

Alignment of Programs to Transfer and Employment Outcomes

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Pathway to What?

Two places community college students go:



Workforce

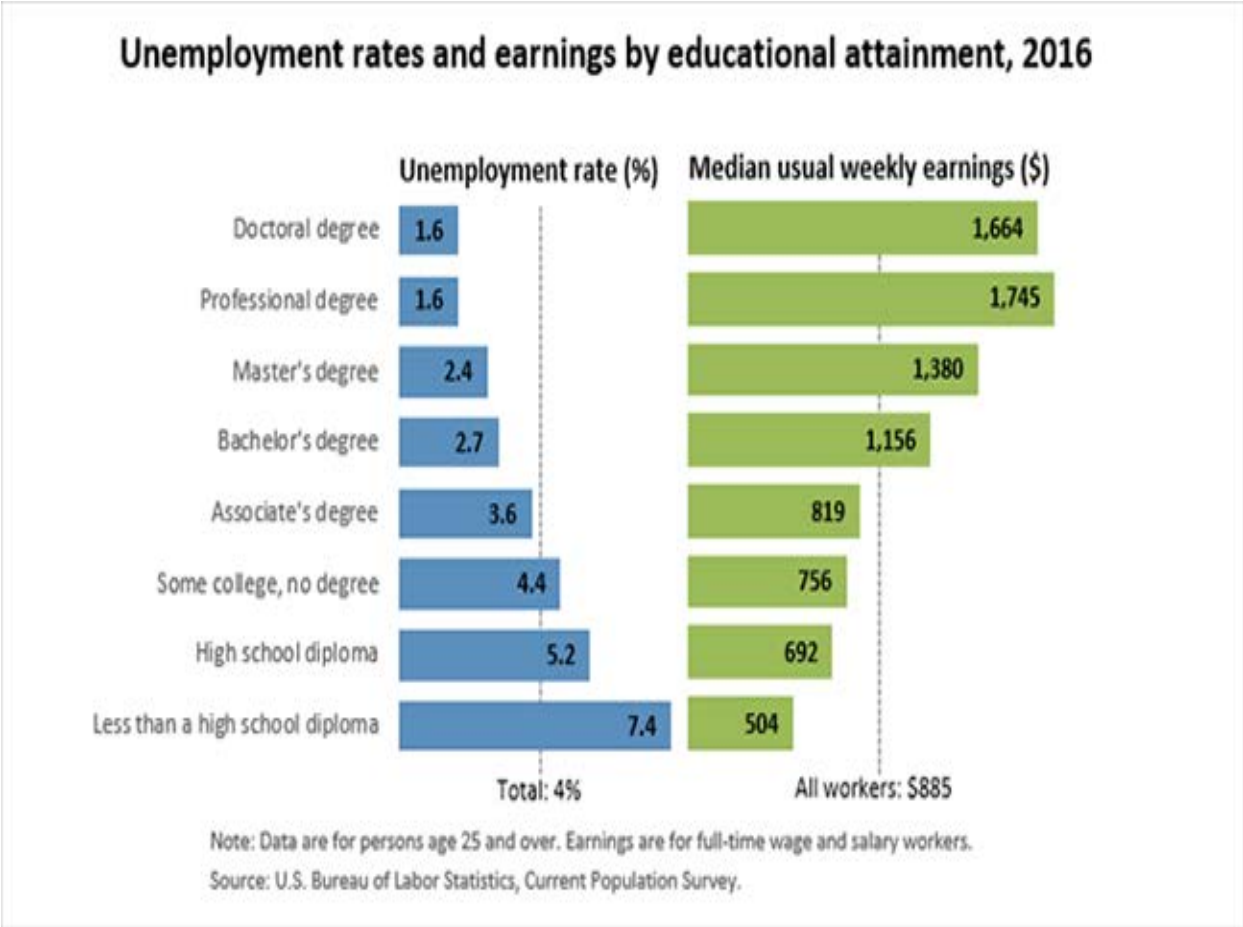
- Job with family sustaining wages



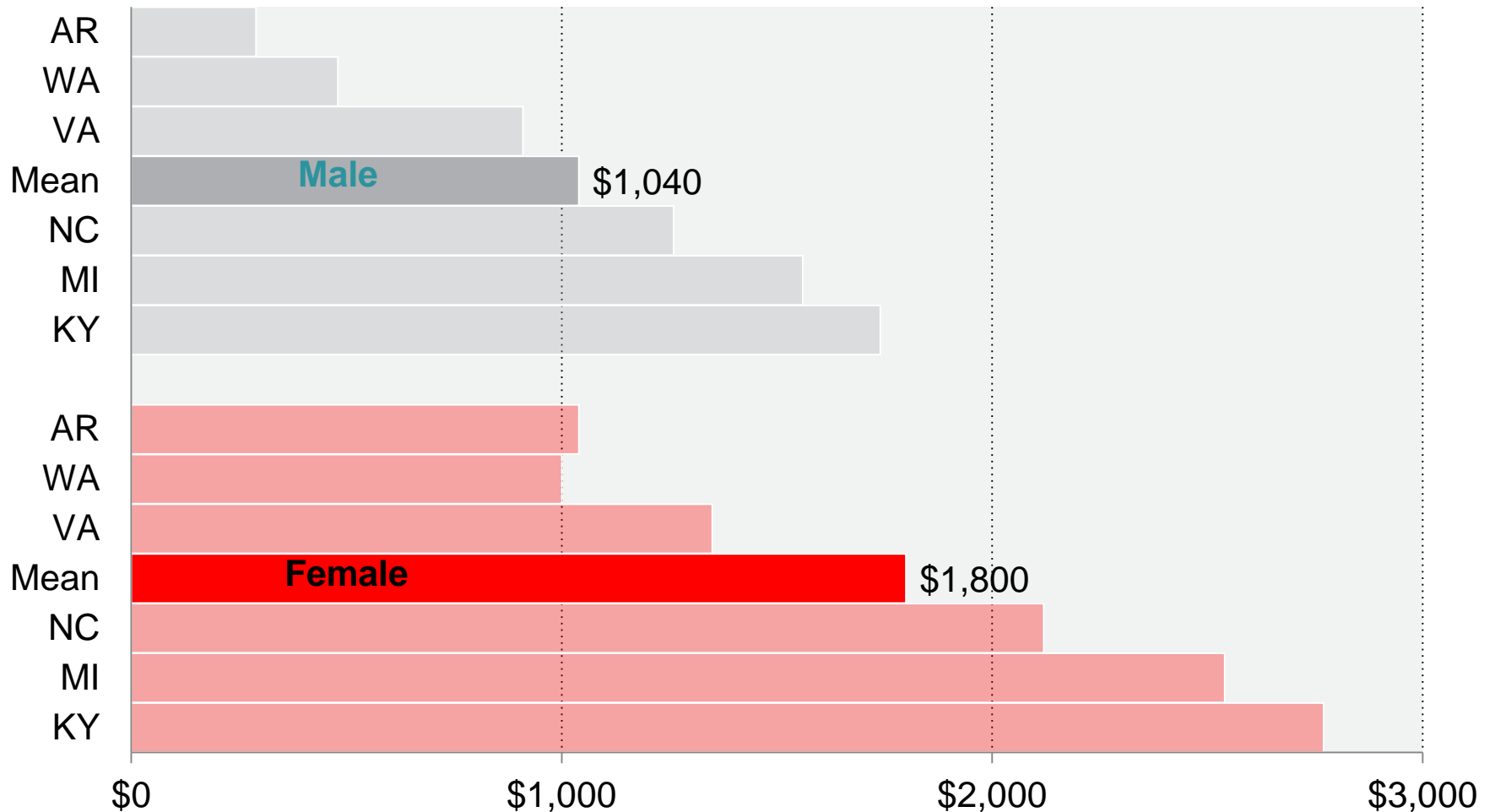
Transfer

- Bachelor's degree **and employment**

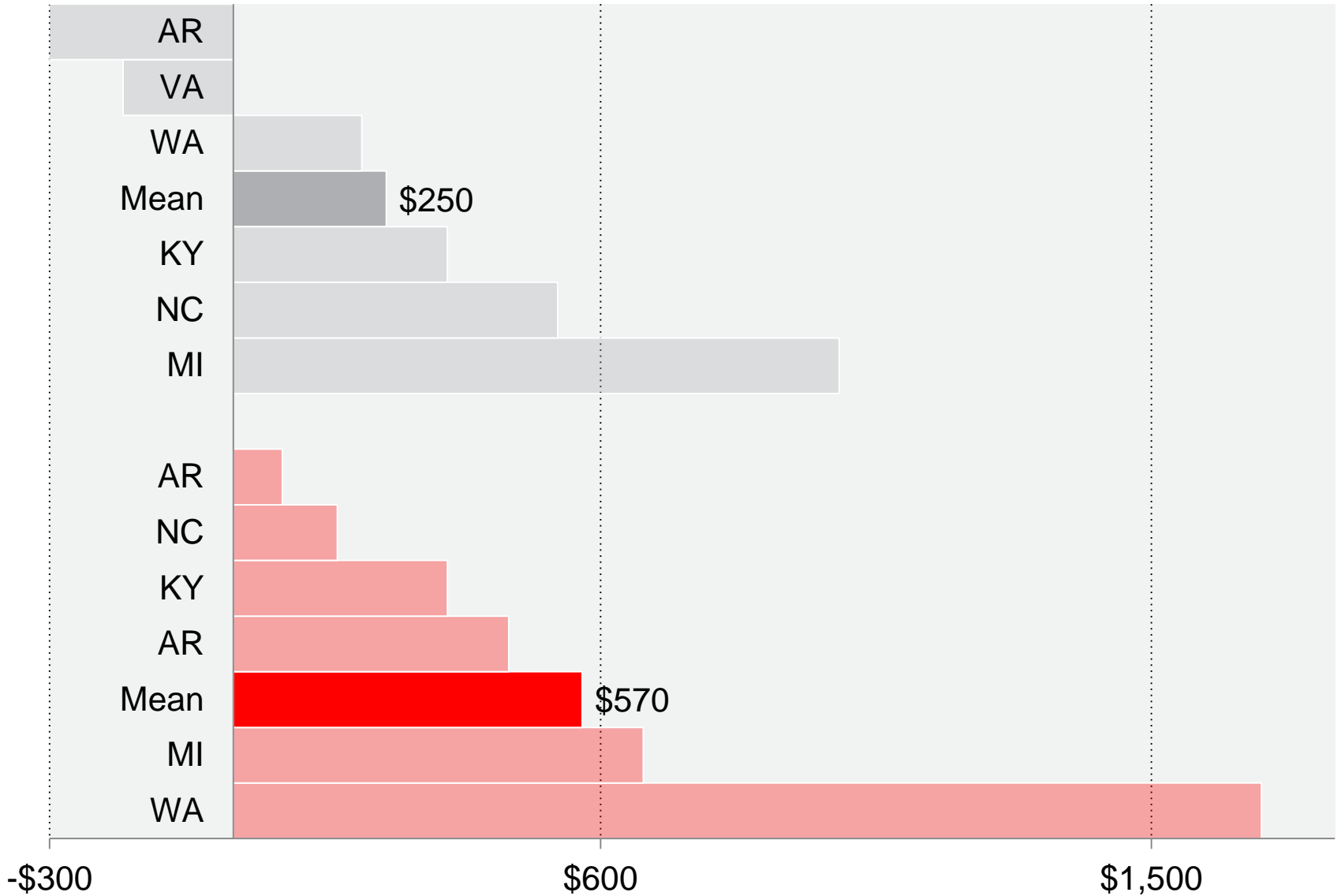
Unemployment and earnings by educational attainment



Quarterly Earnings Gains: AA over No Award 8 Years Post-FTIC (Fixed Effects)

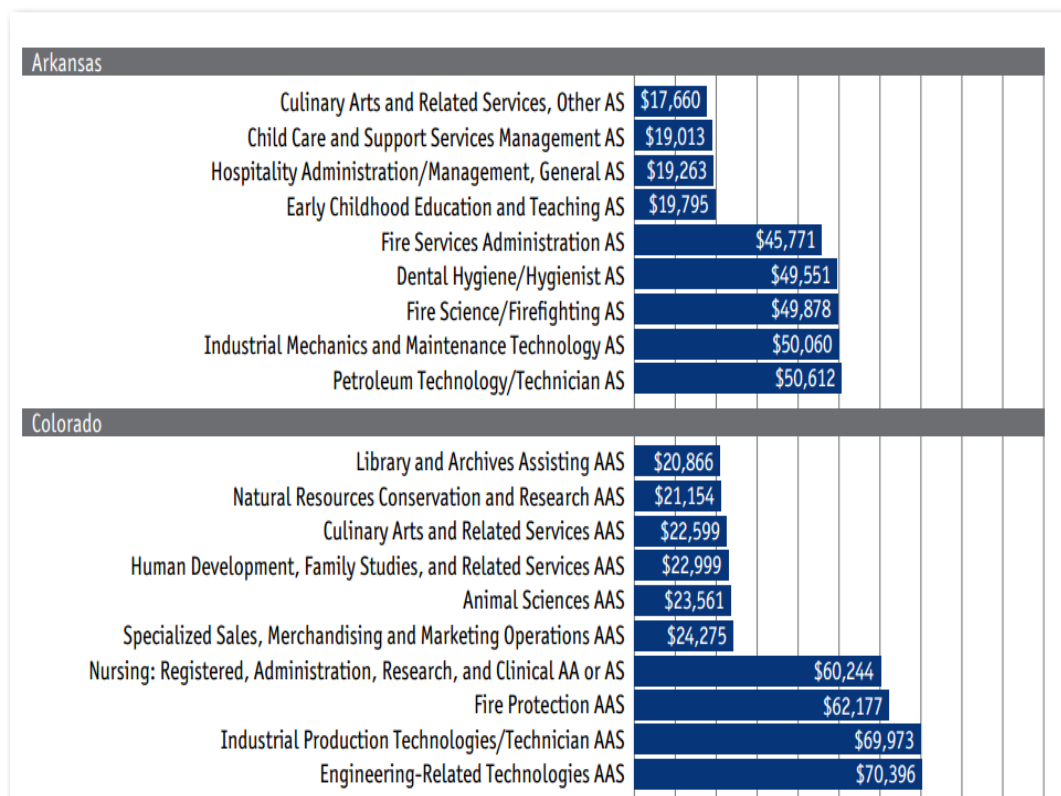


Quarterly Earnings Gains: Certificate over No Award 8 Years Post-FTIC



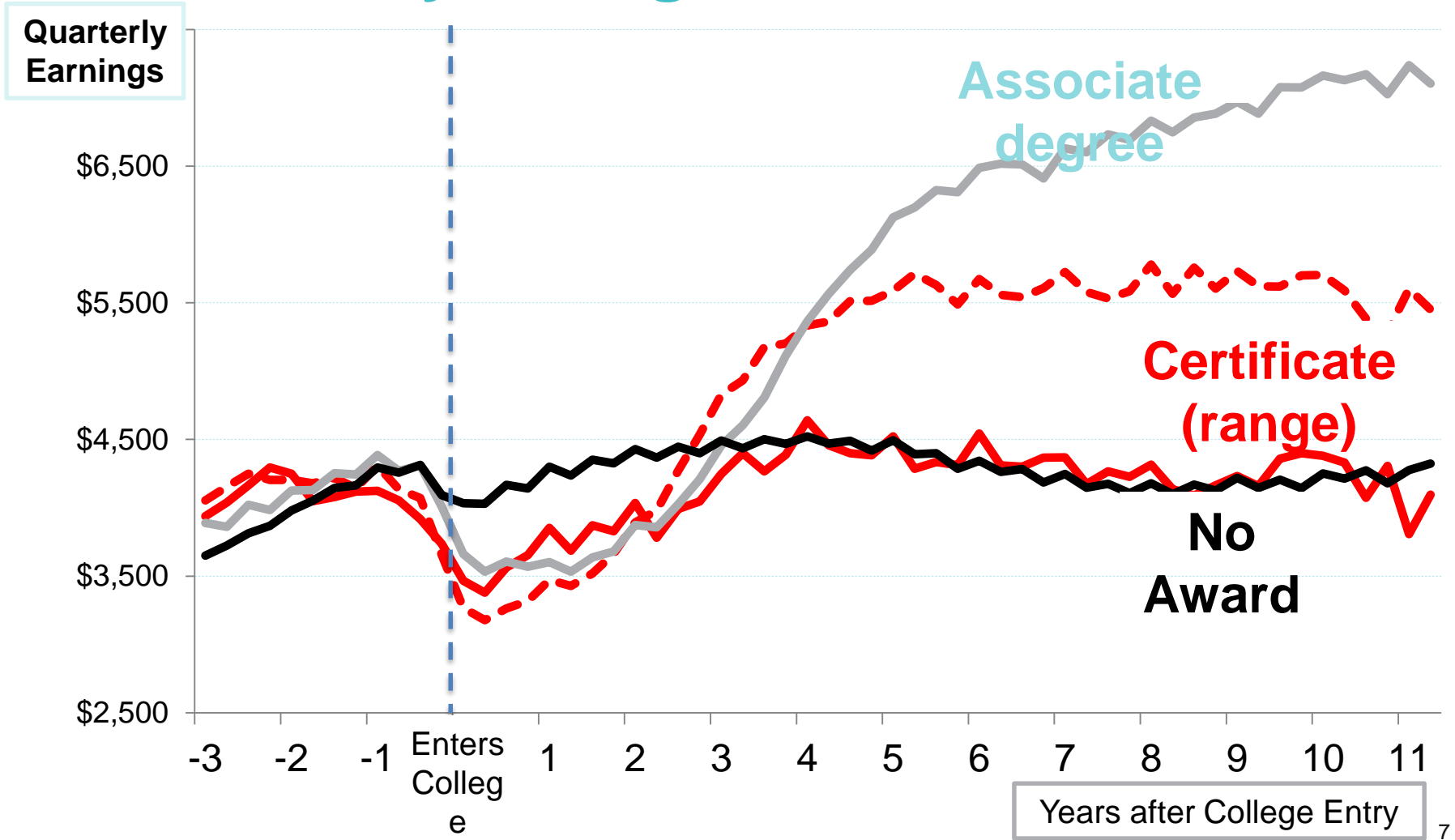
Salaries Vary Dramatically by Program

Figure 7: Programs With the Highest and Lowest Paid Graduates, by State



From Mark Schneider, *Higher Education Pays...But a Lot More for Some Graduates Than for Others*. College Measures, Sept. 2013. http://www.air.org/sites/default/files/Higher_Education_Pays_Sep_13.pdf

Earnings Trajectories: Community College Starters



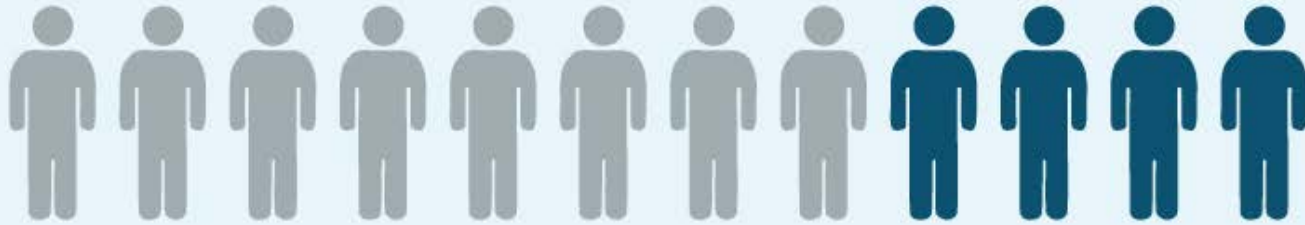
The vast majority of students who enroll in a community college plan to one day earn a bachelor's degree.

Most never make it.

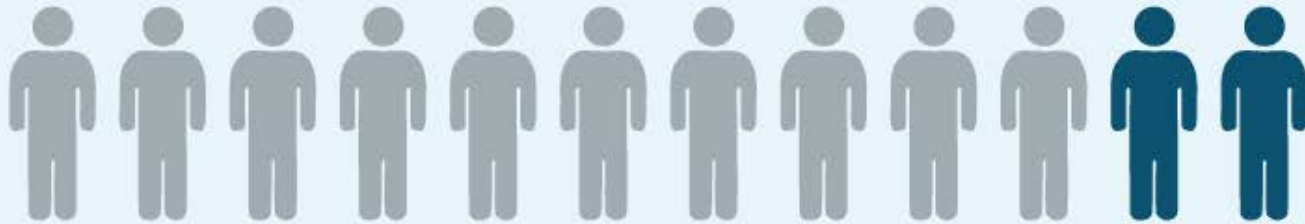
Transfer Students Struggle to Earn a Bachelor's Degree



80% of new community college students aim to earn a bachelor's.



33% of these students transfer to a 4-year college within 6 years.



14% earn a bachelor's within 6 years of starting college.

For more information, see *Tracking Transfer: New Measures of Institutional and State Effectiveness in Helping Community College Students Attain Bachelor's Degrees* (New York, NY: Community College Research Center).

Importance of Transfer Pathways

- 1) Most students want bachelor's degrees
- 2) Many good jobs now require bachelor's degrees
- 3) Transfer oriented general education degrees have little value in the labor market

Responses

- 1) Redesign the content transfer oriented degrees to meet labor market needs
- 2) Strengthen transfer pathways

Barriers to Transfer Success

- 1) Transfer paths unclear
- 2) Inadequate advising and planning
- 3) Lack of early momentum
- 4) Students make progress, don't transfer
- 5) Credit loss

TECHNOLOGY CAREER OUTLOOK

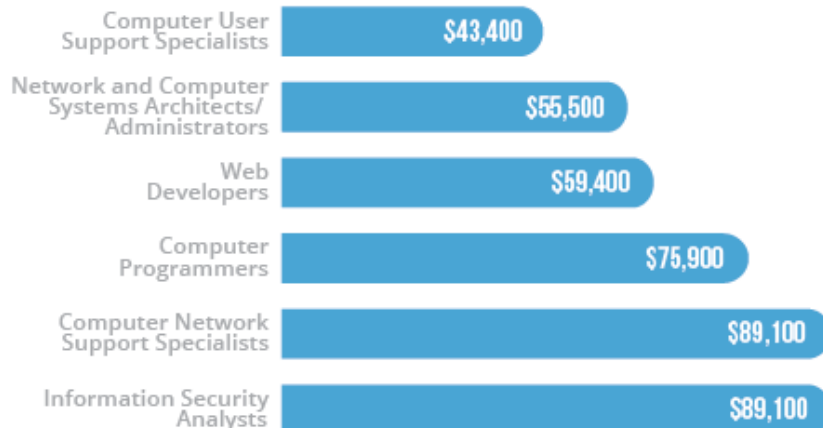
Employment for computer and information technology occupations is projected to grow 12% nationally through 2024, faster than the average for all occupations. These occupations will add about 488,500 new jobs to the economy, for a total of 4.4 million jobs.

Occupations with the highest expected growth in Florida include computer systems analysts, software application developers and computer user support specialists. Best of all, you can train for all of these careers at SPC.

The median annual wage for computer and information technology occupations was \$79,390 in May 2014, which was higher than the median annual wage for all occupations of \$35,540.

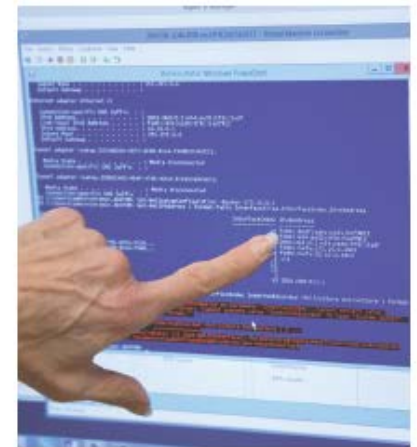


MEDIAN SALARY IN TAMPA BAY AREA



AWARD-WINNING

The Tampa Bay Technology Forum (TBTF) recently named a collaborative career development program called the Exploratory Lab Boot Camp as Best Student Program of the Year for 2015. The free, 70-hour program is a joint venture between St. Petersburg College, the University of South Florida St. Petersburg, TechData, Valpak, Agile Thought and TBTF. Among the 43 graduates who took part, 78% of them were hired as interns or new employees by Tech Data, Agile Thought, Raymond James, Ernst & Young and a local start-up.



Sources: U.S. Bureau of Labor Statistics and Florida Agency for Workforce Innovation, Florida Education and Training Placement Information Program (FETPIP) Follow-Up Report and SPC Recent Alumni Survey. Information as of March 2016.

spcollege.edu/apply

Providing Information on Average Earnings is **not Adequate**

- Different probabilities of completion
- Different trajectories of earnings growth
- Different probabilities of employment
- Employment conditions change

Implications

- Strengthen transfer pathways
- Design program content to create intermediate credentials with labor market value
- Design program content to create flexibility
- Provide information but information does not use itself

For more information

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