

Getting to the Attainment Goal: A Predictive Model Approach

*SHEEO Community of Practice Meeting
January 2019*



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

America's Progress

Predictive Tool

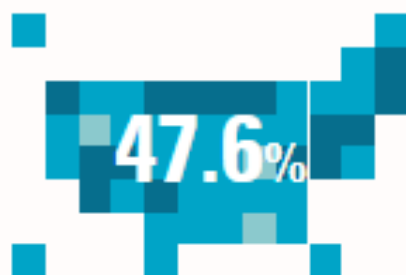
Nation

States

Metro Areas

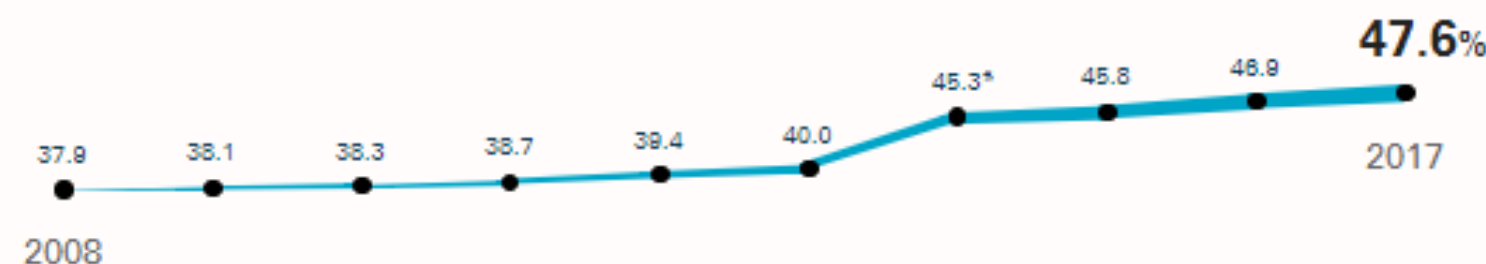


Downloads



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.

- America's Progress
- Tracking Attainment
- Comparing States
- Exploring Race and Ethnicity
- Key Insights

- A Message from Lumina's President

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.

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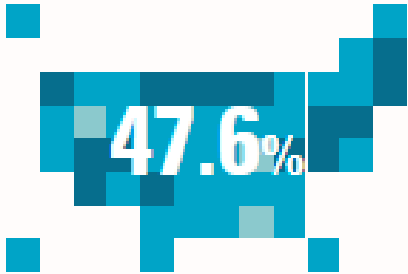
Nation

States

Metro Areas



Downloads

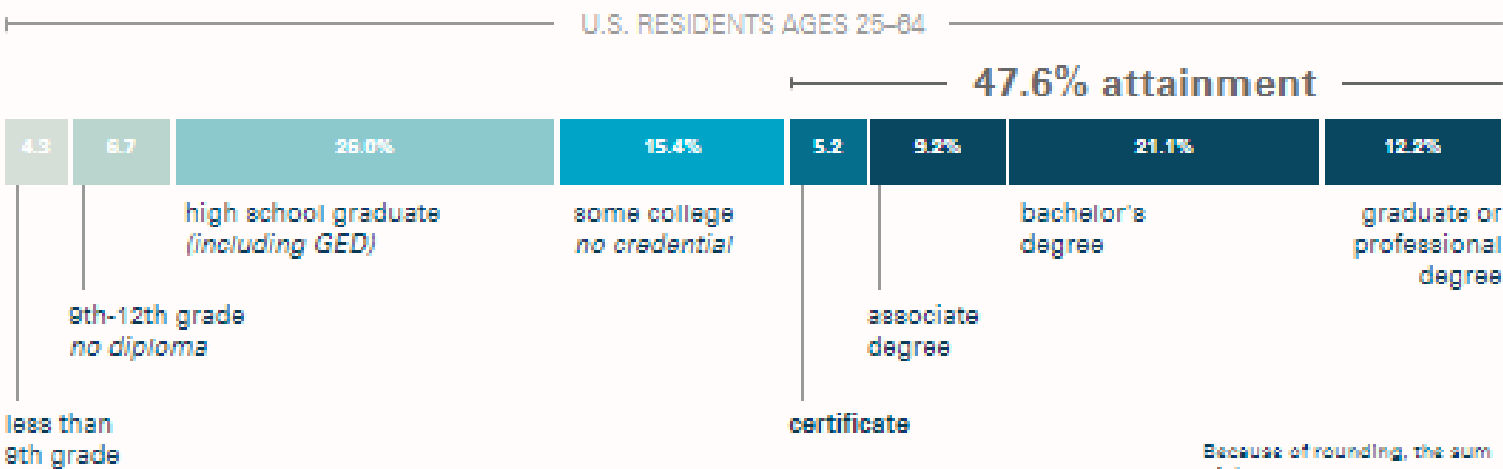


US education levels

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.

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



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

A STRONGER NATION

Learning beyond high school builds American talent

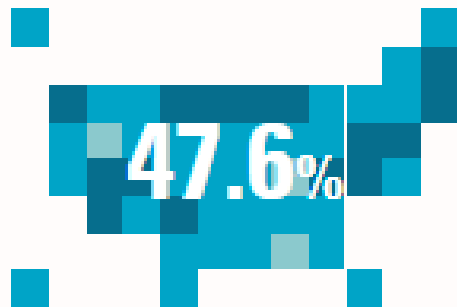
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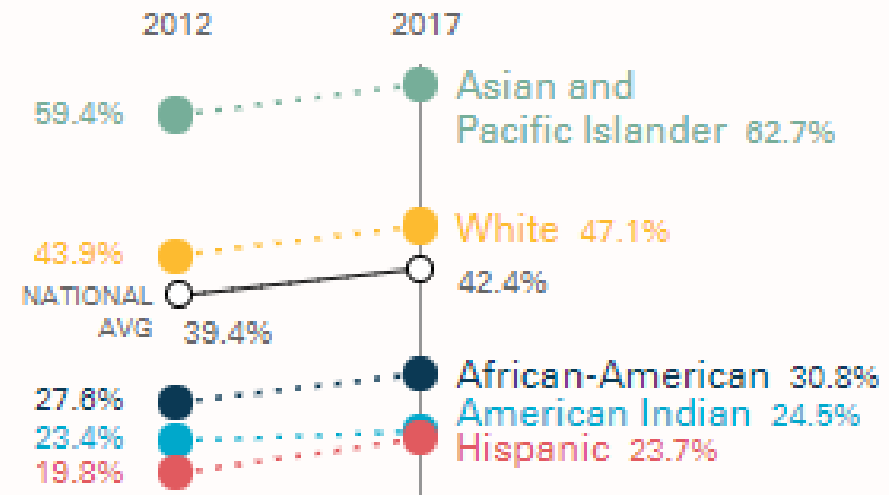
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Factoring in race and ethnicity

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.**

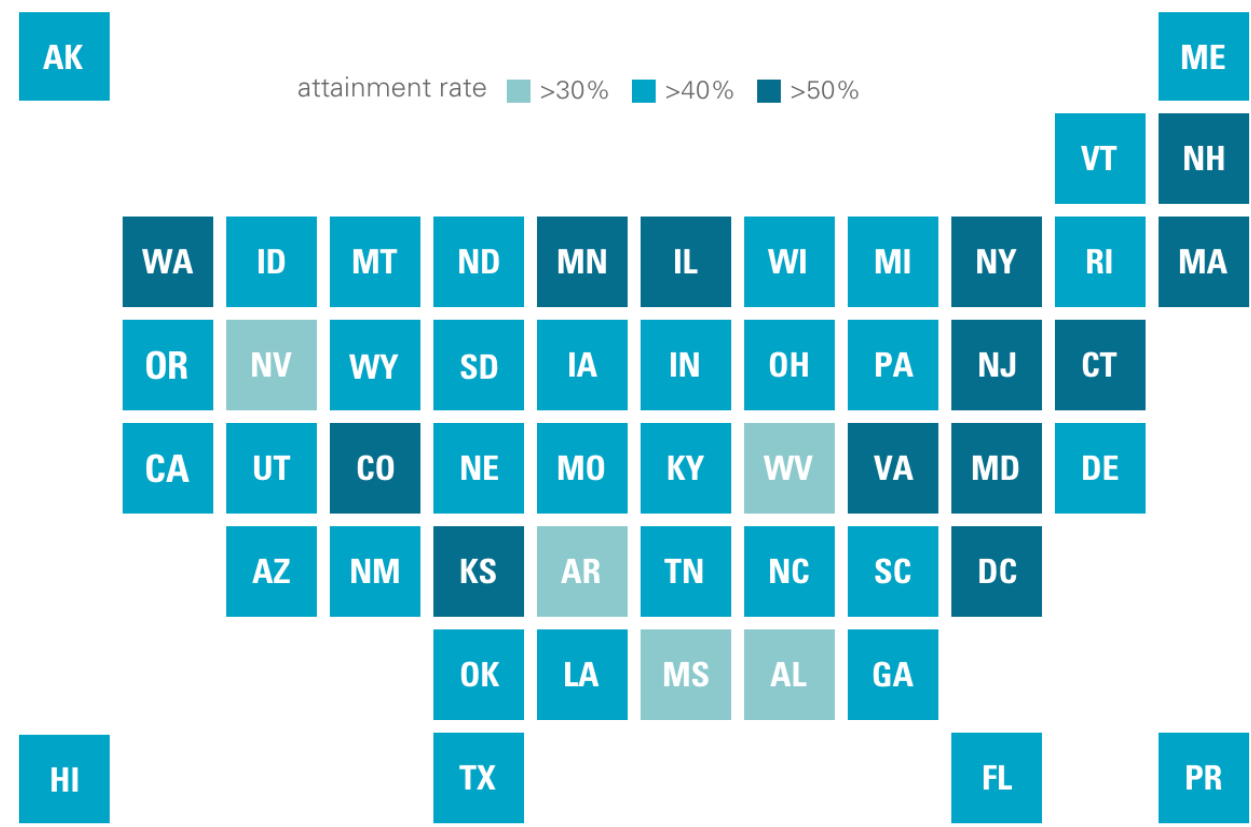


Values above do not include postsecondary certificates, only achievement of associate degree or higher.

State-by-state educational attainment

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.



A STRONGER NATION

Learning beyond high school builds American talent

America's Progress

Predictive Tool

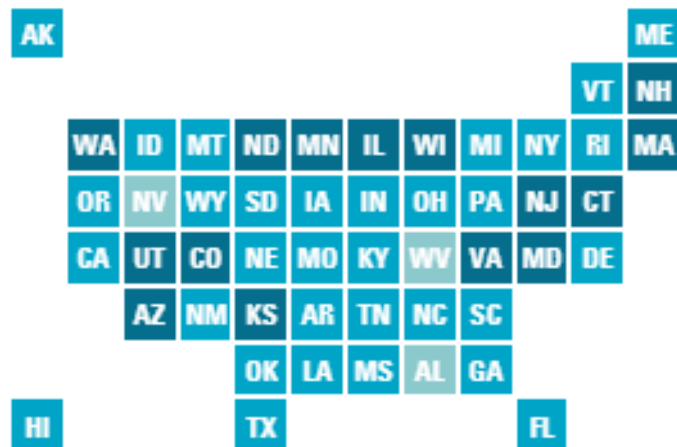
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States

Metro Areas



Downloads



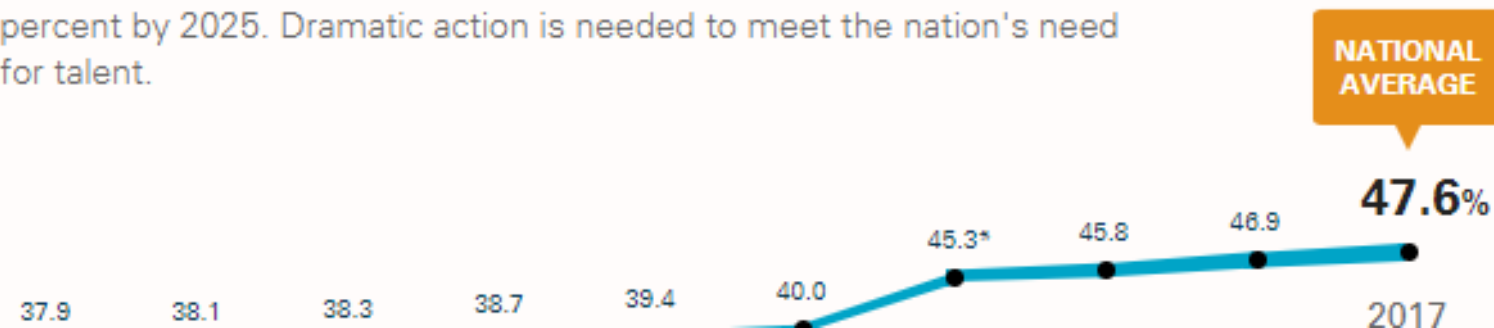
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Tracking America's progress toward 2025

...faces an urgent and growing need for talent. To meet that need, many more must earn college degrees, workforce certificates, industry certifications and other 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.





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

Indiana'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. **Indiana's attainment rate is 43 percent, and the state is working toward its attainment goal of 60 percent by 2025.**

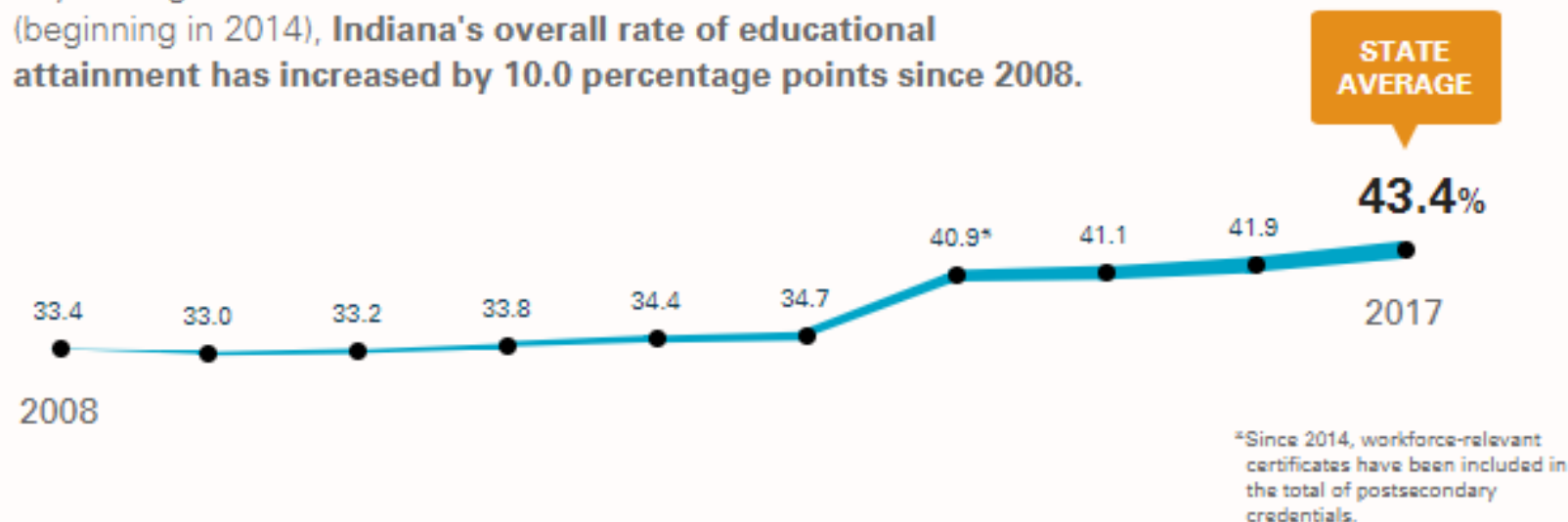
How Indiana compares to the nation

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

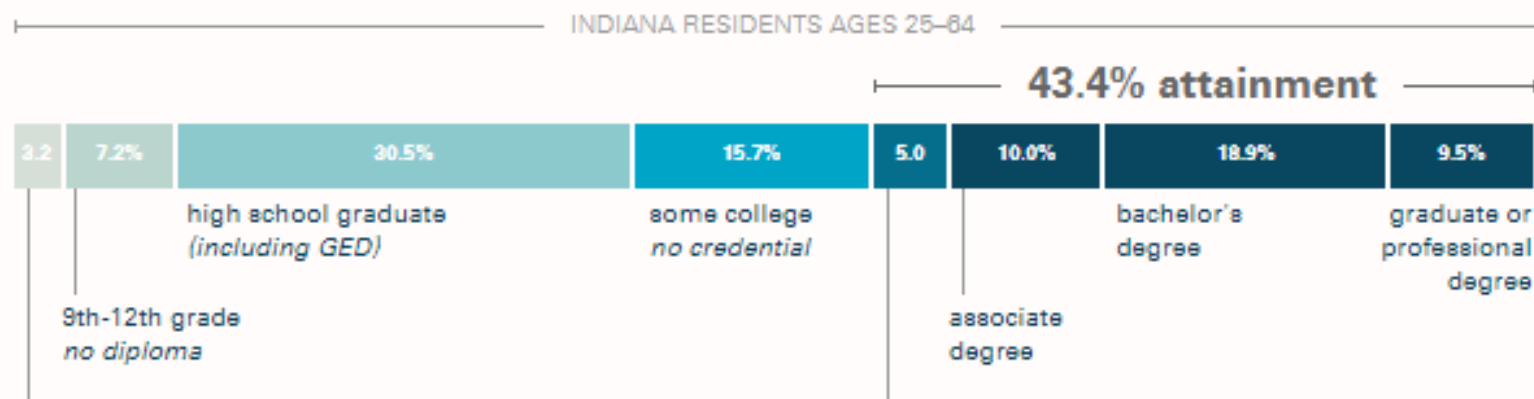


Indiana's progress

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), **Indiana's overall rate of educational attainment has increased by 10.0 percentage points since 2008.**



Indiana education levels





- Alaska's Progress
- Comparing Alaska boroughs and census areas
- Exploring Race and Ethnicity in Alaska
- Key Insights

Comparing Alaska boroughs and census areas



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 Alaska's 29 boroughs and census areas.

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

sort by										NAME	▼▲
										POPULATION	▼▲
										*ATTAINMENT	▼▲
20.1%	23.8%	43.5%	16.4%	29.4%	50.1%	22.8%	42.9%	39.9%	27.4%		
Aleutia...	Aleutia...	Anchor...	Bethel ...	Bristol ...	Denali ...	Dillingh...	Fairban...	Haines ...	Hoona...		
47.4%	33.3%	31.2%	32.4%	7.5%	19.4%	30.1%	17.7%	21.8%	15.4%		
Juneau...	Kenai P...	Ketchik...	Kodiak ...	Kusilva...	Lake an...	Matanu...	Nome ...	North S...	Northw...		
36.2%	23.1%	42.9%	42.6%	29.6%	41.3%	30.3%	25.2%	16.6%			
Petersb...	Prince ...	Sitka Ci...	Skagw...	Southe...	Valdez...	Wrang...	Yakutat...	Yukon...			



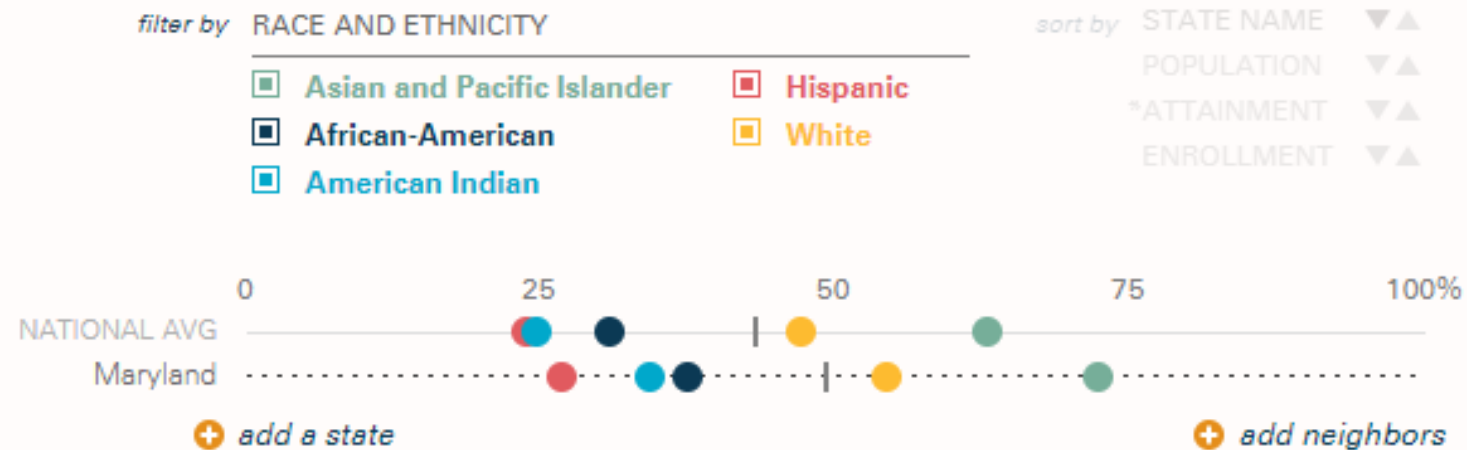
- Maryland's Progress
- Comparing Maryland Counties
- Exploring Race and Ethnicity in Maryland
- Maryland's Metro Areas
- Key Insights

Results by race and ethnicity in Maryland



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 **Maryland'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.*





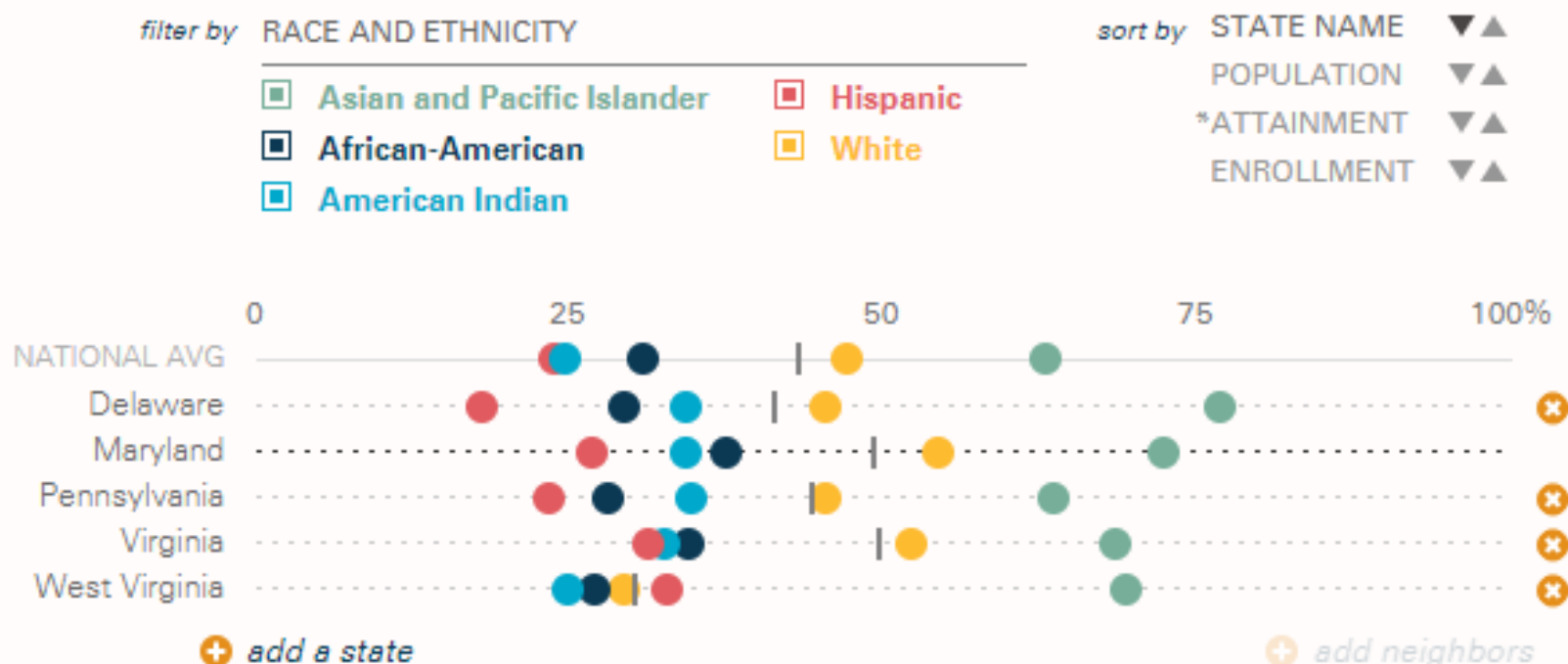
Results by race and ethnicity in Maryland

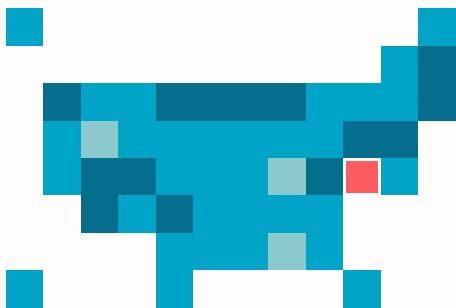


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- ➔ Key Insights





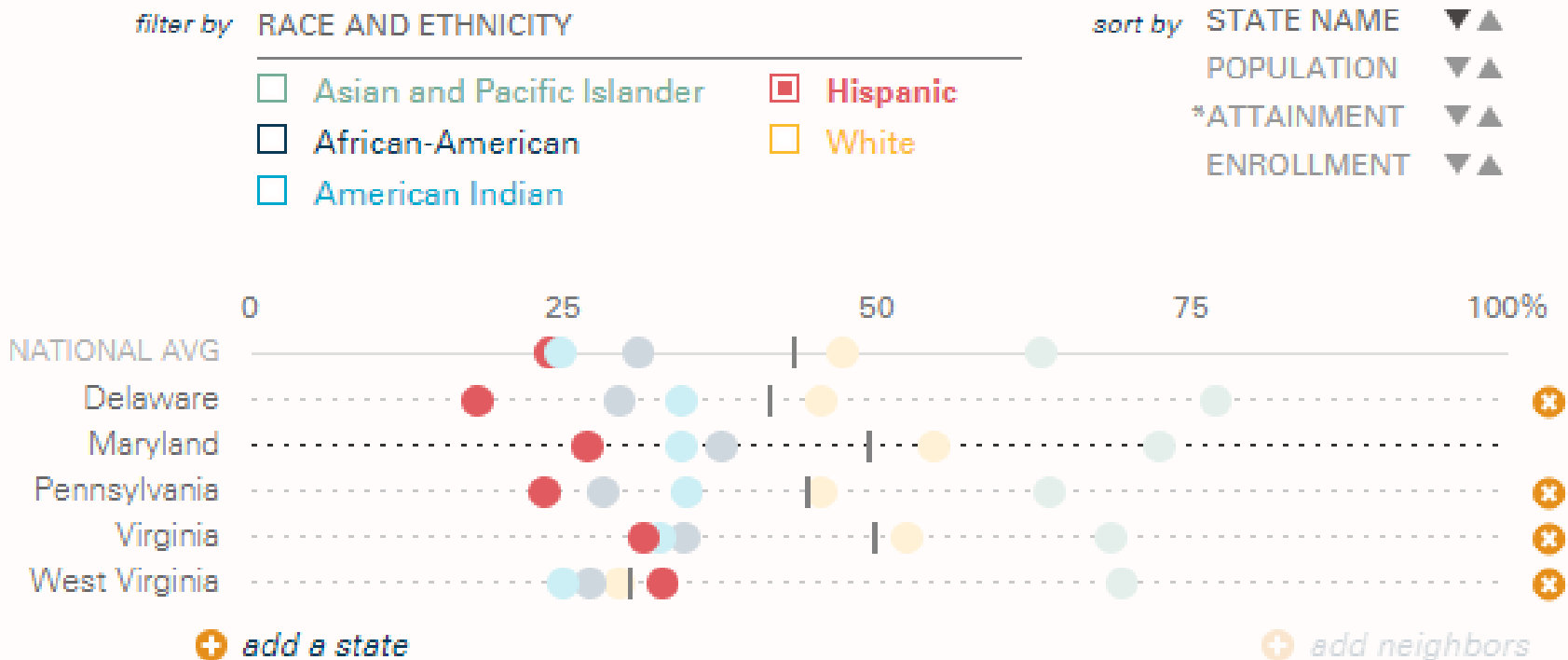
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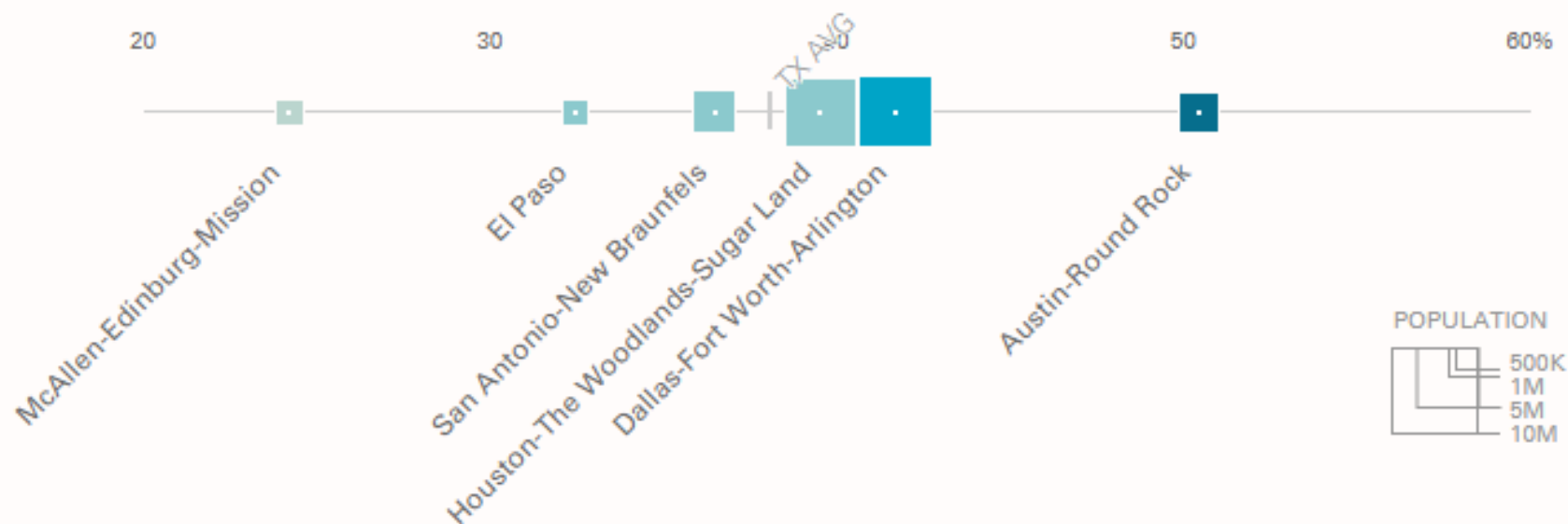
- Texas' Progress
- Comparing Texas Counties
- Exploring Race and Ethnicity in Texas
- Texas' Metro Areas
- Key Insights

Texas' metro areas



Metropolitan areas are important talent hubs, because the majority of the nation's population lives within these areas.

Explore attainment rates in Texas' **Metropolitan Statistical Areas (MSAs)**. Attainment is shown here as the percentage of residents, ages 25-64, with at least an associate degree.



47.6%

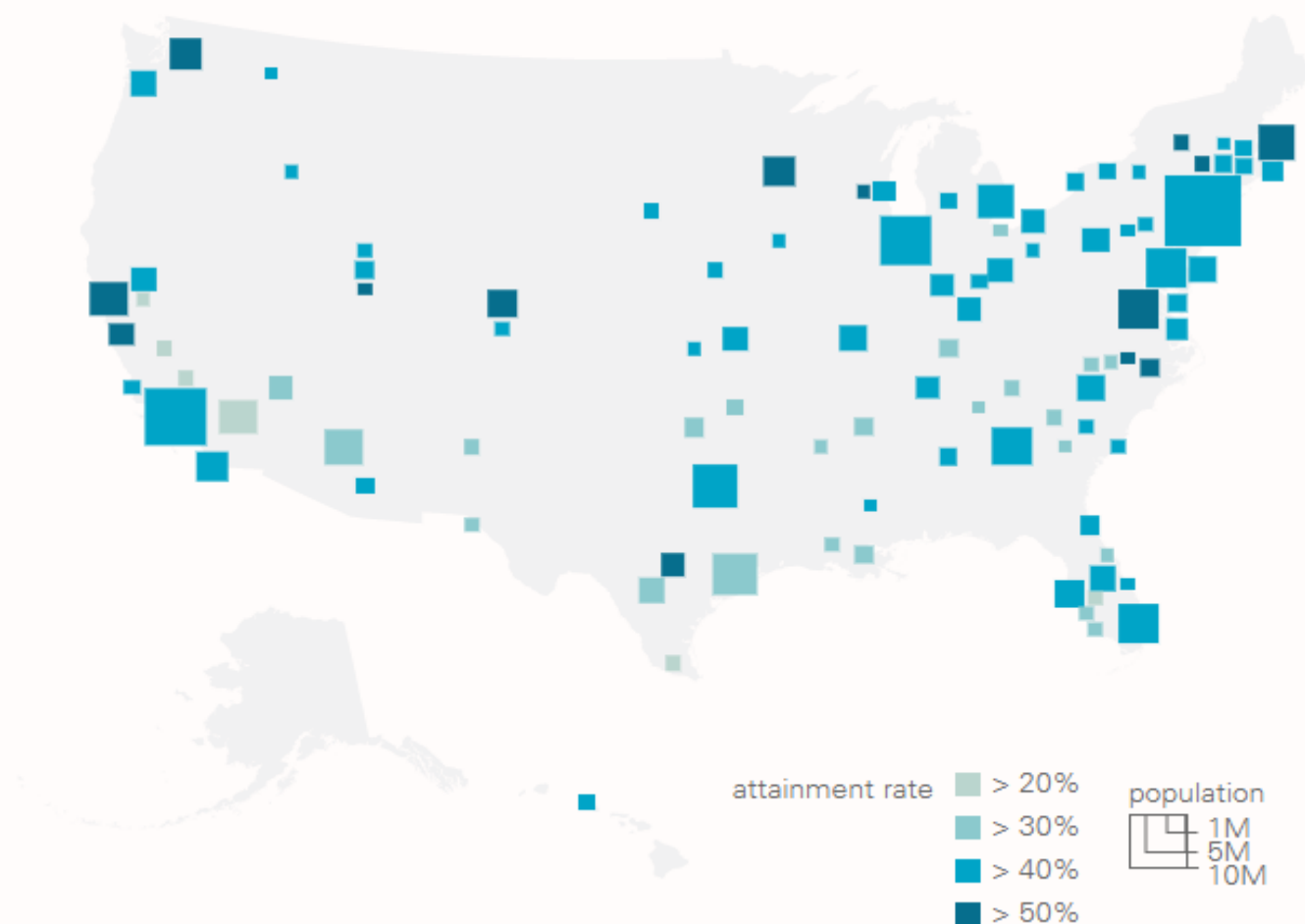
- Prime Drivers of the 60% Goal
- Comparing Metro Areas
- Key Insights

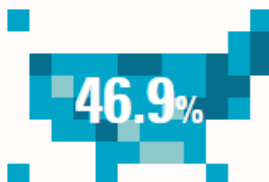
Metro areas are drivers of the 60% goal



The national rate of educational attainment beyond high school is 47.6 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%
Louievil...	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



60% L
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

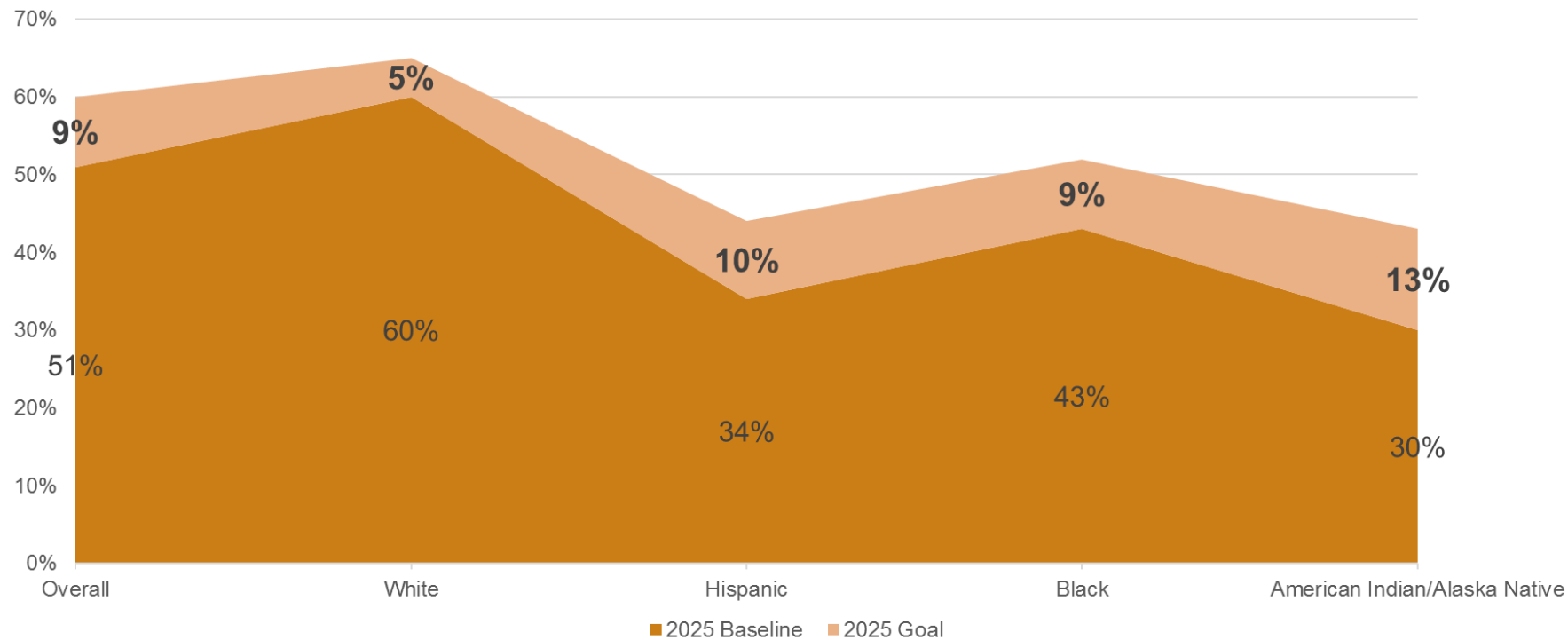
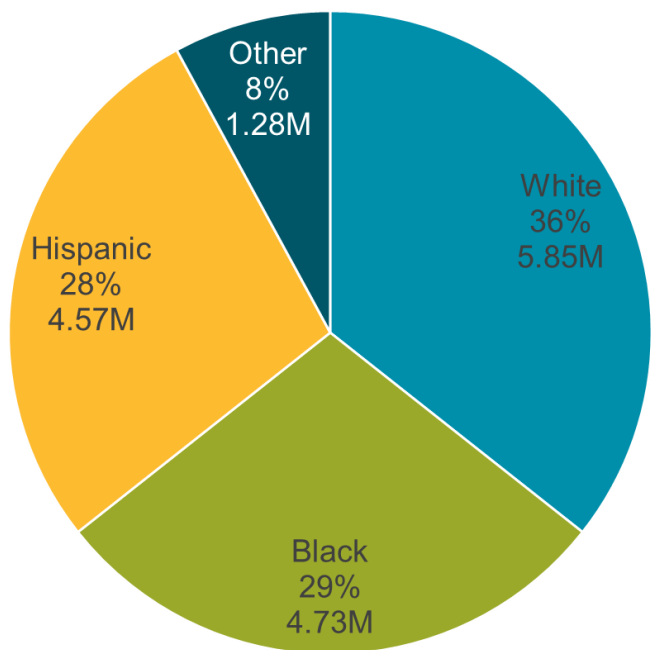
Adults with no recognized postsecondary education beyond high school



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

Reducing Racial/Ethnic Attainment Gaps



Getting to the Goal: The Work

**GOAL
2025**

Opportunity Populations

Traditional
-aged
Students

Adults with
Training no
Credential

Adults
with no
Training

Priorities for Action

Scaling
Affordable
Pathways

Transparent
Credentials

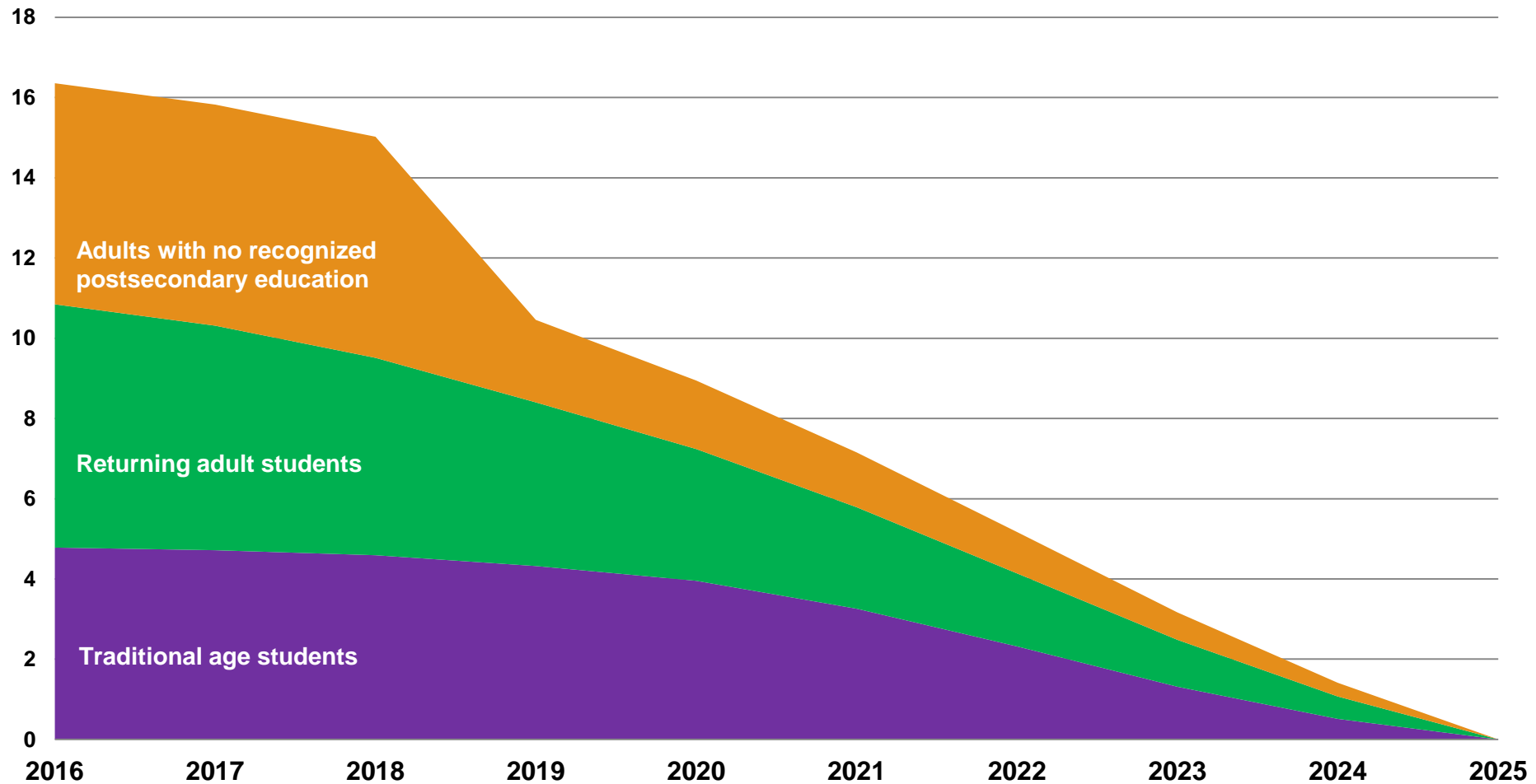
Competency-
based
Learning

First
Credential
for Adults

Quality
Assurance

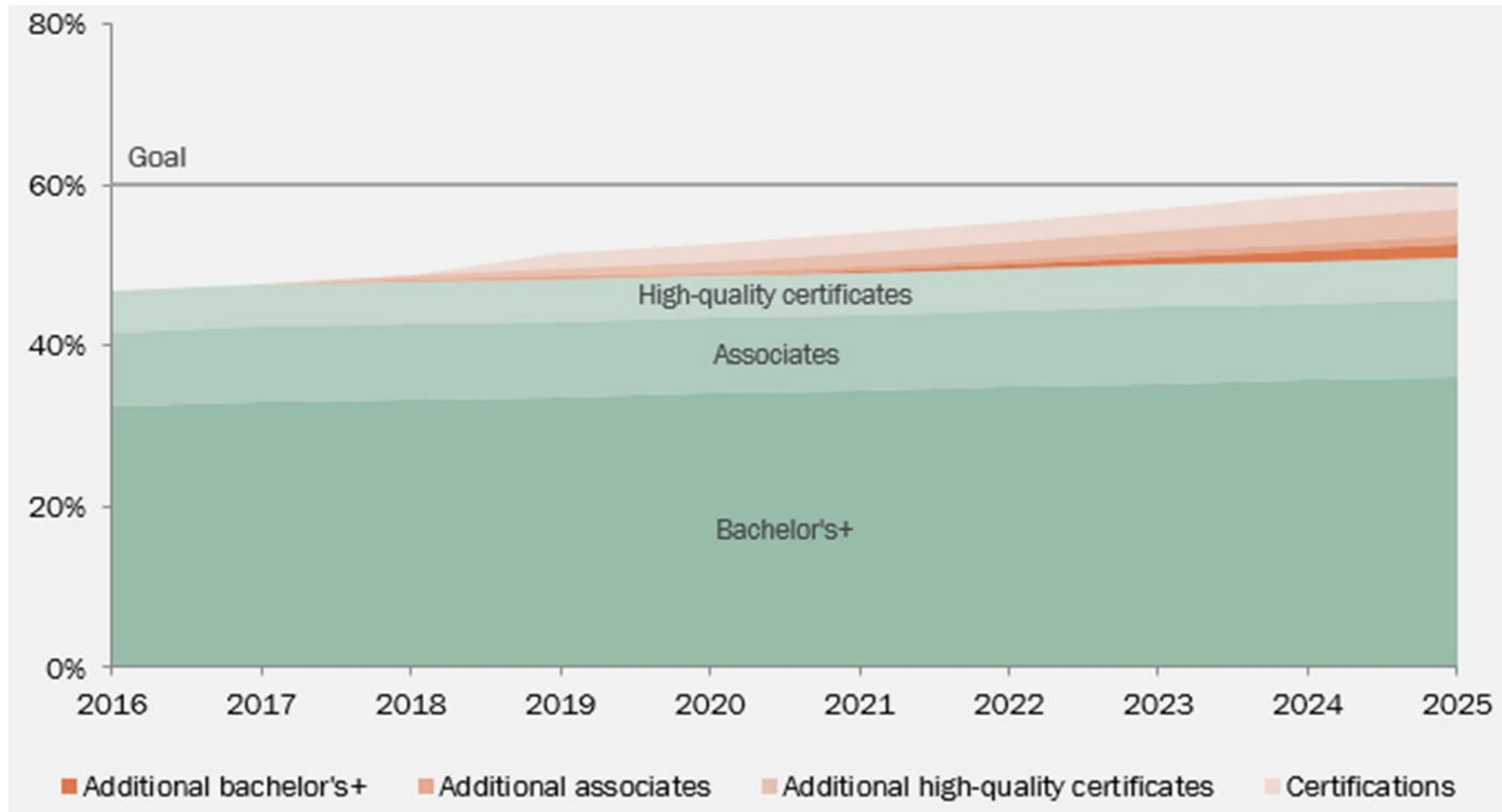
**Federal Policy; Finance; International Engagement; Learning Infrastructure; Lumina
Impact Ventures; Metrics; Quality Assurance; Research; Stakeholder Engagement; State
Policy; Strategic Communications; Talent Pathways; Worker/Employer Engagement**

Roadmap to Goal 2025: Reducing the 16.4M



Projected Postsecondary Attainment

GOAL
2025



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

Predictive Model for States

COMING ATTRACTION!

A STRONGER NATION

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Nation

States

A Path to a Better-Educated, More Racially Just America

Stronger Nation shows the progress we've made, both as a nation and as individual states, toward increasing educational attainment. But in order to reach our goals, we need to understand what that will require: How many Americans – in which population groups – must earn credentials?



Reaching the National Attainment Goal

60%
Goal

Use this tool to model a scenario to increase educational attainment.

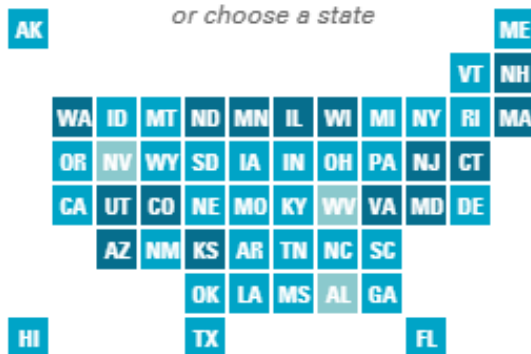
The Nation Has an Attainment Goal of 60% for Ages 25-64 By the Year 2025.

The Nation Has an Attainment Goal of 60% for Ages 25-64 By the Year 2025.

Explore Attainment Opportunities by:

The Nation

or choose a state



Explore Opportunities for Reaching the Goal:

Business as Usual

Equitable Path to Attainment

Age Groups

Attainment Percentage

Age Group: > 18-64

View as: ☒ Graph ☐ Table

☐ Business as Usual ☒ Opportunity for Attainment

- 70%

Tennessee Has an Attainment Goal of 55% for Ages 25-64 By the Year 2025.

Explore Opportunities for Reaching the Goal:

Business as Usual

Equitable Path to Attainment

Explore by:

Race/Ethnicity

Age Groups

View opportunity to reach goal by: [Attainment Percentage](#)

Age Group: [18-64](#)

View as: ☒ Graph ☐ Table

☐ Business as Usual ☒ Opportunity for Attainment

The Nation Has an Attainment Goal of 60% for Ages 25-64 By the Year 2025.

Explore Opportunities: *Meeting the Goal:*

Business as Usual

50

55

60

65

70

Equitable Path to Attainment

Explore by:

Race/Ethnicity

Age Groups

The Nation Has an Attainment Goal of 60% for Ages 25-64 By the Year 2025.

Explore Opportunities for Reaching the Goal

Business as Usual

25-64

25-34

35-64

Equity to Attainment

The Nation Has an Attainment Goal of 60% for Ages 25-64 By the Year 2025.

Explore Opportunities for Reaching the Goal:

Business as Usual

Equitable Path to Attainment

2020

2025

2030

2035

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Explore Opportunities for Reaching the Goal:

Business as Usual

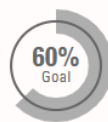
Equitable Path to Attainment

Explore by: Race/Ethnicity Age Groups

View opportunity to reach goal by: Attainment Percentage

Age Group: 18-64

View as: Graph Table



All Populations
For All Populations, attainment is 41.0%, which is 19.0% below the goal.



White
For Whites, attainment is 46.0%, which is 14.0% below the goal.



African American
For African Americans, attainment is 34.4%, which is 25.6% below the goal.



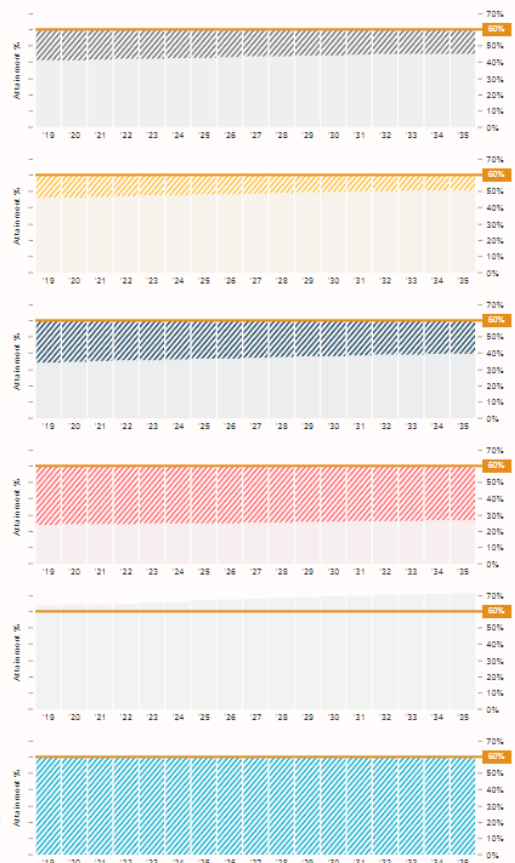
Hispanic
For Hispanics, attainment is 23.9%, which is 36.1% below the goal.



Asian
For Asians, attainment is 64.0%, which is 4.0% below the goal.



AIAN
For American Indians and Alaska Natives, attainment is 0.0%, which is 60.0% below the goal.



The Nation Has an Attainment Goal of 60% for Ages 25-64 By the Year 2025.

Explore Opportunities for Reaching the Goal:

Business as Usual

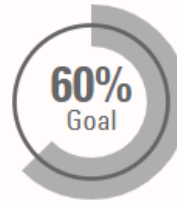
Equitable Path to Attainment

Explore by: Race/Ethnicity Age Groups

View opportunity to reach goal by: [Attainment Percentage](#)

Age Group: [18-64](#)

View as: [Graph](#) [Table](#)



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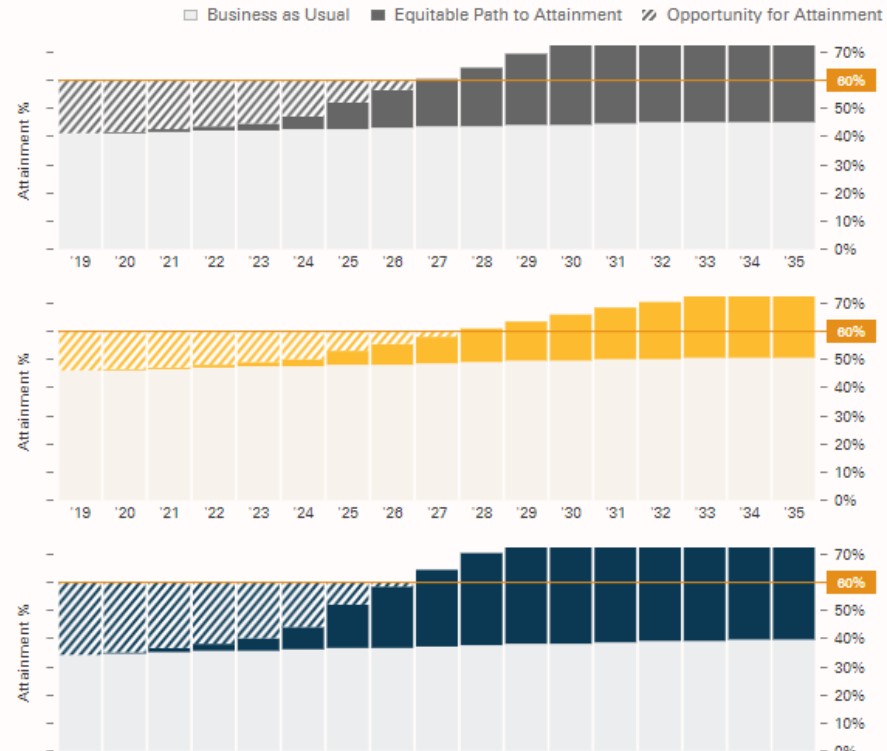
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For Whites, attainment is 46.0%, which is 14.0% below the goal.



African American

For African Americans, attainment is 34.4%, which is 25.6% below the goal.



The Nation Has an Attainment Goal of 60% for Ages 25-64 By the Year 2025.

Explore Opportunities for Reaching the Goal:

Business as Usual

Equitable Path to Attainment

Explore by:

Race/Ethnicity

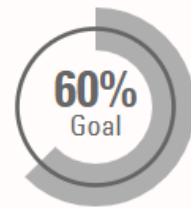
Age Groups

View opportunity to reach goal by: [Attainment by Credential Mix](#)

Age Group: [18-64](#)

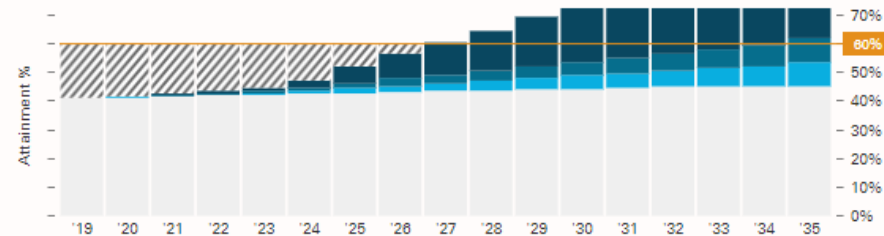
View as: ☒ Graph ☐ Table

☐ Business as Usual ☒ Equitable Certificate ☒ Equitable Associate ☒ Equitable Bachelor's ☒ Opportunity for Attainment



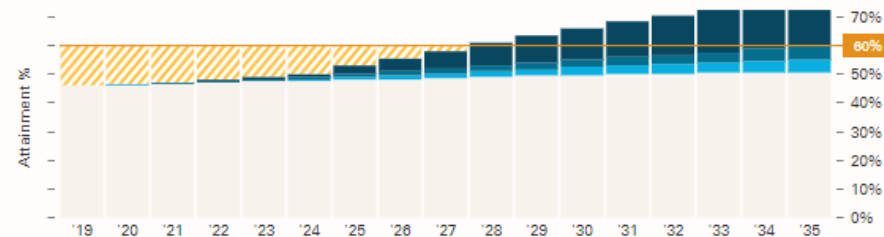
All Populations

For All Populations, attainment is 41.0%, which is 19.0% below the goal.



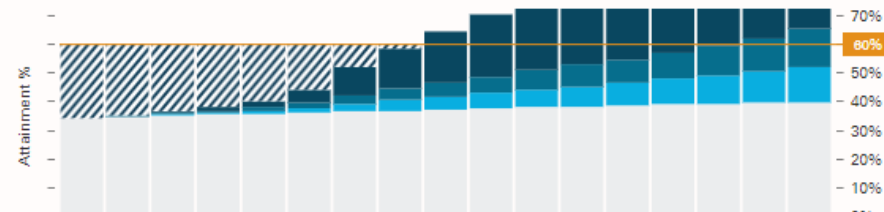
White

For Whites, attainment is 46.0%, which is 14.0% below the goal.



African American

For African Americans, attainment is 34.4%, which is 25.6% below the goal.



Business as Usual

Equitable Path to Attainment

Explore by:

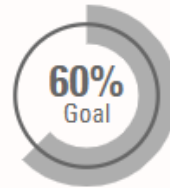
Race/Ethnicity

Age Groups

View opportunity to reach goal by: [Attainment Percentage](#)

Race/Ethnicity: [All Populations](#)

View as: [Graph](#) [Table](#)



Ages 18-64

For ages 18-64, attainment is 41.0%, which is 19.0% below the goal.



Ages 18-24

For ages 18-24, attainment is 15.7%, which is 44.3% below the goal.



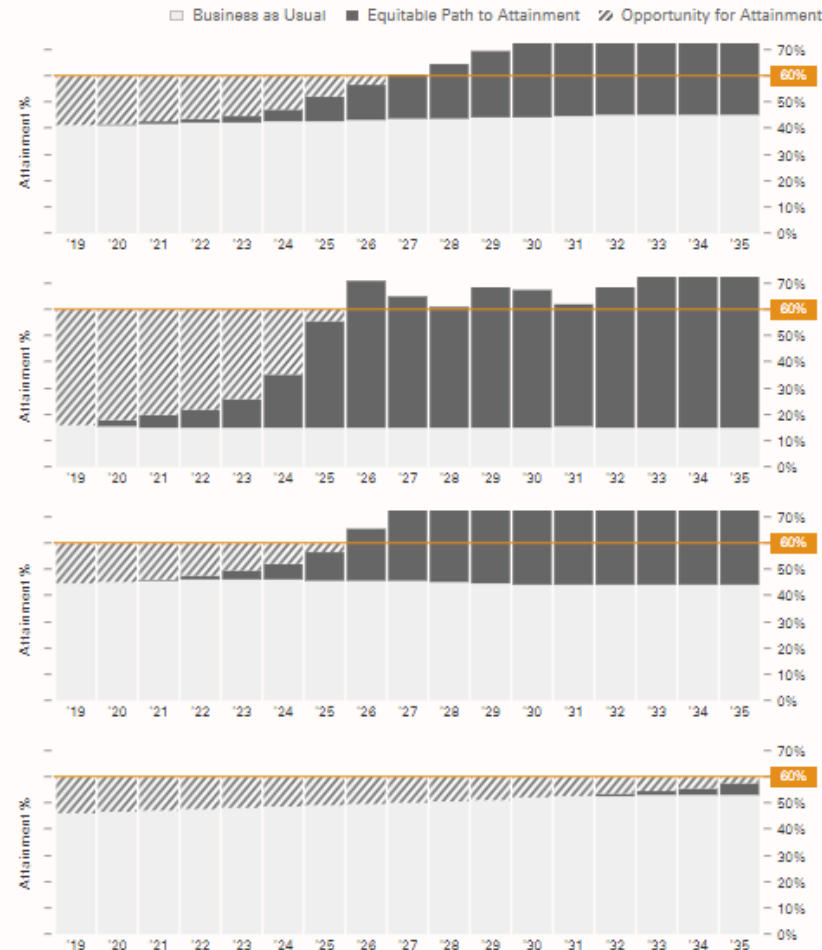
Ages 25-34

For ages 25-34, attainment is 44.9%, which is 15.1% below the goal.



Ages 35-64

For ages 35-64, attainment is 46.2%, which is 13.8% below the goal.



Explore Opportunities for Reaching the Goal:

Business as Usual

Equitable Path to Attainment

Explore by:

Race/Ethnicity

Age Groups

View opportunity to reach goal by: Attainment Percentage

Race/Ethnicity: Hispanic

View as: ☐ Graph ☐ Table



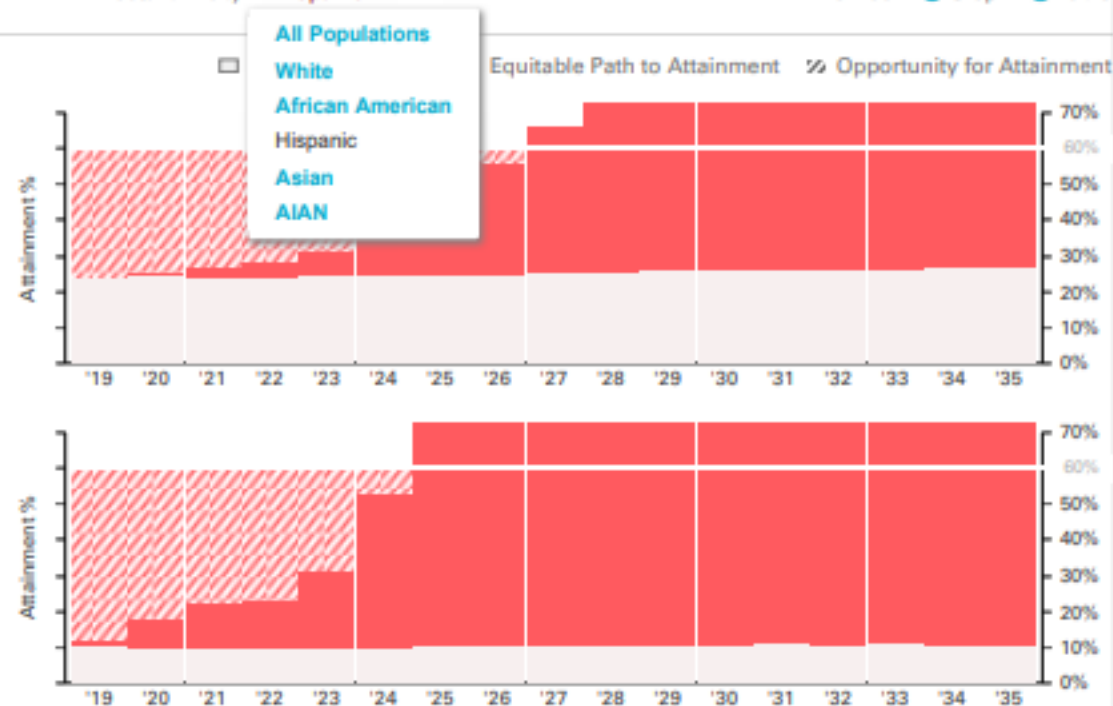
Ages 18-64

For ages 18-64, attainment is 23.9%, which is 36.1% below the goal.



Ages 18-24

For ages 18-24, attainment is 10.6%, which is 49.4% below the goal.



60%

Next Steps

- Stronger Nation Updated
- Data Downloads
- Predictive Model
- Attainment by Race/Ethnicity Time Series
- National and State Progression Metrics
- Ability to share/embed charts/graphs
- CERTIFICATIONS....

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