



Gainful Employment, Earnings, and Non-Financial Value

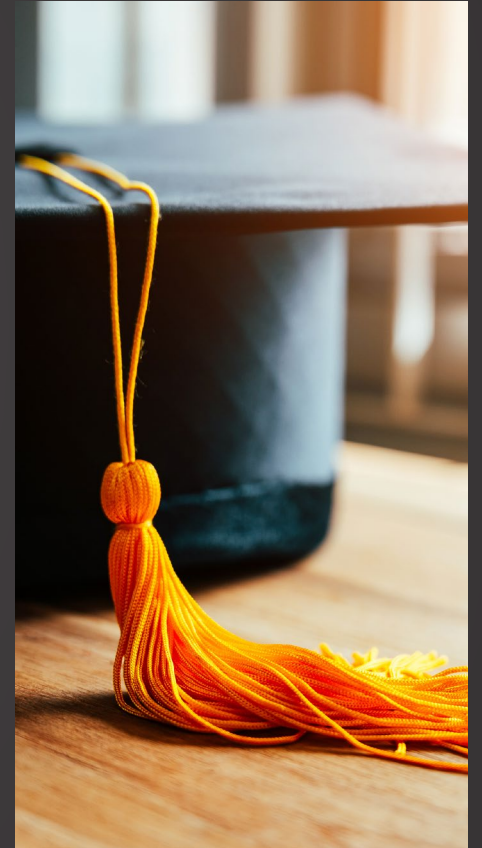


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Brief Refresher on Gainful Employment

- *Holds career focused programs (all programs at for profits) accountable for student outcomes.*
- *Originated from the long time undefined “gainful employment” requirement in HEA.*
- *Despite originally being “finalized” more than a decade ago, it has changed under each subsequent administration.*



Primary Outcome Measures Tied to Earnings

- *Data is quantifiable and readily available.*
- *Often serves as a proxy for social mobility and good jobs*
- *Typically aligns with taxpayers and policymakers' interest in accountability.*



Limitations of GE's Primary Focus on Earnings



RESEARCH SHOWS JOB QUALITY IS MULTI DIMENSIONAL AND EARNINGS NOT ALWAYS MOST IMPORTANT FACTOR TO EMPLOYEES.



HEALTH INSURANCE, RETIREMENT BENEFITS, PAID LEAVE, AND JOB SECURITY AFFECT IF A JOB CONTRIBUTES TO LONG-TERM WELL-BEING



FOCUS ON POST COMPLETION EARNINGS WITHOUT CONSIDERING PRE-ENROLLMENT EARNINGS.

The Research Project



- *Goal 1: Explore relationship between pre and post enrollment earnings.*
- *Goal 2: Better understand what job benefits matter most to students beyond earnings.*
- *Partnered with two for-profit career colleges with programs at risk of failing GE.*
- *Collected administrative data on students pre-enrollment earnings for both institutions and administered survey to current students at one institution.*

Administrative Data

- Student-level data from two career colleges
 - 2014-15 and 2015-16 pooled cohort
 - Pre-enrollment earnings, credential, field of study, age, race, gender, dependency status
- Gainful employment data from the US Department of Education
 - 2014-15 and 2015-16 pooled cohort
 - Postcompletion earnings, student debt, high school earnings threshold, estimated GE outcomes

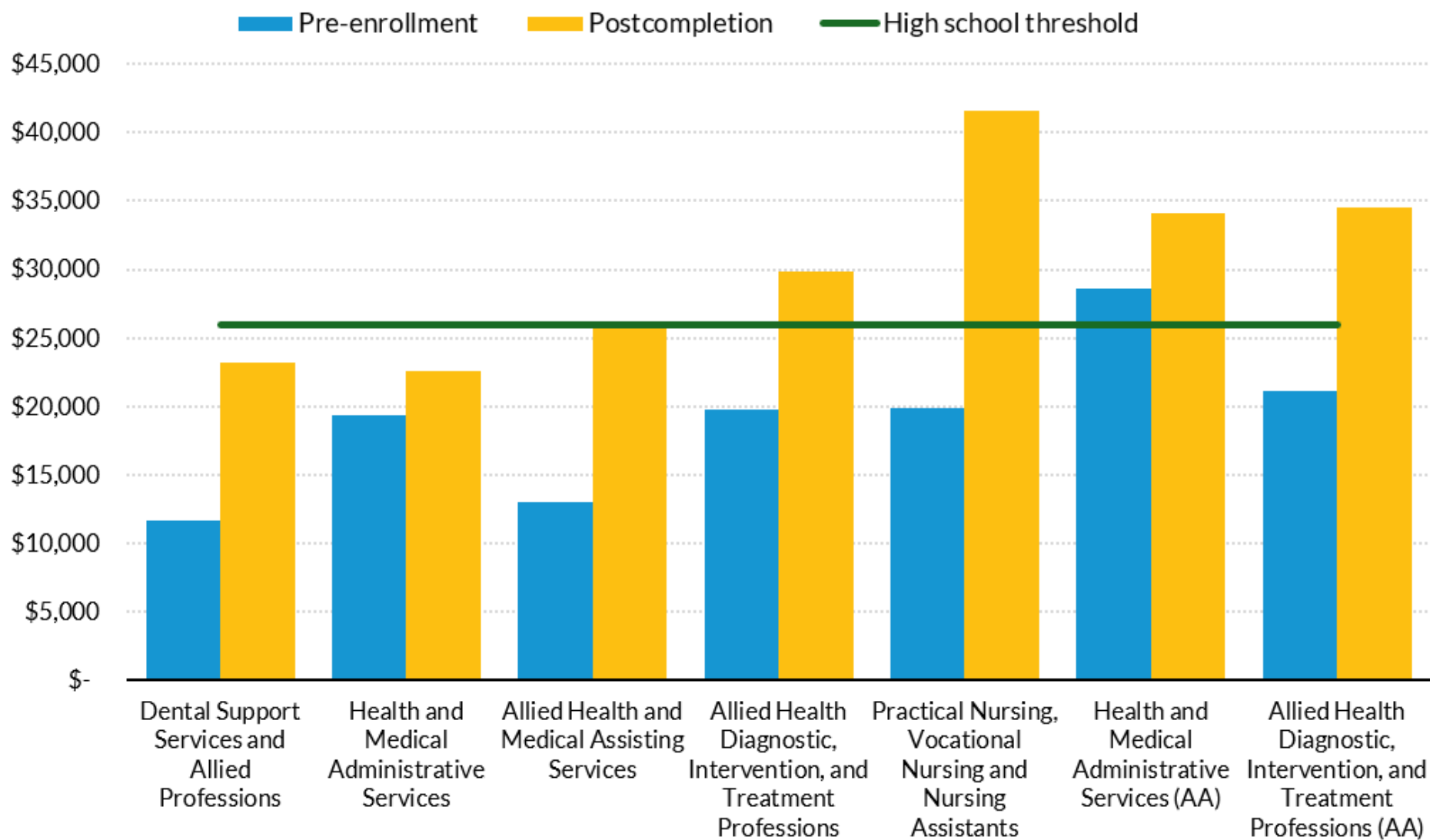
Survey Data

- Survey of current students at one career college
 - Pre-enrollment employment and financial circumstances
 - Expected return from education program
 - Non-financial benefits of education

Sample Summary for College #1: The College of Health Care Professions

Field of study	Independent students	Share female	Black	Hispanic	White	Median age at entry
Dental Support Services and Allied Professions	244	95%	19%	66%	10%	24
Health and Medical Administrative Services	170	93%	36%	39%	19%	33.5
Allied Health and Medical Assisting Services	507	87%	25%	51%	19%	25
Allied Health Diagnostic, Intervention, and Treatment Professions	385	68%	21%	45%	28%	28
Practical Nursing, Vocational Nursing and Nursing Assistants	59	88%	69%	10%	15%	33
Health and Medical Administrative Services (AA)	106	93%	36%	26%	30%	35.5
Allied Health Diagnostic, Intervention, and Treatment Professions (AA)	138	81%	22%	38%	34%	29

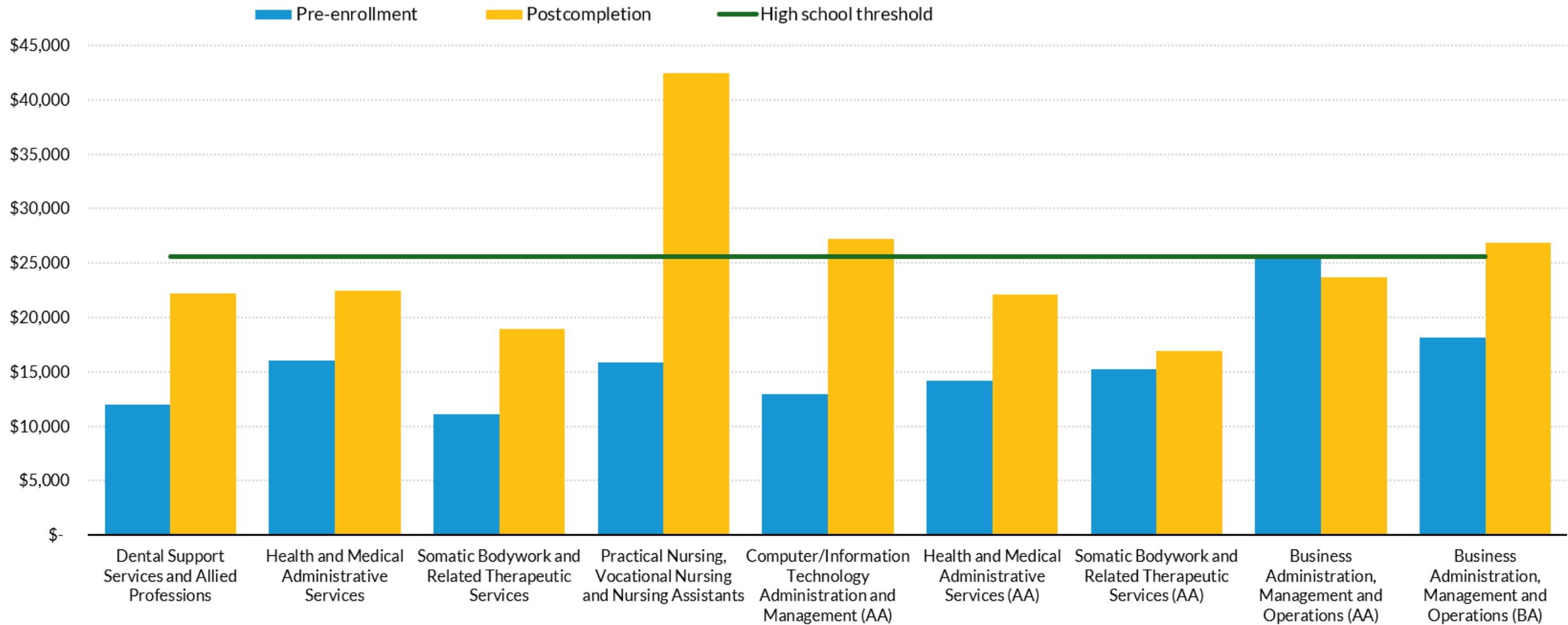
CHCP Pre-enrollment and Postcompletion Earnings



Sample Summary for College #2

Field of study	Independent students	Share female	Black	Hispanic	White	Median age at entry
Dental Support Services and Allied Professions	97	97%	62%	3%	23%	24
Health and Medical Administrative Services	386	94%	64%	2%	21%	29
Somatic Bodywork and Related Therapeutic Services	31	68%	55%	3%	29%	22
Practical Nursing, Vocational Nursing and Nursing Assistants	74	97%	74%	5%	9%	27
Computer/Information Technology Administration and Management (AA)	38	26%	61%	8%	13%	26
Health and Medical Administrative Services (AA)	306	95%	58%	6%	19%	27
Somatic Bodywork and Related Therapeutic Services (AA)	61	85%	51%	3%	30%	28
Business Administration, Management and Operations (AA)	69	57%	55%	3%	23%	29
Business Administration, Management and Operations (BA)	34	59%	38%	0%	26%	28

College #2 Pre-enrollment and Postcompletion Earnings

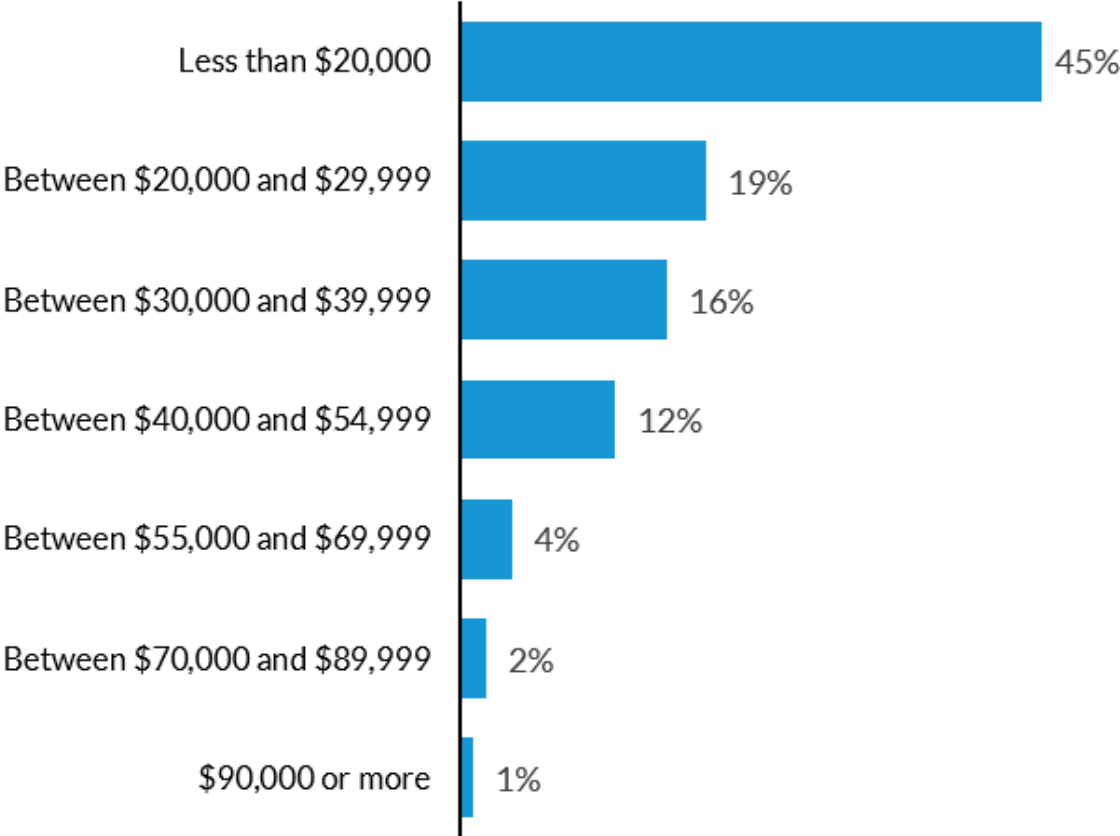


Survey Sample of Current CHCP Students

- 1,188 responses
- Gender
 - 91% female
- Race and ethnicity
 - 44% Hispanic
 - 32% Black
 - 15% white
- Age
 - 56% younger than age 30
 - 44% age 30 or older
- Credential program
 - 63% certificates
 - 26% associate's degrees
 - 10% bachelor's degrees

Pre-enrollment Earnings and Expected Earnings

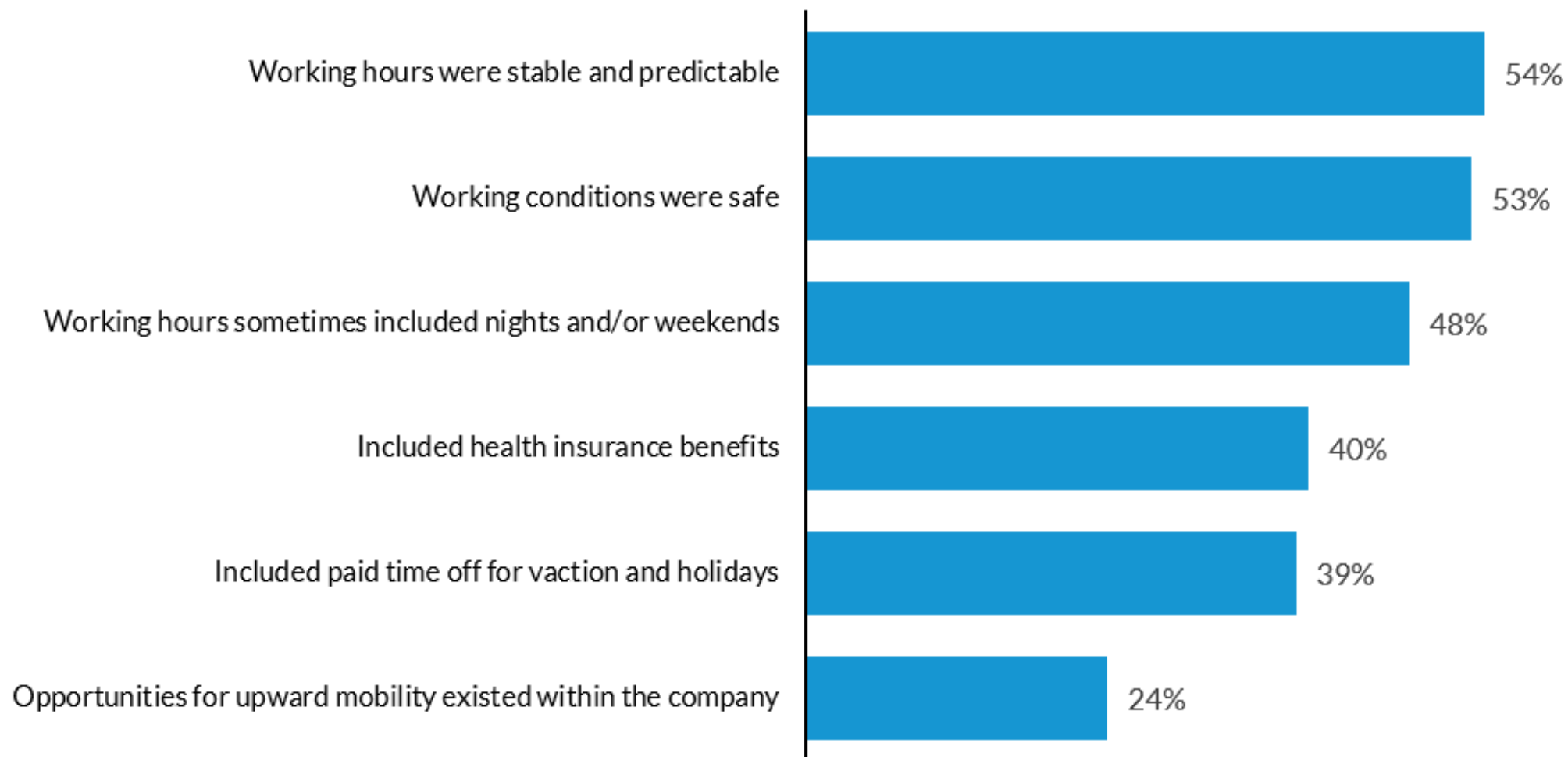
Which of the following best describes your yearly personal income before enrolling in your current education program?



About how much personal income do you expect to earn yearly in the first 3 years after completing your current education program?



Characteristics of Students' Most Recent Jobs



Why Are Students Enrolled?

When asked to rank six reasons for enrolling in their current education program by importance, the average order of importance was:

1. To get a higher-paying job
2. To work in a field that is personally fulfilling
3. To get a job with better benefits
4. To work in a field with upward mobility potential
5. To get a job with more predictable and/or stable hours
6. To get a job with safer working conditions

Most Students Plan to Pursue Additional Education

