Wage & Employment Outcomes Data System - overview

What is this and why are we involved?

- This system is being developed as a part of the development of the State Longitudinal Data System.

- UMS has been working with the Department of Labor Center for Workforce Research and Information in the development of the employment outcomes portion/website.

- The website is intended to provide first year wage and employment outcomes for graduates from the UMS and from the MCCS.
Wage & Employment Outcomes Data System - overview

- This work began in 2011 when a very large group of CAOs, Institutional Research representatives and others met with representatives from DOE and DOL about this work; at that time we asked to be included.

- Few of our campuses have comprehensive employment outcomes data on their graduates. Also, in subsequent years, the expectation that data like this be available has been conveyed by both our accreditors and via initiatives like the College Scorecard, a White House initiative.
Wage & Employment Outcomes Data System - overview

What is the source of the data?

The Maine Department of Labor’s Center for Workforce Research and Information, the University of Maine System, and the Maine Community College System.

What is included in the data?

The data includes first-year wage and employment outcomes for University of Maine System and Maine Community College graduates from the 2009-2011 academic years.
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**What does it measure?**

- The number and percent of completers who had wages of any amount in quarters three through six after graduation. (This gives a person two quarters to find employment after graduation and captures anyone who had a wage record at any point in that period. This is a broad measure of how many were employed in Maine over this time frame.)

- The number and percent of completers who were employed in all four quarters (3-6) and had wages in each quarter that met a minimum threshold. Average First Year Wage (AFYW) is the annual wage for those meeting these criteria.
What does the tool measure? An example

225 bachelor’s degrees in business administration

80% with employment during quarters 3-6, post-graduation

52% employed four consecutive quarters with quarterly wages above the minimum threshold

$37,512 Average First Year Wage
Wage & Employment Outcomes Data System: Specifics

WHO IS THE TOOL FOR?

✓ Students
✓ Parents
✓ College administrators
✓ Educators
✓ Guidance counselors
✓ Economic developers
✓ Employers
✓ Policy makers

WHY IT’S UNIQUE:

✓ A new source of information.
✓ High data quality, objective outcomes.
✓ Capable of measuring outcomes not just at a point in time but over time.
✓ A systematic process that’s scalable and repeatable.
✓ Dashboard makes the data accessible and available.
Wage & Employment Outcomes Data System: Limitations

Outcomes include only those with wage records in the Maine unemployment insurance data base. If a graduate is not found, they are not necessarily unemployed.

The data does not include wage information for those who are employed within the military, the federal government, out-of-state or who are self-employed.

The value of an education is measured over time, not just in the first year.

Outcomes will vary with the economic cycle, region and industry of employment.

It is not possible to discern if a graduate is employed in the occupation for which they trained.
Wage & Employment Outcomes Data System: Limitations (Continued)

Wage records do not indicate part or full-time employment and may reflect multiple jobs in a quarter.

Wages are not adjusted for inflation.

Data related to students who continued on to further education is not yet contained within the system.

Wage outcomes with fewer than 10 completers are suppressed to protect confidentiality (there are blank fields as a result).

This tool does not measure the intangible benefits of education; outcomes with small numbers of completers may be affected by graduates with unusually high or low wages; the naming of credential categories and areas of study are not fully standardized.
Employment Outcomes for Maine’s Public post-secondary graduates