

# Employment Milestones-Retention

## Understanding the Results

Employment and retention data show MUW completer outcomes across multiple cohorts.

Recent data indicate strong employment rates, with retention data from earlier cohorts showing solid first-year retention (typically above 80%) and continued retention into later years. Results align with statewide trends, but MUW data reflect smaller sample sizes.

## Data Trends

Several key trends emerge across reporting cycles:

- **Consistent Employment Outcomes:** MUW completers consistently secure employment, with strong placement rates across both traditional and alternate routes, though totals fluctuate due to small cohort sizes.
- **Strong Initial Retention with Some Variability:** First-year retention rates are generally high, often exceeding 80%
- **Impact of Small Sample Sizes:** Variability in alternate route data (e.g., 50% or 100% retention) reflects very small cohorts rather than systemic program concerns.

Overall, MUW trends mirror statewide patterns, with strong early-career retention and gradual attrition over time.

## How MUW Uses the Results

MUW uses employment and retention data as part of its Quality Assurance System (QAS) to inform continuous improvement efforts aligned with CAEP standards. Specifically, the EPP:

- **Monitors Completer Success:** Tracks employment and retention data annually to evaluate program effectiveness in preparing career-ready educators.
- **Informs Program Refinement:** Integrates findings into program review cycles, including coursework, clinical experiences, and candidate support structures.
- **Aligns with Continuous Improvement:** Uses longitudinal data to ensure decisions are data-informed, actionable, and documented within the EPP's continuous improvement process.

## Overall Takeaways

MUW demonstrates strong employment outcomes and solid early-career retention for program completers, indicating that candidates are well-prepared to enter and remain in the profession. While retention decreases modestly over time, patterns are consistent with statewide trends and are influenced by small cohort sizes.

These data affirm the effectiveness of MUW's educator preparation programs while also highlighting opportunities to further strengthen long-term retention through targeted supports, partnerships, and ongoing program refinement.



## 2022-2023 Program Completer Cohort

### 2023-2024 Academic Year

These tables show employment and retention outcomes for program completers from the 2023-2024 academic year.

#### *Statewide EPP Total*

Route	Program Completers	Employed	Number Retained After 1 <sup>st</sup> Year	Percent Retained after 1 <sup>st</sup> Year
Traditional	1209	794	n/a	n/a
Alternate	753	601	n/a	n/a

#### *Institution EPP Total*

Route	Program Completers	Employed	Number Retained After 1 <sup>st</sup> Year	Percent Retained after 1 <sup>st</sup> Year
Traditional	26	17	n/a	n/a
Alternate	5	4	n/a	n/a

## 2021-2022 Program Completer Cohort

### 2023-2024 Academic Year

These tables show employment and retention outcomes for program completers from the 2023-2024 academic year.

#### *Statewide EPP Total*

Route	Program Completers	Number Retained After 1 <sup>st</sup> Year	Number Retained After 2 <sup>nd</sup> Year	Percent Retained After 2 <sup>nd</sup> Year
Traditional	1248	720	650	90.28
Alternate	1371	987	899	91.08

#### *Institution EPP Total*

Route	Program Completers	Number Retained After 1 <sup>st</sup> Year	Number Retained After 2 <sup>nd</sup> Year	Percent Retained after 2 <sup>nd</sup> Year
Traditional	49	30	25	83.33
Alternate	14	9	6	66.67

## 2022-2023 Academic Year

These tables show employment and retention outcomes for program completers from the 2022-2023 academic year.

### Statewide EPP Total

Route	Program Completers	Number Employed in Academic Year 2022-2023	Number Retained After 1 <sup>st</sup> Year	Percent Retained After 1 <sup>st</sup> Year
Traditional	1248	799	720	90.11
Alternate	1371	1097	987	89.97

### Institution EPP Total

Route	Program Completers	Number Employed in Academic Year 2022-2023	Number Retained After 1 <sup>st</sup> Year	Percent Retained After 1 <sup>st</sup> Year
Traditional	49	32	30	93.75
Alternate	14	11	9	81.82

## 2021-2022 Academic Year

These tables show employment and retention outcomes for program completers from the 2021-2022 academic year.

### Statewide EPP Total

Route	Program Completers	Employed	Number Retained After 1 <sup>st</sup> Year	Percent Retained after 1 <sup>st</sup> Year
Traditional	1373	879	810	92.15
Alternate	1310	1034	940	90.91

### Institution EPP Total

Route	Program Completers	Employed	Number Retained After 1 <sup>st</sup> Year	Percent Retained after 1 <sup>st</sup> Year
Traditional	36	29	24	82.76
Alternate	5	4	4	100.00

## 2019-2020 Program Completer Cohort

### 2023-2024 Academic Year

These tables show employment and retention outcomes for program completers from the 2023-2024 academic year.

#### *Statewide EPP Total*

Route	Program Completers	Number Retained After 1 <sup>st</sup> Year	Number Retained After 2 <sup>nd</sup> Year	Number Retained After 3 <sup>rd</sup> Year	Percent Retained After 3 <sup>rd</sup> Year
Traditional	1038	568	502	457	91.04
Alternate	552	396	328	285	86.89

#### *Institution EPP Total*

Route	Program Completers	Number Retained After 1 <sup>st</sup> Year	Number Retained After 2 <sup>nd</sup> Year	Number Retained After 3 <sup>rd</sup> Year	Percent Retained After 3 <sup>rd</sup> Year
Traditional	34	20	17	15	88.24
Alternate	2	2	1	1	100.00

### 2022-2023 Academic Year

These tables show employment and retention outcomes for program completers from the 2022-2023 academic year.

#### *Statewide EPP Total*

Route	Program Completers	Number Retained After 1 <sup>st</sup> Year	Number Retained After 2 <sup>nd</sup> Year	Percent Retained After 2 <sup>nd</sup> Year
Traditional	1038	568	502	88.38
Alternate	552	396	328	82.83

#### *Institution EPP Total*

Route	Program Completers	Number Retained After 1 <sup>st</sup> Year	Number Retained After 2 <sup>nd</sup> Year	Percent Retained After 2 <sup>nd</sup> Year
Traditional	34	20	17	89.47
Alternate	2	2	1	50.00

## 2021-2022 Academic Year

These tables show employment and retention outcomes for program completers from the 2021-2022 academic year.

### *Statewide EPP Total*

<b>Route</b>	<b>Program Completers</b>	<b>Number Employed in AY 2020-2021</b>	<b>Number Retained After 1<sup>st</sup> Year</b>	<b>Percent Retained After 1<sup>st</sup> Year</b>
Traditional	1038	629	568	90.30
Alternate	552	396	328	82.83

### *Institution EPP Total*

<b>Route</b>	<b>Program Completers</b>	<b>Number Employed in AY 2020-2021</b>	<b>Number Retained After 1<sup>st</sup> Year</b>	<b>Percent Retained After 1<sup>st</sup> Year</b>
Traditional	34	20	19	95.00
Alternate	2	2	2	100.00