

ABILITY OF COMPLETERS TO BE HIRED IN EDUCATION POSITIONS FOR WHICH THEY HAVE PREPARED

Employment Data from Alumni Surveys and the Ohio Metrics Reporting System

John Carroll University gathers employment data for its Teacher Education program completers in two ways.¹ First, JCU records self-reported employment data for alumni survey respondents. Alumni are surveyed at two points post-graduation: post-grad year 1 (PGY1), about 9 months after graduation; and post-grad year 3 (PGY3), about 32 months after graduation. PGY1 employment rates include self-reported data only.

JCU also gathers reporting year employment data from the Ohio Metrics Reporting System, which includes completers that are licensed in Ohio and employed in a public school setting during the reporting year.

Table 1 shows self-reported employment data from PGY1 surveys over 3 years. Of the 2018-19 Teacher Education program graduates, 88.5% of alumni survey respondents were working in their field within 9 months after graduation; 7.7% of JCU alumni survey respondents were pursuing further education in their field within 9 months after graduation. Over a 3-year average, 92% of JCU alumni survey respondents were employed in their field 9 months after graduation. DATA LIMITATIONS: The employment rates are self-reported and are reported as percentage of respondents only. Non-respondents are not included in employment rates.

Table 2 shows current reporting year employment data available from the Ohio Metrics Reporting System. This table includes completers who received their Ohio teaching license (total N) and are employed in a public school system in Ohio (N, % employed, current reporting year). It also includes self-reported data from PGY3 alumni surveys where available. DATA LIMITATIONS: This data does not include program completers who are non-licensed, licensed outside of Ohio, and/or employed by a private school system or in a school system outside of Ohio who did not self-report employment.

Table 3 shows self-reported employment data from School Psychology program completers via alumni surveys (PGY1). Alumni survey data further indicate that over a 3-year average, 96.3% of School Psychology program completers were working in their field within 6 months after graduation. DATA LIMITATIONS: The employment rates are self-reported and are reported as percentage of respondents only. Non-respondents are not included in employment rates.

Table 1—TE Program Completer Employment and Further Education Data

Graduation Year	2016-17*	2017-18**	2018-19***
EMPLOYED IN P-12 SETTING OVERALL	16, 100%	13, 86.7%	23, 88.5%
<i>Teaching</i>	11, 68.8%	11, 73%	19, 73%
<i>Administration</i>	N/A	N/A	0, 0%
<i>Tutor/Sub</i>	3, 18.8%	2, 13%	7, 27%
<i>Coaching</i>	N/A	N/A	2, 7.7%
<i>Other</i>	2, 12.5%	1, 6.7%	2, 7.7%
<i>Pursuing Further Education</i>	7, 43.8%	2, 13.3%	2, 7.7%
FURTHER EDUCATION BREAKDOWN			
<i>Endorsements</i>	4, 25%	N/A	4, 15.4%
<i>Masters</i>	2, 12.5%	2, 13.3%	2, 7.7%
<i>Advanced Licensure</i>	1, 6.3%	N/A	1, 3.8%

*Total N (respondents) =16, reported as N, % of Total N (respondents). Response rates available with Completer Satisfaction data.

**Total N (respondents) =15, reported as N, % of Total N (respondents). Response rates available with Completer Satisfaction data.

***Total N (respondents) =26, reported as N, % of Total N (respondents). Response rates available with Completer Satisfaction data.

Note: respondents can select multiple positions/education programs in both categories. N/A means data is Not Available due to changes in process or instruments.

¹ The Educational Leadership (principal licensure) program at JCU will follow this strategy for gathering employment information as well. The first PGY1 cohort data will be available for collection and reporting Spring 2021 (first cohort completers expected Spring 2020).

Table 2—Ohio Metrics Reporting System TE Completer Employment Data

Completer Year	# of Licensed Completers (Ohio)	# Licensed Completers Employed in Ohio Public Schools, 2018-19	% Licensed Completers Employed in Ohio Public Schools, 2018-19
2016-17*	46	30	65%
2017-18	47	20	43%
2018-19	Not available	Not available	Not available

*Includes PGY3 Alumni survey self-reported data; employment figures may include settings other than Ohio public schools

Table 3—School Psychology Program Completer Employment Data

Graduation Year	2016-17*	2017-18**	2018-19***
EMPLOYED OVERALL	100%	100%	88.9%
<i>Employed as a School Psychologist in a P-12 environment</i>	100%	100%	88.9%
<i>Employed in a different position in a P-12 environment</i>	16.6%	0%	0%
<i>Employed outside of the P-12 environment</i>	0%	0%	0%
<i>Pursuing further education</i>	0%	0%	11.1%

*N=6, reported as % of respondents. Response rates available with Completer Satisfaction data. PGY3 data used for 2016-17 only; PGY1 data not available.

**N=5, reported as % of respondents. Response rates available with Completer Satisfaction data.

***N=9, reported as % of respondents. Response rates available with Completer Satisfaction data.

NOTE: Respondents can select multiple positions if they serve in more than 1 role/capacity.

Data from JCU Center for Career Services Education Recruiting Day

In the Spring semester of each year, the Center for Career Services at JCU organizes and hosts the Education Recruiting Day, an opportunity for JCU teacher candidates and alumni to network with recruiters and other Human Resources professionals from various schools, districts, and agencies across Ohio. An average of 27 institutions have participated in the education recruitment day over the past 3 years. See Table 2 for a breakdown of total number and types of institutions attending the recruitment fair by year.

Table 2

YEAR	Total N*	N Private Schools	N Public Schools	N Other (Charter, Montessori, Agencies)
2017	27	8	12	7
2018	26	6	9	11
2019	28	6	11	11

N= number of institutions

After the recruitment fair, a survey is sent to participating employers to gather feedback on the preparedness and employability of candidates interviewed at the recruitment fair. **On average, approximately 53% of participating employers indicated that they expected to hire a JCU graduate** (see Table 3, Question 1). A large majority of employers rated JCU graduates as prepared or very prepared for the interview process (see Table 3, Questions 3-5) and teaching profession (see Table 3, Questions 6-10).

Table 3

Question	Employer Response	2017 (N, %)	2018 (N, %)	2019 (N, %)
Do you expect to hire from JCU?	Yes	6, 38%	9, 64%	12, 57%
	Maybe	10, 62%	5, 36%	9, 43%
	No	0, 0%	0, 0%	0, 0%
How many students/alumni did you interview with at the event?	0-10	12, 71%	7, 50%	16, 76%
	11-19	5, 29%	6, 43%	4, 19%
	20+	0, 0%	1, 7%	1, 5%

How would you rate the preparedness of the students you talked to regarding: Knowledge of your school system?	1 (Not Prepared)	0, 0%	0, 0%	1, 5%
	2	2, 12%	4, 31%	1, 5%
	3	6, 35%	6, 46%	10, 47%
	4	5, 29%	3, 23%	8, 38%
	5 (Very Prepared)	4, 24%	0, 0%	1, 5%
How would you rate the preparedness of the students you talked to regarding: Quality of resume?	1 (Not Prepared)	0, 0%	0, 0%	0, 0%
	2	1, 6%	0, 0%	0, 0%
	3	1, 6%	0, 0%	1, 4%
	4	7, 41%	9, 64%	10, 48%
	5 (Very Prepared)	8, 47%	5, 36%	10, 48%
How would you rate the preparedness of the students you talked to regarding: Communication skills?	1 (Not Prepared)	0, 0%	0, 0%	0, 0%
	2	0, 0%	0, 0%	0, 0%
	3	4, 24%	1, 7%	1, 5%
	4	7, 41%	9, 64%	12, 57%
	5 (Very Prepared)	6, 35%	4, 29%	8, 38%
How would you rate the preparedness of the students you talked to regarding: Content knowledge in their respective fields?	1 (Not Prepared)	0, 0%	0, 0%	0, 0%
	2	0, 0%	0, 0%	0, 0%
	3	2, 12%	1, 7%	0, 0%
	4	9, 53%	11, 79%	11, 53%
	5 (Very Prepared)	6, 35%	2, 14%	10, 47%
How would you rate the preparedness of the students you talked to regarding: Effective teaching practices?	1 (Not Prepared)	0, 0%	0, 0%	0, 0%
	2	0, 0%	0, 0%	0, 0%
	3	3, 18%	1, 7%	1, 4%
	4	10, 59%	10, 71%	10, 48%
	5 (Very Prepared)	4, 24%	3, 22%	10, 48%
How would you rate the preparedness of the students you talked to regarding: Experiences working with families and communities?	1 (Not Prepared)	0, 0%	0, 0%	0, 0%
	2	2, 12%	2, 14%	3, 14%
	3	4, 24%	3, 22%	3, 14%
	4	7, 41%	6, 42%	6, 29%
	5 (Very Prepared)	4, 24%	3, 22%	9, 43%
How would you rate the preparedness of the students you talked to regarding: Classroom management and organization?	1 (Not Prepared)	0, 0%	0, 0%	0, 0%
	2	1, 6%	0, 0%	3, 14%
	3	4, 24%	2, 14%	0, 0%
	4	9, 53%	11, 79%	11, 53%
	5 (Very Prepared)	3, 18%	1, 7%	7, 33%
How would you rate the preparedness of the students you talked to regarding: Disposition toward teaching (i.e., enthusiasm, passion)?	1 (Not Prepared)	0, 0%	0, 0%	0, 0%
	2	1, 6%	0, 0%	0, 0%
	3	2, 12%	0, 0%	0, 0%
	4	5, 29%	5, 36%	7, 33%
	5 (Very Prepared)	9, 53%	9, 64%	14, 67%

Results are reported as number (N) and percentage (%) of survey respondents. Percentages are rounded.