



## **Completer Employment and Immediate Future Goals, 2021-2022**

### **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 2021, spring and summer 2022 semester electronically via email to four hundred and sixty one (461) 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) 152 responses (32.14%), Education and Special Education 1-6 (MS) 126 responses (26.64%), Education and Special Education 7-12 (MS) 39 responses (9.30%), Mathematics Education (MS) 3 responses (0.63%), Instructional Technology (MS) 12 responses (2.54%), School Counseling (MS) 35 responses (7.40%), School Leadership (MS) 49 responses (10.36%), Teaching English to Speakers of Other Languages (TESOL) (MS) 24 responses (5.09%),

Teaching Literacy (MS) 19 responses (4.02%), and Jewish Childhood Education and Special Education 1-6 (MS) 2 responses (0.42%).

## **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 four hundred and fifteen (415) Initial and Advanced Program candidates to the Immediate Future Career Goals Question, were: “Currently employed in my desired education field” measured at 227 responses (54.70%), “Seek employment in my desired education field” measured at 164 responses (38.52%), “Pursue further higher education study” measured at 19 responses (4.58%), and “Start my own business in my desired education field” measured at 5 responses (1.20%).

## **PROPOSED ACTIONS FOR IMPROVEMENT**

**EPP.** To improve employment across all programs by 10%, the EPP will continue to make job postings available to candidates and completers, and will start implementation in the Fall of 2023 of a [web-based tool](#) 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 152 responses for “Currently employed in my desired education field” 89 candidates (64.03%) chose that option. For “Seeking employment in my desired education field” 41 candidates (29.50%) chose that option. For “Pursuing further higher education study” 8 candidates (5.76%) chose that option. For “Starting my own business in my desired education field” 1 candidate (72%) chose that option.

**Childhood Education/Special Education 1-6 (I).** There were 126 responses for “Currently employed in my desired education field” 66 candidates (61.11%) chose that option. For “Seeking employment in my desired education field” 38 candidates (35.19%) chose that option. For “Pursuing further higher education study” 3 candidates (2.78%) chose that option. For “Starting my own business in my desired education field” 1 candidate (2.84%) chose that option.

**Special Education 7-12 (I).** There were 39 responses for “Currently employed in my desired education field” 21 candidates (53.85%) chose that option. For “Seeking employment in my desired education field” 14 candidates (35.90%) chose that option. For “Pursuing further

Higher education study” 4 candidates (10.26%) chose that option. For “Starting my own business in my desired education field” 0.00% of the candidates chose that option.

**Mathematics (I).** There were 3 responses for “Seeking employment in my desired education field” 3 candidates (100.00%) chose that option.

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

There were 2 responses for (0.43%) “Seek employment in my desired education field” 2 candidates (100%) chose that option.

**Instructional Technology (MS) 12 responses (2.58%)** Currently employed in my desired education field (33.33%) chose that option. Seek employment in my desired education field (66.67%) 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.

**School Counseling (MS) 35 responses (7.51%)** Currently employed in my desired education field (20.00%) chose that option. Seek employment in my desired education field (77.14%) chose that option. Pursue further higher education study (2.86%) chose that option. Start my own business in my desired education field (0.00%) chose that option.

**School Leadership (MS) 49 responses (7.73%)** Currently employed in my desired education field (41.86%) chose that option. Seek employment in my desired education field (48.84%) chose that option. Pursue further higher education study (2.33%) chose that option. Start my own business in my desired education field (6.98%) chose that option.

**Teaching English to Speakers of Other Languages (TESOL), (MS) 20 responses (4.29%)** Currently employed in my desired education field (75.00%) chose that option. Seek employment in my desired education field (20.00%) chose that option. Pursue further higher education study (5.00%) chose that option. Start my own business in my desired education field (0.00%) chose

that option.

**Teaching Literacy (MS) 19 responses (4.08%)** Start my own business in my desired education field (0.00%) chose that option. Seek employment in my desired education field (46.67%) chose that option. Pursue further higher education study (6.67%) chose that option. Currently employed in my desired education field (46.67%) chose that option.

**TESOL/Bilingual CRITI (Advanced Certification) 24 responses (0.86%)** Currently employed in my desired education field (75.00%) chose that option.

Seek employment in my desired education field (20.00%) chose that option.

Pursue further higher education study (5.00%) chose that option.

Start my own business in my desired education field (0.00%) chose that option.

## INITIAL PROGRAM TABLE

Current and Immediate Future Career Goals	EPP INITIAL PROGRAMS PERCENT n=322	Early Childhood Education and Special Education B-2 n=152	Childhood Education and Special Education 1-6 n=126	Jewish Childhood Education 1-6 n=2	Special Education 7-12 n=39	Mathematics n=3
Currently employed in my desired education field	54.70%	64.03%	61.11%	0.00%	53.85%	0.00%
Seek employment in my desired education field	39.52%	29.50%	35.19%	100%	35.90%	100.00%
Pursue further higher education study	4.58%	5.76%	2.78%	0.00%	10.26%	0.00%
Start my own business in my desired education field	1.20%	.72%	.93%	0.00%	0.00%	0.00%

## ADVANCED PROGRAM TABLE

Current and Immediate Future Career Goals	EPP ADVANCED PROGRAMS PERCENT n=139	Instructional Technology (MS) N=12	School Counseling (MS) n=35	School Leadership (MS) n=49	TESOL n=24	Literacy n=19
Currently employed in my desired education field	54.70%	33.33%	20.00%	41.86%	75.00%	46.67%
Seek employment in my desired education field	39.52%	66.67%	77.14%	48.84%	20.00%	6.67%
Pursue further higher education study	4.58%	0.00%	2.86%	2.33%	5.00%	46.67%
Start my own business in my desired education field	1.20%	0.00%	0.00%	6.98%	0.00%	0.00%