

# **Utah System of Higher Education**

Quantitative Benchmark Findings

July 2023

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## Executive Summary

Overview of key findings

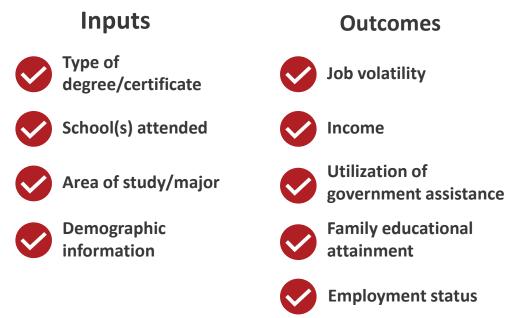
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## **EXECUTIVE SUMMARY** | Project Objectives

#### Project Research Objectives

### **Data-based Objectives**

Understand the impact of higher education on life outcomes



### Perception-based Objectives

Understand Utahns' views on higher education, including:



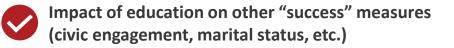
Value of higher education



Impact of education on personal happiness



Impact of education on career and life satisfaction



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## **EXECUTIVE SUMMARY** | 2023 Methodology and Scope of Work

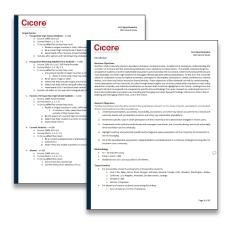
To quantify the impacts of postsecondary credential completion in 2023, Cicero will conduct a survey of a representative sample of Utahns, benchmark life outcomes and results against 2011 research, and develop actionable insights.

#### 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

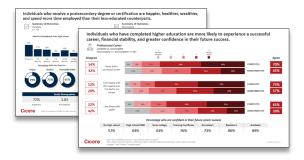


#### Findings and Recommendations

**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



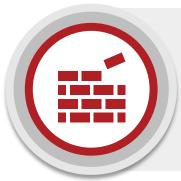
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## **EXECUTIVE SUMMARY** | Key Findings and Recommendations



### 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.

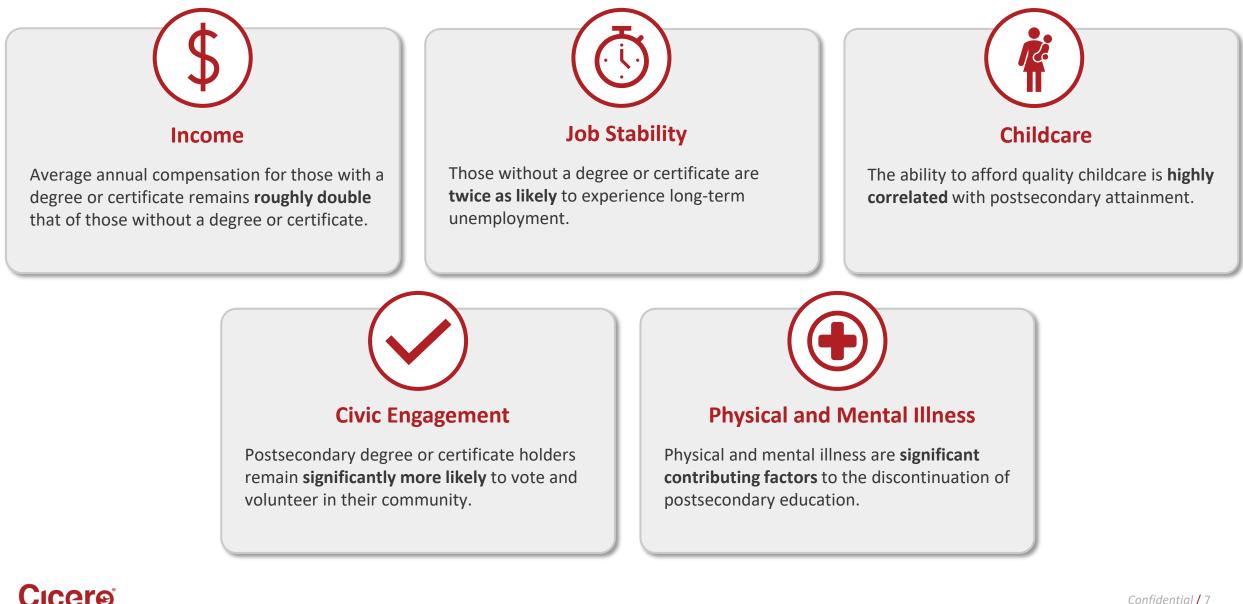


### Higher education can propel Utahns to greater levels of attainment for years to come.

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.

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## **EXECUTIVE SUMMARY** | Additional Key Findings and Recommendations



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

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

Source: Analysis of primary survey data

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## **EXECUTIVE SUMMARY** | Outcomes at a Glance, Clustered by Education

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

## **EXECUTIVE SUMMARY** | Outcomes at a Glance, Clustered by Ethnicity

		<b>Indicator</b> A socially desirable life success outcome	Hispanic Noncompletion	Non-Hispanic Noncompletion	Hispanic Completion	Non-Hispanic Completion
		Median personal income	\$36,429	\$37,609	\$87,614	\$72,344
	ial	Median household income	\$34,286	\$40,184	\$96,902	\$85,625
	Financial	Say they are financially stable (%)	43%	38%	71%	65%
	Fir	Say they can afford childcare (%)	38%	31%	67%	60%
		Have not used food stamps (%)	66%	66%	69%	80%
	L	Total time unemployed since high school	13.4 months	14.6 months	8.5 months	10.0 months
Category	Career	Are salaried, not hourly (%)	14%	12%	54%	44%
ateg	0	Confident in future career success (%)	76%	61%	93%	82%
ö		Vote in state elections (%)	43%	55%	79%	77%
	Civic	Involved in their religious community (%)	33%	31%	63%	51%
		Volunteer in their community (%)	33%	23%	59%	42%
	u	Average number of children	1.44	1.58	1.71	1.81
	Life Satisfaction	Are married (%)	32%	46%	65%	73%
	atisf	Say they have a great marriage (%)	59%	63%	79%	78%
	ife Si	Say they are happy with their life (%)	57%	56%	80%	77%
		Say they are healthy (%)	55%	56%	78%	74%
Cic	cei	Source: Analysis of primary survey data				

## **EXECUTIVE SUMMARY** | Outcomes at a Glance, Clustered by Gender

		<b>Indicator</b> A socially desirable life success outcome	Male Noncompletion	Female Noncompletion	Male Completion	Female Completion
		Median personal income	\$42,439	\$32,667	\$95,000	\$67,885
	ial	Median household income	\$39,667	\$39,167	\$96,806	\$74,338
	Financial	Say they are financially stable (%)	46%	34%	72%	58%
	Fir	Say they can afford childcare (%)	42%	23%	72%	48%
		Have not used food stamps (%)	65%	67%	76%	82%
>	<u>ب</u>	Total time unemployed since high school	11.3 months	17.4 months	9.8 months	10.0 months
Category	Career	Are salaried, not hourly (%)	59%	44%	36%	39%
ate	0	Confident in future career success (%)	74%	52%	89%	77%
ü		Vote in state elections (%)	55%	52%	82%	74%
	Civio	Involved in their religious community (%)	39%	27%	62%	44%
		Volunteer in their community (%)	31%	21%	56%	34%
	n	Average number of children	1.25	1.85	1.82	1.76
	Life Satisfaction	Are married (%)	39%	51%	76%	68%
	atisf	Say they have a great marriage (%)	56%	57%	81%	74%
	ife S	Say they are happy with their life (%)	64%	62%	82%	75%
		Say they are healthy (%)	61%	54%	76%	74%
Ci	cer	Source: Analysis of primary survey data				

## **EXECUTIVE SUMMARY** | Outcomes at a Glance, Clustered by Age

		<b>Indicator</b> A socially desirable life success outcome	Age 18-34 Noncompletion	Age 35-64 Noncompletion	Age 18-34 Completion	Age 35-64 Completion
		Median personal income	\$34,286	\$39,394	\$60,000	\$86,435
	ial	Median household income	\$36,964	\$40,815	\$75,978	\$95,392
	Financial	Say they are financially stable (%)	41%	38%	64%	66%
	Ē	Say they can afford childcare (%)	35%	31%	54%	66%
		Have not used food stamps (%)	71%	63%	78%	79%
>	T	otal time unemployed since high school	9.4 months	18.2 months	8.2 months	10.6 months
Category	Career	Are salaried, not hourly (%)	9%	13%	37%	49%
ate	0	Confident in future career success (%)	73%	55%	87%	82%
Ü	0	Vote in state elections (%)	44%	60%	70%	82%
	Civi Civi	volved in their religious community (%)	35%	31%	51%	55%
		Volunteer in their community (%)	27%	23%	42%	47%
	L	Average number of children	0.98	1.98	1.13	2.11
	actio	Are married (%)	31%	55%	64%	76%
	Life Satisfaction	Say they have a great marriage (%)	53%	59%	78%	78%
	ife S	Say they are happy with their life (%)	59%	65%	78%	79%
		Say they are healthy (%)	59%	56%	80%	73%
Cı	cere	Source: Analysis of primary survey data				

## **EXECUTIVE SUMMARY** | Outcomes at a Glance, Clustered by Race

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

## **EXECUTIVE SUMMARY** | Outcomes at a Glance, Urban vs Rural

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

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Source: Analysis of primary survey data; Urban: Davis, Salt Lake, Utah, Weber Counties; Rural: All other Utah Counties. <u>Utah.gov</u>

## **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.* 

### X 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 moreeducated neighbors, just as they did in 2011.



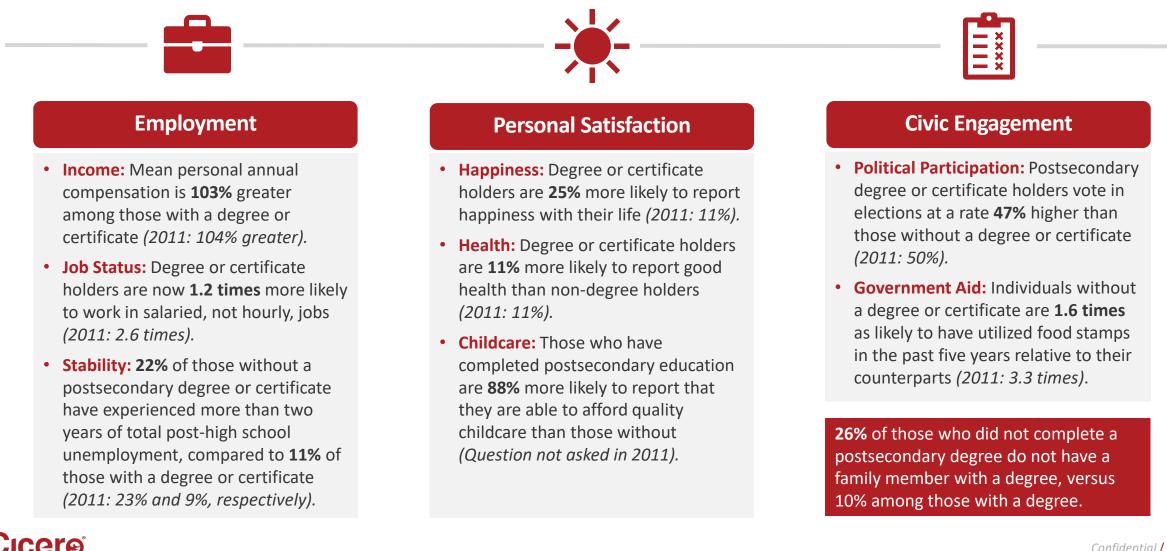
Those who do not attend college, or fail to complete college, still say they regret that decision.

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

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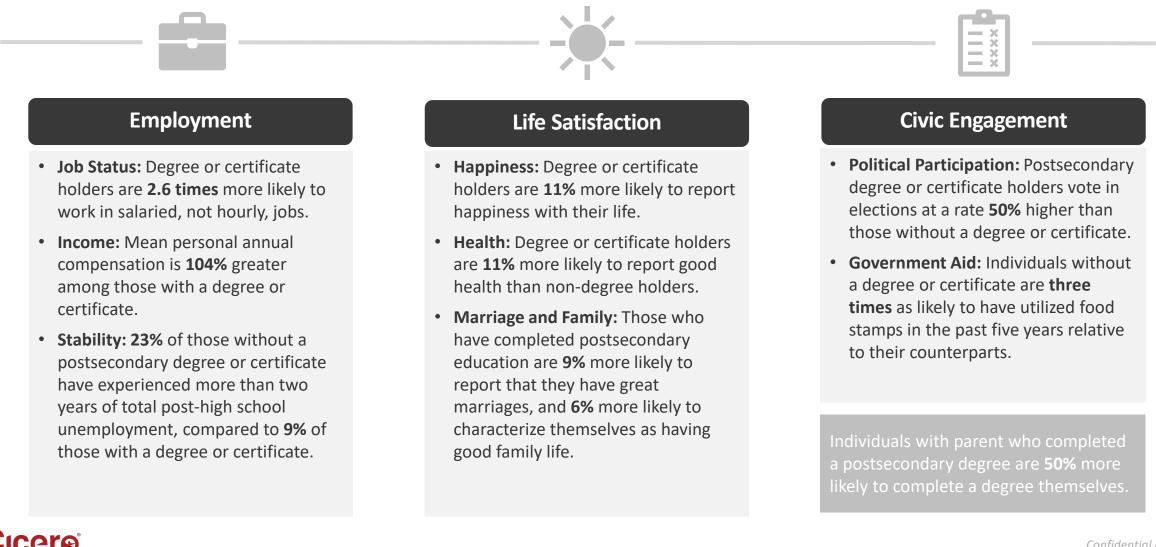
## **EXECUTIVE SUMMARY** | Key Findings From This (2023) Study

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.

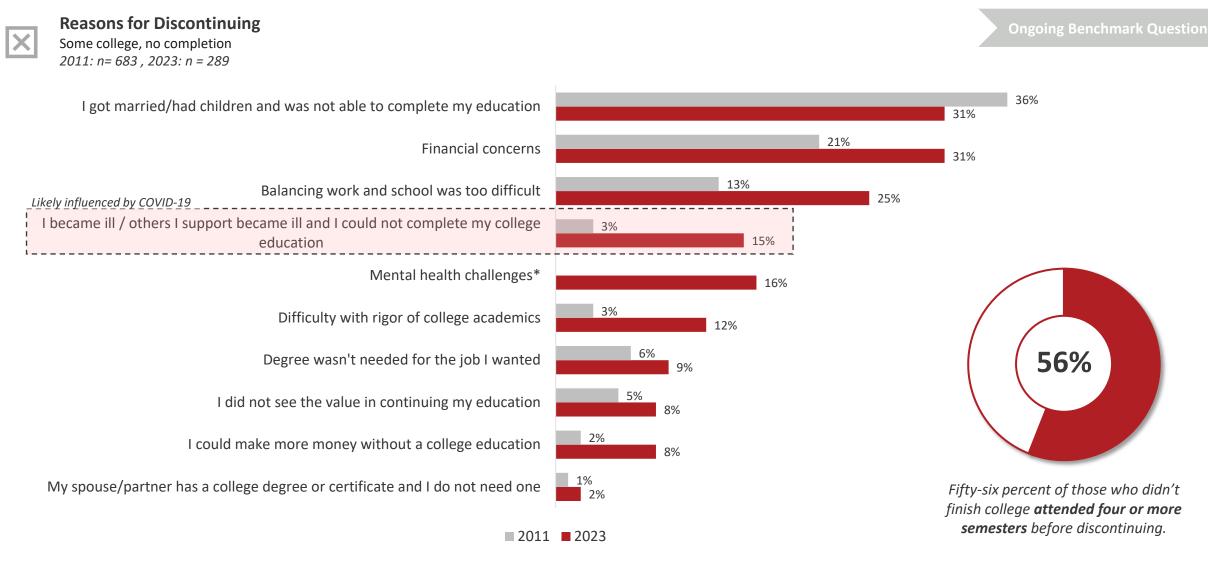


## **EXECUTIVE SUMMARY** | Key Findings From Previous (2011) Study

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.



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



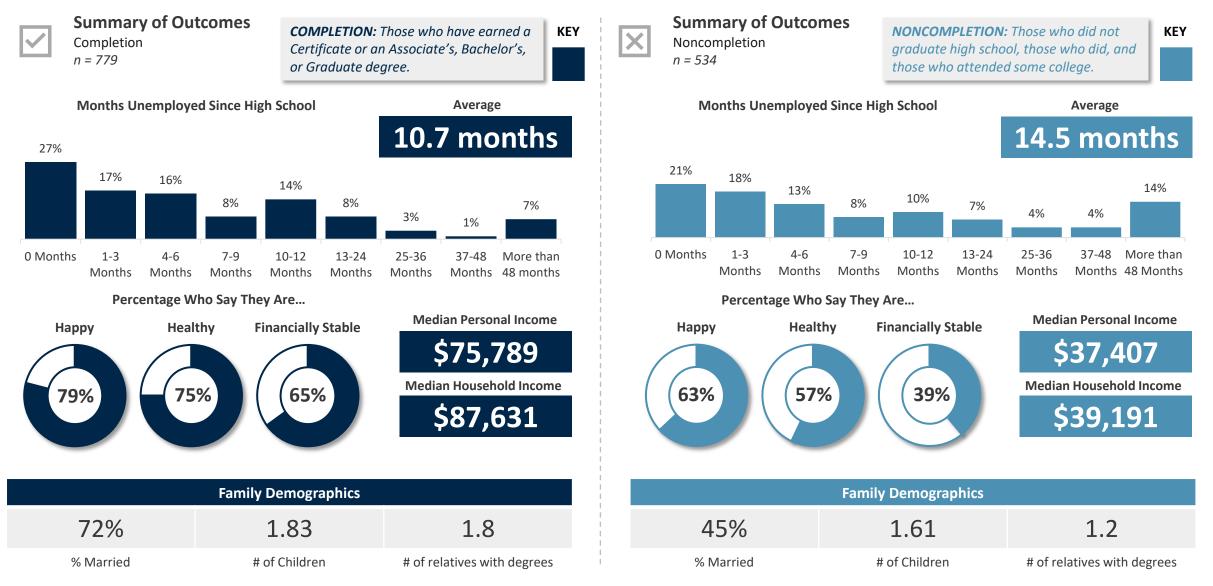
\* Not included as a response option in 2011

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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? Confidential / 18

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



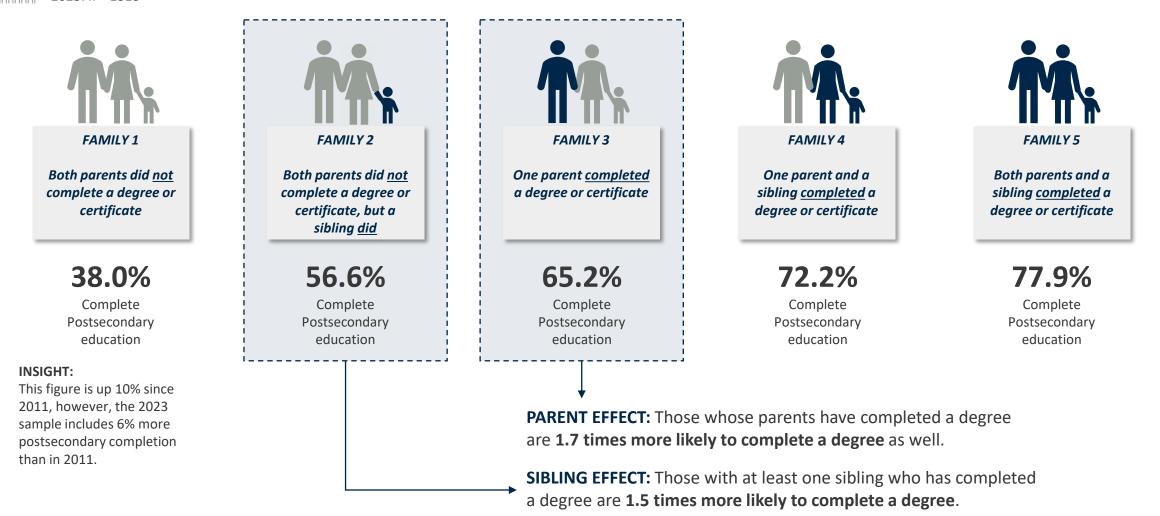
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Postsecondary achievement by both parents and siblings continues to have a notable impact on the likelihood of an individual's educational attainment.



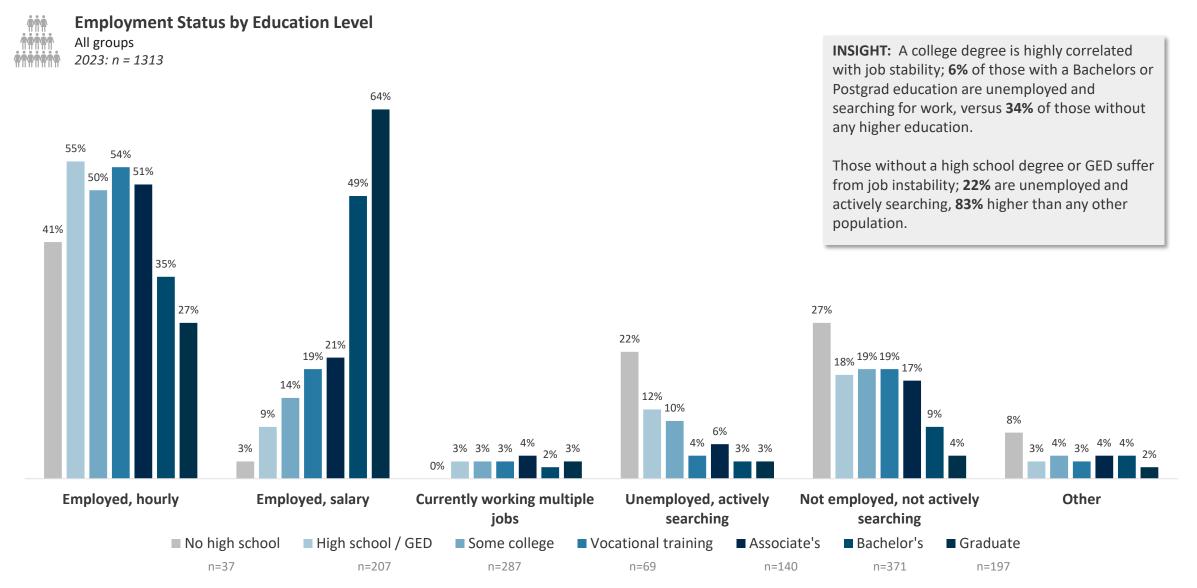
Impact of Family on Degree/Certificate Attainment

All groups 2023: n = 1313





Q38: Which of your following relatives have obtained a college degree (e.g., certificate program, trade school, community college, or university)? Note: Family 2 and Family 3 were reversed in the 2011 edition of this study. 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.



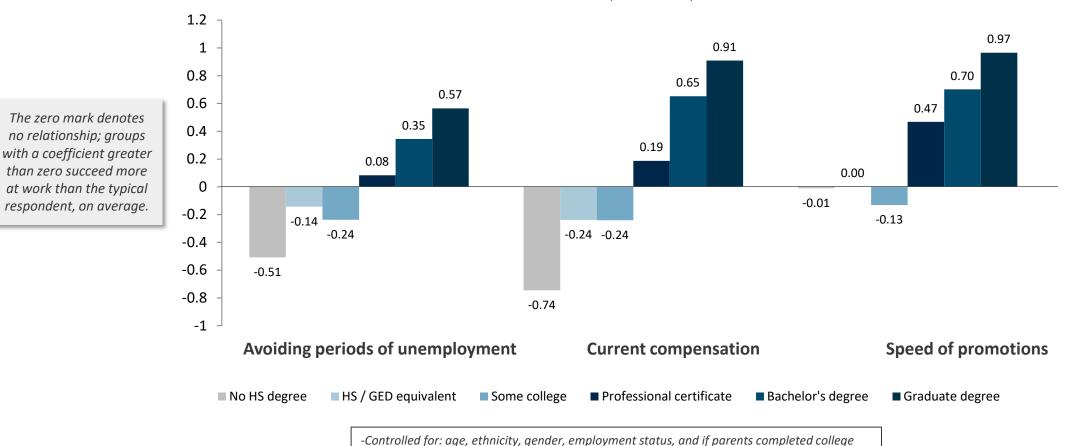
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# There remains a significant link between educational attainment and career success factors such as avoiding unemployment and being promoted more quickly.



Influence of Higher Education on Career Factors

All groups 2023: n = 1313



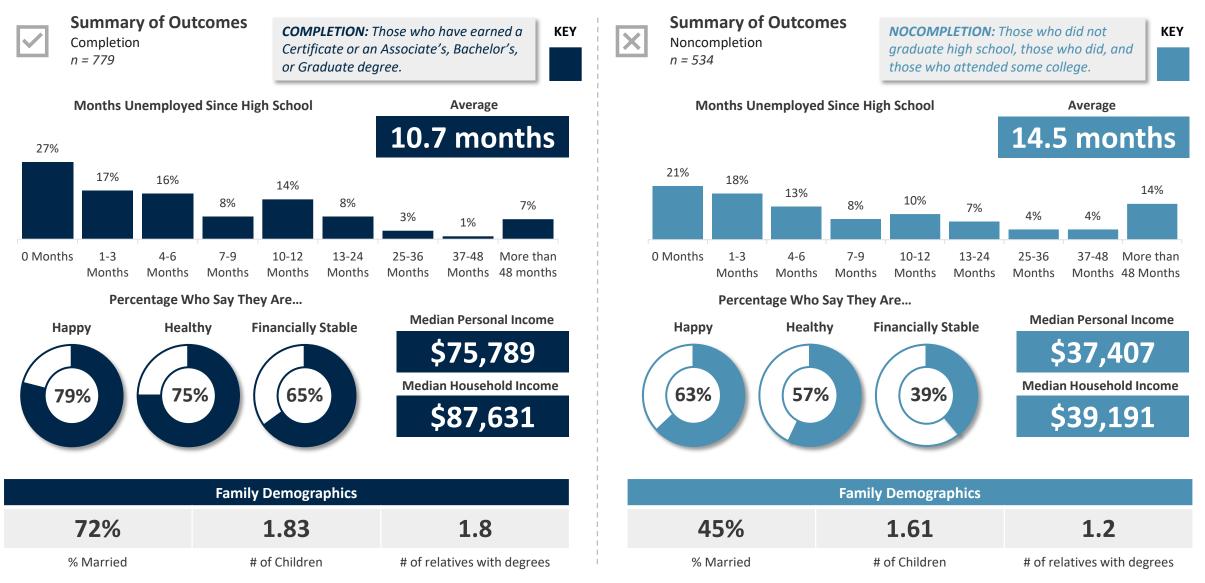
Regression Analysis (Coefficients)

## Completion vs. Noncompletion

Direct population comparisons

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



Refer to subsequent slides for data sources

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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.





#### Completion n = 773

		ſ	Disagree	Agree		COMPLETION
	I have job security	9%	80%	I am happy with my life	11%	79%
dol	I am satisfied with my job	11%	78%	I have a good personal life	11%	78%
	I have potential for job advancement	14%	73%	I have a quality healthcare plan	14%	75%
	I do not feel trapped by my job	18% 68	3%	I am healthy	14%	75%
	I want my children/grandchildren to attend college	7%	78%	A trade certificate is necessary to compete in the world today	13%	68%
Family	I have a great marriage	12%	78%	An Associate's degree is necessary to compete in the world today	22%	55%
Fan	I am satisfied with the current amount of time I have had with my family/friends	17% 7	0%	A Bachelor's degree is necessary to compete in the world today	19%	63%
	I am able to afford quality childcare	21% 62%		A Graduate degree is necessary to complete in the world today	23%	55%
eer	I am happy with the experiences I've had in my career	12%	75%	I am financially stable	22%	65%
Career	I have had a successful career	14% 7	'0%			

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\* "Agree" includes those who chose "strongly agree" or "agree", while "disagree" counts those who chose "strongly disagree" or "disagree". Q31: Please rate the extent to which you agree with the following statements with 1 being "strongly disagree" and 5 being "strongly agree". 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	
	I have job security	19% 58%		I am happy with my life	22%	63%	less
dol	I am satisfied with my job	21% 63	3%	I have a good personal life	20%	64%	Happiness
Jo	I have potential for job advancement	19% 619	%	I have a quality healthcare plan	24%	57%	Health and
	I do not feel trapped by my job	22% 58%		I am healthy	22%	57%	Неа
	I want my children/grandchildren to attend college	7%	71%	A trade certificate is necessary to compete in the world today	21%	53%	ion
Family	I have a great marriage	22% 57%		An Associate's degree is necessary to compete in the world today	32%	38%	Education
Fan	I am satisfied with the current amount of time I have had with my family/friends	26% 56%		A Bachelor's degree is necessary to compete in the world today	33%	40%	ıe of an
	I am able to afford quality childcare	38% 33%		A Graduate degree is necessary to complete in the world today	34%	36%	Value
eer	I am happy with the experiences I've had in my career	20% 57%		I am financially stable	42%	39%	S
Career	I have had a successful career	32% 45%					Career

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\* "Agree" includes those who chose "strongly agree" or "agree", while "disagree" counts those who chose "strongly disagree" or "disagree". Q31: Please rate the extent to which you agree with the following statements with 1 being "strongly disagree" and 5 being "strongly agree".

# 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.

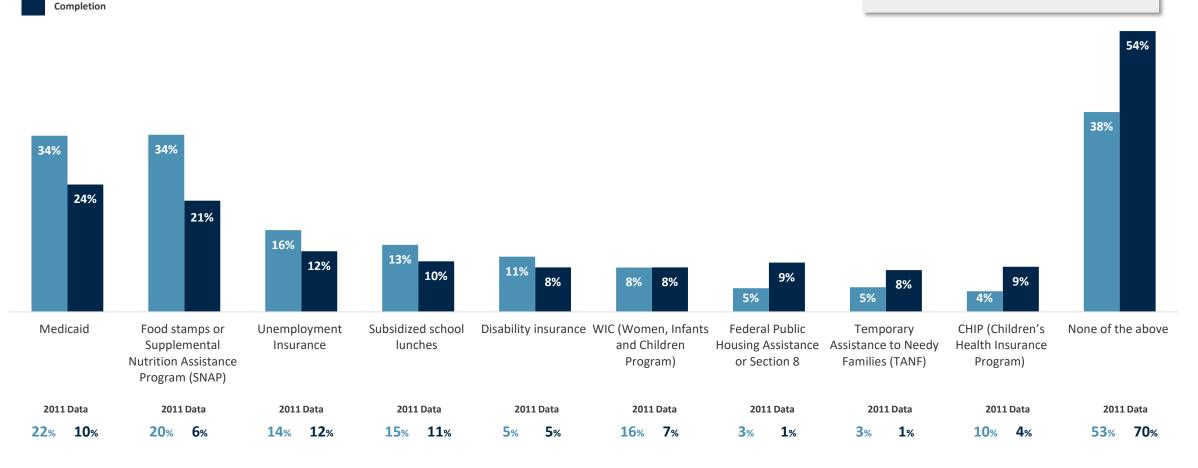


Noncompletion

**Government Assistance Utilized in the Past Five Years** 

Completion vs. Noncompletion Noncompletion: n = 533, Completion: n= 779

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

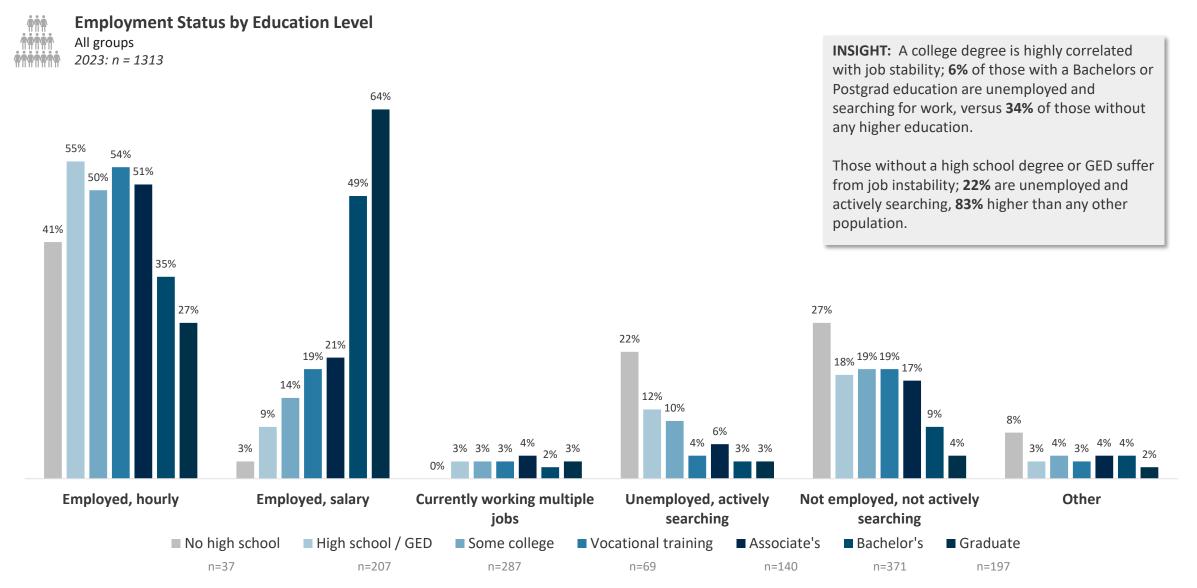




# Career Employment

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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.



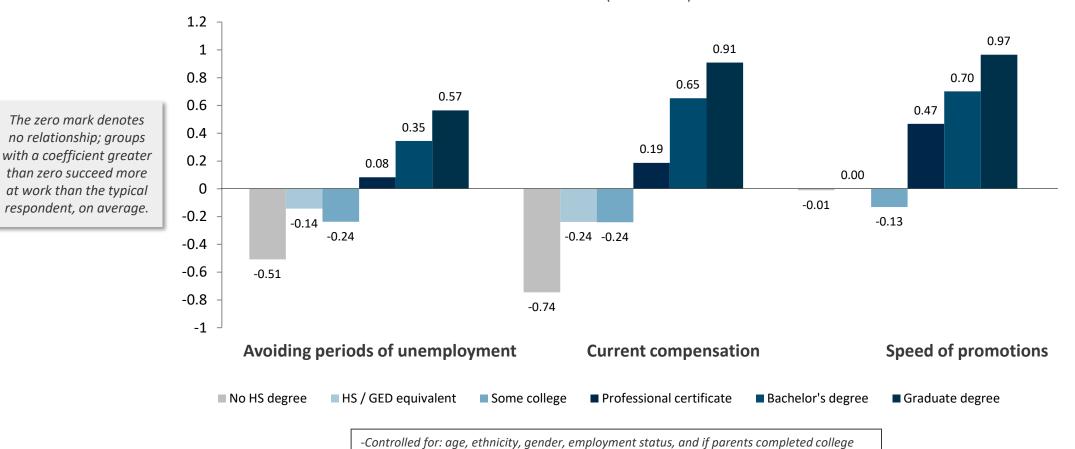
Cicere

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



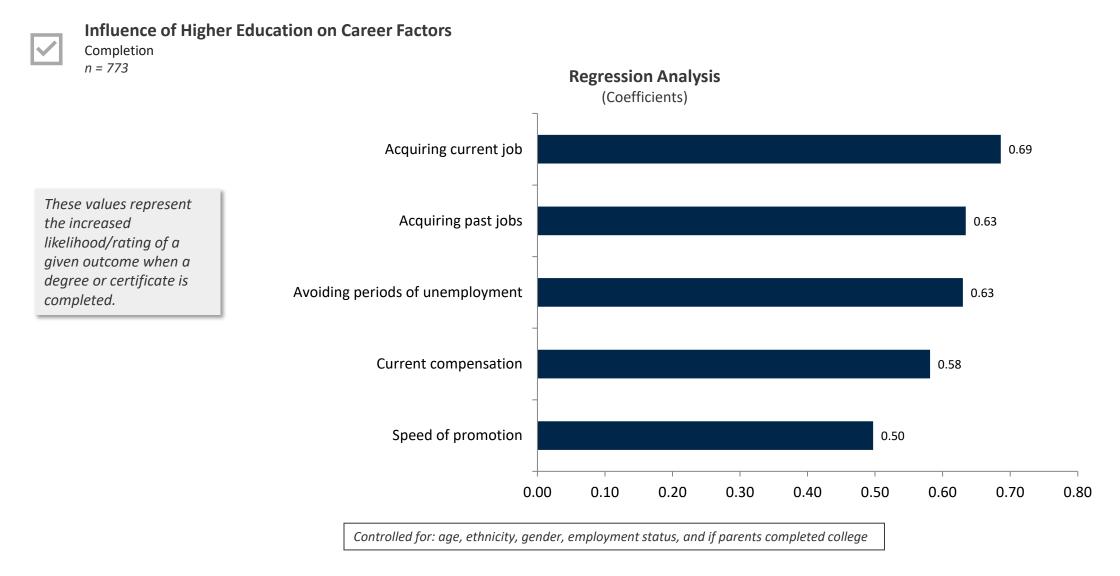
Influence of Higher Education on Career Factors

All groups 2023: n = 1313

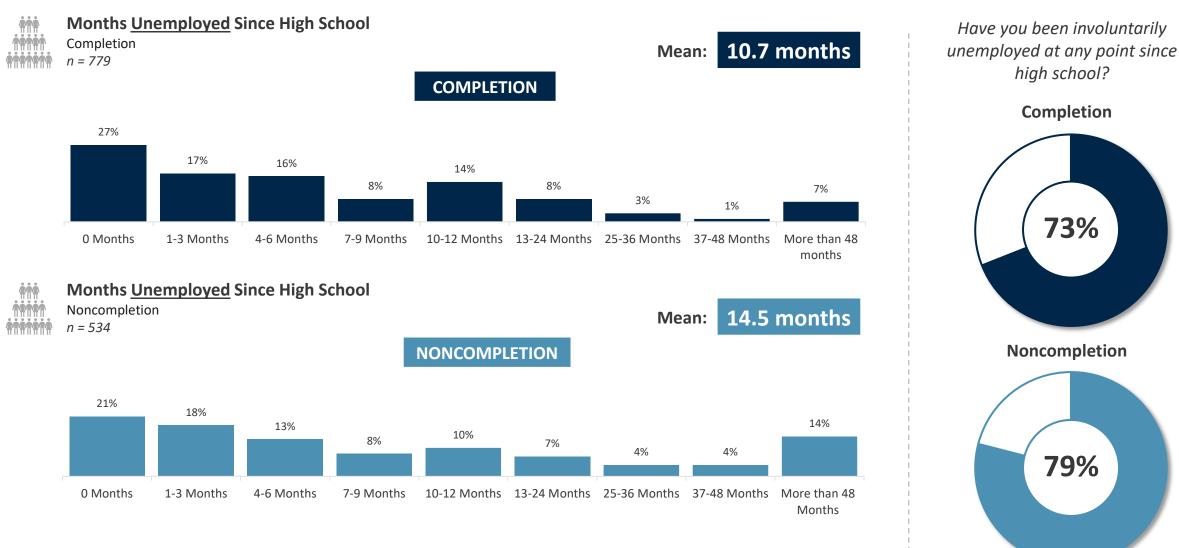


Regression Analysis (Coefficients)

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

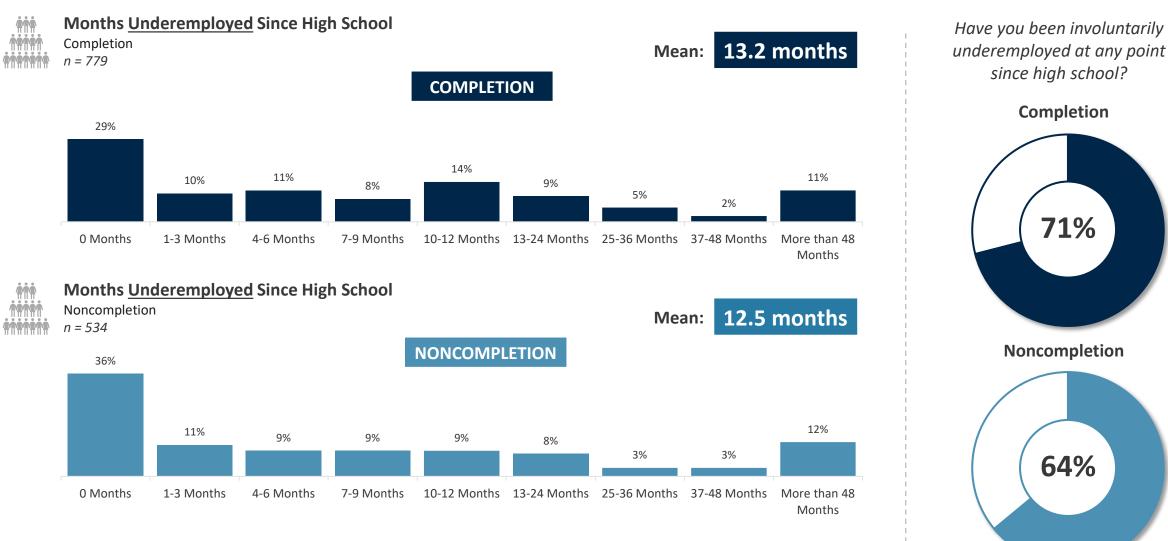


Those who have not completed postsecondary education are involuntarily unemployed for longer periods of time than postsecondary graduates.



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)?

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

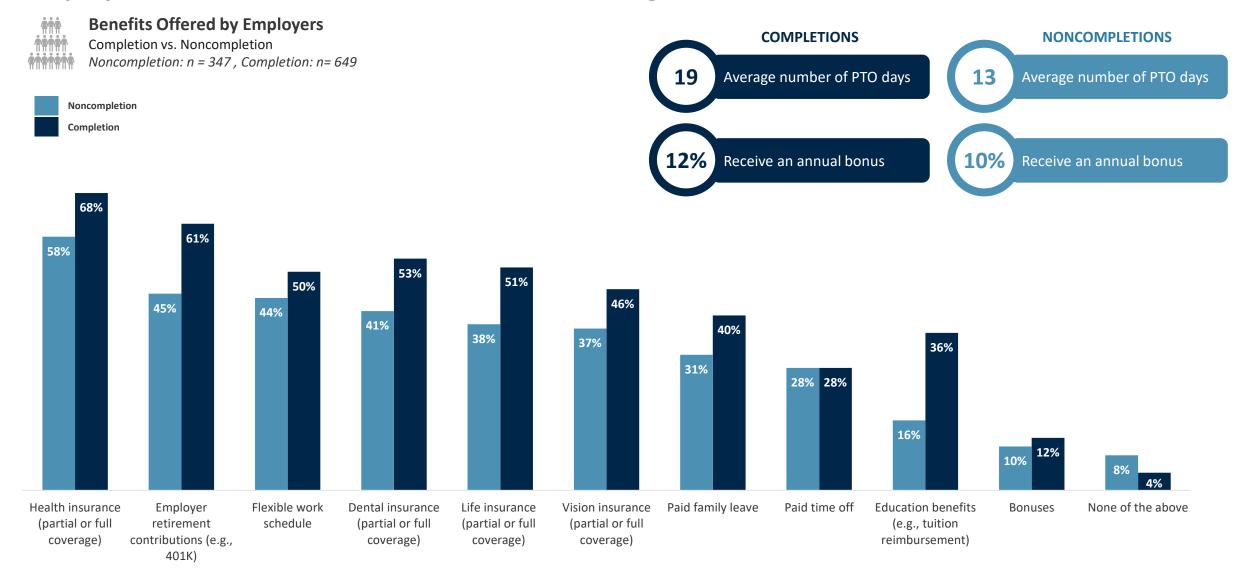


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Q30: Since high school, approximately how many months total have you felt as if you were involuntarily underemployed (you were overqualified for the job you were fulfilling)?

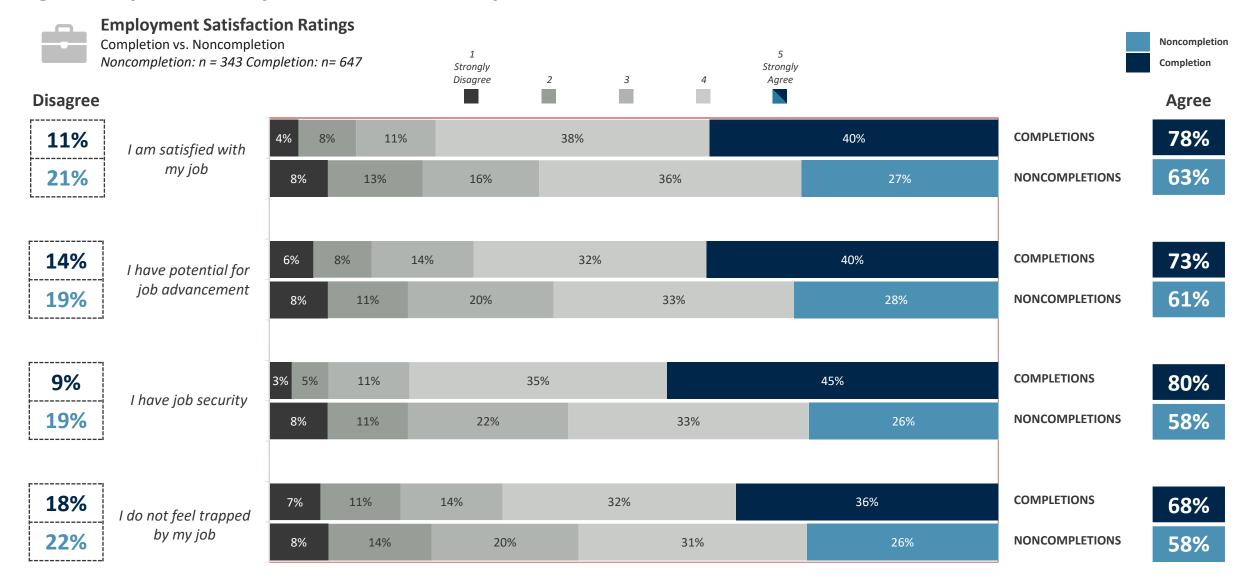
Confidential / 33

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.



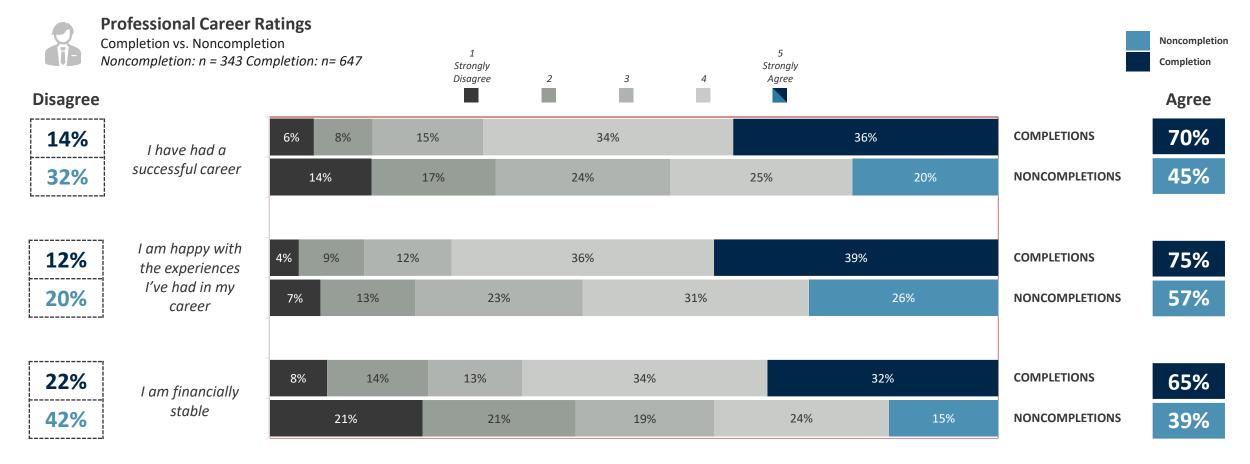
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Those with postsecondary degrees or certificates feel more fulfilled at work and experience greater job security, satisfaction, and potential for advancement.



Q31: Please rate the extent to which you agree with the following statements with 1 being "strongly disagree" and 5 being "strongly agree".

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



#### Percentage who are confident in their future career success

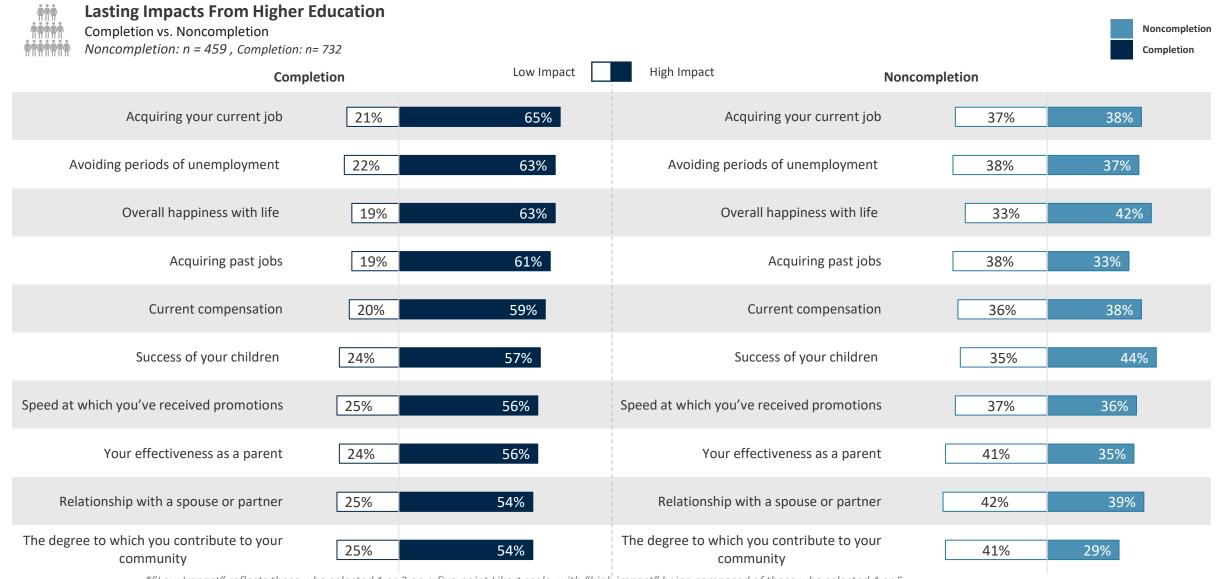
No high school	High school/GED	Some college	Training Certificate	Associate's	Bachelor's	Graduate
57%	64%	63%	76%	73%	86%	89%

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Q25: How confident are you in your future career success?

Q31: Please rate the extent to which you agree with the following statements with 1 being "strongly disagree" and 5 being "strongly agree".

## 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.



Cicero

\*"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?

Confidential / 37

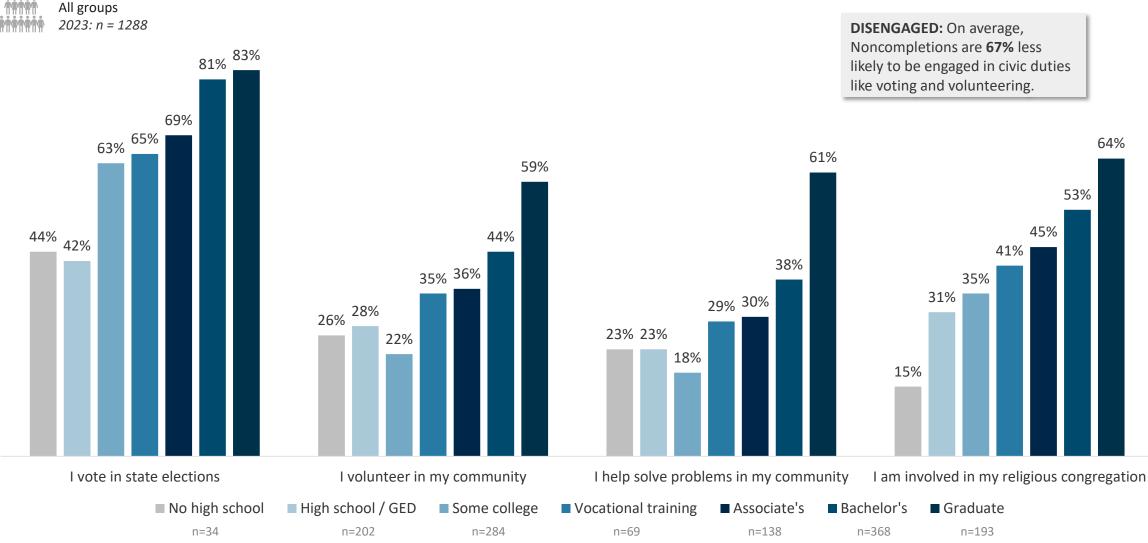
### Civic Engagement

### Cicero

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** 



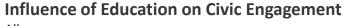


\*Percentages reflect those who chose "always" or "often" in response to this question. Q33: Please rate the frequency with which you engage in the following activities using a 1-5 scale, with 1 being "never" and 5 being "always".

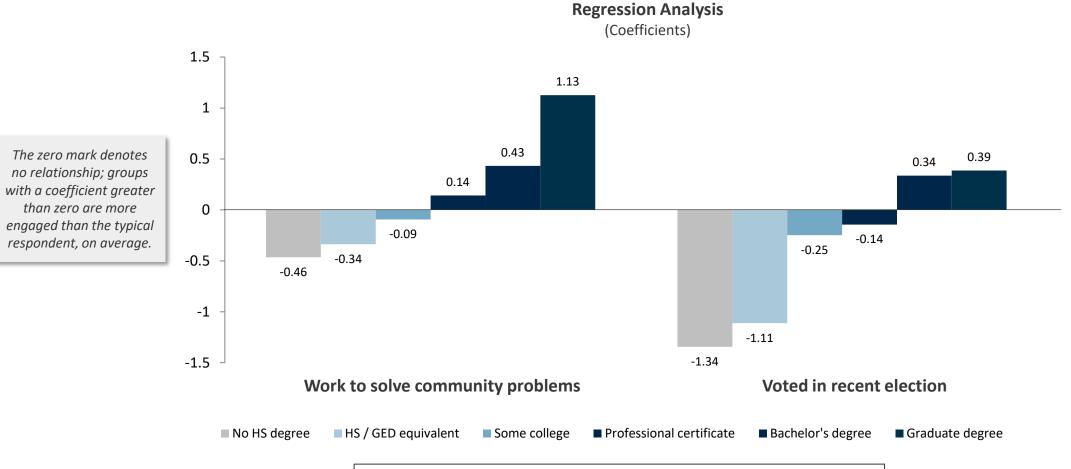
## Level of education is a strong predictor of a given person's level of community involvement and likelihood of being an active voter.



Cicerø



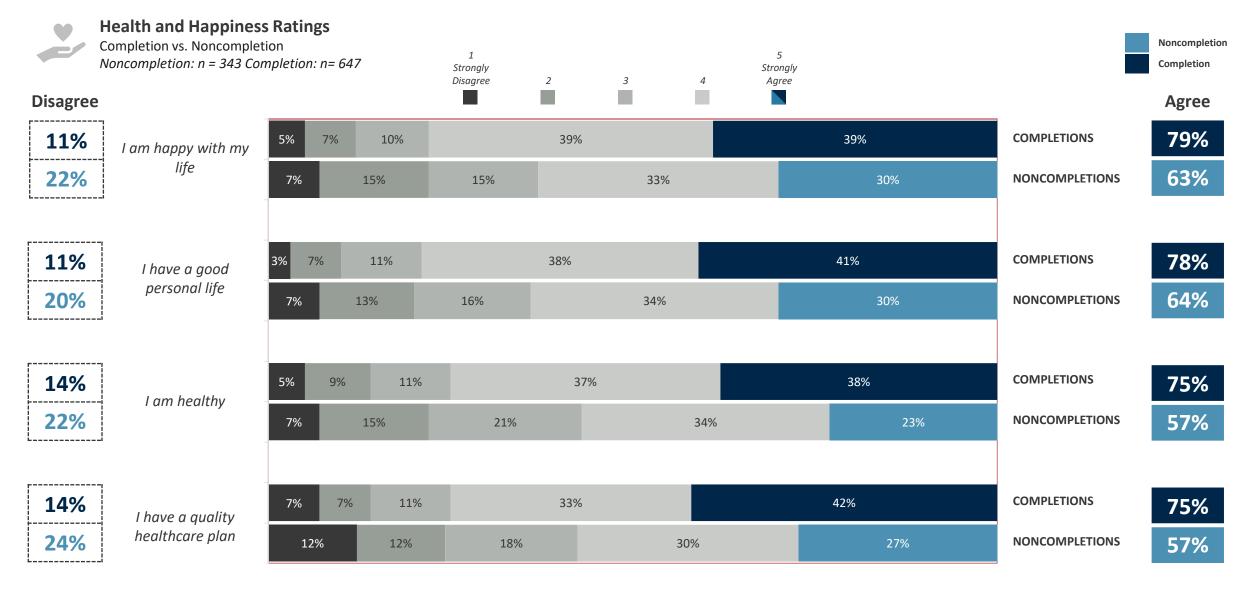
All groups 2023: n = 1313



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

## Family and Wellness

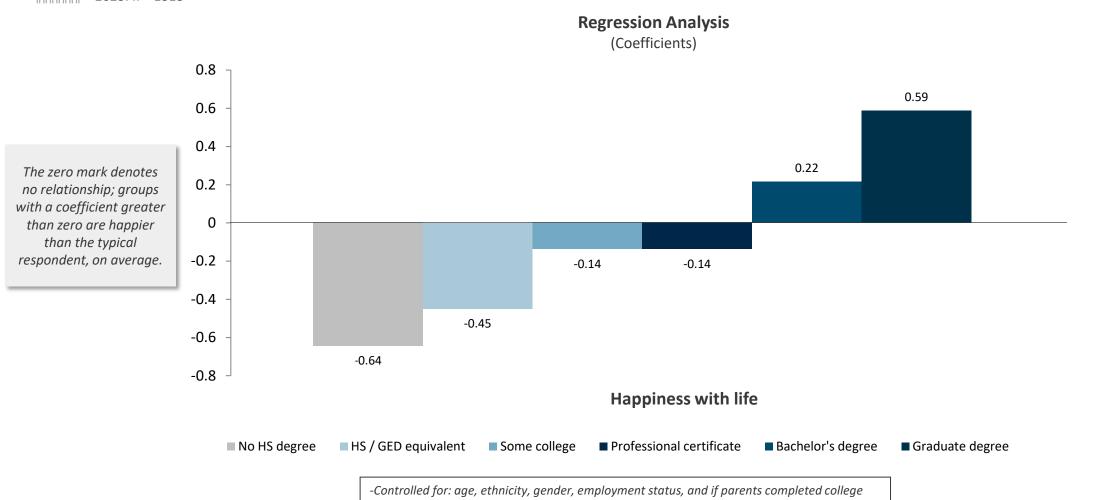
### Education exhibits a direct correlation with self-reported health and happiness.



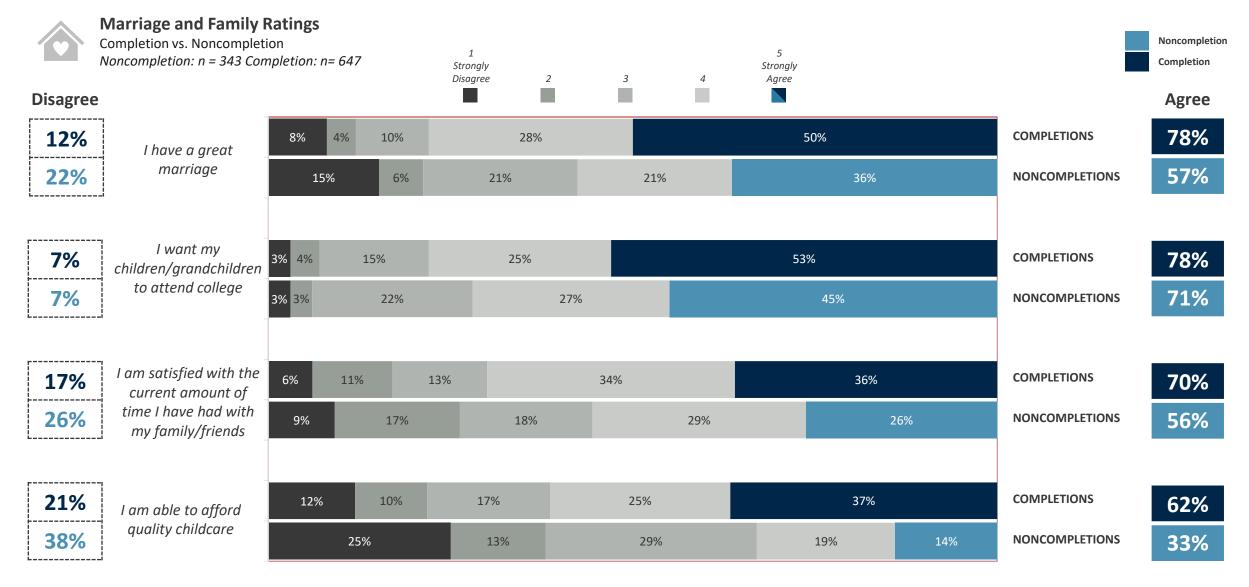
## Those with Bachelor's and Graduate degrees are significantly more likely than their peers to be happy with their life.

Influence of Education on Personal Happiness

All groups 2023: n = 1313

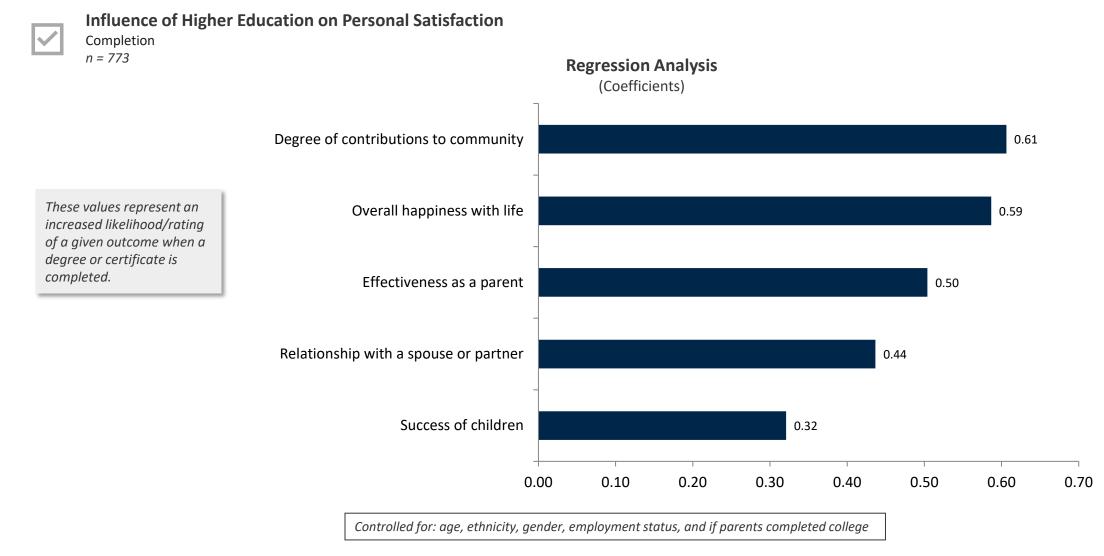


Individuals with higher education are more likely to report success in their personal life – they also have significantly greater access to affordable, quality childcare.



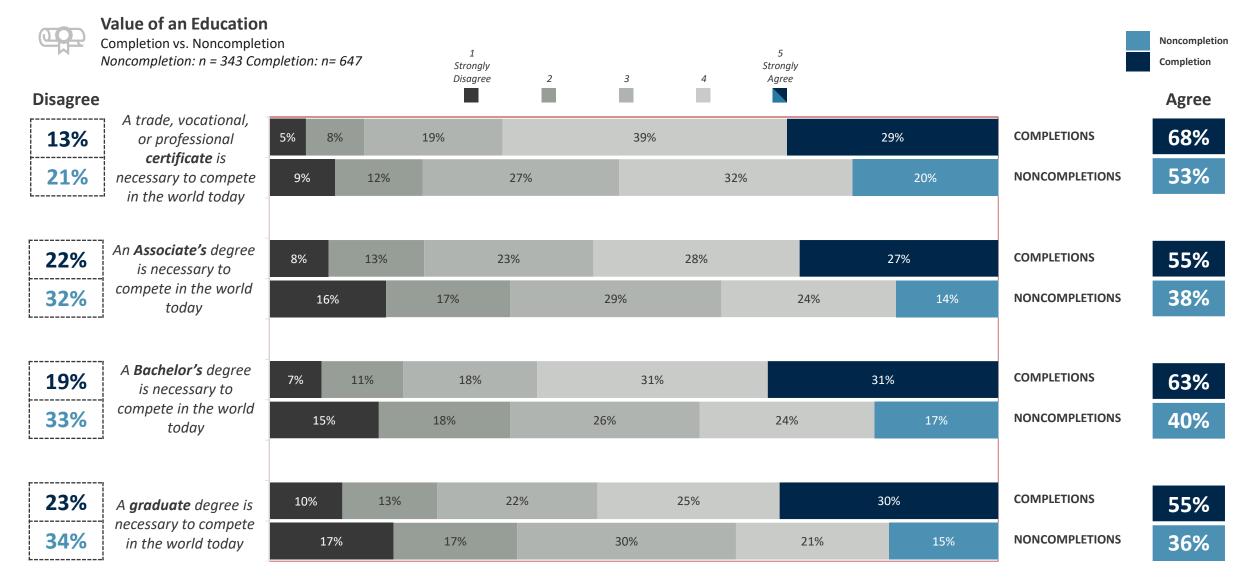


## Postsecondary education has spillover effects that strengthen the bonds between parents, children, and the wider community.



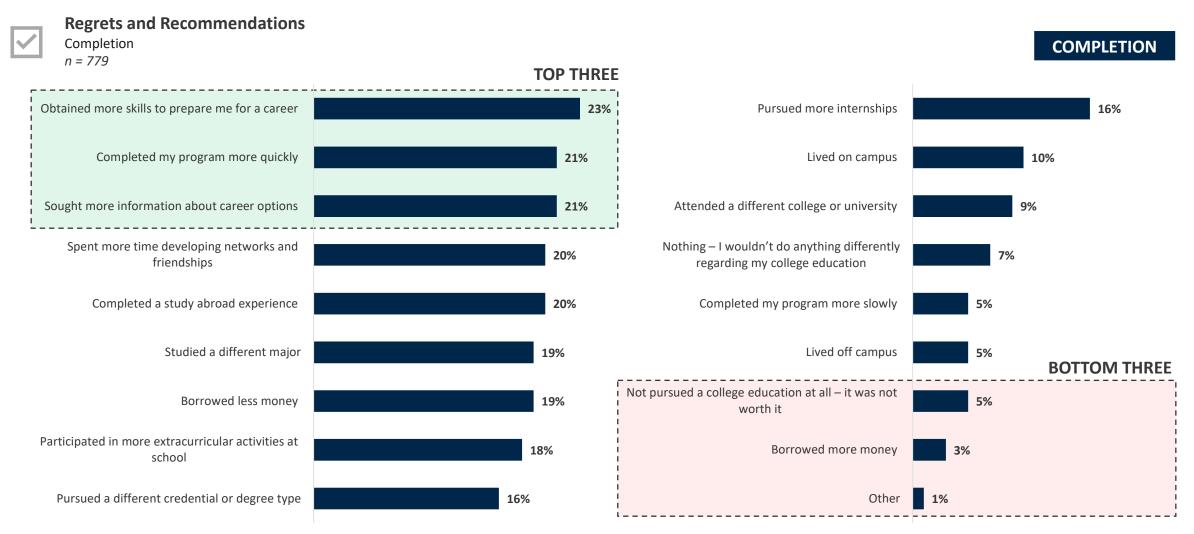
## Perspectives on Education

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

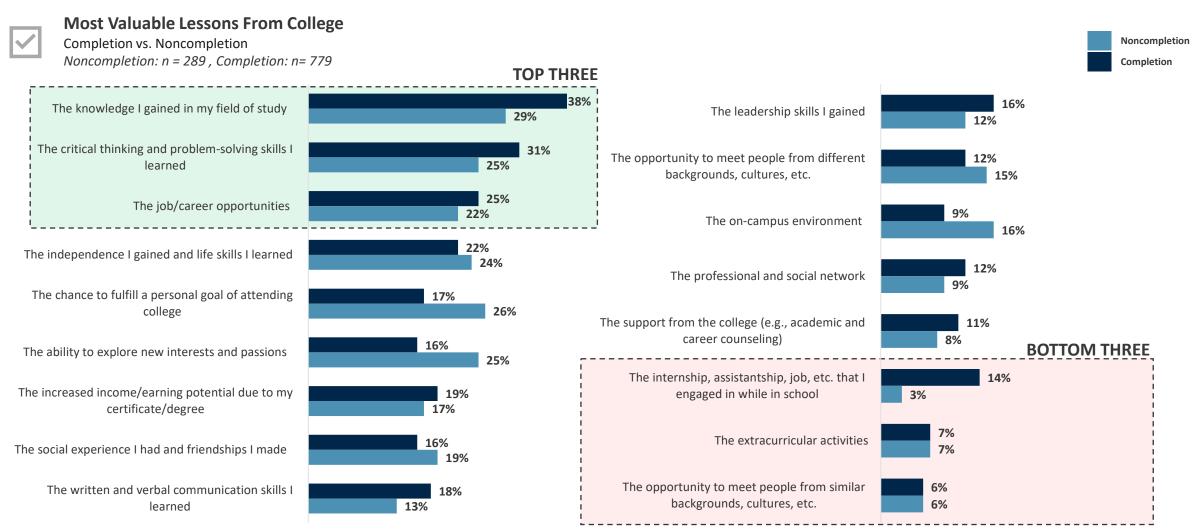


Cicero

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.



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.

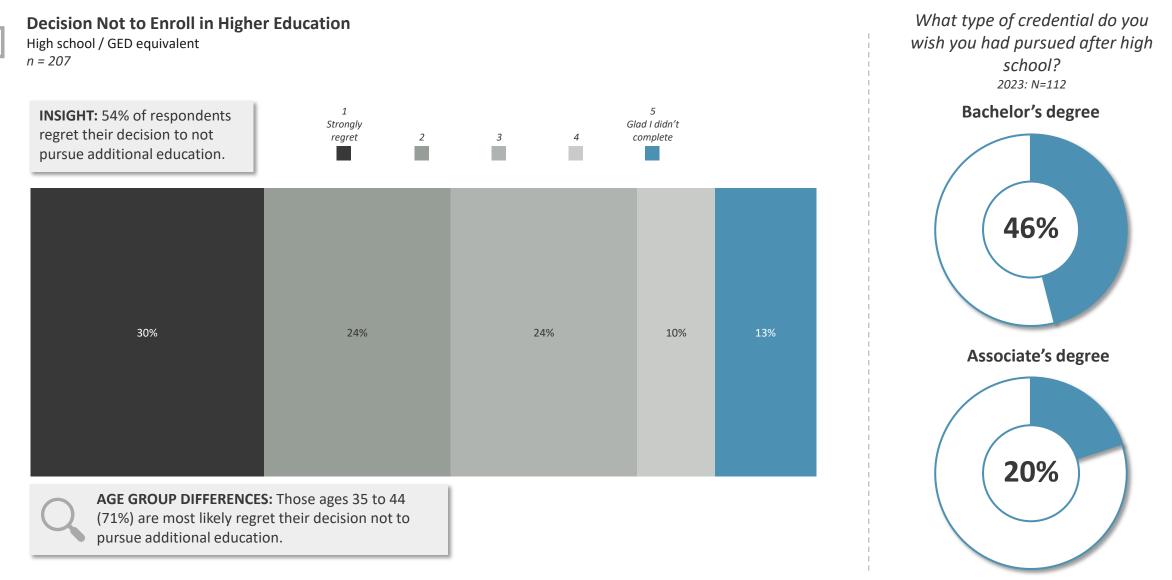


## Noncompletion

Population summary

### Cicerø

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.



Cicero

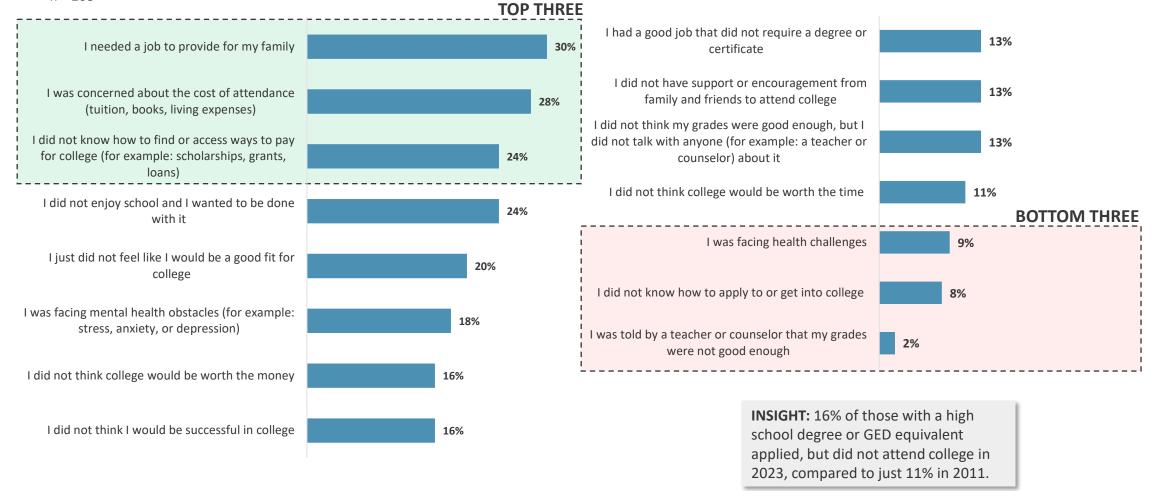
X

Q12.2: How would you describe your feelings today about your decision not to pursue additional education after high school? Q12.3: What type of credential do you wish you had pursued after high school?

## 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** 

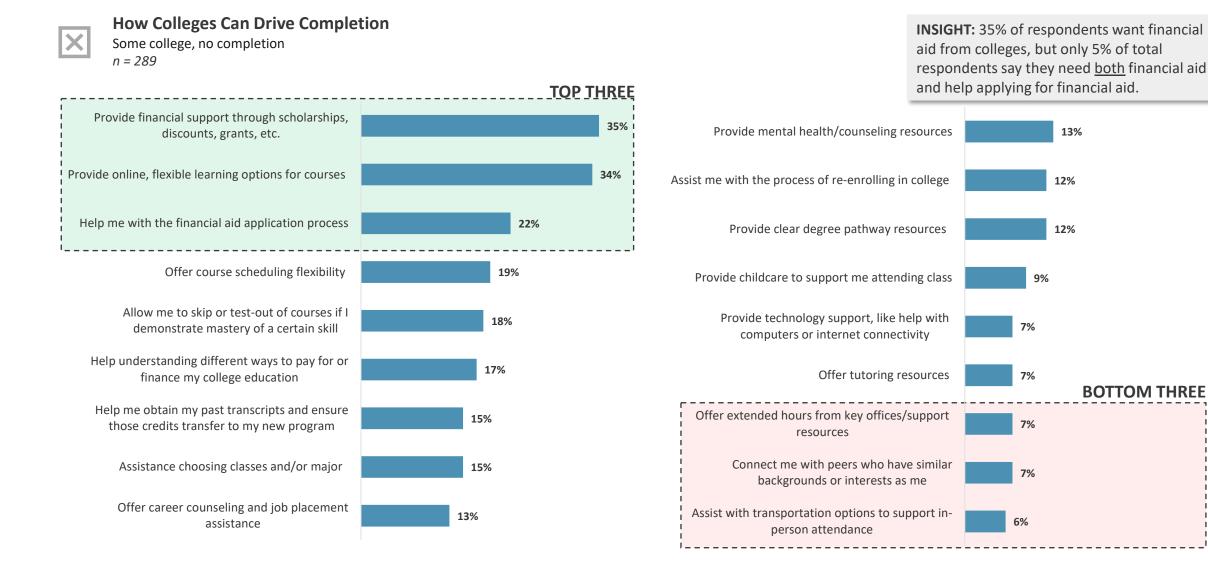
Graduated high school, no college n = 208



Cicero

Q12: Which of the following best describes your experience with college education (e.g., certificate program, trade school, community college, or university)? Q12.1: At the time you completed high school or GED equivalent, which of the following factors contributed to your decision to not pursue additional education?

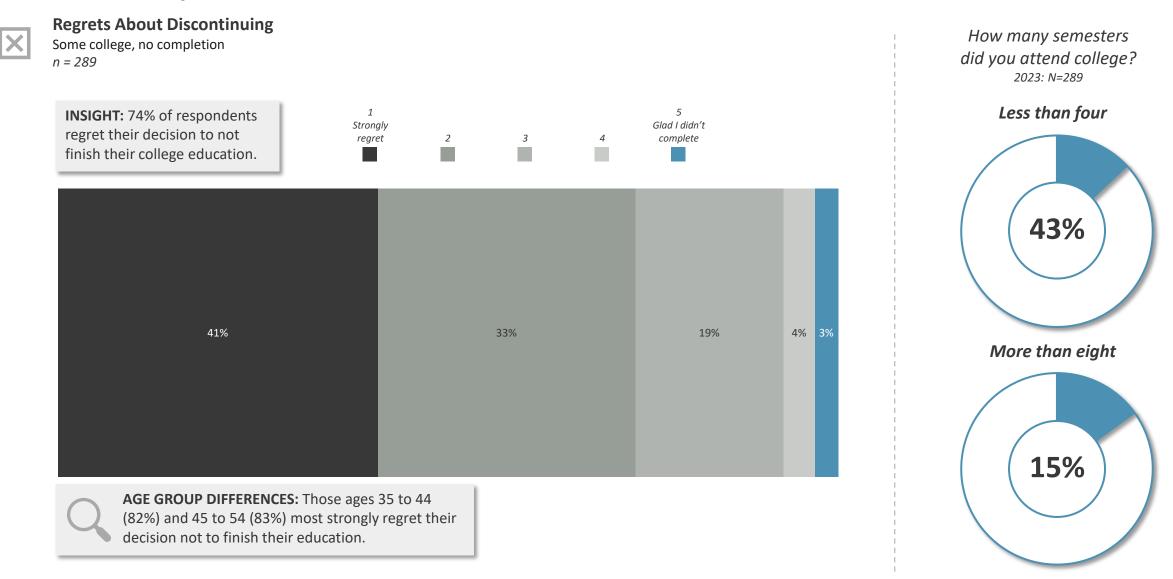
## Institutions can help high school graduates attend college by providing financial support, offering course flexibility, and helping with the financial aid application process.



Q14: What are the three most helpful things that a college could do to help you complete your degree or certificate?

icerø

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



Cicere

Q11: For how many semesters did you attend college (e.g., certificate program, trade school, community college, or university? Q13.1: How would you describe your feelings today about not completing a college degree or certificate?

## Hispanic/Latinx

Population summary

### Cicerø

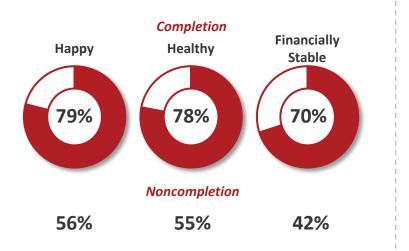
Hispanic/Latinx persons with a postsecondary degree or certification also exhibit better life outcomes but are more skeptical of the value proposition of college.





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

**Completion Average** 



General population: 10.7 months

Noncompletion Average

13.4 months

General population: 14.5 months



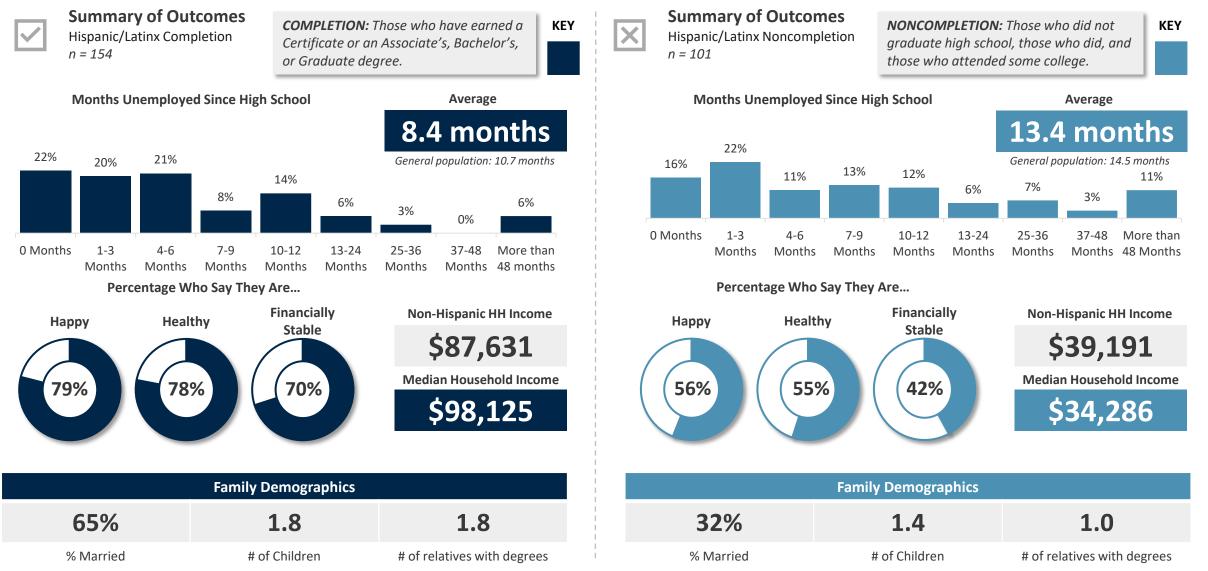
Opinions on the Value of Education

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<br/>compete in the world todayPercentage<br/>difference from the<br/>overall populationTrade 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.





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

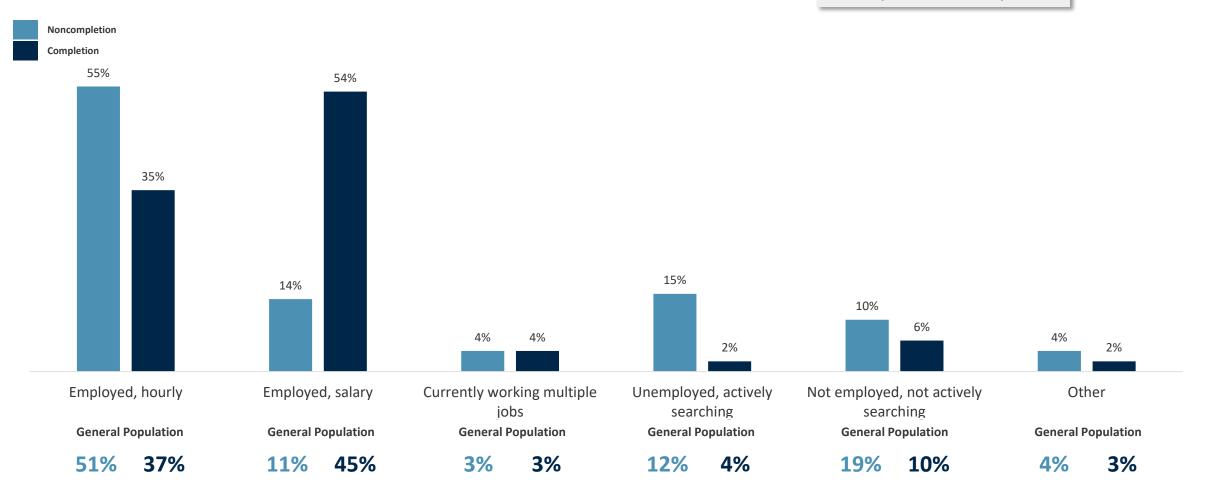




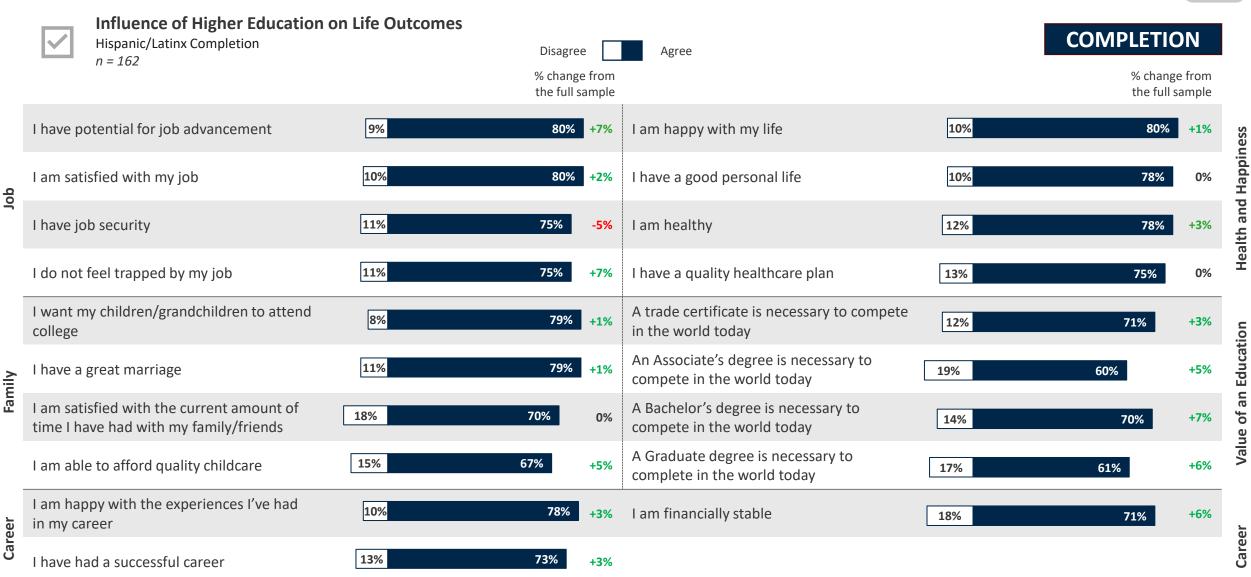
Hispanic/Latinx Employment Status by Education Level Hispanic/Latinx Completion vs. Noncompletion

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.



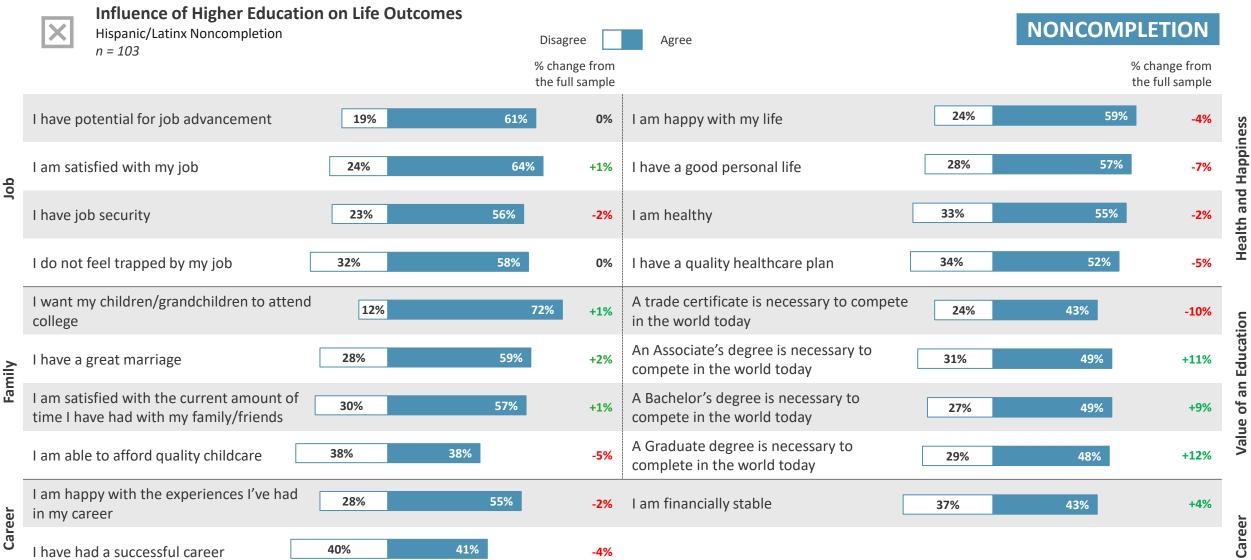
Cicere

\* "Agree" includes those who chose "strongly agree" or "agree", while "disagree" counts those who chose "strongly disagree" or "disagree". \*\* Options are displayed in an order mirroring the full sample population for ease of comparison across groups.

Q31: Please rate the extent to which you agree with the following statements with 1 being "strongly disagree" and 5 being "strongly agree".

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





Cicere

\* "Agree" includes those who chose "strongly agree" or "agree", while "disagree" counts those who chose "strongly disagree" or "disagree". \*\* Options are displayed in an order mirroring the full sample population for ease of comparison across groups.

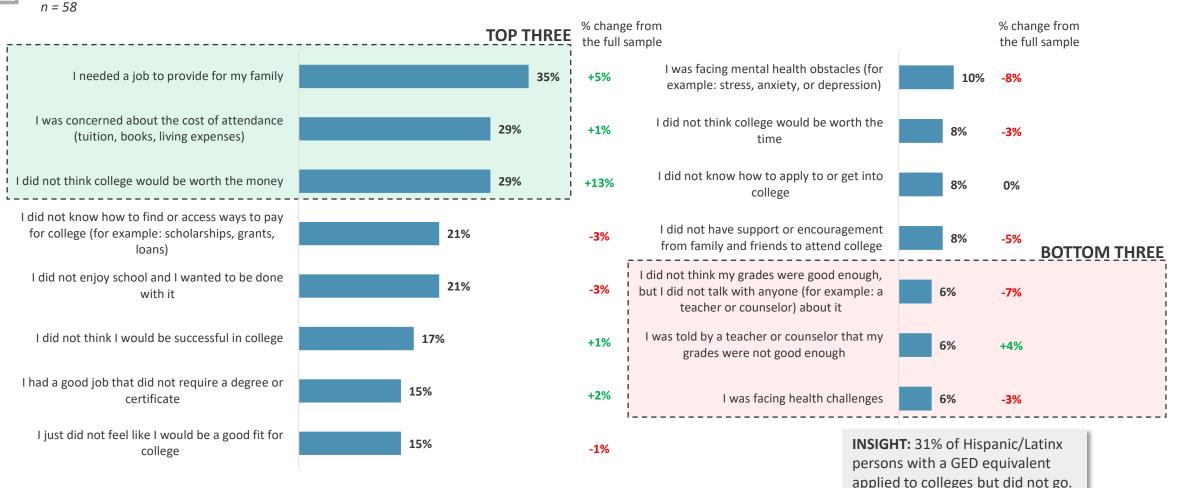
Q31: Please rate the extent to which you agree with the following statements with 1 being "strongly disagree" and 5 being "strongly agree".

# 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



Cicero

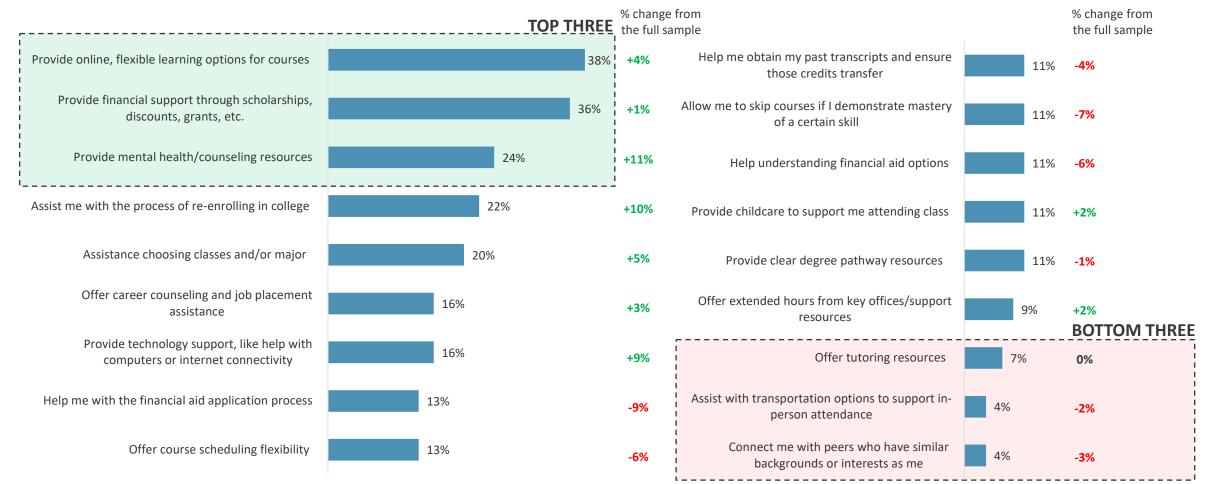
Q12: Which of the following best describes your experience with college education (e.g., certificate program, trade school, community college, or university)? Q12.1: At the time you completed high school or GED equivalent, which of the following factors contributed to your decision to not pursue additional education? 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

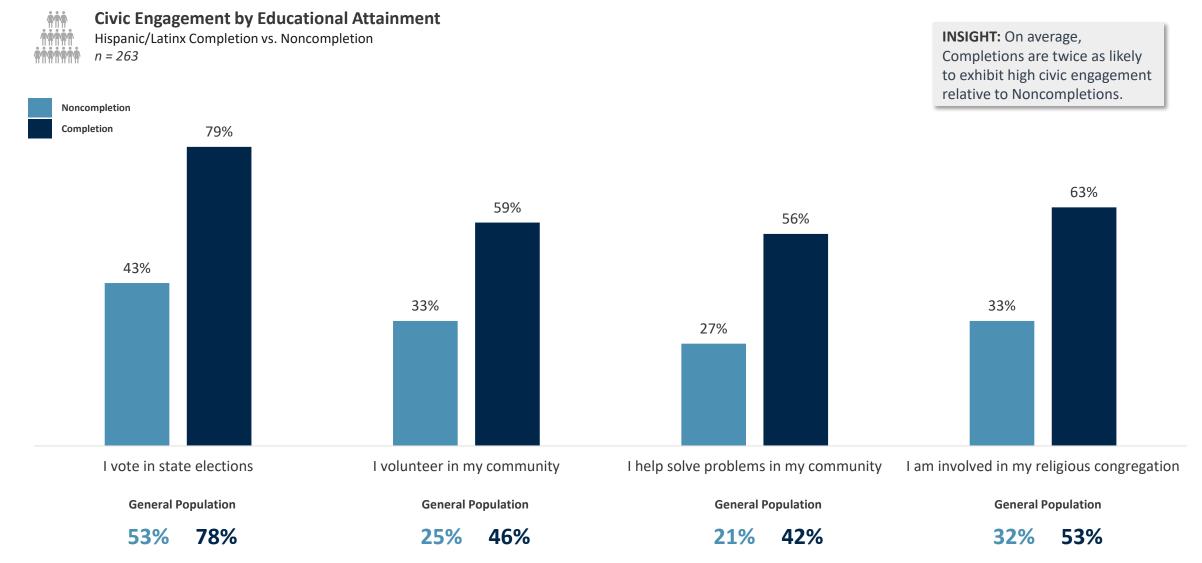
X

Hispanic/Latinx graduated high school, no college n = 45



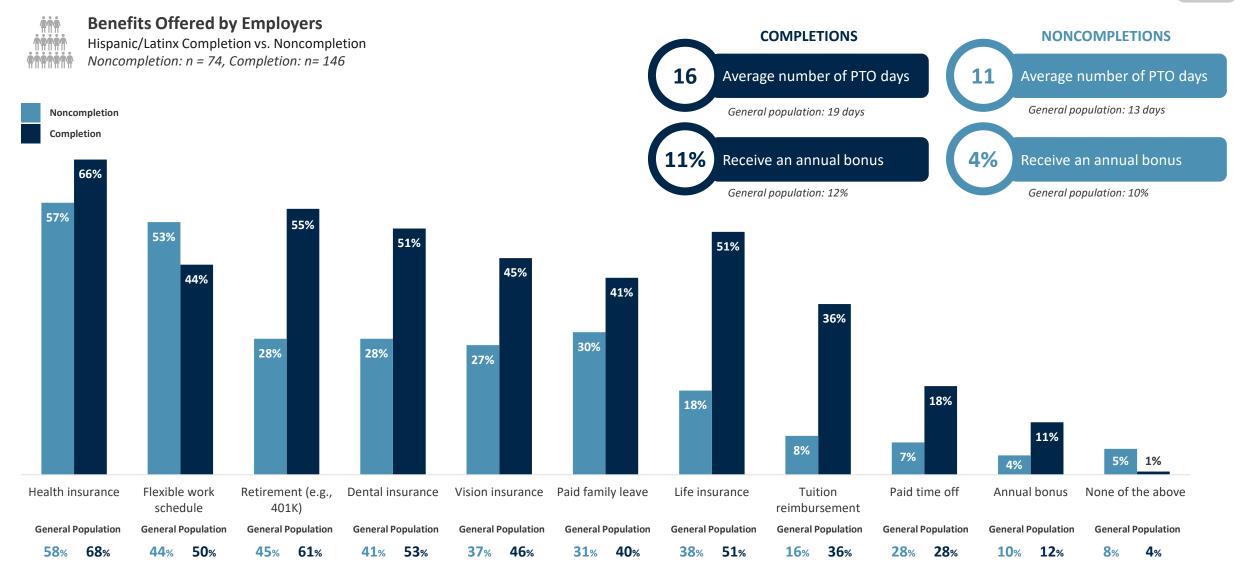
# Educational attainment is highly correlated with civic engagement. Those who are highly educated are most likely to be involved in communities, congregations, and caucuses.





CICCIOS 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".

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



## Survey Benchmarks

Comparison with 2011 data

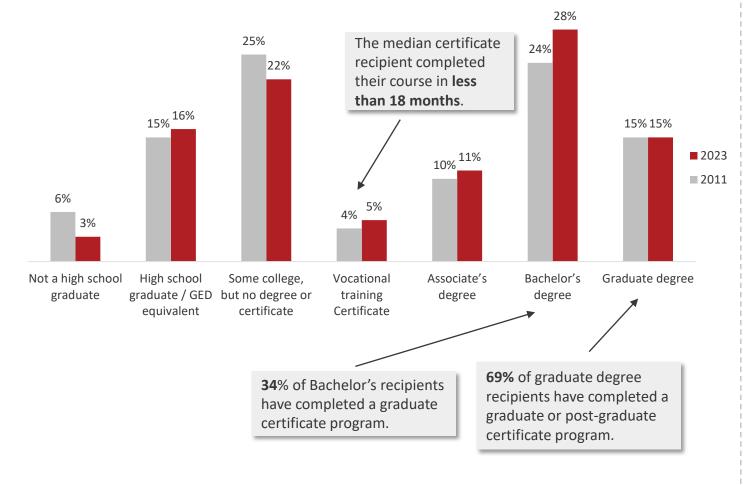
### Cicerø

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

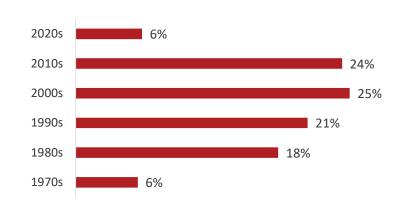


### **Educational Attainment**

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

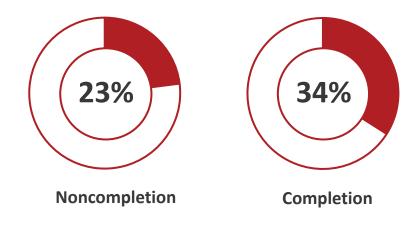








Noncompletion: n = 534, Completion: n = 779



### Cicerø

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* 

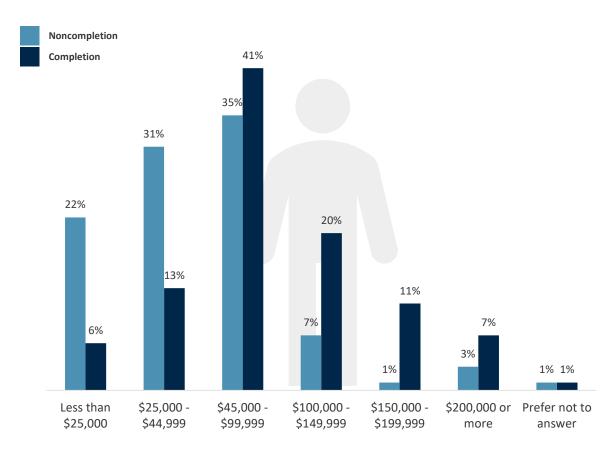
### As in 2011, those with a postsecondary degree or certificate earn more than twice as much as those without a degree or certificate.

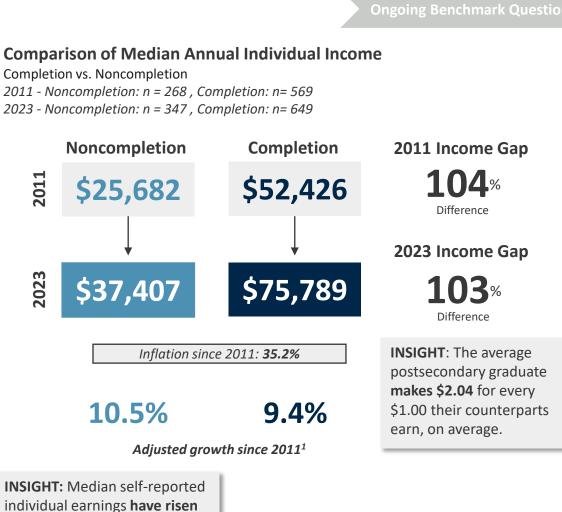


Cicere

### Annual Individual Income

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





for Utahns with and without college degrees since 2011.

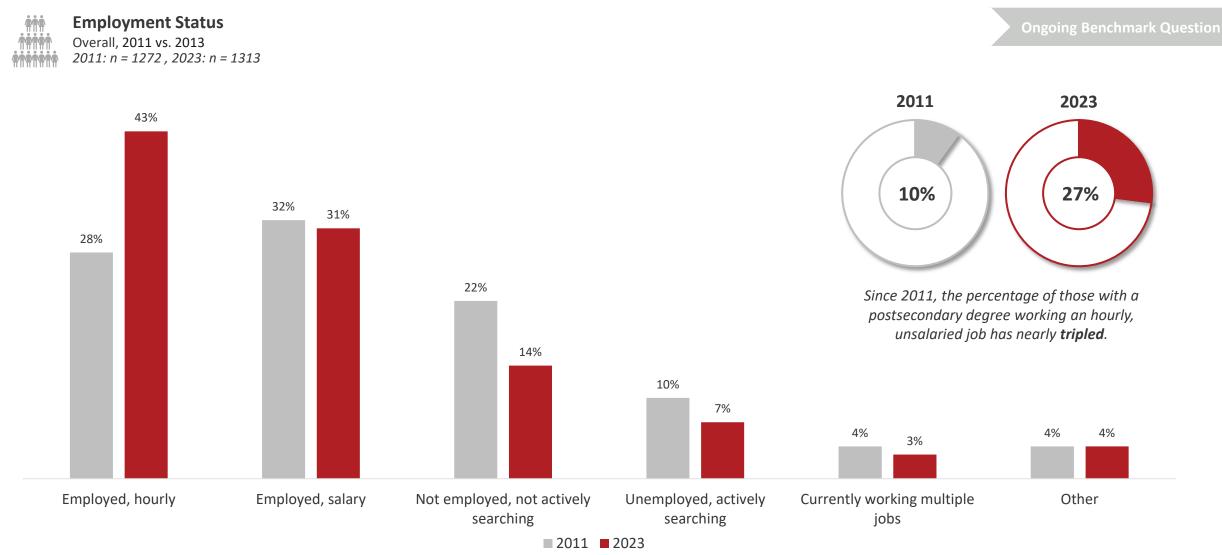
2011

2023

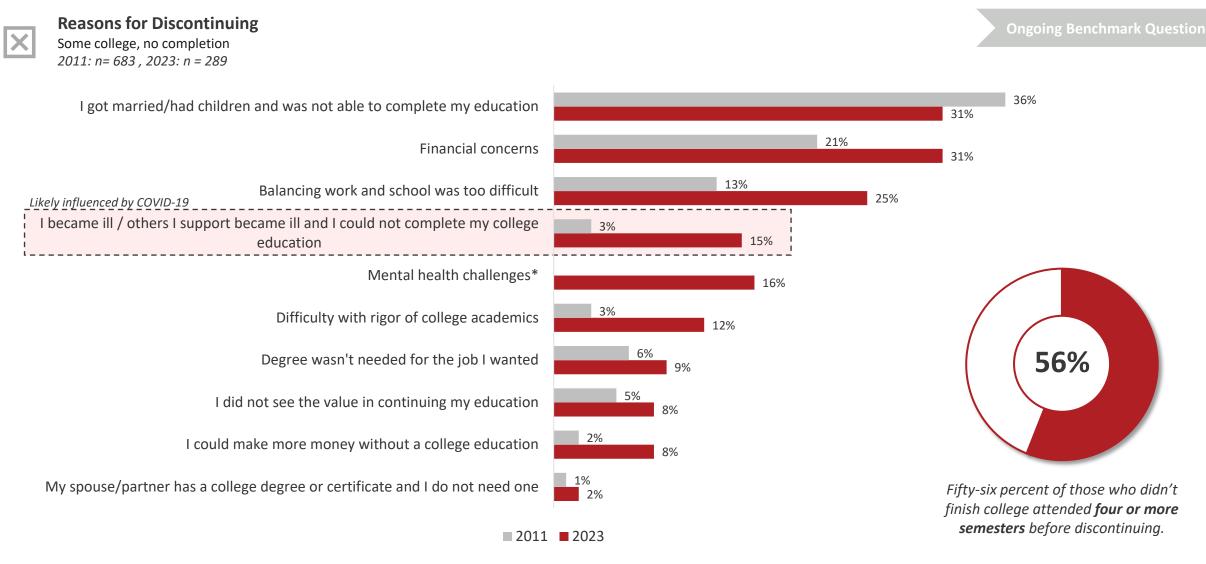
1. Federal Reserve Bank of Minneapolis

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.



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



\* Not included as a response option in 2011

Cicero

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.

$\checkmark$

#### **Priorities for Colleges** Completion, 2011 vs. 2023

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

	Frequency Ta	ble: 2011
	Emphasis	Mentions
the	Critical thinking	350
ed of	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		

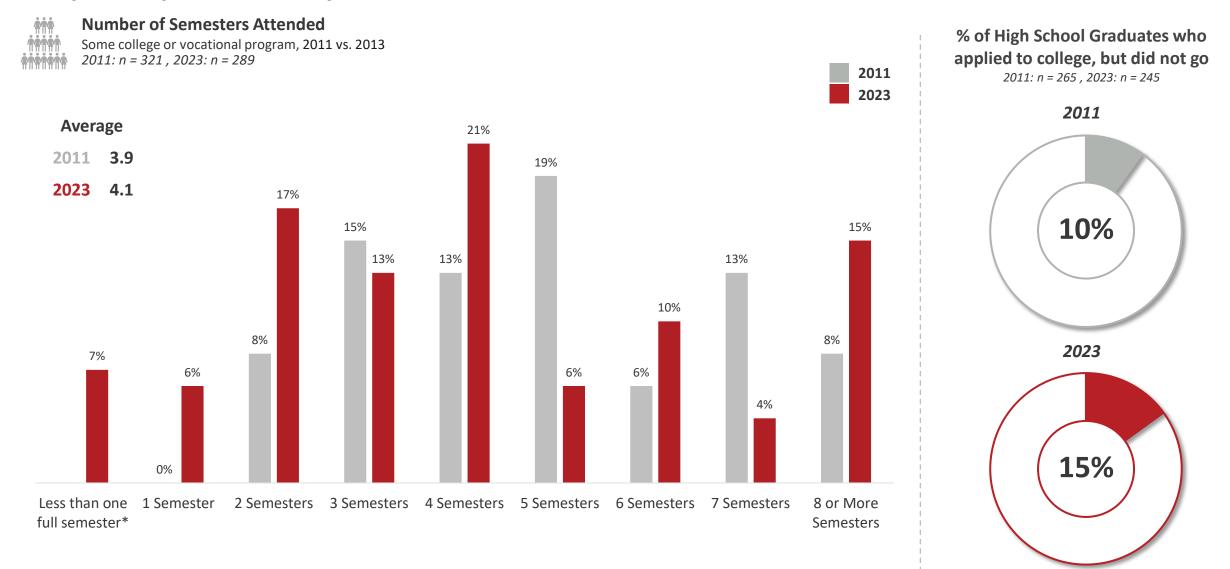
Proficiency in a foreign language

30

### **Ongoing Benchmark Question**

**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.

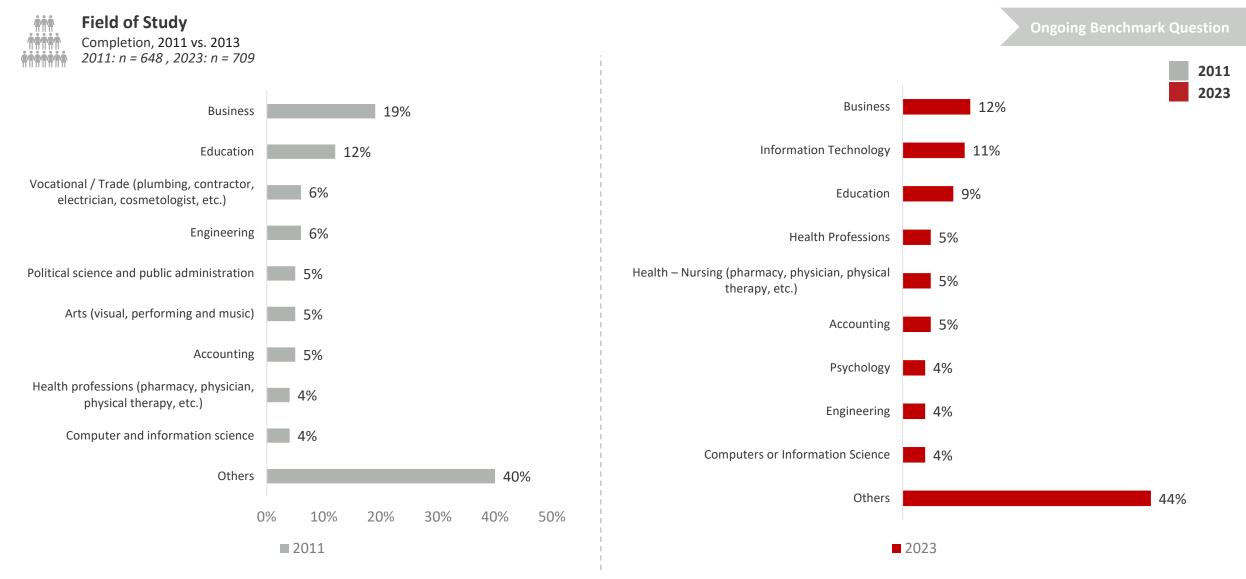


\*Not included as a response option in 2011

Cicerø

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)? Confidential / 71

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



CICCIOS Q18: In which field of study was your degree?

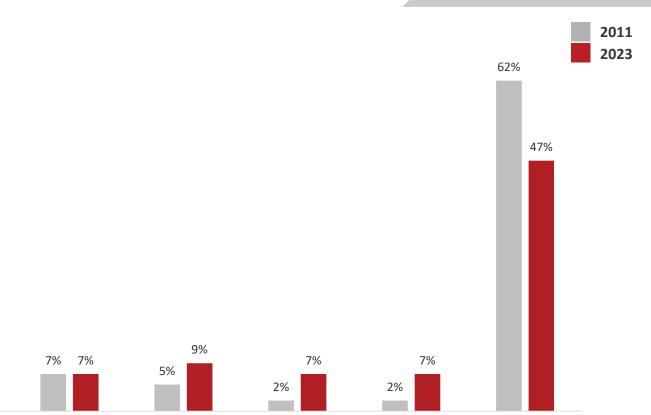
# Usage of government assistance has risen, with food stamps and Medicaid showing the highest increase.



28%

16%

**Government Assistance Utilized in the Past Five Years** Overall, 2011 vs 2023 2011: n = 1272, 2023: n = 1312



Subsidized school None of the above Medicaid Food stamps or Unemployment WIC (Women, CHIP (Children's Disability insurance Federal Public Temporary Infants and Children Health Insurance Supplemental Housing Assistance Assistance to Needy Insurance lunches Nutrition Assistance Program) Program) or Section 8 Families (TANF)

Program (SNAP)

13%

26%



13%

11%

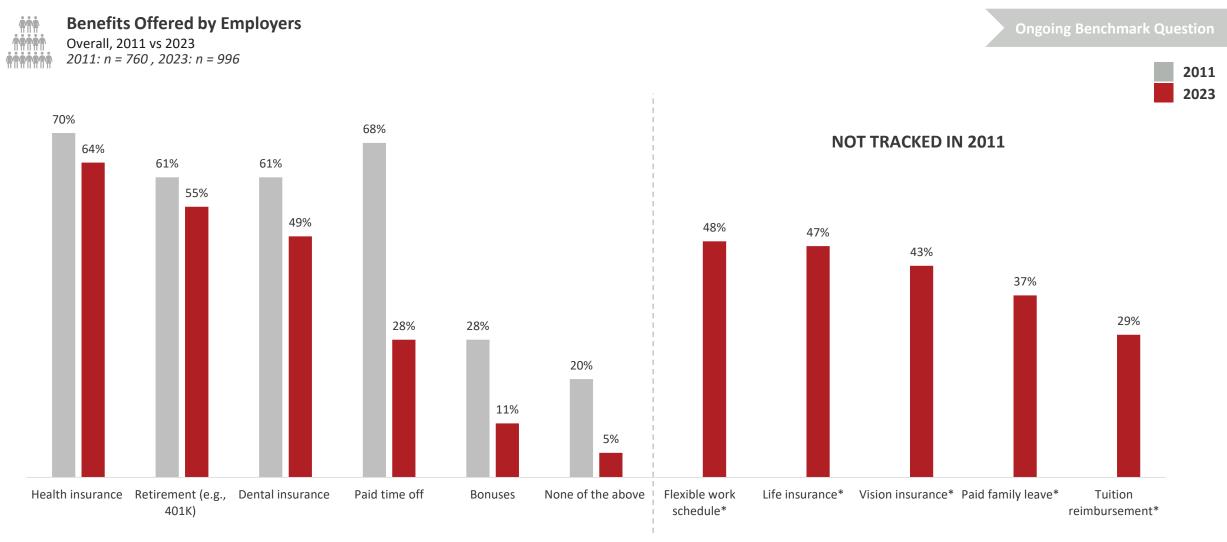
11%

8%

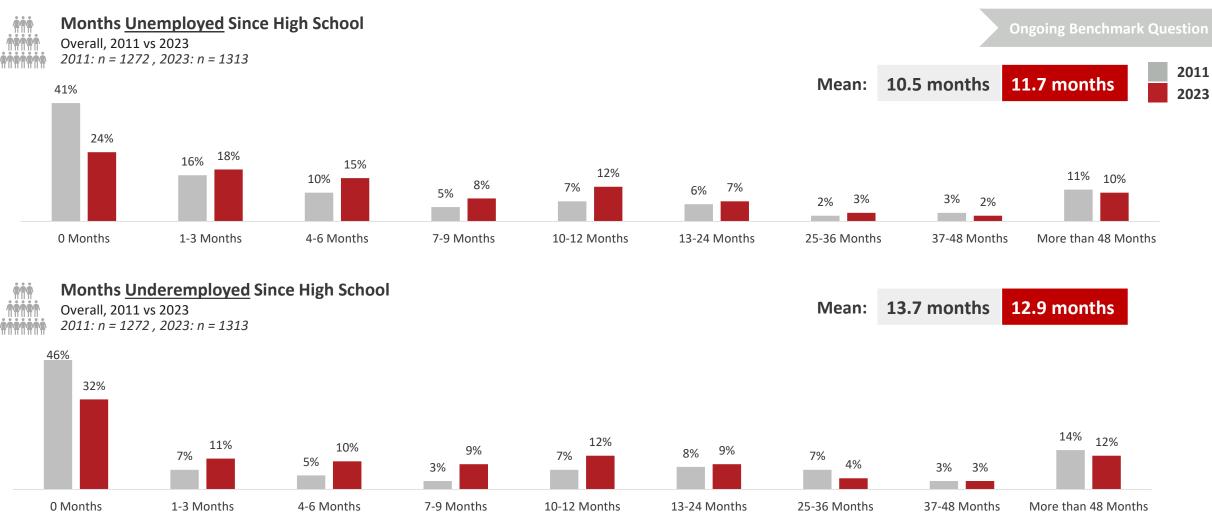
13% 13%

**Ongoing Benchmark Question** 

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



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

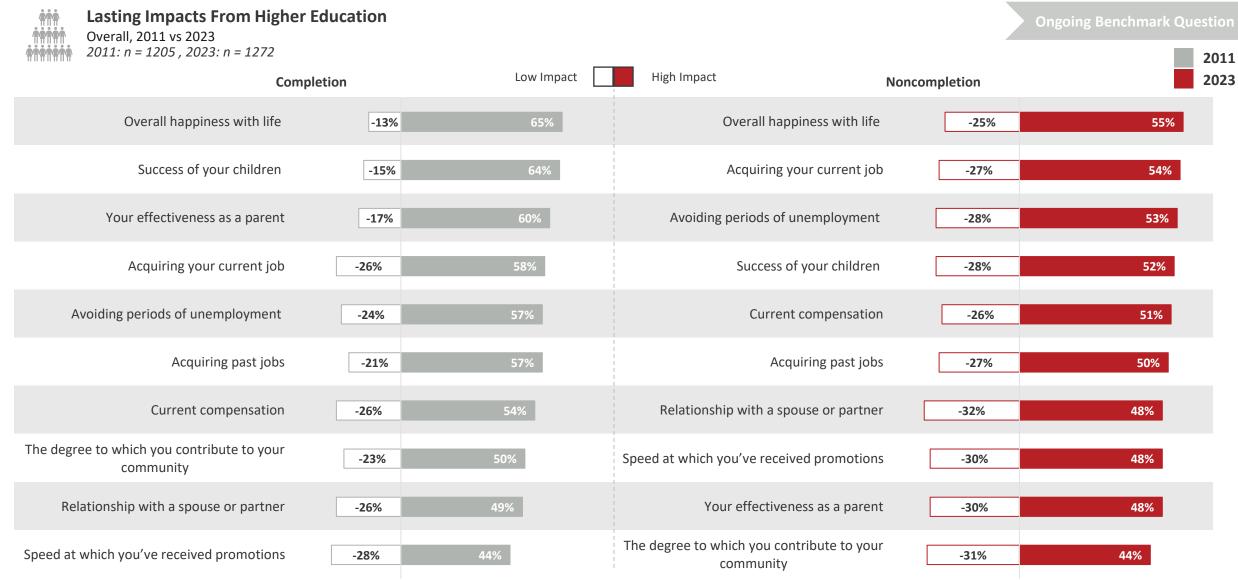


2011 2023

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 overqualified for the job you were fulfilling)?

Cicerø

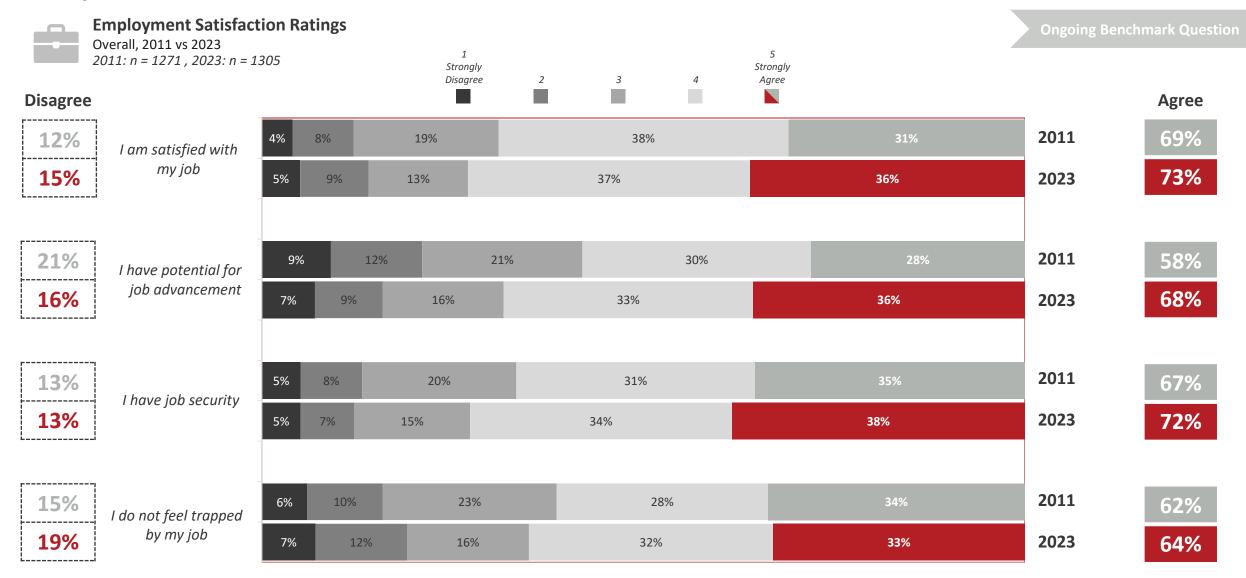
# While Utahns still believe that their education has helped them become happier and find more stable employment, the perceived impact of higher education has decreased.





\*"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?

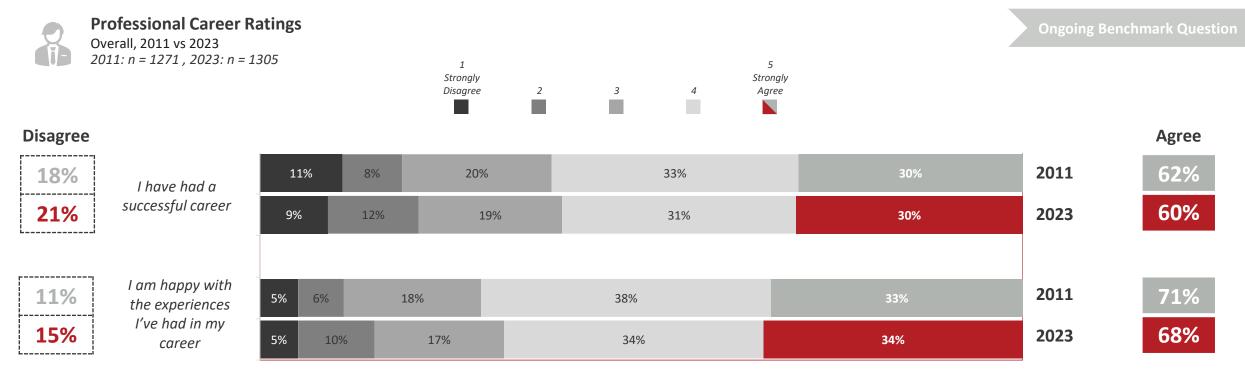
# In 2023, individuals feel more fulfilled at work and experience greater job security, satisfaction, and potential for advancement.



Cicere

Q31: Please rate the extent to which you agree with the following statements with 1 being "strongly disagree" and 5 being "strongly agree".

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

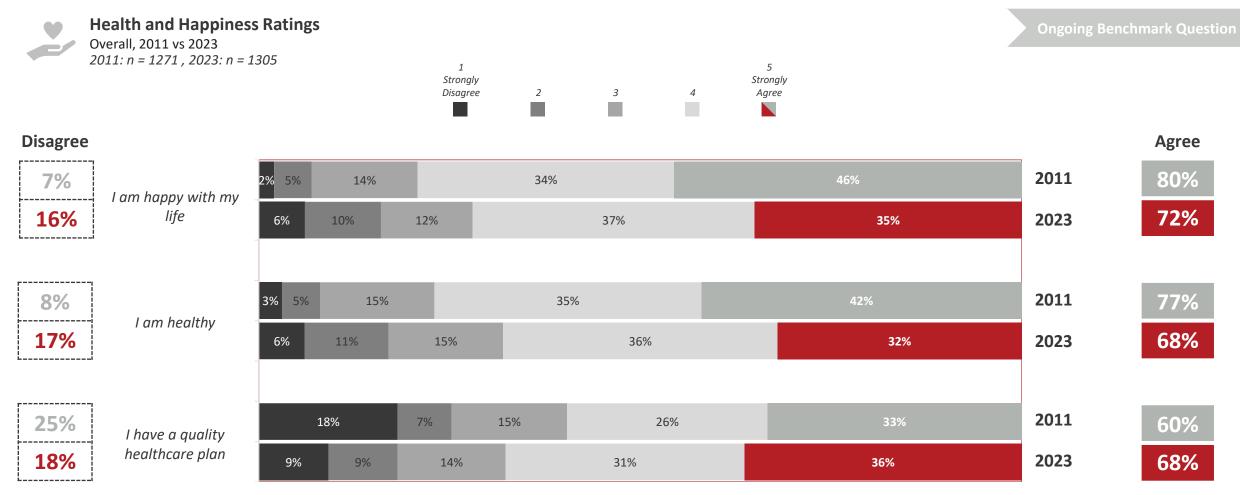


#### Percentage who are confident in their future career success

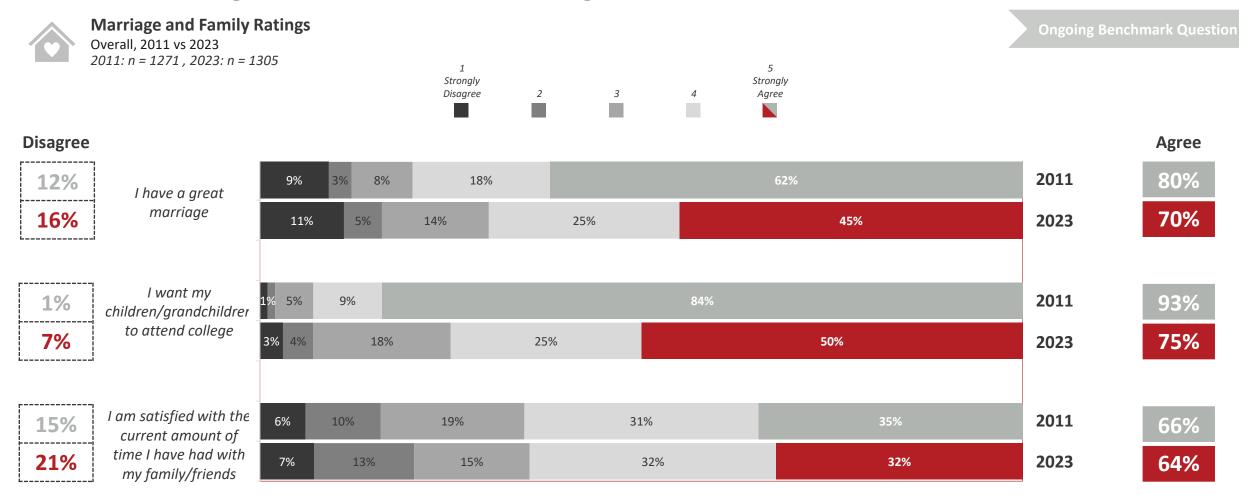
2011	2023
74%	75%

Cicero

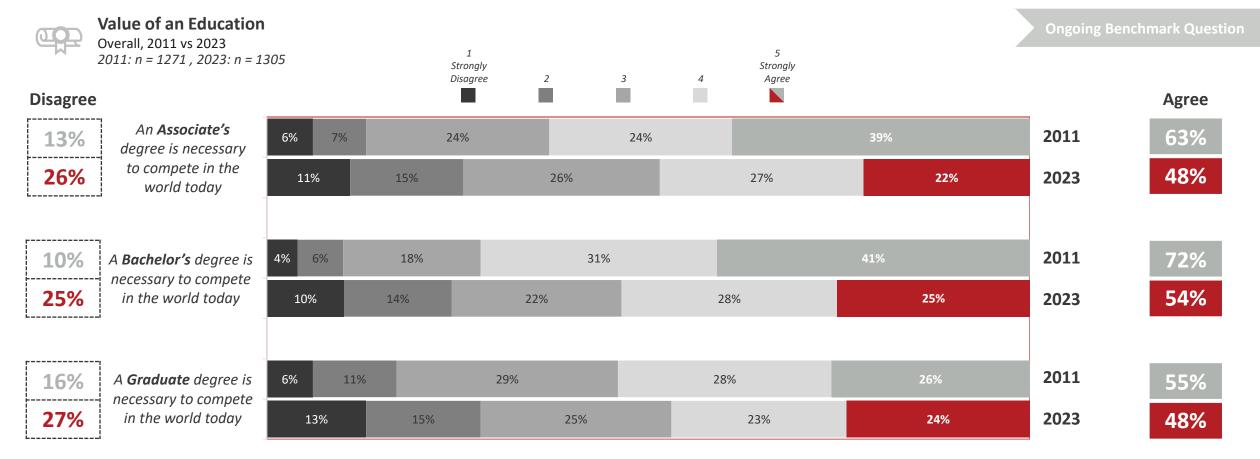
# More individuals in 2023 have access to a quality healthcare plan, but individuals in 2011 reported being happier and healthier.



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



# 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.



#### Percentage who are currently enrolled in post-high school classes

2011	2023
12%	30%

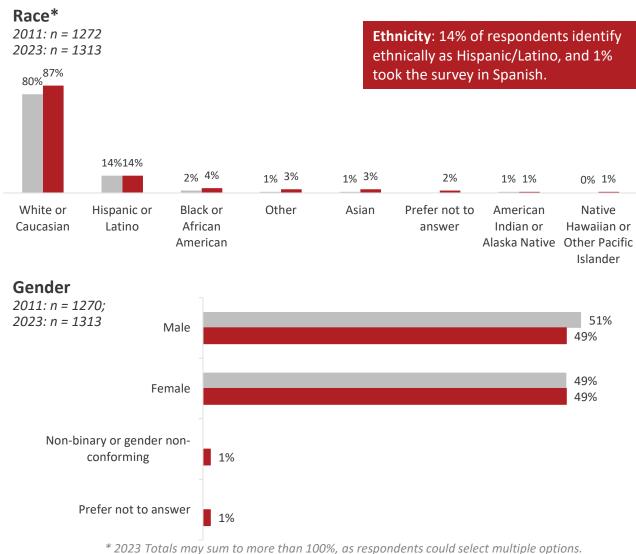


Q7: Are you currently enrolled in post-high school classes (e.g., classes at a trade school, community college or university)? Q31: Please rate the extent to which you agree with the following statements with 1 being "strongly disagree" and 5 being "strongly agree".

## Sample Characteristics

Demographics





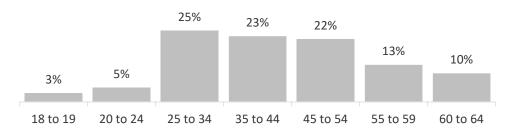
\* 2023 Totals may sum to more than 100%, as respondents could select multiple of Q1: What is your age?

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?

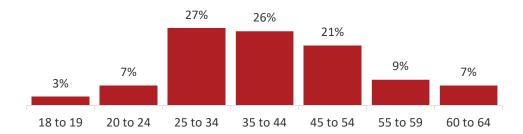
Cicere

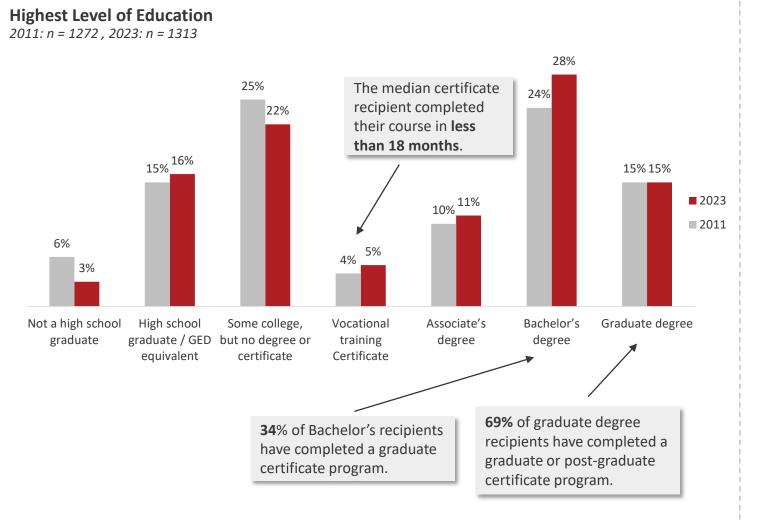
**Respondents by Age Category** Reported current age, 2011 *n* = 1272



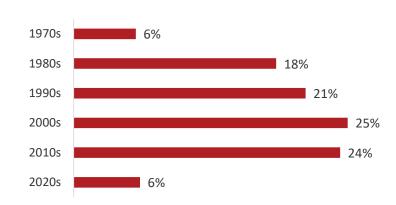
#### Respondents by Age Category

Reported current age, 2023 n = 1313



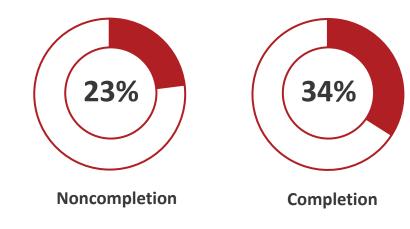


#### **Year of High School Graduation** 2023: *n* = 1313



**Currently Enrolled in Post-high school Classes** 

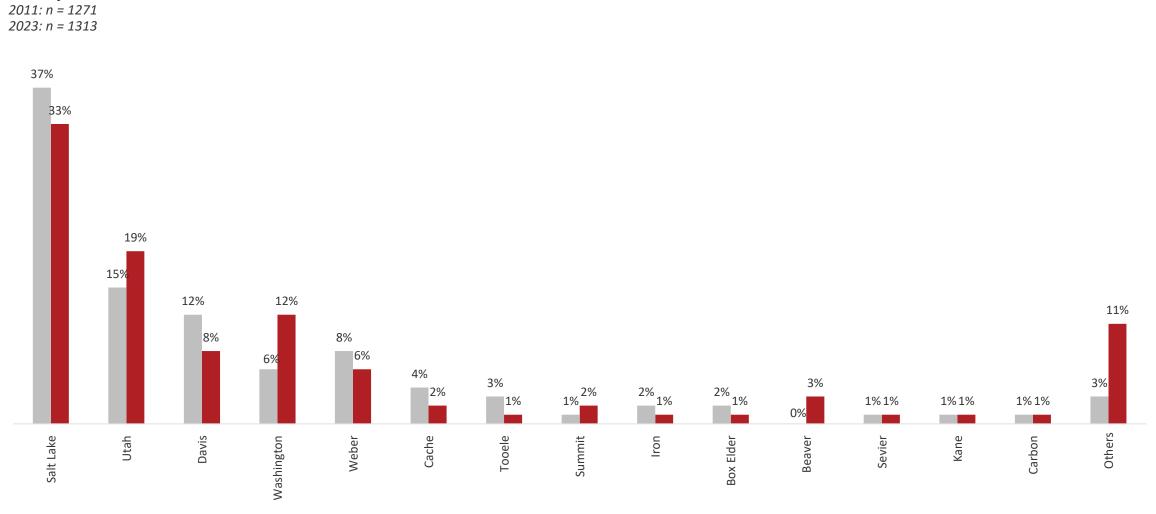
*Noncompletion: n* = 534 *, Completion: n* = 779



## Cicero

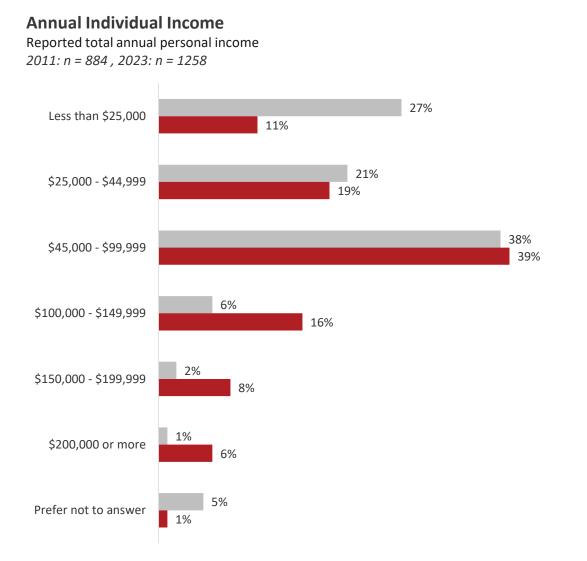
Q5: Which category best describes your highest level of education completed? Q6: What year did you graduate from high school or earn your GED equivalent? Q7: Are you currently enrolled in post-high school classes (e.g., classes at trade school, community college, or university?

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



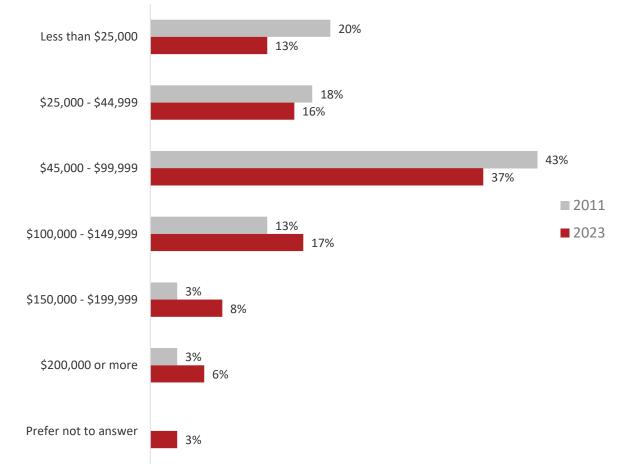
2023 2011

**County of Residence** 



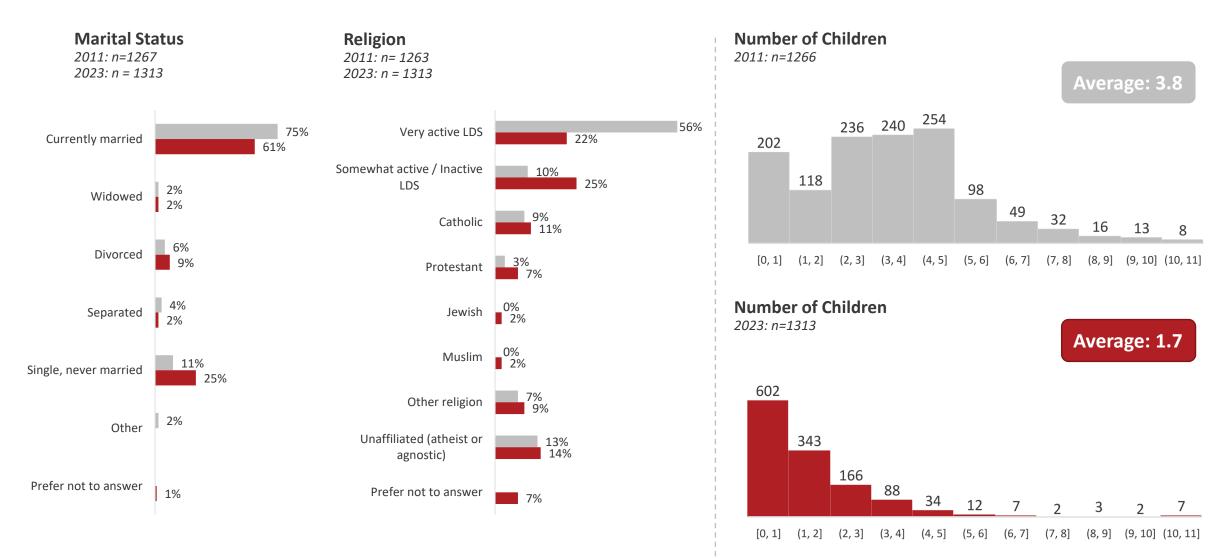
#### **Annual Household Income**

Reported total annual household income 2011: n=1230, 2023: n = 1312



## Cicero

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?



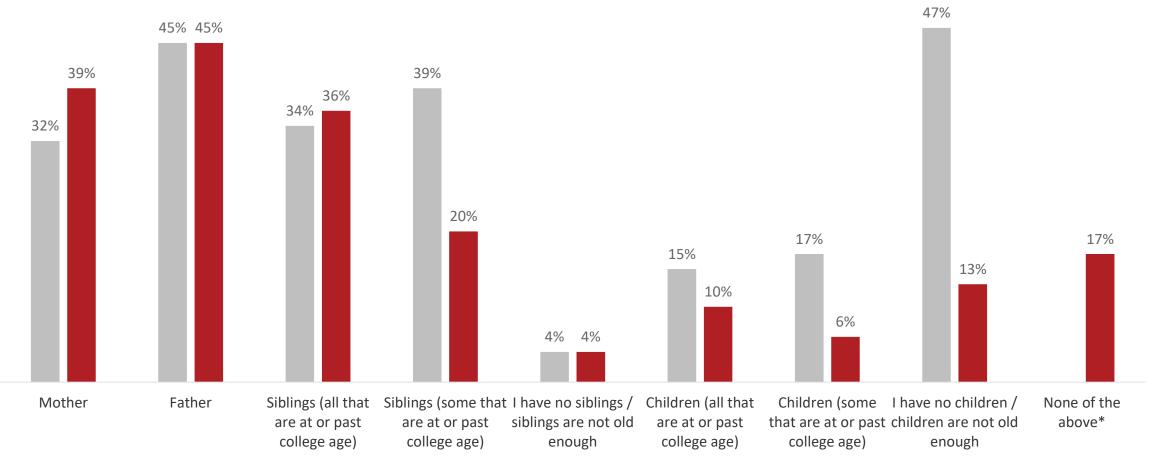
#### Q37: Which of the following best describes your marital status? Q39: How many children do you have? Q41: What is your current religion, if any?

Cicere

#### Confidential / 87

#### Relatives who have Obtained a Degree or Certificate

2011: n = 1272 2023: n = 1312



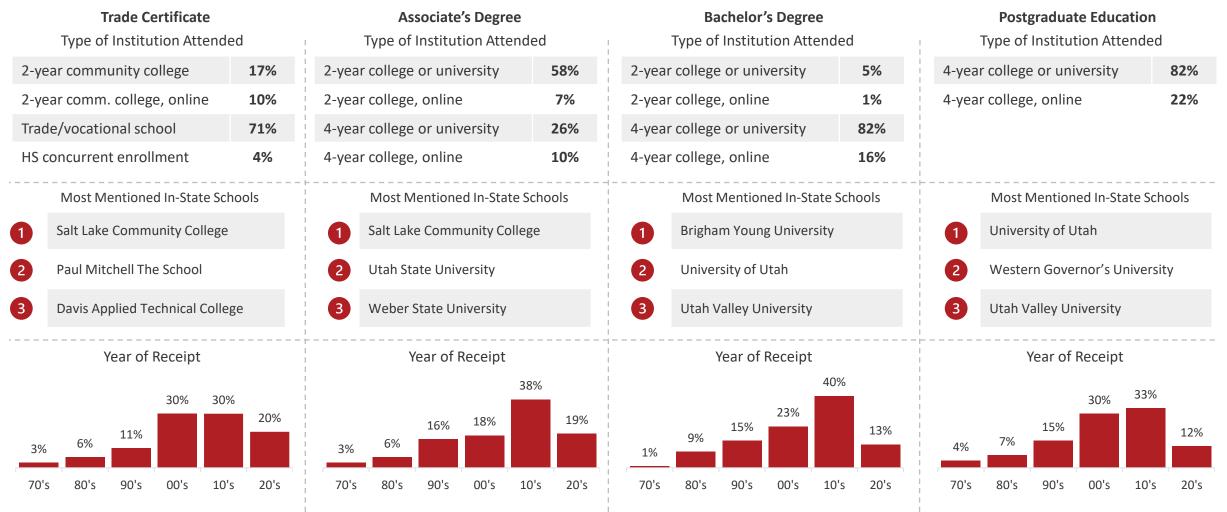
2011 2023

## Cicere

\* "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)?

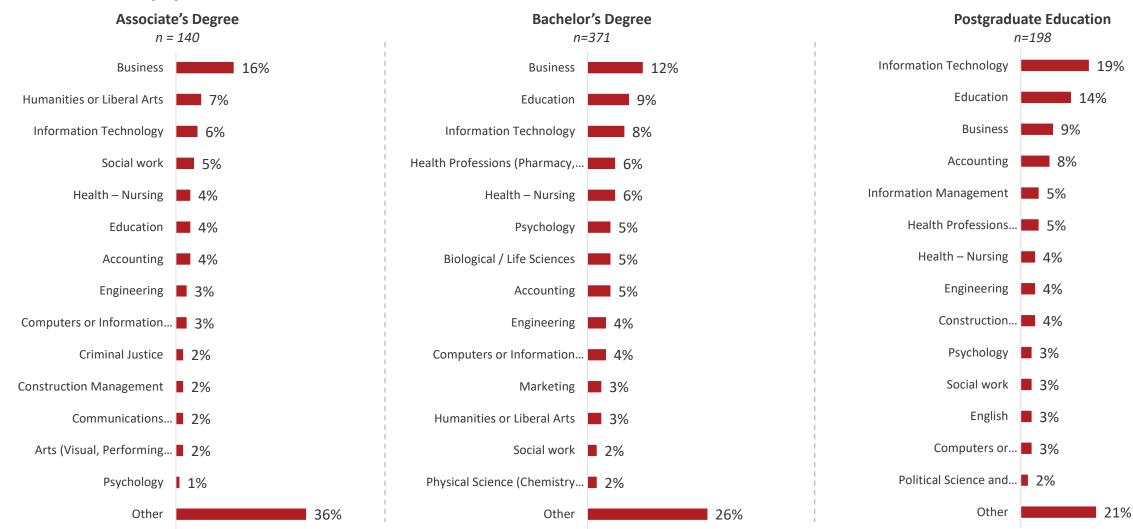
#### **Education Summary by Attainment Level**

Cicerø



Q15: What type of institution did you attend to receive your degree?

Q16: What is the name and location of the school from which you received your degree? Q17: In what year did you receive your highest Education?



Education Summary by Attainment Level

Cicero

**Computers and Technology Business and Management** 19% Nursing and Healthcare 13% 12% Trades and Careers Education and Teaching 12% 10% Science and Engineering Art and Design 4% Psychology and Counseling 3% 2% Liberal Arts and Humanities Criminal Justice and Legal 1%

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

#### Top Fields of Study by Topic

Cicero

**Type of Certificate Achieved** 

n = 334

Q19: Which of the following categories best describes the general topic area your certificate is in? If you have multiple certifications, please select the category that best describes the certificate program you completed most recently. Q20: What was your field of study for your certificate?

21%