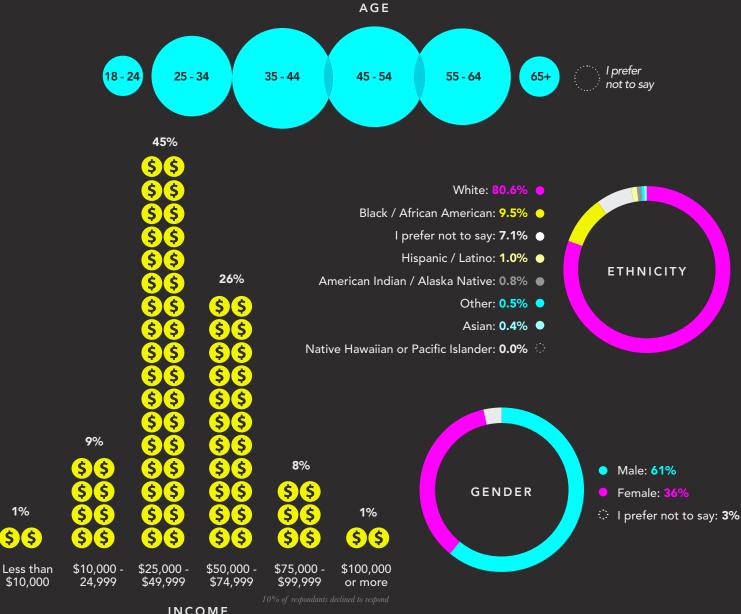# MIDDLE TENNESSEE RECONNECT EMPLOYEE DATA SUMMARY

TENNESSEE DEPARTMENT OF TRANSPORTATION

This data was collected from Tennessee Department of Transportation (TDOT) employee responses to the Tennessee Reconnect Survey, distributed July - August 2016. Of the 3,400 surveys distributed to TDOT employees, 1,008 individuals responded.

AGE

18 - 24 25 - 34 35 - 44 45 - 54 55 - 64 65+ *I prefer not to say*

INCOME

1%	9%	45%	26%	8%	1%
Less than $10,000	$10,000 - 24,999	$25,000 - $49,999	$50,000 - $74,999	$75,000 - $99,999	$100,000 or more

10% of respondants declined to respond

ETHNICITY

- White: **80.6%**
- Black / African American: **9.5%**
- I prefer not to say: **7.1%**
- Hispanic / Latino: **1.0%**
- American Indian / Alaska Native: **0.8%**
- Other: **0.5%**
- Asian: **0.4%**
- Native Hawaiian or Pacific Islander: **0.0%**

GENDER

- Male: **61%**
- Female: **36%**
- I prefer not to say: **3%**

EDUCATIONAL ATTAINMENT

- Some high school: **1%**
- High school diploma / GED / HiSET: **19%**
- Some college, but no degree: **18%**
- High-level career credential or certificate: **2%**
- Associate degree: **8%**
- Bachelor's degree: **36%**
- Master's degree: **14%**
- Professional or Ph.D.: **2%**

PREFERENCES OF INDIVIDUALS INTERESTED IN ADDITIONAL EDUCATION

100 of those with high school diplomas are interested in furthering their education.

114 of those with some college and no degree are interested in furthering their education.

RESOURCES THAT WOULD ASSIST IN COMPLETING A DEGREE

77%	Tuition reimbursement
77%	Flexible work schedule
70%	Financial aid for books, lab fees, commuting cost, etc.
56%	Onsite classes that earn college credit
52%	Knowing which degree will advance my career

BARRIERS TO PURSUING DEGREES

91% Tuition and fees aren't affordable

77% Classes conflict with work schedule

72% Class times aren't convenient

59% Classes conflict with family

50% Location is not convenient

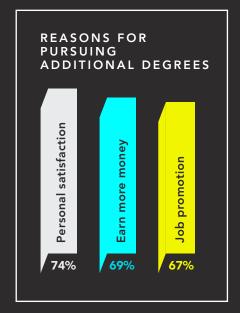## INTEREST IN PROGRAMMATIC SUPPORT

68% Assistance in finding additional money to pay for education

46% Customized plans for degree completion

46% Advice and guided searches to identify a program that's right for me

43% Information about maximizing credit transfer and getting college credit for work/life experience

42% Work/Life balance advice

REASONS FOR PURSUING ADDITIONAL DEGREES

Personal satisfaction — 74%

Earn more money — 69%

Job promotion — 67%

HOW CAN THE MIDDLE TENNESSEE RECONNECT COMMUNITY HELP THE TENNESSEE DEPARTMENT OF TRANSPORTATION?

1. Free advisement services; 2. Free lunch and learn seminars about study skills, returning to school and time management; 3. Connect employees with resources and information about college programming and prior learning assessment programs in the region.

The survey that provided this data was distributed to twelve employers in Middle Tennessee. 28,000 surveys were deployed and over 8,000 people responded. The full report is available at midtnreconnect.org.

MIDDLE TENNESSEE
Reconnect