



# **Wage Threshold for Percent of Bachelor's Graduates Employed**

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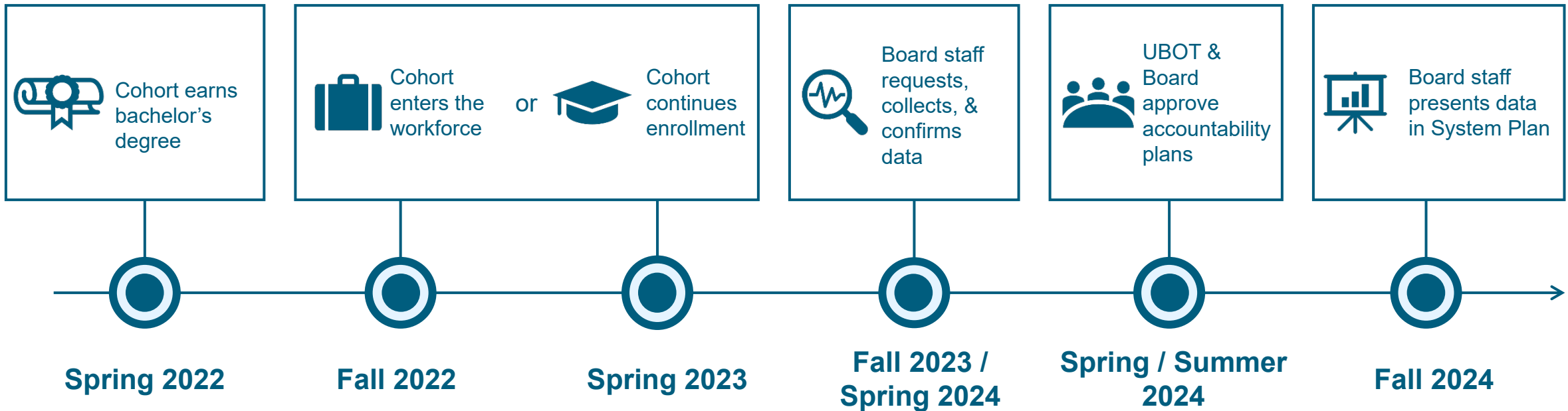


- October 2019, the \$30k threshold for the post-graduate outcome metric was approved in the Board's 2025 Strategic Plan revision
- November 2021, the Board's Budget & Finance Committee increased the PBF#1 wage threshold from \$25k to \$30k to align with the post-graduate outcome metric in the Board's 2025 Strategic Plan
- Board staff asked to provide data on higher PBF#1 wage thresholds to consider further increases moving forward
- Other changes to methodology under consideration based on feedback from Board members & institutions
- Discuss effect of potential changes on Board's 2025 Strategic Plan goal (currently 80%)

# Data Consideration



 Wage data provided in the System Accountability Plans lag by 2 years because of data collection cycles



- Outcomes resulting from changes approved today will be reported in Fall 2024
- The \$15 minimum wage requirement goes into effect statewide on September 30, 2026 (2029 AP)

# Graduate Earnings Over Time



## MyFloridaFuture Tool

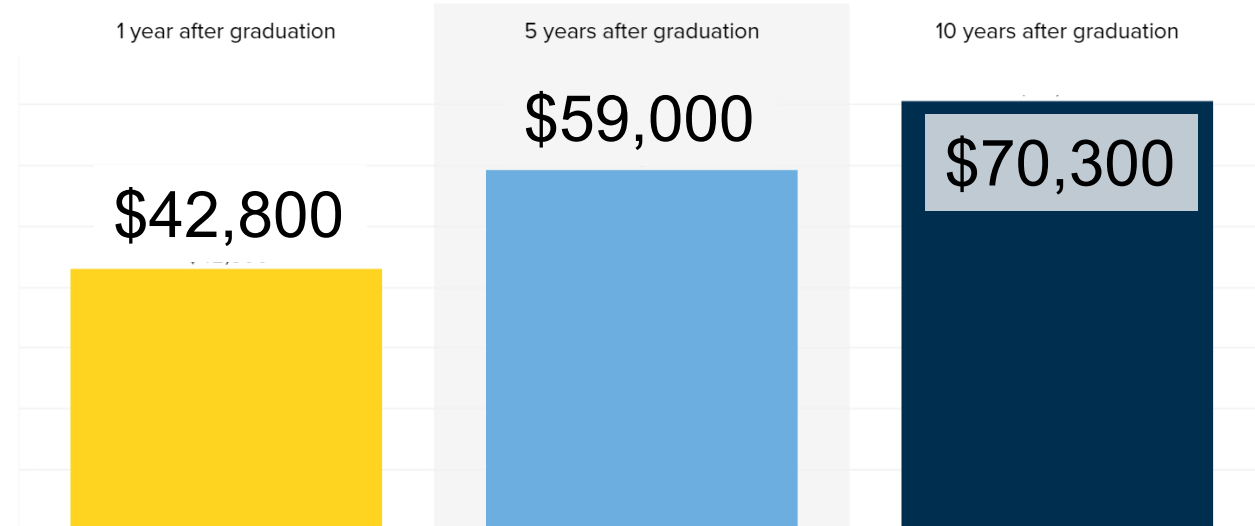
Home > MyFloridaFuture > MyFloridaFuture Tool

- Welcome to MyFloridaFuture
- Earnings over time**
- Compare earnings
- Beyond the bachelors
- Earnings by major group
- Typical loan amounts
- Loans over time

Median earnings for **Bachelors** degree earners at **All institutions** 1 year, 5 years and 10 years after graduation: **All Majors**



Institution: All institutions | Degree Level: Bachelors | Major: All Majors



Notes: Chart shows annualized gross (before tax) median earnings for graduates found working full-time. An asterisk is shown to protect the privacy of students when a selection has too few graduates (less than 10). For more, see the MyFloridaFuture technical notes.



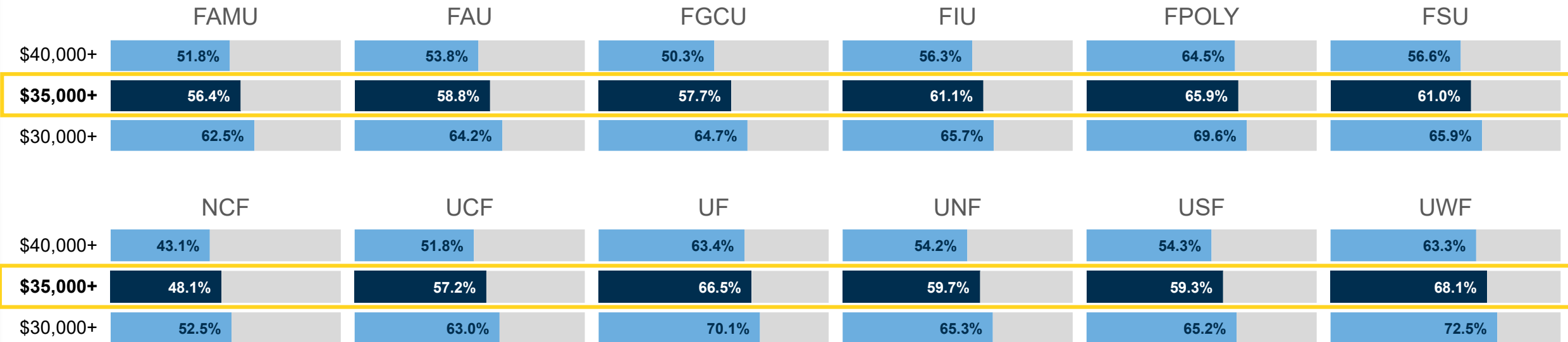
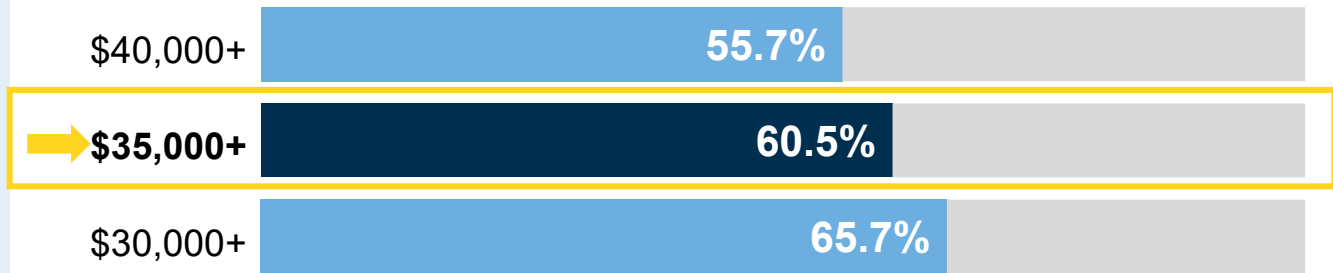
**SUS graduates' median earnings increase over the course of their career**

# Percent of Bachelor's Graduates Enrolled or Employed 2019-20 Graduates



As the wage threshold increases, the percentage of graduates meeting the threshold decreases

## State University System Graduates





**The Board could consider revising the denominator by excluding bachelor's recipients who are not found in the available employment & education data**

## Students making above the threshold

Bachelors recipients found in data

&

Bachelors recipients NOT found in data

Current denominator

or

## Students making above the threshold

Bachelors recipients found in data

Alternative denominator

**This change strengthens the metric by shifting the strategic focus from the relatively few graduates who are not found to improvement over time**

# Alternative Denominator



- Board's 2025 Strategic Plan goal for PBF#1: 80% (2022-23 cohort)
  - Institutions exceeding 80% with alt. denominator & \$30k threshold: 4
  - Institutions exceeding 80% with alt. denominator & \$35k threshold: 0

PBF#1 Wage Threshold	PBF#1 w/ Current Denominator	PBF#1 w/ Alternate Denominator	Difference
\$30,000	65.7%	78.4%	+12.7%
\$35,000	60.5%	72.2%	+11.7%

- If threshold & method change, 2025 Strategic Plan goal should be increased
- Budget & Finance Committee will determine appropriate excellence point benchmark

# 2025 Strategic Plan Goal

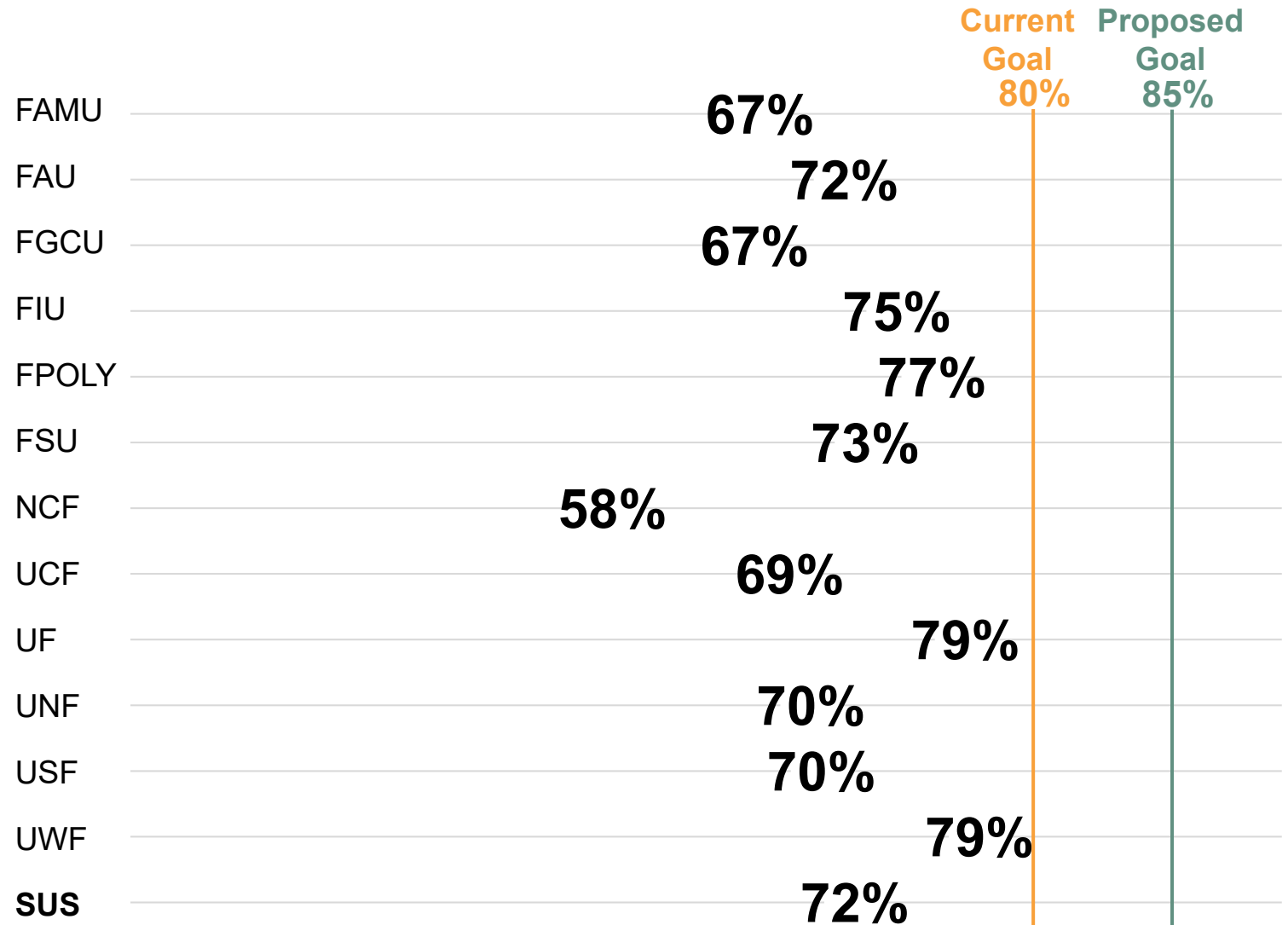


**\$35K**  
threshold

&

Alternative  
Denominator

Using a denominator that includes all graduates found, the Strategic Plan Goal may need to be revised





# Action Items to Consider



- Change to alternate denominator
- Change wage threshold for students found working full-time 1-year after graduation
- Change Board's 2025 Strategic Plan goal



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