



## 2014 Job Placement Outcomes Annual Report

*Submitted November 14, 2014*

### **Summary**

Per SDCL 13-1-63 and 13-1-64, this annual report is submitted to the Executive Board of the Legislative Research Council regarding the determination of annual job placement outcomes. The South Dakota Department of Labor and Regulation (DLR) is the agency responsible for providing the annual report.

As noted by the Data Quality Campaign ([www.dataqualitycampaign.org](http://www.dataqualitycampaign.org)), publicly reporting timely, actionable, and comprehensible education data is one of the most powerful ways states can promote transparency, strengthen accountability, and ensure everyone with a stake in education has access to the information they need to make good decisions.

### **Workforce Data Quality Initiative**

Related to this effort, this report provides an update on the development of the Workforce Data Quality Initiative (WDQI) longitudinal database system. DLR's Labor Market Information Center (LMIC) received a \$946,000 grant from a 2012 WDQI federal grant solicitation to build a longitudinal system.

DLR contracted with the Bureau of Information and Telecommunications (BIT) to develop and build this system. A fully functional workforce longitudinal database is expected by the end of 2015. Although the grant period is set to expire June 30, 2015, delays in hiring a contractor for the project prompted the LMIC to consider requesting a grant extension through December 2015. The request will be submitted in late December 2014; determination of the approval typically takes two months.

When complete and fully functional, the DLR WDQI database will match Unemployment Insurance (UI) wage data with postsecondary program completers to develop average wage outcomes, which will be analyzed to determine the effectiveness of postsecondary workforce and educational programs.

### **Accomplishments to Date**

- Meetings continue to be conducted on data governance, data sharing agreements, and outcome measurements. Attendees include staff from the Board of Regents (BOR), Department of Education (DOE), and DLR.
- Other meetings related to the WDQI project were attended by staff from DLR, BOR,

DOE, Department of Human Services (DHS), Department of Social Services, Department of Health (DOH), and Governor's Office of Economic Development. Groups included the Workforce Development Council and South Dakota Workforce Initiatives Sub-Cabinet. Topics related to these meetings focused on related issues, such as data sharing agreements, outcome reports, and data governance.

- Data sharing agreements are in place between BOR and the DOE's technical institutes (TIs), which allow for the internal analysis of special projects and outcome queries. The ASPEN Prize Competition analysis has been conducted on a regular basis for Lake Area Technical Institute (LATI) to provide comparative outcomes information.
- The production of BOR outcome reports has been a joint venture between DLR and BOR, with DLR matching wage records and BOR conducting the analysis.
- Data sharing agreements currently include financial compensation to DLR related to the personnel cost to match the wage records and to conduct analysis, if needed. The current building of the longitudinal database system is federally funded; however, the ongoing maintenance and administration is not.
- The current data sharing agreements with BOR and the TIs will expire in January 2015. Updated agreements will include financial compensation for ongoing maintenance of the longitudinal system, which will be maintained by BIT.
- Other partner data are being solicited to be incorporated into the system to develop the methodology to produce outcome reports. This activity is also funded by the WDQI grant.
- BOR has allowed DLR to utilize their graduate data (FY2007 to FY2012) to develop the template to compile and display common outcome measures for postsecondary program completers.
- Due to the nine month delay in starting this project, DLR reached out to Minnesota regarding their system to see if they could share the code for their WDQI system: <https://apps.deed.state.mn.us/lmi/etd/default.aspx>

Minnesota was helpful. Its reports included hourly and annual outcomes. The hourly outcomes were possible as Minnesota collects hours worked within their UI system. Those annual reports have served as an excellent reference tool as DLR continues to build its system.

## **Timeline**

### *August 2013*

- COMPLETE: Move historical wage records into the Structured Query Language (SQL) format

### *Fall 2013 – Spring 2014*

- COMPLETE: Import SDWORKS data (DLR's online employment delivery system)
- COMPLETE: Populate UI Wage Records, including quarterly imports
- COMPLETE: Create Licensing Boards and Commissions (LBC) application

### *Spring 2014 – Fall 2014*

- Create schemas for partner data to be imported into the LBC and WDQI systems
  - This includes DLR, BOR, the TIs, DOH, and DSS

### *Fall 2014 – Spring 2015*

- Import structured data into database
- Develop stored procedures
- Develop server side outcome reports
- Develop capability to link pre-K-12 data

### *Winter 2014 – Spring 2015*

- Test system

### *Spring 2015 – Summer 2015*

- Launch system

## **Attachments**

*FY2014 Placement of Regental Graduates Report, South Dakota Board of Regents*

*South Dakota Technical Institute Placement Report for 2013 Graduates, South Dakota Department of Education*

# FY2014 Placement of Regental Graduates Report

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**South Dakota Board of Regents**

## *Study Overview*

What becomes of students who complete degrees at Regental 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.<sup>1</sup> Consequently, this study centers on the analysis of post-graduation placement data for recent Regental graduates.

Of primary interest to this analysis is the extent to which Regental graduates either 1) are hired into the South Dakota workforce 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: Regents Information Systems (RIS), the South Dakota Department of Labor and Regulation (DLR), and the National Student Clearinghouse (NSC). Analysis focuses on the placement outcomes of undergraduate and graduate degree completers from the FY2012 SDBOR graduation cohort (n=5,815).<sup>2</sup>

In the initial step of the placement search, DLR employment data systems are queried to determine the first-year job placement outcomes of all recent (FY2012) degree completers identified by RIS.<sup>3</sup> For each degree completer in the RIS dataset, DLR 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 (Regental) graduation.<sup>4</sup> 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 DLR 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.

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<sup>1</sup> 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>

<sup>2</sup> Fiscal years include data from summer, fall, and spring terms. Consequently, the FY2012 cohort comprises graduates from SU2011, FA2011, and SP2012. All degree completion data were provided by RIS. 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.

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

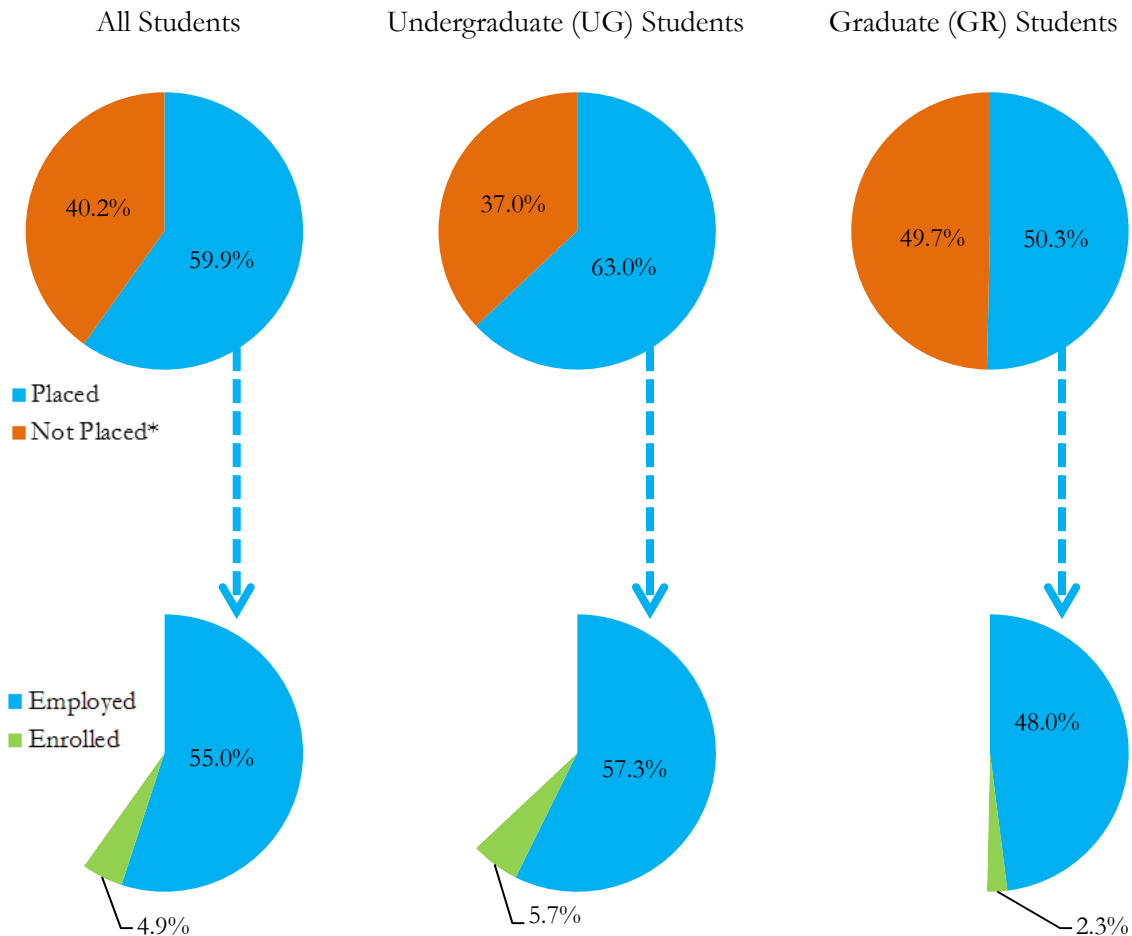
<sup>4</sup> As of Fall 2014, approximately 3,500 US postsecondary institutions report enrollment data to NSC. NSC asserts that its roll of participating institutions accounts for over 98 percent of all US college students.

## Analysis

### Placement in South Dakota

Of the 5,815 degree completers in the FY2012 graduation cohort, 59.9 percent were found to be either employed in South Dakota or enrolled in a postsecondary institution in South Dakota one year after graduation.<sup>5</sup> Specifically, 55.0 percent of Regental graduates had been hired into the South Dakota workforce, and an additional 4.9 percent had enrolled in further collegiate coursework at an in-state institution. Undergraduate-level completers ( $n=4,365$ ) produced a higher placement rate than did graduate-level completers ( $n=1,450$ ), at 63.0 percent and 50.3 percent, respectively.

**Figure 1**  
First-Year SD Placement Rates

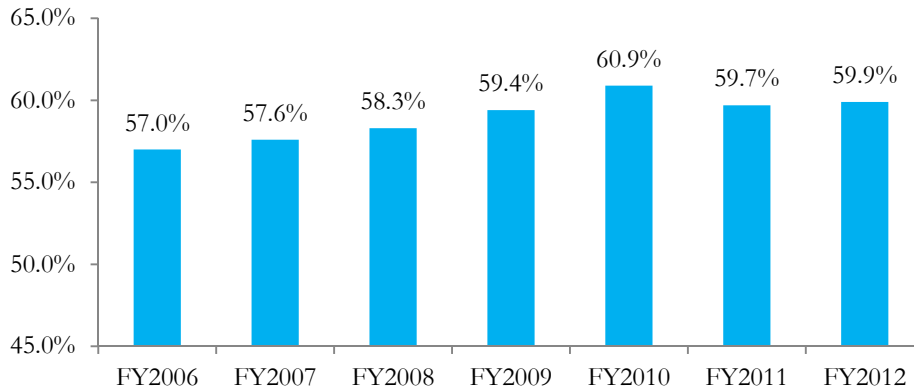


\* The "Not Placed" category also includes all graduates who were employed out-of-state, were self-employed, were employed by the federal government (including armed services), or were employed or enrolled outside the three-month query window.

<sup>5</sup> Altogether, 55.0 percent of cohort members were found to be employed in South Dakota, and 13.8 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 2a indicates that the FY2012 cohort's in-state placement rate of 59.9 percent is consistent with rates recorded by other recent cohorts. Yet because these rates refer to increasingly larger cohorts, the number of placed students has climbed steadily since FY2006 (see Figure 2b). In fact, these data indicate that more than 600 additional graduates were placed in FY2012 than were placed in FY2006.

**Figure 2a**  
First-Year SD Placement Rates, Historical  
(Percent Placed)



**Figure 2b**  
First-Year Placement Rates, Historical  
(Number Placed)

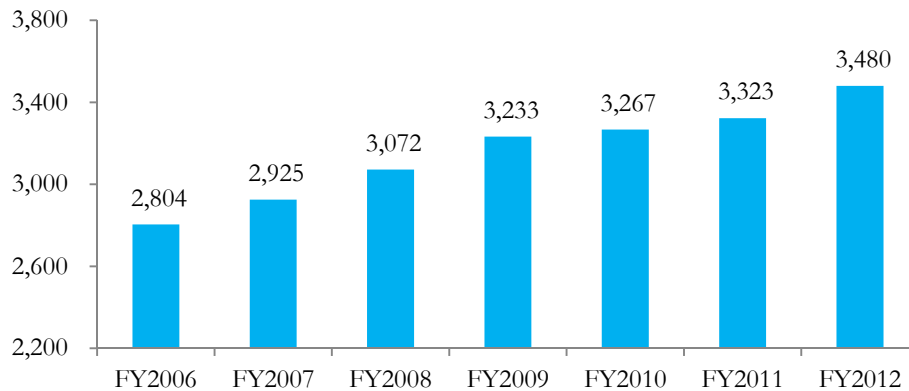
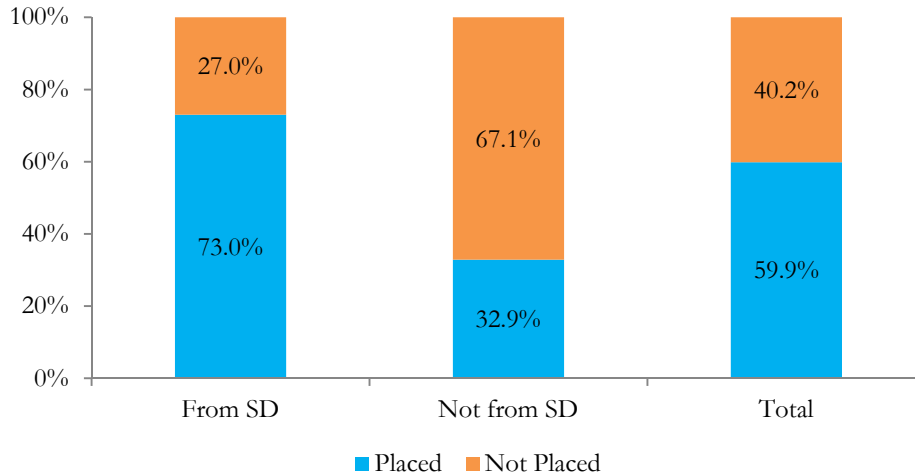


Figure 3 (next page) breaks down in-state placements by students' states of origin. Among degree completers matriculating from South Dakota ( $n=3,905$ ), the in-state placement rate was 73.0 percent; among out-of-state degree completers ( $n=1,910$ ), this figure was 32.9 percent. In practical terms, this means that more than 70 percent of in-state students graduating from a Regental institution will remain in South Dakota after graduation, either to work or to pursue additional education. The same can be said of more than 30 percent of out-of-state students. While these findings are encouraging, sustaining (and improving) these rates will be an important focus of the public university system in the coming years.

**Figure 3**  
First-Year SD Placement Rates, by State of Origin



Looking further at the differences between in-state and out-of-state students, Table 1 shows again that 73.0 percent of in-state students were placed in South Dakota (68.5 percent employed, 4.5 percent enrolled), compared to 32.9 percent of out-of-state students (27.3 percent employed, 5.6 percent enrolled).<sup>6</sup> For both groups, placement rates were somewhat lower for graduate students. For example, only 23.6 percent of out-of-state graduate-level degree completers from the FY2012 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 n-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  
(Percent Placed)

	From SD			Not from SD		
	UG	GR	All	UG	GR	All
Placed	74.6	67.7	73.0	36.8	23.6	32.9
Not Placed	25.4	32.4	27.0	63.2	76.5	67.1
Employed	69.2	66.2	68.5	30.5	19.9	27.3
Enrolled	5.4	1.5	4.5	6.3	3.7	5.6
Not Placed	25.4	32.4	27.0	63.2	76.5	67.1
(n)	3,024	881	3,905	1,341	569	1,910

<sup>6</sup> 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.



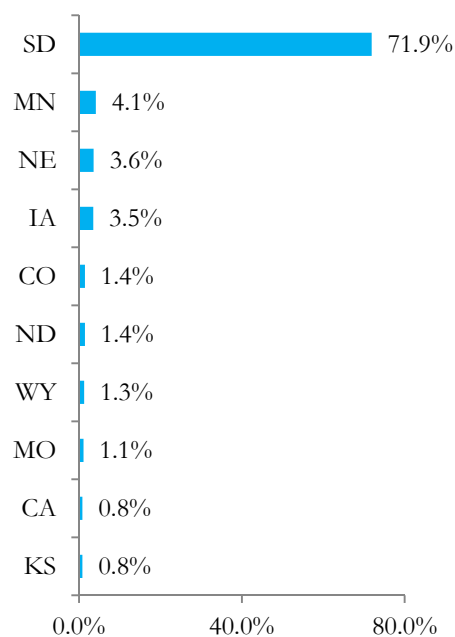
## Placement Locations

Enrollment and employment placements are further explored in Figures 4 and 5, which depict the top placement destinations of Regental graduates from the FY2012 cohort.

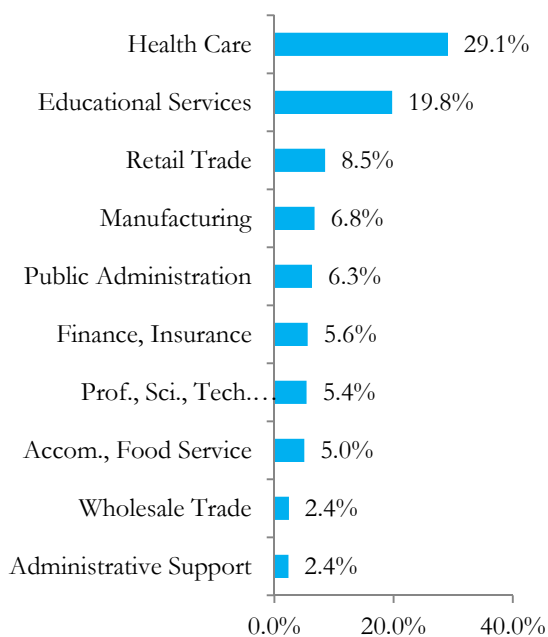
Figure 4 indicates that a majority of students enrolling in additional post-graduation education did so at an institution in South Dakota. Of the 1,113 graduates from the FY2012 cohort who enrolled in a postsecondary institution one year after graduation, 71.9 percent were enrolled at an in-state institution.

Figure 5 shows the ten most common industrial placements of the FY2012 Regental degree completers who found employment in South Dakota ( $n=3,198$ ). 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.<sup>7</sup> That the Regental system currently is producing and placing a large number of graduates in these areas speaks to the university system's responsiveness to the workforce needs of the state.

**Figure 4**  
Enrollment by State



**Figure 5**  
Employment by (SD) Industry<sup>8</sup>



<sup>7</sup> SDDLRL Labor Market Information Center (2014). See [http://dlr.sd.gov/lmic/industry\\_projections\\_fastest\\_growth.aspx](http://dlr.sd.gov/lmic/industry_projections_fastest_growth.aspx)

<sup>8</sup> Areas are binned by two-digit federal NAICS (North American Industry Classification System) code. Workers with multiple jobs are coded by their highest-paying industry.

## Appendix A Supplemental Tables

**Table A1**  
First-Year SD Placement Rates, by Institution

Outcome3	Inst						Total
	BHSU	DSU	NSU	SDSMT	SDSU	USD	
Empl/Enrl	345	254	279	93	1,350	1,159	3,480
	62.50	71.75	71.36	26.42	59.68	60.87	59.85
NotPlaced	207	100	112	259	912	745	2,335
	37.50	28.25	28.64	73.58	40.32	39.13	40.15
Total	552	354	391	352	2,262	1,904	5,815
	100.00	100.00	100.00	100.00	100.00	100.00	100.00

**Table A2**  
First-Year SD Placement Rates, by Gender

Outcome3	Gender		Total
	F	M	
Empl/Enrl	2,133	1,347	3,480
	64.23	54.01	59.85
NotPlaced	1,188	1,147	2,335
	35.77	45.99	40.15
Total	3,321	2,494	5,815
	100.00	100.00	100.00

**Table A3**  
First-Year SD Placement Rates, by Race<sup>9</sup>

Outcome3	Ethnic						Total
	AmerInd	Asian	Black	Hispanic	White	Oth/Ref	
Empl/Enrl	82	23	11	33	2,661	42	2,852
	75.23	63.89	57.89	62.26	73.37	68.85	73.03
NotPlaced	27	13	8	20	966	19	1,053
	24.77	36.11	42.11	37.74	26.63	31.15	26.97
Total	109	36	19	53	3,627	61	3,905
	100.00	100.00	100.00	100.00	100.00	100.00	100.00

<sup>9</sup> This table includes only those students who were originally from South Dakota.



## South Dakota Technical Institute Placement Report for 2013 Graduates

March 2014

### 2013 Graduate Placement Report Process:

Each technical institute conducts a survey of graduates 6 months following their graduation. Responses included in this report are self-reports for 2013 technical institute graduates.

### 2014 Graduate Placement Report Process:

Per SDCL 13-1-63, the Department of Labor and Regulation will assist in determining "the job placement outcomes for those persons completing a degree program or training program at a public postsecondary technical institute."

## Overall 2013 Placement Report

	Graduates	Graduates Responding	Survey Response Rate	Employed	Employed In			Continuing Education	In US Armed Forces	Not in Labor Market*	Total Placement	Total Placement of			Placement In Field, In South Dakota
					Employed In Field	South Dakota	South Dakota					Survey Respondents	Placement In Field	Placement In South Dakota	
LATI	592	578	97.64%	460	400	403	347	102	0	7	96.07%	98.42%	85.81%	86.32%	76.75%
MTI	418	407	97.37%	335	299	285	249	63	2	2	96.14%	98.76%	87.44%	84.06%	75.36%
STI	933	729	78.14%	605	568	500	466	98	0	0	75.35%	96.43%	71.38%	64.09%	60.45%
WDT	285	276	96.84%	228	187	206	167	31	0	8	93.50%	96.64%	78.70%	85.56%	71.48%
<b>TOTAL</b>	<b>2,228</b>	<b>1,990</b>	<b>89.32%</b>	<b>1,628</b>	<b>1,454</b>	<b>1,394</b>	<b>1,229</b>	<b>294</b>	<b>2</b>	<b>17</b>	<b>87.01%</b>	<b>97.51%</b>	<b>79.13%</b>	<b>76.41%</b>	<b>68.95%</b>

\*Not In Labor Market: Self-reported exclusions such as disabilities, medical conditions, deaths, incarcerations, raising families, caring for families or visa restrictions.

### Calculations for Placement Rates in this Report:

Total Placement = (Employed + Continuing Education) / (Graduates - (US Armed Forces + Not in Labor Market))

Total Placement of Survey Respondents = (Employed + Continuing Education) / (Graduates Responding - (US Armed Forces + Not in Labor Market))

Placement In Field = (Employed in Field + Continuing Education) / (Graduates - (US Armed Forces + Not in Labor Market))

Placement In South Dakota = (Employed in South Dakota + Continuing Education) / (Graduates - (US Armed Forces + Not in Labor Market))

Placement in Field, In South Dakota = (Employed In Field, In South Dakota + Continuing Education) / (Graduates - (US Armed Forces + Not in Labor Market))

## Historical Data - % Placement

	2008-09	2009-10	2010-11	2011-12	2012-13
LATI	90.34%	95.74%	94.46%	96.68%	96.07%
MTI	84.73%	94.47%	91.63%	96.40%	96.14%
STI	63.31%	69.24%	70.64%	76.97%	75.35%
WDT	86.67%	93.10%	92.07%	91.51%	93.50%
<b>TOTAL</b>	<b>78.52%</b>	<b>84.92%</b>	<b>84.36%</b>	<b>88.11%</b>	<b>87.01%</b>

## Historical Data - # Placement

	2008-09	2009-10	2010-11	2011-12	2012-13
LATI	449	472	494	612	562
MTI	222	359	438	429	398
STI	409	511	616	705	703
WDT	247	297	383	291	259
<b>TOTAL</b>	<b>1,327</b>	<b>1,639</b>	<b>1,931</b>	<b>2,037</b>	<b>1,922</b>

## 2013 Employed/Enrolled vs. Not Placed

	Employed/ Enrolled	Employed/ Enrolled - #	Not Placed	Not Placed - #
LATI	96.07%	562	3.93%	30
MTI	96.14%	398	3.86%	20
STI	75.35%	703	24.65%	230
WDT	93.50%	259	6.50%	26
<b>TOTAL</b>	<b>87.01%</b>	<b>1,922</b>	<b>12.99%</b>	<b>306</b>

## 2013 Placement in South Dakota

	Employed/ Enrolled in SD	Employed/ Enrolled - # in SD	Not Placed in SD	Not Placed - # in SD
LATI	86.32%	505	13.68%	87
MTI	84.06%	348	15.94%	70
STI	64.09%	666	35.91%	267
WDT	85.56%	237	14.44%	48
<b>TOTAL</b>	<b>76.41%</b>	<b>1,756</b>	<b>23.59%</b>	<b>472</b>

## 2013 Average Hourly Wage of Graduates, by Career Cluster

Agriculture, Food & Natural Resources	\$15.32
Architecture & Construction	\$16.16
Arts, Audio-Video Technology & Communications	\$12.55
Business, Management & Administration	\$13.52
Education and Training	
Finance	\$13.89
Health Science	\$15.74
Hospitality & Tourism	\$9.97
Human Services	\$10.37
Information Technology	\$16.97
Law Public Safety & Security	\$15.40
Manufacturing	\$18.51
Marketing Sales and Service	\$13.07
Science Technology & Engineering & Mathematics	\$15.47
Transportation Distribution & Logistics	\$15.48

## 2013 Placement In Field

	Employed/ Enrolled in Field	Employed/ Enrolled - # in Field	Not Placed in Field	Not Placed - # in Field
LATI	85.81%	502	14.19%	90
MTI	87.44%	362	12.56%	56
STI	71.38%	666	28.62%	267
WDT	78.70%	218	21.30%	67
<b>TOTAL</b>	<b>79.13%</b>	<b>1,748</b>	<b>20.87%</b>	<b>480</b>

## 2013 Placement In Field, In South Dakota

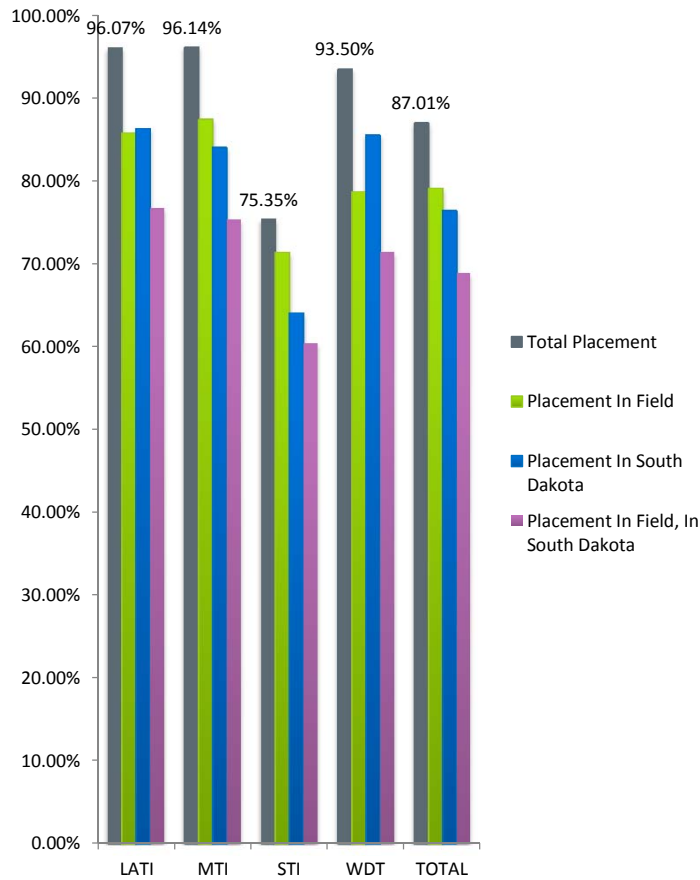
	Employed/ Enrolled in Field, in SD	Employed/ Enrolled - # in Field, in SD	Not Placed in Field, in SD	Not Placed - # in Field, in SD
LATI	76.75%	449	23.25%	143
MTI	75.36%	312	24.64%	106
STI	60.45%	564	39.55%	369
WDT	71.48%	198	28.52%	87
<b>TOTAL</b>	<b>68.95%</b>	<b>1,523</b>	<b>31.05%</b>	<b>705</b>



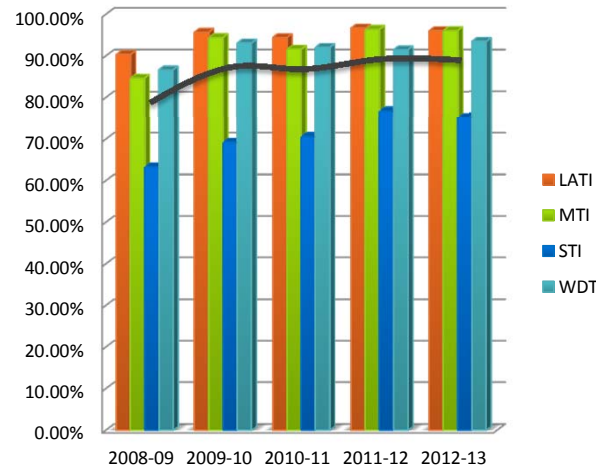
## South Dakota Technical Institute Placement Report for 2013 Graduates

March 2014

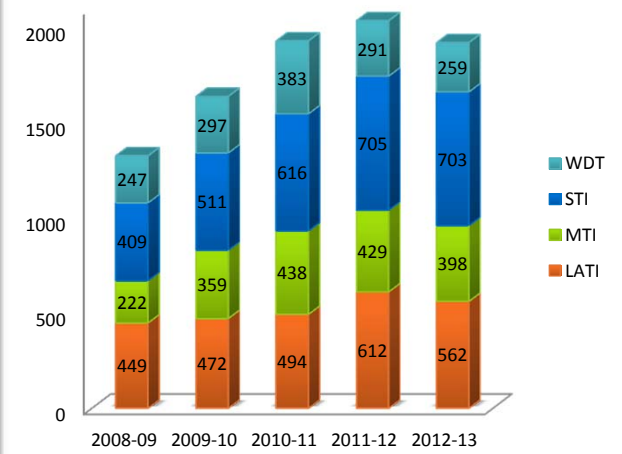
**Overall Placement Report 2013 Graduates**



**Historical % Placement for TI Graduates**



**Historical # Placement for TI Graduates**



**2013 TI Graduates Employed/Enrolled vs. Not Placed**

