



## **Completer Employment and Immediate Future Goals, 2022-2023**

### **EPP- Initial and Advanced Programs**

#### **PURPOSE**

Embedded within the End of Program (EOP) survey, a question focusing on the employment of the completers aims to ascertain information regarding their employment status relative to their program of study, as well as other immediate future goals.

#### **ADMINISTRATION**

The survey was administered in the fall 2022, spring and summer 2023 semester electronically via email to two hundred and fifty (250) Initial and Advanced program completers during their last semester, when they are scheduled to complete all their degree requirements for degree conferral.

The Initial and Advanced program candidates represented were Education and Special Education B-2 (MS) 76 responses (42.22%), Education and Special Education 1-6 (MS) 52 responses (28.89%), Education and Special Education 7-12 (MS) 19 responses (10.56%), Mathematics Education (MS) 1 responses (.56%), Jewish Childhood Education and Special Education 1-6 (MS) 2 responses (1.11%), School Counseling (MS) 4 responses (2.22%), School Leadership

(MS) 11 responses (6.11%), Teaching English to Speakers of Other Languages (TESOL), (MS) 11 responses (6.11%), and Teaching Literacy (MS) 4 responses (2.22%).

## **INSTRUMENT**

Embedded within the End of Program (EOP) survey, a question focuses on completer employment and immediate future goals. Four response options were provided: “Currently employed in my desired education field” , “Seeking employment in my desired education field”, “Pursuing further higher education study” and, “Starting my own business in my desired education field”.

## **VALIDITY AND RELIABILITY**

Content validity of all Candidate Learning Outcomes aligned items was established fall 2019 via the Lawshe Method (See EOP Alumni, and Employer Lawshe Exsum).

## **ANALYSIS**

The statistical processes applied were percentages and count of the candidates as they responded to the question of employment and immediate future career goals.

## **EPP**

The responses for the one hundred and eighty (180) Initial and Advanced Program candidates to the Immediate Future Career Goals Question, were: “Currently employed in my desired education field” measured at 82 responses (50.31%), “Seek employment in my desired education field” measured at 68 responses (41.72%), “Pursue further higher education study” measured at 9 responses (5.52%), and “Start my own business in my desired education field” measured at 4 responses (2.45%).

## **PROPOSED ACTIONS FOR IMPROVEMENT**

**EPP.** To improve employment across all programs by 10%, the EPP will continue disseminating job opportunities via Canvas courses (for students soon to graduate) and via emailed announcements to completers, to connect candidates with employers. We will also follow up with alumni systematically six months after degree conferral, to better capture career outcomes shortly after graduation, which the current deployment of the survey does not cover.

**Early Childhood/Special Education B-2 (I).** There were 69 responses for “Currently employed in my desired education field” 37 candidates (53.62%) chose that option. For “Seeking employment in my desired education field” 24 candidates (34.78%) chose that option. For “Pursuing further higher education study” 4 candidates (5.80%) chose that option. For “Starting my own business in my desired education field” 4 candidate (5.80%) chose that option.

**Childhood Education/Special Education 1-6 (I).** There were 46 responses for “Currently employed in my desired education field” 17 candidates (36.96%) chose that option. For “Seeking employment in my desired education field” 27 candidates (58.70%) chose that option. For “Pursuing further higher education study” 2 candidates (4.35%) chose that option. For “Starting my own business in my desired education field” 0 candidate (0%) chose that option.

**Special Education 7-12 (I).** There were 17 responses for “Currently employed in my desired education field” 12 candidates (70.59%) chose that option. For “Seeking employment in my desired education field” 4 candidates (23.53%) chose that option. For “Pursuing further Higher education study” 1 candidates (5.88%) chose that option. For “Starting my own business in

my desired education field” 0.00% of the candidates chose that option.

**Mathematics (I).** There was 1 responses for “Seeking employment in my desired education field” 1 candidates (100.00%) chose that option.

**Jewish Childhood Education and Special Education 1-6 (MS) (I).**

There were 2 responses for (1.11%) “Seek employment in my desired education field” 2 candidates (100%) chose that option.

**School Counseling (MS) 4 responses (2.22%)** Currently employed in my desired education field 1 responses (25.00%) chose that option. Seek employment in my desired education field 2 responses (50.00%) chose that option. Pursue further higher education study 1 response (25.00%) chose that option. Start my own business in my desired education field (0.00%) chose that option.

**School Leadership (MS) 11 responses (6.11%)** Currently employed in my desired education field 3 responses (27.27%) chose that option. Seek employment in my desired education field 7 responses (63.64%) chose that option. Pursue further higher education study 1 response (9.09%) chose that option. Start my own business in my desired education field (0.00%) chose that option.

**Teaching English to Speakers of Other Languages (TESOL), TESOL/Bilingual CRITI**

**(Advanced Certification) (MS) 11 responses (6.11%)** Currently employed in my desired education field (66.67%) chose that option. Seek employment in my desired education field (33.33%) chose that option. Pursue further higher education study (0.00%) chose that option. Start my own business in my desired education field (0.00%) chose that option.

**Teaching Literacy (MS) 4 responses (2.22%)** Start my own business in my desired education field (100.00%) chose that option.

## INITIAL PROGRAM TABLE

<b>Current and Immediate Future Career Goals</b>	<b>EPP INITIAL PROGRAMS PERCENT n=180</b>	<b>Early Childhood Education and Special Education B-2 n=76</b>	<b>Childhood Education and Special Education 1-6 n=46</b>	<b>Jewish Childhood Education 1-6 n=2</b>	<b>Special Education 7-12 n=17</b>	<b>Mathematics n=1</b>
Currently employed in my desired education field	50.31%	53.62%	36.96%	100.00%	70.59%	0.00%
Seek employment in my desired education field	41.72%	34.78%	58.70%	0.00%	23.53%	100.00%
Pursue further higher education study	5.52%	5.80%	4.35%	0.00%	5.88%	0.00%
Start my own business in my desired education field	2.45%	5.80%	0.00%	0.00%	0.00%	0.00%

## ADVANCED PROGRAM TABLE

<b>Current and Immediate Future Career Goals</b>	<b>EPP ADVANCED PROGRAMS PERCENT n=139</b>	<b>School Counseling (MS) n=4</b>	<b>School Leadership (MS) n=11</b>	<b>TESOL n=11</b>	<b>Literacy n=4</b>
Currently employed in my desired education field	50.31%	25.00%	27.27%	66.67%	100%
Seek employment in my desired education field	41.72%	50.00%	63.64%	33.33%	0.00%
Pursue further higher education study	5.52%	25.00%	9.09%	0.00%	0.00%
Start my own business in my desired education field	2.45%	0.00%	0.00%	0.00%	0.00%