

Methodology and Notes

BACKGROUND

This tool is designed to assist job seekers, students, career counselors, educators, and planners with a better understanding of training options and typical work outcomes of program graduates. Information includes program details along with demographic and performance measures when data are available.

A consortium of Missouri's community colleges received a U.S. Department of Labor, Employment and Training Administration grant to develop this MoSCORES (Missouri School Credentials or Occupations Resulting in Employment Success) to provide the public, education institutions and planners with outcome measures to make better informed decisions. The grant also supported the inclusion of credit and non-credit (certificate) programs in a sustainable, secure manner that ensures this tool will grow in value over time. The Missouri Economic Research and Information Center (MERIC), within the Missouri Department of Higher Education and Workforce Development (MDHEWD), manages MoSCORES, which was initially developed in collaboration with community colleges, the Department Economic Development (DED), the Division of Workforce Development (now part of MDHEWD), and the Department of Labor and Industrial Relations (DOLIR). Since the development of MoSCORES, MDHEWD was formed, merging the legacy Department of Higher Education, Workforce Development, and MERIC into one new department.

Data for this tool are collected and linked through different administrative sources. Program and school information are merged from two systems, the [Missouri Eligible Training Provider System](#) and credit program inventory, both administered within MDHEWD. Work outcomes are compiled in a longitudinal database from student records submitted to MDHEWD and linked to wage records in the DOLIR unemployment insurance system.

All results are shown in aggregate with no access to individual data. Any programs with 10 or less results will not be shown. Subcategories of measures with results of 10 or less are compiled in an "Other/Unknown" category.

METHODOLOGY

Training records are linked to outcome information across state agencies in a secure process. Individual records are de-identified through this process, so no person may be identified through information shown on the site. Records are matched across state agencies and reported in aggregate for each of the measures.

Student records from each educational institution (primarily public colleges and universities) are aggregated by the 4-digit Classification of Instructional Programs (CIP) code assigned to the program for all measures. If the institution offers the same program at multiple locations, data from all locations are aggregated for measurement.

MoSCORES analyzes students who enroll and exit a program of study, called a "Cohort", to develop statistics regarding completion time and work outcomes. Additional Cohort details:

Cohort: A group of students enrolled in the same program of study at the same institution. Three years of student enrollees, or Cohorts, are used to increase the number of participants for analysis since some programs are very small.

Cohort Completer: A student who exits a program of study by either completing or graduating (both terms used interchangeably) from the program of study.

Program Details

The program name, credential awarded, program length, program location map, and other details such as program prerequisites and tuition and fees are shown on the Program Details webpage if available. Information for MoSCORES is provided from institutions registered with the [Missouri Eligible Training Provider System](#) and the credit program inventory. If very limited information is shown, the program is listed in the credit program inventory by CIP and credential award but other data may not be available.

School Details

The School Details webpage, with schools defined as postsecondary educational institutions or training providers, shows information on the location of the main campus, web address, contact information, and other details provided by the institution. Data is either from the [Missouri Eligible Training Provider System](#), if the school is registered with this program, or MDHEWD's credit program inventory.

Demographics

Age: Age of program completers, calculated based on the birth date reported by the student and collected by the institution.

Gender: Gender of program completers. Statistics are collected and reported by the institution.

Race: Race / ethnicity of program completers. The statistics are collected and reported by the institution.

Demographic information for programs with 10 or less results will not be shown. Subcategories of measures with results of 10 or less will be compiled in an "Other/Unknown" category.

Performance

Earnings: Earnings are median wages for graduates one and three years after completing the program. Those completers who transfer to another education program (as reported to MDHEWD), are self-employed, or who move out of state are not included for wage calculations. Student education records are matched with wages reported quarterly by employers to the DOLIR unemployment insurance program. The fourth or twelfth quarter wage records after program completion, one year or three years respectively, are used to determine the student's earnings level. The quarterly number is multiplied by 4 to annualize the wages and if a student works at more than one business during a

quarter then the wages are combined. Median wages are used as a better indicator than averages because it removes the influence of data outliers.

On the Performance Screen, the median wage is listed for the same graduates based on whether they are working in an urban or rural location of Missouri as defined by metropolitan statistical areas. The median wage for all similar programs in the state is also shown for context.

Payroll Employment Rate: The percentage of graduates that are employed one and three years after successfully completing the program within the standard or extended time period, and who are not still in an education program at a reporting institution (generally a Missouri public college or university). Employment, reported quarterly by firms to the DOLIR unemployment insurance program, is matched with student records in a longitudinal database. The rate is an underestimate as data on program completers working outside of the state, with some federal agencies, or the self-employed are unavailable, and therefore, not reflected in the employment percentages.

Total Students: The total number of students enrolled in the program during the calendar year. The program is identified by 4-digit CIP and credential type (e.g. certificate, associate or bachelor's degree). The student may be at any level of their program (e.g. first year, third year).

Reporting Periods: Demographic and Performance figures are reported using a 3 calendar-year time period. Total Students also reports last three years of complete enrollment data.

WIOA INFORMATION

The Workforce Innovation and Opportunity Act (WIOA) provides U.S. Department of Labor funds to individuals for in-demand career training at approved institutions. Programs approved for use of WIOA funds have an indicator on the Search Results screen.

DATA LIMITATIONS

While MoSCORES presents useful information regarding programs of study, it is limited to educational institutions that provide data, the constraints of administrative records, and the need to always protect individual identities. Below are a few limitations to keep in mind:

- Work outcomes are for completers employed in Missouri as identified through unemployment insurance records. Graduates who are self-employed, in some federal jobs, or work out of state are largely excluded as most of this detailed data is unavailable for longitudinal tracking. Outcomes can also vary based on where a graduate works in the state. In the Performance tab, the tool notes the urban vs. rural wage as one way to put work outcomes into context, although this can also be inexact, e.g. in cases where wages are reported for an employer with a headquarters in one location but employees elsewhere across the state.
- Programs with a small number of work-linked completers may not be representative of the larger population. In addition, specialized programs such as information technology certifications are often obtained by students with prior degrees which can inflate work outcome measures.
- Work outcomes should not be evaluated carefully with tuition costs to evaluate overall program return on investment as reported wages reflect only a point in time, not a lifetime of earnings.

- Performance outcomes should be part of a student’s decision-making process when considering a program but there are certainly other benefits a person might derive from a particular study focus that this tool cannot answer.

FREQUENTLY ASKED QUESTIONS (FAQ)

What are “WIOA” approved programs?

Many institutions can accept Workforce Innovation and Opportunity Act (WIOA) federal funds, available to qualified jobseekers, for programs of study that have a WIOA badge indicator on the Search Results screen and in the Financial Information section of the Program Details webpage. For more information, please visit the [Missouri Eligible Training Provider System](#) website.

Why is an educational institution not listed?

An institution may be new to Missouri or may not be required to provide administrative records to MDHEWD and are therefore not reported in this tool. An institution that wishes to be in this system can find more information about the requirements at the [Missouri Eligible Training Provider System](#) website.

Why is some information blank?

There are several reasons information may be missing:

- Some institutions are not required to report program or student information, or only report a few details, and therefore will not have robust information to display in this tool.
- When the student cohort or a selected demographic subgroup in a program of study is smaller than 10 individuals, information is not provided to ensure confidentiality. However, statewide results from all similar programs are often available for a general understanding of performance outcomes.
- A large number of institutions, especially private education providers, are not required to report individual student records to MDHEWD so demographic and performance data is often missing for these institutions. However, statewide results from all similar programs are often available for a general understanding of performance outcomes.

Program Details Tab	
MoSCORES Field Name	"i" Definition
Approved Funding Regions	This field will list Workforce Development Board region(s) that approved this program to receive WIOA funds at the local level. Please consult with the local Workforce Development Board(s) to determine the amount of funds that may be paid out for this program.
Financial Information Section	
Tuition	Residents of certain taxing districts may receive a discounted tuition rate at public community colleges.

"i" INDICATORS

Throughout MoSCORES, "i" indicators are located by some field titles or data. Scroll over the "i" for a pop-up box that provides definitions and/or additional information on that field. The table below lists the "i" definitions included on each page of MoSCORES.

School Details Tab	
MoSCORES Field Name	"i" Definition
Institution-wide Transfer Rate	Transfer rate is the percentage of first-time fulltime degree- or credit certificate-seeking students who transferred out of the institution (without earning a degree/award) within 150% of normal time to completion and subsequently reenrolled at another institution.
Student Pell Grant Percentage	Pell grant percent is the percentage of all undergraduate degree- or credit certificateseeking students receiving a Pell grant for the most recent fall semester for which data are available. Pell grants are need-based federal grants, generally for students who have not yet earned a bachelor's degree.

Performance Tab

MoSCORES Field Name	"i" Definition
Earnings	Earnings are the median wages at one or three years after a student completes the program. The data can be viewed by Urban and Rural Wages. Does not include completers still in Missouri Training, who are self-employed, or who move out of state.
Employment Rate	Employment rate is the percentage of graduates that are employed one or three years after program completion. Does not include completers still in Missouri Training, who are self-employed, or who move out of state.
Total Students	Total number of students enrolled in the program each year.