

## **IDAHO PUBLIC POSTSECONDARY GRADUATE RETENTION ANALYSIS**

A Statewide Longitudinal Data Systems Collaborative Research Effort



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# Idaho Public Postsecondary Graduate Retention Analysis

A Statewide Longitudinal Data Systems (SLDS) Collaborative Research Effort

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# Idaho Public Postsecondary Graduate Retention Analysis

## *A Statewide Longitudinal Data Systems (SLDS) Collaborative Research Effort*

**Research goals:** Assess employment for all postsecondary graduates from the year 2010 to 2014 by Idaho institution and determine the state's capacity to retain graduates and assess the ratios of inter-state students who found employment in Idaho. Employment for the purposes of this research effort is defined by earnings covered in Idaho's unemployment insurance system.

**Key Definitions:** For the purposes of this research study, intra-state students are defined as students who entered a postsecondary institution in Idaho as an Idaho resident. Inter-state students are identified as students with non-resident status at the time of entry.

**Findings:** Tables 1 and 2 estimate Idaho employment retention rates for Idaho public postsecondary institutions. Cohorts from 2010 to 2014 were analyzed by intra- and inter-state student status.

Intra-state student graduates were twice as likely to work in Idaho. In fact, 77 percent of intra-state postsecondary graduates found a job in Idaho one year removed from school and 67 percent were still employed in Idaho four years after graduation. Rates of change throughout the four years removed from school were fairly consistent among all eight institutions. Eastern Idaho Technical College had the highest one-year retention rate of 89 percent for its 2013-2014 graduates. Over the same four-year period, the College of Southern Idaho had the strongest retention rate, only dropping four percentage points from 80 to 76 percent for the 2010-2011 graduating cohort.

As would be expected only 39 percent of inter-state postsecondary graduates were retained and working in Idaho in the first year, one year following graduation, and 28 percent four years after graduation. While North Idaho College had the highest inter-state retention rate of 62 percent, the College of Western Idaho retained a consistent 58 percent of its inter-state students throughout the four years of analysis. However, inter-state students make up a smaller percentage of the overall student body for the smaller two-year institutions. The larger four year colleges and universities typically have larger enrollment numbers of students traveling from farther distances to further their education and many are already in or continue on to graduate school.

According to department analysts, there are myriad factors that may affect retention rates. The most obvious is the intra-state student with family in Idaho and an affinity for remaining in and working in the state. Other factors include types of degrees and programs offered. Some degrees and programs are highly marketable all over the country and the world, making those students more mobile and attractive to employers outside Idaho. Geographic location of the institution is another factor. Some colleges and universities are located in college towns, closer to bordering states where students are more likely to take their degrees to other more economically viable cities outside of the state. And, some postsecondary institutions are already located in thriving and growing economic urban hubs, creating local and immediate job opportunities for graduates eager to enter the workforce.

Other factors may be that workers may be self-employed or simply choose not to participate in the local workforce by choosing to focus on raising their family. The emerging "gig" economy and related industries that have higher concentrations of sub-contractors may also factor in to declining covered employment matches.

**Methodology:** Using Idaho’s State Longitudinal Data System, employment records collected by the Idaho Department of Labor for the 2010 – 2014 graduating cohorts were matched with educational records from Idaho postsecondary institutions and data from Office of the State Board of Education (OSBE). These data sets contained intra- and inter-state identifiers provided by Boise State University, College of Western Idaho, North Idaho College and the University of Idaho, while data from the College of Southern, Eastern Idaho Technical College, Idaho State University, and Lewis-Clark State College were provided by OSBE. Graduates were given one full year following their graduation date before measuring employment status.

**Notes:** Employment status is defined as a covered worker earning wages. A covered worker is employed by an employer covered under Idaho’s unemployment insurance law. Self-employed, federal employees, those serving in the armed forces, foreign aid service (such as Peace Corps), or missions, paid athletes, real estate brokers, some agricultural workers are not captured in this data set. Actual rates of employment will be slightly higher when accounting for the self-employed and graduates working for exempt employers.

These data are calculated on a per individual basis rather than per degree as some students graduate with multiple degrees. Some graduates may show up at multiple institutions. In those cases matches were recorded at both schools.

Grouping rates by time periods following the time the degree was earned should be used with caution. Although the length of time following the degree is the same, these outcomes may have occurred at different dates and positions on the business cycle. For example, gaining employment one year out of school in a boom economy is likely easier than finding a job in a declining economy. That being said Idaho’s economy did expand in all the years analyzed from 2010 to 2014. More caution would have needed to be used if the one year analyzed spanned a full business cycle of economic contraction and expansion.

Graduates totals will not match official institutional records as matches were only made when social security numbers were available and provided.

And lastly search parameters were limited to employment status only. Level of earnings, occupation or industry employed in, or even full-time or part-time employment, was not analyzed.

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Table 1

Idaho Employment Rates for INTRA-State Students										
Institution	Academic Year	Grads	Idaho Covered Employment Matches				Rates of Covered Employment			
			First Year	Second Year	Third Year	Fourth Year	First Year	Second Year	Third Year	Fourth Year
BSU	2010-11	2,684	2,158	2,023	1,960	1,864	80%	75%	73%	69%
	2011-12	2,676	2,131	2,025	1,929		80%	76%	72%	
	2012-13	2,664	2,166	1,993			81%	75%		
	2013-14	2,579	2,074				80%			
Total	All Cohorts	10,603	8,529	6,041	3,889	1,864	80%	75%	73%	69%
CSI OSBE	2010-11	812	653	634	634	615	80%	78%	78%	76%
	2011-12	937	761	734	736		81%	78%	79%	
	2012-13	997	790	759			79%	76%		
	2013-14	888	708				80%			
Total	All Cohorts	3,634	2,912	2,127	1,370	615	80%	77%	78%	76%
CWI	2010-11	459	389	366	360	358	85%	80%	78%	78%
	2011-12	583	461	461	443		79%	79%	76%	
	2012-13	685	554	557			81%	81%		
	2013-14	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	All Cohorts	1,727	1,404	1,384	803	358	81%	80%	77%	78%
EITC OSBE	2010-11	236	196	187	184	176	83%	79%	78%	75%
	2011-12	250	207	210	200		83%	84%	80%	
	2012-13	250	217	202			87%	81%		
	2013-14	244	218				89%			
Total	All Cohorts	980	838	599	384	176	86%	81%	79%	75%
ISU OSBE	2010-11	1,631	1,278	1,168	1,105	1,082	78%	72%	68%	66%
	2011-12	1,989	1,549	1,468	1,398		78%	74%	70%	
	2012-13	1,953	1,523	1,429			78%	73%		
	2013-14	1,884	1,465				78%			
Total	All Cohorts	7,457	5,815	4,065	2,503	1,082	78%	73%	69%	66%
LCSC OSBE	2010-11	520	379	356	345	335	73%	68%	66%	64%
	2011-12	654	484	450	441		74%	69%	67%	
	2012-13	605	461	420			76%	69%		
	2013-14	562	427				76%			
Total	All Cohorts	2,341	1,751	1,226	786	335	75%	69%	67%	64%
NIC	2010-11	547	402	387	374	342	73%	71%	68%	63%
	2011-12	694	504	478	444		73%	69%	64%	
	2012-13	737	546	521			74%	71%		
	2013-14	680	519				76%			
Total	All Cohorts	2,658	1,971	1,386	818	342	74%	70%	66%	63%
U of I	2010-11	1,510	1,027	907	862	820	68%	60%	57%	54%
	2011-12	1,517	1,068	977	908		70%	64%	60%	
	2012-13	1,690	1,139	1,007			67%	60%		
	2013-14	1,617	1,095				68%			
Total	All Cohorts	6,334	4,329	2,891	1,770	820	68%	61%	58%	54%
Statewide Totals		35,734	27,549	19,719	12,323	5,592	77%	72%	70%	67%

BSU - Boise State University, CSI - College of Southern Idaho, CWI - College of Western Idaho, EITC - Eastern Idaho Technical College, ISU - Idaho State University, LCSC - Lewis-Clark State College, NIC - North Idaho College, UI - University of Idaho, OSBE - Office of the State Board of Education. Covered Employment are those employed under the provisions of Idaho's unemployment insurance program, and do not include federal employees, those serving in the armed forces, foreign aid service (such as Peace Corps), missions work, paid athletes, real estate brokers, some agricultural workers and other self-employed occupations. Intra-state are students with Idaho residency status and inter-state do not have residency status. Graduates totals will not match official institutional records as matches were only made when social security numbers were available. See full research report for details. -- Idaho Statewide Longitudinal Data System -- June 2016.

Table 2

Idaho Employment Rates for INTER-State Students										
Institution	Academic Year	Grads	Idaho Covered Employment Matches				Rates of Covered Employment			
			First Year	Second Year	Third Year	Fourth Year	First Year	Second Year	Third Year	Fourth Year
BSU	2010-11	653	301	264	238	217	46%	40%	36%	33%
	2011-12	791	344	296	259		43%	37%	33%	
	2012-13	919	416	331			45%	36%		
	2013-14	1,016	416				41%			
<b>Total</b>	<b>All Cohorts</b>	<b>3,379</b>	<b>1,477</b>	<b>891</b>	<b>497</b>	<b>217</b>	<b>44%</b>	<b>38%</b>	<b>34%</b>	<b>33%</b>
CSI OSBE	2010-11	73	32	26	28	27	44%	36%	38%	37%
	2011-12	49	19	21	18		39%	43%	37%	
	2012-13	74	23	21			31%	28%		
	2013-14	66	21				32%			
<b>Total</b>	<b>All Cohorts</b>	<b>262</b>	<b>95</b>	<b>68</b>	<b>46</b>	<b>27</b>	<b>36%</b>	<b>35%</b>	<b>38%</b>	<b>37%</b>
CWI	2010-11	43	25	24	25	25	58%	56%	58%	58%
	2011-12	30	19	20	22		63%	67%	73%	
	2012-13	50	33	31			66%	62%		
	2013-14	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>All Cohorts</b>	<b>123</b>	<b>77</b>	<b>75</b>	<b>47</b>	<b>25</b>	<b>63%</b>	<b>61%</b>	<b>64%</b>	<b>58%</b>
EITC OSBE	2010-11									
	2011-12									
	2012-13									
	2013-14									
<b>Total</b>	<b>All Cohorts</b>									
ISU OSBE	2010-11	251	109	86	69	61	43%	34%	27%	24%
	2011-12	307	105	85	71		34%	28%	23%	
	2012-13	365	123	109			34%	30%		
	2013-14	368	128				35%			
<b>Total</b>	<b>All Cohorts</b>	<b>1,291</b>	<b>465</b>	<b>280</b>	<b>140</b>	<b>61</b>	<b>36%</b>	<b>30%</b>	<b>25%</b>	<b>24%</b>
LCSC OSBE	2010-11	110	41	40	35	30	37%	36%	32%	27%
	2011-12	110	44	38	37		40%	35%	34%	
	2012-13	119	62	54			52%	45%		
	2013-14	134	56				42%			
<b>Total</b>	<b>All Cohorts</b>	<b>473</b>	<b>203</b>	<b>132</b>	<b>72</b>	<b>30</b>	<b>43%</b>	<b>39%</b>	<b>33%</b>	<b>27%</b>
NIC	2010-11	217	135	110	102	96	62%	51%	47%	44%
	2011-12	281	161	153	149		57%	54%	53%	
	2012-13	278	167	157			60%	56%		
	2013-14	241	143				59%			
<b>Total</b>	<b>All Cohorts</b>	<b>1,017</b>	<b>606</b>	<b>420</b>	<b>251</b>	<b>96</b>	<b>60%</b>	<b>54%</b>	<b>50%</b>	<b>44%</b>
U of I	2010-11	837	261	206	178	158	31%	25%	21%	19%
	2011-12	969	260	211	185		27%	22%	19%	
	2012-13	1,049	322	229			31%	22%		
	2013-14	1,031	332				32%			
<b>Total</b>	<b>All Cohorts</b>	<b>3,886</b>	<b>1,175</b>	<b>646</b>	<b>363</b>	<b>158</b>	<b>19%</b>	<b>23%</b>	<b>20%</b>	<b>19%</b>
<b>Statewide Totals</b>		<b>10,431</b>	<b>4,098</b>	<b>2,512</b>	<b>1,416</b>	<b>614</b>	<b>39%</b>	<b>33%</b>	<b>30%</b>	<b>28%</b>

BSU - Boise State University, CSI - College of Southern Idaho, CWI - College of Western Idaho, EITC - Eastern Idaho Technical College, ISU - Idaho State University, LCSC - Lewis-Clark State College, NIC - North Idaho College, UI - University of Idaho, OSBE - Office of the State Board of Education. Covered Employment are those employed under the provisions of Idaho's unemployment insurance program, and do not include federal employees, those serving in the armed forces, foreign aid service (such as Peace Corps), missions work, paid athletes, real estate brokers, some agricultural workers and other self-employed occupations. Intra-state are students with Idaho residency status and inter-state do not have residency status. Graduates totals will not match official institutional records as matches were only made when social security numbers were available. See full research report for details. -- Idaho Statewide Longitudinal Data System -- June 2016.