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# 2030 Goal Statement

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By 2030, 70% of Tacoma Public Schools students will earn a degree, technical certificate, or gain a good-earning wage employment opportunity within six years of high school graduation. Targeted efforts will focus on students of color and those impacted by poverty.

Success will require meaningful cross-sector alignment and partnership, data-sharing and accountability, targeted resourcing, advocating for racially just practices, and maintaining progress on all indicators, cradle to career.



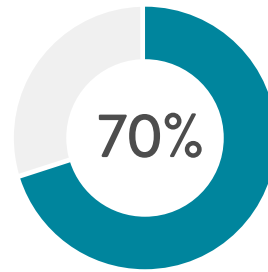
*\* Measured by cohort. Wage data currently at occupation level. This may require collecting new annual survey data at TPS graduate level.*

*\*\* Measured by cohort. Percent of students who enroll within one year of graduating high school will maintain or improve. Percent of all students who enroll and graduate from college within six years of high school graduation will improve, with 70% per cohort completion by 2030.*

*\*\*\* Measured by cohort. Percent of students who enroll in apprenticeship programs will maintain or improve. 70% or more of those enrolled in apprenticeship programs will complete and enter the program's career.*

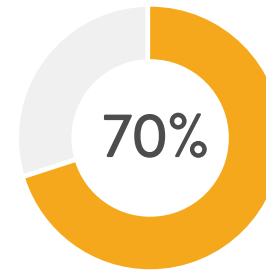
*\*\*\*\* Measured by cohort. Baselines for each indicator, and gaps disaggregated by race, Free and Reduced Lunch status, gender and others available.*

## 70% Across Post-Secondary Pathways



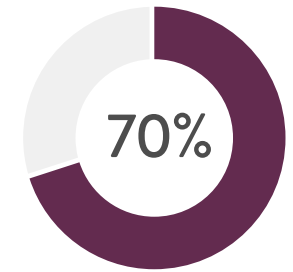
### GOOD EARNING WAGES\*

70% of all TPS graduates have a good earning wage employment opportunity, regardless of pathway.



### COLLEGE & UNIVERSITY\*\*

70% of all TPS graduates have enrolled in college or university.  
  
70% of those enrolled in college or university have completed a certificate or degree within six years of high school graduation.



### APPRENTICESHIP PROGRAMS\*\*\*

70% of TPS graduates who enroll in an apprenticeship program will continue onto a good earning wage job in the apprenticeship's trade or occupation.

*Racial and economic equity gaps close for all groups.\*\*\*\**

# What do we mean by a “good earning wage job”?

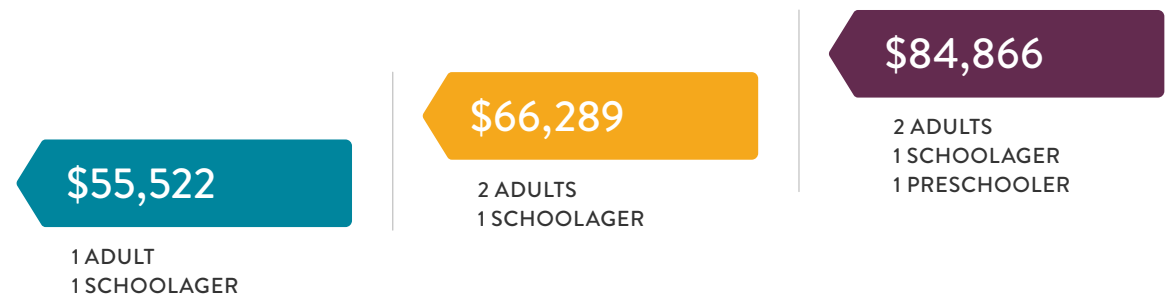
A good-earning wage in Pierce County is one that enables full-time workers to support their household based on family composition, keeping up with changes in costs in our region. A good job also includes clear opportunities for wage progression, healthcare benefits, and potential for retirement savings.

Our new dashboard<sup>1</sup> with Workforce Central estimates the current good earning wage for many family types, inflated to 125% of a “self sufficiency” wage each year to cover cost complexities and changes. Users can see which occupations fall in this range.

<sup>1</sup> The dashboard is based on the University of Washington Self Sufficiency Standard, a popular and respected calculator capturing many factors and able to look at hundreds of household types. Learn more at <http://www.selfsufficiencystandard.org/washington>.

## What it Takes: A Good Earnings Snapshot

ANNUAL WAGES NEEDED TO SUPPORT DIFFERENT HOUSEHOLD TYPES



## By 2030: Measuring Benefits, Retention & Advancement

Thriving at work is based on more than just wages. In coming years, we will work to better identify which occupations and employers provide benefits such as healthcare, retirement plans, and pathways to retention and advancement, particularly for communities of color. We invite all partners signing onto our accountability pledge to join us in this commitment to equity and transparency. By 2025, we hope to measure both wages and benefits.

2021

Baseline wage dashboard

2023 - 24

Defining non-wage parts of “good earning”

2025 & BEYOND

Measuring / advocating for additional non-wage benefits



# How do we know which jobs are providing a good earning wage, and to whom?

We measure occupations relative to the median wage, plus the demographics and education of workers in those occupations.

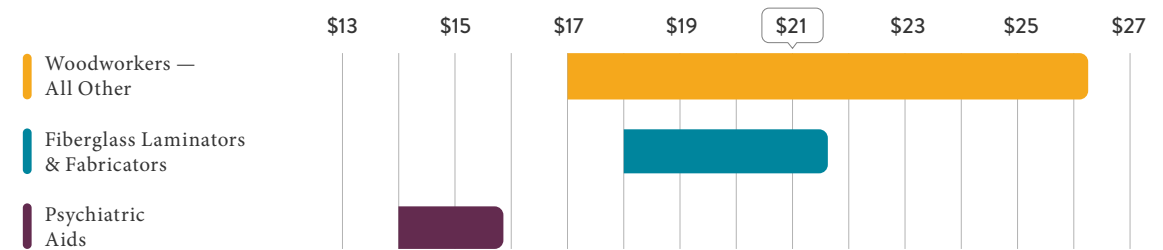
Looking at earnings is only part of the equation. We also need to work with anchor institutions, service providers, advocates and employers to drive low income youth and youth of color to higher pay occupations, remove barriers to entry, and improve conditions within occupations.

2. Bureau of Labor Statistics (BLS), Public Use Microdata Sets (PUMS), and other data sources used in calculator.

## Wage, Education & Demographics

Our new dashboard with Workforce Central tracks occupations by wage thresholds.<sup>2</sup> It looks at all occupations in the Tacoma area and compares their median income to the area median, and shows the overall spread of wages in each occupation.

### Snapshot: Starting & Median Wages Against 2021's \$21.00



### By 2030: Transforming Occupations

We can use these dashboards with anchor institutions, employers and economic development partners to not only drive youth towards the best occupations, but to transform pathways to occupations, and remove barriers such as credentialing.

#### 2021

Measuring relative to median wages

#### 2023 - 24

Pathways to careers making median or more

#### 2025 & BEYOND

Removing barriers to higher pay, improving conditions



# Cradle to Career

## Indicators & Sub-Indicators

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### Kindergarten Readiness

- 1 WaKIDS Scores
- 2 Pre-K Enrollment

### 3rd Grade Reading

- 1 SBAC Scores

### 8th Grade Math

- 1 Completing 8th Grade Algebra or Geometry with a C or Higher

### College & Career Readiness

- 1 CTE & College Prep Course Completion
- 2 FAFSA/ WASFA Completion
- 3 Scholarship Completion

### 4 & 5-Year Graduation

- 1 Percent of TPS students graduating in four years and five years
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# Cradle to Career

## Indicators & Sub-Indicators

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### Social & Emotional Well-Being

- 1 Behavior & Discipline Incidents Over Time
- 2 Attendance Over Time
- 3 Healthy Youth/ Environmental Survey Over Time
- 4 Student Voice Surveys

### Positive Adult Interactions

- 1 Participation in ELO/ Summer Programs
- 2 Participation in Mentorships/ Internships

### College Enrollment & Completion

- 1 College Enrollment
- 2 College Persistence
- 3 College Completion

### Apprenticeship Enrollment & Completion

- 1 Apprenticeship Enrollment
- 2 Apprenticeship Completion

### Achieving a Good Earning Wage Job

- 1 Obtaining a Job

# Institutional Indicators

## Indicators & Sub-Indicators

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### Post-Secondary Representation of Priority Populations by Institution

1 Percent Participants of Color

2 Percent Low-Income Participants

3 Percent First-Generation Participants

4 Percent TPS Graduates

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### Equity & Representation in Staffing

1 Ratio of Staff/ Faculty of Color to Students of Color

2 Retention of Men of Color

3 Institutions Paying a Good Earning Wage

4 Racial Pay Equity

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### Institutional Performance on Accountability Pledges

1 Annual Review of Institutional Performance

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