



Comparative Employment Outcomes: Ability of Completers to Be Hired in Education Positions

A comparative analysis of employment in Mississippi during the first year after graduation for the EPP reveals distinct patterns between Traditional and Alternate Route program completers. For the most recent data available (2021–2022 cohort), 36.36% of Traditional Route completers were employed as public school teachers in Mississippi, compared to a significantly higher 79.55% of Alternate Route completers. Similarly, while 6.06% of Traditional Route completers held non-teaching roles in public schools, 15.91% of Alternate Route completers filled such roles.

This trend continues across prior years. In 2020–2021, only 52.38% of Traditional Route completers were hired as public school teachers in their first year, compared to 81.82% of Alternate Route completers. Likewise, in 2019–2020, just 45.45% of Traditional Route completers found employment as public school teachers in Mississippi, while 68.18% of Alternate Route completers did.

The data clearly indicates that Alternate Route completers from the EPP consistently have a higher rate of employment in Mississippi public education settings during their first year after graduation than their Traditional Route counterparts. This disparity may be attributed to the demand for teachers in high-need areas where Alternate Route candidates often fill immediate vacancies, while Traditional Route candidates may face more competitive placement scenarios or choose not to enter the workforce immediately.

Item 7. Ability of Completers to Be Hired in Education Positions for Which They Have Prepared -- Alcorn State University

| 2021-2022 Program Completer Cohort | Employment in MS in First Year after Graduation | | | | | | | | | | | | | | | | | | | | | |
|---|---|--|-------|---|-------|-------------------------------------|------|--|------|--|------|------------------------------------|--|-------|---|-------|-------------------------------------|------|--|------|--|------|
| | Statewide EPP Total | | | | | | | | | | | Institution EPP Total | | | | | | | | | | |
| | Number of Program Completers | Employed as MS Public School Teacher | % | Employed at MS Public School in Non- Teaching Role | % | Employed at MS Private School | % | Employed in MS in Other Educational Setting | % | Employed in MS in Non- Educational Job ¹ | % | Number of Program Completers | Employed as MS Public School Teacher | % | Employed at MS Public School in Non- Teaching Role | % | Employed at MS Private School | % | Employed in MS in Other Educational Setting | % | Employed in MS in Non- Educational Job ¹ | % |
| Traditional Route | 1,373 | 879 | 64.02 | 79 | 5.75 | 18 | 1.31 | 19 | 1.38 | 105 | 7.65 | 33 | 21 | 63.64 | 2 | 6.06 | 0 | 0.00 | 0 | 0.00 | 3 | 9.09 |
| Alternate Route | 1,310 | 1,034 | 78.93 | 134 | 10.23 | 13 | 0.99 | 8 | 0.61 | 33 | 2.52 | 44 | 35 | 79.55 | 7 | 15.91 | 0 | 0.00 | 0 | 0.00 | 1 | 2.27 |

| 2020-2021 Program Completer Cohort | Employment in MS in First Year after Graduation | | | | | | | | | | | | | | | | | | | | | |
|---|---|--|-------|---|-------|-------------------------------------|------|--|------|--|------|------------------------------------|--|-------|---|------|-------------------------------------|------|--|------|--|-------|
| | Statewide EPP Total | | | | | | | | | | | Institution EPP Total | | | | | | | | | | |
| | Number of Program Completers | Employed as MS Public School Teacher | % | Employed at MS Public School in Non- Teaching Role | % | Employed at MS Private School | % | Employed in MS in Other Educational Setting | % | Employed in MS in Non- Educational Job ¹ | % | Number of Program Completers | Employed as MS Public School Teacher | % | Employed at MS Public School in Non- Teaching Role | % | Employed at MS Private School | % | Employed in MS in Other Educational Setting | % | Employed in MS in Non- Educational Job ¹ | % |
| Traditional Route | 1,248 | 799 | 64.02 | 73 | 5.85 | 12 | 0.96 | 24 | 1.92 | 93 | 7.45 | 21 | 11 | 52.38 | 0 | 0.00 | 0 | 0.00 | 1 | 4.76 | 3 | 14.29 |
| Alternate Route | 1,371 | 1,097 | 80.01 | 151 | 11.01 | 13 | 0.95 | 18 | 1.31 | 26 | 1.90 | 22 | 18 | 81.82 | 1 | 4.55 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

| 2020-2021 Program Completer Cohort | Employment in MS in Second Year after Graduation | | | | | | | | | | | | | | | | | | | | | |
|---|--|--|-------|---|------|-------------------------------------|------|--|------|--|------|------------------------------------|--|-------|---|-------|-------------------------------------|------|--|------|--|------|
| | Statewide EPP Total | | | | | | | | | | | Institution EPP Total | | | | | | | | | | |
| | Number of Program Completers | Employed as MS Public School Teacher | % | Employed at MS Public School in Non- Teaching Role | % | Employed at MS Private School | % | Employed in MS in Other Educational Setting | % | Employed in MS in Non- Educational Job ¹ | % | Number of Program Completers | Employed as MS Public School Teacher | % | Employed at MS Public School in Non- Teaching Role | % | Employed at MS Private School | % | Employed in MS in Other Educational Setting | % | Employed in MS in Non- Educational Job ¹ | % |
| Traditional Route | 1,248 | 776 | 62.18 | 81 | 6.49 | 11 | 0.88 | 21 | 1.68 | 73 | 5.85 | 21 | 10 | 47.62 | 1 | 4.76 | 0 | 0.00 | 1 | 4.76 | 0 | 0.00 |
| Alternate Route | 1,371 | 1,016 | 74.11 | 126 | 9.19 | 14 | 1.02 | 19 | 1.39 | 57 | 4.16 | 22 | 15 | 68.18 | 4 | 18.18 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

¹Based on covered employment data from Mississippi Department of Employment Security (MDES).

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| 2019-2020 Program Completer Cohort | Employment in MS in First Year after Graduation | | | | | | | | | | | | | | | | | | | | | |
|---|--|--|-------|---|-------|-------------------------------------|------|--|------|--|------|------------------------------------|--|-------|---|------|-------------------------------------|------|--|------|--|-------|
| | Statewide EPP Total | | | | | | | | | | | Institution EPP Total | | | | | | | | | | |
| | Number of Program Completers | Employed as MS Public School Teacher | % | Employed at MS Public School in Non- Teaching Role | % | Employed at MS Private School | % | Employed in MS in Other Educational Setting | % | Employed in MS in Non- Educational Job ¹ | % | Number of Program Completers | Employed as MS Public School Teacher | % | Employed at MS Public School in Non- Teaching Role | % | Employed at MS Private School | % | Employed in MS in Other Educational Setting | % | Employed in MS in Non- Educational Job ¹ | % |
| Traditional Route | 1,038 | 629 | 60.60 | 50 | 4.82 | 5 | 0.48 | 12 | 1.16 | 86 | 8.29 | 11 | 4 | 36.36 | 1 | 9.09 | 0 | 0.00 | 0 | 0.00 | 2 | 18.18 |
| Alternate Route | 552 | 457 | 82.79 | 44 | 7.97 | 2 | 0.36 | 4 | 0.72 | 12 | 2.17 | 2 | 2 | ##### | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| 2019-2020 Program Completer Cohort | Employment in MS in Second Year after Graduation | | | | | | | | | | | | | | | | | | | | | |
| | Statewide EPP Total | | | | | | | | | | | Institution EPP Total | | | | | | | | | | |
| | Number of Program Completers | Employed as MS Public School Teacher | % | Employed at MS Public School in Non- Teaching Role | % | Employed at MS Private School | % | Employed in MS in Other Educational Setting | % | Employed in MS in Non- Educational Job ¹ | % | Number of Program Completers | Employed as MS Public School Teacher | % | Employed at MS Public School in Non- Teaching Role | % | Employed at MS Private School | % | Employed in MS in Other Educational Setting | % | Employed in MS in Non- Educational Job ¹ | % |
| Traditional Route | 1,038 | 637 | 61.37 | 58 | 5.59 | 5 | 0.48 | 15 | 1.45 | 57 | 5.49 | 11 | 5 | 45.45 | 1 | 9.09 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Alternate Route | 552 | 402 | 72.83 | 64 | 11.59 | 2 | 0.36 | 9 | 1.63 | 19 | 3.44 | 2 | 2 | ##### | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| 2019-2020 Program Completer Cohort | Employment in MS in Third Year after Graduation | | | | | | | | | | | | | | | | | | | | | |
| | Statewide EPP Total | | | | | | | | | | | Institution EPP Total | | | | | | | | | | |
| | Number of Program Completers | Employed as MS Public School Teacher | % | Employed at MS Public School in Non- Teaching Role | % | Employed at MS Private School | % | Employed in MS in Other Educational Setting | % | Employed in MS in Non- Educational Job ¹ | % | Number of Program Completers | Employed as MS Public School Teacher | % | Employed at MS Public School in Non- Teaching Role | % | Employed at MS Private School | % | Employed in MS in Other Educational Setting | % | Employed in MS in Non- Educational Job ¹ | % |
| Traditional Route | 1,038 | 594 | 57.23 | 57 | 5.49 | 7 | 0.67 | 9 | 0.87 | 68 | 6.55 | 11 | 5 | 45.45 | 1 | 9.09 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Alternate Route | 552 | 347 | 62.86 | 57 | 10.33 | 6 | 1.09 | 8 | 1.45 | 29 | 5.25 | 2 | 2 | ##### | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

¹Based on covered employment data from Mississippi Department of Employment Security (MDES).