
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 College, 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, and we must also rely on the Census data. Based on Census decade comparisons in Table E-1, we see that some progress was made toward increasing the Valley rates of educational attainment, 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 28,402 persons 25 years or over in the Census, a total of 21,799 (76.8%) achieved a high school diploma or higher level of education. This represents improvement of 15.3 percentage points over 1980, but not enough to equal what the State's attainment was 20 years ago. In order to match Colorado's 2000 Census level of 86.9%, a gap of 10.1 percentage points will have to be overcome.

The percentage of population 25+ with a Bachelor's degree or higher of 20.4% (and representing 5,782 persons) also shows improvement --- but not enough to equal Colorado's 1980 rate. Colorado's 2000 attainment stands at 32.7%, representing a gap of 12.3 percentage points over the Valley. At the low end of the attainment scale, the Valley is showing 12.1% of a suspected older population and recent migrants with less than a 9th grade education.

2. Adams State College (Table E-2, E-3)

Adams State is a State-supported, 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 2,500/yr, and over 10,000 in extended studies. About 40% of the students originate from the San Luis Valley, 45% from other parts of Colorado, and 15% from out-of-state. Students with Hispanic ethnicity make up almost 30% of the enrollment, the highest percentage of any 4-year college in the State. Marketed as an institution offering quality education and more one-on-one with professors, ASC 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 7-day meal ticket averages about \$8,400/yr for Colorado residents, and \$14,000/yr for non-residents. This compares with costs averaging \$20,000 or more in most other institutions of similar size in the Nation. Financial assistance in the form of scholarships, grants, loans, and part-time employment is also available, with awards up to \$12,000.

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 Mexico City Olympics in 1968.

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 are presented in Table E-3. Direct spending in the San Luis Valley attributed to the college from all sources was estimated at \$40.8 million, creating a total economic impact of \$70.1 million. Student spending contributed over 65% 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 2-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 4-year college enrollment.

Enrollment at TSJC averages about 1,500/yr, with most students originating from the Valley itself. Full-time tuition for Colorado residents is around \$675 per semester, and \$2,564 for non-residents. Room and board ranges from \$1,727-\$2,136 per semester, and \$3,408-\$4,215 per year.

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 the Rocky Mountain SER organization 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-5 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 also 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, 2000 Census

	Alamosa	Conejos	Costilla	Mineral	Rio Grande	Saguache	San Luis Valley	Colorado %
Population 25 years and over - educational attainment	8,567	4,979	2,506	631	7,959	3,760	28,402	
%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Less than 9th grade	685	774	381	4	931	648	3,423	
%	8.0	15.5	15.2	0.6	11.7	17.2	12.1	4.8
9th to 12th grade, no diploma	804	617	417	49	813	480	3,180	
%	9.4	12.4	16.6	7.8	10.2	12.8	11.2	8.2
High school graduate (incl equivalency)	2,320	1,685	685	179	2,386	933	8,188	
%	27.1	33.8	27.3	28.4	30.0	24.8	28.8	23.2
Some college, no degree	2,105	975	596	167	1,831	819	6,493	
%	24.6	19.6	23.8	26.5	23.0	21.8	22.9	24.0
Associate degree	343	211	107	35	498	142	1,336	
%	4.0	4.2	4.3	5.5	6.3	3.8	4.7	7.0
Bachelor's degree	1,318	447	224	132	1,109	459	3,689	
%	15.4	9.0	8.9	20.9	13.9	12.2	13.0	21.6
Graduate or professional degree	992	270	96	65	391	279	2,093	
%	11.6	5.4	3.8	10.3	4.9	7.4	7.4	11.1
High school graduate or higher								
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
Bachelors degree or higher								
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

Source: U.S. Census Bureau, 2000 Decennial Census, Table DP-2. Based on a sample of one in six households.

Table E-2

Adams State College

Enrollment:	Approximately 2,500 on campus; more than 10,000 in Extended Studies.
Housing:	College-owned and operated residence halls available to all students.
Campus:	54 buildings on 90 acres.
Faculty:	123 full- and part-time.
Academic Year:	2 semesters and 3 summer sessions.
Accreditation:	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.
Degrees:	B.S., B.A., M.A., and associate degrees; Pre- professional programs; guaranteed transfer programs and concentrations in over 50 areas of study.
Library:	Collections total 150,000 books; 34,651 bound- periodicals; 488,675 federal and state government publications; 428,000 ERIC microfiche for teacher education; 4,664 audio-visual items; 1,005 subscriptions; and 689,109 microforms. Full members of national OCLC and Colorado MARMOT computer information networks.
Placement:	Services of career planning and placement office available to students and alumni.
Athletics:	Intercollegiate: NCAA Div. II, Rocky Mountain Athletic Conference; Outdoor Program offers skiing, mountaineering, rafting, and other activities; intramurals offered.
Annual Cost:	Undergraduate Tuition, fees, room, and 7-day meal ticket, Resident students- approximately \$8,400 per year; Non- resident students - approximately \$14,000 per year.
Financial Assistance:	Assistance ranging from \$100 to \$12,000: Average award \$7,200. Grants, scholarships, loans, and student employment are available.

Source: Adams State College website, 10/28/07.

Table E-3

Adams State College Economic Impact, 2005

College Revenues = \$31,230,000

	<u>Direct Spending in SLV Region</u>	<u>Multiples</u>	<u>Total Regional Economic Input</u>	<u>Pct %</u>
Operations purchases & Expenses	\$3,315,000	1.9	\$6,299,600	9.0
Faculty & Employees	\$8,766,300	1.7	\$6,136,400	21.2
Student off- campus spending	\$26,956,200	1.7	\$48,825,500	65.4
Events & non- resident visitors	<u>\$1,816,500</u>	1.7	<u>\$3,088,000</u>	<u>4.4</u>
	\$40,854,000		\$70,115,800	100.0

Source: San Luis Valley Development Resources Group, *Adams State College Economic Impact Analysis and Report: San Luis Valley and Colorado, March 2005.*

Table E-4

Trinidad State Junior College, Valley Campus

Enrollment (Fall 2001): Full- time - 495, Part- time - 1,005, Total = 1,500

Student Characteristics:	San Luis Valley	100%
	Other Colorado	0%
	Out-of- State	0%
	Hispanic	51.30%

Degrees: Two- year associate degrees in arts, science, and applied science; certificates in 17 fields; Adult Basic Educations, GED, and ESL training through Learning Resource Center.

Tuition:	Colorado Residents-	\$675.60/12-hour semester
	Non-residents-	\$2,563.80
	WICHE-	\$1,013.45

Room & Board:	Single occupancy	\$2,050 - \$2,136/semester
		\$4,045 - \$4215/year
	Double occupancy	\$1,727 - \$1,813/semester
		\$3,408 - \$3,492/year

Faculty: 21 full time, 47 part-time

Programs and selected courses:

Arts- accounting, art, business administration, English, creative writing, criminal justice, education, journalism

Science- biology, chemistry, computer science, engineering, mathematics, pre-medicine, young farmers program, machine shop

Certificates- aquaculture, administrative assistant, auto body repair, auto machine, building trades, CISCO, diesel mechanics, law enforcement, drafting & design, farm/ranch management, cosmetology, mining technology, certified nursing assistant, licensed practical nurse, welding

Graduates in 2001: 115

Source: Various brochures, publications, catalogs, and interviews with administrative personnel, July 2002.

Table E-5

Job Training Programs - Workforce Investment Act

Provider	Program/services	Trainee eligibility and target group	Estimated number/yr
Rocky Mountain SER/ Colorado Jobs for Progress	Adult WIA Pays for tuition, books, and fees for up to one year for skill upgrading.	Eligible for public assistance. 22 yrs and over	160
" "	On-the-Job Training Pays 50% of employee wages during training period. Can also be used for skill upgrading.	Income and other factors.	
" "	Youth Programs - Younger Youth Helps pay for tuition costs. Encourages school completion and part-time work.	Income and other factors. 16-18 yrs	
" "	Youth Programs - Summer component	Income and other factors. 14-15 yrs	
" "	Youth Programs - Older youth 100% of wages paid directly to participant for employer-approved performance on the job.	Income and other factors. 16-21 yrs For high school dropouts and potential dropouts.	
" "	Dislocated Worker Program Covers tuition, books, and fees for up to one year for skill upgrading and job retention. Also pays 50% of employee wages.	No income criteria. For persons laid off due to workforce reduction or company closure (in some cases, disability).	
" "	National Farmworker Jobs Program Provides emergency services 2-3 months/yr. Includes financial help with rent, car repairs, food, clothing.	Seasonal farm workers.	150
" "	Welfare-to-Work Program Temporary assistance (4 mos max) for job placement, daycare, clothing, tool, rent.	County Social Services clients - eligible for public assistance.	40
" "	Youth Migrant Program Pays portion of wages.		

Source: Various brochures and interviews with program administrators and staff, March-April 2002.

Table E-6

Job Training Programs - Colorado FIRST/Existing Industries

Provider	Program/services	Trainee eligibility and target group	Company targets and employer requirements
Colo Office of Economic Devel. & International Trade (OED) and Colo Community College & Occup Education System (CCCOES)	Pays direct training costs for - - instructor wages, travel, per diem - curriculum development & instructional materials - consumable training supplies - lease of training equipment & space	Full-time, primary (dollar-importing) jobs with significant career opportunities. Rural wage minimum is \$7.00/hr. Employer chooses trainees.	
	Training sessions are designed to be job-specific and short-term. Community college facilities and resources must be used where possible. Preference is given to projects in lagging economic regions that teach technical, transferable skills.		
	Colorado FIRST - Incentive Program	" "	Companies relocating to Colorado or undertaking major expansions. Companies are expected to cover a portion of the training costs.
	Colorado FIRST - Small Company Grants	" "	Companies with 50 or fewer employees which can utilize approved community college training classes.
	Colorado FIRST - Competitive Grants	" "	Companies adding a significant number of new full-time jobs. Training plan required. Application periods are June, August, October, December, and March.
Colorado Existing Industry Grants	" "	Colorado companies implementing new technology. Priority given to situations where training may prevent layoffs or enhance worker retention.	

Source: Office of Economic Development and International Trade, *Organizational Structure and Fact Sheets for Highlighted Programs*, revised January 2000.