

Strategic Objectives and Performance Indicators Updates



Workforce Development

Department of Education

South Dakota Board of Regents

Department of Labor and Regulations

Strategic Objective #1: South Dakota's k-12 system will produce students who are prepared career and life ready as they enter postsecondary education or the workforce.

Please refer to the Department of Education's performance management review for the data related to this strategic objective.

Strategic Objective #2: Create stronger and more meaningful collaborative working relationships between the state and the tribal communities within South Dakota in the area of human capital investment and economic development within the basis of their respective cultural authority.

Core Measures: Data for all strategic objectives should be divided for Native Americans and non-Native Americans.

Please refer to the Department of Education's performance management review for the data related to this strategic objective.

Strategic Objective #3: Insure South Dakota's regental system and postsecondary technical institutes are preparing capable graduates to meet the workforce needs of the state in a financially competitive educational marketplace

Fiscal Year 2016 Placement of Regental Graduates Report

What becomes of students who complete degrees at the state's public universities? Examining the placement outcomes of regental degree completers is vital for understanding the public university system's contribution to the state's human capital. Further, and apart from its macroeconomic implications, the question of graduate placement also is intensely important for prospective students and their families.¹ Consequently, this study centers on the analysis of post-graduation placement data for recent university system graduates.

Of primary interest to this analysis is the extent to which regental graduates either 1) are hired into the South Dakota workforce one year after graduation or 2) enroll in further collegiate coursework at an in-state institution one year after graduation.

Data for this project were gathered from three main sources: the South Dakota Board of Regents (SDBOR), the South Dakota Department of Labor and Regulation (SDDLRL), and the National Student Clearinghouse (NSC). Analysis focuses on the placement outcomes of undergraduate and graduate degree completers from the FY2014 university system graduation cohort.²

In the initial step of the placement search, SDDLRL employment data systems are queried to determine the first-year job placement outcomes of all recent (FY2013) degree completers identified by SDBOR.³ For each degree completer in the SDBOR dataset, SDDLRL provides industry and wage data for up to three in-state job placements. Next, the same graduate list is submitted to the NSC to gather enrollment information on any students attempting collegiate coursework after graduation.⁴ The resultant NSC dataset contains institutional information for each student matriculating to an NSC-reporting college or university.

It is important to note at the outset that "placement rates" cited in this report do not account for degree completers who are hired out-of-state, are self-employed, are employed by the federal government (including armed services), or are employed or enrolled outside the three-month query window used by SDDLRL and NSC. It also should be noted that some postsecondary institutions do not report enrollment information to NSC. The rates presented in this analysis are, then, conservative estimates of actual completer placement.

¹ A 2013 Gallup poll found that job placement rates are among Americans' highest considerations in choosing a college or university. See <http://www.gallup.com/poll/163268/americans-say-graduates-jobs-status-key-college-choice.aspx>

² Fiscal years include data from summer, fall, and spring terms. Consequently, the FY2013 cohort comprises graduates from SU2012, FA2012, and SP2013. Cohort counts may not match Fact Book figures precisely due to differing unduplication procedures; in this analysis, each cohort member is included once per institution per degree per term.

³ For searches performed by both the SDDLRL and the NSC, matched records are sought for a one-quarter (three-month) window one year following a student's university system graduation date. Any employment/enrollment data returned for this time period – including part-time employment or part-time enrollment – are included in the analysis.

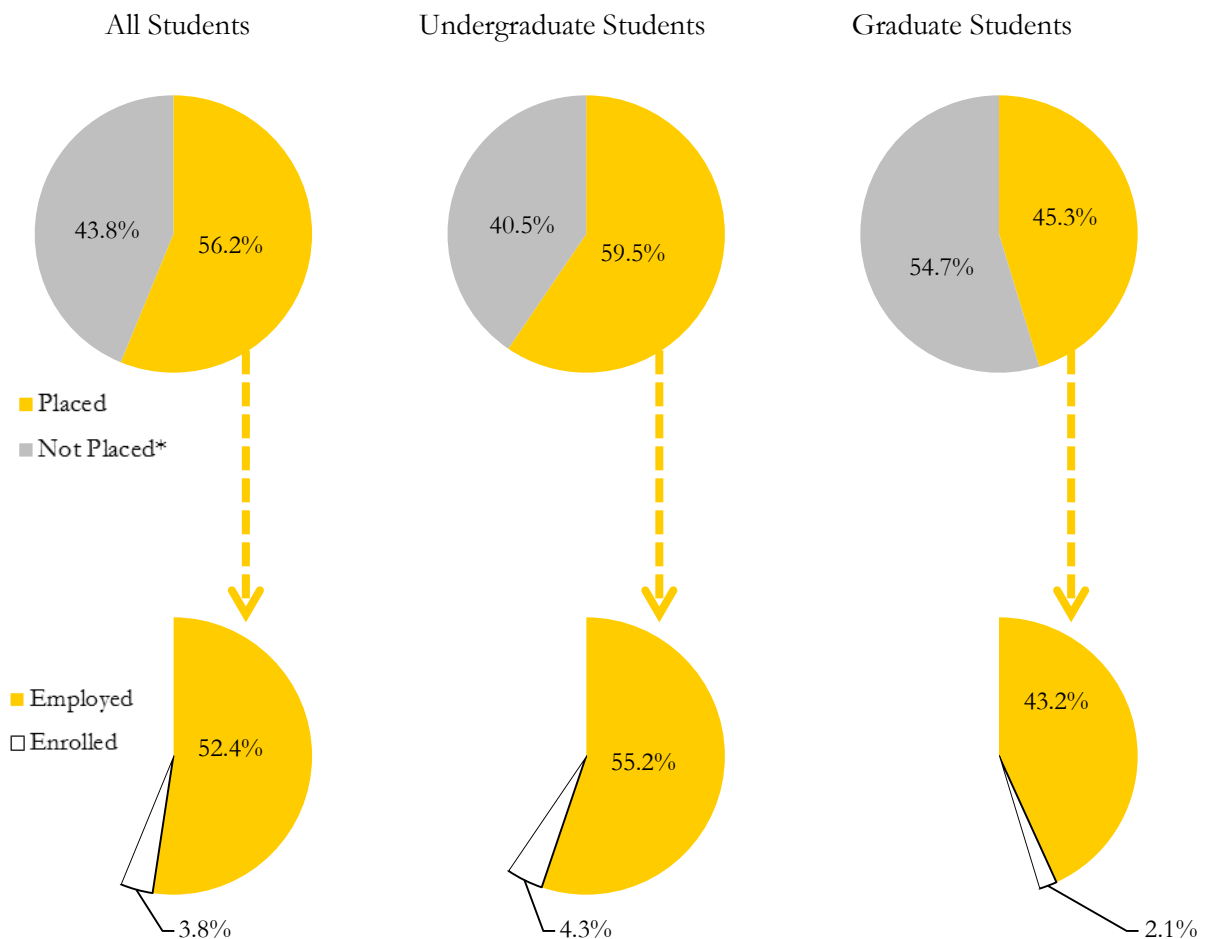
⁴ As of Fall 2015, approximately 3,600 US postsecondary institutions report enrollment data to NSC. NSC asserts that its data stores account for more than 98 percent of all US college students.

Analysis

Placement in South Dakota

Of the 6,141 degree completers in the FY2014 graduation cohort, 56.2 percent ($n=3,448$) were found to be either employed in South Dakota or enrolled in a postsecondary institution in South Dakota one year after graduation.⁵ Specifically, 52.4 percent of graduates had been hired into the South Dakota workforce, and an additional 3.8 percent had enrolled in further collegiate coursework at an in-state institution. Undergraduate-level completers ($n=4,681$) produced a higher placement rate than did graduate-level completers ($n=1,460$), at 59.5 percent and 45.3 percent, respectively.

Figure 1
First-Year SD Placement Rates

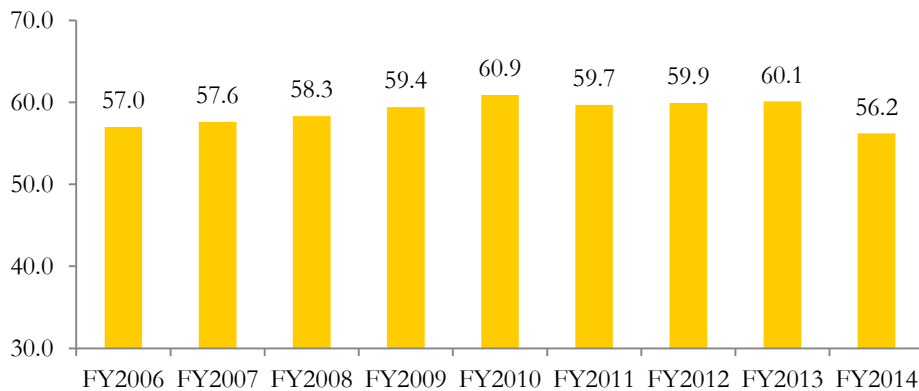


* The "Not Placed" category also includes all graduates who were employed out-of-state, were self-employed, were employed by the federal government (including armed services), or were employed or enrolled outside the three-month query window.

⁵ Altogether, 52.4 percent of cohort members were found to be employed in South Dakota, and 10.3 percent were found to be enrolled in subsequent postsecondary work in South Dakota. Graduates who were found to be both employed *and* enrolled are reported under the "Employed" category in this report.

Figure 2 indicates that the FY2014 cohort's in-state placement rate of 56.2 percent is slightly lower than rates recorded by other recent cohorts. Yet because these rates refer to increasingly larger cohorts, the number of placed students has consistently climbed steadily since FY2006, with FY2013 seeing a large spike in numbers. In fact, these data indicate that nearly 650 additional graduates were placed in FY2014 than were placed in FY2006, despite the fact that FY2014 produced a lower placement rate.

Figure 2
First-Year SD Placement Rates, Trend
(Percentages)



(Numeric)

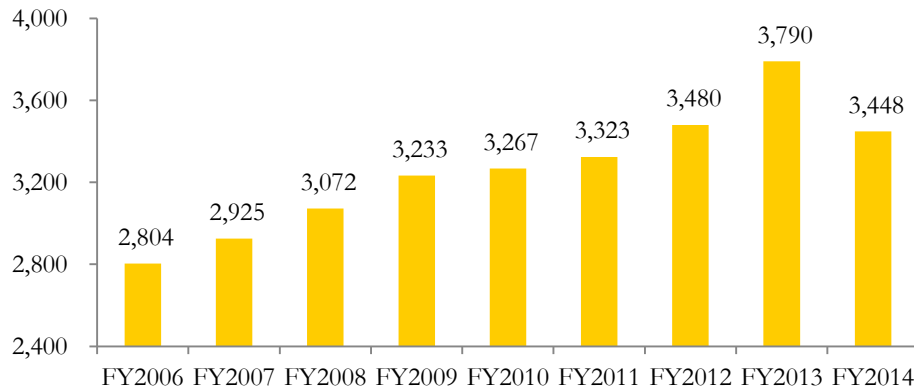
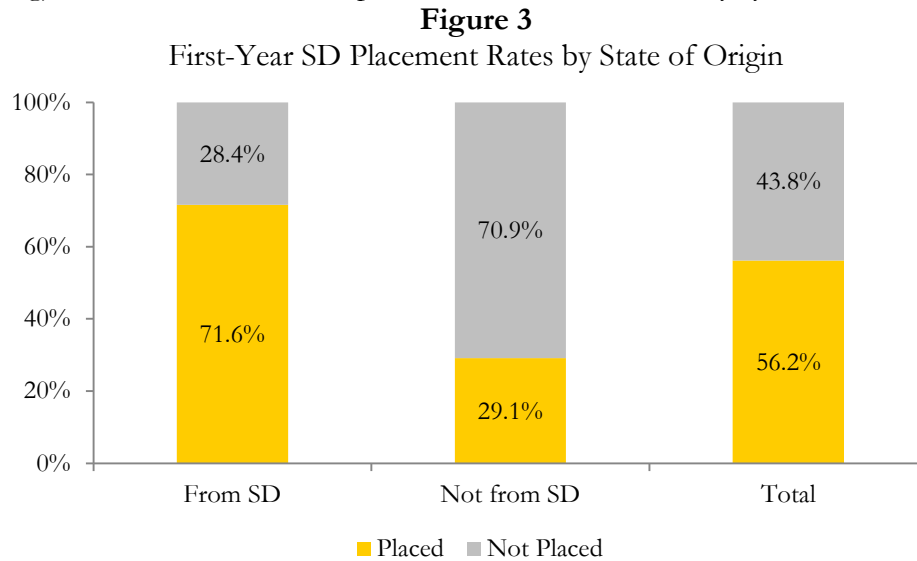


Figure 3 (next page) breaks down in-state placements by students' states of origin. Among degree completers matriculating from South Dakota ($n=3,448$), the in-state placement rate was 71.6 percent; among out-of-state degree completers ($n=2,693$), this figure was 29.1 percent. In practical terms, this means that more than 70 percent of in-state students graduating from a regental university will remain in South Dakota after graduation, either to work or to pursue additional education. The same can be

said of nearly 30 percent of out-of-state students. While these findings are encouraging, sustaining (and improving) these rates will be an important focus of the university system in the coming years.



Looking further at the differences between in-state and out-of-state students, Table 1 shows again that 71.6 percent of in-state students were placed in South Dakota (68.2 percent employed, 3.3 percent enrolled), compared to 29.1 percent of out-of-state students (24.5 percent employed, 4.6 percent enrolled).⁶ For both groups, placement rates were somewhat lower for graduate students (GR) than for undergraduate students (UG). For example, only 21.5 percent of out-of-state graduate-level degree completers from the FY2014 cohort remained in the state one year after graduation.

That graduate students would show lower rates of in-state placement perhaps should not be surprising, given that the specialized nature of many graduate degree programs require correspondingly specialized job opportunities (which in some cases may be limited in South Dakota). However, it is important to note that the numeric values associated with this group are relatively small in comparison with the groups that tend to remain in the state with dramatically higher frequency (e.g., in-state undergraduates).

Table 1
First-Year SD Placement Rates by State of Origin and Level
(Percentages)

	From SD			Not from SD		
	UG	GR	All	UG	GR	All
Placed	73.0	65.8	71.6	32.5	21.5	29.1
Not Placed	27.0	34.2	28.4	67.5	78.5	70.9
Employed	69.1	64.8	68.3	27.3	18.2	24.5
Enrolled	3.9	1.0	3.3	5.2	3.3	4.6
Not Placed	27.0	34.2	28.4	67.5	78.5	70.9
(n)	3,128	784	3,912	1,553	676	2,229

⁶ The terms “in-state student” and “originally from SD” refer to those degree completers who either 1) held South Dakota residency at the time of graduation, or 2) graduated from a South Dakota high school.

Placement Locations

Enrollment and employment placements are further explored in Figures 4 and 5, which depict the top placement destinations of FY2014 graduates.

Figure 4 indicates that a majority of students enrolling in additional post-graduation education did so at an institution in South Dakota. Of the 937 graduates from the FY2014 cohort who enrolled in a postsecondary institution one year after graduation, 67.8 percent were enrolled at an in-state institution.

Figure 5 shows the ten most common industrial placements of FY2014 degree completers who found employment in South Dakota ($n=3,322$). Importantly, the ordering of these industrial areas is illustrative of the social and economic benefits that flow from the retention of college graduates. Several of the highest-ranked sectors (e.g., health care; professional, scientific, and technical services) correspond to industries that have been projected by the South Dakota Department of Labor and Regulation to be highly demanded in the state through 2022.⁷ That the university system currently is producing and placing a large number of graduates in these areas speaks to the university system's responsiveness to the state's pressing workforce needs.

Figure 4
Enrollment by State
(Percentages)

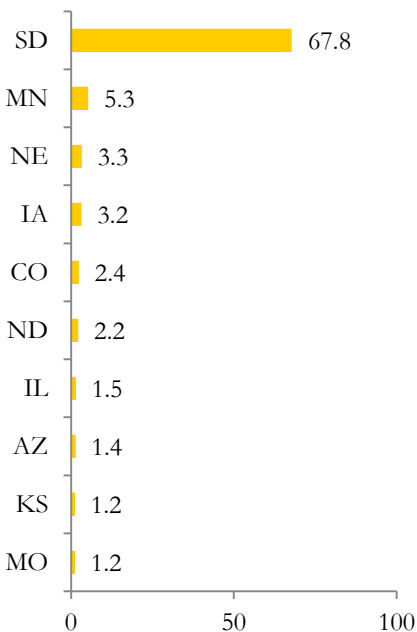
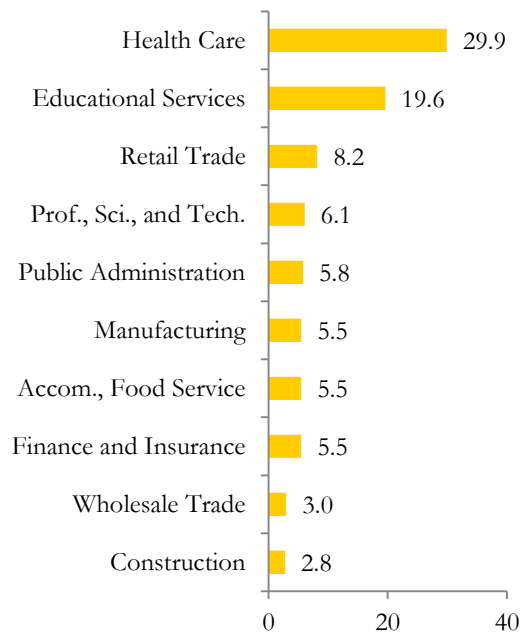


Figure 5
Employment by (SD) Industry⁸
(Percentages)



⁷ SDDLRL Labor Market Information Center (2014). See http://dlr.sd.gov/lmic/industry_projections_fastest_growth.aspx

⁸ Areas are binned by two-digit federal NAICS (North American Industry Classification System) code. Workers with multiple jobs are reported under the industry of their highest-paying job.

Table A1
First-Year SD Placement Rates by Institution

Outcome3	Inst						Total
	BHSU	DSU	NSU	SDSMT	SDSU	USD	
Empl/Enrl	370 59.20	245 65.33	247 63.50	100 25.71	1,299 56.23	1,187 57.82	3,448 56.15
NotPlaced	255 40.80	130 34.67	142 36.50	289 74.29	1,011 43.77	866 42.18	2,693 43.85
Total	625 100.00	375 100.00	389 100.00	389 100.00	2,310 100.00	2,053 100.00	6,141 100.00

Table A2
First-Year SD Placement Rates by Gender

Outcome3	Gender		Total
	F	M	
Empl/Enrl	2,105 61.55	1,343 49.36	3,448 56.15
NotPlaced	1,315 38.45	1,378 50.64	2,693 43.85
Total	3,420 100.00	2,721 100.00	6,141 100.00

Table A3
First-Year SD Placement Rates by Race⁹

Outcome3	Ethnic						Total
	AmerInd	Asian	Black	Hispanic	White	Oth/Ref	
Empl/Enrl	62 63.27	25 55.56	11 57.89	45 75.00	2,630 72.09	26 61.90	2,799 71.55
NotPlaced	36 36.73	20 44.44	8 42.11	15 25.00	1,018 27.91	16 38.10	1,113 28.45
Total	98 100.00	45 100.00	19 100.00	60 100.00	3,648 100.00	42 100.00	3,912 100.00

⁹ This table includes only those students who were originally from South Dakota.

Strategic Objective #4: Create an environment within South Dakota communities that allows for the development of economic activity and quality jobs, including support for facilities, technology, and other infrastructure.

Core Measures:

South Dakota	2011	2012	2013	2014	2015
Median household income	\$48,321	\$48,362	\$48,947	\$50,979	\$53,017
Percentage of population below the federal poverty level	13.9%	13.4%	14.2%	14.2%	13.7%
Annual average unemployment rate*	4.7%	4.3%	3.8%	3.4%	3.1%
Percent of population employed					
65 to 74 years of age	33.1%	32.6%	34.1%	34.0%	31.9%
75 years and over	7.9%	8.4%	8.7%	8.6%	8.9%
Selected demographics of labor force employment					
Percent of veteran labor force who are employed ages 18-64	95.4%	97.3%	96.4%	97.2%	97.6%
Persons with a disability who are employed ages 18-64	89.1%	91.9%	91.2%	91.3%	91.0%

United States	2011	2012	2013	2014	2015
Median household income	\$50,502	\$51,371	\$52,250	\$53,657	\$55,775
Percentage of population below the federal poverty level	15.9%	15.9%	15.8%	15.5%	14.7%
Annual average unemployment rate*	8.9%	8.1%	7.4%	6.2%	5.3%
Percent of population employed					
65 to 74 years of age	23.0%	23.8%	24.3%	24.2%	24.3%
75 years and over	5.4%	5.6%	5.9%	6.0%	6.1%
Selected demographics of labor force employment					
Percent of veteran labor force who are employed ages 18-64	90.9%	92.0%	92.6%	93.8%	94.7%
Persons with a disability who are employed ages 18-64	79.9%	81.4%	82.7%	84.6%	86.1%

Notes: Selected demographics of labor force employment include those who are currently in the labor force; they do not include people who are not in the labor force.

Sources:

U.S. Census Bureau, American Community Survey 1-year estimates (<http://www.census.gov/programs-surveys/acs/>);
 South Dakota unemployment rates: South Dakota Department of Labor and Regulation, Labor Market Information Center in cooperation with the Bureau of Labor Statistics (http://dlr.sd.gov/lmic/menu_labor_force.aspx);
 Nationwide unemployment rates: Current Population Survey, Bureau of Labor Statistics (<http://www.bls.gov/cps>), provided October 2016.