



Survey of the Higher Education Landscape Report

Identifying and Supporting
Enrollment Growth Opportunities

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Introduction

For the past several years, higher education leaders have been bracing for an enrollment cliff precipitated by declining birth rates in the United States. At the same time, other external factors from global pandemics to technology changes to shifting government policy positions have dealt body blows to colleges and universities. The result has been a steady stream of challenges to higher education enrollment numbers and the professionals tasked with marketing and enrollment management.

Compounding the challenges facing higher education leaders is shifting public sentiment on the value of higher education. For years, it was broadly accepted that a college degree was a key pathway to unlocking individual potential and fueling economic progress. While we at EducationDynamics continue to maintain this viewpoint, public sentiment has rapidly eroded, with a recent Gallup survey¹ finding that only 36% of Americans have confidence in higher education.

This report provides a comprehensive and nuanced perspective on these issues, rooted in empirical data, expert analysis, and a profound recognition of the real-world challenges faced by millions of individuals considering higher education options. By bringing together diverse voices from the realms of education, economics, and sociology, we shed light on the implications of incomplete education and inspire discussions about the role of education in the labor market of tomorrow.

The **2023 Higher Ed Landscape Report** looks to the horizon of labor market projections, seeking to decipher the trends that will define the world of work in the years and decades ahead and the impact this will have on higher education. How will AI, automation, globalization, and emerging technologies reshape employment opportunities and skill requirements? And, more importantly, how can higher education reshape itself to deliver relevant, impactful, and valuable outcomes for the learners, workers and leaders of tomorrow?

¹ <https://news.gallup.com/poll/508352/americans-confidence-higher-education-down-sharply.aspx>

ECONOMIC LANDSCAPE

The labor market has exerted a profound influence on enrollment trends over the past few years, shaping the choices and decisions of individuals seeking to further their education. Recent signals suggest that this landscape is undergoing a transformation, offering both challenges and opportunities for prospective students and the schools that serve them.

One significant signal of change is the rise in unemployment rates. This shift has had a more pronounced impact on those with less formal education, who often find themselves more vulnerable in times of economic uncertainty. Concurrently, layoff rates have surged, further amplifying worker apprehension over job security. On a somewhat more optimistic note, labor force participation rates have been on the rise, indicating a renewed interest in the workforce, which could potentially spur enrollment growth.

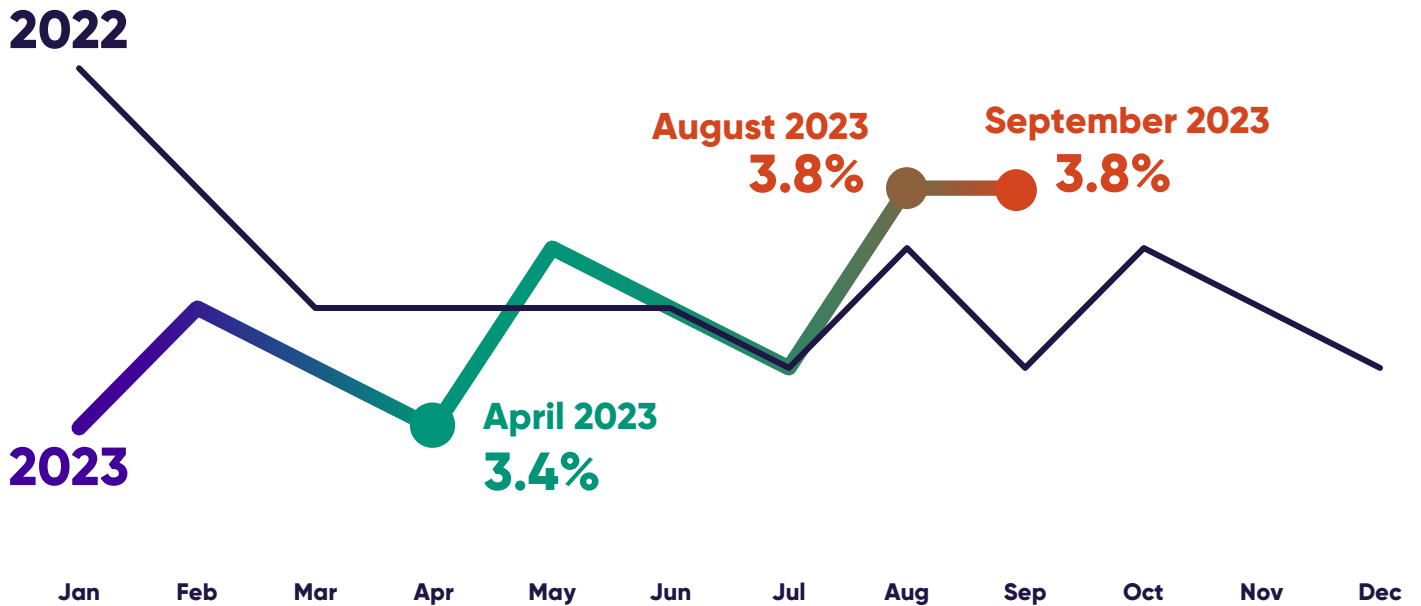
A noteworthy trend is the decline in quit rates, which may be interpreted as individuals hesitating to leave their current jobs for fear of the uncertain job market. While this may seem like a setback, it can also be viewed as an opportunity for individuals to re-engage with education. This hesitance to quit may prompt people to seek ways to enhance their skills and qualifications while remaining employed, whether through certificates, upskilling, or reskilling programs.

As we navigate these shifts, it becomes crucial to consider how economic factors will influence enrollment in the coming year. The impending changes in the labor market could present challenges that encourage individuals to explore education and training opportunities to become more competitive in a potentially tougher job market.

The labor market's recent developments signal a period of change and uncertainty. While challenges such as rising unemployment and layoffs are evident, there are promising opportunities for individuals to re-engage with education and enhance their skills. As we move forward, economic factors will shape enrollment trends. The challenge for higher education leaders will be ensuring that education remains an accessible and empowering option for all.

Total Unemployment Rate

While April 2023 saw historically low unemployment rates at 3.4%, there was a slight uptick to 3.8% in September 2023, indicating a gradual easing of favorable labor market conditions.



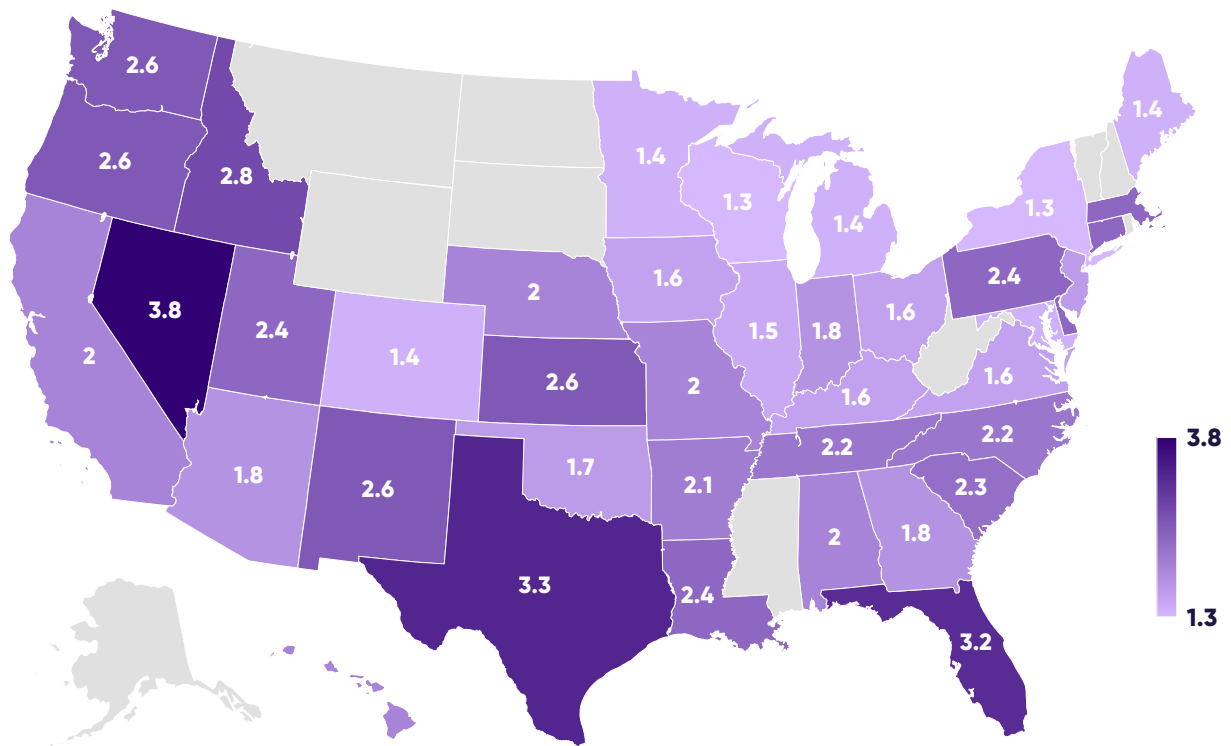
Source: U.S. Bureau of Labor Statistics, Seasonally Adjusted



Unemployment Rate by State

States exhibit varying degrees of unemployment growth, with Nevada at the highest rate of 3.8%, followed closely by Texas at 3.3%, and Florida at 3.2%.

States with Statistically Significant Employment Changes from July 2022 to July 2023 Seasonally Adjusted

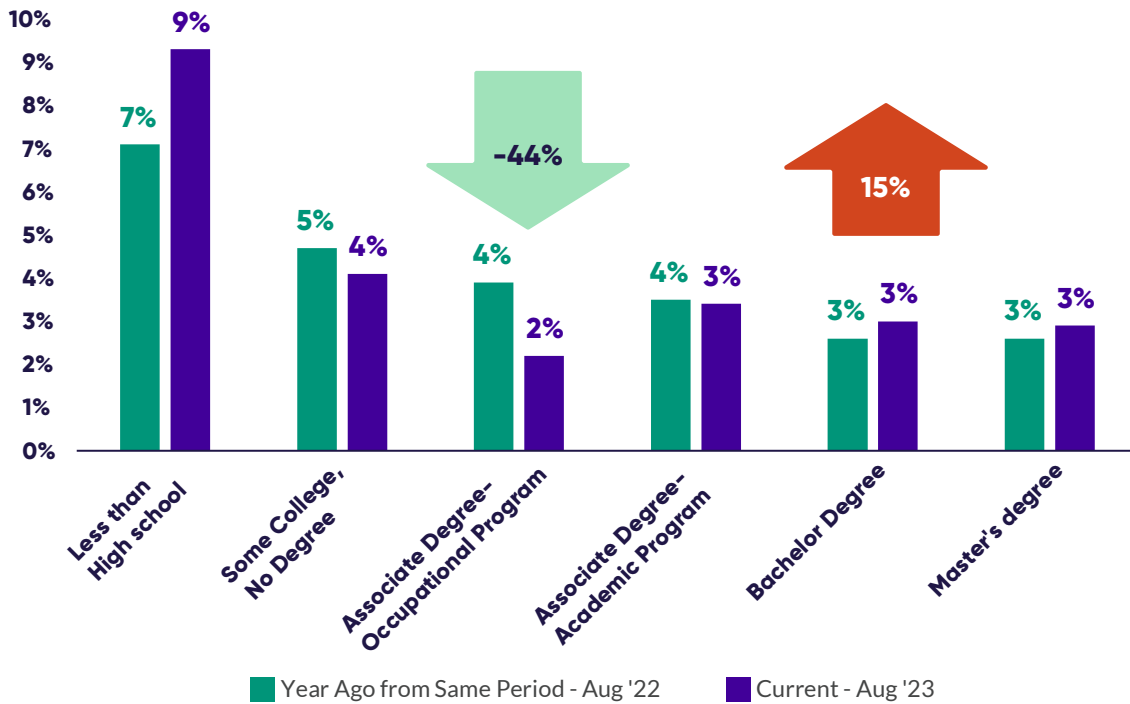


Source: U.S. Bureau of Labor Statistics, Seasonally Adjusted

Unemployment Rate by Education

Significant shifts have occurred this year in the composition of the unemployed population, marked by notable erosion amongst individuals with associate degrees and rising unemployment among individuals with bachelors degrees.

Unemployment Rate by Educational Attainment and Age, Monthly: 25 to 34 years August 2023 v. August 2022 Not Seasonally Adjusted



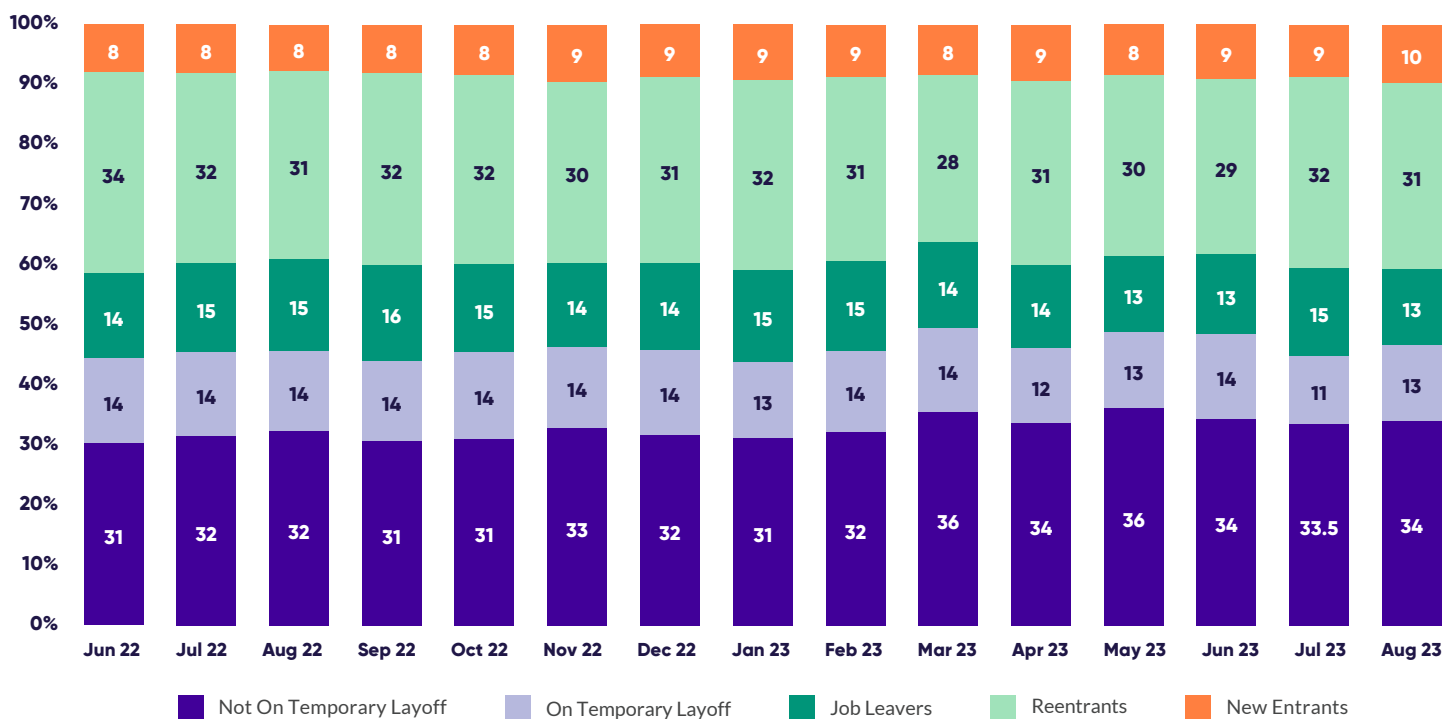
Source: U.S. Bureau of Labor Statistics, Not Seasonally Adjusted 25-34 years old



Reasons for Unemployment

Temporary layoffs have shown minimal fluctuations over the last year. Meanwhile, the largest portion of the jobless population have completed temporary positions or have experienced permanent layoffs. Permanent layoffs are on the rise and continue to increase.

Unemployed Persons by Reason for Unemployment Seasonally Adjusted

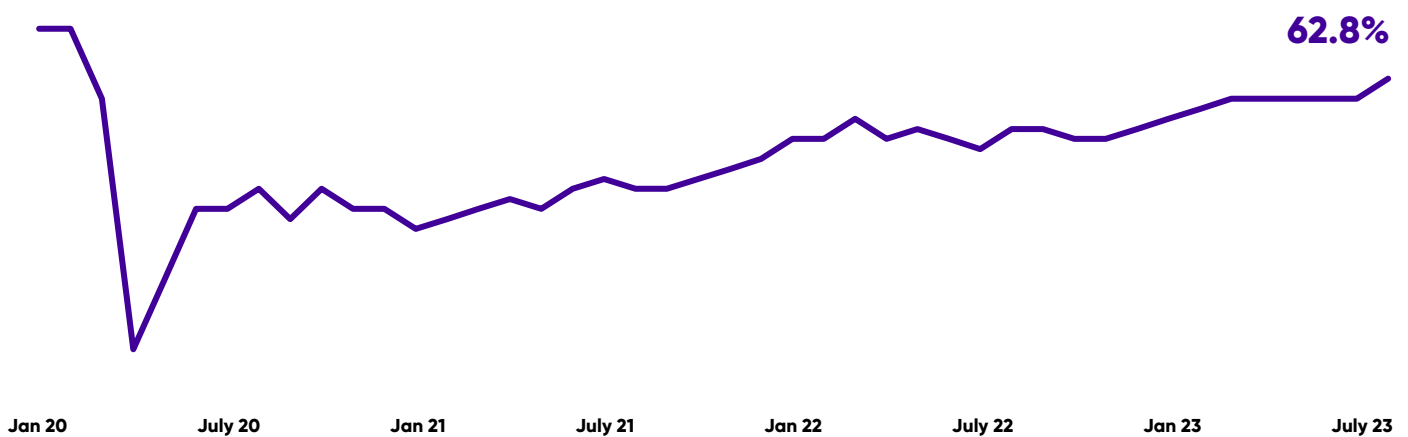


Source: U.S. Bureau of Labor Statistics, Seasonally Adjusted

Labor Force Participation Rate

We are witnessing a resurgence in labor market re-entry, with participation rates reaching their highest point in three and a half years. This trend may be attributed, in part, to concerns regarding the ongoing economic slowdown.

Labor Force Participation Rate, Percent, Monthly Seasonally Adjusted

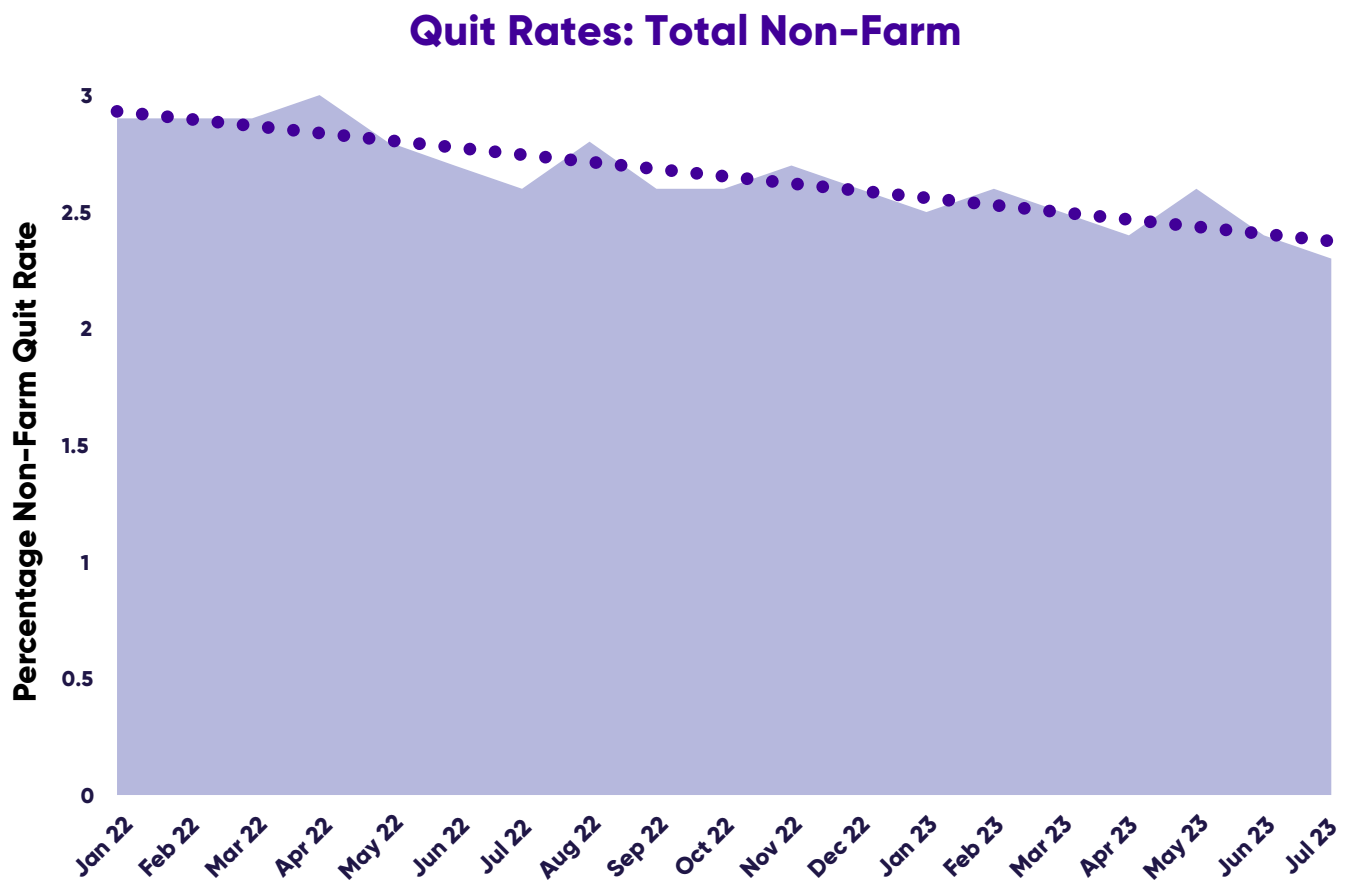


Source: U.S. Bureau of Labor Statistics, January 2020-August 2023



Quit Rates are on the Decline

The quit rate in the United States, which measures resignations as a proportion of total employment, has been on a downward trajectory and is currently only marginally higher than pre-pandemic levels. This suggests that the phenomenon often dubbed the “Great Resignation” is subsiding, highlighting a reduced willingness among workers to leave their current positions. As employment and quit rates stabilize, we anticipate an increase in demand for short-term credentials that provide upskilling and increase stability and job security.



Source: U.S. Bureau of Labor Statistics

ENROLLMENTS

Enrollments for the spring semester have exhibited signs of recovery; however, they have not yet reached the levels seen before the pandemic. This underscores the enduring impact of COVID-19 on higher education institutions, which continue to grapple with shifting enrollment dynamics.

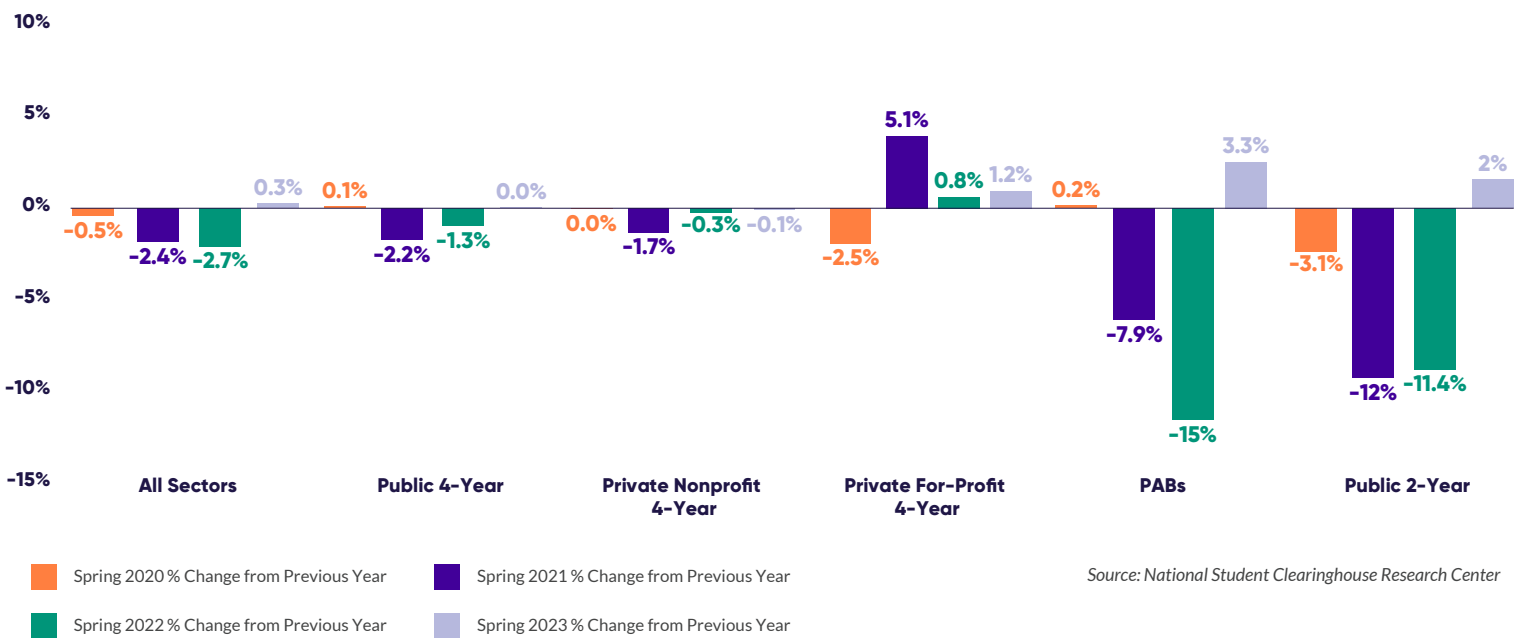
One notable trend in this evolving landscape is the challenge faced by graduate programs. These programs have encountered hurdles in attracting students, suggesting a potential shift in the preferences and aspirations of individuals seeking higher education. Meanwhile, the ways in which undergraduates pursue degrees or credentials have also evolved, hinting at a transformation in the traditional educational pathways.



Spring 2023 Enrollments

Enrollment growth made a promising return across nearly all sectors during Spring 2023. However, total postsecondary enrollment remains significantly below pre-pandemic levels, with an overall decline of 1.09 million students. Notably, community college enrollment exhibited modest growth at 0.5%, while undergraduate enrollment remained relatively stable with only a slight decline of 0.2%.

% Change in Enrollment from Previous Year by Institutional Sector 2019 to 2023

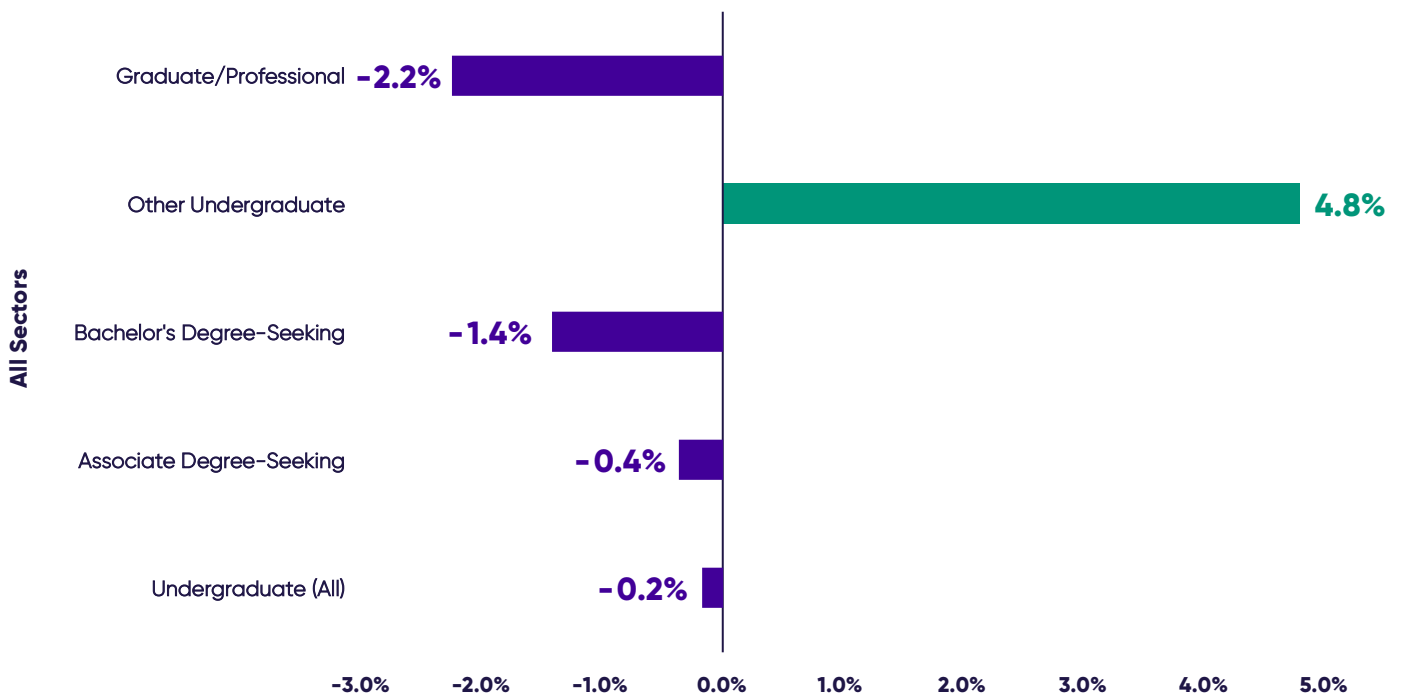


Source: National Student Clearinghouse Research Center

Enrollments By Degree Level

Graduate-level enrollment is encountering increasing difficulties, experiencing a decline of 2.2%, while bachelor level enrollment has dipped by 1.4%. However, there is a noticeable shift in the types of credentials pursued by undergraduates, with a significant uptick of 4.8% in “other undergraduate” programs.

Estimated National Enrollment % Change by Institutional Sector and Program Level
2022 to 2023



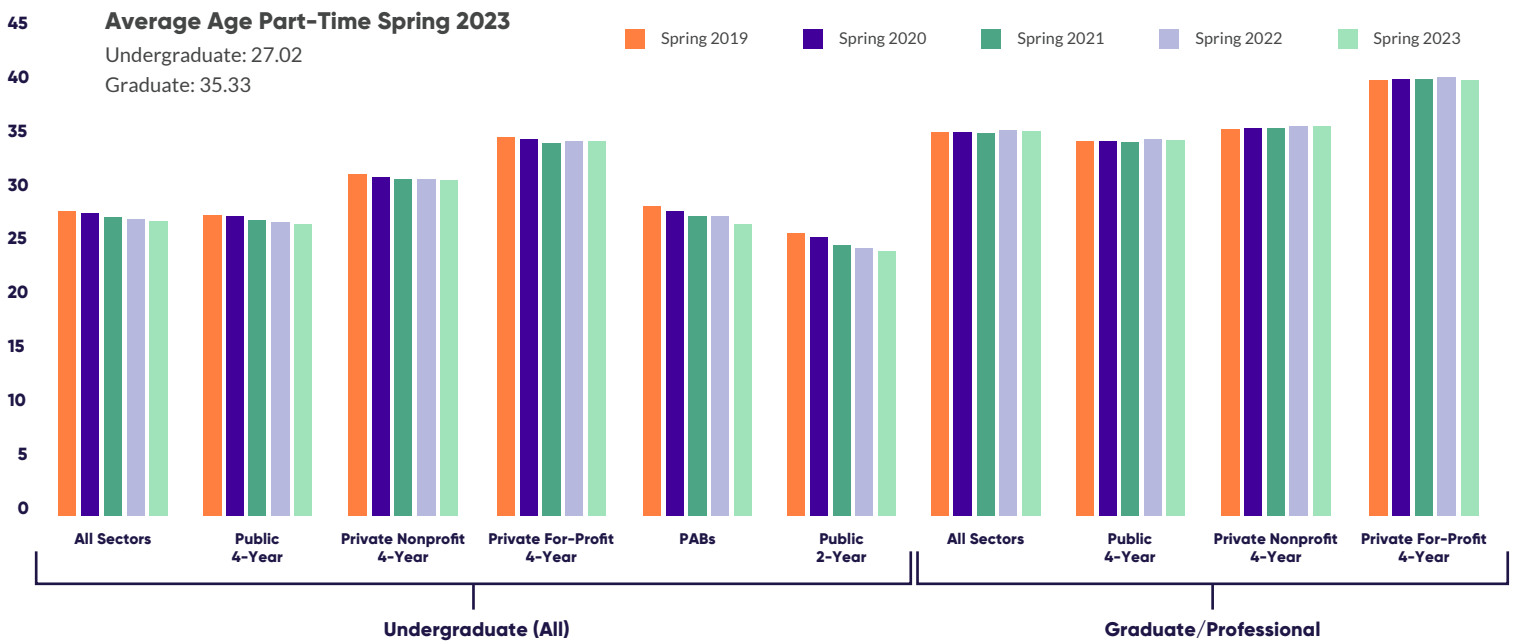
Source: National Student Clearinghouse Research Center

The growing category of “other undergraduate” includes special programs, non-degree programs, unclassified students, and continuing education. This points to a significant shift in the types of education being sought. Students in other undergraduate programs may be seeking a more customized approach to education or taking courses aimed at developing specific skills related to their life and career.

Average Age of Part-time Students

The average age of part-time undergraduate students has decreased 3.46% since Spring 2019, with a more recent reduction of 0.79% in the past year. The most significant declines were among Post-Baccalaureate (PAB) students, with a decrease of 5.78% since Spring 2019 and a further 2.95% drop in the last year. Public 2-year institutions also experienced a substantial fall, with a decline of 6.48% since Spring 2019 and a 1.18% decrease in the past year.

The Average Age of Part-Time Students by Program Level, Institutional Sector, and Enrollment Intensity 2019 to 2023

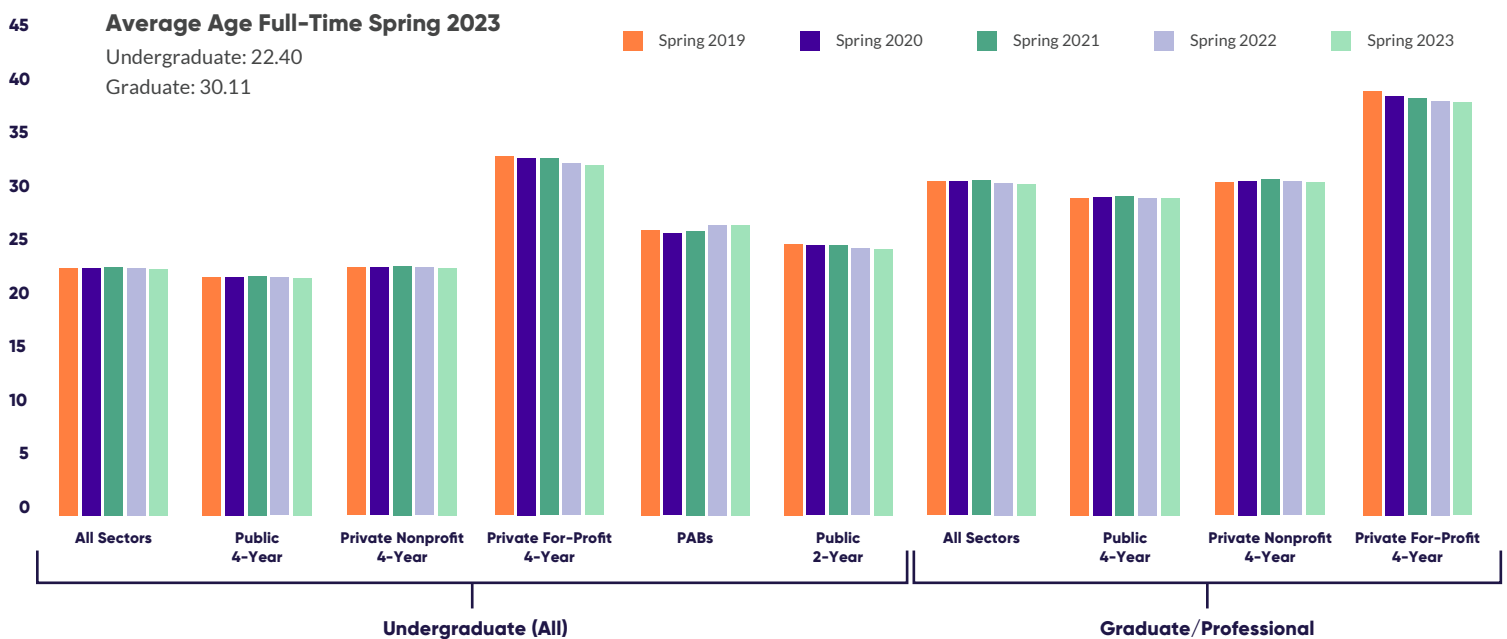


Source: National Student Clearinghouse Research Center

Average Age of Full-time Students

The average age of full-time undergraduate students has shown relative stability in both the undergraduate and graduate sectors. Among these sectors, the most pronounced decline is in private for-profit institutions, with a 2.53% decrease among undergraduates and a 2.76% decrease among graduate students over the past five years.

The Average Age of Full-Time Students by Program Level, Institutional Sector, and Enrollment Intensity 2019 to 2023



Source: National Student Clearinghouse Research Center

Future Opportunities for Forward-Thinking Colleges and Universities

Amidst the ever-changing job market, colleges and universities face the crucial task of enhancing the alignment between education and training initiatives to meet the evolving demands of employers and students.

The changes will not be uniform or steady. Some areas of study will grow, while others shrink rapidly. To successfully meet enrollment challenges, higher education leaders need to stay in front of these anticipated shifts.

The pages ahead will shed light on key opportunities for colleges and universities by illustrating where occupational growth is surpassing the rate of completions. We'll also delve into a detailed analysis, highlighting areas with the greatest potential for growth based on occupational groups and individual job roles.

The key lies in continuous adaptation and evolution of educational offerings. This dynamic approach ensures that education remains a catalyst for personal and professional growth in an ever-evolving economic landscape.

High Opportunity Programs

Disparities between degree completions and job opportunities are a primary concern for many graduates seeking meaningful employment upon completing their education. To shed light on these discrepancies, our analysis examines the percentage change in job opportunities compared to the percentage change in degree completions over both five- and ten-year intervals. This approach enables us to identify the most significant disparities between programs regarding job availability and degree completions.

For each timeline, we calculate the difference between the percentage change in jobs and the percentage change in completions for various programs. We then identify the top 10 CIP codes with the most substantial disparities. To focus our analysis on programs of higher volume, we only consider CIP codes representing at least 0.02% of all completions in 2021, resulting in 496 CIP codes. (Please refer to the appendix for the complete list of included CIP codes.)

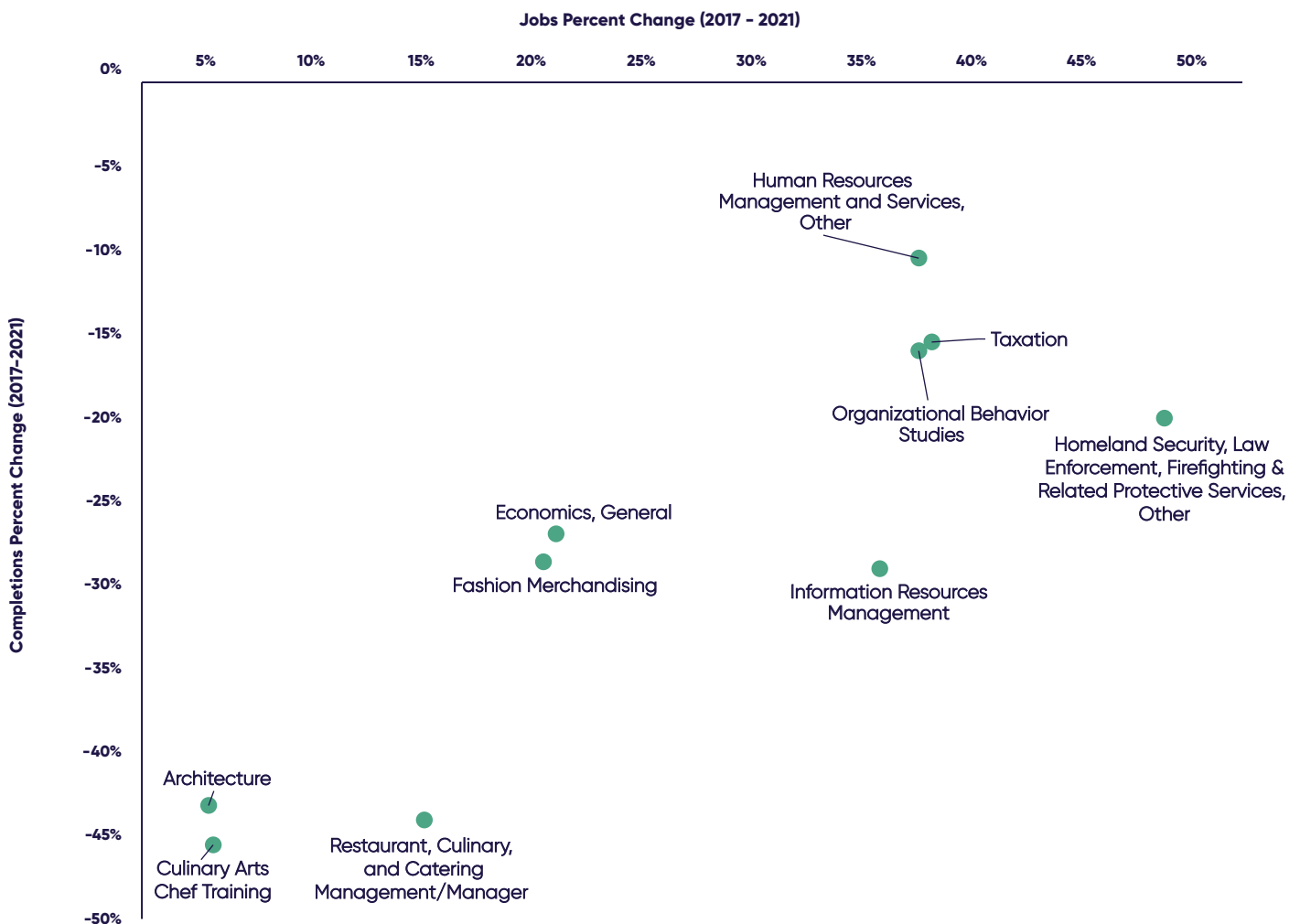
“High Opportunity” programs exist in fields where job growth surpasses degree completions, indicating a strong field for future graduates with a positive job outlook. This situation arises when there is a significant increase in job opportunities, but degree completions have not kept pace, creating a potential imbalance between supply and demand in the job market.



5-year Outlook

Many professions show a surge in job demand, but a decline in degree completions. Although the gap may be filled temporarily by underqualified individuals, those with degrees will remain more competitive. The field of Homeland Security, Law Enforcement, Firefighting, and Related Protective Services has experienced a remarkable 46% surge in job demand over the past five years, coupled with a noteworthy 20% decrease in degree completions. This trend positions it as a compelling choice for individuals seeking opportunities in a job market characterized by high demand and ample job openings. The programs outlined in the table below share similar opportunity and characteristics.

High Opportunity Programs 5-year Outlook

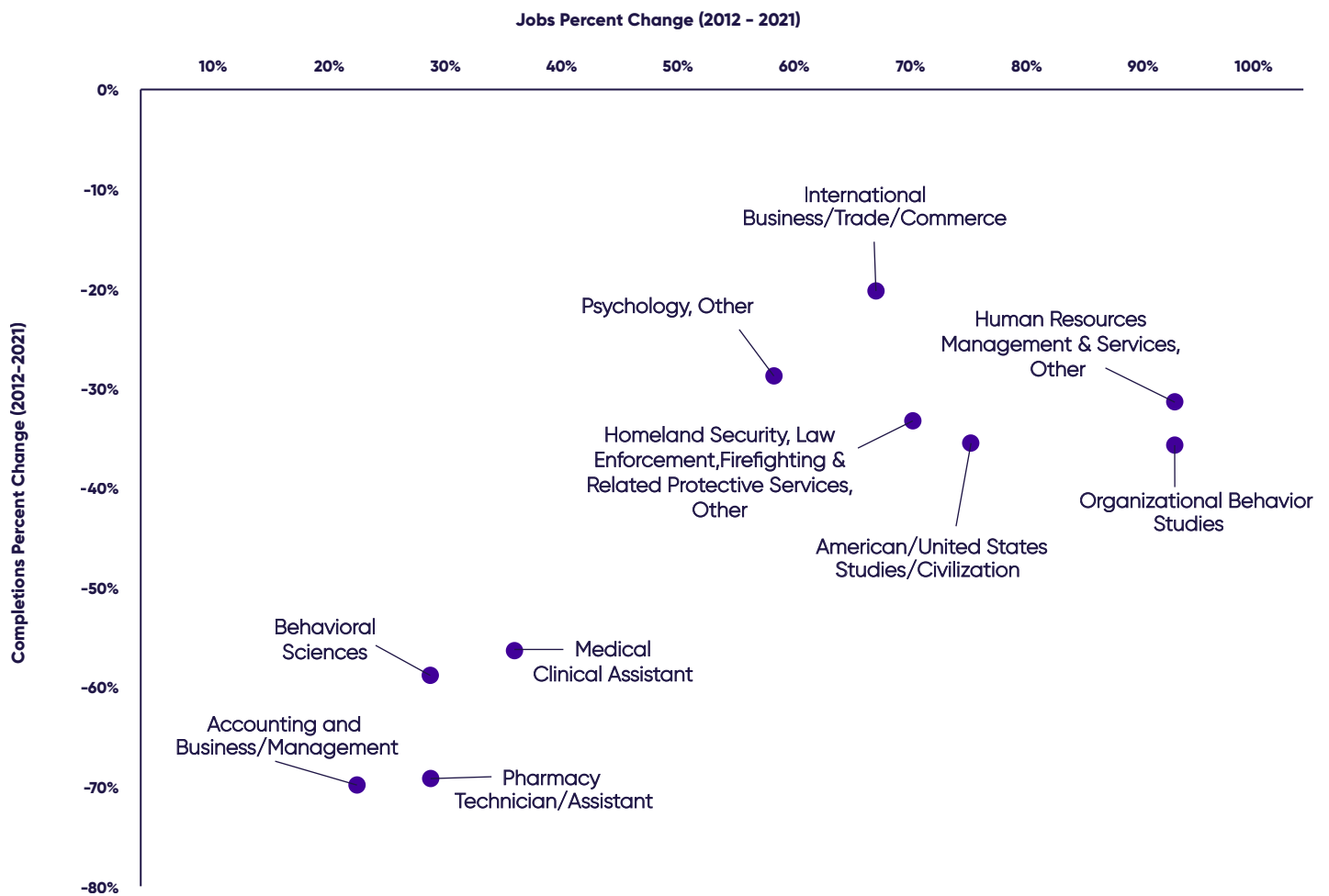


Source: NCES Completions Data, Bureau of Labor Statistics Job Data

10-year Outlook

Over the 10-year timeline we see a similar pattern. Enrollments declined overall but there is still a need for highly educated employees. Organizational Behavior Studies presents prospective students with an 89% increase in job demand, accompanied by a trend of declining completions over the past decade (35% fewer completions).

High Opportunity Programs 10-year Outlook

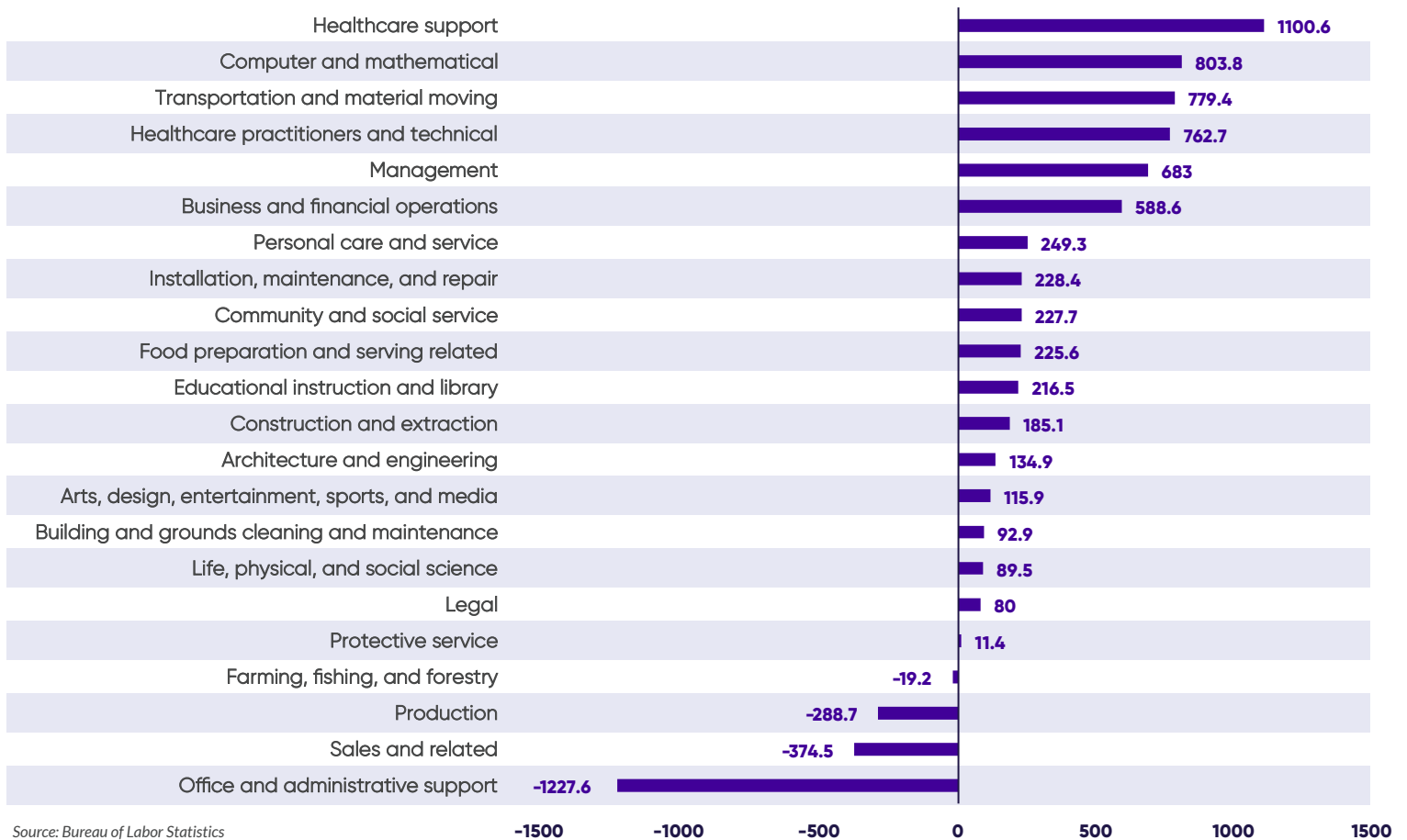


Source: NCES Completions Data, Bureau of Labor Statistics Job Data

Long-term Occupational Changes

Total employment is anticipated to expand by approximately 4.7 million jobs, representing a growth rate of 2.8%, during the period from 2022 to 2032. This growth is expected to be predominantly driven by the healthcare and social assistance sector.

Employment by Major Occupational Group Projected 2032 Employment Change (Number in Thousands)

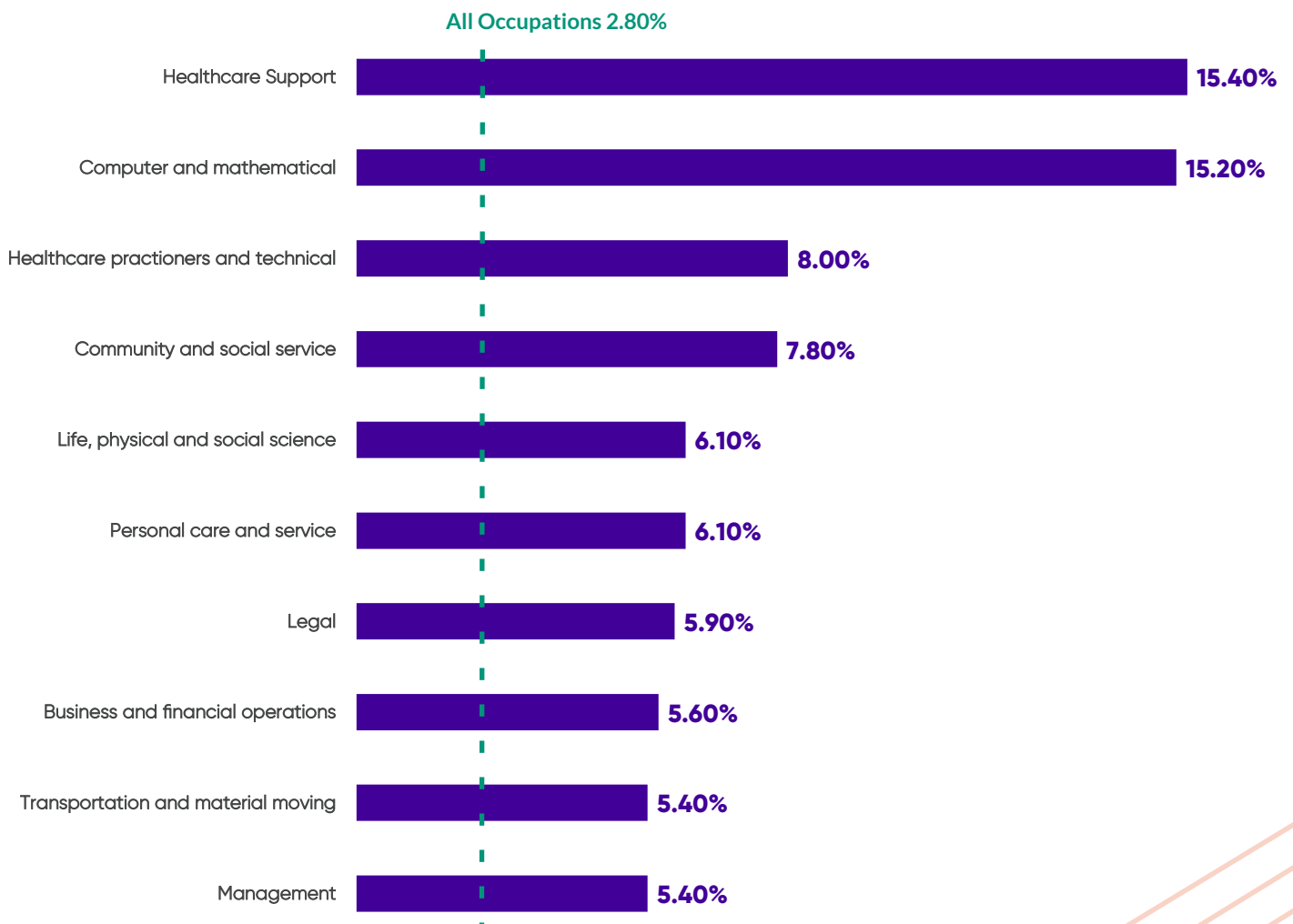


Source: Bureau of Labor Statistics

Growth by Job Sector

The healthcare and social assistance sector are poised for the most rapid growth, accounting for approximately 45% of all projected job gains from 2022 to 2032. Additionally, computer and mathematical occupations are projected to experience significantly above-average growth at an impressive rate of 15.2%.

Top 10 Occupational Groups Projected to Grow the Fastest

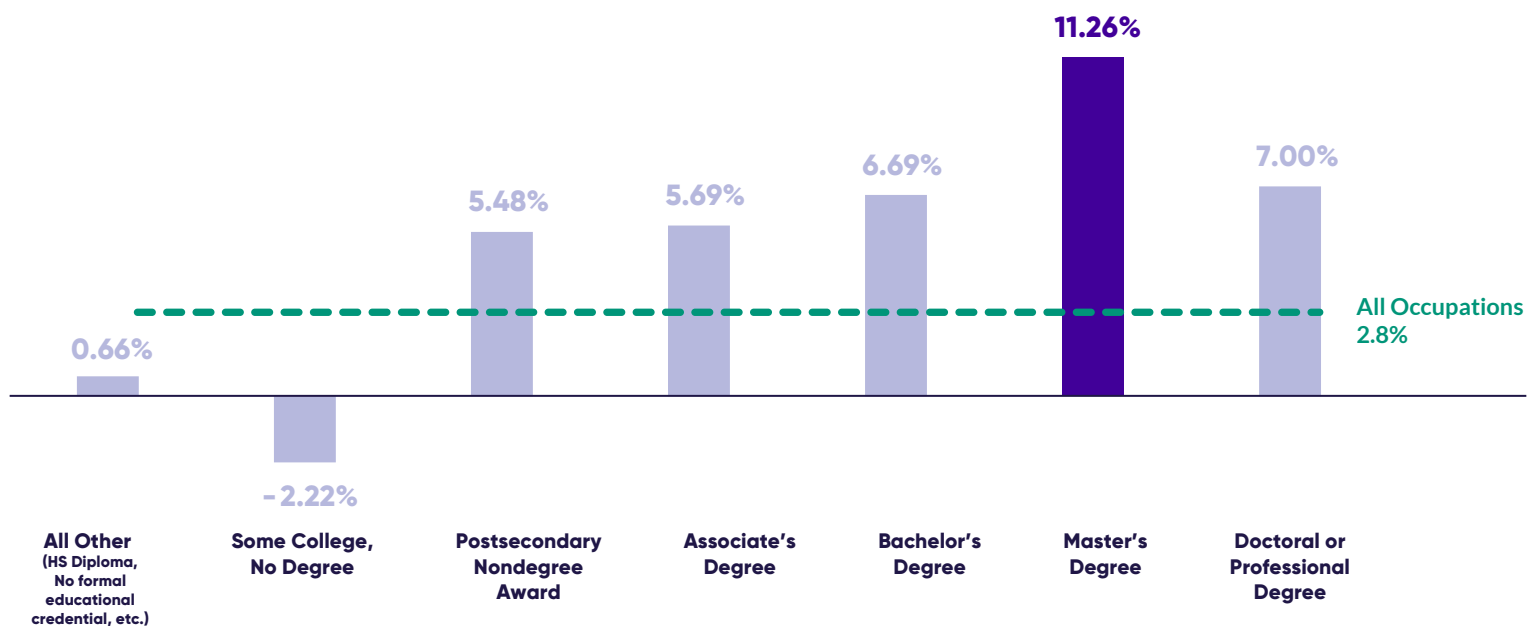


Source: Bureau of Labor Statistics

Growth by Degree Level

Occupations necessitating a master’s degree are forecasted to experience notably higher growth over the next decade than those requiring any other degree level, with a projected increase of 11.26%. In contrast, the category of “Some college, No degree”* is expected to see a decline of 2.22% during the same period.

Employment Change, Percent, 2022–32 by Typical Education Needed for Entry



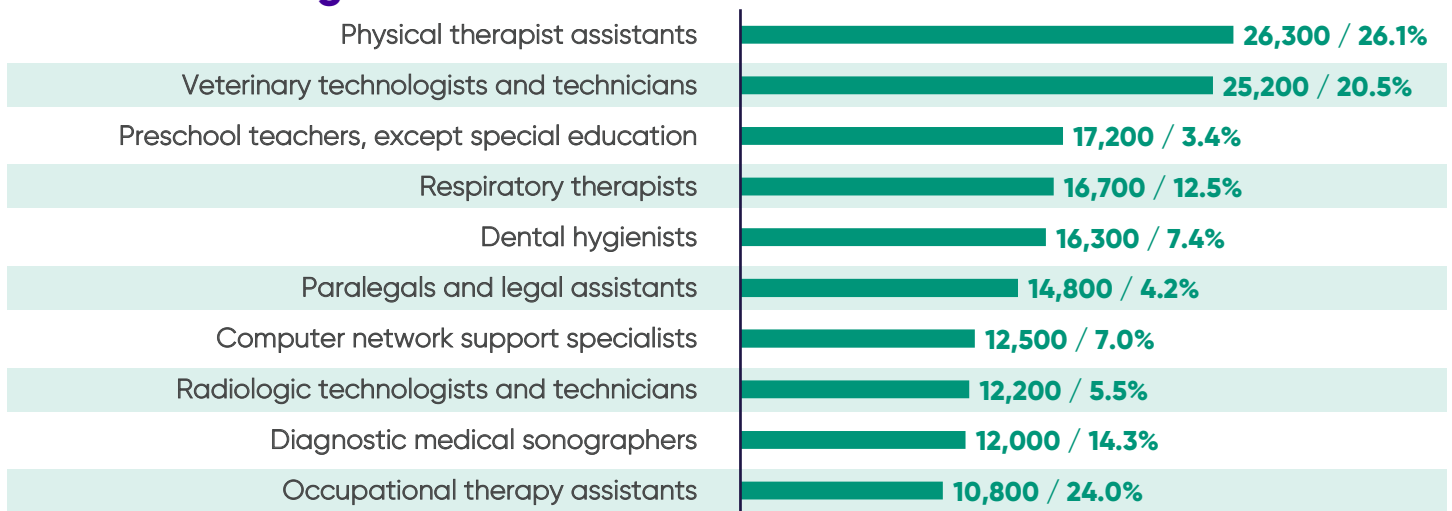
Source: Employment Projections program, U.S. Bureau of Labor Statistics

*The Bureau of Labor Statistics (BLS) classifies “Some college, no degree” as a category in its educational attainment classification system. This category typically includes individuals who have completed some college coursework but have not earned a degree or diploma. It encompasses a wide range of educational experiences, from those who may have taken a few college classes to individuals who have completed several years of college but did not graduate with a degree. The BLS categorization of “Some college, no degree” typically does not include certificates. Certificates are distinct from college coursework, as they are typically shorter-term programs that focus on specific skills or knowledge areas and often do not involve the same level of coursework as a traditional college degree program.

Most Jobs by Degree Level – Top 10

Occupations requiring an associate's degree are poised for growth, projected to increase by 194,600 jobs. This equates to a robust growth rate of 5.69% over the coming decade. Within this category, the following occupations are anticipated to experience the highest growth by volume from 2022 to 2032:

Associate's Degree



Source: U.S. Bureau of Labor Statistics, Sorted by highest growth by volume 2022-2032



Occupations requiring a bachelor's degree are forecasted to experience significant growth, with an estimated increase of 2,701,200 jobs, a growth rate of 6.69% over the next decade.

Bachelor's Degree



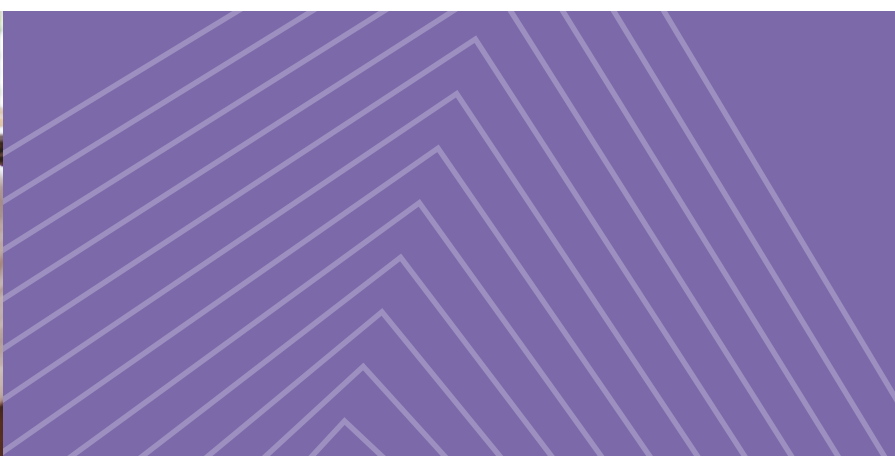
Source: U.S. Bureau of Labor Statistics, Sorted by highest growth by volume 2022-2032

Occupations that require a master's degree are anticipated to increase by 349,100 jobs, reflecting a robust growth rate of 11.26% over the upcoming decade.

Master's Degree



Source: U.S. Bureau of Labor Statistics, Sorted by highest growth by volume 2022-2032



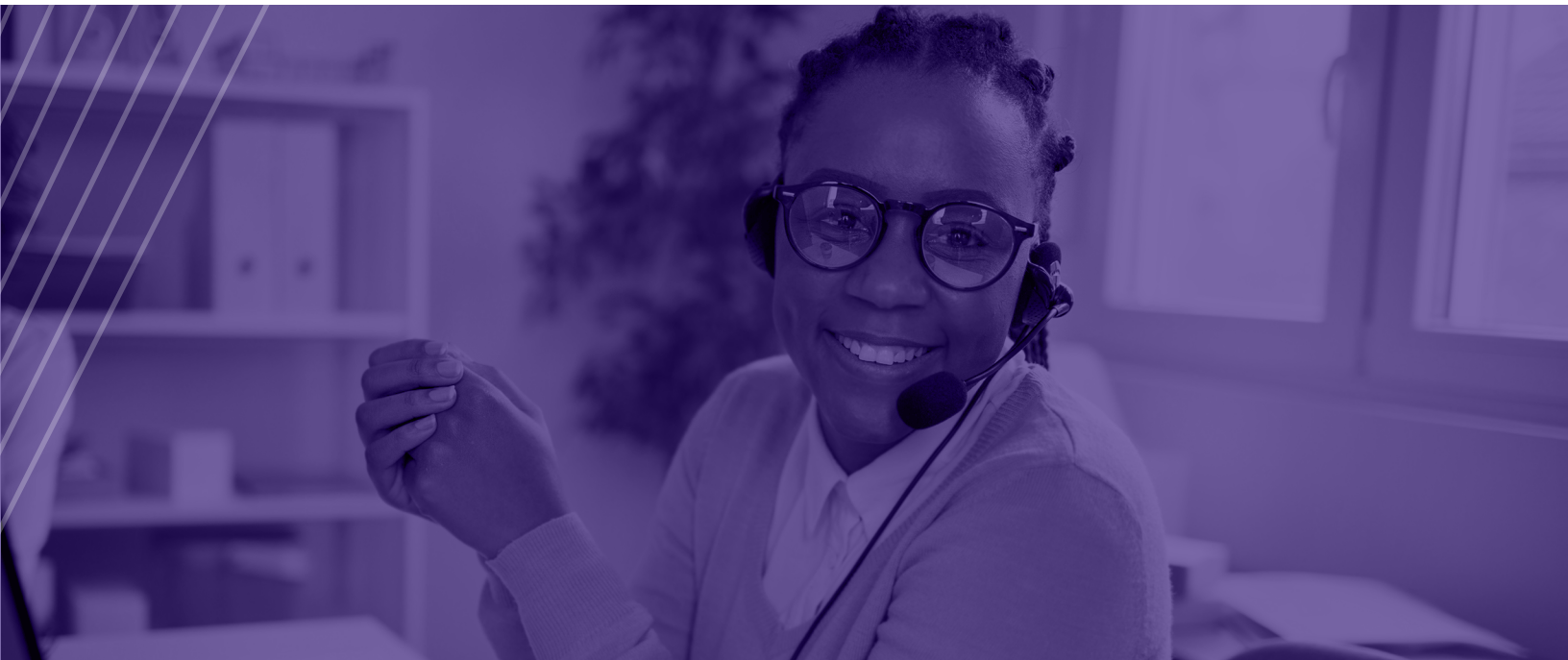
Some College, No Credential

As the demand for individuals with degrees rises, the number of job opportunities for those with some college but no formal credential dips. This mismatch creates a valuable opportunity to bring some college, no credential learners back to higher education.

Understanding and reaching out to “Some College, No Credential” (SCNC) students requires a multifaceted approach that accounts for various demographic factors. These individuals can be found across different age groups. Many were non-traditional students who started their college journey but may have faced challenges in completing their degrees. This population continues to rise.

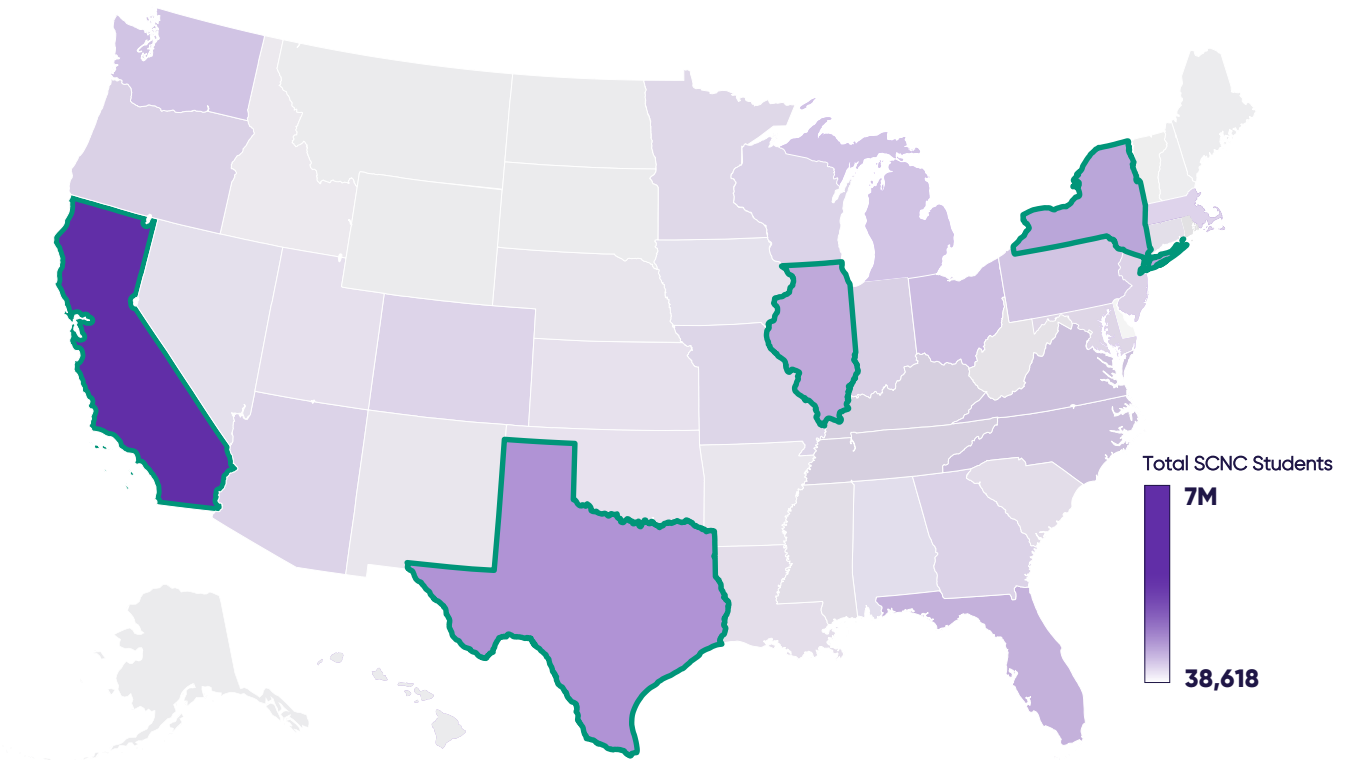
Next, we explore where to find these students from a geographic perspective. We will highlight the highest concentrations of SCNC students, reveal different demographics, and provide new insights regarding the occupational areas they are most likely to fill.

Future enrollment growth and stability depends on reengaging with the 40.4 million Some College, No Credential students.



SCNC Individuals by Geographic Location

California, Texas, New York, and Illinois account for more than a third of the nation's SCNC students.

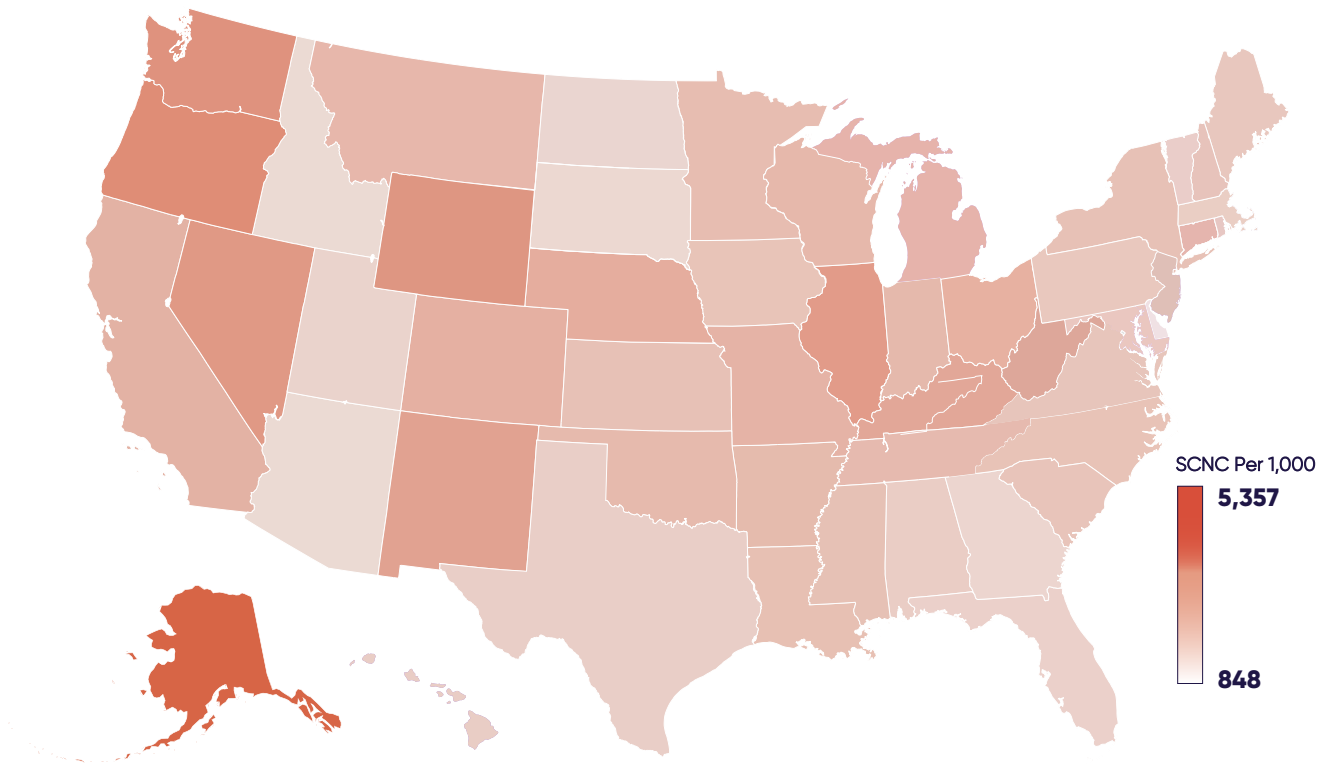


Source: National Student Clearinghouse - Some College No Credential Report Published 2023
<https://nscresearchcenter.org/some-college-no-credential-dashboard/>

SCNC Individuals per 1,000 Enrolled Undergraduates

When normalizing the data to mitigate population differences from state to state, Alaska has the highest number of SCNC students per 1000 currently enrolled undergraduate students.

Oregon, Wyoming, Illinois, Nevada and Washington index high in this category as well.



Source: National Student Clearinghouse - Some College No Credential Report Published 2023
<https://nscresearchcenter.org/some-college-no-credential-dashboard/>

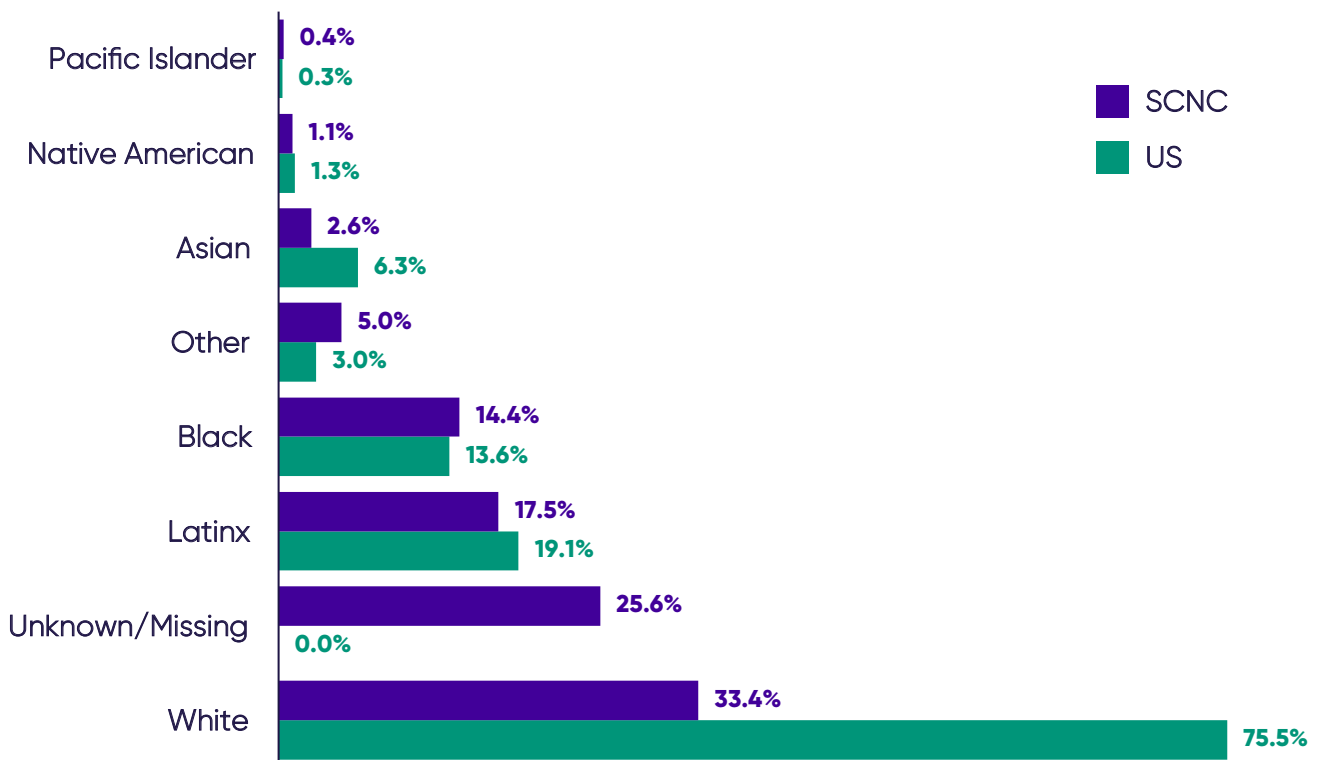


SCNC Populations by Race and Ethnicity

White individuals make up over 33% of the SCNC population, followed by approximately 26% whose ethnicity is unknown or missing from the data. The next largest group is the 17.5% who identify as Latinx.

Compared to the overall American population, the SCNC community comprises a much smaller percentage of white individuals and a slightly larger percentage of Black individuals.

Race/Ethnicity (USA vs SCNC Students)

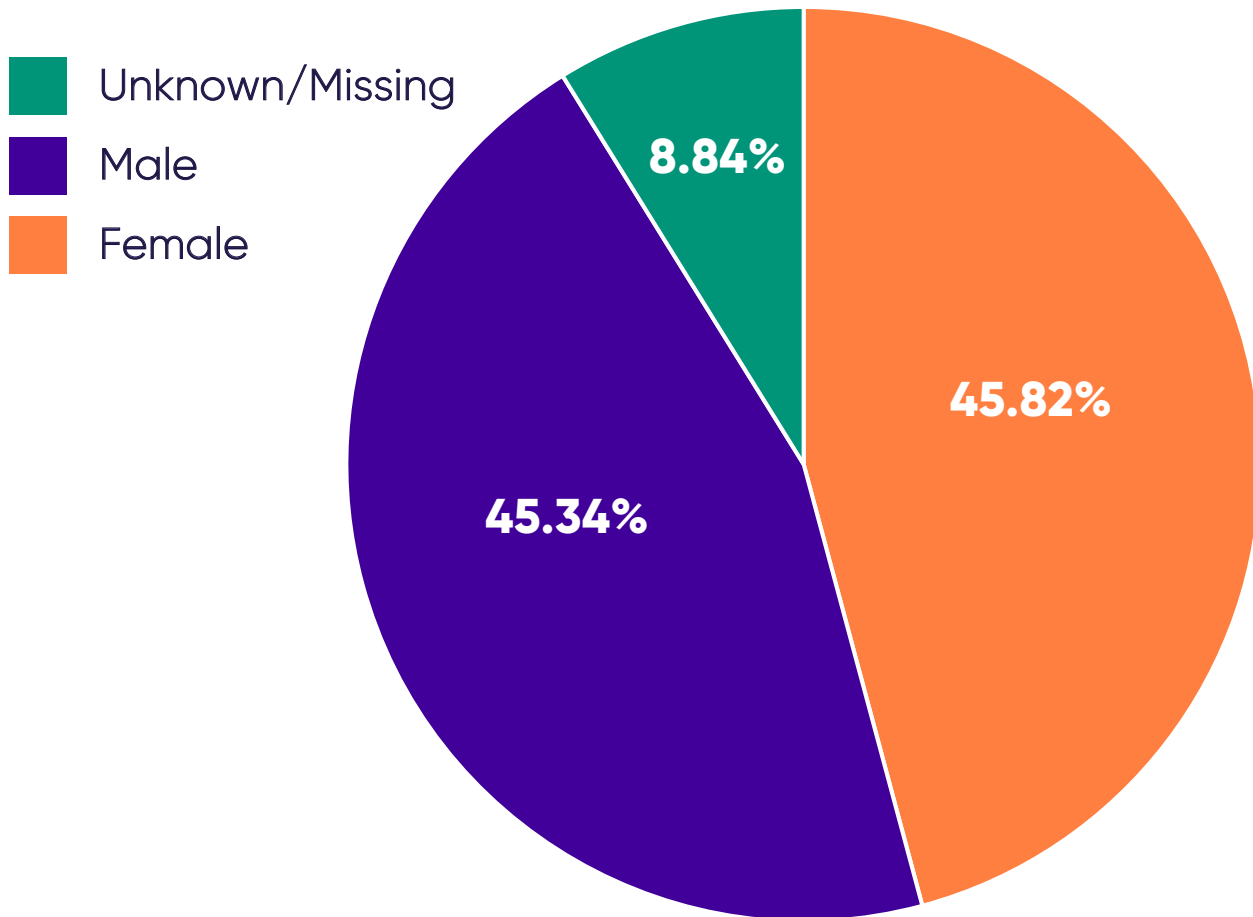


Source: National Student Clearinghouse - Some College No Credential Report Published 2023, US Census Bureau
<https://nscresearchcenter.org/some-college-no-credential-dashboard/>

SCNC Populations by Gender

Women make up nearly 60% of enrollments. They also outnumber men in re-enrollment, credential earning and perseverance. However, females represent an equal percent of the SCNC population, relative to males. The percent of the reported SCNC for whom gender is not identified or is unknown is over 8%.

SCNC Gender Breakdown

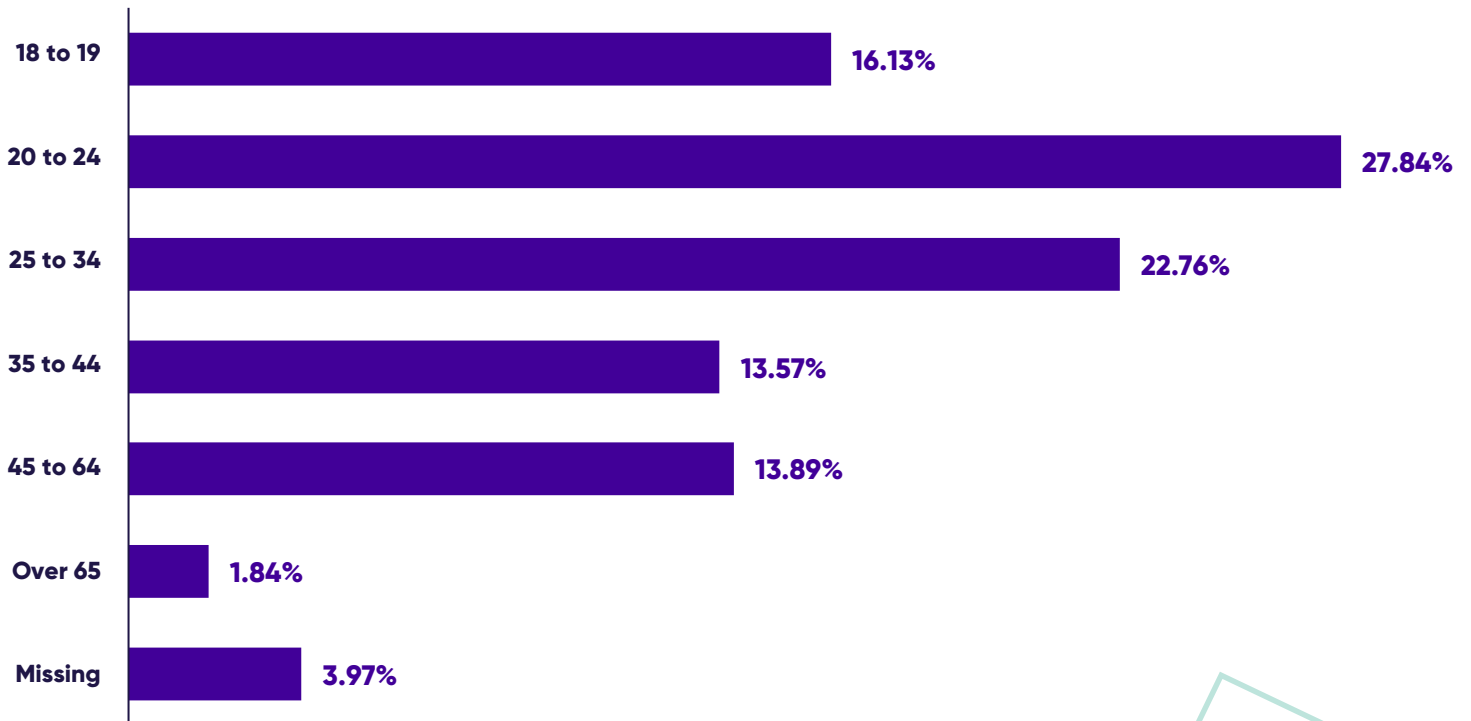


Source: National Student Clearinghouse - Some College No Credential Report Published 2023
<https://nscresearchcenter.org/some-college-no-credential-dashboard/>

SCNC Age Breakdown

Almost 65% of the SCNC population is under the age of 35, with the highest concentration in the 20-24 age group.

Age Breakdown SCNC

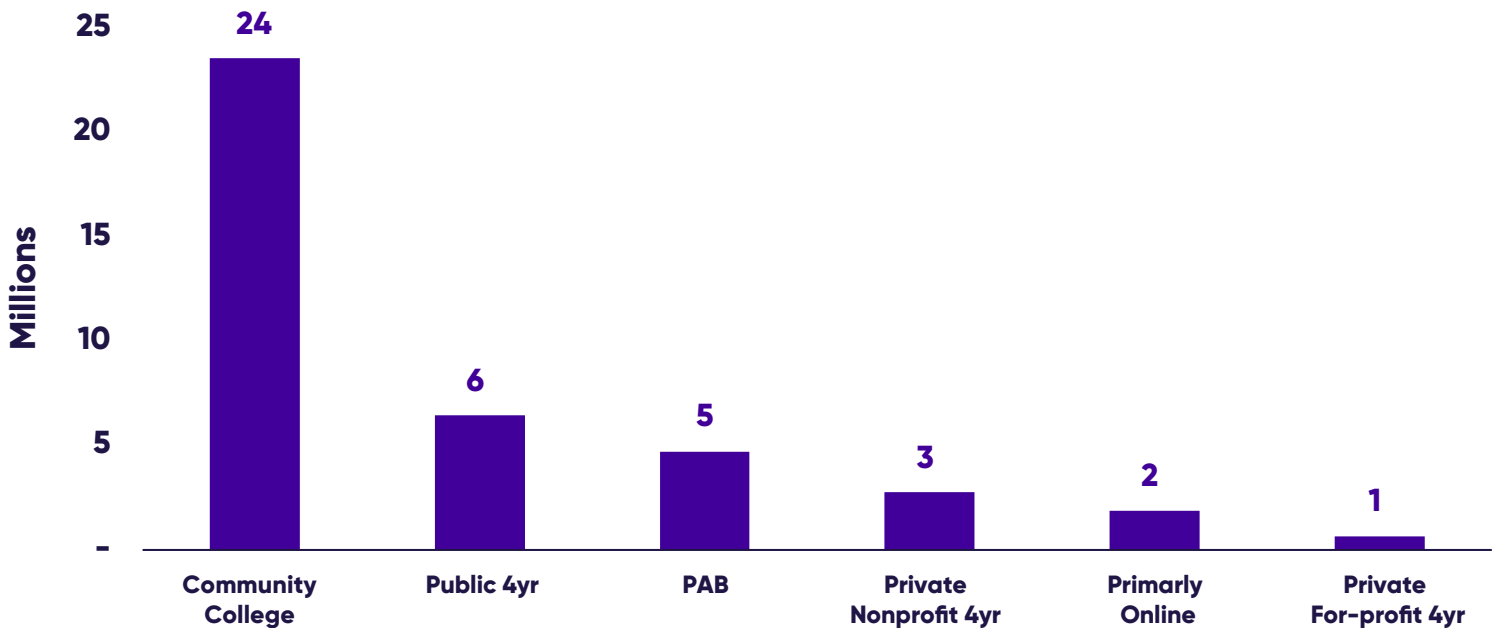


Source: National Student Clearinghouse - Some College No Credential Report Published 2023
<https://nscresearchcenter.org/some-college-no-credential-dashboard/>

SCNC by Institutional Sector

Community college has by far the largest number of individuals who stop out before completing a credential, followed by public 4-year and PAB institutions.¹

Total SCNC Students by Sector



Source: National Student Clearinghouse - Some College No Credential Report Published 2023
<https://nscresearchcenter.org/some-college-no-credential-dashboard/>











¹ PABs are primarily associate degree granting baccalaureate institutions. These institutions are four-year institutions that primarily educate and award degrees at the sub-baccalaureate credential level.



SCNC and Employment

One out of every four individuals within the employed “Some College, No Credential” population is engaged in one of the following ten occupations. College and University leaders may want to consider whether tailored approaches can be devised to inspire these individuals to re-engage with educational opportunities and the job market.

SCNC What Jobs Do They Have

 <p>Retail Salesperson 1,028,009</p>	 <p>Home Health & Personal Care Aides 914,013</p>	 <p>Fast Food & Counter Workers 886,626</p>	 <p>Customer Service Representatives 885,921</p>	 <p>General & Operations Managers 831,349</p>
 <p>Office Clerks, General 821,806</p>	 <p>Cashiers (I) 806,338</p>	 <p>Stockers & Order Fillers 695,790</p>	 <p>Laborers & Freight, Stock, & Material Movers 639,539</p>	 <p>Secretaries & Administrative Assistants (except legal, medical, and executive) 623,271</p>

Source: U.S. Bureau of Labor Statistics, Educational attainment for workers 25 years and older by detailed occupation, 2019 and 2021



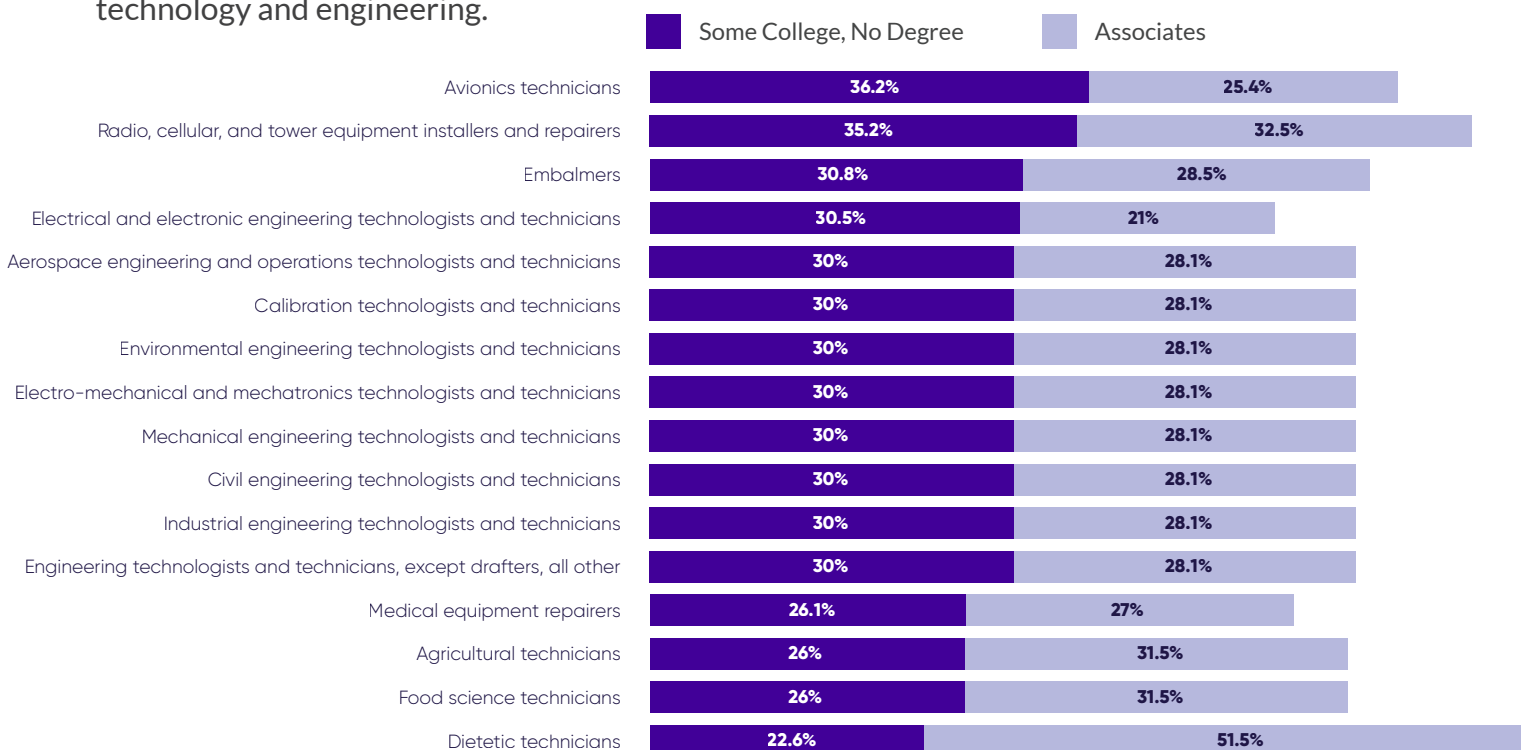
Jobs with Gaps Between Expected⁽¹⁾ and Actual Education

Numerous occupations exhibit a significant disparity between the typical entry-level education requirement and the actual educational composition of workers in those roles. For now, these gaps may be filled by job experience or on-the-job training. However, as the job market tightens, these individuals become less competitive in the marketplace compared to those holding the expected education requirements. Further, education and training may be required for advancement. As a result, jobs with an education-level expectation gap represent significant education opportunities for colleges and universities.

Below, we highlight occupations where 50% or more of workers have an education level lower than an associate's even though their roles are expected to hold associate or bachelor's degrees.

Associate Level

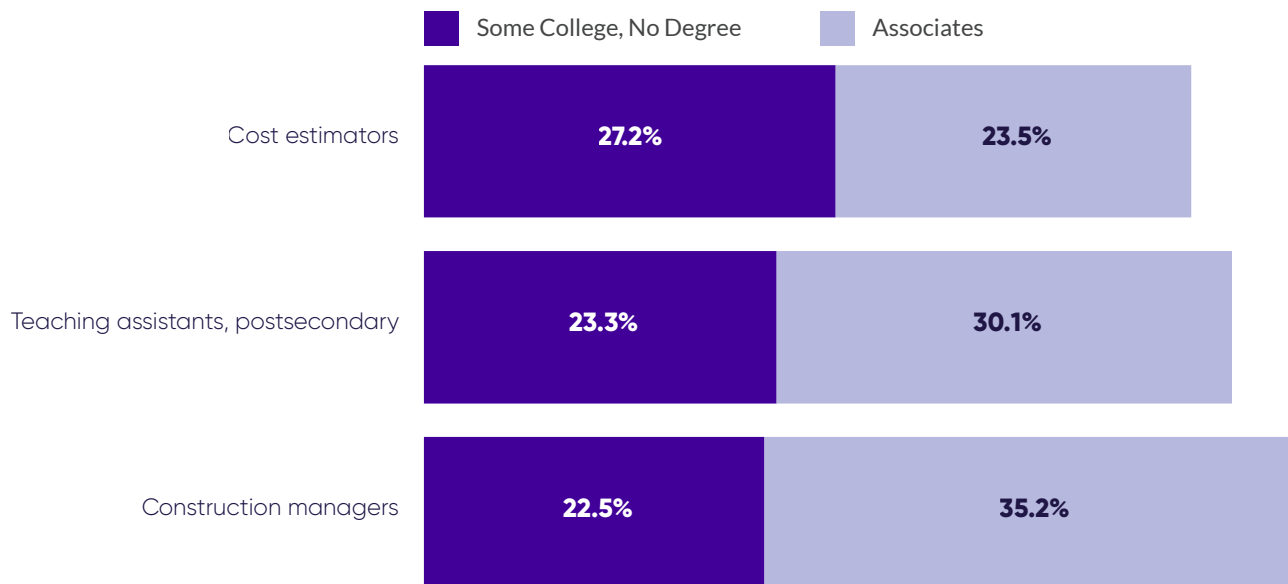
Out of the 16 occupations at the associate level where over 50% of workers possess less than an associate degree, a substantial portion is clustered within the fields of technology and engineering.



Source: U.S. Bureau of Labor Statistics, Educational attainment for workers 25 years and older by detailed occupation, 2019 and 2021 and 2023 employment figures

Bachelor's Degree Level

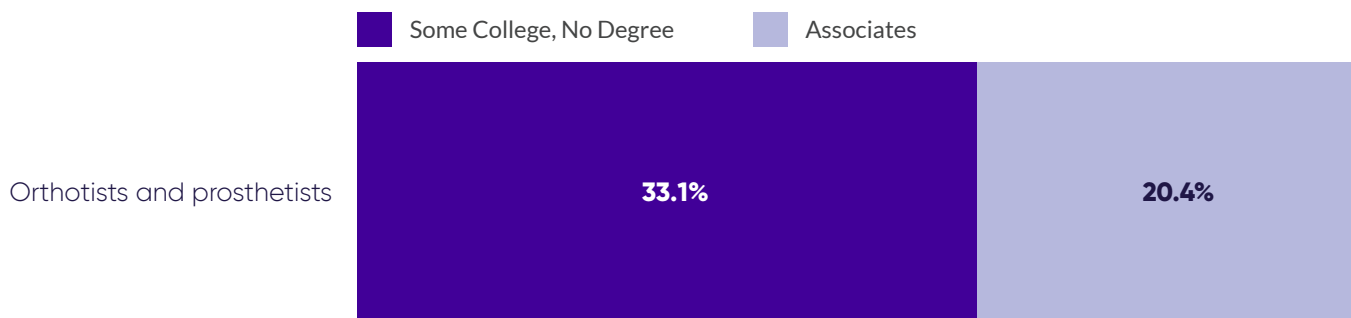
Among occupations at the bachelor's level, three have a majority of workers holding qualifications lower than an associate degree.



Source: U.S. Bureau of Labor Statistics, Educational attainment for workers 25 years and older by detailed occupation, 2019 and 2021 and 2023 employment figures

Master's Degree Level

At the master's level, only one occupation qualifies, with more than 50% of its workers holding educational qualifications lower than an associate degree.



Source: U.S. Bureau of Labor Statistics, Educational attainment for workers 25 years and older by detailed occupation, 2019 and 2021 and 2023 employment figures

Update on Loan Forgiveness

The cost of college continues to be an important determining factor for many students. According to the [2023 Online College Students Report](#), published by EducationDynamics, a majority of students incurred debt from prior undergraduate study. The largest proportion, 21 percent, owed between \$5,001 and \$15,000.

Federal measures to address student loan debt have not gone through exactly as planned. However, by leveraging the Higher Education Act and an Executive Order, the Biden Administration has found a way to alleviate some federal student loan debt.

The US Department of Education announced in July 2023 an initiative to discharge some loans for over 800,000 borrowers through income-driven repayment (IDR) plans.¹ While this may seem like a modest step considering the 43.6 million borrowers collectively holding \$1.644 trillion in federal loans, its impact on the higher education market should not be underestimated.²

Forgiveness initiatives could potentially influence enrollment rates as individuals previously burdened by looming debt enjoy greater financial freedom, allowing them to actively engage in the education market and pursue their career aspirations. This may be particularly true for the large and growing Some College, No Credential student population. Those individuals already paying off student loans for prior programs, which they did not complete, are more likely to see the cost and risk of accumulating more debt for education as an impediment to re-enrolling. Loan forgiveness programs that reduce or eliminate that debt will likely have a positive effect on their likelihood to enroll.

1 <https://www.ed.gov/news/press-releases/biden-harris-administration-provide-804000-borrowers-39-billion-automatic-loan-forgiveness-result-fixes-income-driven-repayment-plans>

2 Hanson, Melanie. "Student Loan Debt Statistics" EducationData.org, August 20, 2023, <https://educationdata.org/student-loan-debt-statistics>

The ongoing conversation about student loan debt and loan forgiveness programs has another impact on higher education: it raises the awareness of student loan debt as a major challenge to pursuing a higher education degree and erodes the perceived value of higher education. As we will explore next, public perception on the value of higher education has significantly declined over the past several years.

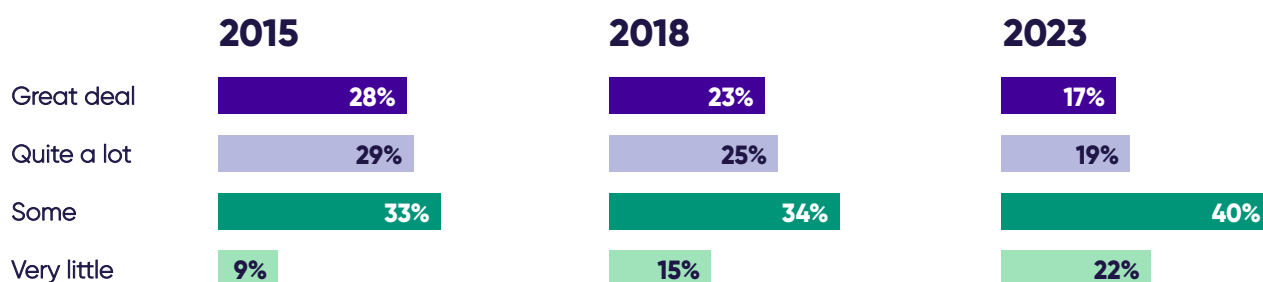


Public Sentiment in Higher Education

Americans are showing a decline in confidence in the value of higher education at an alarming rate. In only eight years, those showing a high degree of confidence in higher education has fallen a staggering 21% and now sits at 36%, according to a recent Gallup poll.

Americans' Confidence in Higher Education Continues to Fall

"Now I am going to read you a list of institutions in American society. Please tell me how much confidence you, yourself, have in each one -- a great deal, quite a lot, some or very little."



Those with no opinion are not shown.

Source: GALLUP, Americans' Confidence in Higher Education Down Sharply

It is important to understand why more Americans are losing faith in an institution that, until recently, was among the most revered cornerstones of society. The answer to the question of “why” is manifold and not at all straightforward. Cost and debt continue to be major factors in the analysis of the value of higher education, but other social and political levers are also contributing to the shifting public perception. Some are within the control of individual institutions, but most are not.



So, what can individual colleges and universities do to combat the eroding sentiment in the value of higher education? Higher education leaders seeking to maintain and grow enrollment in our current landscape must be prepared to communicate the value of higher education in general as well as the value proposition of their brand and program outcomes. Schools that best communicate their brand value and create student-centered experiences are most likely to maintain and grow enrollments. Perhaps most important, the schools that thrive in our new landscape will be those that align programs with career outcomes and are committed to creating highly employable graduates.

CONCLUSION

A rapidly evolving economy, driven by technological and societal change, has necessitated continuous learning and adaptability in the workforce. Higher education must create pathways and learning experiences that are similarly adaptable and support the continuous and evolving needs of modern society.

At the same time, the path to higher education is increasingly non-linear. Many individuals who embarked on a college journey did not persist directly to completion. These individuals now have a reservoir of untapped value. By re-enrolling and leveraging previous coursework, they can bridge the skills gap and increase their competitiveness in the job market. The colleges and universities that thrive will be those that make it a priority to attract and serve non-traditional and returning students by making re-enrollment easy, attractive and accessible.

Programs and student pathways designed to attract and serve “Some College, No Credential” students create a pathway to economic resilience, and also strengthen the enduring value of education. The flexibility of these programs must accommodate the diverse needs of adult learners, allowing them to balance work, family, and education commitments while delivering outcomes that lead economic opportunity.

In conclusion, the current state of the economy underscores the critical importance of higher education and its direct correlation with employability and economic stability, even as public confidence in higher education trends down. As the job market continues to evolve, individuals find themselves navigating an ever-changing landscape, seeking opportunities to enhance their skills and reposition themselves for success. In this context, colleges and universities must step up to serve the needs of all students, regardless of their chosen path to an education, with student-centered and outcomes-focused programs that are flexible and durable.

Ready To Help You Navigate the Higher Ed Landscape

As we help our college and university clients navigate and thrive in an increasingly challenging and competitive landscape, we are focused on building strong and authentic brands, engaging students across the full consideration process, creating student-centered enrollment experiences, and helping more students reach graduation. Ready to learn how EducationDynamics can help you better understand, engage and serve students in a rapidly evolving landscape? Reach out to our team at [EducationDynamics.com](https://www.educationdynamics.com) to learn how we can help you grow enrollment and create more graduates.



Appendix I: CIP Codes

54.0101	51.9999	51.0912	50.0501	45.0603	39.0301	26.0202	15.0406	13.1202	11.0202
52.9999	51.3999	51.0911	50.0499	45.0601	39.0201	26.0102	15.0404	13.1201	11.0201
52.2001	51.3902	51.091	50.0411	45.0401	38.0207	26.0101	15.0403	13.1102	11.0199
52.1902	51.3901	51.0909	50.041	45.0201	38.0206	25.0101	15.0401	13.1101	11.0104
52.1804	51.3899	51.0908	50.0409	45.0101	38.0201	24.0199	15.0399	13.1099	11.0103
52.1801	51.3818	51.0907	50.0408	44.0701	38.0101	24.0103	15.0303	13.1017	11.0101
52.1701	51.3811	51.0904	50.0407	44.0501	31.0599	24.0102	15.0201	13.1015	10.0304
52.1601	51.381	51.0901	50.0404	44.0401	31.0507	24.0101	15.0101	13.1013	10.0203
52.1501	51.3808	51.0899	50.0402	44.0201	31.0505	23.1304	15	13.1007	10.0202
52.1499	51.3805	51.081	50.0401	44	31.0504	23.1303	14.9999	13.1001	9.9999
52.1401	51.3804	51.0806	50.0301	43.9999	31.0501	23.1302	14.4701	13.0607	9.0999
52.1399	51.3803	51.0805	50.0102	43.0406	31.0301	23.0101	14.4201	13.0501	9.0909
52.1304	51.3802	51.0803	50.0101	43.0403	31.0101	22.9999	14.3701	13.0499	9.0903
52.1302	51.3801	51.0801	49.0205	43.0302	30.9999	22.0302	14.3501	13.0411	9.0902
52.1301	51.3501	51.0799	49.0202	43.0301	30.3301	22.0201	14.2701	13.0408	9.0901
52.1206	51.3301	51.0716	49.0104	43.0203	30.3101	22.0101	14.2501	13.0406	9.09
52.1201	51.3203	51.0714	49.0102	43.0202	30.3001	22	14.1901	13.0404	9.0702
52.1101	51.3101	51.0713	49.0101	43.0201	30.2701	19.0901	14.1801	13.0401	9.0701
52.1099	51.2706	51.0711	48.051	43.0199	30.2501	19.0709	14.1401	13.0301	9.0499
52.1005	51.2314	51.071	48.0508	43.0107	30.2001	19.0708	14.1301	13.0201	9.0401
52.1003	51.2308	51.0707	48.0503	43.0104	30.1901	19.0707	14.1001	13.0101	9.0199
52.1002	51.2306	51.0706	48.0501	43.0103	30.1801	19.0706	14.0903	12.0504	9.0102
52.1001	51.2299	51.0705	47.9999	43.0102	30.1701	19.0701	14.0901	12.0503	9.0101
52.0904	51.2211	51.0702	47.0613	43.01	30.1501	19.0504	14.0801	12.0501	9.01
52.0903	51.221	51.0701	47.0608	42.9999	30.1101	19.0501	14.0701	12.05	5.0299
52.0901	51.2208	51.0602	47.0607	42.2814	30.0801	19.0101	14.0501	12.0499	5.0207
52.0804	51.2207	51.0601	47.0605	42.2813	30.0501	16.1603	14.0301	12.0414	5.0201
52.0801	51.2202	51.0401	47.0604	42.2812	30.0101	16.12	14.0201	12.0413	5.0102
52.0703	51.2201	51.0204	47.0603	42.2806	30	16.0905	14.0102	12.041	4.0902
52.0701	51.201	51.0203	47.0402	42.2805	29.0201	16.0901	14.0101	12.0409	4.0301
52.0601	51.2001	51.0201	47.0303	42.2804	27.0501	16.0501	13.9999	12.0408	4.0201
52.0411	51.1701	51.0101	47.0201	42.2803	27.0305	16.0302	13.1501	12.0402	3.0601
52.0408	51.1599	51.0001	47.0105	42.2801	27.0304	16.0102	13.1401	12.0401	3.0201
52.0407	51.1508	51	47.0104	42.2799	27.0301	16.0101	13.1399	12.0301	3.0104
52.0402	51.1505	50.1003	47.0101	42.2706	27.0101	15.9999	13.1318	11.9999	3.0103
52.0401	51.1504	50.1002	46.0503	42.2704	26.9999	15.1501	13.1316	11.1099	3.0101
52.0305	51.1503	50.0999	46.0415	42.2703	26.1501	15.1306	13.1315	11.1006	1.8301
52.0304	51.1502	50.0913	46.0401	42.0101	26.1309	15.1303	13.1314	11.1005	1.8001
52.0302	51.1501	50.0904	46.0303	41.9999	26.1302	15.1302	13.1312	11.1003	1.1102
52.0301	51.1202	50.0903	46.0302	41.0301	26.1301	15.1301	13.1311	11.1002	1.1001
52.0299	51.1201	50.0901	46.0301	40.0801	26.1201	15.1202	13.1307	11.1001	1.0901
52.0213	51.1199	50.0703	46.0201	40.0601	26.1103	15.1201	13.1305	11.0901	1.0601
52.0211	51.1105	50.0702	46	40.0501	26.1102	15.1001	13.1302	11.0899	1.0103
52.0206	51.1102	50.0701	45.9999	40.0101	26.0908	15.0805	13.1301	11.0803	1.0102
52.0205	51.1012	50.0699	45.1201	39.9999	26.0901	15.0701	13.1299	11.0802	1.0101
52.0204	51.1009	50.0605	45.1101	39.0701	26.0701	15.0699	13.121	11.0801	1
52.0203	51.1005	50.0602	45.1001	39.0699	26.0502	15.0613	13.1209	11.0701	
52.0202	51.1004	50.0601	45.0901	39.0602	26.0406	15.0612	13.1206	11.0501	
52.0201	51.0999	50.0506	45.0702	39.0601	26.021	15.0501	13.1205	11.0401	
52.0101	51.0913	50.0502	45.0701	39.0401	26.0204	15.0499	13.1203	11.0301	

[Download CIP Codes CSV file](#)

Appendix 2: Referenced Definitions

⁽¹⁾ BLS Expected education definition:

Source: <https://www.bls.gov/emp/documentation/education/tech.htm>

Measures of education and training

The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. The assignments allow occupations to be grouped to create estimates of the outlook for occupations with various types of education and training needs. This classification system was first used with the 2010–20 projections and replaced an earlier system that was used between 1995 and 2008. The two systems are not comparable.

Educational attainment data for each occupation also are presented to show the level of education achieved by workers who are employed in the occupations.

Category system

BLS assigns occupations to a designation within three categories: typical entry-level education, work experience in a related occupation, and typical on-the-job training. (Detailed definitions for the categories are available.) The categories and assignments within each are as follows:

Typical education needed for entry—represents the typical education level most workers need to enter an occupation. The assignments for this category are the following:

- Doctoral or professional degree
- Master's degree
- Bachelor's degree
- Associate's degree
- Postsecondary nondegree award
- Some college, no degree
- High school diploma or equivalent
- No formal educational credential