



LOUISIANA EMPLOYMENT OUTCOMES REPORT

Grambling State University

Louisiana Board of Regents
November 2011

BACKGROUND & METHODOLOGY

Utilizing available Board of Regents' (Regents) and Louisiana Workforce Commission (LWC) data, the purpose of this initial baseline report is to examine the employment outcomes of all completers of Louisiana public postsecondary education institutions, as well as Louisiana residents and non-residents separately. Based on completer data and available wage data for six months and eighteen months after graduation, this report is designed to study the personal economic value of public higher education in the state of Louisiana and to determine the following:

1. What is the retention of Louisiana public postsecondary completers in Louisiana's workforce?
2. What impact residency status has on retention?
3. What are completers' earnings six months and eighteen months following graduation?
4. How does level of education impact earnings?



Over the past several years, the Louisiana Board of Regents has participated in data sharing initiatives with other state agencies to address job readiness, employment and transition patterns of public postsecondary education students. In March 2010, the Board of Regents and the Louisiana Workforce Commission took a formal step in the data sharing process to enable LWC to share confidential information obtained through its administration of Louisiana's unemployment compensation system with the Regents. The Board of Regents uses the information to determine how many of its completers are working in Louisiana for program evaluation.

Louisiana public institution completers were identified using the Regents' Statewide Completer's System. The following types of credentials are awarded by Louisiana public postsecondary institutions: certificate, diploma, associate, post-associate, bachelors, post-bachelor's, master's, post-master's, education specialist, doctoral, professional and post-professional degrees. This study examined all levels of credentials except the "post" awards which typically account for approximately 0.1% of awards. This completer data file was submitted to the Louisiana Workforce Commission.

The list of completers was compared to data at LWC. The highest credential earned was selected for students who earned multiple credentials within the same academic year. When a match was found, quarterly wage information was attached to the completers' record. For the purposes of this report, average salary was calculated by multiplying the wages of the last quarter by four, giving a snapshot of what the average annual salary would be at that point in time.

It is important to note that this analysis does not provide a complete picture of employment since it is based only on those employers in Louisiana that contribute to the UI Wage Records System. The UI Wage System does not include those individuals who are self-employed, employed outside of Louisiana, employees of the federal government (e.g., military and postal service) or are employed in occupations or entities that do not participate in the UI records system. It is important to note that all employment rates in this publication are underreported since they do not include employees who do not appear in the UI system.

Any analysis utilizing UI wage records must recognize the following:

1. The absence of a wage record does not equate to being unemployed;
2. Existence of a wage record indicates that an individual was employed; however it does not show that the individual was employed in the field in which the individual graduated;
3. Since this analysis only includes data following time of graduation, it is uncertain as to whether the employment was a result of the training;
4. The quarterly wages give good information to establish certain thresholds, e.g. living wage or a baseline wage level to measure change over time.
5. The wage match for the 2nd (six months) and 6th quarters (eighteen months) does not necessarily indicate employment with the same employer, nor does it show that the employment was continuous.

For a specific list of wages that are not considered to be "employment" and therefore not subject to UI Tax, see LA R.S. 23:1472 (12) (F) (III).

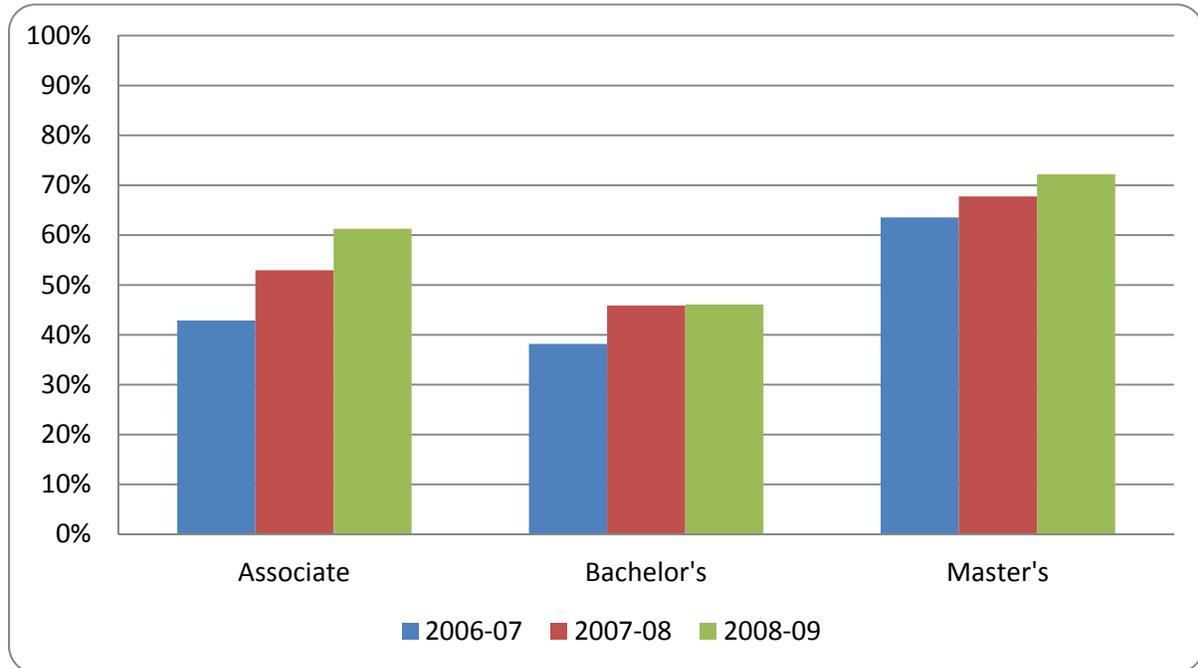
The populations were divided into two groups: (1) Louisiana residents and (2) non-Louisiana residents. Completers were considered Louisiana residents if the original state of residence when entering a Louisiana postsecondary education institution was Louisiana. If the original state of residence was anything other than Louisiana, including international students, then the completer was considered a non-Louisiana resident. Completers who re-enrolled were included in the findings of this report. Although including the completers who re-enrolled caused the overall employment rate to increase, employment rates fluctuated differently at each degree level. As expected, including the completers who re-enrolled decreased the overall average calculated salary of the study.

It is Important to Note:

- Data is not reported for fewer than ten completers in an academic year.
- Degree levels and fields of study with fewer than ten completers in all academic years studied are not shown.
- Data not reported for fewer than ten employed completers in an academic year for information related to wages.
- Degree Levels and Fields of Study with fewer than ten employed completers in all academic years studied are not shown for information related to wages.

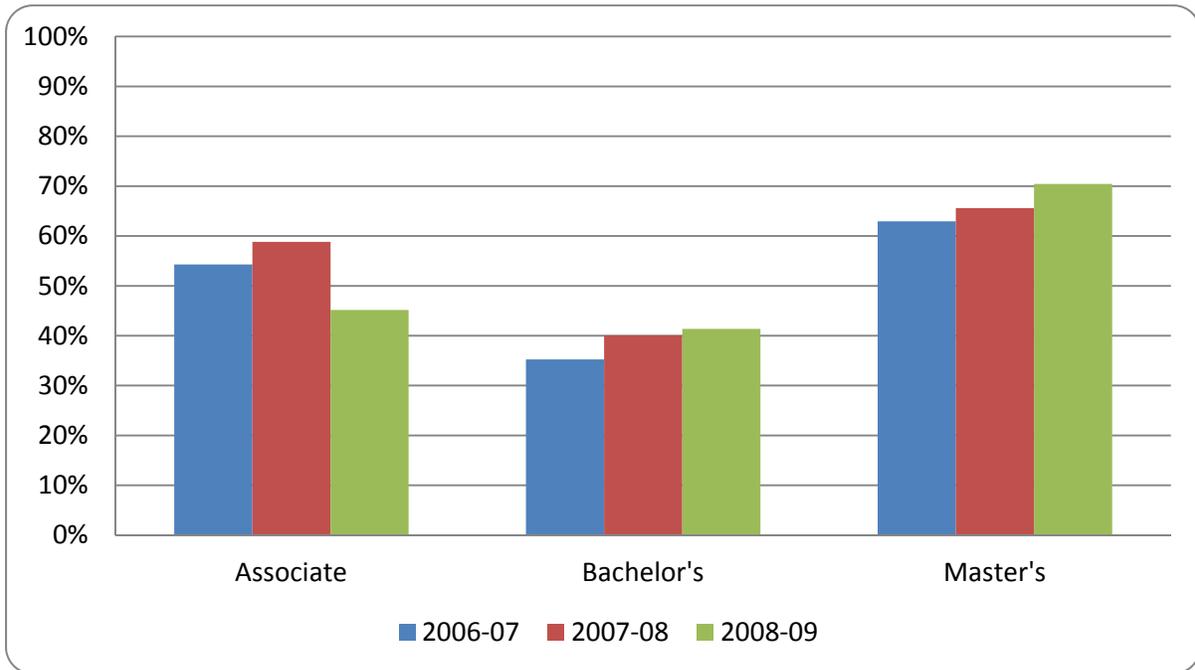
**Employment Rate by Degree Level
Six Months after Graduation
For All Completers**

Max Degree Level	Number of Completers			Percent Found Employed		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
Associate	35	34	31	42.9%	52.9%	61.3%
Bachelor's	508	534	551	38.2%	45.9%	46.1%
Master's	170	93	115	63.5%	67.7%	72.2%

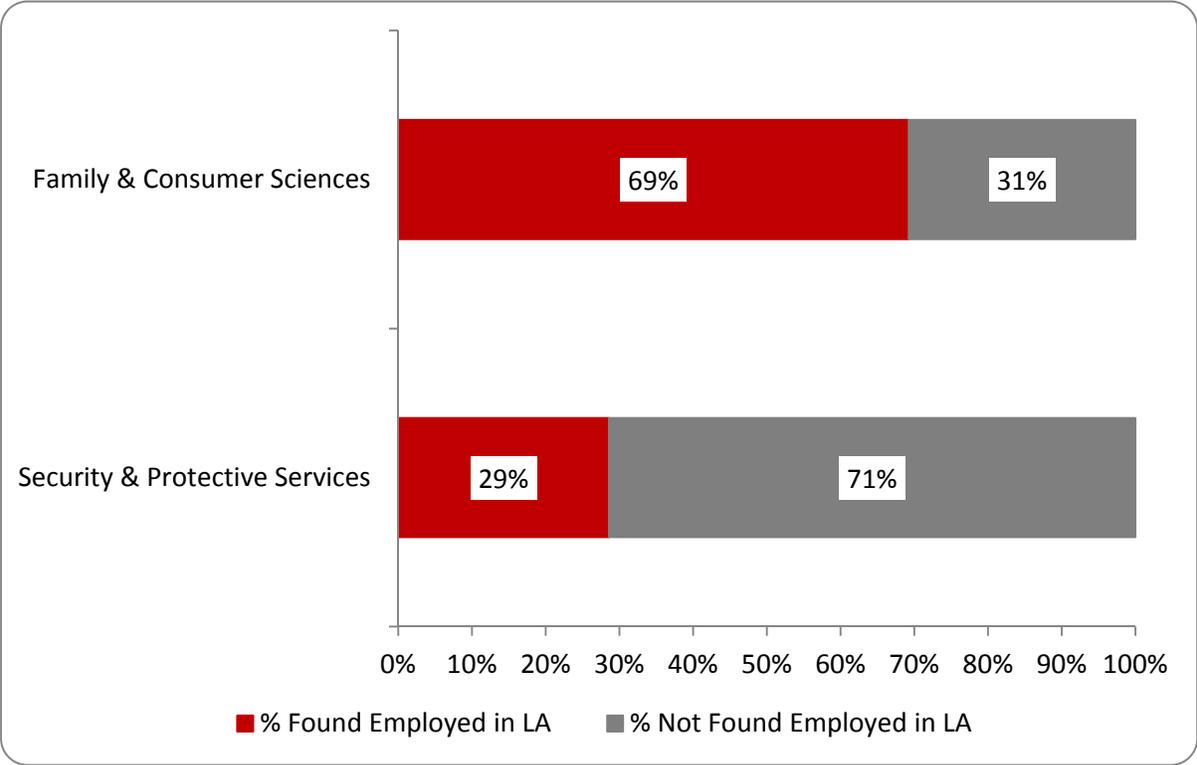


Employment Rate by Degree Level Eighteen Months after Graduation For All Completers

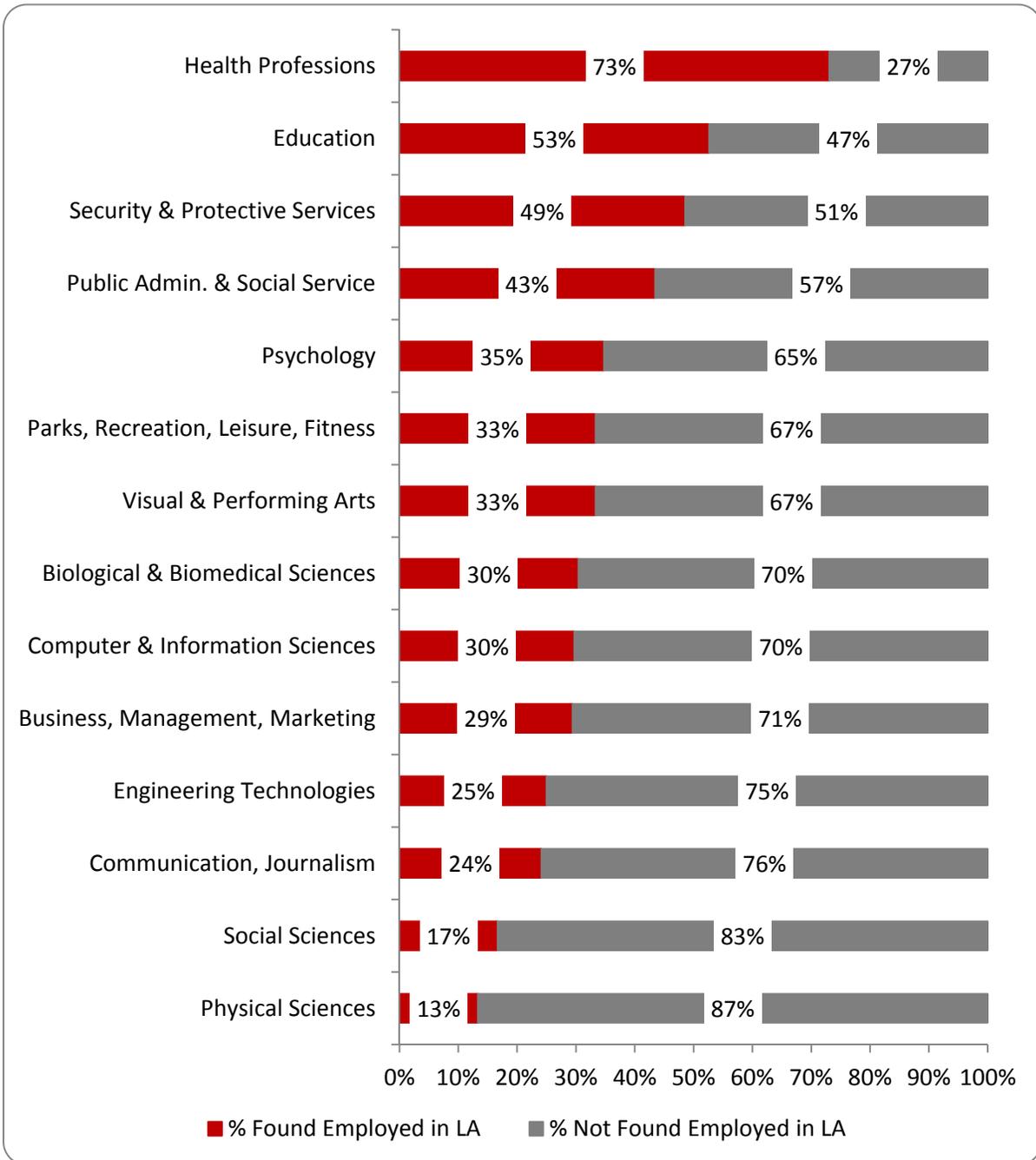
Max Degree Level	Number of Completers			Percent Found Employed		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
Associate	35	34	31	54.3%	58.8%	45.2%
Bachelor's	508	534	551	35.2%	40.1%	41.4%
Master's	170	93	115	62.9%	65.6%	70.4%



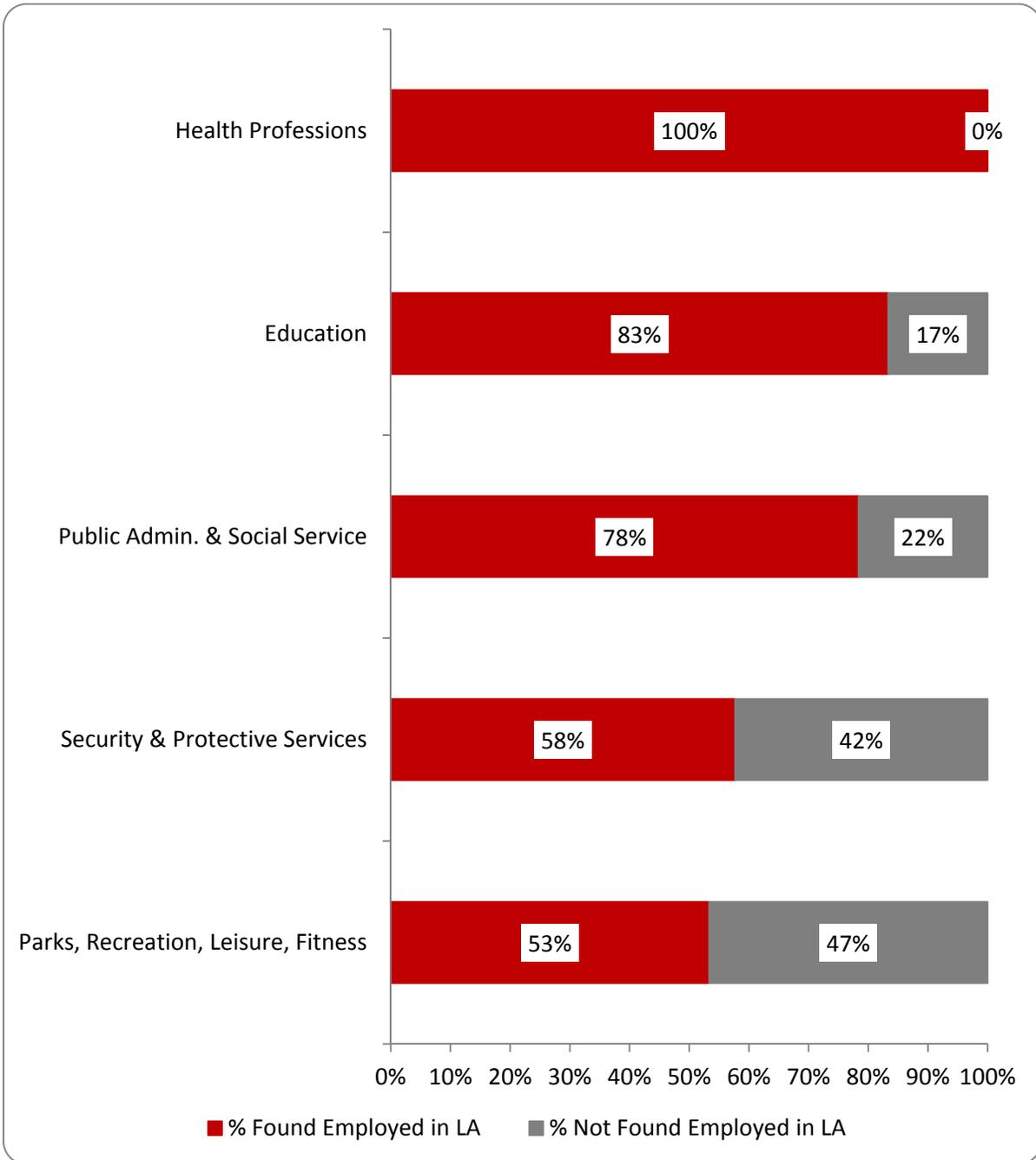
**Employment Rate by Field of Study
Eighteen Months after Graduation
For 2008-09 Associate Degree Completers**



**Employment Rate by Field of Study
Eighteen Months after Graduation
For 2008-09 Bachelor's Degree Completers**

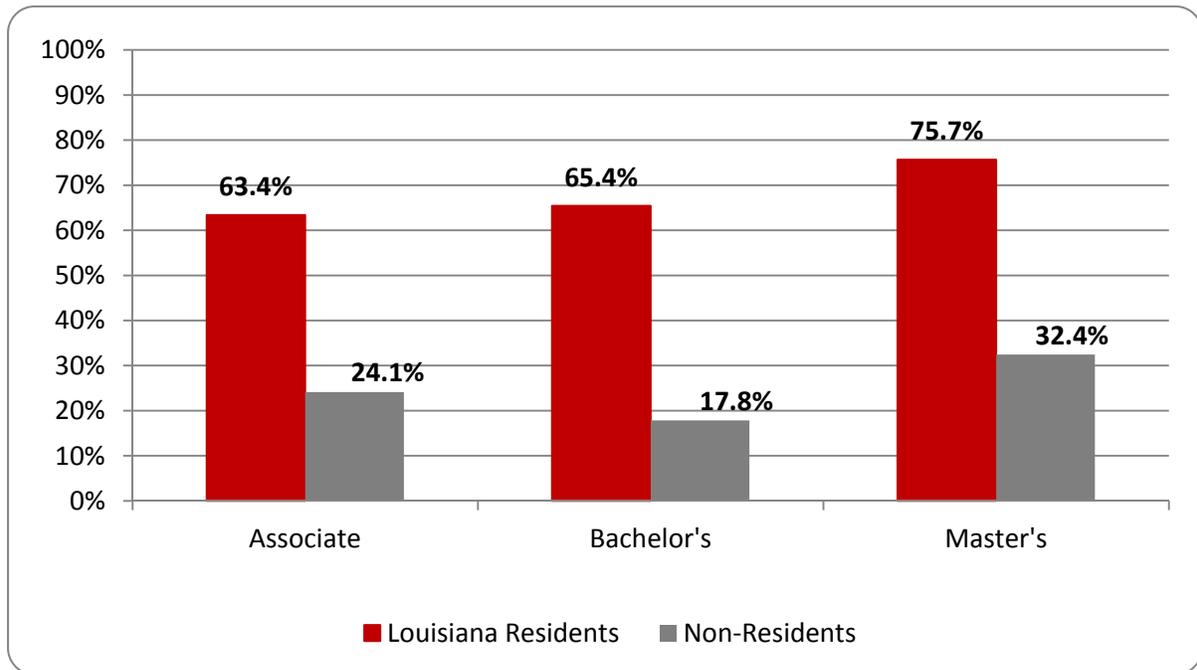


**Employment Rate by Field of Study
Eighteen Months after Graduation
For 2008-09 Master's Degree Completers**



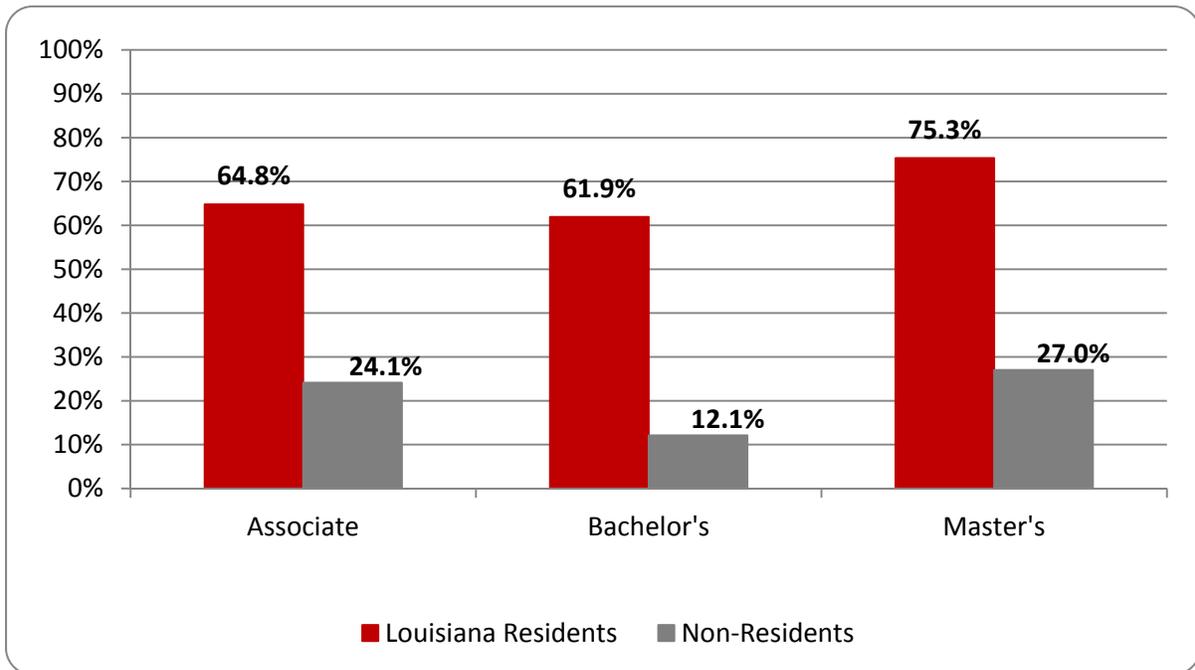
**Employment by Residency Status – Six Months after Graduation
For All Employed Completers (Collective 2006-07, 2007-08, and 2008-09)**

Degree Level	LA Residents		Non-Residents	
	Completers	Percent Found Employed	Completers	Percent Found Employed
Associate	71	63.4%	29	24.1%
Bachelor's	859	65.4%	734	17.8%
Master's	304	75.7%	74	32.4%



**Employment by Residency Status – Eighteen Months after Graduation
For All Employed Completers (Collective 2006-07, 2007-08, and 2008-09)**

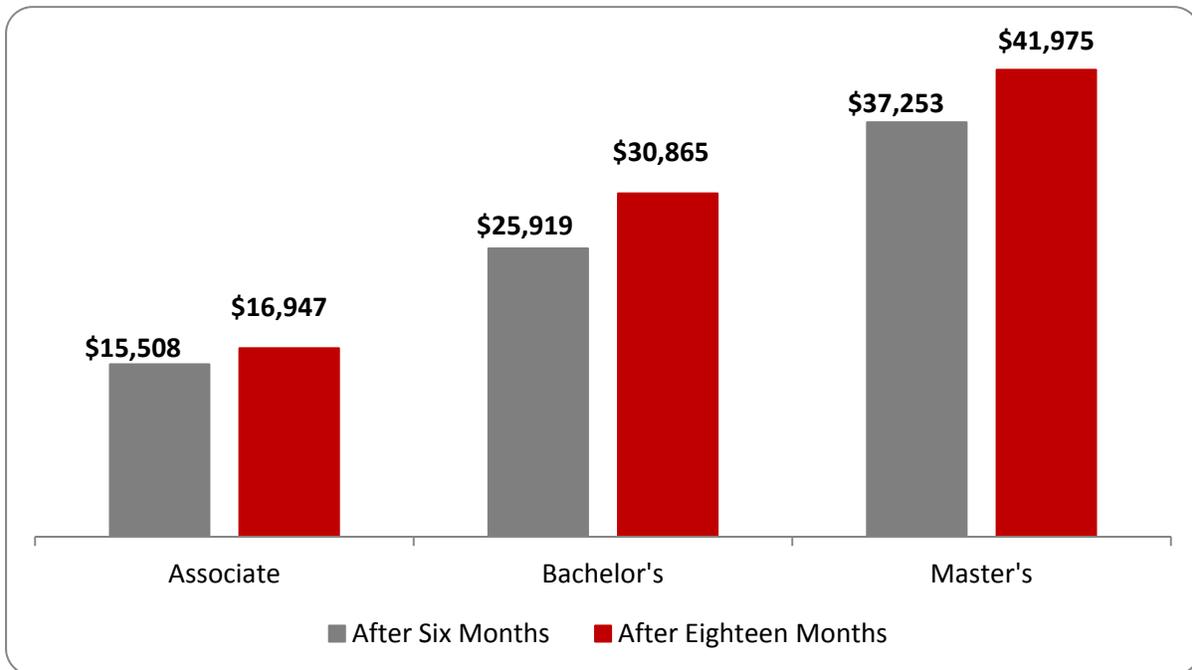
Degree Level	LA Residents		Non-Residents	
	Completers	Percent Found Employed	Completers	Percent Found Employed
Associate	71	64.8%	29	24.1%
Bachelor's	859	61.9%	734	12.1%
Master's	304	75.3%	74	27.0%



**Average Calculated Salary by Degree Level
For All Employed Completers**

Max Degree Level	Wages Six Months after Graduation			Wages Eighteen Months after Graduation		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
Associate	\$11,398	\$14,318	\$19,879	\$15,766	\$16,247	\$19,551
Bachelor's	\$24,087	\$24,818	\$28,380	\$30,572	\$28,593	\$33,226
Master's	\$33,219	\$39,101	\$41,099	\$39,876	\$44,515	\$42,833

**Average Calculated Salary by Degree Level
For All Employed Completers (Collective 2006-07, 2007-08, and 2008-09)**



**Average Calculated Salary by Field of Study
For All Associate Degree Completers**

Field of Study		Wages Six Months after Graduation			Wages Eighteen Months after Graduation		
CIP	CIP Category Description	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
19	Family & Consumer Sciences	\$11,590	-	\$18,824	\$17,368	-	-

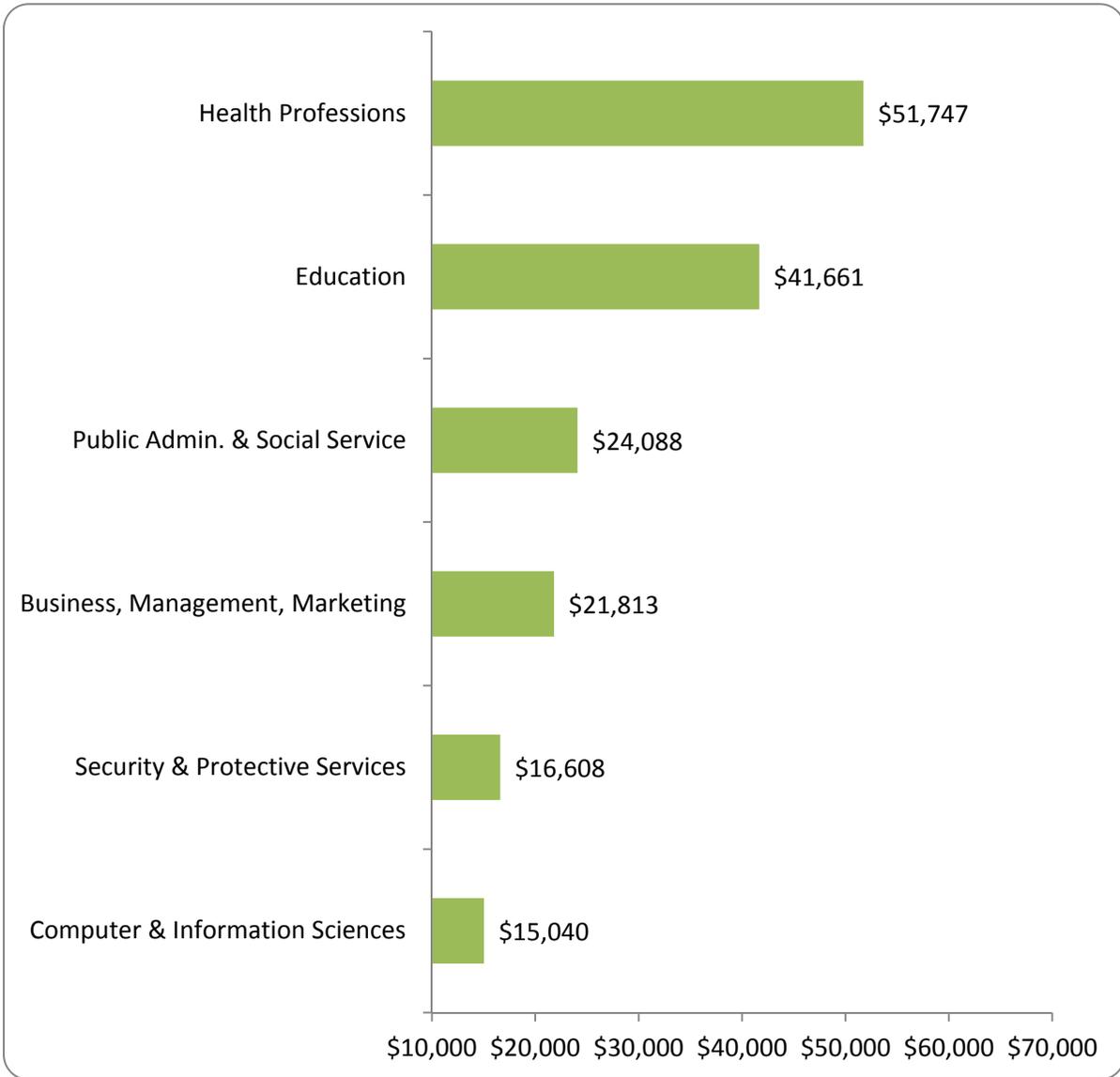
**Average Calculated Salary by Field of Study
For All Bachelor's Degree Completers**

Field of Study		Wages Six Months after Graduation			Wages Eighteen Months after Graduation		
CIP	CIP Category Description	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
09	Communication, Journalism	-	\$20,146	\$16,403	-	\$19,164	-
11	Computer & Information Sciences	\$13,224	\$16,757	-	\$14,392	\$20,035	\$15,040
13	Education	\$36,317	\$30,843	\$32,199	\$40,373	\$39,610	\$41,661
15	Engineering Technologies	-	\$23,491	-	-	\$38,811	-
26	Biological & Biomedical Sciences	-	\$13,779	-	-	-	-
31	Parks, Recreation, Leisure, Fitness	-	\$13,671	-	-	\$17,577	-
42	Psychology	-	-	\$19,709	-	-	-
43	Security & Protective Services	\$14,713	\$15,385	\$16,799	\$18,266	\$16,095	\$16,608
44	Public Admin. & Social Service	-	\$10,652	\$17,223	-	\$24,040	\$24,088
51	Health Professions	\$46,154	\$53,256	\$49,473	\$53,991	\$50,574	\$51,747
52	Business, Management, Marketing	\$17,638	\$14,521	\$18,466	\$27,679	\$19,914	\$21,813

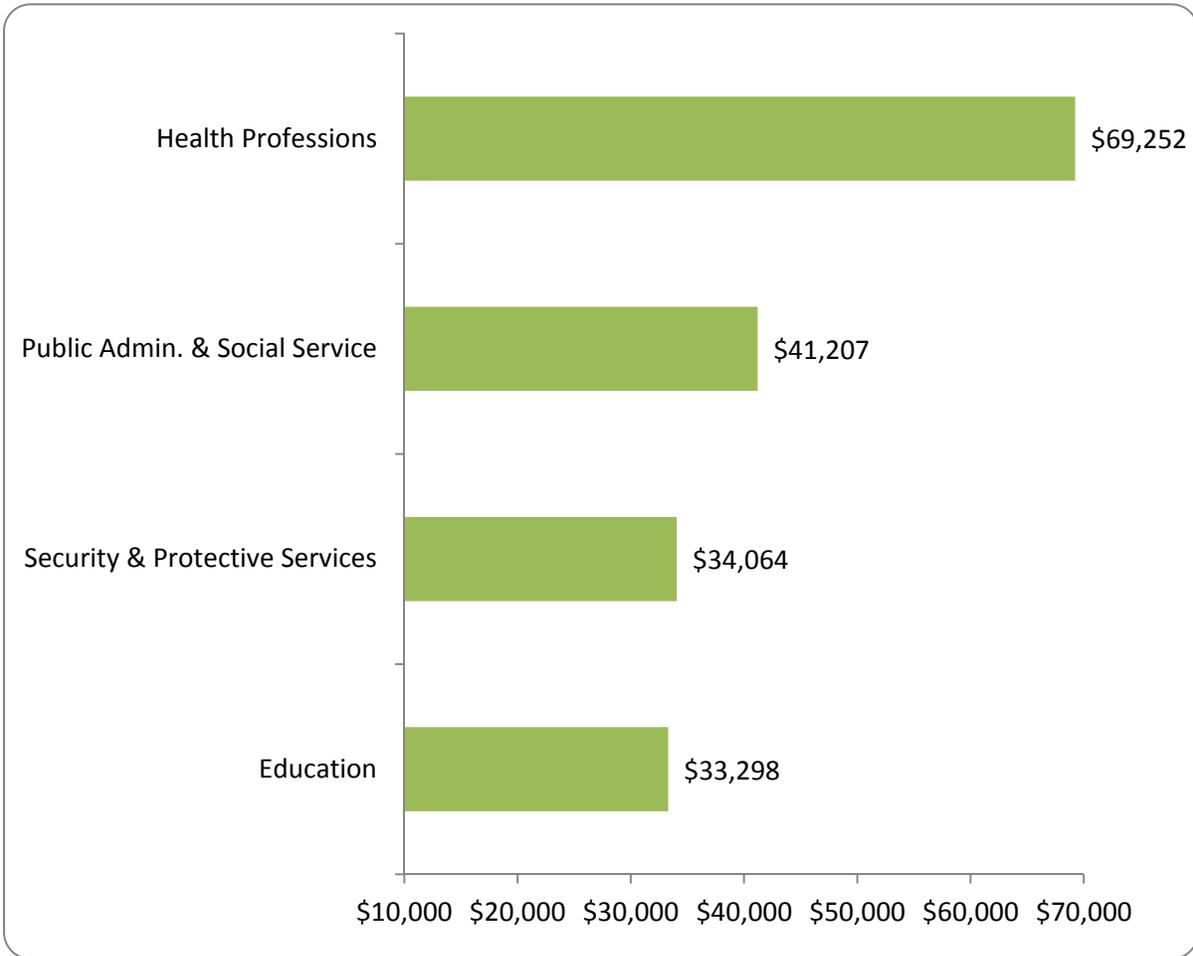
**Average Calculated Salary by Field of Study
For All Master's Degree Completers**

Field of Study		Wages Six Months after Graduation			Wages Eighteen Months after Graduation		
		2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
13	Education	\$26,513	-	-	\$33,456	-	\$33,298
31	Parks, Recreation, Leisure, Fitness	-	-	-	\$33,351	\$33,208	-
43	Security & Protective Services	-	-	\$30,153	-	-	\$34,064
44	Public Admin. & Social Service	\$30,710	\$30,073	\$36,526	\$36,823	\$39,020	\$41,207
51	Health Professions	\$64,493	\$80,307	\$72,560	\$69,781	\$83,671	\$69,252

**Average Calculated Salary by Field of Study
Eighteen Months after Graduation
For 2008-09 Bachelor's Degree Completers**

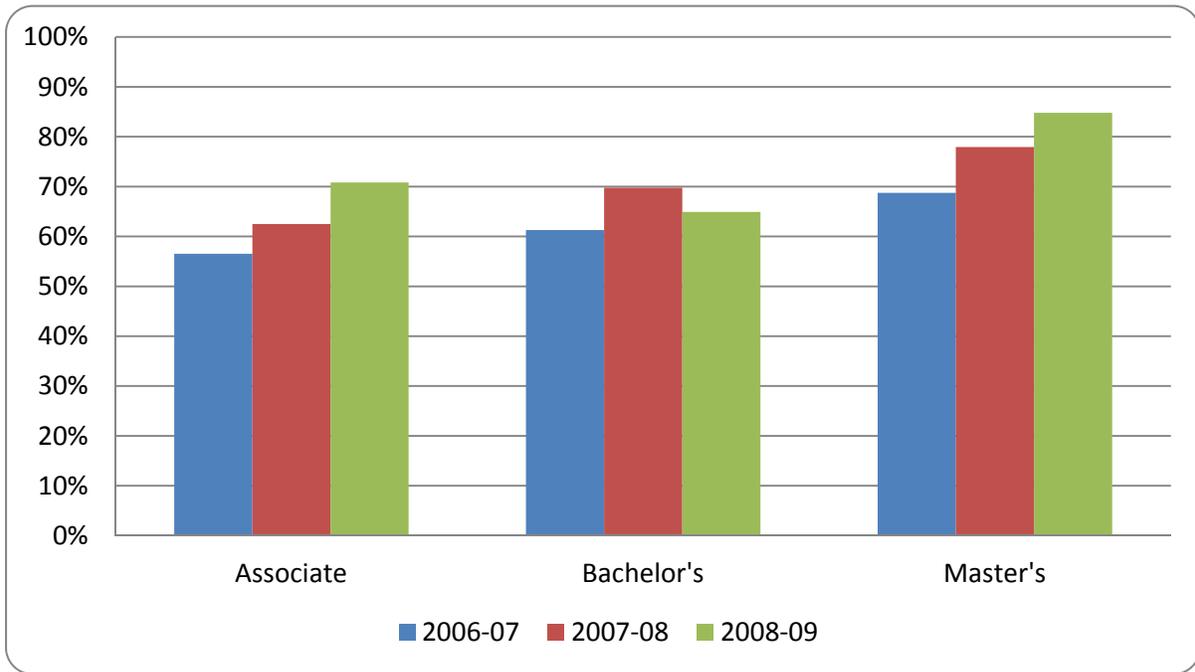


**Average Calculated Salary by Field of Study
Eighteen Months after Graduation
For 2008-09 Master's Degree Completers**



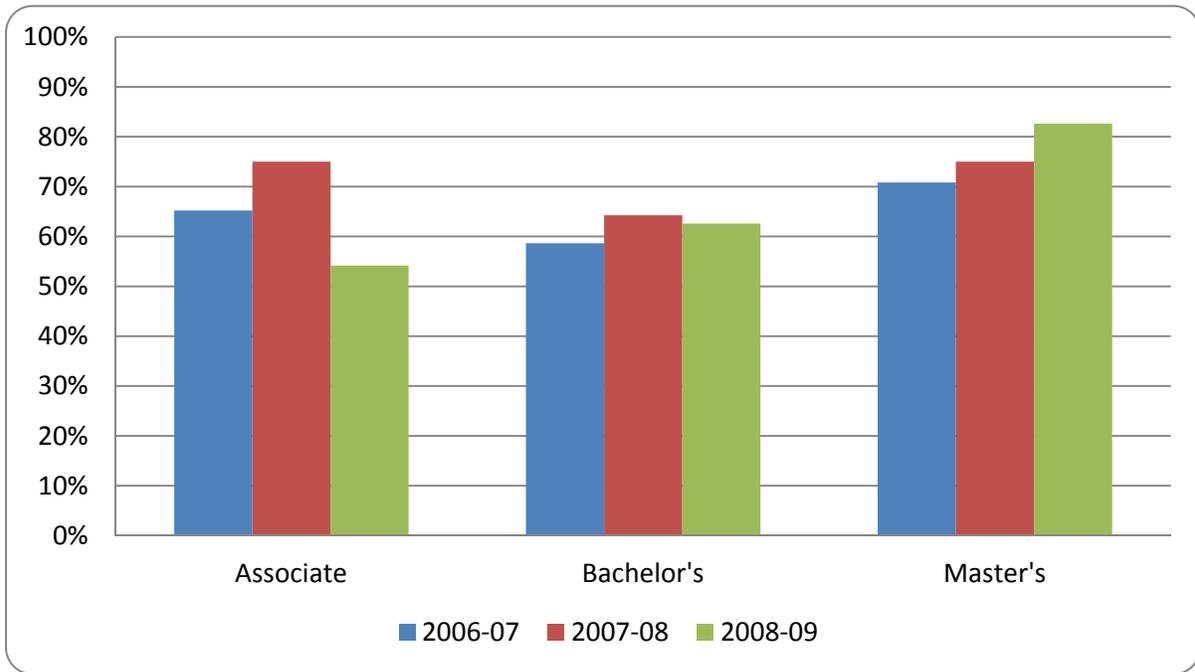
**Employment Rate by Degree Level
Six Months after Graduation
For Louisiana Resident Completers Only**

Max Degree Level	Number of Completers			Percent Found Employed		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
Associate	23	24	24	56.5%	62.5%	70.8%
Bachelor's	266	291	302	61.3%	69.8%	64.9%
Master's	144	68	92	68.8%	77.9%	84.8%



**Employment Rate by Degree Level
Eighteen Months after Graduation
For Louisiana Resident Completers Only**

Max Degree Level	Number of Completers			Percent Found Employed		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
Associate	23	24	24	65.2%	75.0%	54.2%
Bachelor's	266	291	302	58.6%	64.3%	62.6%
Master's	144	68	92	70.8%	75.0%	82.6%



**Average Calculated Salary by Degree Level
For Louisiana Resident Completers Only**

Max Degree Level	Wages Six Months after Graduation			Wages Eighteen Months after Graduation		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
Associate	\$11,492	\$14,899	\$21,282	\$16,685	\$15,953	\$20,240
Bachelor's	\$24,795	\$25,873	\$29,362	\$30,879	\$28,126	\$33,615
Master's	\$34,423	\$39,629	\$42,251	\$40,405	\$45,090	\$44,344

**Employment Rate by Degree Level
Six Months after Graduation
For Non-Resident Completers Only**

Max Degree Level	Number of Completers			Percent Found Employed		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
Associate	12	10	7	16.7%	30.0%	-
Bachelor's	242	243	249	12.8%	17.3%	23.3%
Master's	26	25	23	34.6%	40.0%	21.7%

**Employment Rate by Degree Level
Eighteen Months after Graduation
For Non-Resident Completers Only**

Max Degree Level	Number of Completers			Percent Found Employed		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
Associate	12	10	7	33.3%	20.0%	-
Bachelor's	242	243	249	9.5%	11.1%	15.7%
Master's	26	25	23	19.2%	40.0%	21.7%

**Average Calculated Salary by Degree Level
For Non-Resident Completers Only**

Max Degree Level	Wages Six Months after Graduation			Wages Eighteen Months after Graduation		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
Associate	-	-	-	-	-	-
Bachelor's	\$20,367	\$19,715	\$25,060	\$34,338	\$31,480	\$32,113
Master's	-	\$36,300	-	-	\$40,562	-