

ANNUAL REPORT 2022

OVERVIEW

The Missouri Department of Higher Education & Workforce Development (MDHEWD) works with the state's colleges and universities to help students achieve their education and career goals, as well as work toward increasing the percentage of Missourians with degrees and certificates to provide a skilled and knowledgeable workforce. The department works alongside local workforce boards to help job seekers gain valuable training and skills to enter and stay in the workforce.

Governor Mike Parson signed Executive Order 19-03 in January 2019 to move the Division of Workforce Development and the Missouri Economic Research and Information Center under the Department of Higher Education, with the transformation and new department name legally taking effect on Aug. 28, 2019.

In its first three years, MDHEWD faced unpredictable and unprecedented challenges such as casting a vision for a new department and navigating the COVID-19 pandemic. During FY 2022, the Coordinating Board for Higher Education developed and approved a new strategic plan. The new strategic plan, *Building Missouri's Future: A strategic plan to provide pathways and reduce barriers to educational attainment and workforce participation*, will guide initiatives and priorities in Missouri for the next three to five years. The plan was created using data to determine statewide needs and compare Missouri to other Midwestern states. It outlines a comprehensive plan for education, training, and the public workforce system to encourage economic growth and personal success among Missourians.

To meet workforce demands and continue to help our residents compete in a global economy, Missouri will strive to be the best among other Midwestern states in educational attainment and labor force participation by 2030.

Three main goals were established as part of the new strategic plan: To reach 60 percent educational attainment and 70 percent labor force participation, with equity goals aligned for both, and a third internal goal to be the Best Place to Work in state government.

Several indicators for each target will be tracked each year to see if Missouri is moving in the right direction toward meeting its goals. Initiatives to help reach the goals were started in January 2022.



ACCESS

- During FY 2022, the department launched an Adult Learner Network to help share best practices and improve the student experience and access for adult learners. The initiative brought together more than 40 colleges and universities, local chambers of commerce, and college access groups to create a common definition and language around adult learners, to understand adult learners and their needs, and to innovate and change the educational model. A Student Journey Mapping event was held with 12 institutions to tackle portions of adult learner experiences and troubleshoot ways to make improvements.

SUCCESS

- A mental health task force was formed to address growing concerns around helping students succeed in college. In addition to the task force, a joint initiative with the Missouri Department of Mental Health, the Office of Communications & Outreach, and the Office of Postsecondary Policy created an online hub with resources, videos, blog posts, playlists, and affirmations centered around student mental health and training the brain to be more positive. HappierU is found on the journeytocollege.mo.gov website.

AFFORDABILITY

- More than \$139 million in state financial aid was awarded to 59,596 Missouri students through nine grant and scholarship programs, including the A+ Scholarship, Fast Track, Access Missouri Grant, Bright Flight Scholarship, and a new Dual Credit/Dual Enrollment scholarship for high school juniors and seniors. Under Senate Bill 672, passed by the General Assembly in May 2022, are provisions that extend the Fast Track Workforce Incentive Grant through Aug. 28, 2029, and eliminate the possibility of the grant being converted into a loan if residency and work requirements are not met.

BEST PLACE TO WORK

- Initiatives were identified to focus on department effectiveness and culture. An internal group was identified to help establish a mentoring program, while another group focused on operationalizing department values.

PROGRAM APPROVAL

- The department approved the addition of 152 new academic programs and the deletion or inactivation of 91 programs at Missouri's public colleges and universities. The department also reviewed 87 new academic programs, while deactivating or deleting 69 programs, offered by the state's independent institutions.

MOEXCELS

- Seventeen proposals totaling \$21.8 million were funded in FY 2022. Twenty-eight proposals totaling \$50.7 million were submitted for FY 2023, with 19 proposals totaling \$31.4 million approved. MoExcels funding was earmarked to facilitate the development and expansion of employer-driven education and training programs and initiatives to substantially increase educational attainment.

89,202 certificates & degrees were awarded by Missouri public, independent, and proprietary colleges and universities during the 2021-22 academic year.

313,400 students were enrolled at Missouri's public two- and four-year and independent colleges and universities in 2021-22.

APPRENTICESHIPS & WORK-BASED LEARNING

- Missouri ranked third in the nation for completed apprenticeships, fourth in the nation for new apprentices, and sixth for active apprentices. In 2019, Missouri established a goal of having 20,000 apprentices by 2025. Apprenticeship Missouri surpassed this milestone 30 months ahead of schedule, celebrating the milestone in May 2022. Missouri had 20,285 newly registered apprentices, and 8,140 completed apprenticeships at the time of the announcement.
- Additional growth in Apprenticeship Missouri is due to expanding industries and sectors offering apprenticeships, including a new program established in fall 2021 — Missouri Industry-Recognized Credentials. Industries supporting apprenticeships include agribusiness, bioscience, construction, education, energy solutions, financial solutions, health sciences and services, hospitality, information technology, manufacturing, and transportation and logistics.
- A 2022 initiative to work toward meeting department goals includes an initiative to expand Apprentice Ready programs, first launched in February 2021. A \$1 million investment of federal funds was used to create certified pre-apprenticeship opportunities, supporting pathways to Registered Apprenticeships. The expansion of this program is underway.

RESEARCH AND DATA

- The Office of Performance & Strategy released important data to demonstrate Missouri’s current economic situation, including monthly Jobs Reports, monthly Job Ad Comparisons, quarterly Real-Time Labor Market Summaries, the 2020 Economic Report and Business Survey, and many more.
- Work on the Students Right To Know data collection and display began in FY 2022 with a statutory deadline of October 2022. The collection of data, outlined in HB 1606, is designed to help students make informed decisions about their future. It includes information about the cost of attendance, student loans, graduate earnings, graduation rates, employment and salary outcomes, program costs, and time-to-completion.



Our Mission:

To put Missourians on a path to learn, work, and prosper.

Our Vision:

Every Missourian empowered with the skills and education needed for success.

Our Values:

Teamwork

Collaboration

Accountability

Work-Life Balance

Our Principles:

People-centered

Equity-focused

Impact-driven

Workforce-aligned

BUILDING MISSOURI'S FUTURE: A STRATEGIC PLAN TO PROVIDE PATHWAYS AND REDUCE BARRIERS TO EDUCATIONAL ATTAINMENT AND WORKFORCE PARTICIPATION

To meet workforce demands and continue to help our residents compete in a global economy, Missouri will strive to be the best among other Midwestern states in educational attainment and labor force participation by 2030.

A skilled, prepared, and motivated workforce is necessary to attract and retain businesses in Missouri. The department recognizes all training opportunities beyond high school as highly valuable. Apprenticeships and On-the-Job Training, short-term certificates, associate degrees, bachelor's degrees, and beyond all contribute to the economic health of the state.

Demand for workers with some form of postsecondary credential remains higher than the number of Missourians with those credentials. About 40 percent of jobs require some education and training beyond high school, but less than a bachelor's degree. Another 20 percent of jobs require a bachelor's degree or higher.

The benefits of increased education go beyond a paycheck. Postsecondary credentials continue to be good for communities as a whole – contributing to better health, a more engaged society, and lower incarceration rates, among others. Creating opportunities and removing barriers to education and training will help the state fill skills gaps and support the economy.

Three main goals were established as part of the new strategic plan: To reach 60 percent educational attainment, 70 percent labor force participation, with equity goals aligned for both, and a third internal goal to be the Best Place to Work in state government.

Read more about Missouri's Blueprint for Higher Education at dhewd.mo.gov/strategicplan.php.



More information

Visit dhewd.mo.gov/about/annualreports.php for more information about:

- Student enrollment
- Student persistence
- State student financial aid
- Academic program actions
- Proprietary school certification
- Core budget recommendations