

### **Metric: Workforce Contribution**

The workforce contribution metric is the percentage of program graduates who are employed in an instructional position during the first year after program completion. Metric scores are determined using the following criteria:

4	3	2	1
Workforce contribution rate is at or above 90% following the first year of completion with a .5- point value for out-of- state employment, a 1.0- point value for in-state employment, and 1.5- point value for completers of High Demand Teacher Needs certification areas employed in-state.	Workforce contribution rate is 89% to 60% following the first year of completion with a .5- point value for out-of- state employment, a 1.0- point value for in-state employment, and 1.5- point value for completers of High Demand Teacher Needs certification areas employed in-state.	Workforce contribution rate is 59% to 30% following the first year of completion with a .5- point value for out-of- state employment, a 1.0- point value for in-state employment, and 1.5- point value for completers of High Demand Teacher Needs certification areas employed in-state.	Program did not meet criteria for Level 2, 3, or 4.

Table 1 shows the three-year trend for the workforce contribution metric, by program. Two programs' metrics decreased over the time period, TeacherReady and Physical Education. Other programs either maintained or increased the metric score. The TeacherReady program is an on-line program and places many of their completers out of state, which minimizes the ability to score at a higher metric level. Efforts are made to gather data from out-of-state employers to support the metric, but the return rate for the Verification of Employment is low and minimally affects the overall rating. UWFTeach programs are consistently low enrolled, thus not receiving a score.

Table 1. Workforce Contribution Metric Trend

Program		2023	2024	2025	CHANGE
<b>School of Education</b>					
	Elementary Education/ESOL/Reading	4	4	4	↔
	Elementary Education/Exceptional Student Education	3	4	4	▲
	Educator Preparation Institute	2	1	1	▼
	Reading	NS	4	4	↔
<b>UWF Teach</b>					
	Biology	NS	NS	NS	
	Chemistry	NS	NS	NS	
	Earth/Space Science	NS	NS	4	
	Mathematics	NS	NS	NS	
	Physics	NS	NS	NS	
<b>OTHER Teacher Education</b>					
	Music	3	4	NS	▲
	Physical Education	NS	4	1	▼

Table 2 provides the percentage of completers that were used to support the metric. The percentage of completers of the Elementary Education program increased by nine percentage points. Additionally, the TeacherReady program saw a slight increase in percentage points due to increased verification of employment forms returned; however, the efforts were not enough to increase the metric score. All other programs did not show much variation in the percentage of completers contributing to the metric, or didn't have enough completers to meet the metric.

Table 2. Percent of Completers used to support Workforce Contribution by Program (two years)

APPR YEAR		2024	2025
Completer Year		2021-2022	2022-2023
		% of Total (n)	% of Total (n)
School of Education	Elementary Education/ESOL/Reading	74% (17)	83% (24)
	Elementary Education/Exceptional Student Education/ESOL/Reading	78% (31)	76% (29)
	Educator Preparation Institute	11% (81)	15% (89)
	Reading	80% (4)	75% (6)
UWF Teach	Biology	100% (1)	
	Earth-Space Science		100% (3)
	Mathematics		100% (1)
Other ITPs	Music	100% (3)	100% (2)
	Physical Education	100% (3)	

The Educational Leadership (EDL) program is not included in the Florida Department of Education (FDOE) Annual Program Performance Reports.

Using the FDOE Final Employment data files for 2022-2023 and 2023-2024, an analysis of Educational Leadership (EDL) completers was conducted. EDL faculty provided job codes deemed “successful” for completers, indicating employment in roles aligned with their training. These codes were matched to FDOE job codes. Table 3 presents the EDL employment data, showing an increase in both the number and percentage of completers employed in Florida public P-12 schools, as well as the percentage in successful positions, over the two years.

Table 3. EDL Data Summary of % Employed/Success Positions

Employment File Year	Completer Year	% Employed in P-12 FL Public School (n)	% Success (n)
2022-2023	2021-2022	68.8% (53)	3.9% (3)
2023-2024	2022-2023	81.4% (92)	30.1% (34)