



Workforce Development & Lifelong Learning

Post-Program Employment Outcomes for Participants January 2012 through June 2013

This document presents the results of post-program employment analysis of participants who completed courses or programs at the Workforce Development and Lifelong Learning (WDLL) Division of the University of the District of Columbia Community College. This employment analysis is based on matched wage record data through December 2013, which is the most recent quarter of data available as of the time this analysis was completed. The data includes any participant who began a WDLL course in January 2012 or later and ended all WDLL courses by June 2013. The June 2013 cutoff date was chosen so that we can observe at least 2 quarters after the person is no longer taking any WDLL courses. For this reason, participants who are still taking a course after June 2013 are excluded from the analysis, even if the participant had previously completed a course.

The participants included in this analysis are those who met all of the following criteria:

- Began their first WDLL course January 2012 or later;
- Ended all WDLL courses by June 2013 or before;
- For at least one course did not receive a failing grade (i.e., either they received a passing grade or the grade was missing) and did not have a status of “did not enroll” or “no show”;
- Had a valid social security number that was included in the file submitted for matching;
- Were not exclusively Fire Science students or students only in for-credit courses;
- Did not report a status of “employed” while showing no earnings in intake quarter or the quarter just prior to intake (see below).

Participants were divided into two groups, those working and those not working. This “working” or “not working” status was based on their reported employment status at intake as well as their quarterly earnings from matched data in their intake quarter and the quarter prior. The following chart shows how participants were divided into “working” or “not working” status.

<u>Presence of prior earnings in matched quarterly wage record data</u>	<u>Reported employment status at intake</u>		
	Employed Full-Time or Part Time	Not employed	Unknown/Missing
Had earnings in intake quarter and/or prior quarter	Working	Not working	Working
Did not have earnings in intake quarter and/or prior quarter	Excluded from analysis	Not working	Not working

Clearly, if the reported employment status matches the presence of earnings, the designation is straightforward. And if the reported status is unknown/missing, then earnings or lack of earnings in the matched wage record data is used to determine the status. In the case in which the reported status appears to conflict with the presence of earnings a decision rule was followed. If a person reports not working but there are wages present we assume that the person was not working at the time of intake, and that the earnings during the quarter were in the weeks before or after intake. If a person reports working but there are no wages in the matched wage record data, then we exclude the person from the analysis. The reason for this is that this discrepancy may indicate participation in non-covered employment, in which case we will not be able to accurately determine a person’s post-program status; it could also indicate an error in the recording of the participants social security number.

For this analysis, there are a total of 1,500 participants included, 1,132 of whom are “Not Working” at intake and 368 or whom are “Working” at intake.

For participants who are not working, the outcomes of interest are obtaining employment and the amount of earnings. (For all analysis reported here wages are annualized by multiplying single quarter earnings by 4 and two quarters of earnings by 2.) It should be noted that there is no way to know whether the person worked the entire quarter or just part of the quarter, so wages when annualized may appear lower due to periods of non-work during the quarter.

For participants who are not working at intake:

- 39.7% have wages in the second quarter after program completion;
- Average annualized earnings (quarterly earnings multiplied by 4) in the second quarter after program completion is \$22,538;
- Median annualized earnings (quarterly earnings multiplied by 4) in the second quarter after program completion is \$16,296;
- 25% of those with earnings earn \$33,616 or more (annualized) in the second quarter after program completion.

For participants who are working, the outcomes of interest are employment retention, the amount of earnings, and pre-post earnings gains.

For participants who are working at intake:

- 81% have wages in the second quarter after program completion (this could be considered an employment retention rate);
- Average annualized earnings (quarterly earnings multiplied by 4) in the second quarter after program completion is \$25,901;
- Median annualized earnings (quarterly earnings multiplied by 4) in the second quarter after program completion are \$21,994;
- 25% of those with earnings earn \$34,924 or more (annualized) in the second quarter after program completion;
- 52.7% realize an earnings gain (wages in the second quarter after program completion are higher than the average of the two “pre” quarters);
- Of those realizing an earnings gain, the average earnings gain is \$10,845.

For all participants, total annualized post-program employment totals over \$17.8 million (\$17,837,988) and net pre-post earnings gains total over \$3.3 million (\$3,321,986). (“Net” pre-post earnings totals is significant because it includes both participants with wage gains as well as those with wage decreases; if we were to include only those with wage gains then the total pre-post earnings gains would be \$6.6 million.)