

NAVIGATE RECONNECT

2025 Annual Report

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Executive Summary

Navigate Reconnect is Tennessee’s primary model of college coaching and advising for independent and over-25 students in Tennessee. Between 2019 and 2021, Navigators helped nearly 11,000 Tennesseans explore and fulfill their hopes to enroll in or return to college. This report updates previous findings on college and workforce outcomes for prospective students who engaged with the Navigate Reconnect program (“Reconnectors”) in 2019 – 2021 with additional information from the 2023-2024 academic year.

First, we review highlighted findings from the 2024 Navigate Reconnect Annual Report¹:

- About 2/3 of Reconnectors were female, and they were 32 years old on average, with a lower household income than the state average. Reconnectors were more likely to be Non-White than the state population. About 1 in 7 previously received Unemployment benefits. A majority would have been the first in their family to attend college.
- Between 36% and 47% of Reconnectors enrolled in college within 1 year of first speaking with a Navigator. The volume of new Reconnectors peaked in Spring/Summer 2020, and this cohort was more likely than others to enroll in college.
- Among Reconnectors who enrolled in Tennessee institutions, 6% enrolled in a TCAT, 7% enrolled in a 4-year college or university, and 87% enrolled in one of the state’s community colleges.
- Reconnectors were more likely to persist in college and complete college credentials than other nontraditional students. For example, 55% of Reconnectors who enrolled in community colleges were still enrolled two years later or had attained a college credential in that time. The corresponding figure for other nontraditional students was just 44%.
- We see greater persistence rates among Reconnectors across 2-year and 4-year college sectors, and regardless of gender, race/ethnicity, prior enrollment history, prior unemployment, first-generation status, and work intensity while enrolled.
- Reconnectors were 78% likely to be working when they enrolled, 13 percentage points more than other nontraditional students. Employment gaps between Reconnectors and non-Reconnectors were wider for males than females, for students without a prior history of enrollment, and for lower-income students.

¹ Carruthers, Celeste K., and Emily Pratt. (2024). *Navigate Reconnect: 2024 Annual Report*. <https://haslam.utk.edu/publication/navigate-reconnect-2024-annual-report/>

With one additional year of data on post-secondary and workforce outcomes, additional highlights include:

- As of Spring/Summer 2023, 41.2% of Reconnectors who contacted the program between 2019 and 2022 had enrolled in college, and 11.0% had earned a post-secondary credential. One year later, as of Spring/Summer 2024, those figures rose to 45.1% of Reconnectors who enrolled and 15.2% who completed credentials.
- Enrolled Reconnectors continue to earn credentials at greater rates than other nontraditional students. For Reconnectors in community colleges and 4-year schools, we find that the credential gap widens over time. For example, two years after enrolling in a community college, 21% of Reconnectors have earned a college credential, compared with 18% of other nontraditional students. This 3-point gap increases to 7 percentage points one year later, by which time 33.5% of Reconnectors and 26.3% of other nontraditional students have earned a college credential.
- Three years after enrolling, Reconnectors earned an annualized income of \$43,200, on average, somewhat less than the average \$49,900 of other nontraditional students. For Reconnectors, this level of earnings is 21.0% higher than when they enrolled, compared with 19.6% higher for non-Reconnectors.

Section 1: Background

The Navigate Reconnect model can be traced back to Graduate Memphis, a nonprofit effort focused on postsecondary advising for individuals age 25 and up who wanted to enroll in or return to college. The Tennessee Higher Education Commission (THEC) identified Graduate Memphis as a scalable model that could contribute to the state’s “Drive to 55” effort to increase the rate of Tennessee’s working-age population with a postsecondary credential. Starting in 2016, THEC coordinated a competitive grant process to establish “Tennessee Reconnect Communities” (TRCs) that each replicated the core advising tenets of Graduate Memphis, but with a broader base of prospective students that included age 25+ Tennesseans as well as financially independent individuals under age 25. In 2019, THEC centralized TRC day-to-day operations and expanded coverage statewide.

Navigate Reconnect differs from most postsecondary advising programs by focusing on prospective students who are not yet enrolled in college. The program is marketed through traditional and digital media, colleges, and other state programs. Interested individuals encounter a simple pitch:²

You’ve made the decision to go to college. Now what? Talk to someone who can help you navigate the application and enrollment process.

From there, a Reconnector fills out a short interest form online, which initiates what the program records as their *Inquiry* phase. Reconnectors are then prompted to schedule an interest interview with a Navigator, also called a “goal call.” Statewide, 12 Navigators serve four regions, grouped by community college service area. The inquiry phase is meant to move a Reconnector from initial interest in college to a commitment to enroll, or at least a better understanding of whether college is suitable for their circumstances and goals.

The inquiry phase concludes after the interest interview, at which point a Reconnector who is committed to enrolling in college moves into the *Pre-enrolled* phase. Navigators assist with institution and program selection during this phase, as well as enrollment and financial aid applications. Navigate Reconnect is institution-neutral, meaning that advisors do not prioritize certain institutions or sectors. Instead, they seek to help Reconnectors identify the best fit among available options. Recognizing that the path from inquiry to college is not always complete or linear, the program also recognizes *Inactive* phases, or as necessary, refers Reconnectors to steps that need to be taken before further planning for college (reconciling old student loans, getting a high school equivalency credential, or gaining English language fluency).

Later phases for college-bound Reconnectors are *Enrolled* and *Alumni*. Navigators play a smaller role in advising once a Reconnector enrolls in college, when degree checklists and institutional requirements are more in the purview of academic advisers.

² <https://tnreconnect.gov/talk-to-a-navigator>

Section 2: Data

We rely on data from two sources: Navigate Reconnect program records and state administrative data. Program records are collected and maintained through customer relationship management software (CRM), which staff at Tennessee's state administrative data system ("TN DATA") matched with records from THEC as well as the Tennessee Independent Colleges and Universities Association (TICUA) and Tennessee Department of Labor and Workforce Development (TDLWD).³

Linked CRM/TN DATA data are limited in three respects. First, CRM data cover Reconnectors who completed an intake interview. We do not observe data on individuals who contacted the program but did not schedule or complete an intake interview. Second, linked TN DATA data are limited to Reconnectors who enrolled in Tennessee public higher education, enrolled in one of the private TICUA institutions that share student data with THEC, and/or had a history of earnings covered by Tennessee Unemployment Insurance (UI). This omits enrollment records for out-of-state or non-TICUA private institutions, and earnings from out-of-state work or employers not covered by UI. Nonetheless, we are able to identify postsecondary or workforce outcomes for the majority of program participants.⁴

A third limitation of the CRM/TN DATA data, not unique to this setting, is that we do not observe Reconnectors' goals for degrees, credentials, or programs, or their plans for part-time versus full-time enrollment. We also do not see how their goals change as the realities of a nontraditional postsecondary education unfold, and we do not know if a Reconnector's pathway involves intermediate milestones such as stackable credentials or transfer. Results to follow report on Reconnectors' persistence through multiple terms of college and their receipt of postsecondary credentials. In addition, we track trends in an either/or combination of credential receipt and persistence with or without a credential, which comprehensively covers diverse Reconnector pathways.

CRM data are more comprehensive and more consistent for Reconnectors who first engaged with the program after the TRCs were centralized into the statewide framework in late summer 2019. Results to follow focus on Reconnectors who first contacted the program during or after Summer 2019. We group each Reconnector with a **contact cohort** according to the point in time when they completed their intake interview. The Fall 2019 contact cohort, for example, includes all Reconnectors who had an intake interview (and therefore completed at least the inquiry phase) between August and December 2019, while the Spring 2020 contact cohort includes all Reconnectors who interviewed between January and July 2020.⁵ For Reconnectors who later enrolled in college, we also group them into an **enrollment cohort**

³ The de-identified administrative data was provided by the Tennessee Departments of Education and Labor and Workforce Development, Tennessee Higher Education Commission, and Tennessee Independent Colleges and Universities and compiled by TN DATA, Tennessee Data Analytics for Transparency and Accountability, Tennessee's longitudinal integrated data system.

⁴ Most individuals in Navigate Reconnect CRM records were matched to individuals in TN DATA higher education or workforce records (69%). There are a few reasons why a Reconnector might not match to TN DATA records. First, the primary individual identifier in the CRM is not used in the TN DATA, so TN DATA staff matched on available crosswalks and other fields. In addition, some individuals who engaged with the program did not enroll in a public higher education institution or TICUA institution and did not have an in-state, UI-covered employment history. Others had incomplete intake form data or otherwise did not have enough identifying information in program records.

⁵ A small number of students were interviewed in July 2019, after centralization; We group these students with the Fall 2019 contact cohort.

according to their first term during or after their contact cohort year.⁶ As with contact cohorts, enrollment cohorts align with Spring/Summer and Fall terms. TN DATA data include college and workforce outcomes through mid-2024, covering at least three complete academic years for Reconnectors who enrolled by Fall 2021.⁷

The 2024 Navigate Reconnect Annual Report focused on the first two years after contact or enrollment for 2019 – 2021 Reconnectors, or four six-month terms. Tables and figures to follow very closely reproduce those figures, but statistics are not identical to what we reported in 2024 because we are using updated TN DATA extracts. TN DATA re-matches individuals across administrative data domains as more information is added to the system, which results in very small changes in sample composition between extracts. Results to follow extend the 2024 report by adding post-secondary and workforce outcomes for the third academic year after contact or enrollment (fifth and sixth six-month periods).

Section 3: Reconnector Profile

During intake interviews, Navigators record some of the reasons that Reconnectors want to enroll in college and why they are having trouble (or expect to have trouble) doing so. These fields are not comprehensively populated, but they give us a sense of some of the most common challenges that nontraditional students face or perceive when they are thinking about enrolling in college.

Of the two-fifths of students who described their top reason for returning to school, 43 percent said they would do so for personal satisfaction or to achieve a personal goal. The next most common response was increased earning potential (20 percent), followed by hope for a career change (19 percent) or a better job (14 percent) or a promotion (4 percent). Roughly the same number of Reconnectors described their anticipated challenges. Students listed on average 3 different potential challenges, and most frequently cited financial worries (86 percent) followed by work demands (41 percent), time management concerns (33 percent) and family and childcare responsibilities (23 percent).

Table 1 describes some of the characteristics of Reconnectors who met with a Navigator in academic years 2019/20 and 2020/2021. Column 1 provides a demographic, socioeconomic, and academic profile for all Reconnectors who met with a Navigator.⁸ Column 2 narrows the sample to those who were matched to TN DATA records and who additionally filed a Free Application for Federal Student Aid (FAFSA) in 2019 or later. Filing a FAFSA is an important step toward college enrollment for financially constrained students, since it is required for federal Pell Grant aid, federal student loans, and state grant aid, including the Tennessee Reconnect Grant. In addition, the FAFSA includes information on adjusted

⁶ About 1 in 4 Reconnectors enrolled at some point prior to contacting a Navigator. For these individuals, we focus on their post-program enrollment and define their enrollment cohort to be the first term during or after their contact term.

⁷ Because Reconnect is aimed at the nontraditional age student population, we exclude those who began their enrollment spell in graduate-level education. A very small number of Reconnectors enrolled in graduate programs. Results comparing Reconnectors to other 25+ non-Reconnectors likewise exclude graduate students from the non-Reconnector comparison group.

⁸ Students in Table 1 column 1 include those without matching TN DATA higher education and/or employment records, but they are necessarily excluded from summary statistics derived from TN DATA records.

gross income and parental education,⁹ the latter of which we use to identify Reconnectors who would be the first in their families to go to college. Table 1 column 3 focuses on FAFSA-filing Reconnectors who enrolled in college between Fall 2019 and Spring 2023. Column 4 provides details on an analogous set of non-Reconnect students age 25 and older.

Reconnectors' demographic profile was similar regardless of whether they filed a FAFSA or eventually enrolled in higher education. Just over two-thirds of Reconnectors were female; around 23 – 24% were Black, 5% were Hispanic, 58 – 59% percent were first-generation college students, and the average age at intake was 32 – 33. The three groups of Reconnectors described by Table 1 columns 1 – 3 differed somewhat in their prior enrollment behavior. Of the Reconnectors who enrolled at some point after entering the program, 59% had already received some higher education as compared with 47 - 53% percent of all Reconnectors. Compared with other nontraditional students (column 4), Reconnectors were very similar in terms of demographics and household income, but much more likely to have applied for the Tennessee Reconnect Grant (90% versus 46% of non-Reconnectors). Reconnectors had \$51,410 in adjusted gross income, on average, somewhat less than the state average (\$65,837 in 2021).¹⁰

Section 4: College Enrollment and Completion

Table 2 lists the cumulative percent of Reconnectors in six different contact cohorts (Fall 2019 – Spring/Summer 2022) who enrolled in a Tennessee public or TICUA institution in the months and years after their intake interview, or who attained a college credential in that window. We combine Spring and Summer terms to smooth out some of the seasonality of year-round enrollment and to align with labor market outcomes in later results.

Between 13 and 21 percent of Reconnectors enrolled or received a college credential during the same 6-month period that they spoke with a Navigator. The volume of new Reconnectors peaked at 2,792 during the early months of the COVID-19 pandemic, Spring/Summer 2020, before falling below pre-COVID levels in Fall 2020 and later terms. The post-COVID fall in prospective students is consistent with lower college enrollment more generally, both in Tennessee and throughout the U.S.

We can observe at least four years of postsecondary outcomes for Reconnectors who contacted the program between Fall 2019 and Fall 2020. Among those contact cohorts, we find that 45 – 53% either enrolled or completed a credential by the 7th term after intake (end of the 4rd year). After that point, cumulative rates of enrollment and credential receipt continued to rise, but by less than 1%. Most of the gains in post-contact enrollment come within the first year.

Now focusing on Reconnectors who enrolled in college between Fall 2019 and Fall 2021, we shift from contact cohorts to enrollment cohorts and examine college persistence after starting or restarting college. Table 3 lists the percent of Reconnectors who persisted up to three academic years after their intake

⁹ Cohorts who enrolled in 2024 and later will not have adjusted gross income or parental education included in FAFSA records.

¹⁰ State adjustment gross income averages are found here: <https://trac.syr.edu/tracirs/>.

interviews.¹¹ As before, we combine Spring and Summer terms into one half-year term, so that two terms represent one academic year. And for comparison, Table 3 also reports persistence for students age 25 and older who were not Navigate Reconnect participants but who started college, or who re-enrolled at least one year after stopping out, as members of the same enrollment cohorts.

One observation from Table 3 is that Reconnectors who enrolled in college were much more likely to start in a Tennessee community college (87%) than in a 4-year college (7%) or in a TCAT (6%). Another dominant theme from Table 3 is that Reconnectors were more likely to stay enrolled in higher education over their first three years than other nontraditional students. Three years after their initial enrollment, Reconnectors at community colleges were more likely to be enrolled than their non-Reconnect counterparts (31% likely vs 21%). The same holds true for the smaller population of Reconnectors who began at 4-year colleges (35% versus 24%) and TCATs (12% versus 7%).

Table 3 persistence rates exclude students who earned a credential within three years and left college. In Table 4, we focus on the same population of Fall 2019 – Fall 2021 enrollees and report cumulative rates of certificate, diploma, or degree attainment by sector of and time since initial enrollment for Reconnectors as well as age 25+ non-Reconnectors. Reconnectors were consistently more likely to earn college credentials than other nontraditional students, beginning in their first enrollment term for TCAT and 4-year Reconnectors, and after 2 terms (1 academic year) for community college Reconnectors. These gaps in credential achievement, which we also reported in the 2024 report, continue into their third academic year. This is particularly notable for Reconnectors enrolled at 4-year institutions, where 42% of Reconnectors had attained a credential at the end of three years, compared with 34% of non-Reconnectors.¹² One third of Reconnectors at community colleges had earned a credential at the end of their third year of enrollment compared with 26% of non-Reconnectors. This 33.5% credential attainment rate for community college Reconnectors, measured three years after initial enrollment, is close to 35.2% *six-year* graduation rates for first-time full-time community college students.¹³ Rates of credential receipt for TCAT students taper off in the third year for both groups, likely because programs tend to be shorter—but Reconnectors are still more likely to have attained a TCAT certificate or diploma (69%) than non-Reconnectors (56%) three years after enrolling.

Table 5 lists combined college persistence and/or credential receipt for Reconnectors in Fall 2019 – Fall 2021 enrollment cohorts, as well as age 25+ non-Reconnectors who entered college at the same time. Similar to the Table 2 tabulation by contact cohort, Table 5 describes the cumulative share of enrollment cohorts who completed college credentials within a certain time since enrolling, or who remained enrolled at that time.

The combined enrollment or credential outcome in Table 5 starts at 100% in the enrollment term and declines with each later term as students stop out of college without a credential. Three years after enrolling, 50% of Reconnectors compared with 39% of non-Reconnectors at community college were

¹¹ Table 3 is organized by the sector where students begin college after speaking with a Navigator (or after a spell of at least one year out of school, for non-Reconnectors). Enrollment shares include students who transferred to other sectors, or who attended schools in different sectors. In results not shown, we examine transfer patterns for Reconnectors as compared with other nontraditional students. We find that Reconnectors are not substantially more likely than non-Reconnectors to transfer to a 4-year institution by the end of the two-year window.

¹² This could be due, in part, to the fact that Reconnectors may have been enrolled in their intake term.

¹³ Tennessee Higher Education Commission. (2025). *2025 Tennessee Higher Education Fact Book*. <https://www.tn.gov/thec/data-research-reports/reports-studies-pub/fact-book.html>

either enrolled or had attained at credential. In the 2024 report, we noted that Reconnectors were likely pursuing more than one credential because enrollment (Table 3) and credential receipt shares (Table 4) summed to more than the combined enrollment and credential receipt measure in Table 5. This trend continued into the third year of college, but the gap narrowed somewhat.

Appendix Tables A1 – A6 describe Reconnector enrollment and completion by student gender (A1), race/ethnicity (A2), pre-contact enrollment history (A3, limited to Reconnectors), UI benefit history (A4), first generation status (A5), and work intensity at the time of contact (A6). Here, we highlight a few patterns from these breakouts.

Reconnectors were more likely than the comparison group to persist to a 4th term in college or earn a credential by that time regardless of gender (Table A1). The gap between Reconnectors and non-Reconnectors was larger for females in TCATs and community colleges, and larger for males in 4-year schools. These differences extend into a third year of college when 52% of female Reconnectors in TCATs and community colleges versus 43% of non-Reconnectors were either still enrolled or had attained a credential by that time. For males, the gap also favored Reconnectors: 64% to 48%.

Reconnectors who enrolled in college in or before their contact period had about the same persistence/completion as first-time students in 2-year schools over the first two years of college (Table A3). This continued into year three. Meanwhile, the 2% greater persistence/completion Reconnectors in 4-year schools exhibited at the end of two years grew to 4% by the end of three years. Regardless of race/ethnicity, first-generation status, or work intensity at enrollment, TCAT and community college Reconnectors were more likely than non-Reconnectors to persist through three years of college or earn a credential in that time (Tables A2, A5, and A6).

We see more differences in postsecondary progress by Navigate Reconnect participation in the 4-year sector. In 4-year schools, Reconnectors who were not the first in their families to attend college, or who had previously received UI benefits were less likely than their non-Reconnector counterparts to be enrolled after three years or in possession of a college credential by that time (Tables A4 and A5). By contrast, Reconnectors who were first generation college students or who had not previously received UI benefits achieved higher persistence/completion rates than non-Reconnectors. A small number of Reconnectors enrolled in 4-year schools, however, so even though these patterns persisted through three years of college, it is uncertain if they will hold as more cohorts enter the program.

Collectively, Tables A1 – A6 suggest that Reconnector success in college was not driven by one group of students of a certain gender or race/ethnicity, or with a particular socioeconomic background. There may be exceptions for the small number of Reconnectors who enroll in 4-year schools, where first-generation Reconnectors outperformed first-generation non-Reconnectors, as well as other Reconnectors.

Next, we describe enrolled Reconnectors' progress and success in college, specifically their average GPA¹⁴ (Table 6, limited to community college and 4-year Reconnectors) and cumulative credits or contact hours (Table 7), by sector and time since initial enrollment. As before, these tables include comparable statistics for age 25+ students who did not participate in Navigate Reconnect.

¹⁴ Note that GPA is not available for TCAT students. Unlike Tables 3 – 4, statistics for GPA, credits, and contact hours are computed by students' sector of enrollment in the indicated term, rather than by their initial sector.

There is an interesting trend in student GPA over time for both Reconnectors and non-Reconnectors. In community colleges, GPA tends to rise through two years and then taper downward. In 4-year schools, GPA rises consistently through three years. We only compute GPA for students who are actively enrolled, which might explain these trends. Looking across enrolled students, average grades will tend to improve over time as lower-performing students stop out. This pattern may reverse in community colleges after two years, if students who remain enrolled after 100% of the normal time to completion tend to be lower-performing than those who completed credentials and left college earlier.

Reconnect and non-Reconnect students in community colleges maintained very similar GPAs by term. By the end of three academic years, Reconnectors and non-Reconnectors in community colleges had close to 3.00 GPAs, on average. Reconnectors enrolled in 4-year institutions attained higher GPAs than non-Reconnectors, with gaps of about 40% of a letter grade. This is particularly impressive considering Reconnectors also tended to take on a larger number of credit hours each term regardless of institution type (Table 7). Another striking takeaway from Table 7 is that both Reconnectors and non-Reconnectors in community colleges and 4-year schools enrolled for a small number of credits per term, on average, or about 2 – 3 courses per term.¹⁵ Part-time enrollment is generally more common among older, nontraditional students, and as discussed below, a majority of Reconnectors and non-Reconnectors work while enrolled.

TCAT Reconnectors completed 255 – 339 clock hours per 6-month period, slightly more than other nontraditional TCAT students. This level of engagement would put a TCAT Reconnector on track to complete a certificate program in 2 – 3 terms (within 1.5 academic years), or a diploma program in 4-5 terms (2 – 2.5 academic years).

¹⁵ Credit hour averages include a student records with zero completed credits in a term, which accounts for fewer than 10% of student-term observations. Zero-credit enrollment terms may be from students who did not complete any of their attempted credits, as well as from students who enrolled in only non-credit remedial courses.

Section 5: Employment and Earnings

Not enough time has passed to determine if Navigate Reconnect has had a sustained effect on participants' employment or earnings, but we can use the matched TN DATA/CRM data to begin to understand patterns in workforce outcomes before Reconnectors engaged with the program, and up to three years after they enrolled.

Figure 1 Panel A plots the percent of Reconnectors in the 2019 and 2020¹⁶ contact cohorts who were employed in Tennessee UI-covered jobs in the five-year period prior to their intake interview, through three years after their intake interview.¹⁷ Figure 1 Panel B plots average six-month earnings in UI-covered jobs over the same time period (in inflation-adjusted 2024 dollars), omitting students with no observed employment/earnings. Both figures examine Reconnector employment outcomes separately for Reconnectors who enroll after intake, and Reconnectors who do not enroll.

First, looking at the overall employment rate of these two groups relative to their intake interview (prior to period 0) we observe similar 62 – 70% employment rates three to five years before contacting Navigate Reconnect (periods -10 through -6). Two years prior to intake, however, Reconnectors who ultimately enrolled in college were increasingly more likely to be employed, up to 80% by the time they spoke with a Navigator. Pre-program employment remained at 69% for Reconnectors who did not later enroll. Moreover, average 6-month earnings for future enrollees were persistently higher than for never-enrollees. This suggests that never-enrolling Reconnectors may have had characteristics or life circumstances that hindered both their ability to maintain employment and to enroll in college, despite signaling interest.

Job loss often triggers an individual's interest in enrolling in college or job training, which would manifest as a decline in employment and earnings just prior to enrolling. This pattern, along with the tendency for earnings to rise afterwards, is known as an "Ashenfelter's dip."¹⁸ Figure 1 Panel A shows a modest drop in the employment rate of Reconnectors who enrolled, from 80% at the time of their intake interview, to 75% over the three years following contact. Reconnector earnings also fell for both groups in the contact period, by about \$699 for Reconnectors who enrolled in that period or later, and \$441 for Reconnectors who did not enroll. This is consistent with a mild degree of involuntary unemployment among Reconnectors that triggered their engagement with the program, but also voluntary unemployment or underemployment to accommodate time for school.¹⁹

¹⁶ These two cohorts are the only for which three full years of wage and employment data are available after their intake interview.

¹⁷ UI data are organized into quarters. We align the first and second quarter of each year with the Spring/Summer contact cohorts, and the third and fourth quarters of each year with the Fall contact cohorts.

¹⁸ Ashenfelter, O. (1978). Estimating the effect of training programs on earnings. *The Review of Economics and Statistics*, 47-57.

¹⁹ In results not shown, we disaggregate Figure 1 results for ever-enrolled Reconnectors based on the number of terms between contact and enrollment. The broad post-contact patterns we see in Figure 1 are similar for Reconnectors who enroll during their contact term as well as those who enroll later. All intake cohorts experience a decline in employment between their contact and enrollment periods. And among employed Reconnectors, average half-year earnings decline in their contact period and rise post-contact, regardless of how much time elapses between contact and enrollment.

Next, Figure 2 focuses on Reconnectors who enrolled between Fall 2019 and Spring/Summer 2020. Panel A plots their employment rates over the five years before and three years after enrollment, and Panel B plots average earnings in each six-month period over the same time period. Since Reconnectors tended to enroll within 12 months of contact, their employment and earnings patterns were similar when the 0-period is the time of enrollment, as in Figure 2, or when the 0-period is the time of contact, as in Figure 1. We see a modest 4% decline in employment for Reconnectors over the three years post-enrollment (Panel A), along with a \$800 decline in earnings in the enrollment period (Panel B). After enrolling, average Reconnector earnings steadily increased each period. Three years after enrollment, Reconnectors were earning about \$21,600 each 6-month period (or \$43,200 annually), which was 21.1% more than what they were earning when they enrolled.

For comparison, we plot the same patterns for other nontraditional students, that is, non-Reconnectors age 25 and up. We observe a large difference in the employment rate between Reconnectors and other nontraditional students. Reconnectors were more likely to be employed in all observed periods, by 6 – 14 percentage points. This could be in part because Reconnectors were less likely to be enrolled in four-year institutions than comparison students, making them more available for employment as they pursued shorter degree programs.

Despite differences in the employment rate favoring Reconnectors, working Reconnectors tended to earn less than non-Reconnectors before, during, and after enrollment. Three years after starting or restarting college, non-Reconnectors earned \$24,500 per six-month period, or \$49,900 annualized, which was 19.6% greater than when the enrolled.

In the Appendix, additional figures plot employment and earnings by gender (Figure A1), race/ethnicity (A2), previous enrollment (A3), previous UI receipt (A4), first generation status (A5) and work intensity at initial enrollment (A6). Here, we review select findings from these breakouts.

The employment gap favoring Reconnectors that we see in Figure 2 was wider for males than for females (Figure A1), for students without a prior history of enrollment (A3), and for lower income students (A6). Figure A3 also shows that that Reconnectors with a history of pre-program enrollment tended to have higher rates of baseline employment, and that their employment rates sustained at around 80% after re-starting college. This might be in part due to age—that is, older Reconnectors would be more likely to have had prior enrollment and would also be further into their prime working years. Another pattern that we can potentially attribute to age is found in Figure A4, where we show that Reconnectors who had previously received UI benefits tended to have higher rates of employment and earnings before, during, and after enrollment.

Employment rates around enrollment were very similar for first-generation and other students, although non-first-generation Reconnectors had lower earnings than first-generation Reconnectors and other nontraditional students (Figure A5).

Finally, we find a more prominent pre-enrollment dip in earnings among students who were working when enrolled, but earning less than the half-time, minimum wage level (Figure A6). Both Reconnectors and non-Reconnectors in this group had declining income and rates of employment up to one year prior to enrolling. Employment and earnings rebounded to pre-enrollment levels over the next two years.

Conclusion

Reconnectors face a number of challenges as they embark on a process to enroll in or return to college. Most would be the first in their families to complete college, and most are working when they first speak with a Navigator. About 1 in 7 have previously received Unemployment Insurance benefits. In their own words, Reconnectors cite financial, work, and family responsibilities that they expect to hinder their success getting to and through college. Nonetheless, up to 47% of people who contacted Navigate Reconnect were enrolled within 18 months, and up to 54% enrolled within three years. Enrolled Reconnectors persist and complete college at greater rates than other nontraditional students and attain a similar level of earnings growth three years after enrollment.

These findings are limited in a couple respects, in addition to CRM/TN DATA data omissions discussed in Section III. Foremost, comparisons between Reconnectors and other nontraditional students are descriptive and should not be interpreted as the causal effect of the program on postsecondary or workforce outcomes. These descriptive patterns highlight a number of differences between Reconnectors and other students that should be accounted for in a more causal analysis, such as different baseline levels of employment and earnings, and a stronger tendency among Reconnectors to enroll in community colleges. And second, post-enrollment results are limited to a short period of time: Just three academic years, which we can observe for Reconnectors who enrolled as late as Fall 2021. Future versions of this report will continue to extend that timeline, which will allow us to study college completion outcomes over a longer period of time as well as workforce outcomes after college.

Tables and Figures

Table 1. Summary Statistics, 2019-20 and 2020-21 Reconnectors

	(1)	(2)	(3)	(4)
	All Reconnectors	Reconnectors with FAFSA	Reconnectors with FAFSA who enrolled	Age 25+ Non-Reconnectors who Filed FAFSA and Enrolled F19 or later
Female (%)	67.1	68.8	69.3	65.1
Black (%)	22.7	24.0	24.8	26.3
Hispanic (%)	4.6	4.6	5.0	3.5
White, non-Hispanic (%)	63.0	62.5	62.0	62.9
Other non-Hispanic race/ethnicity (%)	9.6	8.9	8.2	7.2
Age	32.4	32.7	32.8	34.0
First-generation college student (%)	58.8	58.8	58.3	57.4
Enrolled in college before contact (CRM records) (%)	46.5	53.4	60.0	N/A
Received UI benefits before contact (TN DATA records) (%)	14.1	16.9	19.0	N/A
Working at least half-time in contact term (%)	55.6	56.9	58.9	N/A
Filed FAFSA, 2019 or later (%)	72.0	100.0	100.0	100.0
Filed for Tennessee Reconnect Grant, 2019 or later (%)	63.3	80.1	89.9	46.1
Adjusted gross income (2024\$)	51,415	51,415	53,129	49,578
Number of individuals	8,376	6,032	3,791	35,037

The table lists summary statistics for all individuals in matched TN DATA/Navigate Reconnect records who worked with a Navigator in academic year 2019-20 or 2020-21 (column 1), the subset of those individuals who also filed a FAFSA (column 2), and the subset with FAFSA records who enrolled in a public or TICUA college or university between Fall 2019 and Spring 2023 (column 3). Column 4 reports comparable summary statistics for age 25+ non-Reconnectors who filed a FAFSA and enrolled in college during the same time period.

Table 2: Reconnectors Ever Enrolled or Receiving an Award, by Contact Cohort and Time Since Intake

Contact Cohort	Fall 2019	Spring / Summer 2020	Fall 2020	Spring / Summer 2021	Fall 2021	Spring / Summer 2022
	Enrolled or Award (%)	Enrolled or Award (%)	Enrolled or Award (%)	Enrolled or Award (%)	Enrolled or Award (%)	Enrolled or Award (%)
<u>Time Since Intake</u>						
Intake Term	18.1	20.5	18.8	13.7	15.4	13.3
1 term after intake	35.0	43.3	38.9	32.5	36.2	38.4
2 terms after intake	39.3	47.0	44.2	35.5	41.1	42.1
3 terms after intake	41.2	49.6	46.5	38.4	42.9	44.1
4 terms after intake	43.0	50.8	47.6	39.9	43.8	45.0
5 terms after intake	43.8	51.9	49.0	40.6	44.5	
6 terms after intake	44.3	52.7	49.8	41.1		
7 terms after intake	45.1	53.4	50.5			
8 terms after intake	45.6	53.8				
9 terms after intake	46.0					
Number of Reconnectors	2,123	2,792	1,593	1,868	976	1,361
Number of Reconnectors who enrolled by spring 2024	976	1,502	805	768	434	613
Number of Reconnectors who earned credentials by spring 2024	381	642	316	280	118	144

The table reports the percent of Reconnectors who enrolled in Tennessee public or TICUA higher education, or who had attained a college credential, by contact cohort and time since intake into Navigate Reconnect. We group spring and summer terms together, so that two terms represent one academic year. Enrollment and credential attainment rates exclude college credentials earned prior to intake.

Table 3: Nontraditional Student Persistence in College, by Sector, Reconnector Status, and Time Since Enrollment

Sector	Community Colleges		4-year Colleges and Universities		TCATs	
	(1)	(2)	(3)	(4)	(5)	(6)
	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors
Initial term	100.0	100.0	100.0	100.0	100.0	100.0
2 nd term	72.9	61.1	73.6	65.5	67.7	56.6
3 rd term	56.2	42.9	63.2	50.8	39.8	34.0
4 th term	45.6	34.8	47.7	39.0	17.7	16.3
5 th term	36.5	26.3	40.3	29.6	14.2	9.5
6 th term	30.5	20.9	34.5	23.5	11.9	7.2
# students	3,276	30,519	258	24,718	226	10,268

The table reports the percent of students who remain in college by sector, Reconnector status, and time since initial enrollment. We group spring and summer terms together, so that two terms represent one academic year. The sample is limited to students who initially enrolled in Fall 2019 - Fall 2021. Sector is based on first observed institution of enrollment.

Table 4: Nontraditional Student Credential Receipt, by Initial Sector, Reconnector Status, and Time Since Enrollment

Sector	Community Colleges		4-year Colleges and Universities		TCATs	
	(1)	(2)	(3)	(4)	(5)	(6)
	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors
Initial term	3.5	3.9	5.0	3.4	16.8	14.5
2 nd term	7.8	8.1	10.9	8.5	40.3	32.6
3 rd term	13.9	11.9	20.5	15.8	62.4	47.6
4 th term	21.2	17.8	28.7	23.9	66.8	53.4
5 th term	27.5	22.0	34.5	29.4	68.1	55.1
6 th term	33.5	26.3	42.2	34.3	69.0	55.8
# students	3,276	30,519	258	24,718	226	10,268

The table reports the cumulative percent of students who have earned college credentials by sector, Reconnector status, and time since initial enrollment. We group spring and summer terms together, so that two terms represent one academic year. The sample is limited to students who initially enrolled in Fall 2019 - Fall 2021. Credential attainment rates exclude college credentials earned prior to intake.

Table 5: Nontraditional Student Persistence and Credential Receipt, by Sector, Reconnector Status, and Time Since Enrollment

Sector	Community Colleges		4-year Colleges and Universities		TCATs	
	(1)	(2)	(3)	(4)	(5)	(6)
	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors
Initial term	100.0	100.0	100.0	100.0	100.0	100.0
2 nd term	75.2	64.3	76.0	68.9	79.2	67.8
3 rd term	61.4	49.5	69.0	58.3	74.8	62.5
4 th term	54.9	44.0	61.2	53.0	73.5	59.9
5 th term	51.4	40.5	59.3	50.7	76.5	59.4
6 th term	50.1	38.8	59.3	49.4	76.5	58.9
# students	3,276	30,519	258	24,718	226	10,268

The table reports the percent of students who are enrolled in college or have attained a certificate or degree by sector, Reconnector status, and time since initial enrollment. We group spring and summer terms together so that two terms represent one academic year. The sample is limited to students who initially enrolled in Fall 2019 - Fall 2021. Credential attainment rates exclude college credentials earned prior to intake.

Table 6: Nontraditional Student Cumulative GPA, by Sector, Reconnector Status, and Time Since Enrollment

Sector	Community Colleges		4-year Colleges and Universities	
	(1)	(2)	(3)	(4)
	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors
Initial term	2.68	2.59	2.51	2.36
2 nd term	2.97	2.93	2.76	2.61
3 rd term	3.13	3.06	2.95	2.67
4 th term	3.15	3.08	2.96	2.68
5 th term	3.11	3.04	3.17	2.68
6 th term	3.06	3.02	3.18	2.77
# students	3,337	31,312	619	27,203

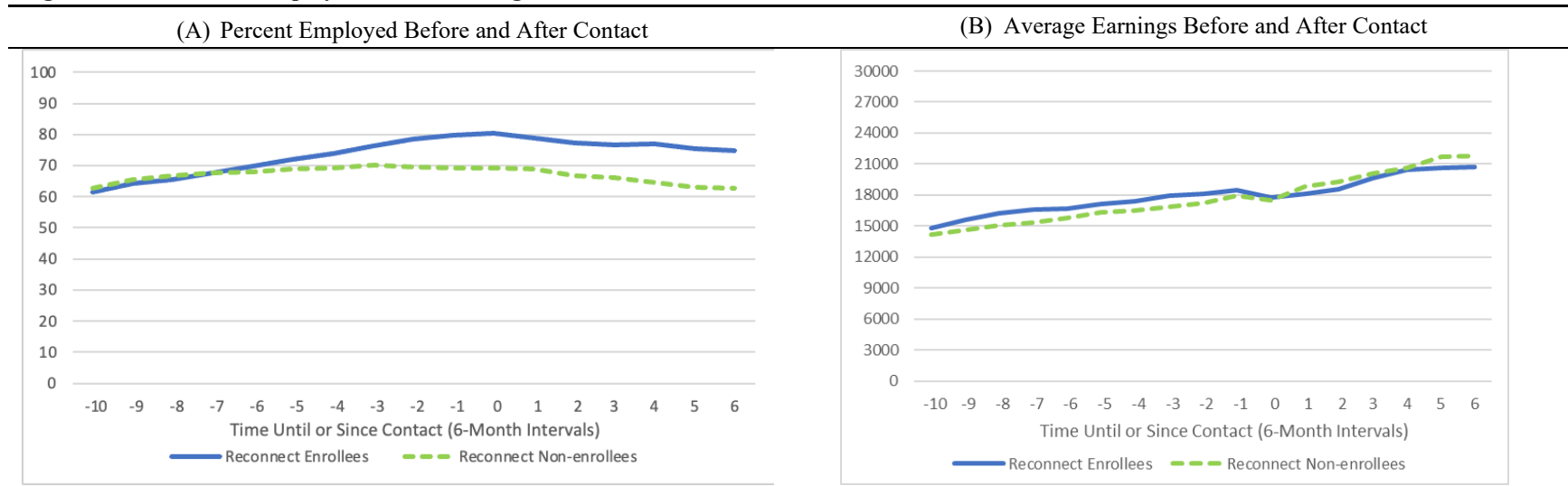
The table reports average cumulative GPA by term, sector of current enrollment, Reconnector status, and time since initial enrollment. We group spring and summer terms together, so that two terms represent one academic year. The sample is limited to students who initially enrolled in Fall 2019 - Fall 2021.

Table 7: Nontraditional Student Term Credits, by Sector, Reconnector Status, and Time Since Enrollment

	Community Colleges		4-year Colleges and Universities		TCATs	
	(1)	(2)	(3)	(4)	(5)	(6)
	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors
Initial term	7.1	6.4	7.7	6.5	295.9	238.5
2 nd term	7.2	6.9	10.0	7.5	339.4	323.5
3 rd term	7.6	7.3	9.2	8.1	319.1	296.6
4 th term	7.4	7.2	10.8	8.3	277.9	257.8
5 th term	7.1	7.1	10.3	8.4	326.4	225.1
6 th term	6.8	6.7	9.9	8.3	255.4	215.1
# students	3,337	31,312	619	27,203	282	10,752

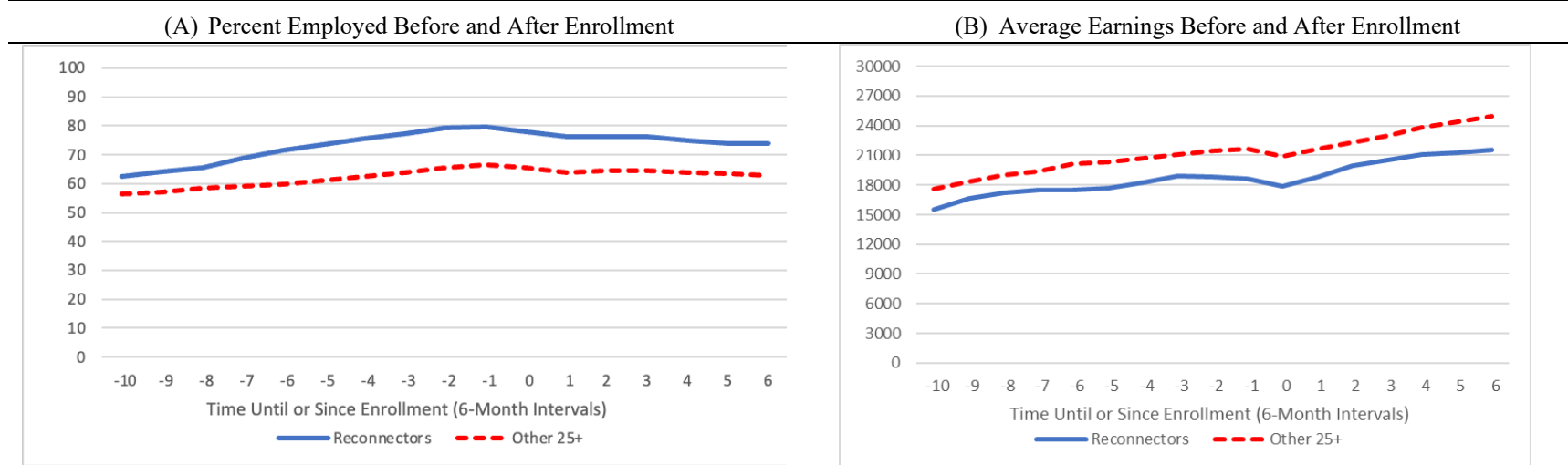
The table reports average credits or contact hours by current sector of enrollment, Reconnector status, and time since initial enrollment. We group spring and summer terms together, so that two terms represent one academic year. The sample is limited to students who initially enrolled in Fall 2019 - Fall 2021.

Figure 1. Reconnector Employment and Earnings Five Years Before and Two Years After Contact



Panel A plots the percent of Reconnectors with in-state, UI-covered employment in the 2019 - 2021 contact cohorts during the five years prior to their Navigate Reconnect intake interview (periods -10 through -1), during the six-month period when they completed their intake interview (period 0), and during the three years after contacting Navigate Reconnect (periods 1 - 6). Panel B plots average UI-covered earnings (conditional on having any UI-covered from Tennessee employers) in each 6-month period over the same time frame.

Figure 2. Nontraditional Student Employment and Earnings Five Years Before and Two Years After Enrollment, by Reconnect status



Panel A plots the percent of Reconnectors versus other nontraditional students with in-state, UI-covered employment in the 2019 – 2021 enrollment cohorts during the five years prior to enrollment (periods -10 through -1), during the six-month period when they enrolled (period 0), and during the three years after enrollment (periods 1 - 6). Panel B plots average UI-covered earnings in each 6-month period over the same time frame (conditional on having any UI-covered from Tennessee employers). Earnings are inflation-adjusted to 2024 dollars.

Appendix: Additional Tables and Figures

Table A1: Nontraditional Student Persistence and Credential Receipt, by Sector, Reconnector Status, Time Since Enrollment, and Gender

Sector	Male				Female			
	TCATs and Community Colleges		4-year Colleges and Universities		TCATs and Community Colleges		4-year Colleges and Universities	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors
Initial term	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
2 nd term	73.7	67.2	77.8	68.1	76.2	66.0	75.1	69.8
3 rd term	60.2	55.9	69.1	56.9	63.3	52.5	68.9	59.5
4 th term	54.5	51.3	63.0	51.8	56.9	47.5	60.5	54.1
5 th term	51.5	48.6	61.7	49.1	53.7	44.7	58.2	52.0
6 th term	50.5	47.3	63.0	47.6	52.4	43.2	57.6	50.9
# students	1,087	15,053	81	9,940	2,415	24,752	177	14,696

The table reports the percent of students who are enrolled in college or have attained a certificate or degree by sector, Reconnector status, and time since initial enrollment. Enrollment/completion rates are listed separately for males (columns 1-4) and females (columns 5-8). We group spring and summer terms together so that two terms represent one academic year. The sample is limited to students who initially enrolled in Fall 2019 - Spring 2021. Credential attainment rates exclude college credentials earned prior to intake.

Table A2: Nontraditional Student Persistence and Credential Receipt, by Sector, Reconnector Status, Time Since Enrollment, and Race/Ethnicity

Sector	Non-White or Hispanic/Latino				White, not Hispanic/Latino			
	TCATs and Community Colleges		4-year Colleges and Universities		TCATs and Community Colleges		4-year Colleges and Universities	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors
Initial term	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
2 nd term	70.3	60.5	70.7	64.3	78.4	67.6	81.6	72.4
3 rd term	54.8	47.9	63.9	53.5	66.6	55.3	74.4	61.9
4 th term	49.7	43.9	54.9	48.5	59.8	50.1	68.0	56.4
5 th term	47.2	41.0	51.1	46.3	56.4	47.5	68.0	54.0
6 th term	46.5	39.8	53.4	45.4	54.9	46.0	65.6	52.5
# students	1,281	13,993	133	10,559	2,221	26,794	125	14,159

The table reports the percent of students who are enrolled in college or have attained a certificate or degree by sector, Reconnector status, and time since initial enrollment. Enrollment/completion rates are listed separately for Non-White or Hispanic/Latino students (columns 1-4) and students who are White Non-Hispanic (columns 5-8). We group spring and summer terms together, so that two terms represent one academic year. The sample is limited to students who initially enrolled in Fall 2019 - Spring 2021. Credential attainment rates exclude college credentials earned prior to intake.

Table A3: Reconnect Student Persistence and Credential Receipt, by Sector, Time Since Enrollment, and Prior Enrollment History

Sector	Not enrolled in or before contact		Enrolled in or before contact	
	(1) TCATs and Community Colleges	(2) 4-year Colleges and Universities	(3) TCATs and Community Colleges	(4) 4-year Colleges and Universities
Initial term	100.0	100.0	100.0	100.0
2 nd term	77.0	72.9	74.4	77.5
3 rd term	63.1	63.5	61.8	71.7
4 th term	55.6	60.0	56.5	61.8
5 th term	51.7	51.8	54.0	63.0
6 th term	49.4	49.4	53.5	64.2
# students	1,910	138	1,592	120

The table reports the percent of students who are enrolled in college or have attained a certificate or degree by sector and time since initial enrollment. Enrollment/completion rates are listed separately for Reconnectors with prior enrollment (columns 1-2) and without prior enrollment (columns 3-4). We group spring and summer terms together, so that two terms represent one academic year. The sample is limited to students who initially enrolled in Fall 2019 - Spring 2021. Credential attainment rates exclude college credentials earned prior to intake.

Table A4: Nontraditional Student Persistence and Credential Receipt, by Sector, Reconnector Status, Time Since Enrollment, and UI Benefit History

Sector	No Prior UI Benefits				Prior UI Benefits			
	TCATs and Community Colleges		4-year Colleges and Universities		TCATs and Community Colleges		4-year Colleges and Universities	
	(1) Reconnectors	(2) Age 25+ Non-Reconnectors	(3) Reconnectors	(4) Age 25+ Non-Reconnectors	(5) Reconnectors	(6) Age 25+ Non-Reconnectors	(7) Reconnectors	(8) Age 25+ Non-Reconnectors
Initial term	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
2 nd term	75.0	65.1	77.7	69.0	77.2	65.6	67.4	68.6
3 rd term	62.2	52.8	69.3	58.5	62.9	52.8	67.4	57.4
4 th term	56.2	48.1	64.2	53.3	55.9	47.8	46.5	51.4
5 th term	52.7	45.3	62.8	50.9	54.8	45.0	41.9	49.4
6 th term	51.5	44.0	62.3	49.7	53.4	43.3	44.2	47.8
# students	2,845	31,360	215	21,413	657	9,427	43	3,305

The table reports the percent of students who are enrolled in college or have attained a certificate or degree by sector, Reconnector status, and time since initial enrollment. Enrollment/completion rates are listed separately for students with no prior record of UI benefit receipt (columns 1-4) and those who had previously received UI benefits (columns 5-8). We group spring and summer terms together, so that two terms represent one academic year. The sample is limited to students who initially enrolled in Fall 2019 - Spring 2021. Credential attainment rates exclude college credentials earned prior to intake.

Table A5: Nontraditional Student Persistence and Credential Receipt, by Sector, Reconnector Status, Time Since Enrollment, and First Generation Status

Sector	Non First-Generation				First Generation			
	TCATs and Community Colleges		4-year Colleges and Universities		TCATs and Community Colleges		4-year Colleges and Universities	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors
Initial term	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
2 nd term	75.2	70.0	76.6	75.8	76.3	69.0	77.6	75.0
3 rd term	61.7	57.0	68.1	66.5	63.0	56.1	70.7	63.9
4 th term	56.0	52.0	57.4	61.4	57.3	51.2	63.8	58.2
5 th term	52.5	49.1	58.5	58.5	54.3	48.4	61.2	55.9
6 th term	50.9	47.6	54.3	57.1	53.3	46.8	63.8	54.7
#students	1,296	11,360	94	5,405	1,846	17,114	116	5,439

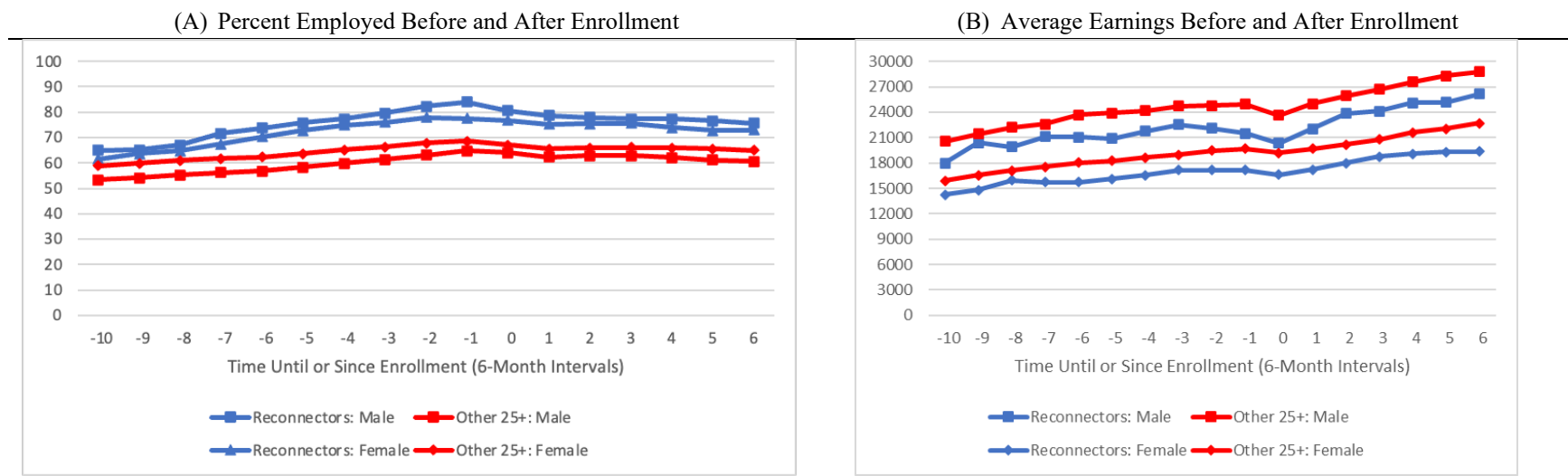
The table reports the percent of students who are enrolled in college or have attained a certificate or degree by sector, Reconnector status, and time since initial enrollment. Enrollment/completion rates are listed separately for students whose parents had a college education (columns 1-4) and those who would be the first in their families to complete college (columns 5-8). We group spring and summer terms together, so that two terms represent one academic year. The sample is limited to students who initially enrolled in Fall 2019 - Spring 2021. Credential attainment rates exclude college credentials earned prior to intake.

Table A6: Nontraditional Student Persistence and Credential Receipt, by Sector, Reconnector Status, Time Since Enrollment, and Work Intensity While Enrolled

Sector	Earning less than HT Wage				Earning HT Wage or More			
	TCATs and Community Colleges		4-year Colleges and Universities		TCATs and Community Colleges		4-year Colleges and Universities	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors	Reconnectors	Age 25+ Non-Reconnectors
Initial term	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
2 nd term	75.2	63.8	74.1	67.0	75.7	66.5	77.4	71.4
3 rd term	61.9	52.0	67.9	55.9	62.6	53.5	69.9	61.4
4 th term	55.3	47.5	61.6	50.7	56.8	48.5	61.0	56.0
5 th term	52.6	45.0	54.5	48.3	53.4	45.5	63.0	53.8
6 th term	50.3	43.7	55.4	46.9	53.0	44.0	62.3	52.7
# students	1,522	19,788	112	13,922	1,980	20,999	146	10,796

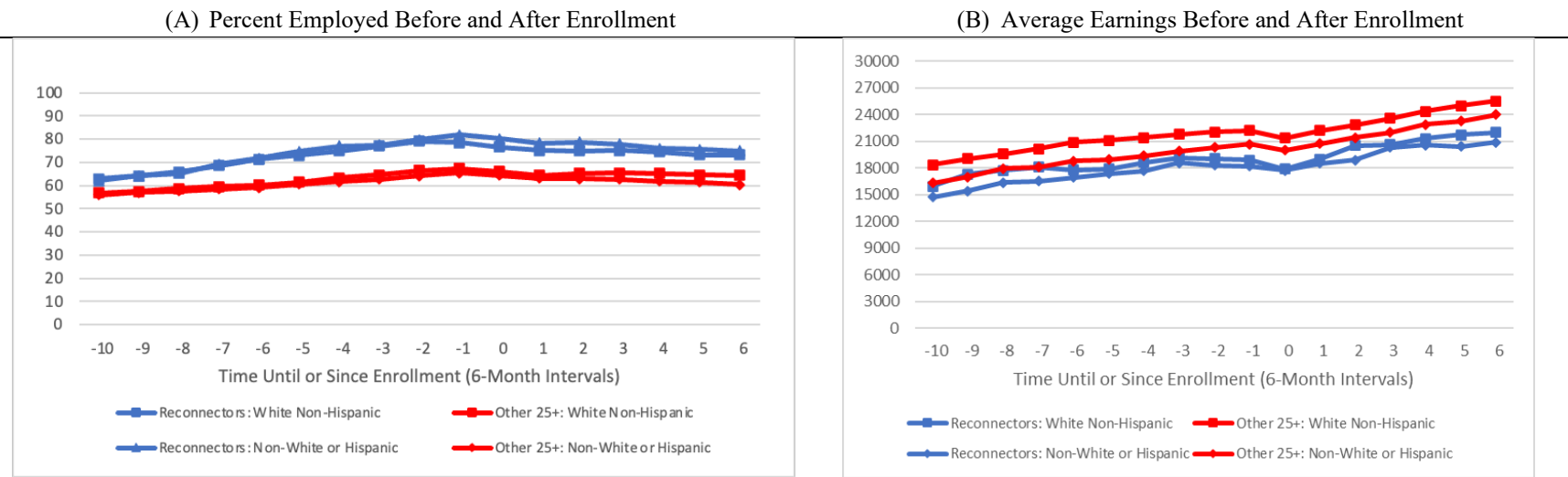
The table reports the percent of students who are enrolled in college or have attained a certificate or degree by sector, Reconnector status, and time since initial enrollment. Enrollment/completion rates are listed separately for students who were not working or who were earning less than a halftime level of earnings at the time of their initial enrollment (columns 1-4) and students who were earning at least a halftime level of earning when they enrolled (columns 5-8). We group spring and summer terms together, so that two terms represent one academic year. The sample is limited to students who initially enrolled in Fall 2019 - Spring 2021. Credential attainment rates exclude college credentials earned prior to intake.

Figure A1. Nontraditional Student Employment and Earnings Five Years Before and Two Years After Enrollment, by Reconnect Status and Gender



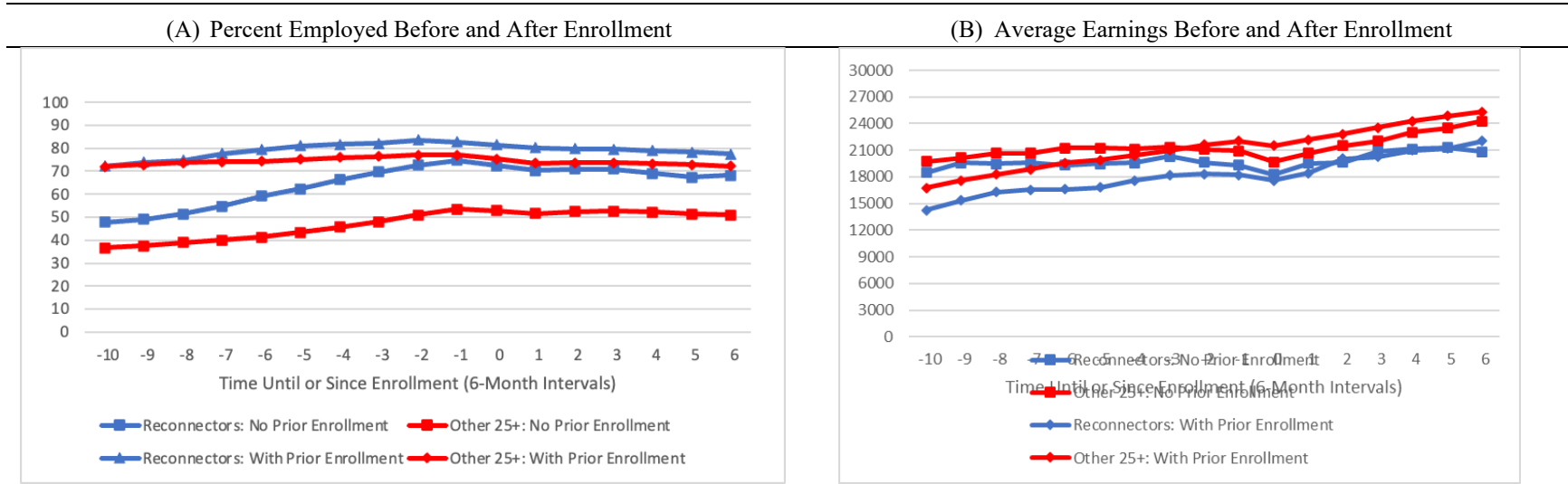
Panel A plots the percent of Reconnectors versus other nontraditional students with in-state, UI-covered employment in the 2019 – 2021 enrollment cohorts during the five years prior to enrollment (periods -10 through -1), during the six-month period when they enrolled (period 0), and during the three years after enrollment (periods 1 - 6). Panel B plots average UI-covered earnings in each 6-month period over the same time frame (conditional on having any UI-covered from Tennessee employers). Earnings are inflation-adjusted to 2024 dollars. Each figure presents trends separately for males and females.

Figure A2. Nontraditional Student Employment and Earnings Five Years Before and Two Years After Enrollment, by Reconnect Status and Race/Ethnicity



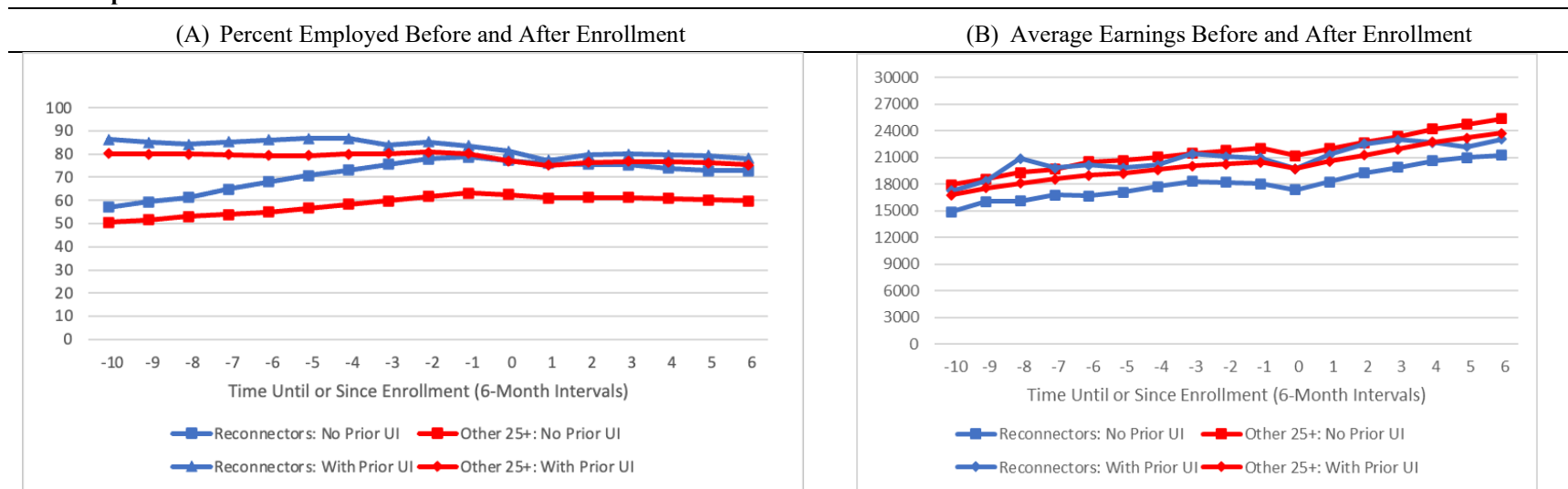
Panel A plots the percent of Reconnectors versus other nontraditional students with in-state, UI-covered employment in the 2019 - 2021 enrollment cohorts during the five years prior to enrollment (periods -10 through -1), during the six-month period when they enrolled (period 0), and during the three years after enrollment (periods 1 - 6). Panel B plots average UI-covered earnings in each 6-month period over the same time frame (conditional on having any UI-covered from Tennessee employers). Each figure presents trends separately for White Non-Hispanic students, and Non-White or Hispanic students.

Figure A3. Reconnector Employment and Earnings Five Years Before and Two Years After Enrollment, by Prior Enrollment History



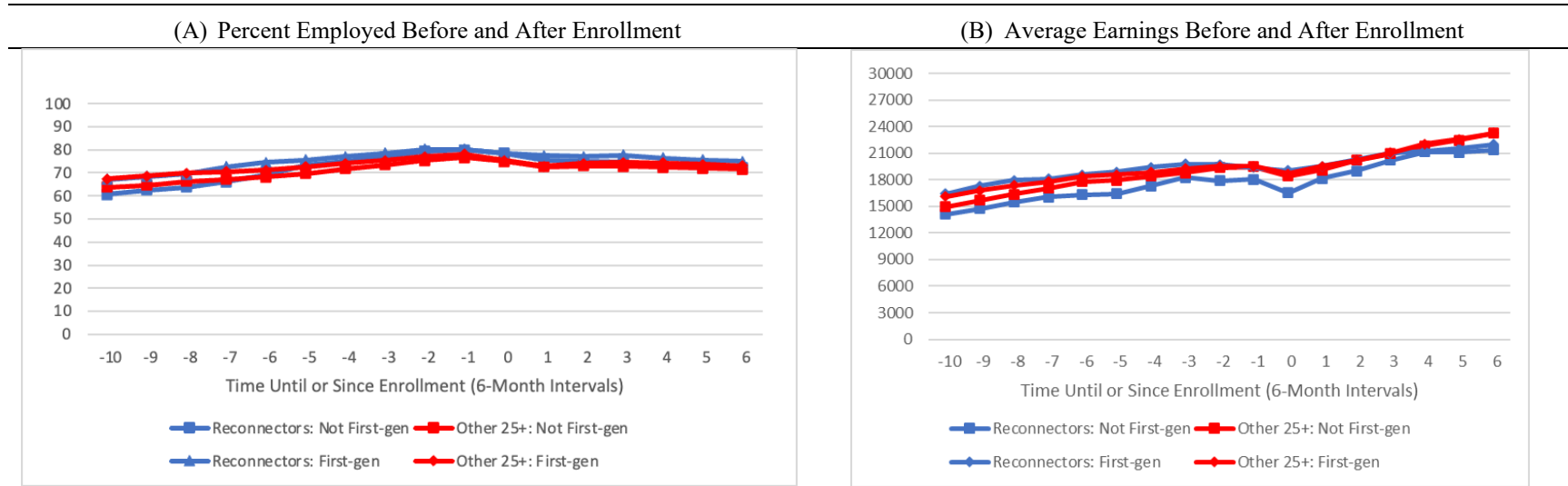
Panel A plots the percent of Reconnectors versus other nontraditional students with in-state, UI-covered employment in the 2019 - 2021 enrollment cohorts during the five years prior to enrollment (periods -10 through -1), during the six-month period when they enrolled (period 0), and during the three years after enrollment (periods 1 - 6). Panel B plots average UI-covered earnings in each 6-month period over the same time frame (conditional on having any UI-covered from Tennessee employers). Earnings are inflation-adjusted to 2024 dollars. Each figure presents trends separately for students with and without observed college enrollment prior to period 0.

Figure A4. Nontraditional Student Employment and Earnings Five Years Before and Two Years After Enrollment, by Reconnect Status and Prior UI Receipt



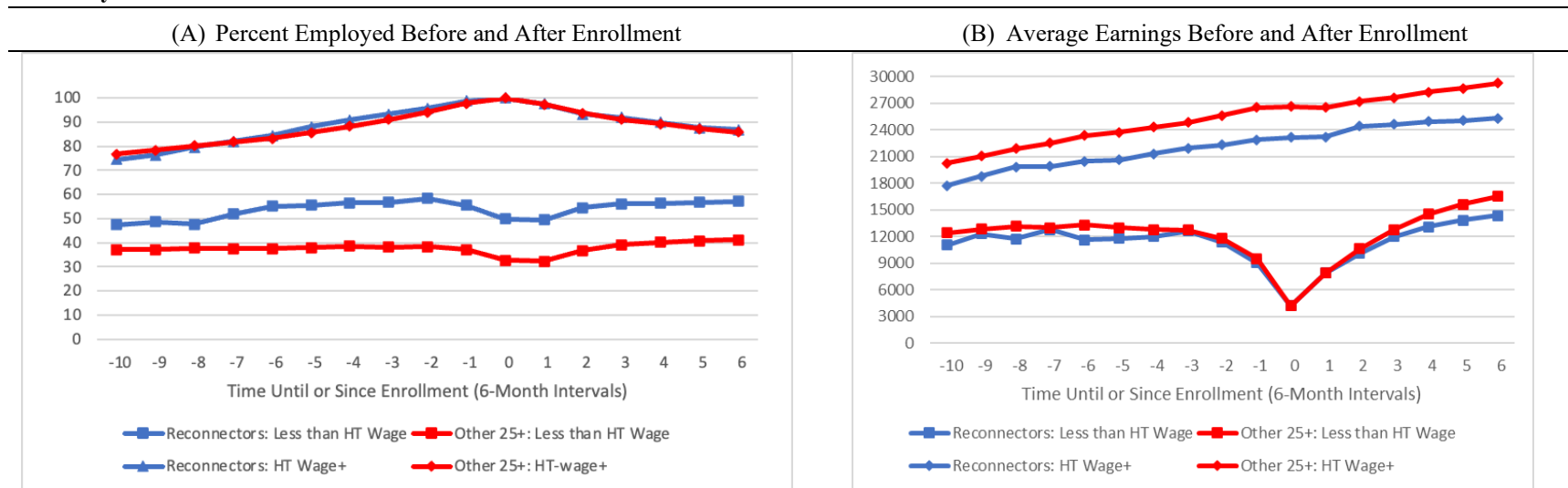
Panel A plots the percent of Reconnectors versus other nontraditional students with in-state, UI-covered employment in the 2019 - 2021 enrollment cohorts during the five years prior to enrollment (periods -10 through -1), during the six-month period when they enrolled (period 0), and during the three years after enrollment (periods 1 - 6). Panel B plots average UI-covered earnings in each 6-month period over the same time frame (conditional on having any UI-covered from Tennessee employers). Earnings are inflation-adjusted to 2024 dollars. Each figure presents trends separately for students with and without a history of unemployment benefit receipt prior to period 0.

Figure A5. Nontraditional Student Employment and Earnings Five Years Before and Two Years After Enrollment, by Reconnect Status and First Generation Status



Panel A plots the percent of Reconnectors versus other nontraditional students with in-state, UI-covered employment in the 2019 - 2021 enrollment cohorts during the five years prior to enrollment (periods -10 through -1), during the six-month period when they enrolled (period 0), and during the three years after enrollment (periods 1 - 6). Panel B plots average UI-covered earnings in each 6-month period over the same time frame (conditional on having any UI-covered from Tennessee employers). Each figure presents trends separately for students who were the first in their family to attend college, and those who had at least one parent with a college education.

Figure A6. Nontraditional Student Employment and Earnings Five Years Before and Two Years After Enrollment, by Reconnect Status and Work Intensity When Enrolled



Panel A plots the percent of Reconnectors versus other nontraditional students with in-state, UI-covered employment in the 2019 - 2021 enrollment cohorts during the five years prior to enrollment (periods -10 through -1), during the six-month period when they enrolled (period 0), and during the three years after enrollment (periods 1 - 6). Panel B plots average UI-covered earnings in each 6-month period over the same time frame (conditional on having any UI-covered from Tennessee employers). Each figure presents trends separately for students who were earning at least half-time pay during the 6-month period 0 when they enrolled, and students who were not working or earning less than the half-time threshold.