

Pennsylvania's Master Plan for Higher Education

Strategic Priority 4: Innovate and Redesign Postsecondary Institutions for
Today's Learners

Pennsylvania State Board of Education

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for Postsecondary and Higher Education

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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.**

Objectives

- Understand why we need to serve a broader swath of postsecondary learners
- Learn about strategies to innovate and redesign postsecondary institutions for today's learners

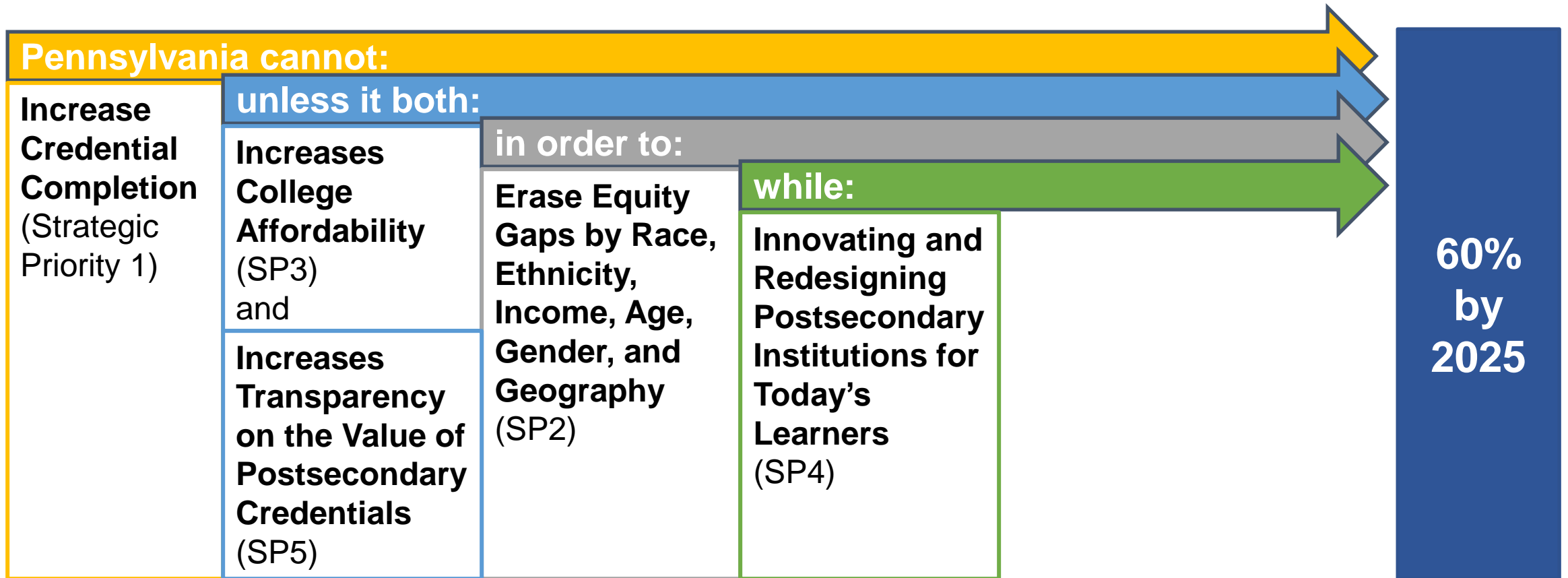
▶ Pennsylvania's Postsecondary Attainment Goal

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



Why We Need to Innovate and Redesign Postsecondary Institutions for Today's Learners

These Are Today's Postsecondary Learners

Adult Learners:

37%

of today's students are older than 25.

Part-Time Students:

40%

of students are part-time.

First-Generation Students:

34%

of undergraduates are the first in their families to attend college.

Veterans:

More than

340,000

post-9/11 veterans have used G.I. Bill benefits to complete their degrees.

Low-Income Students:

31%

are at or below the federal poverty level.

Independent Students:

49%

of students are financially independent.

Working Students:

64%

of students work while in college.

Student Parents:

24%

of students are raising children while studying.

Students of Color:

African-American student enrollment grew

72%

between 1996 and 2020, while Hispanic enrollment grew by

240%

▶ Many Terms Used for Today's Postsecondary Learners

Non-traditional learner

Post-traditional learner

New majority learner

Working learner

Sources: Western Interstate Commission for Higher Education. 2012. *Going the Distance in Adult College Completion: Lessons from the Non-traditional No More Project*, <https://www.wiche.edu/wp-content/uploads/2018/resources/ntnmStateCaseStudies.pdf>. American Council on Education. N.d. *Post-Traditional Learners*, <https://www.acenet.edu/Research-Insights/Pages/Student-Support/Post-Traditional-Learners.aspx>. Education Design Lab. N.d. *Who are new majority learners?*, <https://eddesignlab.org/newmajoritylearners/>. Georgetown University Center on Education and the Workforce. 2015. *Learning While Earning: The New Normal*, <https://cew.georgetown.edu/cew-reports/workinglearners/>.

Working Learners

- May be younger than age 25
- May be working full-time and parenting

“Students who balance learning in college with earning a paycheck”

Why Focus on Working Learners?

Nationwide:

- Over 37 million Americans work in industries impacted by the pandemic
- The postsecondary sector has experienced an enrollment decline of almost 1 million learners

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

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1. Increase Credential Completion *for Working Learners*

- Design programs of study for flexibility, acceleration, and convenience ([University of Hawaii System, 5- and 8-week courses](#))
- Develop pathways that leverage and support all skill and preparation levels ([Community College of Philadelphia Pathways](#), [I-Best Pima Community College](#))
- Recognize past college- or college-equivalent learning toward degree completion ([Peirce College Credit for Prior Learning](#))



➤ 2. Erase Equity Gaps *for Working Learners*

- Award credit for prior learning ([Research for Action All Learning Counts](#))
- Expand access to public benefits via partnerships with local, state, and/or nonprofit entities ([The Benefits Data Trust](#), [Community College of Philadelphia Single Stop](#))
- Close information gaps via targeted advising ([The College Advising Corps](#))



3. Increase College Affordability *for Working Learners*

- Provide funding opportunities to students who might have exhausted Pell ([Michigan Reconnect](#), [TN Reconnect](#))
- Ensure institutional and state aid includes part-time learners ([Cerritos Complete](#), [SHEEO Adult Promise](#))
- Forgive unpaid balances to promote re-enrollment and transfer ([Wayne State University Warrior Way Back Program](#))

Michigan Reconnect



CERRITOS
COMPLETE

WARRIOR WAY BACK

▶ 4. Innovate and Redesign *for Working Learners*

- Learn from existing low-cost, learn-from-anywhere institutions ([University of the People](#))
- Develop online, competency-based, self-paced degrees ([Arizona State University](#), [Western Governors University](#), [Southern New Hampshire University](#))
- Offer stacked credentials leading to a degree ([Allied Health Union training and Upgrading Fund](#))



5. Increase Transparency on the Value of Postsecondary Credentials *for Working Learners*

- Conduct comprehensive outreach to working learners, using digital and on-ground connections ([Washington Student Achievement Council College and Career Compass](#))
- Collaborate with labor market information centers to identify and be more explicit about high-value credentials and programs ([Dallas College Labor Market Intelligence Center](#))
- Develop pathways in partnership with employers and industry aligned with labor market needs ([PASSHE Prepared4PA](#))
- Participate in regional consortia to develop sustainable regional talent ecosystems. ([West Philadelphia Skills Initiative](#))



Panel Sessions

Panel 1: Pennsylvania Institutions of Higher Education



GELEANA ALSTON
*Associate
Professor
North Carolina
A&T State
University*

*Owner & CEO
Alston
Educational
Group LLC*



DANIEL BERMAN
*Vice Provost for
Undergraduate
Studies
Professor of Greek
& Roman Classics
Temple University*



KATHLEEN HOWLEY
*Vice Provost for
Student Success,
Academic Affairs
West Chester
University of
Pennsylvania*



NICOLE HURD
*President
Lafayette College*



RICHARD GEBAUER
*Assistant Dean,
Retention and
Student Success,
Faculty Director of
the First Year
Experience
Cabrini University*



CHRISTOPHER GRAY
*President
Erie County
Community
College*

MODERATOR

Panel 2: Learning from Peers in Other States & National Experts



MEREDITH KOLODNER
*Journalist and
Author*
The Hechinger
Report



**JUSTIN ARCHER
BURCH**
*National Director of
Workforce*
Rural LISC



MARIE CINI
Provost
University of the
People



MICHAEL ITZKOWITZ
*Senior Fellow for
Higher Education*
Third Way



JACOB FRAIRE
President and CEO
Texas Association
of Community
Colleges



MAMIE VOIGHT
President and CEO
Institute for Higher
Education Policy
(IHEP)

MODERATOR

Panel 3: Voices of Pennsylvania Students



IKEIA MILLER
*Senior Project
Manager*
Jobs for the Future
(JFF)

MODERATOR



JINAY FRAZIER
Student
Philadelphia Technical
Training Institute



CLAIRE RICHARDSON
Working Learner

Discussion Questions

- 1) What are your reactions to this information?
- 2) What else do you need to know to innovate and redesign for today's learners?



Background Materials

Institutional Innovations

Lower cost, learn from anywhere, accredited institutions. University of the People [URL](#)

Online, competency-based, self-paced degrees: Arizona State University ([URL](#)), Western Governors University ([URL](#)), Southern New Hampshire University ([URL](#))

5- and 8-week accelerated courses. University of Hawai'i–UH Online [URL](#)

Debt Forgiveness. Warrior Way Back at Wayne State University [URL](#)

Innovative Partnerships

Stacked workforce credentials leading to a degree. Allied Health Union Training and Upgrading Fund ([URL](#))

Wrap-around supports for students before and after enrollment: Single Stop benefits program ([URL](#)), College Advising Corps ([URL](#))

Consortia of universities and workforce partners. West Philadelphia Skills Initiative ([URL](#))