

# Paradoxes in Education

PRE-SCHOOL CONFERENCE

Monday, August 8, 2022

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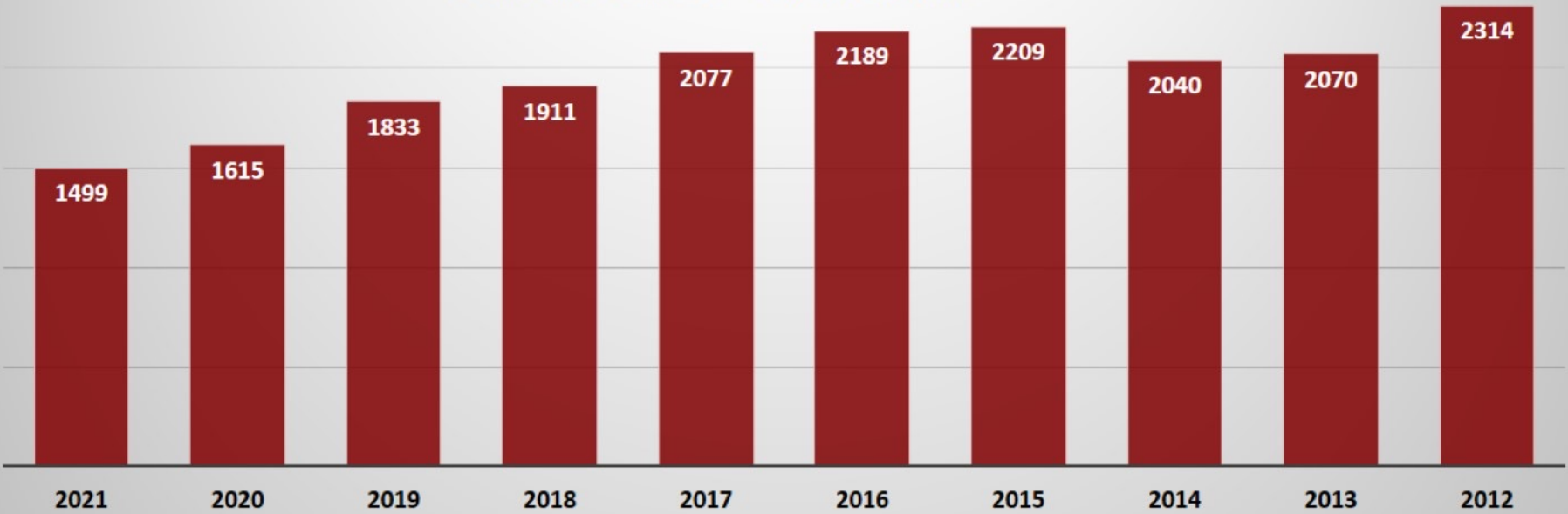
# ENROLLMENT DATA



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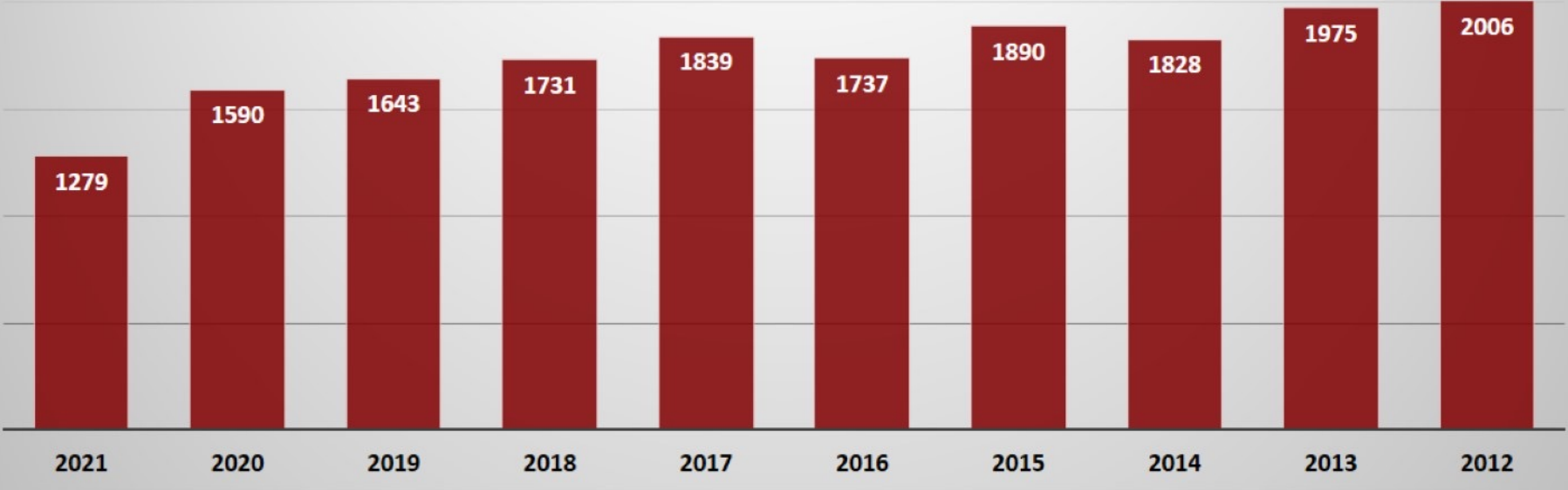
**COAHOMA COMMUNITY COLLEGE  
10-YEAR ENROLLMENT  
FALL TERMS**

Total reflects the 10<sup>th</sup> Day Enrollment



**COAHOMA COMMUNITY COLLEGE  
10-YEAR ENROLLMENT  
SPRING TERMS**

The total reflects the 10<sup>th</sup> Day Enrollment

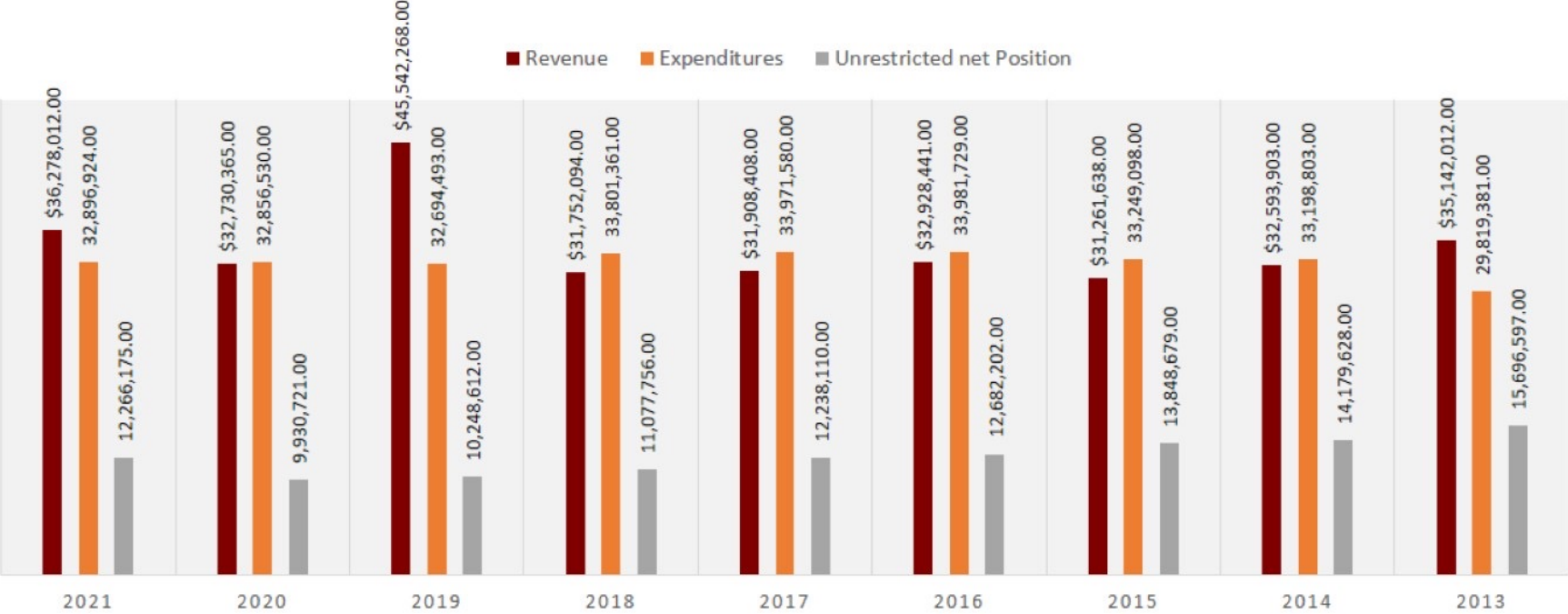


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# FINANCIAL DATA

# Revenue, Expenditures and Net Position/Fund Balance





# Emerging Needs



# Enrollment Trends

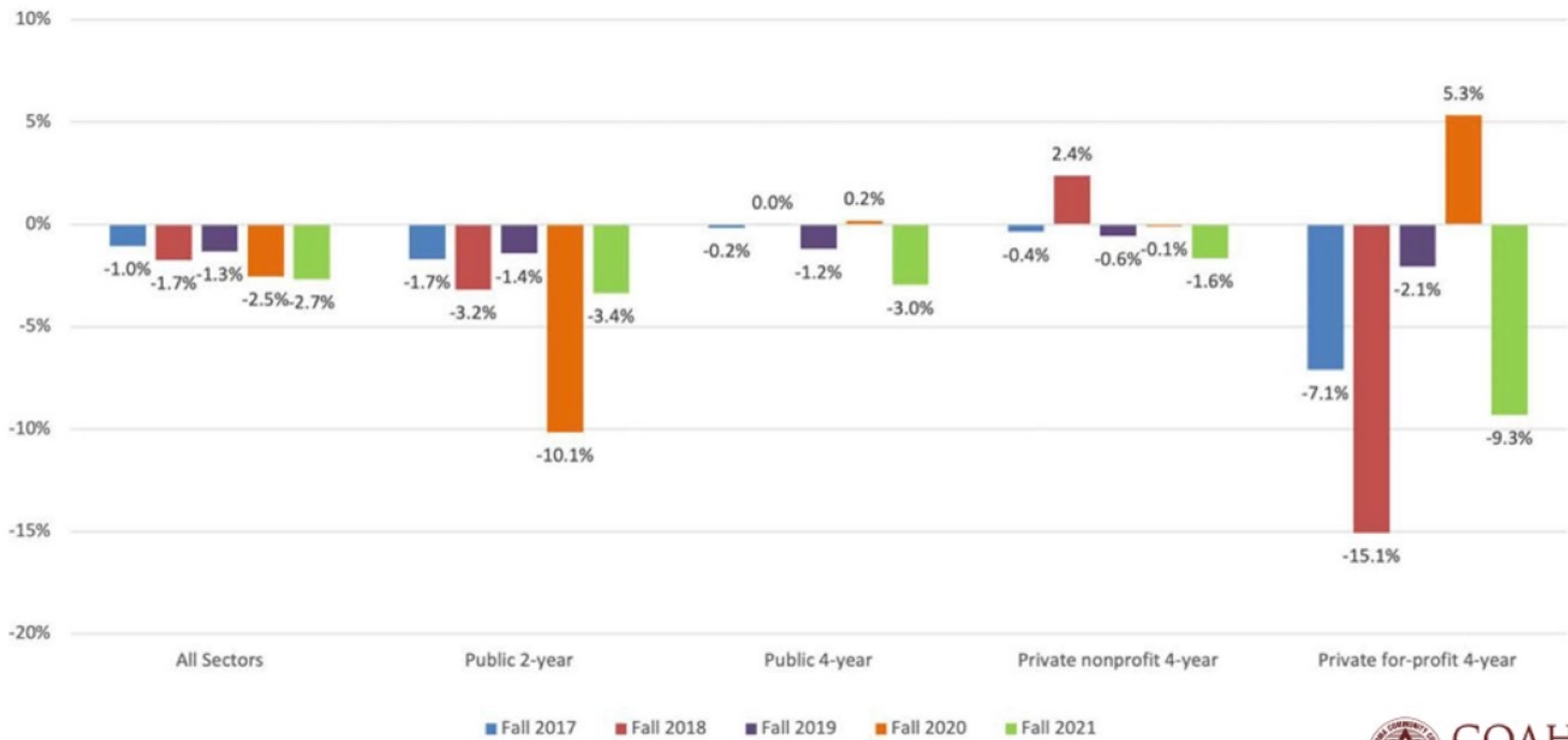


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Percent Change in Total Enrollment from Previous Year by Institutional Sector: 2017 to 2021



## Estimated National Enrollment by Institutional Sector: 2019 to 2021

Sector	Fall 2021		Fall 2020		Fall 2019	
	Enrollment	% Change from Previous Year	Enrollment	% Change from Previous Year	Enrollment	% Change from Previous Year
Total Enrollment (All Sectors)	17,302,364	-2.7%	17,778,484	-2.5%	18,239,874	-1.3%
Public 4-year	7,767,617	-3.0%	8,004,360	0.2%	7,989,984	-1.2%
Private nonprofit 4-year	3,776,285	-1.6%	3,839,485	-0.1%	3,842,930	-0.6%
Private for-profit 4-year	716,472	-9.3%	789,888	5.3%	749,885	-2.1%
Public 2-year	4,662,364	-3.4%	4,824,204	-10.1%	5,368,470	-1.4%
<b>Unduplicated Student Headcount (All Sectors)</b>	<b>17,054,375</b>	<b>-2.5%</b>	<b>17,491,813</b>	<b>-2.6%</b>	<b>17,965,287</b>	<b>-1.3%</b>



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## Average Age of Students by Program Level, Institutional Sector, and Enrollment Intensity: 2017 to 2021

Program Level	Sector	Average Age (Years)									
		Fall 2021		Fall 2020		Fall 2019		Fall 2018		Fall 2017	
		Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Undergraduate (All)	All Sectors	22	27	22	27	22	27	22	27	22	27
	Public 4-year	21	27	21	27	21	27	21	27	21	27
	Private nonprofit 4-year	22	31	22	31	22	31	22	32	22	32
	Private for-profit 4-year	32	33	32	33	32	33	32	34	32	34
	Public 2-year	22	26	22	26	22	26	22	26	23	27
Graduate/ Professional	All Sectors	30	35	30	35	30	35	30	35	30	35
	Public 4-year	28	34	28	34	28	34	28	34	28	34
	Private nonprofit 4-year	30	35	30	35	30	35	30	35	30	35
	Private for-profit 4-year	38	39	38	39	38	39	38	39	38	39



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## Estimated National Enrollment by Institutional Sector, and Gender: 2019 to 2021

Sector	Gender	Fall 2021		Fall 2020		Fall 2019	
		Enrollment	% Change from Previous Year	Enrollment	% Change from Previous Year	Enrollment	% Change from Previous Year
All Sectors	Men	7,059,178	-2.2%	7,217,092	-5.1%	7,606,756	-2.0%
	Women	10,243,187	-3.0%	10,561,392	-0.7%	10,633,118	-0.8%
Public 4-year	Men	3,296,535	-3.6%	3,420,654	-1.6%	3,477,314	-2.0%
	Women	4,471,082	-2.5%	4,583,706	1.6%	4,512,670	-0.6%
Private nonprofit 4-year	Men	1,485,664	-2.3%	1,520,695	-1.0%	1,535,530	-1.2%
	Women	2,290,620	-1.2%	2,318,791	0.5%	2,307,400	-0.2%
Private for-profit 4-year	Men	239,599	-3.6%	248,600	3.2%	240,952	-4.0%
	Women	476,873	-11.9%	541,288	6.4%	508,933	-1.1%
Public 2-year	Men	1,891,359	-1.7%	1,923,969	-14.7%	2,256,354	-2.2%
	Women	2,771,005	-4.5%	2,900,235	-6.8%	3,112,115	-0.8%



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## Estimated Enrollment by State of Institution

State	Fall 2021		Fall 2020		Fall 2019	
	Enrollment	% change from previous year	Enrollment	% change from previous year	Enrollment	% change from previous year
AL	275,700	-0.6%	277,494	-3.1%	286,421	-1.1%
LA	218,739	-0.8%	220,529	-2.4%	225,868	0.6%
MS	148,561	-3.2%	153,428	-6.4%	163,966	0.3%



Source: National Student Clearinghouse Research Center

## Estimated Enrollment by State of Institution and Sector (Public 2-Year)

State	Fall 2021		Fall 2020		Fall 2019	
	Enrollment	% Change from Previous Year	Enrollment	% Change from Previous Year	Enrollment	% Change from Previous Year
AL	68,756	6.7%	64,420	-14.5%	75,358	-2.5%
LA	49,916	0.0%	49,915	-12.7%	57,200	1.2%
MS	57,983	-14.8%	68,037	-6.0%	72,347	5.1%

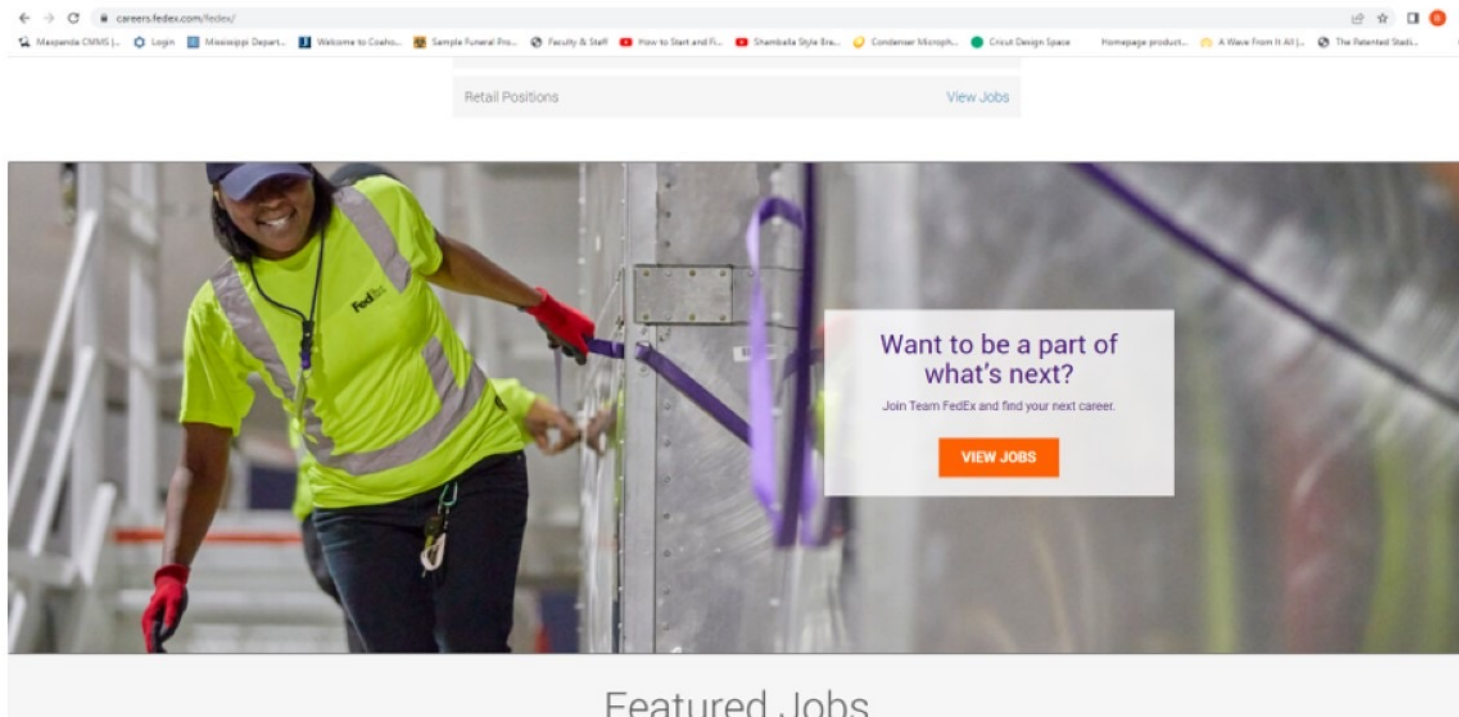




## Employment Trends

- Unemployment Rate of 3.6% nationally
- Labor Participation Rate is 62.3%
- Employers are scrambling to hire people using wage increases and bonuses to recruit people
- Corresponding jobs trends results in fewer students attending higher education
- Typical response to low unemployment rates is declining community college enrollments

# Employers are Competing Amongst Each Other



The screenshot shows the FedEx careers website. At the top, there are navigation tabs for "Retail Positions" and "View Jobs". Below this is a large banner image of a FedEx employee in a high-visibility yellow shirt and red gloves, working with a purple strap on a metal structure. Overlaid on the right side of the image is a white box with the text: "Want to be a part of what's next? Join Team FedEx and find your next career." Below this text is an orange button labeled "VIEW JOBS". At the bottom of the banner, the text "Featured Jobs" is visible.

## Are Your Colleges' Programs Competitive

- Can your workforce programs compete against employers?
- What support are you providing to incentivize completion?
- Which students are missing from your college?



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# DEMOGRAPHIC CHANGES



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## Birth Rates in the United States

- After a steep drop in the first year of the COVID-19 pandemic, birth rates in the United States rose in 2021
- 2021 was the first time in 7 years that the birth rate increased
- Nearly 3.7 million babies were born in 2021, up by roughly 46,000 from 2022, accounting for a 1% increase



## Demographic Changes

- Birth rates in the US has been declining since 2008, except 2014 and now 2021
- Declining birth rates mean that every year each graduating higher school class will be smaller
- Lowest US population change, only 0.1 increase
- 2020-2021 will have lasting impacts on the pipeline to college
- Workforce needs will impact college going rates for years



# What is a Paradox?



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**A paradox is a seemingly contradictory proposition that, when investigated, may prove to be well founded and true. Because two or more parts of a paradox seem incongruous, we often fail to see the truth in them. It only makes sense later.**



# Paradoxes Within Employees

- **Education**
- **Entitlement**
- **Exposure**
- **Emotion**
- **Expectation**



# Characteristics of Today's Educational Service Providers



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# Balance Confidence and Humility



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# Leverage Vision and Blind Spots



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# Enhance Visibility and Invisibility



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**They are Stubborn  
and Open-Minded**



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**They are Deeply Personal  
and Inherently Collective**



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They are Teachers and  
Learners



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# Model High Standards and Gracious Forgiveness



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They are Timely  
and Timeless



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# Credits

Leadership Labs

Tim Elmore

ACCT

Deborah Valentine (Financials)



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