

For the U.S. to regain the top ranking in the world for college degree attainment, Latinos will need to earn 6.2 million degrees by 2030.¹

FAST FACTS

STATE RANKING:

Massachusetts had the **15th largest Latino population** in the U.S.

K-12 POPULATION:

In Massachusetts, **19%** of the K-12 population was **Latino**.²

POPULATION:

In Massachusetts, **13%** of the population was **Latino**.²

MEDIAN AGE:

The median age of **Hispanics** in Massachusetts was **29**, compared to **45** for **White non-Hispanics**.²



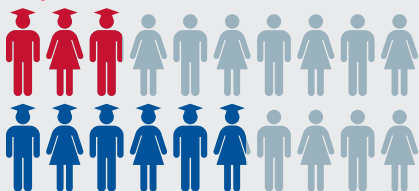
ENROLLMENT:

In Massachusetts, **22%** of **Hispanics** (ages 18 to 34) were enrolled in higher education, compared to **29%** of **White non-Hispanics**.²

DEGREE ATTAINMENT:

In Massachusetts, **29%** of **Hispanic adults** (25 and older) had earned an associate degree or higher, compared to **58%** of **White non-Hispanic adults**.²

Hispanic Adults = 2.9 of 10



White Adults = 5.8 of 10

To reach the degree attainment goal by 2030, the U.S. can: close the degree completion gap by accelerating Latino completion while increasing for all students and scale up programs and initiatives that work for Latino, and all, students. The following demographics, institutional data, and practices inform Latino degree attainment.

ENROLLING: Top 5 Institutions (Hispanic Undergraduates) in Massachusetts, 2021-22

	Institution	Sector	Grand Total	Hispanic Total	% Hispanic
1	Bunker Hill Community College	Public, 2-year	8,006	2,319	29%
2	University of Massachusetts-Boston	Public, 4-year	11,949	2,259	19%
3	University of Massachusetts-Amherst	Public, 4-year	23,947	2,048	9%
4	Boston University	Private not-for-profit, 4-year	17,501	1,881	11%
5	Northern Essex Community College	Public, 2-year	3,884	1,788	46%

ASSOCIATE DEGREES: Top 5 Institutions Awarding to Hispanics in Massachusetts, 2020-21

	Institution	Sector	Grand Total	Hispanic Total	% Hispanic
1	Bunker Hill Community College	Public, 2-year	1,173	290	25%
2	Springfield Technical Community College	Public, 2-year	780	186	24%
3	Northern Essex Community College	Public, 2-year	478	159	33%
4	North Shore Community College	Public, 2-year	719	157	22%
5	Middlesex Community College	Public, 2-year	881	141	16%

BACHELOR DEGREES: Top 5 Institutions Awarding to Hispanics in Massachusetts, 2020-21

	Institution	Sector	Grand Total	Hispanic Total	% Hispanic
1	Boston University	Private not-for-profit, 4-year	4,417	517	12%
2	University of Massachusetts-Amherst	Public, 4-year	5,970	422	7%
3	University of Massachusetts-Boston	Public, 4-year	2,674	415	16%
4	University of Massachusetts-Lowell	Public, 4-year	3,111	387	12%
5	Northeastern University	Private not-for-profit, 4-year	4,295	316	7%

NOTE: We use the terms Latino and Hispanic interchangeably in this factsheet.

Source: *Excelencia in Education* analysis using U.S. Department of Education, National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS), 2021 Fall Enrollment, Graduation Rates Survey and Institutional Characteristics Survey.

¹ Projections to 2030: *Excelencia in Education*. (2020). Ensuring America's Future: Benchmarking Latino College Completion to 2030. *Excelencia in Education*. Washington, D.C.

² U.S. Census Bureau, 2021 American Community Survey 1-Year Estimates

Massachusetts Gap in Degree Completion

Closing the degree completion gap can be tracked by the 4 measures shown below. Alone, none of these measures capture the entire “story” of degree completion. However, in combination, they provide a useful picture of the gap in degree attainment between Hispanic and White non-Hispanic cohorts in a single year.

Graduation Rate — Total percentage of students who graduated within 150% of normal time for first-time, full-time freshmen. This incorporates students that graduated in 3 years at two-year institutions, or in 6 years at four-year institutions.

Transferred to Another Institution — Percentage of students that transferred to another institution and did not complete a degree.

Still Enrolled — Percentage of students that are still enrolled at the point of 150% normal time to completion.

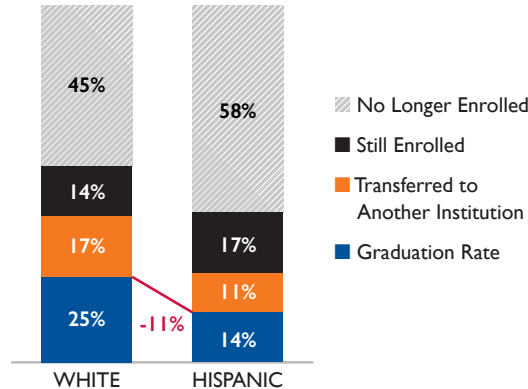
No Longer Enrolled — Percentage of students that are no longer enrolled at the point of 150% normal time to completion.

DEGREE OUTCOMES

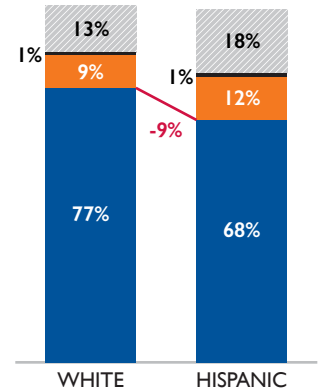
At two-year institutions, Hispanics' graduation rate was **11%-points lower** than that of their White non-Hispanic peers in Massachusetts.

At four-year institutions, Hispanics' graduation rate was **9%-points lower** than that of their White non-Hispanic peers in Massachusetts.

TWO-YEAR INSTITUTIONS



FOUR-YEAR INSTITUTIONS



*Percentages may not add up to 100% due to rounding.

NOTE: Outcomes shown are for students at two-year institutions who started in Fall 2018, and for students at four-year institutions who started in Fall 2015.

Source: *Excelencia in Education* analysis using the U.S. Department of Education, National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System, 2021 Graduation Rates Survey and the Institutional Characteristics Survey.

Examples of What Works for Latino Students

There are institutions showing success in enrolling, retaining, and graduating Latino students. The following are examples of programs across the country with evidence of effectiveness in serving Latino students nominated for *Examples of Excelencia*.

The **Latinx Leadership Initiative (LLI)** at Boston College trains and supports Latino, bilingual MSW and PhD students to transform how the social work profession works with Latinx communities in the United States. LLI's goal is to increase the number of Latino social workers in the U.S. and develop social work leaders equipped to work effectively with the Latino community. Established in 2013, LLI was designed to meet the needs of a growing Latinx population in the U.S. Currently, fewer than 5 percent of social workers in the U.S. are Latinx. Research shows that social work services that are language and ethnic concordant are the most beneficial for Latinx communities. However, the dismal number of Latinx social workers in the U.S. cannot meet the current needs of Latinx communities. As a result, many Latinx communities receive services from non-Latinx social workers who do not understand Latinx culture. LLI offers its participants a cohort-based learning model emphasizing a paradigm of cultural capital among the Latinx community. Together, all LLI students take 8 Master's in Social Work core classes in Spanish, allowing students to develop professional proficiency in Spanish required to work with

Latinx communities and create an academic space in which the assets of Latinx culture can flourish. Students are also offered internship placements supervised by LLI alumni that allow students to work closely with Latinx communities and require them to use their bilingual background. Faculty and LLI advisors, who themselves are bilingual Latinxs and are often LLI alumni, serve as mentors to program participants.

Of program graduates, 100% have secured full-time positions and many are now in leadership positions informing practice and serving their community. LLI has established a network of 148 Latino alumni across 23 states that support current students as advisors and mentors. A substantial proportion of LLI participants have received competitive awards including the national Council of Social Work Education's Minority Fellowship. In just the last two years, 9 LLI students have received this coveted fellowship aimed at increasing the number of individuals trained to work with underserved ethno-racial minorities at risk for mental health and/or substance abuse disorders.

For more information on institutional programs improving Latino student success in higher education, access *Excelencia in Education's Growing What Works* database at <http://www.edexcelencia.org/growing-what-works>