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**ABSTRACT**

A follow-up study of the graduates of LaGuardia Community College (LCC) classes of 1973 through 1977 was conducted to analyze the salary levels, rates of salary gain over time, employment levels, promotional opportunities, job stability, career paths, and additional education attained by LCC graduates who entered the labor market, continued their education, or did both after completing LaGuardia's two-year cooperative education curriculum. Based on a previous study, 2090 of the 3000 students receiving awards between 1973 and 1977 were deemed reachable. Of the reachable students, 27.1% (N=567) responded to a survey requesting employment data. Study highlights included the following: (1) in 1980, 1973 graduates were earning an average salary of \$14,174; 1974 graduates earned \$13,615; 1975 graduates earned \$13,970; 1976 graduates earned \$13,176; and 1977 graduates earned \$12,741 on the average; (2) data processing graduates reported the highest salary gains, while occupational therapy graduates reported the lowest salary gains; (3) 66.1% of the graduates continued their education, and of those, 53.8% earned a bachelor's degree or higher; and (4) 55.5% of the employed graduates have remained with their first employer. (AYC)

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A FOLLOW-UP STUDY OF LAGUARDIA COMMUNITY COLLEGE'S 1973-1977 GRADUATES

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## A FOLLOW-UP STUDY OF LaGUARDIA COMMUNITY COLLEGE'S 1973-1977 GRADUATES

As an educational institution that is totally committed to career/cooperation education (CCE), it is appropriate that the college look at the performance of its graduates in the labor market as a key measure of its educational effectiveness. In its catalog, LaGuardia Community College states that a primary mission of the college is:

- .....quality career programs for students who plan to enter the labor market on a technical or para-professional level after graduation;
- .....transfer programs for students who plan to complete baccalaureate programs at a four-year college or university.

This mission is in tune with the primary reason that has been consistently cited by entering freshman for going to college: improvement of their economic status.

Each year since 1973, when LaGuardia Community College graduated its first class, the college has sought to conduct a follow-up study of the graduates approximately three to six months after graduation. The purpose of these studies was to obtain information on the number of students entering the labor market with an Associate Degree, the types of positions received, industries in which they found employment and their starting salaries. Consequently, the data showed that LaGuardia students fared well in the labor market with virtually every graduate who sought employment finding a job in their area of interest. The vast majority tended to be employed by a cooperative education employer and, on the average, they appeared to receive a higher starting salary than was reported by the Middle Atlantic Career Counseling Association (MACCA) for two-year college graduates within the region.

Although the college's graduates do well in the beginning, it can be argued that successful implementation of its CCE philosophy should result in graduates not only sustaining their original advantage in the labor market, but showing growth and advancement as reflected by salary advances and promotional advancement. Otherwise, it could be concluded that the initial advantage of LaGuardia graduates in the labor market may reflect nothing more than the 9 months work experience obtained through the cooperative education program. In order to look at this issue, a follow-up study of the 1973, 1974 and 1975 graduates of LaGuardia Community College was conducted in September 1978 which examined the progress of these graduates 3-5 years after graduation from LaGuardia. This second study encompasses graduates from 1973-1977 incorporating the data from the 1978 study with new data collected in 1980, in order to provide a broader mid-range picture of the LaGuardia graduate.

## REPORT HIGHLIGHTS

- 1973 Graduates are earning an average salary of \$14,174 with a range of \$8,800 - \$27,000. (p. 2)
- 1974 Graduates are earning an average salary of \$13,615 with a range of \$6,156 - \$25,000. (p. 2)
- 1975 Graduates are earning an average salary of \$13,970 with a range of \$9,000 - \$20,000. (p. 3)
- 1976 Graduates are earning an average salary of \$13,176 with a range of \$6,000 - \$28,000. (p. 4)
- 1977 Graduates are earning an average salary of \$12,741 with a range of \$7,540 - \$23,000. (p. 4)
- Data Processing graduates report the highest salary gains. (p. 5)
- Occupational Therapy graduates report the lowest salary gains. (p. 5)
- 1973-1977 Graduates salaries are rising at a rate of 2.24% - 4% greater than inflation (p. 6)
- In some curricular areas there is a positive correlation between post LaGuardia education and salary. (pp 7-10)
- In Data Processing there is a positive correlation between time in the labor market and salary and no correlation between additional education and salary. (p. 8)
- 66.1% of the 1973-77 graduates continued their education after graduation. (p. 11)
- Of those graduates who continued their education 53.8% have attained a Bachelors Degree or better as of 1/1/80. (p. 11)
- Students who transfer full-time have obtained a Bachelors Degree at a 74% rate. Students transferring part-time show a 30% rate. (p. 11)
- Students employed full-time upon entering LaGuardia continued their education at a rate of 12% greater than all others. (p. 12)
- Human Services graduates 87% and Liberal Arts graduates 84% transfer to senior institutions at the highest rate. (p. 13)
- Data Processing graduates 35% and Secretarial Science graduates 35% transfer at the lowest rate. (p. 13)
- More LaGuardia graduates transfer to Baruch than any other C.U.N.Y. college. (p. 15)
- 31% of LaGuardia's graduates transfer outside C.U.N.Y. (p. 15)
- 55.5% of the employed graduates have remained with their first employer. (p. 15)
- 38.5% of the employed graduates report "Professional Level" positions. (p. 17)

## INTRODUCTION

A follow-up study of the graduates of LaGuardia Community College classes of 1973-1977 was conducted by the Placement Office of LaGuardia Community College's Division of Cooperative Education. The purpose of the study is to analyze salary levels, both current and entry level, rate of salary gain over the time spent in the labor market, employment levels of graduates (job complexity and responsibility) promotional opportunities, job stability, career paths and additional education attained by LaGuardia graduates who entered the labor market, continued their education or did both after completing LaGuardia's two-year cooperative education curriculum.

## DATA BASE

A total of 3,000 degrees were granted from 1973-1977. Based upon the initial follow-up study<sup>1</sup> conducted in 1978 certain graduates were deemed unreachable as earlier attempts to reach them resulted in the letters being returned by the postal service. Each student deemed reachable was mailed a questionnaire. If no response was received a second questionnaire was mailed. A total of 567 graduates responded, which represents 18.9% of the total graduate population and 27.1% of those graduates deemed reachable.

In addition certain "additional education" data was culled from the 1978 study. A total of 87 students who responded to the 1978 study but did not respond in this study and as of 1978 had been granted a Bachelors Degree or higher are included in this study, only in the sections pertaining to additional education. All other data are reflective of achievement as of January 1, 1980. (See Table 1)

TABLE 1 - GRADUATE RESPONSE BY YEAR OF GRADUATION

<u>YEAR OF GRADUATION</u>	<u># OF GRADUATES</u>	<u># OF RESPONDING GRADUATES</u>	<u># OF REACHABLE* GRADUATES</u>	<u>% OF REACHABLE RESPONDING</u>	<u>% OF ALL GRADS RESPONDING</u>
1973	246	37	164	22.5%	15.0%
1974	454	84	210	34.4%	18.5%
1975	709	125	448	27.9%	17.6%
1976	795	139	612	22.7%	17.4%
1977	796	179	656	27.2%	22.4%
Anonymous		3			
<b>TOTAL</b>	<b>3000</b>	<b>567</b>	<b>2090</b>	<b>27.1%</b>	<b>18.9%</b>

\* All graduates are deemed reachable unless the questionnaire is returned as undeliverable and unfowardable.

<sup>1</sup> Professor Jeffrey Weintraub - A Preliminary Analysis of LaGuardia Community College's 1973-1975 Graduates. 1978

Table IA shows the distribution of graduates by major and the distribution of the respondents to the survey by major. Secretarial Science graduates are overrepresented by 4.4% and Business graduates are under-represented by 3.6%. All other curricular areas fall within these limits.

GRADUATE DISTRIBUTION BY MAJOR AND GRADUATE RESPONSE TO SURVEY BY MAJOR

TABLE IA

<u>CURRICULUM</u>	<u>TOTAL GRADS</u> <u>'73 - '77</u>	<u>% OF TOTAL</u>	<u>RESPONDING</u> <u>GRADS</u>	<u>% OF TOTAL</u> <u>RESPONDING</u>	<u>REPRESENTATION</u> <u>+ OR -</u>
Acctng	321	10.7%	52	9.2%	- 1.5%
Business	528	17.6%	79	14.0%	- 3.6%
Data Proc.	240	8.0%	46	8.1%	+ 0.1%
Lib. Arts	798	26.6%	160	28.2%	+ 1.6%
Sec. Sci.	445	14.8%	109	19.2%	+ 4.4%
Ed. Assoc.	287	9.6%	59	6.9%	- 2.7%
Human Serv.	306	10.2%	23	10.4%	+ 0.2%
Occup. Therapy	76	2.5%	39	4.0%	+ 1.5%
TOTAL	3000	100. %	567	100. %	---

SALARY DATA

In this section all data pertaining to graduates salaries will be analyzed. Tables II - VI are a separate salary analysis of each graduating class as of 1/1/80. Table VII shows a curricular ranking by salary, Table VIII shows each curricular area as compared to the mean starting and mean 1/1/80 salaries, and Table IX shows the rise in salaries as compared to the Consumer Price Index. Tables X and XI A-G show what effect additional education has on a LaGuardia graduates salary.

For all 1973 graduates who entered the labor market upon graduation the average salary reported was \$7,300. The average salary in the 1978 study was \$11,475 which reflected salaries as of January 1, 1978. That represented an 11.2% annual rate of increase. The average salary as of January 1, 1980 is \$14,174. This represents average total yearly increase (10/73-1/80) of 11.1% and an average yearly increase of 11.2% between January '78 and January '80.

Only the Secretarial Science curriculum has enough respondents to further break out the data. From 1973-1978 Secretarial Science graduates salaries rose from \$7,500 to \$11,401, an average yearly increase of 10.5%. From 1978 to 1980 their average salaries climbed to \$16,841 an average yearly increase of 22.5%. Over their six years plus in the labor market the average yearly salary increase for Secretarial Science graduates is 14.2%. (See Table II)

TABLE II - 1973 GRADUATES

A COMPARISON OF ENTRY AND CURRENT SALARIES

<u>CURRICULUM</u>	<u>ACTUAL</u> <u>GRADS</u>	<u>AV. ENTRY</u> <u>LEVEL</u> <u>SALARY</u>	<u>AV.</u> <u>SALARY</u> <u>JAN '78</u>	<u>N*</u>	<u>AV.</u> <u>SALARY</u> <u>JAN '80</u>	<u>RANGE</u> <u>JAN '80</u>	<u>N*</u>	<u>AV. YEARLY</u> <u>INCREASE</u> <u>1973-1980</u>	<u>AV. YEARLY</u> <u>INCREASE</u> <u>1973-1978</u>	<u>AV. YEARLY</u> <u>INCREASE</u> <u>1978-1980</u>
Acctng	32	\$7200	\$11,375	4	\$11,680	\$10,100-13,572	2	11.3%	**	**
Business	31	6500	13,231	9	13,133	8,800-15,600	3	18.2%	**	**
Data Proc.	27	7000	12,353	7	19,500	---	1	16.3%	**	**
Lib. Arts	70	7140	10,578	23	13,348	9,340-27,000	6	9.5%	**	**
Sec. Sci.	45	7500	11,401	12	16,841	13,200-23,000	16	14.2%	10.5%	22.5%
Ed. Assoc.	41	N/A	8,710	4	10,635	10,100-11,600	4	N/A	**	**
TOTAL	246	\$7300	\$11,288, \$11,475 <sup>2</sup>	59	\$13,732, \$14,174 <sup>2</sup>	\$ 8,800-27,000	34	11.1% <sup>1</sup> 2	11.2% <sup>2</sup>	10.1% 11.2%

\*Number of graduates responding.

\*\*Insufficient number of respondents to accurately calculate this figure.

<sup>1</sup> An average starting date of 10/1/73 was used in the calculation of all average yearly increases.

<sup>2</sup> Educational Associates were omitted from this figure due to the lack of entry salaries.

Salary data for 1974 graduates shows an average salary of \$13,615 as of January 1980. Over the period of 1974-1980 the average yearly increase within curricular areas varies 2.1% with a high of 12% for Accounting graduates, to a low of 9.9% for Liberal Arts graduates. Over the period January '78 - January '80 Business Administration graduates reported the highest rate of annual increase while Liberal Arts reported the lowest 8.8%. For all graduates there was a slightly greater average annual increase between '78 - '80, 11.6% as compared to a 10% annual increase between 1974-1978. Business graduates have moved to the number one spot in annual salary, moving up from third in 1978. Data Processing dropped from first to second and Accounting from second to third. (See Table III)

**TABLE III - 1974 GRADUATES**

**AN ANALYSIS OF ENTRY-MID POINT AND CURRENT SALARIES**

CURRICULUM	ACTUAL GRADS	AV. ENTRY SALARY	AV. SALARY JAN '78	RESPONDENTS 1978	AV. SALARY JAN. '80	RANGE JAN. '80	RESPON-DENTS JAN. '80	AV. YRLY INCREASE '74-'80	AV. YRLY INCREASE '74-'78	AV. YRLY INCREASE '78-'80
Accounting	57	\$7,872	\$11,500	13	\$14,440	\$ 8,360-18,900	14	12.0%	12.0%	12.1%
Business	78	8,843	11,255	11	16,033	12,250-18,720	4	11.8%	7.5%	19.4%
Data Proc.	39	8,070	12,191	11	14,650	9,100-25,000	6	11.8%	13.1%	9.6%
Lib. Arts	153	7,400	10,296	36	12,179	6,156-22,000	22	9.9%	10.4%	8.8%
Sec. Sci.	50	8,022	10,816	13	14,075	10,140-18,200	9	11.1%	9.4%	14.1%
Mental Health	18	N/A	7,930	2	—	—	0	—	—	—
Ed. Assoc.	60	N/A	7,606	14	10,920	—	1	—	—	—
			10,425		13,567					14.1%
<b>TOTAL</b>	<b>454</b>	<b>\$8,049</b>	<b>\$10,936<sup>1</sup></b>	<b>101</b>	<b>\$13,615<sup>1</sup></b>	<b>6,156-25,000</b>	<b>56</b>	<b>10.4%<sup>1</sup></b>	<b>9.6%<sup>1</sup></b>	<b>11.6%<sup>1</sup></b>

An average starting date of 10/1/74 was used in the calculation of all yearly increases.

<sup>1</sup>Educational Associates and Mental Health majors were omitted from this figure due to insufficient data and lack of entry level salaries.

Salary data for 1975 graduates shows an average salary of \$13,970 as of January 1980. This represents an average yearly increase of 14.5% between January 1978 and January 1980. Over the period 1975-80 the average yearly increase is 13.4% with Data Processing reporting a high of 15.5% and Occupational Therapy a low of 6.3%. For all graduates there was a slightly greater average annual increase between 78-80, 14.5% as compared to 12.5% between '74-'78. Business graduates are still reporting the highest salary as they did in 1978. Data Processing graduates have jumped from a 4th ranking in 1978 to 2nd ranking, while Secretarial Science graduates remained ranked 3rd for both surveys. Occupational Therapy graduates dropped from 2nd in 1978 to 7th as of 1980. (See Table IV)

**TABLE IV - 1975 GRADUATES**

CURRICULUM	ACTUAL GRADS	AV. ENTRY SALARY	AV. SALARY JAN '78	RESPON-DENTS 1978	AV. SALARY JAN '80	RANGE JAN '80	RESPON-DENTS JAN '80	AV. YRLY INCREASE '75-'80	AV. YRLY INCREASE '75-'78	AV. YRLY INCREASE '78-'80
Accounting	74	\$8,079	\$10,106	20	\$13,249	\$11,000-15,000	9	12.0%	10.1%	14.5%
Business	122	8,744	11,720	33	15,294	11,400-20,000	17	13.9%	13.3%	14.2%
Data Proc.	60	7,815	10,796	19	14,642	9,308-20,000	5	15.5%	14.8%	16.5%
Lib. Arts	188	6,922	9,984	45	12,653	10,000-17,500	20	14.9%	17.0%	12.6%
Sec. Sci.	92	8,242	10,847	40	13,840	9,000-17,316	27	12.7%	12.5%	13.0%
Mental Health	85	6,900	9,390	17	12,466	8,450-15,620	7	14.6%	14.0%	15.0%
Occup. Therapy	22	9,476	11,453	9	12,344	10,500-13,624	7	6.3%	8.8%	3.9%
Ed. Assoc.	66	N/A	7,950	19	11,240	—	2	—	—	—
			10,345		13,462					14.1%
<b>TOTAL</b>	<b>709</b>	<b>8,091</b>	<b>\$10,657<sup>1</sup></b>	<b>201</b>	<b>\$13,970<sup>1</sup></b>	<b>\$ 9,000-20,000</b>	<b>94</b>	<b>13.4%<sup>1</sup></b>	<b>12.5%<sup>1</sup></b>	<b>14.5%<sup>1</sup></b>

An average starting date of October 1, 1975 was used in the calculation of all average yearly increases.

<sup>1</sup>Educational Associates were omitted from this figure due to lack of entry level salaries and insufficient current data.



1976 graduates reported an annual average salary of \$13,176 which represents an average annual increase of 15.2% since October 1976. Accounting graduates reported the highest salary of \$15,183 with Data Processing second \$14,825. Accounting and Data Processing graduates also report the highest annual rates of growth respectively with 20.7% and 20.3%. (See Table V)

**TABLE V - 1976 GRADUATES**

<u>CURRICULUM</u>	<u>ACTUAL GRADS</u>	<u>AVG. ENTRY SALARY</u>	<u>AVG. SALARY JAN '80</u>	<u>SALARY RANGE JAN '80</u>	<u>RESPON-DENTS JAN '80</u>	<u>AVG. ANNUAL INCREASE '76 - '80</u>
Accounting	78	\$8,066	\$15,183	\$11,960-19,000	6	20.7%
Business	132	8,086	13,607	10,920-15,600	8	16.8%
Data Proc.	67	8,000	14,825	9,620-28,000	17	20.3%
Lib. Arts	200	8,379	12,467	8,320-25,500	15	12.5%
Sec. Sci.	116	8,402	13,421	8,840-19,000	26	15.0%
Mental Health	112	7,900	10,759	6,000-14,500	10	9.7%
Occup. Therapy	27	9,782	11,827	9,029-14,000	4	5.9%
Ed. Assoc.	63	N/A	13,780	-----	1	---
<b>TOTAL</b>	<b>795</b>	<b>\$8,209<sup>1</sup></b>	<b>\$13,176<sup>1</sup></b>	<b>\$6,000-28,000</b>	<b>87</b>	<b>15.2%<sup>1</sup></b>

An average starting date of October 1, 1976 was used in the calculation of the annual average salary increase.

<sup>1</sup>Educational Associates are omitted from this figure due to lack of entry level data.

1977 graduates reported an average annual salary of \$12,741 which represents an average annual increase of 18.2%. Data Processing graduates reported both the highest average annual salary \$14,183 and the greatest annual rate of increase 22.8%. Business graduates reported the second highest salary \$12,964, while Liberal Arts graduates report the second highest annual rate of increase. (See Table VI)

**TABLE VI - 1977 GRADUATES**

<u>CURRICULUM</u>	<u>ACTUAL GRADS</u>	<u>AVG. ENTRY SALARY</u>	<u>AVG. SALARY JAN '80</u>	<u>SALARY RANGE JAN '80</u>	<u>RESPON-DENTS JAN '80</u>	<u>AVG. ANNUAL INCREASE</u>
Accounting	80	\$ 8,516	\$12,584	\$ 7,540-20,800	11	18.0%
Business*	165	8,718	12,964	7,560-21,000	22	18.4%
Data Proc.	47	8,747	14,183	8,372-22,000	10	22.8%
Lib. Arts	187	7,761	12,453	9,808-17,000	18	22.2%
Sec. Sci.	142	8,724	12,577	9,204-23,000	32	16.8%
Mental Health	91	8,247	12,236	8,464-15,000	13	18.3%
Occup. Therapy	27	10,263	12,614	11,200-13,200	5	9.2%
Ed. Assoc.	57	N/A	---	-----	---	---
<b>TOTAL</b>	<b>796</b>	<b>\$ 8,609</b>	<b>\$12,741</b>	<b>\$7,540-23,000</b>	<b>111</b>	<b>18.2%</b>

An Average starting date of October 1, 1977 was used in the calculation of this figure.

Includes: Business Administration, Business Management and Health Management.



Table VII shows a ranking of 1974-1977<sup>1</sup> graduate salaries on a scale of 1 to 7 with one being the highest reported average and seven the lowest. The table is broken down by year of graduation, curriculum, starting salary, 1978 salary (if available) and 1980 salaries. The table is designed to show salary rank over a period of time comparing the different curricular areas. Occupational Therapy graduates reported the highest entry salary from 1975-'77, but the current salary of the 1975 and 1976 Occupational Therapy graduates is last and next to last respectively and the 1977 graduates have already dropped from first to third. Data Processing graduates have shown the greatest growth moving from an average starting rank of 3.75 to an average rank of 1.75 as of Jan. 1980. Business graduates while also having a Jan '80 average rank of 1.75 reported an entry level average rank of 2.25 giving them the best overall salary rank.

**TABLE VII - A RANKED COMPARISON OF ENTRY AND JANUARY 1980 SALARIES<sup>1</sup>**

CURRICULUM	RANKING OF '74 GRADS			RANKING OF '75 GRADS			RANKING OF '76 GRADS		RANKING OF '77 GRADS		AVERAGE STARTING RANK	AVERAGE RANK 1980	CHANGE
	'74	'78	'80	'75	'78	'80	'76	'80	'77	'80			
Accounting	4	2	3	4	5	4	5	1	5	4	4.5	3.00	+1.5
Business	1	3	1	2	1	1	4	3	4	2	2.25	1.75	+ .5
Data Proc.	2	1	2	5	4	2	6	2	2	1	3.75	1.75	+2.0
Lib. Arts	5	5	5	6	6	5	3	5	7	5	5.25	5.00	+ .25
Sec. Sci.	3	4	4	3	3	3	2	4	3	6	2.75	4.25	-1.5
Human Services	-	-	-	7	7	6	7	7	6	7	6.6	6.6	--
Occup. Therapy	-	-	-	1	2	7	1	6	1	3	1.0	5.33	-4.33

1 - 1973 graduates were omitted due to insufficient data.

Table VIII reflects the percentage of each curriculum's average yearly salary to the average salary of all graduates (100) with respect to their starting salary and salary as of January 1980. Data Processing graduates salaries show the greatest positive movement from the mean (9%) as of January 1980. Business Administration graduates are slightly behind with an 8% positive differential from the mean. Occupational Therapy graduates entry level salaries averaged 18.4% higher than average, but as of January 1980 none of the three years '75-'77 have an average annual salary equal to or greater than the mean salary of their respective year after graduation. Business and Secretarial graduates are the only curricular areas to show both average entry salaries and January 1980 salaries greater than average. Liberal Arts and Human Services graduates are the only curricular areas that report both average entry salaries and average January 1980 salaries below average.

**TABLE VIII - A COMPARISON OF THE STARTING AND JANUARY 1980 SALARIES OF 1974-1977<sup>1</sup> GRADUATES BY CURRICULUM, WITH RELATION TO THE AVERAGE YEARLY SALARY<sup>2</sup>**

CURRICULUM	1974 GRADS		1975 GRADS		1976 GRADS		1977 GRADS		AVERAGE STARTING	AVERAGE JAN '80
	STARTING 1980	STARTING 1980	STARTING 1980	STARTING 1980	STARTING 1980	STARTING 1980	STARTING 1980	STARTING 1980		
Accounting	97.8	100.6	99.8	94.8	98.2	115.2	98.9	98.7	98.6	102.3
Business	109.8	117.7	108.0	109.5	98.5	103.2	101.2	101.7	104.3	108.0
Data Proc.	100.2	107.6	96.5	104.8	97.4	112.5	101.6	111.3	98.9	109.0
Lib. Arts	91.9	89.4	86.5	90.5	102.0	94.6	90.1	97.7	92.6	93.0
Sec. Sci.	99.6	103.3	101.8	99.0	102.3	100.4	101.3	98.7	101.2	100.3
Human Serv.	--	--	85.2	89.2	96.2	81.6	95.7	96.0	92.3	88.9
Occup. Ther.	--	--	117.1	88.3	119.1	89.6	119.2	99.0	118.4	92.3

1 - 1973 graduates are omitted due to insufficient data.

2 - Average Salary = 100.0

Using 1973 as the base year and the Consumer Price Index<sup>1</sup> (C.P.I.) as the measure of inflation TABLE IX compares average entry salaries and average Jan.1980 salaries against inflation. In total from September 1973 to January 1980 the C.P.I. rose 66.6%

Column 2 is the C.P.I. increase from September of the preceding year through August of the year indicated. Column 3 are the actual average starting salaries reported by each graduating class respectively. Column 4 using the \$7,300 annual starting salary reported by the class of 1973 as a base, increases that figure by the annual rise in the C.P.I. Column 5 reflects any loss or gain of the actual starting salary of a given class to the C.P.I. adjusted figure in Column 4. Column 6 are the actual salaries as of January 1980 and Column 7 shows the actual starting salary (column 3) adjusted for inflation thru January 1980. Column 8 is the difference between the January 1980 salary (column 6) and the C.P.I. adjusted salary (column 7). Column 9 are the sums of columns 5 and 8 which adds any initial losses to inflation with later gains. Column 10 reflects the average annual increase of LaGuardia graduates' salary over and above the C.P.I. taking into account the time spent in the labor market.

Every graduating class is currently outstripping inflation on an annual basis. Only one class (1974) reported a starting salary that kept pace with inflation, but all five classes have more than compensated once established in the labor market. 1976 graduates report the greatest annual salary increase, 4.0% higher than the C.P.I. while the lowest rate 2.24% was reported by the class of 1974.

TABLE IX - A COMPARISON OF ENTRY AND JANUARY 1980 SALARIES BY YEAR OF GRADUATION TO THE CONSUMER PRICE INDEX

(1) YEAR OF GRAD	(2) C.P.I.	(3) AV. ENTRY SALARY	(4) C.P.I. ADJ. ENTRY SALARY	(5) (3) x (2) + 4	(6) AV. SALARY JAN. '80	(7) C.P.I. ADJ. SALARY JAN. '80	(8) (6) ÷ 7	(9) COLUMNS 5 & 8	(10) AVERAGE SALARY INCREASE OVER C.P.I.**
1973		\$7,300	\$7,300	\$14,174	\$12,150	+16.6%	+16.6%	+2.63%	
1974	9.9%	8,049	8,022	+ .3% 13,615	12,190	+11.6%	+11.9%	+2.24%	
1975	7.8%	8,091	8,148	- 6.5% 13,970	11,367	+22.8%	+16.3%	+3.8%	
1976	5.5%	8,209	9,123	-10. % 13,176	10,692	+23.2%	+13.2%	+4.0%	
1977	6.6%	8,609	9,725	-11.5% 12,741	10,754	+18. %	+ 6.5%	+2.82%	
1978	8.3%								
1979	12.1%								
Jan'80	2.9%								

\* All C.P.I. figures are Sept. thru the following August e.g. C.P.I. 9.9% is reflective of Sept. 1973 thru August 1974

\*\* Adjusted for time spent in the labor market.

1- Consumer Price Index supplied by the Bureau of Labor Statistics.

TABLE X - Analyzes the effect of additional education on graduates salaries. Because many students continue their education full-time and are not in the labor market, a further breakdown which analyzes salary increase only by the time each group of students spent in the labor market is also provided. This table uses data from all employed graduates 1973-1977 with the only exception being those students who were employed prior to entering LaGuardia. By using all graduate data the salary figures are much more reliable, but in looking at the salary data one has to also consider the average of months since graduation, due to the fact that none of the groups have the same elapsed time since graduation.

The highest salary as of January 1, 1980 is for those students who have not continued their education. These students averaged 53.4 months since graduation and have worked an average of 50.6 months. Although their salary is the highest

of the five groups their monthly rate of gain for the time spent in the labor market is the lowest at a rate of \$98.70 per month increase. Graduates who continued their education but do not yet have a Bachelors Degree (A.A.+ ) report the second highest salary \$13,152 and report highest monthly rate of increase \$128.60 over the 36.7 months in the labor market. Graduates with a B.A., B.A.+ or M.A. reported almost identical salaries \$12,836, \$12,941 and \$12,885 respectively. The only variation being their average monthly rate of gain in which the B.A. and B.A.+ graduates averaged \$126 and \$119. The students with M.A.'s reported the lowest monthly rate of gain of all five sub-groups \$87. Because each sub-group does not have equal representation from all curricular areas these salaries cannot be considered true representative average salaries, but to be used for comparison purposes.

**TABLE X - AN ANALYSIS OF THE EFFECTS OF ADDITIONAL EDUCATION ON SALARY LEVEL TAKING INTO ACCOUNT ACTUAL TIME IN THE LABOR MARKET.**

<u>EDUCATIONAL LEVEL</u>	<u>CURRENT SALARY 1/1/80</u>	<u>STARTING SALARY</u>	<u>DIFFERENCE</u>	<u>AVG. TIME SINCE GRAD. (IN MONTHS)</u>	<u>AVG. TIME EMPLOYED (IN MONTHS)</u>	<u>SALARY GAIN PER MONTH EMPLOYED</u>
A.A.	\$13,530	\$8,535	\$4,995	53.4	50.6	\$ 98.7
A.A.+	13,152	8,433	4,719	40.8	36.7	128.6
B.A.	12,836	9,325	3,511	50.7	27.8	126.3
B.A.+	12,941	9,505	3,436	52.0	29.3	117.2
M.A.	12,885	9,311	3,574	58.0	41.0	87.2

**TABLES XI - A-G.** Analyze the effect of additional education on the graduates salary by each curricular area. Because these data encompass graduates of 1973-1977 an attempt was made to equalize the time discrepancies between graduates of different years. The far right column "Average Monthly Increase While Employed" (A.M.I.) is the quotient of the difference between the starting and January 1980 salary divided by the time (# of months) employed.

In Accounting the highest salaries reported are for those graduates who have passed the Bachelors level or who have a Masters (B.A.+ and M.A.). They report an average salary of \$17,950 with an average monthly increase (AMI) of \$218 for each month employed. These students spent approximately 40% of their time since graduation in school full-time. For students who do not have a Bachelors Degree there is a difference in average salary between the students who have taken no additional courses \$13,721, and those who have taken some \$11,422 but in factoring the time spent in the labor market there is very little difference in the A.M.I.

**TABLE XI-A - ACCOUNTING**

<u>EDUCATIONAL LEVEL</u>	<u>STARTING SALARY</u>	<u>SALARY 1/1/80</u>	<u>ELAPSED TIME FROM GRAD. (IN MONTHS)</u>	<u># OF MONTHS EMPLOYED</u>	<u>A.M.I. WHILE EMPLOYED</u>
A.A.	\$ 8,151	\$13,721	48	39.5	\$141
A.A.+	8,193	11,422	35	22.0	147
B.A.	10,385	13,620	54	30.0	108
B.A.+ & M.A.	10,975	17,950	52	32.0	218

In the Business curriculum there is no significant difference between the January 1980 salary of those students with only an A.A. and those with an A.A. and some additional education. They report salaries of \$13,815 and \$13,717 respectively. There is also little difference between their A.M.I. which is \$131 and \$135 respectively. The students who continued their education appear to take their courses in the evening as they've been employed 38 of the 41 months since graduation. Students who've reached the B.A. level show a salary of \$15,668. These students tend to go to school full-time as they've only worked 25 of the 44 months since graduation.

TABLE XI-B - BUSINESS

<u>EDUCATIONAL LEVEL</u>	<u>STARTING SALARY</u>	<u>SALARY 1/1/80</u>	<u>ELAPSED TIME FROM GRAD. (IN MONTHS)</u>	<u># OF MONTHS EMPLOYED</u>	<u>A.M.I.</u>
A.A.	\$ 8,708	\$13,815	41	39	\$131.0
A.A. +	8,581	13,717	41	38	135.1
B.A.	9,732	15,668	44	25	237.0
B.A. + & M.A.	11,000	15,000	52	28	142.0

Data Processing graduates (Table XI-C) who have not reached the B.A. level appear to have continued their education while working full-time, while those who did get their Bachelors Degree or better have gone to school full-time. The students in the A.A.+ group have been in the labor market the longest and report the greatest salary. The students who have only an A.A. Degree have spent the second greatest time in the labor market and have the second highest salary. This correlation also holds true for the other two educational levels as well. In a field growing as fast as Data Processing, where in the long run greater educational credentials may be important, it appears that currently experience or time spent in the labor market has a greater effect on salaries than additional education. LaGuardia graduates salaries are in a direct positive correlation with their time spent working.

TABLE XI-C - DATA PROCESSING

<u>EDUCATIONAL LEVEL</u>	<u>STARTING SALARY</u>	<u>SALARY 1/1/80</u>	<u>ELAPSED TIME FROM GRAD. (IN MONTHS)</u>	<u># OF MONTHS EMPLOYED</u>	<u>A.M.I.</u>
A.A.	\$8,323	\$14,731	42	40	\$160
A.A. +	8,357	16,924	45	45	190
B.A.	9,315	12,566	41	19	171
B.A. + & M.A.	9,900	13,550	52	26	140

Liberal Arts graduates show the same positive correlation between time in the labor market and salary reported as of 1/1/80 as Data Processing graduates. Obversely to that those graduates with the highest salaries (B.A. & M.A.) reported the lowest A.M.I. and those graduates with the lowest salaries and least time in the labor market reported the highest A.M.I. Liberal Arts graduates who are working towards their Bachelors Degree (A.A. +) appear to have gone to school full-time to do so which is only evident in this curriculum and Occupational Therapy.

TABLE XI-D - LIBERAL ARTS

<u>EDUCATIONAL LEVEL</u>	<u>STARTING SALARY</u>	<u>SALARY 1/1/80</u>	<u>ELAPSED TIME FROM GRAD. (IN MONTHS)</u>	<u># OF MONTHS EMPLOYED</u>	<u>A.M.I.</u>
A.A.	\$8,398	\$12,927	42	38	\$119
A.A. +	8,210	12,569	42	32	136
B.A.	9,075	12,690	58	33	109
B.A. + & M.A.	9,340	13,864	64	46	98

In the Secretarial Science area there is a drop off in salary at the Bachelors level and although there is an increase at the B.A. + & M.A. level this is a limited sample which may not be a true representation. In Secretarial Science the graduates who have some additional education (A.A. +) show the highest average salary and the greatest A.M.I. There does not appear to be a correlation between time in the labor market and salary below the Bachelors level.

TABLE XI-E - SECRETARIAL SCIENCE

<u>EDUCATIONAL LEVEL</u>	<u>STARTING SALARY</u>	<u>SALARY 1/1/80</u>	<u>ELAPSED TIME FROM GRAD. (IN MONTHS)</u>	<u># OF MONTHS EMPLOYED</u>	<u>A.M.I.</u>
A.A.	\$ 8,602	\$13,486	55	54	\$ 90
A.A. +	8,576	14,151	45	43	129
B.A.	8,777	11,774	45	24	124
B.A. + & M.A.	12,775	14,200	40	10	142

In the Human Services area the students reporting the highest average salary are those who have or who are working towards a Masters Degree. The graduates who have gotten a Bachelors Degree or better did attend school full-time after graduation.

**TABLE XI-F - HUMAN SERVICES**

<u>EDUCATIONAL LEVEL</u>	<u>STARTING SALARY</u>	<u>SALARY 1/1/80</u>	<u>ELAPSED TIME FROM GRAD. (IN MONTHS)</u>	<u># OF MONTHS EMPLOYED</u>	<u>A.M.I.</u>
A.A.	\$ 8,424	\$11,189	39	37	\$ 74
A.A. +	8,350	11,800	35	31	111
B.A.	8,895	10,900	41	22	91
B.A. + & M.A.	10,900	13,135	37	21	106

In the Occupational Therapy graduates with a Bachelors Degree are out-earning all other groups in both average salary and average monthly increase. The students who continued their education did attend school full-time in doing so.

**TABLE XI-G - OCCUPATIONAL THERAPY**

<u>EDUCATIONAL LEVEL</u>	<u>STARTING SALARY</u>	<u>SALARY 1/1/80</u>	<u>ELAPSED TIME FROM GRAD. (IN MONTHS)</u>	<u># OF MONTHS EMPLOYED</u>	<u>A.M.I.</u>
A.A.	\$ 9,739	\$12,469	40	31	\$ 88
A.A. +	9,602	11,888	29	19	120
B.A.	10,713	12,916	48	16	137
B.A. + & M.S.	11,900	11,900	---	---	---

There doesn't appear to be a consistency in equating additional education and greater salary for all graduates. In certain curricular areas such as Accounting, Business and Liberal Arts there is some correlation between higher educational achievement and greater salary, but in Data Processing and Secretarial Science there appears to be some but no significant correlation. Certain curricular areas show a positive correlation between time in labor market and salary without regard to additional education, Data Processing and Liberal Arts display this. In most cases the Average Monthly Increase (A.M.I.) does not increase proportionately as the graduates obtain greater educational credentials. This may be due to the time frame which this survey is conducted within, and that 3 - 7 years is not a long enough time frame to get a true sense of the effect of additional education on salary.

**TABLE XII - ADDITIONAL EDUCATION**

Of the 567 graduates sampled, 375 (66.1%) continued their education after graduating LaGuardia. 25.8% have received a Bachelors Degree. 41 graduates or 7.2% are working toward a Masters Degree with 36 of the 41 (87.8%) currently enrolled in classes and 2.6% were granted a Masters. 173 students, 30.5% are between an A.A. and a B.A. 114 of those students 65.9% were enrolled in classes as of January 1980.

Column 3 shows the adjusted frequency of only those graduates who chose to continue their education. Of those who chose to continue their education 53.8% have attained a Bachelors or better.

Of the 375 students who continued their education 206 (55%) indicated that they transferred and spent at least one full year in school full-time before going to work. Many continued in school until gaining their respective degrees.

**TABLE XII**

	<u>(1) # OF GRADS</u>	<u>(2) %</u>	<u>(3) ADJUSTED</u>	<u>(4) ATTENDING AS OF 1/80</u>	<u>(5) % CURRENTLY ATTENDING</u>
POST A.A.	173	30.5%	46.2%	114	65.9%
B.A.	146	25.8%	38.9%	---	---
POST B.A.	41	7.2%	10.9%	36	87.8%
M.A.	15	2.6%	4.0%	---	---
No Additional Education	192	33.9%	---	---	---
TOTAL	567	100.0%	100.0%	150	

TABLE XIII compares the education achievement between full-time transfers<sup>1</sup> and all other transferring graduates. Of 375 graduates choosing to continue their education more than half (54.4%) 204 chose to transfer full-time. These graduates have a significantly higher rate of being granted a Bachelors Degree 84%, to those students who did not transfer full-time 29.1%.

**TABLE XIII - A COMPARISON OF FULL-TIME TRANSFER TO ALL OTHER TRANSFERS**

	<u>A.A. +</u>	<u>B.A.</u>	<u>B.A. +</u>	<u>M.A.</u>	<u>TOTAL</u>
Trans. Full-Time	53 26.0%	104 51.0%	36 17.6%	11 5.4%	204 100%
Other Transfers	120 70.1%	42 24.6%	5 2.9%	4 2.4%	171 100%

<sup>1</sup>Transfer full-time students are those graduates who matriculated full-time at a senior institution and spent at least one year attending classes on a full-time basis prior to entering the labor market.

Fifty graduates indicated that they were employed upon entering LaGuardia and were still employed with the same company upon graduation. Their additional education has been isolated and compared to the additional education of all graduates (TABLE XIV). These fifty graduates continued their education at a higher rate than all other graduates 74% to 65.4%, but approximately the same percentage of these graduates 36% reached the Bachelors level or higher as did all the other graduates 35.6%.

**TABLE XIV - ADDITIONAL EDUCATION LEVELS OF GRADUATES WHO WERE EMPLOYED FULL-TIME UPON ENTERING LAGUARDIA.**

	<u>NO ADDITIONAL EDUCATION</u>	<u>A.A. +</u>	<u>B.A.</u>	<u>B.A. +</u>	<u>M.A.</u>	<u>TOTAL</u>
Employed Entrants	13 26%	19 38%	12 24%	5 10%	1 2%	50 100%
All Other Graduates	34.6%	29.8%	25.9%	7.0%	2.7%	100%

Table XV breaks out the additional educational achievement by each graduation year surveyed. 1973 respondents reported the highest rate of continued education. 81.1% of those responding had continued their education after graduating LaGuardia, with 64.9% attaining a Bachelors Degree or better. 1974 graduates reported both the second highest frequency of continuance and also of achieving a Bachelors Degree. 71.4% continued their education with 51.2% achieving a Bachelors Degree or better. Graduates from 1975 and 1976 vary only slightly from each other in additional educational achievement. 61.6% of the 1975 graduates continued on while 64% of the 1976 graduates did also. 33.6% of the 1975 graduates have received a Bachelors Degree or better while 33.8% of the 1976 graduates have achieved this level. 1977 reported a 66.5% continuation rate but only 25.7% have received a Bachelors Degree or better as of January 1980. This is most likely due to the fact that the survey was taken only 2 1/3 years past their graduation. The 40.8% who are shown as post A.A. credits will in most cases achieve a Bachelors Degree shortly.

**TABLE XV - ADDITIONAL EDUCATION BY YEAR OF GRADUATION**

<u>ADDITIONAL EDUCATION</u>	<u>1973</u>			<u>1974</u>			<u>1975</u>			<u>1976</u>			<u>1977</u>		
	<u># OF GRADS</u>	<u>% OF GRADS</u>	<u>ADJ. %</u>	<u># OF GRADS</u>	<u>% OF GRADS</u>	<u>ADJ. %</u>	<u># OF GRADS</u>	<u>% OF GRADS</u>	<u>ADJ. %</u>	<u># OF GRADS</u>	<u>% OF GRADS</u>	<u>ADJ. %</u>	<u># OF GRADS</u>	<u>% OF GRADS</u>	<u>ADJ. %</u>
Post A.A. Credits	6	16.2%	20.0%	17	20.2%	28.3%	35	28.0%	45.4%	42	30.2%	47.2%	73	40.8%	61.3%
Bachelor Degree	11	29.7%	36.6%	31	36.9%	51.7%	32	25.6%	41.6%	37	26.6%	41.0%	35	19.6%	29.4%
Post Bachelor Credits	8	21.7%	26.7%	8	9.5%	13.3%	8	6.4%	10.4%	8	5.8%	9.0%	9	5.0%	7.6%
Masters Degree	5	13.5%	16.7%	4	4.8%	6.7%	2	1.6%	2.6%	2	1.4%	2.2%	2	1.1%	1.7%
No Additional Ed.	7	18.9%	--	24	28.6%	--	48	38.4%	--	50	36.0%	--	60	33.5%	--
<b>TOTAL</b>	<b>37</b>	<b>100.0%</b>	<b>100.0%</b>	<b>84</b>	<b>100.0%</b>	<b>100.0%</b>	<b>125</b>	<b>100.0%</b>	<b>100.0%</b>	<b>139</b>	<b>100.0%</b>	<b>100.0%</b>	<b>179</b>	<b>100.0%</b>	<b>100.0%</b>



TABLE XVI Analyzes additional education by the graduates curriculum at LaGuardia. The data indicates that Human Services and Liberal Arts graduates tend to enroll and complete additional college training at a greater rate than other curricular areas. Human Services graduates transfer at an 86.4% rate with 54.2% reaching at least the Bachelor Degree level and 3.4% of those are working towards a Masters Degree and 3.4% have attained a Masters Degree. Liberal Arts graduates transferred at an 83.7% rate with 53.1% having a Bachelors Degree or better with 12.5% of those working towards a Masters Degree and 5% have been granted a Masters Degree. Data Processing and Secretarial Science transferred at the lowest rate of all curricular areas. 34.8% of Data Processing graduates took additional courses with 13% reaching the Bachelors level and 4.4% taking courses beyond the Bachelors Degree. 34.9% of the Secretarial Science graduates took additional courses with 10.1% being granted a Bachelors Degree and 12% taking post B.A. courses.

TABLE XVI - ADDITIONAL EDUCATION BY CURRICULUM AT LAGUARDIA

<u>CURRICULUM</u>	<u>POST A.A. CREDITS</u>	<u>B.A.</u>	<u>POST B.A.</u>	<u>M.A.</u>	<u>NO ADDITIONAL EDUCATION</u>
Accounting	11 21.2%	15 28.0%	4 7.7%	--	22 42.3%
Business	34 43.0%	20 25.3%	2 2.6%	3 3.8%	20 25.3%
Data Processing	8 17.4%	6 13.0%	2 4.4%	--	30 65.2%
Liberal Arts	49 30.6%	57 35.6%	20 12.5%	8 5.0%	26 16.3%
Secretarial Science	25 23.0%	11 10.1%	2 1.8%	--	71 65.1%
Human Services	19 32.2%	25 42.4%	5 8.4%	2 3.4%	8 13.6%
Occupational Therapy	9 39.1%	7 30.5%	--	1 4.3%	6 26.1%
Ed. Assoc.	18 46.2%	5 12.8%	6 15.4%	1 2.5%	9 23.1%

The 1980 study yielded data on 567 graduates. 179 of these graduates also responded previously to the 1978 study. Of the 307 1973-5 graduates who responded to the 1978 study but did not respond to the 1980 survey 89 of those graduates had been granted a Bachelors Degree or better by January 1978. The two studies combined reached a total of 874 different graduates and 291 of those have at least a Bachelors Degree. 33.3% of all LaGuardia graduates responding to these follow-up surveys reported being granted a Bachelors Degree.

	<u>GRADS RESPONDING</u>	<u># GRADS WITH BACHELOR DEGREE</u>	<u># OF RESPONDING GRADS WITH B.A. DEGREE</u>
1980 STUDY	567	202	
Grads who responded in 1978 but <u>not</u> in 1980	<u>307</u>	<u>89</u>	
	874	291	33.3%

For the 375 graduates who continued their education, Table XVII shows a comparison between their curricular area at LaGuardia and their current major at a senior college. Occupational Therapy graduates show the most consistency with 82.4% continuing in the Health field. Education Associates chose Education at an 80% rate and 76.7% of the Accounting graduates chose to major in Accounting. Liberal Arts graduates were the most diversified with graduates reporting choices in 8 of the 9 curricular areas. Liberal Arts graduates did show a preference for Social Science (psychology, sociology, etc.) 43.3% and Education 28.4%.

TABLE XVII - CURRICULUM AT LAGUARDIA BY SENIOR COLLEGE MAJOR

CURRICULUM	ACCOUNTING	BUSINESS	COMPUTER SCIENCE	HEALTH	EDUCATION	HUMANITIES	SCIENCE	PRE-PRO-FESSIONAL	SECRETARIAL SCIENCE	TOTAL
ACCOUNTING	23 76.7%	7 23.3%								30
BUSINESS	10 16.9%	39 66.1%	1 1.7%	2 3.4%	1 1.7%	1 1.7%			5 8.5%	59
DATA PROCESSING	1 6.2%	2 13.5%	11 66.9%			1 6.2%			1 6.2%	16
LIBERAL ARTS		8 6%	1 0.7%	5 3.7%	38 28.4%	18 13.4%	2 1.5%	4 3%	58 43.3%	134
SECRETARIAL SCIENCE	1 2.6%	18 47.4%			5 13.2%	2 5.2%			12 31.6%	38
HUMAN SERVICES	1 1.9%	1 1.9%		5 9.8%	19 37.3%	6 11.8%		1 1.9%	18 35.4%	51
OCCUPATIONAL THERAPY				14 82.4%		1 5.9%			2 11.7%	17
EDUCATIONAL ASSOCIATE					24 80%	1 3.3%			5 16.7%	30
TOTAL	36	75	13	26	87	30	2	5	101	375

TABLE XVIII shows a comparison between the 1978 and 1980 studies with regards to which senior colleges LaGuardia graduates transfer to. Within the C.U.N.Y. system Queens College showed the largest decrease -5.4% with York decreasing by -2.6%. The largest increase within C.U.N.Y. was +1.3% by John Jay. Schools outside of C.U.N.Y. showed largest increase +8.5%. These schools could be private colleges in or out of state or a S.U.N.Y. institution. Part of this increase may be due to the tuition reimbursement benefit offered by many employers allowing LaGuardia graduates to choose senior institutions without regard to cost.

TABLE XVIII - SENIOR COLLEGE PREFERENCES OF LAGUARDIA GRADUATES

<u>COLLEGE</u>	<u>% OF STUDENTS TRANSFER</u>		<u>CHANGE</u>
	<u>1980</u>	<u>1978</u>	
Baruch	18.9%	17.8%	+1.1%
Queens	18.4%	23.8%	-5.4%
Hunter	13.3%	12.9%	+0.4%
York	9.0%	11.6%	-2.6%
John Jay	4.6%	3.3%	+1.3%
C.C.N.Y.	2.4%	4.3%	-1.9%
B'klyn	1.8%	0.7%	+1.1%
Medger Evers	0.5%	1.3%	-0.8%
Lehman	0.2%	1.6%	-1.4%
College of Staten Island	--	0.3%	-0.3%
Other	<u>30.9%</u>	<u>22.4%</u>	<u>+8.5%</u>
	100.0%	100.0%	-----

JOB STABILITY - Of the 567 graduates responding, 422 have worked full-time since graduating LaGuardia. This figure excludes those 50 graduates who were employed upon entering LaGuardia or those graduates who have not yet entered the labor market because they are enrolled full-time pursuing a Bachelors or Masters Degree.

Table XIX lists the number of employed graduates who have had one to four different employers. This table does not reflect any change in job title or job responsibility. It only reflects changes in a graduates employer.

TABLE XIX - NUMBER OF GRADUATES WORKING FOR 1 - 4 EMPLOYERS.

<u># OF EMPLOYERS</u>	<u># OF GRADS</u>	<u>%</u>
1	234	55.5%
2	127	30.1%
3	57	13.5%
4	4	0.9%
	<u>422</u>	<u>100.0%</u>

55.5% of the graduates have had only one employer and a total of 85.6% graduates have had a maximum of two employers. This represents a very high degree of job stability for LaGuardia graduates. Taking this in conjunction with the salary growth shown earlier it is clear that many LaGuardia graduates are being internally promoted.

JOB MOBILITY - Of the 422 employed graduates 50% have had only one job title and 50% have had more than one. Table XX gives the breakdown for the number of different job titles from one to four (no graduate reported more than four different job titles). A change in job title results from either a change in employers or an internal change in job duties.

TABLE XX - JOB TITLES

<u># OF JOBS</u>	<u># OF GRADS</u>	<u>%</u>
1	211	50.0%
2	137	32.5%
3	68	16.1%
4	6	1.4%
TOTAL	422	100.0%

Because of the subjective nature of this type of data this table and Table XIX should be regarded as being as accurate as possible. Many graduates only listed their most current job title or last job title and may have omitted intermediate positions. No attempt at estimating these intermediate positions was done. The only data presented is from actual graduate responses.

TABLE XXI - Is a composite of tables XIX and XX and shows an actual breakout of the 422 graduates by both the number of employers and the number of jobs they've had. The data shows that there is a significant salary drop for the students who've reported four jobs. For all other graduates there appears to be no specific correlation between salary and the number of jobs or the number of employers.

TABLE XXI

<u># OF EMPLOYERS</u>	<u># OF JOBS</u>	<u># OF GRADS</u>	<u>AVERAGE SALARY</u>
1	1	211	\$13,081
1	2	16	12,552
1	3	6	15,503
1	4	1	15,000
2	2	121	13,229
2	3	6	14,225
2	4	---	---
3	3	56	13,711
3	4	1	11,227
4	4	4	10,670
TOTAL		422	\$13,215

**UPWARD MOBILITY** - All students responding to the questionnaire were asked for their present job title. This job title was then coded according to the skills, education or experience needed to perform this job. On a scale of 1 - 6 a number was assigned to each job. Level 1 jobs were those of an unskilled nature e.g. common laborer, Level 2 is a skilled worker e.g. factory worker, Level 3 is an entry level clerical type of position e.g. clerk typist, computer tape librarian and sales clerk. Level 4 represents positions of a more responsible nature than Level 3 but still below the "professional" level e.g. bookkeeper, lead accounting clerk, salesman, lead computer operator. Level 5 is the first professional level e.g. teacher, nurse, accountant, computer programmer, manager; and Level 6 is a higher professional level with more responsibility and supervisory capabilities e.g. college professor, attorney, systems analyst, C.P.A., and business executive.

Although data is not available for all respondents on what their job title and level was when they began employment it can be assumed that most graduates began at Level 3 with a few stronger graduates beginning at Level 4. Using that as a base this section will discuss where these graduates are at present.

The average current employment level for all employed graduates (except those who were employed prior to entering LaGuardia) is 4.35. 38.5% of the graduates report professional level positions.

**TABLE XXII - CURRENT EMPLOYMENT LEVEL**

<u>JOB LEVEL</u>	<u># OF STUDENTS</u>	<u>%</u>
3	15	3.6%
4	240	57.9%
5	159	38.3%
6	1	0.2%
	<u>415</u>	<u>100.0%</u>

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