

Community College System of New Hampshire
New Hampshire House of Representatives, Finance Committee – Division II
January 27, 2025

Impact of HB2-Funded Investment in Workforce Programs

Funding has seeded the expansion and creation of critical industry-linked programs across NH. Investments in infrastructure, equipment, program development, and educational partnerships have proven to positively impact the upskilling of NH’s workforce. Early impacts to date:

Accelerated Welding at MCC: New welding lab equipment to support accelerated welding program in partnership with SENEDIA* has resulted in 21 students since launched, 97% completion

Allied Health Lab Renovations at NHTI: Newly equipped MA & LNA learning facility. Student evaluations of facilities went from Poor to Excellent

CDL in Southern NH at MCC, NCC & NHTI: Partnership with Patten’s Commercial Driving, marketing, & student scholarships has supported 33 students since launched, 97% credential completion (CDL-A or CDL-B)

Culinary Program at GBCC: Designed a new short-term culinary curriculum hand in hand with seacoast area chefs. February 18th launch.

Emergency Medical Technician (EMT) at WMCC: Delivered essential EMT training to Coos & Northern Grafton Counties, 11 students completed so far, significantly improved access, reduced commute times up to 75 miles

Medical Assistant Program at NCC: Lab built and MA apprenticeship program launched w Southern NH Health, 3 classes completed, 18 enrolled to date and 94% completion

Medical Assistant Lab at RVCC: Lab built to support expansion of MA program, upgraded equipment, scholarship support to students.

Robotics Program at LRCC: Installed state-of-the-art robotics equipment to support implementation of new robotics programming, in demand industry recognized credentials earned by students

* SENEDIA: Southeastern New England Defense Industry Alliance

Impact Statements

“The Medical Assistant (MA) Apprenticeship program has been instrumental in meeting our workforce needs by enhancing access to quality education and career pathways for individuals in our community,” said Viktoriya Dribinskaya, Director of Workforce Development at Southern NH Health. “By equipping individuals with in-demand skills and fostering strong partnerships with NCC and ApprenticeshipNH, the program has bridged the gap between education and employment. Notably, almost 92% of our current MA workforce is comprised of graduates from this program.”

["I am trying to better my life and my children's life. My future goal is to go to nursing school." \(RVCC\)](#)

“I would like to thank New Hampshire workforce NHTI, Patten’s commercial driver training, all the folks involved putting together this centrally located training program in New Hampshire...The Program once completed, does open up many different opportunities in this career path... I am glad that this program was put together to get me into something that I’ve been wanting to do for a very long time. I am also very grateful...”

[“Last week, I passed my \[CDL\] road test...this will definitely help change my life in a very positive way... It is good when a workforce program helps someone get a better job. It is much better when such a program makes a positive difference in someone's life... I am more grateful than I can say.” \(MCC\)](#)

“I don't know of any other culinary institution in the country that has chefs from that community who are owners and operators who are teaching classes hands-on,” Mallett said. “Then (they’re) bringing those students through an externship in the same program into their kitchens to work with the intent that down the road there is the prospect of that student working in that restaurant or in any of the participating restaurants.” (GBCC)

[“I want to thank WMCC for developing the EMT course that concluded in December. The students gained valuable knowledge and skills, and the instructors were excellent throughout the program.”](#)

“From my experience working with our high school *FIRST* Robotics teams and students, many are seeking a pathway through the Community College System of New Hampshire to a successful career,” said Ken St. Hilaire, *FIRST* New Hampshire Director. “The Industrial Automation and Robotics program at LRCC will create an excellent opportunity for these students...leading to a rewarding career right here in our state.”

Additional Industry-Linked Workforce Training

AY 23 - 25

Traditional College Business Training Center offerings

The participant is registered in a training that was created in the CCSNH database with a course registration number.

- 6252 Enrollments; 4987 Students (unique seat count)
- 973 Classes
- 15% of WFD enrollment is Healthcare, offered at all 7 colleges
 - Nearly 30% enrolled in healthcare are apprentices, supported by CCSNH ApprenticeshipNH grant
- 63% of our students were 25 years old or older
- Top 5 Areas:
 - Healthcare
 - Portsmouth Naval Shipyard Programming
 - WorkReadyNH (workforce re-entry/new entry skills, applied math, workplace simulation)
 - Dental
 - English as Second Language

Customized Training developed in specific partnership with employers

Trainings developed with an external organization, such as an employer, non-profit, state agency or community partner. The number of participants is tracked under the sponsoring organization's account as a total sum.

- 786 Enrollments
- 64 Classes
- Top 5 customized training organizations:
 - Granite State Manufacturing
 - Canaan School District
 - SAU #20
 - Department of Health & Human Services
 - Pike Industries



New Hampshire is Our Mission

Community College System of New Hampshire – Governor’s Budget Panel
Nov. 13, 2024

Questions: Mark Rubinstein, Chancellor, mrubinstein@ccsnh.edu , 603-230-3501

Shannon Reid, Director of Government Affairs and Communications, sreid@ccsnh.edu, 603-568-5599

CCSNH supports New Hampshire's communities and workforce

93% of our students are New Hampshire residents and the vast majority remain in our communities and workforce

7 campuses and 4 academic centers across NH to serve communities and support local employers and regional industries

24,000 students annually, from high school through high-quality career advancement and lifelong learning programs that include:

- **Early College pathways**
 - High school and CTE/College dual enrollment
- **Associate degree and certificate programs**
 - Essential workforce career and technical fields
 - Affordable, accessible, and transferable
- **Career-focused training programs**
 - Industry-recognized skills-based training
 - Customized training with employer partners





Goal #1: Retain and recruit a modern workforce

Objective #1: ... “a vibrant pipeline of qualified talent that is sustainable for the next decade and beyond.”

Objective #2: “Investing in the next generation of workforce...”

Specific strategies in the report include:

- Leverage existing programs
- Explore all talent pools
- Build educational partnerships
- Upskill labor

CCSNH programs prepare NH residents for all sectors noted in the report, with particular strength in healthcare, technicians across multiple industries, hospitality, IT, business professions, skilled trades



CCSNH Mission

To provide residents with **affordable, accessible, high-quality education** and training that aligns with the **needs of New Hampshire's businesses and communities**, delivered through an innovative, efficient and collaborative system of colleges. CCSNH is dedicated to the educational, professional and personal **success of its students**; a **skilled workforce** for our state's businesses; and a **strong New Hampshire economy**.



The affordable, local on-ramps to education and training in NH

- Comprehensive community colleges that provide an affordable start to postsecondary education and a foundation for achievement
- Students benefit from small classes and supportive environments to discover, explore and pursue interests and strengths that lead them to gainful opportunities in New Hampshire's workforce
- 10,000 high school students take courses for dual credit at free or reduced cost



The colleges for working people in our communities

- Programs for students who need opportunities locally
- Our students live in your community...they are adults raising families, young people making a start in life, career-changers, and new entrants or re-entrants to the workforce
- Our students work in businesses that serve your community. More than three-quarters of our students are employed while going to school
- Classes on campus, at worksites, and online



A partner for NH employers

- Relationships with businesses in every region of the state
- Focus on high-need sectors of NH workforce
- Customized training
- Apprenticeship “earn while you learn” programs
- Short-term and stackable credentials



CCSNH budget priorities are New Hampshire priorities

The budget process provides opportunity to outline initiatives to pursue in partnership with the State. For CCSNH these fall in three areas:

1. **Controlling the cost of education**

- Affordability results in access, and lessens cost and the risk of debt as barriers to the skilled workforce that New Hampshire needs
- College savings can begin in high school with dual enrollment in pathways that can keep more New Hampshire students here in the Granite State

2. **Supporting New Hampshire's Employers**

- Preparing highly qualified graduates to address critical workforce needs in industries that span New Hampshire's economy

3. **Providing opportunities in every region of NH**

- Delivering programs that align with unique regional opportunities as well as those that address statewide needs, optimizing opportunities for students and outcomes for employers
- Partner with NH Employment Security and BEA on Rapid Response, Job Fairs, Job Training

Keeping Tuition Affordable

“I’m in this picture. Those are my kids, and the motivation behind me going back to school.

As a dad, working full-time at night, LRCCs affordability was a big reason I completed my nursing degree at LRCC. Because it was so affordable, I was able to graduate without any student loans or other school-related debt.

So if you’re someone that wants to pursue what you love, and be able to afford it, definitely head to LRCC. My life is completely different even just two months after graduation.”

Jason S, Associate in Nursing, 2024



Business Partnerships - Examples



CCSNH, through its Business Training Centers and its ApprenticeshipNH program, **partners with hundreds of businesses** across NH for customized training and innovative workforce solutions. Examples of current/recent partners include:

Manufacturing		Healthcare		Construction & Energy	
Adventure Ready Brands	Macom	Alice Peck Day Hospital	Lamprey Health Care	A.J. LeBlanc Heating	Koul Contracting
Airex Corporation	Mercury Systems	Androscoggin Valley Home Care Services	Havenwood/Heritage Heights	ABC NH/VT	Lamontagne Builders
ARMI/Biofab USA	Millipore Systems	Antrim Fire and Ambulance Dept	Kendal at Hanover	AES Electrical Contractors	Lewis Builders
ARMI-Merrimack Mfg	MTI Polyexe	Appledore Family Medicine	Linwood Ambulance Service	Al Terry Plumbing and Heating	Londonderry Plumbing & Heating
BAE Systems	My-Turn	Aspire Living and Learning	LNA Health Careers	American Steel Fabricators	Longchamps Electric
Brueckner Group USA	PLP Composites	Atlantic Orthopedic	Merrimack County Nursing Home	Bensonwood	Mains Electric
C&M Precision Tech	Portsmouth Nav Shpyd	Beacon Internal Medicine	Monadnock Peer Support	Chinberg Properties	Martineau Electric
Capone Iron	Safran	Benchmark Sr. Living Faciities	Mt. Ascutney Hospital	Decco	Mitsubishi Electric
Carclo Technical Plastics	Senedia	Brookdale Senior Living	Mt. Carmel Rehab/Nursing Home	DEW Construction	MSI Mechanical Systems
Citronics	Stone Machine	Catholic Charities NH	NAMI NH	DubePlus Construction	NH Saves (<i>Eversource, Liberty, NH Electric Coop, Until</i>)
Elbit Systems	SubCom Cable Systems	Catholic Medical Center	NH Hospital	ER Plumbing & Heating	North Branch Construction
Eichenauer	Summit Packaging	Cedarcrest Center for Kids	New London Hospital	Evernorth	Oliver Mechanical
Electric Boat	The Rubber Group	Concord Hospital	Northeast Delta Dental	Garland Mill	Palmer and Sicard
Evari Thermal	Watts Water	Coos County Nursing Home	Nu-Life Med	G.M. Roth Design	Portland Glass
Filtrine Manufacturing	Technologies	Dartmouth Health	Pittsfield Fire Dept.	Remodeling	Seacoast Hausworks
Freudenberg-NOK	White Mountain Paper	Deering Fire and Rescue Dept.	Riverwoods Group	Giguere Electric	Taylor Community
Granite State Mfg	Whitney Brothers	Eliot Hospital	Rockingham Co. Nursing Home	Green Mountain Communications	The FloorWorks
Intervala		Exeter Hospital	Solution Health-Elliot	Homans Associates	Tri-County Community Action Program
Lonza		Easter Seals	Solution Health – Foundation Medical	International Brotherhood of Electrical Workers	Piscataqua Landscaping and Tree
		Family Resource Center – Gorham	Solution Health- Southern NH Health	Irving Oil	
		Grafton County Nursing Home	Speare Medical	Key Heating and AC	
		Great Brook Emergency Services	St. Anne Rehab/Nursing Center		
		Greater Nashua Mental Health	St. Joseph Hospital and Sch of Nursing		
		Greater Seacoast Community Health	St. Vincent de Paulk Nursing Home		
		Harbor Homes	The Plus Company		
		Hanover Hill Healthcare Center	Valley Regional Hospital		
		Headrest	West Central Behavioral Health		
		International Institute of New England	Work Opportunities Unlimited		



Business Partnerships - Examples

Business Services	Automotive & Transportation	Hospitality	Education & Human Services
<p> Comparion Insurance Driscoll & Company Fidelity Frito Lay Mason + Rich PA NH Mutual Bancorp Pike Industries </p>	<p> Extra Care Auto Repair City of Manchester Central Fleet Svcs GM-ASEP Honda MAXT Makerspace Mercury Marine and numerous dealers Merchants Automotive Group Milton CAT NH Automobile Dealer Association and numerous dealerships Patten's Commercial Driver Training Portsmouth Volkswagen Prime Source Foods (CDL) Pro RV Service Ross Express/Ross Trucking Sanel NAPA State of NH (State inspection training) Sullivan Tire Toyota Tulley Automotive Group VIP Auto Zak's Auto </p>	<p> Androscoggin Valley Hospital Bibimac LLC Black Trumpet Botanica Briarcliff Motel Glendale Dining Services Laborie Group Moxy/Franklin Street Mountain View Grand Omni Mt. Washington Throwback Brewery Tinios Restaurant Group Visa Cantina </p>	<p> School Districts: Berlin, Concord, Conway, Farmington, Gilford, Goffstown, Groveton, Hampstead, Kearsarge Regional, Lebanon, Littleton, Manchester, Nashua, Oyster River, Raymond, Seabrook, Strafford, White Mountains Regional, Winnisquam; and SAUs: 23, 29, 34, 35, 43, 50, 58, 70, 82, 90 (K-12 Educator apprenticeship programs) A Place to Grow Barrington Village Childcare Cheshire County DHHS (Peer Support certification training) Front Door Agency Headstart James Mastricola Upper Elementary School JAG-NH Learning Skills Academy Micah Studios Pinkerton Academy National Collaborative for Digital Equity Seacoast Learning Collaborative Second Start Alternative High School Southern NH Services Southwestern Community Services Spark Academy Sullivan County The Wediko School White Mountain Science Inc. </p>

Flat Budget Instruction

HB1	FY26 Proposed	FY27 Proposed
<p>Block grant operating appropriation</p> <p>Per RSA9:4-3, "For the university system of New Hampshire and community college system of New Hampshire, the state operating budget shall include only general fund appropriations. The chancellor of the university system and the chancellor of the community college system shall provide detailed budgets of their respective system operations upon legislative or executive request."</p>	\$63,609,092	\$63,609,092
<p>Does the efficiency budget fund all current operations?</p>	<p>No. On slide 13 CCSNH lists current programs that are presently funded in HB1 or HB2 and are not supported within the flat appropriation.</p> <p>Within a flat appropriation, CCSNH would also need to absorb the costs of future negotiated salary increases for its workforce and increases in the cost of providing benefits over the biennium – there is no subsequent funding provided for this.</p>	

Additional prioritized needs to sustain tuition freeze and support key access points

		FY26/FY27	
1	Dual and concurrent enrollment FY24-25 (and prior biennial) funding has supported high school students' access to dual and concurrent courses and the infrastructure to manage the programs	\$3M/\$3M	Currently in HB2, funded at \$2.5M/year
2	Freeze Tuition for the biennium	\$1.4M/\$3.0M	Would be added to HB1
3	Workforce credential programs FY24-25 funding has seeded the creation of industry-linked programs in LNA, commercial driver certification, power generation, EMTs, welding, diesel heavy equipment, other healthcare	\$1M/\$1M	Currently in HB2
4	Math Learning Communities continuation Funding in FY24-25 relaunched this partnership with high schools to address preparedness gaps of high school graduates in math	\$200,000/\$250,000	Currently in HB2 at \$200,000/year

Budget Management

Enrollment: Stabilized
post-pandemic, with
modest uptick last 2
years

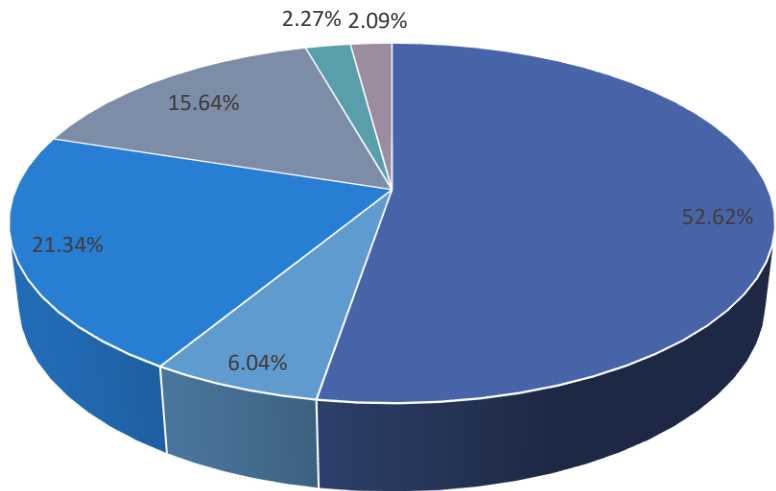
- Enrollment is increasingly concentrated in programs with high operational costs, but which are mission-critical because they support a skilled workforce in high-need fields like healthcare and advanced manufacturing
- CCSNH, in partnership with the State, has kept tuition level for 6 years
- Early College has continued to expand

How have we
controlled costs?

- Over the last 10 years, we have reduced the size of our workforce by 30%, primarily by attrition and reorganizing our work, and have implemented administrative redesign including centralized systems and services, shared positions and shared programs, purchasing efficiencies and energy management
- Presently exploring structural changes to enable greater operating efficiency while maintaining statewide access, responsiveness & mission
- Also supporting our work through grants and partnerships (for example, our ApprenticeshipNH program is federally funded)

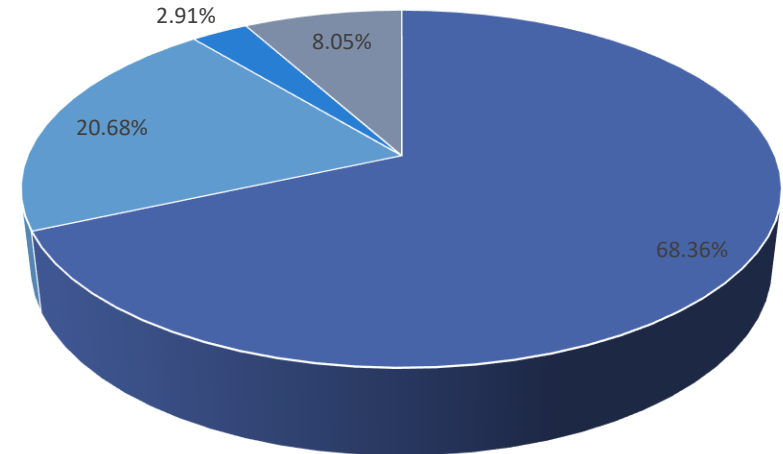
FY24 Revenue & Expenditure Overview

2024 Revenue by source



- Non-operating, net
- Other changes in net position
- Net Tuition and fees
- Grants and contracts
- Other revenue
- Auxiliary revenue

2024 Expenditures by type



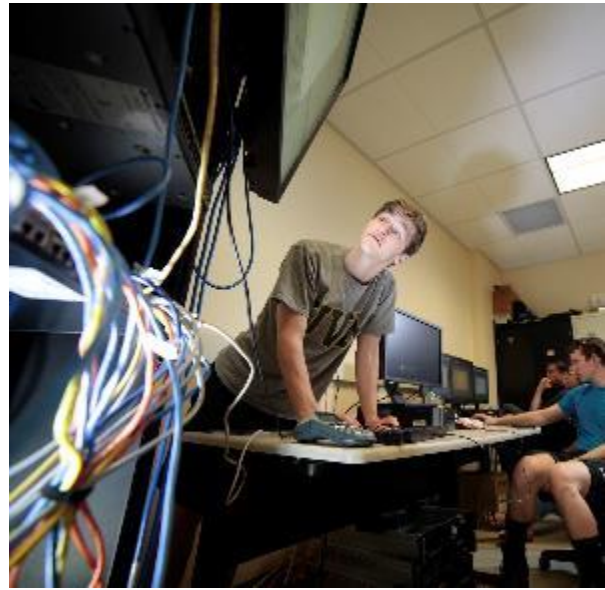
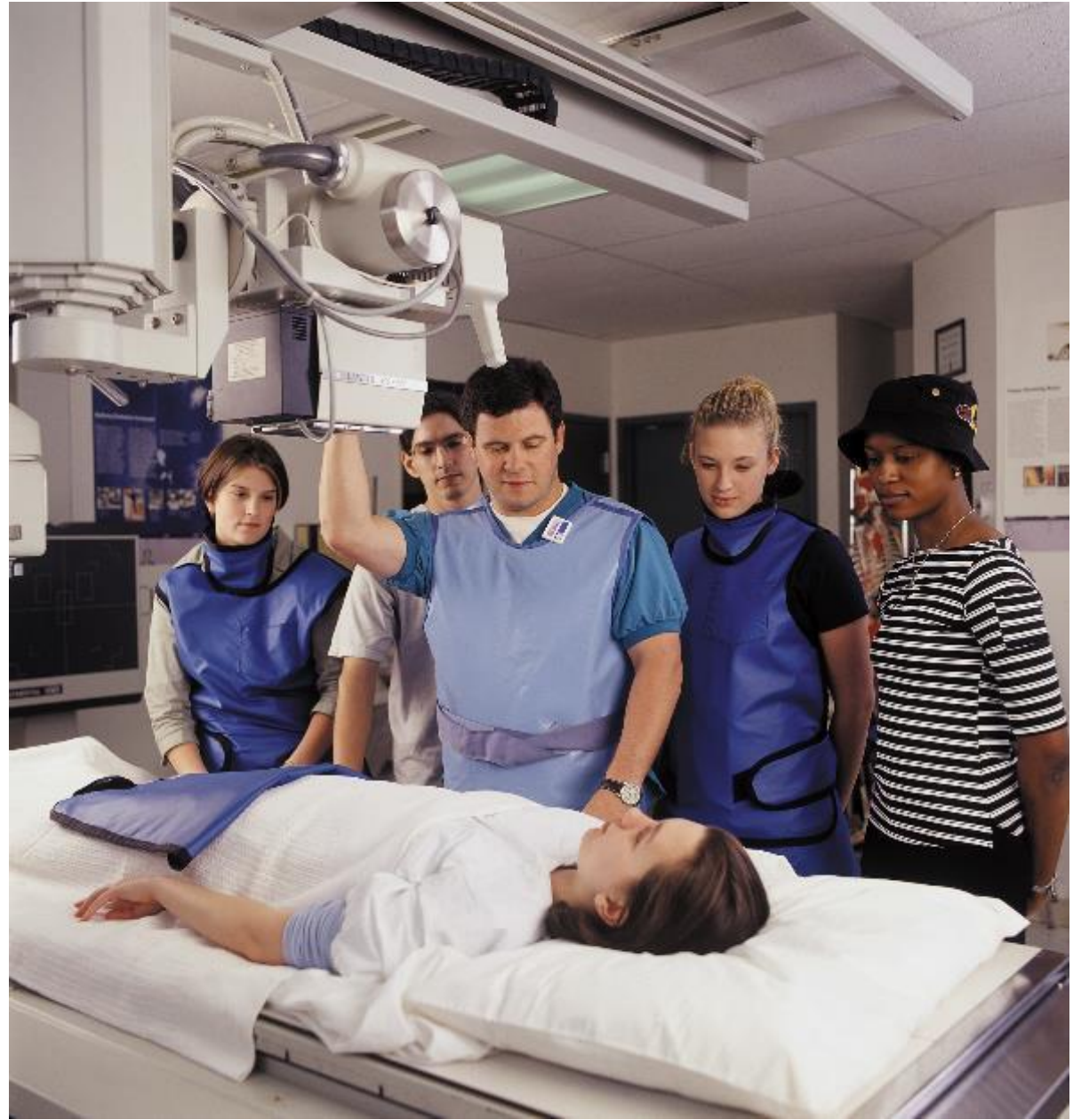
- Employee wages and benefits
- Other operating expenses
- Utilities
- Depreciation and Amortization

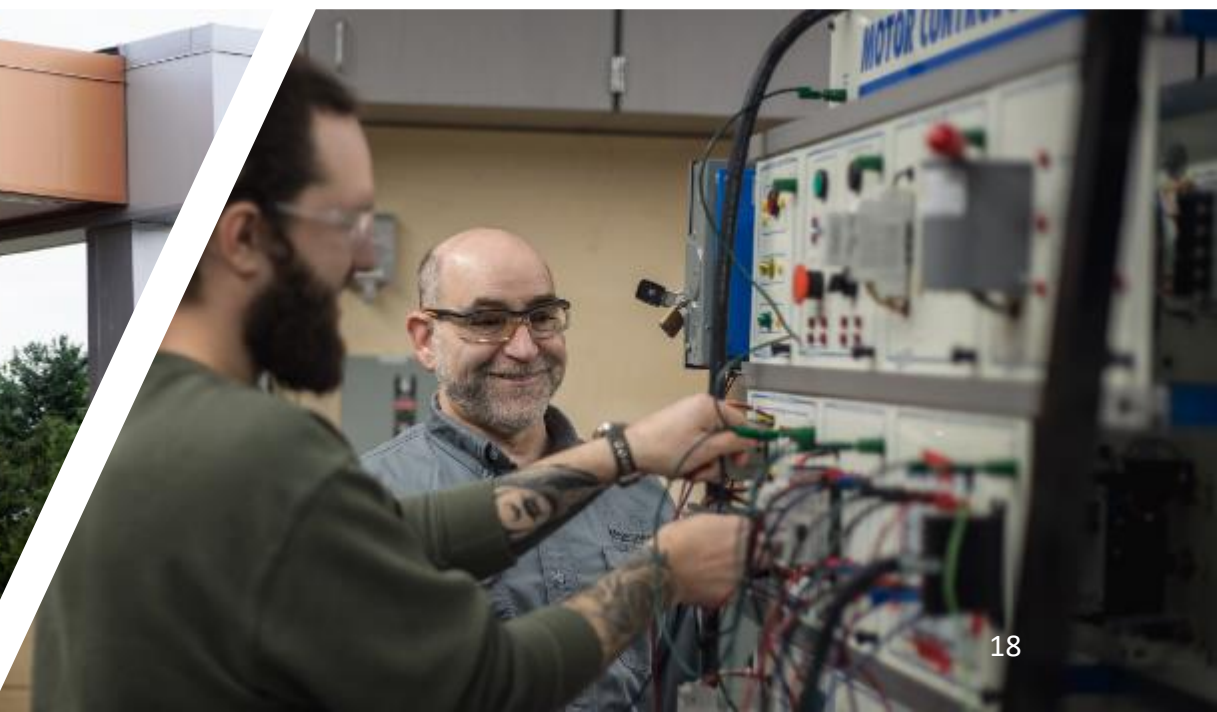
Governance and Connection

Established in NH RSA 188-F to “provide a well-coordinated system of public community college education offering, as a primary mission, technical programs to prepare students for technical careers as well as general, professional, and transfer programs, and certificate and short term training programs which serve the needs of the state and the nation.”

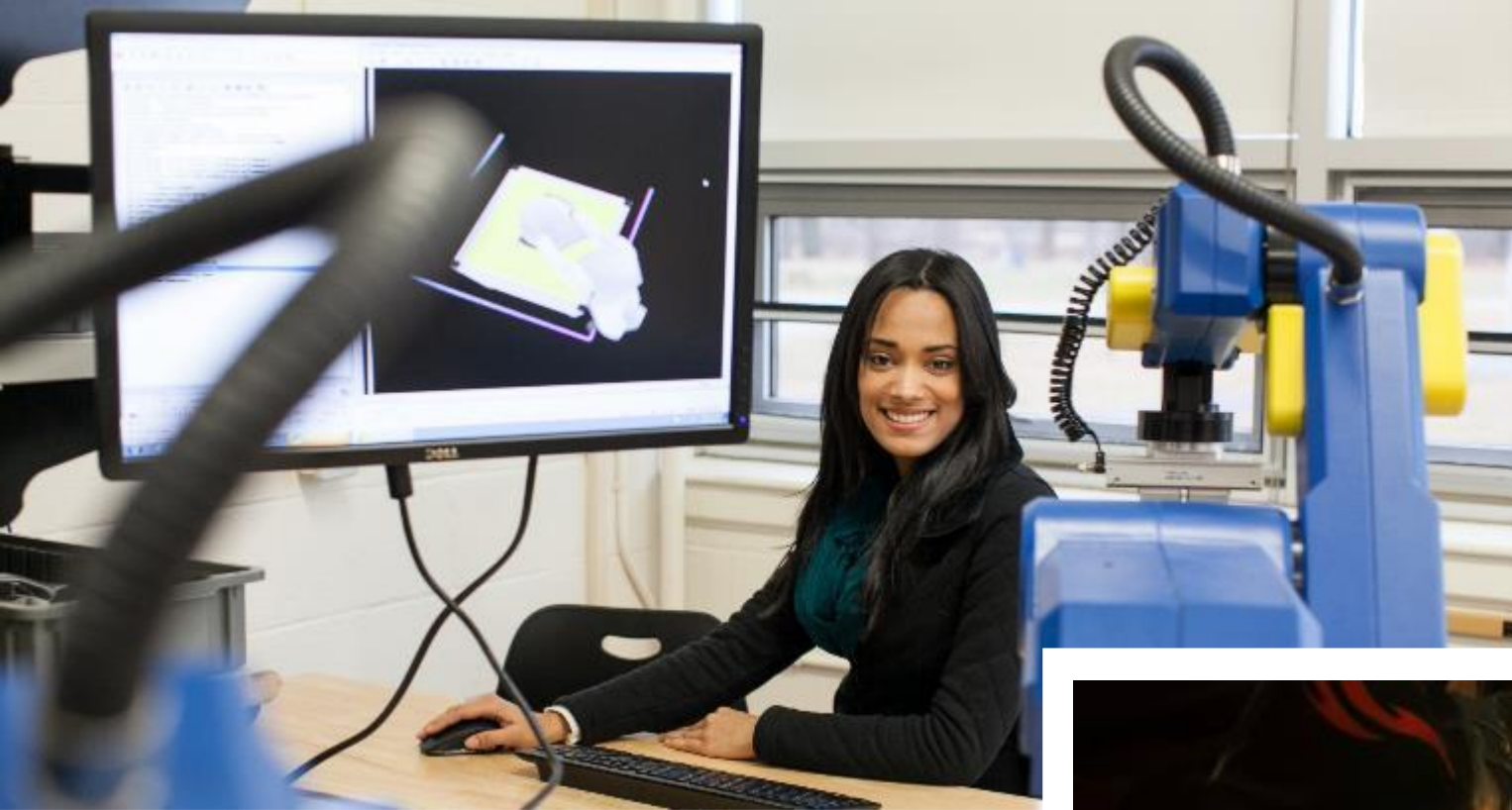
CCSNH’s Board of Trustees is appointed by the Governor and Council, and, by statute is drawn from the following sectors:

Business & Industry	Law Enforcement
High School CTE Directors	Technology
Education	General Public
Healthcare	Alumni
Mechanical Trades representing Labor	Students
Community Service	Employees









Student Success that Supports the State's Success Because New Hampshire is our mission



COMMUNITY COLLEGE
system of New Hampshire

CHOOSE COMMUNITY

