

States with Higher Education Attainment Goals

(January 12, 2024)

The states listed in the table below have articulated a statewide higher education goal, which has been set by their governor, legislature, or college or university systems. Statewide goals, especially those focused on attainment, seek to increase the educational levels of the adult population and are aligned to address the workforce needs of the state. An effective statewide attainment-focused goal is challenging, quantifiable, addresses achievement gaps for underrepresented populations, includes a target date, is codified in a manner to influence postsecondary education policy and practice, and has broad stakeholder support. States are encouraged to include all of these key elements in their goals.

State	Higher Education Goal Statement	Attainment Focused Goal	Goal Setting Organization [Year Adopted]	Link to Goal
Alabama	60% of the state's working age population holding some type of certificate, credential or degree of value by 2025	Yes	Executive Order [2017] Updated through Success Plus [2018]	https://alabamaworks.com/employers/
Alaska	Increase percent of Alaskans with postsecondary education leading to a degree or certificate from 37% to 65% by 2025	Yes	Alaska Board of Regents [2016] (Supporting the Alaska Postsecondary Access and Completion Network)	https://65by2025.org/about-alaskacan/65-by-2025/
Arizona	60% of adults ages 25-64 with a professional certificate or college degree by 2030	Yes	Achieve60AZ [2016], now Education Forward Arizona [2023]	https://educationforwardarizona.org/progress/az-60-action-plan/
Arkansas	55% of adult Arkansans will possess a college credential by 2030* *As determined by the 2030 census plus state estimates for certificates	Yes	Arkansas Department of Higher Education [2015/updated 2020]	https://adhe.edu/about/master-plan
California	70% postsecondary degree and certificate attainment among working-aged Californians by 2030.	Yes	Governor [2022]	https://www.gov.ca.gov/wp-content/uploads/2022/01/Higher-Education-Fact-Sheet.pdf ;

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Colorado	Increase the number of Coloradans benefiting from valuable career skills, obtained while in high school or via postsecondary education, that –at a minimum– enable additional lifetime earnings greater than the cost of attendance	No	Colorado Department of Higher Education [2023]	https://cdhe.colorado.gov/sites/highered/files/2022_CCHE_Strategic_Plan_2.2.23.pdf
Connecticut	Increase the education levels of the adult populations by 2025 to not less than 40% having earned a bachelor's degree and 30% having earned an associate degree	Yes	Connecticut General Assembly [2015]	https://www.cga.ct.gov/2015/act/pa/pdf/2015PA-00075-R00HB-07007-PA.pdf
Delaware	60% of Delawareans (age 25-64) will attain a degree or certificate beyond high school by 2030, an increase of 9.1 percentage points over the current rate of 50.9%.	Yes	Delaware Department of Labor	https://laborfiles.delaware.gov/main/wdb/Delaware_Workforce_Development_Board_Strategic_Plan.pdf
Florida	Increase the percentage of working-age Floridians with a high-value postsecondary certificate, degree, or training experience to 60% by 2030	Yes	Florida Legislature [2019]	http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&Search_String=&URL=1000-1099/1004/Sections/1004.013.html
Georgia	60% of young adults will hold a college certificate or degree by 2025	Yes	Georgia Board of Regents and State Board of Technical College System [2011]	https://completega.org/goals

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Hawai'i	Preparing students for current and future workforce needs in Hawai'i through: 1) Universal access to high-quality early learning opportunities 2) Universal preparation of every K-12 student throughout their education for college, career and citizenship 3) Universal access to postsecondary opportunity and success 4) Universal education and training of Hawai'i residents to fill and create living-wage jobs available across the state	No	Hawaii P-20 Council, 2023	https://www.hawaiip20.org/wp-content/uploads/2023/02/Hawaii-State-Attainment-Goal-1page-v6.pdf
Idaho	By the year 2025, 60% of the state's citizens between the ages of 25-34 shall have a postsecondary education (certificates and degrees)	Yes	Idaho State Board of Education [Updated 2017]	https://boardofed.idaho.gov/education-initiatives/higher-education-task-force/
Illinois	60% of 25-64 year-olds will have a college degree by 2025	Yes	Illinois Board of Higher Education [2012]	https://www.ibhe.org/pdf/60x2025goal2017.pdf
Indiana	Increase higher education attainment of adults to 60% of Indiana's population by 2025	Yes	Indiana Commission for Higher Education [2012]	https://www.in.gov/che/data-and-research/reports-and-analyses/
Iowa	70% of Iowa's workforce will have education or training beyond high school by the year 2025	Yes	Governor [2016]	https://www.futurereadiowa.gov
Kansas	N/A	N/A	Previous goal expired in 2020; Kansas Board of Regents indicates new goal being developed.	https://www.kansasregents.org/resources/Building_a_Future/Building_a_Future_2022_Report.pdf https://www.kansasregents.org/about/regent_meetings_agendas_and_minutes
Kentucky	Raise the percentage of Kentuckians with a high-quality postsecondary degree or certificate from its current level of 45% to 60% by 2030	Yes	Kentucky Council on Postsecondary Education [updated, 2016]	http://cpe.ky.gov/ourwork/60x30.html

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Louisiana	60% of the working age population with a postsecondary credential by 2030	Yes	Louisiana Board of Regents [2018]	https://masterplan.laregents.edu/the-master-plan/
Maine	60% of working-age adults will hold a high-value credential by 2025	Yes	Maine Workforce and Education Coalition [2016]	http://mainespark.me/
Maryland	At least 55% of residents 25-64 years old hold an associate's or bachelor's degree by 2025	Yes	Maryland General Assembly [2013]	https://mhec.maryland.gov/publications/Documents/Research/AnnualReports/2021BestPractices.pdf
Massachusetts	60% of working-age Massachusetts residents ages 25–64 will hold an associate degree or higher and an additional 10% of the population will hold a high-quality credential by 2030	Yes	Massachusetts Department of Higher Education [2020]	https://www.mass.edu/strategic/equity.asp
Michigan	Increase the number of Michigan residents between the ages of 16 and 64 with a post-secondary credential to 60% by 2030	Yes	Executive Order [2019]	https://www.sixtyby30.org
Minnesota	Increase to at least 70% by 2025 the number of Minnesota residents ages 25 to 44 years who hold postsecondary degrees or certificates	Yes	Minnesota State Legislature [2015]	https://www.ohe.state.mn.us/pdf/EducatingfortheFuture2022_final_ADA.pdf

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Mississippi	Increase the number of working-age adults (25-64) with credentials of value, whether college degrees or other credentials, certificates or on-the-job-training ending with a credential of value to 55% by 2030 and 60% by 2035.	Yes	Education Achievement Committee [2020]	http://www.mississippi.edu/eac/downloads/eac_attainment_goal_resolution_adopted_10-22-2020[52].pdf
Missouri	60% of 25-64 year-olds hold a 2- or 4-year degree or career or technical certificate by 2025	Yes	Governor / Missouri Department of Higher Education [2013]	https://dhewd.mo.gov/documents/Blueprint.4.27.16.pdf
Montana	61% of those 25-64 year old hold a postsecondary credential by 2025	Yes	Future Ready Cabinet [2019]	https://mus.edu/board/meetings/2019/May2019/183-104-R0519_A1.pdf
Nebraska	70% of Nebraskans ages 25 to 34 to hold postsecondary credentials by 2030	Yes	Nebraska Coordinating Commission for Higher Education [2022]	https://ccpe.nebraska.gov/news/commission-adopts-70-educational-attainment-goal; https://ccpe.nebraska.gov/sites/ccpe.nebraska.gov/files/CompPlan.pdf
Nevada	N/A	N/A	Previous Goal expired in 2020; Nevada System of Higher Education engaged in ongoing strategic plan process with anticipation of establishing a new goal.	
New Hampshire	65% of the state's 25 to 64 year-old population holds a high-quality postsecondary credential or degree by the year 2025	Yes	New Hampshire Coalition for Business and Education [2015]	https://nebhe.org/policy-research/state-data/new-hampshire-state-data/

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New Jersey	65% of the state's population completes education beyond high school by the year 2025	Yes	Joint Policy Resolution of the Office of the Secretary of Higher Education, Dept. of Labor and Workforce Development, and Governor's Higher Education Council [2017]	https://www.nj.gov/njsetc/policy/resolutions/documents/2017-01%20Statewide%20Credential%20Attainment%20Goal.pdf
New Mexico	N/A	No	Previous goal no longer active. The New Mexico Higher Education Department (NMHED) in collaboration with New Mexico's public colleges and universities is beginning a statewide strategic planning initiative for higher education.	https://hed.nm.gov/higher-education-strategic-planning
New York	N/A	N/A	N/A	https://newyork.edtrust.org/wp-content/uploads/2020/12/Aiming-Higher.pdf
North Carolina	2 million 25- to 44-year-olds (66%) with a high-quality credential or postsecondary degree by 2030	Yes	Resolutions through the University of North Carolina and North Carolina Community College Systems [2019] endorsing goal recommendation of myFutureNC	https://www.myfuturenc.org/the-goal/
North Dakota	N/A	N/A	State in process of Envision 2035, establishing strategic direction for state.	https://ndus.edu/

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Ohio	65% of Ohioans between 25 and 64 years old will hold a degree, certificate or other postsecondary workforce credential of value in the workplace by 2025	Yes	Ohio Board of Regents' Resolution [2016]	https://highered.ohio.gov/initiatives/success-completion/degree-and-credential-attainment/degree-and-credential-attainment
Oklahoma	Align higher education programs with workforce demand, with a goal to produce 100,000 degrees and other credentials in STEM and critical occupations by 2030	No	Oklahoma State Regents for Higher Education [2023]	https://okhighered.org/wp-content/uploads/2023/02/Okhighered-Blueprint2030-Strategic-Plan.pdf
Oregon	40% of all adult Oregonians with a baccalaureate degree or higher, 40% with a certificate or an associate's degree, and 20% with a high school diploma by 2025 Oregon anticipates more than 120,000 additional jobs requiring post-secondary training or education between now and 2030. In order to meet this need, 300,000 additional adult Oregonians should earn a new degree, certificate or credential valued in the workforce during that time. Because Oregon has substantial attainment gaps among minority, low income and rural Oregonians, the state will also commit to reducing those attainment gaps by half during the decade.	Yes	Oregon State Legislature - SB 253 established the 40-40-20 Goal in law, Chapter 638 [2011] Higher Education Coordinating Commission/ Oregon Workforce Talent and Development Board [2018]	https://www.oregon.gov/highered/policy-collaboration/Pages/state-goals.aspx

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Pennsylvania	60% of the population ages 25-64 hold a postsecondary degree or industry recognized credential by 2025, with a particular focus on closing attainment gaps for historically underrepresented populations.	Yes	State Board of Education's Council of Higher Education [2018]	https://www.stateboard.education.pa.gov/Documents/Current%20Initiatives/MasterPlanHigherEducation/SBE%20MasterPlan%20Feedback%20Postsecondary%20Community.pdf
Rhode Island	70% of Rhode Islanders will have an associates or bachelor's degree by 2025	Yes	Rhode Island Board of Education [2018]	http://ritalentdashboard.org/higher-education/
South Carolina	60% of the adults in South Carolina will obtain a workforce-relevant credential – that is, a degree or certificate – by 2025	Yes	SC General Assembly / SC Commission on Higher Education (for 4 year institutions) [2017]	https://che.sc.gov/sites/che/files/Documents/General%20Public/2021_02_05_CHE_Public_Agenda_Implementation_Plan_Final.pdf
South Dakota	2022-2027 Strategic Plan includes five strategic tenants and goals: <ol style="list-style-type: none"> 1. Governance 2. Access and Affordability 3. Academic Excellence, Student Success and Educational Attainment 4. Workforce and Economic Development 5. Financial Health and Competitiveness 	No	SD Board of Regents	https://sdbor.edu/wp-content/uploads/2023/09/StrategicPlan_22_27.pdf

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Tennessee	55% of Tennesseans earning a college degree or certificate by 2025	Yes	Governor and Tennessee General Assembly – Complete College TN Act [2010]	https://driveto55.org
Texas	By 2030, at least 60% of Texans ages 25-64 will have a certificate or degree	Yes	Texas Higher Education Coordinating Board [2015], updated 2022	http://www.60x30tx.com
Utah	The Higher Education Strategic Planning Commission adopted a series of 10-year statewide goals: - Access: Increase the 3-year college-going rate of high school graduates by 10% in 10 years - Completion: Increase the share of degrees and awards within 150% of expected time by 10% in 10 years - Workforce: Increase the share of degrees and awards that align with Utah's high- wage, high-demand occupations by 20% in 10 years. - Equity: Close equity gaps in all measures for underrepresented students	No	Utah Board of Higher Education [2021]	https://ushe.edu/board/strategic-plan/
Vermont	By the year 2025, 70% of VT's working-age adults will possess a postsecondary degree or credential of value, particularly gaining credentials aligned to Vermont's workforce needs	Yes	Advance Vermont Cross- Sector Resolution [2016]	https://advancevermont.org
Virginia	Virginia will be the top state in educational attainment and reach the 60.5%/10% benchmarks of working adults having a degree/certificate by 2030	Yes	State Council for Higher Education in Virginia [2015]	https://www.schev.edu/research-publications/strategic-plan
Washington	70% of Washington adults aged 25-44 will have a postsecondary credential	Yes	WSAC, 2024 Strategic Action Plan [2024]	https://wsac.wa.gov/sites/default/files/2024.Strategic-Action-Plan.pdf

STRATEGY LABS

State Policy to Increase Higher Education Attainment

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West Virginia	60% of West Virginians between the ages of 25 and 64 hold a degree, certificate, or other postsecondary workforce credential of value in the workplace by 2030	Yes	West Virginia Legislature [2020]	https://www.wvhepc.edu/news-release-west-virginias-education-leaders-call-for-doubling-the-number-of-certificates-or-degrees-for-state-residents/ https://wvclimb.com/
Wisconsin	60% of adult population aged 25-64 will hold a high-quality credential by 2027	Yes	Joint Council: presidents of UW, WAICU, WTCS [2016]	https://www.60forward.org
Wyoming	60-67% by 2025 and 75-82% by 2040 of Wyoming's working population 25-64 years possess a valuable post-secondary credential (degree or certificate)	Yes	Wyoming Educational Attainment Executive Council [2020]	https://drive.google.com/file/d/1QXiyhmkImVKd_EWILvgr2K8aqCYsuMjt/view