

**Measure 4 (Initial): Ability of completers to be hired** (in positions for which they have prepared.)

The dire teacher shortage in WV has resulted in an abundance of job openings and has allowed all completers who sought employment within education to find a teaching position. As previously noted, the EPP continues to seek support from the WVDE to track data related to employment which has proven difficult to collect given the low response rate from completers. The EPP continues to work with the WVDE to seek out methods for tracking employment within the WV Public School System using information made available via licensure and hiring records. As of Spring 2023, this information has not been forthcoming. The EPP continues to make efforts to collect such data given the limitations and made use of the SkyFactor Survey which collected data related to completer job positions. The following criteria from the survey aligned with the expectations of measure 4 data:

- First Full-Time Position - Regarding your first full-time position after graduating from the teacher education program (If you have not yet found a full-time position, please select not applicable): How satisfied are/were you with your first full-time position?
- First Full-Time Position - Regarding your first full-time position after graduating from the teacher education program (If you have not yet found a full-time position, please select not applicable): Would you recommend your first full-time position to other graduates of this program?
- First Full-Time Position - Regarding your first full-time position after graduating from the teacher education program (If you have not yet found a full-time position, please select not applicable): Would you recommend the organization where you were first employed full-time after this program to other graduates of this program?
- Current Full-Time Position - Regarding your current full-time position (If you have not yet found a full-time position or if your current full-time position is the same as your first, please select not applicable): How satisfied are you with your current full-time position?

As noted, six completers responded to the survey. However, only two individuals responded to the questions related to employment status. The response rate was not substantial enough to provide actionable findings. Link to the full survey data may be found at:

[https://drive.google.com/drive/folders/1wibq45\\_nhXFN72jfmmU6yW8dUnVB7sQW?usp=sharing](https://drive.google.com/drive/folders/1wibq45_nhXFN72jfmmU6yW8dUnVB7sQW?usp=sharing)

A plan will be implemented in 2022-23 which will seek to improve the response rate from completers and employers. This plan will be expanded upon within section 6 of the CAEP Annual Plan.