

**Austin Community College
Workforce Education Effectiveness Measures**

Purpose: To prepare students for employment in industry and business

Intended Outcome	Assessment Criteria	Methodology
1. Access		
1A. Women and minorities will access workforce education programs at rates that reflect the demographics of ACC's service area.	Proportion of women and minorities in total workforce education enrollment is comparable (+/- 5%) to overall service area college-age demographics.	Comparison of ACC and service area data as published in the Texas Higher Education Coordinating Board (THECB) <i>Annual Data Profile ADP 1-1</i> and in Texas State Data Center population estimates (0.5 migration scenario)
1B. Access of women to each workforce education program will not differ significantly from rates at peer institutions.	The proportion of women in each workforce education program is comparable (+/- 5%) to overall averages for our peer institutions (large, urban community colleges in Texas).	Comparison of ACC and peer institution female enrollments as published in the THECB <i>Annual Data Profile, ADP1, 2, and 3.</i>
1C. Access of minorities to each workforce education program will not differ significantly from rates that reflect the demographics of ACC's service area.	The proportion of minorities in each workforce education program is comparable (+/- 5%) to overall service area college-age demographics.	Comparison of ACC and service area data as published in the Texas Higher Education Coordinating Board (THECB) <i>Annual Data Profile ADP 1-A</i> and in Texas State Data Center population estimates (0.5 migration scenario)
2. Retention		
2A. Students will persist in all technical programs at a rate not significantly different than the state average.	Retention from Fall to Spring of first-time-in-college (FTIC) students in technical programs is comparable (+/- 5%) to the state average.	Comparison of ACC and statewide data as published in the Texas Higher Education Coordinating Board (THECB) <i>Annual Data Profile ADP 4-1.</i>
2B. Students will persist in each active technical program at rates not significantly different than state averages.	Retention from Fall to Spring of first-time-in-college (FTIC) students in each technical program is comparable (+/- 5%) to the state average for similar programs.	Comparison of ACC and statewide data as published in the Texas Higher Education Coordinating Board (THECB) <i>Annual Data Profile ADP 4-A.</i>
2C. Students will complete courses at rates not significantly different than state averages.	Percentage of contact-hours-completed for all technical program enrollment is comparable (+/- 5%) to the state average.	Comparison of ACC and statewide data as published in the Texas Higher Education Coordinating Board (THECB) <i>Data Resources for Institutional Effectiveness Measures and Standards IE 9-1.</i>

Intended Outcome	Assessment Criteria	Methodology
3. Graduation/Transfer		
3A. Workforce education programs will meet THECB guidelines for student graduation.	90% of all active workforce education programs produce 15 graduates over 3 years (except new programs which received CB approval or were first offered within last 3 years)	Calculate the percentage of programs that meet the criterion based on data from the THECB <i>Annual Data Profile ADP 9A-1</i> .
3B. Full-time students in workforce education programs will graduate or transfer in a timely manner.	Full-time, first-time-in-college students in technical programs will graduate or transfer to 4-year institutions within three years at rates comparable (+/- 5%) to statewide rates.	Comparison of ACC and statewide data as published in the THECB <i>Annual Data Profile ADP 8B-2</i> .
3C. Part-time students in workforce education programs will graduate or transfer in a timely manner.	Part-time, first-time-in-college students in technical programs will graduate or transfer to 4-year institutions within three years at rates comparable (+/- 5%) to statewide rates.	Comparison of ACC and statewide data as published in the THECB <i>Annual Data Profile ADP 8B-2</i> .
3D. Women and minorities in workforce education programs will graduate or transfer at rates comparable to those at which they enroll.	Women and minorities will graduate at rates comparable (+/- 5%) to those at which they enroll.	Comparison of ACC Access by Gender and by Ethnicity percentages to graduates by Gender and Ethnicity as published in the THECB <i>Annual Data Profile ADP 2-1</i> .
4. Employment or Transfer of Graduates		
4A. Graduates from workforce programs will find employment upon completion of their AAS degree or certificate.	Within one year of graduation, 90% of AAS degree and certificate recipients will be employed or will be continuing their education.	Examination of the THECB <i>Automated Student and Adult Learner Follow-up System (ASALFS)</i> Report.
4B. Students who pursue workforce education but do not graduate will be employed or pursuing additional education at rates not significantly different than the state average for similar students.	Percentage of non-completers/non-returners who are employed or pursuing additional education is comparable (+/- 5%) to the state average.	Comparison of ACC and statewide data as published in the Texas Higher Education Coordinating Board (THECB) <i>Data Resources for Institutional Effectiveness Measures and Standards IE12-1</i> .