

Employment After College

preliminary campus data for review

North Shore Community College

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Prepared by Massachusetts Department of Higher Education

Introduction

These *Employment after College* data are produced by a cooperative agreement between the Massachusetts Department of Higher Education and the Executive Office of Labor and Workforce Development. We match higher education completers from HEIRS at the six digit CIP level with Massachusetts Unemployment Insurance (UI) records from employers. Through this match we are able to verify that most of our graduates are employed by Massachusetts employers and calculate their total earnings even if they work for more than one employer in the year. This data does not include any employment not covered by Massachusetts Unemployment Insurance:

- Self-employment income
- Military or federal employment
- Employment out of state

This report includes two sets of descriptive data on Employment after College. The number of program graduates is provided for context.

Percent Verified Employed in Massachusetts

This figure is the percent of graduates who were verified to be employed in Massachusetts through UI records at least three out of the five quarters post graduation, lagged by one quarter. The denominator for this rate excludes students not employed in Massachusetts who are verified enrolled in further higher education. Because this is limited to UI covered payroll employment in Massachusetts, it is important to recognize that this does not capture all employment of graduates.

Median Full-Time Earnings

Our goal is to characterize typical earnings of graduates employed full-time, year-round in Massachusetts the year after completion. Following the lead of other states, we calculate annual earnings using a “full time” minimum annual earnings threshold as a surrogate for full-time employment. The threshold is used to distinguish people who are plausibly working full-time, year round.

2013 p (preliminary)

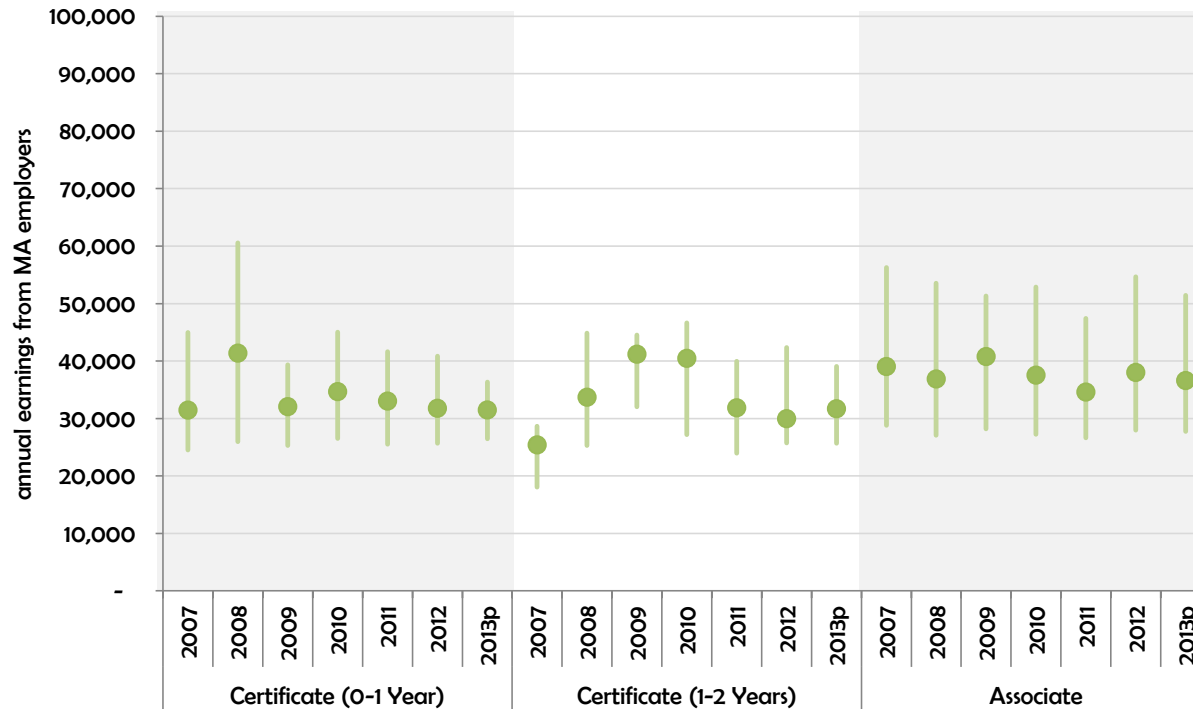
Only preliminary data is available for 2013 graduates because insufficient time had elapsed to get 5 quarters of employment for all graduates.

Figure 1. Earnings by Certificate or Degree Level

North Shore Community College

Earnings of Graduates in Year after Completion, by Level

25th, median, and 75th percentile annual earnings



This chart illustrates median full-time earnings for graduates at each degree and award level.

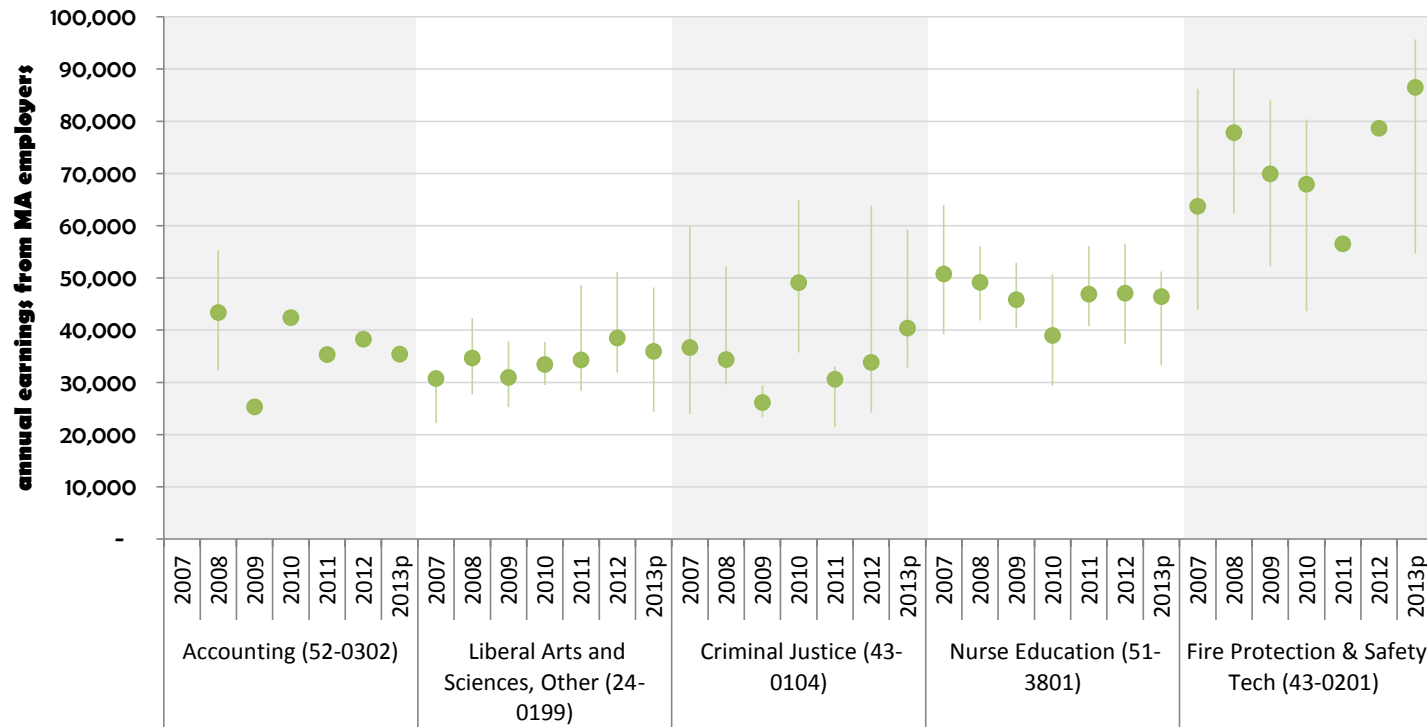
There is overlap between employed graduates and those continuing high education.

Most Recent Available Year	2013p	2013p	2013p
Median earnings	31,490	31,699	36,610
Number of graduates	165	78	928
Verified employed in MA	83%	86%	73%
Continuing further studies	45%	27%	46%

Figure 2. Highest Earning Associate's Degree Fields

North Shore Community College

Only including programs with 20 graduates or more in 2013



This chart illustrates the 5 program fields with the highest median earnings one year after completion.

Dots illustrate median earnings. For larger programs, lines show the 25th and 75th percentile range.

Most Recent Available Year	2013p	2013p	2013p	2013p	2013p
Median earnings	35,402	35,944	40,392	46,431	86,490
Number of graduates	23	100	99	55	28
Verified employed in MA	73%	75%	73%	78%	84%
Continuing further studies	52%	64%	47%	35%	32%

Table 1. Percent of Graduates Verified Employed in Massachusetts, 2007-2013p

North Shore CC

	Verified Employed in Massachusetts							2013p Full-Time Earnings			Program	Continuing
	2007	2008	2009	2010	2011	2012	2013p	25th	Median	75th	Grads	Higher Ed
	blank cells indicate insufficient student numbers for publication											
Associate												
Accounting (52-0302)		83%	82%	70%	75%	83%	73%		35,402		23	52%
Agricultural/Domestic Animals Services, Other (01-0599)	55%	55%		70%	100%							
Animal Care Specialist (01-0504)						61%	50%		21,263		13	8%
Child Care Provider/Assistant (19-0709)	53%	58%	55%	56%	54%	67%	76%	24,460	30,384	35,479	58	43%
Criminal Justice (43-0104)	70%	82%	69%	81%	83%	78%	73%	32,880	40,392	59,278	99	47%
Culinary Arts & Food Service (12-0503)						63%					9	22%
Culinary Arts and Related Services, Other (12-0599)		75%	100%	82%	100%							
Drug & Alcohol Rehab (51-1501)					100%						7	43%
Environmental Horticulture (01-0601)			90%	88%	78%						3	
Executive Administrative Assistant (52-0402)	100%		100%								8	13%
Fire Protection & Safety Tech (43-0201)	86%	85%	78%	73%	61%	65%	84%	54,651	86,490	95,672	28	32%
Graphic Design (50-0409)	90%	100%		75%	75%						20	60%
Health Science (51-0799)						80%	73%		24,657		41	63%
Hotel/Motel Administration/Management (52-0904)					100%							
Human Services Practitioner (19-0702)							82%		35,357		24	54%
Liberal Arts (24-0101)	63%	71%	69%	71%	74%	82%	65%	22,559	26,875	30,419	194	71%
Liberal Arts and Sciences, Other (24-0199)	50%	55%	73%	76%	62%	63%	75%	24,393	35,944	48,190	100	64%
Management (52-0201)	88%	77%	86%	67%	79%	87%	67%		40,853		19	21%
Manufacturing Tech (15-0613)							88%	62,058	67,138	75,677	19	11%
Marketing (52-1401)				80%							2	
Medical Admin Asst (51-0716)						79%	85%		28,107		14	7%
Mental and Social Health Services and Allied Professions, Oth	100%				86%							
Nurse Education (51-3801)	85%	89%	89%	90%	88%	83%	78%	33,308	46,431	51,209	55	35%
Nutritional Sci & Diet Tech (51-3103)					100%						11	64%
Occupational Therapy Asst (51-0803)	83%	81%	80%	88%	73%	81%	85%	24,106	33,470	40,621	31	13%
Paralegal (22-0302)	75%	82%		100%	80%	100%	67%		32,885		15	20%
Physical Therapist Assistant (51-0806)	75%	74%	96%	95%	95%	80%	56%		36,694		16	

	Verified Employed in Massachusetts							2013p Full-Time Earnings			Program	Continuing
	2007	2008	2009	2010	2011	2012	2013p	25th	Median	75th	Grads	Higher Ed
<i>blank cells indicate insufficient student numbers for publication</i>												
Radiologic Technology (51-0911)	100%	88%	81%	94%	82%	87%	77%		30,161		14	7%
Respiratory Care (51-0908)	71%	100%	100%	100%	100%	91%	73%		48,586		11	
Telecommunications Tech-Verizon (15-0305)	100%	92%	100%	100%	93%	89%	58%		83,242		13	8%
Veterinary Technology (51-0808)		88%			91%	86%	75%		32,806		12	
All fields	75%	78%	79%	79%	81%	76%	73%	27,768	36,610	51,422	928	46%

Certificate (0-1 Year)												
Aesthetician/Esthetician and Skin Care Specialist (12-0409)		69%	75%		67%							
Criminal Justice/Safety Studies (43-0104)	81%	72%	71%	80%	77%						10	50%
Develop Dis Direct Support (19-0710)							100%		28,643		14	57%
Energy Management and Systems Technology (15-0503)		92%	82%	79%	71%							
Energy Utility Technology Cert (46-0303)						55%					8	38%
Fire Protection and Safety-Prof Development (43-0201)	94%	67%	100%	62%							3	33%
Medical Assisting (51-0801)			75%	83%	100%	64%	94%	28,071	28,950	32,870	19	11%
Medical Coding (51-0713)			91%	75%	67%		80%		31,004		13	23%
Mental and Social Health Services and Allied Professions, Oth		100%			67%							
Paralegal (22-0302)	46%		56%	69%	73%	64%	89%		33,233		9	
Substance Abuse Counseling (51-1501)	70%				67%						13	62%
All fields	70%	74%	73%	74%	73%	63%	83%	26,458	31,490	36,315	165	45%

Certificate (1-2 Years)												
Cosmetology (12-0401)	100%	90%	71%	69%	77%	72%	83%	20,957	21,472	25,053	34	12%
Practical Nursing (51-3901)	89%	88%	81%	86%	90%	95%	81%	30,040	33,656	37,147	28	43%
Surgical Technology (51-0909)	75%	93%	100%	82%	89%	89%	100%		48,487		11	36%
All fields	91%	89%	77%	76%	84%	84%	86%	25,718	31,699	39,064	78	27%

Table 2. Median FT Massachusetts Earnings, 2007-2013p

North Shore CC

	Median Full-Time Earnings in Year After Completion						
	2007	2008	2009	2010	2011	2012	2013p
Associate							
Accounting (52-0302)		43,374	25,310	42,407	35,328	38,268	35,402
Agricultural/Domestic Animals Services, Other (01-0599)	16,536	21,776		19,033	29,285		
Animal Care Specialist (01-0504)						28,391	21,263
Child Care Provider/Assistant (19-0709)	22,982	29,386	32,468	29,112	25,883	29,759	30,384
Criminal Justice (43-0104)	36,674	34,373	26,151	49,094	30,601	33,833	40,392
Culinary Arts & Food Service (12-0503)						26,093	
Culinary Arts and Related Services, Other (12-0599)		19,402	29,523	30,102	24,395		
Drug & Alcohol Rehab (51-1501)					30,600		
Environmental Horticulture (01-0601)			44,526	38,223	39,302		
Executive Administrative Assistant (52-0402)	22,748		46,197				
Fire Protection & Safety Tech (43-0201)	63,723	77,821	69,935	67,946	56,533	78,662	86,490
Graphic Design (50-0409)	39,057	25,657			26,913	21,316	
Health Science (51-0799)						31,162	24,657
Hotel/Motel Administration/Management (52-0904)					24,094		
Human Services Practitioner (19-0702)							35,357
Liberal Arts (24-0101)	38,575	24,820	32,978	30,110	24,485	32,480	26,875
Liberal Arts and Sciences, Other (24-0199)	30,748	34,675	30,946	33,435	34,301	38,507	35,944
Management (52-0201)	52,246	27,032	35,797	39,185	47,292	47,874	40,853
Manufacturing Tech (15-0613)							67,138
Marketing (52-1401)				28,855			
Medical Admin Asst (51-0716)						27,565	28,107
Mental and Social Health Services and Allied Professions, Other (19-0700)	57,061				26,092		
Nurse Education (51-3801)	50,759	49,157	45,840	38,983	46,904	47,084	46,431
Nutritional Sci & Diet Tech (51-3103)					27,536		
Occupational Therapy Asst (51-0803)	33,782	35,838	43,980	38,557	36,821	38,784	33,470
Paralegal (22-0302)	19,883	27,881		30,724	31,780	26,590	32,885
Physical Therapist Assistant (51-0806)	39,081	34,552	40,868	37,186	37,868	32,274	36,694
Radiologic Technology (51-0911)	38,429	46,439	38,920	33,108	44,280	42,940	30,161
Respiratory Care (51-0908)	52,047	54,364	52,699	60,874	46,850	31,394	48,586

Median Full-Time Earnings in Year After Completion

blank cells indicate insufficient student numbers for publication

	2007	2008	2009	2010	2011	2012	2013p
Telecommunications Tech-Verizon (15-0305)	71,618	79,274	89,976	85,851	75,388	85,908	83,242
Veterinary Technology (51-0808)		28,404			27,970	26,186	32,806
All fields	39,048	36,883	40,787	37,548	34,606	38,017	36,610

Certificate (0-1 Year)							
Aesthetician/Esthetician and Skin Care Specialist (12-0409)		27,756	24,162		27,034		
Criminal Justice/Safety Studies (43-0104)	33,724	37,776	23,514	44,132	30,540		
Develop Dis Direct Support (19-0710)							28,643
Energy Management and Systems Technology (15-0503)		58,882	36,362	42,774	38,355		
Energy Utility Technology Cert (46-0303)						30,984	
Fire Protection and Safety-Prof Development (43-0201)	40,841	82,604	81,022	67,946			
Medical Assisting (51-0801)			29,179	29,323	28,340	27,939	28,950
Medical Coding (51-0713)			30,155	41,494	39,429		31,004
Mental and Social Health Services and Allied Professions, Other (1		25,978			26,815		
Paralegal (22-0302)	44,963		28,741	39,464	35,300	49,302	33,233
Substance Abuse Counseling (51-1501)	29,952				66,067		
All fields	31,464	41,378	32,068	34,682	33,036	31,780	31,490

Certificate (1-2 Years)							
Cosmetology (12-0401)	17,473	19,020		23,010	21,280	35,679	21,472
Practical Nursing (51-3901)	27,364	38,774	41,193	42,204	39,816	27,217	33,656
Surgical Technology (51-0909)	28,303	35,039	40,788	41,491	38,624	43,298	48,487
All fields	25,411	33,708	41,193	40,473	31,867	29,971	31,699

Method Notes

Data Source – These data are produced by a cooperative agreement between the Massachusetts Department of Higher Education and the Executive Office of Labor and Workforce Development. We match higher education completers from HEIRS with Massachusetts Unemployment Insurance records filed by employers. Through this match we are able to verify how many of our graduates are employed by Massachusetts’ employers and calculate total annual earnings. These data do not include any employment not covered by Massachusetts Unemployment Insurance:

- Self-employment income
- Military or federal employment
- Employment out of state

Program Detail – Data were run for every six-digit CIP at each degree or certificate level (*i.e.* Less than 1 Year Certification or Associate’s degree). In this version we do not have separate data for AA and AS degrees in the same field or other separate programs that might exist within one six-digit CIP.

Years – Data are reported by the fiscal year the student completed their degree or certificate. Annualized employment data are calculated from the following five quarters. Only preliminary data is available for 2013 graduates because insufficient time had elapsed to get 5 quarters for all graduates.

Standards for Suppression: 6 Students

No employment or earnings data are published based on fewer than 6 employed students. 75th and 25th percentile earnings are published for

program years with at least 12 employed students. Table cells are left blank where data did not meet these publication thresholds.

“Verified Employed in Massachusetts”

This is an indicator of the percent of students with permanent employment in Massachusetts the year after completing a college degree or certificate. More precisely, the figure is the percent of graduates found to be employed in Massachusetts (using UI records) at least three out of the five quarters post graduation, lagged by one quarter. The denominator for this match rate excludes students not employed in Massachusetts who are verified enrolled in further higher education. We defined the metric as 3 out of 5 quarters because it best reflects graduates who have ongoing employment. It allows time for students to start their first job, excludes students who only have a short-term temporary or summer job, and is not sensitive to a missed employer filing.

“Continuing Higher Education” indicates the percent of program graduates enrolled in further higher education as indicated by the National Student Clearinghouse.

25th, Median, and 75th Percentile Full-Time Earnings

Our goal is to characterize typical earnings of graduates employed full-time, year-round in Massachusetts the year after completion. Following the lead of other states,¹ we calculate annual earnings using a “full time” minimum annual

¹ For comparison of how other states try to estimate “full time earnings,” Texas and Virginia use \$13,195 as a threshold. Florida uses a threshold tied to minimum wage. (Hourly minimum wage multiplied by 40 hours, 13 weeks, and 4 quarters). This works because the Florida minimum

earnings threshold as a surrogate for full-time employment. The threshold is used to distinguish people who are plausibly working full-time, year round. This report uses the 10th percentile annual earnings published annually by the Bureau of Labor Statistics as a threshold. This threshold was chosen because it changes smoothly overtime with inflation and is roughly in line with the minimum someone could earn working full-time, year-round (see Table A1). For example, 2013 graduates with reported earnings above \$18,190 are included in the earnings calculations because their earnings meet the threshold for 2013.

Forthcoming Measures

- Industry of employment
- Earnings by industry for large programs
- Earnings of graduates in fifth year post completion

Table A1: Full-Time Wage Thresholds and Minimum Wage

	Full-Time Wage Threshold <i>(10th Percentile US earnings)</i>	<i>MA Min. Wage</i>	<i>Min. Wage * 2000 hours</i>
2016		10.00	20,000
2015		9.00	18,000
2014	18,350	8.00	16,000
2013	18,190	8.00	16,000
2012	18,090	8.00	16,000
2011	18,000	8.00	16,000
2010	17,690	8.00	16,000
2009	17,140	8.00	16,000
2008	16,680	8.00	16,000
2007	16,060	7.50	15,000
2006	15,500	6.75	13,500

Sources: BLS. Occupational Employment Statistics, US, All Occupations.

wage is increased annually based on a cost of living formula. The Florida threshold was \$15,204 annually in 2011 and \$15,952 in 2012.

Employment Benchmarks

There are a few small programs with 100% of graduates verified employed in Massachusetts the year after completion. This is never the case for larger programs. On this page we are sharing some benchmarks to provide perspective on how many students one might expect to find employed through the Massachusetts UI employment match given typical employment patterns.

- **COMMUTING ACROSS STATE LINES:** 4% of employed Massachusetts residents work out of state. This matters for interpreting community college results because some community colleges, like Bristol and STCC, serve regions that are highly connected to out-of-state employment centers (see Table A2)².
- **FEDERAL EMPLOYMENT:** The federal government employs 45,000 people in Massachusetts, equaling about 1.4% of employment.³ The Mass Maritime Academy, in particular prepares many students for federal employment.
- **SELF-EMPLOYMENT:** 2.1% of people age 20 to 24 are self-employed.⁴
- **MOVING OUT OF STATE:** 2% of people with at least some college education live in a different state from one year prior.⁵
- **LABOR FORCE PARTICIPATION:** Even at the highest levels of educational attainment, about 12% of the working-age population is not in the labor force.⁶ (See Table A3).

² US Census Bureau. Journey to Work.

³ BLS. Quarterly Census of Employments and Wages. 2013 Annual Average.

⁴ BLS. Monthly Labor Review, September 2010. Figure is for the United States 2009.

⁵ U.S. Census Bureau, 2010-2012 American Community Survey. B07009.

⁶ U.S. Census Bureau, 2012 American Community Survey. EDUCATIONAL ATTAINMENT BY EMPLOYMENT STATUS FOR THE POPULATION 25 TO 64 YEARS.

Table A2: Community Colleges by Regional Residents Working Out of State

	Work In Massachusetts	Work Out of State
Bristol Community College	89%	11%
Springfield Technical Community College	90%	10%
Holyoke Community College	91%	9%
Northern Essex Community College	91%	9%
Berkshire Community College	95%	5%
Greenfield Community College	96%	4%
State Massachusetts	96%	4%
Middlesex Community College	96%	4%
Mt. Wachusett Community College	97%	3%
Quinsigamond Community College	97%	3%
Mass Bay Community College	98%	2%
Cape Cod Community College	98%	2%
Massasoit Community College	98%	2%
North Shore Community College	98%	2%
Bunker Hill Community College	99%	1%
Roxbury Community College	99%	1%

Source: Census. Journey to Work. 2010. Calculations by the Massachusetts Department of Higher Education.

Table A3: Employment Rates by Education, Massachusetts Population Age 25-64

	Employed	Unemployed	Not in the Labor Force
High School or Below	64%	9%	27%
Some College	73%	8%	19%
Associate Degree	80%	6%	14%
Bachelor's Degree Plus	84%	4%	12%
Total	75%	7%	18%

Source: Census Bureau American Community Survey 2012, three year average. IPUMS-USA, University of Minnesota, www.ipums.org.

LINKS to Higher Education Employment Reports from Other States

California: Community College Salary Surfer
<http://salarysurfer.cccco.edu/SalarySurfer.aspx>

Colorado: EdPays <http://co.edpays.org>

Florida: www.beyondeducation.org method details at
www.fldoe.org/fetpip/

Maine: www.maine.gov/labor/cwri/wdqi

New Jersey: NJtopps.org

North Dakota: SDBOR Graduate Placement Dashboard
www.sdbor.edu/dashboards/

Minnesota:
<https://apps.deed.state.mn.us/lmi/etd/Results.aspx>

Texas: www.utsystem.edu/seekut/ and
Texas CREWS (Consumer Resource for Education and
Workforce Statistics)
www.thecb.state.tx.us/apps/txcrews/

Virginia:
<http://research.schev.edu/apps/info/Reports.Guide-to-the-Post-Completion-Wages-of-Graduates.ashx>

Washington: www.careerbridge.wa.gov

Post Collegiate Outcomes Initiative.
www.aacc.nche.edu/AboutCC/Trends/pco/. Partnership
between AACC, APLU, and AASCU.

US Department of Education. College Scorecard.
<https://collegescorecard.ed.gov/data/>

Workforce Data Quality Campaign.
www.workforcedqc.org

Western Interstate Commission for Higher Education (WICHE) Multistate Longitudinal Data Exchange:
www.wiche.edu/longitudinaldataexchange