

FEBRUARY 2026

From Insight to Action

Using Labor Market Data to Build a Living Wage
Framework for Program Review

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OFFICE OF INSTITUTIONAL
RESEARCH & ANALYTICS





About ACC



79,000+
Students



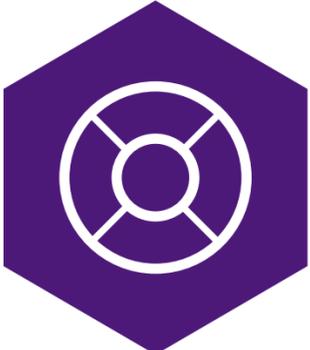
79%
Undergraduates



11
Campuses



40%
Hispanic/Latino



72%
Part-Time



30%
Adult Learners



18%
Dual Credit



30%
FTIC 3-Yr Transfer



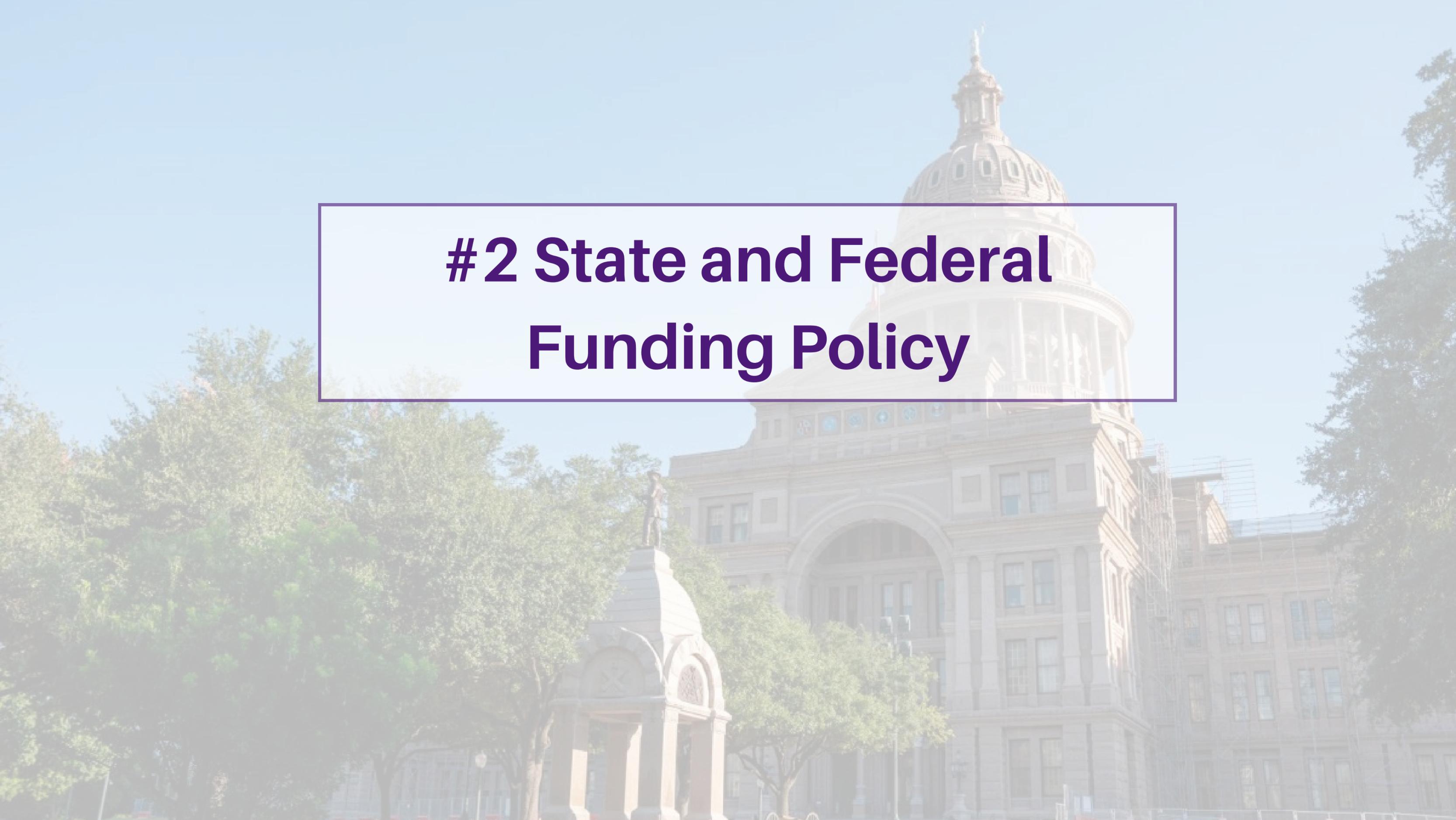
28%
Full-time FTIC 3-Yr Graduation

A Living Wage Framework: Our Call to Action



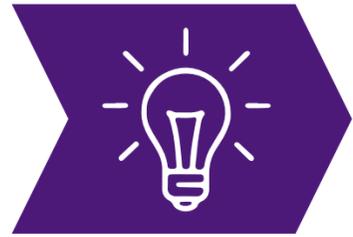
We don't graduate people into poverty...That's not just a value — it's a challenge, an invitation. It forces us to ask: Are our students truly better off because they came to us? Are we designing every part of the college experience not just for enrollment and completion, but for economic mobility?"

DR. JASON WOOD



#2 State and Federal Funding Policy

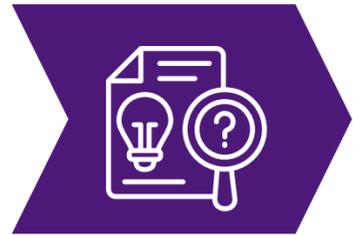
HB 8 CHANGED THE WAY TEXAS COMMUNITY COLLEGE ARE FUNDED



Origin



Passed by the Texas Legislature in 2023 and administered by Texas Higher Education Coordinating Board (THECB)



Motivation



Shifted funding from enrollment-based to outcomes-based



Purpose



Support a focus on fields with high labor market demand and recognize additional costs of educating adult learners and academically and economically disadvantaged students



Government State Policy

U.S. Plans to Stop Funding Low-Earning Degrees. Indiana May Just End Them.

Congress's new earnings test will stop students from receiving federal aid for some programs. A Hoosier State bill goes further, putting those degrees on the chopping block.



Faculty Issues Curriculum

Florida Hands Down Sociology Curriculum to State Colleges

IHE Careers

Coverage+
Expand Your Search
Find Top Talent Abroad

[Learn More](#)

Sponsored and provided by Inside Higher Ed

Find Top International Talent with Inside Higher Ed Careers

Global International Students in U.S.

State Bills Aim to Limit Scholarships for International Students

Government Student Aid Policy

Health Care Groups Form Coalition to Fight Loan Caps

Student Success Academic Life

Rethinking First-Generation Labels

Inside Higher Ed & Times Higher Education

Campus: Resources for Faculty and Staff

Faculty Issues Curriculum

UT Board Policy Asks Faculty to Avoid 'Controversial' Topics in Class

Turn to Your Neighbor and Discuss

Has HB8 or other state or federal policies (i.e. Gainful Employment) changed the conversations you're having at your institutions around program offerings? Have they changed the data that is used to make these decisions?

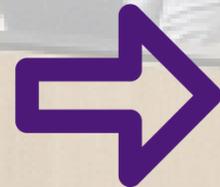
Evaluating ACC Offerings and Opportunities

ACC BOARD OF TRUSTEES: LMI ROAD MAP AY2024-2025

October

Regional Demand Data

Focus on manufacturing, IT services and healthcare - what is the ACC six county area demand



January

ACC LMI & Completions

For key occupations within the focus areas - what is the demand, supply, estimated gap, wages, HB8 outcomes



April

Equity & Enrollment

Wage data and framework to categorize award programs; describe current enrollment and completion demographic patterns

ACC'S WAGE THRESHOLDS 5 YEARS POST-COMPLETION

High - the living wage **\$58,321+**

Medium **\$35,236 - \$58,321**

Low **<\$35,236**

Living Wage: The weighted average annual living wage (MIT living wage calculator) across the ACC six-county region for 1 adult, scaled to five-year post-completion levels using an assumed annual wage growth rate (4%), applied over four years.

Low wage: 200% of the federal poverty line, scaled to five-year post-completion levels using an assumed annual wage growth rate (4%), applied over four years.



← MIT Living wage calculator

Turn to Your Neighbor and Discuss

Does your institution have a living wage threshold?

How did you determine it?

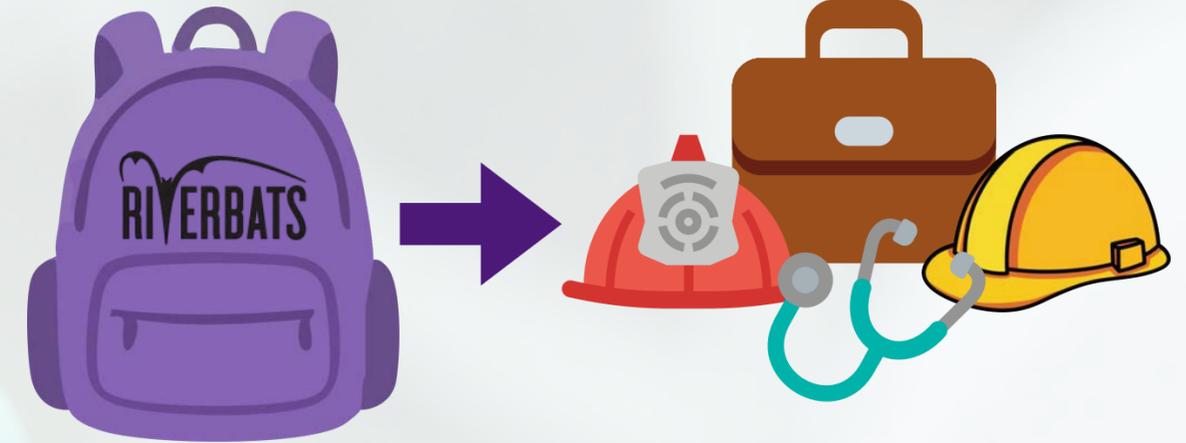
How has it been socialized and received at your institution?

The Labor Market Data Ecosystem

THE LABOR MARKET DATA ECOSYSTEM



**Texas Workforce Commission
Unemployment Insurance Wages**



**Lightcast Occupation and
Program tables**



**Instructional Expertise and
Employer Connections**

Program Health Scorecard Case Study

PROGRAM REVIEW 2.0

Current State

Future State

3-year Cycle

3-year Cycle

Long-form Narrative

**Health Metric Scorecard +
Short-form Responses**

Seek Out Key Data Points

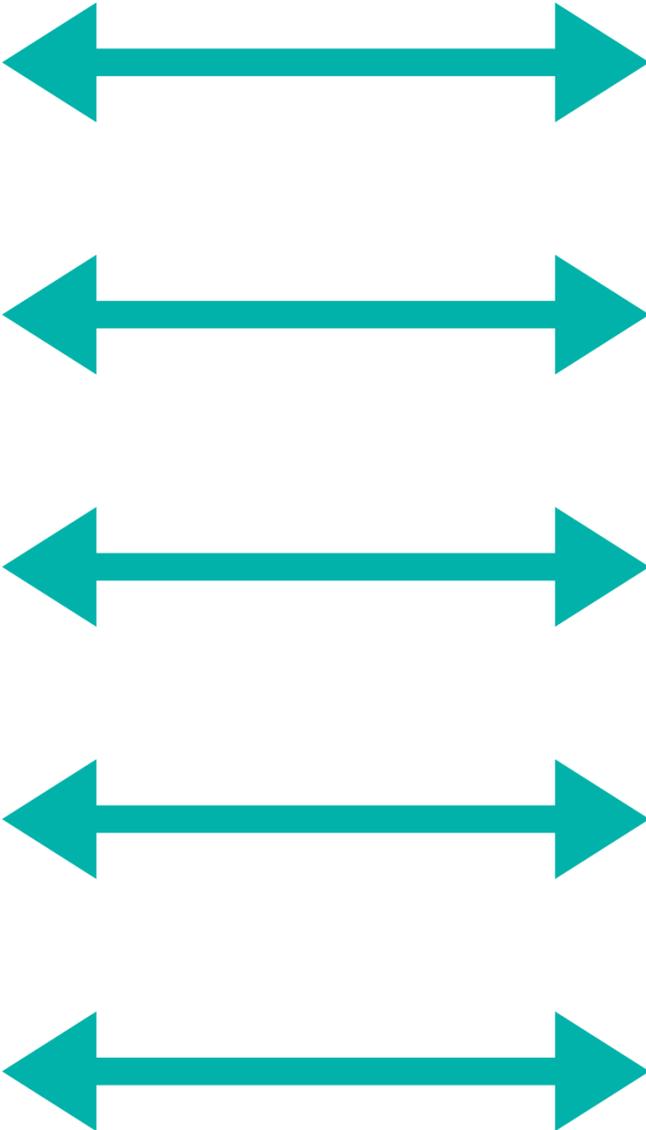
Respond to Key Data Points

Compliance Focus

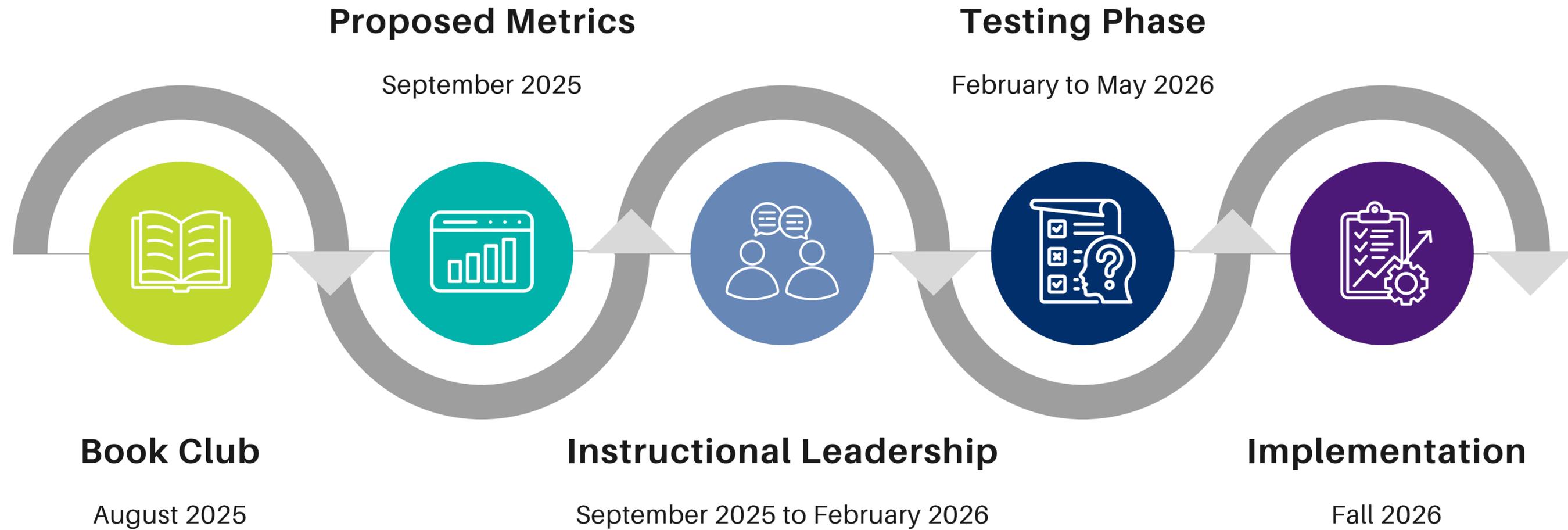
Effectiveness Focus

**Not Connected to
Unit Planning or Budget**

**Direct Connection to
Unit Planning & Budget**



DEVELOPING A PROGRAM HEALTH SCORECARD (IE & IR) WITHIN PROGRAM REVIEW 2.0





Enrollment/Persistence

Declared Majors
Fall-to-Fall Persistence

Award Completion

Award Completions
Completion Ratio

Pathway Velocity

Time to Completion
Average Credit Hours to Degree
Productive Ratio

Course Enrollment/Success

Students Enrolled in Program Courses
Grade Distribution (% Successful)

Scheduling Efficiency/ Staffing

Course Fill Rates
% Contact Hours by Full-time Faculty

Fiscal Sustainability

Cost Per Contact Hour

Labor Market Outcomes

Licensure Pass Rate
Job Placement within 12 Months
Longitudinal Median Wage
Regional Awards v. Annual Openings

	Value	Goal	Status	3-yr Change	Weight
Declared Majors	XX	XX	●	+XX%	XX
Fall-to-Fall Persistence	XX%	XX%	●	+XXppt	XX
Award Completions	XX	XX	●	+XX%	XX
Completion Ratio	XX%	XX%	●	+XXppt	XX
Time to Completion	XX	XX	●	+XX%	XX
Average Credit Hours to Degree	XX	XX	●	+XX%	XX
Productive Ratio	XX%	XX%	●	+XXppt	XX
Students Enrolled in Program Courses	XX	XX	●	+XX%	XX
Grade Distribution (% Successful)	XX%	XX%	●	+XXppt	XX
Course Fill Rates	XX%	XX%	●	+XXppt	XX
% Contact Hours by Full-time Faculty	XX%	XX%	●	+XXppt	XX
Cost Per Contact Hour	\$XX	\$XX	●	+XX%	XX
Licensure Pass Rate	XX%	XX%	●	+XXppt	XX
Job Placement within 12 Months	XX%	XX%	●	+XXppt	XX
Longitudinal Median Wage	\$XX	\$XX	●	+XX%	XX
Regional Awards v. Annual Openings	XX	XX	●	+XX	XX

Overall Program Health



- Healthy / Effective
- Monitoring
- Review Required

Workforce Version



Enrollment/Persistence

Declared Majors
Fall-to-Fall Persistence

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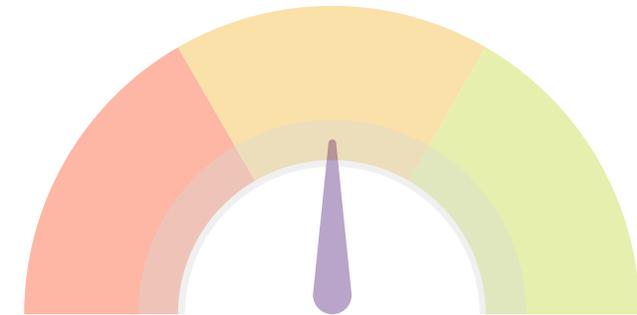
Cost Per Contact Hour

Labor Market Outcomes

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Value	Goal	Status	3-yr Change	Weight
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XX	XX	●	+XX%	XX
XX	XX	●	+XX%	XX
XX%	XX%	●	+XXppt	XX
XX	XX	●	+XX%	XX
XX%	XX%	●	+XXppt	XX
XX	XX	●	+XX%	XX
XX%	XX%	●	+XXppt	XX
XX%	XX%	●	+XXppt	XX
XX%	XX%	●	+XXppt	XX
\$XX	\$XX	●	+XX%	XX
\$XX	\$XX	●	+XX%	XX
XX%	XX%	●	+XXppt	XX
XX%	XX%	●	+XXppt	XX
\$XX	\$XX	●	+XX%	XX
XX	XX	●	+XX	XX

Overall Program Health



Labor Market Outcomes

- Licensure Pass Rate
- Job Placement within 12 Months
- Longitudinal Median Wage
- Regional Awards v. Annual Openings

- Healthy / Effective
- Monitoring
- Review Required

Health Sciences Case Study

ACC'S HEALTH SCIENCES OFFERINGS PROFILE

58 Academic Programs

31 Workforce

15 Associates
13 Certificates
2 Institutional Awards
1 Institutional Credentials Leading
to a Licensure or Certification

4 Academic Transfer

1 Bachelor
2 Associates
1 Field of Study

23 Continuing Education

6 Certificates
9 Institutional Awards
7 Occupational Skills Awards
1 Institutional credentials leading
to a licensure or certification

15 Departments + Continuing Education

Largest enrollments by department in General Studies Pre-Health Sciences, Pre-Medicals, Professional Nursing, Continuing Education, Emergency Medical Services Professions

ACC'S HEALTH SCIENCES GRADUATES

ACC graduates about 2,000 health science students each year

7 undergraduate award programs with the most completions:

- Professional Nursing (AAS)
- General Studies Pre-Health Sciences (AS)
- Emergency Medical Technician (ICLC)
- Limited Medical Radiologic Technologist (CT2)
- Registered Nurse to BSN (BSN)
- Vocational Nursing Certificate (CT2)
- Diagnostic Medical Imaging - Radiology (AAS)

2 continuing education programs with the most completions:

- Certified Nurse Aid (ICLC)
- First Aid & Lifesaving - CPR for Healthcare Professionals (INA)

Overall median wages of \$43,733 1-year post completion and \$77,053 5-years post completion

Across the five most recent cohorts of graduates the top wages at 5-years post completion:

- Computed Tomography (CT4)
- EMT paramedic (CT2)
- Registered Nurse to BSN (BSN)
- Professional Nursing (AAS)
- Advanced EMT (CT1)

13 of 27 programs with wage data 5 years post-completion have a median wage above the ACC living wage threshold of \$58,321, others are above the low wage threshold (\$35,236)

ACC'S HEALTH SCIENCES EMPLOYMENT

86% of all health science graduates are employed within one year of graduation

In some specialized programs, the numbers are higher

100% Surgical Technology

100% Veterinary Technology

94% Professional/Vocational Nursing

94% Physical Therapy Assistants

94% Sonography

92% Dental Hygiene

There are over 20,000 annual healthcare entry-level openings (requiring < bachelor's degree, < 5 years of work experience, and no long-term on-the-job training) for careers related to ACC's health science offerings in the ACC region.

HIGH OPPORTUNITY FOR EXPANDING ACC'S HEALTH SCIENCES

Labor market data suggest five areas have a sizable gap between annual entry level openings and completions in the ACC region and offer median wages above ACC's living wage threshold.

Area	Annual entry level openings	Regional completions	Workforce Supply Gap	5-year Median Wage	ACC % of Regional Completions
Registered Nursing	1,416	956	460	\$75K - \$83K	37%
EMT/Paramedic	247	68	179	\$69K - \$86K	71%
Surgical Technology	232	56	176	\$59K	41%
Sonography	164	73	91	\$69K	53%
Dental Hygiene	105	17	88	\$66K	100%

NURSING DATA VISUAL FOR ACC BOARD OF TRUSTEES

Nursing (BSN, AAS, CT2)

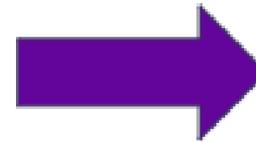
Demand

2,430 annual entry level openings

- 387 (LVN)
- 2,043 (ADN, BSN)

Supply

- 407 completions from ACC (undergraduate and continuing education)
- 616 from other institutes of higher education (undergraduate only)
- Travel Nurses provide temporary work
- St. David's in-house training (free)



Estimated Shortfall*

500 to 1,000 openings each year



- Competitors are also growing their programs

Wages (nursing traditional track)

● 1 Year Post-Completion ● 3 Years Post-Completion ● 5 Years Post-Completion



2016-2017 2017-2018 2018-2019 2019-2020 2020-2021 2021-2022

Potential Growth

- If programs were at full capacity and all approvals are received could yield 800 to 1,000 ACC completers per year (by 2030), adding 400 to 600 to the shortfall
 - Expand enrollment capacity at Eastview from 488→568 per year
 - Expand enrollment capacity at Round Rock from 240→458 per year
 - Expand facilities and enrollment capacity at Hays from 0→588 per year, pending accreditation
 - HLC stay steady at 160 per year

Barriers to Growth

- Facilities
- Faculty availability
- Clinical opportunities
- Softening student demand

HB 8 Outcomes

- AY24 award performance outcomes: 399 (612 weighted)
- AY24 award funding: \$2,695,875

ACC'S HEALTH SCIENCE DEMAND

Interest in health science programs is very high at ACC.

12,972 students enrolled in health science programs in Fall 2025,
including 9,275 in General Studies Pre-Health Sciences.

Currently, student interest far exceeds our program capacity to serve them.

For every new slot we have open each year there are nearly three times
that many who are interested in health sciences who remain in our
General Studies

Practical Strategies to Take Home



Practical Strategies to Take Home

- The learning curve is steep. Deepen knowledge of LMI among stakeholders broadly.
- Data can lead, but can't go alone. Triangulation is good for insights and change management.
- Develop a region-specific living wage.
- Identify a high-leverage use case.
- Connect labor market data to programs.

Scan the QR code to complete the session survey.



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