

Measure 4: Ability of Completers to be Hired

Data on the ability of completers to be hired in the educational positions for which they have prepared were collected from several sources: alumni surveys, the Pennsylvania Department of Education Teacher Information Management System (TIMS) Search Educator – Educational Entity, Linked In or faculty notification with school district staff directory confirmation, and emails or other personal communication from students. Please note that employment data are not static. Information presented was based on data available for program completers approximately one year post graduation. Due to small sample sizes within individual programs, results are not disaggregated by program in this document but are available for CAEP.

Table 1. Employment Information for Initial Certifications by Year

Position	2020-2021 (n =33)	2021-2022 (n =24)	2022-2023 (n =25)	2023-2024 (n =25)	2024-2025 (n=27)
Full-time Teacher	60.5%	20.8%	40.0%	40.0%	48.1%
Administrator	3.0%	0.0%	0.0%	0.0%	0.0%
Substitute Teacher	21.2%	50.0%	20.0%	32.0%	3.7%
Full-time Paraprofessional	0.0%	0.0%	0.0%	4.0%	0.0%
Other Educational Position	0.0%	4.2%	8.0%	8.0%	7.4%
Worked as a Teacher then Left Profession	0.0%	0.0%	0.0%	0.0%	0.0%
Enrolled in Graduate School	0.0%	12.5%	20.0%	0.0%	7.4%
Employed Outside Education	9.0%	4.2%	4.0%	0.0%	0.0%
Unknown	6.0%	8.3%	8.0%	8.0%	33.3%

Table 2. Employment for Advanced Certifications by Year

Position	2020-2021 (n=13)	2020-2021 (n =7)	2022-23 (n =12)	2023-2024 (n =24)	2024-2025 (n= 19)
Full-time Teacher	84.6%	*	66.7%	41.7%	78.9%
Administrator	7.6%	*	25.0%	45.8%	15.8%
Substitute Teacher	0.0%	*	0.0%	12.5%	0.0%
Full-time Paraprofessional	0.0%	*	0.0%	0.0%	0.0%
Other Educational Position	0.0%	*	8.3%	0.0%	5.3%
Worked as a Teacher then Left Profession	0.0%	*	0.0%	0.0%	0.0%
Enrolled in Graduate School at RMU	0.0%	*	0.0%	0.0%	0.0%
Employed Outside Education	0.0%	*	0.0%	0.0%	0.0%
Unknown	7.6%	*	0.0%	0.0%	0.0%