



- 1 Building a Talent Strong Texas (TST)
Leveraging TST Metrics
Presented by Ginger Gossman, Ph.D.

TST Goals

1. Attainment of Postsecondary Credentials
2. Postsecondary Credential of Value
3. Research, Development, and Innovation

Goal 1: Attainment of Postsecondary Credentials

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Goal 1: Primary Indicators

GOAL: 60%

Percentage of Texans ages 25-34 with a degree, certificate, or other postsecondary credential of value by 2030.

GOAL: 60%

Percentage of Texans aged 35-64 with a degree, certificate, or other postsecondary credential of value by 2030.

Data Source:



American Community Survey, 1-year Estimates



CBM009



Individual-level data



Aggregate data

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1

Establish and maintain a statewide repository with information on all credentials offered by Texas institutions of higher education and other providers, including non-degree, postsecondary credentials of value.

Credential Engine, [HB 3767, 87\(R\)](#)

2

Modernize the state's educational and workforce data infrastructure, including improved collection of occupation-specific data to better inform students, educators, institutional leaders, employers, and the public about the talent pipeline, while maintaining student privacy.

Data Modernization Initiative (DMI); GEER Reporting Modernization

3

Build upon the work of the Texas Higher Education Coordinating Board, Texas Workforce Commission, and Texas Education Agency through the governor's Tri-Agency Workforce Initiative to expand high-quality education and workforce training opportunities that empower Texans to achieve their full potential.

Overarching Memorandum of Understanding

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Goal 1: IHE Actionable Items

- Regional Population Trends
- Workforce and occupational data
- High-demand programs Sheri.Ranis@highered.Texas.gov
- Some college no credential Waylon.Metoyer@highered.Texas.gov

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Goal 2: Postsecondary Credentials of Value








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Goal 2: Primary Indicators

GOAL: 550K

Students completing postsecondary credentials of value each year.

Data Sources:

 CBM001  FAD   CBM009  TWC-UI  IPEDS  ACS

GOAL: 95%

Percentage of graduates with no undergraduate student debt or manageable levels of debt in relation to their potential earnings.

Data Sources:

 FAD  CBM009   TWC-UI

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1

Support Texas' commitment to higher education through a strategic mix of state appropriations, tuition and fees, philanthropy, and other revenues, while leveraging state and federal financial aid to keep student debt low.

Community College Finance Commission

2

Streamline student pathways to credentials of value through course and program redesign, digital tools to help address individual student needs, credit for prior learning, and flexible program options – all while increasing support services and advising that assist students through key transitions in higher education and the workforce.

Digital Learning, My Texas Future

Goal 2: Strategies

3

Make the costs of higher education more transparent, predictable, and affordable for Texas students, and bolster students' financial literacy.

Net Price Calculator

4

Expand high quality, work-based learning opportunities through partnerships among institutions and employers, including paid internships and apprenticeships.

Texas WORKS Vanessa.Malo@highered.Texas.gov

Goal 2: Strategies

Goal 2: IHE Actionable Items

- Leverage THECB initiatives
- Remove/reduce barriers to entry
- Remove/reduce barriers to completion
- Focus on affordability
- Focus on skills
- Teach self-advocacy
- Foster employer relationships

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Goal 2: Primary Indicators and Data

GOAL: 550K

Students completing postsecondary credentials of value each year.

Data Sources:

★ CBM001 ★ FAD ★ CBM009 TWC-UI ★ IPEDS ACS

GOAL: 95%

Percentage of graduates with no undergraduate student debt or manageable levels of debt in relation to their potential earnings.

Data Sources:

★ FAD ★ CBM009 TWC-UI

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Goal 2: Data Sources and Items

- CBM001 – Enrollment (FT/PT)
- FAD – Financial aid
- CBM009 – SCH (time to degree), Highest credential
- IPEDS – Cost of attendance
- TWC-UI – Texas wages
- ACS – Median earnings for HS graduates

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Goal 2: Data to Action to Data

- Leverage THECB initiatives
- Remove/reduce barriers to entry
- Remove/reduce barriers to completion
- Focus on affordability
- Focus on skills
- Teach self-advocacy
- Foster employer relationships
- CBM001 – Enrollment (FT/PT)
- FAD – Financial aid
- CBM009 – SCH (time to degree), Highest credential
- IPEDS – Cost of attendance
- TWC-UI – Texas wages

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Goal 2: Leverage THECB Initiatives

- Leverage THECB initiatives



- CBM001 – Enrollment (FT/PT)
- FAD – Financial aid
- CBM009 – SCH (time to degree), Highest credential
- IPEDS – Cost of attendance
- TWC-UI – Texas wages

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Goal 2: Access

- Leverage THECB initiatives
- Remove/reduce barriers to entry



- CBM001 – Enrollment (FT/PT)
- FAD – Financial aid
- CBM009 – SCH (time to degree), Highest credential
- IPEDS – Cost of attendance
- TWC-UI – Texas wages

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Goal 2: Completion

- Leverage THECB initiatives
 - Remove/reduce barriers to entry
 - Remove/reduce barriers to completion
-
- CBM001 – Enrollment (FT/PT)
 - FAD – Financial aid
 - CBM009 – SCH (time to degree), Highest credential
 - IPEDS – Cost of attendance
 - TWC-UI – Texas wages


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Goal 2: Affordability

- Leverage THECB initiatives
 - Remove/reduce barriers to entry
 - Remove/reduce barriers to completion
 - Focus on affordability
-
- CBM001 – Enrollment (FT/PT)
 - FAD – Financial aid
 - CBM009 – SCH (time to degree), Highest credential
 - IPEDS – Cost of attendance
 - TWC-UI – Texas wages


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Goal 2: Skills

- Leverage THECB initiatives
 - Remove/reduce barriers to entry
 - Remove/reduce barriers to completion
 - Focus on affordability
 - Focus on skills
 - CBM001 – Enrollment (FT/PT)
 - FAD – Financial aid
 - CBM009 – SCH (time to degree), Highest credential
 - IPEDS – Cost of attendance
 - TWC-UI – Texas wages
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Goal 2: Student Self-Advocacy

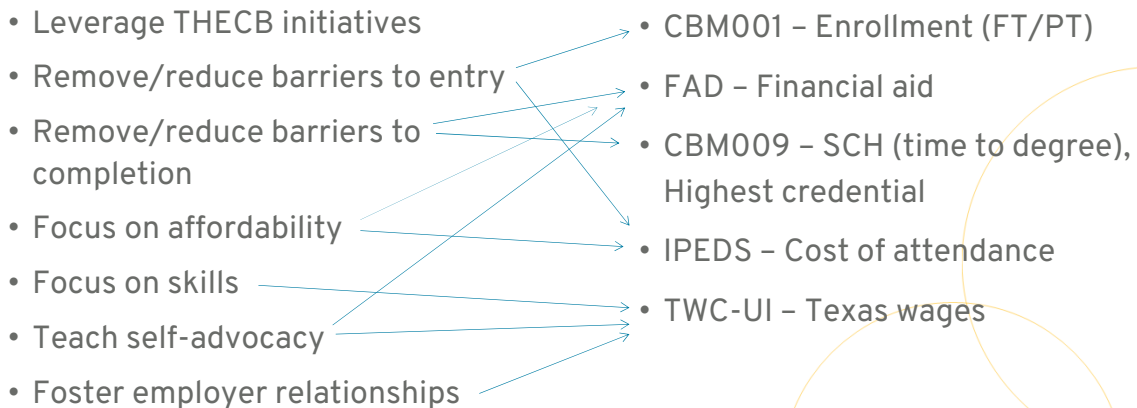
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 - Remove/reduce barriers to entry
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- 

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Goal 2: Employer Relations

- Leverage THECB initiatives
 - Remove/reduce barriers to entry
 - Remove/reduce barriers to completion
 - Focus on affordability
 - Focus on skills
 - Teach self-advocacy
 - Foster employer relationships
- CBM001 – Enrollment (FT/PT)
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 - TWC-UI – Texas wages
- 

Goal 2: IHE Actionable Items

- Leverage THECB initiatives
 - Remove/reduce barriers to entry
 - Remove/reduce barriers to completion
 - Focus on affordability
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Broad Program Categories

Agriculture and natural resources

Architecture and engineering

Arts

Biology and life sciences

Business

Communications and journalism

Computers, statistics, and mathematics

Education

Health

Humanities and liberal arts

Industrial arts, consumer services, and recreation

Legal services, public policy, and social work

Physical sciences

Psychology

Social sciences

Other

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Goal 3: Research, Development, and Innovation

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Goal 3: Primary Indicators

GOAL:
\$1 Billion

Increase in annual private and federal research and development expenditures.

Data Source:

\$ Survey of Research Expenditures

GOAL: 7,500

Research doctorates awarded annually by Texas institutions of higher education.

Data Source:

👤 CBM 009

THECB Texas Higher Education
COORDINATING BOARD

👤 Individual-level data

👥 Aggregate data

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1

Recruit highly distinguished researchers and world-class innovators to Texas universities through the governor's University Research Initiative and other programs, and provide support for universities to hire high-potential, early-career researchers.

2

Strengthen state research funding and programs to align with state priorities for university research and development.

THECB Texas Higher Education
COORDINATING BOARD

Goal 3: Strategies

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3

Develop and mentor world-class future faculty for Texas institutions, emphasizing disciplines with high current or projected workforce demand (including nursing, software development, and data sciences), especially faculty from diverse backgrounds.

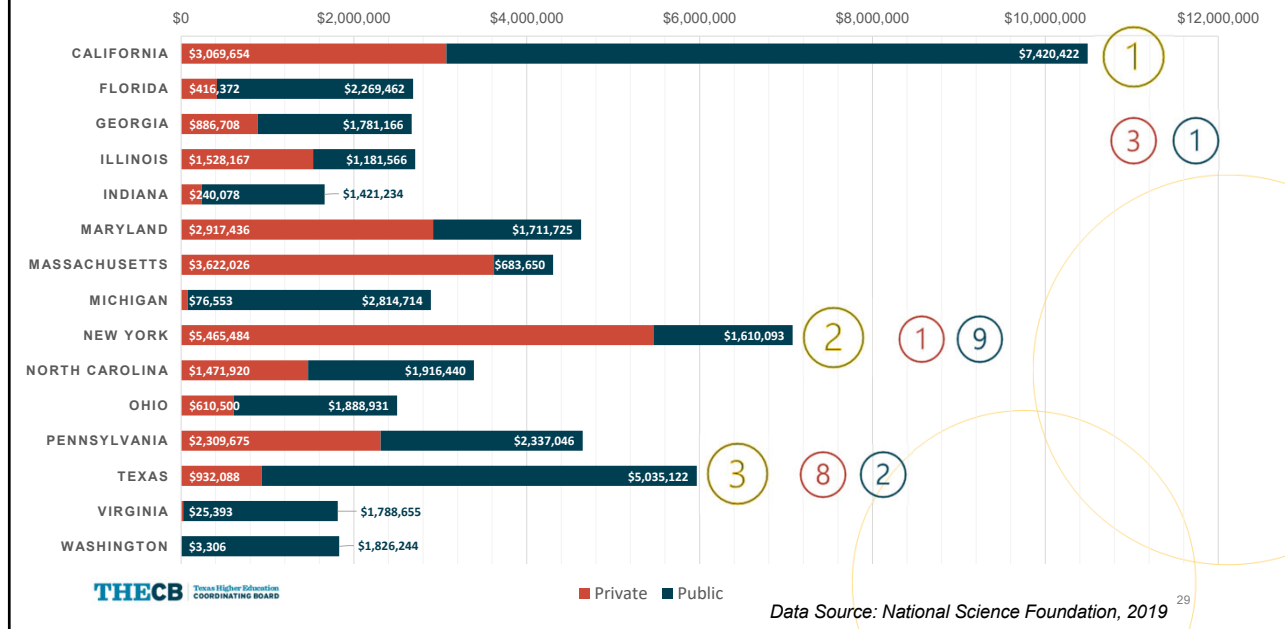
4

Establish high-impact university research parks and improve research infrastructure at all research and emerging research universities, and develop incubator capabilities in two- and four-year colleges to support private-sector partnerships, innovation, and technology commercialization.

Goal 3: IHE Actionable Items

- Connect to existing efforts
- Engage local, state, national foundations
- Learn from other states and IHEs

Texas ranked third nationally for total research expenditures



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