

## **E. EDUCATION, TRAINING, AND WORKFORCE DEVELOPMENT**

### **1. Educational Attainment (Table E-1)**

One of the Valley's strongest assets is its extensive educational network of Adams State University, Trinidad State Junior College, and 14 school districts covered in more detail in Chapter S of the Background Information.

To compare the region's educational attainment as a general gauge of workforce preparation, there are no updates at this time, so we rely on Census data. Based on Census decade comparisons in Table E-1, progress was made toward increasing rates of educational attainment in the Valley, but we are still behind the state on the percentage of population graduating from high school and persons with a bachelor's degree or higher. Of the 29,475 persons 25 years or over, 82.7 percent achieved a high school diploma or higher level of education. This represents improvement of 5.9 percentage points over 2000, but not enough to equal the state's level in 2000 of 86.9.

The percentage of population 25-plus with a bachelor's degree or higher of 21.6 percent also shows improvement, but not enough to equal Colorado's 2000 rate of 32.7 percent. Colorado's 2010 attainment stands at 35.9 percent, representing a gap of 14.3 percentage points over the Valley. At the low end of the attainment scale, the Valley shows 8.7 percent of the population 25 years and over with less than a ninth grade education.

### **2. Adams State University (Table E-2, E-3)**

Adams State is a state, coeducational, comprehensive college offering B.S., B.A., M.A., and associate degrees. Established in 1925, Adams State is particularly noted for excellence in business and teaching professions. Its presence as an outpost of higher education, cultural, and economic activity in extreme southern Colorado has provided countless opportunities for residents, and a major force in shaping the Valley's image beyond what would otherwise be possible as a western agricultural and ranching economy.

Enrollment averages about 3,500 per year (3,700 in 2012), and over 10,000 in extended studies. About 40 percent of the students originate from the San Luis Valley, 45 percent from other parts of Colorado, and 15 percent from out-of-state. Students with Hispanic ethnicity make up almost 30 percent of the enrollment, the highest percentage of any four-year college in the state. Marketed as an institution offering quality education and more one-on-one with professors, ASU invested in facilities and expansion, upgraded its electronic infrastructure, and revamped the curriculum to hold its place in competition with other small and mid-sized colleges in Colorado and the Nation.

Compared with the cost of a higher education in most colleges, Adams State offers a real bargain. Table E-2 shows that undergraduate tuition, fees, room, and a seven-day meal ticket averages about \$13,948 per year for Colorado residents, and \$23,275 per year for non-residents. Financial assistance in the form of scholarships, grants, loans, and part-time employment are also available, with average awards around \$12,299.

The Nielsen Library, containing over 1.8 million listings of books, periodicals, government publications, microfiche, audio-visual, subscriptions, and microforms, provides a valuable resource to both campus and community. Adams State also has a reputation as an award-winning track team, and its high altitude setting was chosen as the training camp for the 1968 summer Olympics.

In addition to its importance as an accessible pathway to higher education and distinguishing cultural

presence in the Valley, Adams State also represents a major economic force equal to all of the region's current level of tourism activity. Results of our economic impact analysis commissioned by ASC in 2005, with numbers updated for 2012, are presented in Table E-3. Direct spending in the San Luis Valley attributed to the college from all sources was estimated at \$50.3 million, creating a total economic impact of \$86.6 million. Student spending contributed over 57 percent of the impact, due to a large majority of students living off-campus and paying rent, transportation, and other living expenses. ASC's job impacts were equally impressive, with 529 direct jobs on campus including contracted food services generating a total estimated impact of 794 jobs across the region.

Adams State produces about 500 graduates a year, most of whom leave the area in pursuit of jobs, graduate education, or other career pursuits. To identify the kind of jobs graduates were taking in the Valley, our study reviewed a listing of over 400 alums by occupation and place of work covering a span of many years. This showed a heavy bias for teaching, counseling, administrative, and other positions in the public schools, which is where most of job opportunities for college graduates in the Valley are available. We also noted a fair cross-section who went on to become business owners and managers, CPAs, biologists, bankers, health professionals and administrators, elected officials, and other fields.

### **3. Trinidad State Junior College, Valley Campus (Table E-4)**

Trinidad State also invested in facilities and refreshed its programming in order to serve a broader public in the Valley, provide viable career paths for youth, and meet the specialized skill requirements of industry. TSJC is addressing a wide range of educational needs and pursuits including two-year associate degrees in applied science; certified occupational training; pre-collegiate and specialized educational programs; adult basic and remedial education; and a diversity of educational niches for practical skill training, skill upgrades, and subjects of interest to the community.

TSJC also has capability to design and implement customized training classes for new job and business opportunities, or in conjunction with other job training programs. Working families and parents also find the evening and weekend scheduling a viable alternative to four-year college enrollment.

Enrollment at TSJC, Valley Campus was 704 in Fall 2012, with most students originating from the Valley itself. College-wide enrollment was 1,555. Full-time tuition (12 semester hours) for Colorado residents is around \$1,353 per semester, and \$2,681 for non-residents. Room and board, available at the Trinidad campus only, ranges from \$2,565-\$3,150 per semester.

Future plans for the Valley Campus are to move to an 18-acre parcel of land on the west side of Alamosa. A new 60,000-square-foot campus is planned and a fundraising campaign is underway to replace the existing 41,000-square-foot Valley Campus. The existing 2.5 acre Valley Campus is landlocked and program expansion is capped by the current inadequate facility.

### **4. Job Training Programs (Table E-5, E-6)**

Subsidized job training funded by the Workforce Investment Act in Table E-5 are managed by Southern Ute Community Action Program (SUCAP), in conjunction with other Workforce Center services for job screening and placement. Employer-focused assistance includes on-the-job training which pays up to 50% of wage costs for a specified training period determined by type of occupation; and various types of classroom training support to workers.

Employees or prospective workers are required to meet various program eligibility guidelines based on

income and other factors, and a commitment regarding a minimum term of employment is also required. Availability of funding is subject to cycles, but projects offering substantial wages and job benefits may receive special attention.

Table E-6 covers basic information on the Colorado FIRST/Existing Industries program administered by the Colorado Office of Economic Development & International Trade. Amounts of support and length of training are gauged to skill levels, wages, and job benefits. This program is in high demand throughout the state, and funding availability is also subject to cycles.

**Table E-1**  
**Educational Attainment, 2010**

	<b>Alamosa</b>	<b>Conejos</b>	<b>Costilla</b>	<b>Mineral</b>	<b>Rio Grande</b>	<b>Saguache</b>	<b>San Luis Valley</b>	<b>Colorado</b>
<b>Population 18 to 25 years</b>	<b>2,324</b>	<b>651</b>	<b>263</b>	<b>73</b>	<b>1,124</b>	<b>524</b>	<b>4,959</b>	<b>483,392</b>
Less than high school graduate	11.3%	21.8%	41.1%	5.5%	29.6%	33.4%	27.7%	17.0%
High school graduate (incl equivalency)	22.7%	40.1%	34.2%	31.5%	37.7%	42.2%	31.2%	29.8%
Some college or associate's degree	65.8%	36.3%	24.7%	19.2%	29.9%	22.1%	46.3%	42.7%
Bachelor's degree or higher	0.1%	1.8%	0.0%	43.8%	2.8%	2.3%	1.8%	10.5%
<b>Population 25 years &amp; over</b>	<b>9,074</b>	<b>5,216</b>	<b>2,498</b>	<b>888</b>	<b>7,579</b>	<b>4,220</b>	<b>29,475</b>	<b>3,201,139</b>
Less than 9 <sup>th</sup> grade	7.3%	9.5%	13.3%	0.0%	7.4%	12.5%	8.7%	4.4%
9 <sup>th</sup> to 12 <sup>th</sup> grade, no diploma	6.3%	9.1%	12.8%	2.6%	8.7%	11.4%	8.6%	6.3%
High school graduate (incl equivalency)	27.7%	35.1%	33.5%	30.4%	31.5%	29.3%	30.8%	23.3%
Some college, no degree	24.6%	21.1%	22.0%	24.3%	27.8%	21.8%	24.2%	22.3%
Associate's degree	7.5%	6.6%	4.2%	3.6%	5.3%	5.5%	6.1%	7.7%
Bachelor's degree	13.0%	12.1%	8.5%	27.0%	12.4%	11.0%	12.4%	23.0%
Graduate or professional degree	13.5%	6.6%	5.8%	12.0%	6.9%	8.3%	9.1%	12.9%
High school graduate or higher	86.4%	81.4%	73.9%	97.4%	83.9%	76.1%	82.7%	89.3%
Bachelor's degree or higher	26.6%	18.7%	14.3%	39.1%	19.2%	19.4%	21.6%	35.9%
<b>High school graduate or higher</b>								
1980	70.9%	52.0%	45.9%	83.5%	62.0%	59.3%	61.5%	78.6%
1990	76.9%	63.7%	60.5%	84.8%	69.7%	65.9%	69.9%	84.4%
2000	82.6%	72.1%	68.2%	91.6%	78.1%	70.0%	76.8%	86.9%
2010	86.4%	81.4%	73.9%	97.4%	83.9%	76.1%	82.7%	89.3%
<b>Bachelors degree or higher</b>								
1980	20.6%	9.7%	10.1%	22.9%	15.3%	11.2%	-	23.0%
1990	24.1%	10.7%	10.5%	17.9%	17.5%	14.4%	17.4%	27.0%
2000	27.0%	14.4%	12.8%	31.2%	18.8%	19.6%	20.4%	32.7%
2010	26.6%	18.7%	14.3%	39.1%	19.2%	19.4%	21.6%	35.9%

Source: U.S. Census Bureau, American Fact Finder, *S1501 Educational Attainment*, 2006-2010 American Community Survey 5-Year Estimates  
<http://www.factfinder2.census.gov>

## Table E-2

### Adams State University

<b>Enrollment:</b>	Approximately 3,724; more than 10,000 in Extended Studies.
<b>Housing:</b>	College-owned and operated residence halls available to all students.
<b>Campus:</b>	54 buildings on 90 acres.
<b>Faculty:</b>	123 full- and part-time.
<b>Academic Year:</b>	2 semesters and 3 summer sessions.
<b>Accreditation:</b>	Higher Learning Commission of North Central Association of Colleges and Secondary Schools; National Association of Schools of Music; Council for Accreditation of Counseling and Related Educational Programs.
<b>Degrees:</b>	B.S., B.A., M.A., and associate degrees; Pre- professional programs; guaranteed transfer programs and concentrations in over 50 areas of study.
<b>Library:</b>	Collections total 167,580 books; 40,430 bound- periodicals; 3,095 federal and state government publications; 2,720 audio-visual items; 369 periodical subscriptions; 11,544 microforms; 20,000+ online journals. Full members of national OCLC, FirstSearch, EBSCOhost, LexisNexis Academic Universe and Innovative Interfaces (Triple I) public catalog; and Colorado MARMOT computer information networks.
<b>Placement:</b>	Services of career planning and placement office available to students and alumni.
<b>Athletics:</b>	Intercollegiate: NCAA Div. II, Rocky Mountain Athletic Conference; Adventure Program offers skiing, mountaineering, rafting, and other activities; intramurals offered.
<b>Annual Cost:</b>	Undergraduate tuition, fees, room, and 7-day meal ticket: Resident students- approximately \$13,948 per year; Non-resident students - approximately \$23,275 per year.
<b>Financial Assistance:</b>	Average award \$12,299. Grants, scholarships, loans, and student employment are available.

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**Source:** Adams State University, September 2012.

**Table E-3**

**Adams State University Economic Impact, 2012**

College Revenues = \$52,104,000

	<u>Direct Spending in SLV Region</u>	<u>Multiples</u>	<u>Total Regional Economic Input</u>	<u>Pct %</u>
<b>Operations purchases &amp; Expenses</b>	\$5,286,661	1.9	\$10,044,656	11.6%
<b>Faculty &amp; Employees</b>	\$13,980,228	1.7	\$23,766,388	27.4%
<b>Student off- campus spending</b>	\$29,100,146	1.7	\$49,470,248	57.1%
<b>Events &amp; non- resident visitors</b>	<u>\$1,960,974</u>	1.7	<u>\$3,333,656</u>	<u>3.8%</u>
	\$50,328,010		\$86,614,949	100%

**Source:** San Luis Valley Development Resources Group, *Adams State College Economic Impact Analysis and Report: San Luis Valley and Colorado, March 2005. (Updated by ASU Office of Finance September 2012)*

**Table E-4**

**Trinidad State Junior College, Valley Campus**

**Enrollment (Fall 2012):** Full- time - 366, Part- time - 338, Total = 704  
 \*College Wide Full- time - 945, Part- time - 610, Total = 1,555

**Student Characteristics (Fall 2012):** San Luis Valley 98%  
 Other Colorado 0%  
 Out-of- State 2.4%  
 Hispanic 51.27%

**Degrees:** Associate of Arts (A.A), Associate of General Studies (AGS)  
 Associate of Science (A.S.) plus certificates in over 25 fields;  
 Adult Basic Education, GED, and ESL training also offered.

**Tuition:** Colorado Residents- \$1,353/12-hour semester  
 Non-residents- \$2,681.40  
 WICHE- \$2,029.80

**Room & Board\*:**

*\*Trinidad Campus Only*

DORM		BOARD	
single	double	15 meal plan	19 meal plan
\$1,190.00	\$780.00	\$1,785.00	\$1,960.00

**Faculty:** 30 full time, 30 part-time

**Programs and selected courses:**

**Arts-** anthropology, art, business administration, communication, criminal justice, early childhood education, economics, elementary education, English, history, liberal arts, music, philosophy, political science, psychology, sociology, spanish, theater

**Science-** biology, chemistry, geography, geology, mathematics, natural resources, physics, pre-medicine, psychology, renewable energy

**Certificates-** addictions counseling, aquaculture, administrative medical assistant, medical transcription, agribusiness, automotive service technology, computer technology, construction technology, stylist, manicurist, heavy equipment technology, precision machining technology, early childhood education, emergency medical services, fine woodworking, welding, business management, graphic design, webdesign, massage therapy, office technologies, nurse aide/home health aide/long-term care, licensed practical nurse (LPN), Associate Degree Nursing (ADN)

**Graduates in 2011-12:** 264

**Source:** Various college publications including college viewbook, and various administrative personnel, September 2012.

Table E-5

Job Training Programs - Workforce Investment Act (WIA), 2012

Provider	Program/services	Eligibility	Estimated number/yr
SUCAP / The Training Advantage (TTA)	<b>Adult program</b>		July 2012 - June 2013
	Soft skills improvement for job search	18 yrs and over	74
	Assistance with occupational training	Citizen	
	Work experience	Unemployed or underemployed	
	On the job training	In need of additional resources	
	Supportive services		
	Assistance with employment placement		
	<b>Dislocated Worker program</b>		July 2012 - June 2013
	Soft skills improvement for job search	18 yrs and over	26
	Assistance with occupational training	Citizen	
	On the job training	Laid off or about to be laid off	
	Supportive services	or displaced homemaker	
	Assistance with employment placement	In need of additional resources	
	<b>Youth program</b>		July 2012 - June 2013
	Soft skills improvement for job search	16 - 21 yrs	45
	Basic skills improvement	Citizen	
	Work experience	Low income	
	Assistance with occupational training	In school or out of school	
	On the job training	Additional barrier to employment	
Supportive services			
Assistance with employment placement			

Source: TTA Division Director, September 2012.



## **Table E-6 Job Training Programs**

### Colorado FIRST/Existing Industry Customized Job Training

Colorado offers job training programs through the Colorado Office of Economic Development & International Trade and the Colorado Community Colleges and Occupational Education System.

#### **Colorado FIRST**

- Provides job-training grants to companies that are locating or expanding in Colorado.
- Helps individual businesses design specialized training through a cooperative effort with the Colorado Community College and Occupational Education System.
- Intended for new hires.
- Training must be for permanent, full-time, non-seasonal, non-retail positions in Colorado, which have significant career opportunities and require substantive instruction.
- Group training for small business with similar needs is available.
- The grant may provide:
  - Instructor's wages
  - Curriculum Development
  - The purchase of consumable training supplies
- Grant awards are based on an average maximum allowance of \$800 per eligible trainee. The total grant includes an 8% administration fee retained by the administering college.
- Companies must pay the minimum of an average wage for urban and rural areas set by the state. (In FY 2013, \$11.96/hour in urban areas and \$9.79/hour in rural areas.)
- Training must be customized to meet companies' specific needs.
- Companies must contribute a minimum of 40% to the total costs of grant-funded training.

#### **Existing Industry**

- Provides assistance to established Colorado businesses in order to:
  - Remain competitive
  - Adapt to new technology
  - Prevent layoffs.
- Helps individual businesses design specialized training through a cooperative effort with the Colorado Community College and Occupational Education System.
- Training must be for permanent, full-time, non-seasonal, non-retail positions in Colorado, which have significant career opportunities and require substantive instruction.
- The grant may provide:
  - Instructor's wages
  - Curriculum Development
  - The purchase of consumable training supplies
- Grant awards are based on an average maximum allowance of \$800 per eligible trainee. The total grant includes an 8% administration fee retained by the administering college.
- Companies must pay the minimum of an average wage for urban and rural areas set by the state. (In FY 2013, \$11.96/hour in urban areas and \$9.79/hour in rural areas.)
- Training must be customized to meet companies' specific needs.
- Companies must contribute a minimum of 40% to the total costs of grant-funded training.

**Sources:**

<http://www.advancecolorado.com/incentives-finance/incentives/job-training-grant-programs>

<http://cccs.edu/workforce/trainingfunds.html>