

Careers & Workforce Subcommittee

Tuesday, November 18, 2025
10:30 AM
Morris Hall (17 HOB)

Daniel Perez
Speaker

Tiffany Esposito
Chair

Committee Meeting Notice

HOUSE OF REPRESENTATIVES

Careers & Workforce Subcommittee

Start Date and Time: Tuesday, November 18, 2025 10:30 AM

End Date and Time: Tuesday, November 18, 2025 12:30 PM

Location: Morris Hall (17 HOB)

Duration: 2.00 hrs

Presentation and discussion on the return on investment of baccalaureate degrees.

NOTICE FINALIZED on 11/10/2025 10:33AM by Kelley.Megan

BOG Presentation

SUS 30

EXTRAORDINARY IMPACT

House Careers & Workforce Subcommittee

Emily Sikes, Vice Chancellor for Academic & Student Affairs

November 18, 2025

www.flbog.edu

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An SUS Degree is a Worthwhile Investment

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- **#1** state for higher education since 2017
- **LOWEST** in-state tuition for public 4-year institutions in the nation, for three years in a row
- Average cost of a bachelor's degree is **$270**
- **80%** of Florida resident undergraduates attend state universities without a loan

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Degree Productivity Reviews

- A long-standing collaborative process between the Board office & each university, required by Board of Governors Regulation 8.011
- Ensures program efficiency & alignment with student & workforce demand through the coordinated Systemwide review



2025 Degree Productivity Analysis

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Thresholds	List	Institution Review
Review of # of degrees awarded in the last 3 years **30** **Bachelor's** **20** **Master's** **10** **Specialist & Doctorate**	Board staff generated a list of programs below the thresholds **214** **programs below thresholds** **72** of **214** **programs were also in the 2022 report**	• Develop improvement plans • Consolidate programs • Suspend program • Terminate program

Top Discipline Areas Below Thresholds

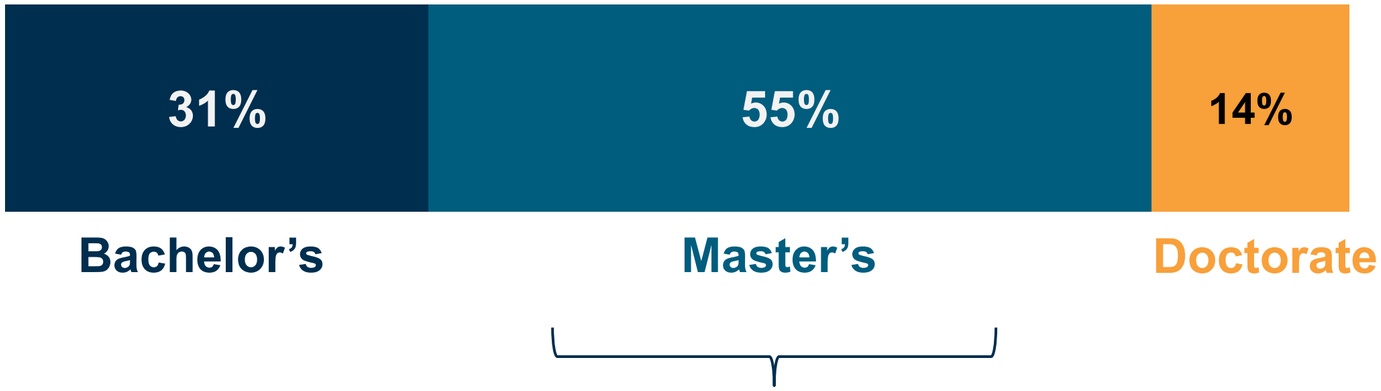
68%

of programs identified for low productivity are in these areas

- Area, Ethnic, Cultural, Gender, & Group Studies
- Education
- Foreign Languages, Literatures, & Linguistics
- Philosophy & Religious Studies
- Physical Sciences
- Social Sciences
- Visual and Performing Arts

2025 Degree Productivity Analysis

214 programs were below the thresholds



The majority of programs below the threshold were at the Master's level

University Responses to Review

Universities plan to continue

70%

of programs



- **Continue 151 programs** with improvement action plans
  - **33** are master's degree programs related to Ph.D. programs
  - **6** are requesting to change CIP codes to boost enrollment
- **Consolidate 37 programs** under shared discipline CIP code
- **Terminate 18 programs** & **suspend 8 programs**

Programs of Strategic Emphasis

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STATE UNIVERSITIES

- Provides a planning tool to produce graduates for Florida's workforce shortages
- Incentivized through Performance Based Funding

FLORIDA



- Supplies critical talent to support Florida's economy
- Supports future growth for emerging fields

STUDENTS

- Ensures a positive return on investment for the degree
- Identifies fields with workforce shortages

Programs of Strategic Emphasis Methodology

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Comprehensive review of all occupations in Florida requiring a bachelor's degree or higher

- ☑ State workforce needs
- ☑ Degrees produced
- ☑ Unfilled Openings

Programs of Strategic Emphasis Methodology

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Prioritized degree programs using future workforce needs & wages

We looked at occupations that met certain criteria

Thresholds

Occupations had to have minimum unfilled openings

100
Bachelors

50
Masters & Specialist

25
Doctorate

Growth in Jobs

Occupations had to be projected to grow faster than average from 2022-2030

8.6%
Growth rate for next 8 years

Entry Wages

Occupations linked to bachelors degrees had to have entry wages exceeding

$40k
Aligned with the Board's 2025 Strategic Plan

Programs of Strategic Emphasis Metrics

- In 2023, the Board identified Programs of Strategic Emphasis focused on the most critical workforce needs of Florida that provide students a strong return on investment
- Performance-Based Funding (PBF) metrics 6 & 8 target the percentage of degrees awarded at the bachelor's and graduate levels in these programs

Current List

Degree Level	Total	Active
Bachelor's	95	73
Master's	75	66
Doctoral	57	54

Elevating Student Success

Bachelor's Degree Outcomes

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PRIORITIZING STUDENT SUCCESS

64%
4-Year Grad Rate

7 pts
5-Year Trend

WORKFORCE READY

74%
% employed earning $40k+ or enrolled 1 year after graduation

9 pts
5-Year Trend

INCREASING GRADUATE SALARIES

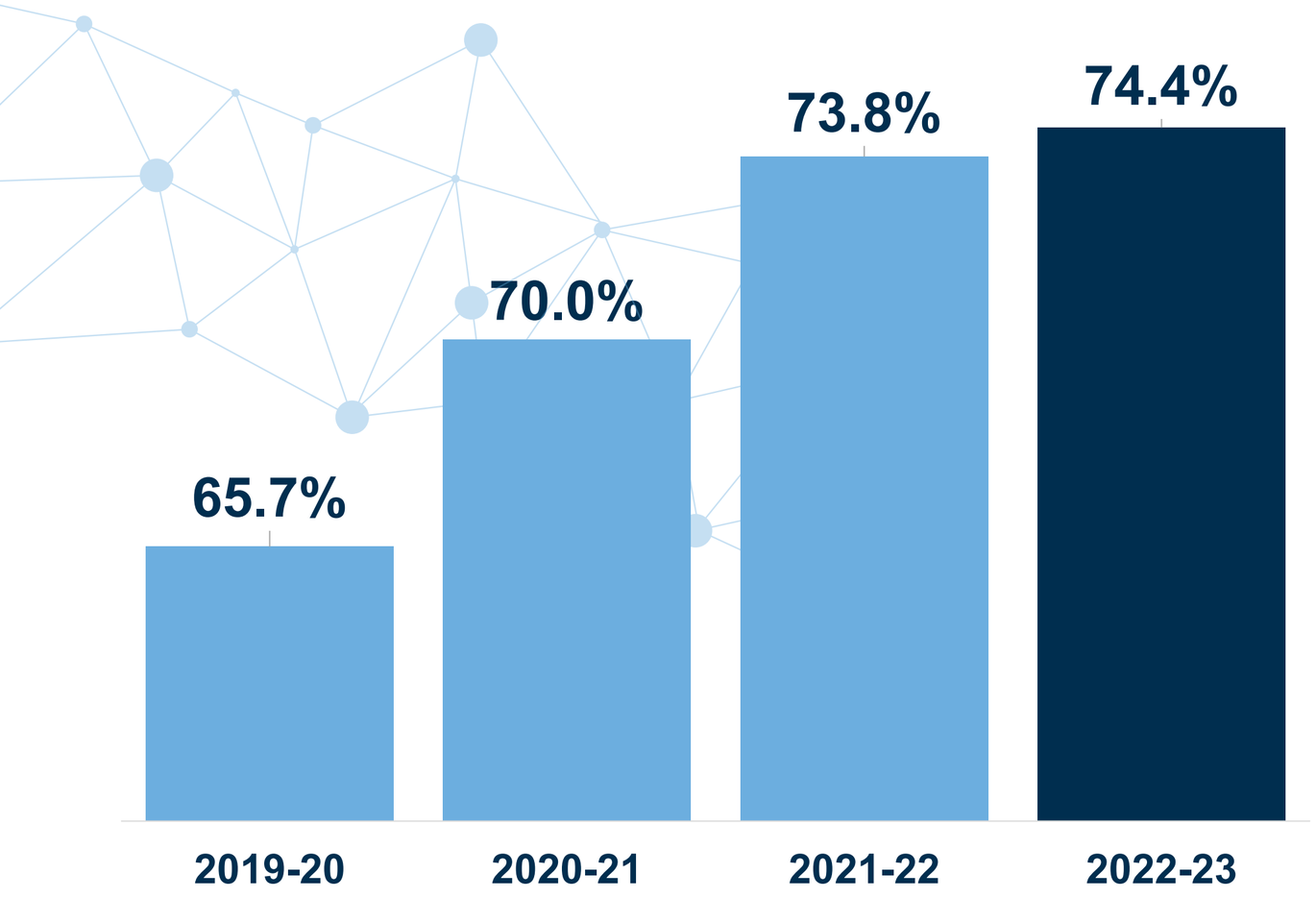
$51k
Median Salary 1 year after graduation

$9k
5-Year Trend

PBF Metrics Aligned to Post-Graduate Success

#	Metric
1	% of Bachelor's Graduates Employed/Continuing their Education
2	Median Wages 1 Yr after Graduation
3	Net Tuition & Fees per 120 credit hours
4	4-Year Grad Rate
5	Academic Progress Rate
6	Bachelor's Degrees in Areas of Strategic Emphasis
7	University Access Rate
8	Graduate Degrees in Areas of Strategic Emphasis
9a	3-Year Grad rate for FCS Transfer Students
9b	6-Year Grad rate for Students awarded Pell Grant in 1st Year
10	BOT Choice Metric

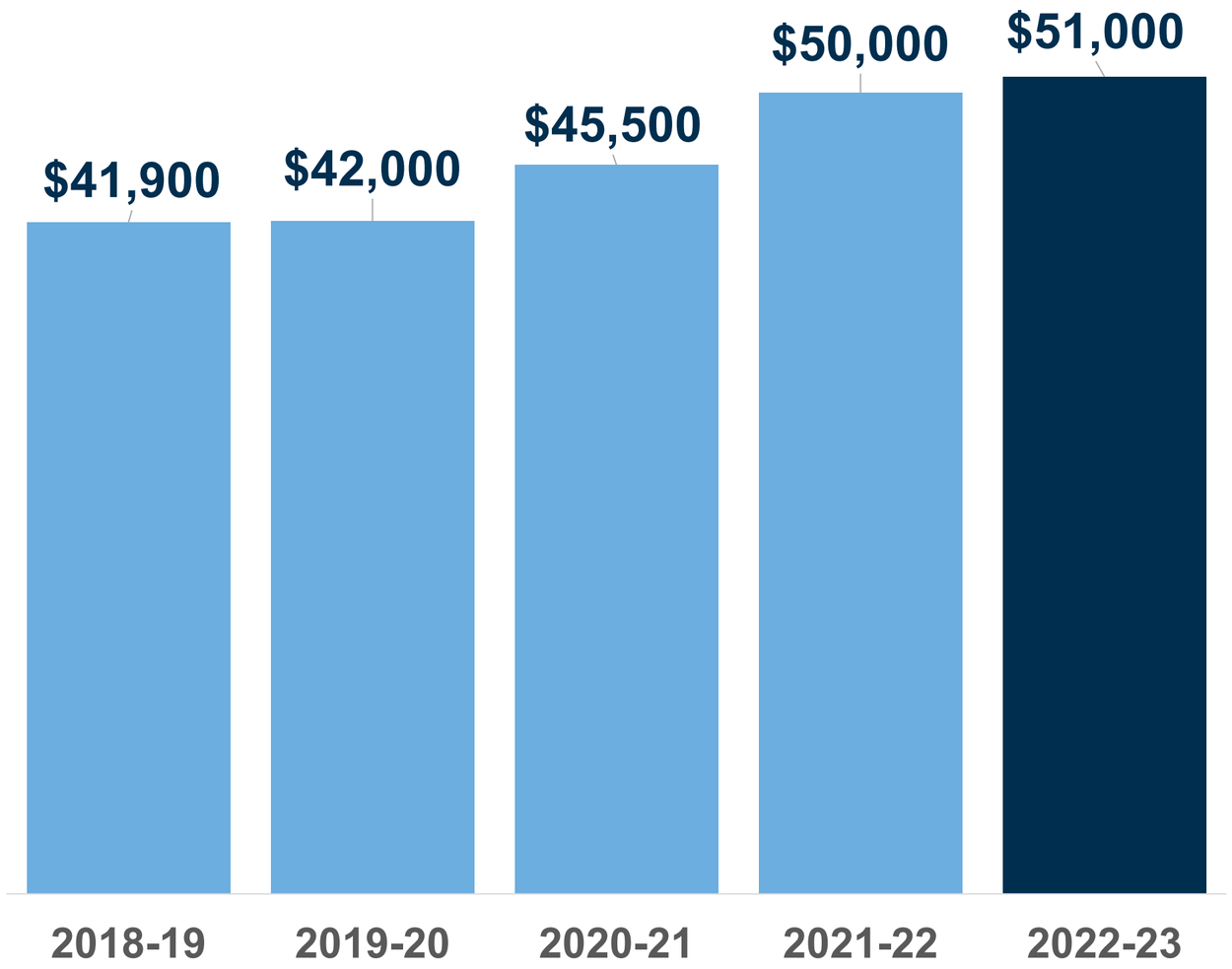
PBF 1: % of Bachelor Grads Enrolled or Employed ($40,000+)



Universities have improved by nearly 10 percentage pts, to 74.4% in the last 3 years

Performance demonstrates the strong connection between universities & workforce demand

PBF 2: Median Wages of Bachelor's Graduates Employed Full-Time One Year After Graduation

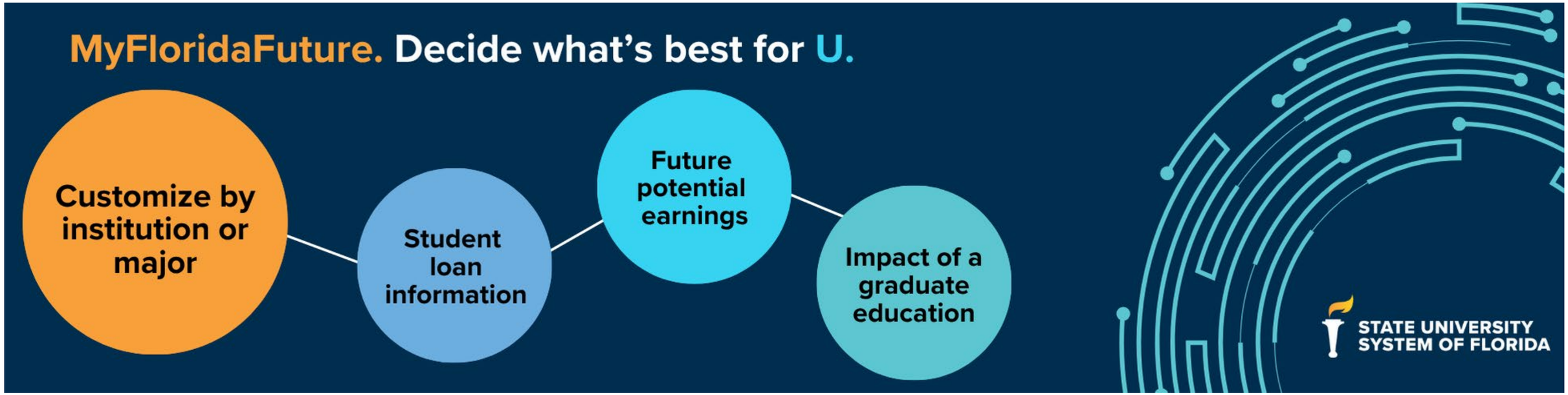


Median wages have risen by over $9,000, to $51,000 across the System

Wages reflect first jobs for most graduates, typical age of students 22-24

SUS graduates are competitive in the workforce

MyFloridaFuture



Benefits to Students

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Students can research & compare salary expectations for each institution & academic program



Students can weigh the expected benefits of pursuing additional education



Students can explore & better understand the future impact of student loans

Earnings by Most Popular SUS Bachelor's Degrees

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	Top 15 Bachelor's Degrees	Median Wages after graduation				% of Graduates Working Full-Time	
		# of Graduates (with full-time wages)	1-year	5-years	10-years	1-year	10-years
1	Psychology	5,987	$41,488	$60,844	$70,016	65%	84%
2	Registered Nursing/Registered Nurse	4,482	$73,278	$87,922	$98,860	91%	88%
3	Finance	3,184	$58,932	$87,744	$103,796	81%	90%
4	Health Services	2,962	$39,474	$67,564	$82,338	59%	87%
5	Biology	2,821	$38,668	$65,000	$97,496	56%	88%
6	Criminal Justice	2,607	$45,032	$63,568	$74,408	73%	90%
7	Marketing	2,531	$50,936	$77,930	$90,002	74%	89%
8	Business Administration & Management	2,507	$53,768	$75,622	$86,082	76%	90%
9	Multi-/Interdisciplinary Studies	2,179	$48,060	$60,964	$72,986	70%	84%
10	Computer & Information Sciences	1,944	$72,866	$103,496	$121,936	81%	95%
11	Accounting	1,825	$61,932	$86,988	$101,420	80%	90%
12	Political Science	1,674	$44,462	$73,652	$87,262	62%	87%
13	Mechanical Engineering	1,511	$70,228	$94,704	$114,072	84%	95%
14	Elementary Education	1,338	$58,268	$65,252	$68,392	87%	88%
15	Hospitality Management	1,278	$46,136	$61,590	$73,572	79%	87%
	All Majors	**71,180**	**$50,420**	**$70,388**	**$81,594**	**71%**	**87%**

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Thank You

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