

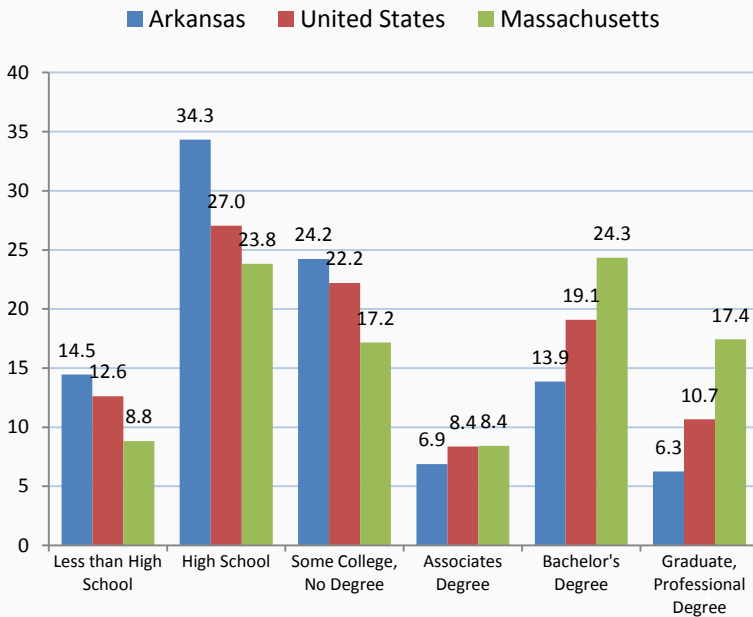
College Completion in Arkansas: The Impact on the Workforce and the Economy

November 2011



Higher Levels of Education and Skills Needed for Today's Economic Recovery and Tomorrow's Economic Vitality

Educational Attainment of Working Adults Aged 25 to 64 – Arkansas, the U.S., and Most Educated State (2009)



Source: U.S. Census Bureau, 2009 American Community Survey

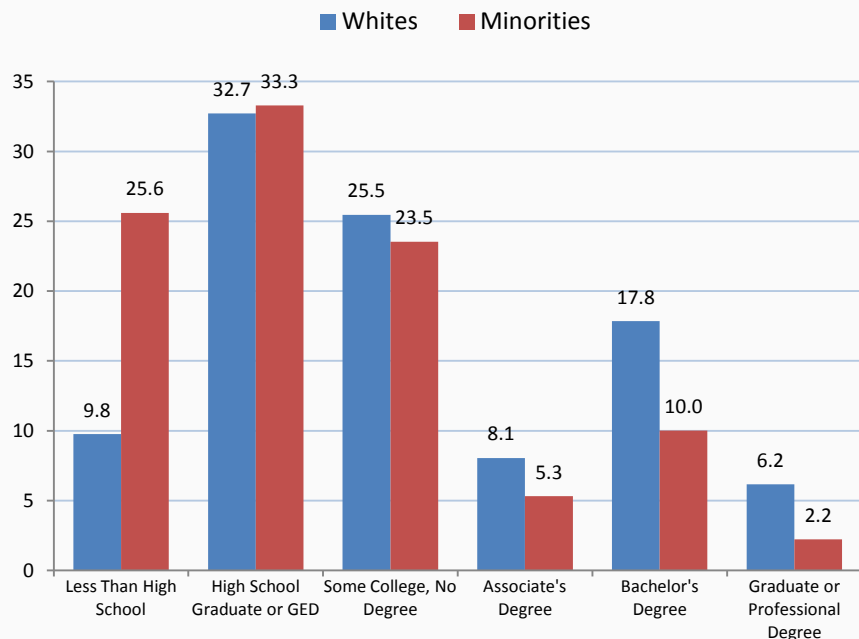
Overall Degree Attainment Relatively Weak

- Only 27% of adults aged 25 to 64 hold an associate's degree or higher, compared to 38% nationally.
- Half of working adults in Arkansas have never enrolled in postsecondary education, compared to 39% nationally.
- Postsecondary attainment among younger adults is higher than older adults—28.6% vs. 25.3%.
- Nearly one in four Arkansans have had some postsecondary experience but have not earned a degree, making that population a potential focal point of efforts to improve college completion rates.

Profound Gaps in High School and Baccalaureate Completion

- A substantial gap in postsecondary attainment between whites and adults of color is apparent in Arkansas.
- With 59% of minorities having never enrolled in postsecondary education, a focus on increasing enrollment rates for this group will be critical to meeting state attainment goals.
- Of the total percent of jobs requiring a postsecondary credential by 2018, 31% will be for workers with some college, a certificate or two-year degree. Increasing production of certificates and associate degrees among minority students might be a viable education and workforce strategy.

Educational Attainment of Whites and Minorities (Blacks, Hispanics, Native Americans Aged 25 to 44 (2009)

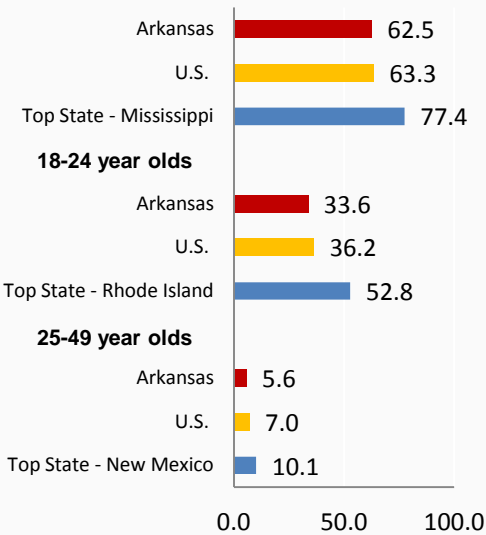


Source: U.S. Census Bureau, 2009 American Community Survey

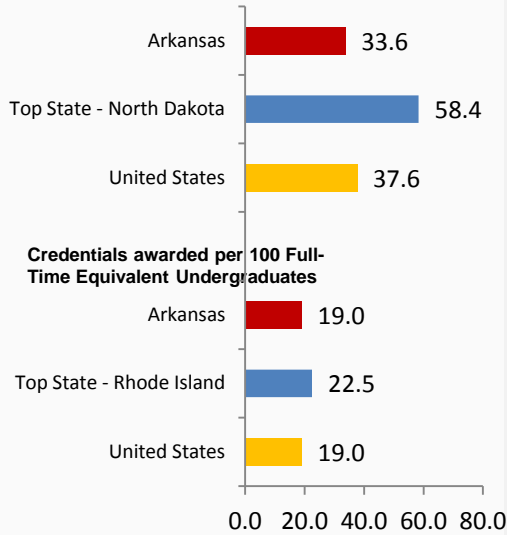
How Well Does Arkansas Provide Postsecondary Education to Its Residents?

College Participation Rates and Degree Productivity in Arkansas by Age Group

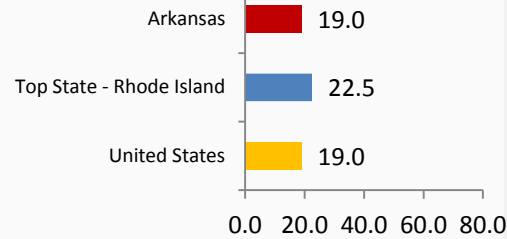
Directly from High School



Credentials awarded per 1,000 18-44 year olds with no college degree



Credentials awarded per 100 Full-Time Equivalent Undergraduates



Increasing Enrollment Rates Could Have Positive Impact on Degree Completion

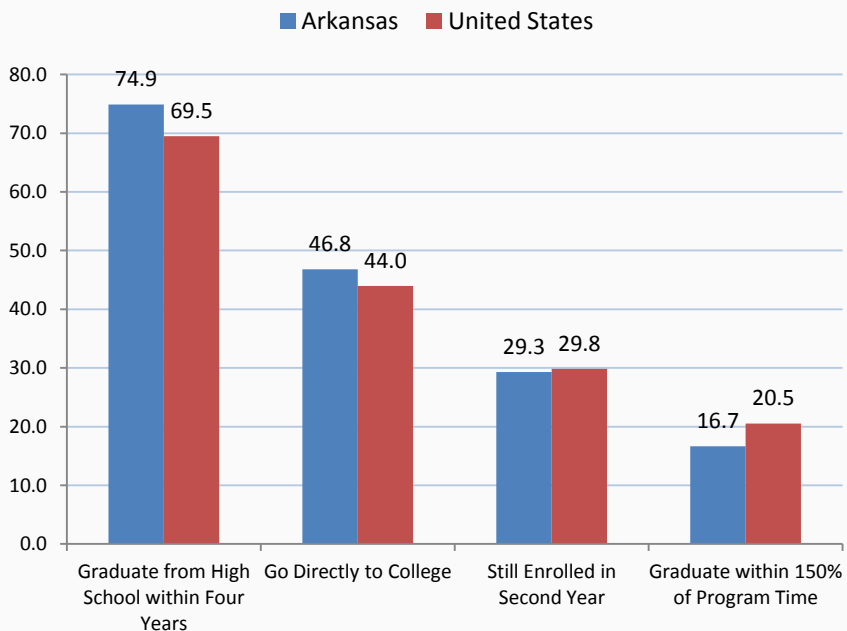
- The percentage of high school graduates who immediately enroll in college is comparable to the national average.
- With five percent more students graduating high school than the national average, efforts to improve college participation and readiness might increase degree attainment rates.
- Participation among adults age 25-49 is substantially lower than the national average.

Source: NCES, Common Core Data and IPEDS Residency and Migration Survey, IPEDS Enrollment Survey; U.S. Census Bureau Population Estimates

Student Pipeline Transitions Highlight Retention and Completion Challenges

- Despite the relatively high number of high school graduates enrolling in college, there is still considerable room for improvement.
- Success in enrolling students for higher education is mitigated by high attrition rates that ultimately drop graduation rates below the national average.

Student Pipeline – For Every 100 9th Graders...



Source: NCES CCD 2008; IPEDS 2008; 2008 IPEDS GRS

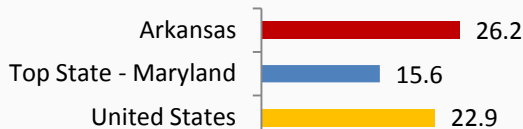
How Competitive Are Arkansas' Work Conditions for College Graduates?

Percentages of College Educated Workers in the Workforce

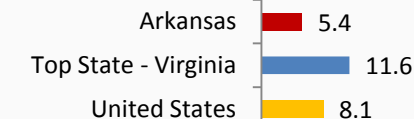
Jobs Are Available, But Wages for College Educated Workers Low

- 26% of college graduates earn less than \$28,000 per year.
- The percentage of workers employed in high-tech and STEM occupations is lower than the national average.
- Increasing the percent of workers in high-tech and professional occupations could substantially improve overall wages for college graduates.

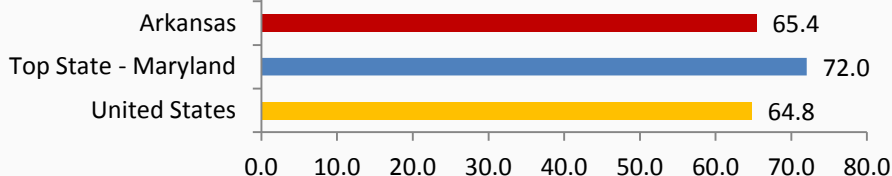
% of workers earning low wages



% of workers employed in high-tech occupations



% of workers employed in management/professional occupations

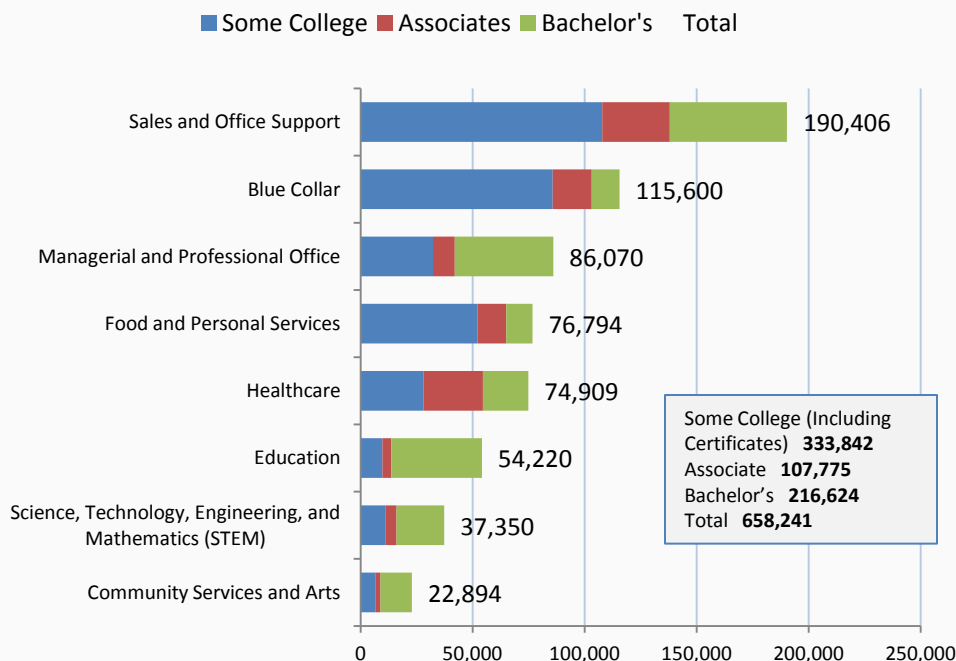


Source: U.S. Census Bureau, 2009 American Community Survey (Public Use Microdata Samples)

Growing Demand for Certificates and Associate Degrees

- According to projections from the Georgetown Center for Education and the Workforce, 52% of jobs in Arkansas (750,000 jobs) by 2018 will require a postsecondary education.
- 55% of middle-skill jobs will be in sales and blue collar fields.
- Advancing low- and middle-skill workers into high-paying jobs might require a strategic focus on producing STEM, health and business degrees.

Estimated Number of Undergraduate Credentials Needed to Meet Workforce Demands in Arkansas by 2018



Some College (Including Certificates) **333,842**
 Associate **107,775**
 Bachelor's **216,624**
 Total **658,241**

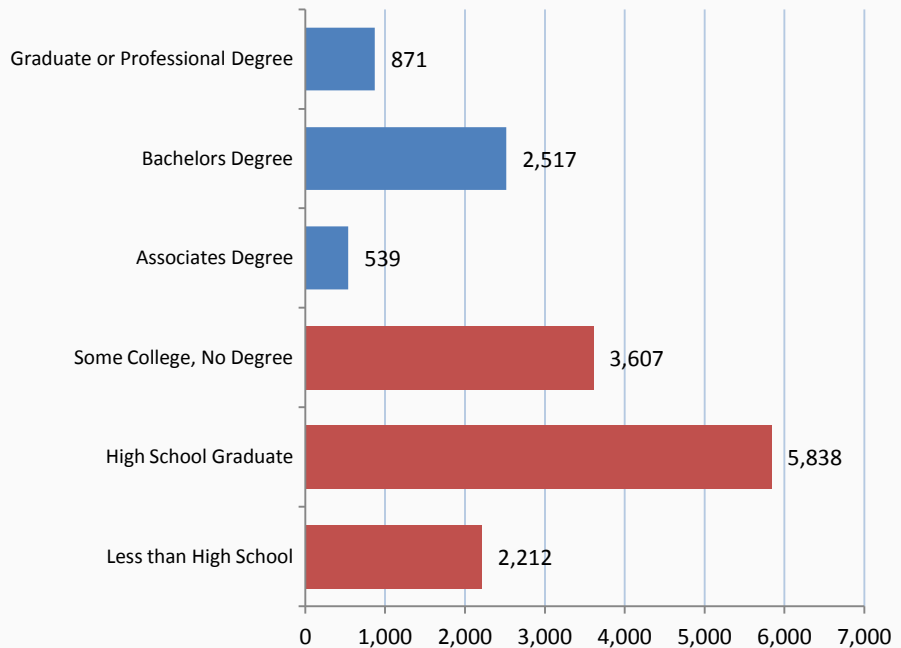
Source: Georgetown University, Center on Education and the Workforce. Help Wanted: Projections of Jobs and Education Requirements through 2018

Coming and Going: Do Educated Workers Stay in Arkansas?

High Migration Rates Tell Two Different Stories

- Arkansas is a net importer of adults at all education levels.
- Those with some college or less education migrate in much greater numbers than those with a degree.
- States that are net importers of citizens typically have an economy that is relatively strong compared to neighboring states that are losing residents.

Average Annual Net Migration of 22 to 64 Year Olds by Education Level (2005-09)



Source: U.S. Census Bureau, 2009 American Community Survey (Public Use Microdata Samples)

Observations and Policy Diagnosis

The Access to Success task force has created awareness of degree attainment challenges in Arkansas. If the goals outlined in the task force's recommendations are met, the state will have to substantially increase degree productivity. To reach its goal, Arkansas will need to decrease attrition rates for young adults and ramp up efforts to enroll a large proportion of adults.

While Arkansas has made developmental education a focal point of the state completion agenda, the structural challenge is to ensure more youth and adults actually graduate. Shoring up the participation side of the postsecondary equation is not enough. The state and postsecondary system should consider ways to leverage lessons learned from the remedial reform effort and translate those approaches to non-remedial settings. Also, the state should find ways to assure graduates that a well-paying job will be waiting for them when they complete. In STEM and high-tech jobs especially, the low supply of jobs or comparatively low wages might force graduates to leave.

State leaders should consider strategies that:

- Evaluate the current capacity of postsecondary and workforce systems to accomplish state strategies, and leverage resources accordingly.
- Strengthen transitions between two- and four-year colleges, and sustain pathways that increase mobility for adults that want to improve their employability and wages.
- Coordinate education and workforce data, so that policymakers might better quantify the value of a college degree.
- Provide incentives for older adults and minority students to enroll in and complete postsecondary programs. Transfer pathways and adaptable support structures might complement financial incentives.
- Move low-skill adults into middle-skill positions through participation in customized and accelerated degree and certificate programs.

Appendix: Measures for College Completion and Impact on the Economy with Notation for Top 10 and Bottom 10 State Ranks

State	Percent of Adults 25 to 64 with College Degrees (2009)	Difference in College Attainment between Young and Older Adults (2009)	Difference in College Attainment between Whites and Minorities (2009)	Percent of High School Graduates Going Directly to College (Fall 2008)	18-24 Year Olds Enrolled in College (2009)	25-49 Year Olds Enrolled in College (2009)	Adults 18 to 64 with Just a High School Diploma or Less, Living in Families Earning Less than a Living Wage	Adults 18 to 64 with Some College, No Degree, Living in Families Earning Less than a Living Wage	Adults 18 to 64 with No College Degree, Who Speak English "Not Well" or "Not at All"
Alabama	44	30	6	14	19	20	45	46	17
Alaska	32	50	26	50	50	29	11	11	14
Arizona	36	47	34	45	28	9	38	39	47
Arkansas	49	21	8	28	35	33	47	49	24
California	21	40	49	19	6	6	35	32	50
Colorado	3	48	48	27	33	3	16	16	40
Connecticut	2	33	46	10	38	47	3	2	37
Delaware	24	37	33	15	9	44	21	18	26
Florida	29	34	5	38	31	21	37	35	44
Georgia	30	32	17	7	45	32	40	36	36
Hawaii	12	35	11	29	36	28	4	7	34
Idaho	38	46	38	47	48	31	29	38	25
Illinois	15	6	45	40	25	7	24	24	42
Indiana	41	13	12	17	14	14	32	29	20
Iowa	17	2	43	22	3	26	10	12	19
Kansas	18	24	36	20	11	12	20	23	33
Kentucky	45	8	3	32	29	22	48	48	13
Louisiana	48	14	15	21	44	48	42	41	11
Maine	23	39	14	31	26	40	27	26	5
Maryland	8	22	19	25	24	18	8	3	29
Massachusetts	1	9	41	2	4	39	6	4	38
Michigan	31	28	18	34	13	13	34	34	15
Minnesota	4	4	47	8	12	5	7	8	23
Mississippi	47	26	16	1	37	34	50	50	12
Missouri	33	7	10	33	20	15	30	31	10
Montana	25	10	13	44	46	35	28	33	1
Nebraska	16	12	50	18	10	10	18	21	30
Nevada	46	44	21	43	49	38	33	30	48
New Hampshire	5	23	29	23	22	50	2	1	9
New Jersey	7	18	42	5	34	41	9	5	45
New Mexico	39	49	27	11	27	1	43	45	43
New York	6	5	40	3	15	37	25	22	46
North Carolina	27	25	23	16	40	27	36	37	32
North Dakota	10	1	20	12	8	11	1	6	4
Ohio	37	11	9	26	17	25	31	28	7
Oklahoma	43	36	7	42	39	30	39	42	27
Oregon	19	45	31	49	30	8	22	27	39
Pennsylvania	28	3	24	24	7	49	23	19	16
Rhode Island	13	17	44	13	1	42	19	14	41
South Carolina	34	29	25	6	32	46	41	40	22
South Dakota	22	20	35	4	18	19	26	25	6
Tennessee	42	19	4	30	42	43	46	44	18
Texas	40	43	37	41	43	36	44	43	49
Utah	20	41	39	39	23	2	13	20	31
Vermont	9	31	2	48	2	45	12	10	3
Virginia	11	27	30	9	21	16	15	9	28
Washington	14	42	28	46	47	23	14	17	35
West Virginia	50	15	1	37	5	4	49	47	2
Wisconsin	26	16	32	36	16	24	17	15	21
Wyoming	35	38	22	35	41	17	5	13	8

Appendix (cont.): Measures for College Completion and Impact on the Economy with Notation for Top 10 and Bottom 10 State Ranks

State	Undergraduate Awards (One Year and More) per 100 FTE Undergraduates, 2008-09	STEM Credentials Awarded per 1,000 STEM Employees (2008-09)	Health Credentials Awarded per 1,000 Health Employees (2008-09)	Undergraduate Credentials Awarded per 1,000 18 to 44 Year Olds with No College Degree, 2008-09	Adults 25 to 64 with College Degrees Employed in Management and Professional Occupations	Adults 25 to 64 with College Degrees Employed in High Tech Occupations	Percent of Workers with College Degrees Earning Low Wages (2009)	Percent of Workers with Some College, No Degree Earning Low Wages (2009)	Annual Migration Rates of College Degree-Holders (2005-09)	Personal Income per Capita (2010)	State New Economy Index (2010)
Alabama	47	19	23	42	35	24	23	34	22	42	47
Alaska	49	50	49	50	11	41	14	12	50	8	31
Arizona	19	8	1	22	37	11	22	16	2	40	20
Arkansas	35	16	12	36	14	43	35	47	18	46	48
California	48	41	25	35	16	6	10	10	19	12	7
Colorado	13	38	5	11	28	4	21	17	14	14	9
Connecticut	29	40	48	33	9	18	3	2	21	1	5
Delaware	25	42	40	26	8	20	6	24	13	20	6
Florida	9	28	14	18	47	34	39	36	10	24	21
Georgia	42	29	11	30	15	22	16	20	11	37	19
Hawaii	16	39	46	43	50	45	12	8	7	17	40
Idaho	3	31	27	31	41	17	47	50	29	49	27
Illinois	28	25	16	12	23	19	13	15	27	11	15
Indiana	27	11	20	25	40	26	32	28	41	41	35
Iowa	7	7	10	3	42	31	37	32	28	28	38
Kansas	22	26	4	7	18	15	30	25	36	21	26
Kentucky	24	5	6	17	25	36	38	41	25	44	43
Louisiana	41	4	8	27	4	46	15	27	49	26	44
Maine	15	37	39	37	34	47	44	38	34	29	28
Maryland	23	46	43	32	1	2	1	1	12	4	3
Massachusetts	21	30	36	8	3	8	4	6	26	2	1
Michigan	26	14	31	24	39	13	34	37	46	36	17
Minnesota	12	36	7	4	33	14	11	14	31	13	13
Mississippi	32	3	21	45	32	50	42	44	47	50	50
Missouri	8	21	15	20	17	28	27	30	30	32	33
Montana	34	12	47	39	45	48	50	49	15	38	36
Nebraska	30	10	17	6	43	35	33	39	40	22	34
Nevada	50	43	42	49	49	42	19	5	1	31	30
New Hampshire	4	49	38	13	20	5	18	4	32	9	11
New Jersey	36	48	50	46	6	7	2	3	20	3	4
New Mexico	44	35	33	44	12	12	45	46	16	43	32
New York	10	17	41	16	26	40	7	9	39	5	10
North Carolina	46	27	37	29	22	27	25	42	9	35	24
North Dakota	6	2	13	1	48	37	49	26	48	18	37
Ohio	33	18	22	28	13	25	26	33	42	34	25
Oklahoma	14	13	35	40	31	38	31	40	24	33	42
Oregon	39	47	26	38	38	10	48	31	4	30	14
Pennsylvania	17	15	32	14	10	23	20	18	33	16	22
Rhode Island	1	6	44	2	19	21	9	13	44	15	16
South Carolina	45	32	34	41	44	30	40	43	8	45	39
South Dakota	31	1	19	21	46	44	46	45	38	25	45
Tennessee	40	34	30	47	24	33	28	35	17	39	41
Texas	38	33	24	48	5	9	8	21	5	23	18
Utah	11	22	2	9	30	16	43	23	23	48	12
Vermont	5	23	45	5	7	32	29	29	45	19	23
Virginia	37	44	9	23	2	1	5	7	6	7	8
Washington	20	45	18	19	29	3	17	11	3	10	2
West Virginia	43	9	28	34	21	39	36	48	43	47	49
Wisconsin	18	24	3	10	36	29	24	19	35	27	29
Wyoming	2	20	29	15	27	49	41	22	37	6	46

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