Driving Outcomes

Funding
- College
- Work
- Funding
- Earnings

Culture

Motivation
- 38%

Results
- $36 M
- $40 M
- $48 M
- $58 M
- 2009
- 2010
- 2011
- 2012
Example – THECB Gainful Employment Data

Gainful Employment - Placement Rate

On October 29, 2010, the Department of Education published regulations that required institutions of higher education to publish information regarding students enrolled in Title IV eligible programs leading to gainful employment. The information disclosed includes list of occupations that the program prepares students to enter, on-time graduation rate for students completing the program, tuition and fees, cost of books and supplies, median loan debt incurred by students who completed the program, and job placement rate for students completing the program. The new regulations require institutions to notify the Department of Education if they wish to add any new gainful employment program. Click here for Gainful Employment Definitions. For more information please visit Gainful Employment Information.

Example – C4EO at TSTC Earnings Tool

Curators of the Common Skills Language project and partners for a more aligned and productive labor market.

Now Accepting College Applications for Analysis • Apply Today

Building the Common Skills Language Library

The Competency Library is a continuously updated database of descriptive statements about what workers need to know and be able to do in their jobs. Expressed in a common skills-based language, the statements are

Helping Colleges Align Curriculum Skill by Skill

The Skills Outcomes Analysis application uses the Competency Library to help colleges match what is taught in the classroom with work performed in business and industry. Colleges aligned course learning outcomes which are
Aligning Curriculum

Target Occupations
- Demand
- Growth
- Earnings

Skill Alignment
- Student
- Education
- Industry

Benchmarking

Competency Modeling

Program (CIP) <-> Occupation (SOC)

Crosswalk
Example – Dietician & Nutritionist

Workplace Basics

- Oral Communication
- Critical Thinking
- Following Directions
- Intellectual Risk-taking
- Organization

Detailed Work Activities

- Apply knowledge of medical
- Consult with colleagues or experts regarding specific issues
- Teach food or nutrition principles
- Teach principles of medical laboratory
- Conduct nutritional or food programs
- Plan menus
- Develop dietary-care plans
- Obtain individual dietary histories in diet
- Measure or weigh ingredients for food
- Prepare technical, managerial, financial, or

- Ensure
- Attend
- Maintain licenses
- Follow
- Follow recipe
- Apply statistics in food research

- Perform quality assurance testing
- Collect clinical data
- Research health
- Implement nutritional practices and techniques
- Manage operational budgets

- Counsel individuals concerning diet
- Teach food or nutrition principles
- Teach principles of medical laboratory
- Conduct nutritional or food programs
- Plan menus
- Develop dietary-care plans
- Obtain individual dietary histories in diet
- Measure or weigh ingredients for food
- Prepare technical, managerial, financial, or

Working Smarter

Focusing on Competency

- Robotics Associate
- Instrumentation Associate
- Registered Nurse Associate
- Mechanical Engineering Certificate
- Dental Hygiene Associate
- Median Bachelor's Degree

$80,349
$77,994
$69,518
$69,745
$58,447
$40,000

Changing Understanding

Serving Students

Engaging Industry
Example – Rethinking the Career Fair

US Earnings & Unemployment by Attainment

<table>
<thead>
<tr>
<th>Unemployment rate in 2013 (%)</th>
<th>Median weekly earnings in 2013 ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.2</td>
<td>Doctoral degree</td>
</tr>
<tr>
<td>2.3</td>
<td>Professional degree</td>
</tr>
<tr>
<td>3.4</td>
<td>Master's degree</td>
</tr>
<tr>
<td>4.0</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>5.4</td>
<td>Associate's degree</td>
</tr>
<tr>
<td>7.0</td>
<td>Some college, no degree</td>
</tr>
<tr>
<td>7.5</td>
<td>High school diploma</td>
</tr>
<tr>
<td>11.0</td>
<td>Less than a high school diploma</td>
</tr>
</tbody>
</table>

All workers: 6.1%
All workers: $827

Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.
Texas Earning by Educational Attainment

Source: Survey-Weighted Quartiles from American Community Survey 2006-2010 5-year Texas Sample (In Labor Force)

Median First-Year Earning by Degree in Texas

# From Activity to Outcomes

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>OUTCOMES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrollments</td>
<td>Placement Rate</td>
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<tr>
<td>Demographics</td>
<td>Earnings</td>
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<tr>
<td>Contact Hours</td>
<td>Student Satisfaction</td>
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<tr>
<td>Course Completion</td>
<td>Employer Satisfaction</td>
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<tr>
<td>Graduates</td>
<td>New Companies</td>
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<tr>
<td>Numbers of Awards</td>
<td>Return on Investment</td>
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<td>Award Levels</td>
<td>Value to Taxpayer</td>
</tr>
<tr>
<td>National Benchmarks</td>
<td>Efficiency</td>
</tr>
</tbody>
</table>

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Texas State Technical College  
Higher Education Strategic Planning Committee

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