



Tab 8

Strategic Plan Update

Coordinating Board for Higher Education
December 6, 2023

BACKGROUND

Pursuant to § 173.020, RSMo, the Coordinating Board for Higher Education is responsible for:

- (1) Conducting studies of population and enrollment trends affecting institutions of higher education in the state;
- (2) Identifying higher education needs in the state in terms of requirements and potential of the young people and in terms of labor force requirements for the development of commerce and industry, and of professional and public services;
- (3) Developing arrangements for more effective and more economical specialization among institutions in types of education programs offered and students served, and for more effective coordination of mutual support and public services; and
- (4) Designing a coordinated plan for higher education in the state (hereafter referred to as the coordinated plan) and for subregions of the state, which shall be based on the studies indicated above and on such other matters may be deemed relevant by the board.

In fall 2020, the department discussed beginning a new strategic planning process. In December 2020 and January 2021, the department conducted best practice research into other states' higher education agency strategic plans.

In June 2021, the department opened the public strategic planning process by engaging stakeholders and partners in a conversation about goals and opportunities for the future with a review of Missouri's overall higher education and workforce landscape, including strengths, weaknesses/threats, and opportunities. Data focused on the system itself, how to get more people working, and how to help them gain skills and training to be more productive.

After the kickoff conversation, department staff held monthly meetings with the Coordinating Board for Higher Education to make progress on the new plan. In December 2021, the Coordinating Board for Higher Education approved the department's strategic plan: *Building Missouri's Future: A strategic plan to provide pathways and reduce barriers to educational attainment and workforce participation*. The plan included the department mission statement, guiding principles, new big goals, targets, indicators, and initiatives. The plan includes an intentional focus on equitable growth, specifically focused on Black, Hispanic, and rural populations in Missouri.

The progress of the initiatives are presented as part of the on-going Placemat process. This report includes the annual update of big goals, targets, and indicators.

CURRENT STATUS

Big Goal - Educational Attainment

The Department shared an update on the educational attainment goal in March 2023. Missouri's educational attainment for the working aged population (25-64) was 50.5 percent in 2021, an increase of 3.5 percentage points from the last available data in 2019, according to the Lumina Foundation's A Stronger Nation research. Educational attainment in the Lumina Foundation methodology counts educational attainment as the following credentials: graduate or professional

degrees, bachelor's degrees, associate degrees, certificates, and industry-recognized certifications. An estimation methodology is used to measure the number of certificate and industry-recognized certification holders. The U.S. educational attainment rate was 53.7 percent.

As part of the strategic plan, Missouri educational attainment is compared to 13 other Midwestern states that were identified through the state of Missouri's Best in Midwest and Talent for Tomorrow initiatives that contributed to the creation of the Department of Higher Education and Workforce Development. Missouri ranked 11th in education attainment among those states, unchanged from 2019. Minnesota had the highest rate at 60.2 percent and Kentucky had lowest at 46.6 percent.

Although Missouri's rank compared to other states did not improve, the state did have the third largest percentage point increase among the 14 states, which helps Missouri close the gap with other states and the nation. Nationally, educational attainment increased by 1.8 points, compared to a 3.5 point increase in Missouri.

Data are also provided for a subset of the total working aged population for those aged 25-34. In Missouri, the educational attainment rate for that subset was 53.5 percent in 2021, an increase from 50.8 percent in 2019. The national average for this age group is 55.9. Missouri ranked 8th among the comparison states in educational attainment for the 25-34 aged cohort.

Indicators of note for educational attainment are an increase in enrollments in 2022-2023 and on-going declines in the number of FAFSA Filers. Preliminary reported enrollments for each of the three educational sectors increased. This is the first time there was a year-over-year enrollment increase all three sectors in the same year in more than a decade. Enrollments had the largest numeric and percentage increases in the Independent Colleges and Universities sector. However, the number of FAFSA filers in the state continued a downward trend for both total and first-time filers.

Big Goal – Labor Force Participation

For labor force participation, the data were largely unchanged from the previous year. Missouri's estimated participation rate was 62.7 percent, down slightly from 63.1 percent in 2021. Nebraska had the highest labor force participation rate among the Best in Midwest states at 69.7. Missouri ranked 8th.

By demographic subgroup, labor force participation rates increased for the Black population, from 60.4 in 2021 to 63.5 in 2022. Rates decreased for the Hispanic/Latino population, declining from 73.5 to 64.8, and rural labor force participation was little changed at 55.5 percent.

Indicators of note for labor force participation include a decline in unemployment rates and an increase in the employment-population ratio. During 2022, unemployment rates in Missouri reached the lowest rates in the history of the data series tracking unemployment since 1976. However, unemployment rate declines were unequal among the equity groups, with the unemployment rate for the Black civilian labor force remaining higher than the average and that of the other equity groups.

The employment-population ratio, which measures the portion of the population aged 16 and over who are employed, increased for the second consecutive year and is growing closer to the pre-pandemic peak in 2019.

Big Goal – Best Place to Work in State Government

Under the big goal of being the best place to work in state government, the department's response to the Quarterly Pulse Survey (QPS) questions regarding personal ownership increase by five percentage points from the previous year. The department's total retention rate increased and the voluntary retention rate decreased. Open rates for the department's weekly newsletter have remained at the goal of 80 percent or above.

NEXT STEPS

Continue to monitor the state's progress toward the Department's Big Goals and Indicators.

RECOMMENDATION

This is an information item only.

NO ATTACHMENTS