



DALLAS COUNTY
PROMISE

Fulfilling the Promise of Talent

The Dallas County Promise Talent Report

May 14, 2019

With generous support from
JPMORGAN CHASE & CO.



There will be an American Metro that
solves the talent gap by producing
equity in college completion first...

Why Not Dallas?

The 2019 Dallas County Promise Talent Report

Economic Mobility for ALL: Helping every student realize their true potential in college, careers, and life

Overview

- The Coalition Partners
- Talent Gap
- 60X30TX
- Strategic Framework
- The Promise
- Initial Results

Talent

- New Skills at Work
- Analyze Data
- Activate Partners
- Grow Strategies
- Cohort 1
- Cohort 2
- Cohort 3

Next Steps

- Reinventing Student Record
- Transforming College Enrollment
- Connecting Employers to Talent
- Texas Expansion

Thank you to the Promise Coalition Partners

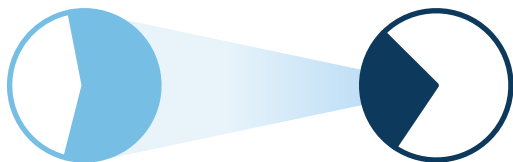
The Challenge is Too Big to Solve Alone



The **supply** of Dallas County postsecondary credentialed talent does not match the **demand** of the workforce

HIGH SCHOOL

POSTSECONDARY CREDENTIALS



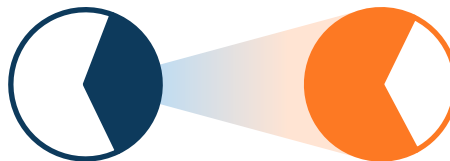
28% of Dallas County high school grads earn a post-secondary credential*

57% of Dallas County high school graduates enroll in college

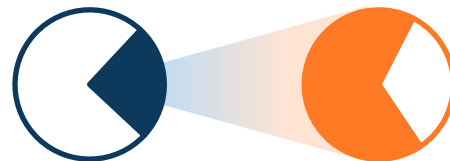
37% of Dallas County adults possess a post-secondary credential

25% of post-secondary credentials are in Healthcare & computer/math

WORKFORCE



65% of jobs require a post-secondary credential



67% of job openings are in Healthcare & computer/math

Increasing **postsecondary completion** is a proven strategy to **reduce the inequity and poverty** facing Dallas

Dallas ranks third in childhood poverty

75%

of students in Dallas County are economically disadvantaged

LAST

Dallas ranks LAST in inclusiveness for American Cities (274/274)

15%

Dallas medium household income has decreased 15% since 2000

10%

of economically disadvantaged 8th graders will complete a postsecondary credential (6 years after HS graduation)

Hispanic and Black students complete college at

less than half
the rate of white students

Texas Has Set a Goal of **60x30TX** to Guide the Development of **Talent**



60x30TX

60% of Texas adults age 24-35 will have a postsecondary credential by the year 2030

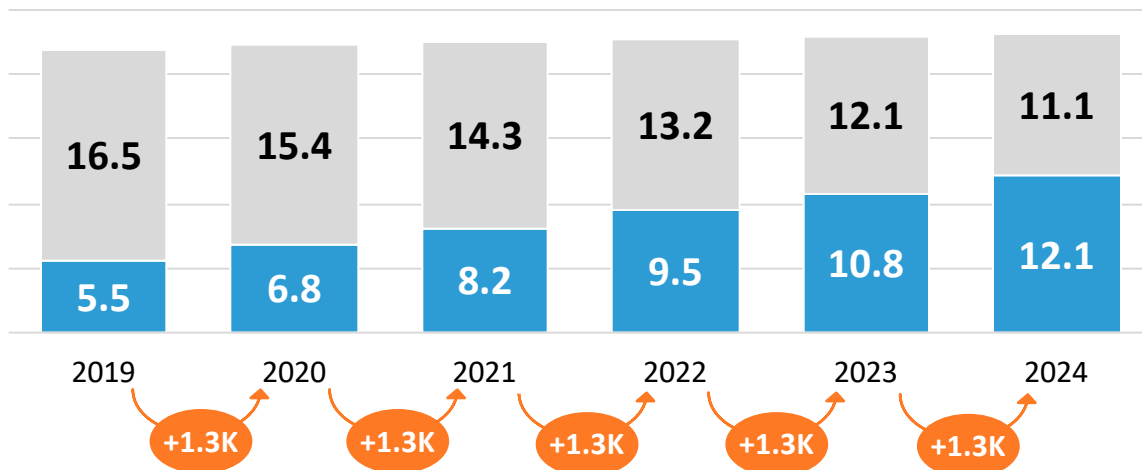
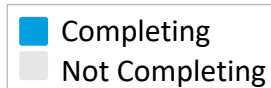
Dallas County must address two very important realities in the 60x30TX Plan

Equity: Develop solutions focused on equity due to the tremendous gap in college completion by socioeconomic status and race

Workforce Alignment: Focus on closing the talent gap in critical high demand workforce areas

If Promise HS's add an **additional 1,300 PS** graduates each year, we would be **on track to achieve 60x30**

Students from Promise schools completing a PS degree (in thousands)



Cohort completion rate for Promise students



A large, light blue watermark of the Dallas County Promise logo is centered in the background. The logo is circular, with 'DALLAS COUNTY' at the top and 'PROMISE' at the bottom. In the center is a diamond shape containing a graduation cap and a book. At the bottom of the circle, it says 'EST 2017'.

About the Dallas County Promise

The Dallas County Promise includes a **last dollar scholarship** covering the cost of tuition **with success coaching and career mentoring**

- **Based on the TN Promise**
- **Includes Dreamer/DACA Students**
- **Engaging high schools with the greatest need**
- **Focused on high demand careers**
- **Includes university partners to provide pathways**
- **Uses data to help partners continuously improve**



Dallas County Promise is built on 3 key strategies to drive 60x30TX with **equity and workforce alignment**



Tuition Free College

Removes financial barrier to college and transforms local student perspective on college access thanks to the vision of the Dallas County Community College District Foundation



Success Coaching & Career Mentoring

Provides critical supports to area students who are primarily low income and first generation college scholars starting in H.S. through college completion and into the workforce



Career Pathways & IT System

Tracks student progress across education and workforce pathways and drives continuous improvement through real time reporting

Dallas County Promise Coalition **Strategic Framework**

Pro Bono Support from McKinsey & Company and Boston Consulting

60x30 TX with Equity

Increase Postsecondary Readiness, Enrollment, Completion, and Living Wage Job Placement

Dream

Students are inspired and equipped with the aspirations, mindset, preparation, and skills for success in college, careers, and life

Enroll

Students are matched to best postsecondary programs that are affordable, achievable, and aligned to the workforce

Complete

Help students navigate college and career programs and systems through providing whole-student supports

Earn

Students launch into successful careers with the skills and social capital they need to succeed and grow

REMOVING BARRIERS, SUPPORTING STUDENTS AND FAMILIES, STRENGTHENING AND ALIGNING SYSTEMS

LEADERSHIP: Mutual Accountability, Community Champions, Community Coalition, Culture, Values, Trust, Strategy

FUNDING: Last Dollar Scholarship, Promise Backbone Organization, Enhanced Student Services and Supports

INFRASTRUCTURE: IT and data architecture supporting the personalized student journey while enabling mutual community accountability



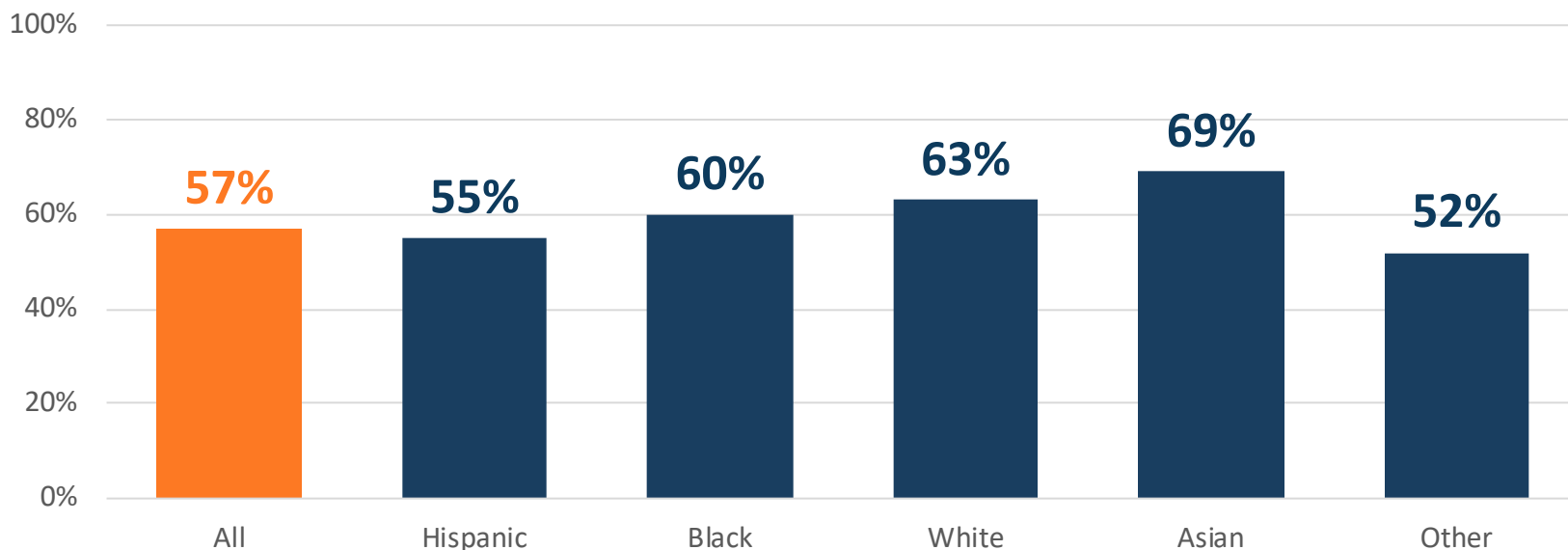
Initial Results

Cohort 1 and Cohort 2 are demonstrating strong initial results across all indicators

	Promise Pledge	Financial Aid	Enrollment	Retention
Cohort 1 2018 HS Grads 31 High Schools 9,300 HS Seniors >8 US States	96% of eligible students signed the Promise Pledge	↑7% 67% by June 30, 2018 Ranked #4 US State \$3M New PELL Dollars	↑6% Overall ↑35% UNT DALLAS ↑30%	↑12% DCCCD 82% Fall to Spring
Cohort 2 2019 HS Grads 43 High Schools 16,500 HS Seniors >12 US States	98% of eligible students signed the Promise Pledge	↑7% 60% by March 15, 2019 Ranked #2 US State \$4.5M New PELL Dollars		

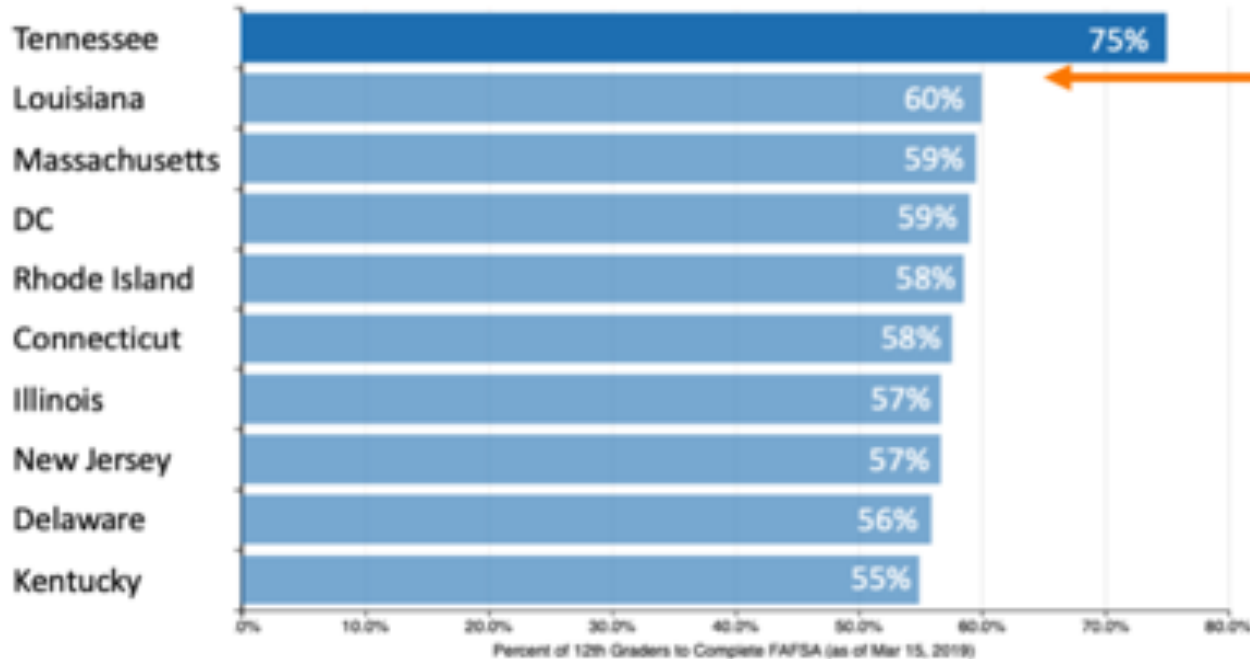
Cohort 1 produced a **6% increase in college enrollment** and **all demographic groups are outperforming the county average**

Fall 2018 Promise Cohort 1 Certificate and Associates in HS and Postsecondary Enrollment Summary



Cohort 2 Ranked #2 in the US for Financial Aid Completion Adding \$4.5M NEW PELL Dollars for Dallas County Students

Top 10 - FAFSA Completion Rate Since Oct 01



DALLAS COUNTY
PROMISE

**60% Completion
Ranked #2 in US**

BONUS: + ~ 2% TASFA
We include undocumented
students in our Promise

**Thus = 62%
Financial Aid**



Talent Call to Action

JPMorgan Chase: New Skills at Work

The 2015 Call to Action for Talent

NEW SKILLS AT WORK

JPMORGAN CHASE & CO.

STRENGTHENING DALLAS-FORT WORTH

BUILDING A MIDDLE-SKILL PIPELINE TO SUSTAIN
ECONOMIC GROWTH AND EXPAND OPPORTUNITY

2015 New Skills at Work Recommendations

1. Increase public awareness of middle skill job opportunities
2. Invest in comprehensive student supports that help more low-income students persist in and complete middle skill training
3. Strengthen the “first rung” of career pathway programming so that more low-income, low-skilled adults can effectively prepare for and earn middle skill credentials
4. Develop stronger connections between workforce development resources and the region’s high-need communities and populations
5. Promote employer leadership in developing career pathways and expanding sector-based strategies.

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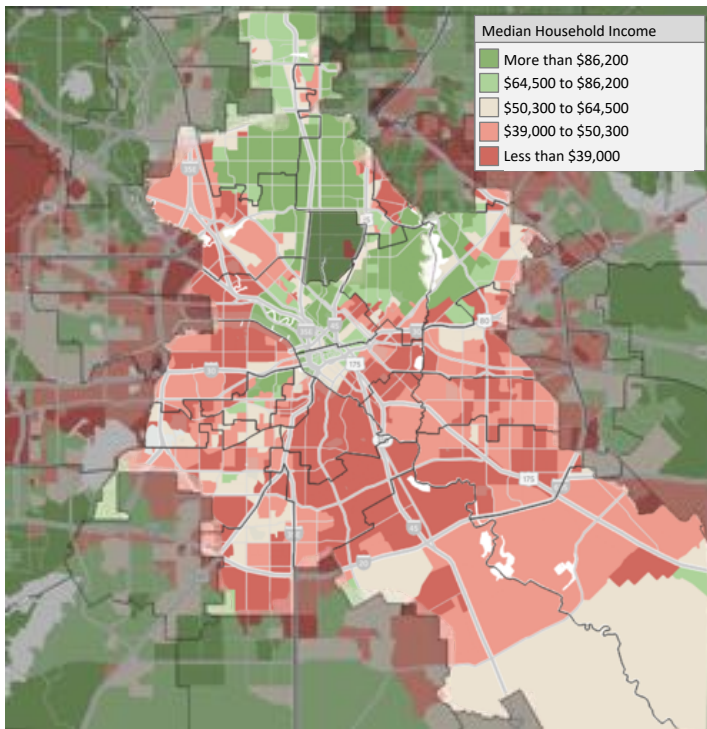
Step 1 Analyze

Current Dallas County Promise
Middle Skill Talent Pipeline

The 20 Most Recruited DFW Middle Skill Occupations Fall Within Six Technical Categories

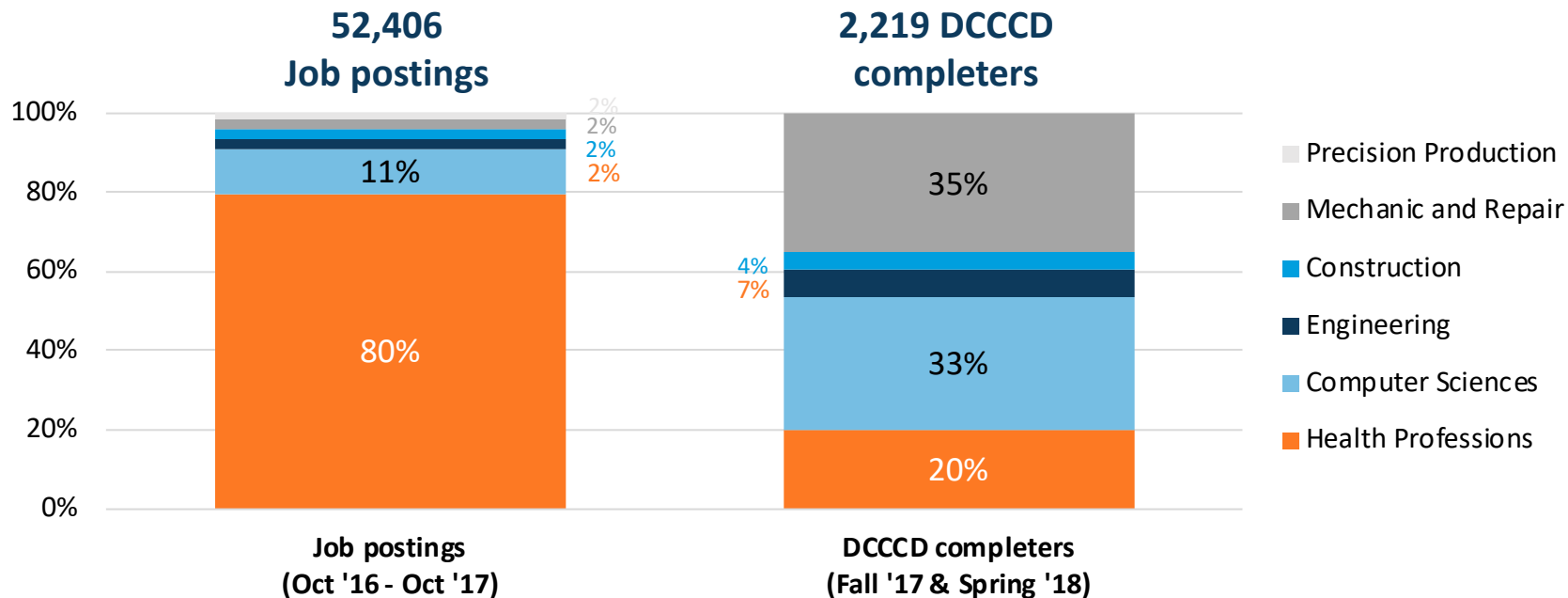
Job Postings 2017	Occupation	Median Wage 2016	Category Description
36,321	Registered Nurses	\$71,800	Health Professions
5,878	Computer Systems Analysts	\$89,200	Computer Sciences
5,624	Computer User Support Specialists	\$51,600	Computer Sciences
2,870	Licensed Practical Vocational Nurses	\$46,500	Health Professions
1,057	Surgical Technologists	\$46,800	Health Professions
1,007	Automotive Service Technicians & Mechanics	\$38,200	Mechanic & Repair
977	Radiologic Technologists	\$59,100	Health Professions
909	Heating, Air Conditioning, & Refrigeration Mechanics & Installers	\$43,600	Mechanic & Repair
838	Electricians	\$41,900	Construction
750	Drafters, Engineering Technicians, & Mapping Technicians	\$55,700	Engineering
616	Diagnostic Medical Sonographers	\$71,200	Health Professions
565	Respiratory Therapists	\$59,700	Health Professions
530	Welders, Cutters, Solders, & Brazers	\$37,300	Precision Production
515	Electrical & Electronics Engineering Technicians	\$60,700	Engineering
445	First-Line Supervisors of Construction & Extraction Workers	\$61,800	Construction
393	Automotive Body & Related Repairers	\$40,600	Mechanic & Repair
358	Machinists	\$37,800	Precision Production

Median Wages for Top DFW Middle Skill Jobs Far Exceed Household Incomes Across Most Dallas ISD Feeder Patterns



Occupations	Median Wage 2016
Computer Systems Analysts	\$89,200
Registered Nurses	\$71,800
Diagnostic Medical Sonographers	\$71,200
First-Line Supervisors of Construction Trades & Extraction Workers	\$61,800
Electrical & Electronics Engineering Technicians	\$60,700
Respiratory Therapists	\$59,700
Radiologic Technologists	\$59,100
Drafters, Engineering Technicians, & Mapping Technicians	\$55,700
Computer User Support Specialists	\$51,600

An analysis of those **top 20 middle skill jobs** illustrate a **mismatch of demand vs credentials produced**

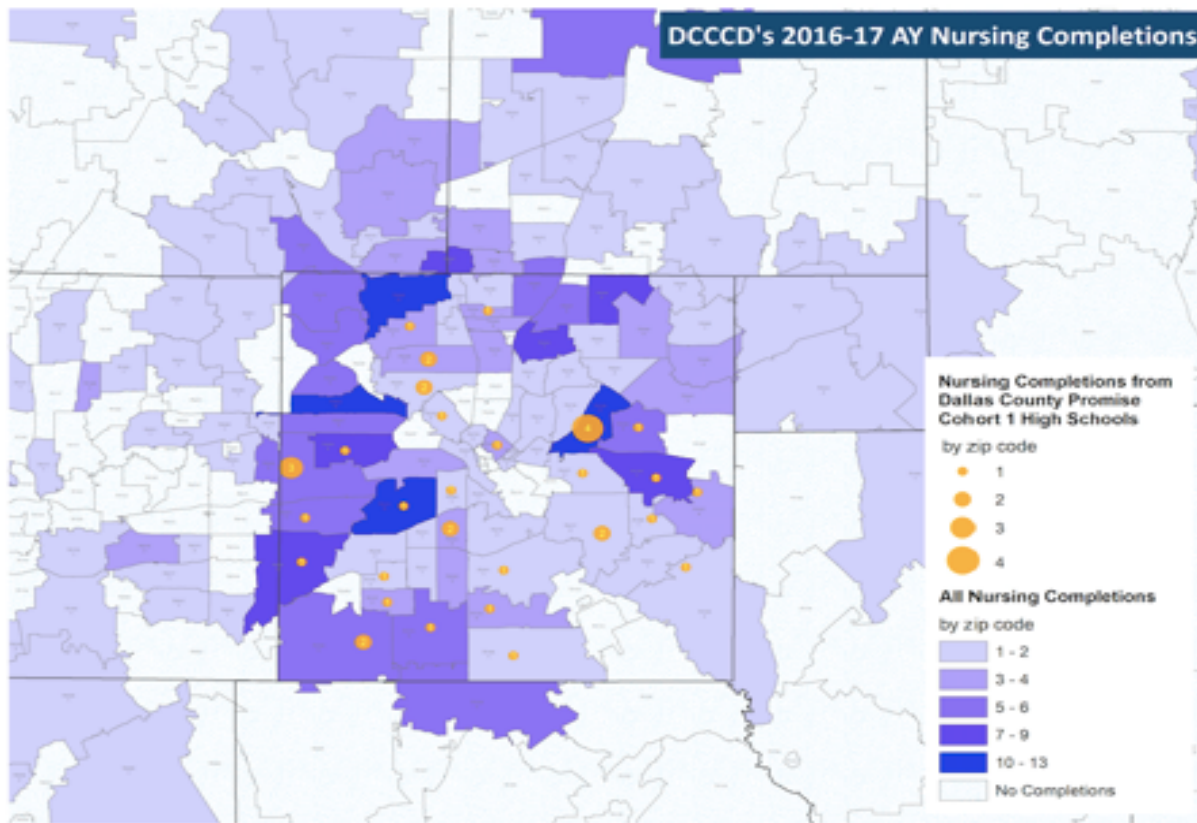


HEALTHCARE:

48 ADN Nursing Program Completers vs 36,000 jobs

From Cohort 1
High Schools
(Highest
Poverty HS)

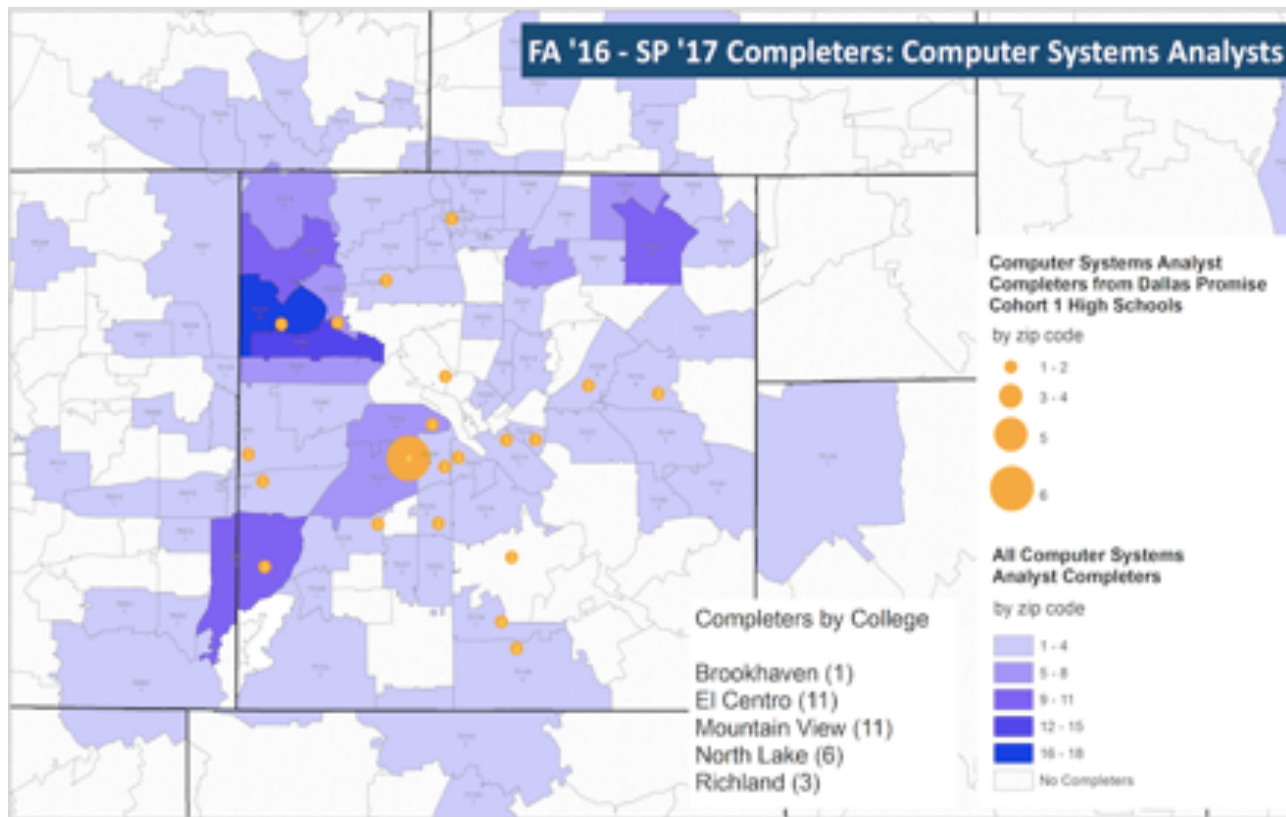
Fall 16/
Spring 17



IT: 32 Computer Systems Analyst Program Completers vs 5,900 job postings

From Cohort 1
High Schools
(Highest
Poverty HS)

Fall 16/
Spring 17

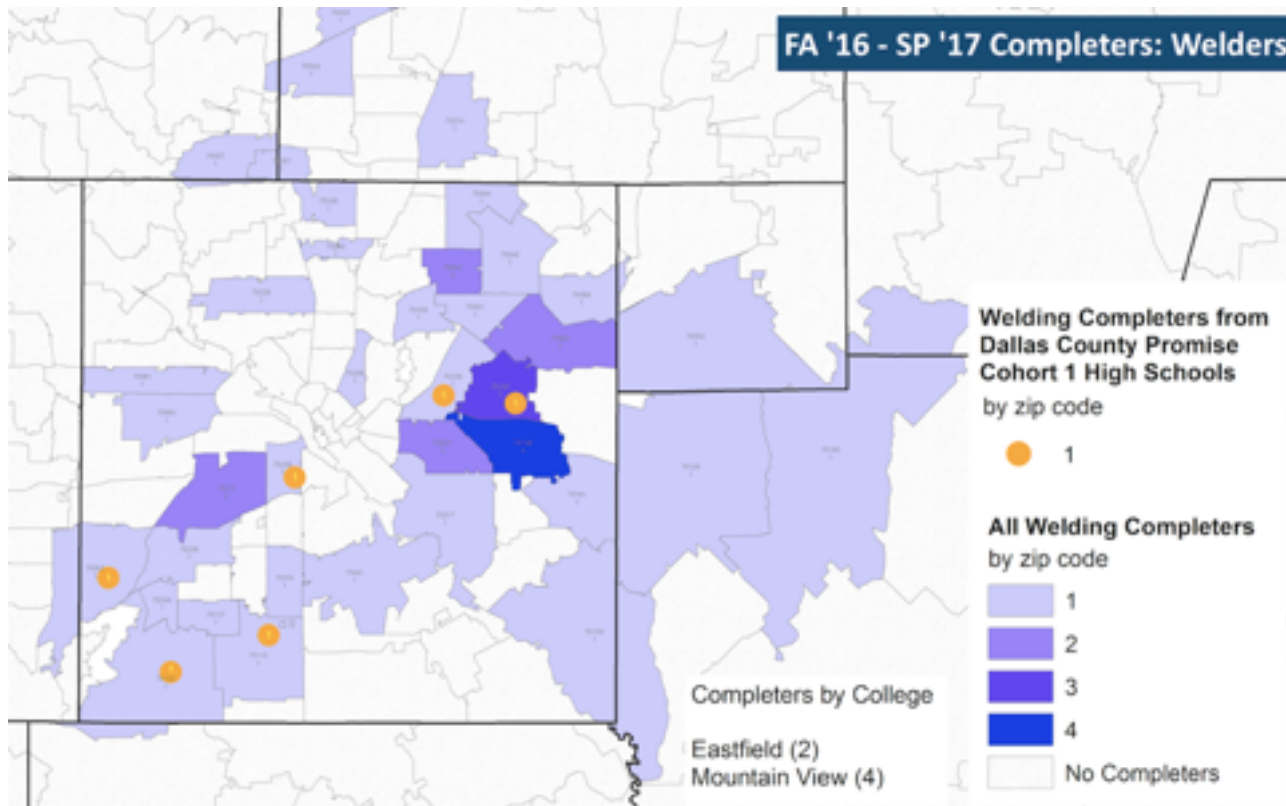


TRADES:

6 Welding Program Completers against 530 Job Postings

From Cohort 1
High Schools
(Highest
Poverty HS)

Fall 16/
Spring 17





Step 2 Activate

Data for Promise High Schools
and Colleges

High School Leadership teams are being trained on middle skill workforce data and opportunities (Promise = free tuition paths to jobs)

Computer and Information Sciences and Support Services

- Computer System Analysts
- Computer User Support Specialists

Engineering Technologies and Engineering Related Fields

- Drafters, Engineering Technicians, and Mapping Technicians
- Electrical and Electronics Engineering Technicians

Construction Trades

- Electricians
- First-line Supervisors of Construction Trades and Extraction Workers

Health Professions and Related Programs

- Registered Nurses
- Licensed Practical Vocational Nurses
- Surgical Technologists
- Radiologic Technologists
- Diagnostic Medical Sonographers
- Respiratory Therapists

Mechanic and Repair Technologies/Technicians

- Automotive Service Technicians and Mechanics
- Heating, Air Conditioning, and Refrigeration Mechanics and Installers
- Automotive Body and Related Repairers

Precision Production

- Welders, Cutters, Solders, and Brazers
- Machinists

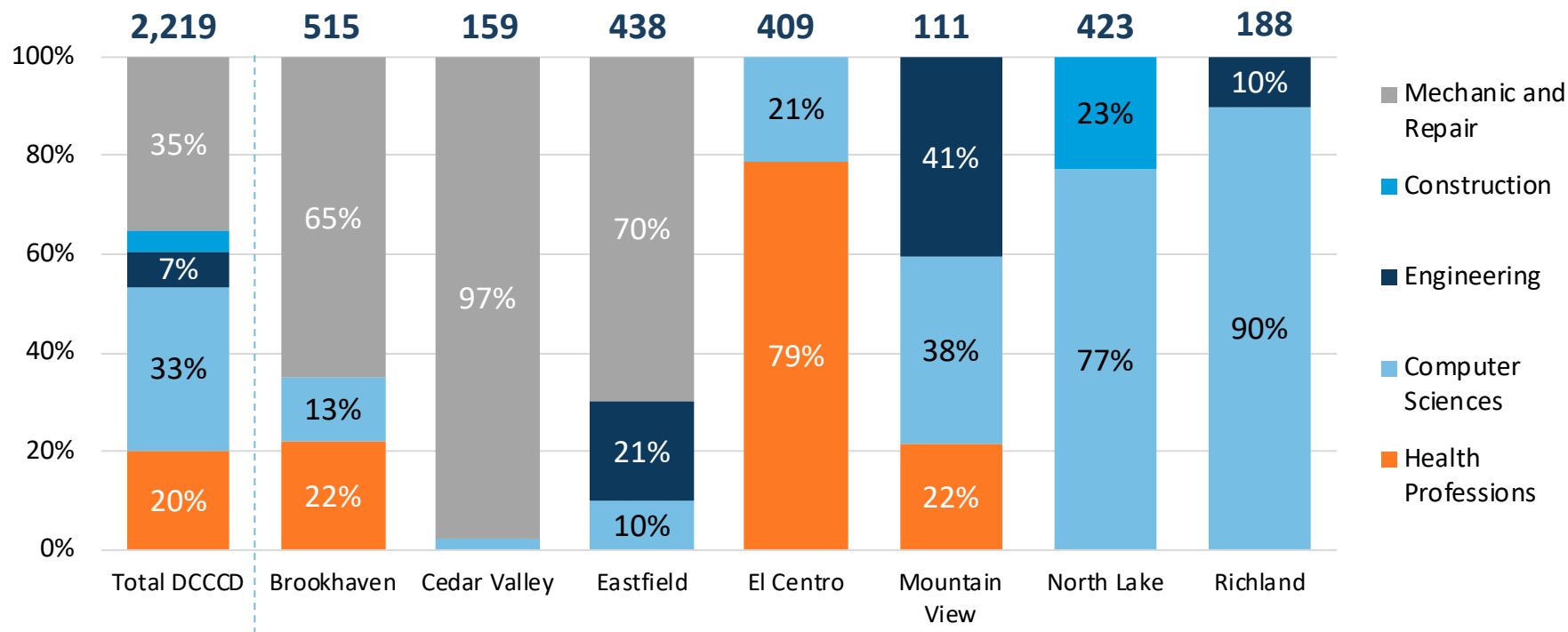


All 43 Cohort 2 high schools know exactly how many middle skill credentials are completed against the top middle skill jobs in DFW

Campus	Computer and Information Sciences and Support Services	Engineering Technologies and Engineering Related Fields (15)	Construction Trades(46)	Mechanic and Repair Technologies/Technicians (47)	Precision Production (48)	Health Professions and Related Programs (51)
L. Berkner (Richardson)	2	1		1		7
B. Adams (Dallas)	2	1		3	1	1
Cedar Hill (Cedar Hill)	1	1		5	2	9
D. Carter (Dallas)	2	1		4		4
DeSoto (DeSoto)				16		32
J. Dubiski (Dallas)				2		1
Duncanville (Duncanville)	5	33		7	2	34
T. Garza EC (Dallas)	1					3
E. Conrad (Dallas)						1
Grand Prairie (Grand Prairie)	1	5	2	1		4
H. Spruce (Dallas)				5		3
Hillcrest (Dallas)				1		1
J. Singley (Irving)	5		1	2	1	3
J. Madison (Dallas)						1
J. Kimball (Dallas)	1	4		4		6
Gilliam Collegiate (Dallas)						1
L. Pinkston (Dallas)	2					3
Lakeview (Garland)	2	1		2	1	7
Lancaster (Lancaster)	1	1		5		7
Lassiter EC (Dallas)						5
MacArthur (Irving)	4			3		8
M. Molina (Dallas)						
N. Smith (CFB)						
N. Dallas (Dallas)						
N. Garland (Garland)						
R.L. Turner (CFB)						
Richardson (Richardson)						
F. Roosevelt (Dallas)						
Seagoville (Dallas)						
Skyline (Dallas)						
S. Garland (Garland)						
S. Grand Prairie (GP)						
S. Oak Cliff (Dallas)						
Sunset (Dallas)						
T. Jefferson (Dallas)						
W. Adamson (Dallas)						
W. Samuel (Dallas)						
W.T. White (Dallas)	1	1		4		6
W. Hutchins (Dallas)				4		
W. Wilson (Dallas)	2	1	1	1	1	4
Total Completers	77	64	11	134	18	253
% of Completers by Industry	14%	12%	2%	24%	3%	45%
# of Job Postings in North Texas in 2016-17¹	11,502	1,265	1,283	2,309	888	42,406
% of Job Postings by Industry	19%	2%	2%	4%	2%	71%

Example: Lakeview Centennial High School Produced 13 High Demand Middle Skill Credentials at DCCCD in 2016/17. This data is being used in faculty and community meetings to develop plans for programming and guidance to better guide students toward high-demand jobs.

Colleges are working to **analyze, align, and develop programs and pathways** to meet the demands of a dynamic middle skill job market





Step 3 GROW

A Strategy and Campaign to Promote High Demand Workforce Pathways and Build on Existing Models like PTECH, Opportunity Youth Training, and Returning Adults

The CollegeWorks Talent Strategy and Campaign

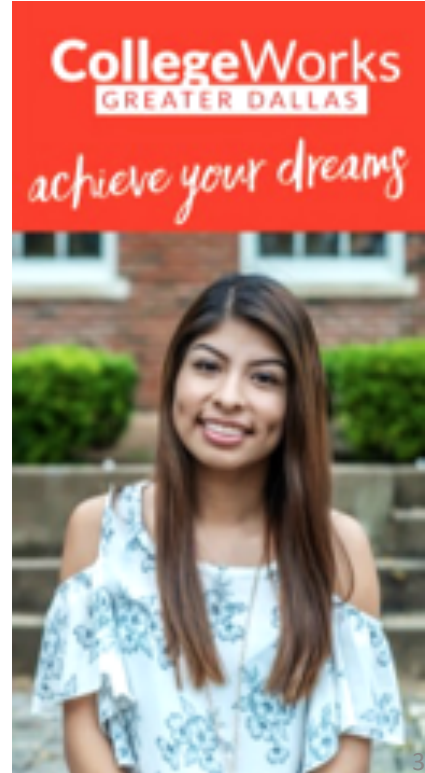
1. Speak with one clear regional voice on workforce
2. Inspire students, families, and communities
3. Build a regional framework for collaboration and reporting

WORKFORCESOLUTIONS
GREATER DALLAS

DALLAS
REGIONAL
CHAMBER®


Dallas County
Community College District

United
Way
of Metropolitan Dallas



How do we translate industry sectors, career pathways, and training for our families and community beginning in the 8th grade?

Simplify Vocabulary

Health

Nursing, Lab, Dental, Physical Therapy, Doctor, Surgeon, Human Services

POSITION TITLE	EDUCATION REQUIRED	ENTRY WAGE
Nursing Assistants	Certification	\$10.70
Licensed Practical and Licensed Vocational Nurses	Associate Degree	\$19.01
Registered Nurses	Bachelor degree	\$26.28
Emergency Medical Technicians	Certification	\$16.18
Respiratory Therapists	Associate Degree	\$18.40
Medical Secretaries	H.S. diploma or equivalent	\$11.01
Diagnostic Medical Sonographers	Certification	\$28.96
Medical Equipment Preparers	H.S. diploma or equivalent	\$12.80
Surgical Technologists	Certification	\$16.23
Medical and Health Services Managers	Bachelor degree	\$36.48

IT, STEM

Science, Technology, Engineering, Math, Logistics, Aerospace

POSITION TITLE	EDUCATION REQUIRED	ENTRY WAGE
Computer User Support Specialist	Associate degree	\$16.56
Software Developers, Applications	Bachelor degree	\$37.52
Computer Systems Analysts	Bachelor degree	\$30.55
Network & Computer Systems Administrators	Bachelor degree	\$29.44
Computer & Information Systems Managers	Bachelor degree	\$19.64
Mechanical Engineers	Bachelor degree	\$30.58
Architects	Bachelor degree	\$27.96
Electrical Engineers	Bachelor degree	\$35.33

Certification supplement in-demand IT positions:
 • Certified Information Systems Security Professional (CISSP)
 • Cisco Certified Network Associate (CCNA)
 • Microsoft Certified Systems Engineer (MCSE)

Trades

Construction, Manufacturing, Installation, Repair

POSITION TITLE	EDUCATION REQUIRED	ENTRY WAGE
Electricians	Certification	\$15.48
Civil Engineering Technicians	Associate degree	\$19.46
Construction Managers	Bachelor degree	\$31.77
Automotive Service Technicians & Mechanics	H.S. diploma or equivalent	\$12.75
Bus & Truck Mechanics & Diesel Engine Specialists	Certification	\$16.56
Surveying & Mapping Technicians	Certification	\$17.90
Architectural & Civil Drafters	Associate degree	\$18.47
Electrical & Electronics Installers and Repairers, Transportation Equipment	Certification	\$18.32
Electrical & Electronics Engineering Technicians	Certification	\$20.89

Business

Finance, Sales, Hospitality Marketing, Global Entrepreneurship

POSITION TITLE	EDUCATION REQUIRED	ENTRY WAGE
Billing and Posting Clerks	H.S. diploma or equivalent	\$13.16
Bookkeeping, Accounting, and Auditing Clerks	Certification	\$15.25
Accountants and Auditors	Bachelor degree	\$23.54
Secretaries, Administrative Assistants	H.S. diploma or equivalent	\$12.42
Business Operations Specialists, All Other	Bachelor degree	\$25.31
Administrative Services Managers	Bachelor degree	\$33.15
Office Clerks, General	Certification	\$10.32
General and Operations Managers	Bachelor degree	\$30.64

Education

Teaching, Leadership, Childcare, Publishing, Training, Coaching

POSITION TITLE	EDUCATION REQUIRED	ENTRY WAGE
Teacher Assistants	H.S. diploma or equivalent	\$13.30
Kindergarten Teachers, except Special Education	Bachelor Degree	\$33.00
Elementary School Teachers, except Special Education	Bachelor Degree	\$33.67
Fitness Trainers and Aerobic Instructors	Certification	\$14.57
Occupational Therapy Assistants	Associate Degree	\$25.09
Athletic Trainers	Bachelor Degree	\$32.06

Arts

Art, Design, Fashion, Communications, Theatre, Music, Journalist

POSITION TITLE	EDUCATION REQUIRED	ENTRY WAGE
Graphic Designer	Bachelor degree	\$15.90
Web Developer	Bachelor degree	\$24.52
Technical Writers	Bachelor degree	\$21.41
Interior Designers	Bachelor degree	\$16.49
Interpreters and Translators	Bachelor degree	\$13.39

Law

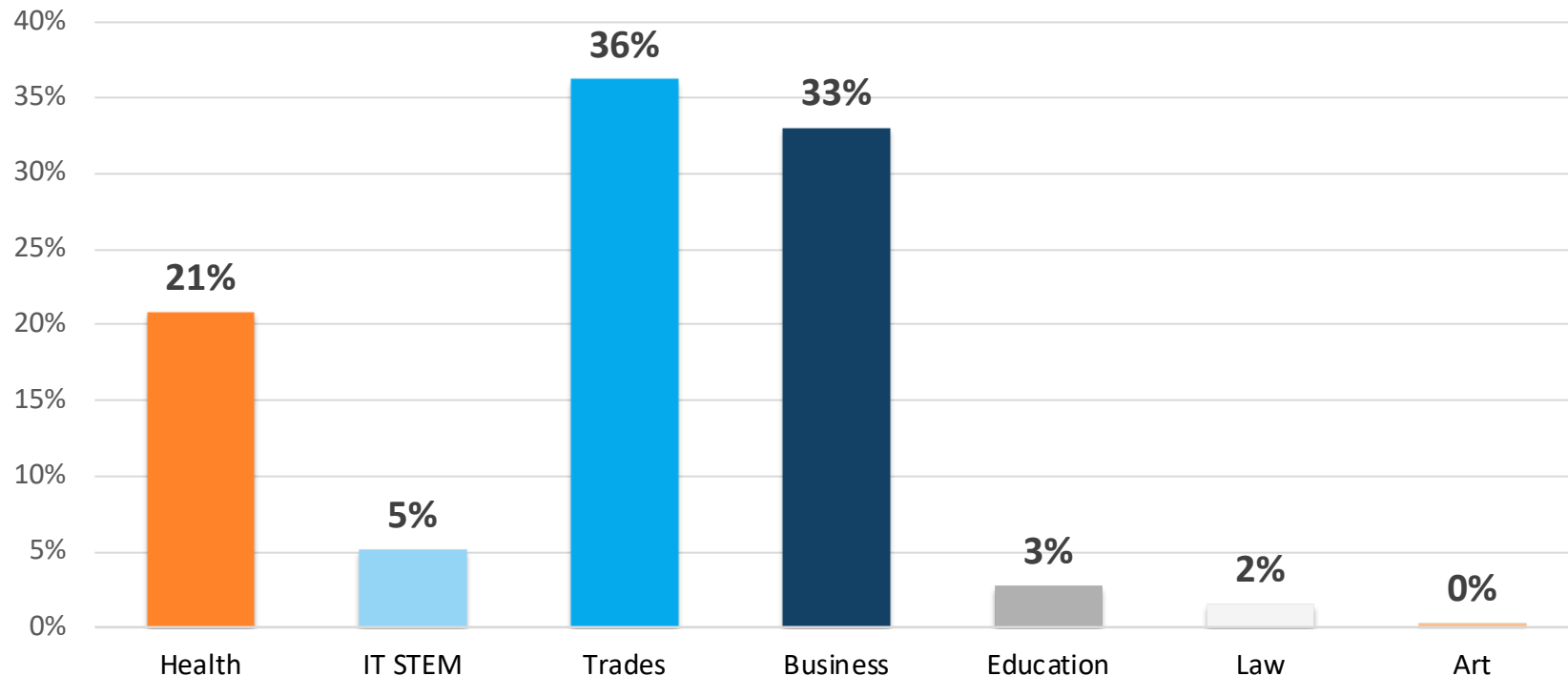
Criminal Justice, Fire, Legal Studies, Political Science, City Planning

POSITION TITLE	EDUCATION REQUIRED	ENTRY WAGE
Police and Sheriff's Patrol Officers	Certification	\$22.49
First-Line Supervisors of Police and Detectives	Bachelor degree	\$40.77
Legal Secretaries	H.S. diploma or equivalent	\$15.14
Paralegals and Legal Assistants	Associate degree	\$21.88

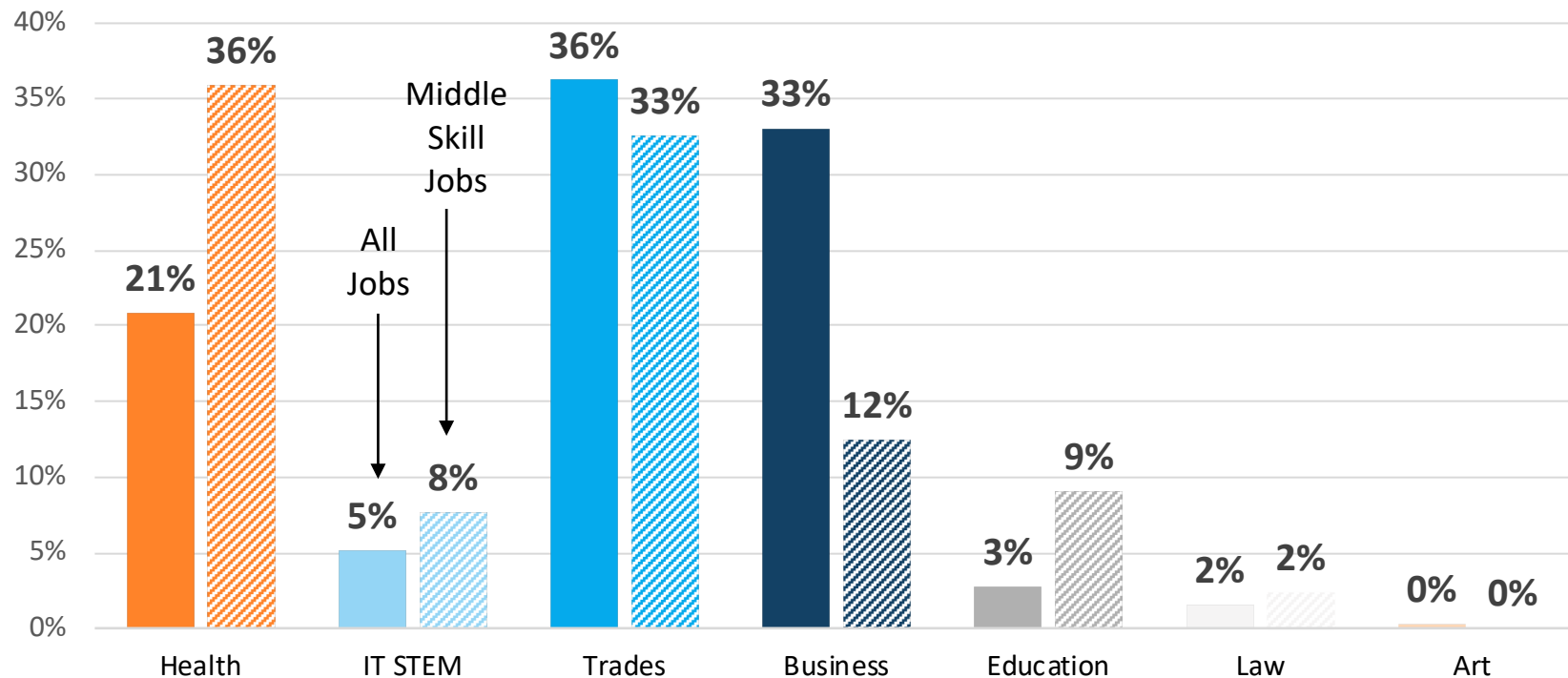
Include more than just middle skill jobs

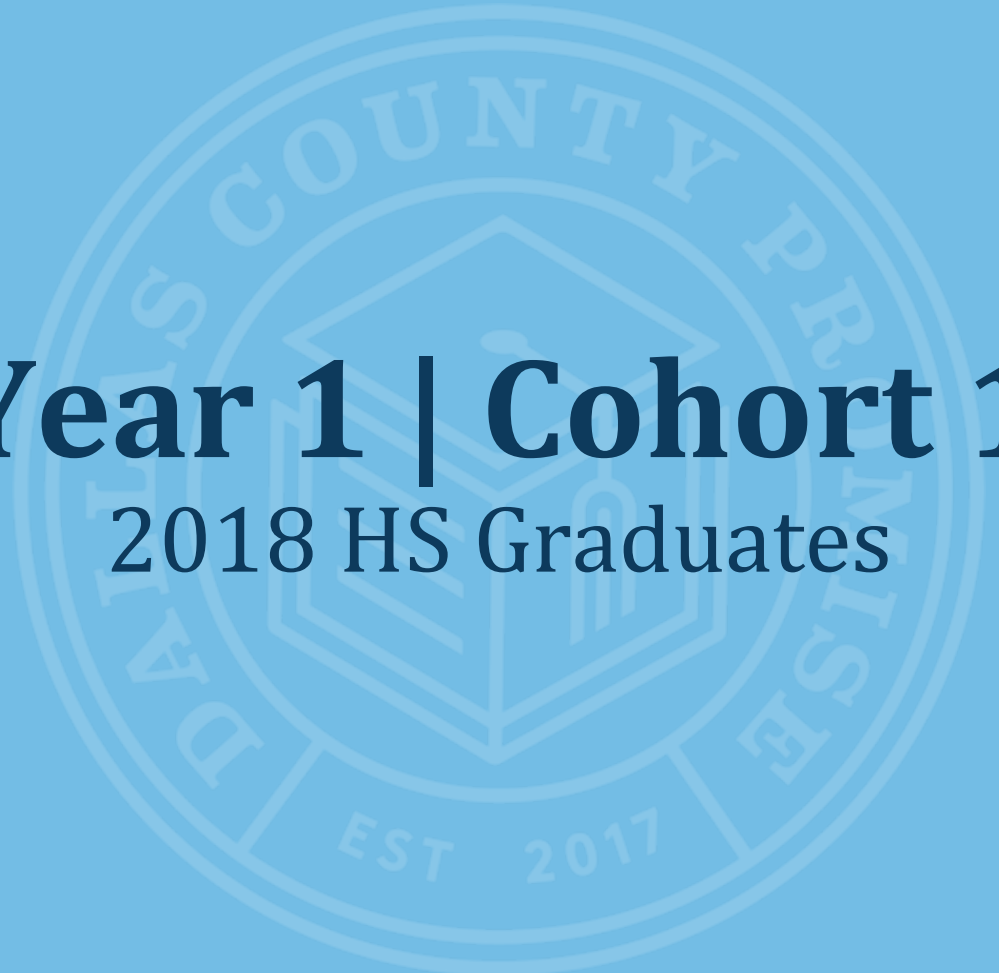
Make wage data much simpler

Now using the CollegeWorks framework, how do we look at our **current job market for DFW for 1.9 M Jobs?**



Comparing the total job market % to the high demand middle skill jobs

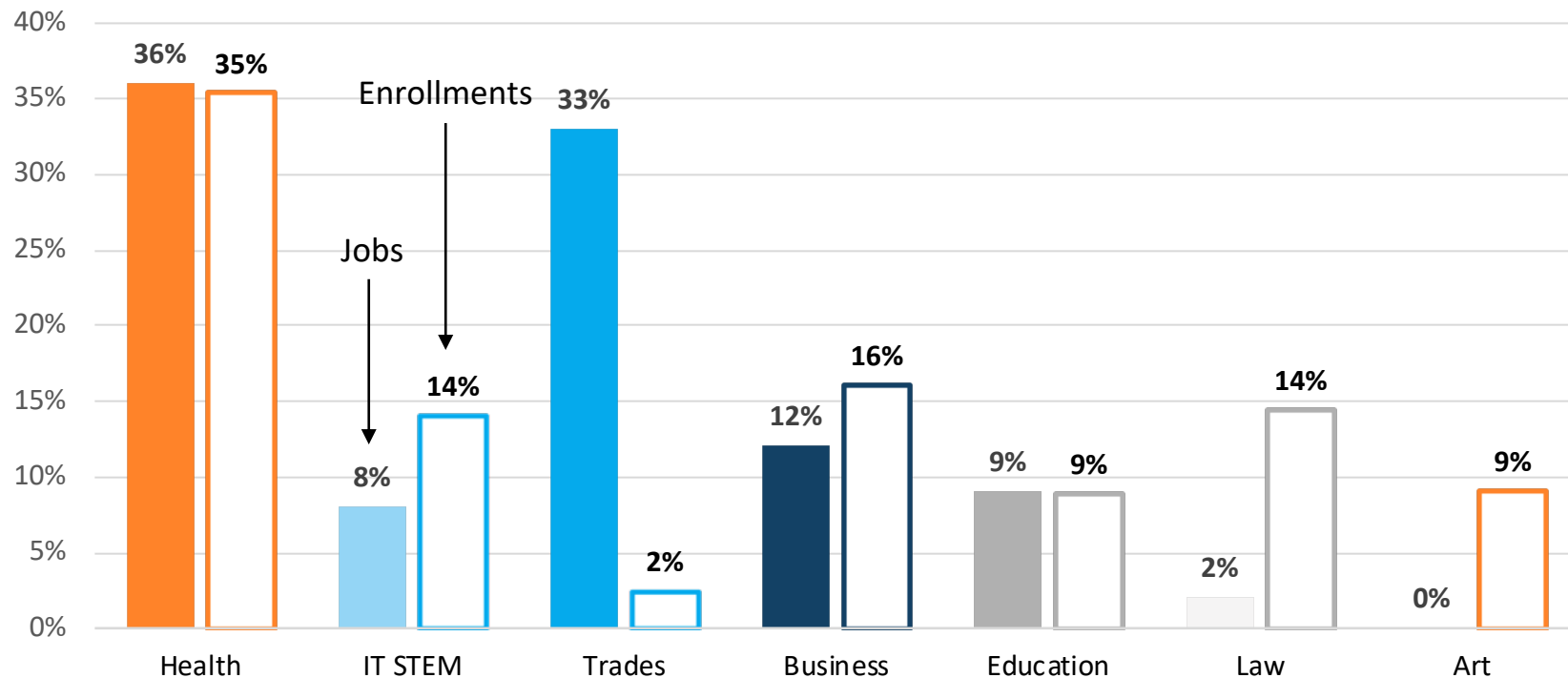




Year 1 | Cohort 1

2018 HS Graduates

Looking at the current **middle skill jobs**, against cohort 1 enrollments at DCCCD



Student Talent Pathway Examples

Cohort 1 Enrollments in Healthcare and IT



Lizbeth Ortiz

El Centro College
Pre-Nursing

Her Inspiration: Parents and family health issues; Bryan Adams' pre-med classes, and an internship at Baylor Scott & White.

"My Promise Career Mentor introduced me to Scribe America. They gave me a job at my dream location and my dream department, the emergency department in Parkland. They help people without insurance, and that's my dream. Just helping people."



Jonathan Herrera

Mountain View College
Software Engineering

His Inspiration: A brother who likes computers, but didn't get to attend college because of cost.

"My Promise Career Mentor has been encouraging me and inspiring me to learn more about my career field. He gave me this thick book about Javascript. He also gave me a Raspberry Pi so I could start making little projects on the side."

3,000 Cohort 1 students who did not enter traditional higher education institutions are being guided towards other opportunity youth pathways

WORKFORCE SOLUTIONS
GREATER DALLAS



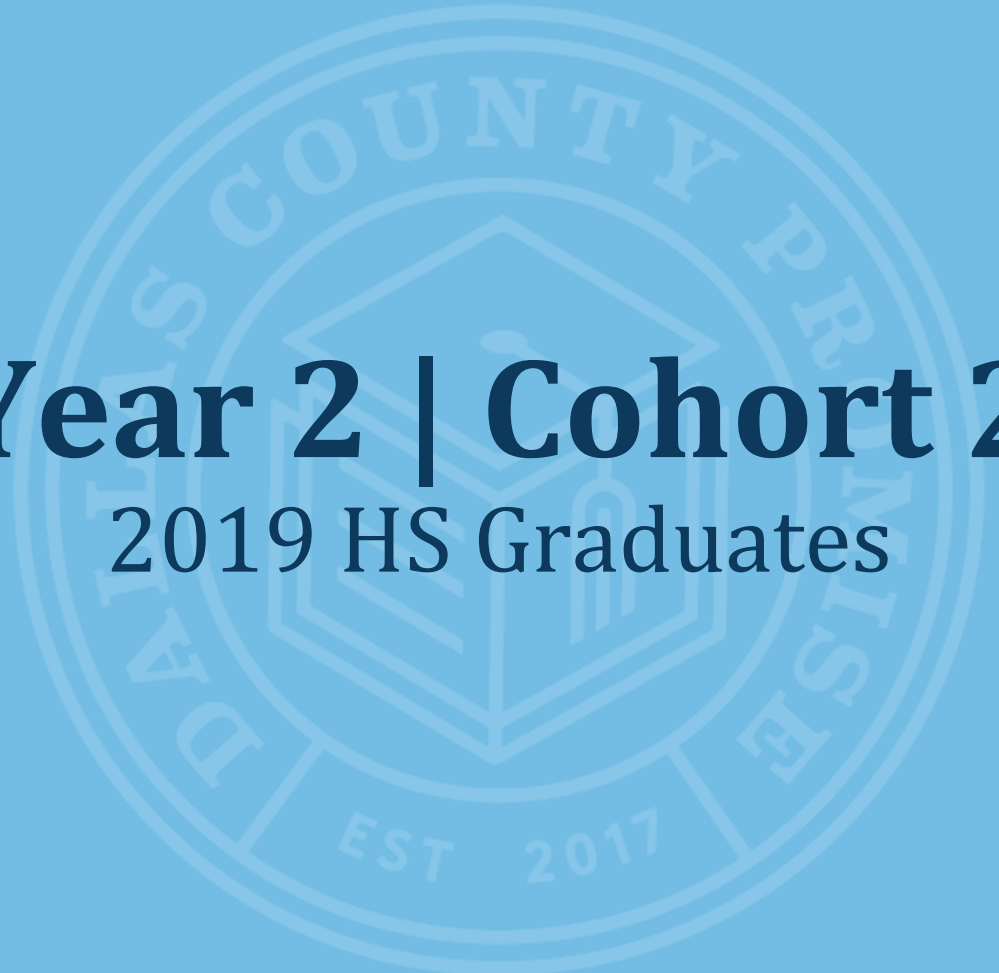
Shaniqua Lane & Mya Jamerson are one of 63 student-parent pairs attending DCCCD with the Parent Promise in Cohort 1

- Students “gift” Promise to Parents
- Grow South Strategy 7 Promise HS
- Programs lead to \$24/hr jobs
 - 25 Associate Degree Programs
 - 25 Certificate Programs



“I wanted to show Mya that I can do it.”

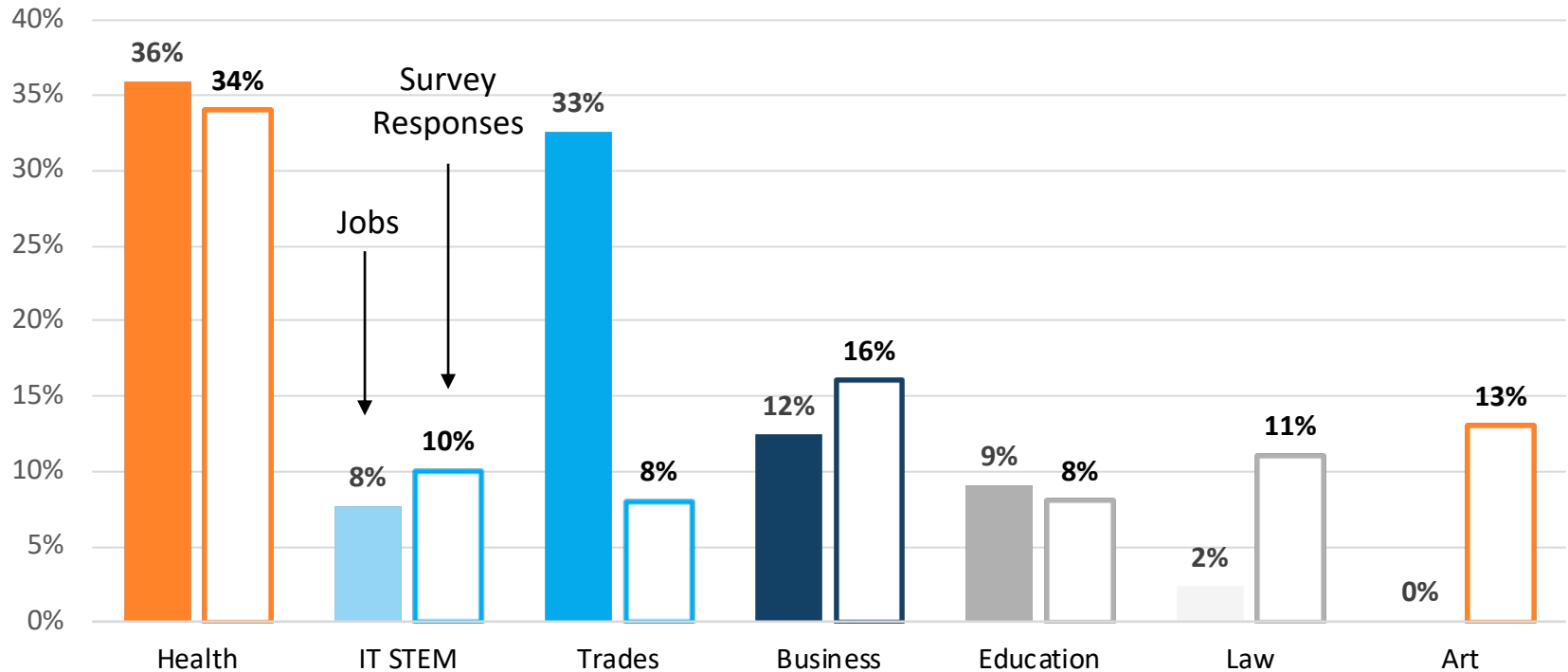
“To see her do it and pursue it, it really inspires me.”



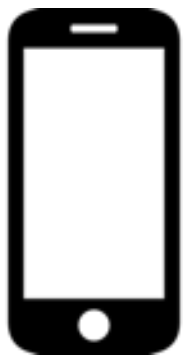
Year 2 | Cohort 2

2019 HS Graduates

Looking at high demand middle skill jobs against cohort 2 student surveys



Cohort 2 HS seniors are completing surveys on pathways and **receiving career advising from colleges within their pathway**



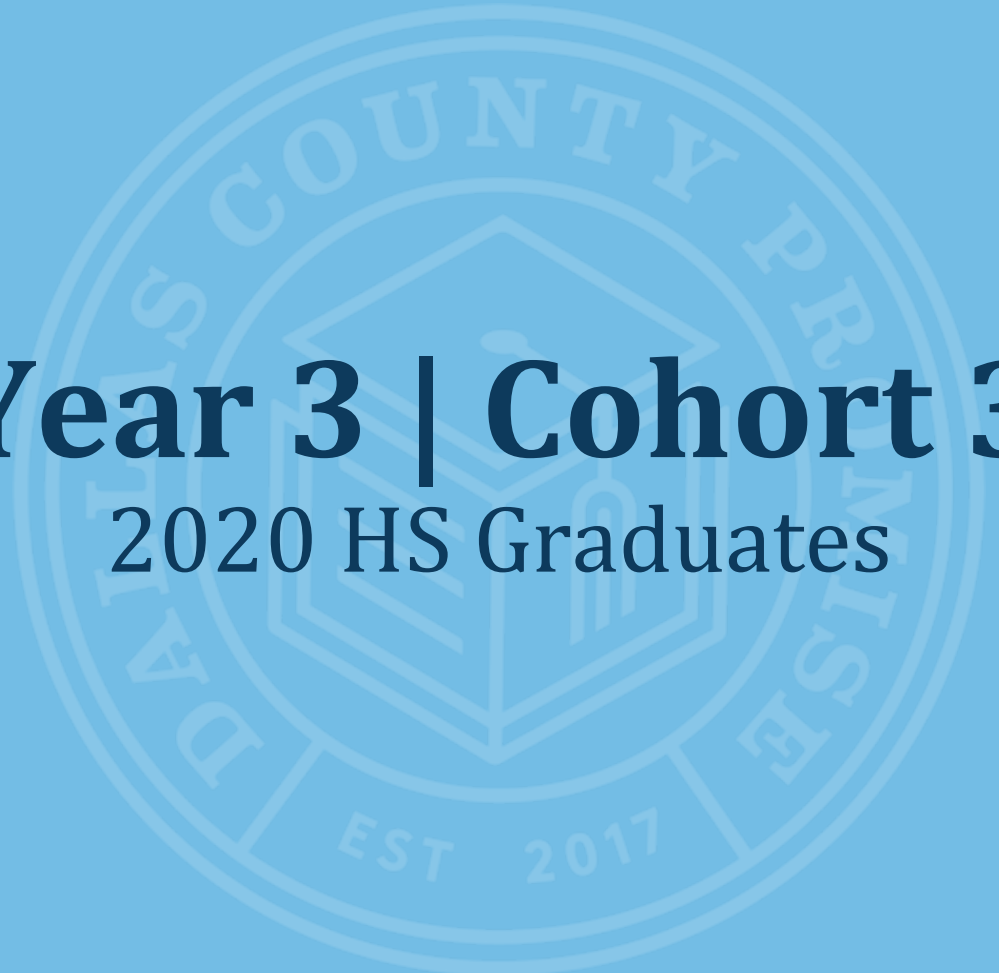
Survey



Salesforce



The DCCCD Healthcare Resource Center is Proactively Consulting with over 1,000 Rising Promise Scholars Who Clicked on “Health”

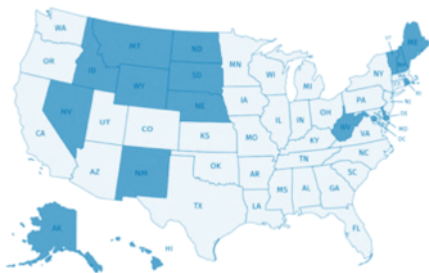


Year 3 | Cohort 3

2020 HS Graduates

Dallas County Promise Cohort 3 will be larger than 17 U.S. States and represents the largest PTECH/ECHS implementation in the country

Over **22,000** High School Seniors



Larger than **17** US States

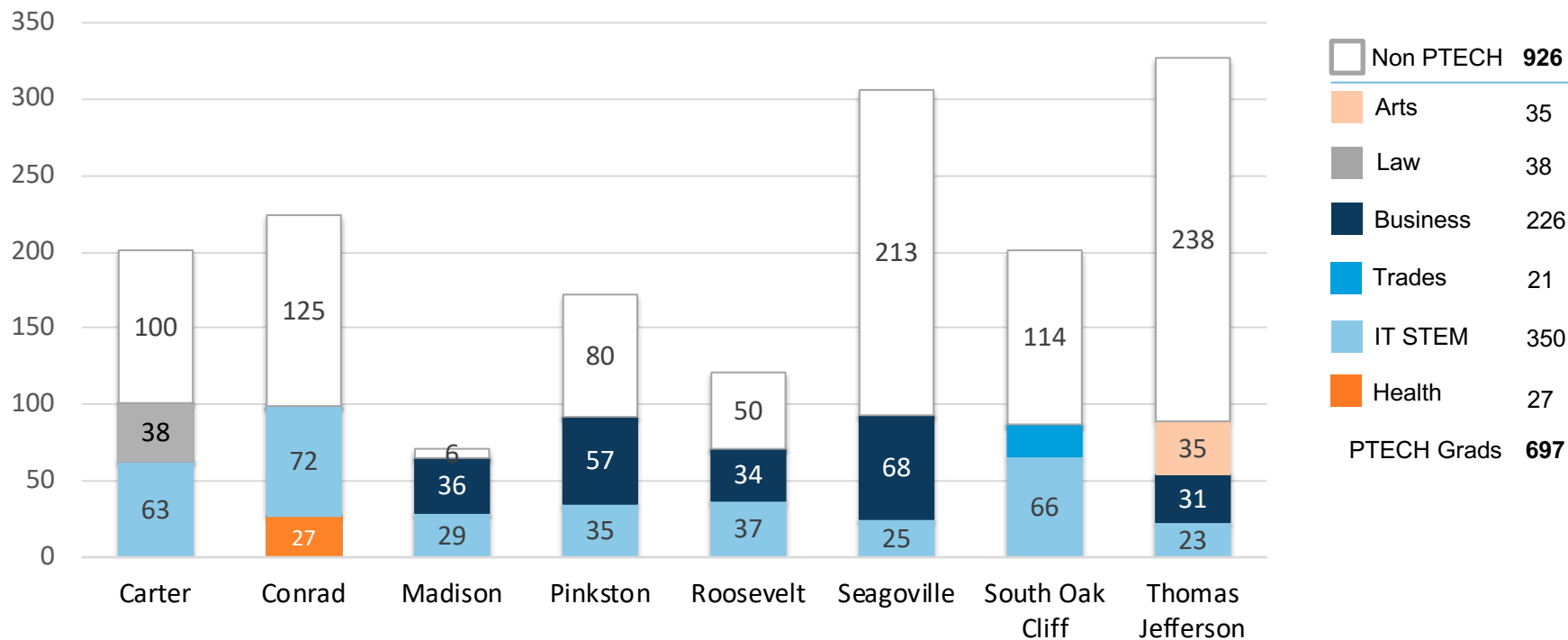
41 PTECH | ECHS Schools



Largest Rollout in U.S.
72 Industry Partners and Growing

Over 40% of The Graduates of the following Dallas ISD High Schools will graduate with a high-demand **middle skill associate degree**

High School Senior Class of 2020



Thomas Jefferson HS increased college enrollment 11% with Promise & will graduate 89 seniors next year with an associate degree through PTECH





2015 Recommendations 2019 Actions

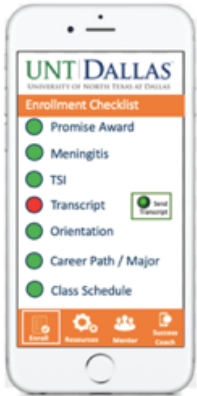
2015 New Skills at Work Recommendations & Actions

Awareness	CollegeWorks Campaign, PTECH, Promise, Parent Promise
Supports	Student/Parent Success Coaching and Career Mentoring
First Rung	Opportunity Youth and Parent Promise
High Need	PTECH and Promise all in HS with over 50% Eco Dis
Employer Leadership	72 PTECH Employer Partners Promise Launching Industry Leadership & Pathway Strategy

Next steps - empowering students with their info, transforming the college enrollment process and connecting employers directly to talent



Reinventing the Student Record



Transforming College Enrollment



Connecting Employers with Talent



Lisa Jackson

Samuell High School
Dallas ISD

HS Grad Year	2018
AS Grad Year	2019
BA Grad Year	2021
MBA Grad Year	2023



Inspired to
help others through community
service at my church

pathway to
start my own business in IT
and computers

Reinventing the Student Record

- Building Student Agency
- Adding Workforce Value

College Ready

High School Diploma	<div><div></div></div>	
College Ready Reading	<div><div></div></div>	
College Ready Math	<div><div></div></div>	
High School GPA	3.2	
ACT Composite	24	
ACT Reading	26	
ACT Math	23	
Total College Credits	18	
Math (Math 1314)	B	
English (Comp 1302)	A	

- ✓ Promise Pledge
- ✓ FAFSA Submitted
- ✓ ApplyTX Complete

Work Ready

PRIMARY PATHWAY
Business
SECONDARY PATHWAY
IT

Verified Skills	
Attendance Rate	98%
Teamwork	<div><div></div></div>
Communication	<div><div></div></div>
Compassion	<div><div></div></div>
Creativity	<div><div></div></div>

Work Experience	
Part Time Job: McDonalds	
Internship: AT&T	
Certifications	
Comp TIA	

Talent & Supports

	Choir, AP Studio Art
	Track

	Robotics Club
	Church, Food Bank

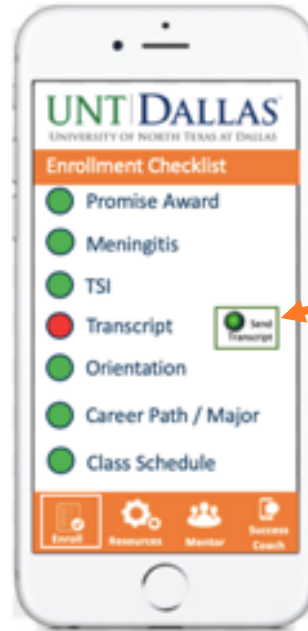
MY SUCCESS TEAM

Parent/Guardian:
[Tina Jackson](#), mother
HS Success Coach:
[Rob Taylor](#), teacher
Career Mentor:
[Shelly Roberts](#), AT&T Mobility

powered by



Once you defined the data and built the grid, you have **unlimited use cases to empower the user** (student) on their school to work journey.



Students control their own records and move via blockchain

College Enrollment = Simple as ordering an Uber

Example: Employer Leadership to Scale Talent Pipelines

Helping to redefine the school to work journey – economic mobility for all



8th GRADE

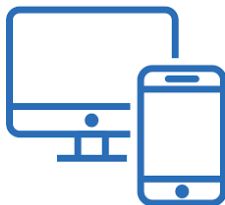
11th & 12th GRADE

COLLEGE

WORKFORCE

Business			
Finance, Sales, Hospitality Marketing, Global Entrepreneurship			
Program	Credit	Cost	Notes
Billing and Posting Clerks	10 U.S. diploma or equivalent	\$15.16	
Bookkeeping, Accounting, and Auditing Clerks	Certification	\$15.25	
Accountants and Auditors	Bachelor program	\$18.84	
Secretaries, Administrative Assistants	10 U.S. diploma or equivalent	\$12.42	
Business Operations Specialists, All Other	Bachelor program	\$25.31	
Administrative Services Managers	Bachelor program	\$18.16	
Office Clerks, General	Certification	\$15.12	
General and Operations Managers	Bachelor program	\$30.84	

AWARENESS



COLLEGE CREDITS
& CERTIFICATES



EARN & LEARN
MODELS



ECONOMIC
MOBILITY

The Dallas County Promise is providing technical support for Promise efforts emerging across the state



Dallas
San Antonio
Houston
Fort Worth
Austin

= 5% of
American HS
Seniors