**OGLALA LAKOTA COLLEGE**

**Employment Results Scorecard**

The Employment Results Scorecard is a Round 3 Department of Labor TAACCCT award pre-condition for applicants in single-state consortiums. The South Dakota Allied Healthcare Training Consortium is a single-state consortium award with six educational partners: Southeast Technical Institute, Lake Area Technical Institute, Mitchell Technical Institute, Western Dakota Technical Institute, Oglala Lakota College, and Sinte Gleska University. This document details the process of establishing an Employment Results Scorecard and the plan for using that scorecard for continuous program improvement at the two Tribal Colleges.

The Employment Results Scorecard is conceived from the notion that students should have access to employment results for federally-funded educational programs in order to make data-informed decisions based on program performance. The Solicitation for Grant Applications, SGA/DFA PY-12-10, page 27 regarding the Scorecard, states, “The purpose…is to help TAA-eligible workers, other adult learners, and prospective students identify and choose programs…to determine whether these programs of study may be appropriate for their career goals.”

In this scorecard, performance indicators are based on program completion and employment data. Once the scorecard has been implemented, educational institutions use the data to make improvements to and determine the viability of educational programs based on graduates’ performance in the labor market.

**Performance Metrics to Be Collected**

Oglala Lakota college will collect the following metrics for the Employment Results Scorecard:

1. Number of annual graduates by program;
2. Employment rate of completers by program;
3. Employment retention rate of completers by program; and
4. Average earnings of completers, one to three years following program completion, by program.

**Definitions and Sources for Performance Metrics and Data**

The metrics identified will require collection of data from multiple sources and institutions. The definition/description for those metrics as well as the source of the data are identified below:

***Number of Annual Graduates (in lieu of Graduation Rate)***

It is difficult to report graduation *rate* for a specific program annually, because students take varying lengths of time to complete their programs of study. For example, take two students enrolled in the same Associate of Applied Science degree program. Although it is a two-year program of study, and one student may finish on time, another student may take an additional year, or even longer. This is due to multiple factors, including the amount of remediation each student needs prior to beginning college-level work, whether the student is coming full-time or part-time and other life factors. Since there is no standard definition for completion rate and determining completion rate would require tracking a cohort (for years), this would delay student access to performance metrics. Therefore, the consortium has chosen to report number of annual graduates instead. The number of annual graduates are students who completed all of the course requirements for the academic program of study (certificate, diploma or degree) in the last academic year (ordered Summer, Fall, Spring).

***Employment Rate***

Employment rate is the number of program completers who are employed within the first quarter after program completion. The data to arrive at this metric in South Dakota will be collected from the South Dakota Department of Labor and Regulation. We have a data sharing agreement with SD DLR allowing wage data access to the project consortium for the purpose of reporting during the life of the grant.

***Employment Retention Rate***

Employment retention rate is the number of program completers who: 1) entered employment and earned wages within the first quarter after program completion, and 2) earned wages in the second quarter. The data to arrive at this metric is the same data as employment rate.

***Average Earnings***

Average earnings (or average wage) is the average annual salary of program completers one to three years after program completion. The data to arrive at this metric is the same data as employment rate and employment retention rate.

**Plan to use Data for Continuous Improvement**

Longitudinal studies look at the same metrics year after year for the same targets. In this case, the targets are academic programs. By comparing the same data year after year on the same academic programs, we can begin to establish correlations between academic programs, their awarding institutions, and their employment outcomes. Through access to this information, prospective students can compare and contrast academic programs and make informed decisions about their education based on proven data.

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