



POSTSECONDARY EDUCATION AND OREGON'S WORKFORCE

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Higher Education Coordinating Commission

Legislative Joint Task Force on Student Success for
Underrepresented Students in Higher Education

JANUARY 10, 2022

Oregon's 40-40-20 Goal for Young Adults

40%

4-year degree
or more

40%

2-year degree
or short-term
career certificate

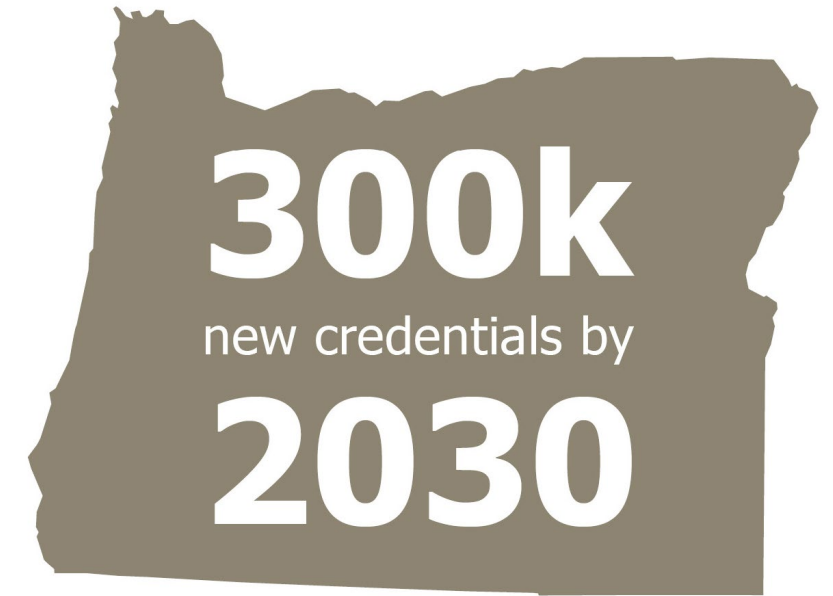
20%

High school
diploma or
equivalent

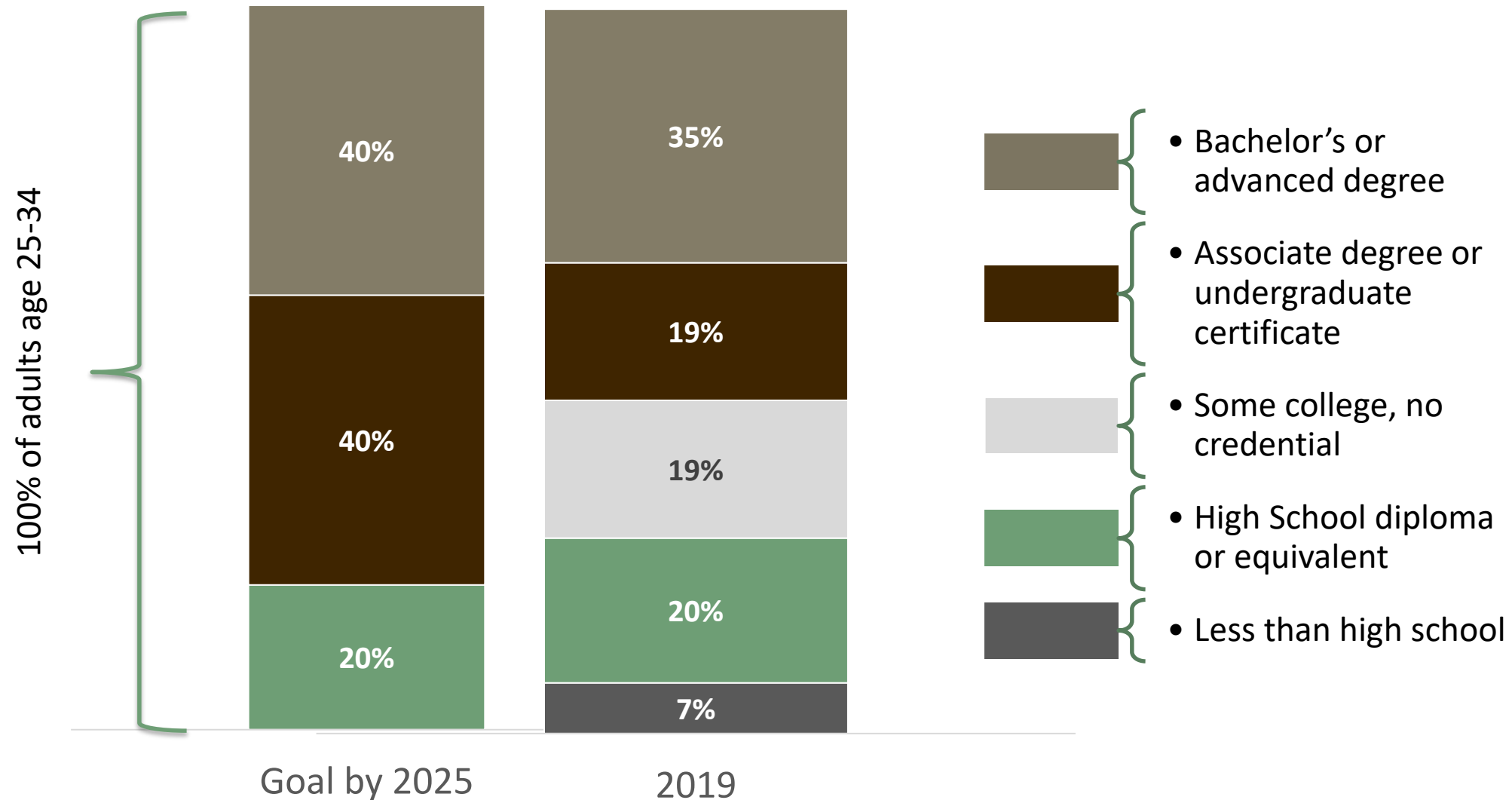


More on educational attainment goals and progress toward them [on our website here:](https://www.oregon.gov/highered/about/Pages/state-goals.aspx)
<https://www.oregon.gov/highered/about/Pages/state-goals.aspx>.

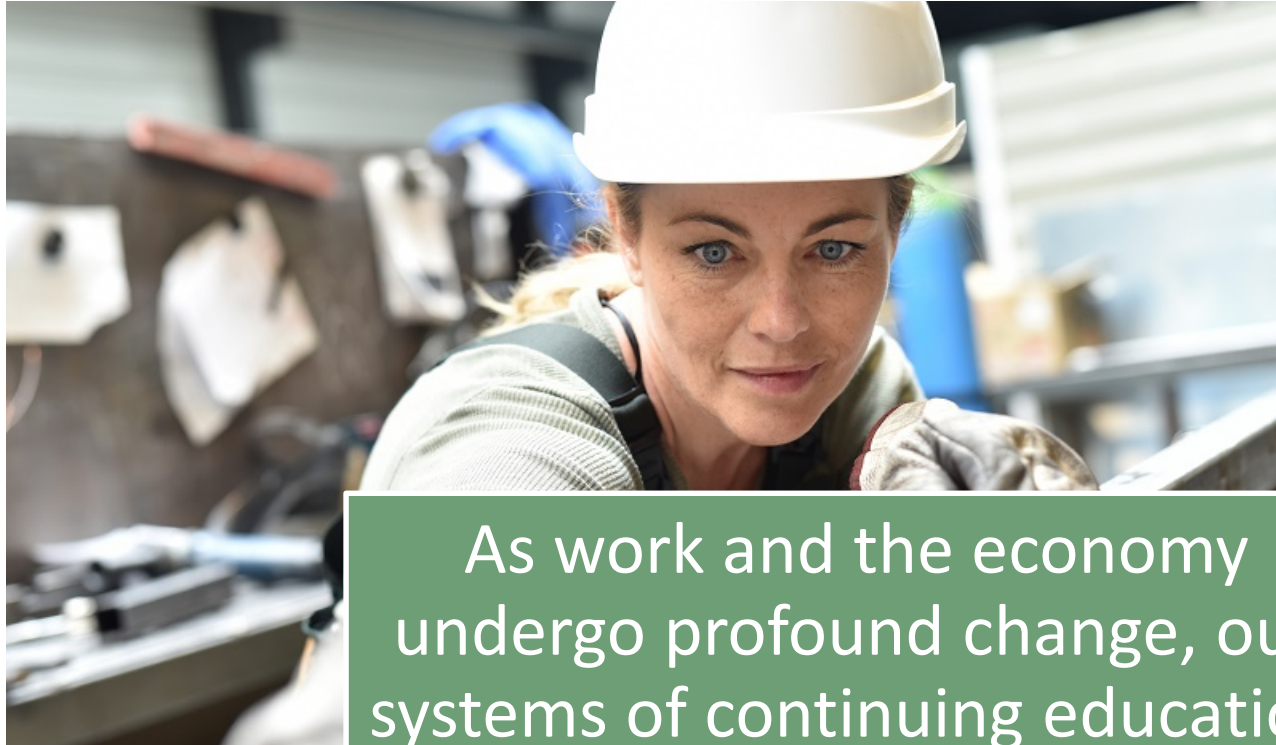
Oregon's Adult Educational Attainment Goal



Despite Progress, We are Not Meeting Our Goal for Young Adults

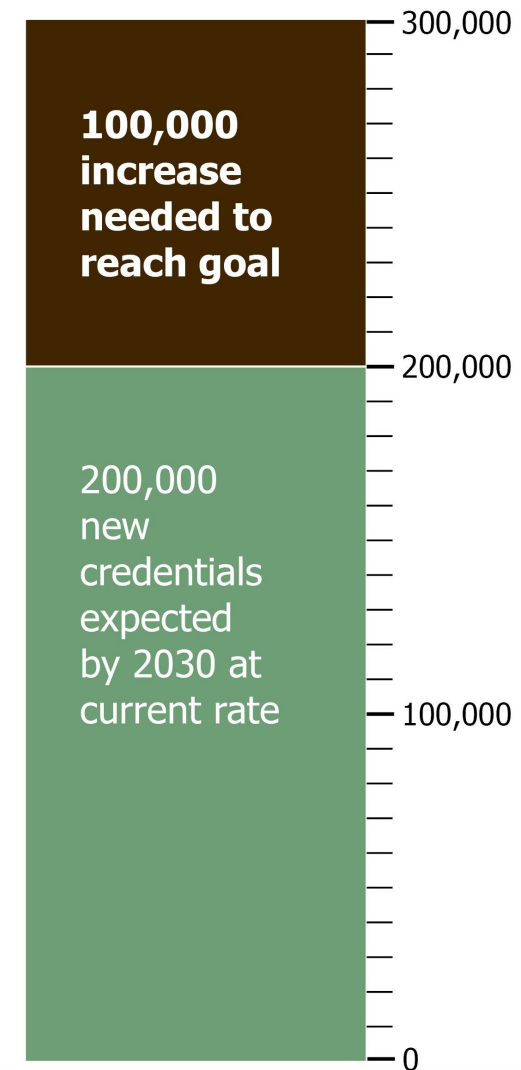


Too Few Adult Oregonians Are Accessing Postsecondary Education and Training to Meet Employer and Community Needs



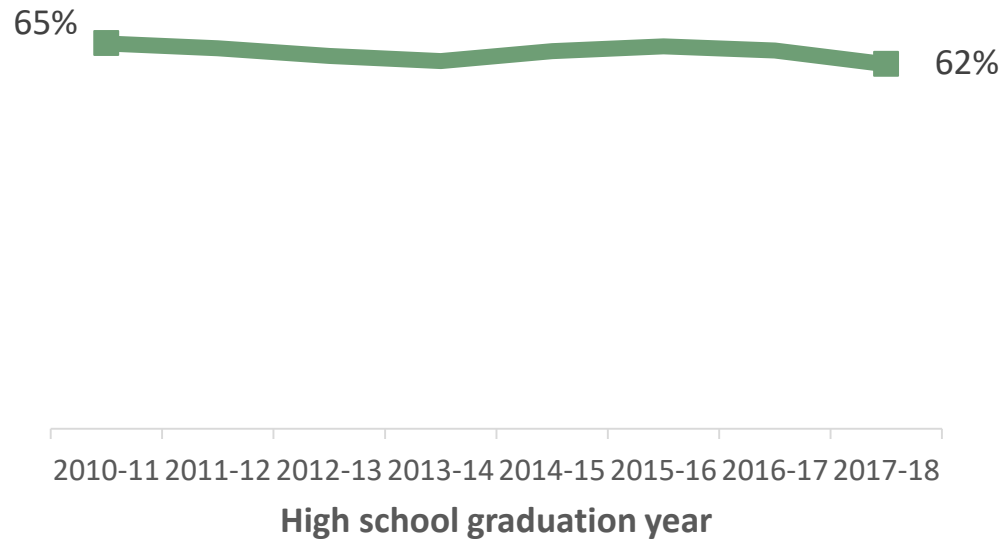
As work and the economy undergo profound change, our systems of continuing education and training must grow and adapt.

OREGON AIMS FOR 300,000 CREDENTIALS BY 2030



College-Going Rates Are Flat...

College-going rate among recent Oregon high school graduates

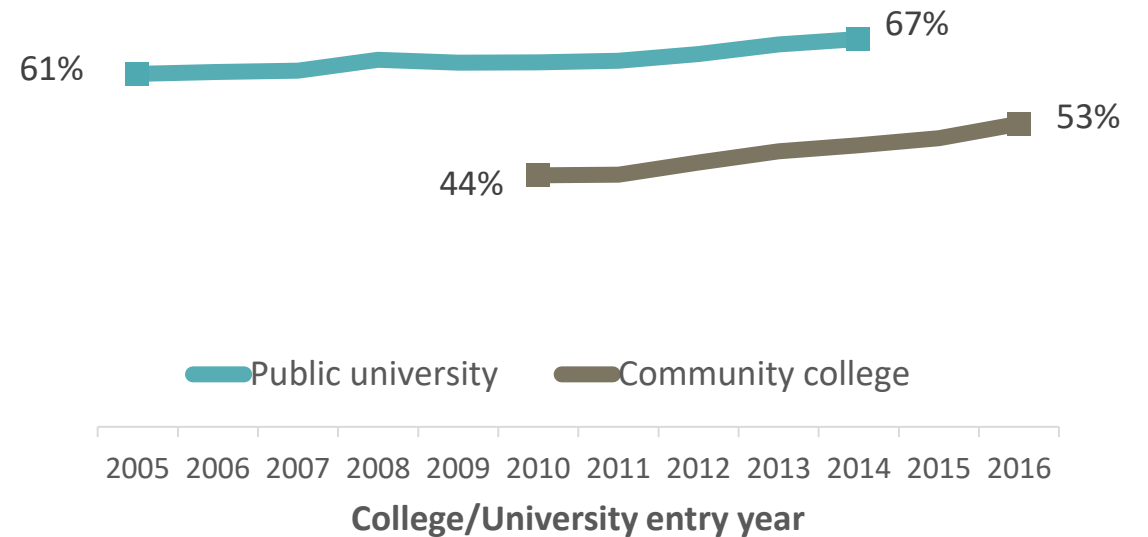


Source: Oregon Department of Education

Notes: College-going rate shows the percentage of Oregon high school graduates who enrolled in any college nationwide within 16 months of their 4-year high school cohort graduation date.

...and Though Graduation Rates Are Rising, They Need to Rise More

Public university graduation rates
Community college completion and transfer rates



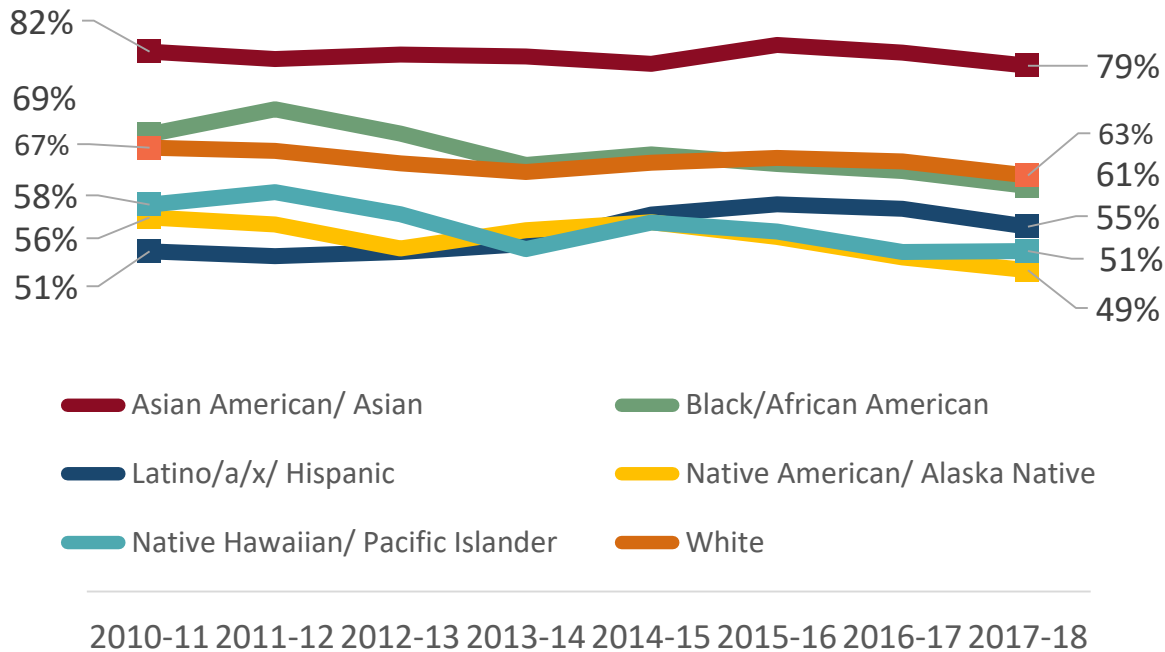
Source: HECC analysis of student-level data

Notes: University rates show the percentage of resident, first-time, full-time freshmen who earn a bachelor's degree within 6 years. Community college rates show the percentage of new, credential-seeking students who complete a career certificate or associate degree or who transfer to a four-year institution within four years.

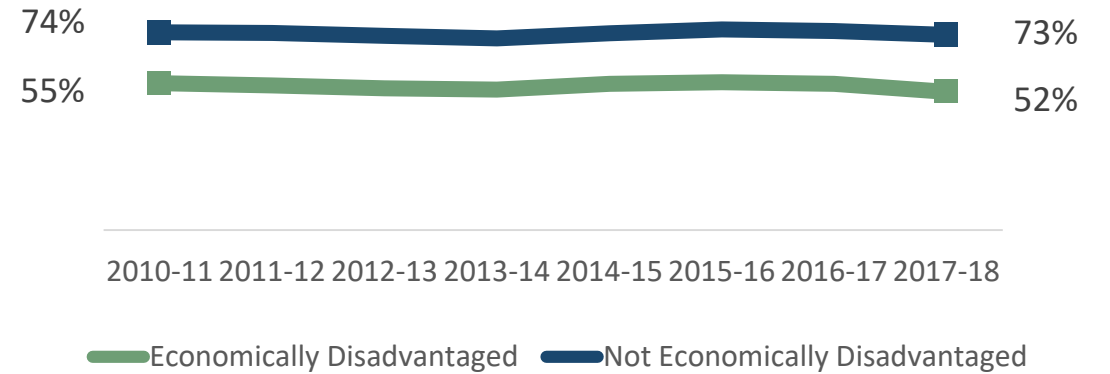


Further, College-Going Rates Are Much Lower for Some Groups

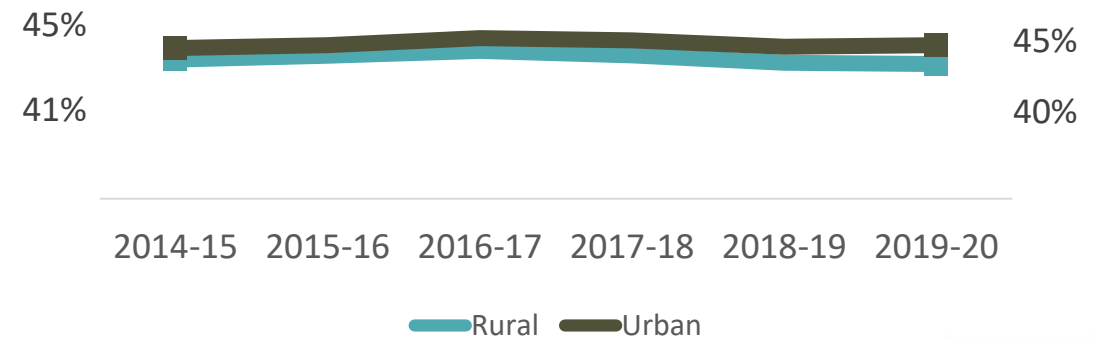
College-going rate among recent Oregon high school graduates, by race/ethnicity



College-going rate among recent Oregon high school graduates, by economic disadvantage



College-going rate among recent Oregon high school graduates, by rural/urban location



Source: Rates by race/ethnicity and economic disadvantage are provided by the Oregon Department of Education (ODE) and reflect the percentage of Oregon high school graduates who enrolled in any college nationwide within 16 months of their 4-year high school cohort graduation date. Rates by rural/urban origin are calculated by HECC from student-level data from ODE, public universities, and community colleges and reflect the percentage of Oregon high school graduates who enrolled in an Oregon public university or community college within six months of high school graduation. .

Common Barriers to Postsecondary Access



High costs

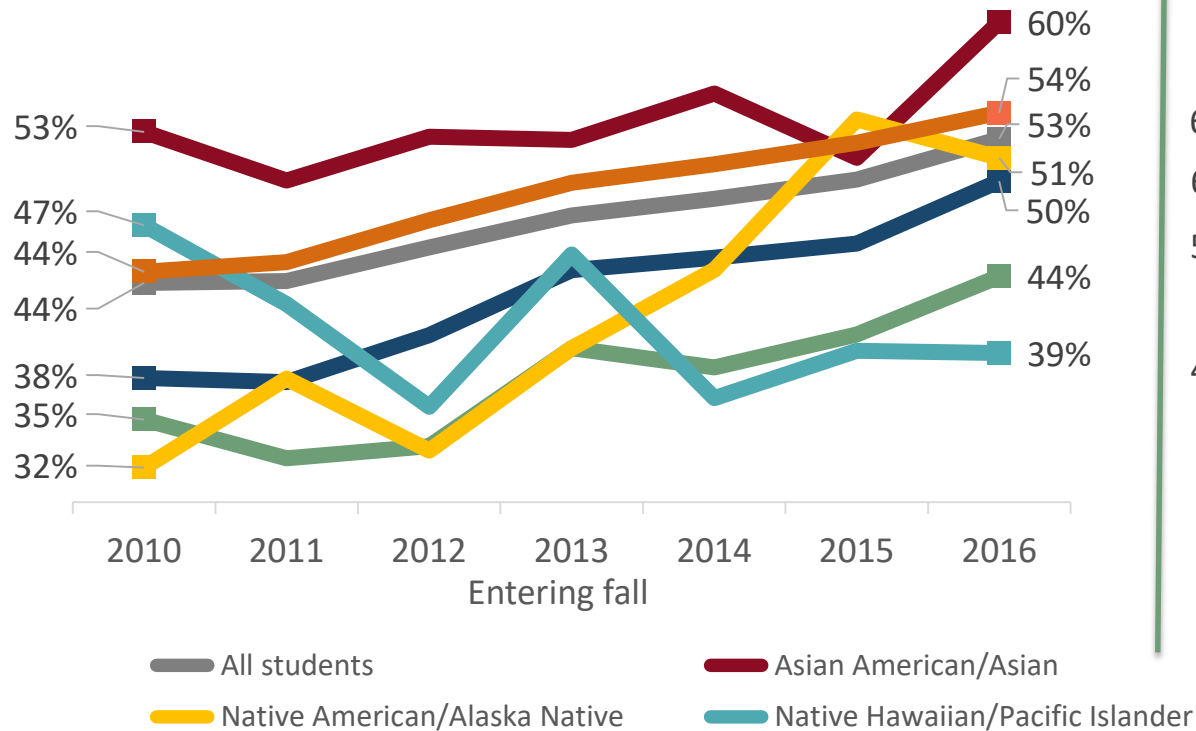
Complex systems

Admissions and financial aid

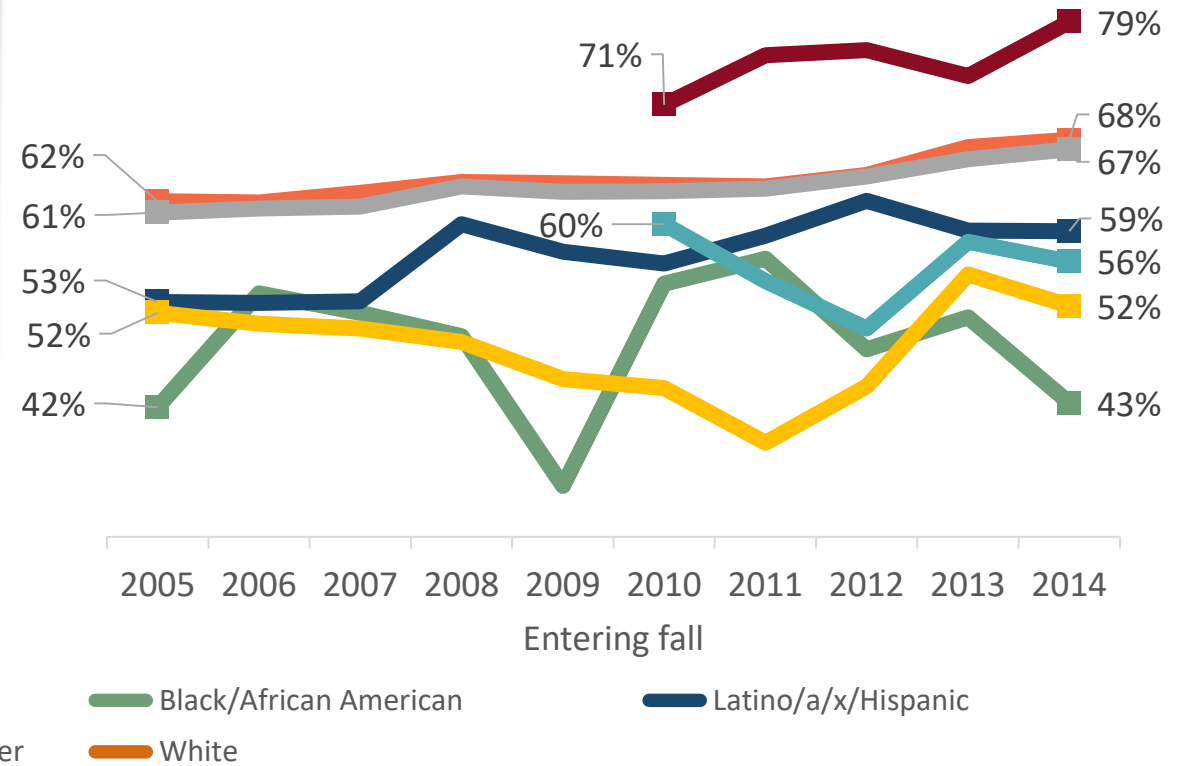
Cultural signals

...And Completion Rates Are Much Lower for Some Groups as Well

Community college completion and transfer rate, by race/ethnicity and year of entry to college



Public university graduation rate, by race/ethnicity and year of entry to university



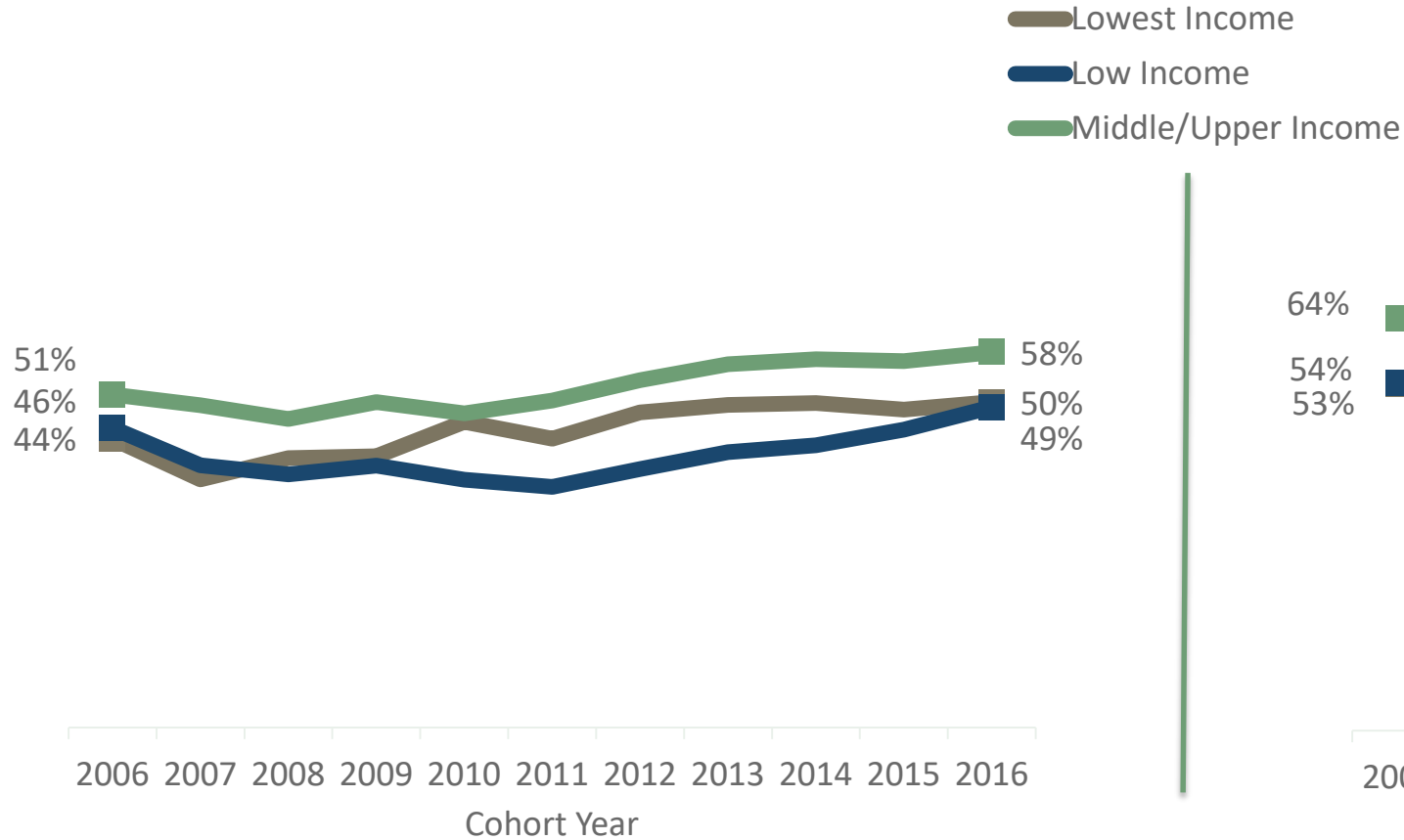
Source: HECC analysis of student-level data

8 Notes: University rates show the percentage of resident, first-time, full-time freshmen who earn a bachelor's degree within 6 years. Community college rates show the percentage of new, credential-seeking students who complete a career certificate or associate degree or who transfer to a four-year institution within four years.

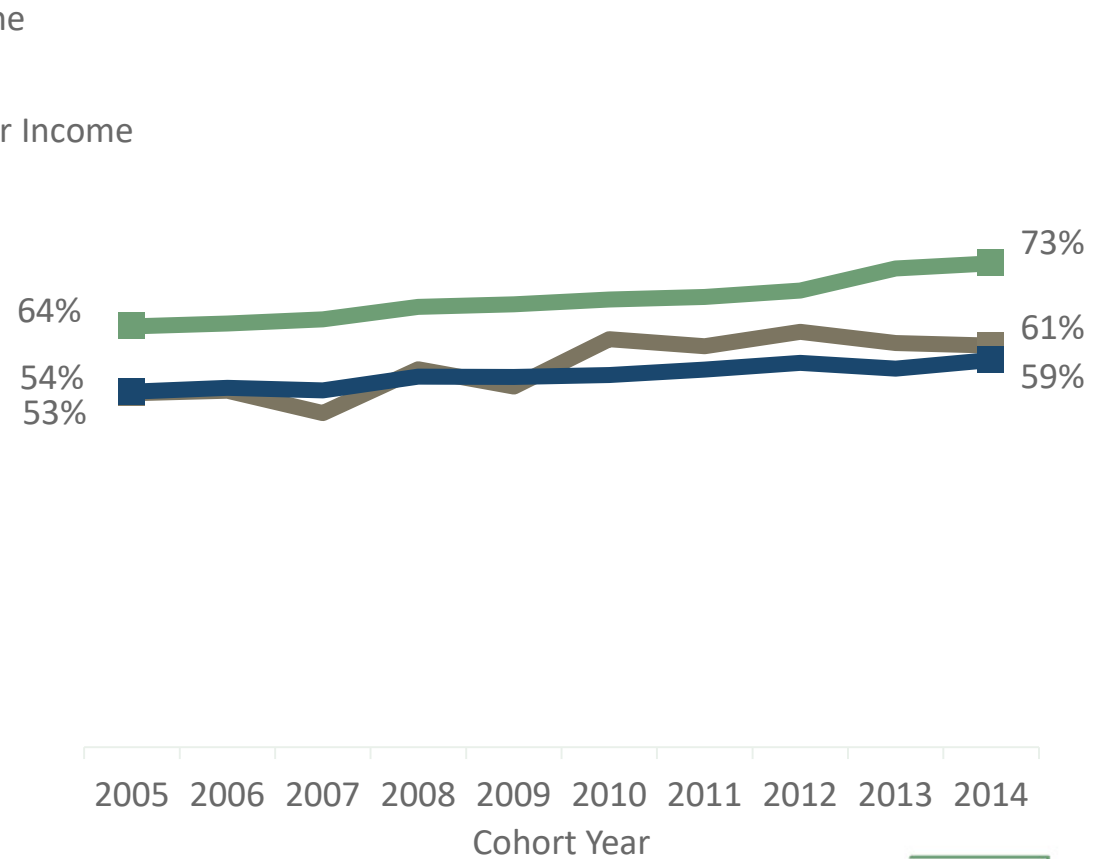


...And Completion Rates Are Much Lower for Some Groups as Well

Community college completion and transfer rate, by income background (Pell receipt in first year)



Public university graduation rate, by income background (Pell receipt in first year)



Source: HECC analysis of student-level data

9 Notes: University rates show the percentage of resident, first-time, full-time freshmen who earn a bachelor's degree within 6 years. Community college rates show the percentage of new, credential-seeking students who complete a career certificate or associate degree or who transfer to a four-year institution within four years.



Common Barriers to Postsecondary Completion And Career



Food and housing insecurity

Complex pathways

Inflexible schedules, modalities

Climate issues

Economic Stability for Most Oregonians Calls for Education and Training Beyond High School, and Demand for These Skills Is Rising

Most Oregon adults will need to earn above-average annual wages to make ends meet.

Average annual earnings in Oregon:
\$55,349*

Living wage required to meet expenses in Oregon for single adult with two kids:
\$84,414**

High-demand, high-wage occupations are projected to grow faster at higher levels of education

Projected job growth in occupations with above-average demand and above-average earnings, by preferred education level, 2020-30

	Growth rate	Total openings
Doctoral or prof. degree	15.5%	30,589
Master's degree	18.6%	131,001
Bachelor's degree	16.2%	339,912
Associate deg. or postsec. training	13.6%	289,182
High school or equivalent	13.9%	49,115

*Source: Payton, Jason. 2020. "2020 Oregon Wage Data," Oregon Employment Department, <https://www.qualityinfo.org/-/2020-oregon-wage-data?inheritRedirect=true>

**Source: Glasmeier, Amy K. Living Wage Calculator. 2020. Massachusetts Institute of Technology. livingwage.mit.edu.

Source: Oregon Employment Department. (2021). "Oregon High-Wage, High-Demand, High-Skill Occupations" at www.qualityinfo.org

Nearly All High-Demand, High-Wage Occupations Need a Postsecondary Credential

52%

of all high-demand jobs in 2020-30 will call for a postsecondary credential

94%

of high-demand, high-wage jobs in 2020-30 will call for a postsecondary certificate or degree

Top 5 Occupations with Above-Average Wages and Greatest Projected Demand, 2020-30, by Education Level

Bachelor's Degree Occupations	Projected total openings	% of projected jobs at this level
General and Operations Managers	33,690	10%
Registered Nurses	25,818	8%
Farmers, Ranchers, Agric. Managers	23,254	7%
Project Mgmt Specialists and Business Operations Specialists	22,929	7%
Software Developers, Quality Assurance Analysts, and Testers	17,671	5%

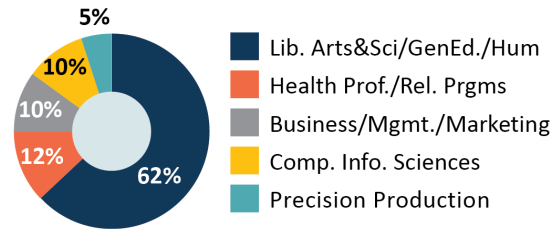
Associate Degree Occupations	Projected total openings	% of projected jobs at this level
Sales Representatives, Wholesale & Manuf., Except Tech./Scientific	18,534	22%
First-Line Supervisors of Office and Administrative Support Workers	14,379	17%
Auto. Service Tech. & Mechanics	7,224	9%
First-Line Supervisors of Trans. & Mat. Moving Workers, Exc. AirCargo	6,143	7%
Food Service Managers	5,153	6%

Career Certificate Occupations	Projected total openings	% of projected jobs at this level
Heavy/Tractor-Trailer Truck Drivers	28,815	14%
Carpenters	22,180	11%
Electricians	12,892	6%
Sales Representatives of Services, Except Adv., Ins., Fin., Travel	11,292	5%
First-Line Supervisors, Constr. Trades & Extraction Workers	7,791	4%

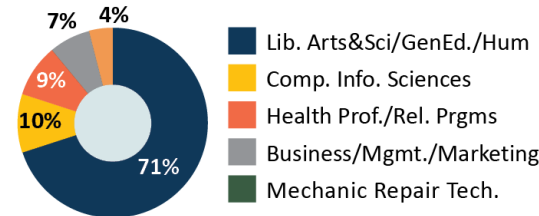
Top Majors Among Graduates of Color

Community College

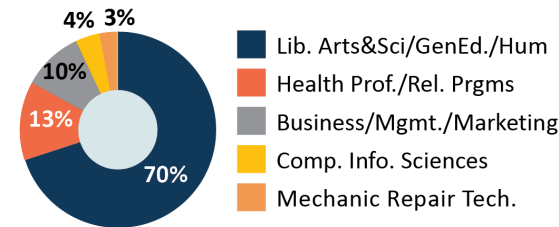
Asian American/Asian



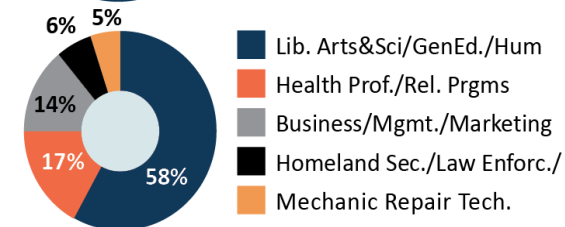
Black/African American



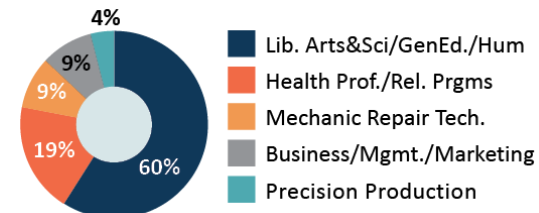
Latino/a/x/Hispanic



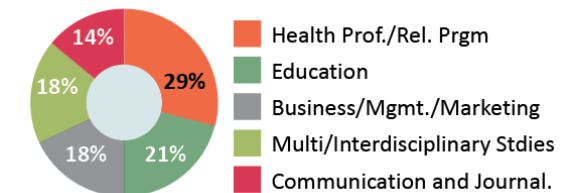
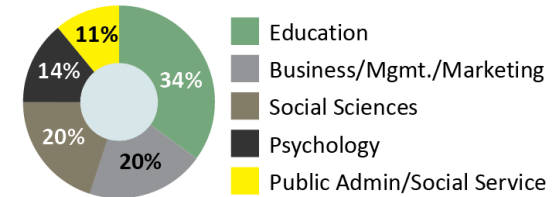
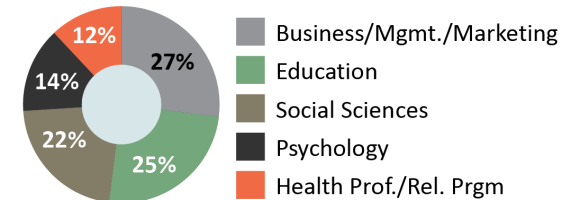
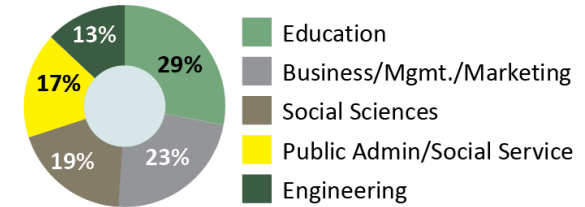
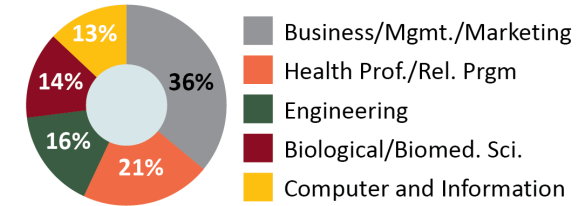
Native American/Alaska Native



Native Hawaiian/Pacific Islander



Public University

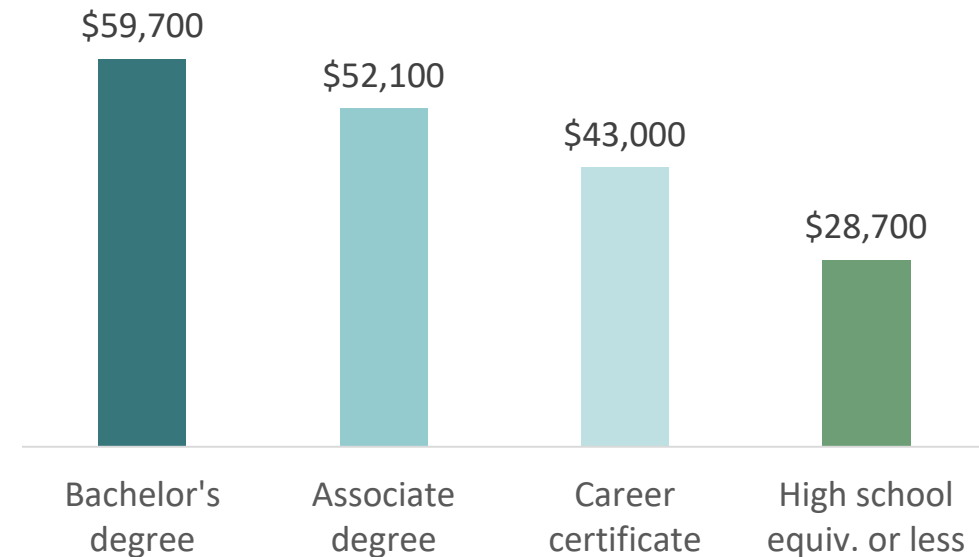


The Inequities in Postsecondary Education and Training Extend into the Labor Market with Long-term Consequences

Those who are historically well represented in college and university will continue to obtain high-wage jobs, as employers seek specific career skills and essential skills of critical thinking, problem-solving, and communication.

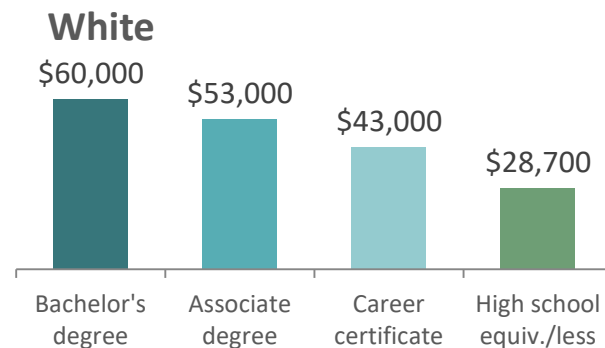
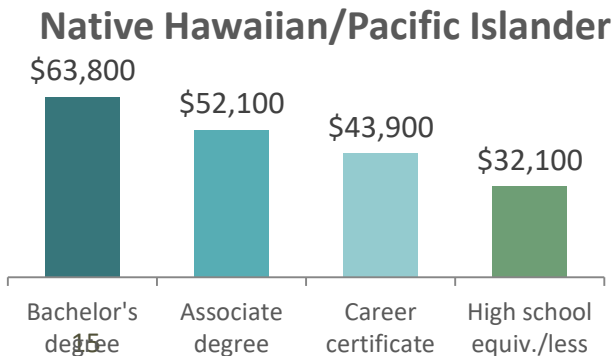
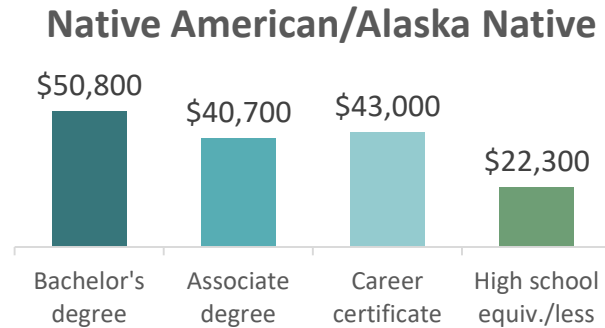
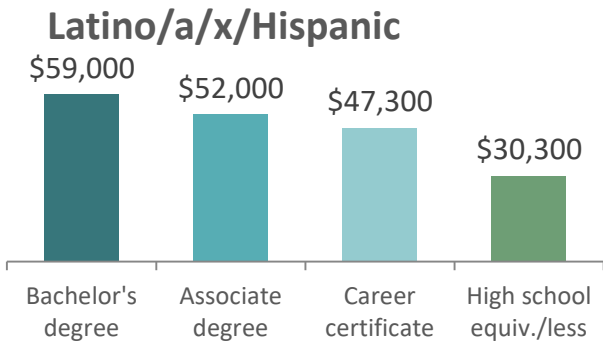
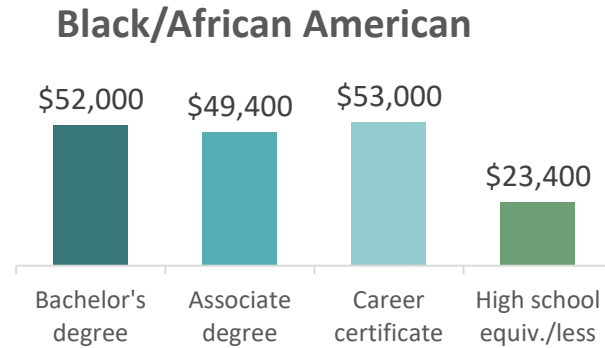
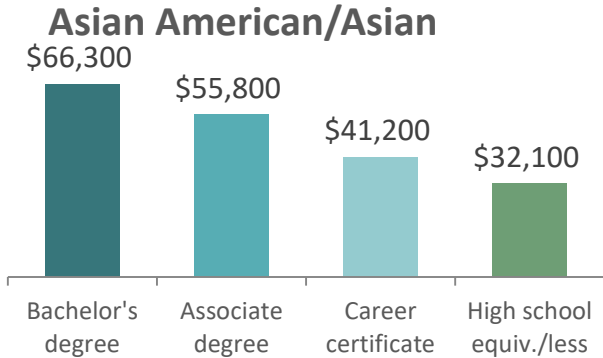
Those who are historically underrepresented in postsecondary will continue to face an economy that draws them into lower-skilled, lower-wage jobs.

Median annual earnings of Oregonians, 10 years after attaining level of education

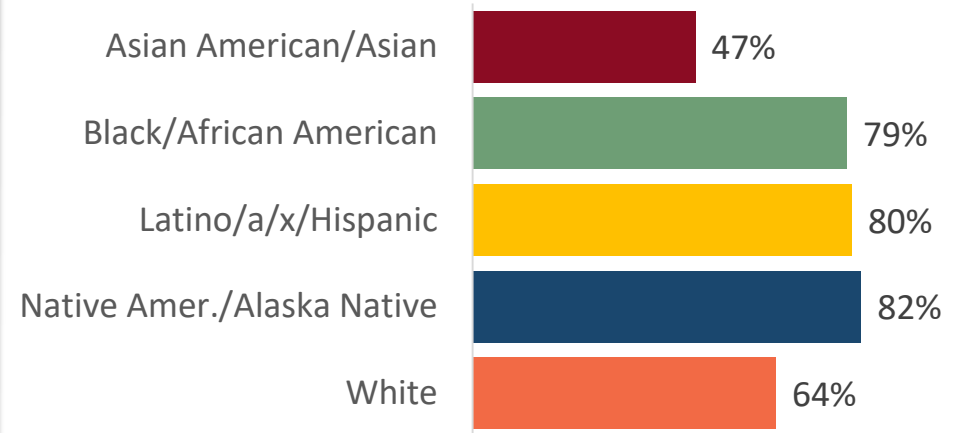


Income Rises with Education for All Groups

Median annual earnings of Oregonians, 10 years after attaining level of education and race/ethnicity



But the number without a postsecondary credential—even 10 years after high school—varies widely across groups



Source: Statewide Longitudinal Data System for those with high school or less. HECC analysis of student data matched to OED records for all others. Note: Earnings are from July 2019 through June 2020 for those employed in Oregon, excluding self-employment, and are rounded to the nearest \$100..



This Outcome Limits All of Us

Without a postsecondary certificate or degree—

Many individuals cannot afford to raise a family

Communities face greater economic inequality

Businesses cannot compete in a global and multicultural economy without a global and multicultural labor force

The state economy and state revenues are constrained

But Strengthening Postsecondary Education and Training in Oregon Can Make a More Stable and Equitable Future for the Whole State



Expand Access



Continue Raising Graduation Rates



Markedly Improve Equity in Access and Outcomes