



# After Graduation: Employment Outcomes for Oregon's College and University Graduates

## MEETING OF THE LEGISLATIVE TASKFORCE ON UNDERREPRESENTED STUDENT SUCCESS

Amy G. Cox, Director  
Office of Research and Data

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A key benefit of postsecondary education and training is the greater economic security it brings from higher paying, more stable employment

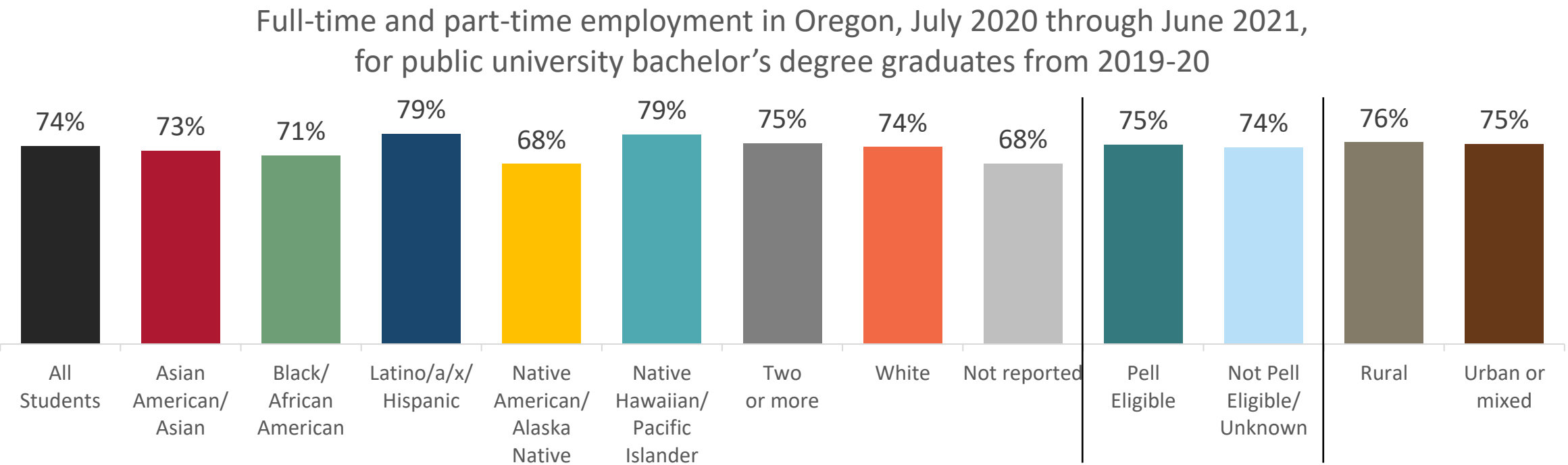
Are Oregon graduates finding employment?

Are they entering the fields they studied for?

Are they earning a stable income?

How do the answers to these questions vary for students whose communities are underrepresented in colleges and universities?

# Do students find employment when they graduate? In the first year after earning their degree, most university graduates are employed in Oregon.

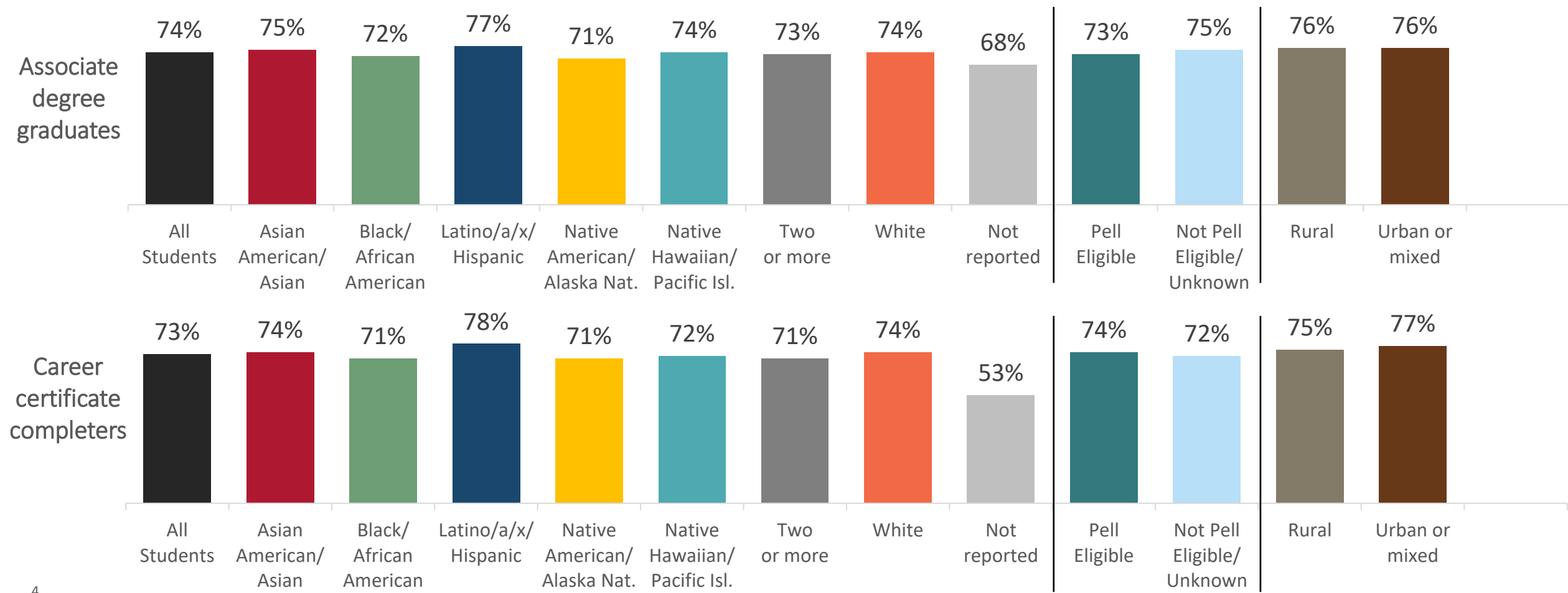


These rates are comparable to national employment rates for young adults. Employment rates remain at about this level five and ten years after graduation.

**Source:** HECC analysis of student-level records from Oregon community colleges, public universities and earnings data from Oregon Employment Department.  
**Notes:** Employment rates for students who earned bachelor and associate degrees in 2019-20. For universities, data includes resident students. For community colleges, data includes all students.

# Similarly, most community college graduates are also employed in Oregon in the first year after graduation

Full-time and part-time employment in Oregon, July 2020 through June 2021  
for community college graduates from 2019-20



Source: HECC analysis of student-level records from Oregon community colleges and earnings data from Oregon Employment Department.  
Notes: Includes individuals who were awarded a career/technical certificate, Oregon Transfer Module (OTM) certificate, or an associate degree and were employed in Oregon five years later.

# Do graduates find jobs in their field? Many do, but sometimes it takes time, and measuring this is difficult.

Top 5 majors of bachelor’s degree graduates and the industry in which they earned the most

| Business/Marketing                                                                                                                                                                                               | Social Science                                                                                                                                                                                                                                                                                | Engineering                                                                                                                                                                                                                                                                                           | Biological/Biomedical Sciences                                                                                                                                                                                                                                                                                                             | Psychology                                                                                                                                                                                                                                                                                                     |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• Accounting</li><li>• Temporary Help Services</li><li>• Commercial Banking</li><li>• Corporate Management Offices</li><li>• Professional Employer Organizations</li></ul> | <ul style="list-style-type: none"><li>• Elementary and Secondary Schools</li><li>• Temporary Help Services</li><li>• Admin. of Human Resource Prog (exc. Educ, Pub. Health, Veterans' Affairs)</li><li>• Exec. and Legislative Offices, Combined</li><li>• Full-Service Restaurants</li></ul> | <ul style="list-style-type: none"><li>• Engineering Services</li><li>• Semiconductor &amp; Related Device Manuf.</li><li>• Temporary Help Services</li><li>• Comm. &amp; Inst. Building Construction</li><li>• Research and Dev. in Phys, Eng, &amp; Life Sciences (exc. Nanotech, Biotech)</li></ul> | <ul style="list-style-type: none"><li>• Colleges, Universities, &amp; Prof. Schools</li><li>• Offices of Physicians (exc. Mental Health)</li><li>• General Medical &amp; Surgical Hospitals</li><li>• Offices of All Oth. Misc. Health Practitioners</li><li>• Offices of Phys, Occup. &amp; Speech Therapists, and Audiologists</li></ul> | <ul style="list-style-type: none"><li>• Residential Mental Health &amp; Substance Abuse Facilities</li><li>• Other Individual and Family Services</li><li>• Child &amp; Youth Services</li><li>• Elementary and Secondary Schools</li><li>• Offices of Mental Health Practitioners (exc. Physicians)</li></ul> |

Bachelor’s degrees often apply to jobs in many industries, unlike graduate degrees and career certificates

**Source:** HECC analysis of student-level records from Oregon community colleges, public universities and earnings data from Oregon Employment Department.  
**Notes:** Based on top five fields of study by number of bachelor and associate degrees earned in 2019-20. For universities, data includes resident students. For community colleges, data includes all students.

# Do graduates find jobs in their field? Many do, but measurement is complex.

Top 5 majors of associate degree graduates and the industry in which they earned the most

| Liberal Arts and Sciences                                                                                                                                                                                                     | Health Professions                                                                                                                                                                                                                                                                                            | Business, Mgmt, and Marketing                                                                                                                                                                             | Computer & Info. Sciences and Tech.                                                                                                                                                                                                                 | Mechanic and Repair Technologies                                                                                                                                                                                                                                                                |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• Full-Service Restaurants</li><li>• Limited-Service Restaurants</li><li>• General Medical and Surgical Hospitals</li><li>• Junior Colleges</li><li>• Temporary Help Services</li></ul> | <ul style="list-style-type: none"><li>• Offices of Physicians (except Mental Health Specialists)</li><li>• Nursing Care Facilities (Skilled Nursing)</li><li>• Offices of Dentists</li><li>• Ambulance Services</li><li>• Offices of Physical, Occupational and Speech Therapists, and Audiologists</li></ul> | <ul style="list-style-type: none"><li>• Temporary Help Services</li><li>• Full-Service Restaurants</li><li>• Junior Colleges</li><li>• Limited-Service Restaurants</li><li>• Commercial Banking</li></ul> | <ul style="list-style-type: none"><li>• Temporary Help Services</li><li>• Junior Colleges</li><li>• Elementary and Secondary Schools</li><li>• Computer Systems Design Services</li><li>• Telemarketing Bureaus and Other Contact Centers</li></ul> | <ul style="list-style-type: none"><li>• New Car Dealers</li><li>• General Automotive Repair</li><li>• Construction &amp; Mining (exc. Oil) Machinery and Equip. Merchant Wholesale</li><li>• Temporary Help Services</li><li>• Auto. Body, Paint, and Interior Repair and Maintenance</li></ul> |

Associate degree graduates may be continuing their education toward a bachelor's degree during this period, especially those majoring in Liberal Arts and Sciences

# Do graduates find jobs in their field? Many do, but not always right away.

Top 5 majors of career certificate completers and their most common industries of employment

| Health Professions                                                                                                                                                                                                                                                                                                        | Business, Mgmt, and Marketing                                                                                                                                                                                                                                    | Computer & Info. Sciences and Tech.                                                                                                                                                                                                                                             | Precision Production                                                                                                                                                                                 | Engineering Technologies                                                                                                                                                                                                                          |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• General Medical and Surgical Hospitals</li><li>• Offices of Physicians (except Mental Health Specialists)</li><li>• Offices of Dentists</li><li>• Nursing Care Facilities (Skilled Nursing Facilities)</li><li>• Services for the Elderly and Persons with Disabilities</li></ul> | <ul style="list-style-type: none"><li>• Temporary Help Services</li><li>• Supermarkets &amp; Other Grocery Retailers (exc. Convenience Retail)</li><li>• Junior Colleges</li><li>• Full-Service Restaurants</li><li>• Elementary and Secondary Schools</li></ul> | <ul style="list-style-type: none"><li>• Temporary Help Services</li><li>• Junior Colleges</li><li>• Computing Infrastr. Providers, Data Processing, Web Hosting, &amp; Related</li><li>• Elementary and Secondary Schools</li><li>• Custom Comp. Programming Services</li></ul> | <ul style="list-style-type: none"><li>• Temporary Help Services</li><li>• Machine Shops</li><li>• Junior Colleges</li><li>• Ship Building and Repairing</li><li>• Full-Service Restaurants</li></ul> | <ul style="list-style-type: none"><li>• Temporary Help Services</li><li>• Engineering Services</li><li>• Junior Colleges</li><li>• Semiconductor and Related Device Manufacturing</li><li>• Executive and Legislative Offices, Combined</li></ul> |

Unlike many bachelor's and associate degrees, career certificates are often connected to specific industries

# Earnings in the first year after graduation reflects the transition out of school

Total annual earnings of community college and public university graduates (2019-20) employed in Oregon full or part time in year after graduation, by credential level and student characteristic

|                            | Asian American/ Asian | Black/ African American | Latino/a/x/ Hispanic | Native American/ Alaska Native | Native Hawaiian/ Pacific Island | Two or more | White    |
|----------------------------|-----------------------|-------------------------|----------------------|--------------------------------|---------------------------------|-------------|----------|
| <b>Bachelor's Degrees</b>  | \$24,133              | \$28,498                | \$27,465             | \$34,376                       | \$30,931                        | \$26,946    | \$26,608 |
| <b>Associate Degrees</b>   | \$20,900              | \$20,000                | \$23,000             | \$18,400                       | \$21,300                        | \$19,900    | \$21,600 |
| <b>Career Certificates</b> | \$18,200              | \$18,600                | \$18,400             | \$18,900                       | \$19,500                        | \$17,200    | \$19,600 |

|                            | Pell Eligible | Not Pell Eligible | Rural    | Urban or mixed | All Students    |
|----------------------------|---------------|-------------------|----------|----------------|-----------------|
| <b>Bachelor's Degrees</b>  | \$26,364      | \$27,051          | \$28,979 | \$26,542       | <b>\$26,726</b> |
| <b>Associate Degrees</b>   | \$19,700      | \$24,500          | \$18,700 | \$22,900       | <b>\$19,100</b> |
| <b>Career Certificates</b> | \$18,500      | \$20,100          | \$18,300 | \$19,600       | <b>\$19,100</b> |

The first year out of college includes great transition, and graduates change jobs and industries more than at other times.

This yields few clear conclusions about employment outcomes.

By a few years after graduation, however, trends begin to emerge...

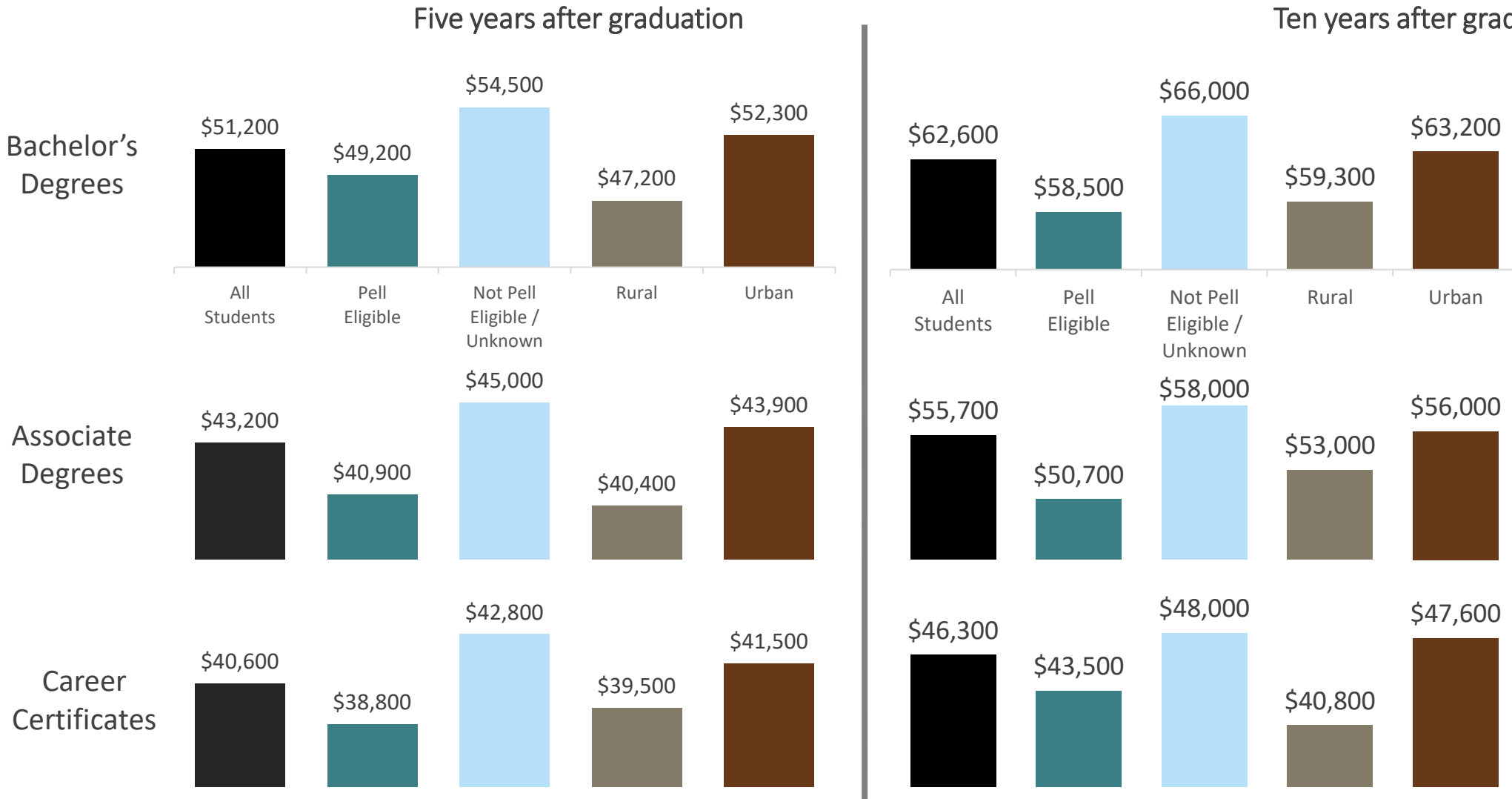
# Over time, it becomes clear that employment benefits are not evenly conferred

Total annual earnings of community college and public university graduates employed in Oregon, by level of credential and race/ethnicity



# Over time, it becomes clear that employment benefits are not evenly conferred

Total annual earnings of community college and public university graduates employed in Oregon, by level of credential and race/ethnicity



The disparities that leave communities underrepresented in college and university continue even after degrees are earned

For a national picture of our graduates' employment outcomes, we've partnered with the U.S. Census Bureau

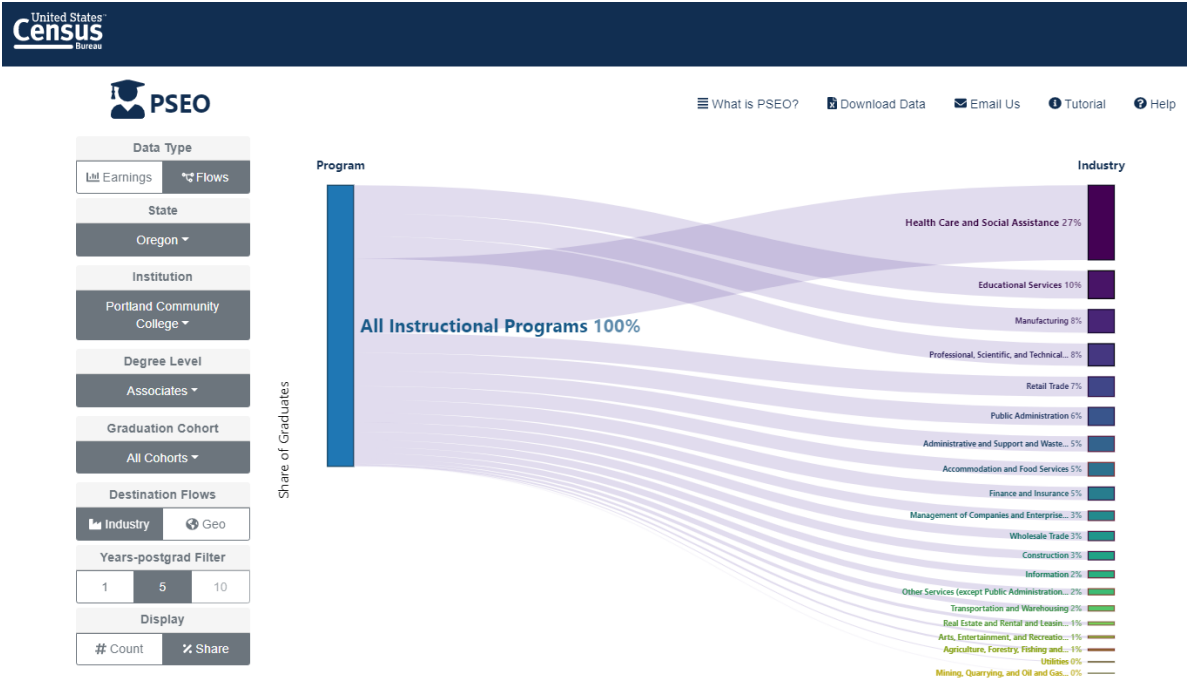
### **Oregon employment outcomes**

- For Oregon employment outcomes, we have flexibility in what we present. We can look at particular groups of students, at the State as a whole, etc. This is because we prepare the data (with the Oregon Employment Department).
- However, we miss graduates who leave Oregon and those who enter federal employment

### **Census Post-Secondary Employment Outcomes (PSEO)**

- The Census Bureau has a new program to track college and university graduates who take jobs in other states
- Our Office shared data with the Census to match Oregon student records with a national database of jobs to capture students in other states and most federal employment
- Outcomes are available publicly and only at the aggregate level by: institution, degree level, field of study, and region
- These national outcomes complement the Oregon employment outcomes we regularly report

# The Census PSEO show what students earn, in which industries they work, and where they live—by institution, degree, and major



<https://lehd.ces.census.gov/>