

Examining Skills-BUILDER Outcomes

2016 RP Conference

Presenters:

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CALIFORNIA COMMUNITY COLLEGES
Doing What MATTERS™
FOR JOBS AND THE ECONOMY



Background: Changing Accountability Metrics

Employment and wages are increasingly being used by state and federal entities for accountability reporting, and in many cases for *all* programs, not just CTE.

Federal:

- Perkins
- Workforce Innovation and Opportunity Act (WIOA)
- Gainful Employment
- Federal College Scorecard

California:

- California Student Aid Commission
- ACCJC



Background: National & California Research

Over a twenty year period, national research studies led by economists have found earnings gains for community college students, including non-completers: 5-10% more for each additional year of schooling students complete.

Eight studies on California community college students found that many students who took higher-level CTE courses but did not get a degree, certificate, or transfer had earnings gains of between 8 and 66%.



Background: California Research

- **Earnings gains varied by program of study**
 - Some CTE programs see higher returns than others (strong in electronics & electronic technology, weak in health)
 - Some disciplines showed no increase or minimal increases
- **Earnings gains varied by type of student**
 - Skills-building benefits students who are over 25
 - Many skills-builders have already been to college (between a quarter and a third had attended a four-year college, about a quarter already hold a community college credential)



Background: Actions Taken

- **Community input**

In community meetings and letters to the Task Force, many practitioners raised concerns about skills-builder outcomes not being included in success definitions

- **Task Force recommendation**

The Task Force specifically called for expanding success measures to include skills-builder outcomes

- **Scorecard metric**

The Chancellor's Office worked with researchers and representatives of various constituency groups to determine how to integrate these outcomes into the Student Success Scorecard



Student Success Scorecard

- **Accountability**
 - Framework, levels and purpose
- **Factors**
 - Cohorts, first-time, unique identifiers
- **Metrics**
 - Completion, remedial, and CTE metrics (completion and skills-builders)



Addition to the Student Success Scorecard

Includes a new metric on earnings gains for **skills-builder** students:

- Workers who are maintaining and adding to skill-sets for ongoing employment and career advancement.
- These students take only one or two CTE courses, do not earn community college certificates or degrees, and don't transfer to a four-year institution.
- Most skills-builders are older students, who have had experience in the workforce. Many have already earned a community college award or four-year degree.



Skills-Builder Cohort Definition

- Students completed at least one course (.5 units), and some number of these units must have been a SAM A, B, or C course (higher level CTE)
- No longer enrolled after 1 year
- Did not subsequently earn an award or transfer to a four-year institution
- Did not fail a CTE course during the academic year
- Had wages in both time periods (1 year before and 1 year after the cohort year)



Skills-Builder Cohort (2012-13)

- N=83,002
~25% of total non-completing, exiting CTE students
- Median age: 29
- Median units earned: 4
- Gender: 45% female/55% male
- Race/ethnicity: 9% Asian, 6% African American, 32% Hispanic, 40% White
- Vocational courses taken: 71%



Scorecard Display

Statewide

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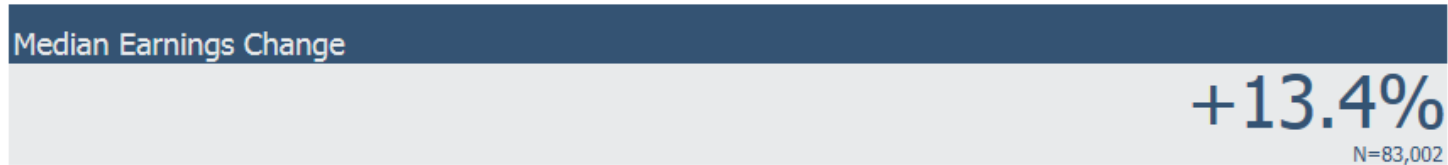
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Skills Builder

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The median percentage change in wages for students who completed higher level CTE coursework in 2012-2013 and left the system without receiving any type of traditional outcome such as transfer to a four year college or completion of a degree or certificate.



Disciplines with the highest enrollment	Median % Change	Total N
Administration of Justice	7.7%	9,299
Child Development/Early Care and Education	15.7%	7,027
Accounting	20.8%	6,788
Police Academy	7.8%	6,258
Office Technology/Office Computer Applications	16.6%	3,399
Fire Technology	12.5%	3,307
Business and Commerce, General	25.4%	2,951
Emergency Medical Services	30.0%	2,871
Business Management	17.6%	2,812
Information Technology, General	18.4%	2,264

*: Cohort fewer than 10 students



Scorecard Display: Median Earnings Change

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Scorecard Display: Calculating Median Earnings

	Wages 1 Year Before Enrollment Year	Wages 1 Year After Enrollment Year	Difference	% Difference
Student A	\$27,000	\$38,000	\$11,000	40.7%
Student B	\$16,000	\$22,000	\$6,000	37.5%
Student C	\$23,000	\$29,000	\$6,000	26.1%
Student D	\$21,000	\$26,000	\$5,000	23.8%
Student E	\$42,000	\$49,000	\$7,000	16.7%
Student F	\$55,000	\$64,000	\$9,000	16.4%
Student G	\$35,000	\$40,000	\$5,000	14.3%
Student H	\$45,000	\$50,000	\$5,000	11.1%
Student I	\$37,000	\$41,000	\$4,000	10.8%

Median % Change



Scorecard Display: Number of Skills-Builders

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Scorecard Display: Most Common Programs

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Scorecard Display: Skills-Builders Demographics

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Gender	Median % Change	Total N
FEMALE	13.4%	36,578
MALE	13.5%	45,560
Age	Median % Change	Total N
Under 20	151.1%	4,297
20-24	53.6%	20,889
25-39	12.0%	35,961
40 OR OVER	2.6%	21,833
Ethnicity/Race	Median % Change	Total N
AFRICAN AMERICAN	10.2%	5,183
AMERICAN INDIAN/ALASKA NATIVE	10.9%	495
ASIAN	19.5%	7,613
FILIPINO	14.1%	2,433
HISPANIC	16.2%	26,794
PACIFIC ISLANDER	9.2%	403
WHITE	11.5%	33,401

N/A: Cohort has no students
 *: Suppressed to protect student privacy.
 Note: The sum of subgroup counts may not add up to the total count due to missing demographic information.



Scorecard Display: College-Level Data

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Skills-Builders in the LaunchBoard

See side-by-side information on skills builders and completers, including:

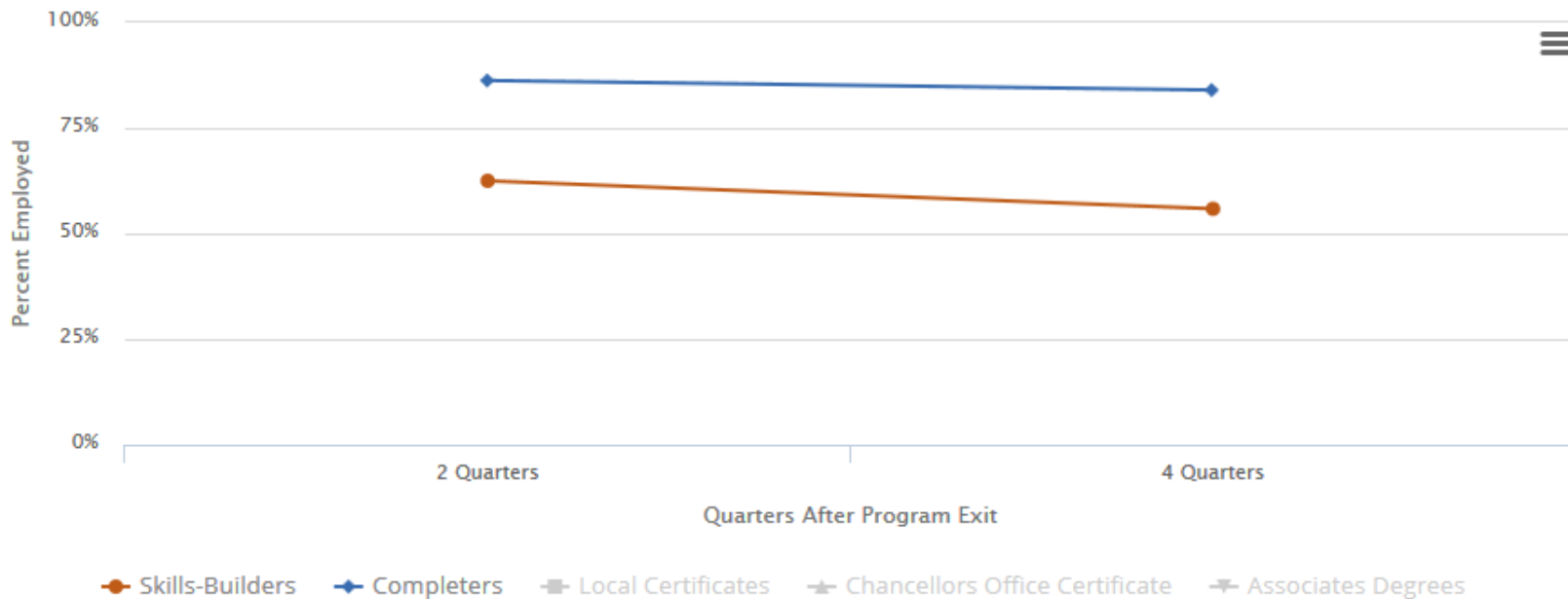
- Total number of students, by program or sector
- Employment rates at 2 and 4 quarters after exit
- Earnings trajectories before and after exiting
- Median earnings
- How many students were found in the UI wage data



Employment Trends (Electrical)

Are students getting jobs?

After a year, 84% of completers and 56% of skills-builder students were employed.

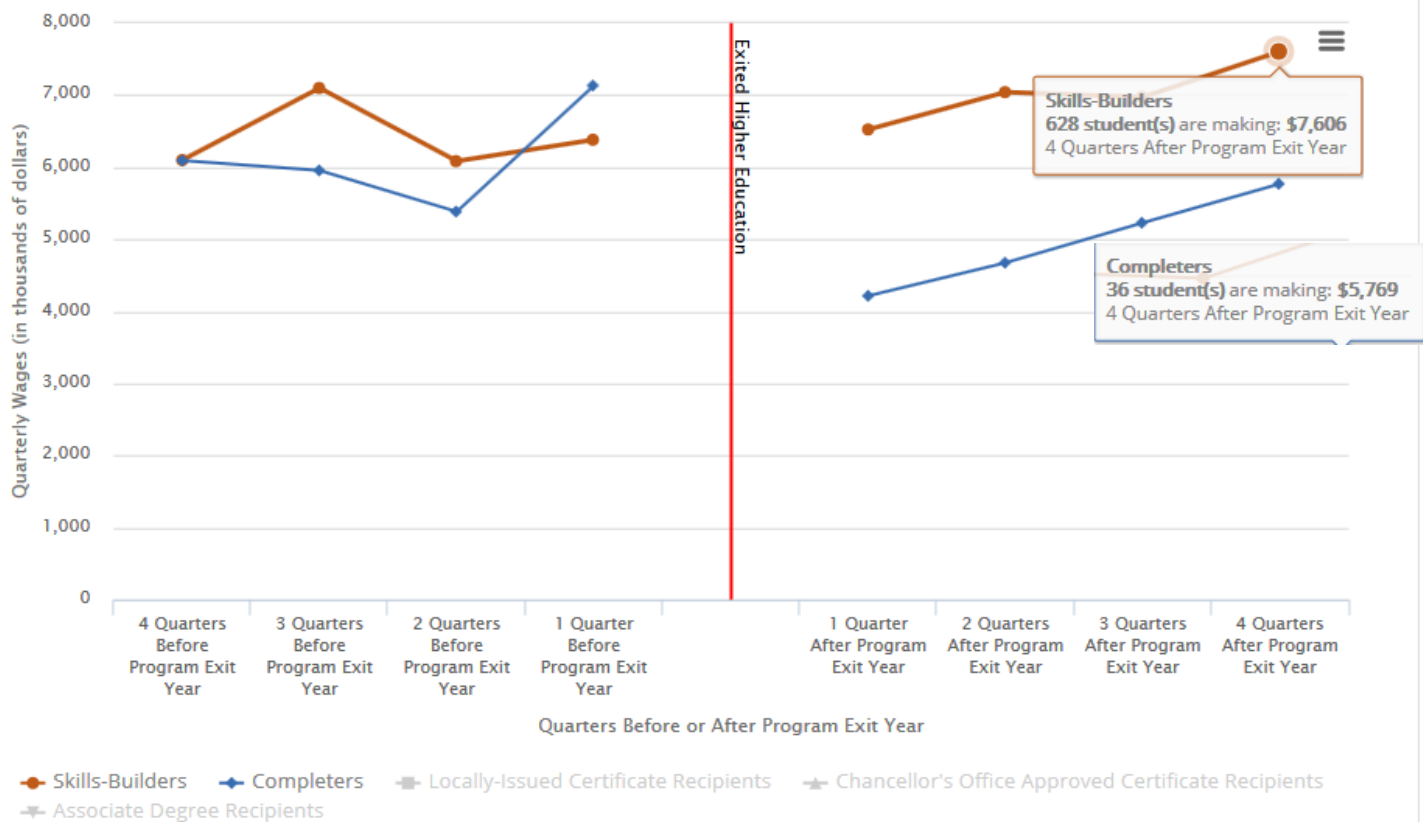


Cal-PASS Plus



Earnings (Accounting)

How much money are students making?



Cal-PASS Plus



Employment & Earnings Detail (Early Childhood)

Program Size Student Characteristics Milestones Success **Employment** Regional Labor Market Information

For students who were last enrolled in the selected year

	Selected Year	
⊕ Employed in the Second Quarter After Exit (Completers) ⓘ	48%	Trend
Selected Year		
⊕ Employed in the Second Quarter After Exit (Skills-Builders) ⓘ	52%	Trend
Selected Year		
⊕ Employed in the Fourth Quarter After Exit (Completers) ⓘ	49%	Trend
Selected Year		
⊕ Employed in the Fourth Quarter After Exit (Skills-Builders) ⓘ	51%	Trend
Selected Year		
⊕ Median Annual Earnings (Completers) ⓘ	9,702	Trend
Selected Year		
⊕ Median Annual Earnings (Skills-Builders) ⓘ	13,659	Trend
Selected Year		
⊕ Change in Earnings (Completers) ⓘ	19%	Trend
Selected Year		
⊕ Change in Earnings (Skills-Builders) ⓘ	18%	Trend



Skills-BUILDER Metric

- What questions do you have?