

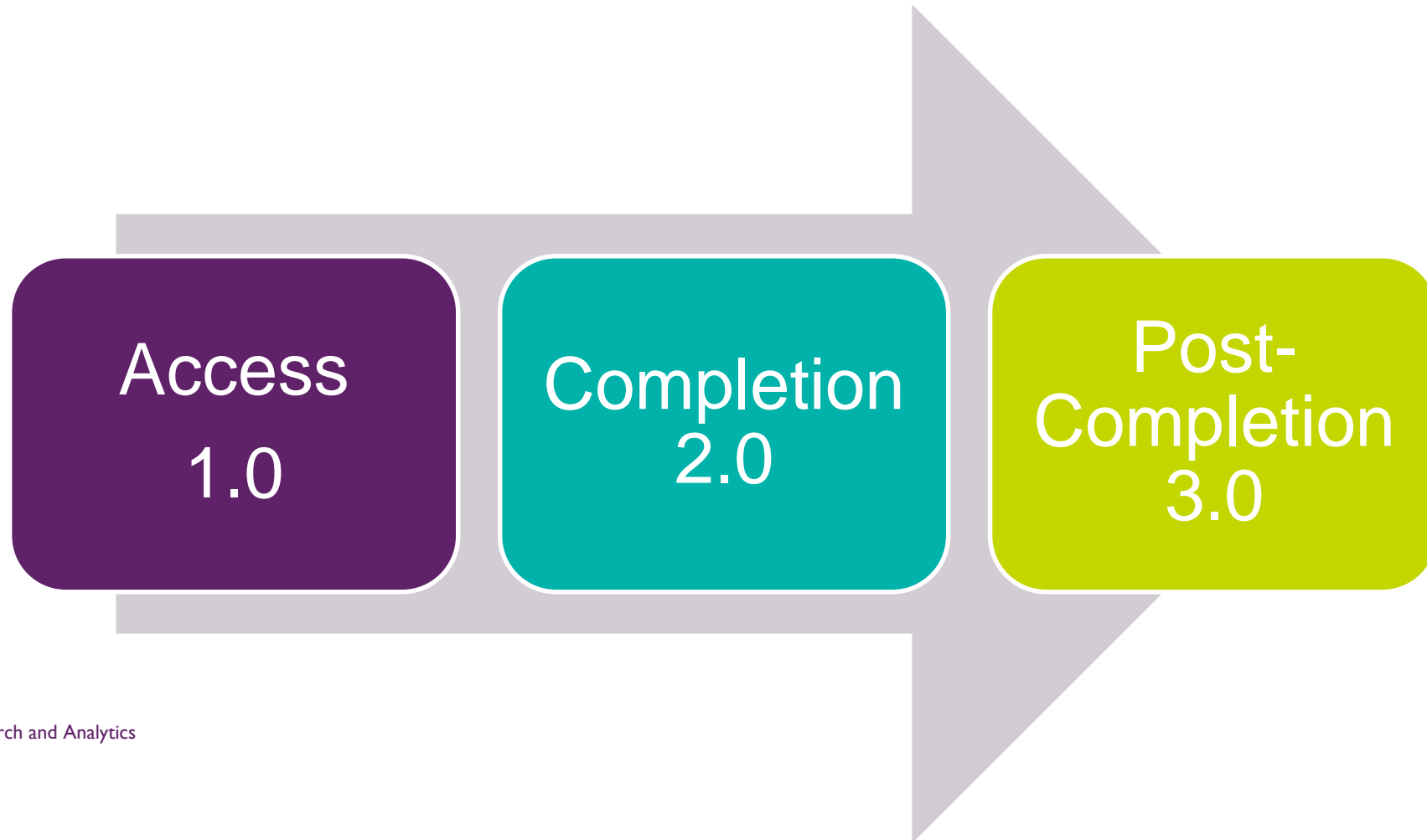


Fast Track Programs & Post-Completion Outcomes

Jenna Cullinane Hege

March 2, 2022

The new era of community colleges demands new data & tools



Why are post-completion outcomes important to track?

- More education typically leads to higher earnings, but there is significant variation across credential levels and programs of study.
- Society is questioning the value of higher education & is concerned about student debt.
- Informs future program expansion, continuous improvement of programs & employer engagement
- Historically, ACC, and most colleges have relied on LMI (like EMSI, Burning Glass, etc) and graduate follow-up surveys, which have some limitations.

Postsecondary Value Commission Report

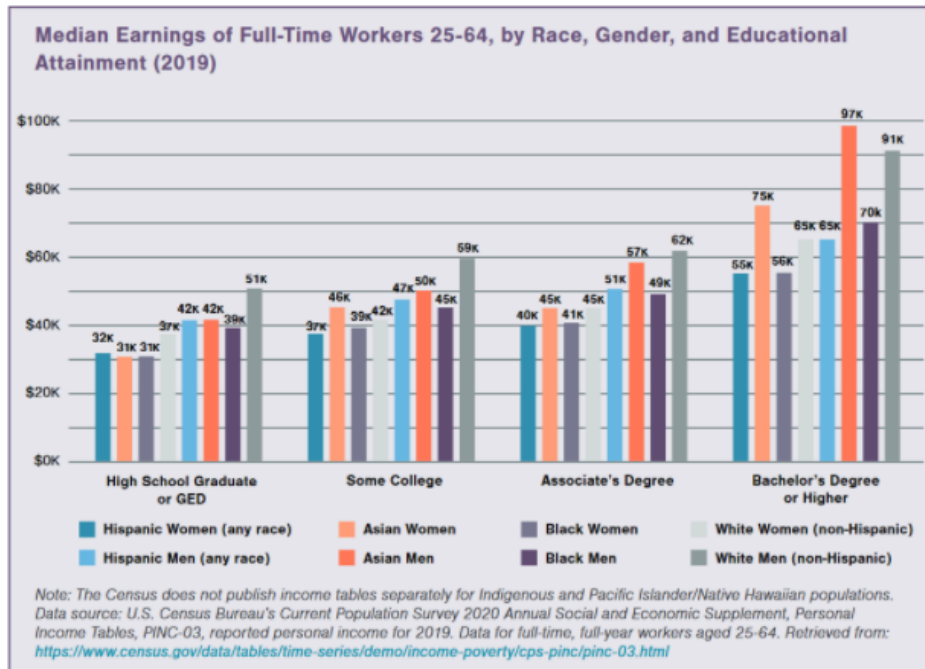


Figure 3.2. Measuring Economic Returns Via Thresholds

Threshold	
0	Minimum Economic Return: A student meets this threshold if they earn at least as much as a high school graduate plus enough to recoup their total net price plus interest within ten years.
1	Earnings Premium: A student meets this threshold if they reach at least median earnings in their field of study (or, if field of study data is unavailable, the median earnings for the institution's predominant degree type). ¹
2	Earnings Parity: This threshold measures whether students of color, students from low-income backgrounds, and women reach the median earnings of their systemically more advantaged peers (White students, high-income students, or men). ²
3	Economic Mobility: This threshold measures whether students reach the level of earnings needed to enter the fourth (60th to 80th percentile) income quintile, regardless of field of study.
4	Economic Security: While sufficient earnings can create a stable life, wealth is key to building the type of security needed to withstand life's financial shocks. This threshold therefore measures whether students reach median levels of wealth.
5	Wealth Parity: Mirroring the earnings parity threshold, this threshold measures whether students of color, students from low-income backgrounds, and women reach the level of wealth attained by their more privileged White, high-income, or male peers.

Building a Talent Strong Texas



Credentials of Value

AIM: By 2030, all degrees, certificates, and other credentials awarded by public institutions of higher education should be 'credentials of value' & every student should have the opportunity to complete a 'credential of value' with no or manageable debt.

Draft Goal - Completion of Credentials of Value

550,000 students completing credentials of value* each year

Draft Goal - No or Manageable Debt

95% percent of students completing credentials of value* at public institutions with no or manageable undergraduate student debt**

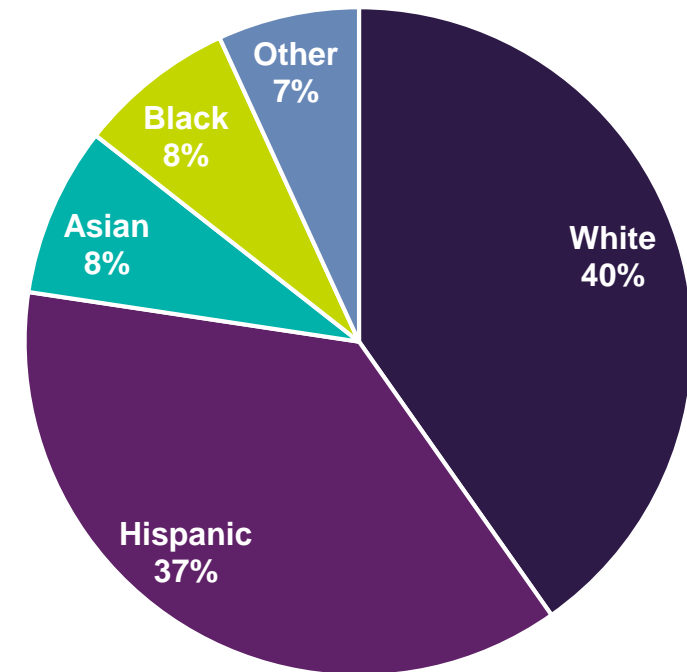
** Credentials of value are those where a student completing them sees a net positive return within 10 years relative to the earnings of a high school graduate*

***Manageable debt is that which an individual could reasonably pay off within 10 years given typical earnings for credential holders*

Austin Community College

AY2021

- 72,315 annual unduplicated headcount*
 - Undergraduate credit, adult education, and continuing education programs
- Hispanic-Serving Institution
- Historically a transfer-oriented college**
 - 921 transfers to Texas State University
 - 162 transfers to UT Austin
- Rapidly growing completions & graduation rate



Office of Institutional Research and Analytics

*AY2021. Strategic Plan Goals Tracking Dashboard

**Fall 2019. Academic Performance of 2-Year College Transfer Students, THECB

Fast Track Careers



Get Skills for Jobs Now

Train for a new career quickly and affordably at Austin Community College. ACC's Fast Track Career Certificates can give you a helpful edge in the job market by equipping you with the in-demand skills Central Texas employers need now. Noncredit and for-credit certificate options are available to help you achieve fast results and long term success.

[Carreras Rápidas - Ver en Español](#)

Noncredit Certificates — 50% Discount

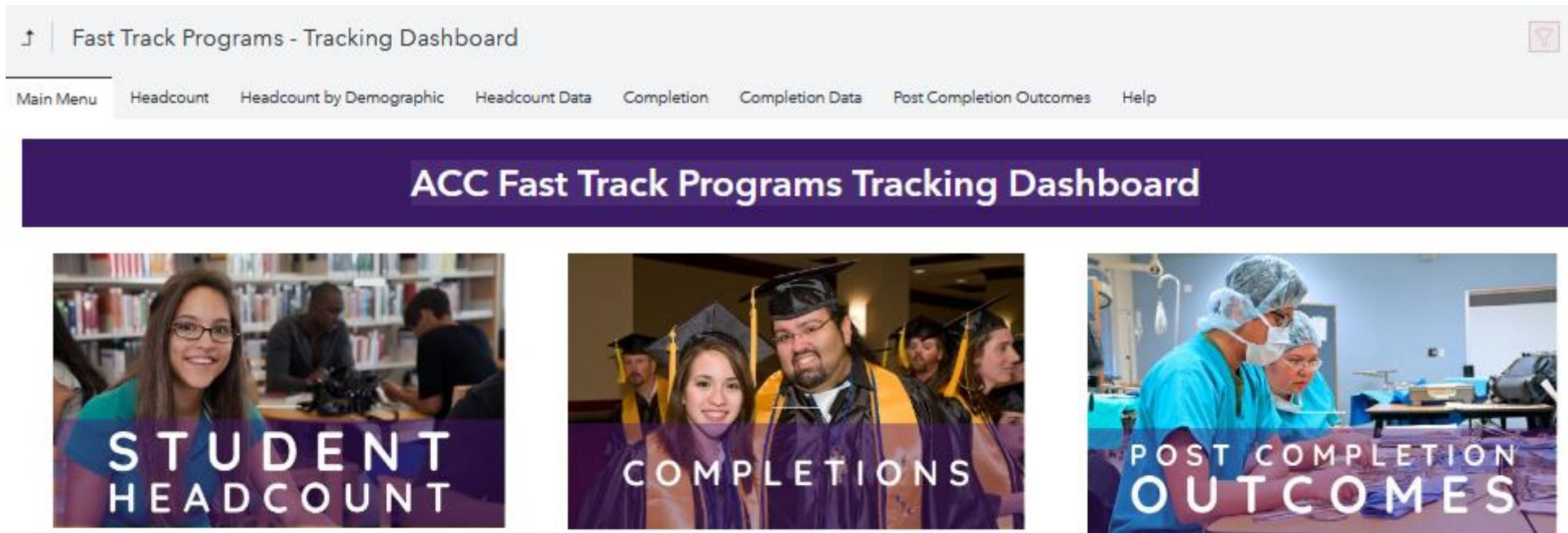
ACC's Continuing Education Division offers noncredit skill certificates that prepare you to start a new career or advance in your current profession even faster. Register now and save 50% on the cost of most programs. Discounts have been applied to the costs listed below. Financial assistance also may be available; check with the program for details.

Ready to register? Visit the [Continuing Education registration page](#) or contact 512-223-7542.

Chancellor Priority #4 - Help Central Texans get back to work and started on a career path by enhancing student opportunities for job entry and career progress.

- Year 1: Enhance access to post-completions data
- Year 2: Assess labor market outcomes of Fast Track programs in comparison to a living wage

Dashboard development motivated data quality efforts and efforts to enhance program capacity



► [Unduplicated Student Headcount](#)

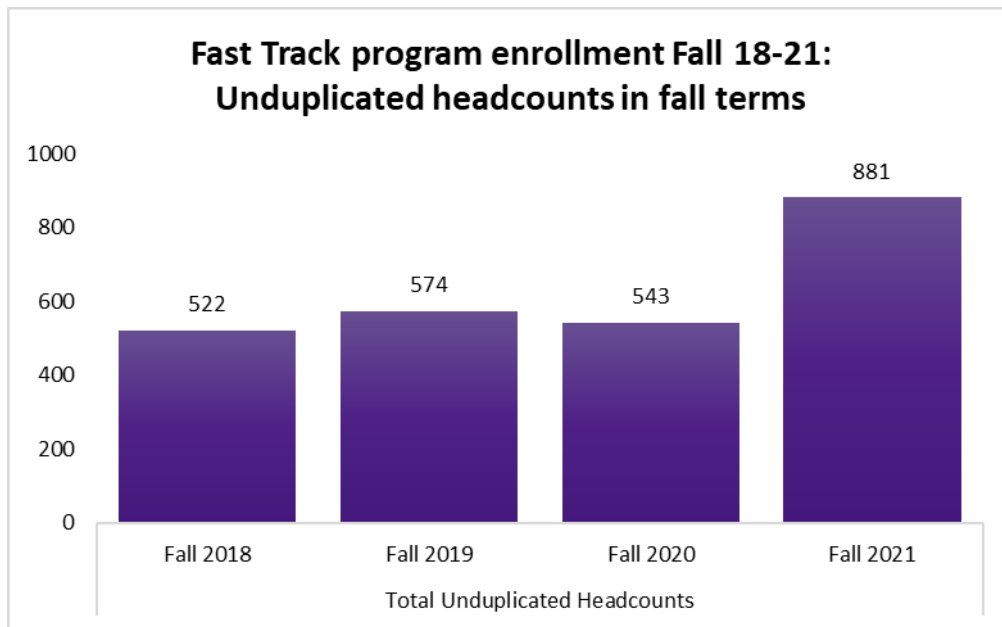
► [Student Headcount by Demographic, New/Continuing, and AOS/Program of Study](#)

► [Program Completions by Demographics and AOS/Program of Study](#)

► [Coming Soon!](#)

Fast Track program enrollment increased in 2021

27 Fast Track programs across five Areas of Study



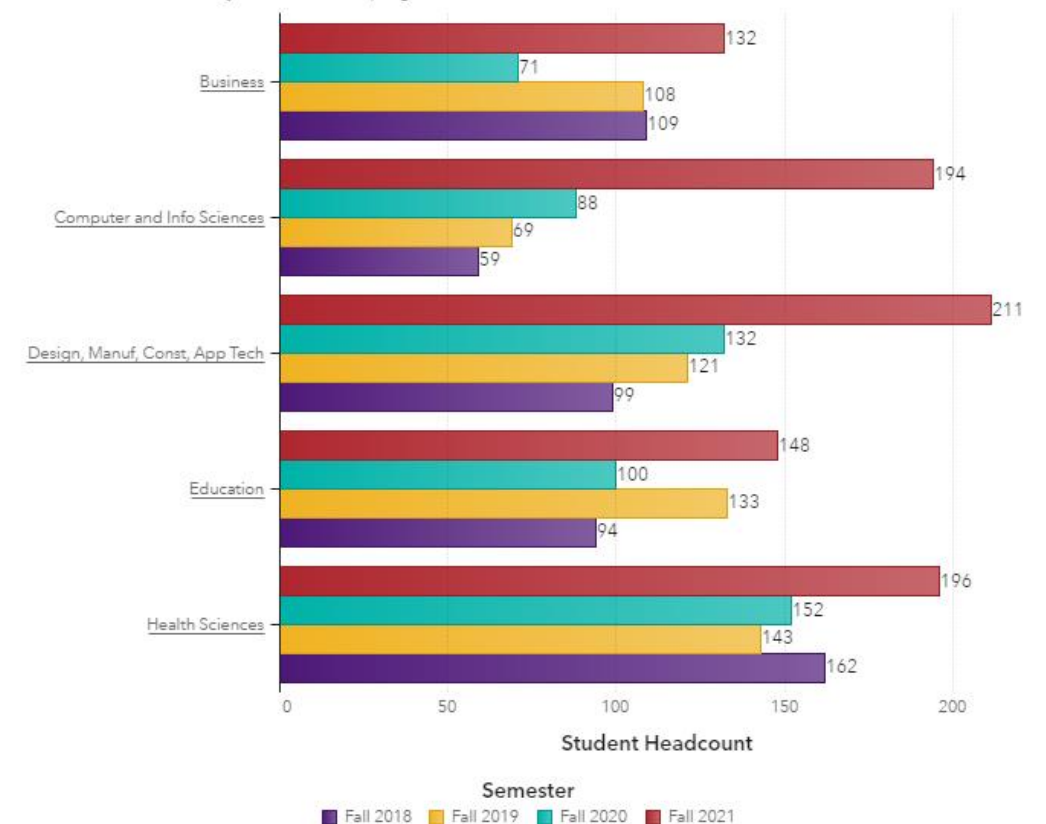
Office of Institutional Research and Analytics
Source: Fast Track Program Tracking Dashboard – Student Headcount

Fast Track Programs - Unduplicated Student Headcount

Source: ACC LiveODS Data as of Monday, December 6th, 2021

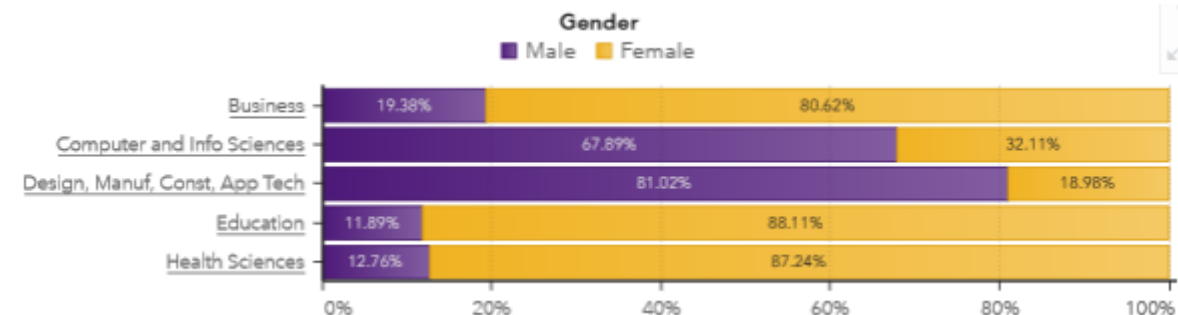
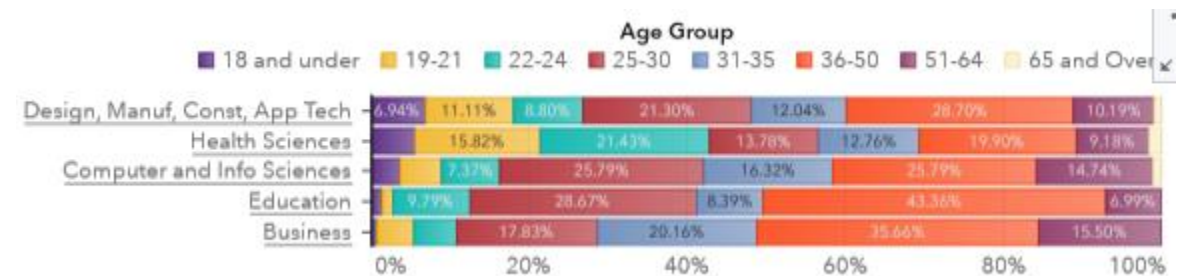
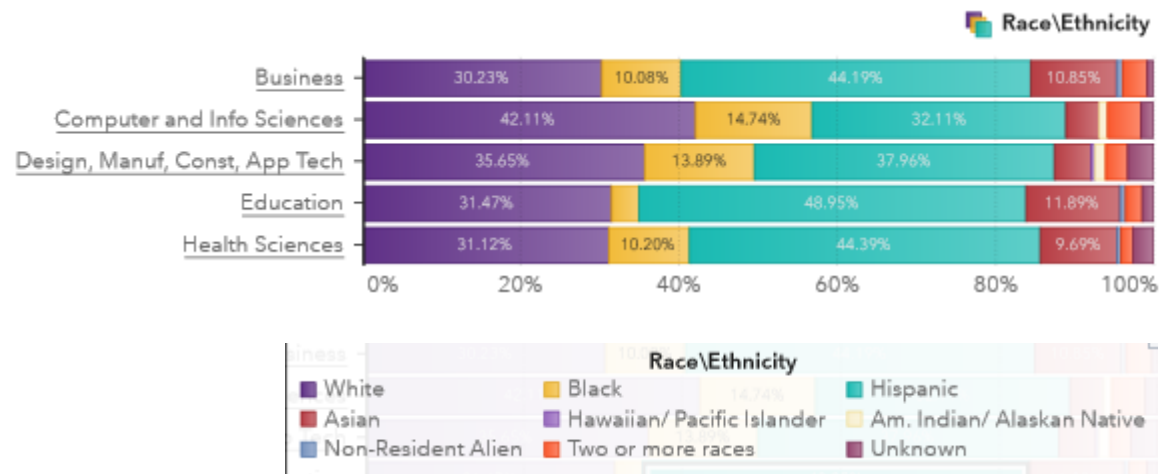
*** For Internal Use Only - Not to be shared with outside entities ***

Click on the Area of Study to drill down to program level

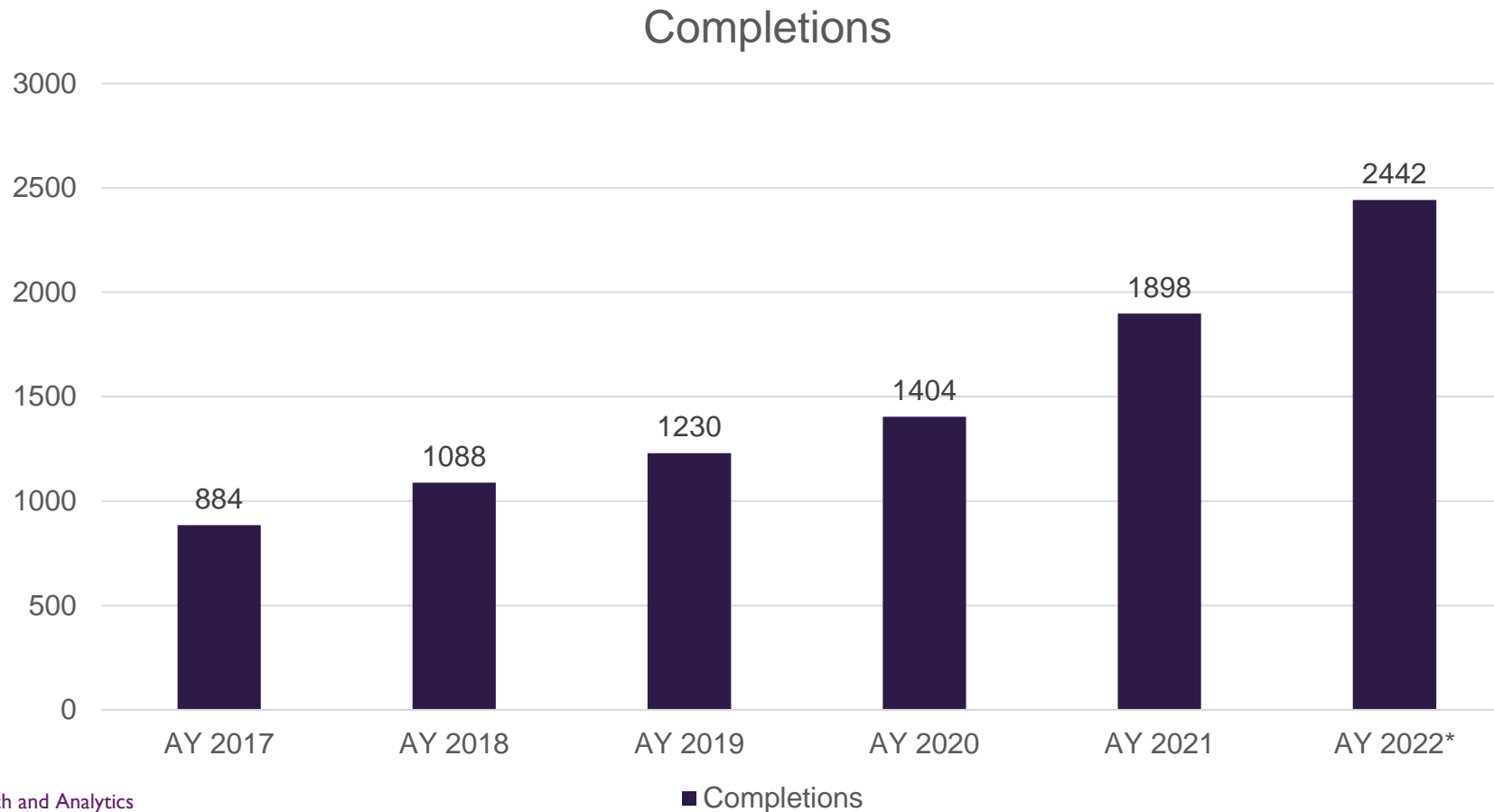


Fast Track programs serve large numbers of students of color and older students.

27 Fast Track programs across five Areas of Study



Completions have increased, particularly in AY 2022, which is not yet complete.





This presentation includes new data and analysis that presents innovative opportunities and several caveats.

- Few Texas community colleges are able to access employment and wage data at the award level.
- This is preliminary information based on a large, but incomplete, sample of students
- These data are a good start, but often lead us to more questions than answers



First things first...how did you get access to the TWC UI Wage Records?

• Unemployment Wage Records Pros:

- Precise wages, not self-reported
- Significant sample sizes
- Consistent reporting schedules
- The vast majority of Texas CC grads become employed in-state
- Possible to track longitudinal outcomes (pre & post)

Cons:

- Missing data for those employed out of state, self-employed, or with informal employment
- Occupation unknown
- Hours worked unknown

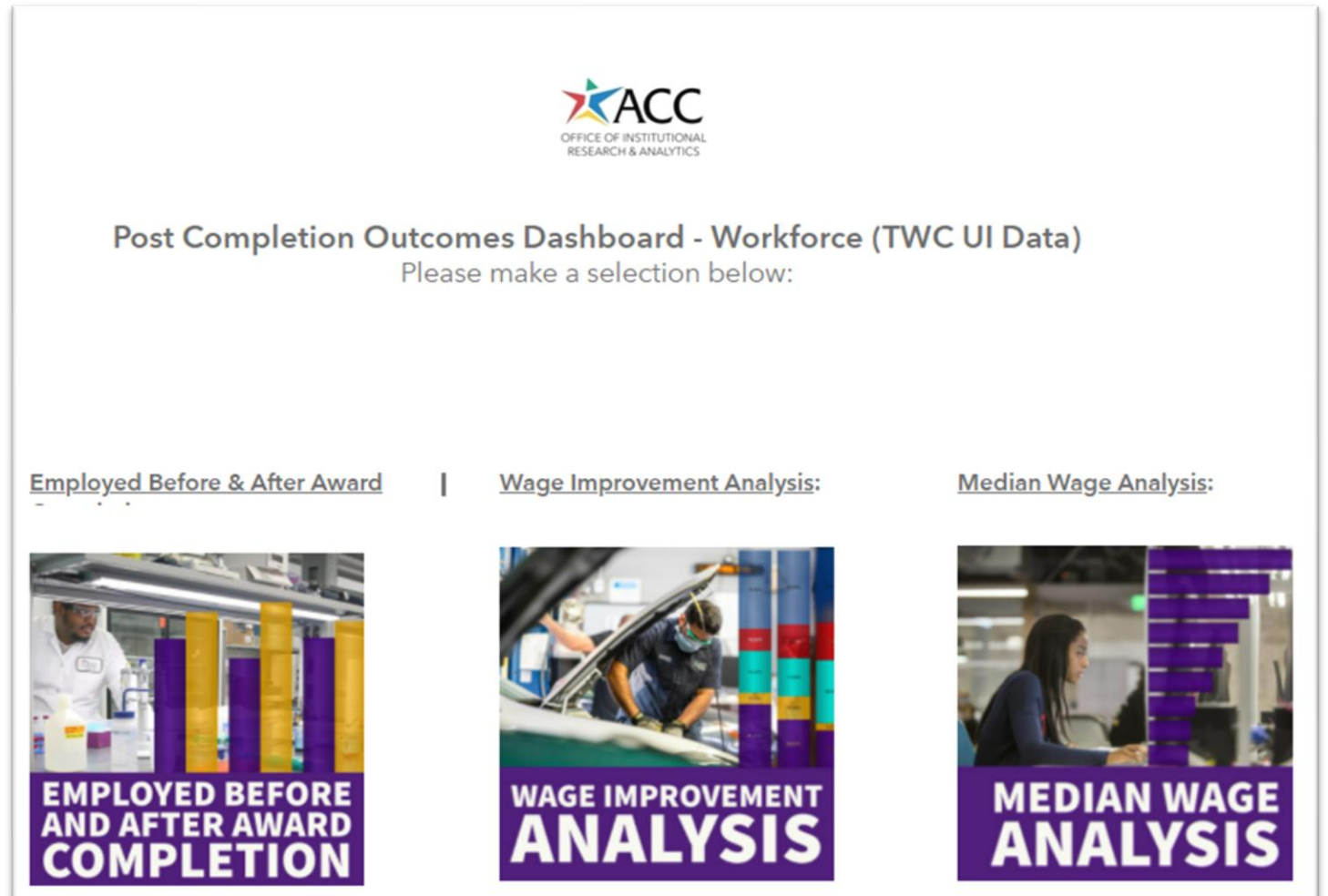


OIRA has launched new Post Completion Outcomes Dashboards

3 new dashboards providing workforce data on our graduates:

1. Employed before and after award completion
2. Wage improvement analysis
3. Median wage analysis

Texas Workforce Commission
(TWC) Unemployment
Insurance (UI) Wage Records



A Preview....

Employed Before and After

Aggregate Visual Data

Aggregate by Program - Combined Cohorts

Detail Data Table

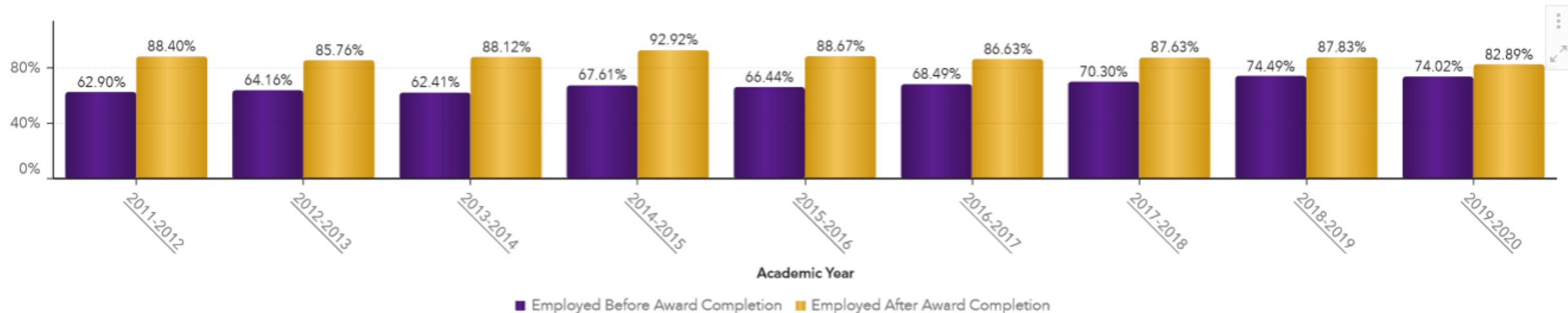
Purpose, Methodology & Data Source Notes

Health Sciences

Program

Percentage of Students Employed: Before & After Award Completion

Select an Area of Study and/or Program from the Drop Down List:
Area of Study = 'Health Sciences'



Wage Improvement

Aggregate Visual Data

Aggregate by Program - Combined Cohorts

Detail Data Table

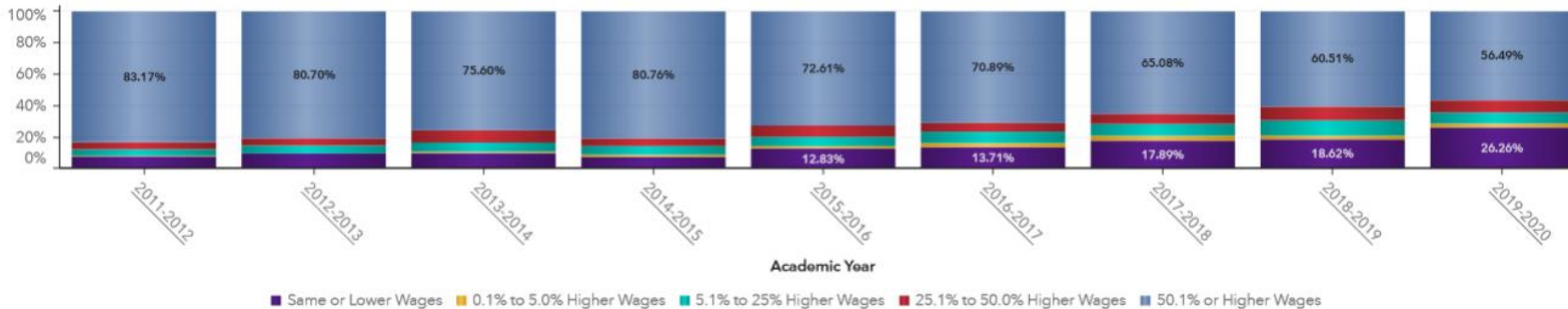
Purpose, Methodology & Data Source Notes

Health Sciences

Program

% Wage Improvement Analysis

Select an Area of Study and/or Program from the Drop Down List:
Area of Study = 'Health Sciences'



Median Wages

Fast Track Program Selector:

Fast Track

Non-Fast Track

First-Year Median Wages & Completers by Academic Year of Award Co...

First-Year Median Wages & Completers - Combined Cohorts

Top 10 First-Year Median Wages - Combined Cohorts

Detail Data Table

Purpose, Methodology & Data Source Notes

First-Year Median Wages & Completers by Academic Year of Award Completion

Academic Level

Health Sciences

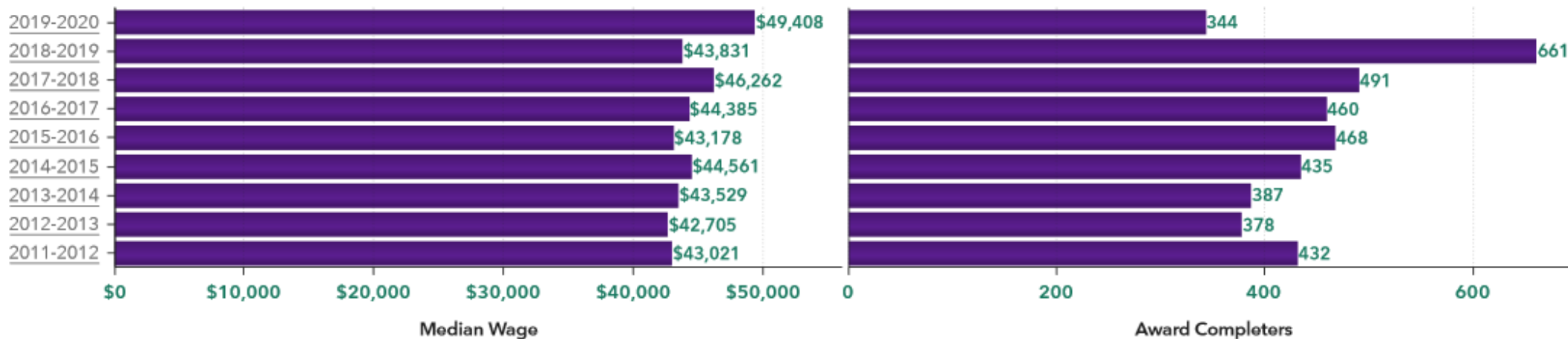
Department

Program

Award Selector:

- ☐ AA
- ☐ AAS
- ☐ AAT
- ☐ AS
- ☐ BSN
- ☐ CERT-CE
- ☐ CT1
- ☐ CT2

Academic Year of Award Completion



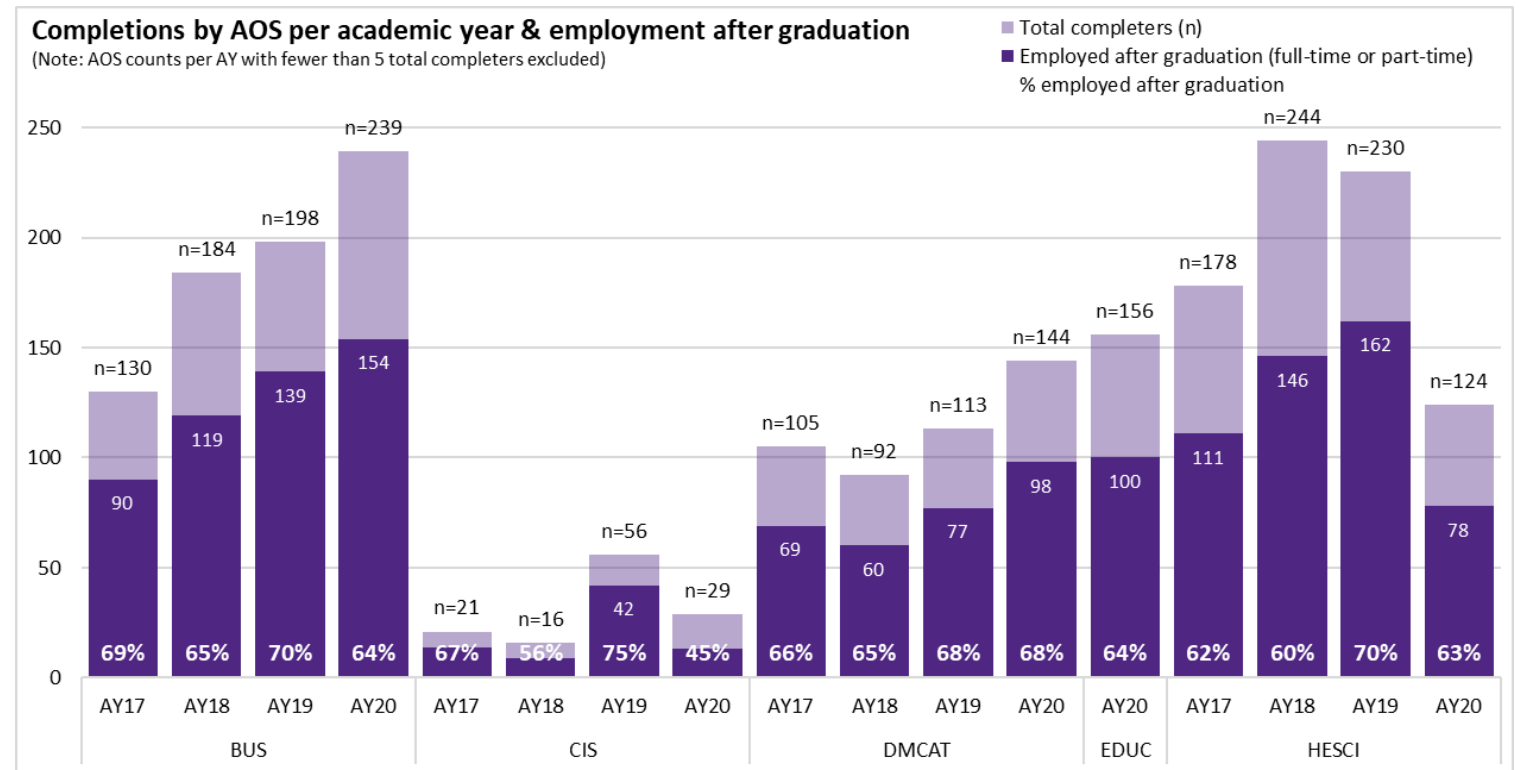
This dashboard shows the median wage for the four quarters following the Academic Year of award completion, along with the number of award completers for that Academic Year, who met the criteria for inclusion in the dashboard.*

This dashboard can be used two ways:

Going Deeper....

Fast Track program completions increased 14% in AY2020 and 34% in AY2021. Nearly 80% are found employed 6 months after completion.

- Completions in Business and Design Manufacturing Construction & Applied Technology generally increased AY17-AY20, more fluctuation in Computer & Information Sciences, Education, and Health Sciences
- 6 months after graduation, nearly 80 percent of completers are found employed in the TWC UI wage records.*



Median Wage Analysis

- Median first-year wages AY17-AY20
- Completers estimated to have full-time employment:
 - 4 consecutive quarters in the year following completion
 - Sum of wages must be \$13,195 or greater (based on federal minimum wage and 35 hours of work per week)



**MEDIAN WAGE
ANALYSIS**

Do Fast Track Programs support living wages?

- The analysis in this presentation compares median wages to a living wage:
 - ACC's and City of Austin min. wage
 - Consistent with multiple sources and definitions of a living wage
- \$15/hr. or \$31,200 annually

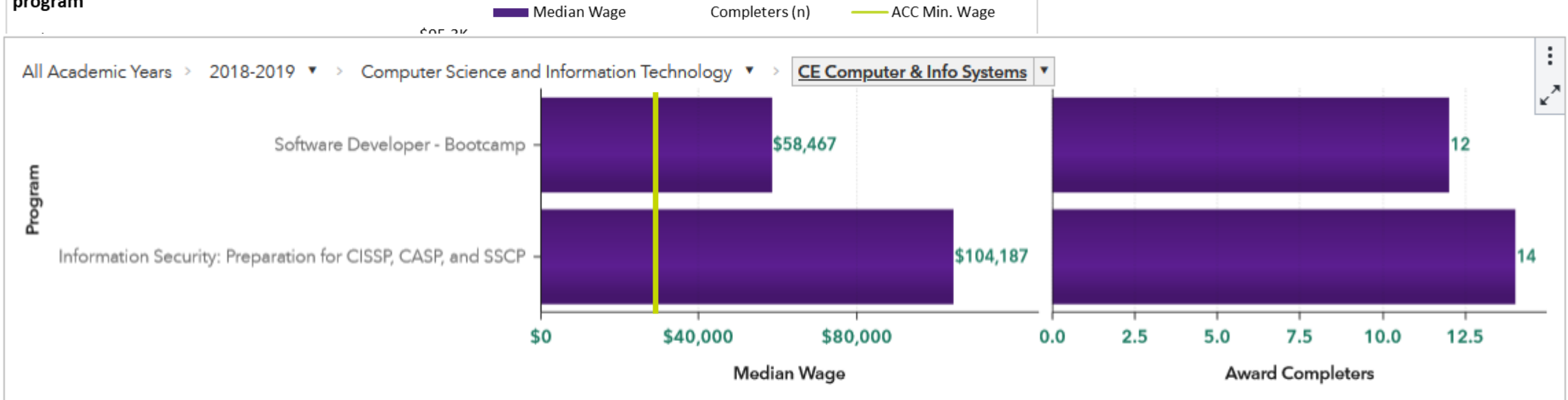
ACC min. wage:

\$15/hr. =

\$31,200/yr.

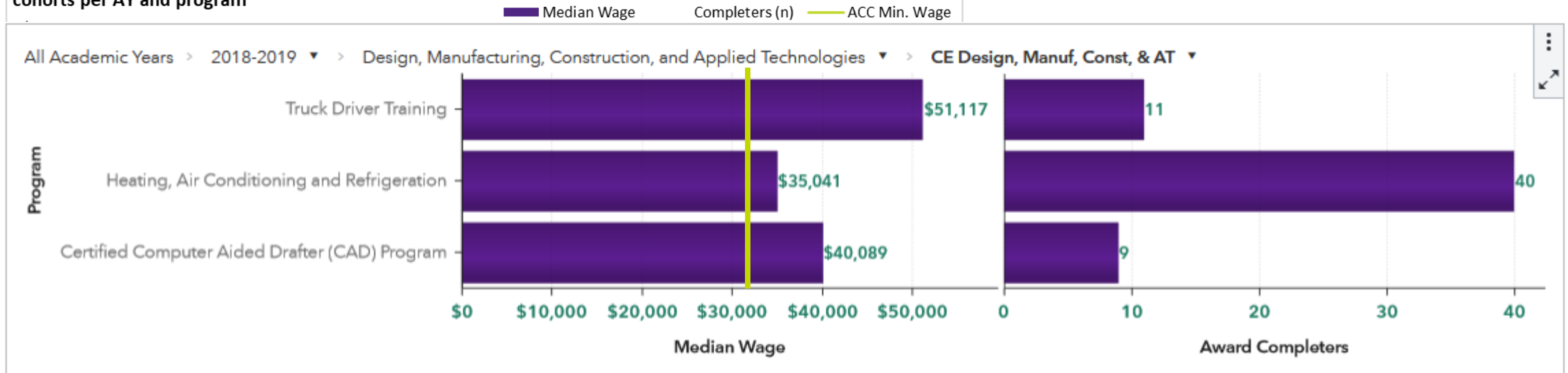
Computer Science & IT AOS program Fast Track completions AY17-20

Computer Sci. & IT AOS Fast Track programs: 1 yr. post-completion median wage for completer cohorts per AY and program



DMCAT AOS program Fast Track completions AY17-20

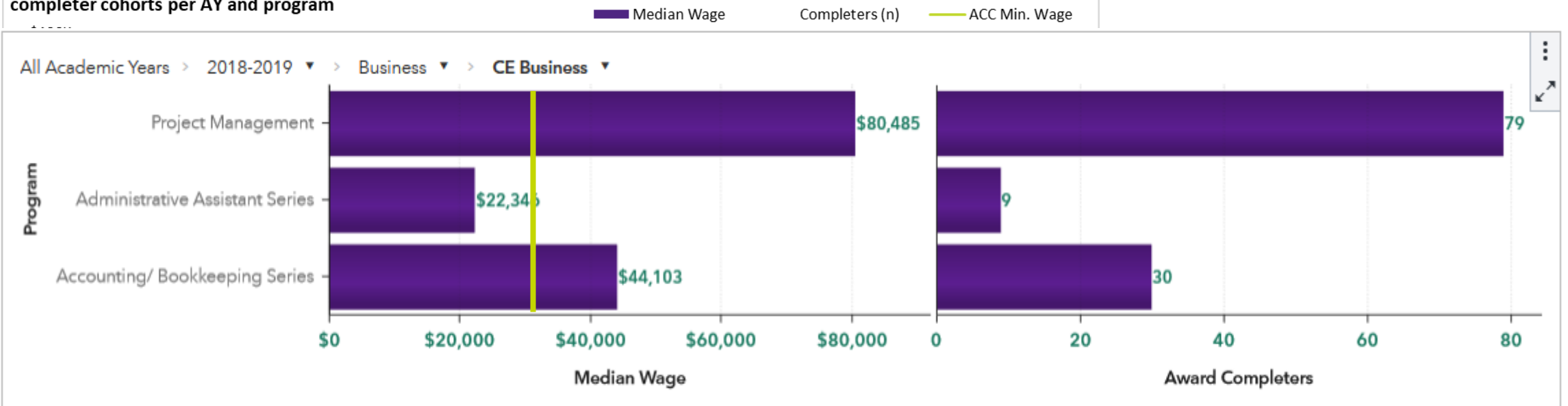
DMCAT AOS Fast Track programs: 1 yr. post-completion median wage for completer cohorts per AY and program



DESIGN, MANUF, CONST, APP TECH

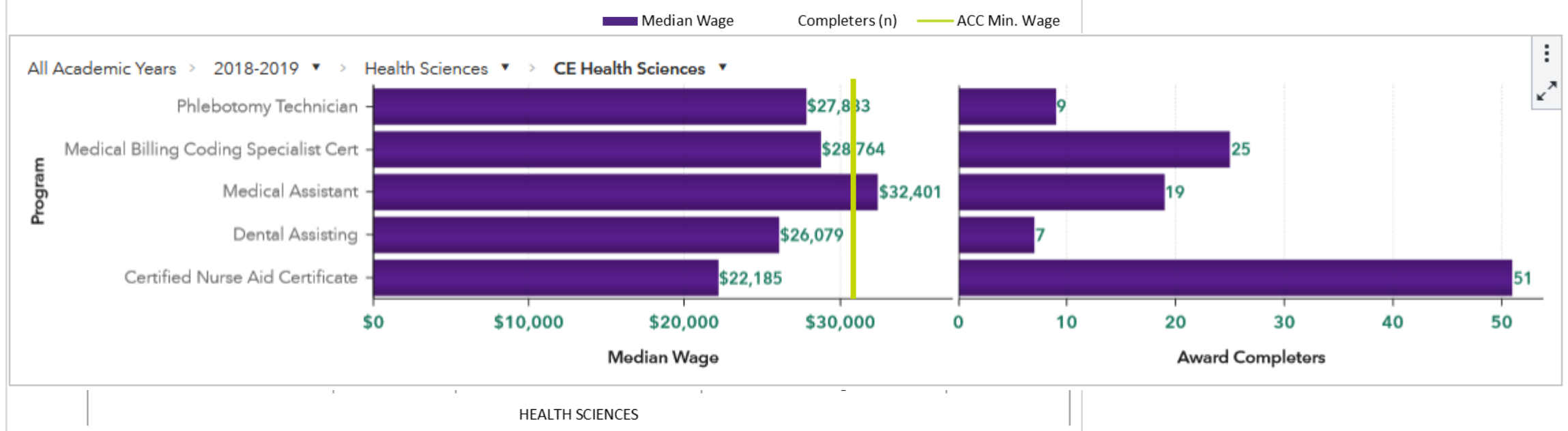
Business AOS program Fast Track completions AY17-20

Business AOS & Education AOS Fast Track programs: 1 yr. post-completion median wage for completer cohorts per AY and program



Health Sciences AOS program Fast Track completions AY17-20

Health Sciences AOS Fast Track programs: 1 yr. post-completion median wage for completer cohorts per AY and program



Data Validation

Compare UI Wages

- First-year median wages from UI wage records
 - Vs.
- EMSI 10% wages to estimate entry-level wages by program
 - Vs.
- TX CREWS (THECB)
- Post-secondary education outcomes (PSEO) dashboard

Questions and Next Steps

Cautions & Considerations

- Complexity of assumptions and data
- Preliminary analysis
- New insights, new questions
- Small numbers of completers with “full-time” wages in some programs create variability in results and obfuscate trends
- Important to triangulate findings with other sources (LMI, graduate surveys)

What's next?

- Explore programs with low wages
 - What do we know about the number of hours completers are working?
 - What do we know about completers without wages?
 - Are students stacking credentials to get higher wages?
 - Engage employers about wages and career ladders
- Explore programs with particularly high wages to assess whether to continue half-price discount
- Add 3- and 5- year post-completion wages
- Add race/ethnicity



Big THANK YOU to my OIRA team!

Questions?

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