Baccalaureate Follow-Up Study: Employment and Education Outcomes One, Five, and Ten Years After Graduation

January 2018

93% of graduates worked. In Year 10, the percentage of graduates found working increased to 97%.

2. DO GRADUATES EARN ADDITIONAL CREDENTIALS?

Yes, SUS graduates go on to earn additional credentials after completing a baccalaureate degree. By the fifth year after graduation, 30% of graduates in the study had earned at least one additional credential. By the tenth year following the completion of a baccalaureate degree, 44% of graduates had completed at least one additional credential.

3. DO GRADUATES PURSUE FURTHER EDUCATION?

The answer to this question is also yes, particularly in the first and fifth years after completing a baccalaureate degree. During the first year following graduation, just over 30% of graduates in the study pursued additional education. In the fifth year after graduation, 22% of graduates were pursuing additional education. By the tenth year following the completion of a baccalaureate degree only 11% of graduates were pursuing additional education.

4. DO GRADUATES WORK WHILE PURSUING ADDITIONAL EDUCATION?

SUS graduates also worked while pursuing additional education, particularly during the first and fifth years following the completion of a baccalaureate degree. Over time, the proportion working while enrolled declined. In Year 1, nearly 25% of graduates in the study worked while pursuing additional education. In Year 5, approximately 15% worked while enrolled. By Year 10, only 8% of graduates worked while enrolled.

5.

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INTRODUCTION

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The numbers and percentages of graduates who worked and/or pursued additional education (i.e., graduates found) for each outcome year are available in Tables A, B, C, and D in Appendix B. Data for the number and percent of graduates found for individual graduating classes are provided in Tables E, F, and G of Appendix B.

Outcomes for the remaining 69,759 graduates (16%) were not available from the existing databases, although some graduates were likely employed in jobs not captured in the data. It is likely that some graduates were employed in states that did not submit data to the national database. For instance, the primary national employment database included data for up to 41 states, the District of Columbia, and Puerto Rico.[1] It is also important to note that state and national employment databases do not include people who are self-employed, who work for organizations that do not participate in the unemployment insurance programs, and who have other types of employment described in more detail in Appendix A.

Since the purpose of this study was to report outcomes for baccalaureate degree recipients, the remaining sections of the report will focus on the 353,940 graduates whose outcomes are known. Additional details regarding limitations of the employment and education data sources are available in Appendix A. Throughout the remainder of this report, the term "graduates in the study" refers to the graduates from the various cohorts who worked and/or pursued additional education (i.e., who were found in the employment and/or education data sources).

[1] While the state of Georgia is participating in WRIS 2, as described in Appendix A, employment data was only available for matching to records from the Class of 2015 for Year 1 of the outcome years.

Table 2. Number and Percent of Baccalaureate Graduates Who Worked, All Outcome Years, by Fields of Study*

Field of Study	Year 1 (Classes of 2012, 2013, 2014, 2015)		Year 5 (Classes of 2008, 2009, 2010)		Year 10 (Class of 2005)	
	# Working	% of Graduates Found	# Working	% of Graduates Found	# Working	% of Graduates Found
Agriculture	1,525	80%	1,260	87%	358	97%
Architecture	786	86%	666	94%	157	98%
Biological Sciences	10,175	79%	4,263	77%	1,018	96%
Business & Marketing	38,080	95%	25,580	97%	7,587	98%
Communication & Journalism	9,633	96%	5,671	96%	1,448	97%
Computer & Information Sciences	3,821	96%				

79% of

DO GRADUATES EARN ADDITIONAL CREDENTIALS?

After earning a baccalaureate degree, SUS graduates do continue their education and earn additional credentials. By the fifth year after graduation, 30% of graduates in the study had earned at least one additional credential. By the tenth year following the completion of a baccalaureate degree, 44% of graduates had completed at least one additional credential.

As shown in Table 4, the proportion of graduates who earned additional credentials varied widely by field of study. In Year 5, only 15% of Enginee ring Technician graduates had earned at least one additional credential while 56% of Architecture graduates had earned at least one additional credential. In Year 10, only 30% of Security & Protective Services graduates had earned at least one additional credential while 69% of Public Administration and Mathematics & Statistics graduates had earned at least one additional credential.

Table 5. Number and Percent of Baccalaureate Graduates Enrolled in Further Education, All Outcome Years, by Fields of Study*

Field of Study	Year 1 (Classes of 2012, 2013, 2014, 2015)		Year 5 (Classes of 2008, 2009, 2010)~		Year 10 (Class of 2005)**	
	# Enrolled	% of Graduates Found	# Enrolled	% of Graduates Found	# Enrolled	% of Graduates Found
Agriculture	965	51%	468	32%	^	^
Architecture	438	48%	106	15%	^	^
Biological Sciences	7,385	57%	2,382	43%	137	13%
Business & Marketing	9,283	23%	3,578	14%	494	6%
Communication & Journalism	1,565	16%	876	15%	136	9%
Computer & Information Sciences	701	18%	213	13%	72	9%
Cultural Studies	145	43%	64	30%	^	^
Education	2,838	22%	1,709	16%	291	11%
Engineering	2,950	26%	1,279	20%	144	8%
Engineering Technician	106	13%	139	12%	25	9%
English & Literature	1,840	29%	968	23%	187	15%
Family & Consumer Sciences	689	39%	284	20%	59	13%
Health Professions	7,857	37%	2,641	25%	328	13%
History	1,157	39%	565	26%	74	13%
Interdisciplinary Studies	1,282	34%	249	36%	^	^
Languages & Linguistics	587	43%	234	32%	42	25%
Legal Studies	586	44%	146	21%	^	^
Liberal Arts & Sciences	863	30%	811	24%	103	11%
Mathematics & Statistics	529	43%	183	33%	^	^
Natural Resources	432	29%	181	30%	^	^
Philosophy & Religious Studies	428	42%	206	34%		^
Physical Sciences	1,231	53%	611	50%	43	17%
Psychology	7,616	45%	2,569	31%	343	16%
Public Administration	1,953	54%	328	18%	60	11%
Recreation & Fitness Studies						

Table 6. Number and Percent of Baccalaureate Graduates Who Worked While Enrolled in Further Educatio

WHAT ARE THE SALARIES OF GRADUATES OVER TIME?

The starting salaries for graduates who worked full -time one year after completing a baccalaureate degreewere strong. In addition, the salaries of graduates who worked full -time increased substantially by Years 5 and 10 As shown in Figure 2, the median annual wages for working graduates in Year 1 was $36,600

Before proceeding to the Year 5 and Year 10 salaries, it is important to note that byYear 5 approximately 25% of graduates who worked full -time had earned an additional degree or certificate. By Year 10, 35% of graduates who worked full -time had completed at least oneadditional credential. The percent of working graduates with an additional credential varied somewhat by field of study. In Year 5, the percent ranged from 1 o

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Figure 2. Median Annual Wages for Baccalaureate Graduates Employed Full-Time One, Five, and Ten Years After Graduation^~

^Includes graduates who worked and enrolled at the same time.
~The percentages of graduates with a credential in this section are based on the percent of graduates working full-time. The percentages reported in previous sections is the percentage of all graduates found in the study.
*Does not include wages for the Class of 2015.

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program and the State University Data System.

Table 7. Median Annual Wages for Baccalaureate Graduates Employed Full-Time One Year After Graduation, by Fields of Study (Classes of 2102, 2013, and 2014 Combined)*

As shown in Table 8 below, the median annual wages for those working full-time and who earned an additional credential also varied by field of study in Year 5 and in Year 10. In Year 5, the median annual wage ranged from $36,600 for Philosophy & Religious Studies graduates to $69,500 for Engineering graduates. In Year 10, the median ranged from $47,000 for Languages & Linguistics graduates to $84,900 for Engineering graduates. In addition to the variation between fields, within any given field some variation in wages in Years 5 and 10 was found. See Appendix C for a detailed analysis and explanation of this variation.

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Table 9. Median Annual Wages for Baccalaureate Graduates Employed Full-Time With an Additional Credential, Five and Ten Years After Graduation, by Fields of Study*

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Field of Study	Year 5 (Classes of 2008, 2009, 2010)		Year 10 (Class of 2005)	
	Median Annual Wage	# of Graduates Working FT	Median Annual Wage	# of Graduates Working FT
Agriculture	$57,500	429	$83,900	148
Architecture	$47,000	225	$66,100	62
Biological Sciences	$54,000	1,164	$86,800	473
Business & Marketing	$59,400	4,505	$76,200	1,834
Communication & Journalism	$48,600	719	$63,300	284
	$72,100	222	$91,000	185
Cultural Studies	^	^	^	^
Education	$51,700	1,815	$61,300	825
Engineering	$71,100	1,351	$94,300	604
Engineering Technician	$64,900			

Table 10. Difference Between Median Annual Wages for Baccalaureate Graduates Employed Full-Time With and Without an Additional Credential, Five and Ten Years After Graduation, by Fields of Study*

Field of Study	Year 5 (Classes of 2008, 2009, 2010)

APPENDIX A: T

and percentages of SUS graduates from the classes of 2012, 2014, and 2015 who pursued additional education may differ somewhat from the numbers in p revious studies.

Florida Education and Training Placement Information Program

The employment data for this study was provided by the Florida Education and Training Placement Information Program (FETPIP), housed with the Florida Department of Education. FETPIP, through an agreement with the Florida Department of Economic Opportunity (DEO), had access to Florida's Unemployment Insurance (UI) database and the national Wage Record Interchange System 2 (WRIS 2) for the purpose

Since the current study included graduating classes for which the Board had previously conducted baccalaureate follow-up studies based on WRIS 2 data, it is important to note that there are several reasons why the employment outcomes reported here may differ from previous reports for the classes of 2014 and 2015. First, states that had participated in WRIS 2 may have decided to submit historical data to the database since the prior studies were conducted. Second, additional states may have joined WRIS 2 since the prior studies were conducted and may have submitted data for the time periods needed for the current study that may not have been available when the previous studies were conducted. Finally, employers and state labor departments are allowed to submit revised data. As a result of these types of changes to the WRIS 2 data, the number and percentages of SUS graduates from the classes of 2014 and 2015 who were employed and the annual wages may differ somewhat from the data reported in previous studies.

2. Protecting Privacy

State and federal privacy laws and regulations directly influenced the way in which data were displayed. To ensure compliance, cell sizes with less than 10 individuals were not displayed. Median wage amounts were also rounded to the nearest hundred to protect privacy.

The agreement that enabled FETPIP to access the employment data provided by DEO also created two significant limitations that affected the way in which data were presented in this report. First, the agreement did not allow any employment records to be attached to certain identifying elements such as race and gender to be returned to the data requestor -- in this instance Board staff. Second, WRIS 2 data could only be provided back to Board staff in aggregate form. These restrictions limited the current study to providing only descriptive statistics, rather than more sophisticated statistical analyses that could determine whether statistically significant differences in outcomes existed between graduates with different characteristics (e.g., race/ethnicity, gender). Though this report did not include outcomes by race/ethnicity or gender, those data will be provided in a future report or information brief and be limited to descriptive statistics for the reasons cited above.

3. Methodological Notes

Academic Year and Classes

Academic Years and Classes were defined as outlined in the table below.

Academic Year	Class Year	Summer	Fall	Spring
2004-2005	2005	2004		

The Current Baccalaureate Follow-Up Study

The current study retained all of the enhancements made to the Class of 2014 and Class of 2015 studies. In addition, the current study incorporated employment information from WRIS 2 and OPM for the Class of 2012, which as noted above only utilized Florida employment data. The current study also included Year 1 outcomes for the Class of 2013 to fill in the gap between the Class of 2012 and Class of 2014 studies. As previously noted, the employment and education outcomes for the classes of 2012, 2014, and 2015 as reported here may differ also from the outcomes reported in prior studies as a result of changes to the national employment and education databases described above. Though the current report did not include outcomes by race/ethnicity or gender, those data will be provided in a future report or information brief.

Table D.

Table E. Number and Percent of Baccalaureate Graduates Who Worked and/or Enrolled One Year After Graduation, by Fields of Study, Classes of 2012 and 2013

Field of Study	Class of 2012		Class of 2013	
	# Working &/or Enrolled	% of Total Graduates	# Working &/or Enrolled	% of Total Graduates
Agriculture	477	87%	450	88%
Architecture	266	84%	237	84%
Biological Sciences	2,851	88%	2,984	89%
Business & Marketing	10,135	85%	10,235	87%
Communication & Journalism	2,286	83%	2,410	85%
Computer & Information Sciences	779	87%	884	88%
Cultural Studies	82	85%	86	76%
Education	3,474	93%	3,290	94%
Engineering	2,516	82%	2,758	87%
Engineering Technician	268	87%	239	89%
English & Literature	1,590	86%	1,598	87%
Family & Consumer Sciences	476	85%	433	85%
Health Professions	4,296	93%	4,726	94%
History	825	85%	815	86%
Interdisciplinary Studies	862	88%	970	87%
Languages & Linguistics	310	82%	320	83%
Legal Studies	339	93%	353	91%
Liberal Arts & Sciences	719	84%	745	84%
Mathematics & Statistics	264	85%	278	87%

Table F. Number and Percent of

Table G. Number and Percent of Baccalaureate Graduates Who Worked and/or Enrolled Five Years After Graduation, by Fields of Study, Classes of 2008, 2009, and 2010

Field of Study

Table I.

Table J.

Table C-2a: Distribution of Annual Wages for Baccalaureate Graduates Employed Full-Time Five Years After Graduation, Without an Additional Credential, by Fields of Study (Classes of 2008, 2009, 2010 Combined)*

Field of Study	25th Percentile	Median	75th Percentile	Interquartile Range (75th ² 25th)
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Table C-3a: Distribution of Annual Wages for Baccalaureate Graduates Employed Full-Time Ten Years After Graduation, Without an Additional Credential, by Fields of Study (Class of 2005)

Field of Study	25th Percentile	Median	75th Percentile	Interquartile Range (75th ² 25th)
Agriculture	$41,900	$57,600	$81,000	$39,100

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