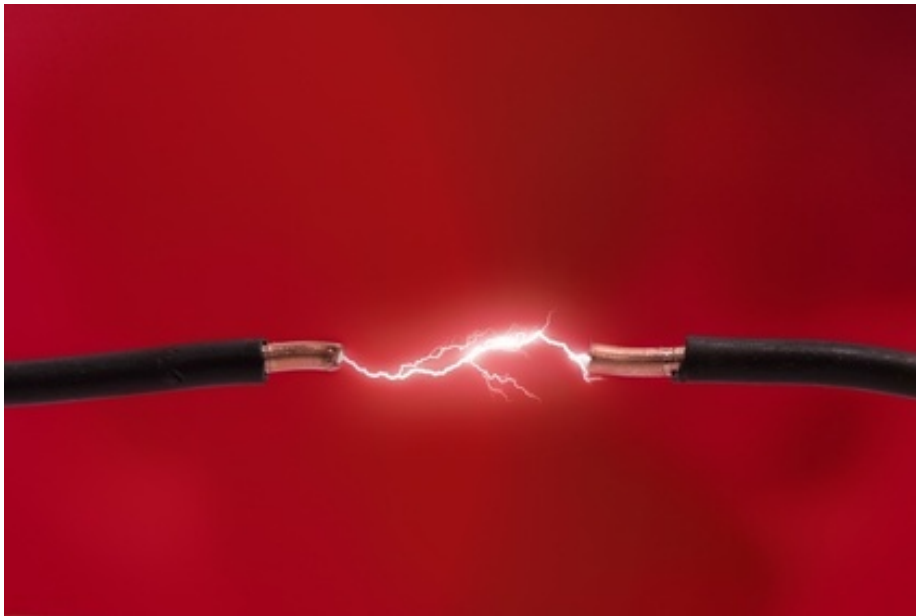


65 by 2025: *A Means to an End*

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and Workforce Development

How would we act if 65 by 2025 were an end rather than a means to an end?

Reviewing the goal:

To have 65 percent of the state's population with a “credential” by 2025

How would we act if 65 by 2025 were an end?



How would we act if 65 by 2025 were an *end*?

Does getting to 65 percent by 2025 matter the way getting the wall of sandbags to 3.5 feet matters?



Which raises this question ...

What is the end we're pursuing
with a goal like 65 by 2025?

What end are we pursuing?

One possibility:

To save the state's economy from a catastrophic crash because of poorly trained and educated workers?

What end are we pursuing?

Another possibility:

To prevent educated, well-trained outsiders from coming to Alaska and taking all of our best jobs?

An important interjection about the data

We know with a reasonable degree of certainty how many people have graduated from high school and received everything from associate to doctorate degrees, but the numbers on credentials or “certificates of value” are squishy

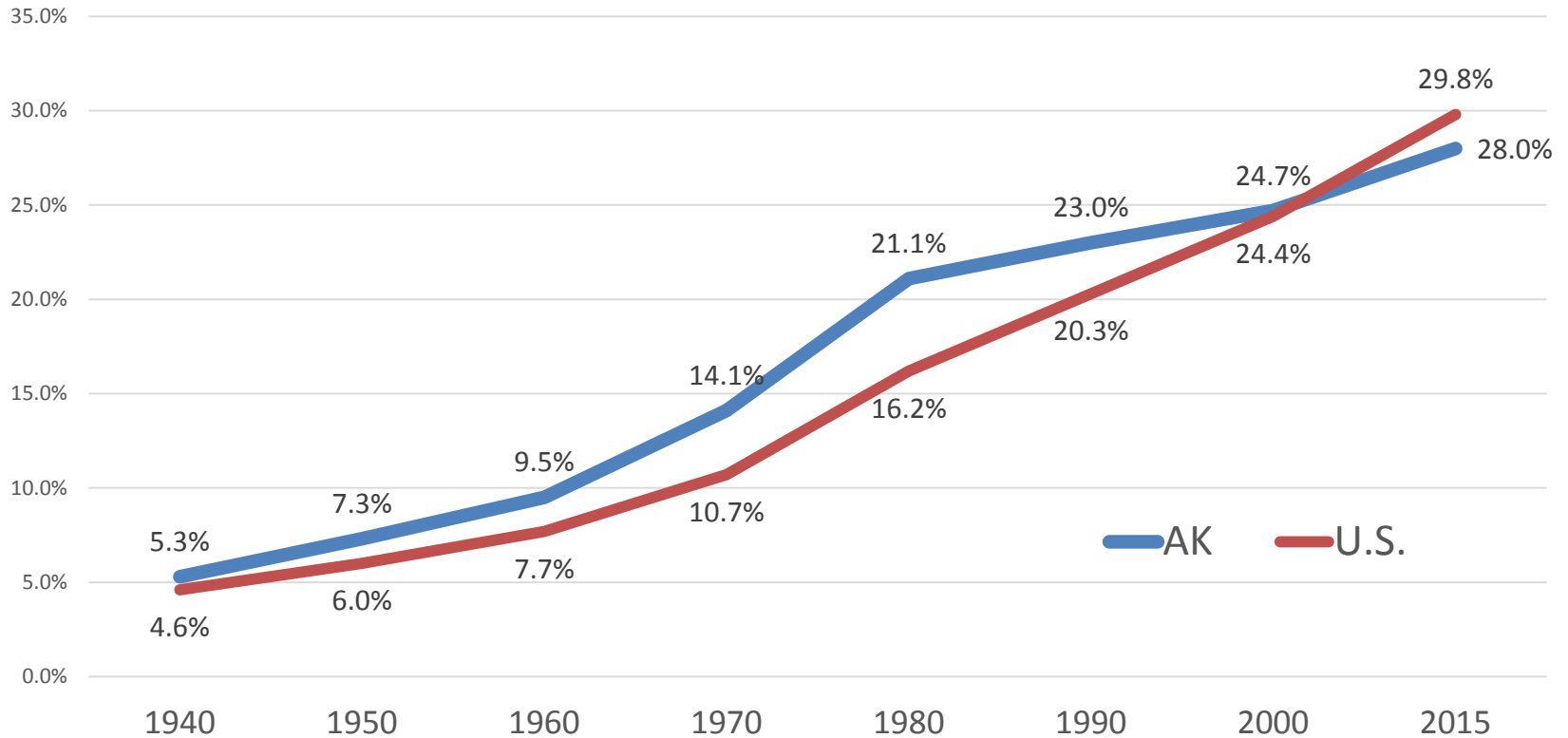
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Let's not let that distract us, though

Are we headed off a cliff?

Bachelor's Degrees or higher, AK and U.S.



We have underperformed relative to other states for the last few decades

Our ranking among states for bachelor's degrees goes from 11th in 1940 to 3rd in 1970 and 1980 to 27th in 2015

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Because we don't do our most clear-headed, longer-term thinking in crisis mode

And saying it's not a crisis does not mean it's unimportant

Back to this: What end are we pursuing?

Still another possibility:

To help Alaskans understand the very clear value of postsecondary education/training and facilitate more of them pursuing it

Back to this: What end are we pursuing?

Still another possibility:

To help Alaskans understand the very clear value of postsecondary education/training and facilitate more of them pursuing it ...

(which, by the way, will do good things for our state and local economies)

If you remember only one thing...

**Good things happen when people
commit to education/training beyond
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The data are very clear on this point

If you care about money ...

Median Alaska earnings for:

- Someone who didn't graduate from high school: **\$26,000**
- High school graduate: **\$34,000**
- Someone with some college, but associate's degree or less: **\$42,000**
- Bachelor's degree holder: **\$53,000**
- Graduate or professional degree holder: **\$72,000**

Or the odds of being employed ...

More likely to be working:

Less than HS graduate: 50 percent

HS Graduate: 65 percent

Some college or associate's degree: 73 percent

Bachelor's degree or higher: 82 percent

Or a lot of other things like:

- Crime
- Recidivism
- Opioid abuse (non-medical)
- Health and life span
- Need for public assistance payments

What about apprenticeships and other training programs?

Apprenticeship completers in Alaska earned an average of **\$73,000** in recent years

Does participating in a training program *always* pay off in higher wages?

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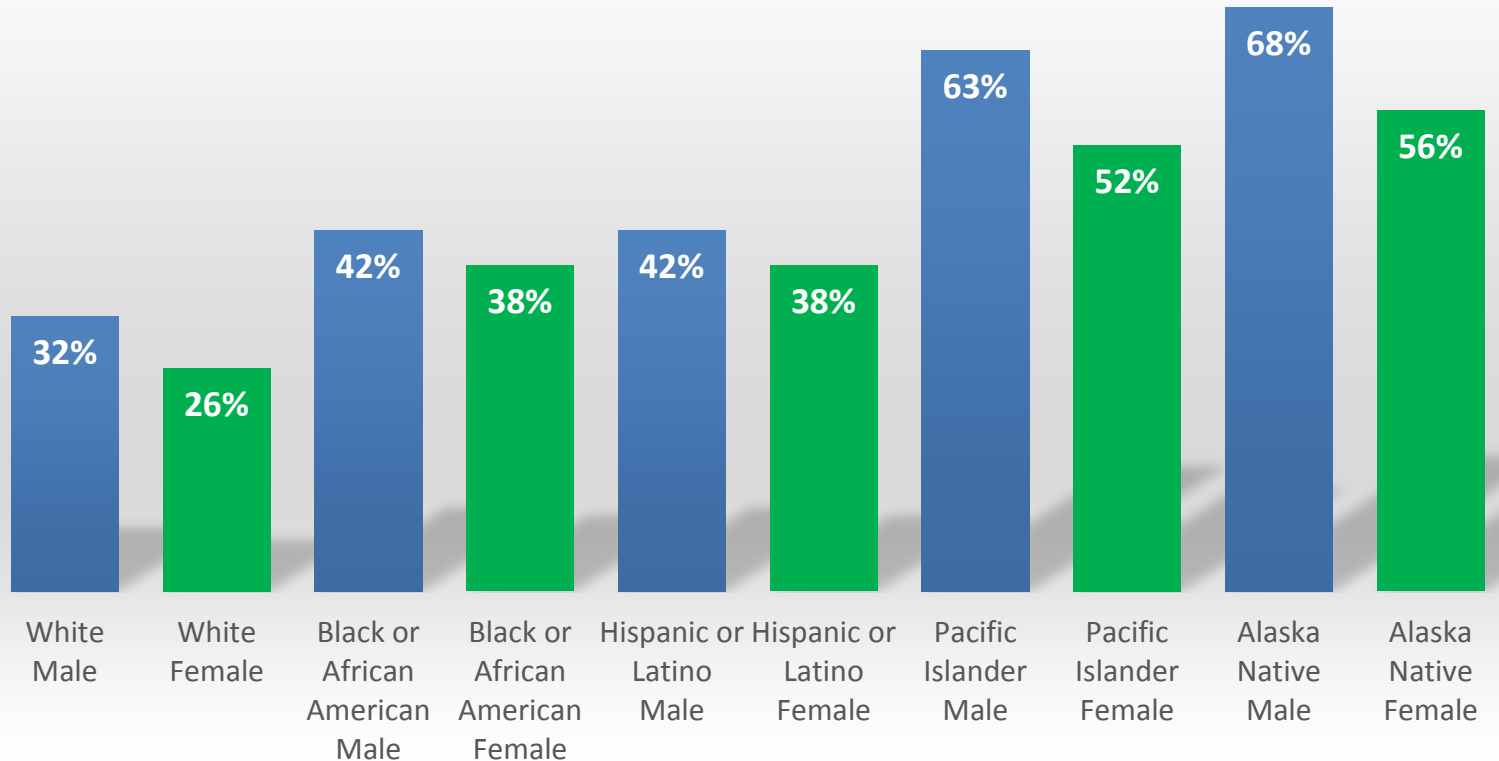
Almost

If you had just one word to explain why

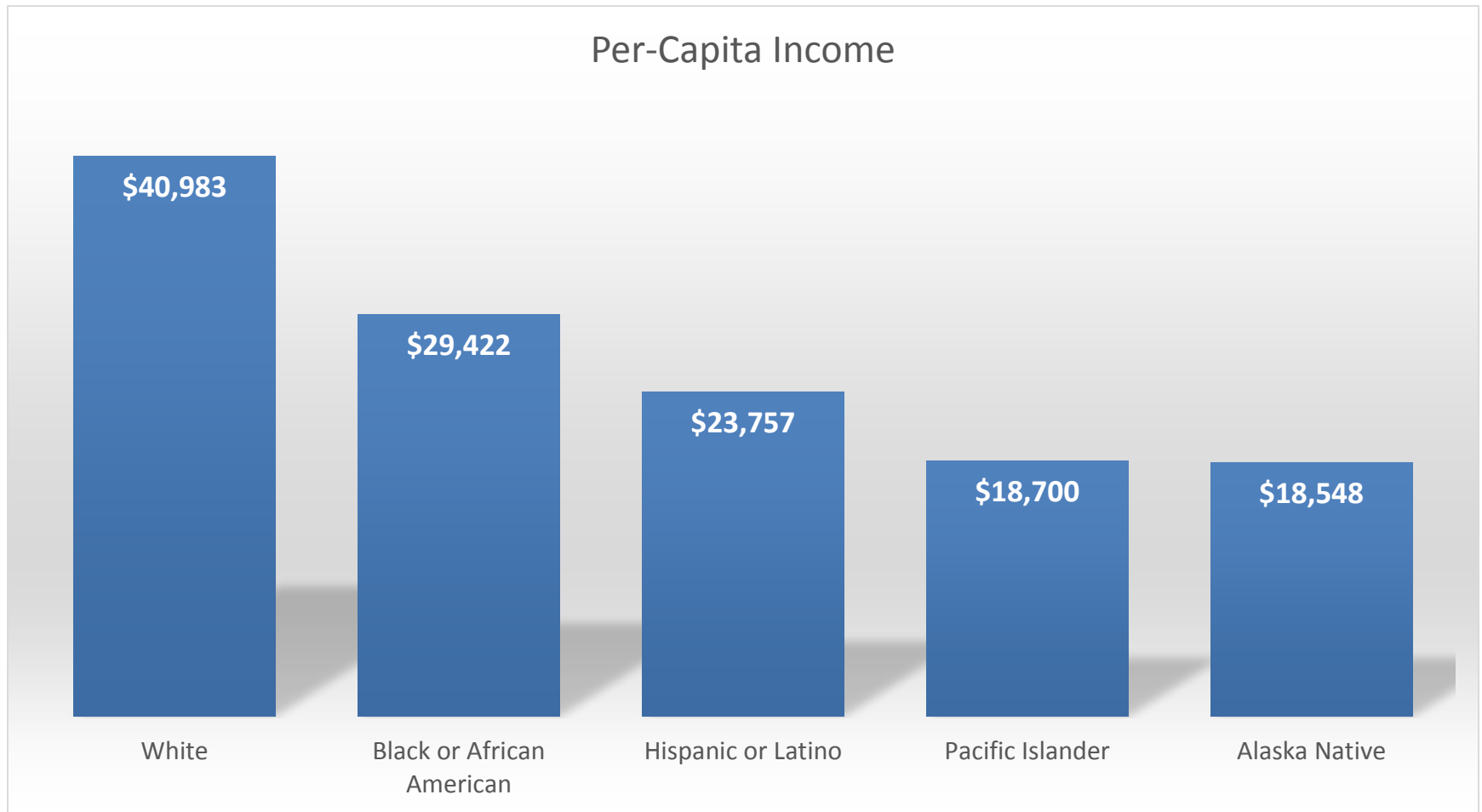
Postsecondary education/training = ?

Large differences between races and ethnic groups; a critical issue to grapple with:

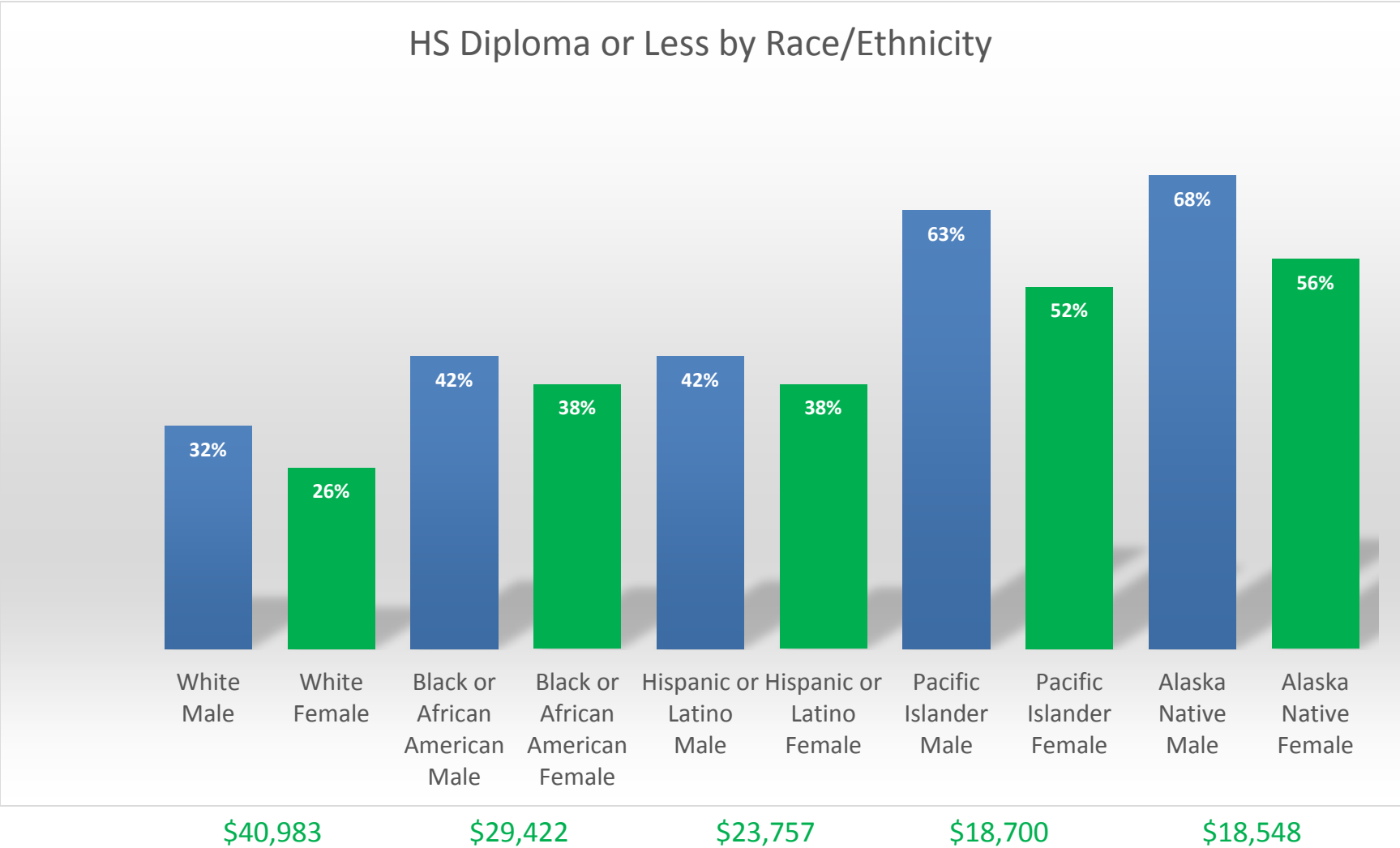
HS Diploma or Less by Race/Ethnicity



Does it look like there's a connection between educational attainment and income?



Putting them together makes it easier to see ...



So why do people not get
postsecondary training or education?

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- **Money**

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- Money
- **Motivation**

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- **Geographic access**

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- **Administrative Complexity**

So why do people not get postsecondary training or education?

- Money
- Motivation
- Geographic access
- Lack of information
- Administrative Complexity
- **Other?**

Why does somebody?

- **Clear career objective**

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- **Financial and other types of support**

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Why does somebody?

- Clear career objective
- Financial and other types of support
- It's the default course, the “wide path”
- Lifestyle hopes (doctors, and lawyers, and engineers, oh my ...)
- **Many other possibilities (what kept *you* going?)**

Don't quote me, but ...

Be careful about overusing Department of Labor or anyone else's long-term occupational projections.

Don't overthink this.

We saw a bunch of this yesterday
with the student panelists:

“Don’t ask what the world needs. Ask
what makes you come alive and go do
it. Because what the world needs is
people who have come alive.”

- Howard Thurman

Questions and Contestations:

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