



Education
Strategy
Group

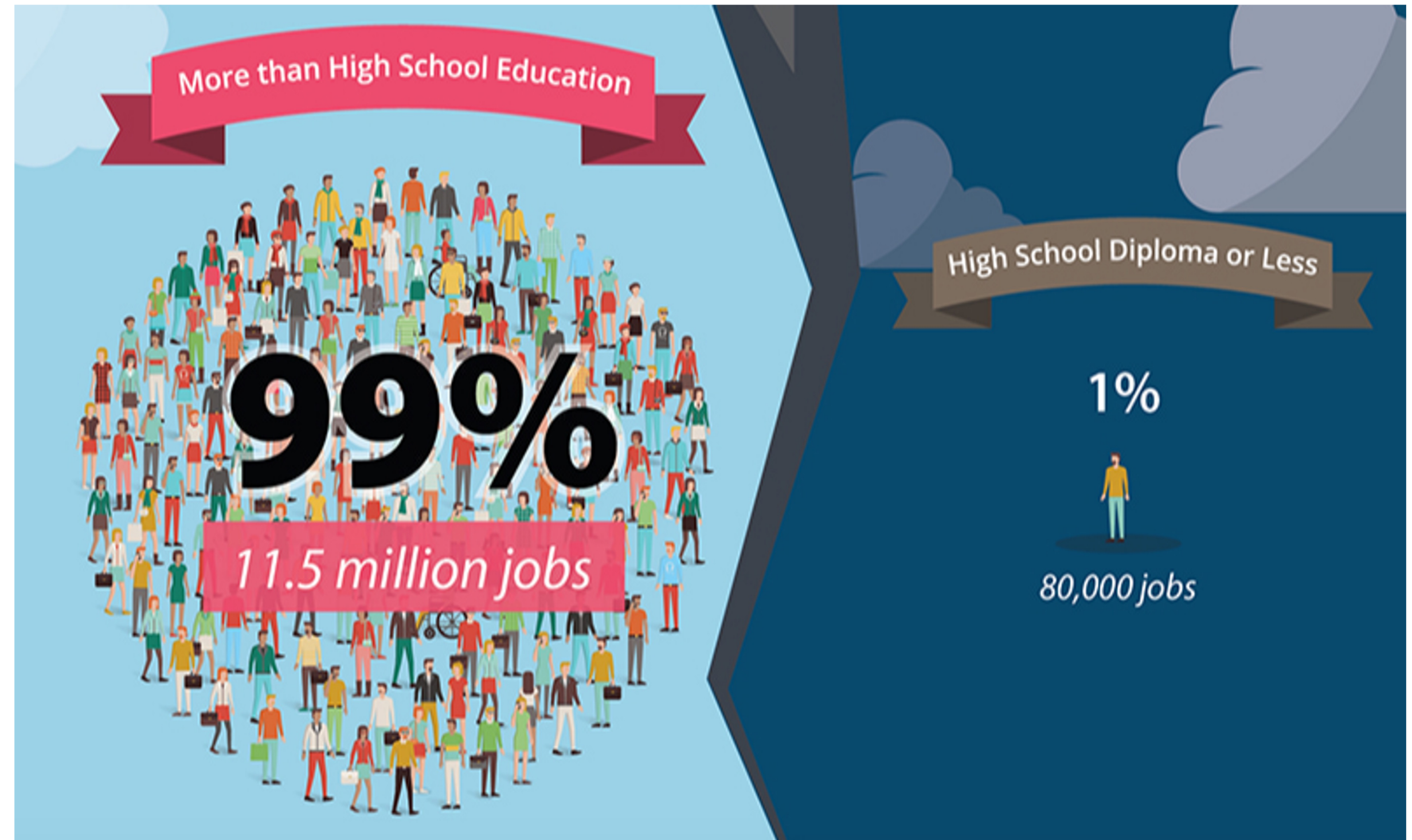
The Future of Attainment Goals: Doubling Down on Workforce Alignment

SHEEO Policy Conference

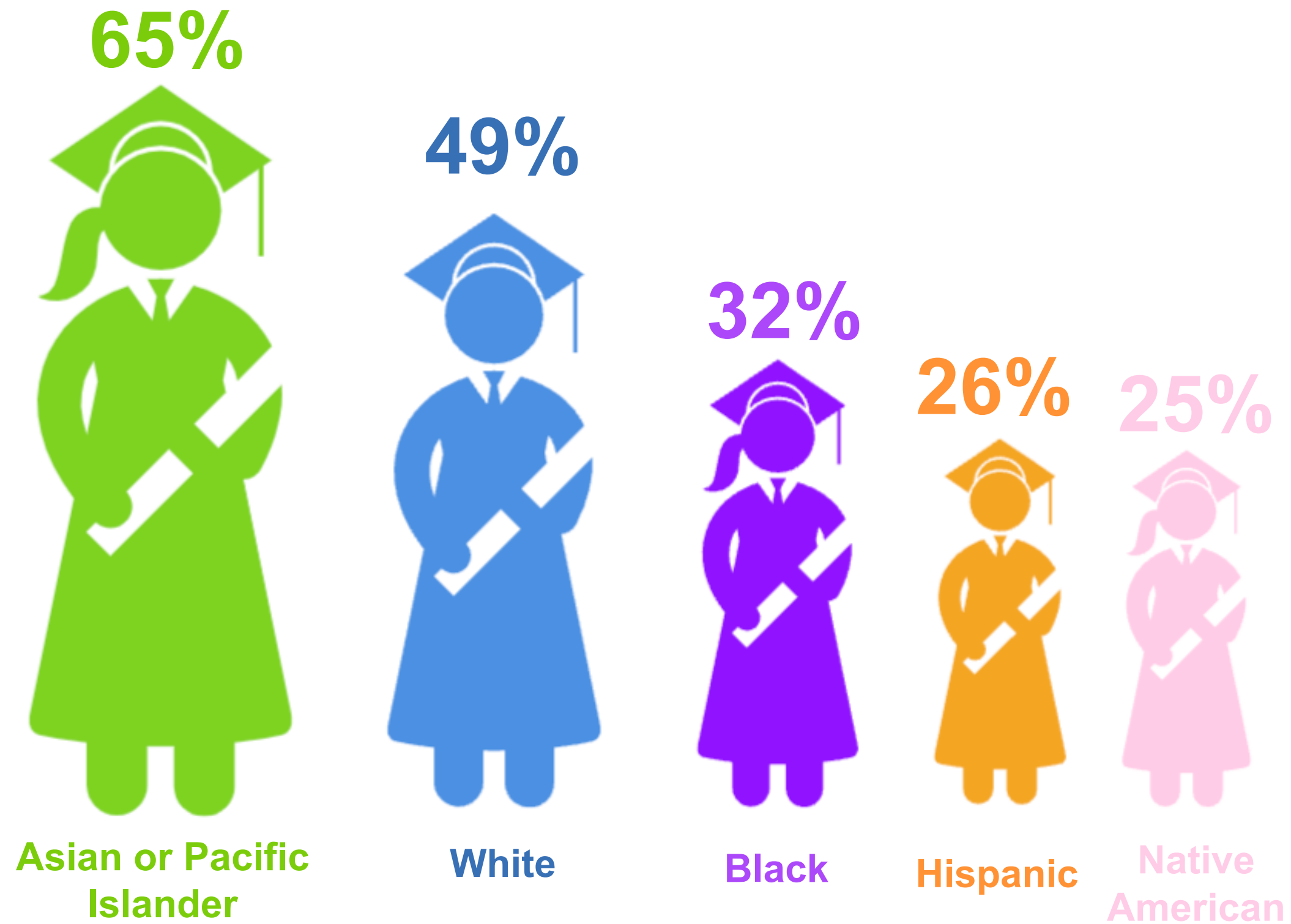
August 10, 2022

Postsecondary credentials are pre-requisite for success

Nearly all jobs created in the recovery after the Great Recession required some postsecondary education or training



Equity gaps in attainment are severe

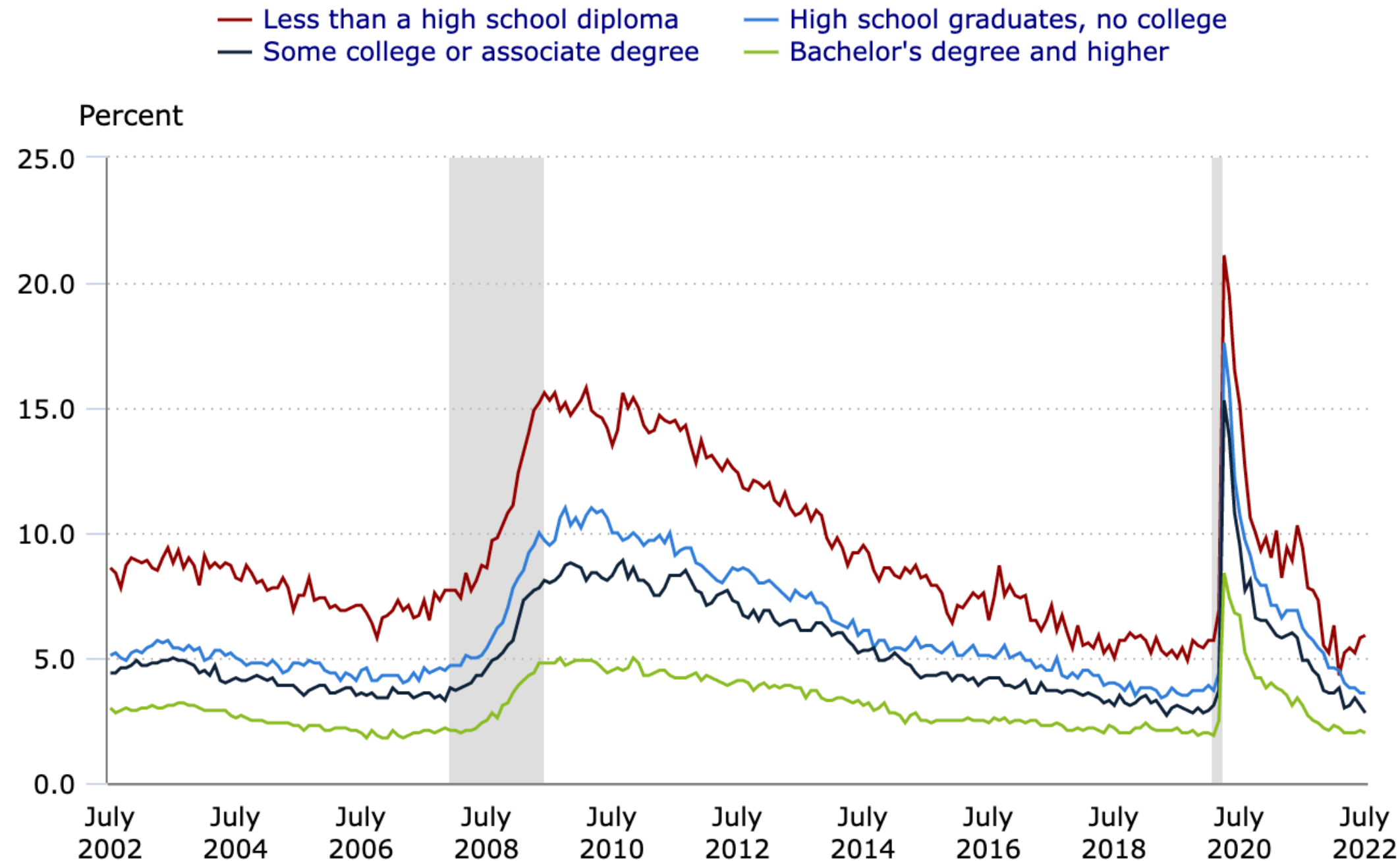


Source: A Stronger Nation, Lumina Foundation, 2022

COVID-19 has spotlighted these gaps

Unemployment rates for persons 25 years and older by educational attainment, seasonally adjusted

Click and drag within the chart to zoom in on time periods



Those with a high school diploma or less have been most vulnerable to economic displacement

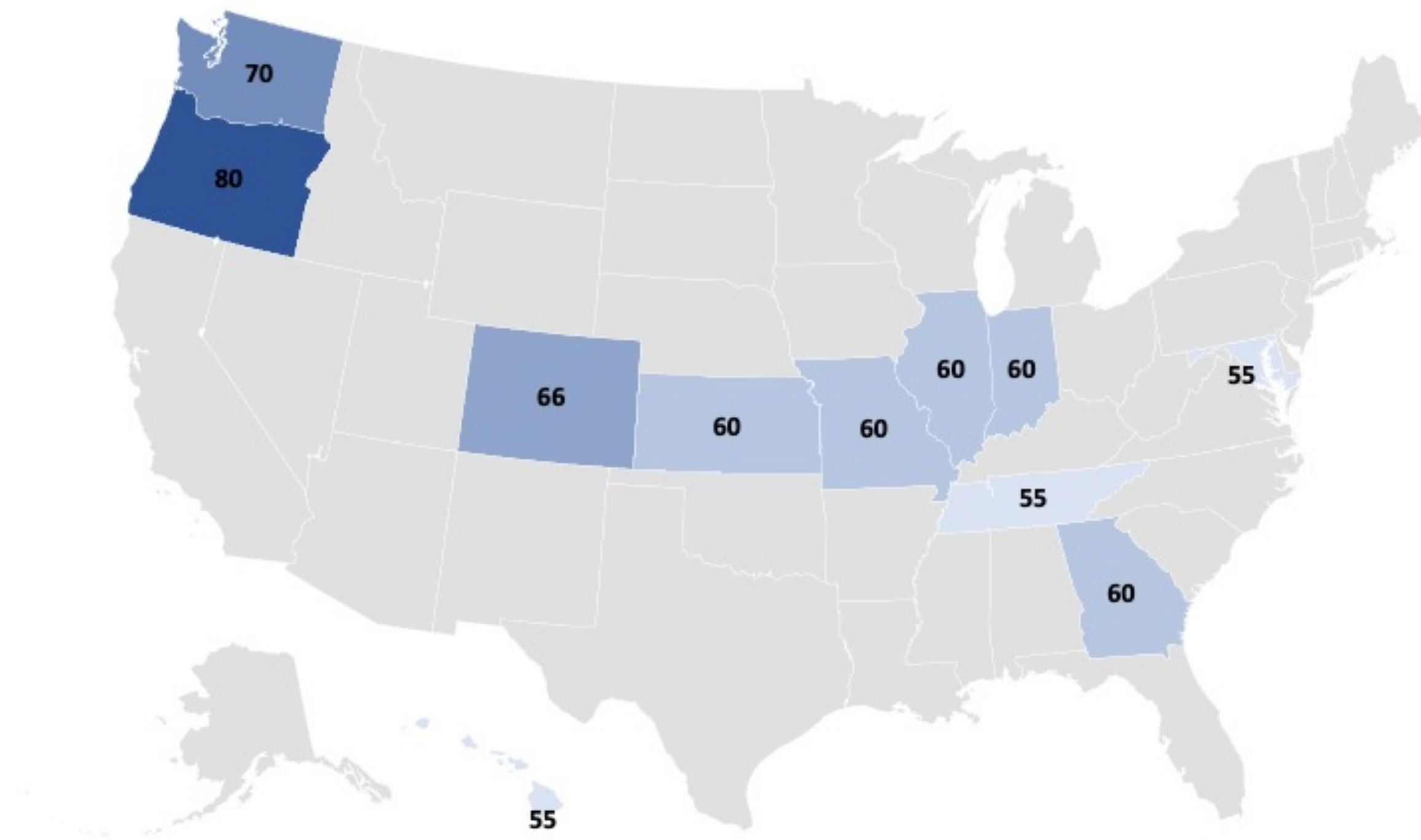
Hover over chart to view data.

Note: Shaded area represents recession, as determined by the National Bureau of Economic Research.

Source: U.S. Bureau of Labor Statistics.

States are leading the charge...

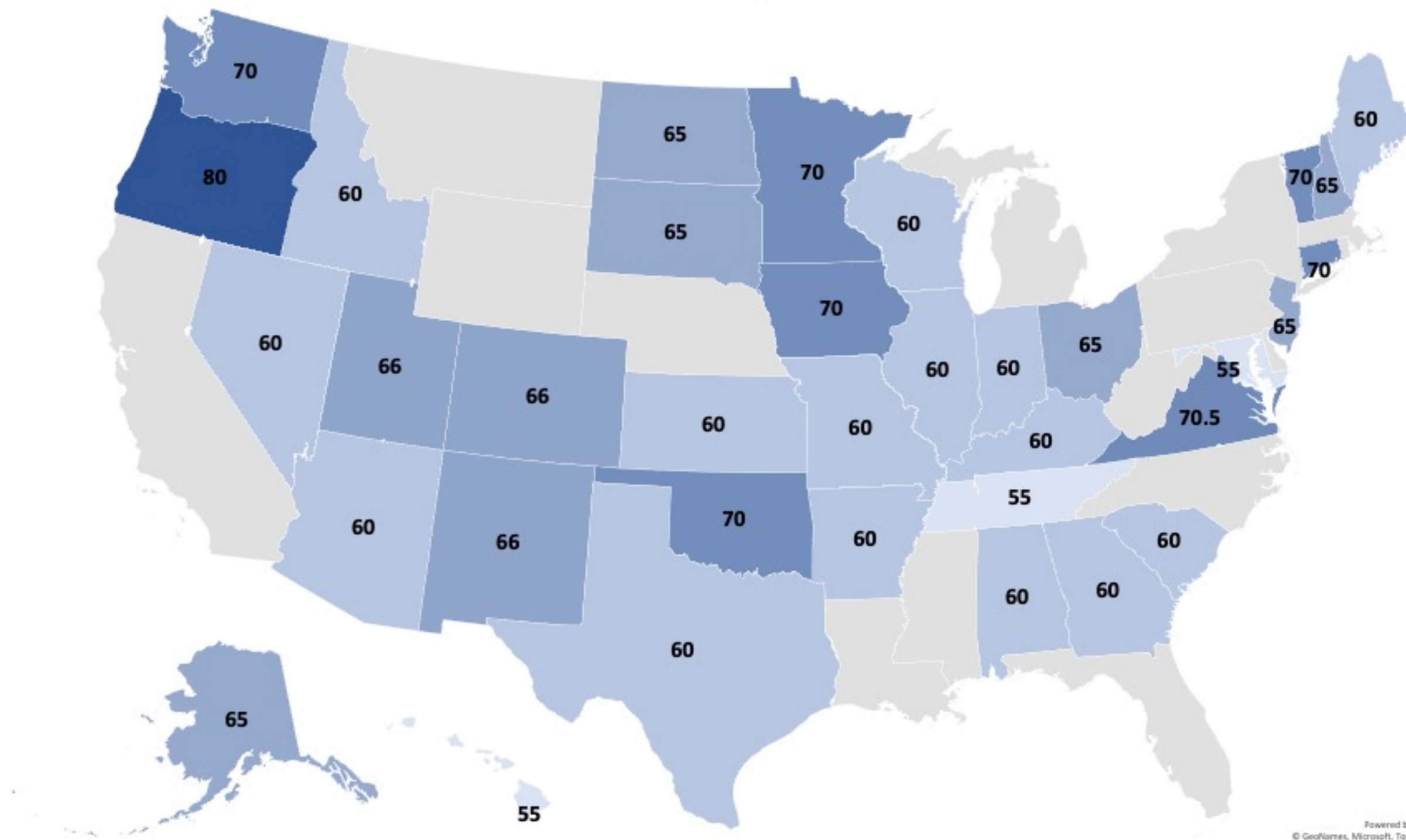
Postsecondary Attainment Goals by State 2013



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States are leading the charge...

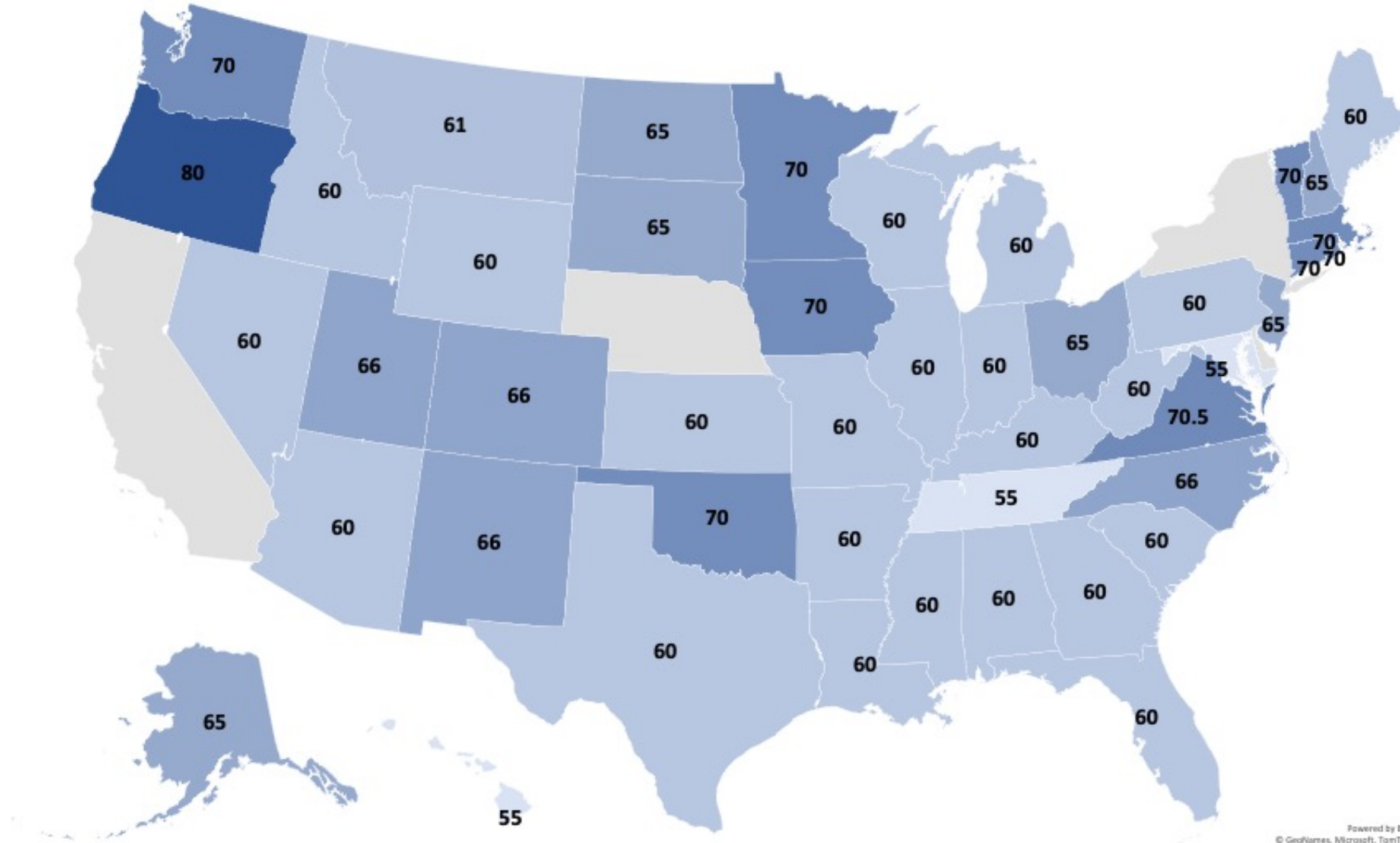
Postsecondary Attainment Goals by State 2017



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States are leading the charge...

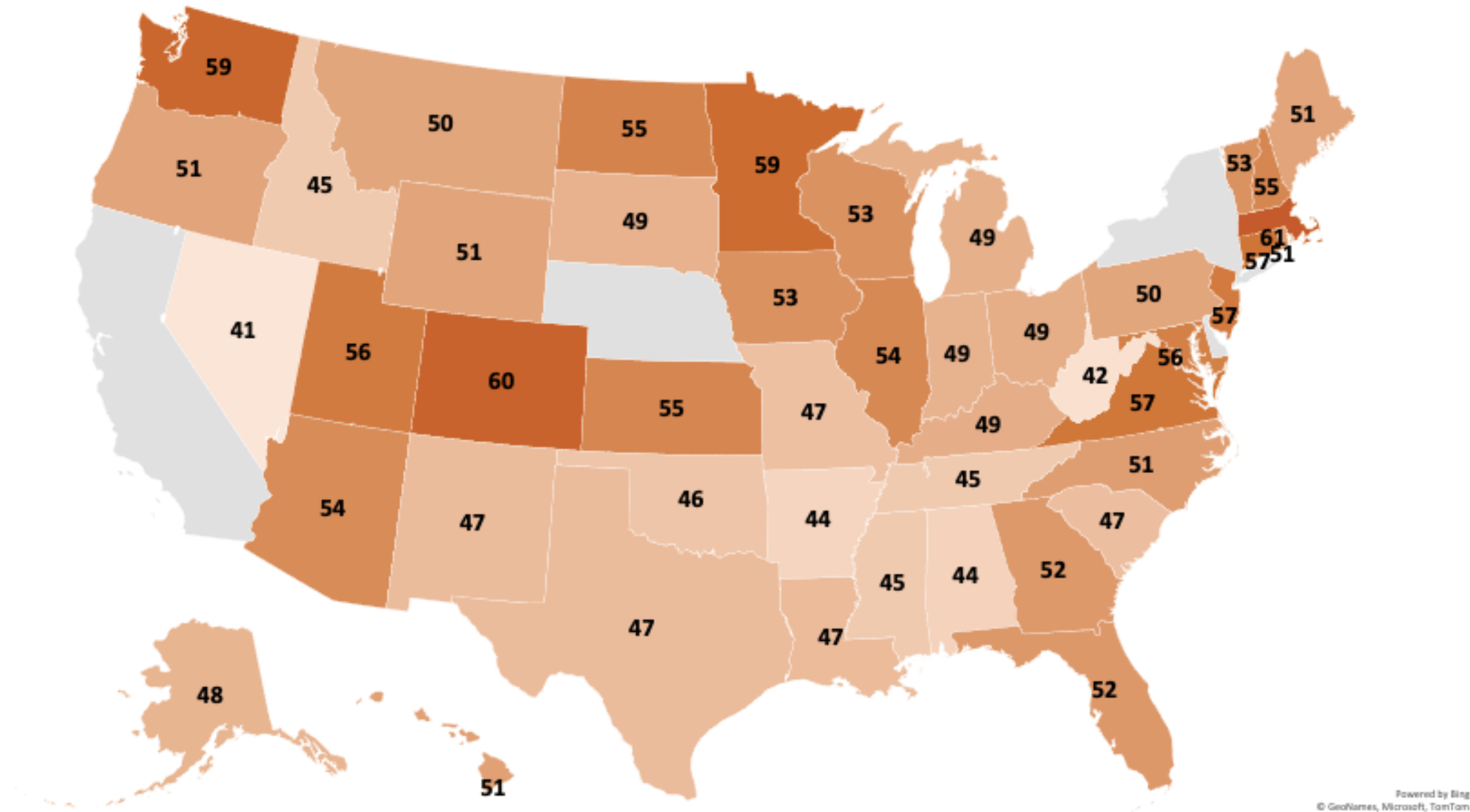
Postsecondary Attainment Goals by State 2021



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...but there's more work to be done

Postsecondary Attainment Rates by State



Attainment Academy: Overview

Talent shortages inspired attainment goals

BY 2020

60%

**OF JOBS WILL
REQUIRE A
POSTSECONDARY
CREDENTIAL**

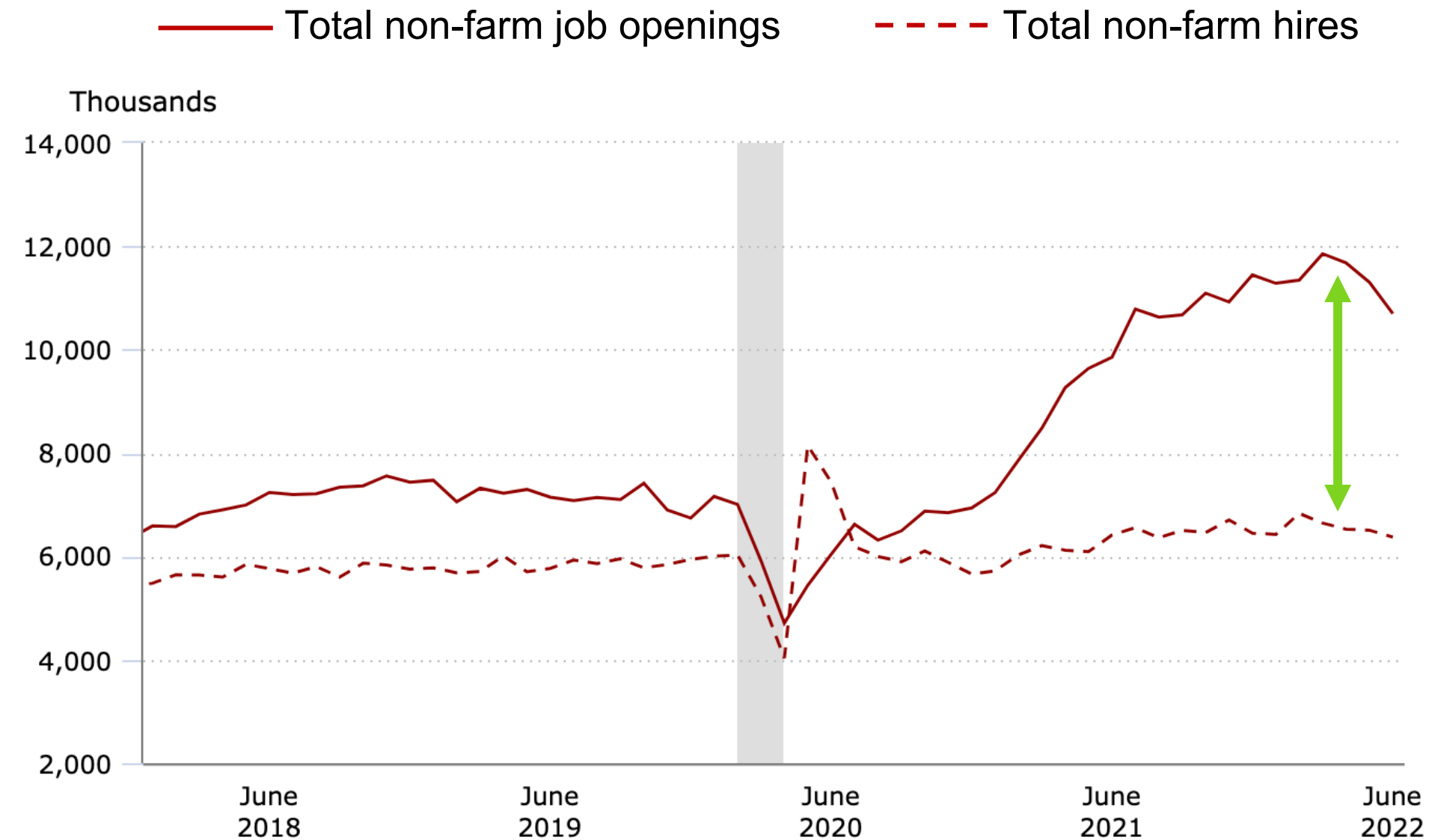
IN 2017

48%

**OF AMERICANS
POSESS
A POSTSECONDARY
CREDENTIAL**

Source: DOL Bureau of Labor Statistics, graphic by ADP, Inc.

These shortages appear to be worse post-pandemic



Note: Shaded area represents recession, as determined by the National Bureau of Economic Research.
Source: U.S. Bureau of Labor Statistics.

Source: DOL Bureau of Labor Statistics, July 2022

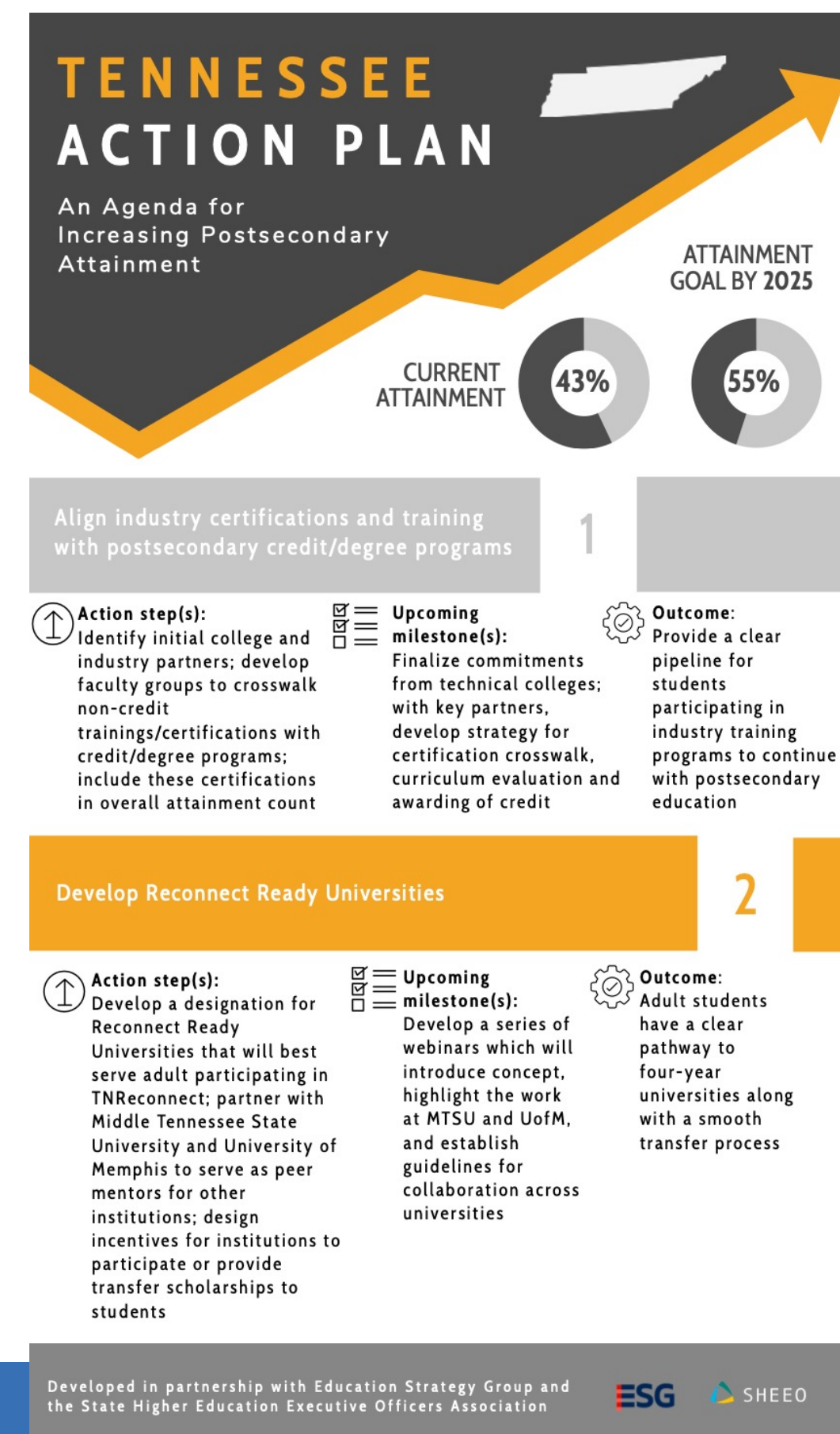
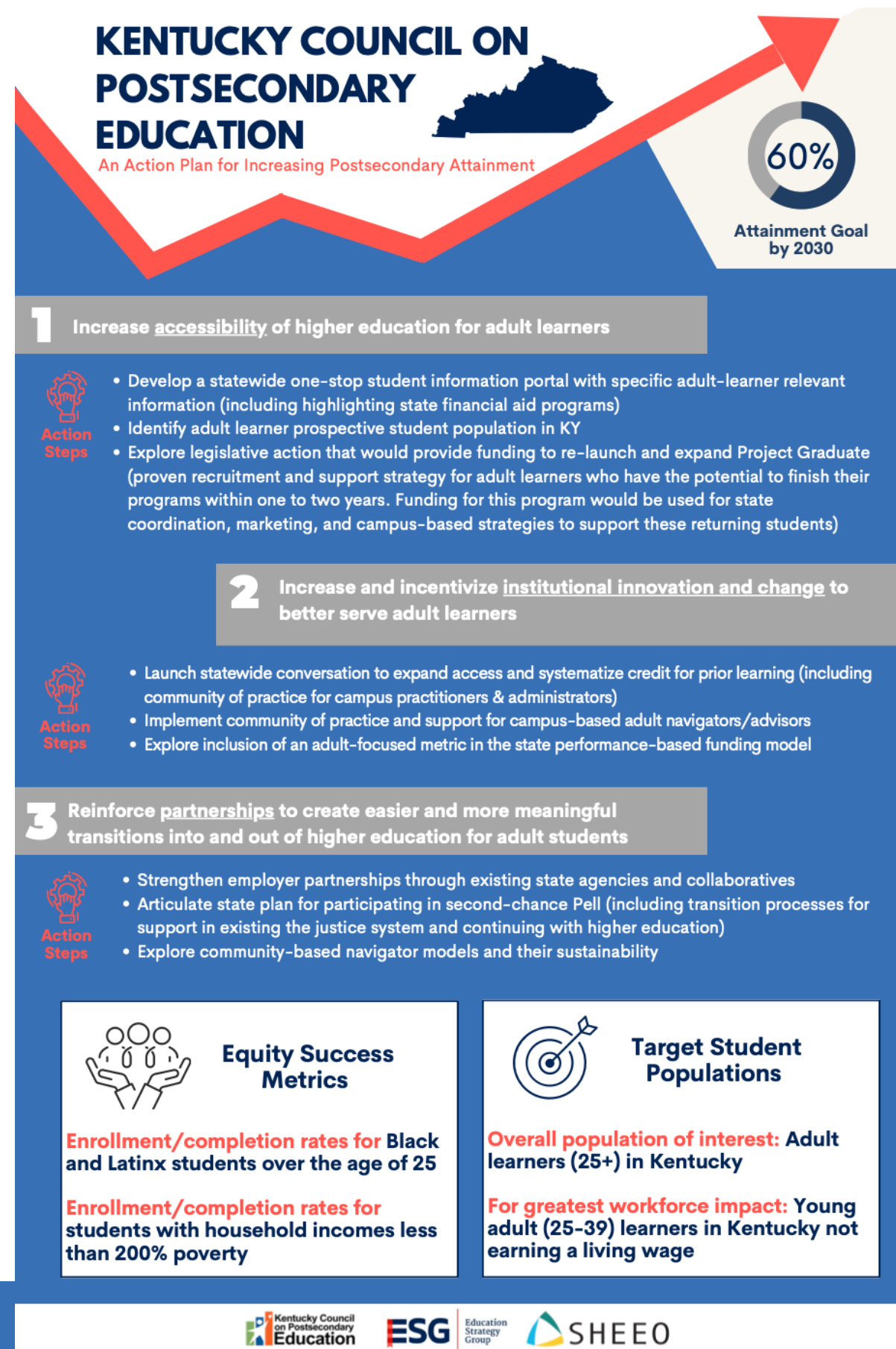
Increasing attainment helps close equity & talent gaps



Attainment Academy – Objectives

- ✓ Develop an action plan that will identify the biggest bets for increasing attainment and specific strategies for catalyzing and supporting their implementation.
- ✓ Harness lessons from peer states to inform decision-making
- ✓ Cultivate cross-sector ownership for these attainment strategies

Attainment Academy – Outcomes



Attainment Academy – Reframing Goals

- ✓ Some states are **doubling down on their current goal, but pivoting** to ensure relevance and sustainability
- ✓ Some states are **establishing an entirely new vision for postsecondary attainment** that extends from pre-school through to the workforce