A little about me and why I do what I do
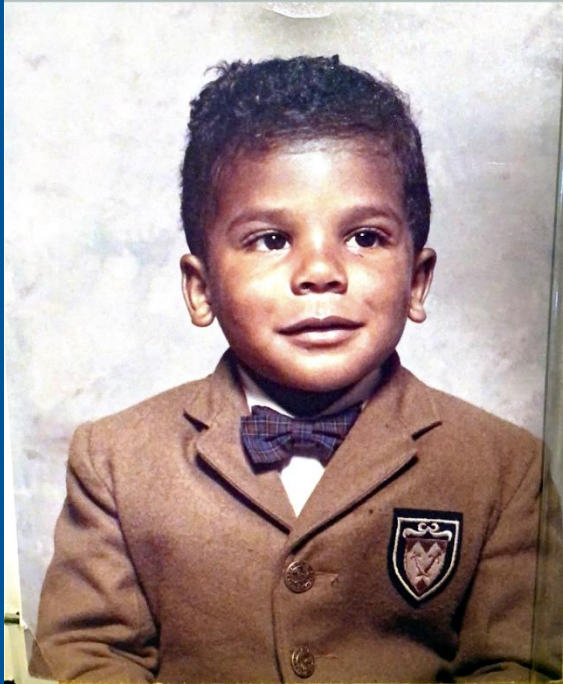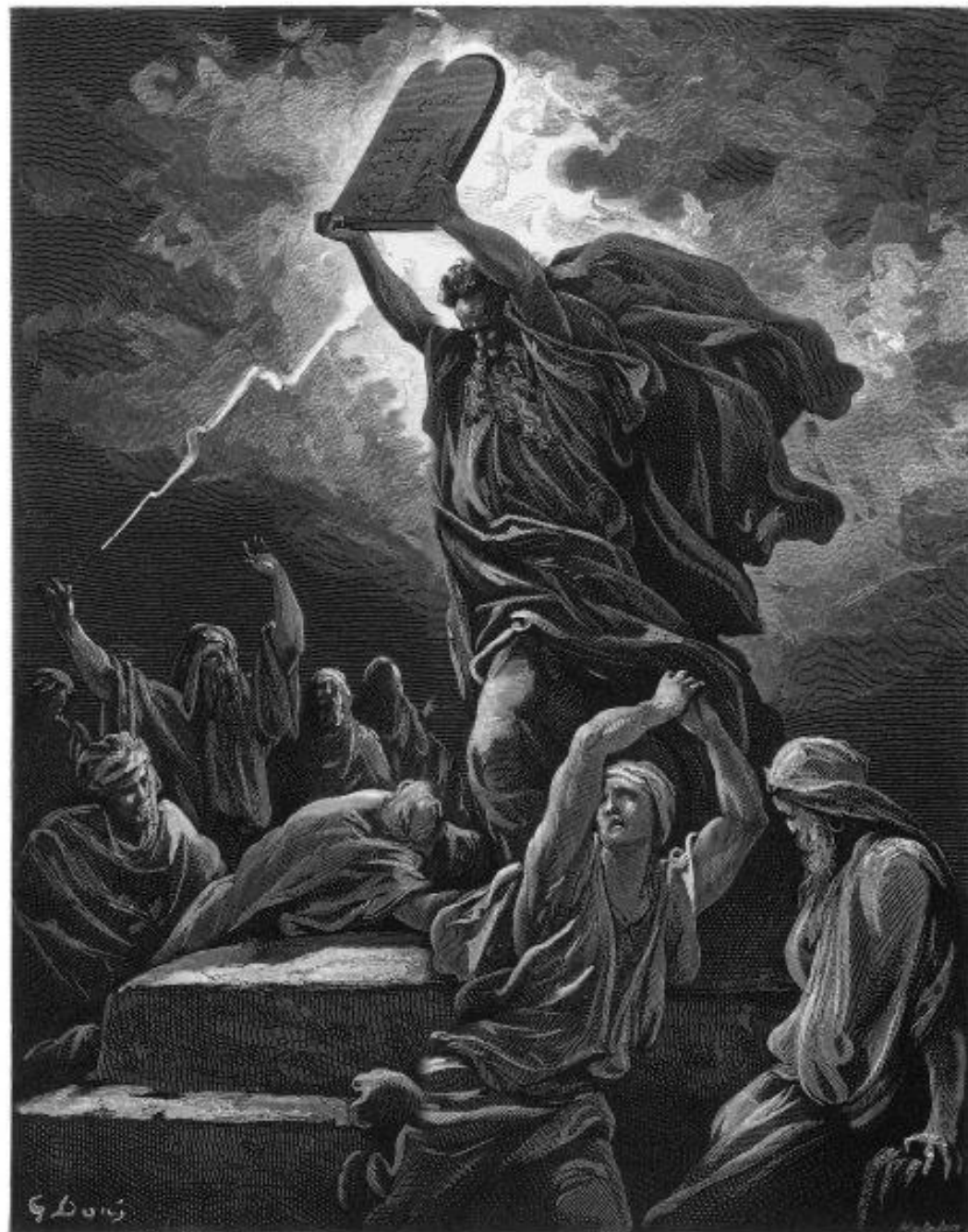
Fern Creek High School

Fern Creek High School Alumni Hall of Fame Inductees
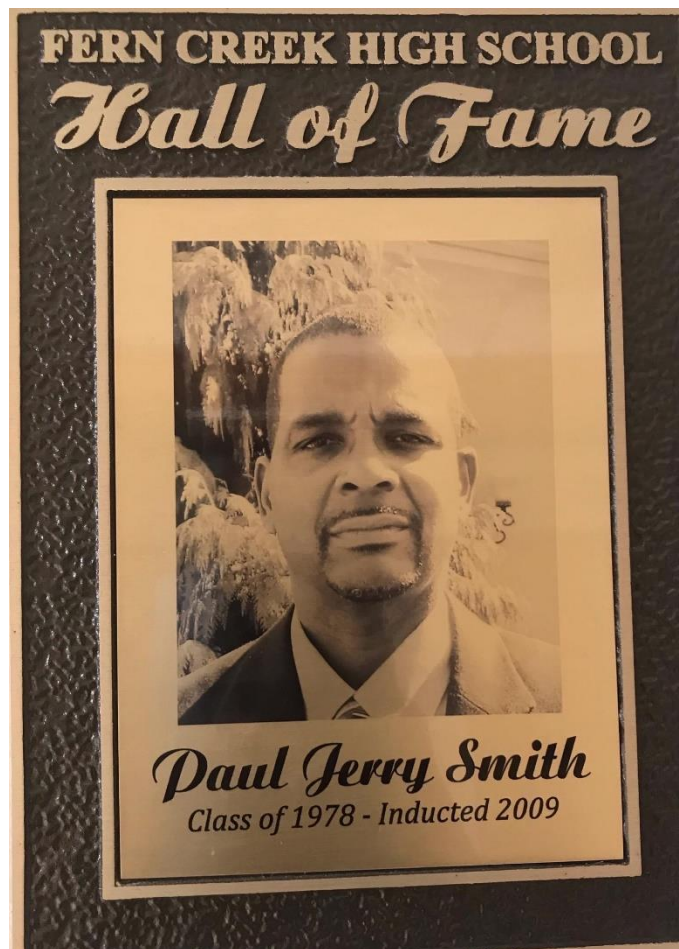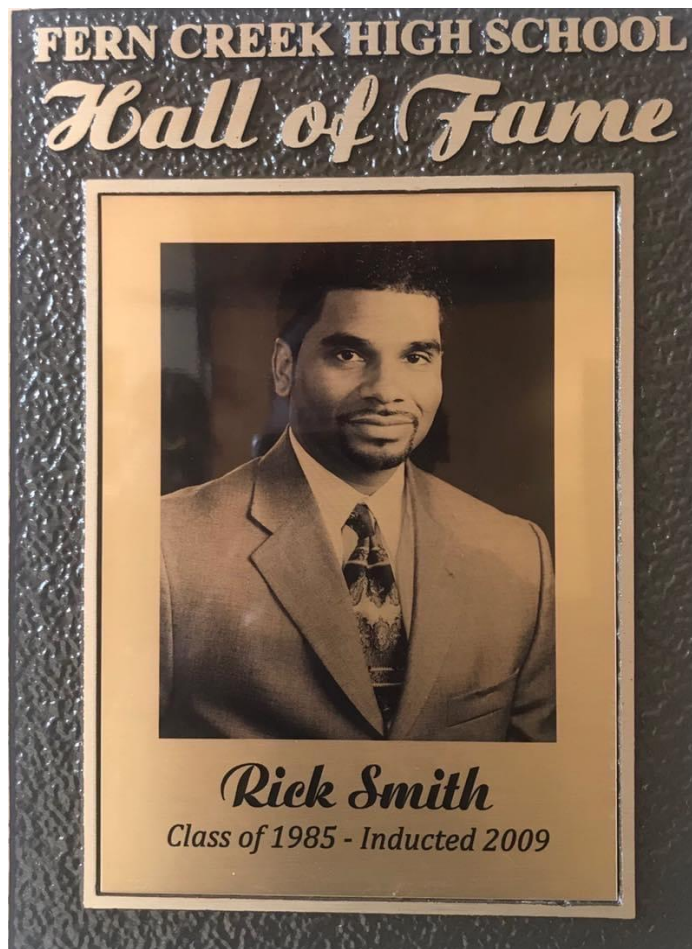
A little about CPE

The Council

- **Develops the strategic agenda to meet the state goal of 60% of the population with a postsecondary credential by 2030.**

- Submits the biennial budget request for adequate public funding.

- Sets tuition rates and minimum admissions criteria.

- Collects and distributes data about performance.

- Ensures the coordination and connectivity of technology.

- Licenses non-public postsecondary institutions.

CPE's Priorities for 2022-30

Affordability · **Transitions** · **Success** · **Talent** · **Value**

Working to instill equity in every area.

CPE's strategic agenda focus: JOBS

Strategic Priority 4: Increase talent and innovation to support Kentucky's Communities, employers, and economy.

Improve the career outcomes of postsecondary graduates.

a. Work with campuses to include a work-based learning or other career-relevant experience in all undergraduate programs.

b. Strengthen campus-based career advising and development.

c. Facilitate meaningful partnerships between employers, community partners and education providers to improve the career outcomes of postsecondary programs.

CPE's strategic agenda focus: JOBS
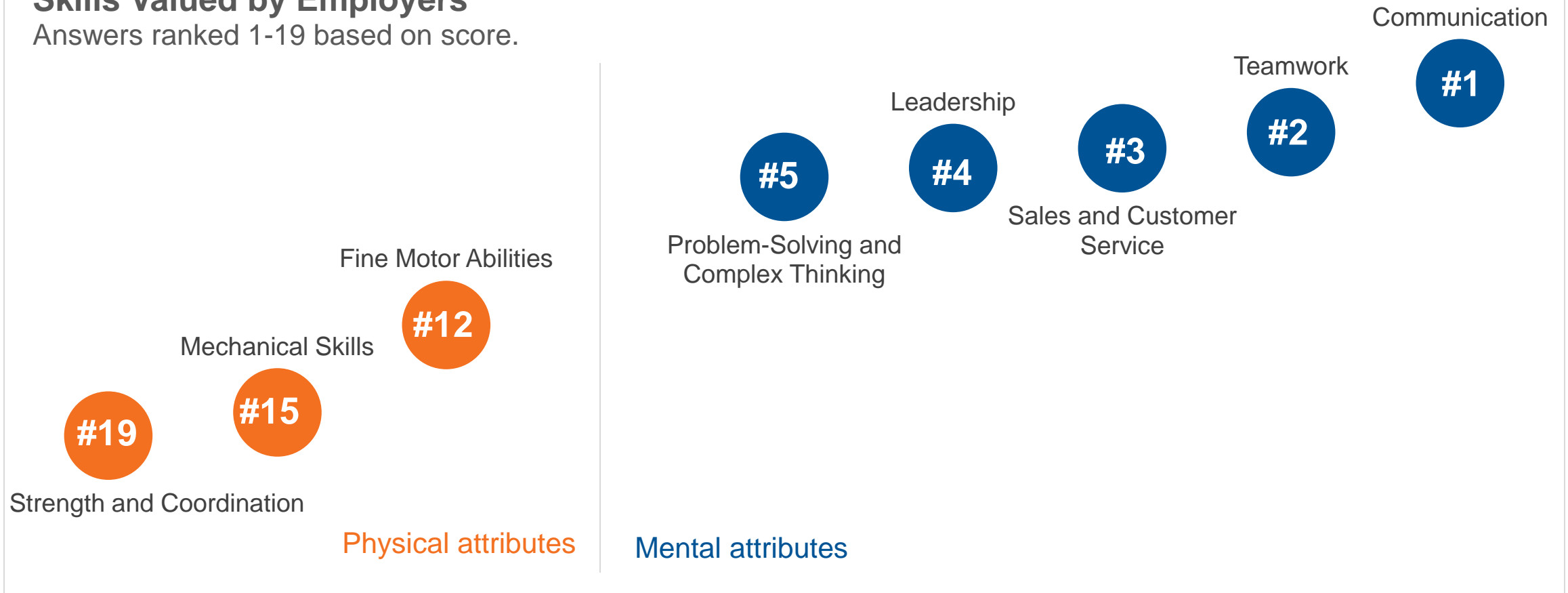
Increase research and service to support strong communities and economies.

a. Identify high-growth, high-demand and high-wage industries by region, and target postsecondary programs for increased enrollment in those areas.

b. Encourage targeted research, the development of signature academic programs and expanded community engagement supporting Kentucky's high-need, priority areas.

Technology is replacing the need for manual skills

Skills Valued by Employers
Answers ranked 1-19 based on score.

Communication

Teamwork

Leadership

#1

#2

#3

#4

#5

Sales and Customer Service

Problem-Solving and Complex Thinking

Fine Motor Abilities

#12

Mechanical Skills

#15

#19

Strength and Coordination

Physical attributes

Mental attributes

Even in day-to-day activities, manual labor wanes

Time Spent Using Skills in Each Skill Category by Wage Quintile

Lowest Wage Quintile ⟶ Highest Wage Quintile

- Technological skills
- Social and emotional skills
- Higher cognitive skills
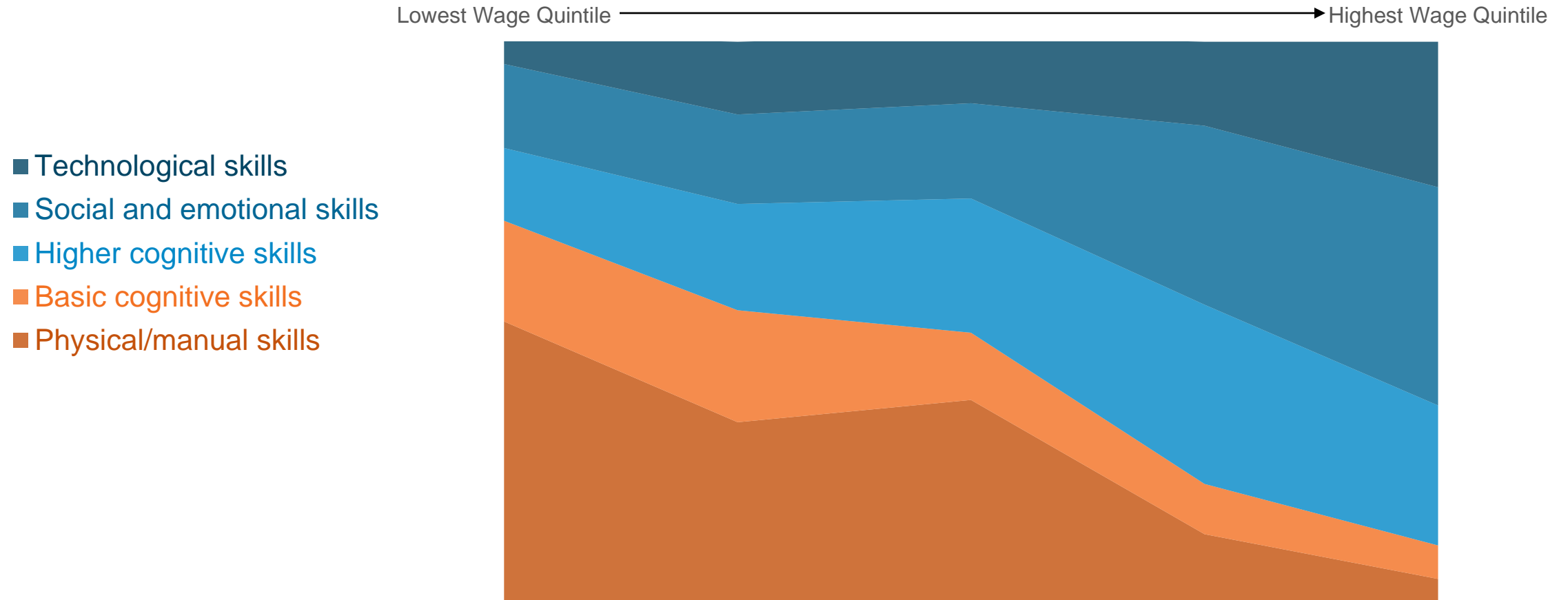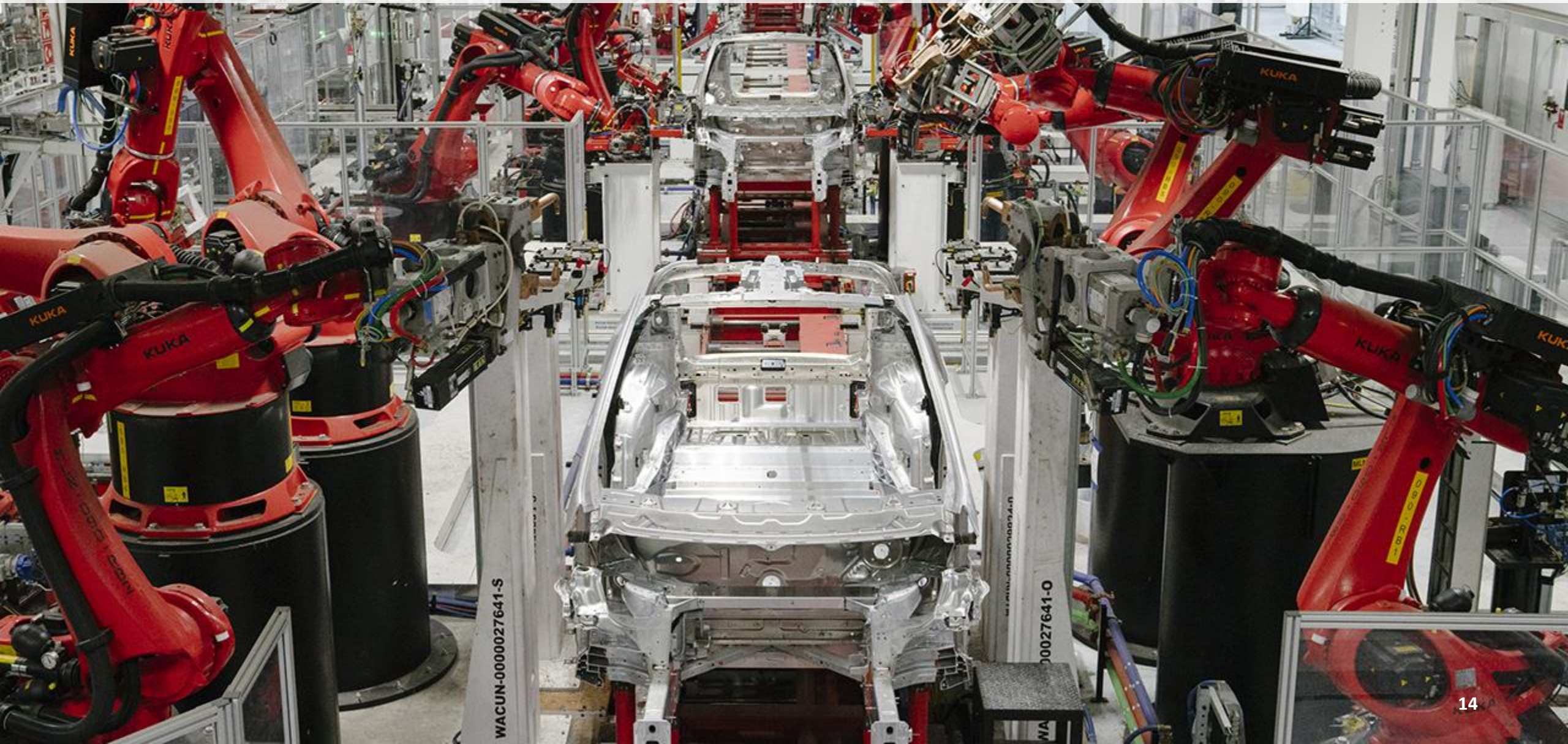- Basic cognitive skills
- Physical/manual skills

Photo Courtesy Paul Sancya /AP

Robots working on cars at an auto factory in California.
(Mason Trinca for The Washington Post via Getty Images).

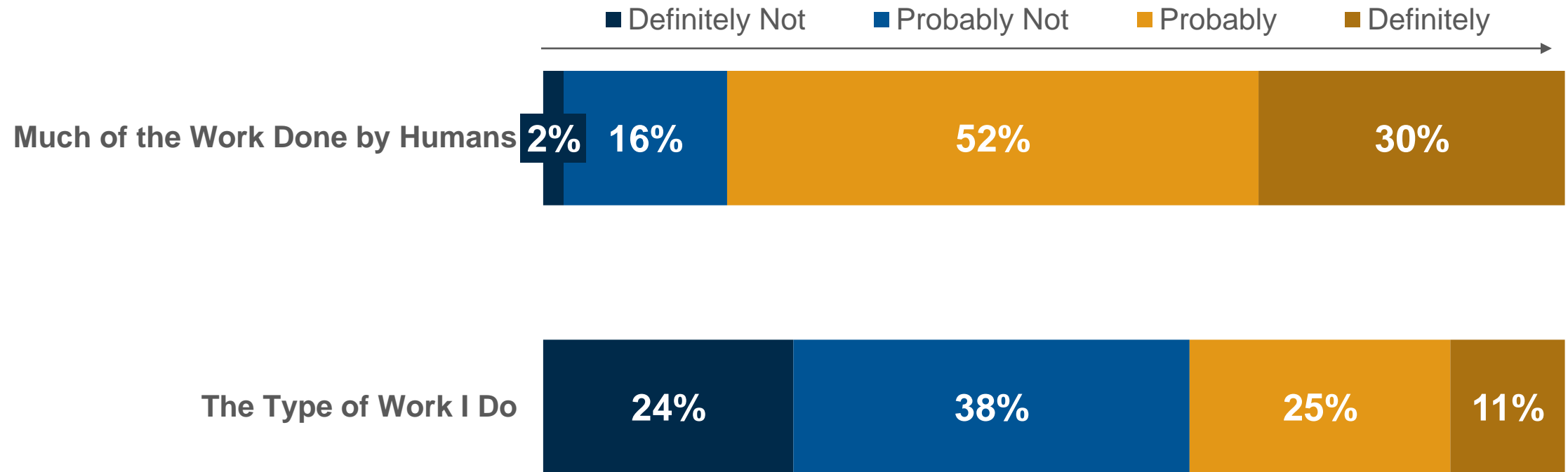# The public is in denial that innovation will affect them

Survey Results: In 30 Years, Robots and Computers Will Do….

Legend: ■ Definitely Not ■ Probably Not ■ Probably ■ Definitely

Much of the Work Done by Humans
- Definitely Not: 2%
- Probably Not: 16%
- Probably: 52%
- Definitely: 30%

The Type of Work I Do
- Definitely Not: 24%
- Probably Not: 38%
- Probably: 25%
- Definitely: 11%

Especially hit hard are the country's minorities

Black and Hispanic workers are overrepresented in jobs with a high risk of being eliminated or altered by automation.
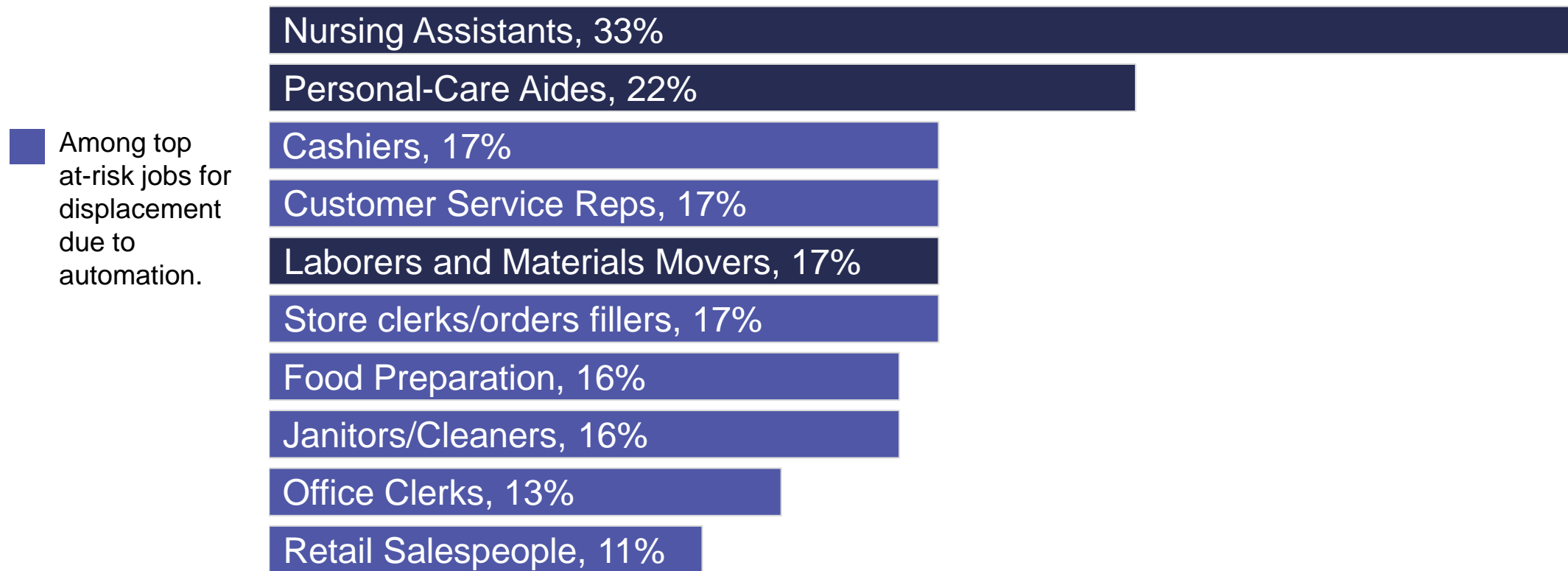
- Black workers are overrepresented in 11 of the 30 jobs that employ the most Americans and are at high risk of being automated.

- Hispanic workers are overrepresented in 13 occupations at high risk of being automated.

Example: African American employment

African American employment is concentrated in low-paying jobs

Top 10 occupations for African Americans based on share of total workforce

Among top at-risk jobs for displacement due to automation.

| Occupation	Share
Nursing Assistants	33%
Personal-Care Aides	22%
Cashiers	17%
Customer Service Reps	17%
Laborers and Materials Movers	17%
Store clerks/orders fillers	17%
Food Preparation	16%
Janitors/Cleaners	16%
Office Clerks	13%
Retail Salespeople	11%

"As technology changes the economy, some Black workers will remain in lower-paying jobs with few benefits, and some will transition into 'good jobs' with higher pay and benefits.

Increasingly, good jobs require skills acquired through effective training or education beyond a high school diploma— such as a high-quality certificate, credential, associate's degree, or bachelor's degree."

Most jobs require a college education

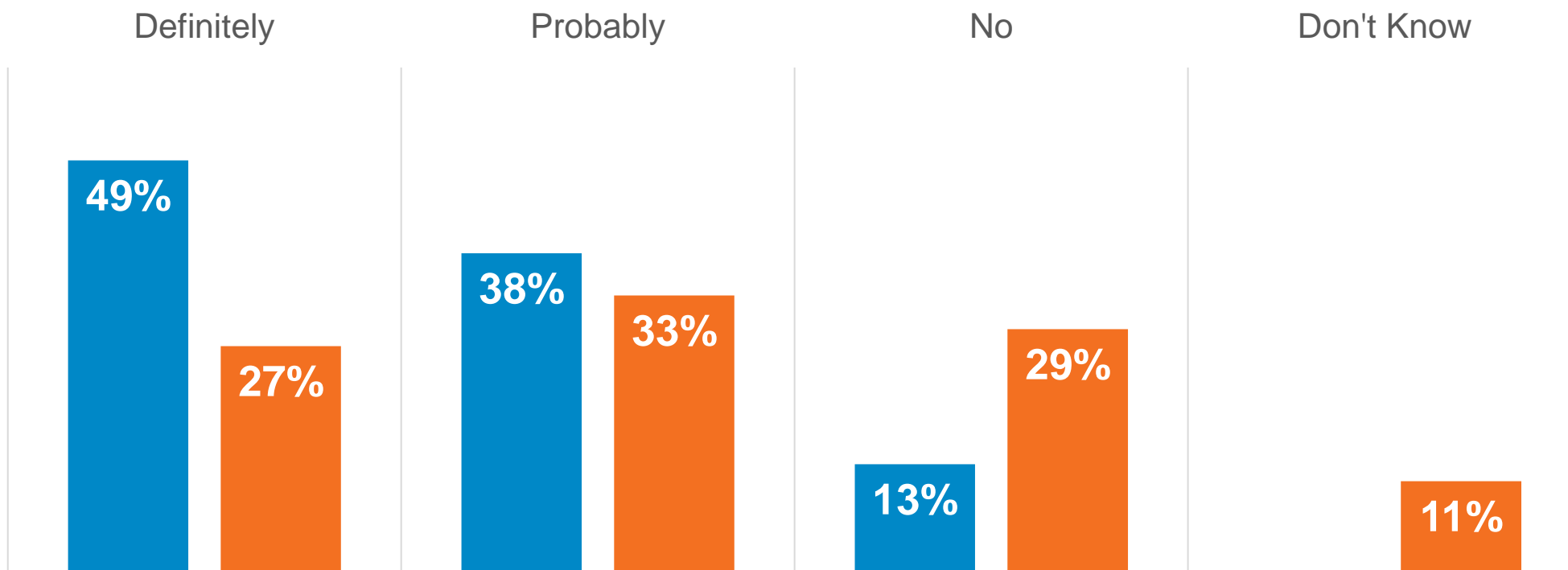**Jobs Created Since the Recession**
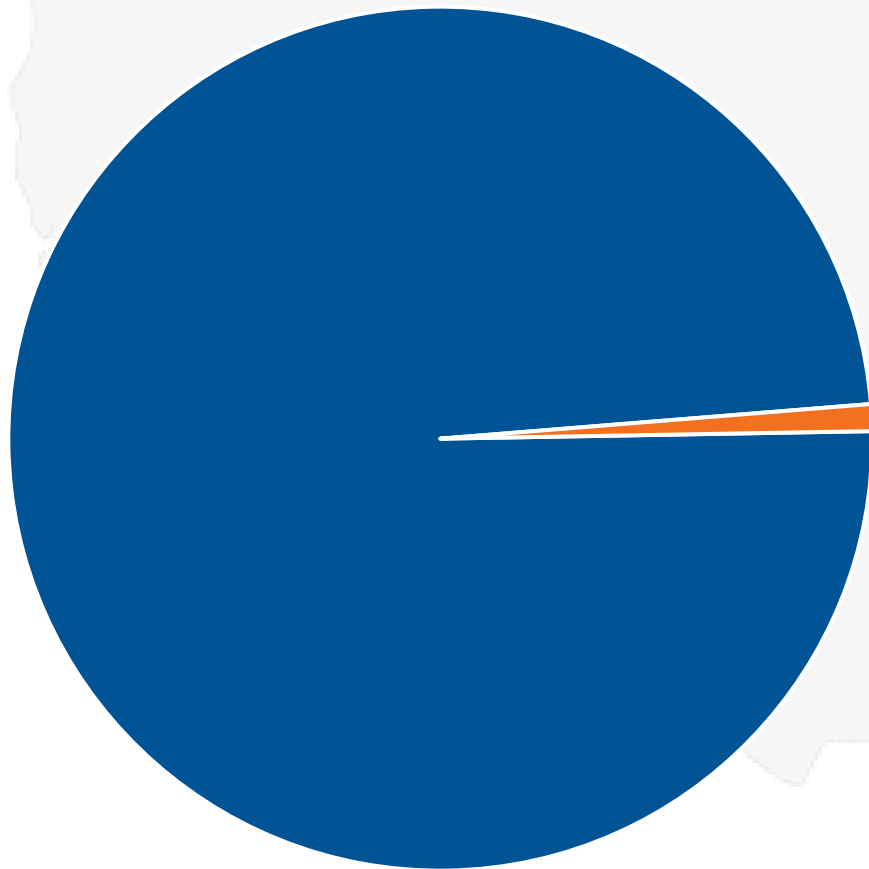
99%

of new jobs (11.5 million)

went to workers with at least some college education

Even though employers value a college credential, the public is skeptical

Survey: Is a College Degree or Credential Worth It?

- Employers Only
- All Adults

	Definitely	Probably	No	Don't Know
Employers Only	49%	38%	13%	
All Adults	27%	33%	29%	11%

What is the CPE doing about this?

How campuses are facilitating change and progress

1. **Redefining the way they look at student success**, taking a more holistic, institution-wide look at student success through inter-departmental teams and strategic focus on data and predictive analytics.
2. **Targeted recruiting practices**, focusing more on URM and low-income students.
3. **Increasing outreach** via organizations and activities focused on these demographic groups.
4. **Shifting institutional financial aid** from merit to need-based and focusing on unmet need.
5. **Implementing high impact practices**, such as learning communities.
6. **Focusing on the transition to postsecondary** through academic readiness, bridge programming and early intervention strategies (such as early warning systems).
7. **Increased focus on advising**.
8. **Training** faculty and staff in cultural competency.

How you can help us

Encourage college enrollment by both high school and adult students.

Provide job-shadowing opportunities for high school or college students.

Advocate for public higher education funding, especially financial aid.

Thank you

Twitter: CPENews and CPEPres   Website: http://cpe.ky.gov   Facebook: KYCPE

CPE
Higher Education Matters