

# The Business Case for Increased College Completion

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# National Numbers

**25** urban areas could generate **60%** of US job growth by 2030

**-3%** projected job growth by 2030 in distressed rural communities

**4x** higher risk of displacement for workers with high school diploma or less

**25.5%** potential displacement rate for Hispanic workers

# Georgia Facts

**57%**

Of jobs are at risk of automation

**60%**

of all jobs will require some college by 2025

**65%**

Of today's children will work in new jobs types that don't exist today

**85%** of

new Georgians are projected to be people of color by 2050

**36.8%** of

Georgia adults have an Associate's degree or above

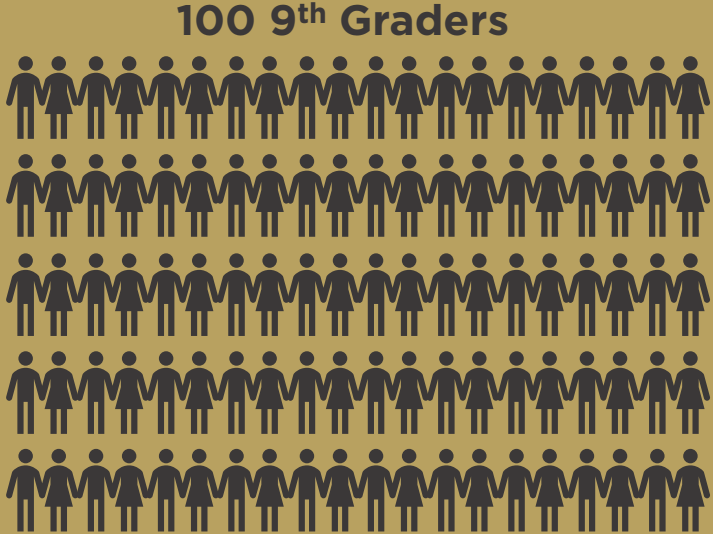
# Financial Advantage of Higher Education

*Higher Education translates to higher earnings over time*

## Median Earnings by Degree Category

<b>Degree</b>	<b>Median Earnings 1 year after graduation</b>	<b>Median Earnings 5 years after graduation</b>
<b>Certificate</b>	<b>\$25,565</b>	<b>\$30,175</b>
<b>Associate's</b>	<b>\$33,640</b>	<b>\$39,469</b>
<b>Bachelor's</b>	<b>\$34,362</b>	<b>\$45,299</b>
<b>Master's</b>	<b>\$51,542</b>	<b>\$59,790</b>
<b>Professional</b>	<b>\$73,350</b>	<b>\$94,034</b>

# FOLLOWING THE PIPELINE



33 Graduate Postsecondary  
(in 6 Years or Less)



59 Enroll in Postsecondary



Source: LiteracyAction

# Class of 2012: High School Outcomes

1 Year After High School Graduation
43% enrolled in public 4-year university
8% enrolled in public technical college
6% enrolled in Georgia private college
10% enrolled in college outside of Georgia
18% Working in Georgia, not enrolled
13% Unknown

5 Years After: Highest Post Secondary Credential Earned
57% No Credential, not enrolled
16% No Credential, enrolled
5% earned Associate's degree
19% earned Bachelor's degree
2% earned Certificate

# The Need for Action

## Our Challenges

- **Technology is changing the nature of work and the skills needed**
- **Demographics are changing and economic mobility has stagnated**
- **Urban areas are seeing population and opportunity growth, while many rural areas are struggling**

## How Education is Part of the Solution

- **Education provides opportunity to upgrade jobs and salaries**
- **Lifelong learning and skills adaptation must become the model**
- **Continued economic prosperity is dependent upon the ability of all Georgians to receive a credential**

# What Gas South is Doing

- **Tuition reimbursement of \$5,250 per year with streamlined process to borrow from 401(k) for education-related expenses**
- **Relaxation of degree requirements to encourage higher ed matriculation**
  - **Employees must be in school to apply for certain positions, but they do not have to wait until they have earned their degree**
- **Facilitation of flexible work schedules for employees in school**
- **Robust internal training and development programs that include a focus on building practical skills and embracing diversity & inclusion**
- **Performance review system that focuses equally on “results” and “competencies”**



# Questions?

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