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

Source: Organization for Economic Co-operation and Development (OECD), Education at a Glance 2008
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

- Short-Term On-the-Job Training (No Formal Award): 5,891
- 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
- Employment Requiring Some Level of Postsecondary Education: 8,526

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, 15.2%, 15.5%
  - 18-34, 8.1%
  - 35-54, 4.4%
  - 55+, 3.9%
- Computer, Mathematical, Engineering, Architecture, Science, 5.3%, 4.0%
  - 18-34, 4.4%
  - 35-54, 4.4%
  - 55+, 2.5%
- Education, Public Service, 10.1%, 12.1%
  - 18-34, 8.9%
  - 35-54, 4.0%
  - 55+, 4.0%
- Healthcare Practitioners and Technical, 5.2%, 4.6%
  - 18-34, 3.6%
  - 35-54, 4.6%
  - 55+, 4.6%
- Services, 14.8%, 14.7%
  - 18-34, 21.8%
  - 35-54, 14.8%
  - 55+, 14.7%
- Sales and Office, 28.2%, 27.3%
  - 18-34, 28.2%
  - 35-54, 24.0%
  - 55+, 27.3%
- Farming, Fishing, Forestry, Hunting, 10.7%, 10.5%
  - 18-34, 1.0%
  - 35-54, 0.6%
  - 55+, 0.6%
- Construction, Extraction, Maintenance, 12.6%, 14.1%
  - 18-34, 10.7%
  - 35-54, 10.5%
  - 55+, 7.6%
- Production, Transportation, and Material Moving, 14.1%, 13.5%
  - 18-34, 4.4%
  - 35-54, 7.6%
  - 55+, 7.6%
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

0-17:
- White non-Hispanic: -24,733
- Black non-Hispanic: -17,620
- Hispanic: -17,620
- American Indian/Alaska Native: -2,435
- Asian/Pacific Islander: 471

18-24:
- White non-Hispanic: -6,015
- Black non-Hispanic: 41
- Hispanic: -2,435
- American Indian/Alaska Native: -17,620
- Asian/Pacific Islander: 41

25-44:
- White non-Hispanic: 4,711
- Black non-Hispanic: 1,008
- Hispanic: 1,694
- American Indian/Alaska Native: 1,512
- Asian/Pacific Islander: 487

45-64:
- White non-Hispanic: 18,078
- Black non-Hispanic: 1,694
- Hispanic: 19,645
- American Indian/Alaska Native: 18,078
- Asian/Pacific Islander: 1,694

65 and Older:
- White non-Hispanic: 281,563
- Black non-Hispanic: 7,777
- Hispanic: 7,777
- American Indian/Alaska Native: 7,142
- Asian/Pacific Islander: 2,036

Total:
- White non-Hispanic: 281,563
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>
<th>Black non-Hispanic</th>
<th>Hispanic</th>
<th>American Indian/Alaska Native</th>
<th>Asian/Pacific Islander</th>
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<tbody>
<tr>
<td>0-17</td>
<td>-33,096</td>
<td>12,684</td>
<td>2,739</td>
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<td>18-24</td>
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<td>12,449</td>
<td>3,589</td>
<td>92,811</td>
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<td>25-44</td>
<td>-33,964</td>
<td>32,811</td>
<td>941</td>
<td>100,863</td>
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<tr>
<td>45-64</td>
<td>83,053</td>
<td>12,848</td>
<td>3,138</td>
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<td>65 and Older</td>
<td>66,315</td>
<td>14,460</td>
<td>2,740</td>
<td>20,414</td>
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Projected Change in Nevada 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 Group</th>
<th>White non-Hispanic</th>
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<td>0-17</td>
<td>50,983</td>
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<td>18-24</td>
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<td>45-64</td>
<td>5,677</td>
<td>9,457</td>
<td>17,589</td>
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<td>17,589</td>
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<tr>
<td>65 and Older</td>
<td>9,508</td>
<td>18,901</td>
<td>17,589</td>
<td>17,589</td>
<td>17,589</td>
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</tbody>
</table>

- Source: [PROVIDE SOURCE]
Projected Change in South Dakota Population by Age and Race/Ethnicity, 2006-25 (in Thousands)

- 0-17: -12,459
- 18-24: -12,689
- 25-44: -14,509
- 45-64: 68,902
- 65 and Older: 15,324

- White non-Hispanic
- Black non-Hispanic
- Hispanic
- American Indian/Alaska Native
- Asian/Pacific Islander
Percent of Adults with College Degrees (Associate and Higher) By Race/Ethnicity and Age – United States (2005-06)

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<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>
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<tr>
<td>25 to 34</td>
<td>43.5</td>
<td>25.7</td>
<td>19.5</td>
<td>17.1</td>
<td>19.5</td>
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<tr>
<td>35 to 44</td>
<td>43.4</td>
<td>26.8</td>
<td>19.0</td>
<td>22.4</td>
<td>19.0</td>
</tr>
<tr>
<td>45 to 54</td>
<td>40.5</td>
<td>26.0</td>
<td>19.3</td>
<td>23.6</td>
<td>26.0</td>
</tr>
<tr>
<td>55 to 64</td>
<td>39.1</td>
<td>23.7</td>
<td>17.1</td>
<td>19.5</td>
<td>25.0</td>
</tr>
</tbody>
</table>

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.

Source: NCHEMS, As America Becomes More Diverse: The Impact of State Higher Education Inequality
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

Additional Degrees from Population Growth

Additional Degrees from Net Migration of College-Educated Residents

Reaching Best Performance in High School Graduation Rates by 2025

Reaching Best Performance in College-Going Rates by 2025

Reaching Best Performance in Rates of Degree Production per FTE Student

Total Degrees Produced 2005-25 If All of the Above

Degrees Needed to Meet Best Performance (55%)

Pipeline Performance Is Cumulative

186,640 from adults

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>
<th>Description</th>
</tr>
</thead>
<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

- Degrees Produced 2005-25 with Current Rate of Production: 169,402
- Additional Degrees from Population Growth: 25,021
- Additional Degrees from Net Migration of College-Educated Residents: 206,630
- Reaching Best Performance in High School Graduation Rates by 2025: 29,839
- Reaching Best Performance in College-Going Rates by 2025: 51,249
- Reaching Best Performance in Rates of Degree Production per FTE Student: 93,803
- Total Degrees Produced 2005-25 If All of the Above: 575,945
- Degrees Needed to Meet Best Performance (55%): 863,509

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

<table>
<thead>
<tr>
<th>Number</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>2,735,667</td>
<td>Number of Individuals to Match Best-Performing Countries (55%)</td>
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<tr>
<td>1,114,215</td>
<td>Number of Individuals (Age 25-44) Who Already Have Degrees</td>
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<tr>
<td>1,621,452</td>
<td>Additional Production Needed (2005 to 2025)</td>
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<tr>
<td>822,540</td>
<td>Degrees Produced at Current Annual Rate of Production</td>
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<tr>
<td>330,426</td>
<td>Additional Residents with College Degrees from Net Migration</td>
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<tr>
<td>468,486</td>
<td>Additional Degrees Needed</td>
</tr>
<tr>
<td>23,424</td>
<td>Additional Degrees Needed per Year (Currently Produce 46,713 in All Sectors)</td>
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<tr>
<td>64.4%</td>
<td>Increase in Annual Associate and Bachelor’s Degree Production Needed (in Public Sector Only)</td>
</tr>
</tbody>
</table>
Educational Attainment in New Jersey (Percent)

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

Current % of Adults Age 25-64 with College Degrees, 2005
- 37.3%

Projected % in 2025 with Current Annual Degree Production
- 35.9%

Projected % in 2025 with Current Annual Degree Production and Net Migration
- 43.8%

% Needed to Reach Best-Performing Countries by 2025
- 55.0%
How Can New Jersey 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: 822,540
- Additional Degrees from Population Growth: -12,697
- Additional Degrees from Net Migration of College-Educated Residents: 330,426
- Reaching Best Performance in High School Graduation Rates by 2025: -11,731
- Reaching Best Performance in College-Going Rates by 2025: 15,713
- Reaching Best Performance in Rates of Degree Production per FTE Student: 156,481
- Total Degrees Produced 2005-25 If All of the Above: 1,300,732
- Degrees Needed to Meet Best Performance (55%): 1,621,452

Pipeline Performance Is Cumulative

320,720 from adults

Source: 2005 ACS, PUMS
Reaching Top Performance by 2025 (55%)  
**South Dakota**

<table>
<thead>
<tr>
<th>Value</th>
<th>Description</th>
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<td>203,809</td>
<td>Number of Individuals to Match Best-Performing Countries (55%)</td>
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<td>82,619</td>
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<td>139,920</td>
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<td>8,221</td>
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<td>411</td>
<td>Additional Degrees Needed per Year (Currently Produce 6,996 in All Sectors)</td>
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<tr>
<td>8.3%</td>
<td>Increase in Annual Associate and Bachelor’s Degree Production Needed (in Public Sector Only)</td>
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Educational Attainment in South Dakota (Percent)

Current, In 2025 with Current Degree Production, and Best-Performing Countries in 2025
How Can South Dakota Reach International Competitiveness?

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Degrees Produced 2005-25</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>
<th>Reaching Best Performance in Rates of Degree Production per FTE Student</th>
<th>Total Degrees Produced 2005-25 If All of the Above</th>
<th>Degrees Needed to Meet Best Performance (55%)</th>
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<tbody>
<tr>
<td>Current Degree Production</td>
<td>139,920</td>
<td>-3,402</td>
<td>-26,951</td>
<td>1,410</td>
<td>1,111</td>
<td>23,823</td>
<td>135,910</td>
<td>121,190</td>
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<td>Additional Degrees from Population Growth</td>
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<tr>
<td>Additional Degrees from Net Migration of College-Educated Residents</td>
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<tr>
<td>Reaching Best Performance in High School Graduation Rates by 2025</td>
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<td>Reaching Best Performance in College-Going Rates by 2025</td>
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<tr>
<td>Reaching Best Performance in Rates of Degree Production per FTE Student</td>
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<tr>
<td>Total Degrees Produced 2005-25 If All of the Above</td>
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<tr>
<td>Degrees Needed to Meet Best Performance (55%)</td>
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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?