

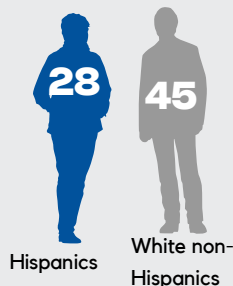
FAST FACTS

50th largest Latino population in the U.S.¹

2% of the population was Latino¹

4% of the K-12 population was Latino¹

The median age of Hispanics in Vermont was **28**, compared to **45** for White non-Hispanics.¹



39% of Hispanics (ages 18 to 34) were enrolled in higher education, compared to **27%** of White non-Hispanics.¹

65% of Hispanic adults (25 and older) had earned an associate degree or higher, compared to **52%** of White non-Hispanic adults.

Hispanic Adults



White Adults

Median income of adults without a college degree vs. **with a college degree** in Vermont¹

\$41,691

\$59,088

ACCELERATING COLLEGE COMPLETION

To make our country stronger and meet the economy's demand for a highly educated workforce, we must ensure access to quality higher education for Latino, and all, students. This requires accelerating Latino degree completion, increasing completion for all students, and scaling programs and initiatives proven to support Latino, and all, student success. The following demographics, institutional data, and practices inform Latino degree attainment.

TOP 5 INSTITUTIONS ENROLLING AND GRADUATING HISPANIC UNDERGRADUATES IN VERMONT²

	Institution	Sector	Enrollment (Fall 2023)	Completions (2022-23)
1	University of Vermont	4-Pub	5% Latino 622 11,614	5% Latino 119 2,603
2	Middlebury College	4-Priv	12% Latino 327 2,785	9% Latino 58 611
3	Champlain College	4-Priv	10% Latino 277 2,870	11% Latino 77 733
4	Norwich University	4-Priv	10% Latino 250 2,490	9% Latino 68 731
5	Vermont State University	4-Pub	5% Latino 171 3,567	3% Latino 29 1,028

NOTE: The institutions in this chart are ordered from highest to lowest Latino enrollment.

Legend

■ Latino Enrollment
 ■ Latino Completions
 ■ All Enrollment
 ■ All Completions

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

1. U.S. Census Bureau, 2023 American Community Survey 1-Year Estimates.

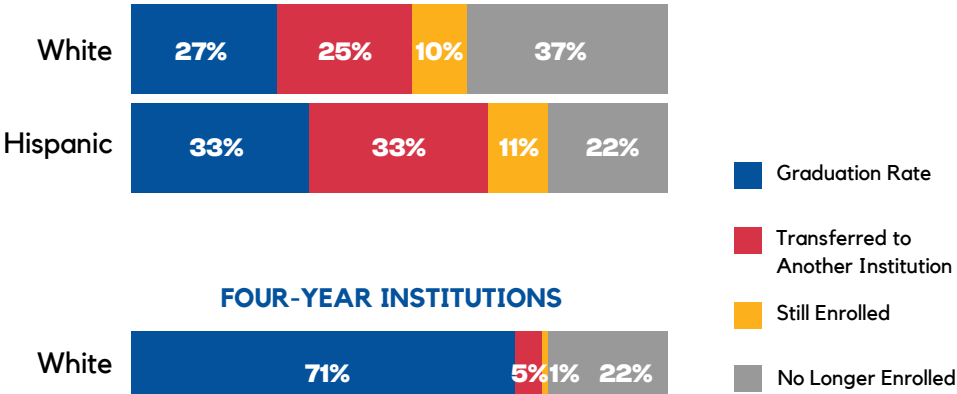
2. Excelencia in Education analysis using U.S. Department of Education, National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS), 2023 Fall Enrollment, Graduation Rates Survey, and Institutional Characteristics Survey.

VERMONT DEGREE COMPLETION GAP

Tracking the progress of students along their educational pathways can inform strategies and practices to close the degree completion gap. Four key indicators of student progress highlight different stages on the path to graduation. Together, they provide a clearer picture of how degree attainment varies between Hispanic and White non-Hispanic student cohorts in a given year. While no single indicator tells the whole story, collectively they help illustrate the extent of the gap and where targeted efforts can make a difference.

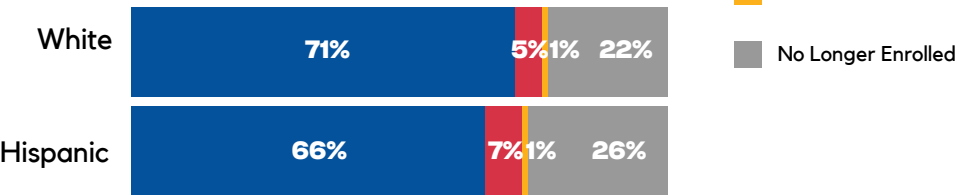
TWO-YEAR INSTITUTIONS

At two-year institutions, Hispanics' graduation rate was 6%-points higher than that of their White non-Hispanic peers in Vermont.



FOUR-YEAR INSTITUTIONS

At four-year institutions, Hispanics' graduation rate was 5%-points lower than that of their White non-Hispanic peers in Vermont.



*Percentages may not add up to 100% due to rounding.
NOTE: Outcomes shown are for students at two-year institutions who started in Fall 2020, and for students at four-year institutions who started in Fall 2017. These rates are at the point of 150% normal time to completion, and capture first-time, full-time undergraduate students only.
Source: *Excelencia* in Education analysis using the U.S. Department of Education, National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS), 2023 Graduation Rates Survey and the Institutional Characteristics Survey.

EXAMPLE OF WHAT WORKS FOR LATINO STUDENTS

There are institutions showing success in enrolling, retaining, and graduating Latino students. The following is an example of a program across the country with evidence of effectiveness in serving Latino students recognized for Examples of *Excelencia*.

The **Personalized Achievement Contract (PACT)** Program at Mercy University provides undergraduate students—most of whom are Latino—with dedicated mentoring throughout their entire college journey, supporting their persistence and path to graduation. Launched in 2009 as a pilot to improve student outcomes among Mercy's diverse population, PACT aims to increase the retention and graduation rates of Latino students and close long-standing achievement gaps. Each student in the program is matched with a professional mentor who serves as a consistent guide throughout their college experience. Mentors and students work together on a range of success-driven topics, including selecting a major, understanding degree requirements, registering for courses, tracking academic progress, exploring career opportunities, and building financial literacy. Today, PACT includes 40 professional mentors, many of whom are Mercy alumni, Spanish

speakers, first-generation college graduates, or professionals with experience in students' chosen fields—ensuring culturally and academically relevant guidance.

PACT's impact has been substantial:

- Increased retention: Before PACT, the first-year retention rate for Latino, first-time, full-time students was 60%. By 2018, it had risen to 77%.
- Higher graduation rates: The six-year graduation rate for Latino students increased from 27% pre-PACT to 43% as of 2019.
- Closing the achievement gap: The graduation gap between Latino and White students dropped from 22 percentage points before PACT to just 6 percentage points in 2019.