



**Education-to-Workforce Indicator Framework** · To drive change, education and workforce data systems must measure how learners are progressing toward key outcomes and how underlying conditions help or hinder their success. Recommended indicators are based on guidance from leading experts, research about their power to inform policy, and their ability to advance practices that promote economic security.

### Outcomes and Milestones

Key positive education-to-workforce outcomes and milestones strongly associated with economic mobility and security

Enrollment in public pre-K	Developmental progress: language and literacy	Developmental progress: cognition	Early grades on track	Consistent attendance	Positive behavior (discipline)	Math and reading proficiency in grade 3	6th grade on track
8th grade on track	Math and reading proficiency in grade 8	Successful completion of Algebra 1 by 9th grade	9th grade on track	Grade point average	Math and reading proficiency in high school	College preparatory coursework completion	Early college coursework completion
SAT and ACT participation and performance	FAFSA completion	College applications	High school graduation	Selection of a well-matched postsecondary institution	Senior summer on track	Postsecondary enrollment directly after high school graduation	First-year credit accumulation
First-year program of study concentration	Gateway course completion	Postsecondary persistence	Transfer (if applicable)	Postsecondary certificate or degree completion	Enrollment in graduate education	Graduate degree completion	Developmental progress: social-emotional development
Developmental progress: approaches to learning	Developmental progress: perceptual, motor, and physical development	Self-management	Growth mindset	Self-efficacy	Social awareness	Cultural competency	Civic engagement
Social capital	Mental and emotional well-being	Physical development and well-being	Successful career transition after high school	CTE pathway concentration	Industry-recognized credential	Participation in work-based learning	Digital skills
Communication skills	Higher-order thinking skills	Minimum economic return	Student loan repayment	Employment in a quality job	Economic mobility	Economic security	

### E-W System Conditions

Key institutional or system environments, policies, and practices that help or hinder education-to-workforce outcomes

Access to quality public pre-K	Access to full-day pre-K	School-family engagement	Equitable discipline practices	Access to full-day Kindergarten	English learner progress
Teacher credentials	Teacher experience	Educator retention	Classroom observations of instructional practice	Student perceptions of teaching	Teachers' contributions to student learning growth
Effective program and school leadership	Institutions' contributions to student outcomes	Access to college preparatory coursework	Access to early college coursework	Equitable placement in gifted programs and rigorous coursework	Access to quality, culturally responsive curricula
Expenditures per student	Access to early intervention screening	School safety	Inclusive environments	Representational racial and ethnic diversity of educators	School and workplace racial and ethnic diversity
School and workplace socioeconomic diversity	Access to health, mental health, and social supports	Access to college and career advising	Access to in-demand CTE pathways	Unmet financial need	Cumulative student debt
Expenditures on workforce development programs	Access to jobs paying living wage	Access to ongoing career skills development			

### Adjacent System Conditions

Key experiences and circumstances outside of E-W systems that help or hinder outcomes

Access to child care subsidies	Health insurance coverage
Childhood experiences	Access to affordable housing
Food security	Access to transportation
Access to technology	Neighborhood economic diversity
Exposure to neighborhood crime	Neighborhood juvenile arrests
Neighborhood racial diversity	

#### Domains



Academic progress and completion



Social, emotional, and physical well-being



Career readiness and economic success



Cross-domain



[LEARN MORE](#)