

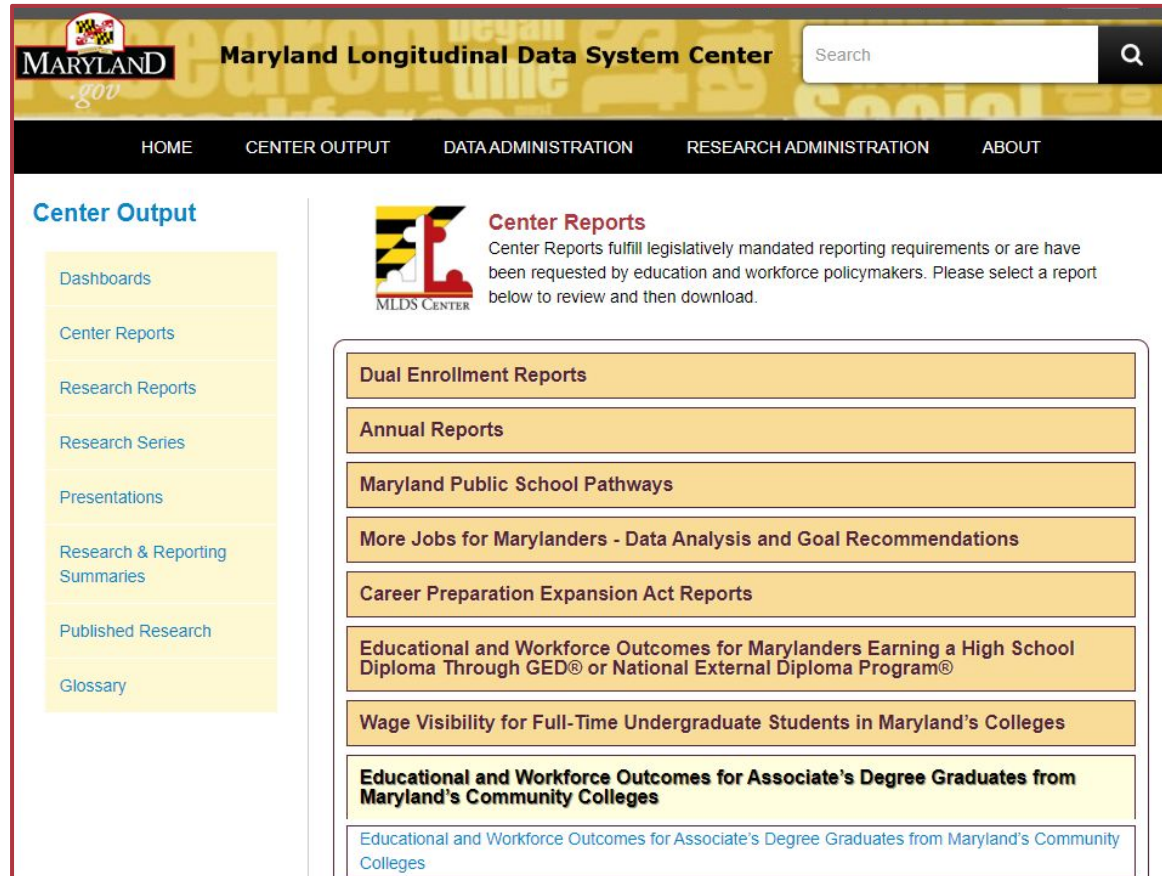
Better Data • Informed Choices • Improved Results

Educational and Workforce Outcomes for Associate's Degree Graduates from Maryland's Community Colleges

Ann T. Kellogg
June 18, 2020

Agenda

- Overview
- Methods and Contextual Indicators
- Results
- Policy Implications



The screenshot shows the homepage of the Maryland Longitudinal Data System Center. The header includes the Maryland state logo and the text "MARYLAND .gov" and "Maryland Longitudinal Data System Center". A search bar is located in the top right corner. Below the header is a navigation menu with links: HOME, CENTER OUTPUT, DATA ADMINISTRATION, RESEARCH ADMINISTRATION, and ABOUT.

The main content area is titled "Center Output" and features a sidebar with a list of links: Dashboards, Center Reports, Research Reports, Research Series, Presentations, Research & Reporting Summaries, Published Research, and Glossary. The main content area displays a section titled "Center Reports" with a description: "Center Reports fulfill legislatively mandated reporting requirements or are have been requested by education and workforce policymakers. Please select a report below to review and then download." Below this description is a list of reports:

- Dual Enrollment Reports
- Annual Reports
- Maryland Public School Pathways
- More Jobs for Marylanders - Data Analysis and Goal Recommendations
- Career Preparation Expansion Act Reports
- Educational and Workforce Outcomes for Marylanders Earning a High School Diploma Through GED® or National External Diploma Program®
- Wage Visibility for Full-Time Undergraduate Students in Maryland's Colleges
- Educational and Workforce Outcomes for Associate's Degree Graduates from Maryland's Community Colleges
- Educational and Workforce Outcomes for Associate's Degree Graduates from Maryland's Community Colleges

<https://mldscenter.maryland.gov/>

Discussants

Maryland Higher Education Commission (MHEC)

- MHEC is the State of Maryland's **higher education coordinating board** responsible for establishing statewide policies for Maryland **public and private colleges and universities and for-profit career schools**. MHEC also administers **state financial aid programs** that affect students on a statewide basis.

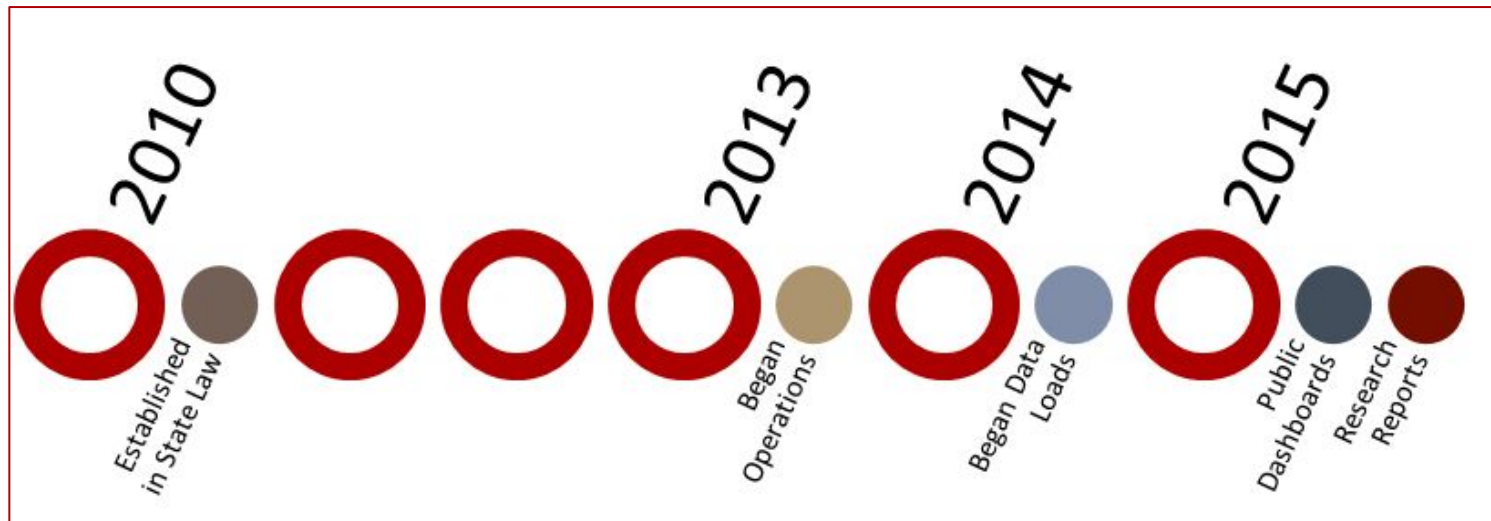
Maryland Association of Community Colleges (MACC)

- MACC is the unified voice for **Maryland's 16 community colleges**. Since its founding in 1992, the Association has worked with businesses, communities, government, and other organizations to **improve student success, provide job training, and promote economic development** across the state.

Overview

Maryland Longitudinal Data System Center (MLDSC)

- Use the system to generate timely and accurate information about **student performance** that can be used to **improve the State's education system** and guide decision makers at all levels.



<https://mldscenter.maryland.gov/>



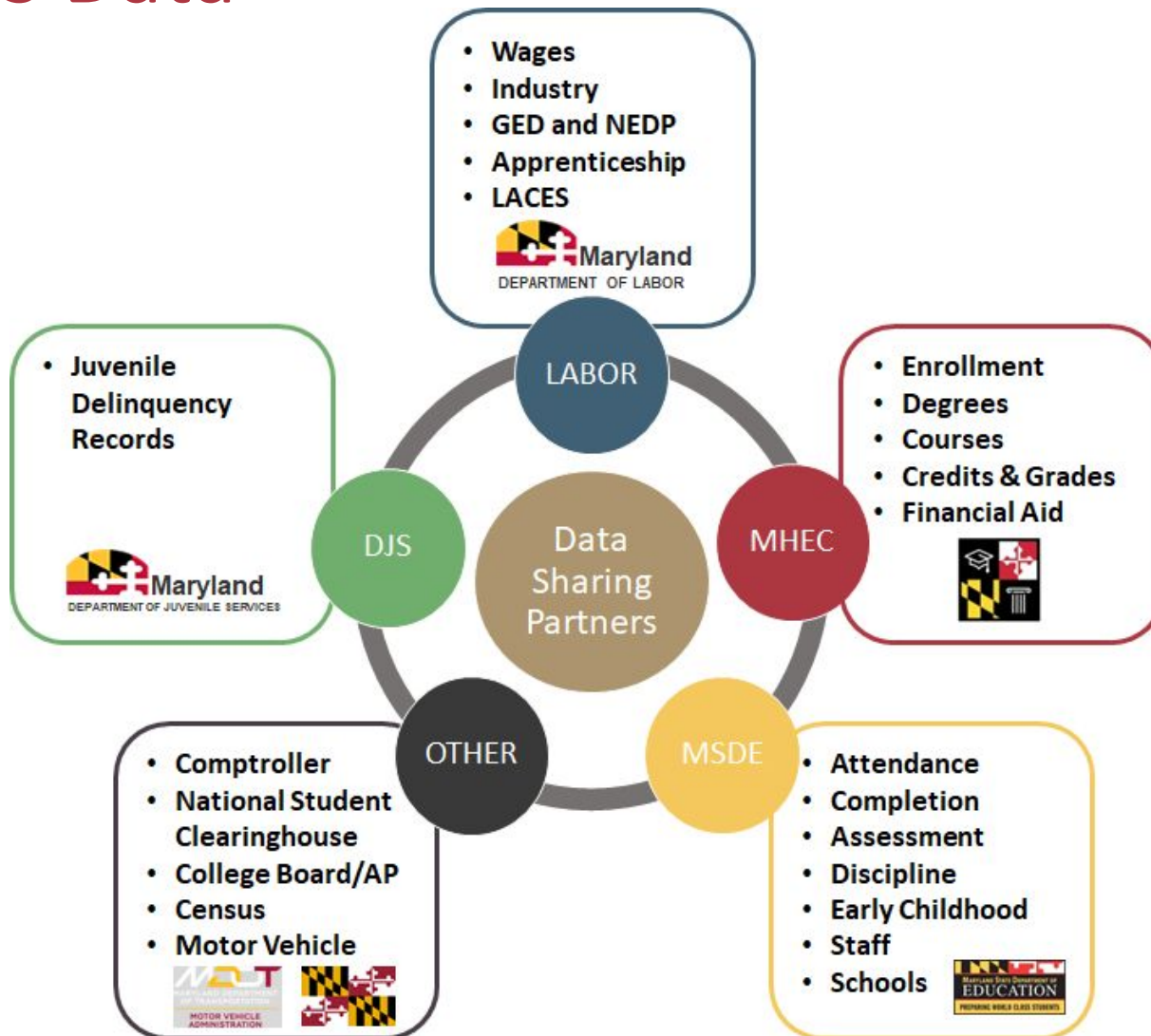
Focus of Report

- Over **12,000** Associate's Degree Graduates
 - Academic Year 2012-2013
 - 16 Maryland Community Colleges
- Wages and Industry of Employment in **2017-2018**

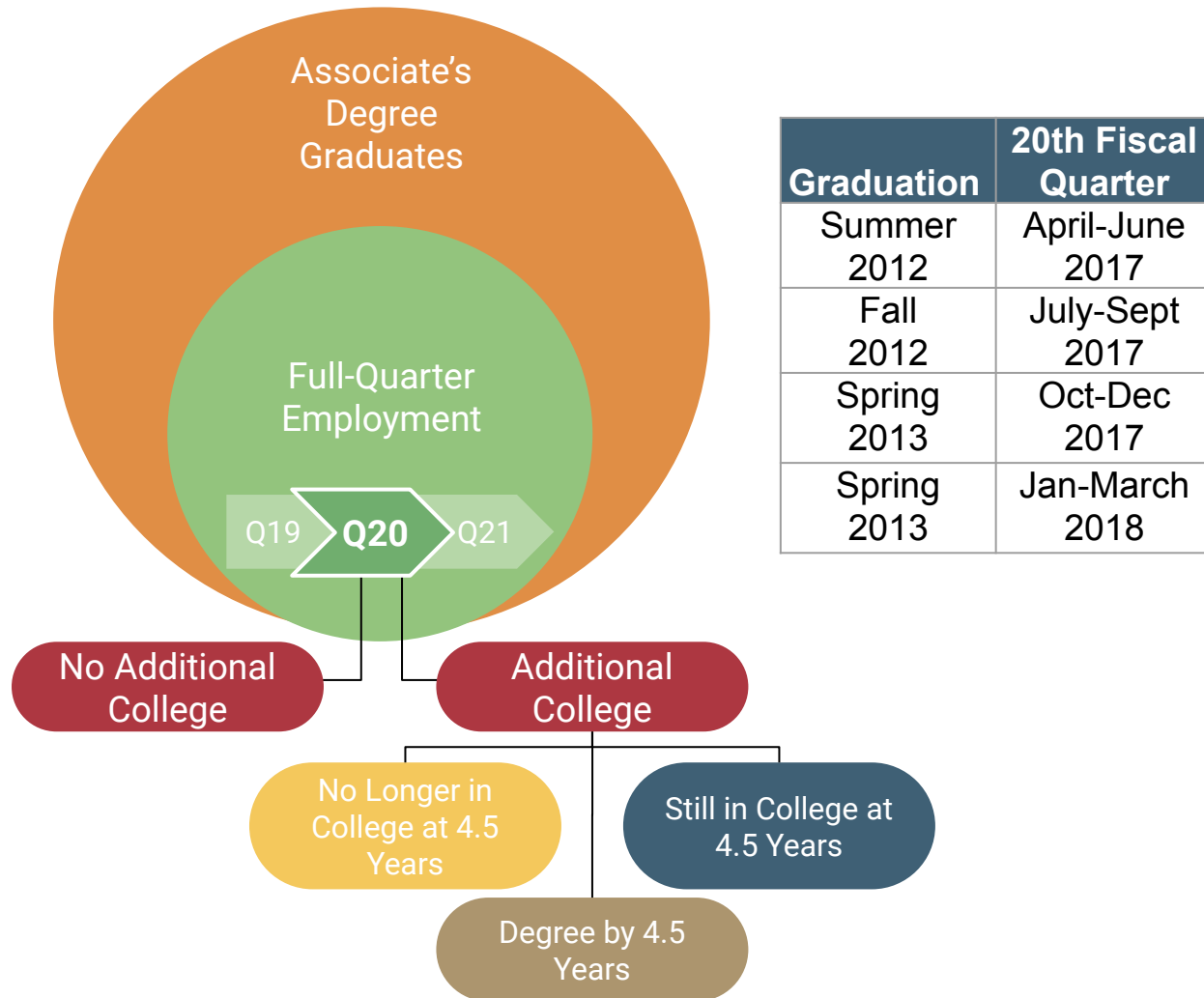
Age Bands	Total
18 to 24	6,406
25 to 34	3,661
35 to 44	1,510
45 or more	1,032
Total	12,609

Educational and Workforce Outcomes for Associate's Degree Graduates from Maryland's Community Colleges

MLDS Data



Selection and Assignment Method



Contextual Indicators

Income Band	Wage Band
Less than Minimum Wage	\$1 to \$3,608
Between Minimum Wage and Living Wage	\$3,609 to \$7,841
Between the Living Wage and ACS Wage	\$7,842 to \$10,872
Greater than or equal to the ACS Wage	>= \$10,872

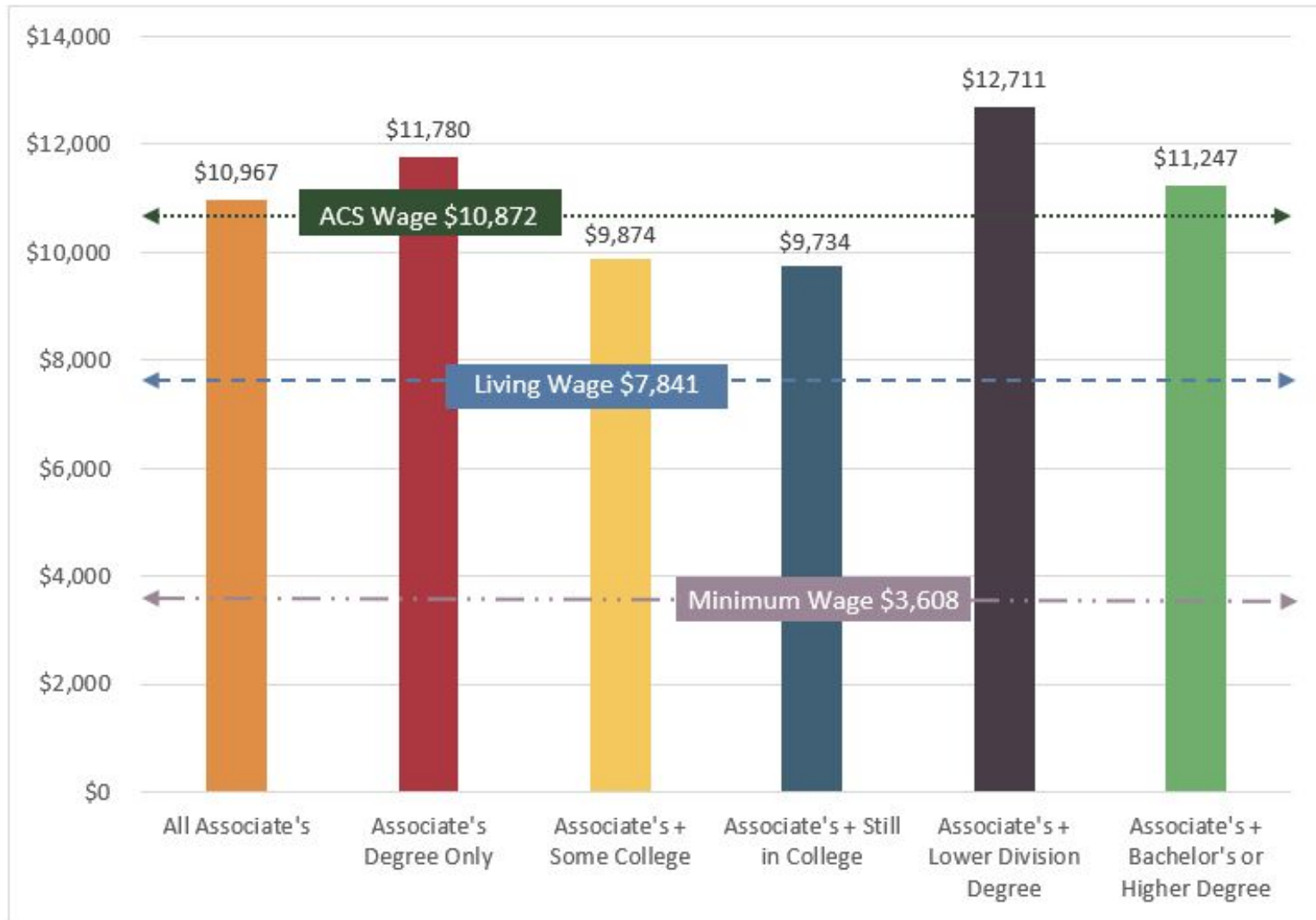
- Massachusetts Institute of Technology Living Wage Calculator, *Required Annual Income before Taxes for One Adult, State of Maryland*
- American Community Survey (ACS) 5-Year Estimates, 2012 to 2016, *Median Earnings for Workers, State of Maryland*

Associate's Degree Report, 2019

Education Level	Total	%	Full-Quarter Wages	%
Associate's Degree, No Additional College	4,453	35%	2,195	49%
Some College	2,036	16%	1,144	56%
Still in College	2,126	17%	1,404	63%
Additional Lower Division Degree	583	5%	375	64%
Additional Upper Division Degree (Bachelor's or higher)	3,411	27%	2,110	62%
Total Associate's Degree	12,609		7,228	57%

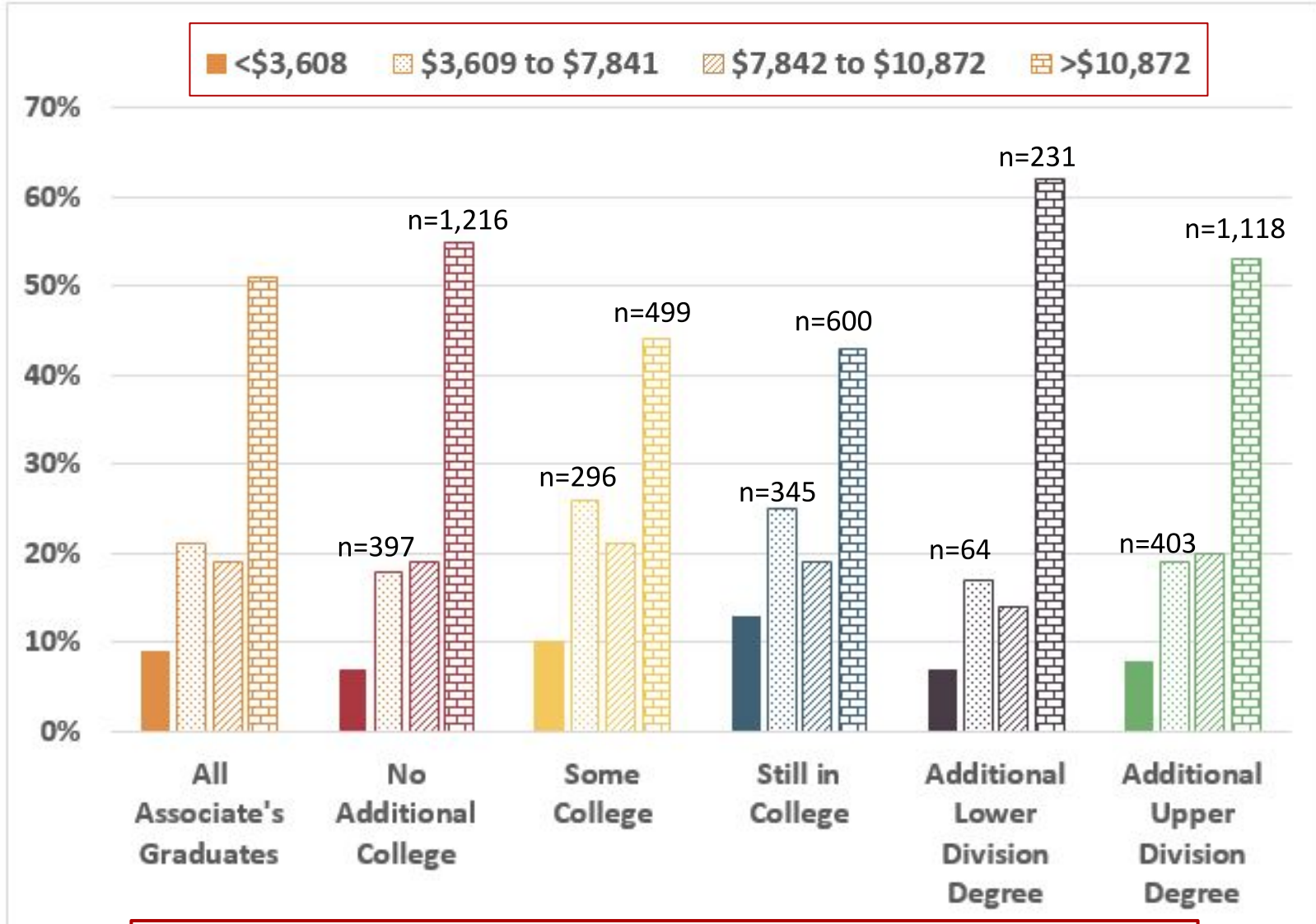
Associate's Degree Graduates, State of Maryland, 2012-2013, Distribution by Educational Attainment and Full-Quarter Wages, Five Years after Graduation

Associate's Degree Report, 2019



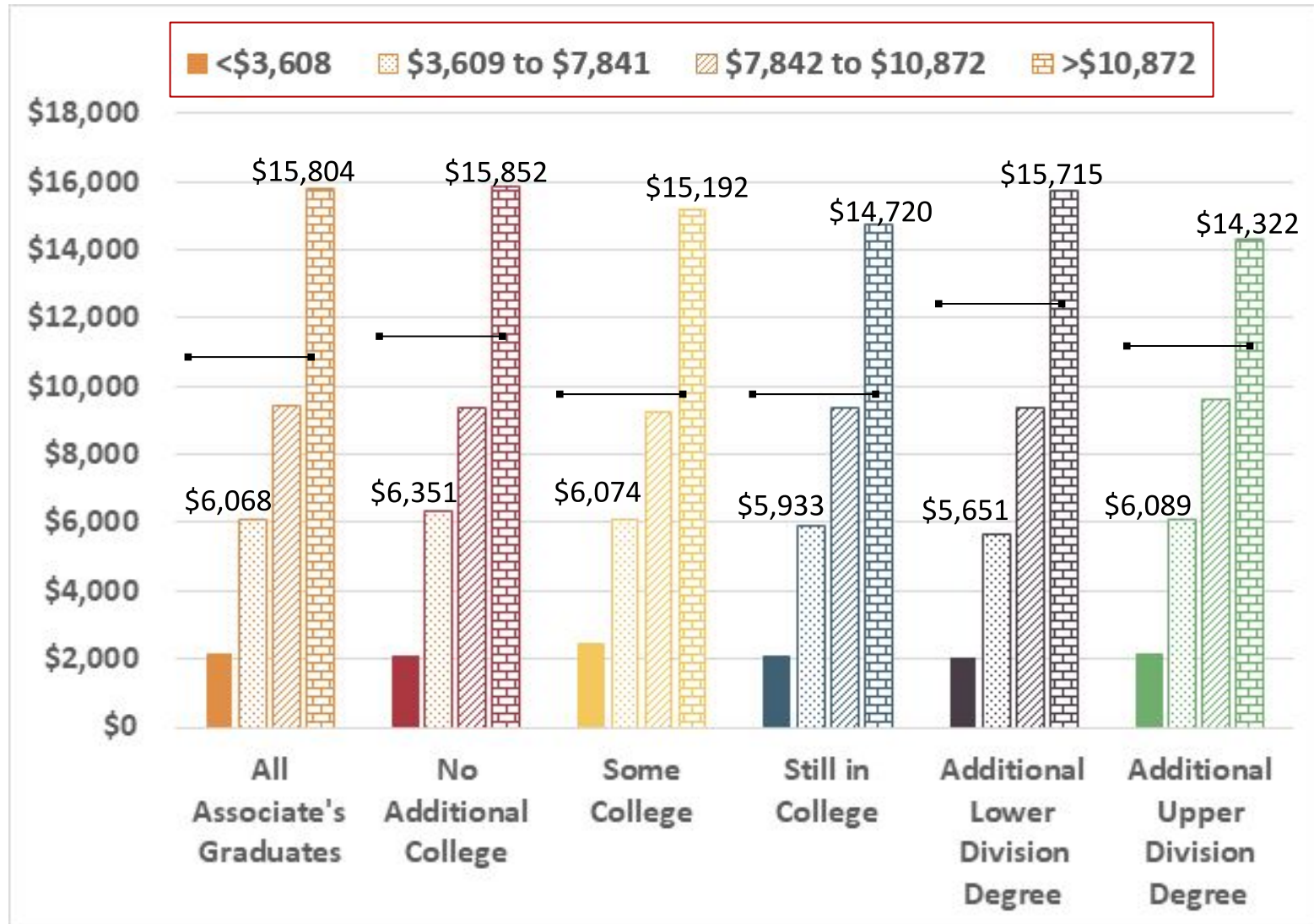
Associate's Degree Graduates, State of Maryland, 2012-2013, Median Quarterly Wages by Educational Attainment, Five Years after Graduation, Compared to Wage Indicators

Associate's Degree Report, 2019



Associate's Degree Graduates, State of Maryland, 2012-2013, Distribution by Wage Indicators and Educational Attainment, Five Years after Graduation

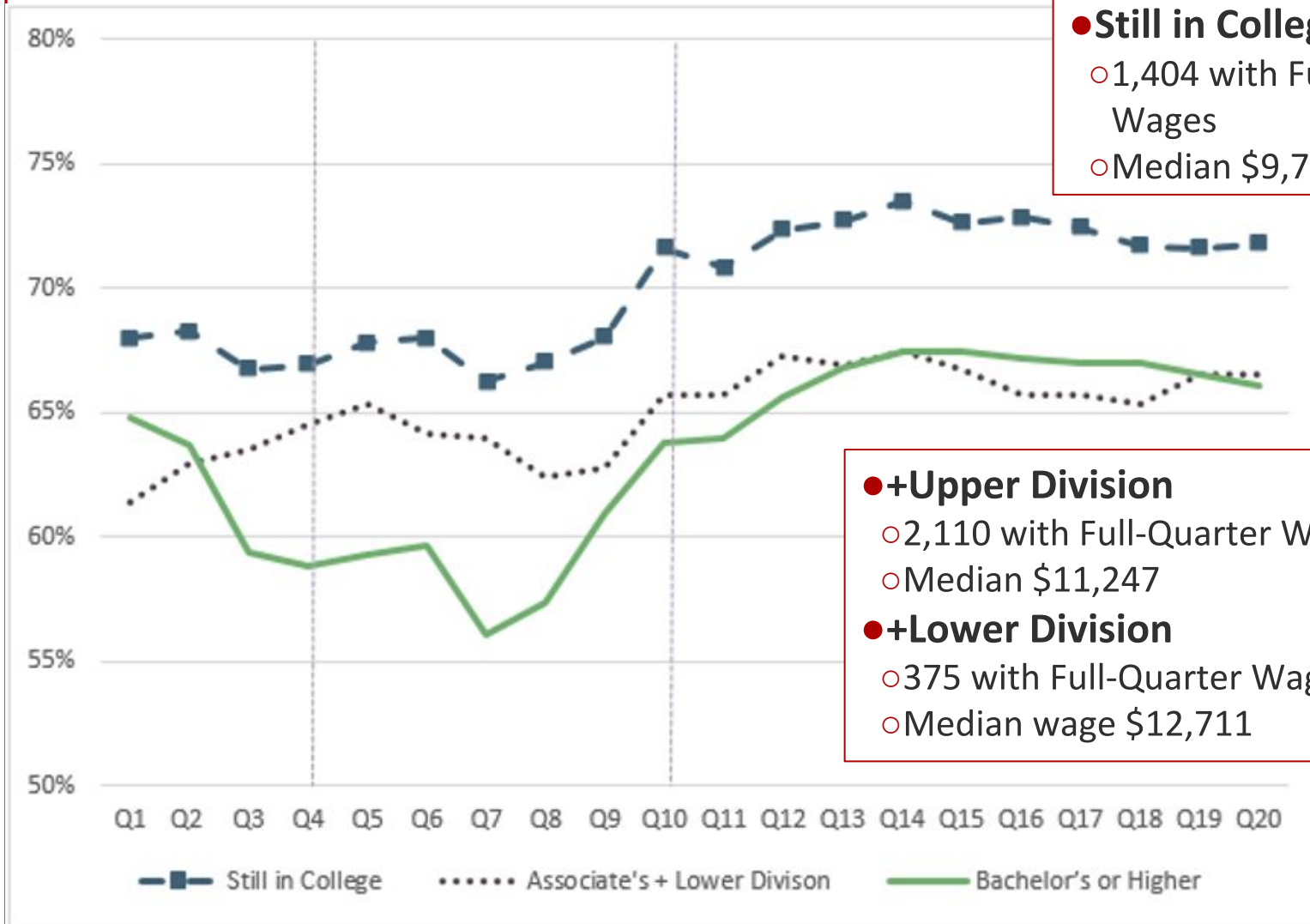
Associate's Degree Report, 2019



Associate's Degree Graduates, State of Maryland, 2012-2013, Distribution by Wage Indicators and Educational Attainment, Five Years after Graduation



Associate's Degree Report, 2019



● Still in College

- 1,404 with Full-Quarter Wages
- Median \$9,734

● +Upper Division

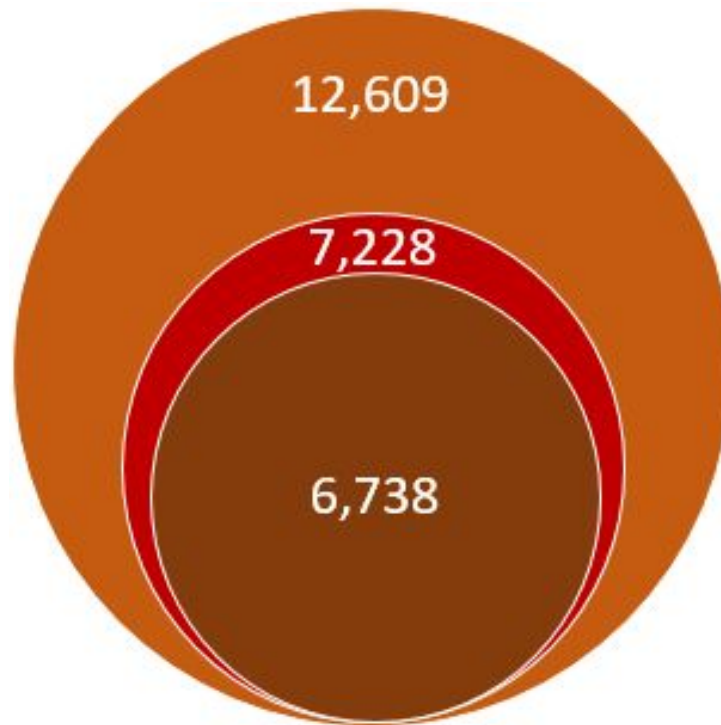
- 2,110 with Full-Quarter Wages
- Median \$11,247

● +Lower Division

- 375 with Full-Quarter Wages
- Median wage \$12,711

Associate's Degree Graduates, State of Maryland, 2012-2013, Wage Visibility, Still in College, +Lower Division, +Upper Division, Five Years after Graduation

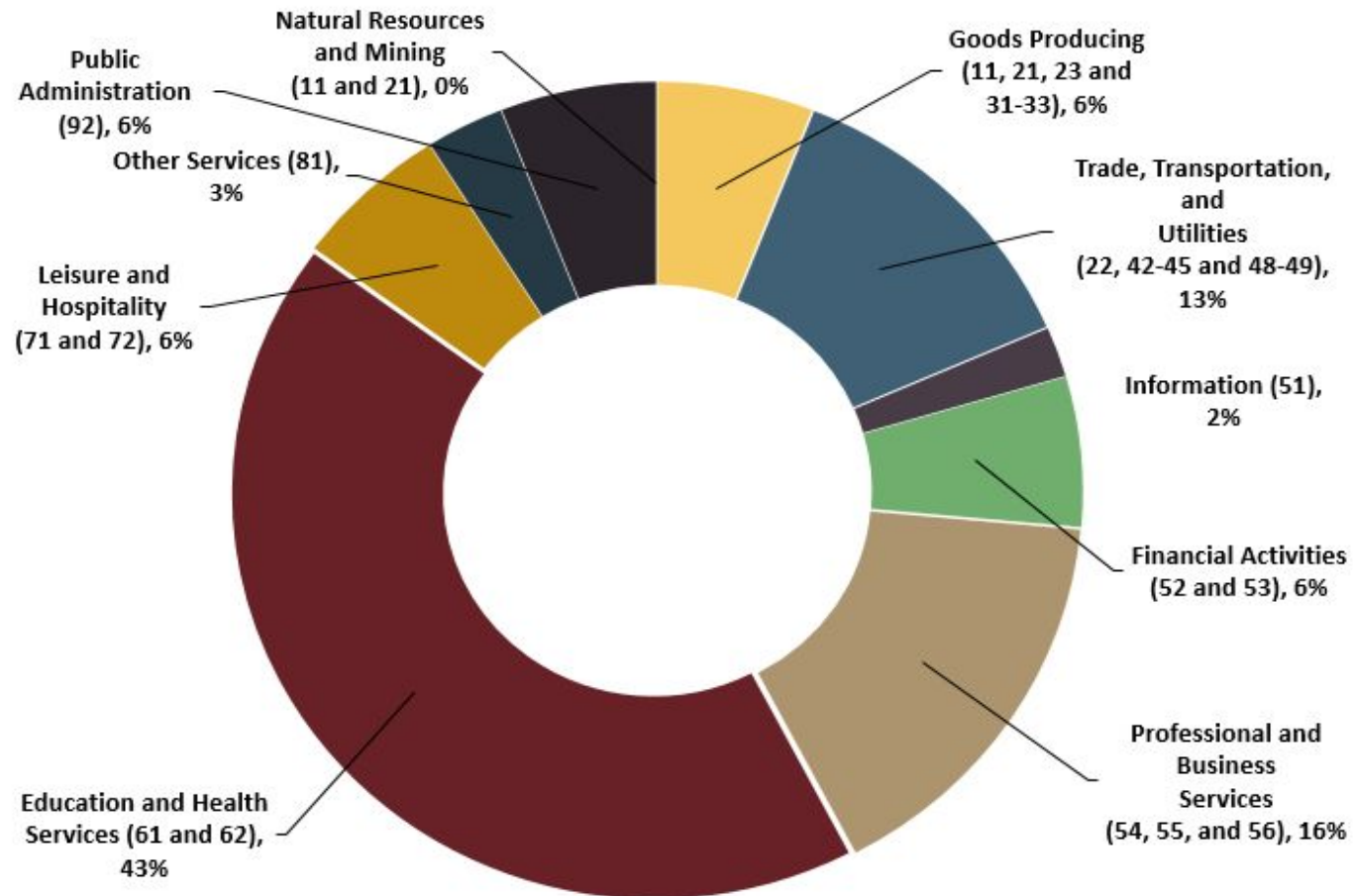
Associate's Degree Report, 2019



Same Employer Full-Quarter Employment

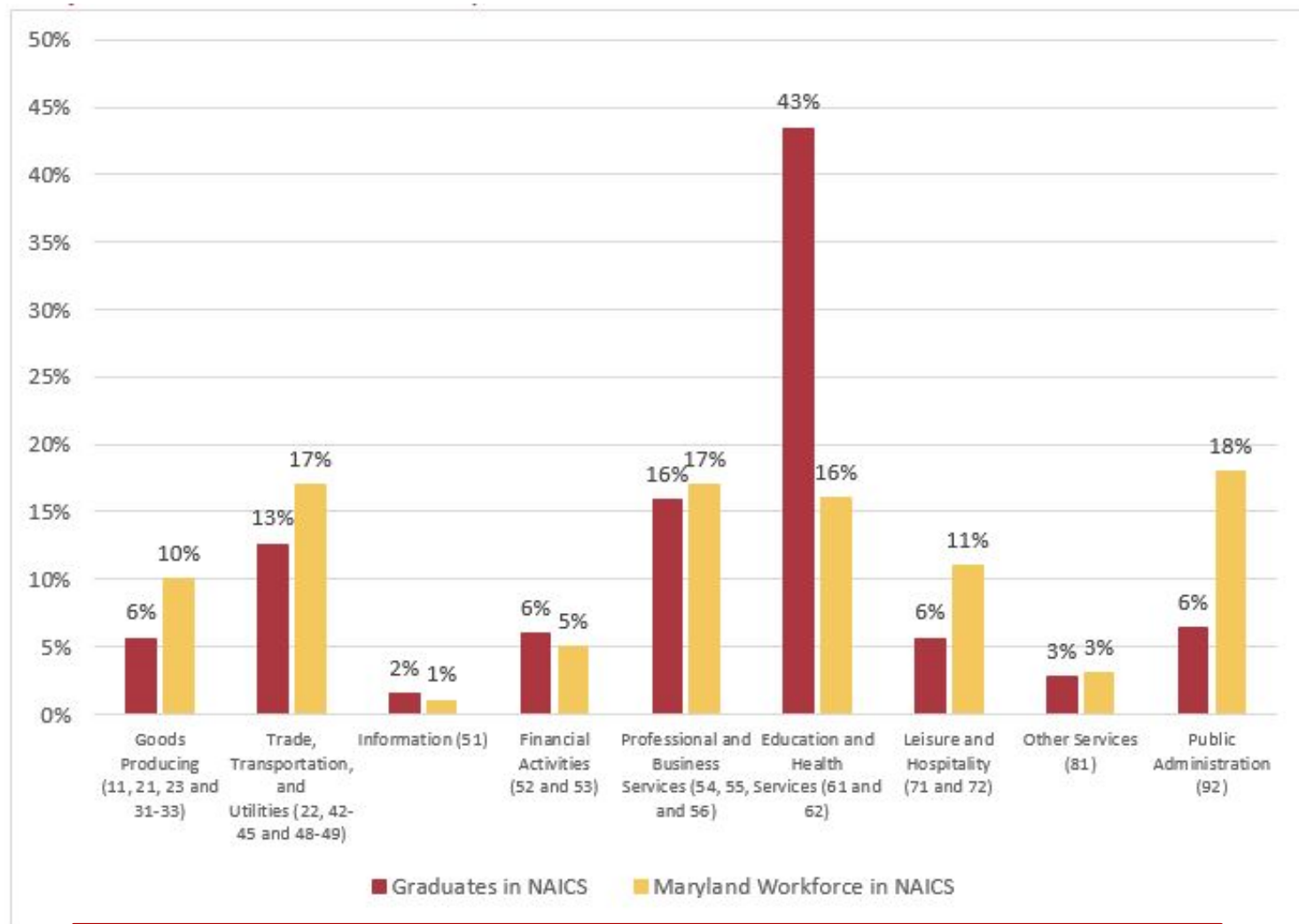
- **53% of All Graduates**
- **93% of Full-Quarter Graduates**

Associate's Degree Report, 2019



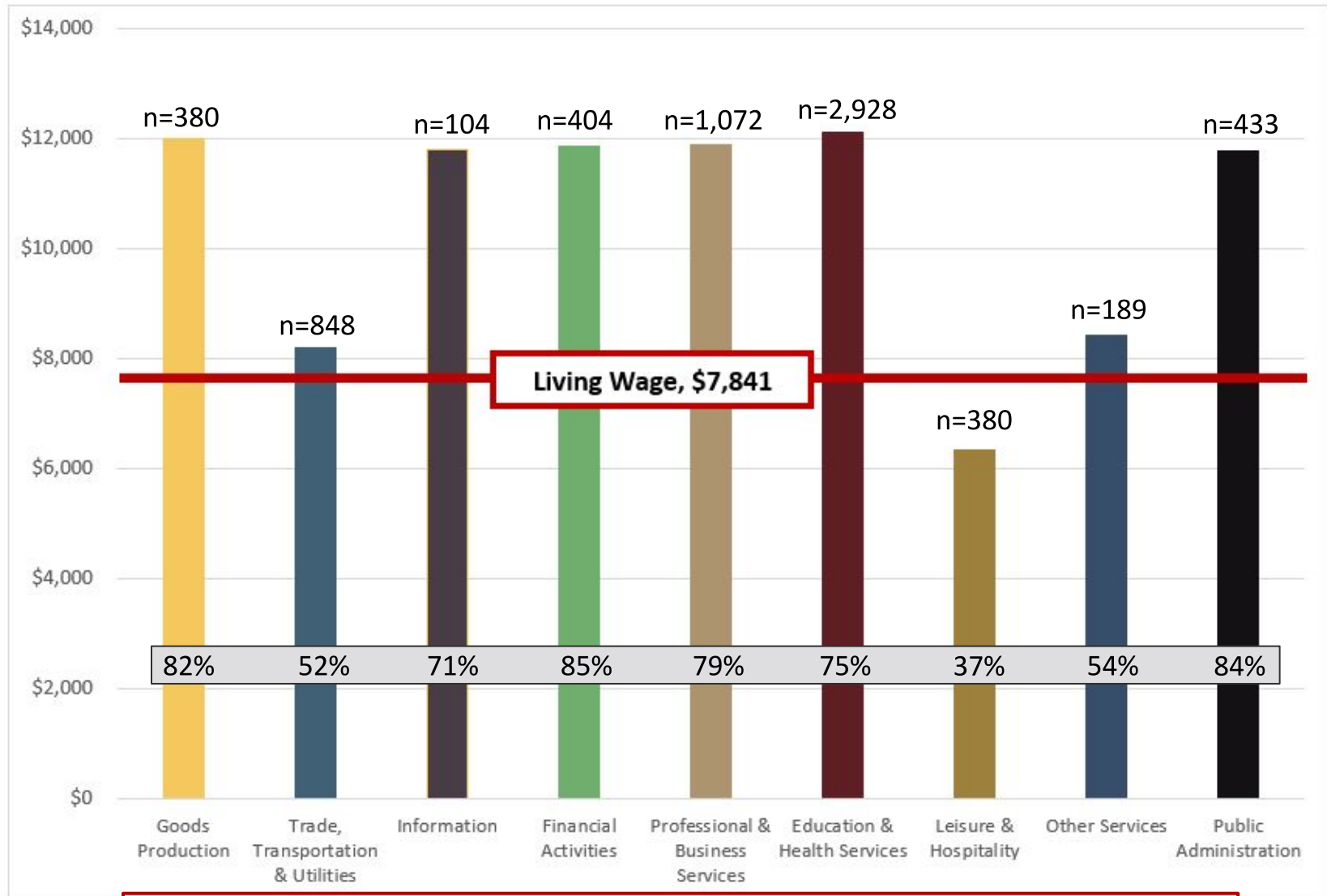
Associate's Degree Graduates, State of Maryland, 2012-2013, Industry of Employment, Five Years after Graduation

Associate’s Degree Report, 2019



Associate’s Degree Graduates, State of Maryland, 2012-2013, Industry of Employment Compared to Workforce Size in 2017, Five Years after Graduation

Associate's Degree Report, 2019



Associate's Degree Graduates, State of Maryland, 2012-2013, Industry of Employment with Median Quarterly Wage, Five Years after Graduation

Summary

- Overall Median Quarterly Wage: **\$10,967**
 - **70%** Above the Living Wage (\$7,841 per quarter)
 - **51%** Above the ACS Median Wage for all Workers in Maryland (\$10,872 per quarter)
- Average 2012-2013 Tuition for Associate's Degree: **\$7,400**
- Comparatively, median quarterly wage for high school graduate, five years *after* high school graduation
 - No College: **\$6,331**
 - **34%** were above the living wage
 - **16%** were above the ACS wage
- Age at Degree
 - **51%** are age 18 to 24 (23 to 29 at Q20)
 - **29%** are age 25 to 34 (30 to 39 at Q20)
 - **20%** over age 35 (39 or older at Q20)

Highlights

- 93% of graduates with full-quarter wages are continuously employed with same employer
 - **Education and Health Services: 43%**
 - Largest sector for all education groups
 - Median Quarterly Wage: **\$12,131**
 - **75%** Above Living Wage

Highlights

- **27%** of Associate's graduates complete at least a Bachelor's degree in five years
 - **62%** are visible in the wage data *after* earning a Bachelor's degree
 - Median quarterly wage: **\$11,247**
- **17%** of Associate's graduates are *still in college*
 - **63%** are visible in the wage data at the five year point
 - Median quarterly wage: **\$9,734**
 - Cost per year of extending time in college: **\$7,000 to \$10,000**
- **35%** of Associate's graduates do *not* continue a postsecondary education
 - **49%** are visible in the wage data
 - Median quarterly wage: **\$11,780**

Discussants

Dr. Emily A.A. Dow

- ◆ Assistant Secretary for Academic Affairs
 - Maryland Higher Education Commission

Dr. Brad Phillips

- ◆ Research and Policy Director
 - Maryland Association of Community Colleges



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