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ABSTRACT

In March 1994, a study was conducted to determine the perspectives of Illinois community college graduates regarding their preparation for employment, their continuing education goals, and their satisfaction with their major and college services. A total of 6,245 occupational program graduates, including graduates of agriculture; conservation and renewable natural resources; marketing operations; engineering-related technologies; vocational home economics; parks, recreation, and leisure studies; construction trades; mechanics and repairers; and health professions and related sciences were surveyed approximately 6 to 9 months after program completion. A uniform survey instrument addressed the following topics: attendance objective, educational status, employment status, salary, employment start-up, geographic location of employment, and satisfaction with employment and major. Study findings, based on a 45.8% response rate, included the following: (1) 93.5% of the surveyed occupational graduates were either employed or continuing their education; (2) 90% were employed, and 88.5% of the employed graduates were working in a field related to their training; (3) 68.3% obtained employment after completing their training; (4) 90.8% remained in Illinois after graduation; (5) the average wage for all respondents was \$11.48 per hour; (6) completers ranked the degree of satisfaction with their current jobs at 4.08 on a five-point scale; (7) overall, graduates gave positive scores to to the major components of their programs; and (8) student support services were all rated within the satisfied range. (KP)

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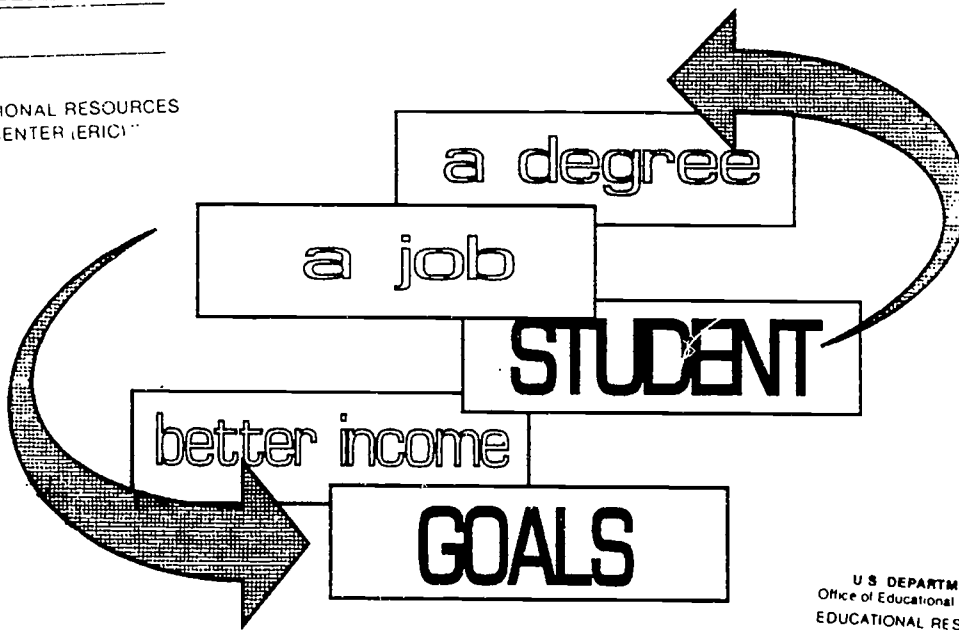
# 1994 FOLLOW-UP STUDY

## of Fiscal Year 1993 Occupational Program Graduates

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Illinois Community College Board

1994 FOLLOW-UP STUDY OF FISCAL YEAR 1993  
OCCUPATIONAL PROGRAM GRADUATES

TABLE OF CONTENTS

	<u>Page</u>
Introduction . . . . .	1
Percentage of Graduates Successful in Finding Employment and/or Continuing Education . . . . .	3
Employment Patterns . . . . .	5
Rate of Employment in a Related Field . . . . .	5
Full-time Versus Part-time Employment . . . . .	5
Point of Job Attainment . . . . .	5
Location of Employment . . . . .	5
Average Salaries of Graduates Employed Full Time . . . . .	6
Average Salaries of All Graduates . . . . .	6
Unemployment Rates . . . . .	7
Degree of Satisfaction with Current Employment . . . . .	8
Degree of Satisfaction with Occupational Training in Major Field . . . . .	8
Satisfaction with Program Components . . . . .	8
Satisfaction with Major Field Course Content . . . . .	8
Satisfaction with Lecture/Laboratory Experience and Projects . . . . .	9
Satisfaction with Program Equipment, Facilities, and Materials . . . . .	9
Satisfaction with Preparation for Further Education . . . . .	9
Satisfaction with Labor Market Employment Information . . . . .	9
Degree of Satisfaction with Colleges Services . . . . .	9
Summary and Conclusions . . . . .	9
Appendix A: Data Tables . . . . .	11
Table A-1 Employment and Education Status of Program Completers in Selected Occupational Programs . . . . .	12
Table A-2 Employment Patterns of Program Completers in Selected Programs . . . . .	13
Table A-3 Graduates Simultaneously Employed and Pursuing Additional Education in Selected Occupational Programs . . . . .	14

TABLE OF CONTENTS  
(Continued)

	<u>Page</u>
Table A-4 Educational Status of Graduates from Selected Programs . . . . .	15
Table A-5 Relatedness of Employment Among Program Completers in Selected Occupational Programs . . . . .	16
Table A-6 Beginning of Present Position Among Graduates from Selected Occupational Programs . . . . .	17
Table A-7 Location of Employment Held by Graduates from Selected Occupational Programs . . . . .	18
Table A-8 Average Hourly Salary Earned by Graduates from Selected Occupational Programs . . . . .	19
Table A-9 Job Satisfaction for Employed Graduates Working in Positions Related and Unrelated to their Community College Programs . . . . .	20
Table A-10 Graduate Satisfaction with Major Program Components for Selected Occupational Programs . . . . .	21
Table A-11 Graduate Satisfaction with Services for Selected Occupational Programs . . . . .	22
Appendix B: Program-Specific Issues . . . . .	23
Ag Business & Management, General . . . . .	24
Ag Production Workers & Managers . . . . .	24
Horticulture Services Operation & Management . . . . .	24
Forest Harvesting & Production Technology . . . . .	24
Fashion Merchandising . . . . .	24
General Retailing & Wholesaling Operations . . . . .	24
Travel Services Marketing Operations . . . . .	25
Construction Trades . . . . .	25
Nursing . . . . .	26
Miscellaneous Health Aides . . . . .	26
Bibliography . . . . .	27

## 1994 FOLLOW-UP STUDY OF FISCAL YEAR 1993 OCCUPATIONAL PROGRAM GRADUATES

### Introduction

Community colleges are leaders in workforce training. To maintain a position of leadership, colleges must keep pace with modern technology; be watchful to the effects of changes in local, national, and global economies; and be responsive to the changing needs of the workplace. What does the future hold? Many forecasters offer positive theories. Throughout this decade, the U.S. economy is predicted to be the best in the world. Export and import activity will continue to increase with international trade cooperation. Interest rates remain low, and construction is increasing. As society moves from one which is service-oriented to a "post-service" society, many routine and repetitive jobs will fade out of existence. For hundreds of tasks, corporations will turn to teams of consultants and independent contractors. Specialists will be in demand in many occupations. Yet, in manufacturing, employees with a variety of skills will be sought as a result of downsizing activities. "Smart" machinery and "expert" systems will enhance worker productivity. In production and sales occupations, customers will have direct, on-line access to computerized ordering and inventory systems of suppliers. In tomorrow's jobs, workers will be expected to excel in relationship and problem-solving abilities. Continual skill upgrading will be imperative. More businesses will form partnerships with schools, fostering on-the-job training experiences. Telecommunications will greatly expand opportunities for education and training.

Community colleges face enormous challenges to be innovative and responsive to the changes taking place in the workplace environment. To provide quality programs, colleges prevail on the perspectives of various constituents. One such perspective comes from members of advisory committees composed of business representatives who supply commodities and services within the college's district. Their knowledge of the skills and abilities graduates need to get and keep a job is critical to improving the state's workforce. Secondly, institutions examine various sources of data and involve their colleagues in performing periodic reviews of college programs and services. College curricula and support services are analyzed for their effectiveness in terms of need, quality, and cost. Outcomes are identified and programs are improved or discontinued. This information is described annually in program review/PQP report submissions. Thirdly, colleges solicit student perspectives concerning their perceptions of items such as effectiveness of their training, their success in finding employment, and whether or not they are continuing their education.

The report which follows details current perspectives of students in regard to preparation for their current employment, their continuing educational goals, and their satisfaction levels for various aspects of major program components and college services.

Data for the report were derived from responses obtained from occupational program graduates of selected programs on a standardized survey developed by the ICCB. Occupational graduates from all 49 Illinois public community colleges used a uniform follow-up survey instrument,

which addressed the following topics: attendance objective, educational status, employment status, salary, employment start-up, geographic location of employment, and satisfaction with employment and components of the educational program completed.

A total of 6,245 graduates were surveyed in March 1994 following the fiscal year of graduation. For most graduates, this is approximately six to nine months after program completion. Students surveyed in the fiscal year 1994 study included graduates from the following program areas:

CIP	OCCUPATIONAL PROGRAM AREAS SURVEYED IN FY 1994
01	<b>AGRICULTURE</b> Ag Business and Management Ag Production Ag Services* Horticulture Services
03	<b>CONSERVATION AND RENEWABLE NATURAL RESOURCES</b> Forest Harvesting & Production Technology Wildlife & Wildland Management*
08	<b>MARKETING OPERATIONS</b> Fashion Merchandising Financial Services Marketing* General Retailing & Wholesaling Operations Hospitality and Recreation Marketing* Insurance Marketing* Travel Services Marketing Operations
15	<b>ENGINEERING-RELATED TECHNOLOGIES</b> Environmental Control Technologies
20	<b>VOCATIONAL HOME ECONOMICS*</b> Custodial, Housekeeping, and Home Services*
31	<b>PARKS, RECREATION, AND LEISURE STUDIES*</b> Parks, Recreation, and Leisure Facilities Management* Health and Physical Education/Fitness*
46	<b>CONSTRUCTION TRADES</b> Construction Trades (Integrated)
47	<b>MECHANICS AND REPAIRERS*</b> Stationary Engineers*
51	<b>HEALTH PROFESSIONS AND RELATED SCIENCES</b> Nursing Miscellaneous Health Aides

\*Excluded from state report due to low number of graduates or low response rates.

Surveys were returned by 2,851 of the 6,245 graduates. Following examination of the data, some program areas were eliminated from the statewide analysis due to low response rates or small number of graduates. Inclusion of the latter would endanger the confidentiality of information on individual graduates. Excluded from the statewide study were Ag Services-Equestrian/Equine Studies; Conservation and Renewable Natural Resources-Wildlife & Wildland Management; Marketing Operations-Financial Services Marketing, Hospitality and Recreation Marketing, and Insurance Marketing; Vocational Home Economics-Custodial, Housekeeping, and Home Services; Parks, Recreation, and Leisure Studies; and Mechanics and Repairers-Stationary Engineers. Although the information has been excluded from the state analysis, the information on graduates from these program areas will be useful at the local institutional level. Table 1 presents the number of graduates surveyed and the response rates for each program.

Removing the selected graduates and their responses resulted in the inclusion of 2,837 responses from 6,198 (45.8 percent) graduates in the state report. Respondents may have returned surveys in which some questions were left blank. Percentages cited throughout the report reflect the number of responses to each question.

#### **Percentage of Graduates Successful in Finding Employment and/or Continuing Education**

- In spring 1994, 93.5 percent of the surveyed occupational graduates were either employed or continuing their education. (See Table A-1.)
- Ninety percent of the occupational completers in the specified programs were employed. Programs with the lowest levels of unemployment percentages included Registered Nurse (96.7 percent employed; N = 1,259) and Medical Laboratory Aide/Phlebotomy (96.2 percent employed; N = 25). (See Table A-2.)
- Slightly more than one-fifth (21.7 percent) of the respondents were enrolled in additional coursework. Another 3.9 percent had taken additional classes after graduating, but were not enrolled at the time of the survey. Eighty-three percent of those enrolled were taking coursework in a related program area. Program areas with the highest number of respondents continuing their education were Forest Harvesting & Production Technology (40.0 percent; N = 4); Ag Business & Management, General (38.8 percent; N = 19); and General Selling Skills & Sales Operations (38.4 percent; N = 48). (See Table A-4.)
- Being employed and pursuing additional education simultaneously was reported by 18.1 percent of the graduates. (See Table A-3.)



Table 1

PROGRAM ARE.	# SURVEYED	# RESPONDING	RESPONSE RATE
Ag Business and Management	81	50	61.7
Ag Production Wrkrs & Managers	(93)	(43)	(46.2)
Ag Prod Wrkrs and Mgmt, Gen	72	33	45.8
Ag Animal Husbandry & Prod Mgmt	21	10	47.6
*Equestrian/Equine Studies	9	2	22.2
Horticulture Service Oper & Mgmt	(146)	(85)	(58.2)
Hort Serv Oper & Mgmt, Gen	77	46	59.7
Arboriculture	4	3	75.0
Ornamental Hort Oper & Mgmt	10	4	40.0
Greenhouse Oper & Mgmt	6	3	50.0
Landscaping Oper & Mgmt	33	18	54.5
Turf Mgmt	12	7	58.3
Park & Grounds Mgmt	4	4	100.0
Forest Harvesting & Prod Tech	14	10	71.4
*Wildlife & Wildland Mgmt	4	4	100.0
Fashion Merchandising	36	17	47.2
*Financial Services Mktg Oper	1	0	0.0
Gen Retailing & Wholesaling Oper	(345)	(200)	(58.0)
*Industrial Mktg	4	4	100.0
General Retailing Oper	42	25	59.5
Gen Selling Skills & Sales Oper	232	125	53.9
General Distribution Oper	67	46	68.7
*Recreation Products/Serv Mktg Oper	1	0	0.0
*Insurance Mktg Operations	2	2	100.0
Travel Serv Mktg Oper	337	171	50.7
Environmental Control Technologies	(11)	(4)	(36.4)
Energy Mgmt & Systems Tech	2	1	50.0
Water Quality & Wastewater Treat	1	0	0.0
Environmental & Pollution Tech	8	3	37.5
*Custodial, Hskping & Home Serv	(21)	(0)	0.0
*Elder Care Provider/Companion	1	0	0.0
*Custodian/Caretaker	20	0	0.0
*Parks, Rec & Leisure Facil Mgmt	2	1	50.0
*Exercise Sci/Physiology & Mvmt	5	4	80.0
Construction Trades	79	40	50.6
*Stationary Energy Installers & Op	2	1	50.0
Nursing	(4984)	(2185)	43.8
Nursing, R.N.	2435	1270	52.2
Practical Nursing, L.P.N.	1096	461	42.1
Nurse Assistant/Aide	1453	454	31.2
Misc Health Aides	(72)	(32)	(44.4)
Med Lab Aide/Phlebotomy	56	22	39.3
Therapeutic Recreational Asst	16	10	62.5
TOTAL	6245	2851	45.7

\* Excluded from study due to low number of graduates or low response rates.



## Employment Patterns

Rate of Employment in a Related Field. Overall results indicated that 88.5 percent of respondents were employed in positions related to their training. Graduates from Nursing programs, which are highly specialized, reached the highest level of employment in a related area (94.1 percent). Ag Business & Management, General (91.4 percent) and Construction Trades (85.7 percent) ranked second and third, respectively, in related area employment. (See Table A-5.)

Less than 8 percent of associate degree and advanced certificate graduates had jobs in unrelated fields compared to 27.4 percent of completers of basic certificates.

General Retailing & Wholesaling Operations (31.7 percent) and Travel Services Marketing Operations (48.6 percent) had the highest proportion of graduates working in an area that was not related to their training. The most often cited reason given by graduates in General Retailing & Wholesaling Operations was the inability to find a job in their field. Seventeen (24.3 percent) of the Travel Services Marketing Operations graduates said they, too, could not find a job in their field, and 14 (20.0 percent) found a better paying job. Seven (10.0 percent) indicated they preferred to work in another field and another seven took a temporary job while in transition.

Full-Time versus Part-Time Employment. Among employed graduates, 80.9 percent were working in full-time positions. Among the specific occupational areas, General Distribution Operations had the greatest number of graduates (97.6 percent; N = 41) employed full time. Second highest were graduates from Construction Trades occupations (91.4 percent; N = 32) followed by graduates from the two remaining retailing and wholesaling program areas. (See Table A-2.)

Slightly more than 19 percent of the employed graduates were working in part-time positions. Programs in which significant percentages of workers were part time included Fashion Merchandising (50.0 percent, N = 7); Forest Harvesting & Production Technology (33.3 percent; N = 3); Miscellaneous Health Aides (32.4 percent; N = 11); and Travel Services Marketing Operations (30.6 percent; N = 45).

Two of these programs, Forest Harvesting & Production Technology (30.0 percent) and Fashion Merchandising (28.6 percent) included graduates who were both employed and pursuing additional education, thus accounting for less than full-time employment (see Table A-1). A smaller percentage of students in Travel Services Marketing Operations (18.8 percent) and Miscellaneous Health Aides (16.1 percent) were balancing job and class schedules simultaneously (see Table A-1).

Point of Job Attainment. The largest number of graduates (68.3 percent) obtained employment after completing their occupational training. An equal percent had their present position prior to program entrance or began their job during program enrollment. Over 64 percent of graduates in General Distribution Operations were employed prior to program entrance, leading one to surmise that skill upgrades for job advancement was their goal. Conversely, nearly 67 percent of the graduates from General Retailing Operations programs obtained their current job after program completion. Apparently the goal of this group was to acquire qualifications

needed to obtain entry-level employment. High percentages of R.N. and L.P.N. graduates (77.4 and 79.9 percent, respectively) obtained employment after completing program requirements. Since licensure is mandatory, this stands to reason. More than one-third of the graduates in Ag Business & Management and Horticulture Services Operations & Management acquired employment while completing program requirements. (See Table A-6.)

Location of Employment. Nearly 91 percent of the graduate respondents were employed in Illinois, compared to 92 percent in last year's follow-up study. Therefore, education dollars spent at public community colleges continue to provide a high rate of return for the state, and the increased earning power of graduates improves the local economy. Sixty-two percent of the respondents remained in the district where they received their training and 9.5 percent left the state to obtain employment. (See Table A-7.)

Data in the categories (In District, Out of District, and Outside Illinois) showed similar results for associate degree and advanced certificate holders. However, respondents with basic certificates were much more likely to remain in the district where they were educated. The reasons for this often include family ties and an interest in pursuing advanced training. Over one-fourth of this latter group were continuing their education.

The highest percentages of students working in their "home" district were those in Ag Business & Management, General (77.8 percent) and General Retailing Operations (88.9 percent).

Average Salaries of Graduates Employed Full Time. Respondents who completed General Distribution Operations programs and are employed full time earned the highest average hourly salary at \$16.79 (\$34,923/year). The second highest group of full-time wage-earners were those in Construction Trades, earning \$15.68/hour (\$32,614/year). Workers employed in Environmental Control Technologies and Nursing reported earnings of \$14.50 and \$14.00 per hour, or \$30,160/year and \$29,120/year, respectively.

The lowest average hourly salaries for full-time employees were earned by Nurse Assistant/Aide graduates (\$6.23/hour; \$16,328/year) and by those working in Fashion Merchandising (\$7.24/hour; \$20,966/year.)

Average Salaries of All Graduates. Graduates with greater amounts of education earned higher salaries within their career area. This finding is supported by data from the U.S. Department of Labor's Bureau of Labor Statistics, which purports that persons with more education have higher earnings within virtually all occupational categories. At \$13.10/hour (\$27,248/year), associate degree graduates earned \$3.02 more per hour than advanced certificate holders (\$10.08/hour; \$20,996/year), and \$5.25 per hour more than graduates of basic certificates (\$7.85/hour; \$16,328/year). (See Figure 1 and Table A-8.)

When all employed graduates are considered together, the average hourly salary was \$11.48/hour (\$23,878/year). There was little variance in salary between full-time and part-time employees in health-related programs. However, differences in pay between full- and part-time workers in other occupations was as much as \$8.00 per hour. Highest overall salaries for programs in which both full- and part-time workers responded were earned by graduates working in Construction Trades (\$15.39/hour). Lowest salaries were earned by those in Fashion

Merchandising (\$6.25/hour). The *Occupational Outlook Quarterly* states "with the exception of the rapidly growing service worker occupational group, occupational groups having the lowest education attainment and the lowest earnings are projected to have the lowest rates of growth."

Unemployment Rates.

The rate of unemployment among respondents who were unemployed and seeking work was only 4.1 percent. This rate corresponds with a statewide unemployment rate of 6.0 percent, which was reported by the Illinois Department of Employment Security in the *Illinois Labor Market Review* in March 1994 when the survey was conducted. (See Table A-2.)

Previously, a comparison was made regarding the salaries earned by graduates at the basic certificate, advanced certificate, and associate degree levels. It was determined that associate degree graduates had greater earning power than certificate graduates. In reviewing the unemployment rates, it appears that associate degree graduates also have a lower rate

Fig. 1. Average Salaries of Selected Completers by Degree Type

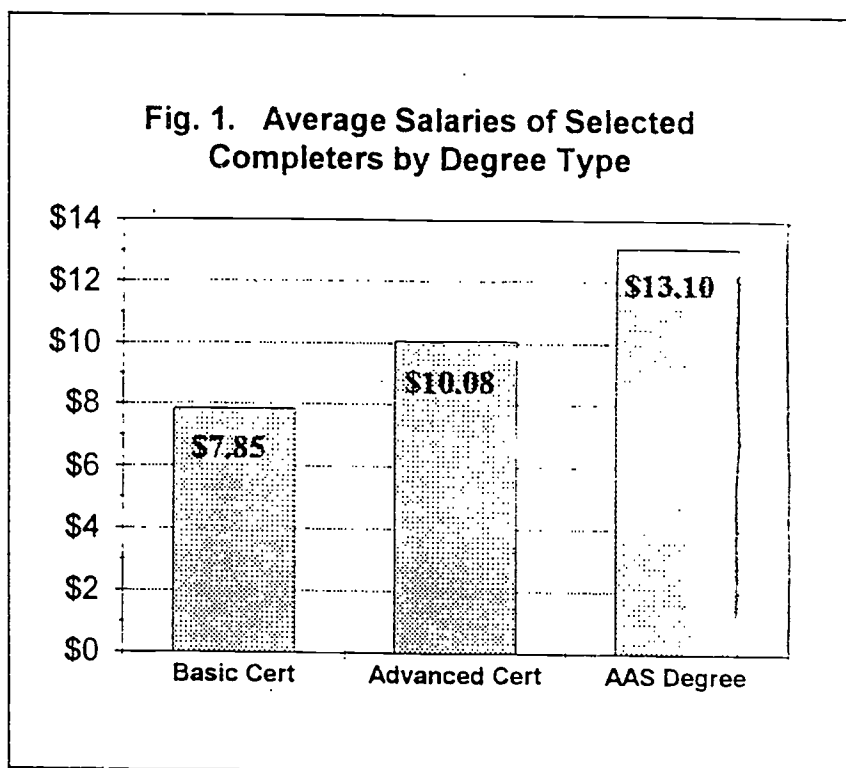
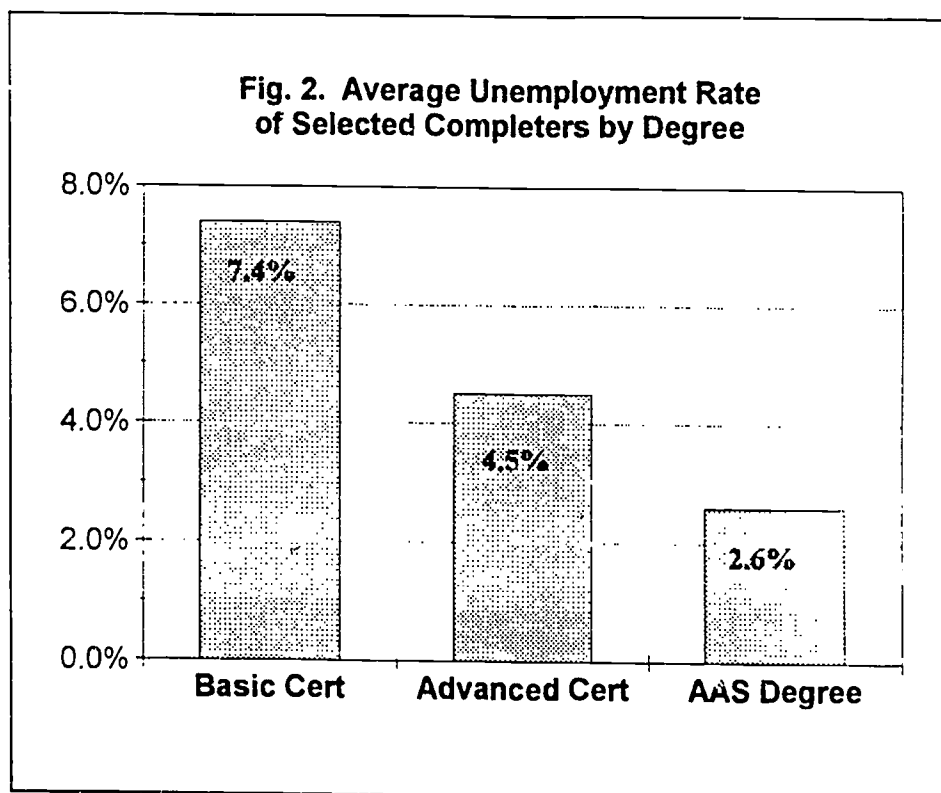


Fig. 2. Average Unemployment Rate of Selected Completers by Degree



of unemployment. Only 2.6 percent of respondents with associate degrees were unemployed compared to 4.5 percent of graduates with advanced certificates and 7.4 percent of those with basic certificates. (See Figure 2.)

Lowest unemployment rates by program area include Miscellaneous Health Aides at 2.8 percent, Nursing at 3.5 percent, and Ag Business & Management and Ag Production at 4.0 and 4.7 percent, respectively. Construction Trades graduates fared reasonably well with a rate of 5.0 percent. By far, the highest unemployment rate was found in Fashion Merchandising (11.8 percent). This was nearly 5 percent higher than Ag Production Workers and Managers (7.0 percent), the second highest group.

An average of 6.0 percent of the graduates responded that they were not part of the labor force--unemployed and not seeking work. Twenty percent of the respondents in Ag Business & Management were unemployed and not seeking work. However, all were full-time students. Fourteen percent of Nurse Assistant/Aide graduates were unemployed and not seeking work. Of this group, 18 were full-time students and 16 were full-time homemakers, while 16 others cited family responsibilities, nine indicated a health disability, and six checked "other" as reasons for not being in the labor force at the time of the survey.

### Degree of Satisfaction with Current Employment

Overall, students ranked the degree of satisfaction with their current jobs at 4.08 on a five-point scale, including the following points from high to low: very satisfied, somewhat satisfied, neutral (neither satisfied or dissatisfied), somewhat dissatisfied, and very dissatisfied. Not surprisingly, the statewide results indicate that students employed in a related field were more satisfied with their employment ( $\bar{M} = 4.15$ ) than students employed in an unrelated field ( $\bar{M} = 3.56$ ). Forest Harvesting & Production Technology graduates had the highest level of satisfaction ( $\bar{M} = 4.67$ ) followed by Miscellaneous Health Aides ( $\bar{M} = 4.50$ ) followed by Ag Production Workers and Managers ( $\bar{M} = 4.43$ ) as shown in Table A-9. Students awarded ratings of satisfied to very satisfied throughout.

### Degree of Satisfaction with Occupational Training in Major Field

Satisfaction with Program Components (Overall). Graduates rated their satisfaction with college preparation using a five-point scale. Combined survey results show that occupational graduates are satisfied ( $\bar{M} = 4.10$ ) with components of their programs. Ratings for specific programs were very favorable. The lowest rating was still within the "somewhat satisfied" category.

#### Satisfaction with Major Field Course Content.

Overall  $\bar{M} = 4.37$

Typically, students rate satisfaction with course content highest of all categories. Results from the 1994 survey are no exception. Graduates thought information covered in class was pertinent to knowledge and skills needed in the workplace. Respondents from Therapeutic Recreational Assisting, Medical Laboratory Aide/Phlebotomy, and Forest Harvesting & Production Technology awarded the highest mean averages of 5.0, 4.67, and 4.56, respectively. Graduates

of Construction Trades programs expressed the lowest degree of satisfaction with course content ( $\bar{M} = 3.95$ ). Even so, this score falls within the satisfied range.

Satisfaction with Lecture/Laboratory Experience and Projects. Overall  $\bar{M} = 4.26$   
As in previous years, graduates rated lecture/lab experiences second highest of all program components surveyed. Respondents from three program areas awarded nearly identical scores at the high end of the ratings. These included Miscellaneous Health Aides ( $\bar{M} = 4.58$ ), Forest Harvesting & Production Technology ( $\bar{M} = 4.56$ ), and Ag Production Workers & Managers ( $\bar{M} = 4.55$ ). Construction Trades graduates were less positive about their lecture/lab experiences with a rating of  $\bar{M} = 4.05$ .

Satisfaction with Program Equipment, Facilities, and Materials. Overall  $\bar{M} = 4.10$   
Ag Production Workers & Managers graduates rated this area highest with a mean score of 4.53 followed by Forest Harvesting & Production respondents at 4.44. The lowest rating was given by Medical Laboratory Aide/Phlebotomy graduates. The mean score from their survey returns fell into the "neutral" category at 2.90.

Satisfaction with Preparation for Further Education. Overall  $\bar{M} = 4.11$   
Therapeutic Recreational Assisting graduates were most likely to express the opinion that the foundational skills they acquired adequately prepared them to continue their education. They conferred a rating of  $\bar{M} = 4.75$  to this category. Former students in Construction Trades programs gave the lowest rating of 3.58, which is still in the satisfied range.

Satisfaction with Labor Market Employment Information. Overall  $\bar{M} = 3.72$   
Respondents were neutral to somewhat satisfied with the information they received concerning employment opportunities and career trends in their fields. Graduates in Fashion Merchandising conferred the highest rating ( $\bar{M} = 4.36$ ). Lowest ratings came from graduates in General Selling Skills & Sales Operations and Construction Trades ( $\bar{M} = 3.38$ ) and Medical Laboratory Aide/Phlebotomy ( $\bar{M} = 3.33$ ).

### Degree of Satisfaction with College Services

College support services have a direct bearing on a student's success (or lack of) in pursuing educational goals. Services listed on the survey were Financial Aid, Academic Advising, Career Planning, Transfer Planning, Counseling, Tutoring, Library/Audio-Visual, and Student Activities. Once again, student ratings were computed using a five-point Likert scale. The average rating for all services was 4.0, which duplicates last year's overall rating despite differences in the occupations surveyed. Of the services, Library/Audio-Visual received the highest rating ( $\bar{M} = 4.32$ ). Transfer Planning ranked lowest at 3.67. Yet, as in the rankings of occupational training satisfaction, all were in the satisfied range.

### Summary and Conclusions

Community colleges have assumed a leadership role in workforce preparation. In order to maintain this role, they must continue to be alert and responsive to future forecasts, innovative



in program planning, and vigilant in examining program effectiveness. The Fiscal Year 1994 Student Follow-up Survey demonstrates that colleges take their role seriously.

The survey focuses on how successful community college students have been in reaching their goals of obtaining employment or establishing a foundation for further education. Compilation of data provided from a student's perspective is critical for improving and maintaining quality programs at community colleges.

As with past studies, the results of the 1994 study of fiscal year 1993 graduates are extremely positive. The study surveyed graduates from 11 broad occupational program areas. All Illinois community colleges were involved in conducting this survey of 6,245 graduates. A response rate of 45.7 percent was obtained as 2,851 students returned usable surveys.

Results of the survey include the following:

- Among the 1993 occupational graduates surveyed, 93.5 percent were either employed or continuing their education.
- Ninety percent of the respondents were employed.
- Slightly more than 68 percent obtained employment after completing their training. An equal remaining percent had their present position prior to program entrance or began their job during program enrollment.
- Nearly 91 percent of the respondents remained in Illinois once they had graduated.
- Graduates possessed substantial earning power. The average wage for all respondents was \$11.48 per hour.
- Compared to the average rate of unemployment (6.0 percent) for the state, the rate of unemployment among respondents who were unemployed and seeking work was only 4.1 percent.
- Completers ranked the degree of satisfaction with their current jobs at 4.08 on a five-point scale.
- Overall, graduates gave positive scores to the major components of their programs. The combined rating for all components was 4.10 on a five-point scale.
- Student support services offered by the colleges were all rated within the satisfied range. The average rating was 4.0.

While overall results of the study were positive, colleges are requested to address the various issues presented in this report in conjunction with program review/PQP activities to ensure that all institutions within the community college system continue to provide a well-trained and educated workforce for the present and future needs of the state of Illinois.

Appendix A  
DATA TABLES



Illinois Community College Board

Table A-1

EMPLOYMENT AND EDUCATION STATUS OF PROGRAM COMPLETERS  
IN SELECTED OCCUPATIONAL PROGRAMS

CIP PROGRAM	EMPLOYED AND NOT PURSUING ADDITIONAL EDUCATION		PURSUING ADDITIONAL EDUCATION AND NOT EMPLOYED		EMPLOYED AND PURSUING ADDITIONAL EDUCATION		TOTAL GRADUATES EMPLOYED OR PURSUING ADDITIONAL EDUCATION OR BOTH		TOTAL NUMBER RESPONDING
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
010101 AG BUSINESS & MANAGEMENT, GENERAL	29	60.4	11	22.9	8	16.7	48	98.0	49
0103 Total AG PRODUCTION WORKERS & MANAGERS	28	71.8	4	10.3	7	17.9	39	90.7	43
0106 Total HORTICULTURE SERVICES OPERATIONS & MGMT	57	77.0	3	4.1	14	18.9	74	87.1	85
030401 FOREST HARVESTING & PRODUCTION TECHNOLOGY	6	60.0	1	10.0	3	30.0	10	100.0	10
080102 FASHION MERCHANDISING	10	71.4	0	0.0	4	28.6	14	82.4	17
0807 Total GENERAL RETAILING & WHOLESALING OPERATIONS	118	64.8	10	5.5	54	29.7	182	92.9	196
080705 General Retailing Operations	17	77.3	1	4.5	4	18.2	22	88.0	25
080706 General Selling Skills & Sales Operations	68	58.6	7	6.0	41	35.3	116	92.8	125
080709 General Distribution Operations	33	75.0	2	4.5	9	20.5	44	95.7	46
081105 TRAVEL SERVICES MARKETING OPERATIONS	115	77.2	6	4.0	28	18.8	149	87.1	171
1505 Total ENVIRONMENTAL CONTROL TECHNOLOGIES	4	100.0	0	0.0	0	0.0	4	100.0	4
461000 CONSTRUCTION TRADES	24	64.9	2	5.4	11	28.7	37	92.5	40
5116 Total NURSING	1614	78.5	63	3.1	379	18.4	2056	94.2	2182
511601 Nursing (RN Training)	1067	86.8	6	0.5	159	12.9	1232	97.2	1268
511613 Practical Nurse (LPN Training)	298	67.7	22	5.0	120	27.3	440	95.4	461
511614 Nurse Assistant/Aide	249	64.8	35	9.1	100	26.0	384	84.8	453
5126 Total MISCELLANEOUS HEALTH AIDES	26	83.9	0	0.0	5	16.1	31	96.9	32
512602 Medical Laboratory Aide/Phlebotomy	19	85.4	0	0.0	3	13.6	22	100.0	22
512604 Therapeutic Recreational Assisting	7	77.8	0	0.0	2	22.2	9	90.0	10
Associate Degree	1312	82.3	33	2.1	249	15.6	1594	96.0	1661
Advanced Certificate (10 hours or more)	324	68.6	24	5.1	124	26.3	472	94.4	500
Basic Certificate (20 hours or more)	395	88.3	43	7.4	140	24.2	578	86.5	668
REPORT TOTAL	2031	76.8	100	3.8	513	18.4	2644	93.5	2829

SOURCE OF DATA ICCB Occupational Follow-up Study - Fiscal Year 1994

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Table A-2

EMPLOYMENT PATTERNS OF PROGRAM COMPLETERS  
IN SELECTED OCCUPATIONAL PROGRAMS

CIP	PROGRAM	EMPLOYED FULL-TIME		EMPLOYED PART-TIME		UNEMPLOYED SEEKING EMPLOYMENT		UNEMPLOYED NOT SEEKING EMPLOYMENT		TOTAL RESPONDING		TOTAL EMPLOYED	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
010101	AG BUSINESS & MANAGEMENT, GENERAL	31	81.6	7	18.4	2	4.0	10	20.0	50	38	76.0	
0103 Total	AG PRODUCTION WORKERS & MANAGERS	30	85.7	5	14.3	3	7.0	5	11.8	43	35	81.4	
0106 Total	HORTICULTURE SERVICES OPERATIONS & MGMT	60	84.5	11	15.5	4	4.7	10	11.8	85	71	83.5	
030401	FOREST HARVESTING & PRODUCTION TECHNOLOGY	6	66.7	3	33.3	0	0.0	1	10.0	10	9	90.0	
080102	FASHION MERCHANDISING	7	50.0	7	50.0	2	11.8	1	5.9	17	14	82.4	
0807 Total	GENERAL RETAILING & WHOLESALE OPERATIONS	153	88.4	20	11.6	13	6.6	11	5.6	197	173	87.8	
080705	General Retailing Operations	19	90.5	2	9.5	2	8.0	2	8.0	25	21	84.0	
080706	General Selling Skills & Sales Operations	93	84.5	17	15.5	9	7.1	7	5.6	126	110	87.3	
080709	General Distribution Operations	41	87.6	1	2.4	2	4.3	2	4.3	46	42	91.3	
081105	TRAVEL SERVICES MARKETING OPERATIONS	102	69.4	45	30.6	12	6.8	18	10.2	177	147	83.1	
1505 Total	ENVIRONMENTAL CONTROL TECHNOLOGIES	3	75.0	1	25.0	0	0.0	0	0.0	4	4	100.0	
461000	CONSTRUCTION TRADES	32	91.4	3	6.6	2	5.0	3	7.5	40	35	87.5	
5116 Total	NURSING	1653	81.1	384	18.9	78	3.5	112	5.0	2227	2037	91.5	
511601	Nursing (RN Training)	1031	81.9	228	18.1	23	1.8	20	1.5	1302	1259	96.7	
511613	Practical Nurse (LPN Training)	348	82.1	76	17.9	17	3.6	26	5.6	467	424	90.8	
511614	Nurse Assistant/Aide	274	77.4	80	22.6	38	8.3	66	14.4	458	354	77.3	
5126 Total	MISCELLANEOUS HEALTH AIDES	23	67.6	11	32.4	1	2.8	1	2.8	36	34	94.4	
512602	Medical Laboratory Aide/Phlebotomy	16	64.0	9	36.0	1	3.8	0	0.0	26	25	96.2	
512604	Therapeutic Recreational Assisting	7	77.8	2	22.2	0	0.0	1	10.0	10	9	90.0	
	Associate Degree	1310	82.0	288	18.0	44	2.6	57	3.4	1699	1598	94.1	
	Advanced Certificate (30 hours or more)	374	82.4	80	17.6	23	4.5	30	5.9	507	454	89.5	
	Basic Certificate (20 hours or more)	416	76.3	129	23.7	50	7.4	85	12.5	680	545	80.1	
	REPORT TOTAL	2100	80.9	497	19.1	117	4.1	172	6.0	2886	2597	90.0	



Illinois Community College Board

Table A-3

GRADUATES SIMULTANEOUSLY EMPLOYED AND PURSUING ADDITIONAL EDUCATION  
IN SELECTED OCCUPATIONAL PROGRAMS

CIP	PROGRAM	EMPLOYED AND PURSUING ADDITIONAL EDUCATION IN A RELATED FIELD		EMPLOYED AND PURSUING ADDITIONAL EDUCATION IN AN UNRELATED FIELD		TOTAL GRADUATES EMPLOYED AND PURSUING ADDITIONAL EDUCATION		TOTAL GRADUATES RESPONDING NUMBER
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
010101	AG BUSINESS & MANAGEMENT, GENERAL	7	87.5	1	12.5	8	16.3	49
0103 Total	AG PRODUCTION WORKERS & MANAGERS	7	100.0	0	0.0	7	16.3	43
0106 Total	HORTICULTURE SERVICES OPERATIONS & MGMT	12	85.7	2	14.3	14	16.5	85
030401	FOREST HARVESTING & PRODUCTION TECHNOLOG	3	100.0	0	0.0	3	30.0	10
080102	FASHION MERCHANDISING	2	50.0	2	50.0	4	23.5	17
0807 Total	GENERAL RETAILING & WHOLESALING OPERATION	37	68.5	17	31.5	54	27.6	196
080705	General Retailing Operations	1	25.0	3	75.0	4	16.0	25
080706	General Selling Skills & Sales Operations	28	68.3	13	31.7	41	32.8	125
080709	General Distribution Operations	8	88.9	1	11.1	9	19.6	46
081105	TRAVEL SERVICES MARKETING OPERATIONS	10	35.7	18	64.3	28	16.4	171
1505 Total	ENVIRONMENTAL CONTROL TECHNOLOGIES	0	0.0	0	0.0	0	0.0	4
461000	CONSTRUCTION TRADES	8	72.7	3	27.3	11	27.5	40
5116 Total	NURSING	339	89.4	40	10.6	379	17.4	2182
511601	Nursing (RN Training)	144	90.6	15	9.4	159	12.5	1268
511613	Practical Nurse (LPN Training)	115	95.8	5	4.2	120	26.0	461
511614	Nurse Assistant/Aide	80	80.0	20	20.0	100	22.1	453
5126 Total	MISCELLANEOUS HEALTH AIDES	4	80.0	1	20.0	5	15.6	32
512602	Medical Laboratory Aide/Phlebotomy	3	100.0	0	0.0	3	13.6	22
512604	Therapeutic Recreational Assisting	1	50.0	1	50.0	2	20.0	10
	Associate Degree	205	82.3	44	17.7	249	15.0	1661
	Advanced Certificate (30 hours or more)	118	95.2	6	4.8	124	24.8	500
	Basic Certificate (20 hours or more)	10	22.7	34	77.3	44	6.6	668
	REPORT TOTAL	429	83.6	84	16.4	513	18.1	2829

SOURCE OF DATA ICCB Occupational Follow-up Study - Fiscal Year 1994



Illinois Community College Board

Table A-4

EDUCATIONAL STATUS OF GRADUATES  
FROM SELECTED OCCUPATIONAL PROGRAMS

CIP PROGRAM	NO FURTHER EDUCATION		PREVIOUSLY PURSUED FURTHER EDUCATION BUT NOT NOW ENROLLED IN RELATED PROGRAM		CURRENTLY ENROLLED IN UNRELATED PROGRAM		TOTAL RESPONDING		COMBINED COUNT CURRENTLY ENROLLED IN RELATED AND UNRELATED PROGRAM	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
010101 AG BUSINESS & MANAGEMENT, GENERAL	26	53.1	4	8.2	18	36.7	1	2.0	49	38.8
0103 Total AG PRODUCTION WORKERS & MANAGERS	28	65.1	4	9.3	10	23.3	1	2.3	43	25.0
0106 Total HORTICULTURE SERVICES OPERATIONS & MGMT	64	75.3	4	4.7	15	17.8	2	2.4	85	20.0
030401 FOREST HARVESTING & PRODUCTION TECHNOLOGY	5	50.0	1	10.0	4	40.0	0	0.0	10	40.0
080102 FASHION MERCHANDISING	11	64.7	2	11.8	2	11.8	2	11.8	17	23.5
0807 Total GENERAL RETAILING & WHOLESALING OPERATIONS	122	62.2	10	5.1	45	23.0	19	9.7	196	32.7
080705 General Retailing Operations	19	78.0	1	4.0	2	6.0	3	12.0	25	20.0
080706 General Selling Skills & Sales Operations	69	55.2	8	6.4	33	26.4	15	12.0	125	38.4
080709 General Distribution Operations	34	73.9	1	2.2	10	21.7	1	2.2	46	23.9
081105 TRAVEL SERVICES MARKETING OPERATIONS	134	78.4	3	1.8	12	7.0	22	12.9	171	19.9
1505 Total ENVIRONMENTAL CONTROL TECHNOLOGIES	3	75.0	1	25.0	0	0.0	0	0.0	4	0.0
441000 CONSTRUCTION TRADES	27	67.5	0	0.0	9	22.5	4	10.0	40	32.5
5116 Total NURSING	1661	78.0	61	3.7	392	17.9	51	2.3	2185	20.3
511601 Nursing (RN Training)	1060	83.5	45	3.5	149	11.7	16	1.3	1270	13.0
511613 Practical Nurse (LPN Training)	305	68.2	14	3.0	136	29.5	6	1.3	461	30.8
511614 Nurse Assistant/Aide	296	65.2	22	4.8	107	23.6	29	6.4	454	30.0
5126 Total MISCELLANEOUS HEALTH AIDES	27	84.4	0	0.0	4	12.5	1	3.1	32	15.6
512602 Medical Laboratory Aide/Phlebotomy	19	86.4	0	0.0	3	13.6	0	0.0	22	13.6
512604 Therapeutic Recreational Assisting	8	80.0	0	0.0	1	10.0	1	10.0	10	20.0
Associate Degree	1311	78.8	70	4.2	233	14.0	49	2.9	1653	17.0
Advanced Certificate (30 hours or more)	338	67.6	14	2.8	141	28.2	7	1.4	500	29.6
Basic Certificate (20 hours or more)	459	66.6	26	3.9	137	20.5	47	7.0	669	27.5
REPORT TOTAL	2108	74.4	110	3.9	511	18.0	103	3.6	2832	21.7

SOURCE OF DATA ICCB Occupational Follow-up Study - Fiscal Year 1994

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Table A-5

RELATEDNESS OF EMPLOYMENT AMONG PROGRAM COMPLETERS  
IN SELECTED OCCUPATIONAL PROGRAMS

CIP PROGRAM	EMPLOYED FULL-TIME		EMPLOYED PART-TIME		COMBINED				TOTAL RESPONDING
	NOT RELATED		NOT RELATED		RELATED		NOT RELATED		
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
010101 AG BUSINESS & MANAGEMENT, GENERAL	28	2	4	1	32	91.4	3	8.6	35
0103 Total AG PRODUCTION WORKERS & MANAGERS	21	7	4	1	25	75.8	8	24.2	33
0106 Total HORTICULTURE SERVICES OPERATIONS & MGMT	48	10	9	2	57	82.6	12	17.4	69
030401 FOREST HARVESTING & PRODUCTION TECHNOLOGY	3	2	0	2	3	42.9	4	57.1	7
080102 FASHION MERCHANDISING	3	4	4	3	7	50.0	7	50.0	14
0807 Total GENERAL RETAILING & WHOLESALING OPERATIONS	97	44	13	7	110	88.3	51	31.7	161
080705 General Retailing Operations	10	6	1	1	11	61.1	7	38.9	18
080706 General Selling Skills & Sales Operations	50	34	11	6	61	60.4	40	39.6	101
080709 General Distribution Operations	37	4	1	0	38	90.5	4	9.5	42
081105 TRAVEL SERVICES MARKETING OPERATIONS	48	53	26	17	74	51.4	70	48.8	144
1505 Total ENVIRONMENTAL CONTROL TECHNOLOGIES	2	1	0	1	2	50.0	2	50.0	4
461000 CONSTRUCTION TRADES	28	4	2	1	30	85.7	5	14.3	35
5116 Total NURSING	1548	85	347	34	1895	84.1	119	5.9	2014
511601 Nursing (RN Training)	1007	13	219	9	1226	98.2	22	1.8	1248
511613 Practical Nurse (LPN Training)	335	9	72	3	407	97.1	12	2.9	419
511614 Nurse Assistant/Aide	206	63	56	22	262	75.5	85	24.5	347
5126 Total MISCELLANEOUS HEALTH AIDES	14	8	7	4	21	63.8	12	36.4	33
512602 Medical Laboratory Aide/Phlebotomy	9	7	6	3	15	60.0	10	40.0	25
512604 Therapeutic Recreational Assisting	5	1	1	1	6	75.0	2	25.0	8
Associate Degree	1191	90	254	30	1445	92.3	120	7.7	1565
Advanced Certificate (30 hours or more)	349	19	72	7	421	94.2	26	5.8	447
Basic Certificate (20 hours or more)	300	111	90	36	390	72.6	147	27.4	537
REPORT TOTAL	1840	220	416	73	2256	88.5	293	11.5	2549



Illinois Community College Board

Table A-6

BEGINNING OF PRESENT POSITION AMONG GRADUATES  
FROM SELECTED OCCUPATIONAL PROGRAMS

CIP	PROGRAM	HAD POSITION PRIOR TO PROGRAM ENTRANCE		BEGAN POSITION DURING PROGRAM ENROLLMENT		BEGAN POSITION AFTER PROGRAM COMPLETION		TOTAL NUMBER RESPONDING
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
010101	AG BUSINESS & MANAGEMENT, GENERAL	14	41.2	12	35.3	8	23.5	34
0103 Total	AG PRODUCTION WORKERS & MANAGERS	8	32.0	5	20.0	12	48.0	25
0106 Total	HORTICULTURE SERVICES OPERATIONS & MGMT	17	25.0	25	36.8	26	38.2	68
030401	FOREST HARVESTING & PRODUCTION TECHNOLOGY	2	28.6	1	14.3	4	57.1	7
080102	FASHION MERCHANDISING	6	42.9	4	28.6	4	28.6	14
0807 Total	GENERAL RETAILING & WHOLESALING OPERATIONS	58	36.0	36	22.4	67	41.6	161
080705	General Retailing Operations	2	16.7	2	16.7	8	66.7	12
080706	General Selling Skills & Sales Operations	29	27.1	28	26.2	50	46.7	107
080709	General Distribution Operations	27	64.3	6	14.3	9	21.4	42
081105	TRAVEL SERVICES MARKETING OPERATIONS	32	23.4	31	22.6	74	54.0	137
1505 Total	ENVIRONMENTAL CONTROL TECHNOLOGIES	1	33.3	0	0.0	2	66.7	3
461000	CONSTRUCTION TRADES	14	42.4	10	30.3	9	27.3	33
5116 Total	NURSING	230	11.9	257	13.3	1442	74.8	1929
511601	Nursing (RN Training)	117	9.8	153	12.8	926	77.4	1196
511613	Practical Nurse (LPN Training)	31	8.1	46	12.0	307	79.9	384
511614	Nurse Assistant/Aide	82	23.5	58	16.6	209	59.9	349
5126 Total	MISCELLANEOUS HEALTH AIDES	6	22.2	5	18.5	16	59.3	27
512602	Medical Laboratory Aide/Phlebotomy	5	21.7	2	8.7	16	69.6	23
512604	Therapeutic Recreational Assisting	1	25.0	3	75.0	0	0.0	4
	Associate Degree	208	13.9	233	15.1	1058	70.6	1499
	Advanced Certificate (30 hours or more)	36	8.9	52	12.8	318	78.3	406
	Basic Certificate (20 hours or more)	144	27.0	101	18.9	288	54.0	533
	REPORT TOTAL	388	15.9	386	15.8	1664	68.3	2438

SOURCE OF DATA ICCB Occupational Follow-up Study - Fiscal Year 1994

Illinois Community College Board

Table A-7

LOCATION OF EMPLOYMENT HELD BY GRADUATES  
FROM SELECTED OCCUPATIONAL PROGRAMS

CIP	PROGRAM	IN-DISTRICT		OUT-OF-DISTRICT BUT IN ILLINOIS		OUT-OF-STATE		TOTAL NUMBER RESPONDING
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
010101	AG BUSINESS & MANAGEMENT, GENERAL	28	77.8	5	13.9	3	8.3	36
0103 Total	AG PRODUCTION WORKERS & MANAGERS	18	62.1	9	31.0	2	6.9	29
0106 Total	HORTICULTURE SERVICES OPERATIONS & MGMT	38	55.9	26	38.2	4	5.9	68
030401	FOREST HARVESTING & PRODUCTION TECHNOLOG	2	28.6	3	42.9	2	28.6	7
080102	FASHION MERCHANDISING	4	30.8	7	53.8	2	15.4	13
0807 Total	GENERAL RETAILING & WHOLESALING OPERATIONS	116	68.9	41	24.7	9	5.4	166
080705	General Retailing Operations	16	88.9	1	5.6	1	5.6	18
080706	General Selling Skills & Sales Operations	73	68.9	25	23.6	8	7.5	106
080709	General Distribution Operations	27	64.3	15	35.7	0	0.0	42
081105	TRAVEL SERVICES MARKETING OPERATIONS	92	66.1	38	28.1	5	3.7	135
1505 Total	ENVIRONMENTAL CONTROL TECHNOLOGIES	2	100.0	0	0.0	0	0.0	2
461000	CONSTRUCTION TRADES	20	62.5	11	34.4	1	3.1	32
5116 Total	NURSING	1218	73.5	232	14.0	206	12.4	1656
511601	Nursing (RN Training)	707	73.5	118	12.3	137	14.2	962
511613	Practical Nurse (LPN Training)	235	68.1	56	16.2	54	15.7	345
511614	Nurse Assistant/Aide	276	79.1	58	16.6	15	4.3	349
5126 Total	MISCELLANEOUS HEALTH AIDES	11	44.0	12	48.0	2	8.0	25
512602	Medical Laboratory Aide/Phlebotomy	9	40.9	12	54.5	1	4.5	22
512604	Therapeutic Recreational Assisting	2	66.7	0	0.0	1	33.3	3
	Associate Degree	905	58.8	474	30.8	161	10.5	1540
	Advanced Certificate (30 hours or more)	251	58.8	121	28.3	55	12.9	427
	Basic Certificate (20 hours or more)	393	74.3	116	21.9	20	3.8	529
	REPORT TOTAL	1549	62.1	711	28.5	236	9.5	2496

SOURCE OF DATA: ICCB Occupational Follow-up Study - Fiscal Year 1994

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Table A-8

AVERAGE HOURLY SALARY EARNED BY GRADUATES FROM  
SELECTED OCCUPATIONAL PROGRAMS

CIP	PROGRAM	FULL-TIME		PART-TIME		TOTAL	
		NUMBER OF RESPONDENTS	AVERAGE HOURLY SALARY	NUMBER OF RESPONDENTS	AVERAGE HOURLY SALARY	NUMBER OF RESPONDENTS	AVERAGE HOURLY SALARY
010101	AG BUSINESS & MANAGEMENT, GENERAL	24	\$8.16	5	\$6.00	29	\$7.79
0103 Total	AG PRODUCTION WORKERS & MANAGERS	19	\$7.89	3	\$7.20	22	\$7.80
0106 Total	HORTICULTURE SERVICES OPERATIONS & MGMT	52	\$10.01	10	\$8.52	62	\$9.77
030401	FOREST HARVESTING & PRODUCTION TECHNOLOGY	5	\$11.62	2	\$5.33	7	\$9.82
080102	FASHION MERCHANDISING	7	\$7.24	7	\$5.26	14	\$6.25
0807 Total	GENERAL RETAILING & WHOLESALING OPERATIONS	118	\$11.76	17	\$8.39	135	\$11.34
080705	General Retailing Operations	13	\$8.54	2	\$4.38	15	\$7.99
080706	General Selling Skills & Sales Operations	73	\$10.12	15	\$8.93	88	\$9.92
080709	General Distribution Operations	32	\$16.79	0	\$0.00	32	\$16.79
081105	TRAVEL SERVICES MARKETING OPERATIONS	83	\$9.62	37	\$7.79	120	\$9.06
1505 Total	ENVIRONMENTAL CONTROL TECHNOLOGIES	2	\$14.50	1	\$8.16	3	\$12.39
461000	CONSTRUCTION TRADES	27	\$15.68	1	\$7.50	28	\$15.39
5116 Total	NURSING	1505	\$11.93	339	\$11.36	1844	\$11.03
511601	Nursing (RN Training)	944	\$14.00	198	\$13.82	1142	\$13.97
511613	Practical Nurse (LPN Training)	312	\$10.23	67	\$9.47	379	\$10.10
511614	Nurse Assistant/Aide	249	\$6.23	74	\$6.50	323	\$6.29
5126 Total	MISCELLANEOUS HEALTH AIDES	18	\$9.39	8	\$9.66	26	\$9.47
512602	Medical Laboratory Aide/Phlebotomy	12	\$8.66	7	\$9.72	19	\$9.05
512604	Therapeutic Recreational Assisting	6	\$10.86	1	\$9.25	7	\$10.63
	Associate Degree	1168	\$13.21	247	\$12.59	1415	\$13.10
	Advanced Certificate (30 hours or more)	326	\$10.23	70	\$9.37	396	\$10.08
	Basic Certificate (20 hours or more)	366	\$8.10	113	\$7.04	479	\$7.85
	REPORT TOTAL	1860	\$11.68	430	\$10.60	2290	\$11.48

31



Illinois Community College Board

Table A-9

JOB SATISFACTION FOR EMPLOYED GRADUATES  
WORKING IN POSITIONS RELATED AND UNRELATED TO THEIR COMMUNITY COLLEGE PROGRAMS

CIP	PROGRAM	EMPLOYED GRADUATES WORKING IN A RELATED POSITION		EMPLOYED GRADUATES WORKING IN AN UNRELATED POSITION		EMPLOYED GRADUATES WORKING IN RELATED AND UNRELATED POSITIONS	
		NUMBER	SATISFACTION	NUMBER	SATISFACTION	NUMBER	SATISFACTION
010101	AG BUSINESS & MANAGEMENT, GENERAL	32	4.13	2	5.00	34	4.18
0103 Total	AG PRODUCTION WORKERS & MANAGERS	21	4.43	5	3.40	26	4.23
0106 Total	HORTICULTURE SERVICES OPERATIONS & MGMT	56	4.18	11	3.09	67	4.00
030401	FOREST HARVESTING & PRODUCTION TECHNOLOGY	3	4.67	4	3.50	7	4.00
080102	FASHION MERCHANDISING	7	3.43	7	2.86	14	3.14
0807 Total	GENERAL RETAILING & WHOLESALING OPERATIONS	108	3.93	49	3.37	157	3.76
080705	General Retailing Operations	10	4.20	5	3.20	15	3.87
080706	General Selling Skills & Sales Operations	60	3.90	40	3.33	100	3.67
080709	General Distribution Operations	38	3.92	4	4.00	42	3.93
081105	TRAVEL SERVICES MARKETING OPERATIONS	74	3.99	64	3.80	138	3.90
1505 Total	ENVIRONMENTAL CONTROL TECHNOLOGIES	2	3.50	2	3.50	4	3.50
461000	CONSTRUCTION TRADES	29	3.79	4	3.75	33	3.79
5116 Total	NURSING	1852	4.16	115	3.59	1967	4.13
511601	Nursing (RN Training)	1198	4.16	21	3.29	1219	4.15
511613	Practical Nurse (LPN Training)	397	4.17	9	3.44	406	4.16
511614	Nurse Assistant/Aide	257	4.18	85	3.68	342	4.05
5126 Total	MISCELLANEOUS HEALTH AIDES	16	4.50	11	3.91	27	4.26
512602	Medical Laboratory Aide/Phlebotomy	14	4.43	9	3.78	23	4.17
512604	Therapeutic Recreational Assisting	2	5.00	2	4.50	4	4.75
	Associate Degree	1408	4.15	113	3.49	1521	4.10
	Advanced Certificate (30 hours or more)	411	4.17	16	3.69	427	4.15
	Basic Certificate (20 hours or more)	381	4.12	145	3.60	526	3.98
	REPORT TOTAL	2200	4.15	274	3.56	2474	4.08

SOURCE OF DATA: ICCB Occupational Follow-up Study - Fiscal Year 1994

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Table A-10

GRADUATE SATISFACTION WITH MAJOR PROGRAM COMPONENTS  
FOR SELECTED OCCUPATIONAL PROGRAMS

CIP	PROGRAM	COURSE CONTENT	LECTURE/LAB EXPERIENCE	EQUIPMENT FACILITIES		JOB PREPARATION	PREPARATION FOR FURTHER EDUCATION		LABOR MARKET EMPLOYMENT INFORMATION	OVERALL AVERAGE
				MATERIALS			EDUCATION	INFORMATION		
010101	AG BUSINESS & MANAGEMENT, GENERAL	4.36	4.34	4.12	4.12	3.92	4.17	4.08	4.17	4.17
0103 Total	AG PRODUCTION WORKERS & MANAGERS	4.41	4.55	4.53	4.53	4.31	4.25	4.19	4.38	4.38
0106 Total	HORTICULTURE SERVICES OPERATIONS & MGMT	4.44	4.30	4.12	4.12	3.99	4.12	4.00	4.16	4.16
030401	FOREST HARVESTING & PRODUCTION TECHNOLOGY	4.56	4.56	4.44	4.44	4.33	4.11	3.78	4.30	4.30
080102	FASHION MERCHANDISING	4.38	4.31	4.31	4.31	3.53	4.00	4.36	4.15	4.15
0807 Total	GENERAL RETAILING & WHOLESALING OPERATIONS	4.34	4.29	4.16	4.16	3.87	3.92	3.49	4.02	4.02
080705	General Retailing Operations	4.22	4.26	4.32	4.32	3.74	3.90	3.56	4.00	4.00
080706	General Selling Skills & Sales Operations	4.34	4.26	4.16	4.16	3.76	3.81	3.38	3.95	3.95
080709	General Distribution Operations	4.38	4.40	4.08	4.08	4.27	4.24	3.83	4.21	4.21
081105	TRAVEL SERVICES MARKETING OPERATIONS	4.43	4.30	4.28	4.28	3.80	3.99	3.67	4.08	4.08
1505 Total	ENVIRONMENTAL CONTROL TECHNOLOGIES	4.50	4.50	4.50	4.50	4.00	4.00	2.00	3.92	3.92
461000	CONSTRUCTION TRADES	3.95	4.05	3.77	3.77	3.92	3.58	3.38	3.79	3.79
5116 Total	NURSING	4.37	4.25	4.09	4.09	4.07	4.14	3.72	4.11	4.11
511601	Nursing (RN Training)	4.35	4.17	3.97	3.97	3.98	4.11	3.66	4.04	4.04
511613	Practical Nurse (LPN Training)	4.41	4.30	4.17	4.17	4.07	4.24	3.83	4.17	4.17
511614	Nurse Assistant/Aide	4.36	4.40	4.33	4.33	4.32	4.14	3.80	4.23	4.23
5126 Total	MISCELLANEOUS HEALTH AIDES	4.72	4.58	3.08	3.08	4.16	3.96	3.44	3.99	3.99
512602	Medical Laboratory Aide/Phlebotomy	4.67	4.50	2.90	2.90	4.00	3.81	3.33	3.86	3.86
512604	Therapeutic Recreational Assisting	5.00	5.00	4.00	4.00	5.00	4.75	4.00	4.63	4.63
	REPORT TOTAL	4.37	4.26	4.10	4.10	4.04	4.11	3.72	4.10	4.10

SOURCE OF DATA: ICCB Occupational Follow-up Study - Fiscal Year 1994

Illinois Community College Board

Table A-11

GRADUATE SATISFACTION WITH SERVICES  
FOR SELECTED OCCUPATIONAL PROGRAMS

CIP	PROGRAM	FINANCIAL AID	ACADEMIC ADVISING	CAREER PLANNING	TRANSFER PLANNING	COUNSELING	TUTORING	LIBRARY AUDIOVIS	STUDENT ACTIVITY	OVERALL AVERAGE
010101	AG BUSINESS & MANAGEMENT, GENERAL	3.82	4.28	4.03	3.96	4.33	4.27	4.37	4.18	4.17
0103 Total	AG PRODUCTION WORKERS & MANAGERS	4.10	3.81	3.86	3.93	3.73	3.25	4.43	4.22	4.01
0106 Total	HORTICULTURE SERVICES OPERATIONS & MGMT	4.10	3.96	3.70	3.38	3.82	4.08	4.44	4.19	4.01
030401	FOREST HARVESTING & PRODUCTION TECHNOLOGY	4.00	4.33	3.83	3.50	4.00	3.67	4.14	3.50	3.89
080102	FASHION MERCHANDISING	3.83	3.85	3.27	4.00	4.00	4.00	4.00	3.63	3.83
0807 Total	GENERAL RETAILING & WHOLESALING OPERATIONS	3.90	3.63	3.18	3.21	3.88	4.13	4.46	4.01	3.85
080705	General Retailing Operations	4.80	3.94	3.09	3.20	4.54	4.60	4.20	3.88	4.01
080706	General Selling Skills & Sales Operations	3.79	3.51	3.11	3.06	3.72	3.92	4.45	4.07	3.73
080709	General Distribution Operations	4.20	4.44	4.00	4.25	4.30	4.86	4.64	4.50	4.46
081105	TRAVEL SERVICES MARKETING OPERATIONS	3.83	3.63	3.85	3.63	3.81	3.95	4.36	4.33	3.98
1505 Total	ENVIRONMENTAL CONTROL TECHNOLOGIES	4.50	4.00	3.00	**	3.00	**	4.00	**	3.70
461000	CONSTRUCTION TRADES	3.88	3.65	3.05	3.43	3.14	3.80	4.31	4.15	3.64
51116 Total	NURSING	4.03	3.92	3.91	3.74	3.94	4.00	4.30	4.06	4.02
511601	Nursing (RN Training)	3.88	3.86	3.84	3.73	3.89	4.02	4.26	3.97	3.97
511613	Practical Nurse (LPN Training)	4.25	4.12	4.03	3.74	4.08	3.92	4.42	4.18	4.15
511614	Nurse Assistant/Aide	4.16	3.87	3.94	3.76	3.89	4.05	4.33	4.20	4.04
5126 Total	MISCELLANEOUS HEALTH AIDES	4.00	3.54	3.36	2.88	3.23	3.50	4.22	3.38	3.61
512602	Medical Laboratory Aide/Phlebotomy	3.85	3.20	3.30	3.00	3.00	3.40	4.14	3.00	3.46
512604	Therapeutic Recreational Assisting	5.00	4.67	4.00	2.00	4.00	4.00	4.50	4.00	4.22
	REPORT TOTAL	4.02	3.90	3.83	3.67	3.90	4.01	4.32	4.07	4.00

\*\*No Response

SOURCE OF DATA: ICCB Occupational Follow-up Study - Fiscal Year 1994



Appendix B

PROGRAM-SPECIFIC ISSUES

### Program-Specific Issues

Ag Business & Management, General. A recent article in *Agricultural Engineering* states, "Over the next five years, the USDA predicts an 18 percent short-fall in ag graduates trained to go into agribusiness." The increased sophistication of farming operations supports the need for advanced training. Surveyed graduates appear to be setting goals accordingly. Nearly 37 percent currently were enrolled in a related program. One hundred percent of those that were unemployed and not seeking work were furthering their education.

Ag Production Workers & Managers. According to *HORIZONS*, a publication of the Illinois Occupational Information Coordinating Committee, farms are evolving from a way of life to large business operations with increasing costs; more efficient farm machinery; and improved feeds, fertilizers, and pesticides. Farms which survive the nationwide decline will be those run by people with good business and management skills. Survey results show that all graduates who were both employed and continuing to pursue educational goals were taking coursework in a related area. Second highest job satisfaction rates came from this group of respondents. In terms of their satisfaction with major program components, graduates rated "preparation for further education" and "labor market employment information" lowest.

Horticulture Services Operation & Management. Unemployment rates reported by graduates were more than two percentage points below the state average. Compared to groups with significant numbers of survey respondents, horticulture graduates were the highest percentage (33.3 percent) to begin their employment while enrolled. Despite having a slight surplus of workers, employment in this occupational area should expand at an above-average rate through the 1990s. Highest growth areas are predicted to be in landscape and irrigation design and installation and landscape maintenance.

Forest Harvesting & Production Technology. This small group of graduates had the second highest percentage (33.3 percent) of part-time workers. A significant ratio (71.5 percent) were working out of district and outside Illinois. Respondents awarded the highest rating in job satisfaction of those working in employment related to their training. None reported being unemployed and seeking work. Even though little or no growth is expected in the employment of forestry technicians in Illinois and the nation, this program area appears to have struck an appropriate balance between the number of graduates and the positions available.

Fashion Merchandising. Graduates from this program were the most likely to be working part time. Half of those who were employed (N = 7) were working in a position not related to their training and over half were working out of district. While the average salary for this group ranked second lowest, the unemployment rate was highest at 11.8 percent. Respondents rated "satisfaction with job preparation" lowest, but gave the highest satisfaction rating of all graduates to their programs providing labor market employment information. Colleges should consider modifying fashion merchandising curricula to make graduates more marketable and provide an orientation to inform students of both the positive and negative aspects of such careers.

General Retailing & Wholesaling Operations. This group ranked second highest in full-time employment. Overall job satisfaction for those working in related and unrelated positions was second from the lowest. The highest salary of all respondents (\$16.79/hour) fell to workers in

General Distribution Operations. General Retailing and General Selling Skills and Sales Operations had the highest percent of students enrolled in unrelated programs. Lowest satisfaction scores with major program components were found in labor market employment information ( $M = 3.49$ ) and job preparation ( $M = 3.87$ ). In 1993, eating and drinking establishments and food stores and automotive dealerships comprised the greatest bulk of hiring. Jobs in general merchandise stores declined by 54,000 for the year. The World Future Society warns that 50 percent of the retailers doing business in 1990 will be out of business by 2010 "because of too many stores, too much leverage, and too much merchandise sameness." On the "up" side, wholesale trade businesses experienced employment gains in 1994 for the first time in several years. The Fall 1993 issue of *Occupational Outlook Quarterly* predicts that positions for marketing and sales workers are projected to grow 21 percent from 1992 to 2005. The publication also states that this group will have the largest numerical growth (786,000 nationwide) of the top 25 occupations, accounting for over half of total employment growth in the 13-year span. Turnover in this occupation is much higher than average.

Travel Services Marketing Operations. Thirty percent of these graduates were employed part time. In addition, the field had the highest percent of graduates who were employed and pursuing education in an unrelated field and the highest ratio of full-time employees in an unrelated job. The majority of those working outside their field of preparation indicated that they could not find related jobs. In terms of satisfaction with major program components, respondents rated labor market employment information lowest. Occupational Information System (OIS) data show an oversupply of more than two people for each projected job opening. According to *Occupational Outlook Quarterly*, travel agent positions are expected to show 66 percent growth between 1992 and 2005. *HORIZONS* places it among the 50 fastest growing occupations in the state. Obviously, such growth rates do not present the whole story. Colleges must examine the rationale for continuation of programs which appear glamorous but, in reality, lead to stressful and often inaccessible careers.

Construction Trades. This occupational field boasted the highest percent of full-time employees (91.4) and the second highest salary of all occupational categories (\$15.39/hour). Only 3 percent left Illinois for employment. Yet low job satisfaction rates warrants further consideration. Construction Trades graduates ranked next to lowest in job satisfaction for those working in a related field. In reviewing the scores attributed to major program components, Construction Trades graduates were least likely to be satisfied with course content, lecture/lab experiences, and labor market information. Colleges are requested to ascertain whether programs contain sufficient work experience to allow students to adequately evaluate the work environment. Labor market information indicates that building contracts were projected to be up 10 percent in both 1992 and 1993. Continuing low interest rates have resulted in increased residential construction activity. The *Monthly Labor Review*, February 1994, reported that employment gains primarily were due to special trade contractors. *Fortune* magazine says growth of carpenters, electricians, painters and paperhangers, plumbers and pipefitters, bricklayers and stonemasons, and highway maintenance workers will increase from 14 to 34 percent. The projected growth for electricians will be from 25 to 34 percent between 1990 and 2005. Heavy construction showed little change since 1993, and general building contractors showed only a slight increase at year's end. Jobs for Illinois graduates could have been spurred by repair and reconstruction of damaged homes and businesses as a result of the Great Flood of 1993.



Nursing. Nursing programs have higher levels of enrollment than any other curricula offered at community colleges. Therefore, it is not surprising that the responses of Nursing graduates accounted for three-fourths of those received in the fiscal year 1994 survey. Former students were least likely to be satisfied with job preparation ( $\underline{M} = 4.07$ ) and equipment, facilities, and materials ( $\underline{M} = 4.09$ ) in their major program. One-fifth of all nursing graduates were continuing their education. Transfer planning received the lowest satisfaction scores ( $\underline{M} = 3.74$ ) of all college services. Despite the eventual outcome of health care reform, health careers which provide care most economically should thrive according to Bureau of Labor Statistics. Forecasts for nursing indicate that careers will grow by 44 percent. "Nurse practitioners," diagnostic specialists who supplement physicians as medical generalists, are predicted to be highest in demand. The role of nurse assistants has expanded as nursing homes shift some tasks, formerly performed by nurses, to assistants. *Fortune* magazine predicts that nurse aide jobs will experience 35 percent growth between 1990 and 2005. In Illinois, the demand for R.N.s, L.P.N.s, and Nurse Assistants has stabilized except for particular rural areas, large urban hospitals, and some specialty fields according to *HORIZONS*. Because of turnover, job prospects are expected to be good. Assuming the supply of workers may eventually reach or even surpass demand, employers may begin to seek applicants with higher levels of education. Colleges' articulation efforts should be directed toward creating career ladders by restructuring nursing programs to provide a seamless educational experience from Tech Prep to university level.

Miscellaneous Health Aides. The lowest rate of unemployment for graduates who were unemployed and seeking work (2.8 percent) was found here. Miscellaneous Health Aides were the second highest percentage of graduates employed out of district. Job satisfaction was rated highest of all graduates working in either related or unrelated jobs. Completers of Medical Laboratory Aide/Phlebotomy programs were least satisfied with two aspects of their training: equipment, facilities, and materials ( $\underline{M} = 2.90$ ) and labor market information ( $\underline{M} = 3.33$ ). Therapeutic Recreational Assisting graduates awarded the highest overall satisfaction ratings of all respondents ( $\underline{M} = 4.63$ ). The two lowest scores were given in the same categories ranked lowest by Medical Laboratory Aide/Phlebotomy completers.

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