



Tennessee 10: Education and Wage Outcomes a Decade Later Dashboard Technical Documentation

The Tennessee 10: Education and Wages a Decade Later (TN 10) dashboard provides insight into the state's 2012 high school graduates' postsecondary enrollment, completion, and their wages 10 years after high school graduation. The data was aggregated and extracted from TN DATA, Tennessee Data Analytics for Transparency and Accountability, Tennessee's longitudinal integrated data system. The dashboard incorporates deidentified high school and postsecondary student outcome data for 2012 high school graduates, with employment data from federal fiscal year 2022, as reported by Tennessee's unemployment insurance wage record data.

The dashboard leverages data submitted to TN DATA from Tennessee Higher Education Commission, Tennessee Independent Colleges and Universities Association, Tennessee Department of Education, and Tennessee Department of Labor and Workforce Development. Data from TN DATA may differ from the reports produced by these agencies due to distinct data processes and reporting requirements. The TN 10 dashboard has been reviewed and approved for publication by the agencies above.

DASHBOARD OVERVIEW

Dashboard displays the count of students at each education level (degree) and the median annual wages by education level for the 2012 Tennessee high school graduates in 2022.

Inclusion Criteria: Only those students enrolled in a public high school in Tennessee 2012 high school graduating class reported to have graduated by July 31, 2012, were included in the data reported as 2012 High School Graduates. Non-high school graduates were not included. Wages are reported from federal fiscal year 2022. Any wage reported from federal fiscal year 2022, regardless of time of length of employment, was included in the median wage calculation. Counts of students whose wages are displayed may differ from the actual education counts of students displayed in the dashboard.

KEY INFORMATION

Data Sources: Data was aggregated and extracted from Tennessee Data Analytics for Transparency and Accountability (TN DATA). Tennessee State agencies reporting into TN DATA for this dashboard include Tennessee Department of Education (TDOE), Tennessee Higher Education Commission (THEC), Tennessee Independent Colleges and Universities Association (TICUA), and Tennessee Department of Labor and Workforce Development (TLWD).



Reporting Metrics Overall: Data included in this dashboard may differ from reports produced by TDOE, THEC, TICUA, and TLWD due to agency distinct data processes and reporting requirements. This data was provided by the above agencies and aggregated through TN DATA by the Office of Evidence and Impact (OEI).

High School Reporting Metrics: Student high school graduate education data was reported into TN DATA by TDOE and was extracted from TN DATA by OEI. Only high school graduates were included in the data.

Postsecondary Reporting Metrics: Postsecondary enrollment and award data was reported into TN DATA by THEC and the National Student Clearinghouse (NSC) and was extracted from TN DATA by OEI. Postsecondary data reported from THEC includes data from public institutions, Tennessee Colleges of Applied Technology (TCATs), Tennessee Bureau of Regents (TBR) community colleges, locally governed institutions, University of TN system colleges, and some private institutions who are members of TICUA. NSC data includes only enrollment data for in and out-of-state and private institutions for the fall following high school graduation. Data does not include other out-of-state NSC data or industry- recognized credentials, so the overall completion rate is likely higher than presented in this data.

Postsecondary enrollment data (THEC, TICUA, and NSC) were used for the *enrolled in 2022* and *some college experience* education levels. Postsecondary education award data was used for the data reported in the other postsecondary education award levels.

Employment Reporting Metrics: Employment data was reported into TN DATA by TLWD and was extracted from TN DATA by the Office of Evidence and Impact. Graduates were considered to be employed in Tennessee if they earned wages at a firm covered by the unemployment insurance (UI) system during any quarter of Federal Fiscal Year (FFY) 2022. The UI system does not include most self-employed, most federal employees, military, or several other smaller categories of employment.

Suppression: Cells with counts less than 10 were suppressed and secondary suppression was also applied. The data that was suppressed through primary or secondary suppression has been combined and is included in the *Combined* education award level category. Suppressing cells with small counts allows the data to be published in this dashboard in compliance with state and federal law by limiting potential unauthorized disclosure of personally identifiable information.

DEFINITIONS

2012 High School Graduates: High school graduates were categorized by completion period between August 1 to July 31 of next year and determined by the school year and represented by the end of timeframe year. The 2012 high school graduates were those who graduated during academic year 08/01/2011– 07/31/2012 which is school year 2011– 2012 and is represented in the data as cohort graduation year class of 2012. Non- high school graduates were not included in the data.



Each student is counted by their highest education level (degree) and are only counted once regardless of if they received multiple education awards at the same level between 2013- 2022. For example, if a student received a high school diploma, associate degree, and two bachelor's degrees, they would only be counted once in the bachelor's degree level since that is their highest education level.

Education Level: The education degree (award) level data does not include out-of-state NSC data beyond the reported first year freshman data or industry- recognized credentials, so the overall completion rate is likely higher than presented in this data. To capture those students who received at least a certificate or degree, sufficient credential and basic skills completer education award levels were excluded. All other education award levels, from less than one-year certificates through doctoral degrees are included.

- **High School Diploma:** Students received high school diploma, but no postsecondary education reported.
- **Some College Experience:** Students included in this education level have record of postsecondary enrollment, but no award received.
- **Enrolled in 2022:** Those high school graduates who were enrolled in Tennessee postsecondary institution during August 1, 2021, and July 31, 2022.
- Students who were considered enrolled in 2022 were included in this education award level category and not another education level regardless of other awards.
- **TCAT Certificate/ Diploma:** Students who received a certificate >1 year, certificate 1-2 years, TCAT certificate, or TCAT diploma.
- **Associate:** Students received an associate education level award.
- **Bachelor's Degree or Higher:** Students who received a bachelor's degree, certificate post- bachelors, masters, certificate post- masters, first- professional, or doctoral education award levels.
- **Combined:** Students in education award level categories where primary or secondary suppression was applied were combined to create this category. The award level used to create this category are indicated with an *, and the data for education award level or median wages are reported in the *Combined* category.

Education Award Level Hierarchy: The 2012 high school graduate's cohort were categorized into the following education level categories based on their highest education award level attained by 2022. Hierarchy follows bachelor's degree or higher, associate degree, TCAT certificate/ diploma, enrolled in 2022, some college experience, high school diploma no postsecondary enrollment reported, and combined award level.

Employment: Only those students enrolled in public high school in Tennessee reported to have graduated in academic year 2012 were included in the employment data. Graduates were considered to be employed in Tennessee if they earned wages at a firm covered by the UI System during any quarter of Federal Fiscal Year (FFY) 2022. The UI System does not include most self-employed, most federal employees, military, or several other smaller categories of employment.



Wage: Generated from Federal Fiscal Year 2022, which encompasses October 2021- September 2022. Any wage received during this time regardless of time or length of employment was included in the median wage calculation

- **Median Annual Wage:** Those considered employed during each year and rounded to the nearest hundred. Calculated as the median of the sum of all four fiscal quarters for each employed individual in the dataset. 50th percentile and denotes the midpoint within the range of values, with 50% above and 50% below the given figure.
- **Combined:** Students in award level categories where primary or secondary suppression was applied are combined to create this category. The award levels used to create this category are indicated with an *, and the data for median wages are reported in the *Combined* category.

Gender: Categories are mutually exclusive, so a person is reported in either the male or female gender categories. Unknown data was not included in this report.

Race/ Ethnicity: Categories are mutually exclusive, so a person is reported in one category only. If a graduate reported multiple race/ ethnicity designations, they are reported under the *multiple races* category.

Economically Disadvantaged Status: Determined through whether the student qualified for free or reduced lunch price, an indicator provided to TN DATA. Students were categorized as either economically disadvantaged or not economically disadvantaged. Indicator used to represent high school graduate's family income status.

Underrepresented Minority Status: Designated using the federal definition of Underrepresented Minority (URM), categorizing Black/African American, Hispanic/Latino, or American Indian as underrepresented minority. All other race/ ethnicity categories are considered as a non-underrepresented minority (non-URM).