

EMPLOYMENT OUTCOMES REPORT

2011



LOUISIANA BOARD OF REGENTS

LOUISIANA BOARD OF REGENTS

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The Board of Regents is committed to its Master Plan goal of increasing the educational attainment of Louisiana's citizens through its policy work including statewide academic planning and review, budgeting and performance funding, research, and accountability. The Board of Regents believes access to high-quality postsecondary education is necessary to improve both the social and economic environment in which Louisiana citizens live.

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EXECUTIVE SUMMARY

This report analyzes employment data for completers of Louisiana public colleges and universities six months and eighteen months after graduation for the graduating classes of 2006-07, 2007-08, and 2008-09. A snapshot of employment status for the same time frame is shown for the graduating classes of 2006-07, 2007-08, and 2008-09.

Specifically, the 2011 Louisiana Employment Outcomes Report will share findings on Employment Rate Comparisons; Employment by Field of Study; Employment by Residency Status; and Average Salary Comparisons. Also, Employment Rate Comparisons for Louisiana and non-Louisiana residents are provided. Below, are selected key findings in each of those areas:

Employment Rate Comparison (All Completers, Louisiana and Non-Louisiana Residents)

- Eighteen months after graduation, 59.5 percent of the 2008-09 bachelor's degree completers were found employed in the Louisiana UI Wage System. The 2008-09 associate degree completers were found employed at a rate of 72.5%. The employment rates for masters, doctorate and professional degree completers were 60.5%, 38.3% and 50.4% respectively.

Employment by Field of Study (All Completers, Louisiana and Non-Louisiana Residents)

- Of all 2008-09 completers in the healthcare professions field of study, 70 percent were found employed in the Louisiana UI Wage System after eighteen months. Associate degree completers in the healthcare professions field of study were found employed in the Louisiana UI Wage System at higher rates than bachelor's degree completers in the healthcare professions field of study, 83 percent to 70 percent, respectively.
- Of the 2008-09 bachelor's degree completers, the following fields of study (with at least 10 completers) had the highest Louisiana UI Wage System employment rates after eighteen months:
 - Healthcare professions (70 percent),
 - Education (69 percent)
 - Engineering technologies (68 percent)
 - Family and consumer sciences (67 percent)
 - Public administration (66.8 percent).

Employment by Residency Status (All Completers, Louisiana and Non-Louisiana Residents)

- Bachelor's degree recipients represent 57 percent of all postsecondary completers from 2006-07, 2007-08 and 2008-09. Nearly two out of every three (63.8%) Louisiana resident bachelor's degree recipients were found employed in the Louisiana Wage System eighteen months after their graduation. Comparatively, just over 1 out of every 5 (22.5%) non-resident bachelor degree recipients were found employed in the Louisiana UI Wage System eighteen months after graduation.

Average Salary Comparison (All Completers, Louisiana and Non-Louisiana Residents)

- Eighteen months after graduation, 2008-09 bachelor's degree completers found employed in the Louisiana UI Wage System earned an average calculated annual salary of \$32,742, compared to \$35,544 for associate degree completers, 8.6 percent more than bachelor's

degree completers. However, the most recent employment data (2006-07, 2007-08, 2008-09) reveal the largest earnings growth (18.7 percent) from six months to eighteen months occurs for bachelor's degree completers.

- At 18 months after graduation, associate degree recipients, on average, had higher initial incomes than those with bachelor's. Data from studies in other state affirm this pattern, but also indicate that by the fifth year post-graduation, bachelor's recipients will have higher income. This current study of Louisiana's employment outcomes does not track beyond 18 months.
- Of the 2008-09 completers, the following fields of study had the highest average calculated salaries: Engineering (\$56,853) ranked first in average calculated salaries among 2008-09 bachelor's degree completers, followed by completers of health professions (\$46,537); engineering technologies (\$43,787); education (\$37,639); natural resources and conservation (\$34,605); and computer and information sciences (\$34,238).
- At all degree levels, the average calculated annual salary for Louisiana residents after eighteen months was higher than after six months. The most recent employment data (2006-07, 2007-08, 2008-09) reveal the largest earnings growth (18.7 percent) from six months to eighteen months occurs for bachelor's degree completers, followed by professional degree completers (13.5 percent). Certificate and associate degree completers show the next largest growth in salaries from six months to eighteen months, with a 12.4 percent difference for certificate degree completers and a 12.2 percent difference for associate degree completers. The smallest earnings growth appeared at the diploma (10.2 percent), master's (9.7 percent) and doctoral (5.6 percent) levels.

Employment Rate Comparison (Louisiana Residents Only)

- Eighteen months after graduation, 64.4 percent of the 2008-09 Louisiana Resident bachelor's degree completers were found employed in the Louisiana UI Wage System. A higher percentage of diploma (68.3 percent), associate (73.7 percent), and master's degree completers (72 percent) were found in the Louisiana UI Wage System, while fewer certificate, doctoral, and professional degree completers (56.9, 62.2, and 54.4 percent, respectively) were employed .

Employment Rate Comparison (Non-Louisiana Residents Only)

- Of the 17,820 bachelor's degree completers in 2008-09, 12.4 percent (2,209) were not Louisiana residents. Eighteen months after graduation, 24.4 percent of these non-residents were found employed in the Louisiana UI Wage System. The same percentage of non-residents diploma completers (24.4 percent) was also found employed in the Louisiana UI Wage System. Doctoral and professional degree non-resident completers were found employed in the Louisiana UI Wage System at lower levels, 16.6 percent and 23.1 percent, respectively. Non-resident completers at other degree levels were found employed in the Louisiana UI Wage System at slightly higher rates: certificate (28.2 percent), associate (27.8 percent), and master's (25 percent).

INTRODUCTION

Right now, most states have their attention on student access, student achievement, and degree completion in colleges and universities. To ameliorate problems, states have been creating—largely through their education systems—an entire infrastructure for boosting students’ likelihood of succeeding in and graduating from college. But the changes we need do not end there. A new era of educational strength and economic competitiveness lies not only in colleges and universities getting more Americans into—and successfully out of—college, but also in colleges and universities helping create new, good paying jobs in the economy and getting workers—both young people and working adults—ready for those jobs.

– NGA Center for Best Practices, March 2011

Over the past two decades, educational research focused on the importance of access to quality higher education. Today, college completion or college success has taken center stage as a prerequisite for states and the nation to experience economic prosperity. In February 2009 during a joint session of Congress, The President of the United States, Barack Obama, established an arguably ambitious goal: “...by 2020, America will once again have the highest proportion of college graduates in the world.”¹ **The 2020 U.S. College Attainment Goal: 60 Percent of Adults between the Ages of 25 to 34 Possessing College Degrees.** James Kvaal, the senior director of the White House National Economic Council, said that raising the proportion of Americans with college degrees from 40 percent to 55 or 60 percent would mean 8 million additional college degrees.²

60%

2020 U.S. COLLEGE
ATTAINMENT GOAL

However, an increased production of college degrees, simply for degree completion-sake provides limited economic benefit. There must be a nexus between education, workforce and economic development. In 2001, the Board of Regents recognized in its Master Plan for Public Postsecondary Education that:

*Because economic and educational systems are mutually dependent, both must be linked to produce a well-educated, competitive workforce that can compete globally in this new century. Ensuring economic advantage and prosperity for Louisiana requires cultivating a population willing to learn, adapt, and learn again in an increasingly technical and interconnected world... Ultimately, creativity, competency, and critical thought must characterize Louisiana’s citizenry.*³

Ten years later, the National Governor’s Association Center for Best Practices concluded in its March 2011 publication “*Degrees for What Jobs?*” that:

¹“Making College More Affordable”, White House webpage: <http://www.whitehouse.gov/issues/education/higher-education>.

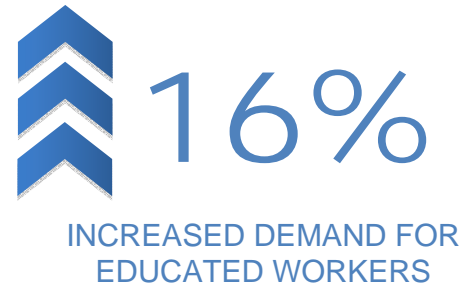
²“No. 1 in College Attainment by 2020: A Reasonable Goal?”, Gewertz, Catherine. Education Week webpage: http://blogs.edweek.org/edweek/high-school-connections/2009/05/number_one_in_college_attainme.html, May 2009.

³ Louisiana Board of Regents. *Master Plan for Public Postsecondary Education: 2001, 2001.*

*The two policy agendas for higher education – one for more students and more degrees, the other for better workers and better jobs – are inextricably linked. Pursuing them simultaneously may eventually gather enough collective momentum to usher the United States into a new era of job creation, American competitiveness and shared prosperity.*⁴

According to NCHEMS, the demand for college-educated workers will keep rising over the next ten years, and less educated workers are more likely to be out of work:

- “Between 2008 and 2018, demand for college-educated workers will rise by 16 percent while demand for other workers will stay flat.”
- “By 2018, nearly two-thirds of the nation’s jobs will require some postsecondary education or training.”
- “Adults without a high school credential are twice as likely to be out of work as adults with some college education (14.6 percent v. 7.5 percent).”⁵



It is clear that “there is no longer an alternative path to prosperity other than through higher education.”⁶ For most, “postsecondary education has become the threshold requirement for a middle-class family income.”⁷ “In the Human Capital Economy of the last 30 years, economic success is determined largely and increasingly by the productivity of educated workers.”⁸

“Historically, research has repeatedly confirmed that the individual benefits of higher education are in terms of increased salaries, greater participation in the workforce and lower unemployment rates.”⁹ According to the Bureau of the Census and Bureau of Labor Statistics, mean earnings in 2009 for year-round full-time workers 25 years and over maintain the trend that higher levels of learning equals higher earnings. The mean annual full-time salary for those with less than a high school diploma (\$30,958) was less than half of that for their bachelor’s degree-holding counterparts (\$68,812).

⁴ “Degrees For What Jobs? Raising Expectations for Universities and Colleges in a Global Economy”, NGA Center for Best Practices, June 2011.

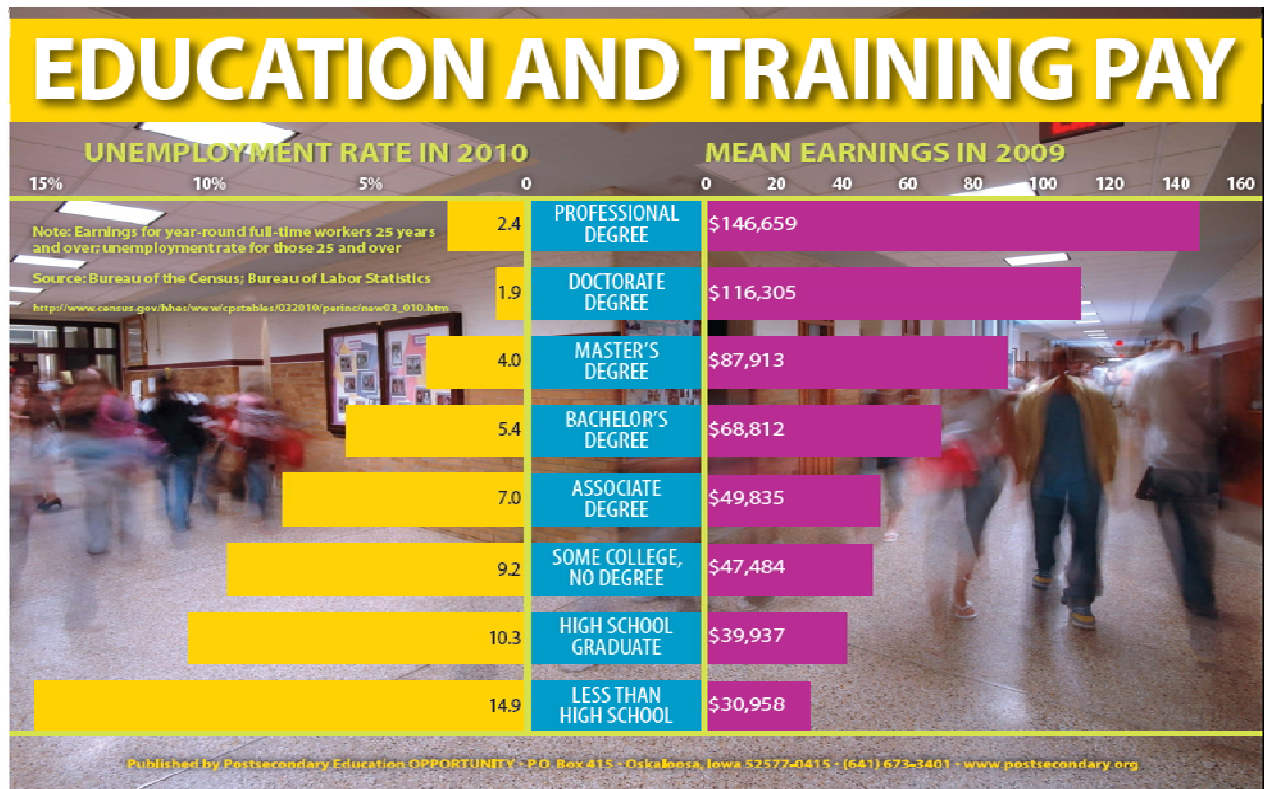
⁵ Kelly, Patrick, and Julie Strawn. *Not Just Kid Stuff Anymore: The Economic Imperative for More Adults to Complete College*. June 2011. National Center for Higher Education Management Systems.

⁶ “Earnings by Educational Attainment 1958 to 2001,” *Postsecondary Education OPPORTUNITY*, March 2003.

⁷ Carnevale, Anthony P., Smith, Nicole and Strohl, Jeff. *Help Wanted Projections of Jobs and Education Requirements Through 2018*, June 2010. Georgetown University Center on Education and the Workforce.

⁸ “Educational Attainment, 1940 to 2002,” *Postsecondary Education OPPORTUNITY*, March 2003.

⁹ “2010 Employment Outcomes Report”, Arkansas Department of Higher Education, December 6, 2010.



U.S. unemployment rates for adults 25 and over in 2010 were 1.9 percent for those with doctorate degrees, 4.0 percent for those with master’s degrees, 5.4 percent for those with a bachelor’s degree or higher, 7.0 percent for associate degree holders, 10.3 percent for high school completers, and nearly 15 percent for those who had not completed high school.

The challenge still remains that “there is a growing mismatch between the jobs that will be created over the next decade and the education and training of our adult workers. More than 60 million of our prime-age workforce who is 25–54 years old is still working in jobs that require high school or less. That economy is receding fast and those workers will be left behind: unemployed, underemployed, or likely stuck in jobs that don’t provide middle-class wages.”¹⁰

President Obama has pushed for all Americans to acquire at least one year of postsecondary education or training and has called for a “fundamental rethinking of our job training, vocational education, and community college programs.”¹¹ To this end, “states are taking steps to strengthen their universities and colleges as agents of workforce preparation and sources of more opportunity, growth, and competitive advantage.”¹²

¹⁰ Carnevale, Anthony P., Smith, Nicole and Strohl, Jeff. *Help Wanted Projections of Jobs and Education Requirements Through 2018*, June 2010. Georgetown University Center on Education and the Workforce.

¹¹ White House Office of the Press Secretary, “Remarks by the President [Obama] on Job Creation and Job Training” (news release) [online], May 8, 2009. Available at: http://www.whitehouse.gov/the_press_office/Remarks-by-the-President-on-Job-Creation-and-Job-Training-5/8/09/. Accessed

¹² “Degrees For What Jobs? Raising Expectations for Universities and Colleges in a Global Economy”, NGA Center for Best Practices, June 2011.

In a recent publication, the National Governor's Association concluded the following:

The American economy is facing gale-like market forces—rapid globalization, accelerating innovation, and relentless competition. If higher education is truly going to help drive economic growth, students' academic success must be tied to the needs of the marketplace—not only to ensure that students get jobs, but also to maximize the value of an educated workforce to the economy as a whole... At this time of rapid change, institutions must be driven less by internal customs and more by external awareness. They must track labor markets rigorously and respond to market changes quickly. And they must focus on outcomes like employment success and regional economic competitiveness, not only on outputs like enrollment growth and completion of educational programs.¹³



This Employment Outcomes Report serves as a step, albeit a preliminary one, to determine how Louisiana completers are measuring up in terms of employment success.

¹³ “Degrees For What Jobs? Raising Expectations for Universities and Colleges in a Global Economy”, NGA Center for Best Practices, June 2011.

INITIATIVES

Creating opportunities for students to enroll in Louisiana public postsecondary education is one step toward producing more graduates and increasing the state's intellectual capital. Another important avenue for retaining more graduates in Louisiana is to increase the number of Louisiana citizens attending and graduating from Louisiana higher education institutions. Clearly, access and success strategies are an equally important tag team necessary to advance the state's education enterprise.

Following are highlights of key initiatives, legislative and policy accomplishments and efforts to increase college access and completion:

1. Granting Resources and Autonomy for Diplomas Act (LA GRAD): LA GRAD Act grants colleges and universities increased autonomy and flexibility in exchange for a commitment to meet more clearly- defined statewide performance goals, including improving retention and graduation rates, and increasing completers. Under the law enacted in June 2010, the Board of Regents has entered into six-year performance agreements with participating institutions. The institutions have committed to meet performance objectives in exchange for increased autonomy and flexibility. There are four performance objectives in the GRAD Act – Student Success, Articulation and Transfer, Workforce and Economic Development, and Institutional Efficiency and Accountability. Institutions are also required to report certain organizational data. The Board of Regents is monitoring performance of the institutions and will submit an annual report on the status of LA GRAD Act to the Legislature and the Governor. In addition, as required by the GRAD Act, the Board of Regents has aligned these performance measures with the performance component of the funding formula.
2. Admission Criteria Framework: In its 2001 Master Plan, the Board of Regents, in support of improving retention and graduation rates of students entering four-year universities, laid out its admission criteria framework for first-time freshmen attending these institutions. The admission standards include a high school core curriculum that aligns with the core required for TOPS, an overall grade point average, a minimum ACT composite score and the reduced need for postsecondary developmental coursework. The Board of Regents sets these minimum standards. Universities are allowed to establish admission requirements that exceed these minimums.
3. Statewide Policy for Minimum Test Score: Effective fall 2005, the Board of Regents, in consultation with the State Council of Chief Academic Officers, approved the first ever statewide policy setting minimum test scores for placement into entry level, college-level English and mathematics courses.
4. Increases in Admission Standards: Since 2005, the Board of Regents, seeking to further improve the performance of students entering the four-year universities, has approved increases to the admission standards including: a) further limiting the number of students admitted by exception (2006-07); b) revising the high school core curriculum to align with the Department of Education's Core 4 curriculum (approved in 2008-09, effective 2012);



and, c) after two course placement studies conducted with ACT, increasing the minimum cutoff score for placement into college mathematics. In April 2010, the Board approved a comprehensive increase in the standards including: requiring that students not need developmental coursework upon admission (statewide institutions in 2012 and all four-year institutions in 2014); requiring the GPA on the core curriculum; and, further limiting the number of students admitted by exception.

5. ACT's Educational Planning and Assessment System (EPAS): EPAS was adopted by the Board of Regents to enhance student access to postsecondary education and improve their academic success after enrollment. It was implemented in 2002 as part of a statewide effort to raise academic standards for college admission. It is comprised of an assessment series (EXPLORE, PLAN and the ACT) that shares a common score scale and allows academic progress to be tracked from 8th - 12th grades on skills directly related to college and career preparation.

It is important to note that due to budget cuts, EPAS administration will be discontinued.

6. The Louisiana Early Start Program: The Louisiana Early Start Program provides tuition assistance to qualified public high school 11th and 12th grade students who enroll in appropriate college courses at an eligible public or private college or university and earn college and high school credit simultaneously. Students must meet general requirements as well as course requirements to enroll in college level, degree credit courses, enrichment/developmental courses, or work skills/technical courses. To date, the number of students who have taken advantage of the LA Early Start Program are as follows:

- 2007-08: 6,861
- 2008-09: 16,647
- 2009-10: 13,331
- 2010-11: 15,357



7. Louisiana Go Grant Program: The Louisiana Go Grant Program provides a need-based component to the state's financial aid plan and supports nontraditional and low- to-moderate income students who need additional aid in order to afford the cost of attending college. For the 2011-12 award year, the maximum student award is \$1000. To date, the number of students who have benefitted from the LA GO Grant Program are as follows:

- 2007-08: 10,461
- 2008-09: 15,973
- 2009-10: 22,440
- 2010-11: 30,720

8. The Louisiana Transfer Degree Guarantee (TDG): TDG refers to a guaranteed and easy transfer for students from two-year community colleges to Louisiana's four-year public universities. Course requirements for the Louisiana Transfer Degree are outlined in five curricula options. With a minimum grade of "C", all 60 hours of coursework will transfer to a Louisiana public four-year university.

9. Louisiana Gaining Early Awareness and Readiness for Undergraduate Programs (LA GEAR UP): LA GEAR UP is a seven-year, \$35 million federal grant initiative within LaSIP, housed at the Board of Regents. As the initiative's name implies, the focus of LA GEAR UP is entirely on providing college access to low-income students, and preparing them to succeed in undergraduate programs. Following a student cohort who completed 6th and 7th grades in 2008-09 through their graduation from high school, LA GEAR UP now directly serves nearly 8,000 students in 61 schools across Louisiana.

10. Louisiana Systemic Initiatives Program (LaSIP): Established in 1991-92, LaSIP has exercised statewide leadership in promoting comprehensive, standards-based mathematics, science, and technology reforms in K-16 education. Professional development combined with leadership training for teachers, begun at the middle school level and now expanded to all grades, has been LaSIP's signature initiative. More than 10,000 past LaSIP participants, impacting each of the state's 66 school districts, are instructing well over 300,000 students each year.

11. Redesign of Teacher and Leader Preparation Programs: Redesign of Teacher and Leader Preparation Programs has occurred to create more rigorous undergraduate, alternate, and graduate teacher and leader preparation programs that are aligned with state/national content standards and state/national teacher standards. Colleges of education have worked with colleges of arts/sciences/humanities and districts to redesign the programs. The Louisiana Board of Regents, Louisiana Board of Elementary and Secondary Education, and Louisiana Department of Education have overseen the evaluation of all teacher and leader preparation programs by national experts and terminated all pre-redesign programs. Universities have addressed all stipulations posed by national consultants and have received State approval from the Board of Regents and Board of Elementary and Secondary Education to implement the redesigned programs. All universities are now implementing redesigned programs.

12. Value-Added Teacher Preparation Assessment: Value-Added Teacher Preparation Assessment is examining the growth of achievement of students taught by new teachers in public schools in Louisiana and linking the growth in achievement to universities that prepared the new teachers. The Louisiana Board of Regents is the first higher education agency in the nation to develop and use a value-added assessment to examine the impact of completers upon the achievement of children after the completers have left the university and entered the teaching workforce.



13. Partnership for the Assessment of Readiness for College and Careers (PARCC): Partnership for the Assessment of Readiness for College and Careers (PARCC) is a group of 25 states working together to build a next-generation assessment system to indicate whether students are prepared for entry-level, credit-bearing college courses. The Louisiana Board of Regents and the Louisiana Department of Education are bringing together K-12 and higher education to work collaboratively during the next two years to provide input into the development and use of new Mathematics and English assessments. The new assessments will be administered statewide during 2014-15.

14. Complete College America (CCA): Complete College America (CCA) is a national non-profit dedicated to finding ways to increase higher education degree production and share that information with partner states. Not only is the initiative an information sharing resource, CCA promoted a competitive bid for states to be selected for an intensive policy audit – only states with the political will and current momentum in education reform were selected. Louisiana is among the 29 states participating in the audit which will result in a targeted approach to further education reform.



15. First-Generation Endowed Undergraduate Scholarships: The Board of Regents Support Fund (BoRSF) Endowed Undergraduate Scholarship Program, established in 2007-08, is a non-competitive program providing BoRSF matching funds to establish endowed scholarships in support of first-generation college students. Each four-year institution is guaranteed one \$40,000 endowed scholarship fund challenge grant annually to match a private/institutional contribution of \$60,000; each two-year institution is guaranteed one \$20,000 endowed scholarship fund challenge grant annually to match a private/institutional contribution of \$30,000. Proceeds are used to establish and enhance permanent endowed scholarship funds.

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.



FINDINGS

This report analyzes the completers of academic year (AY) 2006-07, AY2007-08, and AY2008-09. Results are broken into several categories including in-state employment rate comparisons by credential type and residency status; employment status by field of study; and calculated average salary for six months and eighteen months after credential completion. Inter-state or national comparisons are provided where additional context for understanding the information is needed. Please note that this is the first iteration of the comprehensive employment outcomes report and future reports will further our understanding of how our public college and university graduates connect with the Louisiana economy.

All Completers (Louisiana and Non-Louisiana Residents)

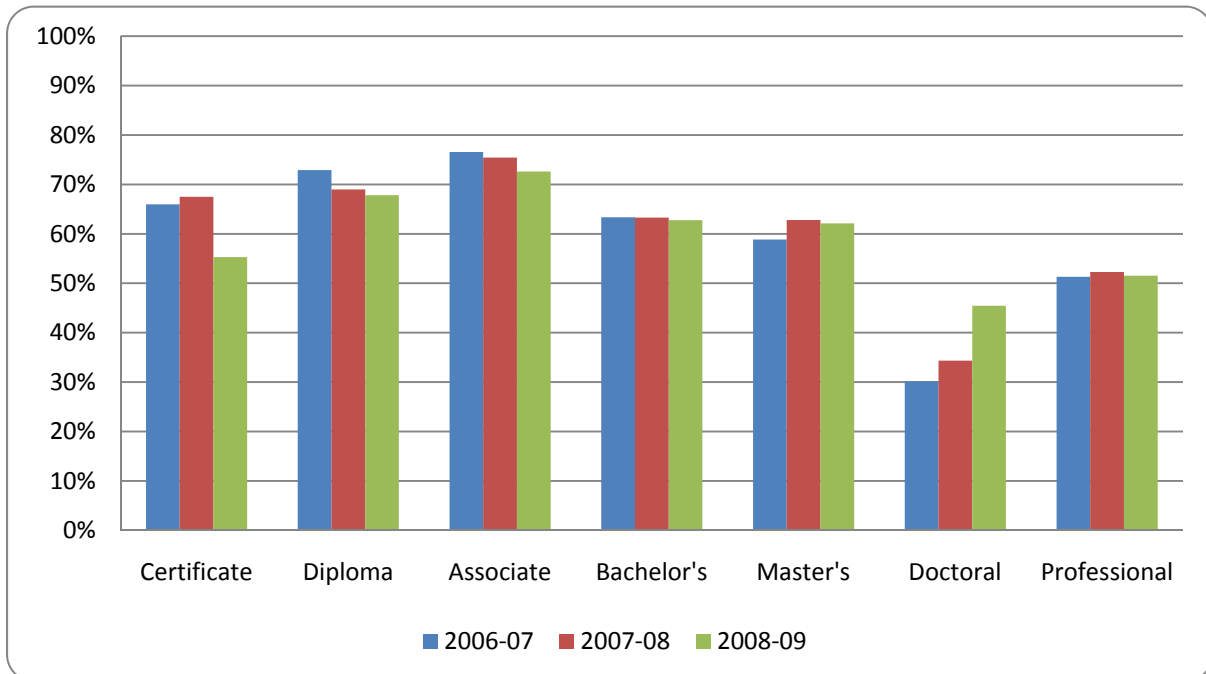
Employment Rate Comparison (All Completers, Louisiana and Non-Louisiana Residents)

- Six months after graduation, 62.8 percent of the 2008-09 bachelor's degree completers were found employed in the Louisiana UI Wage System. A higher percentage of diploma (67.8 percent) and associate (72.6 percent) degree completers were found in the Louisiana UI Wage System, while a lower percentage of certificates (55.3 percent), master's (62.1 percent), doctoral (45.5 percent) and professional (51.5 percent) degree completers were found in the Louisiana UI Wage System.

Table 1
Employment Rate by Degree Level
Six Months after Graduation
For All Completers

Max Degree Level	Number of Completers			Percent Employed		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
Certificate	979	1,015	1,980	66.0%	67.5%	55.3%
Diploma	2,328	2,206	2,464	72.9%	69.0%	67.8%
Associate	3,790	3,627	3,970	76.6%	75.4%	72.6%
Bachelor's	17,250	17,478	17,820	63.4%	63.3%	62.8%
Master's	4,570	4,332	4,208	58.9%	62.8%	62.1%
Doctoral	444	434	506	30.2%	34.3%	45.5%
Professional	832	815	819	51.3%	52.3%	51.5%

Figure 1
Employment Rate by Degree Level
Six Months after Graduation
For All Completers



- Eighteen months after graduation, 59.5 percent of 2008-09 bachelor's degree completers were found employed in the Louisiana UI Wage System. A higher percentage of associate (72.5 percent), diploma (67.6 percent), and master's (60.5 percent) degree completers were found in the UI Wage System in Louisiana, while a lower percentage certificate (56.4 percent), professional (50.4 percent), and doctoral (38.3 percent) completers were found employed in the Louisiana UI Wage System.

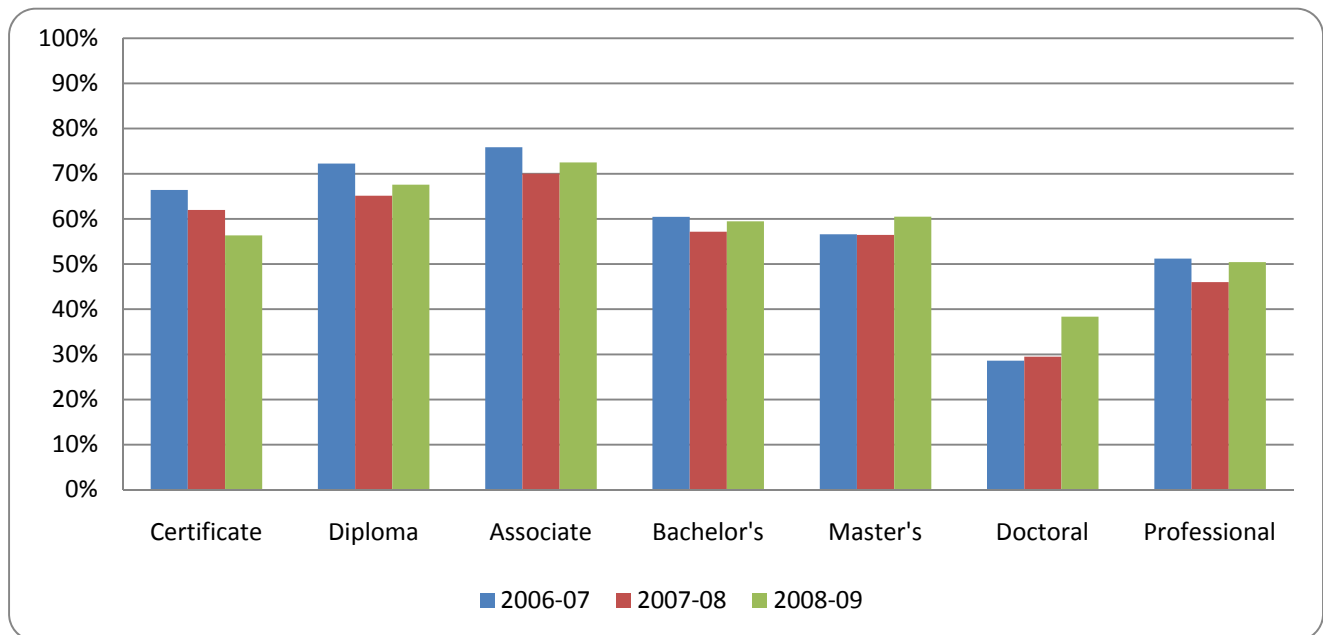


- Compared to the previous cohort's completers (2007-08), a significantly higher percentage of the 2008-09 doctoral completers was found employed in the Louisiana UI Wage System eighteen months after graduation. Moderately higher percentages of diploma, associate, bachelor's, master's, and professional degree completers were found in the Louisiana UI Wage System eighteen months after graduation. However, the certificate level completers experienced moderate declines in the percentage of completers found employed in the Louisiana UI Wage System after eighteen months compared to 2007-08 completers.

Table 2
Employment Rate by Degree Level
Eighteen Months after Graduation
For All Completers

Max Degree Level	Number of Completers			Percent Employed		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
Certificate	979	1,015	1,980	66.4%	62.0%	56.4%
Diploma	2,328	2,206	2,464	72.3%	65.1%	67.6%
Associate	3,790	3,627	3,970	75.9%	70.0%	72.5%
Bachelor's	17,250	17,478	17,820	60.5%	57.2%	59.5%
Master's	4,570	4,332	4,208	56.6%	56.4%	60.5%
Doctoral	444	434	506	28.6%	29.5%	38.3%
Professional	832	815	819	51.2%	46.0%	50.4%

**Figure 2
Employment Rate by Degree Level
Eighteen Months after Graduation
For All Completers**



Employment by Field of Study (All Completers, Louisiana and Non-Louisiana Residents)

Beginning on page 42 of this report are figures depicting employment rates of the 2006-07, 2007-08 and 2008-09 completers after six months and eighteen months by highest degree level attained and field of study. The fields of study are defined by the federal Classification of Instructional Programs (CIP) codes (may be downloaded from the Board of Regents Data & Publications webpage). *Please note that these employment numbers and rates are of individuals who completed in a specific field of study. The UI Wage System does not have the capacity to identify whether a completer is working in their field.*

Employment findings for completers by field of study after eighteen months are highlighted below.

- Of all 2008-09 healthcare completers (all degree levels), 70 percent were found employed in the Louisiana UI Wage System after eighteen months. Associate degree completers were found employed in the Louisiana UI Wage System at higher rates than bachelor's degree completers 83 percent (Appendix, Figure 28) to 70 percent, respectively.
- Within the business, management, and marketing field of study, 70 percent (Appendix, Figure 28) of associate degree completers were found employed in the Louisiana UI Wage System after eighteen months, compared to 63 percent of bachelor's degree completers.
- Overall, 68 percent of 2008-09 education completers (all degree levels) were found employed in the Louisiana UI Wage System after eighteen months. Highest levels of employment were found at the master's level (77 percent), followed by the bachelor's (69 percent) and associate (66 percent, Appendix, Figure 28) levels.

Figures 3-5 (beginning on page 19) depict employment rates, from highest to lowest, for bachelor's degree completers by field of study:

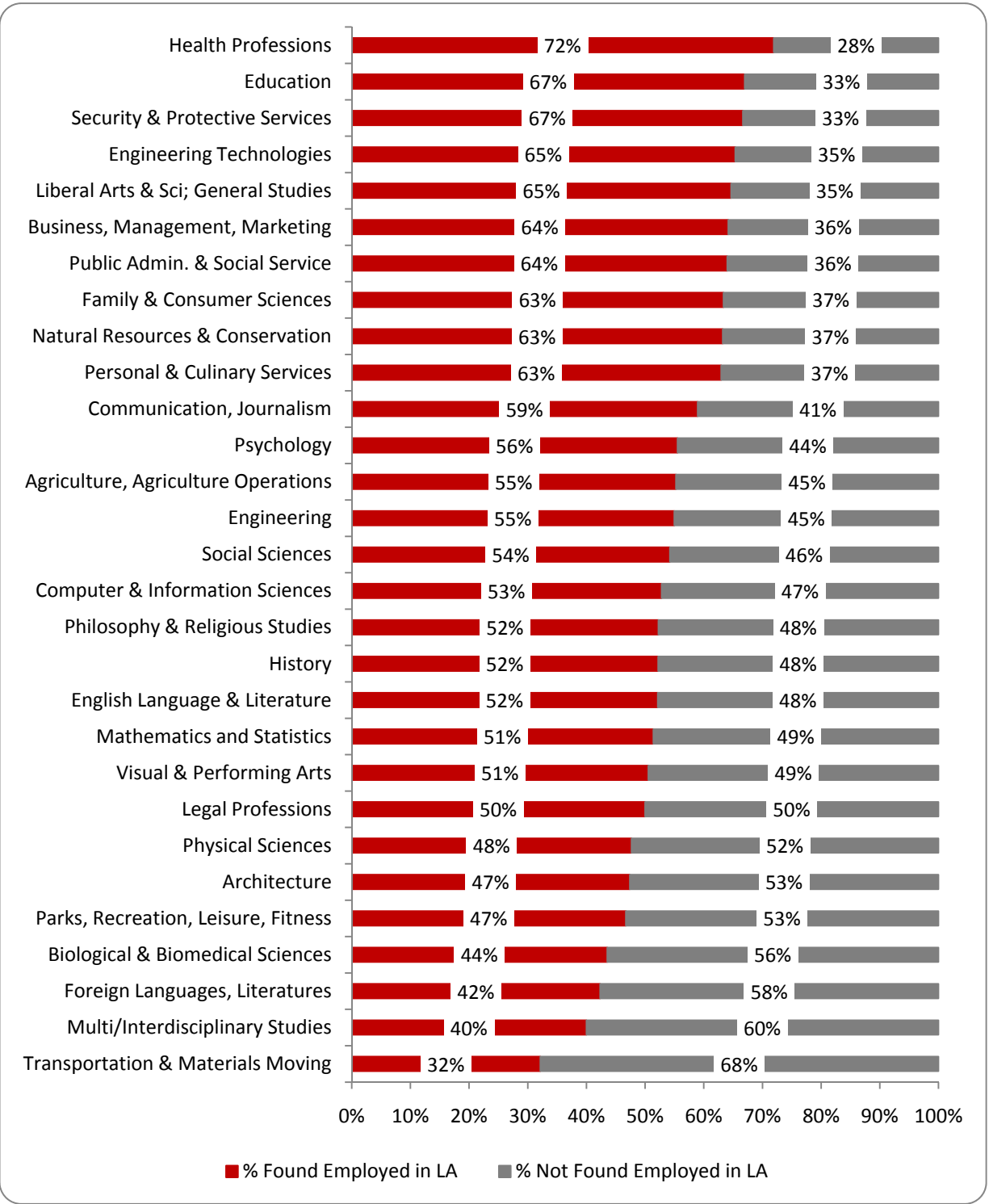
- Of the 2008-09 bachelor's degree completers, the following fields of study (with at least 10 completers) had the highest Louisiana UI Wage System employment rates after eighteen months: healthcare professions (70 percent), education (69 percent), engineering technologies (68 percent), family and consumer sciences (67 percent), and public administration (66.8 percent).
- Of the 2008-09 bachelor's degree completers, the following fields of study (with more than 10 completers) had the lowest Louisiana employment rates after eighteen months: philosophy and religious services (29 percent), physical sciences (34 percent), multi/interdisciplinary studies (38 percent), biological and biomedical sciences (41 percent), and parks, recreation, leisure, and fitness (43 percent).
- Of the 2007-08 bachelor's degree completers, the following fields of study (with at least 10 completers) had the highest Louisiana UI Wage System employment rates after eighteen months: health professions (73 percent), public administration (67 percent), engineering technologies (62 percent), legal professions (61 percent), and business, management, and marketing (60 percent).
- Of the 2007-08 bachelor's degree completers, the following fields of study (with more than 10 completers) had the lowest Louisiana UI Wage System employment rates after eighteen months: transportation (33 percent), multi/interdisciplinary studies (36 percent), mathematics and statistics (43.6 percent of 101), biological and biomedical sciences (43.7 percent), and physical sciences (44.4 percent).
- Of the 2006-07 bachelor's degree completers, the following fields of study (with at least 10 completers) had the highest Louisiana UI Wage System employment rates after eighteen months: health professions (72 percent), education (67 percent), security and protective services (66.7 percent), engineering technologies (65.4 percent), and liberal arts and sciences and general studies (64.7 percent).
- Of the 2006-07 bachelor's degree completers, the following fields of study (with more than 10 completers) had the lowest Louisiana UI Wage System employment rates after eighteen months: transportation (32 percent), multi/interdisciplinary studies (40 percent of 50), foreign languages and linguistics (42 percent), biological and biomedical studies (44 percent), and parks/recreation, leisure, and fitness studies (47 percent).



HEALTHCARE

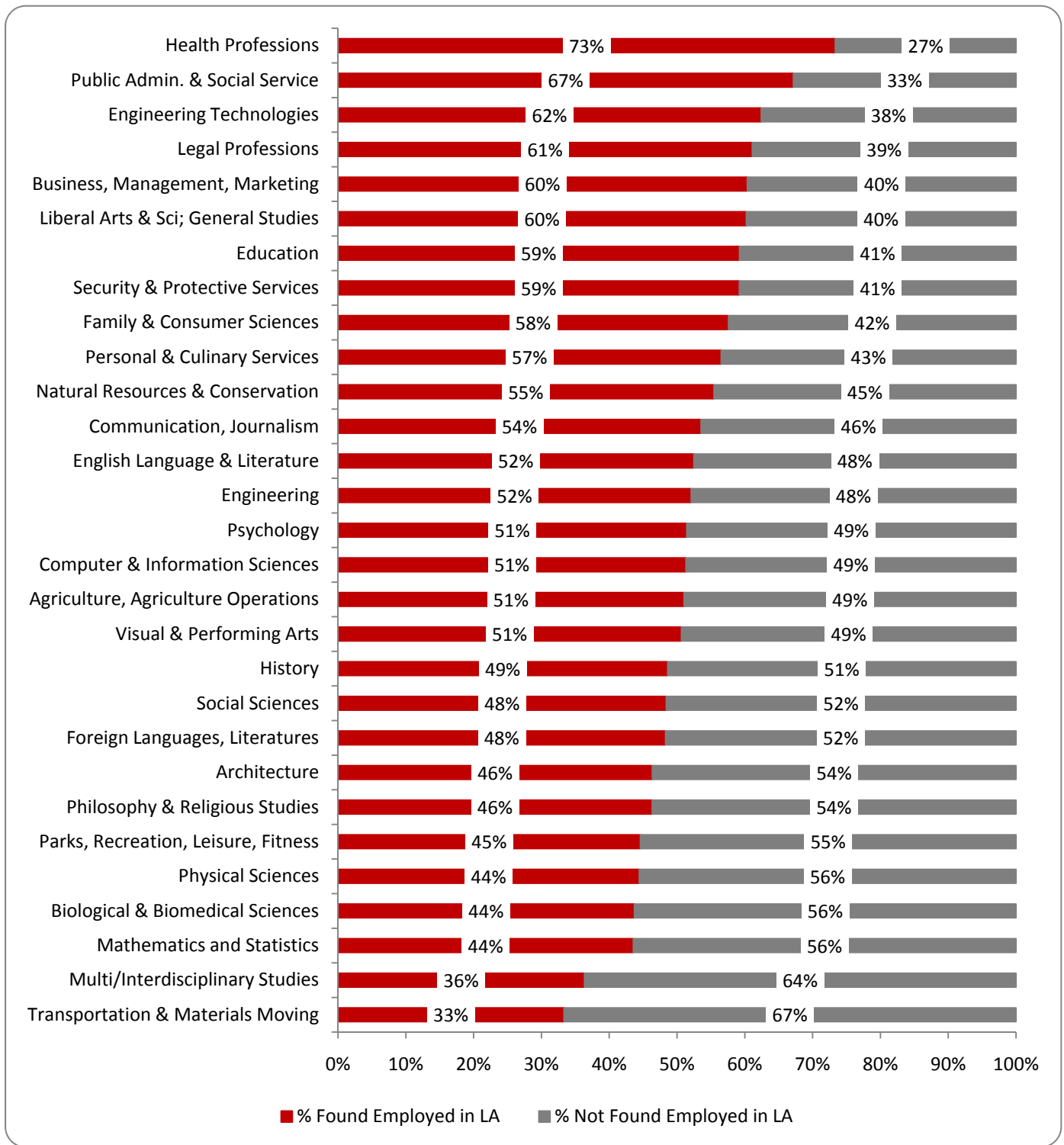
Healthcare graduates have the highest employment rates for bachelor's degree completers, 2006 – 2009

Figure 3
Employment Rate by Field of Study
Eighteen Months after Graduation
For 2006-07 Bachelor's Degree Completers



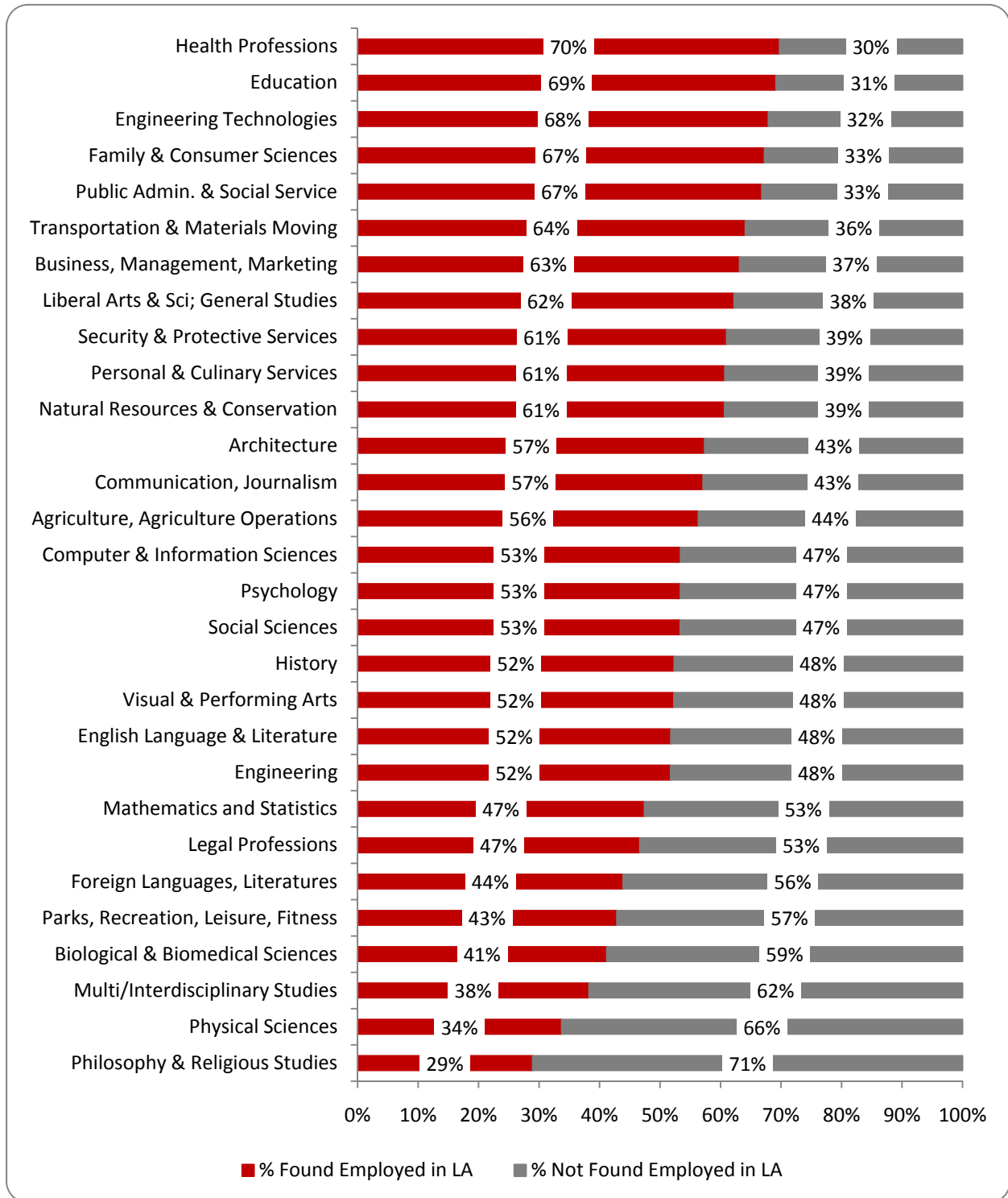
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 4
Employment Rate by Field of Study
Eighteen Months after Graduation
For 2007-08 Bachelor's Degree Completers



(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 5
Employment Rate by Field of Study
Eighteen Months after Graduation
For 2008-09 Bachelor's Degree Completers



(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Employment by Residency Status (All Completers, Louisiana and Non-Louisiana Residents)

Beginning on page 32 of this report are data specific to completers who were Louisiana residents at the time they entered college. Data related to completers who came from outside the state (non-resident) are presented beginning on page 35. A brief comparison of the Louisiana employment rates for the most recent cohorts of resident and non-resident completers appears below:

- Six months after graduation, as would be expected, Louisiana residents were found employed in the Louisiana UI Wage System at higher rates than non-residents. The Louisiana UI Wage System employment rate for resident completers was over two and a half times the rate for non-residents. Higher employment of resident completers is especially evident in master’s degree completers, who are employed in the Louisiana UI Wage System at a rate of 72.6 percent, compared to non-residents of Louisiana who are found employed at a rate of 26.2 percent.



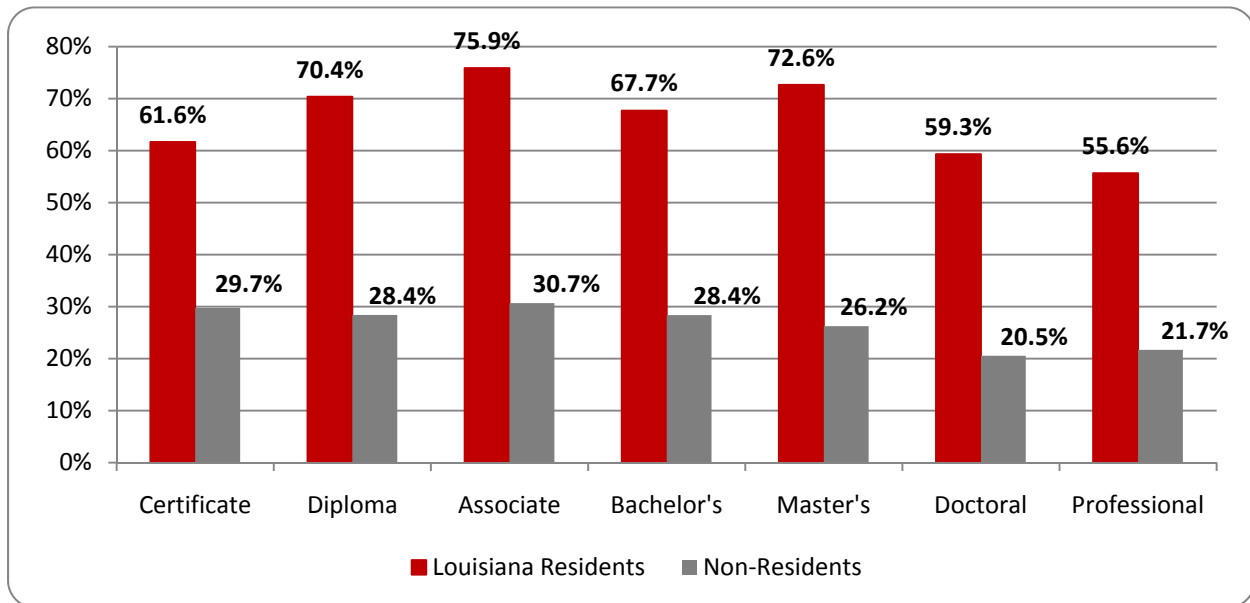
- As other similar studies have suggested, residency is the single most important factor in whether a graduate will remain in the state or not (Spengler, 2009; Harrington, 2010)¹⁴. After eighteen months, Louisiana residents at all degree levels were found employed in Louisiana at over three times the rate of non-residents. Residency had the greatest effect in Louisiana employment at the associate and diploma level, while the smallest impact appeared at the doctoral and professional degree level.

Table 3
Employment by Residency Status
Six Months after Graduation
For All Completers (Collective 2006-07, 2007-08, and 2008-09)

Max Degree Level	LA Residents		Non-Residents	
	Number of Completers	Percent Employed	Number of Completers	Percent Employed
Certificate	3,900	61.6%	74	29.7%
Diploma	6,917	70.4%	81	28.4%
Associate	11,126	75.9%	261	30.7%
Bachelor’s	46,477	67.7%	6,071	28.4%
Master’s	9,882	72.6%	3,228	26.2%
Doctoral	590	59.3%	794	20.5%
Professional	2,180	55.6%	286	21.7%

¹⁴ Spengler, K. (2009) Oklahoma Employment Outcomes Report, Oklahoma State Regents for Higher Education. Harrington, B. (2010) Arkansas Employment Outcomes Report, Arkansas Department of Higher Education.

Figure 6
Employment Rate by Residency Status
Six Months after Graduation
For All Completers (Collective 2006-07, 2007-08, and 2008-09)

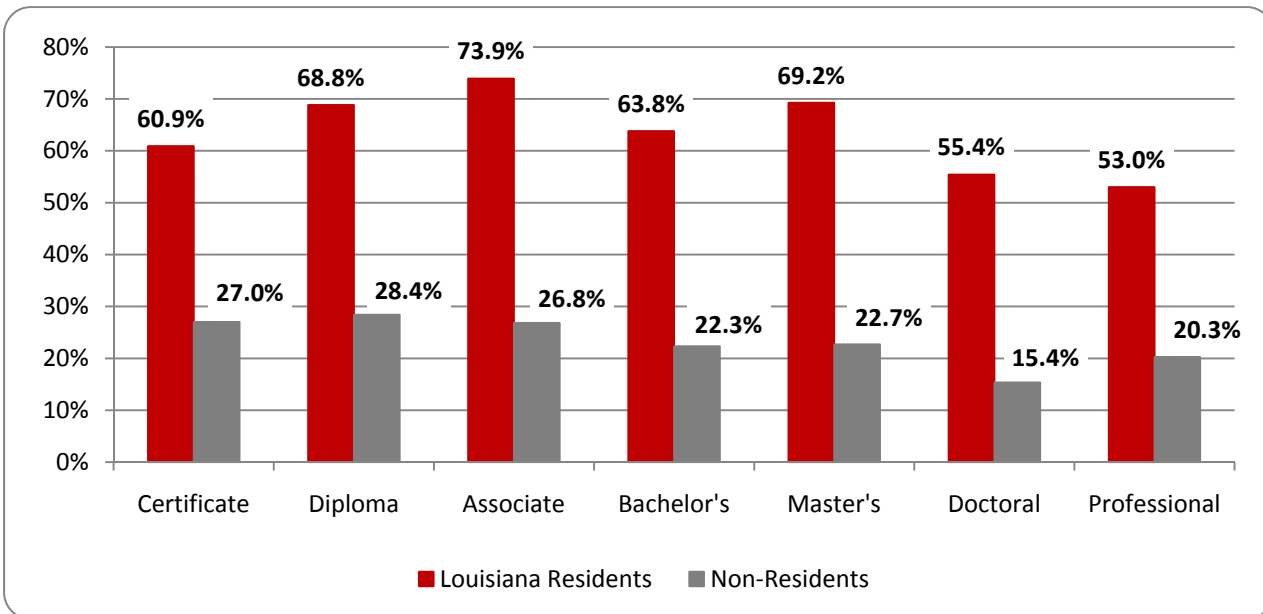


- Bachelor's degree recipients represent 57 percent of all postsecondary completers from 2006-07, 2007-08 and 2008-09. Nearly two out of every three Louisiana resident bachelor's degree recipients were found employed in the Louisiana Wage System eighteen months after their graduation. Comparatively, just over one out of every five non-resident bachelor degree recipients were found employed in the Louisiana UI Wage System eighteen months after graduation.

Table 4
Employment Rate by Residency Status
Eighteen Months after Graduation
For All Completers (Collective 2006-07, 2007-08, and 2008-09)

Max Degree Level	LA Residents		Non-Residents	
	Number of Completers	Percent Employed	Number of Completers	Percent Employed
Certificate	3,900	60.9%	74	27.0%
Diploma	6,917	68.8%	81	28.4%
Associate	11,126	73.9%	261	26.8%
Bachelor's	46,477	63.8%	6,071	22.3%
Master's	9,882	69.2%	3,228	22.7%
Doctoral	590	55.4%	794	15.4%
Professional	2,180	53.0%	286	20.3%

Figure 7
Employment Rate by Residency Status
Eighteen Months after Graduation
For All Completers (Collective 2006-07, 2007-08, and 2008-09)



Average Salary Comparison (All Completers, Louisiana and Non-Louisiana Residents)

Salary by Degree Level

- Eighteen months after graduation, 2008-09 bachelor's degree completers found employed in the Louisiana UI Wage System earned an average calculated annual salary of \$32,742. This is lower than the averages from the previous cohort (\$34,115 for 2007-08 completers).
- The average calculated annual earnings for 2008-09 certificate completers found employed in the Louisiana UI Wage System eighteen months after graduation was 27.9 percent less than bachelor's degree completers that same year. The average calculated annual earnings for 2008-09 certificate completers (\$23,622) were lower than the average from the previous year (\$24,778 in 2007-08).
- Eighteen months after graduation, the 2008-09 associate degree completers found employed in the Louisiana UI Wage System earned an average calculated annual salary of \$35,544, which is 8.6 percent more than bachelor's degree completers from the same year. Earnings for associate degrees were lower in this cohort (2008-09 completers) than the average for the prior year's cohort (2007-08 completers).

- Compared to 2008-09 bachelor’s degree completers found in the Louisiana UI Wage System after eighteen months, 2008-09 master’s degree completers earned 46.6 percent more (at \$48,016); doctoral degree completers earned 86.4 percent more (at \$61,023); and professional degree completers earned, 104 percent more (\$66,786). 2008-09 masters and professional degree completers earned less than their 2007-08 counterparts after eighteen months. While doctoral degree completers saw an increase in calculated annual salary from the 2007-08 to the 2008-09 completers.



- After six months, the 2008-09 certificate completers found in the Louisiana UI Wage System earned an average calculated annual salary of \$20,374; diploma level completers earned an average of \$26,232; associate degree completers averaged \$32,340; bachelor’s degree completers earned \$27,445; master’s degree completers earned \$44,841; doctoral degree completers earned \$58,254; and professional degree completers earned \$60,135 that year.
- With the exception of doctoral degree completers, calculated earnings of all other degree levels decreased in the eighteen months after graduation from 2007-08 to 2008-09 completers. Six months after graduation, masters, doctoral or professional experienced an earnings increase while the certificate, diploma, associate, and bachelor’s degree levels calculated annual earnings decreased. Historically, compression and reduction of wages happens in times of economic realignment. (Florida, 2010; Gombrich, 2005)¹⁵This study affirms that wage suppression is occurring in Louisiana for persons entering the workforce.

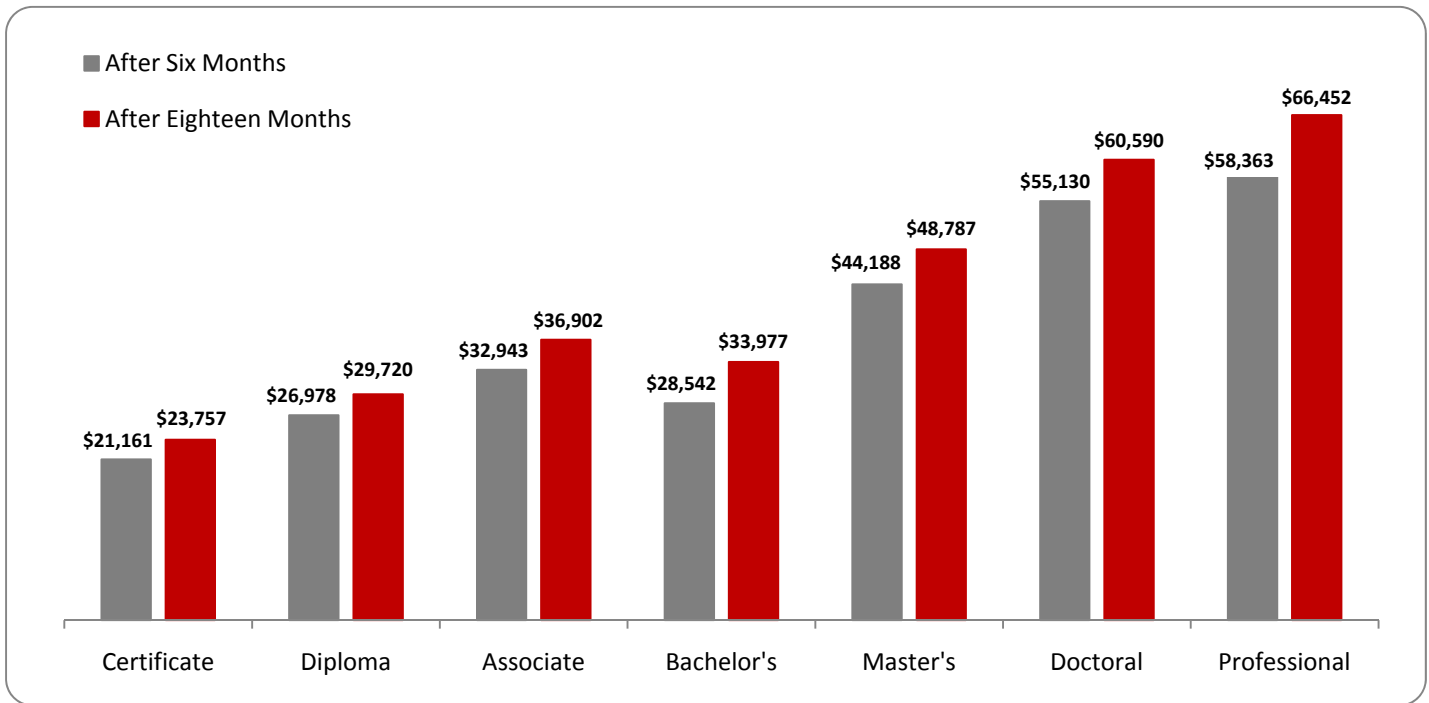
Table 5
Average Calculated Salary by Degree Level
For All Employed Completers

Max Degree Level	Six Months after Graduation			Eighteen Months after Graduation		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
Certificate	\$19,812	\$23,691	\$20,374	\$23,000	\$24,778	\$23,622
Diploma	\$26,063	\$28,815	\$26,232	\$30,607	\$30,062	\$28,530
Associate	\$32,781	\$33,749	\$32,340	\$37,799	\$37,425	\$35,544
Bachelor	\$28,664	\$29,531	\$27,445	\$35,099	\$34,115	\$32,742
Master	\$43,118	\$44,617	\$44,841	\$48,737	\$49,644	\$48,016
Doctoral	\$52,321	\$52,833	\$58,254	\$59,863	\$60,655	\$61,023
Professional	\$57,140	\$57,833	\$60,135	\$65,368	\$67,315	\$66,786

¹⁵ Florida, R. (2010) *The Great Reset: How New Ways of Living and Working Drive Post-Crash Prosperity*. Harper Collins, New York

Gombrich, E. (2005) *A Little History of the World* Yale University, Press, New Haven CT.

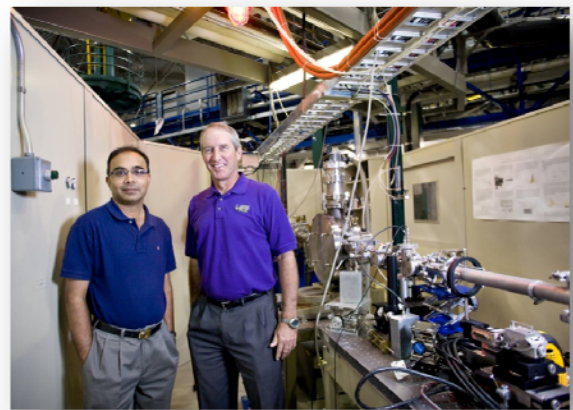
Figure 8
Average Calculated Annual Salary by Degree Level
Six and Eighteen Months after Graduation
For All Employed Completers (Collective 2006-07, 2007-08, and 2008-09)



Average Salary by Field of Study (All Completers, Louisiana and Non-Louisiana Residents)

The findings for eighteen months after graduation from the 2006-07, 2007-08, and 2008-09 bachelor's degree completers are highlighted below. Table 6 on the following page provides average calculated salaries by field of study for bachelor's degree completers.

- Engineering (\$56,853) ranked highest in average calculated salaries among 2008-09 bachelor's degree completers, followed by health professions (\$46,537); engineering technologies (\$43,787); education (\$37,639); natural resources and conservation (\$34,605); and computer and information sciences (\$34,238). Calculated average salaries for 2006-07 and 2007-08 completers followed similar trends.



ENGINEERING

Field of study with the highest average calculated salaries for bachelor's degree completers, 2006 – 2009

Table 6
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		
		2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
01	Agriculture, Agriculture Operations	\$22,341	\$23,712	\$22,303	\$28,064	\$28,625	\$28,640
03	Natural Resources & Conservation	\$26,641	\$30,356	\$26,180	\$33,934	\$34,878	\$34,605
04	Architecture	\$28,833	\$33,460	\$22,035	\$35,536	\$35,009	\$30,949
09	Communication, Journalism	\$21,164	\$22,142	\$18,900	\$26,662	\$25,689	\$23,572
11	Computer & Information Sciences	\$30,348	\$28,406	\$28,826	\$34,930	\$32,156	\$34,238
12	Personal & Culinary Services	\$27,365	\$18,559	\$20,806	\$30,521	\$22,961	\$24,170
13	Education	\$30,771	\$31,657	\$29,782	\$38,149	\$37,639	\$38,415
14	Engineering	\$52,691	\$55,863	\$48,249	\$64,154	\$59,552	\$56,853
15	Engineering Technologies	\$41,320	\$44,669	\$39,081	\$53,653	\$48,955	\$43,787
16	Foreign Languages, Literatures	\$19,023	\$19,183	\$18,857	\$24,001	\$20,626	\$25,144
19	Family & Consumer Sciences	\$19,947	\$20,251	\$19,035	\$24,921	\$24,644	\$24,323
22	Legal Professions	\$18,056	\$24,394	-	\$16,952	\$28,493	-
23	English Language & Literature	\$20,926	\$21,943	\$18,367	\$26,408	\$24,352	\$23,785
24	Liberal Arts & Sci; General Studies	\$25,295	\$25,191	\$24,228	\$30,834	\$29,046	\$29,055
26	Biological & Biomedical Sciences	\$18,353	\$19,623	\$17,637	\$23,582	\$22,585	\$23,314
27	Mathematics and Statistics	\$27,271	\$24,980	\$25,909	\$35,802	\$30,863	\$27,229
30	Multi/Interdisciplinary Studies	\$21,129	\$21,086	\$17,570	\$27,627	\$26,788	\$25,740
31	Parks, Recreation, Leisure, Fitness	\$15,915	\$16,534	\$16,367	\$24,504	\$22,446	\$24,839
38	Philosophy & Religious Studies	\$16,181	\$23,243	\$18,473	\$23,150	\$20,091	\$26,506
40	Physical Sciences	\$27,090	\$31,233	\$23,423	\$34,790	\$35,663	\$27,309
42	Psychology	\$18,973	\$19,584	\$17,991	\$22,561	\$23,357	\$21,580
43	Security & Protective Services	\$21,708	\$23,316	\$21,506	\$27,867	\$28,169	\$26,092
44	Public Admin. & Social Service	\$20,928	\$22,449	\$21,958	\$26,932	\$25,337	\$26,237
45	Social Sciences	\$23,224	\$20,647	\$18,773	\$27,830	\$24,753	\$23,866
49	Transportation & Materials Moving	\$20,739	\$16,344	\$18,177	\$23,426	\$25,486	\$27,461
50	Visual & Performing Arts	\$18,603	\$17,945	\$18,305	\$23,671	\$23,072	\$22,418
51	Health Professions	\$43,678	\$46,101	\$45,695	\$48,600	\$49,911	\$46,537
52	Business, Management, Marketing	\$28,383	\$29,071	\$26,551	\$35,444	\$34,245	\$32,326
54	History	\$21,812	\$22,038	\$21,484	\$29,780	\$25,680	\$25,510

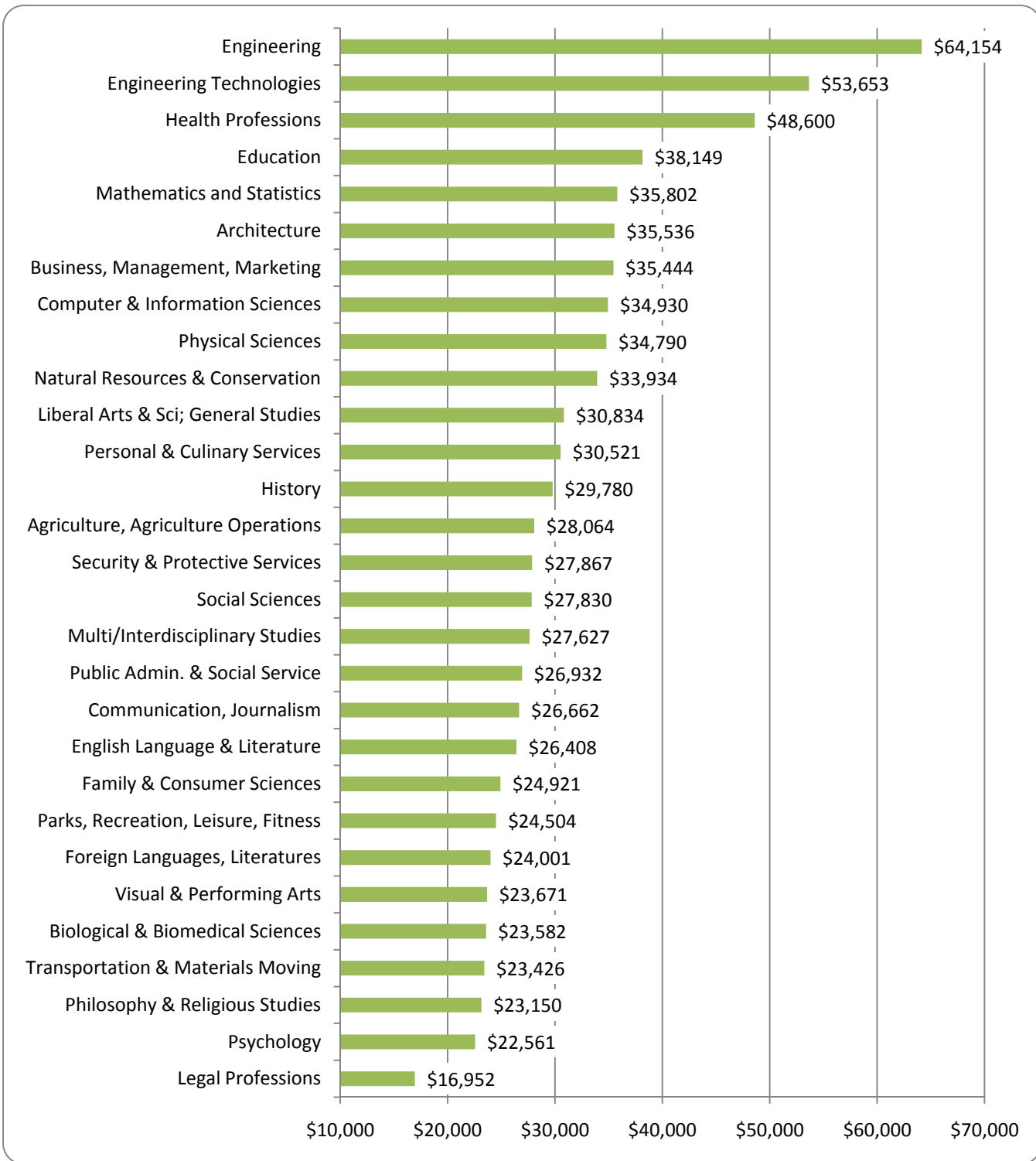
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Table 6b
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
01	Agriculture, Agriculture Operations	-	-	-	-	-	-
03	Natural Resources & Conservation	-	-	-	-	-	-
09	Communication, Journalism	-	\$15,125	\$15,488	-	-	\$20,305
10	Communications Technologies	\$15,094	\$16,111	\$13,153	\$18,004	\$16,102	\$17,928
11	Computer & Information Sciences	\$22,731	\$23,807	\$26,209	\$27,227	\$27,935	\$28,531
12	Personal & Culinary Services	\$27,549	\$28,897	\$25,539	\$31,040	\$26,014	\$27,178
13	Education	\$21,000	\$21,056	\$22,792	\$22,052	\$25,278	\$25,993
15	Engineering Technologies	\$42,180	\$47,062	\$38,260	\$57,536	\$58,628	\$49,112
16	Foreign Languages, Literatures	-	-	-	-	-	-
19	Family & Consumer Sciences	\$13,197	\$17,972	\$17,621	\$18,553	\$17,674	\$18,149
22	Legal Professions	\$21,549	\$22,029	\$22,618	\$25,157	\$24,813	\$28,572
24	Liberal Arts & Sci; General Studies	\$19,784	\$21,257	\$21,167	\$23,450	\$23,500	\$23,584
26	Biological & Biomedical Sciences	-	-	-	-	-	-
27	Mathematics and Statistics	-	-	-	-	-	-
30	Multi/Interdisciplinary Studies	-	-	\$16,978	-	-	\$19,352
40	Physical Sciences	-	-	-	-	-	-
43	Security & Protective Services	\$25,357	\$27,689	\$28,899	\$27,158	\$30,124	\$30,031
47	Mechanic & Repair Technologies	\$28,701	\$33,310	\$30,248	\$34,685	\$42,588	\$36,430
49	Transportation & Materials Moving	-	-	-	-	-	-
50	Visual & Performing Arts	\$22,823	\$18,401	\$17,723	\$23,099	\$21,478	\$19,001
51	Health Professions	\$45,844	\$45,982	\$45,421	\$50,264	\$48,492	\$46,784
52	Business, Management, Marketing	\$22,861	\$23,966	\$23,613	\$25,335	\$24,952	\$25,347

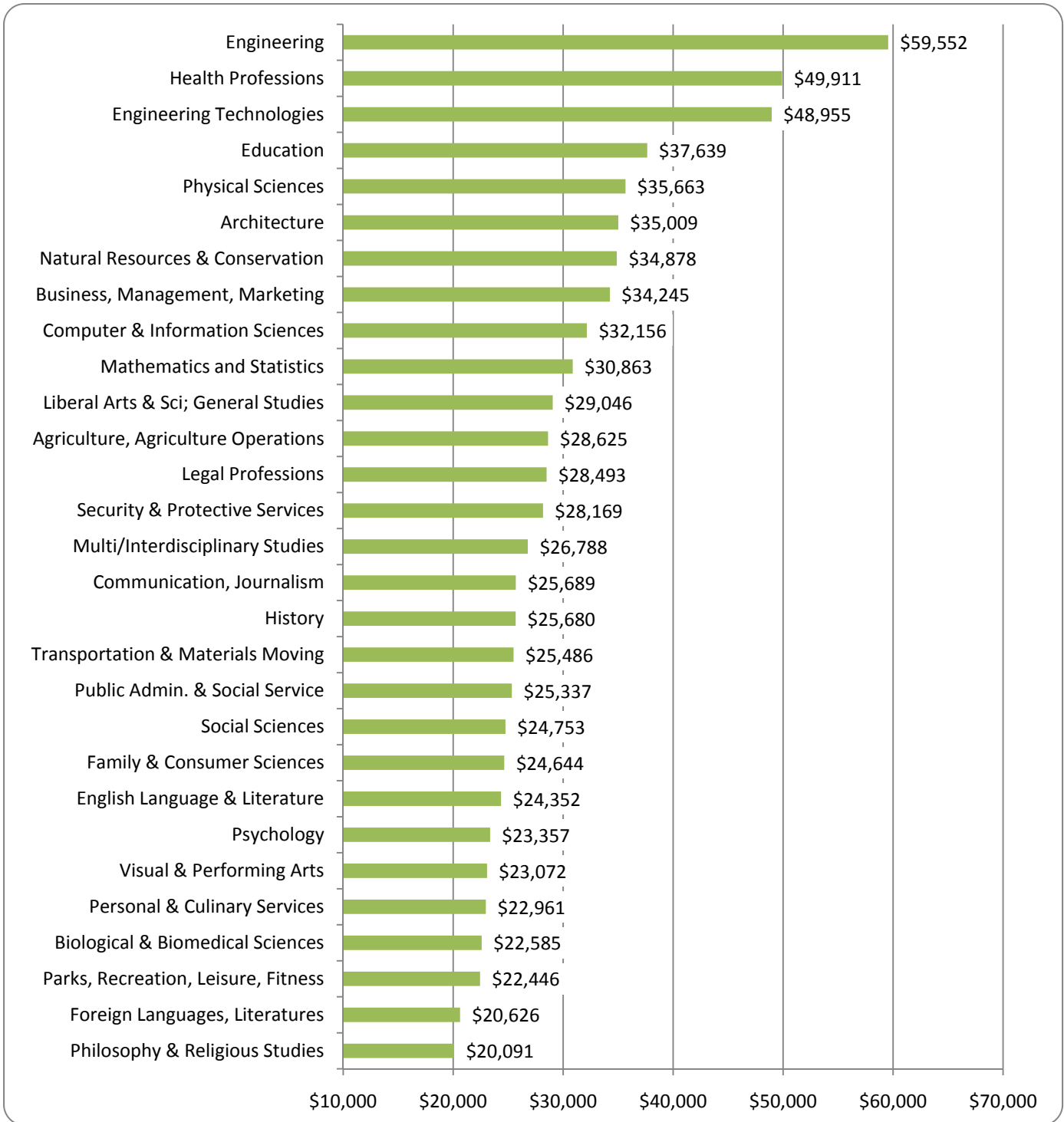
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 9
Average Calculated Salary by Field of Study
Eighteen Months after Graduation
For 2006-07 Bachelor's Degree Completers



(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 10
Average Calculated Salary by Field of Study
Eighteen Months after Graduation
For 2007-08 Bachelor's Degree Completers



(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 11
Average Calculated Salary by Field of Study
Eighteen Months after Graduation
For 2008-09 Bachelor's Degree Completers



(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Louisiana Residents Only

Employment Rate Comparison (Louisiana Residents Only)

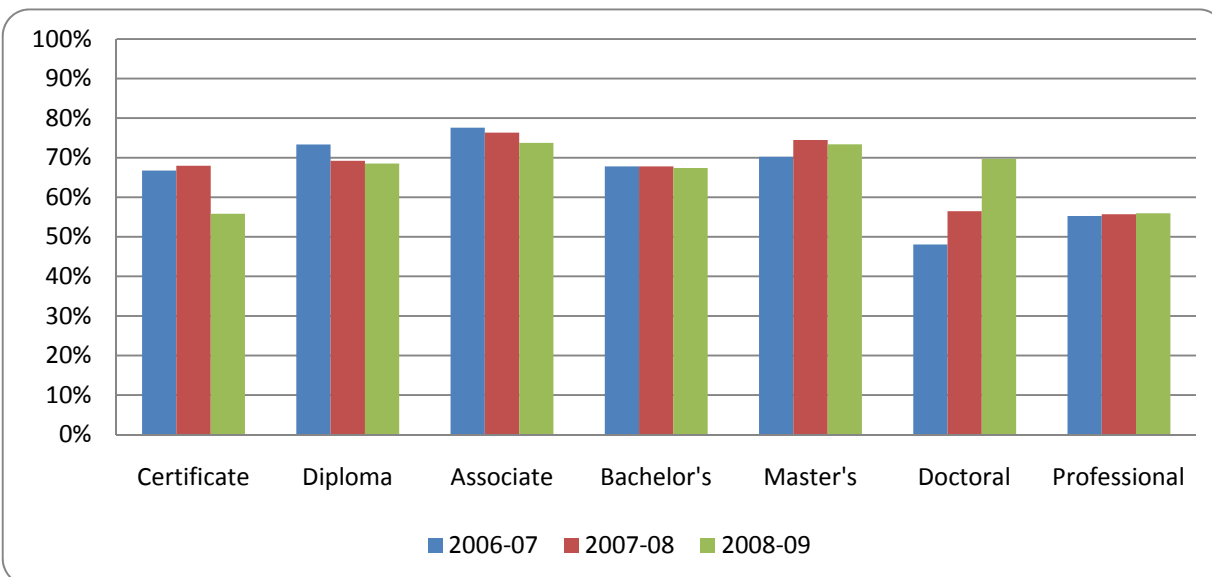
- Six months after graduation, 67.4 percent of the 2008-09 bachelor's degree completers who were Louisiana residents were found employed in the Louisiana UI Wage System. Louisiana UI Wage System employment rates for completers at other degree levels ranged from 55.8 to 73.7 percent: 73.7 percent of associate degree completers, 73.4 percent of masters, 68.6 percent of diploma, 55.8 percent of certificate, 69.7 percent of doctoral and 55.9 percent of professional degree completers were found in the Louisiana UI Wage System. Louisiana employment rates for 2006-07 and 2007-08 completers followed similar trends.
- After six months, masters, doctoral and professional degree completers showed gains in employment rates in the Louisiana UI Wage System from 2006-07 to 2008-09. For all other degree levels, Louisiana UI Wage System employment rates have decreased from 2006-07 to 2008-09 completers.



Table 7
Employment Rate by Degree Level
Six Months after Graduation
For Louisiana Resident Completers Only

Max Degree Level	Number of Completers			Percent Employed		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
Certificate	960	999	1,941	66.8%	68.0%	55.8%
Diploma	2,300	2,194	2,423	73.3%	69.2%	68.6%
Associate	3,707	3,557	3,862	77.6%	76.4%	73.7%
Bachelor's	15,364	15,502	15,611	67.8%	67.8%	67.4%
Master's	3,448	3,260	3,174	70.2%	74.5%	73.4%
Doctoral	179	170	241	48.0%	56.5%	69.7%
Professional	738	727	715	55.3%	55.7%	55.9%

Figure 12
Employment Rate by Degree Level
Six Months after Graduation
For Louisiana Resident Completers Only

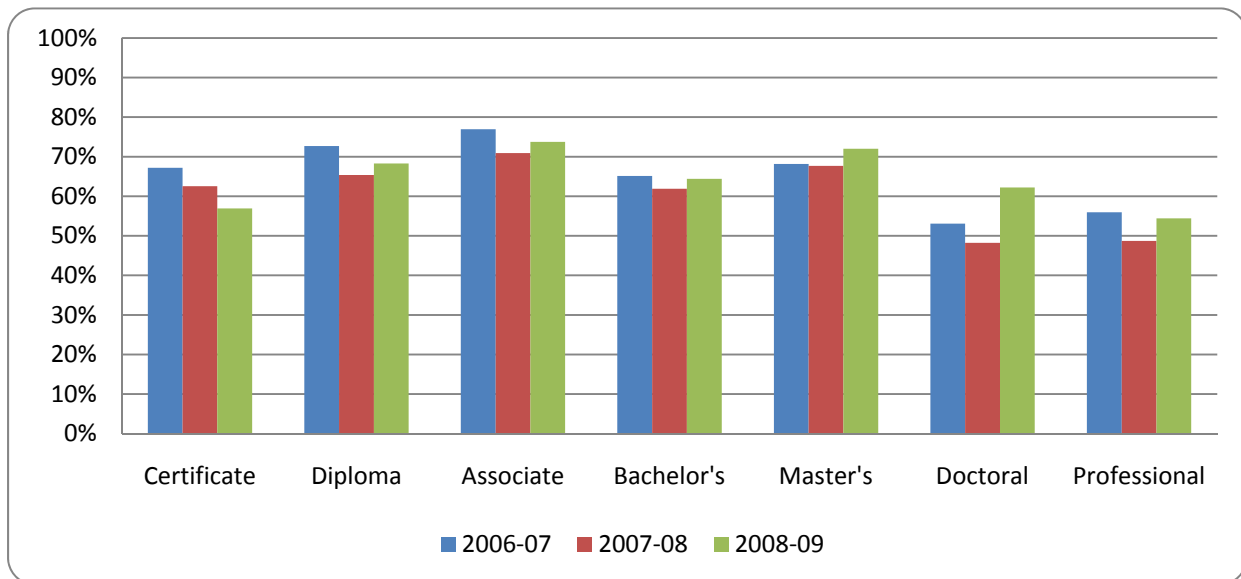


- Eighteen months after graduation, 64.4 percent of the 2008-09 Louisiana Resident bachelor's degree completers were found employed in the Louisiana UI Wage System. A higher percentage of diploma (68.3 percent), associate (73.7 percent), and master's degree completers (72 percent) were found in the Louisiana UI Wage System, while a lower percentage of certificate, doctoral, and professional degree completers (56.9, 62.2, and 54.4 percent, respectively) were found employed in the Louisiana UI Wage System after eighteen months.
- Louisiana residents at all degree levels experienced a decline in the Louisiana UI Wage System employment rates from the 2006-07 completers to the 2007-08 completers. The Louisiana resident 2008-09 completers experienced an increase in employment rates from the resident 2007-08 completers, except for certificate completers who again experienced decline in employment rates. Despite this increase, Louisiana UI Wage System employment rates of the 2008-09 completers did not return to the levels of 2006-07 completers.

Table 8
Employment Rate by Degree Level
Eighteen Months after Graduation
For Louisiana Resident Completers Only

Max Degree Level	Number of Completers			Percent Employed		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
Certificate	960	999	1,941	67.2%	62.6%	56.9%
Diploma	2,300	2,194	2,423	72.7%	65.4%	68.3%
Associate	3,707	3,557	3,862	77.0%	70.9%	73.7%
Bachelor's	15,364	15,502	15,611	65.1%	61.9%	64.4%
Master's	3,448	3,260	3,174	68.2%	67.7%	72.0%
Doctoral	179	170	241	53.1%	48.2%	62.2%
Professional	738	727	715	56.0%	48.7%	54.4%

Figure 13
Employment Rate by Degree Level
Six Months after Graduation
For Louisiana Resident Completers Only



Average Salary Comparison (Louisiana Residents Only)

- Eighteen months after graduation, 2008-09 bachelor's degree completers who were Louisiana residents when they entered college were earning an average calculated annual salary of \$32,856. This is lower than the averages for the two previous cohorts (2006-07 and 2007-08 completers).



- On average, 2008-09 certificate and diploma degree completers' calculated earnings were 28.5 and 13 percent less, respectively, than bachelor's degree completers after eighteen months (\$23,508 and \$28,579 compared to \$32,856).
- 2008-09 master's degree completers earned an average annual calculated salary of \$49,261, which is 49.9 percent more than their respective bachelor's degree completers. The doctoral degree completers earned 98.5 percent more (at \$65,234), and professional degree completers earned 105.3 percent more (at \$67,465) than bachelor's degree completers after eighteen months.
- At all degree levels, the average calculated annual salary for Louisiana residents after eighteen months was higher than after six months. The most recent employment data (2006-

07, 2007-08, 2008-09) reveal the largest earnings growth (18.7 percent) from six months to eighteen months occurs for bachelor's degree completers, followed by professional degree completers (13.5 percent). Certificate and associate degree completers show the next largest difference between salaries after six months and salaries after eighteen months, with a 12.4 percent difference for certificate completers and a 12.2 percent difference for associate degree completers. The smallest earnings growth appeared at the diploma (10.2 percent), master's (9.7 percent) and doctoral (5.6 percent) levels.

- In general, data from the earlier employment periods show the most notable increases in average calculated annual earnings after eighteen months compared to after six months are seen for bachelor's professional, associate, and certificate completers.

Table 9
Average Calculated Salary by Degree Level
For Louisiana Resident Completers Only

Max Degree Level	<i>Six Months after Graduation</i>			<i>Eighteen Months after Graduation</i>		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
Certificate	\$19,689	\$23,635	\$20,244	\$23,028	\$24,604	\$23,508
Diploma	\$26,028	\$28,819	\$26,285	\$30,638	\$30,073	\$28,579
Associate	\$32,819	\$33,763	\$32,338	\$37,926	\$37,456	\$35,612
Bachelor's	\$28,807	\$29,806	\$27,600	\$35,245	\$34,249	\$32,856
Master's	\$44,159	\$46,255	\$46,287	\$49,647	\$51,024	\$49,261
Doctoral	\$57,681	\$57,322	\$64,263	\$63,298	\$63,063	\$65,234
Professional	\$57,367	\$58,095	\$60,853	\$65,305	\$67,402	\$67,465

Non-Louisiana Residents Only

Employment Rate Comparison (Non-Louisiana Residents Only)

- Of the 17,820 bachelor's degree completers from 2008-09, 12.4 percent (2,209) were not Louisiana residents. Six months after graduation, 29.9 percent of those non-resident bachelor's degree completers were found employed in the Louisiana UI Wage System. A higher percentage of associate's degree completers (32.4 percent) were found in the Louisiana UI Wage System, while a lower percentage of certificate (28.2 percent), master's (27.6 percent), diploma (24.4 percent), doctoral (23.4 percent), and professional (21.2 percent) degree completers were found in the Louisiana UI Wage System. A greater degree of fluctuation in average calculated annual salary is more likely due to a lower number of completers.

The Louisiana UI Wage System employment rates for certificate, diploma, and professional degree completers from 2008-09 were lower than the previous cohort examined from 2007-08 completers after six months. However, associate, bachelor, masters, and doctoral degree completers experienced gains in Louisiana UI Wage System employment rates from the 2007-08 cohort.

Table 10
Employment Rate by Degree Level
Six Months after Graduation
For Non-Resident Completers Only

Max Degree Level	Number of Graduates			Percent Employed		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
Certificate	19	16	39	26.3%	37.5%	28.2%
Diploma	28	12	41	35.7%	25.0%	24.4%
Associate	83	70	108	30.1%	28.6%	32.4%
Bachelor's	1886	1976	2209	27.0%	27.9%	29.9%
Master's	1122	1072	1034	24.0%	27.3%	27.6%
Doctoral	265	264	265	18.1%	20.1%	23.4%
Professional	94	88	104	20.2%	23.9%	21.2%

- Eighteen months after graduation, 24.4 percent of these non-residents were found employed in the Louisiana UI Wage Systems. The same percentage of non-residents diploma completers (24.4 percent) was also found employed in the Louisiana UI Wage System. Doctoral and professional degree non-resident completers were found employed in the Louisiana UI Wage System at lower levels, 16.6 percent and 23.1 percent, respectively. Non-resident completers at other degree levels were found employed in the Louisiana UI Wage System at slightly higher rates: certificate (28.2 percent), associate (27.8 percent), and master's (25 percent) degree.
- Louisiana UI Wage System employment rates of 2008-09 non-resident completers were lower for diploma, doctoral and professional degree non-resident completers compared to those of non-resident completers in the previous cohort (2007-08 completers), but for doctoral and professional non-resident completers of 2008-09, Louisiana UI Wage System employment rates had increased since the 2006-07 cohort.

Table 11
Employment Rate by Degree Level
Eighteen Months after Graduation
For Non-Resident Completers Only

Max Degree Level	Number of Completers			Percent Employed		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
Certificate	19	16	39	26.3%	25.0%	28.2%
Diploma	28	12	41	35.7%	25.0%	24.4%
Associate	83	70	108	27.7%	24.3%	27.8%
Bachelor	1,886	1,976	2,209	22.2%	20.1%	24.4%
Master	1,122	1,072	1,034	21.0%	22.2%	25.0%
Doctoral	265	264	265	12.1%	17.4%	16.6%
Professional	94	88	104	13.8%	23.9%	23.1%

Average Calculated Salary Comparison (Non-Louisiana Residents Only)

Average calculated salary by degree level for non-resident completers follows a similar pattern as for Louisiana residents. Though data for non-resident completers are more limited, it can safely be stated that completers at the bachelor, doctoral, and master's degree completers experienced significant growths in calculated annual salary from six months after graduation to eighteen months after graduation. Again, a greater degree of fluctuation in average calculated annual salary is more likely due to a lower number of completers.

Table 12
Average Calculated Salary by Degree Level
For Non-Resident Completers Only

Max Degree Level	Six Months after Graduation			Eighteen Months after Graduation		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
Certificate	-	-	\$33,233	-	-	\$35,120
Diploma	\$32,015	-	\$17,440	\$25,372	-	\$20,343
Associate	\$28,424	\$31,905	\$32,475	\$22,023	\$32,830	\$29,101
Bachelor's	\$25,730	\$24,286	\$24,979	\$31,623	\$30,903	\$30,607
Master's	\$33,751	\$31,047	\$33,028	\$39,670	\$36,849	\$37,023
Doctoral	\$42,717	\$44,704	\$41,973	\$49,664	\$56,363	\$46,670
Professional	\$52,258	\$52,793	\$47,078	\$67,369	\$65,862	\$55,776

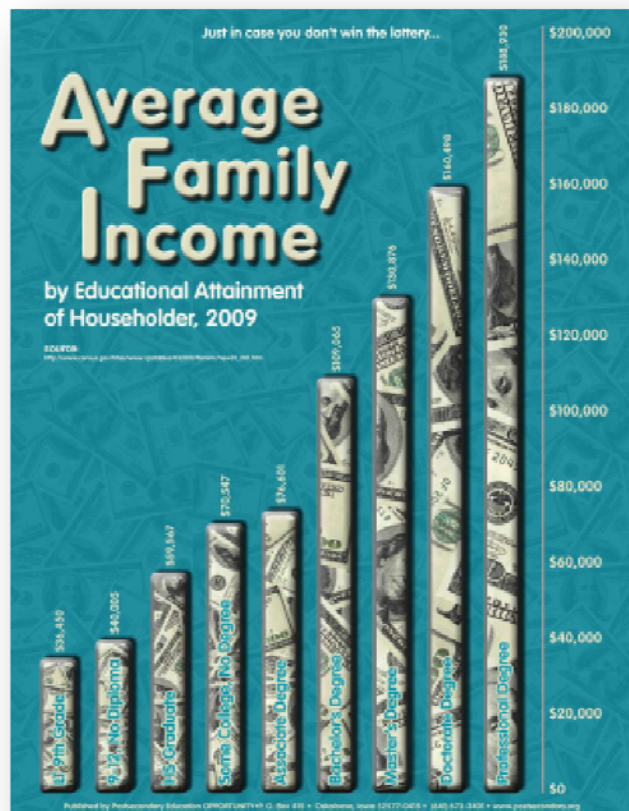
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

CONCLUSIONS

The early findings of this study support national data that link salary to educational attainment. *Postsecondary Education OPPORTUNITY* (2009) confirmed that the higher the educational credential, the higher their overall earnings. The report states: “Those individuals, families, cities, states and –increasingly—countries with the most education are prospering, while those with the least higher education are experiencing relative and often absolute economic decline.”

Employment data for graduates of Louisiana public colleges and universities confirms this. The one anomaly in the Louisiana data is with that associate degree recipients earn more than baccalaureate recipients in the first 18 months after graduation. Several factors influence this:

1. Associate programs often attract more older students who may already have experience in the field of study;
2. Louisiana’s rich natural resources (oil & gas industry) may provide higher starting salaries for specific technical skills;
3. Louisiana’s overall production of associate degrees is low because of the only recent development of the community college system. Most of the associate degrees produced are in the highest paying demand credentials such as nursing. Data from studies in other states indicate that by the fifth year post-graduation, bachelor’s recipients will have higher income. This current study of Louisiana employment outcomes does not track beyond 18 months.



Associates have a larger concentration of students in higher wage fields of study. Tables 13 and 14 in Appendix A indicate that completers at the associate level had a larger student concentration in higher earning fields of study than baccalaureate.

- Eighteen months after graduation, 59.5 percent of the 2008-09 bachelor’s degree recipients were found employed in Louisiana and earned an average annual salary of \$32,742.
- Eighteen months after graduation, the 2008-09 associate degree holders were found employed at a rate of 72.5%, and earned, on average, \$35,544 which is 8.6 percent more than bachelor’s degree recipients from the same year.

In addition, studies report salary differences among major fields of study. The *Employment and Earnings Outcomes for Recent Completers of Public Higher Education Institutions in West Virginia* grouped majors into eight broad areas and reported the highest earnings among health and engineering completers.

- Of Louisiana 2008-09 bachelor's degree recipients, the top three fields of study (with at least 10 completers) that had the highest Louisiana employment rates after eighteen months were:
 - Healthcare professions (70 percent),
 - Education (69 percent)
 - Engineering technologies (68 percent)
- Among bachelor's degree recipients eighteen months after graduation, engineering (\$56,853) continued to rank first in average calculated salaries, followed by completers of health professions (\$46,537); engineering technologies (\$43,787); education (\$37,639); natural resources and conservation (\$34,605); and computer and information sciences (\$34,238).

Considering the increasing focus on the new knowledge-based economy, it is also important to examine the percentages of Louisiana completers who remain in Louisiana after graduation. While comparisons with studies in other states or regions are not straightforward (primarily due to differences in the source of employment data, the period of time after graduation, and reporting categories), these studies do provide some context for the findings in this study.

- Using the state's Bureau of Employment Programs files, the West Virginia study found 64.6 percent of the resident 1991-92 completers employed in-state after three years, compared to 12.5 percent for non-residents. Of the Louisiana resident completers from 2006-07, 2007-08, and 2008-09 (grouped collectively), 63.8 percent of bachelor's degree holders were found employed in the Louisiana state UI Wage System after eighteen months, compared to 22.3 percent of non-residents.
- Nebraska's Employment Outcomes Project found 77 percent of the state's 1999-00 community college completers in the state's unemployment insurance database after one year. Louisiana's employment rates for its 2008-09 certificate, diploma and associate degree holders six months after graduation are 55.3 percent, 67.8 percent and 72.6 percent, respectively.
- A more recent study by the Connecticut Departments of Labor and Higher Education found that 68 percent of all public higher education completers were found to be working in the state seven to nine months after graduation. Louisiana's rates for 2008-09 associate, bachelor's, and master's degree holders found in state six months after graduation were 72.6 percent, 62.8 percent, and 62.1 percent, respectively.

Louisiana is retaining a majority of its completers, even after eighteen months. The current data (for 2006-07 completers after eighteen months) reflects decreased employment rates for both residents and non-residents when compared to 2007-08, but rates increase between 2007-08 and 2008-09. The increase in the retention of students with higher education credentials is indicative of a changing job market in Louisiana. Georgetown Center on Education and the Workforce reports that by 2018 the future workforce needs in Louisiana indicate that 51 percent of all jobs will require some level of postsecondary education. That is 12 percentage points below the national rate (63 percent).

In Louisiana, 27 percent of the state's nearly 2.3 million working-age adults (25-64 years old) hold at least a two-year degree according to the 2008 census data. However, this compares to a national average of 38 percent.¹⁶

¹⁶ *A Stronger Nation through Higher Education, How and Why Americans Must Achieve A "Big Goal" for College Attainment.* Lumina Foundation for Education. September 2010.

A Final Note...

Now here is the more sobering part – In 2010, Georgetown University looked at labor reports over the last decade and projected for each state what its workforce will look like in the year 2018 and made recommendations. Overall, 60% of all jobs in the United States will require some form of postsecondary credential. The Georgetown report projects that 51 percent of jobs in Louisiana will require postsecondary credentials. If Louisiana continues to increase educational attainment at the rate it has over the last decade (2000-09), the state will have a college-attainment rate far short of the 51 percent goal for future workforce needs by 2018. Additionally, the report indicated that unless there are systemic changes to the state’s workforce development delivery system, in 2018 Louisiana will:

- **rank 6th** in the nation in the percentage of jobs for **high school dropouts**;
- **rank 5th** in the nation in the percentage of jobs for **high school graduates**;
- **rank 50th** in the nation for jobs requiring **an associate degree**;
- **rank 45th** in the nation in the percentage of jobs for **college graduates**;
- **rank 47th** in the nation in the percentage of jobs for people with **graduate degrees** and
- **rank next to last** in the percent of **Jobs Requiring Postsecondary Education**.¹⁷



6th in the nation in the percentage of jobs for **high school dropouts**



5th in the nation in the percentage of jobs for **high school graduates**



45th in the nation in the percentage of jobs for **college graduates**



47th in the nation in the percentage of jobs for people with **graduate degrees**



50th in the nation for jobs requiring **an associate degree**



Next to last in the percent of **Jobs Requiring Postsecondary Education**

¹⁷ *Help Wanted: Projections of Job and Education Requirements Through 2018*. Georgetown Center for Education and the Workforce. June 2010.

When you combine those data together, you find that Louisiana will rank 50th, only ahead of West Virginia, in the percentage of jobs requiring any postsecondary credentials in 2018. *(Rank 50th (51% of jobs) in the percent of Jobs Requiring Postsecondary Education. They include DC in the rankings so they are number one and WV is ranked 51st)*

The question for all Louisianans is in which economy do we wish to participate? The economy projected if we do not improve our delivery of an educated workforce or an economy enhanced by credentialed workers? Only in the economy enhanced by additionally credentialed workers will the state flourish. We are at a turning point. Louisiana must decide whether to do a better job at diversifying and expanding its economy and educating its people or serve as a great conveniently located source for cheap labor. Certainly all types of jobs are needed in an economy, but in order to maintain stability, we will need a better balance of job opportunities - and to be attractive to modern job opportunities we have to have an educated workforce.

APPENDICES

Appendix A

Tables 13 and 14 Average Salary by Field of Study 2008-09 Associate and Bachelor Degree Recipients, respectfully

Appendix B

Figures 14 – 16 Employment Rate by Field of Study at the Bachelor’s Level for Louisiana Residents Only

Appendix C

Figures 17 – 19 Employment Rate by Field of Study at the Bachelor’s Level for Non-Louisiana Residents

Appendix D

Figures 20 – 22 Average Calculated Salaries by Field of Study at the Bachelor’s Level for Louisiana Residents Only

Appendix E

Figures 23 – 25 Average Calculated Salaries by Field of Study at the Bachelor’s Level for Non-Louisiana Residents

Appendix F

Figures 26 – 28 Employment Rate by Field of Study at the Associate Level for All Completers (Louisiana & Non-Louisiana Resident)

Appendix G

Figures 29 – 31 Employment Rate by Field of Study at the Associate Level for Louisiana Residents Only

Appendix H

Figures 32 – 34 Employment Rate by Field of Study at the Associate Level for Non-Louisiana Residents

Appendix I

Figures 35 – 37 Average Calculated Salaries by Field of Study at the Associate Level for All Completers (Louisiana & Non-Louisiana Resident)

Appendix J

Figures 38 – 40 Average Calculated Salaries by Field of Study at the Associate Level for Louisiana Residents Only

Appendix K

Figures 41 – 43 Average Calculated Salaries by Field of Study at the Associate Level for Non-Louisiana Residents

NOTE: All Data Tables can be found at www.regents.la.gov.

Table 13
Average Calculated Salary by Field of Study
For 2008-09 Associate Degree Completers

Field Of Study	Number of Completers	Wages Eighteen Months after Graduation
Agriculture, Agriculture Operations	2	--
Biological & Biomedical Sciences	2	--
Business, Management, Marketing	429	\$25,347
Communication, Journalism	12	\$20,305
Communications Technologies	26	\$17,928
Computer & Information Sciences	88	\$28,531
Education	53	\$25,993
Engineering Technologies	396	\$49,112
Family & Consumer Sciences	52	\$18,149
Foreign Languages, Literatures	6	--
Health Professions	957	\$46,784
Legal Professions	19	\$28,572
Liberal Arts & Sci; General Studies	555	\$23,584
Mechanic & Repair Technologies	20	\$36,430
Multi/Interdisciplinary Studies	22	\$19,352
Natural Resources & Conservation	4	--
Personal & Culinary Services	32	\$27,178
Physical Sciences	3	--
Security & Protective Services	161	\$30,031
Visual & Performing Arts	39	\$19,001

The fields of study with the most completers at the associate degree level are: Health Professions (29 percent), Liberal Arts and Sciences; General Studies (21.9 percent), Business, Management, and Marketing (15.4 percent), and Engineering Technologies (12.8 percent). Together these four programs represent 79.2 percent of all 2008-09 associate degree completers. The combined average annual salary of these four programs is \$38,642 eighteen months after graduation.

(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

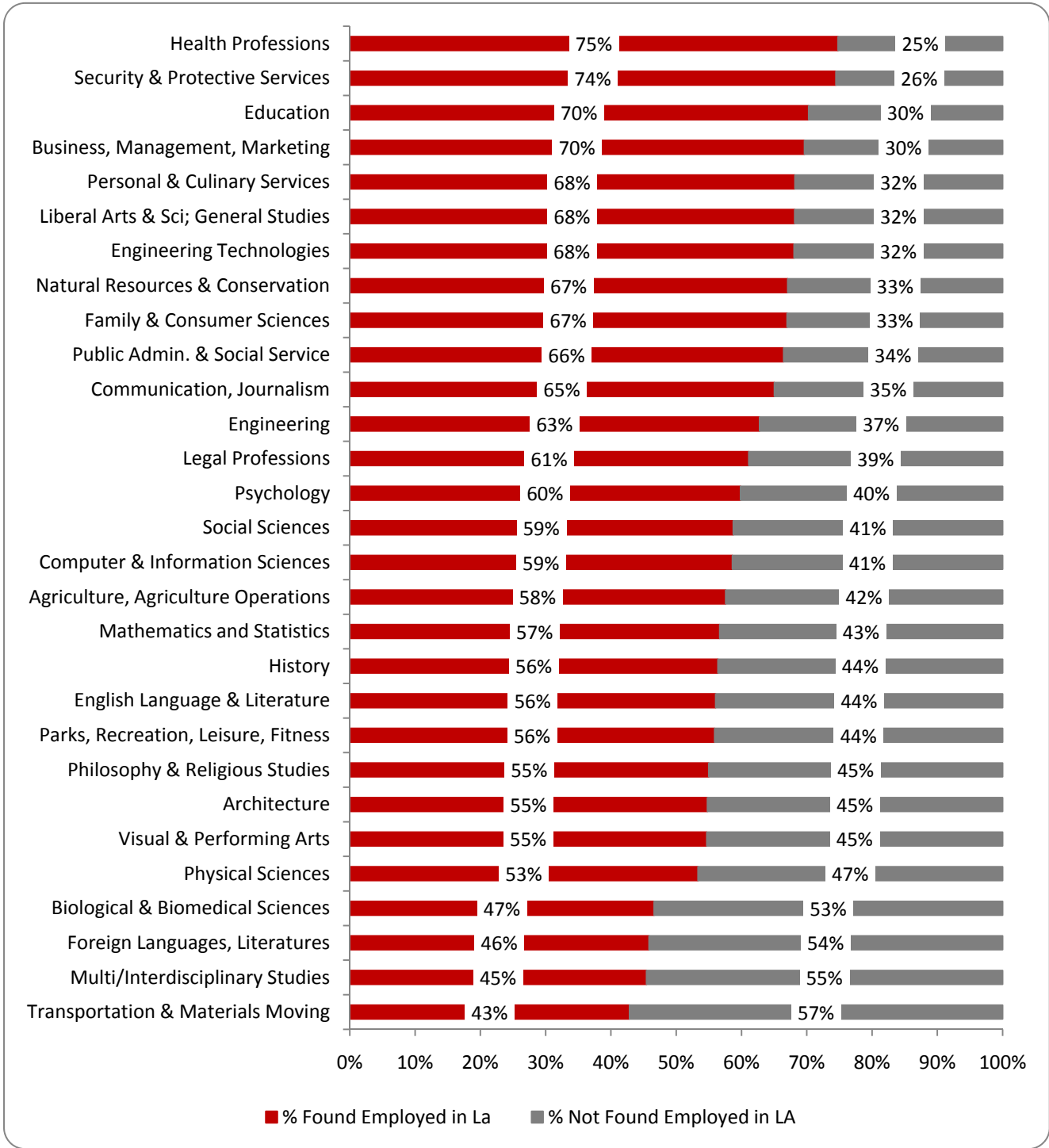
Table 14
Average Calculated Salary by Field of Study
For 2008-09 Bachelor's Degree Completers

Field Of Study	Number of Completers	Wages Eighteen Months after Graduation
Agriculture, Agriculture Operations	173	\$28,640
Architecture	105	\$30,949
Area, Ethnic, Cultural, and Gender Studies	4	--
Biological & Biomedical Sciences	408	\$23,314
Business, Management, Marketing	2385	\$32,326
Communication, Journalism	397	\$23,572
Computer & Information Sciences	118	\$34,238
Education	1065	\$38,415
Engineering	413	\$56,853
Engineering Technologies	201	\$43,787
English Language & Literature	276	\$23,785
Family & Consumer Sciences	222	\$24,323
Foreign Languages, Literatures	54	\$25,144
Health Professions	1341	\$46,537
History	178	\$25,510
Legal Professions	7	--
Liberal Arts & Sci; General Studies	1334	\$29,055
Mathematics and Statistics	46	\$27,229
Multi/Interdisciplinary Studies	31	\$25,740
Natural Resources & Conservation	54	\$34,605
Parks, Recreation, Leisure, Fitness	63	\$24,839
Personal & Culinary Services	17	\$24,170
Philosophy & Religious Studies	11	\$26,506
Physical Sciences	56	\$27,309
Psychology	492	\$21,580
Public Admin. & Social Service	139	\$26,237
Security & Protective Services	244	\$26,092
Social Sciences	471	\$23,866
Transportation & Materials Moving	25	\$27,461
Visual & Performing Arts	264	\$22,418

The fields of study with the most completers at the bachelor's degree level are: Business, Management, and Marketing (21.2 percent); Liberal Arts and Sciences/General Studies and Humanities (12 percent); Health Professions (10.8 percent); and Education (8.6 percent). Together these four programs represent 52.6 percent of all 2008-09 bachelor's degree completers. The combined average annual salary of these four programs is \$35,493 eighteen months after graduation.

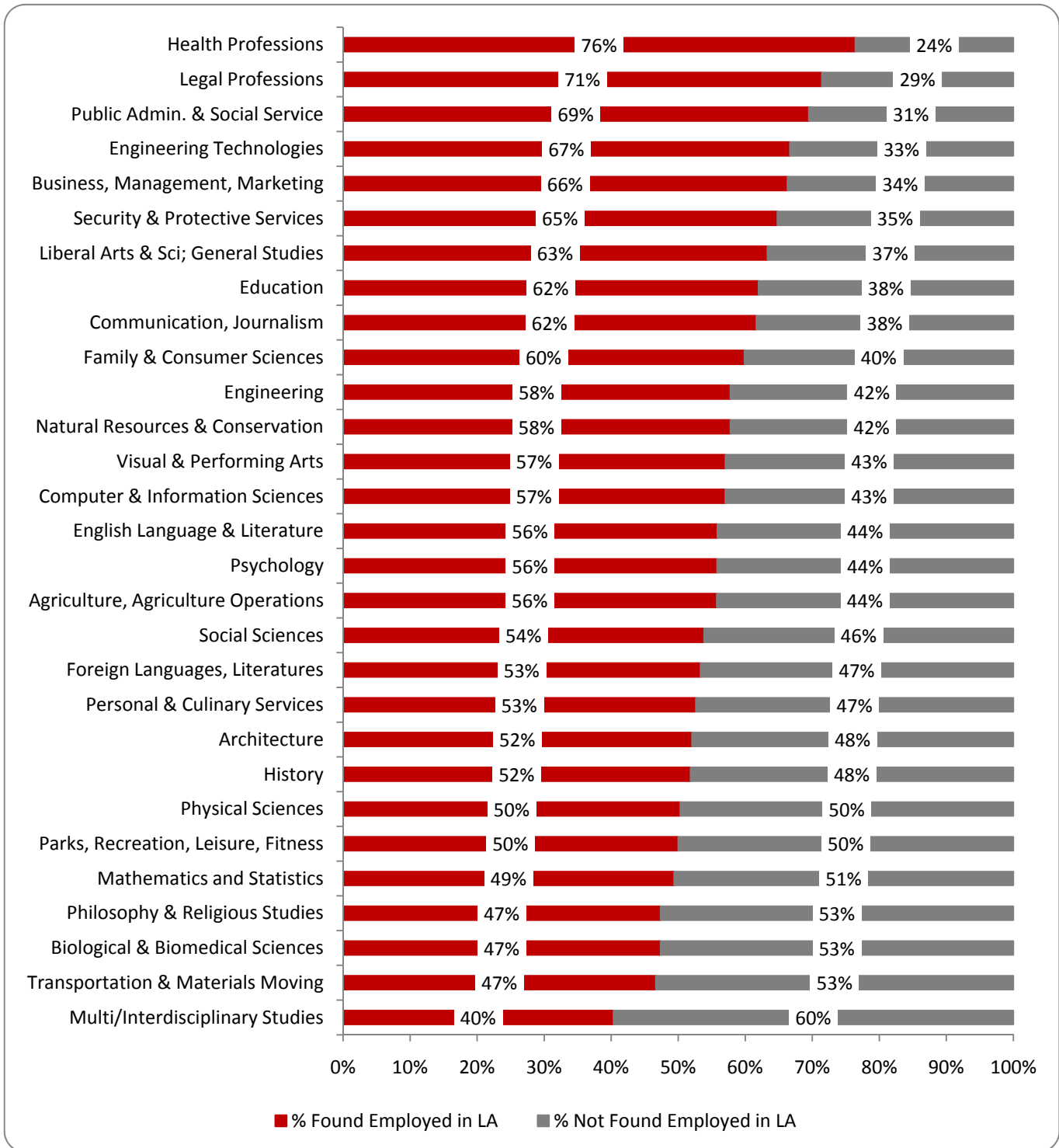
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 14
Employment Rate by Field of Study
Eighteen Months after Graduation
For 2006-07 Bachelor's Degree Completers – Louisiana Residents Only



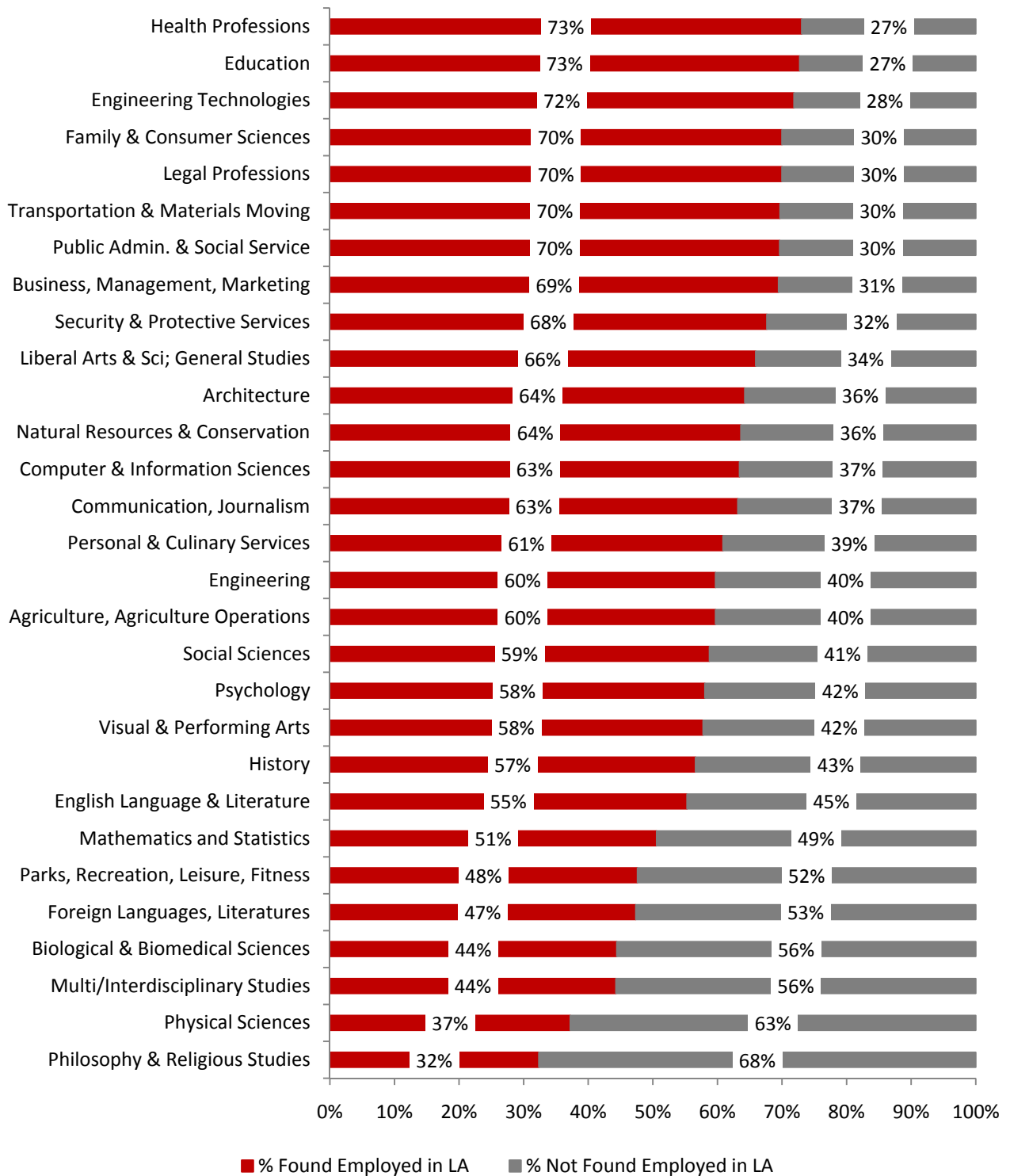
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 15
Employment Rate by Field of Study
Eighteen Months after Graduation
For 2007-08 Bachelor's Degree Completers – Louisiana Residents Only



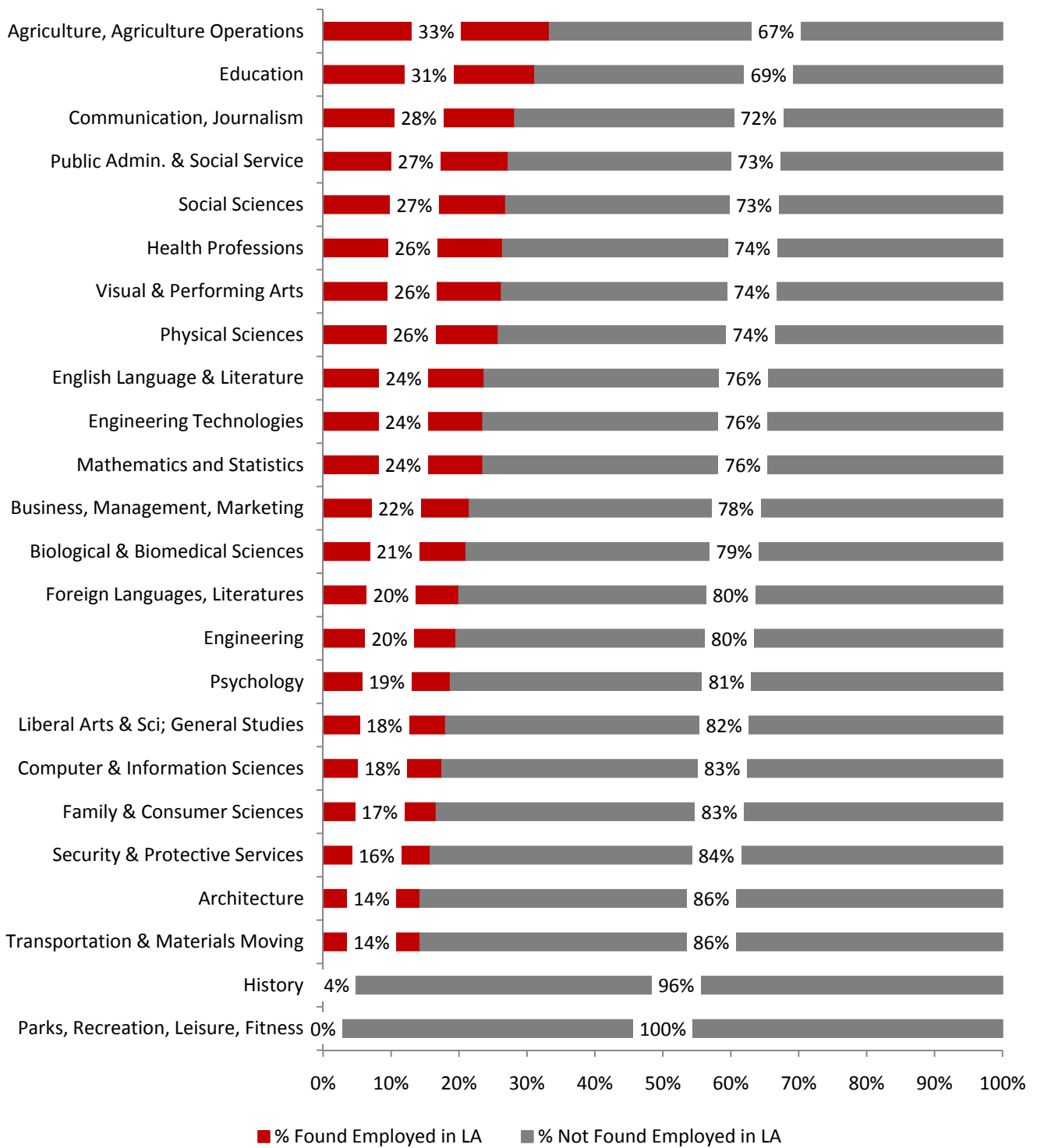
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 16
Employment Rate by Field of Study
Eighteen Months after Graduation
For 2008-09 Bachelor's Degree Completers – Louisiana Residents Only



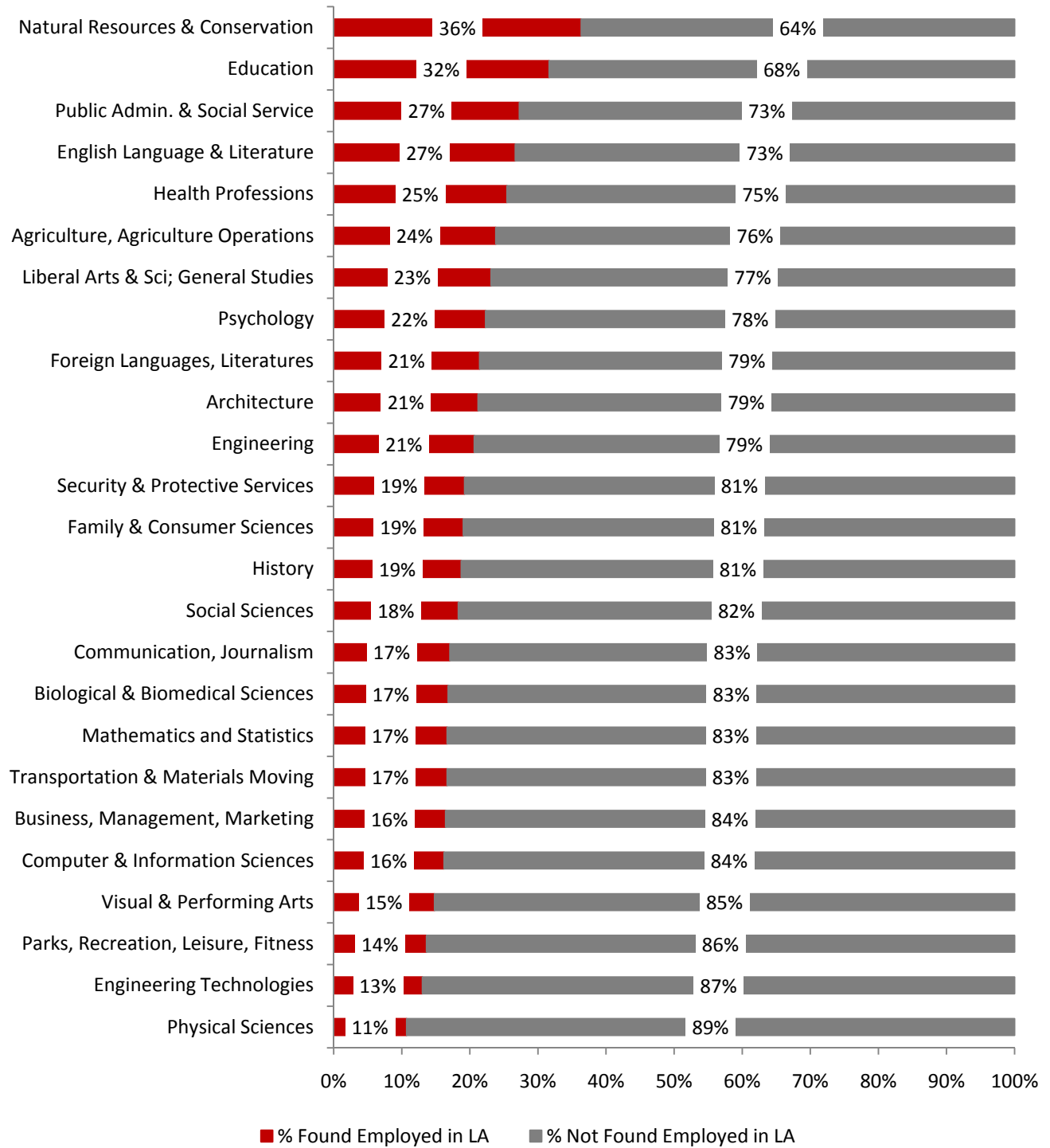
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 17
Employment Rate by Field of Study
Eighteen Months after Graduation
For 2006-07 Bachelor's Degree Completers – Non-Residents Only



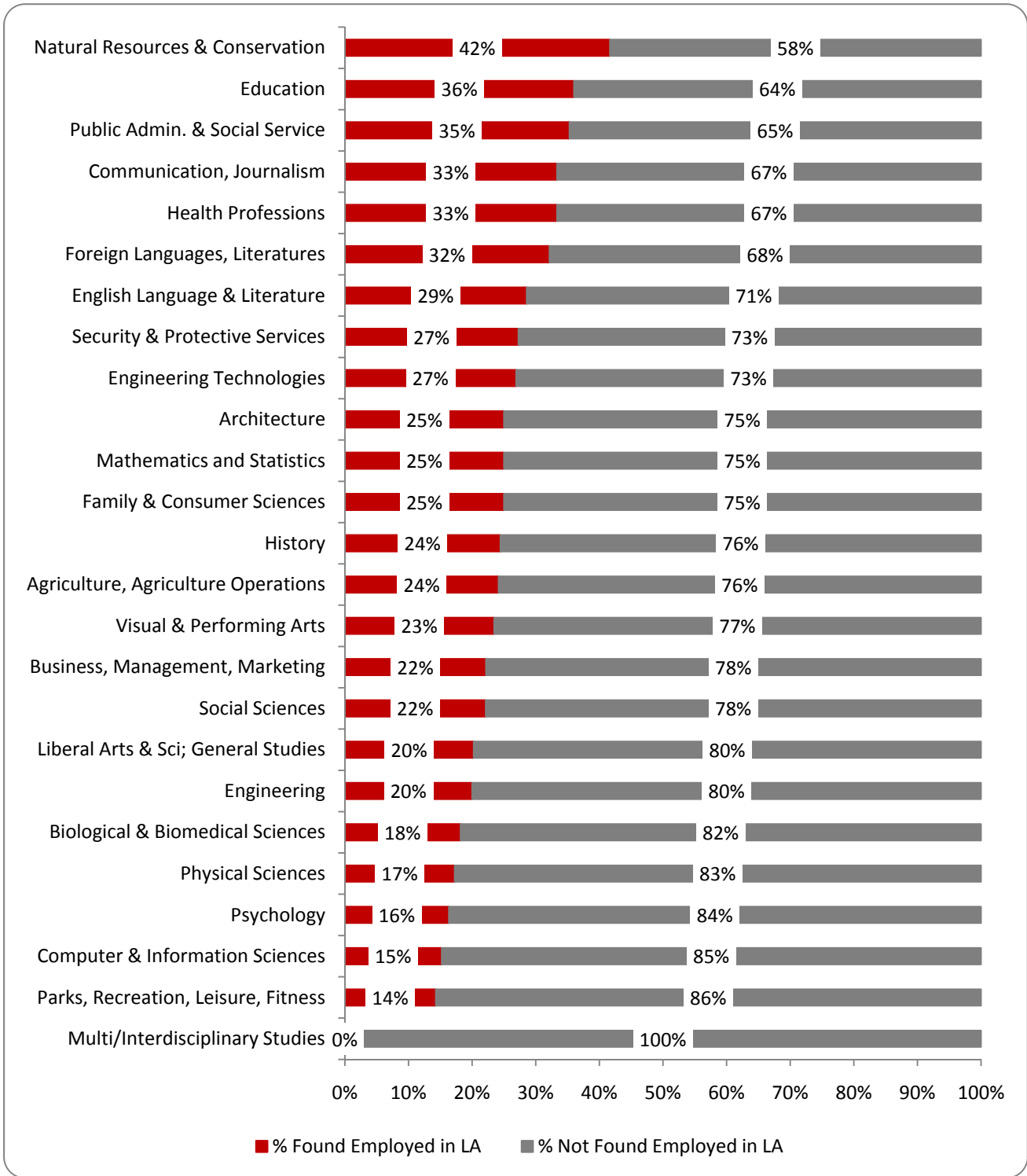
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 18
Employment Rate by Field of Study
Eighteen Months after Graduation
For 2007-08 Bachelor's Degree Completers – Non-Residents Only



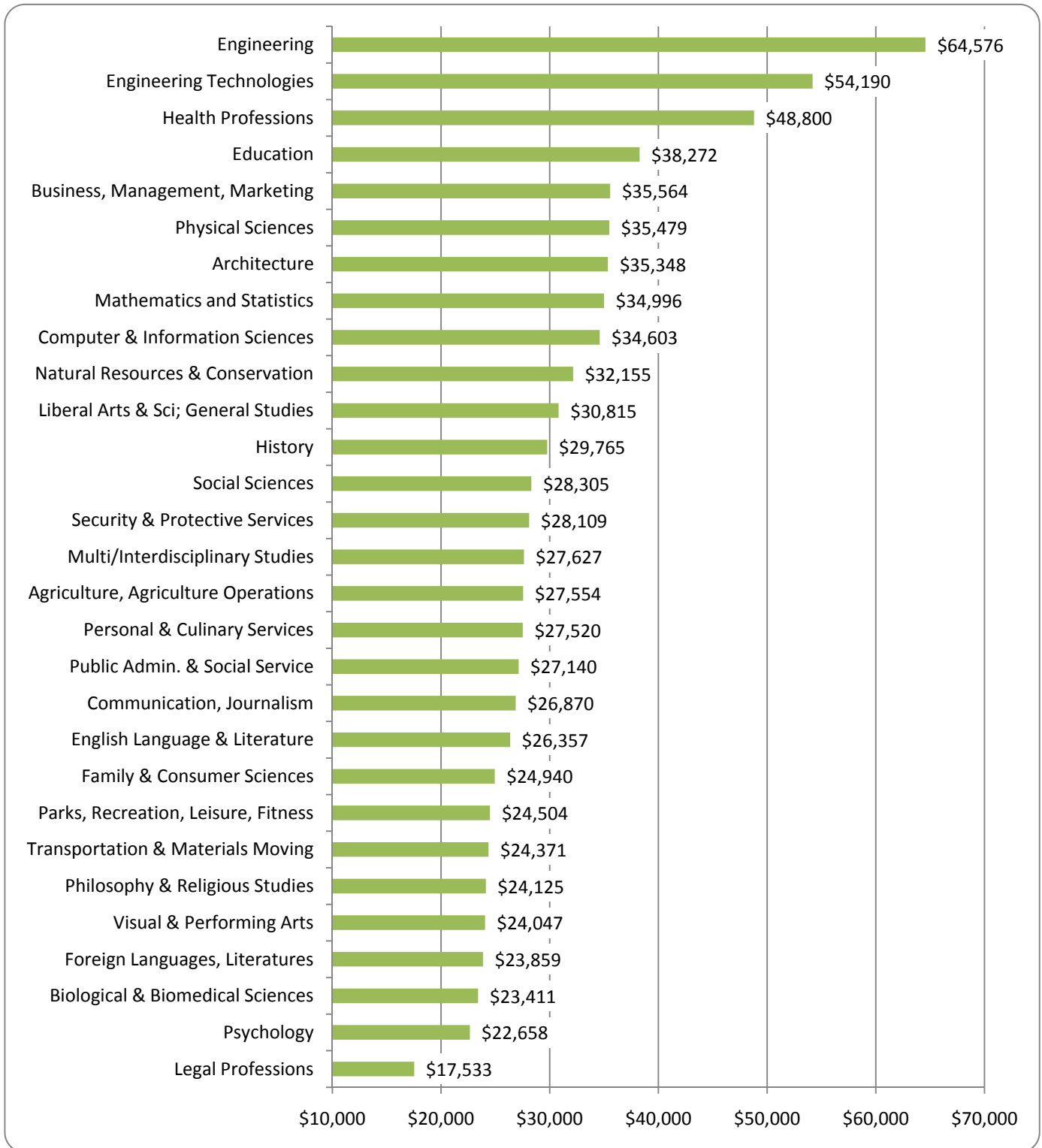
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 19
Employment Rate by Field of Study
Eighteen Months after Graduation
For 2008-09 Bachelor's Degree Completers – Non-Residents Only



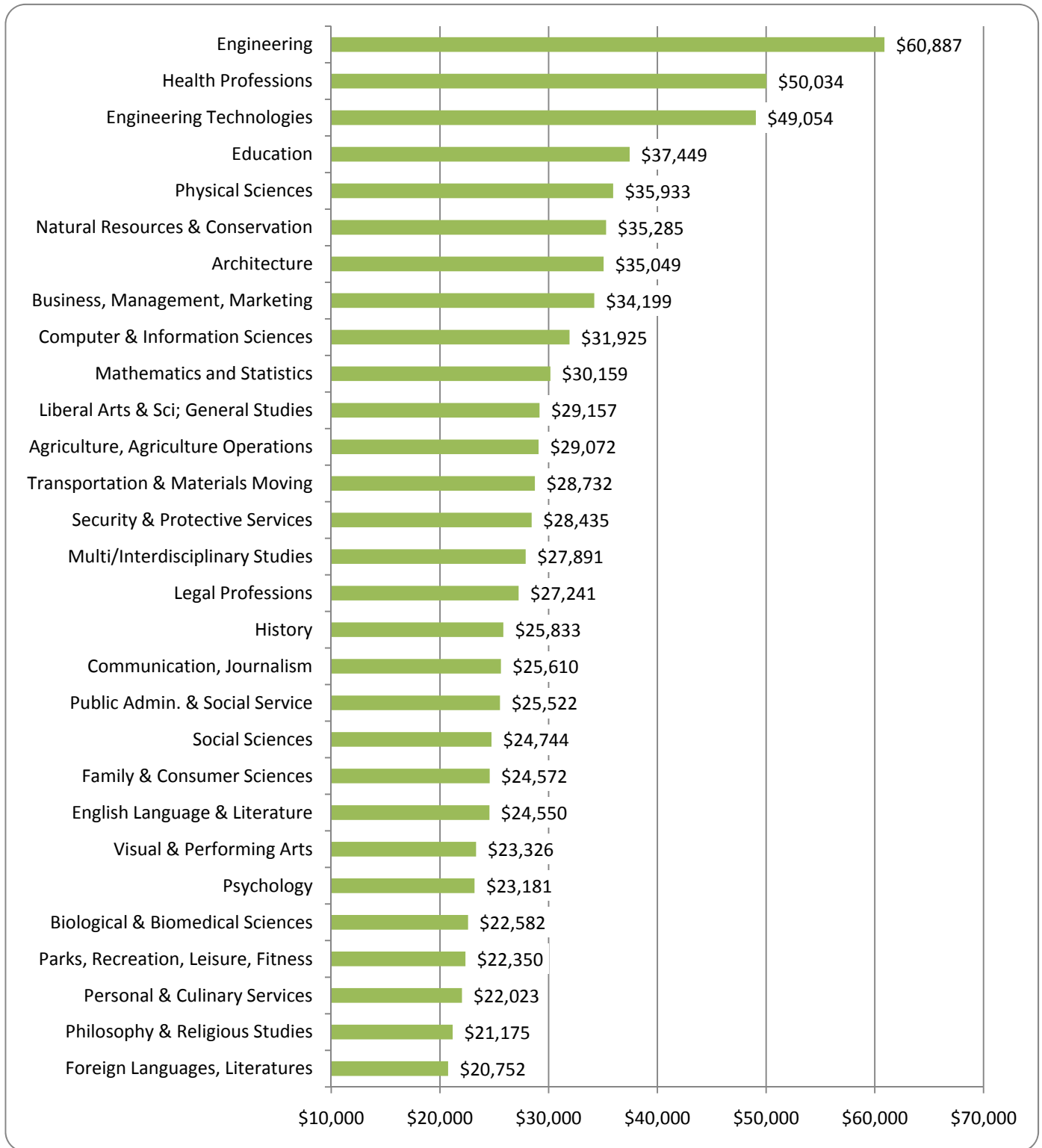
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 20
Average Calculated Salary by Field of Study
Eighteen Months after Graduation
2006-07 Bachelor's Degree Completers – Louisiana Residents Only



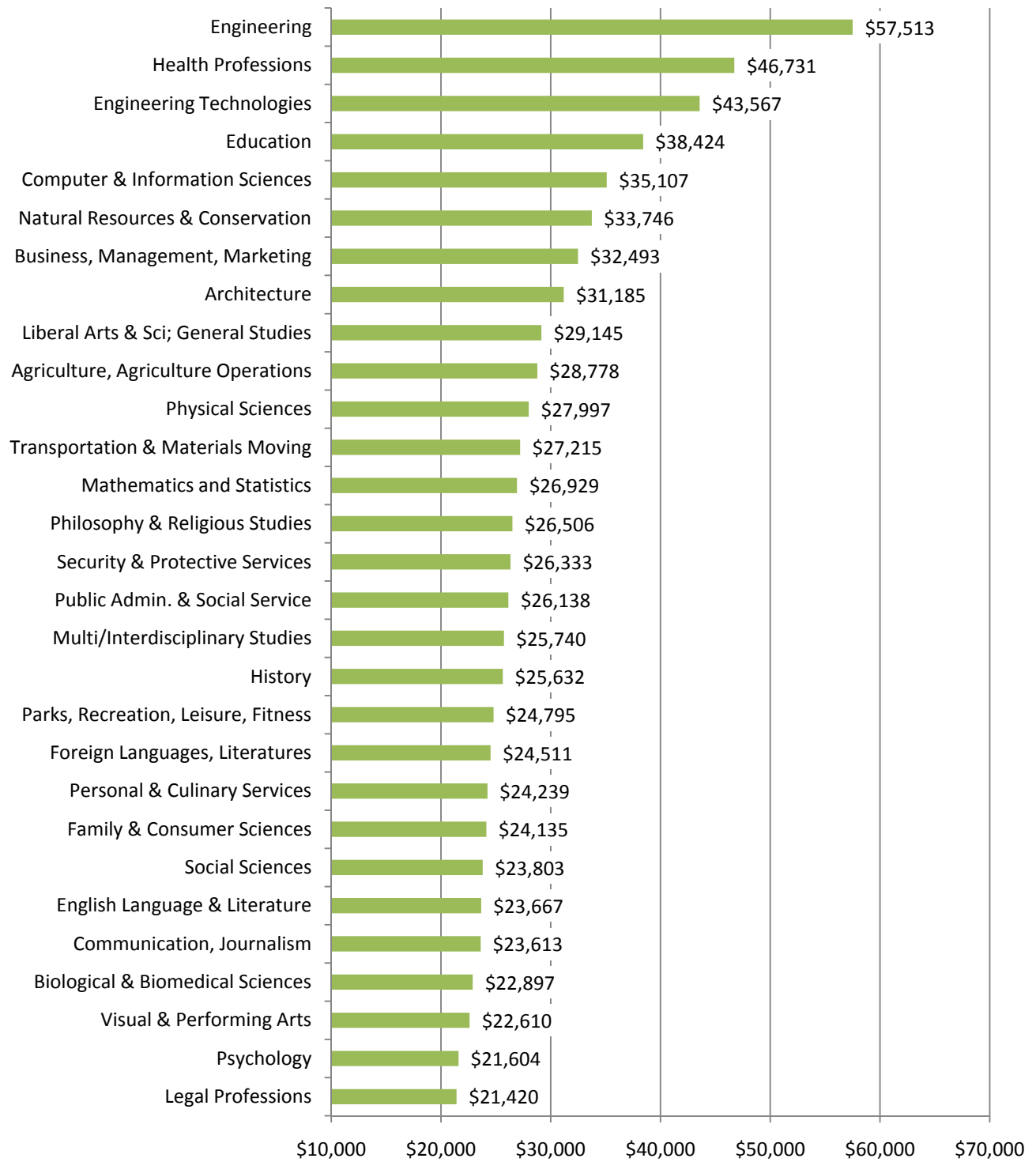
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 21
Average Calculated Salary by Field of Study
Eighteen Months after Graduation
2007-08 Bachelor's Degree Completers – Louisiana Residents Only



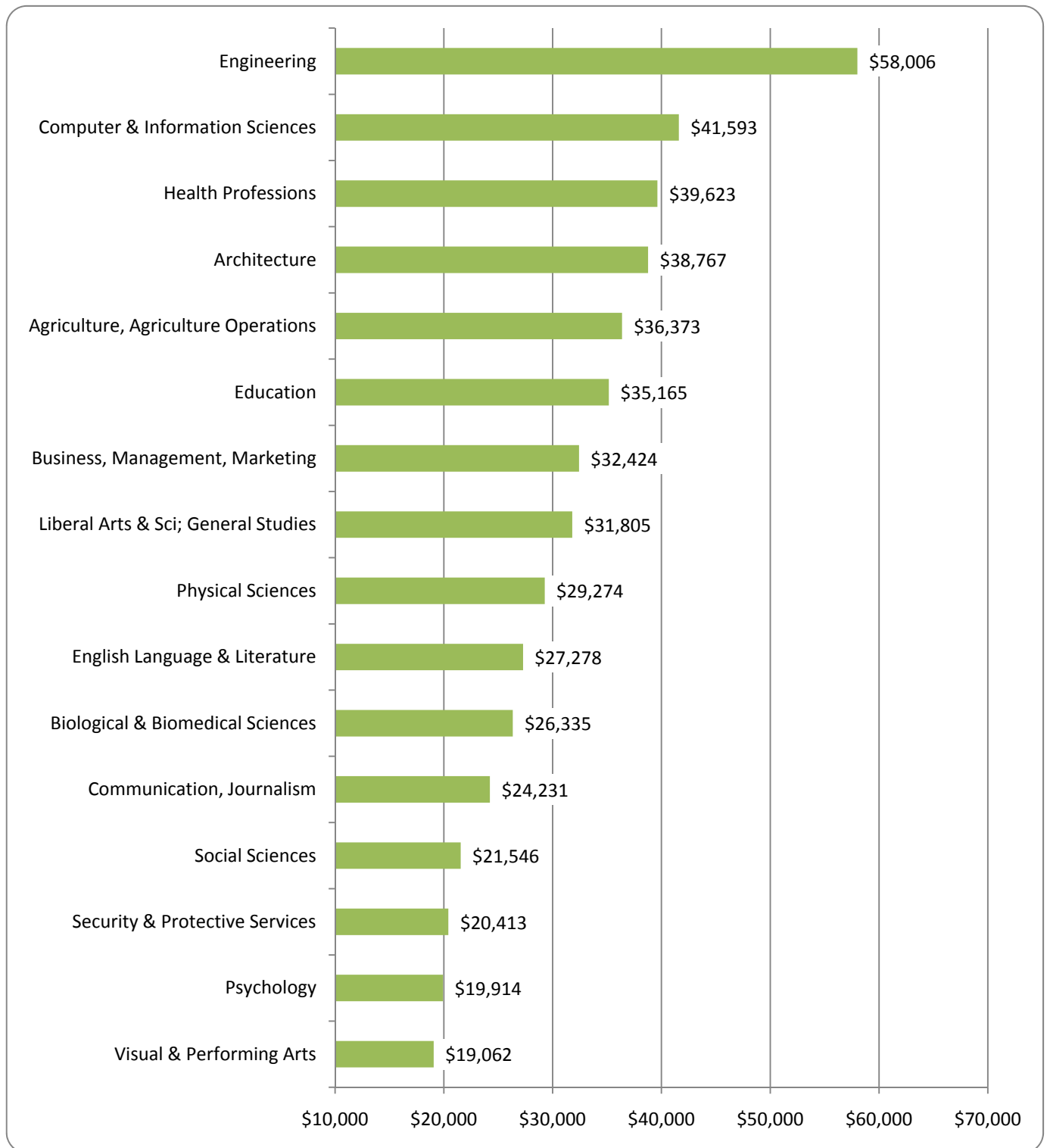
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 22
Average Calculated Salary by Field of Study
Eighteen Months after Graduation
2008-09 Bachelor's Degree Completers – Louisiana Residents Only



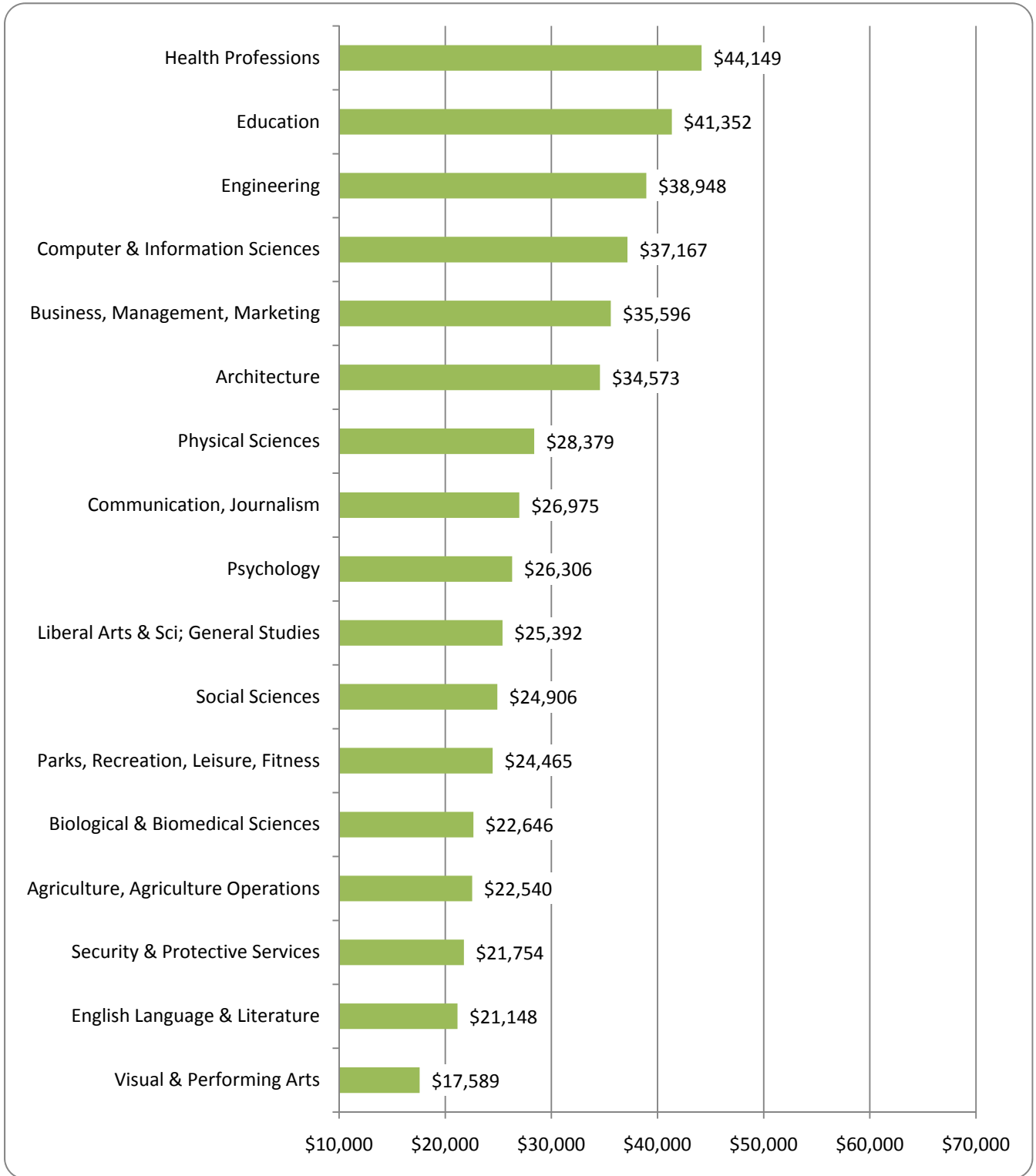
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 23
Average Calculated Salary by Field of Study
Eighteen Months after Graduation
2006-07 Bachelor's Degree Completers – Non-Residents Only



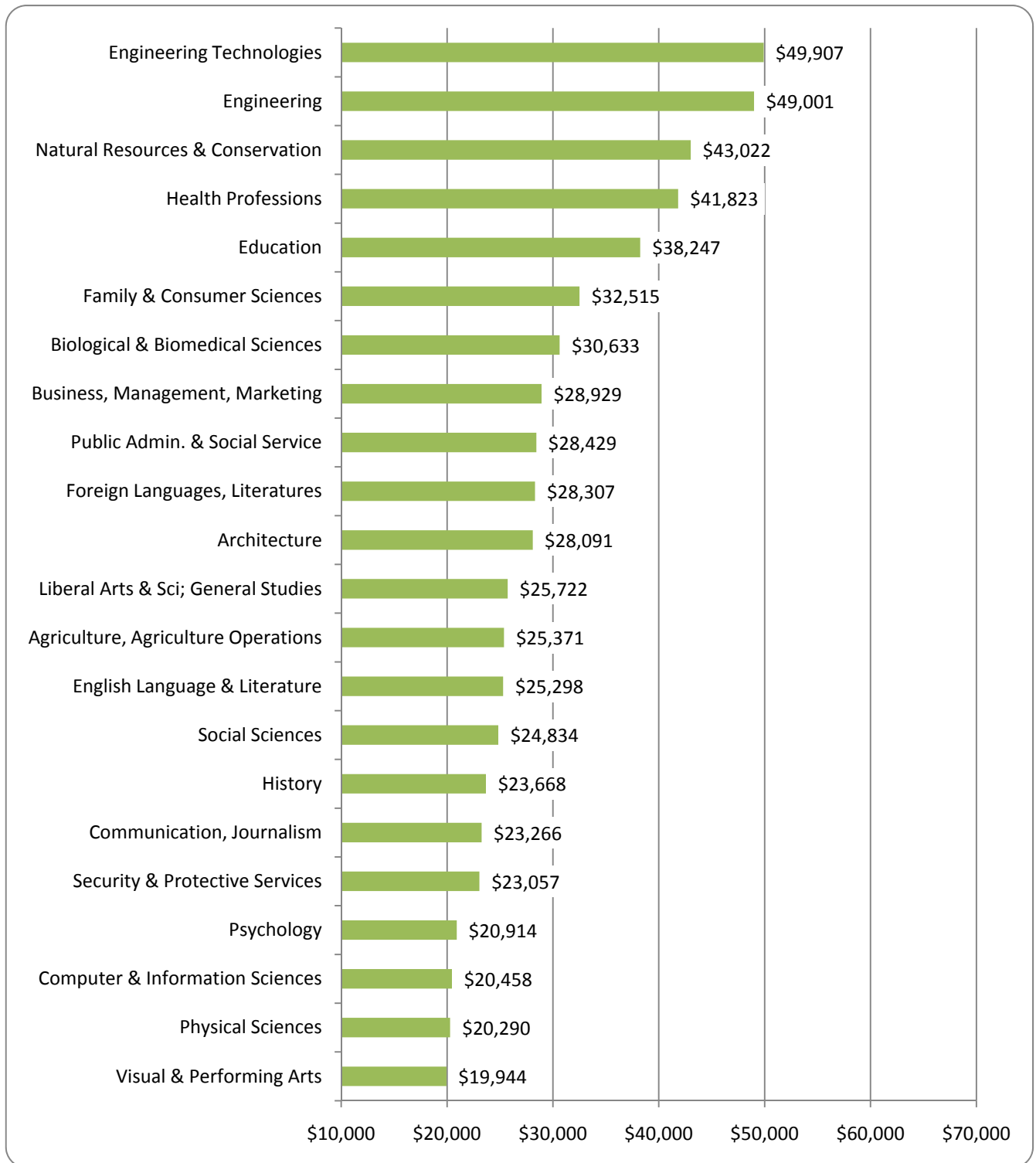
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 5 completers).

Figure 24
Average Calculated Salary by Field of Study
Eighteen Months after Graduation
2007-08 Bachelor's Degree Completers – Non-Residents Only



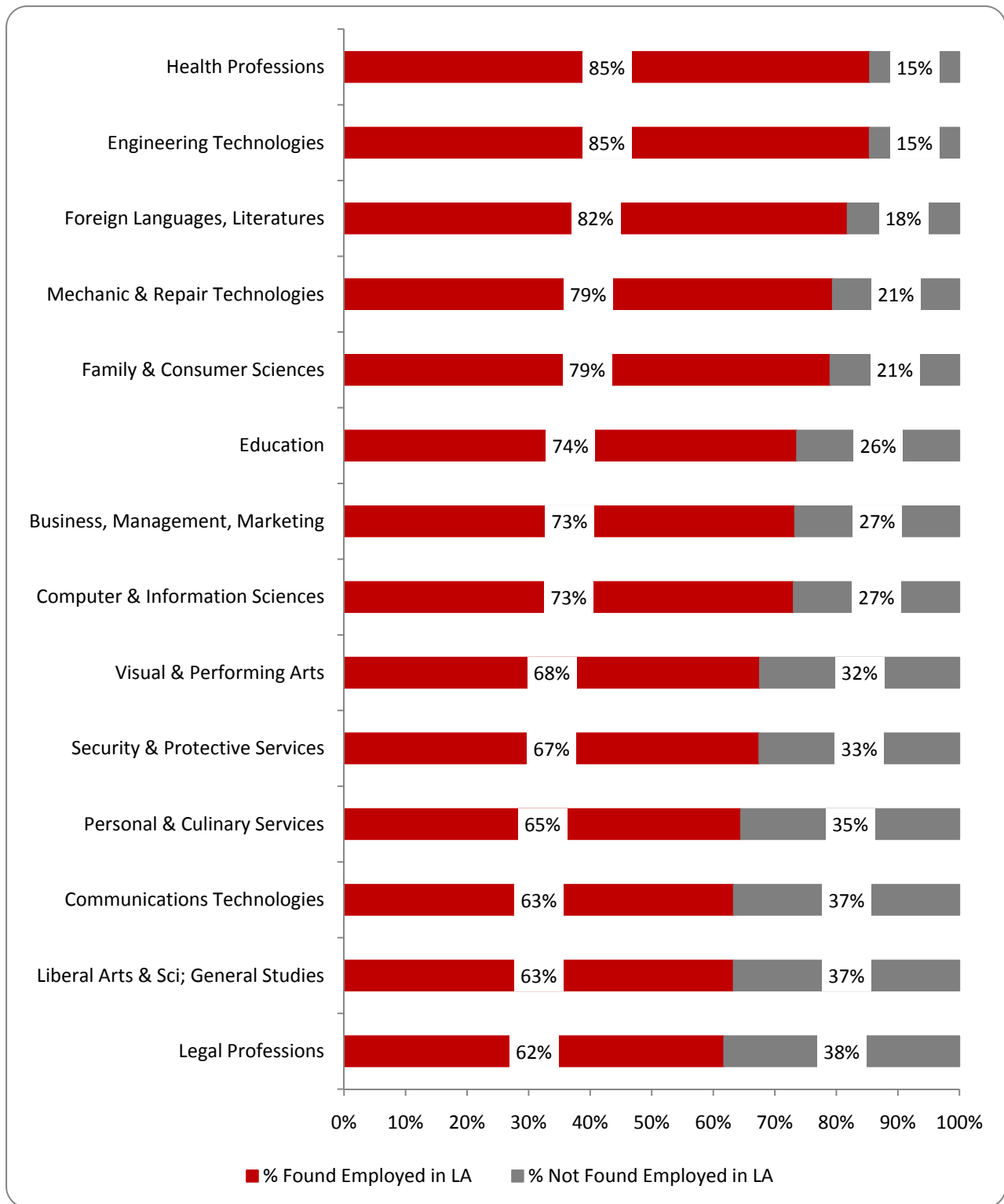
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 5 completers).

Figure 25
Average Calculated Salary by Field of Study
Eighteen Months after Graduation
2008-09 Bachelor's Degree Completers – Non-Residents Only



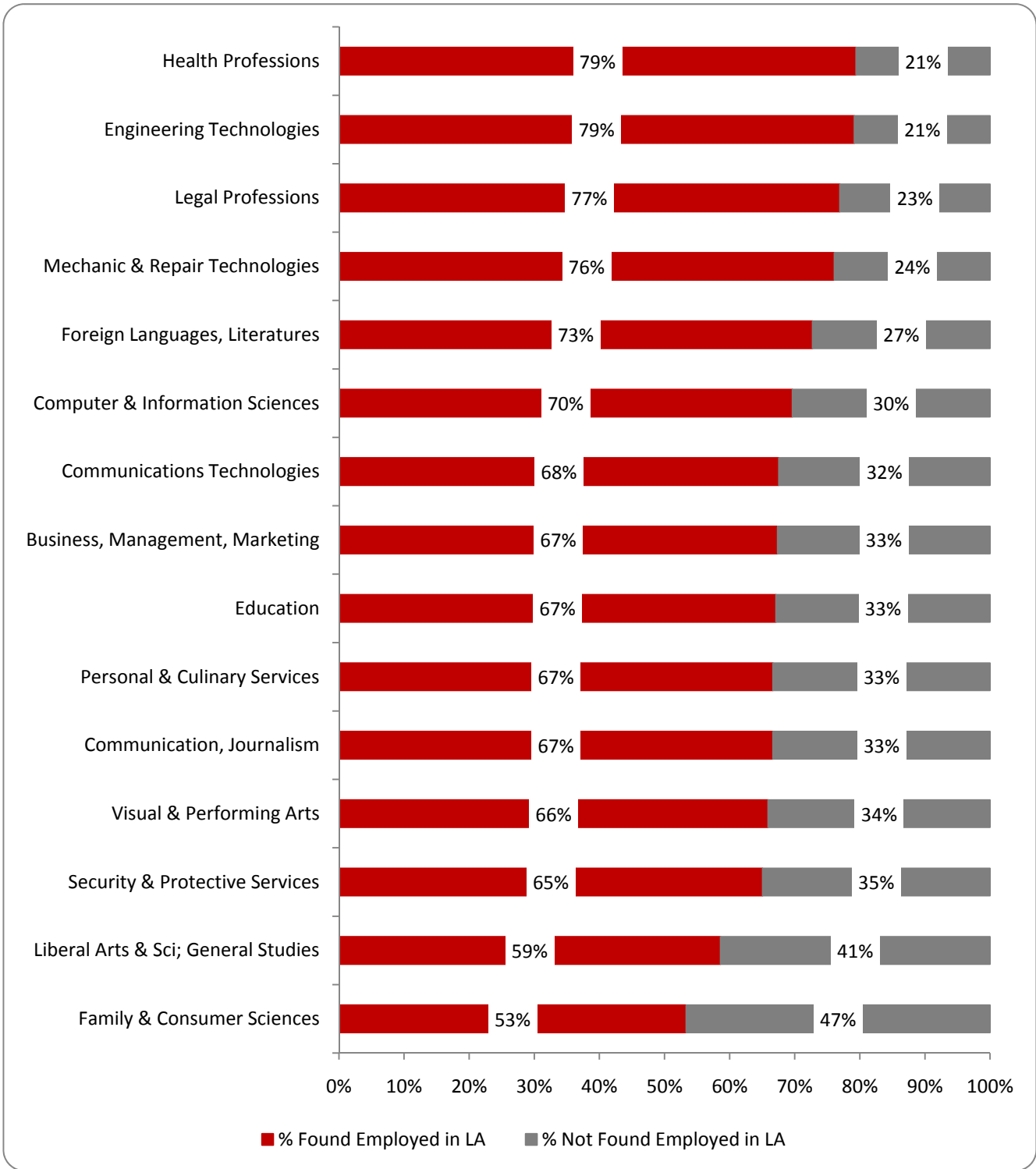
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 5 completers).

Figure 26
Employment by Field of Study
Eighteen Months after Graduation
For All 2006-07 Associate Degree Completers



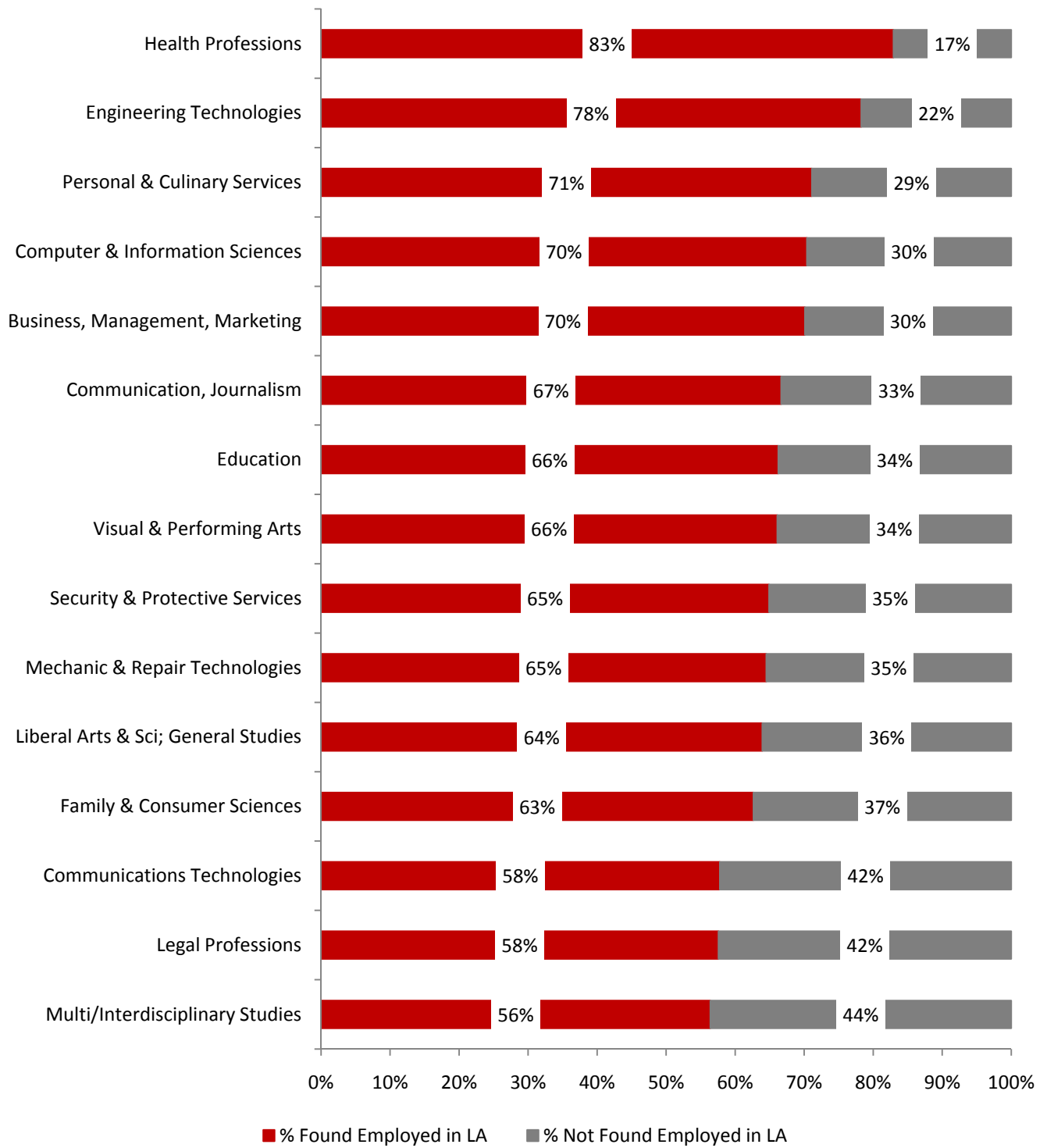
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 27
Employment by Field of Study
Eighteen Months after Graduation
For All 2007-08 Associate Degree Completers



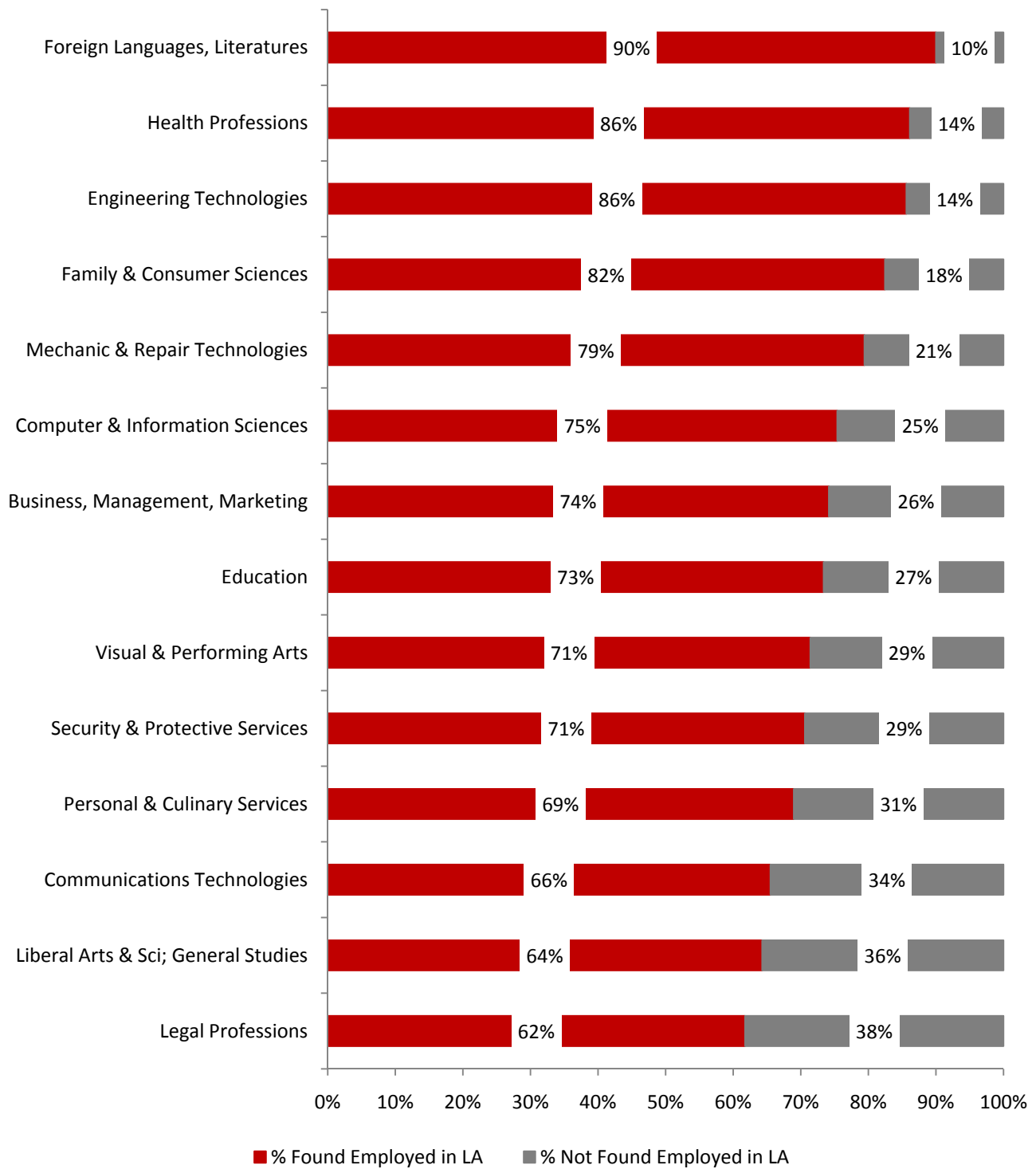
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 28
Employment by Field of Study
Eighteen Months after Graduation
For All 2008-09 Associate Degree Completers



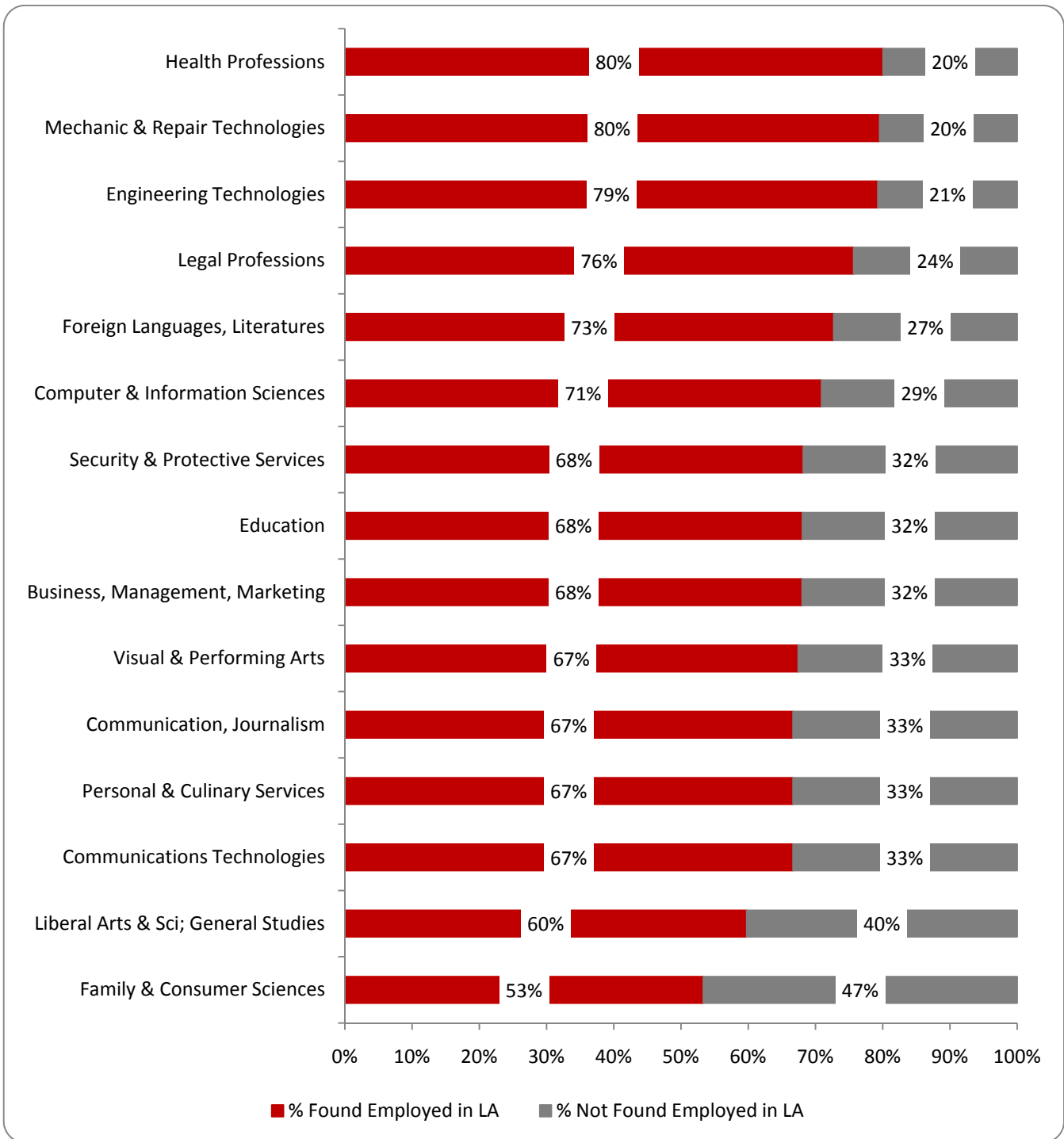
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 29
Employment by Field of Study
Eighteen Months after Graduation
For 2006-07 Associate Degree Completers – Louisiana Residents Only



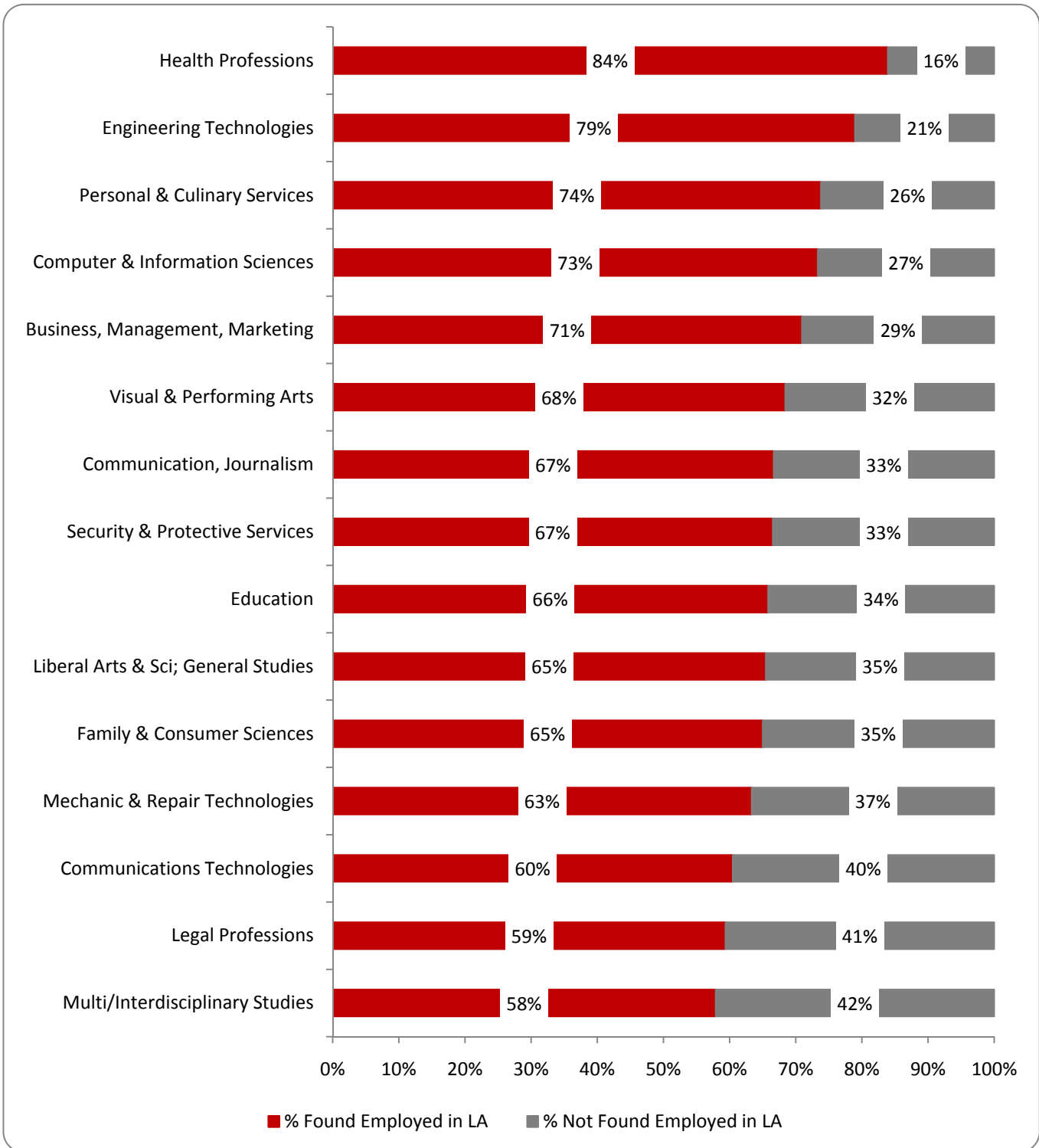
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 30
Employment by Field of Study
Eighteen Months after Graduation
For 2007-08 Associate Degree Completers – Louisiana Residents Only



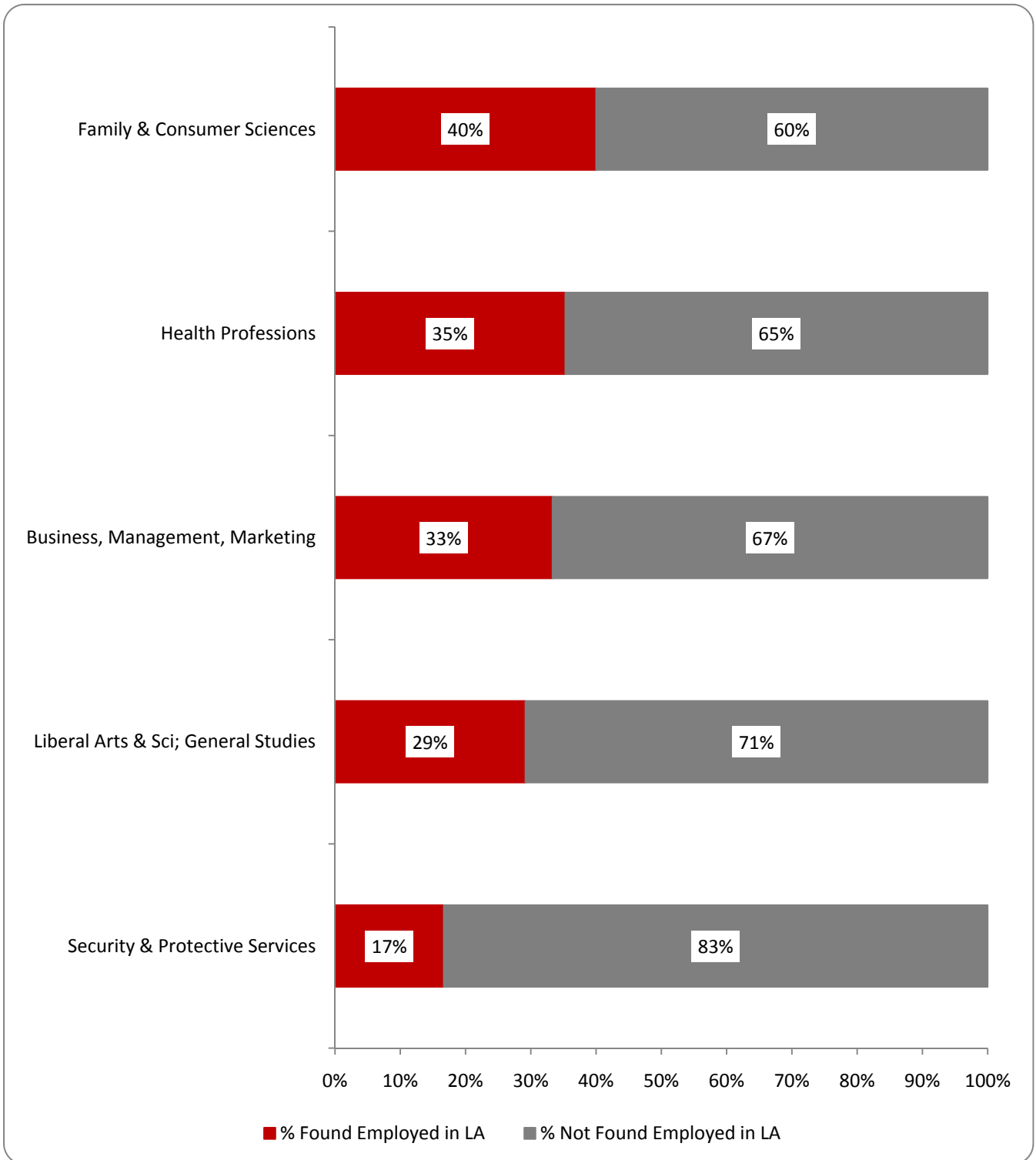
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 31
Employment by Field of Study
Eighteen Months after Graduation
For 2008-09 Associate Degree Completers – Louisiana Residents Only



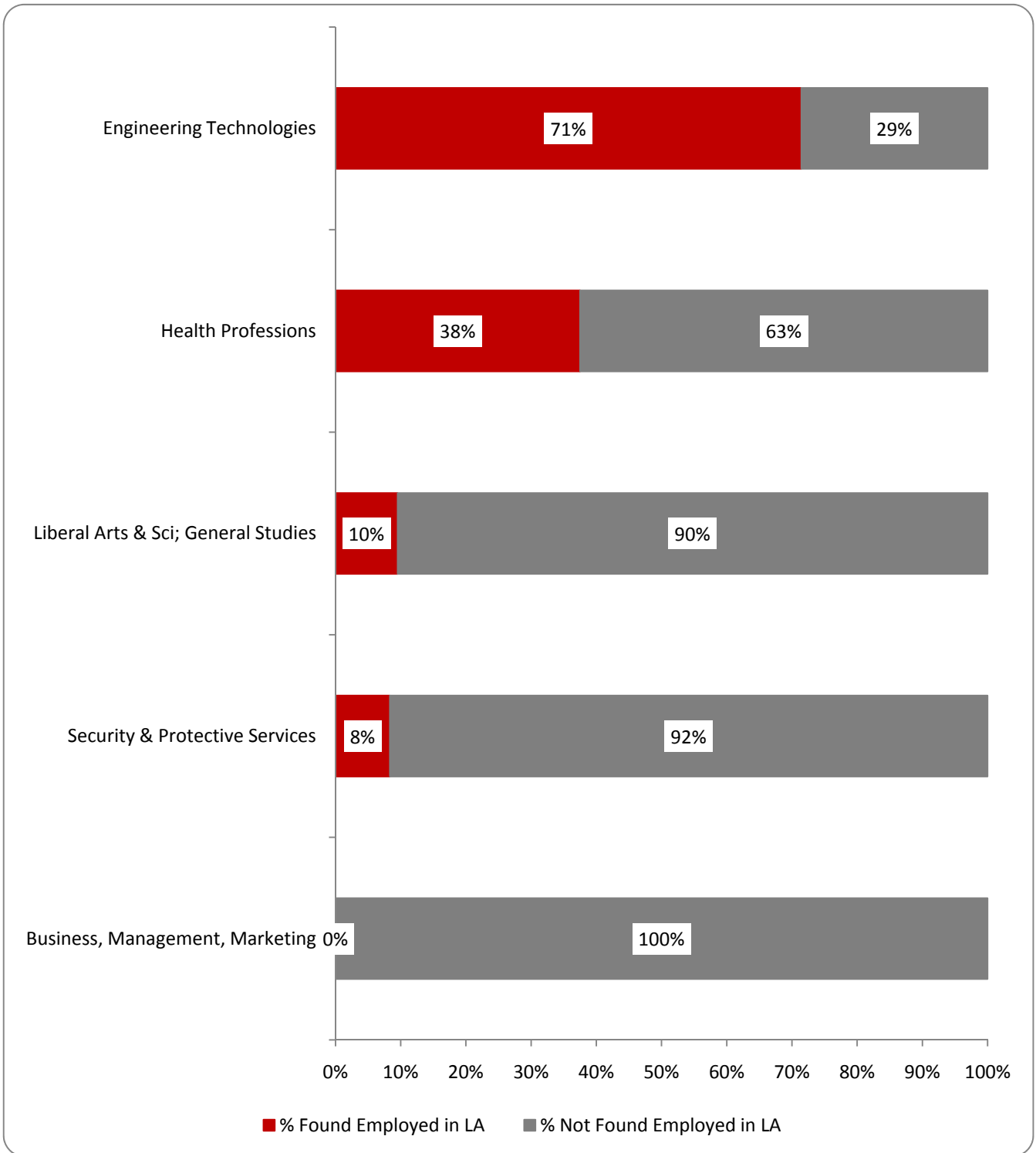
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 32
Employment by Field of Study
Eighteen Months after Graduation
For 2006-07 Associate Degree Completers – Non-Residents Only



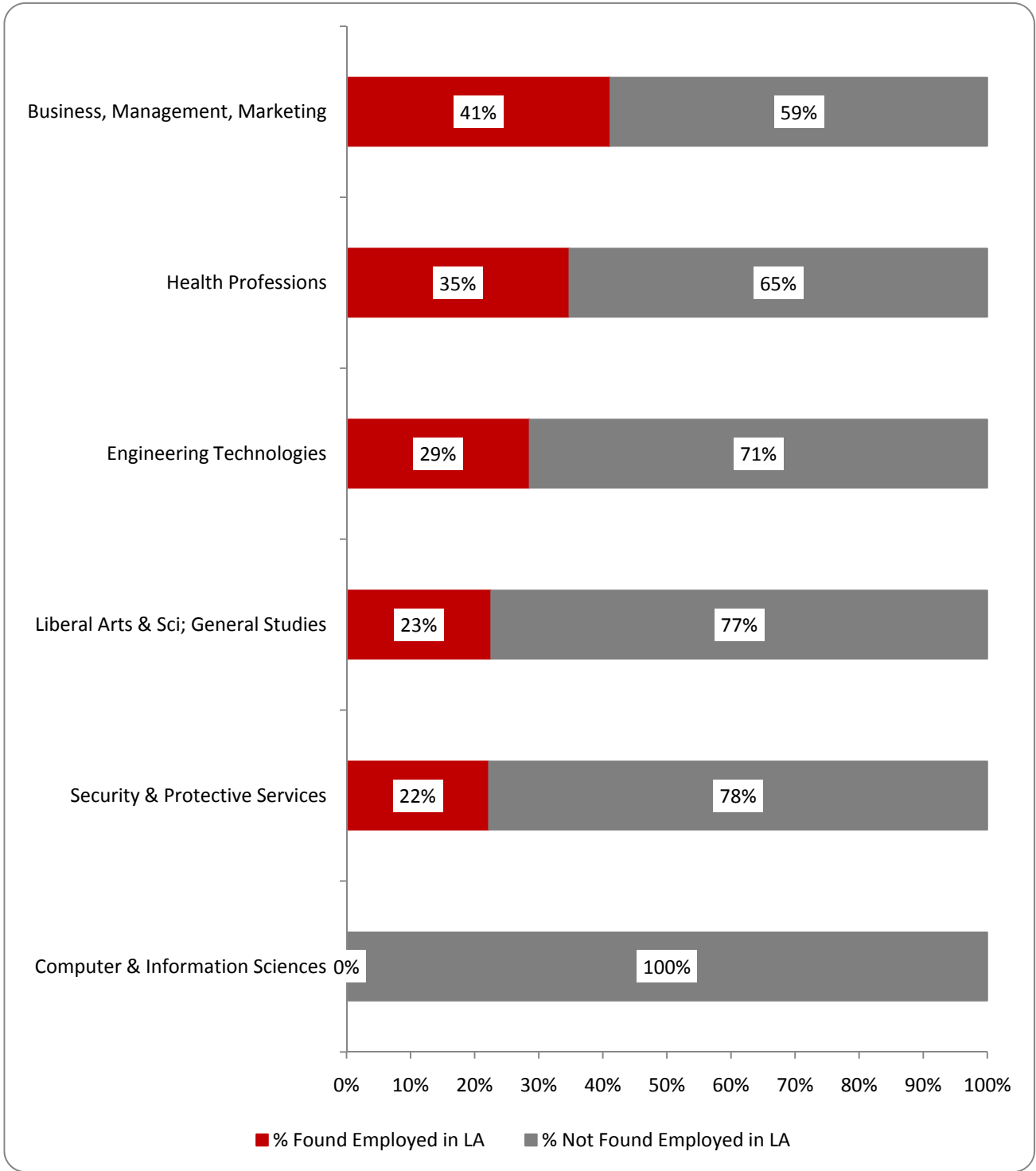
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 5 completers).

Figure 33
Employment by Field of Study
Eighteen Months after Graduation
For 2007-08 Associate Degree Completers – Non-Residents Only



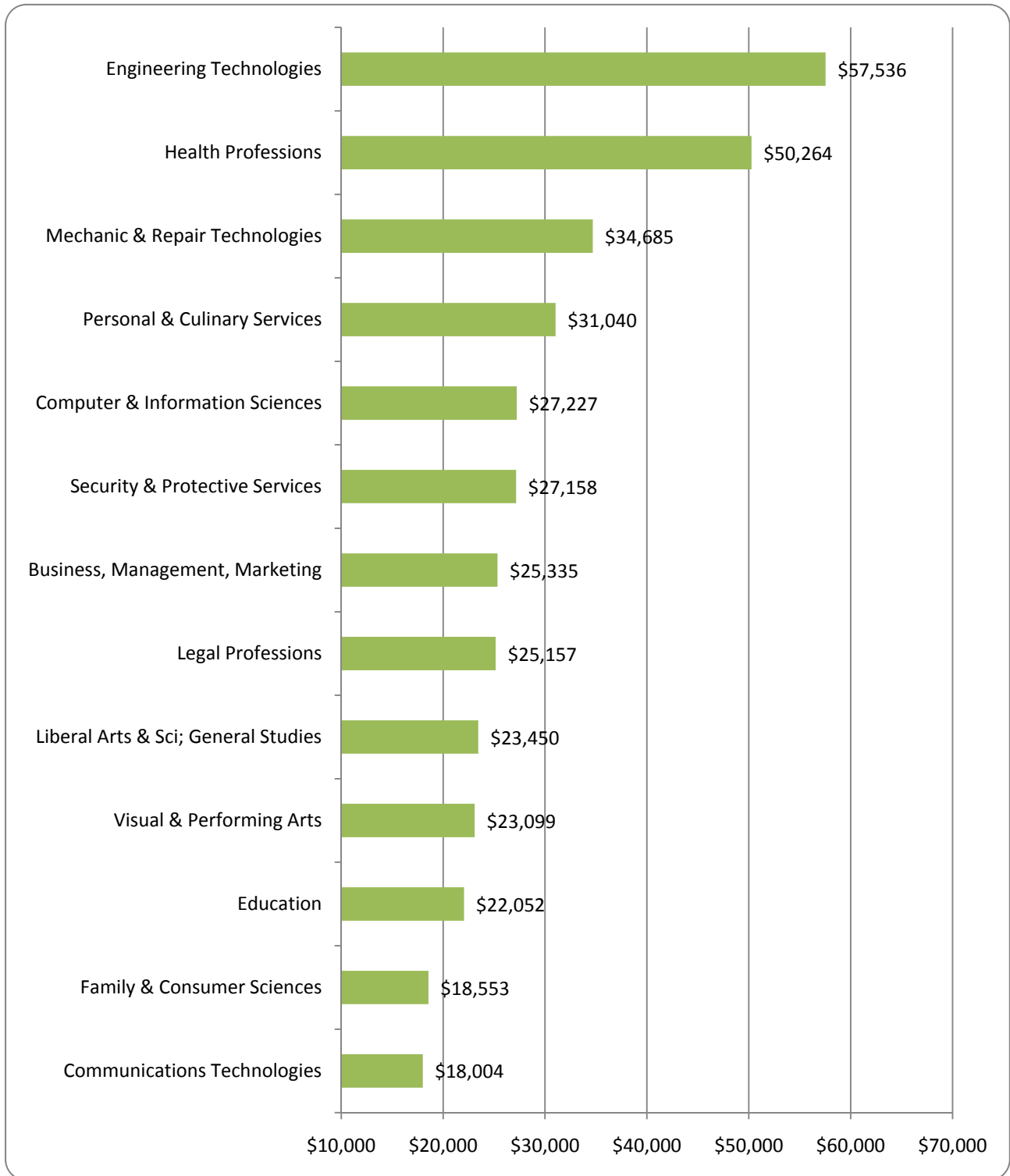
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 5 completers).

Figure 34
Employment by Field of Study
Eighteen Months after Graduation
For 2008-09 Associate Degree Completers – Non-Residents Only



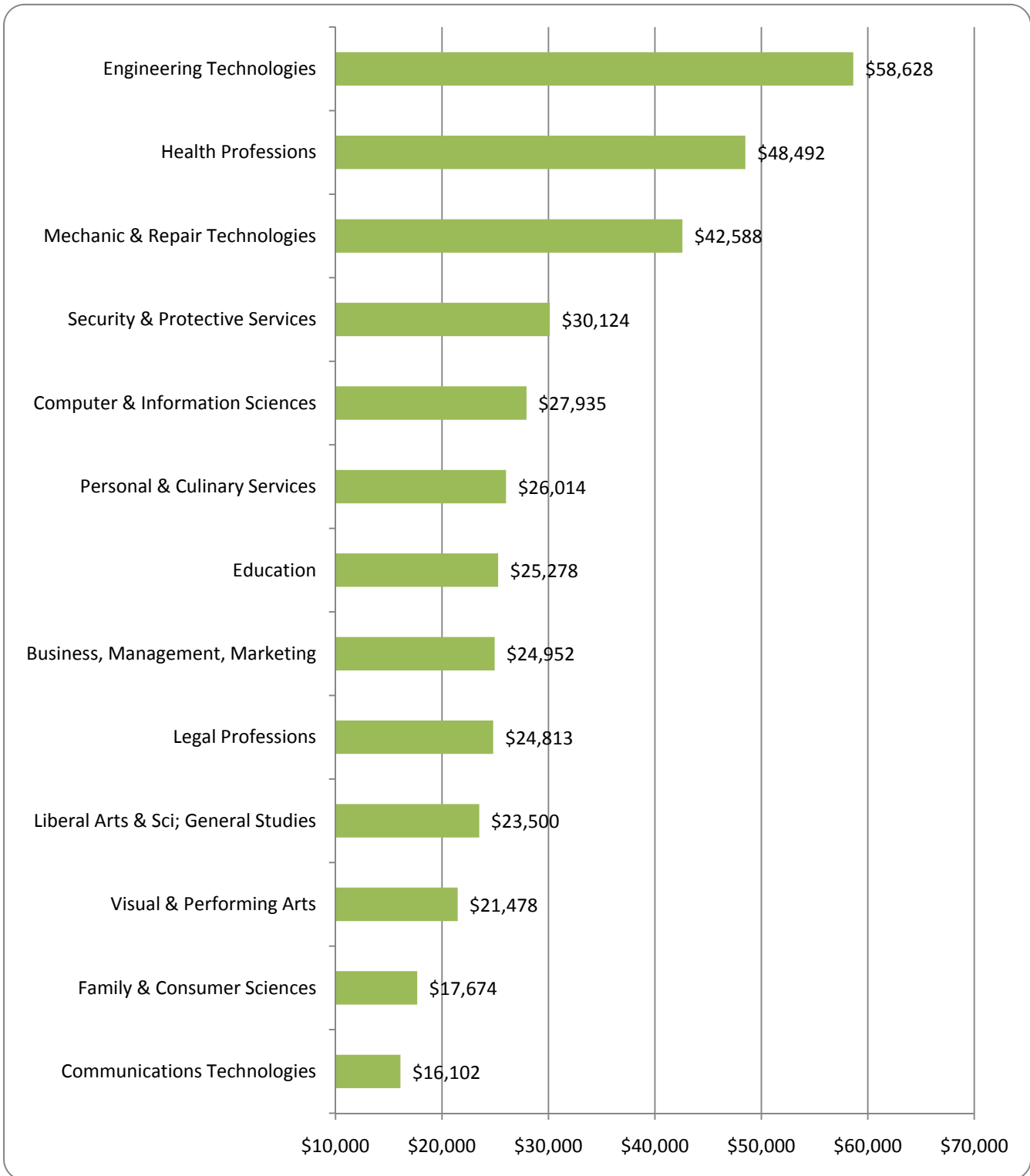
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 5 completers).

Figure 35
Average Calculated Salaries by Field of Study
Eighteen Months after Graduation
For All 2006-07 Associate Degree Completers



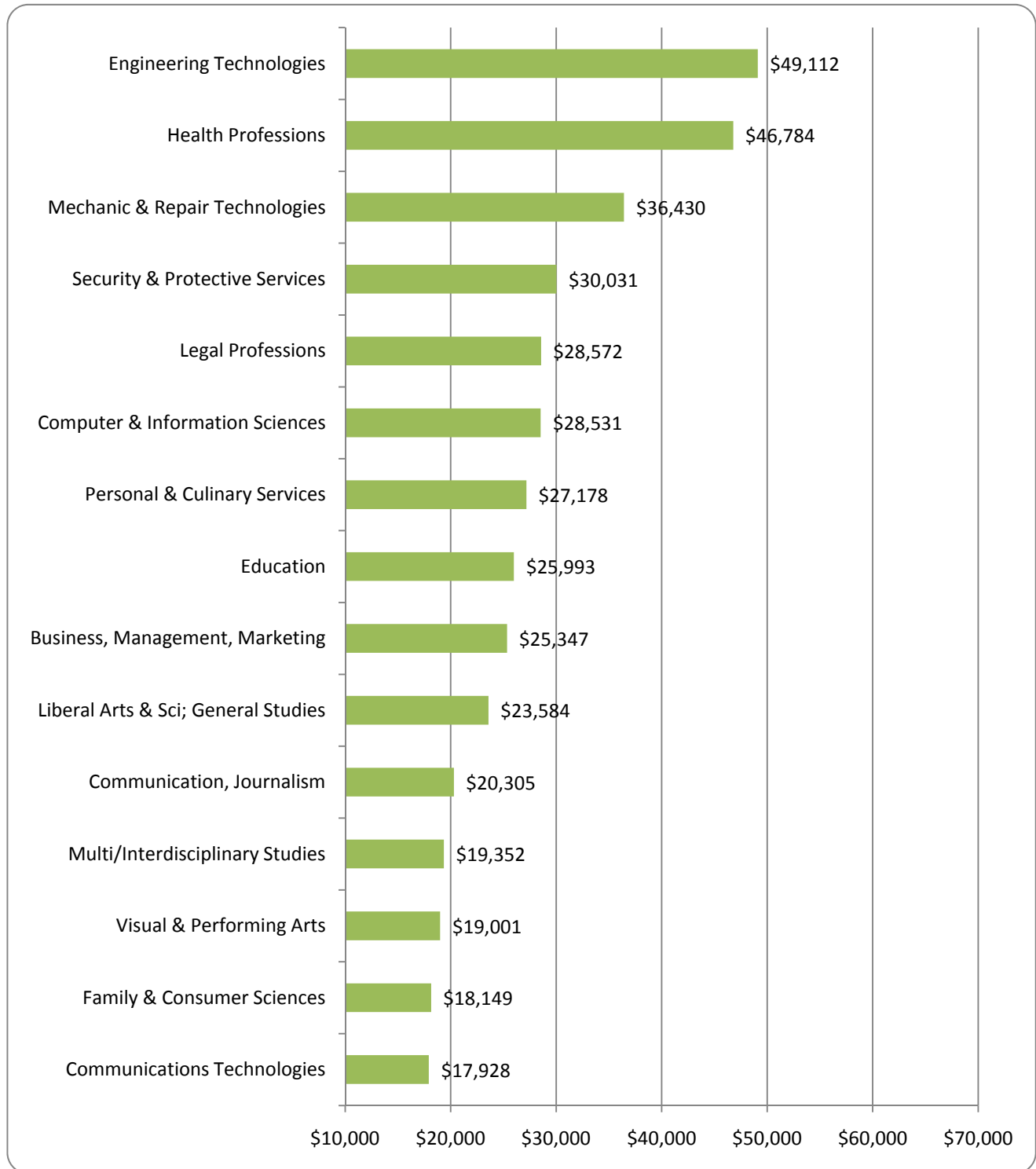
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 36
Average Calculated Salaries by Field of Study
Eighteen Months after Graduation
For All 2007-08 Associate Degree Completers



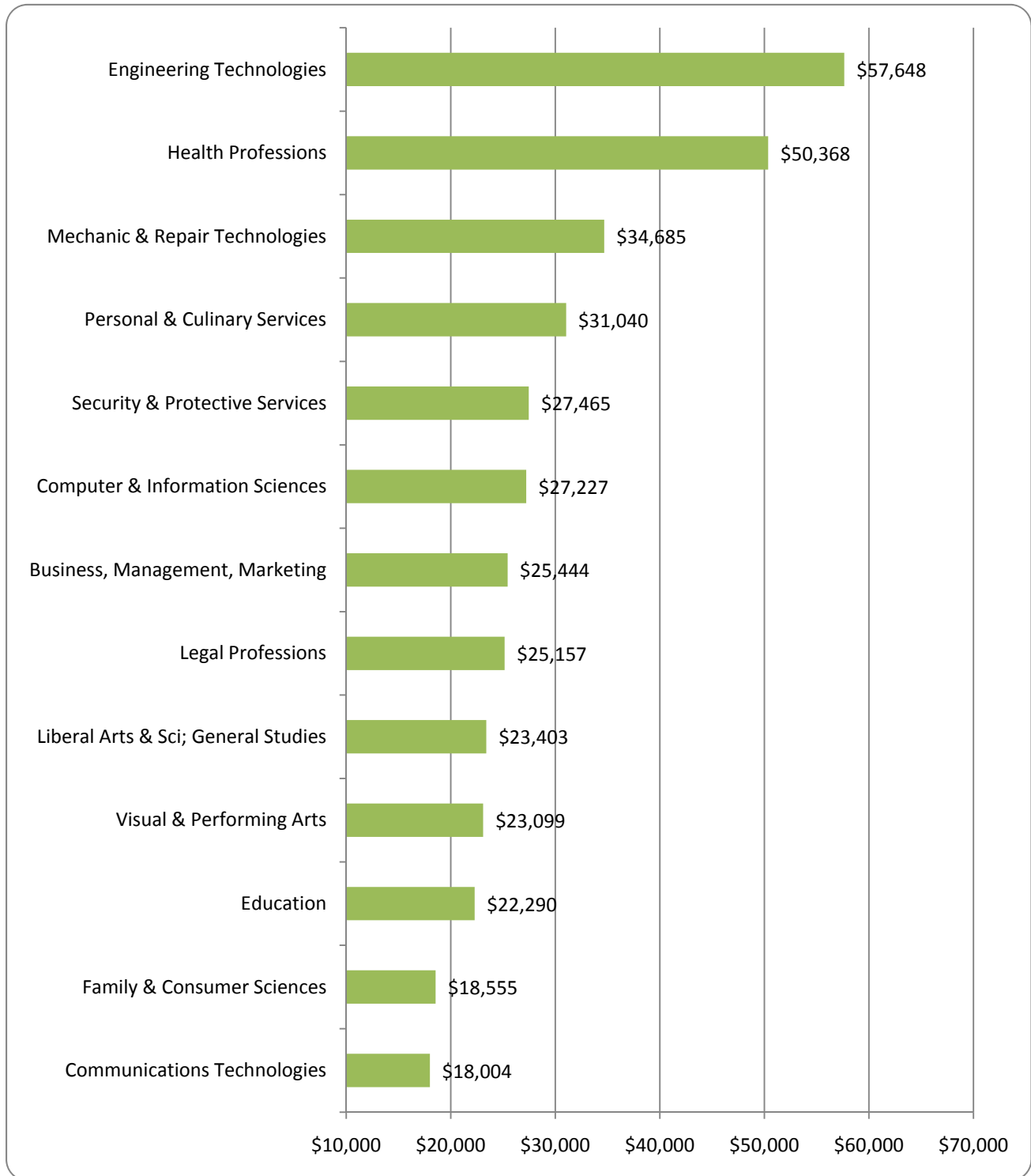
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 37
Average Calculated Salaries by Field of Study
Eighteen Months after Graduation
For All 2008-09 Associate Degree Completers



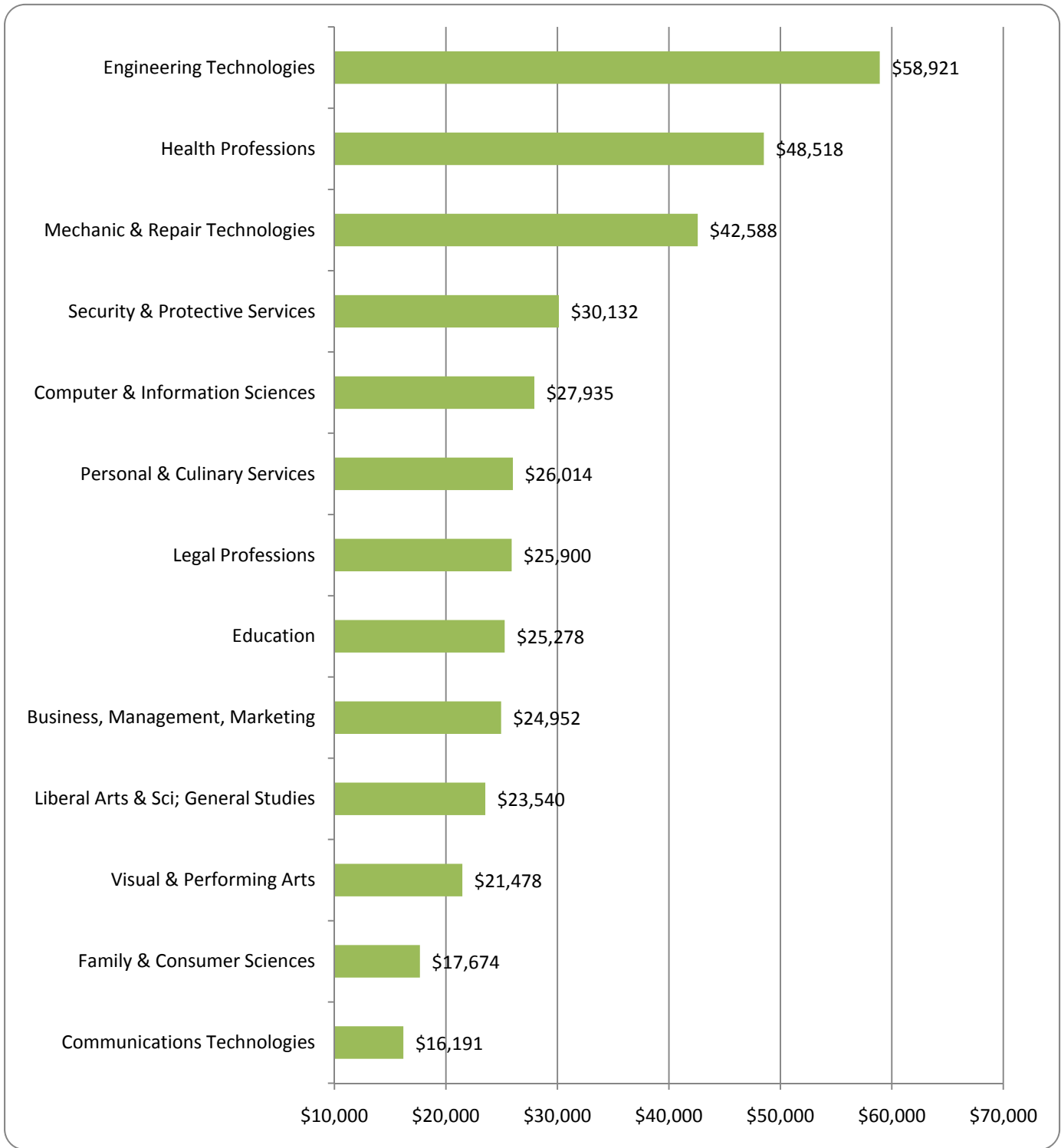
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 10 completers).

Figure 38
Average Calculated Salaries by Field of Study
Eighteen Months after Graduation
For 2006-07 Associate Degree Completers – Louisiana Residents Only



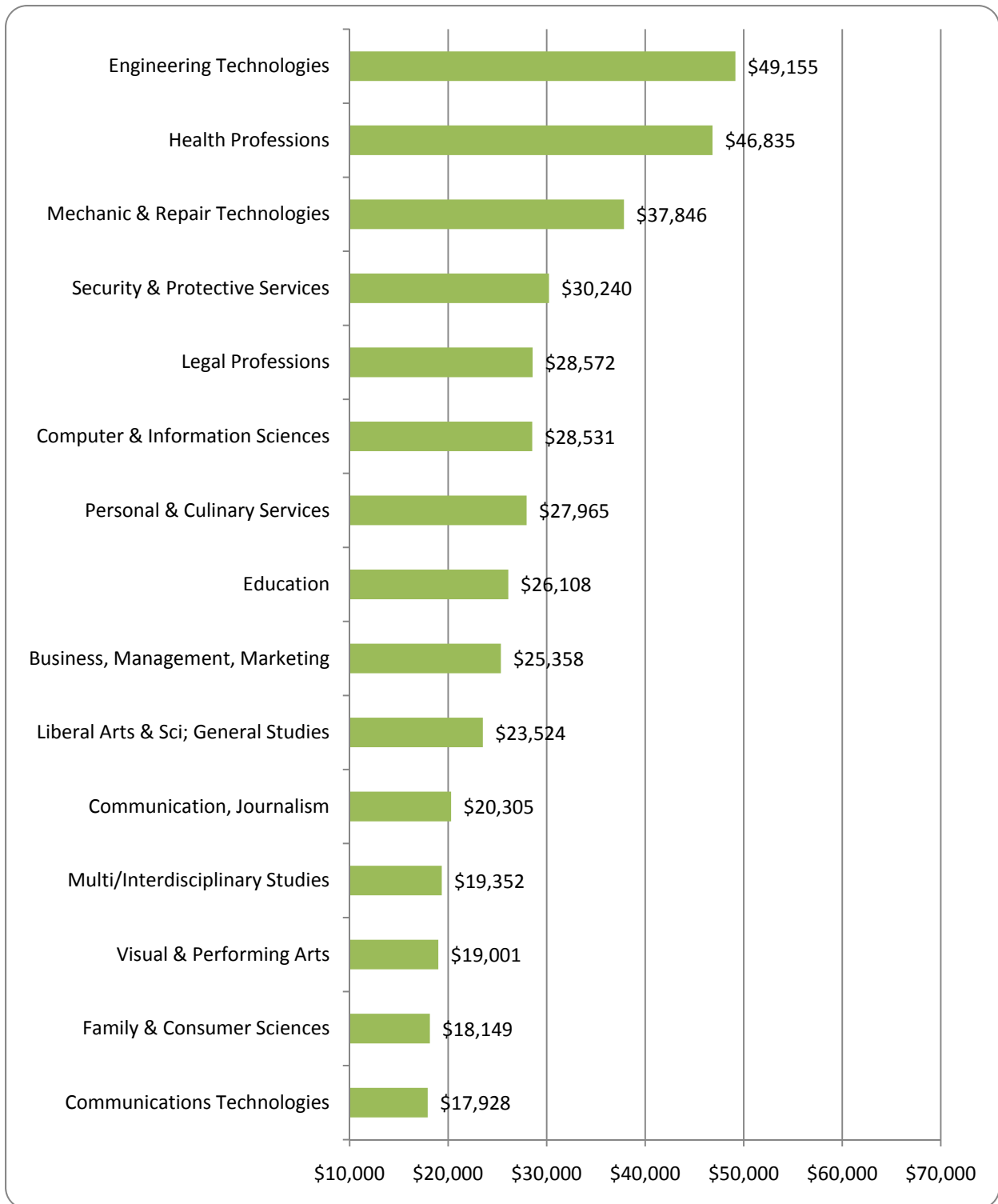
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 5 completers).

Figure 39
Average Calculated Salaries by Field of Study
Eighteen Months after Graduation
For 2007-08 Associate Degree Completers – Louisiana Residents Only



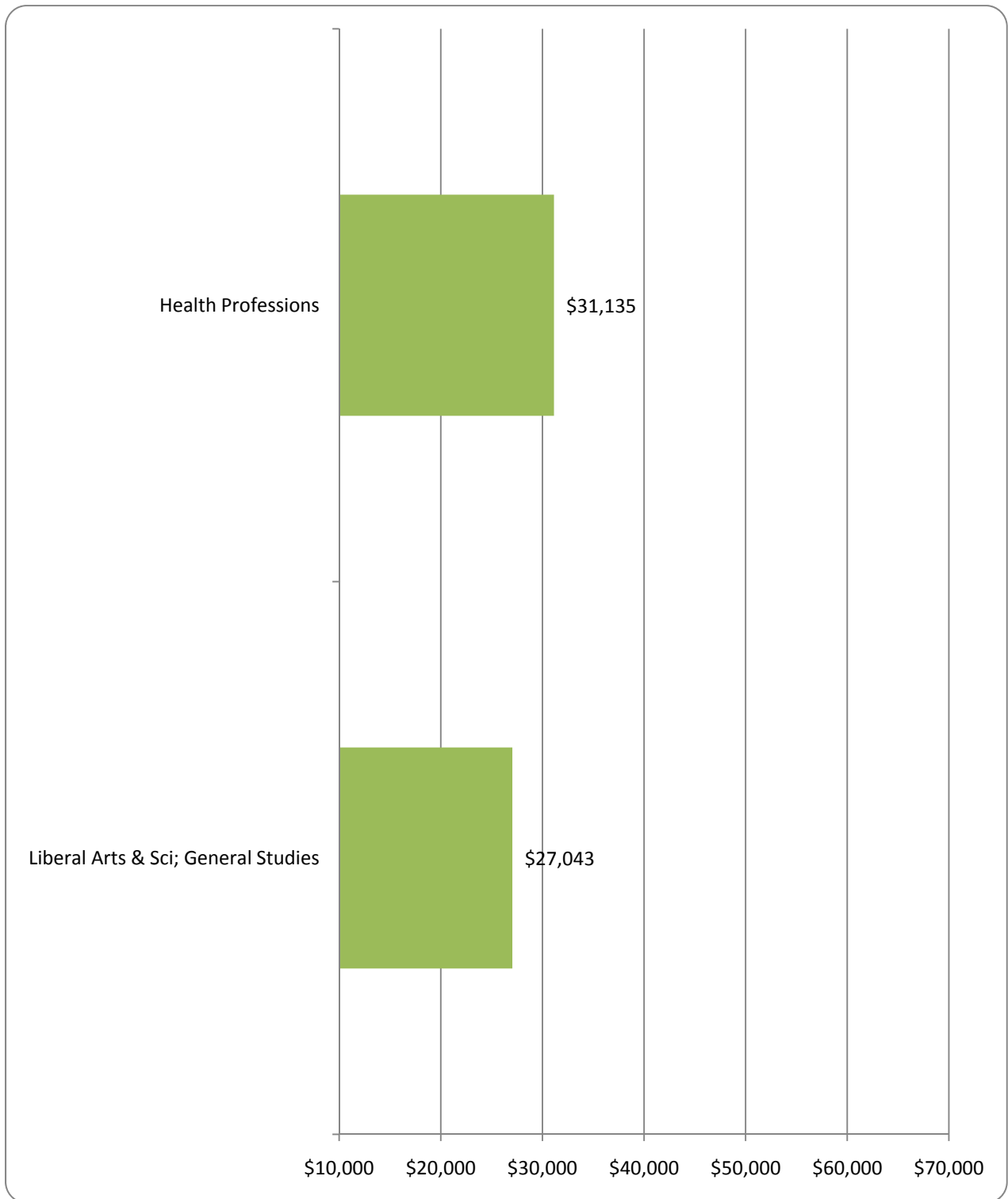
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 5 completers).

Figure 40
Average Calculated Salaries by Field of Study
Eighteen Months after Graduation
For 2008-09 Associate Degree Completers – Louisiana Residents Only



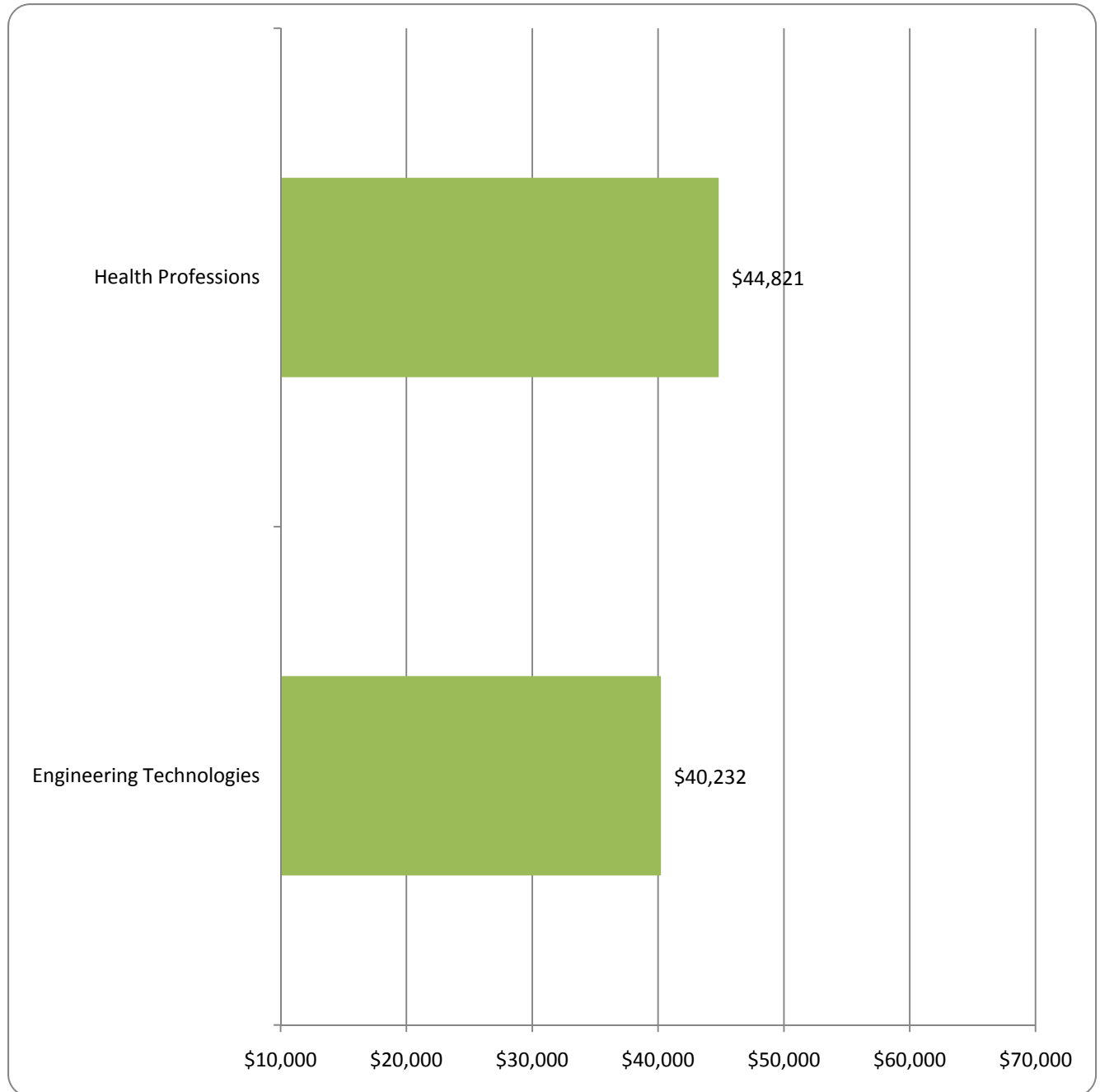
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 5 completers).

Figure 41
Average Calculated Salary by Field of Study
Eighteen Months after Graduation
For 2006-07 Associate Degree Completers – Non-Residents Only



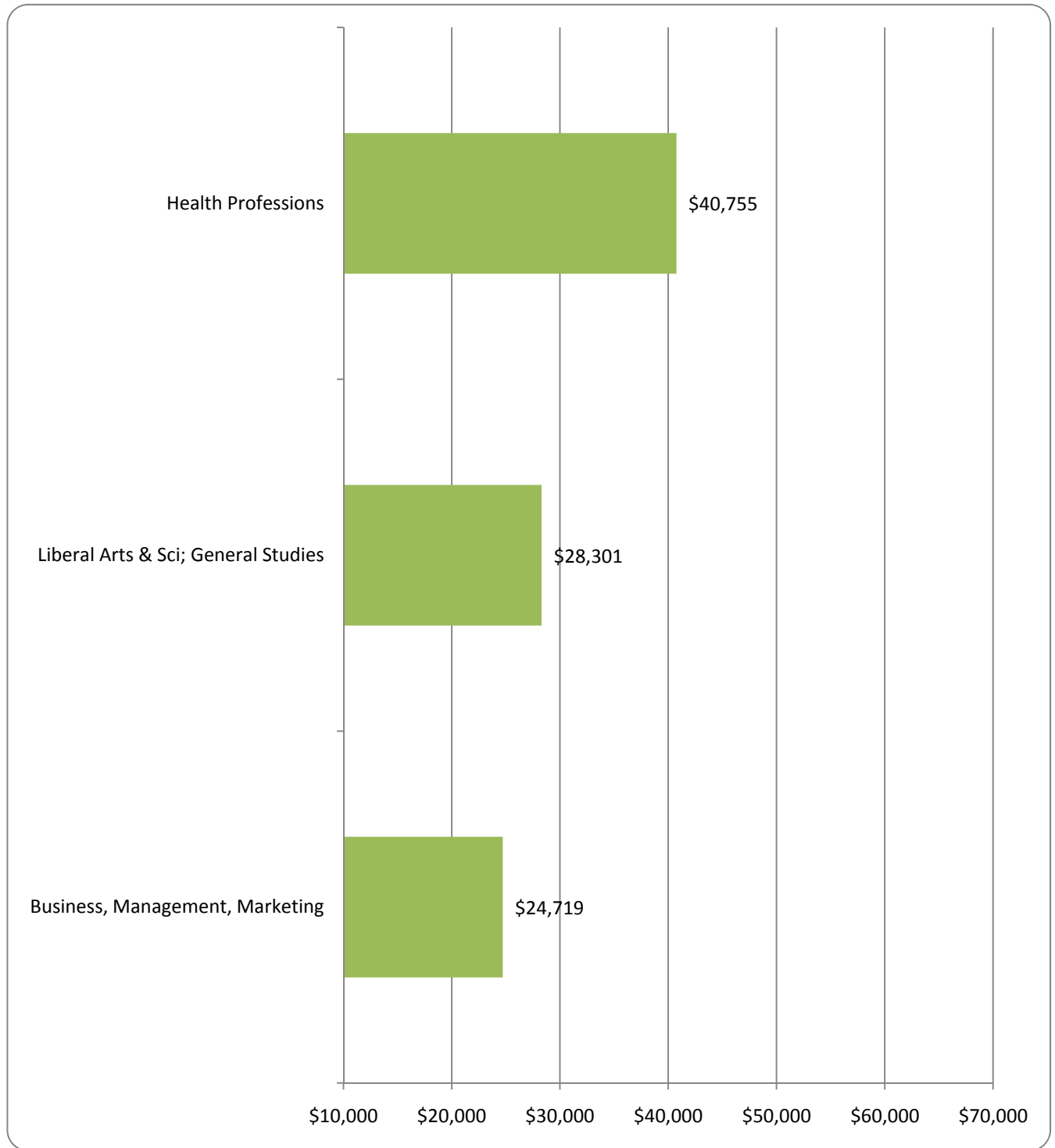
(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 5 completers).

Figure 42
Average Calculated Salary by Field of Study
Eighteen Months after Graduation
For 2007-08 Associate Degree Completers – Non-Residents Only



(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 5 completers).

Figure 43
Average Calculated Salary by Field of Study
Eighteen Months after Graduation
For 2008-09 Associate Degree Completers – Non-Residents Only



(Note: Report based on matches of Unemployed Insurance Wage System; Number of completers based on Academic School Year; Data not reported for fewer than 5 completers).