LOUISIANA PROSPERS:

Driving Our Talent Imperative

BOARD OF REGENTS MASTER PLAN SUMMARY

YEAR 1 REVIEW

The Master Plan, launched and socialized across the state last year, has served as a rallying point for the Board of Regents and Louisiana around talent development. Furthermore, it has given clarity to the agency's goals and objectives. The engagement across all systems, institutions, and external partners (e.g. industry, economic development organizations, etc.) has fostered a cross-sector approach to supporting systemic change designed to achieve our 60% by 2030 attainment goal and improve the lives of all Louisiana's citizens.

With principles of equity nested within, the Plan must be leveraged to build a more resilient Louisiana in response to the challenges resulting from the COVID-19 pandemic. This includes focusing on such issues as bridging the digital divide, increasing credentials of value, reducing barriers to student success by scaling Math Pathways adoption, expanding dual enrollment opportunities and integrating a Prosperity Index into the Board's success measures. As a result of the steps taken last year to bring attention to those needs and others, and a new energy driven by the pandemic, higher education now speaks with one urgent voice, committed to increasing attainment so that Louisiana prospers.

ACCOMPLISHMENTS

Major Year-One Achievements

LAYING THE FOUNDATION AND MAKING THE CASE

• Launched ambitious comprehensive vision for talent development in Louisiana.

• Recognized by Moody's Investment Services.

• Adopted joint goal (Regents and BESE) that every high school senior graduates with a college credit, a credential, or both by the Class of 2029.

• Promoted universal access to dual enrollment with a goal that every high school junior and senior should have access to two dual enrollment courses at no cost to the student.

• Addressed challenges resulting from the COVID-19 pandemic: helping to keep students enrolled and near-completers graduating on time, as well as ensuring that more students received access to devices and the connectivity necessary to finish the Spring 2020 semester.

• Minimized legislative budget cuts to postsecondary education resulting from the COVID-19 pandemic.

• Advanced research related to regional priorities, securing major new federal awards and contributing to COVID-19 medical and community responses.

• Added an HBCU designation to the Master Plan, recognizing the unique role of our historically black colleges and universities to increase talent development in Louisiana.

MEASURING SUCCESS

• Master Plan Data Dashboard
  masterplan.regents.la.gov
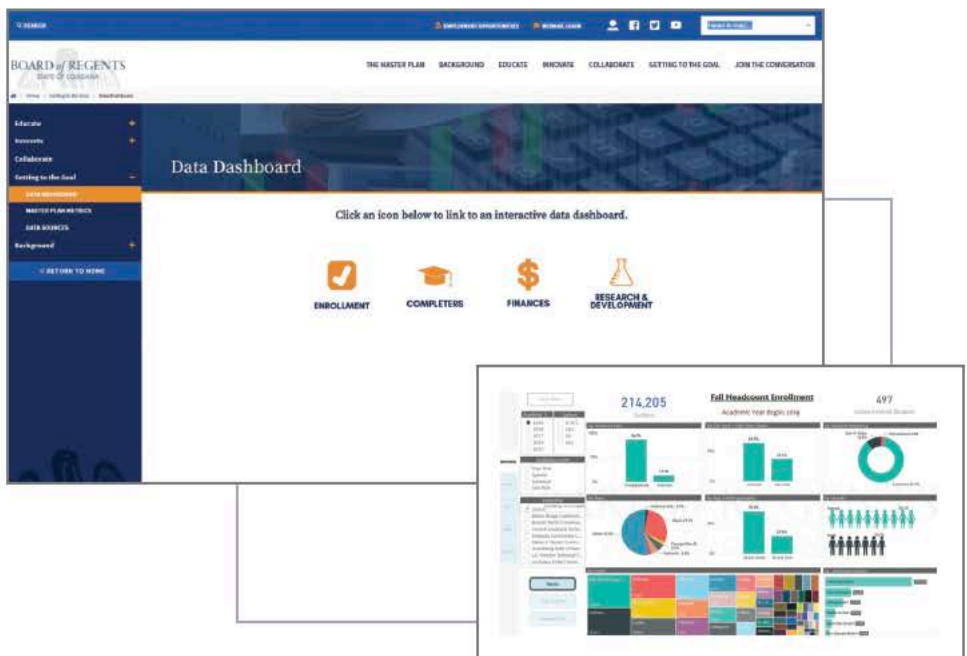
NEXT STEPS

Year-Two Priorities & External Funding Sources

ACCELERATING THE WORK

• Advancing a Regional Talent Development Model to promote and increase attainment of credentials/degrees tied to the workforce needs of our state, aided by the LCTCS "Reboot Louisiana" Initiative, the establishment of STEM Regional Network Centers, regional goal-setting and strong education-to-employment alignment (National Governors Association [NGA], Strada, and CARES Act).

• Setting system/campus attainment goals (SHEEO).

• Defining credentials of value and counting workforce credentials in Louisiana attainment rate (National Skills Coalition).

• Addressing the digital divide at scale (CARES Act).

• Building on research successes through implementation of new initiatives, statewide engagement of researchers, and tools to build research capacity and competitiveness (NSF, NIH and NASA).

ADDRESSING MAJOR BARRIERS TO STUDENT SUCCESS

• By expanding and improving math reform through Louisiana Math Forward, corequisite delivery (Strong Start to Finish).

• By creating the Student Success Council, comprised of a diverse set of student, faculty and staff from colleges and universities throughout Louisiana, to address barriers to completion across the state's higher education systems.

MEASURING SUCCESS

• Master Plan Data Dashboard
• Prosperity Index

Securing $35.7 M in external funding through competitive grants provides a strong indicator of the value and innovation of Regents' work. These investments in Louisiana's future provide the necessary fuel to support a host of strategies identified to produce additional graduates and achieve the state's audacious attainment goal.
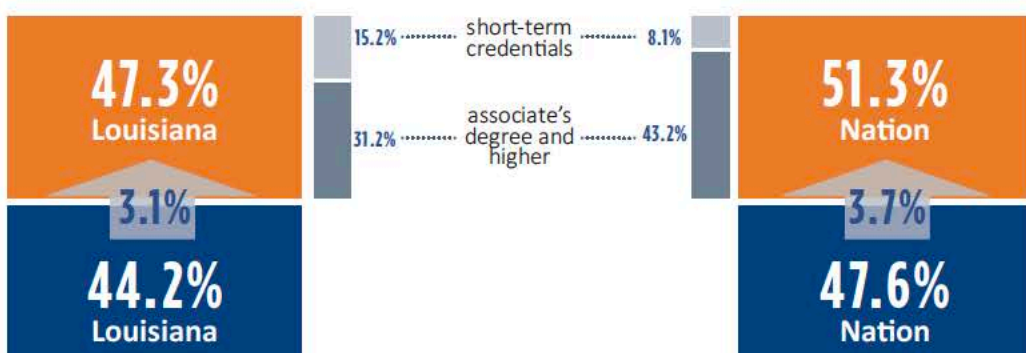
$35.7 M

ACCOMPLISHMENTS/NEXT STEPS

DATA COMPARISONS

EDUCATIONAL ATTAINMENT

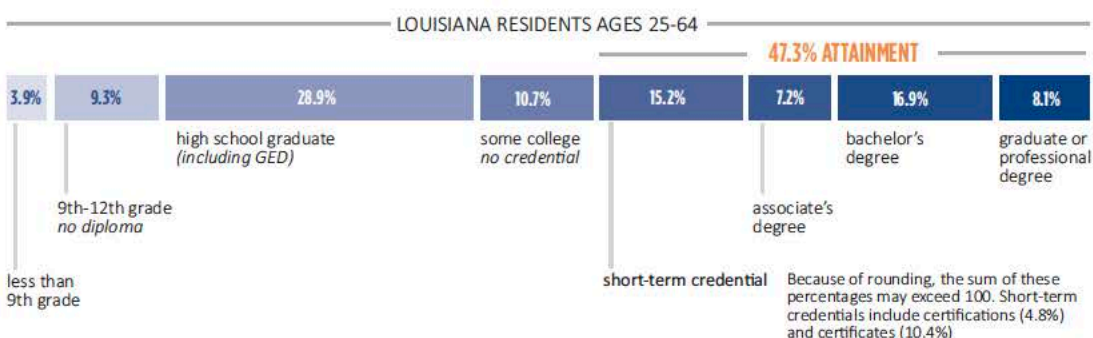**GOAL: 60% x 2030**

State Increased but Lagging the Nation

Though Louisiana has made progress in attainment, the national average increased by a larger percentage. To develop talent to its highest potential, we must close this gap.

	short-term credentials	
47.3% Louisiana	15.2% .... short-term credentials 8.1%	**51.3%** Nation
3.1%	31.2% .... associate's degree and higher 43.2%	3.7%
44.2% Louisiana		**47.6%** Nation

GETTING TO 60%

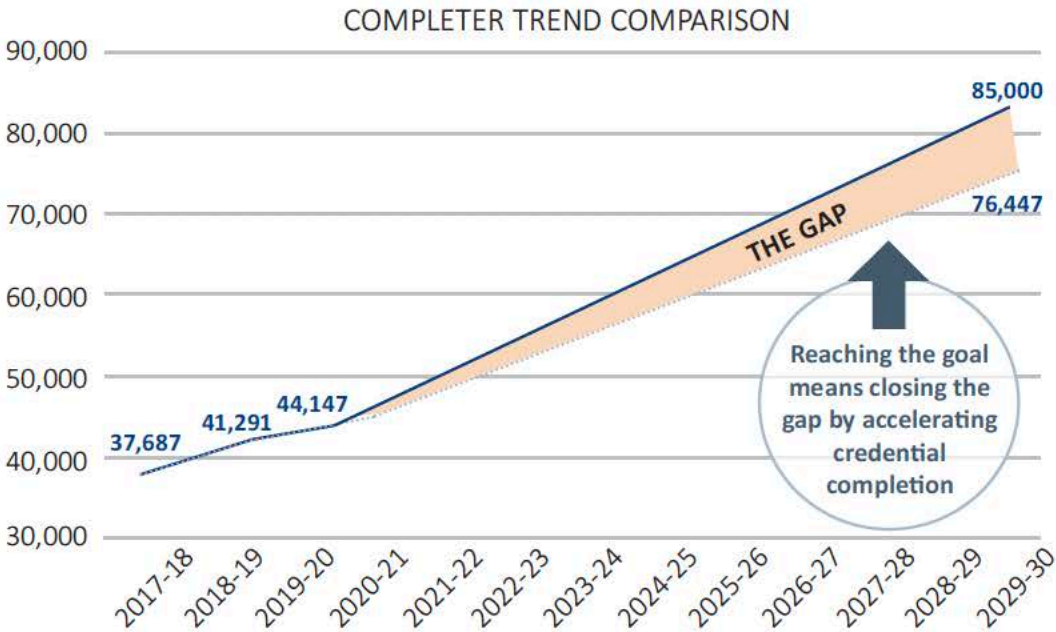**12.7% attainment increase needed to reach 60% goal**

Approximately 53% of Louisiana's population must be positioned to graduate with a postsecondary degree or credential.   Our job moving forward is to help them overcome any barrier to success.

LOUISIANA RESIDENTS AGES 25-64

47.3% ATTAINMENT

3.9%	9.3%	28.9%	10.7%	15.2%	7.2%	16.9%	8.1%
		high school graduate *(including GED)*	some college *no credential*			bachelor's degree	graduate or professional degree

9th-12th grade
no diploma

associate's
degree

less than
9th grade

short-term credential

Because of rounding, the sum of these percentages may exceed 100. Short-term credentials include certifications (4.8%) and certificates (10.4%)

Data show minorities and economically disadvantaged students gaining more access to college.

MORE THAN DOUBLING THE NUMBER OF CREDENTIALS

COMPLETER TREND COMPARISON

THE GAP

85,000

76,447

37,687   41,291   44,147

Reaching the goal means closing the gap by accelerating credential completion

2017-18 2018-19 2019-20 2020-21 2021-22 2022-23 2023-24 2024-25 2025-26 2026-27 2027-28 2028-29 2029-30

ERASING EQUITY GAPS

The mix of credentials earned shows the need for the emphasis on equity in success, ensuring that all populations can earn the type and level of credential that aligns with their life and career goals.

	Non-Academic Credential	Associate's	Bachelor's	Graduate/Professional
2019 Total	23%	13%	44%	20%
White	20%	13%	48%	19%
Black	30%	15%	37%	18%
Hispanic of Any Race	24%	13%	45%	18%
All Others	22%	10%	38%	30%
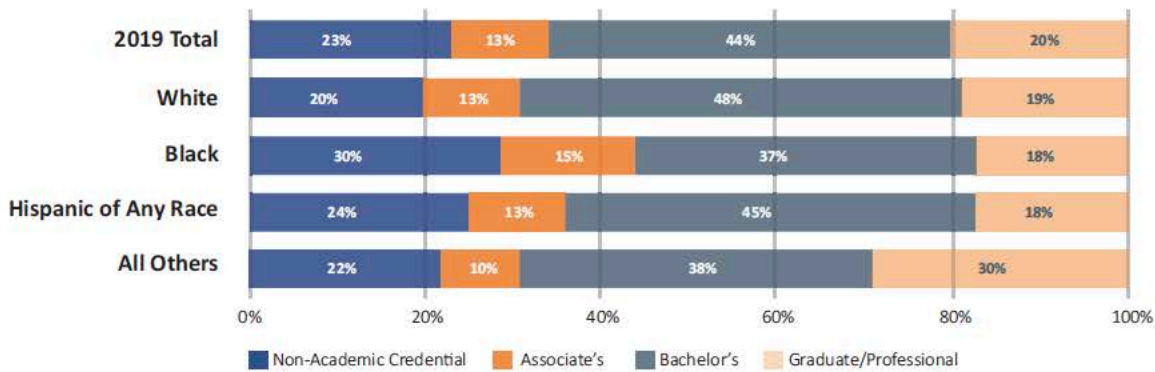
Credential completion is increasing across all populations and at all levels of education. Louisiana is ramping up support for the rapid growth of credentials at the associate's level or below as a pathway to high-demand, high-wage, life-changing jobs for COVID-19 displaced workers.

INCREASING ADULT COMPLETERS

Approximately **45%** of all 2018-19 completers were aged **25 or older**, indicating that significant numbers of adults are already pursuing and earning credentials, allowing them to train and retrain for prosperity.

AGES 25+   **45%**

Source: Statewide Student Profile System, Louisiana Board of Regents
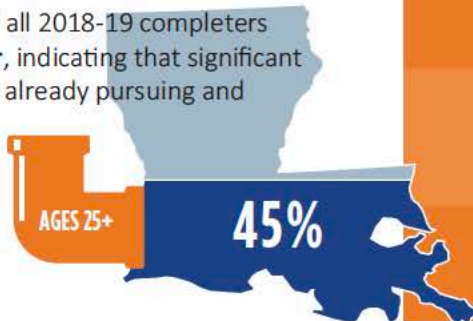
Despite the massive disruptions caused by the COVID-19 pandemic, work around the Master Plan is already showing success in boosting completers and closing the gap.

DATA COMPARISONS

STRATEGIES AT-A-GLANCE

Year-One Actions and Year-Two Strategies

"Reaching our goal requires deep attention to achieving equity – engaging underserved populations, understanding barriers, and implementing strategies that increase access and success."

-MASTER PLAN FOR HIGHER EDUCATION

Closing Louisiana's Achievement Gaps (reaching 60%)

2019-20: Development of state attainment and completion goals and Historically Black Colleges and Universities (HBCU) Advisory Council recommendations.

2020-21: Goal adoption by system/institutions; re-engagement of institutions with Southern Regional Education Board (SREB) Doctoral Scholars Program (DSP) to support recruitment of a diverse faculty; expansion of remote learning accessibility (devices and broadband).

Dual Enrollment – Start Strong

2019-20: Task Force recommendations developed to support universal access to dual enrollment; legislation adopted codifying guiding principles and establishing grant funding mechanisms; Partnership to Advance Youth Apprenticeships (PAYA) grant to support expanding non-academic pathways for students.

2020-21: Development of dual enrollment statewide portal to improve course selection and enrollment processes for students and enhance parent outreach.

Improve Outcomes

2019-20: Strong Start to Finish Developmental Math Reform grant awarded to scale college-level math accompanied by high-quality remedial support.

2020-2021: Practitioner-led peer learning communities and national expert facilitated workshops held throughout the year to accelerate statewide developmental math reform aimed at improving access and student success.

Incentivizing Success: Outcomes-Based Funding

2019-20: Developed funding formula that aligns with Master Plan goals.

2020-21: Revise funding formula to be implemented concurrent with or following pandemic contingencies.

Make Pathways Attainable by Making Them Affordable

2019-20: Open Educational Resources (OER) Commons expanded to statewide curriculum; no-cost and low-cost textbook legislation enacted; HB 676 (transcript release); expanded scholarship funding for short-term, high-demand credentials through COVID-19 relief funding; achieved $10.6M in legislative dollars to fully fund TOPS, as well as an additional $1M each to support GO Grant and Student Tuition Assistance and Revenue Trust (START) programs.

2020-21: National Governors Association (NGA) and Strada support provided for regional expansion of postsecondary and public benefits accessibility for adult learners; partner with Atlanta Federal Reserve Bank to develop the Career Ladder Identifier and Financial Forecaster (CLIFF) benefits tool for Louisiana, which can help underserved and low-income populations effectively leverage public benefits while pursuing a postsecondary credential.

Research universities are essential contributors to the quality of life in the places in which they are located and practice "stewardship of place," focusing efforts on resolving issues that affect their communities. -MASTER PLAN FOR HIGHER EDUCATION

Mapping and Stacking Credentials

2019-20: National Skills Coalition (NSC) Policy Academy technical support awarded to develop quality postsecondary credentials of value definition and process.

2020-21: Statewide adoption of Board policy for definition/criteria and evaluation process for non-academic credentials of value; "Reboot Louisiana" expansion by the state's community and technical colleges of short-term technical and competency-based credentials that link high-demand regional economic development needs to support a post-COVID workforce.

New Education Delivery Models

2019-20: Scaled transition to online learning models in response to pandemic; federal and state support received for faculty development; CARES Act funds to deliver digital literacy skills to postsecondary populations, with emphasis on adult learners; legislation passed (SB10) in 2020 Special Session designed to bring high-speed broadband access to underserved areas of the state.

2020-21: Adoption of Prior Learning Assessment (PLA) crosswalks to credential requirements [American Council on Education (ACE) Military Crosswalk; College Level Examination Programs (CLEP); Advanced Placement (AP)]; PLA/Credit for Prior Learning (CPL) definitions.

Innovating for a Prosperity Pipeline

2019-20: Education Strategy Group (ESG) Attainment Academy support received for regional planning development; convened workforce, education, economic development, social services agencies, and other stakeholders through the Governor's Workforce and Education Sub-Cabinet to focus on statewide talent development efforts; statewide exchange of best practices and programs achieved through second annual LaSTEM Summit.

2020-21: Integration of regional planning in work-based learning, non-academic credentials, dual enrollment, goal monitoring, etc.; regional STEM Network advisory groups to inform regional planning processes ($1M in legislative funding secured to support establishment of regional STEM Centers); through the work of the Legislative Economic Recovery Task Force and subsequent resolution (HCR12) adopted in the 2020 Special Session, Regents will work with Louisiana Workforce Commission to study and report on funding and programs supporting workforce development.

The Power of Research Universities

2019-20: Secured five-year, $20M National Science Foundation (NSF) Track 1 award to support 3-D printing research; campuses deployed research results and skills in real time to assist in producing personal protective equipment (PPE) in response to the COVID-19 medical surge; research campuses led efforts to understand, treat, and protect against coronavirus pandemic; approximately $13.3M in appropriations enhancements awarded to LSU Agricultural Center, Pennington Biomedical Research Center, Southern University Agricultural Center, Southern University System, University of Louisiana at Lafayette, McNeese State University, and LUMCON.

2020-21: Kickoff of Track 1; first annual research summit planned for Spring 2021 (with Fall 2020 virtual summit); development of updated statewide science and technology plan and statewide data management system for research activities (critical for federal competitiveness and engagement of private-sector partners).

Methods to Measure Success

2019-20: Developed Master Plan metrics and benchmarks.

2020-21: Non-academic credentials counted toward attainment goal; define regional goals; expand Master Plan dashboard; develop Prosperity Index data.

STRATEGIES AT-A-GLANCE

REGENTS

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STATE OF LOUISIANA

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