

February 2022 | Illinois 60 by 25 Network

# Our Urgent Mission: Achieving Equity in Postsecondary Attainment

Presented by

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# 2025

## Goal 2025

Ensure that, by 2025, a system exists that is easy to navigate and has helped **60 percent of Americans** earn credentials that prepare them for informed citizenship and success in our global economy.



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# Steep Drops in College Enrollment

We see alarming drops in Americans going to college – down nearly 1 million since the start of the pandemic and nearly 3 million over the past decade.

**Indiana Education  
Chief Teresa Lubbers  
calls for “affordable,  
relevant, flexible  
paths” to degrees  
and credentials that  
lead to good jobs  
and better lives.**



# A STRONGER NATION

Learning beyond high school builds American talent

America's Progress

Goal-Exploration Tool

Nation

States

Metro Areas



Downloads



- America's Progress
- Tracking Attainment
- Comparing States
- Exploring Race and Ethnicity
- Key Insights
  
- A Message from Lumina's President
- Progress Toward Related Goals
- Detailed Data on Subpopulations

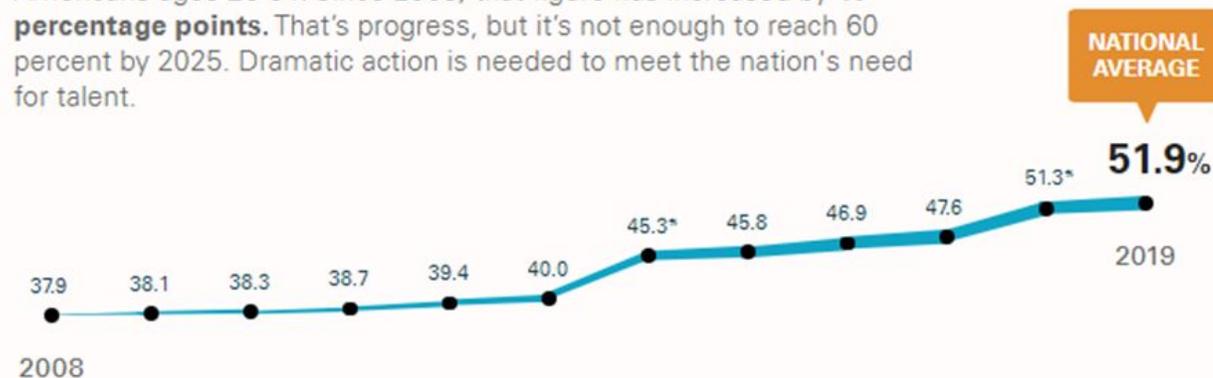
## Tracking America's progress toward 2025

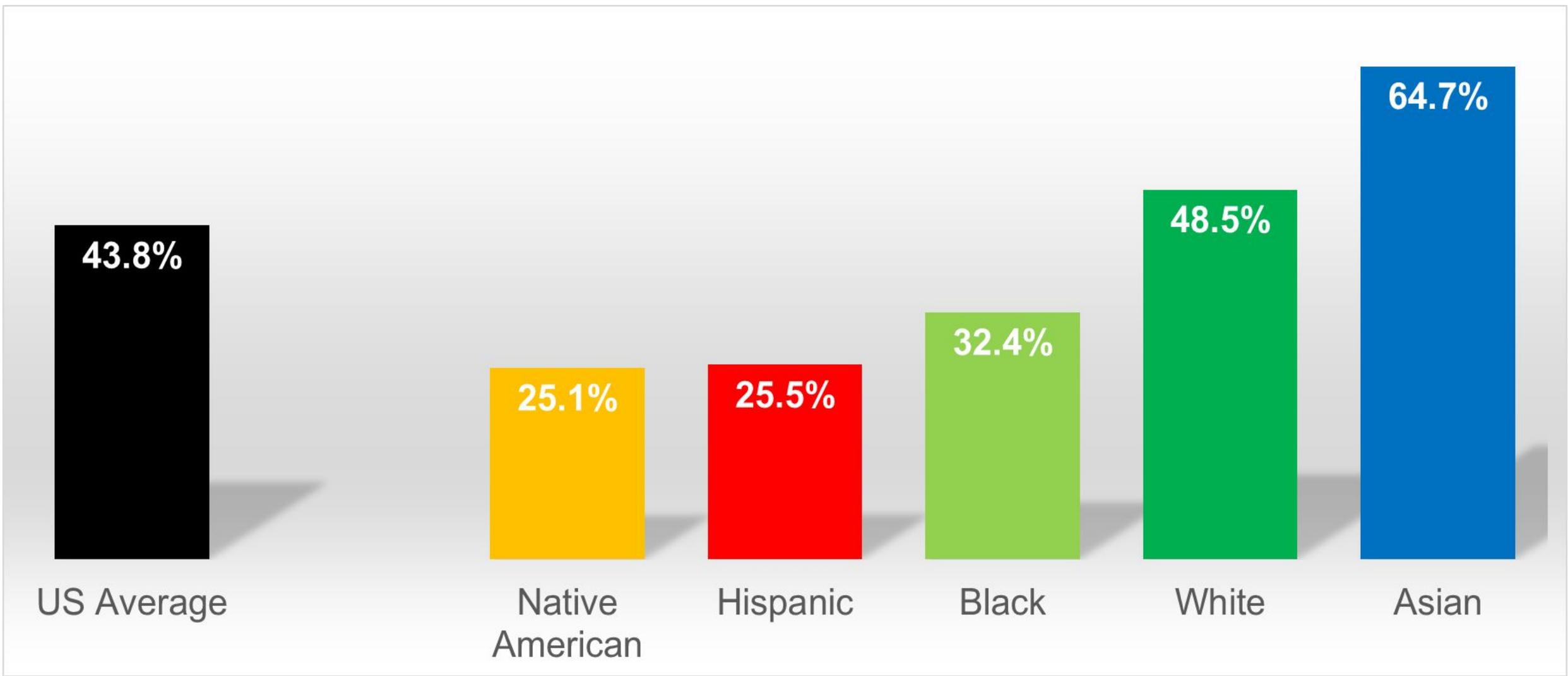


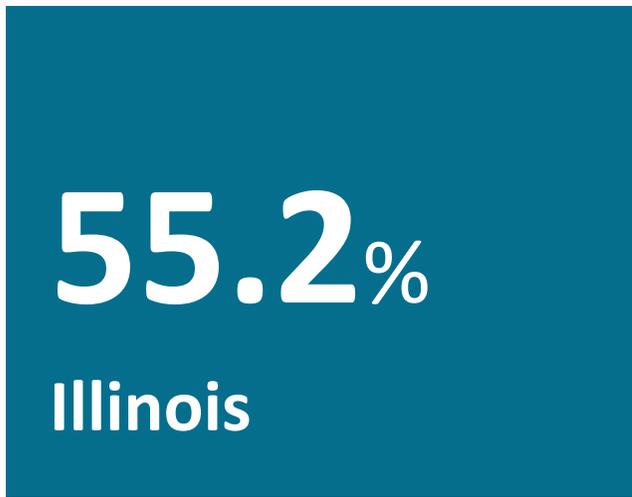
The nation faces an urgent and growing need for talent. To meet that need, many more people must earn college degrees, workforce certificates, industry certifications and other high-quality credentials. That's why Lumina Foundation works to ensure that, by 2025, **60 percent of Americans hold a credential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

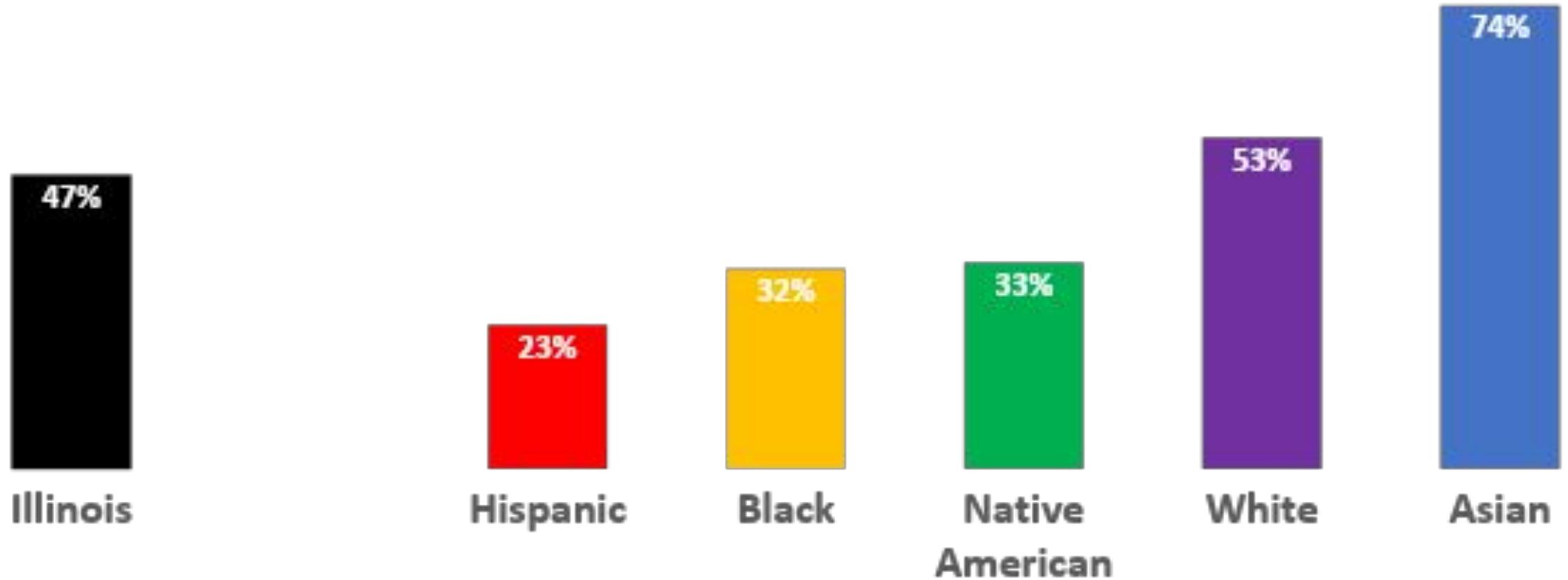
### A steady climb

Lumina tracks the post-high school educational attainment of Americans ages 25-64. Since 2008, that figure has increased by **10 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.









## Illinois Degree Attainment

# Today's Students



**42%**

Are students of color



**25%**

Have children or dependents



**37%**

Are age 25 and older



**36%**

Aren't sure where their next meal is coming from



**64%**

Work jobs, 40% of them full-time

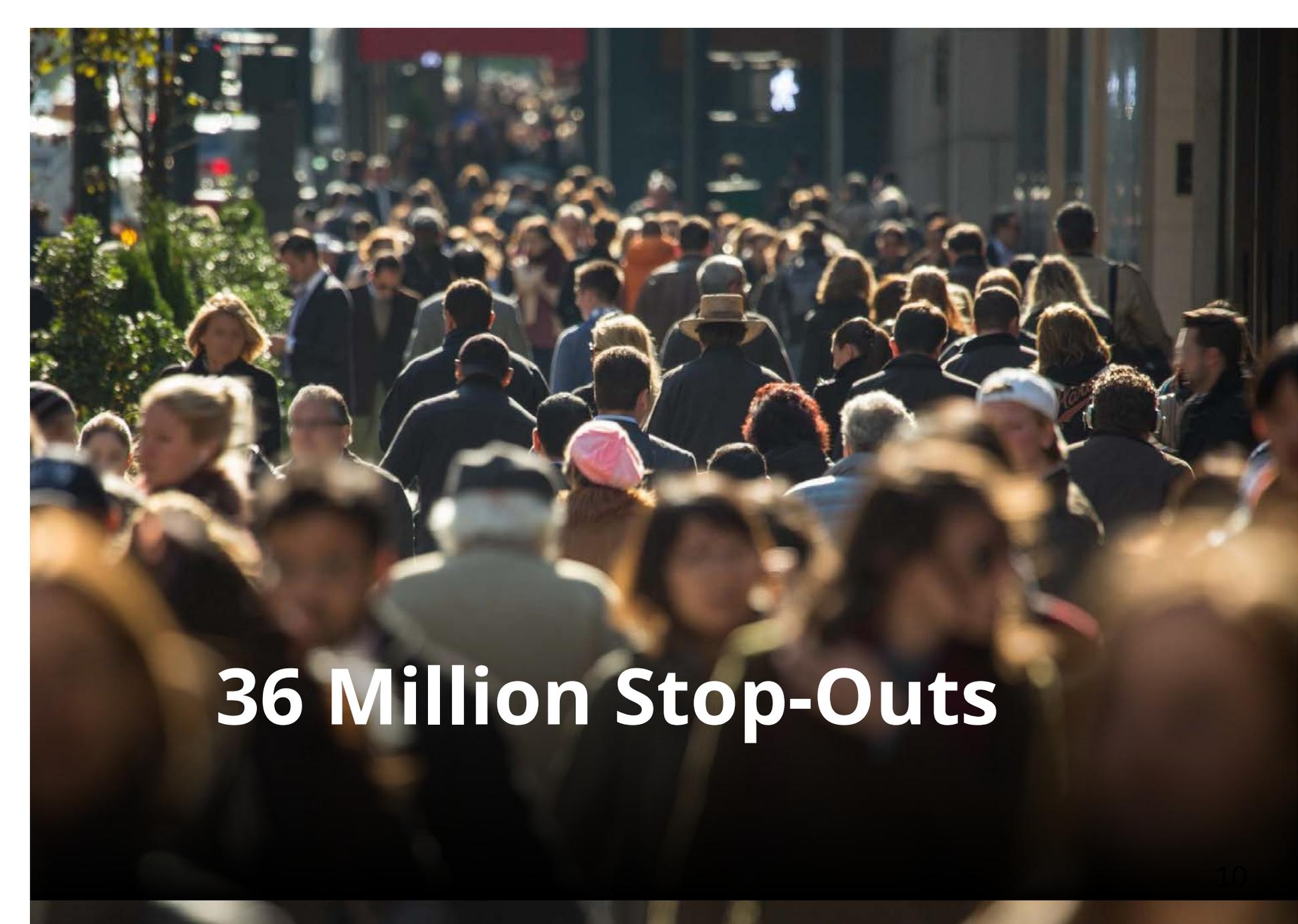


**49%**

Are financially independent from their parents



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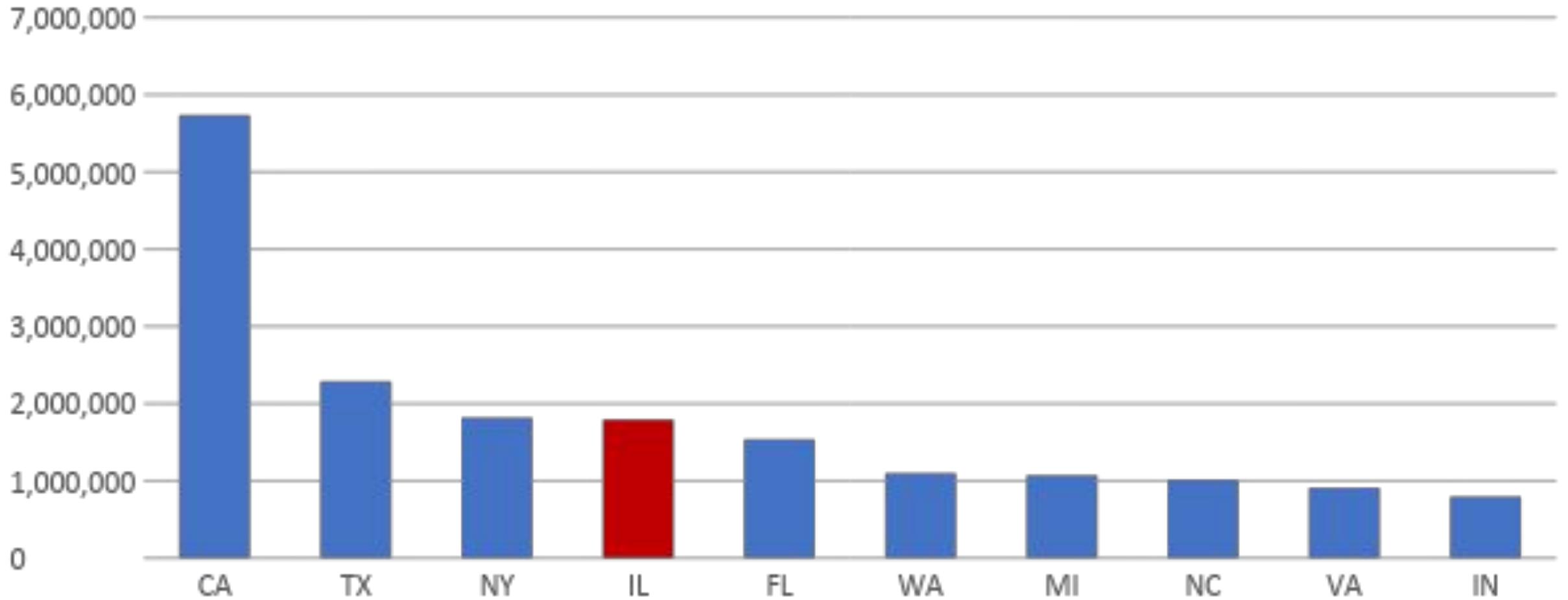


**36 Million Stop-Outs**

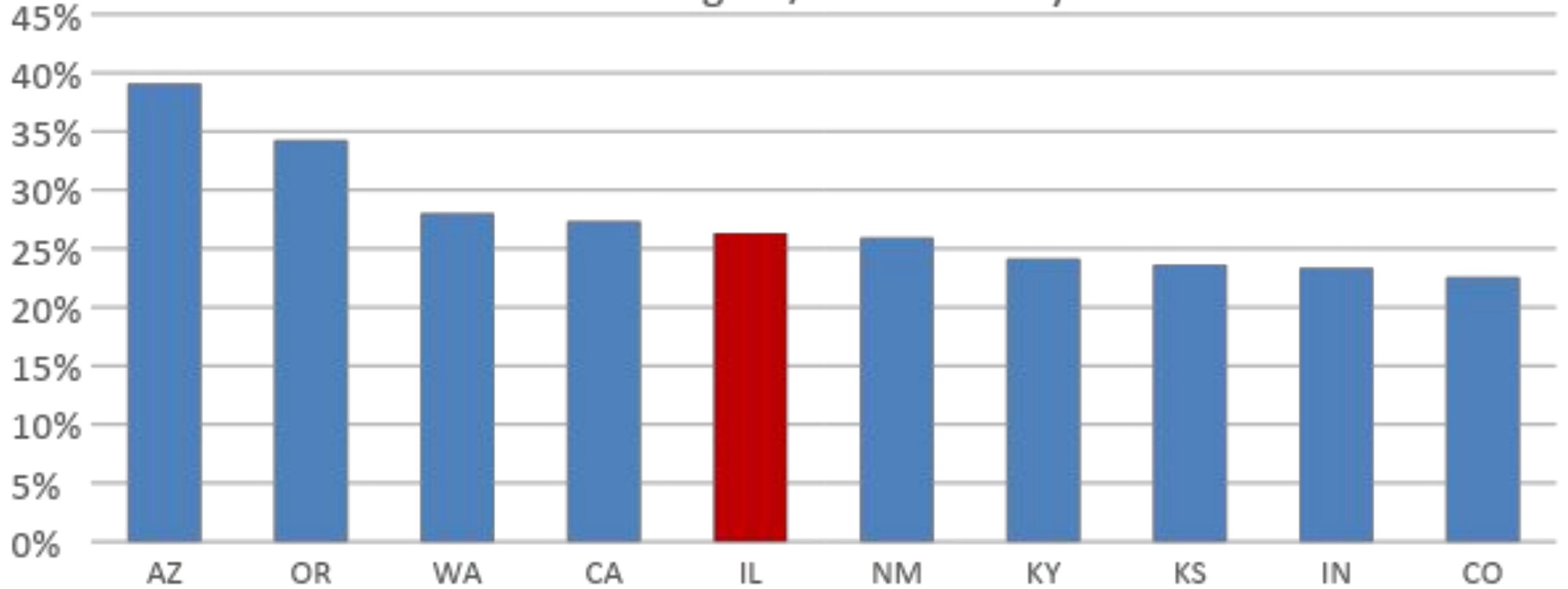


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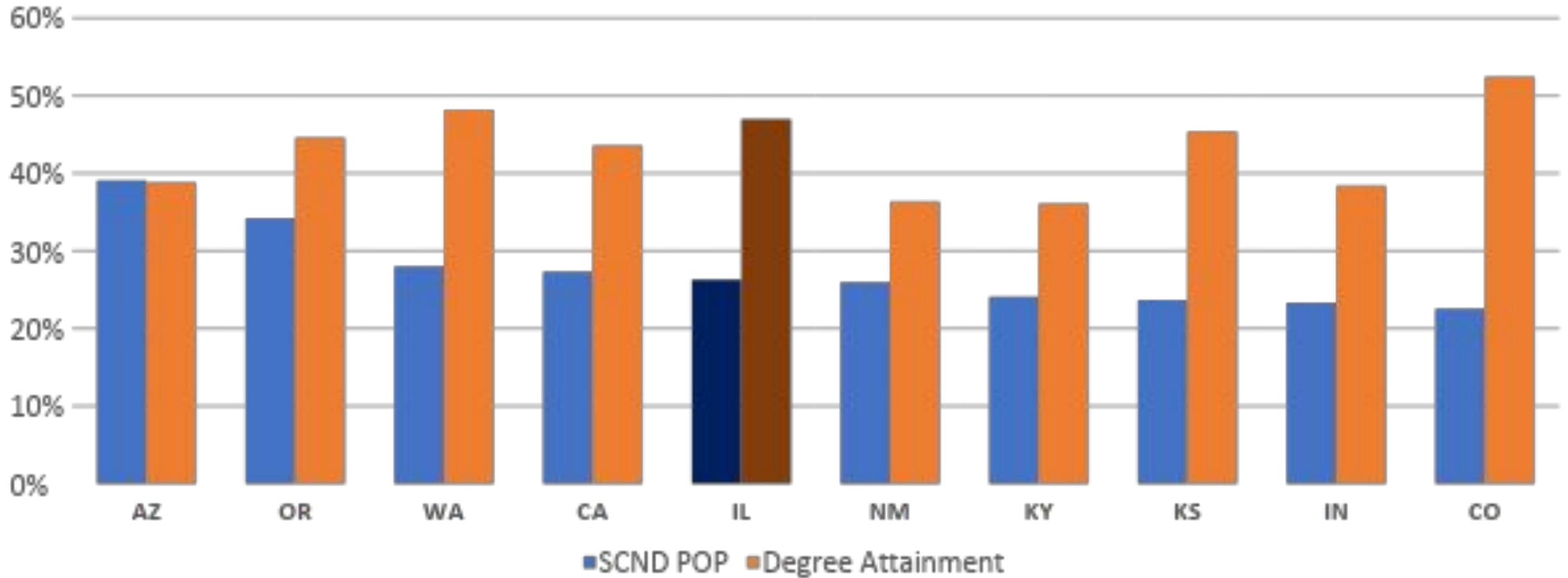
### Some College No Certificate/Degree Numbers by State



% of Adults with SCN Degree/Certificate by State



# SCND and Degree Attainment



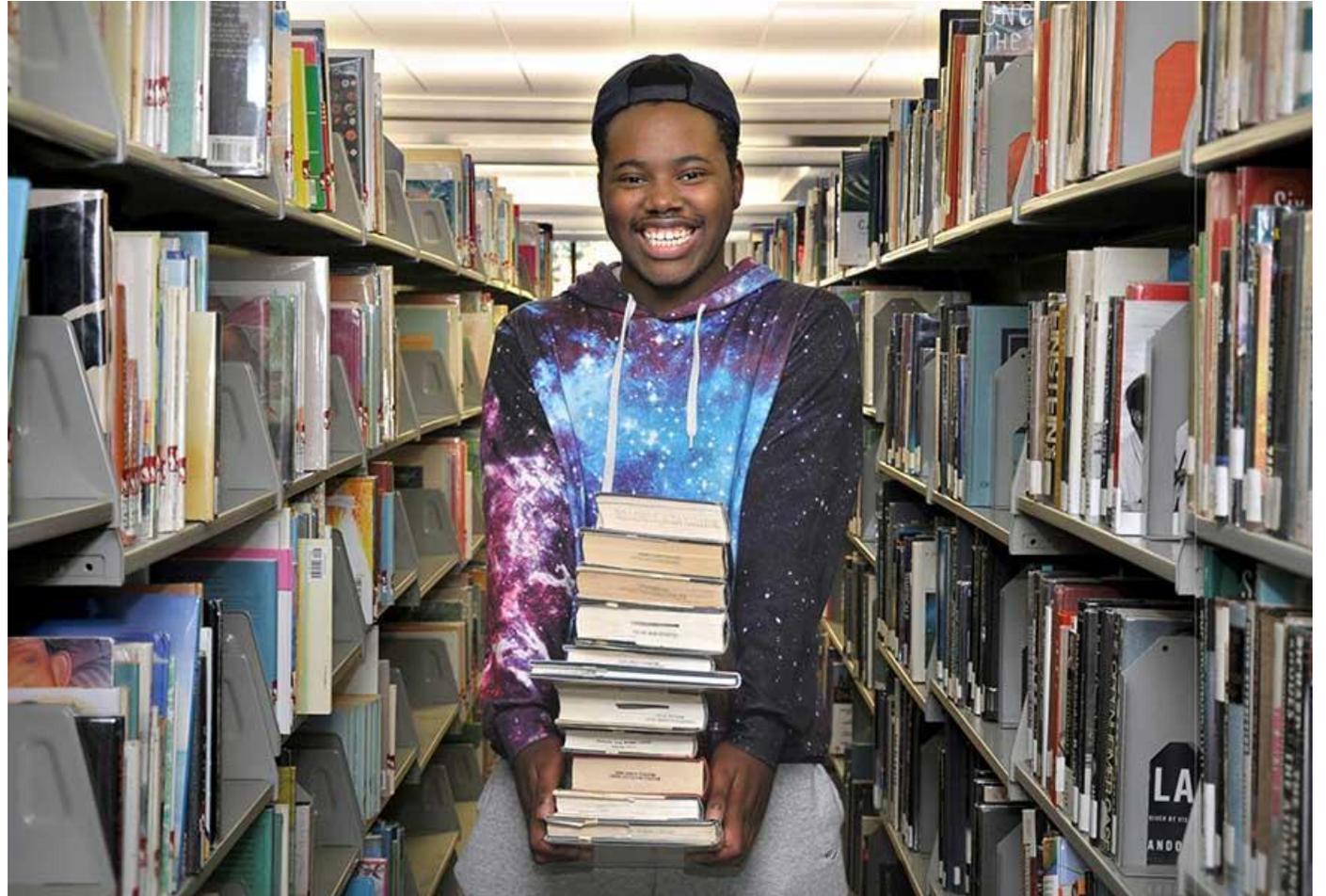
# **Completing College**

## National and State Reports

*With New Longitudinal Data Dashboard*



**Illinois sets a  
clear path:  
Equity,  
Sustainability  
and Growth**



# Education and learning equal human emancipation – a right we all share.





# Aiming for Equity in Illinois

Updating our State Postsecondary Attainment Goal

*Emily Rusca, Education Systems Center at NIU*

# 60% by 2025

Our current State goal

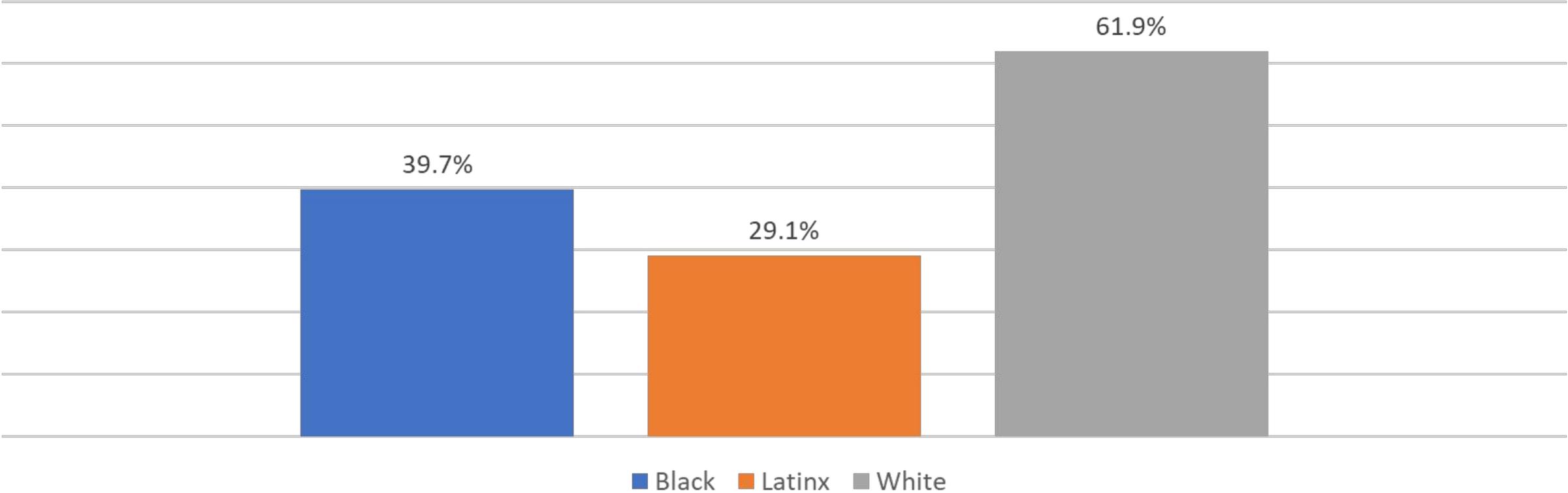
# Our Overall Progress



\*Since 2014, workforce-relevant certificates have been included in the total of postsecondary credentials. Since 2018, the total also has included certifications.

# Despite Progress, Gaps Persist

Attainment Rates in 2018  
*(MHEC Analysis)*



# Equity an Increasing Focus

**Increasing State and national focus on equity in education and workforce development both legislatively and through executive/agency action**

Office of Equity & State agency Diversity, Equity, & Inclusion plans

*A Thriving Illinois* higher education strategic plan (June 2021) – equity as a core theme and institutional equity plans as a core strategy

Equity Journey Continuum (ISBE) tools & data launching in 2022

Equity Task Force & Governor's Commission on Workforce Equity & Access



**Covid-19 pandemic has significantly impacted communities of color and low-income communities, as well as education systems overall**

Impacts on enrollment, learning, & persistence throughout P-20 pipeline

Deep impacts on educational institutions grappling with ever-shifting context

Economic impacts on families & communities

Shifting future of work

# Charge to the Illinois P-20 Council

“update the State's  
60 by 25 goal to  
include  
**equity-focused  
targets aimed at  
closing institutional  
racial and  
socioeconomic  
achievement gaps”**

Equality



Equity



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**Projections of  
Postsecondary Education  
in Illinois:  
Enrollment, Credentials, and  
Attainment Through 2035**



POLICY REPORT  
MAY 2021

**Goal:** To provide state-level projections to assist policymakers in evaluating progress towards meeting postsecondary attainment equity goals in Illinois

**What is it?**

- Uses Illinois-based data
- Projections for 2020-2035
- Projects total number and rates for:
  - Postsecondary enrollment
  - Credential production
  - Postsecondary-credential population

# MHEC Projections Study Key Findings

Without action, gaps will persist

Increasing enrollment & completion is essential, but not enough to close gaps in attainment

Targeting a narrower age band (25-44) may be more actionable

# What's the status quo?

	2018	2025	2030	2035
<b>Constant Rate Model</b>				
<b>White</b>	61.90%	<b>61.90%</b>	61.90%	61.90%
<b>Black</b>	39.70%	<b>39.70%</b>	39.70%	39.70%
<b>Latinx</b>	29.10%	<b>29.10%</b>	29.10%	29.10%
<b>Other</b>	75.40%	<b>75.40%</b>	75.40%	75.40%
<b>Total</b>	54.70%	<b>53.30%</b>	52.70%	52.30%

	<b>Historical Growth Rate Model</b>			
<b>White</b>	61.90%	<b>66.60%</b>	69.90%	73.30%
<b>Black</b>	39.70%	<b>41.80%</b>	43.40%	44.90%
<b>Latinx</b>	29.10%	<b>32.20%</b>	34.40%	36.50%
<b>Other</b>	75.40%	<b>78.80%</b>	81.20%	83.50%
<b>Total</b>	54.70%	<b>57.20%</b>	59.30%	61.60%

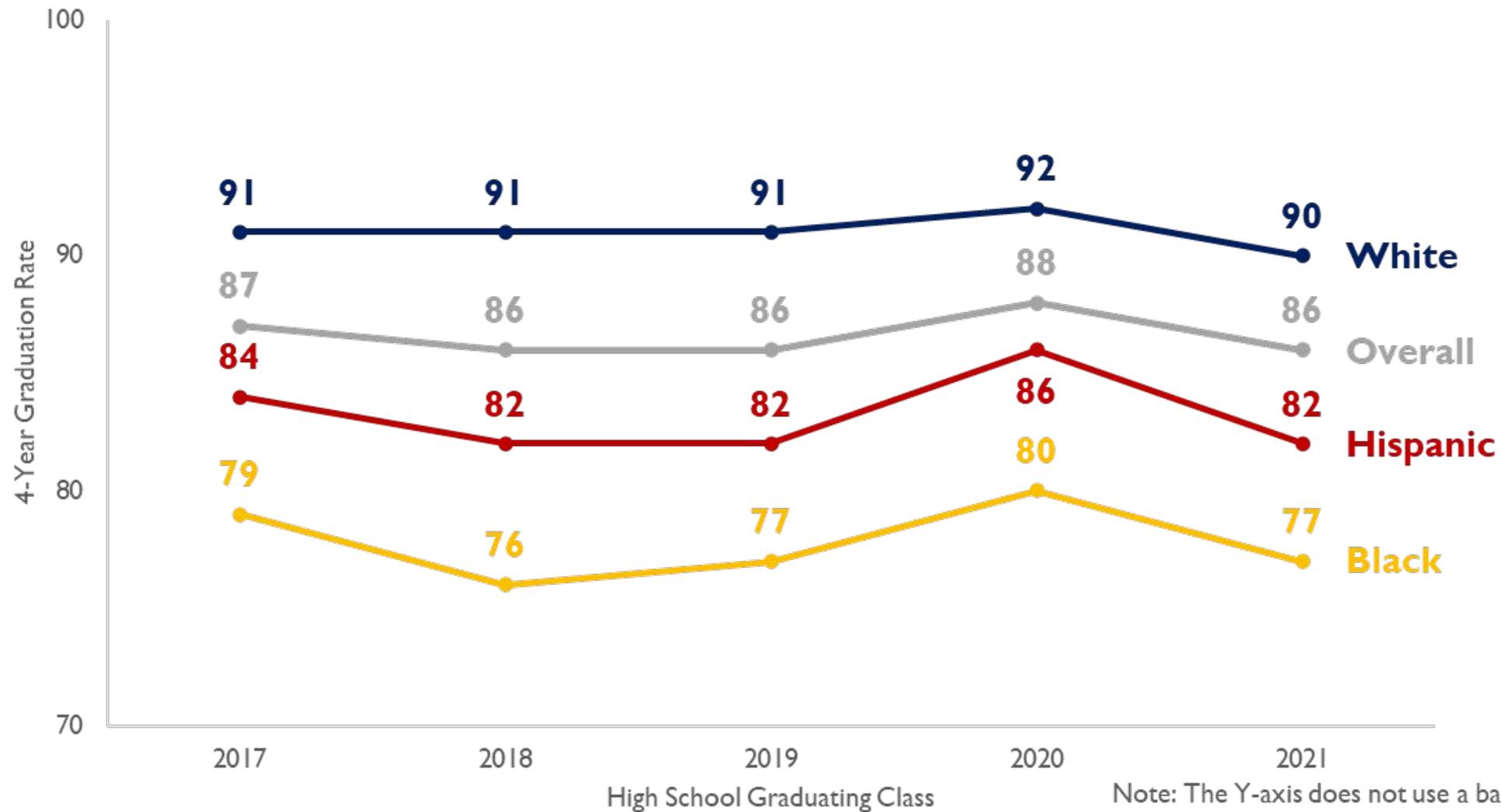
**Constant Rate**  
*(Most Conservative):*

Assuming no change in the attainment rate from 2018 levels

**Historical Growth:**

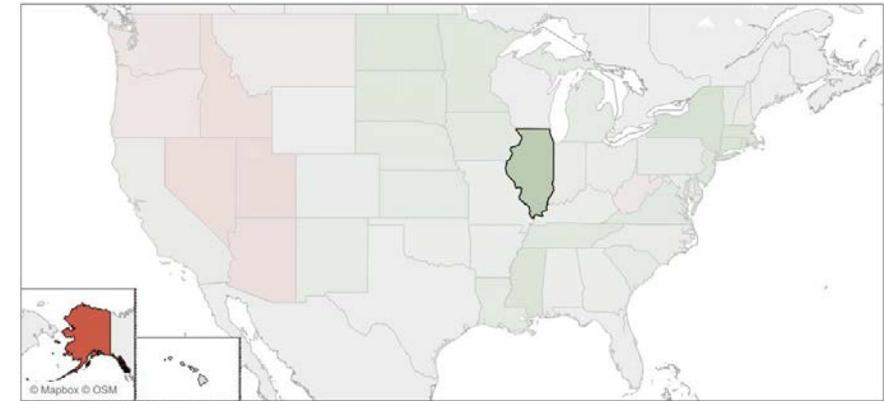
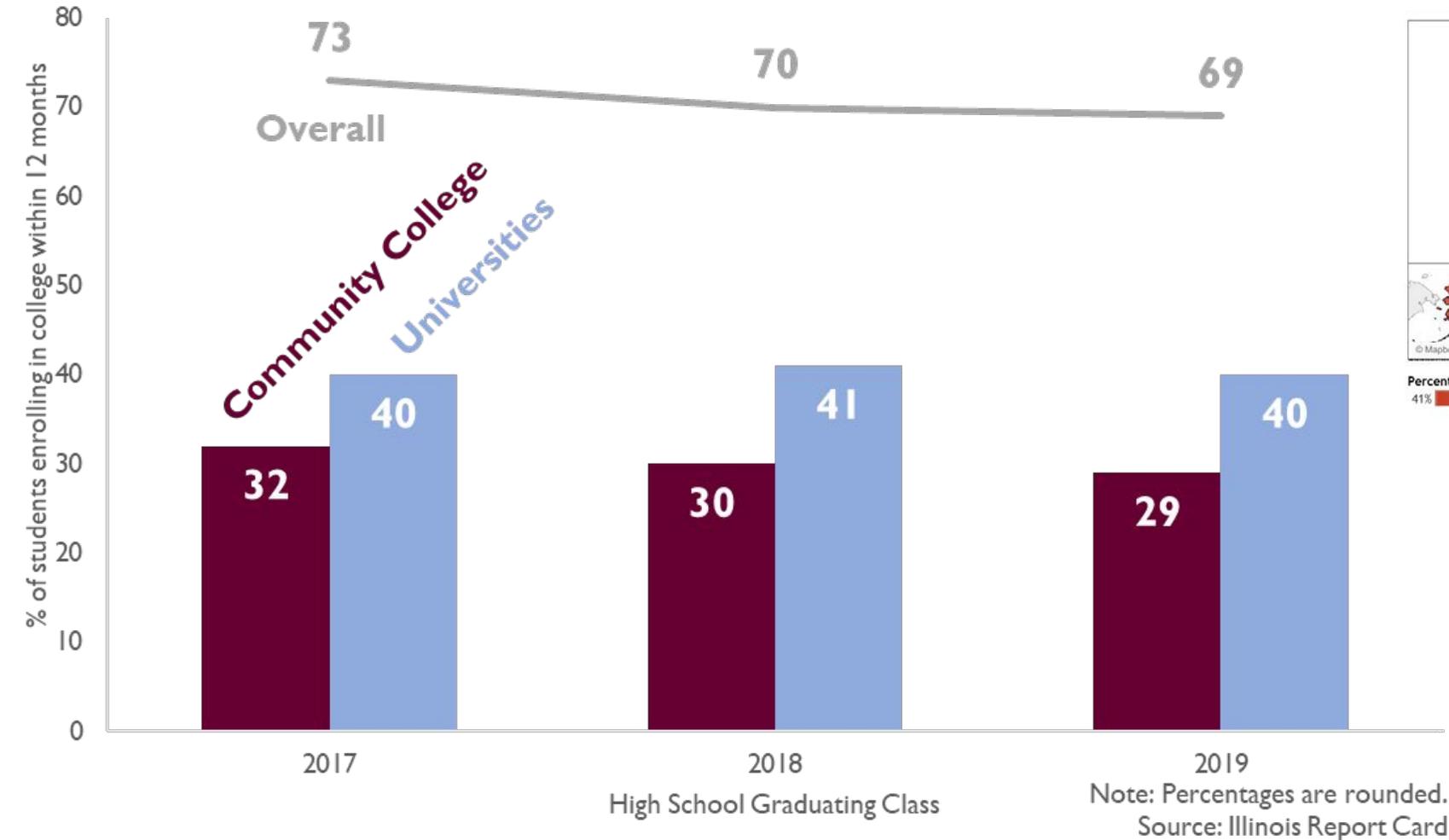
Assuming modest growth based on historic rates of growth

# 4-Year Graduation Rate



Note: The Y-axis does not use a baseline of zero  
Source: Illinois Report Card

# 12-Month College Enrollment



Percentage of High School Graduates Going Directly to College  
41% 75%

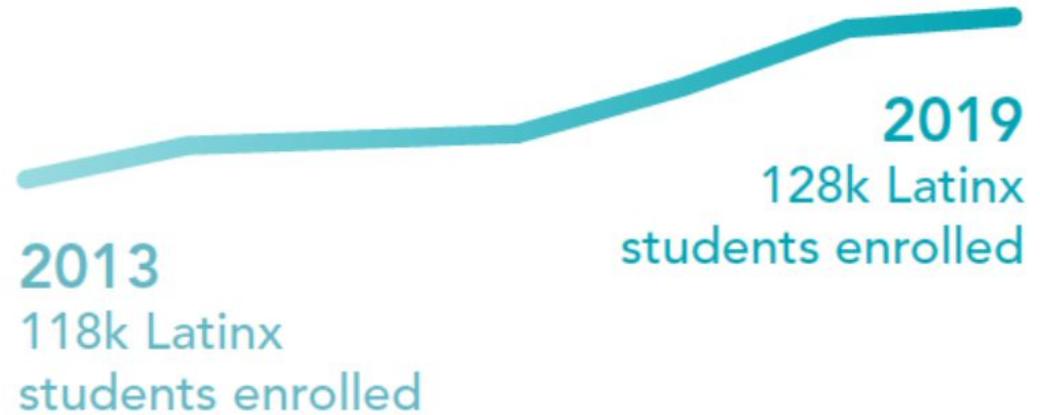
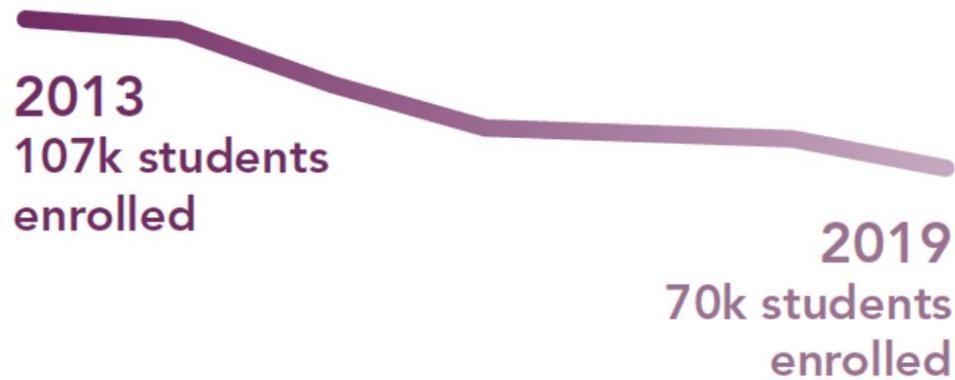
State/Region	2014	2016	2018
Top 5 States Median	74%	73%	73%
Midwest	65%	64%	62%
Illinois	63%	63%	61%

Source: MHEC Dashboard

# Enrollment by Race/Ethnicity

Enrollment has dropped **34%** for African Americans.

Enrollment has increased by over **8%** for Latinx students.

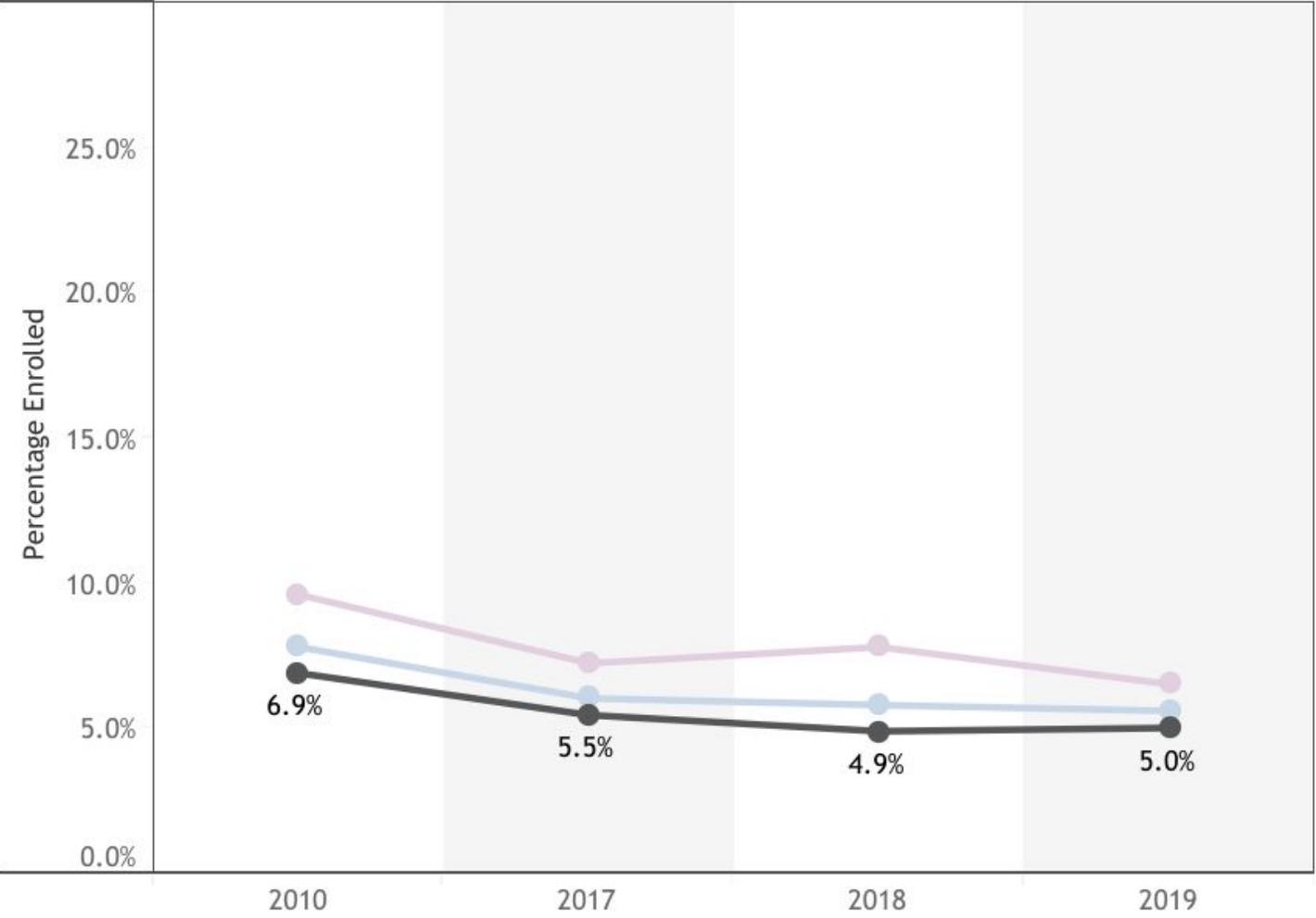


**Percentage of Persons Aged 18-24 Who Are Currently Enrolled or Have Completed Any College Credit by Race and Ethnicity**

State/Region	Black		Latino		White		Underrep. Minority	
	2017	2018	2017	2018	2018	2017	2017	2018
Midwest	57%	57%	59%	60%	71%	72%	58%	58%
Top 5 States Median	86%	89%	70%	68%	81%	80%	69%	67%
Illinois	59%	61%	62%	63%	77%	77%	61%	62%

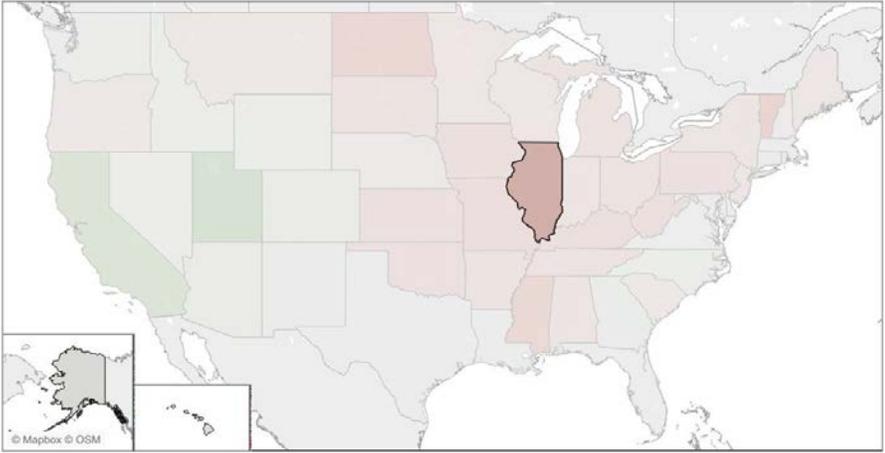
Sources: *A Thriving Illinois* & MHEC Dashboard

# Percentage of Persons Aged 25-49 Without an Associate Degree or Higher Who Are Currently Enrolled in College



State/Region

- U.S.
- Top 5 States Median
- Illinois



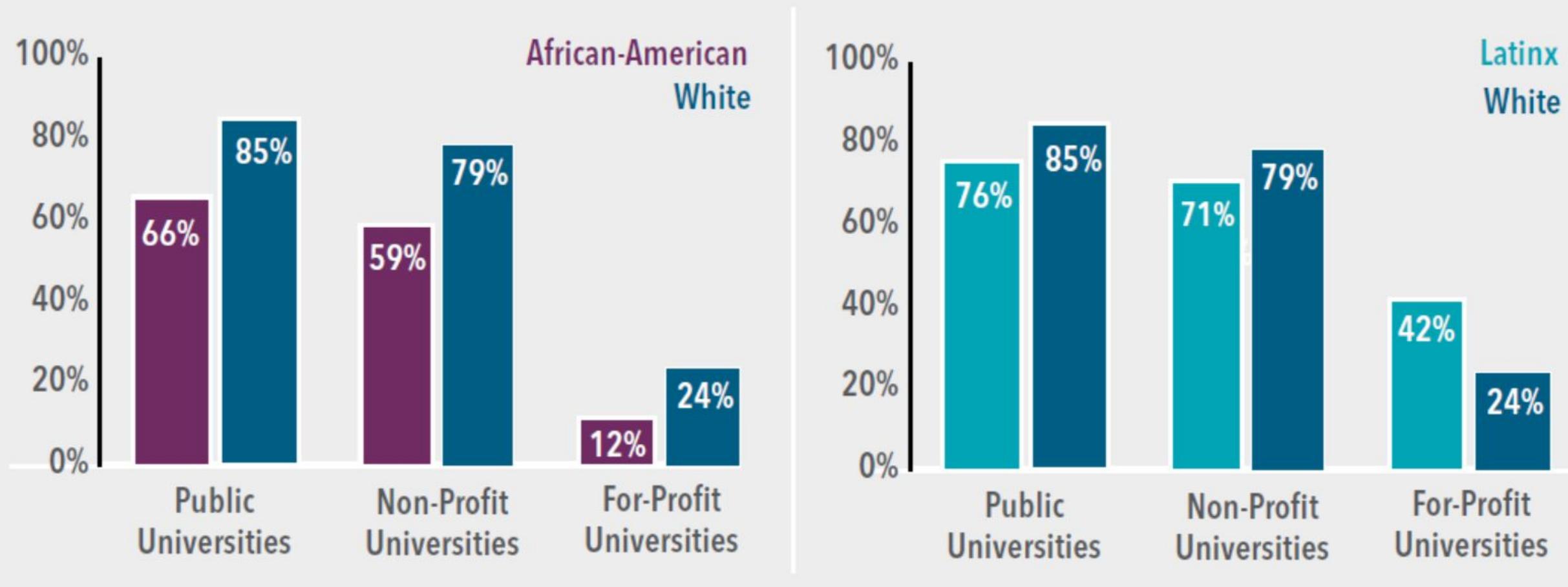
Percentage Enrolled  
2.5% 9.1%

State/Region	2010	2017	2018	2019
Top 5 States Median	9.6%	7.2%	7.8%	6.5%
U.S.	7.8%	6.0%	5.8%	5.6%
Illinois	6.9%	5.5%	4.9%	5.0%

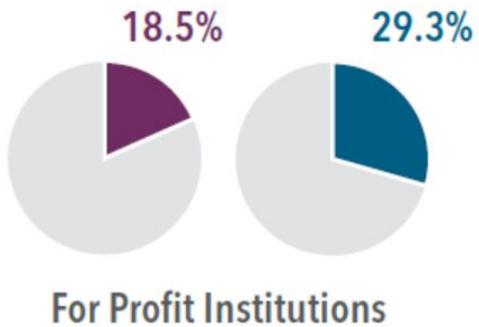
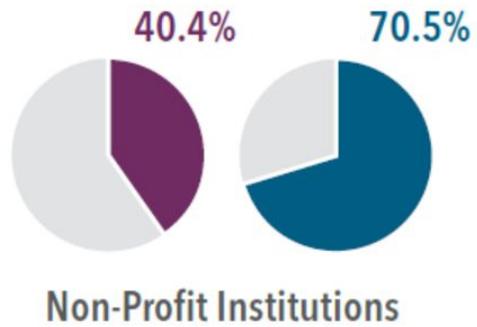
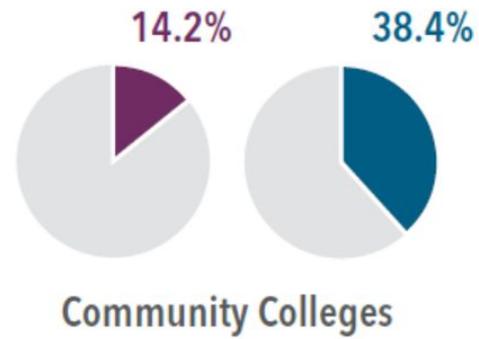
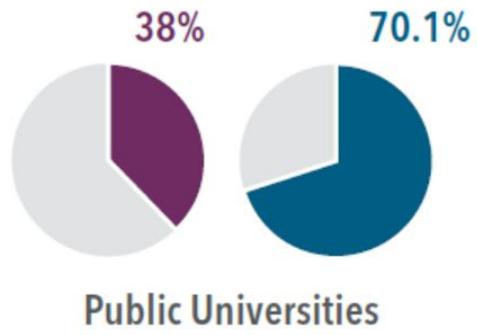
Source: MHEC Dashboard

# RETENTION RATE GAPS SUMMARIZED

Return rates for full-time freshmen.

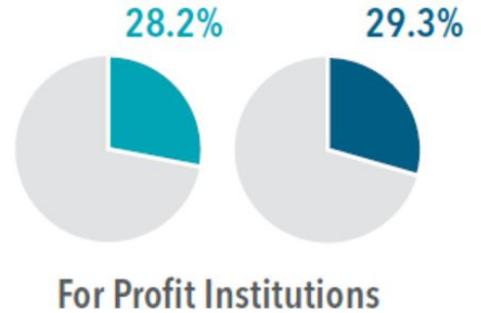
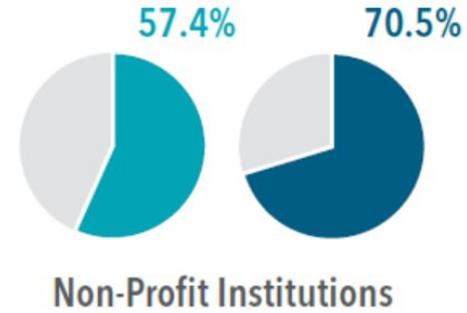
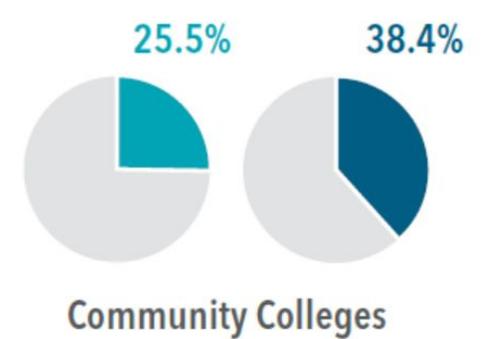
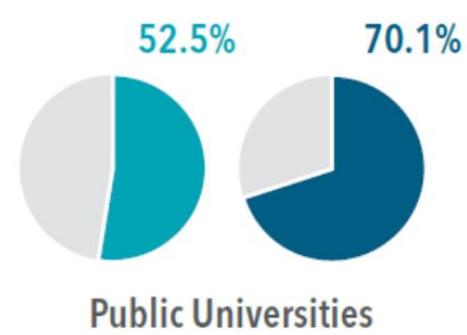


African American  
White



*IPEDS Graduation Rates at 150% of Normal Time for students who first enrolled full time. The percent of full-time undergraduate students varies by sector: 88.4% for Public Universities; 35.4% for Community Colleges; 91.3% for NFP Private Colleges; and 41.1% for For-Profit Private Colleges.*

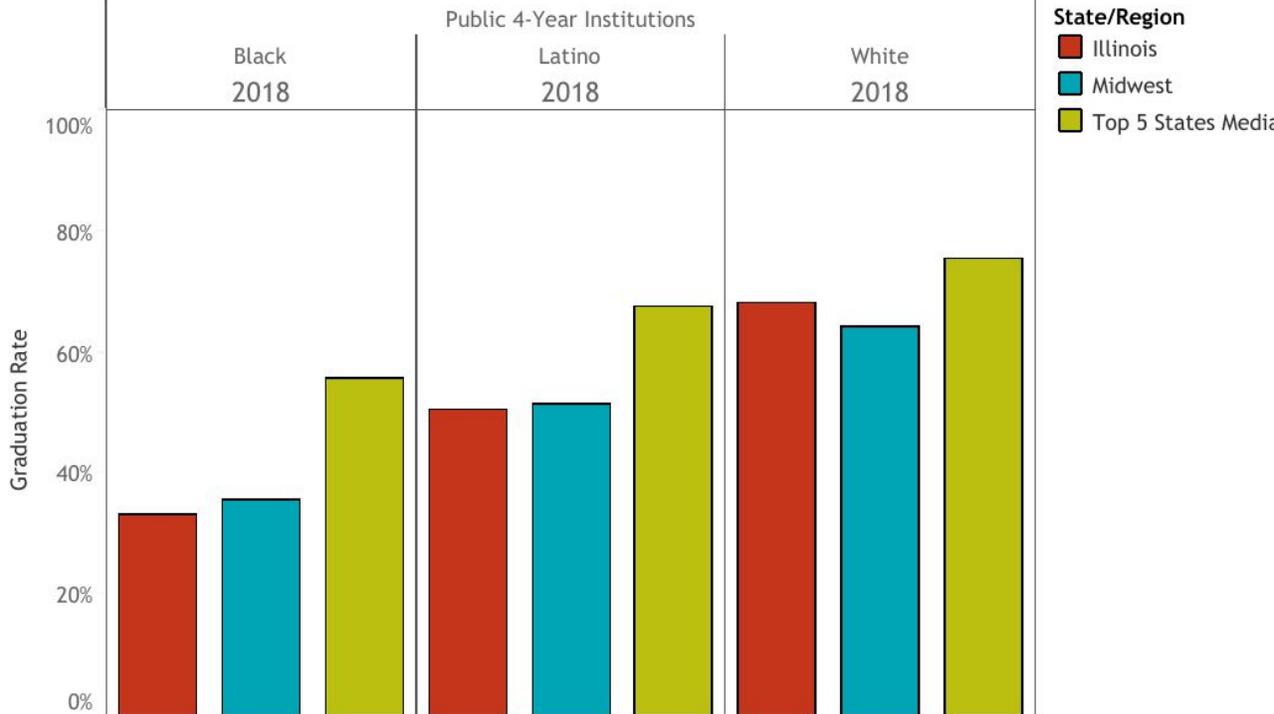
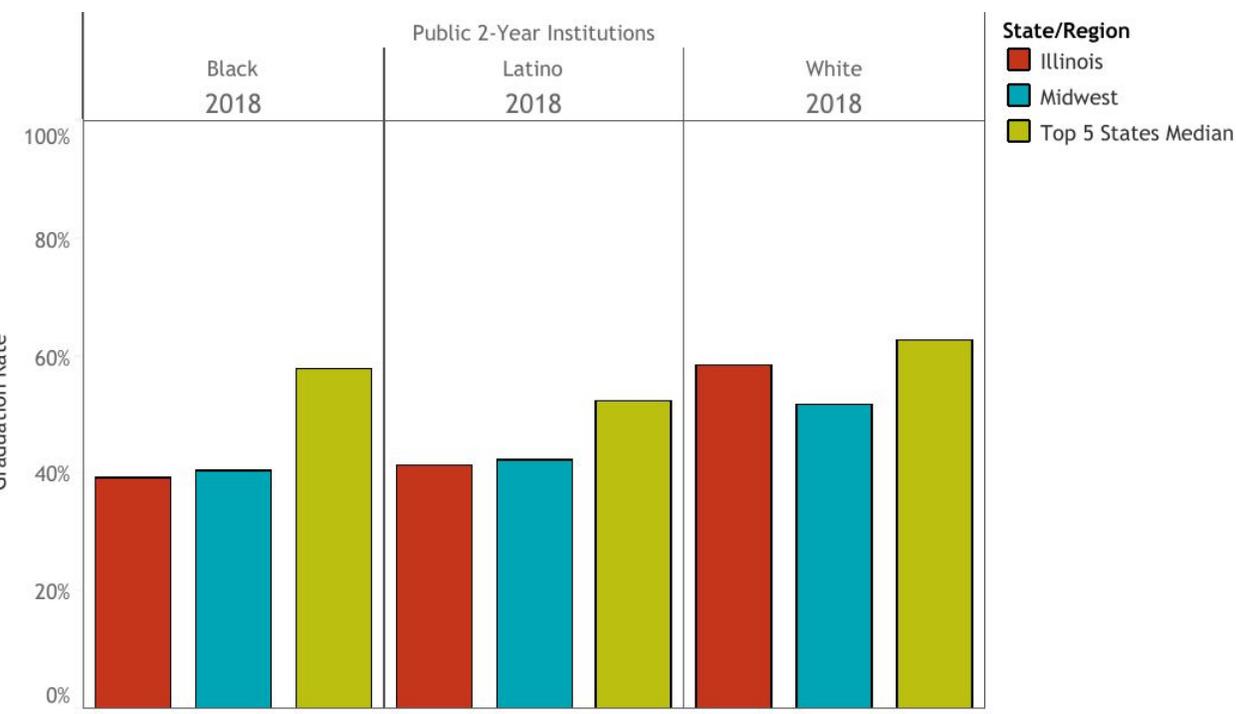
Latinx  
White



*Based on 2016, 2017, 2018, and 2019 IPEDS Graduation Rates at 150% of Normal Time for students who first enrolled full time. The percent of full-time undergraduate students varies by sector: 88.4% for Public Universities; 35.4% for Community Colleges; 91.3% for NFP Private Colleges; and 41.1% for For-Profit Private Colleges.*

# How do we compare on graduation rates?

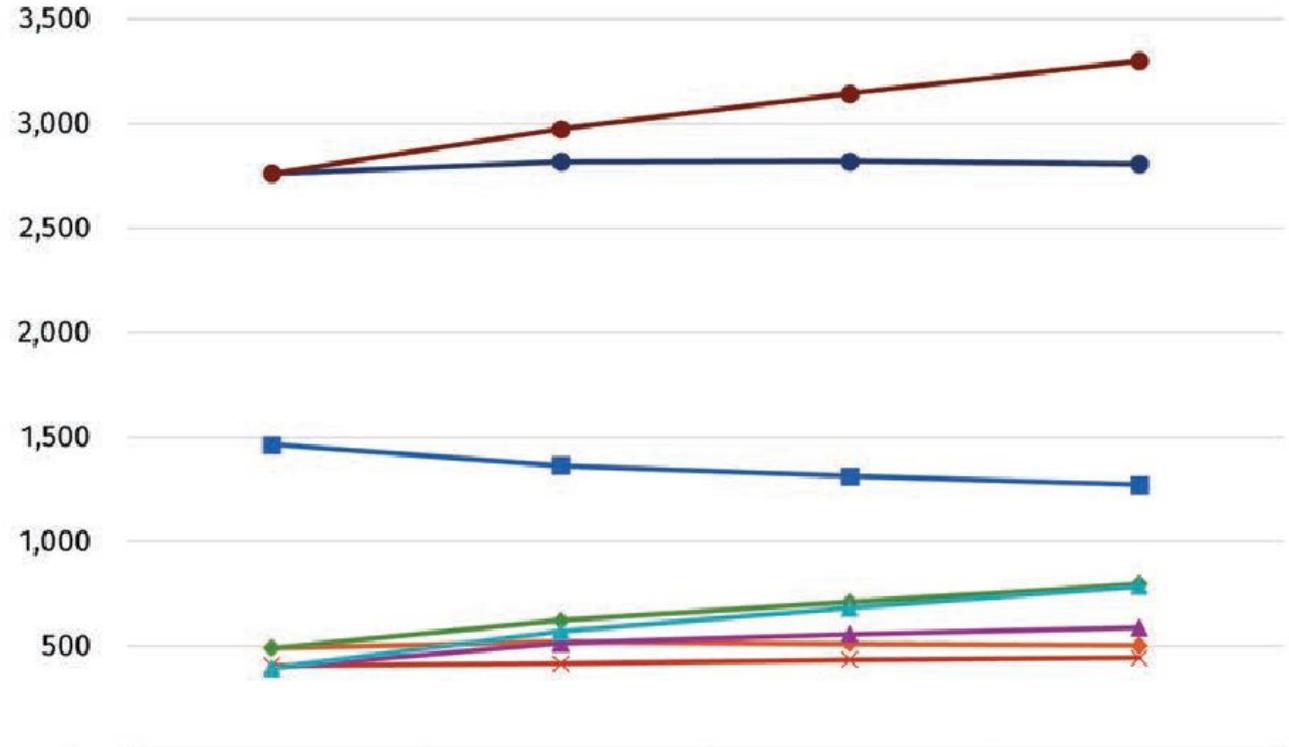
Percentage of First-Time, Full-Time, Degree/Certificate-Seeking Students who Graduated within 150% Completion Time by Race/Ethnicity



Source: MHEC Dashboard

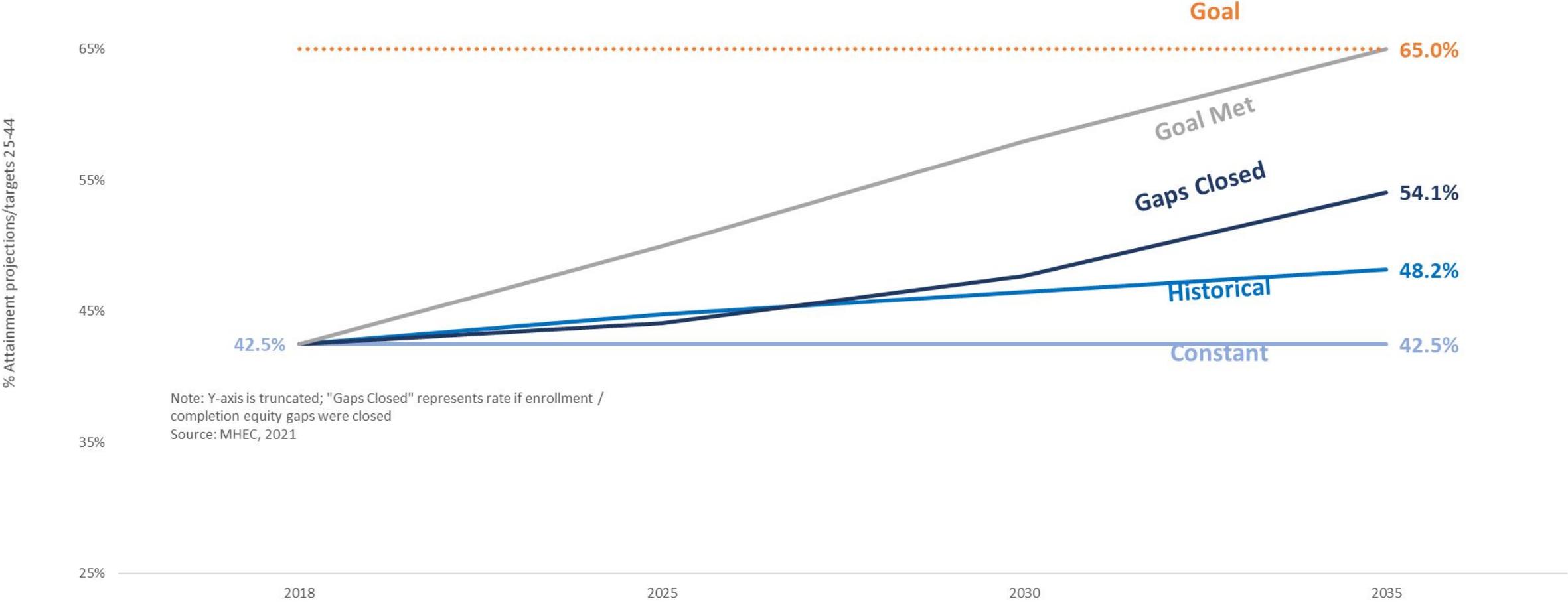
# Older Adults are Essential to Meet Our Goals

**MHEC Study FIGURE 16.**  
 Projected First-Time Postsecondary Completions Among Residents Aged 25–64: Total at All Institutions

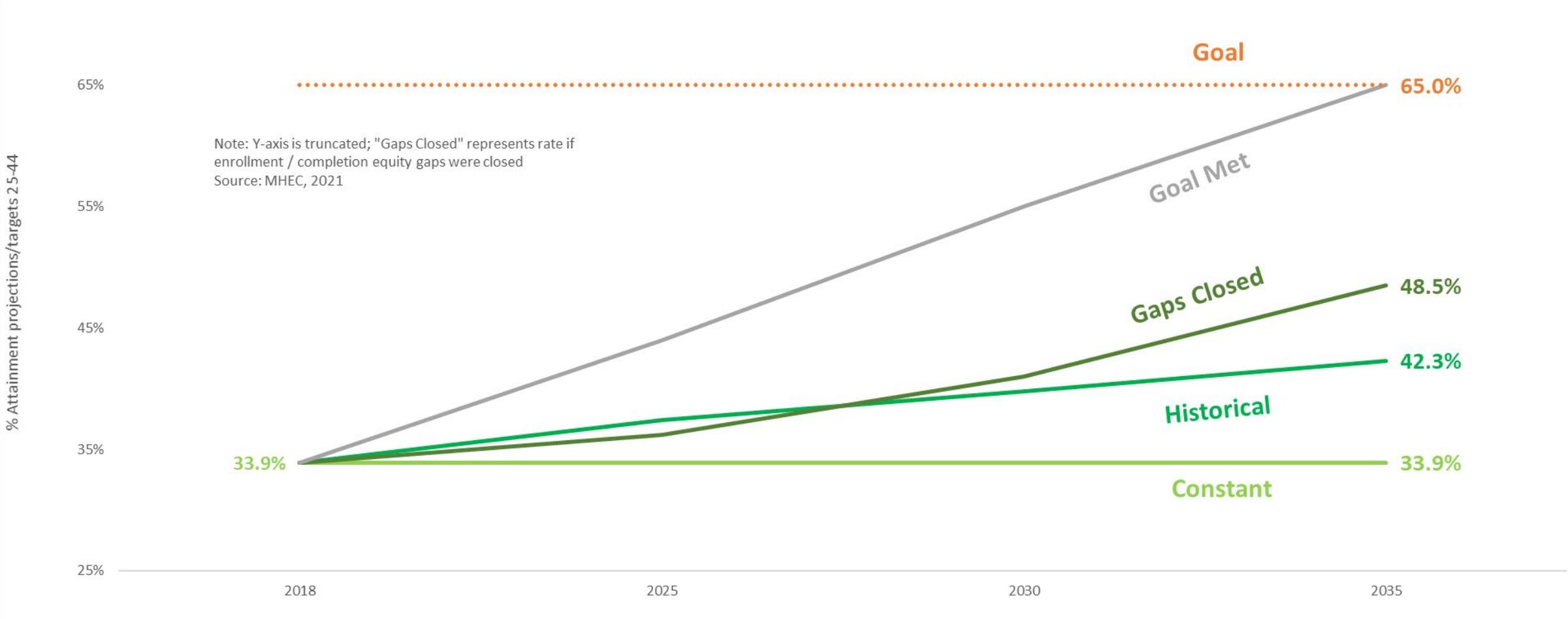


	2018	2025	2030	2035
White	1,464	1,365	1,313	1,271
Other	408	415	435	444
Black Status Quo	493	522	512	503
Black Under Scenario	493	624	712	798
Latinx Status Quo	396	515	559	588
Latinx Under Scenario	396	571	683	787
Total Status Quo	2,761	2,817	2,819	2,806
Total Under Scenario	2,761	2,975	3,143	3,300

# Projections for Black Illinoisans



# Projections for Latinx Illinoisans



# Our Journey (thus far)

SR 1647 and HR 1017 charge: “update the State's 60 by 25 goal to include equity-focused targets aimed at closing institutional racial and socioeconomic achievement gaps.”

Workgroup discussions considering existing research, best practice models, & policy considerations

Ongoing conversations with workgroup, State agency representatives, & external thought partners like Ed Trust

MHEC Projections Study & CCR Committee context memo published; key findings shared with P-20 Council

P-20 Council directed Equity Targets work to College & Career Readiness Committee; workgroup formed

MHEC engaged to conduct projections study; collaboration with State agencies to share data & structure study

HB 2170 Article 95 (“Equity in Higher Education Act”): affirms the need to address equity gaps throughout the system and embed targets into the postsecondary attainment goal

**Equity Targets Workgroup undergoing data review for target development**

# What will our targets be?

## Direct Enrollment

Growth benchmarks for students enrolling in postsecondary within 16 months of high school graduation

+

## Adult Learner Enrollment

Growth benchmarks for enrolling adults who do not have a postsecondary degree or credential (including those with some college)

+

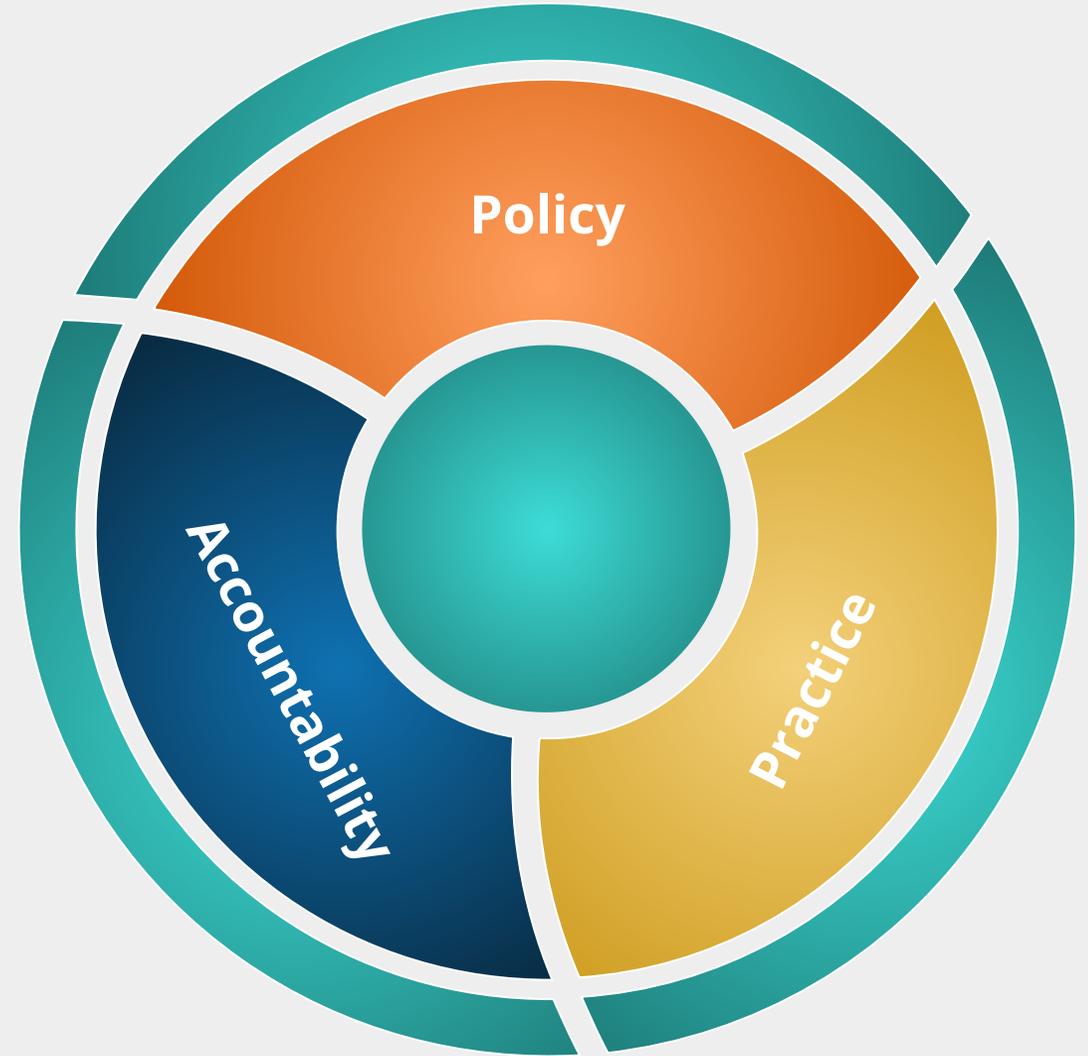
## Completion

Growth benchmarks for increasing completion of postsecondary degrees and credentials

## Attainment

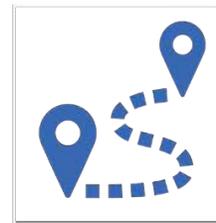
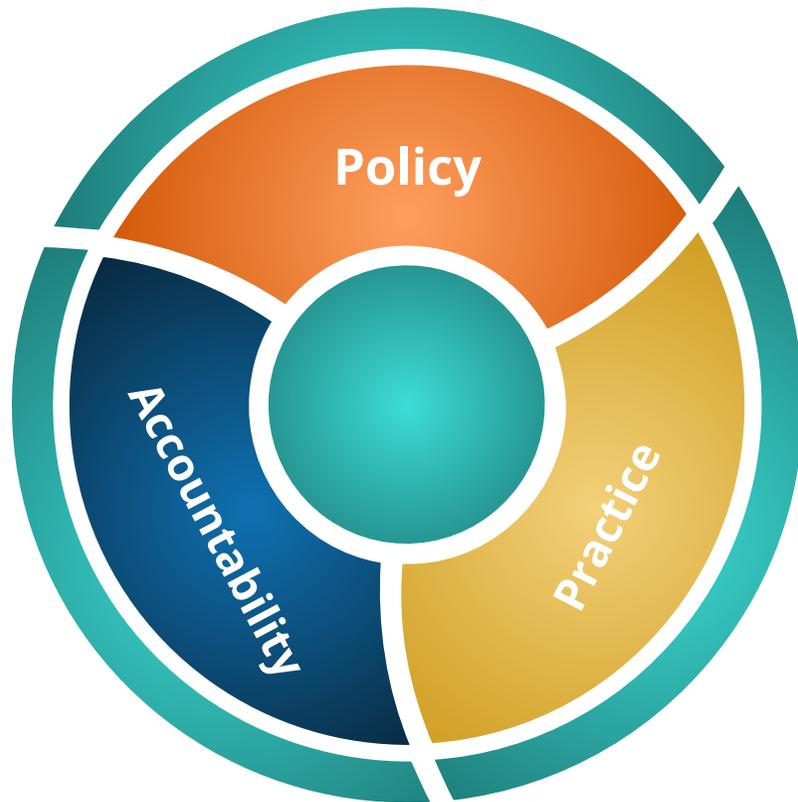
Calculating the impact that growing enrollment and completion will have on overall attainment rates.

# How will we get there?



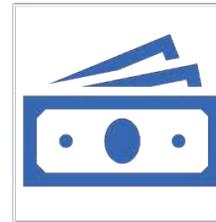
# State Levers

## Key Implementation Recommendations



Focus on Acceleration  
Throughout the P-20  
Pipeline

Drive Systemic Equity  
Through Policy



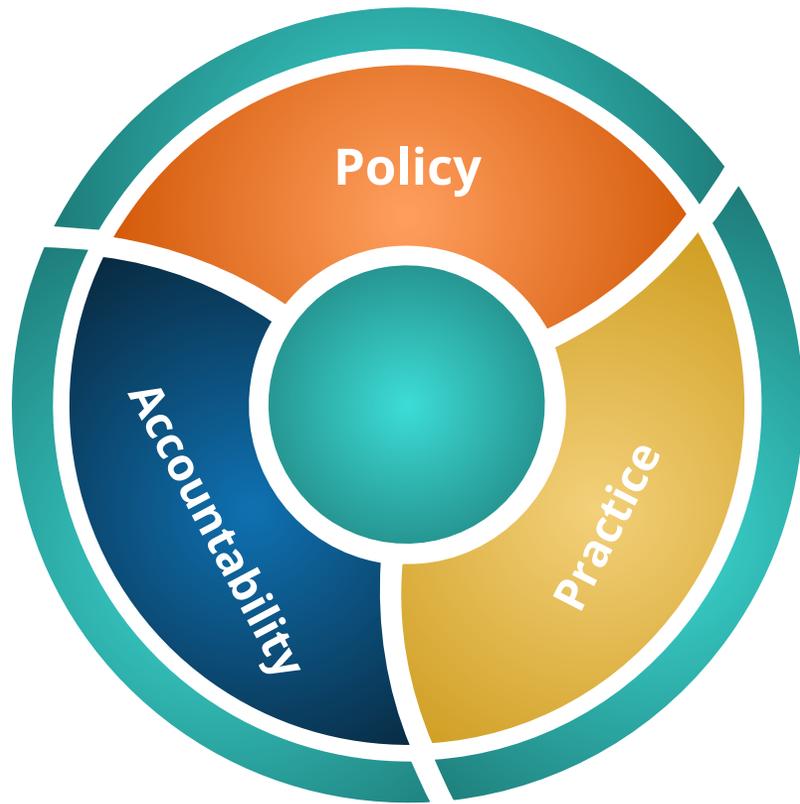
Leverage and Align  
Resources to Advance  
Equity

Enhance Data &  
Monitoring Resources



Establish a State  
Responsibility  
Structure for Equity

# Community Levers



Improving college & career readiness early in P-20 pipeline

Implementing strategies to re-engage older learners

Sharing innovative practices through the Network & other platforms

# Who else can we learn from?



# Examples Across the Nation

Strategies for Improving Post-secondary Attainment

# Outreach and Marketing



Adult Promise

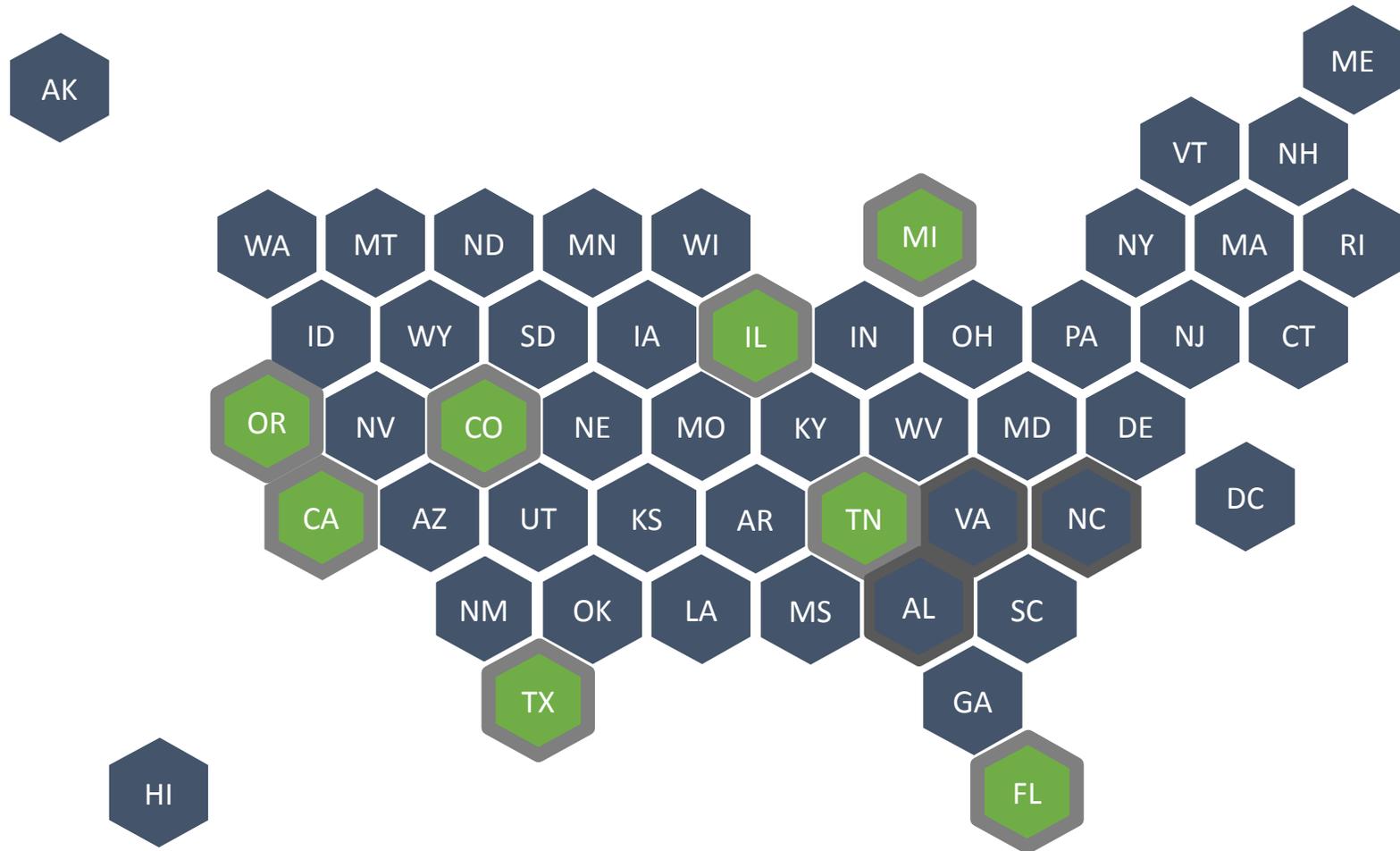


Warrior Way Back

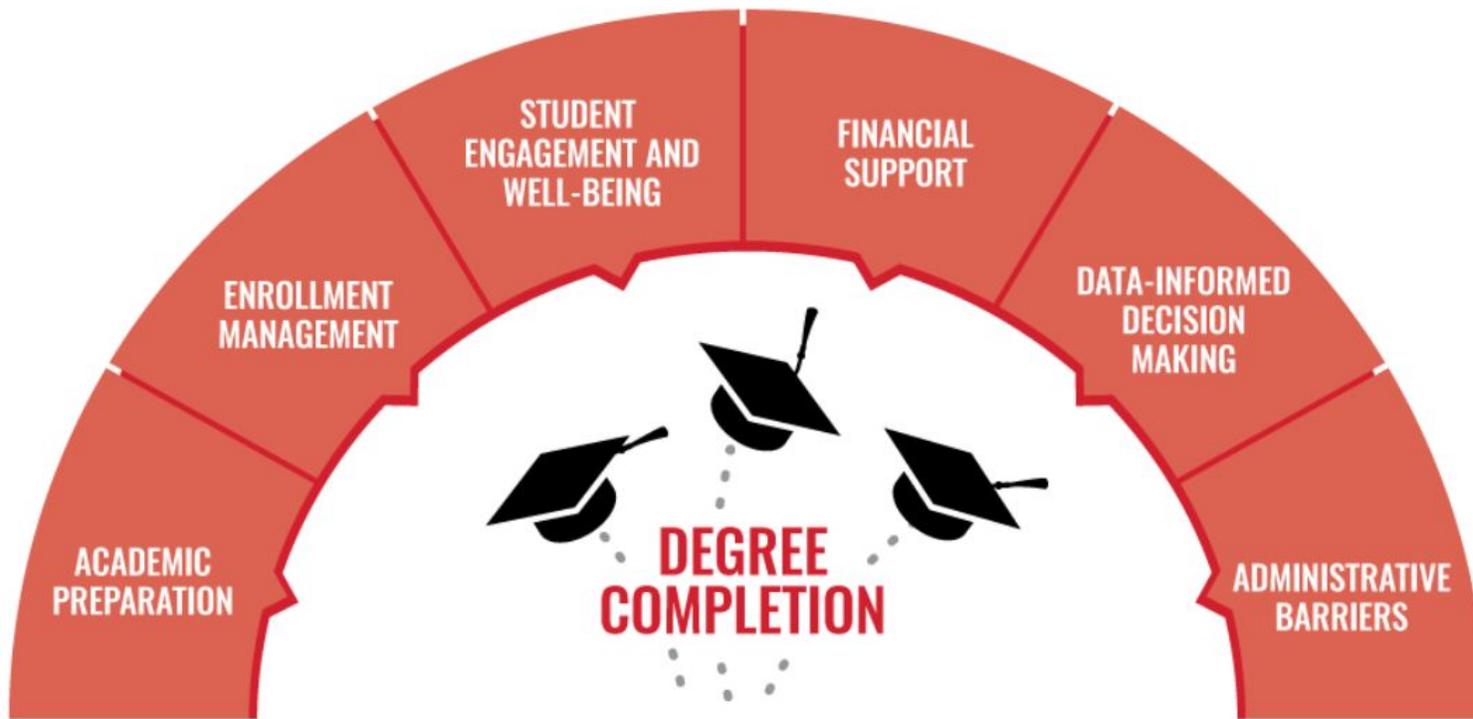
Finish Line



# Coalition Of Urban Serving Institutions (USU/APLU) Partnerships for Adult Learner Success Initiative (PALS)



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*California State University System*  
*Graduation Initiative*



Paul Quinn  
College

WELCOME TO THE  
**QUINNITE  
NATION**

*#NationBuilding*





# Illinois Community College Board

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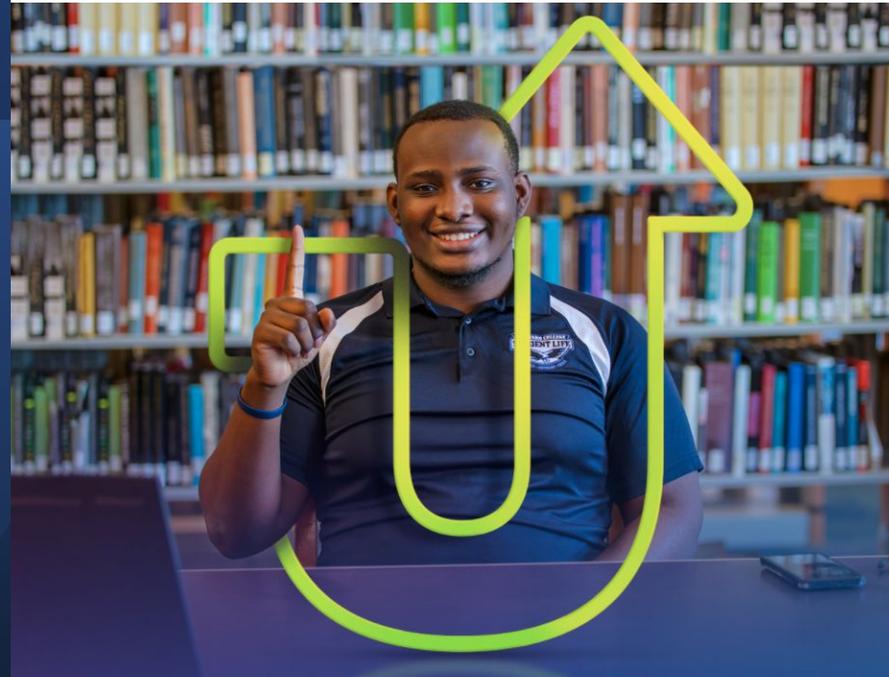
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