


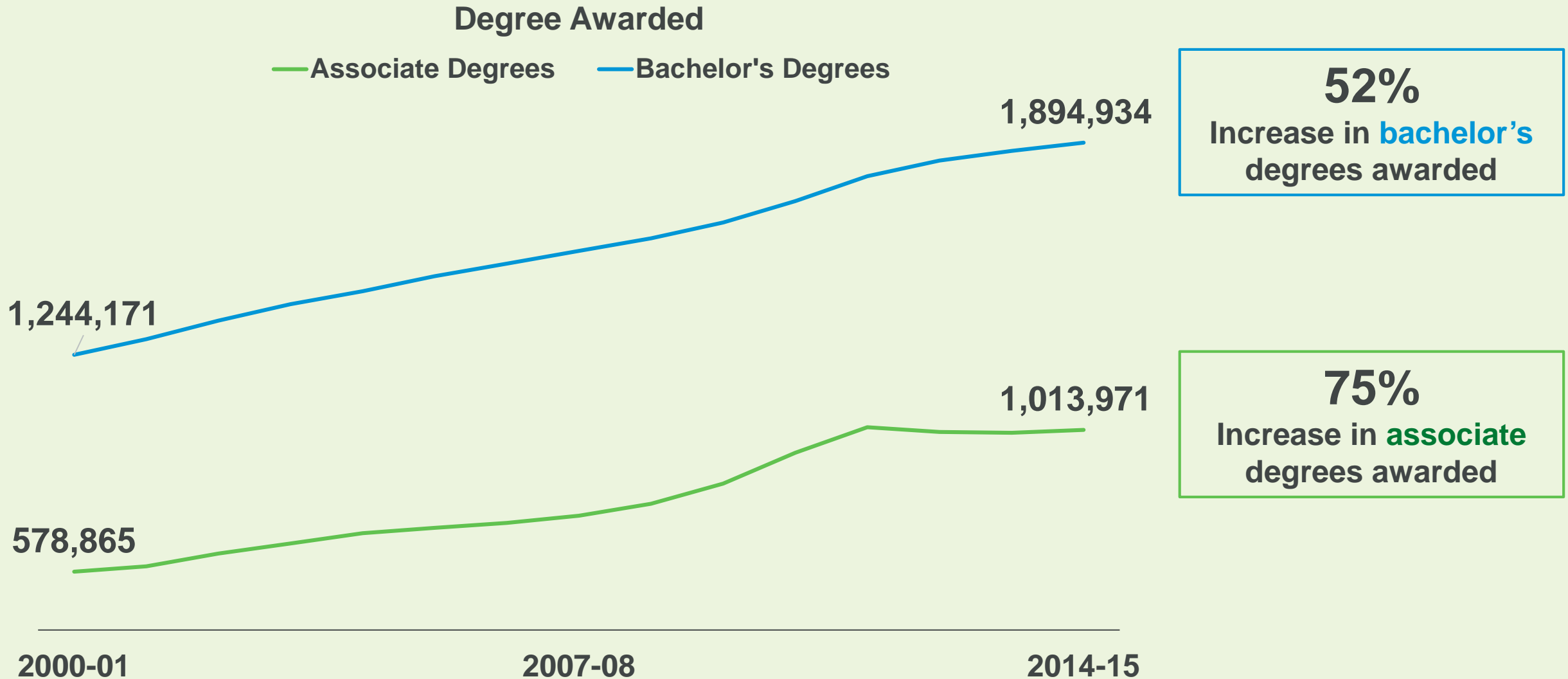
Gallup-USA Funds
Associate Degree Graduates Study

Background

Background	Great Jobs	Great Lives	Great Experiences	Continuing Education	ATD 2017 Study
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Associate Degrees Have Gained Traction in the Past 15 Years



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

Background	Great Jobs	Great Lives	Great Experiences	Continuing Education	ATD 2017 Study
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What Does a “Great Job” Look Like?

<p>Growth How do we grow?</p>	<p>Q12 Q11</p>	<p>This last year, I have had opportunities at work to learn and grow. In the last six months, someone at work has talked to me about my progress.</p>
<p>TEAMWORK Do I belong?</p>	<p>Q10 Q09 Q08 Q07</p>	<p>I have a best friend at work. My coworkers are committed to doing quality work. The mission or purpose of my company makes me feel my job is important. At work, my opinions seem to count.</p>
<p>INDIVIDUAL What do I give?</p>	<p>Q06 Q05 Q04 Q03</p>	<p>There is someone at work who encourages my development. My supervisor, or someone at work, seems to care about me as a person. In the last seven days, I have received recognition or praise for doing good work. At work, I have the opportunity to do what I do best every day.</p>
<p>BASIC NEEDS What do I get?</p>	<p>Q02 Q01</p>	<p>I have the materials and equipment I need to do my work right. I know what is expected of me at work.</p>

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

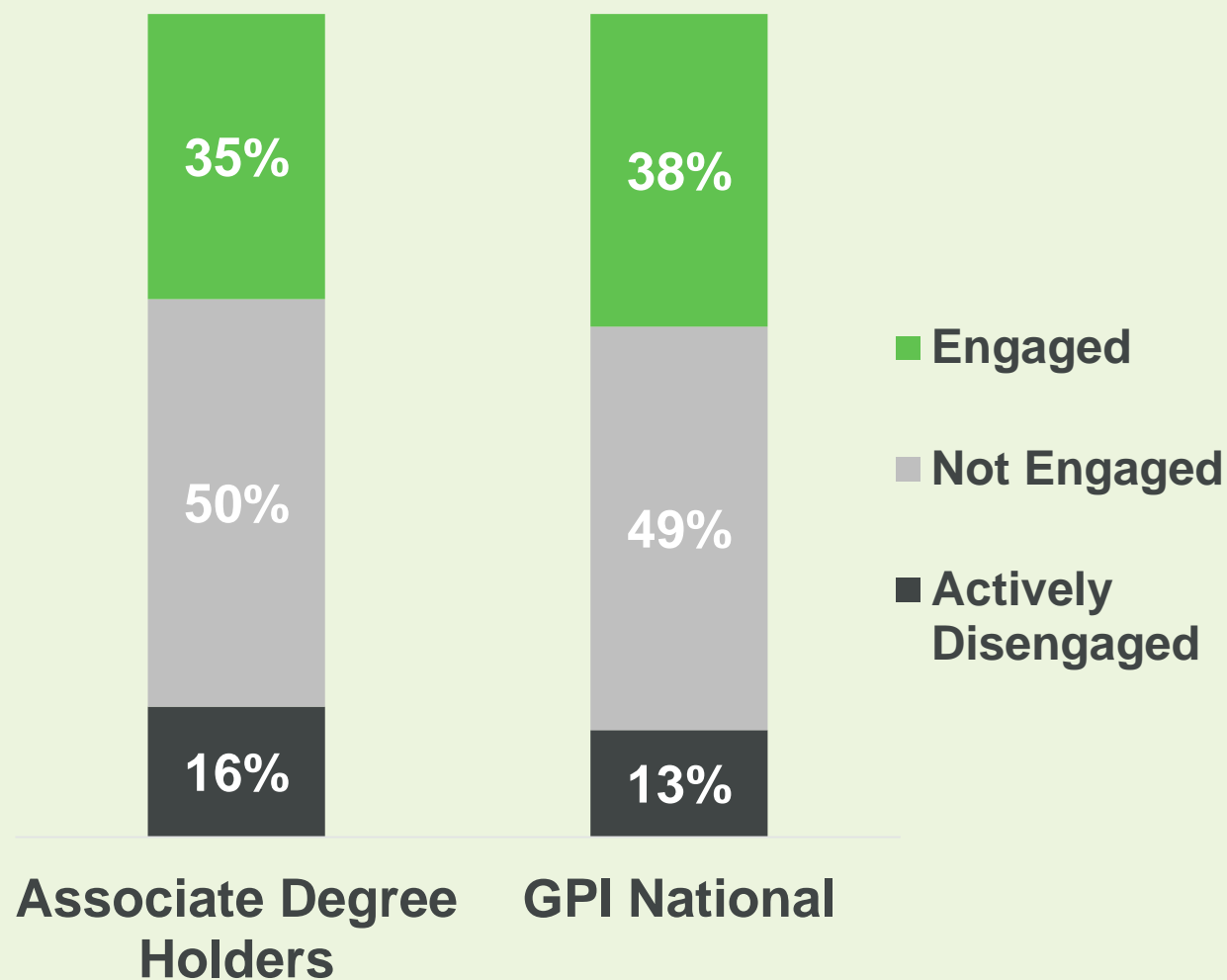
I would recommend an associate degree program to a friend or family member.

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.

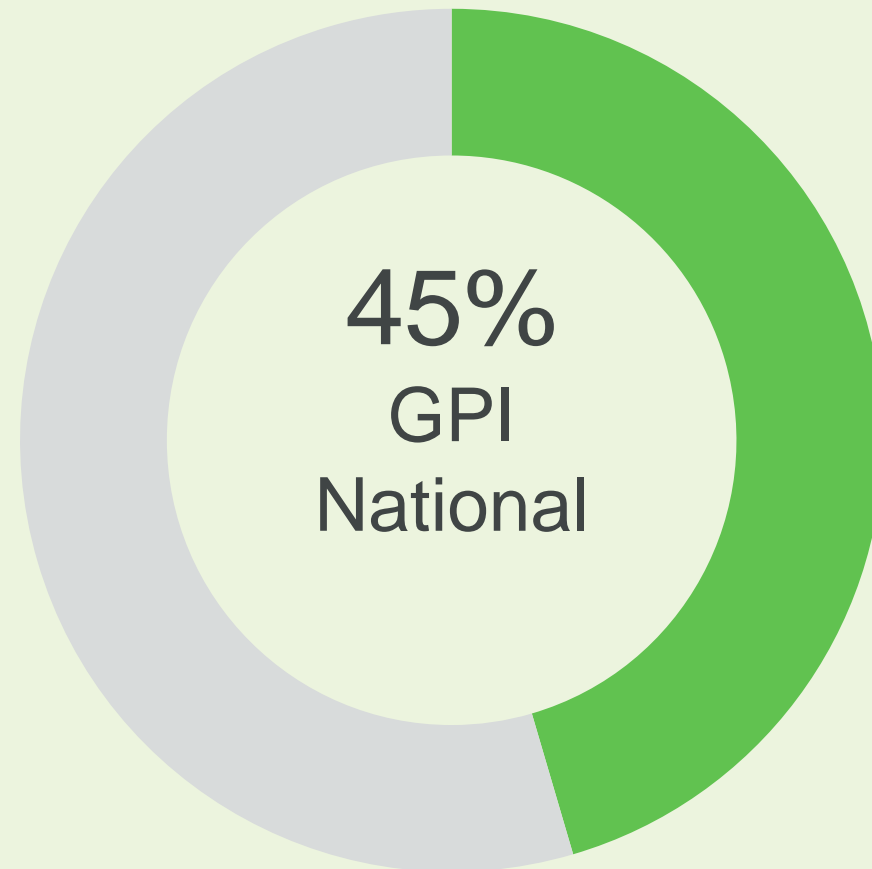
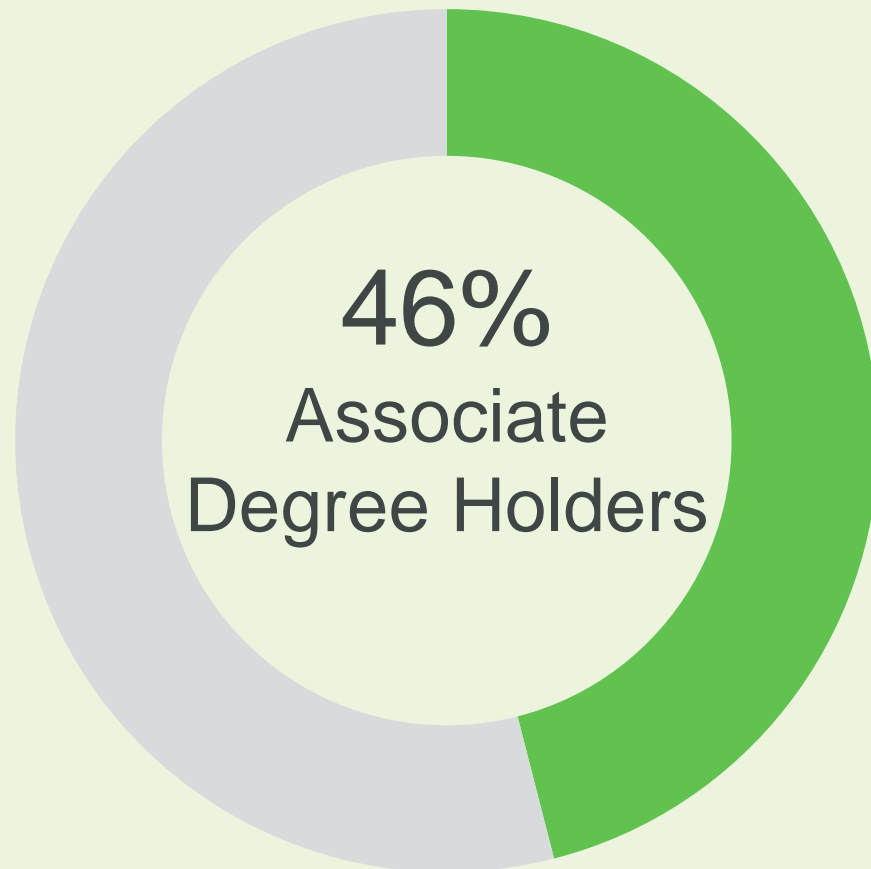
... are more likely to be engaged at their workplace

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.



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] 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

Background	Great Jobs	Great Lives	Great Experiences	Continuing Education	ATD 2017 Study
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Defining a “Good Life”: Gallup’s Global Well-Being Research



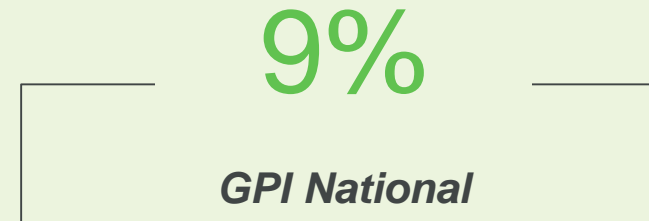
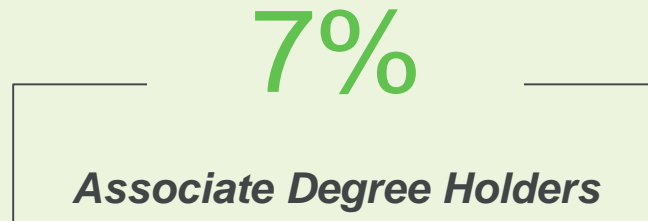
Gallup has conducted decades of global research surveying a representative sample of 99% of the world’s population from over 160 countries. Well-being is associated with numerous positive health and employment outcomes: medical and health expenditures, ER visits, absenteeism, etc. Factor analysis identified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

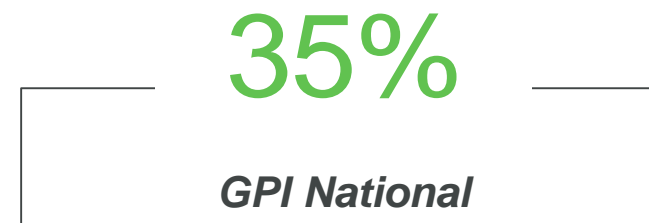
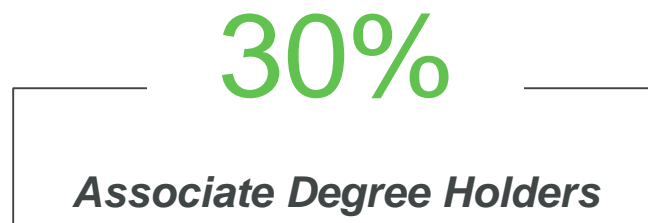
Associate Degree Holders On Par on Thriving in Five Well-Being Elements

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

% Thriving in All Five Well-Being Elements



% Thriving in At Least Three Well-Being Elements



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

Background	Great Jobs	Great Lives	Great Experiences	Continuing Education	ATD 2017 Study
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Associate Degree Holders Are More Likely to Feel Cared About as a Person (% Strongly Agree)

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



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



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



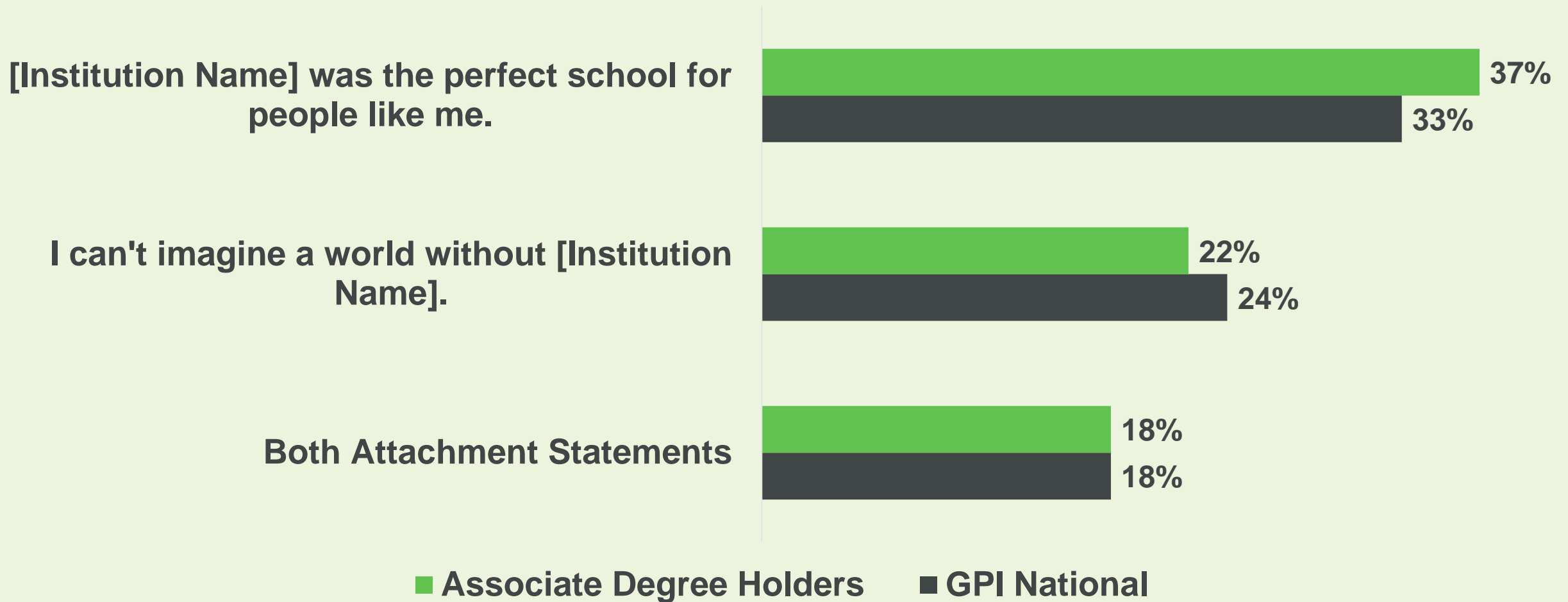
All Three Statements



■ Associate Degree Holders ■ GPI National

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.


Associate Degree Holders Are As Likely to Be Attached to Their Institution (*% Strongly Agree*)



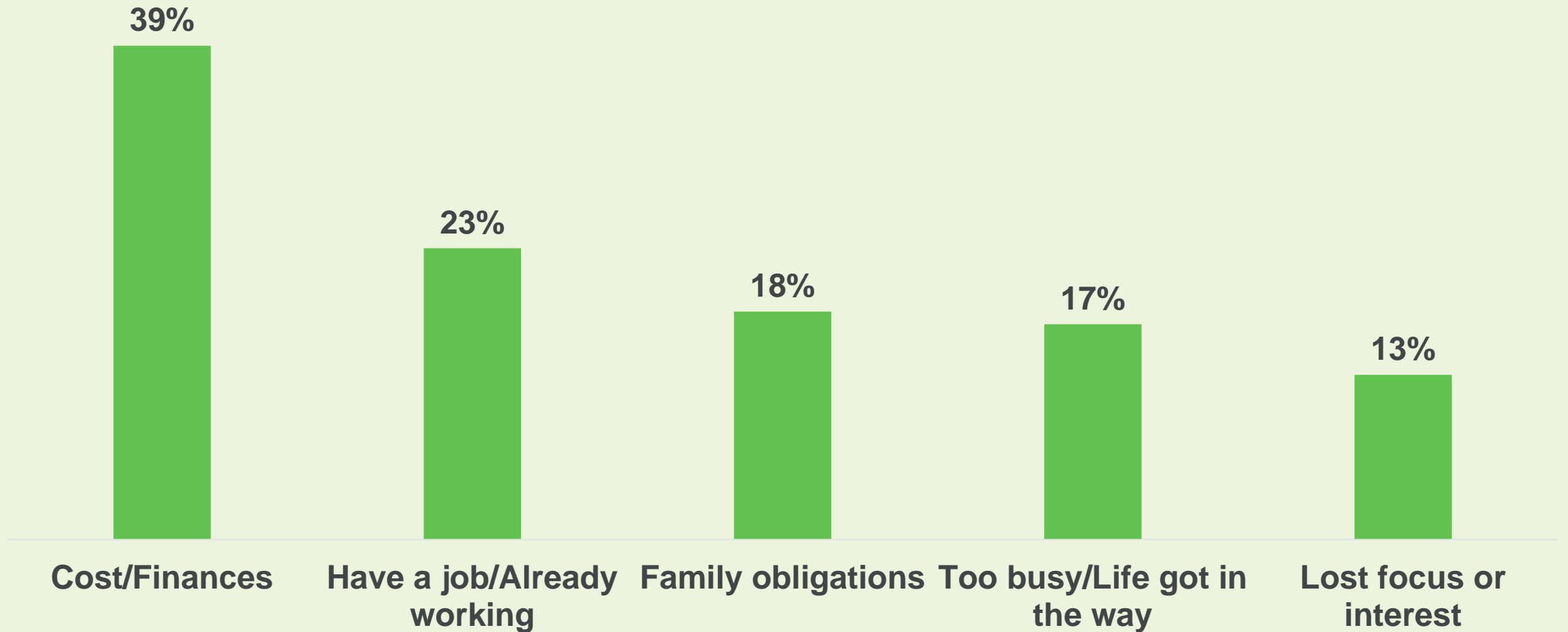
ATD 2017 Study

Focusing on associate degree graduates from 2000 to 2016

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Top Five Reasons for Not Enrolling in a Four-Year Degree

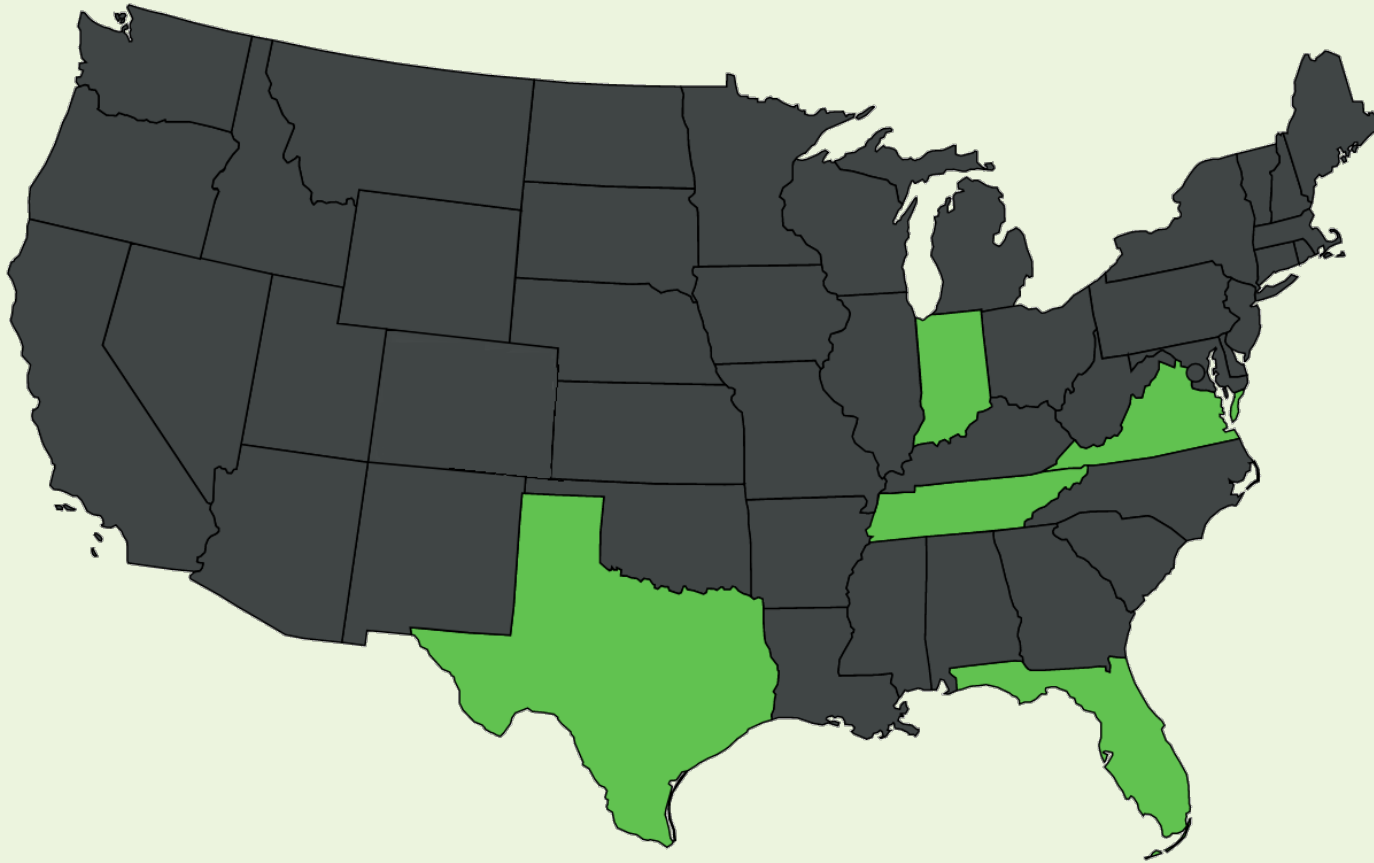


Background and Key Findings

Background	Great Jobs	Great Lives	Great Experiences	Great Advocates
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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."

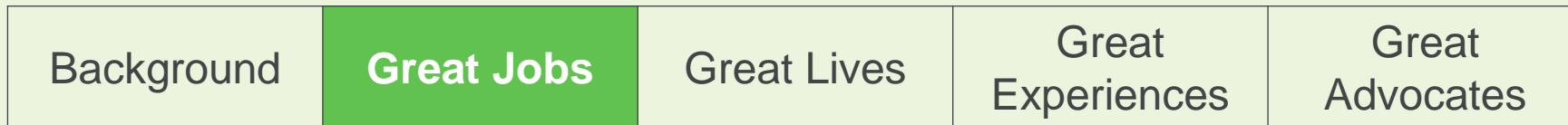
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ATD alumni have strong, positive perceptions of their institutions.

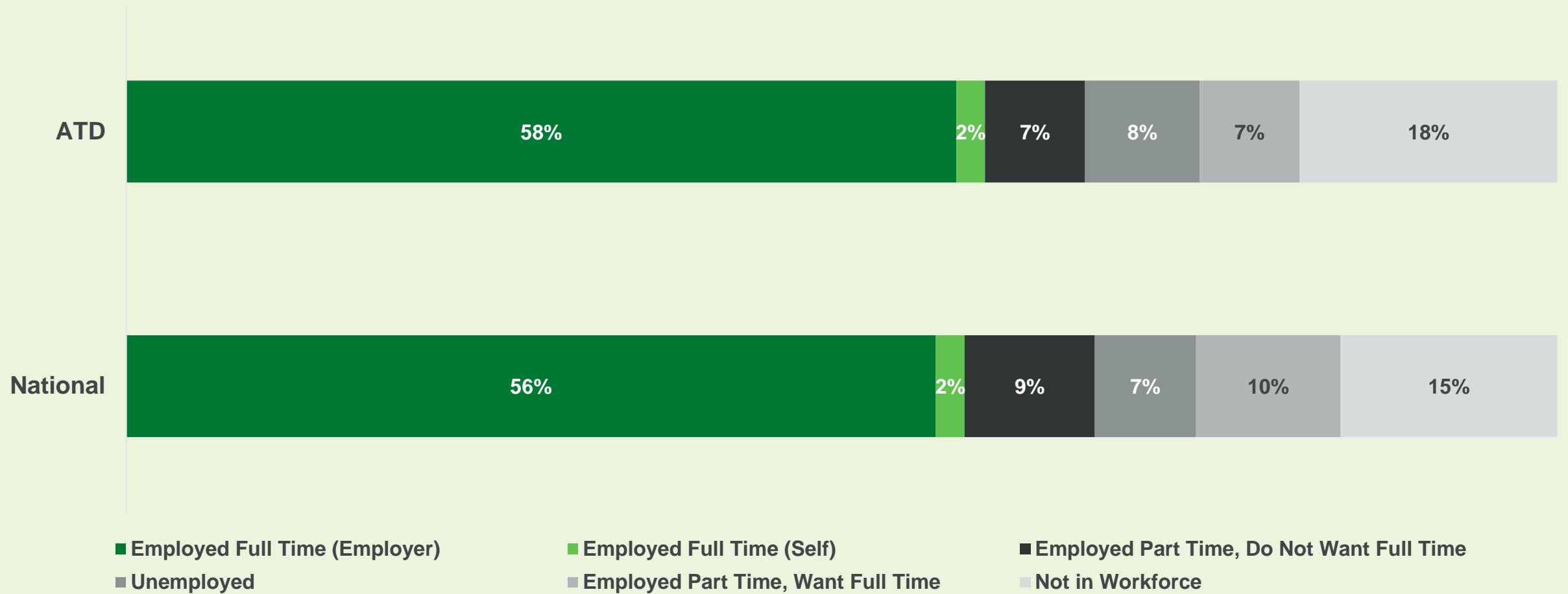
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Post-collegiate outcomes vary among associate degree programs.

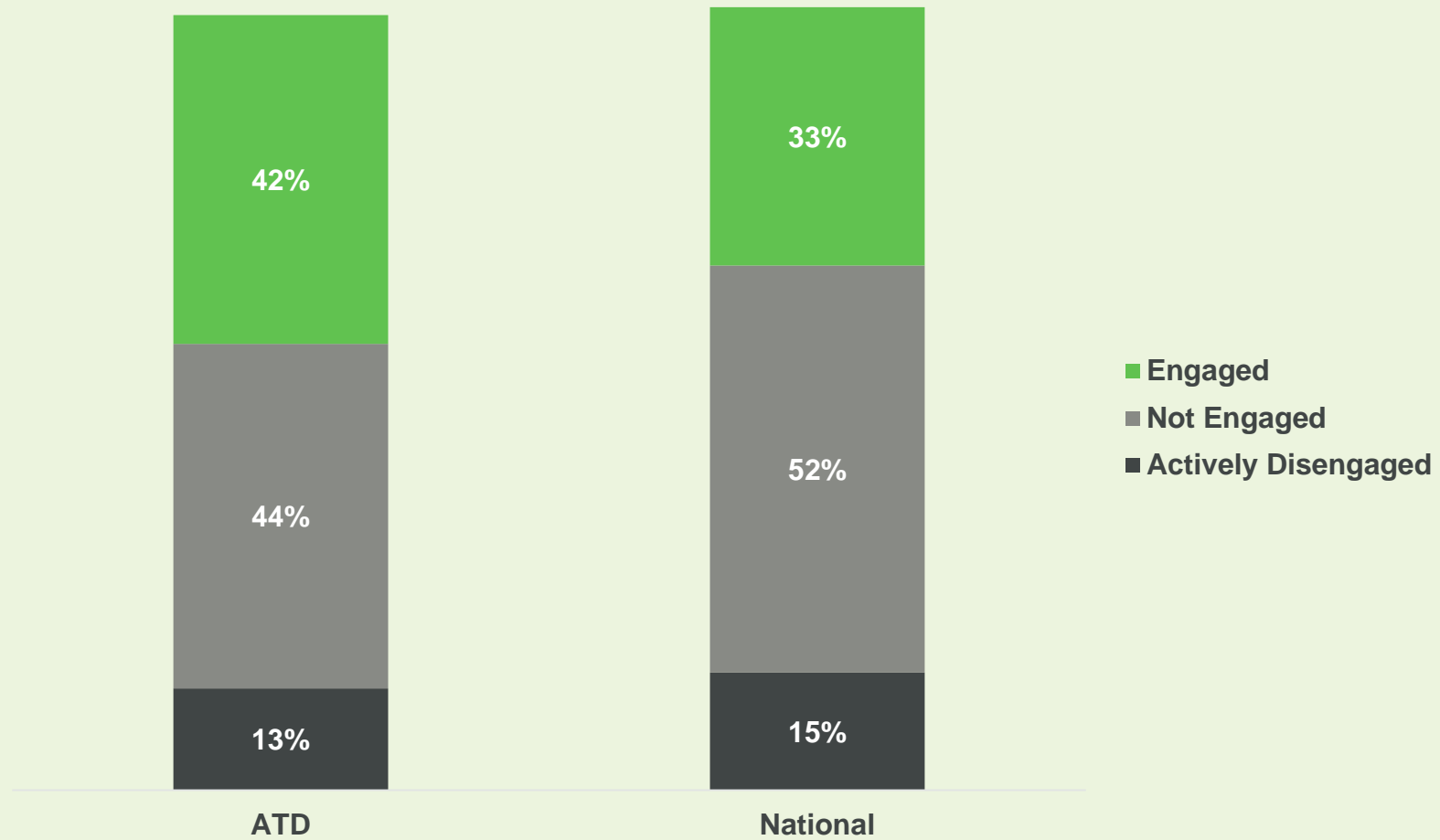
Great Jobs



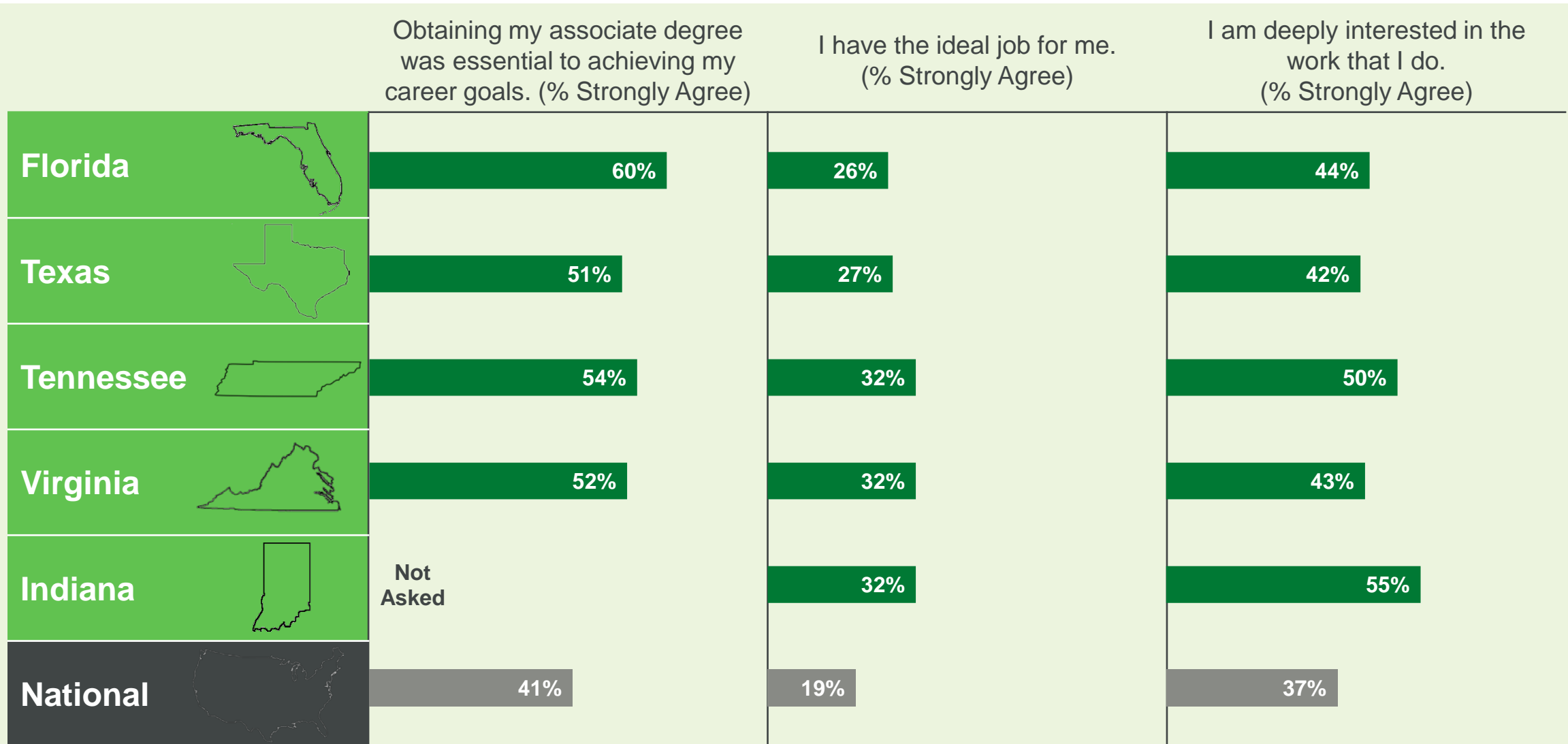
ATD Alumni On Par on Full-Time Employment



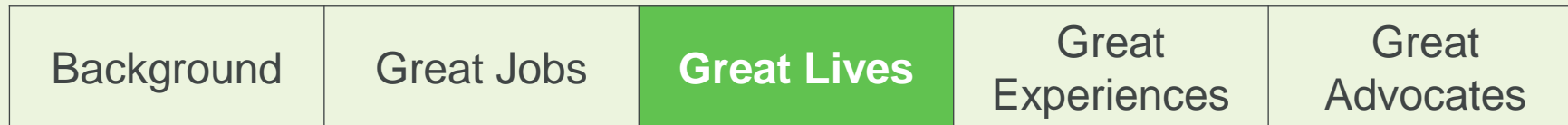
ATD Alumni More Likely to Be Engaged at Their Workplace



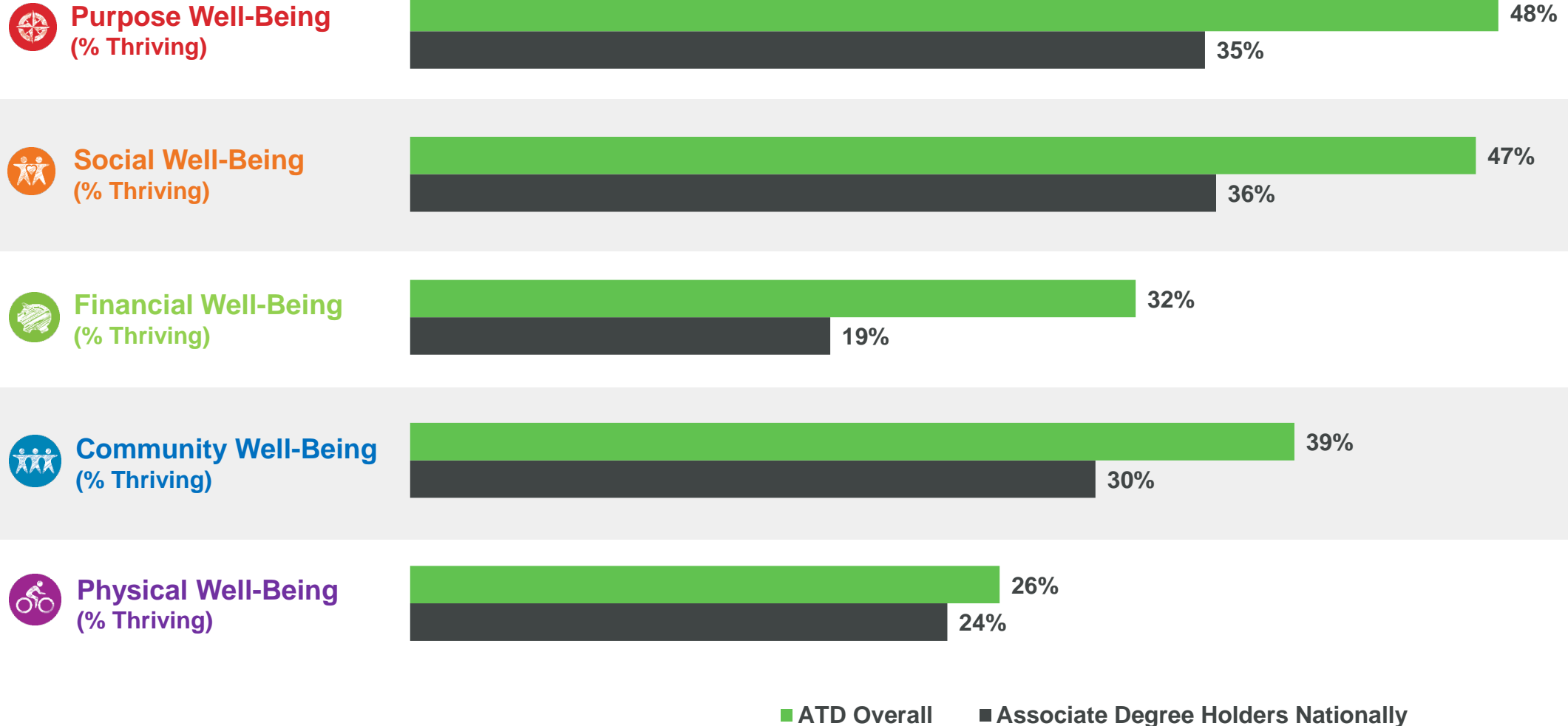
ATD Alumni Higher on Measures of Job Satisfaction



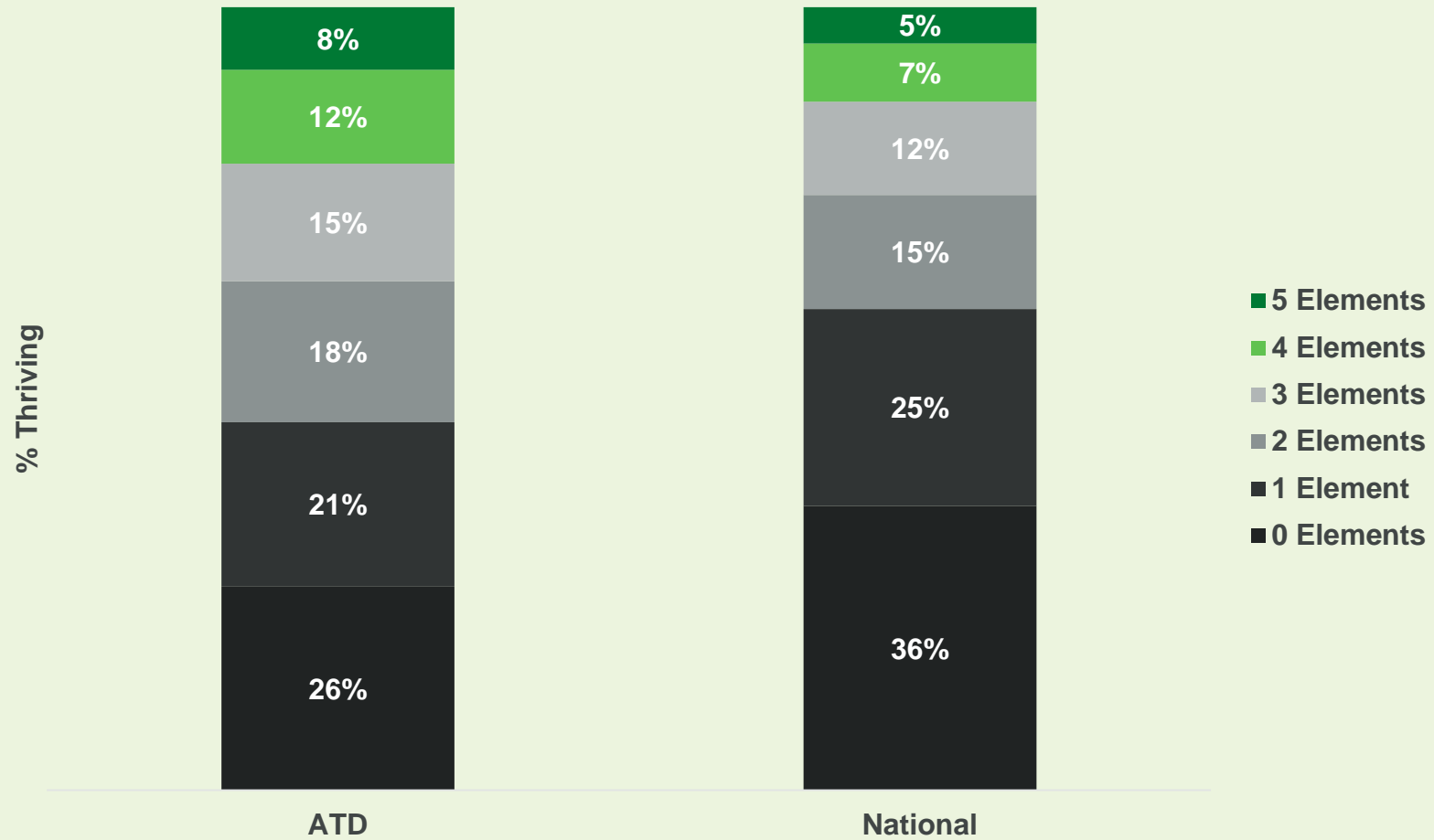
Great Lives: Well-Being



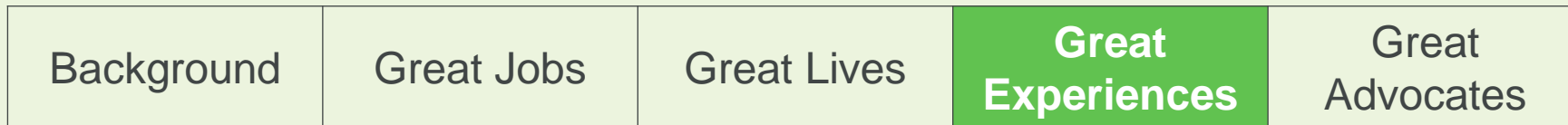
ATD Alumni Higher in Each Well-Being Element



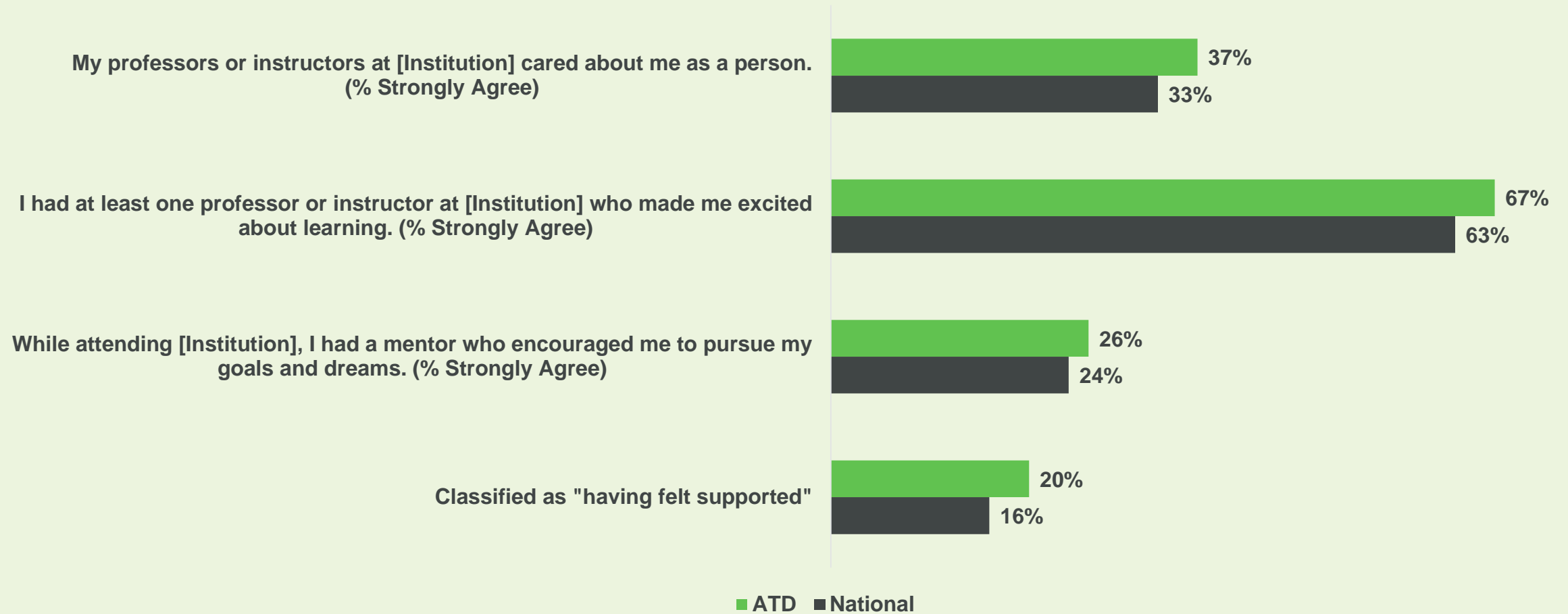
ATD Alumni Thriving in More Well-Being Elements



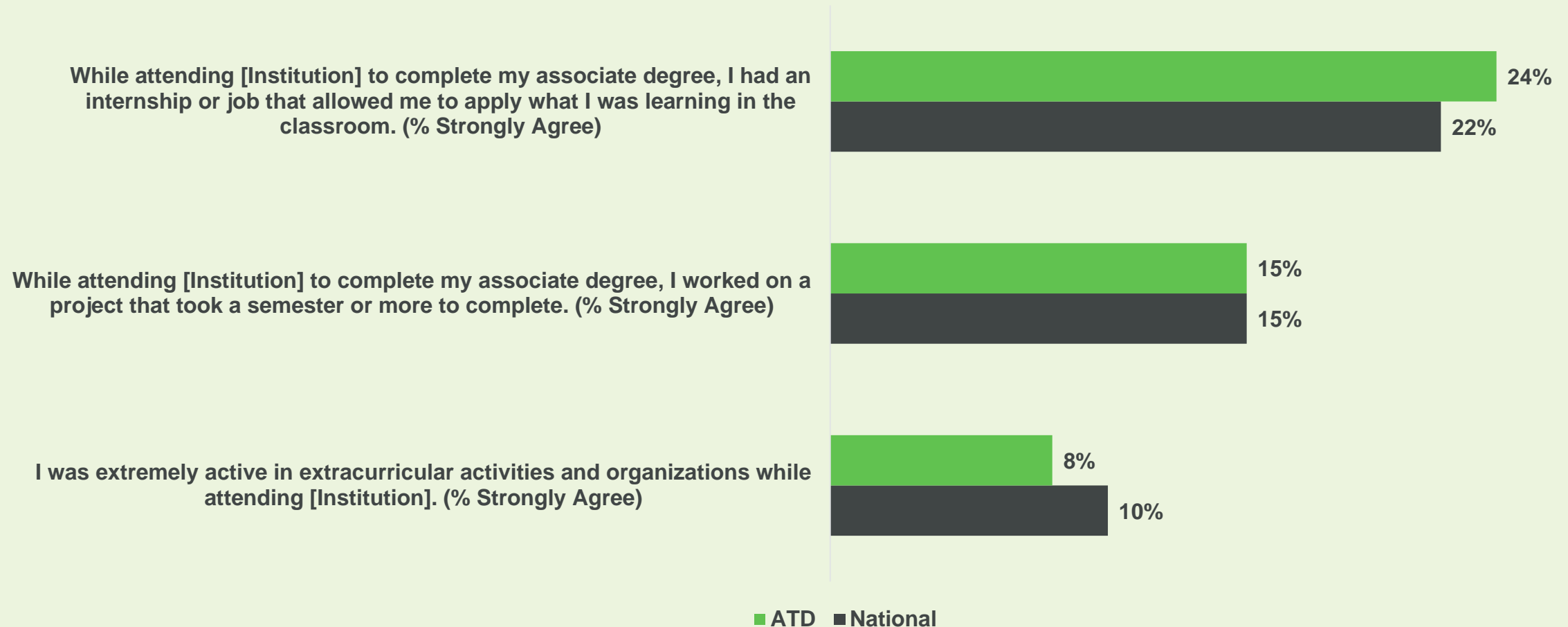
Great Experiences: Collegiate Experiences



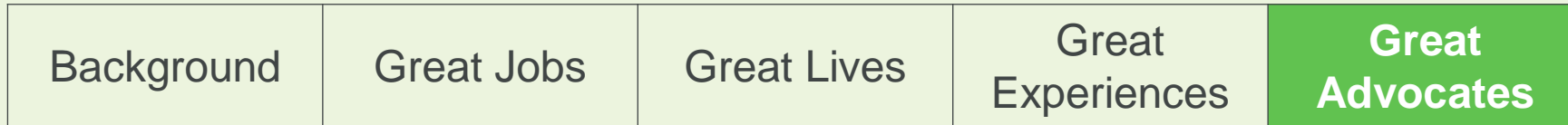
ATD Alumni Higher on “Support”



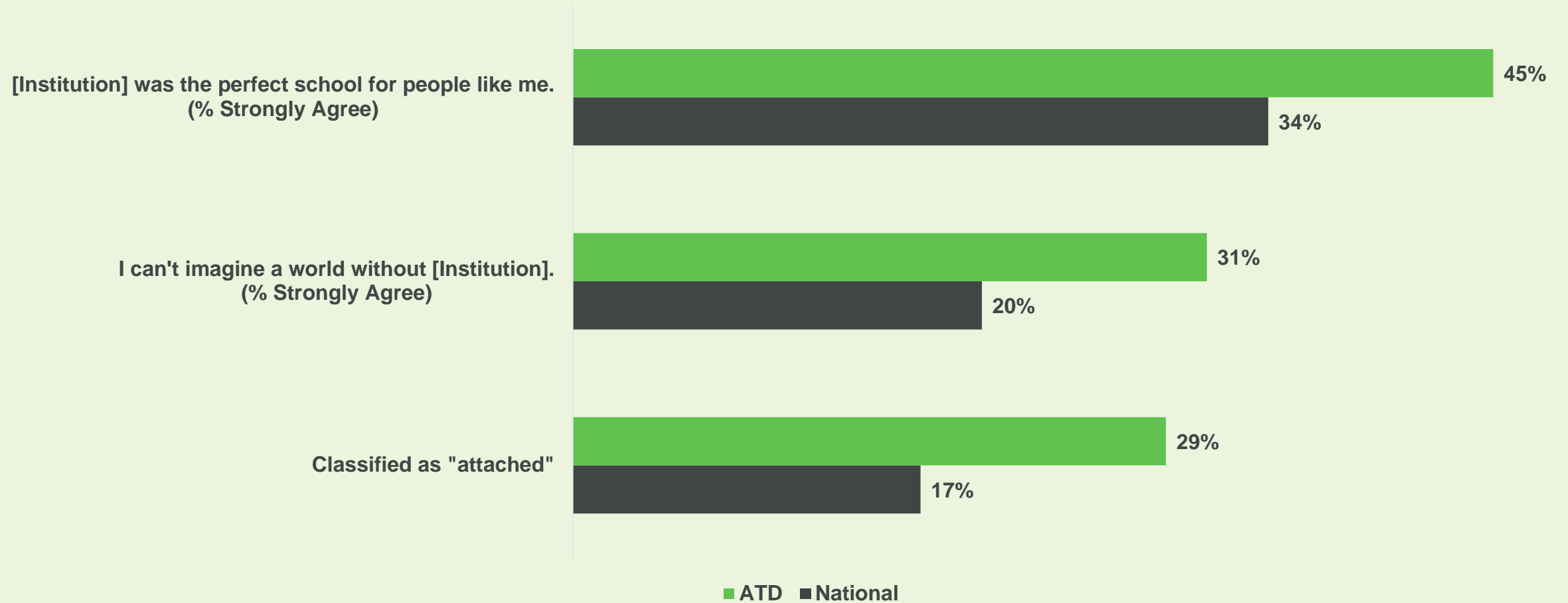
ATD Alumni on Par on Experiential Learning Experiences



Great Advocates: Alumni Attachment



ATD Alumni Higher on Attachment



ATD Alumni Have Positive Perceptions of Their Alma Maters

