COMPREHENSIVE SCAN

YOUR DREAMS OUR PLAN

2018-2025 STRATEGIC PLAN

OZARKS TECHNICAL COMMUNITY COLLEGE

Mission Statement

The college mission is to provide accessible, high quality and affordable learning opportunities that transform lives and strengthen the communities we serve.

Vision Statement

The college vision is to serve our communities by expanding opportunities for personal and professional growth through our commitment to excellence and innovation.

Core Values

Diversity

Innovation

Quality
Opportunity
Accessibility

Learning

Collaboration Respect Integrity

Affordability

Personal Growth

Professional Growth

As Ozarks Technical Community College sets out to begin

its annual strategic planning process, information on the external environment of the college has been collected in order to assist in planning strategically for the future. This report is a compilation of important issues and trends that impact the institution and the communities it serves.

The purpose of this document is to anticipate and plan for the opportunities and challenges that OTC will face in the future. Key findings have been categorized into five areas of change: demographics, higher education, economy and workforce, public policy and politics, and technology. These five trend areas interact to shape the environment in which OTC functions.

The emerging trends identified in this report inform the strategic planning process at OTC and are vital to setting and achieving the goals and initiatives of the college. As planning for the future continues, information about these areas provides a context for decision-making related to how OTC fulfills its mission.





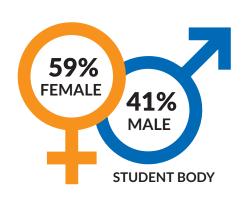
OTC by the numbers



2,343
OTC students
graduated in
2017– including –
781 A+ students
& 149 veterans





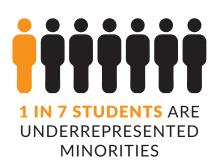


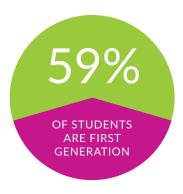


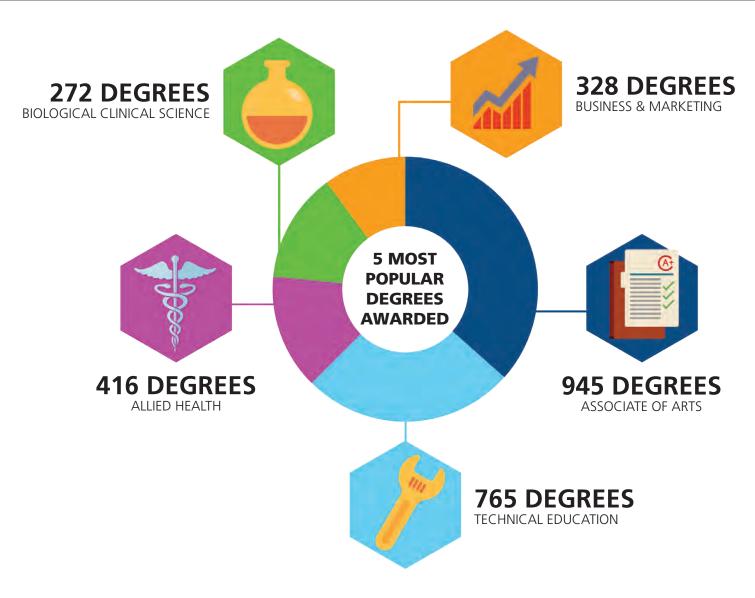
of our graduates find employment or continue their education at a four-year institution

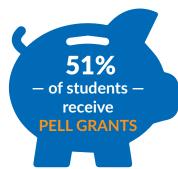


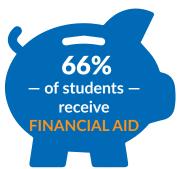
of students work while attending OTC











A+ STUDENTS
SERVED ANNUALLY



MORE THAN \$900,000 IN SCHOLARSHIPS AWARDED



demographics

Staying close to home

Most public two-year college students attend local colleges.

Median distance from students' home to colleges in miles



Source: American Council on Education, "Education Deserts: The Continued Significance of 'Place' in the Twenty-First Century," Viewpoints Voices from the Field, February 2016.

AACC analysis of 2011-12 National Postsecondary Student Aid Study (NPSAS: 12) data, U.S. Department of Education, National Center for Education Statistics.



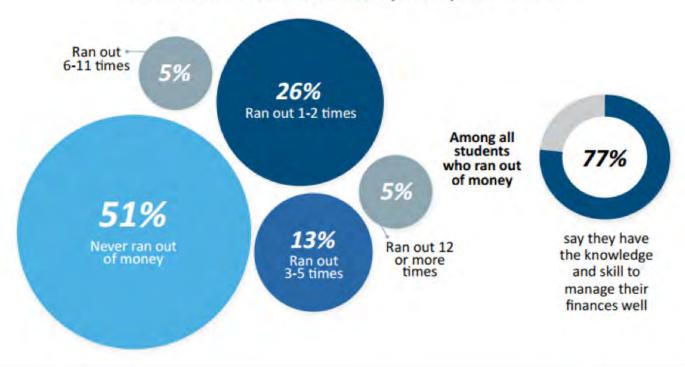
Most community college students live within eight miles of the college they attend, far closer than students who attend public and private four-year colleges and universities. When selecting a college, factors such as proximity, transportation, affordability and flexibility play a key role for low-income students, particularly for students of color. Local community colleges are often the best options for these students. Also, more than 60 percent of community college students juggle jobs and school, which is another factor for them in selecting a local two-year college.



Financially challenged

Each year, almost half of community college students must rely on outside financial resources.

How often students ran out of money in the past 12 months



Source: Center for Community College Student Engagement (CCCSE), "Making Ends Meet: The Role of Community Colleges in Student Financial Health" (2017).

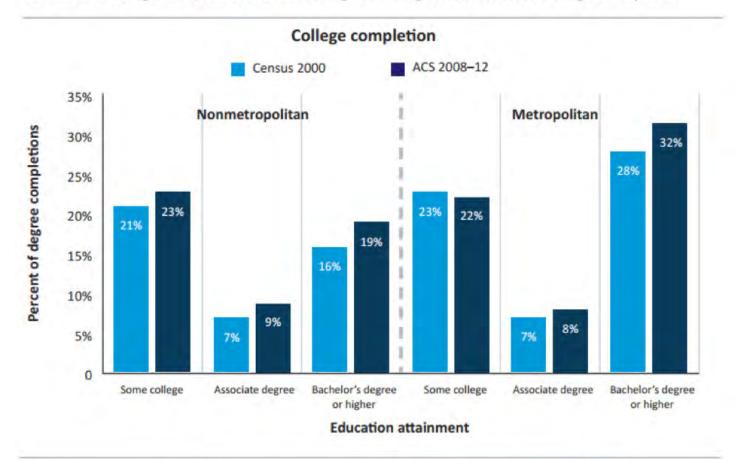


Tuition, fees, books and supplies comprise only a portion of the cost of attending a community college. As a sector, public community colleges charge the lowest tuition and fees; However, students still face the challenges of paying for their living expenses, such as housing, transportation, child care and food, while attending college. According to a survey of community college students by the Center for Community College Student Engagement at the University of Texas at Austin, 49 percent of respondents reported struggling with making ends meet, resorting to taking loans or asking friends, family or charitable organizations for financial help at least once or twice over the past year. As many as one in 10 students reported having to rely on outside resources six or more times. Access to readily available support, such as year-round Pell grants and emergency funding programs through the college, could greatly allay students' financial insecurities during the year.



Rural vs. urban degree completion

Rural areas have higher attainment in associate degrees but lag behind on bachelor's degree completion.



Source: Marre, A. W. (2nd Quarter), 2014. College Education in the Post-Recession Rural Economy. Choices Magazine, Vol. 29, No. 2. Retrieved from http://www.choicesmagazine.org/choices-magazine/submitted-articles/college-education-in-the-post-recession-rural-economy.



Associate-degree attainment is higher in rural areas than urban areas, according to U.S. Census data. Urban and rural areas both showed a 7 percent attainment of associate degrees in 2000, but the rate increased in 2008-12 to 9 percent in rural areas, compared to 8 percent in cities. Bachelor's degree attainment is significantly higher (32 percent) in metropolitan areas compared to non metropolitan areas (19 percent).

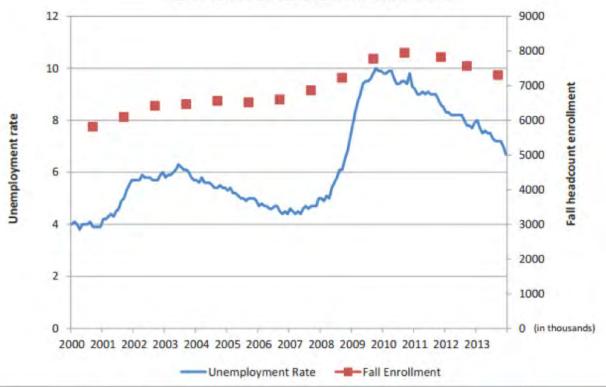
higher education



Watching the economy for enrollment trends

Enrollment trends at community colleges can typically be predicted based on how the economy is doing.

National unemployment rate and public community college fall headcount enrollment: 2000–2013

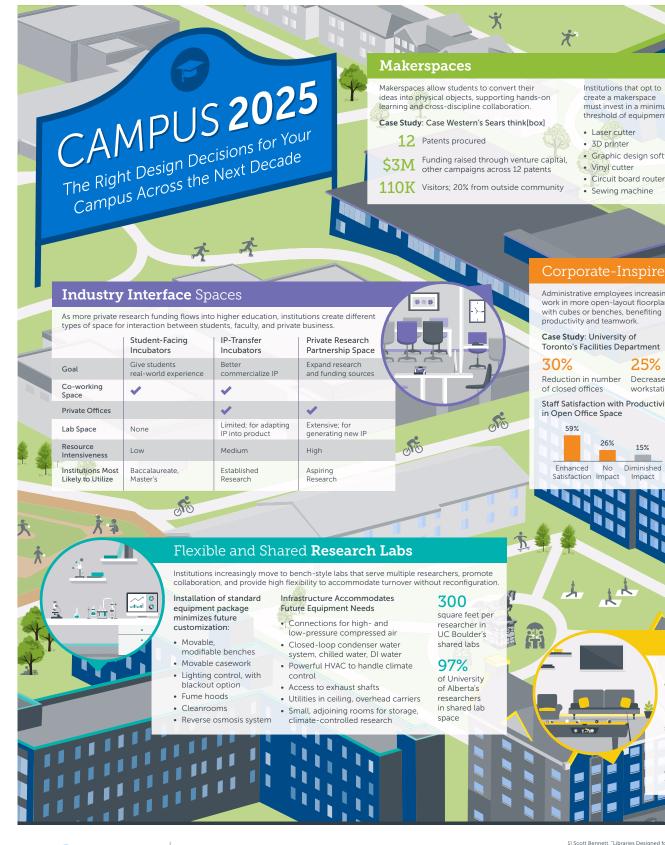


Source: "Community College Completion: Progress Toward Goal of 50% Increase," American Association of Community Colleges, April 2015.

Hussar, W.J., and Bailey, T.M. (2013). "Projections of Education Statistics to 2022" (NCES 2014-051). U.S. Department of Education, National Center for Education Statistics.



higher education





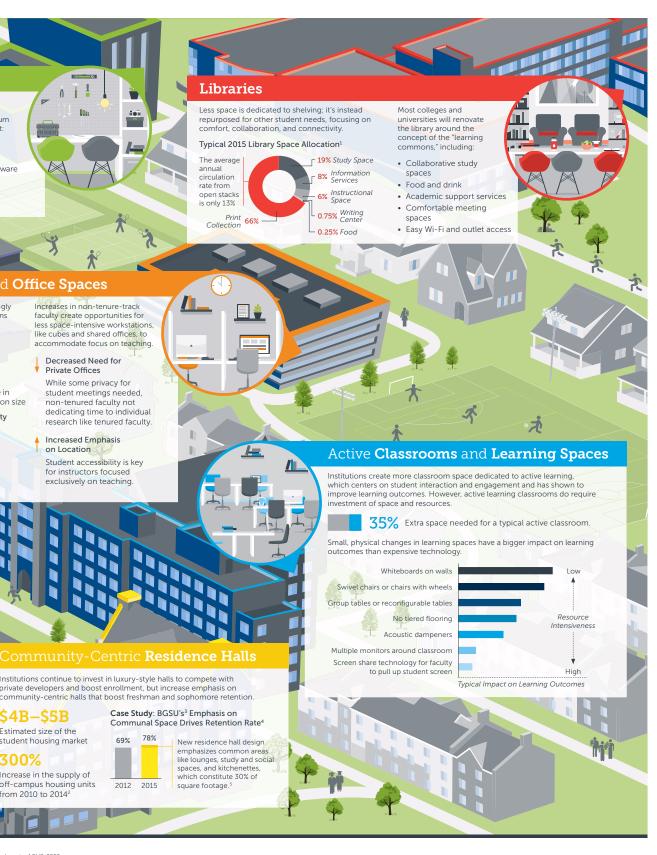
Facilities Forum

2) Excludes on-campus and alternative
3) Bowling Green State University.
4) Retention rate is measured fall to fall

Bowling Green State University, Bov http://www.gensleron.com/cities/2

higher education





r Learning," CLIR, 2003. . non-purpose-built housing

for full-time students attending college for the first time.

rling Green, OH; Gensler, D15/2/11/the-on-campus-experience-and-alumni-giving.html. Learn more about how your campus should respond to each trend.

eab.com/ff/campus2025

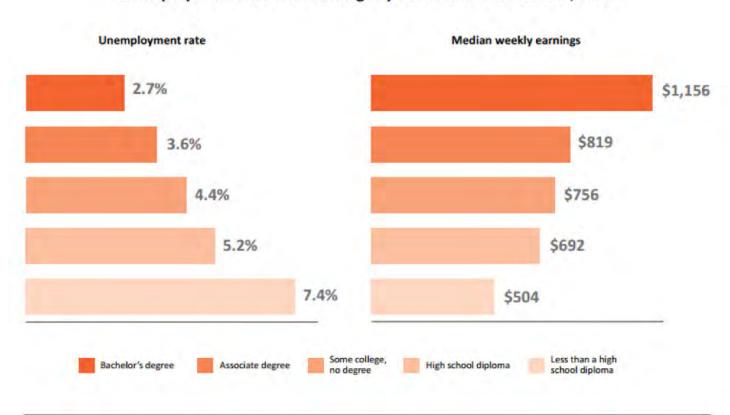
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More education = better jobs

Higher educational attainment leads to increased earnings and lowers the likelihood of unemployment.

Unemployment rates and earnings by educational attainment, 2016



Source: Bureau of Labor Statistics, Current Population Survey "Career Outlook: More Education: Lower Unemployment, Higher Earnings," April 2017.

Editor's note: Data are for individuals age 25 and older. Earnings are for full-time wage and salary workers.



WELL-DESIGNED CAREER PATHWAYS PROGRAMS MAY INCLUDE A RANGE OF STRATEGIES AND SUPPORT SERVICES:



Occupational skills instruction



Basic skills instruction



Career and financial aid counseling



Childcare assistance



Transportation assistance

Why career pathways?

One strategy for addressing the diverse needs of this student population is the development of career pathways models, which enable low-skilled adults to combine work and education while obtaining in-demand credentials that support career advancement. Career pathways include:

- course sequence pathways
- stackable credentials
- articulated credentials providing multiple entry points into an industry
- wraparound services to support students

Well-designed career pathways programs also include a range of strategies and support services that enable working adults and other students to persist and succeed in post-secondary education and training.

Source: National Skills Coalition, "Investing in Postsecondary Career Pathways" (2017)



Questions for colleges as they consider advising

Colleges should consider a range of issues as they assess their advising policies and practices. Colleges can use the questions below as a starting point for conversations among advisors, faculty, and the entire college community.

- 1. How does your college determine how many advisors it needs? Are all credential- and transfer-seeking students advised every term? Is not advising them every term acceptable? Do 15-minute sessions once per term provide enough advising? If some students need to be advised more than once per term, does your college have the capacity to manage that need? What would it take to meet with all students for the necessary amount of time prior to each term?
- 2. Have expectations for advisors changed at your college in the past five years? If so, has the college updated the advisors' job description? What training does your college offer advisors so that they are prepared for their current role?
- 3. Do advisors talk with students about their outside commitments? Are advisors making sure students have the information they need to balance work, children, and other commitments with coursework?



[When I started college] I had no, really, footing.
I just came in, took some classes and I was working full-time. . . . I never felt like I had direction. I never felt like anyone was there, had my back, or was helping shape me . . . at least giving me constructive feedback on what I needed to be doing to get where I wanted to go.

- STUDENT

- 4. **Does your college's advising include early career exploration?** If so, is it for all students? If not, when does career exploration happen?
- 5. How are advisors talking to students about transfer?

 Do your advisors ensure that students' courses will transfer to their institution of choice and into their program of choice at that institution?
- 6. **Is advising consistent at your college?** Are students receiving consistent information from all advisors?
- 7. What is the faculty role in advising at your college? How do faculty members view their role in advising? How do faculty and advisors share information?
- 8. How are advisors integrated into the classroom? Are faculty members encouraged to bring advisors into their classrooms?
- 9. **How are advisors monitoring student progress?** How often do they talk with students about their progress?
- 10. Is your college tracking data on advising and assessing student outcomes based on the data? Is assessing advising services, and revamping them if necessary, part of your college's student success agenda?
- 11. Are some students receiving more comprehensive advising services than others? What might disaggregated advising and engagement data reveal? Are you ensuring that students of color, for example, are being guided to programs of study that have high earning potential? If not, do advisors need training to ensure that they are intentional about avoiding bias? If different types of students are having different advising experiences, how can your college bring successful models to scale?
- 12. What do your students and advisors say about advising? Consider holding focus groups to capture students' and advisors' thoughts. To download focus group guides to use with students or advisors, visit www.cccse.org/nr2018.

Source: Center for Community College Survey of Student Engagement (CCSSE), "Show Me the Way: The Power of Advising in Community Colleges" (2018)

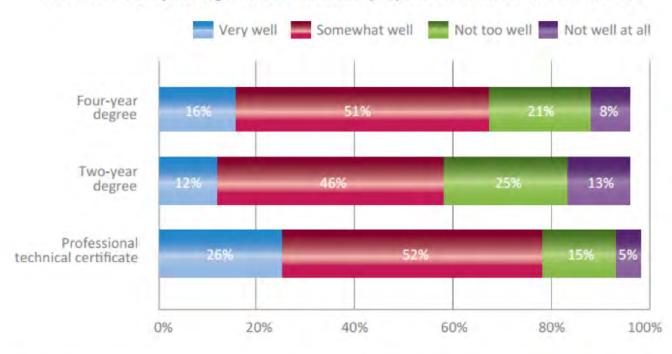
economy & workforce



Prepared for the workforce

Technical career students most strongly feel that their education prepared them for their jobs.

How well does post-high school education prepare students for the workforce?

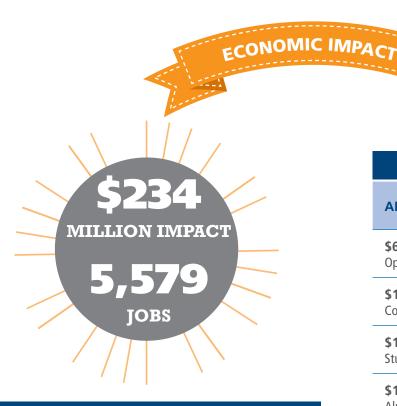


Source: The Pew Research Center, Social and Demographic Trends,0235 "The State of American Jobs," October 2016.





OTC ECONOMIC IMPACT & RETURN ON INVESTMENT



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INDUSTRY	TOTAL INCOME	JOBS
Healthcare & Social Assistance	\$45 M	882
Management of Companies & Enterprises	\$20.1 M	225
Professional & Technical Services	\$16.2 M	418
Accommodation & Food Services	\$15.1 M	413
Manufacturing	\$14.9 M	213
All Other Industries	\$122.7 M	3,428

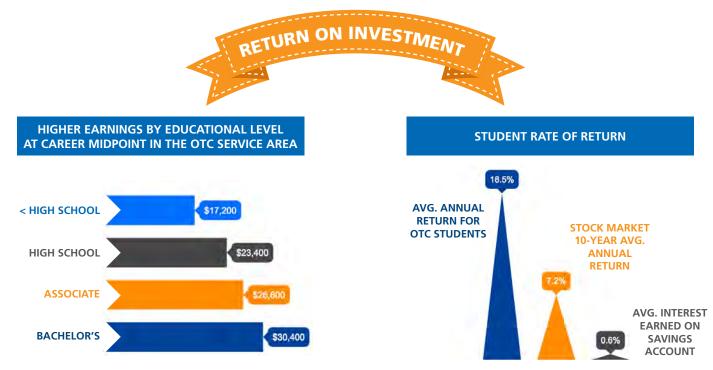
IMPACTS CREATED BY	′ отс
ADDED INCOME	JOBS
\$63 MILLION Operations Spending Impact	2,383
\$1.9 MILLION Construction Spending Impact	46
\$17.1 MILLION Student Spending Impact	367
\$152 MILLION Alumni Spending Impact	2,782
\$234 MILLION Total Impact	5,579 Total Jobs



Source: Emsi

FISCAL YEAR (FY) 2015-16





Impact on national economy

During the analysis year, America's community colleges and their students added **\$809 billion** in income to the U.S. economy, approximately equal to the **5.4%** of the nation's Gross Domestic Product. The economic impact of community colleges break down as follows:

- Over the years, students have studied at America's community colleges and entered or reentered the workforce with newlyacquired skills. Today millions of former students are employed in the U.S. workforce.
- The accumulated contribution of the increased productivity of former students working in the U.S. amounted to \$806.4 billion in added income in 2012.

INCOME CREATED BY AMERICA'S COMMUNITY COLLEGES IN 2012

\$806.4 billion

\$2.6 billion
act of international student spending

\$809 billion

FOR EVERY \$1 SPENT.

\$4.80

Gained in lifetime income for STUDENTS

\$25.90

Gained in added income and social savings for SOCIETY

\$6.80

Gained in added taxes and public sector savings for TAXPAYERS

Source: Emsi

Ozark Top Openings

2014-2024

The Ozark region is expected to have more than 90,000 total job openings between 2014 and 2024. This includes openings created by new job growth, as well as those created through the need for replacement workers. Replacement openings occur due to retirement, turnover, or transferring to another occupation.

During this projection period, the 20 occupations with the greatest number of total openings include 4 Office and Administrative Support Occupations and 4 Food Preparation Occupations. "Retail Salespersons" and "Combined Food Preparation and Serving Workers" are the occupations that are expected to have the greatest number of total openings, with over 4,000 total openings for each.

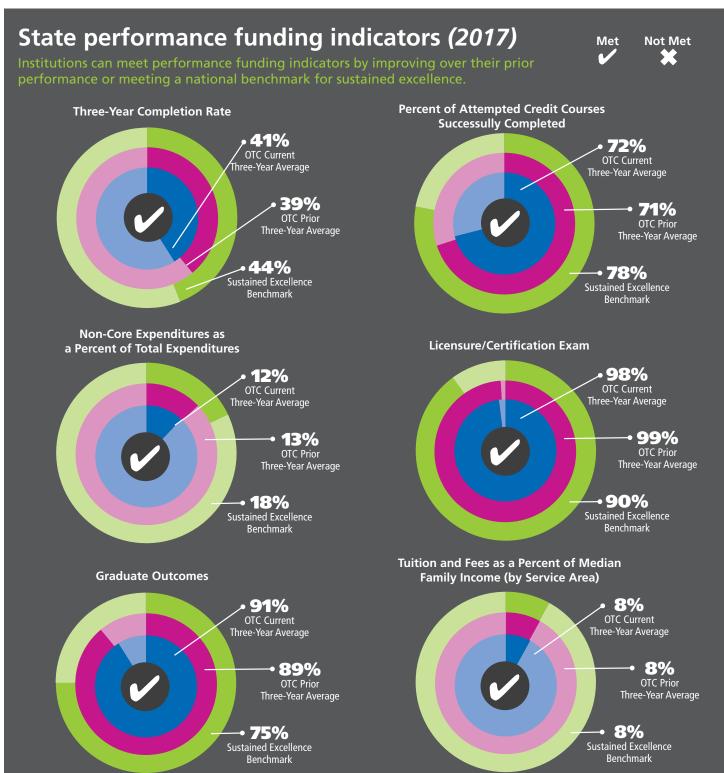
Occupation	2014 Est.	2024 Proj.	Growth	Replacement	Total	Average
Retail Salespersons	Employment 9,730	Employment 10,800	Openings 1,070	Openings 3,372	Openings 4,442	2015 Wage \$26,026
Combined Food Preparation and Serving Workers	7,412	9,265	1,853	2,395	4,248	\$19,170
Waiters and Waitresses	5,279	6,027	748	2,540	3,288	\$19,170
Cashiers	6,121	6,673	552	2,604	3,156	\$19,533
Registered Nurses	5,614	7,216	1,602	1,325	2,927	\$54,819
Customer Service Representatives	4,508	5,531	1,023	1,110	2,133	\$29,875
Office Clerks, General	5,916	6,560	644	1,276	1,920	\$26,605
Nursing Assistants	4,015	5,016	1,001	907	1,908	\$23,229
General and Operations Managers	4,187	4,764	577	1,060	1,637	\$79,485
Laborers and Freight, Stock, and Material Movers, Hand	3,678	4,088	410	1,095	1,505	\$25,844
Heavy and Tractor-Trailer Truck Drivers	6,034	6,495	461	1,026	1,487	\$41,593
Maintenance and Repair Workers, General	3,165	3,628	463	829	1,292	\$31,141
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3,420	3,939	519	679	1,198	\$23,452
Stock Clerks and Order Fillers	2,963	3,169	206	940	1,146	\$24,567
Cooks, Restaurant	2,104	2,657	553	557	1,110	\$21,020
First-Line Supervisors of Food Preparation and Serving Workers	1,950	2,384	434	579	1,013	\$29,996
Maids and Housekeeping Cleaners	2,569	2,960	391	613	1,004	\$19,413
First-Line Supervisors of Retail Sales Workers	2,975	3,290	315	665	980	\$39,279
Secretaries and Admin Assistants, Except Legal, Medical, and Executive	4,681	5,148	467	493	960	\$28,828
Childcare Workers	1,793	2,086	293	529	822	\$19,218

Data Sources: Missouri Economic Research and Information Center (MERIC), Long-Term Occupational Projections, Occupational Employment and Wage Survey, and U.S. Bureau of Labor Statistics. Product funded by the U.S. Employment and Training Administration, Workforce Information Grant.





public policy



Authorize and fund a program dedicated to supporting and expanding innovative community college and industry partnerships.

Increase funding for the occupational and adult basic education programs authorized in the Workforce Innovation and Opportunity Act.

HIGHER
EDUCATION ACT
REAUTHORIZATION

WORKFORCE DEVELOPMENT

PERKINS CAREER

& TECHNICAL

EDUCATION ACT

REAUTHORIZATION

TAX BENEFITS FOR HIGHER EDUCATION

ALLIED HEALTH
& NURSING
LEGISLATION

PELL

GRANTS

Ensure continued eligibility and access to federal student aid for the neediest students.

Maintain a strong commitment to Pell Grant funding.

Reinstate the year-round Pell Grant program.

Increase the total eligibility period from 12 to 14 semesters.

12

COMMUNITY
COLLEGE
FEDERAL
LEGISLATIVE
PRIORITIES

AACC & ACCT support these legislative priorities

Recognize the critical role community colleges play in rural economic development.

Provide resources for essential programs in rural areas.

Ensure rural areas have access to broadband internet service.

RURAL ECONOMIC DEVELOPMENT

STEM COMPETITIVENESS

INTERNATIONAL EDUCATION PROGRAMS

HIGHER
EDUCATION
ACT
FUNDING

WELFARE REFORM VETERANS



technology

EDUCAUSE RESEARCH SNAPSHOT

TOP 10 IT ISSUES 2018

The 2018 Top 10 IT Issues show how digital technology is remaking higher education through four key themes: institutional adaptiveness, improved student outcomes, improved decision-making, and IT adaptiveness.

The top IT issue for 2018 is #1 INFORMATION SECURITY

Developing a risk-based security strategy that keeps pace with security threats and challenges

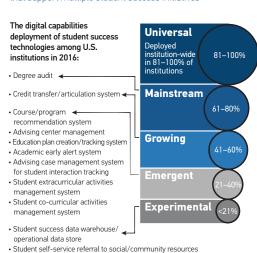
69%

of all U.S. institutions that have conducted a risk assessment did so for planning and prioritizing institutional information security work.



#2 STUDENT SUCCESS

Managing the system implementations and integrations that support multiple student success initiatives



· Student success analytics dashboards

or chancellor's cabinet. Those who do are positioned to have a significant impact on institutional strategy.

CIOs who do not serve on the cabinet

CIOs who do not serve on the cabinet

CIOs who do not serve on the cabinet

Shape institutional administrative directions

Shape institutional academic

directions

#3 INSTITUTION-WIDE IT STRATEGY

Repositioning or reinforcing the role of IT leadership as an integral strategic

In a survey of CIOs, ECAR found that 42% of respondents serve as members of the president's

partner of institutional leadership in achieving institutional missions

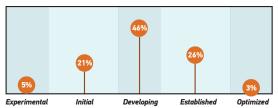
Source: Educause Center for Analysis and Research, "Top 10 IT Issues 2018" (2018)

80

#4 DATA-ENABLED INSTITUTIONAL CULTURE

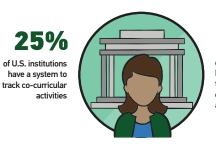
Using BI and analytics to inform the broad conversation and answer big questions

The EDUCAUSE Maturity Index for analytics shows that most institutions are developing a decision-making culture.



#5 STUDENT-CENTERED INSTITUTION

Understanding and advancing technology's role in defining the student experience on campus (from applicants to alumni)



27%

of U.S. institutions have a system to track/manage extracurricular activities

#6 HIGHER EDUCATION **AFFORDABILITY**

Balancing and rightsizing IT priorities and budget to support IT-enabled institutional efficiencies and innovations in the context of institutional funding realities

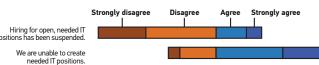
Among U.S. institutions reporting to the EDUCAUSE Core Data Service, the median percentage of total central IT spending on...



#7 IT STAFFING AND ORGANIZATIONAL MODELS

Ensuring adequate staffing capacity and staff retention in the face of retirements, new sourcing models, growing external competition, rising salaries, and the demands of technology initiatives on both IT and non-IT staff

ECAR workforce research found that there is demand for IT professionals in higher education, but there are obstacles to creating new IT positions.

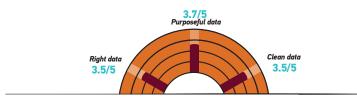


Hiring for open, needed IT positions has been suspended.

#8 (TIE) DATA MANAGEMENT AND GOVERNANCE

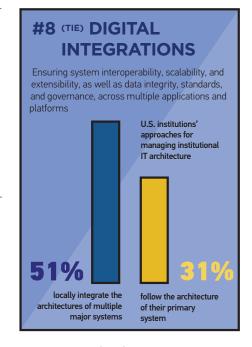
Implementing effective institutional data governance practices

The maturity levels of analytics data efficacy at the median U.S. institution are still developing.



#10 CHANGE LEADERSHIP

Helping institutional constituents (including the IT staff) adapt to the increasing pace of technology change Percentage of higher education IT employees who claim that gaps in their skills in managing services, processes, change, projects, and the like present at least moderate obstacles to their effectiveness (according to ECAR IT workforce research.)

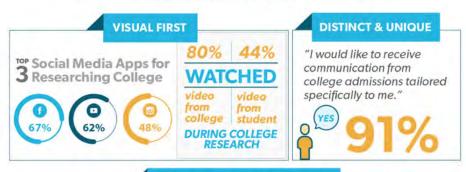


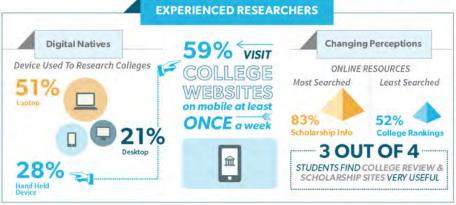
TO LEARN MORE about the Top 10 IT Issues, visit educause.edu/issues. To access the latest publications, including reports and infographics, from the EDUCAUSE Center for Analysis and Research, visit educause.edu/ecar.

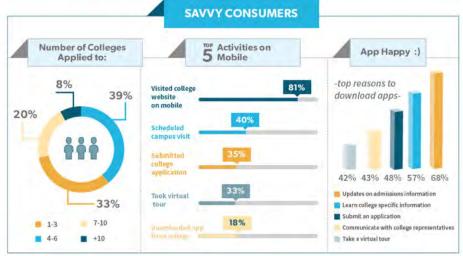


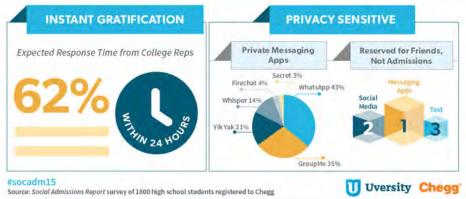
MILLENNIAL MINDSETS COLLEGE ADMISSIONS

2015 SOCIAL Millennials, Plurats, the IGeneration - students today view technology as an extension of ADMISSIONS themselves and adopt new resources at exceptional speeds. So how do colleges navigate the changing perceptions of these digital natives during the admissions process?

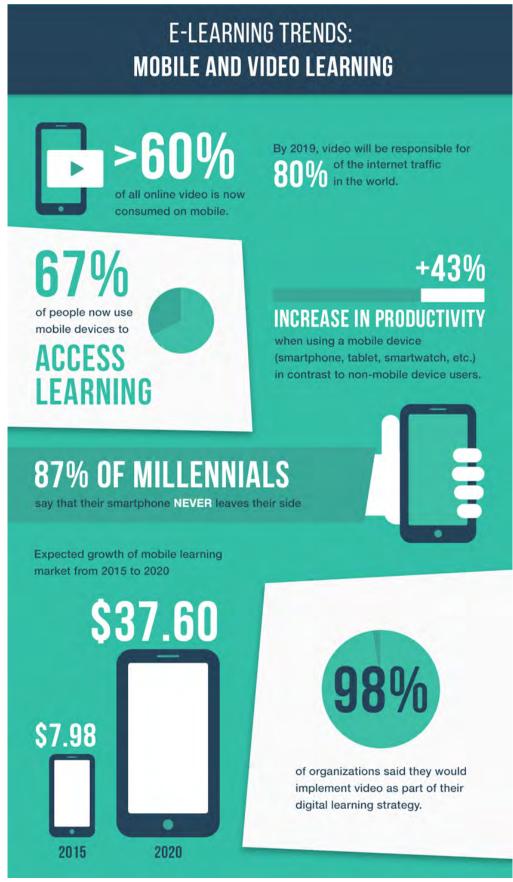












Source: ZEQR, "E-Learning Trends to Watch Out for in 2018" (2018)



A few examples of best practices

Digital community college winners from the Center for Digital Education (2017-2018)

Thomas Nelson Community College, Va. (enrollment 10,000 students or more)

After the recommendation by its Education Technology Advisory Committee, the college purchased laptops for its faculty to provide better mobility and enhanced productivity and creativity. At faculty request, IT completed a Windows 10 migration on all academic computers across the college. In addition, the college offers free library checkout of laptops and mobile devices, helping reduce the digital divide. Another success involves Reynolds leveraging technology to help students with developmental math through Math Central, a model that combines math coaches and access to computer-based instruction.

Walters State Community College, Tenn. (Enrollment between 5,000 and 10,000 students)

The college collaborates with the Northeast Tennessee Technical Education Association, which represents K-12 programs in the upper East Tennessee, 10-county area, in programs such as Welding, Computer Applications, and Solar Energy. The college participates in the Tennessee Transfer Pathways programs in Computer Science, Agriculture, and Pre-Veterinary Science that make use of collaborative technologies used in the classroom. Additionally, the college's dual enrollment program continues to offer multiple modes of delivery to all dual enrollment students including online, desktop video, video-streaming, and hybrid classes.

Manchester Community College, N.H. (Enrollment of 5,000 or fewer students)

In addition to virtual reality crime scenes with 360-degree cameras for use in Cybersecurity classrooms, and simulation labs used in the Nursing department, Manchester Community College opened an Advanced Technologies Building for its HVAC, Electrical Technology and Mechatronics curriculum. Mechatronics combines the study of mechanical and electrical systems with software programming. The structure has exposed infrastructure to help students understand and work with the newest technology, and 14 different specialty labs with the latest automation technology.

The survey also revealed insights about community colleges' technology priorities. Colleges surveyed indicated that mobility devices/app support is their top priority in the coming year, followed by cybersecurity tools and testing, website redesign/updates, upgrading classroom technologies, digital content and curriculum, and disaster recovery/business continuity



OZARKS TECHNICAL COMMUNITY COLLEGE