

# As America Becomes More Diverse: The Impact of State Higher Education Inequality

## *Massachusetts State Profile*

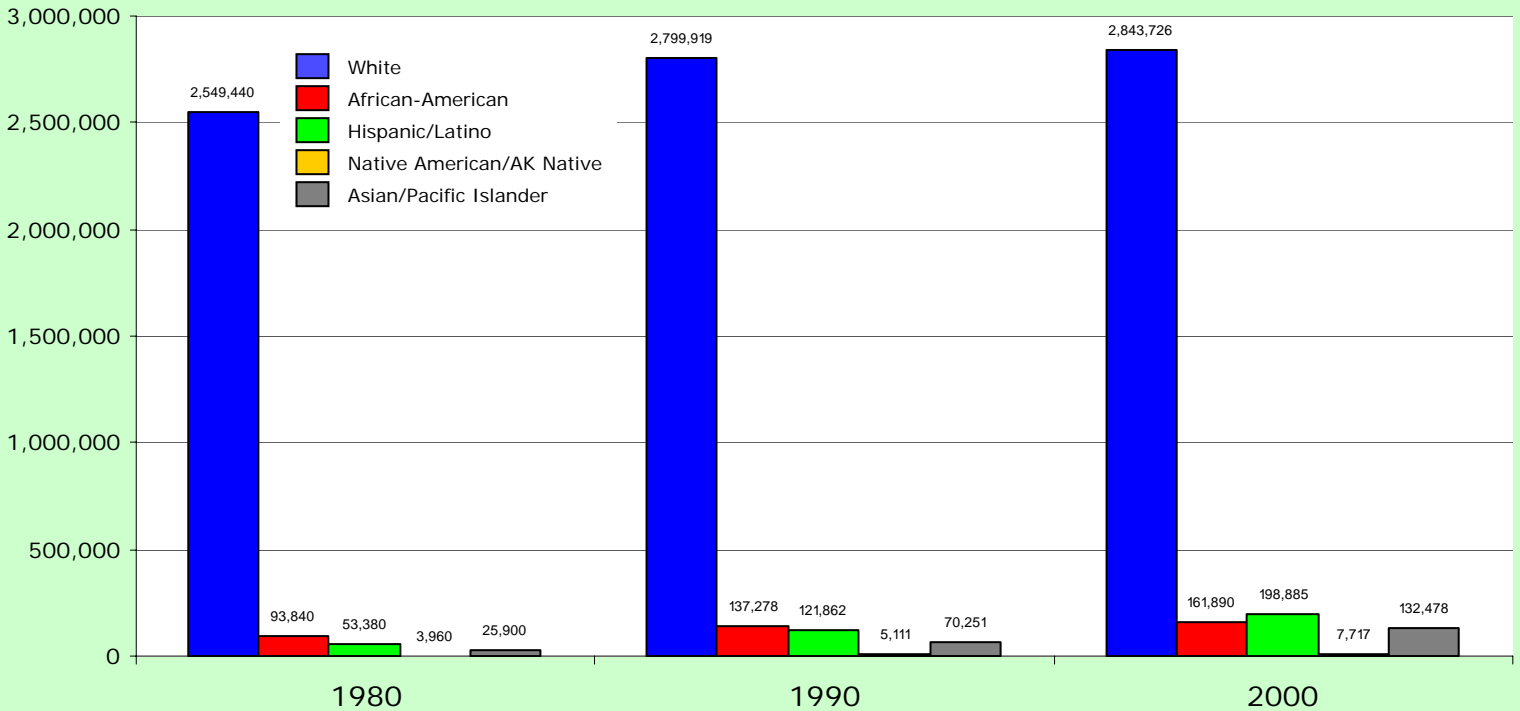
### **Questions You Should Ask**

- ❖ How educated is Massachusetts' adult population and workforce?
- ❖ How does Massachusetts compare to the national average, the most educated states, and the most educated countries?
- ❖ What are the disparities in educational attainment, participation and completion in higher education, and personal income by gender and race/ethnicity?
- ❖ How is the demographic composition of Massachusetts expected to change?
- ❖ How will expected changes in demography – given current disparities in education and personal income – affect the overall educational attainment and personal income of Massachusetts?

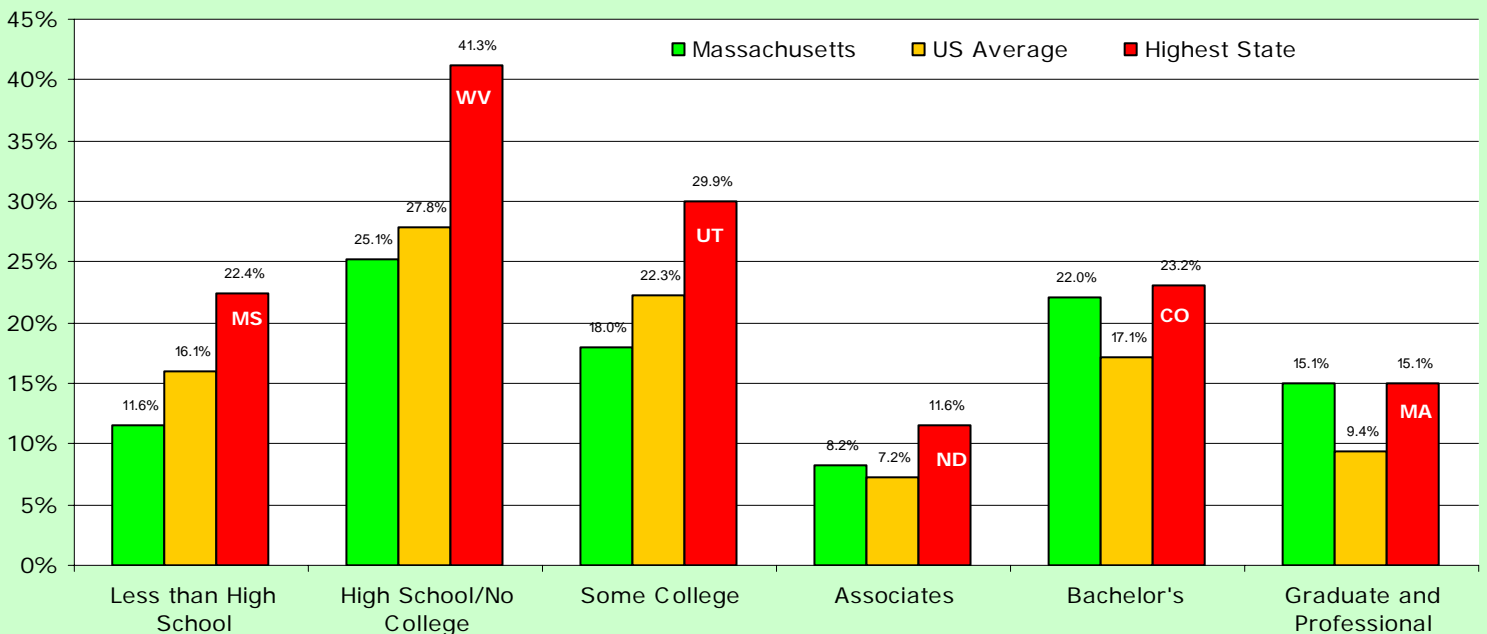
# The Impact of State Higher Education Inequality

## Massachusetts State Profile

Racial/Ethnic Composition of Massachusetts' Working Age Population (Ages 25 to 64) from 1980 to 2000

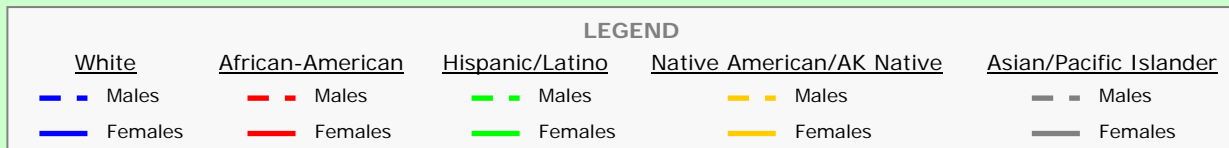


Educational Attainment of 25 to 64 Year Olds in 2000 (All Races)

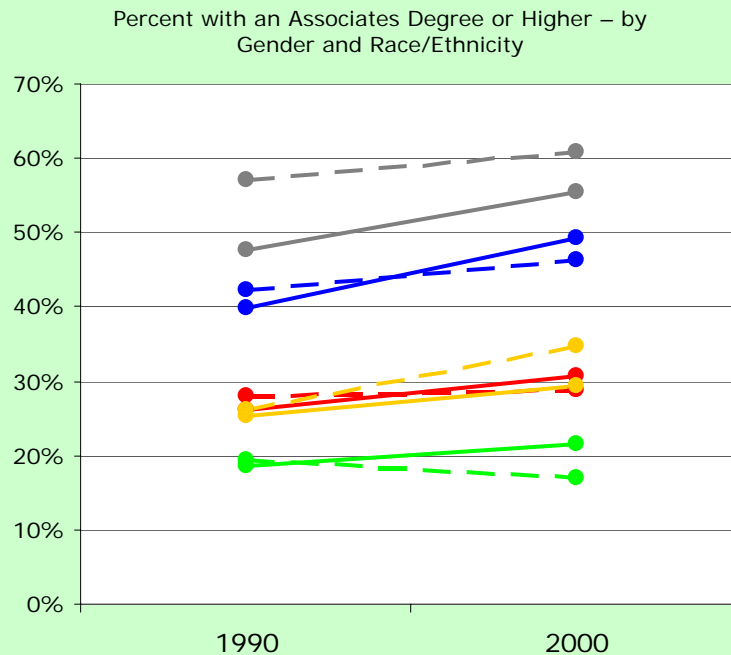
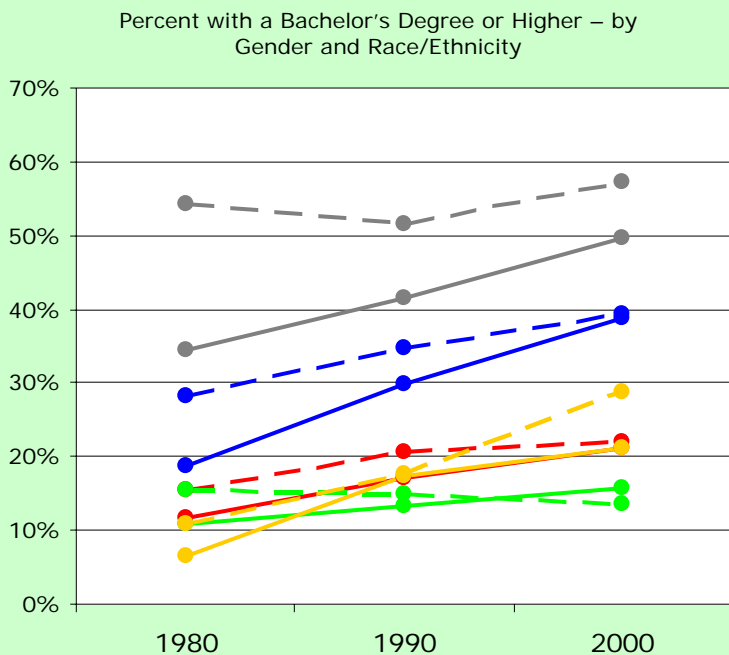


Sources: US Census Bureau's Public Use Microdata Samples (Based on the 1990 and 2000 Census)

# Disparities in Educational Attainment by Gender and Race/Ethnicity

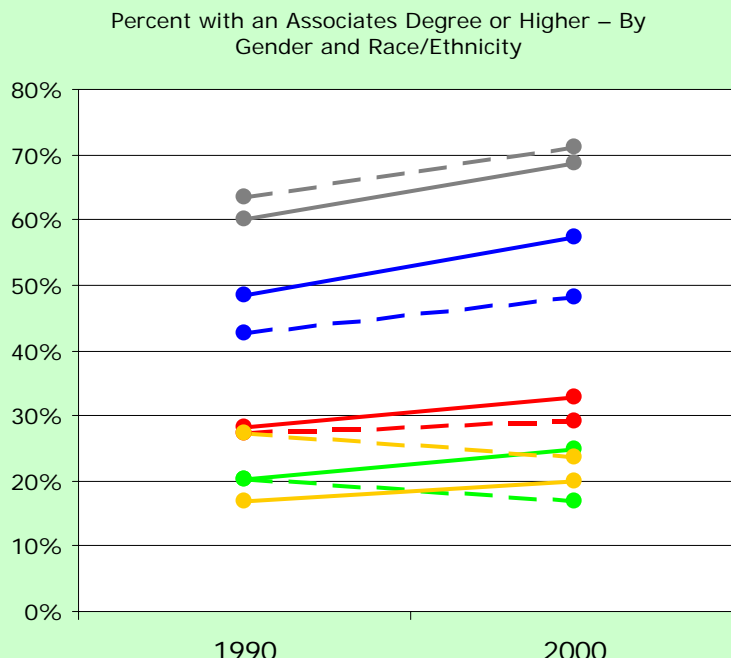
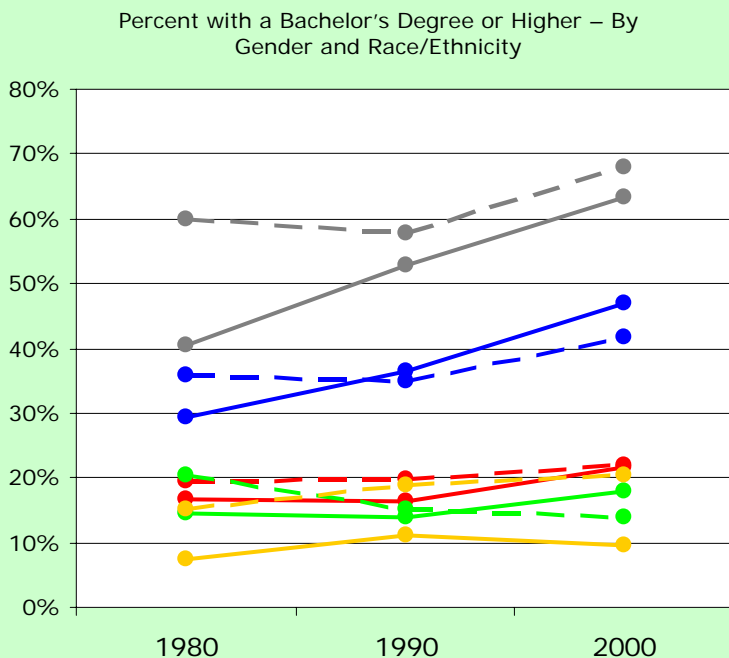


## Educational Attainment of 25 to 64 Year Olds (Working Age)



Sources: US Census Bureau's Public Use Microdata Samples (Based on the 1980, 1990, and 2000 Census)  
 Note: Associate Degree Data not Available for 1980.

## Educational Attainment of 25 to 34 Year Olds (The Young Workforce)



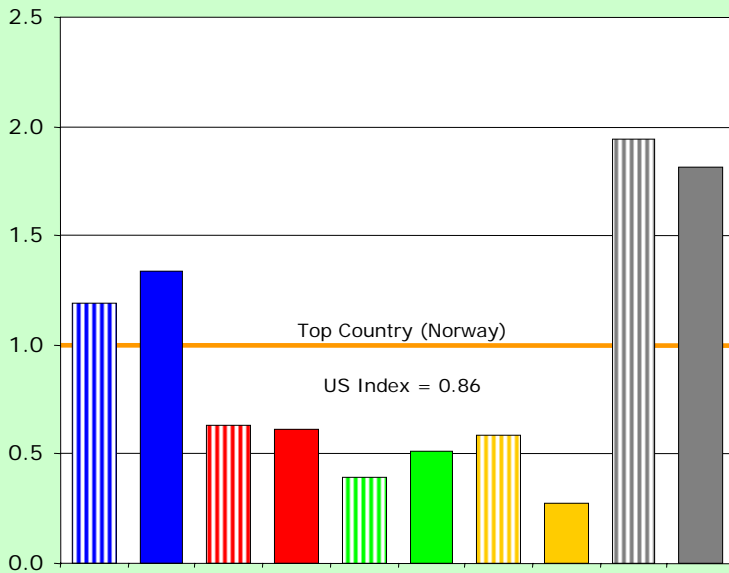
Sources: US Census Bureau's Public Use Microdata Samples (Based on the 1980, 1990, and 2000 Census)  
 Note: Associate Degree Data not Available for 1980.

# Educational Attainment by Gender and Race/Ethnicity (25 to 34 Year Olds Continued)

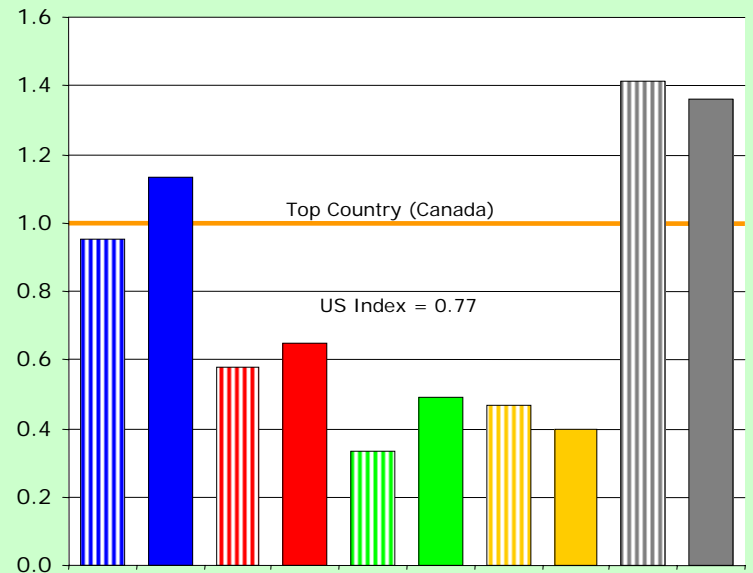


## Educational Attainment of 25 to 34 Year Olds (The Young Workforce) Indexed to the Top Country

Indexed to the Top Country – Percent with a Bachelor's Degree or Higher – By Gender and Race/Ethnicity



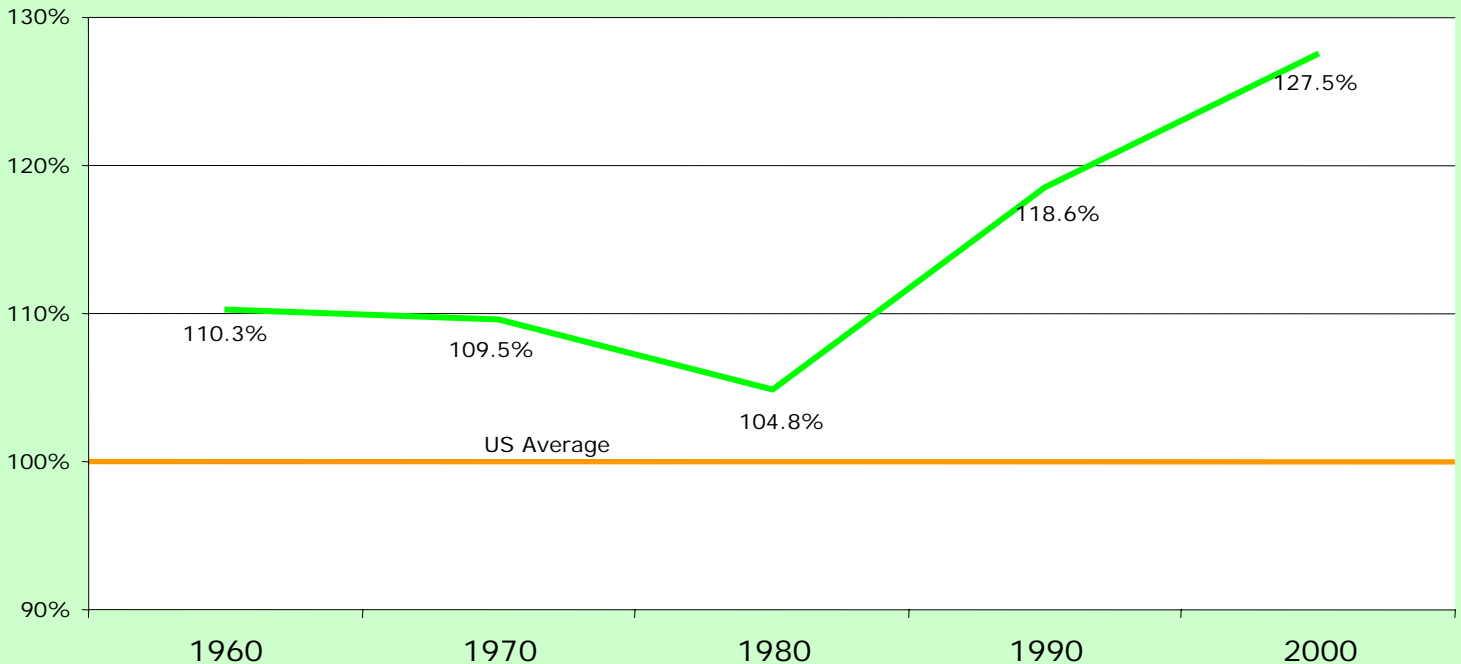
Indexed to the Top Country – Percent with an Associates Degree or Higher – By Gender and Race/Ethnicity



Sources: US Census Bureau's Public Use Microdata Samples (Based on the 2000 Census) and the Organisation for Economic Co-operation and Development

## Personal Income

Massachusetts' Personal Income Per Capita as a Percent of the US Average (1960 to 2000)

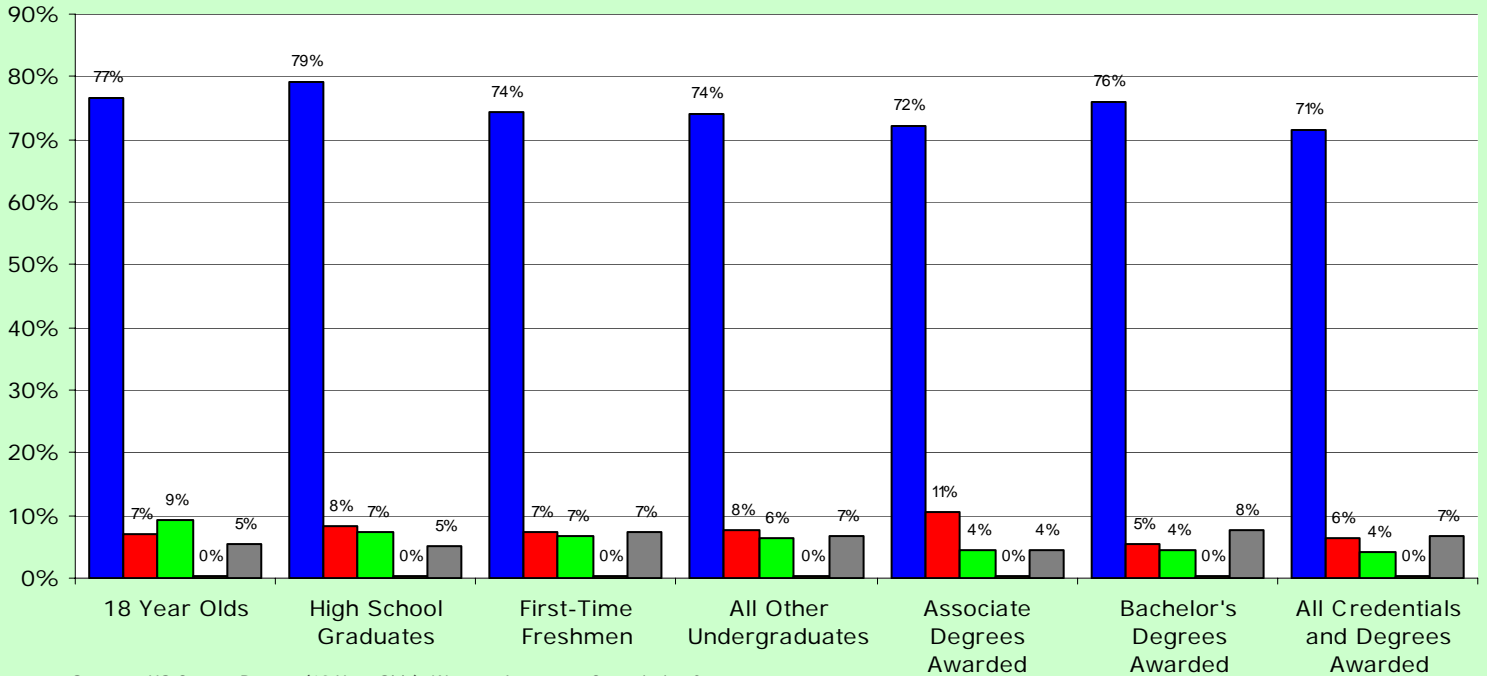


Source: US Census Bureau's Current Population Survey (1960, 1970, 1980, 1990, and 2000)

# Higher Education Participation and Completion by Race/Ethnicity



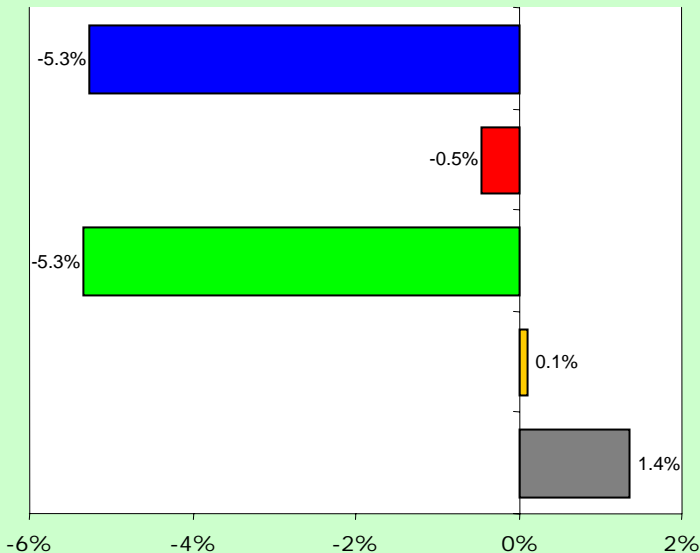
Representation (%) of Race/Ethnic Groups at Each Stage of the Education Pipeline (2002)



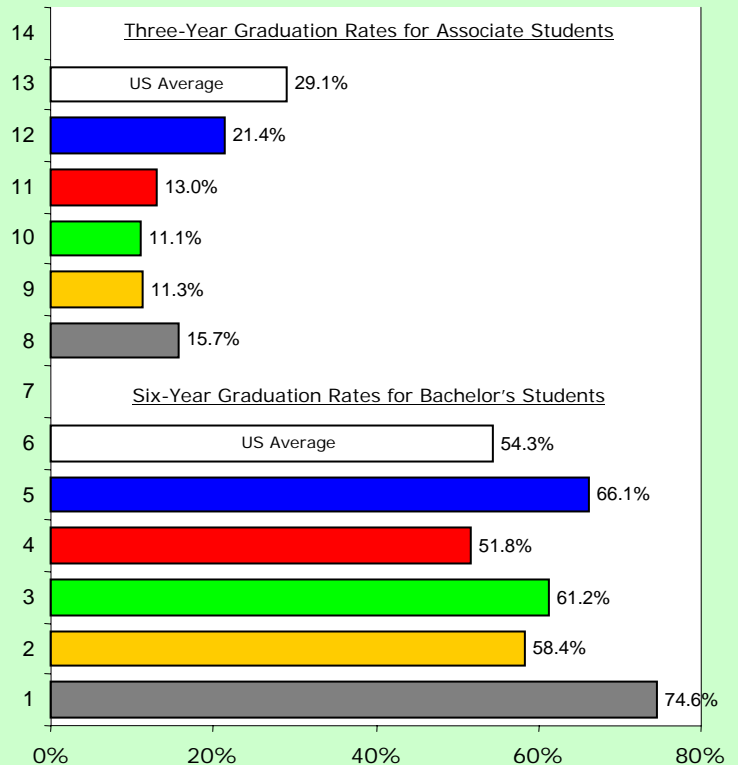
Sources: US Census Bureau (18 Year Olds), Western Interstate Commission for Higher Education (HS Graduates), and the National Center for Education Statistics (College Participation and Completion)

Graduation Rates by Race/Ethnicity (2002)

**Actual vs. Parity**  
Difference in the Percentage of Credentials Awarded and the Percentage of 18 Year Olds by Race/Ethnicity (2002)



Sources: US Census Bureau (18 Year Olds), Western Interstate Commission for Higher Education (HS Graduates), and the National Center for Education Statistics (College Participation and Completion)

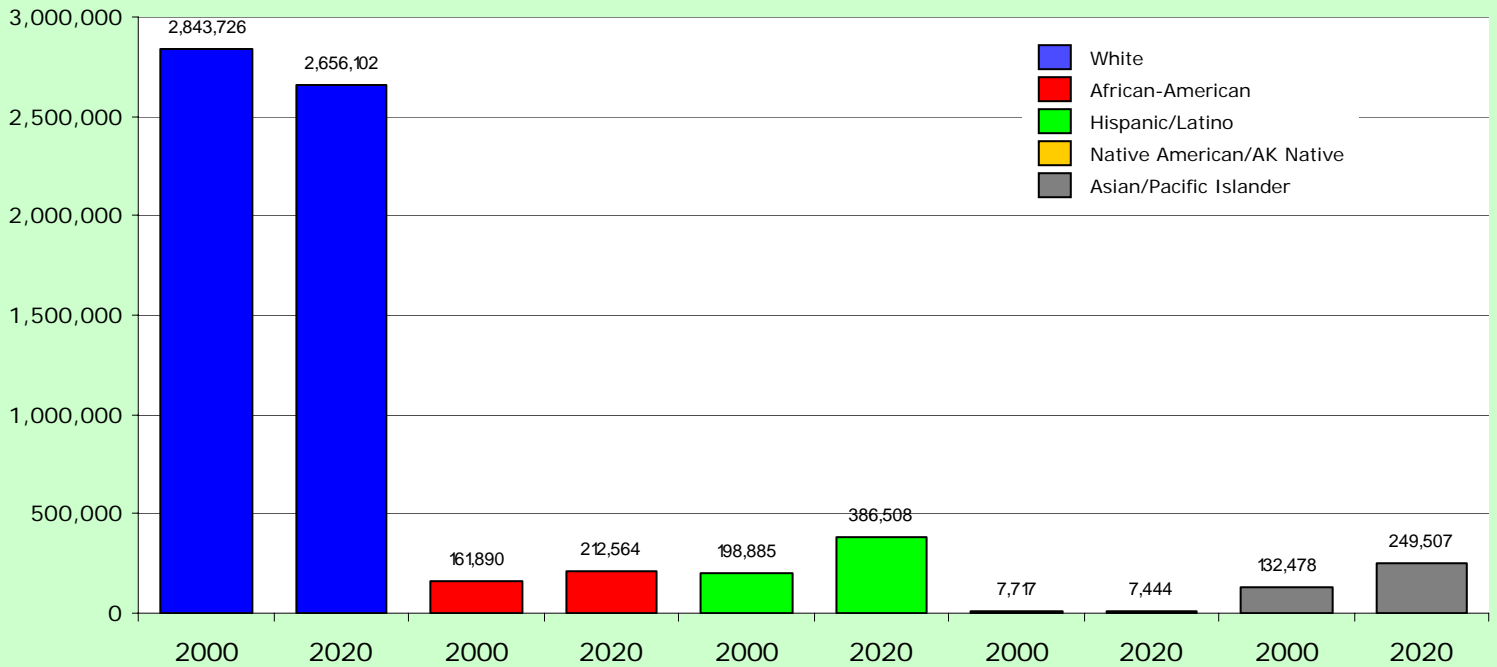


Source: National Center for Education Statistics (IPEDS Graduation Rate Survey)

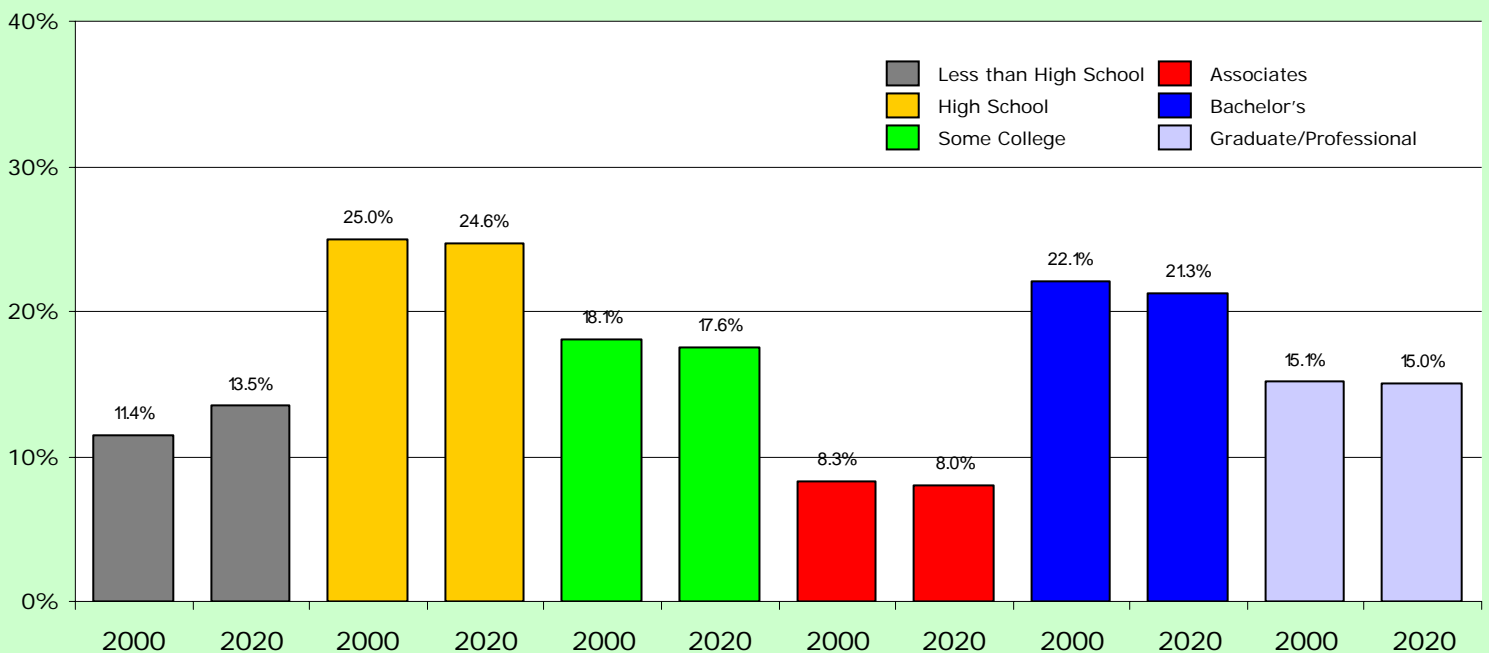
# The Impact of Changing Demographics on Educational Attainment and Personal Income (2000 to 2020)

Projected changes in educational attainment and personal income per capita are based on the US Census Bureau's population projections by age and race/ethnicity and 2000 educational attainment and personal income data by age and race/ethnicity. The analyses are designed to help answer the following question: "Given current disparities in educational attainment and personal income by age and race/ethnicity, how will the changing demographics in my state impact the overall educational attainment and personal income of the adult population?"

Projected Change in 25 to 64 Year Olds by Race/Ethnicity (from 2000 to 2020)



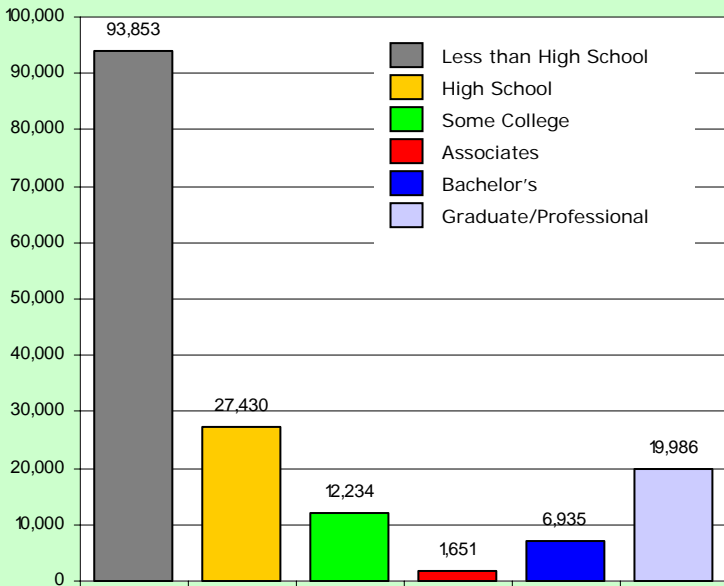
Changes in Educational Attainment as a Result of the Projected Changes In Race/Ethnicity (25 to 64 Year Olds from 2000 to 2020)



Sources: US Census Bureau's Population Projections (from 1995 to 2025) and Census 2000

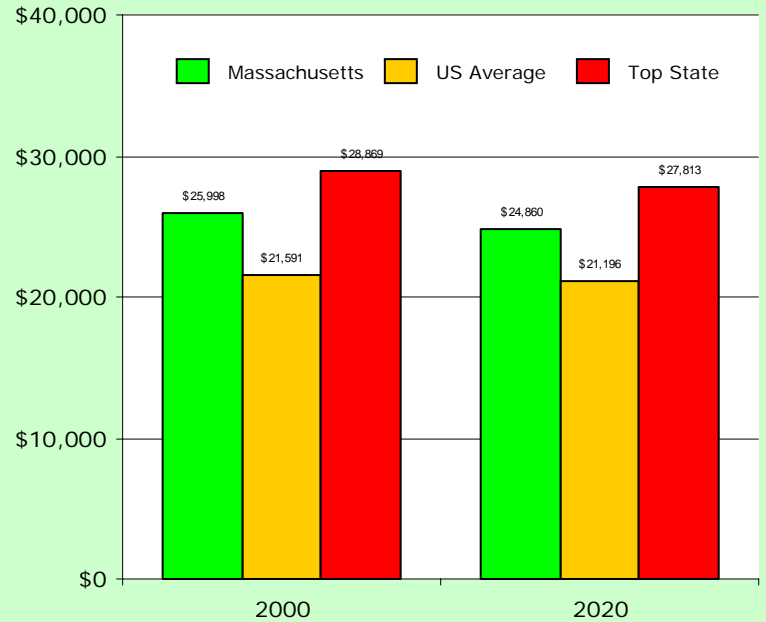
# The Impact of Changing Demographics on Educational Attainment and Personal Income (2000 to 2020) - Continued

Number Change in Adults 25 to 64 by Degree Level from 2000 to 2020



Source: US Census Bureau's Population Projections and Census 2000

Change in Per Capita Personal Income from 2000 to 2020 (In 2000 \$)



Source: US Census Bureau's Population Projections and Census 2000

If Hispanics/Latinos, African-Americans, and Native Americans achieved the same levels of education as Whites by 2020, Massachusetts' personal income would increase by \$3.5 Billion (in 2000 \$).

Note: Does not account for racial/ethnic disparities in personal earnings for the same levels of education.

# The Impact of State Higher Education Inequality

## Massachusetts Summary

- ❖ The growth in Massachusetts' working-age population is almost exclusively African-American, Hispanic and Asian. And by 2020, these three race/ethnic groups are projected to grow even more while the White population is expected to decline.
- ❖ Relative to other states, a high percentage of the workforce has a college education.
- ❖ Females have made progress in educational attainment relative to males but sizable disparities still exist among racial/ethnic populations. The difference in educational attainment between the two largest populations (White and Hispanic) is among the largest of any state – ranked fifth in the U.S. Twenty percent of Hispanics have a college degree compared to 48 percent of Whites. The educational gaps between Hispanics and Whites, and African-Americans and Whites, are widening – not closing.
- ❖ Despite increases in educational attainment for the entire population in Massachusetts, educational attainment among Hispanic males has actually declined over the past 20 years.
- ❖ Only Whites and Asians exceed the most educated countries in the percentage of adults (ages 25 to 34) with a bachelor's degree and when accounting for all college degrees (associate and higher) – which is an important consideration in an increasingly global economy.
- ❖ Massachusetts's personal income per capita has risen from 110 percent of the U.S. average in 1960 to 128 percent in 2000.
- ❖ The higher education system in Massachusetts attracts a large number of students from out of state and out of the U.S. The "representation of race/ethnic groups at each stage of the education pipeline" analysis includes data from the National Center for Education Statistics that reflect high numbers of students that are not among the five race/ethnic groups represented in this analysis (identified as "other" or "unknown"). The race/ethnic disparities are more evident in the graduation rates of college students – at both the associate and baccalaureate levels.
- ❖ Unless these inequities are addressed, current disparities in educational attainment and the population projections by race/ethnicity indicate that Massachusetts will lose ground in the percentage of its workforce that is college-educated. The most substantial growth will occur in the "less than high school" and "high school only" populations – those with no college experience.
- ❖ A similar trend is projected for personal income. Massachusetts has the one of the highest personal incomes per capita of any state in the U.S. However, if the educational disparities go unaddressed, the personal income will decline which will have a negative impact on the tax base of Massachusetts and its ability to provide services to its citizens – namely higher education.

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