Our Urgent Mission: Achieving Equity in Postsecondary Attainment

Presented by
Courtney Brown
Shauna Davis
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.
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.
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.
55.2% Illinois

51.9% Nation
Illinois Degree Attainment

- Illinois: 47%
- Hispanic: 23%
- Black: 32%
- Native American: 33%
- White: 53%
- Asian: 74%
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
36 Million Stop-Outs
Some College No Certificate/Degree Numbers by State

- CA: Highest
- TX
- NY
- IL (red)
- FL
- WA
- MI
- NC
- VA
- IN

Numbers range from 0 to 7,000,000.
SCND and Degree Attainment
Completing College
National and State Reports

With New Longitudinal Data Dashboard

Lumina Foundation
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.

EQUITY FIRST: BUILDING TOWARD A BETTER FUTURE AND REVITALIZING LEARNING
Despite Progress, Gaps Persist

Attainment Rates in 2018
(MHEC Analysis)

- Black: 39.7%
- Latinx: 29.1%
- White: 61.9%

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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”
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?

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2025</th>
<th>2030</th>
<th>2035</th>
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<tbody>
<tr>
<td><strong>Constant Rate Model</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>61.90%</td>
<td>61.90%</td>
<td>61.90%</td>
<td>61.90%</td>
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<tr>
<td>Black</td>
<td>39.70%</td>
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<td>39.70%</td>
<td>39.70%</td>
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<tr>
<td>Latinx</td>
<td>29.10%</td>
<td>29.10%</td>
<td>29.10%</td>
<td>29.10%</td>
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<tr>
<td>Other</td>
<td>75.40%</td>
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<td>75.40%</td>
<td>75.40%</td>
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<tr>
<td>Total</td>
<td>54.70%</td>
<td>53.30%</td>
<td>52.70%</td>
<td>52.30%</td>
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<table>
<thead>
<tr>
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<th>2018</th>
<th>2025</th>
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<th>2035</th>
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<tr>
<td><strong>Historical Growth Rate Model</strong></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>White</td>
<td>61.90%</td>
<td>66.60%</td>
<td>69.90%</td>
<td>73.30%</td>
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<tr>
<td>Black</td>
<td>39.70%</td>
<td>41.80%</td>
<td>43.40%</td>
<td>44.90%</td>
</tr>
<tr>
<td>Latinx</td>
<td>29.10%</td>
<td>32.20%</td>
<td>34.40%</td>
<td>36.50%</td>
</tr>
<tr>
<td>Other</td>
<td>75.40%</td>
<td>78.80%</td>
<td>81.20%</td>
<td>83.50%</td>
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<tr>
<td>Total</td>
<td>54.70%</td>
<td>57.20%</td>
<td>59.30%</td>
<td>61.60%</td>
</tr>
</tbody>
</table>

**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
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4-Year Graduation Rate

- **White**: 91, 91, 91, 92, 90
- **Overall**: 87, 86, 86, 88, 86
- **Hispanic**: 84, 82, 82, 86, 82
- **Black**: 79, 76, 77, 80, 77

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

Overall enrollment has decreased from 73% in 2017 to 69% in 2019.

Community College enrollment has increased from 32% in 2017 to 40% in 2018, but decreased to 29% in 2019.

Universities enrollment has remained consistent at 41% in 2018 and 40% in 2019.

Percentage of High School Graduates Going Directly to College

<table>
<thead>
<tr>
<th>State/Region</th>
<th>2014</th>
<th>2016</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top 5 States Median</td>
<td>74%</td>
<td>73%</td>
<td>73%</td>
</tr>
<tr>
<td>Midwest</td>
<td>65%</td>
<td>64%</td>
<td>62%</td>
</tr>
<tr>
<td>Illinois</td>
<td>63%</td>
<td>63%</td>
<td>61%</td>
</tr>
</tbody>
</table>

Note: Percentages are rounded. Source: MHEC Dashboard

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Enrollment by Race/Ethnicity

Enrollment has dropped 34% for African Americans.

2013 107k students enrolled

2019 70k students enrolled

Enrollment has increased by over 8% for Latinx students.

2013 118k Latinx students enrolled

2019 128k Latinx students enrolled

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

<table>
<thead>
<tr>
<th>State/Region</th>
<th>Black</th>
<th>Latino</th>
<th>White</th>
<th>Underrep. Minority</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2017</td>
<td>2018</td>
<td>2018</td>
<td>2017</td>
</tr>
<tr>
<td>Midwest</td>
<td>57%</td>
<td>57%</td>
<td>59%</td>
<td>60%</td>
</tr>
<tr>
<td>Top 5 States Median</td>
<td>86%</td>
<td>89%</td>
<td>70%</td>
<td>68%</td>
</tr>
<tr>
<td>Illinois</td>
<td>59%</td>
<td>61%</td>
<td>62%</td>
<td>63%</td>
</tr>
<tr>
<td></td>
<td>71%</td>
<td>72%</td>
<td>81%</td>
<td>80%</td>
</tr>
<tr>
<td></td>
<td>58%</td>
<td>58%</td>
<td>69%</td>
<td>67%</td>
</tr>
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</table>

Sources: A Thriving Illinois & MHEC Dashboard

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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

<table>
<thead>
<tr>
<th>State/Region</th>
<th>2010</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top 5 States Median</td>
<td>9.6%</td>
<td>7.2%</td>
<td>7.8%</td>
<td>6.5%</td>
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<tr>
<td>U.S.</td>
<td>7.8%</td>
<td>6.0%</td>
<td>5.8%</td>
<td>5.6%</td>
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<tr>
<td>Illinois</td>
<td>6.9%</td>
<td>5.5%</td>
<td>4.9%</td>
<td>5.0%</td>
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Source: MHEC Dashboard

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RETENTION RATE GAPS SUMMARIZED
Return rates for full-time freshmen.

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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.

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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

<table>
<thead>
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<th>2018</th>
<th>2025</th>
<th>2030</th>
<th>2035</th>
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</thead>
<tbody>
<tr>
<td>White</td>
<td>1,464</td>
<td>1,365</td>
<td>1,313</td>
<td>1,271</td>
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<tr>
<td>Other</td>
<td>408</td>
<td>415</td>
<td>435</td>
<td>444</td>
</tr>
<tr>
<td>Black Status Quo</td>
<td>493</td>
<td>522</td>
<td>512</td>
<td>503</td>
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<tr>
<td>Black Under Scenario</td>
<td>493</td>
<td>624</td>
<td>712</td>
<td>798</td>
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<tr>
<td>Latinx Status Quo</td>
<td>396</td>
<td>515</td>
<td>559</td>
<td>588</td>
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<tr>
<td>Latinx Under Scenario</td>
<td>396</td>
<td>571</td>
<td>683</td>
<td>787</td>
</tr>
<tr>
<td>Total Status Quo</td>
<td>2,761</td>
<td>2,817</td>
<td>2,819</td>
<td>2,806</td>
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<tr>
<td>Total Under Scenario</td>
<td>2,761</td>
<td>2,975</td>
<td>3,143</td>
<td>3,300</td>
</tr>
</tbody>
</table>
Projections for Black Illinoisans

Note: Y-axis is truncated; "Gaps Closed" represents rate if enrollment/completion equity gaps were closed
Source: MHEC, 2021
Projections for Latinx Illinoisans

Note: Y-axis is truncated; “Gaps Closed” represents rate if enrollment/completion equity gaps were closed
Source: MHEC, 2021

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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 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

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

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

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

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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

Next Level Jobs Indiana

Tennessee Reconnect

The University of Akron
UA Adult Focus

Adult Promise

Warrior Way Back

Finish Line

We Want to Help You Finish Your Degree!
Now is the Time!
Coalition Of Urban Serving Institutions (USU/APLU)
Partnerships for Adult Learner Success Initiative (PALS)
California State University System Graduation Initiative
WELCOME TO THE
QUINNITE
NATION

#NationBuilding
Illinois Community College Board
Making human connections that matter