

***Pathway institute #3***  
***Advising to Help Students Choose and Enter a Path: Research and Practice***

Oct. 2016

David Prince

[dprince@sbctc.edu](mailto:dprince@sbctc.edu)

## **Today's presentation**

**What Washington state learned about completions and labor market outcomes for students seeking their first post-secondary award?**

**So what?- How we are thinking about these findings to help inform pathway design, guide and prepare students.**

**In 2015, we analyzed completions and labor market returns (pre-post and 5 years post) in 190 workforce programs.**

**We divided programs into 3 wage tiers based upon graduate's hourly wages in the year after leaving college for graduates.**

**We found significant differences between students (16,000 students) who entered these programs already having attained Associate degrees and BAs and those entering with high school or less (40,000 students).**

**Often times we describe the overall success in our programs, but this deeper dive is informing how we should think about pathways for first-time students in general and under-represented students in particular.**

Full report can be found at:

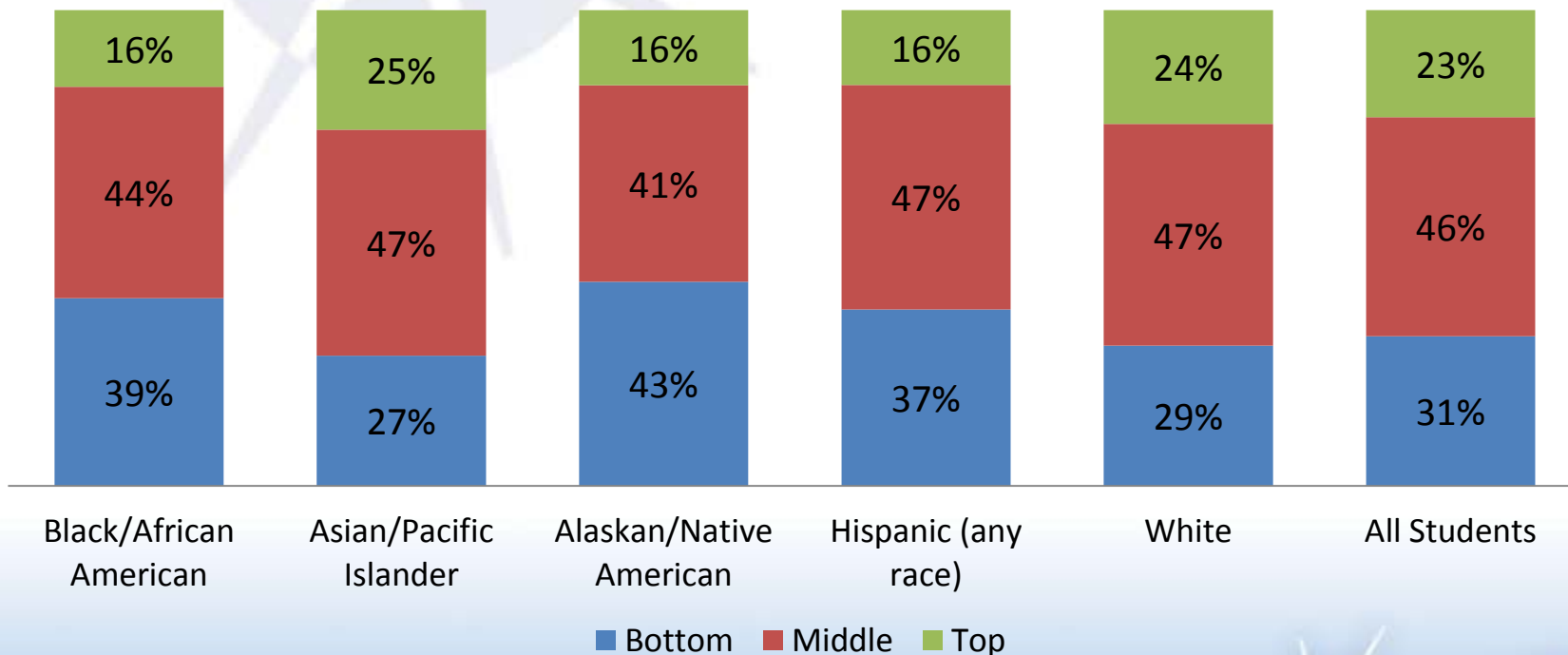
[http://www.sbctc.edu/resources/documents/colleges-staff/research-data/workforce-research/resh\\_rpt\\_15\\_1\\_labor\\_market\\_results\\_of\\_wf\\_students.pdf](http://www.sbctc.edu/resources/documents/colleges-staff/research-data/workforce-research/resh_rpt_15_1_labor_market_results_of_wf_students.pdf)

## Workforce Program Wage Tiers and Attainment for Graduates and Leavers

190 Programs Divided into 3 Wage Tiers on Wage Records	Median Hourly Wage- Reported in 3rd Quarter after College	Example Programs (largest program is underlined)	Highest Completion Status at Last Exit			
			Degree	Long Certificate	Short Certificate	Early Exit, No Credential, less than 10 Credits
Top Wage Tier	\$17.56	<u>Nursing</u> , Dental Hygienist, Computer and Info Sys Security	62%	10%	10%	18%
Middle Wage Tier	\$14.00-\$17.55	<u>Airframe Mechanic</u> , Computer Systems Network Telecommunication, Legal Assistant/ParaLegal	29%	11%	23%	36%
Lowest Wage tier	less than \$14.00	<u>Certified Nursing Assistant</u> , Cosmetology, Early Childhood Education	22%	6%	28%	44%

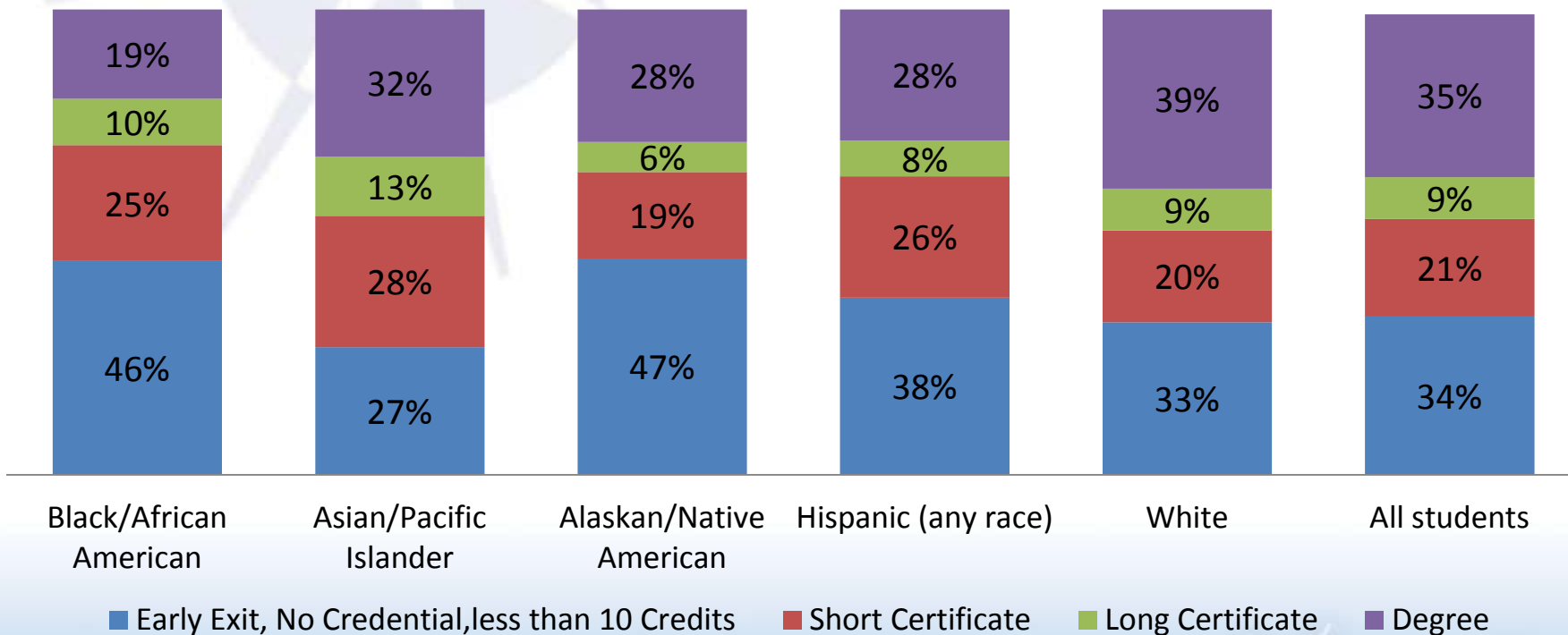
***Under-represented students are much more likely to find themselves in lower wage tier programs than are Asians and whites.***

### Program Wage Tiers in Which Students Prepared for Work



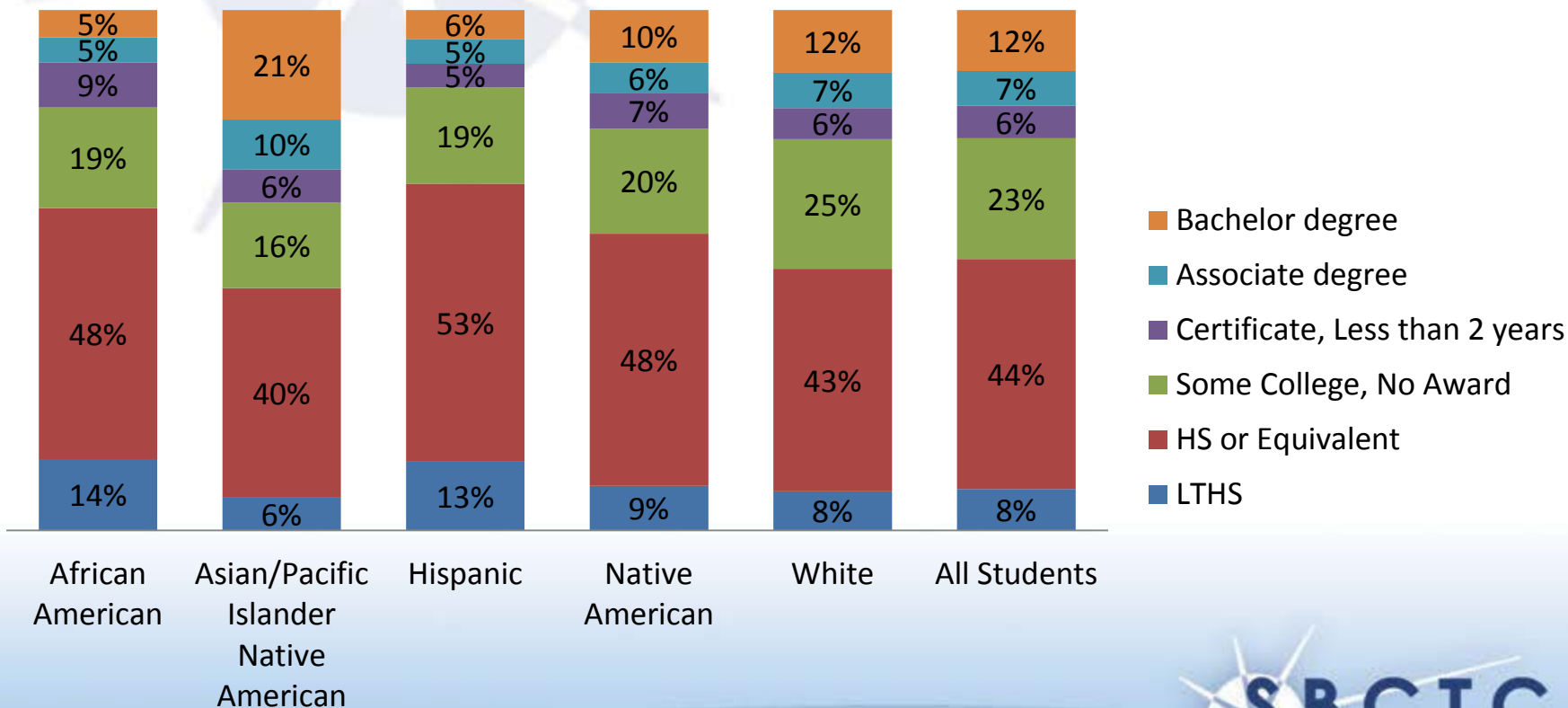
***Under-represented students (particularly Afr. Americans) are less likely to earn degrees and more likely to non-complete.***

Highest Attainment Reached



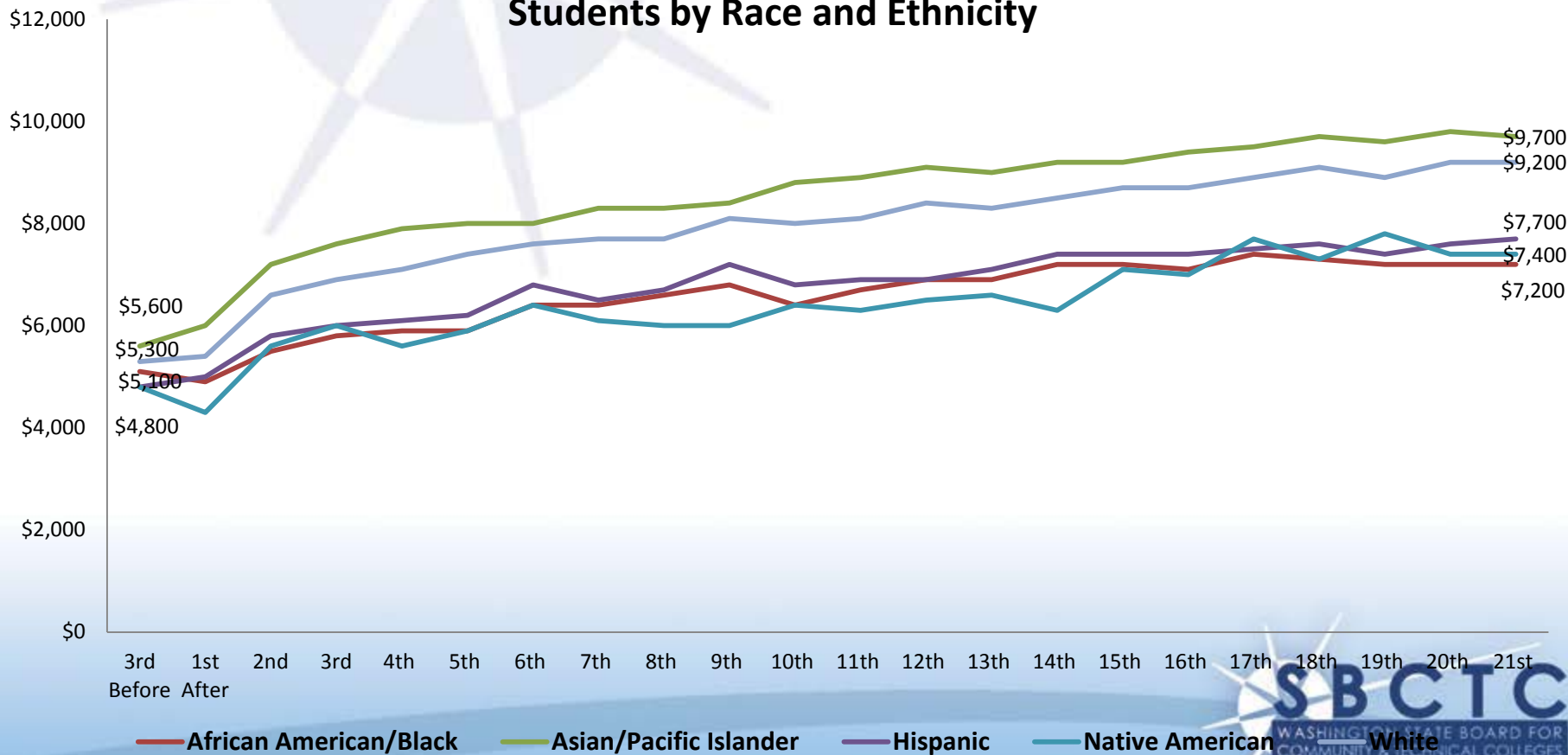
***Some 1 in 5 workforce students already have a post-sec. degree. Under-represented students are more likely to be seeking to complete their first post secondary credential.***

### Workforce Students by Prior Education



**Whites and Asians quarterly earnings increase 73%; Afr. Am. 40%, Nat. Am 50% and Hispanics 60% from pre-training to 5 years after graduating. Degrees generated the bulk of this wage growth; certificates from working more hours.**

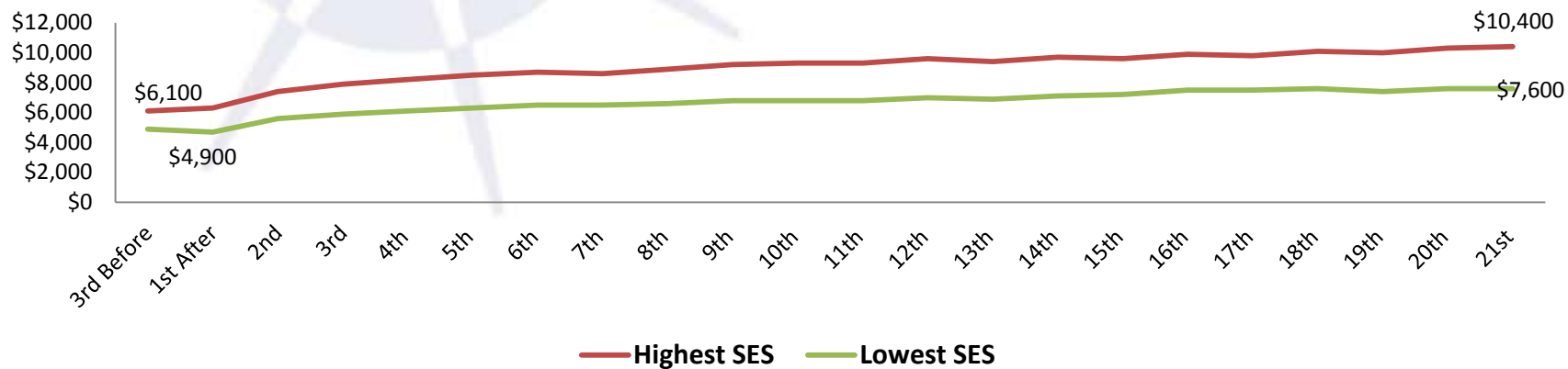
## Earnings Trajectory Students by Race and Ethnicity





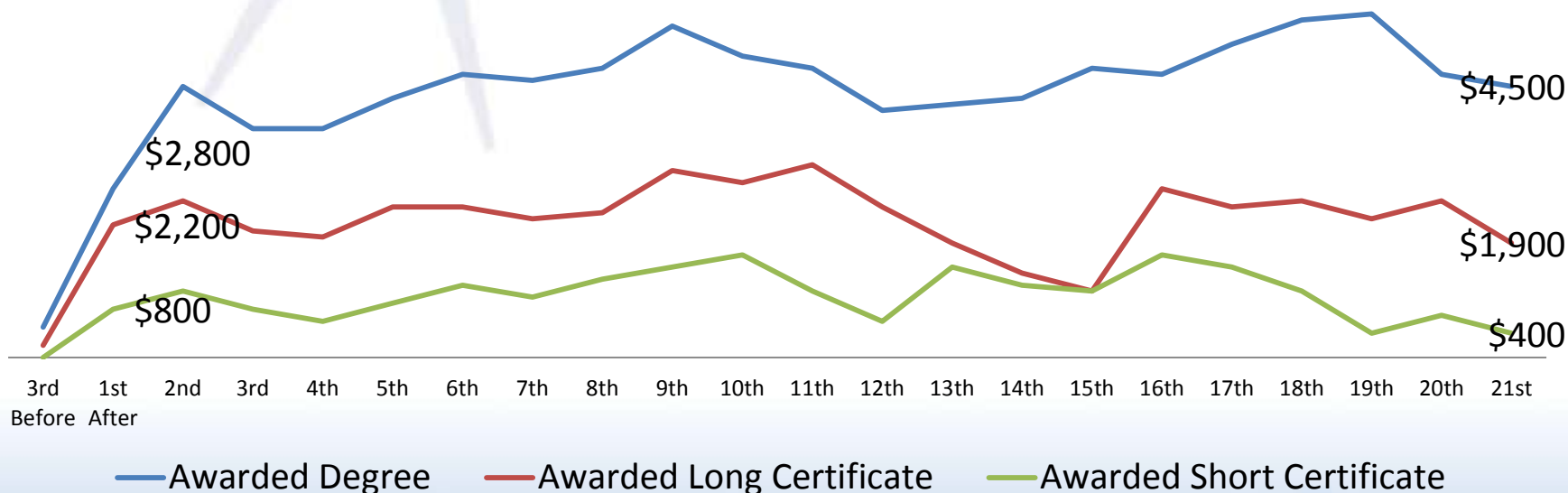
**Students from high socio-economic backgrounds quarterly earnings grew \$4,300 (70%) from pre training to 5 years after. Students from low SES backgrounds saw quarterly earnings grow \$2700 (55%).**

## Earnings Trajectory Students in Highest and Lowest SES



***This chart describes first-time-ever college students and shows the differences in quarterly earnings right after training and 5 years after between different awards and students with no award. The difference is greatest and grows the most for degrees.***

**Differences in Quarterly Earnings Over time Between Completers and Non-Completers for Students Seeking their First-Ever Post-Secondary Award**



***Check this out for your college- who studies nursing and who studies nursing assistant?***

***We found over time there are very few programs and very few students who earn short certificates to move up a career ladder. They simply leave and do not return. Students who do come back more often have a degree (2 and 4 year). Unless there is an external prompt, it seems to require some sophistication and prior success on part of the student to manage your career in this way.***

	Nursing	Certified Nursing Assistant
African American/Black	4%	10%
Asian/Pacific Islander	10%	10%
Hispanic	6%	14%
Native American	2%	3%
White	79%	64%
At least a prior Associate Degree	51%	12%
High School or Less	31%	62%
Highest SES Quintile	14%	9%
Lowest SES Quintile	13%	30%

## Some takeaways we are thinking about:

Are we tracking our students and is this beneficial to them?

Are short certificates a viable first step on a career ladder?

Should we think about BA pathways for our low wage workforce programs? How can we use our BAS programs for this?

What would this mean for a math pathway and when should it begin?

*What do these data make you think about?*