



# California Community Colleges: Salary Surfer

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Executive Vice Chancellor, California  
Community Colleges Chancellor's Office



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CALIFORNIA COMMUNITY COLLEGES

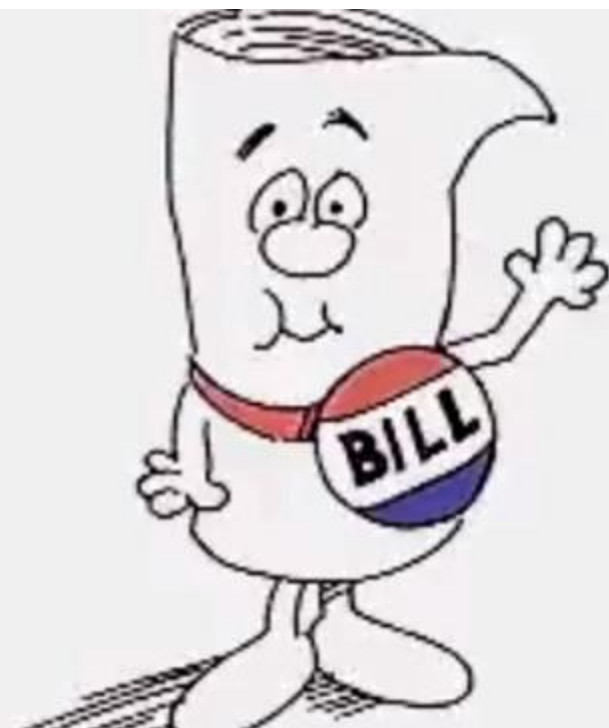
# CCC System

- 113 campuses, 2.5 million students
- Student Success Initiative underway
  - Registration priority to those who have chosen a major by start of second year
- Education Planning Tools Initiative
- Lets provide students with salary/wage information as a part of degree planning process



# Wage Data: How Did We Get This?

- The CCC system passed a bill that makes our segment office an authorized repository of EDD wage data
- We send them SSN's
- They send us quarterly wage records with industry (NAICS) code of employer



# The Methodology

- Take all award recipients across 5 years
  - This increases the number of reportable programs
- Remove those still enrolled or transferred
  - You don't want to count wages of students still in school
  - Shows wage outcomes of “terminal” CC awards
- Match with State EDD wage records



# The Methodology

- Slice median wage by Program and Award Type at -2, +2, +5 years before/after award
  - Use median, not average!
- If n=10 wages exist, show it
- All figures adjusted to current year CPI



# Data Caveats/Limitations

- Excludes military, federal government, self-employed, out of state and unemployed
- No way of determining part time or full time wages. Hours worked not in the EDDUI data.
- Only students with SSNs counted.
- For the most part...people stay in CA.
- You cannot imply an unemployment rate from this (unmatched does not mean unemployed)



# Wage Data

- This data gave us:
  - Salaries by degree
  - Salary growth over time by degree
  - Employment by industry (snapshot)
  - Movement from/to various industries (over time)
  - Types of employers that employ certain degrees
  - Regional differences in wage for same degree



# salarysurfer.cccco.edu

**SalarySurfer**

California Community Colleges  
Chancellor's Office



STUDENT  
SUCCESS  
INITIATIVE



College of the Siskiyous  
Fire/Emergency Response Technology

Select a Program of Study

## Salary Surfer

As students and their families make important decisions about investing their time and money in pursuing a college education, the California Community Colleges Chancellor's Office is making available for the first time comparative information about the earnings of recent graduates who received an award in a specific program area at California community colleges.

The Salary Surfer uses the aggregated earnings of graduates from a five year period to provide an estimate on the potential wages to be earned two years and five years after receiving a certificate or degree in certain disciplines. This tool also provides information on which colleges offer programs in those specific disciplines. The



Health

Display only programs with wage data

## Health

Instructional programs that study the theories and techniques for the restoration or preservation of mental and physical health through the use of drugs, surgical procedures, manipulations, or other curative or remedial methods.

Curriculum	Award Type	Median Annual Salary		
		2 Years Before	2 Years After	5 Years After
<input type="checkbox"/> Administrative Medical Assisting	Certificate	\$20,981	\$29,498	\$29,698
<input type="checkbox"/> Cardiovascular Technician	Degree	\$12,298	\$62,211	\$71,841
<input type="checkbox"/> Cardiovascular Technician	Certificate	\$14,566	\$56,925	\$66,747
<input type="checkbox"/> Clinical Medical Assisting	Degree	\$5,312	\$23,636	N/A
<input type="checkbox"/> Clinical Medical Assisting	Certificate	\$5,946	\$26,225	\$34,374
<input type="checkbox"/> Dental Assistant	Degree	\$12,310	\$25,824	\$33,178
<input type="checkbox"/> Dental Assistant	Certificate	\$12,114	\$26,441	\$29,514
<input type="checkbox"/> Dental Hygienist	Degree	\$16,130	\$63,750	\$62,507
<input type="checkbox"/> Dental Hygienist	Certificate	\$17,885	\$68,856	\$46,585
<input type="checkbox"/> Dental Laboratory Technician	Certificate	\$16,200	\$20,665	\$13,454
<input type="checkbox"/> Diagnostic Medical Sonography	Degree	\$34,395	\$76,038	\$85,319
<input type="checkbox"/> Diagnostic Medical Sonography	Certificate	\$30,019	\$62,572	\$76,604
<input type="checkbox"/> Health Information Coding	Certificate	\$34,187	\$48,226	\$56,095
<input type="checkbox"/> Health Information Technology	Degree	\$24,989	\$44,251	\$57,057
<input type="checkbox"/> Health Information Technology	Certificate	\$31,965	\$46,789	\$58,568
<input type="checkbox"/> Health Professions, Transfer Core Curriculum	Degree	\$14,688	\$13,139	\$59,053

Health

Display only programs with wage data

## Health

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<input type="checkbox"/> Clinical Medical Assisting	Certificate	\$5,946	\$26,225	\$34,374
<input type="checkbox"/> Dental Assistant	Degree	\$12,310	\$25,824	\$33,178
<input type="checkbox"/> Dental Assistant	Certificate	\$12,114	\$26,441	\$29,514
<input type="checkbox"/> Dental Hygienist	Degree	\$16,130	\$63,750	\$62,507

College	Program Title	Program Type
<a href="#">Cabrillo College</a>	Dental Hygiene	Degree
<a href="#">Cerritos College</a>	Dental Hygienist	Degree
<a href="#">Cypress College</a>	Dental Hygiene	Degree
<a href="#">Diablo Valley College</a>	Dental Hygiene	Degree
<a href="#">Foothill College</a>	Dental Hygiene	Degree
<a href="#">Fresno City College</a>	Dental Hygiene	Degree

# By College

- Individual campus degree/wage outcomes are located on our Data Mart ([datamart.cccco.edu](http://datamart.cccco.edu))
- Aggregates across 8 years of graduates vs. 5
  - When you cut by campus, n= start to get small because some programs produce only a handful of graduates a year
- Shows outcomes only at +3 years
- Select one college, all degrees





You are here : [Data Mart](#) > [Outcomes](#) > [College Wage Tracker](#)

**Award Recipient Wages - Parameter Selection Area**

Select College

Select Program Type

Select Award Type

View Report

Export To ->

Excel  CSV  Text

Records Per Page: 10

Simple Layout  Advanced Layout

**Award Recipient Wages - Report Data & Format Area**

Report Area

Award Recipient Wages			
	Median Wage 3 Years After Award	Total Awards	Award to Wage Match Rate
Grand Total			

**Notes & Links**

- \* Median calculations are omitted for TOP codes with less than 10 students having wages.
- \* Wages are adjusted to current dollars using CPI-U.
- \* **For description and methodology, please [click here](#).**





You are here : Data Mart > Outcomes > College Wage Tracker

### Award Recipient Wages - Parameter Selection Area

Select College: American River  
 (Select All)  
 Alameda  
 Allan Hancock  
 American River

Select Program Type:

Select Award Type:

Format:  CSV  Text

Records Per Page: 10

Simple Layout  Advanced Layout

### Award Recipient Wages - Report Data & Format Area

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### Award Recipient Wages - Parameter Selection Area

Select College  
American River

Select Program Type  
ALL

Select Award Type

View Report

Export To ->

Excel  CSV

Simple Layout  Advanced Layout

Report Area

	Median Wage 3 Years After Award	Total Awards	Award to Wage Match Rate
Grand Total			

Close

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You are here : [Data Mart](#) > [Outcomes](#) > [College Wage Tracker](#)

**Award Recipient Wages - Parameter Selection Area**

Select College:  Select Program Type:  Select Award Type:

- Select All Awards
- AA/AS Degree
- Chancellor's Office Approved Certificates
- Locally Approved Certificates

Export To ->  Excel  CSV  Text Records  Advanced Layout

**Award Recipient Wages - Report Data & Format Area**

Report Area

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	Median Wage 3 Years After Award	Total Awards	Award to Wage Match Rate
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Award Recipient Wages - Report Data & Format Area

Report Area

Award Recipient Wages

Page 1 of 2 (61 items) < 1 2 >

	Award Year 2000-2001 - 2007-2008		
	Median Wage 3 Years After Award	Total Awards	Award to Wage Match Rate
<input type="checkbox"/> American River			
<input type="checkbox"/> Accounting-050200			
AA/AS Degree Recipient	\$34,914	69	83 %
Chancellor's Office Approved Certificates Recipient	\$34,864	25	72 %
<input type="checkbox"/> Alcohol and Controlled Substances-210440			
AA/AS Degree Recipient	\$24,132	23	70 %
Chancellor's Office Approved Certificates Recipient	\$26,428	40	75 %
<input type="checkbox"/> Automotive Technology-094800			
AA/AS Degree Recipient	\$36,100	14	79 %
<input type="checkbox"/> Biological and Physical Sciences (and Mathematics)-490200			
AA/AS Degree Recipient	\$49,851	104	82 %
<input type="checkbox"/> Business and Commerce, General-050100			
AA/AS Degree Recipient	\$29,360	77	71 %
<input type="checkbox"/> Business Management-050600			
AA/AS Degree Recipient	\$41,295	14	79 %
<input type="checkbox"/> Carpentry-095210			
Chancellor's Office Approved Certificates Recipient	\$20,282	25	64 %
<input type="checkbox"/> Child Development/Early Care and Education-130500			
AA/AS Degree Recipient	\$20,790	66	67 %
Chancellor's Office Approved Certificates Recipient	\$25,244	27	56 %
Locally Approved Certificates Recipient	\$20,243	73	53 %
<input type="checkbox"/> Drafting Technology-095300			
AA/AS Degree Recipient	\$36,749	13	85 %
<input type="checkbox"/> Drywall and Insulation-095280			





# OR

- You can show regional wage differences for the same degree
- Select all colleges, one degree





You are here : Data Mart > Outcomes > College Wage Tracker

### Award Recipient Wages - Parameter Selection Area

Select College

Alameda;Allan Hancock;Ameri

- (Select All)
- Alameda
- Allan Hancock
- American River

Close

Select Program Type

Select Award Type

View Report

E

CSV  Text

Records Per Page: 10

Simple Layout  Advanced Layout

### Award Recipient Wages - Report Data & Format Area

Report Area

Award Recipient Wages			
	Median Wage 3 Years After Award	Total Awards	Award to Wage Match Rate
Grand Total			

### Notes & Links

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- \* Wages are adjusted to current dollars using CPI-U.
- \* For description and methodology, please [click here](#) .





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### Award Recipient Wages - Parameter Selection Area

Select College

Alameda;Allan Hancock;Ameri

Select Program Type

123010

Select Award Type

- Radiologic Technology-122500
- Registered Nursing-123010
- Respiratory Care/Therapy-121000
- Speech/Language Pathology and Audiology-1
- Surgical Technician-121700
- Humanities (Letters)-15
- Information Technology-07

View Report

Export To ->

Excel  CSV

Simple Layout  Advanced Layout

Report Area

	Median Wage 3 Years After Award	Total Awards	Award to Wage Match Rate
Grand Total			

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- \* **For description and methodology, please [click here](#) .**





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Award Recipient Wages - Parameter Selection Area

Select College: Alameda;Allan Hancock;Ameri  
Select Program Type: 123010  
Select Award Type: AA/AS Degree;Chancellor's Of  
View Report

- Select All Awards
- AA/AS Degree
- Chancellor's Office Approved Certificates
- Locally Approved Certificates

Export To ->  Excel  CSV  Text  
Records  Standard  Advanced Layout  
Close

Award Recipient Wages - Report Data & Format Area

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Award Recipient Wages - Report Data & Format Area

Report Area

Award Recipient Wages

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	Award Year 2000-2001 - 2007-2008		
	Median Wage 3 Years After Award	Total Awards	Award to Wage Match Rate
<input type="checkbox"/> Allan Hancock			
<input type="checkbox"/> Registered Nursing-123010			
AA/AS Degree Recipient	\$65,781	107	85 %
Chancellor's Office Approved Certificates Recipient	\$68,617	98	85 %
<input type="checkbox"/> American River			
<input type="checkbox"/> Registered Nursing-123010			
AA/AS Degree Recipient	\$77,223	409	96 %
<input type="checkbox"/> Antelope Valley			
<input type="checkbox"/> Registered Nursing-123010			
AA/AS Degree Recipient	\$64,844	385	89 %
<input type="checkbox"/> Bakersfield			
<input type="checkbox"/> Registered Nursing-123010			
AA/AS Degree Recipient	\$69,527	409	94 %
<input type="checkbox"/> Butte			
<input type="checkbox"/> Registered Nursing-123010			
AA/AS Degree Recipient	\$70,533	122	98 %
<input type="checkbox"/> Cabrillo			
<input type="checkbox"/> Registered Nursing-123010			
AA/AS Degree Recipient	\$84,863	160	95 %
<input type="checkbox"/> Canyons			
<input type="checkbox"/> Registered Nursing-123010			
AA/AS Degree Recipient	\$69,224	313	89 %
<input type="checkbox"/> Cerritos			
<input type="checkbox"/> Registered Nursing-123010			



# But Wait...There's More!



# Employment by Industry: NAICS Codes

## 2012 NAICS Definition

T = Canadian, Mexican, and United States industries are comparable.

**Search results for: 62**

Number of records found: 92

[62](#) Health Care and Social Assistance<sup>T</sup>

[621](#) Ambulatory Health Care Services<sup>T</sup>

[6211](#) Offices of Physicians<sup>T</sup>

[62111](#) Offices of Physicians<sup>T</sup>

[621111](#) Offices of Physicians (except Mental Health Specialists)

[621112](#) Offices of Physicians, Mental Health Specialists

[6212](#) Offices of Dentists<sup>T</sup>

[62121](#) Offices of Dentists<sup>T</sup>

[621210](#) Offices of Dentists

[6213](#) Offices of Other Health Practitioners<sup>T</sup>

[62131](#) Offices of Chiropractors<sup>T</sup>

[621310](#) Offices of Chiropractors

[62132](#) Offices of Optometrists<sup>T</sup>

[621320](#) Offices of Optometrists

# AS in Rad. Tech: -2 Years, NAICS-2

Years	Industry	Median_Wage	N=	Percent
-2	Health Care/Social Assistance	\$13,692	193	27.7
-2	Retail Trade	12,622	85	12.2
-2	Food Service	7,918	73	10.5
-2	Administrative Support	3,365	43	6.2
-2	Other Services	11,505	26	3.7
-2	Educational Services	7,912	26	3.7
-2	Arts, Entertainment, Recreation	8,652	25	3.6
-2	Construction	6,721	23	3.3





# AS in Rad Tech: +5 Years, NAICS-2

Years	Industry	Median_Wage	N=	Percent
+5	Health Care/Social Assistance	\$69,687	689	83.8
+5	Educational Services	47,160	34	4.1
+5	Public Administration	70,438	34	4.1
+5	Administrative Support	10,053	18	2.2
+5	Professional, Scientific Svcs	29,100	17	2.1
+5	Other Services	12,533	7	0.9
+5	Food Service	13,394	4	0.5
+5	Retail Trade	14,850	3	0.4



# AS in Rad Tech: +5 Years, NAICS-5

Years	Industry	Median_Wage	N=	Percent
+5	General Medical/Surgical Hospitals	\$73,451	400	48.7
+5	Offices of Physicians	73,064	205	24.9
+5	Diagnostic Imaging Centers	32,668	43	5.2
+5	Executive/Legislative Offices	73,314	27	3.3
+5	Colleges and Universities	76,925	26	3.2
+5	Medical Laboratories	37,529	11	1.3
+5	Ambulatory Emergency Ctrs	9,217	6	0.7
+5	Outpatient Care Centers	55,090	4	0.5



# Good Uses

- Integrate into college Program Review cycle
- Make it a part of student “decision architecture” (program selection, counseling)
  - Its OK if students pick lower paying degrees...provided its full disclosure
- Use with local business/community advisement structures
- Evaluation of programmatic offerings (expansion, contraction, elimination)



# Nefarious Uses

- Legislature: we'll fund (or provide financial aid) for these programs, but not those
- Assuming lagging indicators of wage are leading indicators (aka Real Estate)
- Overpromotion of monetary outcome as the only outcome of value in higher ed



# Up Next: The Killer App

- Salary Surfer 2.0
  - Include Distribution of Industry
  - Customization of program selection options through common application
  - Mobile, Español versions
  - 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup> percentile wages (maybe)
  - More linkages through EDD linked fields
    - Future job demand projections by county by NAICS code
    - List and contact info of all employers by county by NAICS code





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Select an Area:

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- Alpine County
- Amador County
- Butte County**
- Calaveras County

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### Option 1. Search for an Industry by Keyword

Type your keywords in the box and click the "Search" button

[Search](#)

### Option 2. Select a NAICS Industry Sector

Please make a selection from the industry sector (2 digit) listbox below and click the Search button or search by keyword using the option above.

Sector	Title
62 . . . .	Health Care and Social Assistance
71 . . . .	Arts, Entertainment, and Recreation
72 . . . .	Accommodation and Food Services
81 . . . .	Other Services (except Public Admin.)

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### Select a NAICS Industry Group

Select an industry below and click on the "Select Detail Industries" button to refine your search or "View Employer List" to list employers in that industry.

Group      Title (Number of Employers in Butte County )

6214 . . . .	Outpatient Care Centers (55)
6215 . . . .	Medical and Diagnostic Laboratories (38)
6216 . . . .	Home Health Care Services (21)
6219 . . . .	Other Ambulatory Health Care Services (52)

[Select Detail Industries](#)

OR

[View Employer List](#)

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## ➔ Employer Search Results

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[View Filter Selections](#)  
[View Map](#)

there are **38 employers** matching your selection criteria.

Go To Page:  [GO](#)

Page 1 of 2 (25 results/page) [\[Next\]](#)

	Name	Address	City	Industry	Size Range
	Valley Clinical Laboratory	Olive Hwy	Oroville	Medical Laboratories	100-249 employees
	Pathology Sciences Medical Grp	E 8th Ave	Chico	Medical Laboratories	50-99 employees
	Feather River Hosp Clncl Svc	Pentz Rd	Paradise	Medical Laboratories	20-49 employees
	North State Imaging	Esplanade	Chico	Diagnostic Imaging Centers	20-49 employees
	Valley Clinical Laboratory	Cohasset Rd # 140	Chico	Medical Laboratories	10-19 employees
	Open System Mri	Rio Lindo Ave # 100	Chico	Diagnostic Imaging Centers	10-19 employees
	North Valley Advanced Imaging	Esplanade	Chico	Diagnostic Imaging Centers	10-19 employees
	Quest Diagnostics	Rio Lindo Ave # 500	Chico	Medical Laboratories	5-9 employees
	Valley Clinical Laboratory	Kentucky St	Gridley	Medical Laboratories	5-9 employees
	Feather River Clinical Lab	Raley Blvd # 140	Chico	Medical Laboratories	5-9 employees
	Enloe Medical Ctr	Cohasset Rd # 310	Chico	Diagnostic Imaging Centers	5-9 employees
	Angels In Stone	Jordans Pl	Chico	Diagnostic Imaging Centers	5-9 employees
	Lyme Disease Diagnostic Ctr	Pearson Rd	Paradise	Medical Laboratories	1-4 employees
	Valley Clinical Laboratory	Lincoln St	Oroville	Medical Laboratories	1-4 employees





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## ➔ Employer Details

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New Search



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Employer Name: Valley Clinical Laboratory

Business Description: Laboratories-Medical

Employer Address: 2767 Olive Hwy  
Oroville, CA 95966-6118  
[Map This Address](#)

Mailing Address: N/A

Contact: Scott Chapple, Hr Executive  
Telephone: 530-532-8630

Website: [OROVILLEHOSPITAL.COM](http://OROVILLEHOSPITAL.COM) (Links to external websites are for informational purposes only. The information on external websites is believed accurate but not guaranteed.)

Employer Size Class: 100-249 Employees

Industry Description: Medical Laboratories (NAICS code: 621511)

This U.S. industry comprises establishments known as medical laboratories primarily engaged in providing analytic or diagnostic services, including body fluid analysis, generally to the medical profession or to the patient on referral from a health practi

Related Links

[Local Area Profile](#)



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# Thank You!

