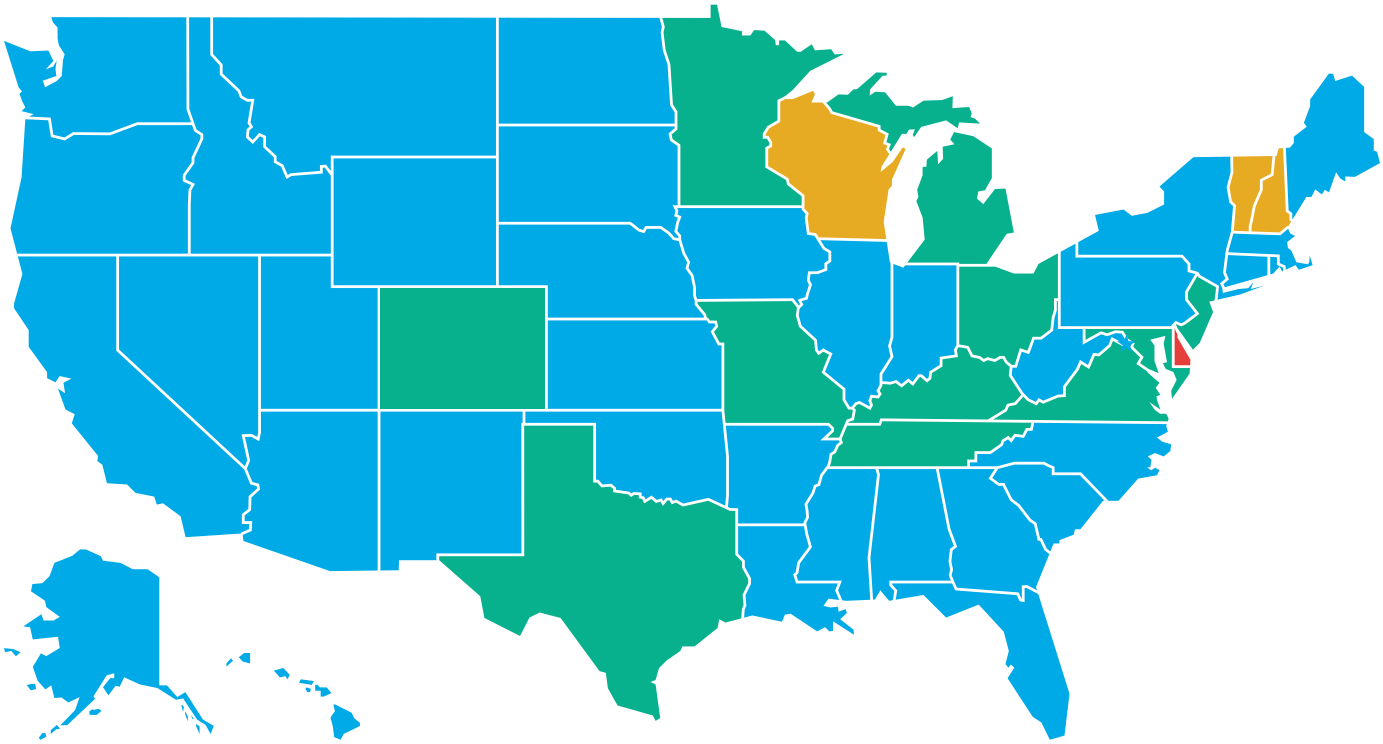
3. Integrates and delivers information on students' earnings and employment after postsecondary education and training completion, and over time

Integrating administrative data on employment and earnings with postsecondary education records is crucial for understanding how well a state's education system prepares students for positive employment outcomes.



Element 3 Criteria	Rating	Total States
The state integrates information on students' earnings and employment from administrative sources with its public four-year institutions, private four-year institutions, and community colleges, publishes information on these outcomes, and disaggregates this information by race/ethnicity, gender, and either family income/economic status.	Leading	11
The state integrates information on students' earnings and employment with its public four-year institutions and one other postsecondary education and training system, but other systems are not integrated or the state does not disaggregate any employment outcomes by demographic variables.	Advanced	36
The state is in the process of implementing integration of information on students' earnings and employment with postsecondary education and training system data that would meet the criteria for at least Advanced.	Developing	3
The state only integrates information on students' earnings and employment with one type of postsecondary education and training system, or has no such integration identified through its response and Strada's research.	Foundational	1

Leading Advanced Developing Foundational

State	Rating	Description and Resource Links
Alabama	Advanced	Alabama integrates information on employment and earnings from administrative sources with its (i) public four-year institutions; (ii) private four-year institutions; and (iii) community colleges. The state publishes these employment outcomes as an interactive resource through the Alabama Commission on Higher Education's Student Horizon Database. The data are not disaggregated by race/ethnicity, gender, and family income/economic status. Alabama's SLDS, the Alabama Terminal on Linking and Analyzing Statistics on Career Pathways or ATLAS on Career Pathways, will publish interactive dashboards and static reports including more integrated postsecondary education and employment data.
Alaska	Advanced	Alaska integrates employment and earnings information from administrative sources with its (i) public four-year institutions; and (ii) community colleges. The state publishes these postsecondary education-to-employment outcomes through the University of Alaska Workforce Reports. The data are not disaggregated by race/ethnicity, gender, and family income/economic status.
Arizona	Advanced	Arizona integrates information on employment and earnings from administrative sources with its (i) public four-year institutions; and (ii) some community colleges. The state publishes these postsecondary education-to-employment outcomes through the Arizona Board of Regents' Alumni Wages Report and Pima Community College's Graduate Employment Dashboard. These outcomes are not disaggregated by race/ethnicity, gender, or family income/economic status.
Arkansas	Advanced	Arkansas integrates employment and earnings information from administrative sources with its (i) public four-year institutions; (ii) private four-year institutions; and (iii) community colleges. The state publishes these employment outcomes as a downloadable dataset (subject to login) through MyARData and an interactive resource through MyARDashboard. Employment outcomes in the interactive resource are not disaggregated by race/ethnicity, gender, or family income/economic status.
California	Advanced	California integrates information on employment and wages from administrative sources with its (i) public four-year institutions; and (ii) community colleges. The state publishes employment outcomes for public four-year institutions as an interactive resource through California State University system's calstatepays.org and the University of California system's Information Center. California publishes employment outcomes for community colleges as an interactive resource through the California Community Colleges Chancellor's Office DataVista website. The state integrates information on employment and wages from administrative sources with private independent nonprofit institutions on a case-by-case basis.
Colorado	Leading	Colorado integrates administrative records on employment and earnings with its (i) public four-year institutions; (ii) private four-year institutions; and (iii) community colleges. The state publishes these employment outcomes as an open dataset and an interactive resource through the Colorado Department of Higher Education's annual Return on Investment report and Postsecondary Degree Earnings Outcomes Tool. Colorado Data Connection, the SLDS, will soon publish an interactive resource with postsecondary education-to-employment outcomes disaggregated by race/ethnicity, gender, and family income/economic status.
Connecticut	Advanced	Connecticut integrates administrative records on employment and earnings with its (i) public four-year institutions; and (ii) community colleges, The state publishes these employment outcomes as an open aggregate dataset and an interactive resource available through the CSCU Office of Decision Support and Institutional Research. The open dataset features disaggregation by race/ethnicity, gender, and family income/economic status, and the interactive resource supports disaggregation by race/ethnicity. In 2026, DataLinkCT, the SLDS, published employment outcomes for all postsecondary education and workforce training programs through the Education and Workforce Pathways report, open dataset, and interactive resource. Connecticut does not integrate administrative employment and earnings data with private four-year institutions.
Delaware	Foundational	Delaware does not integrate postsecondary education records with employment and earnings data from administrative sources.
Florida	Advanced	Florida integrates administrative employment and earnings information with its (i) public four-year institutions; (ii) private four-year institutions; and (iii) community colleges. The state publishes employment outcomes for public four-year institutions and community colleges as open datasets through the Florida Education and Training Placement Information Program. Additionally, the state publishes employment outcomes for public four-year institutions as an interactive resource through the MyFloridaFuture tool. Florida publishes employment for private four-year institutions as a report. These employment outcomes are not disaggregated by demographic characteristics.

Leading Advanced Developing Foundational

State	Rating	Description and Resource Links
Georgia		Georgia integrates information on employment and earnings from administrative sources with its (i) public four-year institutions; (ii) private four-year institutions; and (iii) community colleges. The state publishes employment outcomes for public four-year institutions as downloadable datasets and an interactive resource available through the GA·AWARDS system's Georgia Higher Learning and Earnings (GHLE) project, and an additional interactive resource available through the University System of Georgia. The University System of Georgia's Your Future Earnings interactive resource supports disaggregation by race/ethnicity, gender, and family income/economic status. The state publishes employment outcomes for community colleges as downloadable datasets and an interactive resource through the GHLE. The GA·AWARDS system integrates information on employment and earnings from administrative sources with private four-year institutions but does not publish these employment outcomes.
Hawaii		Hawaii integrates information on employment and earnings from administrative sources with its (i) public four-year institutions; and (ii) community colleges. The state publishes these employment outcomes as downloadable datasets and an interactive resource through the Hawai'i Data eXchange Partnership. The employment outcomes are not disaggregated by race/ethnicity, gender, or family income/economic status. Hawaii does not integrate information on employment and earnings from administrative sources with private four-year institutions.
Idaho		Idaho integrates administrative employment earnings data with its (i) public four-year institutions; and (ii) community colleges. The state publishes employment rates but not earnings as an interactive resource through the Employed in Idaho dashboard. The state disaggregates this information by residence but not race/ethnicity, gender, or family income/economic status.
Illinois		Illinois integrates administrative employment and earnings data with its (i) public four-year institutions; (ii) private four-year institutions; and (iii) community colleges. The state publishes these postsecondary education-to-employment outcomes as an interactive resource through Illinois College2Career. These employment outcomes are not publicly disaggregated by race/ethnicity, gender, or family income/economic status, but the disaggregated outcomes are available to staff at higher education institutions through a secure portal.
Indiana		Indiana integrates information on employment and earnings from administrative sources with its (i) public four-year institutions; and (ii) community colleges. The state publishes these employment outcomes as interactive resources, including through the Hoosiers by the Numbers website and the Education-Workforce Pipelines Report. These outcomes are not available disaggregated by race/ethnicity, gender, or family income/economic status. The state does not integrate administrative employment and earnings data with private four-year institutions.
Iowa		Iowa integrates administrative records on employment and earnings with its (i) public four-year institutions; and (ii) community colleges. The state publishes these employment outcomes as interactive resources and open aggregate datasets. Open datasets containing community college-to-employment outcomes are disaggregated by race/ethnicity, gender, age, and other characteristics. Iowa does not integrate information on employment and earnings from administrative sources with private four-year institutions.
Kansas		Kansas integrates administrative data on employment and earnings with its (i) public four-year institutions; and (ii) community and technical colleges. The state publishes these employment outcomes as downloadable datasets and interactive resources through the Kansas Higher Education Statistics portal and Kansas DegreeStats tool. The employment outcomes reported through the Kansas Higher Education Statistics portal are disaggregated by race/ethnicity and gender. Kansas does not integrate information on employment and earnings from administrative sources with private four-year institutions.
Kentucky		Kentucky integrates information on employment and earnings from administrative sources with its (i) public four-year institutions; (ii) private four-year institutions; and (iii) community colleges. The state publishes these employment outcomes as open datasets and interactive resources through the Kentucky Center for Statistics' Postsecondary Feedback Report. These employment outcomes are disaggregated by race/ethnicity, gender, and family income/economic status.
Louisiana		Louisiana integrates administrative records on employment and earnings with its (i) public four-year institutions; and (ii) community colleges. The state publishes these postsecondary education-to-employment outcomes through its annual Louisiana's Employment Outcomes report with disaggregation by gender and occupation.

Leading Advanced Developing Foundational

State	Rating	Description and Resource Links
Maine	Advanced	Maine integrates information on employment and earnings from administrative sources with its (i) public four-year institutions; and (ii) community colleges. The state publishes these postsecondary education-to-employment outcomes as open datasets and an interactive resource through the Maine Department of Labor. These employment outcomes are not disaggregated by demographic categories. Maine does not integrate information on employment and earnings from administrative sources with private four-year institutions.
Maryland	Leading	Maryland integrates administrative employment and earnings data with its (i) public four-year institutions; (ii) private four-year institutions; and (iii) community colleges. The state publishes the employment outcomes as an interactive resource through the Maryland Longitudinal Data System Center. The employment outcomes are disaggregated by race/ethnicity, gender, and other student and institutional characteristics.
Massachusetts	Advanced	Massachusetts integrates employment and earnings from administrative sources with its (i) public four-year institutions; and (ii) community colleges. The state publishes these employment outcomes as an interactive resource with disaggregation by age, but not race/ethnicity, gender, or family income/economic status.
Michigan	Leading	Michigan integrates administrative data on employment and earnings with its (i) public four-year institutions; (ii) private four-year institutions; and (iii) community colleges. The state publishes these employment outcomes as an interactive resource through Michigan Pathfinder. These employment outcomes are not disaggregated by race/ethnicity, gender, or family income/economic status. The state publishes additional interactive resources through MiSchoolData containing postsecondary education-to-employment data with disaggregation by ethnicity, gender, and age.
Minnesota	Leading	Minnesota integrates administrative records on employment and earnings with its (i) public four-year institutions; (ii) private four-year institutions; and (iii) community colleges. The state publishes these education-to-employment data as open data files and an interactive resource through the Minnesota Department of Employment and Economic Development's Graduate Employment Outcomes tool, with disaggregation by race/ethnicity and age but not gender or family income/economic status.
Mississippi	Advanced	Mississippi integrates administrative records on employment and earnings with its (i) public four-year institutions; and (ii) community colleges. The state publishes these integrated postsecondary education-to-employment outcomes as a report and interactive resource. The report features disaggregation by race/ethnicity and gender. Mississippi is in the process of integrating private four-year institutions with administrative records on employment and earnings.
Missouri	Leading	Missouri integrates administrative records on employment and earnings with its (i) public four-year institutions; (ii) private four-year institutions; and (iii) community colleges. The state publishes this postsecondary education-to-employment data as open data files and an interactive resource through the Missouri School Credentials for Occupations Resulting in Employment Success or MoSCORES tool and Student Right to Know tool. MoSCORES features disaggregation by race/ethnicity and gender.
Montana	Advanced	Montana integrates information on employment and earnings from administrative sources with its (i) public four-year institutions; and (ii) community colleges. The state publishes these employment outcomes as a downloaded dataset and an interactive resource through the Montana University System Student Success Dashboard. The employment outcomes are disaggregated by race/ethnicity, gender, and family income/economic status. Montana does not integrate information on employment and earnings from administrative sources with private four-year institutions.
Nebraska	Advanced	Nebraska integrates information on employment and earnings from administrative sources with its (i) public four-year institutions; and (ii) community colleges. The state publishes these employment outcomes as an interactive resource through the Nebraska Statewide Workforce & Educational Reporting System, and they are disaggregated by race/ethnicity and gender. Nebraska does not integrate and publish data on private four-year institutions to employment.
Nevada	Advanced	Nevada integrates administrative records on employment and earnings with its (i) public four-year institutions; and (ii) community colleges. The state publishes these employment outcomes as an interactive resource through the Nevada P-20 to Workforce Research Data System's Career Earnings tool and the Nevada System of Higher Education's Completions and Workforce Report. The employment outcomes are not publicly disaggregated by race/ethnicity, gender, or family income/economic status. Nevada does not integrate information on employment and earnings from administrative sources with private four-year institutions.
New Hampshire	Developing	New Hampshire integrates administrative employment and earnings data with its (i) public four-year institutions; and (ii) community colleges. The state does not publish these employment outcomes.

Leading Advanced Developing Foundational

State	Rating	Description and Resource Links
New Jersey		New Jersey integrates administrative records on employment and earnings with its (i) public four-year institutions; (ii) some private four-year institutions; and (iii) community colleges. The state publishes these postsecondary education-to-employment outcomes as an interactive resource through the New Jersey Postsecondary Employment and Earnings Dashboard. These employment outcomes are disaggregated by race/ethnicity and gender.
New Mexico		New Mexico integrates administrative records on employment and earnings with its (i) public four-year institutions; and (ii) community colleges. The state publishes these employment outcomes as an interactive resource through Research Informing Success in Education New Mexico with disaggregation by race/ethnicity and gender. New Mexico does not integrate information on employment and earnings from administrative sources with private four-year institutions.
New York		New York integrates administrative records on employment and earnings with its (i) public four-year institutions; and (ii) community colleges. The state publishes these employment outcomes as interactive resources available through the State University of New York and the City University of New York. Both dashboards feature disaggregation by race/ethnicity, gender, and family income/economic status.
North Carolina		North Carolina integrates administrative records on employment and earnings with its (i) public four-year institutions; and (ii) community colleges. The North Carolina Community College System publishes an interactive resource featuring community college-to-employment outcomes with disaggregation by age. NC TOWER publishes employment outcomes for both public four-year institutions and community colleges as open datasets and interactive resources with disaggregation by race/ethnicity and gender. The state is in the process of integrating information on employment and earnings from administrative sources with private four-year institutions through the North Carolina Independent Colleges and Universities and the North Carolina Longitudinal Data Service.
North Dakota		North Dakota integrates administrative employment and earnings data with its (i) public four-year institutions; and (ii) community colleges. The state publishes these employment outcomes as open data files and a public interactive reporting tool through Insights of North Dakota. These postsecondary education-to-employment data are disaggregated by gender. North Dakota does not integrate and publish data on private four-year institutions to employment.
Ohio		Ohio integrates administrative records on employment and earnings with its (i) public four-year institutions; and (ii) community colleges. The state publishes these employment outcomes as open datasets and interactive resources through the Ohio Education Research Center's Employment by Program dashboard and the Earnings over Time dashboard as well as the Workforce Success Measures dashboards. The Workforce Success Measures dashboards feature disaggregation by race/ethnicity, sex, and other learner characteristics.
Oklahoma		Oklahoma integrates administrative records on employment and earning with its (i) public four-year institutions; and (ii) community colleges. The state publishes these postsecondary education-to-employment data through its Employment Outcomes Dashboard and its annual State Regents Employment Outcomes Report. These employment outcomes are not publicly disaggregated by demographic categories, but the state can disaggregate employment outcomes upon request.
Oregon		Oregon integrates administrative records on employment and earnings with its (i) public four-year institutions; and (ii) community colleges. The state publishes these employment outcomes as interactive resources through the Higher Education Coordinating Commission's Public University Data Dashboard and Community Colleges Data Dashboard. Employment outcomes are disaggregated by race/ethnicity, gender, family income/economic status, and other student demographics. The state does not integrate information on employment and earnings from administrative sources with private four-year institutions.
Pennsylvania		Pennsylvania integrates administrative data on employment and earnings with some public four-year institutions. The state publishes these postsecondary education-to-employment data as downloadable datasets and an interactive resource through the Pennsylvania State System of Higher Education's Workforce Outcomes tool. Pennsylvania does not integrate information on employment and earnings from administrative sources with other state-related four-year institutions, private four-year institutions, or community colleges. In 2024, Pennsylvania required all public and state-related institutions to report student-level credential data. The Pennsylvania Department of Education will integrate these records with administrative records on employment and earnings.

Leading Advanced Developing Foundational

State	Rating	Description and Resource Links
Rhode Island		Rhode Island integrates administrative records on employment and earnings with its (i) public four-year institutions; and (ii) community college. The state publishes these employment outcomes through its Greater Newport Dashboard. These employment outcomes are disaggregated by race/ethnicity, gender, family income/economic status, and other learner characteristics. Rhode Island collects enrollment and completion records from select private four-year institutions, but the state does not integrate these records with information on employment and earnings from administrative sources.
South Carolina		South Carolina integrates administrative records on employment and earnings with its: (i) public four-year institutions; and (ii) public two-year and technical colleges. The state publishes these employment outcomes as ad hoc reports such as the Employment Outcomes for South Carolina Post-Secondary Graduates and Return on Investment reports for select programs through the Labor Market Information website. These employment outcomes are not disaggregated by race/ethnicity, gender, or family income/economic status. The state is developing an interactive resource, and the Office of Statewide Workforce Development, established through 2023 legislation, will expand integration and publication of education-to-employment data to include all programs, whether public or private, receiving state or federal funds.
South Dakota		South Dakota integrates administrative records on employment and earnings with its (i) public four-year institutions; and (ii) technical colleges. The state publishes these postsecondary education-to-employment outcomes through the South Dakota Department of Labor and Regulation's annual Graduate Outcomes Job Placement Report. The state does not integrate information on employment and earnings from administrative sources with private four-year institutions.
Tennessee		Tennessee integrates administrative records on employment and earnings with its (i) public four-year institutions; (ii) private four-year institutions; and (iii) community colleges. The state publishes these employment outcomes as open datasets and an interactive resource through the Tennessee Higher Education Commission's Academic Supply for Occupational Demand Report and the Tennessee Office of Evidence and Impact's (OEI) Education to Employment dashboard. The OEI dashboard disaggregates employment outcomes by race/ethnicity and gender.
Texas		Texas integrates administrative sources on employment and earnings with its (i) public four-year institutions; (ii) private four-year institutions; and (iii) community colleges. The state publishes these postsecondary education-to-employment data as downloadable datasets and an interactive resource through the Texas Consumer Resource for Education and Workforce Statistics. While these integrated education-to-employment data are not currently disaggregated, recently enacted legislation requires disaggregation by race/ethnicity, gender, and family income/economic status.
Utah		Utah integrates administrative records on employment and earnings with its (i) public four-year institutions; and (ii) community and technical colleges. The state publishes these employment outcomes as a downloadable dataset and an interactive resource through the Utah State Higher Education Graduate Workforce Outcomes tool. These employment outcomes are not currently disaggregated by race/ethnicity, gender, and family income/economic status, but career and technical education graduates can be disaggregated from all other graduates. The state does not integrate information on employment and earnings from administrative sources with private four-year institutions.
Vermont		Vermont integrates administrative records on students' employment and earnings with its public four-year institutions. The state does not publish these employment outcomes, but Vermont State University has an interactive resource available to university stakeholders.
Virginia		Virginia integrates administrative records on employment and earnings with its (i) public four-year institutions; (ii) private four-year institutions; and (iii) community colleges. The state publishes these employment outcomes as an interactive resource through the State Council of Higher Education for Virginia's Guide to the Post-Completion Wages of Graduates. These employment outcomes are disaggregated by race/ethnicity and gender. Open datasets and a complementary dashboard for public four-year institutions, private four-year institutions, and community colleges are also available through the Virginia Office of Education Economics' Virginia College & Career Outcomes Explorer.

Leading Advanced Developing Foundational

State	Rating	Description and Resource Links
Washington		Washington integrates administrative records on employment and earnings with its (i) public four-year institutions; (iii) some private four-year institutions; and (iii) community colleges. The state publishes employment outcomes for public four-year institutions and community colleges as downloadable datasets and an interactive resource through the Education Research and Data Center. Washington publishes employment outcomes for some private four-year institutions as an interactive resource through the CareerBridge site. These employment outcomes are not disaggregated by race/ethnicity, gender, or family income/economic status.
Washington, D.C.		Washington, D.C. integrates administrative records on employment and earnings with its one public higher education institution. The Office of Education Through Employment Pathways will soon publish these postsecondary education-to-employment outcomes as an interactive resource.
West Virginia		West Virginia integrates administrative records on employment and earnings with its (i) public four-year institutions; and (ii) community colleges. The West Virginia Higher Education Policy Commission publishes these employment outcomes as an interactive resource. These employment outcomes are not disaggregated by race/ethnicity, gender, or family income/economic status. West Virginia does not integrate information on employment and earnings from administrative sources with private four-year institutions.
Wisconsin		Wisconsin integrates administrative records on employment and earnings with its public four-year institutions. The state publishes these employment outcomes as an interactive resource through the Universities of Wisconsin Economic Development Accountability Dashboard. These employment outcomes are not disaggregated by gender, race/ethnicity, or family income/economic status.
Wyoming		Wyoming integrates administrative records on employment and earnings with its (i) public four-year institutions; and (ii) community colleges. The state publishes these employment outcomes as an interactive resource available through the Wyoming Statewide Longitudinal Education Data System Postsecondary Education Workforce Outcomes dashboard. Employment outcomes for public four-year institutions and community colleges are not disaggregated. Wyoming does not integrate information on employment and earnings from administrative sources with private four-year institutions.

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.

strada
EDUCATION FOUNDATION
Learn more at strada.org/state-opportunity-index