

Post-Secondary and Workforce Readiness

Factors that Support Completion of Post-Secondary Credentials

Academic Readiness: 74% of ACT test-takers who met ACT benchmarks in English, math, reading, and science and enrolled in a four-year institution earned a bachelor's degree within six years.⁵

College Planning: Students are more likely to earn credentials when they select post-secondary options that align with their interests and aptitudes.

Financial Support: 92% of seniors who complete the Free Application for Federal Student Aid (FAFSA) had enrolled in a post-secondary program the fall after graduation, compared to 51% who do not complete the FAFSA.⁶

Institutional Support: Post-secondary institutions can improve completion rates by providing academic and career counseling and supporting basic needs, e.g., access to childcare, housing, and health and wellness services.

Leading Indicators: What Data Does Georgia Collect? *

Enrollment

- Percentage of high school graduates who enroll in post-secondary education and/or training programs within 16 months: **57.8% (Class of 2022)**
- Members of the Class of 2025 who completed the FAFSA: **76,315 or 61.1%**

Affordability

- Number and percentage of first-time freshmen at University System of Georgia institutions who receive the HOPE or Zell Miller Scholarships: **33,806 recipients; 72.3% (Fall 2023)**
- Percentage of college graduates who took out loans to fund their education and the average debt amount: **56.0% and \$27,759 (2019-2020)**

*The figures provided above are state summary data. The Partnership will publish detailed subgroup and trend data on the [EdQuest Georgia website](#).

⁵ Allen, J. and J. Radunzel. 2017, October. What are the ACT College Readiness Benchmarks. ACT. Retrieved from <https://www.act.org/content/dam/act/unsecured/documents/pdfs/R1670-college-readiness-benchmarks-2017-11.pdf>

⁶ DeBaun, B. 2019, April 4. Survey Data Strengthen Association Between FAFSA Completion and Enrollment. NCAN. Retrieved from <https://www.ncan.org/news/456025/Survey-Data-Strengthen-Association-Between-FAFSA-Completion-and-Enrollment.htm>

Looking Ahead to 2033: What Data Do We Need?

Most current indicators focus on student readiness and performance. The state should create indicators that identify what motivates residents to enroll in post-secondary programs and what interventions support increased credential completion. Answering these questions could help state and institutional leaders reconfigure their strategies. A group of interested stakeholders should develop tools to collect data on new indicators.

Key Outcomes		Proposed Indicators
<i>Quality</i>	Current services meet the needs and expectations of students, communities, and employers.	<ul style="list-style-type: none"> Students report that they feel confident in their post-secondary plan and have considered the costs and benefits of various post-secondary options.
<i>Effectiveness</i>	Education and training programs prepare Georgians for the jobs of the future.	<ul style="list-style-type: none"> Growth in percent of Georgians who have earned short-term credentials Employers report that their new hires are ready for entry-level work. Graduates report feeling satisfied with their choice of career.
<i>Impact</i>	More Georgians pursue and earn post-secondary credentials of value.	<p>2033 Impact Indicator</p> <p>Increase the overall attainment rate to 65% by 2033, while accelerating credential completion rates for underserved groups by 30% above 2023 rates.</p>

Two Recommendations to Accelerate Progress Toward the North Star

- Develop state data infrastructure to determine the true post-secondary attainment rate, i.e., how many Georgians have earned any post-secondary credential, including degrees, certificates, certifications, occupational licenses, and technical diplomas.
- Collect data on student awareness, motivations, and behaviors that allows institutions to provide targeted outreach and support, focusing specifically on first-generation students, veterans, and residents with some post-secondary experience but no credential.