



Show Us the Money: Wage Levels of Leavers by Community College

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Session Objectives

- Introduce CCC staff to wage data previously unavailable to them – ARCC report only has statewide data
- Collect input from community college IR staff, et al, about future efforts in this area

Why Do Wage Data Matter?

- Do community colleges help people in their efforts in the labor market?
- In a politically charged environment, public investment in higher education falls under closer review than ever before.

Data Sources

- Using 2011 ARCC (Focus on the Results) data (Tables 6a-c and Figure 12a-c).
- Data match with the EDD under an agreement between the CCCCO and EDD.
- Student data file from CCCCO are linked with wages data at the EDD using student's SSNs.
- There are no link with wages data for students who don't report SSNs in the CCCCO data file.

*ARCC: Accountability Report for Community Colleges

Data Specifications

- A wage cohort is defined as:
 - No longer be enrolled in a community college during two years immediately after their awards, and
 - Could not have transferred out to a 4-year institution.
- Have SSNs to match with wages data from EDD.
- Non zero wages in all years.
- Earn at least one vocational education award

Data Caveats

- Excludes out-of-state employment of leavers
- Excludes income from self-employment
- No link between leaver and industry or occupation of employment
- No statistical control (yet) for student characteristics such as high school grades, etc.
- Small n problem with further disaggregation

Example of Data for Each College

- Cohorts defined by CCC exit term
- Median wages in 5 years before exit and 5 years after exit

Major Considerations in Data Sharing

1. Need for local decision making
2. Data security
3. Economy of scale

Data Security

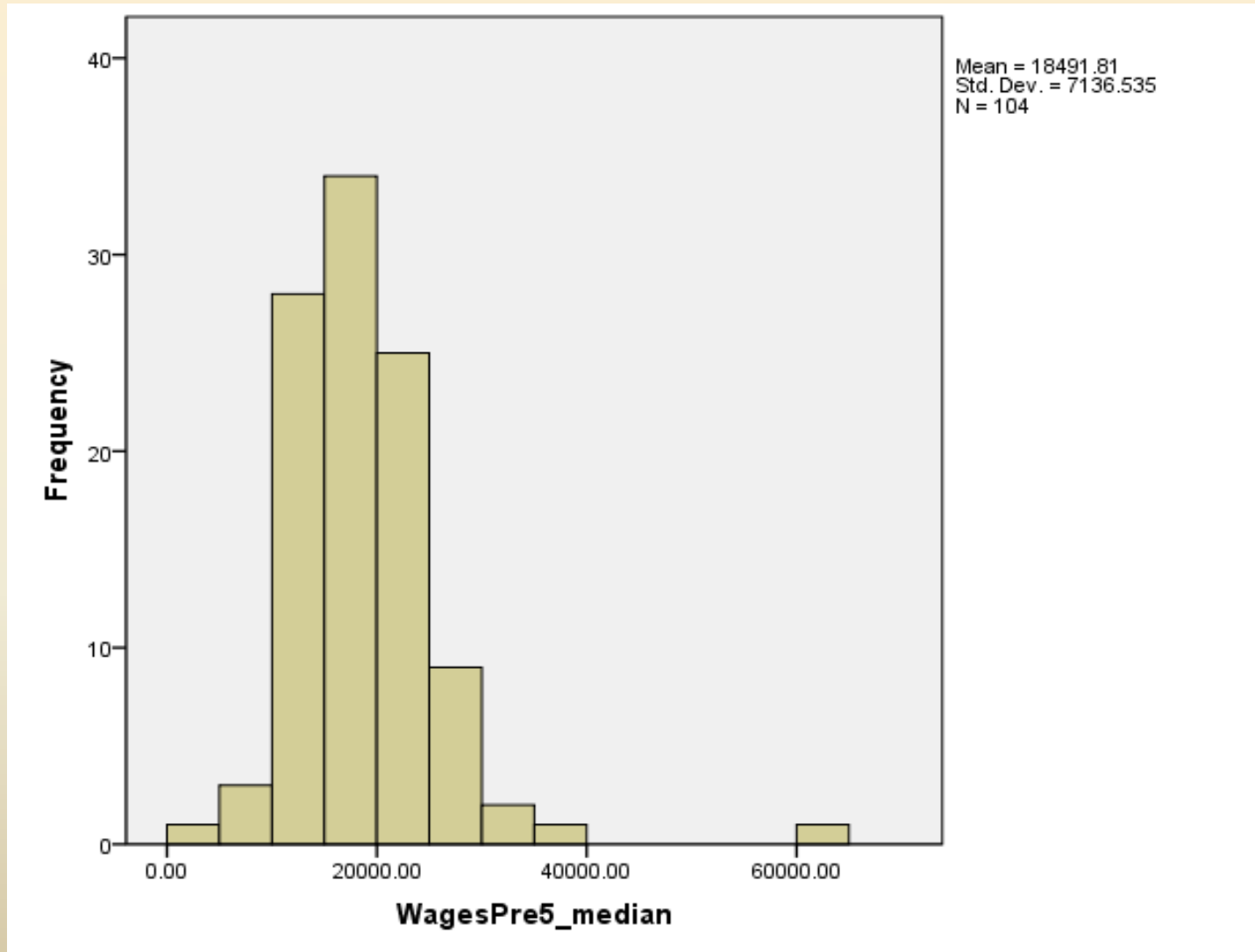
- Provision of aggregate data rather than student-level data
- Suppression of cells (or collapsing of categories)

College-Level Wage Data

- See handout of summary for all CCC's
- Compare college-level wage changes using histograms and graphs.
- Data available through the following link after the conference:

http://www.cccco.edu/Portals/4/TRIS/research/ARCC/MedianWages%20cohort%20of%202004_05.pdf

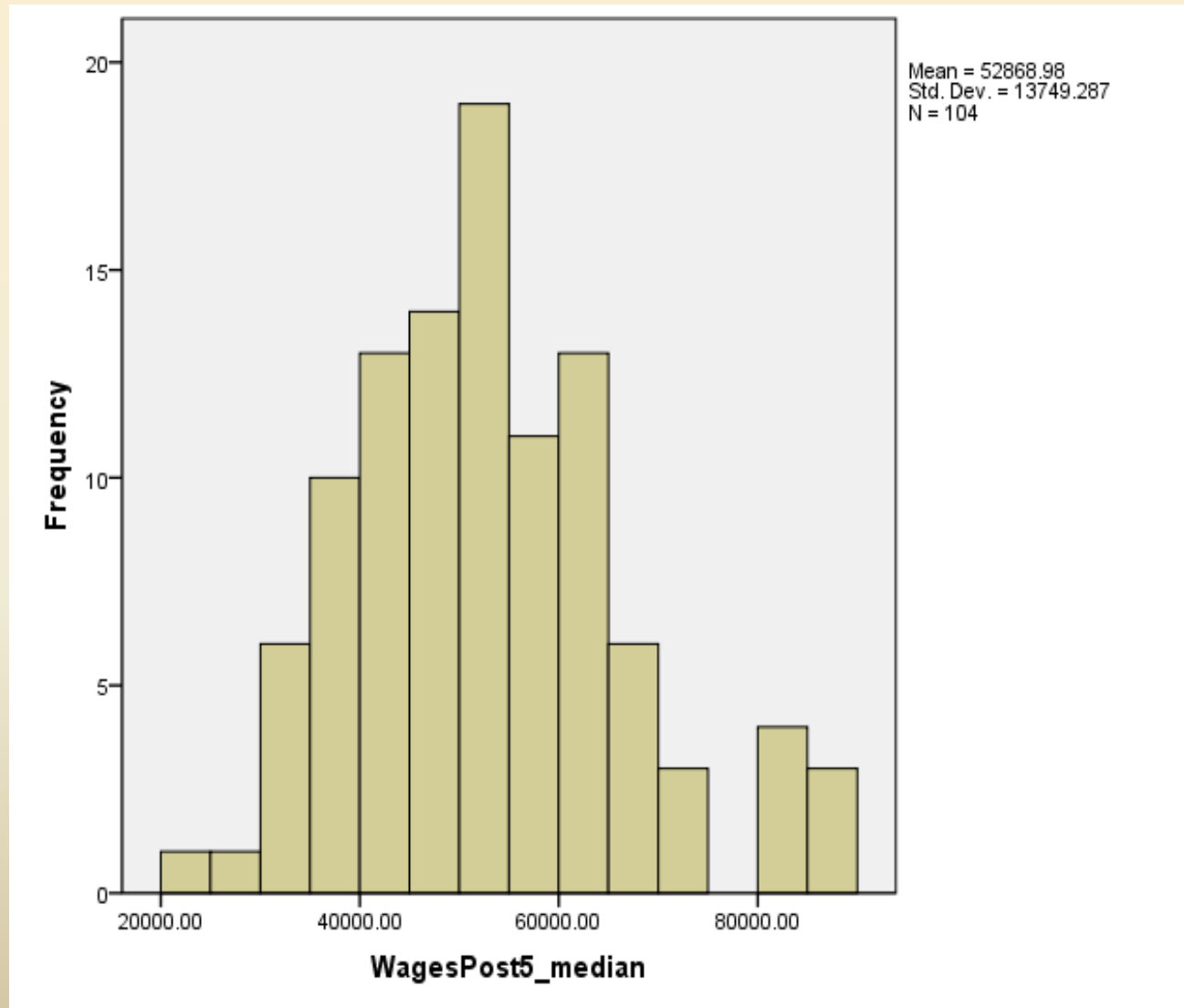
Median Wages for Cohort of 2004-05 in 1999-00



Colleges with Lowest and Highest Median Income in 1999-00

College	Median Wages, Cohort of 2004-2005											Median Wage Differences in the period of 1999-00 and 2009-10
	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	
CUYAMACA	4,971	10,195	11,539	11,734	17,256	30,117	36,272	39,689	35,556	42,611	51,668	41,106
REEDLEY	5,255	4,828	10,738	14,523	13,426	14,277	29,254	36,889	27,917	28,578	35,894	26,837
HARTNELL	8,135	11,897	15,030	11,618	9,512	12,570	59,009	65,284	56,012	54,682	53,731	38,872
COPPER MOUNTAIN	9,276	15,416	18,492	20,407	18,666	10,291	19,964	24,128	33,723	29,802	30,906	19,635
GOLDEN WEST	10,000	17,918	13,528	16,272	20,233	15,795	27,114	28,835	32,860	33,259	35,545	12,566
SOLANO	27,251	30,501	34,098	37,657	34,849	41,789	47,466	58,666	58,253	59,908	68,583	30,946
SANTIAGO CANYON	31,758	40,287	48,583	51,363	52,877	51,164	60,438	62,655	66,430	54,817	50,416	10,104
LAS POSITAS	32,533	35,794	45,976	47,753	48,614	52,504	51,448	53,863	57,174	62,987	62,165	13,024
SANTA ROSA	35,428	38,730	38,792	41,094	44,777	47,907	55,422	59,204	61,487	63,182	63,807	24,837
TAFT	61,891	66,734	69,845	68,257	78,367	82,857	90,854	105,721	95,956	92,520	89,246	27,668

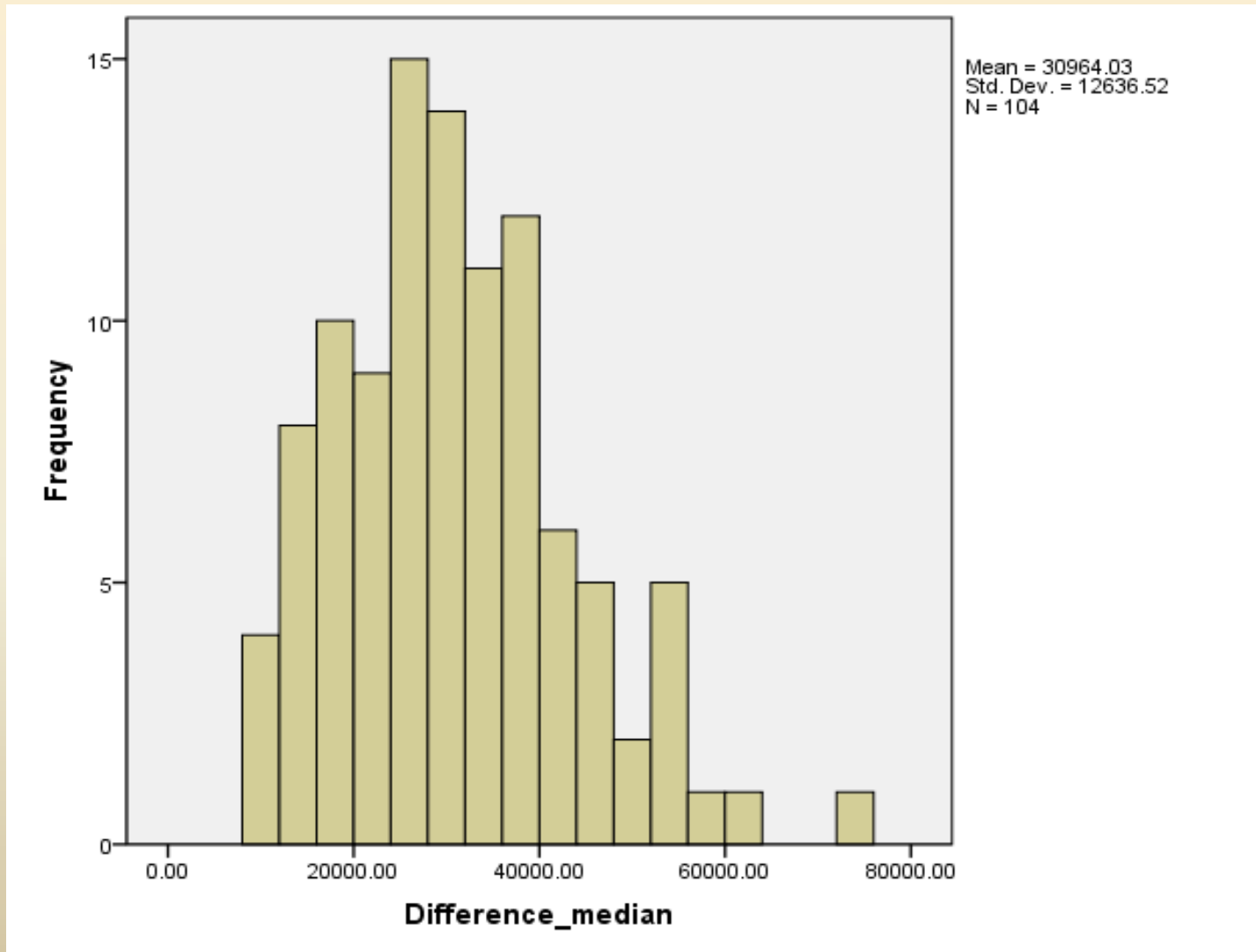
Median Wages for Cohort of 2004-05 in 2009-10



Colleges with Lowest and Highest Median Incomes in 2009-10

College	Median Wages, Cohort of 2004-2005											Median Wage Differences in the period of 1999-00 and 2009-10
	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	
FOLSOM LAKE	10,158	15,257	8,645	14,414	15,178	18,654	21,620	21,948	23,928	24,111	22,869	15,233
Marin CED	10,721	15,837	15,136	18,476	21,520	22,714	27,474	22,318	29,687	33,870	28,898	16,786
SISKIYOU	19,133	14,025	8,392	18,838	16,576	7,716	25,379	27,564	26,806	27,584	30,523	30,442
COPPER MOUNTAIN	9,276	15,416	18,492	20,407	18,666	10,291	19,964	24,128	33,723	29,802	30,906	19,635
MIRA COSTA	12,447	19,070	16,289	17,137	11,205	14,373	21,838	42,098	38,709	31,001	31,774	15,331
TAFT	61,891	66,734	69,845	68,257	78,367	82,857	90,854	105,721	95,956	92,520	89,246	27,668
EAST L.A.	23,736	26,486	31,903	35,235	37,463	52,585	66,165	75,003	79,344	83,352	88,818	58,125
EVERGREEN VALLEY	22,120	28,181	27,217	31,184	26,692	27,007	53,066	68,039	76,261	73,712	86,395	73,009
MERCED	17,993	18,298	22,565	24,607	20,085	32,490	61,941	66,572	66,294	74,263	82,637	63,659
LOS MEDANOS	22,249	22,559	27,451	24,110	24,452	20,296	56,090	67,807	74,520	74,070	80,785	14,549,955

Differences in Median Wages for Cohort of 2004-05 in the period of 1999-00 & 2009-10



Colleges with Least Changes in Median Income between 1999-00 and 2009-10

College	Median Wages, Cohort of 2004-2005											Median Wage Differences in the period of 1999-00 and 2009-10
	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	
MISSION	23,390	32,839	28,729	25,105	18,446	27,331	34,213	39,969	40,786	41,368	37,454	9,050
WEST L.A.	18,359	19,192	22,782	21,107	27,764	25,945	31,620	34,069	38,611	35,656	33,610	9,134
SANTIAGO CANYON	31,758	40,287	48,583	51,363	52,877	51,164	60,438	62,655	66,430	54,817	50,416	10,104
L.A. CITY	15,272	19,455	22,480	22,356	24,501	26,350	26,568	31,729	34,380	37,119	32,926	11,739
GOLDEN WEST	10,000	17,918	13,528	16,272	20,233	15,795	27,114	28,835	32,860	33,259	35,545	12,566

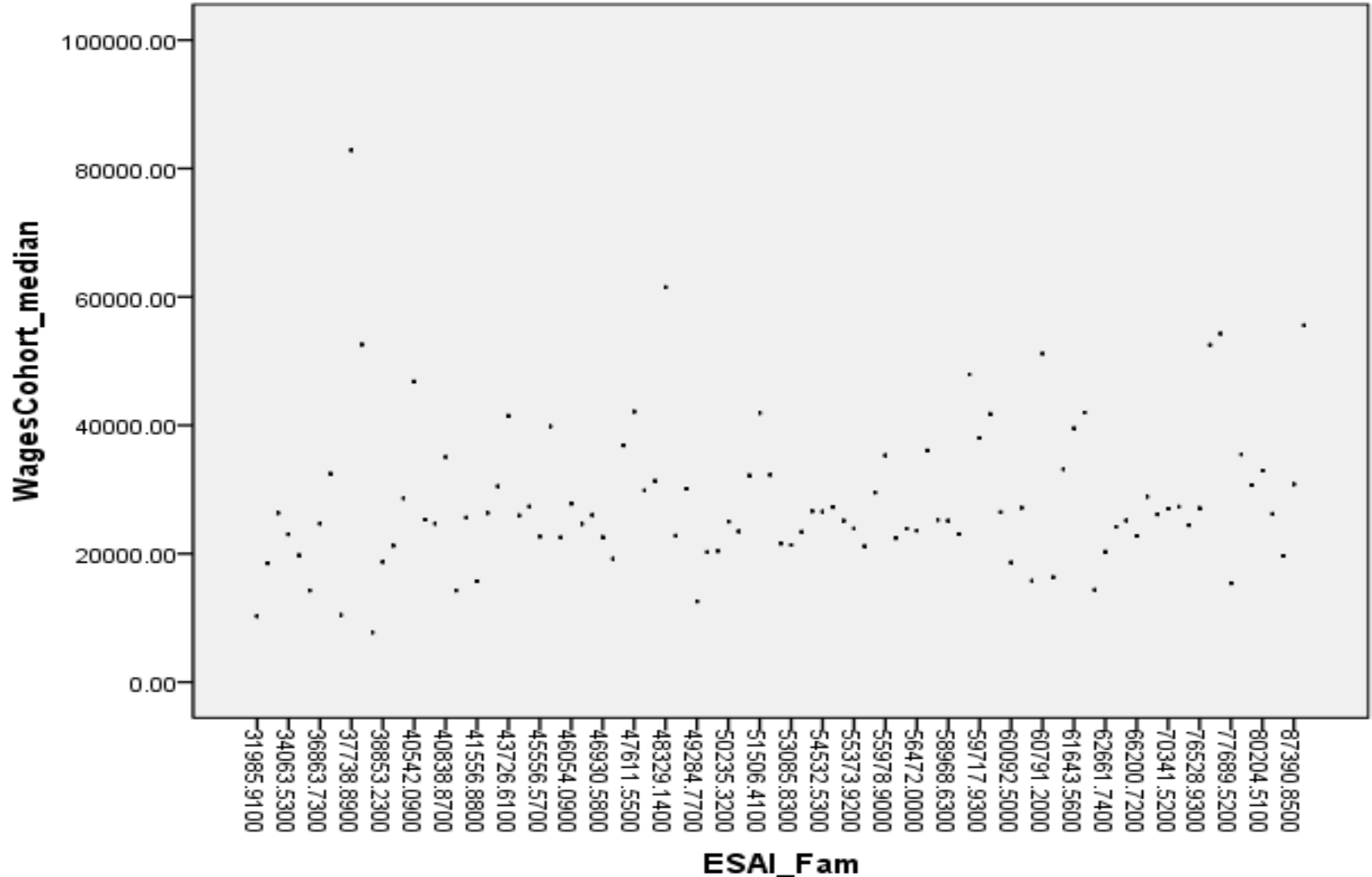
Colleges with Largest Changes in Median Wages in the Period of 1999-00 and 2009-10

College	Median Wages, Cohort of 2004-2005											Median Wage Differences in the period of 1999-00 and 2009-10
	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	
EVERGREEN VALLEY	22,120	28,181	27,217	31,184	26,692	27,007	53,066	68,039	76,261	73,712	86,395	73,009
MERCED	17,993	18,298	22,565	24,607	20,085	32,490	61,941	66,572	66,294	74,263	82,637	63,659
EAST L.A.	23,736	26,486	31,903	35,235	37,463	52,585	66,165	75,003	79,344	83,352	88,818	58,125
MOORPARK	20,450	26,561	24,442	20,635	15,580	27,127	58,398	66,977	68,505	73,741	80,783	55,898
VENTURA	15,099	15,966	21,524	21,108	20,318	23,935	60,727	63,371	67,529	74,715	72,542	55,827

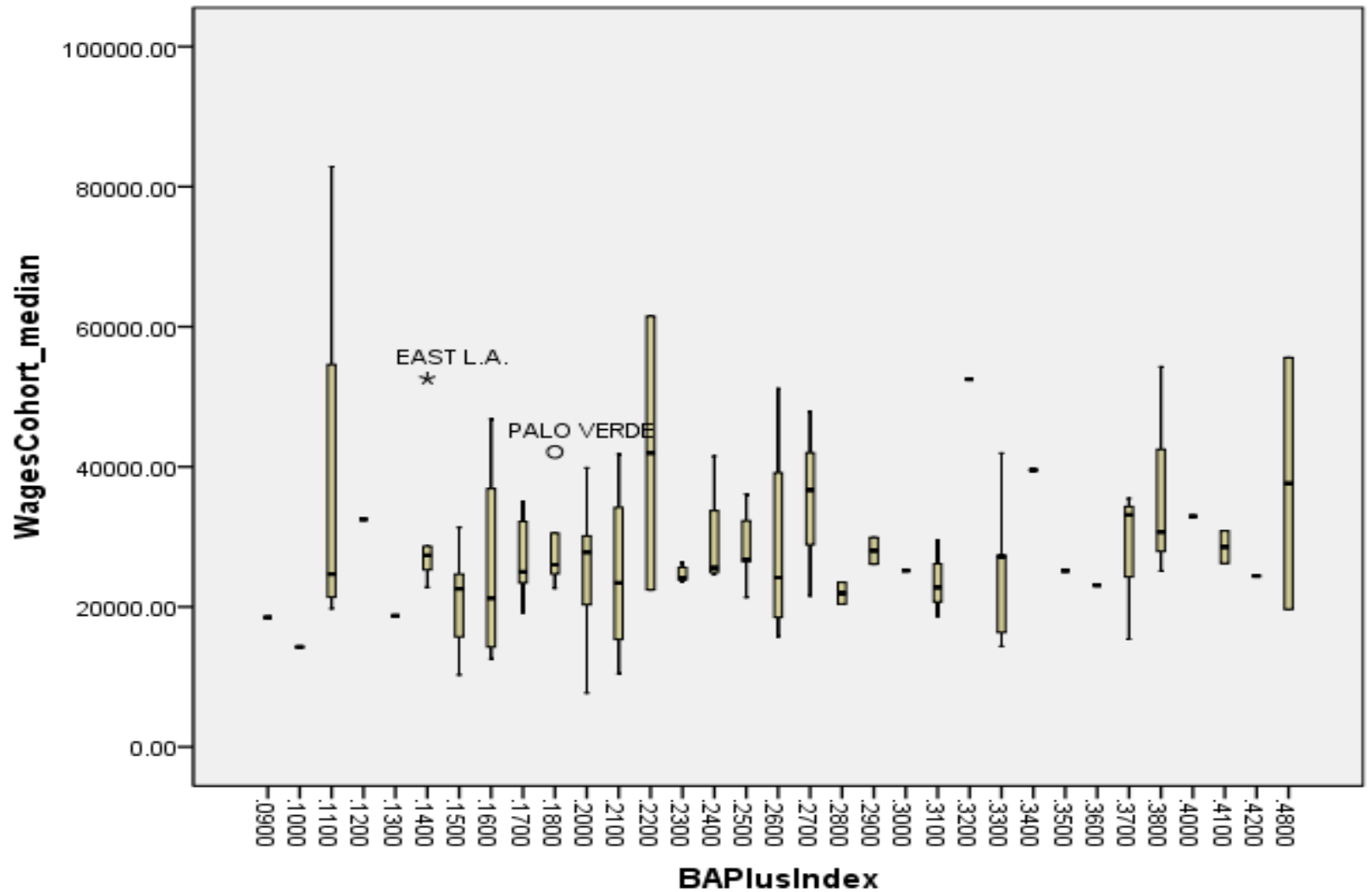
Link to Neighborhood Factors?

- ESAI (median family income)
- ESAI (bachelor's plus index)
- ESAI (ESL index)

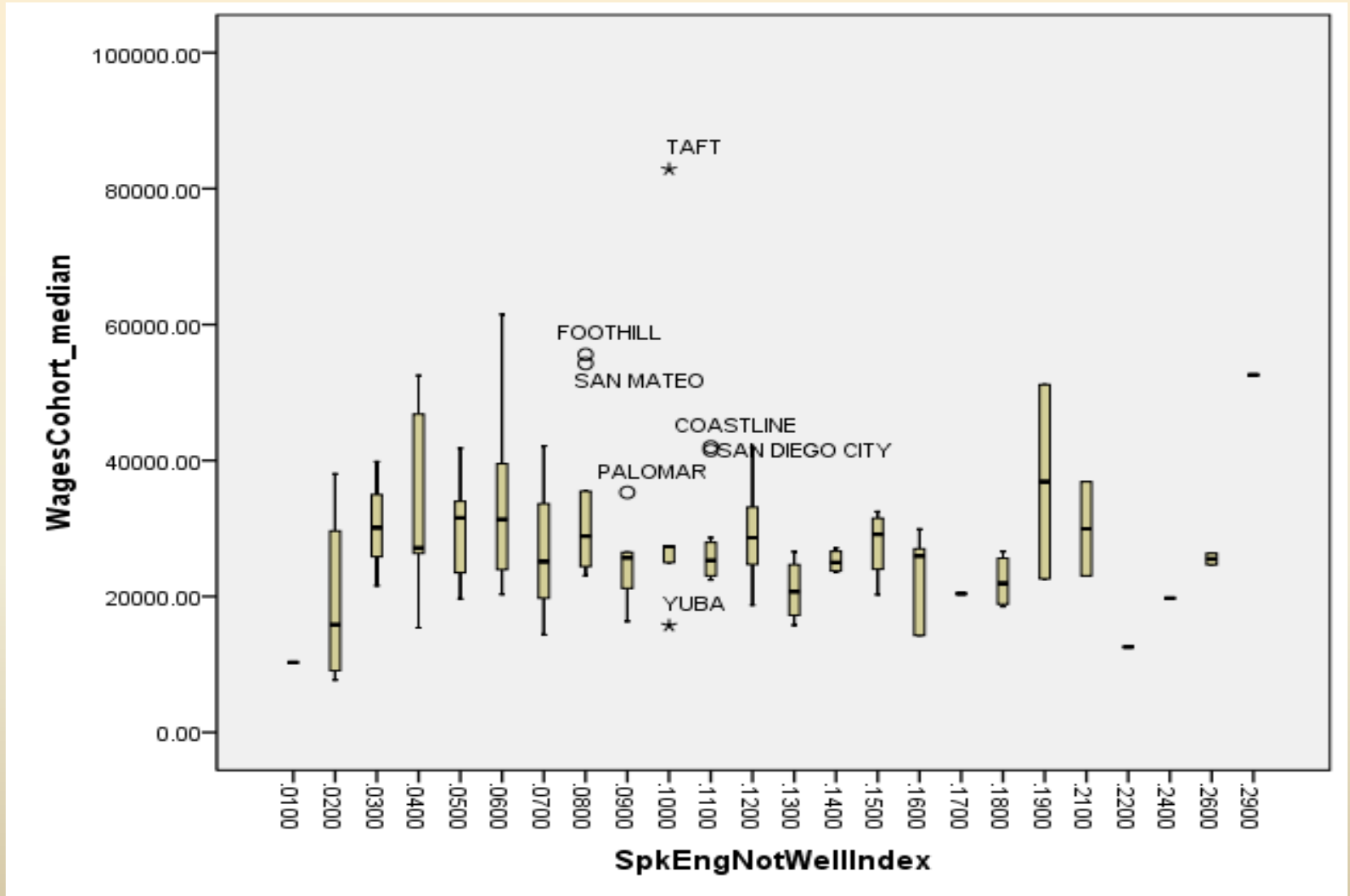
Wages of cohort 2004-05 by Median Family Income



Wages of Cohort 2004-05 by Bachelor's Plus Index



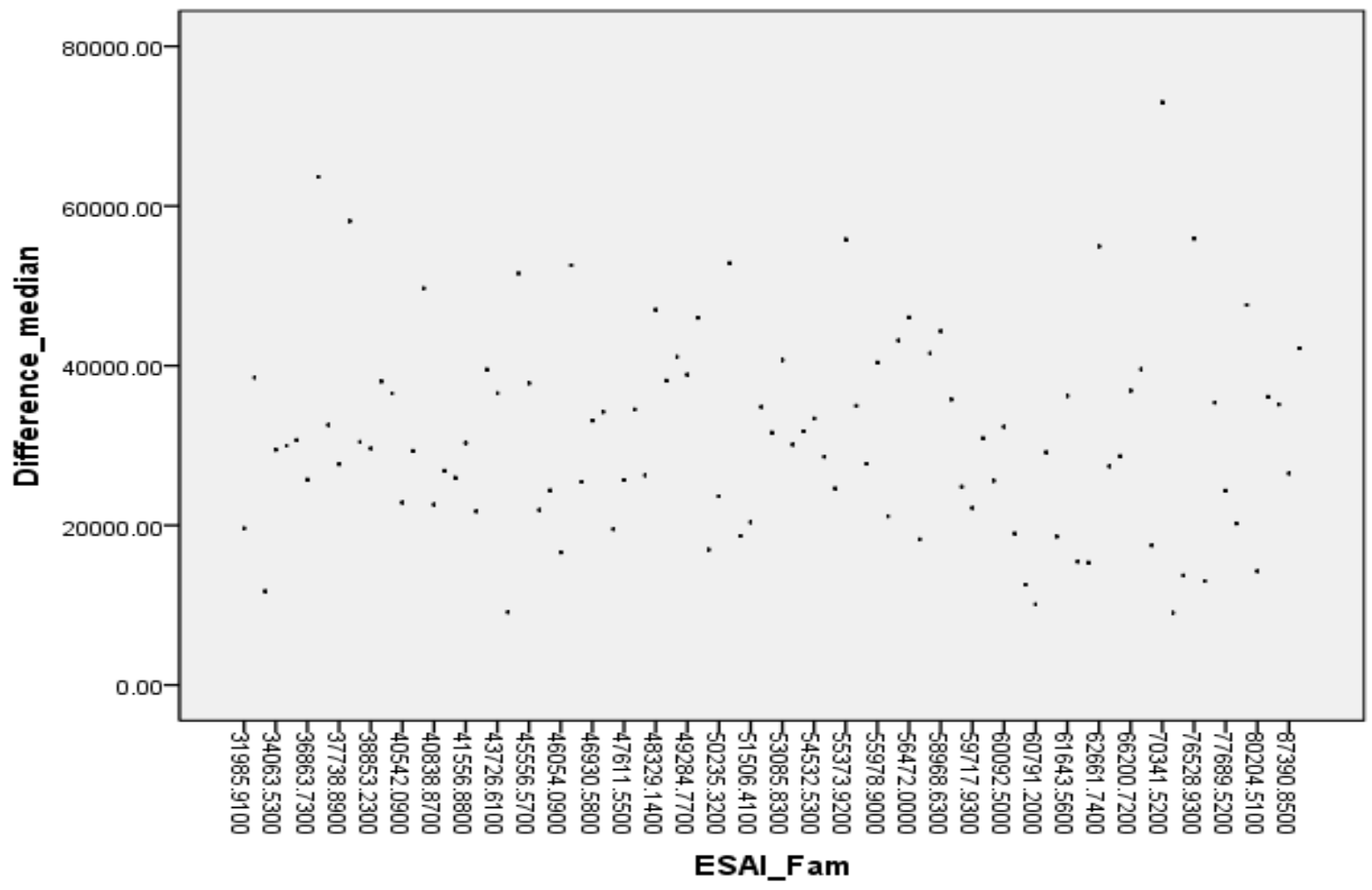
Wages of Cohort 2004-05 by ESL Index



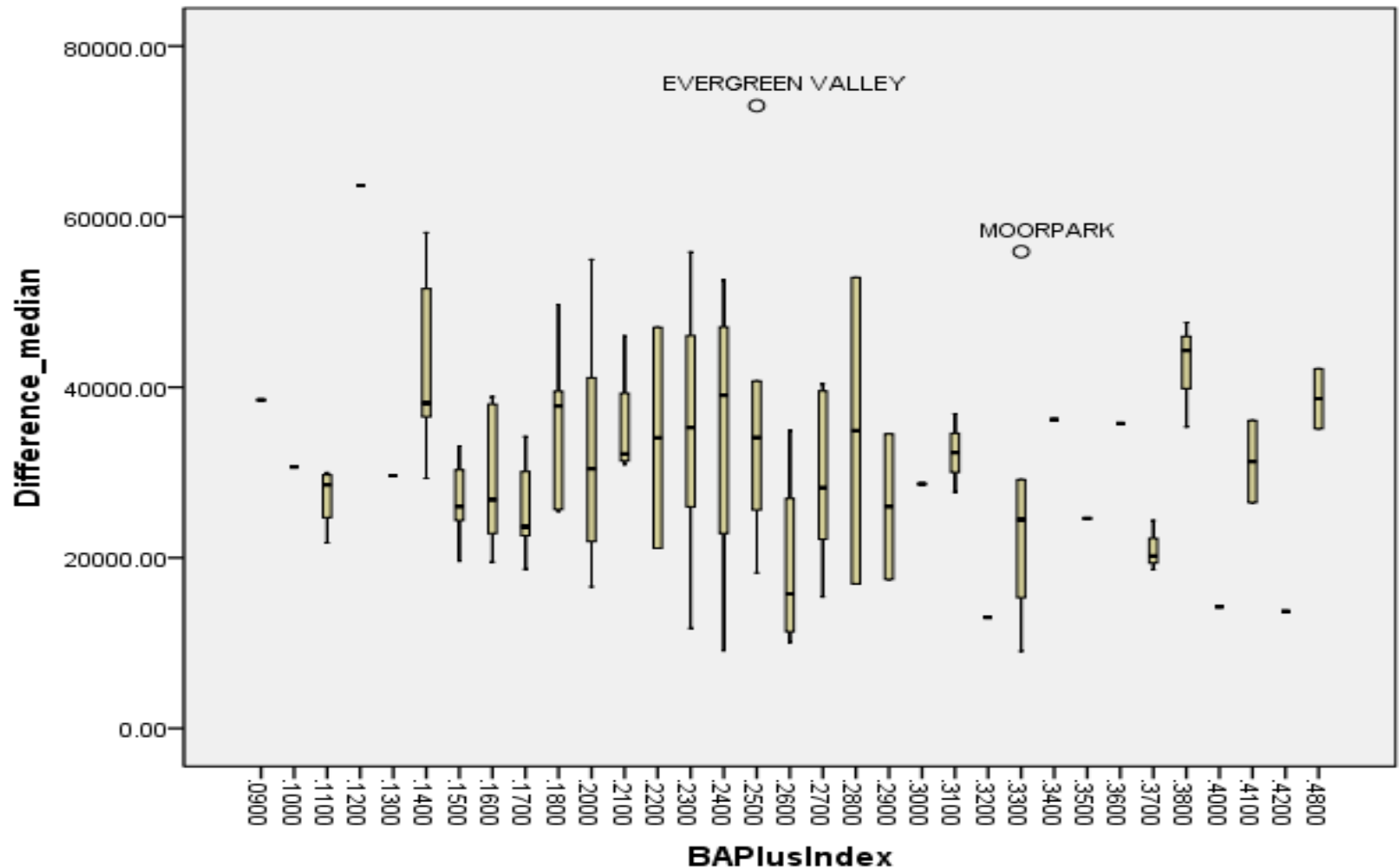
Pearson Correlations for Selected Wage Years

		ESAI Family Income	Speak English Not Well Index	BA Plus Index
Median, Wage cohort 2004-05	Pearson Correlation	.161	-.066	.109
	Sig. (2-tailed)	.108	.509	.277
	N	101	101	101
Median, Wage cohort of 2004-05 in 1999-00	Pearson Correlation	.239	-.109	.150
	Sig. (2-tailed)	.016	.279	.135
	N	101	101	101
Median, Wage cohort of 2004-05 in 2009-10	Pearson Correlation	.107	.012	-.022
	Sig. (2-tailed)	.287	.908	.829
	N	101	101	101

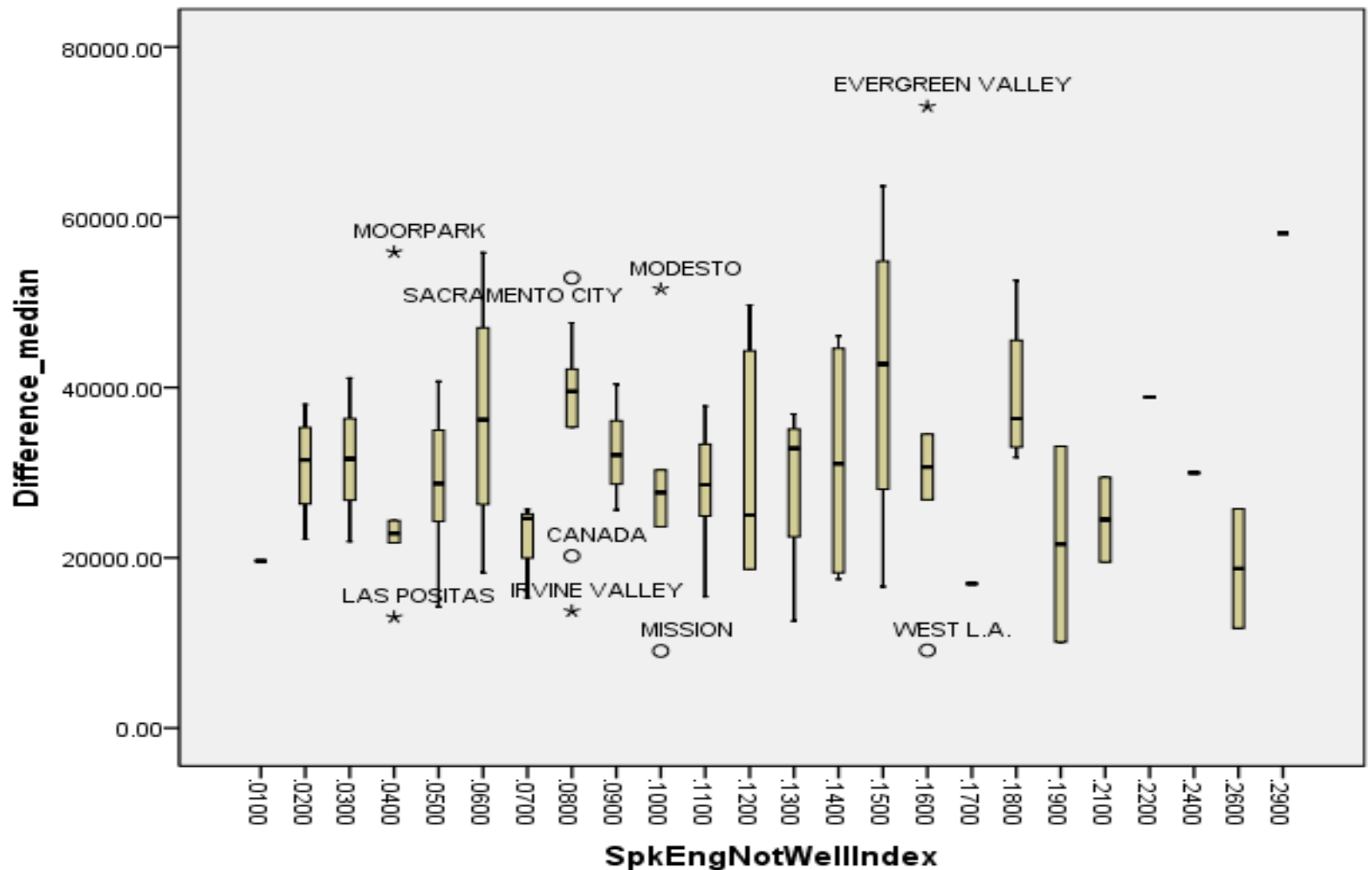
10-year Wages Differences by Median Family Income



10-year Wages Difference by Bachelor's Plus Index



10-year Wages Differences by ESL Index



Pearson & Spearman's rho Correlations with 10-year Median Wages Differences

		ESAI Family Income	Speak English Not Well Index	BA Plus Index
Median Wages Difference in 10-year Period of 1999-00 & 2009-10	Pearson Correlation	-.040	.049	-.109
	Sig. (1-tailed)	.346	.313	.139
	Sig. (2-tailed)	.692	.626	.277
	N	101	101	101
	Spearman's rho	-.070	.027	-.117
	Sig. (1-tailed)	.244	.394	.122
	Sig. (2-tailed)	.488	.787	.243
	N	101	101	101

Potential Analyses

- Moderators of wage results by institution
(for leveling the playing field in any
between-institution comparison)
- Mediators of wage results by institution
(for evaluating statistical link between
wages and programs or policy)

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Thank you for your participation.

Phuong & Willard