



Pennsylvania's Master Plan for Higher Education

Feedback from Pennsylvania's Postsecondary Community on the Master
Plan for Higher Education

Pennsylvania State Board of Education

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for Postsecondary and Higher Education

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Objectives

Learn about:

- Metrics Workgroup and next steps for the Progress Metrics Dashboard
- Local, regional, and state economic profiles (Appendix B) courtesy of the Allegheny Conference
- Pennsylvania strategies that advance the Master Plan for Higher Education's Strategic Priorities

Council of Higher Education Statutory Authority

Every ten (10) years, the Board shall adopt a master plan for higher education which shall be for the **guidance** of the Governor, the General Assembly, and all institutions of higher education **financed wholly or in part from State appropriations.**

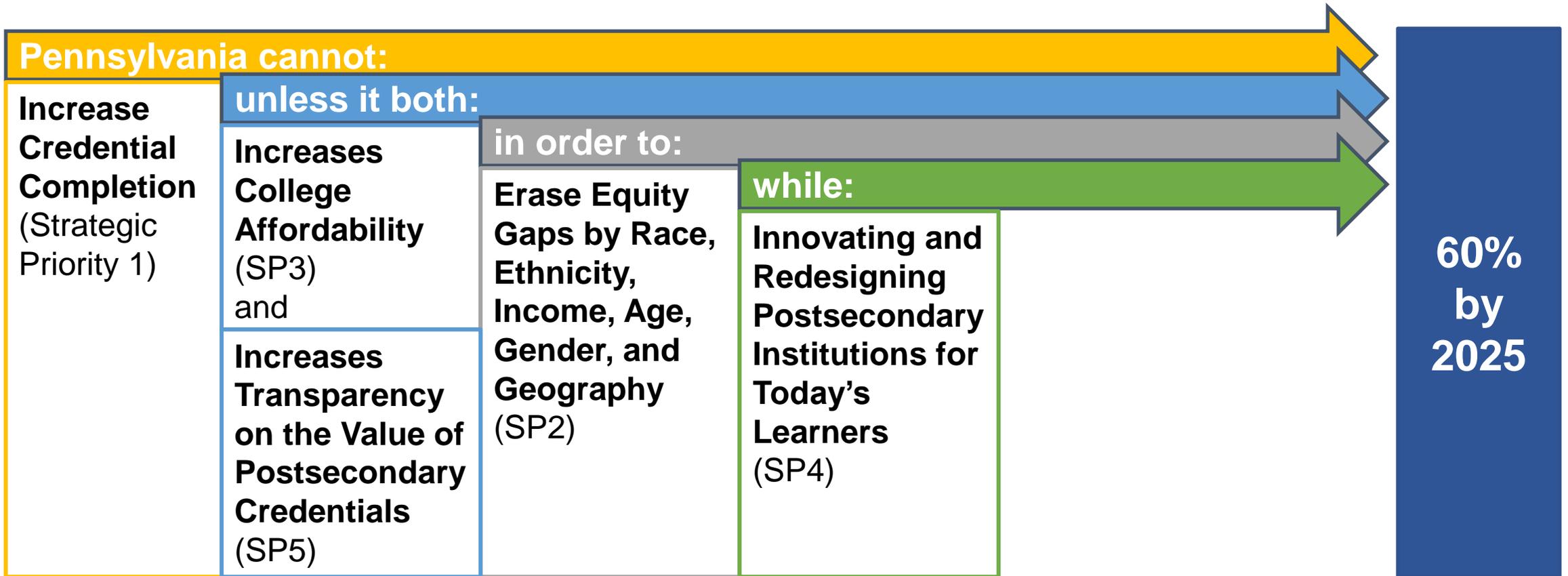
▶ Pennsylvania's Postsecondary Attainment Goal

Goal:

60 percent of the population ages 25-64 will hold a **postsecondary degree or industry recognized credential** by 2025, with a particular focus on **closing attainment gaps** for historically underrepresented populations.

Current
Rate
50.7%

Reaching Pennsylvania's Postsecondary Attainment Goal



Note: The Master Plan for Higher Education Table of Contents, which includes these five strategic priorities, was approved by the Pennsylvania State Board of Education Council of Higher Education on January 13, 2021.

Pennsylvania's Equity Gaps

Enrollment

77%
Asian

46%
White

50%
Native American

35%
Black/African-American

34%
Hispanic/Latinx

18-24 year-olds enrolled in postsecondary (2019)

Attainment

65%
Asian

47%
White

37%
Native American

30%
Black/African-American

24%
Hispanic/Latinx

25–64-year-olds with a postsecondary credential of value (2019)

Not all Pennsylvanians are on a path to economic self-sufficiency and intergenerational wealth creation

Pennsylvania's Equity Gaps

1,068,137

Pennsylvanians ages 25-64 with some college, no credential

22%

Pennsylvanians ages 25-64 enrolled in postsecondary



Postsecondary Engagement Survey **Progress Metrics**

Metrics Workgroup: Meeting Summary

- The purpose of the Metrics Workgroup was to identify and recommend progress metrics for the Council's consideration to gauge progress on the strategic priorities
- Metrics should enable the Council to determine whether progress is being made on each strategic priority
- Which metrics can answer questions about whether Pennsylvania is making progress on: increasing credential completion, erasing equity gaps, increasing college affordability, innovating and redesigning, and increasing transparency on the value of postsecondary credentials?

Metrics Workgroup: Meeting Summary

- Members of both two-year and four-year sectors agreed that quantitative metrics for the dashboard should come from publicly available data
- Both groups recommended adding qualitative metrics to better capture innovations (especially those created during the pandemic), and shared emerging practices for increasing the transparency on the value of postsecondary credentials
- Metrics Workgroup members suggested giving institutions the opportunity to write about their initiatives and their successes through an annual survey

Metrics Workgroup: Meeting Summary

- Progress metrics will be displayed on a dashboard that will be updated annually
- Aggregated by sector (2-year, 4-year, public, private, with private license schools included in the 2-year sector) and **will not** reflect data by individual institution
- Where possible, each metric will be disaggregated by age, race/ethnicity, Pell status, transfer status, and other available learner characteristics

Progress Metrics: Increase Postsecondary Attainment



Metrics to Gauge Progress on Reaching Pennsylvania's Postsecondary Attainment Goal

Postsecondary attainment rate

Postsecondary attainment rate by race and ethnicity

Proportion of Pennsylvanians with some college

Progress Metrics: Increase Credential Completion

IPEDS

Metrics to Gauge Progress on Strategic Priority 1

Postsecondary credentials awarded at the undergraduate level

Progress Metrics: Erase Equity Gaps



IPEDS



Metrics to Gauge Progress on Strategic Priority 2

Access metrics

- High school graduation rate
- FAFSA completion rate
- Pell recipient rate
- Postsecondary enrollment rate

Progression metrics

- Retention rate
- Transfer rate

Completion metrics

- Completers

Completers by Classification of Instructional Program (CIP)

Progress Metrics: Increase College Affordability

IPEDS

Federal Student Aid
AN OFFICE OF THE U.S. DEPARTMENT OF EDUCATION



Metrics to Gauge Progress on Strategic Priority 3

Tuition as a percentage of maximum Pell award

Net tuition by parental income level

Median net price

Loan default rate

Percentage of institutions offering dual enrollment, prior learning assessment, credit for Advanced Placement, International Baccalaureate, Dantes

Progress Metrics: Innovate and Redesign



Metrics to Gauge Progress on Strategic Priority 4

Percent of institutions using multiple measures for admission

Percent of institutions offering online education options

Percent of institutions offering stackable credentials

Student access innovations TBD

Student progression innovations TBD

Student completion innovations TBD

Public-private partnerships

Progress Metrics: Increase Transparency



Metrics to Gauge Progress on Strategic Priority 5

Percent of institutions using labor market information to inform institutional policy and practice (by sector)

Percent of colleges offering customized education and training sponsored by employers



Appendix B

Local, regional, and state economic profiles

Acknowledgment

PDE is grateful to the
Allegheny Conference on Community Development
for providing the data used to create
Appendix B: Local, Regional, and State Economic Profiles

Appendix B: Local, Regional, and State Economic Profiles

- Place
 - Workforce Development Area
 - Workforce Investment Area
 - County
 - Postsecondary Institution(s)/Community Education Center

Appendix B: Local, Regional, and State Economic Profiles

- Workers
 - Total Population
 - Race/ethnicity of population
 - Age ranges of population
 - Gender of population
 - Educational attainment levels of population
- Workforce
 - Jobs
 - Resident workers

Appendix B: Local, Regional, and State Economic Profiles

- Employers
 - Age of employer (private sector only)
 - 0-1 years
 - 2-3 years
 - 4-5 years
 - 6-10 years²
 - 11+ years

Appendix B: Local, Regional, and State Economic Profiles

- Industry
 - Top five by job openings (past three years)
- Occupation
 - Top five by job openings (past three years)

Appendix B: Local, Regional, and State Economic Profiles

Workforce Development Area

South Central WDA

Workforce Investment Area

South Central WIA

County(ies)

Cumberland

Dauphin

Postsecondary Institution(s)/ Community Education Center

Central Penn College

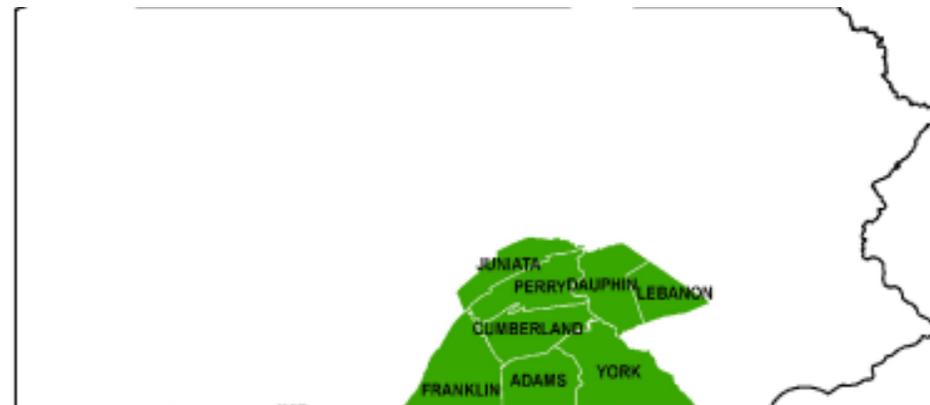
Dickinson College

Harrisburg Area Community College

Harrisburg University of Science and Technology

Messiah University

Shippensburg University of Pennsylvania



Appendix B: Local, Regional, and State Economic Profiles

	Cumberland County	Dauphin County
Total Population	259,469	286,401
Race/Ethnicity		
Asian	13,836	17,183
Black/African-American	10,581	48,404
Hispanic/Latinx	11,975	31,251
Native American	318	396
Native Hawaiian/Other Pacific Islander	113	88
White	211,990	175,175
Multiracial	9,582	12,439
Other	1,074	1,465
Age	forthcoming	
<18		
25+		
Gender		
Female	126,918	142,577
Male	124,569	134,494

Appendix B: Local, Regional, and State Economic Profiles

Jobs	133,056	177,650
Resident Workers	126,550	136,049

Employer Age (private sector firms only)	Number of Employees
0-1 Years	11,039
2-3 Years	16,500
4-5 Years	16,780
6-10 Years	35,774
11+ Years	476,296

Appendix B: Local, Regional, and State Economic Profiles

Top Five Industries in WDA by Job Openings

2019

Administrative and Support and Waste Management and Remediation Services (915)
Retail Trade (898)
Health Care and Social Assistance (896)
Manufacturing (613)
Professional, Scientific, and Technical Services (567)

2020-21

Health Care and Social Assistance (1,305)
Administrative and Support and Waste Management and Remediation Services (1,224)
Retail Trade (1,045)
Manufacturing (768)
Professional, Scientific, and Technical Services (603)

2022 (January through May)

Health Care and Social Assistance (1,153)
Retail Trade (1,018)
Administrative and Support and Waste Management and Remediation Services (994)
Manufacturing (969)
Educational Services (616)

Top Five Occupations in WDA by Job Openings

2019

Healthcare Practitioners and Technical Occupations (1,018)
Sales and Related Occupations (861)
Transportation and Material Moving Occupations (751)
Management Occupations (695)
Computer and Mathematical Occupations (650)

2020-21

Healthcare Practitioners and Technical Occupations (1,394)
Transportation and Material Moving Occupations (1,216)
Sales and Related Occupations (836)
Management Occupations (795)
Office and Administrative Support Occupations (694)

2022 (January through May)

Healthcare Practitioners and Technical Occupations (1,541)
Transportation and Material Moving Occupations (1,136)
Management Occupations (915)
Sales and Related Occupations (807)
Office and Administrative Support Occupations (680)



Postsecondary Engagement Survey
PA Strategies that Advance the Strategic Priorities

Master Plan for Higher Education: Strategic Priorities

1. Increase Credential Completion to Meet the Commonwealth's Need for Talent
2. Erase Equity Gaps in Postsecondary Access, Progression, and Completion by Race, Ethnicity, Income, Age, and Geography
3. Increase College Affordability for All Pennsylvanians
4. Innovate and Redesign Postsecondary Institutions for Today's Learners
5. Increase Transparency on the Value of Postsecondary Credentials to Individuals, Communities, and the Commonwealth

Note: The Master Plan for Higher Education Table of Contents, which includes these five strategic priorities, was approved by the Pennsylvania State Board of Education Council of Higher Education on January 13, 2021.

▶ PA Strategies that Advance the Strategic Priorities

- Featured strategies come from:
 - PA leader panels who presented during the Master Plan for Higher Education working sessions
 - Entries submitted via the Master Plan for Higher Education Postsecondary Engagement Survey

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Strategies to Increase Credential Completion



Source(s): Master Plan for Higher Education Postsecondary Engagement Survey and institutional websites

Strategies to Erase Equity Gaps



Source(s): Master Plan for Higher Education Postsecondary Engagement Survey and institutional websites

▶ Strategies to Increase College Affordability



Source(s): Master Plan for Higher Education Postsecondary Engagement Survey and institutional websites

Strategies to Innovate and Redesign



Strategies to Increase Transparency



Source(s): Master Plan for Higher Education Postsecondary Engagement Survey and institutional websites

Strategies to Increase Credential Completion



- LPN, RN, and BSN pathways
- Concordia has 13 facility-based locations in Allegheny, Beaver & Butler counties (plus Summit County, OH, & Hillsborough County, FL; Home-based care in 10 western PA counties)
- With \$500K gift from Grove City College, Victor K. Phillips Nursing and Allied Health building planned at BC3 and where Grove City students will attend technical and clinical courses as part of Grove City's new bachelor's degree program in nursing

Strategies to Increase Credential Completion



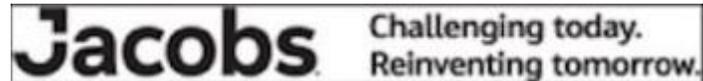
- Professional Practices Seminar, a 3-credit course specifically designed for adult students who have fewer than 15 transfer credits and/or who have been out of school for 10+ years
- Tuition Discount Partnerships with local businesses and organizations
- Design and marketing of certificate programs as stackable credentials

Strategies to Increase Credential Completion



#Prepared4PA initiative has aligned employer-validated competencies and skills needed for successful transitions in the workforce across six identified in-demand industries to help all Pennsylvanians gain access to work-relevant learning pathways ([URL](#))

Strategies to Increase Credential Completion



University of Scranton will partner with the international defense and security company, Jacobs, to prepare students and professionals for careers in cyber intelligence, law enforcement, and cybersecurity

Strategies to Increase Credential Completion



- New curricular program whereby all students must study within two areas/discipline (double major or major & minor)
- New practicum requirement that will require all students to perform/complete at least one meaningful practical, job-related internship or program. This program will allow W&J to work with and develop sound job-related experiences for its students that will ultimately help the local and broader communities

Strategies to Erase Equity Gaps



- 2017-2022 Strategic Plan includes strategies to increase the population, retention, and completion rates for new underrepresented racial/ethnic students
- The college has a Diversity, Equity and Inclusion Council as a forum to raise dialogue on associated issues

Strategies to Erase Equity Gaps



- Core-to-Core articulations with area community and 2-year colleges
- On-premises food pantry, clothes closet, gift cards, lends books and laptops
- In 2021-2022 awarded \$300,000 to adult learners from private scholarship funds and grants

Strategies to Erase Equity Gaps



- One-page scholarship application for all CCBC foundation grants
- Champion as designated point person for honor students, athletes, and developmental education students
- Achieving The Dream equity and student success coach for leadership

Strategies to Erase Equity Gaps



- Moonshot for Equity to eliminate equity barriers in surrounding communities

Strategies to Erase Equity Gaps



- College of Health Sciences of ESU offers a Living Learning Community including special programming, tutoring, faculty engagement, mandatory study hours, scholarships
- Articulation agreements with community colleges
- Intentional diversity hiring for administration and faculty positions

Strategies to Erase Equity Gaps



- New position of VP for Diversity at Franklin & Marshall and strategic plan focus on increase sense of belonging for students

Strategies to Erase Equity Gaps



- New strategic plan for DEI, partner with Credo's Moving the Needle program to increase retention and completion

Strategies to Erase Equity Gaps



- Men of Color Initiative supports male students
- Pathways Program supports students starting in 7th grade through graduation

Strategies to Erase Equity Gaps



MONTGOMERY
COUNTY COMMUNITY COLLEGE

- Redesigned and expanded early college model, at reduced cost with up to 4 free courses for eligible students
- ReadySetMontGo academy for completion of associate's degree in one year after high school
- Jr. Learn to Earn Academy for CTE students
- College and Career Readiness Academy teaches soft skills attractive to employers
- Center of Excellence on-campus hub for employers and employees

Strategies to Erase Equity Gaps

NORTHAMPTON COMMUNITY COLLEGE

- Campaign to Normalize Achievement texting campaign shares success stories
- Rethink Adult Education Challenge prize funded pathways for hard-to-employ individuals into high demand careers
- WIOA funds used for non-credit programs that on-ramp to credit programs
- College readiness math and English programs with area schools, and summer bridge program for first generation, underrepresented and at-risk students
- Offers subsidized student housing, and participates in Aspen-AASCU Transfer Intensive on equitable transfer policies

Strategies to Erase Equity Gaps



- Townhall meetings at TSCT of industry partners, students, and community members to develop strategies to address disparities
- Piloting Multiple Measures of Assessment to determine placement for incoming students

Strategies to Erase Equity Gaps



- Setting of strategic DEI goals
- University of Success pre-college program support high school students
- Student Financing Success education program
- THR1VE supports for 1st gen students
- GU1DE mentors for incoming students

Strategies to Erase Equity Gaps



- Assessment of spaces on campus from a diversity, inclusivity, and inclusion lens

Strategies to Increase College Affordability



- Top 5 PA community colleges with lowest tuition and fees per credit hour
- Annual non-sponsored tuition capped to 100% of Pell plus maximum PHEAA award
- Annual sponsored tuition capped at 90% of Pell plus PHEAA
- 17% of May 2022 graduating class received at least one BC3 scholarship award

Strategies to Increase College Affordability



- Eligible adult students receive 20-25% tuition discount on all courses at Chestnut Hill College, covered by Tuition Discount Partnerships or Articulation Agreements

Strategies to Increase College Affordability



- High School Academies are high-impact educational experiences to prepare high school students for careers that address priority workforce needs of the region

▶ Strategies to Increase College Affordability



- Free Degree Completion, Dual Enrollment Structured Pathway for Coatesville HS students

Strategies to Increase College Affordability



- College of Health Sciences helps students find paying internships and work
- Dual Enrollment and accelerated pathways to decrease the cost of a college degree

Strategies to Increase College Affordability



- Revised financial aid formula diminishes effect of home equity on EFC calculations, and new cost containment measures will lower tuition increases

Strategies to Increase College Affordability



- Review and benchmarking of financial aid among peers
- Partnership with MCCC to ensure smooth transitions
- Partnership with Archdiocese of Philadelphia to guarantee additional funding for students from those schools
- New Core-to-Core agreements accept associate's degree for general education requirement, and increase in number of credits students can transfer in

Strategies to Increase College Affordability



MONTGOMERY
COUNTY COMMUNITY COLLEGE

- Virtual bookstore with eCampus price match at MCCC improves convenience and reduces cost to students, and books and required apparel are delivered to student addresses
- College savings on space and staff

Strategies to Increase College Affordability

NORTHAMPTON
COMMUNITY COLLEGE

- Northampton Promise Campaign offers financial assistance, FAFSA events, and Equity Institute with school districts creates cohorts that span high school and college with a Navigator and College Connection Specialist

Strategies to Increase College Affordability



- Summer Bridge programs help students gain college admission, avoid developmental classes, and reduce cost by not paying for classes that do not contribute to degree completion

Strategies to Increase College Affordability



- Credit for Prior Learning to accelerate time to degree and articulation agreements with 4-year colleges

Strategies to Innovate and Redesign



- Courses specifically designed for adult students include relevant and timely topics such as Data Analytics, Business Ethics, Trauma, Survey of Autism, Violence in our Communities, and Civic Engagement

Strategies to Innovate and Redesign



- Skilled Trades Dual Enrollment accelerates the path from High School to Career: high school students complete a 27-30 credit certificate program and position themselves to complete a Skilled Trades, Associate in Applied Science degree one year after high school graduation

Strategies to Innovate and Redesign



- Certificates offer a formal way to recognize interdisciplinary or new fields of study, led by student interest and inquiry

Strategies to Innovate and Redesign



Gwynedd Mercy
University

- Professional Advisor who supports Nursing students and uses the intrusive advising approach

Strategies to Innovate and Redesign



- 24-hour tutoring service through Tutor.com
- Student Wellness Inclusion Model (SWIM), a tiered system of wellness supports

Strategies to Innovate and Redesign

NORTHAMPTON COMMUNITY COLLEGE

- Northampton Community College offers an Entrepreneurial Mindset 3 credit course and 12 credit diploma
- A for-credit Millwrights program answers the needs of the growing warehouse industry in the Lehigh Valley
- A 10-week Startup Boot Camp provides resources, preparation, and mentoring to NCC students interested in developing an idea they have been working on
- IDEA Fund supports innovative projects that move NCC beyond its current practices. Projects involve Innovation, Data, Experimentation, and Action (IDEA)

Strategies to Increase Transparency



- Recognition of work experience in its credit for prior learning program
- For example, graduates of the Philadelphia Police Academy are awarded 48 credits based on their training requirements

Strategies to Increase Transparency



- Hosts "AIM for the future" Fridays highlighting high school academies and pathways to career
- Co-hosts an Energy and Advanced Manufacturing day for all middle schoolers in Beaver County, highlighting construction and advanced manufacturing

Strategies to Increase Transparency



- Employment statistics for all College of Health Sciences graduates are routinely collected and shared with alumni, parents, graduates, students, local community members, and state officials

Strategies to Increase Transparency



Gwynedd Mercy
University

- Your Distinctive Mercy Experience program guides students to reflect on their high impact learning experiences in and out of the classroom so they can articulate more clearly the value of those experiences in a job interview or grad school application

Strategies to Increase Transparency



- School District Taskforces Northampton and Monroe create opportunities for school districts to work directly with NCC on aligning curricular pathways and experiences
- Career Services Office publishes the “First Destination Report” with post-completion data for degree, certificate, and specialized diploma program recipients and is available on the website
- Workday ERP system allows for more transparency of data and faster packaging of student applications
- NCC is developing a data warehouse environment to support robust dashboards and drop-and drag access to data that will enable data transparency and fast support for data-supported planning

Strategies to Increase Transparency



PSEO

Post-Secondary Employment Outcomes Explorer



ALUMNI

Penn State graduates since 2001 from a variety of campuses and programs.

WORKING

Penn State alumni working in Pennsylvania and across the United States

EARNING

First, fifth, and tenth year earnings post-graduation from Penn State.

Source(s): Master Plan for Higher Education Postsecondary Engagement Survey and institutional websites

Strategies to Increase Transparency



- Public facing performance measures provide data on progression and graduation rates, job placement rate, employer satisfaction, and graduate average annual salary
- Public townhall meetings with industry partners, students, and community members create spaces to discuss achievement disparities within student population and are designed to develop strategies to address disparities related to race, gender, income, ethnicity, etc.

▶ Strategies to Increase Transparency



- The Small Business Internship Initiative is a collaborative program created to help small businesses learn about, attract, and host high-value internships and connect area small businesses and college students

PA Strategies that Advance the Strategic Priorities

PA strategies by strategic priority
will be showcased on the
State Board of Education
Master Plan for Higher Education
webpage

Thank you

The Office of Postsecondary and Higher Education gives its thanks and honors the incredible efforts that Pennsylvania's postsecondary institutions are leading to advance the Strategic Priorities in the Pennsylvania Master Plan for Higher Education