

Imagining a Pennsylvania with Skills Development and Career Supports for All

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PA Today: Many Lack Skills Training/Career Supports Tied to Jobs and Companies Can't Find Skilled Workers

- PA has only one-third as many CTE concentrators (two years or more) (6.4%) as the average of our surrounding states (19%).
- **PA Goal: 60%** of the population 25–64 has a postsecondary degree or industry-recognized certificate by 2025— **PA Reality: 47%**.
- PA ranks 42nd for the share of adults 25 and over that have more than a HS degree or GED. (25 rural counties rank below every state.)

Few HS Students in PA on a Career-Related On-Ramp to Postsecondary Education

<u>State</u>	<u>Share of Students Who Are CTE “Concentrators” (enrolled in CTE two or more years)</u>
<u>Pennsylvania</u>	<u>6.4%</u>
<u>New York</u>	<u>7.2%</u>
<u>New Jersey</u>	<u>10.9%</u>
<u>Maryland</u>	<u>11.5%</u>
<u>Ohio</u>	<u>16.5%</u>
<u>West Virginia</u>	<u>33.0%</u>
<u>Delaware</u>	<u>36.7%</u>

The Achilles Heel of PA Educational Attainment: The High Share of Folks with Exactly a HS Education (we rank 3rd)

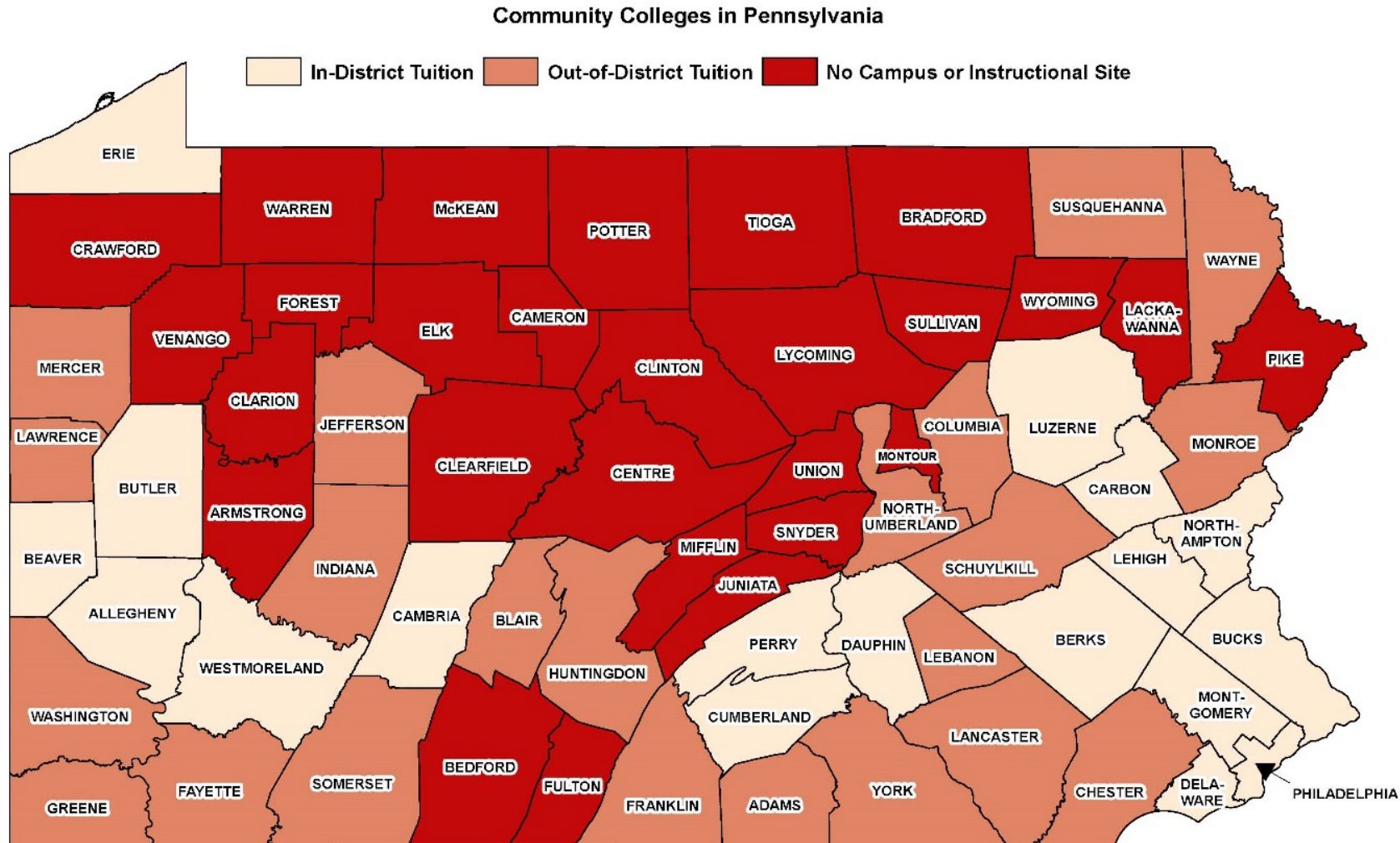
Educational Attainment Level	Share of PA Adults (25 and Older) with this Education Level	PA Rank Out of 50 States
High school graduate or higher	91.4%	20
High school graduate (includes equivalency) but no postsecondary education	33.8%	3
More than a high school education	57.5%	42
Bachelor's degree or higher	33.1%	22
Graduate or professional degree	13.2%	16

Source: 2017–21 American Community Survey 5-Year Estimates. Data downloaded from <https://www.census.gov/acs/www/data/data-tables-and-tools/subject-tables/>.

Some Reasons Workers Lack Skills/Career Supports/Credentials

- There's a poorly funded CTE system — low CTE subsidy makes SDs reluctant to encourage CTE enrollment.
- Our Swiss cheese community college system — 40% of the population, mostly in rural areas, is not in a CC sponsoring area.
- Outside the unionized construction trades and corrections, apprenticeship reaches a small fraction of workers.
- Too much education and training are disconnected from employers — CTE, CC and four-year college education, workforce training (“train and pray”).

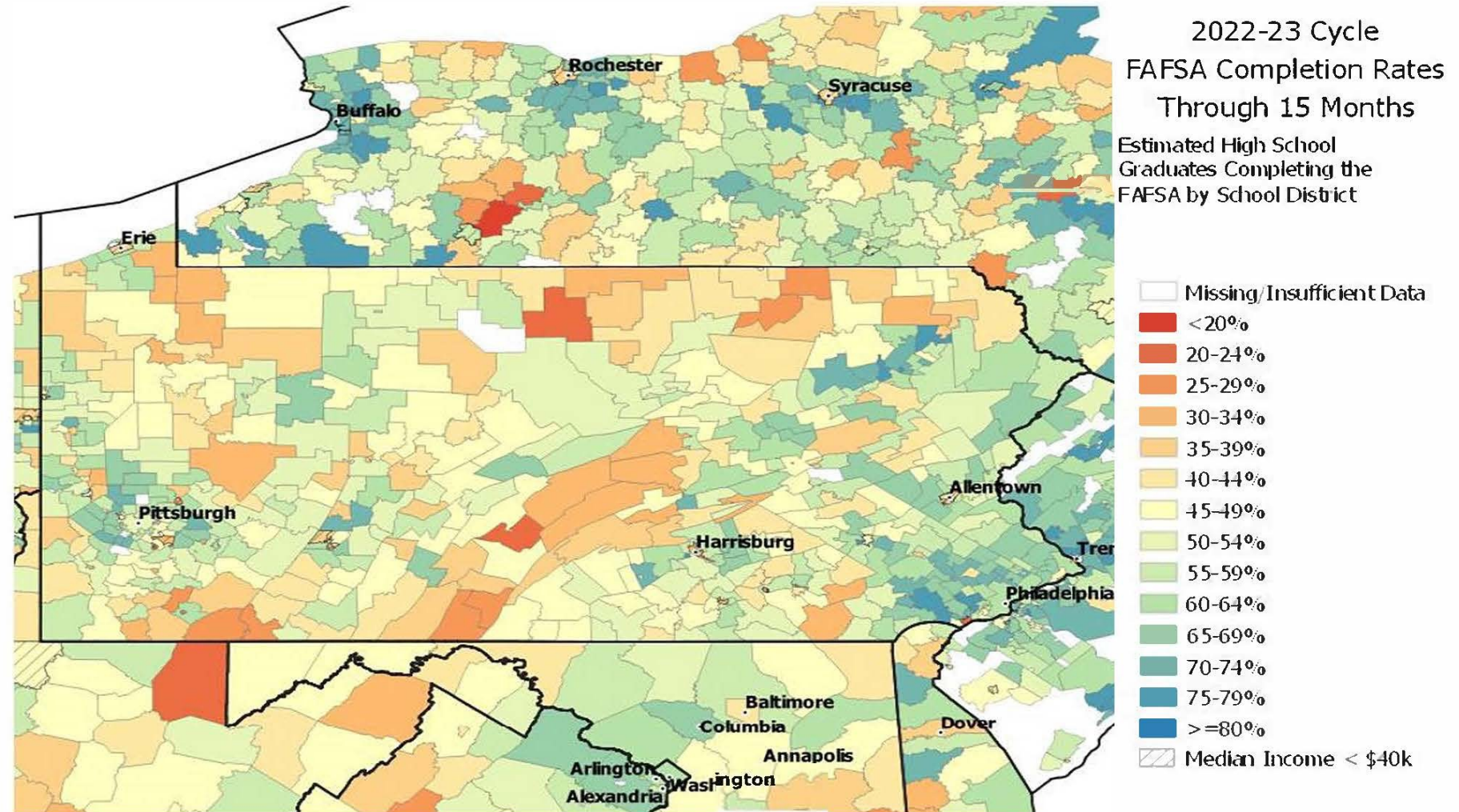
Most Rural PA Counties Have No Community College Presence; In Another 20+ Counties Students Pay “Double Tuition”



*Dauphin, Cumberland, and Perry Counties share a community college district as do Lehigh and Carbon. Students in these counties pay in-district rates whether they have a primary campus in their county or not.
Source: Ginger Stull et al., "College Affordability in PA: How Did We Get Here, and What Can Be Done?" November 2016, 16, <https://www.researchforaction.org/wp-content/uploads/2021/07/RFA-College-Affordability-PACER-Final-November-2016.pdf>.

Public School District 2022-23 Cycle FAFSA Completion Rates for Pennsylvania

With No Affordable College, Few PA HS Grads Seek Financial Aid



Note: <https://studentaid.ed.gov/sa/about/data-center/student/application-volume/fafsa-completion-data> for details on the data and <https://studentaid.ed.gov/sa/about/data-center/student/application-volume/faq> for frequently asked questions. Graduation rates are estimated using the most recent Regulatory Adjusted Cohort Graduation Rate multiplied by the largest reported enrollment for this cohort beginning in the 9th grade (<http://nces.ed.gov/ipeds/data/ipedsdata.asp>). Median Income via NCES EDGE Open Data (CDP03_16E).

Source: go to <https://studentaid.gov/data-center/student/application-volume/fafsa-completion-high-school>. Scroll down below this text to find the list of states. Click on Pennsylvania to download this map.

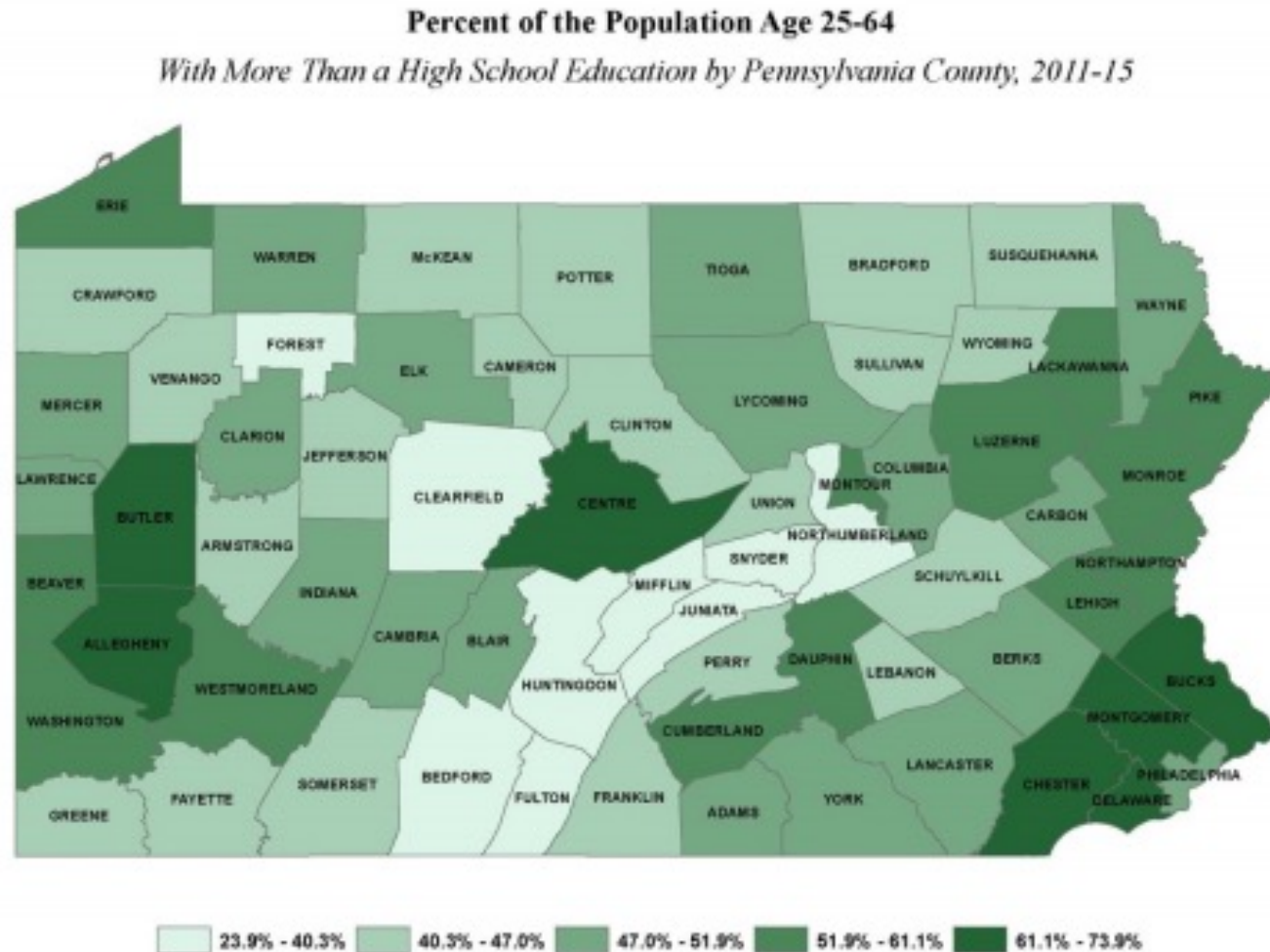
Pennsylvanians Leave \$271 Million in Federal Pell Grant Support “on the Table”

Federal Dollars Left on the Table Because PA Public Colleges Have High Tuition and Don't Cover the State—\$271 Million

	Public Colleges	
	Recipients	Funding
Pennsylvania Share of National 2017-18 Pell Grants	2.4%	2.3%
PA Pell Grants Currently	120,095	\$465 million
PA Share of US Population, 19-34	3.7%	3.7%
Additional Recipients/ Funds if PA Received Its Share of 19-34 Population	64,873	\$271 million
Total Recipients/Funds if PA Received Its Share of 19- to 34-Year-Old Population	184,968	\$737 million

Source. Keystone Research Center based on Kaiser Family Foundation population estimates (using the Census Bureau's March 2016 Current Population Survey) online at <https://www.kff.org/other/state-indicator/distribution-by-age/>; and U.S. Department of Education data from table 21 online at <https://www2.ed.gov/inaid/prof/resources/data/pell-data.html>.

In Over Half of PA Counties (35), the Share of Adults With More Than a HS Degree Is Lower Than in Any Other State (i.e., lower than WV 's 48.1%)



Source: Keystone Research Center analysis of American Community Survey 2011-2015 data, <https://goo.gl/qgw2RD>

Shapiro Campaign Commitments on Skills

Campaign Plan: “[Expand Pennsylvania’s Workforce, Address Labor Shortages, & Invest in Pennsylvania Workers](#)” including [by](#)

- tripling the amount of funding available for apprenticeship programs.
- drastically increasing career and technical training to give high school students access to workforce opportunities.
- expanding industry partnership grants to improve recruiting and workforce development.

Budget Proposals on CTC/ Apprenticeship

- \$3 million to DCED for a new “Foundations in Industry” program “to start the program and cover costs related to in classroom instruction that complements on-the-job learning required through Registered Apprenticeships and Pre-apprenticeships.”
- Increase to \$10 million in funding for apprenticeship through Labor & Industry/the Apprenticeship and Training Office.
- \$3.5 million for PA Schools-to-Work program that supports partnerships between schools and employers/industry associations/labor-management partnerships.
- \$2 million to establish Industry in the Schools program that will partner local trade and industry professionals with teachers and bring industry professionals into the classroom.
- \$12 million for CTE (3.3 million for CTE technology; \$4 million for health care, STEM, energy, and infrastructure trade CTE; \$5 million for computer science and STEM CTE).

A Long-Term Vision

- Scaling co-funding of apprenticeship — expand “Foundations in Industry” and make apprenticeship eligible for “last dollar scholarships” for college/post-secondary education
 - Industry must co-fund — e.g., have Taft-Hartley funds or other mechanisms to ensure private contributions
 - Articulated with academic/college credit
 - Preference for “high priority occupations,” industries that more generously fund, wages and benefits high relative to the industry, WHAT ELSE?
- More deeply integrate “high road” industry partnerships with CTC (as in PA Schools-to-Work program) and with CCs
- Plug the community college holes including through apprenticeship
- More deeply integrate apprenticeship/community colleges/State System Schools/State-related institutions into a coherent “system”