Median earnings of former Harper students who received financial aid 10 years ago regardless of completion status  National 2-year college midpoint: \$27,937  Living wage in your State https://research.zippla.com/living-wage.html  552,304  Top 5 Programs with Highest Earnings: Allied Health Diagnostic, Intervention, & Treatment  \$73,991  Dental Support Services and Allied Professions Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing \$562,133  Allied Health and Medical Assisting Services \$43,18  Practical Nursing, Vocational Nursing and Nursing Assistants  57,298  Top 5 Programs with Lowest Debt: Biological and Physical Sciences \$56,545  Practical Nursing, Vocational Nursing and Nursing Assistants  57,298  Liberal Arts and Sciences \$58,875  Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing \$511,572  College Scorecard: https://collegescorecard.ed.gov/school/7149842-William-Rainey-Harper-College  Not Available  Census PSEO  Condition Mobility  Harper graduates who completed a degree and earn more than high school graduates  6196  College Scorecard: https://collegescorecard.ed.gov/school/7149842-William-Rainey-Harper-College  Not Available  Likelihood of Harper graduates moving up 2 or more income quintiles  6196  College Scorecard: https://collegescorecard.ed.gov/school/7149842-William-Rainey-Harper-College  Not Available College Scorecard: https://collegescorecard.ed.gov/school/7149842-William-Rainey-Harper-College  Not Available College Scorecard: https://collegescorecard.ed.gov/school/7149842-William-Rainey-Harper-College  Not Available College (as a measure of economic value provided to students by attending Harper)  Harper CC earnings beyond what a high school only graduate would make (i.e., non-college going person); Considered as additional income used to recoup educational costs  \$9,658	Graduate Earnings		
S52,304   Top 5 Programs with Highest Earnings:   S73,991   Dental Support Services and Allied Professions   S64,559   Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing   S62,113   Allied Health and Medical Assisting Services   S43,18   Practical Nursing, Vocational Nursing and Nursing Assistants   S39,397    Top 5 Programs with Lowest Debt:   Biological and Physical Sciences   S6,545   Practical Nursing, Vocational Nursing and Nursing Assistants   S7,298   Liberal Arts and Sciences   S6,545   Practical Nursing, Vocational Nursing and Nursing Assistants   S7,298   Liberal Arts and Sciences   S8,875   Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing   S11,572   Allied Health and Medical Assisting Services   S15,875    College Scorecard: https://collegescorecard.ed.gov/school/?149842-William-Rainey-Harper-College   Not Available   Census PSEO   Not Available   Census PSEO   Not Available   Cellege Scorecard: https://collegescorecard.ed.gov/school/?149842-William-Rainey-Harper-College   Not Available   Likelihood of Harper graduates moving up 2 or more income quintiles   % Likely to move up 2 income quintiles: 13%   State Rank: 77* of 103 IL colleges   National Rank 644 out of 690 2-year college   National Rank 644 out of 690 2-year colleges   National Rank		National 2-year college	
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Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing Allied Health and Medical Assisting Services  **S15,875**  **College Scorecard: https://collegescorecard.ed.gov/school/?149842-William-Rainey-Harper-College Census PSEO  **Recoupling Not Available**  **Recoupling Net Cost of College (as a measure of economic value provided to students by attending Harper)  **Harper CC earnings beyond what a high school only graduate would make (i.e., non-college going person); Considered as additional income used to recoup educational costs  **S15,875**  **Not Available**  **Not Available**  **Not Available**  **Not Available**  **Post Available**  **Not Available**  **S14:*  **Post Available**  **Post	Practical Nursing, Vocational Nursing and Nursing Assistants	\$7,298	
Allied Health and Medical Assisting Services \$15,875  College Scorecard: https://collegescorecard.ed.gov/school/?149842-William-Rainey-Harper-College  Census PSEO  Not Available  Economic Mobility  Harper graduates who completed a degree and earn more than high school graduates  College Scorecard: https://collegescorecard.ed.gov/school/?149842-William-Rainey-Harper-College  Likelihood of Harper graduates moving up 2 or more income quintiles  W Likely to move up 2 income quintiles: 13% State Rank: 77st of 103 IL Colleges National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  National Rank 644 out of 690 2-year colleges  Na	Liberal Arts and Sciences	\$8,875	
College Scorecard: https://collegescorecard.ed.gov/school/?149842-William-Rainey-Harper-College  Census PSEO  Economic Mobility  Harper graduates who completed a degree and earn more than high school graduates  61%  College Scorecard: https://collegescorecard.ed.gov/school/?149842-William-Rainey-Harper-College  Likelihood of Harper graduates moving up 2 or more income quintiles  % Likely to move up 2 income quintiles: 13%  State Rank: 77st of 103 IL colleges  National Rank 644 out of 690 2-year colleges  National Rank 645 out of 690 2-year colleges  National Rank 645 out of 690 2-year colleges  Not Available  **College Scorecard: https://college-mobility/harper-College  National Rank 644 out of 690 2-year colleges  National Rank 645 out of 690 2-ye	Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing	\$11,572	
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National Rank 644 out of 690 2-year colleges <a href="https://www.nytimes.com/interactive/projects/college-mobility/harper-college">https://www.nytimes.com/interactive/projects/college-mobility/harper-college</a> ROE: Recouping Net Cost of College (as a measure of economic value provided to students by attending Harper)  Harper CC earnings beyond what a high school only graduate would make (i.e., non-college going person); Considered as additional income used to recoup educational costs  \$99,658	Likelihood of Harper graduates moving up 2 or more income quintiles	income quintiles: 13%	
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Harper)  Harper CC earnings beyond what a high school only graduate would make (i.e., non-college going person); Considered as additional income used to recoup educational costs  \$9,658			
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Total net price (out-of-nocket)		\$9,658	
iotal net price (out-or-pocket) \$5,994	Total net price (out-of-pocket)	\$5,994	

## **Questions to Consider:**

- 1. What more can the college do to ensure career and program choice leads to improved earning potential and upward mobility for students/ graduates taking into consideration living wages in your state?
- 2. Are program offerings at your college aligned with living wages in your area and are they structured to facilitate upward mobility (e.g., stackable credentials, non-credit to credit pathways, etc.)
- 3. What kind of patterns or equity gaps exist at your college relative to different student groups enrolling in and completing programs offering the highest earnings and lowest debt?
- 4. How can you reduce student debt and maximize the ability of graduates to recoup their higher education investment in a timely manner so the college does not contribute to additional financial burden/hardship for students?
- 5. What else can be done to ensure your credential earners are earning higher wages than non-college going populations in your area and/or can move up 2 or more income quintiles in 10 years relative to your state?

## **New Metric Framework (in Development)**



