

STUDENT MIGRATION & GRADUATE RETENTION

Trends & Policy Levers



NEBHE's Mission

NEBHE promotes greater education opportunities and services for the residents of New England and its 250 colleges and universities.

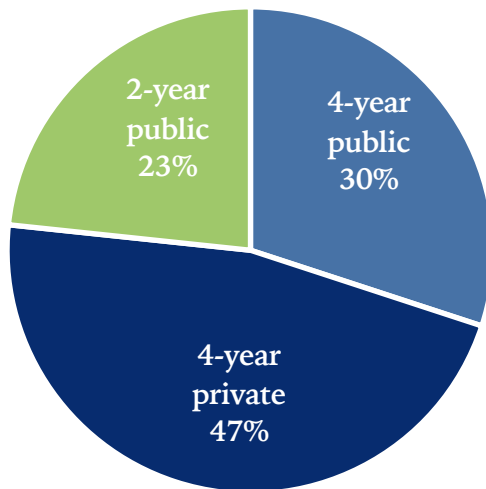
It works across the six New England states to:

- Help leaders assess, develop and implement sound education practices and policies of regional significance;
- Promote regional cooperation and programs that encourage the efficient use and sharing of educational resources;
- Strengthen the relationship between higher education and the economic well-being and quality of life in New England.

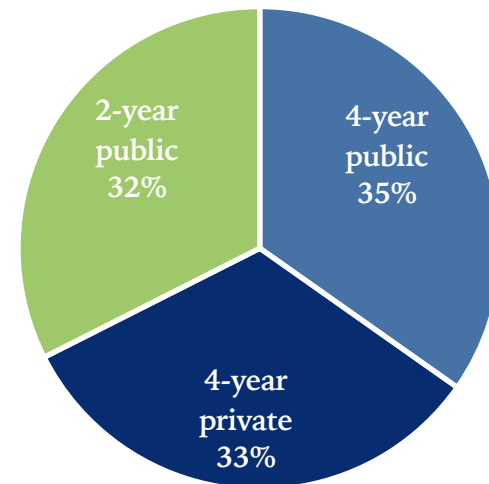
STUDENT MIGRATION, ENROLLMENT + RETENTION

Higher Shares of Students Enroll in Private Colleges & Universities

Share of Undergraduate Enrollment in
NEW ENGLAND by Sector: 2018

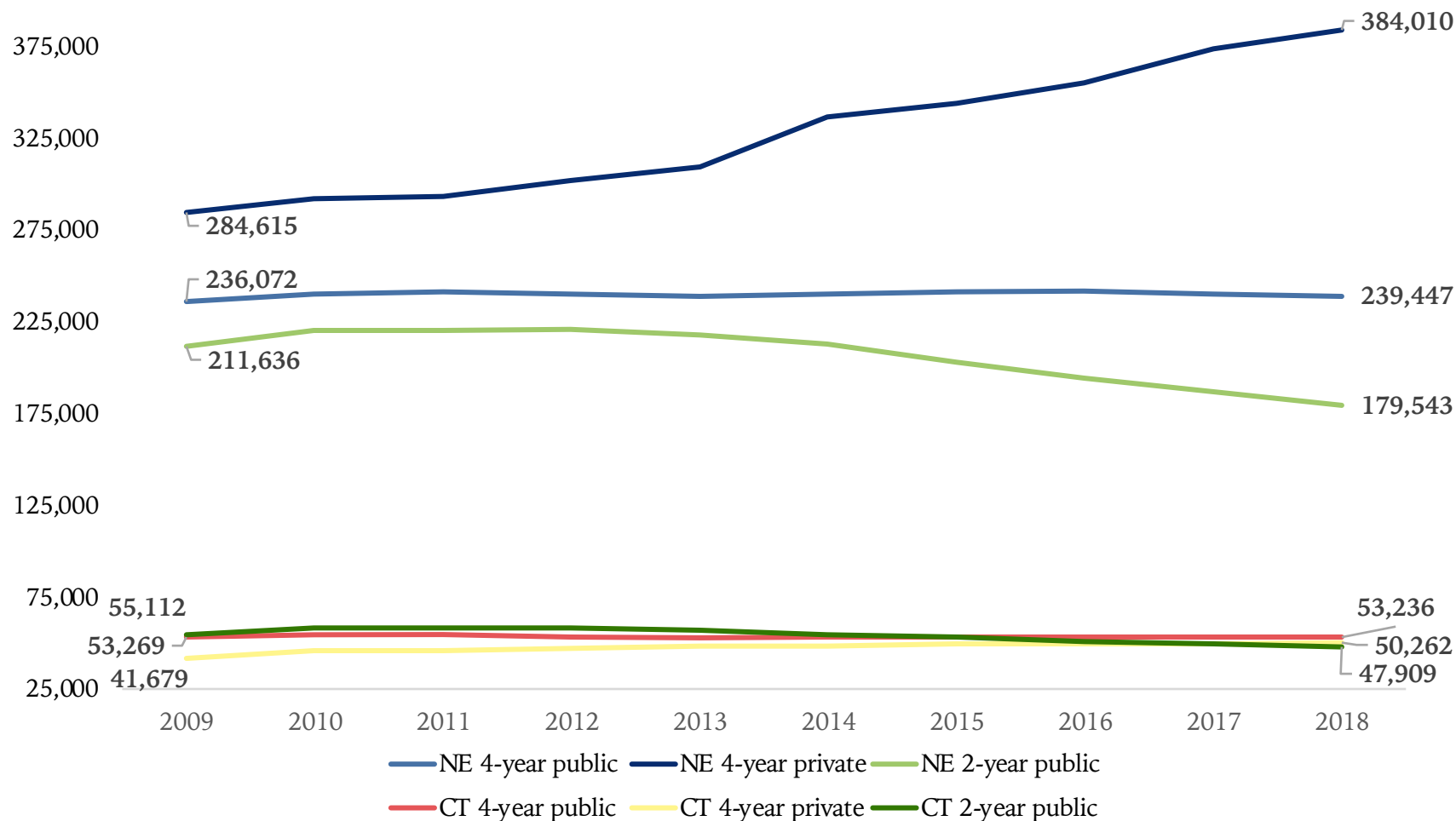


Share of Undergraduate Enrollment in
CONNECTICUT by Sector: 2018



Enrollment Trends Vary by Sector

Fall Undergraduate Enrollment at Degree-Granting Institutions, 2009-2018



New England Colleges & Universities Attract Students from Outside the Region - 2018



Non-New England Students

31% of first-time freshmen at the region's institutions travel from outside New England to be educated here

New England Students

15% of enrollees are from the region but attend a college in another New England state

In-state Students

54% of New England's first-time freshmen enrollees stay in-state

Student Migration to Connecticut - 2018

Non-New England Students

27% of CT enrollees come from outside New England

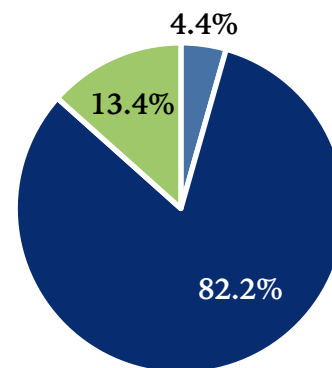
New England Students

8% of CT enrollees hail from other New England States

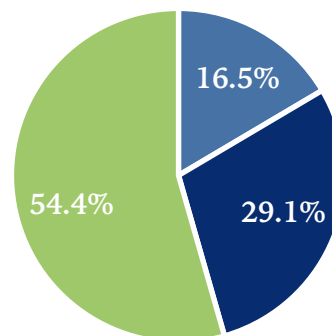
In-state Students

65% of CT enrollees are in-state students

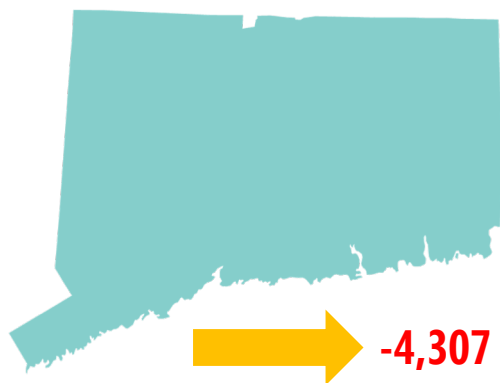
Share of CT 4-year **public** college first-time freshmen enrollees by residence



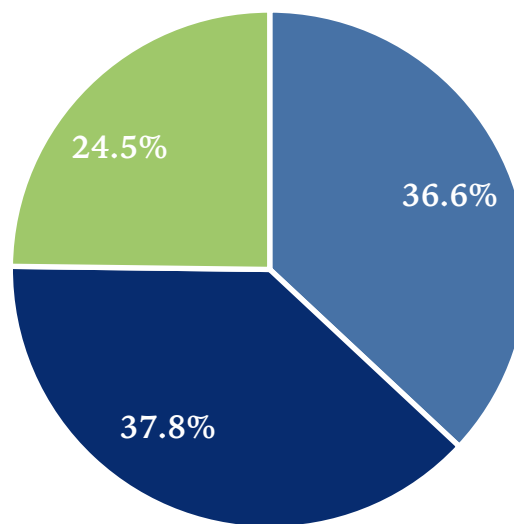
Share of CT 4-year **private** college first-time freshmen enrollees by residence



Student Migration from Connecticut - 2018

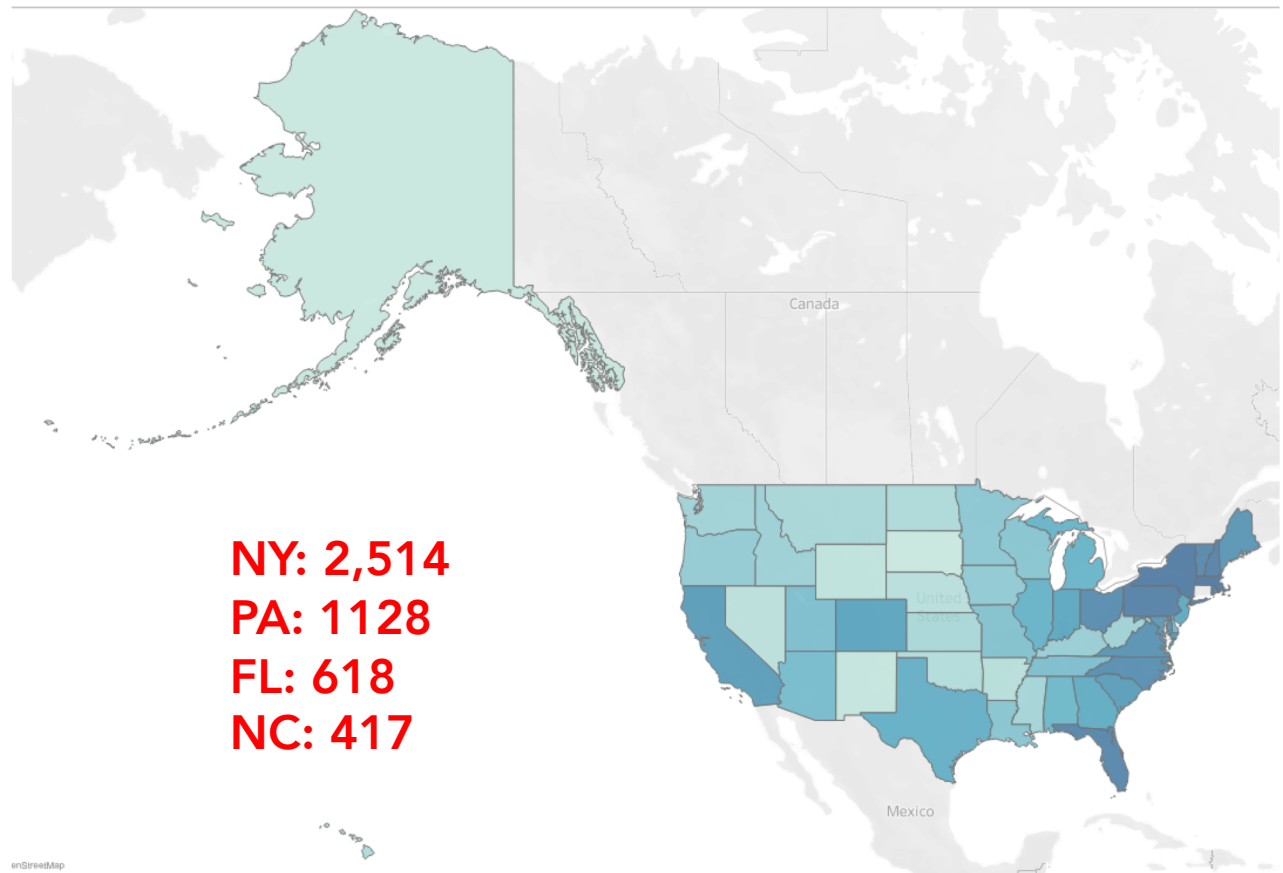
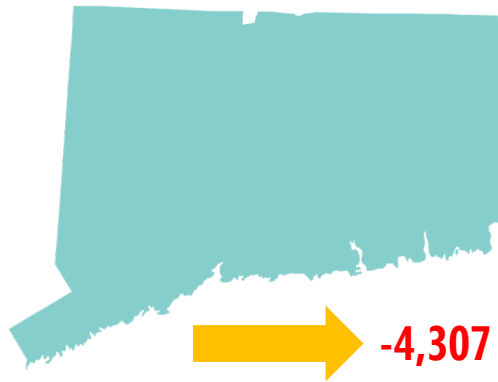


Types of Institutions CT Residents Enroll in Out-of-State

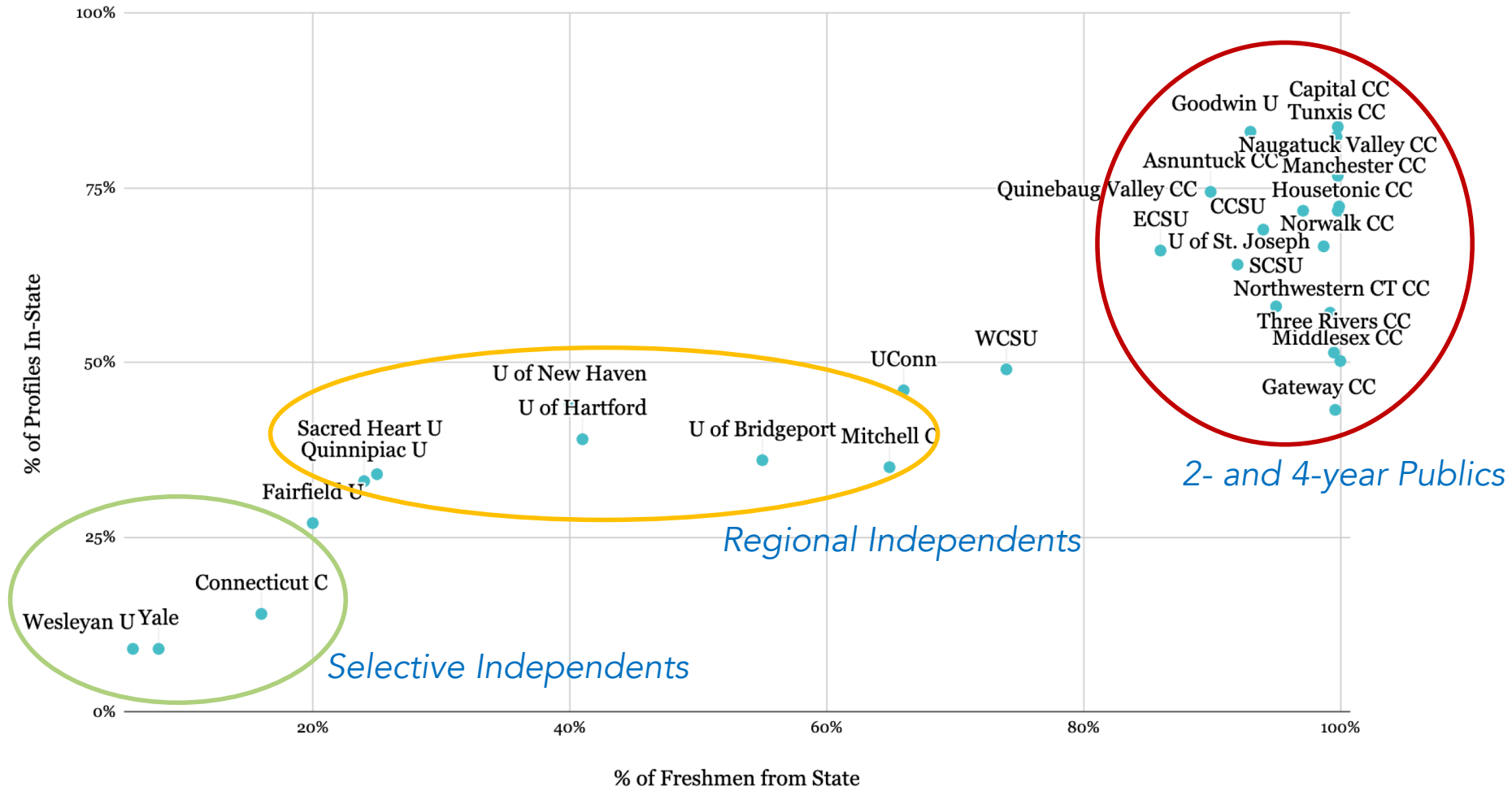


■ Public 4-year ■ Private 4-year ■ Public 2-year

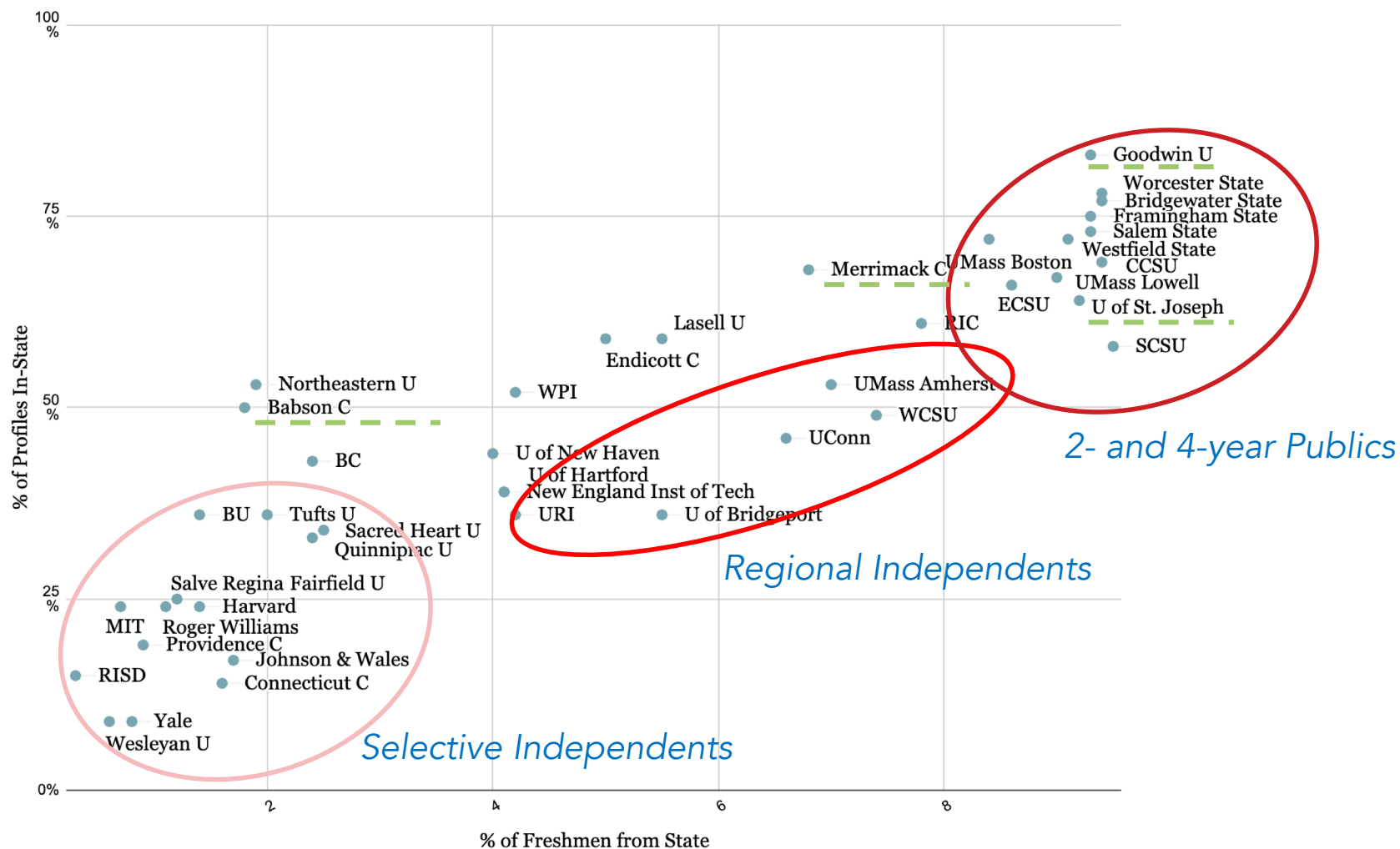
Student Migration from Connecticut - 2018



Connecticut Institutions' Preparation of Grads to Work In-State - 2018



CT, RI and MA Institutions' Preparation of Grads to Work In-State - 2018



Graduates Working Out-of-State

Primary Destinations of CT Grads Who Leave

NY: 29%
MA: 12%
CA: 9%
FL: 6%



Graduates Working Out-of-State: ABCs Occupations

Share of Grads Working in CT, By Sector

Independent Colleges: 25%

4-year Publics: 48%

Community Colleges: 59%



Graduates Working Out-of-State: Healthcare Occupations

Share of Grads Working in CT, By Sector

Independent Colleges: 45%

4-year Publics: 35%

Community Colleges: 63%



RETENTION-TARGETED STATE POLICIES

What Do Graduates Want?

1. **Good Job Opportunities** *with sustainable wages and growth, often with mission-driven organizations*
2. **Ability to Pay Bills**, *including student loans*
3. **Affordable Cost of Living**, *including reasonable rent prices and the possibility of buying a home*
4. **Quality of Life** *with access to transportation, arts, culture, etc.*

Quality of Life Considerations



A private-sector initiative designed to increase awareness about the great career opportunities that exist in Maine, and promote the world-class quality of life that Mainers enjoy.

- Job Board
- Guide to Where to Live
- Internships
- Opportunity Maine Tax Credit



A nonprofit created to support and advance recommendations of the Governor's Task Force for the Recruitment and Retention of a Young Workforce for New Hampshire.

- Impact-driven strategic plan (2019-21)
- Job Board
- Policy Advocacy
- Programs (Boomerang Week, NH Next Summit)
- Events
- Locals Card
- Insiders' Guides

Promotion of Job Opportunities



Phase 1: Remote Worker Grant Program

Act 80 of 2019 created the Remote Worker Grant Program and allocated \$1.2 million to provide incentives to attract remote workers to Vermont. Workers could receive up to \$10,000 for relocation expenses.

Phase 2: Worker Relocation Grant

Launched on January 1, 2020, this program provides up to \$7,500 of reimbursements for individuals relocating to Vermont to work for a business.

Phase 3: Incentivizing Businesses to Recruit Workers

The Agency of Commerce and Community Development has indicated that a feasible next step of programming would be legislation to provide incentives to businesses who recruit new residents.

Promotion of Job Opportunities



Connects former South Dakotans with job placement services that the state offers to current residents, including personal case management.

The program engages in campaigns like: *Home for the Holidays*

So far, **2,165** people have been hired through Dakota Roots since 2006.

The program is funded by a federal block grant through the Department of Labor's Employment & Training Administration.

Local employers have used Dakota Roots to highlight specific jobs, such as higher-level finance positions.

Promotion of Job Opportunities



Enacted by legislation in 2007, managed by the Department of Commerce and supported by an **annual appropriation of approximately \$1 million**.

Seeks to expand the number of internships and apprenticeship positions available to high school and college students.

Targets priority industries including energy, advanced manufacturing, value-added agriculture, tourism and technology-based businesses.

Businesses can receive up to **\$20,000 per year of matching funds** from the state to employer interns – increasing the demand for interns and **incentivizing employers as equal partners** in developing a skilled workforce.

Assistance with Student Loans



The program offers qualifying individuals a refundable Tax Credit Certificate worth the value of their annual student loan burden for up to four years. The first three iterations saw **667 professionals** awarded student loan repayment for at least two years, with an average award of approximately **\$3,800 per year**. Fellows also participate in:

- Professional development programs
- Networking opportunities
- Community-based events



Created by a 2007 law, the Education Opportunity Tax Credit reimburses education costs for residents who obtain an associate degree or a bachelor's degree in Maine, and live, work, and pay taxes in the state. In 2020, EOTC will focus on **luring back former Mainers**.

The tax credit is **refundable for associate degree holders** and those who received **bachelor's degrees in STEM**.

Addressing Cost of Living

- The Ocean State Grad Grant Program was introduced by Gov. Raimondo in 2015 to help college graduates **make Rhode Island home**. It was available to individuals who **graduated within 36 months** from an accredited institution with an associate, bachelor's, master's or doctoral degree. Participants received up to **\$7,000** in down payment assistance for a first home.
- Minnesota's **Post Secondary Child Care Grant** allows adults enrolled in public, private or vocational technical schools to receive an award of up to \$3,000 per child to offset child care costs. The program is administered by the Office of Higher Education and funds are distributed by eligible institutions. It has been funded by an annual appropriation since 1991, approximately **\$6.6 million per year** since FY10. In FY19, **1,700 students** utilized the program and received an average award of **\$4,414**.

What lever(s) are right for Connecticut?

- What populations are key?
 - Retaining recent graduates
 - Luring back former residents
 - Attracting new residents
- What do you know about these populations? What are the qualities they value in a place to live?
- To what incentives might they respond most?
 - Job services
 - Housing assistance
 - Savings incentives
 - Student loan repayment programs
 - Access to childcare, transportation, etc.

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