

North Dakota
University System

Creating
a **University System**
for the 21st Century

**Follow-up Report:
2005 Placements of
2004 NDUS Graduates**

May 2007

NORTH DAKOTA
UNIVERSITY SYSTEM

The Vital Link to a Brighter Future

Report prepared by:

Debra Anderson, public affairs director, NDUS

Eddie Dunn, chancellor, NDUS

Mike Hillman, vice chancellor for academic and student affairs, NDUS

Tom Morth, research analyst, FINDET

Julie Schepp, academic affairs associate and director of research, NDUS

Gina Padilla, administrative secretary/academic affairs assistant, NDUS

EXECUTIVE SUMMARY

Some of the questions most often asked of the North Dakota University System (NDUS) relate to the status of graduates and program completers of system institutions. The Follow-up Information on North Dakota Education and Training (FINDET) Report is produced by a consortium of state agencies formed to provide answers to those questions. This report describes the employment status of academic year 2004 graduates one year after graduation.

More than one-half (54.1 percent) of all 2004 graduates stayed in the state according to the databases available to FINDET for generating follow-up information. Based on weighted data, however, the total number of 2004 graduates either employed in North Dakota or reenrolled in North Dakota institutions one year after graduation is about 59.5 percent.¹

As expected, a higher proportion of resident graduates remain in the state after graduation than non-resident graduates. Again, using weighted data, the total North Dakota resident retention rate rises to 71.8 percent.² These statistics dispel the myth that a majority of NDUS graduates leave the state after graduation.

In addition to North Dakota residents who graduated from NDUS institutions, a significant proportion of 2004 graduates from surrounding states also remained in North Dakota after graduation. FINDET was able to locate 27.7 percent of South Dakota residents, 31.1 percent of Minnesota residents and 34.4 percent of Montana residents remaining in the state one year after graduation. When adjusted for jobs not in the state's employment database, North Dakota retains 30.5 percent of South Dakota students, 34.2 percent of Minnesota students and 37.8 percent of Montana students.

Graduates of some widely attended programs stay in the state at an especially high rate. Examples include allied health (74.2 percent), teacher education and related programs (59.1 percent) and business and management-related programs (59.5 percent).¹

More than one-half of all graduates (53.1 percent, unadjusted) who stayed in the state were employed in service industries; more than 60 percent of these graduates were employed in either health services (29.7 percent) or educational services (30.8 percent). The employment data analysis shows graduates from various programs obtained employment in a wide range of industries.

2004 graduates of NDUS institutions who stayed in the state make significant contributions, not only to the private sector workforce (2,287 graduates), but also to local government, including school districts (414 graduates) and state government (261 graduates). A large number of 2004 graduates of baccalaureate programs (1,742 students) and one and two-year programs (1,345 students) remained in the state.

2004 graduates of NDUS colleges and universities earned a median monthly full-time wage of \$2,339 one year after graduation. This is nearly equal to the state median of \$2,447 for all wage earners even though these graduates are just beginning their careers. As these graduates become established and progress in their professions, their earnings will increase accordingly, thereby contributing to increased income and higher standards of living in North Dakota.

As might be expected, there is a direct relationship between the level of education and earnings. Professional program (law, medicine and pharmacy) graduates earn higher median monthly wages than graduate program graduates. On average, graduate program graduates earned more than four-year degree program graduates who, in turn, earned more than one and two-year program graduates. Overall, the income of graduates varied significantly, not only by degree level, but also by area of study.

¹ According to the North Dakota Department of Labor, between 6 and 15 percent of the state workforce is employed in jobs not reported in the state's employment database. This group includes people who are self-employed (e.g., farmers) and individuals not covered by unemployment insurance (e.g., federal and railroad employees). Job Service North Dakota estimates about 10 percent of the workforce is not currently reported. This report assumes the 54.1 percent of graduates accounted for by FINDET represent only 90 percent of the graduates who remained in the state with the remaining 10 percent employed in jobs not included in the state's employment database.

² This report assumes the 65.3 percent of North Dakota residents accounted for by FINDET represent only 90 percent of North Dakota resident graduates who remained in the state one year after graduation with the remaining 10 percent employed in jobs not included in the state's employment database.

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INTRODUCTION

This report is based on information prepared by the Follow-up Information on North Dakota Education and Training (FINDET) Office at the request of the North Dakota University System. FINDET is a consortium of several state agencies established to assess outcomes of education and training programs in North Dakota. The central purpose of FINDET is to improve instructional and program planning decisions and to avoid unnecessary duplication of effort among state agencies.

The cooperative entities that established the FINDET system include:

- College Technical Education Council of the NDUS
- Job Service North Dakota
- North Dakota Association of Placement Personnel
- North Dakota Career Resources Network
- North Dakota Department of Commerce
- North Dakota Department of Human Services
- North Dakota Department of Labor
- North Dakota Department of Public Instruction
- North Dakota School-to-Work Opportunities System
- North Dakota State College of Science (Special Initiatives Project)
- North Dakota Tech Prep
- North Dakota University System
- North Dakota Workers Compensation Bureau
- North Dakota Workforce Development Council
- State Board for Vocational and Technical Education

The information presented in this report is intended to provide members of the State Board of Higher Education and campus administrators a useful basis for policy formulation, program planning and student advising. In particular, the report provides answers to some questions most commonly asked of the University System, such as:

- Where and in what industries are graduates employed?
- How many graduates remain in the state?
- How does income compare among degree levels and areas of study?

The agencies and organizations that collaborated in establishing the FINDET system recognize the importance of cooperation in providing useful and cost-effective information about program planning, advising and accountability. Equally as important, the agencies and organizations supporting the FINDET system understand the importance of confidentiality. Consequently, safeguards have been established to protect the privacy and confidentiality of personal information received or reported by the FINDET Office, including specific legislation passed during the 1997 North Dakota Legislative Session. As a tool for program planning and policy development, the data provided by FINDET is focused on categories of graduates and not on individuals.

It should be noted that there is about a two-year time span from when the majority of graduates complete degrees (spring of the year) to the availability of job placement information. Follow-up FINDET reports are timed to provide information about graduates one year after graduation. An additional four months is required to allow for consolidation of unemployment insurance wage and employer files (UI files) by Job Service North Dakota. The graduate list is then matched with the UI files, after which a list of unlocated graduates is provided to other sources for comparison to their existing databases. This list is protected by confidentiality agreements. Those sources include the U.S. Department of Defense, the U.S. Postal Service and the Federal Office of Personnel Management. The matching processes, data analysis and report production require several months.

It also should be noted that, through interagency cooperation, nearly all 2004 graduates of NDUS institutions are accounted for in this report. In addition, relevant data was available about most graduates. The number of cases where the relevant information is unknown is relatively small in comparison to the size of the database. For example, as illustrated in Table 4, the state of residency was unknown in less than 1 percent of the total database.

For clarification and understanding, tables in this report should not be distributed without the methodological notes presented in Appendix B.

PROFILE OF GRADUATES

This report provides information about graduates of North Dakota University System (NDUS) colleges and universities one year after graduation. To generate the information in this report, NDUS institutions provided the FINDET Office with information about all graduates, including degrees earned and academic programs completed. By using graduates' Social Security Numbers, the FINDET Office was able to match NDUS records with employment information provided by Job Service North Dakota. This state agency receives employment and compensation information for everyone employed in the state except people who are self-employed (e.g., farmers) or not covered by unemployment insurance (e.g., federal and railroad employees). The FINDET Office links education and employment information to provide the important education outcome information presented in this report.

The data in Table 1 and Figure 1 show that 6,379 students graduated from NDUS colleges and universities in academic year 2004 (July 1, 2003 to June 30, 2004). Of those, 3,211 were female and 3,168 were male.

Table 1		
North Dakota University System Academic Year 2004 Graduates by Gender		
Gender	Graduates	Percentage of Total
Female	3,211	50.3%
Male	3,168	49.7%
Total	6,379	100.0%

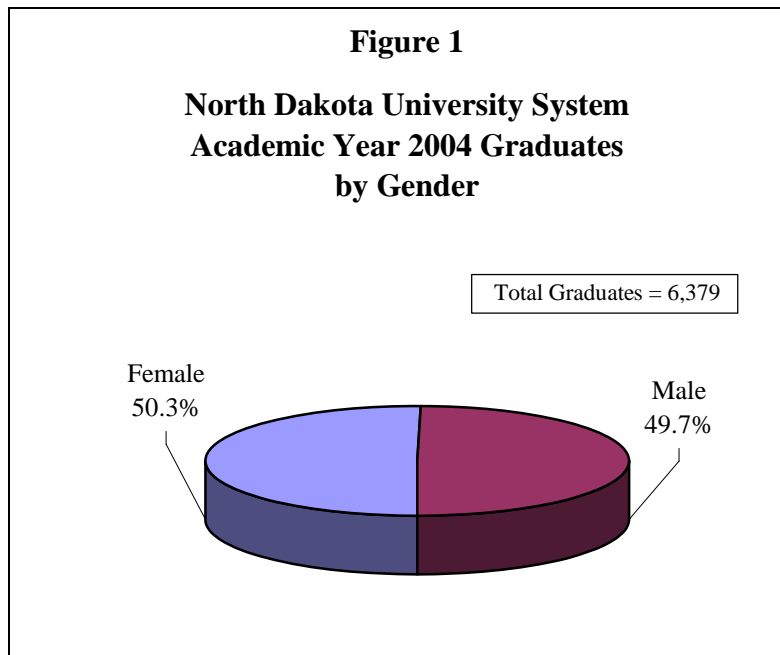
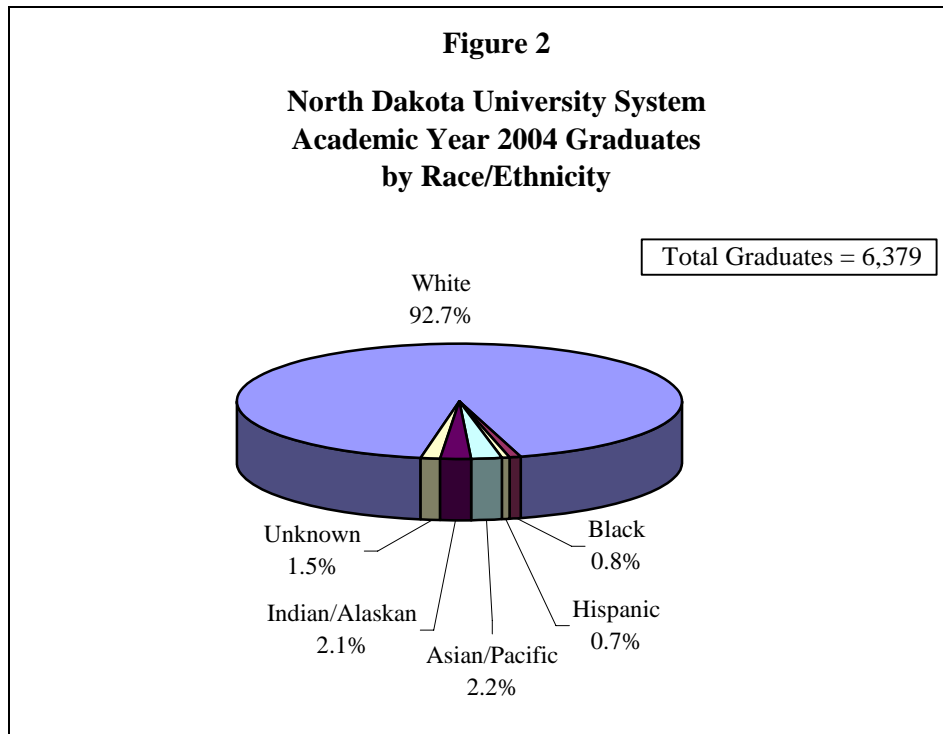


Table 2 and Figure 2 describe the race/ethnicity of graduates and show that 92.7 percent (5,916 graduates) were classified as White. Only 2.1 percent were American Indian/Alaskan and 2.2 percent were Asian/Pacific Islanders.

Table 2 North Dakota University System Academic Year 2004 Graduates by Race/Ethnicity		
Race	Graduates	Percentage of Total
American Indian/Alaskan	133	2.1%
Asian/Pacific Islander	140	2.2%
Black	54	0.8%
Hispanic	43	0.7%
White	5,916	92.7%
Other	0	0.0%
Subtotal	6,286	98.5%
Race Unknown	93	1.5%
Total	6,379	100.0%



As illustrated in Table 3 and Figure 3, the overwhelming majority of graduates (81.1 percent) were in the 20-29 age group (Table/Figure 3). Only 4.9 percent were ages 40 to 49, while 1.7 percent were age 50 or above. The average age was 25.5 years.

Table 3 North Dakota University System Academic Year 2004 Graduates by Age Group		
Age Group	Graduates	Percentage of Total
Under 20	167	2.6%
20-29	5,173	81.1%
30-39	616	9.7%
40-49	312	4.9%
50 & Above	109	1.7%
Subtotal	6,377	100.0%
Age Unknown	2	0.0%
Total	6,379	100.0%

Average Age = 25.5 years

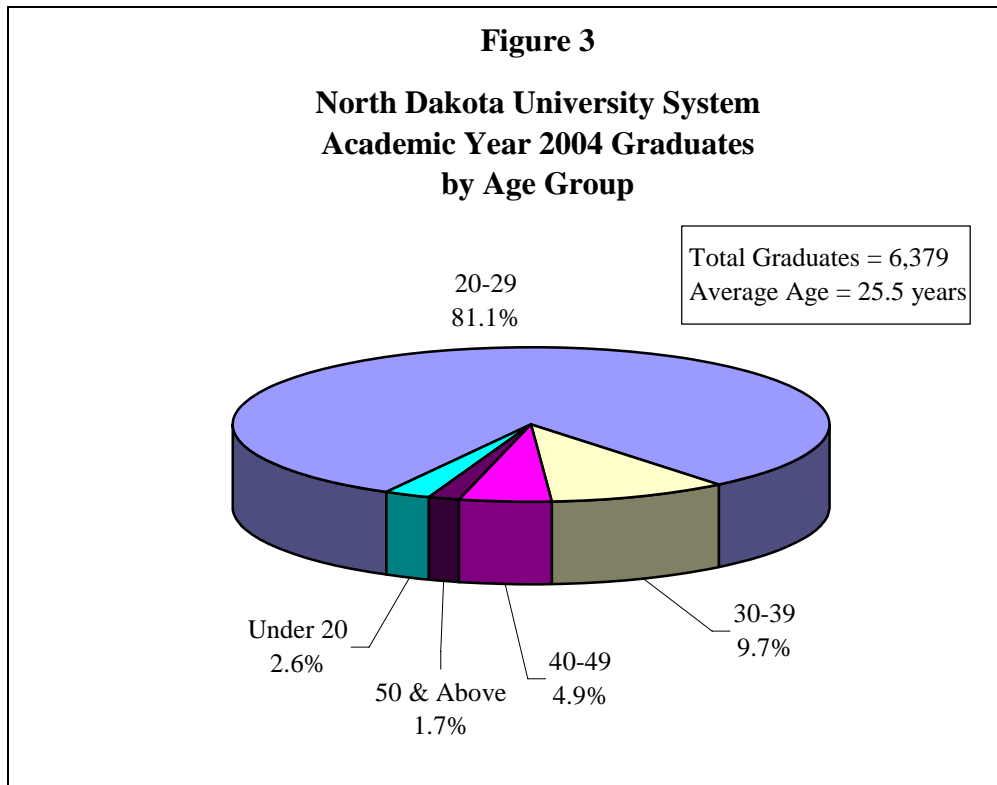
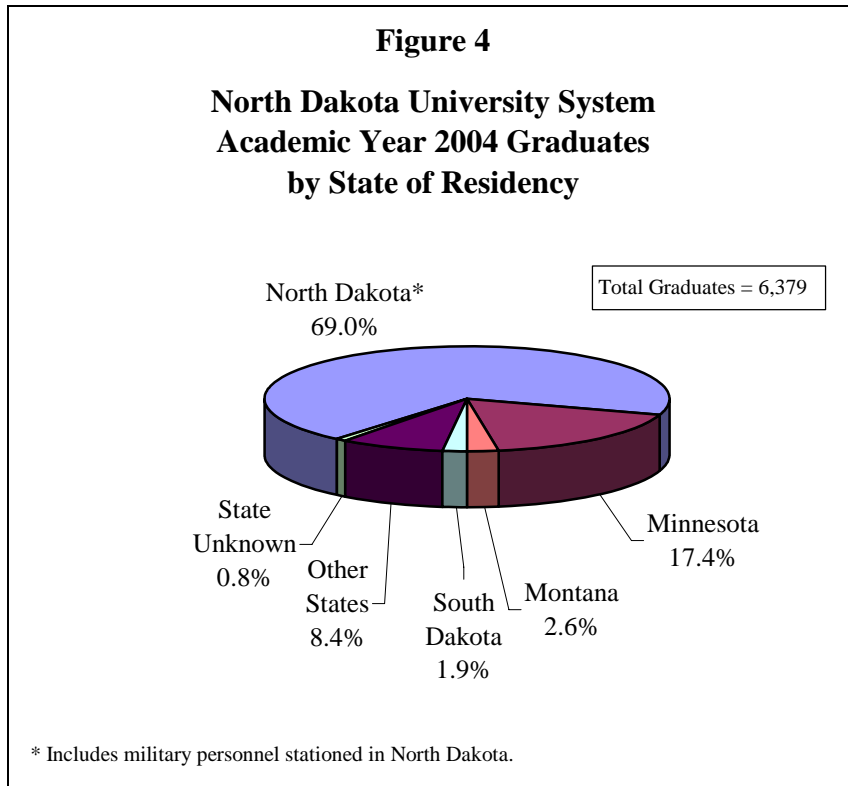


Table 4 and Figure 4 show that 69 percent of NDUS graduates were North Dakota residents; 17.4 percent were from Minnesota, 2.6 percent from Montana and 1.9 percent from South Dakota. Several factors play a role in student migration into North Dakota, including population demographics, the proximity of North Dakota institutions to border states and specific requirements of student exchange agreements.

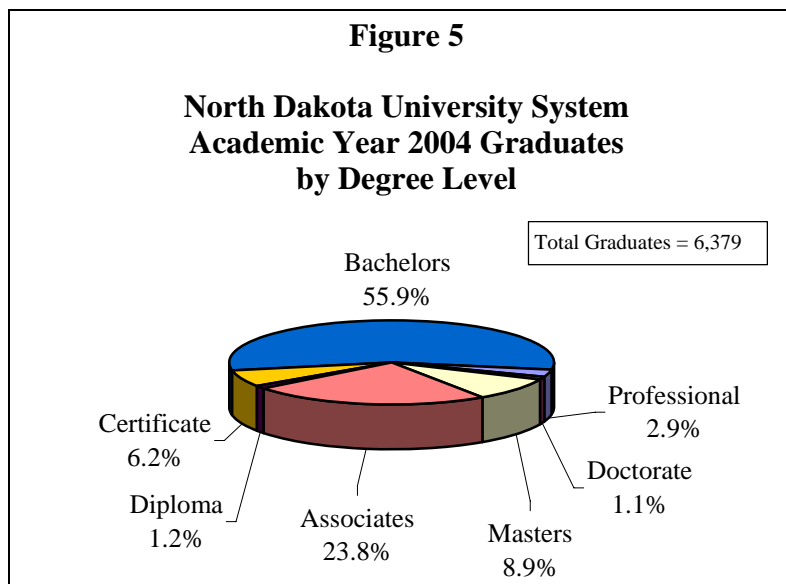
Table 4 North Dakota University System Academic Year 2004 Graduates by State of Residency		
State of Residency	Graduates	Percentage of Total
North Dakota *	4,402	69.0%
Minnesota	1,109	17.4%
Montana	163	2.6%
South Dakota	119	1.9%
Other States/Countries	538	8.4%
Subtotal	6,331	99.2%
State Unknown	48	0.8%
Total	6,379	100.0%

* Includes military personnel stationed in North Dakota.



As shown in Table 5 and Figure 5, more than one-half (3,565 or 55.9 percent) of academic year 2004 graduates of NDUS institutions completed baccalaureate degree programs. Almost 2,000 graduates (1,992 or 31.2 percent) completed certificate, diploma or associate degree programs. More than 600 students (640 or 10 percent) completed graduate degree programs. The 182 professional program graduates comprised 2.9 percent of the total 2004 graduates. As defined by State Board of Higher Education policy, certificate programs require at least 16 credit hours at the undergraduate level or eight credit hours at the graduate level. In comparison, diploma programs are vocational/technical programs that require some general education coursework and are completed in two years or less. Associate degree programs include associate in arts and associate in science degrees that primarily prepare students for transfer to baccalaureate-level programs, as well as associate of applied science programs that prepare students to directly enter the workforce. Professional programs include medicine (M.D.), pharmacy (Pharm.D.), and law (Juris Doctor or J.D.).

Degree Level	Graduates	Percentage of Total
One and Two-Year Programs		
Certificate	394	6.2%
Diploma	77	1.2%
Associates	1,521	23.8%
Four-Year Programs		
Bachelors	3,565	55.9%
Graduate Programs		
Masters	570	8.9%
Doctorate	70	1.1%
Professional Programs		
Professional	182	2.9%
Total	6,379	100.0%



The NDUS uses the U.S. Department of Education’s National Center for Education Statistics (NCES) six-digit Classification of Instructional Programs (CIP codes) to classify or catalog academic programs. CIP coding provides a mechanism for grouping similar academic programs with somewhat different titles into one category and for identifying academically related categories. The 2000 edition of the Classification of Instructional Programs was used for this report.

As shown in Table 6 and Figure 6, a relatively large portion of students graduated in five academic areas:

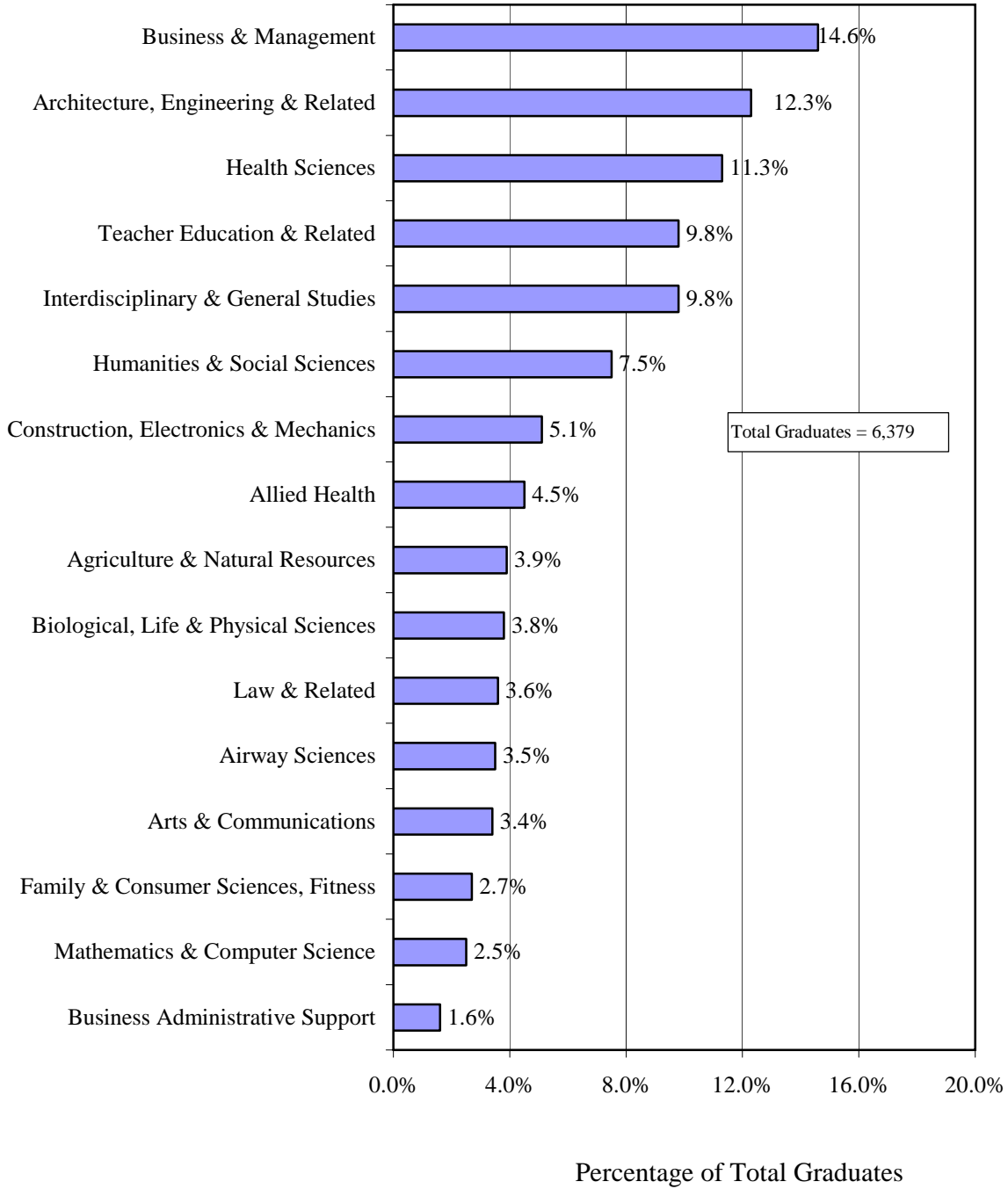
- 1) business and management
- 2) architecture, engineering and related areas
- 3) health sciences
- 4) teacher education and related areas
- 5) interdisciplinary and general studies

These five academic areas accounted for more than 57 percent of system graduates in 2004. The program area with the smallest percentage of graduates at every level of education was business administrative support with 1.6 percent (100 students).

Table 6 North Dakota University System Academic Year 2004 Graduates by Area of Study		
Area of Study	Graduates	Percentage of Total
Agriculture & Natural Resources	249	3.9%
Airway Sciences	224	3.5%
Allied Health	287	4.5%
Architecture, Engineering & Related	784	12.3%
Arts & Communications	219	3.4%
Biological, Life, & Physical Sciences	244	3.8%
Business Administrative Support	100	1.6%
Business & Management	933	14.6%
Construction, Electronics, & Mechanics	324	5.1%
Family & Consumer Sciences, Fitness Related	175	2.7%
Health Sciences	719	11.3%
Humanities & Social Sciences	479	7.5%
Interdisciplinary & General Studies	626	9.8%
Law & Related	230	3.6%
Mathematics & Computer Science	158	2.5%
Teacher Education & Related	628	9.8%
Subtotal	6,379	100.0%
Area of Study Unknown	0	0.0%
Total	6,379	100.0%

Figure 6

**North Dakota University System
Academic Year 2004 Graduates
by Area of Study**



STATUS OF GRADUATES ONE YEAR AFTER GRADUATION

As shown in Table 7, Figure 7 and Figure 7-A, 54.1 percent (unadjusted) of NDUS institution academic year 2004 graduates remained in North Dakota one year after graduation.

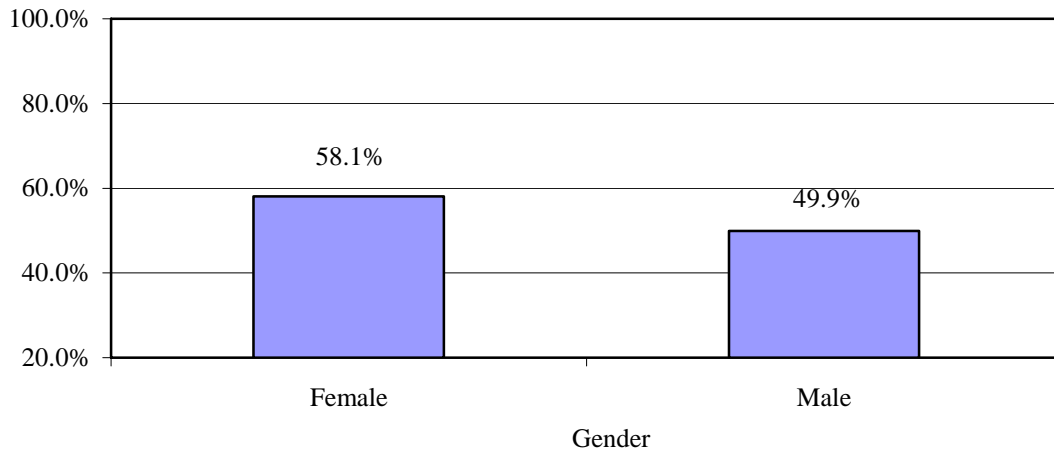
Females stayed at a higher rate (58.1 percent) than males (49.9 percent). This total includes 37.2 percent of graduates who were employed in North Dakota, 7.3 percent who were re-enrolled in North Dakota institutions and 9.6 percent who were both employed in North Dakota and re-enrolled in NDUS institutions.

According to the North Dakota Department of Labor, between 6 and 15 percent of the state workforce is employed in jobs not included in the employment database available to FINDET. Although the percentages vary somewhat from year to year, Job Service North Dakota currently estimates about 10 percent of the workforce is not reported. In addition, many graduates may be unemployed and re-enrolled in a non-NDUS institution or living in North Dakota, but delaying both additional education and a career for a variety of reasons, such as raising a family. If graduates are employed proportionately in reported and unreported occupations and/or attending NDUS and non-NDUS institutions, the actual percentage of graduates retained in North Dakota would be about 10 percent higher (i.e. 59.5 percent) than the 54.1 percent reported in Table 7.

It is important to note that the following tables are based on a total of 6,339 graduates, rather than the total of 6,379 graduates used in Tables 1-7. This results from invalid Social Security Numbers for 40 graduates.

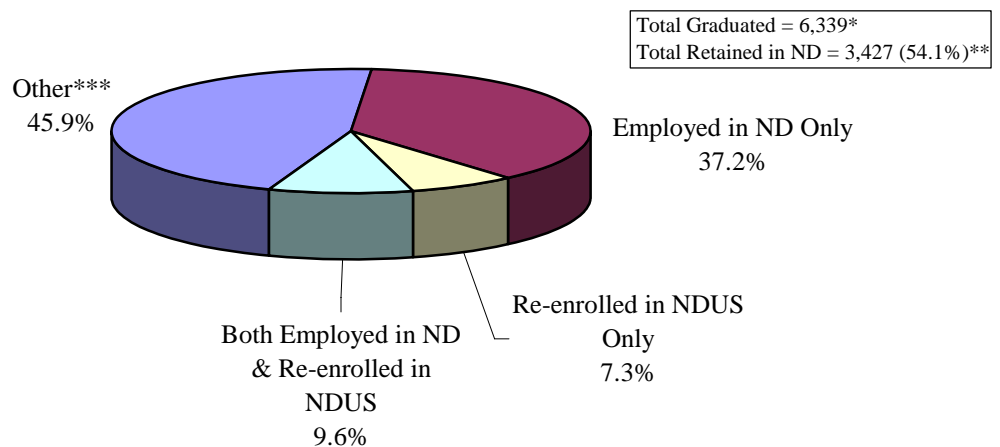
Table 7									
North Dakota University System									
Academic Year 2004 Graduates									
One Year After Graduation									
by Gender									
Gender	Graduates	Total Retained in North Dakota ^{1/}		Employed in North Dakota Only ^{2/}		Re-enrolled in NDUS Only ^{3/}		Both Employed in ND and Re-enrolled in NDUS	
		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Female	3,197	1,859	58.1%	1,228	38.4%	249	7.8%	382	11.9%
Male	3,142	1,568	49.9%	1,131	36.0%	213	6.8%	224	7.1%
Total	6,339 ^{4/}	3,427	54.1%	2,359	37.2%	462	7.3%	606	9.6%
^{1/} Does not account for graduates who were in North Dakota but unemployed, employed in jobs not covered by unemployment insurance, or attending private colleges. ^{2/} Total graduates employed in ND = "Employed in ND Only" + "Both Employed in ND and Re-enrolled in the NDUS." ^{3/} Total graduates re-enrolled in NDUS="Re-enrolled in NDUS Only" + "Both Employed in ND and Re-enrolled in the NDUS." ^{4/} Excludes 40 graduates for whom invalid Social Security Numbers were reported.									

Figure 7
North Dakota University System
Academic Year 2004 Graduates
Retained in North Dakota One Year After Graduation
by Gender



*Retained in North Dakota = graduates employed in the state in jobs covered by unemployment insurance and/or re-enrolled in the North Dakota University System.

Figure 7-A
North Dakota University System
Academic Year 2004 Graduates
Retained in North Dakota One Year After Graduation



* Invalid Social Security Numbers were reported for 40 graduates. The percentages reported here are based on the remaining 6,339 graduates.

** Total retained in ND does not account for graduates who are in ND but unemployed, employed in jobs not covered by unemployment insurance, or attending private school.

*** Other = unemployed, out-of-state, employed in jobs not covered by unemployment insurance, enrolled in private school or deceased.

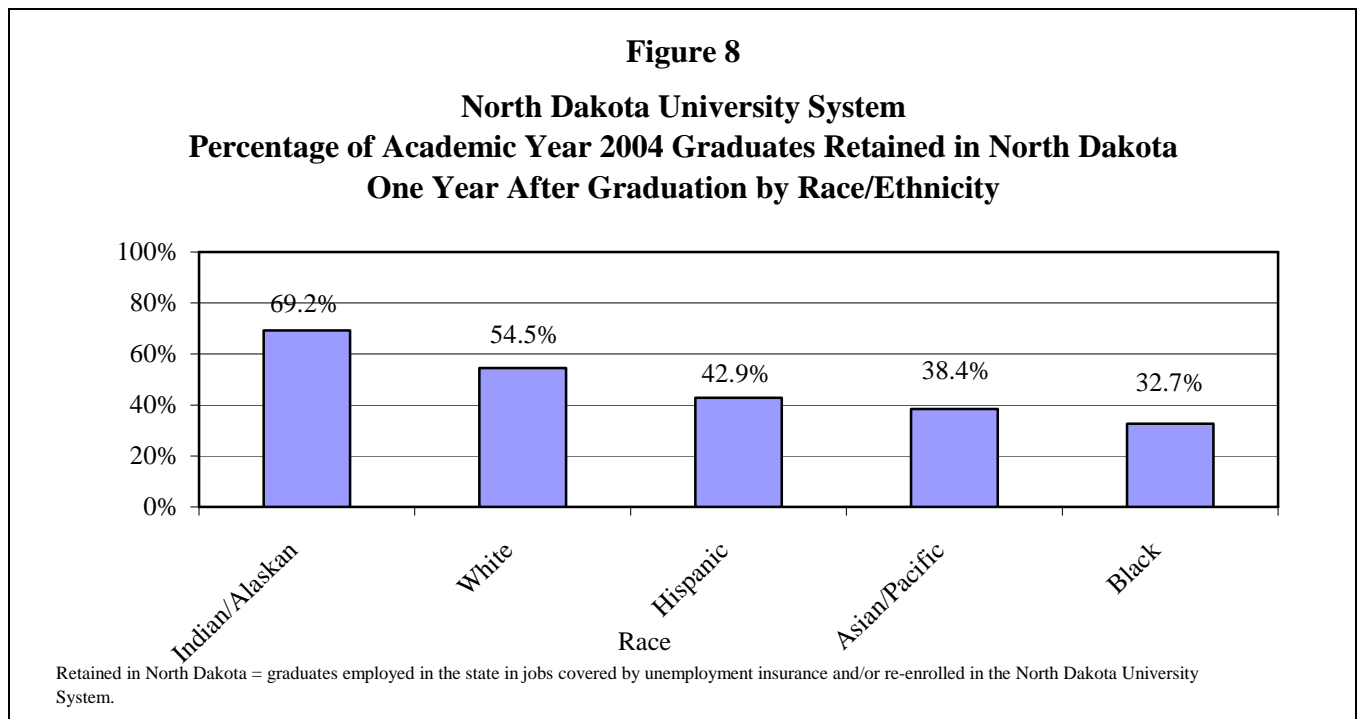
Table 8 and Figure 8 show that continued residence in North Dakota after graduation is highly correlated with race/ethnicity. Since more than 92 percent of graduates were White, the White graduation retention rate of 54.5 percent was a major factor in the total retention rate of 54.1 percent. American Indian/Alaskan graduates were retained at the highest rate (69.2 percent) of all races and were most likely to be employed in North Dakota (49.6 percent).

Table 8

**North Dakota University System
Academic Year 2004 Graduates
One Year After Graduation
by Race/Ethnicity**

Race	Graduates	Total Retained in North Dakota ^{1/}		Employed in North Dakota Only ^{2/}		Re-enrolled in NDUS Only ^{3/}		Both Employed in ND & Re-enrolled in NDUS	
		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Amer. Indian/Alaskan	133	92	69.2%	66	49.6%	10	7.5%	16	12.0%
Asian/Pacific Islander	138	53	38.4%	19	13.8%	29	21.0%	5	3.6%
Black	52	17	32.7%	7	13.5%	3	5.8%	7	13.5%
Hispanic	42	18	42.9%	8	19.0%	4	9.5%	6	14.3%
White	5,893	3,214	54.5%	2,239	38.0%	411	7.0%	564	9.6%
Other	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Race Unknown	81	33	40.7%	20	24.7%	5	6.2%	8	9.9%
Total	6,339 ^{4/}	3,427	54.1%	2,359	37.2%	462	7.3%	606	9.6%

1/ Does not account for graduates who were in North Dakota but unemployed, employed in jobs not covered by unemployment insurance, or attending private colleges.
2/ Total graduates employed in ND = "Employed in ND Only" + "Both Employed in ND and Re-enrolled in the NDUS."
3/ Total graduates re-enrolled in NDUS = "Re-enrolled in NDUS Only" + "Both Employed in ND and Re-enrolled in the NDUS."
4/ Excludes 40 graduates for whom invalid Social Security Numbers were reported.



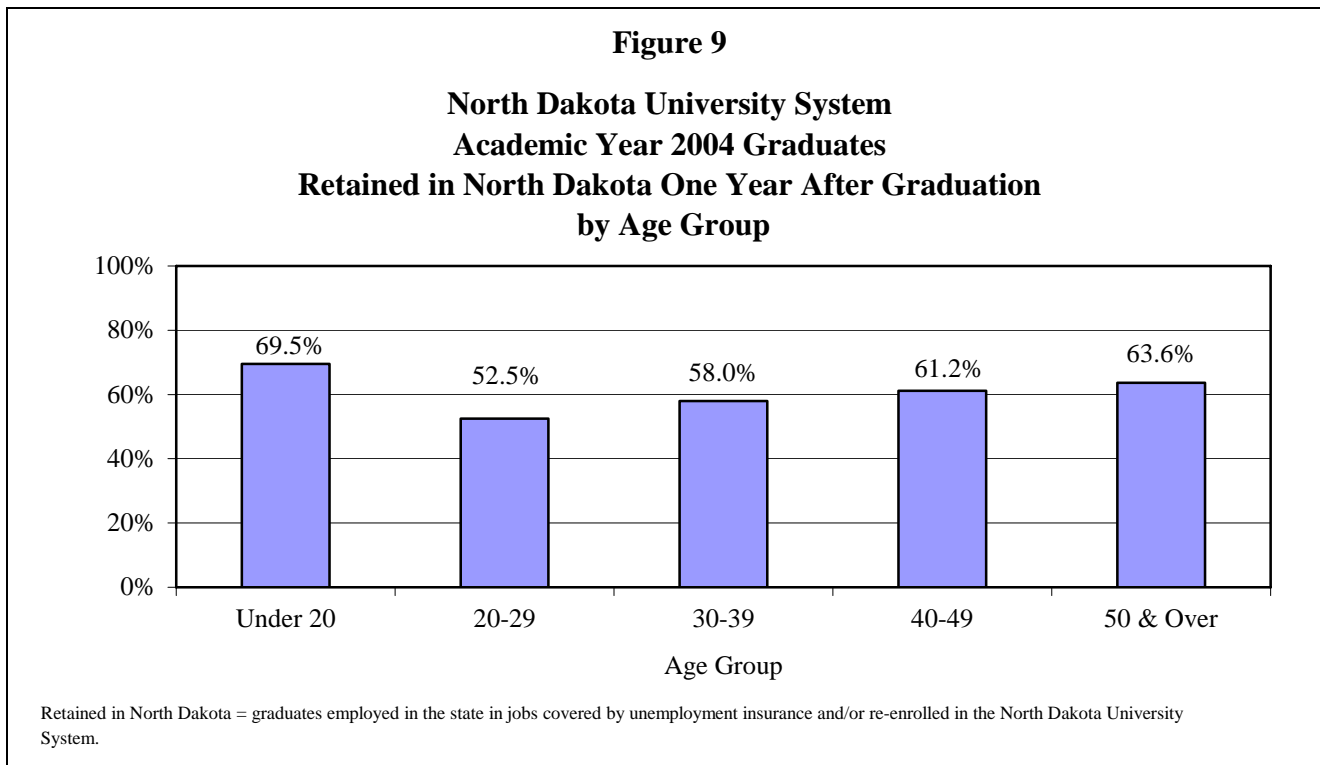
As shown in Table 9 and Figure 9, the youngest and oldest graduates were most likely to stay in the state. However, only 52.5 percent of the 20 to 29 age group, the group with the largest number of graduates, remained in North Dakota.

Table 9

**North Dakota University System
Status of Academic Year 2004 Graduates
One Year After Graduation by Age Group**

Age Group	Graduates	Total Retained in North Dakota ^{1/}		Employed in North Dakota Only ^{2/}		Re-enrolled in NDUS Only ^{3/}		Both Employed in ND & Re-enrolled in NDUS	
		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Under 20	164	114	69.5%	68	41.5%	15	9.1%	31	18.9%
20-29	5,142	2,699	52.5%	1,866	36.3%	376	7.3%	457	8.9%
30-39	612	355	58.0%	251	41.0%	46	7.5%	58	9.5%
40-49	312	191	61.2%	132	42.3%	20	6.4%	39	12.5%
50 & Over	107	68	63.6%	42	39.3%	5	4.7%	21	19.6%
Age Unk.	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	6,339 ^{4/}	3,427	54.1%	2,359	37.2%	462	7.3%	606	9.6%

1/ Does not account for graduates who were in North Dakota but unemployed, employed in jobs not covered by unemployment insurance, or attending private colleges.
2/ Total graduates employed in ND = "Employed in ND Only" + "Both Employed in ND and Re-enrolled in the NDUS."
3/ Total graduates re-enrolled in NDUS = "Re-enrolled in NDUS Only" + "Both Employed in ND and Re-enrolled in the NDUS."
4/ Excludes 40 graduates for whom invalid Social Security Numbers were reported.



As shown in Table 10 and Figure 10, North Dakota resident graduates were more likely to remain in the state after graduation than non-resident graduates. A total of 65.3 percent of the graduates who were residents of North Dakota were accounted for in the databases available to FINDET. Using weighted data, however, 71.8 percent of North Dakota residents stayed in the state². This statistic dispels a common myth that a majority of North Dakota resident graduates leave the state after graduation.

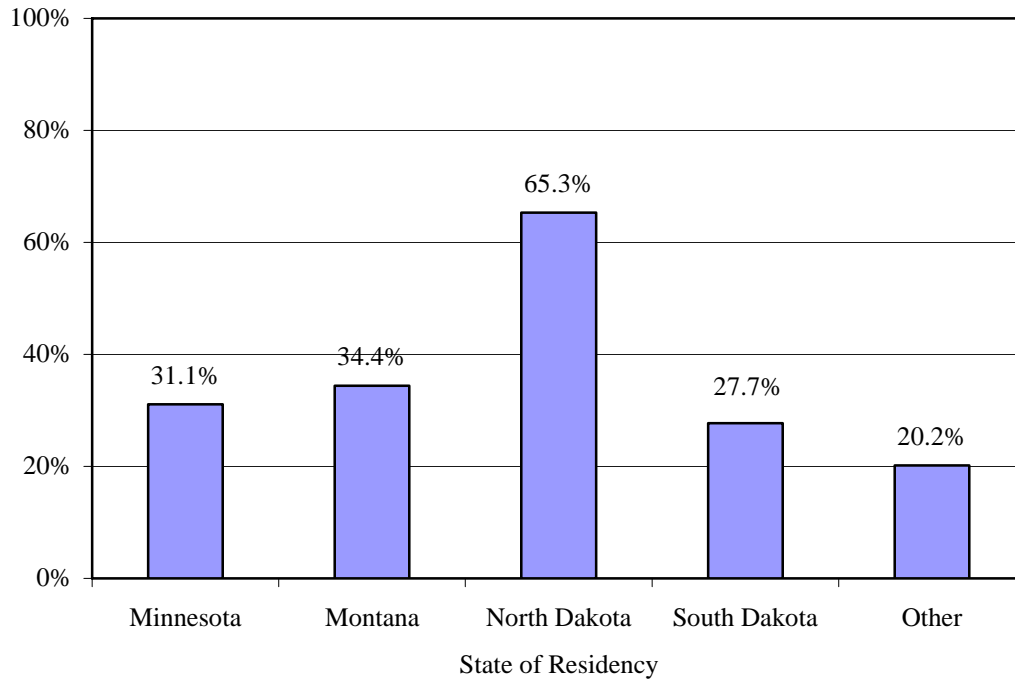
FINDET accounted for 31.1 percent of Minnesota resident graduates, 34.4 percent of Montana resident graduates and 27.7 percent of South Dakota resident graduates in the state one year after graduation. North Dakota resident graduates also were the most likely to either be employed in North Dakota, re-enrolled in an NDUS institution or both following graduation. FINDET accounted for 551 of the 1,937 resident graduates of other states (28 percent of non-resident graduates) in North Dakota one year after graduating from an NDUS institution in 2004. These numbers and percentages are conservative because, as explained in the footnote below, they probably represent only 90 percent of the total graduates actually retained.

Table 10									
North Dakota University System Academic Year 2004 Graduates One Year After Graduation by State of Residency									
State of Residency	Graduates	Total Retained in North Dakota ^{1/}		Employed in North Dakota Only ^{2/}		Re-enrolled in NDUS Only ^{3/}		Both Employed in ND & Re-enrolled in NDUS	
		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
North Dakota ^{4/}	4,402	2,876	65.3%	2,033	46.2%	304	6.9%	539	12.2%
Minnesota	1,109	345	31.1%	231	20.8%	76	6.9%	38	3.4%
Montana	163	56	34.4%	30	18.4%	16	9.8%	10	6.1%
South Dakota	119	33	27.7%	20	16.8%	11	9.2%	2	1.7%
Other States	501	101	20.2%	34	6.8%	54	10.8%	13	2.6%
State Unknown	45	16	35.6%	11	24.4%	1	2.2%	4	8.9%
Total	6,339 ^{5/}	3,427	54.1%	2,359	37.2%	462	7.3%	606	9.6%
^{1/} Does not account for graduates who were in North Dakota but unemployed, employed in jobs not covered by unemployment insurance, or attending private colleges. ^{2/} Total graduates employed in ND = "Employed in ND Only" + "Both Employed in ND and Re-enrolled in the NDUS." ^{3/} Total graduates re-enrolled in NDUS = "Re-enrolled in NDUS Only" + "Both Employed in ND and Re-enrolled the NDUS." ^{4/} Includes military personnel stationed in North Dakota. ^{5/} Excludes 40 graduates for whom invalid Social Security Numbers were reported.									

² This report assumes 65.3 percent of the North Dakota graduates accounted for by FINDET represent only 90 percent of North Dakota residents who stay in the state one year after graduation with the remaining 10 percent employed in jobs not included in the state's employment database.

Figure 10

**North Dakota University System
Academic Year 2004 Graduates
Retained in North Dakota One Year After Graduation
by State of Residency**



Retained in North Dakota = graduates employed in the state in jobs covered by unemployment insurance and/or re-enrolled in the North Dakota University System.

Table 11 and Figure 11 show the relationship between degree level and in-state retention. The retention rates for one and two-year program graduates are higher than those of graduates who obtain more advanced degrees. However, because the majority of graduates earned bachelor's degrees, they represent the largest number of graduates who remained in the state.

Table 11
North Dakota University System
Academic Year 2004 Graduates
One Year After Graduation
by Degree Level

Degree Level	Graduates	Total Retained in North Dakota ^{1/}		Employed in North Dakota Only ^{2/}		Re-enrolled in NDUS Only ^{3/}		Both Employed in ND & Re-enrolled in NDUS	
		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
One & Two-Year Programs									
Certificate	394	248	62.9%	176	44.7%	30	7.6%	42	10.7%
Diploma	77	44	57.1%	39	50.6%	2	2.6%	3	3.9%
Associates	1,516	1,053	69.5%	655	43.2%	132	8.7%	266	17.5%
Four-Year Programs									
Bachelors	3,539	1,742	49.2%	1,241	35.1%	259	7.3%	242	6.8%
Graduate Programs									
Masters	562	257	45.7%	169	30.1%	37	6.6%	51	9.1%
Doctorate	69	25	36.2%	24	34.8%	1	1.4%	0	0.0%
Professional Programs									
Professional	182	58	31.9%	55	30.2%	1	0.5%	2	1.1%
Total	6,339 ^{4/}	3,427	54.1%	2,359	37.2%	462	7.3%	606	9.6%

1/ Does not account for graduates who were in North Dakota but unemployed, employed in jobs not covered by unemployment insurance, or attending private colleges.
2/ Total graduates employed in ND = "Employed in ND Only" + "Both Employed in ND and Re-enrolled in the NDUS."
3/ Total graduates re-enrolled in NDUS = "Re-enrolled in NDUS Only" + "Both Employed in ND and Re-enrolled in the NDUS."
4/ Excludes 40 graduates for whom invalid Social Security Numbers were reported.

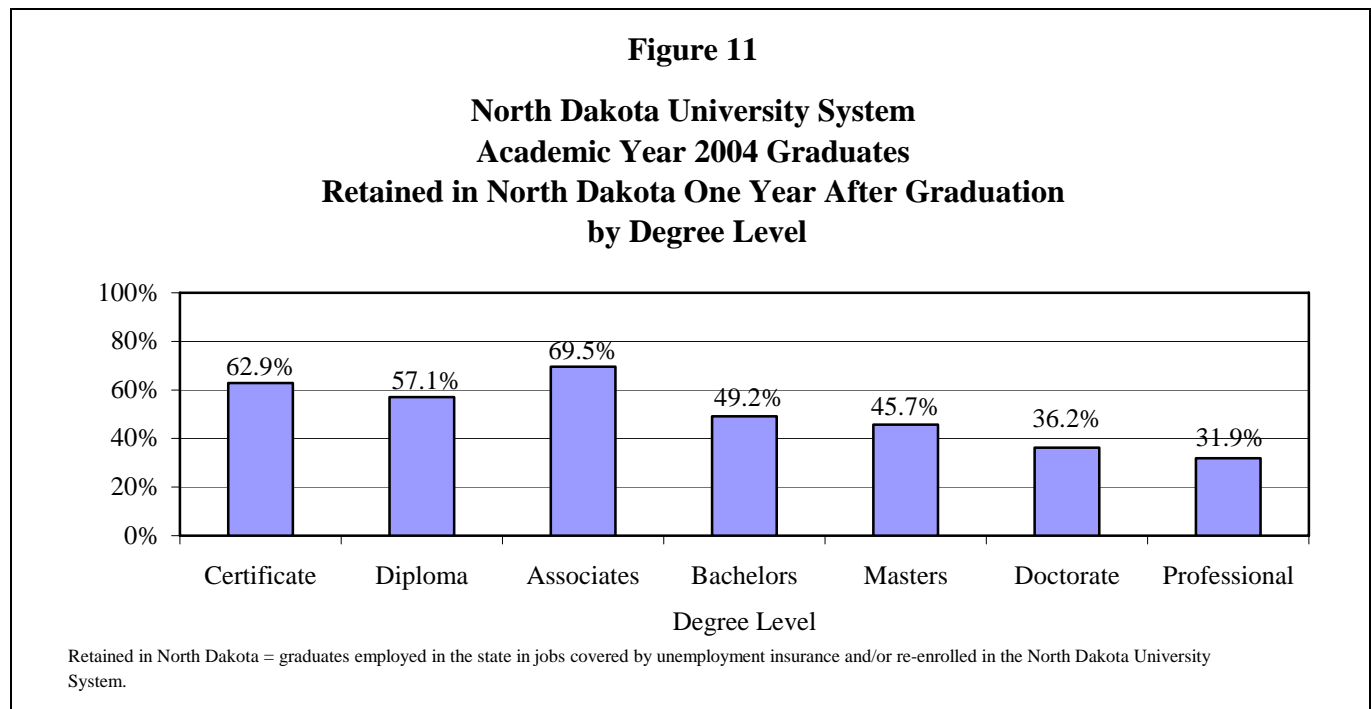


Table 12 and Figure 12 show that the likelihood of staying in North Dakota is directly related to the graduate's area of study. For example, 77 percent of graduates who have degrees in business administrative support remained in North Dakota. A total of 59.1 percent of graduates who have degrees in teacher education and related areas of study remained in the state as did 40.9 percent of graduates in architecture, engineering and related areas of study.

Three areas of study produced the highest number of graduates: 919 in business and management, 624 in teacher education and related fields, and 784 in architecture, engineering and related fields. With the largest numbers of graduates and a comparatively high retention rate, business and management ranked first in retention of graduates for a total of 547. Interdisciplinary and general studies graduates were most likely to be both employed and re-enrolled in NDUS institutions at a rate of 20.1 percent, and health science graduates were most likely to be re-enrolled only and not employed (15.7 percent.) As explained earlier, since employment information available to FINDET does not include self-employed occupations, including farming or federal and railroad occupations, the number of 2004 graduates who remained in North Dakota is estimated to be 6 to 15 percent higher than the numbers reported here.

Table 12
North Dakota University System
Academic Year 2004 Graduates
One Year After Graduation
by Area of Study

Area of Study	Graduates	Total Retained in North Dakota ^{1/}		Only Employed in North Dakota ^{2/}		Only Re-enrolled in NDUS ^{3/}		Both Employed in ND & Re-enrolled in NDUS	
		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Agriculture & Natural Resources	247	113	45.7%	73	29.6%	24	9.7%	16	6.5%
Airway Sciences	221	40	18.1%	33	14.9%	3	1.4%	4	1.8%
Allied Health	287	213	74.2%	150	52.3%	16	5.6%	47	16.4%
Architecture, Engineering, & Related	784	321	40.9%	263	33.5%	35	4.5%	23	2.9%
Arts & Communications	217	102	47.0%	73	33.6%	5	2.3%	24	11.1%
Biological, Life, & Physical Sciences	243	99	40.7%	49	20.2%	38	15.6%	12	4.9%
Business Administrative Support	100	77	77.0%	62	62.0%	8	8.0%	7	7.0%
Business & Management	919	547	59.5%	439	47.8%	37	4.0%	71	7.7%
Construction, Electronics, & Mechanics	324	206	63.6%	179	55.2%	8	2.5%	19	5.9%
Family & Consumer Sciences, Fitness	175	71	40.6%	50	28.6%	12	6.9%	9	5.1%
Health Sciences	715	391	54.7%	212	29.7%	112	15.7%	67	9.4%
Humanities & Social Sciences	477	250	52.4%	151	31.7%	45	9.4%	54	11.3%
Interdisciplinary & General Studies	621	403	64.9%	197	31.7%	81	13.0%	125	20.1%
Law & Related	229	137	59.8%	119	52.0%	4	1.7%	14	6.1%
Mathematics & Computer Science	156	88	56.4%	60	38.5%	16	10.3%	12	7.7%
Teacher Education & Related	624	369	59.1%	249	39.9%	18	2.9%	102	16.3%
Area of Study Unknown	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	6,339 ^{4/}	3,427	54.1%	2,359	37.2%	462	7.3%	606	9.6%

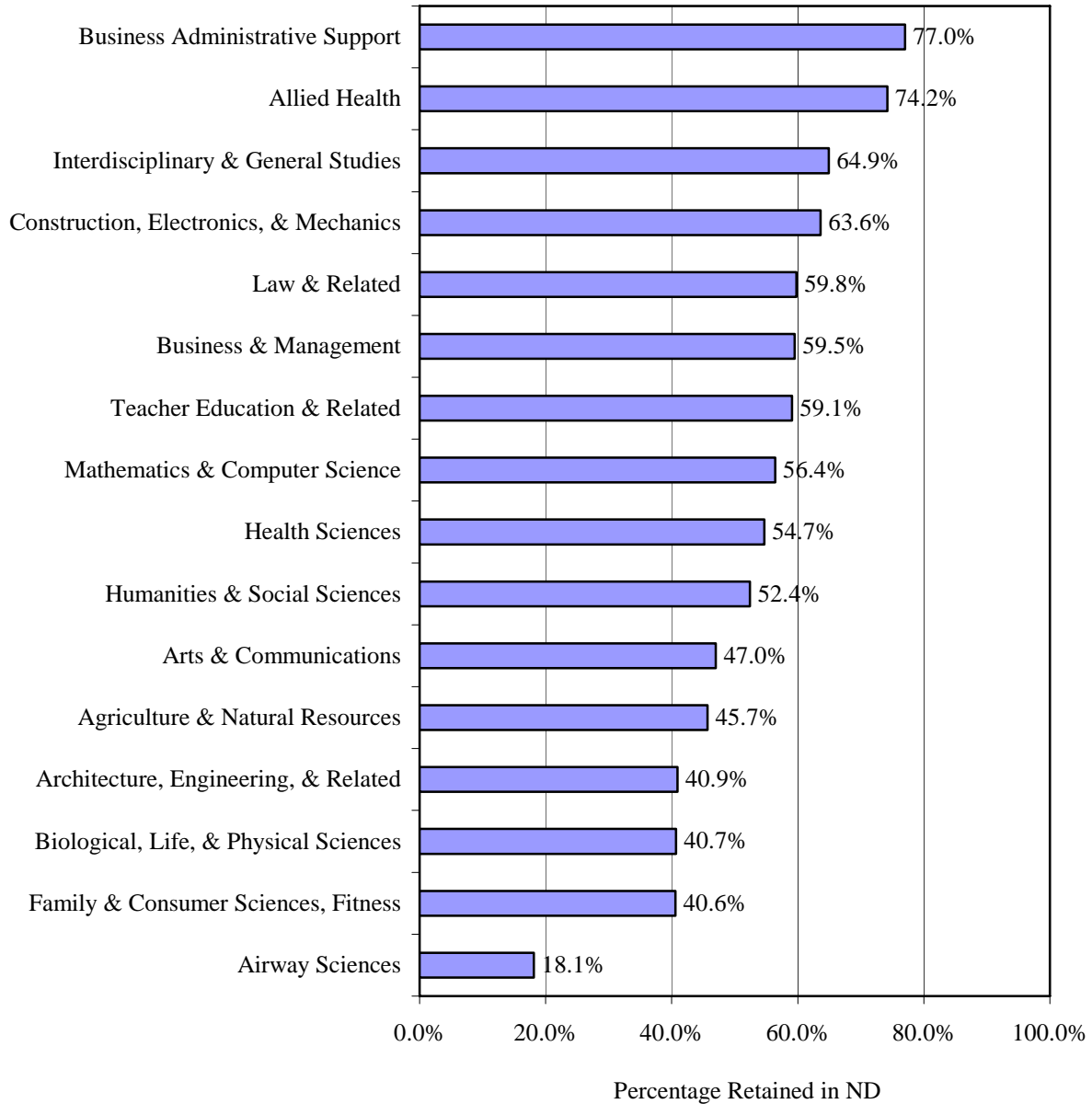
1/ Does not account for graduates who were in North Dakota but unemployed, employed in jobs not covered by unemployment insurance, or attending private colleges.

2/ Total graduates employed in ND = "Employed in ND Only" + "Both Employed in ND and Re-enrolled in the NDUS."

3/ Total graduates re-enrolled in NDUS = "Re-enrolled in NDUS Only" + "Both Employed in ND and Re-enrolled in the NDUS."

4/ Excludes 40 graduates for whom invalid Social Security Numbers were reported.

Figure 12
North Dakota University System
Academic Year 2004 Graduates
Retained in North Dakota One Year After Graduation
by Area of Study



Retained in North Dakota = graduates employed in the state in jobs covered by unemployment insurance and/or re-enrolled in the North Dakota University System.

**EMPLOYMENT STATISTICS FOR
GRADUATES EMPLOYED IN NORTH DAKOTA ONE YEAR
AFTER GRADUATION**

Information provided by Job Service North Dakota was used to categorize employed graduates by industrial classification areas, such as mining, construction, manufacturing, retail trade and services, and by the type of service industry within the industrial and service classification, such as business services and educational services. Although these classifications were extremely useful, they do not provide the level of detail needed for comprehensive planning. For example, current data could show if a doctor who graduated in 2004 was working in health services. It could not show, however, if the doctor was working as a physician, a custodian or an administrator. The FINDET program currently is exploring how to obtain this level of information from employers without burdening them with detailed reporting requirements. As shown in Table 13-A, 53.1 percent, or the majority of 2004 graduates, were employed in service industries. The FINDET data shows that only 0.5 percent of all 2004 graduates were employed in agriculture, forestry and fishing, but information about self-employed farmers is not included in the available databases.

Table 13-A		
North Dakota University System Academic Year 2004 Graduates Employed in North Dakota One Year After Graduation by Industry of Employment		
North American Industry Classification System (NAICS)	Employed Graduates	Percentage of Total
Agriculture, Forestry, & Fishing	14	0.5%
Mining	30	1.0%
Construction	154	5.2%
Manufacturing	189	6.4%
Transportation & Public Utilities	96	3.2%
Wholesale Trade	139	4.7%
Retail Trade	468	15.8%
Finance, Insurance, & Real Estate	175	5.9%
Services	1,573	53.1%
Public Administration	124	4.2%
Nonclassifiable Entities	0	0.0%
Subtotal	2,962	99.9%
Industry Unknown	3	0.1%
Total	2,965	100.0%

Table 13-B and Figure 13 provide a more detailed breakdown of graduates employed in service industries. When compared to all service industries, two types of services led in the retention of 2004 graduates: 30.8 percent of all 2004 graduates working in service industries were employed in educational services, while 29.7 percent were working in health services.

Table 13-B

**North Dakota University System
Academic Year 2004 Graduates
Employed in North Dakota One Year After Graduation
in Service Industries Only by Service Industry**

Service Industry	Employed Graduates	Percentage of Total
Business Services	116	7.4%
Auto Repair, Services & Maintenance	23	1.5%
Amusement & Recreation Services	32	2.0%
Health Services	467	29.7%
Legal Services	30	1.9%
Educational Services	484	30.8%
Social Services	97	6.2%
Professional & Management Services	214	13.6%
Other Service Industries	110	7.0%
Total	1,573	100.0%

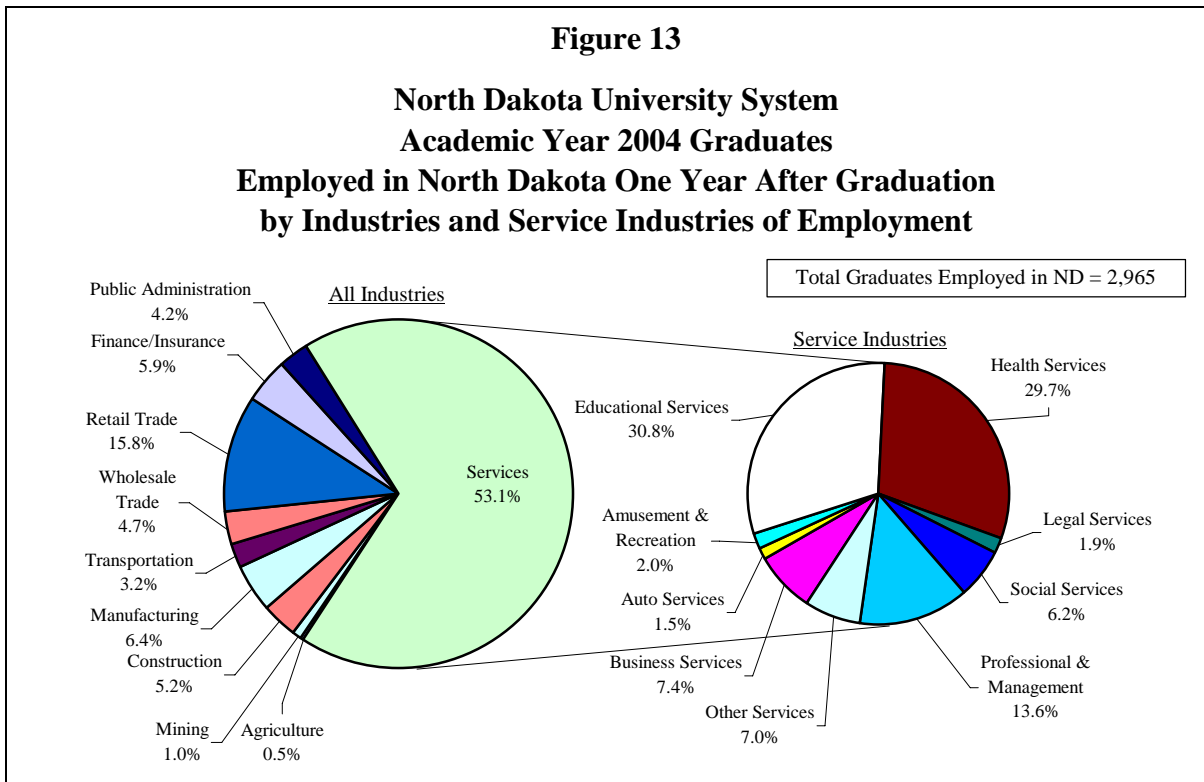


Table 14 and Figure 14 provide information about public and private sector employment of 2004 graduates working in North Dakota one year after graduation. 77.1 percent were employed in the private sector, 14 percent were employed in local government and 8.8 percent in state government.

Table 14 North Dakota University System Academic Year 2004 Graduates Employed in North Dakota One Year After Graduation by Sector of Employment		
Employment Sector	Employed Graduates	Percentage of Total
State Government	261	8.8%
Local Government	414	14.0%
Private	2,287	77.1%
Subtotal	2,962	99.9%
Sector Unknown	3	0.1%
Total	2,965	100.0%

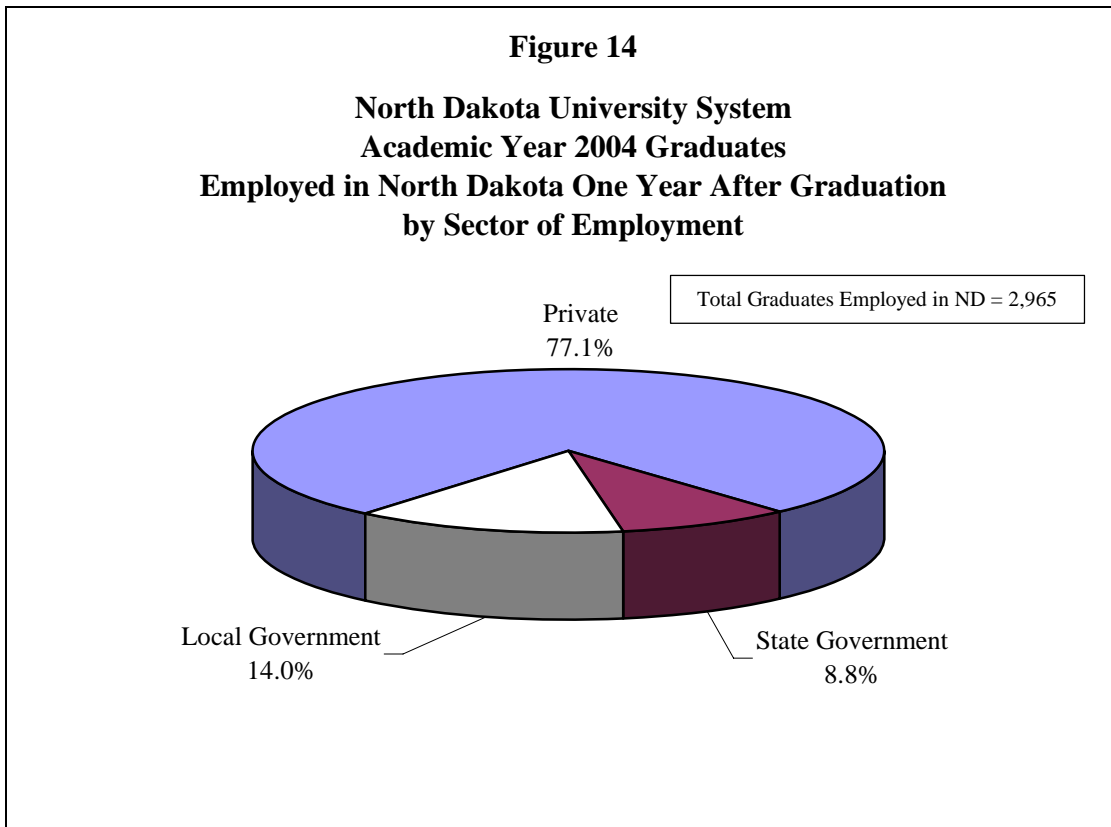


Table 15-A provides information about graduates employed in North Dakota by industry and sector of employment one year after graduation. As might be expected, service industries employed the largest number of 2004 graduates with a total of 1,573 employees.

Table 15-A					
North Dakota University System					
Academic Year 2004 Graduates					
Employed in North Dakota One Year After Graduation					
by Industry and Sector of Employment					
North American Industry Classification System (NAICS)	Employment Sector				
	State Government	Local Government	Private	Sector Unknown	Total
Agriculture, Forestry, & Fishing	0	0	14	0	14
Mining	0	0	30	0	30
Construction	20	0	134	0	154
Manufacturing	1	1	187	0	189
Transportation & Public Utilities	0	0	96	0	96
Wholesale Trade	0	0	139	0	139
Retail Trade	0	0	468	0	468
Finance, Insurance, & Real Estate	1	0	174	0	175
Services	199	329	1,045	0	1,573
Public Administration	40	84	0	0	124
Nonclassifiable Entities	0	0	0	0	0
Industry Unknown	0	0	0	3	3
Total	261	414	2,287	3	2,965

As shown in Table 15-B, within the service industries, the largest number of 2004 graduates were employed in educational services with 169 working in state government and 307 in local government. (School district employment appears as local government employment in this table.) In private sector service industries, 462 graduates were employed in health services, far exceeding employment in any of the other service industries.

Table 15-B					
North Dakota University System					
Academic Year 2004 Graduates					
Employed in North Dakota One Year After Graduation					
in Service Industries Only by Service Industry and Sector of Employment					
Service Industry	Employment Sector				
	State Government	Local Government	Private	Sector Unknown	Total
Business Services	2	0	114	0	116
Auto Repair, Services, & Maintenance	0	0	23	0	23
Amusement & Recreation Services	2	16	14	0	32
Health Services	2	3	462	0	467
Legal Services	0	0	30	0	30
Educational Services	169	307	8	0	484
Social Services	24	3	70	0	97
Professional & Management Services	0	0	214	0	214
Other Service Industries	0	0	110	0	110
Total	199	329	1,045	0	1,573

Table 16-A and Table 16-B summarize employment by degree level and industry of employment one year after graduation. Of the 2004 graduates who remained in the state, 1,573 (or 53.1 percent) worked in service industries, and 468 were employed in retail trade.

Table 16-A													
North Dakota University System													
Academic Year 2004 Graduates													
Employed in North Dakota One Year After Graduation													
by Degree Level and Industry of Employment													
North American Industry Classification System (NAICS)													
Degree Level	Agriculture, Forestry, & Fishing	Mining	Construction	Manufacturing	Transportation & Public Utilities	Wholesale Trade	Retail Trade	Finance, Insurance, & Real Estate	Services (see 16-B for details)	Public Administration	Non-classifiable Entities	Industry Unknown	Total
One & Two-Year Programs													
Certificate	2	1	28	26	8	2	30	4	88	29	0	0	218
Diploma	2	3	2	10	2	8	10	0	5	0	0	0	42
Associates	2	17	70	59	41	64	214	37	388	28	0	1	921
Four-Year Programs													
Bachelors	8	8	53	89	40	60	199	127	840	57	0	2	1,483
Graduate Programs													
Masters	0	1	1	3	5	5	4	6	191	4	0	0	220
Doctorate	0	0	0	2	0	0	1	0	21	0	0	0	24
Professional Programs													
Professional	0	0	0	0	0	0	10	1	40	6	0	0	57
Total	14	30	154	189	96	139	468	175	1,573	124	0	3	2,965

As shown in Table 16-B, within the service industries, the largest number of one and two-year program graduates were employed in health services (226 graduates). A large number of four-year program graduates were employed in two service industries: 297 in educational services and 187 in health services. One hundred seventeen (or 61.3 percent) of master's program graduates were employed in educational services, and 17 of the professional program graduates (or 42.5 percent) were employed in legal services. The total of 484 graduates employed in educational services and 467 graduates employed in health services account for 60.5 percent of the 1,573 graduates employed in service industries.

Table 16-B										
North Dakota University System										
Academic Year 2004 Graduates										
Employed in North Dakota One Year After Graduation										
in Service Industries Only by Degree Level and Service Industry										
	Service Industry									
Degree Level	Business Services	Auto Repair, Services, & Maintenance	Amusement & Recreation Services	Health Services	Legal Services	Educational Services	Social Services	Professional & Management Services	Other Service Industries	Total
One & Two-Year Programs										
Certificate	10	2	2	46	1	13	5	4	5	88
Diploma	0	5	0	0	0	0	0	0	0	5
Associates	47	9	8	180	2	40	29	38	35	388
Four-Year Programs										
Bachelors	53	7	20	187	10	297	49	158	59	840
Graduate Programs										
Masters	5	0	0	36	0	117	12	12	9	191
Doctorate	0	0	1	5	0	13	1	1	0	21
Professional Programs										
Professional	1	0	1	13	17	4	1	1	2	40
Total	116	23	32	467	30	484	97	214	110	1,573

Table 17-A shows the relationship between area of study and industry of employment for 2004 graduates employed in North Dakota one year after graduation. The table shows, for example, that only three of the 89 agriculture and natural resources graduates were employed in the agriculture, forestry and fishing industries. Thirty-one of the 89 were employed in services, and 23 were employed in wholesale trades. (Information about self-employed farmers is not included in the databases available to FINDET.) This data strongly illustrates that graduates find employment in a wide range of industries.

Table 17-A												
North Dakota University System												
Academic Year 2004 Graduates												
Employed in North Dakota One Year After Graduation												
by Area of Study and Industry of Employment												
Area of Study	North American Industry Classification System (NAICS)											
	Agriculture, Forestry & Fishing	Mining	Construction	Manufacturing	Transportation & Public Utilities	Wholesale Trade	Retail Trade	Finance, Insurance, Real Estate	Services	Public Admin.	Industry Unknown	Total
Agriculture & Natural Resources	3	3	4	5	4	23	10	3	31	3	0	89
Airway Sciences	0	0	1	1	3	1	4	1	26	0	0	37
Allied Health	0	0	1	7	0	1	19	1	166	2	0	197
Architecture, Professional & Related	1	8	71	50	23	12	23	2	91	5	0	286
Arts & Communications	0	0	0	11	3	1	32	6	41	2	1	97
Biological, Life & Physical Sciences	0	0	2	5	2	3	4	2	40	3	0	61
Business Administrative Support	1	0	1	4	1	0	11	6	39	6	0	69
Business & Management	1	1	19	34	26	36	95	100	182	14	2	510
Construction, Electronics & Mechanics	4	13	35	39	11	40	31	0	25	0	0	198
Family & Consumer Sciences, Fitness	0	0	3	1	0	0	9	5	40	1	0	59
Health Sciences	0	0	1	0	3	0	44	4	222	5	0	279
Humanities & Social Sciences	3	1	3	8	3	6	30	16	121	14	0	205
Interdisciplinary & General Studies	0	2	8	16	12	11	100	16	142	15	0	322
Law & Related	0	2	3	1	1	0	19	6	51	50	0	133
Mathematics & Computer Science	0	0	0	5	2	3	13	2	45	2	0	72
Teacher Education & Related	1	0	2	2	2	2	24	5	311	2	0	351
Area of Study Unknown	0	0	0	0	0	0	0	0	0	0	0	0
Total	14	30	154	189	96	139	468	175	1,573	124	3	2,965

Table 17-B provides details of employment for 2004 graduates by area of study within the service industries. The largest numbers of graduates working in particular service industries include 274 graduates of teacher education and related areas of study working in educational services, 180 health sciences graduates working in health services and 140 allied health graduates working in health services. Overall, service industries attract graduates from a wide range of academic study areas.

Area of Study	Service Industry									
	Business Services	Auto Repair, Services, & Maintenance	Amusement & Recreation Services	Health Services	Legal Services	Educational Services	Social Services	Professional & Management Services	Other Service Industries	Total
Agriculture & Natural Resources	2	0	2	2	0	15	0	9	1	31
Airway Sciences	0	0	0	0	0	25	0	1	0	26
Allied Health	3	0	3	140	1	3	12	0	4	166
Architecture, Professional & Related	15	1	1	1	0	8	2	58	5	91
Arts & Communications	9	1	2	5	1	6	3	10	4	41
Biological, Life & Physical Sciences	3	0	2	11	0	11	0	7	6	40
Business Administrative Support	13	1	0	13	0	4	1	5	2	39
Business & Management	26	2	4	15	6	29	6	65	29	182
Construction, Electronics & Mechanics	4	13	1	0	0	4	0	1	2	25
Family & Consumer Sciences, Fitness	2	1	1	16	0	7	9	0	4	40
Health Sciences	2	0	2	180	0	12	4	11	11	222
Humanities & Social Sciences	6	1	5	24	2	39	23	11	10	121
Interdisciplinary & General Studies	18	1	5	42	3	30	9	14	20	142
Law & Related	4	1	1	5	17	5	12	2	4	51
Mathematics & Computer Science	6	0	1	8	0	12	1	15	2	45
Teacher Education & Related	3	1	2	5	0	274	15	5	6	311
Area of Study Unknown	0	0	0	0	0	0	0	0	0	0
Total	116	23	32	467	30	484	97	214	110	1,573

Table 18 provides median monthly wage information about 2004 graduates employed in North Dakota one year after graduation. System graduates' median wage of \$2,339 per month compares favorably to \$2,447 per month for all North Dakota wage earners, especially since these graduates are in the early phase of their careers. At \$2,543 per month, the median wage of male graduates is higher than the \$2,152 per month median wage of female graduates. Although a larger percentage of males (89.5 percent) were employed full-time compared to females (85.7 percent), a greater percentage of females (50.4 percent) were employed in North Dakota compared to males (43.1 percent).

Table 18
North Dakota University System
Academic Year 2004 Graduates
Employed in North Dakota One Year After Graduation
Median Monthly Wages by Gender

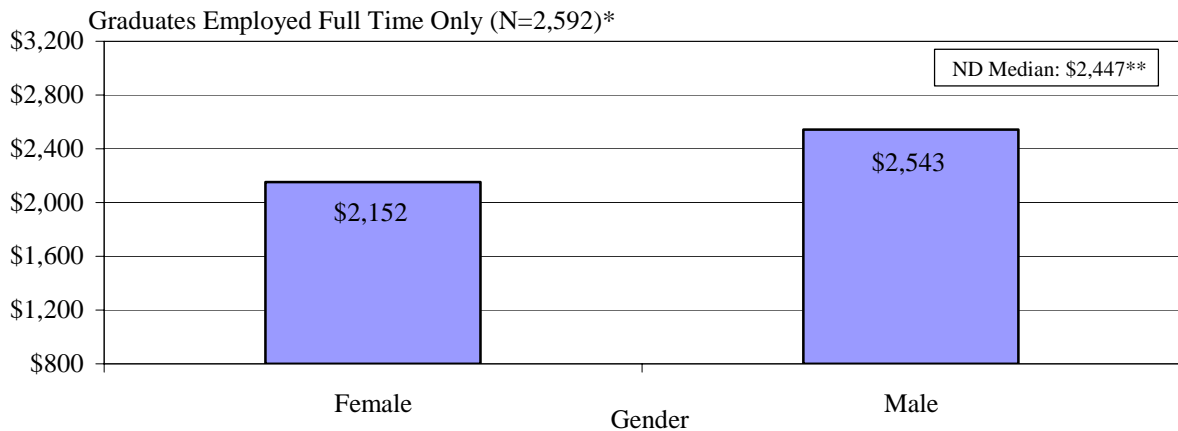
Gender	Graduates	Employed in North Dakota ^{1/}	Percent Employed in North Dakota	Employed Full-Time (estimated) ^{2/}	Percent Full-Time (of employed)	Median Monthly Wages (of full-time)
Female	3,197	1,610	50.4%	1,379	85.7%	\$2,152
Male	3,142	1,355	43.1%	1,213	89.5%	\$2,543
Total	6,339 ^{3/}	2,965	46.8%	2,592	87.4%	\$2,339
All ND Wage Employees					80.7%	\$2,447

1/ Does not account for graduates who were in North Dakota but employed in jobs not covered by unemployment insurance.

2/ Full-time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) (\$1,854).

3/ Excludes 40 graduates for whom invalid Social Security Number were reported.

Figure 18
North Dakota University System
Academic Year 2004 Graduates
Employed in North Dakota One Year After Graduation
Median Monthly Wages by Gender



* Full-time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) (\$1,854).

**Median monthly wages for all North Dakota full-time wage employees.

Table 19 describes monthly wages by race/ethnicity for 2004 graduates employed in North Dakota one year after graduation. The median monthly wage of Asian/Pacific Islanders was the highest (\$3,303) followed by that of Hispanics (\$2,519). When compared by race/ethnicity, American Indian/Alaskan graduates were employed in North Dakota at the highest rate (61.7 percent).

Race	Graduates	Employed in North Dakota ^{1/}	Percentage Employed in North Dakota	Employed Full-Time (estimated) ^{2/}	Percentage Full-Time (of employed)	Median Monthly Wages (of full-time)
Amer. Indian/Alaskan	133	82	61.7%	67	81.7%	\$2,316
Asian/Pacific Islander	138	24	17.4%	21	87.5%	\$3,303
Black	52	14	26.9%	9	64.3%	\$2,354
Hispanic	42	14	33.3%	12	85.7%	\$2,519
White	5,893	2,803	47.6%	2,456	87.6%	\$2,335
Other	0	0	0.0%	0	0.0%	---
Race Unknown	81	28	34.6%	27	96.4%	\$2,524
Total	6,339 ^{3/}	2,965	46.8%	2,592	87.4%	\$2,339
All ND Wage Employees					80.7%	\$2,447

1/ Does not account for graduates who were in North Dakota but employed in jobs not covered by unemployment insurance.
2/ Full-time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) (\$1,854).
3/ Excludes 40 graduates for whom invalid Social Security Numbers were reported.

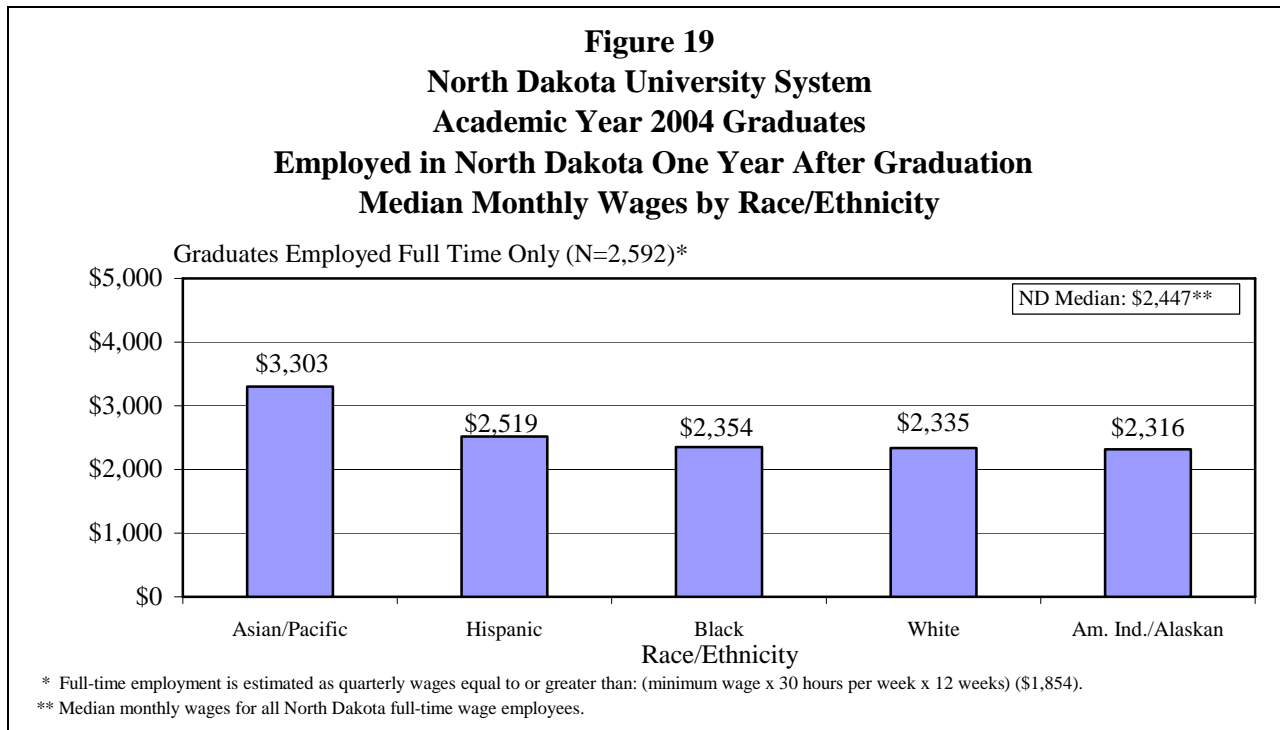


Table 20 describes median monthly wages of 2004 graduates employed in North Dakota one year after graduation by age group. The median monthly wage was highest for the 50 and over age group (\$3,436 per month.) Graduates in older age groups were more likely to be returning to a profession following graduation than starting a profession. This may explain higher wages in older age groups.

Table 20
North Dakota University System
Academic Year 2004 Graduates
Employed in North Dakota One Year After Graduation
Median Monthly Wages by Age Group

Age Group	Graduates	Employed in North Dakota ^{1/}	Percentage Employed in North Dakota	Employed Full-Time (estimated) ^{2/}	Percentage Full-Time (of employed)	Median Monthly Wages (of full-time)
Under 20	164	99	60.4%	79	79.8%	\$2,019
20-29	5,142	2,323	45.2%	2,020	87.0%	\$2,283
30-39	612	309	50.5%	280	90.6%	\$2,721
40-49	312	171	54.8%	153	89.5%	\$2,618
50 & Over	107	63	58.9%	60	95.2%	\$3,436
Age Unknown	2	0	0.0%	0	0.0%	\$0
Total	6,339 ^{3/}	2,965	46.8%	2,592	87.4%	\$2,339

All ND Wage Employees

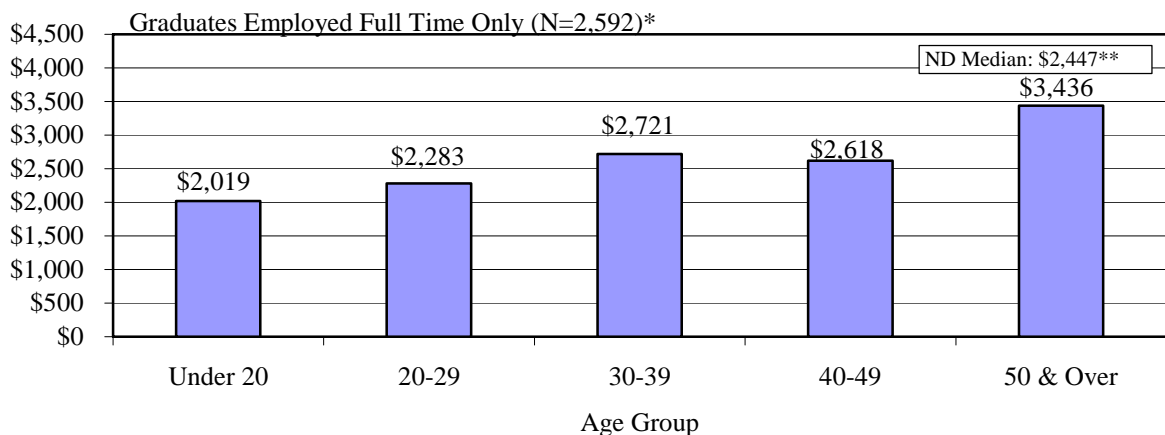
80.7% \$2,447

1/ Does not account for graduates who were in North Dakota but employed in jobs not covered by unemployment insurance.

2/ Full-time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) (\$1,854).

3/ Excludes 40 graduates for whom invalid Social Security Numbers were reported.

Figure 20
North Dakota University System
Academic Year 2004 Graduates
Employed in North Dakota One Year After Graduation
Median Monthly Wages by Age Group



* Full-time employment is estimated as quarterly wage equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) (\$1,854)

** Median monthly wages for all North Dakota full-time wage employees.

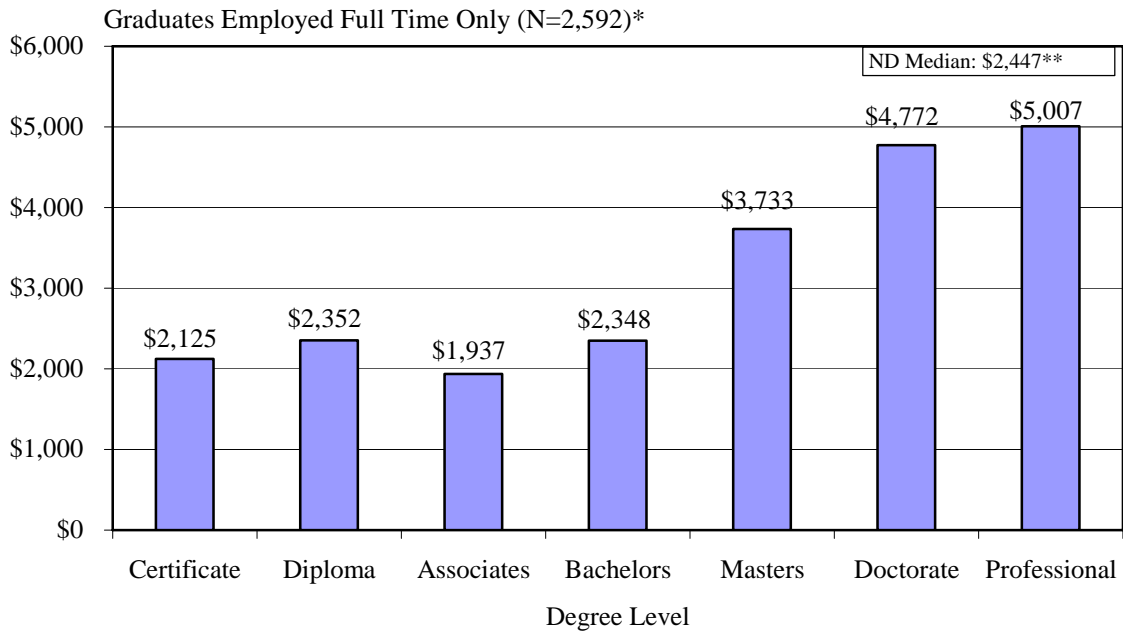
Table 21 and Figure 21 show the direct relationship between degree level and median monthly wages: as degree level increases so do wages. The median monthly wage for associate degree graduates is \$1,937 compared to \$2,348 for bachelor's degree graduates, \$3,733 for master's degree graduates, \$4,772 for doctoral degree graduates and \$5,007 for professional program graduates. Within one and two-year degree programs, in comparison to associate degree graduates, diploma graduates were more likely to be employed full-time (92.9 percent versus 81.4 percent) and to earn a higher median monthly income (\$2,352 versus \$1,937). A bachelor degree program graduate's average monthly salary of \$2,348 is near the North Dakota median monthly wage of \$2,447 for all employees. Table 21 reinforces the assumption that education pays.

Table 21
North Dakota University System
Academic Year 2004 Graduates
Employed in North Dakota One Year After Graduation
Median Monthly Wages by Degree Level

Degree Level	Graduates	Employed in North Dakota ^{1/}	Percentage Employed in North Dakota	Employed Full-Time (estimated) ^{2/}	Percentage Full-Time (of employed)	Median Monthly Wages (of full-time)
One & Two-Year Programs						
Certificate	394	218	55.3%	188	86.2%	\$2,125
Diploma	77	42	54.5%	39	92.9%	\$2,352
Associates	1,516	921	60.8%	750	81.4%	\$1,937
Four-Year Programs						
Bachelors	3,539	1,483	41.9%	1,328	89.5%	\$2,348
Graduate Programs						
Masters	562	220	39.1%	208	94.5%	\$3,733
Doctorate	69	24	34.8%	22	91.7%	\$4,772
Professional Programs						
Professional	182	57	31.3%	57	100.0%	\$5,007
Total	6,339 ^{3/}	2,965	46.8%	2,592	87.4%	\$2,339
All ND Wage Employees					80.7%	\$2,447

1/ Does not account for graduates who were in North Dakota but employed in jobs not covered by unemployment insurance.
2/ Full-time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) (\$1,854).
3/ Excludes 40 graduates for whom invalid Social Security Numbers were reported.

Figure 21
North Dakota University System
Academic Year 2004 Graduates
Employed in North Dakota One Year After Graduation
Median Monthly Wages by Degree Level



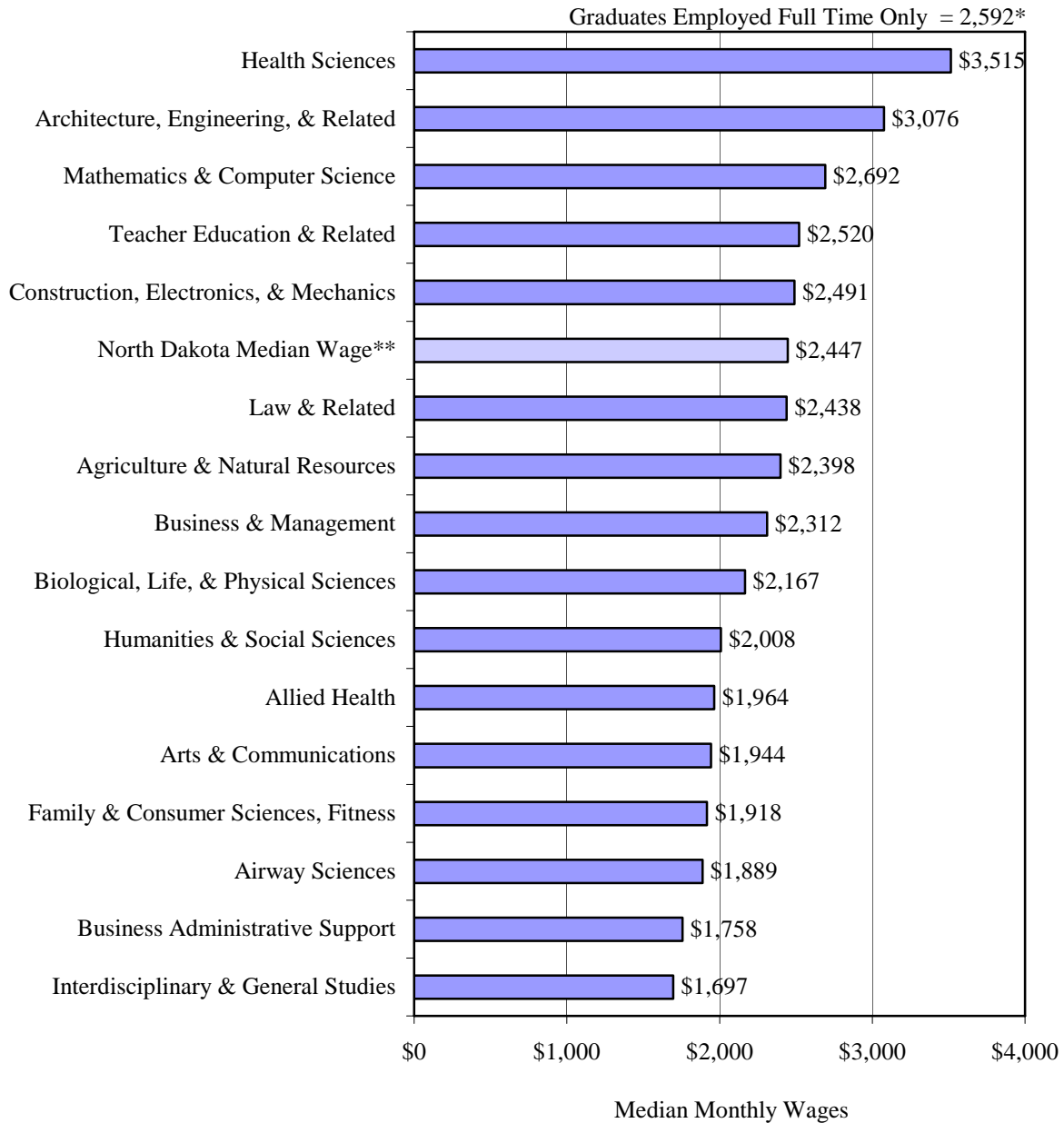
* Full-time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) (\$1,854)
 ** Median monthly wages for all ND full-time wage employees.

Table 22 and Figure 22 provide information about median monthly wages by area of study for 2004 graduates one year after graduation. Graduates in health sciences earn the highest median monthly wage of \$3,515 followed by \$3,076 per month for graduates in architecture, engineering and related fields.

Table 22
North Dakota University System
Academic Year 2004 Graduates
Employed in North Dakota One Year After Graduation
Median Monthly Wages by Area of Study

Area of Study	Graduates	Employed in North Dakota ^{1/}	Percentage Employed in North Dakota	Employed Full-Time (estimated) ^{2/}	Percentage Full-Time (of employed)	Median Monthly Wages (of full-time)
Agriculture & Natural Resources	247	89	36.0%	76	85.4%	\$2,398
Airway Sciences	221	37	16.7%	34	91.9%	\$1,889
Allied Health	287	197	68.6%	165	83.8%	\$1,964
Architecture, Engineering & Related	784	286	36.5%	271	94.8%	\$3,076
Arts & Communications	217	97	44.7%	84	86.6%	\$1,944
Biological, Life & Physical Sciences	243	61	25.1%	50	82.0%	\$2,167
Business Administrative Support	100	69	69.0%	60	87.0%	\$1,758
Business & Management	919	510	55.5%	470	92.2%	\$2,312
Construction, Electronics & Mechanics	324	198	61.1%	183	92.4%	\$2,491
Family & Consumer Sciences, Fitness	175	59	33.7%	53	89.8%	\$1,918
Health Sciences	715	279	39.0%	241	86.4%	\$3,515
Humanities & Social Sciences	477	205	43.0%	163	79.5%	\$2,008
Interdisciplinary & General Studies	621	322	51.9%	222	68.9%	\$1,697
Law & Related	229	133	58.1%	122	91.7%	\$2,438
Mathematics & Computer Science	156	72	46.2%	70	97.2%	\$2,692
Teacher Education & Related	624	351	56.3%	328	93.4%	\$2,520
Area of Study Unknown	0	0	0.0%	0	0.0%	\$0
Total	6,339 ^{3/}	2,965	46.8%	2,592	87.4%	\$2,339
All ND Wage Employees					80.7%	\$2,447
^{1/} Does not account for graduates who were in North Dakota but employed in jobs not covered by unemployment insurance. ^{2/} Full-time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) (\$1,854). ^{3/} Excludes 40 graduates for whom invalid Social Security Numbers were reported.						

Figure 22
North Dakota University System
Academic Year 2004 Graduates
Employed in North Dakota One Year After Graduation
Median Monthly Wages by Area of Study



* Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks)(\$1,854).
 **Median monthly wages for all North Dakota full-time wage employees.

Table 23-A and Figure 23-A compare, by industry of employment, the median monthly wages of 2004 graduates employed in North Dakota one year after graduation. Graduates employed in mining earned \$4,049, the highest median monthly wage; those employed in manufacturing earned \$2,926, the second highest monthly median.

Table 23-A

**North Dakota University System
Academic Year 2004 Graduates
Employed in North Dakota One Year After Graduation
Median Monthly Wages by Industry of Employment**

North American Industry Classification System (NAICS)	Employed Graduates	Employed Full-Time (estimated) ^{1/}	Percentage Full-Time (of employed)	Median Monthly Wages (of full-time)
Agriculture, Forestry & Fishing	14	11	78.6%	\$2,336
Mining	30	25	83.3%	\$4,049
Construction	154	140	90.9%	\$2,410
Manufacturing	189	179	94.7%	\$2,926
Transportation & Public Utilities	96	92	95.8%	\$2,580
Wholesale Trade	139	127	91.4%	\$2,634
Retail Trade	468	358	76.5%	\$1,641
Finance, Insurance & Real Estate	175	164	93.7%	\$2,097
Services	1,573	1,374	87.3%	\$2,424
Public Administration	124	119	96.0%	\$2,560
Nonclassifiable Entities	0	—	—	\$0
Industry Unknown	3	3	100.0%	\$2,263
Total	2,965	2,592	87.4%	\$2,339
All ND Wage Employees			80.7%	\$2,447

^{1/} Full-time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) (\$1,854).

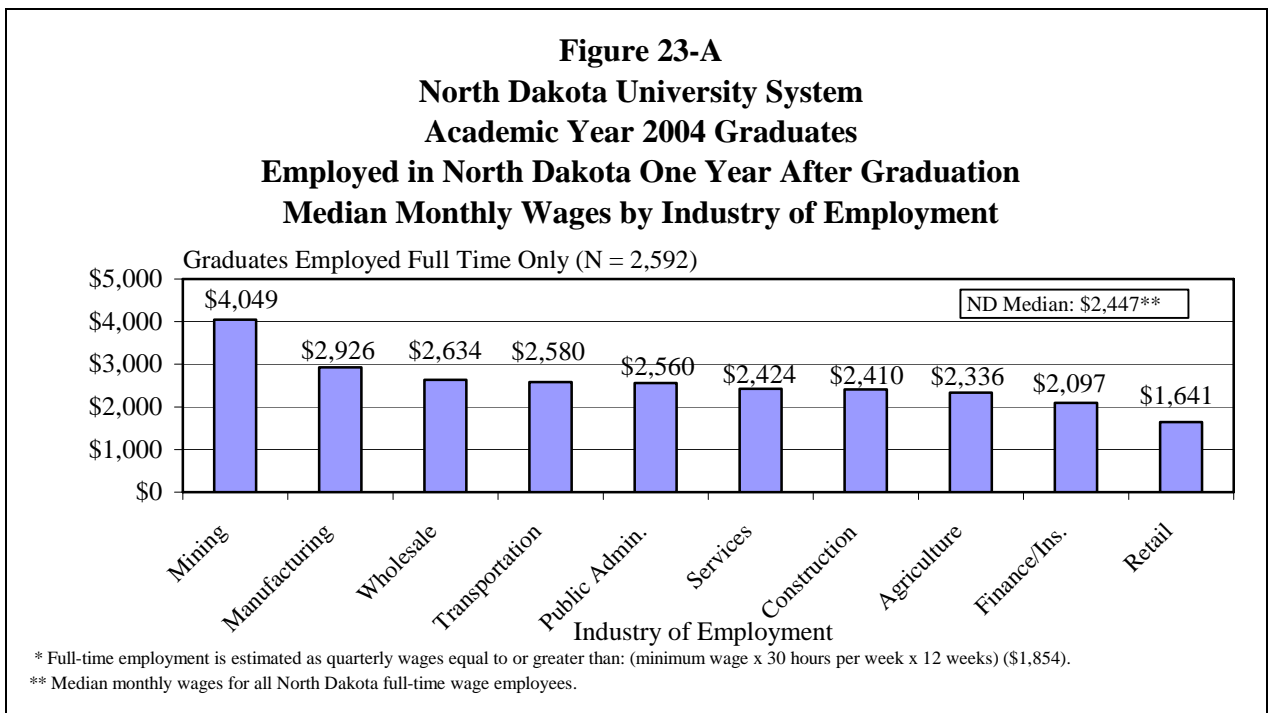
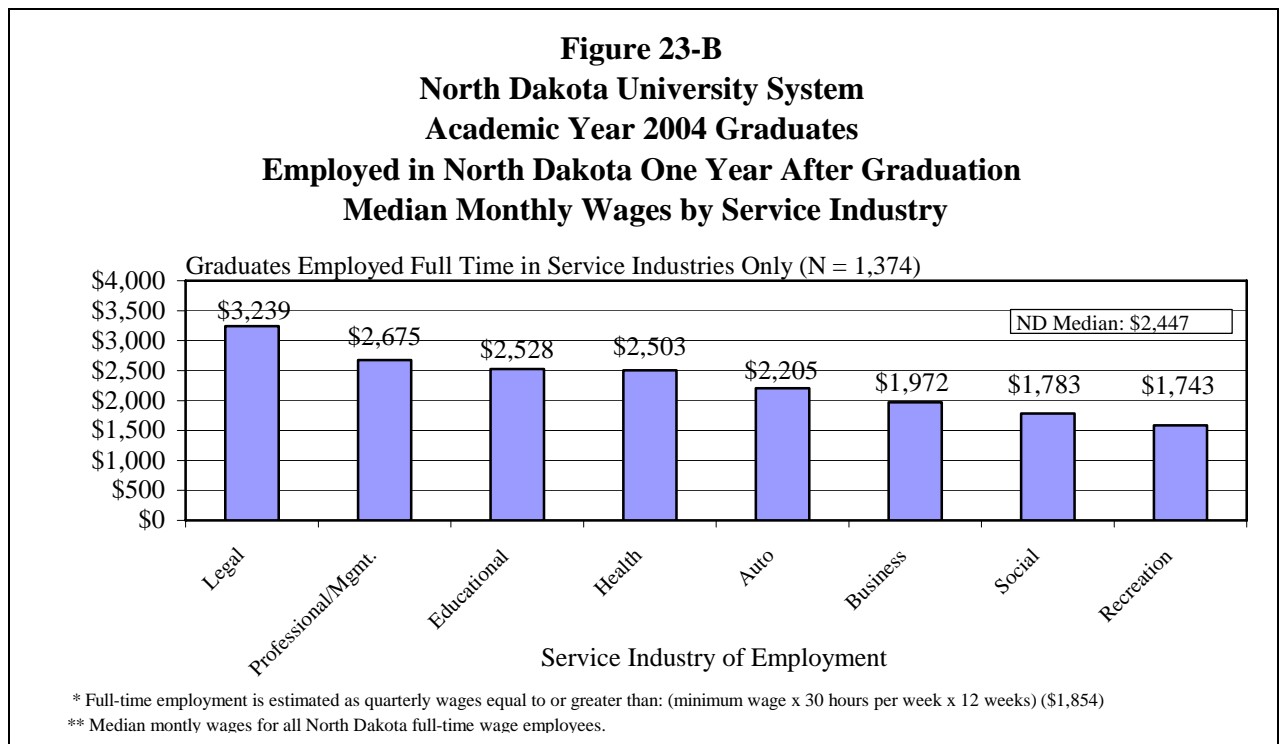


Table 23-B and Figure 23-B show that within the service industries graduates in legal services earn the highest median monthly wage of \$3,239 followed by professional and management services employees at \$2,675.

Table 23-B
North Dakota University System
Academic Year 2004 Graduates
Employed in North Dakota One Year After Graduation
Median Monthly Wages by Service Industry of Employment

Service Industry	Employed Graduates	Employed Full-Time (estimated) ^{1/}	Percentage Full-Time (of employed)	Median Monthly Wages (of full-time)
Business Services	116	99	85.3%	\$1,972
Auto Repair, Services, & Maintenance	23	21	91.3%	\$2,205
Amusement & Recreation Services	32	16	50.0%	\$1,743
Health Services	467	412	88.2%	\$2,503
Legal Services	30	23	76.7%	\$3,239
Educational Services	484	442	91.3%	\$2,528
Social Services	97	84	86.6%	\$1,783
Professional & Management Services	214	199	93.0%	\$2,675
Other Service Industries	110	78	70.9%	\$2,259
Total	1,573	1,374	87.3%	\$2,424
All ND Wage Employees			80.7%	\$2,447

^{1/} Full-time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) (\$1,854).



As shown in Table 24 and Figure 24, the overwhelming majority of 2004 graduates are employed in the private sector where they earn a median monthly wage of \$2,293. Graduates employed in local government earned a median monthly wage of \$2,524 and were most likely to be employed full-time.

Table 24

**North Dakota University System
Academic Year 2004 Graduates
Employed in North Dakota One Year After Graduation
Median Monthly Wages by Sector of Employment**

Employment Sector	Employed Graduates	Employed Full-Time (estimated) ^{1/}	Percentage Full-Time (of employed)	Median Monthly Wages (of full-time)
State Government	261	237	90.8%	\$2,490
Local Government	414	381	92.0%	\$2,524
Private	2,287	1,971	86.2%	\$2,293
Sector Unknown	3	3	100.0%	\$2,263
Total	2,965	2,592	87.4%	\$2,339
All ND Wage Employees			80.7%	\$2,447

1/ Full-time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) (\$1,854).

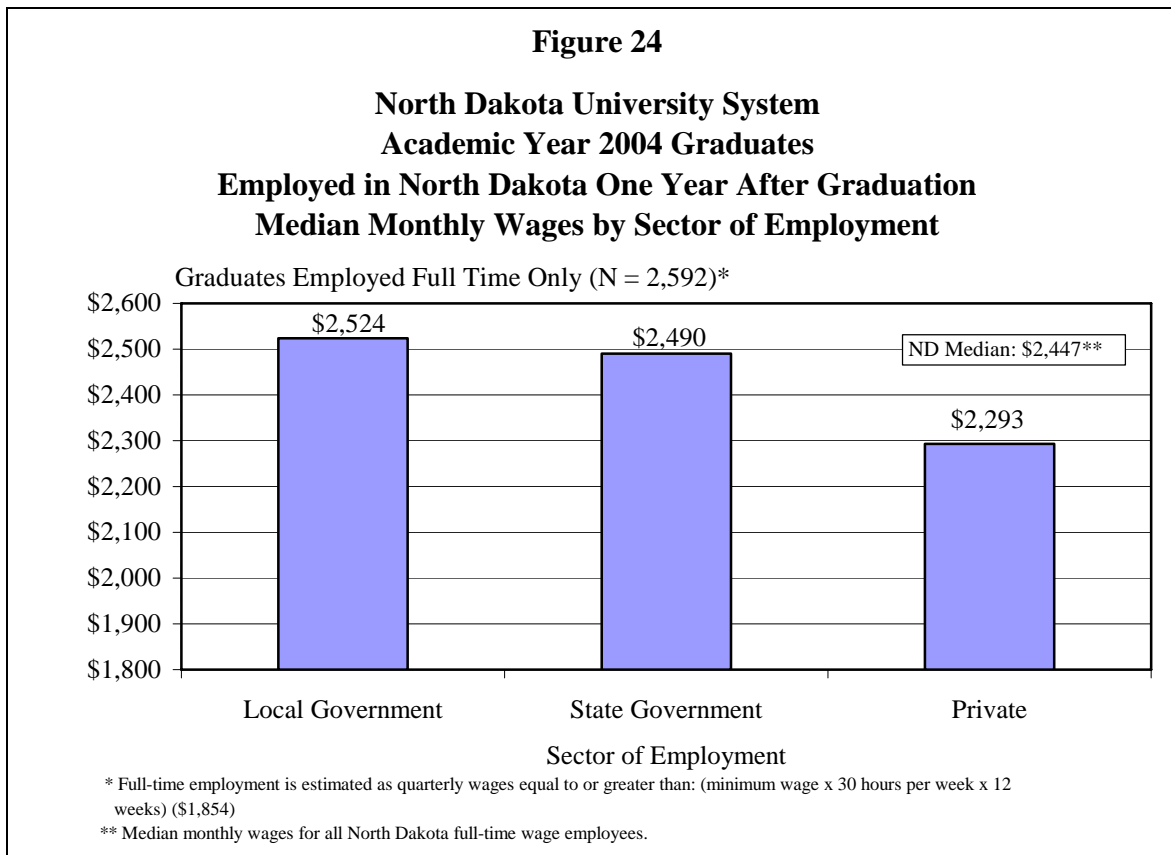


Table 25 provides information about median monthly wages of 2004 graduates employed full-time in North Dakota one year after graduation by area of study and degree level. Overall, this table shows a relatively clear relationship among area of study, degree level and income.

Table 25
North Dakota University System
Academic Year 2004 Graduates
Employed in North Dakota One Year After Graduation
Median Monthly Wages of Graduates Employed Full-Time^{1/}
by Area of Study and Degree Level

Area of Study	One & Two-Year Programs			Graduate Programs			Professional	Total
	Certificate	Diploma	Associates	Bachelors	Masters	Doctorate		
Agriculture & Natural Resources	—	—	\$1,640	\$2,512	\$3,000	—	—	\$2,398
Airway Sciences	—	—	—	\$1,793	--- *	—	—	\$1,889
Allied Health	\$1,484	—	\$2,056	—	—	—	—	\$1,964
Architecture, Professional & Related	\$2,773	\$2,608	\$2,674	\$3,608	\$5,326	--- *	—	\$3,076
Arts & Communications	\$973	—	\$1,482	\$2,230	--- *	—	—	\$1,944
Biological, Life & Physical Sciences	—	—	—	\$1,992	--- *	--- *	—	\$2,167
Business Administrative Support	\$1,679	—	\$1,758	—	—	—	—	\$1,758
Business & Management	\$1,677	—	\$1,729	\$2,371	\$4,167	—	—	\$2,312
Construction, Electronics & Mechanics	\$2,110	\$2,314	\$2,615	—	—	—	—	\$2,491
Family & Consumer Sciences, Fitness	--- *	—	\$1,340	\$2,241	—	—	—	\$1,918
Health Sciences	\$3,265	—	\$1,841	\$3,342	\$4,109	\$4,064	\$6,955	\$3,515
Humanities & Social Sciences	--- *	—	--- *	\$1,943	\$2,904	--- *	—	\$2,008
Interdisciplinary & General Studies	--- *	—	\$1,480	\$2,426	—	—	—	\$1,697
Law & Related	\$2,474	—	\$1,584	\$2,217	--- *	—	\$3,467	\$2,438
Mathematics & Computer Science	--- *	—	\$1,719	\$2,565	\$3,563	--- *	—	\$2,692
Teacher Education & Related	\$4,282	—	—	\$2,155	\$3,684	\$5,134	—	\$2,520
Area of Study Unknown	—	—	—	—	—	—	—	—
Total	\$2,125	\$2,352	\$1,937	\$2,348	\$3,733	\$4,772	\$5,007	\$2,339

^{1/} Full-time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) (\$1,854).

* Median wages calculated on fewer than five cases.

---For purposes of confidentiality, the table does not provide information about area-of-study and degree-level combinations that include five or fewer graduates.

Table 26-A provides information about median monthly wages of 2004 graduates employed full-time in North Dakota one year after graduation by industry of employment and degree level.

Table 26-A								
North Dakota University System								
Academic Year 2004 Graduates								
Employed in North Dakota One Year After Graduation								
Median Monthly Wages of Graduates Employed Full-Time ^{1/}								
by Industry of Employment and Degree Level								
North American Industry Classification System (NAICS)	One & Two-Year Programs			Graduate Programs				Total
	Certificate	Diploma	Associates	Bachelors	Masters	Doctorate	Professional	
Agriculture, Forestry & Fishing	--- *	--- *	--- *	\$2,336	—	—	—	\$2,336
Mining	--- *	--- *	\$3,875	\$3,732	--- *	—	—	\$4,049
Construction	\$2,036	--- *	\$2,407	\$2,882	--- *	—	—	\$2,410
Manufacturing	\$2,729	\$2,732	\$2,637	\$3,093	--- *	--- *	—	\$2,926
Transportation & Public Utilities	\$2,663	--- *	\$2,500	\$2,231	\$4,117	—	—	\$2,580
Wholesale Trade	--- *	\$2,419	\$2,464	\$3,000	\$5,052	—	—	\$2,634
Retail Trade	\$1,456	\$2,036	\$1,381	\$1,892	--- *	—	\$7,283	\$1,641
Finance, Insurance & Real Estate	--- *	—	\$1,733	\$2,141	\$3,283	—	--- *	\$2,097
Services	\$1,795	--- *	\$1,888	\$2,402	\$3,644	\$4,302	\$4,127	\$2,424
Public Administration	\$2,564	—	\$2,084	\$2,577	--- *	—	\$3,493	\$2,560
Nonclassifiable Entities	—	—	—	—	—	—	—	—
Industry Unknown	—	—	--- *	--- *	—	—	—	\$2,263
Total	\$2,125	\$2,352	\$1,937	\$2,348	\$3,733	\$4,772	\$5,007	\$2,339

1/ Full-time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) (\$1,854).
 * Median wages calculated on fewer than five cases.
 ---For purposes of confidentiality, the table does not provide information about area-of-study and degree-level combinations that include five or fewer graduates.

Table 26-B provides more detailed information about graduates within service industries.

Table 26-B North Dakota University System Academic Year 2004 Graduates Employed in North Dakota One Year After Graduation in Service Industries Only Median Monthly Wages of Graduates Employed Full-Time ^{1/} by Industry of Employment and Degree Level								
Service Industry	One & Two-Year Programs			Graduate Programs			Professional	Total
	Certificate	Diploma	Associates	Bachelors	Masters	Doctorate		
Business Services	\$1,612	—	\$1,711	\$2,144	--- *	—	--- *	\$1,972
Auto Repair, Services & Maintenance	--- *	--- *	\$2,239	\$2,235	—	—	—	\$2,205
Amusement & Recreation Services	--- *	—	--- *	\$1,886	—	—	--- *	\$1,743
Health Services	\$1,642	—	\$1,984	\$3,093	\$4,188	\$4,064	\$6,767	\$2,503
Legal Services	—	—	--- *	--- *	—	—	\$3,400	\$3,239
Educational Services	\$3,182	—	\$1,674	\$2,246	\$3,541	\$5,134	--- *	\$2,528
Social Services	--- *	—	\$1,727	\$1,767	\$2,786	--- *	--- *	\$1,783
Professional & Management Services	--- *	—	\$1,843	\$2,726	\$4,051	--- *	--- *	\$2,675
Other Service Industries	--- *	—	\$1,767	\$2,255	\$4,463	—	--- *	\$2,259
Total	\$1,795	--- *	\$1,888	\$2,402	\$3,644	\$4,302	\$4,127	\$2,424

1/ Full-time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) (\$1,854).
* Median wages calculated on fewer than five cases.
---For purposes of confidentiality, the table does not provide information about area-of-study and degree-level combinations that include five or fewer graduates.

**APPENDIX A:
CIP TABLES**

APPENDIX A

**Table A1
North Dakota University System
Academic Year 2004 Graduates
by Classification of Instructional Program (CIP) Area**

CIP Area Code	Classification of Instructional Program (CIP) Area	Graduates	Percentage of Total
01	Agriculture, Agriculture Operations & Related Sciences	226	3.5%
03	Natural Resources & Conservation	23	0.4%
04	Architecture & Related Services	59	0.9%
05	Area, Ethnic, Cultural & Gender Studies	3	0.0%
09	Communication, Journalism & Related Programs	126	2.0%
10	Communications Technologies/Technicians & Support Services	2	0.0%
11	Computer & Information Sciences & Support Services	116	1.8%
12	Personal & Culinary Services	6	0.1%
13	Education	628	9.8%
14	Engineering	425	6.7%
15	Engineering Technologies/Technicians	300	4.7%
16	Foreign Languages, Literatures & Linguistics	24	0.4%
19	Family & Consumer Sciences/Human Sciences	116	1.8%
22	Legal Professions & Studies	62	1.0%
23	English Language & Literature/Letters	66	1.0%
24	Liberal Arts & Sciences, General Studies & Humanities	569	8.9%
25	Library Science	0	0.0%
26	Biological & Biomedical Sciences	182	2.9%
27	Mathematics & Statistics	42	0.7%
29	Military Technologies	0	0.0%
30	Multi/Interdisciplinary Studies	57	0.9%
31	Parks, Recreation, Leisure & Fitness Studies	53	0.8%
38	Philosophy & Religious Studies & Vocations	4	0.1%
40	Physical Sciences	62	1.0%
41	Science Technologies/Technicians	0	0.0%
42	Psychology	147	2.3%
43	Security & Protective Services	168	2.6%
44	Public Administration & Social Service Professions	58	0.9%
45	Social Sciences	177	2.8%
46	Construction Trades	62	1.0%
47	Mechanic & Repair Technologies/Technicians	184	2.9%
48	Precision Production	78	1.2%
49	Transportation & Materials Moving	224	3.5%
50	Visual & Performing Arts	91	1.4%
51	Health Professions & Related Clinical Sciences	1,006	15.8%
52	Business, Management, Marketing & Related Support Services	1,033	16.2%
	Subtotal	6,379	100.0%
	CIP Area Unknown	0	0.0%
	Total	6,379	100.0%

Table A2 provides detailed retention information.

Table A2
North Dakota University System
Academic Year 2004 Graduates
One Year After Graduation
by Classification of Instructional Program (CIP) Area

CIP Area	Graduates	Total Retained in North Dakota ^{1/}		Employed in North Dakota Only ^{2/}		Re-enrolled in NDUS Only ^{3/}		Both Employed in ND & Re-enrolled in NDUS	
		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Agriculture, Agriculture Operations, & Related Sciences	224	101	45.1%	67	29.9%	20	8.9%	14	6.3%
Natural Resources & Conservation	23	12	52.2%	6	26.1%	4	17.4%	2	8.7%
Architecture & Related Services	59	20	33.9%	19	32.2%	0	0.0%	1	1.7%
Area, Ethnic, Cultural, & Gender Studies	3	2	66.7%	1	33.3%	1	33.3%	0	0.0%
Communication, Journalism, & Related Programs	125	52	41.6%	41	32.8%	0	0.0%	11	8.8%
Communications Technologies/Technicians & Support Services	2	2	100.0%	2	100.0%	0	0.0%	0	0.0%
Computer & Information Sciences & Support Services	115	73	63.5%	54	47.0%	12	10.4%	7	6.1%
Personal & Culinary Services	6	5	83.3%	4	66.7%	1	16.7%	0	0.0%
Education	624	369	59.1%	249	39.9%	18	2.9%	102	16.3%
Engineering	425	137	32.2%	106	24.9%	22	5.2%	9	2.1%
Engineering Technologies/Technicians	300	164	54.7%	138	46.0%	13	4.3%	13	4.3%
Foreign Languages, Literatures, & Linguistics	24	9	37.5%	3	12.5%	2	8.3%	4	16.7%
Family & Consumer Sciences/Human Sciences	116	50	43.1%	33	28.4%	9	7.8%	8	6.9%
Legal Professions & Studies	62	28	45.2%	26	41.9%	0	0.0%	2	3.2%
English Language & Literature/Letters	66	34	51.5%	20	30.3%	5	7.6%	9	13.6%
Liberal Arts & Sciences, General Studies, & Humanities	564	374	66.3%	174	30.9%	78	13.8%	122	21.6%
Library Science	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Biological & Biomedical Sciences	181	75	41.4%	39	21.5%	27	14.9%	9	5.0%
Mathematics & Statistics	41	15	36.6%	6	14.6%	4	9.8%	5	12.2%
Military Technologies	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Multi/Interdisciplinary Studies	57	29	50.9%	23	40.4%	3	5.3%	3	5.3%
Parks, Recreation, Leisure & Fitness Studies	53	16	30.2%	13	24.5%	2	3.8%	1	1.9%
Philosophy & Religious Studies & Vocations	4	3	75.0%	1	25.0%	2	50.0%	0	0.0%
Physical Sciences	62	24	38.7%	10	16.1%	11	17.7%	3	4.8%
Science Technologies/Technicians	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Psychology	147	73	49.7%	43	29.3%	13	8.8%	17	11.6%
Security & Protective Services	167	109	65.3%	93	55.7%	4	2.4%	12	7.2%
Public Administration & Social Service Professions	58	38	65.5%	30	51.7%	2	3.4%	6	10.3%
Social Sciences	175	91	52.0%	53	30.3%	20	11.4%	18	10.3%
Construction Trades	62	36	58.1%	33	53.2%	1	1.6%	2	3.2%
Mechanic & Repair Technologies/Technicians	184	117	63.6%	110	59.8%	2	1.1%	5	2.7%
Precision Production	78	53	67.9%	36	46.2%	5	6.4%	12	15.4%
Transportation & Materials Moving	221	40	18.1%	33	14.9%	3	1.4%	4	1.8%
Visual & Performing Arts	90	48	53.3%	30	33.3%	5	5.6%	13	14.4%
Health Professions & Related Clinical Sciences	1,002	604	60.3%	362	36.1%	128	12.8%	114	11.4%
Business, Management, Marketing & Related Support Services	1,019	624	61.2%	501	49.2%	45	4.4%	78	7.7%
Program Area Unknown	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	6,339 ^{4/}	3,427	54.1%	2,359	37.2%	462	7.3%	606	9.6%

1/ Does not account for graduates who were in North Dakota but unemployed, employed in jobs not covered by unemployment insurance, or attending private colleges.

2/ Total graduates employed in ND = "Employed in ND Only" + "Both Employed in ND and Re-enrolled in the NDUS."

3/ Total graduates re-enrolled in NDUS = "Re-enrolled in NDUS Only" + "Both Employed in ND and Re-enrolled in the NDUS."

4/ Excludes 40 graduates for whom invalid Social Security Numbers were reported.

Table A3 provides detailed CIP information by industry of employment.

Table A3 - North Dakota University System Academic Year 2004 Graduates Employed in North Dakota One Year After Graduation by Classification of Instructional Program (CIP) Area and Industry of Employment												
CIP Area	North American Industry Classification System (NAICS)											
	Agriculture, Forestry, and Fishing	Mining	Construction	Manufacturing	Transportation and Public Utilities	Wholesale Trade	Retail Trade	Finance, Insurance, & Real Estate	Services	Public Administration	Industry Unknown	Total
Agriculture, Agriculture Operations & Related Sciences	3	2	3	4	4	23	9	3	28	2	0	81
Natural Resources & Conservation	0	1	1	1	0	0	1	0	3	1	0	8
Architecture & Related Services	0	0	1	0	1	0	3	1	14	0	0	20
Area, Ethnic, Cultural & Gender Studies	0	0	0	0	0	0	0	0	0	1	0	1
Communication, Journalism & Related Programs	0	0	0	7	2	1	10	5	24	2	1	52
Communications Technologies/Technicians & Support Services	0	0	0	1	1	0	0	0	0	0	0	2
Computer & Information Sciences & Support Services	0	0	0	5	2	3	12	2	35	2	0	61
Personal & Culinary Services	0	0	0	1	0	0	1	0	2	0	0	4
Education	1	0	2	2	2	2	24	5	311	2	0	351
Engineering	0	2	19	30	4	6	6	0	46	2	0	115
Engineering Technologies/Technicians	1	6	51	20	18	6	14	1	31	3	0	151
Foreign Languages, Literatures & Linguistics	0	0	0	0	0	0	1	1	5	0	0	7
Family & Consumer Sciences/Human Sciences	0	0	1	0	0	0	6	4	30	0	0	41
Legal Professions & Studies	0	0	0	0	0	0	0	0	22	6	0	28
English Language & Literature/Letters	0	0	0	2	1	1	8	3	14	0	0	29
Liberal Arts & Sciences, General Studies & Humanities	0	2	6	15	11	9	96	15	129	13	0	296
Library Science	0	0	0	0	0	0	0	0	0	0	0	0
Biological & Biomedical Sciences	0	0	2	2	1	3	4	2	31	3	0	48
Mathematics & Statistics	0	0	0	0	0	0	1	0	10	0	0	11
Military Technologies	0	0	0	0	0	0	0	0	0	0	0	0
Multi/Interdisciplinary Studies	0	0	2	1	1	2	4	1	13	2	0	26
Parks, Recreation, Leisure & Fitness Studies	0	0	2	0	0	0	2	1	8	1	0	14
Philosophy & Religious Studies & Vocations	0	1	0	0	0	0	0	0	0	0	0	1
Physical Sciences	0	0	0	3	1	0	0	0	9	0	0	13
Science Technologies/Technicians	0	0	0	0	0	0	0	0	0	0	0	0
Psychology	1	0	2	3	1	2	6	6	36	3	0	60
Security & Protective Services	0	2	3	1	1	0	19	6	29	44	0	105
Public Administration & Social Service Professions	0	0	0	0	0	0	4	0	25	7	0	36
Social Sciences	2	0	1	3	1	3	11	6	41	3	0	71
Construction Trades	0	1	22	2	4	1	2	0	3	0	0	35
Mechanic & Repair Technologies/Technicians	3	10	7	13	4	35	25	0	18	0	0	115
Precision Production	1	2	6	24	3	4	4	0	4	0	0	48
Transportation & Materials Moving	0	0	1	1	3	1	4	1	26	0	0	37
Visual & Performing Arts	0	0	0	3	0	0	22	1	17	0	0	43
Health Professions & Related Clinical Sciences	0	0	2	7	3	1	63	5	388	7	0	476
Business, Management, Marketing & Related Support Services	2	1	20	38	27	36	106	106	221	20	2	579
Program Area Unknown	0	0	0	0	0	0	0	0	0	0	0	0
Total	14	30	154	189	96	139	468	175	1,573	124	3	2,965

Table A4 provides more specific information about employment in service industries.

Table A4										
North Dakota University System										
Academic Year 2004 Graduates										
Employed in North Dakota One Year After Graduation										
in Service Industries										
by Classification of Instructional Program (CIP) Area and Service Industry of Employment										
CIP Area	Service Industry									
	Business Services	Auto Repair, Services, & Maintenance	Amusement & Recreation Services	Health Services	Legal Services	Educational Services	Social Services	Professional & Management Services	Other Service Industries	Total
Agriculture, Agriculture Operations & Related Sciences	2	0	1	2	0	14	0	8	1	28
Natural Resources & Conservation	0	0	1	0	0	1	0	1	0	3
Architecture & Related Services	2	0	0	0	0	1	0	10	1	14
Area, Ethnic, Cultural & Gender Studies	0	0	0	0	0	0	0	0	0	0
Communication, Journalism & Related Programs	7	0	1	0	1	5	1	5	4	24
Communications Technologies/Technicians & Support Services	0	0	0	0	0	0	0	0	0	0
Computer & Information Sciences & Support Services	5	0	0	7	0	8	0	13	2	35
Personal & Culinary Services	0	0	0	2	0	0	0	0	0	2
Education	3	1	2	5	0	274	15	5	6	311
Engineering	4	0	0	0	0	4	0	37	1	46
Engineering Technologies/Technicians	9	1	1	1	0	3	2	11	3	31
Foreign Languages, Literatures & Linguistics	1	0	0	2	0	2	0	0	0	5
Family & Consumer Sciences/Human Sciences	2	1	0	10	0	5	8	0	4	30
Legal Professions & Studies	0	0	1	0	17	1	1	0	2	22
English Language & Literature/Letters	2	1	0	1	0	5	0	2	3	14
Liberal Arts & Sciences, General Studies & Humanities	15	1	4	41	2	28	7	13	18	129
Library Science	0	0	0	0	0	0	0	0	0	0
Biological & Biomedical Sciences	3	0	1	8	0	8	0	6	5	31
Mathematics & Statistics	1	0	1	1	0	4	1	2	0	10
Military Technologies	0	0	0	0	0	0	0	0	0	0
Multi/Interdisciplinary Studies	3	0	1	1	1	2	2	1	2	13
Parks, Recreation, Leisure & Fitness Studies	0	0	1	4	0	2	1	0	0	8
Philosophy & Religious Studies & Vocations	0	0	0	0	0	0	0	0	0	0
Physical Sciences	0	0	1	3	0	3	0	1	1	9
Science Technologies/Technicians	0	0	0	0	0	0	0	0	0	0
Psychology	2	0	1	10	0	11	8	1	3	36
Security & Protective Services	4	1	0	5	0	4	11	2	2	29
Public Administration & Social Service Professions	0	0	1	8	0	4	11	0	1	25
Social Sciences	1	0	3	3	2	17	4	8	3	41
Construction Trades	1	0	0	0	0	1	0	1	0	3
Mechanic & Repair Technologies/Technicians	2	13	0	0	0	2	0	0	1	18
Precision Production	1	0	1	0	0	1	0	0	1	4
Transportation & Materials Moving	0	0	0	0	0	25	0	1	0	26
Visual & Performing Arts	2	1	1	5	0	1	2	5	0	17
Health Professions & Related Clinical Sciences	5	0	5	320	1	15	16	11	15	388
Business, Management, Marketing & Related Support Services	39	3	4	28	6	33	7	70	31	221
Program Area Unknown	0	0	0	0	0	0	0	0	0	0
Total	116	23	32	467	30	484	97	214	110	1,573

Table A5 provides employment and wage information for more detailed CIP categories.

Table A5 North Dakota University System Status of Academic Year 2004 Graduates Employed in North Dakota One Year After Graduation Median Monthly Wages by Classification of Instructional Program (CIP) Area						
CIP Area	Graduates	Employed in North Dakota ^{1/}	Percentage Employed in North Dakota	Employed Full-Time (estimated) ^{2/}	Percentage Full-Time (of employed)	Median Monthly Wages (of full-time) ^{4/}
Agriculture, Agriculture Operations & Related Sciences	224	81	36.2%	69	85.2%	\$2,510
Natural Resources & Conservation	23	8	34.8%	7	87.5%	\$1,663
Architecture & Related Services	59	20	33.9%	20	100.0%	\$2,584
Area, Ethnic, Cultural & Gender Stud.	3	1	33.3%	1	100.0%	
Communication, Journalism & Related Programs	125	52	41.6%	45	86.5%	\$2,288
Communication Technologies/Technicians & Support Services	2	2	100.0%	2	100.0%	
Computer & Information Sciences & Support Services	115	61	53.0%	60	98.4%	\$2,654
Personal & Culinary Services	6	4	66.7%	4	100.0%	
Education	624	351	56.3%	328	93.5%	\$2,520
Engineering	425	115	27.1%	114	99.1%	\$3,842
Engineering Technologies/Technicians	300	151	50.3%	137	90.7%	\$2,677
Foreign Languages, Literatures & Linguistics	24	7	29.2%	6	85.7%	\$1,815
Family & Consumer Sciences/Human Sciences	116	41	35.3%	37	90.2%	\$1,918
Legal Professions & Studies	62	28	45.2%	28	100.0%	\$3,467
English Language & Literature/Letters	66	29	43.9%	22	75.9%	\$1,766
Liberal Arts & Sciences, General Studies & Humanities	564	296	52.5%	201	67.9%	\$1,669
Library Science	0	0	0.0%	0	0.0%	
Biological & Biomedical Sciences	181	48	26.5%	39	81.3%	\$2,031
Mathematics & Statistics	41	11	26.8%	10	90.9%	\$3,432
Military Technologies	0	0	0.0%	0	0.0%	
Multi/Interdisciplinary Studies	57	26	45.6%	21	80.8%	\$1,904
Parks, Recreation, Leisure & Fitness Studies	53	14	26.4%	12	85.7%	\$1,858
Philosophy & Religious Studies & Vocations	4	1	25.0%	1	100.0%	
Physical Sciences	62	13	21.0%	11	84.6%	\$2,267
Science Technologies/Technicians	0	0	0.0%	0	0.0%	
Psychology	147	60	40.8%	43	71.7%	\$2,027
Security & Protective Services	167	105	62.9%	94	89.5%	\$2,251
Public Administration & Social Service Professions	58	36	62.1%	32	88.9%	\$2,374
Social Sciences	175	71	40.6%	58	81.7%	\$2,009
Construction Trades	62	35	56.5%	33	94.3%	\$2,173
Mechanic & Repair Technologies/Technicians	184	115	62.5%	107	93.0%	\$2,450
Precision Production	78	48	61.5%	43	89.6%	\$2,720
Transportation & Materials Moving	221	37	16.7%	34	91.9%	\$1,889
Visual & Performing Arts	90	43	47.8%	37	86.1%	\$1,497
Health Professions & Related Clinical Sciences	1,002	476	47.5%	406	85.3%	\$2,564
Business, Management, Marketing & Related Support Services	1,019	579	56.8%	530	91.5%	\$2,250
Program Area Unknown	0	0	0.0%	0	0.0%	
Total	6,339 ^{3/}	2,965	46.8%	2,592	87.4%	\$2,339
				All ND Wage Employees	80.7%	\$2,447

1/ Does not account for graduates who were in North Dakota but employed in jobs not covered by unemployment insurance.

2/ Full-time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) (\$1,854).

3/ Excludes 40 graduates for whom invalid Social Security Numbers were reported.

4/ In the case where the number of graduates employed full-time is less than five, the median monthly wage is not shown.

**APPENDIX B:
METHODOLOGICAL NOTES**

APPENDIX B

Appendix B provides important information for interpretation of the tables in this report. Appendix B describes how CIP categories were collapsed into academic areas of study. It also describes how detailed North American Industry Classification System (NAICS) categories were collapsed into the more general categories in the NAICS classifications. Information found in Appendix B is critical to an accurate interpretation of information included in the tables in this report. **Tables in this report should not be distributed without these methodological notes.**

Follow-up Cohort

The academic year 2004 graduate cohort, upon which this report is based, includes 6,379 students who were awarded degrees (including certificates and diplomas) from NDUS colleges and universities between July 1, 2003, and June 30, 2004. Graduate data were obtained from the North Dakota Higher Education Computing Network (HECN).

Fourteen people were awarded two degrees during the 2004 academic year. For the present analyses, each was counted only once by the higher degree awarded or by the most recent degree if both were of the same level.

Two majors were reported for 231 of the 6,379 graduates. The first major listed in each record was used in all tables describing the graduate's fields of study. In 102 of the 231 cases, both majors were identified by the same two-digit Classification of Instructional Program (CIP) code, indicating that the general areas of study were similar.

"Age of the Graduates" represents age (last birthday) at the time (month/year) the degree was awarded. "State of Residency" represents residency status as of the most recent NDUS enrollment period prior to the date the degree was awarded. "Area of Study" represents general categories derived by NDUS personnel from reported CIP codes. The reporting categories encompass the following CIP (2000 edition) code ranges.

Agriculture and Natural Resources

- Agriculture, Agriculture Operations, and Related Sciences (01.0101 – 01.9999)
- Natural Resources and Conservation (03.0101 – 03.9999)

Airway Sciences

- Transportation and Materials Moving (49.0101 – 49.9999)

Allied Health

- Dental Services (51.0601 – 51.0699)
- Health and Medical Administrative Services (51.0701 – 51.0799)
- Health and Medical Assistants (51.0801 – 51.0806)
- Hematology Clinical/Medical Laboratory Technician (51.1003 – 51.1004)
- Psychiatric/Mental Health Services Technician (51.1502)
- Nursing (excluding R.N. and post-R.N. training) (51.1613 – 51.1699)
- Optical/Ophthalmic Technicians/Assistants/Technologists (51.1802 – 51.1803)

Architecture, Engineering, and Related

- Architecture and Related Services (04.0201 – 04.9999)
- Engineering (14.0101 – 14.9999)
- Engineering Technologies/Technicians (15.0101 – 15.9999)

Arts and Communication

- Communication, Journalism, and Related Programs (09.0101 – 09.9999)
- Communications Technologies/Technicians and Support Services (10.0105 – 10.9999)
- Visual and Performing Arts (50.0101 – 50.9999)

Biological, Life, and Physical Sciences

- Biological and Biomedical Sciences (26.0101 – 26.9999)
- Physical Sciences (40.0101 – 40.9999)

Business Administrative Support

- Office Management and Supervision (52.0204)
- Business Operations Support and Assistant Services (52.0401 – 52.0499)

Business and Management

- Business, Management, Marketing, and Related Support Services (52.0101 – 52.0203; 52.0205 – 52.0399; 52.0501 – 52.9999)

Construction, Electronics, and Mechanics

- Science Technologies/Technicians (41.0101 – 41.9999)
- Construction Trades (46.0101 – 46.9999)
- Mechanic and Repair Technologies/Technicians (47.0101 – 47.9999)
- Precision Production (48.0101 – 48.9999)

Family and Consumer Sciences, Fitness Related

- Personal and Culinary Services (12.0301 – 12.9999)
- Family and Consumer Sciences/Human Sciences (19.0000 – 19.9999)
- Parks, Recreation, Leisure, and Fitness Studies (31.0101 – 31.9999)

Health Sciences

- Health Professions and Related Clinical Sciences (51.0000 – 51.0599; 51.0808 – 51.1002; 51.1005 – 51.1501; 51.1503 – 51.1612; 51.1701 – 51.1801; 51.1804 – 51.9999)
- Dental, Medical, and Veterinary Residency Programs (60.0101 – 60.0399)

Humanities and Social Sciences

- Area, Ethnic, Cultural, and Gender Studies (05.0101 – 05.9999)
- Foreign Languages, Literatures, and Linguistics (16.0101 – 16.9999)
- English Language and Literature/Letters (23.0101 – 23.9999)
- Humanities/Humanistic Studies (24.0103)
- Library Science (25.0101 – 25.9999)
- Philosophy and Religious Studies (38.0101 – 38.9999)
- Theology and Religious Vocations (39.0201 – 39.9999)
- Psychology (42.0101 – 42.9999)
- Public Administration and Social Service Professions (44.0000 – 44.9999)
- Social Sciences (45.0101 – 45.9999)
- History (54.0101 – 54.0199)

Interdisciplinary and General Studies

- Liberal Arts and Sciences and General Studies (24.0101 – 24.0102; 24.0199)
- Multi/Interdisciplinary Studies (30.0101 – 30.9999)

Law, Military, and Protective Services

- Legal Professions and Studies (22.0000 – 22.9999)
- Military Technologies (29.0101)

- Protective Services (43.0102 – 43.9999)

Mathematics and Computer Science

- Computer and Information Sciences and Support Services (11.0101 – 11.9999)
- Mathematics and Statistics (27.0101 – 27.9999)

Teacher Education and Related

- Education (13.0101 – 13.9999)

NDUS Enrollment Status

NDUS re-enrollment status of graduates was determined by linking the Social Security Numbers of graduates to a list of NDUS enrollees for the Fall 2004 semester. Enrollment data was obtained from the North Dakota Higher Education Computer Network.

North Dakota Employment Status

The North Dakota employment status of graduates was determined by linking the Social Security Numbers of graduates to the fourth quarter 2004 unemployment insurance (UI) wage records. Quarterly UI wage data contain employer-reported quarterly earnings for all people employed in jobs covered by unemployment insurance. The data also include the North American Industry Classification System (NAICS) and sector codes for each reporting employer.

UI wage data do not account for people who are self employed or employed in jobs not covered by unemployment insurance (i.e., federal, railroad, some agricultural).

UI wage data are total wages earned for a quarter. Monthly wages are quarterly wages divided by three (months in a quarter). This understates the monthly wages of people who were employed for less than three full months during the quarter.

UI wage data include wages paid to both full and part-time employees, but do not contain any fields from which they can be distinguished. The full-time employment classification is estimated as fourth quarter 2004 wages greater than or equal to (minimum wage x 30 hours per week x 12 weeks per quarter) or ($\$5.15 \times 30 \times 12 = \1854).

The industry of employment categories listed below are based on NAICS classification, but are structured to maintain comparability and continuity to previous years' reports that used Standard Industrial Classification (SIC) codes. Inclusion in a given category is based mainly on the NAICS sector (the first two digits of the six-character code), with adjustments made to a three or four-digit code where necessary. Service industry sub-categorization is similarly based on a two, three or four-digit identifier within the overall service category.

Agriculture, Forestry, and Fishing

- Agriculture, Forestry, Fishing, and Hunting (11)

Mining

- Mining (21)

Construction

- Construction (23)

Manufacturing

- Manufacturing (31, 32, 33)
- Newspaper, Periodical, Book, and Directory Publishers (5111)

Transportation and Public Utilities

- Utilities (22)
- Transportation and Warehousing (48, 49)
- Broadcasting (515)
- Telecommunications (517)

Wholesale Trade

- Wholesale Trade (42)

Retail Trade

- Retail Trade (44, 45)
- Food Services and Drinking Places (722)

Finance, Insurance, and Real Estate

- Finance and Insurance (52)
- Real Estate (531)
- Lessors of Nonfinancial, Intangible Assets - except Copyrighted Works (533)

Services

- Business Services (55, 56, 5324)
- Auto Repair, Services, and Maintenance (5321, 8111)
- Amusement and Recreation Services (71)
- Health Services (621, 622, 6231, 6232)
- Legal Services (5411)
- Educational Services (61)
- Social Services (624, 6233, 6239)
- Professional and Management Services (54 – except 5411)
- Other Service Industries (81 – except 8111, 512, 516, 518, 519, 721, 5112, 5322, 5323)

Public Administration

- Public Administration (92)

Nonclassifiable Entities

- All industries within NAICS should be classified – this count should be zero.

HISTORICAL REFERENCE

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FINDET Task Force Members (and the positions they held at the time they served):

Alan Austad, executive director, North Dakota Council on Vocational Education
Anita Decker, tech prep director, North Dakota Tech Prep
Verlyn Fick, director outreach and customized training, North Dakota State College of Science
Marlyn Fredericksen, placement officer, North Dakota State College of Science
Ray Gudajtes, chief, job training programs, Job Service North Dakota
Dan Maggio, research analyst, Department of Economic Development and Finance
Dan Marrs, program administrator, State Occupational Information Coordinating Committee
Dean Monteith, administrator, North Dakota School-to-Work
Ron Ness, deputy commissioner, Department of Labor
John Opp, director, AFDC division, Department of Human Services
Tom Pederson, director, research and statistics, Job Service North Dakota
Leonard Pokladnik, supervisor, marketing education, State Board for Voc. Tech. Education
Nancy Rittel, research associate, North Dakota University System
Randy Schwartz, research assistant, Department of Economic Development and Finance
Linda Steve, chair, Governors Employment and Training Forum
Chuck Stroup, director, Department of Economic Development and Finance
Mark Thompson, director career services, University of North Dakota
Ron Torgeson, director of management and research, Department of Public Instruction
Fraine Zeitler, director, North Dakota Workforce Development Council

FINDET Research Analysts:

Warren Tobin, research analyst, 1994 - 1996
Mark Bachmeier, research analyst, 1996 - 1998
Tom Morth, research analyst, 1998 - 2006

Consultant:

Jay Pfeiffer, director, Florida Education and Training Placement Information Program

Data Analysis and Report Generation:

Eddie Dunn, executive director, College Technical Education Council and vice chancellor of strategic planning, NDUS
Mike Hillman, vice chancellor for academic and student affairs, NDUS
Gina Padilla, administrative secretary/academic affairs assistant, NDUS
Julie Schepp, academic affairs associate and director of research, NDUS

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Eddie Dunn, FINDET task force chairman