



CTE Employment Outcomes Survey

Longitudinal Data Briefing

8/30/2023

Introduction

The California Community Colleges Chancellor’s Office (CCCCO) Career Technical Education Employment Outcomes Survey (CTEOS) is an annual survey of CTE students who earned a certificate, vocational degree, or 9+ CTE units and stopped enrolling at their institution. The survey addresses student perceptions of the CTE program, employment outcomes, and how coursework and training relate to former students’ current careers. The survey is conducted at community colleges across the state by [Santa Rosa Junior College](#).

Since 2018, about fifty thousand San Diego Community College District (SDCCD) CTE students have been invited to participate in the survey (n=48,545), and a quarter of them have provided responses (n=12,024). Statewide, nearly eight hundred thousand students have been surveyed (n=798,600) in the same timeframe, and twenty seven percent have responded to the survey (n=213,781). Response rates for SDCCD have decreased over the last few years, from about 35% to 20%, in line with state-wide trends. See tables 2,3,and 4 in the appendix for additional information about response rates.

In this Briefing

This briefing compiles the last five years of data for all institutions of the San Diego Community College District from the PDF reports shared by Santa Rosa Junior College (SRJC). The purpose is to provide insights of the employment outcomes of SDCCD students before and after COVID-19. Data in this briefing was collected during the 2022 survey year from students who met the criteria for inclusion in 2019-20 and did not enroll or were minimally enrolled in 2020-21.

Methodology

Completer and skill-builder students at SDCCD were surveyed if they met one of the following criteria two years prior to the survey collection period and did not enroll or were minimally enrolled in the latest year or year before the survey collection:

- earned a certificate of 6 or more units
- earned a vocational degree, earned 9+ CTE units, earned a noncredit vocational/CTE award, **or** completed at least 48 CTE hours in that year

For example, for the 2022 survey year, students who met the criteria in the 2019/20 academic year and were not enrolled or minimally enrolled in 2020/21 and 2021/22 were surveyed. See Table 2, 3, and 4 in the Supplemental Tables section for additional detail.

Survey Year:	2018	2019	2020	2021	2022
<i>Met Criteria Year:</i>	2015/16	2016/17	2017/18	2018/19	2019/20
<i>Did not enroll or Minimally enrolled in:</i>	2016/17	2017/18	2018/19	2019/20	2020/21

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Findings

- 1. **Employment Rate:** On average over the last five years, eight of ten CTE students from SDCCD were employed after they stopped enrolling or completed a program. Data from 2021 and 2022 shows the recovery from COVID-19, with gains of five to ten percent in the last two survey years.

It appears employment rates of former SDCCD CTE students are recovering from COVID-19, with students from City and Mesa colleges matching or exceeding 2019 employment rates. Employment rates for students from Miramar College have made significant gains since 2020, matching the rate from 2018 but still below the 2019 rate.

- 2. **Employment in Related Field:** Seven of ten credit college CTE respondents reported employment in a field related to their program of study (City: 72%, Mesa: 71%, Miramar: 74%, Statewide: 71%). Six out of ten SDCCE CTE respondents reported employment in a related field.
- 3. **Wage Changes:** On average over the last five years, respondents at the credit colleges reported hourly wage gains of between 50% and 53%. Respondents from the College of Continuing Education reported lower hourly wage gain across the last three years (26%).

Wage gain among respondents from the credit colleges did not grow at the same pace as the statewide average in 2022. Salaries reported by SDCCD respondents in the 2022 survey year after CTE training is slightly higher than the statewide average; however, the statewide average shows a larger amount of growth than SDCCD respondents. SDCCE respondents reported a larger amount of wage gain in 2022 (36%) than the statewide average (32%).

- 4. **Satisfaction with Education:** Nine of ten respondents are satisfied with their education or program of study.

Key Findings and Next Steps

<p>It appears employment rates of former SDCCD CTE students are recovering from COVID-19, with students from City and Mesa colleges matching or exceeding 2019 employment rates. Employment rates for students from Miramar College have made significant gains since 2020, matching the rate from 2018 but still below the 2019 rate.</p>	<p>Employment rates may vary by program. Further, gaps in access to pandemic-resilient jobs may vary by demographic factors. Further exploration of the Equity Gaps in Priority Jobs report is recommended.</p>
<p>Wage gain among respondents from the credit colleges has not grown at the same pace as the statewide average. SDCCE respondents reported a larger amount of wage gain in 2022 (36%) than the statewide average (32%).</p>	<p>Wage growth at both the credit colleges and SDCCE lags below the state-wide average. This likely varies by program, and program-specific exploration of wage data is recommended. Colleges are encouraged to explore opportunities for increased student access to program-specific career services and career preparation activities.</p>

Metrics

1. Employment Rate: On average over the last five years, eight of ten CTE students from SDCCD were employed after they stopped enrolling or completed a program. Data from 2021 and 2022 shows the recovery from COVID-19, with gains of five to ten percent in the last two survey years.

It appears employment rates of former SDCCD CTE students are recovering from COVID-19, with students from City and Mesa colleges matching or exceeding 2019 employment rates. Employment rates for students from Miramar College have made significant gains since 2020, matching the rate from 2018 but still below the 2019 rate.

- Students from SDCCD generally reported employment rates similar to or above the statewide average.
- Over the last five years, SDCCE students have reported lower rates of employment than students from the credit colleges (City/ECC: 82%, Mesa: 78%, Miramar: 84%, SDCCE: 71%). The pandemic also seems to have more severely impacted SDCCE students, as their employment rates are lower than before COVID-19.

See Table 5 in the Supplemental Tables section for more information.

Figure 1. Employment Rate, Credit Colleges

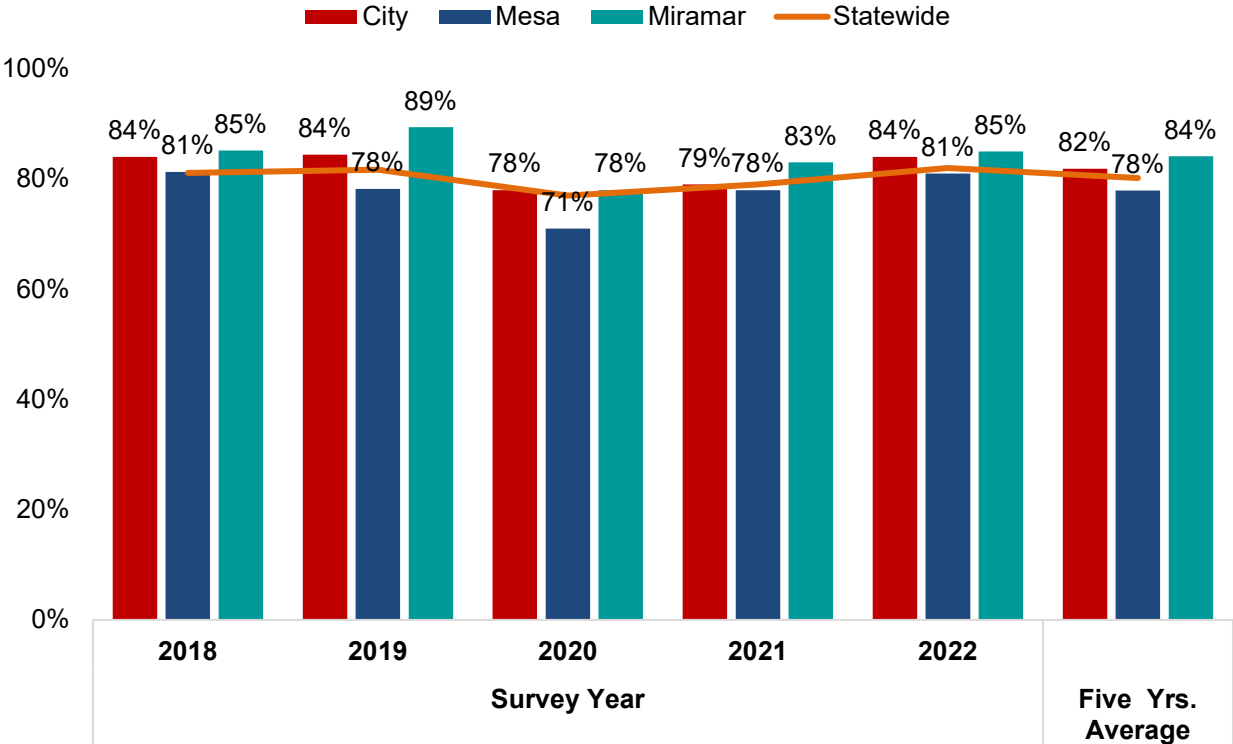
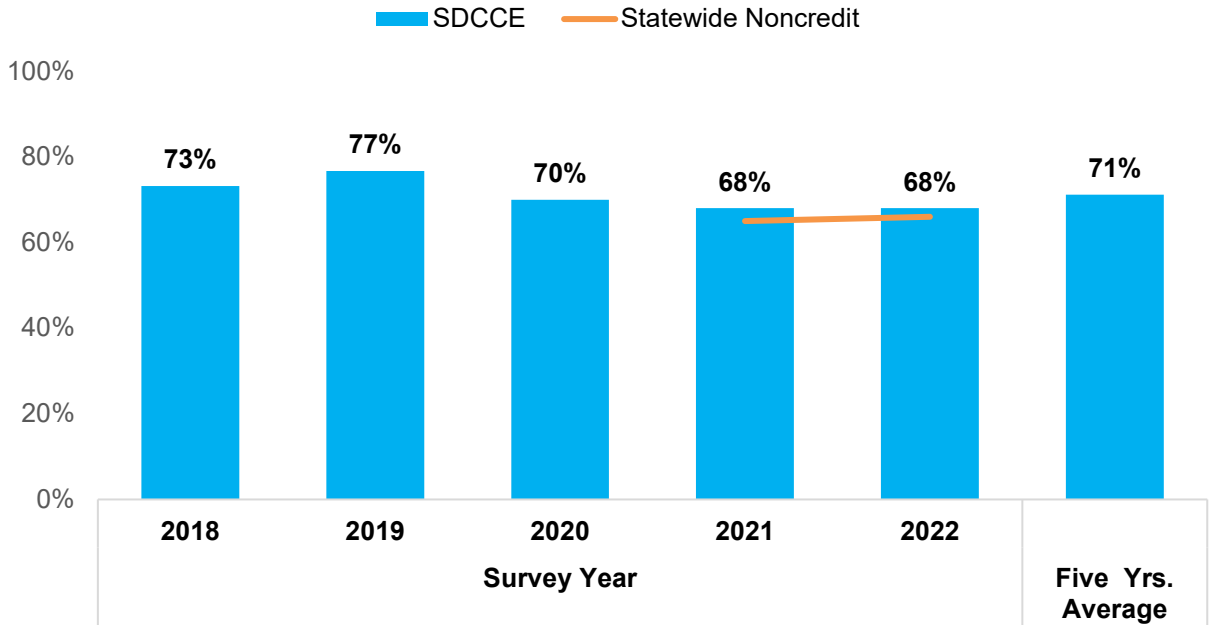


Figure 2. Employment Rate, SDCCE



2. Employment in Related Field: Seven of ten credit college CTE respondents reported employment in a field related to their program of study (City: 72%, Mesa: 71%, Miramar: 74%, Statewide: 71%). Six out of ten SDCCE CTE respondents reported employment in a related field.

- Compared to pre-COVID rates (2019 data), the rate of respondents reporting employment in a field related to their program of study was 5% higher in 2022 for Mesa College respondents, and 5% lower for both City and Miramar College respondents. See Figure 4 on the next page and Table 6 in the appendix.
- Respondents from the College of Continuing Education reported lower rates (5-year average: 63%). This level is the same as the Statewide average for noncredit institutions (62%) and 2022 rate is 2% lower than the 2019 rate. See Figure 5 on the next page and Table 6 in the appendix.

See Table 6 in the Supplemental Tables section for more information.

Figure 3. Employment Rate in Related Field of Study, Credit Colleges

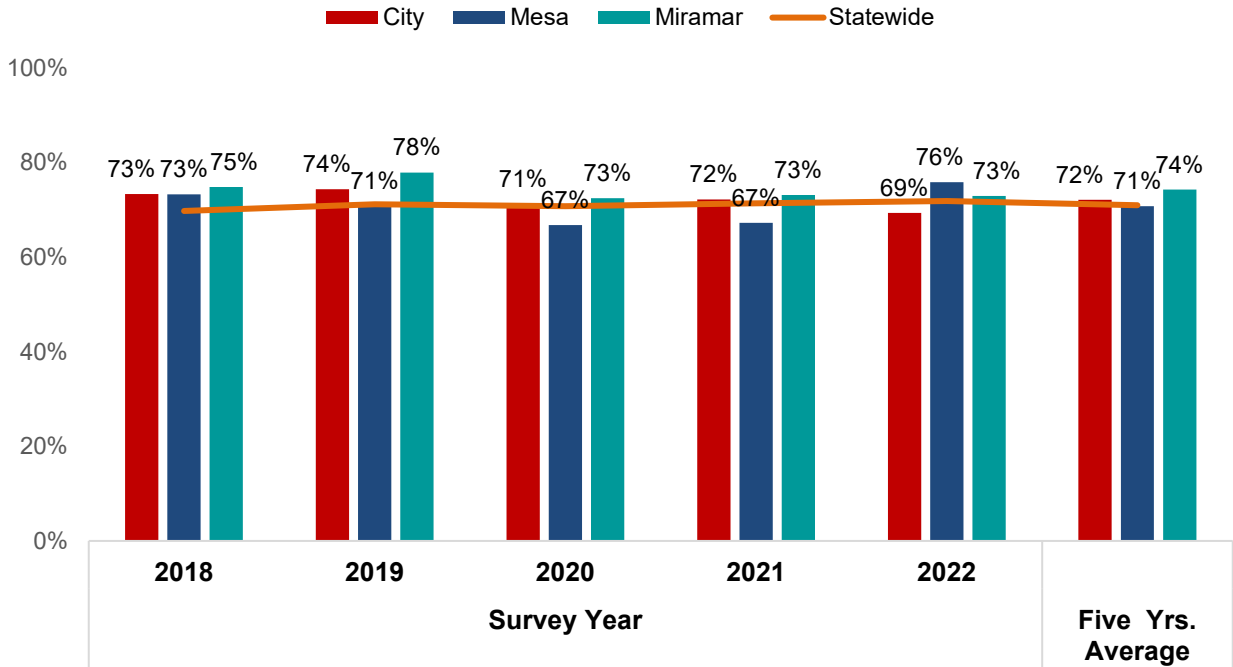
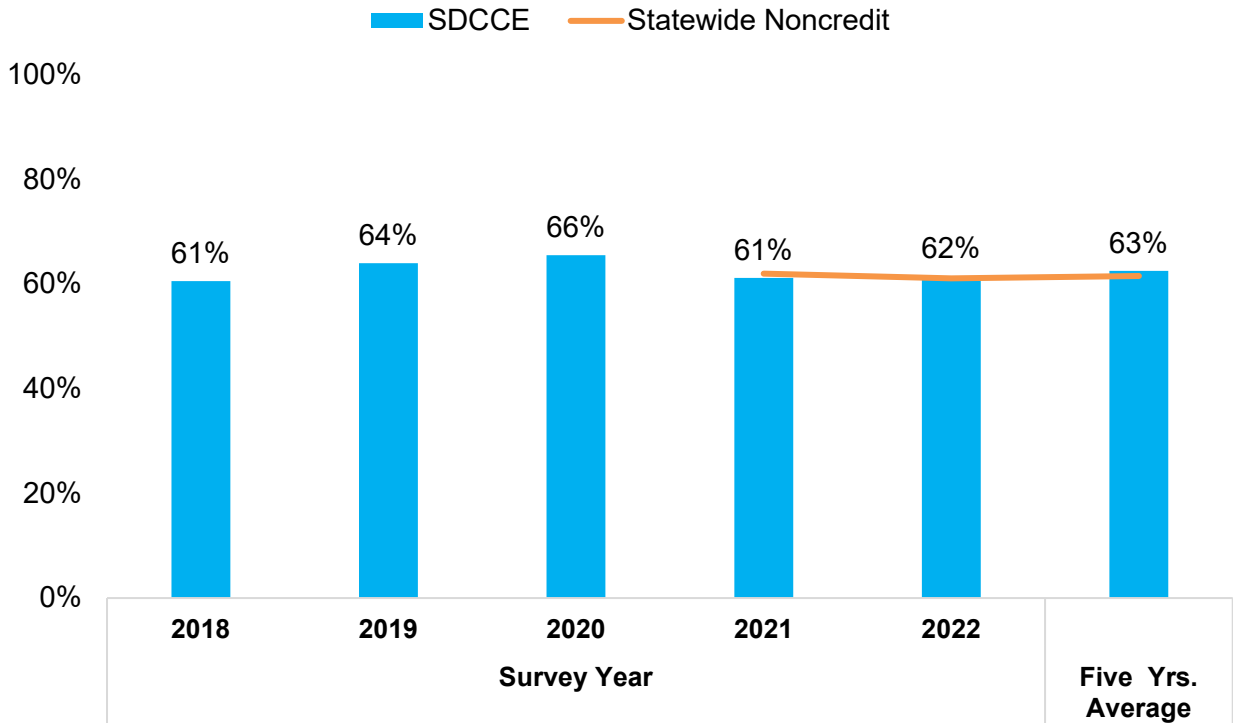


Figure 4. Employment Rate in Related Field of Study, SDCCE



3. Wage Changes: On average over the last five years, respondents at the credit colleges reported hourly wage gain¹ of between 50% and 53%. Respondents from the College of Continuing Education reported lower hourly wage gain across the last three years (26%).

Wage gain among respondents from the credit colleges did not grow at the same pace as the statewide average in 2022. Salaries reported by SDCCD respondents in the 2022 survey year after CTE training is slightly higher than the statewide average; however, the statewide average shows a larger amount of growth than SDCCD respondents. SDCCE respondents reported a larger amount of wage gain in 2022 (36%) than the statewide average (32%).

See Table 1 below for 2022 reported wages before and after training, growth in dollar amounts, and growth as a percentage of starting wages.

Similar to trends observed in reported employment rates, data from 2021 and 2022 indicates significant improvements in the wage gain since COVID-19, although wage gain by SDCCD respondents were lower than the statewide average in 2022.

See Figures 5 and 6 on the next page and Table 7 in the Supplemental Tables section for more information.

Table 1. Hourly Wage Change Before and After Training, 2022 Survey Year

Wages	City	Mesa	Miramar	Statewide Credit	SDCCE	Statewide Noncredit
Before Training	\$ 18.00	\$ 19.00	\$ 19.00	\$ 16.75	\$ 22.00	\$ 19.00
After Training	\$ 27.00	\$ 29.25	\$ 30.00	\$ 28.00	\$ 30.00	\$ 25.00
\$ Difference	\$ 9.00	\$ 10.25	\$ 11.00	\$ 11.25	\$ 8.00	\$ 6.00
% Change	50%	54%	58%	67%	36%	32%

¹ Salary gains compare hourly rates before training/CTE coursework to hourly rates after stopping enrollment or program completion.

Figure 5. Hourly Wage Change Before and After Training Credit Colleges (Percentage)

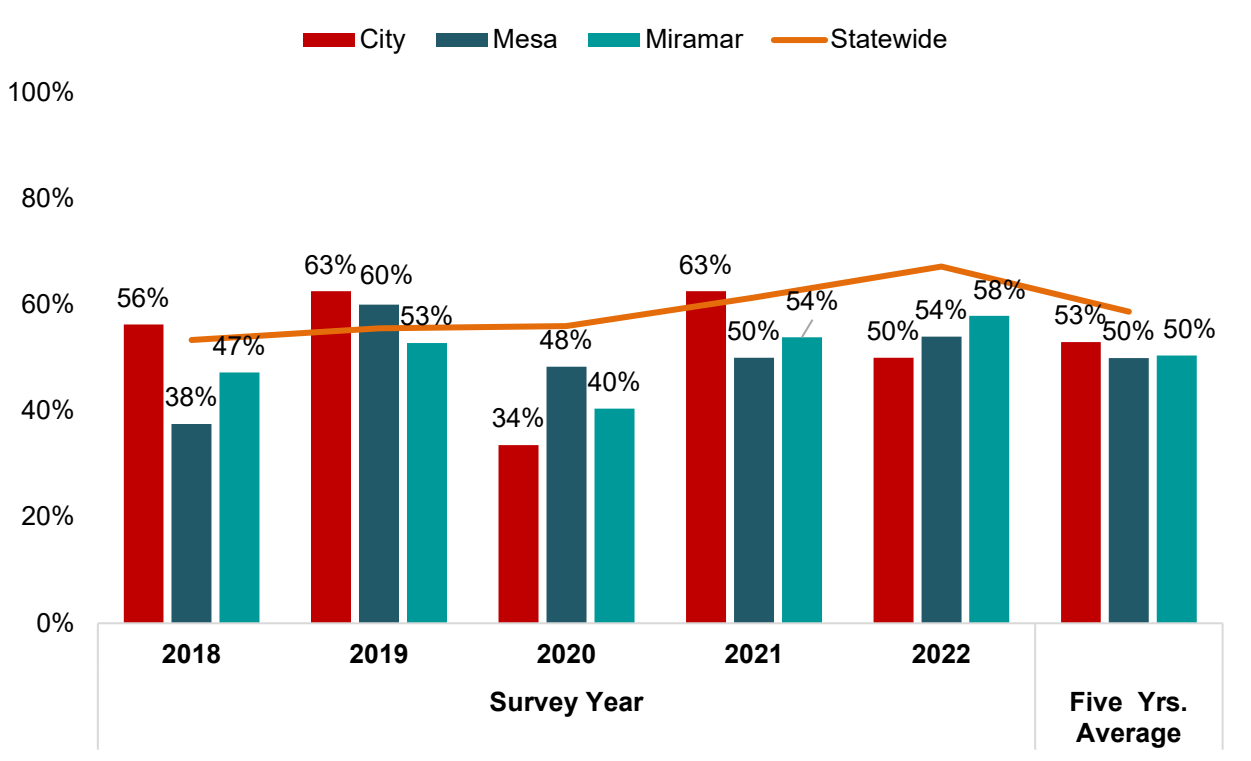
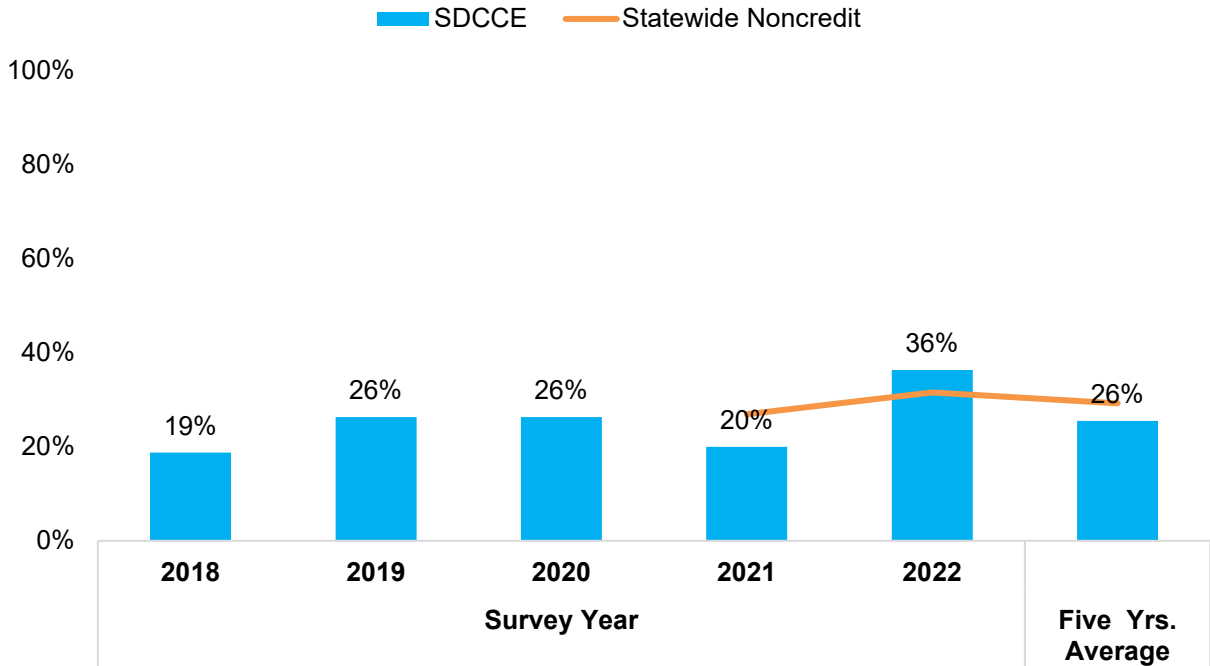


Figure 6. Hourly Wage Change Before and After Training SDCCE (Percentage)



4. **Satisfaction with Education: Nine of ten respondents are satisfied with their education or program of study.**

Reported satisfaction rates have been historically high over the last five survey years, but are trending slowly yet steadily downward at City and Miramar College.

Figure 7. Satisfaction with Education - Credit Colleges (Percentage)

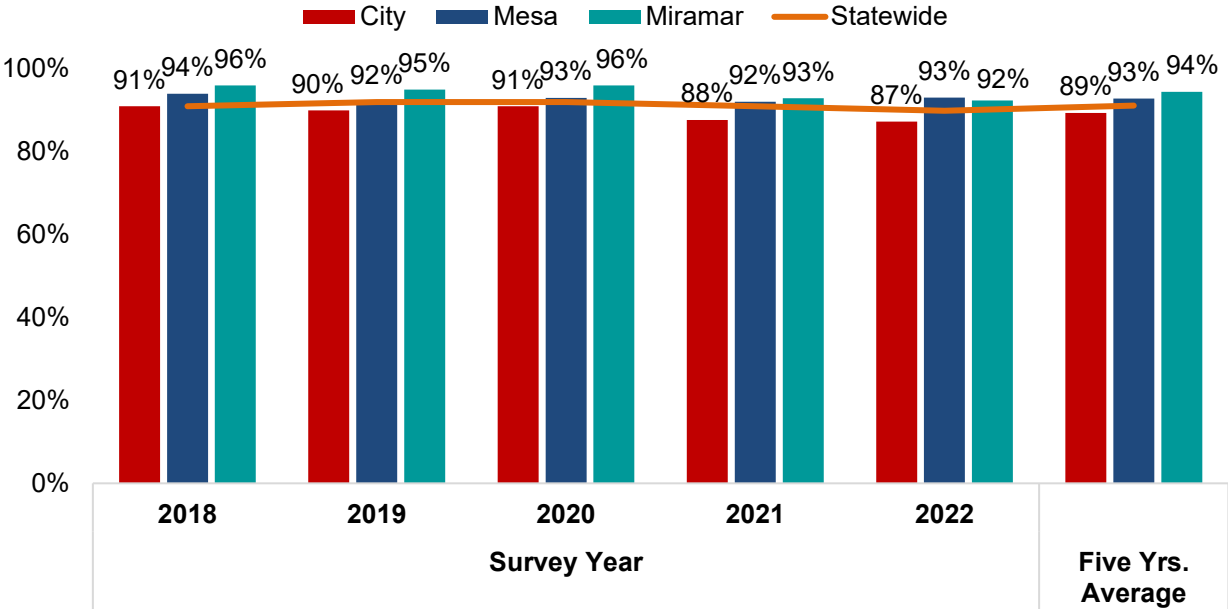
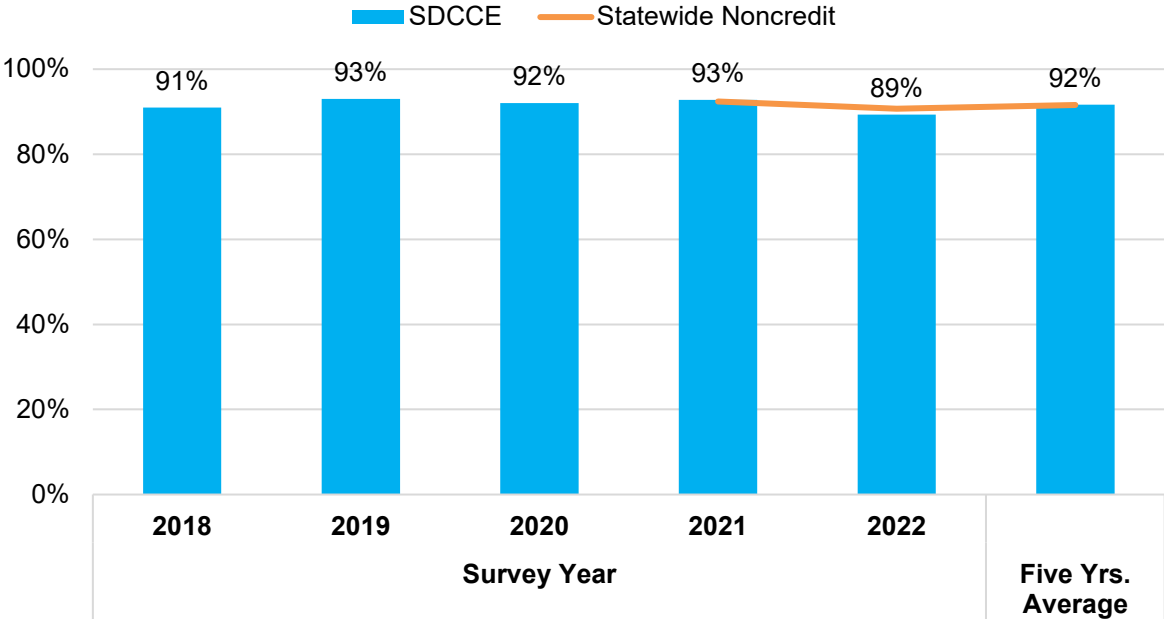


Figure 8. Satisfaction with Education – SDCCE (Percentage)



Supplemental Tables

Table 2. Survey Sample

Survey Year:	2018	2019	2020	2021	2022	% Change last year
Met Criteria Year:	2015/16	2016/17	2017/18	2018/19	2019/20	
Did not enroll or Minimally enrolled in:	2016/17	2017/18	2018/19	2019/20	2020/21	
City	1,401	1,512	1,466	1,550	1,429	-8%
Mesa	1,963	1,960	2,076	2,110	2,021	-4%
Miramar	1,547	1,551	1,886	2,195	1,865	-15%
SDCCE	6,420	3,818	3,312	4,087	4,376	7%
Districtwide	11,331	8,841	8,740	9,942	9,691	-3%
Statewide	151,404	153,106	158,566	163,118	172,406	6%
Statewide-Noncredit	NA	NA	NA	12,886	13,515	5%

Table 3. Count of Survey Respondents

Survey Year:	2018	2019	2020	2021	2022	% Change last year
Met Criteria Year:	2015/16	2016/17	2017/18	2018/19	2019/20	
Did not enroll or Minimally enrolled in:	2016/17	2017/18	2018/19	2019/20	2020/21	
City	505	421	417	398	288	-28%
Mesa	619	502	500	446	346	-22%
Miramar	499	407	426	424	294	-31%
SDCCE	1,745	1,161	727	956	943	-1%
Districtwide	3,368	2,491	2,070	2,224	1,871	-16%
Statewide	49,660	44,429	44,875	39,547	35,270	-11%
Statewide-Noncredit	NA	NA	NA	2,510	2,607	4%

Table 4. Response Rate

Survey Year:	2018	2019	2020	2021	2022	% Change last year
Met Criteria Year:	2015/16	2016/17	2017/18	2018/19	2019/20	
Did not enroll or Minimally enrolled in:	2016/17	2017/18	2018/19	2019/20	2020/21	
City	36%	28%	28%	26%	20%	-6%
Mesa	32%	26%	24%	21%	17%	-4%
Miramar	32%	26%	23%	19%	16%	-4%
SDCCE	27%	30%	22%	23%	22%	-2%
Statewide	33%	29%	28%	24%	20%	-4%
Statewide-Noncredit	NA	NA	NA	19%	19%	0%

Table 5. Employment Rate

Employment	Survey Year					Five Yrs. Average	Last Yr. Diff.
	2018	2019	2020	2021	2022		
City	84%	84%	78%	79%	84%	82%	5%
Mesa	81%	78%	71%	78%	81%	78%	3%
Miramar	85%	89%	78%	83%	85%	84%	2%
SDCCE	73%	77%	70%	68%	68%	71%	0%
Statewide	81%	82%	77%	79%	82%	80%	3%
Statewide Noncredit	NA	NA	NA	65%	66%	66%	1%

Table 6. Employment Rate in Related Field of Study

Employment in the Field	Survey Year					Five Yrs. Average	Last Yr. Diff.
	2018	2019	2020	2021	2022		
City	73%	74%	71%	72%	69%	72%	-3%
Mesa	73%	71%	67%	67%	76%	71%	9%
Miramar	75%	78%	73%	73%	73%	74%	0%
SDCCE	61%	64%	66%	61%	62%	63%	0%
Statewide	70%	71%	71%	71%	72%	71%	1%
Statewide Noncredit				62%	61%	62%	-1%

Table 7. Hourly Wage Changes (Percentage)

Hourly Changes (%)	Survey Year					Five Yrs. Average	Last Yr. Diff.
	2018	2019	2020	2021	2022		
City	56%	63%	34%	63%	50%	53%	-13%
Mesa	38%	60%	48%	50%	54%	50%	4%
Miramar	47%	53%	40%	54%	58%	50%	4%
SDCCE	19%	26%	26%	20%	36%	26%	16%
Statewide	53%	56%	56%	61%	67%	59%	6%
Statewide Noncredit	NA	NA	NA	27%	32%	29%	5%