



Exploring Systemwide Wage Data: Analysis by Demographics & Region

Research Briefs
October 2013

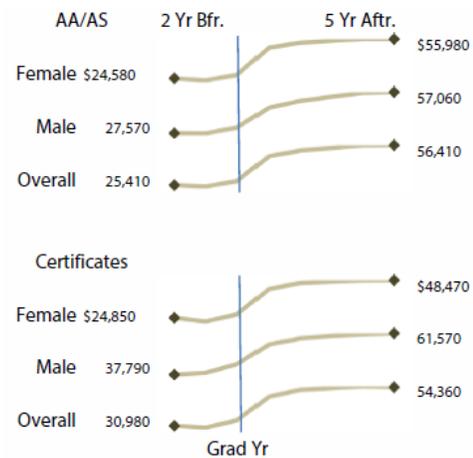
The release of the Salary Surfer/Wage Tracker earlier this year has led the Research Analysis & Accountability unit to explore the impact that various demographic and geographic factors have on the wages of graduates. The analysis involved disaggregating median wages 2 years before and 5 years after award (Certificate & Degree) by demographics including gender, ethnicity and age as well as region of the college where a student earned an award. The data were constructed using the Salary Surfer methodology (see notes).

colleges in the Bay Area had the highest wages (\$63,810) while those from colleges in Southern California outside of the Los Angeles area had the lowest (\$53,430). Those earning certificates from colleges in Southern California outside of the Los Angeles area had the highest wages (\$59,190) while those from the northern part of the state outside of the Bay Area had the lowest (\$49,860).

Gender

Overall, by degree type, median wages five years after graduation were higher for males compared to females for both certificates (\$61,570 compared to \$48,470) and associate degrees (\$57,060 compared to \$55,980). The data indicates a disparity in wages between males and females before graduation for both certificates as well as associate degrees. Five years after graduation this disparity remains but is much smaller for those who earned associate degrees.

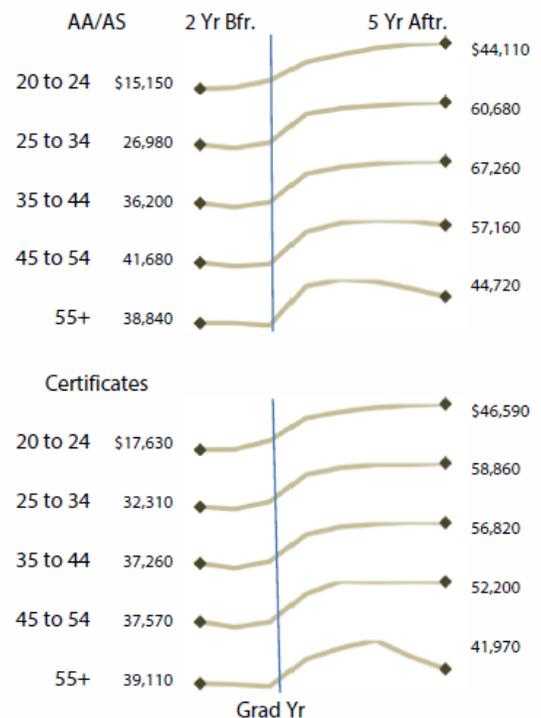
Median Wages Before & After Graduation by Gender¹



Race/Ethnicity

In analyzing the wages by ethnicity and award type, Filipinos had the highest median wages for both certificates (\$65,870) and associate degrees (\$77,490) five years after graduation. American Indians (\$49,800) and Pacific Islanders (\$53,820) had the lowest earnings among those who earned associate degrees while Asians (\$49,590) and American Indians (\$44,490) had the lowest earnings of those with certificates.

Median Wages Before & After Graduation by Age¹



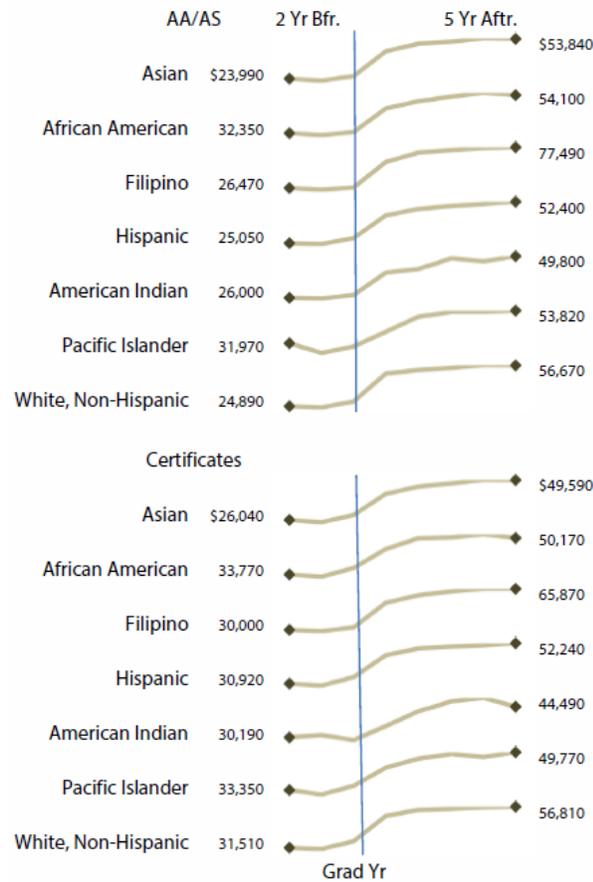
Age at Graduation

There was also significant variation in median wages five years after award when disaggregated by student's age at time of graduation. For associate degree, those aged 35 to 44 had the highest earnings (\$67,260) while those less than 25 had the lowest earnings (\$44,110). For those with certificates, graduates that were 25 to 34 had the highest earnings (\$58,860) while those that were 55 and over had the lowest (\$41,970).

College Region

Median wages were also disaggregated by the region in the state where a graduate earned an award. For the purposes of this analysis the state was broken down into five regions. Those earning associate degrees from

Median Wages Before & After Graduation by Race/Ethnicity¹



Median Wages Before & After Graduation by Region of College¹



Conclusion & Future Research

Disaggregation of wages among groups such as race/ethnicity, age, gender and region all displayed some degree of variance. These disparities are important to take into consideration when interpreting the Salary Surfer data. Some of these results reflect the larger wage disparities we see in the overall economy such as the earnings between males and females.

The Research, Analysis & Accountability unit continues to explore the impact that various demographic and geographic factors have on the wages of graduates. Further analysis could examine how discipline of degree interacts with each of these variables. Another similar line of inquiry would be an exploration of wages for those students known as 'leavers' or those who exited the California Community College system without earning any type of award or transfer to a four year institution.

1: All wages adjusted to current dollars using the California CPI-U & and rounded to nearest \$10.

2: Northern Region of State includes colleges in all districts north of & including Los Rios, Napa, Sonoma & Solano and excludes the Bay Area.

3: Southern Region of State includes colleges in all districts in the San Diego, Inland Empire, Bakersfield & Santa Barbara areas and excludes Los Angeles.

Notes on Salary Surfer Methodology:

The Salary Surfer presents wage data for California Community College students who earned an associate's degree or a credit certificate. Wage data were obtained from the California Employment Development Department Unemployment Insurance (EDDUI) program. The Salary Surfer uses the aggregated earnings of those who earned awards during a five-year period (2002-03 to 2006-07) who: 1) had not transferred to a four-year institution; 2) were not enrolled anywhere in the California Community Colleges system after receiving an award; and 3) were older than 21 at time of award.

Suggested Resources

Salary Surfer Web Tool:

<http://salarysurfer.cccco.edu/SalarySurfer.aspx>

The Research, Analysis and Accountability Unit within the California Community Colleges Chancellor's Office is responsible for research and evaluation leadership and services to support systemwide decision making and inquiry.

Authored by : Ryan Fuller