



2003 ENVIRONMENTAL SCAN

LIBRARY SUMMARY

2003 Environmental Scanning Taxonomy

The Environmental Scanning Taxonomy was designed to structure thinking and information gathering in a logical fashion around important issues. The following summaries have been unofficially categorized into this structure and may appropriately be applied to more than one issue. For purposes of efficiency each summary appears under only one category reference.

1 REF # Education Trends

- A Program Delivery Issues (for example):
 - For profits (University of Phoenix model)
 - Growth, numbers, outcomes, employers acceptance
- B Changes in Competitive Environment
- C Partnerships
 - 1C.1 – Between higher ed
 - 1C.2 – Between higher ed to basic
- D Quality of Public Education (for example):
 - Impact of Charter Schools
 - Private management of public schools, i.e. Edison Project
- E Public Policies (for example):
 - Shift toward self pay, tuition dependency vs. funding dependency
- F Institutional Effectiveness / Accountability
- G Employer Expectations
- H Student Expectation / Responsiveness to Student Needs
- I Accreditation Standards

2 Political and Governmental Trends

- A Unemployment / Underemployment Trends
- B Federal and State Tax Policies
- C Savings / Wealth Patterns
- D State / Local Budget Revenue Base
- E Federal / State Spending Priorities
- F Higher Education Funding Policies
- G Impacts of National and Local Elections
- H Affirmative Action Policies / Decisions
- I Financial Aid Policies
 - FIA – State FTE \$

- Pell
 - Student Loan Policies
 - J Welfare to Work Issues
 - K Higher Education Act Reauthorization
 - L Regulatory Environment
 - Audit regulations and financial reporting
 - ADA (Americans with Disabilities Act)
 - HIPPA
 - FERPA
 - Gramm-Leach-Bliley Act Compliance
 - SEVIS
- 3 Economic and Labor Market**
- A New and Emerging Occupations
 - B Evolving Workplace Requirements
 - C Changes in Regional Employment Opportunities
 - D Employers Perception of the Ability of Higher Ed to Respond to Their (Employers) Needs
 - E Impacts of Technology
- 4 Social and Demographic Trends**
- A Demographics
 - B Immigration
 - C International Politics
 - D Security Issues
 - E Access to Technology
 - F Family Dynamics
 - Childcare / Eldercare Issues
 - Support Networks
 - G Healthcare Issues
 - H Contagious diseases / Environmental Hazards
 - I Diversity Issues
 - J Leisure Time Use

Full text articles, associated with the following summaries, can be found in the Environmental Scan Library which can be accessed from the Institutional Research Home Page; located at: <http://inet.ccp.cc.pa.us/vpfin-pl/ir/>. To locate an article, please note the Library Source ID, go to that section of the library and locate an article by matching title.

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1. EDUCATION TRENDS		
Ref #	Library Source ID	
1A		Program Delivery Issues and Opportunities i.e.: For Profits (University of Phoenix model), Distance Education Growth, Numbers, Outcomes, Employers Acceptance
	EDU NAT	Meeting Needs and Making Profits: The Rise of For-Profit Degree-Granting Institutions Despite the restrictions of state regulation and accrediting requirements and the challenges from traditional higher education, for-profit degree-granting institutions have grown and succeeded. Over the past decade, there has been a 78% increase in the number of two-year institutions and a 266% increase in the number of four-year institutions. During this period, enrollment in for-profit degree-granting institutions grew by 59%, to roughly 365,000 students. Nationwide, for-profit institutions' share of the two-year college market grew from 19% to 28% over the past decade, and from 3% of the four-year college market to just over 8%. Why are for-profit, degree-granting colleges and universities growing so fast and attracting so much attention?
	EDU NAT	"Hybrid" Teaching seeks to end the divide between Traditional and Online Instruction Blending traditional instruction with online instruction is proving to be a popular option to offering purely online course instruction. This "hybrid" model offers colleges the opportunity to save money and meet students needs. "Chris Dede of Harvard University's Graduate School of Education says research indicates that blended courses offer a learning experience that traditional classroom instruction cannot match.
	EDU NAT	The U. of Arizona finds that pricey technology attracts distance-education students "Asynchronous" degree programs over the Internet -- such as Web-based classes, in which students participate on their own schedules rather than as a group -- are capturing the bulk of spending on distance education. But some educators think that interactive videoconferencing has two significant advantages. For one thing, they argue, the synchronous nature of videoconferencing makes it a superior distance-education technology for business, education,

		and other social disciplines, in which interpersonal skills are a large component of the students' education.
	EDU NAT	<p>Cuyahoga launches Corporate College</p> <p>Board rooms, video conferencing and the latest computer technology are aimed at making business professionals feel at home at Corporate College, a new training facility operated by Cuyahoga Community College in Westlake, Ohio. Corporate College, a registered name, is designed for businesses seeking training for a group of employees, or individuals looking to brush up on skills, learn a software application or earn a computer or business certification. "This is in many instances a one-stop training center that is in many ways a high-end, high-tech training center," she said. "... Also, our training is for the individual who says, 'I need to keep my job, what do I need to do to keep my skills up-to-date and relevant?'" "This is the next type of training in community colleges," Thornton said. "This is going even deeper in corporate business training."</p>
	EDU NAT	<p>SCT teams with Blackboard</p> <p>Blackboard Inc. and SCT (Nasdaq: SCTC) announced an agreement to deliver enterprise integration between the <i>Blackboard Learning System™</i> and SCT's student information and portal system products. Additionally, Blackboard Inc. will join the SCT Partner Program and forthcoming developer network, expanding the array of offerings that build on the solid foundation of SCT solutions.</p> <p>Prior to the creation of this relationship, a number of colleges and universities have integrated their Blackboard and SCT e-Education systems to more efficiently manage course resources with student services and information. By entering into a formal relationship, Blackboard and SCT will now be able to offer thousands of higher education institutions enterprise integration between the Blackboard Learning System and SCT's student information systems using the SCT Luminis™ Data Integration Suite. Blackboard will also integrate the Blackboard Learning System with the SCT Luminis™ Platform III, which provides institutions with enterprise portal, communication and collaboration capabilities.</p>
	EDU NAT	<p>Public institutions are opening honors colleges to raise their profiles and attract better students.</p> <p>Community colleges have recognized that they have a lot of good students who should not always take classes pegged to the least common denominator.</p>
	EDU NAT	<p>Leading the Way to Connect Community to the College</p> <p>Leading the Way to Connect Community to the College - At Johnson</p>

		<p>County Community College (KS), the Certification Audit Project has helped build an educational bridge for delivery of workplace skills needed in the community. Community college leadership that focuses on the many facets of lifelong learning includes not only the requisite knowledge but also passion and commitment. At Johnson County Community College (JCCC), the passion and commitment were there, but some questions about 21st century workforce education remained unanswered. Early in 2001, JCCC initiated a campus wide audit of externally validated certification programs, along with an informal survey of Kansas City area CEOs, to identify the needs of local employers in terms of workforce and economic development. The result will be a quantitative and qualitative approach that will cross the borders of credit and continuing education to build an effective educational bridge for delivery of workplace skills needed in the community.</p>
	<p>EDU NAT</p>	<p>Capella seeks space to double work force Seeking to keep pace of a booming industry, Capella Education Co. is preparing to double its work force and beef up its marketing efforts. The company, one of the pioneers in the online education sector, wants to replace or significantly expand its headquarters in downtown Minneapolis. It also has launched a national advertising campaign to establish its brand identity. Capella now leases roughly 91,000 square feet on four floors of the Campbell Mithun Tower, but it's started a search for as much as another 100,000 square feet to accommodate its growth over the next two years.</p>
<p>1B</p>		<p>Changes in Competitive Environment</p>
	<p>EDU STATE</p>	<p>PSU Adds Local Degrees Penn State Harrisburg will offer new four-year degrees in electrical engineering, environmental engineering, structural design, construction engineering technology, mathematical sciences and computer science</p>
	<p>EDU NAT</p>	<p>Jones Knowledge Will Give Away Its Course-Management System Jones Knowledge Inc. announced last month that it intends to give away the source code for its proprietary course-management system, e-education. Details of how the software would be made freely available to developers have not been worked out, company officials acknowledged. They said the transfer would take place by the end of the year.</p>
	<p>EDU LOCAL</p>	<p>Colleges win by luring opposites Chestnut Hill reports a spike in enrollment as it goes coed.</p>

	<p>EDU NAT</p>	<p>Better Opportunities Through Online Education Better Opportunities Through Online Education, a collaborative venture between University of Maryland University College and nearby community-based organizations, gives computers and online courses in marketable skills to low-income and other underserved people. Better Opportunities Through Online Education is a rarity in distance education, which tends to focus on profitable ventures, business clientele, and tech-savvy students. Maryland set up University College to offer degree programs, many of them career-oriented, for working adults. The students who enroll share hardship as their only universally common experience. Most of them are first-generation college students. Almost all are women. Many are single parents, juggling schoolwork between child-rearing and day jobs. One woman has 10 children. Better Opportunities has begun to accept students from New Jersey and Delaware. If the program's private financing continues to grow -- an iffy proposition, given the nation's tight economy -- Maryland officials would like to offer Better Opportunities to low-income students across the nation.</p>
	<p>EDU NAT</p>	<p>Summer Enrollment are rising at many Colleges Summer enrollments are up at many colleges this year compared with last year, continuing a recent trend. And as more students attend classes year-round, some colleges are looking to improve their summer offerings, or even to require summer attendance. "We continue to see slow to moderate increases from year to year, at least for the past three years," said David Schejbal, associate provost and director of continuing education for the University of Illinois at Urbana-Champaign, whose summer enrollment rose to 10,900 students, from 10,600 last year. "The bad economy helps summer sessions," he added, noting that students are more likely to enroll in summer courses when they cannot find good summer jobs. And with the costs of college rising fast, some students are trying to finish their degrees as quickly as possible. "Summer gives students the chance to accelerate progress toward their degree," said Gary W. Penders, director of summer sessions at the University of California at Berkeley. "More and more students are looking at summer as part of their overall time in school." Even though many people think of summer as a time when campuses are ghost towns, there is more activity at colleges than you might think.</p>
	<p>EDU NAT</p>	<p>Tobacco millions awarded to colleges North Carolina's community colleges and two of its universities were awarded up to \$60 million in tobacco settlement money Thursday to train</p>

		<p>thousands of students for jobs in the biomanufacturing and pharmaceutical industries. The goal of the new program is to use highly trained workers to lure more businesses in the fast-growing industries to North Carolina.</p> <p>Martin Lancaster, president of the N.C. Community College System, is optimistic the program will succeed because, he said, no other state provides the depth and breadth of training the N.C. schools plan to offer. He added that it will "set North Carolina apart." "These grants from the Golden LEAF foundation will be an incredible boost to North Carolina's economic transition from manufacturing to biomanufacturing," he said. Ultimately, the schools hope, new businesses will create tens of thousands of jobs to replace ones North Carolina is losing in textiles, tobacco and other sectors of the economy.</p>
1C		Partnerships
1C.1		Between Higher Ed to Higher Ed
	EDU NAT	<p>Colleges Train Workers For Biotech Companies Today the field of biotechnology is enabling America's leading research scientists, assisted by highly skilled technicians, to systematically improve healthcare through the re-crystallization of proteins, the growing of artificial organs, vaccine development and the manufacture and testing of therapeutic products in the lab. However, the single greatest obstacle to such progress is the serious shortage of highly trained, committed technicians to carry out the increasingly complex tasks required of every member of these new healthcare teams. To meet the demand for skilled biomedical technicians, community colleges are working closely with both public and nonprofit organizations. In Philadelphia, the nonprofit Wistar Institute — founded in 1892 and dedicated to discovering the basic mechanisms underlying major diseases — has teamed with the Community College of Philadelphia (CCP) to create the Biomedical Technician Training Program</p>
	EDU NAT	<p>Community College Program Leads To Doctoral Degree Beginning this fall, students at Oklahoma's Tulsa Community College will be able to earn a doctorate from the University of Oklahoma in just six years. Students who complete the first two years of the academically rigorous pre-pharmacy program at TCC can be awarded a Doctorate of Pharmacology (D. Pharm.) after just four years of additional study at UO's recently expanded medical center in Tulsa.</p>
	EDU NAT	<p>Nation has climb to meet teacher-quality requirement Nearly half of the nation's middle and high school teachers were not highly qualified to teach their topics in 2000, a report to congress says.</p>

		The Dept of Education aims to raise the academic standards of teachers – newcomers and veterans- and to make it easier for people with expertise in given fields to become teachers.
	EDU NAT	State System Academic Passport If you're ready to transfer from a community college to a State System of Higher Education university or from one System university to another, the Academic Passport guarantees that you'll be accepted if you follow standard application procedures and meet the requirements. It also helps ensure that you won't have to retake successfully completed courses and earn additional credits to graduate – unless, of course, you change your major or degree program.
1C.2		Between Higher Ed to Basic
	EDU LOCAL	Drexel, St. Joe to aid schools For the first time the fall, the Philadelphia school district will offer high school students the opportunity for dual enrollment at area colleges and universities. The district is considering proposals from seven universities to be part of the new College Excel program, said Creg Williams, district deputy chief academic officer. The goal is to start with 500 seniors this year and to eventually expand the program to 1,500 seniors and juniors per semester, Williams said. Students will have to pass a college entrance exam to be admitted, he said, and the universities will be required to enroll them at reduced tuition rates.
1D		Quality of public education i.e.: Impact of Charter Schools; Private management of public schools, Edison Project
	EDU LOCAL	School district will be a classroom in itself. Philadelphia opens a historic school year today, filled with uncertainty as well as hope, as the nation watches whether aggressive new leadership and a bold experiment into private management can turn around troubled urban schools. As children fill the hallways and classrooms on the first day of the new academic year, 45 of the district's 264 schools will open under seven outside managers: three for-profit companies, two universities, and two nonprofit community-development organizations.
	EDU LOCAL	Philadelphia Schools' Test Scores Rise, but Below State Average Although the majority of Philadelphia schools showed slight increases, the School District of Philadelphia still performed well below the State average in this year's PA System of School Assessment test.

<p>EDU LOCAL</p>	<p>District shuffles principals Dozens of principals in Philadelphia public schools are to be replaced next fall (2003), including those at large high schools troubled last year by brawls and the death of a teenager during a basketball game.</p>
<p>EDU NAT</p>	<p>US House Approves Bills on Teacher-Training Accountability and Loan Forgiveness The U.S. House of Representatives passed two bills on Wednesday that would create stricter accountability requirements for teacher-education programs and increase student-loan forgiveness for some schoolteachers. The bill, named the "Ready to Teach Act of 2003," calls for colleges to report the pass rates on certification or licensing tests for all students who take such exams within three years of graduation or after completing at least 50 percent of the course work required for a teacher-preparation program.</p>
<p>EDU LOCAL</p>	<p>Cheyney University program aims to help Philadelphia instructors get certified The Philadelphia School District finds landing certified teachers difficult, so it presses people into classrooms who are not certified to teach. It provides them with emergency certification, which usually expires after two or three years. During that time, the teachers are expected to complete the academic requirements they lack, or to pass the Praxis exam.</p>
<p>EDU NAT</p>	<p>Nation has climb to meet teacher-quality requirement WASHINGTON (AP) --Nearly half of the nation's middle and high school teachers were not highly qualified to teach their topics in 2000, a report to Congress says. Federal law defines highly qualified teachers as those who hold a bachelor's degree from a four-year college, have state certification and demonstrate competence in the subject they teach. The 2002 law requires that by the school year beginning in 2005, there must be highly qualified teachers in every class for core subjects, including English, math, science and history.</p>
<p>EDU LOCAL</p>	<p>Vallas is giving it the old college try to aid city schools PHILADELPHIA'S top school officials yesterday hailed a bold new program that will unite district schools with six universities, a museum and a business formed by a former U.S. education secretary to give a needed boost to public education in the city. They said the program will result in students' being better educated and their teachers' being better prepared, and will create two new high schools. The partners will work directly with 16 schools that enroll 8,400 students.</p>
<p>EDU</p>	<p>Phila. district names 8 partners to adopt 16 schools</p>

	LOCAL	<p>Announcing a new kind of partnership, the Philadelphia School District has hired six universities, a private company, and the Franklin Institute to improve 16 of its 260-plus schools.</p> <p>Though universities and businesses for years have helped local schools in a variety of partnerships, the new effort represents the most extensive and formal arrangement of this type, district officials said. Under one of the partnerships, the Franklin Institute - a city landmark known for its science education - will help design a new science and technology high school, likely to be based near the nonprofit organization in Center City. Elsewhere, Drexel University will funnel student volunteers, technology support and teacher training into eight schools near its West Philadelphia campus. K12, a private education company led by former U.S. Secretary of Education William J. Bennett, will help the newly constructed Hunter Elementary integrate technology into every subject - a first-of-its-kind effort in the district. Hunter, at Fourth and York Streets, is due to open in the spring.</p> <p>The other partners with the district - Eastern University, Holy Family College, Lock Haven University, St. Joseph's University and the University of the Sciences in Philadelphia - will provide a variety of services, including mentors, college-level courses for students, classroom space, special education expertise, in-school medical support, and teacher-recruitment strategies.</p> <p>The partners will be paid an average of \$170 per student, at a total cost of \$1.4 million to the district in the first year. The money will cover administrative costs for the partners.</p> <p>That's far less than allocated to the for-profit Edison Schools Inc. and five other groups hired last year to manage more than 40 district schools. Edison, the for-profit Victory Schools, and Foundations Inc. get \$750 per pupil, while Universal Companies receives \$650. The two other groups, Temple University and the University of Pennsylvania, get \$450.</p>
1E		<p>Public Policies i.e.: Shift Toward Self-pay, Tuition Dependency vs. Funding Dependency</p>
	EDU NAT	<p>US House Approves Bills on Teacher-Training Accountability and Loan Forgiveness</p> <p>The U.S. House of Representatives passed two bills on Wednesday that would create stricter accountability requirements for teacher-education programs and increase student-loan forgiveness for some schoolteachers. The bill, named the "Ready to Teach Act of 2003," calls for colleges to report the pass rates on certification or licensing tests for all students who take such exams within three years of graduation or after completing at least 50 percent of the course work required for a teacher-preparation program.</p>

	<p>POL STATE</p>	<p>Nursing Loan Forgiveness For Healthier Futures To help recruit and retain qualified nursing students in Pennsylvania the Pennsylvania Higher Education Assistance Agency (PGEAA) "Nursing Loan Forgiveness for Healthier Futures" program will help students repay their student loans. By working for a participating Pennsylvania health care organization, after graduation from an approved nursing education program, a student may receive student loan forgiveness for up to 25 percent (a maximum of \$12,500) of your eligible debt over a three-year period.</p>
	<p>EDU NAT</p>	<p>Congress Passes Nursing Act To Address Shortage Congress has responded to the severe and highly publicized nurse manpower shortage by passing, in late July, the Nurse Reinvestment Act. President Bush signed the legislation into law on Aug. 1. The act both creates new programs and amends existing federal nurse education programs contained in the Public Health Service Act.</p>
	<p>EDU NAT</p>	<p>National Governors Conference Seeks to Elevate National and State Dialogue on Postsecondary Education The National Governors Association (NGA) first-ever major initiative on higher education, "Influencing the Future of Higher Education" is co-chaired by Governors Paul E. Patton of Kentucky and Tom Ridge of Pennsylvania. This four-year initiative seeks to elevate national and state dialogue on postsecondary education and to equip governors and their advisors with the ability to diagnose problems, conceptualize issues, identify policy options and implement new public policy. The initiative focuses on three priorities: 1) increasing access, learning and attainment; 2) building and sustaining seamless learning pathways; and 3) fostering economic development.</p>
	<p>GEN ECO STATE</p>	<p>Ensuring Access Through Integrated Financing Policy Most states are facing financial difficulties and have implemented budget cuts or holdbacks to address fiscal problems, according to the National Conference of State Legislators. Generally, states either cut discretionary items across the board or focus cuts where they can best be handled. Either strategy can prove difficult for higher education to handle. Across-the-board cuts lead to reductions for both institutional support and state financial aid line items. As a result, both access and quality are placed at risk. Strategic cuts often end up targeting higher education because they can fall back on tuition increases. Either way, higher education loses.</p>
<p>1F</p>		<p>Institutional Effectiveness / Accountability</p>

	<p>EDU NAT</p>	<p>National Tests of College Students' Learning May Be on the Way</p> <p>Higher-education policy makers told college leaders and legislators on Monday that national tests or surveys of how much students learn in college may soon be on their way, overriding the patchwork of policies that exists in the states. Several forces are driving the renewed push for testing student outcomes, including rising college costs and President Bush's desire to bring accountability measures to higher education similar to the ones he spearheaded into law for elementary and secondary schools.</p> <p>"At some point, the subject of cost and productivity of higher education is going to come up," Roger Benjamin, president of the Council for Aid to Education and a senior research analyst at RAND, said in a session at the annual meeting of the Education Commission of the States. "And when it does, you're going to need a benchmark to measure productivity, and surely learning outcomes is that prime measure." How states will assess the knowledge of a college graduate, however, is still unclear. Almost every device used over the past three decades to measure student learning, such as institutional data, surveys, and tests, has its problems, Mr. Benjamin noted. Statewide tests hold the most promise, he added, yet they are expensive and time consuming to administer.</p>
<p>1G</p>		<p>Employer Expectations</p>
<p>1H</p>		<p>Student Expectations / Responsiveness to Student Needs</p>
	<p>EDU NAT</p>	<p>Community Colleges experiencing high enrollment trends</p> <p>For Many Community Colleges, Enrollment Equals Capacity “Predictably, community-college enrollments have benefited from the recession because people want training for new jobs. But perhaps surprisingly, many community colleges are indicating that the growth of credit and college-transfer enrollment is outpacing vocational and technical disciplines The double whammy has community college administrators scrambling to provide a wide array of services at a time when most states are cutting their budgets”</p>
<p>1I</p>		<p>Accreditation Standards</p>
	<p>EDU NAT</p>	<p>The Bush administration wants to standardize accreditation; educators say it is too complex</p> <p>Since coming into office, President George W. Bush has intensified the push for more accountability in education, starting with primary and secondary schools. Now, with the Higher Education Act up for renewal next year, the Bush administration is likely to call for similar changes in how colleges and universities are evaluated.</p>

		<p>Although they have yet to offer details, administration officials have signaled their interest in revamping accreditation to include specific measurements, such as graduation rates, in order to determine how well colleges are educating their students. In a five-year plan released in March 2002, Education Secretary Roderick R. Paige said that the No Child Left Behind Act, which demands greater accountability and performance from primary and secondary schools, will guide this administration's future legislative proposals.</p>
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2. POLITICAL AND GOVERNMENTAL TRENDS		
Ref #	Library Source ID	
2A		Unemployment / Underemployment Trends
2B		Federal and State Tax Policies
2C		Savings / Wealth Patterns
2D		State / Local Budget Revenue Base
	POL State	<p>House Considers Gambling-Expansion Bill House leaders were straining last night to wrap up work on a gambling expansion plan created earlier this week by Gov. Ed Rendell and House Speaker John Perzel. The bill, which House members were caucusing on last night and might vote on today, calls for 11 slot parlor licenses, nine of which would be at current or still-to-be licensed horse racetracks. Two others are designated for freestanding casinos in Philadelphia and Pittsburgh. Backers of the bill were optimistic they had within reach the necessary 102 votes to pass the bill and were pushing three key sales points:</p> <ul style="list-style-type: none"> ▪ The estimated \$1 billion from casino licensing fees and taxes on slots proceeds would pay for the administration's plan to increase the state's share of money for education and cut property taxes. ▪ Some dollars from the two freestanding casinos could be diverted to pay for major projects there, relieving pressure on the state's overall pool of economic development grants and, presumably, freeing up money for other projects around the state. ▪ It would staunch an estimated \$3 billion yearly loss in spending by Pennsylvanians in out-of-state casinos.
	POL State	<p>Property Tax Relief Delayed to 2004 If state homeowners get a property tax cut, it won't take effect until next year. The property tax reduction bills will join measures to catapult Pennsylvania into the slot machine parlor business, increase education funding and borrow more than \$1 billion for infrastructure and economic development. But with schools just weeks from starting, and revenues from proposed tax increases and slot machines still months away from sending the state any money, all agreed property tax cuts would start next school year. The major legislative package Rendell and House leaders predict they will</p>

		<p>soon approve would enable school districts to hold local referenda as early as this fall on whether to participate in a new tax-shifting plan. In that plan, district voters could opt to raise their local income or wage taxes in exchange for a dollar-for-dollar reduction in property taxes.</p> <p>House leaders appear to agree with the Senate plan to provide \$206 million in new spending to increase basic education subsidies by 2.8 percent, special education by 4.5 percent and vocational education by 2.5 percent. Rendell and the Senate disagree on how to apportion the special education state dollars.</p> <p>The Senate wants to spread it around, while Rendell wants a special fund for high-cost students to remain in place.</p>
2E		Federal / State Spending Priorities
	EDU STATE	<p>Budget Cuts May Cause Tuition in PA to Soar The House restores some of the proposed budgets cuts to Penn State, Pitt, Temple and Lincoln University.</p>
	EDU STATE	<p>Rough Time For PA Colleges Students at the 14 universities had to absorb a 9% tuition increase last fall, the state's largest ever. That made Pennsylvania's public-college tuition the fourth most expensive in the nation, behind New Jersey, New Hampshire and Ohio.</p>
	EDU NAT	<p>Trade-Bill Amendment Would Provide Job-Retraining Funds to Community Colleges An amendment attached last week to a foreign-trade bill that is now before the U.S. Senate would provide federal funds for community colleges that help retrain laid-off workers. If approved, the legislation, S AMDT 3417 to HR 3009, would expand the scope of existing funds for job training because it would provide federal dollars directly to colleges, and not just to students via the states, as is the case with money from the Workforce Investment Act, a federal law that governs vocational programs. (Bill was passed May 13, 2003)</p>
	POL STATE	<p>House Approves Education Funding The House voted 190-11 early yesterday morning to approve a \$4.3 billion education funding plan that includes little in the way of what Rendell has said is needed to raise student achievement. But House leaders pledged to continue working toward a compromise with Rendell on his education priorities.</p> <p>Rendell wants the state to invest about \$400 million in preschool, full-day kindergarten, small class size and an expanded tutoring program for kindergartners through 11th-graders this year.</p>

Political and Governmental Trends Summary

		<p>The plan the House approved includes more money for basic, special and vocational education subsidies and \$15 million for a tutoring program for third- through sixth-graders. It is similar to a proposal the Senate passed last month that Rendell vowed to veto because it failed to include programs he wants.</p>
	POL STATE	<p>Rally Touts Rendell Education Plan Rendell's plan would increase the state's basic education subsidy to 50 percent and allocate an additional \$559 million for new programs such as full-day kindergarten and tutoring statewide, and pre-kindergarten and reduced class sizes in poorer districts. Rendell is relying on legislators passing a 34 percent increase in the personal income tax and a bill allowing slot machines at horse racing tracks to pay for his plan.</p>
2F		Higher Education Funding Policies
	POL STATE	<p>Cuts in State Aid are Forcing Many Colleges to Boost Prices Temple University announced a 7 percent tuition increase yesterday for the fall - less than the increases other state-supported schools in the region have approved, but the second-highest increase at Temple in a decade. The typical Temple in-state undergraduate will pay \$8,134 for the coming school year, a jump of \$532 over last year. That means a Temple senior will have seen tuition rise 22 percent, or \$1,486, since freshman year. Driving the increase at Temple and other state-supported colleges across the country are cuts in state aid, as legislatures grapple with budget deficits created by lower-than-expected tax revenue in a down economy. Temple must absorb a cut of \$8.7 million in state aid.</p>
	POL NAT	<p>Tuitions up steeply nationwide Across the nation, students and parents are bracing for broad tuition increases that, at flagship universities, could be the largest in 30 years. The result, experts worry, may be to price many low-income students out of college, departing from America's post-1945 view of public higher education as a key tool for promoting social equality and a broader middle-class. The shift comes, moreover, at a time when education is an increasingly important ticket to good jobs.</p> <p>Public universities were planning tuition increases in all 38 states that responded to a recent survey by the National Association of State Universities and Land Grant Colleges. Double-digit rises are common, with at least 10 universities planning increases of 20 percent or more.</p> <p>A key reason for the tuition tsunami: Budget cuts by cash-strapped states.</p>

		<p>Their 1990s largess toward public higher education has already been slowing, and for the fiscal year 2003-04 their support for universities is poised to fall by 2 to 3 percent, experts say.</p>
	<p>POL NAT</p>	<p>The Perils of Cutbacks in Higher Education More than seven million students are enrolled as undergraduates in four-year colleges and universities in the United States, and nearly 70 percent of them attend public institutions, which depend on taxpayer money doled out by legislatures for the majority of their funds. The percentages are similar for the 1.8 million graduate students; 60 percent attend public universities. The combination makes public higher education a pillar of the nation's competitive advantage. That is as it should be. How else can bright young people from lower-income families afford a first-rate education? Tuition is usually too high for them at private colleges, and now it is shooting up at the state schools as they struggle to get by with smaller subsidies in a weak economy.</p> <p>Higher education, it turns out, comes under the rubric of discretionary spending, easier to cut than outlays for kindergarten through 12th grade or programs like Medicaid. And states are taking this easier path, according to the National Conference of State Legislatures.</p> <p>This year, the downward pressure is unmistakable. So far, 43 states have approved budgets for the 2004 fiscal year, the National Conference reports, and higher-education outlays have dropped by 2.8 percent, to a total of \$37.7 billion, from \$38.8 billion last year.</p>
	<p>POL NAT</p>	<p>Tuition hikes limit students' dreams As more than 300,000 students return to Michigan colleges this month, they face double-digit tuition increases and a poor economy that has made jobs scarce and financial aid critical. They've had to extend their educations, go deeper into debt and work harder at whatever jobs they can find.</p> <p>Duane Parker is adding a roommate to reduce living expenses. Sean Johnston will seek more work and take fewer classes. Alissa Mobley had to take a semester off. Others, like Livonia's Dennis Kusiak, are going to less prestigious colleges than they had planned. Kusiak started at Alma College, but high tuition compelled him to transfer to less-expensive Schoolcraft College, where he will start this month. "What would you rather do, pay \$61 for a 100-level English class at Schoolcraft or would your rather pay \$300 per credit hour for that same class at a four-year university?" he asked.</p> <p>It's part of a new reality for Michigan college students, who are getting squeezed by the state's reduced spending on universities.</p>

2G		Impacts of National and Local Elections
2H		Affirmative Actions Policies / Decisions
2I		Financial Aid Policies i.e.: FIA, Pell, Student Loan policies
	POL NAT	<p>Congressional Panels Vote to Hold Down Spending on Student Aid and NIH Appropriations panels in the U.S. Senate and House of Representatives approved no increases last week for most student-aid programs in the 2004 fiscal year and only a modest rise for the National Institutes of Health, ending years of large jumps for biomedical research.</p>
	POL NAT	<p>Public Colleges Are at Odds Over Raising Limits on Student Loans According to the latest data available from the U.S. Education Department, the average loan debt of students at public colleges was \$16,243 in 1999-2000. "If we continue to increase the debt load of our students how are we going to attract people to those fields that are not well paid, but important to us as a society, such as teaching or social work?" Mr. Hubbard would prefer to see the government provide more grant aid to low- and moderate-income students rather than requiring them to take on heavy debt loads. Many public-college officials, however, disagree with Mr. Hubbard's position on the borrowing limits. In fact, some of the loudest calls for increasing the loan limits are coming from public-college leaders, particularly at state flagship universities. They say that the current ceiling on what students can borrow from the federal government -- \$2,625 for a first-year student and \$22,625 over an undergraduate career -- was set more than a decade ago and lags far behind today's levels of student need. Calls for increasing the loan limits have traditionally come from private colleges, which charge more than public institutions. The fact that state colleges are no longer sitting on the sidelines of this debate, some higher-education experts say, is a reflection of the changing economics of public higher education.</p>
2J		Welfare to Work Issues
2K		Higher Education Act Reauthorization

	<p>POL NAT</p>	<p>US House Approves Bills on Teacher-training Accountability and Loan forgiveness The U.S. House of Representatives passed two bills on Wednesday that would create stricter accountability requirements for teacher-education programs and increase student-loan forgiveness for some schoolteachers. The measures are the first in this year's renewal of the Higher Education Act to go before Congress. One bill, HR 2211, would close loopholes in earlier rules, mandated in the 1998 reauthorization of the act, that allowed colleges to avoid reporting how many of their students failed teacher-licensure tests. The second bill, HR 438, would increase the total amount of student-loan forgiveness for mathematics, reading, science, and special-education teachers who agreed to work for five consecutive years in schools where at least 30 percent of the children come from low-income families.</p>
	<p>POL NAT</p>	<p>US House Committee Hears Proposals on Holding Down Tuition Witnesses at a Congressional hearing on Thursday presented possible solutions to the problem of the rising cost of a higher education, but members of the House Committee on Education and the Workforce kept returning to a controversial proposal by its chairman that would punish colleges for raising tuition beyond a certain point. Under the plan, by Rep. Howard P. (Buck) McKeon, a California Republican, colleges that increased their prices by twice the rate of inflation or more for two years in a row would face penalties, including the possible loss of eligibility to participate in federal student-aid programs.</p>
	<p>POL NAT</p>	<p>Bush Praises Community Colleges as 'Adaptable' and 'Accessible' The Bush administration has indicated that it plans to be tough on colleges as the Higher Education Act is renewed next year, but the president hinted Wednesday that he approves of the job that community colleges are doing. Mr. Bush replied that community colleges play an important role in retraining workers. "I look forward to working with our community colleges through the Department of Education," he said. "They're more adaptable. Their curriculums are easier to change. They're accessible. Community colleges are all over the place."</p>
<p>2L</p>		<p>Regulatory Environment i.e.: Audit regulations and financial reporting, ADA, HIPPA, FERPA, Gramm-Leach-Bliley Act Compliance, SEVIS</p>
	<p>SOC NAT</p>	<p>Electronic Signature In a nod to the ubiquity of electronic transactions, the U.S. Department of Education is proposing to reinterpret a privacy law that bars a college from releasing a student's transcripts and other personal data without the</p>

		<p>student's handwritten signature. Under the proposal, students could agree online to the release of their data.</p> <p>Both the current rule and the proposed change are based on the department's interpretation of the Family Educational Rights and Privacy Act. The current rule is publicized on a department Web page.</p>
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3. ECONOMIC AND LABOR MARKET TRENDS		
Ref #	Library Source ID	
3A		New and Emerging Occupations
	LABOR NAT	<p>Employment and Total Job Openings by Education or Training Category, 2000-2010 Employment in all seven education or training categories that generally require a college degree or other post secondary award is projected to grow faster than the average across all occupations. These categories accounted for 29 percent of all jobs in 2000 but will account for 42 percent of projected new job growth, 2000-2010.</p>
	LABOR NAT	<p>Industries With the Fastest Wage and Salary Employment Growth 2000, 2000-2010 Health services, business services, social services, and engineering, management, and related services are expected to account for almost one of every two non-farm wage and salary jobs added to the economy during the 2000-2010 period. These sectors account for a large share of the fastest-growing industries.</p>
	LABOR NAT	<p>Employment By Major Occupational Group, 2000 and projected 2010 Professional and related occupations and service occupations are projected to increase the fastest and to add the most jobs-7.0 million and 5.1 million, respectively. These two groups-on opposite ends of the educational attainment and earnings spectrum-are expected to provide more than half of total job growth over the 2000-2010 period.</p>
	LABOR NAT	<p>National Employment Outlook Total employment is projected to increase by 22.2 million jobs over the 2000–10 period, rising to 167.8 million, according to the latest projections of the Bureau of Labor Statistics. This increase represents about a million more jobs than were added over the previous 10-year period (1990–2000). The projected 15.2-percent increase, however, is less than the 17.1-percent increase of the previous 10-year period.¹ Self employed is projected to grow from 11.5 to 11.7 million, or 1.7 percent. The economy will continue generating jobs for workers at all levels of education and training, although growth rates are projected to be faster, on average, for occupations generally requiring a postsecondary award (a vocational certificate or other</p>

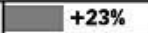


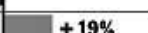
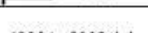

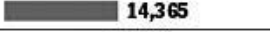
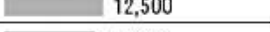
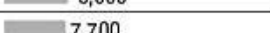




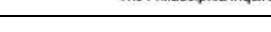
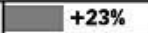


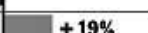
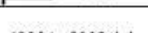

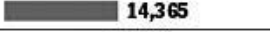
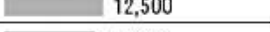
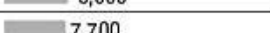




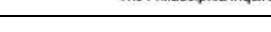
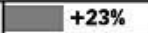


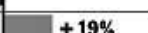
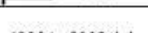

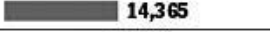
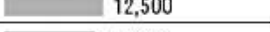
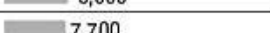




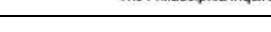
		award or an associate or higher degree), than for occupations requiring less education or training. Most new jobs, however, will arise in occupations that require only work-related training (on-the-job training or work experience in a related occupation), even though these occupations are projected to grow more slowly, on average. This reflects the fact that these occupations accounted for about 7 out of 10 jobs in 2000
3B		Evolving Workplace Requirements
	EDU NAT	Are Tech Certifications Worth the Steep Cost? But is it worth it to get certified? In a tight job market, where many highly qualified candidates are competing for openings, employers can hold out for what they want: actual on-the-job experience. Some place little or no value on certification when hiring candidates.
	EDU NAT	Competition for Jobs Means Lower Salaries A new salary report confirms that college students who graduated in 2002 faced fierce competition for jobs, and this competition meant lower starting salaries. The Fall 2002 "Salary Survey," published by the Bethlehem, Pa.-based National Association of Colleges and Employers, shows that starting salaries fell as demand for 2002 college graduates waned. In general, grads in the business, engineering and education fields fared best, while liberal-arts grads fared worst.
	LABOR NAT	Workers With Multiple-Skill Sets Scarce Employers are finding workers with multiple-skill sets, including IT, increasingly more difficult to find especially since there is no well-defined source. Workers that can satisfy these requirements will find significant employment opportunities.
	LABOR LOCAL	Successful Workers Need Both Information Technology and customer service Skills Adequate supplies of information technology and customer service workers are major factors contributing to a growing and thriving economy. Almost all entry-level jobs in such this economy will require both technical and work place success.
	LABOR LOCAL	Customer Service Skills Critical Factor in all Occupations Customer service skills cross all occupational boundaries. The traditional industries include hospitality, heal care, business and financial services but demand is quickly growing in retail, banking, call centers, transportation and manufacturing. Customer contact is a critical factor in most business

		and employers are looking for skilled problems solvers with a broad based skill set including people skills. Well-trained employees, with multiple skills sets will find that in a traditionally part-time, entry-level position, they can qualify as full-time permanent with benefits.
	LABOR NAT	<p>Loss of Jobs Masks Shortage of Skilled Workers According to a new study released April 24 titled Keeping America Competitive: How a Talent Shortage Threatens U.S. Manufacturing. The study noted that widespread loss of manufacturing jobs over the past two years has concealed a looming shortage of highly skilled employees that could undercut competitiveness and further weaken the U.S. economy. Four out of five large and small manufacturers surveyed in the study reported a “moderate to serious” shortage of qualified job applicants during the recent recession. The study revealed that despite its image as a sector in decline, today’s manufacturing company is “a major source of high-tech innovation, wealth creation and exciting, varied opportunity.” According to the study, manufacturing grew at an annual rate of 4.6 percent in the 1990s compared to the economy-wide average of 3.6 percent.</p>
	3C	Changes in Regional Employment Opportunities
	LABOR STATE	<p>Occupations With Most Employment – PA The five top occupations in Pennsylvania are: 1)retail salesperson 2)cashiers 3)general managers and top executives 4)secretaries 5)office clerks</p>
	GEN ECO LOCAL	<p>Transportation Management Agencies and SEPTA working on programs to respond to commuting barriers Major findings that were reemphasized in this year’s report included the fact that commuting barriers between the workforce and the job market continue to be significant, however, the Transportation Management Agencies (TMA) and SEPTA are developing targeted programs to respond to this need. The TMAs are private sector groups working on this transportation issue. A list of programs can be found in the Workforce 2001 Report beginning on page 15.</p>
	LABOR LOCAL	<p>Philadelphia to Slash 2,500 Jobs Mayor John Street told City Council he plans to cut 2,500 jobs, or 10% of the city's work force, over the next several years to help close a budget deficit estimated to grow to \$612 million by 2007. The mayor said the economic downturn has Philadelphia facing an economic crisis worse than the one in 1991, when the city narrowly averted bankruptcy.</p>

	LABOR LOCAL	<p>Local Area Unemployment Rates for 2001 In 2001, the unemployment rate in Philadelphia, PA-NJ MSA was 4.3%. Philadelphia's rate ranked 6th lowest among the 15 MSA in Pennsylvania.</p>
	LABOR LOCAL	<p>UrLTA to Assess supply and Demand Gap in IT Job Clusters The Urban Information Technology Alliance (UrITA) was organized by The Reinvestment Fund (TRF) to assess the supply and demand employment gap in clusters of IT jobs. Their objectives are to: a. Define all the job opportunities for entry-level and non-BA degree workers b. The range of opportunities will span core and non-core IT companies c. Each job opportunity will include the required skills and/or competencies d. The skills and competency requirements will include what is an acceptable demonstration of proficiency e. Opportunities for internships will be expanded</p>
	LABOR LOCAL	<p>Private Sector Employment Changes Between 1990 and 1999, the private sector employment in Philadelphia: a. Region was up 7.2% b. City was down 6.9%</p>

	<p>LABOR LOCAL</p>	<p>Regional Employment Projections by Industry Grouping, 2000-2025</p> <table border="1" data-bbox="610 338 1406 1318"> <thead> <tr> <th colspan="4">Regional Employment Projections by Industry and county Grouping, 2000-2025</th> </tr> <tr> <th></th> <th>2000</th> <th>2025</th> <th>% Change</th> </tr> </thead> <tbody> <tr> <td>Philadelphia Metro Area</td> <td>2,554,960</td> <td>2,942,560</td> <td>5.6%</td> </tr> <tr> <td> Agriculture & Mining</td> <td>32,900</td> <td>34,730</td> <td>1.8%</td> </tr> <tr> <td> Construction</td> <td>115,160</td> <td>117,190</td> <td>1.8%</td> </tr> <tr> <td> Manufacturing</td> <td>315,090</td> <td>293,980</td> <td>-6.7%</td> </tr> <tr> <td> Trans., Comm., Util.</td> <td>114,190</td> <td>129,100</td> <td>13.1%</td> </tr> <tr> <td> Wholesale Trade</td> <td>138,070</td> <td>157,200</td> <td>13.9%</td> </tr> <tr> <td> Retail Trade</td> <td>415,900</td> <td>431,950</td> <td>3.9%</td> </tr> <tr> <td> Fin., Insur., & RE</td> <td>203,170</td> <td>250,630</td> <td>23.4%</td> </tr> <tr> <td> Services</td> <td>914,630</td> <td>1,119,910</td> <td>31.2%</td> </tr> <tr> <td> Federal</td> <td>86,190</td> <td>84,940</td> <td>-1.5%</td> </tr> <tr> <td> State & Local Govt.</td> <td>219,660</td> <td>242,920</td> <td>10.6%</td> </tr> <tr> <td> Bucks</td> <td>272,000</td> <td>338,000</td> <td>24.3%</td> </tr> <tr> <td> Chester</td> <td>230,000</td> <td>289,000</td> <td>25.7%</td> </tr> <tr> <td> Delaware</td> <td>236,000</td> <td>270,000</td> <td>14.4%</td> </tr> <tr> <td> Montgomery</td> <td>491,000</td> <td>568,000</td> <td>15.7%</td> </tr> <tr> <td> Philadelphia</td> <td>786,000</td> <td>840,000</td> <td>6.9%</td> </tr> <tr> <td> Burlington</td> <td>207,000</td> <td>251,000</td> <td>21.3%</td> </tr> <tr> <td> Camden</td> <td>232,000</td> <td>264,000</td> <td>13.8%</td> </tr> <tr> <td> Gloucester</td> <td>100,000</td> <td>123,000</td> <td>23.0%</td> </tr> <tr> <td> Salem</td> <td>N/a</td> <td>N/a</td> <td>N/a</td> </tr> <tr> <td colspan="4">Source: Delaware Valley Regional Planning Commission, April 2000</td> </tr> </tbody> </table>	Regional Employment Projections by Industry and county Grouping, 2000-2025					2000	2025	% Change	Philadelphia Metro Area	2,554,960	2,942,560	5.6%	Agriculture & Mining	32,900	34,730	1.8%	Construction	115,160	117,190	1.8%	Manufacturing	315,090	293,980	-6.7%	Trans., Comm., Util.	114,190	129,100	13.1%	Wholesale Trade	138,070	157,200	13.9%	Retail Trade	415,900	431,950	3.9%	Fin., Insur., & RE	203,170	250,630	23.4%	Services	914,630	1,119,910	31.2%	Federal	86,190	84,940	-1.5%	State & Local Govt.	219,660	242,920	10.6%	Bucks	272,000	338,000	24.3%	Chester	230,000	289,000	25.7%	Delaware	236,000	270,000	14.4%	Montgomery	491,000	568,000	15.7%	Philadelphia	786,000	840,000	6.9%	Burlington	207,000	251,000	21.3%	Camden	232,000	264,000	13.8%	Gloucester	100,000	123,000	23.0%	Salem	N/a	N/a	N/a	Source: Delaware Valley Regional Planning Commission, April 2000			
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	<p>LABOR NAT</p>	<p>The Aspen Institute, offers stark forecasts for the quality and quantity of the American work force</p> <p>The next 20 years, the report says, will strike a sharp contrast with the last 20 years. For example, higher fertility rates and women working in greater numbers helped the labor force grow 50 percent from 1980 to 2000. Over the next 20 years, the labor force may grow as little as 16 percent, the report says, as fertility rates decline, women's participation in the work force levels off and baby boomers begin to retire. At the same time, the number of native-born workers from ages 25 to 54 will not grow at all in the next two decades. And although the share of workers with any post-high-school education rose 19 percentage points in the last two decades, it will probably increase only four percentage points by 2020, potentially curtailing growth in labor productivity.</p>																																																																																												

	<p>LABOR NAT</p>	<p>Federal Employment Offers A Bright Spot for Graduates Last year's terrorist attacks altered many people's perceptions about the importance of serving their country -- while creating a plethora of new federal positions. Even more vacancies will open up soon, predicts Dennis V. Damp, author of "The Book of U.S. Government Jobs." The average age of current federal workers is 49, and roughly 28% of the work force is eligible to retire, Mr. Damp says. Federal agencies especially need people with security-related experience, foreign-language fluency or medical and information-technology skills.</p>
	<p>LABOR NAT</p>	<p>Competition for Jobs Means Lower Salaries A new salary report confirms that college students who graduated in 2002 faced fierce competition for jobs, and this competition meant lower starting salaries. The Fall 2002 "Salary Survey," published by the Bethlehem, Pa.-based National Association of Colleges and Employers, shows that starting salaries fell as demand for 2002 college graduates waned. In general, grads in the business, engineering and education fields fared best, while liberal-arts grads fared worst.</p>
	<p>LABOR LOCAL</p>	<p>Labor Agreement ends union strife at Philly center Labor agreement ends union strife at Philly center. This long-running controversy created a decline in convention center business, has threatened the city's hospitality industry, and delayed a \$500 million expansion.</p>
	<p>LABOR LOCAL</p>	<p>Uneven Job Market An Uneven Job Market</p>

		<p>Philadelphia was the only county in the region that lost jobs from 1992 to 2001. Its share of the local job market fell from 34 percent to 29 percent.</p> <table border="1"> <thead> <tr> <th>County/Area</th> <th>1992 jobs</th> <th>2001 jobs</th> <th>Percentage change</th> </tr> </thead> <tbody> <tr> <td>Bucks</td> <td>198,701</td> <td>245,050</td> <td> +23%</td> </tr> <tr> <td>Chester</td> <td>160,829</td> <td>215,238</td> <td> +34%</td> </tr> <tr> <td>Delaware</td> <td>195,054</td> <td>211,811</td> <td> +9%</td> </tr> <tr> <td>Montgomery</td> <td>394,133</td> <td>480,900</td> <td> +22%</td> </tr> <tr> <td>Philadelphia¹</td> <td>695,842</td> <td>688,233</td> <td> -1%</td> </tr> <tr> <td>South Jersey²</td> <td>424,200</td> <td>504,500</td> <td> +19%</td> </tr> </tbody> </table> <p>¹ 2002 data are available for Philadelphia but not the other counties listed here. From 1992 to 2002, jobs in Philadelphia fell 2 percent, and the city's share of the local job market fell to 28 percent. ² Data for South Jersey come from Burlington, Camden and Gloucester Counties. SOURCES: Pa. Department of Labor and Industry; Bureau of Labor Statistics The Philadelphia Inquirer</p> <h3>The 10 Largest Employers in the Region</h3> <p>Six of the region's 10 largest employers are hospitals or universities with large medical centers.</p> <table border="1"> <thead> <tr> <th>Rank/Company</th> <th>County</th> <th>Employees</th> </tr> </thead> <tbody> <tr> <td>1. Univ. of Pennsylvania/Hospitals</td> <td>Philadelphia</td> <td> 24,960</td> </tr> <tr> <td>2. Temple Univ./Hospitals</td> <td>Philadelphia</td> <td> 14,365</td> </tr> <tr> <td>3. Merck & Co. Inc</td> <td>Montgomery</td> <td> 12,500</td> </tr> <tr> <td>4. Thomas Jefferson Univ./Hospitals</td> <td>Philadelphia</td> <td> 11,370</td> </tr> <tr> <td>5. Vanguard</td> <td>Chester</td> <td> 8,000</td> </tr> <tr> <td>6. Aramark</td> <td>Philadelphia</td> <td> 7,700</td> </tr> <tr> <td>7. SEPTA</td> <td>Philadelphia</td> <td> 7,370</td> </tr> <tr> <td>8. Tenet Healthcare</td> <td>Philadelphia</td> <td> 7,195</td> </tr> <tr> <td>9. Crozer-Chester Medical Center</td> <td>Delaware</td> <td> 7,000</td> </tr> <tr> <td>10. Albert Einstein Medical Center</td> <td>Philadelphia</td> <td> 6,310</td> </tr> </tbody> </table> <p>SOURCES: Inquirer research; Pa. Dept. of Labor and Industry The Philadelphia Inquire</p>	County/Area	1992 jobs	2001 jobs	Percentage change	Bucks	198,701	245,050	 +23%	Chester	160,829	215,238	 +34%	Delaware	195,054	211,811	 +9%	Montgomery	394,133	480,900	 +22%	Philadelphia¹	695,842	688,233	 -1%	South Jersey²	424,200	504,500	 +19%	Rank/Company	County	Employees	1. Univ. of Pennsylvania/Hospitals	Philadelphia	 24,960	2. Temple Univ./Hospitals	Philadelphia	 14,365	3. Merck & Co. Inc	Montgomery	 12,500	4. Thomas Jefferson Univ./Hospitals	Philadelphia	 11,370	5. Vanguard	Chester	 8,000	6. Aramark	Philadelphia	 7,700	7. SEPTA	Philadelphia	 7,370	8. Tenet Healthcare	Philadelphia	 7,195	9. Crozer-Chester Medical Center	Delaware	 7,000	10. Albert Einstein Medical Center	Philadelphia	 6,310
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	<p>LABOR LOCAL</p>	<p>More Jobs, less pay Job Growth, Mostly With Low Pay</p>
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In the Philadelphia region, occupations in these areas had the strongest growth between 1992 and 2002.

Note: List excludes occupations with fewer than 25,000 employees.

Rank/Occupation*	Jobs in 2002	Chg. from 1992
1. Temporary help, employment services	44,625	+58%
2. Social assistance	46,550	+56%
3. Private schools (excluding colleges)	27,458	+54%
4. Information/computer systems	26,642	+50%
5. Consulting and technical services	82,317	+49%
Overall job growth for the region		+13%

Because most of the new jobs were in low-paying occupations, growth in personal income ranked near the bottom of the nation's 50 largest metro areas.

Rank/Metro area	Chg. from 1992 to 2002
1. Austin, Texas	+145%
2. Las Vegas	+136%
3. Phoenix	+115%
4. Atlanta	+109%
5. Raleigh-Durham, N.C.	+104%
46. Philadelphia	+54%

Children's Hospital of Philadelphia has opened more than three dozen offices and clinics in the suburbs in the last decade.

Lockheed Martin Management & Data Systems in King of Prussia expanded its workforce to 3,500 people, installing computers in police cruisers and developing complex federal government data networks. Lowe's has built nine stores in the Philadelphia region since 1999, part of the big-box wave of retail outlets.

Together, these employers represent the direction of the Philadelphia-area economy in the last decade as it became more service-oriented, more suburban, and more reliant on health care for jobs and wages, according to sweeping new U.S. government figures.

The figures document how dependent the region is on the service industries that now employ seven in 10 workers. The three largest are health care, business and professional services, and retail.

3D		Employers Perception of the Ability of Higher Education to Respond to Their (Employers) Needs
3E		Impacts of Technology
	LABOR NAT	Fastest growing occupation, 2000-10 Eight of the 10 fastest growing occupations are computer-related, commonly referred to as information technology occupations.

4. SOCIAL and DEMOGRAPHIC TRENDS		
Ref #	Library Source ID	
4A		Demographics
	EDU NAT	<p>Projections of High School Graduates, 2001 to 2012 It is estimated that in 2001, there were 2,839,000 high school graduates nationally. The number of graduates is projected to increase through 2009 when it is projected to be 3,181,000 graduates. A downward trend in graduates is expected between 2010 and 2012, reaching 3,074,000 in 2012.</p>
	SOCIAL NAT	<p>Phoenix Rising Past Philly in Population Sometime soon - almost certainly within the next year - Philadelphia will tumble out of the ranks of the nation's five largest cities. Phoenix, that desert upstart, will deliver another blow to Philly's fragile self-esteem as it surges past us up the population ladder - leaving us No. 6. Philadelphia has never been out of the top quintet. The problems linked to population loss here, however, are seriously real, Hirshberg said. These losses have cost Philadelphia congressional seats and federal dollars during the long slide, which left the city's population at 1.52 million in the 2000 census. The plunge was steepest in the 1970s, with a 13 percent loss.</p>
4B		Immigration
4C		International Affairs, Politics
	EDU INTER- NATIONAL	<p>Community Colleges Align With German Institutions An agreement signed last month aims to foster an exchange of best practices in occupational training and education between the United States and Germany, especially in the area of information technology. Boggs sees the partnership as a vehicle to enhance the current international programs of each organization while exploring joint ventures that can benefit students and businesses in both countries. "Community colleges are increasingly reaching out to a global audience and are very much a part of the international higher education community," Boggs said. "We believe this new agreement will help strengthen trans-Atlantic and international efforts, from the U.S./European program on cooperation in higher education and vocational training to the re-entry of the U.S. into UNESCO."</p>

4D		Security Issues
	LABOR NAT	<p>Federal Employment Offers A Bright Spot for Graduates Last year's terrorist attacks altered many people's perceptions about the importance of serving their country -- while creating a plethora of new federal positions. Even more vacancies will open up soon, predicts Dennis V. Damp, author of "The Book of U.S. Government Jobs." The average age of current federal workers is 49, and roughly 28% of the work force is eligible to retire, Mr. Damp says. Federal agencies especially need people with security-related experience, foreign-language fluency or medical and information-technology skills.</p>
	SOCIAL NATIONAL	<p>Homeland Security, affirmative Action Top List of Higher Education concerns Ten Public Policy Issues For Higher Education in 2003 and 2004 is distributed to AGB-member chief executives and governing board chairs, senior institutional officials, governors and their education aides, state and national officials responsible for setting higher education policy, and all members of congress.</p> <p>The list, compiled by national higher education and public-policy experts, includes these issues:</p> <ol style="list-style-type: none"> 1. Homeland Security 2. Affirmative Action 3. Deteriorating Economic and Fiscal Environment 4. Surging Numbers of Diverse Students 5. Rapid tuition Increases 6. Reauthorization of the Higher Education Act 7. Federal Tax Policy 8. Assessment and Accountability 9. Scientific Research 10. Intercollegiate Athletics
4E		Access to Technology
4F		Family Dynamics i.e.: Childcare / Eldercare issues, Support Networks
	GEN ECO LOCAL	<p>University City to get a \$28.5 million boost West Philadelphia community groups and residents will get \$28.5 million in loans and grants from Citizens Bank to buy land, renovate housing, and purchase homes over the next five years. A large portion of the money - \$10 million - will go to help community groups finance projects such as the renovation of vacant houses in the 4400 and 4500 blocks of Sansom Street. Another \$10 million will help finance small</p>

		businesses in the area.
4G		Healthcare Issues
4H		Contagious Diseases / Environmental Hazards
	SOC NAT	<p>HIV Outbreak at North Carolina Colleges Portends Worrisome Trend</p> <p>In three counties around the cities of Raleigh and Durham, N.C., college students accounted for 17 percent of the HIV infections diagnosed among men from January 2001 to February 2003. Of those students who were infected, 88 percent were black, and 88 percent were people whose infections had resulted from sex with another man.</p> <p>"If we don't act very assertively and effectively to get the word out and increase prevention measures, we may be sitting on a disaster down the road," said Peter Leone, an associate professor of medicine at Chapel Hill who worked on the study. "This could be sort of the tip of the iceberg in terms of how many people have been infected" on the campuses, Dr. Leone said, noting that there could be "two to three times" as many HIV cases as have been identified there.</p>
4I		Diversity Issues
	EDU NAT	<p>Report on Latino Students Notes High Enrollment Rate, Lower Graduation Rate</p> <p>Latino high school graduates of all ages go to college at a higher rates than most other major ethnic groups in the United States, but they trail all other groups in earning undergraduate degrees, a new study shows. The report cites data collected by the U.S. Census Bureau from 1997 to 2000, which show that about 10.1 percent of Latino-American high-school graduates of all ages were enrolled in some form of college during those years. That is a greater percentage than the national average and than that of most racial or other ethnic groups.</p>
4J		Leisure Time Use