

Getting to the Goal

*SHEEO Community of Practice Meeting
September 2018*



Lumina Foundation

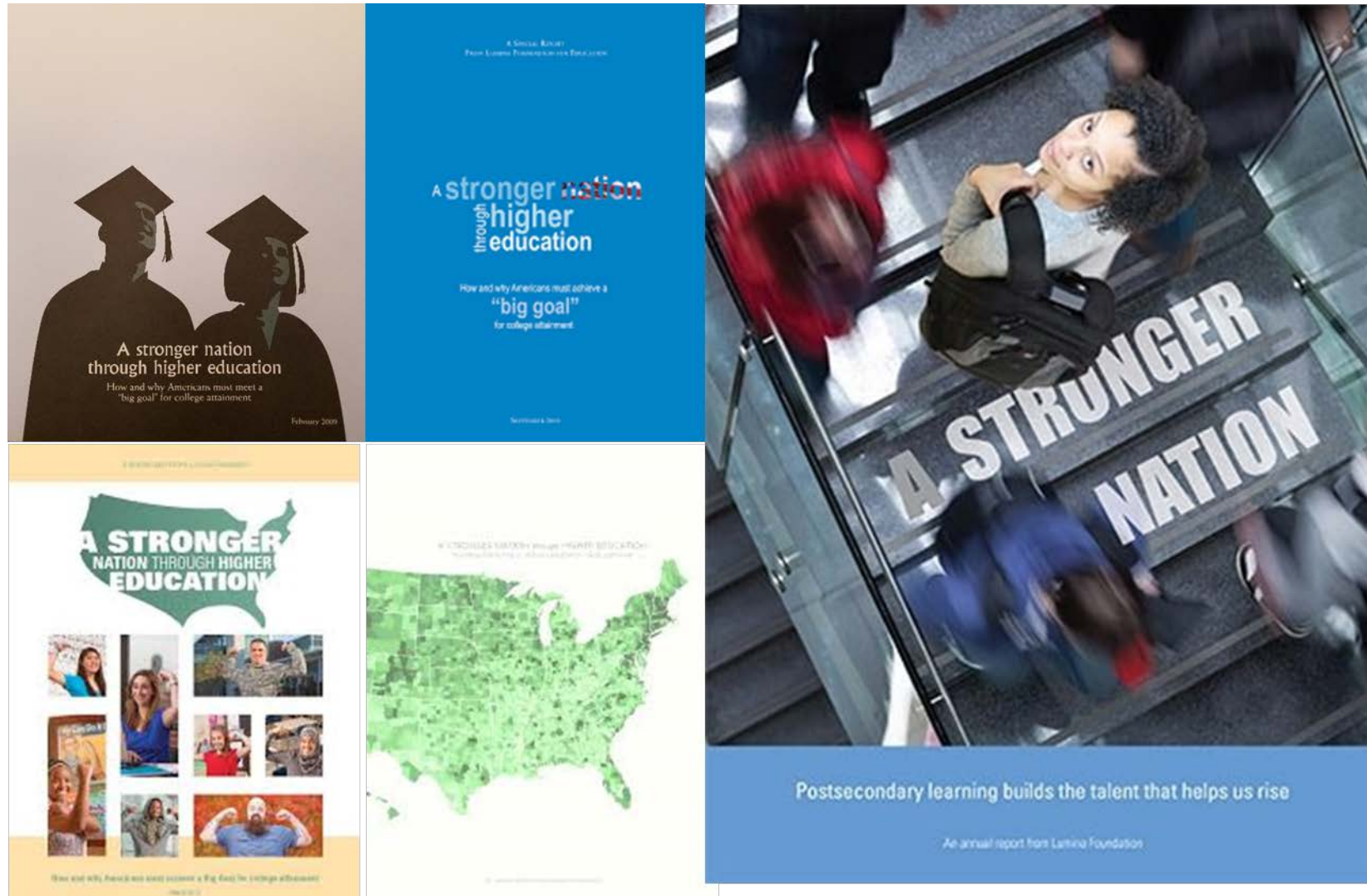
Lumina Foundation

- Independent private foundation
- National focus
- Based in Indianapolis
- Committed to making opportunities for learning beyond high school available to all

Goal 2025

To increase the proportion of Americans with degrees, certificates and other high-quality credentials to 60 percent by 2025.

A Stronger Nation Over the Years



A STRONGER NATION

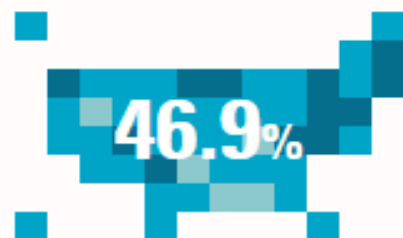
Learning beyond high school builds American talent

Nation

States

Metro Areas

 Downloads



- America's Progress
 - Tracking Attainment
 - Comparing States
 - Exploring Race and Ethnicity
 - Key Insights
-
- A Message from Lumina's President

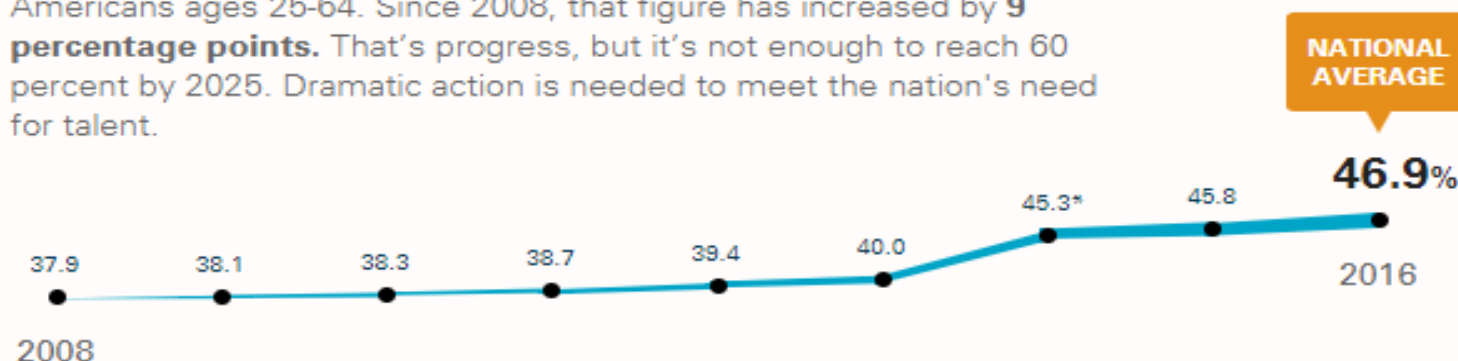
Tracking America's progress toward 2025



The nation faces an urgent and growing need for talent. To meet that need, many more people must earn college degrees, workforce certificates, industry certifications and other high-quality credentials. That's why Lumina Foundation works to ensure that, by 2025, **60 percent of Americans hold a credential beyond high school – a quality credential that prepares people for informed citizenship and economic success.**

A steady climb

Lumina tracks the post-high school educational attainment of Americans ages 25-64. Since 2008, that figure has increased by **9 percentage points**. That's progress, but it's not enough to reach 60 percent by 2025. Dramatic action is needed to meet the nation's need for talent.



*Since 2014, workforce-relevant certificates have been included in the total of postsecondary credentials.

We need a comprehensive system for learning beyond high school – one built on the expectation that every American will earn a credential. It must be a system in which all learning is recognized, however it is obtained; a system that is designed specifically to meet students' needs.

A STRONGER NATION

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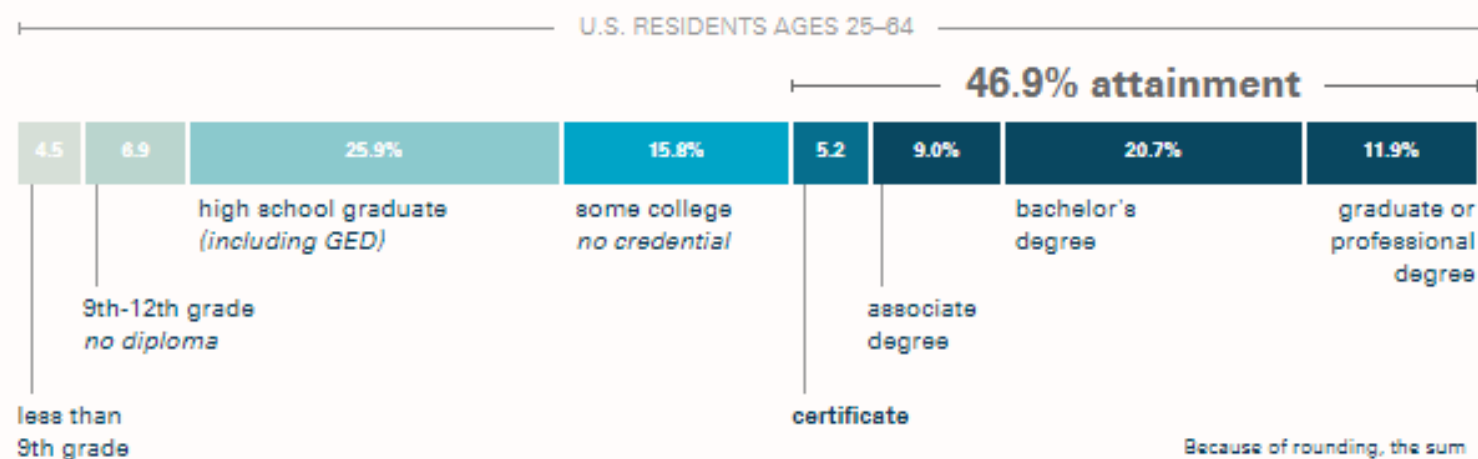
Metro Areas

 Downloads

US education levels

The need for universal post-high school education is rooted in the global shift from an industrial economy to a knowledge economy. The vast majority of jobs created since the Great Recession require education beyond high school, and that trend shows no sign of abating.

Unfortunately, fewer than half of Americans ages 25-64 hold a credential beyond high school. Still, there is cause for optimism because many of those who lack credentials do hold some college credit or have skills that should be recognized.



Because of rounding, the sum of these percentages may exceed 100.

- America's Progress
- Tracking Attainment
- Comparing States
- Exploring Race and Ethnicity
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A STRONGER NATION

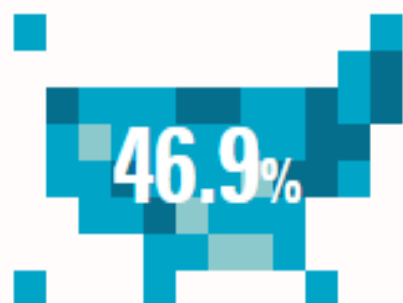
Learning beyond high school builds American talent

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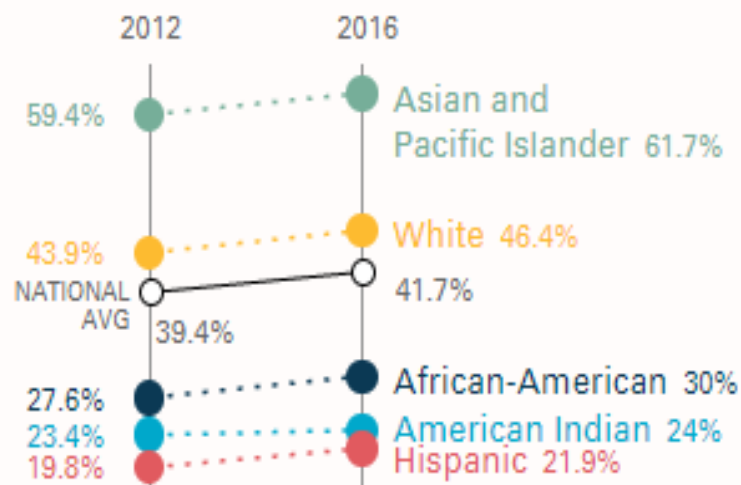


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Factoring in race and ethnicity

Even as the nation makes progress, educational attainment remains unequal across racial and ethnic groups. In our society, where real opportunity depends on learning beyond high school, these persistent inequities harm us all as Americans.

Education beyond high school is key to increasing economic opportunity and social mobility. That's why we know that, to achieve the 60 percent goal, **we must close gaps by race, ethnicity, income, and immigration status.**



Values above do not include postsecondary certificates, only achievement of associate degree or higher.

A STRONGER NATION

Learning beyond high school builds American talent

[Nation](#)[States](#)[Metro Areas](#)[Downloads](#)

State-by-state educational attainment



46.9%

Among working-age Americans, **the national rate of educational attainment beyond high school is 46.9 percent**. Across states, attainment rates vary widely, but one thing is certain: Every state must improve. So far, **41 states have set attainment goals** that meet Lumina's criteria for rigor and efficacy (i.e., the goal is quantifiable, challenging, long-term, addresses gaps, and is in statute and/or a strategic plan).

Explore each state's attainment rate below. Attainment percentages here reflect workforce certificates along with other post-high school credentials for residents ages 25-64.

- [America's Progress](#)
- [Tracking Attainment](#)
- [Comparing States](#)
- [Exploring Race and Ethnicity](#)
- [Key Insights](#)
- [A Message from Lumina's President](#)

AK

attainment rate > 30% > 40% > 50%

ME

VT

NH

WA

ID

MT

ND

MN

IL

WI

MI

NY

RI

MA

OR

NV

WY

SD

IA

IN

OH

PA

NJ

CT

CA

UT

CO

NE

MO

KY

WV

VA

MD

DE

AZ

NM

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AR

TN

NC

SC

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LA

MS

AL

GA

HI

TX

FL

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States

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- New Mexico's Progress
- Comparing New Mexico Counties
- Exploring Race and Ethnicity in New Mexico
- New Mexico's Metro Areas
- Key Insights

New Mexico's progress toward the goal



By 2025, 60 percent of Americans will need some type of high-quality credential beyond high school. To count toward this important goal, any credential must have clear and transparent learning outcomes that lead to further education and employment. **New Mexico's attainment rate is 45 percent, and the state is working toward its attainment goal of 66 percent by 2030.**

How New Mexico compares to the nation

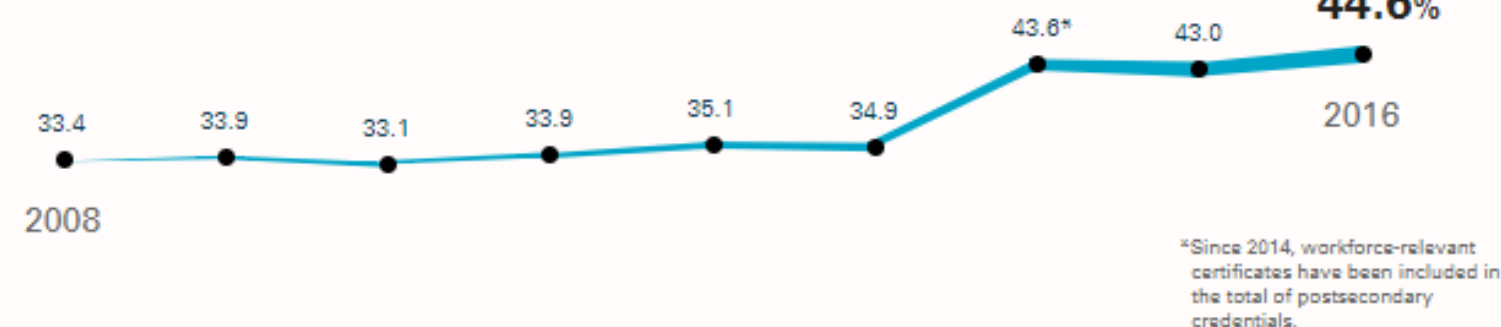
New Mexico is making progress in increasing educational attainment, but still lags when compared to the national average.



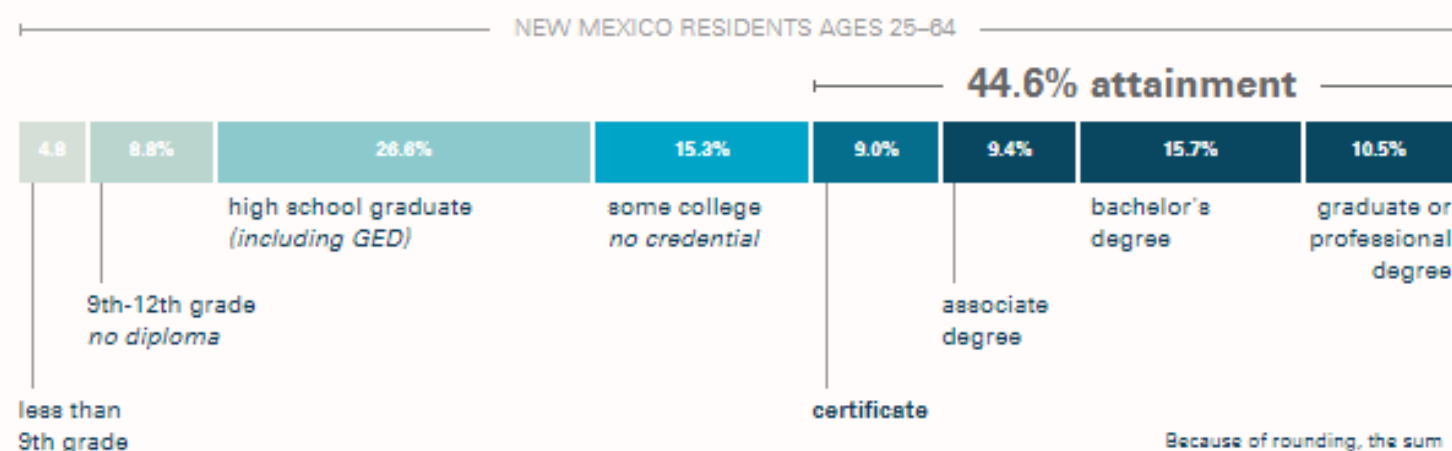
New Mexico's progress

New Mexico's progress

To reach state goals, the state will not only have to maintain current rates of attainment but also significantly increase the number of people who enroll in programs and earn all types of credentials beyond high school. With the inclusion of workforce certificates (beginning in 2014), **New Mexico's overall rate of educational attainment has increased by 11.2 percentage points since 2008.**



New Mexico education levels



Because of rounding, the sum of these percentages may exceed 100.

Comparing New Mexico Counties



Exploring educational attainment at the local level can be especially helpful to state and local leaders as they work on talent development. For example, by pinpointing counties or regions where attainment lags, resources can be targeted where they're needed most. Conversely, in areas of high attainment, other regions may find practices or processes they can emulate.

Compare degree attainment rates across New Mexico's 33 counties. Attainment is shown here as the percentage of people ages 25-64 with at least an associate degree.*

sort by COUNTY NAME ▼▲
POPULATION ▼▲
*ATTAINMENT ▼▲

41.2%	37.1%	28.7%	21.7%	29.8%	30.7%	17.3%	36.1%	26.5%	33.5%
Bernalillo	Catron	Chaves	Cibola	Colfax	Curry	De Baca	Doña Ana	Eddy	Grant
21.9%	29.9%	26.0%	20.9%	35.0%	74.8%	20.1%	18.4%	25.1%	28.3%
Guadal...	Harding	Hidalgo	Lea	Lincoln	Los Ala...	Luna	McKinley	Mora	Otero
24.5%	26.3%	30.2%	26.4%	25.4%	39.4%	44.4%	29.5%	22.8%	35.7%
Quay	Rio Arri...	Roosevelt	San Juan	San Mi...	Sandoval	Santa Fe	Sierra	Socorro	Taos
29.8%	23.0%	25.2%							
Torrance	Union	Valencia							

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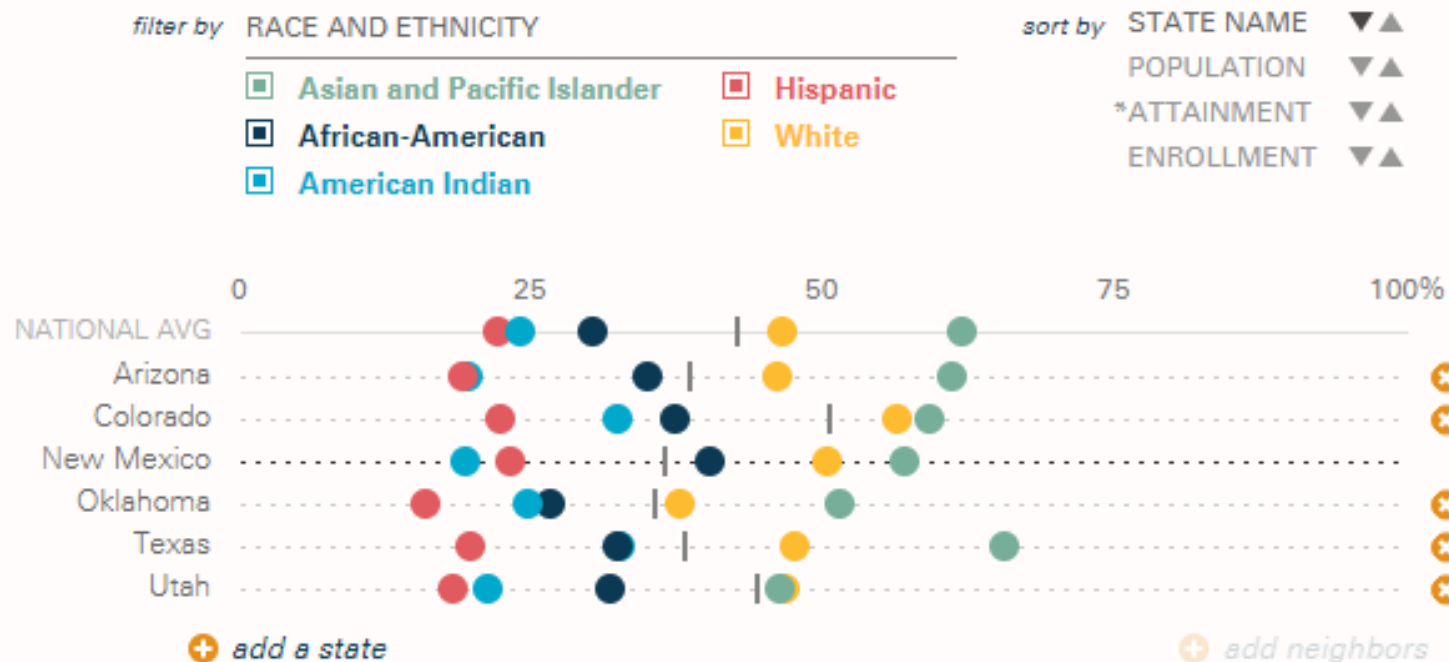
- Exploring Race and Ethnicity in New Mexico
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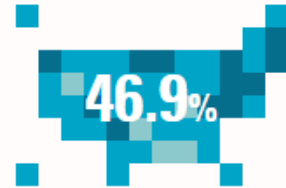
Results by race and ethnicity in New Mexico



A growing proportion of today's learners are African-American, Hispanic, and American Indian; and data show persistent and troubling gaps between their attainment levels and those of their white peers. Addressing these gaps – and expanding post-high-school learning opportunities for all – is essential to reducing the inequality that influences much of American life.

Explore **New Mexico's attainment rates across five racial and ethnic groups**, and see how it performs relative to other states. Attainment is shown here as the percentage of residents, ages 25-64 with at least an associate degree.*





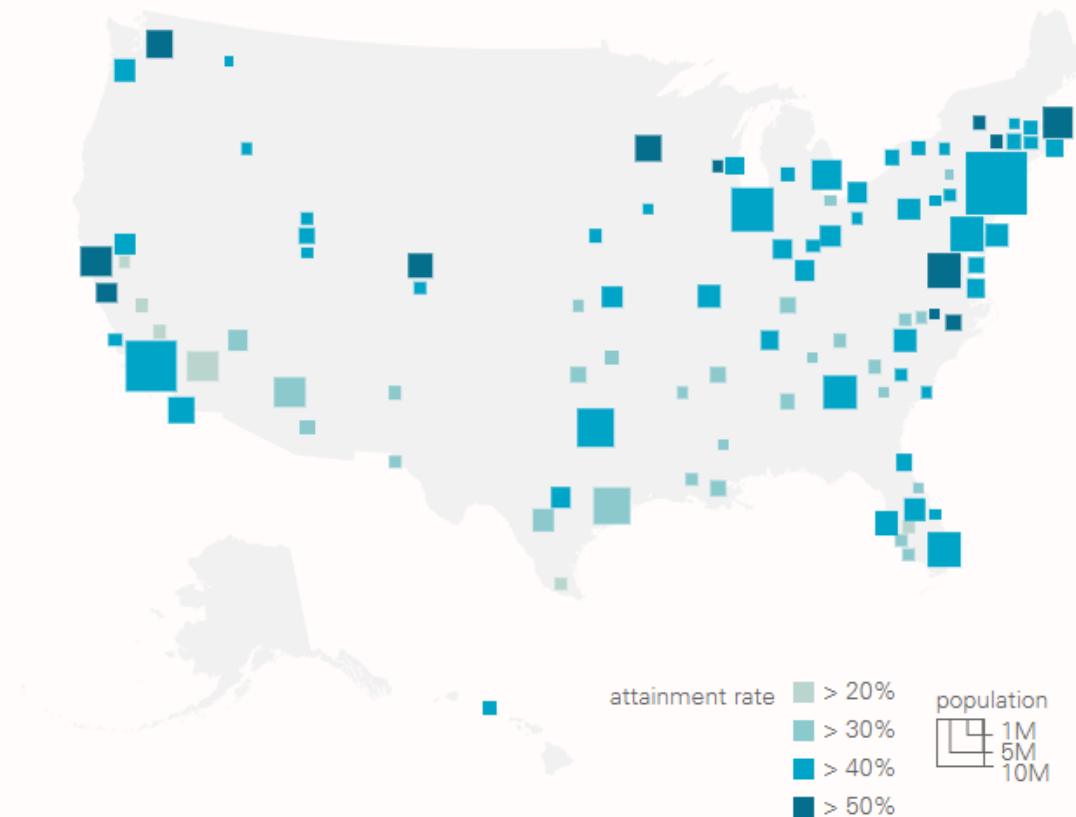
- Prime Drivers of the 60% Goal
- Comparing Metro Areas
- Key Insights

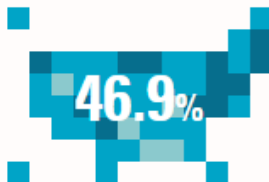
Metro areas are drivers of the 60% goal



The national rate of educational attainment beyond high school is 46.9 percent. However, it is the nation's population centers – the so-called **Metropolitan Statistical Areas (MSAs)** – that truly drive progress. By looking closely at attainment in the nation's **100 most populous metro areas**, we can identify trends and trouble spots that can help shape the work to build America's talent.

Percentages here show the proportion of residents, ages 25-64, with at least an associate degree.





- Prime Drivers of the 60% Goal
- Comparing Metro Areas
- Key Insights

Comparing metro areas



Eight of every 10 Americans now live in cities or suburbs. To reach the 60 percent attainment goal, we must focus on these regions, if only because they contain most of our nation's students. But it's not just a numbers game. The fact is, metro areas are fertile ground for the kinds of local collaborations that boost attainment.

Compare degree attainment across the 100 most populous U.S. metro areas.

Attainment is shown here as the percentage of Americans ages 25-64 with at least an associate degree.*

sort by METRO NAME ▼▲
POPULATION ▼▲
*ATTAINMENT ▼▲

41.4%	51.0%	39.4%	40.6%	45.7%	34.5%	49.4%	22.7%	47.4%	34.8%
Akron	Albany...	Albuqu...	Allento...	Atlanta...	August...	Austin...	Bakeref...	Baltimo...	Baton ...
39.4%	40.8%	56.2%	55.2%	46.6%	34.7%	44.5%	44.3%	35.5%	46.0%
Birmin...	Boise C...	Boston...	Bridge...	Buffalo...	Cape C...	Charles...	Charlot...	Chattan...	Chicag...
42.9%	41.4%	49.1%	42.5%	45.1%	40.9%	40.1%	33.4%	50.4%	49.6%
Cincinn...	Clevela...	Colora...	Columbia	Colum...	Dallas...	Dayton	Deltona...	Denver...	Des Mo...
40.9%	54.4%	31.6%	28.0%	42.4%	38.4%	39.0%	41.7%	49.2%	46.5%
Detroit...	Durha...	El Paso	Fresno	Grand ...	Greene...	Greenv...	Harrieb...	Hartfor...	Honolu...
38.7%	43.0%	39.5%	40.5%	45.2%	38.0%	29.2%	30.6%	37.9%	40.6%
Housto...	Indiana...	Jackson	Jacks...	Kansas ...	Knoxville	Lakelan...	Las Ve...	Little R...	Los An...
38.5%	57.4%	23.9%	35.5%	41.8%	45.5%	53.3%	42.5%	44.3%	35.8%
Louisvil...	Madison	McAlle...	Memphis	Miami...	Milwau...	Minnea...	Nashvil...	New H...	New Or...
48.1%	38.2%	41.1%	37.9%	46.3%	42.7%	41.4%	42.0%	45.5%	39.2%
New Y...	North P...	Ogden...	Oklaho...	Omaha...	Orland...	Oxnard...	Palm B...	Philade...	Phoeni...
48.1%	47.2%	42.0%	49.6%	56.0%	43.8%	28.2%	48.2%	42.5%	41.9%
Pittesbur	Portlan	Provide	Provo...	Raleigh	Richmo	Riversi	Rochee	Sacram	Salt La

How do we get there?

The Goal



GOAL
2025

The Numbers

- Create a model to get to 60% by 2025 based on all credentials (degrees, certificates and other high quality credentials)
- Reduce attainment gaps
- Use nationally available data
- Produce annual targets by race/ethnicity and age for:
 - Enrollment
 - Persistence
 - Completion
 - Attainment

The Numbers

Estimated Population in the US in 2025:

175,664,097*

*Those 25-64

The Numbers

Estimated Population in the US in 2025:

175,664,097

60% =

105,398,458*

*Those 25-64

The Numbers

Estimated Population in 2025: 175,664,097

60% of the Population: 105,398,458

of Credentials in 2025

Current degree holders 18-54	57,377,508
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Current certificate holders 18-54	7,415,582
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<u>New credentials by 2025</u>	<u>24,192,719</u>
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<i>2025 Credential Holders</i>	88,985,808
	(50.7%)

The Numbers

So how many additional credentials must be produced to reach Goal 2025?

105,398,548

– 88,985,808

=16,412,650

The Plan

Total 25-64 year olds in 2025

175.7 million

Total 25-64 year olds with a degree or high-quality certificate in 2025

- 89.0 million

Total opportunity population

= 86.7 million

The Plan: The Opportunity Populations

Who makes up the 86.7 M?

- **Traditional-Aged Students** **24.2M**
Students between the ages of 16 and 24
- **Returning Adult Students** **18.6M**
Adults who have attended college but not obtained a degree or other credential
- **Adults with No Postsecondary Education** **43.8M**
Adults with no recognized postsecondary education beyond high school

The Plan: The Target Populations

2025 Goal	105,400,000
Credential Holders in 2025	89,000,000
Additional Traditional-Aged	4,800,000 (20%)
Additional Returning Adults	6,100,000 (33%)
Additional Adults No Recognized Training or Credential	5,500,000 (13%)
Recognized Credentials by 2025	105,400,000

Getting to the Goal: Who

GOAL
2025

Opportunity Populations

Traditional
-aged
Students

Adults with
Training no
Credential

Adults
with no
Training

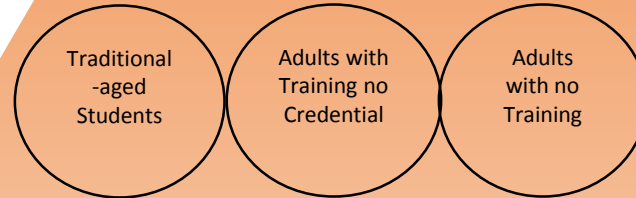
The Plan: Priorities for Action (PFAs)

- Student Success
- Transparent Credentials
- Competency-Based Learning
- First Credentials for Adults
- Quality Assurance

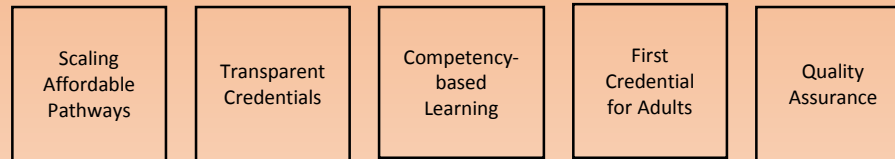
Getting to the Goal: How

GOAL
2025

Opportunity Populations



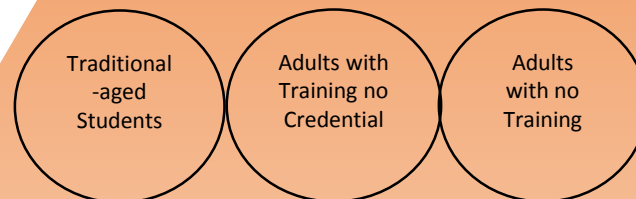
Priorities for Action



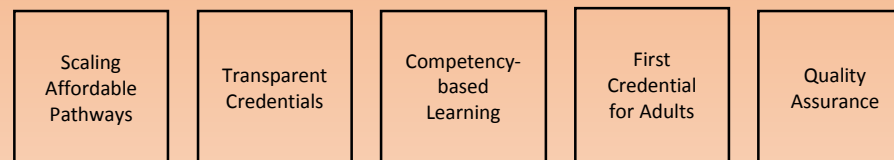
Getting to the Goal: The Work

GOAL
2025

Opportunity Populations

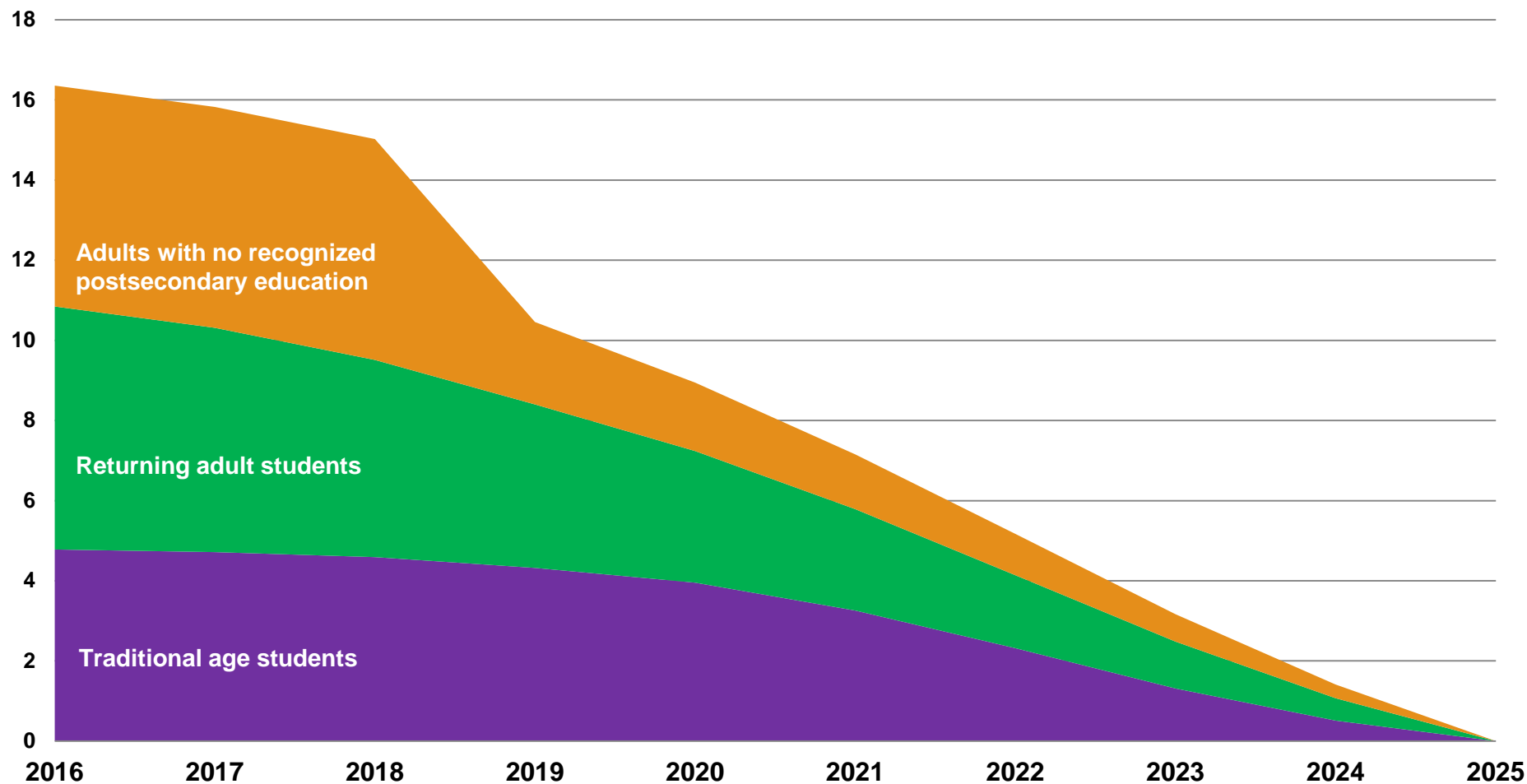


Priorities for Action

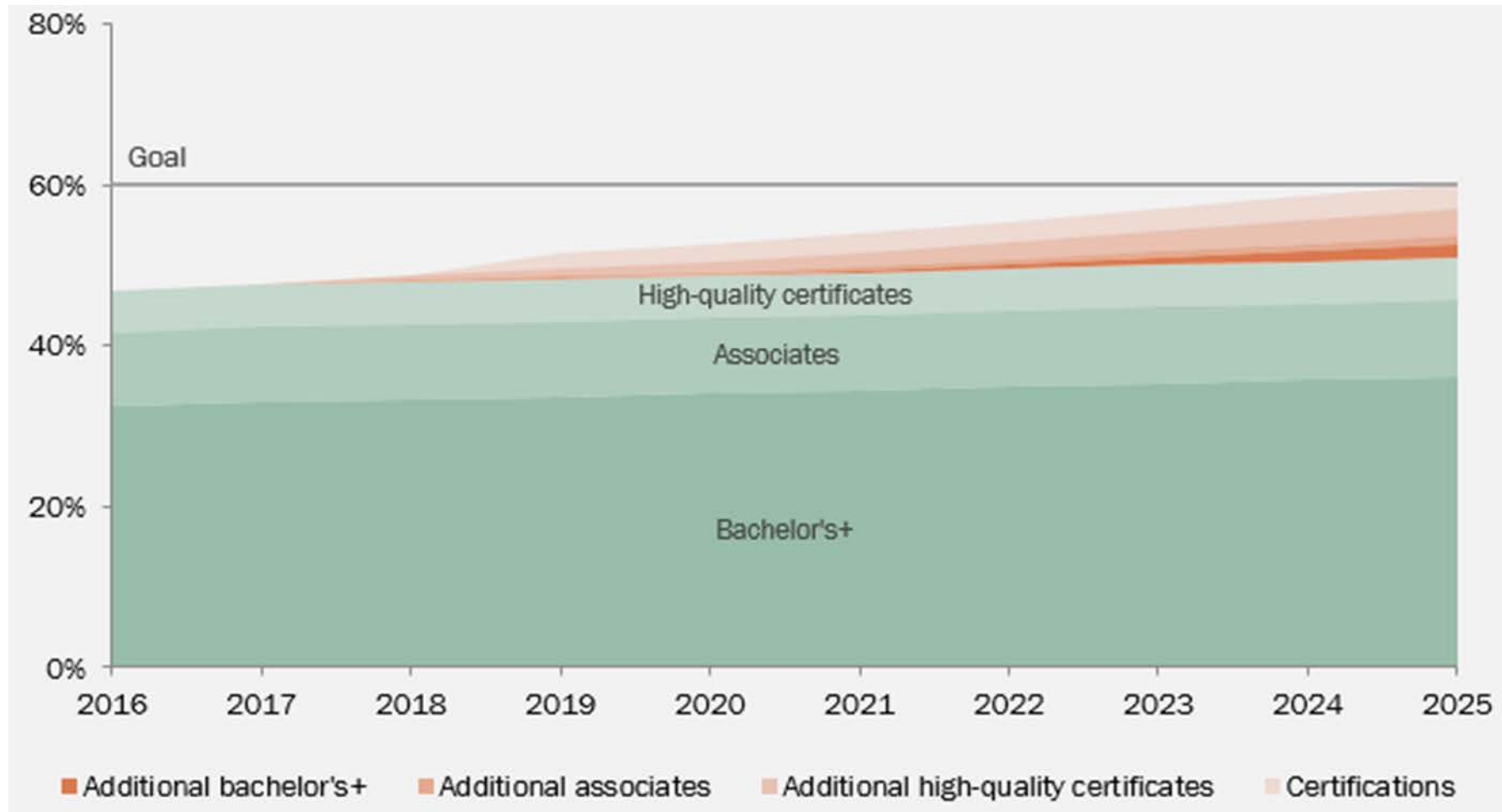
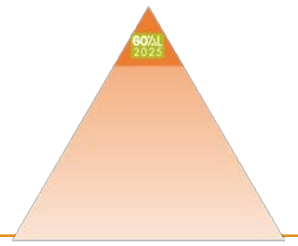


Federal Policy; Finance; International Engagement; Learning Infrastructure; Lumina Impact Ventures; Metrics; Quality Assurance; Research; Stakeholder Engagement; State Policy; Strategic Communications; Talent Pathways; Worker/Employer Engagement

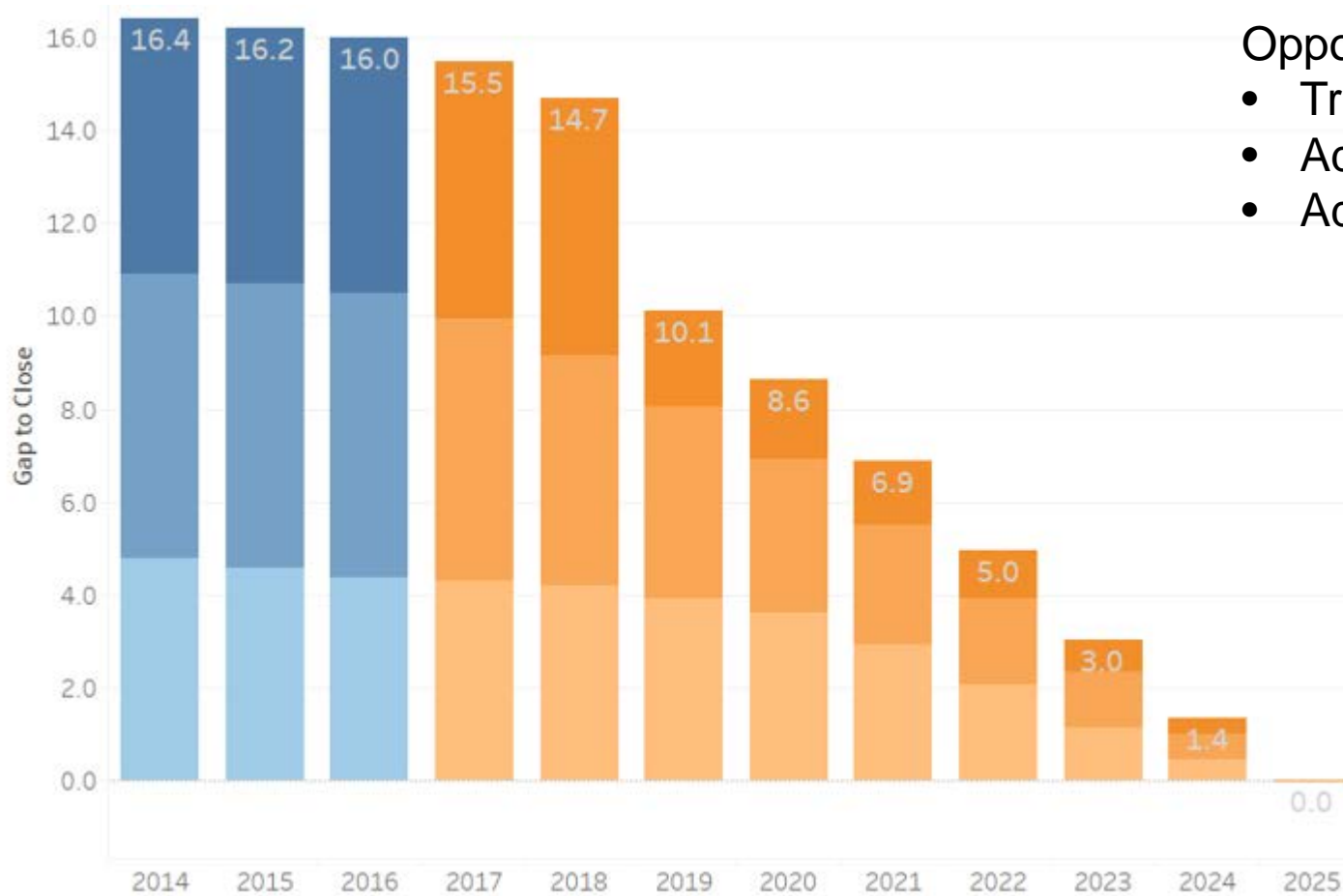
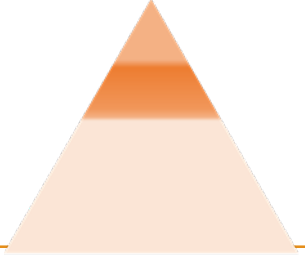
Roadmap to Goal 2025: Reducing the 16.4M



Projected Postsecondary Attainment

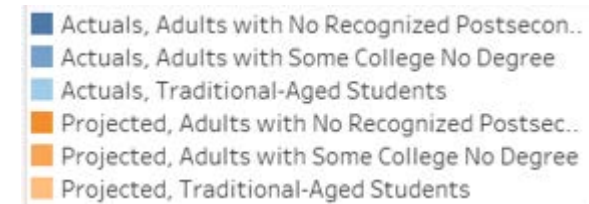


Opportunity Populations



Opportunity Populations

- Traditional-Aged Students
- Adults – Some Training, No Credential
- Adults – No Recognized Training, No Credential



Coming Attractions

- Progression Metrics (Enrollment, Persistence, Completion)
- Role of Nondegree Credentials: Certifications, Apprenticeships, etc.
- Predictive Model for States

LUMINA FOUNDATION STRATEGIC PLAN FOR 2017-20

Priorities for Action

2017-20

Scaling Affordable Pathways

A system for learning beyond high school that assures equitable access to affordable pathways to quality credentials.

Transparent Credentials

A new, national system of transparent, quality credentials exists in which learning is recognized however it occurs, offering every American a chance for a better life.

Competency-Based Learning

A national expansion of competency-based learning takes place that recognizes measuring academic progress based on demonstrations of what students know and can do.

First Credential for Adults

Pathways to initial credentials – including workforce certificates and industry certifications – exist for adults who have not yet pursued education beyond high school.

Quality Assurance

An integrated quality assurance system is in place for credentialed learning beyond high school that is rooted in measuring student outcomes and enabling responsible innovation.

Opportunity Populations

By 2020

Increase credential attainment by **5.9 million** above current rates

Increase the attainment rate from 45.3% to **51.2%** among Americans ages 25 to 64

Increase the attainment rate from 47.2% to **53.3%** among Americans ages 25 to 34

By 2020

500,000

more degrees and certificates to traditional students ages 18 to 24

By 2020

2 million

more degrees and certificates to adults who have some education beyond high school but no credentials

By 2020

3.4 million

more certificates and certifications to adults who have no recognized credential beyond high school

Goal 2025

By 2025

Increase attainment by **16.4 million** high-quality credentials above current rates to reach an attainment rate of 60%

By 2025

Increase attainment among traditional students ages 18 to 24 by

4.8 million

By 2025

Increase attainment among adults with some education beyond high school but no credential by

6.1 million

By 2025

Increase attainment among adults who have no recognized credential beyond high school by

5.5 million