

# Educator Workforce Discussion

November 21, 2024

# Educator Workforce

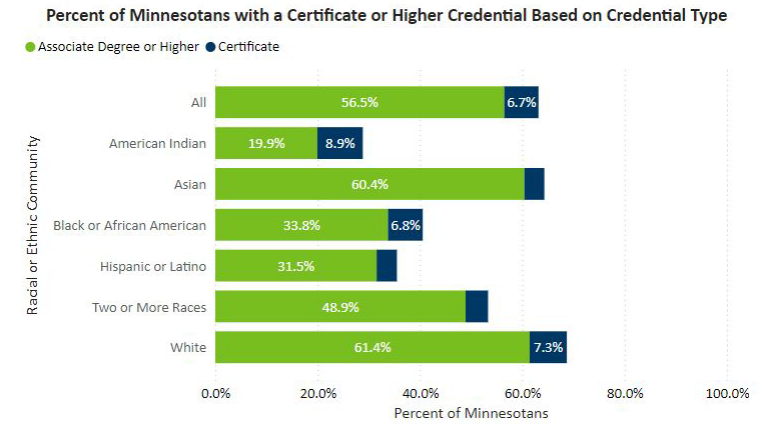
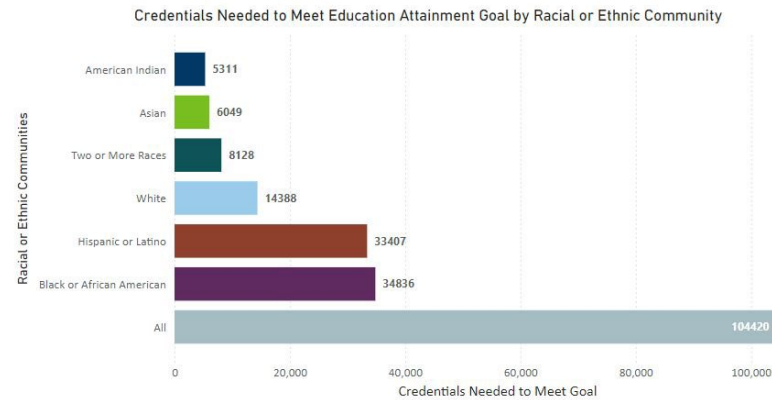
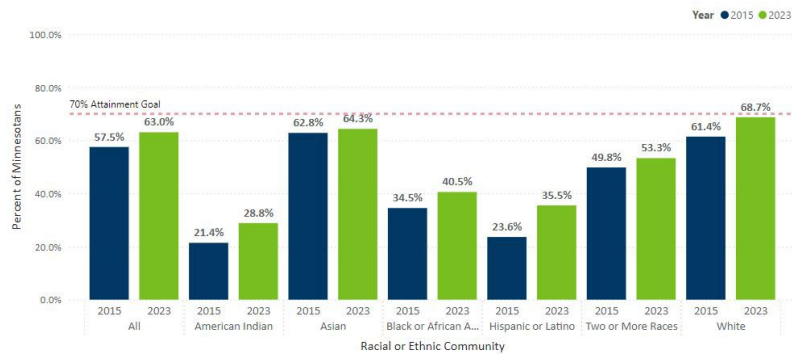
- September conversation recap:
  - Educator workforce is an issue across all of P-20
  - Roadblocks to teacher/instructor credentialing
  - So many good efforts in our state, but seemingly decentralized
  - How can these existing efforts be grounds for greater collaborative/collective action?
  - What role can this group serve in helping advocate for needs at the policy level?
  - What role can the Governor's Workforce Development Board play, particularly through their education committee?
  - Where is the need and opportunity for MNP20 in this work?

# Educator Workforce

- **Personal brainstorm (5 min.)**
- **Large group discussion (25 min.)**

Where do you see opportunity for...

- ...identifying and **influencing priorities?**
- ...**convening experts** and **developing strategies?**
- ...**advocating** to remove **structural barriers and inequities?**
- ...**recommending** new or changed **policy?**



# State Postsecondary Attainment Goal

November 21, 2024

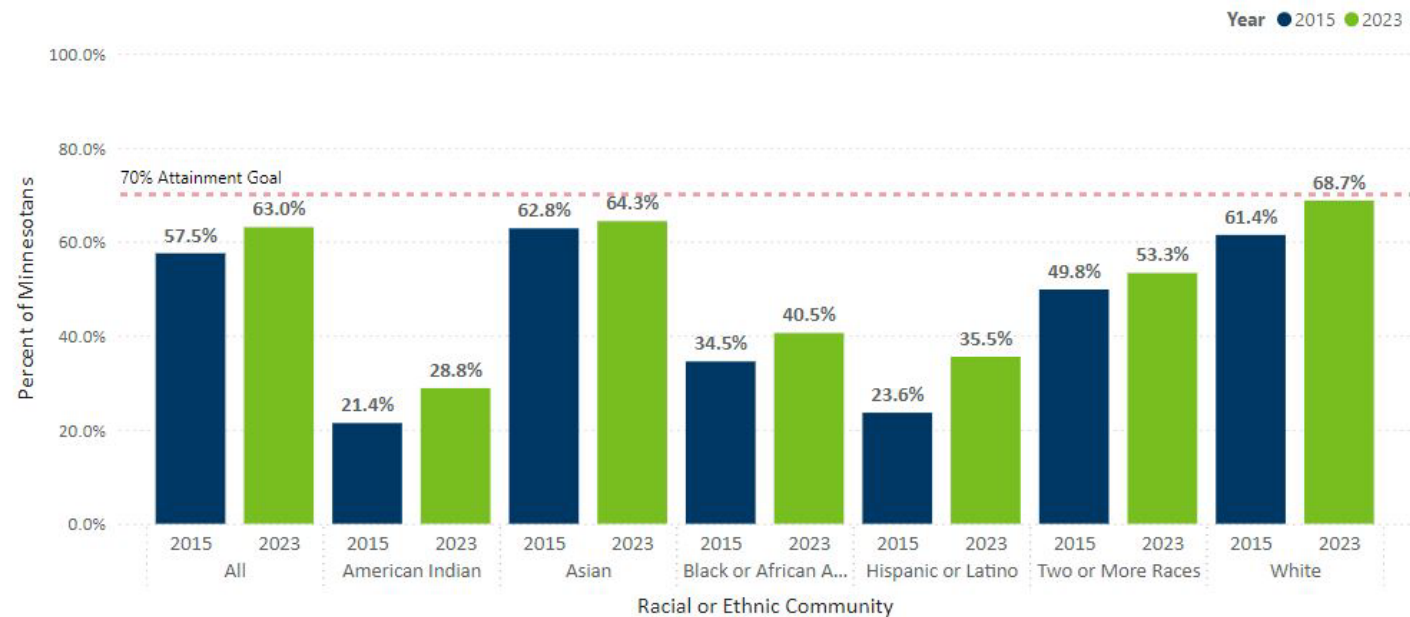
- **Introductory remarks from Commissioner Olson**
- **Background**
  - Lumina Foundation issued a challenge (the “Big Goal”) in 2008 that called for 60% of working-age adults to have earned a postsecondary credential by 2025; since then, almost every state set a goal (some have since expired, some have been renewed). According to Lumina, four states have reached 60% as of 2022 (MA, MN, UT, CO).
  - Minnesota’s attainment goal was adopted by the state legislature in 2015 (Minn. Stat. 135A.012, Higher Education Attainment Goal).
  - Our goal sets a target that **70 percent of Minnesotans ages 25-44 will “hold postsecondary degrees or certificates” by 2025** (amended in 2023 to “postsecondary or industry-recognized credentials”). The legislation also set a 30% and 50% educational attainment reporting benchmark for all races and ethnicities to report progress by race and ethnicity groups “toward meeting the educational attainment goal rate of 70 percent.”

# Where are we now?

- Minnesota's attainment goal expires in 2025.
- As of 2023, we have reached 63% in aggregate. **We likely will not reach the goal. Why?**
- While we have made progress across all racial or ethnic groups, success gaps are largely unchanged and significant (greater disaggregation available on OHE website).

## Educational Attainment Goal 2025: Working to increase the percent of Minnesotans age 25 to 44 who have attained a postsecondary certificate or degree to 70 percent by 2025.

The 2015 Minnesota Legislature enacted legislation setting a target that 70% of Minnesotans ages 25 to 44 will have attained a postsecondary certificate or degree by 2025. Greater educational attainment correlates with increased earnings, lower unemployment, better health, and other social and economic benefits. Educational attainment refers to the highest level of education an individual completes. Minnesota uses the 1-year American Community Survey (ACS) sample for the most recent 5-year period (2015-2019) to create the attainment estimates and are referenced in the report as "2023 estimates".





# What now?

- Will Minnesota **renew/refresh/revamp** our attainment goal? Is an attainment goal the right approach? Why or why not?
- What would a **new goal** look like?
- What was **missing** from the last goal, contributed to **why** we likely won't reach the goal, and/or might **change** in a new goal? Some examples:
  - Age range of goal (25-44 vs. Lumina's "working age adults")
  - More specific commitment to eliminating success gaps by race and ethnicity
  - Inclusion of key indicators *throughout* the learner lifespan
  - And more!

# A P-20 model

- In advance of discussions about a possible new state attainment goal after 2025, there is an opportunity to consider a **“P-20 attainment goal” model**.
- A P-20 attainment goal has **educational benchmarks throughout the learner lifespan**, recognizing that a postsecondary attainment goal is actually the **culmination of many other critical steps** along the path to PS attainment.
- Such a framework could also serve as the **umbrella for MNP20’s strategic plan**, ensuring that our priorities and actions fall under a shared statewide vision for educational attainment.
- **Hawai’i** has recently redeveloped their attainment goal with this model...



# Hawai'i Model

## HAWAI'I GRADUATES for HAWAI'I'S FUTURE STATE OF HAWAI'I EDUCATION ATTAINMENT GOAL

### GOAL #1

#### ATTAINMENT GOALS AND METRICS

##### GOAL #1

Universal access to high-quality early learning opportunities

##### CORE METRIC

Percentage of Hawai'i's 3- and 4-year-olds in early learning and development programs.

readiness for kindergarten as evidenced by the Kindergarten Entry Assessment, with equity breakdown\*

##### GOAL #2

Universal preparation of every K-12 student throughout their education for college, career and citizenship

##### CORE METRIC

Percent of high school graduates that go on to postsecondary education, training or the military.

##### GOAL #3

Universal access to postsecondary opportunity and success

##### CORE METRIC

Number of credentialed graduates from Hawai'i's postsecondary education and training programs, with equity breakdown

##### GOAL #4

Universal education and training of Hawai'i residents to fill and create living-wage jobs available across the state

##### CORE METRIC

Number of living wage jobs existing and created in Hawai'i; number of living-wage job openings filled by current and returning Hawai'i residents



# Discussion

- What are your thoughts on the **possible renewal** of our state attainment goal?
- What do you think of the “**P-20 attainment goal**” concept?
- What **opportunities and challenges** do you foresee?



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