



Tennessee Senate Majority Leader Mark Norris



The Challenge

Roughly half of all Americans reach their mid-20s without the skills or credentials essential for success in today's increasingly demanding economy.

1.3 million students drop out of high school each year

less than half of all college students earn a credential within six years.

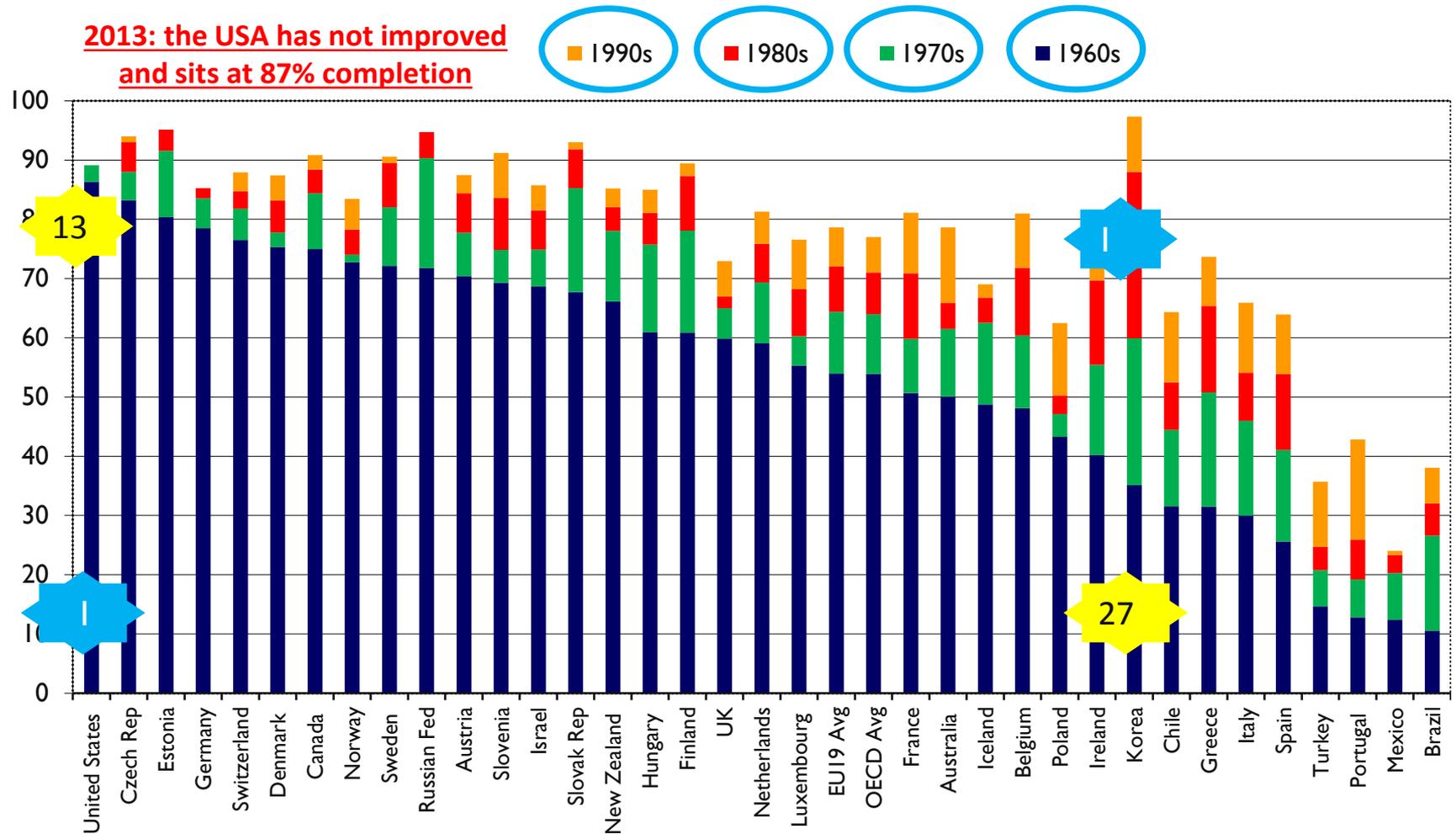
The most common pathway to a career—a high school diploma and a four-year college degree—is not effective for all.

If we fail to expand the ways we prepare youth for postsecondary education and the workforce, their **quality of life will suffer**, our society will **lose out on their potential contributions**, and the **costs to our economy will be severe**.

Further, **55%** of Tennessee jobs will require at least a technical certification by 2025.

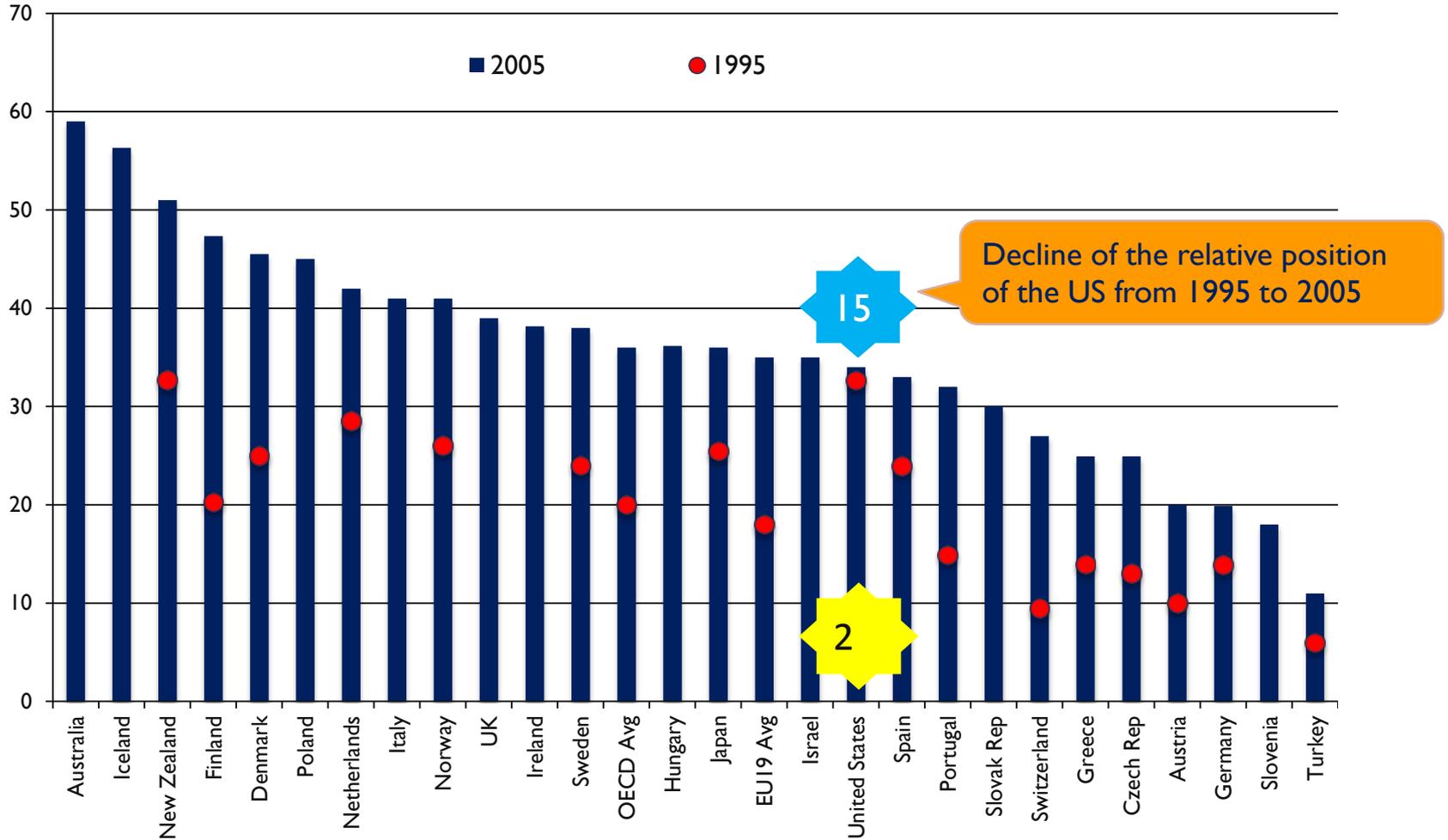
Success in the new economy requires more than a high school diploma, it demands a postsecondary credential **and** relevant workplace skills.

High School Completion: U.S. rate has stagnated, most industrialized countries have improved



Source: Schleicher (2007) based on OECD data. Approximated by percentage of persons with high school or equivalent qualifications in the age groups 55-64, 45-55, 35-44, and 25-34 years

College level graduation rates: U.S. stagnated, others improved



Source: Schleicher (2007) based on OECD data. Percentage of tertiary type A graduates to the population at the typical age of graduation.



Drive **to** **55**
Mission:
Workforce
Ready.

Why are we driving to 55?

- A minimum of 55% of Tennessee jobs will require some form of postsecondary education by 2025 (Carnevale, Smith, & Strohl, 2010).
- Currently, in Tennessee, 32% of those between ages 25 and 64 hold at least a two-year degree (U.S. Census Bureau, 2011a).
- If we continue on our current trajectory, we will reach 39% by 2025, which means we will fall 16 percentage points short of our goal (Lumina, 2012).
- To reach 55%, we need 494,000 additional degrees--of which technical certificates and two-year degrees are a key part (NCHEMS & CLASP, 2013).

Drive to 55 Strategies

1. **Get students ready.** Reduce the need for **remedial courses**. Boost participation in **early college** opportunities.
2. **Get students in.** Reduce **financial barriers**, especially to community colleges and colleges of applied technology. Improve **mentoring and guidance**.
3. **Get students out.** Building on the success of the Complete College Tennessee Act of 2010, enhance programs to increase graduation rates. Once students get in, they must also get out—**on time** and with as **little debt** as possible.
4. **Finish.** Create new opportunities for the 900,000 to 1 million **adults** with some college but no degree.
5. **Create alignment and accountability.** Ensure state agencies, educational institutions, and employers work together to **identify skills gaps** of the future and proactively fill them. Furthermore, **measure investments** to increase accountability and value.



Get Students Ready.

SAILS Expansion. Expand access to remedial math education in the senior year of high school.

College Prep Course. Develop a 1-credit online course available to all Tennessee seniors.

Dual Enrollment Expansion. Allow every student to take one CC dual enrollment course for free.

Get Students In.



Every TN high school graduate will have the opportunity to attend a TCAT or 2-year college free of tuition and fees, along with a mentor.

3.5/4.5. Students receive 3K at two-year schools. At four-years, they receive 3.5K the first two years, 4.5K second two years.

Get Students Out.

Degree Compass. Offer this innovative online advising tool to all freshmen at TBR institutions.

MOOC Partnerships. Continue to develop partnerships with leading online course providers.

120 hours/8 semesters. HOPE ends at 120 hours or 8 semesters, whichever comes last.

Finish.

Adult Student Prospects. Utilize predictive analytics to identify adults likely to return to school.



Wilder-Naifeh Changes. (1) W-N a last-dollar scholarship (2) Adults eligible for W-N even if lost HOPE.

T E L S C h a n g e s

Ensure that postsecondary is producing the credentials employers need by encouraging collaboration and data-driven decision making across education and industry.



Scorecards. Allow for greater transparency on the performance of our institutions by developing scorecards to measure success.

Alignment and Accountability.



Ensure that higher education is producing the credentials our employers need by encouraging collaboration and data-driven decision making across education and industry.

- Tennessee LEAP will establish a **Skills Gap Grant competition** that will make \$10 million of funds available to regional entities that develop plans for addressing programming and equipment needs based on demonstrated skills gaps.
- A **Workforce Subcabinet**, consisting of representatives from the governor's office and industry as well as key state agencies, will be established to review and select grant recipients on a regular basis.
- The subcabinet will be led by a newly created position – the **Director of Workforce Alignment** – who will monitor regional entities that receive grant dollars and will report to the governor.



Reconnect **adults** with higher education by removing financial barriers and utilizing strategies such as allowing adults to attend and earn a certificate at one of our 27 colleges of applied technology (TCATs) **free of tuition and fees.**

- We **cannot** reach 55% without providing greater opportunities to adults in our state without a postsecondary credential.
- TCATs provide training for workers to obtain state-of-the-art technical skills necessary in today's competitive job market and boast completion and job placement rates of **81% and 86%**, respectively.
- **Tennessee Reconnect** will remove financial barriers by
 1. Providing last-dollar scholarships to adults who want to earn a certificate at a TCAT.
 2. Allowing adults to qualify for the Wilder-Naifeh grant even if they had a HOPE scholarship.



Primary **Goals** of the Tennessee Promise

- Changing the culture in our state
- Expanding access to a larger pool of students
- Better aligning aid with certificate and degree completion
- Aligning with workforce needs



Provide the opportunity for **every high school graduate** in Tennessee to attend a community college or Tennessee college of applied technology (TCAT) **free of tuition and fees.**

- The Tennessee Promise will provide a **last-dollar scholarship**, which is a grant to bridge the funding gap for a student after all financial aid is applied.
- While removing the financial burden is key, a critical component of the Promise is providing individual guidance to each participant through a statewide network of volunteer mentors.
- Each participant must maintain satisfactory academic progress (2.0) and complete 8 hours of community service each semester.

PATHWAYS TENNESSEE



Overall Goal

To provide Tennessee students in grades 7th-14th/16th access to rigorous academic/career pathways, which are interlinked with local, regional, and state economic/labor market needs and trends in order to develop and promote a workforce that is educated and skilled in their chosen fields.

Statewide Plan

Goal will be achieved through a statewide policy-oriented, initiative-driven, data-supported plan based on identified regional strengths/opportunities and willing local and regional network partners.

Statewide Planning & Implementation Team

Department of Economic & Community
Development

Department of Education

Department of Labor & Workforce Development

Governor's Office

State Collaborative on Reforming Education

Tennessee Business Roundtable

Tennessee Higher Education Commission

Tennessee State Board of Education

Tennessee Independent Colleges and
Universities Association

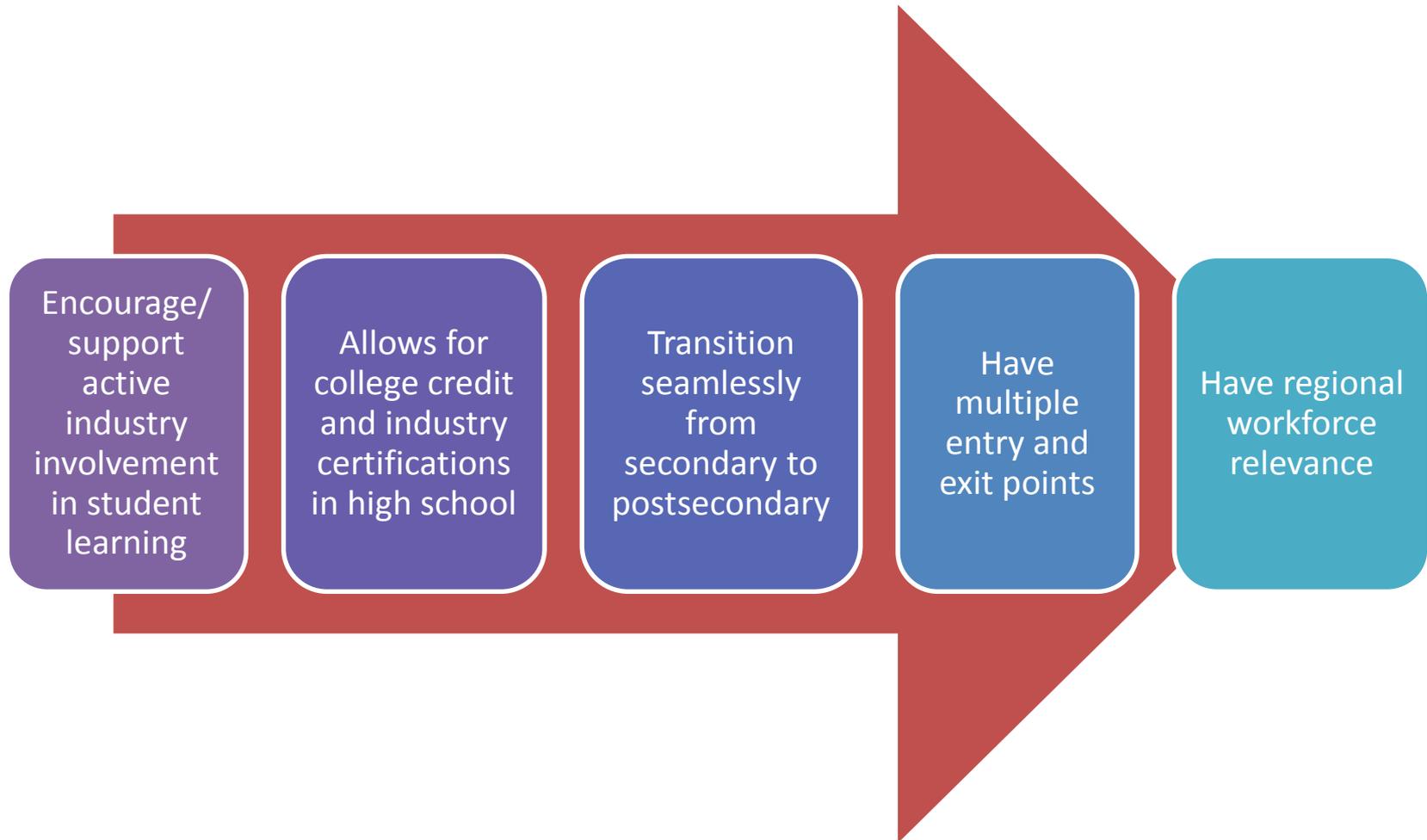
Pathway Defined



A robust, aligned learning experience, which blends academics and relevant work experiences from grade 7-14/16



Components of a Grades 7-14/16 Pathway



Source: Clagett & Hale (2012) "The Promise of Career Pathways Systems Change"

What Does A Pathway Look Like?



RELEVANT

- Work-Based Learning (Grades 7-14)
- Early Postsecondary Opportunities (Grades 9-12)
- Career Awareness (Grades 7-14)
- Stackable Credentials (Grades 9+)

Technology College
(Industry Certification)

CNC Operator
\$35,580

Community College
(A.A./A.S)

Mechanical
Engineering
Technician
\$50,660

University or College
(B.A./B.S)

Mechatronics
Engineer
\$82,440

SUSTAINABLE

- Secondary & Postsecondary Academic Alignment
- Industry Engagement
- Community Involvement

Middle
School
Foundation
(PLTW) and
Career
Exploration

High School
Program of Study
(Advanced Manufacturing)



QUESTIONS?