



UTAH SYSTEM OF
HIGHER EDUCATION

November 3, 2023

MEMORANDUM

Prosperity 2020 Report Update

In 2014, USHE and other stakeholders launched a five-year “Prosperity 2020” education plan for Utah, which included increasing the percentage of adults with a postsecondary certificate or degree. The plan used 2011 survey research from Cicero Group to identify the impacts of postsecondary credential completion at the time.

In the context of the current higher education environment and strategic planning, USHE re-engaged Cicero Group to quantify the impacts of postsecondary completion in 2023, benchmark life outcomes and results against the 2011 research, and develop actionable insights. Having completed and analyzed an online survey of a representative sample of more than 1,200 Utahns, representatives of Cicero Group will present and discuss their findings and recommendations with the Board, which are summarized below and detailed in the attached report.

Key Findings and Recommendations

- **Value:** Completion of a postsecondary credential is as valuable as ever. Postsecondary education remains strongly correlated with increased job security, lifetime earnings, civic engagement, and personal health and happiness.
- **Financial barriers** are preventing more individuals from furthering their education. The most common barriers preventing students from completing postsecondary education include financial concerns such as insufficient tuition aid, food and childcare insecurity, and doubts about being able to afford a degree.
- **Increasing levels of attainment:** Higher education can propel Utahns to greater levels of attainment for years to come. Personal educational attainment is highly correlated with the number of people in one’s immediate family who have also completed a postsecondary degree. Increasing enrollment numbers now will build Utah for the future.
- **Income:** Average annual compensation for those with a degree or certificate remains **roughly double** that of those without a degree or certificate.
- **Job Stability:** Those without a degree or certificate are **twice as likely** to experience long-term unemployment.
- **Childcare:** The ability to afford quality childcare is **highly correlated** with postsecondary attainment.

- **Civic Engagement:** Postsecondary degree or certificate holders remain **significantly more likely** to vote and volunteer in their community.
- **Physical and Mental Illness:** Physical and mental illness are **significant contributing factors** to the discontinuation of postsecondary education.

Commissioner's Recommendation

This is an information item only; no action is required.

Attachment



Utah System of Higher Education

Quantitative Benchmark Findings

July 2023

Table of Contents

- 3 Executive Summary**

 - 4 Project Objectives

 - 5 Methodology

 - 6 Overview of Findings

- 23 Population Comparisons**

 - 28 Career Employment

 - 38 Civic Engagement

 - 41 Family and Wellness

 - 46 Perspectives on Education

- 50 Noncompletion Respondents**

 - 51 Regrets and Recommendations

- 55 Hispanic/Latinx Population Analysis**

- 65 2011 Survey Benchmark**

- 82 Appendix: Full Sample Characteristics**

Executive Summary

Overview of key findings

Project Research Objectives

Data-based Objectives

Understand the impact of higher education on life outcomes

Inputs

- ✓ Type of degree/certificate
- ✓ School(s) attended
- ✓ Area of study/major
- ✓ Demographic information

Outcomes

- ✓ Job volatility
- ✓ Income
- ✓ Utilization of government assistance
- ✓ Family educational attainment
- ✓ Employment status

Perception-based Objectives

Understand Utahns' views on higher education, including:

- ✓ Value of higher education
- ✓ Impact of education on personal happiness
- ✓ Impact of education on career and life satisfaction
- ✓ Impact of education on other "success" measures (civic engagement, marital status, etc.)

EXECUTIVE SUMMARY | 2023 Methodology and Scope of Work

To quantify the impacts of postsecondary credential completion in 2023, Cicero will conduct a survey of a representative sample of Utahns, benchmark life outcomes and results against 2011 research, and develop actionable insights.

Survey

Distribute a robust online survey to a representative sample of more than 1,200 Utahns. Survey available in both English and Spanish. Balance demographics according to the baseline 2011 study and the 2020 census.

Controlled demographics:

- Age
- County
- Level of Education
- Race/Ethnicity

Analysis & Benchmarking

Analyze captured data to determine the impact of higher education on life outcomes. Clean data, create crosstabs, and identify notable differences between populations, especially those that may be unexpected.

Analysis performed:

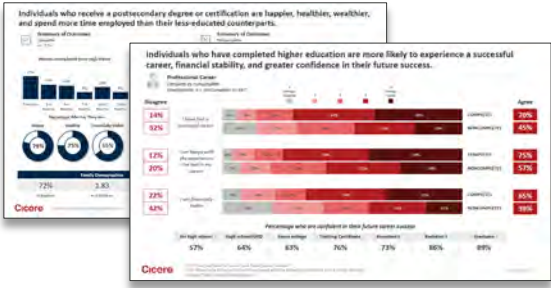
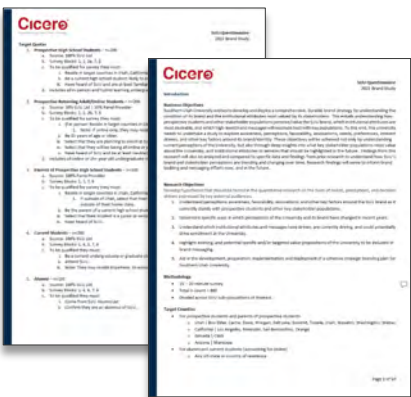
- Linear regression
- Benchmarking and comparison
- Distribution modeling

Findings and Recommendations

Synthesize key findings into a set of digestible, realistic next steps for Utah's state system of higher education (USHE). Connect survey findings to extant USHE budgetary needs.

Examples of findings:

- Relationship between education and lifetime income
- Utahns' shifting perceptions of the value of higher education
- How the state can navigate new headwinds

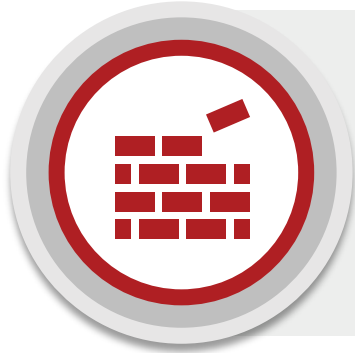


EXECUTIVE SUMMARY | Key Findings and Recommendations



Completion of a postsecondary credential is as valuable as ever.

Postsecondary education remains strongly correlated with increased job security, lifetime earnings, civic engagement, and personal health and happiness.



Financial barriers are preventing more individuals from furthering their education.

The most common barriers preventing students from completing postsecondary education are financial and include such concerns as insufficient tuition aid, food and childcare insecurity, and doubts about being able to afford a degree.



Higher education can propel Utahns to greater levels of attainment for years to come.

Personal educational attainment is highly correlated with the number of people in one's immediate family who have also completed a postsecondary degree. Increasing enrollment numbers now will build Utah for the future.

EXECUTIVE SUMMARY | Additional Key Findings and Recommendations



Income

Average annual compensation for those with a degree or certificate remains **roughly double** that of those without a degree or certificate.



Job Stability

Those without a degree or certificate are **twice as likely** to experience long-term unemployment.



Childcare

The ability to afford quality childcare is **highly correlated** with postsecondary attainment.



Civic Engagement

Postsecondary degree or certificate holders remain **significantly more likely** to vote and volunteer in their community.



Physical and Mental Illness

Physical and mental illness are **significant contributing factors** to the discontinuation of postsecondary education.

EXECUTIVE SUMMARY | Outcomes at a Glance, Completion vs. Noncompletion

		Indicator	Completion	Noncompletion
		<i>A socially desirable life success outcome</i>	<i>Those who have received a Certificate or Associate's, Bachelor's, or Postgraduate degree</i>	<i>Those who discontinued high school, earned a high school diploma/GED, or attended some college</i>
Category	Financial	Median personal income	\$75,789	\$37,407
		Median household income	\$87,631	\$39,191
		Say they are financially stable (%)	65%	39%
		Say they can afford childcare (%)	62%	33%
		Have not used food stamps (%)	79%	66%
	Career	Total time unemployed since high school	10.7 months	14.5 months
		Are salaried, not hourly (%)	45%	11%
		Confident in future career success (%)	84%	63%
	Civic	Vote in state elections (%)	78%	53%
		Involved in their religious community (%)	53%	32%
		Volunteer in their community (%)	46%	25%
	Life Satisfaction	Average number of children	1.78	1.56
		Are married (%)	72%	45%
		Say they have a great marriage (%)	78%	57%
		Say they are happy with their life (%)	79%	63%
Say they are healthy (%)		75%	57%	

EXECUTIVE SUMMARY | Outcomes at a Glance, Clustered by Education

		Indicator	Bachelor's or Postgrad Degree	Associate's or Trade Certificate	Some College	No High School, High School/GED
		<i>A socially desirable life success outcome</i>				
Category	Financial	Median personal income	\$88,566	\$45,859	\$40,781	\$31,304
		Median household income	\$98,308	\$55,278	\$45,867	\$32,609
		Say they are financially stable (%)	70%	52%	40%	38%
		Say they can afford childcare (%)	67%	48%	33%	32%
		Have not used food stamps (%)	82%	70%	72%	59%
	Career	Total time unemployed since high school	9.5 months	10.6 months	13.8 months	15.4 months
		Are salaried, not hourly (%)	54%	20%	14%	8%
		Confident in future career success (%)	87%	74%	62%	63%
	Civic	Vote in state elections (%)	82%	68%	63%	42%
		Involved in their religious community (%)	57%	44%	35%	29%
		Volunteer in their community (%)	49%	23%	22%	28%
	Life Satisfaction	Average number of children	1.73	1.92	1.68	1.42
		Are married (%)	75%	63%	51%	38%
		Say they have a great marriage (%)	80%	71%	57%	57%
		Say they are happy with their life (%)	81%	72%	64%	61%
		Say they are healthy (%)	80%	62%	59%	55%

EXECUTIVE SUMMARY | Outcomes at a Glance, Clustered by Ethnicity

		Indicator	Hispanic Noncompletion	Non-Hispanic Noncompletion	Hispanic Completion	Non-Hispanic Completion
		<i>A socially desirable life success outcome</i>				
Category	Financial	Median personal income	\$36,429	\$37,609	\$87,614	\$72,344
		Median household income	\$34,286	\$40,184	\$96,902	\$85,625
		Say they are financially stable (%)	43%	38%	71%	65%
		Say they can afford childcare (%)	38%	31%	67%	60%
		Have not used food stamps (%)	66%	66%	69%	80%
	Career	Total time unemployed since high school	13.4 months	14.6 months	8.5 months	10.0 months
		Are salaried, not hourly (%)	14%	12%	54%	44%
		Confident in future career success (%)	76%	61%	93%	82%
	Civic	Vote in state elections (%)	43%	55%	79%	77%
		Involved in their religious community (%)	33%	31%	63%	51%
		Volunteer in their community (%)	33%	23%	59%	42%
	Life Satisfaction	Average number of children	1.44	1.58	1.71	1.81
		Are married (%)	32%	46%	65%	73%
		Say they have a great marriage (%)	59%	63%	79%	78%
		Say they are happy with their life (%)	57%	56%	80%	77%
Say they are healthy (%)		55%	56%	78%	74%	

EXECUTIVE SUMMARY | Outcomes at a Glance, Clustered by Gender

		Indicator	Male Noncompletion	Female Noncompletion	Male Completion	Female Completion
		<i>A socially desirable life success outcome</i>				
Category	Financial	Median personal income	\$42,439	\$32,667	\$95,000	\$67,885
		Median household income	\$39,667	\$39,167	\$96,806	\$74,338
		Say they are financially stable (%)	46%	34%	72%	58%
		Say they can afford childcare (%)	42%	23%	72%	48%
		Have not used food stamps (%)	65%	67%	76%	82%
	Career	Total time unemployed since high school	11.3 months	17.4 months	9.8 months	10.0 months
		Are salaried, not hourly (%)	59%	44%	36%	39%
		Confident in future career success (%)	74%	52%	89%	77%
	Civic	Vote in state elections (%)	55%	52%	82%	74%
		Involved in their religious community (%)	39%	27%	62%	44%
		Volunteer in their community (%)	31%	21%	56%	34%
	Life Satisfaction	Average number of children	1.25	1.85	1.82	1.76
		Are married (%)	39%	51%	76%	68%
		Say they have a great marriage (%)	56%	57%	81%	74%
		Say they are happy with their life (%)	64%	62%	82%	75%
Say they are healthy (%)		61%	54%	76%	74%	

EXECUTIVE SUMMARY | Outcomes at a Glance, Clustered by Age

		Age 18-34 Noncompletion	Age 35-64 Noncompletion	Age 18-34 Completion	Age 35-64 Completion	
Indicator						
<i>A socially desirable life success outcome</i>						
Category	Financial	Median personal income	\$34,286	\$39,394	\$60,000	\$86,435
		Median household income	\$36,964	\$40,815	\$75,978	\$95,392
		Say they are financially stable (%)	41%	38%	64%	66%
		Say they can afford childcare (%)	35%	31%	54%	66%
		Have not used food stamps (%)	71%	63%	78%	79%
	Career	Total time unemployed since high school	9.4 months	18.2 months	8.2 months	10.6 months
		Are salaried, not hourly (%)	9%	13%	37%	49%
		Confident in future career success (%)	73%	55%	87%	82%
	Civic	Vote in state elections (%)	44%	60%	70%	82%
		Involved in their religious community (%)	35%	31%	51%	55%
		Volunteer in their community (%)	27%	23%	42%	47%
	Life Satisfaction	Average number of children	0.98	1.98	1.13	2.11
		Are married (%)	31%	55%	64%	76%
		Say they have a great marriage (%)	53%	59%	78%	78%
		Say they are happy with their life (%)	59%	65%	78%	79%
Say they are healthy (%)		59%	56%	80%	73%	

EXECUTIVE SUMMARY | Outcomes at a Glance, Clustered by Race

		Indicator	White Noncompletion	Non-white Noncompletion	White Completion	Non-white Completion
		<i>A socially desirable life success outcome</i>				
Category	Financial	Median personal income	\$38,478	\$30,000	\$79,439	\$61,607
		Median household income	\$40,272	\$32,500	\$90,184	\$69,643
		Say they are financially stable (%)	39%	43%	65%	72%
		Say they can afford childcare (%)	32%	43%	61%	72%
		Have not used food stamps (%)	67%	52%	79%	74%
	Career	Total time unemployed since high school	14.7 months	13.2 months	10 months	9.8 months
		Are salaried, not hourly (%)	12%	8%	46%	40%
		Confident in future career success (%)	62%	73%	83%	84%
	Civic	Vote in state elections (%)	54%	55%	80%	68%
		Involved in their religious community (%)	32%	30%	55%	44%
		Volunteer in their community (%)	24%	25%	46%	47%
	Life Satisfaction	Average number of children	1.61	1.23	1.83	1.42
		Are married (%)	47%	20%	74%	62%
		Say they have a great marriage (%)	58%	50%	79%	77%
		Say they are happy with their life (%)	64%	58%	79%	76%
Say they are healthy (%)		57%	51%	75%	78%	

EXECUTIVE SUMMARY | Outcomes at a Glance, Urban vs Rural




		Indicator	Urban Noncompletion	Rural Noncompletion	Urban Completion	Rural Completion
		<i>A socially desirable life success outcome</i>				
Category	Financial	Median personal income	\$39,516	\$34,565	\$66,058	\$97,917
		Median household income	\$39,865	\$38,387	\$82,981	\$100,742
		Say they are financially stable (%)	37%	42%	62%	71%
		Say they can afford childcare (%)	29%	38%	55%	73%
		Have not used food stamps (%)	65%	68%	82%	72%
	Career	Total time unemployed since high school	15.9 months	12.2 months	8.8 months	12 months
		Are salaried, not hourly (%)	13%	9%	43%	50%
		Confident in future career success (%)	62%	64%	82%	88%
	Civic	Vote in state elections (%)	51%	57%	77%	80%
		Involved in their religious community (%)	30%	37%	47%	65%
		Volunteer in their community (%)	20%	34%	37%	62%
	Life Satisfaction	Average number of children	1.58	1.53	1.75	1.85
		Are married (%)	42%	49%	67%	81%
		Say they have a great marriage (%)	57%	58%	74%	84%
		Say they are happy with their life (%)	62%	64%	76%	84%
Say they are healthy (%)		53%	63%	74%	79%	

EXECUTIVE SUMMARY | Completion vs. Noncompletion Overview

Postsecondary Completion Group

“Completion”— those who have completed either a Certificate, Associate’s Degree, Bachelor’s Degree, or Graduate Degree.

Consistent Trends Since 2011




-  More than two-thirds of those with a postsecondary degree are married, versus less than half of those without.
-  Completions have more children and self-report a happy family life at rates exceeding that of Noncompletions.
-  These individuals remain more likely to report that they are healthy and financially stable.

Findings for this group are displayed in navy blue throughout the deck.

Noncompletion Group

“Noncompletion”—those who either did not graduate high school, did not attend college after high school/GED, or did not finish a college degree.

Consistent Trends Since 2011

-  Noncompletions are more likely to have family members who also have not completed a degree.
-  This group also votes at rates far below those of their more-educated neighbors, just as they did in 2011.
-  Those who do not attend college, or fail to complete college, still say they regret that decision.

Findings for this group are displayed in aqua blue throughout the deck.

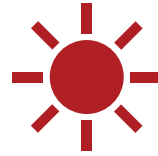
EXECUTIVE SUMMARY | Key Findings From This (2023) Study

Postsecondary graduates still enjoy better life success outcomes such as household income, civic engagement, and personal happiness. However, more graduates are working hourly, not salaried, positions.



Employment

- **Income:** Mean personal annual compensation is **103%** greater among those with a degree or certificate (*2011: 104% greater*).
- **Job Status:** Degree or certificate holders are now **1.2 times** more likely to work in salaried, not hourly, jobs (*2011: 2.6 times*).
- **Stability:** **22%** of those without a postsecondary degree or certificate have experienced more than two years of total post-high school unemployment, compared to **11%** of those with a degree or certificate (*2011: 23% and 9%, respectively*).



Personal Satisfaction

- **Happiness:** Degree or certificate holders are **25%** more likely to report happiness with their life (*2011: 11%*).
- **Health:** Degree or certificate holders are **11%** more likely to report good health than non-degree holders (*2011: 11%*).
- **Childcare:** Those who have completed postsecondary education are **88%** more likely to report that they are able to afford quality childcare than those without (*Question not asked in 2011*).



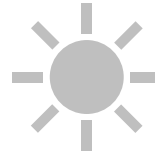
Civic Engagement

- **Political Participation:** Postsecondary degree or certificate holders vote in elections at a rate **47%** higher than those without a degree or certificate (*2011: 50%*).
- **Government Aid:** Individuals without a degree or certificate are **1.6 times** as likely to have utilized food stamps in the past five years relative to their counterparts (*2011: 3.3 times*).

26% of those who did not complete a postsecondary degree do not have a family member with a degree, versus **10%** among those with a degree.

EXECUTIVE SUMMARY | Key Findings From Previous (2011) Study

Educational attainment is highly correlated with life success outcomes such as household income, civic engagement, and personal happiness. Those without postsecondary certificates or degrees experience lower job stability, earn less, and engage less frequently with their community.



Employment

- **Job Status:** Degree or certificate holders are **2.6 times** more likely to work in salaried, not hourly, jobs.
- **Income:** Mean personal annual compensation is **104%** greater among those with a degree or certificate.
- **Stability:** **23%** of those without a postsecondary degree or certificate have experienced more than two years of total post-high school unemployment, compared to **9%** of those with a degree or certificate.

Life Satisfaction

- **Happiness:** Degree or certificate holders are **11%** more likely to report happiness with their life.
- **Health:** Degree or certificate holders are **11%** more likely to report good health than non-degree holders.
- **Marriage and Family:** Those who have completed postsecondary education are **9%** more likely to report that they have great marriages, and **6%** more likely to characterize themselves as having good family life.

Civic Engagement

- **Political Participation:** Postsecondary degree or certificate holders vote in elections at a rate **50%** higher than those without a degree or certificate.
- **Government Aid:** Individuals without a degree or certificate are **three times** as likely to have utilized food stamps in the past five years relative to their counterparts.

Individuals with parent who completed a postsecondary degree are **50%** more likely to complete a degree themselves.

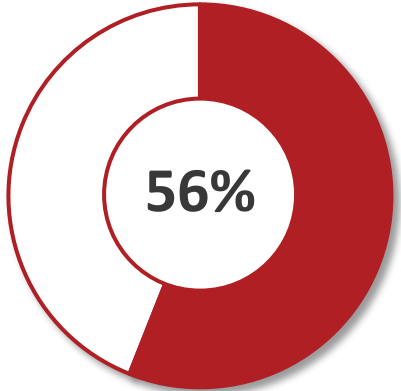
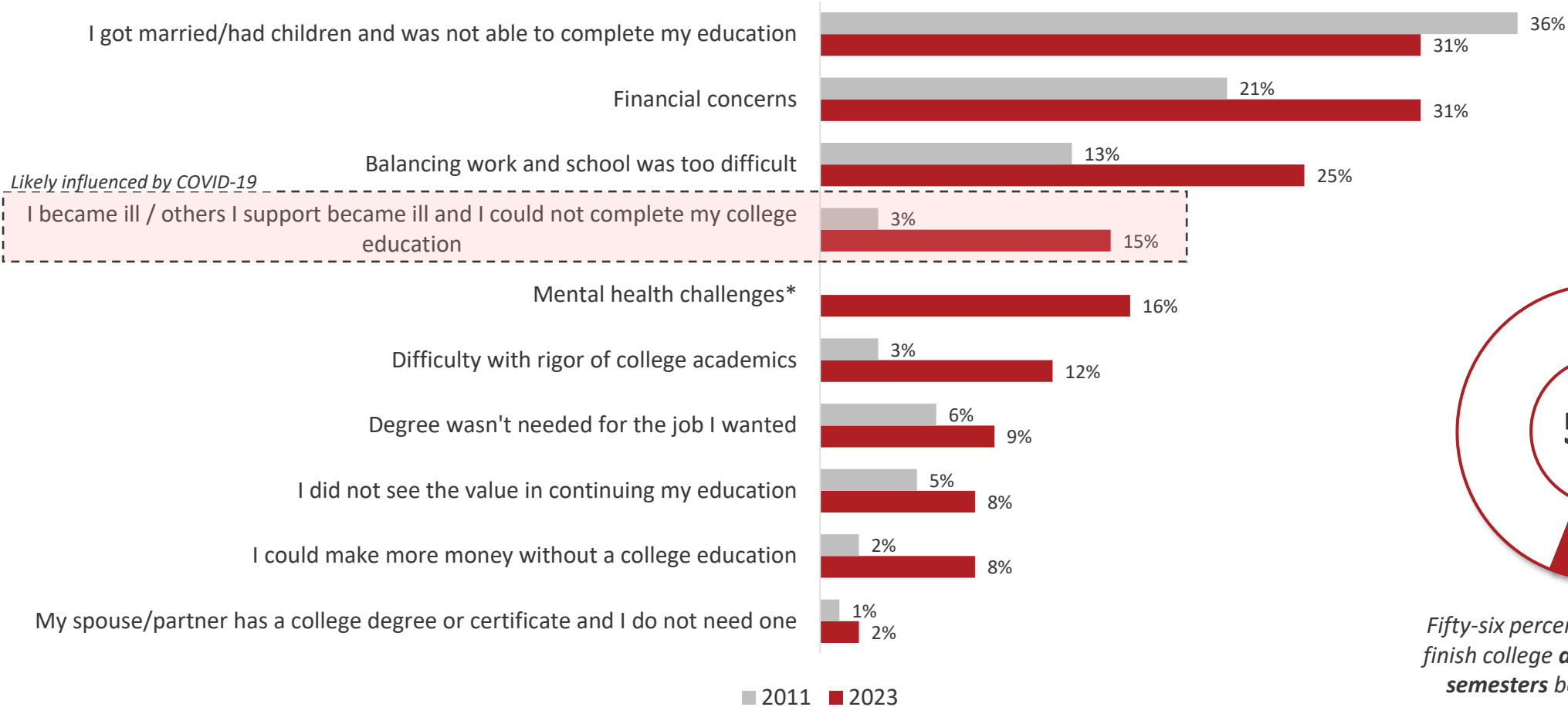
Increasingly, those who do not finish college cite financial concerns. Marriage and family changes are still the leading reason for discontinuing education.

Ongoing Benchmark Question



Reasons for Discontinuing

Some college, no completion
2011: n= 683 , 2023: n = 289



Fifty-six percent of those who didn't finish college **attended four or more semesters** before discontinuing.

* Not included as a response option in 2011

Q11: How many semesters did you attend college (e.g., certificate program, trade school, community college, or university)?

Q13: Which of the following best describes why you have not completed a college (e.g., certificate program, trade school, community college, or university) degree or certificate?

Still, individuals who receive a postsecondary degree or certification are happier, healthier, wealthier, and spend more time employed than their less-educated counterparts.



Summary of Outcomes

Completion
n = 779

COMPLETION: Those who have earned a Certificate or an Associate's, Bachelor's, or Graduate degree.

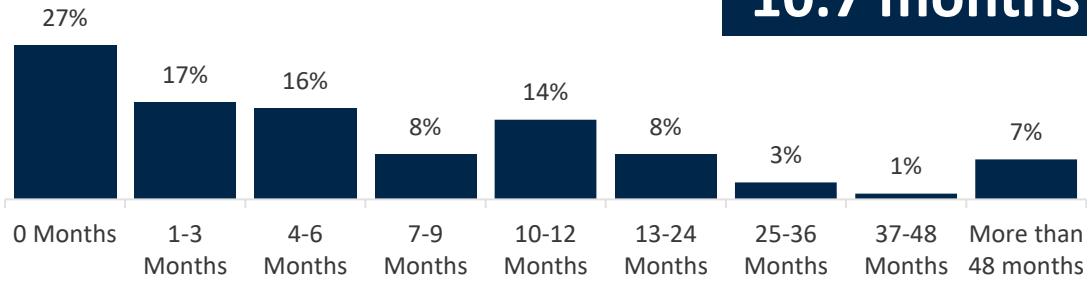
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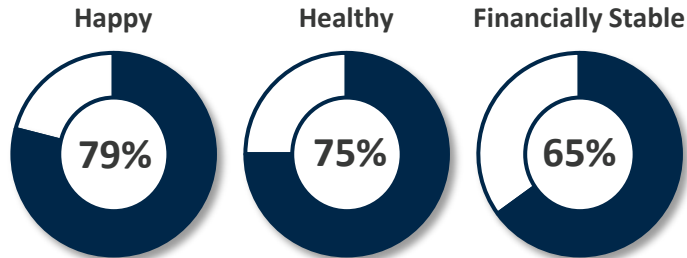
Months Unemployed Since High School

Average

10.7 months



Percentage Who Say They Are...



Median Personal Income

\$75,789

Median Household Income

\$87,631

Family Demographics

72%

% Married

1.83

of Children

1.8

of relatives with degrees



Summary of Outcomes

Noncompletion
n = 534

NONCOMPLETION: Those who did not graduate high school, those who did, and those who attended some college.

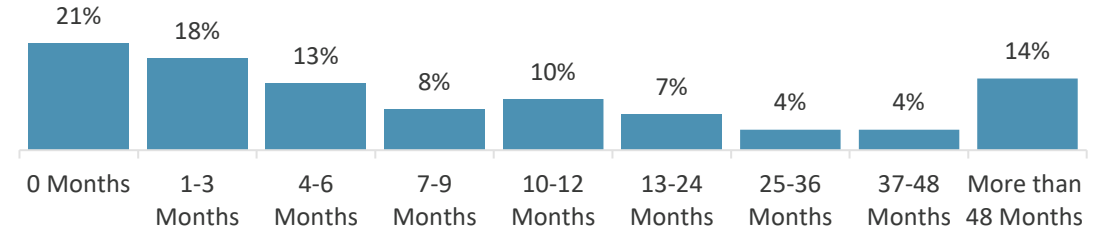
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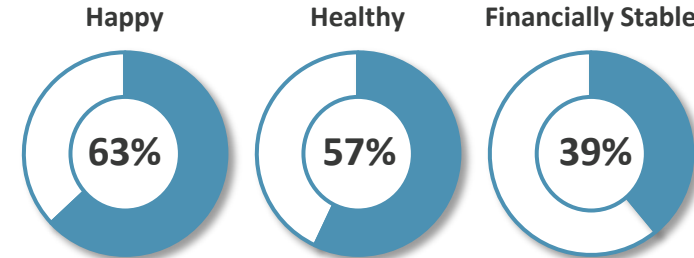
Months Unemployed Since High School

Average

14.5 months



Percentage Who Say They Are...



Median Personal Income

\$37,407

Median Household Income

\$39,191

Family Demographics

45%

% Married

1.61

of Children

1.2

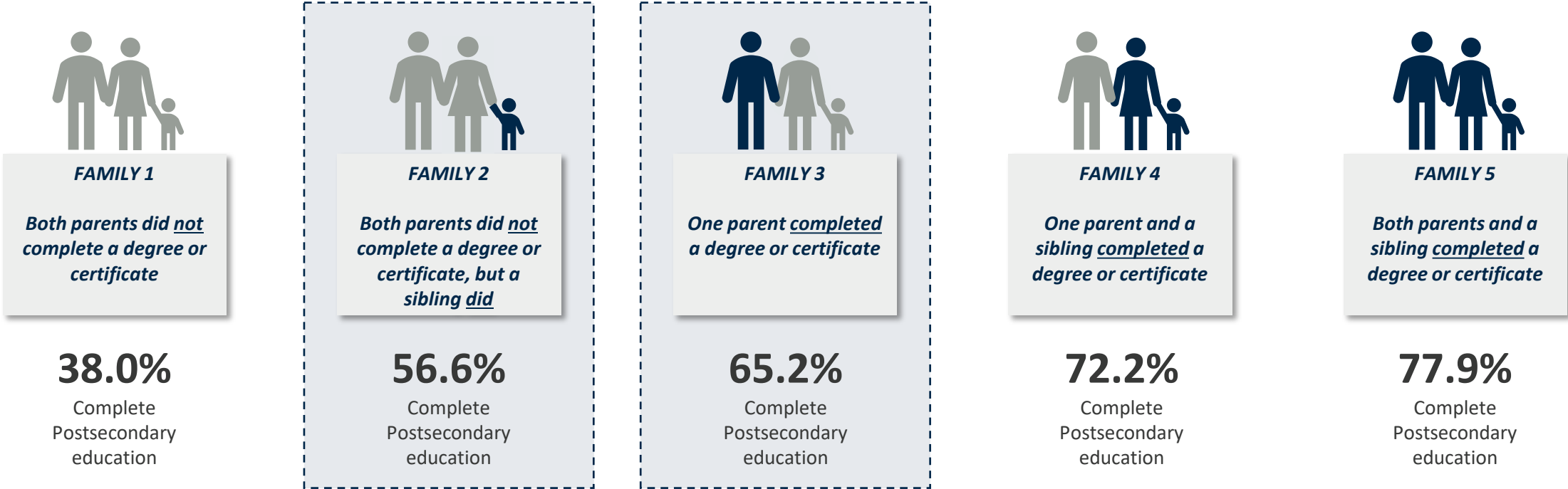
of relatives with degrees

Postsecondary achievement by both parents and siblings continues to have a notable impact on the likelihood of an individual's educational attainment.



Impact of Family on Degree/Certificate Attainment

All groups
2023: n = 1313



INSIGHT:
This figure is up 10% since 2011, however, the 2023 sample includes 6% more postsecondary completion than in 2011.

PARENT EFFECT: Those whose parents have completed a degree are **1.7 times more likely to complete a degree** as well.

SIBLING EFFECT: Those with at least one sibling who has completed a degree are **1.5 times more likely to complete a degree**.

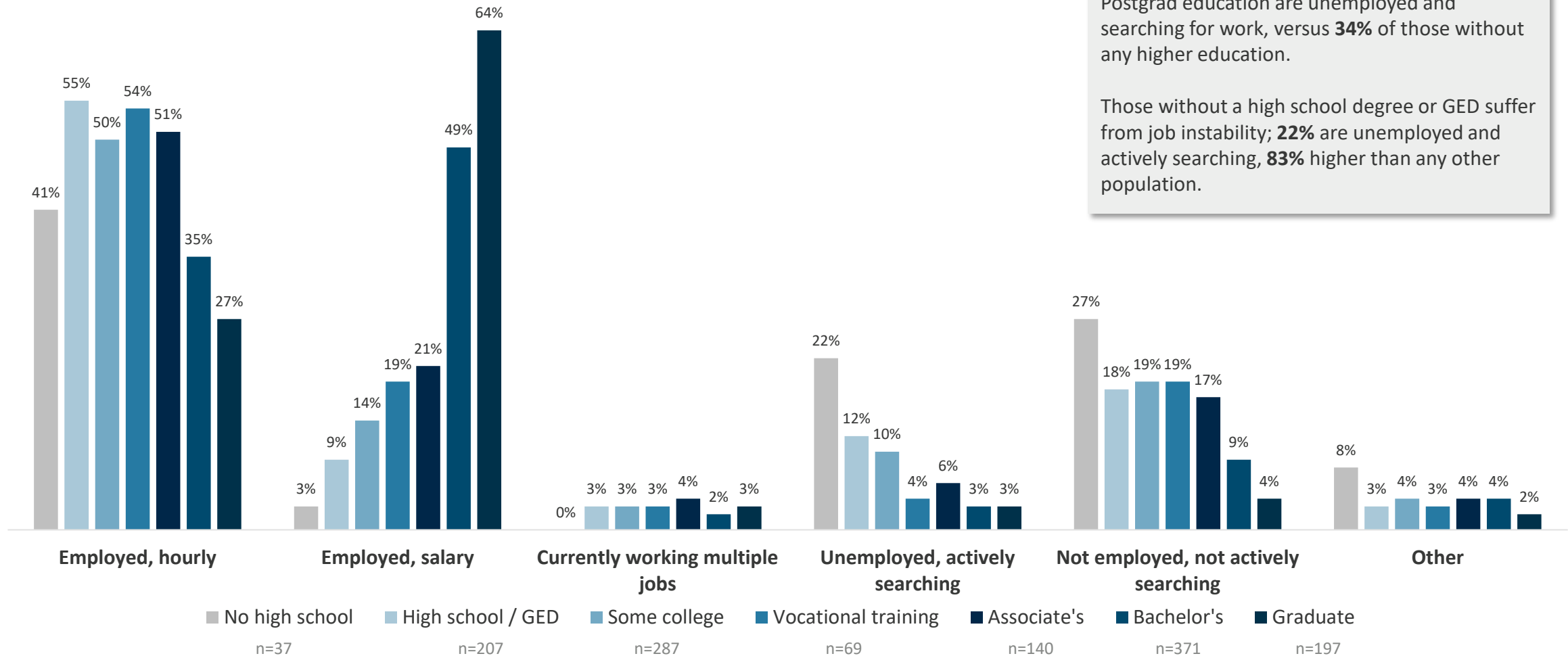
Those who have completed a bachelor's or graduate degree are far more likely to be employed in a salaried position than those who did not.



Employment Status by Education Level

All groups

2023: n = 1313



INSIGHT: A college degree is highly correlated with job stability; **6%** of those with a Bachelors or Postgrad education are unemployed and searching for work, versus **34%** of those without any higher education.

Those without a high school degree or GED suffer from job instability; **22%** are unemployed and actively searching, **83%** higher than any other population.

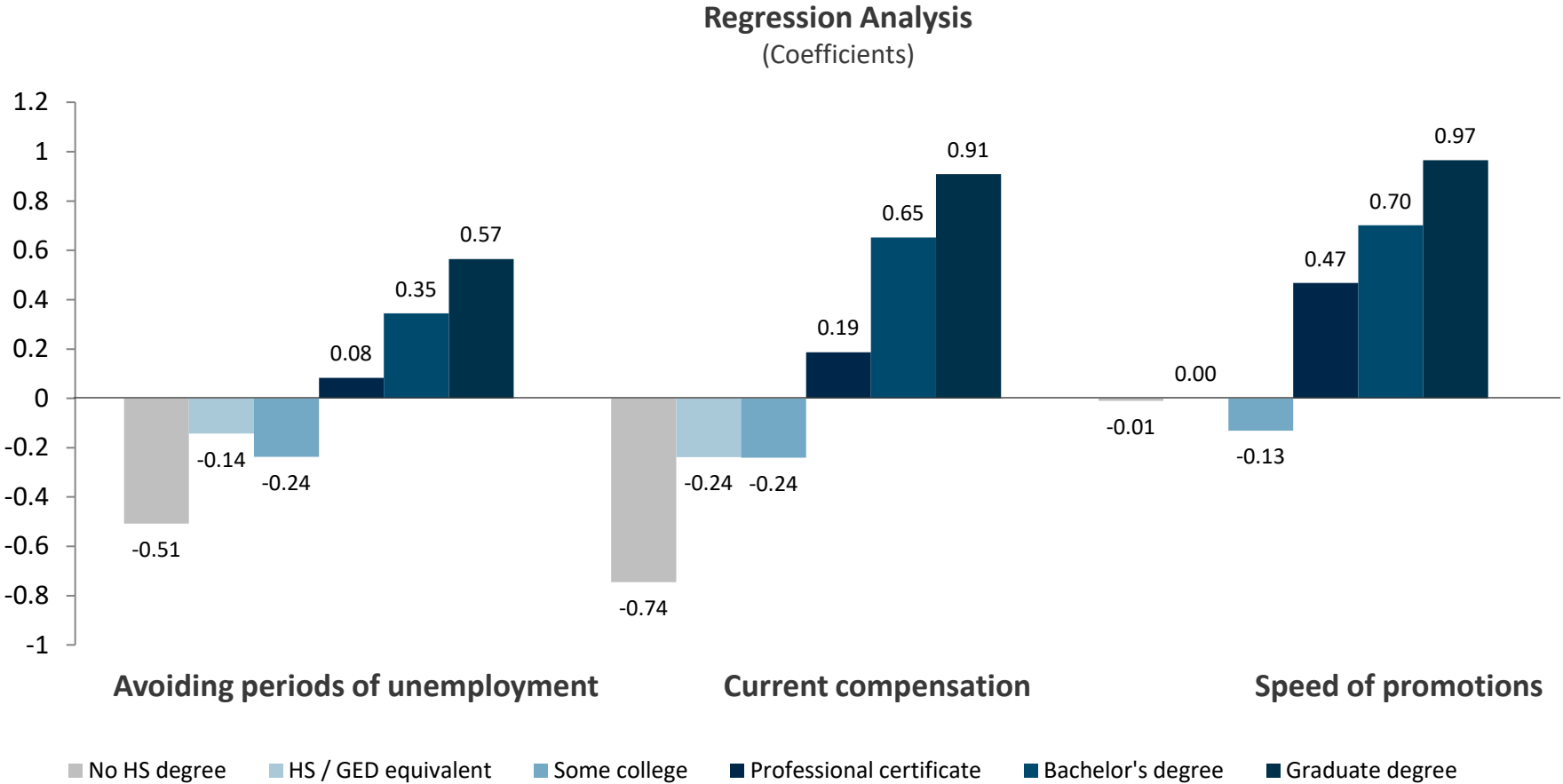
There remains a significant link between educational attainment and career success factors such as avoiding unemployment and being promoted more quickly.



Influence of Higher Education on Career Factors

All groups
2023: n = 1313

The zero mark denotes no relationship; groups with a coefficient greater than zero succeed more at work than the typical respondent, on average.



-Controlled for: age, ethnicity, gender, employment status, and if parents completed college

Completion vs. Noncompletion

Direct population comparisons

Individuals who receive a postsecondary degree or certification are happier, healthier, wealthier, and spend more time employed than their less-educated counterparts.



Summary of Outcomes

Completion
n = 779

COMPLETION: Those who have earned a Certificate or an Associate's, Bachelor's, or Graduate degree.

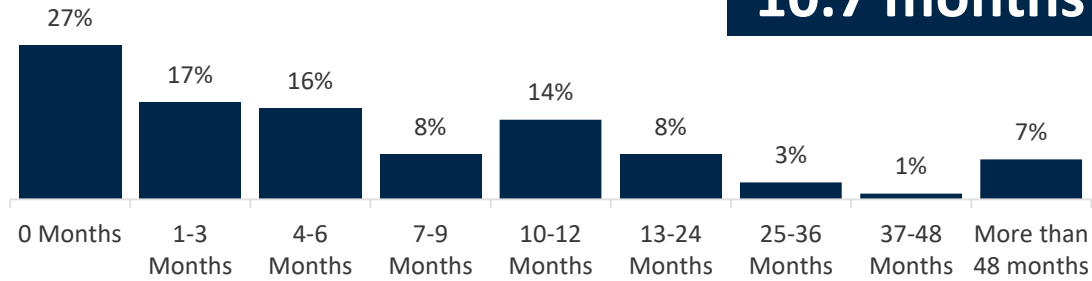
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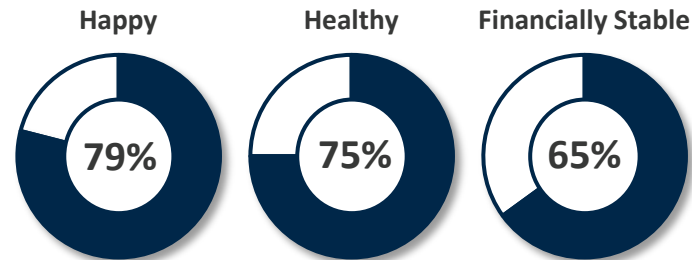
Months Unemployed Since High School

Average

10.7 months



Percentage Who Say They Are...



Median Personal Income

\$75,789

Median Household Income

\$87,631

Family Demographics

72%

% Married

1.83

of Children

1.8

of relatives with degrees



Summary of Outcomes

Noncompletion
n = 534

NOCOMPLETION: Those who did not graduate high school, those who did, and those who attended some college.

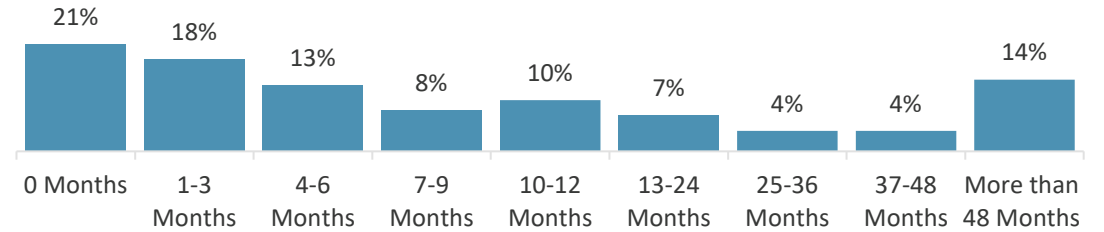
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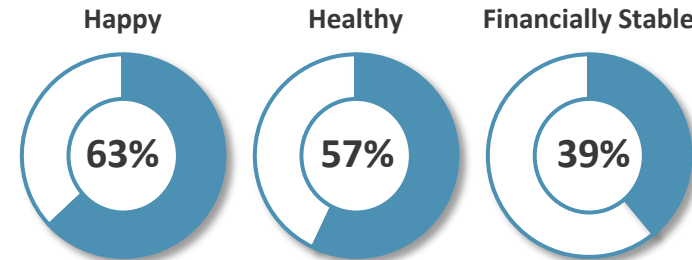
Months Unemployed Since High School

Average

14.5 months



Percentage Who Say They Are...



Median Personal Income

\$37,407

Median Household Income

\$39,191

Family Demographics

45%

% Married

1.61

of Children

1.2

of relatives with degrees

Those who completed higher education feel secure in their jobs, satisfied with their careers, and want their own children to attend college – placing a higher value on certificates and degrees.

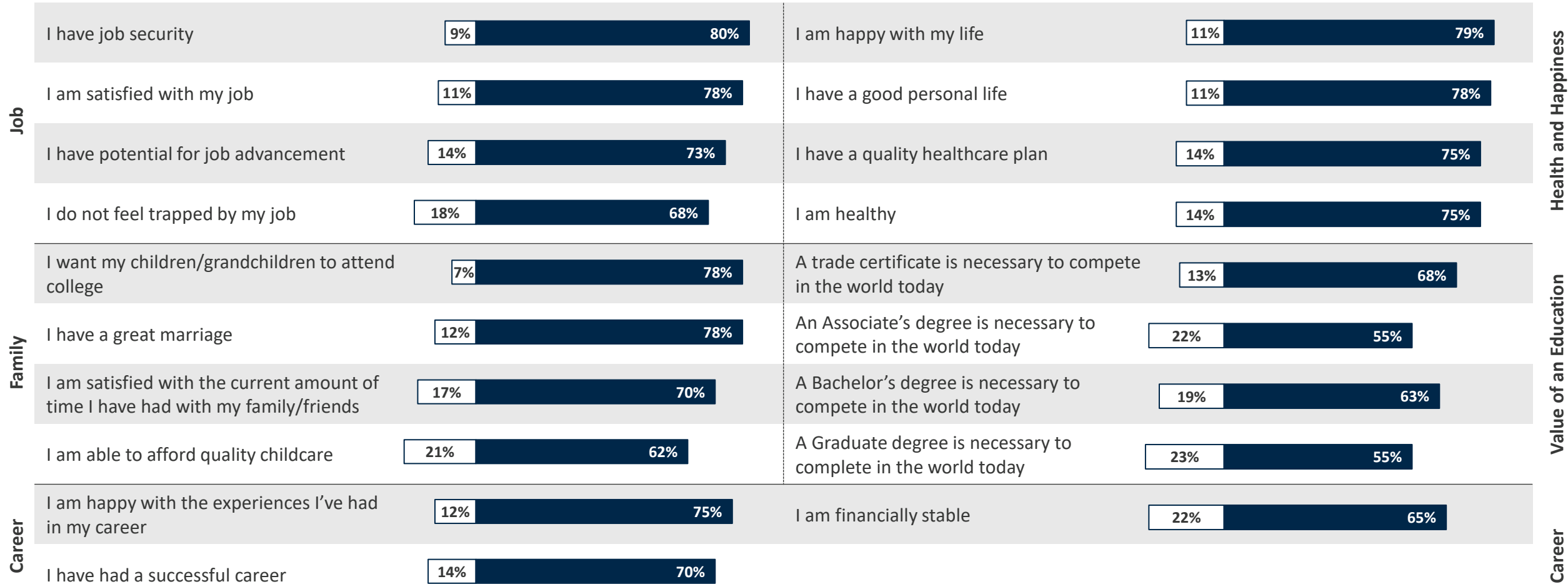


Influence of Higher Education on Life Outcomes

Completion
n = 773

Disagree Agree

COMPLETION



Those without postsecondary education want their children to attend college at nearly the same rate as those with postsecondary education – though they place less value on degrees overall.



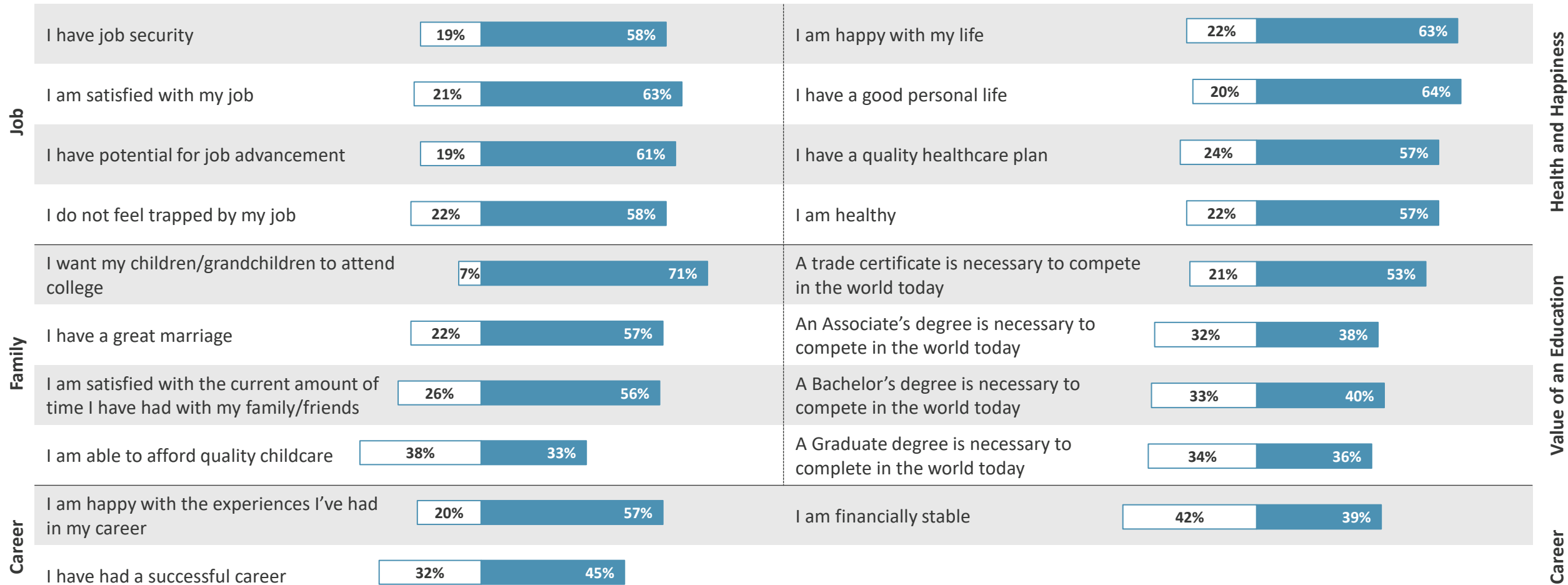
Influence of Higher Education on Life Outcomes

Noncompletion

n = 526

Disagree Agree

NONCOMPLETION

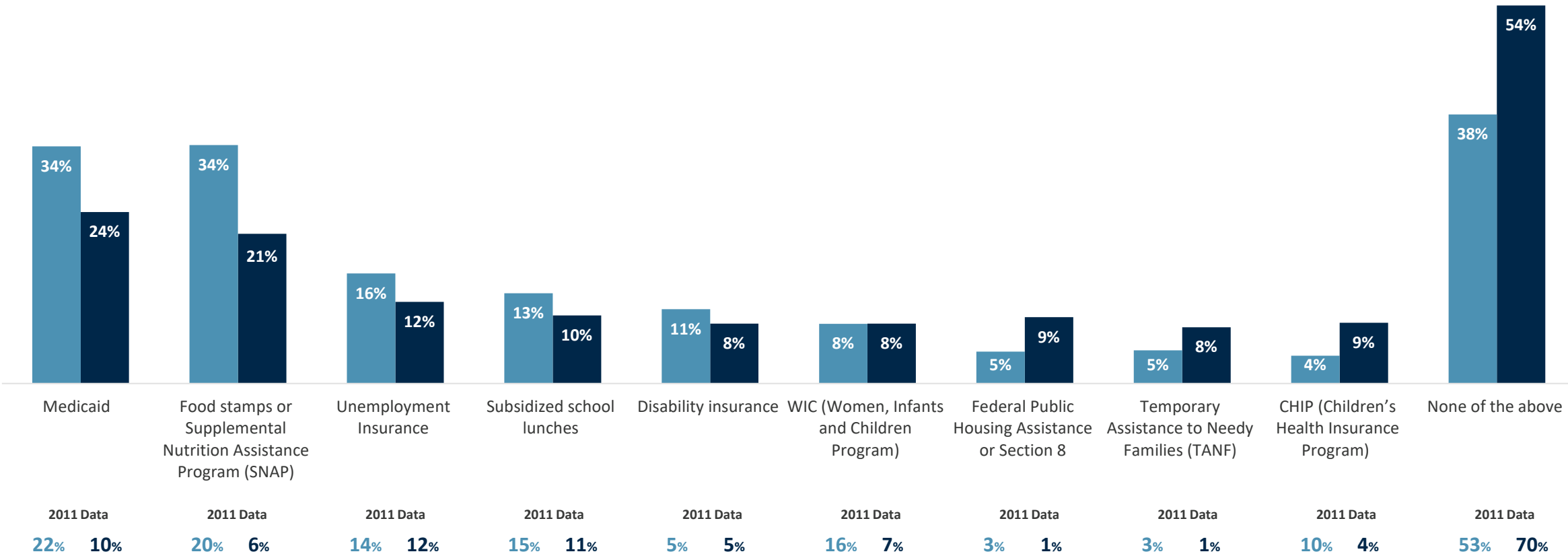


Individuals who complete a degree or certificate tend to utilize less government assistance, especially food stamps and Medicaid, but usage is up in general compared with 2011 data.

Government Assistance Utilized in the Past Five Years
 Completion vs. Noncompletion
 Noncompletion: n = 533, Completion: n = 779

Noncompletion
 Completion

Lasting effects from COVID: The lingering effects of the COVID-19 pandemic have likely pushed more households to accept government assistance.



Career Employment

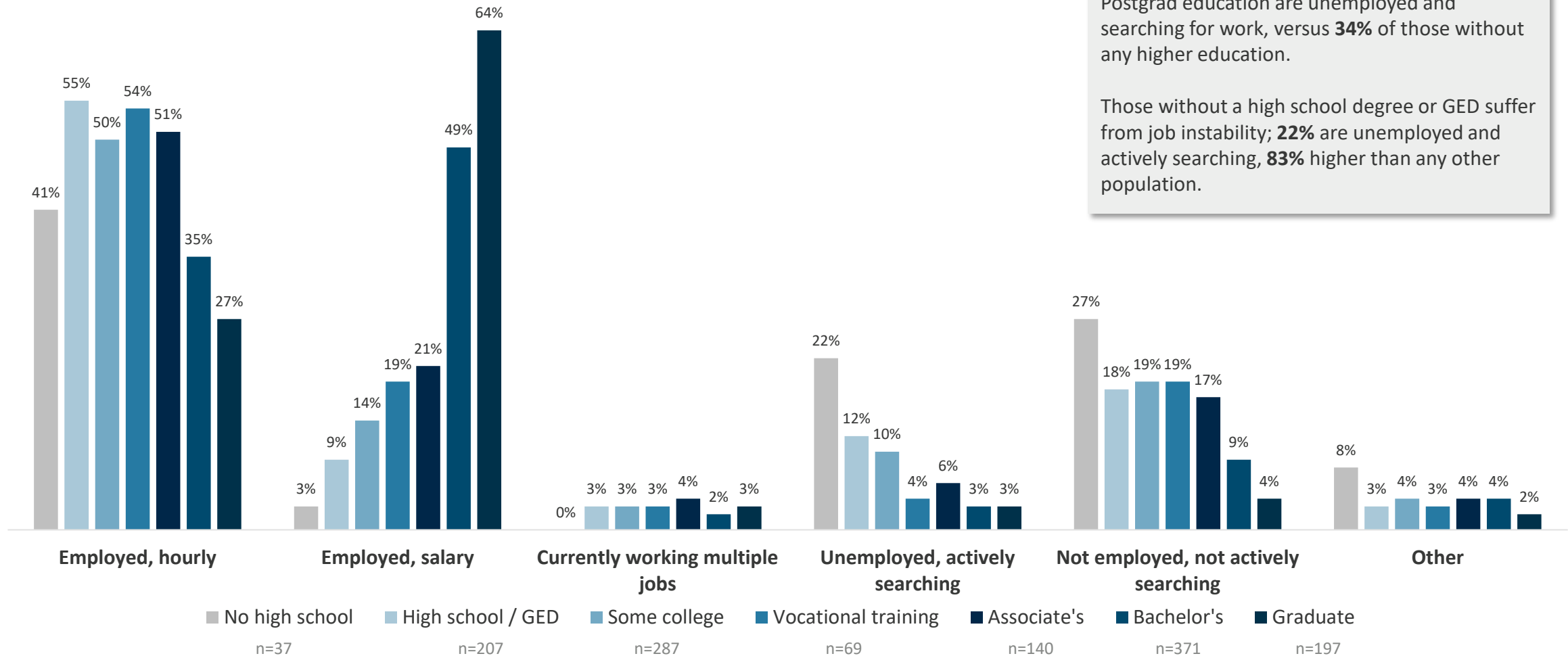
Those who have completed a bachelor's or graduate degree are far more likely to be employed in a salaried position than those who did not.



Employment Status by Education Level

All groups

2023: n = 1313



INSIGHT: A college degree is highly correlated with job stability; **6%** of those with a Bachelors or Postgrad education are unemployed and searching for work, versus **34%** of those without any higher education.

Those without a high school degree or GED suffer from job instability; **22%** are unemployed and actively searching, **83%** higher than any other population.

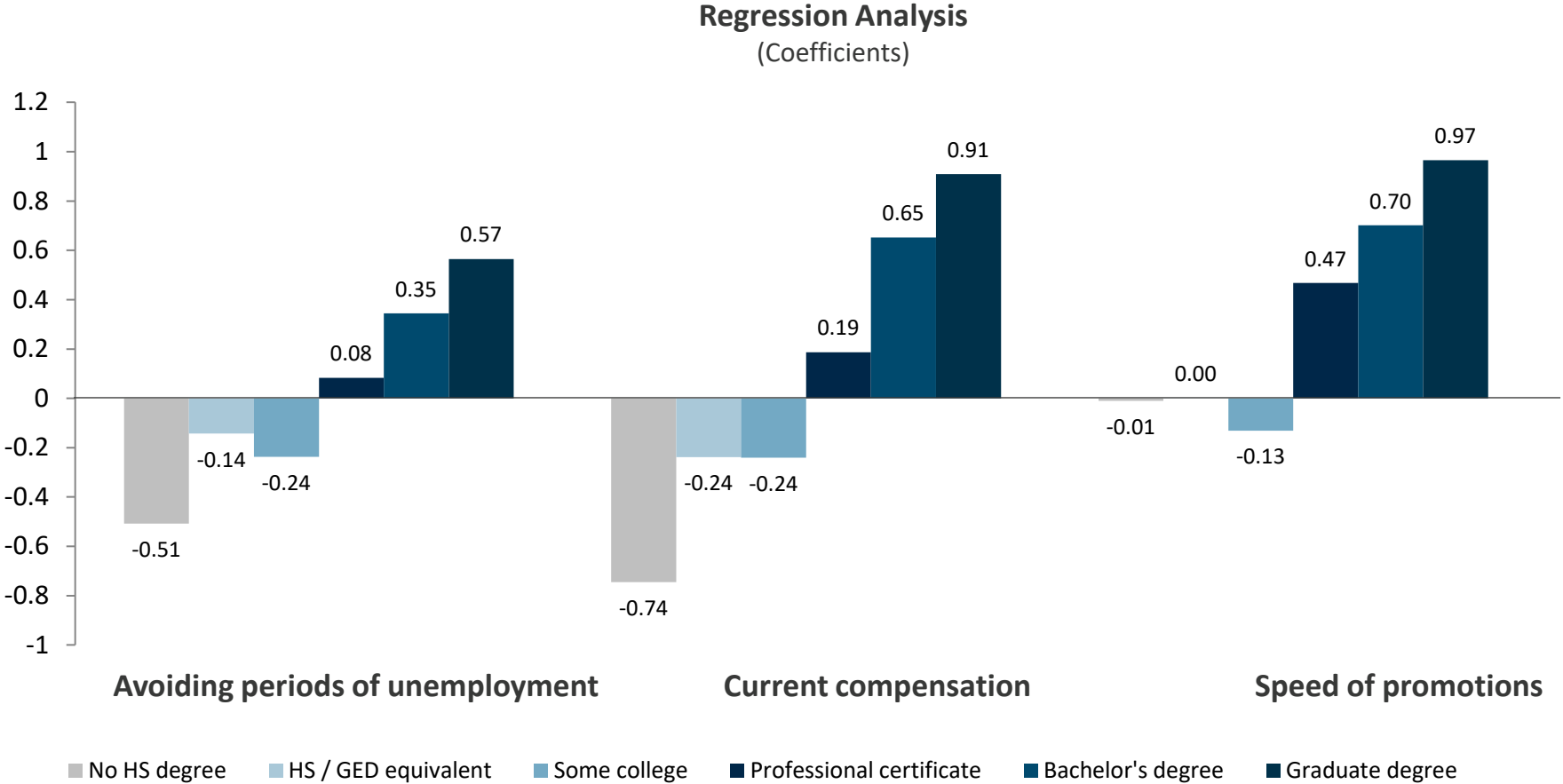
There remains a significant link between educational attainment and career success factors such as avoiding unemployment and being promoted more quickly.



Influence of Higher Education on Career Factors

All groups
2023: n = 1313

The zero mark denotes no relationship; groups with a coefficient greater than zero succeed more at work than the typical respondent, on average.



-Controlled for: age, ethnicity, gender, employment status, and if parents completed college

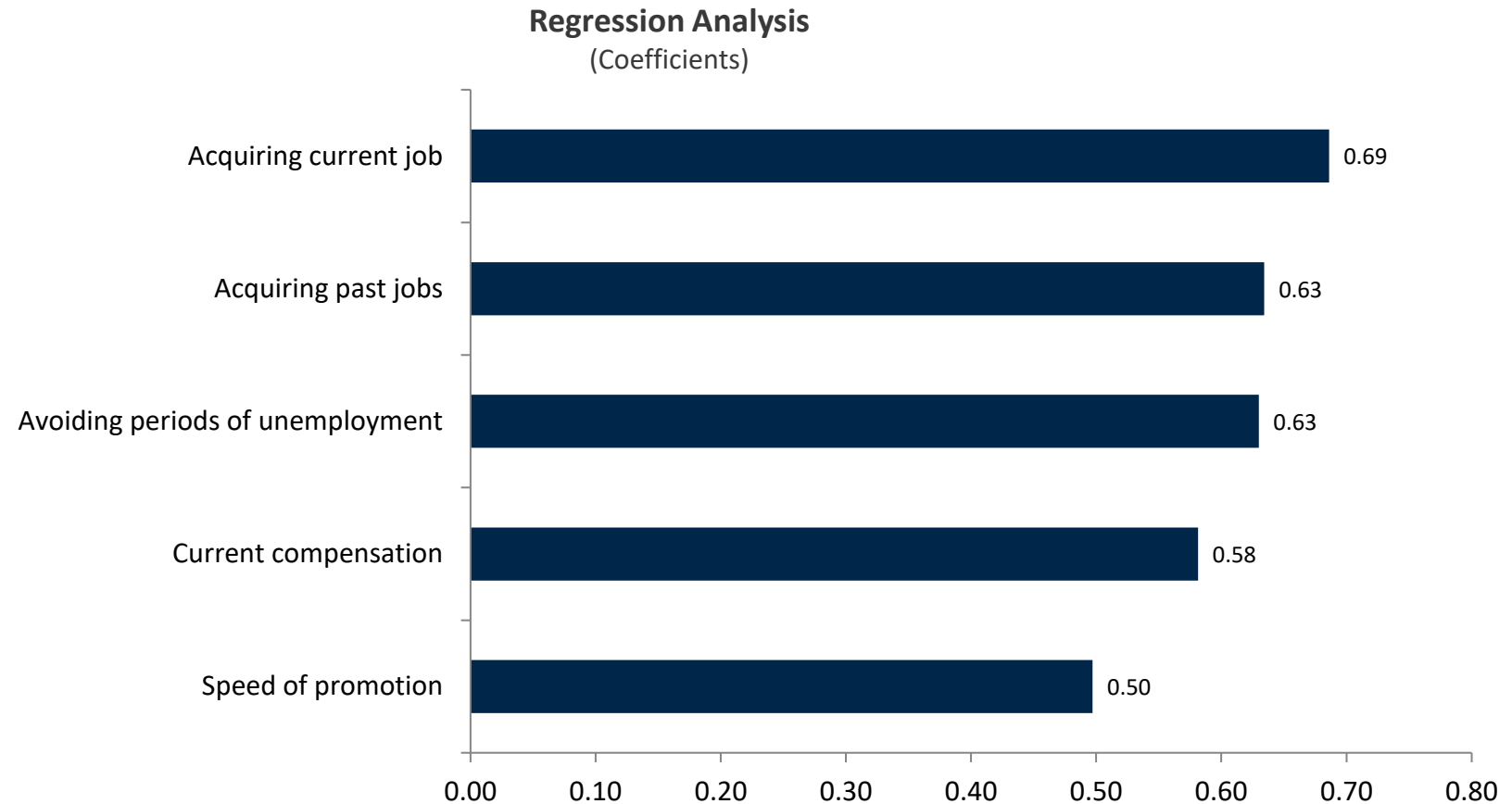
Educational attainment similarly has a high level of correlation with the ability to acquire a job.



Influence of Higher Education on Career Factors

Completion
n = 773

These values represent the increased likelihood/rating of a given outcome when a degree or certificate is completed.



Controlled for: age, ethnicity, gender, employment status, and if parents completed college

Those who have not completed postsecondary education are involuntarily unemployed for longer periods of time than postsecondary graduates.

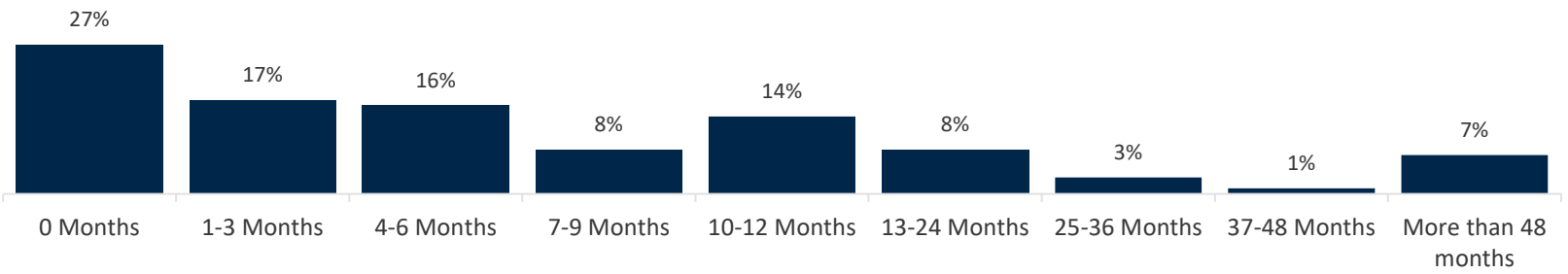


Months Unemployed Since High School

Completion
n = 779

Mean: **10.7 months**

COMPLETION

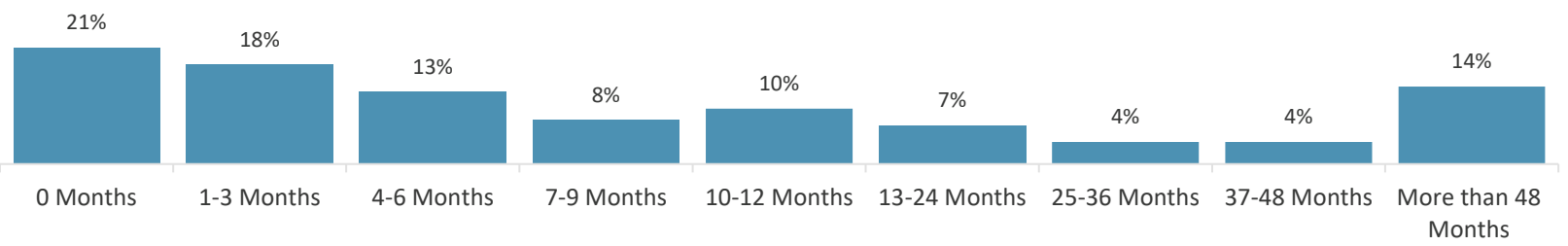


Months Unemployed Since High School

Noncompletion
n = 534

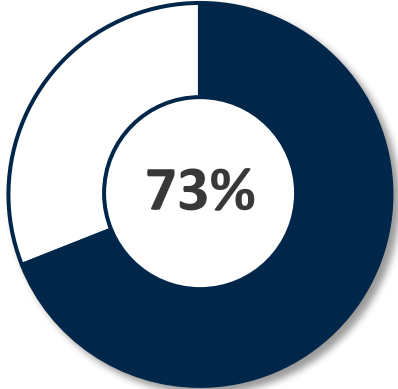
Mean: **14.5 months**

NONCOMPLETION

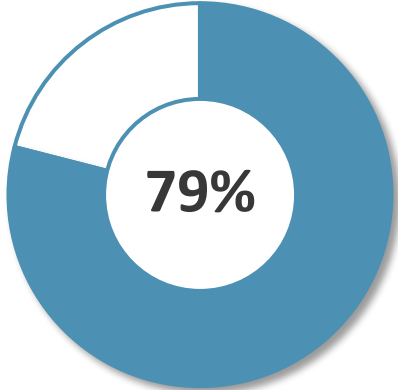


Have you been involuntarily unemployed at any point since high school?

Completion



Noncompletion



However, those who have completed postsecondary education are more likely to see themselves as underemployed relative to their qualifications.

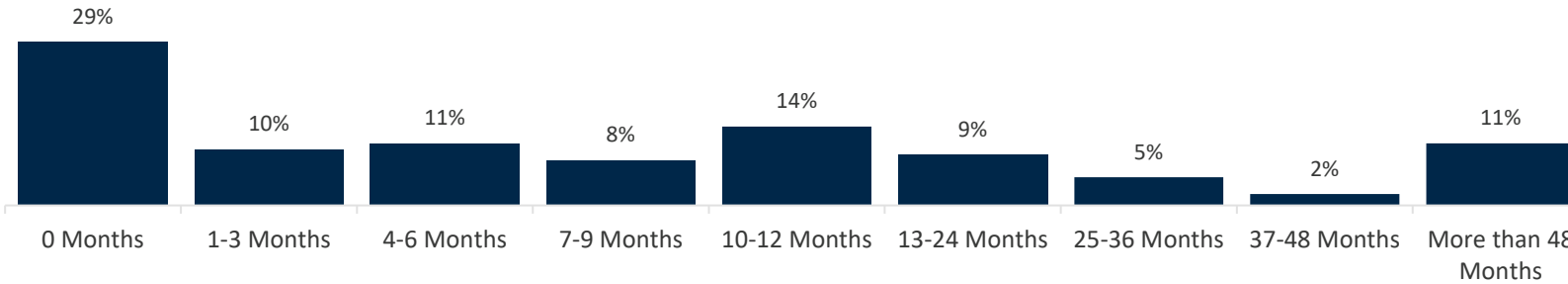


Months Underemployed Since High School

Completion
n = 779

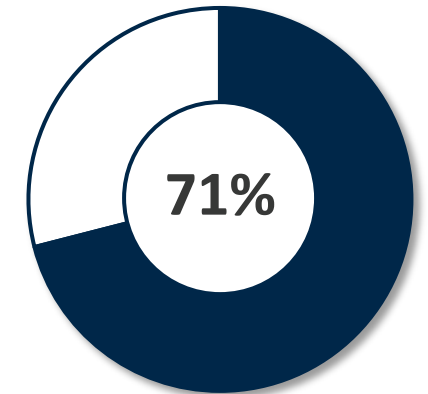
Mean: **13.2 months**

COMPLETION



Have you been involuntarily underemployed at any point since high school?

Completion

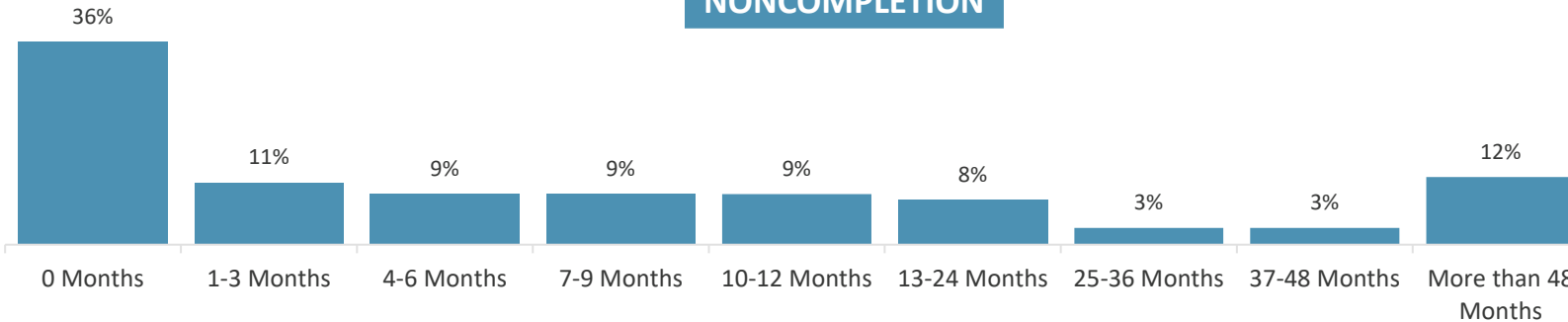


Months Underemployed Since High School

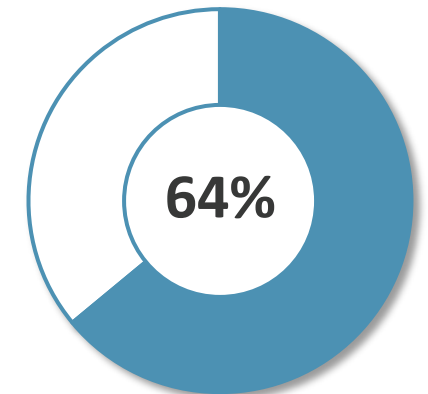
Noncompletion
n = 534

Mean: **12.5 months**

NONCOMPLETION



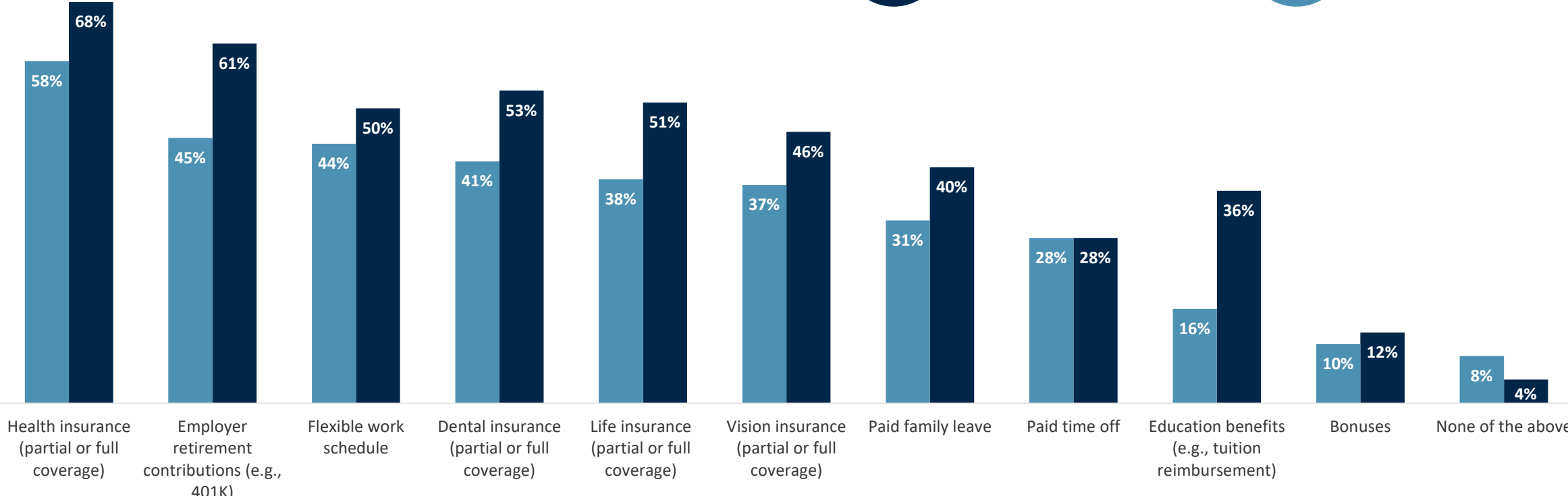
Noncompletion



Individuals with a certificate or degree tend to receive an average of 4.5 varied benefits from employers whereas those without receive an average of 3.6 benefits.

Benefits Offered by Employers
 Completion vs. Noncompletion
 Noncompletion: n = 347, Completion: n = 649

Noncompletion
 Completion



COMPLETIONS

19 Average number of PTO days

12% Receive an annual bonus

NONCOMPLETIONS

13 Average number of PTO days

10% Receive an annual bonus

Those with postsecondary degrees or certificates feel more fulfilled at work and experience greater job security, satisfaction, and potential for advancement.



Employment Satisfaction Ratings

Completion vs. Noncompletion

Noncompletion: n = 343 Completion: n = 647

1
Strongly
Disagree

2

3

4

5
Strongly
Agree

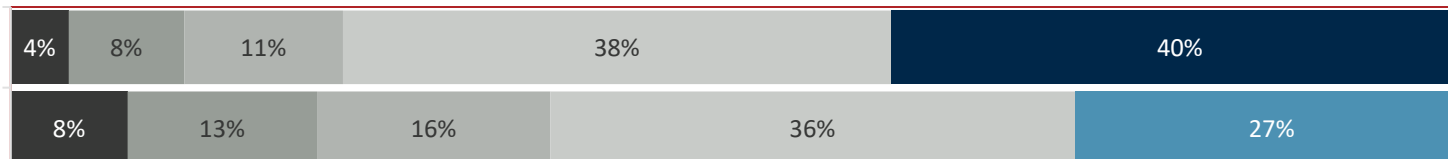
Noncompletion
Completion

Disagree

11%

21%

I am satisfied with my job



COMPLETIONS

78%

NONCOMPLETIONS

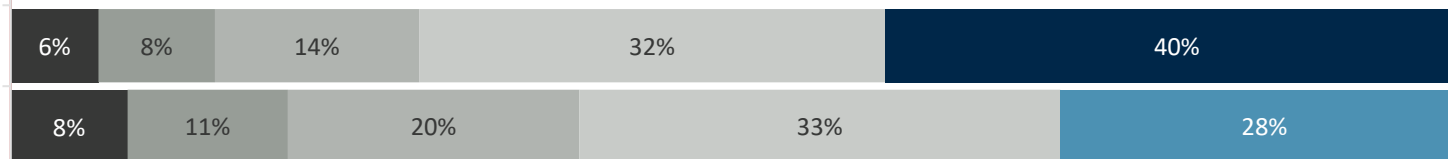
63%

Agree

14%

19%

I have potential for job advancement



COMPLETIONS

73%

NONCOMPLETIONS

61%

9%

19%

I have job security



COMPLETIONS

80%

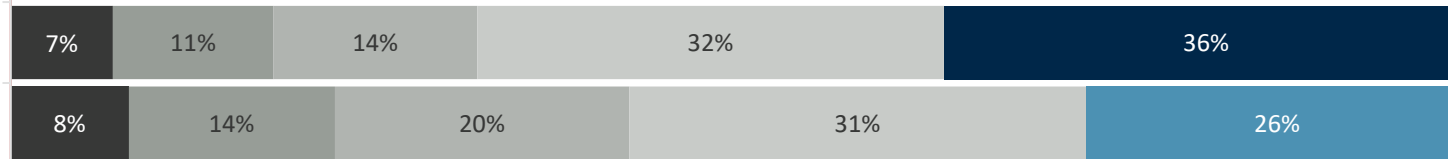
NONCOMPLETIONS

58%

18%

22%

I do not feel trapped by my job



COMPLETIONS

68%

NONCOMPLETIONS

58%

Those with postsecondary degrees or certificates are more likely to experience a successful career, financial stability, and express greater confidence in their future success.



Professional Career Ratings

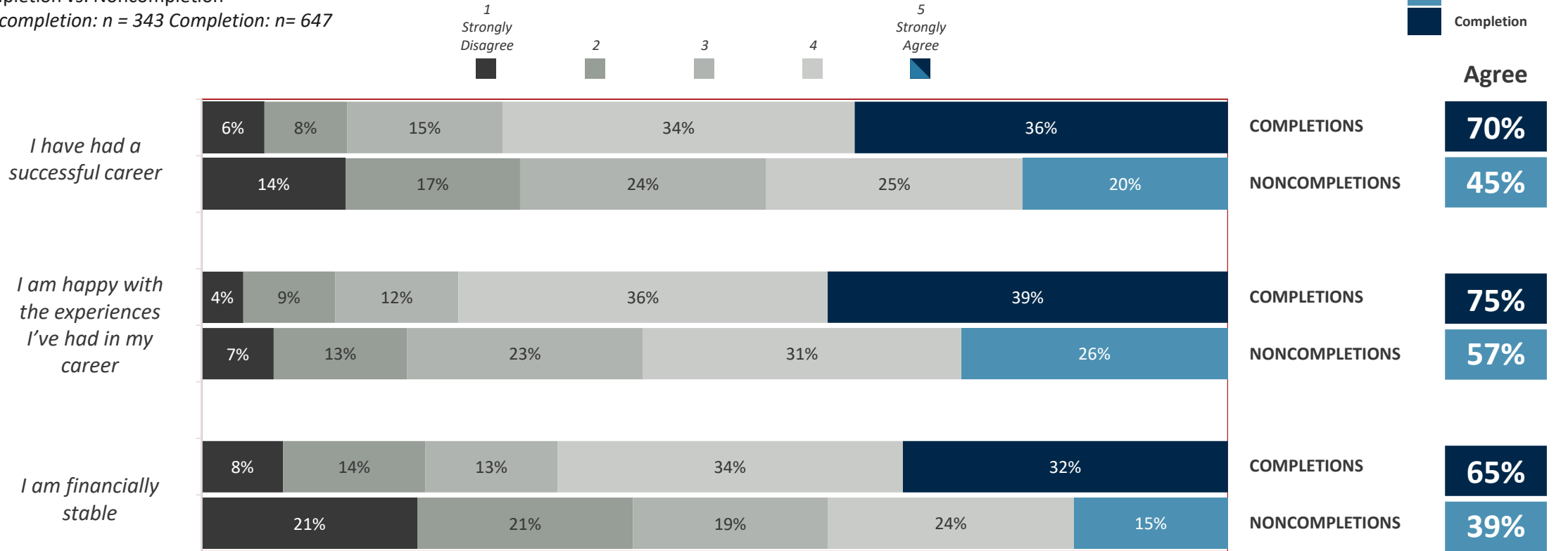
Completion vs. Noncompletion
 Noncompletion: n = 343 Completion: n = 647

Disagree

14%
32%

12%
20%

22%
42%



Percentage who are confident in their future career success

No high school	High school/GED	Some college	Training Certificate	Associate's	Bachelor's	Graduate
57%	64%	63%	76%	73%	86%	89%

Those who complete a postsecondary degree or credential credit education for helping them acquire their current job and avoid unemployment, while non-graduates do not.

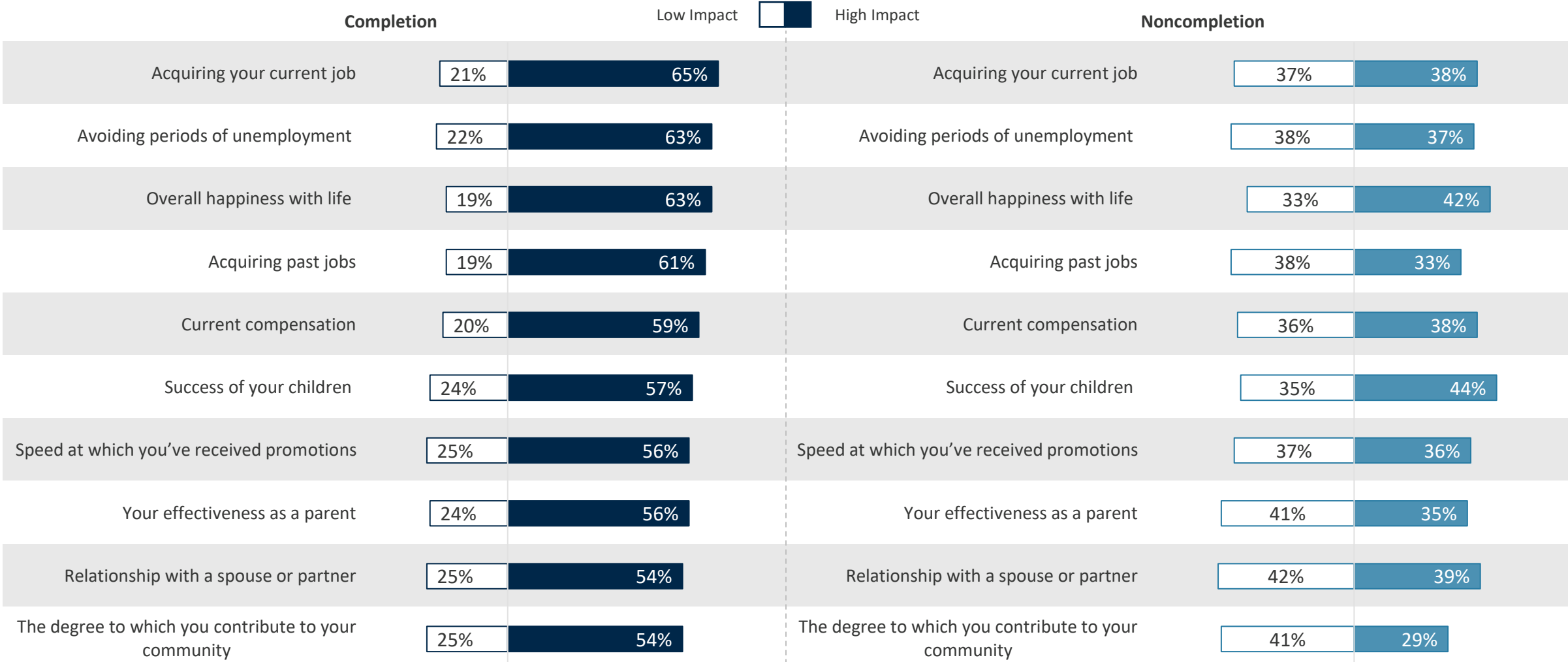


Lasting Impacts From Higher Education

Completion vs. Noncompletion

Noncompletion: n = 459, Completion: n= 732


Noncompletion
Completion



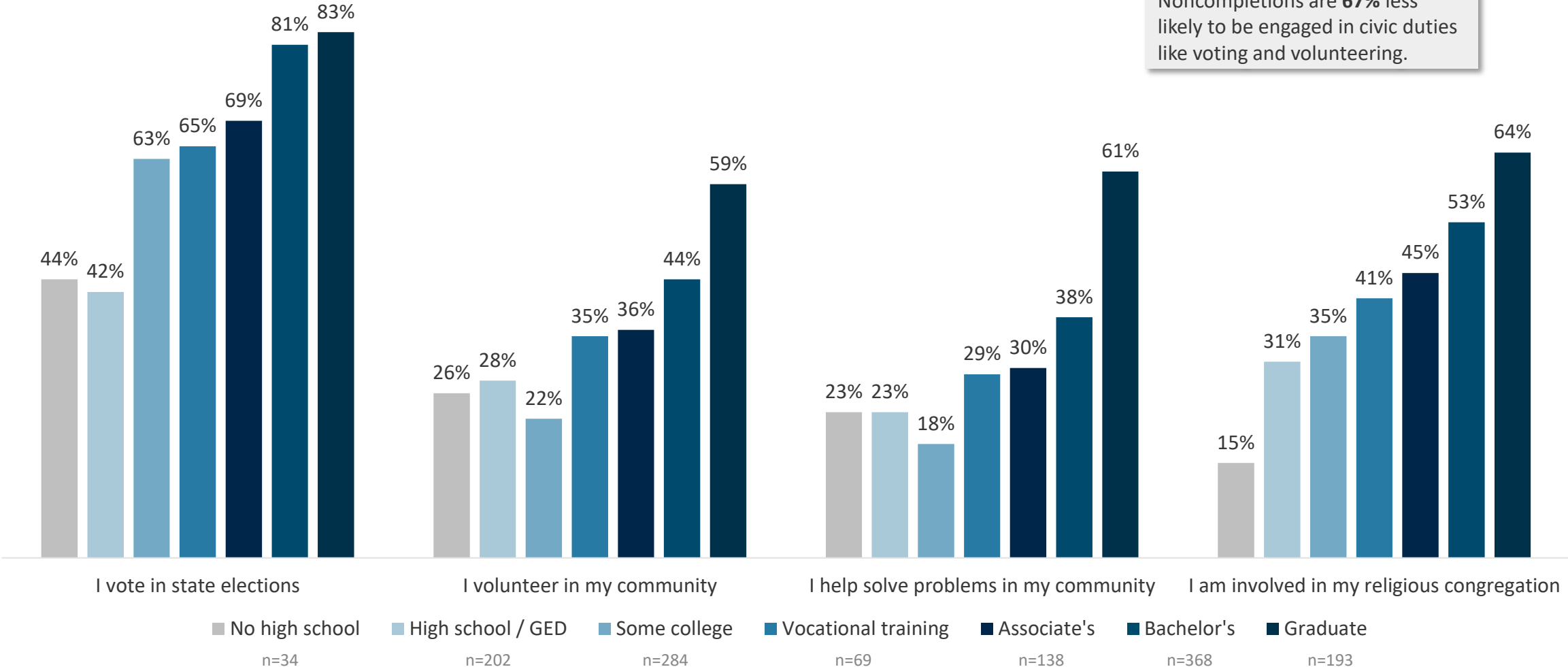
*"Low Impact" reflects those who selected 1 or 2 on a five-point Likert scale, with "high impact" being composed of those who selected 4 or 5.
Q32: Again, using a 1-5 scale, with 1 being "absolutely no impact", 3 being "moderate impact", and 5 being "significant impact", to what extent has your education positively contributed to the following?

Civic Engagement

Educational attainment is highly correlated with civic engagement. Those who are most educated are most likely to be involved in communities, congregations, and caucuses.

 **Civic Engagement by Educational Attainment**
All groups
2023: n = 1288

DISENGAGED: On average, Noncompletions are **67%** less likely to be engaged in civic duties like voting and volunteering.

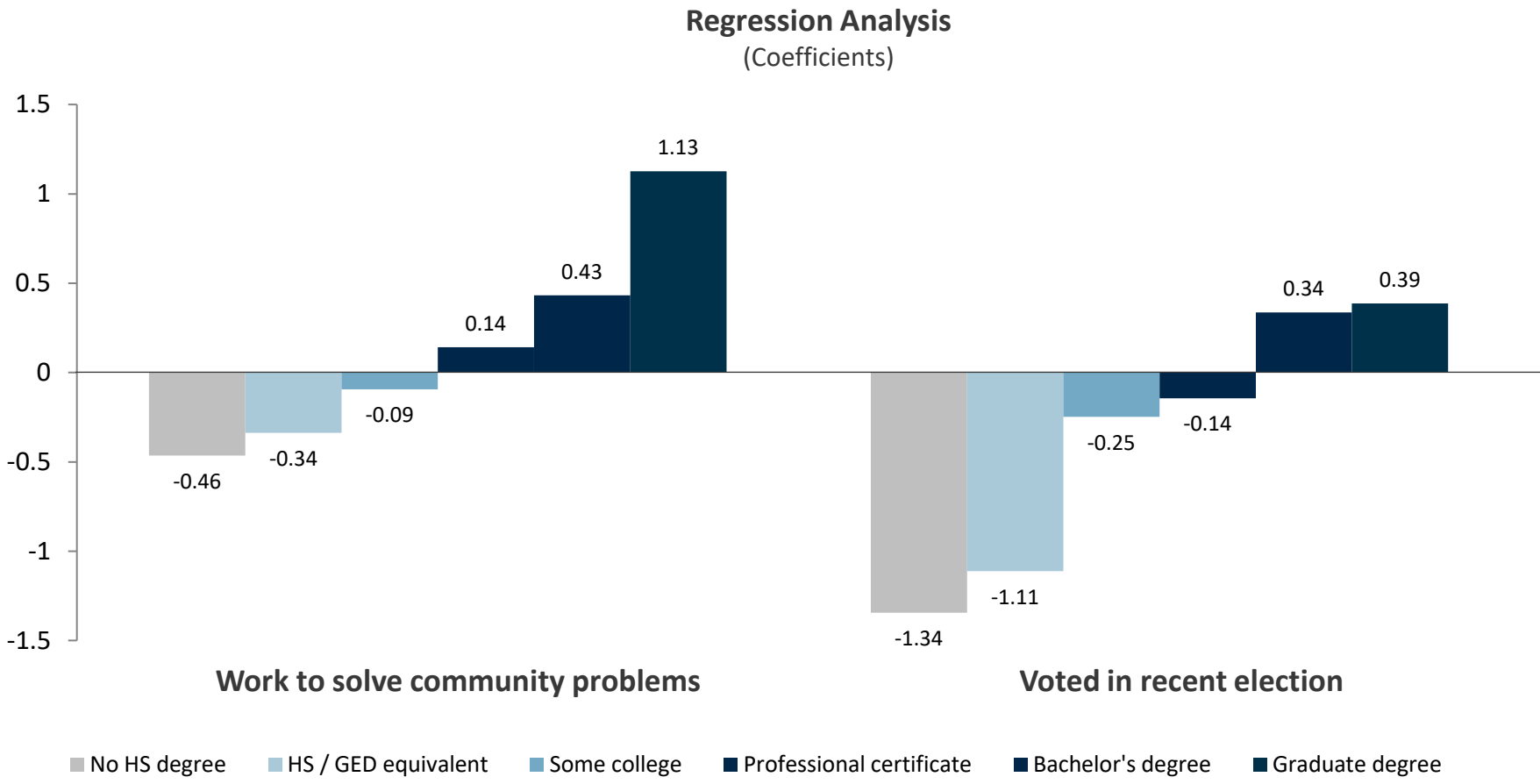


*Percentages reflect those who chose "always" or "often" in response to this question.
Q33: Please rate the frequency with which you engage in the following activities using a 1-5 scale, with 1 being "never" and 5 being "always".

Level of education is a strong predictor of a given person's level of community involvement and likelihood of being an active voter.

 **Influence of Education on Civic Engagement**
 All groups
 2023: n = 1313

The zero mark denotes no relationship; groups with a coefficient greater than zero are more engaged than the typical respondent, on average.



-Controlled for: age, ethnicity, gender, employment status, and if parents completed college

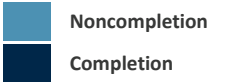
Family and Wellness

Education exhibits a direct correlation with self-reported health and happiness.



Health and Happiness Ratings

Completion vs. Noncompletion
 Noncompletion: n = 343 Completion: n = 647



Disagree

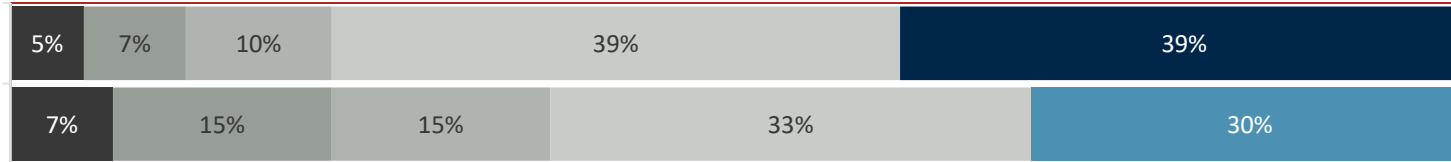
11%
22%

11%
20%

14%
22%

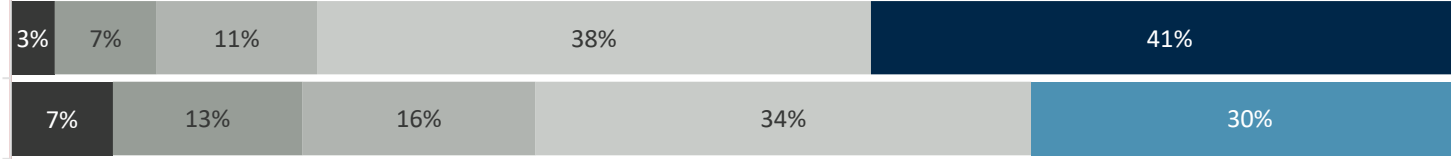
14%
24%

I am happy with my life



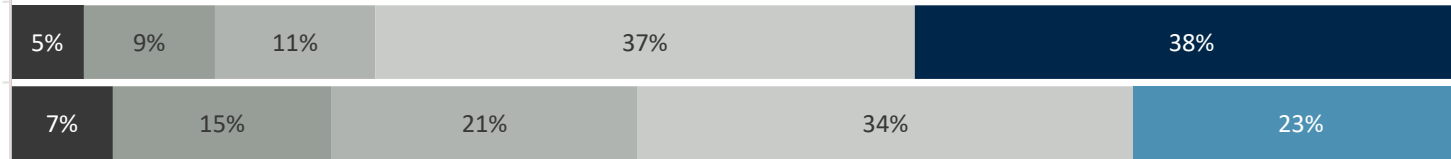
COMPLETIONS **79%**
 NONCOMPLETIONS **63%**

I have a good personal life



COMPLETIONS **78%**
 NONCOMPLETIONS **64%**

I am healthy



COMPLETIONS **75%**
 NONCOMPLETIONS **57%**

I have a quality healthcare plan



COMPLETIONS **75%**
 NONCOMPLETIONS **57%**

Those with Bachelor's and Graduate degrees are significantly more likely than their peers to be happy with their life.

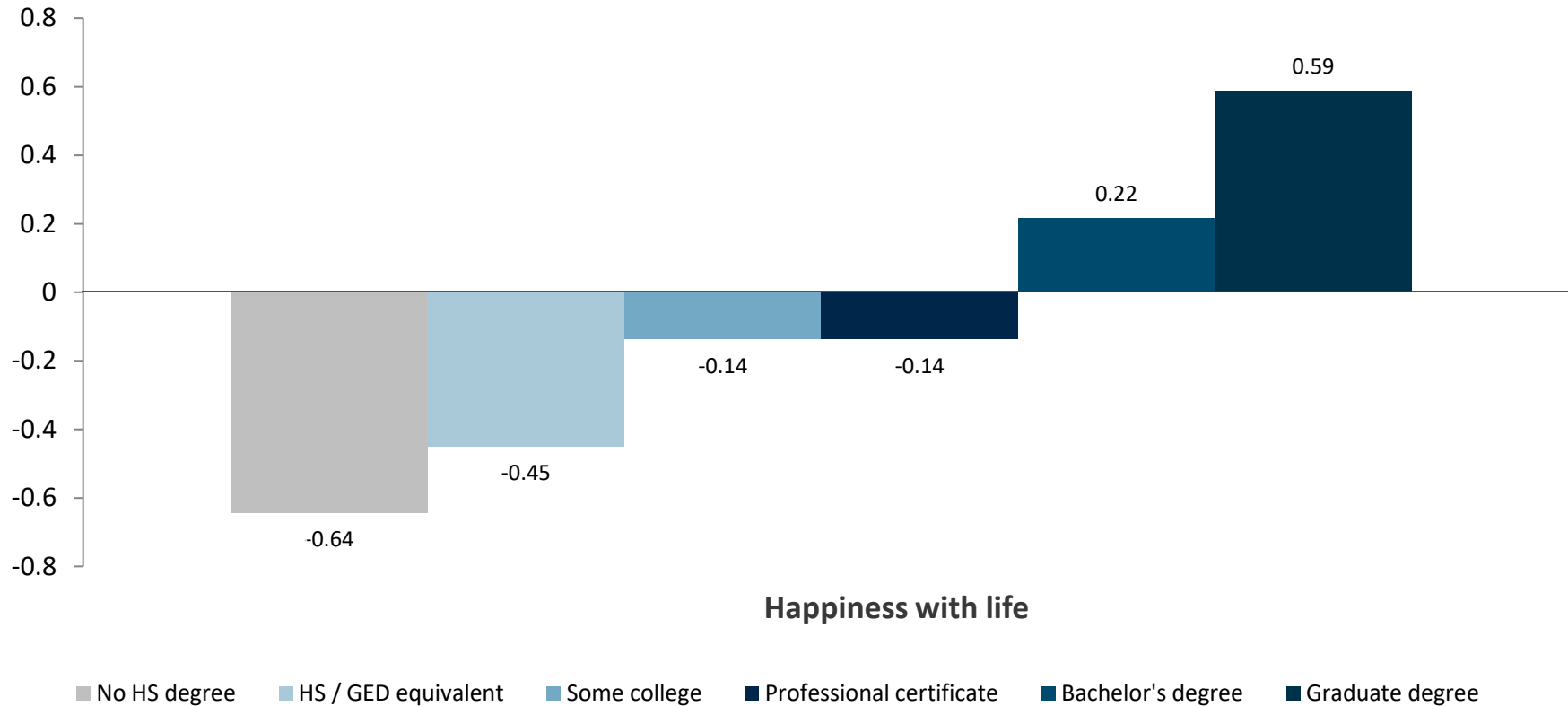


Influence of Education on Personal Happiness

All groups

2023: n = 1313

Regression Analysis (Coefficients)



The zero mark denotes no relationship; groups with a coefficient greater than zero are happier than the typical respondent, on average.

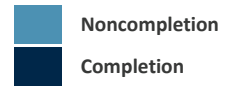
-Controlled for: age, ethnicity, gender, employment status, and if parents completed college

Individuals with higher education are more likely to report success in their personal life – they also have significantly greater access to affordable, quality childcare.



Marriage and Family Ratings

Completion vs. Noncompletion
 Noncompletion: n = 343 Completion: n= 647

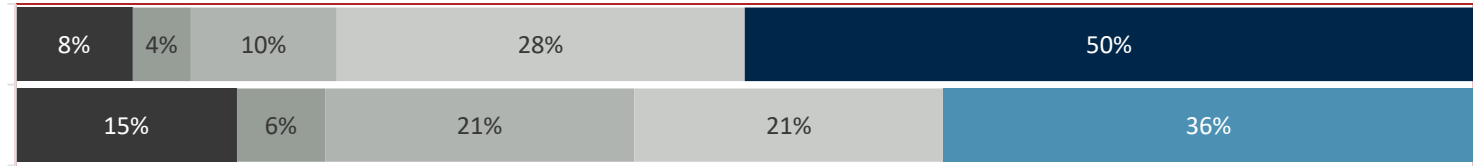


Disagree

Agree

12%
22%

I have a great marriage



COMPLETIONS **78%**
 NONCOMPLETIONS **57%**

7%
7%

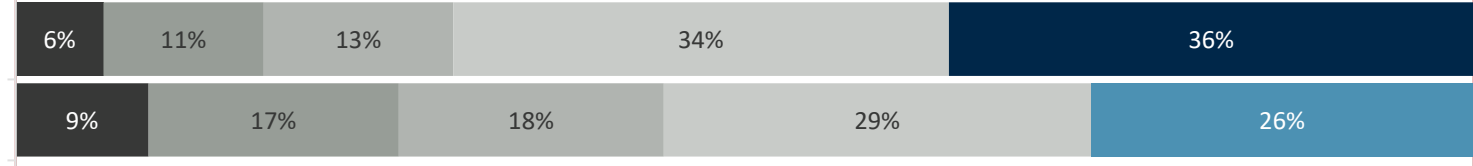
I want my children/grandchildren to attend college



COMPLETIONS **78%**
 NONCOMPLETIONS **71%**

17%
26%

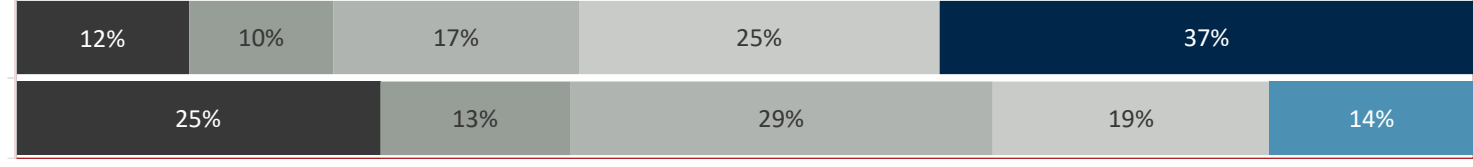
I am satisfied with the current amount of time I have had with my family/friends



COMPLETIONS **70%**
 NONCOMPLETIONS **56%**

21%
38%

I am able to afford quality childcare



COMPLETIONS **62%**
 NONCOMPLETIONS **33%**

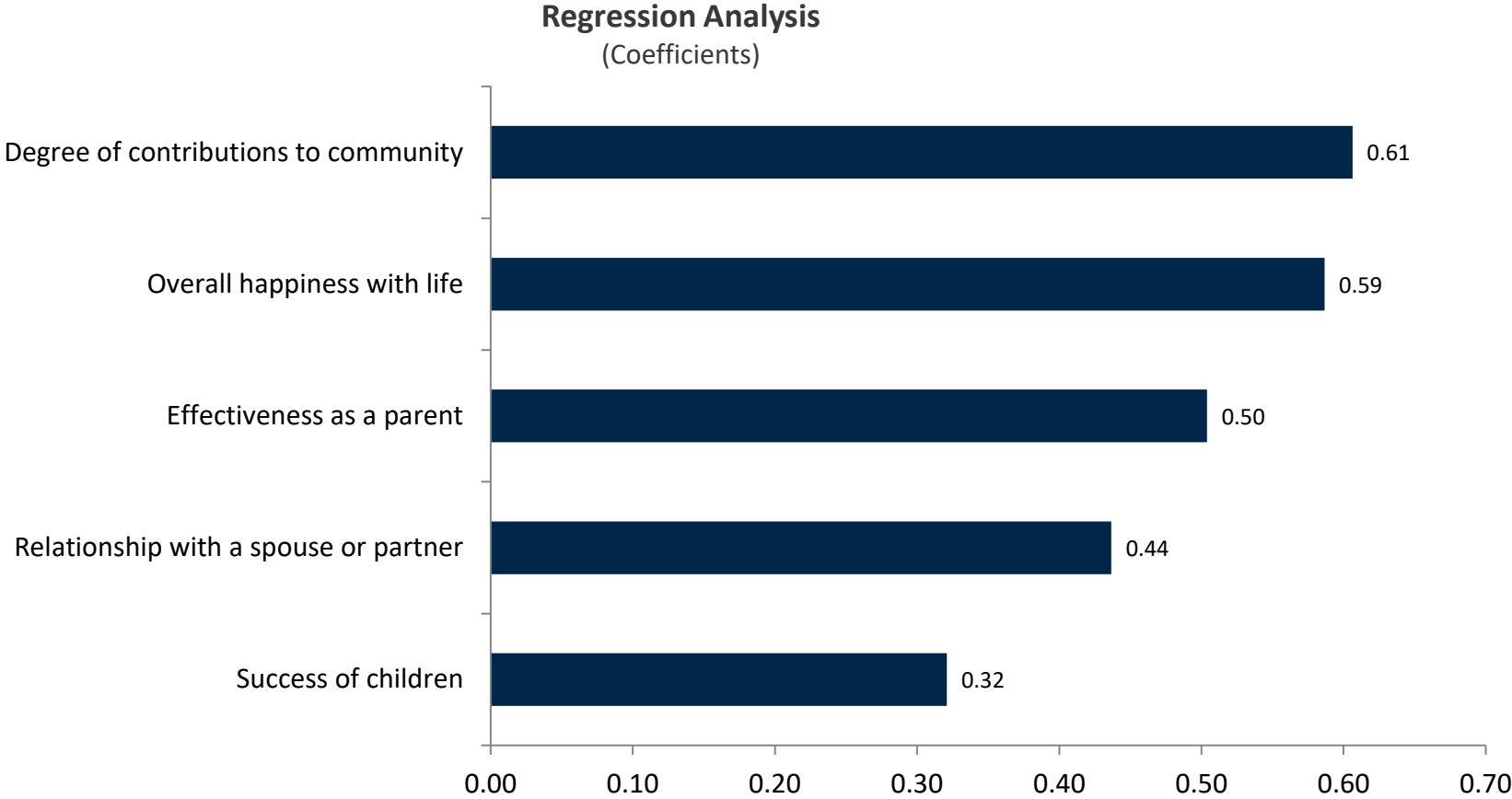
Postsecondary education has spillover effects that strengthen the bonds between parents, children, and the wider community.



Influence of Higher Education on Personal Satisfaction

Completion
n = 773

These values represent an increased likelihood/rating of a given outcome when a degree or certificate is completed.



Controlled for: age, ethnicity, gender, employment status, and if parents completed college

Perspectives on Education

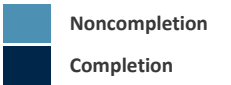
Those with a postsecondary degree or certificate place greater importance on education and consider it an essential competitive edge in today's world.



Value of an Education

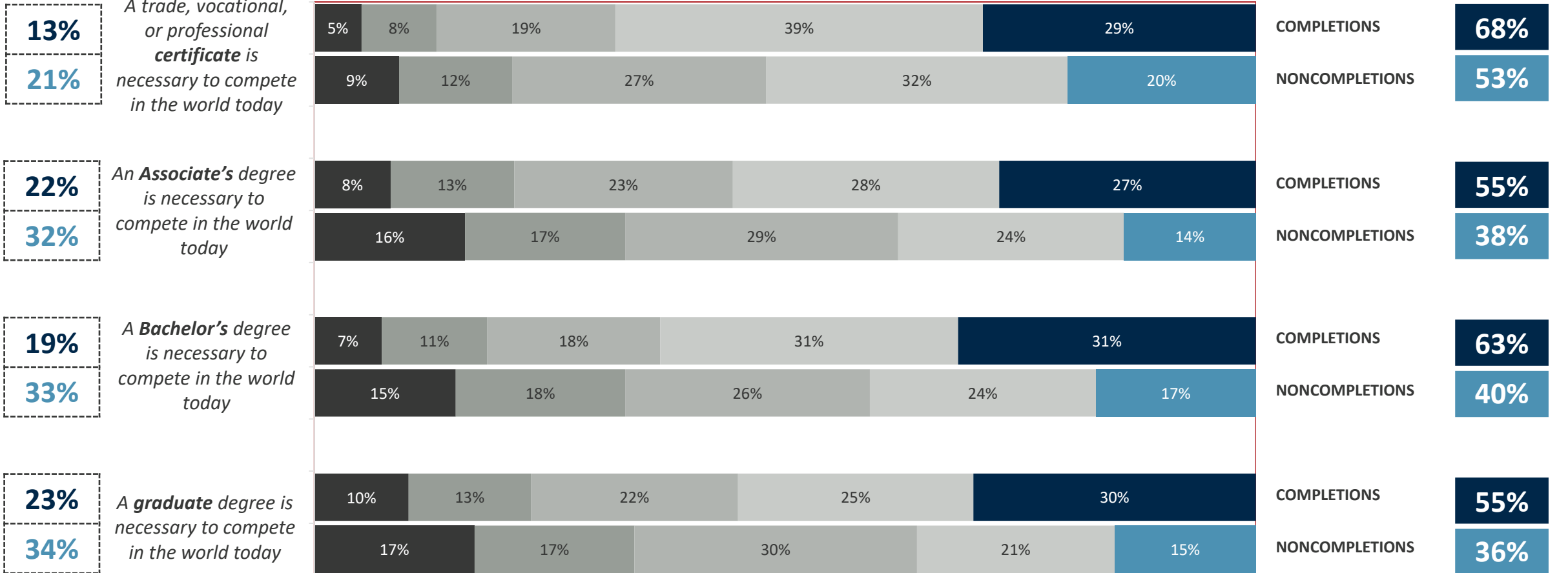
Completion vs. Noncompletion

Noncompletion: n = 343 Completion: n = 647



Disagree

Agree



College graduates wish in later years that they had acquired more career-related skills, completed their program more quickly, and obtained additional information on career options.

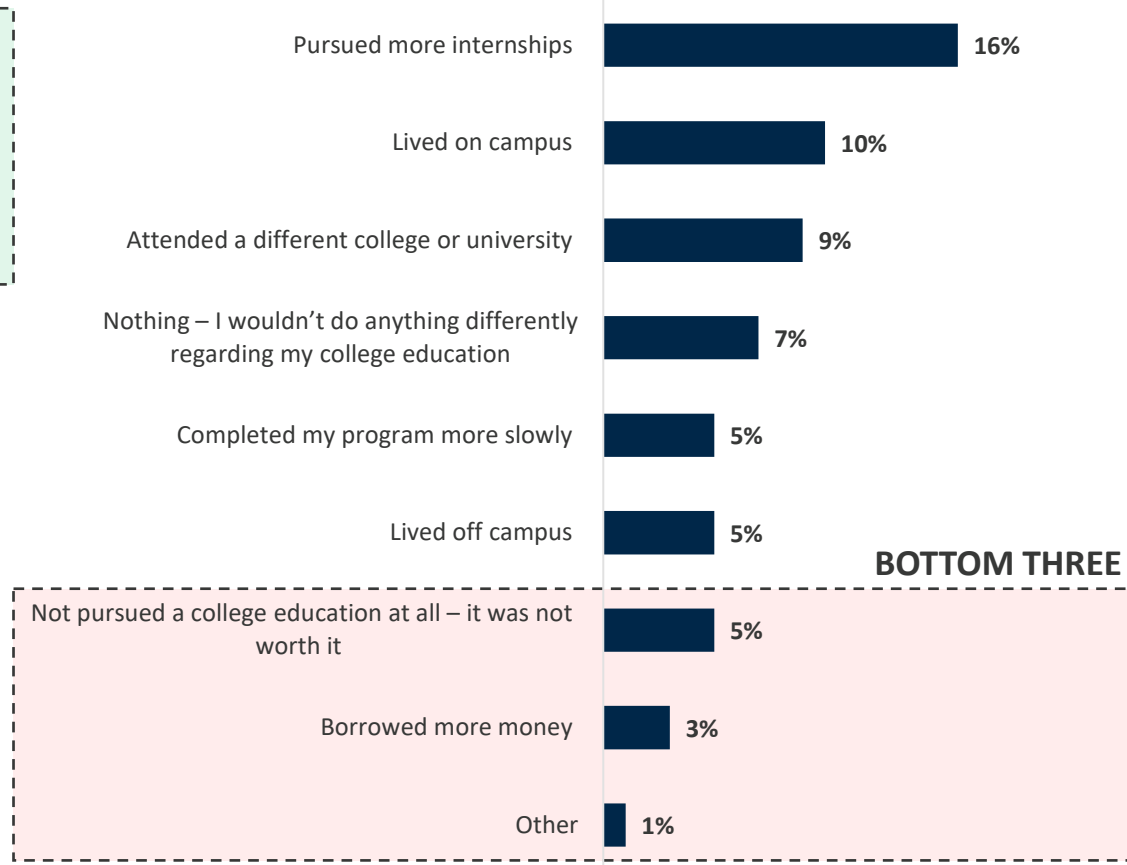
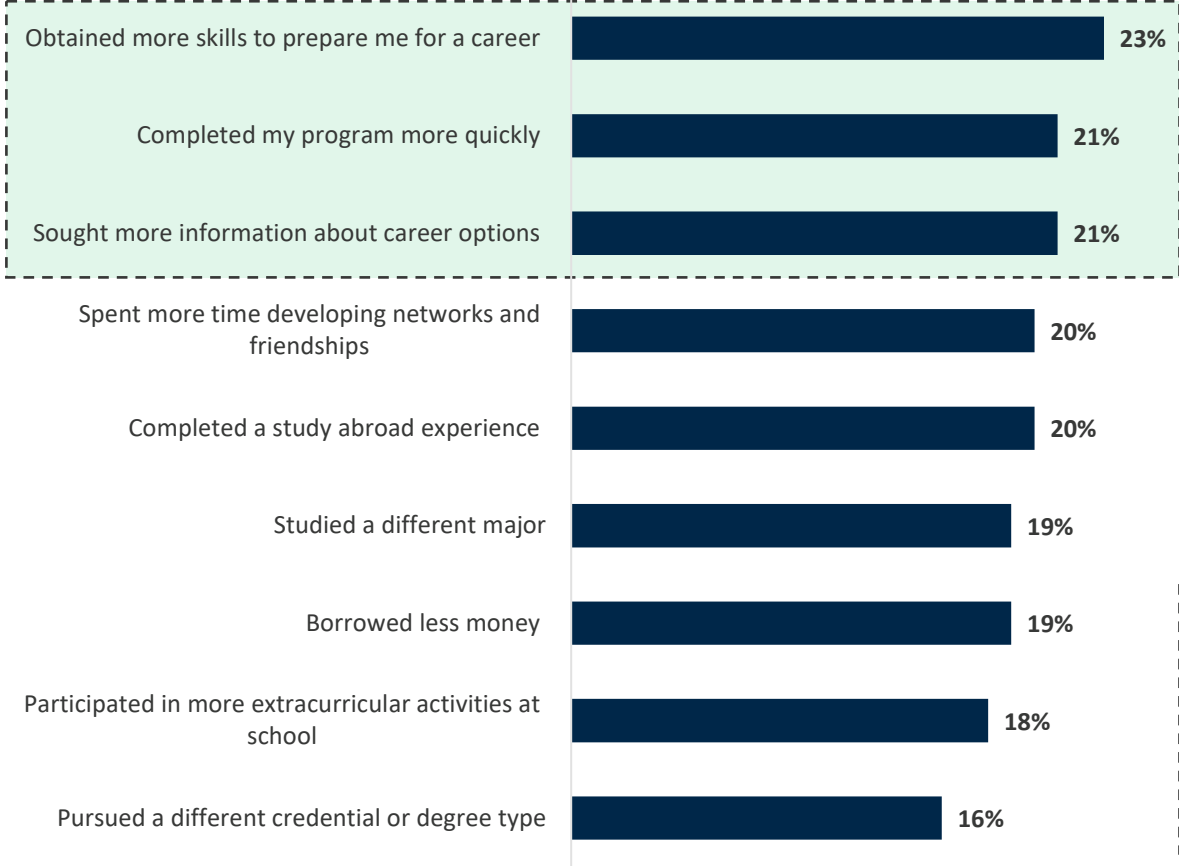


Regrets and Recommendations

Completion
n = 779

COMPLETION

TOP THREE



BOTTOM THREE

Those who hold a degree or credential are most grateful for the job-related skills they gained; their non-degreed counterparts have not seen the same benefit to their employment.



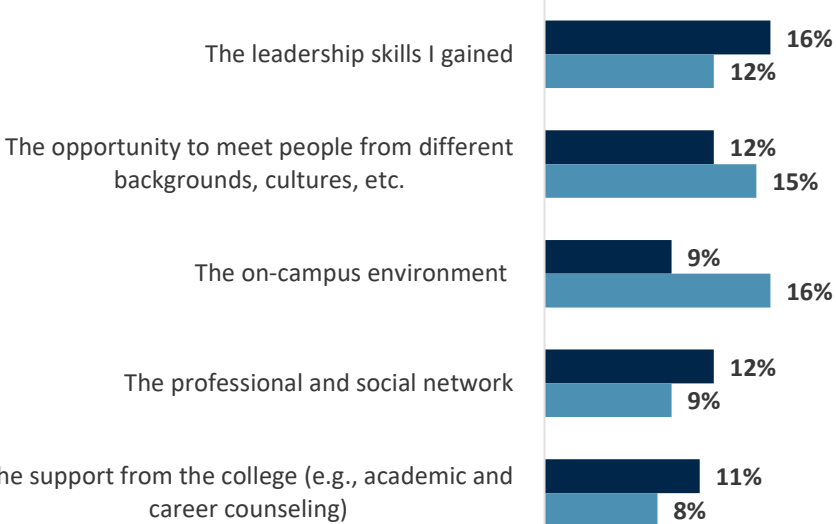
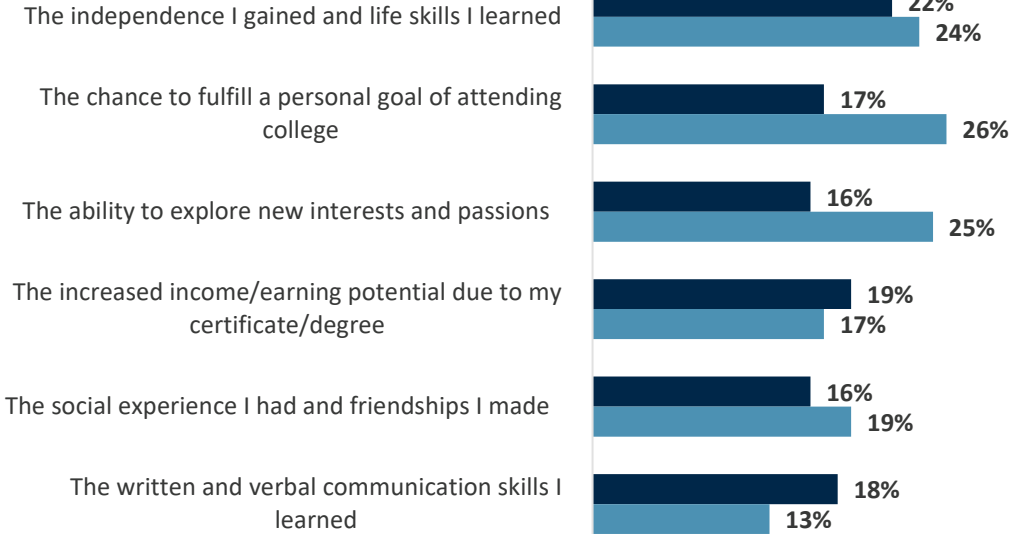
Most Valuable Lessons From College

Completion vs. Noncompletion

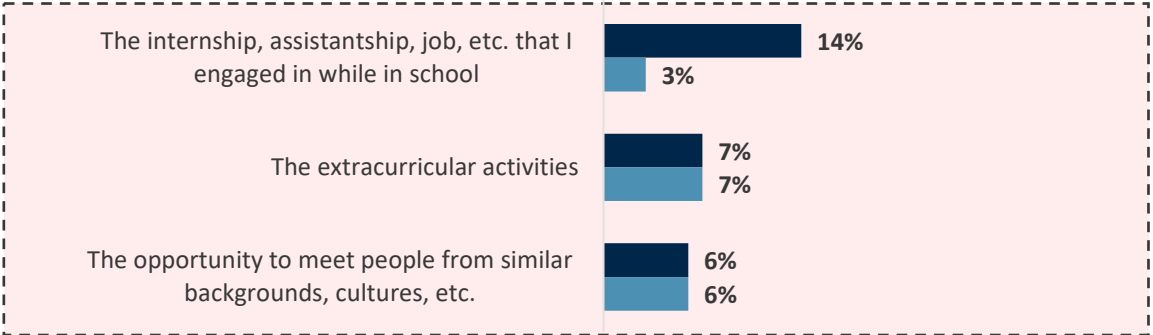
Noncompletion: n = 289 , Completion: n= 779

Noncompletion
Completion

TOP THREE



BOTTOM THREE



Noncompletion

Population summary

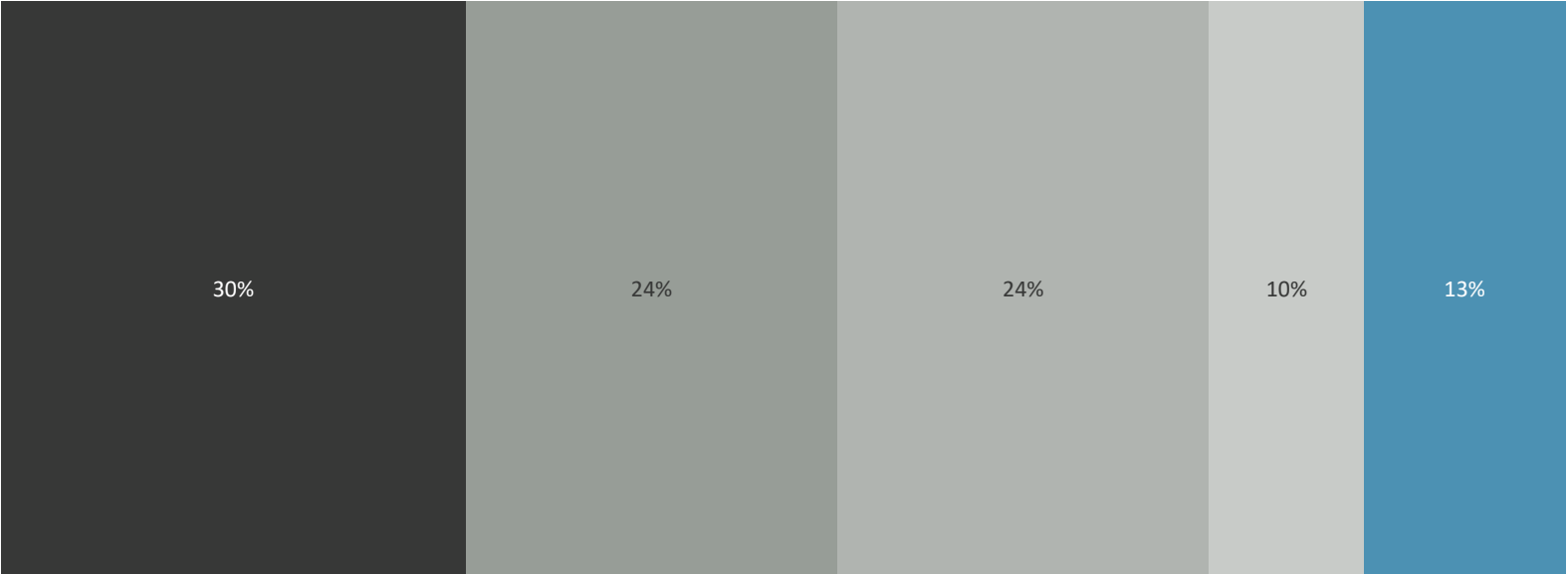
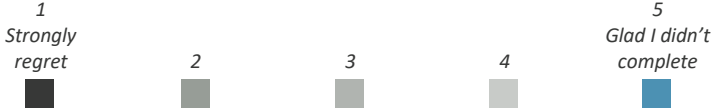
Students who graduate high school but do not attend college tend to regret their decision – less than a quarter of those who did not attend college are happy with that choice.



Decision Not to Enroll in Higher Education

High school / GED equivalent
n = 207

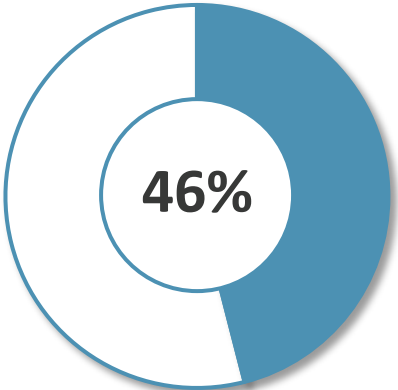
INSIGHT: 54% of respondents regret their decision to not pursue additional education.



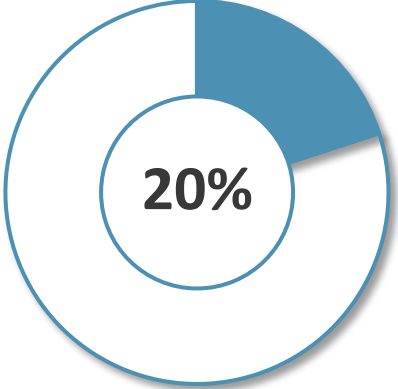
AGE GROUP DIFFERENCES: Those ages 35 to 44 (71%) are most likely regret their decision not to pursue additional education.

What type of credential do you wish you had pursued after high school?
2023: N=112

Bachelor's degree



Associate's degree

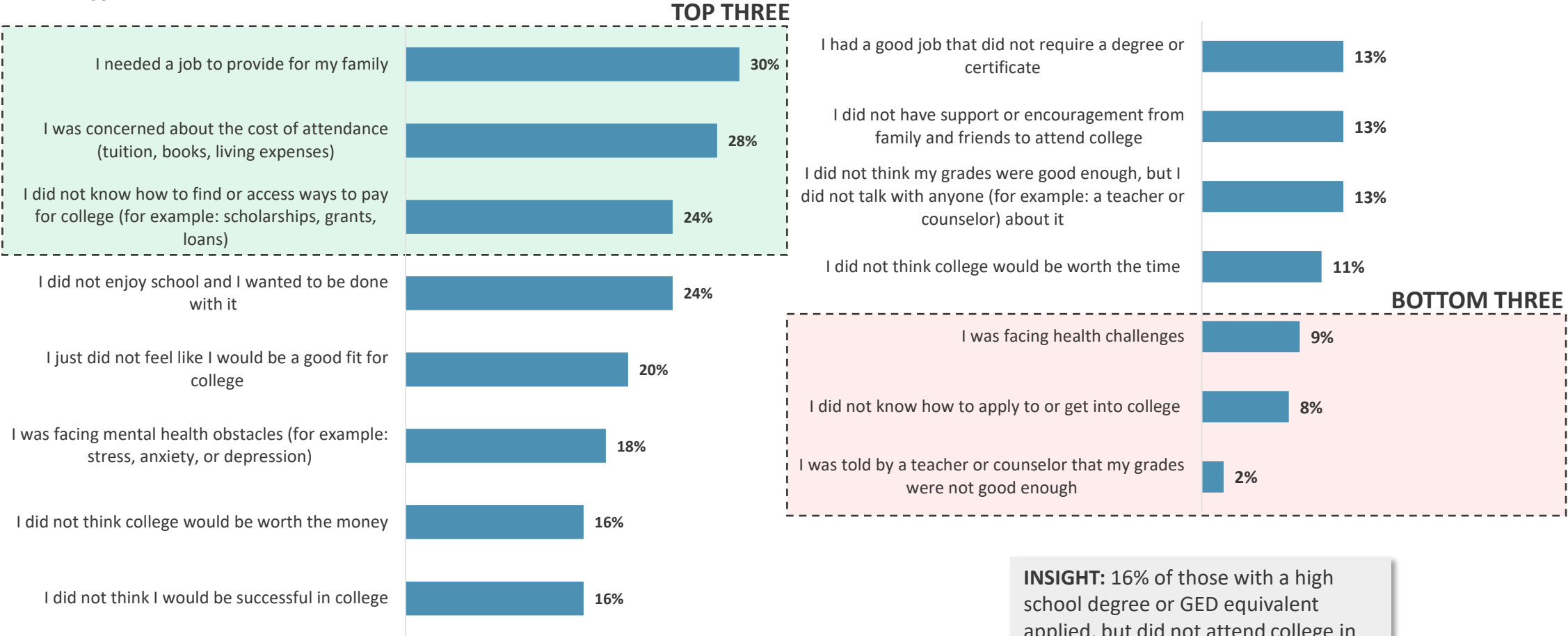


Those who graduated high school but chose not to attend college are likely to have been held back by financial concerns, including providing for a family and the cost of attendance.



Reasons for Not Enrolling in Higher Education

Graduated high school, no college
n = 208



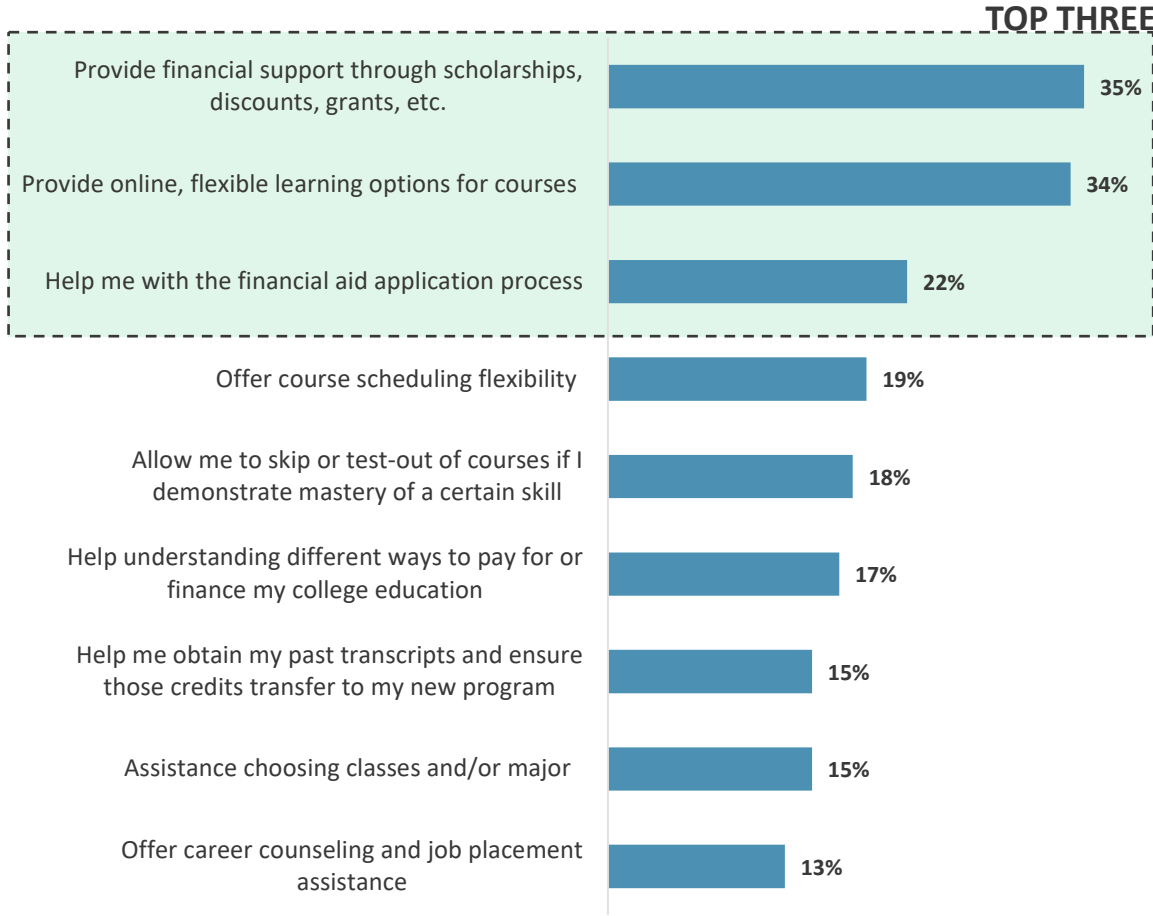
INSIGHT: 16% of those with a high school degree or GED equivalent applied, but did not attend college in 2023, compared to just 11% in 2011.

Institutions can help high school graduates attend college by providing financial support, offering course flexibility, and helping with the financial aid application process.

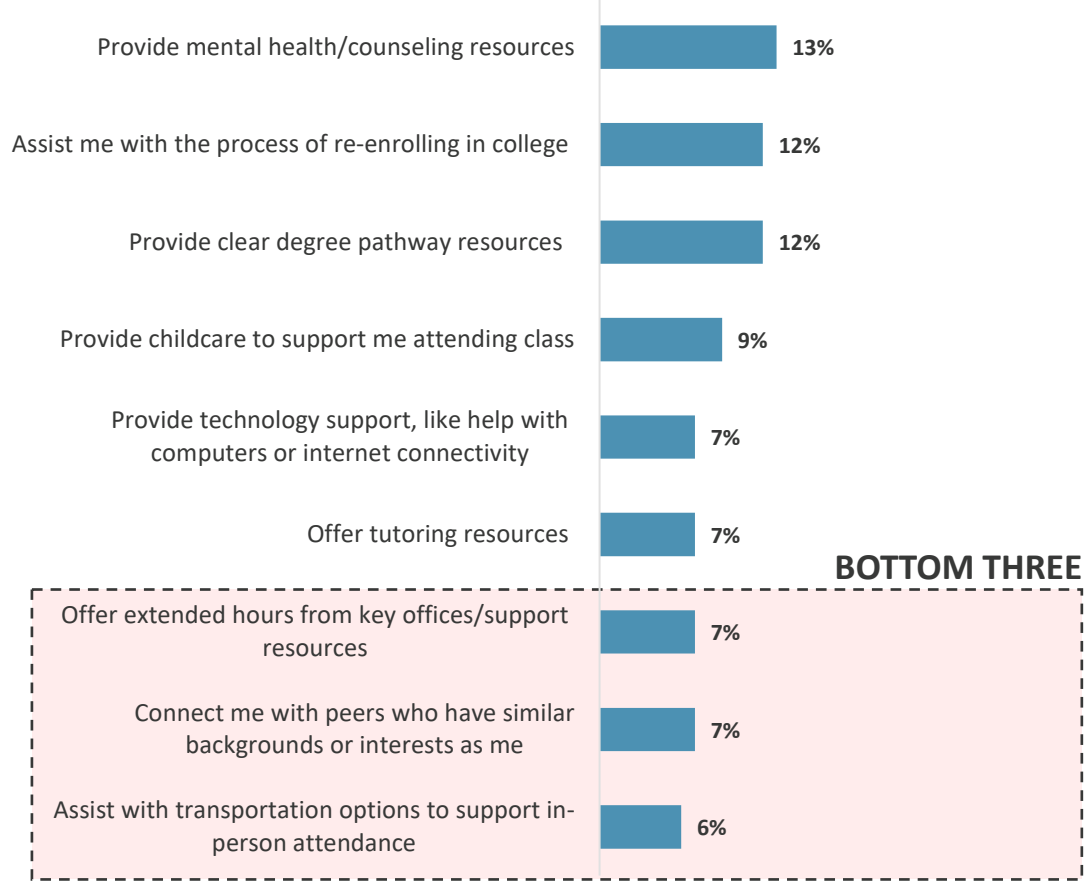


How Colleges Can Drive Completion

Some college, no completion
n = 289



INSIGHT: 35% of respondents want financial aid from colleges, but only 5% of total respondents say they need both financial aid and help applying for financial aid.



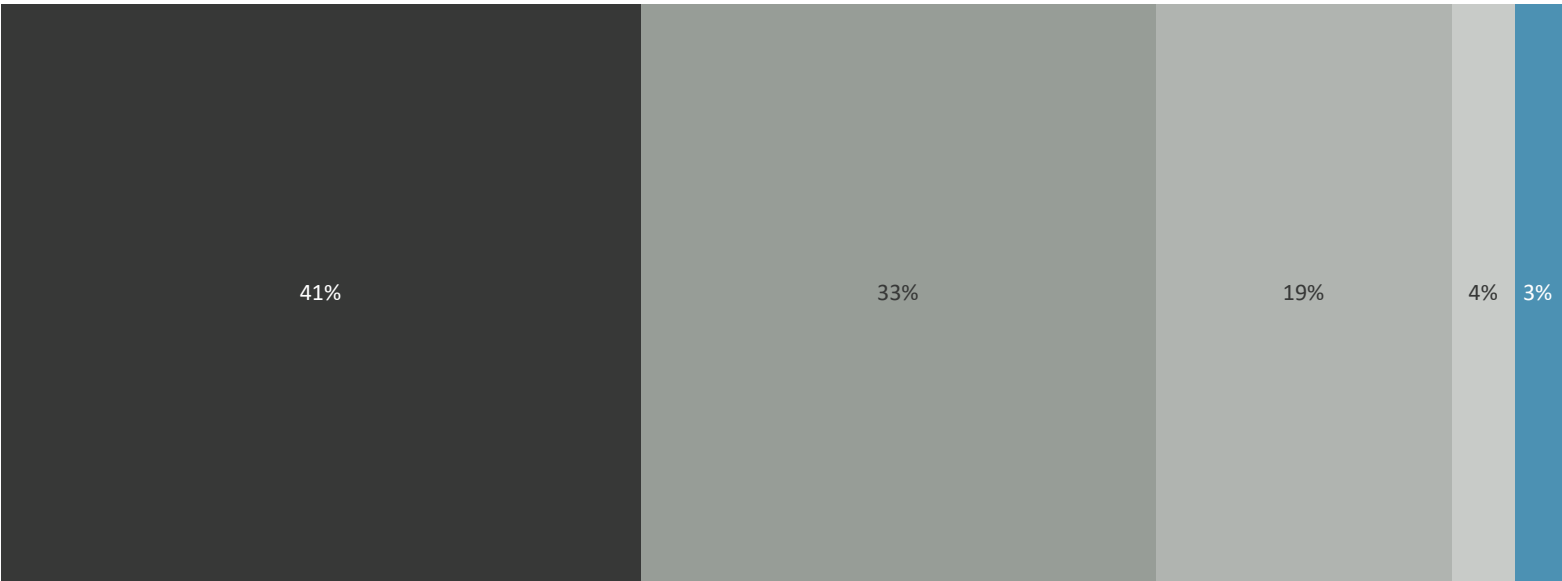
Those who do not complete college deeply regret discontinuing, even years later – 43% of these individuals completed fewer than four total semesters.



Regrets About Discontinuing

Some college, no completion
n = 289

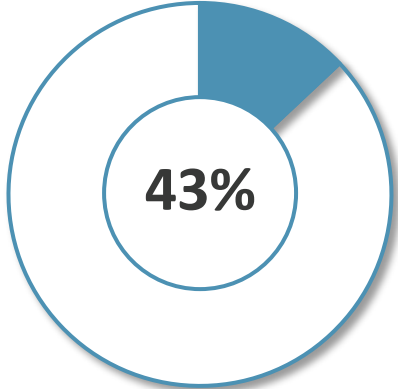
INSIGHT: 74% of respondents regret their decision to not finish their college education.



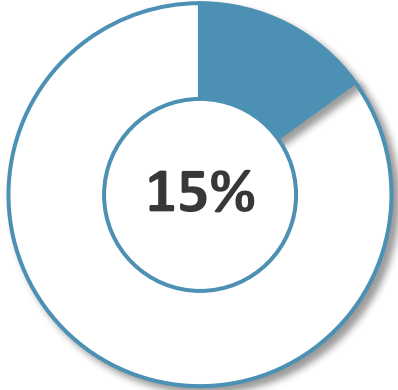
AGE GROUP DIFFERENCES: Those ages 35 to 44 (82%) and 45 to 54 (83%) most strongly regret their decision not to finish their education.

How many semesters did you attend college?
2023: N=289

Less than four



More than eight



Hispanic/Latinx

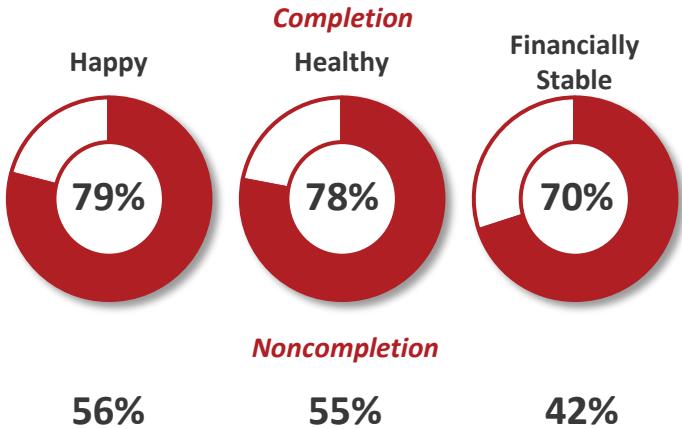
Population summary

Hispanic/Latinx persons with a postsecondary degree or certification also exhibit better life outcomes but are more skeptical of the value proposition of college.



Improved Life Outcomes From Higher Education

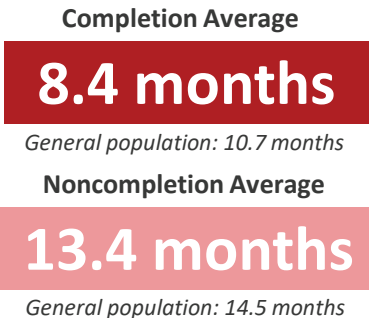
Much like the general population, Hispanic/Latinx persons with postsecondary degrees or certificates rate themselves as happier, healthier, and more financially secure than their less educated counterparts.



Stable Employment, Fewer Benefits

Relative to the general population, those who are Hispanic/Latinx have experienced less unemployment among postsecondary graduates and non-graduates alike. However, these persons were less likely to receive benefits through their employment.

Months Unemployed Since High School



Opinions on the Value of Education

Hispanic/Latinx persons are more likely to believe that postsecondary degrees are necessary to compete in the world today. Conversely, among those who did not attend college, 29% cited a belief that postsecondary education is not worth the money.

A ___ is necessary to compete in the world today	Percentage difference from the overall population
Trade certificate	+3%
Associate's degree	+5%
Bachelor's degree	+7%
Graduate degree	+6%

Hispanic/Latinx persons with postsecondary degrees are happier, healthier, and wealthier than their less-educated counterparts.



Summary of Outcomes

Hispanic/Latinx Completion
n = 154

COMPLETION: Those who have earned a Certificate or an Associate's, Bachelor's, or Graduate degree.

KEY

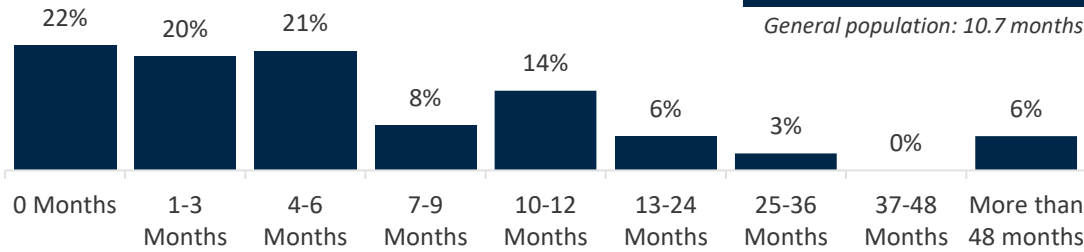


Months Unemployed Since High School

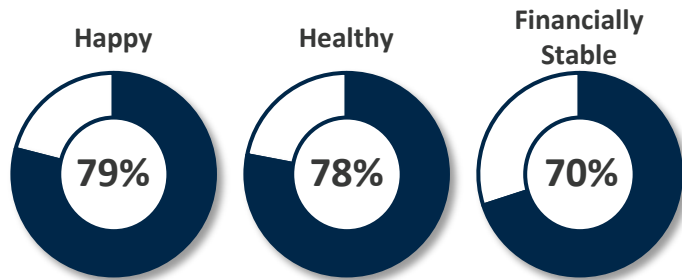
Average

8.4 months

General population: 10.7 months



Percentage Who Say They Are...



Non-Hispanic HH Income

\$87,631

Median Household Income

\$98,125

Family Demographics

65%

% Married

1.8

of Children

1.8

of relatives with degrees



Summary of Outcomes

Hispanic/Latinx Noncompletion
n = 101

NONCOMPLETION: Those who did not graduate high school, those who did, and those who attended some college.

KEY

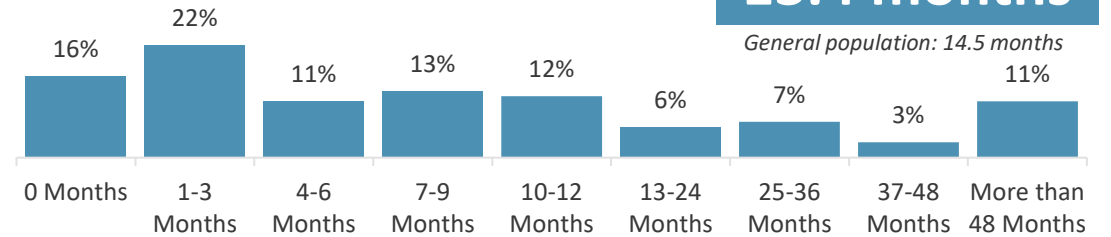


Months Unemployed Since High School

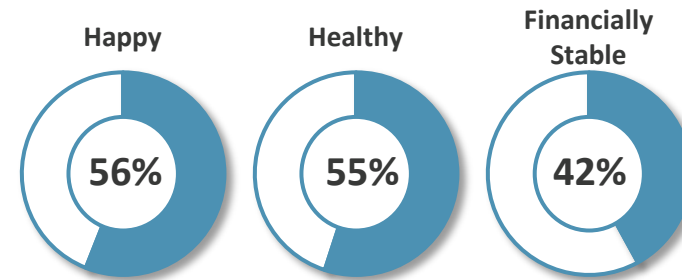
Average

13.4 months

General population: 14.5 months



Percentage Who Say They Are...



Non-Hispanic HH Income

\$39,191

Median Household Income

\$34,286

Family Demographics

32%

% Married

1.4

of Children

1.0

of relatives with degrees

Those who have completed a certificate or degree are far more likely to be employed in a salaried position than those who didn't.

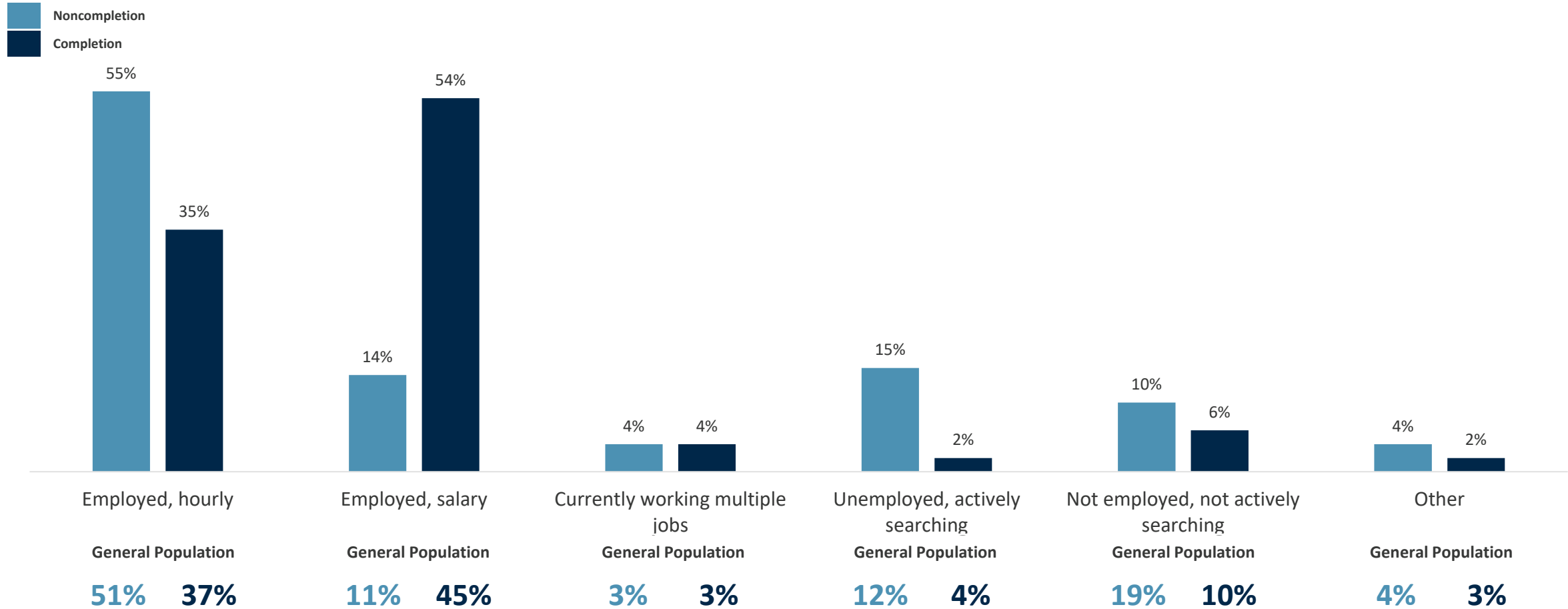


Hispanic/Latinx Employment Status by Education Level

Hispanic/Latinx Completion vs. Noncompletion

Noncompletion: n = 103, Completion: n = 162

INSIGHT: Noncompletions are 74% less likely to be employed in a salaried position than Completions.



Hispanic/Latinx individuals who complete a certificate or degree feel less secure in their jobs but have a more positive outlook than the general population.



Influence of Higher Education on Life Outcomes

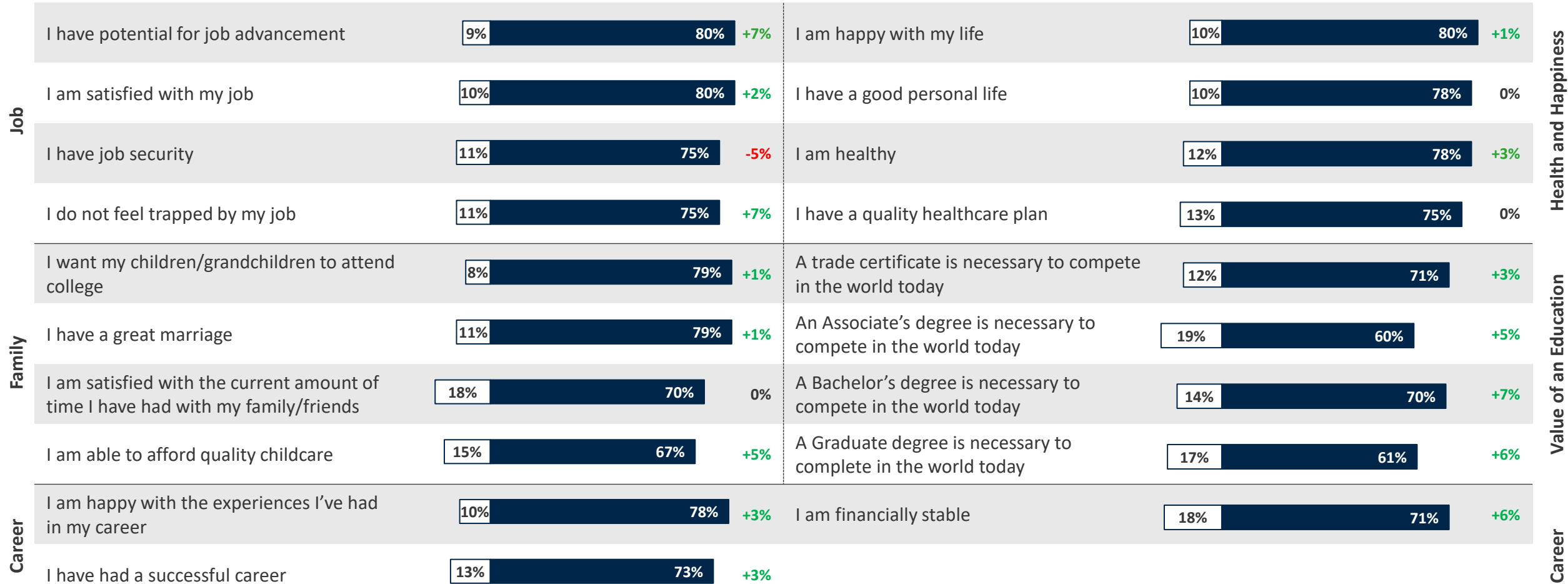
Hispanic/Latinx Completion
n = 162

Disagree Agree

COMPLETION

% change from the full sample

% change from the full sample



Hispanic/Latinx individuals without a postsecondary education place significantly more importance on degrees than the general population.



Influence of Higher Education on Life Outcomes

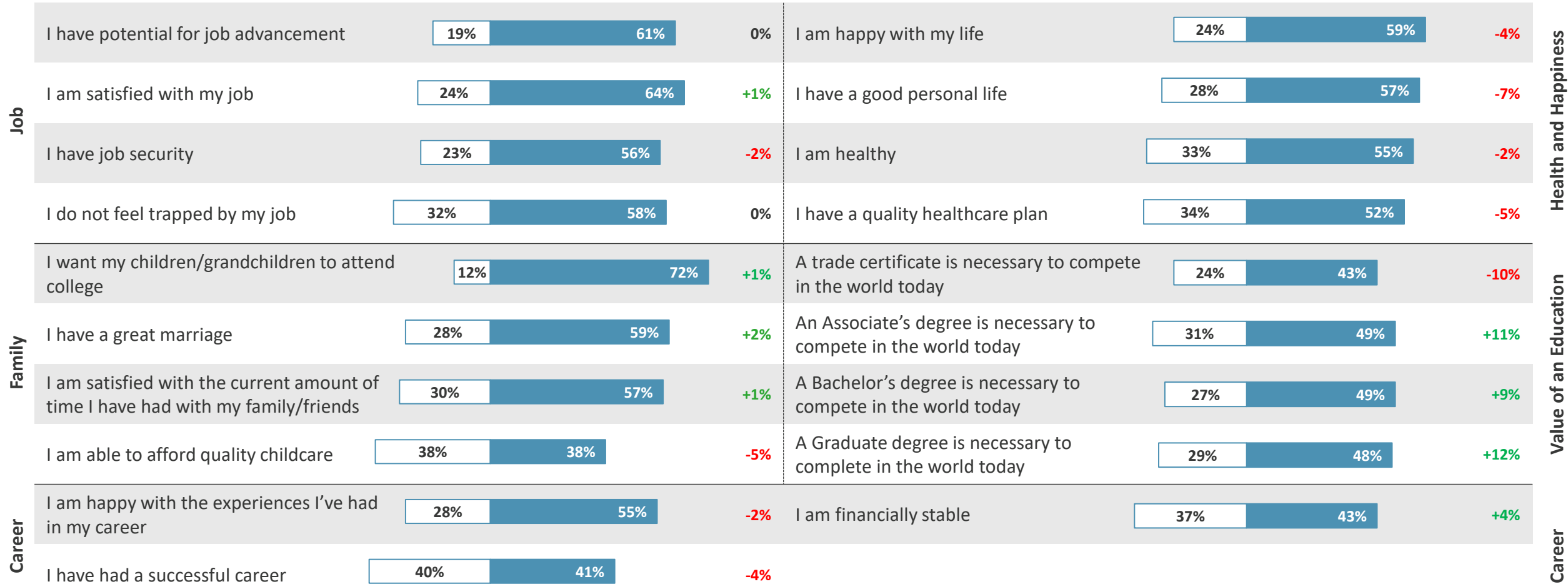
Hispanic/Latinx Noncompletion
n = 103

Disagree Agree

NONCOMPLETION

% change from
the full sample

% change from
the full sample



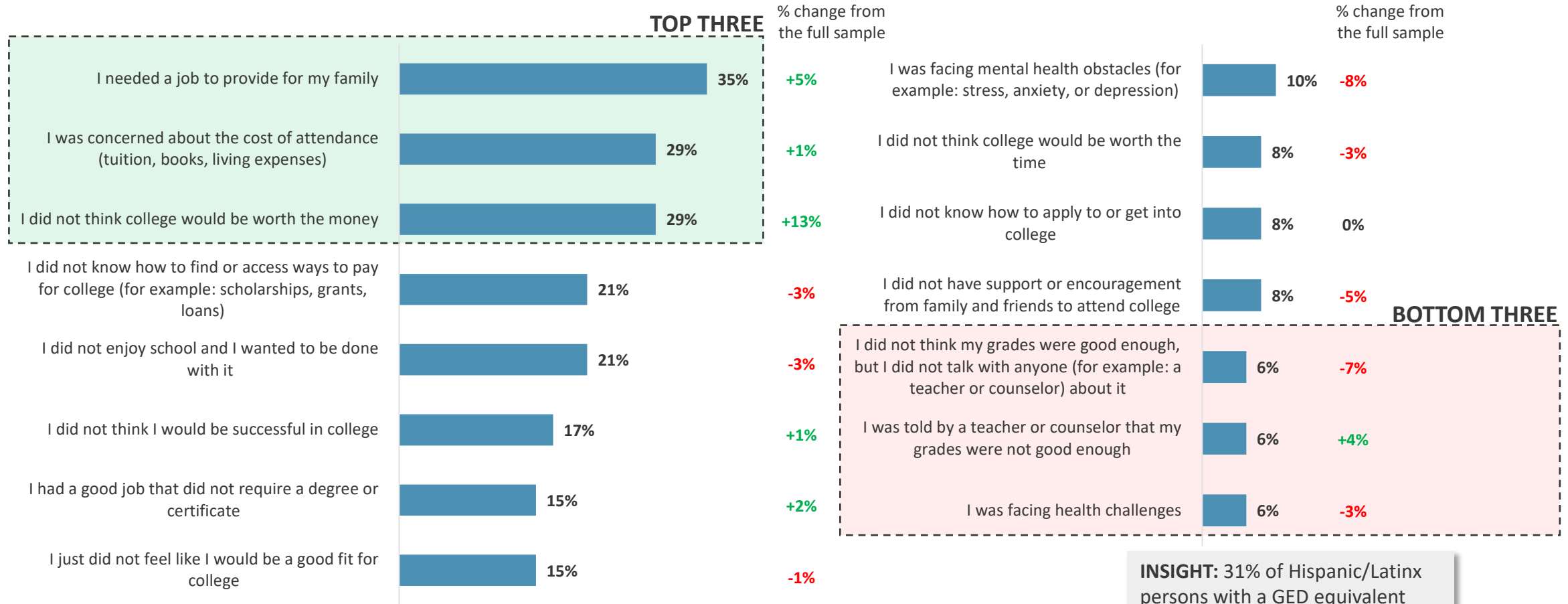
Hispanic/Latinx high school graduates who choose not to attend college often do so because they need to provide for a family and worry that college will not be worth the money.



Reasons for Not Enrolling in Higher Education

Hispanic/Latinx graduated high school, no college

n = 58



INSIGHT: 31% of Hispanic/Latinx persons with a GED equivalent applied to colleges but did not go.

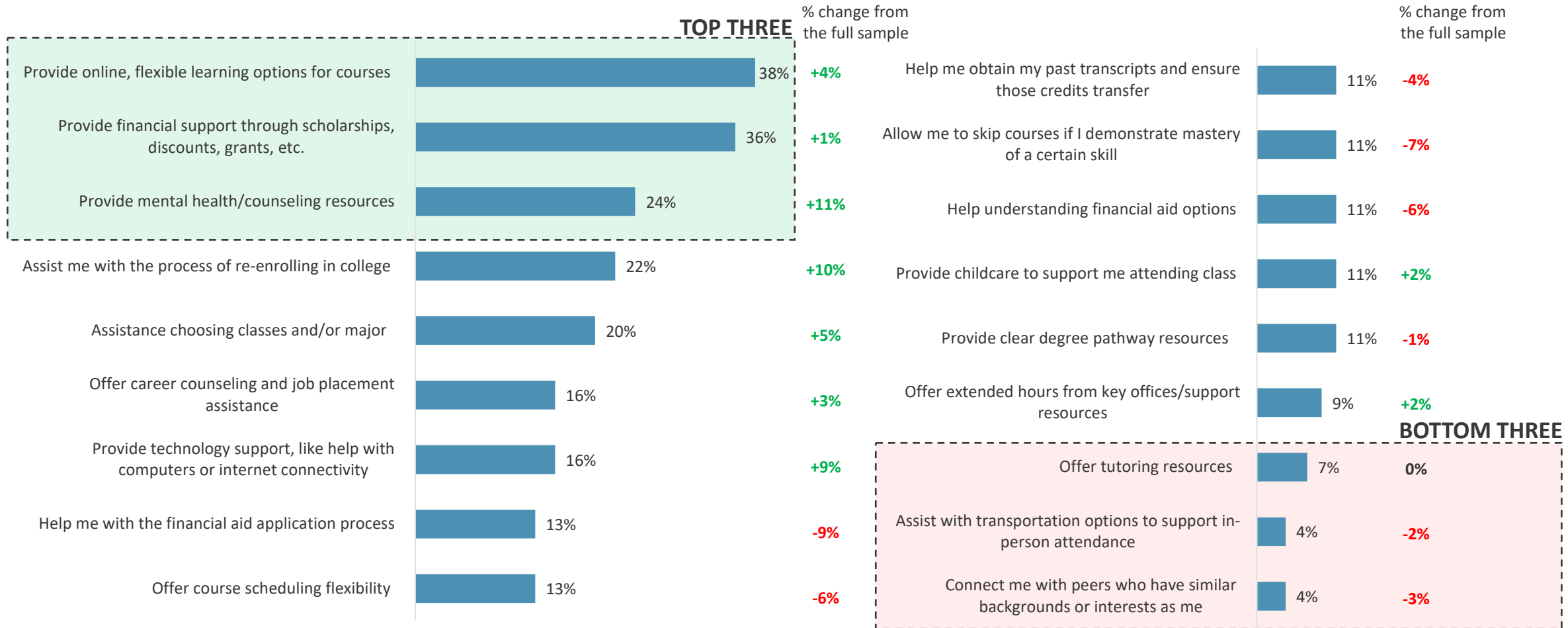
Hispanic/Latinx individuals who discontinue postsecondary ed. cite course flexibility, online classes, and financial support as the top ways colleges could help them complete a degree.



How Colleges Can Drive Completion

Hispanic/Latinx graduated high school, no college

n = 45



Educational attainment is highly correlated with civic engagement. Those who are highly educated are most likely to be involved in communities, congregations, and caucuses.

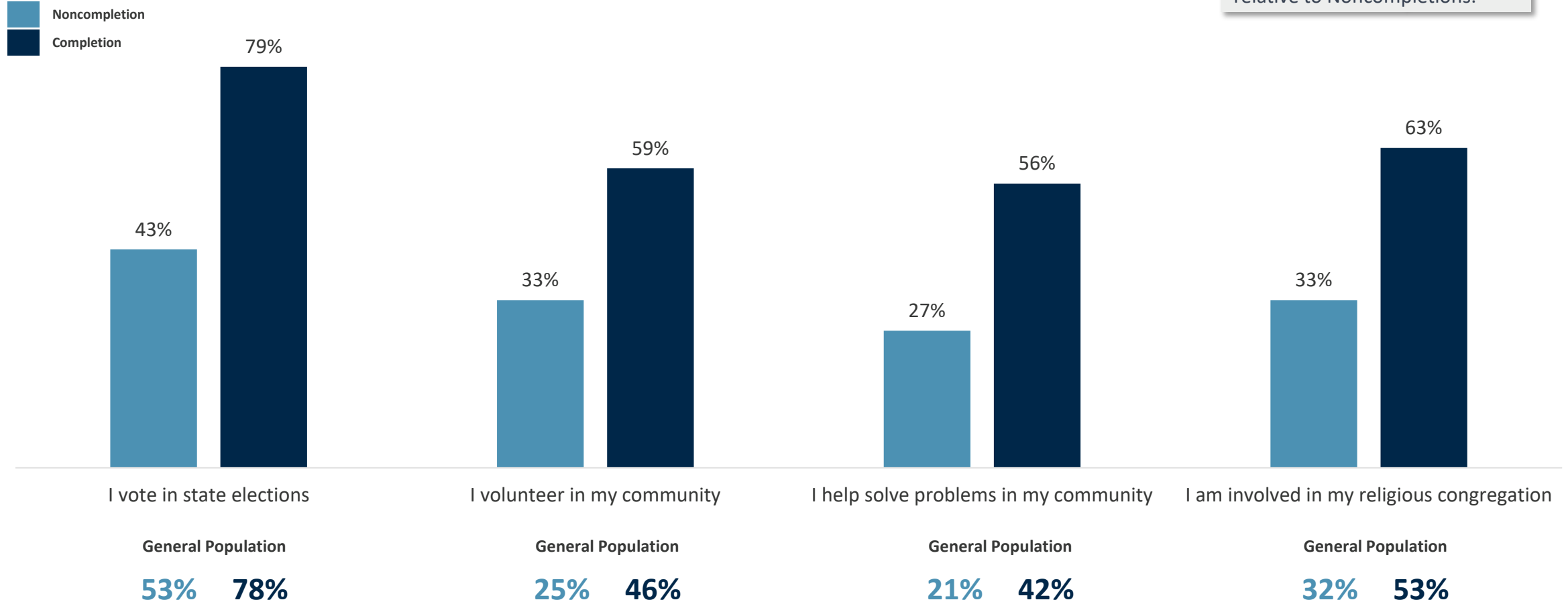


Civic Engagement by Educational Attainment

Hispanic/Latinx Completion vs. Noncompletion

n = 263

INSIGHT: On average, Completions are twice as likely to exhibit high civic engagement relative to Noncompletions.



Individuals with a degree or certificate tend to receive more benefits from employers than those without, especially retirement contributions and life insurance.

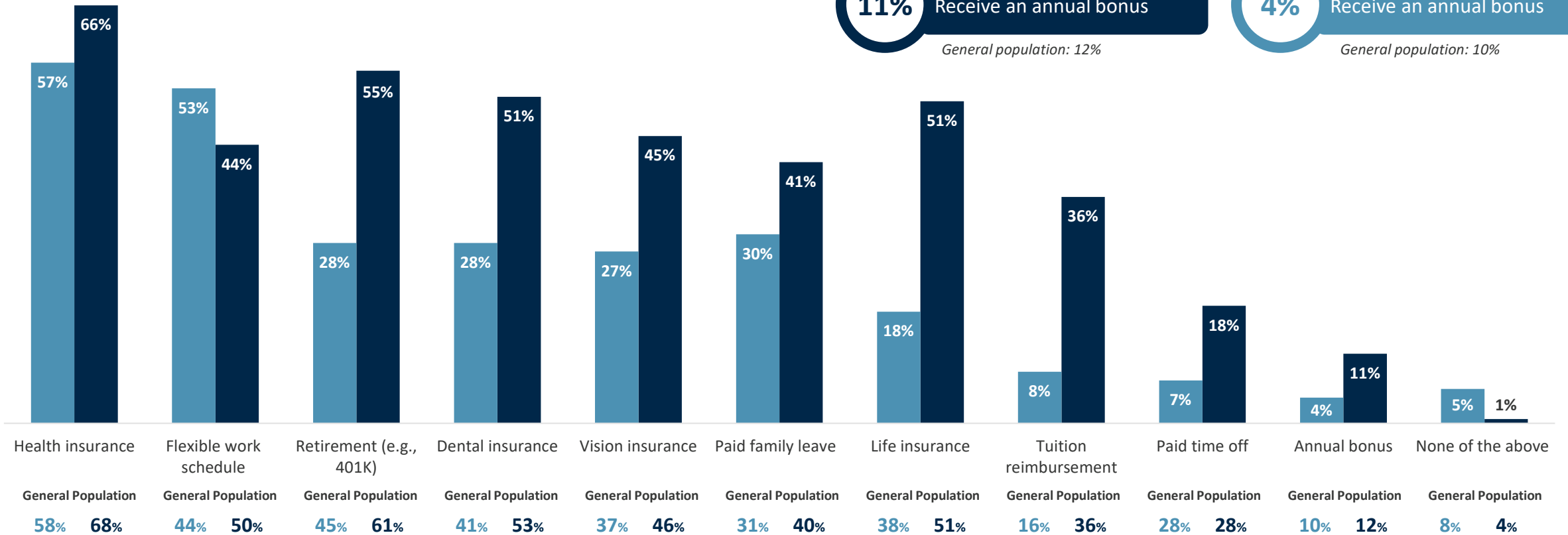


Benefits Offered by Employers

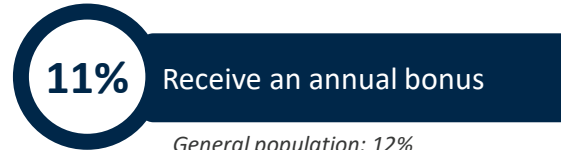
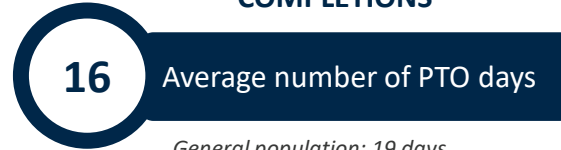
Hispanic/Latinx Completion vs. Noncompletion

Noncompletion: n = 74, Completion: n = 146

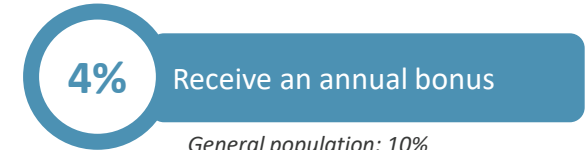
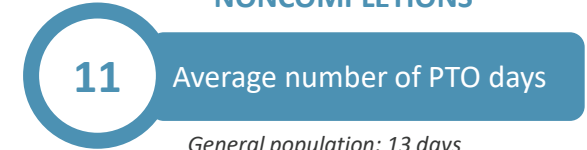
Noncompletion
Completion



COMPLETIONS



NONCOMPLETIONS

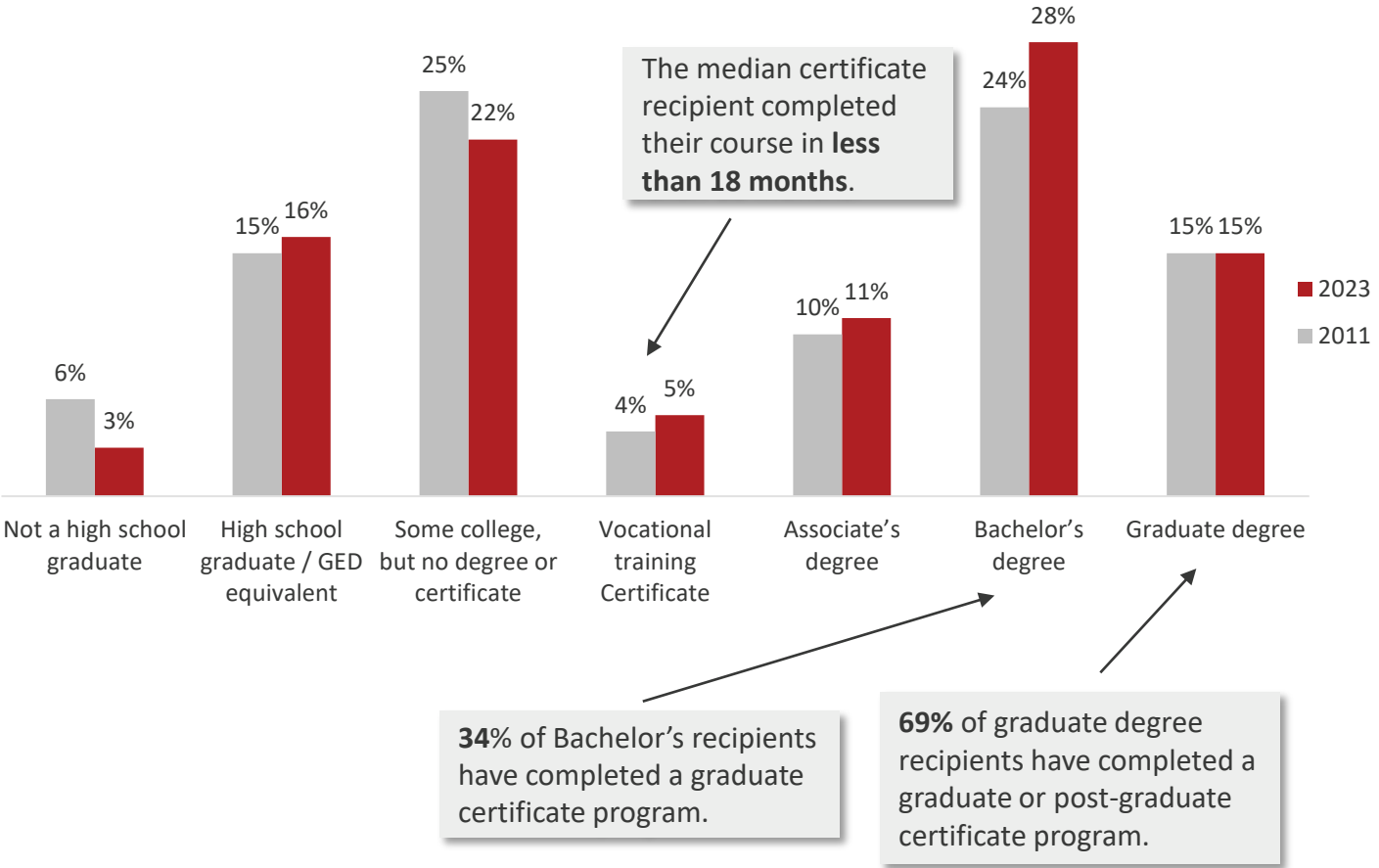


Survey Benchmarks

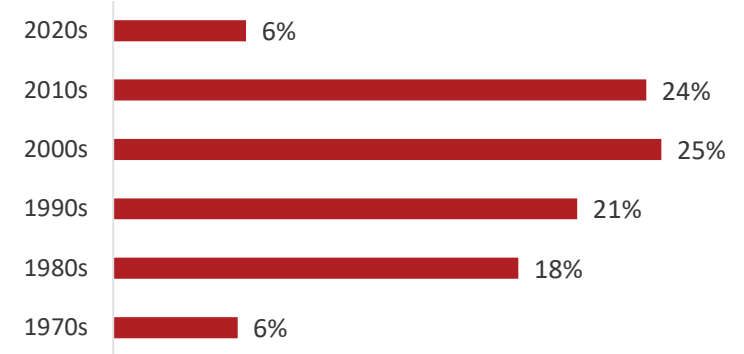
Comparison with 2011 data

The refreshed 2023 study aims to imitate the sample composition of the 2011 study while accounting for recent shifts in population demographics.

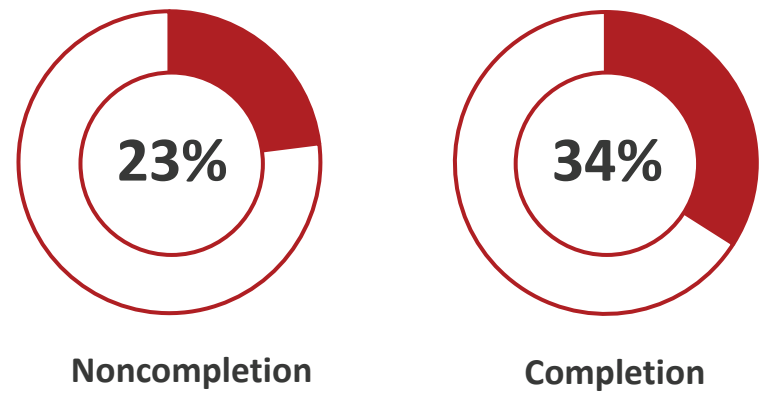
Educational Attainment
 Overall, 2011 vs. 2023
 2011: n = 1272, 2023: n = 1313



Year of High School Graduation
 2023: n = 1313



Currently Enrolled in Post-high school Classes
 Noncompletion: n = 534, Completion: n = 779



Q5: Which category best describes your highest level of education completed?
 Q6: What year did you graduate from high school or earn your GED equivalent?
 Q7: Are you currently enrolled in post-high school classes (e.g., classes at trade school, community college, or university?)

Q8: In addition to your Bachelor's degree, have you completed any graduate certificate programs?
 Q9: Have you completed any graduate or post-graduate certificate programs?
 Q10: About how long was it supposed to take to complete your certificate program?

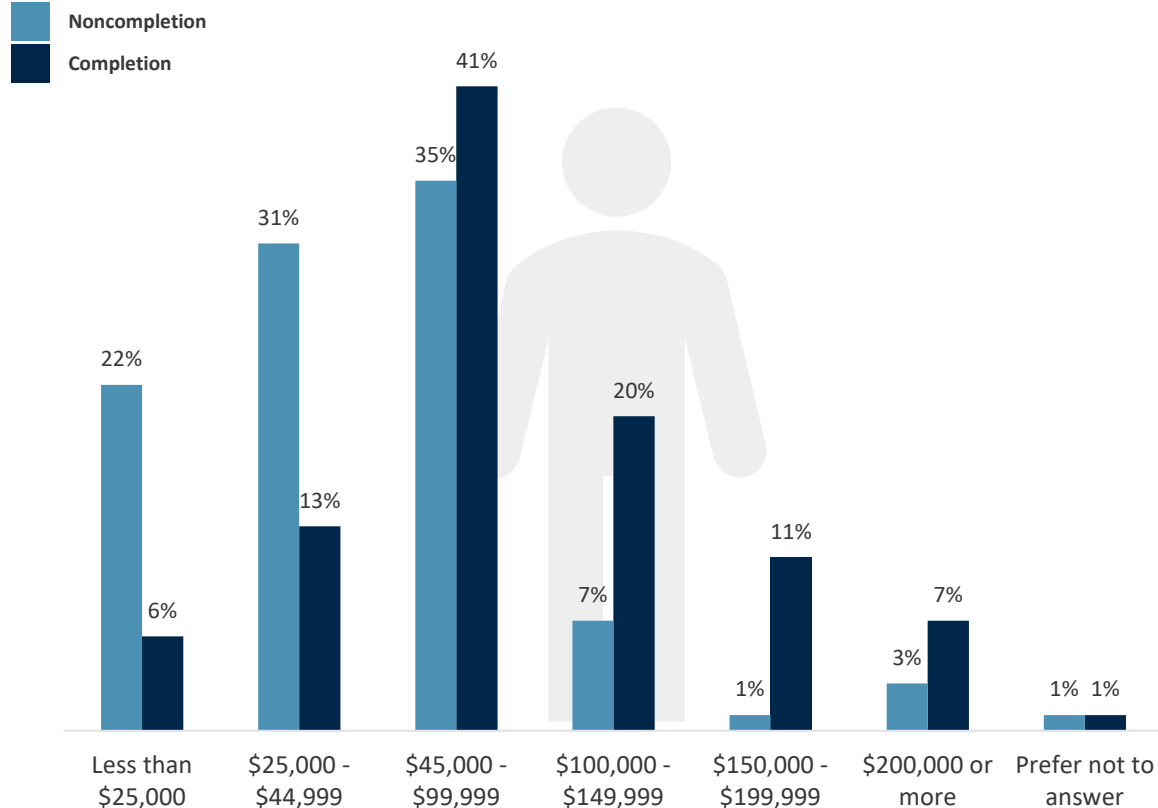
As in 2011, those with a postsecondary degree or certificate earn more than twice as much as those without a degree or certificate.



Annual Individual Income

Completion vs. Noncompletion

2023 - Noncompletion: n = 347, Completion: n = 649



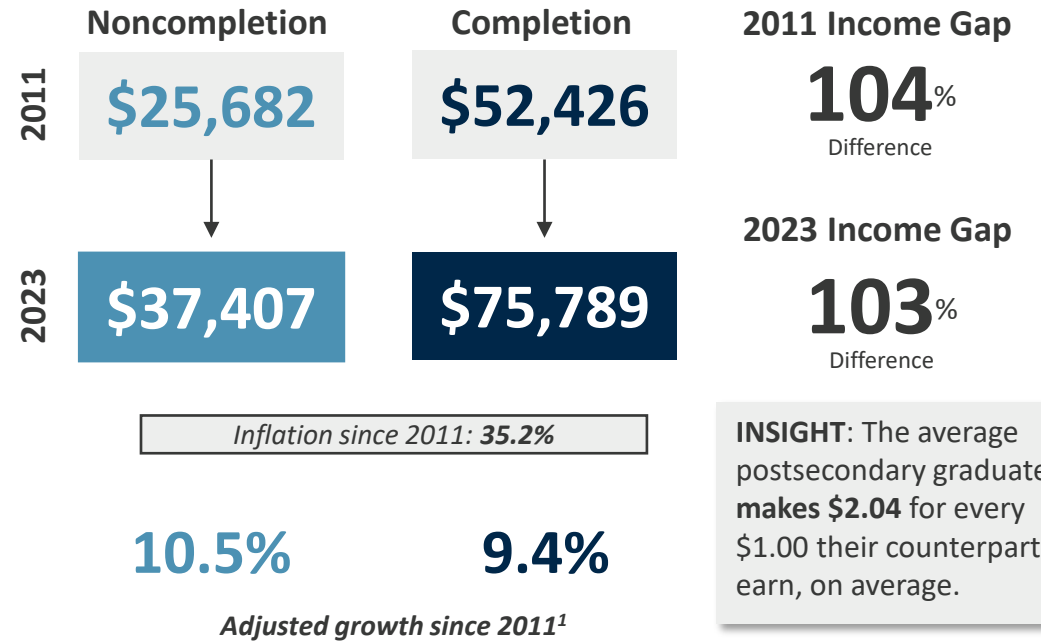
Ongoing Benchmark Question

Comparison of Median Annual Individual Income

Completion vs. Noncompletion

2011 - Noncompletion: n = 268, Completion: n = 569

2023 - Noncompletion: n = 347, Completion: n = 649



INSIGHT: The average postsecondary graduate makes **\$2.04** for every \$1.00 their counterparts earn, on average.

INSIGHT: Median self-reported individual earnings have risen for Utahns with and without college degrees since 2011.

1. Federal Reserve Bank of Minneapolis

2. Figures represent imputed means of total compensation, including bonuses, based on categorical data.

Q26: What is your individual (not your household) total annual compensation, including bonuses?

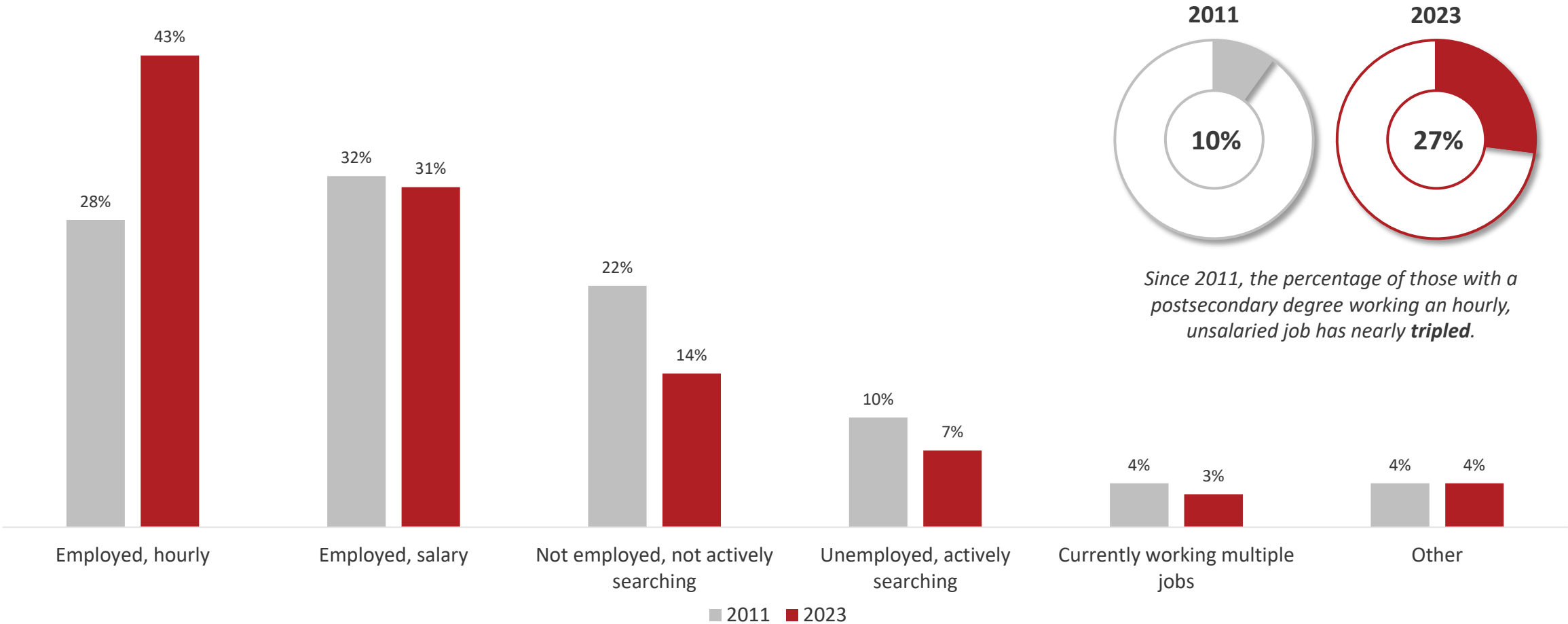
More people are working hourly jobs, and fewer individuals are voluntarily remaining out of the workforce.



Employment Status

Overall, 2011 vs. 2013
 2011: n = 1272, 2023: n = 1313

Ongoing Benchmark Question



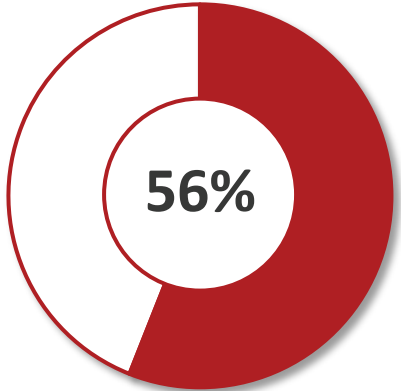
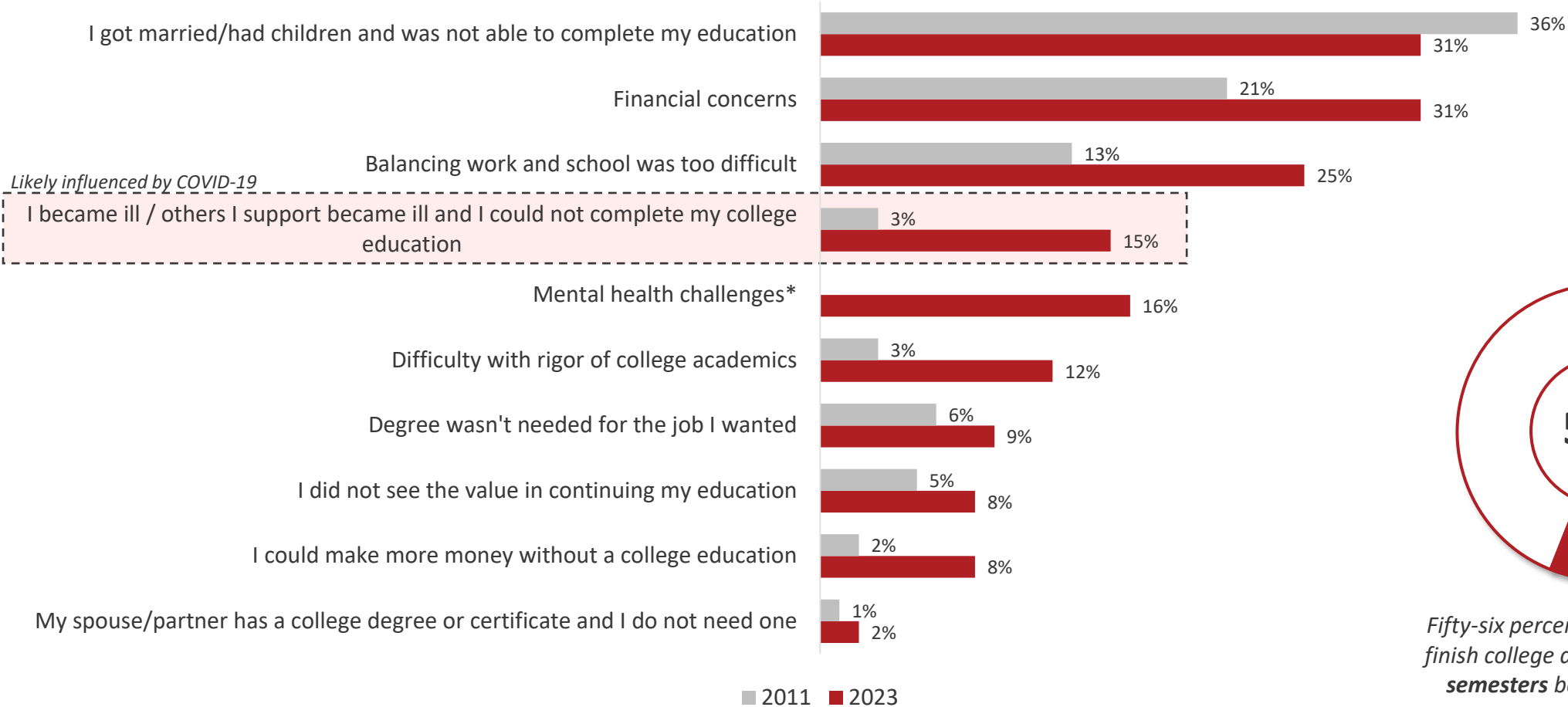
Increasingly, those who do not finish college are citing financial concerns. Marriage and family changes are still the leading reason for discontinuing education.

Ongoing Benchmark Question



Reasons for Discontinuing

Some college, no completion
2011: n= 683 , 2023: n = 289



Fifty-six percent of those who didn't finish college attended **four or more semesters** before discontinuing.

* Not included as a response option in 2011
Q11: How many semesters did you attend college (e.g., certificate program, trade school, community college, or university)?
Q13: Which of the following best describes why you have not completed a college (e.g., certificate program, trade school, community college, or university) degree or certificate?

In 2023, postsecondary graduates are more likely to value technology skills and hands-on job training and place less emphasis on written communication skills.



Priorities for Colleges

Completion, 2011 vs. 2023
 2011: n = 677, 2023: n= 779

Ongoing Benchmark Question

Frequency Table: 2011

Emphasis	Mentions
Critical thinking	350
Specific knowledge in a field of study	212
Written communication skills	210
Hands-on training	208
Integrity	187
Verbal communication skills	163
Technology	148
Innovation	96
Social responsibility	96
Teamwork	88
Math skills	74
Science knowledge	66
Internships	61
Civic knowledge	33
Proficiency in a foreign language	27

Frequency Table: 2023

Mentions	Emphasis
327	Critical thinking
266	Hands-on training
229	Technology skills
219	Specific knowledge in a field of study
154	Integrity
149	Verbal communication skills
122	Innovation
122	Social responsibility
120	Written communication skills
118	Diversity, equity, and inclusion
114	Teamwork
92	Science knowledge
87	Internships
65	Civic knowledge
63	Math skills
30	Proficiency in a foreign language

Critical thinking: In both the 2011 and 2023 studies, critical thinking was named the most important area of emphasis.

Career focus: Graduates responding in 2023 are more likely to prioritize job-related skills, such as hands-on experience, technology training, and field-specific study.

On average, the number of college semesters attended by those who started but did not complete a postsecondary credential has risen since 2011.



Number of Semesters Attended

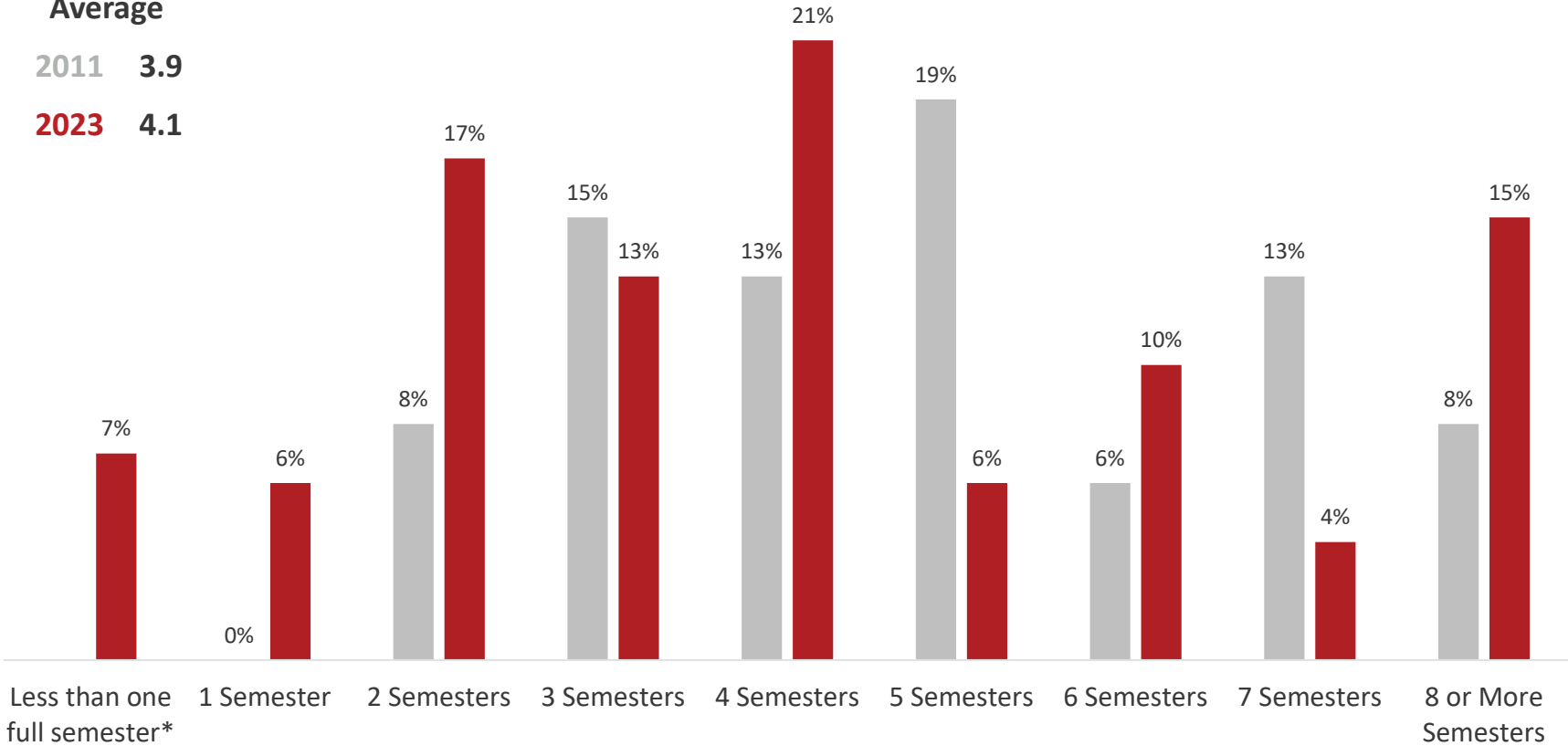
Some college or vocational program, 2011 vs. 2013
 2011: n = 321, 2023: n = 289

2011
 2023

Average

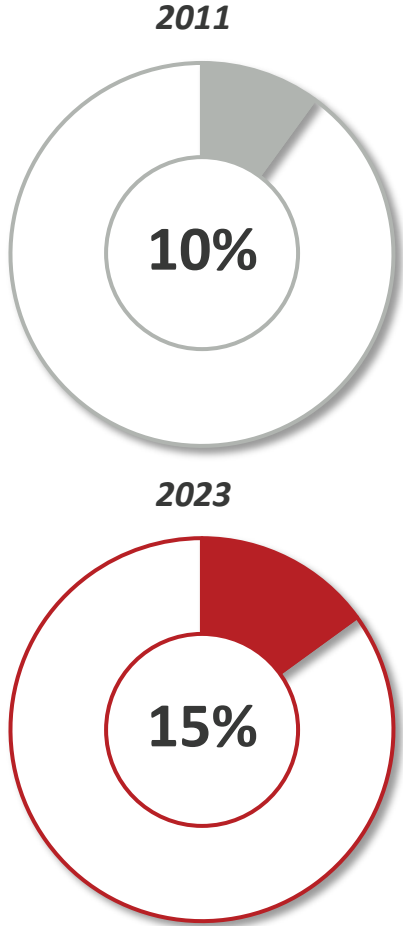
2011 3.9

2023 4.1



% of High School Graduates who applied to college, but did not go

2011: n = 265, 2023: n = 245

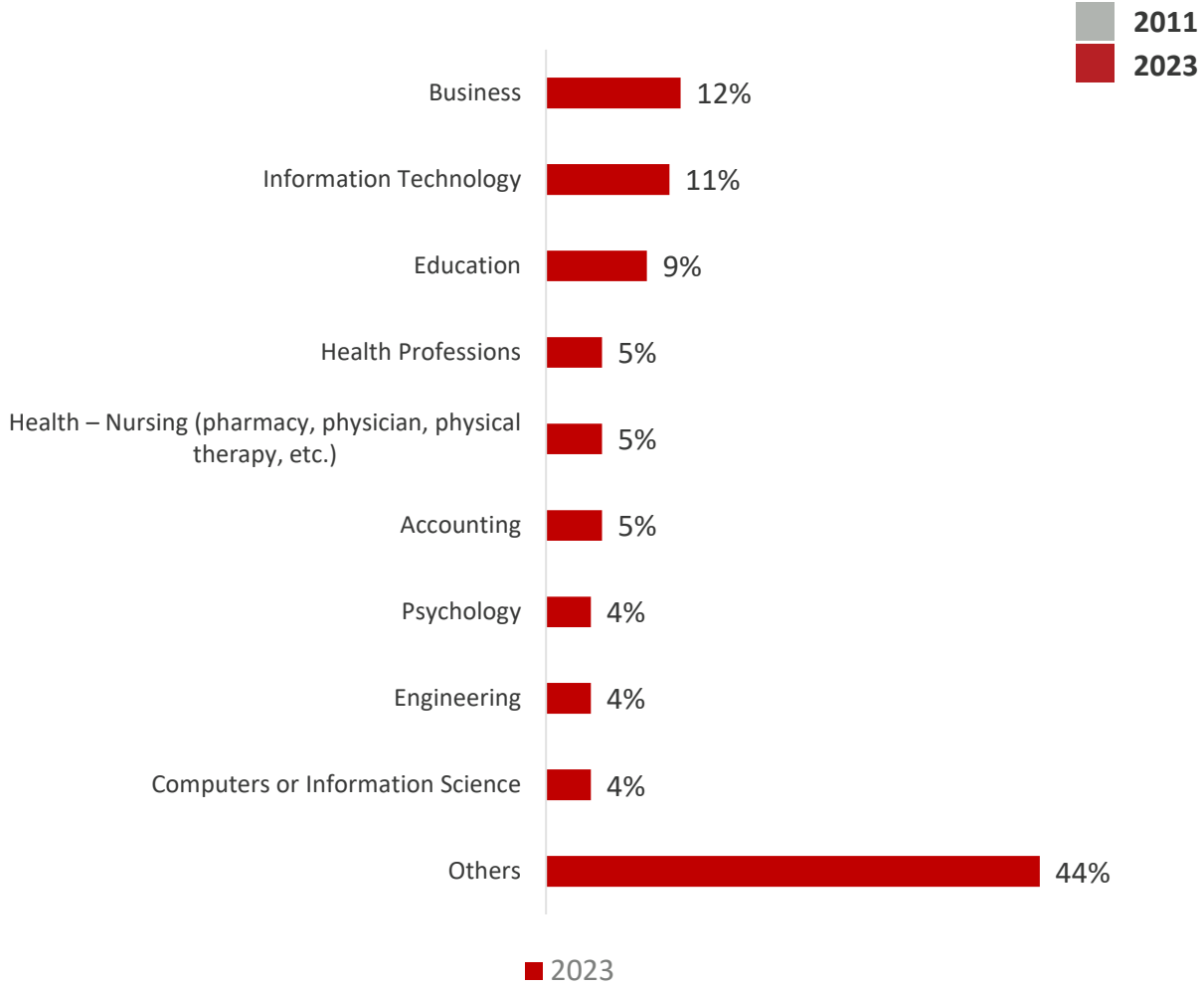
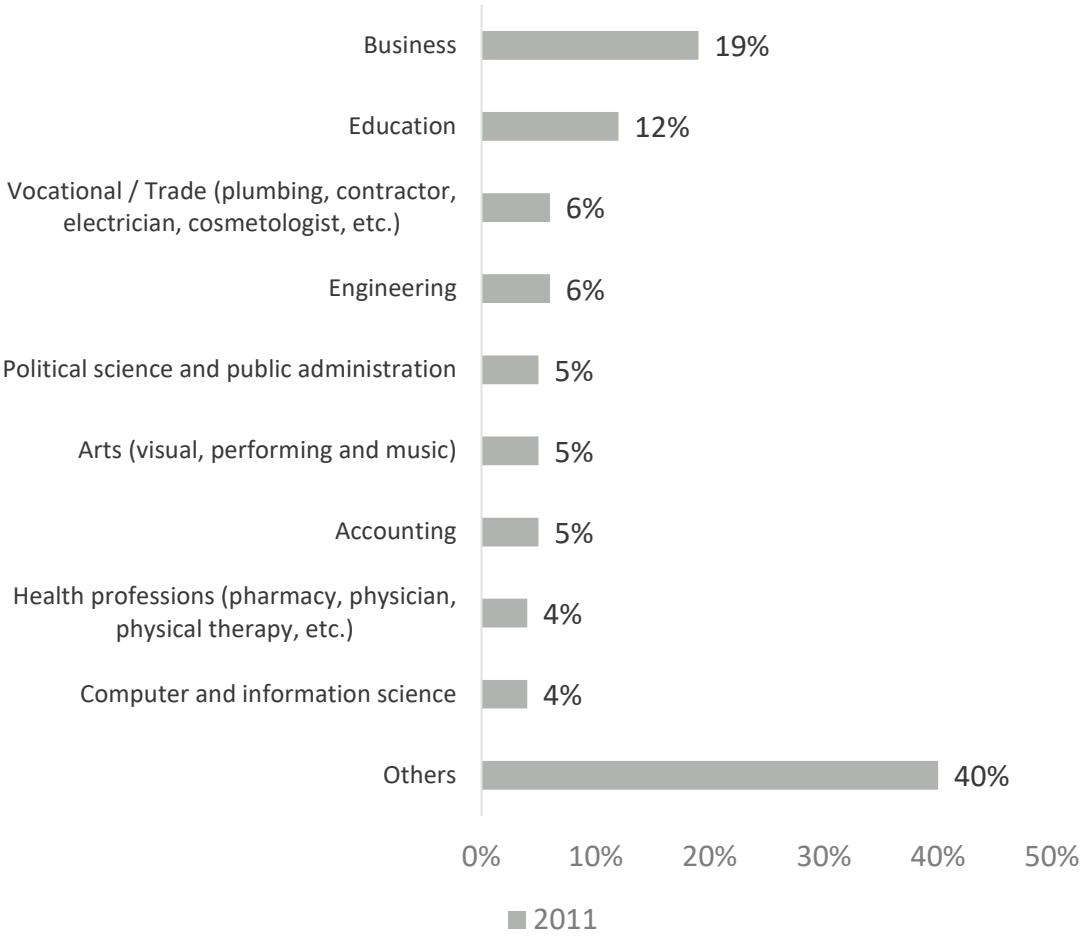


*Not included as a response option in 2011
 Q11: For how many semesters did you attend college (e.g., certificate program, trade school, community college, or university)
 Q12: Which of the following best describes your experience with college education (e.g., certificate program, trade school, community college, or university)?

Information Technology has increased in popularity as a field of study, though Business remains the most popular.

Field of Study
 Completion, 2011 vs. 2013
 2011: n = 648, 2023: n = 709

Ongoing Benchmark Question



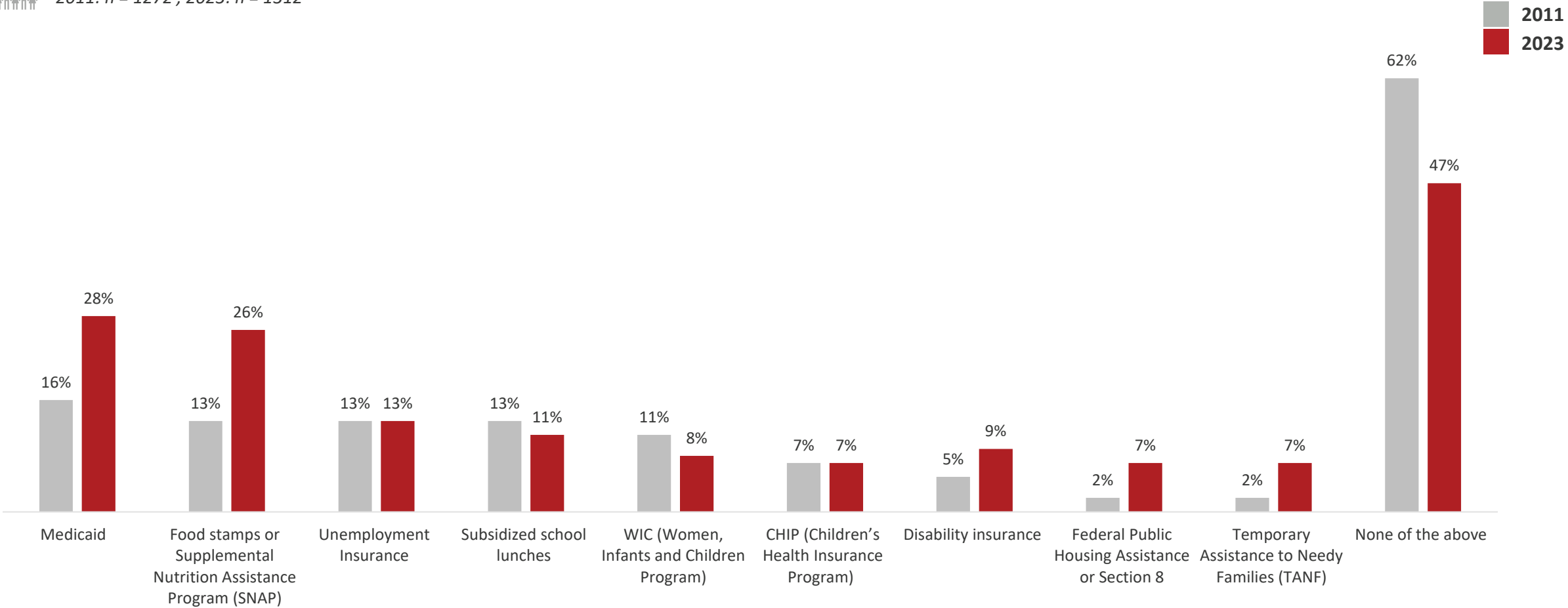
Usage of government assistance has risen, with food stamps and Medicaid showing the highest increase.



Government Assistance Utilized in the Past Five Years

Overall, 2011 vs 2023
 2011: n = 1272, 2023: n = 1312

Ongoing Benchmark Question

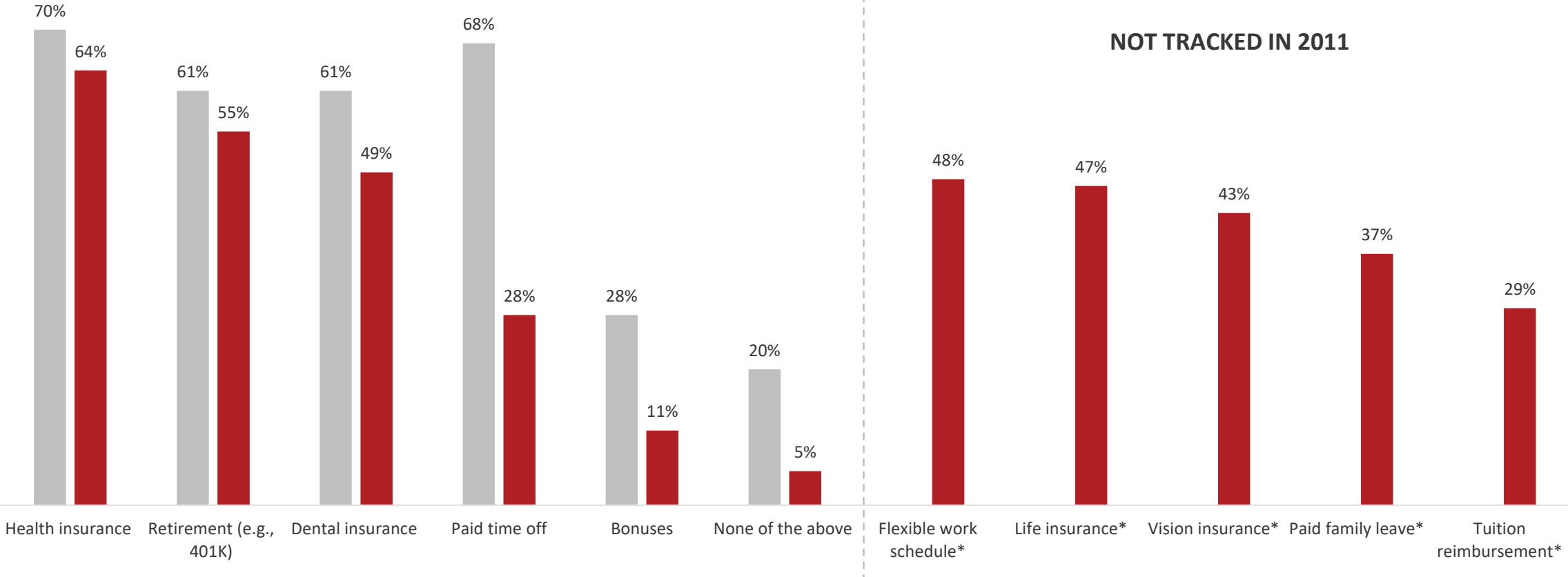


Fewer people report receiving benefits through their employment in 2023, likely due to a decrease in salaried workers.

Benefits Offered by Employers
 Overall, 2011 vs 2023
 2011: n = 760, 2023: n = 996

Ongoing Benchmark Question

2011
 2023



* Not included as a response option in 2011
 Q28: Please select all of the benefits that you currently have through your employment.

On average, length of time unemployed has increased since 2011. However, fewer people are experiencing underemployment.

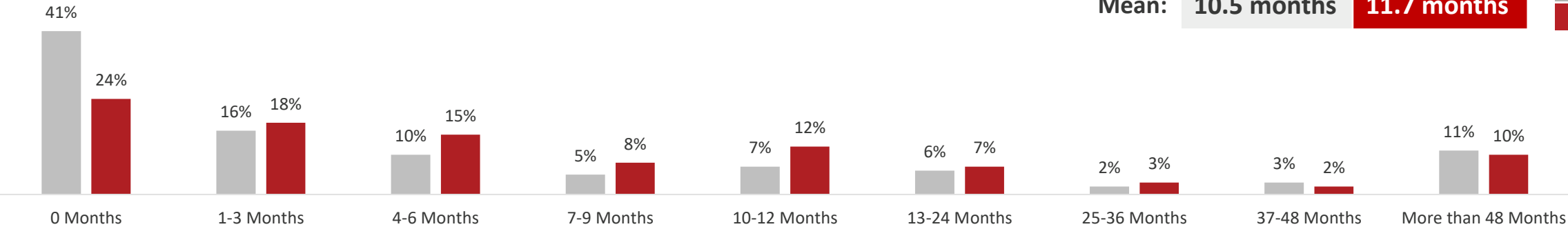


Months Unemployed Since High School

Overall, 2011 vs 2023
2011: n = 1272, 2023: n = 1313

Ongoing Benchmark Question

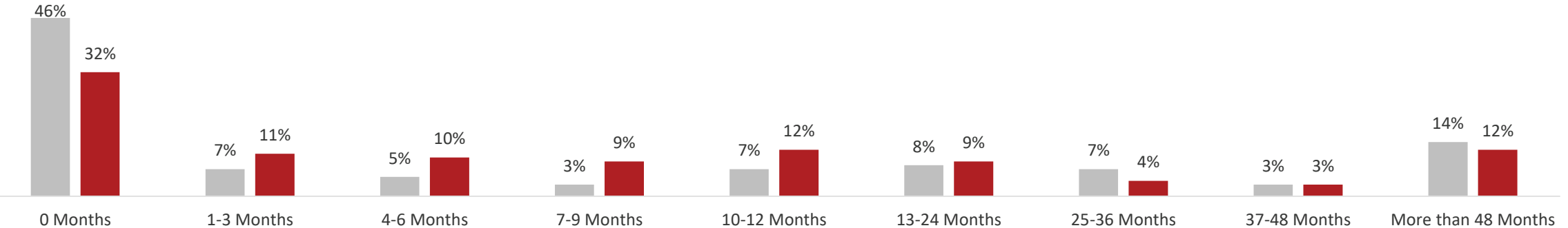
Mean: **10.5 months** (2011) **11.7 months** (2023)



Months Underemployed Since High School

Overall, 2011 vs 2023
2011: n = 1272, 2023: n = 1313

Mean: **13.7 months** (2011) **12.9 months** (2023)



■ 2011 ■ 2023

Q29: Since high school, approximately how many months total have you been involuntarily unemployed (involuntarily out of work, but not including the time in which you were attending college or full-time religious service)?
Q30: Since high school, approximately how many months total have you felt as if you were involuntarily UNDER-employed (you were over-qualified for the job you were fulfilling)?

While Utahns still believe that their education has helped them become happier and find more stable employment, the perceived impact of higher education has decreased.

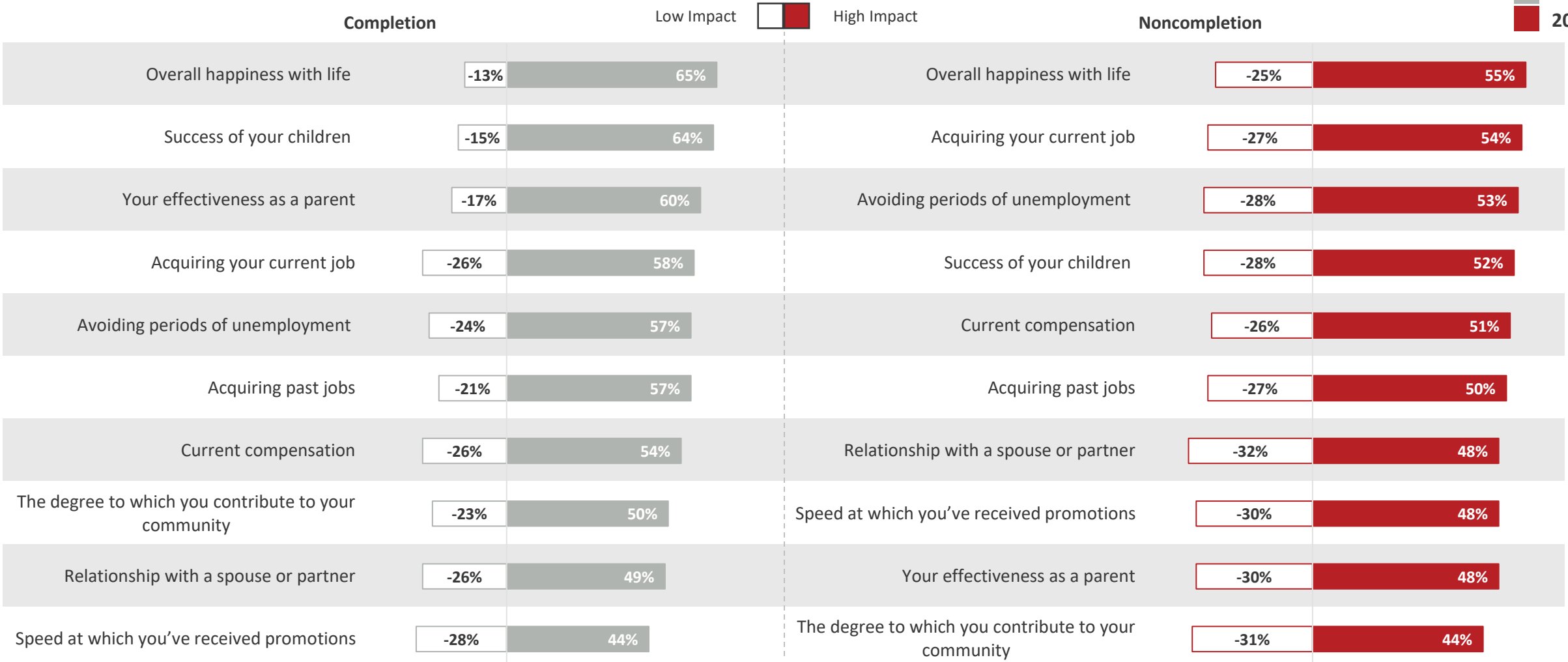


Lasting Impacts From Higher Education

Overall, 2011 vs 2023
 2011: n = 1205, 2023: n = 1272

Ongoing Benchmark Question

2011
 2023



*"Low Impact" reflects those who selected 1 or 2 on a five-point Likert scale, with "high impact" being composed of those who selected 4 or 5.
 Q32: Again, using a 1-5 scale, with 1 being "absolutely no impact", 3 being "moderate impact", and 5 being "significant impact", to what extent has your education positively contributed to the following?

In 2023, individuals feel more fulfilled at work and experience greater job security, satisfaction, and potential for advancement.



Employment Satisfaction Ratings

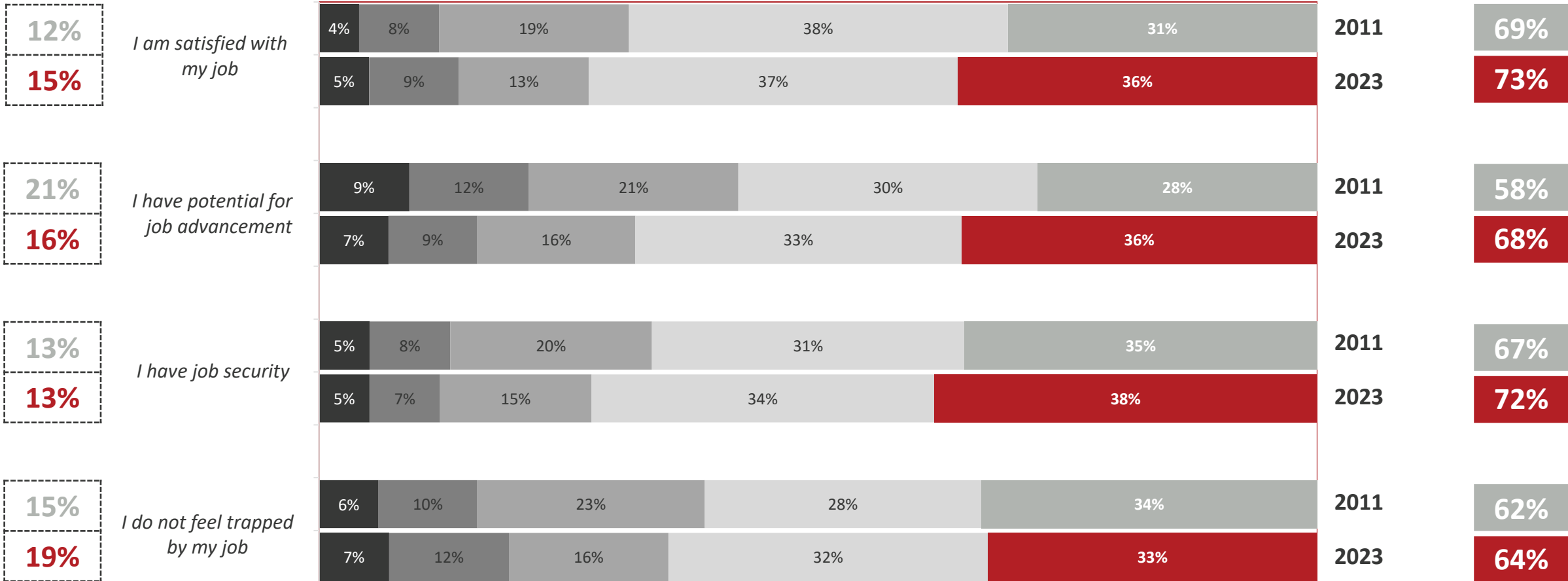
Overall, 2011 vs 2023
2011: n = 1271, 2023: n = 1305

Ongoing Benchmark Question



Disagree

Agree



Career satisfaction and overall level of confidence in future success have remained relatively consistent since 2011.



Professional Career Ratings

Overall, 2011 vs 2023
 2011: n = 1271, 2023: n = 1305

Ongoing Benchmark Question



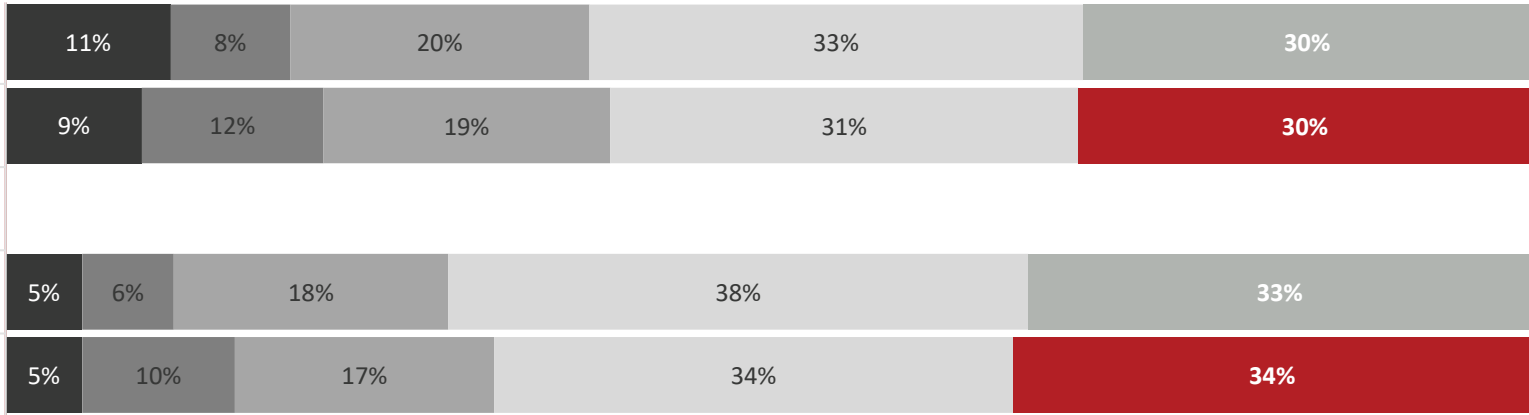
Disagree

18%
 21%

11%
 15%

I have had a successful career

I am happy with the experiences I've had in my career

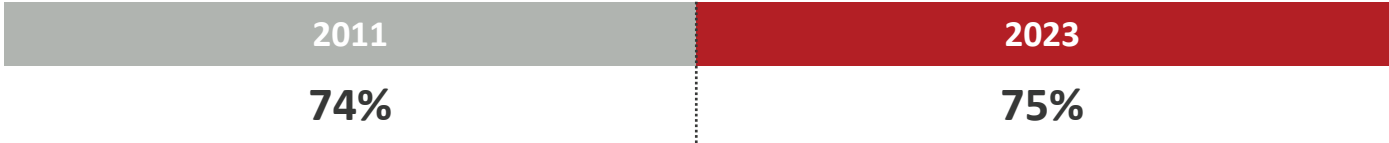


Agree

62%
 60%

71%
 68%

Percentage who are confident in their future career success



More individuals in 2023 have access to a quality healthcare plan, but individuals in 2011 reported being happier and healthier.



Health and Happiness Ratings

Overall, 2011 vs 2023
 2011: n = 1271, 2023: n = 1305

Ongoing Benchmark Question



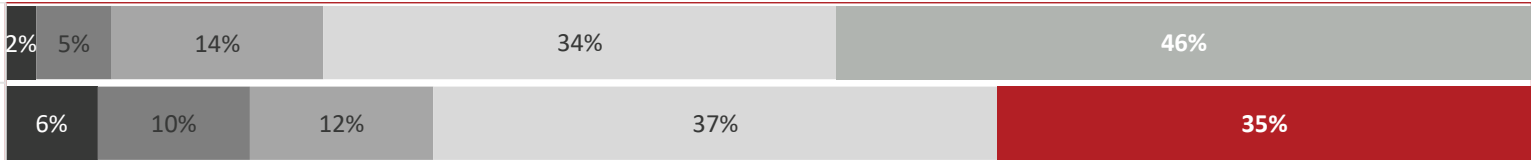
Disagree

7%
 16%

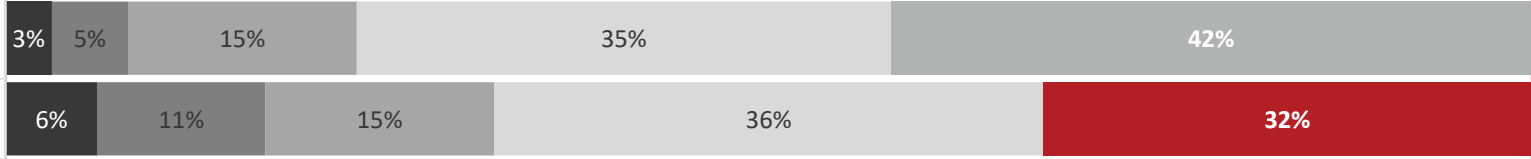
8%
 17%

25%
 18%

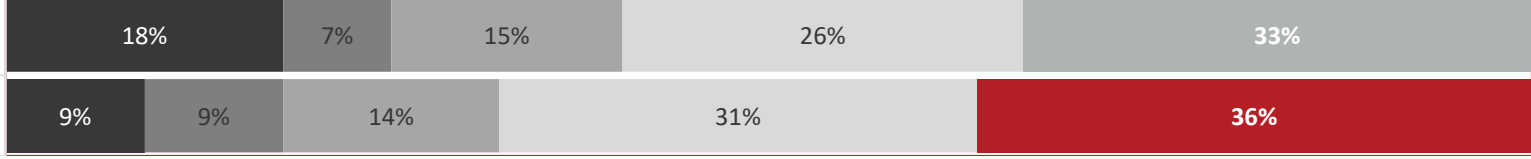
I am happy with my life



I am healthy



I have a quality healthcare plan



Agree

80%
 72%

77%
 68%

60%
 68%

Present-day Utahns are less satisfied with their marriages than before and are less likely to want their children or grandchildren to attend college.



Marriage and Family Ratings

Overall, 2011 vs 2023
2011: n = 1271, 2023: n = 1305

Ongoing Benchmark Question



Disagree

12%
16%

1%
7%

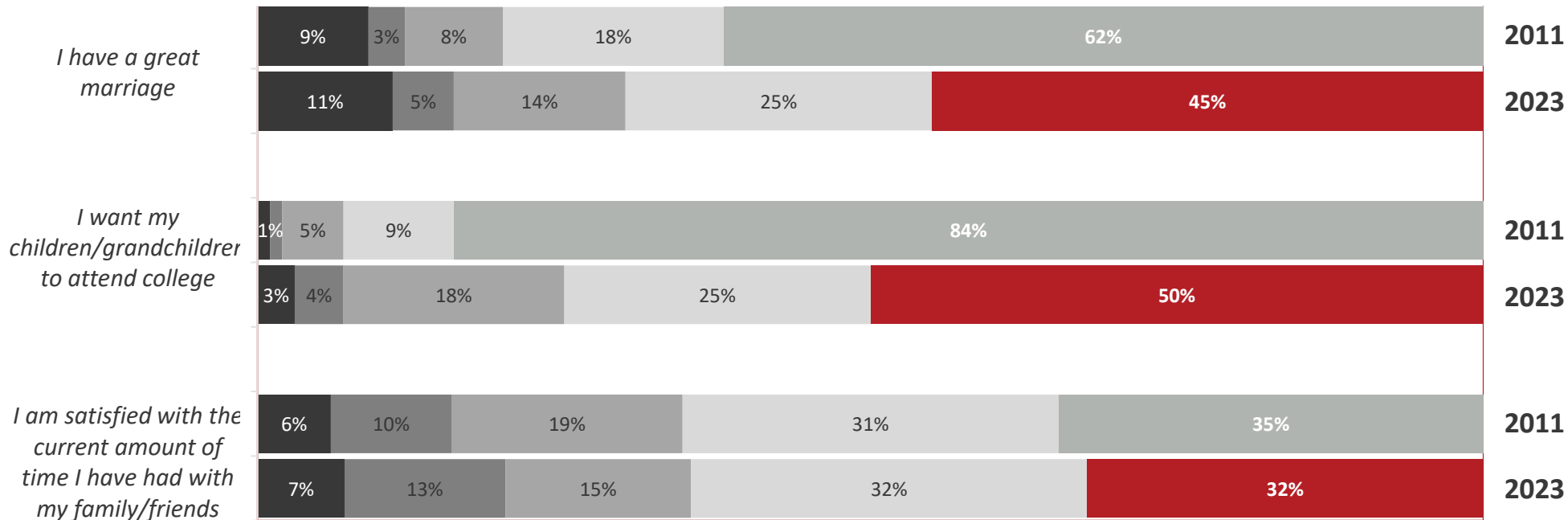
15%
21%

Agree

80%
70%

93%
75%

66%
64%



Perceived importance of a postsecondary degree has waned since 2011, with a reduced number of people viewing it as a necessity to compete in the world.

Value of an Education
 Overall, 2011 vs 2023
 2011: n = 1271, 2023: n = 1305

Ongoing Benchmark Question

Disagree

13%
26%

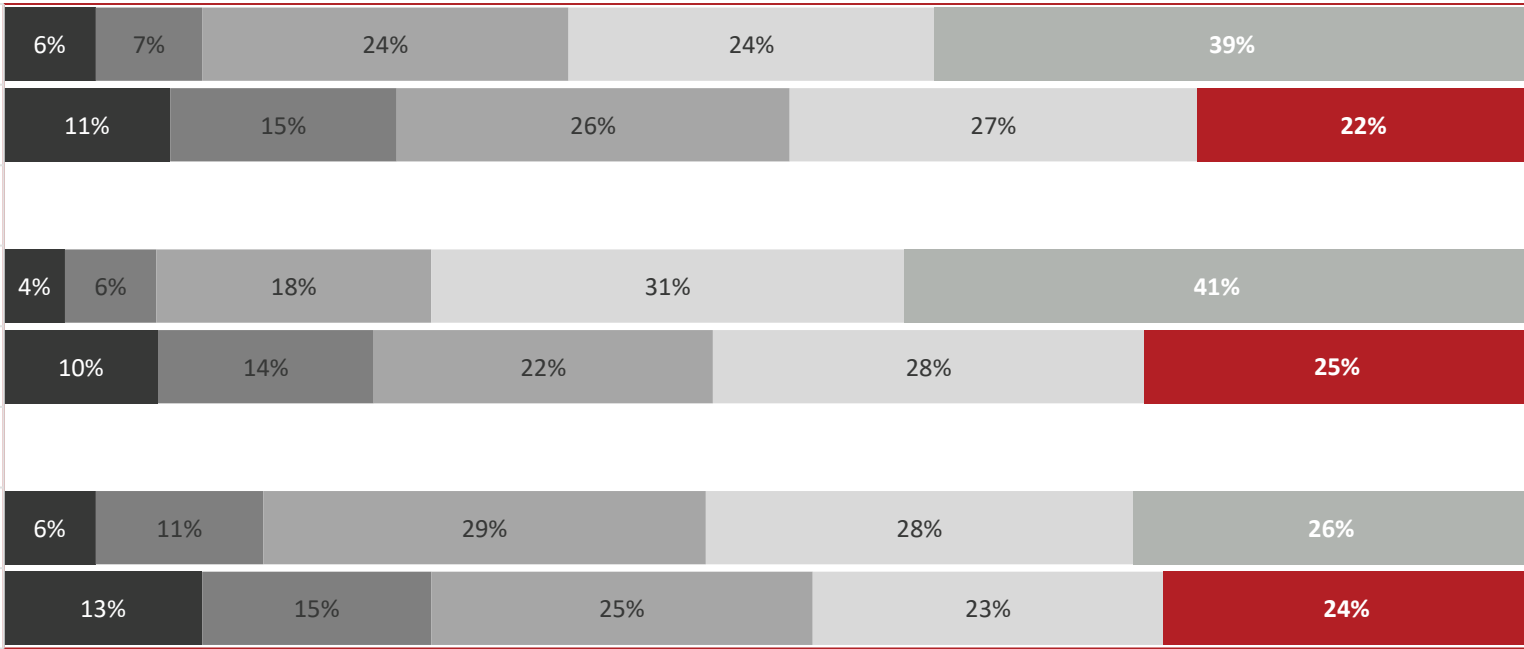
10%
25%

16%
27%

An Associate's degree is necessary to compete in the world today

A Bachelor's degree is necessary to compete in the world today

A Graduate degree is necessary to compete in the world today



Agree

63%
48%

72%
54%

55%
48%

Percentage who are currently enrolled in post-high school classes



Sample Characteristics

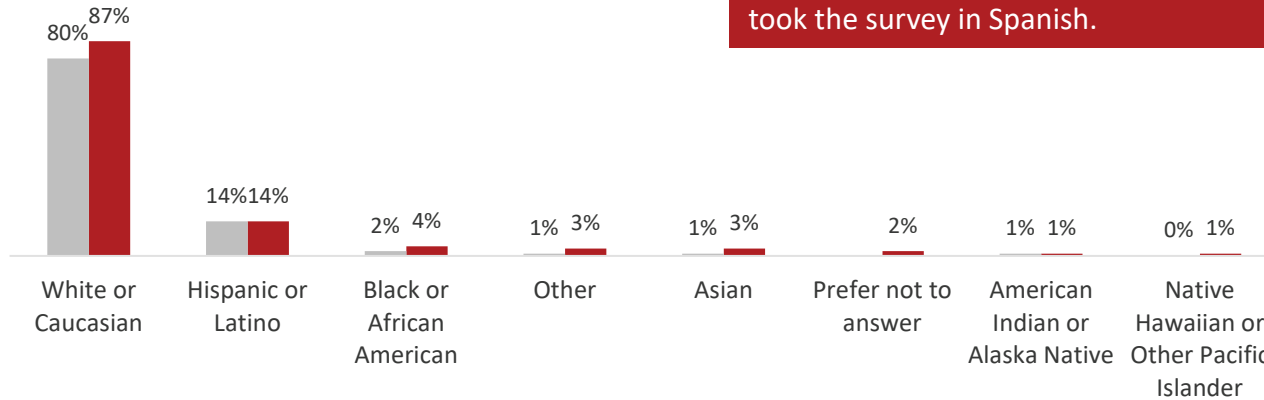
Demographics

USHE Prosperity 2020 Benchmark | Summary of Respondent Characteristics

Race*

2011: n = 1272

2023: n = 1313

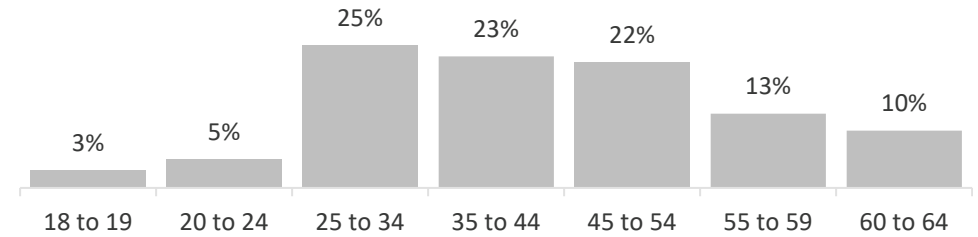


Ethnicity: 14% of respondents identify ethnically as Hispanic/Latino, and 1% took the survey in Spanish.

Respondents by Age Category

Reported current age, 2011

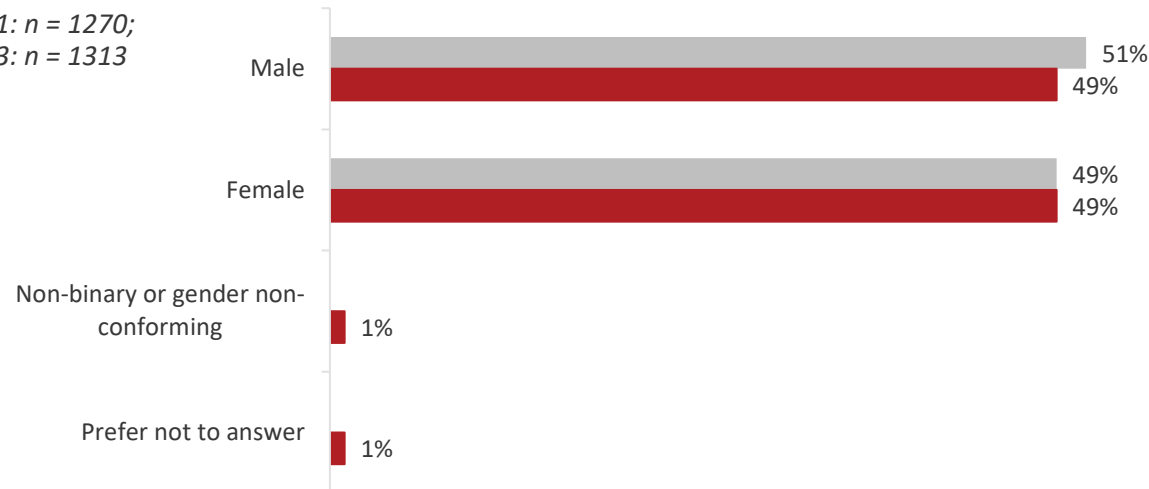
n = 1272



Gender

2011: n = 1270;

2023: n = 1313



* 2023 Totals may sum to more than 100%, as respondents could select multiple options.

Q1: What is your age?

Q3: Which of the following best describes your ethnicity?

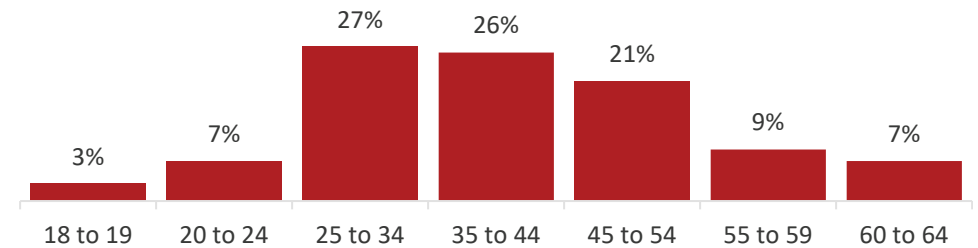
Q4: Which of the following best describes your race?

Q36: What is your current gender identity?

Respondents by Age Category

Reported current age, 2023

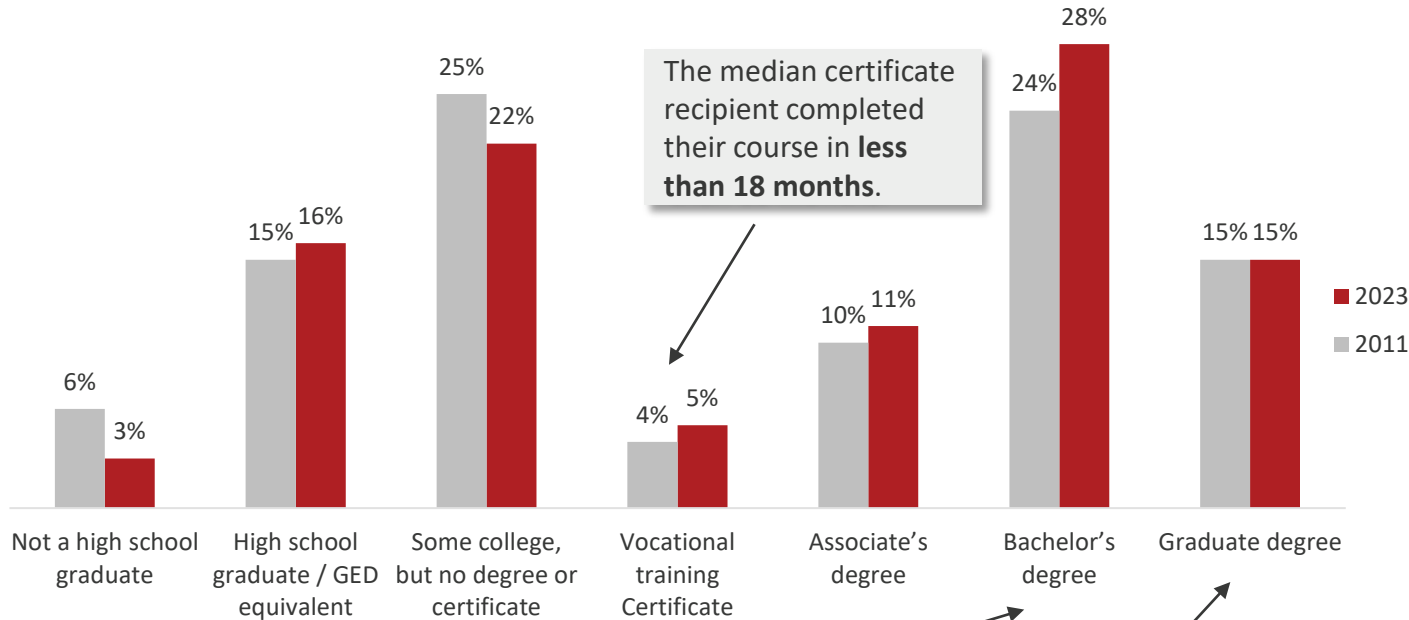
n = 1313



USHE Prosperity 2020 Benchmark | Summary of Respondent Characteristics

Highest Level of Education

2011: n = 1272, 2023: n = 1313



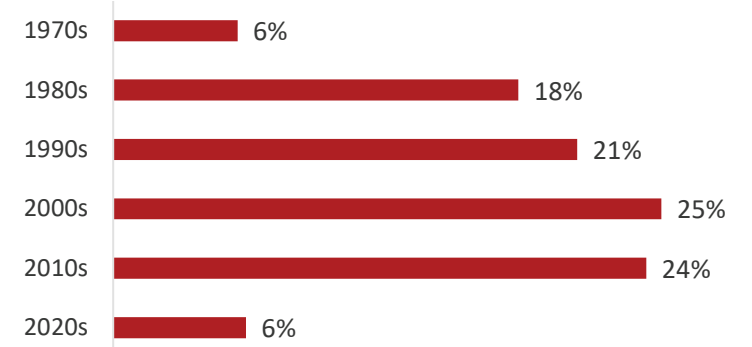
The median certificate recipient completed their course in **less than 18 months.**

34% of Bachelor's recipients have completed a graduate certificate program.

69% of graduate degree recipients have completed a graduate or post-graduate certificate program.

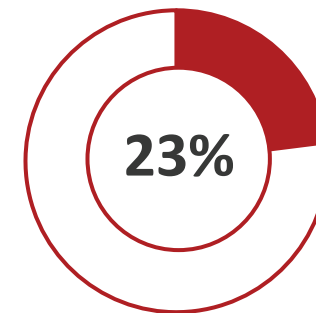
Year of High School Graduation

2023: n = 1313

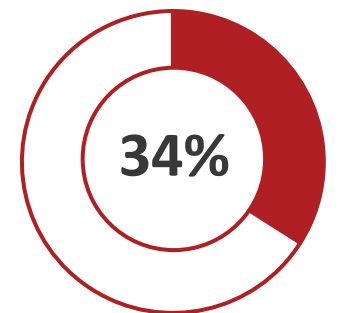


Currently Enrolled in Post-high school Classes

Noncompletion: n = 534, Completion: n = 779



Noncompletion



Completion

Q5: Which category best describes your highest level of education completed?
 Q6: What year did you graduate from high school or earn your GED equivalent?
 Q7: Are you currently enrolled in post-high school classes (e.g., classes at trade school, community college, or university?)

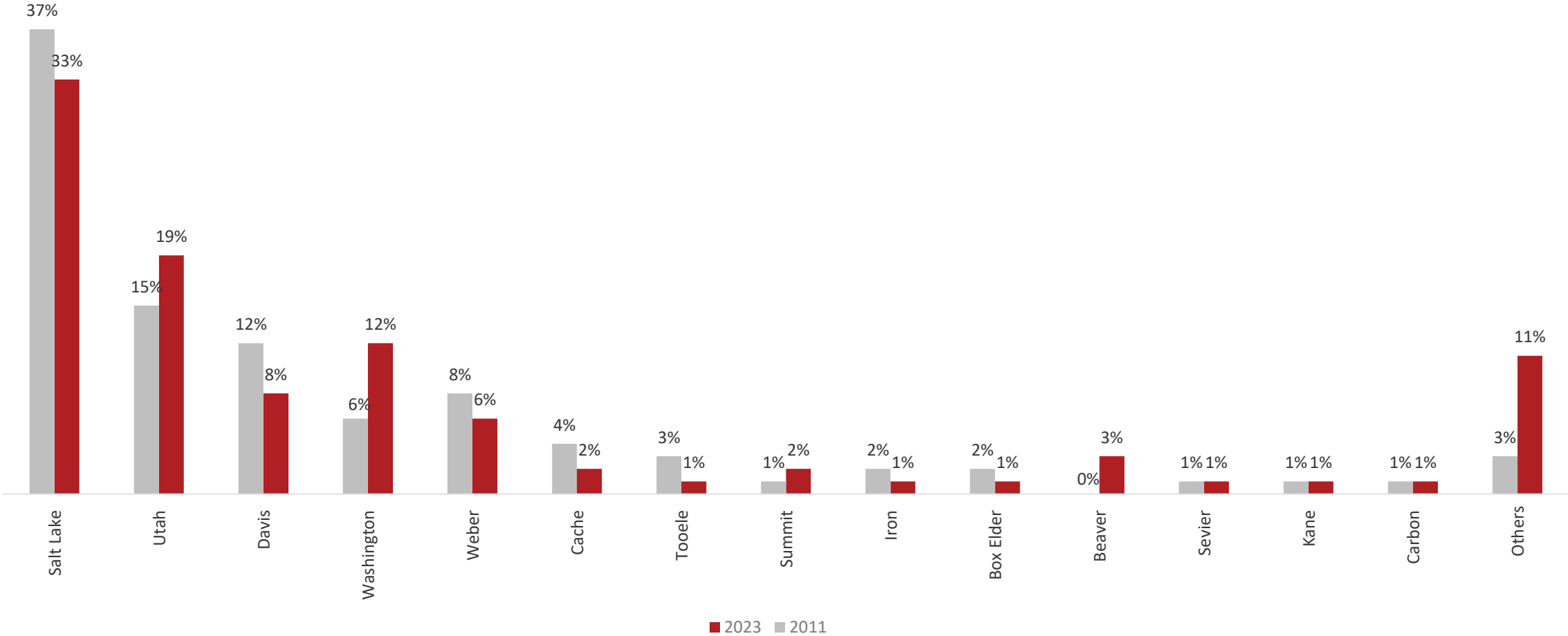
Q8: In addition to your Bachelor's degree, have you completed any graduate certificate programs?
 Q9: Have you completed any graduate or post-graduate certificate programs?
 Q10: About how long was it supposed to take to complete your certificate program

USHE Prosperity 2020 Benchmark | Summary of Respondent Characteristics

County of Residence

2011: n = 1271

2023: n = 1313

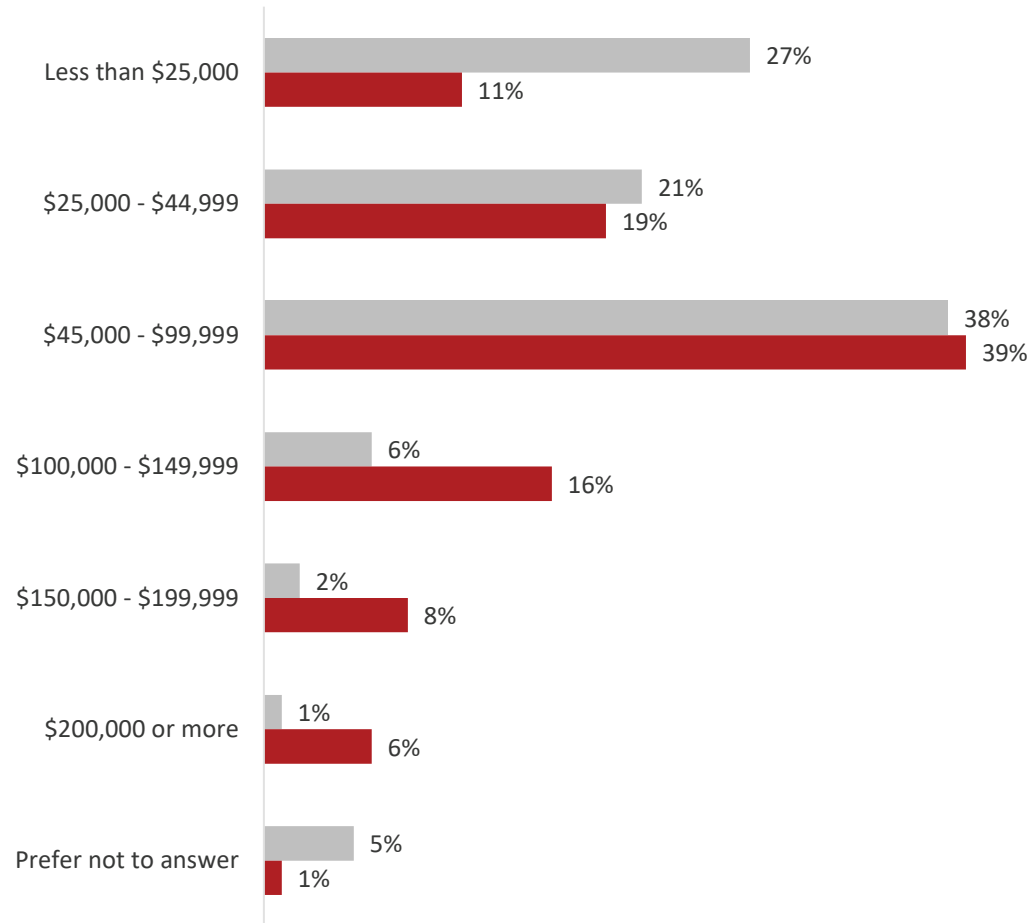


USHE Prosperity 2020 Benchmark | Summary of Respondent Characteristics

Annual Individual Income

Reported total annual personal income

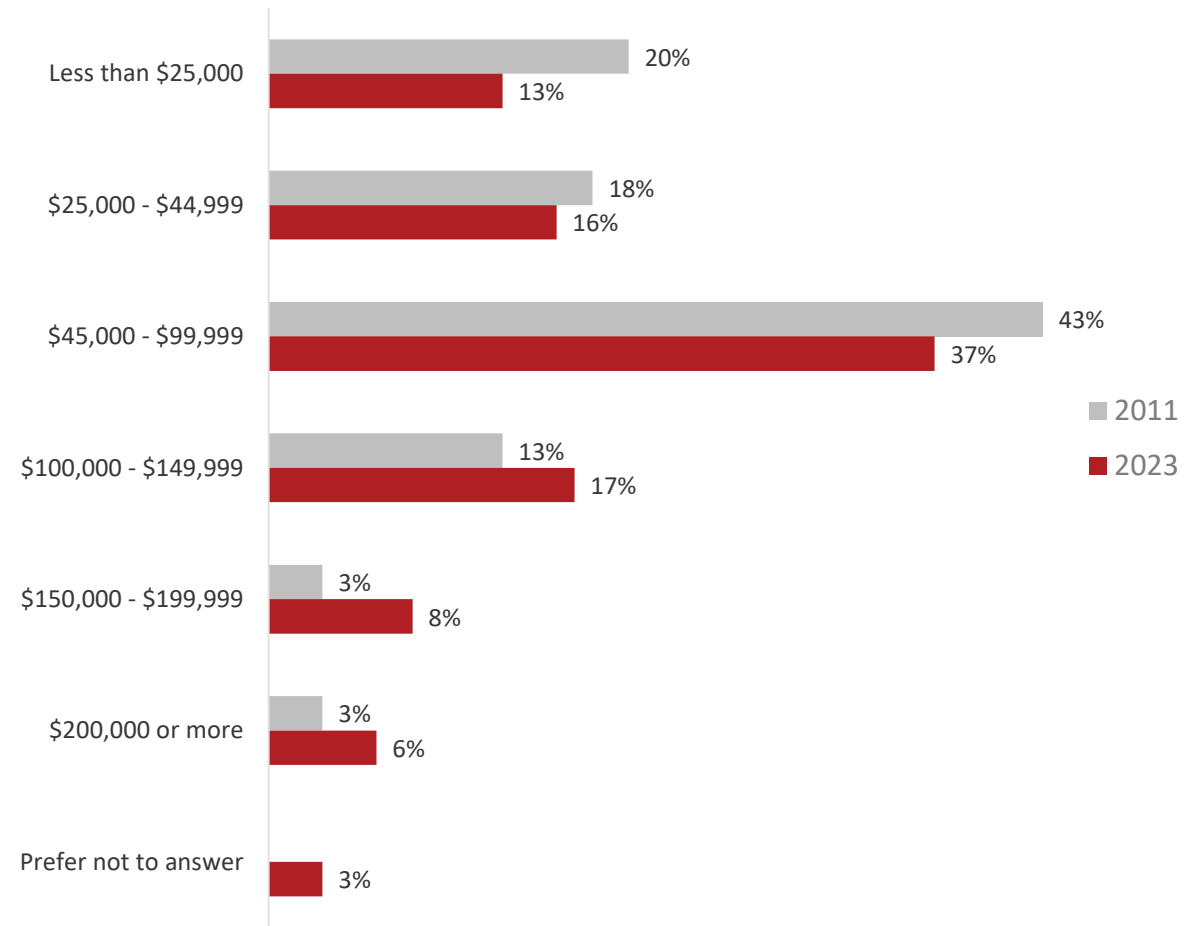
2011: n = 884, 2023: n = 1258



Annual Household Income

Reported total annual household income

2011: n=1230, 2023: n = 1312



Q26: What is your individual (not your household) total annual compensation, including bonuses?

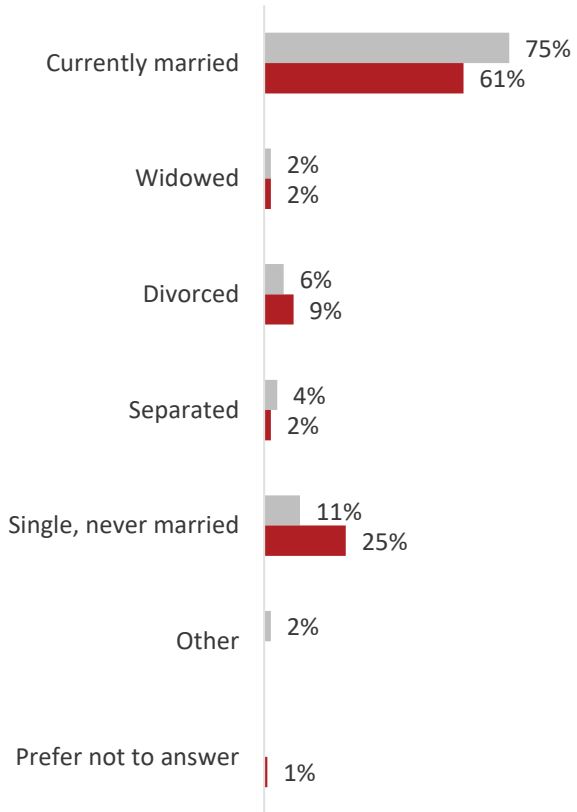
Q27: You indicated that you are not currently employed. For your most recent job, what was your individual (not your household) total annual compensation, including bonuses?

Q40: In 2022, what was your total household income before taxes?

USHE Prosperity 2020 Benchmark | Summary of Respondent Characteristics

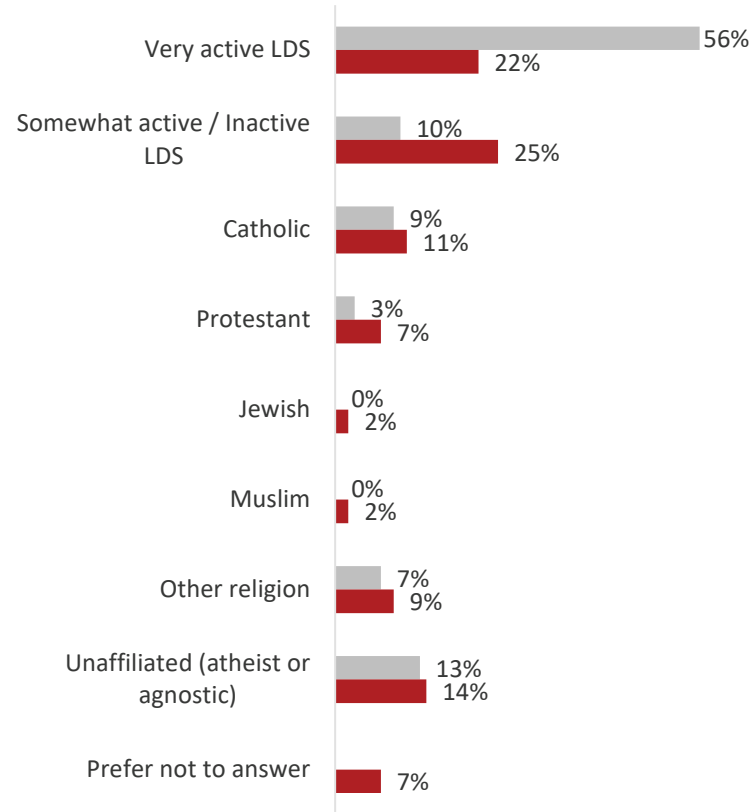
Marital Status

2011: n=1267
2023: n = 1313



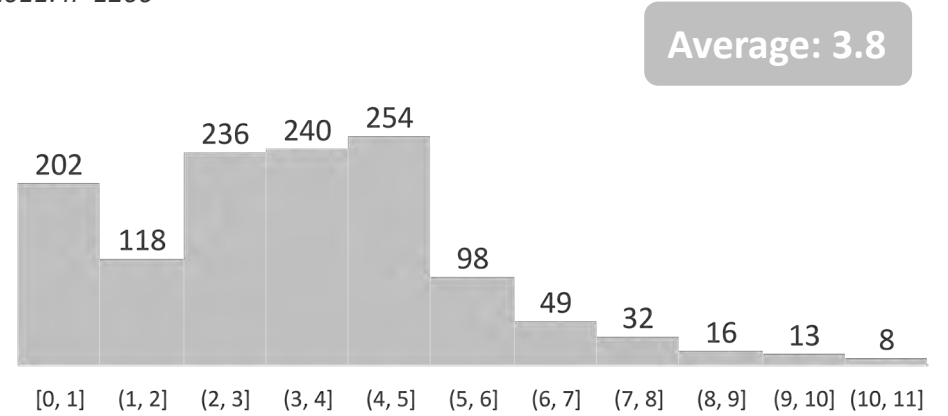
Religion

2011: n= 1263
2023: n = 1313



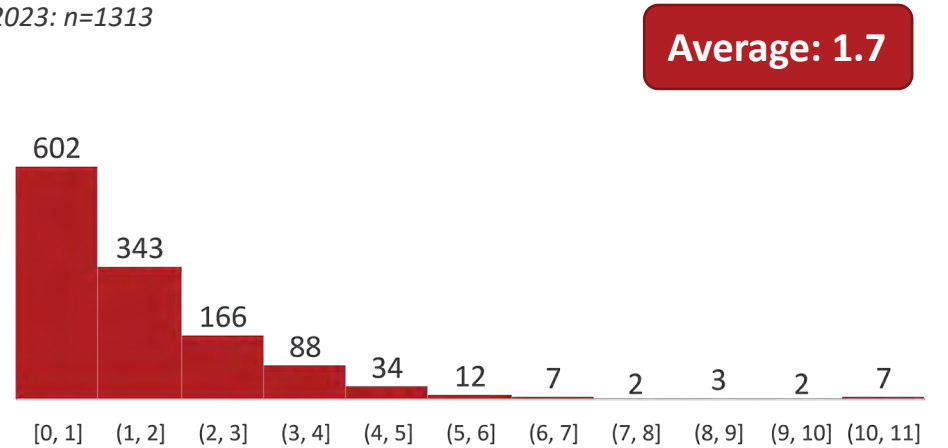
Number of Children

2011: n=1266



Number of Children

2023: n=1313

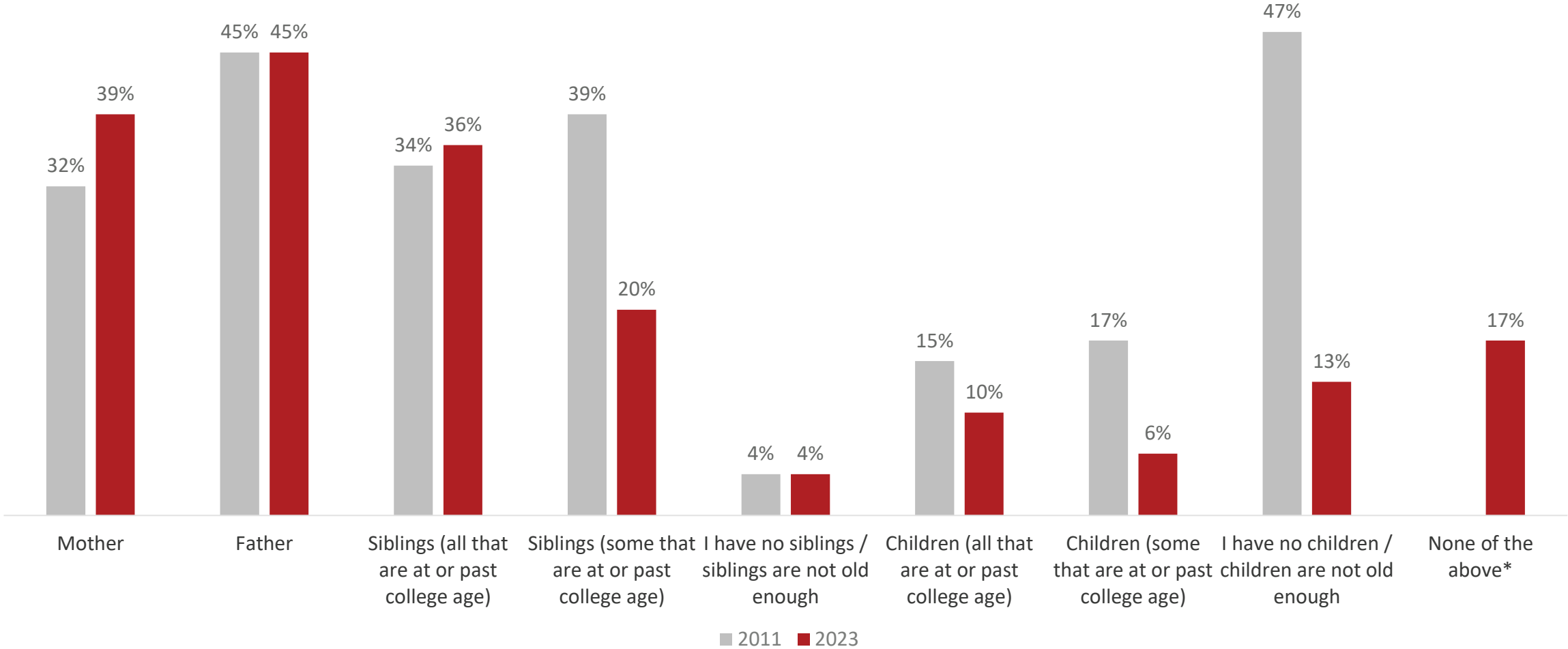


USHE Prosperity 2020 Benchmark | Summary of Respondent Characteristics

Relatives who have Obtained a Degree or Certificate

2011: n = 1272

2023: n = 1312

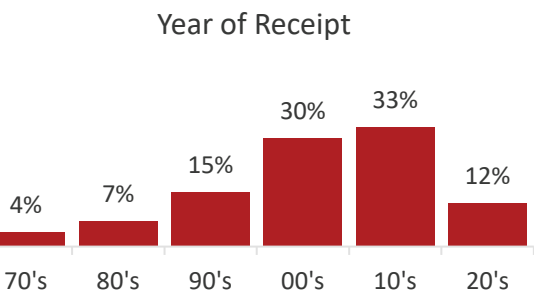
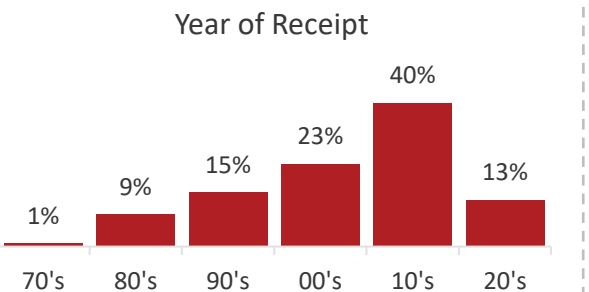
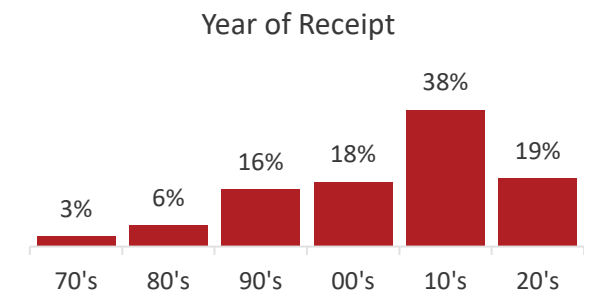
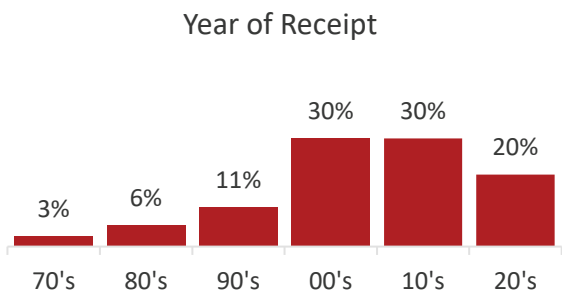
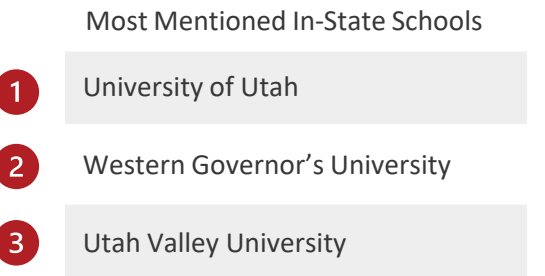
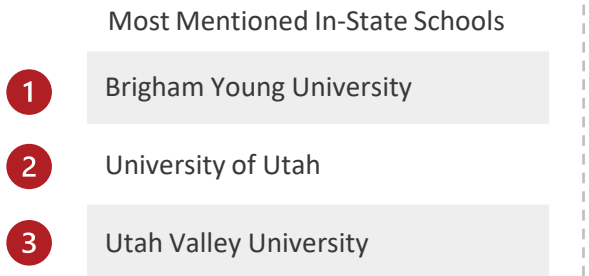
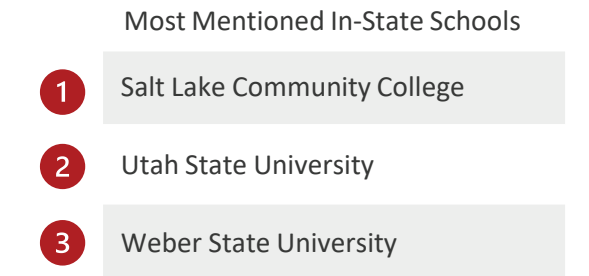
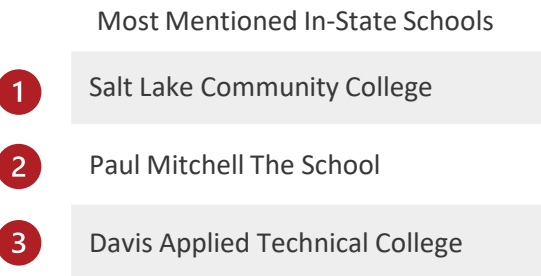


* "None of the above" was added as a 2023 response option.
 Q38: Which of your following relatives have obtained a college degree (e.g., certificate program, trade school, community college, or university)?

USHE Prosperity 2020 Benchmark | Summary of Respondent Characteristics

Education Summary by Attainment Level

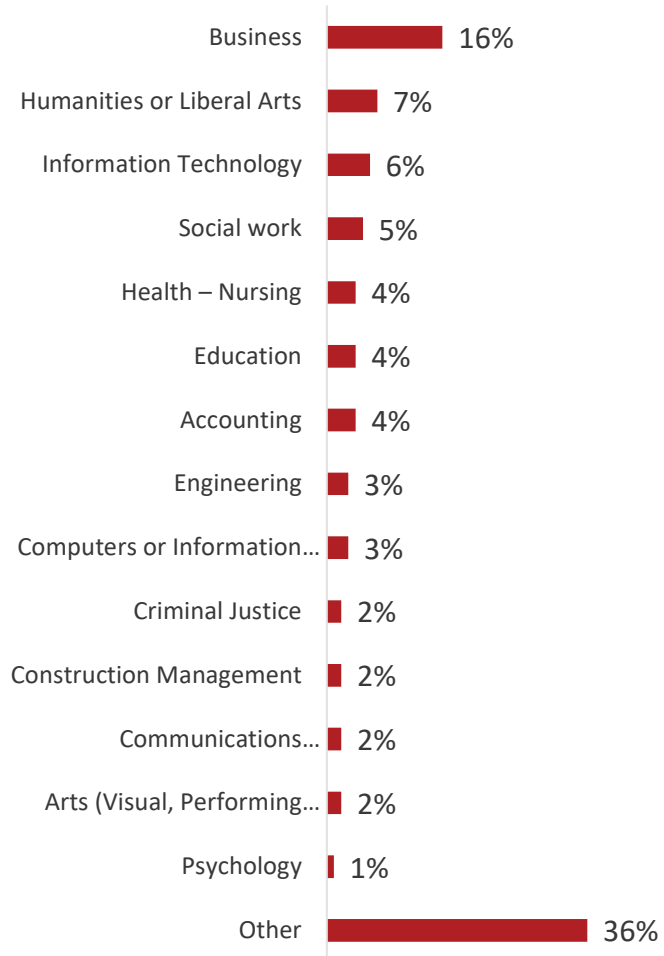
Trade Certificate		Associate's Degree		Bachelor's Degree		Postgraduate Education	
Type of Institution Attended		Type of Institution Attended		Type of Institution Attended		Type of Institution Attended	
2-year community college	17%	2-year college or university	58%	2-year college or university	5%	4-year college or university	82%
2-year comm. college, online	10%	2-year college, online	7%	2-year college, online	1%	4-year college, online	22%
Trade/vocational school	71%	4-year college or university	26%	4-year college or university	82%		
HS concurrent enrollment	4%	4-year college, online	10%	4-year college, online	16%		



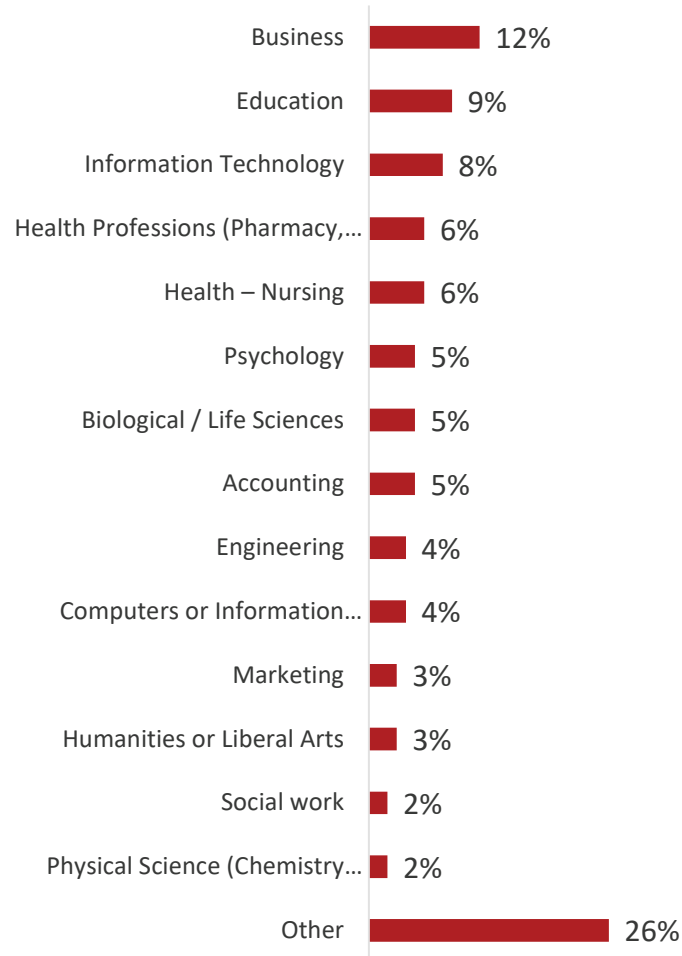
USHE Prosperity 2020 Benchmark | Summary of Respondent Characteristics

Education Summary by Attainment Level

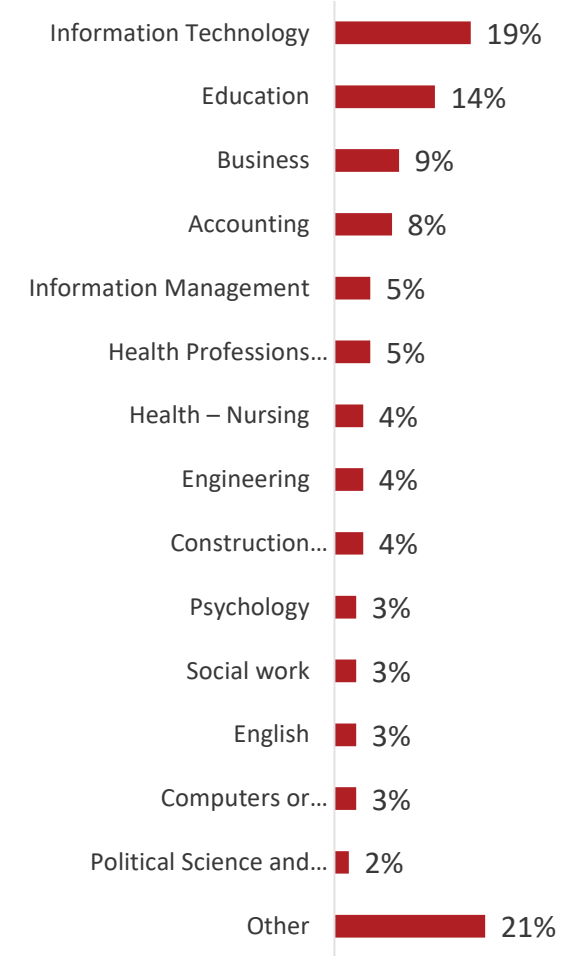
Associate's Degree n = 140



Bachelor's Degree n=371



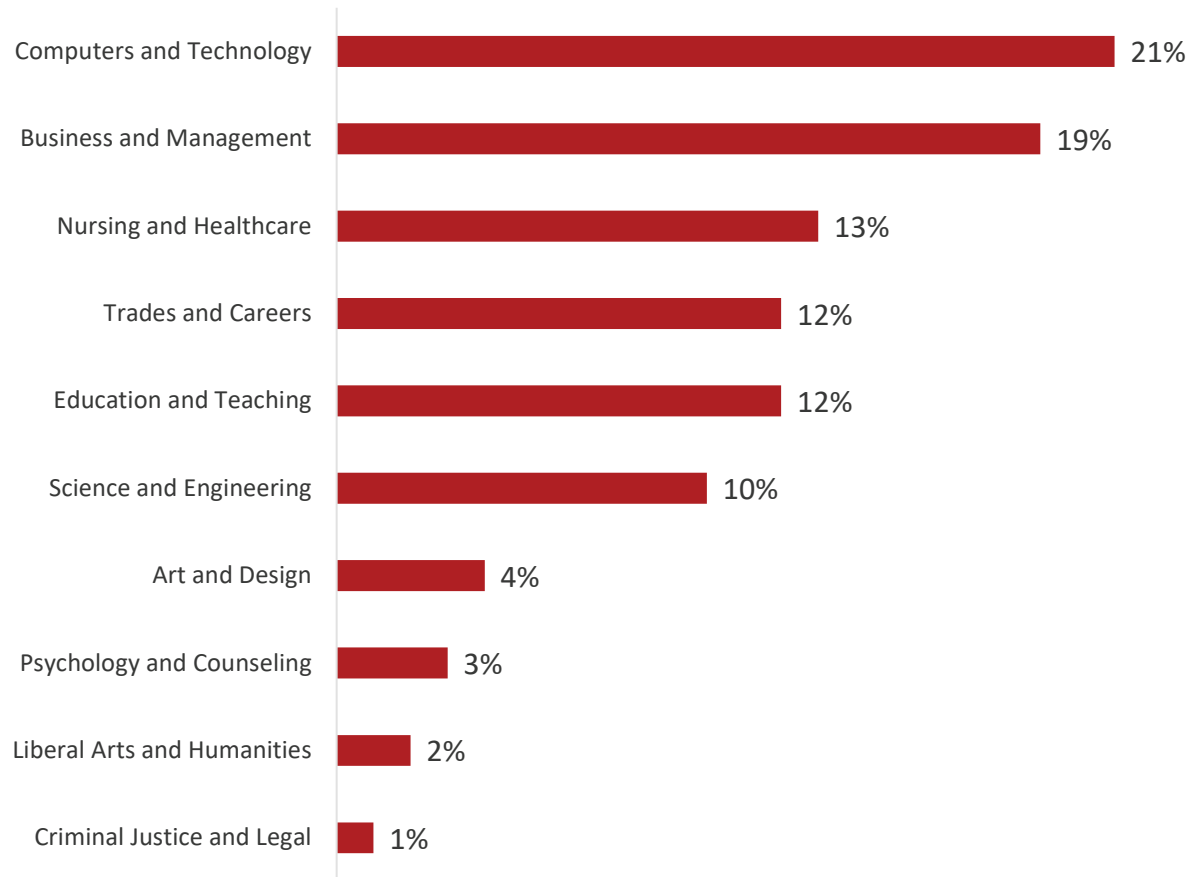
Postgraduate Education n=198



USHE Prosperity 2020 Benchmark | Summary of Respondent Characteristics

Type of Certificate Achieved

n = 334



Top Fields of Study by Topic

Topic	Field Name	Percentage
Art and Design	Creative/Design	60%
Business and Management	Business Administration	17%
Computers and Technology	Information Technology	21%
Criminal Justice and Legal	(Tie) Corrections, Forensic Science, Legal Studies	33%
Education and Teaching	(Tie) Education, Special Education	21%
Liberal Arts and Humanities	General Studies	29%
Nursing and Healthcare	Medical Assisting	16%
Psychology and Counseling	(Tie) Child and Adolescent Psychology, Mental Health Counselling	40%
Science and Engineering	Engineering	60%
Trades and Careers	Cosmetology and related	20%