

Reporting Data for
Baccalaureate
Opportunity Scholars
COHORTS 1-10

Career and Technical
Opportunity Scholars
COHORTS 1-3

Rural Jobs
Opportunity Scholars
COHORTS 1-2

Graduate Degree
Opportunity Scholars
COHORT 1



2021 Legislative Report



WASHINGTON STATE
OPPORTUNITY
SCHOLARSHIP

PREPARED BY:
Washington State Opportunity Scholarship

PREPARED FOR:
Washington State Legislature

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December 1, 2021

10 YEARS LATER

A letter from WSOS Board Chair Brad Smith and Executive Director Kimber Connors

It's been a decade since a coalition of public servants and industry leaders came together to build the Washington State Opportunity Scholarship—a first-of-its-kind program to help students facing barriers to higher education and employers struggling to hire talent aligned with market demands.

10 years later our challenges are familiar yet radically heightened. A health care crisis fueled political and cultural unrest. It forced a drastic change in how we work and do business. And it brought to light the racial injustices that are weaved into the very fabric of our nation.

Yet the root of what could hold us back from a recovery is much the same. Fortunately, WSOS was built for moments like this.

A decade into this work, we're no longer asking anyone to believe in something they can't see. This model works, and we've exceeded even the boldest dreams of what our visionaries thought this program could accomplish.

The private sector has committed more than \$130 million, and the Legislature has matched every dollar. More than 14,000 students have received financial aid and support services. Thousands of students from diverse lived experiences have completed their trade, STEM or health care credentials on time and with less debt, and they've landed high-wage jobs in the fields that drive our economy.

Our graduation rates are higher than the national average and we're changing the face of the workforce. WSOS unlocks opportunities for underserved communities and ensures entire sectors better represent the rich diversity of our state.

To our Cornerstone partners, Microsoft, Boeing, the Rubens Family Foundation and Ballmer Group, who took a leap of faith and invested in a program that could be but wasn't yet: thank you. To those who've spent hours mentoring our students, helped spread the word about WSOS

or helped a student apply: thank you. To those who've hired a Scholar or opened their network so that someone with an Opportunity Scholarship might launch their career: thank you. It takes a village to do this work. To change lives. To change an economy. Thank you, thank you, thank you.

The 10th anniversary of this organization is a milestone to be celebrated by all. It also comes at a time when much uncertainty still looms as we try to move past this global pandemic and the destruction laid in its wake. That's why we are still committed to this work.

We know our state, economy and communities need WSOS more than ever to connect Washington students to Washington jobs. Noam Chomsky once said, "Optimism is a strategy for making a better future. Because unless you believe that the future can be better, you are unlikely to step up and take responsibility for making it so."

We believe the future can be better.

As we look forward, our shared optimism for a better future gives us the collective power to make it so. Join us.



A handwritten signature in black ink that reads "Brad Smith".

Brad Smith
WSOS Board Chair
President and Vice Chair
Microsoft Corporation



A handwritten signature in black ink that reads "Kimber Connors".

Kimber Connors
WSOS
Executive Director

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#iamopportunity

INTRODUCTION

The Washington State Opportunity Scholarship (WSOS) mission is to build pathways into high-demand Washington careers for Washington students.

Washington has one of the highest concentrations of STEM jobs in the nation. Technology and innovation are reshaping the economy in all areas of our state. A critical shortage of skilled workers in trade, STEM and health care fields is holding back employers eager to hire talent to fill their workforce needs.

Most jobs in Washington over the next decade—especially those that will support a living wage—will be filled by people who have postsecondary education in these fields. Yet, many students lack the financial resources and support necessary to complete their education in these high-demand fields.

Eligible WSOS recipients are Washington state residents who have obtained a high school diploma or equivalent credential and have a family income less than or equal to 125% of the state's median family income (adjusted for family size). Baccalaureate Scholarship (BaS) recipients program must have obtained their high school diploma or equivalent credential in Washington. They all intend to pursue high-demand credentials at a Washington state institution.

As of 2021, WSOS supports students through three pathways to higher education: community college credentials, bachelor's degrees and advanced health care degrees. Scholars in the BaS program receive up to \$22,500 over a maximum of five years. The Career and Technical Scholarship (CTS) provides up to \$1,500 per quarter for the duration of a certificate, apprenticeship or associate degree program. WSOS also offers a unique program for students who live farthest from our community and technical colleges called the Rural Jobs Initiative (RJI). These RJI recipients are eligible to receive up to \$3,500 in their first quarter, \$2,500 in their second quarter and \$2,000 per quarter for the remaining duration of their program.

Our Graduate Program (GRD) is new in 2021. GRD is designed to increase the number of professionals who provide physical and behavioral health care, particularly in communities designated as rural or medically underserved in Washington state. GRD recipients are eligible to receive up to \$25,000 over three years.

In addition to financial aid, Opportunity Scholars receive a continuum of support services throughout their academic journey to help them persist through graduation, improve their job readiness skills and launch their career in Washington state.

This report is published annually to the Legislature. This year's report provides an overview of the most recently awarded cohort of BaS (Cohort 10), CTS (Cohort 2) and RJI (Cohort 1) recipients as well as updated data on previously awarded cohorts. The report also includes data on the fall applicants and recipients of CTS Cohort 3 and RJI Cohort 2. This report also includes data on the first cohort of GRD recipients.

This Legislative Report responds to the guidelines in Section 8 of House Bill 2088, Opportunity Scholarship Act, filed on June 7, 2011, and provides overview information about WSOS applicants, participants and outcomes. Additionally, recommendations from the Joint Legislative Review Committee have been incorporated.

The report begins with a review of the eligible programs of study, followed by an overview of the demographic, gender, socioeconomic, age and regional characteristics of all scholarship recipients to date for the BaS, CTS, RJI and GRD.

TIMELINE:

10 Years of Impact



WASHINGTON STATE OPPORTUNITY SCHOLARSHIP

Supporting the next generation of STEM & health care leaders



2011

The Washington State Legislature creates a new public-private partnership to support students pursuing bachelor's degrees in STEM and health care called the Washington State Opportunity Scholarship.

Boeing and Microsoft each invest \$25 million and become the first WSOS Cornerstone Partners.



2012

Our first cohort of Baccalaureate Scholars is selected.



2014

The first-ever OpportunityTalks Breakfast fundraising event is held, featuring Gov. Christine Gregoire (above).

2015

A mentorship program is launched in collaboration with Boeing, later known as Skills that Shine.



SKILLS THAT SHINE

The Rubens Family Foundation invests \$20 million and joins WSOS as a Cornerstone Partner.



Microsoft donates another \$10 million. Steve and Connie Ballmer donate \$11 million and become Cornerstone Partners.

2018

Legislation expands the high-demand credentials eligible for WSOS funding beyond bachelor's degrees.



SCHOLAR LEAD

The Scholar Lead program is launched, designed to leverage peer mentoring to improve persistence outcomes in the BaS program.



2019

Our first cohort of Career and Technical Scholars is selected.



Legislation passes to allow tribes, counties and municipal governments to invest in WSOS and receive state matching funds.



Founding Executive Director Naria Santa Lucia departs, and new Executive Director Kimber Connors is hired.

An audit by the Joint Legislative Review Committee demonstrates the WSOS model is leading to strong, positive outcomes for Washington students.

2020

The COVID-19 pandemic begins, and WSOS staff transition to remote work while moving all student supports and programming virtual.



Our first cohort of Rural Jobs Initiative Scholars is selected.

The first fully virtual OpportunityTalks Breakfast is held, featuring comedian Trevor Noah, Opportunity Scholar Michelle Toh and WSOS Board Chair & President and Vice Chair of Microsoft, Brad Smith (above).

2021

Our first cohort of Graduate Scholarship recipients is selected.



Gary and Jennifer Rubens, Microsoft and Boeing all recommit to WSOS with \$10, \$15 and \$5 million recommitment donations, respectively.

City of Seattle becomes the first municipal, county or tribal partner to take advantage of the matching partnership opportunity.



WSOS crosses milestone of disbursing \$100 million to students in scholarship supports.



WS
OS

BACCALAUREATE

BACCALAUREATE SCHOLARSHIP AT A GLANCE

3,145

applications were received in 2021, and **750 Scholars** were selected to join Cohort 10



6,196

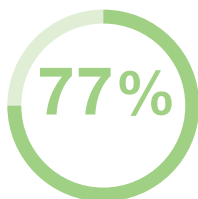
Scholars have graduated to date

3,266

Scholars from Cohorts 5-10 are expected to receive support in 2021-22



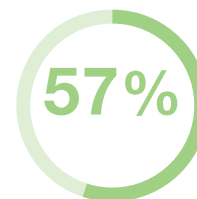
Cohort 10 Scholars identify as:



first-generation college students



students of color

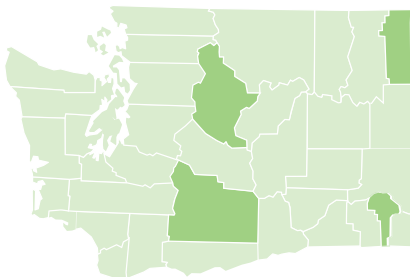


women

Scholars can choose from more than **172 high-demand STEM and health care majors** offered at Washington state colleges and universities.

34 out of 39

Washington counties are represented by Cohort 10 Scholars



Lincoln, Yakima, Chelan, Garfield and Pend Oreille counties have the highest per capita representation in the state among Scholars from Cohorts 1-10

79% of BaS Scholars graduate within 6 years,

compared to a national six-year graduation rate of 61% for public institutions and 67% for private institutions.

75%

of BaS graduates earned a degree in a high-demand field.

BaS graduates earn 2X

what their family made when they entered college, making an average salary of almost \$90K within five years of graduating.

ELIGIBLE BACCALAUREATE SCHOLARSHIP EDUCATION PROGRAMS

SEC. 8.1 (a) Education programs the Washington State Opportunity Scholarship Board determined eligible for purposes of the Washington State Opportunity Scholarship.

At the outset of the Opportunity Scholarship, applicants could choose from 364 eligible majors. In 2015, the WSOS Board approved a list of eligible majors using updated information about which STEM and health care majors are in high demand in Washington state. This reduced the list of eligible majors from 367 to 182. From 2016 to the present, WSOS staff have continued to refine the list of eligible majors in keeping with the criteria established by the Board.

The most recent eligible major analysis was done in December 2020 by WSOS staff. Currently, there are 172 eligible majors which fall within 18 categories of study. Scholars must be pursuing or intend to pursue a bachelor's degree in one of these majors to be eligible to receive WSOS funds.

To date, 86% of selected Scholars have indicated a desire to pursue a bachelor's degree in the top four major categories of study: health care (28%), engineering (25%), biological or biomedical sciences (18%) or computer and information science (15%). **See Table 1 below and Appendix B for details.**

TABLE 1: SELECTED SCHOLARS BY MAJOR CATEGORY OF INTEREST¹

MAJOR CATEGORY	COHORTS 1-9		COHORT 10		TOTAL	
	#	%	#	%	#	%
Health Professions and Related Programs	3,769	28%	196	26%	3,965	28%
Engineering, Engineering Technologies and Engineering-Related Fields ²	3,395	25%	173	23%	3,568	25%
Biological and Biomedical Sciences	2,431	18%	62	8%	2,493	18%
Computer and Information Sciences and Support Services	1,924	14%	185	25%	2,109	15%
Physical Sciences	493	4%	3	0.4%	496	3%
Multi/Interdisciplinary Studies ³	361	3%	40	5%	401	3%
Mathematics and Statistics	334	2%	38	5%	372	3%
Education ⁴	227	2%	6	1%	233	2%
Natural Resources and Conservation	206	2%	7	1%	213	2%
Other ⁵	124	1%	20	3%	144	1%
Agriculture, Agriculture Operations, and Related Sciences	82	1%	1	0.1%	83	1%
Business, Management, Marketing and Related Support Services	44	0.3%	15	2%	59	0.4%
Transportation and Materials Moving	25	0.2%	2	0.3%	27	0.2%
Science Technologies/Technicians	9	0.1%	-	-	9	0.1%
Communication, Journalism and Related Programs ⁶	6	0.04%	2	0.3%	8	0.1%
Communications Technologies/Technicians and Support Services ⁷	4	0.03%	-	-	4	0.03%
GRAND TOTAL	13,434	100%	750	100%	14,184	100%

BACCALAUREATE SCHOLARSHIP APPLICANT CHARACTERISTICS

SEC. 8.1 (b) The number of applicants for the Washington State Opportunity Scholarship disaggregated to the extent possible, by race, ethnicity, gender, county of origin, age and median family income.

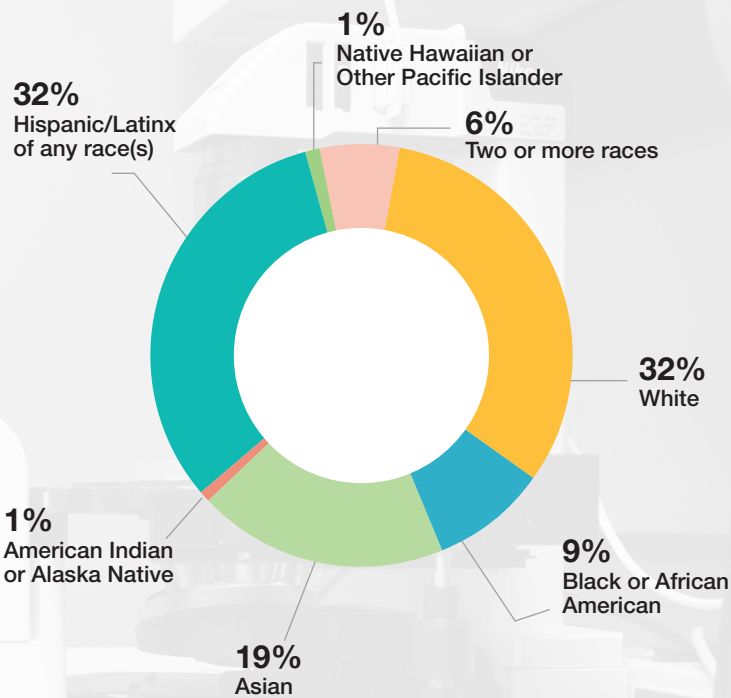
In total, 3,145 students submitted applications to join Cohort 10. Of those, 2,306 (73%) applicants met the eligibility⁸ requirements for the scholarship. Over half of

eligible applicants identified as women⁹ (62%) and students of color¹⁰ (68%). Just over half (51%) identified as first-generation college students.¹¹ See Graphic 1.

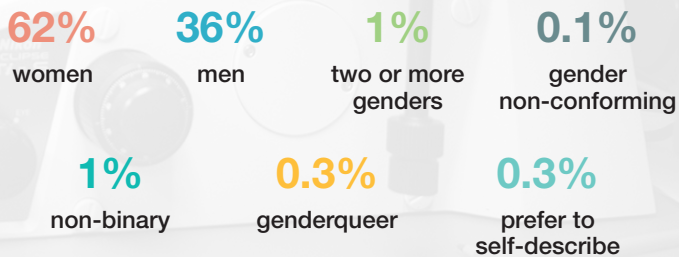
The majority of Cohort 10 eligible applicants self-identified as women and/or students of color. Eligible applicants for Cohort 10 came from 37 of 39 of Washington's counties.



GRAPHIC 1: RACE OR ETHNICITY OF ELIGIBLE BACCALAUREATE SCHOLARSHIP APPLICANTS¹²



GENDER OF ELIGIBLE APPLICANTS



Counties with the most eligible applicants per capita:

Lincoln County / 10 for every 10,000 residents
 Wahkiakum County / 7 for every 10,000 residents
 Chelan County / 6 for every 10,000 residents
 Yakima County / 6 for every 10,000 residents
 Okanogan County / 6 for every 10,000 residents

Most eligible applicants are 18 years old or younger.

At the scholarship application deadline, eligible applicants indicated they were the following ages:¹³

79%

were 18 years old or younger

15%

were 19 to 22 years old

6%

were 23 years old or older

45% of our applicants are from middle-income deciles.

The median household income for all eligible applicants (regardless of household size) was \$56,000 while the mean family income for all eligible applicants was \$58,471.¹⁴

The maximum household income was divided into 10 equal categories for each household size to create income deciles (with 1 as the lowest and 10 as the highest). Individuals in the lowest income decile reported a family income in the bottom 10% of the eligible income range for their family size. Conversely, individuals in the highest income decile reported a family income equal to 90% or more of the maximum eligible income for their family size. In total, eligible applicants for Cohort 10 came from the following income deciles:

33%

from the lowest three income deciles (below the 30th percentile)

45%

from the middle four income deciles (30th to 69th percentile)

22%

from the top three income deciles (70th percentile or above)

“As an entrepreneur, I believe in the power of opening doors and investing in potential.

That’s why I keep turning to WSOS to support students and build the workforce Washington needs.”

— Gary Rubens
 Founder, Start It Labs & Rubens Family Foundation
 WSOS Board Member

Fundraising SPOTLIGHT

Gary and Jennifer Rubens have had a transformational impact on the lives of thousands of Washingtonians. Their most recent investment in WSOS has the power to do the same for another generation of Washington students.

Gary Rubens wants to make college possible for more Washington students. That’s why he and his wife Jennifer just added another \$10 million to their lifetime investment in WSOS which now totals more than \$30 million. As the single largest individual contributors to WSOS, they’ve personally ensured thousands of Washington students wouldn’t decline an opportunity to advance their education because of cost.

At 18, Gary had to turn down an offer to attend Washington State University because his family didn’t have the means to pay for his tuition. That’s why Gary and Jennifer have invested so much into breaking the cycle of intergenerational poverty through access to higher education—to ensure future students have the opportunity that wasn’t available to him.

“I’ve personally experienced what it feels like when the cost of college is just too high to overcome,” said Gary.

“I want to remove the barriers that keep too many of our students, families and communities away from jobs and opportunity in our state.”

“As an entrepreneur, I believe in the power of opening doors and investing in potential. That’s why I keep turning to WSOS to support students and build the workforce Washington needs.”

Gary is a veteran Seattle entrepreneur, and he’s one of the area’s most active angel investors, having invested in more than 85 local startups. His professional accolades include creating a manufacturing company in the hospitality industry and the launch of a home furnishing and fixtures e-commerce site that was acquired by Lowe’s. His financial backing has launched the dreams of many more entrepreneurs and local talent in the greater Puget Sound region.

And while not having a college degree didn’t hold Gary back from an impressive career, he recently decided to return to WSU to finish the bachelor’s degree he was offered some 40 years ago. This time, he applied to the psychology program and will tell anyone he is a proud Cougar.

We are grateful for Gary and Jennifer’s continued generosity and commitment to Washington students. With their support, we can change lives and make the dreams of many more students become reality.

BACCALAUREATE SCHOLAR CHARACTERISTICS

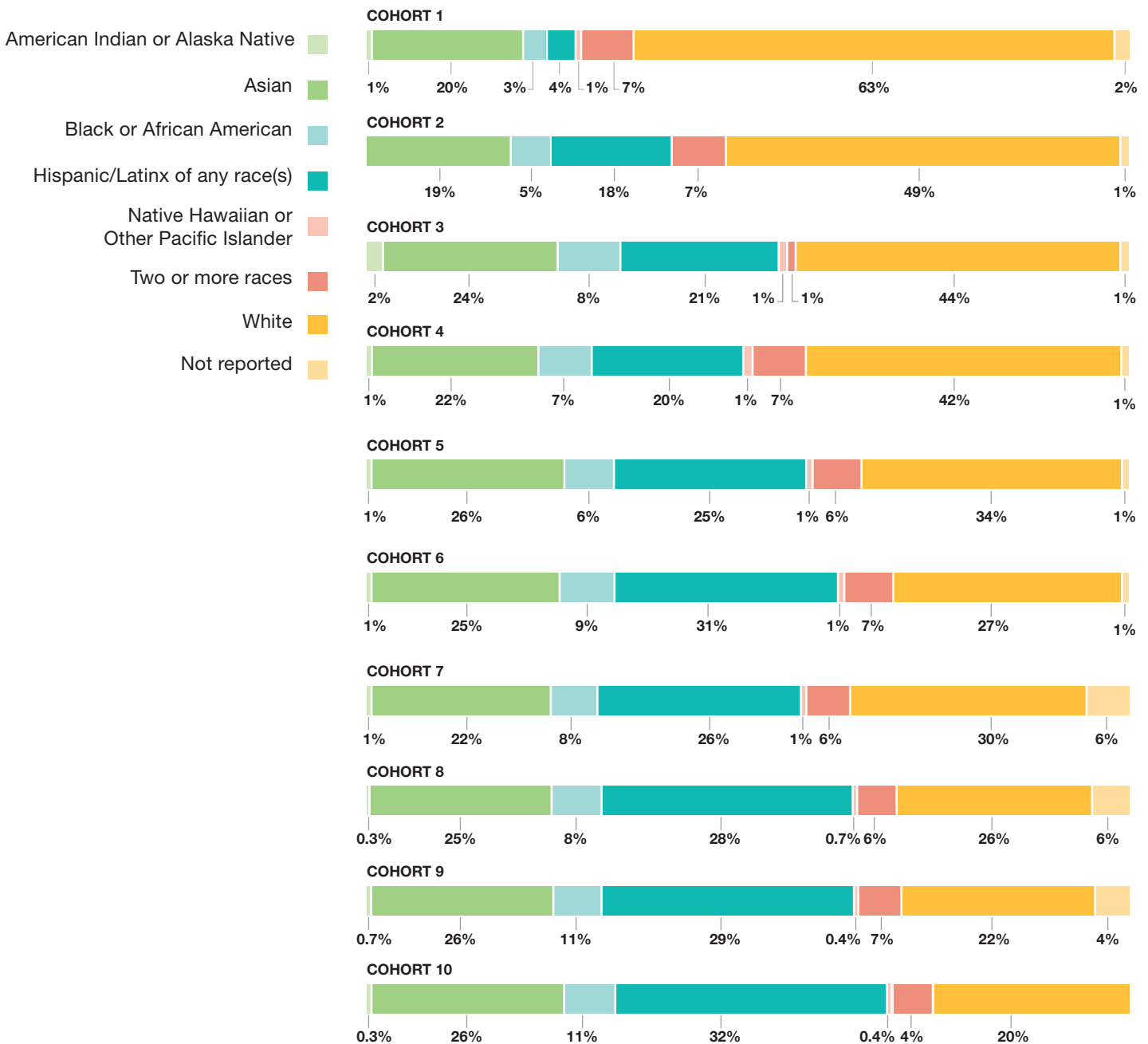
SEC. 8.1 (c) The number of Scholars in the Washington State Opportunity Scholarship program, disaggregated to the extent possible, by race, ethnicity, gender, county of origin, age and median family income.

750 of the 2,306 eligible applicants who applied to be a part of Cohort 10 were selected. As of November 1, 2021, 59 Cohort 10 selected Scholars had either declined the scholarship, enrolled less than half-time, were withdrawn or were already fully funded for the fall term.

This leaves 691 (92%) selected Cohort 10 Scholars enrolled for the 2021-22 academic year. In total, 57% of Cohort 10 Scholars are women (n=369), 42% are men (n=272), 1% identify as two or more genders (n=6), 0.5% are non-binary (n=3), 0.2% are genderqueer (n=1), 0.2% are gender non-conforming (n=1) and 0.2% preferred to self-describe their gender (n=1)¹⁵. More than three-quarters (77%) identified as first-generation college students.¹⁶

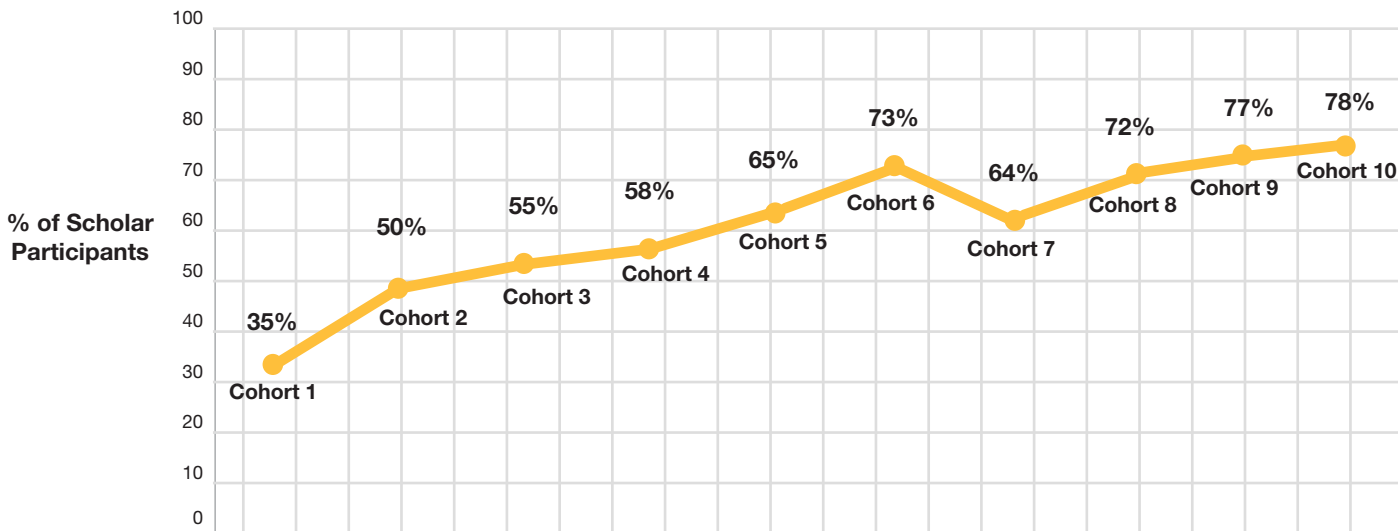
Over time, WSOS cohorts have been comprised of an increasing percentage of students of color. See Graphic 2.

GRAPHIC 2: RACE OR ETHNICITY OF SCHOLARS¹⁷

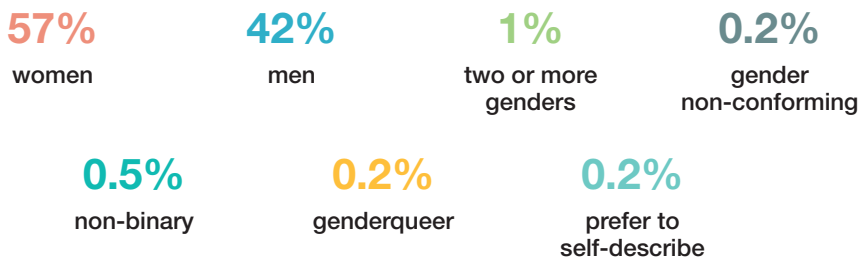


Of Cohort 10 participants, more than three quarters (78%) identify as students of color.
See Graphic 3. For details on the race or ethnicity of Scholar Cohorts 1-10, **see Appendix C.**

GRAPHIC 3: SCHOLARS WHO IDENTIFY AS STUDENTS OF COLOR



GENDER IDENTITY OF COHORT 10 SCHOLARS

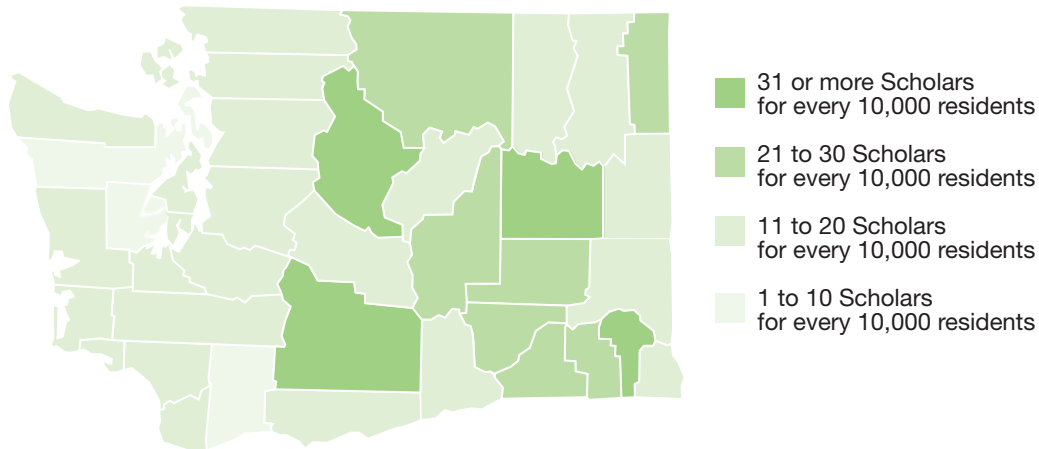


Scholars in Cohorts 1-10 hail from every county in the state. The counties with the highest Cohort 1-10 participants per capita are Lincoln, Yakima, Chelan, Garfield, and Pend Oreille. **See Appendix D** for more details. **Graphic 4** below illustrates Scholar home counties for all cohorts.

GRAPHIC 4: HOME COUNTY¹⁸ FOR COHORTS 1-10 SCHOLARS PER CAPITA¹⁹

For Cohort 10 Scholars specifically, the **counties with the highest number of Scholars selected per capita** are:

- Garfield
- Chelan
- Yakima
- Grant
- Asotin



Most Cohort 10 Scholars (72%) are 18 years old or younger. At time of application, Cohort 10 Scholars indicated they were the following ages:²⁰

72% were 18 years old or younger

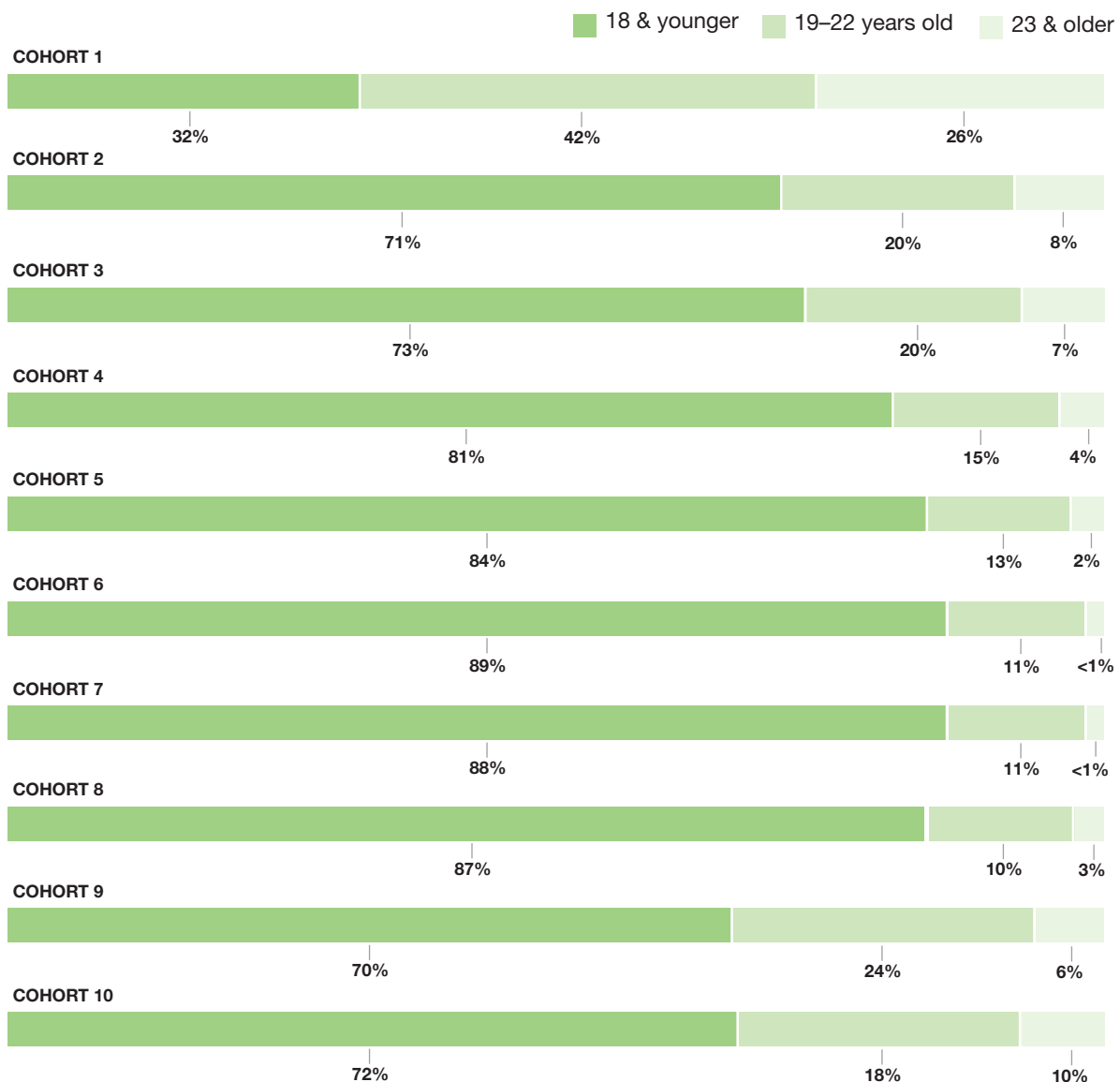
18% were 19 to 22 years old

10% were 23 years old or older

Over time, more Scholars aged 18 and younger have applied to WSOS. The increase in younger applicants between Cohort 1 and Cohort 2 coincides with the WSOS Board’s decision to allot a higher proportion of scholarships to incoming first-year college students and change in scholarship eligibility criteria. The new criteria limited the eligible class standing beginning with Cohort 2 applicants entering their first, second or third year in college.

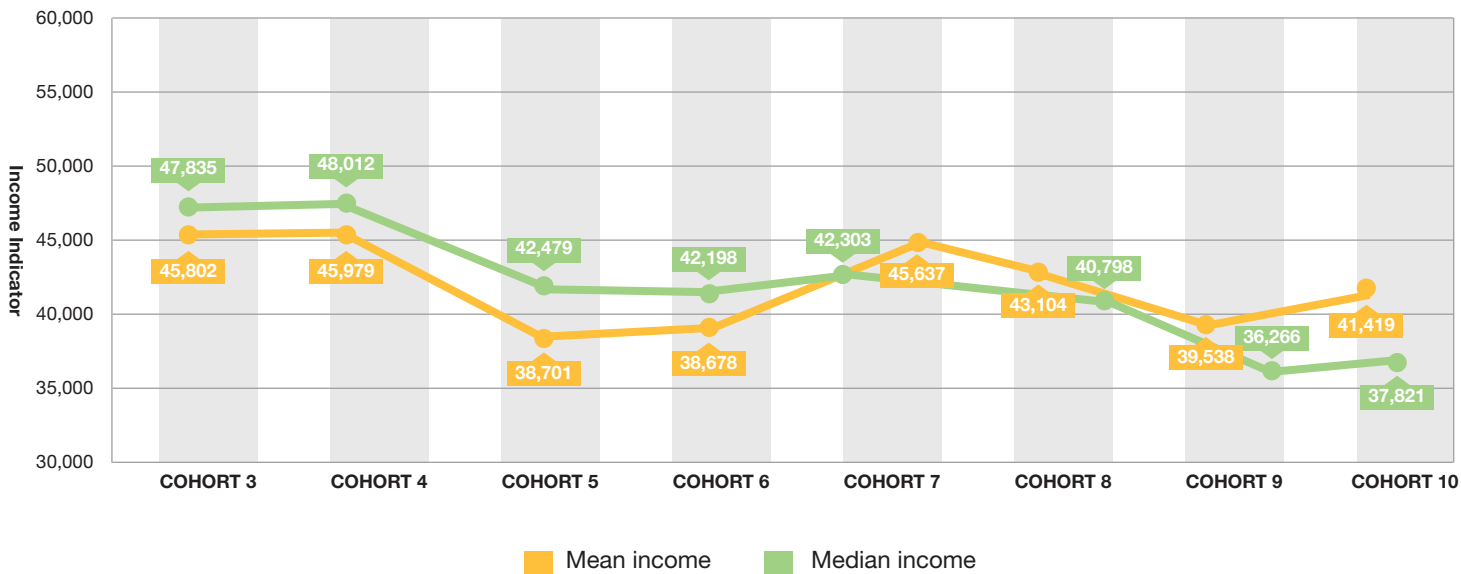
In contrast, Cohort 1 Scholars in their fourth or fifth year of college were also eligible to be selected for the scholarship. Despite the greater number of applicants who apply who are 18 years old or younger, the number of participants who are 18 years old or younger between Cohort 8 and Cohort 9 dropped. This is because the cohort composition changed between these two years; for Cohort 8, WSOS selected 1,600 high school students, 150 first-year college students and 100 second-year college students. This was the last year of a generous gift from the Rubens Family Foundation, which resulted in the selection of many additional high school seniors. For Cohort 10, WSOS is in line with its originally modeled cohort size by selecting 500 high school students, 150 first-year college students and 100 second-year college students. As a result, a far smaller proportion of high-school-aged students are included in the participant numbers.

GRAPHIC 5: AGE OF COHORT 1-10 SCHOLARS BY PERCENT



The median and mean family income for Cohort 10 Scholars was slightly higher than the median and mean family income for Cohort 9.²¹ The median family income for Cohort 10 was \$37,821 (compared with \$36,266 for Cohort 9) while the mean family income for Cohort 10 is \$41,419 (compared with \$39,538 for Cohort 9).

GRAPHIC 6: MEAN AND MEDIAN INCOME BY COHORT



11% of the more than 6,196 Scholars who have graduated earned their bachelor's degree in computer and information sciences.

In total, Cohort 10 Scholars come from the following income deciles:

49%

from the lowest three income deciles (below the 30th percentile)

44%

from the middle four income deciles (30th to 69th percentile)

7%

from the top three income deciles (70th percentile or above)

GRAPHIC 7: FAMILY INCOME OF COHORT 1-10 SCHOLARS²²



BACCALAUREATE SCHOLARSHIP DISBURSEMENT

SEC. 8.1 (d) The number and amount of scholarships actually awarded and whether the scholarships were paid from the student support pathways, scholarship or endowment account.

WSOS funding is renewable for up to five years of college attendance, depending on class standing at time of selection. In the program's initial year (2012-13), Scholars received only \$1,000.

In 2013-14, the WSOS Board increased the scholarship amount to \$5,000 for Scholars who attained junior class standing and were accepted into an eligible, high-demand major. In 2014-15, the WSOS Board increased the minimum scholarship amount from \$1,000 to \$2,500 for students in their first or second year in college. In addition,

they increased the scholarship amount to as much as \$7,500 for Scholars who achieved senior class standing and had been accepted into an eligible, high-demand major. The annual award amounts section of the WSOS website explains our current model in detail.

As of November 1, 2021, 3,266²³ Scholars across Cohorts 5-10 were enrolled for the 2021-22 academic year. Of these Scholars, 1,592 were eligible to receive up to \$2,500; 879 were eligible to receive up to \$5,000; and 795 were eligible to receive up to \$7,500 over the academic year (**Table 2**).

From 2012-13 to 2021-22, scholarships have been awarded to 13,186 unique Scholars.

See Appendix E for all scholarships awarded 2012-13 through 2021-22.

TABLE 2: NUMBER OF SCHOLARSHIPS AWARDED IN 2021-22 BY COHORT AND MAXIMUM AMOUNT²⁴

COHORT	MAXIMUM ANNUAL AWARD AMOUNT			TOTAL # ANNUAL SCHOLARSHIPS AWARDED
	\$2,500	\$5,000	\$7,500	
Cohort 5	-	1	1	2
Cohort 6	-	95	76	171
Cohort 7	28	237	352	617
Cohort 8	569	351	273	1,193
Cohort 9	387	124	81	592
Cohort 10	608	71	12	691
ANNUAL TOTAL	1,592	879	795	3,266

All scholarships are paid from the Scholarship Account. Between the 2012-13 academic year and the 2020-21 academic year, \$94,024,053 has been disbursed to Scholars. Another \$11.7 million is expected to be disbursed in the 2021-22 academic year, for an estimated total of \$105.7 million to be awarded by year-end. **See Table 3.**

TABLE 3: SCHOLARSHIP FUNDING DISBURSED TO DATE²⁵

ACADEMIC YEAR	SCHOLARSHIP FUNDING DISBURSED
2012–13	\$2,870,675
2013–14	\$5,702,621
2014–15	\$8,741,502
2015–16	\$9,266,392
2016–17	\$9,981,855
2017–18	\$12,440,997
2018–19	\$14,542,009
2019–20	\$15,691,496
2020–21	\$14,893,974
ANTICIPATED DISBURSEMENT FOR 2021-22: \$11,700,000	

BACCALAUREATE SCHOLARSHIP PROGRAM ENROLLMENT

SEC. 8.1 (e) The institutions and eligible education programs in which Washington State Opportunity Scholarship Scholars enrolled, together with data regarding Scholars' completion and graduation.

As of November 1, 2021, 6,196 Cohort 1-9 Scholars had graduated with a bachelor's degree. **See Appendix G for details of major categories of graduates by cohort (See Appendix H for details of graduation by institution).** In 2021-22, 2,575 Cohort 5-9 Scholars had re-enrolled to join the 691 Cohort 10 enrolled Scholars.

TABLE 4: PARTICIPANT ENROLLMENT, RETENTION AND GRADUATION BY COHORT²⁶

	TOTAL PARTICIPANTS	Graduated		Re-Enrolled		Graduated or Re-Enrolled	
	#	#	%	#	%	#	%
Cohort 1 (2012)	2,887	2,304	80%	-	-	2,304	80%
Cohort 2 (2013)	713	580	81%	-	-	581	81%
Cohort 3 (2014)	734	561	76%	-	-	561	76%
Cohort 4 (2015)	982	723	74%	-	-	723	74%
Cohort 5 (2016)	1,345	931	69%	2	0.1%	933	69%
Cohort 6 (2017)	1,702	768	45%	171	10%	938	55%
Cohort 7 (2018)	1,714	254	15%	617	36%	871	51%
Cohort 8 (2019)	1,710	66	4%	1,193	70%	1,259	74%
Cohort 9 (2020)	702	9	1%	592	84%	601	86%
TOTAL C1-C9 PARTICIPANTS	12,489	6,196		2,575	21%	8,770	70%

GRAPHIC 8: BACHELOR'S DEGREES EARNED TO DATE AND PURSUED BY ENROLLED SCHOLARS IN 2021-22²⁷

	ENROLLED SCHOLARS (2021-22)	BACHELOR'S DEGREES
Health Professions and Related Programs	720 (22%)	719 (11%)
Engineering		
Computer and Information Sciences and Support Services	656 (20%)	1,147 (17%)
Biological and Biomedical Sciences		
Multi/Interdisciplinary Studies	739 (23%)	719 (11%)
Physical Sciences		
Mathematics and Statistics	532 (16%)	1,199 (18%)
Natural Resources and Conservation Education	131 (4%)	222 (3%)
Architecture and Related Services	80 (2%)	318 (5%)
Business, Management, Marketing and Related Services	111 (3%)	234 (4%)
Agriculture, Agriculture Operations and Related Sciences	83 (3%)	180 (3%)
Transportation and Materials Moving		
Communications Technologies and Support Services	46 (1%)	138 (2%)
	53 (2%)	36 (1%)
	34 (1%)	269 (4%)
	15 (0%)	68 (1%)
	14 (0.4%)	2 (0%)
	2 (0.06%)	0 (0%)
All Other	50 (2%)	881 (13%)
TOTAL	3,266	6,665



City of Seattle SPOTLIGHT

In November 2021, the City of Seattle became the first government or tribe to take advantage of the opportunity for municipalities, counties or tribal entities to invest in WSOS, receive the state match and direct dollars to their community.

The Legislature's vision to allow tribes and local governments to tap into WSOS as a tool for increasing access to education and opportunity has come to fruition, starting with the City of Seattle. In 2019, the Legislature passed the Workforce Education Investment (HB 2158) with a provision that allows tribes, counties and municipalities to invest in WSOS and receive the state match to target support for their community. This unique opportunity multiplies the impact of the WSOS model to build a skilled workforce while creating opportunities to support students who face the highest barriers to education and the STEM and health care fields.

Municipalities, counties and tribes can create exclusive access to WSOS for their community at a time when the program has become highly competitive. For example, the City of Seattle's investment will guarantee additional scholarships in WSOS programs will be reserved for Seattle students. During the 2021-22 academic year, only 29 percent of eligible applicants for the BaS scholarship and 38 percent for the CTS scholarship were selected statewide.

THE SEATTLE PROMISE PROGRAM

The City of Seattle will invest \$400,000 in WSOS, between the BaS and CTS programs for Seattle students in pursuit of high-demand trade, STEM and health care credentials.

\$400,000 + the state match
=

\$800,000

Opportunity Scholarship dollars

Pictured from left to right (above): Dr. Dwane Chappelle, Director of the Seattle Department of Education and Early Learning; Dr. Rosie Rimando-Chareunsap, President, South Seattle College; Opportunity Scholar Albany Garcia; Seattle Mayor Jenny Durkan; WSOS Board Chair and President and Vice Chair of Microsoft Brad Smith; WSOS Executive Director Kimber Connors; Rep. Drew Hansen 23rd LD; and Speaker Emeritus Rep. Frank Chopp 43rd LD gathered to announce the new partnership at a press conference held at South Seattle College.

Scholar SPOTLIGHT

Albany Garcia

“This investment represents our city’s commitment to innovative approaches to improve educational outcomes for Seattle BIPOC, first-generation and students experiencing financial hardship.

We need more BIPOC students contributing their brilliance and talent to our local STEM and health care workforce.

The City of Seattle is proud to become the first municipal partner with WSOS and invest in stronger career pathways for Seattle Promise students.”

— Dr. Dwane Chappelle,
Director of the Seattle Department
of Education and Early Learning

Local entities can partner with WSOS to support any one of 1,000s of eligible trade, STEM and health care programs across certificate, apprenticeship and degree programs. In Seattle, city leaders are focused on diversifying the local STEM workforce since Seattle has the highest concentration of STEM jobs in the nation. Other communities may focus their resources on developing a pipeline of welders, nurses or HVAC technicians.

WSOS will use the model created by the City of Seattle to work with tribes, cities and counties of all sizes and geographic locations to offer the partnership as a tool for strategic workforce development and increasing access to education and training for those who are often furthest from opportunity.

Computer science, Baccalaureate Scholar

- North Seattle Community College
- Ingraham High School Grad



Albany is pursuing a dream of becoming a software engineer, a career she never thought possible. “Where I come from, science and math classes are for men. I love knowing how things work, and the world of computers was one of them. That’s how I found computer science.”

As an Ingraham High School graduate and a Seattle Promise recipient who was also selected to be a part of WSOS, Albany is exactly the kind of student who will benefit from this future partnership.

“This support is helping make dreams come true. Helping me achieve things I never thought possible.”

It’s the support for covering the extra costs of attending college, like transportation and living expenses, that has made all the difference for Albany.

Albany (above) shared her story at the press conference announcing the new partnership.



WSOS has disbursed more than **\$100,000 in scholarships** to Washington students as of 2021.

Most Scholars (91%) currently attend four-year colleges or universities.

100% of Cohort 5 Scholars, 95% of Cohort 6 Scholars, 95% of Cohort 7 Scholars, 92% of Cohort 8 Scholars, 90% of Cohort 9 Scholars and 84% of Cohort 10 Scholars are enrolled in four-year public or private institutions for the 2021-22 academic year. **See Table 5.** While a larger proportion of Cohort 10 Scholars are currently attending two-year community or technical colleges (16%), we anticipate that many will transfer to a four-year college or university within two years, as evidenced by the behavior of Scholars in earlier cohorts. **See Appendix F for current Scholar enrollment by institution details.**

The largest proportion of Cohort 10 Scholars attend the University of Washington Seattle.

The proportions of Cohort 10 Scholars per school with the most attendees are ranked as follows:

University of Washington Seattle / n=303, 44%
Washington State University Pullman / n=36, 5%
University of Washington Bothell / n=28, 4%

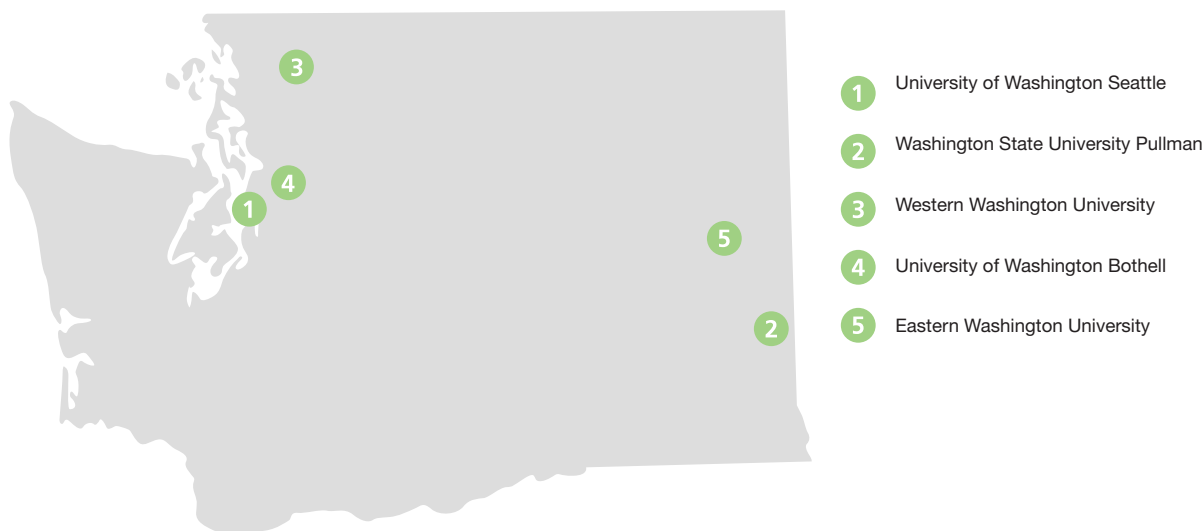
TABLE 5: 2021-22 ATTENDANCE BY INSTITUTION TYPE BY COHORT

INSTITUTION TYPE	Cohort 5 (2016)	Cohort 6 (2017)	Cohort 7 (2018)	Cohort 8 (2019)	Cohort 9 (2020)	Cohort 10 (2021)	ALL ENROLLED SCHOLARS 2021-22
Four-Year Independent College	50%	8%	14%	14%	16%	16%	15%
Four-Year Public College	50%	87%	81%	78%	74%	67%	76%
Two-Year College	-	5%	5%	8%	10%	16%	9%

The proportion of Scholars in Cohorts in 5-10 per school with the most attendees are ranked as follows:


- University of Washington Seattle / n=1,467, 45%
- Washington State University Pullman / n=285, 9%
- Western Washington University / n=145, 4%

GRAPHIC 9: INSTITUTIONS WITH THE HIGHEST SCHOLAR ENROLLMENT (2021-22)



The top three schools from which the greatest number of Scholars have graduated include:

- University of Washington Seattle / n=2,385; 38%
- Washington State University Pullman / n=657; 11%
- Western Washington University / n=362; 6%

A man wearing safety glasses and a plaid shirt is smiling and pointing at a control panel in a factory. The control panel has a screen and the number '12' on it. The background shows industrial machinery and pipes.

WS
OS | CAREER &
TECHNICAL

CAREER & TECHNICAL SCHOLARSHIP AT A GLANCE

1,926



applications were received in 2021–22, and **554 Scholars** were selected to join Cohort 2



280

CTS Scholars have graduated to date

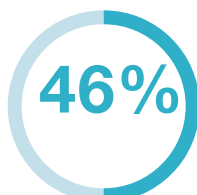
\$16,358

The median household income of Cohort 2 Scholars (regardless of household size)

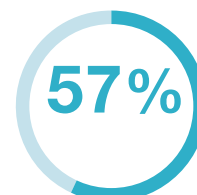
Cohort 2 Scholars identify as:



first-generation college students

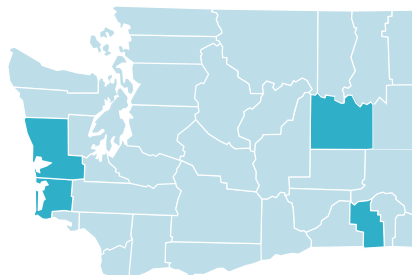


students of color



women

The top counties with the most Scholar representation per capita are Pacific, Columbia, Grays Harbor and Lincoln



~50%
of CTS recipients earned a credential within two years.

Nationally, fewer than 40% of community and technical college students earn a credential within six years.



Recipients earn **3x** what their family made when they entered college, making an **average salary of almost \$50K** within one year of graduating.

ELIGIBLE CAREER AND TECHNICAL SCHOLARSHIP EDUCATION PROGRAMS

SEC. 8.1 (a) Education programs the Washington State Opportunity Scholarship Board determined eligible for purposes of the Washington State Opportunity Scholarship.

CTS supports trade, STEM and health care programs at the state’s 34 community and technical colleges. Currently, there are 2,027 eligible programs among 16 occupational program field categories that have been approved by the WSOS Board of Directors. Eligible programs range from 6 to 177 credits in length and must lead to a high-demand career in any region of the state. WSOS staff work with the Washington State Employment Security Department, Washington STEM, Opportunity Grant Program and Career Connect Washington to determine high-demand jobs across the state.

The list of eligible programs for CTS continues to expand to include additional programs identified by stakeholders and partners from the state’s community and technical colleges, workforce development councils and other workforce development organizations across the state. The Board of Directors will continue to refine the list of eligible programs to best meet the state’s economic and workforce needs.

To date, 74% of selected Scholars planned to pursue a credential in the following fields: information technology (20%), medical technician/assistant (15%), medical support services (11%); nursing (10%), engineering/manufacturing (9%) and construction trades (9%).

TABLE 6: SELECTED SCHOLARS BY OCCUPATIONAL FIELD OF INTEREST²⁸

PROGRAM FIELD	# COHORT 1	% COHORT 1	# COHORT 2	% COHORT 2	# TOTAL	% TOTAL
Information Technology	138	25%	84	15%	222	20%
Medical Technician / Assistant	55	10%	108	19%	163	15%
Medical Support Services	34	6%	89	16%	123	11%
Nursing	82	15%	30	5%	112	10%
Engineering / Manufacturing	60	11%	43	8%	103	9%
Construction Trades	38	7%	62	11%	100	9%
Automotive	55	10%	28	5%	83	7%
Welding	50	9%	15	3%	65	6%
Accounting	0	0%	40	7%	40	4%
Dentist Assistant / Hygienist	14	3%	21	4%	35	3%
Architecture & Construction Engineering	10	2%	16	3%	26	2%
A/V Technology	8	1%	13	2%	21	2%
Transportation, Distribution & Logistics	5	1%	3	1%	8	1%
Agriculture	2	0.4%	6	1%	8	1%
Natural Resources	0	0%	1	0.2%	1	0.1%
Other ²⁹	1	0.2%	5	1%	6	1%
GRAND TOTAL	552	100%	564	100%	1,116	100%

CAREER AND TECHNICAL SCHOLARSHIP APPLICANT CHARACTERISTICS

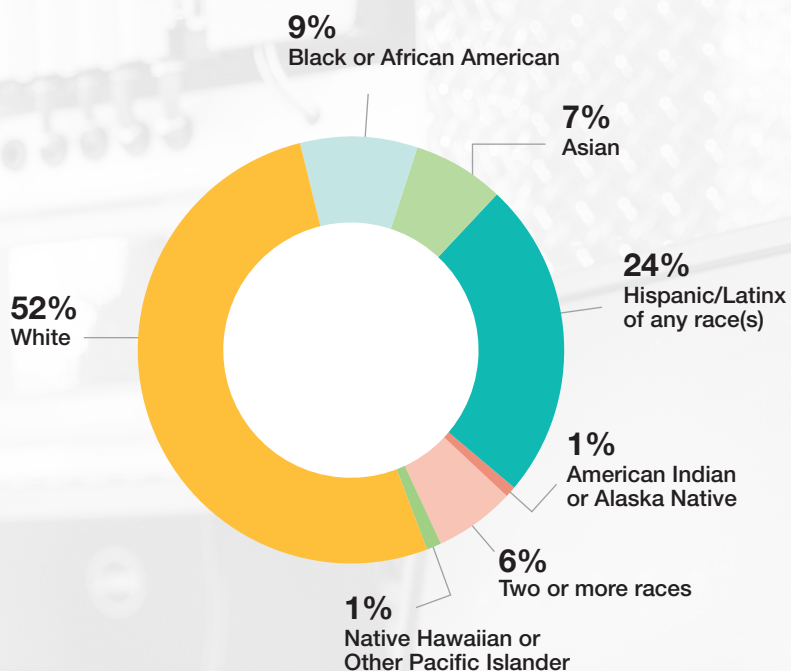
SEC. 8.1 (b) The number of applicants for the Career and Technical Scholarship disaggregated to the extent possible, by race, ethnicity, gender, county of origin, age and median family income.

1,926 individuals submitted applications for Cohort 2. Of those, 1,390 (72%) students met the eligibility³⁰ requirements for the

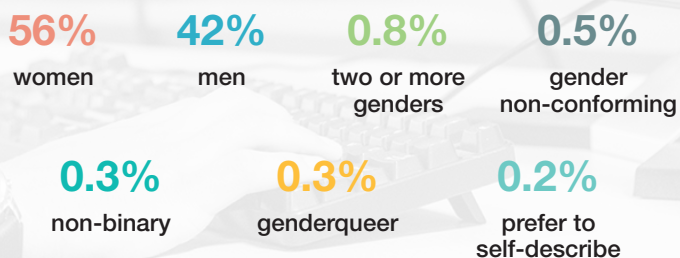
scholarship. Most eligible applicants were women³¹ (56%). The majority (66%) identified as first-generation college students.³² See **Graphic 10.**

Eligible applicants for Cohort 2 came from 36 out of 39 of Washington's counties.

GRAPHIC 10: RACE OR ETHNICITY OF ELIGIBLE APPLICANTS³³



GENDER OF ELIGIBLE APPLICANTS



Counties with the most eligible applicants per capita include:

Grays Harbor County / 6 for every 10,000 residents
 Whatcom County / 5 for every 10,000 residents
 Columbia County / 5 for every 10,000 residents
 Walla Walla County / 4 for every 10,000 residents
 Pacific County / 4 for every 10,000 residents

Most eligible applicants are 30 years old or older.³⁴

At the scholarship application deadline, eligible applicants indicated they were the following ages:

14% were 18 years old or younger **14%** were 19 to 22 years old **30%** were 23 to 29 years old **43%** were 30 years old or older

Most applicants are from lower-income deciles.

The median household income for all eligible applicants (regardless of household size) was \$26,469, while the mean family income for all eligible applicants was \$31,595.

The maximum household income was divided into 10 equal categories for each household size to create income deciles (with 1 as the lowest and 10 as the highest). An individual in the lowest income decile reported a family income in the bottom 10% of the eligible income range for family size. Conversely, an individual in the highest income decile reported a family income equal to 90% or more of the maximum eligible income for family size. In total, eligible applicants for Cohort 1 came from the following income deciles:

52% from the lowest three income deciles (below the 30th percentile) **38%** from the middle four income deciles (30th to 69th percentile) **10%³⁵** from the top three income deciles (70th percentile or above)

CAREER AND TECHNICAL SCHOLAR CHARACTERISTICS

SEC. 8.1 (c) The number of Scholars in the Washington State Opportunity Scholarship program, disaggregated to the extent possible, by race, ethnicity, gender, county of origin, age and median family income.

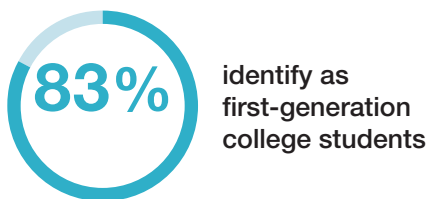
Of the 1,390 eligible applicants who applied to be a part of Cohort 2, 554 were selected. 465 (84%) of the 554 selected enrolled in the 2020-21 academic year. 256 of these Scholars have re-enrolled for the 2021-22

academic year. In total, 57% of Cohort 2 are women (n=253), 41% are men (n=182) 1% identified as two or more genders (n=4), 0.4% are genderqueer (n=2), 0.4% are non-binary (n=2), 0.2% are gender non-conforming (n=1) and 0.2% preferred to self-describe (n=1).³⁶

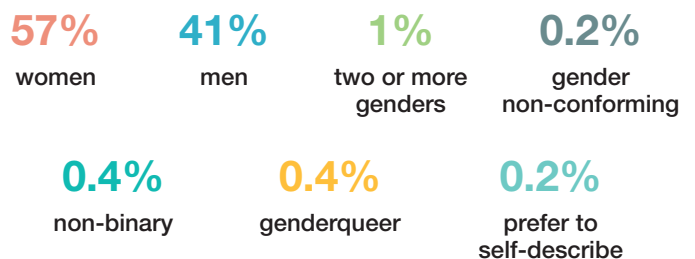
Of Cohort 2 participants, 46% identified as students of color. 83% of Scholars identified as first-generation college students.³⁷

See Graphic 11.

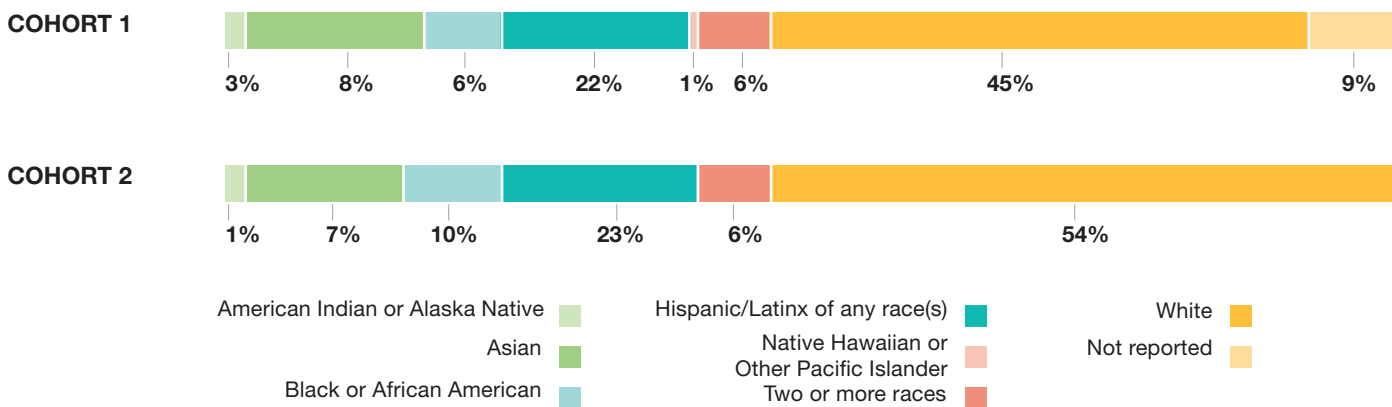
GRAPHIC 11: FIRST-GENERATION STATUS



GENDER OF COHORT 2

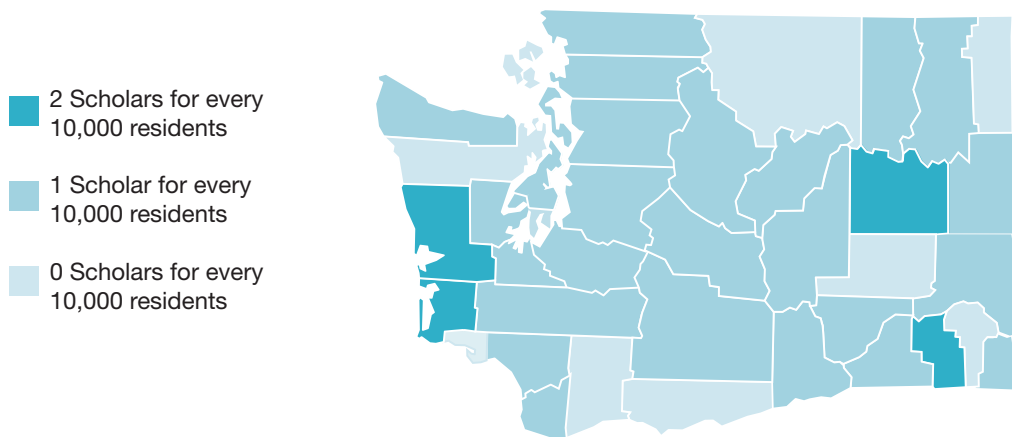


GRAPHIC 12: RACE OR ETHNICITY OF SCHOLARS³⁸



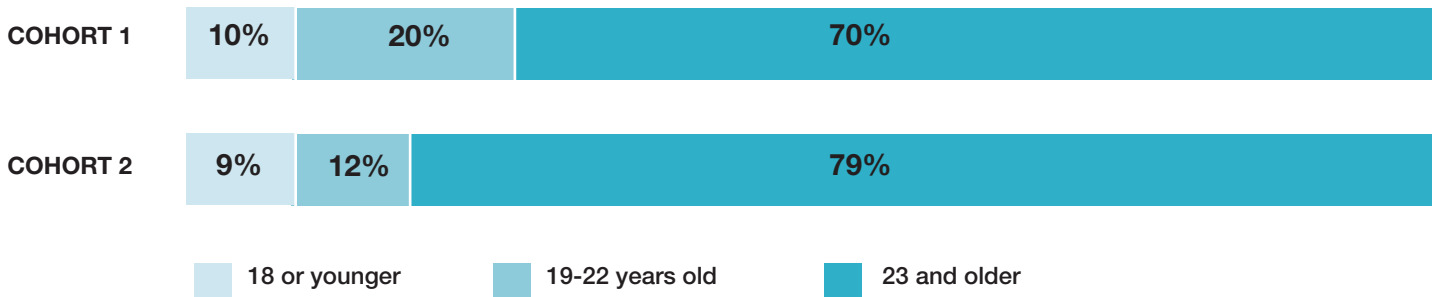
Scholars in Cohorts 1 and 2 hail from 34 out of 39 counties in the state. The counties with the highest number of participants per capita are Columbia, Pacific, Grays Harbor and Lincoln. **See Appendix L for more detail.**

GRAPHIC 13: HOME COUNTY³⁹ FOR COHORT 2 SCHOLARS PER CAPITA



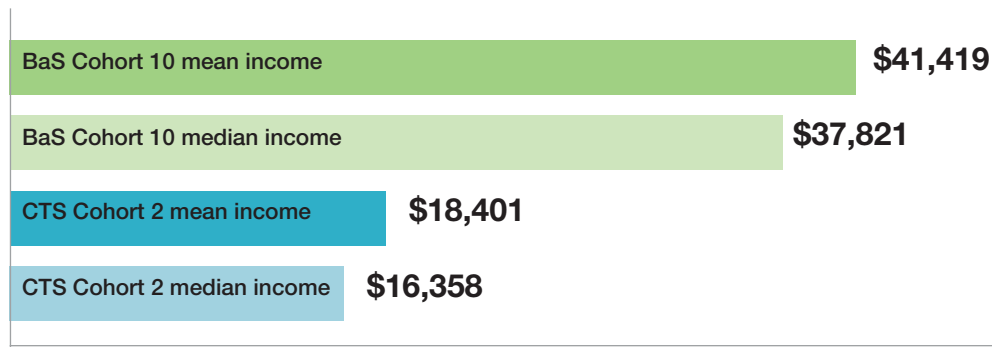
Most Cohort 2 Scholars (49%) are 30 years old or older. At time of application, Cohort 2 Scholars indicated they were the following ages:⁴⁰

GRAPHIC 14: AGE OF SCHOLARS BY PERCENT



The median and mean family income⁴¹ (regardless of household size) for Cohort 2 Scholars is significantly lower than Baccalaureate Scholars. The median family income (regardless of household income) for Cohort 2 is \$16,538. The mean family income for Cohort 2 is \$18,401.

GRAPHIC 15: MEAN AND MEDIAN INCOME FOR BACCALAUREATE COHORT 10 AND CAREER AND TECHNICAL COHORT 2



In total, Cohort 2 Scholars come from the following income deciles:

71% from the lowest three income deciles (below the 30th percentile) **26%** from the middle four income deciles (30th to 69th percentile) **3%** from the top three income deciles (70th percentile or above)

CAREER AND TECHNICAL SCHOLARSHIP DISBURSEMENT

SEC. 8.1 (d) The number and amount of scholarships actually awarded and whether the scholarships were paid from the student support pathways, scholarship or endowment account.

Career and Technical Opportunity Scholars are eligible to receive up to \$1,500 each quarter for the duration of their associate degree, certificate or apprenticeship program. Recipients of the Rural Jobs Initiative are eligible to receive up to \$3,500 in their first quarter, \$2,500 in their second quarter and \$2,000 per quarter thereafter for the remainder of their program. Starting with the 2020-21 academic year, applicants to the Career and Technical Scholarship could be selected for CTS, RJI or both. If they are selected for both, the first \$1,500 per quarter of their scholarship comes from funding designated for CTS and the remainder comes from funding designated for RJI. All scholarship funds for CTS and RJI are paid from the Student Support Pathways Account.

As of November 1, 2021, 553 Career and Technical Scholars were enrolled for the 2021-22 academic year.⁴² This includes 66 Cohort 1 Scholars, 248 Cohort 2 Scholars and 239 Fall Cohort 3 Scholars.

52 Scholars were enrolled in the Rural Jobs Initiative as of November 1, 2021. 35 of these Scholars were also enrolled in the Career and Technical Scholarship, while 17 Scholars were exclusively enrolled in the Rural Jobs Initiative.

Between the 2019-20 academic year and the 2020-21 academic year, \$4,160,804 in scholarship funding was disbursed from the student support pathways account. Of those funds, \$3,990,304 was for the Career and Technical Scholarship and \$170,500 was for the Rural Jobs Initiative.

In the 2021-22, academic year, another \$3.1 million in scholarship funding is anticipated to be disbursed from the student support pathways account, of which \$332,000 is anticipated to be disbursed to RJI recipients.

By the end of 2021-22 we anticipate having disbursed a grand total of \$7.2 million from the student support pathways account in scholarship funds since inception.

CAREER AND TECHNICAL SCHOLARSHIP ENROLLMENT

SEC. 8.1 (e) The institutions and eligible education programs in which Washington State Opportunity Scholarship Scholars enrolled, together with data regarding Scholars' completion and graduation.

As of November 1, 2021, 280 Cohort 1 and 2 Scholars have graduated with a credential. **See Appendix J for details of field categories of graduates by cohort.** 454 Cohort 2 Scholars enrolled in 2020-21. Of the 454 Cohort 2 Scholars who received funding in the 2020-21 academic year, 248 have re-enrolled for the 2021-22 academic year while 59 participants have graduated. 147 Cohort 2 participants have been withdrawn for eligibility reasons or did not re-enroll for the 2021-22 academic year.

Forty-three percent of Scholars are pursuing education and training in the health care industry, nearly a fifth (20%) in trades, 18% in information technology and 7% in engineering/manufacturing. **See Appendix J for details.**

Scholars are enrolled at 32 of Washington's 34 public community and technical colleges. The proportion of Scholars per school with the most attendees are as follows:

Bellingham Technical College: n=28, 9%
 Spokane Community College: n=21, 7%
 Everett Community College: n=20, 6%

GRAPHIC 16: INSTITUTIONS WITH THE HIGHEST SCHOLAR ENROLLMENT (2021-22)

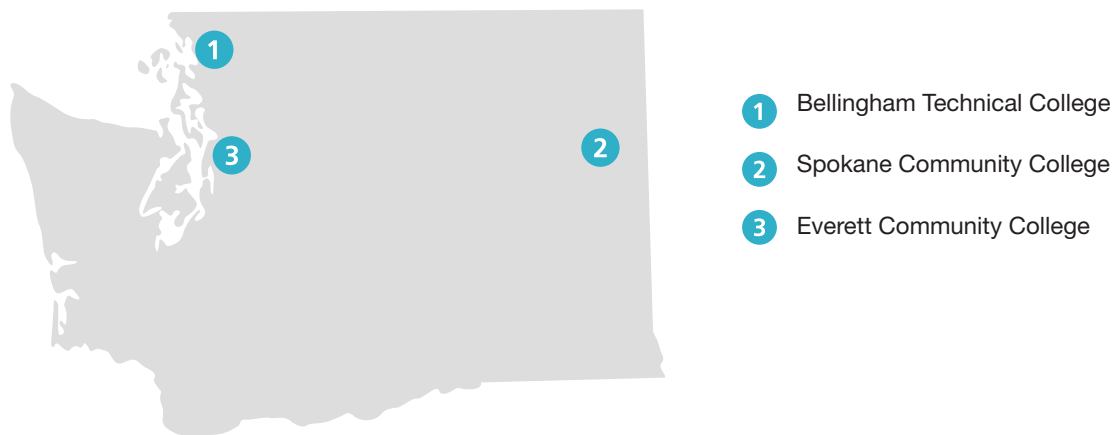


TABLE 7: PARTICIPANT ENROLLMENT, RETENTION AND GRADUATION BY COHORT

	Total Participants		Graduated		Re-Enrolled		Graduated or Re-Enrolled for 2021-22	
	#	%	#	%	#	%	#	%
Cohort 1 (2019-2020)	482		221	46%	66	14%	287	60%
Cohort 2 (2020-2021)	454		59	13%	248	55%	307	68%
TOTAL C1-C2 PARTICIPANTS	936		280		314		594	63%

GRAPHIC 17: DEGREES EARNED TO DATE BY ENROLLED SCHOLARS IN 2021-22⁴³

	ENROLLED SCHOLARS (2021-22)	DEGREES EARNED
Information Technology	57 (18%)	71 (20%)
Medical Technician/Assistant	53 (17%)	41 (11%)
Construction Trades	40 (13%)	10 (3%)
Medical Support Services	37 (12%)	24 (11%)
Nursing	37 (12%)	39 (11%)
Engineering/Manufacturing	22 (7%)	59 (16%)
Automotive	15 (5%)	53 (15%)
Accounting	12 (4%)	4 (1%)
Dentist Assistant/Hygienist	8 (3%)	10 (3%)
A/V Technology	7 (2%)	3 (1%)
Architecture and Construction Engineering	6 (2%)	8 (2%)
Welding	6 (2%)	25 (7%)
Agriculture	4 (1%)	0 (0%)
Transportation, Distribution and Logistics	2 (1%)	0 (0%)
Natural Resources	1 (0.3%)	0 (0%)
All Other ⁴⁴	7 (2%)	17 (5%)
TOTAL	314	364

CAREER AND TECHNICAL SCHOLARSHIP FALL COHORT 3 AT A GLANCE

CTS recipients are selected three times a year for fall, winter and spring enrollment. Due to the December 1 deadline of the legislative report, we can only report on a portion of our Cohort 3 recipients. The following information is an at-a-glance look at our newest cohort for fall enrollment only. Complete data on all Cohort 3 applicants and recipients will be available in the 2022 legislative report.

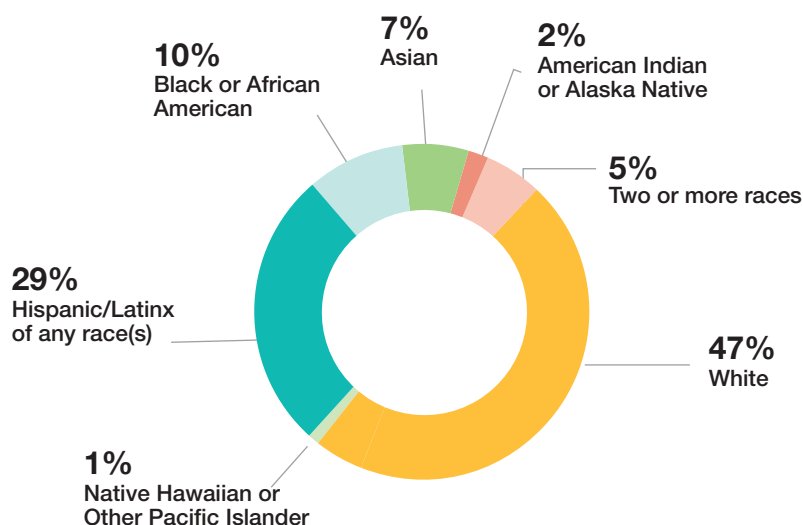
ELIGIBLE PROGRAMS

The following occupational fields comprise 72% of the programs that Cohort 3 Fall scholarship recipients planned to pursue in the 2021-22 academic year: nursing (24%), information technology (20%), medical technician/assistant (15%) and medical support services (12%).

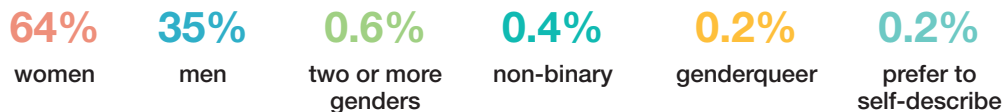
APPLICANT CHARACTERISTICS

682 individuals submitted applications for Cohort 3 fall. Of those, 561 (82%) students met the eligibility requirements for the scholarship. Most eligible applicants were women (64%). The majority (66%) identified as first-generation college students.⁴⁵ See **Graphic 18**.

GRAPHIC 18: RACE OR ETHNICITY OF ELIGIBLE APPLICANTS⁴⁶



GENDER OF ELIGIBLE APPLICANTS⁴⁷





Counties with the most eligible applicants per capita include:

- Pend Oreille / 5 for every 10,000 residents
- Ferry County / 4 for every 10,000 residents
- Lincoln County / 4 for every 10,000 residents
- Okanogan County / 3 for every 10,000 residents
- Stevens County / 2 for every 10,000 residents

At the scholarship application deadline, eligible applicants indicated they were the following ages:

18% were 18 years old or younger **12%** were 19 to 22 years old **26%** were 23 to 29 years old **44%** were 30 years old or older

A greater proportion of our applicants are from lower-income deciles.

The median household income for all eligible applicants (regardless of household size) was \$30,000, while the mean family income for all eligible applicants was \$37,060.

For each household size, the maximum household income was divided into 10 equal categories to create income deciles (with 1 as the lowest and 10 as the highest). An individual in the lowest income decile reported a family income in the bottom 10% of the eligible income range for family size. Conversely, an individual in the highest income decile reported a family income equal to 90% or more of the maximum eligible income for family size. In total, eligible applicants for Cohort 3 Fall came from the following income deciles:

49% from the lowest three income deciles (below the 30th percentile) **39%** from the middle four income deciles (30th to 69th percentile) **12%** from the top three income deciles (70th percentile or above)

SCHOLAR CHARACTERISTICS

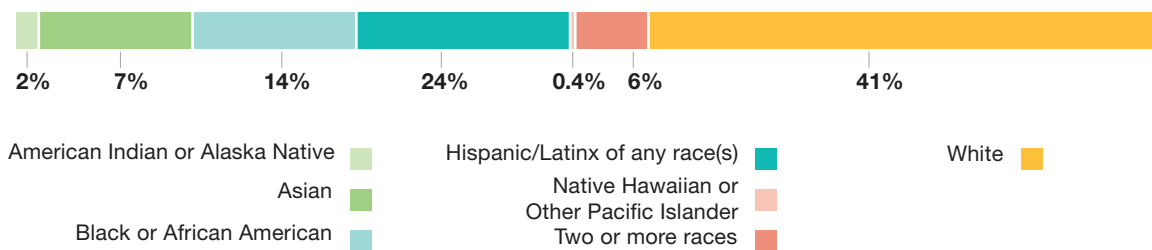
Of the 561 eligible applicants who applied for Cohort 3 Fall, 275 were selected. As of November 1, 2021, 40 selected Scholars had either not enrolled in college or withdrew. This leaves 239 (87%) selected Cohort 3 Fall Scholars enrolled for the 2021-22 academic year. In total 70% of Cohort 3 Fall Scholars are women (n=159), 28% are men (n=63), 1% are non-binary (n=2), 0.4% identified as two or more genders (n=1) and 0.4% preferred to self-describe (n=1).⁴⁸

84% identified as first-generation college students.⁴⁹ The median family income for Cohort 3 fall was \$22,907, while the mean family income was \$25,376. The top five counties with the most Cohort 3 Fall Scholars per capita are Pend Oreille, Lincoln, Cowlitz, Stevens, Pierce and Whatcom. A significant percentage of Scholars are 30 years of age or older (54%).

At the time they applied, current applicants indicated they were the following ages.

12% were 18 years old or younger **9%** were 19 to 22 years old **25%** were 23 to 29 years old **54%** were 30 years old or older

GRAPHIC 19: RACE OR ETHNICITY OF COHORT 3 SCHOLARS⁵⁰

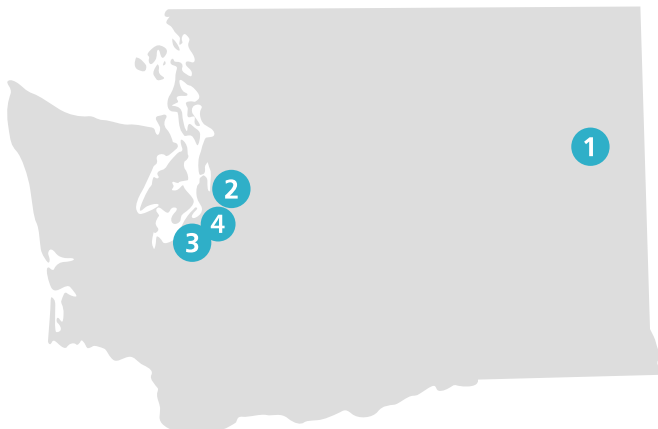


PROGRAM ENROLLMENT

239 Cohort 3 Fall Scholars are enrolled as of November 1, 2021. Forty-six percent of Scholars are pursuing education and training in the health care industry, 21% in information technology, 11% in trades and 8% in accounting.

Scholars are enrolled at 33 of Washington's 34 community and technical colleges. The proportions of Scholars per school with the most attendees are as follows:

GRAPHIC 20: INSTITUTIONS WITH THE HIGHEST SCHOLAR ENROLLMENT (2021-22 FALL)



- 1 Spokane Community College: n=30, 13%
- 2 Seattle Central College: n=24, 10%
- 3 College Park Technical College: n=23, 10%
- 4 Bates Technical College: n=19, 8%

Our dedication to Washington students **10 years** will have a lasting impact on

BACCALAUREATE (BaS)



13,186

Scholars (and counting!)

GRADUATES PER INDUSTRY



1,147
Health Care



1,199
Biology



719
Computer
Science



6,196

Graduates to date



719
Engineering

5 years after graduating, BaS recipients earn

An average
salary of
\$90K



2x what their
family made when
they entered college

ts in the last
n our state



CAREER & TECHNICAL (CTS)



1,239

Scholars (and counting!)

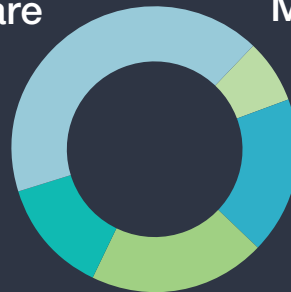
SCHOLARS PER INDUSTRY

42%

Health Care

7%

Engineering & Manufacturing



13%

Other

18%

IT

20%

Trades



280

Graduates to date

CTS changes lives

Compared to those who were nearly selected, CTS recipients are:

10% more likely to enroll in a community or technical college



2x as likely to have earned a credential



WS
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RURAL JOBS INITIATIVE AT A GLANCE



188

eligible applications were received for students enrolling in 2020-21

50

recipients were selected in 2020-21

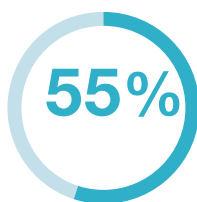
\$11,000

The median household income of eligible applicants (regardless of household size)

Rural Jobs Scholars identify as:



first-generation college students



women



22 or older

All rural WA regions are represented in the first cohort of Rural Jobs Initiative (RJI) recipients

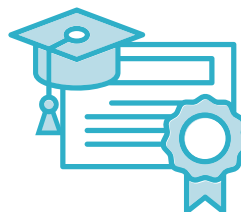


30+ miles is the average distance to campus, with some recipients traveling over 80 miles each way



Top 2 colleges

for Cohort 1 RJI graduates include Bellingham Technical College and Wenatchee College.





ELIGIBLE RURAL JOBS INITIATIVE EDUCATION PROGRAMS

SEC. 8.1 (a) Education programs the Washington State Opportunity Scholarship Board determined eligible for purposes of the Washington State Opportunity Scholarship.

RJI supports trade, STEM and health care programs that lead to high-demand jobs in rural Washington. Currently, there are 274 eligible programs across 14 community and technical colleges approved by the WSOS Board of Directors. Eligible programs include certificates, apprenticeships and associate degrees and

must lead to a high-demand career in the rural region served by that college. WSOS staff work with college staff, workforce development councils, the Washington State Employment Security Department and Washington STEM to determine high-demand jobs in each region.

The following occupational fields comprise 60% of the programs that Cohort 1 selects planned to pursue in the 2020-21 academic year: medical technician/assistant (38%), nursing (14%) and medical support services (8%).

TABLE 8: OCCUPATIONAL FIELD CATEGORIES OF COHORT 1 SCHOLARS⁵¹

FIELD OF STUDY	SCHOLARS	%
Medical Technician / Assistant	19	38%
Nursing	7	14%
Medical Support Services	4	8%
Automotive	3	6%
Information Technology	3	6%
Agriculture	3	6%
Accounting	3	6%
Welding	3	6%
Construction Trades	2	4%
Dentist Assistant / Hygienist	2	4%
Engineering / Manufacturing	1	2%
TOTAL	50	100%

RURAL JOBS APPLICANT CHARACTERISTICS

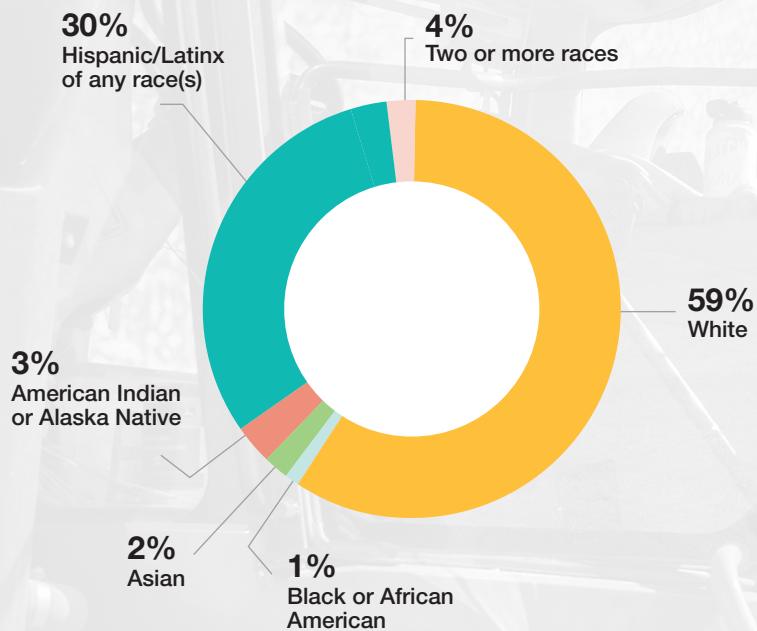
SEC. 8.1 (b) The number of applicants for the Rural Jobs Initiative disaggregated to the extent possible, by race, ethnicity, gender, county of origin, age and median family income.

1,926 individuals submitted applications for the Career and Technical Scholarship for the 2020-21 academic year. Of those, 188 students met the eligibility requirements

for the Rural Jobs Initiative. Most eligible applicants were women (53%). The majority (71%) identified as first-generation college students.⁵² See Graphic 20.

Eligible applicants for RJI Cohort 1 came from 21 of 31 eligible rural Washington counties.

GRAPHIC 21: RACE OR ETHNICITY OF ELIGIBLE RURAL JOB INITIATIVE APPLICANTS⁵³



GENDER OF ELIGIBLE APPLICANTS⁵⁴



Counties with the most eligible applicants per capita include:

Grays Harbor County / 3 for every 10,000 residents
 Columbia County / 2 for every 10,000 residents
 Pacific County / 2 for every 10,000 residents
 Lewis County / 2 for every 10,000 residents
 Cowlitz County / 2 for every 10,000 residents
 Whatcom County / 2 for every 10,000 residents

Most eligible applicants are 30 years old or younger.

At the scholarship application deadline, eligible applicants indicated they were the following ages:⁵⁵

12%

were 18 years old or younger

13%

were 19 to 22 years old

31%

were 23 to 29 years old

44%

were 30 years old or older

The median household income for all eligible applicants (regardless of household size) was \$16,529, while the mean family income for all eligible applicants was \$15,373.⁵⁶

72%

from the lowest three income deciles (below the 30th percentile)

28%

from the middle four income deciles (30th to 69th percentile)



RURAL JOBS INITIATIVE SCHOLAR CHARACTERISTICS

SEC. 8.1 (c) The number of Scholars in the Rural Jobs program disaggregated to the extent possible, by race, ethnicity, gender, county of origin, age and median family income.

Of the 188 individuals who applied to be a part of Cohort 1, 50 were selected. 42 (88%) of the 50 selected enrolled in the 2020-21 academic year. 22 of these Scholars have

re-enrolled for the 2021-22 academic year. In total, 55% of Cohort 1 are women (n=22), 43% are men (n=17) and 1% identify as two or more genders (n=3).⁵⁷

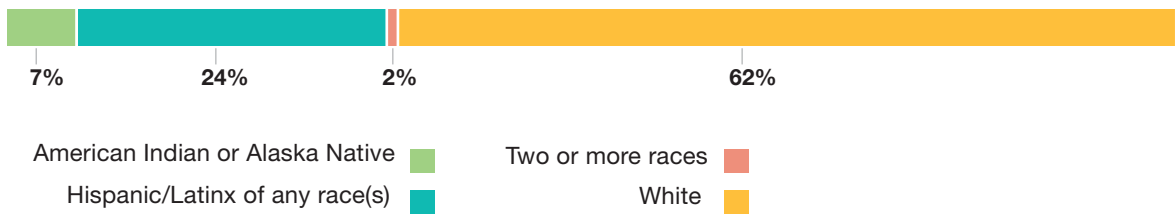
Of Cohort 1 participants, 35% identify as students of color.⁵⁸ 95% of Scholars identified as first-generation college students.⁵⁹ **See graphic 21.**

**GRAPHIC 22:
FIRST-GENERATION STATUS**



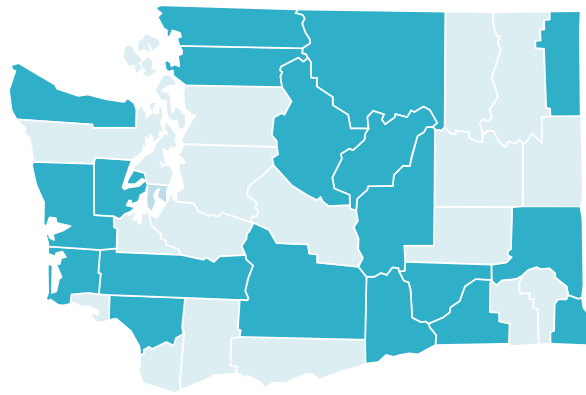
of RJI scholars identify as first-generation college students

GRAPHIC 23: RACE OR ETHNICITY OF SCHOLARS



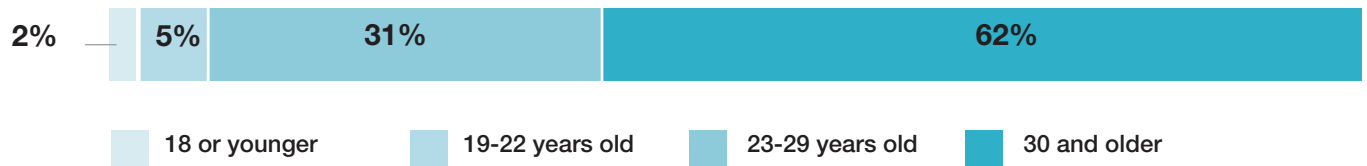
Scholars in Cohort 1 hail from 19 out of 31 rural counties in the state. The counties with the highest number of Cohort 1 participants per capita are Wahkiakum, Cowlitz, Lewis, Skagit and Whatcom.

GRAPHIC 24: HOME COUNTIES⁶⁰ OF COHORT 1 SCHOLARS



Most Cohort 1 Scholars (62%) are 30 years old or older. Cohort 2 Scholars indicated they were of the following ages⁶¹ at the time of application.

GRAPHIC 25: AGE OF COHORT 1 SCHOLARS BY PERCENT



The median and mean family income (regardless of household size) for Cohort 1 Scholars is significantly lower than Baccalaureate Scholars. The median family income (regardless of household income) for Cohort 1 is \$11,000. The mean family income for Cohort 1 is \$15,805.⁶²

RURAL JOBS INITIATIVE DISBURSEMENT

SEC. 8.1 (d) The number and amount of scholarships actually awarded and whether the scholarships were paid from the scholarship account or endowment account.

Rural Jobs Initiative Opportunity Scholars are eligible to receive up to \$3,500 in their first quarter, \$2,500 in their second quarter and \$2,000 per quarter for the remaining duration of their associate degree, certificate or apprenticeship program.⁶³

As of November 1, 2021, 52 recipients were currently enrolled in the Rural Jobs Initiative. 35 were also enrolled in the Career and

Technical Scholarship, while 17 were exclusively supported with RJI funds. When Scholars are enrolled in CTS and RJI, the first \$1,500 in disbursements each quarter comes from CTS funding, and the remainder comes from RJI. When Scholars are supported exclusively through RJI, their entire disbursement comes from RJI funding.

All RJI scholarships are paid from the student support pathways account. During the 2020-21 academic year, WSOS disbursed \$170,500 in RJI funding to Scholars. In the 2021-22 academic year, \$332,000 in RJI funding is anticipated to be disbursed to Scholars.

RURAL JOBS INITIATIVE ENROLLMENT

SEC. 8.1 (e) The institutions and eligible education programs in which Washington State Opportunity Scholarship Scholars enrolled, together with data regarding Scholars' completion and graduation.

As of November 1, 2021, 8 RJI Cohort 1 Scholars have graduated. 22 Scholars have re-enrolled in 2021-22. 73% of enrolled Scholars are pursuing education and training in the health care industry and 12% in agriculture.

RJI recipients represent 100% of Washington's rural regions. The proportions of enrolled Scholars per school with the most attendees are ranked as follows:

Grays Harbor College: n=5, 23%
 Bellingham Technical College: n = 4, 18%
 Lower Columbia College: n = 4, 18%

TABLE 9: PARTICIPANT ENROLLMENT, RETENTION AND GRADUATION BY COHORT

	Total Participants		Graduated		Re-Enrolled		Graduated or Re-Enrolled	
	#	%	#	%	#	%	#	%
Cohort 1 (2020-2021)	42		8	19%	22	52%	30	71%
TOTAL C1 PARTICIPANTS	42		8		22		30	71%

RURAL JOBS INITIATIVE ENROLLMENT CONTINUED

GRAPHIC 26: RJI COHORT 1 SCHOLAR ENROLLMENT 2021-22 BY INSTITUTION

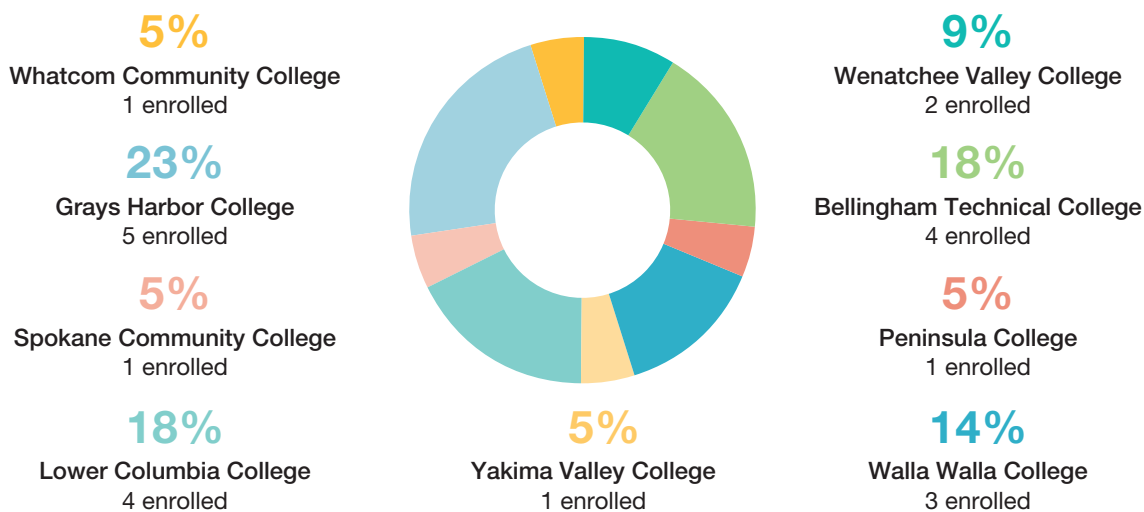


TABLE 10: RJI COHORT 1 GRADUATES BY INSTITUTION

INSTITUTION	GRADUATES
Bellingham Technical College	2
Columbia Basin College	1
Grays Harbor College	1
Walla Walla Community College	1
Wenatchee Valley College	2
Yakima Valley College	1
GRAND TOTAL	8

GRAPHIC 27: OCCUPATIONAL FIELD CATEGORIES OF ENROLLED SCHOLARS AND GRADUATES IN 2021-22⁶⁴

	ENROLLED SCHOLARS (2021-22)	DEGREES EARNED
Information Technology	1 (5%)	1 (8%)
Medical Technician/Assistant	10 (45%)	4 (3%)
Construction Trades	1 (5%)	0 (0%)
Medical Support Services	0 (0%)	1 (8%)
Nursing	6 (27%)	1 (8%)
Engineering/Manufacturing	0 (0%)	0 (0%)
Automotive	0 (0%)	2 (17%)
Accounting	1 (5%)	0 (0%)
Dentist Assistant/Hygienist	0 (0%)	0 (0%)
A/V Technology	0 (0%)	0 (0%)
Architecture and Construction Engineering	0 (0%)	0 (0%)
Welding	0 (0%)	3 (25%)
Agriculture	3 (14%)	0 (0%)
Transportation, Distribution and Logistics	0 (0%)	0 (0%)
Natural Resources	0 (0%)	0 (0%)
TOTAL	22	12

RJI FALL COHORT 2 AT A GLANCE

RJI recipients are selected three times a year for fall, winter and spring enrollment. Due to the December 1 deadline of the legislative report, we can only report on a portion of our Cohort 2 recipients. The following information is an at-a-glance look at our newest cohort for fall enrollment only. Complete data on all Cohort 2 applicants and recipients will be available in the 2022 legislative report.

ELIGIBLE PROGRAMS

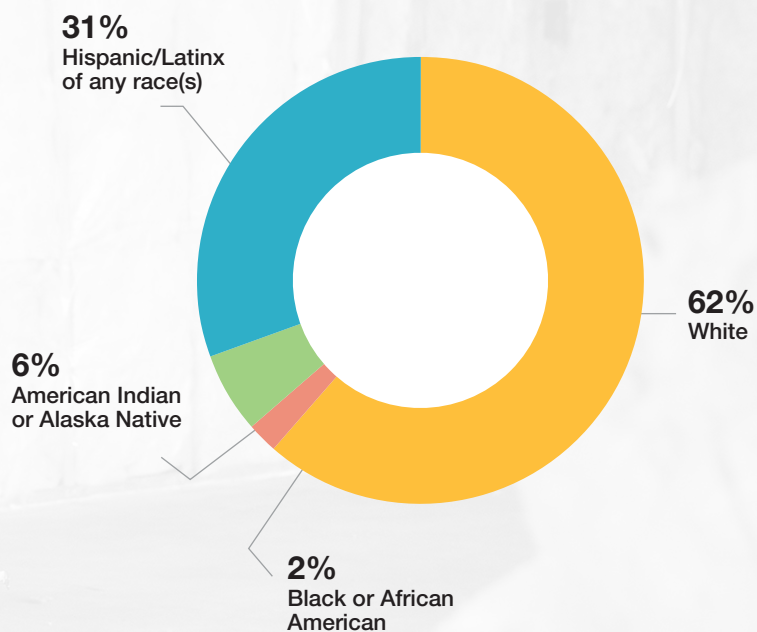
The following occupational fields comprise 78% of the programs that Cohort 2 Fall scholarship recipients planned to pursue in the 2021-22 academic year: medical support services (23%), welding (20%), medical technician/assistant (18%) and nursing (18%).⁶⁵

APPLICANT CHARACTERISTICS

682 individuals submitted applications for the CTS Cohort 2 fall. Of those, 54 students met the eligibility requirements for the RJI scholarship. Most eligible applicants were women (62%).⁶⁶ The overwhelming majority (75%) identified as first-generation college students.⁶⁷ See Graphic 28.



GRAPHIC 28: RACE OR ETHNICITY OF ELIGIBLE RJI COHORT 2 APPLICANTS⁶⁸



GENDER OF ELIGIBLE APPLICANTS



Counties with the most eligible applicants per capita include:

Lincoln County / 18 for every 10,000 residents
 Pend Oreille County / 14 for every 10,000 residents
 Ferry County / 13 for every 10,000 residents
 Stevens County / 11 for every 10,000 residents
 Okanogan County / 9 for every 10,000 residents

Most eligible applicants are 30 years old or older.

At the scholarship application deadline, eligible applicants indicated they were the following ages:

17%

were 18 years
old or younger

9%

were 19 to 22
years old

19%

were 23 to 29
years old

56%

were 30 years
old or older

SCHOLAR CHARACTERISTICS

Of the 533 applicants who applied for the Career and Technical Scholarship in fall 2021, 55 were eligible for the Rural Jobs Initiative. Of those, 40 were selected. As of November 1, 2021, 8 selected Scholars had either not enrolled in college, already been fully funded for the term or withdrawn. This leaves 31 (78%) selected RJI Cohort 2 Fall Scholars enrolled for the 2021-22 academic year. In total 71% of Cohort 2 Fall Scholars are women (n=22) and 29% are men (n=9).⁶⁹ 80% identified as first-generation college students.⁷⁰ A significant percentage of Scholars are 30 years of age or older (68%).

At the time they applied, current applicants, indicated they were the following ages:

13%

were 18 years
old or younger

3%

were 19 to 22
years old

16%

were 23 to 29
years old

68%

were 30 years
old or older

The median family income for Cohort 2 fall was \$23,342, while the mean family income was \$24,479.



WS
OS | **GRADUATE**

GRADUATE DEGREE PROGRAM AT A GLANCE

This year's Graduate Program cohort is a pilot program and thus started very small with a cohort size of just eight recipients. The program will grow as WSOS staff learn and adjust based on the first year of funding and supporting students.

5 of the 8 Scholars

selected are already working as registered nurses while in school and serving in medically underserved or health professional shortage areas.



WSOS received **3 applications** for every **1 eligible** scholarship spot.

8

recipients were selected for fall quarter 2021.

Top 2 colleges

where students attend are Seattle University and Gonzaga University.

There are **4 eligible nurse practitioner programs** across 6 universities as of 2021.



Eligible programs include either a Master of Science (MSN) or a Doctor of Nursing Practice (DNP).

Because the Graduate Degree program has only awarded 8 recipients, this Legislative Report will not include disaggregated data on demographic factors like home county, race or ethnicity that would report on groups smaller than five.



ELIGIBLE GRADUATE DEGREE EDUCATION PROGRAMS

SEC. 9.1 (a) Education programs the Washington State Opportunity Scholarship Board determined eligible for purposes of the Washington State Opportunity Scholarship.

The Graduate Degree program supports nurses pursuing a graduate degree in advanced practice nursing. Currently, there are four eligible programs across six universities approved by the WSOS Board of Directors. Eligible programs include either a Master of Science (MSN) or a Doctor of Nursing Practice (DNP).

The legislation that created the Graduate program intended to increase the number of health care professionals providing physical and behavioral health, particularly in communities designated as rural or medically underserved in Washington state. Clinical

practice is required for board certification and state licensure. Systemic barriers make practicum placement in target (rural and medically underserved) areas challenging.

Since practicum location plays an influential role in the ultimate placement of certified Nurse Practitioners, WSOS encourages practicum placement in target areas through financial compensation. WSOS staff work with higher education institutions to compensate clinics and preceptor host clinics for their role in supporting practicum placement in target areas. The Board of Directors will continue to refine the list of eligible programs to best meet our state's health care workforce needs.

Scholar SPOTLIGHT

Mosiah Wilson

Psychiatric Mental Health Nurse Practitioner (PMHNP)

Gonzaga University, Class of 2022

RN at Sea Mar Community Health Centers, Mt. Vernon, WA

“I believe in giving back to underserved communities, and it has become a part of my plan as a nurse. Mental health practitioners are in short supply, which means that even fewer people receive mental health treatment in an underserved population.”



It was a horrific car accident and a lengthy hospital stay that introduced Mosiah to the field of health care. He'd been abandoned as a child in his native country of Jamaica, and the care he received from his team of nurses piqued his interest in the field.

It wasn't until he came to the United States that he could see a future for himself in health care. Back in Jamaica, the field of nursing was considered a career for those who identify as women. **Today, he's making history as one of the eight Graduate Scholarship recipients in the first-ever cohort of WSOS nurse practitioners.**

Mosiah's journey to health care represents the challenges many students face in accessing a nursing education. After completing his prerequisites at Skagit Valley College, he was accepted into the nursing program at Yakima Valley College but was forced to drive there from Stanwood, where he lived with his wife and children. Now he's juggling his graduate degree program at Gonzaga while working as a nurse at Sea Mar Community Health Centers in Mt. Vernon. He will soon begin his practicum, where he'll squeeze in those hours on top of his job, coursework and family life.

The support from WSOS made it possible to cut back his full-time job two days a week to make room for the hours he needs to spend in practicum to complete his program in 2022.

“The additional dollars have been very helpful. It's allowed me to cut back my working hours

and still have money to support my family and pay for my school expenses,” said Mosiah.

The WSOS GRD program is designed to support students interested in serving in a Medically Underserved or a Health Professional Shortage Area. Mosiah is passionate about meeting the needs of underserved communities, drawing inspiration from his experience at Sea Mar working with the substance use disorder population. He also benefited from the quality health care provided after he'd recently immigrated to the US and sought medical care at the Safe Harbor Free Clinic. As soon as he finished nursing school, he called the clinic to ask if they took volunteers. He began volunteering twice per week in the evenings after work.

“As I step into my practitioner role, I will do my best to give back to this community. I am a firm believer in paying the help forward.”

Mosiah is passionate about spending the time needed to ensure his patients receive the quality care they deserve.

“Working with the substance use disorder population, I have found that most patients are not getting the support they need to live a fulfilled life. Mental illness is intricately linked with substance use disorder. I'm working to fulfill patients' psychiatric needs and address their substance use when necessary,” said Mosiah.



Health care SPOTLIGHT

The COVID-19 pandemic has exacerbated the crises that have plagued our health care workforce. WSOS is working to rebuild our talent pipeline.

The human toll of caring for those affected by the pandemic came on top of a chronic shortage of health care professionals. Nationwide, the U.S. could see an estimated shortage of between 37,800 and 124,000 physicians by 2034.⁷¹ Communities in all corners of Washington are feeling the strain.

COVID-19 left rural parts of Washington with overflowing intensive care units, forcing patients to be transferred to larger metro-area hospitals and, in some cases leaving communities without access to care for other urgent medical needs. According to a 2021 Nursing Education study,⁷² four Washington counties (Mason, South Thurston, Kitsap and Spokane) are among the top 15 US counties with the highest primary care worker shortages.

The COVID-19 pandemic has disproportionately impacted communities of color. Statewide, people who identify as Hispanic comprise 13% of the population, yet they have accounted for 26% of COVID cases and 19% of hospitalizations.⁷³ Statewide, Latinx, Native Hawaiians and Pacific Islanders have had the highest rates of cases, hospitalizations and deaths. Black and Indigenous community members also had higher rates than white Washingtonians.

WSOS is helping build a strong health care workforce from certificates to degrees, in every corner of Washington.

28% of our BaS recipients are pursuing a degree in health care.

51% of our currently enrolled CTS recipients are pursuing a credential in a health care field.

65% of our Rural Jobs students are pursuing a credential in a health care field.

100% of our GRD recipients will be prescribing health care providers.

Support Services

SPOTLIGHT



SKILLS THAT SHINE

ACCESS AND REPRESENTATION MATTER

A growing body of research indicates the importance of representation in health care and its benefit to communities of color. Evidence suggests that communities of color generally do not receive the same quality of care as those who identify as white.

We also know that access to health care in rural communities is inadequate, particularly regarding mental health care. About 37% of Washington residents live in an area with a shortage of mental health providers, and only about 12% of residents live in a place where they could expect their health needs to be met.

The need for change is dire in Washington. Fortunately, WSOS is well-positioned to respond and rebuild.

BUILDING A PIPELINE THAT MEETS THE NEEDS OF ALL WASHINGTON COMMUNITIES

The diversity of our Scholar population combined with a high concentration of Scholars pursuing health care credentials will build a pipeline of aspiring health care professionals who will better represent the diversity of our state and serve in the communities where providers are needed most.

We are building the workforce across the spectrum of credentials that drive our health care system. Our Rural Jobs and Career and Technical Scholarship programs support a wide array of certificate and associate degree programs that fill essential needs in hospitals and clinics around the state. Our Bachelor programs provide a springboard into advanced education for aspiring nurses, physicians, physical therapists, occupational therapists and nurse practitioners.

With the launch of our GRD program, we are now helping fill Washington's need for prescribing practitioners. Our emphasis on connecting students interested in serving rural and underserved communities will hopefully bring access to those in critical need of health care.

We work with many health care employer partners across our state to offer our Scholars exclusive access to mentors, research and career-like experiences, including Seattle Children's, Fred Hutchinson Cancer Research Center, the Washington State Hospital Association (WSHA), Kaiser Permanente, Providence St. Joseph, MultiCare Health System and Cambia Health Solutions.

Our support services play an essential role in helping our Scholars build their soft skills and launch their health care careers in Washington state by connecting them to professionals in the field who can help them develop and gain exposure in their desired profession.

Janine McGrude, who works at Kaiser Permanente and serves as a mentor in our Skills that Shine Industry Mentorship program, shared how WSOS may help companies innovate and enhance their approaches by introducing more diverse identities, perspectives and skillsets into the workplace.

"Many of the students in the Skills that Shine program have the intelligence, drive and passion for succeeding in their chosen career field, but unfortunately may lack the exposure to networks and connections that can help them to get their foot in the door," said Janine.

“By preparing these students with the skills, confidence and connections they need to be successful, it will open up more opportunities for young people from diverse backgrounds to enter the workforce and fill positions (particularly in STEM and health care) where there are typically shortages in qualified applicants.”



GRADUATE DEGREE PROGRAM APPLICANT AND SCHOLAR CHARACTERISTICS

SEC. 9.1 (b) The number of applicants for the Graduate Degree program disaggregated to the extent possible, by race, ethnicity, gender, county of origin, age and median family income.

SEC. 9.1 (c) The number of Scholars in the Graduate Degree program disaggregated to the extent possible, by race, ethnicity, gender, county of origin, age and median family income.

Of the 27 individuals who applied for the 2021-22 Graduate Degree Scholarship, 15 met the eligibility criteria for the Graduate Degree program. This application brought eligible applicants from 7 counties.

Because WSOS has only received 15 eligible applications, this legislative report will not include disaggregated data on demographic factors like home county, race, ethnicity or gender that would result in reporting on groups smaller than five. Fully disaggregated data will be available in the 2022 legislative report when WSOS has two full academic years of applicants and Scholars to report on.

GRADUATE DEGREE SCHOLARSHIP DISBURSEMENT

SEC. 9.1 (d) The number and amount of scholarships actually awarded and whether the scholarships were paid from the scholarship account or the endowment account.

Graduate Degree Scholars can receive up to \$25,000 over 3 years. As of November 1, 2021, 8 recipients are currently enrolled in the Graduate Degree program.

Clinical practicum sites in Medically Underserved Areas (MUA) or Health Professional Shortage Areas (HPSA) that host Graduate Scholars can receive \$3,600 in remuneration per 120 clinical hours. Clinical practicum sites can receive up to \$18,000 total per scholar over 3 years. We will report back in 2022 on the distribution of these funds.

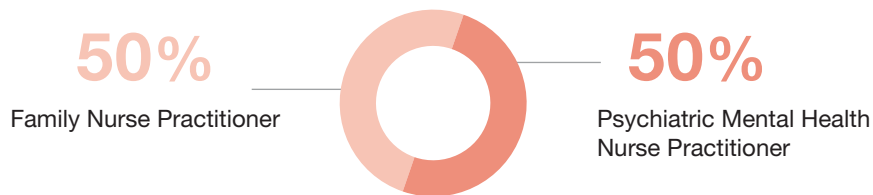
All scholarships are paid from the student support pathways account. As of November 1, 2021, \$42,213 has been disbursed to Scholars for fall quarter. We anticipate disbursing a total of \$123,140 in scholarship funds to all Cohort 1 Scholars by the end of 2021-22.

GRADUATE DEGREE PROGRAM ENROLLMENT

SEC. 9.1 (e) The institutions and eligible education programs in which Opportunity Scholars enrolled, together with data regarding Scholars' completion and graduation.

Eight Graduate Degree program recipients are enrolled as of November 1, 2021. Six of the Scholars are pursuing a Doctorate of Nursing Practice (DNP), and two are pursuing a Master of Science in Nursing (MSN). There are four Scholars in the Family Nurse Practitioner program track and four Scholars in the Psychiatric Mental Health Nurse Practitioner program track.

GRAPHIC 29: OCCUPATIONAL FIELD CATEGORIES OF ENROLLED COHORT 1 SCHOLARS, FALL 2021



The proportions of Scholars per school with the most attendees are ranked as follows:

Seattle University: n=3, 37%
Gonzaga University: n=2, 25%
(all the other schools have 1 Scholar)



CONTRIBUTIONS

SEC. 8.1 (f) The total amount of private contributions and state-match funds received for the Washington State Opportunity Scholarship program, how the funds were distributed between the student support pathways, scholarship and endowment accounts, the interest or other earnings on the accounts and the amount of any administrative fee paid to the program administrator.

As of October 31, 2021, private contributions and state-match dollars for the Baccalaureate Scholarship program accounted for \$82,074,257 and \$81,783,794, respectively.⁷⁴ Private contributions and state-match dollars for the Career and Technical program accounted for \$18,222,795 and \$18,007,329, respectively. The Rural Jobs Initiative has received \$1,006,345 in private contributions and \$1,000,000 in state match dollars. The Graduate Scholarship has received \$500,020

in private contributions and an equivalent amount in state-match contributions.

To date, funds in the amount of \$188,866,767 has distributed to the scholarship account for the Baccalaureate Scholarship, \$41,134,319 have been distributed to the student support pathways account for the Career and Technical Scholarship and the Rural Jobs Initiative.⁷⁵ \$997,637 have been distributed to the advanced degree pathways account for the Graduate Scholarship, and \$7,383,729 has been distributed to the endowment account. These totals include \$34,787,894 in interest earned.

In total, administrative fees of \$7,442,187 have been paid to program administrators of WSOS. The total administrative fee paid to the prior program administrator, the College Success Foundation, is \$5,082,672. The total administrative fee paid to the current program

CONTRIBUTIONS CONTINUED

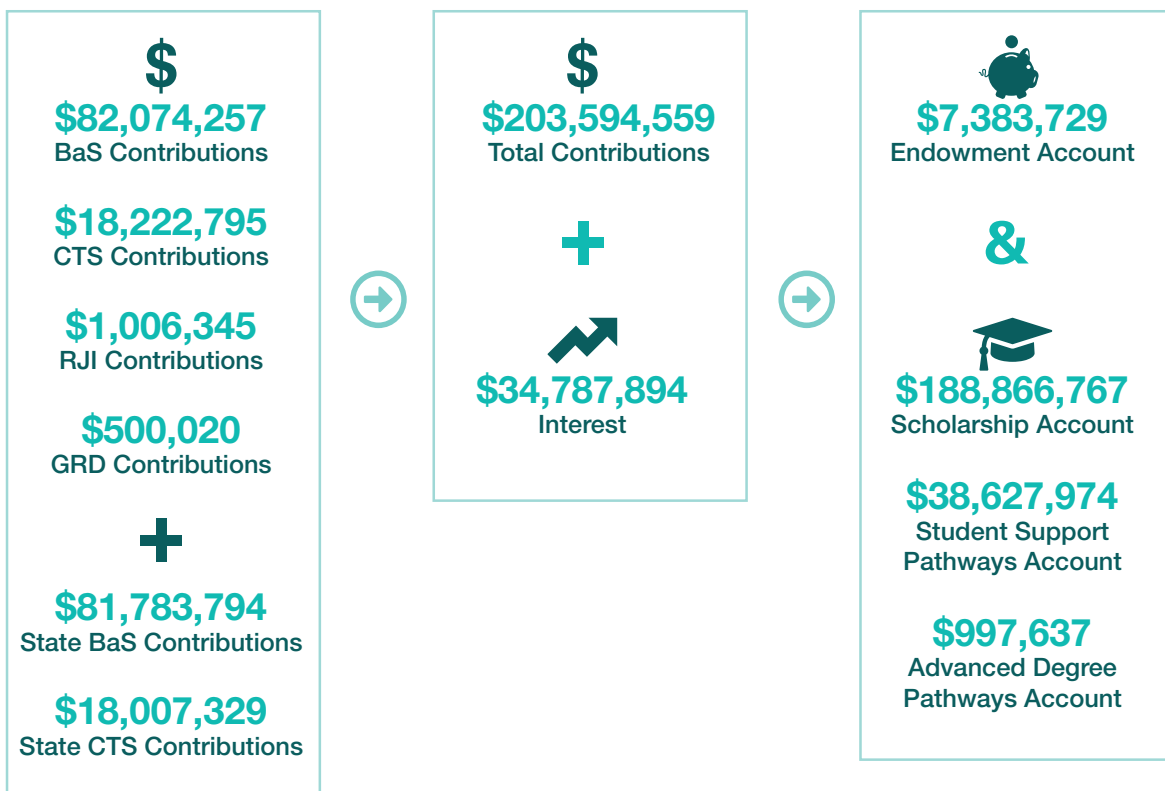
administrator, Washington STEM, through October 31, 2021, is \$2,359,515. See **Graphic 29**.

Between November 1, 2020, and October 31, 2021, WSOS disbursed \$16,858,002 in scholarship dollars. Over that same period, WSOS spent \$3,829,988 on non-scholarship expenses. Nearly 60% of those non-scholarship expenses (\$2,275,156) went towards program costs, including the Scholar Lead near-peer mentorship program, the Skills that Shine industry mentorship program, the CTS industry mentorship program and other direct Scholar services.

The WSOS Governor-appointed Board of Directors approves the WSOS budget annually. The budget includes an approval of revenue targets (inclusive of fundraising

goals), as required by statute. For 2021, the Board-approved budget included a revenue target of \$27,693,380. As of October 31, 2021, WSOS had accrued revenue of \$18,352,047 or 66% of the annual goal. The difference between actual and budget is explained primarily due to two pledges from cornerstone donors that will be recorded after October 31, 2021. These pledges will be recorded as revenue once WSOS receives the pledges in writing, pushing the accrued revenue above target for the year. Both of these pledges have been verbally announced at the 2021 Opportunity Talks event. Furthermore, it should be noted that investment returns, including unrealized gains, are included in actual revenues whereas unrealized gains/losses were not included in the approved budget due to unknown market expectations.

GRAPHIC 30: WSOS CONTRIBUTIONS, DISTRIBUTED FUNDS AND INTEREST EARNINGS



TOTAL CONTRIBUTIONS

BaS: **\$163,858,051** CTS: **\$36,230,124** RJI: **\$2,006,345** GRD: **\$1,000,040**

EXPANSION PROGRAM

SEC. 8.1 (g) Identification of the programs the Washington State Opportunity Scholarship Board selected to receive Opportunity Expansion awards and the amount of such awards.

In addition to managing the scholarship portion of WSOS, per HB 2801, the WSOS Board of Directors also has the authority to distribute donations to the Opportunity Expansion Fund (OEF).

Under this 2011 legislation, Washington companies could donate high-tech, research & development (R&D) tax credits to the Fund between June 2011 and January 2015 and the total contributions would be used toward increasing the capacity of Washington colleges and universities to produce high-demand degrees. This tax credit no longer exists.

As of October 31, 2015, \$6,000,326.64 had been certified and transferred to the Opportunity Expansion Account for the purpose of supporting opportunity expansion awards. Microsoft was the only company to contribute funds.

In late 2015, a working group of 14 community, business and government leaders was convened to develop a Request for Information (RFI) process, review final applications and identify three final proposals to grant out the opportunity expansion awards. In the initial round of applications, 20 colleges and universities responded with requests totaling nearly \$50 million.

In June of 2016, the WSOS Board of Directors approved funding for the proposals below. Grants were awarded in full to winning institutions by August 2016.

\$2.2M to University of Washington's STARS Program

The University of Washington's STARS program provides intensive wraparound services to first-year, Pell-eligible engineering students from Washington high schools. The Opportunity Expansion Fund grant enabled the STARS program to accept a larger cohort of students for the 2017-18 and 2018-19 academic years, which ultimately resulted in 20-35 engineering and computer science

degrees awarded to Washington residents from low-income backgrounds. In addition to serving an extended cohort of intensive STARS participants, the WSOS Opportunity Expansion Funding enabled the Engineering Academic Center (EAC) to enroll 215 students in supplemental engineering workshops.

\$2.2M to Central Washington University for their Teach STEM Program

The Teach STEM Program at Central Washington University (CWU) is a new teacher recruiting and retention program modeled after the University of Texas Austin's UTeach program. Teach STEM aims to develop and offer a new computer science teaching endorsement and math competency. Through the Opportunity Expansion Fund grant, the Teach STEM program has increased the number of students who have enrolled in STEM teaching courses. In 2017-2018, 116 students took Teach STEM courses. This is an approximately 25% increase in enrollment in science and math teaching programs versus the average of the three previous years.

This trajectory meets CWU's goal to double the number of STEM teaching graduates by spring 2022. The Opportunity Expansion Fund grant also enabled CWU to develop a new computer science teaching endorsement which was launched for the 2018-19 academic year.

\$1.6M to Western Washington University's computer science degree program and to develop a new computer science K-12 endorsement at WWU's Center for Science Math and Technology (SMATE).

As of 2020, Western Washington University (WWU) will graduate 175 students with a Bachelor of Science degree in computer science and deliver professional development for 10 K-12 teachers (pre-service or in-service) each year. Through the support of the Opportunity Expansion Fund grant in 2017-18, WWU was able to offer 15 more sections of computer science courses as compared to the previous year, which contributed to 150 computer science graduates and 10 cybersecurity graduates in 2018.



OPPORTUNITY SCHOLARSHIP OUTCOMES

RIGOROUS EXAMINATION CONFIRMS WSOS IS PRODUCING STRONG OUTCOMES:
This section intends to provide an overview of the impact of the Opportunity Scholarship.

Baccalaureate Scholarship

BACKGROUND

In 2011, the Legislature passed the Opportunity Scholarship Act (ESHB 2088). The Act created the Opportunity Scholarship and Opportunity Expansion programs and directed JLARC to evaluate the programs.

The Joint Legislative Audit and Review Committee (JLARC) works to make state government operations more efficient and effective. The Committee is comprised of an equal number of House members and Senators, Democrats and Republicans. JLARC's non-partisan staff auditors, under the direction of the Legislative Auditor, conduct performance audits, program evaluations, sunset reviews and other analyses assigned by the Legislature and the Committee.

In December 2019, the JLARC committee released a final report summarizing the financial burden of attending college, college persistence and success in the labor market. Due to the timing of this audit and subsequent report, the findings focused only on Baccalaureate Opportunity Scholars.

AUDIT RESULTS

The auditors' results are strong, finding that WSOS is compliant with state statute, helps Scholars mitigate the financial burden of college, supports students in reaching graduation and enhances career placement.

Baccalaureate Scholars pay lower out-of-pocket costs and borrow less. Between the academic years 2012-13 and 2016-17, Opportunity Scholars' unmet need was half the unmet need of their peers. Over that same period, just 45% of Opportunity Scholars took out student loans compared with 63% of their peers.

BaS recipients are twice as likely to graduate in four years. Specifically, 49% of recipients who started as freshmen in Cohorts 1 and 2 graduated within four years compared to 19% of their peers.⁷⁶ Many more go on to graduate in five or six years. Among the first

four BaS cohorts, 96% returned to school between their first and second academic years compared with 89% of their peers.

Initial results suggest that BaS recipients are more likely to be employed and earn a higher wage than their peers. 83% of the earliest BaS graduates were employed within one year of graduation compared to 77% of their peers. Of those employed full-time, BaS recipients typically earned approximately \$8,000 more per year than their peers (\$66,100 vs. \$58,200).

JLARC recommended WSOS should develop and implement a plan to coordinate with state agencies to provide additional outcomes information in its annual legislative reports. In 2020, WSOS established a relationship with the Office of Financial Management's (OFM) Education Research and Data Center (ERDC) for the purpose of collecting and sharing annual outcomes data.

In the initial years of this relationship, ERDC reported that 79% of BaS participants graduate within 6 years—significantly higher than both the national average of 61% for students attending public institutions and 67% for students attending private non-profit institutions. 75% of these graduates earned a degree in a high-demand field.

BaS graduates working full-time earned an average of \$63,200 in their first year after college. In their fifth year after college, they earned an average of \$86,900—more than double the typical income of their families when they applied for the scholarship.

The impacts of the Baccalaureate Scholarship are strongest for recipients who are lower-income, women, from rural communities and/or from the first generation in their family to earn a college credential.

For future legislative reports, ERDC has committed to providing peer outcomes to compare outcomes of WSOS participants to those of similarly situated students.



Scholars are **twice as likely to graduate in four years** as their peers.

Career and Technical Scholarship

The relationship with ERDC has allowed WSOS to collect preliminary efficacy data on the Career and Technical Scholarship. While many recipients of the first cohort remain enrolled in the program, early results indicate the Career and Technical Scholarship has a tremendous impact on recipients.

In its 2021 analysis, ERDC compared the outcomes of Cohort 1 Career and Technical Scholars who were barely selected against Cohort 1 Career and Technical Scholarship applicants who were nearly selected. It found that those barely selected were 10% more likely to have enrolled in a public community or technical college to date (75% vs. 68%). Strikingly, CTS recipients who were barely selected were twice as likely to have earned a credential to date as those who were nearly selected (55% vs. 24%). That approximately

half of Cohort 1 recipients have earned a credential within two years of their selection is particularly extraordinary when compared to national graduation rates, where fewer than 40% of community and technical college students earn a credential within 6 years.

In terms of labor market outcomes, Cohort 1 graduates working full-time earned an average of \$49,600 in their first year after college, three times their median household income when they had applied for the scholarship in the 2019-20 academic year. Based on this preliminary data, the impacts of the Career and Technical Scholarship are strongest for recipients who are lower income, men and/or from the first generation in their family to earn a college credential.

FOOTNOTES

BaS Sec. 8.1(a) Eligible Programs

1. Not all Scholars selected to receive the scholarship end up enrolling in college to become WSOS participants. Therefore, it is important to note that selected Scholars differ from actual cohort participants. The table above references the major of interest indicated on the application. Many college students change their major over time, and Scholars may not graduate in the same field they declared their initial interest. The totals in this table may not equal 100% due to rounding.
2. Engineering and engineering technologies & engineering-related fields, while separate Classification of Instructional Programs (CIP) families have been combined into one category in the table.
3. For Cohorts 1-4, multi/interdisciplinary studies include biological and physical sciences, computational science, human biology, human-computer interaction, marine sciences, mathematics, computer science and natural sciences only. For Cohort 5 and beyond, this category includes accounting and computer sciences, biological and physical sciences, human computer interaction, mathematics and computer science and natural sciences.
4. The major category for education includes agricultural, biology, chemistry, earth science, health, mathematics, physics, science and technology teacher education.
5. Prior to determining the original set of 367 eligible majors within the 12 categories for Cohort 2, 39 Cohort 1 Scholars originally applied under “other” majors that no longer qualify. For Cohort 6, the n=21 Scholars in “other” majors study architecture or foodservice management information systems. For Cohort 7, the n=22 Scholars in “other” majors are studying architecture. For Cohort 8, the n=22 Scholars in “other” majors are studying architecture, architectural and building sciences/ technology and developmental and child psychology. For Cohort 9, the n=20 Scholars in “other” majors are studying architecture and architectural and building sciences/ technology. For Cohort 10, the n=20 Scholars in “other” majors are studying architecture, architectural and building sciences/ technology, research and experimental psychology and developmental and child psychology.
6. The eligible major that falls under this category is Digital Communication and Media/Multimedia.
7. The eligible major that falls within this category is animation, interactive technology, video graphics and special effects.

BaS Sec. 8.1(b) Applicants

8. Eligible applicants must be Washington state residents who have earned their high school credential from a Washington state high school or alternative program and intend to pursue an eligible, high-demand, four-year major in the STEM or health care fields from a Washington state college or university. Additionally, eligible applicants must have filed the Free Application for Student Financial Aid (FAFSA) or Washington Application for State Financial Aid (WASFA) and (if eligible) applied for Federal Education tax credits. Eligible applicants must have a family income equal to or less than 125% of the Washington state median income, controlling for family size (e.g., \$127,000 for a family of four for the 2021-22 application). Eligible applicants must have a GPA at or above 2.75, have been enrolled in college beyond high school for six or fewer quarters or four or fewer semesters (first bachelor’s degree only) at time of application.
9. n=119 or 5% chose not to report their gender and are therefore

- unknown. They are excluded from the calculations above.
10. n=149 or 6% of eligible applicants chose not to report their race or ethnicity and are excluded from the calculations.
11. n = 37 or 2% did not report their first-generation status and are therefore unknown. They are excluded from the calculations.
12. The totals in this graph may not equal 100% due to rounding.
13. For analysis purposes, age calculations were as of the application deadline. N=3 or 0.1% of eligible applicants entered an invalid date of birth on their applications and are excluded from the calculations.
14. All applicants determined to be eligible (n = 2,306) were confirmed to meet family income requirements through the Washington Student Achievement Council (WSAC). While WSAC has access to each student’s filed FAFSA/WASFA to confirm family income, WSOS does not. Family incomes used for analyses in this report are from self-reported family income on the scholarship application. n=49 (2%) confirmed as eligible via WSAC reported ineligible family incomes (in excess of the maximum for their reported family size) on their application form; therefore, their reported family income was deemed invalid and excluded from all family income analyses.

BaS Sec. 8.1(c) Scholar Characteristics

15. n=38 (5%) of Cohort 10 participants chose not to report their gender and are therefore unknown. They are excluded from the calculations.
16. n=11 (2%) did not report their first-generation status and are therefore unknown. They are excluded from the calculations.
17. n = 41 or 6% of Cohort 10 chose not to report their race or ethnicity and are excluded from the calculations above.
18. Home county is determined by the zip code of the graduated high school listed on Scholars’ original applications.
19. This is based on the number of Scholars at the time of publication of each cohort’s initial legislative report.
20. For analysis purposes, age calculations were as of the application deadline.
21. All applicants determined to be eligible (n = 2,306) were confirmed to meet family income requirements through WSAC. While WSAC has access to each student’s filed FAFSA/WASFA to confirm family income, WSOS does not. Family incomes used for analyses in this report are from self-reported family income on the scholarship application.
22. The totals may not equal 100% due to rounding

BaS Sec. 8.1(d) Disbursement

23. This number includes currently enrolled Scholars as well as those with an approved Leave of Absence for the 2021-22 academic year who have previously received scholarship funding.
24. The maximum annual award amounts are calculated using Scholars’ projected award level. Scholars may receive more or less than the maximum award amount because their financial need has already been met elsewhere or other nuances of awarding.
25. This table has been updated to show the net disbursements for each academic year as of November 1, 2021. Anticipated disbursement data for 2021-22 is as of November 1, 2021.

BaS Sec. 8.1(e) Program Enrollment

26. Previous graduation data has been updated to reflect revised scholarship disbursement and/or graduation information.

FOOTNOTES

Note that this has slightly reduced the number of participants in some cohorts from previously printed legislative reports due to timing differences. Only Scholars who received funding and earned their first bachelor's degree in the academic year of their first scholarship disbursement or later are included in the analyses above. Total participant numbers listed above include all Scholars who received a net disbursement greater than zero as of this report's publication.

27. Since many college students change their major over time, degrees pursued in 2021-22 represents the most recent major reported by Scholars who have received a net disbursement greater than zero at the time of this publication. This does not necessarily reflect the major in which Scholars will eventually graduate. Total proportions may exceed or fall below 100% due to rounding. Please note that many Cohort 1 Scholars originally entered the program under college majors in 2012-13 that became ineligible in 2013-14. Additionally, college students change their major over time; while Scholars only receive funding while studying in eligible fields, some Scholars receive funding while in an eligible field but later transfer and graduate in a non-STEM or health care field. Finally, some Scholars (n=465) earn more than one bachelor's degree. In these cases, often, the Scholar earns one degree in a STEM or health care field and a second degree in a non-STEM or health care degree. (Of the 6,665 degrees earned to date, 5,443 or 82% of earned degrees were in a STEM or health care field). n=1,222 (18% of degrees earned) are in non-STEM or health care fields.

CTS Sec. 8.1(a) Eligible Programs

28. Not all Scholars who are selected to receive the scholarship end up enrolling in their intended program to become WSOS participants. Therefore, it is important to note that selected Scholars differ from actual cohort participants. The table above references the program field of interest indicated on the application. Scholarship recipients may change their program to another eligible program; therefore, Scholars may not graduate in the same field they declared their initial interest. The totals in this table may not equal 100% due to rounding.
29. The program under "other" is fire science and fire science technology.

CTS Sec. 8.1(b) Applicants

30. Eligible applicants must be Washington state residents who have earned their high school credential from a Washington state high school or alternative program and intend to enroll at a Washington state community or technical college in an eligible program leading to a high-demand trade, STEM or health care field. Additionally, eligible applicants must have filed the Free Application for Student Financial Aid (FAFSA) or Washington Application for State Financial Aid (WASFA) and (if eligible) applied for Federal Education tax credits. Eligible applicants must have a family income equal to or less than 125% of the Washington state median income, controlling for family size (e.g., \$114,500 for a family of four for the 2019-20 applications). Eligible applicants must have not yet earned a bachelor's degree.
31. n=114 or 8% chose not to report their gender and are therefore unknown. They are excluded from the calculation.

32. n=120 or 8% did not report their first-generation status and are therefore unknown. They are excluded from the calculations.
33. n=81 or 5% chose not to report their race or ethnicity and are therefore unknown. The totals in this graph may not equal 100% due to rounding.
34. n=4 or 0.3% of eligible applicants entered an invalid date of birth on their applications and are excluded from the calculations. The totals may not equal 100% due to rounding.
35. All applicants determined to be eligible (n=1,390) were confirmed to meet family income requirements through the Washington Student Achievement Council (WSAC). While WSAC has access to each student's filed FAFSA/WASFA to confirm family income, WSOS does not. Family incomes used for analyses in this report are from self-reported family income on the scholarship application. n=35 (3%) confirmed as eligible via WSAC reported ineligible family incomes (in excess of the maximum for their reported family size) on their application form; therefore, their reported family income was deemed invalid and excluded from all family income analyses.

CTS Sec. 8.1(c) Scholar Characteristics

36. n=19 (4%) of Cohort 2 participants did not indicate their gender. They are excluded from the calculations.
37. n=38 (8%) of Cohort 2 participants did not indicate their first-generation status and are excluded from the calculations.
38. n = 25 or 6% of Cohort 2 chose not to report their race or ethnicity and are excluded from the calculations.
39. Home county is determined by the zip code for mailing address provided on applicants' original application.
40. For analysis purposes, age calculations were as of the application deadline.
41. All applicants determined to be eligible (n = 1,390) were confirmed to meet family income requirements through WSAC. While WSAC has access to each student's filed FAFSA/WASFA to confirm family income, WSOS does not. Family incomes used for analyses in this report are from self-reported family income on the scholarship application. n=1 (<1%) confirmed as eligible via WSAC reported ineligible family incomes (in excess of the maximum for their reported family size) on their application form; therefore, their reported family income was deemed invalid and excluded from all family income analyses. n=2 reported family income below zero and are adjusted to zero for family income analyses.

CTS Sec. 8.1(d) Disbursement

42. This number includes currently enrolled Career and Technical Scholars as well as those with an approved Leave of Absence for the 2021-22 academic year who have previously received scholarship funding.

CTS 8.1(e) Program Enrollment

43. This table does not necessarily reflect the program field in which currently enrolled Scholars will eventually earn a degree. Graduate Scholars can earn multiple credentials. Oftentimes Scholars will earn multiple eligible certificates on the way to completing their programs. While the unique number of Scholars that have graduated is 280, a total of 364 degrees have been earned. n=46 Scholars have graduated and earned

FOOTNOTES

multiple degrees. Total proportions may exceed or fall below 100% due to rounding.

44. The 17 earned degrees listed under “other” were earned in Liberal Arts and Sciences/Liberal Studies.

CTS Cohort 2 Fall at a Glance

45. n=51 or 9% did not report their first-generation status and are therefore unknown. They are excluded from the calculations.
46. The totals in n = 32 or 6% of applicants chose not to report their race or ethnicity and are excluded from the calculations.
47. n=24 or 4% chose not to report their gender and are therefore unknown. They are excluded from the calculation above. The totals in this graph may not equal 100% due to rounding.
48. n=13 or 5% did not report their gender and are excluded in these calculations.
49. n=30 or 12% did not indicate their first-generation status and are excluded from these calculations.
50. n=13 or 5% of participants chose not to report their race or ethnicity and are excluded from these calculations. The totals in this graph may not equal 100% due to rounding.

RJI Sec. 8.1(a) Eligible programs

51. Not all Scholars who are selected to receive the scholarship end up enrolling in college to become WSOS participants. Therefore, it is important to note that selected Scholars differ from actual cohort participants. The table above references the major of interest indicated on the application. Many college students change their program over time, and Scholars may not graduate in the same field they declared their initial interest.

RJI Sec. 8.1(b) Applicants

52. n=15 or 8% did not report their first-generation status and are therefore unknown. They are excluded from the calculations above.
53. n=6 or 6% chose not to report their race or ethnicity and are therefore unknown. They are excluded from the calculation above. The totals in this graph may not equal 100% due to rounding.
54. n=7 or 4% chose not to report their gender and are therefore unknown. They are excluded from the calculation above.
55. For analysis purposes, age calculations were as of the application deadline.
56. All applicants determined to be eligible (n = 188) were confirmed to meet family income requirements through the Washington Student Achievement Council (WSAC). While WSAC has access to each student’s filed FAFSA/WASFA to confirm family income, WSOS does not. Family incomes used for analyses in this report are from self-reported family income on the scholarship application. n=8 (4%) confirmed as eligible via WSAC reported ineligible family incomes (in excess of the maximum for their reported family size) on their application form; therefore, their reported family income was deemed invalid and excluded from all family income analyses.

RJI Sec. 8.1(c) Scholar Characteristics

57. n=2 (5%) of participants did not indicate their gender. They are excluded from the calculations above.
58. n = 2 or 5% of participants chose not to report their race or ethnicity and are excluded from the calculations above.
59. n=2 (5%) of participants did not indicate their first-generation status and are excluded from the calculations above.
60. Home county is determined by the zip code for mailing address provided on applicants’ original application.
61. For analysis purposes, age calculations were as of the application deadline.
62. All applicants determined to be eligible (n =188) were confirmed to meet family income requirements through WSAC. While WSAC has access to each student’s filed FAFSA/WASFA to confirm family income, WSOS does not. Family incomes used for analyses in this report are from self-reported family income on the scholarship application. n=3 (5%) confirmed as eligible via WSAC reported ineligible family incomes (in excess of the maximum for their reported family size) on their application form; therefore, their reported family income was deemed invalid and excluded from all family income analyses.

RJI Sec. 8.1(d) Disbursement

63. If an RJI recipient is also a CTS recipient, the first \$1,500 of that Scholar’s funding comes from CTS funding and the remainder comes from RJI funding.

RJI Sec. 8.1(e) Program Enrollment

64. Scholars (n=3) earn more than one credential. Often the Scholar earns multiple eligible certificates before completing the entire program they enroll in.

RJI Fall Cohort 2 At a Glance

65. Not all Scholars who are selected to receive the scholarship end up enrolling in college to become WSOS participants. Therefore, it is important to note that selected Scholars differ from actual cohort participants. The table above references the major of interest indicated on the application. Many college students change their program over time, and Scholars may not graduate in the same occupational field they declared their initial interest.
66. n=1 or 2% chose not to report their gender and are therefore unknown. They are excluded from the calculation.
67. n=2 or 4% did not report their first-generation status and are therefore unknown. They are excluded from the calculation.
68. n=2 or 4% chose not to report their race or ethnicity and are therefore unknown. They are excluded from the calculation. The totals in this graph may not equal 100% due to rounding.
69. n=1 or 3% chose not to report their gender and are therefore unknown. They are excluded from the calculation.
70. n=1 or 3% did not report their first-generation status and are therefore unknown. They are excluded from the calculation.

Health care Spotlight

71. According to a 2019 report from the Association of American Medical Colleges.
72. According to a [2021 Nursing Education study](#).
73. According to the [Washington State Department of Health](#).

FOOTNOTES

Sec. 8.1(f) Contributions

74. Note that all undesignated gifts are currently applied to the Baccalaureate total. Undesignated gifts are apportioned between programs at year-end in alignment with the scholarship model approved by the WSOS Finance & Investment Committee and Board of Directors.
75. In the 2019 legislative report, contributions to CTS and BaS were reported together under the scholarship account. For 2020 and beyond, those accounts are separated between the scholarship and student support pathways accounts.

Opportunity Scholarship Outcomes

76. National data from the U.S. Department of Education, National Center for Education Statistics (2020). The Condition of Education 2020 (NCES 2020-144), Undergraduate Retention and Graduation Rates.

APPENDICES

For appendices, view them online: <https://www.waopportunitiescholarship.org/2021-legislative-report/>

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