Gallup-USA Funds
Associate Degree Graduates Study
# Background

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Associate Degrees Have Gained Traction in the Past 15 Years

Degree Awarded

- Associate Degrees
- Bachelor's Degrees

2000-01: 1,244,171
2007-08: 1,013,971
2014-15: 1,894,934

52% Increase in bachelor’s degrees awarded
75% Increase in associate degrees awarded

Source: https://nces.ed.gov/fastfacts/display.asp?id=72
### Gallup-USA Funds Associate Degree Study vs. Gallup-Purdue Index

#### Associate Graduates Study
- Measures long-term outcomes of graduates with **an associate degree** as their highest level of education
- Gallup-USA Funds Associate Degree Holders Survey
- Mar. 19 to May 11, 2015 fielding
- 2,548 respondents

#### Gallup-Purdue Index (GPI)
- Measures long-term outcomes of graduates with **at least a bachelor’s degree**
- Gallup-Purdue Index Core Survey – now with 4 administrations
- Dec. 16, 2014 to June 29, 2018 fielding
- ~80,000 respondents
Great Jobs: Employee Engagement

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## What Does a “Great Job” Look Like?

| Growth | Q12 | This last year, I have had opportunities at work to learn and grow. |
|        | Q11 | In the last six months, someone at work has talked to me about my progress. |
|        |     | **TEAMWORK** |
|        | Q10 | I have a best friend at work. |
|        | Q09 | My coworkers are committed to doing quality work. |
|        | Q08 | The mission or purpose of my company makes me feel my job is important. |
|        | Q07 | At work, my opinions seem to count. |
|        |     | **INDIVIDUAL** |
|        | Q06 | There is someone at work who encourages my development. |
|        | Q05 | My supervisor, or someone at work, seems to care about me as a person. |
|        | Q04 | In the last seven days, I have received recognition or praise for doing good work. |
|        | Q03 | At work, I have the opportunity to do what I do best every day. |
|        |     | **BASIC NEEDS** |
|        | Q02 | I have the materials and equipment I need to do my work right. |
|        | Q01 | I know what is expected of me at work. |
Associate Degree Holders Deem Experience as Beneficial (% Strongly Agree)

**Obtaining my associate degree was essential to achieving my career goals.**

41%

Associate Degree Holders

**I will need to obtain a higher degree beyond my associate degree in order to advance my career.**

41%

Associate Degree Holders

**I would recommend an associate degree program to a friend or family member.**

50%

Associate Degree Holders

Note: These questions are asked only of associate degree holders.
Associate Degree Holders Slightly Less Likely to be Engaged in the Workplace

- **Engaged**
  - Highly involved in and enthusiastic about their work and workplace.
  - They are psychological “owners,” drive performance and innovation and move the organization forward.

- **Not Engaged**
  - Psychologically unattached to their work and company.
  - Because their engagement needs are not being fully met, they are putting time — but not energy or passion — into their work.

- **Actively Disengaged**
  - Resentful that their needs are not being met and are acting out their unhappiness.
  - Every day, these workers potentially undermine what their engaged coworkers accomplish.
Significant Drivers of Engagement

Associate degree graduates who strongly agree …

While attending [Institution Name], I had a mentor who encouraged me to pursue my goals and dreams.

My professors/instructors at [Institution Name] cared about me as a person.

While attending [Institution Name] to complete my associate degree, I worked on a project that took a semester or more to complete.

… are more likely to be engaged at their workplace

Note: Logistic regression was employed to model the independent effect of graduates’ perceptions on the likelihood that respondents are engaged at their workplace (1=“Engaged”, 0=Not “Engaged”), controlling for gender, race, income, first-generation college student status, age and undergraduate debt amount.
Associate Degree Holders See Value in Their Education (% Strongly Agree)

*My education from [Institution] was worth the cost.*

- **46%** Associate Degree Holders
- **45%** GPI National
Significant Drivers of Perceived Value

Associate degree graduates who strongly agree …

My professors/instructors at [Institution Name] cared about me as a person.

I had at least one professor/instructor at [Institution Name] who made me excited about learning.

While attending [Institution Name] to complete my associate degree, I had an internship or job that allowed me to apply what I was learning in the classroom.

… are more likely to strongly agree that “My education from [Institution Name] was worth the cost.”

Note: Logistic regression was employed to model the independent effect of graduates’ perceptions on the likelihood that respondents believe their education was worth the cost (1=Strongly Agree, 0=Not Strongly Agree), controlling for gender, race, income, first-generation college student status, age and undergraduate debt amount.
Great Lives: Well-Being

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Gallup has conducted decades of global research surveying a representative sample of 99% of the world’s population from over 160 countries. Well-being is associated with numerous positive health and employment outcomes: medical and health expenditures, ER visits, absenteeism, etc. Factor analysis identified five interrelated and interdependent elements of well-being:

**Purpose**
Liking what you do each day and being motivated to achieve your goals

**Social**
Having supportive relationships and love in your life

**Financial**
Managing your economic life to reduce stress and increase security

**Community**
Liking where you live, feeling safe and having pride in your community

**Physical**
Having good health and enough energy to get things done daily
Associate Degree Holders On Par on Thriving in Five Well-Being Elements

- Thriving in all five elements is the pinnacle of well-being

<table>
<thead>
<tr>
<th></th>
<th>% Thriving in All Five Well-Being Elements</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>GPI National</td>
<td>9%</td>
<td>Associate Degree Holders</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>% Thriving in At Least Three Well-Being Elements</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>GPI National</td>
<td>35%</td>
<td>Associate Degree Holders</td>
</tr>
</tbody>
</table>
Significant Drivers of Well-Being

Associate degree graduates who strongly agree ...

While attending [Institution Name] to complete my associate degree, I had an internship or job that allowed me to apply what I was learning in the classroom.

While attending [Institution Name], I had a mentor who encouraged me to pursue my goals and dreams.

... are more likely to be thriving in at least four well-being elements

Note: Logistic regression was employed to model the independent effect of graduates’ perceptions on the likelihood that respondents are thriving in four or five well-being elements (1=Thriving in four or five elements, 0=Not thriving in four or five elements), controlling for gender, race, income, first-generation college student status, age and undergraduate debt amount.
Great Experiences: Undergraduate Experiences

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All Three Statements

- While attending [Institution], I had a mentor who encouraged me to pursue my goals and dreams. 20% Associate Degree Holders, 18% GPI National
- I had at least one professor/instructor at [Institution] who made me excited about learning. 56% Associate Degree Holders, 61% GPI National
- My professors/instructors at [Institution] cared about me as a person. 30% Associate Degree Holders, 26% GPI National

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If graduates were classified as “supported” during college, the odds that they are engaged in their work and thriving in their overall well-being double.
Both Attachment Statements

- [Institution Name] was the perfect school for people like me.
  - Associate Degree Holders: 37%
  - GPI National: 33%

- I can't imagine a world without [Institution Name].
  - Associate Degree Holders: 22%
  - GPI National: 24%

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ATD 2017 Study

Focusing on associate degree graduates from 2000 to 2016

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</thead>
</table>
Top Five Reasons for Not Enrolling in a Four-Year Degree

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost/Finances</td>
<td>39%</td>
</tr>
<tr>
<td>Have a job/Already working</td>
<td>23%</td>
</tr>
<tr>
<td>Family obligations</td>
<td>18%</td>
</tr>
<tr>
<td>Too busy/Life got in the way</td>
<td>17%</td>
</tr>
<tr>
<td>Lost focus or interest</td>
<td>13%</td>
</tr>
</tbody>
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# Background and Key Findings

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<th>Great Lives</th>
<th>Great Experiences</th>
<th>Great Advocates</th>
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</table>
Participating ATD Institutions

- **Indiana**
  - Ivy Tech Community College of Indiana

- **Virginia**
  - Danville Community College
  - Northern Virginia Community College
  - Patrick Henry Community College

- **Tennessee**
  - Chattanooga State Community College
  - Jackson State Community College
  - Southwest Tennessee Community College

- **Florida**
  - Broward College
  - Pensacola State College

- **Texas**
  - Austin Community College
  - El Centro College
  - Grayson College
  - Lee College
  - Lone Star College
  - North Lake College
Key Findings

1. ATD alumni are more likely to be engaged at their workplace.

2. ATD alumni are thriving in their well-being.

3. ATD alumni score more highly than their national peers on "having felt support."

4. ATD alumni have strong, positive perceptions of their institutions.

5. Post-collegiate outcomes vary among associate degree programs.
Great Jobs

Background  Great Jobs  Great Lives  Great Experiences  Great Advocates
ATD Alumni On Par on Full-Time Employment

ATD

- Employed Full Time (Employer): 58%
- Employed Full Time (Self)
- Employed Part Time, Do Not Want Full Time
- Employed Part Time, Want Full Time
- Unemployed
- Not in Workforce

National

- Employed Full Time (Employer): 56%
- Employed Full Time (Self)
- Employed Part Time, Do Not Want Full Time
- Employed Part Time, Want Full Time
- Unemployed
- Not in Workforce
ATD Alumni More Likely to Be Engaged at Their Workplace

- ATD: Engaged 42%, Not Engaged 13%, Actively Disengaged 44%
- National: Engaged 33%, Not Engaged 52%, Actively Disengaged 15%

Engaged
Not Engaged
Actively Disengaged
<table>
<thead>
<tr>
<th>State</th>
<th>Obtaining my associate degree was essential to achieving my career goals. (% Strongly Agree)</th>
<th>I have the ideal job for me. (% Strongly Agree)</th>
<th>I am deeply interested in the work that I do. (% Strongly Agree)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Florida</td>
<td>60%</td>
<td>26%</td>
<td>44%</td>
</tr>
<tr>
<td>Texas</td>
<td>51%</td>
<td>27%</td>
<td>42%</td>
</tr>
<tr>
<td>Tennessee</td>
<td>54%</td>
<td>32%</td>
<td>50%</td>
</tr>
<tr>
<td>Virginia</td>
<td>52%</td>
<td>32%</td>
<td>43%</td>
</tr>
<tr>
<td>Indiana</td>
<td>Not Asked</td>
<td>32%</td>
<td>55%</td>
</tr>
<tr>
<td>National</td>
<td>41%</td>
<td>19%</td>
<td>37%</td>
</tr>
</tbody>
</table>
Great Lives: Well-Being
ATD Alumni Higher in Each Well-Being Element

- **Purpose Well-Being** (% Thriving): 48% (ATD Overall), 35% (Associate Degree Holders Nationally)
- **Social Well-Being** (% Thriving): 47% (ATD Overall), 36% (Associate Degree Holders Nationally)
- **Financial Well-Being** (% Thriving): 32% (ATD Overall), 19% (Associate Degree Holders Nationally)
- **Community Well-Being** (% Thriving): 39% (ATD Overall), 30% (Associate Degree Holders Nationally)
- **Physical Well-Being** (% Thriving): 26% (ATD Overall), 24% (Associate Degree Holders Nationally)
ATD Alumni Thriving in More Well-Being Elements

ATD National

5 Elements 4 Elements 3 Elements 2 Elements 1 Element 0 Elements

8% 12% 15% 18% 21% 26% 5% 7% 12% 15% 25% 36%
Great Experiences: Collegiate Experiences
While attending [Institution], I had a mentor who encouraged me to pursue my goals and dreams. (% Strongly Agree)

- ATD: 26%
- National: 24%

My professors or instructors at [Institution] cared about me as a person. (% Strongly Agree)

- ATD: 37%
- National: 33%

I had at least one professor or instructor at [Institution] who made me excited about learning. (% Strongly Agree)

- ATD: 67%
- National: 63%

Classified as "having felt supported"

- ATD: 20%
- National: 16%
I was extremely active in extracurricular activities and organizations while attending [Institution]. (% Strongly Agree)

While attending [Institution] to complete my associate degree, I had an internship or job that allowed me to apply what I was learning in the classroom. (% Strongly Agree)

While attending [Institution] to complete my associate degree, I worked on a project that took a semester or more to complete. (% Strongly Agree)
Great Advocates: Alumni Attachment

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Great Advocates

Background

Great Jobs

Great Lives

Great Experiences

Great Advocates

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[Institution] was the perfect school for people like me.
(\% Strongly Agree)

ATD
National

I can't imagine a world without [Institution].
(\% Strongly Agree)

Classified as "attached"

\[ \text{ATD} \quad \text{National} \]
### ATD Alumni Have Positive Perceptions of Their Alma Maters

<table>
<thead>
<tr>
<th>Institution</th>
<th>My education from [Institution] was worth the cost. (% Strongly Agree)</th>
<th>[Institution] prepared me well for life outside of college. (% Strongly Agree)</th>
<th>Overall, how would you rate your experience at [Institution]? (% Excellent)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Florida</td>
<td>56%</td>
<td>31%</td>
<td>41%</td>
</tr>
<tr>
<td>Texas</td>
<td>59%</td>
<td>31%</td>
<td>50%</td>
</tr>
<tr>
<td>Tennessee</td>
<td>52%</td>
<td>33%</td>
<td>50%</td>
</tr>
<tr>
<td>Virginia</td>
<td>52%</td>
<td>26%</td>
<td>46%</td>
</tr>
<tr>
<td>Indiana</td>
<td>60%</td>
<td>39%</td>
<td>Not Asked</td>
</tr>
<tr>
<td>National</td>
<td>39%</td>
<td>22%</td>
<td>Not Asked</td>
</tr>
</tbody>
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Florida, Texas, Tennessee, Virginia, Indiana, National