



Information BRIEF

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SUS GRADUATES WORK WHILE CONTINUING EDUCATION

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HIGHLIGHTS

- Approximately one out of every five SUS graduates worked while pursuing additional education within one year after completing a bachelor's degree
- The proportion of female graduates who worked while pursuing additional education was slightly higher than their proportion among all graduates
- The proportions of Black/African American and Hispanic graduates who worked while pursuing additional education was comparable to their proportions among all graduates in the study

Introduction

Students, parents, educators, and policy-makers need information regarding the employment outcomes of bachelor's degree recipients after they complete college. Students need better information to make decisions about education and employment. Parents and educators need that same information to guide students. Policy-makers across the country have shifted their focus from inputs (e.g., enrollments) to outputs (e.g., graduates who work). Employment estimates show that in the next four to eight years, jobs requiring bachelor's degrees or higher will account for somewhere between 15 and 30 percent of all job openings in Florida (2015-2023 Projections Statewide, Florida Department of Economic Opportunity; *Recovery: Job Growth and Education Requirements Through 2020*, Georgetown University Center on Education and the Workforce).

This report is one in a series of information briefs based on a recent study conducted by staff at the Board of Governors. This brief focuses on the combined employment and education outcomes of the Class of 2015. A comprehensive overview of employment and educational outcomes is available in the *Baccalaureate Follow-Up Study: Class of 2015* on the Board's website <http://flbog.edu/forstudents/gfs/>.

Study Overview

Records for 60,333 students who received baccalaureate degrees during the 2015-2015 academic year were used for the study. This includes graduates from 11 of the 12 institutions that make up the State University System of Florida (SUS). The newest SUS institution, Florida Polytechnic

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University, enrolled its first students in Fall 2015 and did not have any graduates to include in this analysis. The SUS institutions award degrees in 28 fields of study.

Employment and/or enrollment records were available for 89% of graduates. Data for the remaining 6,843 graduates were not found. Employment information was available from Florida and from the District of Columbia, Puerto Rico, and 40 additional states participating in WRIS 2. Enrollment data was available from the National Student Clearinghouse, which has a database of records from 3,600 colleges and universities nationwide. Refer to the full report for more details.

The study was designed to answer the following four questions.

1. Do graduates get jobs?
2. Do graduates pursue additional education?
3. Do graduates work while pursuing additional education?
4. What are the starting salaries of graduates?

This brief focuses on the third research question - do graduates work while pursuing additional education?

Findings

In response to the question - do graduates work while pursuing additional education? - the answer is yes. Approximately 23% of the Class of 2015 pursued additional education while working within one year after completing a bachelor's degree. Due to data limitations, it is impossible to determine 1) how many enrolled in graduate level programs, 2) what their field of study was, and 3) how many were enrolled on a full-time basis. See the full report for details regarding data limitations.

The fields of study with the highest numbers of graduates who worked while pursuing additional education were Health Professions (1,771), Business & Marketing (1,669), Psychology (1,411), Biological Sciences (1,338), and Social Sciences (1,175).

The percentage of graduates who worked while enrolled one year after graduation ranged from 56% of Physical Sciences graduates to 84% of Education graduates.

The following table shows the number of graduates who worked while pursuing additional education and the percent of those enrolled who also worked for each of the 28 fields of study in which SUS institutions award baccalaureate degrees.

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Table 1. Baccalaureate Graduates Working While Enrolled in Further Education One Year After Graduation, by Fields of Study

Field of Study	# Working & Enrolled	% of Total Enrolled	Total # Enrolled
Health Professions	1,771	80%	2,220
Business & Marketing	1,669	81%	2,072
Psychology	1,411	74%	1,900
Biological Sciences	1,338	64%	2,082
Social Sciences	1,175	73%	1,606
Security & Protective Services	565	84%	675
Education	544	84%	646
Engineering	493	71%	697
Public Administration	422	82%	516
Communication & Journalism	340	79%	433
English & Literature	314	72%	435
Recreation & Fitness Studies	268	78%	345
Interdisciplinary Studies	194	75%	260
Visual & Performing Arts	184	66%	280
Physical Sciences	171	56%	307
Computer & Information Sciences	155	79%	196
Agriculture	146	59%	246
Languages & Linguistics	134	71%	188
History	130	72%	181
Liberal Arts & Sciences	122	70%	175
Family & Consumer Sciences	112	66%	169
Legal Studies	110	71%	155
Mathematics & Statistics	93	63%	147
Natural Resources	88	80%	110
Philosophy & Religious Studies	71	71%	100
Architecture	53	74%	72
Cultural Studies	28	62%	45
Engineering Technician	11	79%	14
Total	12,112	74%	16,272

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program, the National Student Clearinghouse, and the State University Data System.

Notes: Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Enrollments are counted within 14 months, or 426 days, of graduation. Graduates working within one year are counted if they worked at least one quarter within four quarters after graduation.

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Follow up question 1: Are graduates working full-time while pursuing additional education?

Just over half (51%) of the 12,112 graduates who worked while pursuing additional education were employed full-time. By field of study, the proportion of graduates who worked full-time while pursuing additional education ranged from 22% of Agriculture graduates to 72% of Computer & Information Sciences graduates.

Table 2. Baccalaureate Graduates Enrolled in Further Education While Working One Year After Graduation, by Employment Status, by Fields of Study

Field of Study	Working Full-Time While Enrolled		Working Part-Time While Enrolled		Total # Working & Enrolled	% of Graduates Found	# Graduates Found
	#	% of Total Working & Enrolled	#	% of Total Working & Enrolled			
	Computer & Information Sciences	111	72%	44			
Business & Marketing	1,139	68%	530	32%	1,669	17%	9,813
Education	342	63%	202	37%	544	19%	2,922
Security & Protective Services	352	62%	213	38%	565	25%	2,258
Engineering	302	61%	191	39%	493	15%	3,255
Health Professions	999	56%	772	44%	1,771	27%	6,609
Liberal Arts & Sciences	67	55%	55	45%	122	18%	684
Mathematics & Statistics	51	55%	42	45%	93	26%	364
Public Administration	219	52%	203	48%	422	40%	1,057
Interdisciplinary Studies	94	48%	100	52%	194	20%	985
Architecture	25	47%	28	53%	53	30%	178
Recreation & Fitness Studies	124	46%	144	54%	268	30%	883
Natural Resources	40	45%	48	55%	88	21%	411
Psychology	637	45%	774	55%	1,411	31%	4,540
Social Sciences	529	45%	646	55%	1,175	24%	4,913
Communication & Journalism	150	44%	190	56%	340	12%	2,860
English & Literature	136	43%	178	57%	314	19%	1,632
Languages & Linguistics	56	42%	78	58%	134	28%	472
History	49	38%	81	62%	130	23%	562
Physical Sciences	63	37%	108	63%	171	29%	584
Visual & Performing Arts	63	34%	121	66%	184	12%	1,528
Biological Sciences	443	33%	895	67%	1,338	34%	3,901
Family & Consumer Sciences	37	33%	75	67%	112	26%	438
Legal Studies	33	30%	77	70%	110	31%	354
Philosophy & Religious Studies	17	24%	54	76%	71	29%	244
Agriculture	32	22%	114	78%	146	29%	499
Cultural Studies	*	*	*	*	28	25%	110
Engineering Technician	*	*	*	*	11	8%	144
Total	6,126	51%	5,986	49%	12,112	23%	53,490

*Data not available due to low number of students in some categories.

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program, the National Student Clearinghouse, and the State University Data System.

Notes: Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Full- and part-time employment status was based on employment status during the fourth quarter following graduation. Includes graduates who also enrolled while working.

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Follow up question 2: Do female graduates work while pursuing additional education?

Overall, the proportion of female graduates who worked while pursuing additional education was higher than their proportion among all graduates. Females represented 59% of all graduates in the study but they represented 63% of graduates who worked while pursuing additional education. By field of study, the proportion ranged from 19% of Computer & Information Sciences graduates to 87% of Public Administration graduates. There were two fields of study where the proportion of female graduates who worked while pursuing additional education was notably higher than their proportions among all graduates in the study: Agriculture (11 percentage points higher) and Physical Sciences (9 percentage points higher). There was one field of study – Legal Studies – where the proportion of female graduates who worked while pursuing additional education was 12 percentage points lower.

Table 3. Female Baccalaureate Graduates Working While Enrolled, by Fields of Study

Field of Study	Female				Total	
	# of Graduates Working While Enrolled	% of Graduates Working While Enrolled	# of Graduates Found	% of Total Graduates Found	# of Graduates Working While Enrolled	# of Graduates Found
Public Administration	366	87%	884	84%	422	1,057
Psychology	1,183	84%	3,619	80%	1,411	4,540
Health Professions	1,377	78%	5,371	81%	1,771	6,609
Education	417	77%	2,395	82%	544	2,922
English & Literature	233	74%	1,120	69%	314	1,632
Communication & Journalism	250	74%	2,037	71%	340	2,860
Agriculture	106	73%	311	62%	146	499
Languages & Linguistics	94	70%	330	70%	134	472
Interdisciplinary Studies	129	66%	641	65%	194	985
Liberal Arts & Sciences	78	64%	425	62%	122	684
Visual & Performing Arts	117	64%	920	60%	184	1,528
Biological Sciences	828	62%	2,337	60%	1,338	3,901
Social Sciences	652	55%	2,560	52%	1,175	4,913
Physical Sciences	93	54%	260	45%	171	584
Natural Resources	47	53%	223	54%	88	411
Mathematics & Statistics	48	52%	157	43%	93	364
Recreation & Fitness Studies	136	51%	408	46%	268	883
Business & Marketing	820	49%	4,722	48%	1,669	9,813
Legal Studies	54	49%	216	61%	110	354
Security & Protective Services	270	48%	1,122	50%	565	2,258
History	60	46%	219	39%	130	562
Philosophy & Religious Studies	26	37%	85	35%	71	244
Architecture	19	36%	71	40%	53	178
Engineering	112	23%	641	20%	493	3,255
Computer & Information Sciences	29	19%	218	17%	155	1,290
Cultural Studies	*	*	84	76%	28	110
Engineering Technician	*	*	21	15%	11	144
Family & Consumer Sciences	*	*	409	93%	112	438
Total	7,673	63%	31,806	59%	12,112	53,490

*Data not available due to low number of students in some categories.

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program, the National Student Clearinghouse, and the State University Data System.

Notes: Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015.

Enrollments are counted within 14 months, or 426 days, of graduation. Graduates working within one year are counted if they worked at least one quarter within four quarters after graduation.

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Follow up question 3: Do graduates from Florida's largest underrepresented minority groups work while pursuing additional education?

Overall, the proportions of Black/African American and Hispanic graduates who worked while pursuing additional education were comparable to their proportions among all graduates.

Black/African Americans represented 13% of all graduates and 15% of graduates who worked while pursuing additional education. Hispanics comprised 25% of all graduates and 26% of graduates who worked while pursuing additional education.

Due to the small numbers of graduates in some fields, outcomes can only be reported for the ten fields of study with the highest number of degrees awarded to the Class of 2015. The proportions of Black/African American and Hispanic graduates who worked while pursuing additional education were also comparable to their proportions among graduates in their respective fields of study.

Black/African Americans comprised between 7% of Engineering graduates who worked while pursuing additional education one year after graduation and 26% of Security & Protective Services graduates who worked while pursuing additional education.

Table 4. Black / African American Baccalaureate Graduates Enrolled in Further Education While Working, by Largest Fields of Study

Field of Study	Black/African American				Total	
	# of Graduates Working While Enrolled	% of Graduates Working While Enrolled	# of Graduates Found	% of Total Graduates Found	# of Graduates Working While Enrolled	# of Graduates Found
Security & Protective Services	146	26%	535	24%	565	2,258
Communication & Journalism	63	19%	380	13%	340	2,860
Health Professions	334	19%	1,239	19%	1,771	6,609
Social Sciences	206	18%	745	15%	1,175	4,913
Psychology	196	14%	563	12%	1,411	4,540
Visual & Performing Arts	23	13%	150	10%	184	1,528
Education	71	13%	274	9%	544	2,922
Business & Marketing	190	11%	948	10%	1,669	9,813
Biological Sciences	148	11%	388	10%	1,338	3,901
Engineering	35	7%	236	7%	493	3,255
All Other Disciplines	446	17%	1,519	14%	2,622	10,891
Total	1,858	15%	6,977	13%	12,112	53,490

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program, the National Student Clearinghouse, and the State University Data System.

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Hispanics comprised between 19% of Health Professions graduates who worked while pursuing additional education one year after graduation and 34% of Psychology graduates who worked while pursuing additional education.

Table 5. Hispanic Baccalaureate Graduates Enrolled in Further Education While Working, by Largest Fields of Study

Field of Study	Hispanic				Total	
	# of Graduates Working While Enrolled	% of Graduates Working While Enrolled	# of Graduates Found	% of Total Graduates Found	# of Graduates Working While Enrolled	# of Graduates Found
Psychology	480	34%	1,499	33%	1,411	4,540
Communication & Journalism	100	29%	819	29%	340	2,860
Business & Marketing	488	29%	2,630	27%	1,669	9,813
Biological Sciences	371	28%	1,062	27%	1,338	3,901
Engineering	131	27%	860	26%	493	3,255
Security & Protective Services	142	25%	636	28%	565	2,258
Visual & Performing Arts	43	23%	375	25%	184	1,528
Social Sciences	273	23%	1,185	24%	1,175	4,913
Education	124	23%	603	21%	544	2,922
Health Professions	343	19%	1,251	19%	1,771	6,609
All Other Disciplines	615	23%	2,454	23%	2,622	10,891
Total	3,110	26%	13,374	25%	12,112	53,490

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program, the National Student Clearinghouse, and the State University Data System.

Notes: Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Enrollments are counted within 14 months, or 426 days, of graduation. Graduates working within one year are counted if they worked at least one quarter within four quarters after graduation.

Data for graduates in the other race/ethnic categories also cannot be reported due to the low numbers of graduates.

Conclusion

Nearly one-quarter of graduates from the Class of 2015 worked while pursuing further education within one year of completing a bachelor's degree. Subsequent analyses showed that the proportions of Black/African American and Hispanic graduates who worked while pursuing further education was comparable to their proportions among all graduates. The proportion of female graduates who worked while pursuing further education was higher than the proportion of females among all graduates in the study.

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Data Sources & Notes

The analysis utilized individual-level data for the 60,333 graduates from the State University Data System (SUDS) maintained by the Florida Board of Governors. These records were matched to records in the National Student Clearinghouse (NSC) and the Florida Education and Training Placement Information Program (FETPIP) to determine employment and education outcomes.

Data reported in this information brief include graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Enrollments were counted within 14 months, or 426 days, of graduation. Graduates who worked within one year were counted if they worked at least one quarter within four quarters after graduation. Full- and part-time employment status was based on employment in the 4th quarter following graduation. The outcomes reported in this brief also include graduates who worked while pursuing further education.

Additional Information

For more information about the study or other outcomes for the Class of 2015, refer to the full report – *Baccalaureate Follow-Up Study: Class of 2015* - on the Board's website <http://flbog.edu/forstudents/gfs/>. Details about the methodology, data sources, and data limitations are also available in the full report.

Staff Contact

Dr. Christy England
Associate Vice Chancellor for Academic Research and Policy
Academic and Student Affairs
(850) 245-0466
christy.england@flbog.edu