

Measuring Your College's Effectiveness on Transfer, Employment, and Earnings Gains

The tables and definitions below provide transfer information from the National Student Clearinghouse, employment and earnings data from the LaunchBoard, and labor market information from EMSI.

- Table 1 presents your college's transfer outcomes in comparison to statewide figures and the top college in the state.
- Table 2 shows your college's top five transfer destinations.
- Table 3 presents your college's employment outcomes in comparison to statewide figures and the top college in the state.
- Table 4 shows how students fare in your five largest CTE programs.
- Table 5 puts your top five CTE programs in the context of the regional job market and expected educational attainment.

After reviewing this information, please respond to the questions below.

- 1) Reflections on Table 1: Overall, how is your college supporting transfer for your students? For example, are most transferring before or after earning a community college award? How do your college's figures compare to statewide and top college in the state's results?
- 2) Reflections on Table 2: Where are your students most likely to transfer? Are there discrepancies in whether students earn a community college award before enrolling in each institution? What might account for these outcomes?
- 3) Reflections on Table 3: Overall, how is your college supporting economic mobility for your students? For example, are most of your students able to get jobs and attain a living wage? Are your students able to improve their earnings? How do your figures compare to statewide and top college results?
- 4) Reflections on Table 4: Do your highest-enrolled programs yield similar student outcomes to each other? Which programs provide the strongest economic return? What might account for these outcomes?
- 5) Reflections on Table 5: Does your college make it clear to students the types of jobs that are available to them if they earn a certificate, versus an associate's degree, versus a bachelor's degree in a particular field? How does your institution help CTE students stack credentials or prepare for transfer? If there is no specific bachelor's degree-level occupation listed for your top five programs, are there other transfer pathways that would be relevant for these programs?

Note: At institute three, you will receive disaggregated data on student outcomes for transfer, earnings gains, and living wage attainment, for discussion in the first break out session.

Yuba College

Table 1. Tracking Transfer Measures

	Transfer Out Rate	Transfer with Award Rate
Statewide Median	17%	6%
Top College in CA	31%	14%
Yuba College	15%	7%

Table 2. Major Transfer Partners Measures

University	Number of Transfers to Each Four-Year Transfer Destination	Percent of Transfers Who Earned an Award Before Transferring
California State University-Chico	47	57%
California State University-Sacramento	45	69%

Table 3. College-Wide Employment Outcomes

	Employed in the 4th Quarter After Exit	Median Change in Earnings	Proportion Who Attained the Regional Living Wage
Statewide Median	68%	40%	45%
Top College in CA	81%	93%	87%
Yuba College	64%	72%	42%

Table 4. Outcomes for Five Largest CTE Programs

Program	Course Enrollments	Employed in the 4th Quarter After Exit in the Largest Five Programs	Median Change in Earnings in the Largest Five Programs	Proportion who Attained the Regional Living Wage in the Largest Five Programs
Child Development/Early Care and Education	1679	62%	42%	28%
Office Technology/Office Computer Applications	1661	63%	24%	40%
Nursing	1229	64%	216%	56%
Administration of Justice	1177	74%	95%	56%
Business Management	1015	60%	52%	43%

Table 5. Occupational Information for the Five Largest CTE Programs

	Five Year Change in Job Openings	Projected Annual Job Openings	Median Salary
Administration of Justice			
<i>On-the-Job Training, Non-College Required</i>			
Bailiffs	-9	1	\$38,604
Detectives and Criminal Investigators	-73	37	\$77,875
Police and Sheriff's Patrol Officers	-282	228	\$90,272
Private Detectives and Investigators	-2	11	\$29,536
Child Development/Early Care and Education			
<i>Requires an Associate's Degree</i>			
Preschool Teachers, Except Special Education	-10	117	\$27,331
<i>On-the-Job Training, Non-College Required</i>			
Childcare Workers	-6,303	237	\$19,406
Nursing			
<i>Requires a Bachelor's or Higher</i>			
Registered Nurses	2,574	1,026	\$114,462
<i>Requires a Postsecondary Non-Degree Award</i>			
Licensed Practical and Licensed Vocational Nurses	232	218	\$56,742
Nursing Assistants	719	399	\$35,734
<i>On-The-Job Training, No College Required</i>			
Home Health Aides	1,090	444	\$24,544
Office Technology/Office Computer Applications			
<i>On-The-Job Training, No College Required</i>			
Executive Secretaries and Executive Administrative Assistants	-228	77	\$52,540
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	467	365	\$35,609
Business Management			
<i>Requires a Bachelor's or Higher</i>			
Administrative Services Managers	144	77	\$82,243
Cost Estimators	457	96	\$60,569

General and Operations Managers	1,920	679	\$92,768
Industrial Production Managers	70	26	\$87,921
Management Analysts	725	389	\$65,249
Managers, All Other	495	201	\$63,377
Sales Managers	339	101	\$88,732

Definitions

Cohorts and Time Periods

Transfer: Entering first-time ever in college, degree-seeking community college students in the Fall 2010 term, excluding current and prior high school dual enrollment students, tracked for six calendar years. Transfer students are those in the cohort who ever enrolled at a four-year institution for at least one term after their first term at the community college, within the six-year tracking period.

Employment and Earnings: Skills-builders and students who earned a degree or certificate in 2014-15, and did not enroll in a California community college or transfer to a four-year institution in the subsequent year. Outcomes are based on employment and earnings in 2015-16.

CTE Programs: Program size is based on the number of non-introductory CTE course enrollments in credit programs that have an associated degree or certificate, in 2014-15.

Occupational Information: Five-year changes in job openings reflect the time period from 2010-2015. Projected job openings are for the time period of 2015-2020. All information is specific to the college's Doing What Matters region.

Outcomes

Table 1: Transfer Out Rate: The percentage of students in an entering community college cohort who ever enrolled at a four-year institution for at least one term after their first term at the community college, within six years of first enrolling at the community college, based on information provided by the National Student Clearinghouse.

Table 1: Transfer with Award Rate: The percentage of students in an entering community college cohort who started at your community college and earned a certificate or associate degree from your college prior to their earliest enrollment at a four-year institution, based on information provided by the National Student Clearinghouse.

Table 3: Employed in the 4th Quarter After Exit: Among completers and skills-builder students who last took a non-introductory course or earned an award in the selected year, the percentage who were employed four quarters after exiting the California community college system, based on records from the Employment Development Department's Unemployment Insurance Wage File.

Table 3: Median Change in Earnings: Among completers and skills-builder students who last took a course or earned an award in the selected year, the percentage change in earnings one year before and one year after exiting the California community college system in 2014-15, based on records from the Employment Development Department's Unemployment Insurance Wage File. Only students with pre- and post-wages are included.

Table 3: Proportion Who Attained the Regional Living Wage: Among completers and skills-builder students who last took a course or earned an award in the selected TOP code in 2014-15, the proportion of students who had attained a living wage, based on records from the Employment Development Department's Unemployment Insurance Wage File.

Table 5: Five Year Change in Job Openings: The change in the total number of people employed in the college's Doing What Matters region in occupations associated with the top five CTE programs, between 2010-2015, based on information provided by EMSI.

Table 5: Projected Annual Job Openings: The projected number of annual job openings (including new positions created due to growth and replacement positions created due to retirements and other separation factors) in the college's Doing What Matters region in occupations associated with the top five CTE programs, based on information provided by EMSI.

Table 5: Median Salary: The median annual salaries of people employed in the college's Doing What Matters region in occupations associated with the top five CTE programs, based on information provided by EMSI.

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