

Student Success & Workforce Revitalization Task Force (HB21-1330)

Sarah Hughes, Vice-Chair, Colorado Commission on Higher Education
Berrick Abramson, Colorado Commission on Higher Education



Task Force Charge and Membership

- HB21-1330 charged the Commission on Higher Education to convene a task force by August 1, 2021, and deliver a report to the Colorado General Assembly by December 15, 2021
- Task Force Membership:
 - a representative from each higher education governing board
 - Colorado Workforce Development Council
 - postsecondary students
 - advocacy groups
 - public K12 partners
 - co-chaired by CCHE
 - chairs expanded membership to include industry and regional expertise



Task Force Process

Taskforce

- 26 members (reflect postsecondary and workforce expertise; regional/demographic diversity)
- Five initial meetings including an orientation and briefing by the gov. and legislative sponsors
- Responsible for prioritizing of recommendations & report outline
- Approval of final report

Subcommittees and Work Assignments

- Student Success & Workforce Development & Revitalization
 - Subcommittees identified challenges and discussed shared vision for Colorado's learners and earners
 - Brainstormed 95 initial recommendations and consolidated to 15
- Aligned Systems & Policies for Success
 - Identified "gaps/omissions"
 - Created Rubric/Criteria to evaluate Recommendations
 - *Reach, Equity, Transformative Capacity, Sustainable*
 - Initial prioritization of Recommendations



The Preliminary Task Force Report Draft

What it **IS**:

A call to transform postsecondary education by broadening perspectives and eliminating silos among K-12, traditional postsecondary ed, and workforce/education/community development. Upskilling, reskilling and lifelong learning is now the norm.

The pandemic created a unique opportunity--with an influx of one-time funds along with a shift in how education is delivered via collaboration and partnerships-- focusing on learner and state needs.

A blueprint for the Governor, legislature, CCHE and other stakeholders that charts a new path forward based on this commission's collective best thinking.

What it **IS NOT**:

A top-down "silver bullet" that will immediately eliminate Colorado's postsecondary institutional, structural funding, and workforce development challenges.



Summary of The 1330 Task Force Report

- **Outlines Colorado Challenges**

- Skills gaps
- Equity gaps
- Lack of public investment
- Time

- **Highlights the Opportunity**

- Epicenter of post-pandemic recovery
- Infusion of federal funds
- Alignment

- **Crafts New Vision for Colorado's Postsecondary and Workforce Ecosystem**

- Learner centered
- Colorado will invest more and will get more in return
- Our talent development system will adapt and collaborate



Six Priority Recommendations

- 1. Innovation and Scaling Partnership Grants**
- 2. Enhance Transparency of Postsecondary and Workforce Data**
- 3. Develop New Statewide Success Measures**
 - 1. Develop Stackable Credential/Work-Based Learning Pathways**
 - 2. Increase Transparency of Postsecondary and Workforce Data**
 - 3. Develop New Statewide Success Measures**
 - 4. Increase Transparency of Postsecondary and Workforce Data**
 - 5. Eliminate Equity Gaps**
- 6. Create a Strategic Talent Finance Plan**



Six Priority Recommendations - In Detail

1. Innovation and Scaling Partnership Grants:

Multiple stakeholders, including regional leaders, lawmakers, and the governor;

Should leverage American Rescue Plan Act (ARPA) funds, additional anticipated federal funds, and matching local, private, and philanthropic dollars to create a competitive statewide and regional grant program to spark innovation and scale proven and promising, sustainable, approaches to postsecondary, workforce, and community partnerships.



Six Priority Recommendations - In Detail

2. Enhance Transparency of Postsecondary and Workforce Data:

Policymakers should invest in a Statewide Student Success Data Interface, with the initial focus providing higher education leaders and policy makers with easy access to actionable metrics of student success.



Six Priority Recommendations - In Detail

3. Develop New Statewide Success Measures:

The Colorado Commission on Higher Education (CCHE) should develop policy that:

- includes the addition of new success measures, in collaboration with IHE's and other key stakeholders;
- which directly align with the primary reason more than 90% of students pursue postsecondary education to earn access to enhanced professional opportunities.



Six Priority Recommendations - In Detail

4. **Develop Stackable Credential/Work-Based Learning Pathways:**

Lawmakers should work with education and business leaders to develop legislation that creates credential pathways in high-need, high-value fields at large scale.



COLORADO
Colorado Commission on
Higher Education

Department of Higher Education

Six Priority Recommendations - In Detail

5. Eliminate Equity Gaps:

Lawmakers should require postsecondary institutions to submit a four-year plan, with a detailed budget, to eliminate racial, regional and socio-economic equity gaps in credential attainment and other measures of student success.



COLORADO
Colorado Commission on
Higher Education

Department of Higher Education

Six Priority Recommendations - In Detail

6. Create a Strategic Talent Finance Plan:

CCHE should task state leaders from institutions of higher education and industry

to identify options for additional, sustainable funding for postsecondary education,

with the goal of making Colorado's postsecondary learning ecosystem the best in the nation by 2030.



COLORADO
Colorado Commission on
Higher Education

Department of Higher Education

What Happens Next

- **Legislature receives/reviews recommendations**
 - *House and Senate Education Committee discussions expected.*
 - *Proposed legislation on certain initiatives needed.*
 - *Extended in-depth review in certain areas needed.*



COLORADO
Colorado Commission on
Higher Education

Department of Higher Education

Thank You!



COLORADO
Colorado Commission on
Higher Education

Department of Higher Education

Additional Slides for Reference

(Not intended for presentation unless needed for Q & A)

Resources

[HB21-1330 Higher Education Student Success Legislation](#)

[Task Force Membership](#)

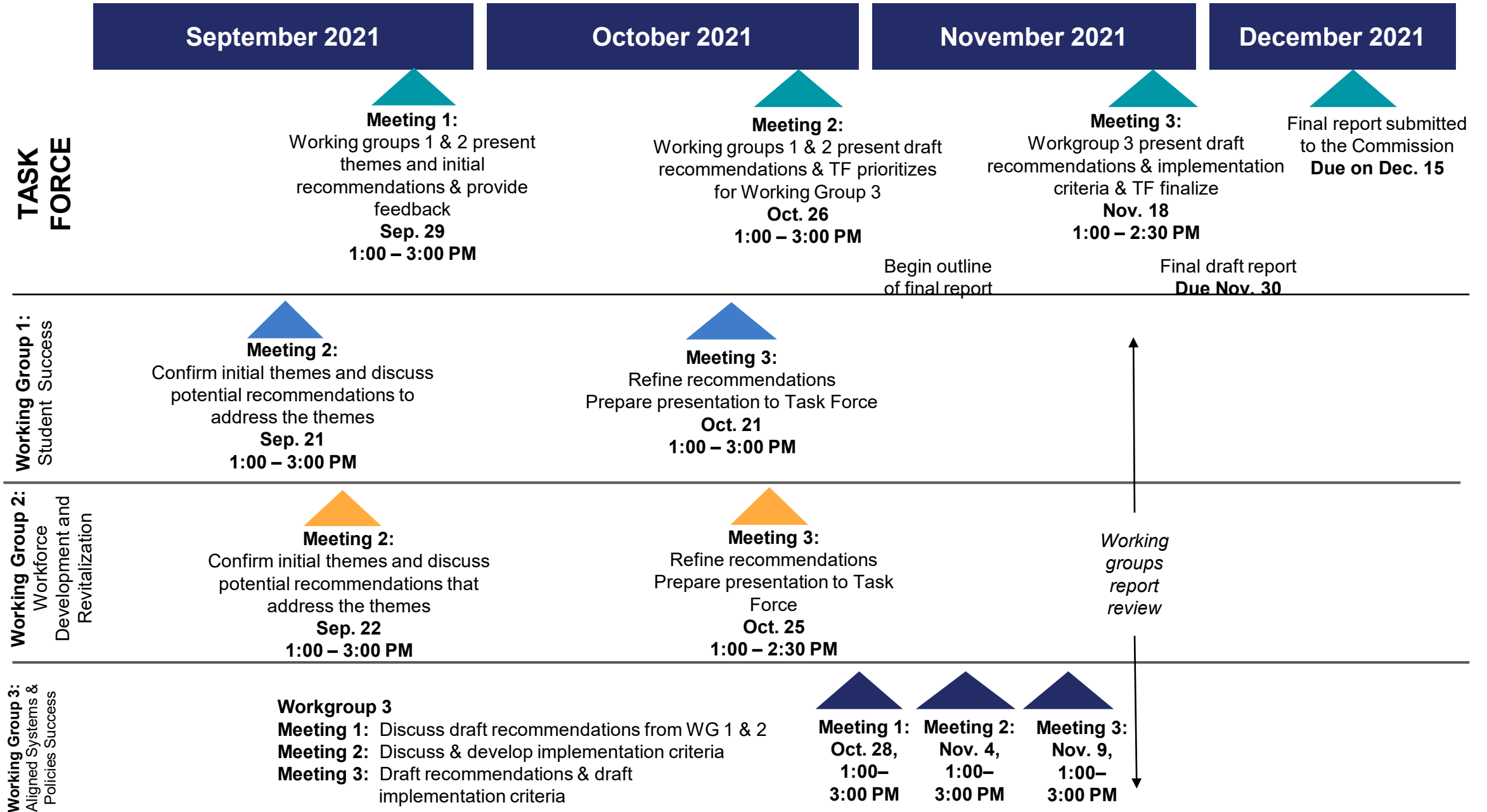
[Level Up Document](#)

[Schedule & Public Access](#)

Legislative Scope *(Beginning on page 27 of the signed act)*

- *Examine ways in which to leverage best practices through data and technology to make informed decisions about interventions that drive student success; create multiple and linked pathways to postsecondary credentials, including the development of incremental credentials that a student may attain while working toward a baccalaureate degree; and ensure equitable access and benefit to students, including minimizing costs and time spent in attaining a credential or degree*
- *Examine strategies for increasing student retention and completion and to address the consequences students experience when they incur debt in attending an institution of higher education or local district college without completing a degree or other credential*
- *Develop effective strategies for leveraging federal higher education reforms, including the possibility of funding for two years of postsecondary enrollment for each student, to raise the completion rate for two-year and four-year degree programs*
- *Review possible uses of money transferred to the workers, employers, and workforce centers cash fund pursuant to section 24-75-231 (2)(b)(i)(a) for programs, services, or other assistance for populations disproportionately impacted by the covid-public health emergency that address or mitigate the impacts of the public health emergency on educational disparities.*
- *Review the role of the state institutions of higher education, the local district colleges, the area technical colleges, and the state workforce development council in designing and promoting career pathways and other workforce development initiatives. The goal of the review is to determine how the roles of higher education and the state workforce development council may be thoughtfully integrated to reduce overlap and facilitate greater efficiencies and economies in providing workforce development and skills training for traditional and nontraditional students and to support and meet the needs of the workforce and the professional, industrial, and business sectors in Colorado.*
- *Review the role and mission and service area of each state institution of higher education, each local district college, and each area technical college, including all instruction offered by whatever means outside the geographic boundaries of a campus as described in section 23-1-109 (4) to determine whether the availability of and access to postsecondary credential programs is sufficient throughout the state without undue overlap and to ensure the most efficient use of resources*
- *Review the history, purpose, effect, and continuing benefit of service areas and the commission's policy concerning service areas and, based on the degree to which service areas improve and add value to the delivery of postsecondary education within the state and support the state's postsecondary access and attainment goals, recommend whether the service areas should continue and whether the service areas should be redrawn*

HB21-1330 Student Success & Workforce Revitalization Task Force Timeline



Student Success Working Group

WORKING GROUP MEETINGS:

- September 8, 2021 (Wednesday)
Noon – 2:00 PM
- September 21, 2021 (Tuesday)
1:00 – 3:00 PM
- October 21, 2021 (Thursday)
1:00 – 3:00 PM

Essential Questions the Workgroup Considered:

- What are the “current/new” realities impacting student/learner success in Colorado’s postsecondary ecosystem?
- What actions should Colorado and its postsecondary ecosystem take to rise to the challenges of our current/new realities?
- How does Colorado support and prepare all “learners” (nontraditional and post-traditional students) to be best positioned to maximize their economic potential and livelihood?
- Is student persistence and completion the most important determinant of student success? If not, what is? For any determinant, what are the best metrics and benchmarks to measure whether Colorado is “moving the needle” in meaningful way?
- How can Colorado effectively leverage publicly available benefits, philanthropy, and federal ARPA funding to support “success” for the most disproportionately impacted students/learners in the state?

Workforce Development & Revitalization

WORKING GROUP MEETINGS:

- September 14, 2021 (Tuesday)
1:00 – 3:00 PM
- September 22, 2021 (Wednesday)
1:00 – 3:00 PM
- October 25, 2021 (Monday)
1:00 – 2:30 PM

Essential Questions the Workgroup Considered:

- What are the most important gaps/barriers (perceived and real) in alignment between Colorado's postsecondary ecosystem and the upskill / reskill needs of Colorado's citizens?"
- How might Colorado use taxpayer resources most efficiently and effectively to meet the needs of Colorado's diverse "learners/talent" to upskill and reskill in preparation for success in today's evolving workplace?
- How can we better align postsecondary education workforce pathways?
- How can Colorado effectively leverage publicly available benefits, philanthropy, and federal ARPA funding for the most affected workers in the state?

Aligned Systems & Policies for Success

WORKING GROUP MEETINGS:

- October 28, 2021 (Thursday)
1:00 – 3:00 PM
- November 4, 2021 (Thursday)
1:00 – 3:00 PM
- November 9, 2021 (Tuesday)
1:00 – 2:30 PM

Essential Questions the Workgroup Considered:

- Through the lens of the initial findings and likely recommendations of the other two working groups, how can Colorado improve alignment of its resources, institutions, and policies in service to this vision for postsecondary success and workforce training?
- How well do the focus areas (role and mission) and locations (service areas) of Colorado's higher education ecosystem meet the needs of Colorado's learners/talent?
 - Current and potential students (consumer demand)
 - Employers (market demand)
 - Taxpayers (resource efficiency)?
- What is the optimal balance of:
 - An open and competitive marketplace for academic programs; and a regulatory framework that protects public interests in resource efficiency and asset preservation?