

Plática: Looking Back, Looking Forward

December 5, 2025



NMSU Doña Ana Community College


Updates

VP Academic Affairs

VP Business and Finance

VP Student Services

VP Strategic Initiatives and Relationships



**Let's close the year
on this thought**



OUR WILDLY IMPORTANT GOAL





ACCESS



MOMENTUM

GRADUATION



IMPACT



How do we support graduation?

What program or department
do you work in?

What role does your program or
department play on the students'
path to graduation?

How do we support (or not) graduation?

What are some of the things we do at the college that really help students get to graduation?

What are some of the things we do at the college that maybe get in the way of students graduating?

What are some of the things we could do that could help more students get to the finish line?

The background of the slide is a photograph of a large, multi-story building with a classical architectural style, featuring columns and arched windows. The image is heavily obscured by a dark blue, textured overlay that resembles a thick layer of paint or a digital filter. The text 'Strategic Planning' is centered in the middle of the slide in a white, bold, sans-serif font.

Strategic Planning

Doña Ana Community College

2025 Strategic Plan

Final – January 15, 2021

Goal 1. Enhance Student Success and Social Mobility (5 objectives)

Goal 2. Cultivate Research and Creative Activity (3 objectives)

Goal 3. Amplify Services to Our Communities (3 objectives)

Goal 4. Build a Robust University System (6 objectives)



Our New Strategic Plan: Making Progress

Conversations >>>

three strategic pillars >>>

writing groups >>>

small consolidation group >>>

Steering Committee >>>

Institutional Analysis >>>

Steering Committee >>>

DACC community >>>

conversation with NMSU >>>

>>> Launch

Our New Strategic Plan: Making Progress

Strategic Pillar 2 – Workforce Development

While Strategic Pillar 2 continues a focus on the knowledge and skills development of our students, it also reflects a broader commitment: **post-graduation impact**. Pillar 2 commits to **activities that focus graduates on those skills that will position them to be ready contributors to the workforce.**

Strategic Pillar 2, Workforce Development

“activities that focus graduates on those skills that will position them to be ready contributors to the workforce”

Goal 1: Increase the percentage of students prepared to enter the workforce in their chosen field. (4 objectives)

Goal 2: Increase the percentage of DACC students prepared to become entrepreneurs. (1 objective)

Goal 3: Strengthen the alignment between DACC programs and industry standards for employment. (4 objectives)

Strategic Pillar 2, Workforce Development

“activities that focus graduates on those skills that will position them to be ready contributors to the workforce”

Goal 1: Increase the percentage of students prepared to enter the workforce in their chosen field.

Objective 1: Increase the percentage of students who earn a CTE certificate and/or a two-year degree that prepare them for immediate entry into the workforce, from x% to y% by 2030.

Objective 2: Increase the percentage of industry-recognized certifications (IRCs) earned by DACC students, from x% to y% by 2030.

Strategic Pillar 2, Workforce Development

“activities that focus graduates on those skills that will position them to be ready contributors to the workforce”

Goal 1: Increase the percentage of students prepared to enter the workforce in their chosen field.

Objective 3: Increase the percentage of micro-credentials that develop student employability skills earned through NACE Career Readiness Competencies, from x% to y% by 2030.

Objective 4: Increase the percentage of students completing internships, from x% to y% by 2030.

Strategic Pillar 2, Workforce Development

“activities that focus graduates on those skills that will position them to be ready contributors to the workforce”

Goal 2: Increase the percentage of DACC students prepared to become entrepreneurs.

Objective 1: Increase the percentage of DACC students served by the Small Business Development Center (SBDC), from x% to y% by 2030.

Strategic Pillar 2, Workforce Development

“activities that focus graduates on those skills that will position them to be ready contributors to the workforce”

Goal 3: Strengthen the alignment between DACC programs and industry standards for employment.

Objective 1: Develop and implement guidelines for recruiting and cultivating employer engagement through advisory councils.

Objective 2: Develop and implement a process for assessing emerging trends in industry and aligning curriculum to meet expectations for the workforce.

Strategic Pillar 2, Workforce Development

“activities that focus graduates on those skills that will position them to be ready contributors to the workforce”

Goal 3: Strengthen the alignment between DACC programs and industry standards for employment.

Objective 3. Using graduate employment sampling, match or exceed national benchmarks of DACC graduates employed in their field of study.

Objective 4: Using wage comparison sampling, match or exceed national benchmarks for post-training wages.

Discussion

Strategic Pillar 2: Workforce Development

- Join a group.
- Review the goals and objectives. (See chat.)
 - Discuss for 15 minutes. (See chat.)
 - Come back with ideas to share!

Could someone in each group take quick notes (nothing fancy) and send them to vhaggard@dacc.nmsu.edu?

Strategic Pillar 2, Workforce Development

“activities that focus graduates on those skills that will position them to be ready contributors to the workforce”

How does your unit and your position support the activities in this goal?

What are we already doing that if we strengthen will push us to great success with these goals and objectives?

What “out of the box” suggestions do you have—things we’re not doing or things that might be a little unconventional—that could push us to great success with these goals and objectives?



Thank you.

Happy end of the semester!
Happy holidays!