

WHO WE ARE AND WHAT WE DO

Lumina Foundation is an independent, private foundation committed to making opportunities for learning beyond high school available to all. We envision a system that is easy to navigate, delivers fair results, and meets the nation's need for talent through a broad range of credentials. Our goal is to prepare people for informed citizenship and success in a global economy.

With an endowment of nearly \$1.2 billion, Lumina is the largest philanthropy in the United States focused solely on increasing the proportion of Americans with learning beyond high school. The foundation is working toward a goal of 60 percent of working-age people in the United States with college degrees, certificates and other quality credentials by 2025.

OUR LEADERSHIP TEAM

- » **Jamie Merisotis**
president and chief executive officer
- » **Danette Gerald Howard, Ph.D.**
senior vice president and chief strategy officer
- » **Brad Kelsheimer**
vice president and chief financial officer
- » **Holiday Hart McKiernan**
executive vice president,
chief operating officer, and general counsel
- » **Courtney Brown, Ph.D.**
vice president of strategic impact
- » **Chauncy Lennon, Ph.D.**
vice president for the future of learning
and work
- » **Debra Humphreys, Ph.D.**
vice president of strategic engagement

HOW WE WORK

Lumina has found that modest, incremental improvements are not enough; a fundamental redesign of education beyond high school and a heightened attention to equitable outcomes are needed to reach the 60 percent goal. Lumina's focus is on building a universal system of learning centered on students, organized around high-quality learning, and oriented toward meeting an equity imperative that includes eliminating disparities in outcomes among students of color.

Sustained, large-scale collaboration among communities, colleges and universities, other education providers, policymakers, and employers will be critical to creating this learning system. Lumina is working with partners to bring greater transparency to all credentials, to increase educational attainment, and to eliminate unfair educational outcomes across racial and ethnic groups. The foundation's work supports smoother student transitions among and between education providers and creative, flexible pathways for all learners. Lumina advances social change using strategic communications, meetings and events, state and federal policy advocacy, strategic investments in proven and promising practices, and targeted efforts to measure and evaluate progress.

WHY OUR WORK MATTERS

The U.S. economy has grown by more than 11.5 million jobs since 2011 for workers with education beyond high school. At the same time, only 80,000 jobs were created for people with a high school diploma or less. As a result, recovery from the Great Recession has not been possible for the millions of Americans who lack education beyond high school, leaving them limited options for economic security and mobility. Between now and 2025, assuming current rates of degree and certificate production, 16.4 million more Americans than are on track to do so must earn credentials to meet the 60 percent goal that will ensure a vibrant economy and an engaged citizenry. Through 2020, Lumina is working with partners to increase by nearly 6 million the number of people with credentials beyond a high school diploma.

Lumina's 2017-20 strategic plan identifies three priority populations whose education levels must increase:

1) traditional students between 16 and 24 who are not now likely to obtain college degrees, 2) returning adults who attended college and have not yet earned a degree or certificate, and 3) the nearly 64 million people with no education beyond high school. Lumina's efforts are focused on five priorities:

- A system for learning beyond high school that assures equitable access to affordable pathways that lead to quality credentials
- A new, national system of transparent, quality credentials beyond high school
- A national expansion of competency-based learning
- Pathways to workforce certificates, industry certifications and other initial credentials for adults
- An integrated quality assurance system for learning beyond high school.

LUMINA FOUNDATION STRATEGIC PLAN FOR 2017-20

Priorities for Action

Opportunity Populations

Objectives

2017-20

Scaling Affordable Pathways

A system for learning beyond high school that assures equitable access to affordable pathways that lead to quality credentials.

Transparent Credentials

A new, national system of transparent, quality credentials exists in which learning is recognized however it occurs, offering every American a chance for a better life.

Competency-Based Learning

A national expansion of competency-based learning takes place that recognizes measuring academic progress based on demonstrations of what students know and can do.

First Credential for Adults

Pathways to initial credentials - including workforce certificates and industry certifications - exist for adults who have not yet pursued education beyond high school.

Quality Assurance

An integrated quality assurance system is in place for credentialed learning beyond high school that is rooted in measuring student outcomes and enabling responsible innovation.

By 2020

Increase credential attainment by **5.9 million** above current rates

Increase the attainment rate from 45.3% to **51.2%** among Americans ages 25 to 64

Increase the attainment rate from 47.2% to **53.3%** among Americans ages 25 to 34

By 2020

500,000

more degrees and certificates to traditional students ages 18 to 24

By 2020

2 million

more degrees and certificates to adults who have some education beyond high school but no credentials

By 2020

3.4 million

more certificates and certifications to adults who have no recognized credential beyond high school

By 2025

Increase attainment by **16.4 million** high-quality credentials above current rates to reach an attainment rate of 60%

By 2025

Increase attainment among traditional students ages 18 to 24 by

4.8 million

By 2025

Increase attainment among adults with some education beyond high school but no credential by

6.1 million

By 2025

Increase attainment among adults who have no recognized credential beyond high school by

5.5 million