

RP CTE Employment Outcomes Survey: Results from the Pilot Year

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2013 Statewide Effort: CTE Employment Outcomes Survey

- Second year of survey
- Participation from 35 California Community Colleges
- Changes from pilot year:
 - Slight modification to questions
 - Inclusion of new questions regarding industry certification/licensure, and journey-level status

CTE Employment Outcomes Survey

- Collaborative effort among community college consortia, the Chancellor's Office, and the RP Group
- Dual purposes:
 - Provide insightful information for local program improvement
 - Collect statewide data for documentation of CTE outcomes
- Practitioner-Driven Effort
 - Statewide meetings, conference calls, collaboration
 - All methodology, implementation and survey questions vetted
 - Report format developed in response to practitioner needs

CTE Employment Outcomes Survey

Methodology

- 3 Modalities: e-mail, then US mail, then phone calls
- Survey conducted approximately 1.5 years after completing/leaving

Sample

- All students included who met the criteria
 - By 10/11, had either earned a vocational award of 6+ units OR earned 9+ CTE units AND did not enroll in 11/12
- Total = 35 Colleges and 47,436 students

Data

- Chancellor's Office MIS data wherever possible
- Local data supplement (student contact information)
- Survey data

CTE Employment Outcomes Survey

Response Rates

- Overall, 24%
- By College, overall response rate ranged from 33.4% to 11.9%
- Lower response rates from colleges that did not participate in all three modalities, AND those without current, accurate contact information

Reports

- Statewide, and college level reports
- Full data sets being given back to colleges for further analysis

Basic Demographics

	CTEOS Cohort	CTEOS Respondents	All CCCs 2010/11
Gender: Female	49%	54%	53%
Asian	21%	19%	12%
Black	6%	5%	8%
Latino	25%	22%	34%
White	39%	44%	32%
DSPS	5%	6%	~
ESL	5%	5%	~
Acad. Disadvantaged	41%	41%	~
Migrant Worker	4%	5%	~
	n=47,353	n=11,512	n=2.6 million

“Swirl”

	CTEOS Cohort	CTEOS Respondents
Attended multiple colleges within the same district	17.6%	19.2%
Attended multiple districts	45.5%	45.6%
N/A – attended only one college	36.9%	35.2%

Statewide Findings

The big questions...

- Are our CTE students employable?
- Do they find jobs in the field in which we trained them?
- Do they see an increase in income?

...in other words, was the program worth it?



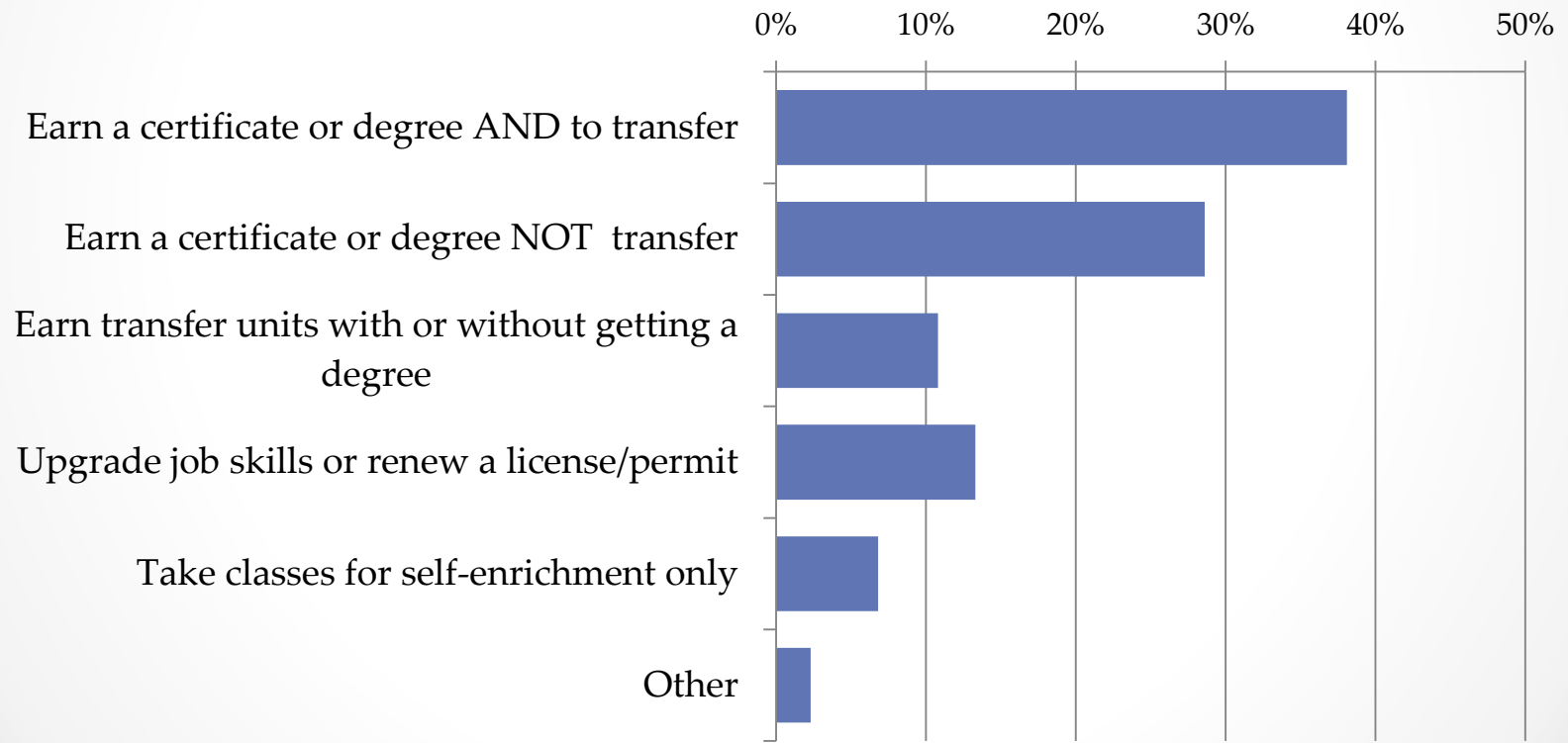
Statewide Findings

- 24% Response Rate
- 92% Satisfaction Rate with education and training
- 35% transferred
- 75% working in their field of study (or “close”)
- 32% successfully engaged in a job search, 11% unsuccessfully engaged in a job search (the remainder were not looking or were already employed)



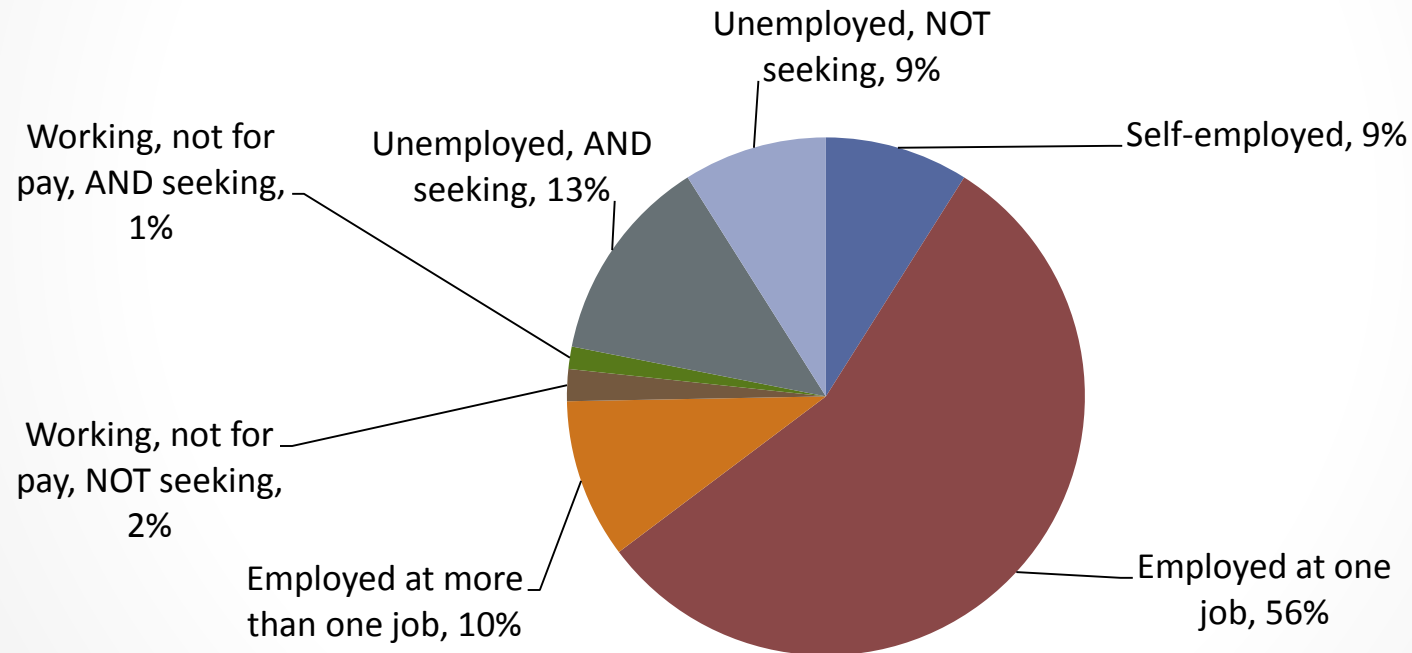
Findings: Educational Goal

Educational Goal: 80% indicated earning a certificate or degree (with our without transfer) and 10% upgrading job skills or license/permit renewal



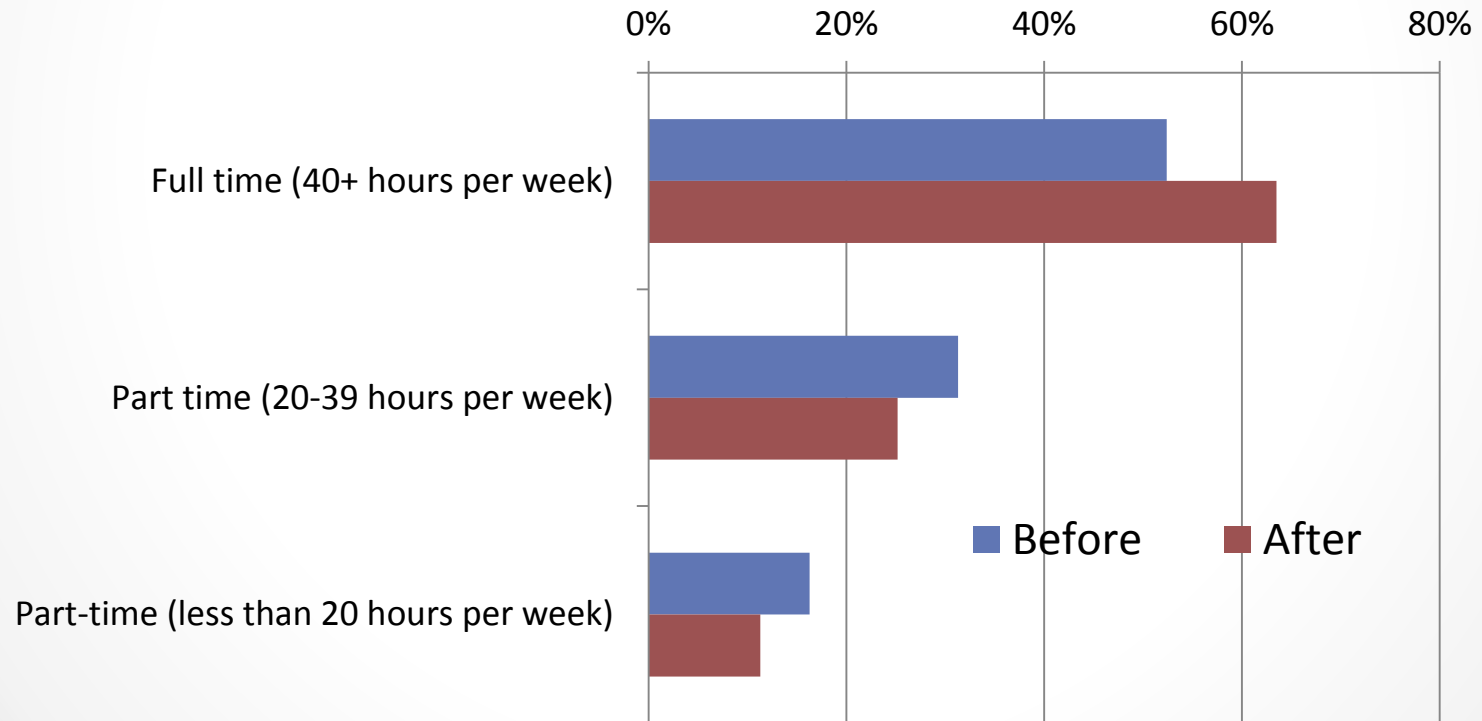
Findings: Employment Status

- 75% of respondents are employed for pay



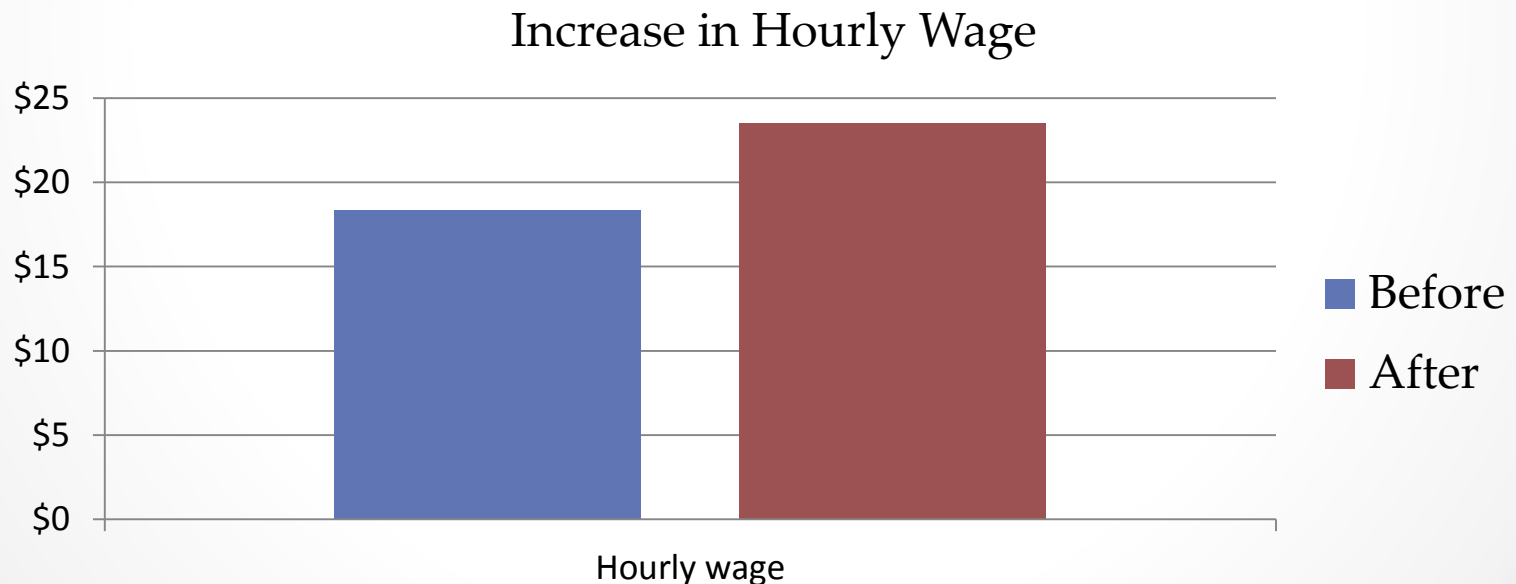
Findings: Work Status

- More students worked full time after completing studies and training



Findings: Wage Increase

- The hourly wage of degree/certificate earners **increased 28%** from their hourly wage before their studies/training (\$18.34) to their hourly wage after completing their studies/training (\$23.51)



Wage Increase by Award Level

<i>Award Level</i>		<i>Hourly Wage Prior</i>	<i>Hourly Wage Post</i>	<i>Increase</i>	<i>Change</i>
AA/AS	N	1707	1686		
	Mean	\$17.7571	\$25.0931	7.34	41.3%
Cert of 60+ units	N	33	34		
	Mean	\$23.8118	\$29.8021	5.99	25.2%
Cert of 30 to <60	N	429	443		
	Mean	\$17.7246	\$22.0064	4.28	24.2%
Cert of 18 to <30	N	505	473		
	Mean	\$18.5545	\$21.9149	3.36	18.1%
Cert of 12 to <18 units (CO approved)	N	55	65		
	Mean	\$18.1685	\$21.2315	3.06	16.9%
Cert of 6 to <18 units (not CO approved; posted in COMIS)	N	342	324		
	Mean	\$18.0894	\$21.0733	2.98	16.5%
Total	N	3071	3025		
	Mean	\$17.9931	\$23.6835	5.69	31.6%

Wage Increase by Completion Status

<i>Completion Status</i>		<i>Hourly Wage Prior</i>	<i>Hourly Wage Post</i>	<i>Increase</i>	<i>Change</i>
Skills Builder	N	3792	3592		
	Mean	\$18.6505	\$23.3920	4.74	25.4%
Completer	N	3071	3025		
	Mean	\$17.9931	\$23.6835	5.69	31.6%
Total	N	6863	6617		
	Mean	\$18.3564	\$23.5253	5.17	28.2%

Further Examination of Results

- Over a third of respondents transferred to a 4-year college or university
- Less than half of respondents earned a degree or certificate

...doesn't that make a difference?

How do the results vary by transfer and completion status?

What characterizes "Skills Builders"?



Respondents by Transfer and Completion Status

	No Transfer: Skills Builder	No Transfer: Completer	Transfer: Skill Builder	Transfer: Completer
Gender: Female	50.2%	63.0%	48.4%	55.6%
Ed Attain: BA/BS +	27.1%	19.5%	6.3%	5.2%
Age	36.8	36.1	25.6	28.7
GPA	3.0	3.1	3.0	3.0
Total Units Earned	31.9	42.9	42.4	47.2
DSPS	4.0%	9.2%	4.4%	7.5%
ELL	4.3%	7.2%	3.8%	5.8%
Acad. Disadvantaged	34.6%	43.1%	42.1%	50.1%
Attend only 1 CCC	42.6%	26.2%	41.5%	24.8%
	n=4,112	n=3,470	n=2,552	n=1,460

Respondents: Primary Educational Goal

	No Transfer: Skills Builder	No Transfer: Completer	Transfer: Skill Builder	Transfer: Completer
Ed Goal: Award AND Transfer	21.5%	27.0%	57.3%	76.5%
Ed Goal: Award NO Transfer	29.7%	51.1%	7.1%	8.9%
Ed Goal: Earn Transfer Units	7.1%	4.7%	26.4%	9.1%
Ed Goal: Update Skills, Renew License	25.5%	10.5%	4.0%	2.5%
Ed Goal: Self Enrichment	13.6%	4.0%	2.8%	1.6%

Respondents: Work Status

	No Transfer: Skills Builder	No Transfer: Completer	Transfer: Skill Builder	Transfer: Completer
Self Employed	11.4%	7.8%	6.1%	6.7%
Employed at 1 job	59.2%	58.7%	50.9%	53.5%
Employed at 2+ jobs	9.6%	11.9%	10.1%	9.5%
Working, not for pay, seeking paid employ	1.5%	1.3%	1.7%	1.6%
Working, not for pay, NOT seeking	1.0%	1.4%	1.5%	2.0%
Unemployed, seeking	10.4%	12.4%	15.6%	13.7%
Unemployed, NOT seeking	6.9%	6.4%	14.1%	13.0%

Respondents: Wage Increase

	No Transfer: Skills Builder	No Transfer: Completer	Transfer: Skill Builder	Transfer: Completer
Hourly Wage PRE	\$21.19	\$19.03	\$14.45	\$15.53
Hourly Wage POST	\$25.87	\$24.78	\$19.01	\$20.81
Increase in Wage	\$4.68	\$5.75	\$4.56	\$5.28
Percent Change	22.1%	30.2%	31.5%	34.0%

Respondents: Other Relevant Findings

	No Transfer: Skills Builder	No Transfer: Completer	Transfer: Skill Builder	Transfer: Completer
“Very close” relationship between studies/training and job	44.8%	59.5%	38.1%	46.2%
Successful job search	29.1%	43.1%	22.4%	28.1%
Was not seeking new employment	13.0%	8.3%	12.5%	9.7%
Coursework/training had “no impact” on employment	30.5%	18.6%	41.6%	29.3%

Respondents: Wage Increase

	No Transfer: Skills Builder	No Transfer: Completer	Transfer: Skill Builder	Transfer: Completer
Hourly Wage PRE	\$21.19	\$19.03	\$14.45	\$15.53
Hourly Wage POST	\$25.87	\$24.78	\$19.01	\$20.81
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Percent Change	22.1%	30.2%	31.5%	34.0%

Summary: Transfer and Completion Status

- Non-transfer skills builders are an unusual group
 - Older; more likely to have the educational goal of upgrading job skills or renewing license/permit
 - More likely to already have a BA/BS and to be self-employed
 - Show the highest pre- AND post- hourly wages
- Completion Matters, at least somewhat
 - While both completers and skills builders show post-program wage increases, the increase is more pronounced for completers
 - Completers, regardless of transfer status, are more likely to report successful job searchers
 - Completers, regardless of transfer status, are more likely to report that their job is “very” closely related to their coursework/training