The Future of Education:
Maximizing Latino Educational Attainment to Reach the Full Potential of National Economic Competitiveness

L’ATTITUDE

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Competitiveness

“The set of institutions, policies, and factors that determine the level of productivity of a country”

-World Economic Forum
Productivity

The most important driver of long-run economic growth
US Productivity Growth Has Stagnated

Multifactor Productivity, Indexed to 2010

United States
Other Countries Have Experienced Dramatically Faster Productivity Growth
While Other Countries Have Caught Up and Surpassed the US in Educational Attainment
And Have Experienced Dramatically Faster Economic Growth
The Relationship Between Educational Attainment and Economic Growth at the State-Level is Strong

Bachelor’s Degree Attainment of Adult Population, 2016

US Census Bureau, ACS, S1501 and Bureau of Economic Analysis, Regional Economic Accounts
If we are to harness the power of the relationship between education and economic development, we need to understand what disparities exist in educational attainment.
The Bachelor’s Degree Attainment Gap Between Latinos and the Overall Population is Large and Enduring

Bachelor’s Degree Attainment of Adult Population, 1975-2017

Total US Population: 34.2%
Latino Population: 17.2%
Despite progress, the current educational pipeline continues to produce significant disparities between Latinos and non-Latinos.
Latinos and Non-Latinos Enroll in School at Similar Rates Until Just Before High School Graduation

School Enrollment Rate for Children Born in 1991

Age During Year

|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
Differences in Enrollment Rates Cause Lasting Disparities in High School Completion

High School Diploma Attainment Rate for Children Born in 1991

Non-Latino

Latino
Differences in High School Completion Cause a 20 Percentage Point Disparity in Bachelor’s Degree Attainment by Age 25
Despite nearly the same rates of workforce participation, Latinos earn much less in wages than non-Latinos.
Latinos Work Hard

Percent in Work Force by Single Year of Age, 2016

Non-Latino
Total
Foreign-Born
Latino
Foreign-Born Latino
Latinos Work Consistently

Unemployment Rate by Educational Attainment and Demographic Category, 2016

<table>
<thead>
<tr>
<th></th>
<th>Less Than High School Diploma</th>
<th>High School Diploma</th>
<th>Some College</th>
<th>Bachelor's Degree</th>
<th>Master's Degree and Above</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Population</td>
<td>5.1%</td>
<td>4.4%</td>
<td>3.7%</td>
<td>2.5%</td>
<td>1.9%</td>
</tr>
<tr>
<td>Non-Latino</td>
<td>5.7%</td>
<td>4.4%</td>
<td>3.6%</td>
<td>2.5%</td>
<td>1.9%</td>
</tr>
<tr>
<td>Latino</td>
<td>4.4%</td>
<td>4.4%</td>
<td>4.1%</td>
<td>3.1%</td>
<td>2.3%</td>
</tr>
<tr>
<td>Foreign-Born</td>
<td>3.8%</td>
<td>3.8%</td>
<td>3.7%</td>
<td>3.1%</td>
<td>2.7%</td>
</tr>
<tr>
<td>Foreign-Born Latino</td>
<td>3.7%</td>
<td>3.5%</td>
<td>3.8%</td>
<td>2.9%</td>
<td>2.4%</td>
</tr>
</tbody>
</table>

For ages 25-65
But Latinos Earn Less Overall

Average Annual Wages Earned by Single Year of Age, 2016

Non-Latino
Latino

$21,579 Maximum Difference
These wage differences are a product of lower educational attainment as well as earning lower wages at each level of educational attainment.
Latinos Earn Less Even When They Have Comparable Qualifications

Avg. Wages by Educational Attainment and Demographic Category, 2016

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</tr>
</thead>
<tbody>
<tr>
<td>Total Population</td>
<td>$15,302</td>
<td>$24,400</td>
<td>$32,690</td>
<td>$56,466</td>
<td>$81,798</td>
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<tr>
<td>Non-Latino</td>
<td>$14,270</td>
<td>$24,849</td>
<td>$33,179</td>
<td>$57,517</td>
<td>$82,760</td>
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<tr>
<td>Latino</td>
<td>$16,571</td>
<td>$22,382</td>
<td>$29,617</td>
<td>$45,593</td>
<td>$68,828</td>
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<tr>
<td>Foreign-Born</td>
<td>$17,120</td>
<td>$22,428</td>
<td>$29,939</td>
<td>$49,482</td>
<td>$84,418</td>
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<tr>
<td>Foreign-Born Latino</td>
<td>$17,095</td>
<td>$21,233</td>
<td>$27,449</td>
<td>$38,675</td>
<td>$63,994</td>
</tr>
</tbody>
</table>

For ages 25-65
Closing gaps in educational attainment would generate broad increases in U.S. prosperity, but this would require massive systematic change.
$428.5 Billion

annual increase in earned wages if Latino and non-Latino education and wage gaps were closed
This is equivalent to adding the economic output of another San Francisco or Thailand.
$127.7 Billion

annual increase in federal and state income tax revenue if Latino and non-Latino education and wage gaps were closed
Where we are

- Less than High School Diploma Only: 8.8M
- High School Diploma Only: 8.1M
- Some College Only: 5.2M
- Associate Degree Only: 1.8M
- Bachelor's Degree Only: 3.1M
- Masters and Above: 1.4M
Where we are:
- Less than High School Diploma Only: 8.8M
- High School Diploma Only: 8.1M
- Some College Only: 5.2M
- Associate Degree Only: 1.8M
- Bachelor’s Degree Only: 3.1M
- Masters and Above: 1.4M

Where we need to be:
- Less than High School Diploma Only: 2.1M
- High School Diploma Only: 7M
- Some College Only: 6.1M
- Associate Degree Only: 2.6M
- Bachelor’s Degree Only: 6.7M
- Masters and Above: 3.9M
How Do We Create Massive Change?

- Try new organizational designs
- Use technology to empower individuals and relationships, not replace them
- Be adaptable to local contexts
- Engage multiple stakeholders that contribute resources not dependent on the economic cycle
- Use visibility to build strong and vocal political constituencies
Large Scale Change is Possible

Ira A. Fulton Schools of Engineering

- Nearly 3x increase in total enrollment
- More than 2.5x increase in degrees granted
- 5x increase in minority student enrollment
- 2.5x increase in first-generation student enrollment
- More than 2x increase in female STEM majors
Rapid innovation is needed to close a 40 year lag in college attainment.

Where do we begin?