

Center for Analysis of Postsecondary Education and Employment
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Washington, DC



Labor Market Data Access and Linking

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Kentucky Community and Technical College System



Fall 2013:

- 92,365 students
- 9,917 dual credit/high school students
- 56,640 students enrolled in distance education courses
- 59% part-time, 41% full-time
- 57% female, 43% male
- 15% minority students
- 27.5 average age
- 42% enrolled in technical programs, 27% liberal arts

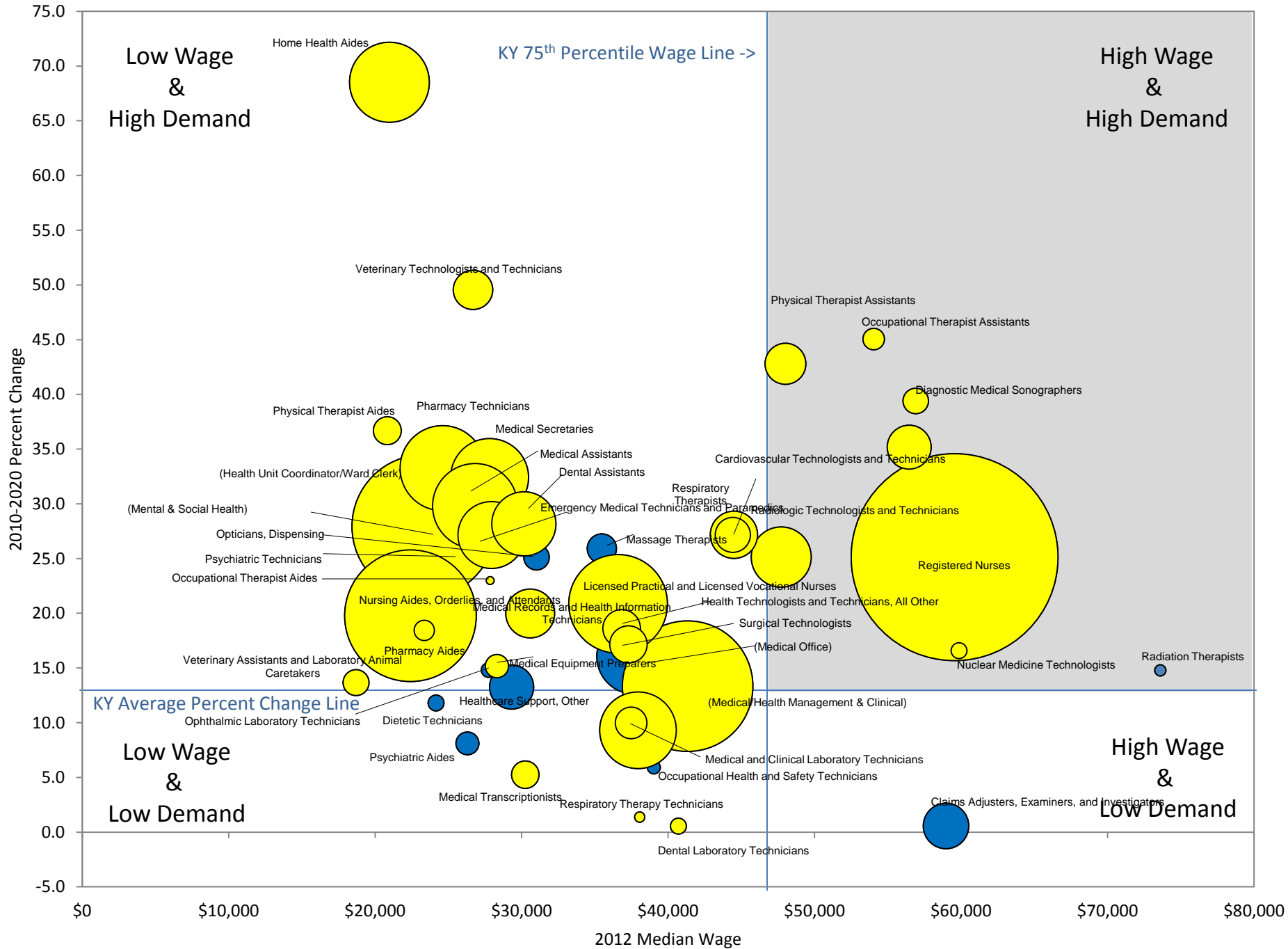
2012-13 Academic Year:

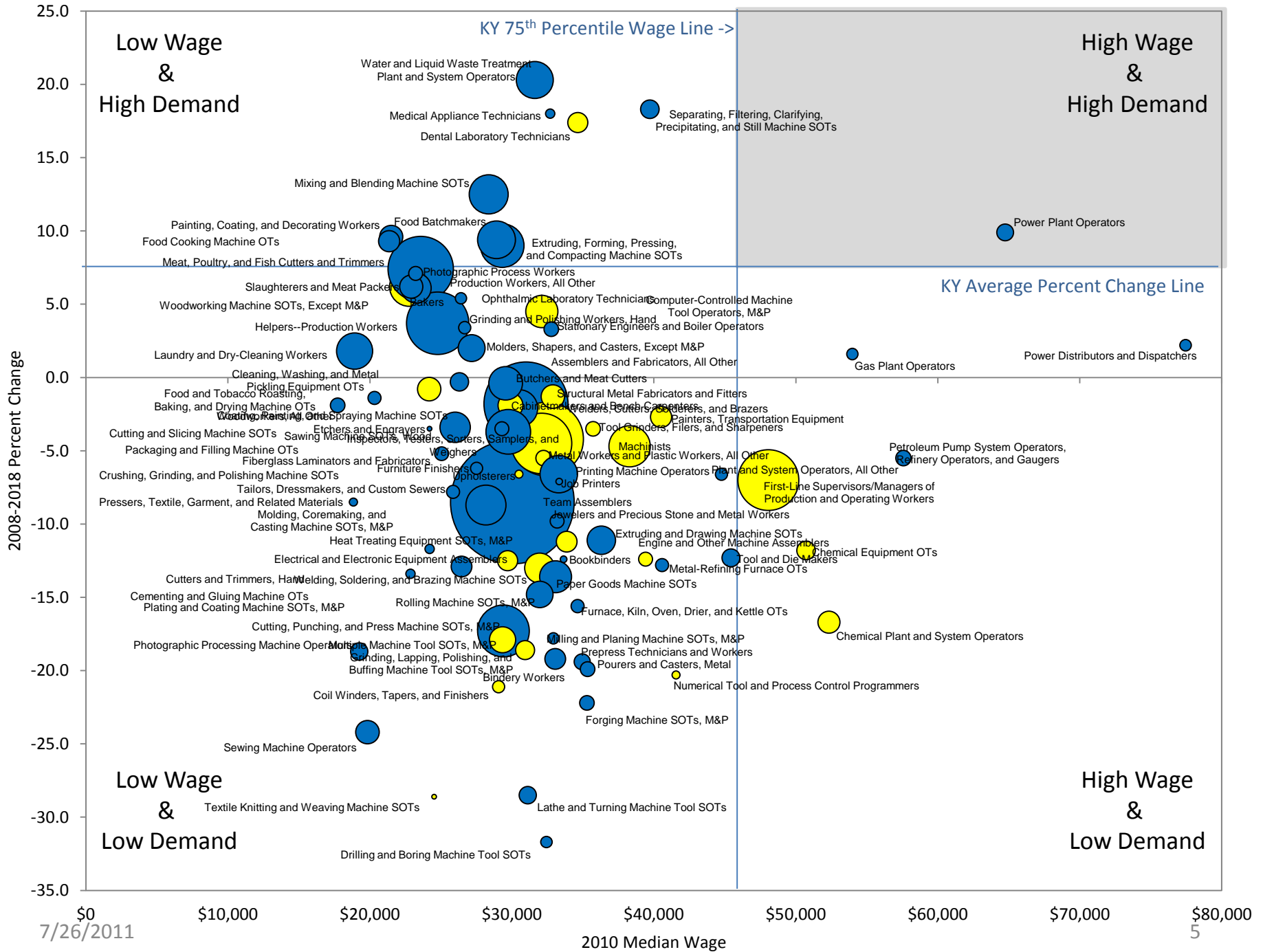
- 28,469 credentials awarded
- 61,929 students served via workforce training

Economic Development Sectors:

- Healthcare
- Banking and Finance
- Construction and Skilled Trades
- Transportation and Logistics
- Energy
- Manufacturing



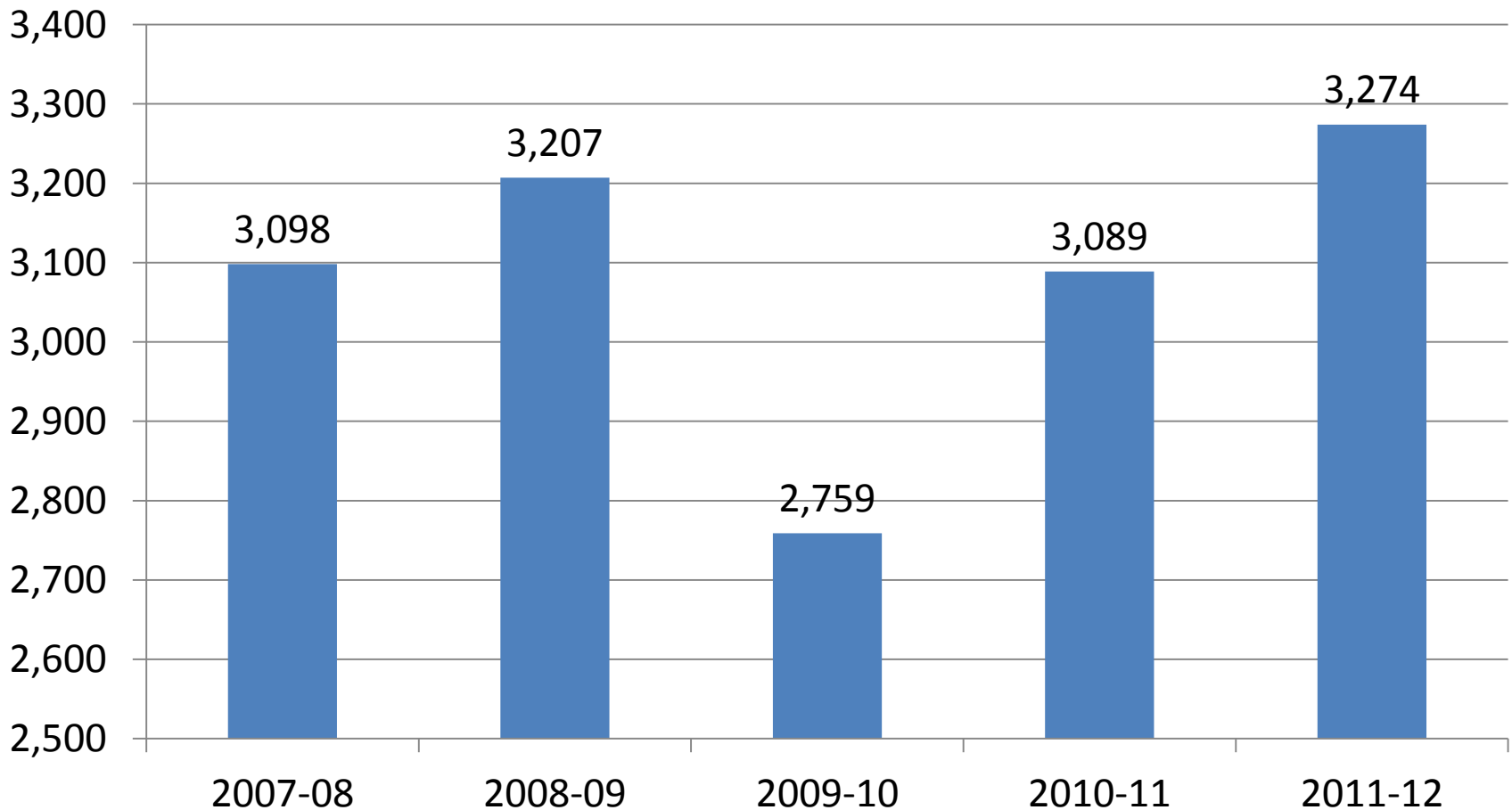




ACCOUNTABILITY

KCTCS Strategic Plan

High Wage, High Demand Completions



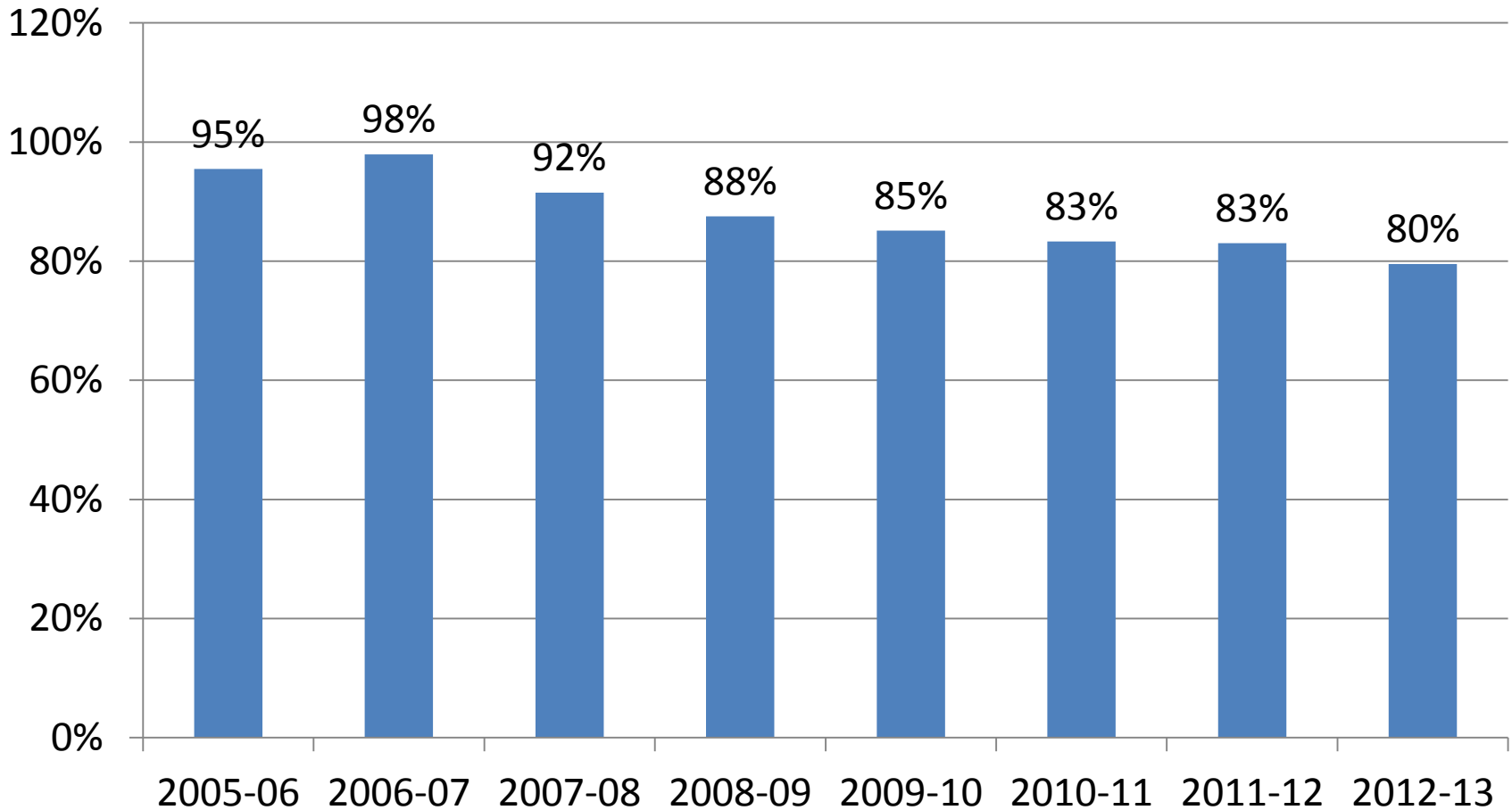
Note: Number of unduplicated credentials in programs cross-walked to a high wage, high demand occupation. KCTCS Data Base, Kentucky Occupational Outlook to 2014, Office of Employment and Training Occupational Wages.

High Wage, High Demand Programs

- Registered Nurses
- Claims Adjusters
- Dental Hygienists
- Computer Occupations
- Insurance Sales Agents
- Aircraft Mechanics
- Engineering Technicians
- Power-line Installers
- Industrial Maintenance
- Radiologic Technicians
- PT Assistants
- Electricians
- Respiratory Therapists
- Plumbers

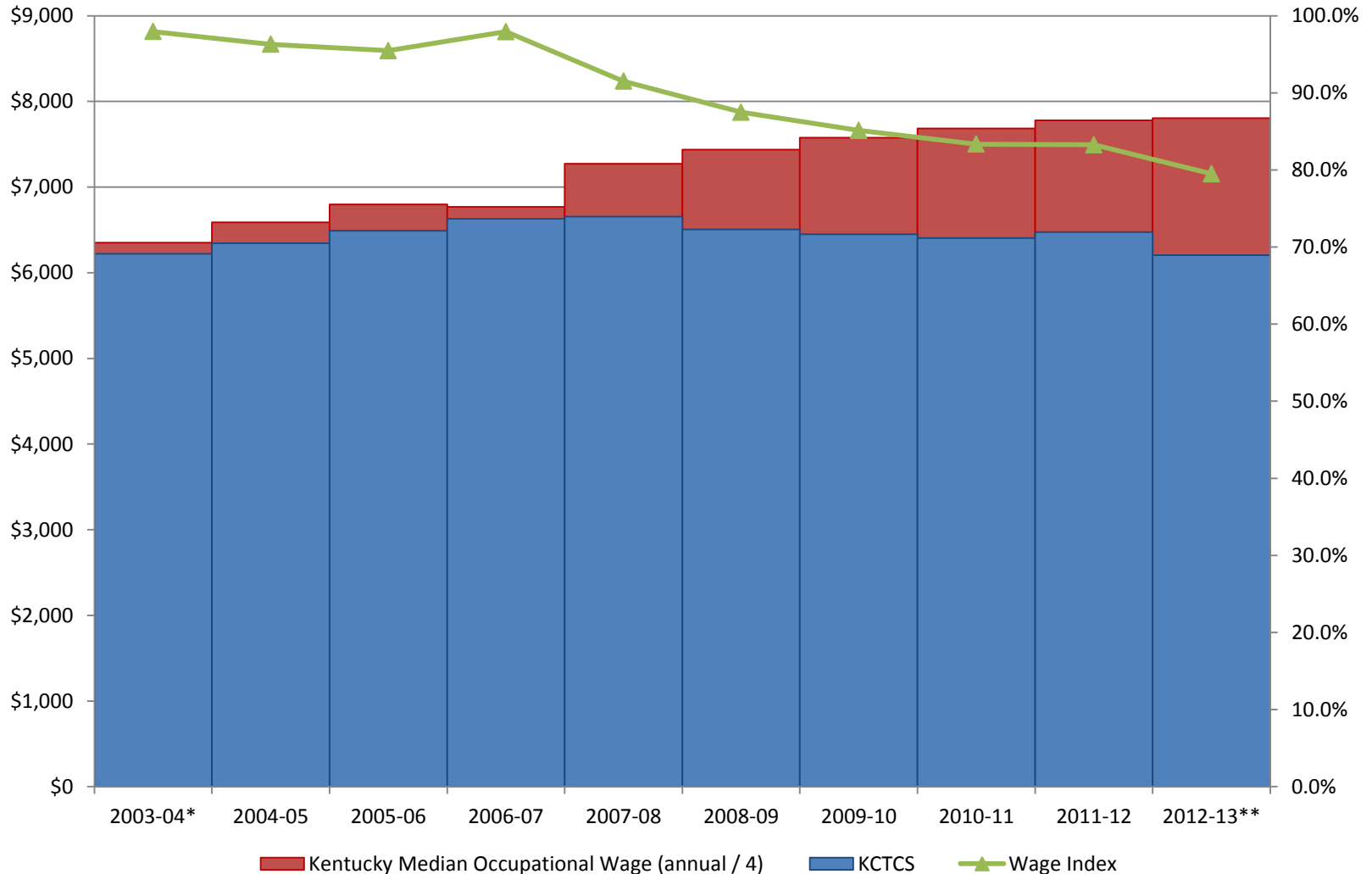


KCTCS Strategic Plan Wage Index



Note: Median wage of KCTCS completers earning \$2500 or more in the second quarter after completion, indexed to the state median occupational wage.
Source: KCTCS Data Base, UI Wage Match, Office of Employment and Training Occupational Wages.

KCTCS Strategic Plan Wage Index



Notes: Median wage by highest KCTCS degree, graduates earning \$2,500+ Graduates who return to KCTCS in the following academic year are excluded from this analysis.

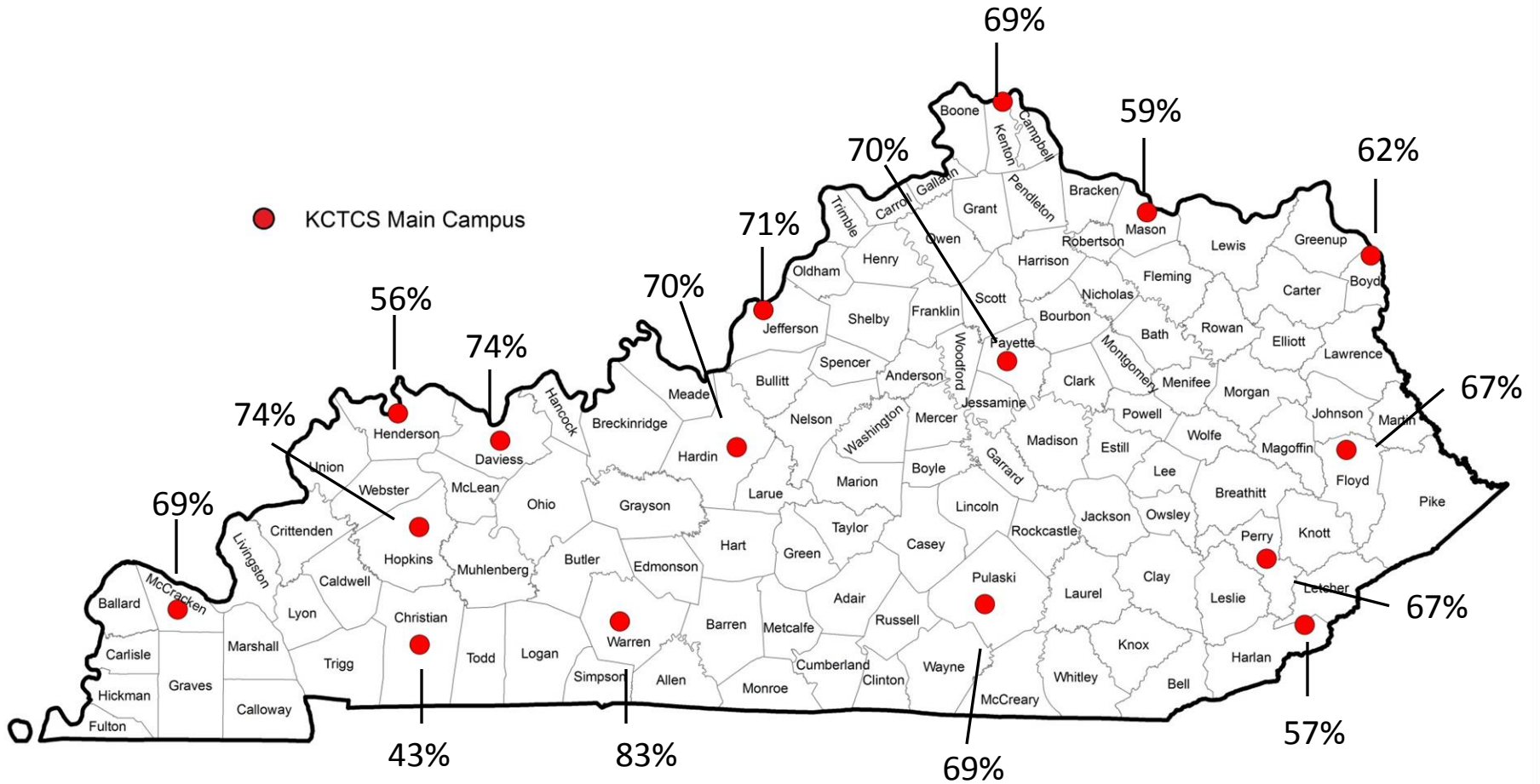
KCTCS Official data as reported to CPE, KCTCS UI wage match, Office of Employment and Training's Occupational Employment and Wages (OES)

* Does not include Summer 2003 graduates; ** denominator is based on BLS data for KY.

Technical Considerations

- Threshold for “Employment”
- Privacy and Suppression Rules
- Timing/Reporting Lag
- Match Rates/Representativeness of Data

Unemployment Match Rates by College



Policy and Practice Considerations

- Impact of technical limitations of labor market information vary by institution
- Institutions must partner with local economic development entities and employers
- Many economic factors affecting employment outcomes are beyond institutional control

CURRICULUM REVIEW

Dynamic Skills Audit

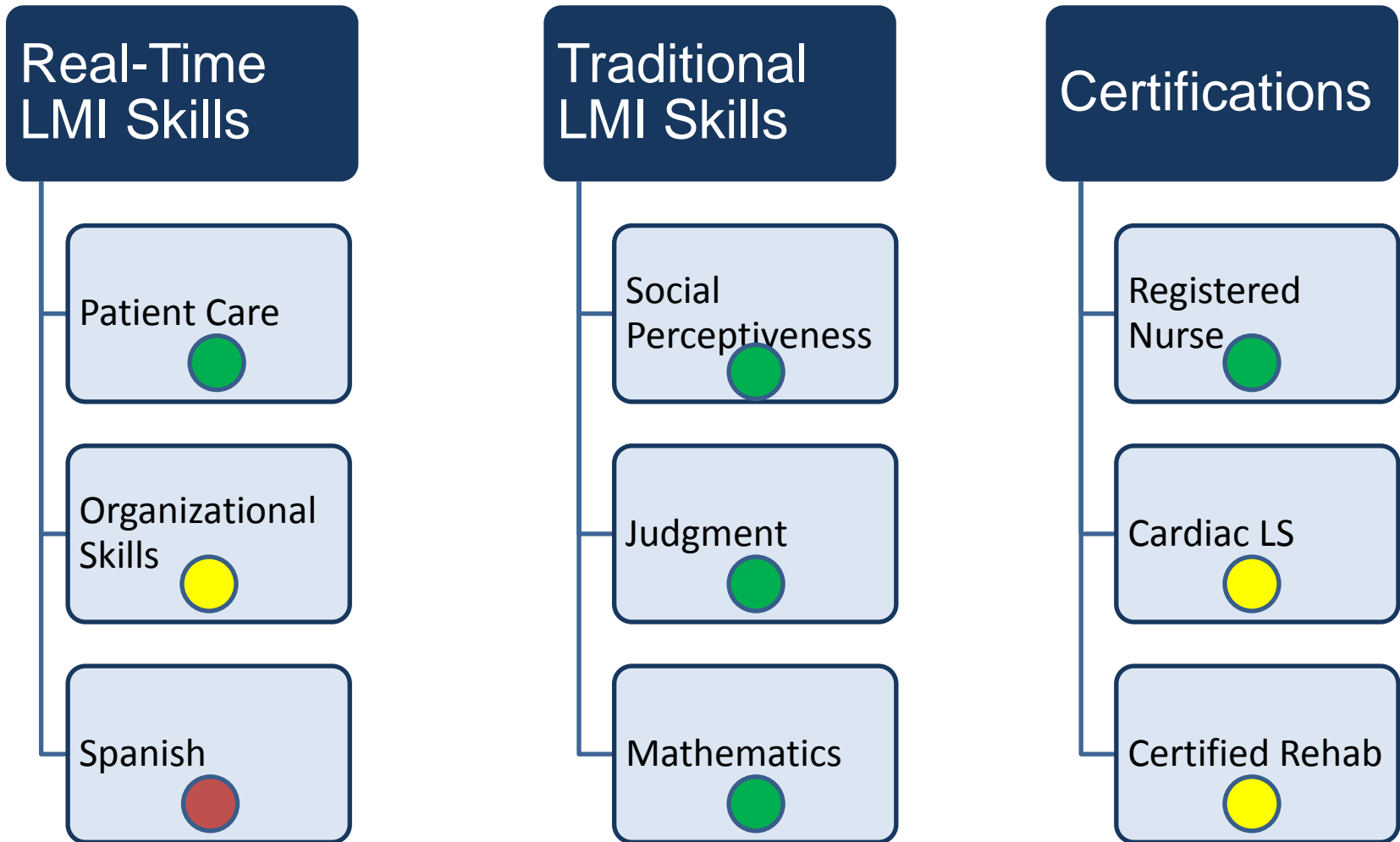
- A means to gauge education supply against employer demand
- A methodology that incorporates traditional and real-time labor market information into a structured review of curriculum
- A way to determine how responsive course content is to employer requirements

Dynamic Skills Audit: Labor Market Assessment

Program of Study	DEMAND: Traditional LMI						DEMAND: Real-time LMI		SUPPLY: College & Employment Indicators				ANALYSIS / ASSESSMENT		
	2011 Jobs	2008 Jobs	2018 Jobs	10 Yr % Change	Projected Annual Openings	2011 Median Annual Wage	2011 Jobs	2010 Jobs	2010-11 No. of Students by Program	2010-11 Graduates by Program (KCTCS)	2010-11 All Completions	Job Placement/ Entered Employment	Ratio of 2011 Employed to 2011 Job Postings	Ratio of All Completions to 2011 Job Postings	Job Postings minus Completions
RN	2,440	2,163	2,634	21.78%	83	\$54,401	298	175	160	65	81	82.1%	8:1	1:4	217
CMM	1,130	2,895	2,478	-14.40%	60	\$37,000	1,534	683	28	20	46	63.6%	1:1	1:33	1,488

Note: Labor Market Assessment for selected programs at Owensboro Community and Technical College.

DSA: Skills Matrix Development



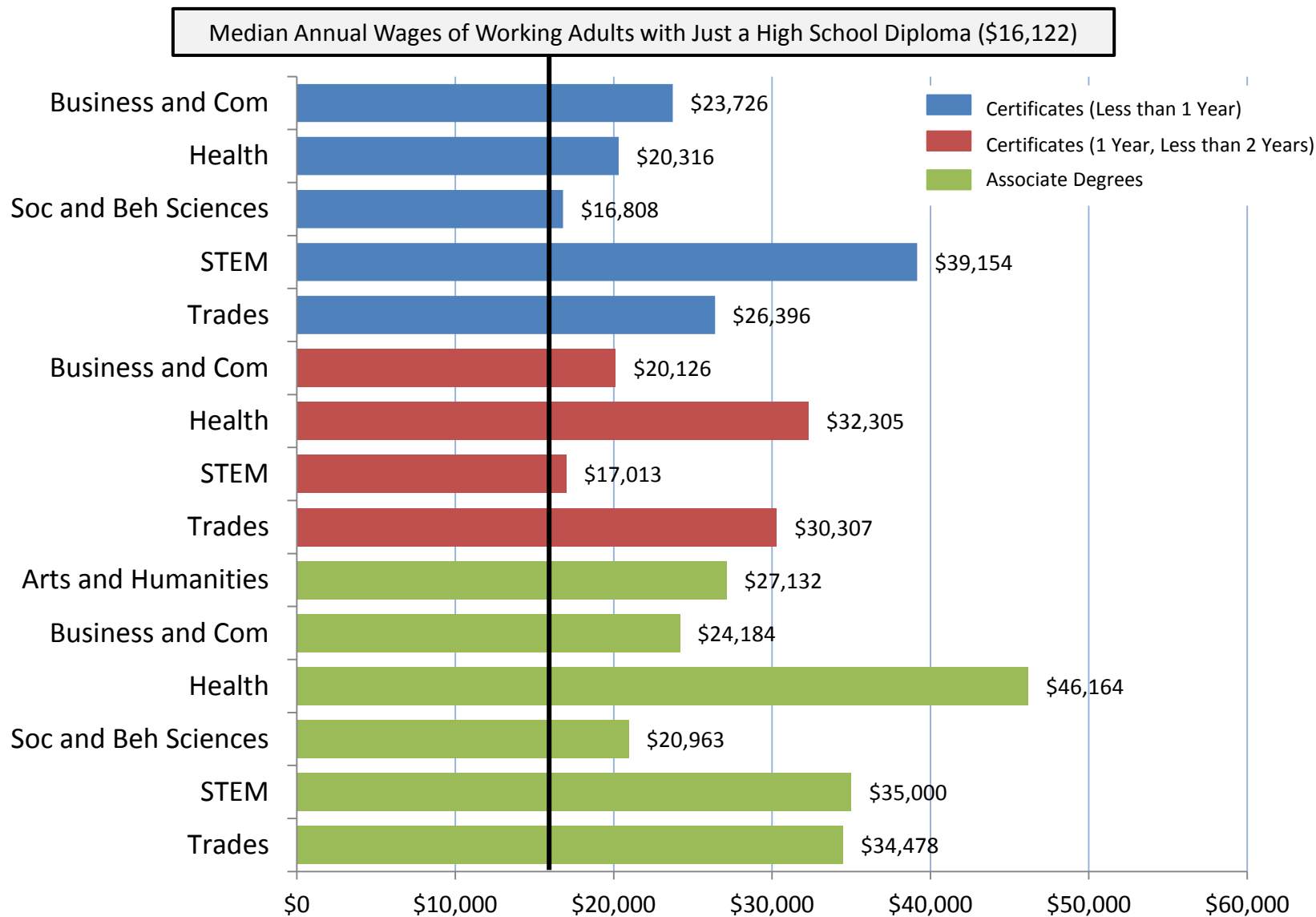
Policy and Practice Considerations

- How can this process be integrated with existing curriculum processes?
- Supply/demand mismatch may be unrelated to institutional production
- Test data against anecdotal experiences shared by employers
- Improve curriculum in “real time,” based on market research
- Be responsive to industry demands

PROGRAM REVIEW

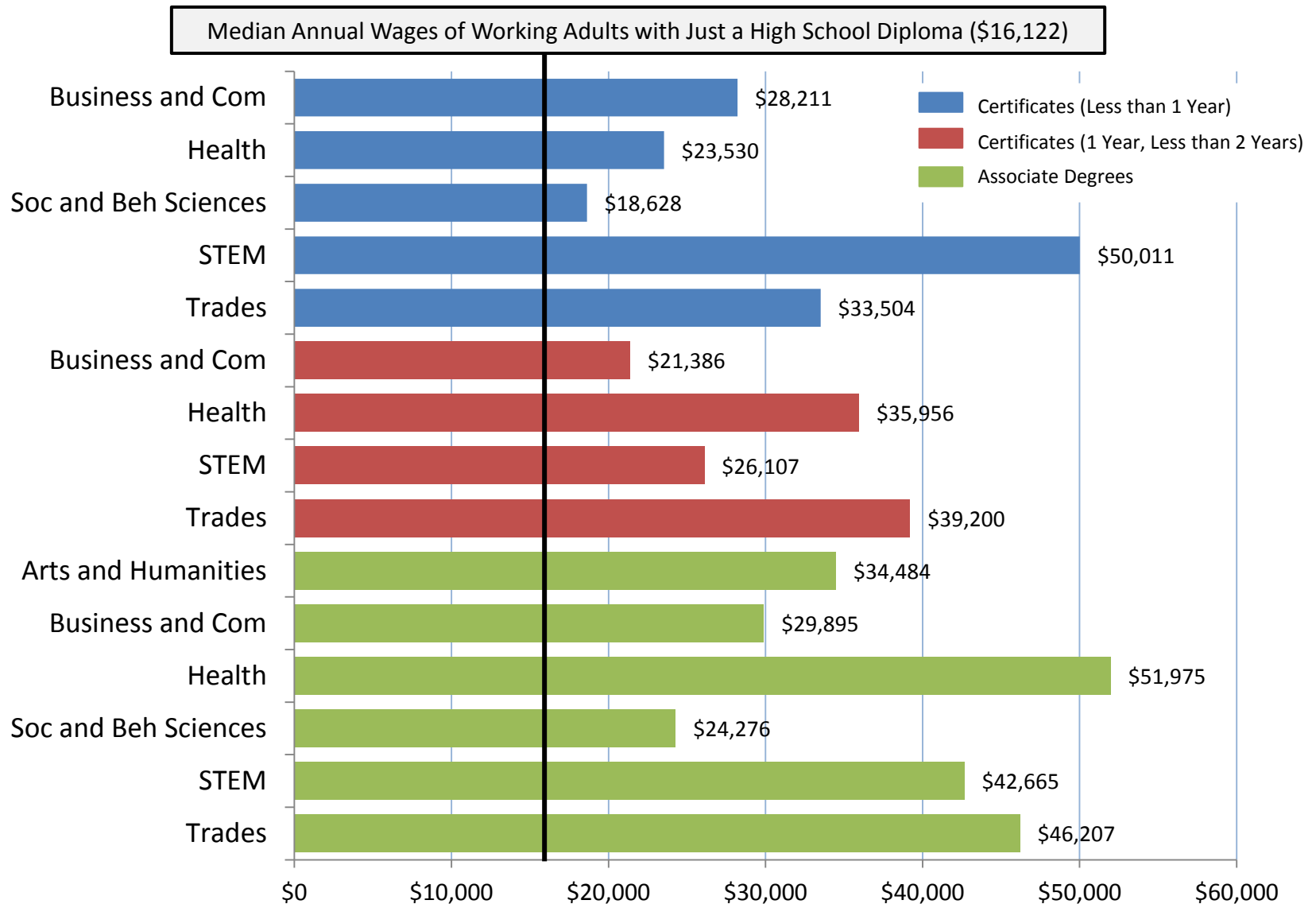
What Are Their Median Annual Wages One Year After Completion?

Median Annual Wages of 2005-06 Completers the Following Year



What Are Their Median Annual Wages Five Years After Completion?

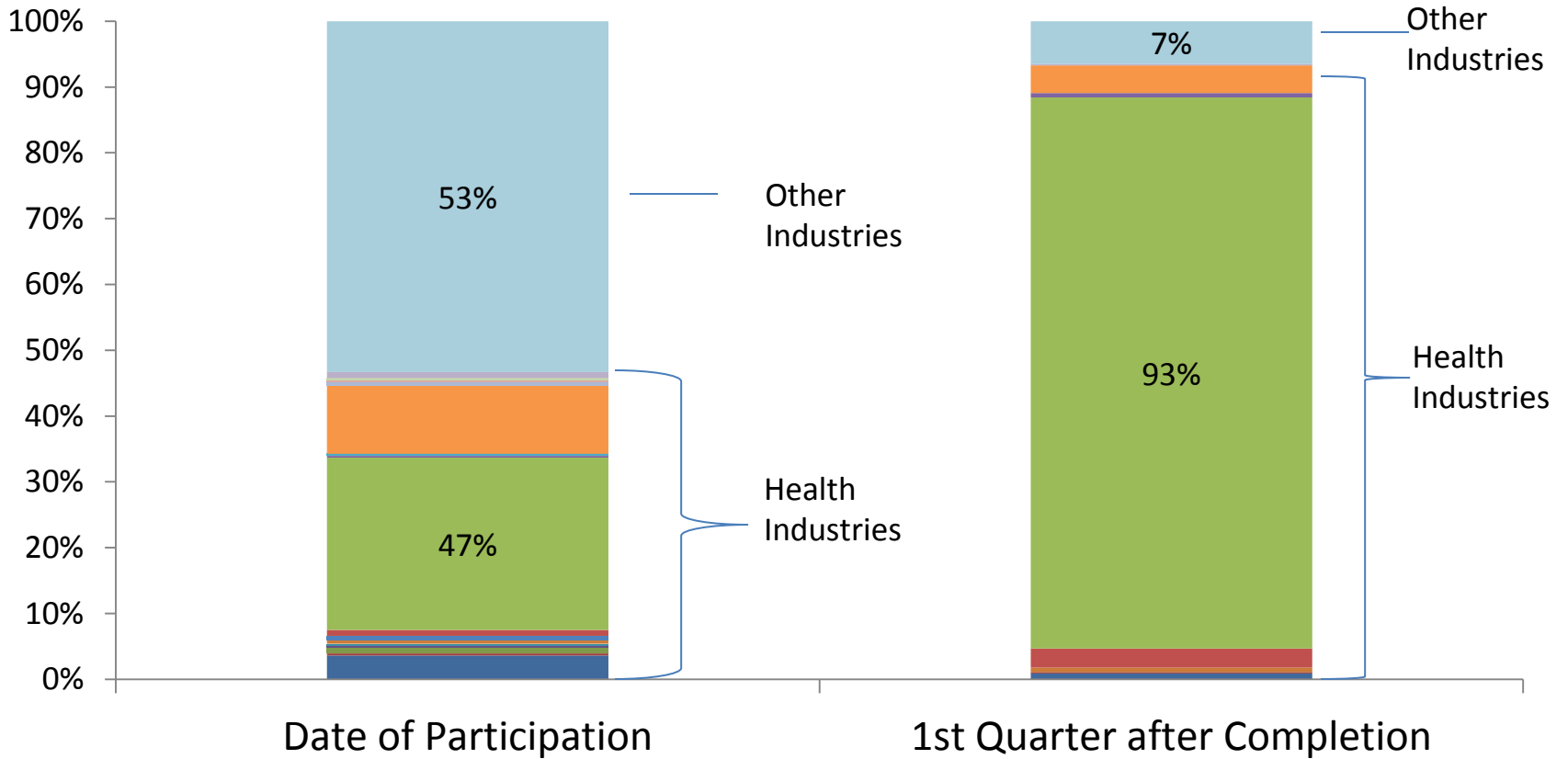
Median Annual Wages of 2005-06 Completers Five Years After Completion



Graduate Employment Profiles

Employment by Industry

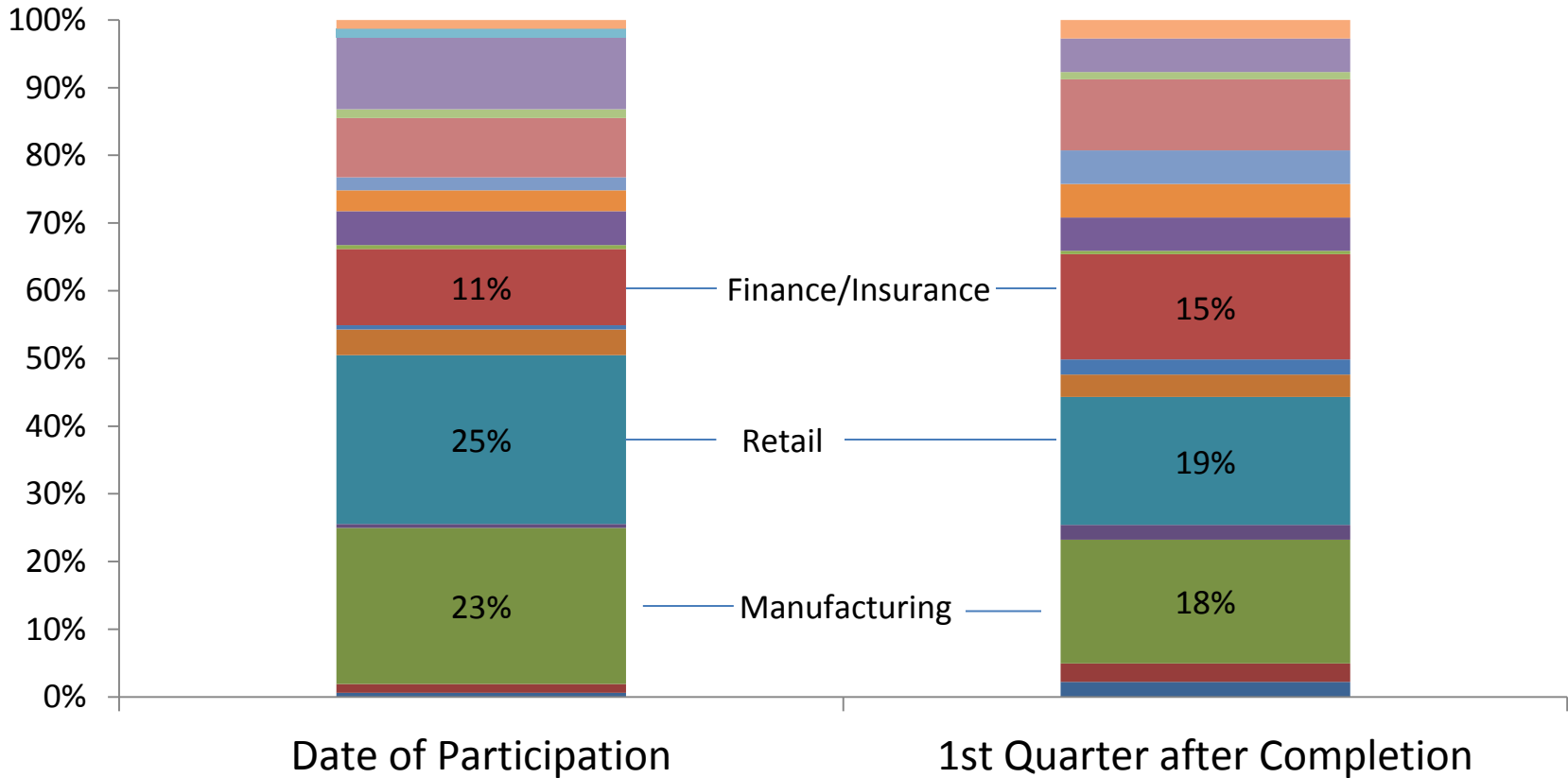
Registered Nursing



Graduate Employment Profiles

Employment by Industry

Business Administration



Considerations for Policy and Practice

- Programs that yield poor employment outcomes may generate revenue for the institution
- Can faculty be retrained/reassigned (tenure and accreditation requirements)?
- “Social Welfare Index”: Cosmetology vs. Early Childhood Education

STUDENT INFORMATION

Graduate Employment Profiles

	% NRG Employed	Median Wage	% NRG Earning \$2500/Q	Median Wage \$2500+
Liberal Arts	60.7	\$3,572	40.3	\$5,100
Registered Nursing	81.4	\$11,176	78.5	\$11,277
Business Administration	72.3	\$5,485	59.9	\$6,158
Welding Technology	63.8	\$5,313	50.0	\$6,360
All	67.2	\$5,306	53.8	\$6,450

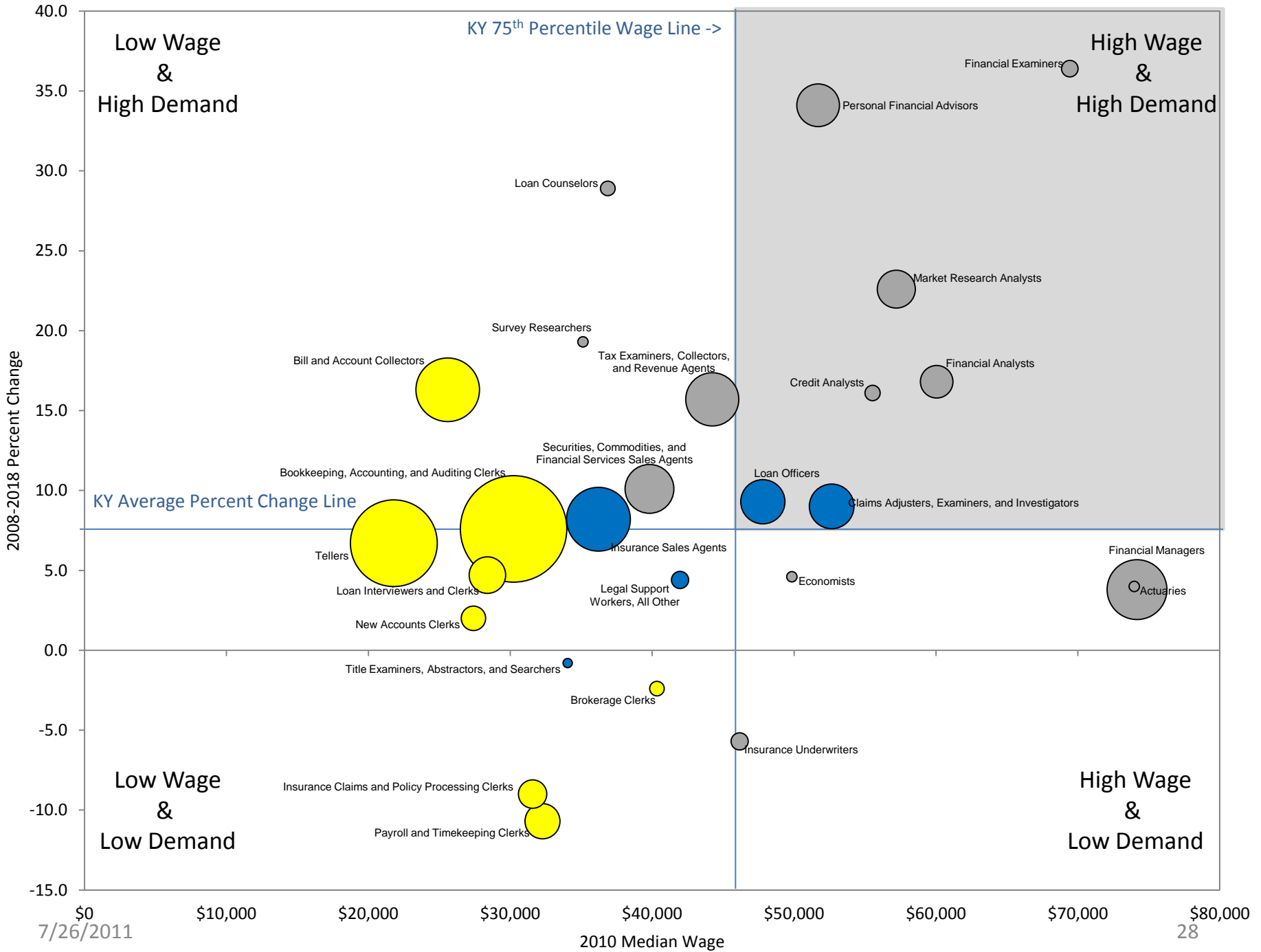
Note: 2009-10 graduates two quarters post-completion. Source: KCTCS Data Base, UI Wage Match

Graduate Employment Profiles

ETA Common Measures

	Entered Employment	Employment Retention	6-month Earning Increase	Median Wage \$2500+
Registered Nursing	70.7	90.2	\$13,739.22	\$11,277
Business Administration	40.5	92.2	\$4,759.51	\$6,158

Note: 2003-4 graduates. Source: KCTCS Data Base, UI Wage Match



**SIDE EFFECTS: MAY
CAUSE A SUCCESSFUL
CAREER IN PHARMACY**

**TAKE FOR A CAREER
WITH JOB SECURITY**

**May Cause
HIGH INCOME**

**FOR ENDLESS
CAREER OPTIONS**