

From Lucy Abbot, Director of Data at Braven 5/12/2020

Resources:

- [NY Fed article](#)
- [Assumptions, calculations, and sources](#) around our benchmark data

There is still a lot of uncertainty around what the labor market, and therefore our jobs metric baselines, will end up falling!

We feel that these are reasonable targets to shoot for in terms of orienting ourselves around a target for the next five months, but we will need to keep an eye on labor market indicators, and accept that there is a lot of uncertainty in these estimates so the reality could end up looking quite different.

Proposed metrics for AT/PMT discussion

Goal	Recommended target	Rationale
Strong opps: % of known Braven bachelor's degree earners secure a quality outcome within 6 months of graduating (% employed)	55%	25% increase over the anticipated national average for all students, when you exclude military/service enlistment (44%)
KPI: "Good job"/Pathway job % of grads in non-quality roles who earn at least \$45K	15% (Denominator is only those in non-quality jobs)	Reminder: KPI not goal. This is a new metric, we don't yet have a lot of confidence about where PAFs will land. Test it out this year and roll out as formal goal in the future. Last year we were at 20% and NY Fed is at 35% pre-recession (and skews high since it looks at folks up to five years out of college) (see below) We'll learn on PAF response to salary question in PAF survey.
Employment: % of known Braven bachelor's degree earners that are employed at all within 6 months of graduating	75%	22% reduction from the anticipated national average for all students, when you exclude military/service enlistment (32%)
Internships: % of PAF's with at least one internship during undergrad (multi-cohort, multi-year measure)	75%	No change for FY21 The data we gather will be for FY20 grads and their internships won't be impacted by the recession (likely completed prior pandemic). Don't need to adjust this year but should for future years. Not sure exactly when to reduce and by how much but the slash in internships

		will likely impact future PAF grads
KPI: Internships: >2 internships	50%	Make this a KPI and monitor

***A good/pathway job is 1) a job > \$45K salary and 2) does not require a BA**

1. This methodology draws from an [NY Fed definition](#), meaning we have some access to benchmark data (along with other salary datasets including NACE),
2. This is easy to measure and understand -- no subjectivity or complex definitions,
3. It makes sense in a recession to increase our focus on grads' financial sustainability -- and the board, funders, etc. will likely be interested in this as well.