**Team Strategy Time #2: Cadre 2**



**Using Data to Align With Students’ Post-Completion Goals**

Mapping pathways to students’ post-completion goals requires colleges to understand how their programs align with the regional labor market. In this second Team Strategy Time your college leadership team will use data to: (1) determine the living wage for the college’s service area, (2) evaluate program wage outcomes, (3) evaluate employment opportunities, and (4) assess college strategies to map pathways to students’ post-completion workforce goals.

**Determine the Living Wage for Your Service Area**

The Texas Success Center relies on living wages to help colleges evaluate which programs enable students to achieve financial self-sufficiency.

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Today, families and individuals working in low-wage jobs make too little income to meet the minimum standards of living in their communities. The Massachusetts Institute of Technology (MIT) developed the Living Wage Calculator to help individuals, communities, employers, and others estimate the local wage rate that a full-time worker requires to cover the costs of their family’s basic needs where they live.[[1]](#footnote-1)

Using MIT’s Living Wage Calculator (<https://livingwage.mit.edu/> ), select Texas and two counties in your service area. What is the living wage rate for two adults and one child? Convert that to an annual salary (multiply by 2080).

Two adults and one child

|  |  |  |
| --- | --- | --- |
| County | Living Wage | Annual Salary |
|  |  |  |
|  |  |  |

The college’s specific definition of the living wage for graduates in its service area, which it uses to assess the success of graduates, is \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

**Living Wage Reflection:**

Has the college used living wage calculations to evaluate programs and their corresponding employment outcomes?

If yes,

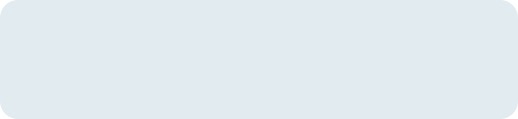
* + How does the college communicate how program completions lead to living wages to faculty, staff, and administrators at the college?
  + How are advisors using living wage information in conversations with students about program choice?

If no,

* How will the college use living wage values in the future to evaluate programs and communicate program value to students?

**Evaluate Program Wage Outcomes**

As you developed the credential maps as advance work for this institute, you reviewed labor market and wage data**. If you have access to the data you used, please refer to it for this section.** You may also elect to use the [Postsecondary Employment Outcomes (PSEO) Explorer](https://lehd.ces.census.gov/applications/pseo/?type=earnings&compare=postgrad&specificity=2&state=48&institution=00365800&degreelevel=05&gradcohort=0000-3&filter=50&program=52,45) for this section.



To use the PSEO Explorer, use the filters on the side to:

* Select Earnings
* Select Texas
* Select Degree Level
* Select Institution
* Select a Cohort
* Select Program Specificity:
  + Use Detailed to see programs at the four-digit CIP level

Utilizing the PSEO Explorer or the labor market database of your choice, identify five credentials at your college leading to employment with a living wage within one year of completion? Within five years?

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|  |  |  |
| --- | --- | --- |
| **Credential** | **One-year wage/salary** | **Five-year wage/salary** |
|  |  |  |
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**Evaluate Future Employment Opportunities**

As you developed the credential maps as advance work for this institute, you reviewed labor market and wage data. If you have access to the data you used, please refer to it for this section. You may also elect to use the Texas Career Check provided by the Texas Workforce Commission for this section.

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To use [texascareercheck.com](http://texascareercheck.com/):

* Go to *Explore Occupations*
* Select *Occupation Trends*
* Select your *WDA*
* Review Occupations, Salaries, and Job Openings

Utilizing the Texas Career Check site or the labor market database of your choice, what are the top five jobs by projected growth in your service area over the next 10 years?

1.

2.

3.

4.

5.

|  |  |
| --- | --- |
| **Industry and Jobs Reflection** | |
| **Question** | **Answer** |
| Referring to the previous table that you made, how do these job opportunities align with programs the college offers that lead to a living wage? |  |

**Mapping Pathways to Student Post-Completion Goals in the Workforce Assessment**

Below are a select few standards from the Aspen *Workforce Playbook* assessment that will help you assess where your college is engaging in strong practices in utilizing labor market and living wage data and where it has room for improvement.

Use the following guidelines to determine your rating:

* **Pre-implementation:** The college is considering implementing this standard.
* **Early implementation:** The college has started implementing this standard, but it is not consistently or systemically implemented.
* **Full implementation:** The college has fully implemented this standard on an annual basis, systemically across the college, and with partners.

|  |  |  |  |
| --- | --- | --- | --- |
|  | Pre-Implementation | Early Implementation | Ful Implementation |
| **Elevate Labor Market Outcomes** |  |  |  |
| Student success goals include clear and measurable targets for  graduates’ employment and earnings outcomes. |  |  |  |
| Collegewide reports to the president, cabinet, and  board of trustees about student outcomes include data on  graduates’ employment and earning outcomes soon after  graduation and over time. |  |  |  |
| **Understand the Local Labor Market** |  |  |  |
| The president and cabinet meet annually to review the  employment placement, wage outcomes, and baccalaureate degree completion for the  college’s graduates utilizing baseline living wages. |  |  |  |
| The president and cabinet meet annually to consider  who is enrolling and completing which programs  by race, ethnicity, income level, age, and gender. |  |  |  |

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Please upload your completed team time document to the using the file name:   
[Your college name]\_TSTPI#2 Team Time 2.docx

**Scan here!**

1. Source: https://livingwage.mit.edu/   
   Note: While there are many calculators for living wages, the Center uses the MIT Living Wage Calculator, as it is publicly available, trusted, and consistently updated. [↑](#footnote-ref-1)