



Completer Employment and Immediate Future Goals, 2023-2024

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 2023, spring and summer 2024 semesters electronically via email to two hundred and fifty (250) Initial, Advanced, and Alternative 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) 44 responses (21.15%), Education and Special Education 1-6 (MS) 71 responses (34.14%), Education and Special Education 7-12 (MS) 20 responses (9.62%), Mathematics Education (MS) 0 responses (0%), Jewish Childhood Education and Special Education 1-6 (MS) 4 responses (1.92%), School Counseling (MS) 12 responses (1.77%), School Leadership

(MS) 4 responses (1.92%), Teaching English to Speakers of Other Languages (TESOL) (MS) 4 responses (1.92%), Teaching Literacy (MS) 6 responses (2.88%), Adolescent Special Ed. 7-12 Trans B (MS) 5 responses (2.40%), and Early Childhood Education/Special Education Trans-B (Birth-Grade 2) 28 responses (13.46%)

INSTRUMENT

Embedded within the End of Program (EOP) survey, a question focuses on completion of 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 (193) Initial, Advanced and Alternative Program candidates to the Immediate Future Career Goals Question, were: “Currently employed in my desired education field” measured at 104 responses (53.89%), “Seek employment in my desired education field” measured at 76 responses (39.38%), “Pursue further higher education study” measured at 10 responses (5.18%), and “Start my own business in my desired education field” measured at 3 responses (1.55%).

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 42 responses in total for that program. “Currently employed in my desired education field” 27 candidates (64.29%) chose that option. For “Seeking employment in my desired education field” 14 candidates (33.33%) chose that option. For “Pursuing further higher education study” 0 candidates (0%) chose that option. For “Starting my own business in my desired education field” 1 candidate (2.38%) chose that option.

Childhood Education/Special Education 1-6 (I). There were 63 responses in total for that program. “Currently employed in my desired education field” 31 candidates (49.21%) chose that option. For “Seeking employment in my desired education field” 26 candidates (41.27%) chose that option. For “Pursuing further higher education study” 4 candidates (6.35%) chose that option. For “Starting my own business in my desired education field” 2 candidate (3.17%) chose that option.

Special Education 7-12 (I). There were 19 responses in total for that program. “Currently employed in my desired education field” 13 candidates (68.42%) chose that option. For “Seeking employment in my desired education field” 3 candidates (15.79) chose that option. For “Pursuing further Higher education study” 3 candidates (15.79%) 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 0 responses for that program.

Jewish Childhood Education and Special Education 1-6 (MS) (I). There were 4 responses for in total for that program. (100%) “Seek employment in my desired education field” 2 candidates (100%) chose that option.

Adolescent Special Ed. 7-12 Trans B (MS) There were 5 responses in total for that program (2.40%)

Early Childhood Education/Special Education Trans-B (Birth-Grade 2) There were 28 responses in total for that program (13.46%)

School Counseling (MS) There were 12 responses in total for that program (5.77%)

Currently employed in my desired education field 1 responses (8.33%) chose that option. Seek employment in my desired education field 10 responses (83.33%) chose that option. Pursue further higher education study 1 response (8.33%) chose that option. Start my own business in my desired education field (0.00%) chose that option.

School Leadership (MS) There were 5 responses in total for that program (2.40%)

Currently employed in my desired education field 3 responses (40%) chose that option. Seek employment in my desired education field 3 responses (60%) chose that option. Pursue further higher education study 0 response (0%) 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) 9 responses in total for that program (4.33%) 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) There were 4 responses for that program (2.88%) Currently employed in my desired education field (50%) chose that option. Seek employment in my desired education field (50%) chose that option.

INITIAL PROGRAM TABLE

Current and Immediate Future Career Goals	EPP INITIAL PROGRAMS n=191	Early Childhood Education and Special Education B-2 n=42	Childhood Education and Special Education 1-6 n=63	Jewish Childhood Education 1-6 n=4	Special Education 7-12 n=19	Mathematics n=0	Adolescent Special Ed. 7-12 Trans B (MS) 5 responses Early Childhood Education/Special Education Trans-B (Birth-Grade 2) 28 responses n=33
Currently employed in my desired education field	53.89%	64.25%	49.21%	100.00%	68.42%	0.00%	45.16%
Seeking employment in my desired education field	39.38%	33.33%	41.27%	0.00%	15.79%	0.00%	51.61%
Pursue further higher education study	5.18%	0%	6.35%	0.00%	15.79%	0.00%	3.23%

Start my own business in my desired education field	1.55%	2.38%	3.17%	0.00%	0.00%	0.00%	0.00%
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ADVANCED PROGRAM TABLE

Current and Immediate Future Career Goals	EPP ADVANCED PROGRAMS n=30	School Counseling (MS) n=12	School Leadership (MS) n=5	TESOL n=9	Literacy n=4
Currently employed in my desired education field	50.31%	8.33%	40.00%	66.67%	50%
Seeking employment in my desired education field	41.72%	83.33%	60.00%	33.33%	50%
Pursue further higher education study	5.52%	8.33%	0.00%	0.00%	0.00%
Start my own business in my desired education field	2.45%	0.00%	0.00%	0.00%	0.00%