



States with Higher Education Attainment Goals December 2024

The states listed in the table below have articulated a statewide higher education goal, which has been set by their governor, legislature, or college or university systems. Statewide goals, especially those focused on attainment, seek to increase the educational levels of the adult population and are aligned to address the workforce needs of the state. An effective statewide attainment-focused goal is challenging, quantifiable, addresses achievement gaps for underrepresented populations, includes a target date, is codified in a manner to influence postsecondary education policy and practice, and has broad stakeholder support. States are encouraged to include all of these key elements in their goals.

State	Higher Education Goal Statement	Attainment Focused Goal	Goal Setting Organization [Year Adopted]	Link to Goal	Value
Alabama	60% of the state's working age population holding some type of certificate, credential or degree of value by 2025.	Yes	Executive Order [2017] Updated through Success Plus [2018]	https://governor.alabama.gov/priorities/education/success-plus/ https://alabamaworks.com/employers/	N/A
Alaska	Increase percent of Alaskans with postsecondary education leading to a degree or certificate from 37% to 65% by 2025.* *2025 goal will be used as a benchmark on the journey to increase postsecondary credential attainment in Alaska, but it is no longer a singular goal.	Yes	Alaska Board of Regents [2016] (Supporting the Alaska Postsecondary Access and Completion Network)	https://65by2025.org/about-alaskacan/65-by-2025/ https://65by2025.org/wp-content/uploads/2023/11/AlaskaCAN-Press-Release-11.01.2023_AlaskaCAN-Updates-Strategic-Plan-to-Demonstrate-Alaska-CAN.pdf	In Nov. 2023, AlaskaCAN created new Envisioned Future and strategic priorities focused on meaningful postsecondary workforce pathways and strategic partnerships.
Arizona	60% of adults ages 25-64 with a professional certificate or college degree by 2030.	Yes	Achieve60AZ [2016], now Education Forward Arizona [2023]	https://educationforwardarizona.org/progress/az-60-action-plan/	N/A
Arkansas	55% of adult Arkansans will possess a college credential by 2030.* *As determined by the 2030 census plus state estimates for certificates.	Yes	Arkansas Department of Higher Education [2015/updated 2020]	https://static.ark.org/eeuploads/adhe/Master_Plan_update.pdf https://adhe.edu/File/Align_Arkansas_2026_Final_2.pdf	A strategic goal of Align Arkansas 2026 is to increase regional credentials to align with targeted workforce demand.
California	70% postsecondary degree and certificate attainment among working-aged Californians by 2030.	Yes	Governor [2022]	https://www.gov.ca.gov/wp-content/uploads/2022/01/Higher-Education-Fact-Sheet.pdf https://californiacompetes.org/resources/unpacking-the-higher-education-compacts-and-roadmap/	Under California Competes, UC and CSU goals include increasing grads entering high-need fields; CCC goal to Increase the percentage of students who earn a living wage.

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Colorado	Increase the number of Coloradans benefiting from valuable career skills, obtained while in high school or via postsecondary education, that –at a minimum– enable additional lifetime earnings greater than the cost of attendance.	No	Colorado Department of Higher Education [2023]	https://cdhe.colorado.gov/sites/highered/files/2022_CCHE_Strategic_Plan_2.2.23.pdf	Strategic plan focuses on delivering value.
Connecticut	Increase the education levels of the adult populations by 2025 to not less than 40% having earned a bachelor's degree and 30% having earned an associate degree.	Yes	Connecticut General Assembly [2015]	https://www.cga.ct.gov/2015/act/pa/pdf/2015PA-00075-R00HB-07007-PA.pdf	N/A
Delaware	60% of Delawareans (age 25-64) will attain a degree or certificate beyond high school by 2030, an increase of 9.1 percentage points over the current rate of 50.9%.	Yes	Delaware Department of Labor	https://laborfiles.delaware.gov/main/wdb/Delaware_Workforce_Development_Board_Strategic_Plan.pdf	Strategic plan priorities include aligning career pathways to high-demand occupations, increasing high-value work-based learning, and increasing attainment of high-value credentials among underrepresented populations.
Florida	Increase the percentage of working-age Floridians with a high-value postsecondary certificate, degree, or training experience to 60% by 2030.	Yes	Florida Legislature [2019]	http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&Search_String=&URL=1000-1099/1004/Sections/1004.013.html	Attainment goal highlights high-value credentials.
Georgia	60% of young adults will hold a college certificate or degree by 2025.	Yes	Georgia Board of Regents and State Board of Technical College System [2011]	https://completega.org/goals	N/A
Hawai'i	New goal adopted by P-20 council in 2023, replaces 55X25. Four goals that span the P-20 pipeline: 1. Universal access to high-quality early learning opportunities 2. Universal preparation of every K-12 student throughout their education for college, career and citizenship 3. Universal access to postsecondary opportunity and success 4. Universal education and training of Hawai'i residents to fill and create living-wage jobs available across the state.	No	Hawaii P-20 Council [2023]	https://www.hawaiip20.org/wp-content/uploads/2023/02/Hawaii-State-Attainment-Goal-1page-v6.pdf	One of the state's four statewide goals are creating and filling living-wage jobs.
Idaho	By the year 2025, 60% of the state's citizens between the ages of 25-34 shall have a postsecondary education (certificates and degrees).	Yes	Idaho State Board of Education [Updated 2017]	https://boardofed.idaho.gov/education-initiatives/higher-education-task-force/	N/A

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Illinois	<p>60% of 25-64 year-olds will have a college degree by 2025.</p> <p>Initiative changed from the Illinois 60 by 25 Network to the Illinois Education and Career Success Network in recognition that the work will continue into 2025 and beyond.</p>	Yes	Illinois Board of Higher Education [2012]	<p>https://www.ibhe.org/pdf/60x2025goal2017.pdf</p> <p>https://ilsuccessnetwork.org/wp-content/uploads/dlm_uploads/2024/02/Success-Network-Impact-Report-20240227.pdf</p>	N/A
Indiana	<p>Increase higher education attainment of adults to 60% of Indiana's population by 2025.*</p> <p>*Indiana Commission of Higher Education's 2024 State of Higher Education Report identifies seven HOPE Goals for the Commission's HOPE Agenda for Indiana to become a Top 10 State by 2030:</p> <ol style="list-style-type: none"> 1. Post-high school education and training going rates for youth and adults 2. Postsecondary attainment for veterans, individuals with disabilities, and the justice-involved 3. Utilization of credit for prior learning 4. The rate at which Hoosiers successfully complete their chosen areas of study 5. Retaining talent once someone has graduated 6. Measurable distinction of economic and social mobility and prosperity 7. A recognized state for growing or starting a business based upon the strength of human capital 	Yes	Indiana Commission for Higher Education [2012]	<p>https://www.in.gov/che/files/2024_SOHE_Report_Final_1115a.pdf</p>	<p>Next Level Jobs focuses on high-priority industries and in-demand, high-paying jobs. College Value Report created in 2020.</p> <p>https://nextleveljobs.org/About/</p> <p>https://www.in.gov/che/files/2020_College_Value_Report_04_01_2020_pages.pdf</p>
Iowa	70% of Iowa's workforce will have education or training beyond high school by the year 2025.	Yes	Governor [2016]	https://www.futurereadyiowa.gov	Attainment goal reached, work continues to connect employers with skilled workers. Future Ready Iowa goal includes progress toward how well degrees, certificates and other credentials awarded by Iowa postsecondary institutions align with high-demand job needs and job-placement rates.

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Kansas	N/A	N/A	Previous goal expired in 2020; Kansas Board of Regents indicates new goal being developed.	https://www.kansasregents.org/resources/Building_a_Future/Building_a_Future_2022_Report.pdf https://www.kansasregents.org/about/regent_meetings_agendas_and_minutes	N/A
Kentucky	Raise the percentage of Kentuckians with a high-quality postsecondary degree or certificate from its current level of 45% to 60% by 2030.	Yes	Kentucky Council on Postsecondary Education [updated, 2016]	http://cpe.ky.gov/ourwork/60x30.html	<p>Kentucky's new 2022 strategic agenda identifies value as one of four priorities.</p> <p>https://cpe.ky.gov/ourwork/documents/2022-30strategicagenda.pdf</p>
Louisiana	60% of the working age population with a postsecondary credential by 2030.	Yes	Louisiana Board of Regents [2018]	https://www.laregents.edu/mastplan/	Attainment goal highlights high-value credentials.
Maine	60% of working-age adults will hold a high-value credential by 2025.	Yes	Maine Workforce and Education Coalition [2016]	http://mainespark.me/ https://www.maine.gov/decd/sites/maine.gov.decd/files/inline-files/Maine%20Economic%20Development%20Strategy%202024%20Reset.pdf	Attainment goal highlights high-value credentials.
Maryland	At least 55% of residents 25-64 years old hold an associate's or bachelor's degree by 2025.	Yes	Maryland General Assembly [2013]	https://mhec.maryland.gov/publications/Documents/Research/AnnualReports/2021BestPractices.pdf https://www.usmd.edu/10yrplan/process/55educ.doc	<p>Initiatives for increasing attainment identify students who have stopped out or "stalled students" as a targeted population.</p> <p>https://www.usmd.edu/10yrplan/process/55educ.doc</p>
Massachusetts	60% of working-age Massachusetts residents ages 25–64 will hold an associate degree or higher and an additional 10% of the population will hold a high-quality credential by 2030.	Yes	Massachusetts Department of Higher Education [2020]	https://www.mass.edu/strategic/equity.asp	Attainment goal highlights high-value credentials.

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Michigan	Increase the number of working-age Michiganders with a skill certificate or college degree to 60% by 2030.	Yes	Executive Order [2019]	https://www.michigan.gov/mileap/higher-education/sixty-by-30	N/A
Minnesota	Increase to at least 70% by 2025 the number of Minnesota residents ages 25 to 44 years who hold postsecondary degrees or certificates.	Yes	Minnesota State Legislature [2015]	https://www.ohe.state.mn.us/Documents/Educating%20for%20the%20Future//EducatingfortheFuture2023-Final_ADA.pdf	In August 2023, Minnesota Laws 2023 Chapter 44 changed state attainment goal to add industry-recognized credentials.
Mississippi	Increase the number of working-age adults (25-64) with credentials of value, whether college degrees or other credentials, certificates or on-the-job-training ending with a credential of value to 55% by 2030 and 60% by 2035.	Yes	Education Achievement Committee [2020]	http://www.mississippi.edu/eac/downloads/eac_attainment_goal_resolution_adopted_10-22-2020[52].pdf	Attainment goal highlights high-value credentials.
Missouri	60 percent of Missourians between the ages of 25 and 64 to have a degree or high-quality credential above the high school graduate level by 2030.	Yes	Governor / Missouri Department of Higher Education & Workforce Development [2021]	https://dhewd.mo.gov/news/50-percent-missourians-earned-credential-or-diploma-beyond-high-school	Attainment goal highlights high-quality credentials.
Montana	61% of those 25-64 year old hold a postsecondary credential by 2025.	Yes	Future Ready Cabinet [2019]	https://mus.edu/board/meetings/2019/May2019/183-104-R0519_A1.pdf	2024 Strategic plan includes goal of increasing degrees and certificates awarded in high-demand occupational fields. https://mus.edu/data/strategic-plan/pdf/MUS_Strategic_Plan.pdf
Nebraska	70% of Nebraskans ages 25 to 34 to hold postsecondary credentials by 2030.	Yes	Nebraska Coordinating Commission for Higher Education [2022]	https://ccpe.nebraska.gov/news/commission-adopts-70-educational-attainment-goal https://ccpe.nebraska.gov/sites/ccpe.nebraska.gov/files/CompPlan.pdf	Attainment goal highlights credentials of economic value.

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Nevada	Strategic Planning 5 Goals: 1. Increase participation in post-secondary education 2. Increase Student Success 3. Close the Achievement 4. Collaboratively address the challenges of the workforce and industry education needs of Nevada 5. Co-develop solutions to the critical solutions facing 21st century Nevada and raise the overall research profile	N/A	Previous Goal expired in 2020; Nevada System of Higher Education engaged in ongoing strategic plan process with anticipation of establishing a new goal.	N/A	N/A
New Hampshire	65 percent of 25-to-64-year-olds in New Hampshire will have a postsecondary degree or high-value credential by 2025.	Yes	New Hampshire Coalition for Business and Education [2015]	https://www.nhcf.org/wp-content/uploads/2017/12/65x25-One-Pager-FINAL-12.12.17.pdf https://www.nebhe.org/info/pdf/NE2025Guide.pdf	Attainment goal highlights high-value credentials.
New Jersey	65% of the state's population completes education beyond high school by the year 2025.	Yes	Joint Policy Resolution of the Office of the Secretary of Higher Education, Dept. of Labor and Workforce Development, and Governor's Higher Education Council [2017]	https://www.nj.gov/njsetc/policy/resolutions/documents/2017-01%20Statewide%20Credential%20Attainment%20Goal.pdf	State plan highlighted industry-valued credentials.
New Mexico	N/A	No	Previous goal no longer active. The New Mexico Higher Education Department (NMHED) in collaboration with New Mexico's public colleges and universities is beginning a statewide strategic planning initiative for higher education.	https://hed.nm.gov/higher-education-strategic-planning	N/A
New York	N/A	N/A	N/A	https://newyork.edtrust.org/wp-content/uploads/2020/12/Aiming-Higher.pdf	N/A
North Carolina	2 million 25- to 44-year-olds (66%) with a high-quality credential or postsecondary degree by 2030.	Yes	Resolutions through the University of North Carolina and North Carolina Community College Systems [2019] endorsing goal recommendation of myFutureNC.	https://www.myfuturenc.org/the-goal/	N/A

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North Dakota	N/A	N/A	State in process of Envision 2035, establishing strategic direction for state.	https://ndus.edu/	N/A https://ndus.edu/2024/03/05/envision-2035-study-groups-share-progress-with-sbhe/ https://www.governor.nd.gov/news/north-dakota-joins-national-coalition-states-working-raise-college-completion-rates
Ohio	65% of Ohioans between 25 and 64 years old will hold a degree, certificate or other postsecondary workforce credential of value in the workplace by 2025.	Yes	Ohio Board of Regents' Resolution [2016]	https://highered.ohio.gov/initiatives/success-completion/degree-and-credential-attainment/degree-and-credential-attainment	Attainment goal highlights credentials of value.
Oklahoma	Align higher education programs with workforce demand, with a goal to produce 100,000 degrees and other credentials in STEM and critical occupations by 2030.	No	Oklahoma State Regents for Higher Education [2023]	https://okhighered.org/wp-content/uploads/2023/02/Okhighered-Blueprint2030-Strategic-Plan.pdf	N/A
Oregon	40% of young adult Oregonians with a baccalaureate degree or higher, 40% with a certificate or an associate's degree, and 20% with a high school diploma by 2025.* *State also has an adult education and training goal: 300,000 additional adult Oregonians (aged 26-64) should earn a new degree, certificate or credential valued in the workforce by 2030.	Yes	Oregon State Legislature - SB 253 established the 40-40-20 Goal in law, Chapter 638 [2011] Higher Education Coordinating Commission/ Oregon Workforce Talent and Development Board [2018]	https://www.oregon.gov/highered/policy-collaboration/Pages/state-goals.aspx	Attainment goal highlights credentials of value.
Pennsylvania	60% of the population ages 25-64 hold a postsecondary degree or industry recognized credential by 2025, with a particular focus on closing attainment gaps for historically underrepresented populations.	Yes	State Board of Education's Council of Higher Education [2018]	https://www.pa.gov/content/dam/copapwp-pagov/en/stateboard/documents/current-initiatives/masterplanhighereducation/pennsylvania%20master%20plan%20for%20higher%20education.pdf	N/A
Rhode Island	70% of Rhode Islanders will have an associate's or bachelor's degree by 2025.	Yes	Rhode Island Board of Education [2018]	http://ritalentdashboard.org/higher-education/	N/A

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South Carolina	60% of the adults in South Carolina will obtain a workforce- relevant credential – that is, a degree or certificate – by 2025. Updated in 2021 to Increase the proportion of South Carolinians with high-quality postsecondary credentials to 60 percent by 2030.	Yes	SC General Assembly / SC Commission on Higher Education (for 4-year institutions) [2017]	https://che.sc.gov/sites/che/files/Documents/General%20Public/2021_02_05_CHE_Public_Agenda_Implementation_Plan_Final.pdf	Attainment goal updated in 2021, highlights high-quality credentials.
South Dakota	2022-2027 Strategic Plan includes five strategic tenants and goals: 1. Governance 2. Access and Affordability 3. Academic Excellence, Student Success and Educational Attainment 4. Workforce and Economic Development 5. Financial Health and Competitiveness	No	SD Board of Regents	https://sdbor.edu/wp-content/uploads/2023/09/StrategicPlan_22_27.pdf	N/A
Tennessee	55% of Tennesseans earning a college degree or certificate by 2025.	Yes	Governor and Tennessee General Assembly – Complete College TN Act [2010]	https://www.tbr.edu/initiatives/programs-and-initiatives	N/A
Texas	By 2030, at least 60% of Texans ages 25-64 will have a certificate or degree. The 60x30TX higher education plan for Texas began in 2015 with four goals to be achieved by 2030: 1. Educated Population: At least 60% of Texans ages 25-34 will have a certificate or degree. 2. Completion: At least 550,000 students in 2030 will complete a certificate or an associate, bachelor's, or master's degree from an institution of higher education in Texas. 3. Marketable Skills: All graduates from Texas public institutions of higher education will have completed programs with identified marketable skills. 4. Student Debt: Undergraduate student loan debt will not exceed 60% of first-year wages for graduates of Texas public institutions.	Yes	Texas Higher Education Coordinating Board [2015], updated 2022	http://www.txhighereddata.org/index.cfm?objectid=2C7DC2C0-AC60-11EC-8C0F0050560100A9	Attainment goal highlights credentials of value; One of four goals is for all graduates from Texas public institutions of higher education to have completed programs with identified marketable skills.

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Utah	The Higher Education Strategic Planning Commission adopted a series of 10-year statewide goals: 1. Access: Increase the 3-year college-going rate of high school graduates by 10% in 10 years 2. Completion: Increase the share of degrees and awards within 150% of expected time by 10% in 10 years 3. Workforce: Increase the share of degrees and awards that align with Utah's high- wage, high-demand occupations by 20% in 10 years. 4. Equity: Close equity gaps in all measures for underrepresented students	No	Utah Board of Higher Education [2021]	https://ushe.edu/board/strategic-plan/	N/A
Vermont	By the year 2025, 70% of VT's working-age adults will possess a postsecondary degree or credential of value, particularly gaining credentials aligned to Vermont's workforce needs.	Yes	Advance Vermont Cross- Sector Resolution [2016]	https://advancevermont.org	Attainment goal highlights credentials of value.
Virginia	70% educational attainment of all 25- to 64-year-old working-aged Virginians, with a concerted focus on equity, by 2030.	Yes	State Council for Higher Education in Virginia [2015]	https://www.schev.edu/research-publications/strategic-plan	N/A
Washington	70% of Washington adults aged 25-44 will have a postsecondary credential.	Yes	WSAC, 2024 Strategic Action Plan [2024]	https://wsac.wa.gov/sites/default/files/2024.Strategic-Action-Plan.pdf	N/A
West Virginia	60% of West Virginians between the ages of 25 and 64 hold a degree, certificate, or other postsecondary workforce credential of value in the workplace by 2030.	Yes	West Virginia Legislature [2020]	https://www.wvhpc.edu/news-release-west-virginias-education-leaders-call-for-doubling-the-number-of-certificates-or-degrees-for-state-residents/ https://wvclimb.com/	Attainment goal highlights credentials of value.
Wisconsin	60% of adult population aged 25- 64 will hold a high-quality credential by 2027.	Yes	Joint Council: presidents of UW, WAICU, WTCS [2016]	https://www.60forward.org	Attainment goal highlights high-quality credentials.
Wyoming	60-67% by 2025 and 75-82% by 2040 of Wyoming's working population 25-64 years possess a valuable post-secondary credential (degree or certificate).	Yes	Wyoming Educational Attainment Executive Council [2020]	https://drive.google.com/file/d/1QXiyhmhklmVKd_EWILvqr2K8aqCYsuMjt/view https://content.govdelivery.com/attachments/WYGOV/2018/01/26/file_attachments/949518/2018-1%2BExecutive%2BOrder%2BEducational%2BAttainment-DRAFT%2BVF.pdf	Attainment goal highlights valuable credentials.