Florida College System:  
Performance Based Funding Model  

Job Placement or Continuing Education Measure  

Defining the Cohort  

This measure captures the outcomes of a cohort of graduates in the year after graduating. To be included in the cohort, the student would have earned one of the following credentials.

- Post-Secondary Adult Vocational Certificate (PSAV)/Career and Technical Certificate (CTC)
- Post-Secondary Vocational Certificates (PSVC)/College Credit Certificates (CCC)
- Applied Technical Diploma (ATD)
- Educator Preparation Institute (EPI)
- Certificate of Professional Preparation (CPP)
- Apprenticeship (APPR)
- Advanced Technical Certificate (ATC)
- Associate of Arts (AA)
- Associate of Science (AS)
- Associate of Applied Science (AAS)
- Bachelors of Science (BS)
- Bachelors of Applied Science (BAS)

Timeframe and Cohorts for Measurement  

There are two post-college outcomes that this measure recognizes for graduates. The first outcome identifies if the graduate is working whereas the second outcome identifies if the graduate is enrolled in continuing education.

Figure 3.1 shows the time frames used to develop this measure. Because many colleges have traditional and compressed terms, students may graduate at various times throughout the year. For the purposes of analysis, the standard practice of counting graduates for an entire academic year was applied. A student may therefore graduate during the summer, fall, winter or spring term. To be counted as employed, the graduate had to have an earnings record during at least one fiscal quarter in the year following graduation. To be counted as continuing their education, the graduate had to have an enrollment record in the year following graduation.

Figure 3.1. Example of the Timeframe for Counting Outcomes

<table>
<thead>
<tr>
<th>Graduation Date</th>
<th>Year of Graduation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>JULY</td>
</tr>
<tr>
<td>Employed</td>
<td></td>
</tr>
<tr>
<td>Continued Enrollment</td>
<td></td>
</tr>
</tbody>
</table>

Figure 1.2 displays the cohort years used in the 2016-17 model.
Florida College System:
Performance Based Funding Model

Figure 3.2 displays the years used in the 2016-17 model. Using the most recently available data, the current year tracks students who graduated in 2013-14 and looks to see if they are continuing their education or working in 2014-15.

Figure 3.2. 2016-17 Job Placement/Continuing Education Years

<table>
<thead>
<tr>
<th>Prior Year 3</th>
<th>Prior Year 2</th>
<th>Prior Year 1</th>
<th>Current</th>
</tr>
</thead>
<tbody>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
<td>Job/Cont. Ed.</td>
</tr>
<tr>
<td>2015-16</td>
<td>---</td>
<td>---</td>
<td>Graduated</td>
</tr>
<tr>
<td>2013-14</td>
<td>Job/Cont. Ed.</td>
<td>Graduated</td>
<td></td>
</tr>
<tr>
<td>2012-13</td>
<td>Job/Cont. Ed.</td>
<td>Graduated</td>
<td></td>
</tr>
<tr>
<td>2011-12</td>
<td>Job/Cont. Ed.</td>
<td>Graduated</td>
<td></td>
</tr>
<tr>
<td>2010-11</td>
<td>Graduated</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Sources of Data

To identify the outcomes for this measure, Division of Florida College System and Florida Department of Education staff utilized the data sources below (Table 3.1). First, the cohort was developed using the T3E data submission to the Student Data Base, which is part of the Community College and Technical Center Management Information System (CCTCMIS).

After defining the cohort, Florida Department of Education staff matched students against the Florida Education and Training Placement Information Program (FETPIP), Florida College System (FCS), State University System (SUS), District Postsecondary (DPS) institutions, and students at private institutions participating in the Florida Resident Access Grant (FRAG) or Access to Better Learning and Education (ABLE) programs. Student education records were also sent for matching to The National Student Clearinghouse (NSC).

For employment, graduate data were matched against wage records from Florida’s Department of Revenue (DOR), federal employees through the U.S. Office of Personnel Management (OPM), and graduates outside of Florida through the Wage Record Interchange System 2 (WRIS2).

Table 3.1. Descriptions of Data Sources

<table>
<thead>
<tr>
<th>Data Source</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>CCTCMIS:</td>
<td>CCTCMIS is statewide data collection system for the Florida College System and Career &amp; Adult Education institutions administered by the Florida Department of Education. <a href="http://fldoehub.org/cctcmis/Pages/default.aspx">http://fldoehub.org/cctcmis/Pages/default.aspx</a></td>
</tr>
<tr>
<td>DOE:</td>
<td>Department of Education matched student data against FETPIP, FCS, SUS, DPS, FRAG, and ABLE databases. FETPIP is a data collection and consumer reporting system established to provide follow-up data on former students and program participants who have graduated, exited or completed a public education or training program within the State of Florida. <a href="http://www.fldoe.org/">http://www.fldoe.org/</a></td>
</tr>
</tbody>
</table>
Florida College System: Performance Based Funding Model

DOR: The source for Florida wage data is the Reemployment Assistance Tax file from the Florida Department of Revenue.  
http://dor.myflorida.com

NSC: NSC is a nonprofit and nongovernmental organization that provides for the exchange of student records in a trusted, secure and private environment for more than 3,600 institutions and 98% of students in public and private institutions of higher education.  
http://www.studentclearinghouse.org/about/

OPM: OPM data is employment data from the U.S. Office of Personnel Management. The data includes employment information for those employed by the federal government. OPM data does not include military service data or the U.S. Postal Service employment data.  
https://www.opm.gov/about-us/

WRIS2: WRIS2 is the Wage Record Interchange System that allows states to share their wage data in aggregate form. WRIS2 currently has 41 states, the District of Columbia and Puerto Rico participating. WRIS2 is different from WRIS in that WRIS data can only be used for reporting for Department of Labor (DOL) funded programs.  
https://www.doleta.gov/performance/wris_2.cfm

Metrics

For the Job Placement or Continuing Education measure, the metric was defined as the percentage of graduates who were either employed or continuing their education in the year after graduation.

Benchmarks to Earn Points

For this measure, two benchmarks are provided for each college: an Excellence Benchmark and an Improvement Benchmark. A college's performance for the measure is determined by using the higher benchmark score, which was then doubled. So, for example, if the college earned 4 points on the Excellence Benchmark and 4.5 on the Improvement Benchmark, the college would get a score of 9 (4.5 x 2 = 9.0). This measure has a maximum value of 10.0 and a minimum value of 1.0 before being weighted.

Excellence Benchmark. For the Job Placement and Continuing Education measure, the Excellence Benchmark was determined solely by each college's most recent year of data. Colleges receive 0.1 point for each 2% of completers who are found employed or continuing their education with precision rounded to 2 decimal places (a college with 100% will receive 5.00 points, a college with 96.75% will receive 4.84 points, etc.)

Improvement Benchmark. For the Job Placement and Continuing Education measure, the Improvement Benchmark was determined by comparing each college's most recent year available rate of change to the mean of the three prior years for that college alone. Colleges with a rate below .25% receive no points. Colleges receive points on a scale from low (.25%) to high (2.50%) in ten increments. Colleges above the high point of the scale receive the maximum points available.