

Agenda

- Overview of MLDS Center
- Workforce Data Considerations
 - Limitations
 - What's missing
 - Linking workforce data
- MLDS Center – Workforce Outcomes Reporting
 - Research Branch Report
 - Dashboard
 - More Jobs for Marylanders Act (2017) Report
 - Career Preparation Expansion Act (2018) Report
 - Pathway Analysis

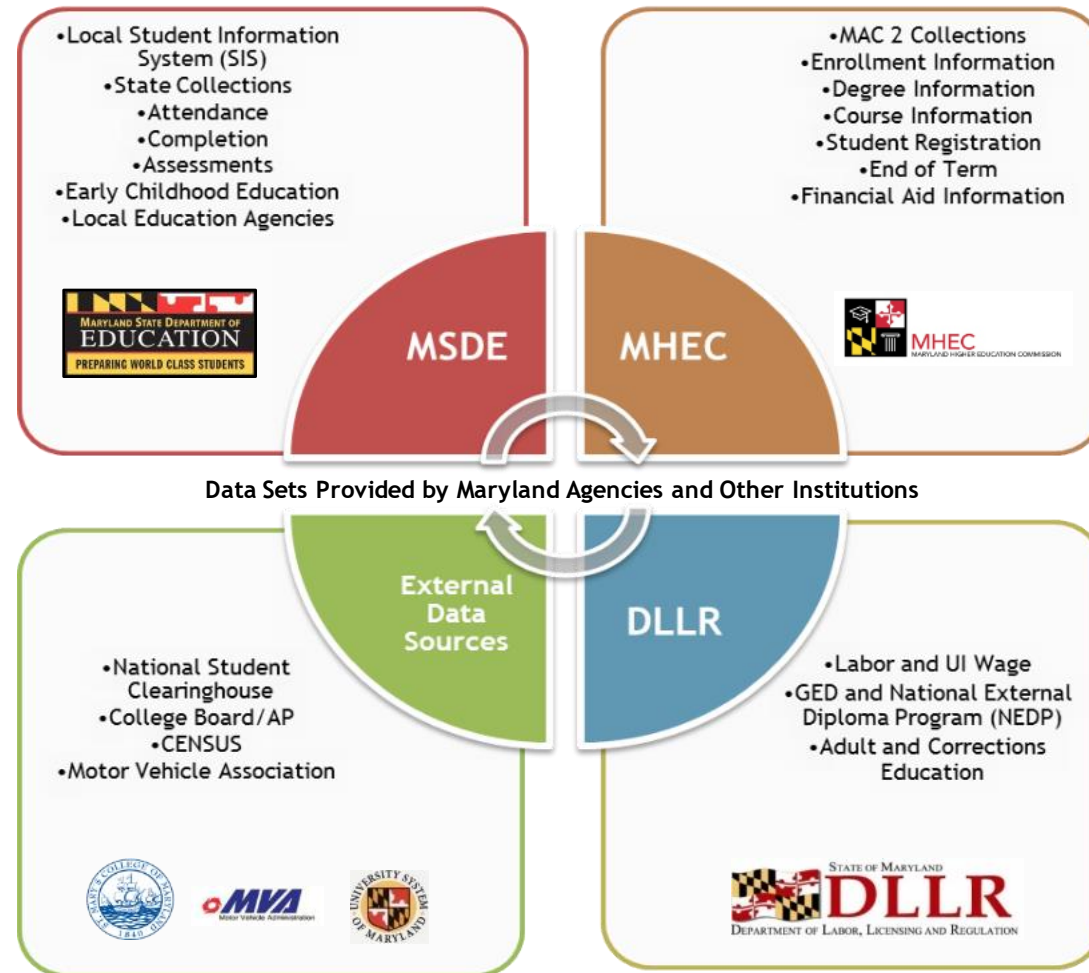
WHAT does the MLDS Center do?

- **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.**

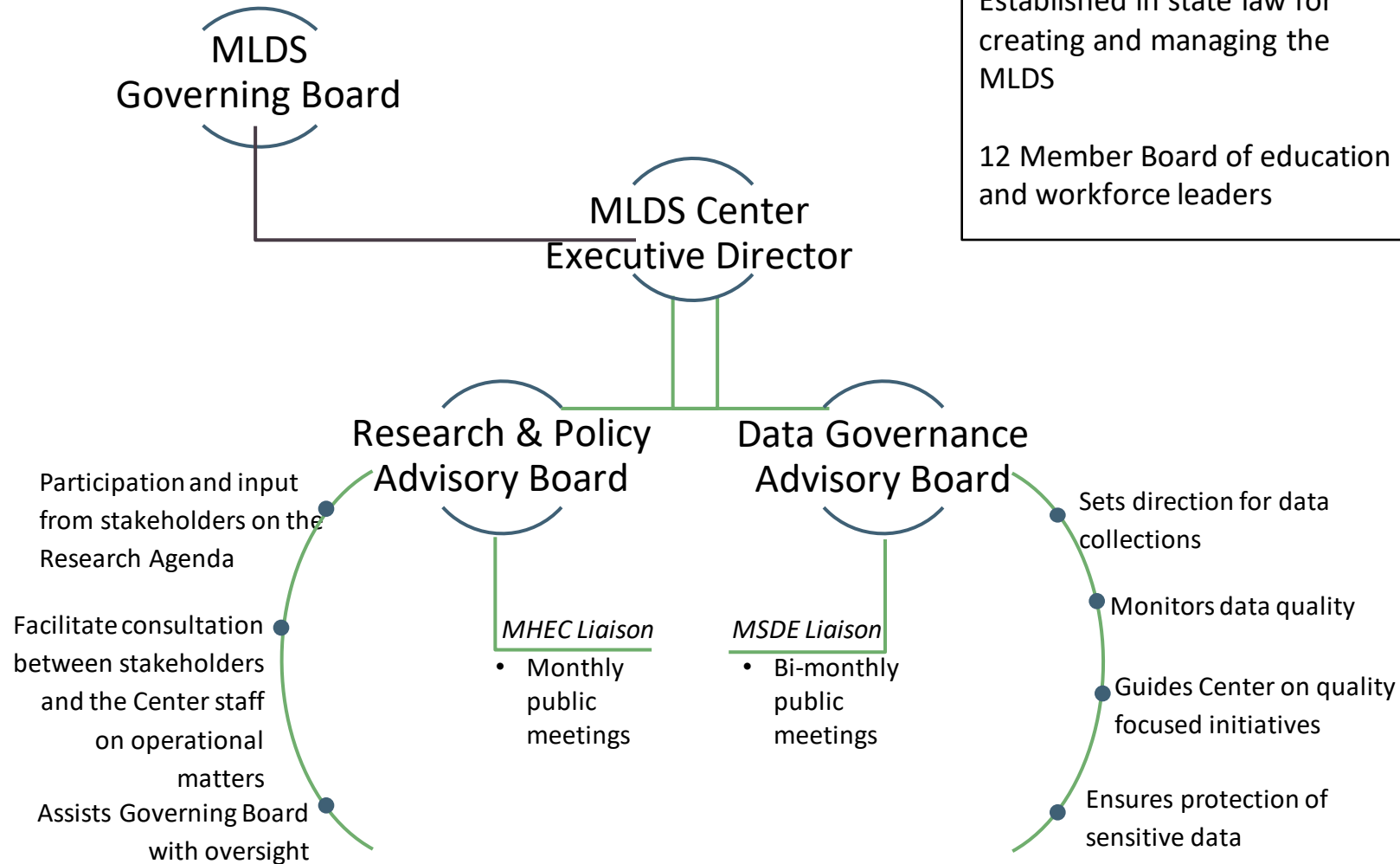
<http://mldscenter.maryland.gov>



WHAT data are collected?



HOW does the MLDS Center Engage Stakeholders?



Established in state law for creating and managing the MLDS

12 Member Board of education and workforce leaders

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

K-12	Higher Ed	Workforce UI
FN = Mary	FN = Mary	FN = M
LN = Land	LN = Land	LN = Lan
DOB = 1/1/1998	DOB = 1/1/1998	
	SSN = 999-123-1234	SSN = 999-123-1234
SASID = 123456	SASID = 123456	

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- Resolution

- Obtain Driver's License Data
- Verified SSN
- Improved matching ability

Workforce Outcomes Reporting

Figure 1. Methods for Calculating Wages for the Year

	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Wages
Actual Wages^a	\$5,000		\$2,000	\$5,000	\$12,000
Annualized Wages^b	\$5,000		\$2,000	\$5,000	\$16,000
Four-Quarter Wages^c	\$5,000	\$5,000	\$2,000	\$5,000	\$17,000

^aThe sum of wages earned during the year ($\$5,000 + \$2,000 + \$5,000 = \$12,000$).

^bThe average per quarter wages (actual wages earned divided by the number of quarters worked, $\$12,000/3$ quarters = $\$4,000$) multiplied by four quarters ($\$4,000 \times 4 = \$16,000$).

^cThe actual wages for the subset of people who had 4 quarters of wage information for the year.

Report Findings

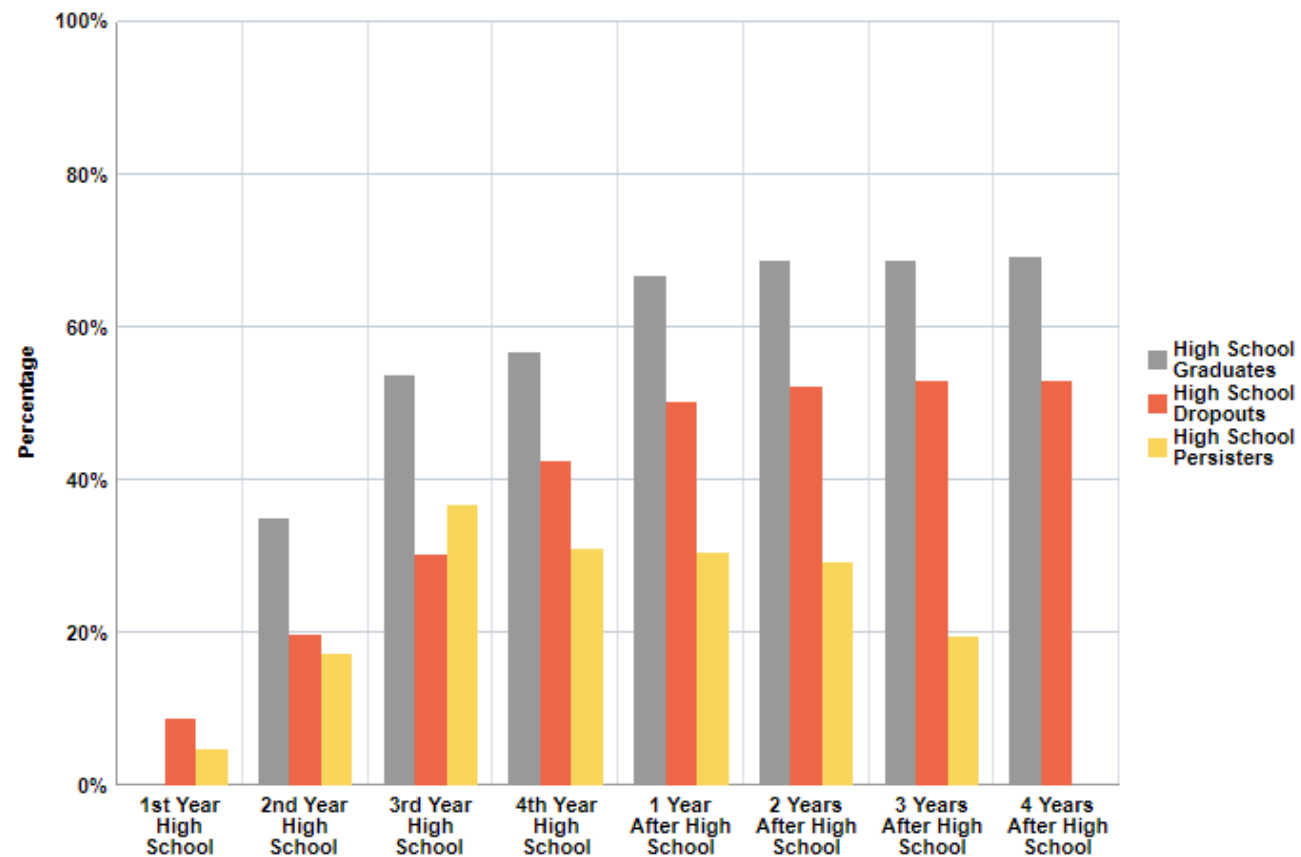
- 12th Grade Students & GED Earners 2009-2010

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

- *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*

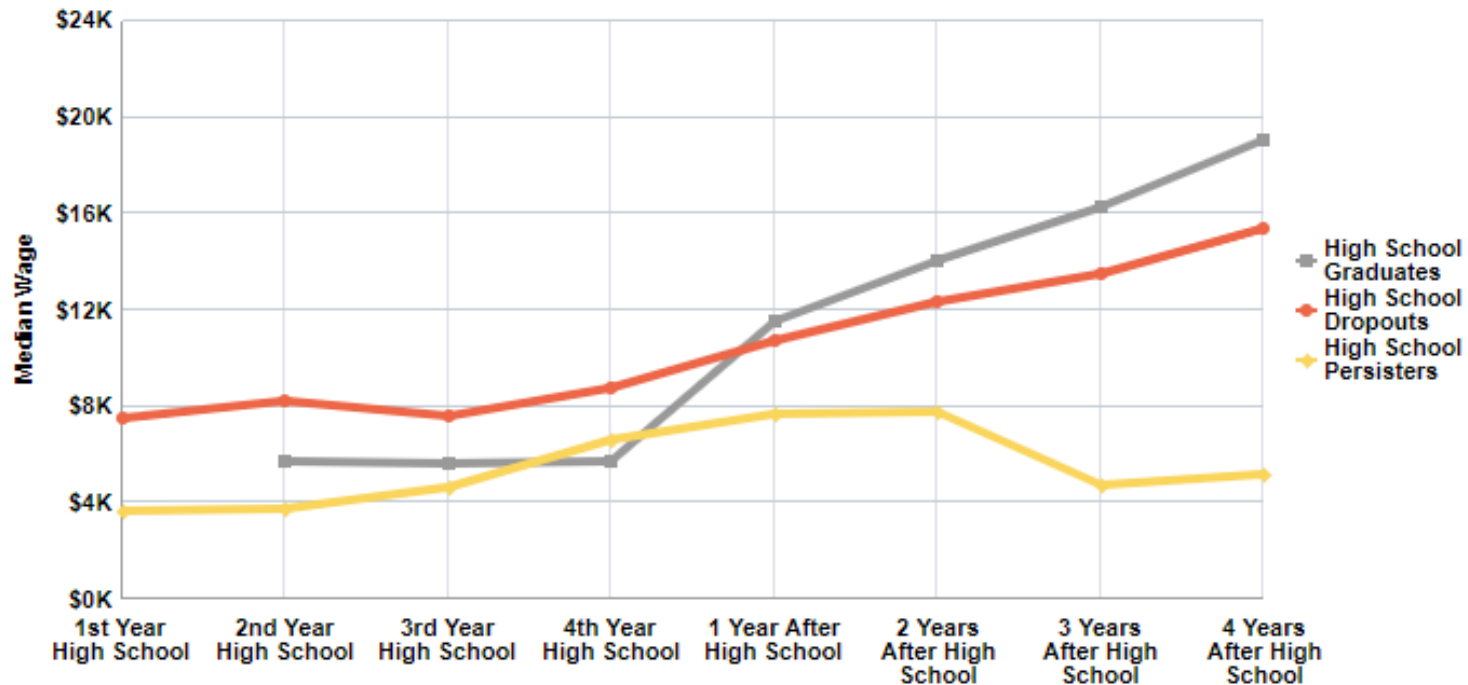
Dashboard: H.S. Transitions to Workforce

- Workforce Participation



Dashboard: H.S. Transitions to Workforce

Median Wages



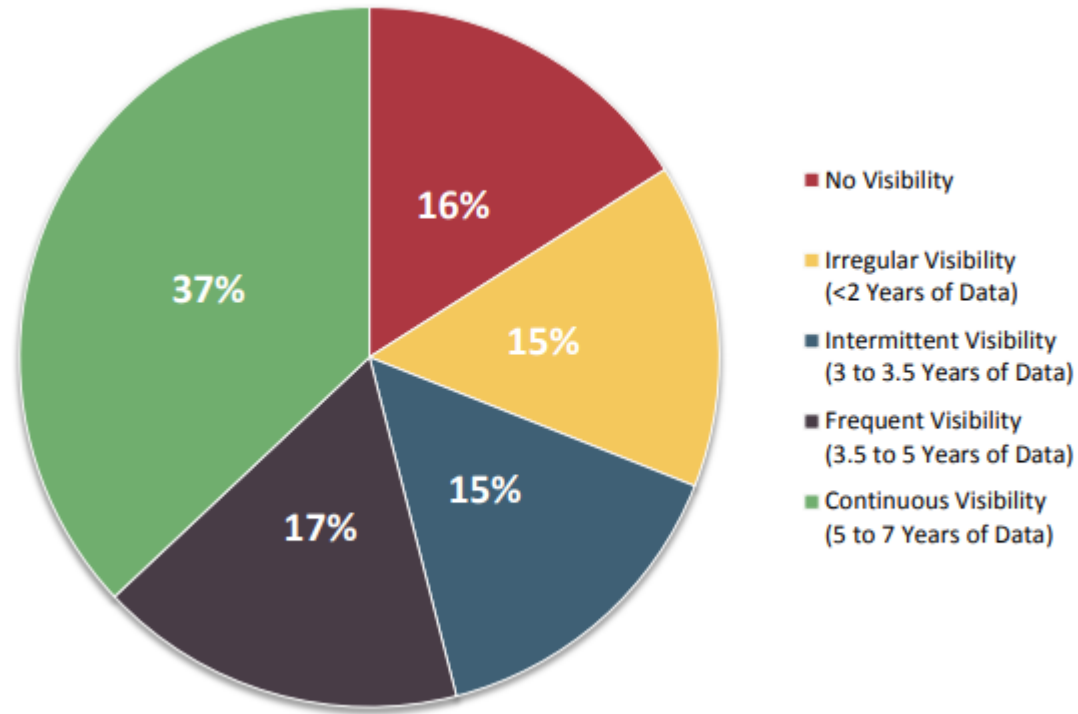
Report

- *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

Education Level	Record Count	Percentage
Certificate Graduates	1,167	1%
Some College	47,084	45%
High School Graduates	57,079	54%
Total	105,330	61%

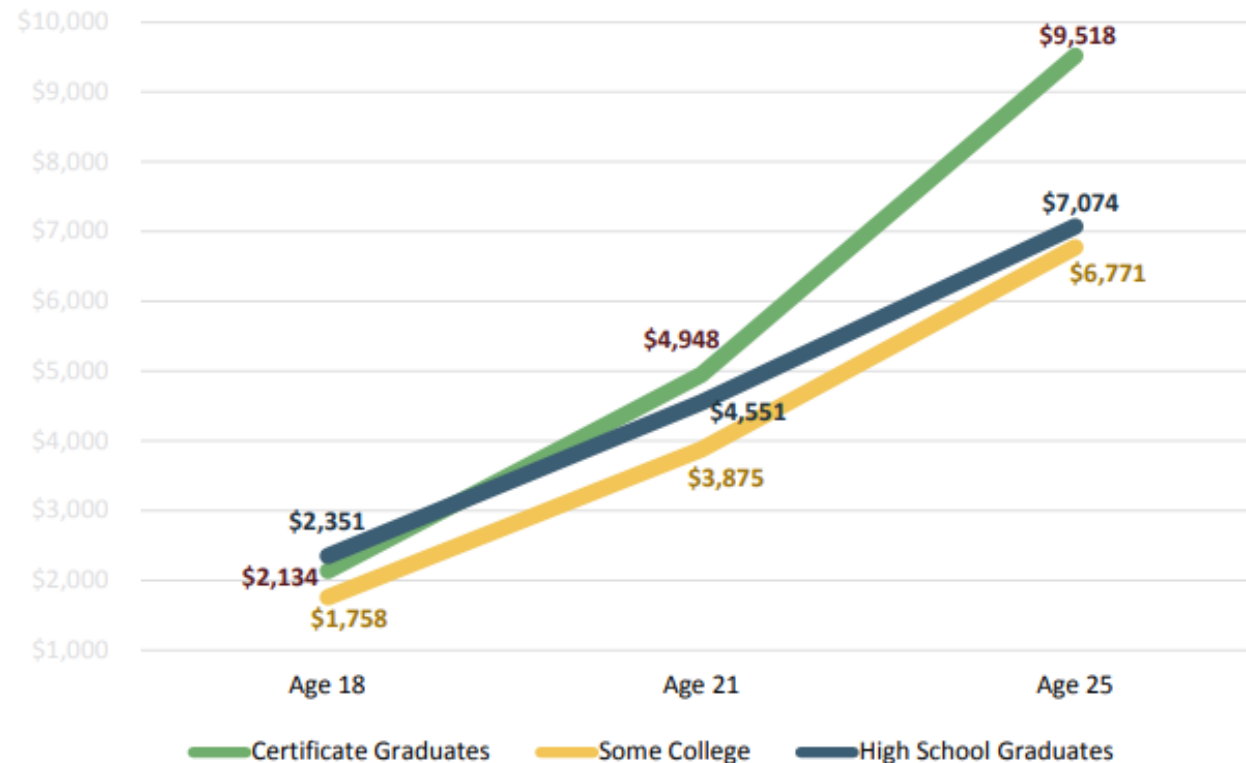
Report

- Wage Visibility



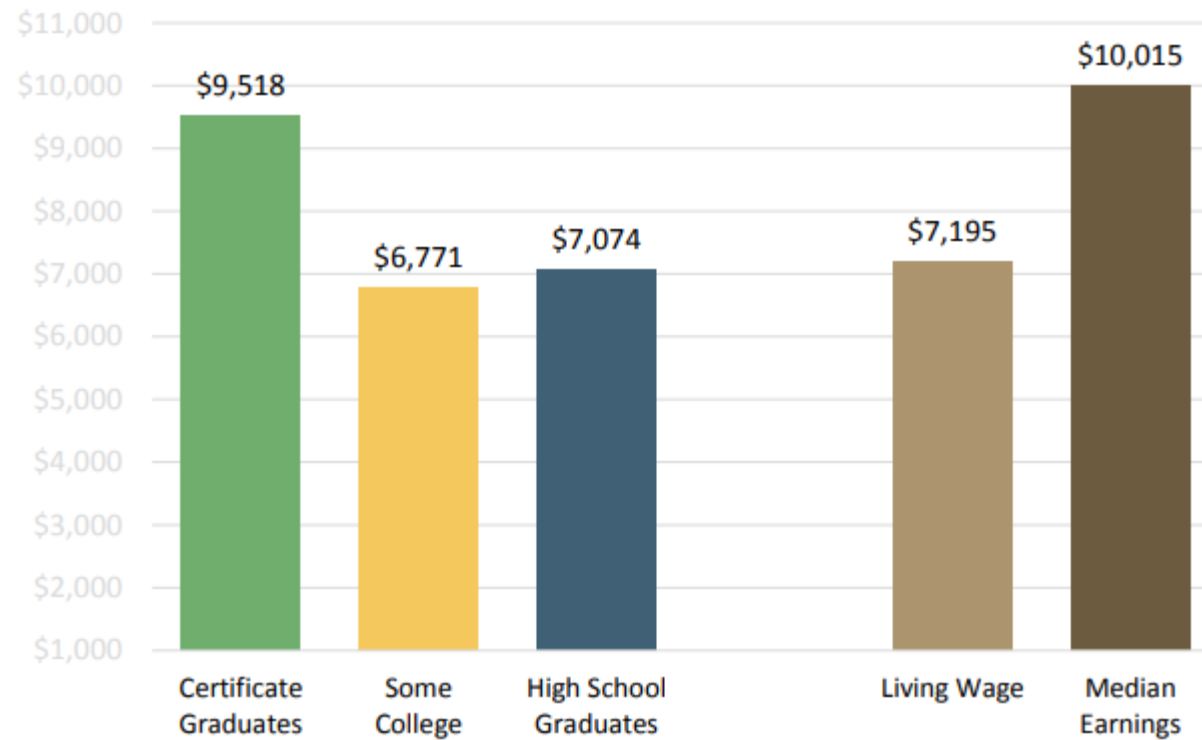
Report

- Median Quarterly Wage Trajectory – Continuous Wages



Report

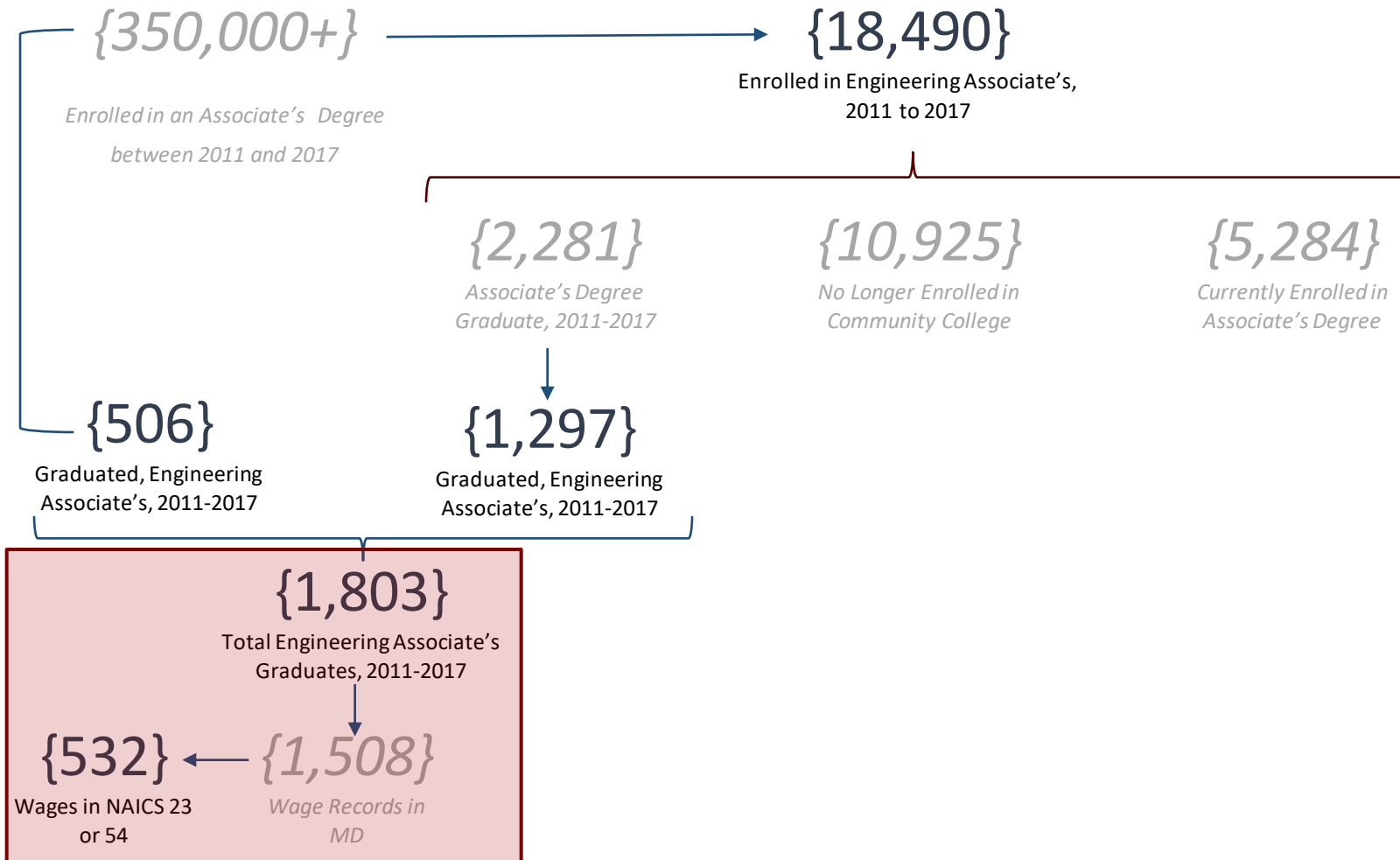
- Quarterly Wage at 25 Compared to Wage Indicators



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





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