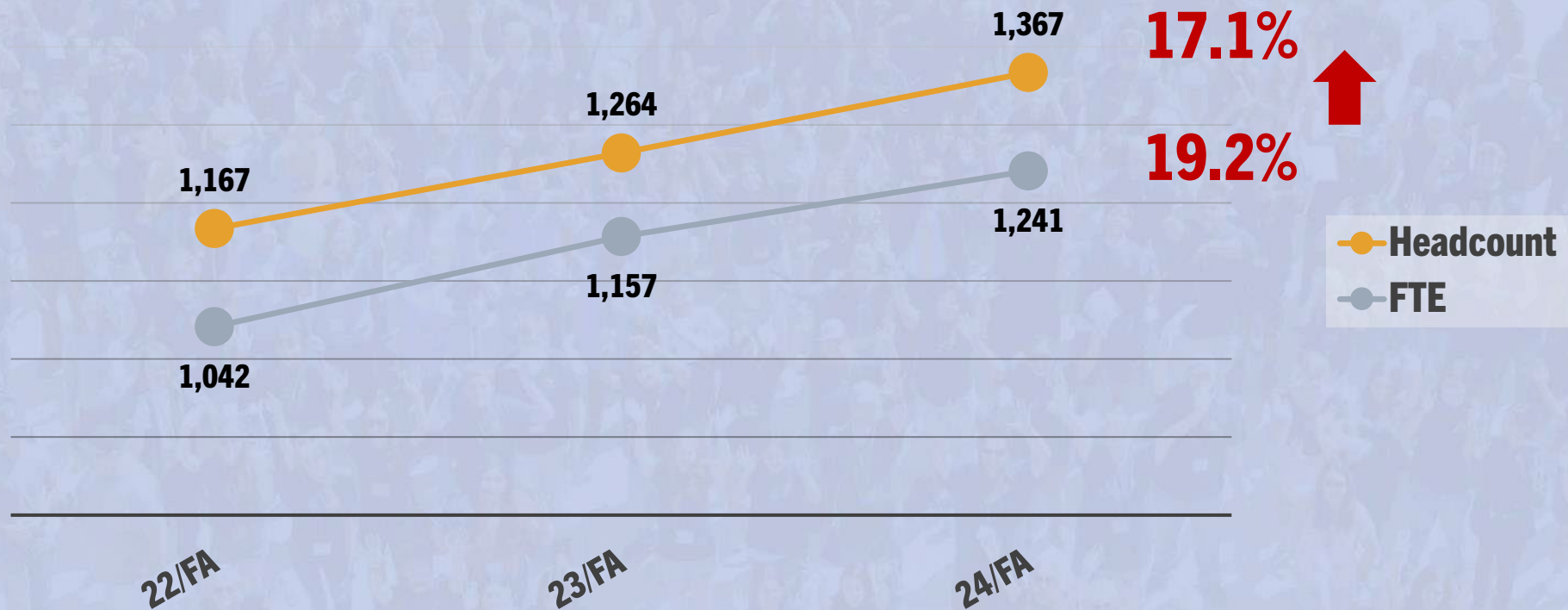
## Fall-to-Fall Persistence Rates



Source: Integrated Postsecondary Education Data System (IPEDS)

# Continuing students up also...

Continuing Student Enrollment  
1 Week Prior to Fall Semester Start

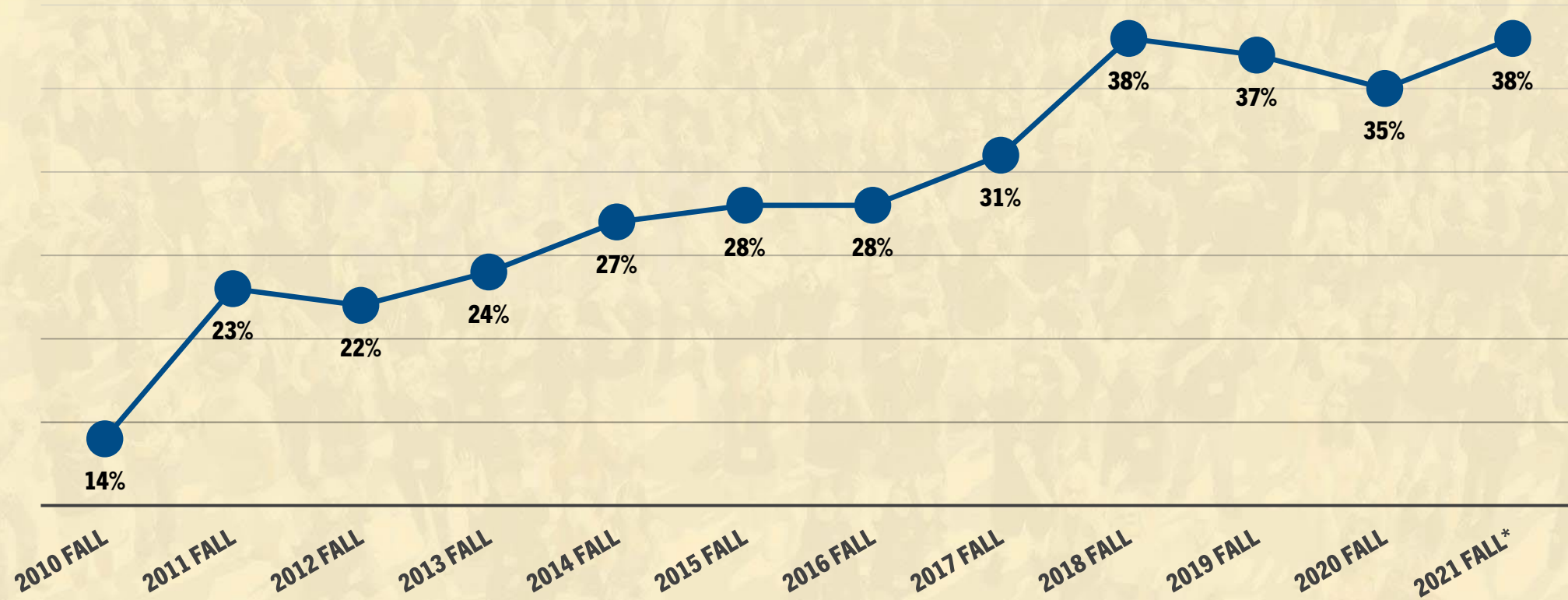


Source: LCCC Office of Institutional Research Enrollment Reports



# The work is paying off.

**LCCC Graduation Rates**  
(Entering Cohort 150% of Time)

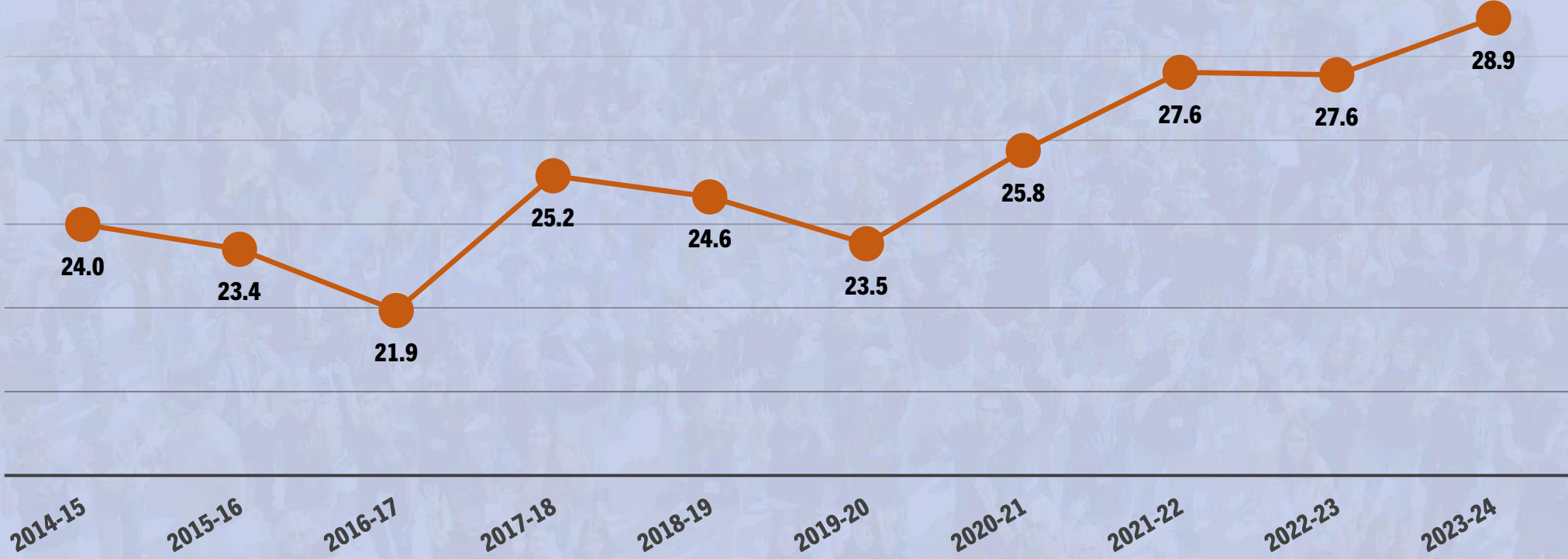


Source: Integrated Postsecondary Education Data System (IPEDS)

\* 2021 Cohort data is preliminary and an LCCC estimate.

# Awarding more credentials per student.

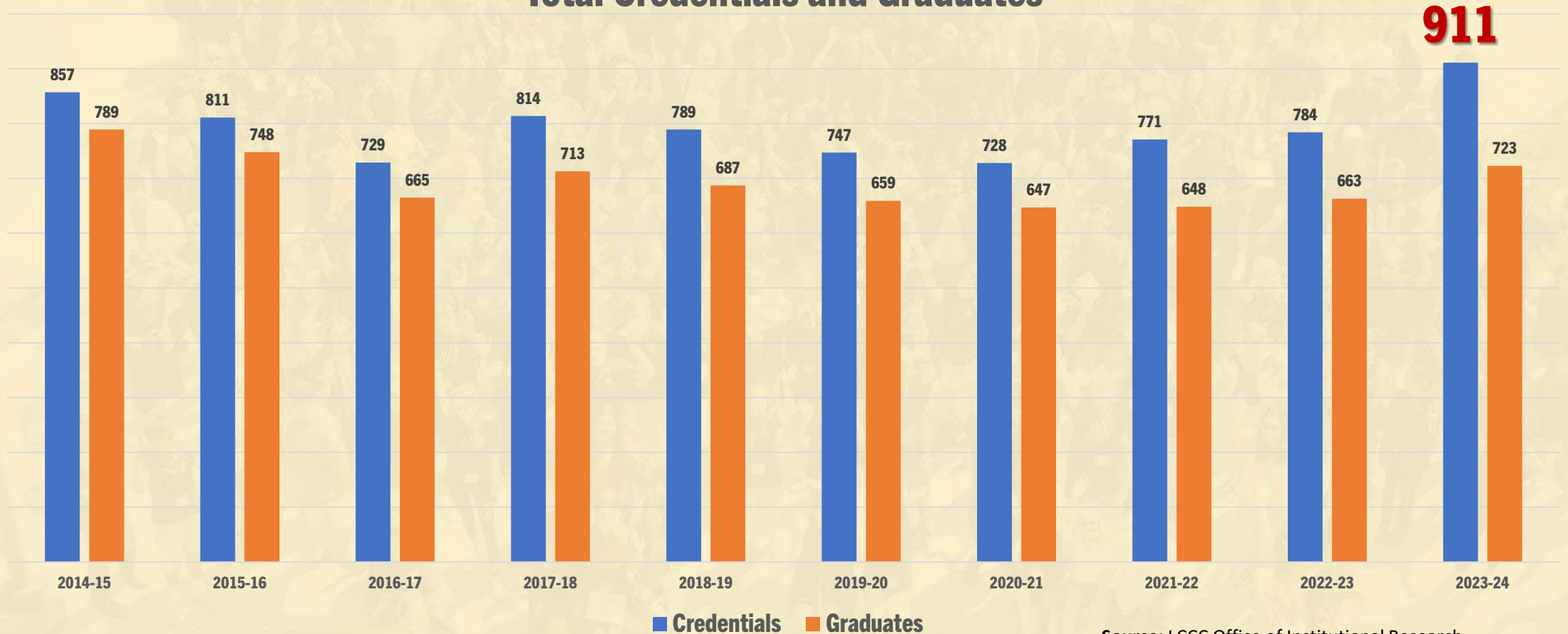
**LCCC Credential Production**  
Credentials Awarded per 100 FTE



Source: LCCC Office of Institutional Research

# New record for credentials awarded

## Total Credentials and Graduates



Source: LCCC Office of Institutional Research

A nationwide  
network  
committed to  
post-graduation  
success

**UNLOCKING  
OPPORTUNITY**



**CCRC** COMMUNITY COLLEGE  
RESEARCH CENTER

TEACHERS COLLEGE, COLUMBIA UNIVERSITY



# Unlocking at LCCC

## Strengthen the Program Portfolio

1. Clear Transfer Pathways
2. Applied, Valuable Pathway Degree in HSW
3. Equitable Dual/Concurrent Enrollment Aligned to Pathways

## Strengthen Supports to Enter & Complete High-Value Programs

4. Individualized Success Plans
5. STRT 1000 Reboot
6. Student-Focused Course Scheduling

## A Unique Experience, to Develop Unique Graduates

7. The LCCC Student Experience



# Equity ain't a bad word.

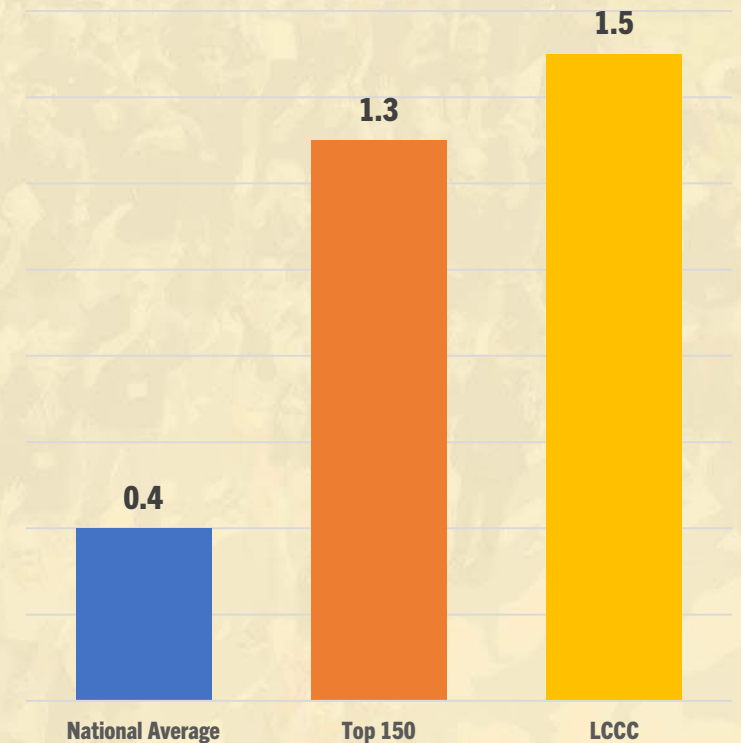
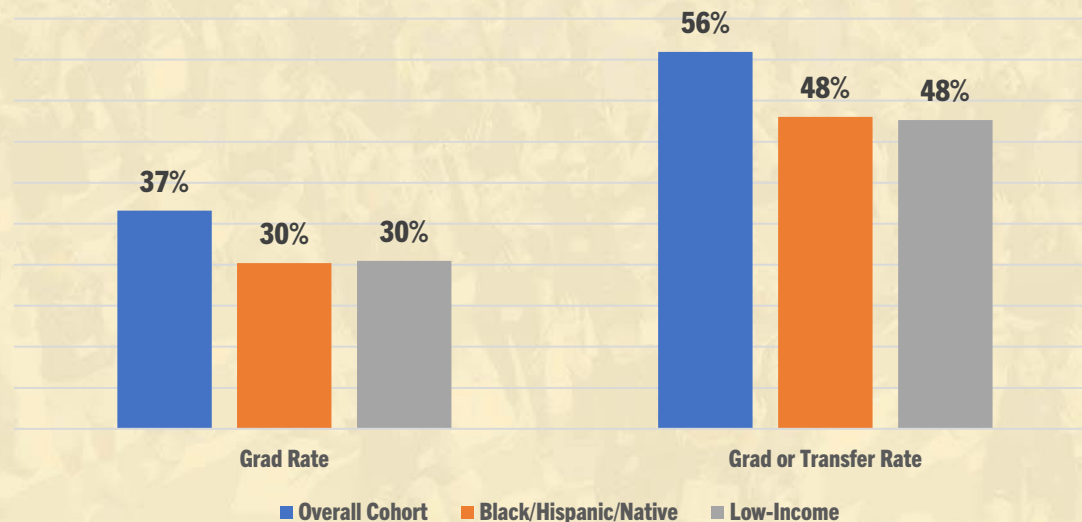
We have equity gaps that we want to close:

- Low-Income Students
- Students of Color
- First-Generation Students
- Part-Time Students



Year-to-year increase or decline over 5 years on Aspen Performance Variables for Student Success

Graduation & Grad/Transfer Rates of LCCC Students  
Overall - Students of Color - Low-Income



Source: Aspen Institute analysis of NCES IPEDS data; LCCC IR Office

# Unlocking at LCCC

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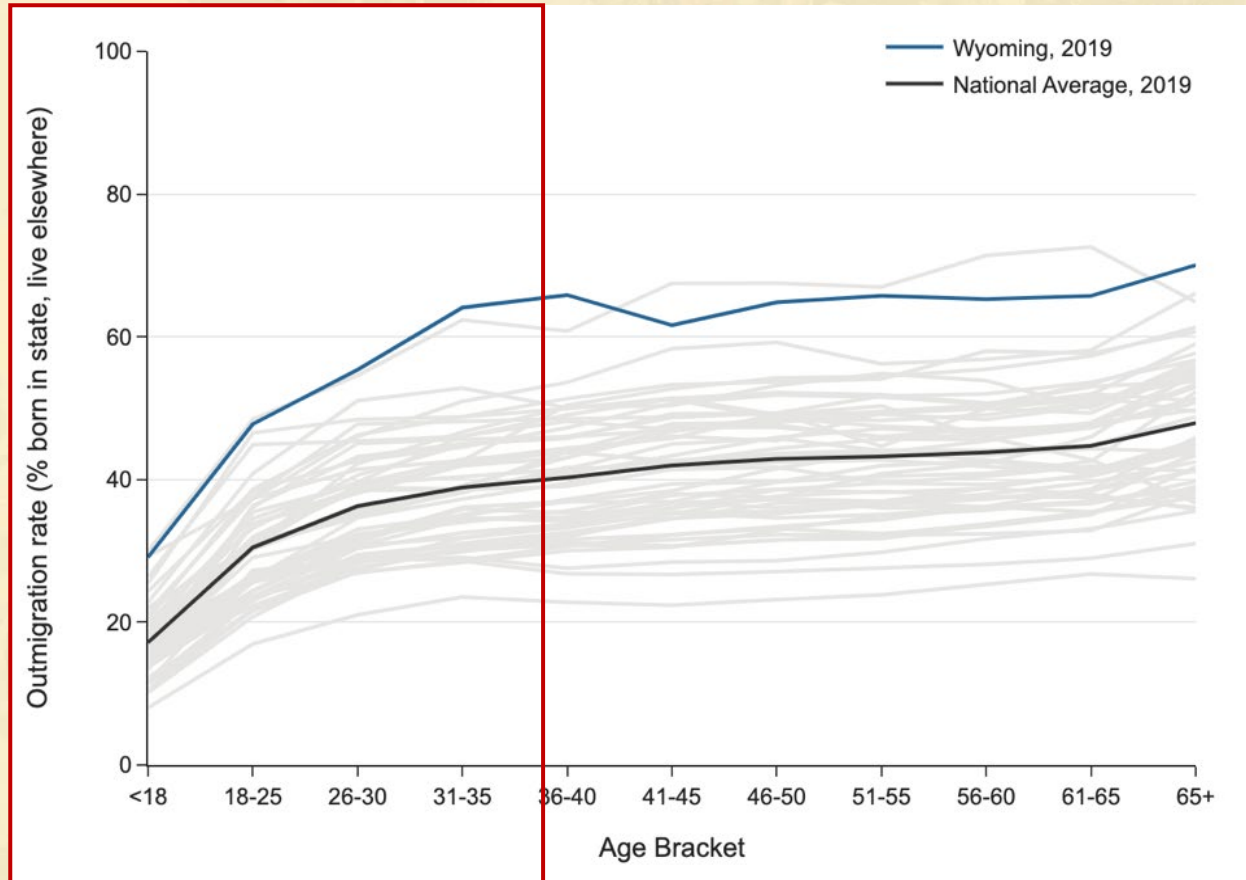


# **4.) Attract Them, Develop Them, and Keep Them Here**

**CONVOCATION | FALL 2024**

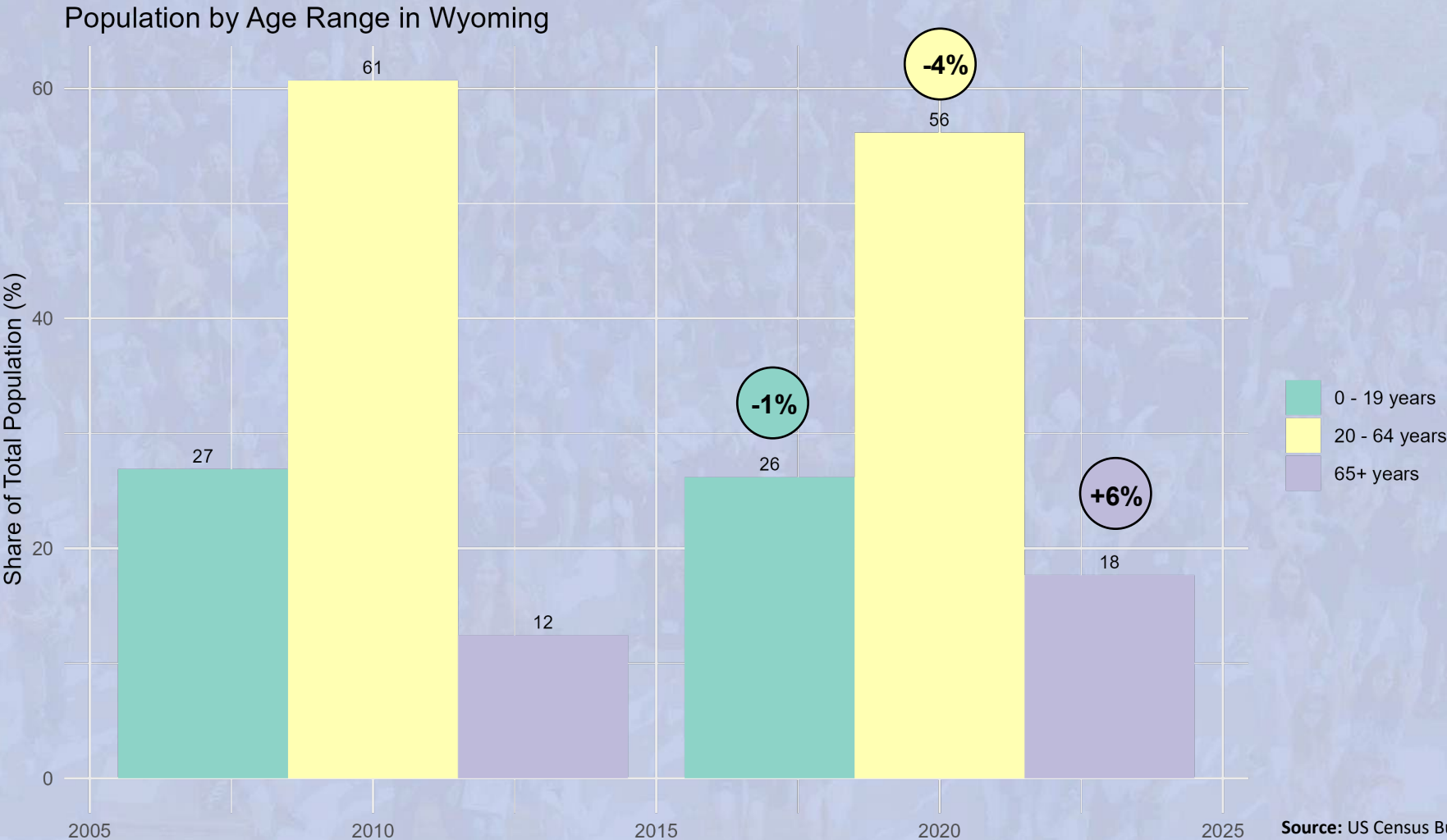


# Outmigration Challenge



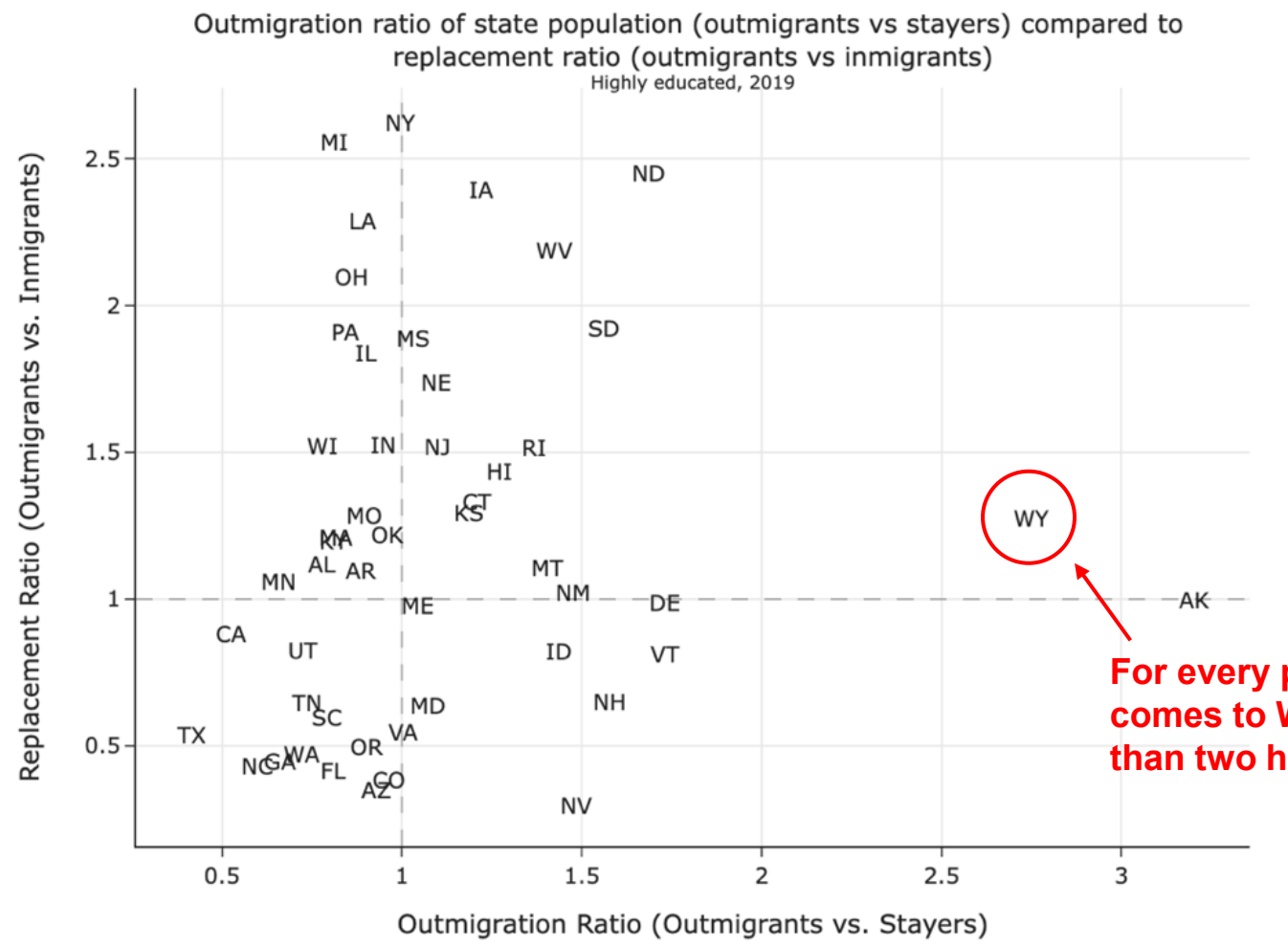
**In Wyoming young people leave at among the highest rates of all states**

# We are replacing our youth, but primarily with retirees...



# Not Replacing the Loss

**Wyoming attracts in migrants - mainly of retirement age - and thus an overall brain drain remains.**

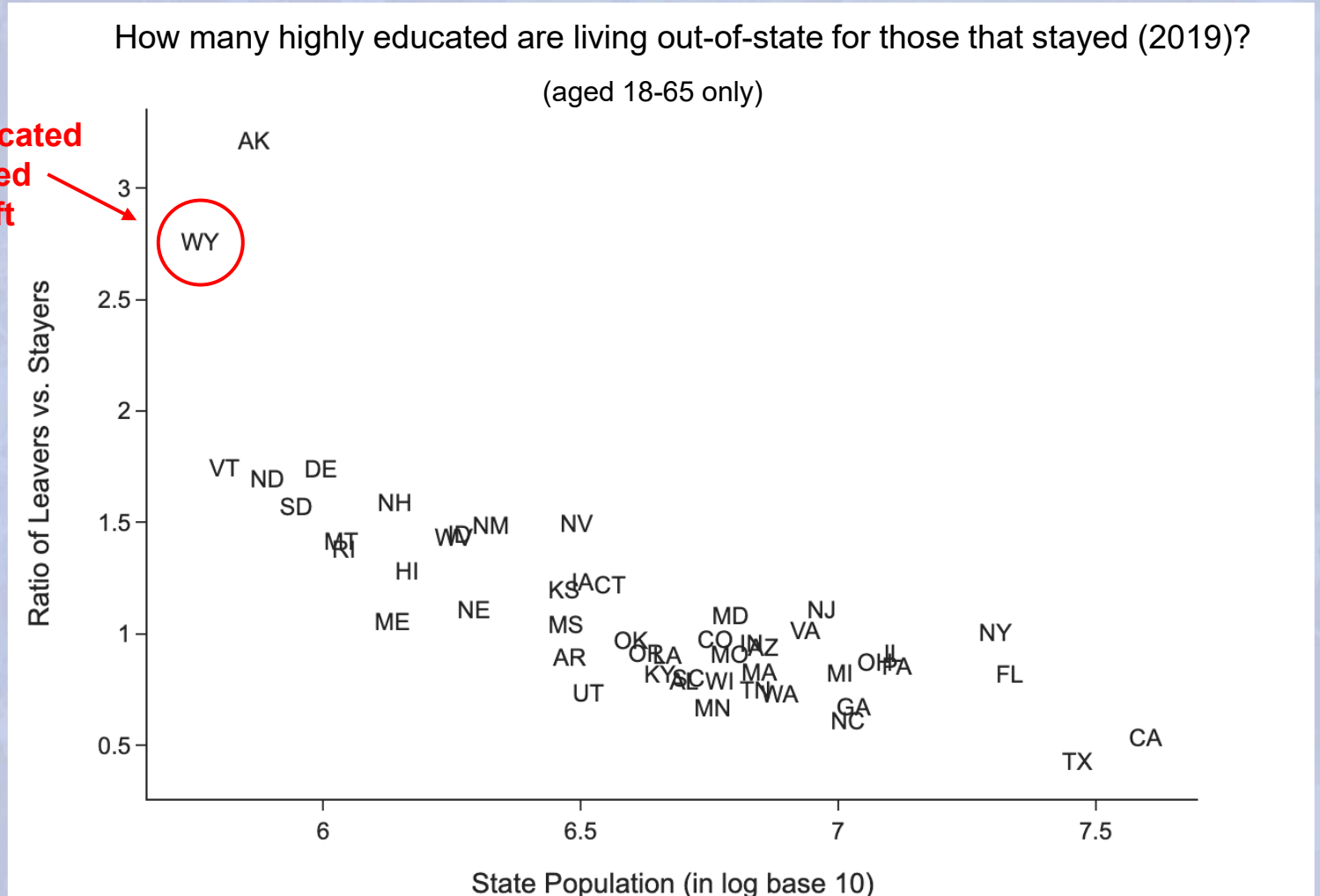


**For every person who comes to Wyoming, more than two have left.**

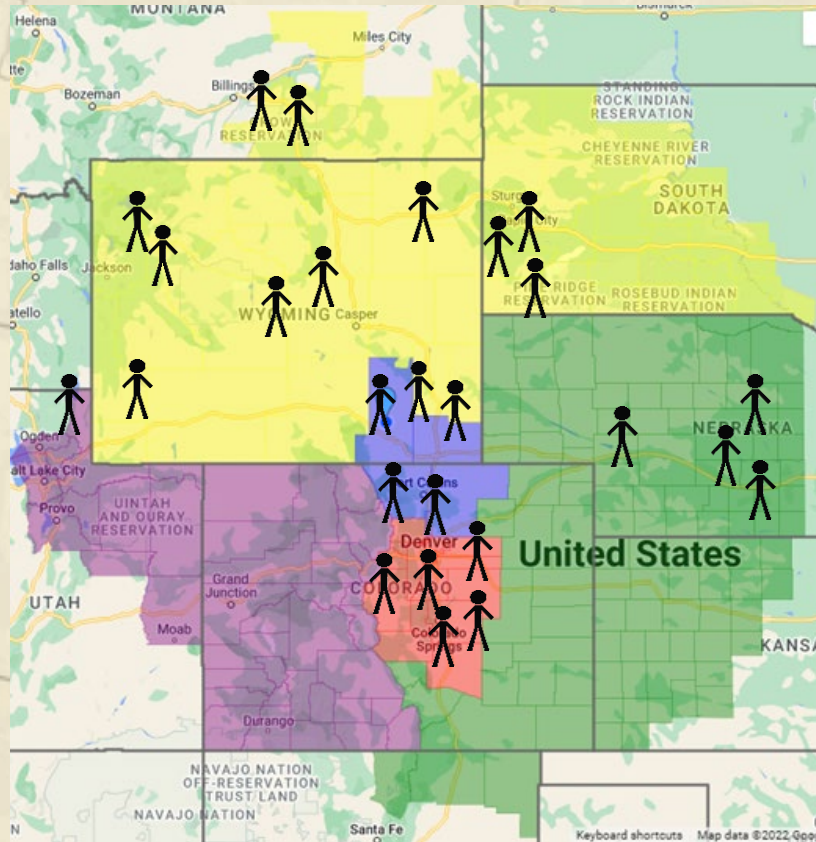
# Worse Still for Highly Educated

For every tertiary-educated Wyomingite who stayed – nearly three have left

Highly educated Wyomingites leave at among the highest rates of all US states, behind only Alaska.



Source: American Community Survey via IPUMS. Note: Includes population age 18-65 only.



# LCCC 2030 Plan

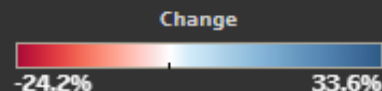
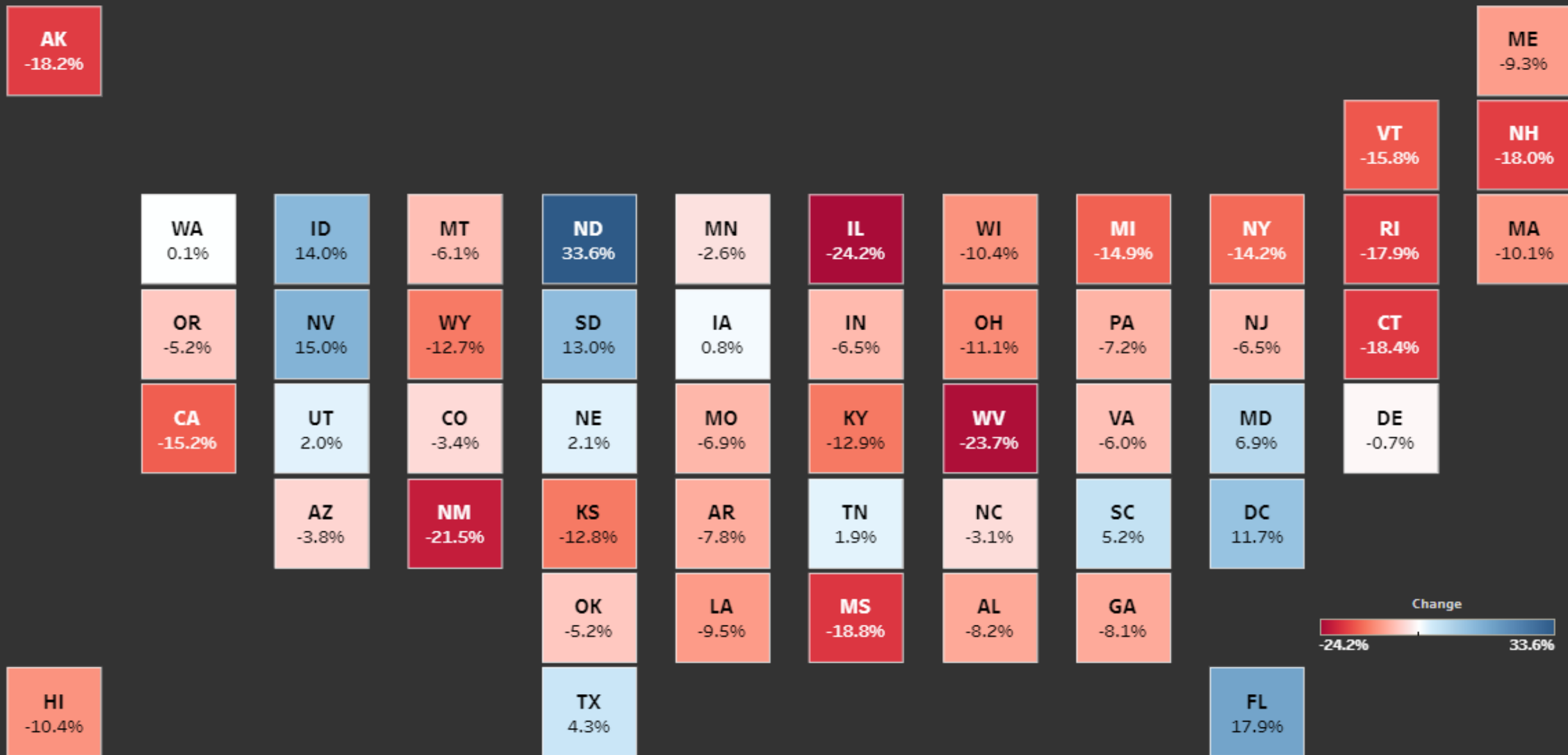
**Goal #1. Become the best-known higher education opportunity within 350-miles of Cheyenne.**

- **Awareness Strategy**
- **Branding Strategy**
- **Experience Strategy**
- **Affordability Strategy**

# GOLD HALL



## % Change in HS Graduates by State (2019 vs 2037)

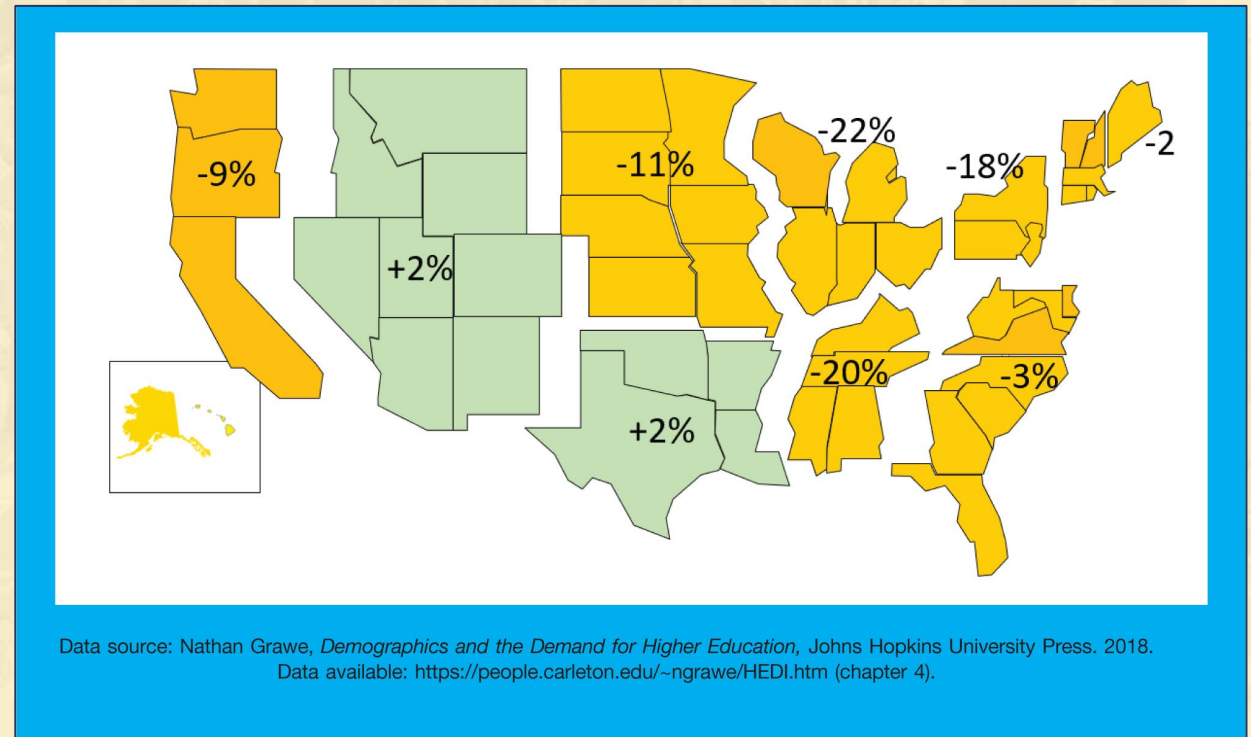


# Still Many HS Grads in Play

## Average Annual Highschool Graduates 2019-2037

- **Colorado = 62,334**
- **Nebraska = 25,825**
- **South Dakota = 10,565**

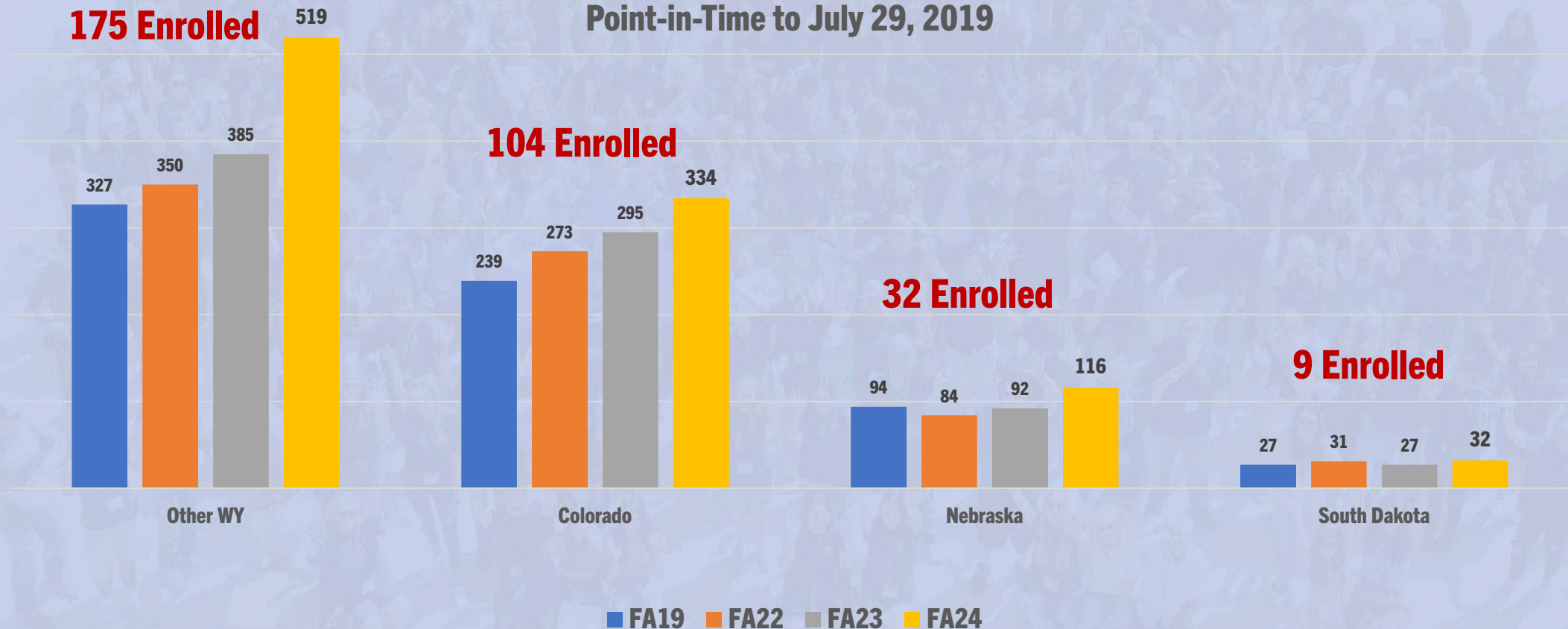
- 
- **Montana = 10,119**
  - **Utah = 48,420**
  - **Idaho = 23,235**





# There seems to be growing interest.

Applicants to LCCC  
Point-in-Time to July 29, 2019



# Public questioning cost and value.

- The primary barriers to enrollment are cost and a lack of financial aid. (Gallup & Lumina Foundation Survey, 2024)
- Nearly half of adults (47%) say a college degree is worth the cost, but only if someone doesn't have to take out loans in order to attend. Only 22% say the cost of getting a college degree today is worth it even if someone has to take out loans. (Pew Research, 2024)
- On value, very few students (7 percent) agree that higher education institutions in general offer good value for what they charge for an undergraduate degree. (Inside Higher Ed & Generation Lab Flash Survey, 2024)

# Using it to our advantage.

**Affordability Strategy** – Ensure an LCCC education is affordable, ideally debt-free, to all who choose to pursue it, and effectively communicate this across the 350-mile impact region.

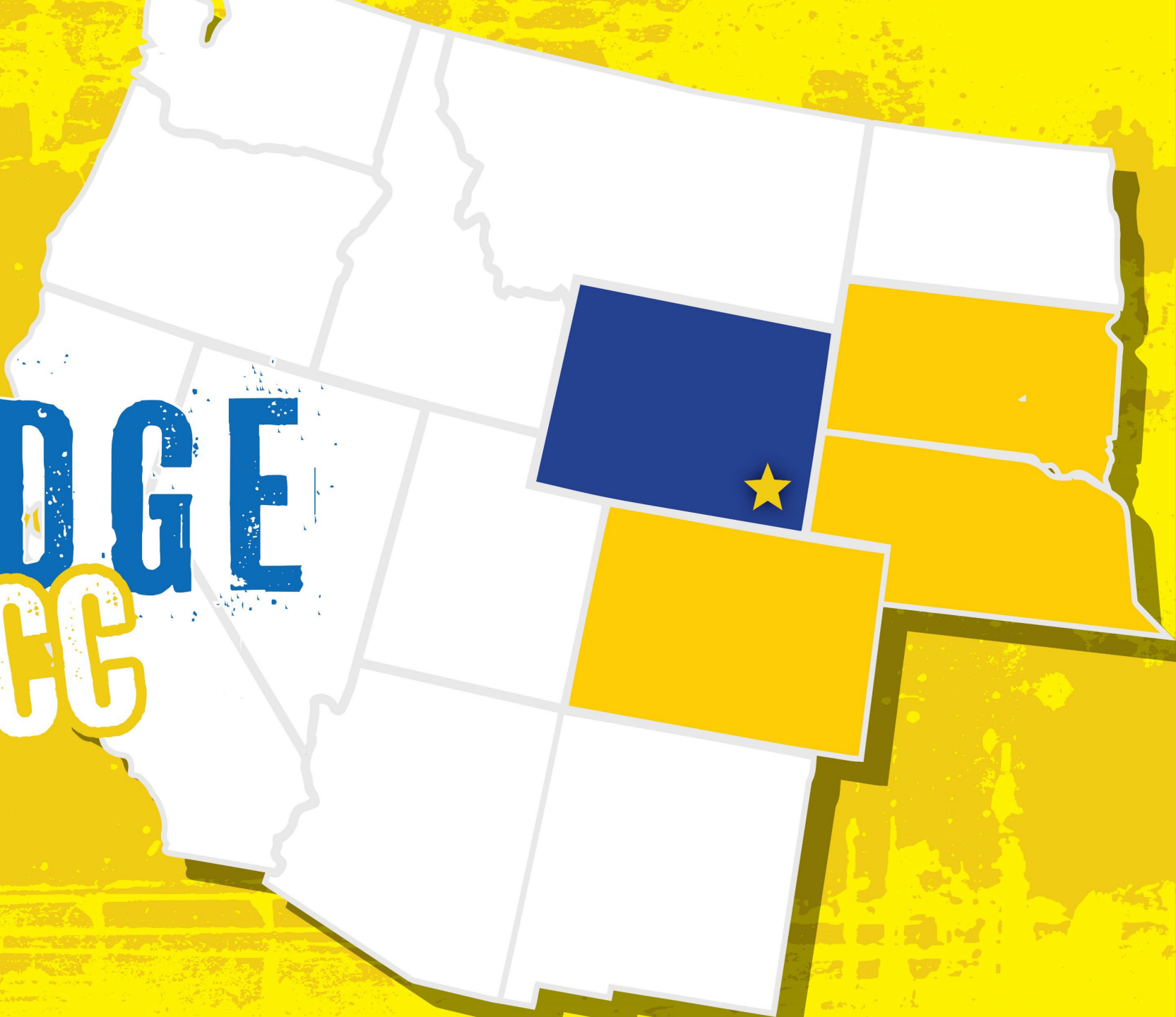
## *Tuition Waiver Initiatives*

1. ...programs to incentivize enrollment from proximate non-resident markets to build on-campus student populations and increased in-migration of young talent.
2. ...programs to increase the number of student-athletes participating in LCCC Golden Eagle Athletics to strengthen team competitiveness and success.



**THE EDGE**

**@ LCCC**



HEY COLORADO,  
NEBRASKA + SOUTH DAKOTA



INTRODUCING

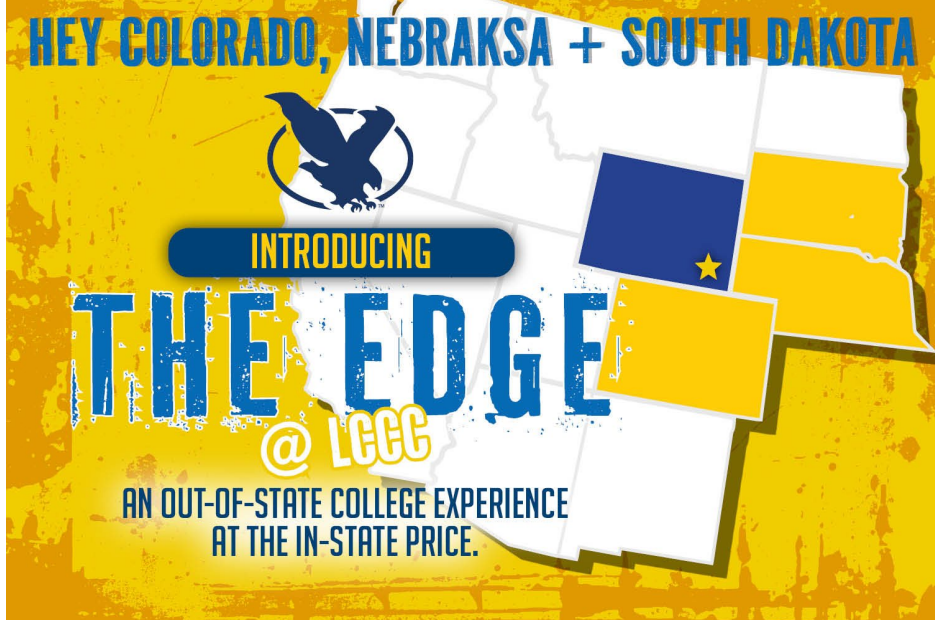
THE EDGE

@LCCC

AN OUT-OF-STATE COLLEGE EXPERIENCE  
AT THE IN-STATE PRICE.

# The EDGE

HEY COLORADO, NEBRASKA + SOUTH DAKOTA



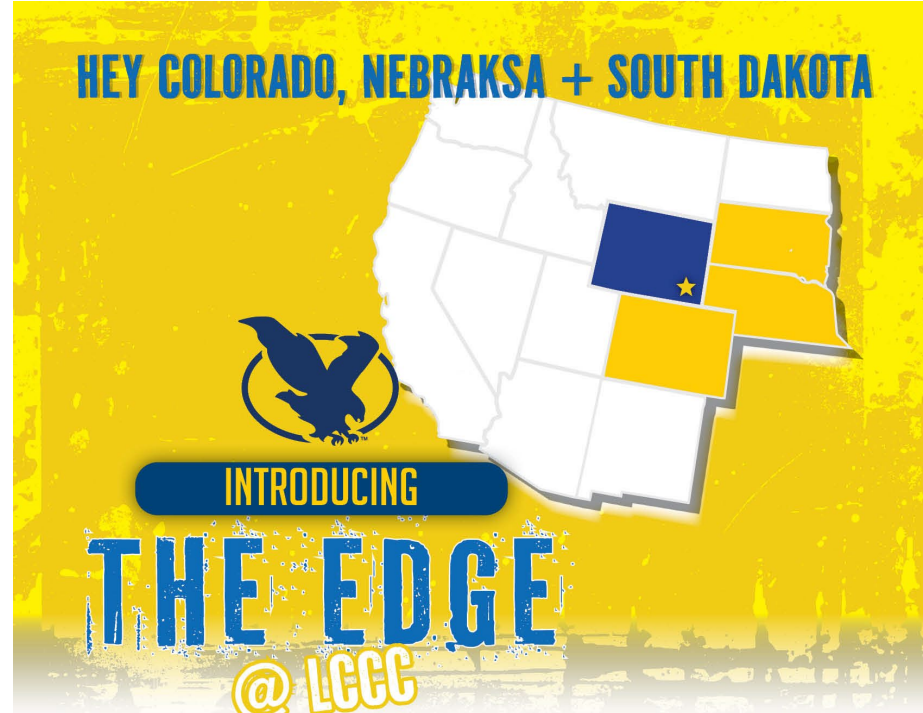
INTRODUCING

THE EDGE

@LCCC

AN OUT-OF-STATE COLLEGE EXPERIENCE  
AT THE IN-STATE PRICE.

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AN OUT-OF-STATE COLLEGE EXPERIENCE AT THE IN-STATE PRICE.

*Calling all*

**COLORADO, NEBRASKA + SOUTH DAKOTA STUDENTS**

Laramie County Community College wants education to be more accessible than ever for students who don't live in Wyoming. Starting in Fall 2025, if you live in Colorado, Nebraska or South Dakota, you can attend LCCC for the cost of an in-state student.

THAT'S A SAVINGS OF NEARLY \$7,000/YEAR COMPARED TO OTHER REGIONAL COLLEGES.



SCAN TO LEARN MORE OR VISIT  
WEBPAGE



QUESTIONS? CONTACT THE  
STUDENT HUB  
307.778.1265  
STUDENTHUB@LCCC.WY.EDU

# Financial Analysis

CO, NE & SD Students (AY 22-23)	AY21-22 Credit Hrs	22-23 AY Credit Hrs	Change in Credit Hrs	WUE Tuition \$158/cr	Resident Rate \$105/cr	\$ Difference	Annual Credit Hrs Growth Needed	FTE Growth Needed
Full-Time (> 24+ credits)	5,479	5,732	5%	\$905,656	\$ 601,860	<b>\$ (303,796)</b>	2,893	121
PT Student (< 24 credits)	2,746	2,560	-7%	\$ 404,480	\$ 268,800	<b>\$ (135,680)</b>	1,292	54
	8,225	8,292	1%	\$1,310,136	\$ 870,660	<b>\$ (439,476)</b>	4,185	174

**We would need 174 additional FTE from Colorado, Nebraska & South Dakota Students to Break Even**

## Our Goals

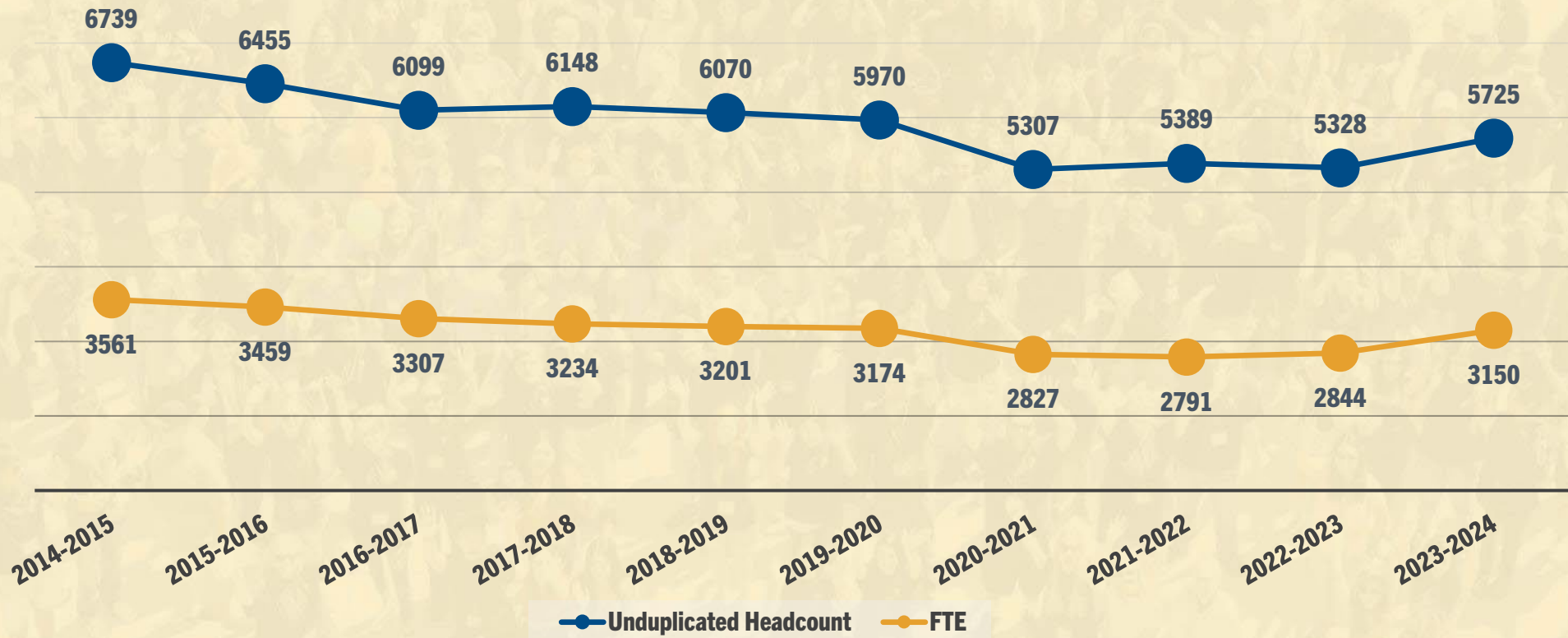
**Year 1 – 200 FTE**

**Year 2 – 250 FTE**

**Year 3 – 275 FTE**

# Enrollment is trending up.

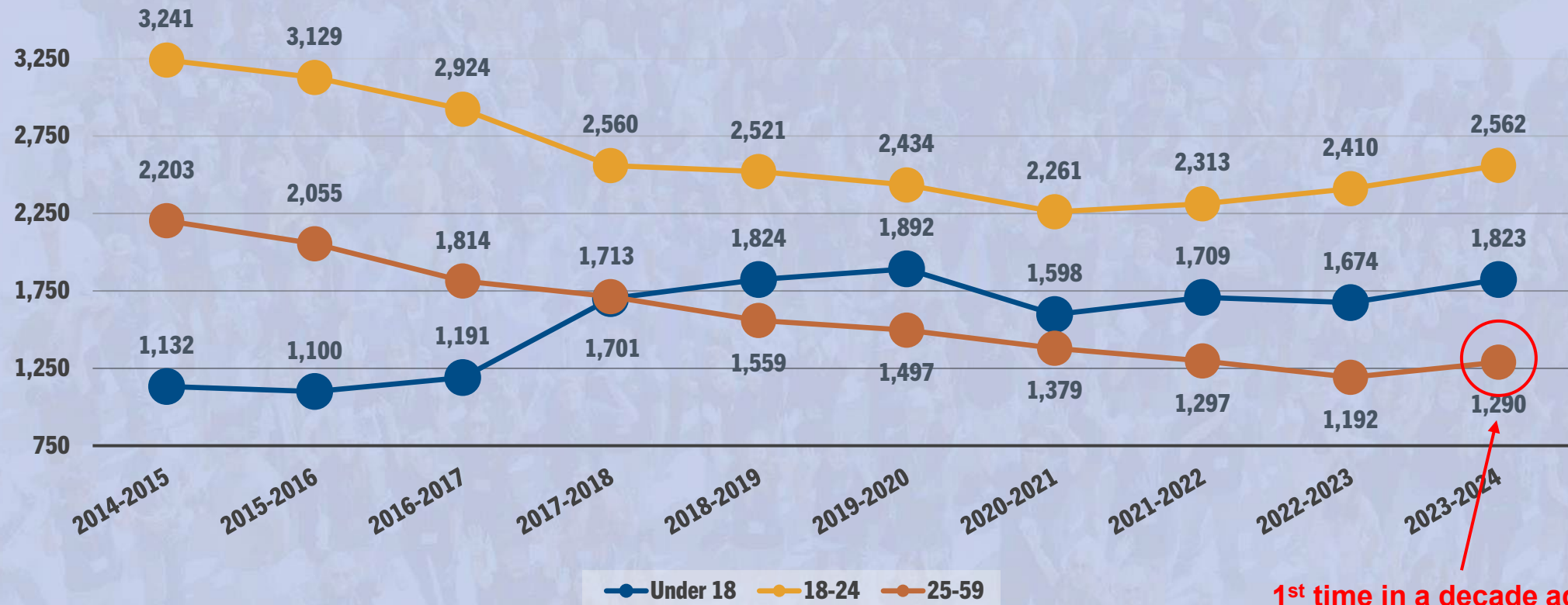
## Final Official Enrollment by Academic Year



Source: LCCC Office of Institutional Research Annual Final-Official Enrollment Dashboard

# Including adult students!

## Final Official Enrollment by Year by Age

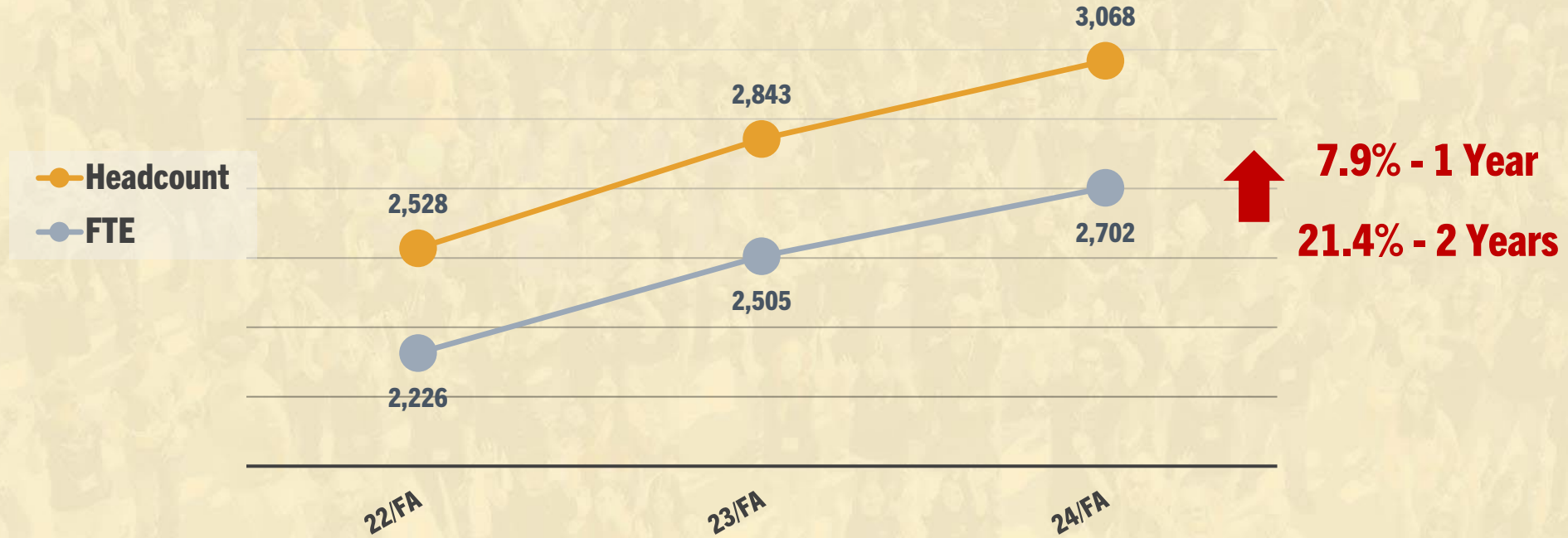


**1<sup>st</sup> time in a decade adult enrollment has been up!**



# Trending similar for 24/25.

## Total Fall 2024 Enrollment 1 Week Prior to Fall Semester Start



# Unlocking at LCCC

## Strengthen the Program Portfolio

1. Clear Transfer Pathways
2. Applied, Valuable Pathway Degree in HSW
3. Equitable Dual/Concurrent Enrollment Aligned to Pathways

## Strengthen Supports to Enter & Complete High-Value Programs

4. Individualized Success Plans
5. STRT 1000 Reboot
6. Student-Focused Course Scheduling

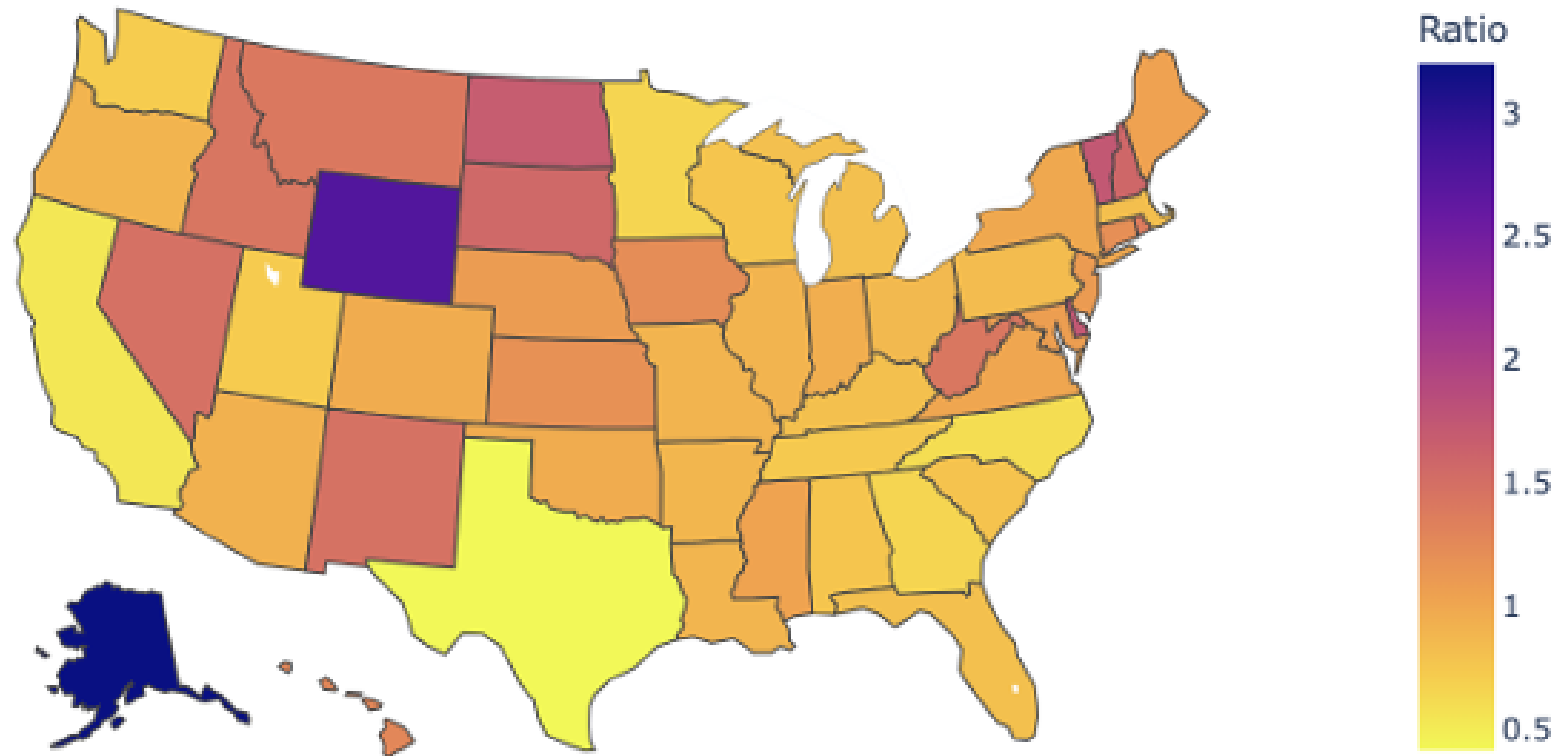
## A Unique Experience, to Develop Unique Graduates

7. The LCCC Student Experience



# Getting them here is just the first step...

**Figure 21:** Ratio of tertiary-educated population born in each state that has left versus continues to reside in state, 2019

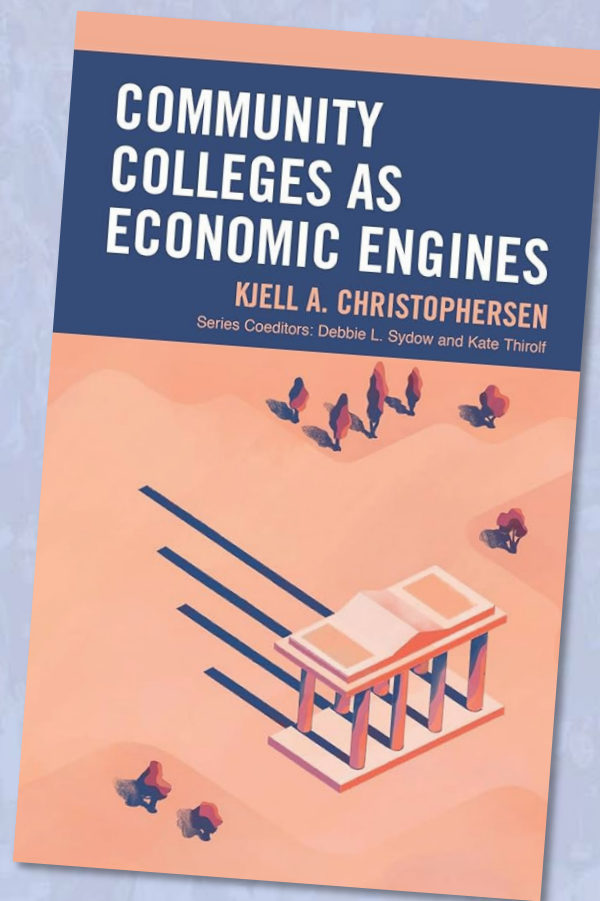
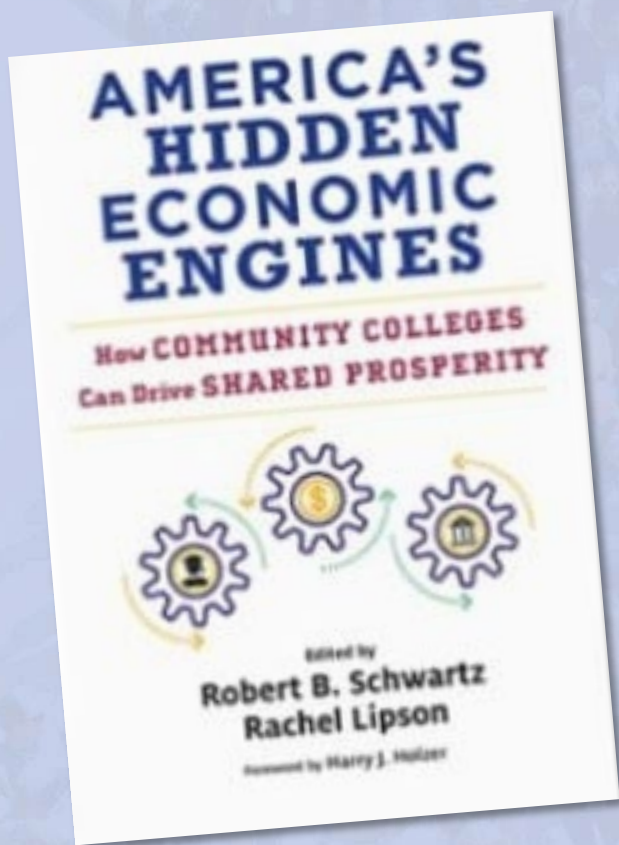


Highly educated persons defined as those with a college level education (4 years of college or more).  
Source: American Community Survey.

# **5.) Post-Completion Success for our Students and Communities**

**CONVOCATION | FALL 2024**

# Are Community College's economic engines?



**Creating economic growth or fueling it?**

**Engines for Individual Economic Prosperity... under the right circumstances.**



# HARVARD Kennedy School

JOHN F. KENNEDY SCHOOL OF GOVERNMENT



BUSINESS COUNCIL

**Pathways to Prosperity**

# Wyoming's Big Challenges

**1. Lack of Economic Complexity**

**2. Lack of Agglomeration**

**= Limited Economic Opportunity**



# Unlocking Opportunity: Post-Completion Success



## Framework for Student Success

### Access to opportunity.

- Enrollment reflects service area;
- Students have high and equitable access to programs of value.

### Success in college.

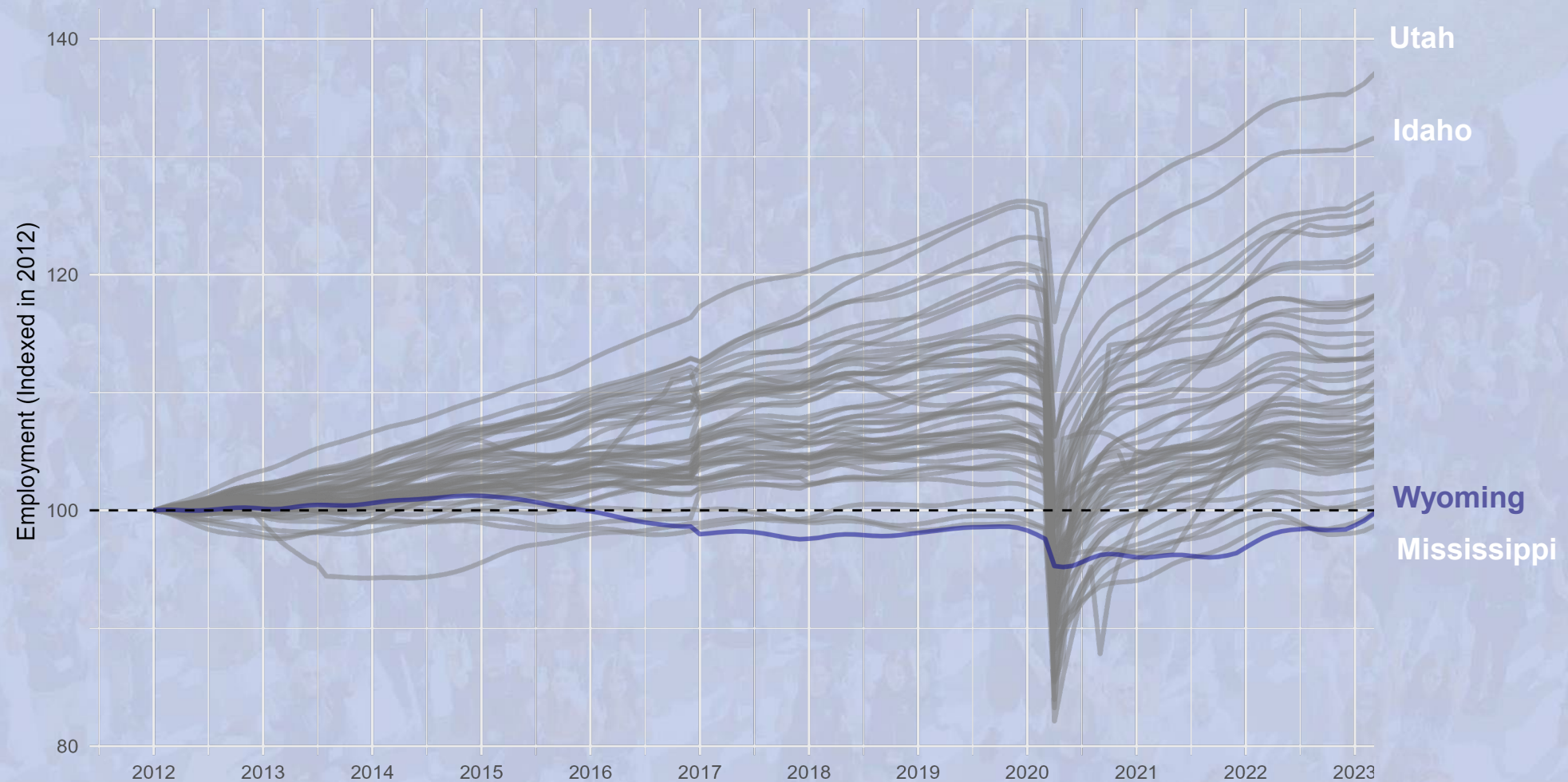
- Students learn
- Students complete

### Success after graduating.

- Graduates get good jobs
- Graduates transfer and earn bachelor's
- Equity in transfer and workforce outcomes for graduates of color and low-income.



# Wyoming performed second-worst of all US states for Job Growth from 2012-2024.

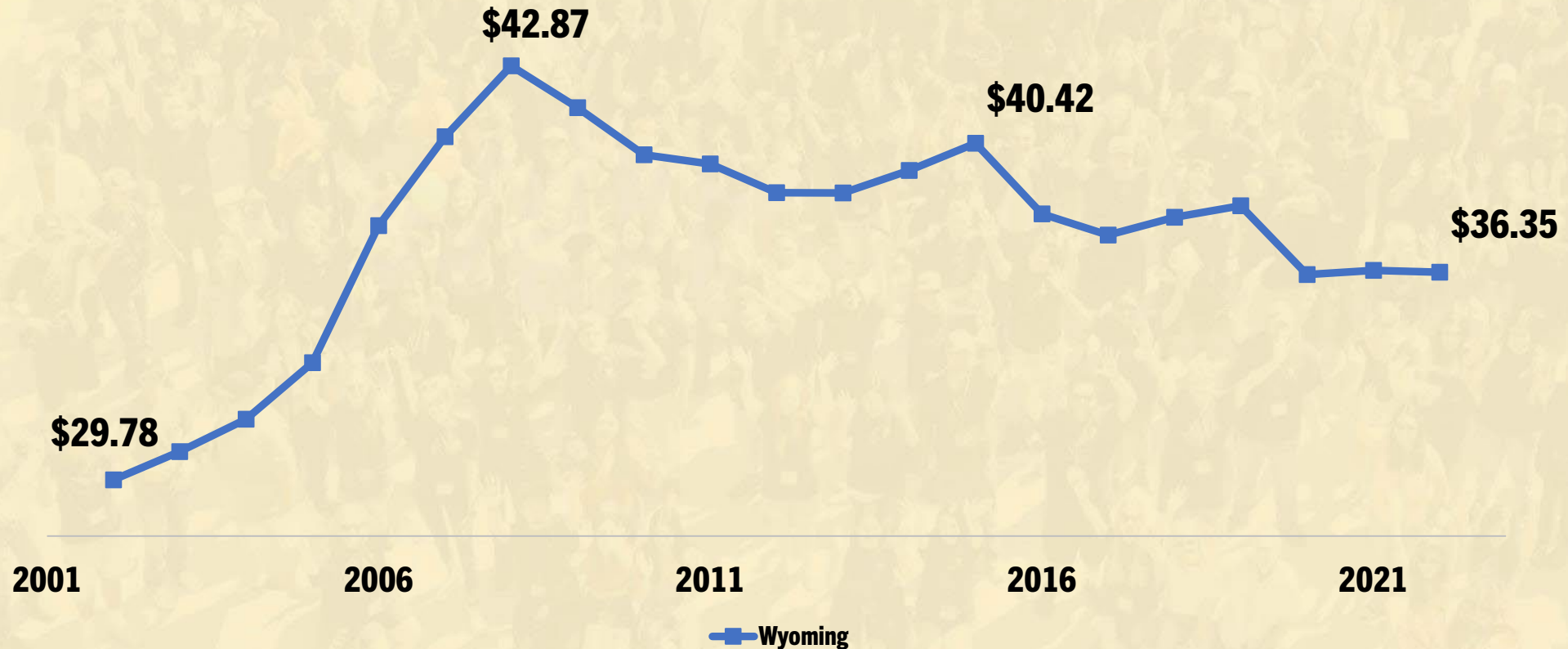


Source: Bureau of Labor Statistics – Quarterly Census of Employment and Wages

# Economic growth is limited.

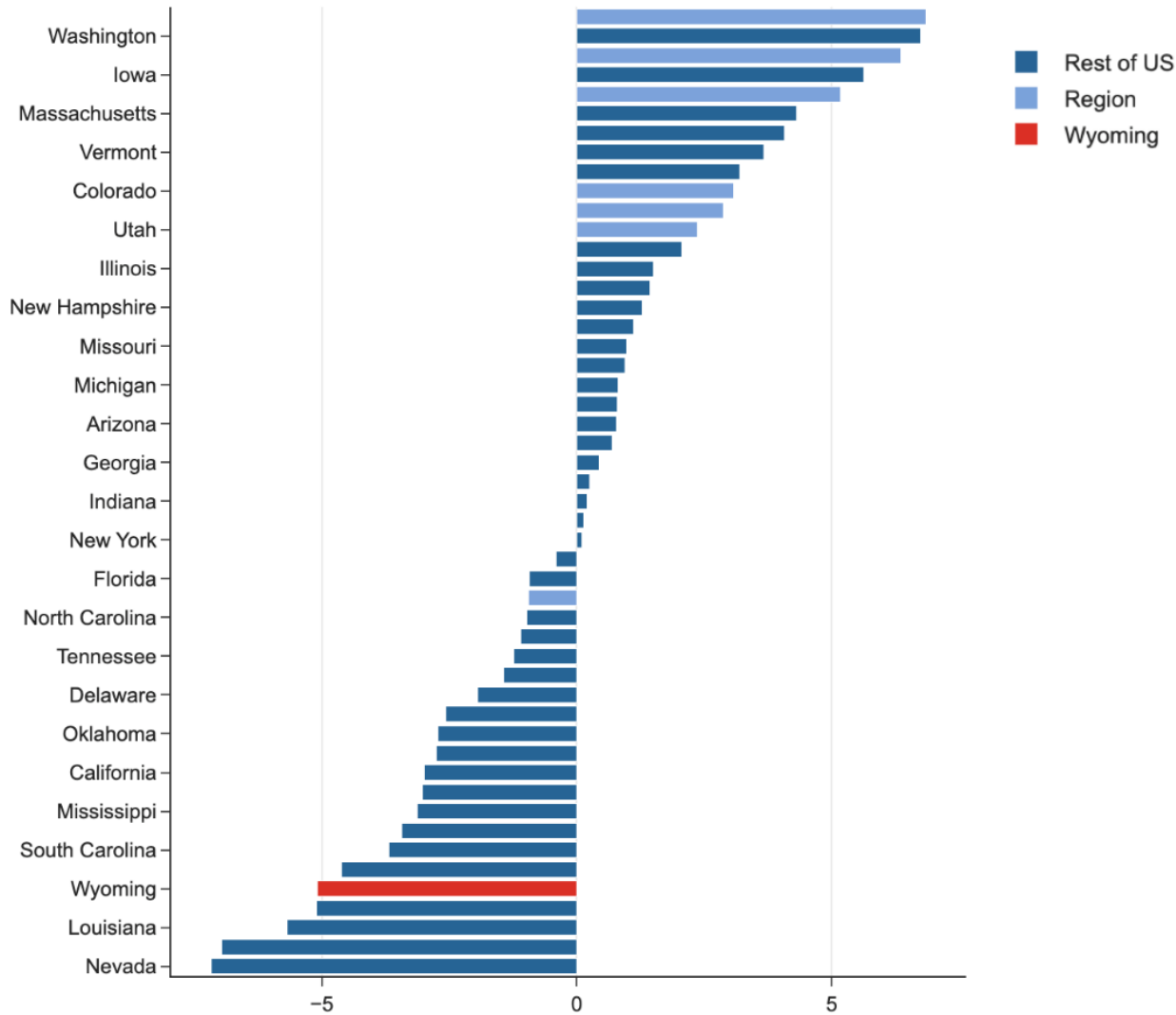
## Real GDP Over Time

(Billions of Dollars Chained to 2012)



Source: US Bureau of Economic Analysis, Regional Economic Accounts.

State Growth of Median Wage, 2012 - 2022  
Controlling for starting wages (COL adusted)



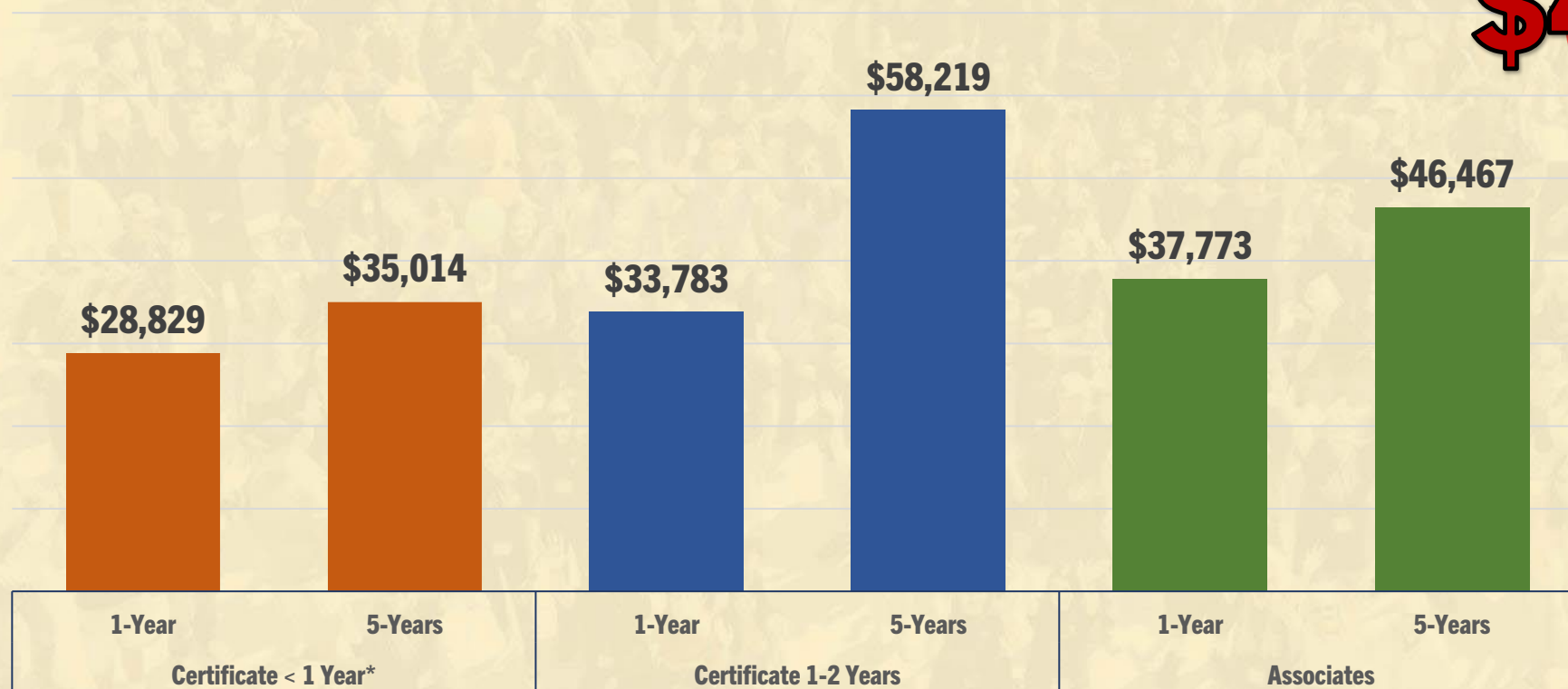
Note: Values are residuals of a regression examining real growth of state median wages between 2012 - 2022, controlling for starting median wages.

**Wages have also been growing much lower in Wyoming than in the rest of the country.**

Source: Bureau of Labor Statistics – Occupational Employment and Wage Statistics. Wages adjusted for state cost of living using regional price parities from the Bureau of Economic Analysis.

# Even so, our graduates do okay.

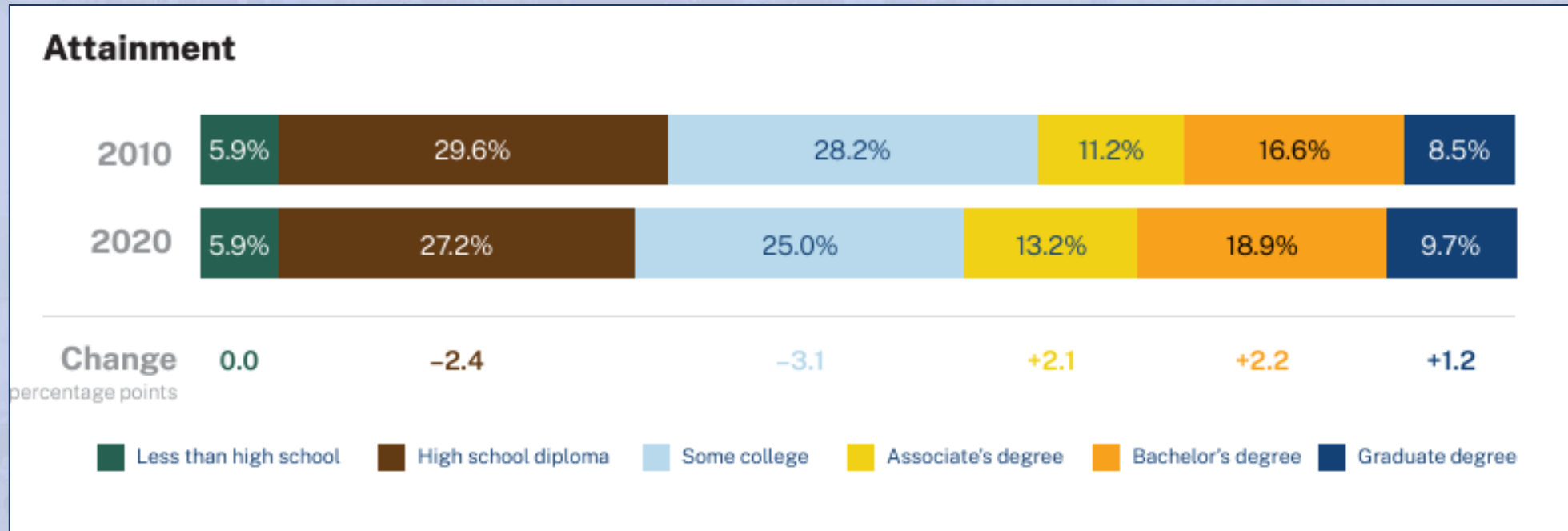
Median salary outcomes 1 and 5 years post graduation, all instructional programs.  
LCCC Graduation Cohorts 2011-2015



\* 2011-2015 cohort not available due to low counts. Earnings reflect all cohorts 2001-2020.

Source: US Census Bureau's Post-Secondary Employment Outcomes Explorer.

# Attainment in Wyoming is up.

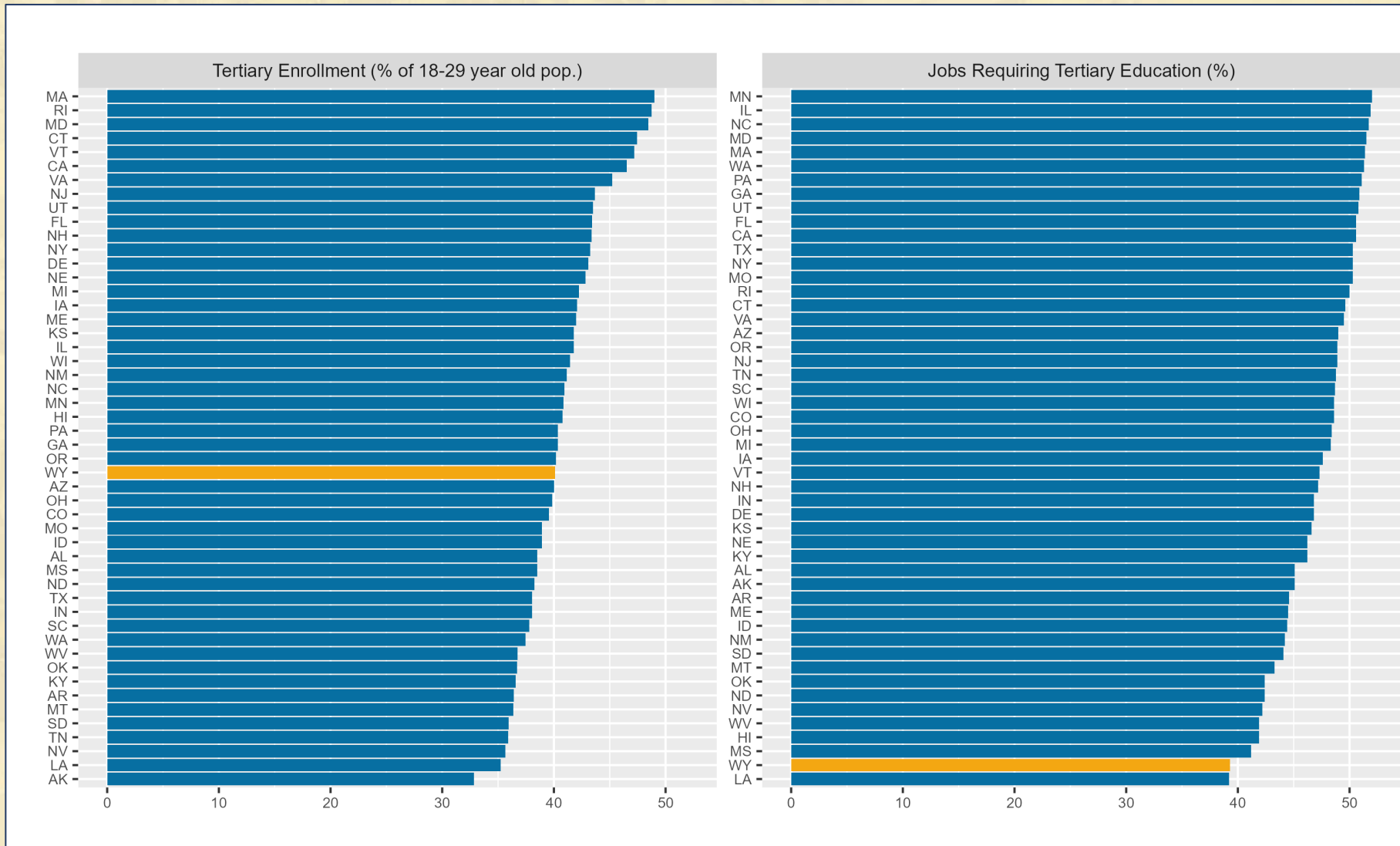


**But...**

**40<sup>th</sup>** In growth of **associate's degree** or higher attainment, 2010-20

**46<sup>th</sup>** In growth of **bachelor's degree** or higher attainment, 2010-20

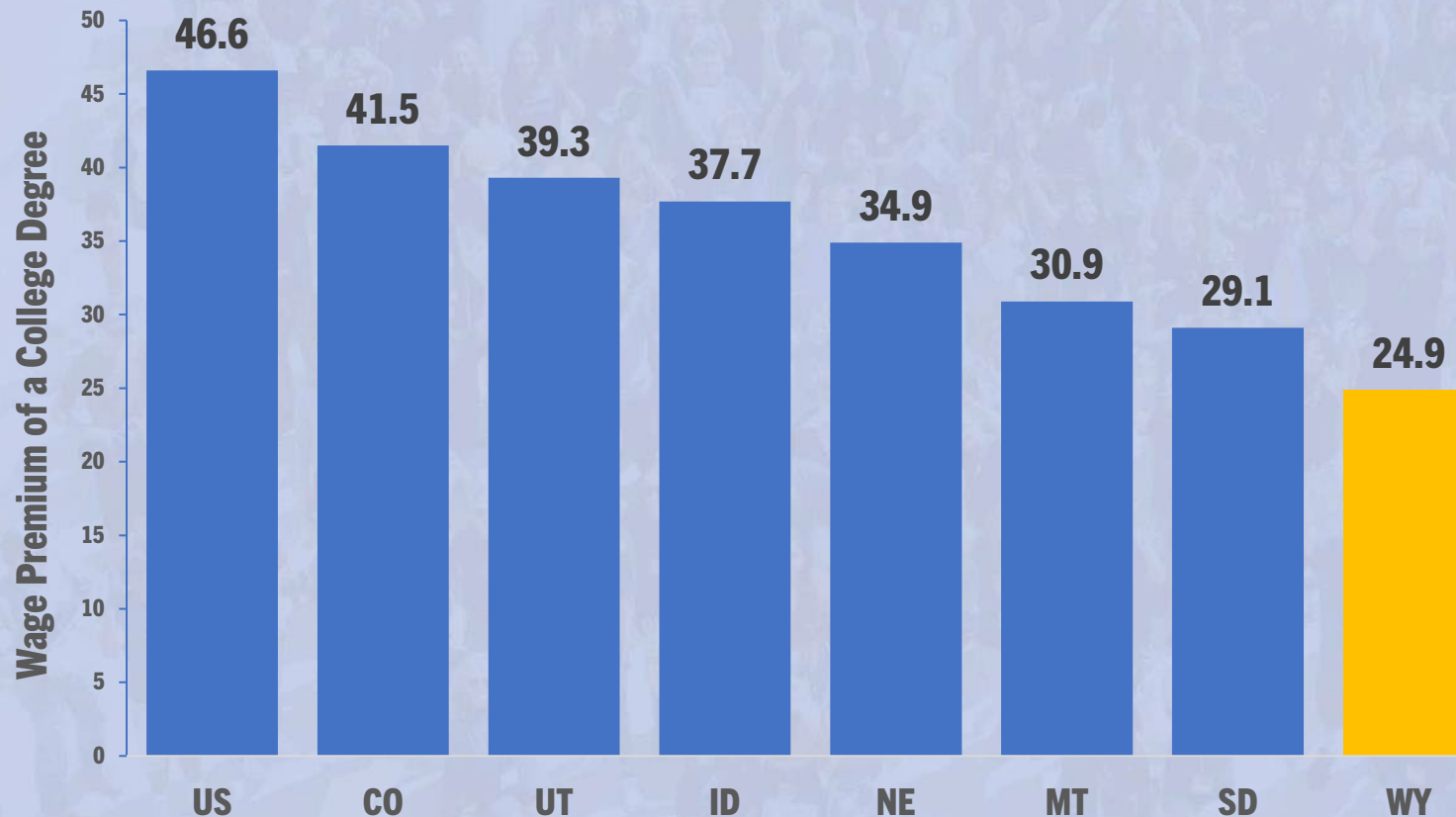
# Doesn't appear to be Higher Ed's fault.



Source: Bureau of Labor Statistics (Left), US Census Bureau & Bureau of Economic Analysis (Right)

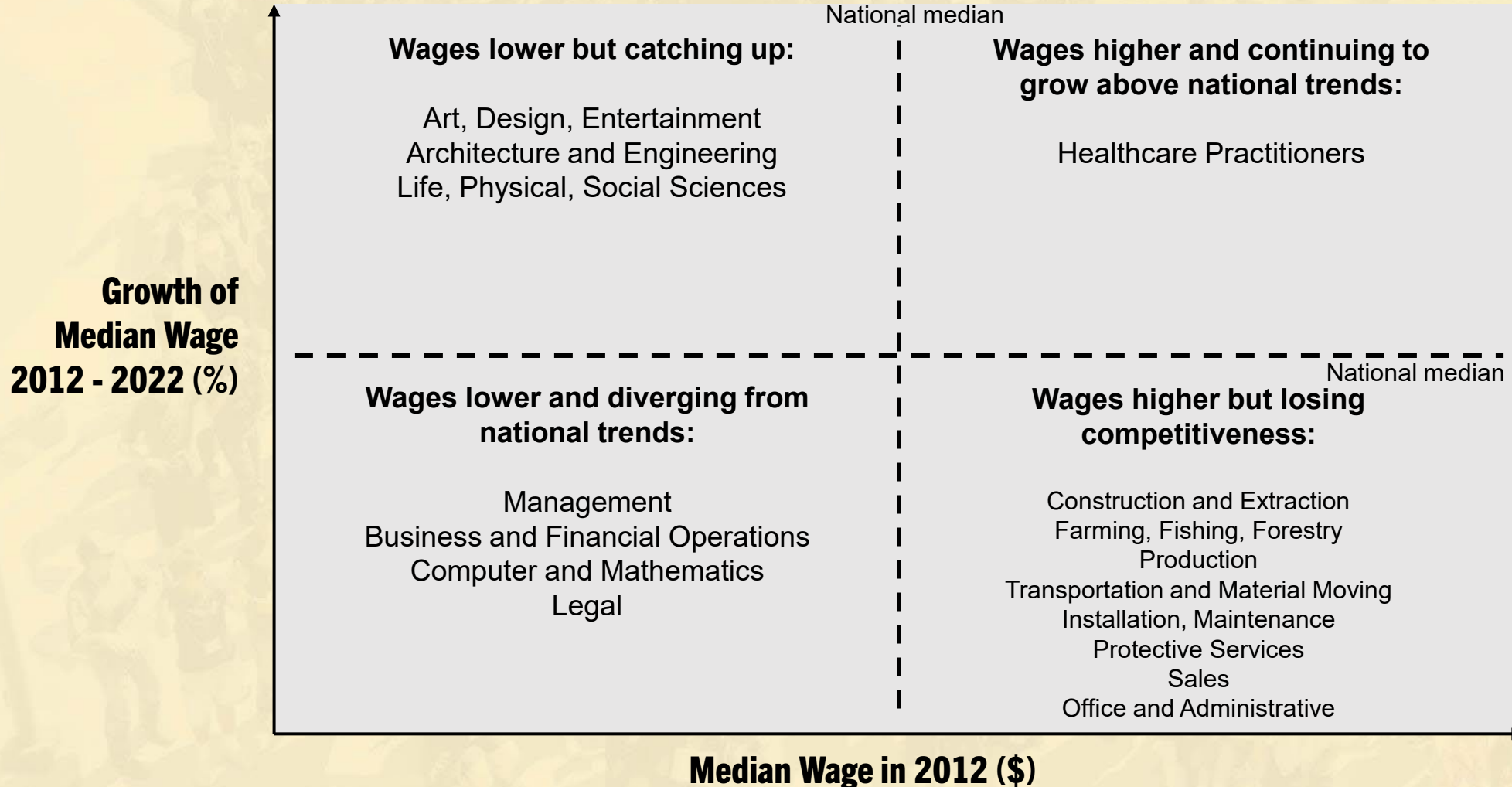
# Overall, being more educated has lower returns in Wyoming than other states...

Returns to College Education in the Mountain West (2017-2021)



These are the returns to a tertiary degree (Associate's – PhD) in comparison to having a high school degree. Someone with a tertiary degree in Wyoming earns on average 24.9% more than someone with a high school degree.

# ... but the pattern differs by occupation & region (SE Wyoming is different)

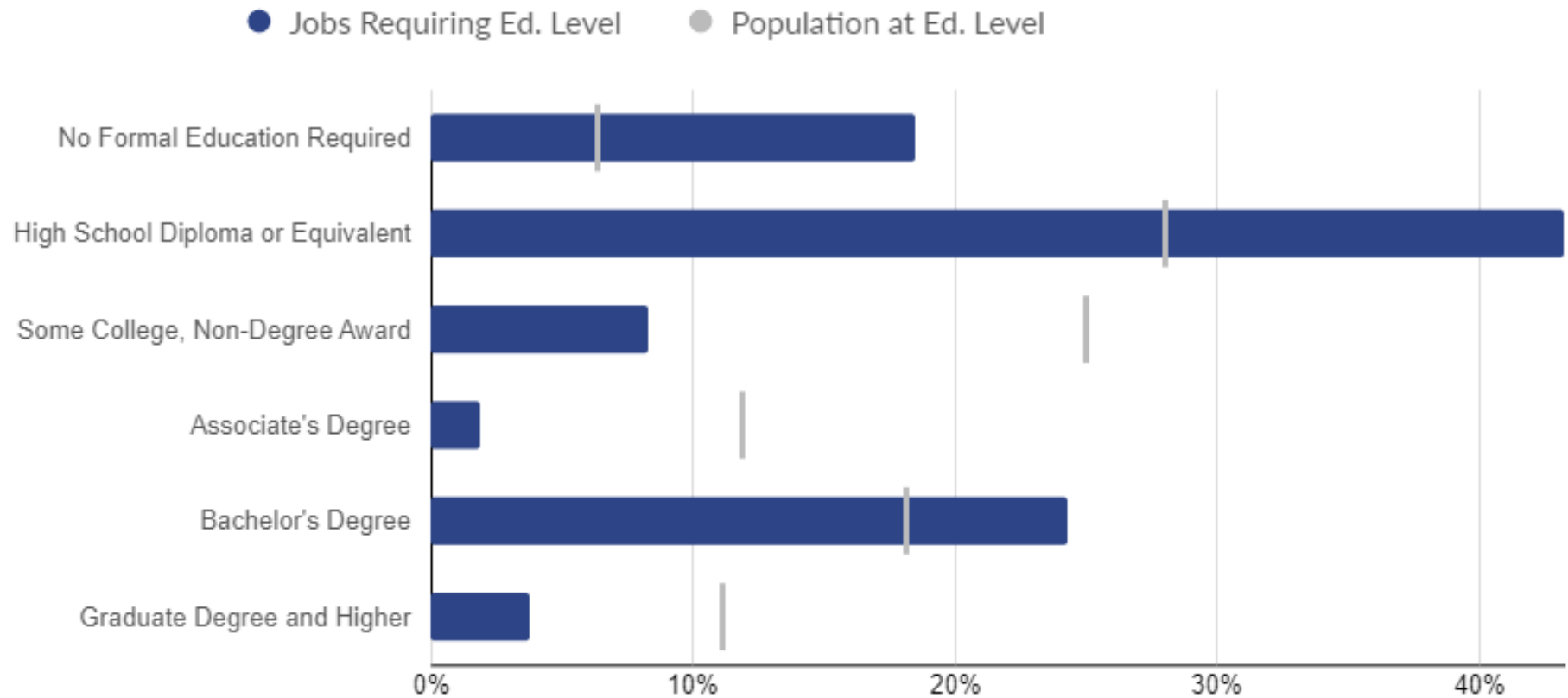


Source: Bureau of Labor Statistics – Occupational Employment and Wage Statistics. Wages adjusted for state cost of living using regional price parities from the Bureau of Economic Analysis.



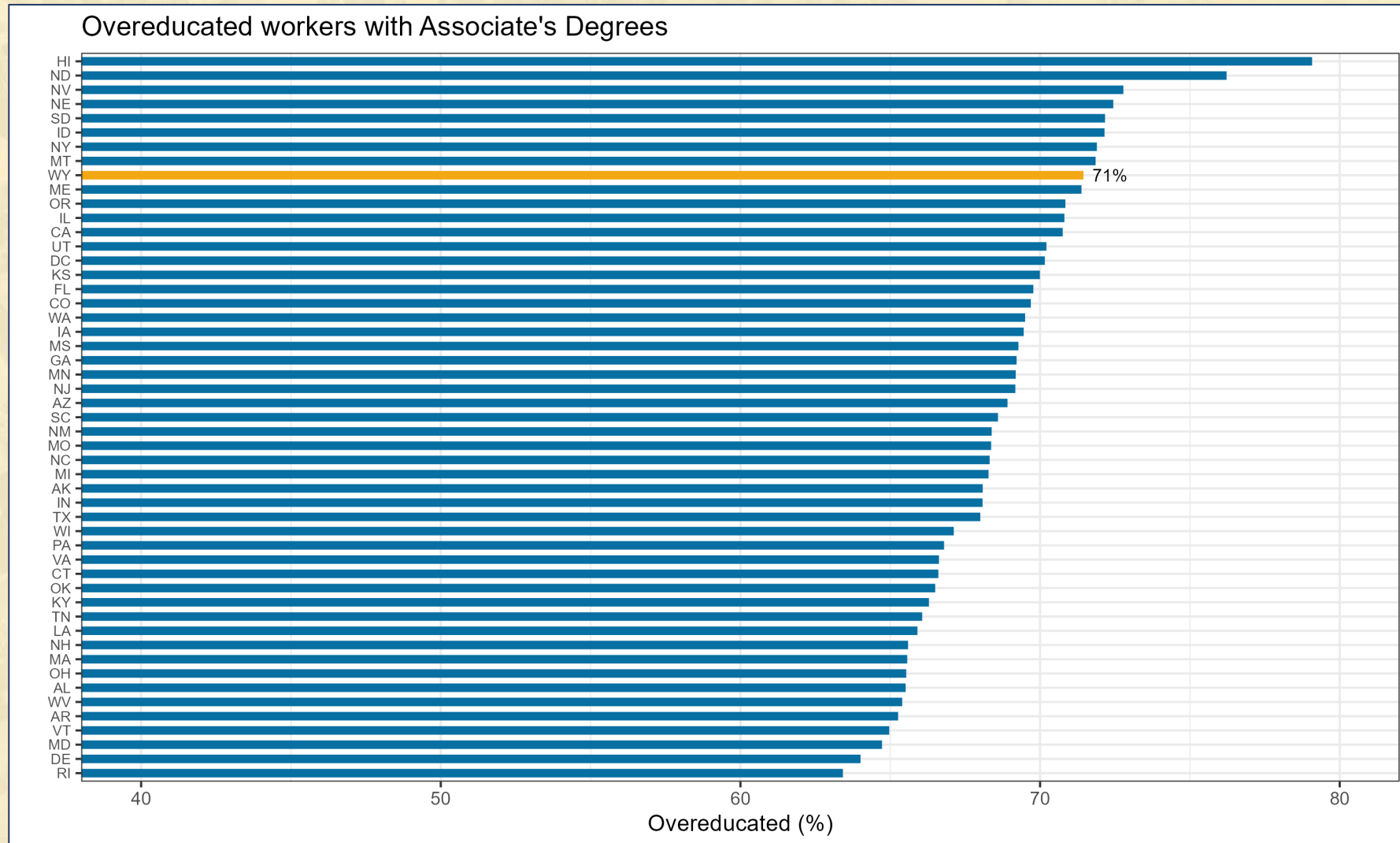
# Could be misalignment...

## Underemployment



Source: Lightcast analysis of Wyoming occupations and education required and US Census Bureau's American Community Survey population data; Wyoming BOOTS

# Signals of a mismatch exist...



# **Our Challenges...**

**1. Correcting Some Misalignment**

**2. Producing Graduates for Non-Existent Opportunities**

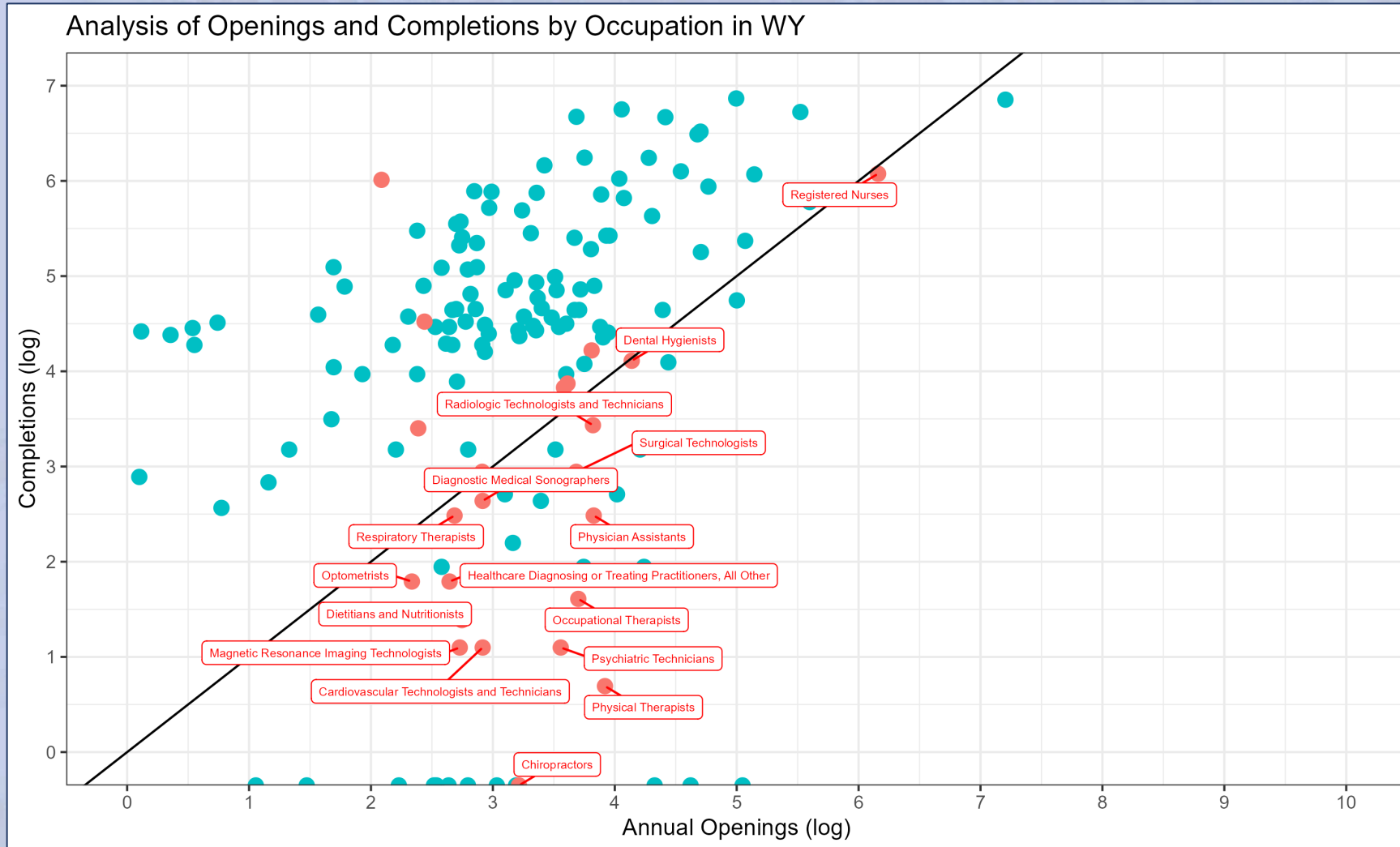
**(or at least opportunities that don't yet exist)**

# Our Big Bets for Post-Completion Success

1. Expanding Health Care
2. Focusing on Key Industries
3. Increasing Bachelor's Degree Attainment
4. Creating Entrepreneurs



# Healthcare shows greatest opportunity.



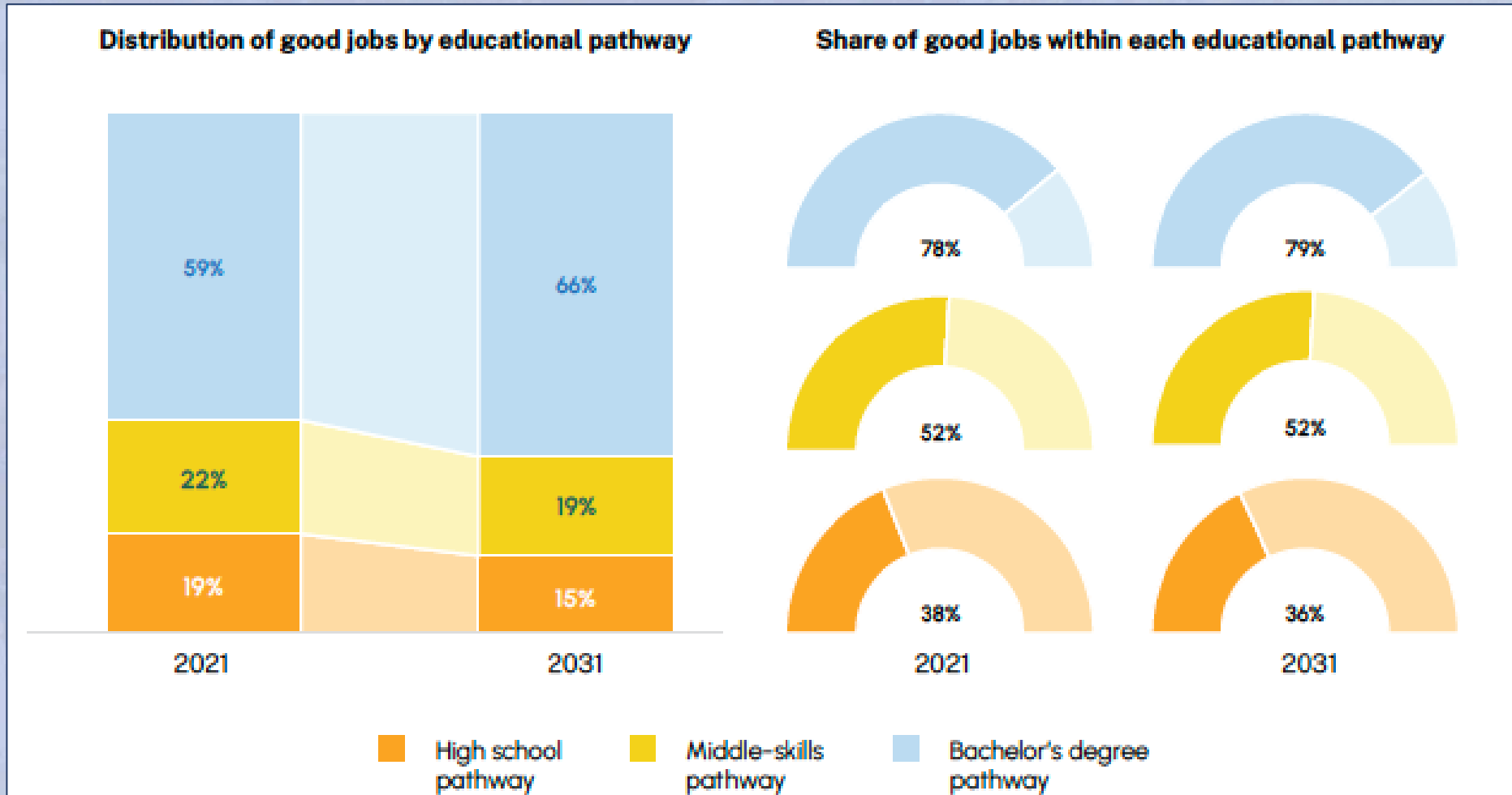
Nearly all healthcare-related occupations show more openings than completions. Given that the completions are based on all programs of study from which graduates could potentially work in these occupations this may indicate excess demand in the state.

The completions include primary and secondary majors health-care-related.

# **Betting on certain industries & careers.**

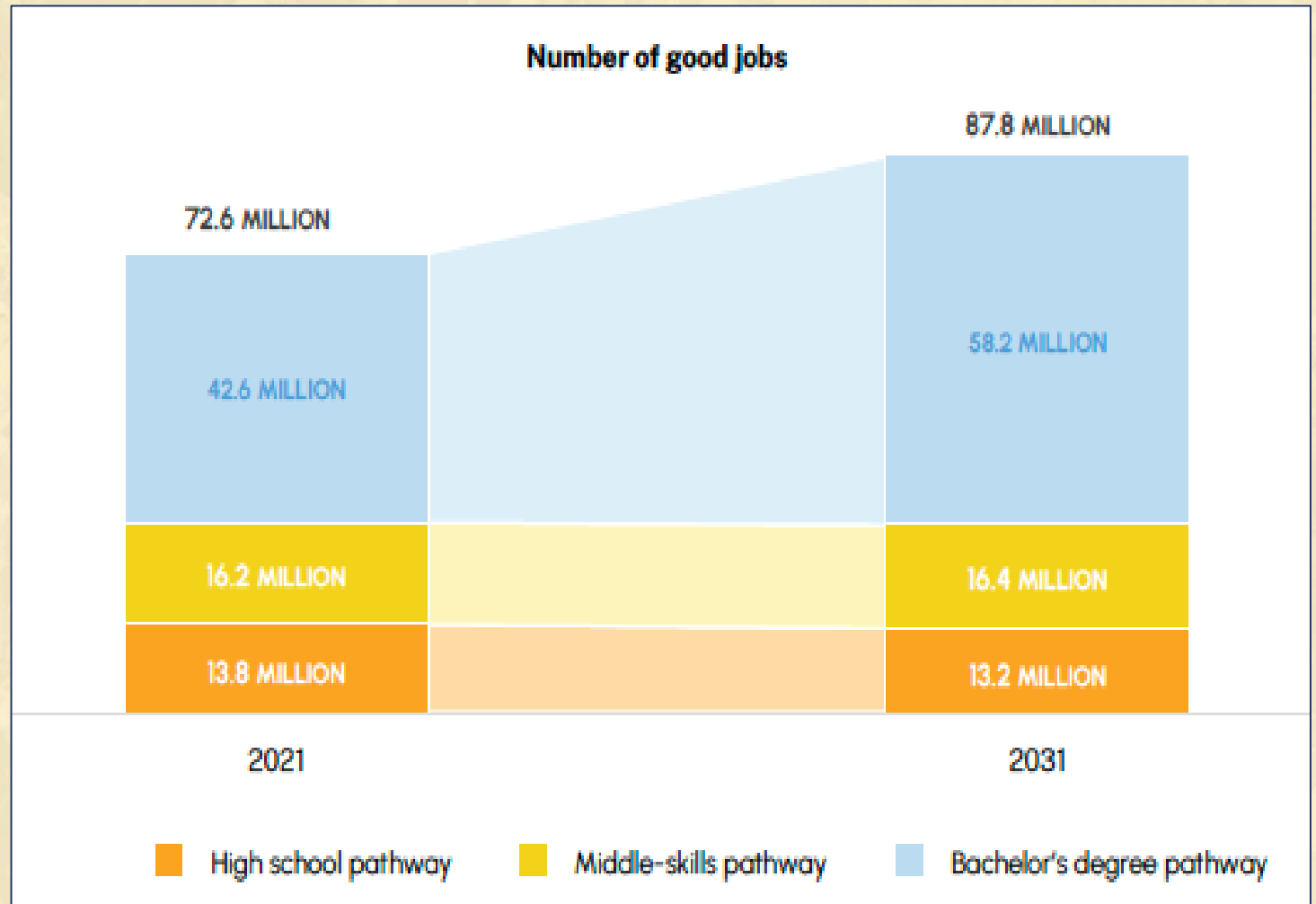
- **Underproducing graduates in the trades... but demand is up**
- **Advanced manufacturing efforts are underway**
- **Growing information technology and AI is a safe bet... stand alone or integrated into traditional program paths**
- **Shortage of Teachers, Managers, and Professional Services**

# Middle-skills offers good opportunity, for the right program pathway.



# Bachelor's is the best bet for a good job.

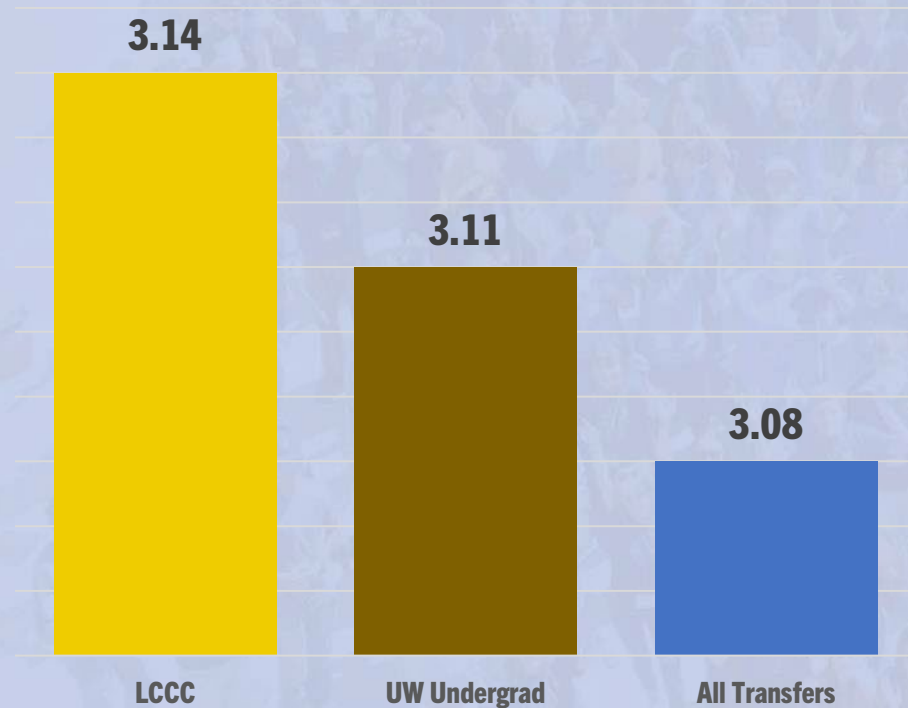
- The number of good jobs for workers on the bachelor's degree pathway will grow by more than 15 million net new jobs, while the number of good jobs on the high school pathway will decline by nearly 6000,000.





# Our students do well, IF they transfer.

First Term GPA Comparisons @ UW.  
All LCCC Transfers Fall 2022.



**78%**

Completed a bachelor's degree at UW within 6 years when they transferred with 30 Credits

**82%**

Completed a bachelor's degree at UW within 6 years when they transferred with 60 Credits

**1 out of 2**

LCCC AA/AS graduates transfer to any 4-Year institution within two years of completing at LCCC.

\*Source: UW New Transfer Student Report 2022-2023. Data from UW's Student Information System (Banner). Completion Data for LCCC transfer students entering Fall 2017.

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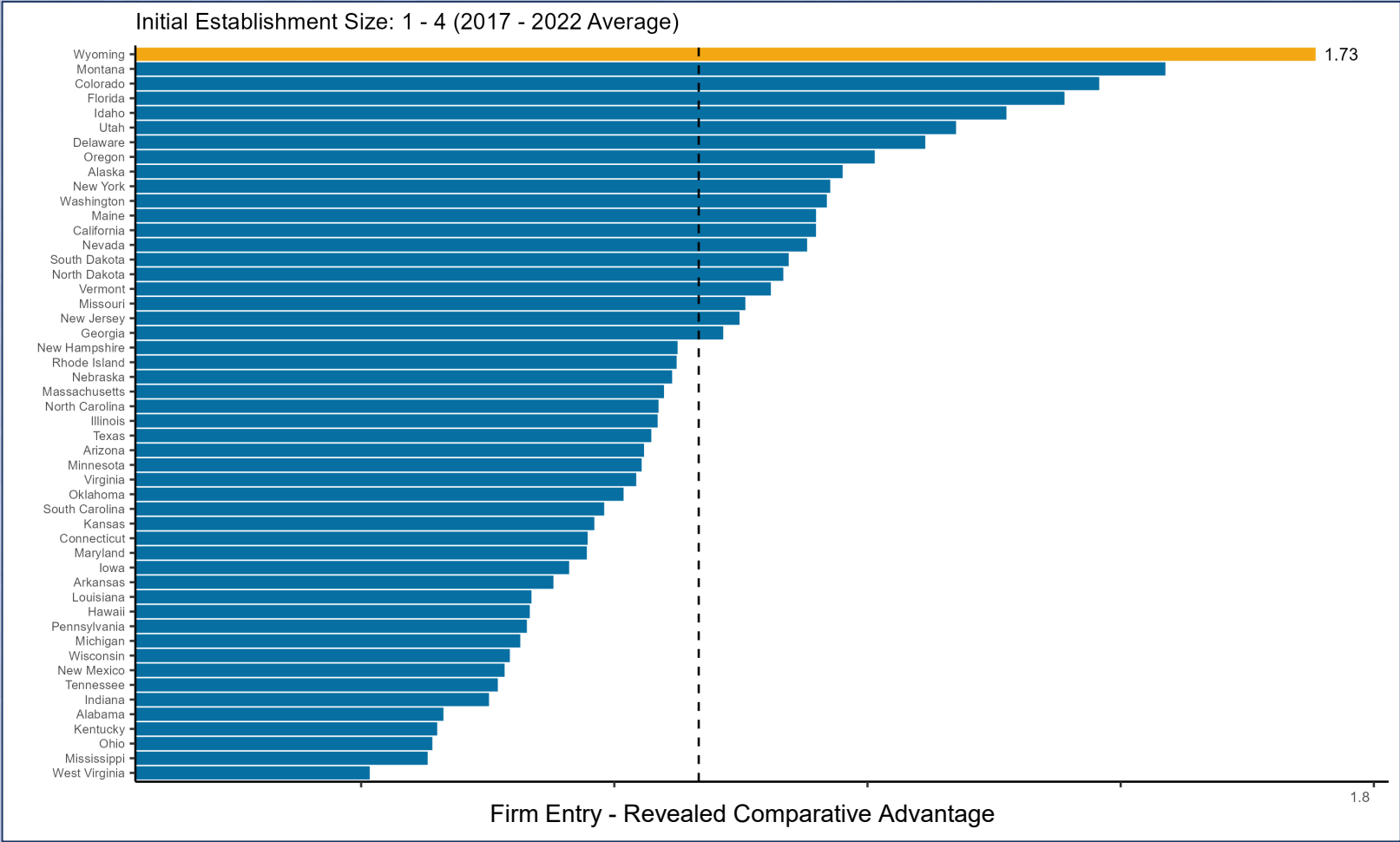
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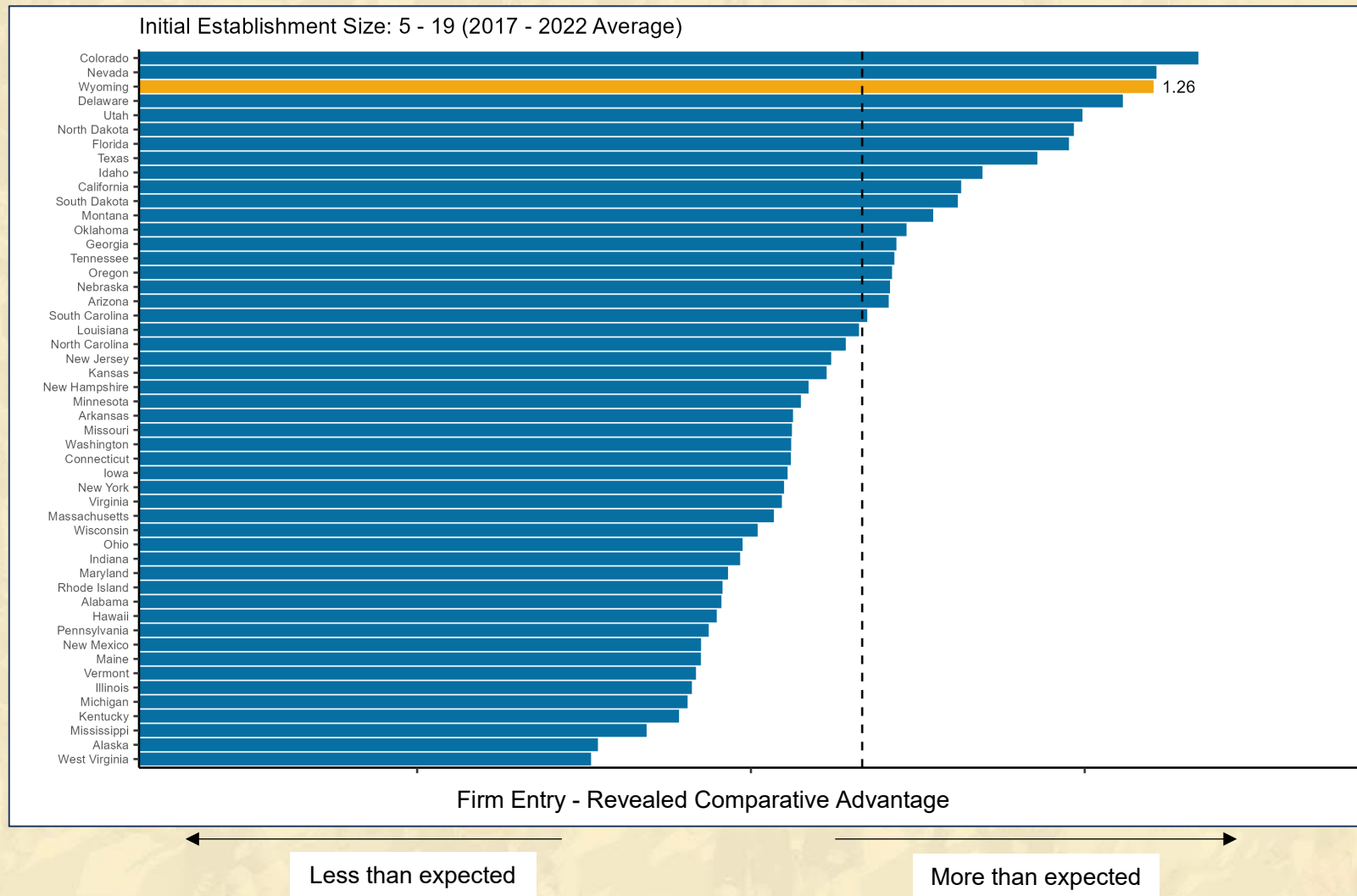
# WY does great in establishing “micro” firms ...



← Less than expected      More than expected →

Source: Census Bureau – Business Dynamics Survey

# ... and also does well with small businesses.



# SE WY Innovation Center

## Five areas of focus:

1. Programs and Courses
2. Pitch and Launch Events
3. Makerspaces
4. Consulting and Mentorship
5. Partnerships and Collaboration



NATIONAL ASSOCIATION  
FOR COMMUNITY COLLEGE  
**ENTREPRENEURSHIP**

Provided directly by  
LCCC

Provided through  
partnerships and  
collaboration

Funding for Various  
Stages of Business  
Development

Curriculum &  
Programming—  
K12, LCCC,  
Community

Student Launch –  
NACCE Everyday  
Entrepreneur

Incubation &  
Acceleration Spaces  
and Services



**LARAMIE COUNTY  
COMMUNITY COLLEGE**  
Cheyenne | Laramie | Online

Community  
Launch – SEWYIL  
or similar  
program

Consulting Services  
for Entrepreneurs,  
Startups, and Small  
Business

Mentorship  
Network to  
incorporate  
across center

Makerspace  
Management &  
Connection

# Our Big Bets for Post-Completion Success

1. Expanding Health Care
2. Focusing on Key Industries
3. Increasing Bachelor's Degree Attainment
4. Creating Entrepreneurs
5. Placemaking?
6. Betting on our Students



*Welcome Back*

**GOLDEN**



**EAGLES**

**CONVOCATION | FALL 2024**