State Talent Retention—Team 3

RESEARCH QUESTION
What are the characteristics of bachelor’s degree earners at Indiana public colleges who gain employment within one year of graduation in Indiana versus Ohio, Illinois, and Missouri?

Cohort:
This group defined their cohort as Indiana graduates who received bachelor’s degrees between 2010 and 2014.

Outcome of Interest
Post-secondary education graduates from Indiana with bachelor’s degrees that left Indiana for full-time employment within one year of graduation.

Metrics:
- The group started measuring employment two quarters after graduation for an entire year.
- **Full-time employment**: Full-quarter employment with an annualized wage at or above the federal minimum wage threshold given a 35-hour workweek.

Data Providers/Sources
- *Indiana Commission on Higher Education*
  - Post-Secondary Education Enrollment data
  - Post-Secondary Education Completion data
- *Indiana Department of Workforce Development*
  - Unemployment Insurance wage records
- *Ohio Department of Job and Family Services*
  - Unemployment Insurance wage records
- *Illinois Department of Employment Security*
  - Unemployment Insurance wage records
- *Missouri Division of Employment Security*
  - Unemployment Insurance wage records

Key Findings
Of this cohort:
- Graduates earning credentials in engineering, business, computer science, communications/journalism and transportation/materials moving were more likely to be employed out of state after graduation.
- Non-residents, those of Asian descent, and graduates in Q2 were less likely to be employed in Indiana one year after graduation.

Example: Employment Location Determination
As demonstrated in the example above, a member of this cohort must have at least three quarters of any employment to be designated as employed. Within those 3+ quarters, it is possible for one to be designated as working in multiple states if they received wages from an employer in another state at a point within the quarters in question.

Locations of UI Wage Data Visibility (Individual States)
Location of UI Wage Data Visibility Among 2013-2014 Graduates Found with Full-Time Employment in Only Non-Indiana UI Wage Records 1 Year After Graduation

Locations of UI Wage Data Visibility (Multiple States)
Locations of UI Wage Data Visibility Among 2013-2014 Graduates Found in UI Wage Records Across Multiple States 1 Year After Graduation

Caveats
Within this study’s cohort, the second-largest employment group was no employment under their definition of employment. This group was not included in their analysis, thus ignoring a significant cohort within their original sample.

Possible Extensions
Examine retention beyond one year after college graduation and determine if neighboring states’ college graduates often move to Indiana for post-graduation employment opportunities.

SPONSORS
This training program was sponsored by the Overdeck Family Foundation and SchmidtFutures.

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