**Mission**
Northwest Technical College integrates the value of work with the educational experience to develop resourceful lifelong learners with knowledge, skills, and attitudes to secure rewarding careers and satisfying lives in an increasingly technologically focused, globally interdependent, multicultural society.

**Vision**
Northwest Technical College is a technological learning organization that is also open and inviting, comprised of professionals that value lifelong learning and the worth and dignity of all people. Guided by a commitment to excellence through education with a global focus, Northwest Technical College looks to become the premiere technical college in Minnesota. The academic and co-curricular culture at Northwest Technical College encourages an appreciation of differences and a rich knowledge of self and others that is the foundation of democratic citizenship in a technological world. Such an education is a life-enhancing opportunity that will enable individuals to reach their fullest potential and contribute to the richness of the natural, human, and economic resources of this region.

**Strategic Priority 1: Increase NTC’s responsiveness to workforce needs**

**Goal 1:** Strengthen relationships with program advisory board members to ensure NTC’s program curriculum meets their needs as well as regulatory/state standards.

**Key Activities:**

a. Create and complete a program advisory board strategic plan by Spring 2019.
   - Revisit mission and vision of advisor boards.
   - Review and update advisory committee handbook.
   - Develop advisory board structure.

b. Make needed academic changes to curriculum and recommendations to AASC.
Goal 2: Establish program priorities and ensure workforce skills meet the needs of regional business and industry.

**Key Activities:**

a. Identify work force needs to create and offer one new program each year.
b. Reach out to employers and former students to determine if program provided preparedness for the work force by Fall 2019.

Goal 3: Strengthen business and industry relationships to establish and maintain student experiential learning starting fall 2019.

**Key Activities:**

a. Explore models of experiential learning across all program areas by fall of 2019.

**Strategic Priority 2: Improve/Increase student success to include retention, graduation rates, and job placement.**

**Goal 1: By fall of 2023 Increase the persistence(completion rate for degree seeking students from 66.7% to 72% AND completion rate from 55.3% to 65%.**

Definition of persistence/completion rate: Percent of fall entering cohort of full-time regular and transfer students who have been retained, graduated, or transferred by the second fall term following original fall enrollment (Minnesota State metric).

Definition for completion rate: Percent of fall entering cohort of full-time regular and transfer students who have completed by the end of the third spring after entry (Minnesota State metric).

**Key Activities:**

a. Create a Student Success Center, staffed by retention counselors, to provide student support services by Fall 2019.
b. Promote student engagement through comprehensive orientation programming, celebrating academic milestones, and co-curricular opportunities beginning Fall 2018.
c. Create a retention program that addresses barriers to continued enrollment by Spring 2019, including financial support, early alert support, and tutoring services.

**Goal 2: By fall of 2023 Increase the job placement rate from 86.7% to 92%.**

Definition of job placement rate: Percent of institution graduates in a fiscal year that reported they were employed during the year after graduation in a job that was related to their program or major (Minnesota State metric).
Key Activities:

- Implement a workplace preparation program outlining expectations for the workplace that includes verification of skills by Fall 2019.
- Develop resources for students to explore programs, create resumes, practice interviews, and search for employment by Spring 2019.
- Engage with faculty to support the job search for students and collect job placement data by Fall 2018.

Goal 3: By fall of 2023, increase completion ratio for students of color from .64 to .80

Key Activities:

- Create and establish a center for diversity on campus by fall of 2019.
- Establish an American Indian advisory committee spring of 2019.
- Develop and implement retention strategies and co-curricular diversity programming focused on students of color and American Indian students by fall of 2018.

Strategic Priority 3: Enhance community, business, and education partnerships

GOAL 1: Increase NTC enrollment each year as measured by FYE, reaching 800 FYE in 2023.

Key Activities:

- Develop a recruiting plan and goals for each program by fall 2018 to include regional high school visits.
- Work closely with BHS career academies to increase enrollment resulting in an increase of at least 5 students per year into NTC.
- Establish close ties with tribal colleges to increase enrollment into NTC by at least 5 students per year.
- Review and manage articulation agreements with high schools and college partners.

GOAL 2: Increase the use of leveraged equipment funding each year to reach the level of maximization by 2021. Yearly goals are 2018=$50,000, 2019=$150,000, 2020=$250,000

Key Activities:

- Create a leveraged equipment plan that establishes leveraged equipment needs and goals by program by fall of 2018.
- Establish leveraged equipment goals by program by fall of 2018.
- Work closely with the foundation to create strategies to accomplish fundraising goals from individuals, corporations/businesses, and foundations.
GOAL 3: Revise the mission and vision of NTC by spring of 2019.

Key Activities:
- Using the strategic plan, engage discussions to establish a new mission and vision for NTC with board approval by spring of 2019.
- Explore the process and value of a college name change based on the new strategic plan, mission, and vision by fall of 2019.

Strategic Priority 4: Become the customized training provider of choice for business and industry in our region.

Goal 1: Develop a plan and identify staffing needs by the end of the Fall 2018 to strengthen customized training.
- Develop the partnership with NHED.
- Assess the training needs of employers within the region by the end of Fall 2018.
- Inventory the customized training resources within our region by March of 2019.

Goal 2: Deliver customized training in a financially sustaining manner by June 2020.
- Identify process of determining course and cost analysis that includes acceptable margins and exceptions, with a goal for breaking even for overall programming.
- Create a marketing plan for customized training programs that includes a calendar of available training.