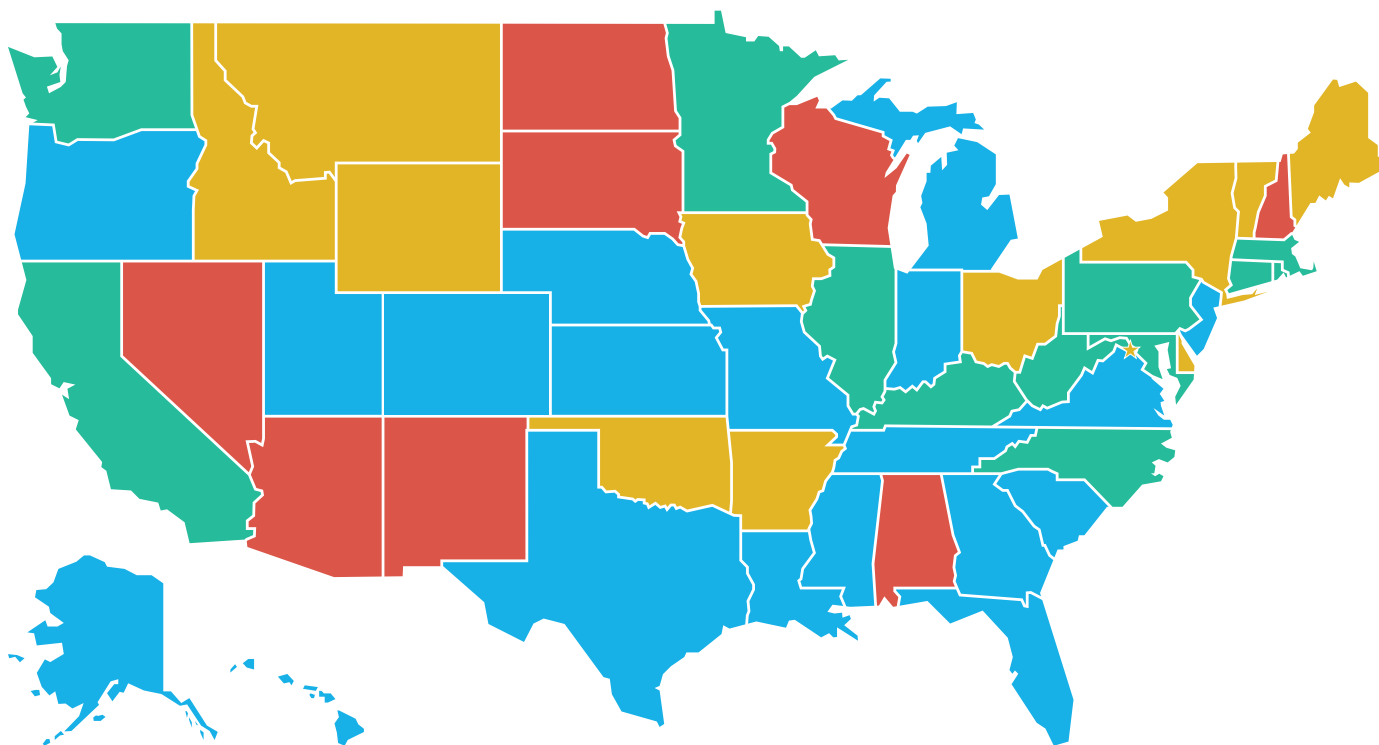


4. Integrates and delivers comprehensive information on students' earnings and employment after high school completion, and over time

With the increased "blurring" of high school and postsecondary education, states should assess employment outcomes for students earning both high school diplomas and postsecondary credentials.



Element 4 Criteria	Rating	Total States
The state integrates information on students' earnings and employment for all high school completers, who don't immediately enter postsecondary education and training, publishes information on these outcomes, and disaggregates this information by race/ethnicity, gender, and family income or economically disadvantaged status.	Leading 	12
The state integrates some information on students' earnings and employment after high school completion, but either has limited or no publication or no disaggregation of this information.	Advanced 	19
The state is in the process of implementing integration of information on students' earnings and employment after high school completion that would meet the criteria for at least Advanced.	Developing 	12
The state does not have any integration of information on students' earnings and employment after high school completion identified through its response and Strada's research.	Foundational 	8

State	Rating	Description and Resource Links
Alabama	●	No evidence was identified through the state's response or in Strada's research of the state demonstrating this element.
Alaska	●	Alaska publishes ad hoc reports and analysis on college and employment outcomes for the state's high school graduates.
Arizona	●	No evidence was identified through the state's response or in Strada's research of the state demonstrating this element.
Arkansas	●	Arkansas is in the process of integrating high school completion data with earnings and employment data through its SLDS modernization project, with planned disaggregation of the data.
California	●	In 2025, the Cradle-to-Career Data System published the Pathways to College in California data story , integrating information on learners' earnings and employment after high school completion. These employment and earnings outcomes are disaggregated by race/ethnicity, gender, and family income or economically disadvantaged status.
Colorado	●	Colorado has some linkages between high school and earnings and employment data through data sharing between the Colorado Department of Education and the Colorado Department of Labor and Employment. Colorado continues to develop its SLDS connecting data across the education, training, and workforce continuum. State agencies have worked collaboratively to set governance policies, identify use cases, and chart a course forward under the leadership of the state's Office of Information Technology. Via the Colorado SLDS, state agencies hope to lean into data connections across the K-12, postsecondary, and workforce spaces.
Connecticut	●	Connecticut, through its State Department of Education, has public downloadable data files and a public interactive reporting tool for high school-to-employment outcomes, with disaggregation by race/ethnicity, gender, and other characteristics of the students, credentials earned, and employment situation.
Delaware	●	The Delaware P-20 Council is developing a SLDS which can integrate information on earnings and employment for all high school completers.
Florida	●	The Florida Department of Education publishes High School Reports as part of the Florida Education & Training Placement Information Program . These reports provide information on employment and wages after graduation, those continuing school, receiving public benefits, and more. The information is not disaggregated by race/ethnicity, gender, or family income or economically disadvantaged status.
Georgia	●	Georgia integrates and has downloadable data on students' employment after high school graduation through the Governor's Office of Student Achievement High School Graduate Outcomes site . The data are disaggregated by various characteristics in GA-AWARDS, but these disaggregations are not publicly available.
Hawaii	●	Hawaii does not report employment outcomes of public high school graduates who directly enter Hawaii's workforce. Through the Hawaii Data eXchange Partnership, the state does report postsecondary and workforce outcomes for public high school graduates who enter the University of Hawaii system.
Idaho	●	Idaho is in the process of integrating information on earnings and employment for all high school completers.
Illinois	●	Illinois links and has a public interactive reporting tool for high school-to-employment outcomes, with disaggregation by gender, race/ethnicity, and family income/economically disadvantaged status.
Indiana	●	Indiana has launched several public interactive reporting tools via the EdData platform. These tools include employment outcomes of high school graduates as well as an Education-Workforce Pipelines Report . Additionally, the Sustained Employment dashboard available through the Indiana Graduated Prepared to Succeed interactive reporting tool includes the employment rate of high school graduates with disaggregation by race/ethnicity, family income or economically disadvantaged status, and English language learner status.
Iowa	●	Iowa's SLDS is in the process of integrating employment outcome data for high school graduates.
Kansas	●	Kansas integrates information on learners' earnings and employment for all high school graduates who don't immediately enter postsecondary education and training. The state publishes high school-to-employment outcomes for high school students concurrently or dually enrolled in postsecondary education programs.

State	Rating	Description and Resource Links
Kentucky	●	Through the Kentucky Center for Statistics, Kentucky has open data files and a public interactive reporting tool for both high school-to-employment outcomes and other life outcomes for high school graduates. These files and tools disaggregate data by race/ethnicity, gender, and family income or economically disadvantaged status.
Louisiana	●	Louisiana's Foundational Integrated Research Center for Transformation (LA FIRST) integrates information on learners' employment and earnings for high school completers from participating school districts. The state does not publish these outcomes.
Maine	●	Maine is developing reports on learners' earnings and employment after high school completion, and over time.
Maryland	●	Maryland has open data files and a public interactive reporting tool for high-school-to-employment outcomes, with disaggregation by race/ethnicity, gender, family income or economically disadvantaged status, and other characteristics.
Massachusetts	●	Massachusetts, through its Employment and Earnings of High School Graduates , has a public interactive reporting tool for high school-to-employment outcomes, with disaggregation by race/ethnicity, gender, family income or economically disadvantaged status, and other characteristics.
Michigan	●	Through the MISchoolData , Michigan reports employment outcomes for career and technical education students, disaggregated by ethnicity and gender.
Minnesota	●	Minnesota has open data files and a public interactive reporting tool for high school-to-employment outcomes, with disaggregation by race/ethnicity, gender, and family income or economically disadvantaged status. The state reports not only employment and earnings but also average number of hours worked, using their enhanced wage records.
Mississippi	●	Mississippi's SLDS integrates information on all K-12 learners' earnings and employment outcomes after graduation, including those who do not immediately enter postsecondary education. Employment outcomes are available as reports and a public interactive reporting tool through the Mississippi Department of Education's Mississippi Report Card . While available in the underlying data, employment outcomes are not published with disaggregation with race/ethnicity, gender, or family income or economically disadvantaged status.
Missouri	●	Missouri's P20W Research and Data Center has linked high school graduate records to employment and wage data. Results have been shared with the Department of Elementary and Secondary Education and included in presentations. Additionally, the Missouri School Report Card includes the percentage of graduates entering employment (as well as into postsecondary education and the military), but these employment outcomes are not disaggregated.
Montana	●	Montana's Education and Workforce Governing Board identified employment outcomes of high school graduates as a key policy question in its recently published research agenda .
Nebraska	●	Nebraska, through the Nebraska Statewide Workforce & Educational Reporting System, integrates information on learners' earnings and employment after high school for all high school completers including those who do not immediately enter postsecondary education and training, but has not yet published this information.
Nevada	●	No evidence was identified through the state's response or in Strada's research of the state demonstrating this element.
New Hampshire	●	No evidence was identified through the state's response or in Strada's research of the state demonstrating this element.
New Jersey	●	The New Jersey Department of Education's School Performance Report includes the percentage of high school graduates entering postsecondary education and the number of graduates entering apprenticeship programs. The New Jersey Statewide Data System has reports on the education and employment pathways of high school graduates. However, these employment outcomes are not disaggregated by race/ethnicity, gender, or family income or economically disadvantaged status.
New Mexico	●	No evidence was identified through the state's response or in Strada's research of the state demonstrating this element.

State	Rating	Description and Resource Links
New York	Developing	New York integrates information on learners' earnings and employment for New York City Public School graduates who attend postsecondary education through the City University of New York system. The state does not publish integrated high school-to-employment data.
North Carolina	Leading	Through NC TOWER , the state links high school-to-employment outcomes with disaggregation by race/ethnicity and gender.
North Dakota	Foundational	No evidence was identified through the state's response or in Strada's research of the state demonstrating this element.
Ohio	Developing	Through the Coleridge Initiative, the Ohio Department of Higher Education is working with the Ohio Education Research Center to expand the Multi-State Postsecondary Outcomes dashboard to track high school and nondegree employment outcomes in Ohio.
Oklahoma	Developing	Oklahoma is developing an SLDS which can integrate information on earnings and employment for all high school completers.
Oregon	Advanced	Oregon integrates information on learners' earnings and employment for all high school completers, who do not immediately enter postsecondary education and training. The state reports on high school-to-employment outcomes , but does not disaggregate this information.
Pennsylvania	Leading	Pennsylvania, through Future Ready PA Index , provides interactive resources on the percentage of high school graduates entering employment along with postsecondary enrollment and military enlistment. These employment outcomes are disaggregated by race/ethnicity, family income or economically disadvantaged status, and other demographic categories.
Rhode Island	Leading	Rhode Island has public downloadable data files and a public interactive reporting tool for high school-to-employment outcomes , with disaggregation by race/ethnicity, gender, and family income or economically disadvantaged status.
South Carolina	Advanced	South Carolina integrates high school completion and employment outcomes, and through the South Carolina Education and Workforce Report , publishes statewide information on gainful employment within five and ten years of graduating from high school. The data in the report are not disaggregated.
South Dakota	Foundational	Strada's research did not identify evidence of the state demonstrating this element.
Tennessee	Advanced	Tennessee has published reports for high school-to-employment outcomes , without disaggregation by race/ethnicity, gender, and family income or economically disadvantaged status.
Texas	Advanced	The Texas Education Agency publishes earnings and employment outcomes of high school students through the Texas Public Education Information Resource's Employment and Earnings by Education and College Enrollment & Employment interactive reporting tools. While not currently disaggregated by demographic categories, employment outcomes are broken out by school district.
Utah	Advanced	Utah integrates information on learners' earnings and employment for Utah public high school graduates with disabilities. The state publishes these employment outcomes as an interactive reporting tool but does not disaggregate by race/ethnicity, gender, family income or economically disadvantaged status.
Vermont	Developing	The Vermont Annual Snapshot includes high school-to-employment information that is not yet populated.
Virginia	Advanced	Virginia currently has published limited CTE student-to-employment data available through the Virginia Department of Education. These high school-to-employment outcomes are not publicly reported.
Washington	Leading	Washington has integrated high school-to-employment data. Washington publishes these employment outcomes as an interactive resource through the Education Research and Data Center's High School Graduates Outcomes Dashboard , with disaggregation by race/ethnicity and gender. The state also publishes high school-to-employment data as open data files on the state's Open Data Portal .
Washington, D.C.	Developing	The Office of Education Through Employment Pathways will report longitudinal secondary education and employment outcomes in fall 2025.
West Virginia	Leading	West Virginia has a public interactive reporting tool for high school-to-employment outcomes with disaggregation by race/ethnicity and gender.

State	Rating	Description and Resource Links
Wisconsin	●	No evidence was identified through the state's response or in Strada's research of the state demonstrating this element.
Wyoming	●	Through the Wyoming Statewide Longitudinal Education Data System, the state is developing a high school-to-employment report.

About Strada Education Foundation

We collaborate with learners, educators, employers, and policymakers across the U.S. to bring to life a postsecondary education and training ecosystem that provides equitable pathways to opportunity.

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