



GEORGE N. COPADIS, COMMISSIONER

RICHARD J. LAVERS, DEPUTY COMMISSIONER

May 15, 2025

Her Excellency, Governor Kelly A. Ayotte  
and the Honorable Council  
State House  
Concord, NH 03301

**REQUESTED ACTION**

To authorize New Hampshire Employment Security (NHES) to enter into a Memorandum of Agreement (MOA) with the University System of New Hampshire (USNH) to set forth the terms under which NHES will provide aggregated wage data to USNH to assist USNH in continuing to maintain in-demand program offerings designed to contribute to workforce development and the economic growth of the State of New Hampshire. The MOA will be effective upon Governor & Council approval and may be terminated at any time by either party.

**EXPLANATION**

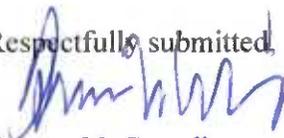
NHES is requesting authorization to enter into an MOA with USNH to establish parameters for the sharing of aggregated wage data by NHES' Economic and Labor Market Information (ELMI) Bureau with USNH on the placement of USNH's students into employment following graduation. NHES has also submitted a companion request seeking approval to do the same exchange of aggregated wage data with the Community College System of New Hampshire.

As a participant in federal and state supported workforce training programs, USNH will be able to use this data to evaluate the effectiveness and relevancy of its program offerings, as well as confirm that it continues to help meet the workforce needs of employers here in New Hampshire. This data sharing is permitted under RSA 282-A:118, V.

The aggregated data to be provided by ELMI will also assist USNH in meeting its obligations to track and report on program outcomes, which includes the placement of students in employment and their average earnings within industry classifications.

The Attorney General's Office has approved this MOA as to form, substance and execution.

Respectfully submitted,

  
George N. Copadis  
Commissioner

Attachments

**MEMORANDUM OF AGREEMENT BETWEEN THE UNIVERSITY SYSTEM OF  
NEW HAMPSHIRE AND THE NEW HAMPSHIRE DEPARTMENT OF  
EMPLOYMENT SECURITY, ECONOMIC AND LABOR MARKET INFORMATION  
BUREAU**

This Agreement is made this 9<sup>th</sup> day of May, 2025 between the University System of New Hampshire (USNH) and New Hampshire Employment Security's Economic and Labor Market Information Bureau (NHES ELMI). The postsecondary colleges of USNH consist of the University of New Hampshire, Plymouth State University, and Keene State College (collectively referred to as USNH). The purpose of this Agreement is to specify the scope and method of data exchange for the express and sole purpose of allowing USNH to obtain aggregated information concerning student employment and median earnings for use in validating the relevance and effectiveness of programming provided by USNH to the citizenry and labor markets within the State of New Hampshire.

**I. RECITALS:**

1. USNH postsecondary education institutions maintain education records on enrollees, completers and alumnae, which include information on student demographics, programs of study, program attainment, and social security numbers. The New Hampshire Department of Employment Security maintains Unemployment Insurance wage records on all qualified persons in employment in New Hampshire.
2. The Family Education Rights and Privacy Act (FERPA), 20 USC Section 1232g; 34 CFR Part 99, generally prohibits the disclosure of education records without the consent of students attending postsecondary educational institutions, with allowable exceptions as noted in Section I.3, below. Under FERPA, education records are defined as records directly related to a student and maintained by an educational agency or institution. The records accessed by USNH to evaluate program outcomes are education records and subject to FERPA compliance.
3. FERPA contains several exceptions to the disclosure rule at 34 CFR Sections 99.31 and 99.35 permitting disclosure without prior written consent in certain circumstances, including disclosures made to authorized representatives of the educational agency or institution in connection with an audit or evaluation of federal or state supported education programs, or for the enforcement of or compliance with federal legal requirements that are related to those programs.
4. NHES maintains wage records for covered employment in the State of New Hampshire for each calendar quarter. This data is available two full quarters after the completion of a quarter for administrative record match in authorized situations. NHES maintains the confidentiality of employer, employee, and wage data records in accordance with RSA 282-A:118-123.
5. Whereas employment outcomes may serve as an indicator of academic program effectiveness, USNH, under the audit/evaluation provision of FERPA, will disclose data from its education records to NHES's Economic and Labor Market Information Bureau (ELMIB), acting



as a designated authorized representative, as that term is defined in 34 CFR. 99.3, for the purpose of conducting the data match to identify employment/earnings outcomes for USNH.

6. The information to be provided by all Parties to this Agreement, and the process by which it will be provided, are described in Attachment A (USNH Wage Record Data Match Specification). Information will be provided in an aggregate format in keeping with the requirements of RSA 282-A:118, V. In no instance will individual employee wages or employer data be disclosed for any quarter under this Agreement.

## **II. AGREEMENT**

1. USNH will provide individual student information via secure transmission as described in Attachment A hereto.

2. NHES ELMIB, agrees to destroy all personally identifiable information obtained as soon as the administrative data match has been completed. All versions of these data obtained from USNH pursuant to this Agreement, whether electronic, printed, or otherwise, will be destroyed. In carrying out the provisions of this Agreement, all Parties will adhere to the confidentiality restrictions specified in Section III. 8. and any processes specified in Attachment A.

3. The New Hampshire Department of Employment Security and the University System of New Hampshire each have the right to terminate this agreement at any time for any reason.

## **III. OTHER PROVISIONS**

1. All notices and other communications in connection with this Agreement shall be in writing and shall be deemed to have been received by a party when received in the case of hand delivery, or two (2) days after mailing by a nationally recognized overnight carrier, to each party at the addresses shown below.

If to NHES, then to:  
Director, ELMI  
NH Employment Security  
45 South Fruit Street  
Concord, NH 03301-4857

If to USNH, then to:  
Director of Institutional Research, System Office  
University System of New Hampshire  
5 Chenell Drive, Suite 301  
Concord, NH 03301

2. This Agreement may be executed in multiple counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

3. The parties hereto do not intend to benefit any third parties and this Agreement shall not be construed to confer any such benefit.

4. In connection with the performance of the Services, USNH shall comply with all statutes, laws, regulations, and orders of federal, state, county or municipal authorities which impose any obligation or duty upon USNH.

5. Both Agencies, through their Commissioner and Chancellor or Chief Operating Officer, will attempt to resolve any disputes, and if they are unable to do so, the dispute shall be submitted to the New Hampshire Department of Justice, and the Attorney General's decision shall be final.

6.1 Any one or more of the following acts or omissions of USNH or NHES shall constitute an event of default hereunder ("Events of Default"):

6.1.1 failure to submit any report required hereunder; or

6.1.2 failure to perform any other covenant or condition of this Agreement.

7.1 Upon the occurrence of any Event of Default, the non-defaulting party may take any one, or more, or all, of the following actions:

7.2.1 give the defaulting party written notice specifying the Event of Default and requiring it to be remedied within, in the absence of a greater or lesser specification of time, thirty (30) days from the date of the notice; and if the Event of Default is not timely remedied, terminate this Agreement, effective two (2) days after giving notice of termination; and

7.2.2 give the defaulting party written notice specifying the Event of Default and suspend all services under this Agreement until such time as the Event of Default has been cured; and

7.2.3 treat the Agreement as breached and pursue any of its remedies at law.

8.1 As used in this Agreement, the word "data" shall mean all information and things developed or obtained during the performance of, or acquired or developed by reason of, this Agreement, including, but not limited to, individual student information, all studies, reports, files, formulae, surveys, maps, charts, sound recordings, video recordings, pictorial reproductions, drawings, analyses, graphic representations, computer programs, computer printouts, notes, letters, memoranda, papers, and documents, all whether finished or unfinished.

8.2 Confidentiality of data shall be governed by RSA 91-A, RSA 282-A:118-123, 20 USC Section 1232g, 34 CFR Part 99 (FERPA), and any other applicable law. Disclosure of information pursuant to a right-to-know or other request shall occur only after prior written notice to the other party to this MOA.

8.3 The transmission and storage of all data pertaining to an individual's educational records and unemployment insurance records will adhere to applicable laws and generally accepted best practice standards related to information security, including, but not limited to, commercially available and widespread precautionary measures, such as firewall implementation, virus

scanning, security access control software, logical encryption of data as it leaves the data boundary, secure tunnels, and limitation of physical access to confidential and personally identifiable information (PII).

8.4 In the event of a disclosure or security breach, or suspected breach, concerning any PII covered by this Agreement, NHES and USNH shall immediately notify the other party and shall take immediate steps to limit and remediate the damage of such breach to the greatest extent possible. Additionally, NHES and USNH shall assist one another in managing appropriate breach notifications per RSA 359-C:20 and RSA 358-A:3.

8.5 All Parties shall take necessary precautions to ensure that only authorized personnel are given access to the PII covered by this Agreement, and access will be restricted to only those authorized personnel who need the data to perform the work set forth in this Agreement. All PII will be stored in a manner that is safe from access by unauthorized persons. No PII shall be transferred to or stored on any computers or devices in a manner where such PII is located outside the secured administrative networks of either NHES or USNH. This restriction includes the prohibition of viewing, saving, storing or transferring PII to mobile storage devices or on any device or computer that is not located in the secured administrative network of either NHES or USNH.

8.6 NHES shall provide USNH with a copy of an audit letter reflecting an independent review and examination of NHES information technology system policy, records, and activities, attesting to the adequacy of NHES IT system controls and compliance with established IT security policy and procedures.

9. This Agreement may be amended, waived or discharged only by an instrument in writing signed by the parties hereto.

10. To facilitate the performance of this Agreement, the following positions are designated as liaisons between NHES and USNH:

For NHES:  
Director, ELMI  
NH Employment Security  
45 South Fruit Street  
Concord, NH 03301-4857

For USNH:  
Director of Institutional Research, System Office  
University System of New Hampshire  
Farnum Hall  
28 College Drive  
Concord, NH 03301



11. None of the parties shall be liable for delays caused by fire, accident, labor dispute, war, insurrection, riot, act of government, act of God, or any other cause reasonably beyond its control; but each party shall use all reasonable efforts to minimize the extent of any such delay.

12. None of the parties may assign its rights or delegate its obligations hereunder without the prior written consent of the other affected party or parties, which consent will not be unreasonably withheld.

13. None of the parties shall be deemed to have waived any right hereunder unless such waiver is in writing and executed by a duly authorized officer of the waiving party. No waiver by any party of any right hereunder shall constitute a waiver of any right on any other occasion.

14. The invalidity or unenforceability, in whole or in part, of any provision, term or condition hereof shall not affect the validity or enforceability of the remainder of such provision, term or condition or of any other provision, term or condition.

15. This Agreement shall be construed in accordance with the laws of the State of New Hampshire and is binding upon and inures to the benefits of the parties and their respective successors and assigns.

16. Captions of the sections of this Agreement are for reference purposes only and do not constitute terms or conditions hereof. The parties acknowledge that they have thoroughly reviewed this Agreement and bargained over its terms. Accordingly, neither party shall be considered responsible for the preparation of this Agreement, which shall be deemed to have been prepared jointly by all parties. The provisions of the Agreement allocate the risks between the parties. The terms and conditions included herein reflect this allocation of risk, and each provision herein is part of the bargained for consideration of this Agreement.

17. The provisions of this Agreement and attachments as written constitute the entire agreement between USNH and NHES and supersede all prior agreements and understandings.

18. Nothing in this Agreement shall be deemed to constitute a waiver of the State's sovereign immunity, which is hereby reserved.

19. This MOA shall become effective upon full execution of this Agreement and approval by the Governor and Executive Council.

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**IV. APPROVAL**

Each Party represents and warrants to the other Party that this Agreement has been duly authorized, executed, and delivered by and on behalf of each such Party, and constitutes the legal, valid, and binding agreement of said Party.

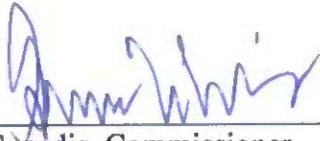
The undersigned authorized officials commit their respective organizations to the terms of this Agreement.



\_\_\_\_\_  
Catherine A. Provencher, Chancellor  
University System of New Hampshire

May 8, 2025

\_\_\_\_\_  
Date



\_\_\_\_\_  
George N. Copadis, Commissioner  
New Hampshire Employment Security

5/9/25

\_\_\_\_\_  
Date

Approved by the Attorney General (Form, Substance and Execution)

By: Jay Samuel

5/16/2025

\_\_\_\_\_  
Date

## **Attachment A: USNH Wage Record Data Match Specification**

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### **Summary**

The project's purpose is to determine employment outcomes and average wages for graduates of the University System of New Hampshire (USNH) by matching the individually identifiable information of graduated students to quarterly earnings records from the unemployment insurance covered earnings database maintained by New Hampshire Employment Security (NHES). Examples of employment outcomes may include percentage of graduates obtaining employment in NH within a certain time frame following graduation; percentage of employed graduates by academic program and by industry; percentage employed in NH by residency status (i.e., in-state vs. out-of-state resident for purpose of tuition rate).

Employment outcomes have long served as an indicator of vocational program effectiveness, and they are increasingly viewed by the public and elected officials as an indicator of overall postsecondary institutional effectiveness. While there are recognized limitations in using wage data to assess effectiveness at both the institution and the program level (particularly in the liberal arts), understanding the limitations and the benefits of such an assessment is essential to engage in the public discourse around outcomes.

Data exchange between USNH and NHES will occur one time per year. Specifications may be changed over time with agreement by both parties.

### **Overview of Process**

USNH will submit files of records of its graduates to NHES using the NH secure FTP site system. USNH will send three to five individual files and will receive in return a combined single file. NHES will have a process in place to retrieve uploaded files by USNH within specific submission windows. USNH will designate authorized users who can submit a data file for processing during any given submission window. Each file submitted by USNH authorized users will have a unique name. Once NHES has completed processing an uploaded file, NHES will place the response file in a designated directory on the secure FTP site.

### **Secure FTP Process**

NHES and USNH will coordinate SSH keys for users to exchange data through the secure FTP site. An individual account will have access only to one designated parent folder. The parent directory will have the file permissions set so as to not allow any other folders or files to be written by the user. Both the Upload and Processed directories will have read/write/delete access for the user.

The Upload file submitted by USNH will be in a quoted comma separated format with the file name in the format of YYYYMMDD.csv based on date of submission.

For example, *if a file were submitted by a user>Upload directory on March 1, 2013. The file format would be 20130301.csv.*

If there is an error in data in the submitted file, the user will overwrite the existing with the same name.



The Response file format from NHES in the Processed directory will be a quoted comma separated formatted file with the name format of YYYYMMDDG.csv. The file name matches the name of the original file uploaded and not the date the response file is produced and saved to the FTP site by NHES.

For the above example, *the response file would be 20130301G.csv saved to the [Parent Folder] >Processed directory by NHES.*

A notification email will be sent to the authorized user of the folder by NHES when the files are retrieved and saved by NHES to the secure FTP site. USNH will be responsible for developing its own process for downloading and processing the files exchanged. When an Upload file is retrieved by NHES from the Upload directory for processing, the file will be deleted by NHES from the directory. NHES will not preserve any student information between data runs. It will be at the discretion of USNH as to which student records are uploaded during any given data submission. Users will be responsible for deleting response files from the Processed directory.

For USNH: The component institutions each will upload a file containing individual records to the Upload directory on the secure FTP site. UNH Upload file will include UNHM and GSC graduates, to be identified as UNHM and GSC respectively. NHES will submit a group aggregated records response file to the Processed directory for download by the authorized USNH System Office user.

### **Submission Frequency**

The match process is expected to occur once annually. The submission/response timing will be determined upon mutual agreement by USNH and NHES.

Wage matches can be requested at any time, with the understanding that (1) NHES administrative wage records are not available until three full calendar months after the end of a quarter, and (2) the request will be accommodated within NHES work queue.

*COB* 

## File Formats

For the purpose of the file layout description, the term “student” refers to a student who has graduated from a USNH institution having earned a degree.

### USNH Upload file

Col	Field Name	Column Required	Value Required	Description	Data Type	Example/Notes
1	System	Yes	Yes	Identifies System	String	USNH
2	Institution	Yes	Yes	Institution/Campus Identifier	String	e.g., UNH
3	Student Graduation Year/Qtr	Yes	Yes	Graduates from this quarter will be linked to wage records in a specified, subsequent calendar quarter	String in format YYYYQ where YYYY is year and Q is quarter	For Quarter, use 0 YYYY is academic year end (Aug). e.g., if graduated Dec 2021, the academic year is 2022
4	Student First Name	Yes	Yes		String (up to 25 characters)	
5	Student Middle Initial	Yes	No		1 character	
6	Student Last Name	Yes	Yes		String (up to 60 characters)	
7	Student Social Security Number	Yes	Yes		Numeric (9 characters)	e.g., 555121212
8	CIP two digit	Yes	Yes	Two-digit Classification of Instructional Programs (CIP) code	Numeric (2 characters)	e.g., 14
9	CIP four digit	Yes	Yes	Four-digit Classification of Instructional Programs (CIP) code	String (5 characters)	e.g., 14.03
10	CIP six digit	Yes	Yes	Six-digit Classification of Instructional Programs (CIP) code	String (7 characters)	e.g., 14.0301 Use 00.0000 if six-digit CIP is not identified or not available
11	Residency	Yes	Yes	Student's residency status (in-state v. out-of-state) as determined for tuition rate at point of entry/matriculation	1 character: I, O, or N	I = in-state O = out-of-state N = unknown or NA
12	Wage Match Quarter	Yes	Yes	The quarter from which wages will be matched to students with a specified Student Graduation Year/Quarter	String in format YYYYQ where YYYY is year and Q is quarter	e.g., wage match for the last quarter of 2016 = 20164 Quarters are calendar year. 1 = Jan, Feb, Mar 2 = Apr, May, Jun 3 = Jul, Aug, Sep 4 = Oct, Nov, Dec

Upload String /Example: Jonas Smith

UNHM nonresident graduate, completed December 2021, wage match 2022 4th quarter:

USNH,UNHM,20220,Jonas,,Smith,555121212,14,14.03,14.0301,O,20224

### NHES Group Response File: Aggregation

All group response files will contain all fields identified. NHES will aggregate records in the groupings identified and will screen the data for wage confidentiality as indicated by NHES aggregation and disclosure rules. Where an aggregated grouping count falls below disclosure requirements, the median wage field will return "ND" (not disclosed).

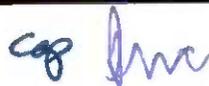
The group file aggregations are based on group id and match quarter.

Col	Field Name	Description	Data Type	Example/Notes
0	Line Type Identifier	Used to identify type of response line in file	1 character	A (for Aggregation)
1	System Identifier	Identifies System	String	USNH
2	Institution Identifier	Institution/Campus Identifier	String	e.g., UNH
3	Student Graduation Year/Qtr	Graduation cohort used for wage match	String in format YYYYQ where Y is year and Q is quarter	USNH uses "0" for quarter, e.g., 20230
4	Total Submitted	Count of total records submitted for this group	Integer	e.g., 2350
5	Wage Match Quarter	The quarter for which wages will be matched to students with a specified Student Graduation Year	String in format YYYYQ where YYYY is year and Q is quarter	e.g., wage match for the 2nd quarter of 2023 = 20232  Quarters are calendar yr 1 = Jan, Feb, Mar 2 = Apr, May, Jun 3 = Jul, Aug, Sep 4 = Oct, Nov, Dec
6	Total Matched	Count of total number with at least one employment record in Wage Match Quarter	Integer	e.g., 2000
7	<b>MEDIAN Earnings</b>	<b>MEDIAN wages*</b> for total matched employment records in Wage Match Quarter	String	e.g., 24000.69  *If matched count meets disclosure rules, otherwise ND (not disclosed)

**NHES Group Response File: Industry**

Col	Field Name	Description	Data Type	Example/Notes
0	Line Type Identifier	Used to identify type of response line in file	1 character	I (for Industry)
1	System Identifier	Identifies System	String	USNH
2	Institution Identifier	Institution/Campus Identifier	String	e.g., KSC
3	Student Graduation Year/Qtr	Graduation cohort used for wage match	String in format YYYYQ where Y is year and Q is quarter	USNH uses "0" for quarter, e.g., 20230
4	Total Submitted	Count of total records submitted for this group	Integer	e.g., 2350
5	Wage Match Quarter	The quarter for which wages will be matched to students with a specified Student Graduation Year	String in format YYYYQ where YYYY is year and Q is quarter	e.g., wage match for the 2nd quarter of 2023 = 20232  Quarters are calendar year 1 = Jan, Feb, Mar 2 = Apr, May, Jun 3 = Jul, Aug, Sep 4 = Oct, Nov, Dec
6	Total Matched	Count of total number with an employment record in Wage Match Quarter	Integer	e.g., 2000
7	Industry NAICS	Industry NAICS codes 2-, 3-, and 4-digit	Integer	e.g., 61, 611, 6111
8	<b>Subtotal Submitted by NAICS</b>	<b>Count of records submitted, by NAICS code</b>	Integer	e.g., 100
9	Total - Match by NAICS	Count of total number with at least one employment record in Wage Match Quarter by NAICS code	Integer	e.g., 100
11	Residency I – Match by NAICS	Count of number with at least one employment record in Wage Match Quarter by NAICS code where Residency = I	Integer	e.g., 50
12	Residency O – Match by NAICS	Count of number with at least one employment record in Wage Match Quarter by NAICS code where Residency = O	Integer	e.g., 45
13	Residency N – Match by NAICS	Count of number with at least one employment record in Wage Match Quarter by NAICS code where Residency = N	Integer	e.g., 5
14	<b>MEDIAN Earnings by NAICS</b>	<b>MEDIAN wages*</b> for total employment records in Wage Match Quarter by NAICS code	String	e.g., 24000.69  *If matched count by NAICS/Residency meets disclosure rules, otherwise ND (not disclosed)

Note: If a person has employment in more than one NAICS industry in a quarter, the person will be counted in both industries; however, the person will only be counted once in any given category. For example, if they work at two different businesses in the same NAICS code, they will only be counted in that NAICS code once. Industry line item only returns a line if the count of employed is greater than 0 between the 2-, 3-, and 4-digit aggregation levels.



NHES Group Response File: CIP

Col	Field Name	Desc	Data Type	Example
0	Line Type Identifier	Used to identify type of response line in file	1 character	C (for CIP)
1	System Identifier	Identifies System	String	USNH
2	Institution Identifier	Institution/Campus Identifier	String	e.g., PSU
3	Student Graduation Year/Qtr	Graduation cohort used for wage match	String in format YYYYQ where Y is year and Q is quarter	USNH uses "0" for quarter, e.g., 20230
4	Total Submitted	Count of total records submitted for this group	Integer	e.g., 2350
5	Wage Match Quarter	The quarter for which wages will be matched to students with a specified Student Graduation Year	String in format YYYYQ where YYYY is year and Q is quarter	e.g., wage match for the 2nd quarter of 2023 = 20232  Quarters are calendar yr 1 = Jan, Feb, Mar 2 = Apr, May, Jun 3 = Jul, Aug, Sep 4 = Oct, Nov, Dec
6	Total Matched	Count of total number with an employment record in Wage Match Quarter	Integer	e.g., 2000
7	CIP	Academic program code 2-, 4-, and 6-digit	String (up to 7 characters)	e.g., 14, 14.01, 14.0101
8	<b>Subtotal Submitted by CIP</b>	<b>Count of records submitted, by CIP code</b>	Integer	e.g., 100
9	Total - Match by CIP	Count of total number with at least one employment record in Wage Match Quarter by CIP code	Integer	e.g., 100
10	Residency I – Match by CIP	Count of number with at least one employment record in Wage Match Quarter by CIP code where Residency = I	Integer	e.g., 50
11	Residency O – Match by CIP	Count of number with at least one employment record in Wage Match Quarter by CIP code where Residency = O	Integer	e.g., 45
12	Residency N – Match by CIP	Count of number with at least one employment record in Wage Match Quarter by CIP code where Residency = N	Integer	e.g., 5
13	<b>MEDIAN Earnings by CIP</b>	<b>MEDIAN wages*</b> of total with an employment record in Wage Match Quarter by CIP code	String	e.g., 24000.69  *If matched count by CIP/Residency meets disclosure rules, otherwise ND (not disclosed)

**NHES Group Response File: Residency**

Col	Field Name	Desc	Data Type	Example
0	Line Type Identifier	Used to identify type of response line in file	1 character	R (for Residency)
1	System Identifier	Identifies System	String	USNH
2	Institution Identifier	Institution/Campus Identifier	String	e.g., UNH
3	Student Graduation Year/Qtr	Graduation cohort used for wage match	String in format YYYYQ where Y is year and Q is quarter	USNH uses "0" for quarter, e.g., 20230
4	Total Submitted	Count of total records submitted for this group	Integer	e.g., 2350
5	Residency I	Count of uploaded records with Residency = I	Integer	e.g., 2100
6	Residency O	Count of O	Integer	e.g., 245
7	Residency N	Count of N	Integer	e.g., 5
8	Wage Match Quarter	The quarter for which wages will be matched to students with a specified Student Graduation Year	String in format YYYYQ where YYYY is year and Q is quarter	e.g., wage match for the 2nd quarter of 2023 = 20232  Quarters are calendar year 1 = Jan, Feb, Mar 2 = Apr, May, Jun 3 = Jul, Aug, Sep 4 = Oct, Nov, Dec
9	Total Match	Count of total number with at least one employment record in Wage Match Quarter	Integer	e.g., 1800
10	Residency I – Match	Count of number with Residency = I and matching employment record in Wage Match Quarter	Integer	e.g., 1700
11	Residency O – Match	Count of total number of matches where Residency = O and matching employment record in Wage Match Quarter	Integer	e.g., 100
12	Residency N – Match	Count of total number of matches where Residency = N and matching employment record in Wage Match Quarter	Integer	e.g., 0



**Group Response Files: Additional information**

NHES will aggregate crossmatches of data where confidentiality screening permits. These crossmatches may include NAICS employment by Residency and CIP employment by Residency.

Combined, all of the above group response file specifications effectively provide for the aggregated wage record groupings identified below, with possible omissions due to NHES confidentiality requirements.

NHES will provide Group Response Files with aggregation for each institution submitted and with aggregation at the system-level, i.e., all campuses combined.

AGGREGATION													
A	System	Institution	Student Qtr	Count - Total Submitted	Wage Match Qtr	Total # Matched	MEDIAN Wage* (formerly Average)						
INDUSTRY													
I	System	Institution	Student Qtr	Count - Total Submitted	Wage Match Qtr	Total # Matched	NAICS Code (2-, 3-, 4-digit)	Count - Total Submitted, by NAICS (added field)	Count - Total Matched by NAICS	Count - Total Matched by NAICS by Residency (I)	Count - Total Matched by NAICS by Residency (O)	Count - Total Matched by NAICS by Residency (N)	MEDIAN Wage* by NAICS (formerly Average)
CIP													
C	System	Institution	Student Qtr	Count - Total Submitted	Wage Match Qtr	Total # Matched	CIP Code (2-, 4-, 6-digit)	Count - Total Submitted by CIP (added field)	Count - Total Matched by CIP	Count - Total Matched by CIP by Residency (I)	Count - Total Matched by CIP by Residency (O)	Count - Total Matched by CIP by Residency (N)	MEDIAN Wage* by CIP (formerly Average)
RESIDENCY													
R	System	Institution	Student Qtr	Count - Total Submitted	Count - Residency=I Submitted	Count - Residency=O Submitted	Count - Residency=N Submitted	Wage Match Qtr	Count - Total Matched	Count - Total Matched by Residency (I)	Count - Total Matched by Residency (O)	Count - Total Matched by Residency (N)	

\* If matched count by CIP/Residency meets disclosure rules, otherwise value is "ND" (not disclosed)

Change to specifications