



Attainment Goal Workshop

Presented by **Andrea Henderson,**
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November 30, 2017

Oregon's 40-40-20 Goal

By 2025, 40% of adult Oregonians will hold a bachelor's or advanced degree, 40% will have an associate degree or a meaningful postsecondary certificate, and all adult Oregonians will hold a high school diploma.

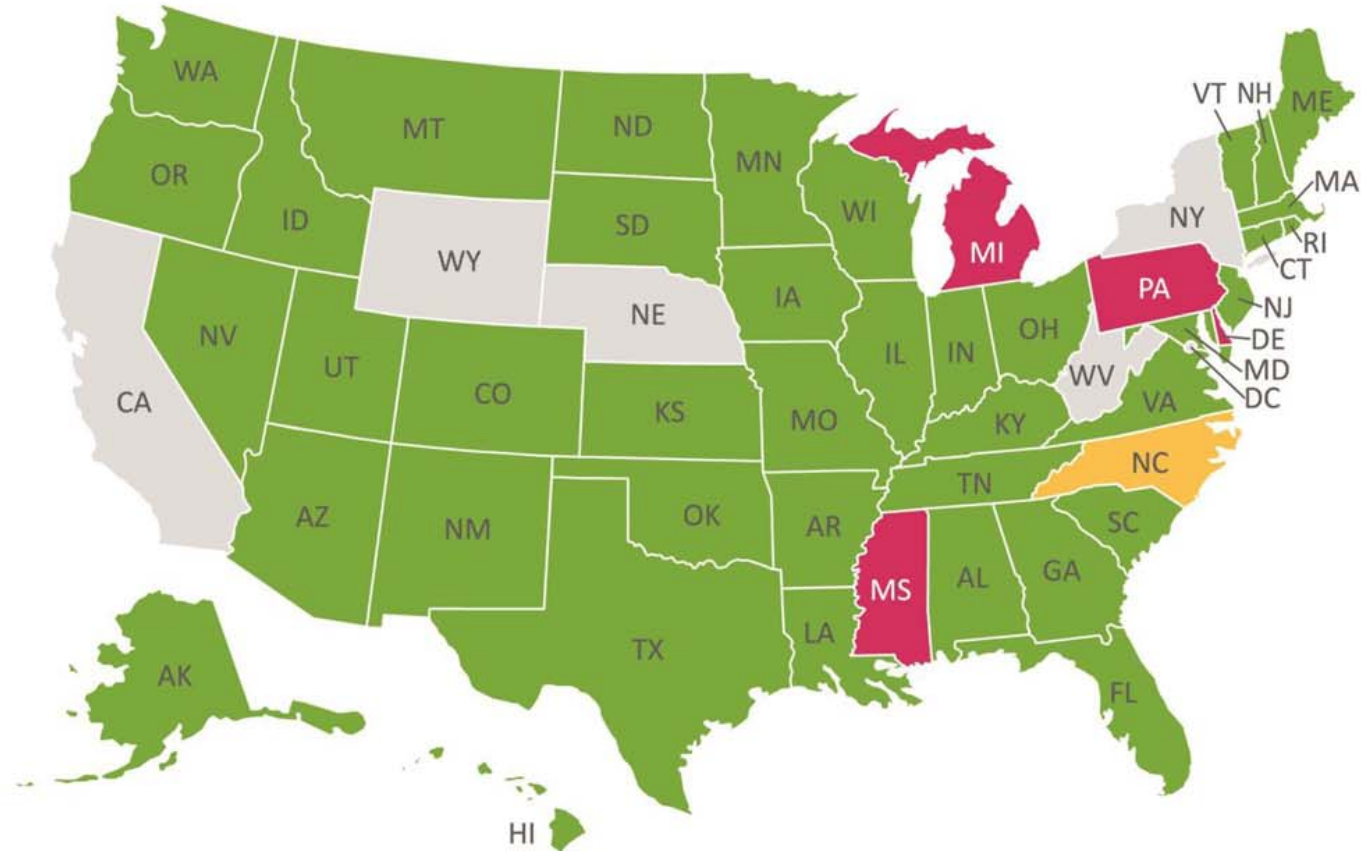
ORS 350.014 (2011)

Source: HECC Presentation "Strategic Priorities in Higher Education, 201719," presented by Ben Cannon, March 27, 2017 to Joint Ways and Means, Education Subcommittee, slide 27.



States with Attainment Goals

(updated April 2017)



■ Has Strong Attainment Goal*

■ Has Attainment Goal with a Majority of Components of a Strong Goal

■ In Process of Developing an Attainment Goal

* A strong attainment goal is quantifiable, challenging, long-term, addresses closing equity gaps and is adopted in a way to drive policy and practice.

Source: "Attainment Goals are Critical" presentation by Jimmy Clarke, Ph.D., Director of Lumina Strategy Labs, Senior Director of State Policy HCM Strategists, April 19, 2017

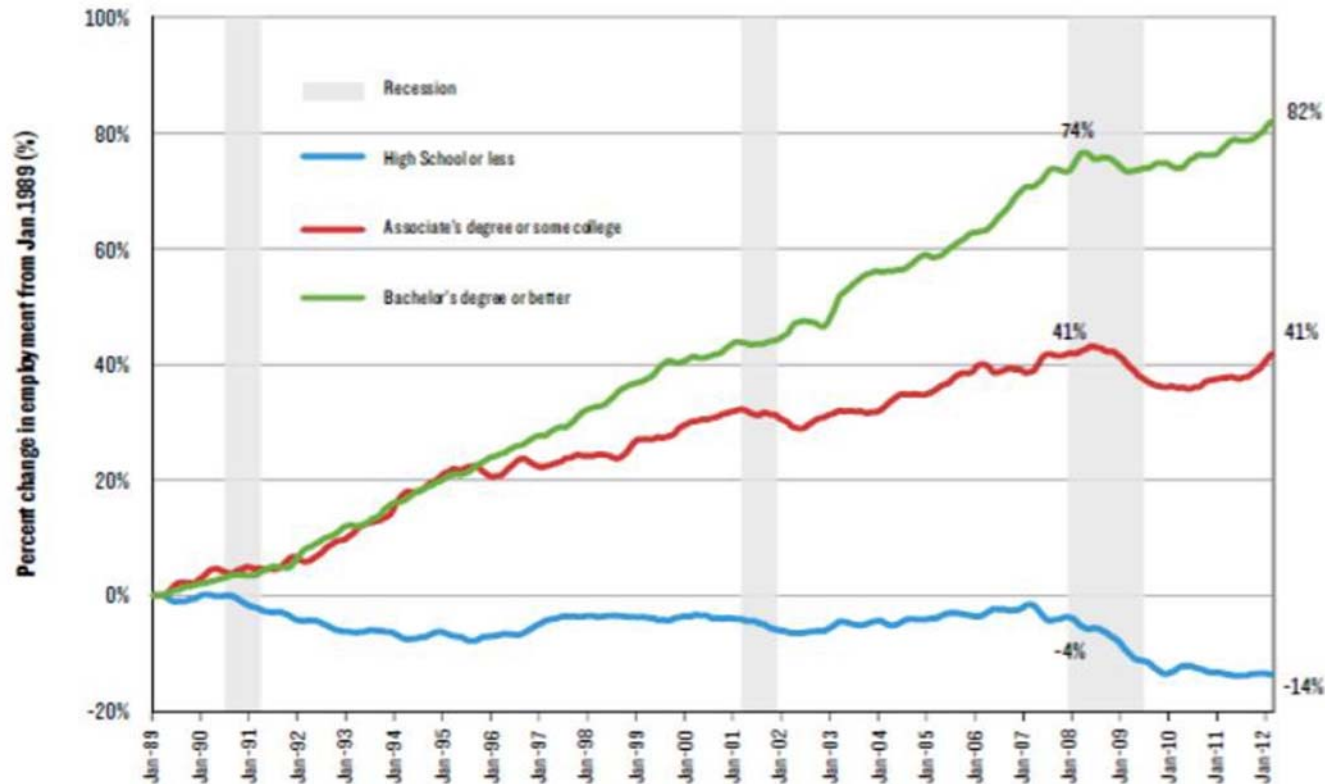
Why a focus on educational attainment levels?

- Provide residents with the education necessary to meet current and future **economic needs**
 - Nationally
 - Statewide
 - Locally
 - Individually

Source: "Attainment Goals are Critical" presentation by Jimmy Clarke, Ph.D., Director of Lumina Strategy Labs, Senior Director of State Policy HCM Strategists, April 19, 2017



Post 2007-recession growth in college-level jobs



Source: Total employment of workers aged 18 and older is a CEW estimate from the Current Population Survey. The monthly employment numbers are seasonally adjusted using the U.S. Census Bureau X-12 procedure and are smoothed using four-month moving averages. The areas shaded in grey indicate periods of recessions as reported by the National Bureau of Economic Research.

¹⁰ Authors' estimate using Current Population Survey (CPS) data.

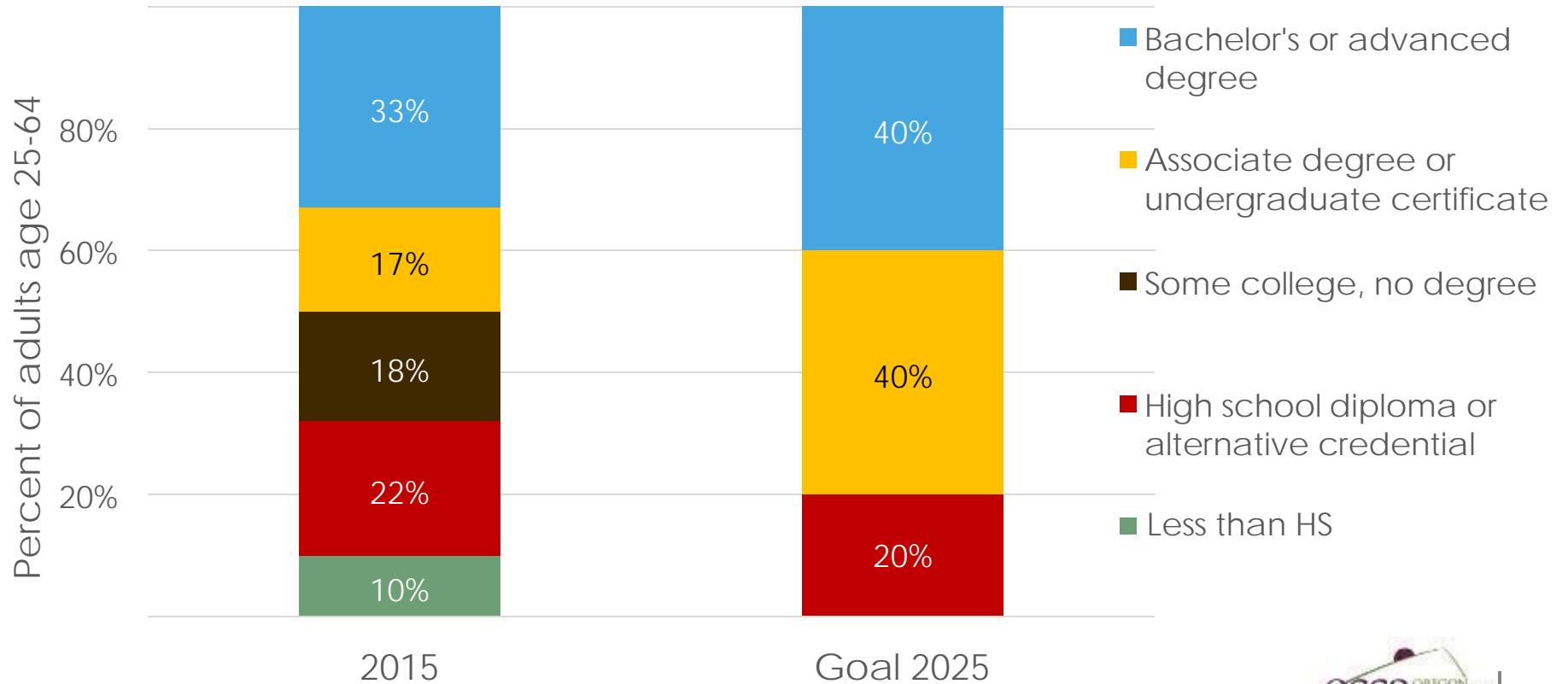
--Georgetown University Center on Education and the Workforce, *Recovery: Job Growth and Education Requirements Through 2020*, 2013

Source: "Attainment Goals are Critical" presentation by Jimmy Clarke, Ph.D., Director of Lumina Strategy Labs, Senior Director of State Policy HCM Strategists, April 19, 2017



Educational Attainment Rates for Oregon Adults (25-64) VS. 40-40-20 Goal

Educational Attainment Rates for Oregon Adults Versus 40-40-20 Goal



Source: HECC Presentation "Strategic Priorities in Higher Education, 201719," presented by Ben Cannon, March 27, 2017 to Joint Ways and Means, Education Subcommittee, slide 29.



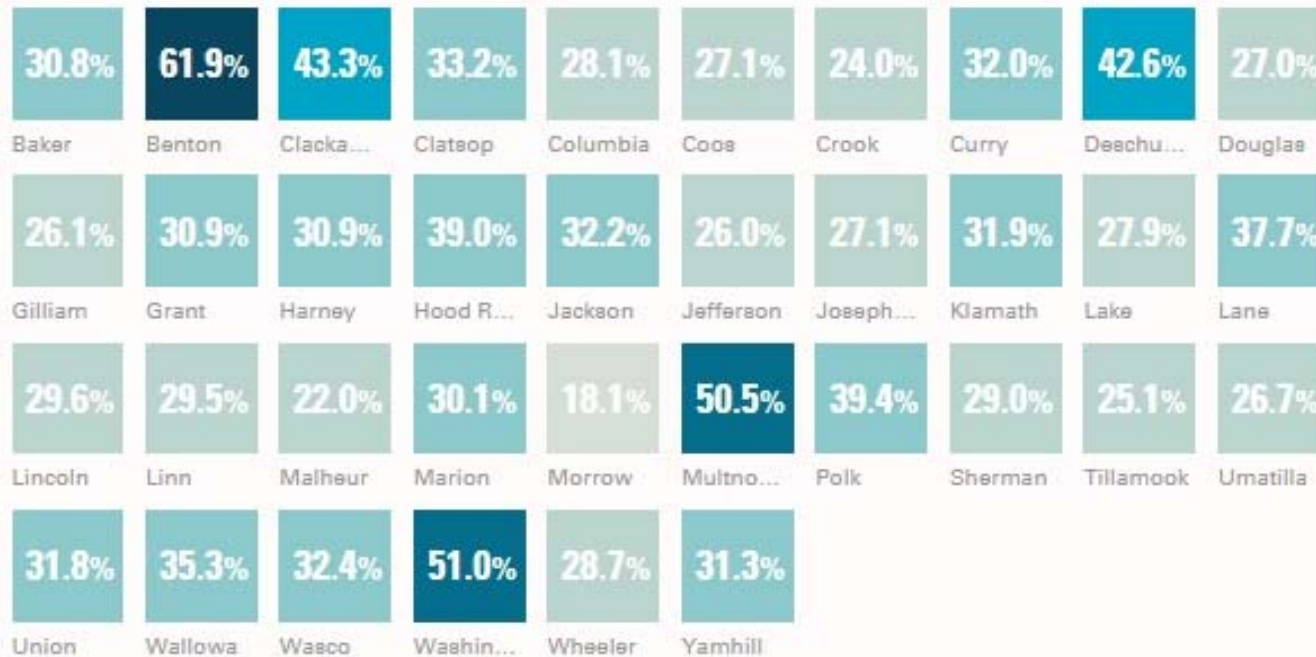
Comparing Oregon Counties



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

Compare degree attainment rates across Oregon's 36 counties. Attainment is shown here as the percentage of people 25 to 64 with at least an associate degree.*

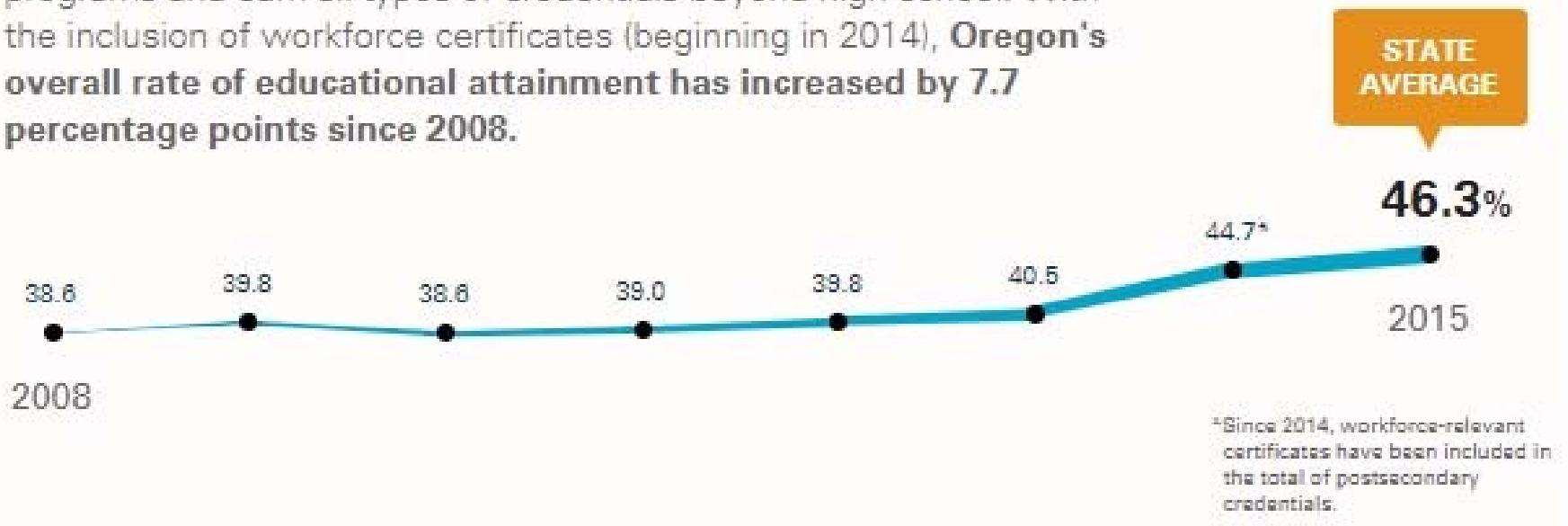
sort by COUNTY NAME ▼▲
 POPULATION ▼▲
 *ATTAINMENT ▼▲



Source: A Stronger Nation: Learning beyond high school builds American talent," *Oregon's Progress Toward the Goal*, accessed November 27, 2017 from <http://strongernation.luminafoundation.org/report/2017/#state/OR>

Oregon's Progress

It is important that we measure 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), **Oregon's overall rate of educational attainment has increased by 7.7 percentage points since 2008.**



Source: "A Stronger Nation: Learning beyond high school builds American talent," *Oregon's Progress Toward the Goal*, accessed November 27, 2017 from <http://strongernation.luminafoundation.org/report/2017/#state/OR>

Table 1 Current Population and Rate of Associate's and Bachelor's Degree Attainment: Ages 25–34 and 25–64

Group	25- to 34-year-old population		25- to 64-year-old population	
	Population in 2014	Degree attainment rate in 2014 (%)	Population in 2014	Degree attainment rate in 2014 (%)
U.S. population	43,279,253	42.3	167,593,630	40.4
African American ^a	5,665,337	29.0	20,625,035	29.3
American Indian/Alaska Native ^b	285,226	21.0	1,085,821	23.6
Asian ^c	2,875,013	68.4	9,915,284	60.8
Hispanic ^d	8,448,047	21.9	26,294,580	21.1
White ^e	24,638,335	49.6	105,869,394	45.7

Note. nec = not elsewhere categorized. The data for races exclude Hispanic, and race combination is not included. Data are from the American Community Survey 2014, IPUMS Online Tabulator, <https://usa.ipums.org/usa/>. 2014 was the most recent data available at the time of writing.

^aIncludes all Black non-Hispanic population. ^bIncludes all American Indians and Alaska Natives non-Hispanic population. ^cIncludes Chinese, Japanese, other Asian or Pacific Islander. Does not include other race, nec, two major races, three or more major races.

^dIncludes White, Black, AIAN, Chinese, Japanese, other Asian or Pacific Islander, other race nec, population. Does not include two major races; three or more races. ^eIncludes all White non-Hispanic population.

Source: *Challenges and Opportunities in Achieving the National Postsecondary Degree Attainment Goals* by Michael T. Nettles, 2017, accessed November 27, 2017 from <http://onlinelibrary.wiley.com/doi/10.1002/ets2.12141/epdf>

<p>Met the 2025 60% Degree Attainment Goal</p>	<ul style="list-style-type: none"> • Asian Population Overall (Above 60% as of 2014) • Asian Males (Above 60% as of 2014) • Asian Females (Above 60% as of 2014)
<p>Projected to Reach 60% College Degree Attainment by 2060</p>	<ul style="list-style-type: none"> • U.S. Population Overall (In 2056) • White Population Overall (In 2042) • White Males (In 2054) • White Females (In 2034)
<p>Projected Not to Reach 60% Degree Attainment by 2060</p>	<ul style="list-style-type: none"> • African American Population Overall • African American Males • African American Females • American Indian/Alaska Native Population Overall • American Indian/Alaska Native Males • American Indian/Alaska Native Females • Hispanic Population Overall • Hispanic Males • Hispanic Females

Figure 6 Projected degree attainment of 25- to 64-year-olds. See Table C2 for detailed trajectory.

Source: *Challenges and Opportunities in Achieving the National Postsecondary Degree Attainment Goals* by Michael T. Nettles, 2017, accessed November 27, 2017 from <http://onlinelibrary.wiley.com/doi/10.1002/ets2.12141/epdf>

Results by Race and Ethnicity in Oregon

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 Oregon's attainment rates across five racial and ethnic groups, and compare how Oregon performs relative to other states. Attainment is shown here as the percentage of people 25 to 64 with at least an associate degree.*



Source: "A Stronger Nation: Learning beyond high school builds American talent," *Oregon's Progress Toward the Goal*, accessed November 27, 2017 from <http://strongernation.luminafoundation.org/report/2017/#state/OR>

Ambitious Attainment Goal Criteria

- Challenging and quantifiable
- Long-term, pegged to a specific year
- Articulated in a manner to influence state-level policies and practices
- Addresses gaps in attainment for underrepresented populations
- Should also be based on analysis of state's workforce needs and embraced by stakeholders across sectors

Source: "Attainment Goals are Critical" presentation by Jimmy Clarke, Ph.D., Director of Lumina Strategy Labs, Senior Director of State Policy HCM Strategists, April 19, 2017





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