



Educating for the Future 2017 Annual Report

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About the Minnesota Office of Higher Education

The Minnesota Office of Higher Education is a cabinet-level state agency providing students with financial aid programs and information to help them gain access to postsecondary education. The agency also serves as the state's clearinghouse for data, research and analysis on postsecondary enrollment, financial aid, finance and trends.

The Minnesota State Grant Program is the largest financial aid program administered by the Office of Higher Education, awarding more than \$198 million in need-based grants to Minnesota residents attending accredited institutions in Minnesota. The agency oversees tuition reciprocity programs, a student loan program, Minnesota's 529 College Savings Plan, licensing and early college awareness programs for youth

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Minnesota's Postsecondary Attainment Goal

This report updates progress towards meeting Minnesota's 70 percent postsecondary educational attainment goal by 2025. Data collected by the Minnesota Office of Higher Education, Minnesota State Colleges and Universities and the Minnesota Demographic Center combine to provide estimates of postsecondary attainment. While Minnesota overall continues to make steady progress towards 70 percent, the same trend does not hold true across all racial and ethnic groups. In order to reach 70 percent, populations of color must comprise the majority of new recipients of postsecondary awards.

In 2015, the Minnesota Legislature enacted a state postsecondary educational attainment goal: 70 percent of Minnesota adults (age 25 to 44) will have attained a postsecondary certificate or degree by 2025 (*Minn. Laws 2015 Chapter 69 Article 3 Sec. 6*). The law also sets 70 percent attainment goals for all races/ethnicities. To achieve this, Minnesota must close all disparities in postsecondary education by race. The legislation requires the Office of Higher Education to report annual progress towards meeting the 70 percent goal. This report provides the year three update on progress.

Updated Estimates and Trends

An estimated 61 percent of Minnesotans age 25 to 44, in 2011–2015^{1 2 3}, hold a postsecondary certificate or degree. The percent of Minnesotans age 25 to 44 who obtained a postsecondary credential is the sum of the percent of individuals with an associate degree or higher (52.3 percent) plus the estimated percent of individuals with an undergraduate postsecondary certificate but not a degree (8.4 percent). Staff estimated results for both race/ethnicity and the full population for the 25 to 44 age groups to determine Minnesota's postsecondary educational attainment rate. The estimates should not be interpreted as fixed values, but the likely attainment rate for each group in the population, given the margin of error.

Figure 1 shows that no racial and ethnic group in Minnesota has reached an attainment rate of 70 percent. The law sets benchmarks of 30 percent and 50 percent for groups that have yet to reach 70 percent. Multiracial persons, Asians, and Whites have met the 50 percent benchmark. Blacks have met 30 percent benchmark, while

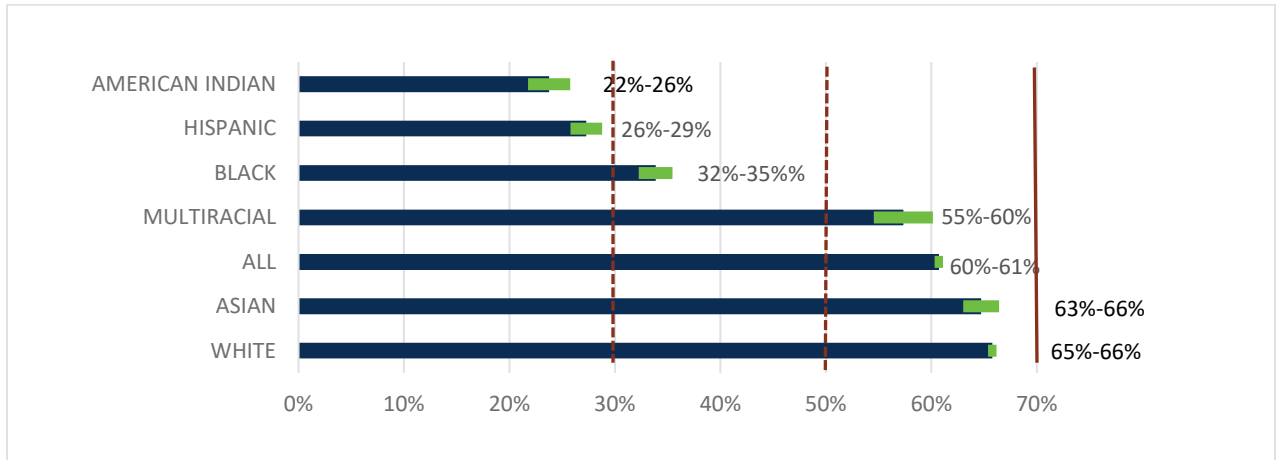
¹ U.S. Census Bureau 5-year estimate centered on 2013.

² Holders of certificates as their highest post-secondary award were estimated using a cohort analysis method applied to administrative data on certificates awarded (supplied by the Minnesota State Colleges and Universities system and the Minnesota Office of Higher Education) and produced by the MN State Demographic Center. Notes: Estimates have been rounded to the nearest 100 or whole percent. Parts may not add to total due to rounding. Users are cautioned that these estimates contain sampling and other sources of error, not shown here. Race was imputed for certificates earned in which the race of the individual was unknown. Percentages were not calculated for the small group of individuals self-identifying as "other" race.

³ Disaggregating race categories into subgroups provides important contextual information on intra-racial educational attainment. Appendix B provides a finer examination of broad race groups which shows significant variation in Associate Degree or higher attainment within races, especially among Asian subgroups.

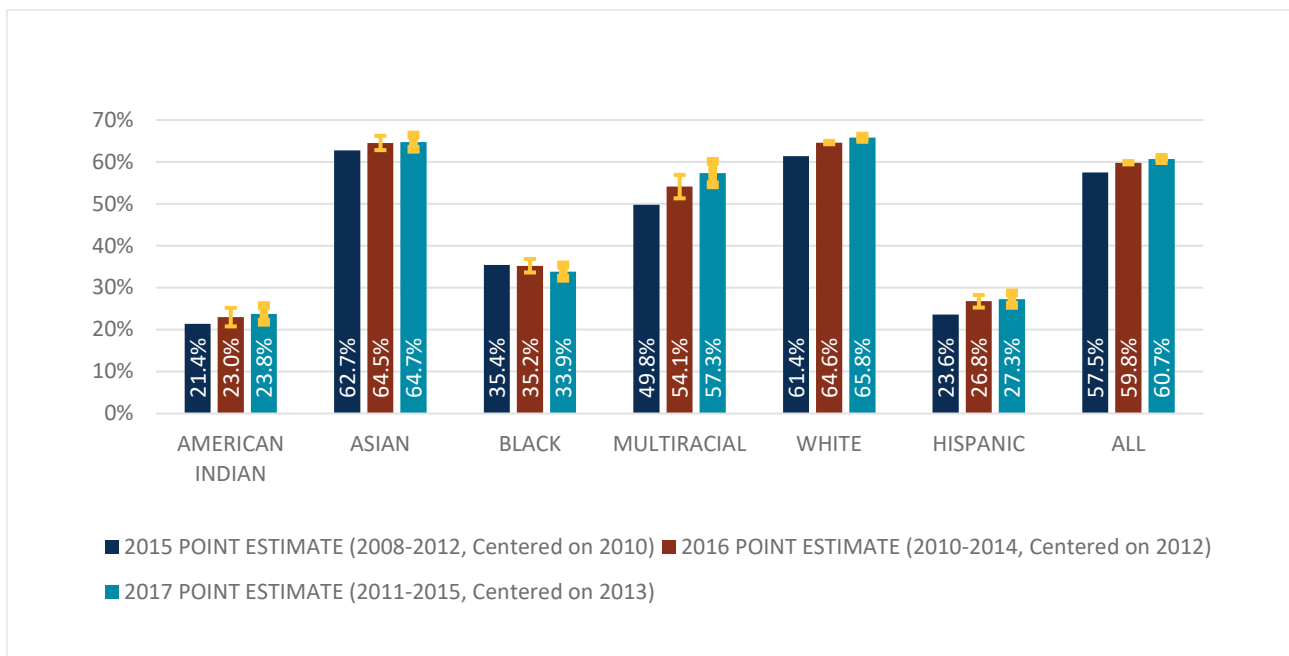
American Indians and Hispanics have yet to meet the 30 percent benchmark. Figure 2 displays the attainment rate for 2011–2015 (centered on 2013), along with the previous two years of estimates.

Figure 1. Minnesota’s Estimated Population Age 25 to 44 with a Certificate or Higher Credential, by Basic Race and Ethnicity Categories, 2011-2015



Source: IPUMS microdata version of U.S. Census Bureau 2011-2015 American Community Survey, with tabulations and additional analysis by the Minnesota Demographic Center.

Figure 2. Estimates of Educational Attainment of Minnesotans Age 25 to 44 with a Certificate or Higher Degree, Basic Race Groups



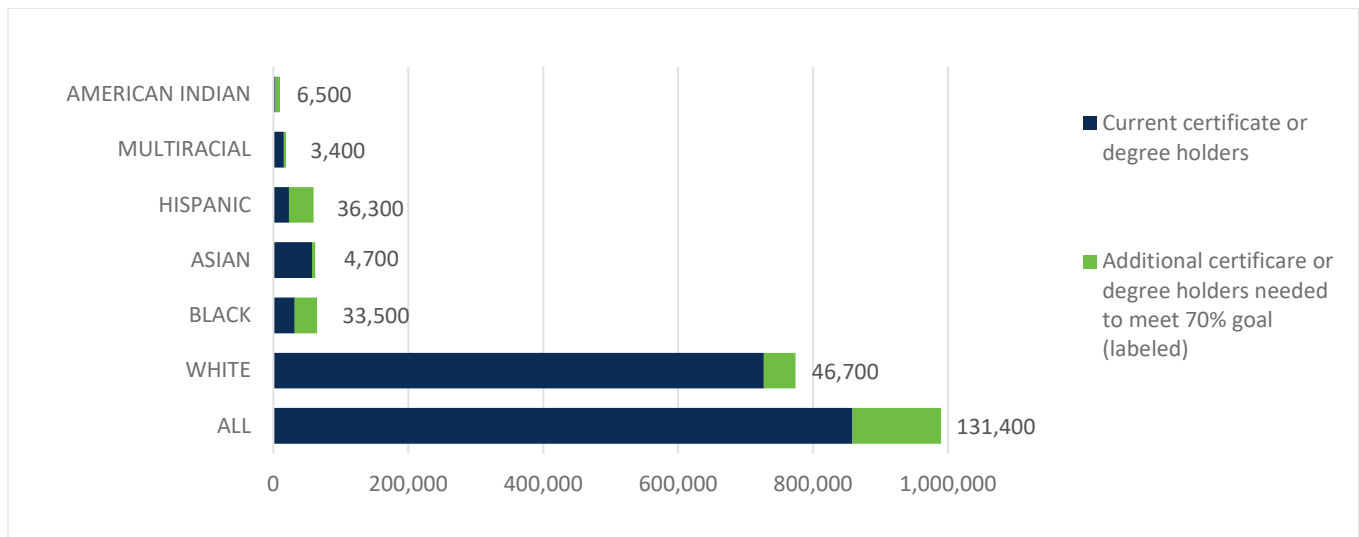
Source: U.S. Census Bureau American Community Survey, with tabulations and additional analysis by the Minnesota Demographic Center.

Closing the Attainment Gap

Currently 1,414,000 persons aged 25 to 44 reside in Minnesota. Of those, 858,400 (61 percent) hold a postsecondary credential, as shown in Figure 3. In order to meet the statewide attainment goal of 70 percent, Minnesota needs an additional 131,400 individuals (+9 percent), age 25 to 44, to obtain their first postsecondary educational credential (certificate, diploma, or degree) by 2025.

Closing racial gaps while increasing attainment is the primary challenge. Of the 131,400 individuals needed to close the attainment gap, 84,400 of those must be persons of color (6,500 American Indian, 3,400 multiracial, 36,300 Hispanic, 4,700 Asian, and 33,500 Black), as shown in Figure 3.

Figure 3. Increase Needed of Minnesotans Age 25-44 with Postsecondary Certificates or Degrees to Attain 70% Goal by 2025 - Basic Race/Ethnicity Groups (2011-2015)



Source: IPUMS microdata version of U.S. Census Bureau 2011-2015 American Community Survey, with tabulations and additional analysis by the Minnesota Demographic Center.

Table 1 shows the number of additional persons by race needed to earn a credential to raise that group's attainment rate to 70 percent. In order for each race to reach 70 percent, increasing postsecondary enrollment, improving retention of enrolled students, and getting students to graduate will make reaching this goal possible.

Table 1. Increase Needed by Minnesotans Age 25 to 44 with Postsecondary Certificates or Degrees to Attain 70% Goal by 2025 - Basic Race Categories (2011 – 2015)

Group	Persons Age 25-44 in 2011-2015	Number Holding a Certificate or Higher Degree in 2011-2015	Percent Holding a Certificate or Higher Degree in 2011-2015	Additional Percentage Points Needed to Attain 70% Goal by 2025	Additional Population Needed to Attain 70% Goal by 2025
American Indian	14,000	3,300	24%	46%	6,500
Asian	88,600	57,300	65%	5%	4,700
Black	92,700	31,400	34%	36%	33,500
Multiracial	27,100	15,600	57%	13%	3,400
White	1,105,500	727,100	66%	4%	46,700
Hispanic	84,900	23,200	27%	43%	36,300
Other	1,200	N/A	N/A	N/A	N/A
ALL	1,414,000	858,400	61%	9%	131,400

Source: IPUMS microdata version of U.S. Census Bureau 2011-2015 American Community Survey, with tabulations and additional analysis by the Minnesota Demographic Center.

The Challenge Ahead

Minnesota is getting closer to its 70 percent goal. Sixty-one percent of Minnesotans age 25 to 44 in 2011-2015 hold a postsecondary certificate or degree – a one percentage point increase from the prior year. That leaves only nine percent remaining of the target population without a postsecondary credential. While the state moves closer to meeting its attainment goal, populations of color have a longer path to reach 70 percent. Among the total people of color population, only 41 percent have a postsecondary credential. It is very important that racial disparities are closed. Getting to 70 percent requires working together to address attainment trends among our most vulnerable communities and addressing Minnesota’s demographic shifts.

Educational Attainment Stakeholder Work Group

Meeting the state’s educational attainment target required stakeholders from all corners to commit to solving this problem. To this end, the Office of Higher Education convened a group of stakeholders that could provide input, advocacy, and support on policy solutions to reach Minnesota’s Attainment Goal. The stakeholders include representatives from public and private postsecondary systems, state agencies (Minnesota Demographic Center, Department of Employment and Economic Development), community leaders (groups representing persons of color), and legislators.

The group first met in July 2015 to inform stakeholders about the 70 percent goal and to share best practices across postsecondary institutional sectors. The group’s bi-monthly meetings discussed Minnesota’s attainment goal progress, institutional goals implemented in other states, equity challenges on campuses, campus social integration, best practices utilized by stakeholder institutions, college readiness, and next steps needed to increase attainment. Since then, the stakeholders group has contributed to the following undertakings.

Equity Grants

To address the group’s documented inequities in Minnesota’s racial/ethnic credential and degree attainment the 2016 Legislature created the “Equity in Education and Job Connection Grant Program.” On August 1, 2016, the Office of Higher Education released a Request for Proposals calling for selected colleges, universities or organizations to implement evidence-based best practices to improve retention, completion, and employment outcomes for historically underrepresented students. Grantees committed themselves with the choice to provide a service under (but not limited to) one of these categories:

- Social and Campus Integration
- Services Promoting Long-Term Academic Success
- Appropriately-Structured Developmental Education
- Expanding Paid Internships that Directly Relate to Degree Programs

Three Minnesota State institutions were awarded grants for the 2017-2018 academic year:

- Saint Paul College (two-year college) \$163,825
- Riverland Community College (two-year college) \$190,602
- Minnesota State University, Mankato (four-year university) \$125,573

All three institutions are using grant (and matching) funds to support expansion of campus proactive advising services. As a condition of receiving the Equity Grant, each institution’s administrative leadership committed to

create a student-centered culture of retention and completion on their campuses. This effort requires not only the commitment of administrators, but faculty and staff as well.

OHE Equity Institute

In October 2017, 10 Minnesota institutions participated in an Equity Institute. Funding from the Lumina Foundation allowed the Office of Higher Education to provide participants with outside expertise from The University of Southern California's Center for Urban Education, research-based tools to train administrators, staff, and faculty to become best practitioners of equity-mindedness and to facilitate institutional culture change. Additionally, the institutions received guidance on how to facilitate conversations about race, use course-completion data constructively, qualitatively assess teacher quality in a multicultural setting, and build buy-in at their campus for specific changes.

Educational Attainment Dashboard

A Minnesota educational attainment dashboard has been developed with collaboration between the National Center for Higher Education Management System (NCHEMS) and the Office of Higher Education. This tool will assist in setting postsecondary sector-level targets for college enrollment, retention, and completion taking into account student's various race/ethnic identities and postsecondary sector of attendance. NCHEMS built the underlying structure around the flows of two different groups – recent high school graduates and adults. Both groups were further subcategorized by race. For recent high school graduates the model is based on projected numbers and the current distribution of these students across higher education sectors. The Minnesota model will calculate the changes in certificate and degree production resulting from changing assumptions about high school graduation rates, college participation rates, improved retention and graduation in the various sectors and distribution of students across sectors (e.g., a higher proportion of students enroll in community colleges). The consequences of closing racial gaps at each stage of the pipeline is calculated, as well as the costs and economic benefits of increased degree production.

OHE plans to launch the attainment dashboard to the public in April 2018. Involved stakeholders used the models as part of their winter 2017-2018 strategic planning. The dashboard will help Minnesota's institutional system planning and research staff evaluate and estimate how changes in postsecondary enrollment, retention and graduation impact the goals of increasing educational attainment rates and closing equity gaps.

Future Work

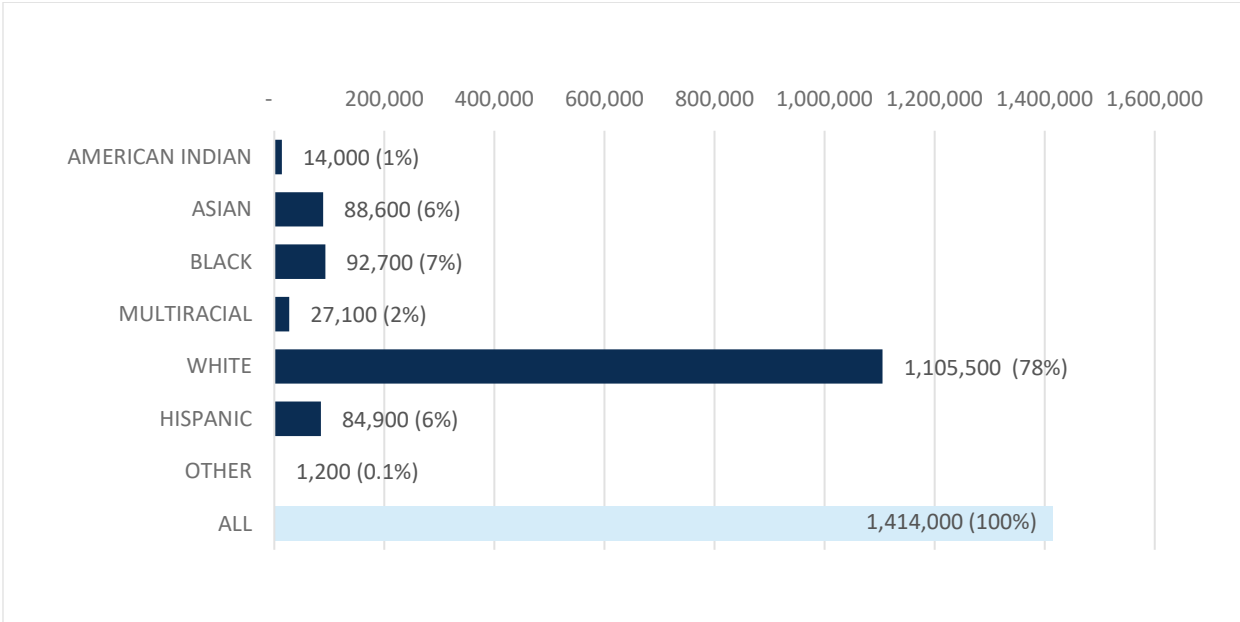
Looking ahead, the Office of Higher Education and its stakeholders are developing a three-year strategic plan to guide action toward reaching the 70 percent educational attainment goal. In 2018, the group will serve this goal by focusing on four strategies or areas of work:

1. Being a catalyst for institutional change
2. Increasing collaboration and active partnerships
3. Making a difference at the individual student level
4. Demonstrating progress through data.

Throughout winter 2017-2018, the group discussed potential action items for each area of work. OHE staff will assist the group in identifying highest value actions for making progress in attainment during spring 2018.

Appendix A: Population Estimates by Race and Ethnicity

Figure A1. Minnesota Population Age 25 to 44 by Basic Race Groups (2011-2015)⁴



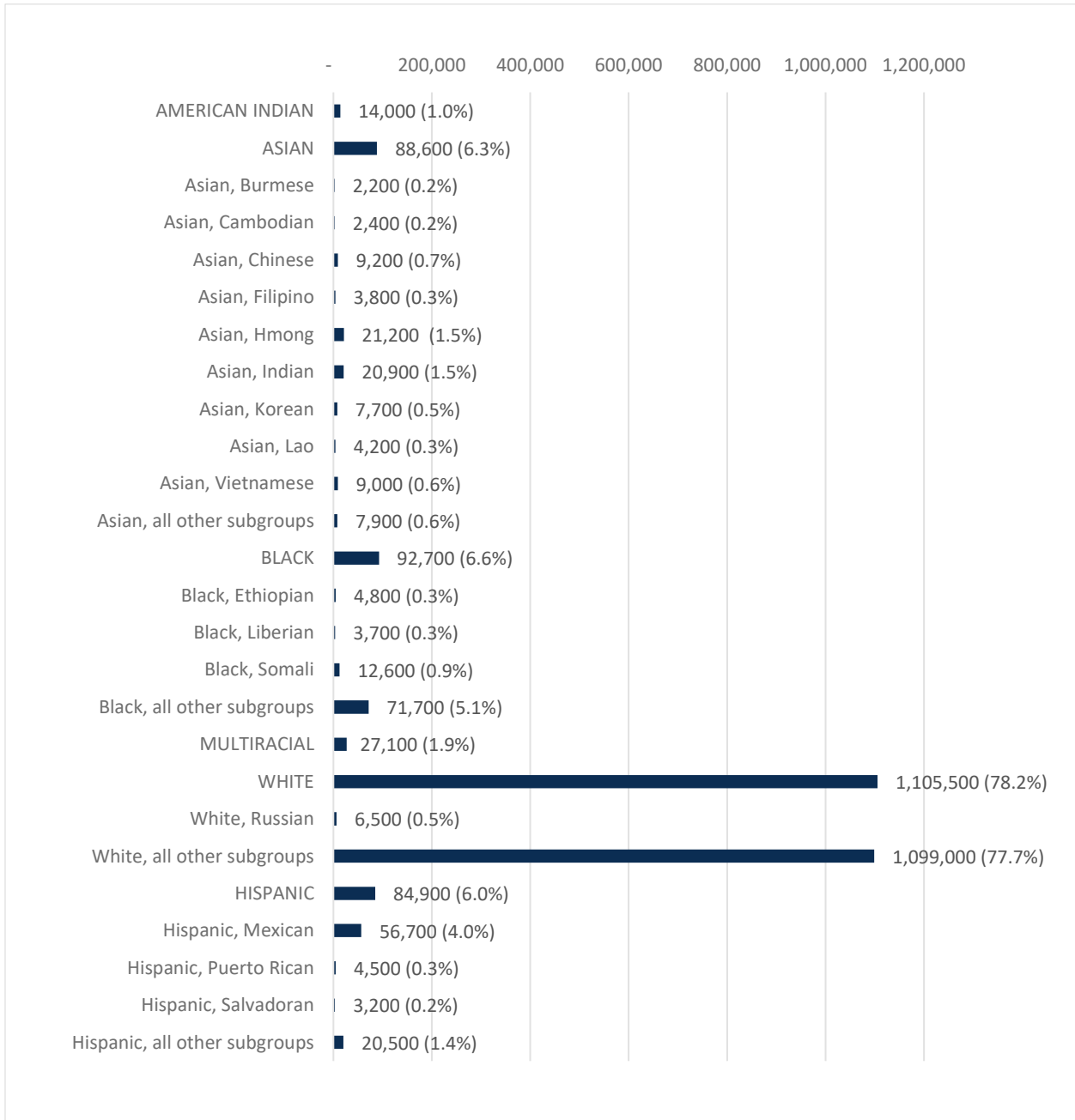
Source: IPUMS microdata version of U.S. Census Bureau 2011-2015 American Community Survey for Associate's or Higher Degree, with tabulations and additional analysis by the MN State Demographic Center.

Figure A1 shows there are approximately 1,414,000 Minnesotans age 25 to 44 in Minnesota. Figures A1 and A2 show the size of this age group, parsed by basic race groups and detailed cultural groups, to help readers appreciate their diverse backgrounds. Non-Hispanic Whites represent about 78 percent of this age group.

Figure A2 on the next page display population estimates by detailed cultural subgroups. Subgroups are displayed if there were at least 50 respondents from that subgroup in the ACS survey data for Minnesotans age 25 to 44. Due to the threshold, one new detailed cultural group is featured that exceeds this threshold: "Asian, Burmese."

⁴ Notes: Estimates have been rounded to the nearest 100 or whole percent. Parts may not add to total due to rounding. Users are cautioned that these estimates contain sampling and other sources of error, not shown here. All groups are non-Hispanic, except for groups labeled Hispanic.

Figure A2. Minnesota Population Age 25 to 44 by Detailed Race Groups (2011-2015)⁵

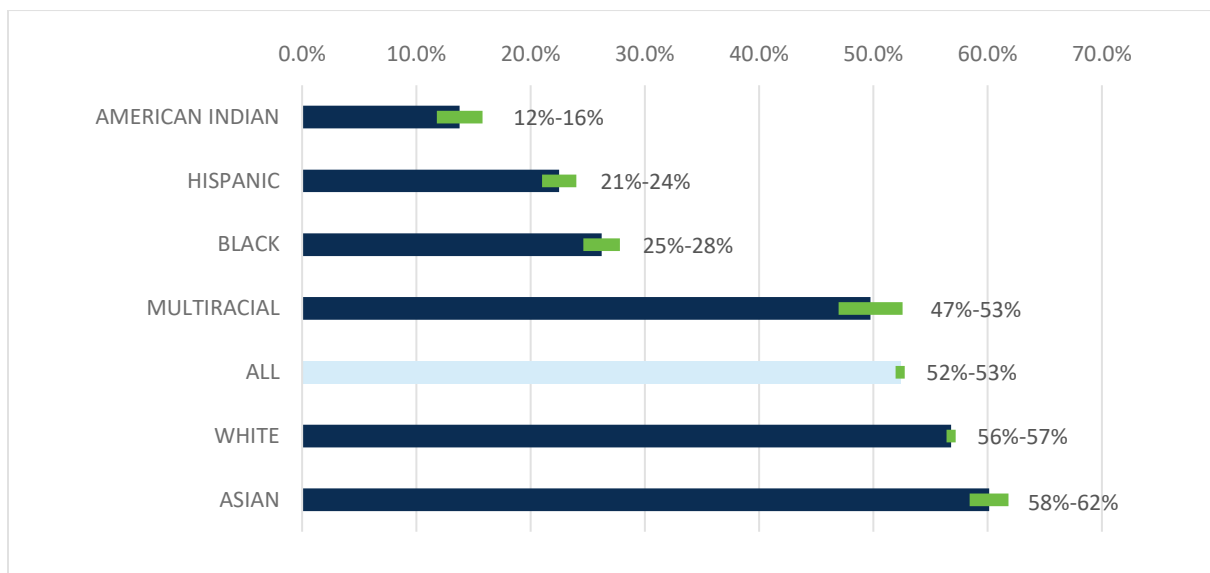


Source: IPUMS microdata version of U.S. Census Bureau 2011-2015 American Community Survey for Associate's or Higher Degree, with tabulations by the MN State Demographic Center.

⁵ Notes: Estimates have been rounded to the nearest 100 or whole percent. Parts may not add to total due to rounding. Users are cautioned that these estimates contain sampling and other sources of error, not shown here.

Appendix B: Estimates of Associate Degree Attainment by Race and Ethnicity

Figure B1. Percent of Minnesota Population Age 25 to 44 with an Associate or Higher Degree by Basic Race Categories (2011-2015⁶)



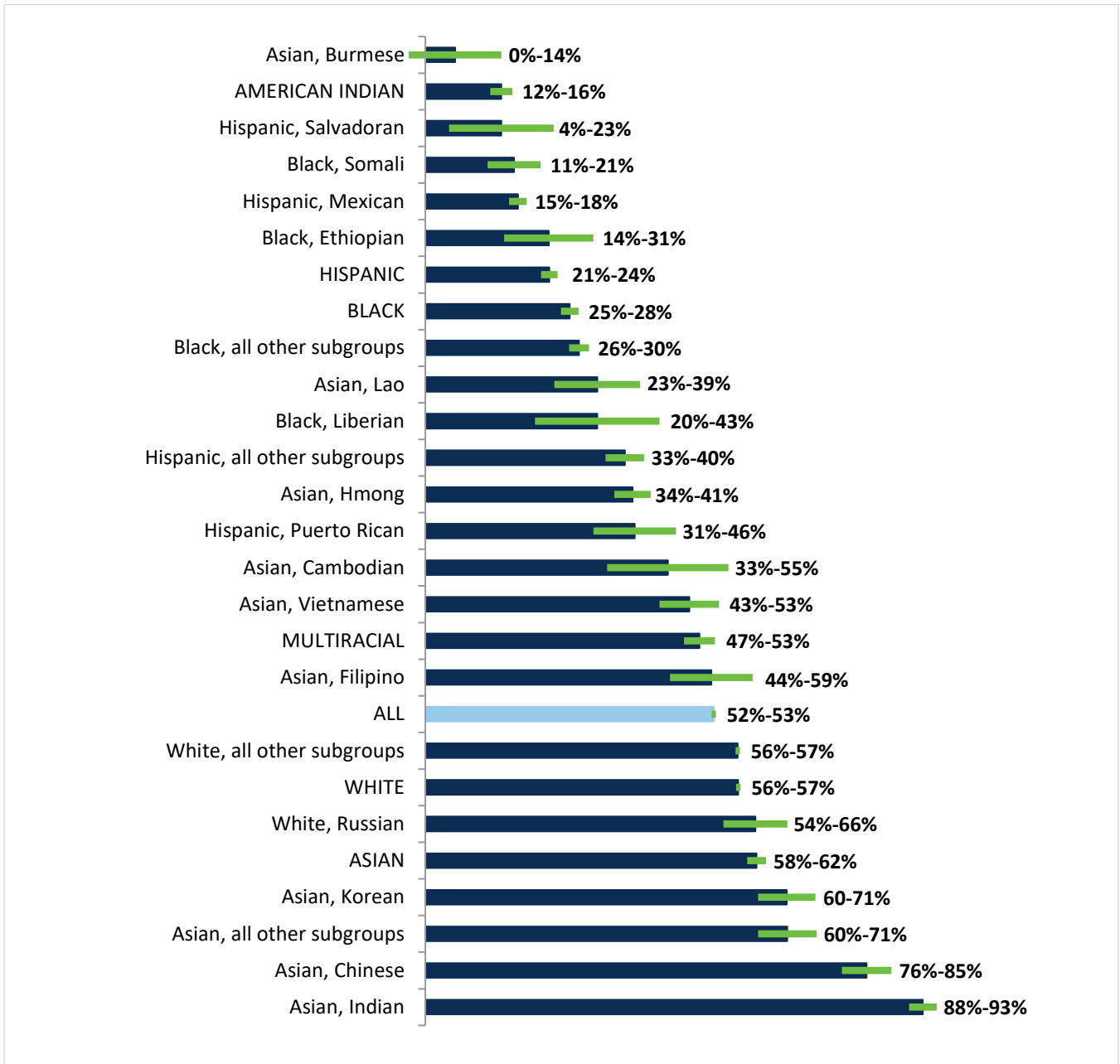
Source: IPUMS microdata version of U.S. Census Bureau 2011-2015 American Community Survey for Associate's or Higher Degree, with tabulations by the MN State Demographic Center.

Figure B1 shows that, among Minnesota’s population age 25 to 44, Asians were most likely to hold an associate degree or higher (about 60 percent), followed by Whites (57 percent). American Indians (about 14 percent) and Hispanics (23 percent) were least likely to hold an associate degree or higher.

In Figure B2 on the next page, a finer examination of these broad race categories shows significant variation, especially among Asian subgroups. Among detailed cultural groups, Asian Indians (90 percent) and Asian Chinese (80 percent) showed the greatest likelihood of holding at least an associate degree—both have exceeded the goal of 70 percent attainment by group. Asian Koreans are potentially at or above 70 percent. Among Asian Lao, Cambodian, and Hmong populations, the likelihood of holding an associate degree or higher was closer to 30 percent. Asian Burmese (5 percent), American Indians (about 14 percent), Hispanic Salvadorans (14 percent) Black Somalis (about 16 percent), and Hispanic Mexicans (about 17 percent) were least likely to hold at least an associate degree.

⁶ Notes: Estimates have been rounded to the nearest 100 or whole percent. Parts may not add to total due to rounding. Users are cautioned that these estimates contain sampling and other sources of error, not shown here.

Figure B2. Minnesota Population Age 25 to 44 with an Associate Degree or Higher, by Detailed Race Categories (2011 – 2015)⁷



Source: IPUMS microdata version of U.S. Census Bureau 2011-2015 American Community Survey for Associate's or Higher Degree, with tabulations by the Minnesota State Demographic Center.

⁷ Notes: Parts may not add to total due to rounding. Users are cautioned that these estimates contain sampling and other sources of error, not shown here.



2018