

Utah System of Technical Colleges

# Performance Measures

A presentation to the Higher Education Appropriations Subcommittee  
February 5, 2019

Jared Haines  
Interim Commissioner of Technical Education

# S.B. 1 (2018 General Session)

- The Legislature intends that the Utah System of Technical Colleges report on the following performance measures *for [each technical college]* ... by October 15, 2019:
  - Certificates awarded per 100 certificate-seeking full-time equivalent students;
  - Estimated cost per certificate, considering instructional resources derived from state funds and dedicated to certificate-seeking students; and
  - Employment and wages 1 year and 5 years after completion of an accredited postsecondary certificate.



# S.B. 1 (2018 General Session) [cont.]

- The Legislature intends that the Utah System of Technical Colleges report on the following performance measures *for the Administration line item* ... by October 15, 2019:
  - Percentage of enrolled high school students obtaining an accredited postsecondary certificate prior to and within one year of high school graduation;
  - Systemwide placement rates for certificate-seeking students; and
  - Graduation rates for all programs and for those identified as leading to high-wage/high-demand careers.
- The Legislature intends that the Utah System of Technical Colleges report on the following performance measures *for the Custom Fit line item* ... by October 15, 2019:
  - Companies served by Custom Fit training;
  - Trainees served by Custom Fit training; and
  - Hours of instruction provided by Custom Fit.



# UTECH Metrics

	Metric	Base Budget Intent Language	Performance-based Funding (p.16*)	P-20 Metrics (p.38*)	UTECH Strategic Goals (p.28*)
Throughput	# Graduates		✓		✓
	# Graduates in high-demand programs		✓		
	# Secondary graduates		✓		
	# Short-term enrolled students		✓		✓
	# Custom Fit instructional hours	CF		✓	✓
	# Custom Fit employees taught	CF		✓	
	# Custom Fit companies served	CF		✓	
Output	# placed students		✓		
	# Under-served placed students		✓		
	# High-demand placed students		✓		
	% Employment & \$ wages (1 year post-graduation)	C		✓	
	% Employment & \$ wages (5 years post-graduation)	C		✓	
Efficiency	% Graduation rate	A	✓		✓
	% High-wage/High-demand graduation rate	A			✓
	% Under-served student graduation rate				✓
	% Secondary graduation rate	A	✓		✓
	% Secondary graduating within 1 year of high school completion	A	✓		✓
	% Placement rate	A	✓	✓	✓
	# Awards per FTE	C	✓	✓	✓
	\$ Cost per certificate	C			

C = College line items

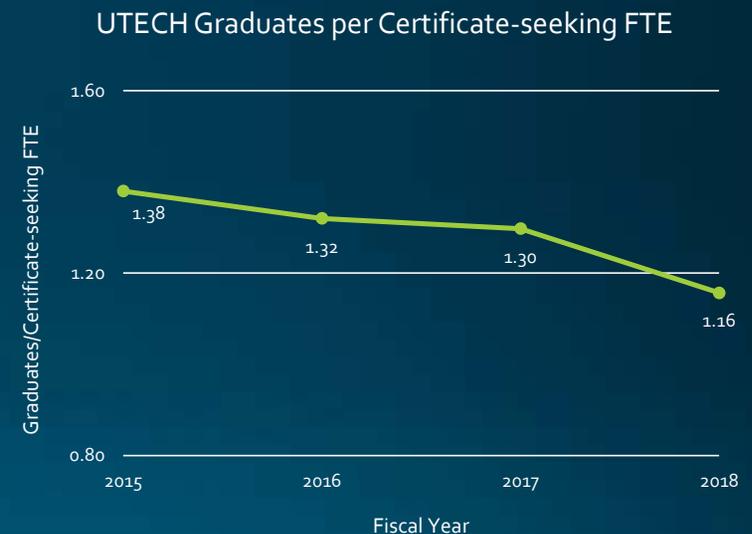
A = UTECH administration line item

CF = Custom Fit line item

\*Starting page # in UTECH 2018 Annual Report - <http://utech.edu/annual-reports>

# Certificates per 100 FTE (S.B. 1)

- Performance measure is difficult to benchmark; has limited relevance to technical college program structure
  - Program lengths vary widely
    - ~**60 hours** (CDL) to **1,600 hours** (Cosmetology)
  - Frequent additions to/subtractions from program offerings
  - Program lengths vary from college to college and from year to year as local industry needs change
    - E.g., Residential Construction (Uintah Basin) – **590 hours**; Building Technology (Bridgerland) – **960 hours**



# Suggestions

- Uniformity between administrative and college line item performance measures
- Uniformity between legislative performance measures, UTECH performance-based funding model, and UTECH strategic goals
  - Total graduates
    - Total high-wage/high-demand program graduates
  - % of secondary students completing certificate before or within 1 year after HS graduation
  - Graduation rates
    - High-wage/high-demand graduation rates
  - Certificate-seeking student placement rates
- Use graduation rates as an efficiency measure (replace certificates per 100 FTE)





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# Performance-based Funding

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# Performance Model

	Weight	Multiplier
<b>Certificate Programs (30%)</b>		
COE-approved Program Graduates (includes certificate-seeking & secondary awardees by program length)		
≤ 599 Hours	1.00	
600 - 899 Hours	3.00	
≥ 900 Hours	5.00	
Additional Points for Graduates from High Demand/High Impact Programs	1.00	
<b>Short-term Occupational Training (10%)</b>		
Job Upgrade & Continuing Occupational Education Course Completers (course lengths)		
≥ 60 Hours	0.20	
< 60 Hours	0.10	
<b>Secondary Completion (15%)</b>		
Additional Points for Secondary Program Graduates (program lengths)		
≤ 599 Hours	0.25	
600 - 899 Hours	0.50	
≥ 900 Hours	1.00	
% of Enrollees from Current Year's HS Graduating Class Earning Cert. before HS Graduation		200
% of Enrollees from Prior Year's HS Graduating Class Earning Cert. before/within 1 yr. of HS Graduation		100
<b>Placement (25%)</b>		
Total Certificate-seeking Student Placements	1.00	
Related Employment		
Military Service		
Continuing Education		
Additional Points for Under-served/At-risk Student Placements	0.50	
Additional Points for Placements from High Demand/High Impact Programs	1.00	
Placement Rate (includes Graduates & Early Hires)		100
<b>Efficiency (20%)</b>		
Graduation Rates (program lengths)		
≤ 599 Hours		50
600 - 899 Hours		75
≥ 900 Hours		100
Certificate-seeking Graduates per FTE		50
Certificate-seeking Graduates		
Certificate-seeking Membership Hours		

- Approved by UTECH Board of Trustees September 13, 2017
- Scores colleges in 5 weighted areas:
  - Certificate Programs (30%)
  - Short-term Occupational Training (10%)
  - Secondary Completion (15%)
  - Placement (25%)
  - Efficiency (20%)
- Full funding contingent upon *at least 5% growth* over the prior 3-year average performance; prorated amounts for lesser growth
- See [utech.edu/annual-reports](http://utech.edu/annual-reports) for more information.



# Performance-based Funding Awards

(consequent to FY 2018 performance)

College	Funding Available	Funding Awarded	% Awarded
Bridgerland Technical College	\$206,216	\$144,351	70.00%
Davis Technical College	\$249,090	\$181,198	72.74%
Dixie Technical College	\$76,323	\$41,978	55.00%
Mountainland Technical College	\$190,447	\$88,914	46.69%
Ogden-Weber Technical College	\$225,444	\$112,722	50.00%
Southwest Technical College	\$60,254	\$52,291	86.78%
Tooele Technical College	\$44,027	\$28,618	65.00%
Uintah Basin Technical College	\$98,198	\$34,369	35.00%
<b>Total</b>	<b>\$1,150,000</b>	<b>\$684,441</b>	<b>59.52%</b>



# Observations

- 5% vs. 10% performance improvement threshold
- 3-year baseline requires estimation for previous data definitions
- Initial results seem to balance attainable with “stretch” (35%-87%)
- Diversified metrics = balanced, targeted performance incentive
- Further experience and analysis to evaluate and improve model’s effectiveness
- Best use of unawarded funds (\$465,559) – retain for next year’s distribution, or add to this year’s



