



Education
Strategy
Group

Measurement for Mobility

June 13, 2024

Report Overview

Reviewed 50 states and D.C. for examples of long-term outcomes in **public reporting, accountability, funding incentives, and other mechanisms.**

K-12 Metrics	Higher Education Metrics
<p data-bbox="349 802 1682 1065">College and Career Readiness Metrics: Captured during high school and are thought to influence and predict students' later success in postsecondary</p> <p data-bbox="349 1121 1682 1373">Postsecondary Outcomes: Captured after students graduate high school and demonstrate student's progress and success in postsecondary education and the workforce.</p>	<p data-bbox="1715 802 2915 1065">College Success Outcomes: Track students' progress and attainment in postsecondary education (ex. persistence, transfer, completion)</p> <p data-bbox="1715 1121 2982 1373">Workforce Outcomes: Measure students' economic success after leaving postsecondary (ex. wages, job placement, and return on investment)</p>

K-12 Findings

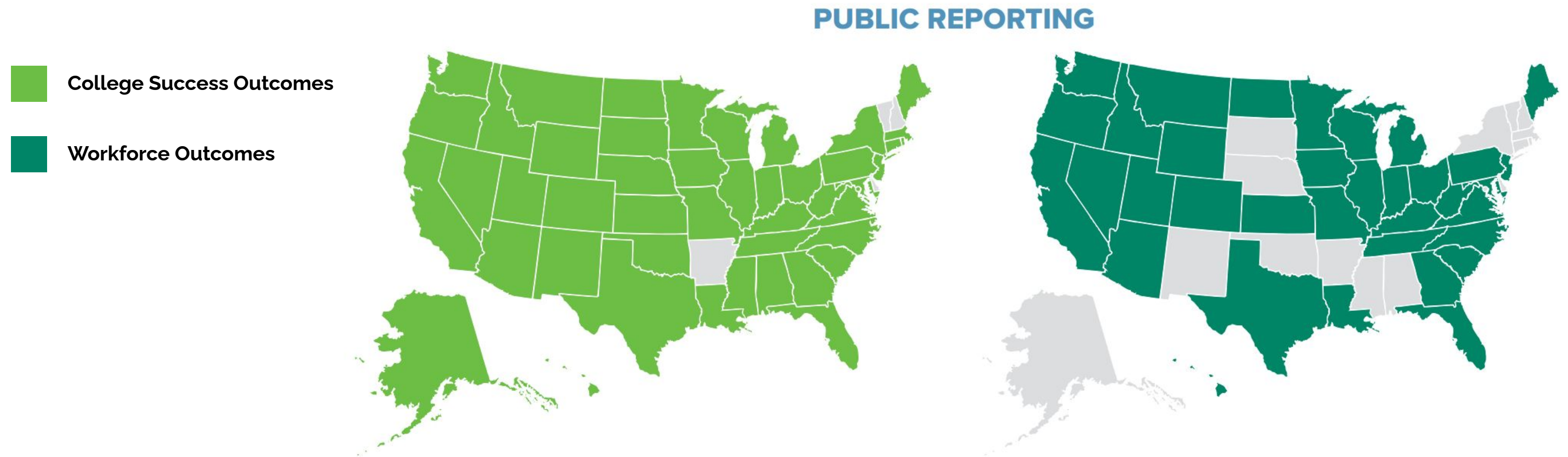
K-12 Findings

	College and Career Readiness Metrics	Postsecondary Outcomes
Public Reporting	47 states + D.C.	46 states + D.C.
	Massachusetts reports annual earnings for high school graduates and enables users to disaggregate these outcomes by race/ethnicity, by gender, and by industry of employment, for every high school graduating class since 2010.	
Accountability	41 states + D.C.	8 states
	Connecticut and Vermont both include enrollment in postsecondary education into their federal ESSA accountability systems.	
Funding Incentives	7 states	2 states
	In Texas , districts receive up to \$5,000 for each student that enrolls in postsecondary education after high school, completes a qualifying industry credential, or enlists in the military.	
Other Mechanisms	25 states + D.C.	1 state
	Illinois students can earn a College and Career Pathways Endorsement by participating in work-based learning, completing two years of coursework and demonstrating academic readiness for non-remedial postsecondary coursework.	

Higher Education Findings

Public Reporting

- Nearly all states (**46 + D.C.**) publicly report on **College Success Outcomes**
- **35 states** also report on **Workforce Outcomes**
- Only **a handful** of states – CO, IN, KY, NC – report on **return on investment and/or postsecondary value**



Public Reporting

Strong Higher Education Public Reporting:

- Includes both **College Success Outcomes** and **Workforce Outcomes**

Kansas Higher Education Statistics dashboard includes tabs for retentions, transfers, credentials, graduation, and employment and wages.

- Allows for **disaggregation** by institution, major, and student demographics

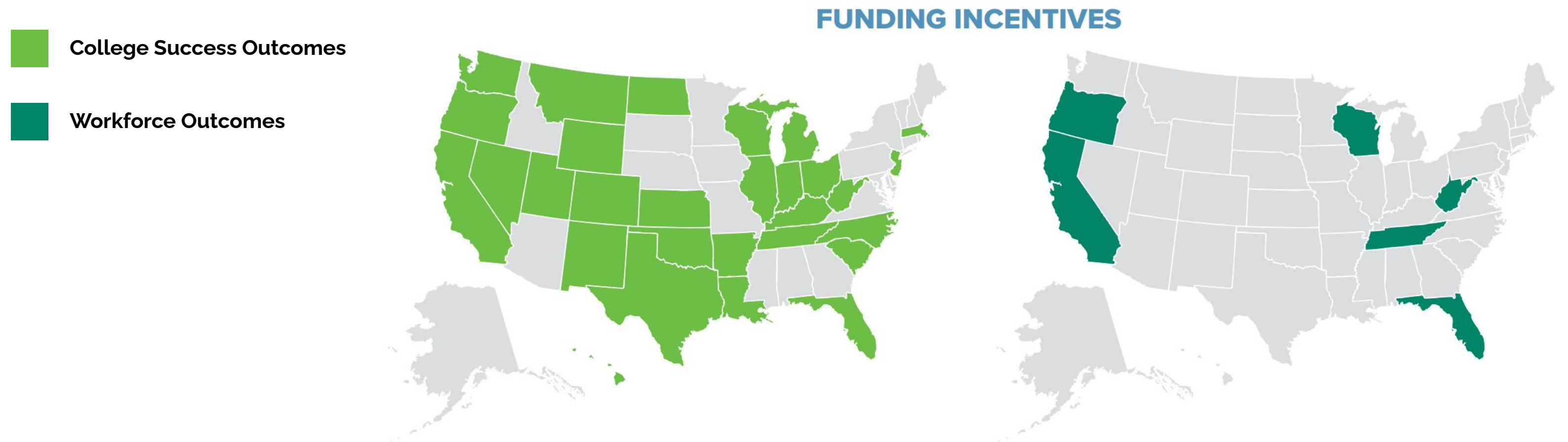
KYSTATS produces multiple dashboards – such as the Postsecondary Feedback Report, Multi-State Postsecondary Report, and Students' Right to Know – that allow users to filter by postsecondary institution, credential type and major, and student demographics.

- Includes measures of college **value**

Colorado produces an annual Return on Investment Report and is currently developing a formula for a minimum value threshold.

Performance-Based Funding

- **29 states** use some form of performance-based funding
- The percentage of public operating funding that those states allocate based on outcomes varies from **less than 0.1% to 90%**
- **22 states** use PBF for both two- and four-year colleges; **seven** use it for only two-year colleges
- Only **six states** include workforce outcomes in their performance-based funding



Performance-Based Funding

Strong Performance-Based Funding Formulas

- Include both **College Success Outcomes** and **Workforce Outcomes**

California, Florida, Oregon, Tennessee, West Virginia, and Wisconsin include workforce outcomes – such as percentage of graduates employed and earning above a defined wage threshold – in their PBF formulas

- Allocate a substantial portion of funding (i.e., **20% or more**)

In **Colorado, Kentucky, Louisiana, North Dakota, Ohio, and Tennessee** PBF accounts for 80% or more of the state offering for two-year institutions in the states.

Measuring Postsecondary Value

Measures

- **Income Premium:** Measures whether a college degree results in an increase in income
- **Financial Return on Investment:** Measures whether college graduates earn more than high school graduates, accounting for the cost of higher education
- **Economic Mobility:** Measures whether college graduate move up the socioeconomic ladder as a result of higher education
- **Wealth Measures:** Look beyond wages and college spending to determine whether college graduates accumulate more wealth

Measuring Postsecondary Value

State Approaches:

- **Student-Facing Tools:** empower students to make informed educational decisions by offering data on projected wages across different college and programs of study
 - ex. **KY** Students' Right to Know, **CA** Salary Surfer, **TX** Consumer Resource for Education and Workforce Statistics
- **Public-Facing Report:** Shed light on the return on investment of higher education for the student and/or the state
 - ex. **IN** College Value Report, **CO** Higher Education Return on Investment Report, **NC** UNC ROI Study, **KY** Higher Education Return on Investment Report

Massachusetts Context

	College Success Outcomes	Workforce Outcomes
Public Reporting	The state reports retention rates, the number of annual degrees and certificates awarded, and six-year graduation rate (for four-year colleges)	Despite having strong workforce data for high school graduates, Massachusetts does not have similar strong publicly available dashboards on workforce outcomes for college graduates by college and major. BHE has approved two measures related to ROI; however DHE has yet to report on these metrics publicly.
Performance-Based Funding	The state's outcomes-based funding formula includes credential attainment (degrees per 100 undergraduate FTE and year over year increases in number of degrees); however the percentage of public operating funding that comes from the OBF was ~1% in 2022.	The outcomes-based funding formula does not include Workforce Outcomes.

Recommendations for MA

Public Reporting

- MA is currently working to produce greater visibility about postsecondary and workforce outcomes. It should prioritize the publication of those measures. To be most effective, the data should be disaggregated by individual institution and student demographics.
- To demonstrate greater alignment between systems, MA could augment the Massachusetts College and Career Outcomes Dashboard to include wage outcomes linked to DHE college graduates and report these outcomes at the overall system level, by type of college (regional vs. UMass), and by college.

Funding Incentives

- Increase the percentage of funding allocated for performance with an overall investment increase to higher education
- Include measures focused on attainment of credentials in high-wage / high-demand / high-value fields
- Include measures associated with postsecondary value connected to economic mobility (i.e., ROI, employment, wages)

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