



# Financial Value Transparency & Gainful Employment Reporting

Office of Postsecondary Education, Department of Education

## Deadlines

### January 15, 2025

all data for award years prior to 2023-24

### January 15, 2025

data for the 2023-24 award year

Annually this report will be due **October 1** for the most recently completed award year

**Award year:** July 1- June 30

## WSU Management

Institutional Research and Data Analytics (IRDA)

*in collaboration with*

Office of Financial Aid

Created by WSU Institutional Research & Data Analytics, March 2024  
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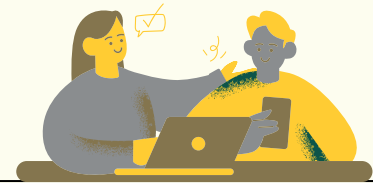


## Purpose

Designed to provide transparency to consumers, such as students, prospective students, parents, and policy makers, about financial costs and benefits to students in response to unaffordable amounts of student loan debt in relation to earnings or with no gains in earnings compared to those with no more than a high school degree.

## Participants

Nearly all postsecondary institutions with academic programs that are eligible to participate in Title IV HEA funding, such as federal grants like Pell and federal Direct Loans.



## Process

**October 2023** regulation published by Department of Education (ED).

**June (yearly starting 2024)** ED provides completer's list to universities. Schools have 60 days to make corrections to the list.

**Summer 2024** universities decide on transitional (2 years) or standard reporting (6 years).

**January 2025** universities submit historical data.

**October (yearly starting 2025)** universities submit data on programs, enrolled students, and completers/withdrawn students for the most recently completed award year.

### Post Survey Submission

**TBD** ED provides lists of graduating cohorts to obtain earnings data from a partner (currently IRS).

**TBD** ED calculates debt-to-earnings and earnings premium metrics.

**TBD** ED publishes scorecard for consumers containing the debt-to-earnings and earnings premium metric.

**TBD** ED evaluates gainful employment program eligibility.

**TBD** Institutions submit certification report to ED.

**TBD** ED notifies institution of failing programs.

**TBD** Institutions warn students and prospective students of failing programs.

## Metrics

(1) **Debt-to-earnings** measures debt burden faced by the typical graduate of a program by comparing the share of income needed to make loan payments against median annual earnings.

(2) **Earnings premium** measures a program's earnings outcomes by comparing completers' median annual earnings to an earnings threshold.

- earnings threshold is the median earnings for working adults aged 25-34 with only a high school diploma.



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## Definitions

### Gainful Employment (GE)

**Programs:** All programs at for-profit institutions. All non-degree programs leading to a recognized credential at non-profit and public institutions.

**Non-GE Programs:** All programs other than GE programs that lead to a recognized credential provided by the institution, including associate degree, bachelor's degree, master's degree, etc.

### Cohort:

DoE calculates D/E rates and EP measure using debt/earnings of students who complete a program during a specific cohort period.

**2-year cohort** used if 30 or more students completed during the period.

**4-year cohort** used if fewer than 30 students completed during the two-year cohort period.

If fewer than 30 students completed during the 4-year cohort period, D/E rates and EP measure will not be calculated.

## Outcomes

Various acknowledgment processes and warnings will need to be administered if a GE or non-GE program fails the debt-to-earning metric or earnings premium metric.

Acknowledgment means that prospective students must acknowledge they have viewed the information on the Department's website prior to enrolling in the institution and/or program.

Warnings mean that the institution must provide a warning to prospective and enrolled students within a defined timeframe. An institution may not enroll a student for 3 business days after they have seen the warning.

Non-GE programs are not subject to loss of Title IV eligibility if they fail the metrics.

## Reporting Options

By **Summer 2024**, universities are to have decided on either transitional or standard reporting.

### Additional Resources

- [AIR, Operationalizing the DoE's New and Updated Regulations on Campus](#)
- [NAICU, Summary of Final Rules](#)
- [ACE, Regulation Summary](#)

## Standard Reporting

### Submit

required data elements for the second through seventh or eighth prior award years, i.e. data starting in the 2017-18 academic year for 2-year cohorts or data starting in the 2015-16 academic year for 4-year cohorts for most qualifying programs.

### Considerations

- higher reporting burden
- locked in/cannot impact rates and data - all data is "baked" no way to change outcomes
- programs were likely cheaper (i.e. lower debt rates)

## Transitional Reporting

### Submit

required data elements for the two most recently completed award years, i.e. 2021-22 and 2022-23 academic years

### Considerations

- lower reporting burden
- opportunity to impact cost/debt in the near term in future reporting years
- programs may be more expensive in recent years
- challenge for smaller institutions with cohorts needing 4 years