## Employment and Earnings of High School Graduates (WF301)

## *Context*

The Department of Elementary and Secondary Education (DESE) has partnered with the Department of Higher Education (DHE) and the Executive Office of Labor and Workforce Development (EOLWD) to answer policy questions related to the employment outcomes of public high school graduates. With support from federal Statewide Longitudinal Data System (SLDS) grant funding, DESE will produce research and reporting tools designed to:

* Better connect education and workforce policies,
* Create a stronger alignment between student learning and career outcomes, and
* Inform stakeholders about the quality and viability of various career pathways.

To obtain wage data, the Executive Office of Education (EOE) initiates a merge process with the Department of Unemployment Assistance (DUA) through a secure exchange. The result is a data file with a unique identifier for each successfully matched student, quarterly earnings, and the North American Industry Classification System (NAICS) code assigned to each employer of record. Name, date of birth, and other identifiers are removed to maintain student privacy.

## *General Definitions*

**Graduation Year –** calendar year in which a student was reported as a high school graduate. For example, if a student was reported as a graduate in SIMS October 2012 (beginning of SY2013), the student is included in the *Graduation Year* of 2012.

**Number of Graduates –** number of studentswho were reported as high school graduates during the selected calendar year.

**Enrolled in Postsecondary** – number of students with any level of postsecondary enrollment during each calendar year.

**Postsecondary School Type** –number of students enrolled at each school type during each calendar year. Note: for this calculation, if a student enrolled at more than one school type in a year, the latest school of record for that year is used.

**Missing/Unknown –** number ofstudents not found in wage or postsecondary records during each year.

**Employed Only –** numberof students who worked, but were not found in postsecondary enrollment records during each year.

**Average Annual Earnings by Industry –** number of students working *primarily* in each industry during each year. If a student was employed in more than one industry in the same year, the industry in which the student earned the most is used. For example, if a student earned $5,000 in *22 Utilities* and $10,000 in *52 Finance and Insurance* in the same calendar year*,* only the student’s *52 Finance and Insurance* information will be used in the industry subtotals. However, the student’s full annual earnings will be included in the *All Students* row ($15,000). Note: the sum of the *# Employed* in each industry subtotal will not always equal the number in the *All Students* row due to omitted NAICS assignments of a small percentage of employers. Also, *21 Mining, Quarrying, and Oil and Gas Extraction* was excluded from the total due to small statewide counts.

**North American Industry Classification System** – the federal government organizes business establishments into 2 through 6-digit codes using this system according to, among other factors, the goods and services they produce. See pages 13-20 of DESE’s [*A Primer about Labor Market Information*](http://www.doe.mass.edu/connect/cde/primer-labormarket.pdf) for a more detailed description of NAICS and its industry definitions*.*

**Student Groups** – students are considered Economically Disadvantaged, Students with Disabilities, English Learners, or High Needs (any of the above) if they were reported as such from their first 9th grade year to their graduation year in any SIMS collection period. Race and gender are based on the last student record submitted in SIMS.