

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. Overall, School of Education programs are strong and stable, with most areas maintaining top ratings (4) across years, though Reading shows a slight decline in 2026. The Educator Preparation Institute is a clear outlier, consistently rated at the lowest level (1), indicating a persistent area of concern. 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		2024	2025	2026
School of Education				
	Elementary Education/ESOL/Reading	4	4	4
	Elementary Education/Exceptional Student Education	4	4	4
	Educator Preparation Institute	1	1	1
	Reading	4	4	3
UWFTeach				
	Biology	NS	NS	NS
	Chemistry	NS	NS	NS
	Earth/Space Science	NS	4	NS
	Mathematics	NS	NS	NS
	Physics	NS	NS	NS
OTHER Teacher Education				
	Music	4	NS	3
	Physical Education	4	1	NS

Table 2 provides the percentage of completers that were used to support the metric. Performance in the School of Education is mixed: Elementary Ed/ESOL/Reading remains relatively stable (mid-high 70s with a peak in 2025), while Elementary Ed/ESE/ESOL/Reading shows a notable decline to 57% in 2026. Reading trends slightly downward over time, and the Educator Preparation Institute has a very low percentage, attributed to the online program and the number of out-of-state completers. For UWFTeach and Other ITPs, most reported rates are 100%, but these are based on very small n sizes, limiting interpretability; the only notable dip is Music falling to 67% in 2026.

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

		APPR YEAR	2024	2025	2026
		Completer Year	2021-2022	2022-2023	2021-2022
			% of Total (n)	% of Total (n)	% of Total (n)
School of Education	Elementary Education/ESOL/Reading		74% (23)	83% (29)	74% (27)
	Elementary Education/Exceptional Student Education/ESOL/Reading		78% (40)	76% (38)	57% (44)
	Educator Preparation Institute		11% (731)	15% (605)	4% (511)
	Reading		80% (5)	75% (8)	70% (10)
UWF Teach	Biology		100% (1)		100% (1)
	Earth-Space Science			100% (3)	100% (1)
	Mathematics			100% (1)	100% (1)
Other ITPs	Music		100% (3)	100% (2)	67% (3)
	Physical Education		100% (3)		100% (2)