

Table 3: **Data Framework Metrics**

Labor Market Data: Understand and adapt offerings to student, employer, and regional needs (consider earnings, mobility, equity, AI exposure)			
Element	Metric		Data Source
Job Demand	Current Employment	Estimated Employment	BLS OEWS, ACS
		25th percentile wage (annual or hourly)	BLS OEWS, ACS
		Median wage (annual or hourly)	BLS OEWS, ACS
		75th percentile wage (annual or hourly)	BLS OEWS, ACS
		Wage growth at 3 years	DOL CTOT
		Wage growth at 5 years	DOL CTOT
		Wage growth at 10 years	DOL CTOT
	Job Postings	Average # job postings per year	State labor market portals, private LMI providers
		Average # of credential-requiring job postings per year	State labor market portals, private LMI providers
	Skills	Skills requirements	O-NET; private LMI provider
Job Projection	Job Projection	10-year state projected jobs and % growth	BLS Projection Central
	Predicted AI exposure	% AI theoretical exposure	MIT Work Analytics Lab
	Current AI exposure	% AI current exposure	MIT Work Analytics Lab
Student Outcomes Data: Ensure programs and services lead to positive labor market outcomes			
Element	Metric		Data Source
Pathway Engagement	WBL participation rate	% Participating in WBL during program, by type (e.g. apprentice, intern, co-op)	Institutional data
		Median hours participating in WBL during program, by WBL type	Institutional data
	Career advising participation rate	% participating in advising during program, by advising type (e.g. 1-1, advising platform, workshop)	Institutional data
		Median hours participating in advising during program, by program type	Institutional data
	Program completion rate	% completed program within 150% of normal completion time	Institutional data
Employment	Employment	% employed in any job within 6 months of graduation (any form of employment)	State UI wage records
	Employment in field	% employed in field of study related to program within 6 months of graduation	State UI wage records
	Retention rate	% employed 2 years after graduation in same job as reported at 6 month mark	State UI wage records
Earnings	Median earnings	Median \$ earnings of employed graduates 6 months after graduation	State UI wage records
		Median \$ earnings of employed graduates 3 years after graduation	State UI wage records
	Living wage	% employed graduates earnings at or above the county-level	State UI wage records; MIT Cost of Living Calculator
Mobility	Earnings growth	Median % growth in earnings 5 years after graduation, relative to median earnings reported 6 months after graduation	State UI wage records
		Median % growth in earnings 10 years after graduation, relative to median earnings reported 6 months after graduation	State UI wage records
	Return on Investment (ROI)	% of graduates where median earnings in excess of 150% of the federal poverty line exceed the program's published tuition and fees after 3 years of graduation	State UI wage records; institutional data