



**MINNESOTA STATE**  
Board of Trustees

**AGENDA ITEM SUMMARY**

**NAME:** Joint Meeting: Audit and Outreach and Engagement Committees

**DATE:** January 23, 2024

**TITLE:** Project Results: Customized Training

Action

Review and Discussion

*This item is required by policy*

**PRESENTERS**

Amy Jorgenson, Chief Audit Officer

Shannon Bryant, Executive Director for Workforce and Economic Development

Ashley Deihl, Partner, Baker Tilly

Kathleen Linaker, President at Riverland Community College

**PURPOSE**

The purpose of this meeting will be to present the results of the recent audit of customized contract training programs. We have identified observations and provided recommendations.

**BACKGROUND INFORMATION**

The Customized Contract Training report, including an executive summary, is included in the materials.

**Background Explanation of Contract Training**

Not to be confused with traditional academic programs, contract training is a paid educational experience under an agreement with an organization and a training provider. The training provider, in collaboration with the organization, customizes curriculum, schedule, and delivery. Contract training is intended to address both the short- and long-term goals of an organization to assist them in meeting talent needs, filling skills gaps and improving, overall, workforce strategy. Training can include programs in both essential skills as well as technical skills. Often, the combination of essential skills partnered with technical skills training is a powerful approach to help an organization with their recruiting and retention practices.

Contract training is typically non-credit, but in some cases can be articulated for college credit. Training is targeted to the mission, vision, and values of the contracted organization. Various modes of delivery can be used to include in person delivery onsite at the organization, an offsite retreat location, a college campus, or wherever the organization aspires. Learning and development opportunities can include but not be limited to personalized learning paths, immersive learning experiences, continuing education, badges, and micro credentials.

Contract training is an opportunity for Minnesota State Colleges and Universities to proactively engage with business and industry to meet their specific needs. Contract training opens doors of possibilities in many ways for Minnesota State students and our campuses:

- Stronger relationships with employers to forge more opportunities for students.
- Philanthropic opportunities in way of funding, scholarships, grants, like-kind exchanges, etc.
- Revenue generation for funding new and existing programs.
- Work-based and experiential programs built through business advisory committees that empower our students with knowledge and skill sets for high paying wages and sustainable employment.
- Enhanced opportunities to reach a new student base beyond traditional, academic enrollment.

Through a strategic and deliberately executed plan, Minnesota State Colleges and Universities can deliver contract training beyond previously set expectations and elevate business engagement for the benefit of our students to find skill building experiences that result in good paying jobs.

### **Questions for the board to consider**

- Are there other areas of value to the system aside from what you heard presented today that you would like to see as part of the strategy implementation process?
- How should Workforce and Economic Development communicate to the board when moving forward to ensure alignment as we begin strategy implementation?