

# Major Policy Discussion:

Changing Workforce Demands



1

## Contents

- 1 Background and Roadmap:  
Aligning College Degree Programs to Labor Markets
- 2 Supply and Demand
- 3 Early-Stage Labor Market Insight Tool
- 4 Current State of Degree Alignment with Workforce Demands
- 5 Next Steps

2

# Background and Roadmap: Aligning College Degree Programs to Labor Markets

3

## Engaged User Communities

### Internal Users

- THECB Executive Leadership
- Academic and Health Affairs: Program Review and Approval
- College and Career Advising
- Student Success
- Workforce Education

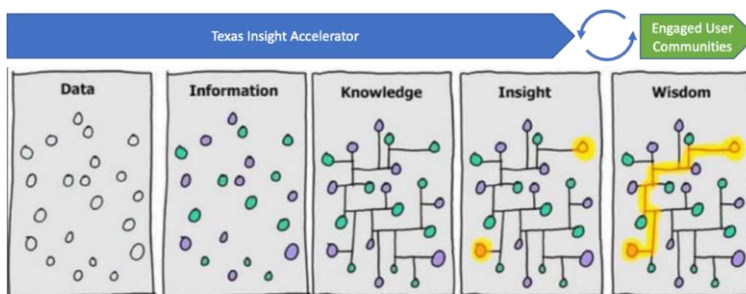
### External Users

- University Leadership
- Vice Provosts for Program Development
- Deans and Department Chairs
- Career Services
- Student Affairs

4

# Texas Insight Accelerator Approach

Data-Intensive Improvement.



## Demand and Supply: How are we defining alignment?

- Demand for College Graduates by Degree Program
  - Employer job postings, 2010 to 2019
  - LinkedIn profiles: education, occupation, and place of work
  - Distribution of the population of Texas-educated workers by highest degree and field of study
- Supply of College Graduates by Degree Program
  - Distribution of the population of Texas-educated workers by highest degree and field of study, 2010 to

**2019**  
*Market alignment* occurs when the proportion of job posts by degree program comes close to matching the proportion of graduates produced by degree program

# Early-Stage LMI Tool

**THECB** Texas Higher Education COORDINATING BOARD

7

An example of an analysis of a computer science bachelor's program in South Texas

Are we supplying enough graduates to meet demand?

Supply/Demand for Graduates, One Year of Experience



Open Jobs for Graduates of Selected Major as a Percent of All Majors at Selected Degree Level



Graduates in 2022

558

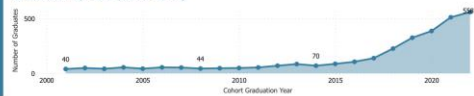
Median Wage of Full-Time Employed Graduates Following Graduation

63K

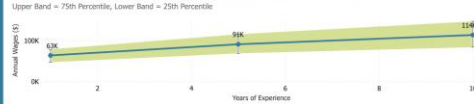
Number of Occupations Employing Graduates

22

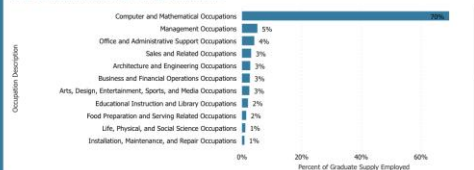
Graduates by Year (2001-2022)



Median Wages of Graduates 1, 5, and 10 Years Post Graduation



Top Occupations Employing Graduates

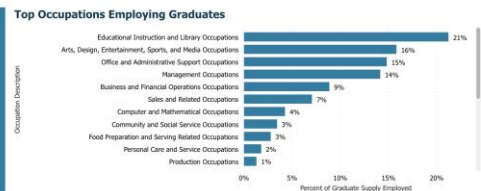
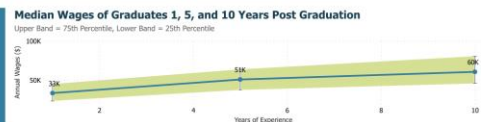
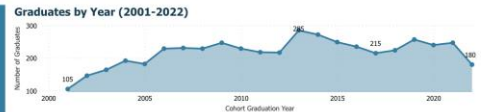
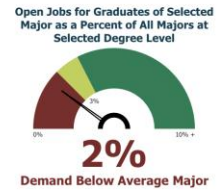


**THECB** Texas Higher Education COORDINATING BOARD

8

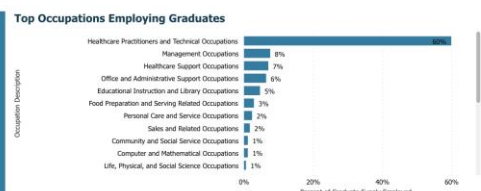
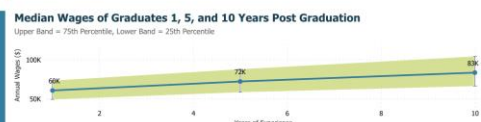
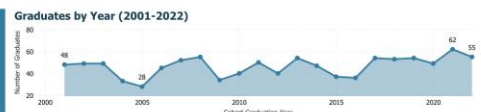
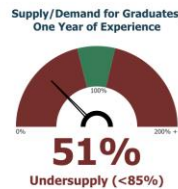
An example of an analysis of an English literature bachelor's program in Central Texas

Are we supplying enough graduates to meet demand?



An example of an analysis of a health professions associate program in North Texas

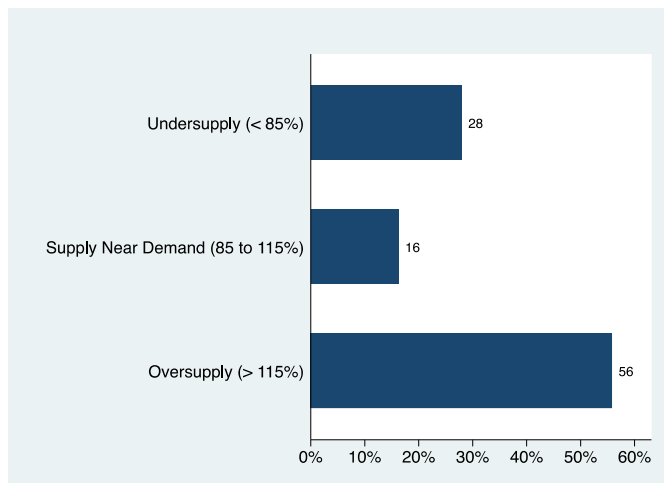
Are we supplying enough graduates to meet demand?



# Current State of Degree Alignment with Workforce Demands

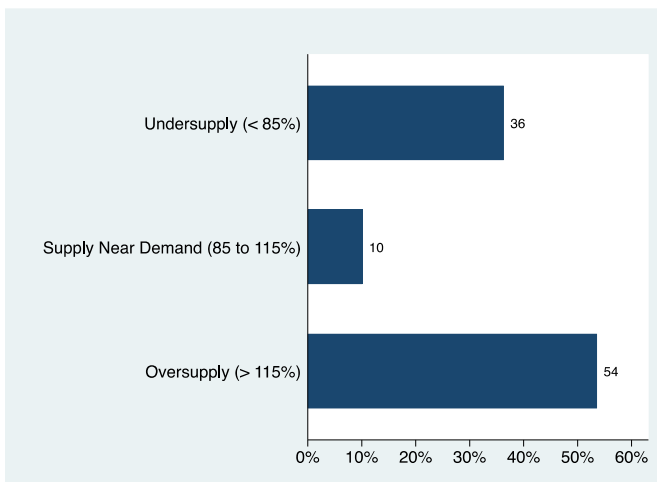
## How aligned are degree programs?

Supply of Graduates Relative to Demand by Major Field of Study: Bachelor's



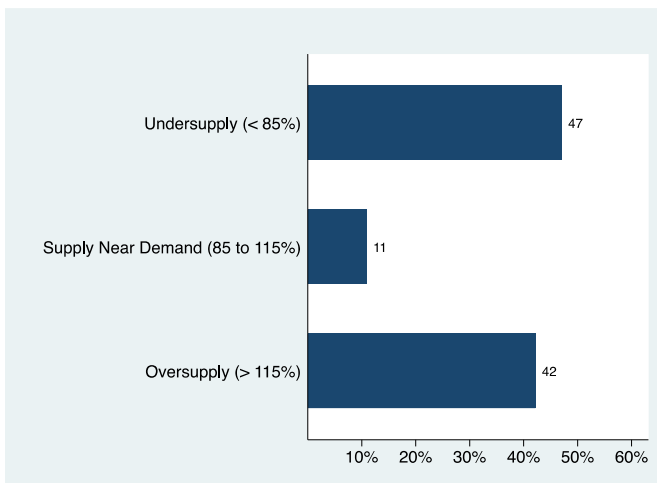
## How aligned are degree programs?

Supply of Graduates  
Relative to Demand  
by Major Field of  
Study: Associate



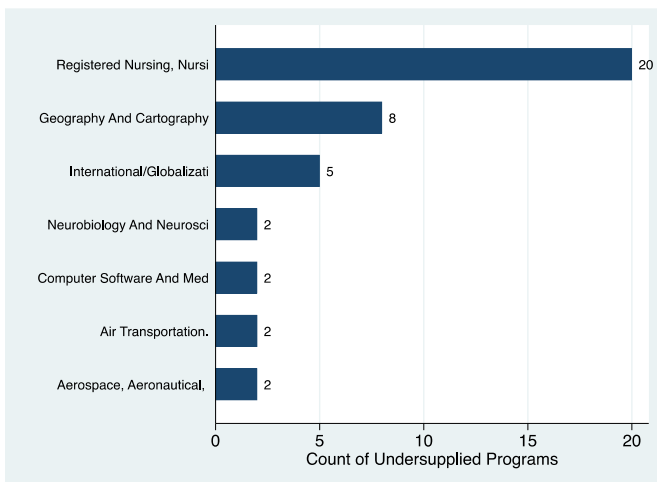
## How aligned are degree programs?

Supply of Graduates  
Relative to Demand  
by Major Field of  
Study: Community  
College Certificates



# How aligned are degree programs?

Of the colleges that offered these bachelor's programs, most were undersupplied.



# Next Steps