Agenda

○ Overview of MLDS Center
○ Workforce Data Considerations
  ○ Limitations
  ○ What’s missing
  ○ Linking workforce data
○ MLDS Center – Workforce Outcomes Reporting
  ○ Research Branch Report
  ○ Dashboard
  ○ Pathway Analysis
WHAT does the MLDS Center do?

- **Develop** and **maintain** a data system that contains student and workforce data from all levels of education and the State’s workforce.

- Use the system to **generate timely and accurate information** about **student performance** that can be used to **improve the State’s education system and guide decision makers at all levels**.

[http://mldscenter.maryland.gov](http://mldscenter.maryland.gov)
WHAT data are collected?

- Local Student Information System (SIS)
- State Collections
- • Attendance
- • Completion
- • Assessments
- • Early Childhood Education
- • Local Education Agencies

- MAC 2 Collections
- • Enrollment Information
- • Degree Information
- • Course Information
- • Student Registration
- • End of Term
- • Financial Aid Information

Data Sets Provided by Maryland Agencies and Other Institutions

- National Student Clearinghouse
- College Board/AP
- CENSUS
- Motor Vehicle Association

- DLLR
- • Labor and UI Wage
- • GED and National External Diploma Program (NEDP)
- • Adult and Corrections Education
**HOW does the MLDS Center Engage Stakeholders?**

- **MLDS Governing Board**
  - 12 Member Board of education and workforce leaders
  - Established in state law for creating and managing the MLDS

- **MLDS Center Executive Director**
  - Facilitate consultation between stakeholders and the Center staff on operational matters
  - Assists Governing Board with oversight

- **Research & Policy Advisory Board**
  - Participation and input from stakeholders on the Research Agenda
  - MHEC Liaison
    - Monthly public meetings

- **Data Governance Advisory Board**
  - Sets direction for data collections
  - MSDE Liaison
    - Bi-monthly public meetings
  - Monitors data quality
  - Guides Center on quality focused initiatives
  - Ensures protection of sensitive data
Workforce Data Considerations

- Limitations
  - Unemployment Insurance
    - No independent contractors
    - No military or federal employees
    - No employees of certain non-profit and religious organizations
    - No out-of-state workforce data
  - Other limitations
    - No hours worked
    - No employee occupation (SOC), only industry code (NAIC)
  - Gaps
    - No apprenticeship data
    - No data on professional certifications and licenses (yet)
Workforce Data Considerations (cont.)

- Linking Issue

<table>
<thead>
<tr>
<th>K-12</th>
<th>Higher Ed</th>
<th>Workforce UI</th>
</tr>
</thead>
<tbody>
<tr>
<td>FN = Mary</td>
<td>FN = Mary</td>
<td>FN = M</td>
</tr>
<tr>
<td>LN = Land</td>
<td>LN = Land</td>
<td>LN = Lan</td>
</tr>
<tr>
<td>SSN = 999-123-1234</td>
<td>SSN = 999-123-1234</td>
<td></td>
</tr>
<tr>
<td>SASID = 123456</td>
<td>SASID = 123456</td>
<td></td>
</tr>
</tbody>
</table>

- Resolution
  - Obtain Driver’s License Data
  - Verified SSN
  - Improved matching ability
Workforce Outcomes Reporting

<table>
<thead>
<tr>
<th></th>
<th>Quarter 1</th>
<th>Quarter 2</th>
<th>Quarter 3</th>
<th>Quarter 4</th>
<th>Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Actual Wages</strong>&lt;sup&gt;a&lt;/sup&gt;</td>
<td>$5,000</td>
<td></td>
<td>$2,000</td>
<td>$5,000</td>
<td>$12,000</td>
</tr>
<tr>
<td><strong>Annualized Wages</strong>&lt;sup&gt;b&lt;/sup&gt;</td>
<td>$5,000</td>
<td>$2,000</td>
<td>$5,000</td>
<td></td>
<td>$16,000</td>
</tr>
<tr>
<td><strong>Four-Quarter Wages</strong>&lt;sup&gt;c&lt;/sup&gt;</td>
<td>$5,000</td>
<td>$5,000</td>
<td>$2,000</td>
<td>$5,000</td>
<td>$17,000</td>
</tr>
</tbody>
</table>

<sup>a</sup>The sum of wages earned during the year ($5,000 + $2,000 + $5,000 = $12,000).

<sup>b</sup>The average per quarter wages (actual wages earned divided by the number of quarters worked, $12,000/3 quarters = $4,000) multiplied by four quarters ($4,000 x 4 = $16,000).

<sup>c</sup>The actual wages for the subset of people who had 4 quarters of wage information for the year.
Report Findings

○ 12th Grade Students & GED Earners 2009-2010

<table>
<thead>
<tr>
<th>Achievement Type</th>
<th>Actual Wages</th>
<th>Annualized Wages</th>
<th>Four-Quarter Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>$12,199</td>
<td>$14,234</td>
<td>$19,400</td>
</tr>
<tr>
<td>Diploma</td>
<td>$13,849</td>
<td>$15,484</td>
<td>$20,041</td>
</tr>
<tr>
<td>GED</td>
<td>$9,928</td>
<td>$13,571</td>
<td>$20,970</td>
</tr>
<tr>
<td>Certificate of Completion</td>
<td>$5,965</td>
<td>$7,707</td>
<td>$12,748</td>
</tr>
<tr>
<td>Non-Completers</td>
<td>$7,271</td>
<td>$10,079</td>
<td>$15,538</td>
</tr>
</tbody>
</table>

○ Workforce Outcomes in Maryland for Students Who Do not Attend College: Patterns Among Students who Earn a H.S. Diploma, Certificate of Completion, Diploma via GED, and High School Non-Completers
Dashboard: H.S. Transitions to Workforce

- Workforce Participation
Dashboard: H.S. Transitions to Workforce

Median Wages
Report

- *More Jobs for Marylanders Act – 2017*
  - Required an annual income earnings goal for H.S. grads who have *not* earned at least an AA degree by age 25.
  - Years 2008, 2009, and 2010

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Record Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certificate Graduates</td>
<td>1,167</td>
<td>1%</td>
</tr>
<tr>
<td>Some College</td>
<td>47,084</td>
<td>45%</td>
</tr>
<tr>
<td>High School Graduates</td>
<td>57,079</td>
<td>54%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>105,330</strong></td>
<td><strong>61%</strong></td>
</tr>
</tbody>
</table>
Report

- Wage Visibility
Report

- Median Quarterly Wage Trajectory – Continuous Wages
Report

- Quarterly Wage at 25 Compared to Wage Indicators

![Bar chart showing wages]

- Certificate Graduates: $9,518
- Some College: $6,771
- High School Graduates: $7,074
- Living Wage: $7,195
- Median Earnings: $10,015
Report

- Career Preparation Expansion Act (2018)
  - 5 years after high school
  - Wages Earned
  - Industry in which the individuals are employed

- Changes from MJFM
  - Still in school
  - Stable wage methodology
Other Reporting: Pilot Example: Employment – Associate Degree Graduates

350,000+ Enrolled in an Associate’s Degree between 2011 and 2017

18,490 Enrolled in Engineering Associate’s, 2011 to 2017

2,281 Associate’s Degree Graduate, 2011-2017

10,925 No Longer Enrolled in Community College

5,284 Currently Enrolled in Associate’s Degree

506 Graduated, Engineering Associate’s, 2011-2017

1,297 Graduated, Engineering Associate’s, 2011-2017

1,803 Total Engineering Associate’s Graduates, 2011-2017

1,508 Wage Records in MD

532 Wages in NAICS 23 or 54

532 Wages in NAICS 23 or 54
Thank you

Ross Goldstein
Executive Director, MLDS Center
ross.goldstein@maryland.gov
410.706.2085