University of North Carolina
Strategic Directions Advisory Committee

Attainment Discussion

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Attainment
In-Migration vs. NC-born

- **In 2008-09, in-migration accounted for more people with greater than or equal to a four-year degree (>=4YD) than UNC System graduated (73,665)**
- **Born in NC with >=4YD 18.5% vs. born elsewhere 34.5%**
- **NC blended rate (2010) 25.6% (NC est.) vs. 28.1% from ACS census data**
- **Projected ACS 30.6% by 2020**

Top 20 Sectors for Job Growth/Loss 2010 – 2020

Net Job Growth Top 20	**298,358**	
Net Jobs >=$50,000 wages	**86,684**	**29.1%**
Total New Jobs (all sources)	**555,151**	
Jobs Requiring >=4YD	**150,017**	**27.0%**

Top 20 Occupations for Job Growth/Loss 2010 – 2020

Net Growth	**197,405**	
Requiring >=4YD	**20,025**	**10.1%**

Attainment vs. Requirements in NC 2010

- **19% of jobs "required" >=4YD**
- **26 – 27% of workforce had >=4YD**

Under Employment

- **Under Employment, 2011, NC, 18-64**
  - **75% of full/part-time workers with >= master's degree were in jobs that did not require that level**
  - **46% of full/part-time workers with bachelor's degrees were in jobs that did not require that level**
  - **14% with >= 4YD did not work**

Sources:
- ***Census current population survey***
- ***BLS OCC/SOC codes for occupations***
- ***Andrew Sim (Northwestern University) in NY Times, 5/19/11***

Qualitative Aspects (Engineers)

- **Electrical, Mechanical, Civil, Biomedical, Environmental to surge going forward (NACE, Dept. of Labor in Engineering News)**
- **NC Biotech Center 2012 Report on STEM Occupations (EMEI) – 2001-2011, engineers on the whole lost 8.7% of jobs; biomedical only category with large percent increase**

Future Skill Shortages in US Economy?

Finding:

- **Population 25-64 – by 2018, 31% will have >= 4YD**
- **US economy will generate rising demand for highly education workers . . . but**
- **This rising demand will be met by rising education levels such that the US as a whole does not seem in peril of substantial workforce skills gap through 2018**

The Bankrupt of Education on Economic and Social Outcomes: An Overview of Decent Advances in Economics (Riddell, University of British Columbia)

- **"Credible estimates of the causal influence of education on individuals and social outcomes. Distinguishing between correlation and causation has been a major challenge in this area for some time."**

Other Data from NC Global Research Institute

- **In the ten years since 2002, NC has just 0.3% more jobs while the population grew 21%**
- **As of June 2012, 439,373 were unemployed in NC, but GDP increased over past two years, meaning productivity increased.**
- **To keep pace with workforce growth, NC needs to net 6,000 jobs/month. In 2011, we netted 3,600.**

What are we producing in the UNC System?

	Degrees Conferred		
	2001-02	2011-12	CAGR
Bachelor's	23,972	35,589	4.03%
Master's	6,751	11,445	5.42%
Doctorate	1,677	2,300	3.21%
TOTAL	32,400	49,334	4.29%

Pipeline

- Net in-migration
- Current graduation trends
- Increase CC transfers
- Increase part-way home
- Increase military
- Increase graduation rates
- High School pipeline slowing
- ~ Lag times

Implications (directly from Workforce Report)

- **Must assess how to connect job seekers to education and training**
- **Must ensure that students enroll in courses that teach skills linking curriculum offerings and industry trends**

Implications (Approaches)

- **Accept the workforce projections considering migration, educational attainment, job/occupation growth, requirements for >=4YD, etc.**
- **Try to increase demand for >=4YD by producing more and hoping jobs will come**
- **Deliberately overshoot projected labor/occupation needs for >=4YD for various tangential reasons**

Cascade Effects

- **On rest of plan**

Bottom Line for Planning and Budgeting

31- 32% Attainment >= 4YD by 2018