

# First Monday Report

Focus on:  
Future Worker Shortages  
and College Attainment

Issue 19, December 2, 2013



## Upcoming Events:

- Dec 8 Last day of Instruction
- Dec 9–13 Week of Final Exams
- Dec 9 Campus-wide Holiday Open House  
2:00 PM – 4:00 PM  
Light refreshments - Choir  
Student Services 3<sup>rd</sup> Floor Lounge
- Dec 24–25 Christmas Holidays  
Campus Closed
- Dec 30– Jan 1 New Year's Holiday  
Campus Closed



## Home for the Holidays

In order to accommodate the numerous employees who wish to spend the holiday season with their families and to allow us to take advantage of some cost cutting measures, we are planning to close as many campus buildings as possible from December 23, 2013 through January 1, 2014. It is our hope that most of us will use vacation days on December 23, 26 and 27 so that we can be away from campus for the entire time period. However, if you cannot use vacation time on those days, the College will keep the Student Services third floor open on December 23 and Administrative Services will be open on December 26 and 27. Employees who work on those days must check in with Vice President Earic Peters in room 48322 on December 23; and with Vice President Rolf Schleicher in building 8000 in the Village on December 26 and 27. Please notify your supervisor of your intent to work on those three days and gain approval. You will still need to submit an Absence Certification Request form for vacation days.

## Future Worker Shortages

In June 2013, the Georgetown University Public Policy Institute published the results of a study it conducted regarding the job growth and educational requirements through 2020. The study, titled *Recovery*, concluded that if significant reform is not undertaken in higher education at all levels, our economy will suffer from a lack of appropriately educated workers. In summary, the report draws the following conclusions:

- 1. The United States economy is projected to grow from 140 million jobs in 2010 to 165 million jobs in 2020.** This projection includes a presumption that Congress is able to resolve the nation's budgetary challenges, which will place the nation on the road to economic recovery.

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## Recovery study

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- 2. By 2020, 65 percent of all jobs will require postsecondary education and training beyond high school.** In 1973, workers with postsecondary education held only about 28 percent of jobs; by comparison, they held 59 percent of jobs in 2010 and will hold 65 percent of jobs in 2020.
- 3. There will be 55 million job openings in the economy through 2020: 24 million openings will be from newly created jobs and 31 million openings will result from baby boomer retirements.**
- 4. By educational attainment:**
  - **35 percent of the job openings will require at least a bachelor's degree;**
  - **30 percent of the job openings will require some college or an associate's degree;**

- **36 percent of the job openings will not require education beyond high school.**

Of the 55 million job openings by 2020, only 7 million (12%) will require less than a high school education; 13 million (24%) will require a high school diploma; 10 million (18%) will require some college but no degree (roughly half will be certificate earners); 7 million (12%) will require an associate's degree; 13 million (24%) will require a bachelor's degree; 6 million (11%) will require a master's degree or higher.

- 5. Job openings in healthcare; community services; and Science, Technology, Engineering, and Math (STEM) will grow the fastest among occupational clusters.**
- 6. Judgment/decision-making, communications, analysis, and administration will be the**

**four most in-demand competencies in the labor market.** Of all occupations, 96 percent require critical thinking and active listening to be very important or extremely important to success. Seventy percent require mathematical knowledge to be either very important or extremely important to success. Over 60 percent of occupations require oral comprehension to be either very important or extremely important to success.

- 7. The demand for physical skills has continued to decline over time, except for "near vision," which is necessary to read computer screens and other types of documentation.**

Almost all occupations  
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## Seasonal Fun Facts

### New Year's Ball:

**Past** – The original ball lowered in Times Square on New Year's Eve back in 1907 was made of iron and wood and decorated with 100 light bulbs.

**Present** – The modern New Year's ball is made of Waterford crystal, covered with 696 light bulbs, 96 strobe lights, and 90 rotating pyramid mirrors.



## Educational Attainment

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consider "near vision" to be either very important or extremely important to their jobs.

### **8. The United States will fall short by 5 million workers with postsecondary education – at the current production rate – by 2020.**

Both the executive summary and the full report are available at the following website:

<http://cew.georgetown.edu/recovery.2020>

Related to the results of the Georgetown study is the annual report from the Lumina Foundation on progress toward their "goal that 60 percent of Americans obtain a high-quality postsecondary degree or credential by 2025." This Lumina Foundation objective is called "Goal 2025." The 2013 annual report is the fourth in their series of annual updates. The current report updates the educational attainment results through 2011. The data show the following:

In 2011, the percentage of Americans between the ages of 25 and 64 with a two-year or four-year college degree was 38.7 percent. This is an increase from last year's report; in 2010 the attainment rate was 38.3 percent. Overall the U.S. attainment rate has been increasing slowly but steadily; in 2008, it was 37.9 percent, and in 2009 it was 38.1 percent.

The higher education attainment rate of young adults (ages 25-34) is a good leading indicator of where higher education attainment rates are headed. In 2011, the rate was 40.1 percent – almost one-and-a-half percentage points higher than that among all adults, and two-and-a-half percentage points higher than in 2008.

Lumina's attainment goal has always included high value postsecondary certificates, but data on the number of adults holding certificates is not readily available. This year, however, the first solid estimates of the number of high-value postsecondary certificates have been produced. They suggest that an additional 5 percent of the U.S. adult population between the ages of 25 and 64 hold a postsecondary certificate with significant economic value.

The recent increase in attainment rates – especially among young adults – is a step in the right direction, but we must increase attainment much more to reach Goal 2025.

In addition to the update on national numbers, the report, which is over 200 pages in length, includes a review of the data by state. The data for California show our progress over the four years is virtually flat. The

And students of color." We must meet the needs of these 21<sup>st</sup> century students to ensure the growth of California's economy.

For California to achieve Goal 2025, our annual targets for degree attainment among 25-to-64-year olds should be as follows:

- 2011 = 38.9 percent (actual)
- 2013 = 41.9 percent
- 2015 = 44.9 percent
- 2017 = 47.9 percent
- 2019 = 51.0 percent
- 2021 = 54.0 percent
- 2023 = 57.0 percent
- 2025 = 60.0 percent

To ensure that Goal 2025 is reached, the Lumina Foundation has set ten targets, or metrics, the nation must hit by 2016. These ten targets are:

- 1. 55% = Increase the percentage of Americans who believe increasing higher education attainment is necessary to the nation to 55 percent.** The baseline number from 2012 was 43 percent; the 2014 target is 48 percent.
- 2. 67.8% = Increase the percentage of students who pursue postsecondary education directly from high school to 67.8 percent.** In 2009, this number was 63.3 percent; the 2012 baseline number was 62.5 percent; the 2014 goal is 66.2 percent.
- 3. 1.3% = Increase the first-time participation rates of older adults to**

## Lumina Foundation Annual Report

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- 1.3 percent.** In 2009, this number was 0.9 percent; the 2012 baseline number was 1.1 percent; the 2014 goal is 1.2 percent.
- 4. 3.3 million = Increase higher education enrollment among Hispanic students to 3.3 million.** In 2009, this number was 2.4 million; the 2012 baseline number was 2.5 million; the 2014 goal is 2.9 million.
- 5. 3.25 million = Increase higher education enrollment among African Americans to 3.25 million.** In 2009, this number was 2.6 million; the 2012 baseline number was 2.7 million; the 2014 goal is 3 million.
- 6. 22 million = Increase total higher education enrollment by 4 million students to 22 million.** In 2009, this number was 17.6 million; the 2012 baseline number was 18.1 million; the 2014 goal is 20 million.
- 7. 800,000 fewer = Reduce by 800,000 the number of working age adults (25-64 years old) with some college and no degree.** In 2009, this number was 36.1 million; the 2012 baseline number was 36.3 million; the 2014 goal is 36 million.
- 8. 60% = Increase the overall higher education completion rate (first-time/full-time, within 6 years) to 60 percent.** The 2012 baseline number was 42 percent; the 2014 target is 45 percent.
- 9. 48% = Increase the higher education completion rate to 48 percent for adult learners (ages 25-64).** The 2012 baseline number was 42 percent; the 2014 target is 45 percent.
- 10. 3 million = Increase the number of associate and bachelor's degrees awarded annually to 3 million.** In 2009, this number was 2.4 million; the 2012 baseline number was 2.5 million; the 2014 goal is 2.7 million.
- I believe these two reports present compelling evidence of the need for those of us who are privileged to work at Pierce College every day to do all we can to ensure our students graduate with a degree or certificate. One of the ways we can accomplish that goal is through the adoption of the statewide

degrees known as the Associate Degree-Transfer (AD-T). Currently, 25 AD-Ts [also known as the Transfer Model Curriculum (TMC)] have been approved by the Academic Senate for California Community Colleges (ASCCC). Another 10 TMC degrees are pending approval, including three in agriculture areas. In addition to these 35 degrees, eight more disciplines are in the process of creating TMCs. These degrees offer the opportunity for California community colleges to adopt up to 43 defined transfer pathways to the California State University system. In addition to moving forward with the AD-T degrees, State Chancellor Brice Harris convened a task force to examine the possibilities of California community colleges offering bachelor's degrees in a few select disciplines. A further review of the associate degree transfer and community college baccalaureate degrees will be discussed in a future First Monday Report.

