



Tab 12 Fast Track Program Designation

Coordinating Board for Higher Education
March 4, 2020

BACKGROUND

The legislation establishing the Fast Track Workforce Incentive Grant program authorizes the Coordinating Board to “designate eligible programs of study . . . in connection with local education institutions, regional business organizations, and other stakeholders.” That legislation also defines an eligible program, in part, as one “that has been designated by the Coordinating Board as preparing students to enter an area of occupational shortage as determined by the Board.” On June 5, 2019, the Coordinating Board approved the initial list of instructional program areas eligible for the Fast Track grant. The intent of this agenda item is to describe the process followed to develop potential revisions to the list of eligible programs and recommend approval of those revisions.

CURRENT STATUS

The legislation directs that Fast Track eligibility be restricted to instructional programs that lead to employment in high need occupations. In order to develop the initial list of those programs, MDHEWD staff reviewed long-term occupational projections that are used by a variety of agencies to understand the changes and trends within the state’s workforce. Using those projections staff developed a list of the most in-demand occupational categories, based on both regional and statewide data. Staff took the resulting list of occupational categories and used the nationally standardized crosswalk to establish which instructional programs are connected to the occupational area.

Subsequent to the approval of the list of eligible programs, concerns were raised about the breadth and scope of the list, which translated into 635 program areas and several thousand eligible programs. In order to better scale program implementation, the decision was reached to restrict the initial program categories to those that were STEM or STEM-related, teacher education and agriculture.

After program implementation, DHEWD received requests from several constituencies, including other state agencies, colleges and universities, legislators, and the business community to expand the grant’s programmatic scope to include additional instructional areas. In response, staff developed and implemented a process to review these additional requests and develop a proposal for expanding the instructional scope of the grant program for Coordinating Board action.

Feedback

Nearly as soon as the program became operational in the fall of 2019, issues with the scope of the approved Fast Track instructional programs began to surface. The suggestions for additions, received from postsecondary education institutions, other state agencies and the business community, included the following general subject areas.

- Culinary Arts and Related Studies
- Law Enforcement (i.e. law enforcement administration, law enforcement investigation and interviewing)
- Corrections Officers
- Truck and Bus Driver/Commercial Vehicle Operator and Instructor
- First Responders (EMT Ambulance/Emergency Care Attendant, EMT Paramedics)
- Early Childhood Education and Teaching
- Firefighters
- Hospitality

Beginning in January, MDHEWD reached out directly to the presidents and chancellors of the public colleges and universities to solicit suggestions for changes and additions to the approved program list. While the responses from the colleges and universities was largely consistent with the initial areas of interest, they tended to focus more narrowly on specific programs rather than broader subject areas.

Because the initial approval was based on four-digit Classification of Instructional Programs (CIP) categories, which provides some flexibility relating to specific program eligibility, staff recommendations continue to follow that format. The four summary tables provided below provide the staff recommendations for changes to the list of Fast Track approved program areas. The attachment to this agenda item provides additional detail including the submitting institution/organization, program name, description provided by submitting entity, and basis for staff recommendation

Table 1 displays program areas proposed through the feedback process that were already approved by the Coordinating Board and are being funded during the 2019-2020 academic year. No action is required for these programs to remain as part of the Fast Track approved program listing. All of the programs within each of these subject areas would be included as part of this approval.

Table 1 – Currently Approved and Funded Fast Track Program Areas

CIP Code	Program Area
11.02	Computer Programming
11.07	Computer Science
11.10	Computer Information Technology Administration and Management
51.09	Allied Health Diagnostic, Intervention, and Treatment Services
51.15	Mental and Social Health Services and Allied Professions

Table 2 displays program areas proposed through the feedback process that were previously approved by the Coordinating Board but were not funded as part of the initial roll out of Fast Track. Staff recommend approving these program areas for funding for the 2020-2021 academic year and beyond. All of the programs within each of these subject areas would be included as part of this approval.

Table 2 – Previously Approved but Currently Not Funded Program Areas

CIP Code	Program Area
12.05	Culinary Arts and Related Services
19.07	Human Development, Family Studies, and Related Services
13.12	Teacher Education and Professional Development, Specific Levels and Methods
43.01	Criminal Justice and Corrections
43.03	Homeland Security
44.07	Social Work
49.02	Ground Transportation
52.01	Business/Commerce, General
52.02	Business Administration, Management and Operations

Table 3 lists program areas that were not included as part of the original list of approved program areas but that MDHEWD staff recommend for inclusion within the program for academic years 2020-2021 and beyond based on occupational demand and projected salary levels. All of the programs within each of these subject areas would be included as part of this approval.

Table 3 – Recommended for Approval as Fast Track Program Areas

CIP Code	Program Area
13.10	Special Education and Teaching
26.12	Biotechnology
43.02	Fire Protection
45.07	Geography and Cartography
51.10	Clinical/Medical Laboratory Science and Allied Professions
52.09	Hospitality Administration/Management

Table 4 lists program areas suggested for inclusion as part of the feedback process that staff do not recommend for inclusion in the approved program listing at this time. Each listing includes a brief explanation of why it was not recommended for inclusion.

Table 4 – Not Recommended for Approval as Fast Track Program Areas

CIP Code	Program Area	Rationale
09.07	Radio, Television, and Digital Communication	Does not link directly to high demand or high wage occupations
13.03	Curriculum and Instruction	In-field employment requires a graduate degree
13.04	Educational Administration and Supervision	In-field employment requires a graduate degree
16.01	Linguistic, Comparative, and Related Language Studies and Services	Does not link directly to high demand or high wage occupations
16.03	East Asian Languages, Literatures and Linguistics	Does not link directly to high demand or high wage occupations
16.09	Romance Languages, Literatures and Linguistics	Does not link directly to high demand or high wage occupations
24.01	Liberal Arts and Sciences, General Studies and Humanities	Does not link directly to high demand or high wage occupations
26.01	Biology, General	Does not link directly to high demand or high wage occupations
27.01	Mathematics	Does not link directly to high demand or high wage occupations
27.06	Applied Statistic (not a valid CIP)	Does not link directly to high demand or high wage occupations
31.05	Health and Physical Education/Fitness	Does not link directly to high demand or high wage occupations
40.05	Chemistry	Does not link directly to high demand or high wage occupations
40.08	Physics	Does not link directly to high demand or high wage occupations
42.01	Psychology, General	Bachelor level is not high demand or high wage
42.27	Research and Experimental Psychology	Bachelor level is not high demand or high wage
42.28	Clinical Counseling and Applied Psychology	Bachelor level is not high demand or high wage
45.04	Criminology	Does not link directly to high demand or high wage occupations
51.22	Public Health	Does not link directly to high demand or high wage occupations
51.99	Health Professions and Related Clinical Sciences, Other	Does not link directly to high demand or high wage occupations

Conclusion

While regular review and revision of the list will be necessary, MDHEWD staff believe the above list of approved programs is consistent with the intent of the legislation and adequately covers the scope of programs for which Missouri is experiencing a shortage of available labor.

RECOMMENDATION

Staff recommends that the Coordinating Board designate the instructional programs classified within the program areas listed in Tables 2 and 3 above as additional programs eligible for the Fast Track Workforce Incentive Grant funding beginning with the 2020-2021 academic year.

ATTACHMENT

- Proposed 2020-2021 Fast Track Program Additions

Proposed 2020-2021 Fast Track Program Additions

NOTE that these will not be final until they are approved by the CBHE, which will consider the list at their March 4, 2020 meeting

Institution	CIP Code	Program Name	Rationale Provided	Decision	Reason
Department of Public Safety	43.01	Policing/Law Enforcement		Yes	Meets demand and wage criteria
Department of Public Safety	43.01	Corrections		Yes	Meets demand and wage criteria
Department of Public Safety	51.09	First Responders (EMT Ambulance/Emergency Care Attendant, EMT Paramedics)		Yes	Meets demand and wage criteria
Department of Public Safety	43.02	Fire Science/Fire-fighting		Yes	Meets demand and wage criteria
Harris-Stowe State University	43.01	Criminal Justice		Yes	Meets demand and wage criteria
Harris-Stowe State University	45.07	Geography Degree (leading to GIS)--multiple 45.07	<p>As a \$1.75 billion investment, the new National Geospatial-Intelligence Agency West site is St. Louis' largest federal investment project ever and one of the largest federal projects in Missouri's history. In addition other companies in geospatial technology are moving to the region as the St. Louis region is being situated as being the geospatial hubs outside of the Washington DC area. The demand for certified experts on the GEOINT field is at its peak. Students completing the micro-credential program will be able to use the geospatial analysis techniques, skills and tools to derive meaningful information from geospatial data, solve geospatial intelligence problems in multiple circumstances and communicate their conclusions using a professional method.</p> <p>Certificate Program- - Geospatial Intelligence Professional, CIP 450799 Certificate Program- - GIS Analysis, CIP 450799 Certificate Program- - Remote Sensing and Imagery Analysis, CIP 450799 Certificate Program- - Geospatial Data Management, CIP 450799</p>	Yes	Meets demand and wage criteria
Harris-Stowe State University	24.01	General Studies		No	While skillset here may be valuable, the degree area in and of itself is not in high-demand
Harris-Stowe State University	09.07	Communications		No	While skillset here may be valuable, the degree area in and of itself is not in high-demand
Jefferson College	43.01	Cyber/Computer Forensics and Counterterrorism		Yes	Meets demand and wage criteria
Jefferson College	52.01	Business/Commerce, General		Yes	Meets demand and wage criteria
Jefferson College	12.05	Culinary Arts/Chef Training		Yes	Meets demand and wage criteria
Jefferson College	43.01	Criminal Justice/Police Science		Yes	Meets demand and wage criteria
Jefferson College	19.07	Child Care and Support Services Management		Yes	Meets demand and wage criteria
Lincoln Univeristy	Not provided	Business		Yes	Meets demand and wage criteria
Missouri Community College Association	12.05	Culinary Arts/Chef Training		Yes	Meets demand and wage criteria
Missouri Community College Association	49.02	Truck and Bus Driver/Commercial Vehicle Operator and Instructor		Yes	Meets demand and wage criteria
Missouri Community College Association	13.12	Early Childhood Education and Teaching		Yes	Meets demand and wage criteria
Missouri Community College Association	52.09	Hospitality Administration/Management		No	Meets demand and wage criteria
Missouri Southern State University	43.01	Criminal Justice	These protective services programs (Bachelor of Science, Associate of Science, Certificates) are in high demand, the certificates allow those already working in the field to enhance their skills.	Yes	Meets demand and wage criteria
Missouri Southern State University	43.01	Policing/Law Enforcement	These protective services programs (Bachelor of Science, Associate of Science, Certificates) are in high demand, the certificates allow those already working in the field to enhance their skills.	Yes	Meets demand and wage criteria
Missouri Southern State University	43.01	Juvenile Justice	These protective services programs (Bachelor of Science, Associate of Science, Certificates) are in high demand, the certificates allow those already working in the field to enhance their skills.	Yes	Meets demand and wage criteria
Missouri Southern State University	43.01	Corrections	These protective services programs (Bachelor of Science, Associate of Science, Certificates) are in high demand, the certificates allow those already working in the field to enhance their skills.	Yes	Meets demand and wage criteria
Missouri Southern State University	43.01	Crime Scene/Criminal Investigation	These protective services programs (Bachelor of Science, Associate of Science, Certificates) are in high demand, the certificates allow those already working in the field to enhance their skills.	Yes	Meets demand and wage criteria
Missouri Southern State University	43.03	Homeland Security	These protective services programs (Bachelor of Science, Associate of Science, Certificates) are in high demand, the certificates allow those already working in the field to enhance their skills.	Yes	Meets demand and wage criteria
Missouri Southern State University	44.07	Social Work	Social workers play a pivotal role in the lives of families, especially children. Training in this field is essential.	Yes	Meets demand and wage criteria

Missouri Southern State University	52.01	Business Administration, multiple options	A BS in Business Administration creates a well-rounded graduate who can fill many positions in nearly any industry. A specialized master's program allow a graduate to assume greater responsibility.	Yes	Meets demand and wage criteria
Missouri Southern State University	52.02	Management/HR Management	A BS in Business Administration creates a well-rounded graduate who can fill many positions in nearly any industry. A specialized master's program allow a graduate to assume greater responsibility.	Yes	Meets demand and wage criteria
Missouri Southern State University	52.02	Logistics	Logistics specialists can increase efficiency and save companies time and money.	Yes	Meets demand and wage criteria
Missouri Southern State University	43.02	Firefighter	These protective services programs (Bachelor of Science, Associate of Science, Certificates) are in high demand, the certificates allow those already working in the field to enhance their skills.	Yes	Meets demand and wage criteria
Missouri Southern State University	51.10	Medical Laboratory Science	There is a high demand in this specialized field; one that is fundamental to our health care system.	Yes	Meets demand and wage criteria
Missouri Southern State University	13.03	Curriculum & Instruction	A Masters in Education allows current educators to specialize in specific areas; increasing their skills and competency.	No	Fast Track only covers degrees up to bachelor level
Missouri Southern State University	13.04	Administration	A Masters in Education allows current educators to specialize in specific areas; increasing their skills and competency.	No	Fast Track only covers degrees up to bachelor level
Missouri Southern State University	16.01	Medical Interpretation	Interpreter and translators are on the list of top 10 fastest growing jobs in Missouri. Fluency in another language is a valued and much needed skill in our diverse world.	No	DHEWD data give a B+ career grade statewide, but only 168 projected annual openings. The high-demand area is in the teaching of this specific area (13.13 CIP code), not just being proficient or a student of the subject matter.
Missouri Southern State University	16.03	Chinese	Interpreter and translators are on the list of top 10 fastest growing jobs in Missouri. Fluency in another language is a valued and much needed skill in our diverse world.	No	DHEWD data give a B+ career grade statewide, but only 168 projected annual openings. The high-demand area is in the teaching of this specific area (13.13 CIP code), not just being proficient or a student of the subject matter.
Missouri Southern State University	16.03	Japanese	Interpreter and translators are on the list of top 10 fastest growing jobs in Missouri. Fluency in another language is a valued and much needed skill in our diverse world.	No	DHEWD data give a B+ career grade statewide, but only 168 projected annual openings. The high-demand area is in the teaching of this specific area (13.13 CIP code), not just being proficient or a student of the subject matter.
Missouri Southern State University	16.09	Modern Language French or Spanish Emphasis	Interpreter and translators are on the list of top 10 fastest growing jobs in Missouri. Fluency in another language is a valued and much needed skill in our diverse world.	No	DHEWD data give a B+ career grade statewide, but only 168 projected annual openings. The high-demand area is in the teaching of this specific area (13.13 CIP code), not just being proficient or a student of the subject matter.
Missouri Southern State University	16.09	French	Interpreter and translators are on the list of top 10 fastest growing jobs in Missouri. Fluency in another language is a valued and much needed skill in our diverse world.	No	DHEWD data give a B+ career grade statewide, but only 168 projected annual openings. The high-demand area is in the teaching of this specific area (13.13 CIP code), not just being proficient or a student of the subject matter.
Missouri Southern State University	16.09	Spanish	Interpreter and translators are on the list of top 10 fastest growing jobs in Missouri. Fluency in another language is a valued and much needed skill in our diverse world.	No	DHEWD data give a B+ career grade statewide, but only 168 projected annual openings. The high-demand area is in the teaching of this specific area (13.13 CIP code), not just being proficient or a student of the subject matter.
Missouri Southern State University	26.01	Biology, multiple options	Studying Biology offers students a great deal of flexibility in their career paths including the fields of agriculture, health care, military and government.	No	While skillset here may be valuable, the degree area in and of itself is not in high-demand
Missouri Southern State University	27.01	Mathematics	Trains students for a variety of fields with a focus on data analysis, problem solving, and modeling.	No	While skillset here may be valuable, the degree area in and of itself is not in high-demand
Missouri Southern State University	31.05	Health Promotion and Wellness	Prepares graduates to address the health needs and wellness issues faced by a variety of populations.	No	Unclear what the associated occupation would be or if high demand. Healthcare Practitioners and Technical Workers, all other are projected to have 68 total annual openings in current long-term projections. (Low demand)
Missouri Southern State University	40.05	Chemistry	Chemistry graduates are in high demand in varied industries including agriculture, pharmaceutical, chemical, and government.	No	While skillset here may be valuable, the degree area in and of itself is not in high-demand
Missouri Southern State University	40.08	Physics	Physics graduates are in high demand in areas ranging from science, engineering, business, law, medicine, education and the military.	No	While skillset here may be valuable, the degree area in and of itself is not in high-demand
Missouri Southern State University	42.01	Psychology	Psychology is a diverse field, students can pursue careers in research, education, health care and therapy. The certificates provide specialized training and increase marketability.	No	Bachelor level psychology degree is not in high-demand and not high wage
Missouri Southern State University	42.27	Developmental Psychology	Psychology is a diverse field, students can pursue careers in research, education, health care and therapy. The certificates provide specialized training and increase marketability.	No	Bachelor level psychology degree is not in high-demand and not high wage
Missouri Southern State University	42.28	Clinical Psychology	Psychology is a diverse field, students can pursue careers in research, education, health care and therapy. The certificates provide specialized training and increase marketability.	No	Bachelor level psychology degree is not in high-demand and not high wage
Missouri Southern State University	42.28	Autism Spectrum Disorder	Psychology is a diverse field, students can pursue careers in research, education, health care and therapy. The certificates provide specialized training and increase marketability.	No	Bachelor level psychology degree is not in high-demand and not high wage

Missouri Southern State University	51.22	Environmental Health & Safety	EHS jobs are diverse positions in government and industry that protect our water, food and air from pollutants as the health and safety of workers and communities.	No	While skillset here may be valuable, the degree area in and of itself is not in high-demand
Missouri Southern State University	51.99	Health Science with options	Students with a Paramedic certificate or AS in Dental Hygiene, Radiology or Respiratory Therapy can use the BS in Health Science to expand their employment options.	No	While skillset here may be valuable, the degree area in and of itself is not in high-demand
Missouri State University	13.10	Special Education	Rationale is a demonstrated unmet workforce need in STEM fields. Additionally, each of these fields have high earning capacity that will improve the state's economic development.	Yes	Meets demand and wage criteria; consistent with DESE's Teacher Shortage Report data
Missouri State University	26.12	Biotechnology	Rationale is a demonstrated unmet workforce need in STEM fields. Additionally, each of these fields have high earning capacity that will improve the state's economic development.	Yes	Meets demand and wage criteria
Missouri State University	40.05	Chemistry	Rationale is a demonstrated unmet workforce need in STEM fields. Additionally, each of these fields have high earning capacity that will improve the state's economic development.	No	While skillset here may be valuable, the degree area in and of itself is not in high-demand
Missouri State University	Not provided	General Biology	Rationale is a demonstrated unmet workforce need in STEM fields. Additionally, each of these fields have high earning capacity that will improve the state's economic development.	No	While skillset here may be valuable, the degree area in and of itself is not in high-demand
Ozarks Technical College	51.10	Phlebotomy Technicians	Fast-growing field, average annual wages range from \$19,500 to \$37,400.	Yes	Meets demand and wage criteria
Ozarks Technical College	51.10	Hemodialysis Technician	Fast-growing field, average annual wages range from \$23,400-\$60,700 Certification required for Medicaid/Medicare reimbursement	Yes	Meets demand and wage criteria
Southeast Missouri State University	43.01	Policing/Law Enforcement		Yes	Meets demand and wage criteria
Southeast Missouri State University	13.12	Early Childhood Education and Teaching		Yes	Meets demand and wage criteria
Southeast Missouri State University	52.09	Hospitality Administration/Management		Yes	Meets demand and wage criteria
St. Louis Community College	26.12	Biotechnology AAS & CP		Yes	Meets demand and wage criteria
St. Louis Community College	26.12	Life Science Laboratory Assistant CS		Yes	Meets demand and wage criteria
University of Missouri-Columbia	51.15	Clinical/Medical Social Work		Yes	Meets demand and wage criteria
University of Missouri-Kansas City	27.06	Applied Statistics	According to Burning Glass Technologies, Kansas City-area jobs incorporating the skills associated with Applied Statistics will grow 15.63% in the next ten years, which Burning Glass rates as "high"; the growth rate for the state of Missouri is roughly the same. The average salary in the Kansas City metro is \$70,984. Applied Statistics maps to such high-growth fields as Data Analysis, General Research, Business Analysis, Policy Analysis and Planning, and Financial Analysis. Careers include Data Scientist, Data Analyst, Operations Manager, Research Associate, and Financial Quantitative Analyst.	No	Related occupations tend to be high wage but low demand, e.g. 54 total openings for actuaries or 111 for statisticians (MERIC long term occupational projections).
University of Missouri-Kansas City	45.04	Criminal Justice and Criminology	We have two programs that we request be added: Applied Stats – 27.0601 Criminal Justice & Criminology 45.0401 According to Burning Glass Technologies, Kansas City-area jobs incorporating the skills associated with Criminal Justice and Criminology will grow 6.68% in the next ten years. The average salary in the Kansas City metro is \$61,427. Skills associated with Criminal Justice and Criminology are highly versatile, mapping onto 21 different occupation groups. These include Client Support and Sales, IT Management, HR Specialization, Network and Systems Engineering, Data Analysis, Business Intelligence, and Legal Support. Careers include IT Project Manager, Account Manager, HR Recruiter, Cybersecurity Engineer/Analyst, Security/Defense Analyst, and Business Intelligence Analyst.	No	CIP 45.0401 is not classified as criminal justice but as criminology* and is grouped within the social science class CIP 43, which is currently included, covers criminal justice and corrections and includes criminalistics and criminal science *Criminology. -- A program that focuses on the systematic study of crime as a sociopathological phenomenon, the behavior of criminals, and the social institutions evolved to respond to crime
University of Missouri-St. Louis	11.07	Computer Science		Yes	Meets demand and wage criteria
University of Missouri-St. Louis	11.02	Computer Technology		Yes	Meets demand and wage criteria
University of Missouri-St. Louis	11.10	Cybersecurity		Yes	Meets demand and wage criteria