Adults, “Ready” or Not

The Role of Adult Learners in Meeting the Workforce Needs of the Future

Brian T. Prescott
Non-traditional No More State Leaders Meeting
October 16-17, 2008 – Denver, CO
INTERNATIONAL COMPETITIVENESS
Differences in College Attainment (Associate & Higher) Between Younger & Older Adults—U.S. & OECD Countries, 2006

Differences in College Attainment (Associate & Higher) Between Younger & Older Adults—U.S., 2006

Source: U.S. Census Bureau, 2006 American Community Survey (ACS)
WORKFORCE NEEDS & DEMOGRAPHICS

- Short-Term On-the-Job Training (No Formal Award): 11.4%
- Moderate-Term On-the-Job Training (No Formal Award): 8.5%
- Long-Term On-the-Job Training (No Formal Award): 8.7%
- Work Experience in Related Occupation (No Formal Award): 9.6%
- Postsecondary Vocational Award: 17.7%
- Associate's Degrees: 25.1%
- Bachelor's Degree: 19.6%
- Postsecondary Degree Plus Work Experience: 16.6%
- Master's Degree: 18.8%
- Doctorate Degree: 30.8%
- Professional Degree: 19.0%

Source: U.S. Bureau of Labor Statistics

- Employment Requiring Some Level of Postsecondary Education: 8,526
- Moderate-Term On-the-Job Training (No Formal Award): 2,473
- Long-Term On-the-Job Training (No Formal Award): 960
- Work Experience in Related Occupation (No Formal Award): 1,057
- Short-Term On-the-Job Training (No Formal Award): 5,891

Source: U.S. Bureau of Labor Statistics
Projected Percent Change in Occupations Requiring Some Postsecondary Training or a College Degree from 2004 to 2014

- Nevada: 49.3%
- Colorado: 32.2%
- Arkansas: 25.5%
- South Dakota: 21.7%
- New Jersey: 20.1%
- United States: 16.5%

Note: U.S. projections are for 2006 to 2016
Source: ACINet
Median Earnings by Occupational Category and Age Group, United States, 2006
Employment by Occupational Categories, Age Group, and Educational Attainment, United States, 2006

- Management, Business, Financial Ops
- Computer, Mathematical, Engineering, Architecture, Science
- Education, Public Service
- Healthcare Practitioners and Technical
- Services
- Sales and Office
- Farming, Fishing, Forestry, Hunting
- Construction, Extraction, Maintenance
- Production, Transportation, and Material Moving

18-34 35-54 55+

Associate’s & Higher

No Postsec Degree
Changing Demographics

• Virtually all the growth in the working-age U.S. population is among minority groups, especially Hispanics.

• The only growing segment of the White non-Hispanic population occurs among those at or approaching retirement age.

• Given educational attainment gaps, we face the possibility of having a much less well-educated workforce.
Projected Change in Arkansas Population by Age and Race/Ethnicity, 2006-25 (in Thousands)

- White non-Hispanic
- Black non-Hispanic
- Hispanic
- American Indian/Alaska Native
- Asian/Pacific Islander

Projected Change in Arkansas Population by Age and Race/Ethnicity, 2006-25 (in Thousands)

<table>
<thead>
<tr>
<th>Age Group</th>
<th>White non-Hispanic</th>
<th>Black non-Hispanic</th>
<th>Hispanic</th>
<th>American Indian/Alaska Native</th>
<th>Asian/Pacific Islander</th>
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</thead>
<tbody>
<tr>
<td>0-17</td>
<td>4771</td>
<td>1008</td>
<td>1694</td>
<td>41</td>
<td>512</td>
</tr>
<tr>
<td>18-24</td>
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<td>2435</td>
<td>17620</td>
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<td>487</td>
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<td>25-44</td>
<td>4319</td>
<td>1017</td>
<td>7777</td>
<td>492</td>
<td>499</td>
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<tr>
<td>45-64</td>
<td>19645</td>
<td>18078</td>
<td>7758</td>
<td>2580</td>
<td>492</td>
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<tr>
<td>65 and Older</td>
<td>33,797</td>
<td>7,142</td>
<td>2,036</td>
<td>2,036</td>
<td>3,432</td>
</tr>
</tbody>
</table>

Projected Change in Arkansas Population by Age and Race/Ethnicity, 2006-25 (in Thousands)

- 281,563
- 175
- 504
- 360
- 437
- 304
- 238
- 45
- 487
- 512
- 499
- 492
- 492
- 3,432
Projected Change in Colorado Population by Age and Race/Ethnicity, 2006-25 (in Thousands)

- White non-Hispanic
- Black non-Hispanic
- Hispanic
- American Indian/Alaska Native
- Asian/Pacific Islander

<table>
<thead>
<tr>
<th>Age</th>
<th>White non-Hispanic</th>
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<th>Hispanic</th>
<th>American Indian/Alaska Native</th>
<th>Asian/Pacific Islander</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-17</td>
<td>12,684</td>
<td>2,739</td>
<td>35,89</td>
<td>-33,096</td>
<td>-43,135</td>
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<tr>
<td>18-24</td>
<td>32,81</td>
<td>941</td>
<td>12,848</td>
<td>-33,964</td>
<td>-66,315</td>
</tr>
<tr>
<td>25-44</td>
<td>9,861</td>
<td>3,138</td>
<td>12,818</td>
<td>-9,9293</td>
<td>-2,740</td>
</tr>
<tr>
<td>45-64</td>
<td>83,053</td>
<td>1,278</td>
<td>13,997</td>
<td>20,414</td>
<td>14,460</td>
</tr>
<tr>
<td>65 and Older</td>
<td>100,536</td>
<td>100,863</td>
<td>100,536</td>
<td>417,310</td>
<td>417,310</td>
</tr>
</tbody>
</table>
Percent of Adults with College Degrees (Associate and Higher) By Race/Ethnicity and Age – United States (2005-06)

Source: OECD Education at a Glance; U.S. Census Bureau, 2006 ACS (PUMS)
Given current educational attainment disparities by race/ethnicity and projected changes in the population, it is likely that the segment of our population with less than a high school diploma will grow more than any other – unless successful intervention takes place.
PARTICIPATION PATTERNS
Participation Patterns

• Adult students are more likely to be motivated to participate by immediate, pragmatic reasons.
• The participation rate of adult students has fallen.
• Those who begin postsecondary education as adults are more likely to take a non-linear path to their bachelor’s degree.
Reasons for Enrollment in Colleges and Universities by Age Group (Percent)

Source: Adapted from Paulson and Boeke, 2006, p.19
Participation of Adults Age 25-49 per 1,000 Adults Age 25-49 with Only a High School Diploma by Sector, 2005

Source: NCES, IPEDS Completions Survey 2005-06; U.S. Census Bureau, 2006 ACS
Change Over Time in Adult Participation in Postsecondary Education
(Percent of 25-49 Year Olds Enrolled as a Percent of 25 to 49 Year Olds without a Bachelor's Degree – United States)

Sources: U.S. Census Bureau, 2006 American Community Survey Public Use Microdata Sample (PUMS) File; US Census Bureau, Decennial Census’; NCES, IPEDS Fall Enrollment Survey
Change Over Time in Adult Participation in Postsecondary Education
(Percent of 25-49 Year Olds Enrolled as a Percent of 25 to 49 Year Olds without a Bachelor's Degree 1991 to 2007)

Sources: U.S. Census Bureau, 2006 American Community Survey Public Use Microdata Sample (PUMS) File; US Census Bureau, Decennial Census; NCES, IPEDS Fall Enrollment Survey
Percentage of 1999-2000 First-Time Bachelor’s Degree Recipients
(According to Multiple Institution Attendance Patterns by the Age They Began Postsecondary Education)

Source: Paulson and Boeke, 2006, p.22
Serving Ready Adults

• Most states and the U.S. cannot reach the international competitiveness benchmark of having 55% of their population with a postsecondary degree without focusing some of their efforts on reaching adult learners.

• “Ready” adults represent the most efficient population to serve.
  – Already have experience in postsecondary education.
  – Require a fraction of the courses that other adults, who may be starting from scratch, would.
## Population Age 25-64 with Some College but No Postsecondary Degree, 2006

<table>
<thead>
<tr>
<th>State</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arkansas</td>
<td>316,498</td>
<td>21.7</td>
</tr>
<tr>
<td>Colorado</td>
<td>577,116</td>
<td>21.8</td>
</tr>
<tr>
<td>Nevada</td>
<td>338,353</td>
<td>24.7</td>
</tr>
<tr>
<td>New Jersey</td>
<td>807,282</td>
<td>17.0</td>
</tr>
<tr>
<td>South Dakota</td>
<td>81,771</td>
<td>20.8</td>
</tr>
</tbody>
</table>

Source: [www.higheredinfo.org](http://www.higheredinfo.org)
### Reaching Top Performance by 2025 (55%)

**Arkansas**

<table>
<thead>
<tr>
<th>Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>835,336</td>
<td>Number of Individuals to Match Best-Performing Countries (55%)</td>
</tr>
<tr>
<td>202,622</td>
<td>Number of Individuals (Age 25-44) Who Already Have Degrees</td>
</tr>
<tr>
<td>632,714</td>
<td>Additional Production Needed (2005 to 2025)</td>
</tr>
<tr>
<td>309,266</td>
<td>Degrees Produced at Current Annual Rate of Production</td>
</tr>
<tr>
<td>11,198</td>
<td>Additional Residents with College Degrees from Net Migration</td>
</tr>
<tr>
<td>312,250</td>
<td>Additional Degrees Needed</td>
</tr>
<tr>
<td>15,613</td>
<td>Additional Degrees Needed per Year (Currently Produce 16,357 in All Sectors)</td>
</tr>
<tr>
<td>111.1%</td>
<td>Increase in Annual Associate and Bachelor’s Degree Production Needed (in Public Sector Only)</td>
</tr>
</tbody>
</table>
Educational Attainment in Arkansas (Percent)

Current, In 2025 with Current Degree Production, and Best-Performing Countries in 2025

Current Percentage of Adults Age 25-64 with College Degrees, 2005: 26.5

Projected Percentage in 2025 with Current Annual Degree Production: 33.7

Projected Percentage in 2025 with Current Annual Degree Production and Net Migration: 34.8

Percentage Needed to Reach Best-Performing Countries by 2025: 55.0
How Can Arkansas Reach International Competitiveness?

Current Degree Production Combined with Population Growth and Migration, and Improved Performance on Student Pipeline Measures

- Degrees Produced 2005-25 with Current Rate of Production: 309,266
- Additional Degrees from Population Growth: -1,384
- Additional Degrees from Net Migration of College-Educated Residents: 16,592
- Reaching Best Performance in High School Graduation Rates by 2025: 7,905
- Reaching Best Performance in College-Going Rates by 2025: 25,530
- Reaching Best Performance in Rates of Degree Production per FTE Student: 88,165
- Total Degrees Produced 2005-25 If All of the Above: 446,074
- Degrees Needed to Meet Best Performance (55%): 632,714

Pipeline Performance Is Cumulative

Source: 2005 ACS, Public Use Micro Data Samples
Reaching Top Performance by 2025 (55%)  
Colorado

1,493,441  Number of Individuals to Match Best-Performing Countries (55%)
636,437  Number of Individuals (Age 25-44) Who Already Have Degrees
857,004  Additional Production Needed (2005 to 2025)
690,584  Degrees Produced at Current Annual Rate of Production
393,794  Additional Residents with College Degrees from Net Migration
-227,373  Additional Degrees Needed
-11,369  Additional Degrees Needed per Year (Currently Produce 35,930 in All Sectors)
-41.9%  Increase in Annual Associate and Bachelor’s Degree Production Needed (in Public Sector Only)
Educational Attainment in Colorado (Percent)

Current, In 2025 with Current Degree Production, and Best-Performing Countries in 2025

- Current % of Adults Age 25-64 with College Degrees, 2005: 45.7
- Projected % in 2025 with Current Annual Degree Production: 48.9
- Projected % in 2025 with Current Annual Degree Production and Net Migration: 63.4
- % Needed to Reach Best-Performing Countries by 2025: 55.0
How Can Colorado Reach International Competitiveness?

Current Degree Production Combined with Population Growth and Migration and Improved Performance on the Student Pipeline Measures

- Degrees Produced 2005-25 with Current Rate of Production: 690,584
- Additional Degrees from Population Growth: 17,518
- Additional Degrees from Net Migration of College-Educated Residents: 393,794
- Reaching Best Performance in High School Graduation Rates by 2025: 21,301
- Reaching Best Performance in College-Going Rates by 2025: 52,538
- Reaching Best Performance in Rates of Degree Production per FTE Student: 123,343
- Total Degrees Produced 2005-25 If All of the Above: 1,299,077
- Degrees Needed to Meet Best Performance (55%): 857,004

Source: 2005 ACS, PUMS
## Reaching Top Performance by 2025 (55%) Nevada

<table>
<thead>
<tr>
<th>Number</th>
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</tr>
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<tbody>
<tr>
<td>1,057,411</td>
<td>Number of Individuals to Match Best-Performing Countries (55%)</td>
</tr>
<tr>
<td>193,902</td>
<td>Number of Individuals (Age 25-44) Who Already Have Degrees</td>
</tr>
<tr>
<td>863,509</td>
<td>Additional Production Needed (2005 to 2025)</td>
</tr>
<tr>
<td>169,402</td>
<td>Degrees Produced at Current Annual Rate of Production</td>
</tr>
<tr>
<td>206,630</td>
<td>Additional Residents with College Degrees from Net Migration</td>
</tr>
<tr>
<td>487,477</td>
<td>Additional Degrees Needed</td>
</tr>
<tr>
<td>24,374</td>
<td>Additional Degrees Needed per Year (Currently Produce 8,844 in All Sectors)</td>
</tr>
<tr>
<td>330.5%</td>
<td>Increase in Annual Associate and Bachelor’s Degree Production Needed (in Public Sector Only)</td>
</tr>
</tbody>
</table>
Educational Attainment in Nevada (Percent)

Current, In 2025 with Current Degree Production, and Best-Performing Countries in 2025

- Current % of Adults Age 25-64 with College Degrees, 2005: 28.6%
- Projected % in 2025 with Current Annual Degree Production: 18.9%
- Projected % in 2025 with Current Annual Degree Production and Net Migration: 29.6%
- % Needed to Reach Best-Performing Countries by 2025: 55.0%
How Can Nevada Reach International Competitiveness?

Current Degree Production Combined with Population Growth and Migration and Improved Performance on the Student Pipeline Measures

<table>
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<tr>
<th>Description</th>
<th>Degrees Produced 2005-25 with Current Rate of Production</th>
<th>Additional Degrees from Population Growth</th>
<th>Additional Degrees from Net Migration of College-Educated Residents</th>
<th>Reaching Best Performance in High School Graduation Rates by 2025</th>
<th>Reaching Best Performance in College-Going Rates by 2025</th>
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<td>863,509</td>
</tr>
<tr>
<td>Additional Degrees from Population Growth</td>
<td>25,021</td>
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<tr>
<td>Reaching Best Performance in High School Graduation Rates by 2025</td>
<td>29,839</td>
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<tr>
<td>Reaching Best Performance in College-Going Rates by 2025</td>
<td>51,249</td>
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<tr>
<td>Reaching Best Performance in Rates of Degree Production per FTE Student</td>
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</tbody>
</table>

Source: 2005 ACS, PUMS
Summary

• America’s economic future is closely tied to how well we can produce a highly educated, high-skill labor force.
• Adult learners are vital to achieving international competitiveness
• Targeting “ready” adults is efficient, although identifying them is a significant challenge
• The recession as an opportunity?