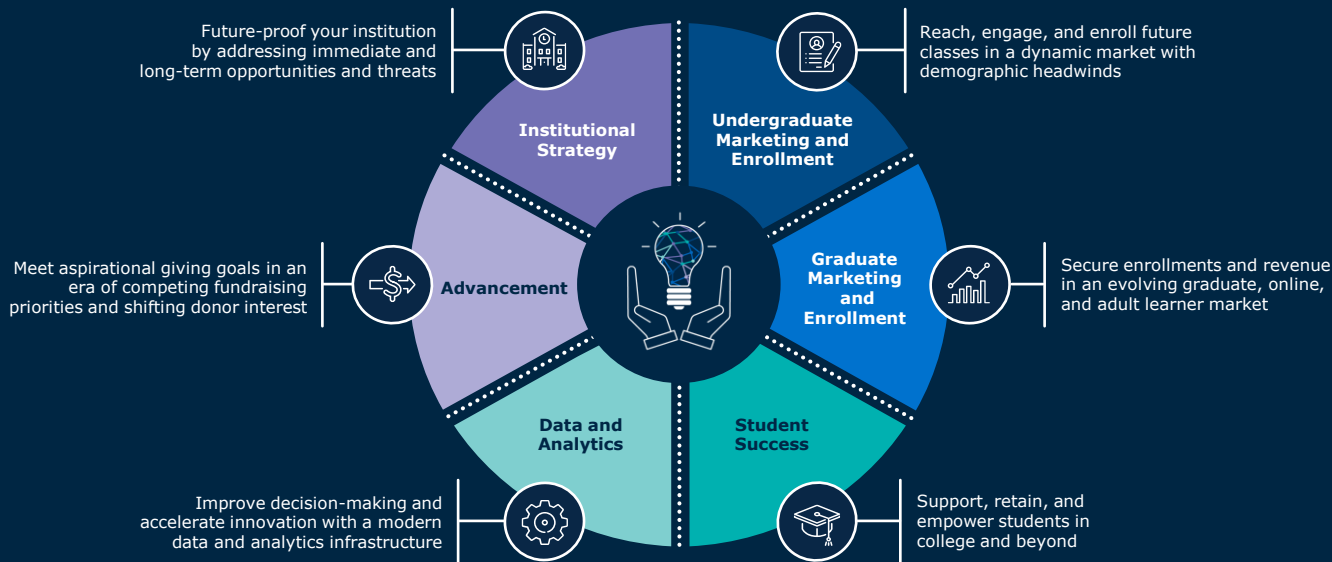


# The Future of College Graduates and Workforce Readiness

**Insight-Powered Solutions** for Your Top Priorities and Toughest Challenges

We partner with **2,800+** institutions to accelerate progress, deliver results, and enable lasting change.

**95%+** of our partners return to us year after year because of results we achieve, together.

# Meet Your Presenter

**Ed Venit**

Managing Director

[EVenit@eab.com](mailto:EVenit@eab.com)



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# Outpacing the New College Earnings Mandates

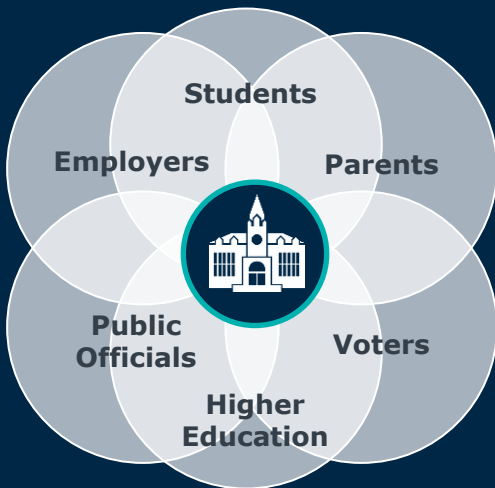
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SECTION

1

# What We All Agree On

## Every Constituency Wants College to Drive Economic Growth



Workforce  
and community  
development



Grad salary  
and social  
mobility

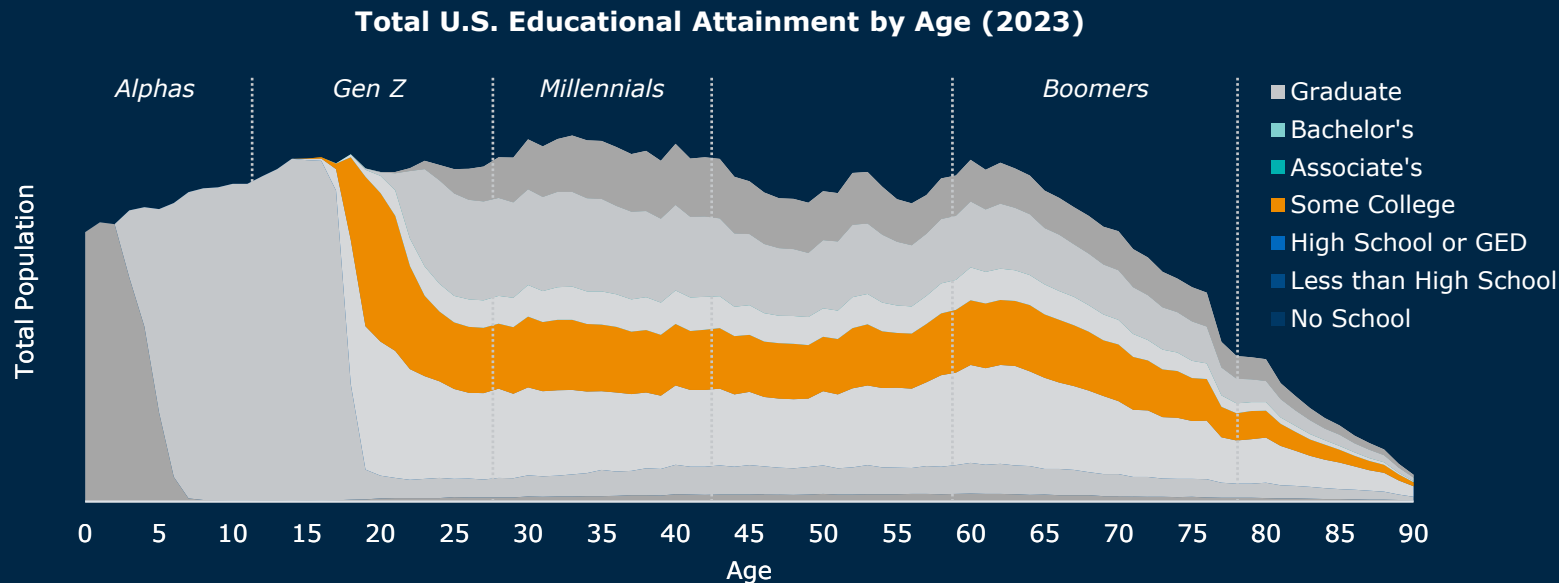


Provable  
return on  
investment

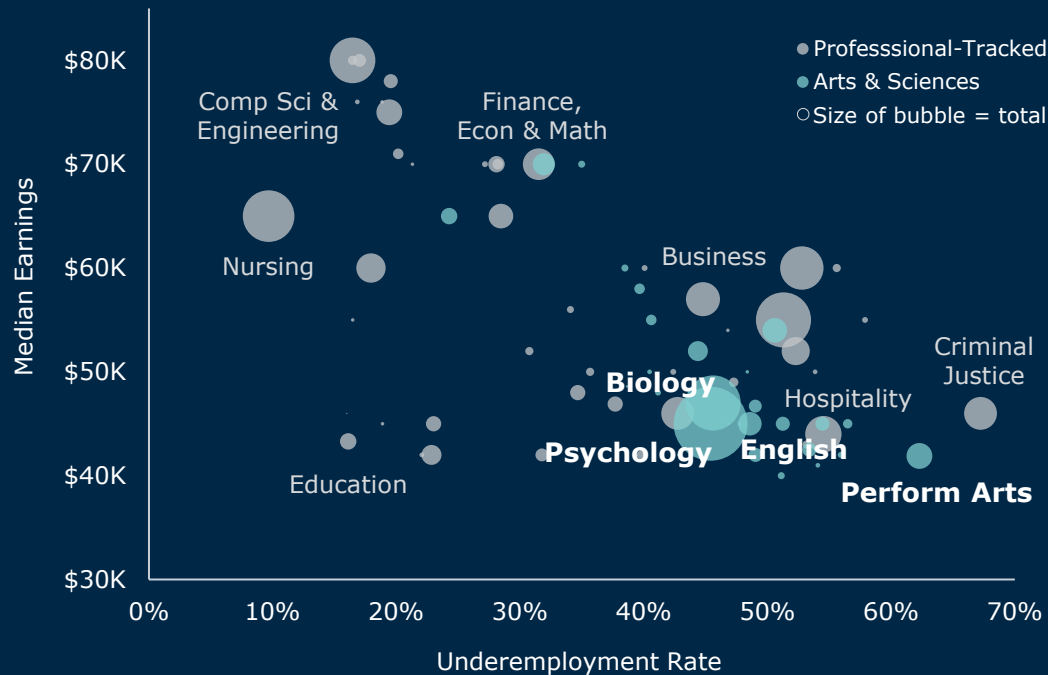
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# Why Non-Completers Matter

One in Five Americans Has "Some College, No Credential"



# Outcomes for Early-Career College Workers (Age 22–27)



|              | Median Wage | Percentage of Graduates |
|--------------|-------------|-------------------------|
| Psychology   | \$45,000    | 6.3%                    |
| Biology      | \$47,000    | 4.7%                    |
| Perform Arts | \$41,900    | 2.2%                    |
| English      | \$45,000    | 2.0%                    |
| Sociology    | \$45,000    | 1.2%                    |
| History      | \$45,000    | 1.2%                    |
| Fine Arts    | \$42,500    | 1.2%                    |
| Bio Sciences | \$42,000    | 1.2%                    |
| Environment  | \$46,700    | 1.1%                    |
| <b>TOTAL</b> |             | <b>21.2%</b>            |

# Earnings Accountability Mad Libs

Lenient Example

- 1) Do **graduates** of the **program**
- 2) outearn workers with the **prior degree**
- 3) for **two of three years** after **graduating?**

## One Big Beautiful Bill

*Restricts student loans to programs that add value*



Strict Example

- 1) Do **former students** of the **institution**
- 2) outearn other **early career workers**
- 3) in the **eighth year** after **starting financial aid?**

## Student Access & Earnings Classification

*Recognizes colleges for strong earnings mobility*



### Who Will Lose Access to Federal Loans?

**20%**

of associate's programs

*\*Impact limited by low loan use*

**3%**

of bachelor's programs

*76% of drama  
73% of dance*

**8%**

of master's programs

*67% of English lit  
84% soc work*

### "Worst Case Scenario" Based on SAEC

**26%**

are in the high earning group

*Scattered risk mostly in the arts*

**55%**

are in the med earning group

*Many A&S programs at risk*

**19%**

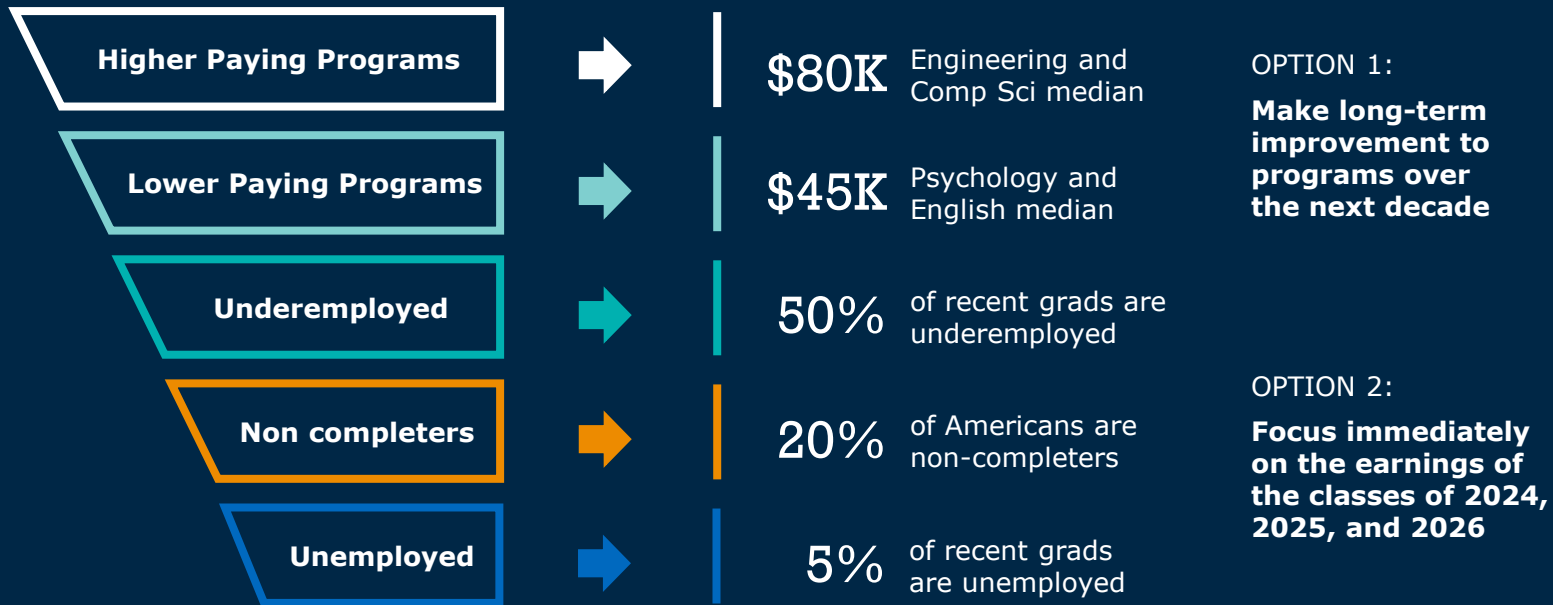
are in the low earning group

*All programs potentially at risk*

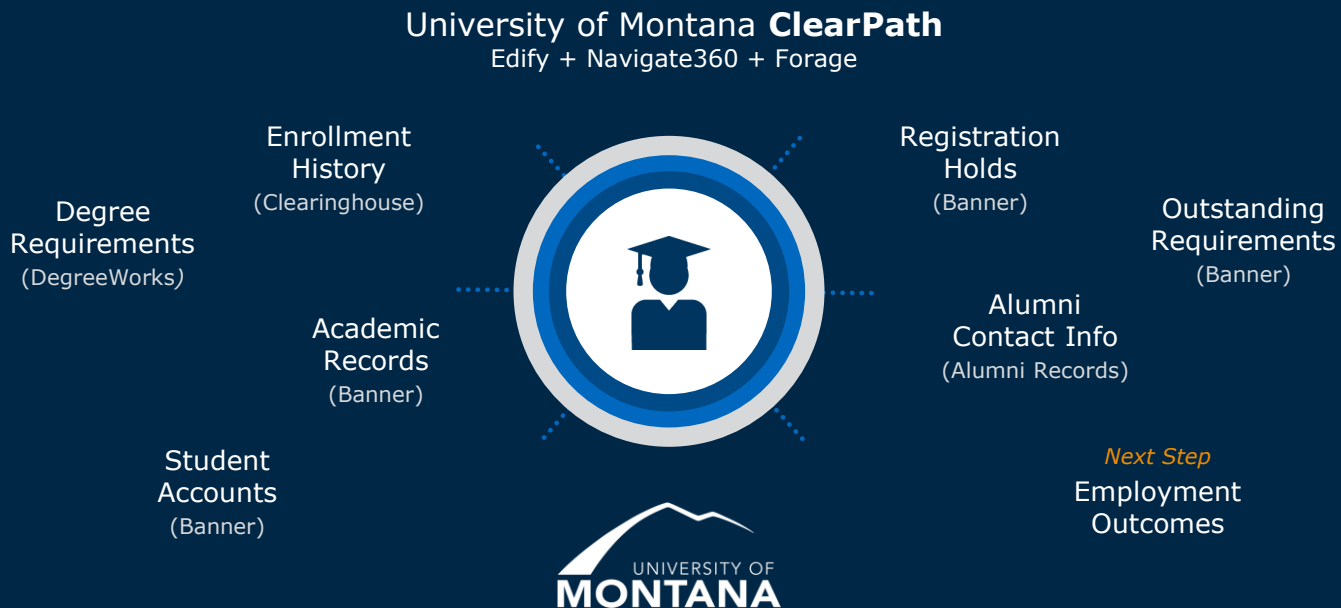


# Setting Strategy for Earnings Accountability

Immediate Gains from Focusing on Completion and Placement for Recent- and Near-Completers



# Data Asset to Power Degree Completion and Career Placement



# What Do We Know About the Future Workforce?

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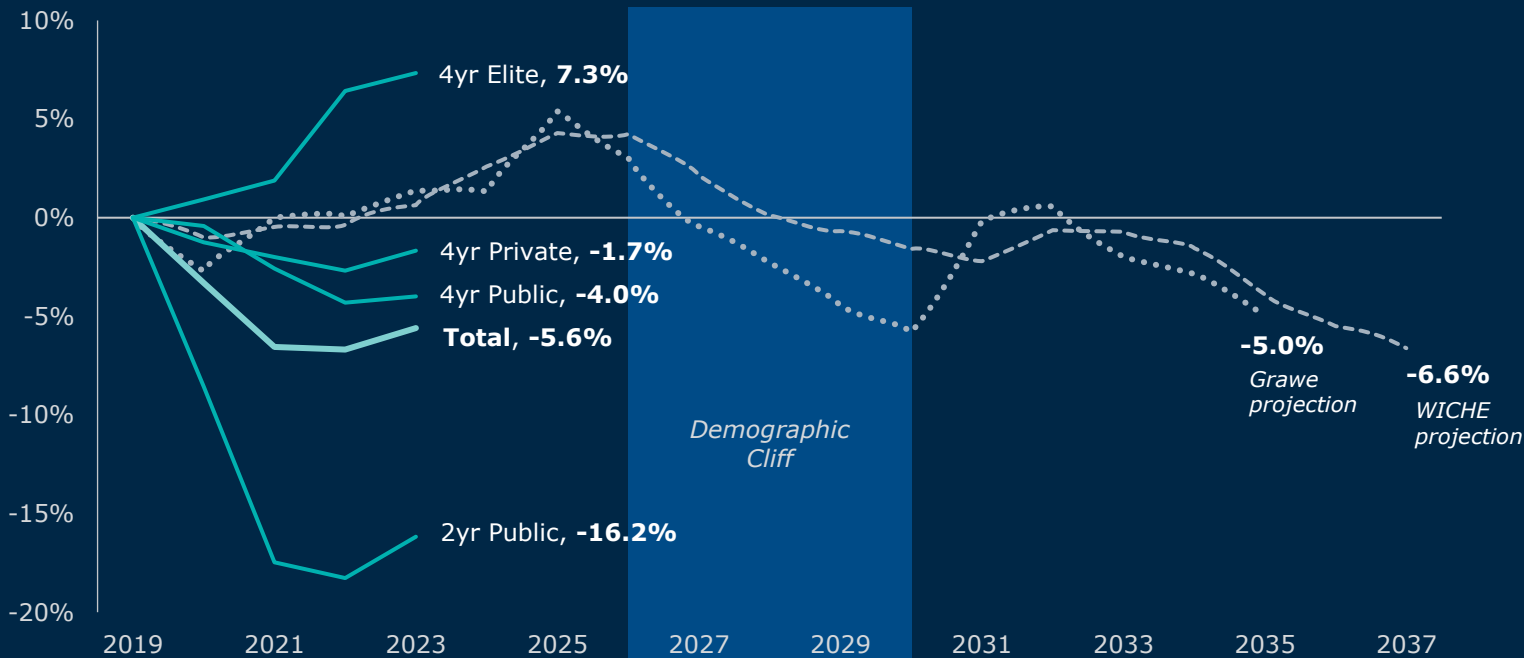
SECTION

2

# Enrollment

## Falling Below What Was Anticipated, Except for the Top 100

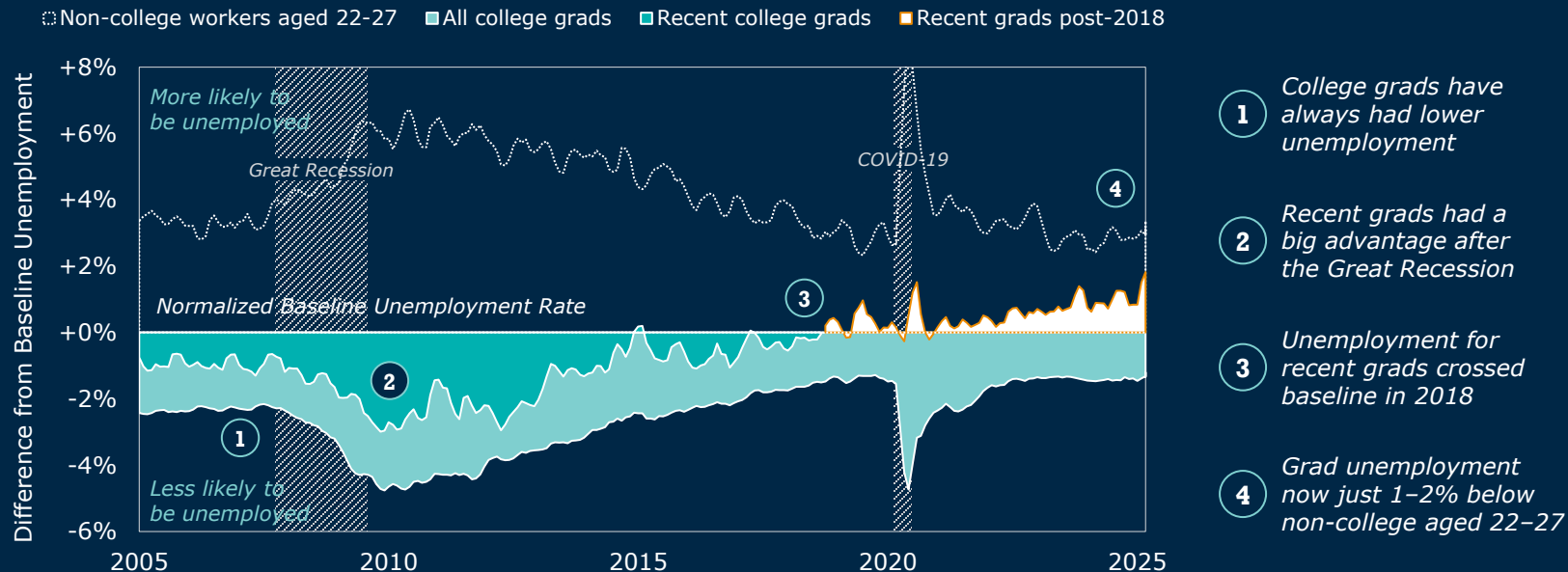
### Undergraduate Enrollment Cumulative Change Since 2019



Sources: National Student Clearinghouse "Current Term Enrollment Estimates, Feb. 2, 2023"; WICHE "Knocking at the College Door"; Nathan Grawe "The Agile College"; EAB analysis of IPDES data; EAB interviews and analysis.

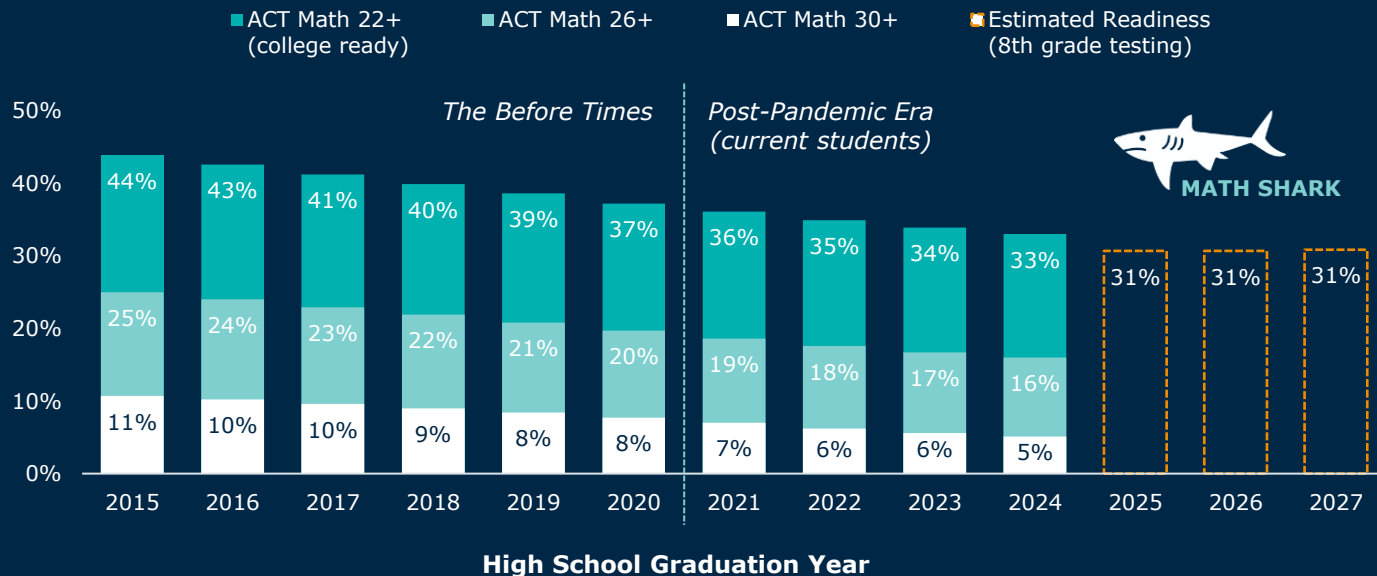
# Slow Decline in College Career Outcomes

## Eroding Unemployment Advantage for Recent College Grads

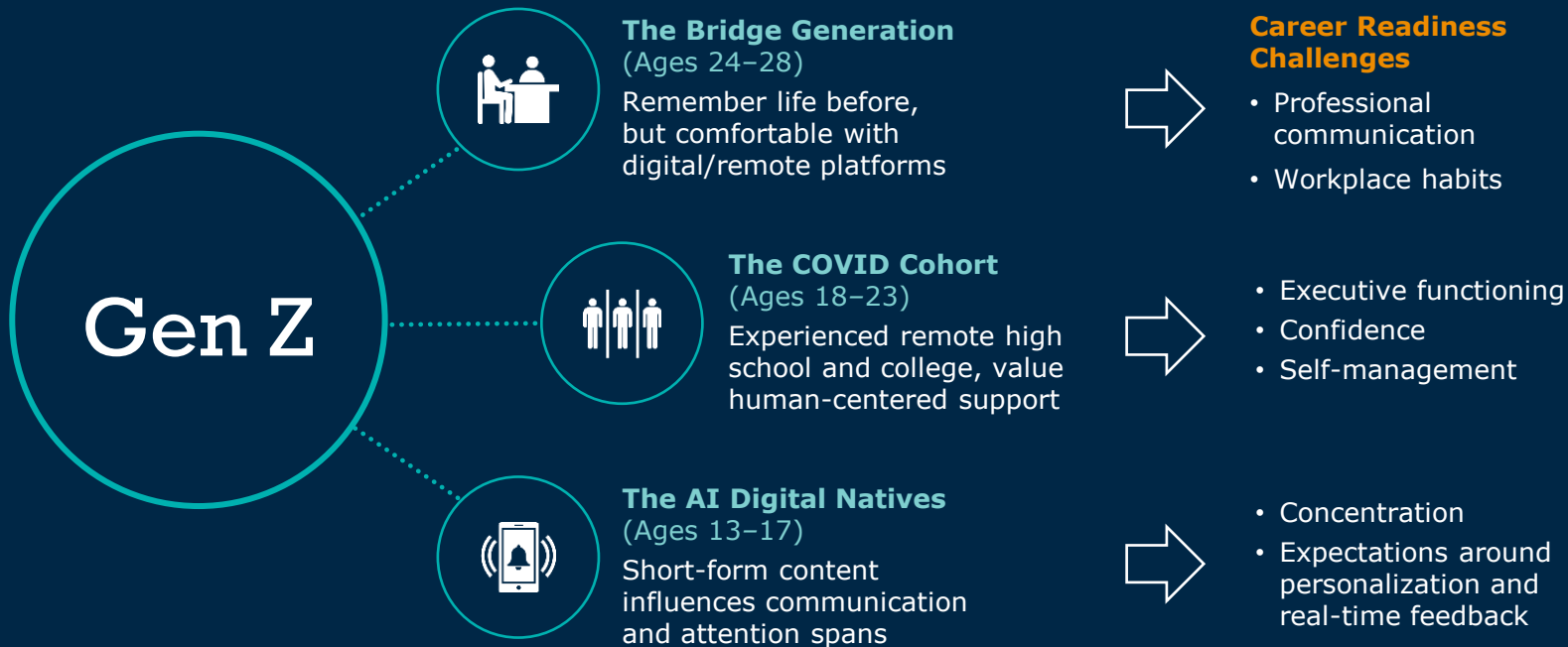


# Decade-Long Decline in Academic Readiness

## Readiness for College Math

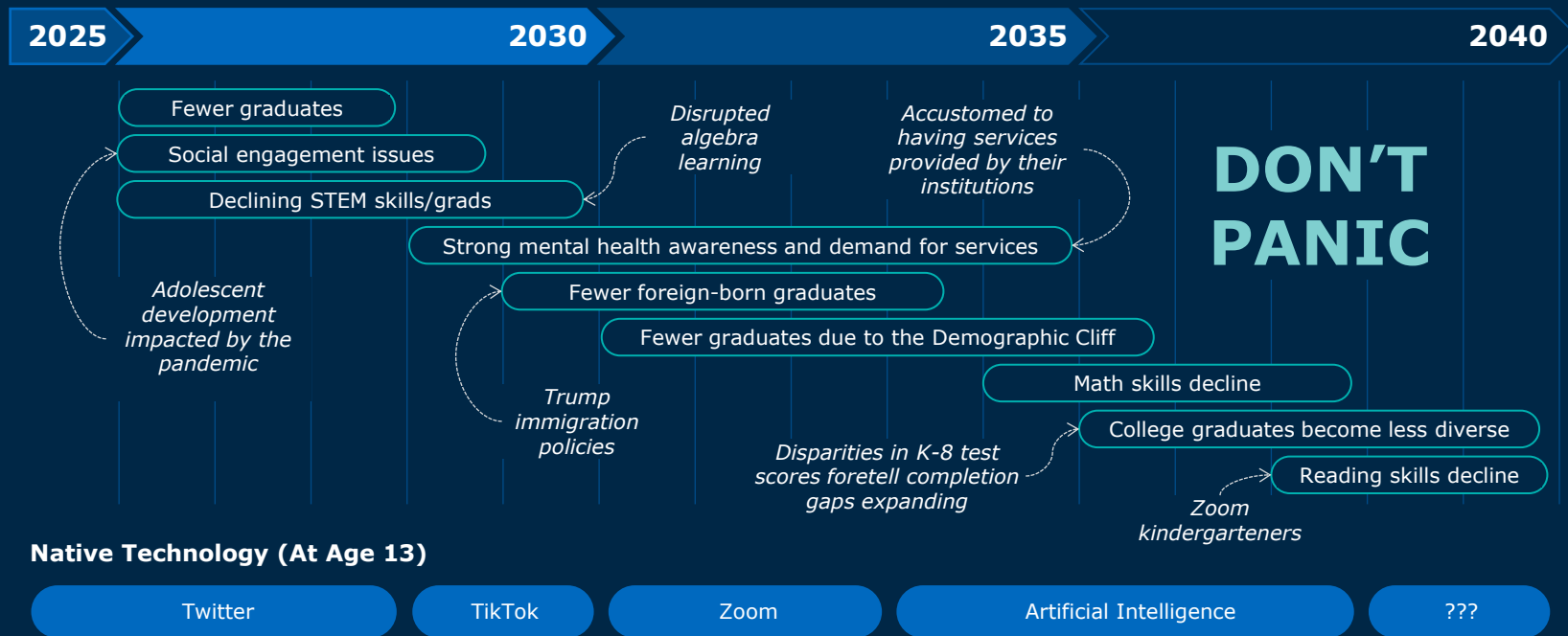


# Evolving Struggles in Socio-Emotional Readiness for Career



# Speculating on the Future

## What Early Career Recruiters Might Expect in the Years Ahead





# Thank You!

## Ed Venit

Managing Director

[EVenit@eab.com](mailto:EVenit@eab.com)



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