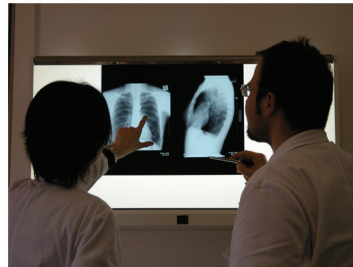


# Arkansas Education to Employment Report 2011





# Arkansas Education to Employment Report

2011

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*The Arkansas Research Center (ARC) was founded in 2009 by a grant from the Institute of Education Sciences to the Arkansas Department of Education. ARC's goal is to support students, teachers, and school administrators by using student longitudinal data to provide essential information. Research is ongoing and enables top-notch curriculum development and learning opportunities for educators within the state. ARC currently works with the Arkansas Departments of Human Services, Education, Higher Education, Career Education, and Workforce Services to be a hub of P-20W information for the state. Dr. Neal Gibson serves as Director.*



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## EXECUTIVE SUMMARY

The 2011 Arkansas Education to Employment report analyzes employment outcomes for graduates of Arkansas public colleges and universities for the academic years 2002 through 2009. It provides a snapshot of what these graduates' employment outcomes are in 2010, as well as, one year, two years, and five years after their graduation.

The report is designed to study the value of public higher education in the state of Arkansas by addressing the following questions:

- 1) What are the employment outcomes of graduates from 2002 to 2009 as of 2010 in the state?
- 2) What percentage of Arkansas residents and non-Arkansas residents who graduate from public colleges and universities remain in Arkansas either in the workforce or enrolled in the higher education system?
- 3) How does level of education impact salary?
- 4) What is the median salary by field of study and level of degree of Arkansas graduates?
- 5) In which industry areas are Arkansas graduates employed after they finish college?

The report also examines the differences in employment outcomes for resident and non-resident graduates.

### 2010 Employment Snapshot

The "2010 Employment Snapshot" provides a picture of what students are currently doing with their credentials. Of the approximately 170,000 credentials examined, nearly 70% were found in the state either working or in higher education. Of the credentials found in Arkansas, 52.1% were working only, 14.2% were working and also enrolled in higher education, and 3.3% were enrolled in higher education in Arkansas but not working.

This study supports national data that links salary to educational attainment. Arkansas data for graduates of the state's public colleges and universities confirm that the higher the degree a student earns, the higher the salary he or she will earn. As years since graduation increases, median wages and average quarters employed also increase. For example, the median wages for bachelor's degree holders one year after graduation were \$25,536, while those eight years post-graduation had median wages of \$41,996, 164% of those one year post-graduation.

Arkansas data also shows that the gap between median wages for bachelor's degree holders versus all other degree levels shrinks as years since graduation increases, except for technical certificate and doctoral-1<sup>st</sup> professional graduates. For degree levels less than a bachelor's degree, median wages were highest in the areas of precision production and health professions. For bachelor's degree graduates, median wages were highest in the areas of engineering, engineering technologies and computer and information sciences. For degree levels higher than a bachelor's, median wages were highest in the areas of health professions.

Of the graduates that were found employed in Arkansas 64% were employed in 5 out of 19 industry sectors found in Arkansas. The sectors were health services (23%), education services (22%), retail trade (8%), public administration (6%), and social services (5%).



## **Employment Snapshots of Graduates One, Two, and Five Years Post-Graduation**

Comparing median wages one and two years after graduation gages the immediate value of a credential/ degree to a graduate. For graduates from 2006 to 2009 (recent), this is the only data available to examine. For graduates from 2002 to 2005 (past), median wages five years post-graduation is also included to reveal longer-term trends.

The highest percent of credentials employed in Arkansas one, two, and five years after graduation are technical certificates and associate's degrees. The lowest percent employed varies between the two doctoral categories and certificate of proficiency.

As expected, graduates earning a doctoral-research/scholarship (PhD) degree have the highest first- and second- year salary post-graduation and certificates of proficiency have the lowest salaries. Five years after graduation, certificates of proficiency continue to have the lowest salaries, while doctoral-1<sup>st</sup> professionals have the highest salaries. For all graduating years at all degree levels, median wages increased from year one to year two and from year two to year five. However, starting wages for certificates of proficiency have decreased since 2002, while all other degree levels have increased or remained constant over time.

While median wages have consistently increased from year one to two to five, and wages have consistently been higher as graduation year increased, the gap between bachelor's degree holders' median wages and other degree levels had no discernible pattern by degree level or graduation year. The only exceptions are certificate of proficiency and technical certificate graduates. For certificate of proficiency as graduation year increases the gap in medina wages consistently increases, and for technical certificate graduates it decreases or stays the same.

### **Policy Implications**

The following report validates the extensive body of research showing that more education results in more money. For Arkansas this indicates that there is tremendous room for growth in degree output by its higher education institutions. As the state is able to increase the number of degrees obtained, Arkansas will naturally see an increase in its median salary.

Another finding that may require further examination is that as the degree level rises, the less likely it is that employment data can be found for those individuals in Arkansas. This indicates that Arkansas' most highly educated individuals are leaving the state. Policies designed to address and prevent this 'brain drain' are necessary to secure Arkansas' future.

The full impact of these issues cannot be fully understood without further information concerning the need and availability of employment opportunities for degrees that are being produced.



## **INTRODUCTION**

Research shows the individual benefits of higher education in terms of increased salaries, greater participation in the labor force, and lower unemployment rates. Researchers have shown that “there is no longer an alternative path to prosperity other than through higher education.”<sup>1</sup> More important, perhaps, than the presence of earning differences by degree attainment is the widening gap between them over the past 25 years.

Policy makers understand the contributions graduates make. Not only do graduates make higher personal incomes tax contributions and are attractive to new business and economic development efforts, they also have better health, increased volunteerism, heightened political involvement, and reduced crime rates.<sup>2</sup> The general public benefits from these influences along with the graduates.

This report looks at the employment outcomes for graduates of Arkansas’ Higher Education Institutions. It clearly shows that higher educational attainment results in greater economic prosperity.

## **METHODOLOGY**

### **Process**

Arkansas public institution credential and degree recipients were identified using the Student Information System Database (SISDB) as maintained by ADHE. The highest credential earned was selected for students who earned multiple credentials within the same academic year. If a student earned multiple credentials in different areas (at the same level) within the same academic year, multiple credentials were selected for analysis.

Using the month and year of graduation from each credential identified, Department of Workforce Services (DWS) data were matched to obtain wages in 2010 as well as for the first, second, and fifth year after graduation. DWS provided records for each individual for each quarter and each individual.

Current (2010) employment and wage outcomes were examined for all graduating classes from 2002 to 2009. In addition, wages one and two years after graduation were examined for graduating classes 2002 to 2009, as well as five years after graduation for graduating classes 2002 to 2005. Year wages were obtained using four consecutive quarters of wage information.

After examining all Arkansas graduates outcomes, the population was divided into two groups: (1) Arkansas residents and (2) non-Arkansas residents. Graduates were considered Arkansas residents if the original state of residence when entering an Arkansas higher education institution was Arkansas. If the original state of residence was anything other than Arkansas the graduate was considered a non-Arkansas resident.

Industry codes were used based on the North American Industry Classification System (NAICS).

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<sup>1</sup> “Earnings by Educational Attainment 1958 to 2001,” *Postsecondary Education OPPORTUNITY*, March 2003.

<sup>2</sup> “Educational Attainment, 1940 to 2002,” *Postsecondary Education OPPORTUNITY*, March 2003.

### Privacy

Each agency protects the identity of individuals. No personally identifiable information was released to any person or organization not directly involved in this research project. Calculations involving fewer than five individuals have the potential to reveal personally identifiable information and have been censored appropriately in this report.

A dual-database architecture was used for each agency to further protect the identity of all individuals included in this research. Identity information was maintained in one database, while education and employment data were kept in separate ones. A unique, random identifier was assigned to each individual, which then acted as the linking attribute between the databases. The calculations presented in this report are based on this de-identified data.

### Timeframes Examined

To help simplify some of the complexity of the data presented in this report it was necessary to divide the results into groups based on three different timeframes: (1) all graduates outcomes in 2010, (2) recent graduates (graduating classes 2006 to 2009), and (3) past graduates (graduating classes 2002 to 2005). The distinction between recent and past graduates is made based on the number of years of available data. Past graduates include wage data for five years after graduation, as well as the data for one and two years after graduation that is available for recent graduates.

### Variables

#### Degree Types

The following types of degrees are awarded by Arkansas public institutions of higher education: certificate of proficiency, technical certificate, associate degree, baccalaureate degree, master's degree, doctoral degree-professional practice (previously referred to as first-professional degree), and doctoral degree-research/scholarship. Arkansas public institutions of higher education also offer advanced certificates, post-baccalaureate certificates, and specialist's degrees, but due to the small number of these credentials awarded each year they have been excluded from this analysis.

<i>Degree Type</i>	<i>Includes...</i>
CP	CP
TC	CGS, TC
AA	AA, AAS, AS, AGS, AAT, ASN, ALS, AGE, ASNT, APS, AD, AFA
BS	BA, BA/BS, BArch, BAS, BAT, BBA, BFA, BGS, BID, BLA, BM, BME, BPS, BS, BSA, BSAE, BSBA, BSBE, BSCE, BSChE, BSCmpE, BSE, BSEE, BSEG, BSEngr, BSHEs, BSIB, BSIE, BSIM, BSME, BSN, BSPA, BSRS, BSW
MS	IMBA, LLM, M.AT, MA, MACC, MAP, MAT, MBA, MCD, ME, MEd, MEM, MFA, MGIS, MHSA, MIS, MLA, MM, MME, MNsc, MPA, MPH, MPS, MPT, MRC, MS, MSA, MSBE, MSBME, MSCE, MSChE, MSCmpE, MSE, MSEE, MENE, MSIE, MSMC, MSME, MSN, MSOM, MSOR, MSTCE, MSTE, MSW, MTLM
1 <sup>st</sup> PRO	JD, MD, Pharm.D
PHD	AuD, DPT, DrPH, EdD, PhD

### ***Degree Codes/CIP Codes***

Each degree awarded in the state of Arkansas must have a Classification of Instructional Programs Code (CIP Code) assigned to it. CIP Codes consist of a 6-digit number, where the first two digits refer to the overall group the program belongs to and the last four digits refer to the specific field of study to which the program belongs.

### ***Employment and Enrollment Status***

The four different employment and enrollment statuses that are included in this report are: (1) employed only, (2) employed and enrolled in a postsecondary institution, (3) enrolled in a postsecondary institution only, and (4) unknown employment and enrollment status. Graduates were classified as employed only, if they only appeared the DWS data in at least one wage quarter of the year being examined and did not appear in the ADHE data. Graduates were classified as employed and enrolled if they appeared in at least one term in ADHE data and at least one wage quarter in the DWS data for the years being examined. Graduates classified as enrolled only were those appearing only in the ADHE data and not in the DWS data. The unknown category includes all individuals that were not found either in ADHE or DWS data during the timeframes examined.

### ***Wages***

Two measures of wages earned are presented in this report: (1) mean or average salary and (2) median salary. Average or mean salary refers to the mathematical average those of those being studied. Median salary is the absolute middle salary of those being studied it is the value at which 50% of the people being studied have make more money than that value and 50% make less money than that value.

### ***Average Quarters Worked***

Because not everyone gets a job immediately following graduation, and because the annual salary was not computed based on one quarter of wages, it was decided to include a calculation of the average quarters worked. If an individual had any earnings in a quarter, they were classified as having worked during that quarter. The measure of average quarters worked is the total number of quarters a graduate worked during the wage periods under examination.

### ***Limitations***

The DWS database includes only employees who have Arkansas unemployment insurance. The self-employed, employees of the federal government (e.g., military and postal service), and graduates working outside of Arkansas are not included in the DWS database. The accuracy of the residency status and CIP codes reflects what is reported by the various institutions of higher education and must be considered when evaluating the finer details of analysis presented in this report.



**2010 SNAPSHOT OF HIGHER EDUCATION GRADUATES FROM 2002 TO 2009  
THAT REMAINED IN ARKANSAS**

**Employment and Wage Outcomes in 2010 of Graduates from 2002 to 2009 by Degree Level**

Table 1 presents information on the employment status and wage outcomes in 2010 of all graduates from 2002 to 2009 that were working in Arkansas. See Appendix A for resident/nonresident comparison of information in Table 1.

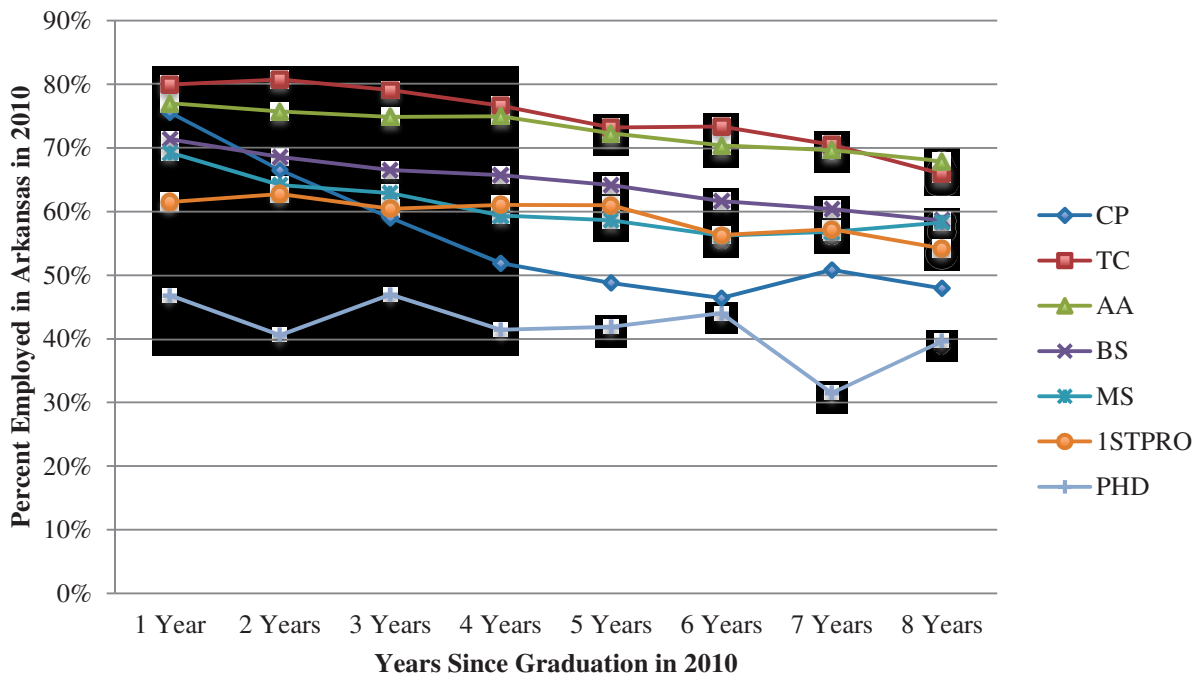
**Table 1  
Arkansas Employment Status and Wage Outcomes by Degree Level During 2010  
for All Past and Recent Arkansas Graduates 2002 to 2009**

		Recent Graduates Wage Year 2010				Past Graduates Wage Year 2010			
Years Since Graduation		1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years
Graduation Year		2009	2008	2007	2006	2005	2004	2003	2002
Certificate of Proficiency (CP)	Graduates	3,468	2,995	2,380	2,333	1,892	1,948	1,877	1,851
	% Employed	76%	67%	59%	52%	49%	46%	51%	48%
	Avg. Qtrs.	(3.35)	(3.51)	(3.58)	(3.52)	(3.53)	(3.55)	(3.62)	(3.68)
	Avg. Wages	16,593	20,129	22,382	23,391	26,480	27,116	30,586	33,701
	Med. Wages	13,454	17,207	19,954	21,528	22,424	22,539	26,875	29,868
Technical Certificate (TC)	Graduates	2,713	2,593	2,102	2,029	2,092	1,483	1,395	927
	% Employed	80%	81%	79%	77%	73%	73%	70%	66%
	Avg. Qtrs.	(3.61)	(3.66)	(3.67)	(3.69)	(3.68)	(3.67)	(3.65)	(3.71)
	Avg. Wages	23,112	24,848	27,131	29,009	29,543	30,019	29,093	31,276
	Med. Wages	22,289	24,655	27,218	28,582	29,025	28,856	27,401	29,929
Associate's Degree (AA)	Graduates	6,130	5,229	5,422	5,131	4,822	4,638	4,331	3,914
	% Employed	77%	76%	75%	75%	72%	70%	70%	68%
	Avg. Qtrs.	(3.55)	(3.58)	(3.65)	(3.69)	(3.72)	(3.73)	(3.73)	(3.75)
	Avg. Wages	22,129	25,004	27,383	29,736	31,043	32,651	34,480	35,179
	Med. Wages	18,578	22,183	25,182	27,878	29,802	31,196	32,732	33,223
Bachelor's Degree (BS)	Graduates	9,648	9,286	9,170	8,897	8,791	8,493	8,379	7,919
	% Employed	71%	69%	67%	66%	64%	62%	60%	59%
	Avg. Qtrs.	(3.58)	(3.63)	(3.68)	(3.73)	(3.75)	(3.76)	(3.76)	(3.78)
	Avg. Wages	26,059	29,669	34,040	36,963	39,968	42,269	44,279	46,205
	Med. Wages	25,536	29,606	33,444	35,564	37,530	39,214	40,433	41,996
Master's Degree (MS)	Graduates	3,136	2,952	2,730	2,613	2,522	2,306	2,171	2,248
	% Employed	69%	64%	63%	59%	59%	56%	57%	58%
	Avg. Qtrs.	(3.78)	(3.80)	(3.81)	(3.83)	(3.82)	(3.81)	(3.85)	(3.84)
	Avg. Wages	44,535	46,231	48,415	50,525	50,598	54,247	54,387	55,667
	Med. Wages	42,065	44,303	45,258	46,887	47,156	49,859	50,280	50,927
Doctoral-1 <sup>st</sup> Professional (1 <sup>st</sup> PRO)	Graduates	478	470	483	493	474	437	402	428
	% Employed	62%	63%	60%	61%	61%	56%	57%	54%
	Avg. Qtrs.	(3.72)	(3.77)	(3.70)	(3.70)	(3.71)	(3.74)	(3.86)	(3.84)
	Avg. Wages	59,154	61,629	64,489	76,618	84,753	93,882	127,279	130,047
	Med. Wages	48,074	50,046	55,991	62,275	67,954	83,539	107,951	96,002
Doctoral-Research/Scholarship (PHD)	Graduates	286	234	215	222	246	218	181	164
	% Employed	47%	41%	47%	41%	42%	44%	31%	40%
	Avg. Qtrs.	(3.65)	(3.64)	(3.76)	(3.83)	(3.75)	(3.83)	(3.75)	(3.92)
	Avg. Wages	48,146	53,151	62,906	65,788	68,170	72,307	77,858	73,411
	Med. Wages	49,865	53,143	61,961	63,313	67,519	72,061	70,416	67,500

Of the 170,375 credentials generated from 2002 to 2009, 112,919 or 66.3% were working in Arkansas in 2010. Of the 66.3% that were employed in Arkansas in 2010, 52.1% were classified as employed only and 14.2% were employed and also enrolled in higher education in Arkansas. In addition to the 66.3% found employed or employed and enrolled in higher education, there were an additional 5,598 credentials (3.3%), only enrolled in higher education in Arkansas, increasing the credentials remaining in Arkansas in 2010 to 118,517 (69.6%) of the credentials awarded from 2002 to 2009. The greatest number of credentials generated between 2002 and 2009 were bachelor's degrees, representing approximately 42% of credentials earned.

From 2002 to 2009 the number of graduates has increased, with bachelor's degrees and associate's degrees making up the majority of graduates each year. Additionally, the trend in the percent employed in Arkansas in 2010 declining as the number of years since graduation increases is illustrated in Figure 1 below. Interestingly, technical certificate and associate's degree graduates had the highest percent employed in Arkansas in 2010 for all graduating classes studied.

**Figure 1**  
**Percent Employed in Arkansas in 2010 for All Graduates 2002 to 2009**  
**by Degree Level and Years Since Graduation**



Additionally, Figure 2 shows the trend of median wages increasing for all degree levels as years since graduation increases.

**Figure 2**  
**Median Wages in 2010 for All Graduates 2002 to 2009**  
**by Degree Level and Years Since Graduation**

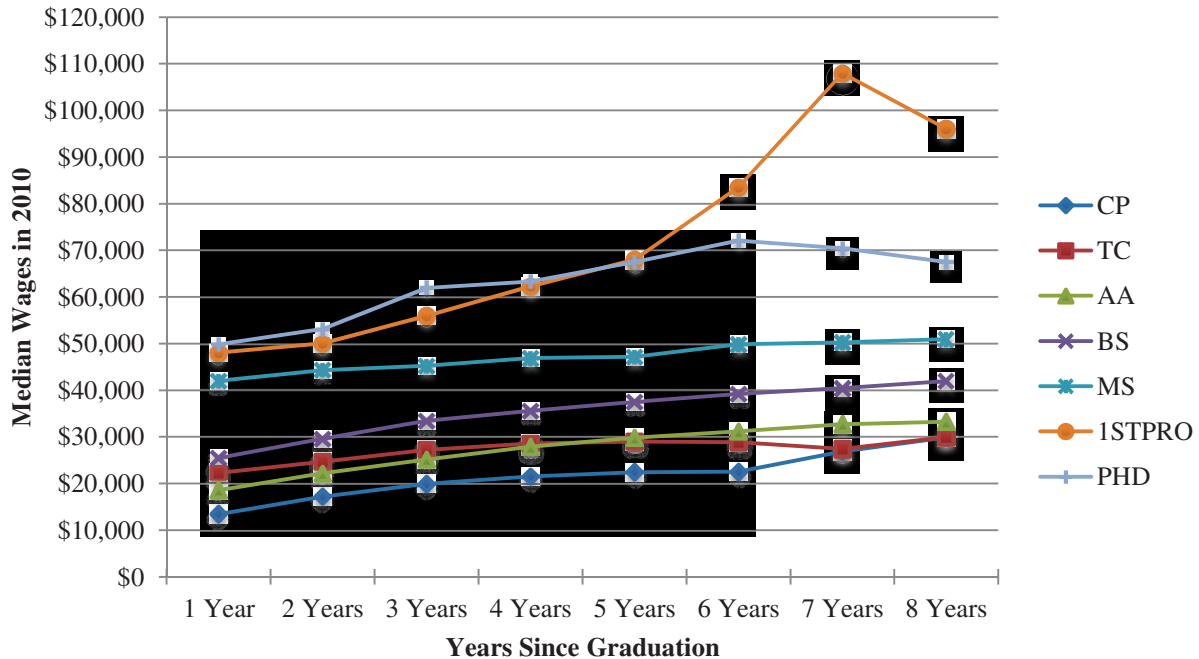


Table 2 compares the increase in wages for graduates with only one year since graduation to graduates with additional years since graduation. For example, certificate of proficiency graduates with two years since graduation make 28% more than graduates with only one year since graduation, and those with seven years since graduation make 67% more than graduates with only one year since graduation.

**Table 2**  
**Percent Increase in Median Wages by Degree Level and Years Since Graduation During 2010**  
**for All Arkansas Graduates 2002 to 2009**

All Graduates Wage Year 2010									
Years Since Graduation	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	
Graduation Year	2009	2008	2007	2006	2005	2004	2003	2002	
CP	\$13,454	28%	48%	60%	67%	68%	100%	122%	\$29,868
TC	\$22,289	11%	22%	28%	30%	29%	23%	34%	\$29,929
AA	\$18,578	19%	36%	50%	60%	68%	76%	79%	\$33,223
BS	\$25,536	16%	31%	39%	47%	54%	58%	64%	\$41,996
MS	\$42,065	5%	8%	11%	12%	19%	20%	21%	\$50,927
1STPRO	\$48,074	4%	16%	30%	41%	74%	125%	100%	\$96,002
PHD	\$49,865	7%	24%	27%	35%	45%	41%	35%	\$67,500



Table 3 compares the median wages of all degree level recipients to that of bachelor's degree graduates by academic year in 2010. The values in the table represent the proportion of a bachelor's degree graduates' median wages that another degree level earns. So for example, in Table 15 a 2005 bachelor's graduates one year after graduation had median wages of \$21,232, while certificate of proficiency graduates had median wages of \$12,693, or 60% of  $((\$12,693 / \$21,232) \times 100 = 60\%)$  of a bachelor's graduates' median wages. Values less than 100% indicate median wages less than bachelor's graduates' while values over 100% indicate median wages greater than bachelor's graduates' median wages.

Table 3 also shows that the median wage gap shrinks over time for certificates of proficiency, associate's, master's, and doctoral-research/scholarship graduates. For technical certificate and doctoral-1<sup>st</sup> professional graduates, however, the gap widens over time.

**Table 3**  
**Percent Difference in 2010 Median Wages Versus Bachelor's Recipients**  
**for All Past and Recent Arkansas Graduates 2002 to 2009**

<b>All Graduates Wage Year 2010</b>								
<b>Years Since Graduation</b>	<b>1 Year</b>	<b>2 Years</b>	<b>3 Years</b>	<b>4 Years</b>	<b>5 Years</b>	<b>6 Years</b>	<b>7 Years</b>	<b>8 Years</b>
<b>Graduation Year</b>	<b>2009</b>	<b>2008</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>	<b>2004</b>	<b>2003</b>	<b>2002</b>
CP	53%	58%	60%	61%	60%	57%	66%	71%
TC	87%	83%	81%	80%	77%	74%	68%	71%
AA	73%	75%	75%	78%	79%	80%	81%	79%
BS	\$25,536	\$29,606	\$33,444	\$35,564	\$37,530	\$39,214	\$40,433	\$41,996
MS	165%	150%	135%	132%	126%	127%	124%	121%
ISTPRO	188%	169%	167%	175%	181%	213%	267%	229%
PHD	195%	180%	185%	178%	180%	184%	174%	161%

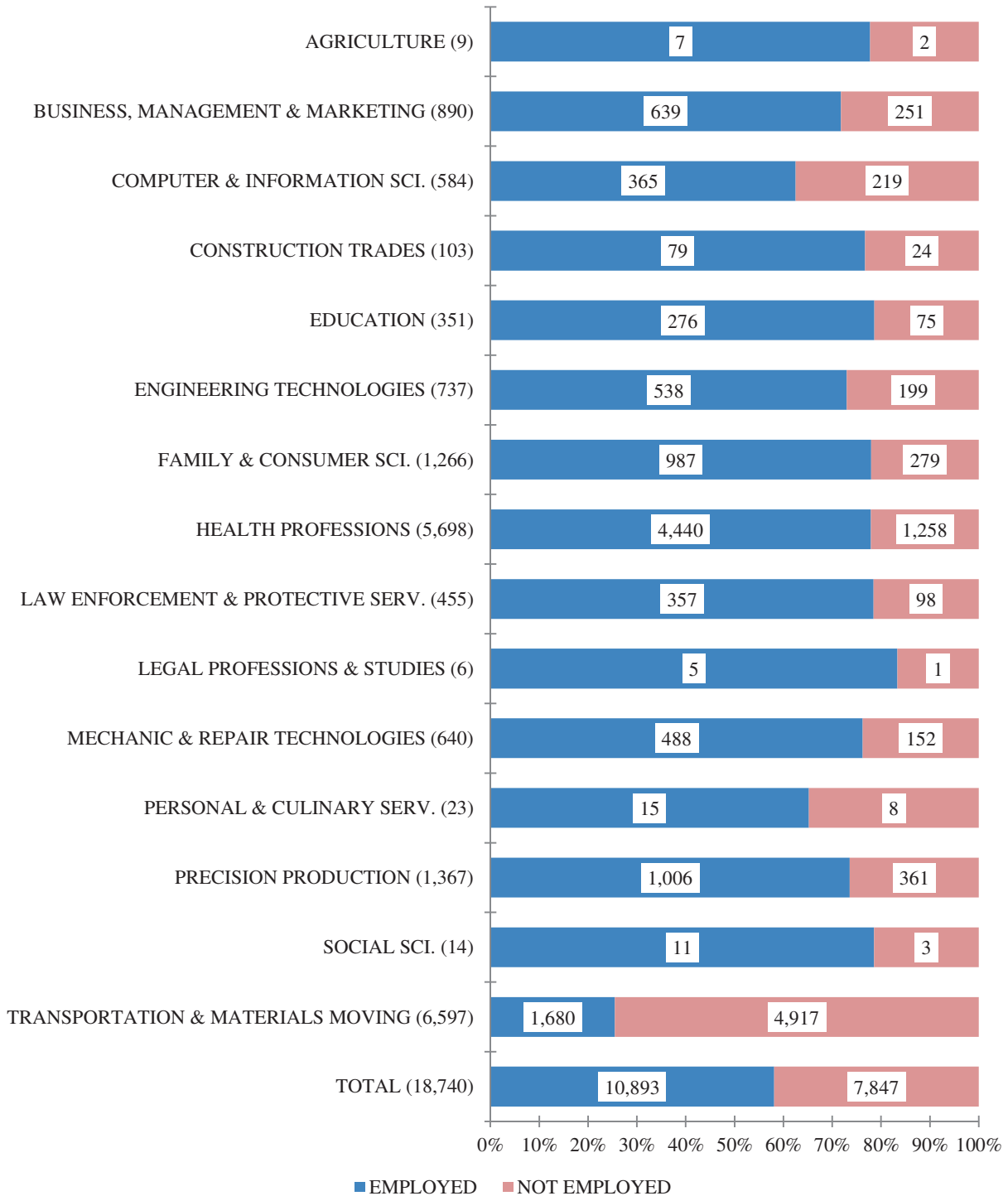
**Employment Outcomes in 2010 for All Graduates 2002 to 2009 by Degree Level and CIP Code**

This section combines all graduates from 2002 to 2009 and provides aggregate information based on degree level and the first two-digits of the CIP Codes, referred to as the CIP Code group. This data broken out by graduation year, years since graduation, and CIP Code group are available in Appendix B.

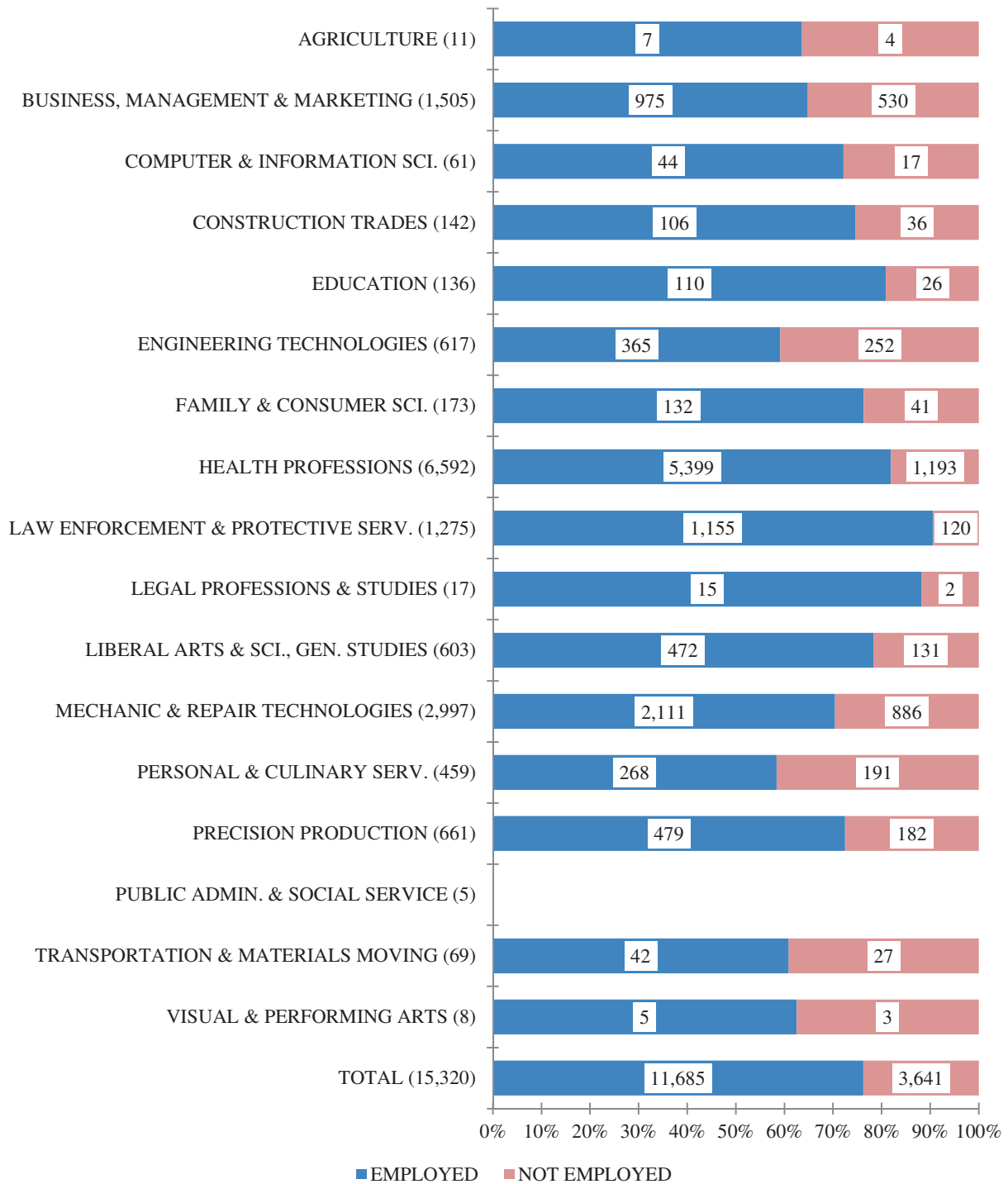
Of the 32 CIP Code groups that generated credentials between 2002 and 2009, 59% are in 4 CIP Code groups: health professions (20%), business, management, and marketing professions (15%), liberal arts and sciences, general studies, and humanities (13%), and education (11%). These same 4 CIP Code groups also make up 63.3% of credentials employed in Arkansas in 2010. Of the 32 CIP Code groups, the highest percent employed in Arkansas are in education (79.8%), law enforcement and protective services (76.4%), health professions and precision production (both 73.3%), and construction trades (73.1%).

Figures 3-9 on the following pages present the total number of graduates at each degree level for each CIP Code group in parentheses, as well as the number and percent of graduates employed (blue) and not employed (red) in Arkansas in 2010 on the left and right respectively.

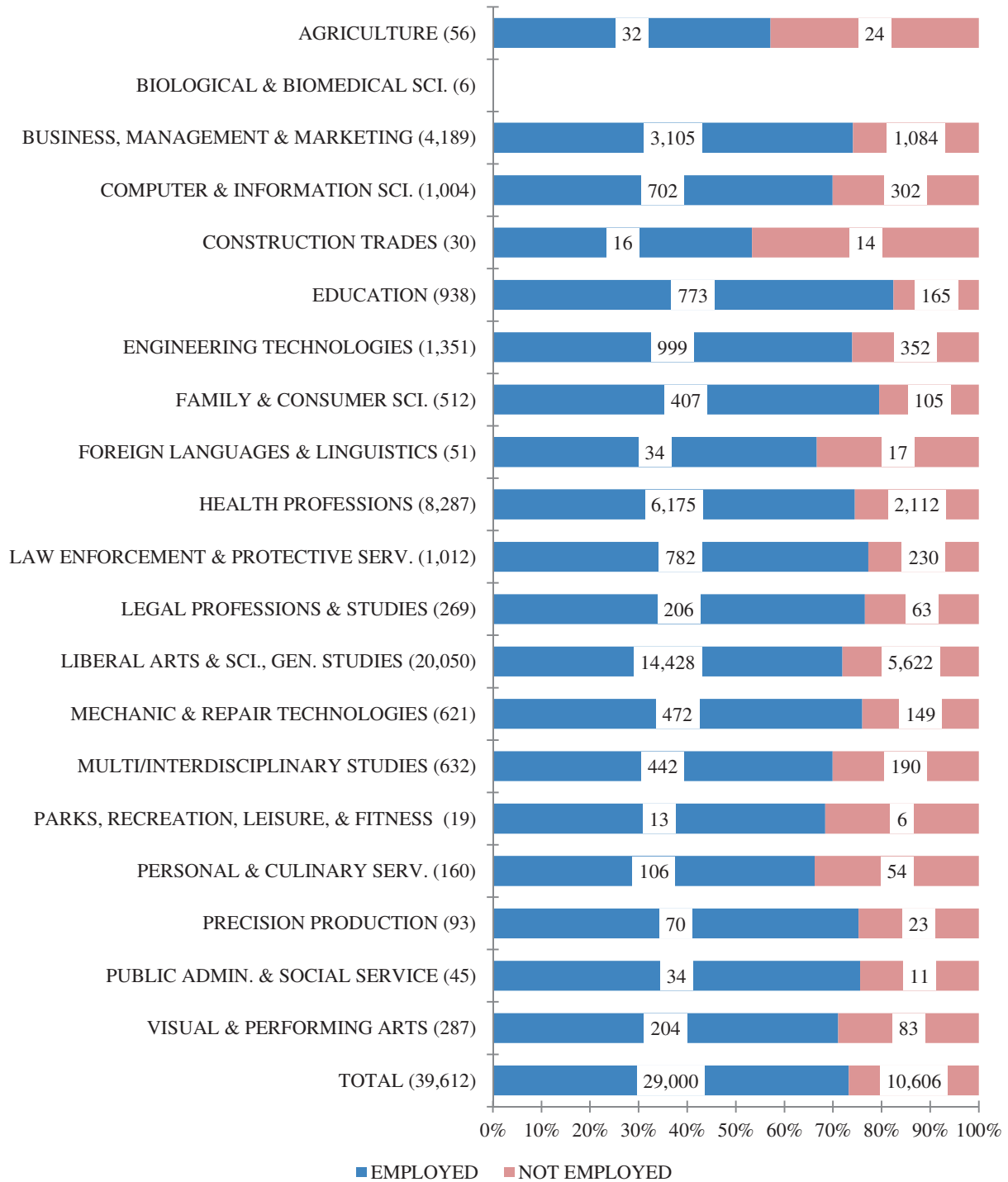
**Figure 3**  
**Certificate of Proficiency Graduates 2002 to 2009**  
**Count and Percent Employed & Not Employed in Arkansas in 2010**



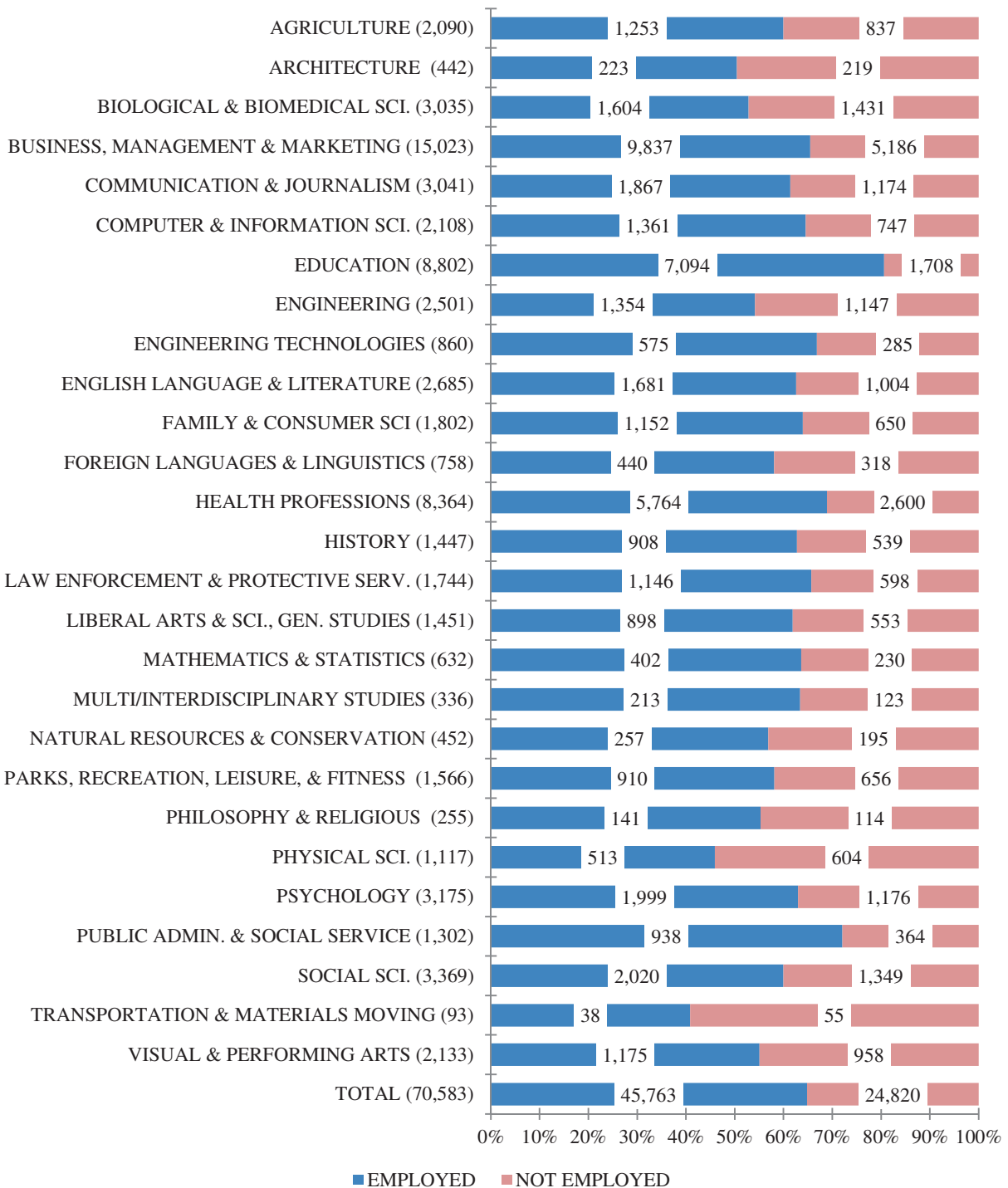
**Figure 4**  
**Technical Certificate Graduates 2002 to 2009**  
**Count and Percent Employed & Not Employed in Arkansas in 2010**



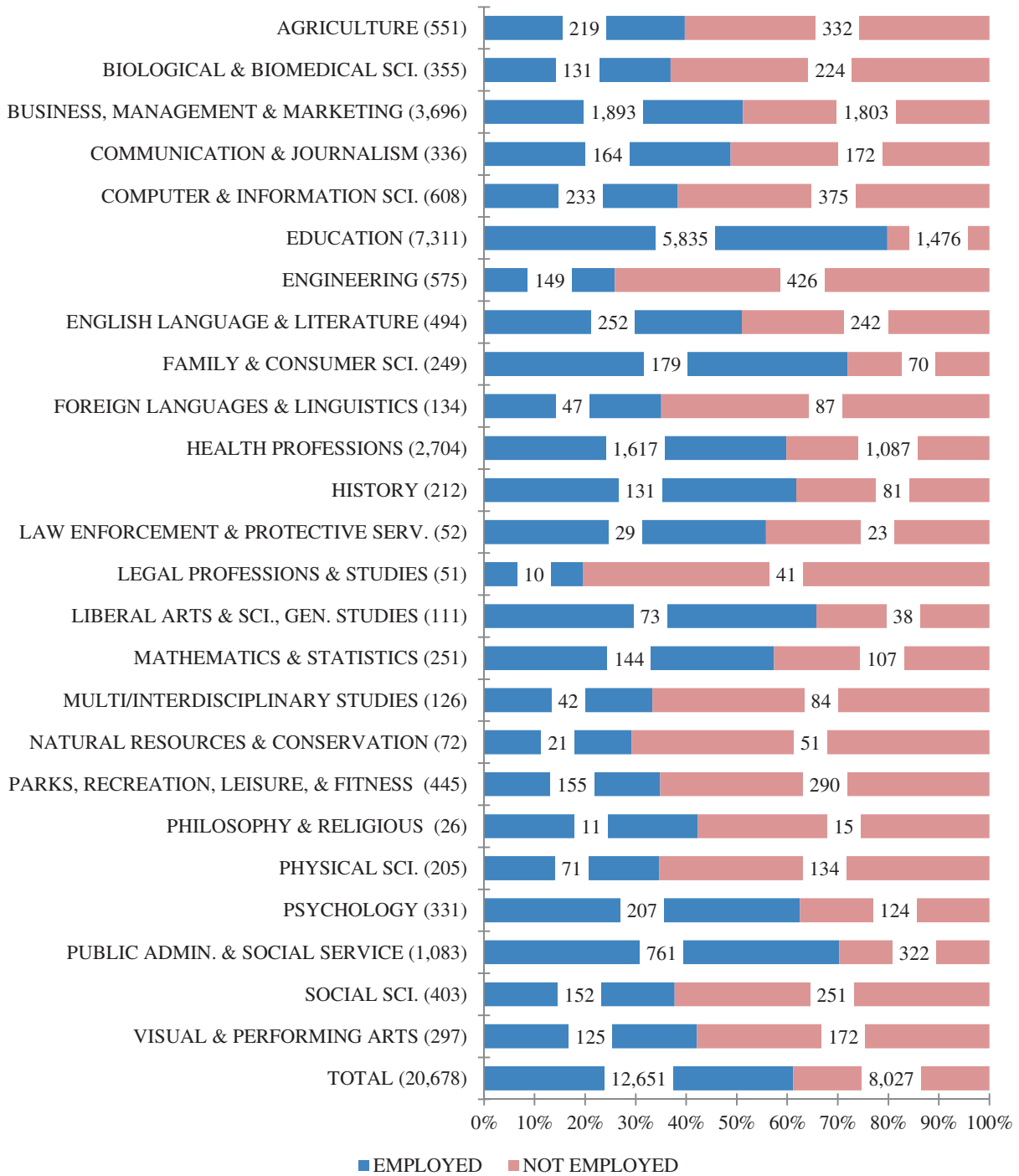
**Figure 5**  
**Associate's Degree Graduates 2002 to 2009**  
**Count and Percent Employed & Not Employed in Arkansas in 2010**



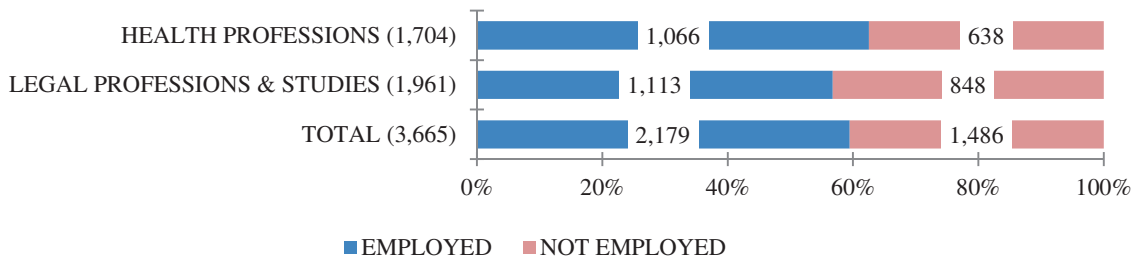
**Figure 6**  
**Bachelor's Degree Graduates 2002 to 2009**  
**Count and Percent Employed & Not Employed in Arkansas in 2010**



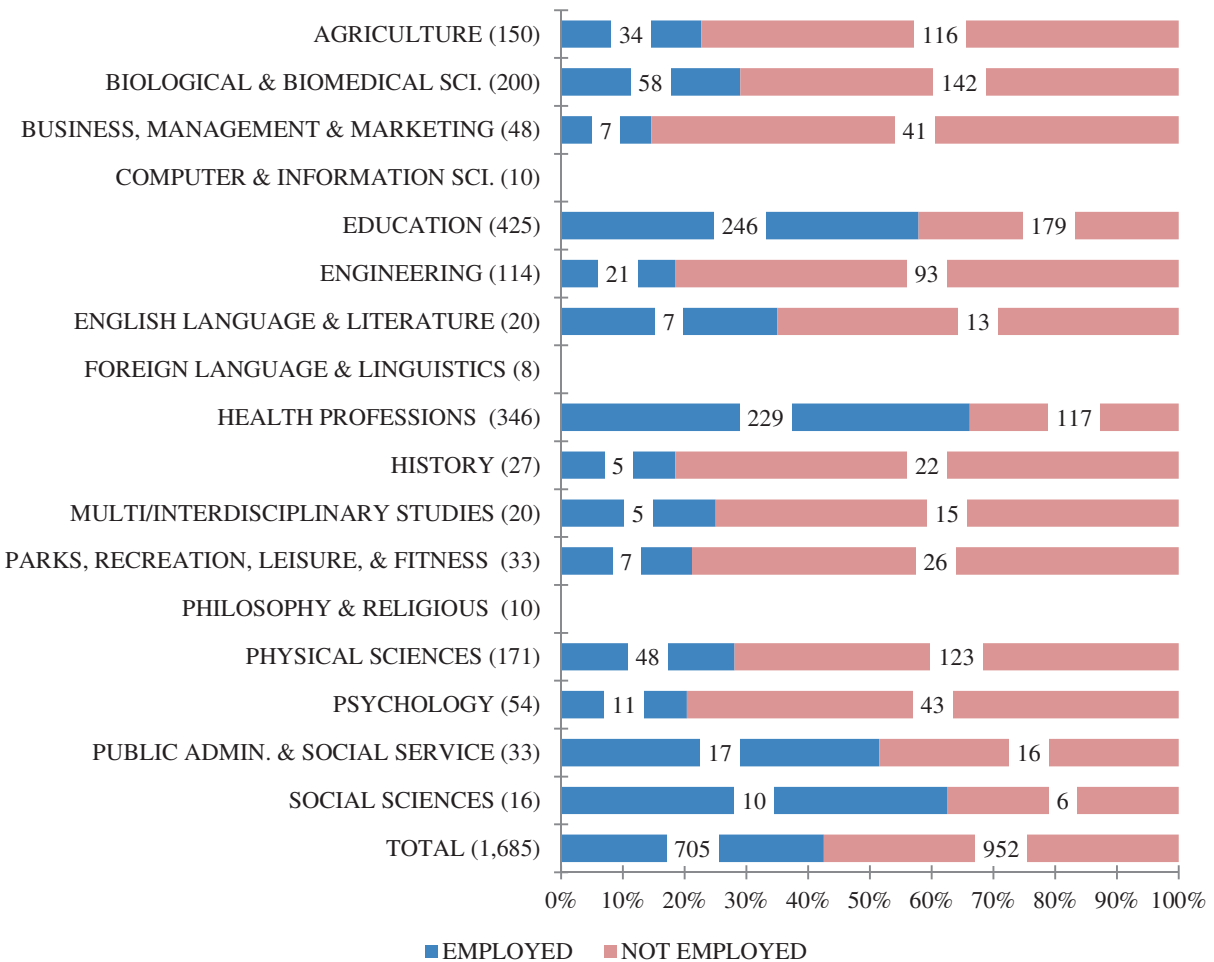
**Figure 7**  
**Master's Degree Graduates 2002 to 2009**  
**Count and Percent Employed & Not Employed in Arkansas in 2010**



**Figure 8**  
**Doctoral-1<sup>st</sup> Professional Graduates 2002 to 2009**  
**Count and Percent Employed & Not Employed in Arkansas in 2010**



**Figure 9**  
**Doctoral-Research/Scholarship Graduates 2002 to 2009**  
**Count and Percent Employed & Not Employed in Arkansas in 2010**





**Wages Outcomes in 2010 for All Graduates 2002 to 2009 by Degree Level and CIP Code**

Table 4 shows the median wages in 2010 for graduates employed in Arkansas by degree level and CIP Code group for all graduates from 2002 to 2009. This information broken out by graduation year and years since graduation can be found in Appendix B. Unfilled cells either do not have enough employed graduates to meet minimum requirements for reporting or that CIP category is not offered at a particular degree level.

**Table 4  
Median Wages in 2010 Graduates from 2002 to 2009 Employed in Arkansas  
by CIP Code Group and Degree Level**

CIP CATEGORY DESCRIPTION	All Graduates 2002-09 Median Wages in 2010**						
	CP	TC	AA	BS	MS	1ST PRO	PHD
AGRICULTURE	\$5,600	\$34,158	\$22,472	\$33,959	\$45,750		\$57,340
ARCHITECTURE				\$39,611			
BIOLOGICAL & BIOMEDICAL SCI.				\$30,914	\$38,017		\$47,056
BUSINESS, MANAGEMENT & MARKETING	\$30,691	\$18,244	\$22,782	\$36,934	\$57,490		\$51,529
COMMUNICATION & JOURNALISM				\$28,226	\$40,262		
COMPUTER & INFORMATION SCI.	\$23,573	\$17,734	\$26,592	\$48,125	\$55,996		
CONSTRUCTION TRADES	\$35,260	\$26,298	\$30,267				
EDUCATION	\$15,142	\$16,279	\$17,905	\$35,519	\$45,432		\$72,291
ENGINEERING				\$58,427	\$64,286		\$57,504
ENGINEERING TECHNOLOGIES	\$22,930	\$27,132	\$34,591	\$50,148			
ENGLISH LANGUAGE & LITERATURE/				\$27,138	\$36,304		\$32,250
FAMILY & CONSUMER SCIENCES	\$15,895	\$17,023	\$19,923	\$28,029	\$38,425		
FOREIGN LANGUAGES & LINGUISTICS			\$21,103	\$29,758	\$37,500		
HEALTH PROFESSIONS	\$15,947	\$28,340	\$41,149	\$42,852	\$56,105	\$106,864	\$61,532
HISTORY				\$26,216	\$31,695		\$51,070
LAW ENFORCEMENT & PROTECTIVE SERV.	\$33,386	\$33,160	\$30,000	\$30,815	\$38,666		
LEGAL PROFESSIONS & STUDIES	\$31,318	\$25,829	\$26,755		\$57,840	\$51,980	
LIBERAL ARTS & SCI., GEN. STUDIES		\$14,914	\$22,952	\$26,450	\$35,498		
MATHEMATICS & STATISTICS				\$38,357	\$44,835		
MECHANIC & REPAIR TECHNOLOGIES	\$19,522	\$26,321	\$37,709				
MULTI/INTERDISCIPLINARY STUDIES			\$30,580	\$32,367	\$37,124		\$46,955
NATURAL RESOURCES & CONSERVATION				\$32,650	\$37,876		\$59,485
PARKS, RECREATION, LEISURE, & FITNESS			\$3,479	\$29,961	\$39,702		\$46,052
PERSONAL & CULINARY SERVICES	\$5,651	\$10,573	\$26,977				
PHILOSOPHY & RELIGIOUS				\$20,824	\$12,114		
PHYSICAL SCIENCES				\$33,715	\$42,842		\$50,980
PRECISION PRODUCTION	\$21,101	\$23,730	\$41,698				
PSYCHOLOGY				\$27,487	\$42,173		\$53,351
PUBLIC ADMIN. & SOCIAL SERVICE			\$16,544	\$28,752	\$43,695		\$58,747
SOCIAL SCIENCES	\$36,460			\$28,071	\$32,784		\$55,840
TRANSPORTATION & MATERIALS MOVING	\$24,112	\$21,062		\$26,355			
VISUAL & PERFORMING ARTS		\$35,642	\$20,360	\$26,347	\$39,720		

\*\*Wages for CIP Code groups with 5 or more employed graduates.

**Industry Sector Employment in 2010 by CIP Code Group for All Graduates 2002 to 2009**

Table 5 presents the various industry sectors graduates were employed in during 2010 in Arkansas. Table 6 show the top 5 industries graduates were employed by CIP Code group and percentage employed in that industry sector. This data by degree level is located in Appendix C.

Of the 32 CIP Code groups represented in Table 6, 26 CIP Code groups have education services and four have health services as the number one employment sector, and retail trade is in 31 of the 32 areas top 5 employment sectors. In 2010, for all graduates 2002 to 2009, 5 of the 19 industry sectors employ 64% of graduates: health services 23%, education services 22%, retail trade 8%, public administration 6%, and social services 5%.

**Table 5**  
**Industry Sector Abbreviation Definitions**

<b>ADMIN</b>	Administrative Services	<b>HS</b>	Health Services	<b>RETL</b>	Retail
<b>AG</b>	Agriculture	<b>INFO</b>	Information	<b>SS</b>	Real Estate
<b>ARTS</b>	Arts	<b>MFG-d</b>	Manufacturing-Durable	<b>TRAN</b>	Transportation
<b>CON</b>	Construction	<b>MFG-nd</b>	Manufacturing-Nondurable	<b>UTIL</b>	Utilities
<b>EDU</b>	Education Services	<b>OS</b>	Other Services	<b>WHLS-nd</b>	Wholesale Trade-Nondurable
<b>FIN</b>	Financial Services	<b>PROF</b>	Professional Services		
<b>FS</b>	Food Service/Hospitality	<b>PUB</b>	Public Administration		

**Table 6**  
**All Graduates All Degree Levels 2002 to 2009 Top 5 Employment Industries in 2010 by CIP Code Group**

CIP Code Group	1st	2nd	3rd	4th	5th	CIP Code Group	1st	2nd	3rd	4th	5th
AGRICULTURE	EDU	MFG-nd	RETL	WHLS-nd	AG	LEGAL PROFESSIONS & STUDIES	PROF	PUB	RETL	EDU	SS
	18.0%	12.5%	7.9%	7.9%	7.5%		41.8%	22.7%	6.6%	5.8%	4.4%
ARCHITECTURE	PROF	RETL	EDU	ADMIN	PUB	LIBERAL ARTS & SCI., & GEN. STUDIES	EDU	HS	RETL	SS	FIN
	64.8%	9.0%	6.6%	4.1%	4.1%		21.5%	17.4%	11.6%	6.9%	6.0%
BIOLOGICAL & BIOMEDICAL SCIENCES	HS	EDU	RETL	PROF	PUB	MATHEMATICS & STATISTICS	EDU	RETL	PROF	FIN	INFO
	37.9%	15.3%	10.6%	6.7%	6.6%		54.9%	7.2%	6.8%	4.7%	4.3%
BUSINESS, MANAGEMENT & MARKETING	FIN	RETL	PROF	EDU	HS	MECHANIC & REPAIR TECHNOLOGIES	MFG-d	RETL	MFG-nd	CON	TRAN
	12.0%	11.1%	9.5%	9.5%	7.3%		16.1%	13.9%	10.5%	9.2%	6.5%
COMMUNICATION & JOURNALISM	EDU	INFO	RETL	PROF	FIN	MULTI/INTERDISCIPLINARY STUDIES	EDU	HS	MFG-nd	MFG-d	RETL
	17.9%	13.5%	10.3%	8.9%	7.3%		16.4%	12.9%	11.1%	10.8%	7.0%
COMPUTER & INFORMATION SCI.	RETL	EDU	PROF	MFG-nd	INFO	NATURAL RESOURCES & CONSERVATION	PUB	EDU	RETL	PROF	AG
	15.3%	14.0%	12.7%	6.8%	6.5%		24.9%	12.4%	8.0%	7.7%	6.2%
CONSTRUCTION TRADES	CON	UTIL	RETL	EDU	MFG-d	PARKS, RECREATION, LEISURE, & FITNESS	EDU	HS	RETL	ARTS	PUB
	33.7%	16.3%	9.4%	6.9%	5.9%		28.3%	20.0%	8.4%	6.2%	4.9%
EDUCATION	EDU	SS	HS	RETL	PUB	PERSONAL & CULINARY SERVICES	OS	RETL	HS	FS	SS
	83.5%	5.2%	3.1%	1.6%	1.2%		26.8%	14.9%	11.7%	11.4%	6.7%
ENGINEERING	PROF	MFG-d	RETL	MFG-nd	CON	PHILOSOPHY & RELIGIOUS STUDIES	EDU	FS	RETL	PROF	PUB
	24.7%	18.2%	7.8%	7.2%	7.1%		21.0%	13.0%	12.3%	11.7%	9.9%
ENGINEERING TECHNOLOGIES	MFG-d	PROF	CON	RETL	MFG-nd	PHYSICAL SCIENCES	EDU	HS	RETL	PROF	MFG-nd
	19.7%	10.2%	8.9%	8.9%	8.9%		27.7%	15.3%	13.4%	8.3%	5.7%
ENGLISH LANGUAGE & LITERATURE	EDU	RETL	PROF	HS	PUB	PRECISION PRODUCTION	MFG-d	CON	RETL	ADMIN	MFG-nd
	40.9%	7.6%	7.1%	5.8%	5.6%		23.3%	10.1%	9.3%	8.1%	7.5%
FAMILY & CONSUMER SCIENCES	EDU	SS	HS	RETL	PROF	PSYCHOLOGY	HS	SS	EDU	PUB	RETL
	25.2%	24.3%	15.1%	8.8%	4.5%		26.6%	19.6%	14.7%	7.4%	5.7%
FOREIGN LANGUAGES & LINGUISTICS	EDU	HS	RETL	PROF	FS	PUBLIC ADMINISTRATION & SOCIAL SERV.	HS	SS	EDU	PUB	FIN
	43.3%	9.2%	8.3%	8.3%	4.8%		38.5%	27.6%	11.7%	7.4%	2.4%
HEALTH PROFESSIONS	HS	EDU	RETL	SS	PUB	SOCIAL SCIENCES	EDU	PUB	SS	HS	RETL
	71.4%	5.0%	4.4%	4.3%	3.8%		17.2%	15.4%	11.0%	8.9%	8.8%
HISTORY	EDU	RETL	PUB	PROF	HS	TRANSPORTATION & MATERIALS MOVING	TRAN	CON	MFG-nd	ADMIN	RETL
	32.2%	11.2%	9.9%	7.2%	5.2%		35.6%	7.3%	7.2%	6.9%	6.1%
LAW ENFORCEMENT & PROTECTIVE SERV.	PUB	HS	EDU	SS	RETL	VISUAL & PERFORMING ARTS	EDU	RETL	PROF	FS	INFO
	54.0%	6.6%	6.6%	5.9%	5.3%		36.4%	11.9%	8.4%	6.0%	4.1%



**HIGHER EDUCATION GRADUATES FROM 2002 TO 2009 THAT REMAINED IN ARKANSAS AT ONE, TWO, AND FIVE YEARS AFTER GRADUATION**

This section of the report focuses on the total number of graduates from 2002 to 2009 by degree level that were found in Arkansas in higher education data or workforce services data at one, two, and five years after graduation. Findings for all graduates followed by graduates by residency status are presented in the order of total percent of graduates found in Arkansas, the percent still enrolled in higher education in Arkansas, and the percent employed in Arkansas.

***Graduates That Remained in Arkansas by Degree Level***

Table 7 shows the percent of all graduates who remained in the state of Arkansas in either higher education and/or the workforce; one, two, and five years after graduation. The percentages presented are the sum of the three categories of: (1) employed only, (2) employed and enrolled, and (3) enrolled only. Data is not available for years with empty cells.

**Table 7**  
**Percent of All Graduates 2002 to 2009 that Remained in Arkansas**  
***One Year, Two Years, and Five Years After Graduation***

Graduation Year		Past Graduates				Recent Graduates			
		2002	2003	2004	2005	2006	2007	2008	2009
Certificate of Proficiency (CP)	# of Grads	1851	1877	1948	1892	2333	2380	2995	3468
	% in AR Year 1	77%	85%	84%	82%	82%	83%	85%	87%
	% in AR Year 2	66%	70%	64%	64%	67%	70%	73%	
	% in AR Year 5	55%	55%	48%	51%				
Technical Certificate (TC)	# of Grads	927	1395	1483	2092	2029	2102	2593	2713
	% in AR Year 1	87%	90%	90%	90%	91%	92%	91%	90%
	% in AR Year 2	81%	85%	86%	85%	85%	87%	88%	
	% in AR Year 5	73%	76%	77%	76%				
Associate's (AA)	# of Grads	3914	4331	4638	4822	5131	5422	5229	6130
	% in AR Year 1	89%	90%	90%	90%	90%	90%	89%	90%
	% in AR Year 2	84%	86%	86%	86%	86%	85%	85%	
	% in AR Year 5	75%	75%	74%	75%				
Bachelor's (BS)	# of Grads	7919	8379	8493	8791	8897	9170	9286	9648
	% in AR Year 1	80%	80%	81%	82%	83%	81%	81%	80%
	% in AR Year 2	73%	74%	74%	76%	77%	75%	75%	
	% in AR Year 5	67%	64%	64%	66%				
Master's (MS)	# of Grads	2248	2171	2306	2522	2613	2730	2952	3136
	% in AR Year 1	75%	73%	73%	73%	73%	74%	72%	75%
	% in AR Year 2	70%	68%	67%	68%	68%	69%	68%	
	% in AR Year 5	63%	61%	59%	60%				
Doctoral-1st Professional (1 <sup>st</sup> Pro)	# of Grads	428	402	437	474	493	483	470	478
	% in AR Year 1	48%	51%	49%	53%	49%	64%	63%	63%
	% in AR Year 2	45%	50%	49%	51%	62%	62%	62%	
	% in AR Year 5	55%	59%	57%	61%				
Doctoral-Research/Scholarship (PhD)	# of Grads	164	181	218	246	222	215	234	286
	% in AR Year 1	53%	48%	60%	52%	55%	62%	50%	53%
	% in AR Year 2	47%	40%	53%	44%	48%	54%	43%	
	% in AR Year 5	45%	33%	44%	42%				

For all graduates one, two, and five years after graduation, the percent that remained in Arkansas was highest for technical certificate and associate's recipients, while the lowest was fluctuated between the two doctoral categories and certificate of proficiency recipients. Additionally the percent that remained in the state decreased from year one to year two to year five for all graduating classes at all degree levels, with the exception of doctoral-1<sup>st</sup> professional who experience an increase in percent located in Arkansas at year five to levels even higher than at year one.

One year after graduation, the percent that remained in Arkansas has been fairly consistent over time for all degree levels for all graduating classes. The exception is certificate of proficiency recipients who saw an increase of 10% from 2002 to 2009 (77-87%), and doctoral-1<sup>st</sup> professional recipients who saw an increase of 15% from 2002 to 2009 (48-63%).

### **Graduates That Remained in Arkansas by Degree Level and Residency Status**

Table 8 outlines the percent of resident versus nonresident graduates who remained in the state of Arkansas in either higher education and/or the workforce. The percentages presented are the sum of the three categories of: (1) employed only, (2) employed and enrolled, and (3) enrolled only. Lighter colors indicate lower values while darker colors indicate higher values. Data is not available for blank cells.

#### **Resident Graduates**

For resident graduates one, two, and five years after graduation, the pattern of the percent that remained in Arkansas was similar to that seen for all graduates overall. The main difference between 'all graduates' and 'resident graduates' is the percent of resident graduates who remained in Arkansas tends to be higher than the percent of all graduates who remained in Arkansas.

#### **Nonresident Graduates**

Overall, the percent of nonresident graduates that remained in the state after graduation was significantly lower than for residents at all degree levels and for all graduating years. However, many of the patterns that are present for residents are similar for nonresidents.

**Table 8**  
**Percent of Resident vs. Nonresident Graduates 2002 to 2009 that Remained in Arkansas**  
**One Year, Two Years, and Five Years After Graduation**

Graduation Year	Arkansas Residents																	Nonresidents							
	Past Graduates					Recent Graduates					Past Graduates							Recent Graduates							
	2002	2003	2004	2005	2006	2006	2007	2008	2009	2002	2003	2004	2005	2006	2007	2008	2009	2002	2003	2004	2005	2006	2007	2008	2009
CP	Graduates	1419	1256	1151	1216	1554	1722	2359	3182	432	621	797	676	779	658	636	286								
	% in AR Year 1	84%	93%	92%	92%	92%	91%	93%	90%	54%	69%	74%	64%	62%	61%	54%	51%								
	% in AR Year 2	77%	86%	85%	86%	86%	86%	86%		29%	36%	32%	24%	29%	28%	25%									
	% in AR Year 5	67%	77%	74%	75%					14%	12%	11%	7%												
TC	Graduates	897	1328	1416	2006	1925	1998	2485	2603	30	67	67	86	104	104	108	110								
	% in AR Year 1	88%	91%	91%	91%	92%	92%	92%	90%	67%	75%	66%	63%	67%	74%	70%	72%								
	% in AR Year 2	82%	86%	88%	86%	87%	88%	88%		57%	63%	54%	59%	51%	62%	69%									
	% in AR Year 5	74%	77%	78%	77%					50%	51%	48%	49%												
AA	Graduates	3622	4067	4338	4478	4775	5018	4876	5758	292	264	300	344	356	404	353	372								
	% in AR Year 1	91%	91%	91%	92%	92%	92%	92%	91%	64%	63%	66%	66%	66%	64%	54%	63%								
	% in AR Year 2	87%	88%	88%	88%	88%	88%	88%		57%	58%	59%	60%	56%	57%	46%									
	% in AR Year 5	77%	77%	76%	78%					43%	42%	43%	42%												
BS	Graduates	6816	7142	7289	7560	7648	7856	7820	8069	1103	1237	1204	1231	1249	1314	1466	1579								
	% in AR Year 1	85%	86%	87%	87%	87%	87%	87%	86%	45%	50%	50%	52%	54%	50%	50%	51%								
	% in AR Year 2	79%	80%	80%	82%	82%	81%	81%		36%	40%	40%	43%	44%	41%	41%									
	% in AR Year 5	69%	70%	70%	72%					25%	27%	29%	30%												
MS	Graduates	1702	1596	1640	1808	1864	1917	2079	2281	546	575	666	714	749	813	873	855								
	% in AR Year 1	87%	86%	87%	87%	87%	89%	88%	88%	38%	35%	40%	40%	39%	40%	35%	41%								
	% in AR Year 2	83%	82%	82%	83%	83%	85%	83%		30%	29%	30%	31%	32%	32%	30%									
	% in AR Year 5	76%	76%	74%	75%					20%	19%	20%	23%												
1st Pro	Graduates	366	365	373	390	408	410	372	393	62	37	64	84	85	73	98	85								
	% in AR Year 1	51%	53%	52%	55%	51%	67%	66%	69%	29%	35%	31%	43%	40%	48%	34%	34%								
	% in AR Year 2	48%	52%	53%	53%	69%	66%	66%		23%	30%	27%	42%	32%	42%	46%									
	% in AR Year 5	61%	61%	63%	66%					21%	35%	22%	37%												
PhD	Graduates	90	80	120	118	107	117	96	124	74	101	98	128	115	98	138	162								
	% in AR Year 1	79%	68%	74%	73%	77%	80%	73%	73%	22%	32%	42%	34%	36%	41%	34%	37%								
	% in AR Year 2	76%	60%	71%	69%	74%	76%	70%		12%	25%	31%	21%	23%	29%	24%									
	% in AR Year 5	73%	55%	66%	69%					11%	16%	18%	17%												



***Graduates Enrolled in Higher Education in Arkansas by Degree Level***

Table 9 outlines the percent of all graduates who remained in Arkansas enrolled in higher education one, two, and five years after graduation. The percentages presented are the sum of the two categories employed and enrolled and enrolled only. Lighter colors indicate lower values while darker colors indicate higher values. Data is not available for years with empty cells. This table shows that continued enrollment is highest among associate's and technical certificate recipients.

The high rate of continued enrollment is most likely due to the nature of lower credentials building on one another, while the high rate of increase over time is likely associated with consequences of the most recent recession and increased policy attention to college access.

**Table 9**  
**Percent of All Graduates 2002 to 2009**  
**Still Enrolled in Higher Education in Arkansas**  
**One Year, Two Years, and Five Years After Graduation**

Graduation Year		Past Graduates				Recent Graduates			
		2002	2003	2004	2005	2006	2007	2008	2009
Certificate of Proficiency (CP)	# of Grads	1851	1877	1948	1892	2333	2380	2995	3468
	% Enrolled Year 1	25%	26%	22%	26%	27%	29%	38%	45%
	% Enrolled Year 2	17%	18%	16%	18%	17%	19%	27%	
	% Enrolled Year 5	9%	10%	9%	10%				
Technical Certificate (TC)	# of Grads	927	1395	1483	2092	2029	2102	2593	2713
	% Enrolled Year 1	34%	31%	28%	28%	31%	33%	41%	43%
	% Enrolled Year 2	24%	22%	22%	21%	22%	25%	29%	
	% Enrolled Year 5	13%	17%	13%	14%				
Associate's (AA)	# of Grads	3914	4331	4638	4822	5131	5422	5229	6130
	% Enrolled Year 1	48%	51%	49%	50%	49%	49%	48%	50%
	% Enrolled Year 2	39%	41%	42%	40%	41%	40%	40%	
	% Enrolled Year 5	17%	18%	17%	18%				
Bachelor's (BS)	# of Grads	7919	8379	8493	8791	8897	9170	9286	9648
	% Enrolled Year 1	22%	21%	21%	22%	23%	23%	23%	24%
	% Enrolled Year 2	18%	19%	18%	20%	21%	21%	22%	
	% Enrolled Year 5	10%	10%	10%	11%				
Master's (MS)	# of Grads	2248	2171	2306	2522	2613	2730	2952	3136
	% Enrolled Year 1	15%	13%	13%	14%	13%	13%	12%	13%
	% Enrolled Year 2	12%	12%	12%	12%	12%	11%	12%	
	% Enrolled Year 5	12%	12%	12%	12%				
Doctoral-1st Professional (1 <sup>st</sup> Pro)	# of Grads	428	402	437	474	493	483	470	478
	% Enrolled Year 1	2%	1%	1%	2%	2%	2%	2%	2%
	% Enrolled Year 2	1%	1%	1%	2%	1%	1%	1%	
	% Enrolled Year 5	1%	1%	1%	2%				
Doctoral-Research/Scholarship (PhD)	# of Grads	164	181	218	246	222	215	234	286
	% Enrolled Year 1	3%	4%	4%	2%	3%	4%	5%	1%
	% Enrolled Year 2	4%	1%	1%	2%	2%	2%	3%	
	% Enrolled Year 5	1%	1%	2%	2%				

## **Graduates Enrolled in Higher Education in Arkansas by Degree Level and Residency Status**

Table 10 shows the percent of resident versus nonresident graduates who remained enrolled in higher education in the state of Arkansas. The percentages presented are the sum of the two categories employed and enrolled and enrolled only. Lighter colors indicate lower values while darker colors indicate higher values. Data is not available for years with empty cells.

### **Resident Graduates**

For resident graduates one, two, and five years after graduation, the pattern of the percent that continued enrollment in higher education in Arkansas was similar to that seen for all graduates overall, with the exception of certificate of proficiency graduates who for residents have the second highest percent still enrolled compared to all graduates. In general, the directionality and magnitude of changes in continued enrollment were minimally higher than the rates for all graduates. However, resident certificate of proficiency graduates had continued enrollment rates as much as 14% higher in year one than the overall depending on graduation year.

### **Nonresident Graduates**

The percent of nonresident graduates that continued enrollment in higher education in Arkansas after graduation was slightly lower than for residents at all degree levels for all years. The one exception to this is for certificate of proficiency graduates whose rate was significantly lower than residents and all graduates rates.

**Table 10**  
**Percent of Resident vs. Nonresident Graduates 2002 to 2009 Still Enrolled in Higher Education in Arkansas**  
**One Year, Two Years, and Five Years After Graduation**

Graduation Year	Arkansas Residents										Nonresidents												
	Past Graduates					Recent Graduates					Past Graduates					Recent Graduates							
	2002	2003	2004	2005	2006	2007	2008	2009	2002	2003	2004	2005	2006	2007	2008	2009	2002	2003	2004	2005	2006	2007	2008
CP	Graduates	1419	1256	1151	1216	1554	1722	2359	3182	432	621	797	676	779	658	286	432	621	797	676	779	658	286
	% Enroll Year 1	32%	36%	34%	40%	39%	39%	47%	48%	4%	5%	4%	2%	3%	3%	4%	4%	5%	4%	2%	3%	3%	4%
	% Enroll Year 2	21%	26%	25%	27%	25%	26%	33%		3%	3%	2%	1%	2%	2%	3%	3%	3%	2%	1%	2%	2%	3%
	% Enroll Year 5	11%	14%	14%	15%					1%	1%	1%	0%				1%	1%	1%	0%			
TC	Graduates	897	1328	1416	2006	1925	1998	2485	2603	30	67	67	86	104	104	110	30	67	67	86	104	104	110
	% Enroll Year 1	33%	31%	29%	28%	31%	32%	41%	43%	43%	31%	16%	22%	25%	38%	43%	43%	31%	16%	22%	25%	38%	43%
	% Enroll Year 2	23%	22%	22%	21%	22%	25%	29%		27%	15%	16%	14%	18%	26%	22%	27%	15%	16%	14%	18%	26%	22%
	% Enroll Year 5	13%	17%	13%	14%					10%	15%	12%	13%				10%	15%	12%	13%			
AA	Graduates	3622	4067	4338	4478	4775	5018	4876	5758	292	264	300	344	356	404	372	292	264	300	344	356	404	372
	% Enroll Year 1	48%	51%	49%	51%	50%	50%	50%	51%	41%	43%	42%	39%	38%	36%	37%	41%	43%	42%	39%	38%	36%	37%
	% Enroll Year 2	40%	41%	42%	41%	42%	40%	41%		29%	35%	32%	31%	31%	32%	22%	29%	35%	32%	31%	31%	32%	22%
	% Enroll Year 5	18%	18%	18%	19%					9%	14%	11%	13%				9%	14%	11%	13%			
BS	Graduates	6816	7142	7289	7560	7648	7856	7820	8069	1103	1237	1204	1231	1249	1314	1579	1103	1237	1204	1231	1249	1314	1579
	% Enroll Year 1	22%	22%	22%	23%	23%	24%	24%	26%	18%	17%	17%	15%	19%	17%	18%	18%	17%	17%	15%	19%	17%	18%
	% Enroll Year 2	19%	19%	19%	21%	22%	23%	24%		14%	14%	14%	14%	16%	15%	16%	14%	14%	14%	14%	16%	15%	16%
	% Enroll Year 5	10%	10%	11%	12%					6%	5%	6%	6%				6%	5%	6%	6%			
MS	Graduates	1702	1596	1640	1808	1864	1917	2079	2281	546	575	666	714	749	813	855	546	575	666	714	749	813	855
	% Enroll Year 1	15%	13%	13%	14%	14%	14%	13%	15%	14%	12%	12%	13%	11%	10%	9%	14%	12%	12%	13%	11%	10%	9%
	% Enroll Year 2	11%	12%	13%	13%	13%	12%	13%		12%	12%	11%	11%	10%	8%	9%	12%	12%	11%	11%	10%	8%	9%
	% Enroll Year 5	10%	9%	10%	9%					4%	5%	6%	6%				4%	5%	6%	6%			
1st Pro	Graduates	366	365	373	390	408	410	372	393	62	37	64	84	85	73	85	62	37	64	84	85	73	85
	% Enroll Year 1	2%	2%	1%	2%	2%	2%	1%	2%	0%	0%	2%	4%	4%	4%	4%	0%	0%	2%	4%	4%	4%	4%
	% Enroll Year 2	1%	1%	1%	1%	1%	1%	1%		0%	0%	2%	5%	2%	0%	2%	0%	0%	2%	5%	2%	0%	2%
	% Enroll Year 5	2%	0%	1%	2%					0%	0%	0%	2%				0%	0%	0%	2%			
PhD	Graduates	90	80	120	118	107	117	96	124	74	101	98	128	115	98	162	74	101	98	128	115	98	162
	% Enroll Year 1	6%	3%	4%	2%	6%	5%	6%	2%	0%	5%	4%	2%	0%	2%	1%	0%	5%	4%	2%	0%	2%	1%
	% Enroll Year 2	7%	0%	2%	3%	3%	4%	5%		0%	2%	1%	2%	1%	0%	1%	0%	2%	1%	2%	1%	0%	1%
	% Enroll Year 5	1%	0%	2%	4%					1%	2%	2%	1%	1%	0%	1%	1%	2%	2%	1%	1%	0%	1%

## Graduates Employed in Arkansas by Degree Level

Table 11 shows the percent of all graduates who were employed in the state of Arkansas one, two, and five years after graduation. The percentages presented are the sum of the categories employed only and employed and enrolled. Lighter colors indicate lower values while darker colors indicate higher values. Data is not available for years with empty cells.

For all graduates one, two and five years after graduation the highest rate of employment in Arkansas was for technical certificate recipients. Generally the total percent employed in Arkansas has consistently fallen from one year after graduation to two years after graduation for all degree levels in all years. While the total percent employed in Arkansas also declined in year five at all degree levels except for doctoral-1<sup>st</sup> professional graduates who saw a consistent increase in percent employed in Arkansas ranging from 8% to 11%, for all graduating classes from 2002 to 2005.

**Table 11**  
**Percent of All Graduates 2002 to 2009 Employed in Arkansas**  
**One Year, Two Years, and Five Years After Graduation**

Graduation Year		Past Graduates				Recent Graduates			
Graduation Year		2002	2003	2004	2005	2006	2007	2008	2009
Certificate of Proficiency (CP)	# of Grads	1851	1877	1948	1892	2333	2380	2995	3468
	% Emp. Year 1	72%	81%	81%	78%	77%	78%	76%	76%
	% Emp. Year 2	63%	67%	62%	62%	65%	67%	69%	75%
	% Emp. Year 5	53%	54%	47%	49%				
Technical Certificate (TC)	# of Grads	927	1395	1483	2092	2029	2102	2593	2713
	% Emp. Year 1	81%	84%	87%	86%	86%	87%	84%	81%
	% Emp. Year 2	78%	83%	84%	83%	83%	84%	83%	80%
	% Emp. Year 5	71%	74%	74%	73%				
Associate's (AA)	# of Grads	3914	4331	4638	4822	5131	5422	5229	6130
	% Emp. Year 1	80%	79%	80%	79%	81%	80%	78%	77%
	% Emp. Year 2	76%	78%	78%	78%	77%	77%	76%	76%
	% Emp. Year 5	72%	73%	71%	72%				
Bachelor's (BS)	# of Grads	7919	8379	8493	8791	8897	9170	9286	9648
	% Emp. Year 1	75%	77%	77%	78%	79%	77%	76%	76%
	% Emp. Year 2	69%	71%	71%	73%	73%	71%	70%	71%
	% Emp. Year 5	62%	63%	63%	64%				
Master's (MS)	# of Grads	2248	2171	2306	2522	2613	2730	2952	3136
	% Emp. Year 1	72%	70%	70%	71%	72%	72%	70%	73%
	% Emp. Year 2	67%	66%	65%	66%	66%	67%	65%	69%
	% Emp. Year 5	61%	60%	57%	59%				
Doctoral-1st Professional (1 <sup>st</sup> Pro)	# of Grads	428	402	437	474	493	483	470	478
	% Emp. Year 1	48%	51%	49%	52%	48%	63%	62%	62%
	% Emp. Year 2	44%	50%	48%	51%	62%	62%	61%	62%
	% Emp. Year 5	55%	59%	56%	61%				
Doctoral-Research/Scholarship (PhD)	# of Grads	164	181	218	246	222	215	234	286
	% Emp. Year 1	53%	47%	59%	52%	55%	62%	49%	52%
	% Emp. Year 2	46%	40%	53%	43%	48%	54%	42%	45%
	% Emp. Year 5	45%	32%	44%	42%				

### **Graduates Employed in Arkansas by Degree Level and Residency Status**

Table 12 shows the percent of resident versus nonresident graduates who were employed in the state of Arkansas. The percentages presented are the sum of the categories employed only and employed and enrolled. Lighter colors indicate lower values while darker colors indicate higher values. Data is not available for years blacked out.

#### **Resident Graduates**

Compared to all graduates employed in the state, the resident graduates employed in the state follow a pattern similar to that of all graduates as far as which degree levels have higher rates of employment in Arkansas versus others. They are also employed at a higher rate than all graduates and nonresident graduates

#### **Nonresident Graduates**

Nonresident graduates followed the same pattern as residents: lower degree levels have a higher percent employed in Arkansas than higher degree levels. However, compared to resident graduates employed in the state, nonresident graduates consistently have a significantly lower percent employed in Arkansas.

**Table 12**  
**Percent of Resident vs. Nonresident Graduates 2002 to 2009 Employed in Arkansas**  
*One Year, Two Years, and Five Years After Graduation*

Graduation Year	Arkansas Residents										Nonresidents														
	Past Graduates					Recent Graduates					Past Graduates					Recent Graduates									
	2002	2003	2004	2005	2006	2007	2008	2009	2002	2003	2004	2005	2006	2007	2008	2009	2002	2003	2004	2005	2006	2007	2008	2009	
CP	Graduates	1419	1256	1151	1216	1554	1722	2359	3182	432	621	797	676	779	658	636	286	53%	68%	73%	64%	62%	60%	52%	46%
	% Emp. Year 1	78%	87%	87%	86%	85%	84%	83%	79%	28%	35%	32%	24%	29%	28%	25%	29%	14%	11%	11%	7%				
	% Emp. Year 2	73%	83%	82%	84%	82%	82%	81%	79%																
	% Emp. Year 5	65%	75%	73%	72%																				
TC	Graduates	897	1328	1416	2006	1925	1998	2485	2603	30	67	67	86	104	104	110	57%	61%	61%	57%	63%	60%	60%	57%	
	% Emp. Year 1	82%	85%	88%	87%	88%	89%	86%	82%	50%	58%	49%	56%	48%	57%	55%	50%	48%	40%	43%					
	% Emp. Year 2	79%	84%	86%	85%	85%	85%	84%	81%																
	% Emp. Year 5	72%	76%	76%	74%																				
AA	Graduates	3622	4067	4338	4478	4775	5018	4876	5758	292	264	300	344	356	404	372	51%	49%	50%	53%	56%	54%	42%	49%	
	% Emp. Year 1	82%	81%	82%	81%	82%	82%	81%	79%	45%	47%	49%	49%	43%	48%	47%	39%	38%	40%	39%					
	% Emp. Year 2	79%	80%	80%	80%	80%	80%	79%	78%																
	% Emp. Year 5	75%	75%	73%	75%																				
BS	Graduates	6816	7142	7289	7560	7648	7856	7820	8069	1103	1237	1204	1231	1249	1314	1466	1579	38%	45%	45%	49%	49%	45%	43%	45%
	% Emp. Year 1	81%	82%	83%	83%	84%	83%	82%	81%	31%	36%	36%	39%	39%	36%	35%	37%	23%	25%	28%	29%				
	% Emp. Year 2	75%	76%	77%	79%	78%	77%	77%	78%																
	% Emp. Year 5	68%	69%	69%	70%																				
MS	Graduates	1702	1596	1640	1808	1864	1917	2079	2281	546	575	666	714	749	813	855	30%	29%	34%	35%	36%	30%	30%	37%	
	% Emp. Year 1	86%	85%	85%	85%	86%	87%	86%	86%	22%	23%	26%	27%	27%	28%	25%	31%	18%	17%	17%	21%				
	% Emp. Year 2	81%	81%	81%	81%	81%	84%	82%	83%																
	% Emp. Year 5	75%	75%	73%	73%																				
1st Pro	Graduates	366	365	373	390	408	410	372	393	62	37	64	84	85	73	98	85	29%	35%	30%	40%	39%	47%	47%	33%
	% Emp. Year 1	51%	52%	52%	54%	50%	66%	66%	69%	23%	30%	25%	40%	32%	42%	46%	29%	21%	35%	22%	35%				
	% Emp. Year 2	48%	52%	52%	53%	69%	66%	66%	69%																
	% Emp. Year 5	60%	61%	62%	66%																				
PhD	Graduates	90	80	120	118	107	117	96	124	74	101	98	128	115	98	138	162	22%	31%	41%	34%	36%	40%	33%	37%
	% Emp. Year 1	79%	68%	74%	73%	76%	80%	71%	72%	12%	25%	31%	20%	23%	29%	27%	27%	11%	14%	18%	16%				
	% Emp. Year 2	74%	60%	71%	69%	74%	76%	69%	69%																
	% Emp. Year 5	73%	55%	66%	69%																				





## **WAGE INFORMATION FOR ALL ARKANSAS HIGHER EDUCATION GRADUATES OF 2002 TO 2009 THAT REMAINED IN ARKANSAS**

The previous section of this report examined findings for all graduates by degree level followed by findings by residency status; however, this section will only present information that pertains to all graduates by degree level. Most of the findings presented in this section concerning wages for all graduates by degree level have very similar results when divided into residents and nonresidents. For specific differences between residents and nonresidents see Tables 23-42 in Appendix D.

Another difference is that rather than presenting all graduating classes of 2002 to 2009 together, the tables are broken into recent (2006-2009) graduates and past (2002-2005) graduates. For recent graduates data are available for one and two years after graduation, and for past graduates for one, two, and five years after graduation.

### **All Recent Graduates Wage and Employment Outcomes by Degree Level**

Table 13 shows the employment and wage outcomes by degree level of all recent graduates from 2006 to 2009 who were employed in the state of Arkansas at one and two years after graduation. For each degree level, the total number of graduates, the percent of graduates employed in the state of Arkansas, the average quarters worked, the average or mean wages, and the median wages are presented for each graduating class. Lighter colors indicate lower values while darker colors indicate higher values.

The average quarters worked are calculated by taking the total number of quarters worked by each graduate and dividing by the number of employed graduates for that year and degree level. The average wages is the mean of the wages earned by the graduates in that year by degree level. The median wages is the value at which 50% of graduates make more than that amount, and 50% of graduates make less than that amount. To assist in interpretation of Table 13, and to highlight the trends in amount of time worked and changes in wages earned Tables 14 through 17 are provided.

**Table 13**  
**All Recent Graduates Employment and Wages by Degree Level**  
*One Year and Two Years After Graduation*

		Year 1				Year 2			
<i>Grad. Year</i>		2006	2007	2008	2009	2006	2007	2008	2009
<i>Wage Year</i>		2007	2008	2009	2010	2008	2009	2010	2011
CP	<i>Graduates</i>	2333	2380	2995	3468	2333	2380	2995	3468
	<i>Employed</i>	77%	78%	76%	76%	65%	67%	69%	75%
	<i>Avg. Qtrs.</i>	(3.21)	(3.23)	(3.25)	(3.29)	(3.35)	(3.41)	(3.38)	(3.38)
	<i>Avg. Wages</i>	15,479	16,221	15,645	14,415	18,847	19,648	18,068	17,594
	<i>Med. Wages</i>	12,693	13,370	12,657	11,203	16,459	17,207	15,272	14,306
TC	<i>Graduates</i>	2029	2102	2593	2713	2029	2102	2593	2713
	<i>Employed</i>	86%	87%	84%	81%	83%	84%	83%	80%
	<i>Avg. Qtrs.</i>	(3.61)	(3.55)	(3.57)	(3.55)	(3.66)	(3.63)	(3.65)	(3.60)
	<i>Avg. Wages</i>	20,647	20,370	20,856	20,973	23,893	23,930	23,368	23,542
	<i>Med. Wages</i>	20,656	20,396	20,261	20,140	23,943	23,650	23,206	23,240
AA	<i>Graduates</i>	5131	5422	5229	6130	5131	5422	5229	6130
	<i>Employed</i>	81%	80%	78%	77%	77%	77%	76%	76%
	<i>Avg. Qtrs.</i>	(3.51)	(3.51)	(3.52)	(3.50)	(3.58)	(3.53)	(3.57)	(3.55)
	<i>Avg. Wages</i>	19,630	19,988	20,957	20,229	22,995	23,076	23,506	22,708
	<i>Med. Wages</i>	16,128	16,468	17,350	16,519	19,747	19,380	19,949	19,449
BS	<i>Graduates</i>	8897	9170	9286	9648	8897	9170	9286	9648
	<i>Employed</i>	79%	77%	76%	76%	73%	71%	70%	71%
	<i>Avg. Qtrs.</i>	(3.47)	(3.45)	(3.46)	(3.45)	(3.59)	(3.61)	(3.58)	(3.58)
	<i>Avg. Wages</i>	22,128	22,579	22,252	21,685	27,913	28,591	27,412	27,329
	<i>Med. Wages</i>	21,232	21,574	20,831	19,708	28,162	28,749	27,595	27,217
MS	<i>Graduates</i>	2613	2730	2952	3136	2613	2730	2952	3136
	<i>Employed</i>	72%	72%	70%	73%	66%	67%	65%	69%
	<i>Avg. Qtrs.</i>	(3.64)	(3.68)	(3.69)	(3.71)	(3.77)	(3.79)	(3.80)	(3.78)
	<i>Avg. Wages</i>	37,467	38,709	40,146	40,267	42,995	43,979	44,578	45,195
	<i>Med. Wages</i>	37,735	38,593	39,780	39,583	41,104	41,842	42,928	42,721
1st Pro	<i>Graduates</i>	493	483	470	478	493	483	470	478
	<i>Employed</i>	48%	63%	62%	62%	62%	62%	61%	62%
	<i>Avg. Qtrs.</i>	(3.44)	(2.90)	(3.62)	(3.55)	(3.05)	(3.78)	(3.83)	(3.79)
	<i>Avg. Wages</i>	45,472	40,284	52,717	52,798	47,618	58,263	61,463	62,264
	<i>Med. Wages</i>	35,998	28,004	44,250	45,356	42,495	48,347	48,424	49,392
PhD	<i>Graduates</i>	222	215	234	286	222	215	234	286
	<i>Employed</i>	55%	62%	49%	52%	48%	54%	42%	45%
	<i>Avg. Qtrs.</i>	(3.51)	(3.65)	(3.47)	(3.52)	(3.76)	(3.65)	(3.68)	(3.76)
	<i>Avg. Wages</i>	46,728	49,128	44,132	42,313	56,078	54,144	52,394	51,042
	<i>Med. Wages</i>	50,059	48,981	47,728	44,511	53,900	55,079	54,430	53,225

**All Recent Graduates Average Quarters Employed by Degree Level**

Table 14 presents the average quarters worked for all recent graduates one year and two years after graduation.

**Table 14**  
**All Recent Graduates Average Quarters Worked by Degree Level**  
**One Year and Two Years After Graduation**

	Year 1				Year 2			
Grad. Year	2006	2007	2008	2009	2006	2007	2008	2009
Wage Year	2007	2008	2009	2010	2008	2009	2010	2011
CP	3.21	3.23	3.25	3.29	3.35	3.41	3.38	3.38
TC	3.61	3.55	3.57	3.55	3.66	3.63	3.65	3.60
AA	3.51	3.51	3.52	3.50	3.58	3.53	3.57	3.55
BS	3.47	3.45	3.46	3.45	3.59	3.61	3.58	3.58
MS	3.64	3.68	3.69	3.71	3.77	3.79	3.80	3.78
1st Pro	3.44	2.90	3.62	3.55	3.05	3.78	3.83	3.79
PhD	3.51	3.65	3.47	3.52	3.76	3.65	3.68	3.76

For all recent graduates one year after graduation, master’s degree recipients were employed with the highest average quarters and certificate of proficiency recipients were employed with the lowest average quarters. For all recent graduates two years after graduation, the average quarters worked are higher than in year one for all classes at most degree levels.

**All Recent Graduates Median Wages by Degree Level**

Table 15 presents the median wages for all recent graduates one year and two years after graduation.

**Table 15**  
**All Recent Graduates Median Wages by Degree Level**  
**One Year and Two Years After Graduation**

	Year 1				Year 2			
Grad. Year	2006	2007	2008	2009	2006	2007	2008	2009
Wage Year	2007	2008	2009	2010	2008	2009	2010	2011
CP	12,693	13,370	12,657	11,203	16,459	17,207	15,272	14,306
TC	20,656	20,396	20,261	20,140	23,943	23,650	23,206	23,240
AA	16,128	16,468	17,350	16,519	19,747	19,380	19,949	19,449
BS	21,232	21,574	20,831	19,708	28,162	28,749	27,595	27,217
MS	37,735	38,593	39,780	39,583	41,104	41,842	42,928	42,721
1st Pro	35,998	28,004	44,250	45,356	42,495	48,347	48,424	49,392
PhD	50,059	48,981	47,728	44,511	53,900	55,079	54,430	53,225

The median wages increase from year one to year two for all degree levels. This increase could be associated with an increase in pay due to increased job experience or it could also be due to the increase in the average quarters employed from year one to year two as noted in Table 14.

**All Recent Graduates Increase in Median Wages from Year One to Year Two by Degree Level**

Table 16 presents the percent increase in median wages from year one to year two by academic year and degree level for all recent graduates. The increase in median wages was greatest for bachelor’s recipients, with the exception of doctoral-1<sup>st</sup> professional graduates of 2007. The increase from year one to year two has also decreased in more recent years for all degree levels except for doctoral-research/scholarship graduates.

**Table 16**  
**All Recent Graduates Percent Increase in Median Wages from Year One to Year Two**

Grad. Year	Year 1 to Year 2			
	2006	2007	2008	2009
CP	30%	29%	21%	22%
TC	16%	16%	15%	13%
AA	22%	18%	15%	15%
BS	33%	33%	32%	28%
MS	9%	8%	8%	7%
1st Pro	18%	73%	9%	8%
PhD	8%	12%	14%	16%

**All Recent Graduates Median Wages as a Percent of Bachelor’s Median Salary**

Table 17 shows the difference in median wages of all degree level recipients compared to the median wages of bachelor’s degree recipients by academic year for one year and two years after graduation. The values in the table represent the proportion of a bachelor’s degree graduates’ median wages that another degree level earns. So for example, in Table 15 a 2005 bachelor’s graduates one year after graduation had median wages of \$21,232, while certificate of proficiency graduates had median wages of \$12,693, or 60% of  $((\$12,693 / \$21,232) \times 100 = 60\%)$  of a bachelor’s graduates’ median wages. Values less than 100% indicate median wages less than bachelor’s graduates’ while values over 100% indicate median wages greater than bachelor’s graduates’ median wages.

**Table 17**  
**Percent Difference in Median Wages Versus Bachelor’s Recipients for All Recent Graduates One Year and Two Years After Graduation**

Grad. Year	Year 1				Year 2			
	2006	2007	2008	2009	2006	2007	2008	2009
Wage Year	2007	2008	2009	2010	2008	2009	2010	2011
CP	60%	62%	61%	57%	58%	60%	55%	53%
TC	97%	95%	97%	102%	85%	82%	84%	85%
AA	76%	76%	83%	84%	70%	67%	72%	71%
BS	21,232	21,574	20,831	19,708	28,162	28,749	27,595	27,217
MS	178%	179%	191%	201%	146%	146%	156%	157%
1st Pro	170%	130%	212%	230%	151%	168%	175%	181%
PhD	236%	227%	229%	226%	191%	192%	197%	196%

Table 17 also shows that the gap between median wages for bachelor’s recipients compared to associate’s recipients, technical certificate recipients, and certificate of proficiency recipients increased substantially in year two compared to year one, while the gap between median wages for

bachelor's recipients compared to master's, doctoral-first professional, and doctoral-research/scholarship recipients decreased substantially in year two compared to year one.

***All Past Graduates Wage and Employment Outcomes by Degree Level***

Table 18 presents the same information as Table 13, except for the graduates of 2002 to 2005 at one, two, and five years after graduation.

**Table 18**  
**All Past Graduates Employment and Wages by Degree Level**  
**One Year, Two Years, and Five Years After Graduation**

		Year 1				Year 2				Year 5			
<i>Grad. Year</i>		2002	2003	2004	2005	2002	2003	2004	2005	2002	2003	2004	2005
<i>Wage Year</i>		2003	2004	2005	2006	2004	2005	2006	2007	2007	2008	2009	2010
CP	<i>Graduates</i>	1851	1877	1948	1892	1851	1877	1948	1892	1851	1877	1948	1892
	<i>%Employed</i>	72%	81%	81%	78%	63%	67%	62%	62%	53%	54%	47%	49%
	<i>Avg. Qtrs.</i>	(3.33)	(3.20)	(3.09)	(3.09)	(3.50)	(3.36)	(3.35)	(3.37)	(3.60)	(3.62)	(3.52)	(3.50)
	<i>Avg. Wages</i>	18,872	16,062	14,799	15,098	22,313	20,416	19,206	19,244	30,338	29,098	25,738	26,369
	<i>Med. Wages</i>	14,995	12,864	11,909	11,865	18,382	17,044	15,662	15,790	26,504	26,445	21,794	22,176
TC	<i>Graduates</i>	927	1395	1483	2092	927	1395	1483	2092	927	1395	1483	2092
	<i>%Employed</i>	81%	84%	87%	86%	78%	83%	84%	83%	71%	74%	74%	73%
	<i>Avg. Qtrs.</i>	(3.56)	(3.60)	(3.60)	(3.59)	(3.67)	(3.62)	(3.67)	(3.64)	(3.71)	(3.68)	(3.71)	(3.68)
	<i>Avg. Wages</i>	17,403	18,305	18,847	19,867	20,634	20,978	22,252	22,506	28,140	27,388	29,370	29,746
	<i>Med. Wages</i>	16,397	17,650	18,392	20,285	20,161	20,786	21,836	23,023	26,920	26,312	27,865	29,282
AA	<i>Graduates</i>	3914	4331	4638	4822	3914	4331	4638	4822	3914	4331	4638	4822
	<i>%Employed</i>	80%	79%	80%	79%	76%	78%	78%	78%	72%	73%	71%	72%
	<i>Avg. Qtrs.</i>	(3.52)	(3.50)	(3.51)	(3.52)	(3.58)	(3.56)	(3.56)	(3.53)	(3.72)	(3.71)	(3.73)	(3.71)
	<i>Avg. Wages</i>	17,397	17,570	18,119	18,615	20,246	20,314	21,098	21,069	31,298	31,805	31,680	31,231
	<i>Med. Wages</i>	14,509	14,483	15,120	15,139	17,874	17,122	17,798	18,089	29,899	30,017	30,617	29,851
BS	<i>Graduates</i>	7919	8379	8493	8791	7919	8379	8493	8791	7919	8379	8493	8791
	<i>%Employed</i>	75%	77%	77%	78%	69%	71%	71%	73%	62%	63%	63%	64%
	<i>Avg. Qtrs.</i>	(3.42)	(3.40)	(3.45)	(3.47)	(3.55)	(3.56)	(3.60)	(3.59)	(3.73)	(3.75)	(3.75)	(3.74)
	<i>Avg. Wages</i>	18,419	18,729	20,177	21,143	23,750	24,784	26,467	27,066	38,775	40,429	40,244	40,215
	<i>Med. Wages</i>	17,186	17,500	19,325	20,175	23,908	24,923	26,998	27,404	36,580	37,644	37,762	37,797
MS	<i>Graduates</i>	2248	2171	2306	2522	2248	2171	2306	2522	2248	2171	2306	2522
	<i>%Employed</i>	72%	70%	70%	71%	67%	66%	65%	66%	61%	60%	57%	59%
	<i>Avg. Qtrs.</i>	(3.67)	(3.66)	(3.65)	(3.66)	(3.76)	(3.77)	(3.75)	(3.73)	(3.81)	(3.82)	(3.84)	(3.82)
	<i>Avg. Wages</i>	31,883	32,403	34,345	35,384	36,440	37,908	40,705	40,383	48,523	49,676	52,821	50,668
	<i>Med. Wages</i>	32,417	32,987	34,398	35,694	35,785	37,496	39,732	39,228	46,555	47,114	48,648	47,574
1st Pro	<i>Graduates</i>	428	402	437	474	428	402	437	474	428	402	437	474
	<i>%Employed</i>	48%	51%	49%	52%	44%	50%	48%	51%	55%	59%	56%	61%
	<i>Avg. Qtrs.</i>	(3.25)	(3.44)	(3.50)	(3.32)	(3.68)	(3.61)	(3.69)	(3.69)	(3.69)	(3.76)	(3.76)	(3.65)
	<i>Avg. Wages</i>	35,599	40,018	45,597	39,094	49,113	49,982	55,162	52,616	94,234	97,743	89,102	85,887
	<i>Med. Wages</i>	29,996	35,647	37,477	31,500	43,731	46,101	48,638	47,242	82,954	83,162	81,453	68,626
PhD	<i>Graduates</i>	164	181	218	246	164	181	218	246	164	181	218	246
	<i>%Employed</i>	53%	47%	59%	52%	46%	40%	53%	43%	45%	32%	44%	42%
	<i>Avg. Qtrs.</i>	(3.49)	(3.36)	(3.58)	(3.56)	(3.72)	(3.64)	(3.70)	(3.79)	(3.64)	(3.97)	(3.86)	(3.73)
	<i>Avg. Wages</i>	41,565	42,023	44,287	45,285	49,212	49,710	52,800	55,399	59,745	77,365	70,132	68,078
	<i>Med. Wages</i>	44,673	41,398	45,897	47,013	47,059	48,477	54,713	55,730	59,657	67,444	67,665	67,169

**All Past Graduates Average Quarters Employed by Degree Level**

Table 19 shows the average quarters employed at one, two, and five years after graduation for past graduates from 2002 to 2005.

**Table 19**  
**All Past Graduates Average Quarters Worked by Degree Level**  
**One Year, Two Years, and Five Years After Graduation**

	Year 1				Year 2				Year 5			
Grad. Year	2002	2003	2004	2005	2002	2003	2004	2005	2002	2003	2004	2005
Wage Year	2003	2004	2005	2006	2004	2005	2006	2007	2007	2008	2009	2010
CP	3.33	3.20	3.09	3.09	3.50	3.36	3.35	3.37	3.60	3.62	3.52	3.50
TC	3.56	3.60	3.60	3.59	3.67	3.62	3.67	3.64	3.71	3.68	3.71	3.68
AA	3.52	3.50	3.51	3.52	3.58	3.56	3.56	3.53	3.72	3.71	3.73	3.71
BS	3.42	3.40	3.45	3.47	3.55	3.56	3.60	3.59	3.73	3.75	3.75	3.74
MS	3.67	3.66	3.65	3.66	3.76	3.77	3.75	3.73	3.81	3.82	3.84	3.82
1st Pro	3.25	3.44	3.50	3.32	3.68	3.61	3.69	3.69	3.69	3.76	3.76	3.65
PhD	3.49	3.36	3.58	3.56	3.72	3.64	3.70	3.79	3.64	3.97	3.86	3.73

**All Past Graduates Median Wages by Degree Level**

Table 20 shows the median wages for all past graduates from 2002 to 2005. For all past graduates one, two, and five years after graduation the median wages increased from year one to year two, from year two to year five, and from year one to year five at all degree levels.

**Table 20**  
**All Past Graduates Median Wages by Degree Level**  
**One Year, Two Years, and Five Years After Graduation**

	Year 1				Year 2				Year 5			
Grad. Year	2002	2003	2004	2005	2002	2003	2004	2005	2002	2003	2004	2005
Wage Year	2003	2004	2005	2006	2004	2005	2006	2007	2007	2008	2009	2010
CP	14,995	12,864	11,909	11,865	18,382	17,044	15,662	15,790	26,504	26,445	21,794	22,176
TC	16,397	17,650	18,392	20,285	20,161	20,786	21,836	23,023	26,920	26,312	27,865	29,282
AA	14,509	14,483	15,120	15,139	17,874	17,122	17,798	18,089	29,899	30,017	30,617	29,851
BS	17,186	17,500	19,325	20,175	23,908	24,923	26,998	27,404	36,580	37,644	37,762	37,797
MS	32,417	32,987	34,398	35,694	35,785	37,496	39,732	39,228	46,555	47,114	48,648	47,574
1st Pro	29,996	35,647	37,477	31,500	43,731	46,101	48,638	47,242	82,954	83,162	81,453	68,626
PhD	44,673	41,398	45,897	47,013	47,059	48,477	54,713	55,730	59,657	67,444	67,665	67,169

Technical certificate recipients consistently had higher median wages than associate's degree recipients at both one year (TC: \$16,397-\$20,285 vs. AA: \$14,483-\$15,139) and two years (TC: \$20,161-\$23,023 vs. AA: \$17,122-\$18,089) after graduation, but by five years after graduation the median wages for associate's degree recipients was greater than technical degree recipients (TC: \$26,902-\$29,282 vs. AA: \$29,851-\$30,617).

Additionally, doctoral-research/scholarship recipients consistently had higher median wages than doctoral-1<sup>st</sup> professional recipients at both one year (PhD: \$41,398-\$47,013 vs. 1<sup>st</sup> Pro: \$29,996-



\$37,477) and two years (PhD: \$47,059-\$55,730 vs. 1<sup>st</sup> Pro: \$43,731-\$48,638) after graduation, but by five years after graduation the median wages for doctoral-1<sup>st</sup> professional recipients was greater than doctoral-research/scholarship recipients (PhD: \$59,657-\$67,665 vs. 1<sup>st</sup> Pro: \$68,626-\$82,954).

**All Past Graduates Increase in Median Wages Over Time by Degree Level**

Table 21 presents the percent change in median wages by academic year and degree level for all past graduates from year one to year two, year two to year five, and year one to year five.

**Table 21**  
**All Past Graduates Percent Increase in Median Salary**  
**from Year One to Year Two, Year Two to Year Five, and Year One to Year Five**

Grad. Year	Year 1 to Year 2				Year 2 to Year 5				Year 1 to Year 5			
	2002	2003	2004	2005	2002	2003	2004	2005	2002	2003	2004	2005
CP	23%	32%	32%	33%	44%	55%	39%	40%	77%	106%	83%	87%
TC	23%	18%	19%	13%	34%	27%	28%	27%	64%	49%	52%	44%
AA	23%	18%	18%	19%	67%	75%	72%	65%	106%	107%	102%	97%
BS	39%	42%	40%	36%	53%	51%	40%	38%	113%	115%	95%	87%
MS	10%	14%	16%	10%	30%	26%	22%	21%	44%	43%	41%	33%
1st Pro	46%	29%	30%	50%	90%	80%	67%	45%	177%	133%	117%	118%
PhD	5%	17%	19%	19%	27%	39%	24%	21%	34%	63%	47%	43%

**All Past Graduates Median Wages as a Percent of Bachelor’s Median Wages**

Table 22 shows the difference in median wages of all degree level recipients compared to the median wages of bachelor’s degree recipients by year for one, two, and five years after graduation.

**Table 22**  
**Percent Difference in Median Wages Versus Bachelor’s Recipients for All Past Graduates**  
**One Year, Two Years, and Five Years After Graduation**

Grad. Year	Year 1				Year 2				Year 5			
	2002	2003	2004	2005	2002	2003	2004	2005	2002	2003	2004	2005
Wage Year	2003	2004	2005	2006	2004	2005	2006	2007	2007	2008	2009	2010
CP	87%	74%	62%	59%	77%	68%	58%	58%	72%	70%	58%	59%
TC	95%	101%	95%	101%	84%	83%	81%	84%	74%	70%	74%	77%
AA	84%	83%	78%	75%	75%	69%	66%	66%	82%	80%	81%	79%
BS	17,186	17,500	19,325	20,175	23,908	24,923	26,998	27,404	36,580	37,644	37,762	37,797
MS	189%	188%	178%	177%	150%	150%	147%	143%	127%	125%	129%	126%
1st Pro	175%	204%	194%	156%	183%	185%	180%	172%	227%	221%	216%	182%
PhD	260%	237%	238%	233%	197%	195%	203%	203%	163%	179%	179%	178%

In year five, two differences present from previously observed patterns. The first difference is that technical certificate recipients and associate’s degree recipients switched rankings, which follows the pattern one would expect of increasing wages with increasing degree levels. The second difference is that doctoral-1<sup>st</sup> professional and doctoral-research/scholarship switched places, highlighting that lawyers and medical doctors are making more than individuals with research doctorates that work in academia or research environments.





**APPENDIX A**  
**2010 SNAPSHOT OF HIGHER EDUCATION GRADUATES FROM 2002 TO 2009**  
**THAT REMAINED IN ARKANSAS BY RESIDENCY STATUS**

**Arkansas Employment Status and Wage Outcomes by Degree Level During 2010**  
**for Resident Recent and Past Arkansas Graduates 2002 to 2009**

RESIDENTS		Recent Graduates Wage Year 2010				Past Graduates Wage Year 2010			
Years Since		1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years
Graduation Year		2009	2008	2007	2006	2005	2004	2003	2002
CP	Graduates	3,182	2,359	1,722	1,554	1,216	1,151	1,256	1,419
	%Employed	80%	80%	76%	73%	72%	72%	71%	59%
	Avg. Qtrs.	(3.35)	(3.53)	(3.59)	(3.52)	(3.55)	(3.56)	(3.65)	(3.69)
	Avg. Wages	16,463	19,894	22,261	23,093	26,477	26,982	30,606	33,657
	Med. Wages	13,434	17,089	19,760	20,790	22,456	22,351	26,875	29,875
TC	Graduates	2,603	2,485	1,998	1,925	2,006	1,416	1,328	897
	%Employed	81%	82%	81%	78%	75%	75%	72%	67%
	Avg. Qtrs.	(3.62)	(3.66)	(3.67)	(3.69)	(3.68)	(3.67)	(3.65)	(3.71)
	Avg. Wages	23,108	24,815	27,051	29,072	29,322	29,934	28,991	31,089
	Med. Wages	22,289	24,524	27,132	28,688	28,889	28,738	27,366	29,830
AA	Graduates	5,758	4,876	5,018	4,775	4,478	4,338	4,067	3,622
	%Employed	79%	78%	77%	77%	75%	73%	72%	70%
	Avg. Qtrs.	(3.55)	(3.58)	(3.65)	(3.70)	(3.72)	(3.73)	(3.74)	(3.75)
	Avg. Wages	22,146	24,953	27,362	29,813	30,986	32,554	34,342	35,029
	Med. Wages	18,559	22,178	25,084	27,941	29,716	31,102	32,572	33,222
BS	Graduates	8,069	7,820	7,856	7,648	7,560	7,289	7,142	6,816
	%Employed	78%	75%	72%	71%	70%	68%	67%	65%
	Avg. Qtrs.	(3.61)	(3.65)	(3.70)	(3.74)	(3.75)	(3.76)	(3.76)	(3.78)
	Avg. Wages	26,291	29,858	34,126	37,018	39,924	42,128	44,163	45,793
	Med. Wages	25,911	29,801	33,519	35,580	37,453	39,076	40,290	41,902
MS	Graduates	2,281	2,079	1,917	1,864	1,808	1,640	1,596	1,702
	%Employed	84%	81%	80%	75%	73%	72%	72%	72%
	Avg. Qtrs.	(3.81)	(3.82)	(3.82)	(3.84)	(3.85)	(3.83)	(3.88)	(3.86)
	Avg. Wages	45,068	46,735	48,572	50,401	51,030	54,736	54,540	55,788
	Med. Wages	42,368	44,520	45,261	46,725	47,784	50,031	50,484	51,043
1st Pro	Graduates	393	372	410	408	390	373	365	366
	%Employed	68%	67%	64%	68%	66%	62%	60%	61%
	Avg. Qtrs.	(3.71)	(3.81)	(3.71)	(3.70)	(3.73)	(3.74)	(3.87)	(3.85)
	Avg. Wages	60,487	63,924	66,208	78,923	87,696	94,889	130,734	133,372
	Med. Wages	48,074	50,046	57,691	66,259	69,523	84,350	109,825	99,748
PHD	Graduates	124	96	117	107	118	120	80	90
	%Employed	71%	70%	68%	68%	69%	66%	51%	63%
	Avg. Qtrs.	(3.70)	(3.76)	(3.81)	(3.84)	(3.80)	(3.82)	(3.85)	(4.00)
	Avg. Wages	50,757	58,712	64,844	68,038	68,958	71,700	83,428	78,032
	Med. Wages	53,580	60,526	62,234	64,068	70,033	73,278	74,750	70,105

**Arkansas Employment Status and Wage Outcomes by Degree Level During 2010  
for Non-Resident Recent and Past Arkansas Graduates 2002 to 2009**

NONRESIDENTS		Recent Graduates Wage Year 2010				Past Graduates Wage Year 2010			
Years Since Graduation		1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years
Graduation Year		2009	2008	2007	2006	2005	2004	2003	2002
CP	Graduates	286	636	658	779	676	797	621	432
	%Employed	30%	17%	13%	10%	7%	10%	10%	10%
	Avg. Qtrs.	(3.15)	(3.14)	(3.45)	(3.51)	(3.06)	(3.41)	(3.25)	(3.56)
	Avg. Wages	20,409	24,195	24,194	27,837	26,538	28,582	30,292	34,513
	Med. Wages	13,662	21,592	22,996	28,274	19,407	25,164	26,245	29,762
TC	Graduates	110	108	104	104	86	67	67	30
	%Employed	56%	56%	47%	44%	42%	37%	43%	43%
	Avg. Qtrs.	(3.31)	(3.51)	(3.67)	(3.52)	(3.78)	(3.76)	(3.52)	(3.69)
	Avg. Wages	23,241	25,934	29,785	26,951	38,705	33,622	32,435	39,883
	Med. Wages	22,536	25,054	32,228	24,801	36,855	32,234	29,225	42,298
AA	Graduates	372	353	404	356	344	300	264	292
	%Employed	48%	38%	46%	41%	39%	37%	35%	40%
	Avg. Qtrs.	(3.36)	(3.44)	(3.58)	(3.48)	(3.80)	(3.67)	(3.63)	(3.63)
	Avg. Wages	21,708	26,475	27,820	27,808	32,465	35,371	38,860	38,434
	Med. Wages	19,003	22,879	27,099	27,047	31,277	33,995	35,806	33,681
BS	Graduates	1,579	1,466	1,314	1,249	1,231	1,204	1,237	1,103
	%Employed	38%	33%	32%	31%	28%	26%	25%	21%
	Avg. Qtrs.	(3.35)	(3.36)	(3.47)	(3.54)	(3.68)	(3.71)	(3.70)	(3.67)
	Avg. Wages	23,660	27,389	32,874	36,192	40,650	44,471	46,095	54,049
	Med. Wages	21,413	26,227	32,577	35,453	38,105	41,622	42,571	44,994
MS	Graduates	855	873	813	749	714	666	575	546
	%Employed	31%	24%	23%	19%	21%	17%	15%	17%
	Avg. Qtrs.	(3.57)	(3.60)	(3.67)	(3.69)	(3.62)	(3.60)	(3.54)	(3.63)
	Avg. Wages	40,667	42,196	47,151	51,729	46,833	49,081	52,417	54,081
	Med. Wages	39,237	40,670	44,937	48,028	43,142	44,121	42,468	46,955
1st Pro	Graduates	85	98	73	85	84	64	37	62
	%Employed	29%	46%	38%	29%	36%	25%	30%	16%
	Avg. Qtrs.	(3.76)	(3.51)	(3.57)	(3.76)	(3.53)	(3.69)	(3.64)	(3.70)
	Avg. Wages	44,806	48,884	48,278	51,169	59,343	79,403	58,490	56,233
	Med. Wages	46,464	47,889	49,910	49,235	55,129	71,764	54,927	54,570
PHD	Graduates	162	138	98	115	128	98	101	74
	%Employed	28%	20%	22%	17%	16%	17%	16%	11%
	Avg. Qtrs.	(3.54)	(3.36)	(3.59)	(3.79)	(3.52)	(3.88)	(3.50)	(3.38)
	Avg. Wages	43,151	39,844	55,948	57,145	65,092	75,128	63,584	40,485
	Med. Wages	43,746	40,208	60,199	46,464	55,421	68,589	52,780	36,732

## APPENDIX B

### ALL GRADUATES EMPLOYMENT OUTCOMES IN 2010 BY DEGREE LEVEL BY YEARS SINCE GRADUATION BY CIP CODE GROUP

Years Since Graduation		1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years
Graduation Year		2009	2008	2007	2006	2005	2004	2003	2002
<b>AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES</b>									
CP	<i>Graduates</i>					5			
	<i>%Employed</i>					80%			
	<i>Median Salary</i>								
AA	<i>Graduates</i>	5	6	6	6		6	9	14
	<i>%Employed</i>	80%	67%	50%	33%		83%	56%	57%
	<i>Median Salary</i>						44,614	33,356	25,005
BS	<i>Graduates</i>	251	219	253	266	264	266	289	282
	<i>%Employed</i>	59%	61%	63%	58%	57%	60%	60%	62%
	<i>Median Salary</i>	24,252	26,072	31,237	33,342	38,842	41,182	40,217	42,206
MS	<i>Graduates</i>	64	73	54	79	67	84	54	76
	<i>%Employed</i>	39%	37%	41%	39%	45%	44%	39%	34%
	<i>Median Salary</i>	39,204	43,506	42,407	47,906	44,704	45,429	45,915	49,907
PHD	<i>Graduates</i>	16	20	20	13	21	25	23	12
	<i>%Employed</i>	25%	20%	35%	23%	14%	32%	17%	8%
	<i>Median Salary</i>			53,241			76,436		
<b>ARCHITECTURE AND RELATED SERVICES</b>									
BS	<i>Graduates</i>	55	47	53	60	60	60	48	59
	<i>Employed</i>	71%	57%	32%	50%	50%	45%	56%	44%
	<i>Median Salary</i>	28,461	32,743	41,386	40,144	37,116	43,323	39,583	49,706
<b>BIOLOGICAL AND BIOMEDICAL SCIENCES</b>									
BS	<i>Graduates</i>	408	426	379	380	393	360	358	331
	<i>%Employed</i>	59%	57%	47%	54%	51%	49%	52%	53%
	<i>Median Salary</i>	13,236	20,569	22,364	33,545	38,958	41,574	47,889	47,264
MS	<i>Graduates</i>	48	48	57	51	50	37	33	31
	<i>%Employed</i>	56%	38%	35%	31%	32%	30%	45%	26%
	<i>Median Salary</i>	33,229	32,499	36,506	35,461	44,447	47,781	48,131	48,708
PHD	<i>Graduates</i>	34	35	20	27	25	18	18	23
	<i>%Employed</i>	38%	26%	25%	7%	24%	33%	39%	43%
	<i>Median Salary</i>	36,360	37,999	51,575		48,561	73,664	64,942	70,671
<b>BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES</b>									
CP	<i>Graduates</i>	96	131	131	71	91	106	112	152
	<i>%Employed</i>	75%	77%	66%	68%	77%	71%	72%	69%
	<i>Median Salary</i>	21,154	21,842	22,468	23,127	52,876	50,618	43,991	44,217
TC	<i>Graduates</i>	246	153	184	172	242	173	207	128
	<i>%Employed</i>	64%	70%	67%	65%	59%	69%	66%	61%
	<i>Median Salary</i>	17,997	17,242	17,975	19,259	17,577	18,192	17,725	23,435
AA	<i>Graduates</i>	572	406	503	512	502	576	543	575
	<i>%Employed</i>	81%	78%	75%	78%	74%	72%	69%	68%
	<i>Median Salary</i>	18,399	21,921	22,591	24,330	22,331	23,862	24,983	25,647
BS	<i>Graduates</i>	1911	1858	1782	1847	1996	1912	1915	1802
	<i>%Employed</i>	73%	71%	68%	66%	66%	62%	60%	58%
	<i>Median Salary</i>	28,036	31,212	36,554	37,833	39,808	42,728	42,437	46,354
MS	<i>Graduates</i>	554	503	476	532	470	456	382	323
	<i>%Employed</i>	58%	53%	53%	49%	51%	49%	45%	49%
	<i>Median Salary</i>	47,507	52,148	54,426	56,142	62,569	64,380	67,934	68,720
PHD	<i>Graduates</i>	13	9	8	6		5		7
	<i>%Employed</i>	15%	33%						29%
	<i>Median Salary</i>								

Years Since Graduation		1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years
Graduation Year		2009	2008	2007	2006	2005	2004	2003	2002
<b>COMMUNICATION, JOURNALISM, AND RELATED PROGRAMS</b>									
BS	Graduates	409	424	409	364	366	356	356	357
	%Employed	71%	63%	65%	62%	60%	56%	58%	54%
	Median Salary	22,177	22,619	26,318	29,053	31,268	36,027	34,475	38,146
MS	Graduates	39	42	41	31	51	45	46	41
	%Employed	67%	50%	56%	48%	51%	36%	52%	32%
	Median Salary	28,925	35,250	37,662	45,262	43,563	36,201	51,479	36,612
<b>COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES</b>									
CP	Graduates	67	32	44	70	80	82	69	140
	%Employed	70%	72%	64%	54%	58%	62%	77%	56%
	Median Salary	6,551	14,471	10,882	9,657	23,704	28,046	31,572	38,275
TC	Graduates	9	9	5	11	8	8		8
	%Employed	100%	67%	60%	73%	50%	75%		63%
	Median Salary	15,845	8,807		26,891		23,867		18,800
AA	Graduates	137	97	136	138	129	150	129	88
	%Employed	70%	72%	67%	73%	77%	66%	67%	68%
	Median Salary	17,178	21,565	22,348	26,362	31,972	29,514	29,882	36,423
BS	Graduates	191	190	205	219	279	337	348	339
	%Employed	76%	72%	71%	66%	64%	64%	60%	55%
	Median Salary	35,439	42,468	46,813	47,480	50,681	50,646	51,596	59,299
MS	Graduates	90	93	68	77	60	85	88	47
	%Employed	53%	45%	54%	49%	32%	21%	19%	30%
	Median Salary	48,150	62,067	55,074	63,730	57,037	47,088	61,549	54,819
<b>CONSTRUCTION TRADES</b>									
CP	Graduates	44	23	28					8
	%Employed	82%	74%	71%					75%
	Median Salary	31,862	29,250	42,304					36,908
TC	Graduates	27	30	16	28	9	12	10	10
	%Employed	89%	87%	94%	71%	89%	33%	50%	40%
	Median Salary	27,703	22,866	37,806	31,556	18,233		24,883	
<b>EDUCATION</b>									
CP	Graduates	43	67	39	82	70			45
	%Employed	79%	78%	90%	73%	80%			80%
	Median Salary	10,446	13,761	14,222	17,634	17,522			18,577
TC	Graduates	16	23	18	21	22			35
	%Employed	88%	91%	78%	76%	73%			80%
	Median Salary	12,949	14,419	12,680	15,816	20,437			18,846
AA	Graduates	225	189	136	153	113	47	14	61
	%Employed	78%	84%	81%	86%	79%	85%	79%	95%
	Median Salary	10,908	14,737	20,737	21,795	23,027	23,456	29,082	24,039
BS	Graduates	1157	1202	1170	1127	1048	1060	999	1039
	%Employed	88%	85%	82%	83%	79%	79%	77%	70%
	Median Salary	30,666	33,468	35,166	35,973	36,526	37,906	38,947	39,744
MS	Graduates	1080	988	1017	870	883	729	792	952
	%Employed	87%	85%	80%	80%	78%	77%	75%	74%
	Median Salary	41,374	43,624	44,555	45,295	46,750	49,226	48,834	49,690
SPEC	Graduates	64	72	57	55	38	52	44	44
	%Employed	86%	83%	81%	78%	76%	83%	77%	68%
	Median Salary	63,659	57,067	62,445	61,426	64,973	63,253	69,595	66,009
PHD	Graduates	45	44	46	56	57	55	59	63
	%Employed	53%	55%	63%	66%	56%	69%	44%	57%
	Median Salary	58,331	72,495	68,985	72,351	71,961	79,259	74,227	73,275

Years Since Graduation		1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years
Graduation Year		2009	2008	2007	2006	2005	2004	2003	2002
<b>ENGINEERING</b>									
BS	Graduates	354	291	316	289	304	302	335	310
	%Employed	55%	54%	61%	55%	53%	55%	53%	46%
	Median Salary	46,018	48,973	53,831	60,723	61,075	65,170	64,397	72,630
MS	Graduates	64	79	74	77	76	78	68	59
	%Employed	42%	23%	27%	26%	22%	24%	21%	24%
	Median Salary	58,589	58,448	73,004	66,025	54,545	74,610	79,331	80,175
PHD	Graduates	21	14	15	13	17	16	8	10
	%Employed	29%	14%	20%	15%	24%	13%		20%
	Median Salary	52,878							
<b>ENGINEERING TECHNOLOGIES AND ENGINEERING-RELATED FIELDS</b>									
CP	Graduates	173	139	58	65	28	59	98	117
	%Employed	71%	77%	74%	66%	71%	75%	67%	79%
	Median Salary	14,529	17,991	16,784	19,833	14,812	25,164	34,891	42,183
TC	Graduates	112	142	74	62	64	62	81	20
	%Employed	57%	44%	72%	68%	63%	69%	65%	35%
	Median Salary	21,208	21,931	29,303	32,597	37,105	34,507	26,029	28,050
AA	Graduates	173	175	145	164	161	166	179	188
	%Employed	83%	83%	72%	71%	76%	67%	69%	69%
	Median Salary	26,749	30,563	33,405	33,771	36,002	37,785	38,733	39,055
BS	Graduates	104	101	112	110	93	116	114	110
	Employed	71%	62%	75%	67%	61%	64%	67%	66%
	Median Salary	40,627	49,881	42,752	46,731	53,644	57,184	56,076	56,146
<b>ENGLISH LANGUAGE AND LITERATURE/LETTERS</b>									
BS	Graduates	331	372	347	382	309	346	314	284
	%Employed	68%	67%	66%	62%	65%	59%	54%	59%
	Median Salary	15,845	22,598	25,079	27,270	30,168	32,390	35,683	34,025
MS	Graduates	86	71	75	59	51	62	40	50
	%Employed	47%	51%	48%	49%	55%	47%	65%	56%
	Median Salary	27,384	37,639	33,915	29,699	34,129	41,800	36,299	43,156
<b>FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES</b>									
CP	Graduates	153	177	142	182	147	167	172	126
	%Employed	87%	80%	85%	81%	79%	72%	72%	68%
	Median Salary	13,689	15,242	14,845	15,178	17,700	17,777	17,849	18,256
TC	Graduates	8	34	19	18	13	36	43	
	%Employed	75%	79%	95%	72%	54%	83%	67%	
	Median Salary	17,951	16,714	17,403	19,393	16,221	18,037	16,097	
AA	Graduates	60	39	60	49	49	95	122	38
	%Employed	77%	77%	75%	84%	82%	86%	80%	68%
	Median Salary	17,785	17,724	17,453	19,269	24,086	19,541	22,813	23,983
BS	Graduates	277	272	231	233	225	183	203	178
	%Employed	69%	70%	68%	65%	68%	57%	55%	52%
	Median Salary	18,606	24,533	28,230	30,952	30,187	32,039	34,174	37,716
MS	Graduates	53	43	37	25	23	33	25	10
	%Employed	89%	77%	78%	56%	48%	55%	72%	90%
	Median Salary	33,189	39,318	39,865	29,717	40,643	43,877	43,568	49,594



Years Since Graduation		1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years
Graduation Year		2009	2008	2007	2006	2005	2004	2003	2002
<b>FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS</b>									
AA	Graduates	9	7			10	12	6	5
	%Employed	78%	100%			70%	50%	67%	40%
	Median Salary	10,358	8,173			28,860	19,698		
BS	Graduates	118	100	109	97	87	106	86	55
	%Employed	75%	61%	58%	56%	54%	49%	53%	51%
	Median Salary	16,812	20,102	30,290	34,049	33,121	35,449	42,239	37,591
MS	Graduates	11	16	19	13	26	15	23	11
	%Employed	45%	50%	53%	15%	35%	33%	22%	27%
	Median Salary	34,841	40,075	26,257		42,226	40,042	44,537	
<b>HISTORY</b>									
BS	Graduates	228	187	212	201	192	144	175	108
	%Employed	67%	65%	63%	64%	67%	59%	53%	61%
	Median Salary	17,162	17,779	23,126	28,893	34,216	31,466	30,332	41,351
MS	Graduates	39	34	30	29	24	15	22	19
	%Employed	67%	59%	60%	55%	67%	53%	59%	74%
	Median Salary	22,674	32,358	28,019	39,088	34,846	42,201	34,805	40,298
PHD	Graduates	7	9		5				6
	%Employed	29%	22%						17%
	Median Salary								
<b>HEALTH PROFESSIONS AND RELATED PROGRAMS</b>									
CP	Graduates	1722	1115	766	496	402	417	446	334
	%Employed	81%	79%	79%	75%	75%	77%	71%	72%
	Median Salary	11,662	15,007	16,612	22,374	21,432	19,449	22,608	28,253
TC	Graduates	1071	1033	952	849	851	755	648	433
	%Employed	86%	88%	85%	82%	79%	79%	76%	70%
	Median Salary	25,676	25,593	28,131	29,402	29,274	30,220	31,247	31,587
AA	Graduates	1322	1273	1275	1066	950	891	793	717
	%Employed	83%	75%	76%	75%	73%	71%	69%	67%
	Median Salary	38,144	39,159	40,314	42,691	41,982	43,568	44,713	45,641
BS	Graduates	1315	1242	1190	1089	1010	902	832	784
	%Employed	76%	70%	68%	68%	68%	66%	67%	63%
	Median Salary	37,067	39,156	43,681	44,751	44,711	48,977	48,200	46,942
MS	Graduates	455	432	334	334	313	304	254	278
	%Employed	66%	63%	60%	53%	55%	61%	58%	58%
	Median Salary	55,070	52,754	58,686	58,532	55,550	55,503	58,551	56,490
1STPRO	Graduates	236	217	213	208	206	211	200	213
	%Employed	62%	67%	64%	68%	64%	57%	58%	61%
	Median Salary	56,939	52,351	80,197	105,787	111,052	118,980	138,125	126,844
PHD	Graduates	74	39	55	33	55	56	21	13
	%Employed	69%	79%	75%	79%	65%	54%	38%	46%
	Median Salary	56,000	57,927	62,482	60,479	66,671	68,803	75,749	78,659

Years Since Graduation		1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years
Graduation Year		2009	2008	2007	2006	2005	2004	2003	2002
<b>LAW ENFORCEMENT, FIREFIGHTING AND RELATED PROTECTIVE SERVICES</b>									
CP	Graduates	124	109	135	79	7			
	%Employed	78%	80%	82%	70%	86%			
	Median Salary	29,313	32,700	37,265	33,539	56,527			
TC	Graduates	263	255	178	259	303	9	5	
	%Employed	94%	93%	89%	90%	88%	67%	60%	
	Median Salary	32,309	32,653	33,788	33,106	34,850	59,969		
AA	Graduates	162	145	140	140	122	129	90	84
	%Employed	81%	87%	76%	80%	78%	75%	69%	63%
	Median Salary	20,872	26,138	26,025	31,758	31,282	36,451	38,304	35,166
BS	Graduates	241	196	239	242	226	248	195	157
	%Employed	70%	66%	69%	70%	66%	64%	54%	62%
	Median Salary	24,590	28,814	29,540	31,579	33,583	33,268	34,752	35,958
MS	Graduates	19	16						6
	%Employed	58%	50%						67%
	Median Salary	38,666	35,867						
<b>LEGAL PROFESSIONS AND STUDIES</b>									
CP	Graduates							5	
	%Employed							80%	
	Median Salary								
AA	Graduates	36	33	44	38	34	34	18	32
	%Employed	92%	88%	82%	79%	68%	62%	61%	72%
	Median Salary	19,796	22,929	26,919	30,512	30,809	27,973	29,416	26,712
MS	Graduates	11		10		7		8	7
	%Employed	36%		10%				25%	14%
	Median Salary								
1STPRO	Graduates	242	253	270	285	268	226	202	215
	%Employed	61%	59%	57%	56%	59%	56%	57%	47%
	Median Salary	39,000	47,888	52,584	50,123	53,573	61,417	57,726	59,612
<b>LIBERAL ARTS AND SCIENCES, GENERAL STUDIES AND HUMANITIES</b>									
AA	Graduates	3048	2597	2738	2637	2531	2333	2215	1951
	%Employed	73%	74%	74%	74%	71%	69%	70%	68%
	Median Salary	13,531	16,166	20,258	24,410	27,394	29,297	31,519	32,846
BS	Graduates	232	205	228	155	167	141	173	150
	%Employed	69%	70%	69%	62%	54%	54%	58%	49%
	Median Salary	18,336	23,918	25,715	26,611	29,744	33,684	30,958	36,620
MS	Graduates	15	15	11	21	21	12	6	10
	%Employed	73%	73%	27%	67%	71%	67%	83%	60%
	Median Salary	25,187	32,174		32,860	42,840	19,800	33,170	34,129
<b>MATHEMATICS AND STATISTICS</b>									
BS	Graduates	68	61	93	90	92	75	82	71
	%Employed	62%	64%	63%	68%	72%	63%	63%	51%
	Median Salary	24,280	33,958	37,509	37,644	40,891	43,061	51,630	40,488
MS	Graduates	39	41	27	44	31	20	23	26
	%Employed	56%	66%	59%	57%	55%	55%	48%	58%
	Median Salary	42,260	43,337	43,991	52,400	44,229	50,176	52,386	48,229

Years Since Graduation		1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years
Graduation Year		2009	2008	2007	2006	2005	2004	2003	2002
<b>MECHANIC AND REPAIR TECHNOLOGIES/TECHNICIANS</b>									
CP	Graduates	213	116	55	79	44	27	51	55
	%Employed	82%	81%	71%	76%	64%	70%	69%	71%
	Median Salary	11,558	19,864	19,763	23,247	26,495	33,033	37,257	47,215
TC	Graduates	463	425	431	409	431	323	307	208
	%Employed	75%	76%	73%	71%	65%	67%	67%	63%
	Median Salary	19,784	23,748	25,832	27,572	28,582	30,776	32,692	35,235
AA	Graduates	139	73	72	80	63	74	77	43
	%Employed	79%	67%	78%	75%	68%	84%	78%	74%
	Median Salary	31,414	37,410	29,680	41,778	44,671	45,473	40,571	44,946
<b>MULTI/INTERDISCIPLINARY STUDIES</b>									
AA	Graduates	147	105	91	77	56	57	51	48
	%Employed	75%	73%	74%	64%	71%	70%	53%	67%
	Median Salary	22,146	29,719	29,207	26,495	36,624	55,194	46,707	43,281
BS	Graduates	89	45	55	51	24	38	17	17
	%Employed	69%	67%	69%	69%	67%	45%	53%	41%
	Median Salary	28,203	28,906	32,333	42,169	43,521	33,923	38,951	32,261
MS	Graduates	16	27	18	15	11	11	11	17
	%Employed	38%	30%	33%	40%	27%	18%	45%	35%
	Median Salary	25,985	31,063	24,978	40,590			55,968	43,317
PHD	Graduates	7			5	8			
	%Employed	14%			40%	25%			
	Median Salary								
<b>NATURAL RESOURCES AND CONSERVATION</b>									
BS	Graduates	61	64	36	36	41	39	89	86
	%Employed	66%	72%	53%	44%	54%	56%	54%	51%
	Median Salary	19,639	29,157	34,808	33,955	39,241	40,966	38,636	35,640
MS	Graduates	12	17	10	6	9	8		6
	%Employed	33%	18%	40%	50%	33%	13%		17%
	Median Salary								
<b>PARKS, RECREATION, LEISURE, AND FITNESS STUDIES</b>									
BS	Graduates	219	222	188	222	191	174	179	171
	%Employed	66%	62%	55%	62%	62%	52%	50%	51%
	Median Salary	19,642	24,515	27,244	33,334	34,373	37,524	36,868	38,704
MS	Graduates	70	73	82	50	64	49	38	19
	%Employed	40%	37%	35%	32%	38%	29%	34%	21%
	Median Salary	39,300	33,610	37,381	44,356	43,157	42,679	38,608	
PHD	Graduates	5	5	7	5			11	
	%Employed	40%	40%	29%				9%	
	Median Salary								
<b>PERSONAL AND CULINARY SERVICES</b>									
TC	Graduates	103	82	77	80	60	26	19	12
	%Employed	65%	62%	61%	43%	60%	58%	53%	67%
	Median Salary	7,124	8,840	8,442	17,573	14,028	11,226	15,370	26,428
AA	Graduates	26	29	18	14	29	16	13	15
	%Employed	81%	69%	61%	64%	66%	69%	38%	67%
	Median Salary	26,921	26,552	24,307	25,100	27,033	33,210	15,912	30,503



Years Since Graduation		1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years
Graduation Year		2009	2008	2007	2006	2005	2004	2003	2002
<b>PHILOSOPHY AND RELIGIOUS STUDIES</b>									
BS	Graduates	40	29	42	31	28	29	24	32
	%Employed	78%	62%	50%	39%	50%	52%	46%	59%
	Median Salary	16,226	13,947	16,250	33,479	22,590	21,864	40,677	23,116
MS	Graduates	8				5	5		
	%Employed	63%				20%	20%		
	Median Salary	5,571							
<b>PHYSICAL SCIENCES</b>									
BS	Graduates	152	173	157	128	151	130	113	113
	%Employed	50%	41%	44%	47%	52%	48%	45%	39%
	Median Salary	13,910	19,463	23,206	37,284	45,553	45,963	42,692	41,300
MS	Graduates	25	32	33	18	28	27	15	27
	%Employed	56%	25%	36%	33%	32%	30%	40%	30%
	Median Salary	36,953	51,993	46,101	13,036	40,938	40,865	46,869	54,892
PHD	Graduates	21	34	16	25	24	15	17	19
	%Employed	52%	24%	38%	16%	29%	27%	24%	21%
	Median Salary	26,666	44,358	55,477		82,695			
<b>PRECISION PRODUCTION</b>									
CP	Graduates	362	199	116	166	127	134	162	101
	%Employed	69%	81%	72%	67%	75%	75%	82%	70%
	Median Salary	12,562	16,844	26,098	25,575	21,606	30,125	33,464	36,989
TC	Graduates	118	120	70	100	72	70	57	54
	%Employed	79%	79%	74%	70%	69%	69%	63%	65%
	Median Salary	18,000	25,239	23,913	21,707	29,631	28,453	26,348	36,902
AA	Graduates	8		5	13	15	15	17	16
	%Employed	100%		60%	69%	73%	87%	82%	63%
	Median Salary	17,314			43,485	28,692	42,087	47,540	49,524
<b>PSYCHOLOGY</b>									
BS	Graduates	431	466	418	404	383	376	359	338
	%Employed	66%	69%	65%	63%	60%	57%	59%	62%
	Median Salary	19,932	22,433	23,929	30,690	31,679	31,254	35,077	36,774
MS	Graduates	53	33	42	39	37	41	42	44
	%Employed	77%	73%	69%	64%	70%	49%	50%	48%
	Median Salary	36,634	36,258	41,905	47,195	38,726	41,402	44,691	46,944
PHD	Graduates	11		6	11	11	9	6	
	%Employed	36%			9%	27%	22%	17%	
	Median Salary								
<b>PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS</b>									
AA	Graduates	10	8	7		11	5		
	%Employed	100%	75%	86%		64%	40%		
	Median Salary	16,985	20,712	14,465		16,549			
BS	Graduates	196	181	174	170	141	142	156	142
	%Employed	76%	75%	76%	72%	74%	68%	70%	62%
	Median Salary	22,878	26,053	29,531	29,771	29,395	33,592	33,217	37,728
MS	Graduates	188	186	118	142	125	102	108	114
	%Employed	75%	75%	76%	74%	65%	65%	66%	59%
	Median Salary	41,781	43,673	42,457	44,982	45,450	44,085	46,657	47,672
PHD	Graduates	12	5		10	6			
	%Employed	42%	40%		70%	50%			
	Median Salary	49,583			73,452				

Years Since Graduation		1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years
Graduation Year		2009	2008	2007	2006	2005	2004	2003	2002
<b>SOCIAL SCIENCES</b>									
BS	Graduates	459	448	471	419	429	396	391	356
	%Employed	64%	65%	58%	60%	58%	59%	54%	61%
	Median Salary	17,118	21,613	25,429	29,858	33,315	31,978	35,707	35,594
MS	Graduates	50	37	64	60	51	50	45	46
	%Employed	42%	54%	48%	37%	33%	30%	31%	26%
	Median Salary	15,418	25,378	31,616	33,397	32,342	43,269	37,970	46,369
<b>TRANSPORTATION AND MATERIALS MOVING</b>									
CP	Graduates	460	875	864	1042	888	946	755	767
	%Employed	53%	36%	27%	26%	20%	17%	18%	17%
	Median Salary	23,610	24,131	25,713	23,684	25,921	21,771	25,913	23,450
TC	Graduates		14	6	14	10		7	12
	%Employed		86%	50%	64%	20%		57%	75%
	Median Salary		17,480		21,075				32,823
BS	Graduates	14	10	11	12	6	18	12	10
	%Employed	57%	40%	36%	33%	50%	28%	25%	70%
	Median Salary	19,256					26,601		45,623
<b>VISUAL AND PERFORMING ARTS</b>									
AA	Graduates	36	37	38	32	35	28	47	34
	%Employed	83%	76%	79%	75%	69%	50%	60%	76%
	Median Salary	14,928	16,944	21,231	20,188	31,097	22,504	25,490	21,315
BS	Graduates	337	255	290	273	286	237	217	238
	%Employed	65%	56%	57%	59%	50%	51%	47%	49%
	Median Salary	18,744	20,799	24,759	27,686	29,809	30,990	35,254	33,065
MS	Graduates	47	48	29	36	38	34	39	26
	%Employed	57%	40%	45%	33%	32%	41%	36%	54%
	Median Salary	43,360	28,968	39,720	19,300	38,689	41,459	55,711	33,325

## APPENDIX C

### TOP 5 INDUSTRY AREAS OF EMPLOYMENT IN 2010 BY CIP CODE GROUP & DEGREE LEVEL ALL GRADUATES FROM 2002 TO 2009

TOP 5 AREAS OF EMPLOYMENT BY CIP CODE GROUP AND INDUSTRY						
DEGREE LEVEL	CIP CODE GROUPS	1ST	2ND	3RD	4TH	5TH
CERTIFICATE OF PROFICIENCY	AGRICULTURE	MFG-d	OS	FS	CON	
		57%	14%	14%	14%	
	BUSINESS, MANAGEMENT & MARKETING	WHLS-nd	RETL	MFG-nd	MFG-d	EDU
		9%	10%	12%	17%	7%
	COMPUTER & INFORMATION SCI.	RETL	EDU	MFG-nd	MFG-d	ADMIN
		16%	11%	10%	8%	8%
	CONSTRUCTION TRADES	CON	EDU	MFG-d	ADMIN	RETL
		65%	10%	6%	4%	3%
	EDUCATION	EDU	SS	HS	RETL	FIN
		45%	23%	13%	4%	2%
	ENGINEERING TECHNOLOGIES	MFG-d	RETL	MFG-nd	ADMIN	FS
		29%	15%	8%	5%	5%
	FAMILY & CONSUMER SCI.	SS	EDU	HS	RETL	OS
		32%	29%	12%	5%	4%
	HEALTH PROFESSIONS	HS	PUB	RETL	FS	SS
		47%	9%	9%	6%	6%
	LAW ENFORCEMENT & PROTECTIVE SERV.	PUB	RETL	HS	FS	CON
		72%	5%	5%	3%	2%
	LEGAL PROFESSIONS & STUDIES	EDU	SS	RETL		
		40%	40%	20%		
MECHANIC & REPAIR TECHNOLOGIES	RETL	MFG-d	MFG-nd	CON	ADMIN	
	19%	13%	9%	7%	7%	
PERSONAL & CULINARY SERV.	FS	RETL	ADMIN	MFG-nd	EDU	
	33%	20%	20%	13%	7%	
PRECISION PRODUCTION	MFG-d	CON	RETL	ADMIN	MFG-nd	
	20%	11%	10%	8%	7%	
SOCIAL SCI.	UTILITIES	MGMT	PUB	HS	ADMIN	
	18%	18%	9%	9%	9%	
TRANSPORTATION & MATERIALS MOVING	TRAN	MFG-nd	CON	ADMIN	RETL	
	37%	7%	7%	7%	6%	

DEGREE LEVEL	CIP CODE GROUPS	1ST	2ND	3RD	4TH	5TH
TECHNICAL CERTIFICATE	AGRICULTURE	PROF	MFG-d	RETL	FIN	PUB
		30%	30%	20%	10%	10%
	BUSINESS, MANAGEMENT & MARKETING	HS	RETL	EDU	FIN	SS
		14%	13%	10%	7%	7%
	COMPUTER & INFORMATION SCI.	EDU	RETL	RE	INFO	HS
		18%	16%	9%	7%	7%
	CONSTRUCTION TRADES	UTILITIES	CON	RETL	PUB	MFG-nd
		29%	13%	13%	7%	6%
	EDUCATION	SS	EDU	HS	RETL	FS
		46%	27%	13%	5%	3%
	ENGINEERING TECHNOLOGIES	MFG-d	MFG-nd	RETL	CON	ADMIN
		15%	13%	10%	9%	7%
	FAMILY & CONSUMER SCI.	SS	EDU	HS	ADMIN	RETL
		39%	32%	8%	4%	4%
	HEALTH PROFESSIONS	HS	SS	PUB	ADMIN	EDU
		78%	4%	4%	3%	3%
	LAW ENFORCEMENT & PROTECTIVE SERV.	PUB	EDU	HS	CON	RETL
		76%	5%	3%	3%	2%
	LEGAL PROFESSIONS & STUDIES	PUB	PROF	ADMIN	FIN	RE
		31%	13%	13%	6%	6%
	LIBERAL ARTS & SCI., GEN. STUDIES	HS	RETL	EDU	SS	FS
		22%	13%	12%	9%	7%
	MECHANIC & REPAIR TECHNOLOGIES	MFG-d	RETL	CON	MFG-nd	TRAN
		15%	14%	10%	10%	7%
	PERSONAL & CULINARY SERV.	RETL	OS	HS	FS	SS
		18%	17%	13%	11%	9%
	PRECISION PRODUCTION	MFG-d	CON	RETL	MFG-nd	ADMIN
		26%	9%	9%	9%	8%
PUBLIC ADMIN. & SOCIAL SERVICE	EDU	SS				
	67%	33%				
TRANSPORTATION & MATERIALS MOVING	CON	ADMIN	MFG-nd	FS	PUB	
	24%	13%	11%	9%	9%	
VISUAL & PERFORMING ARTS	EDU	TRAN	PROF	MFG-nd		
	40%	20%	20%	20%		

DEGREE LEVEL	CIP CODE GROUPS	1ST	2ND	3RD	4TH	5TH
ASSOCIATE'S DEGREE	AGRICULTURE	RETL	PUB	MFG-d	RE	HS
		18%	16%	11%	8%	8%
	BIOLOGICAL & BIOMEDICAL SCI.	MFG-nd	HS			
		50%	50%			
	BUSINESS, MANAGEMENT & MARKETING	EDU	HS	RETL	FIN	PUB
		14%	13%	11%	7%	7%
	COMPUTER & INFORMATION SCI.	RETL	EDU	HS	PROF	ADMIN
		14%	14%	8%	7%	7%
	CONSTRUCTION TRADES	CON	RETL	ADMIN	UTILITIES	PROF
		19%	19%	19%	6%	6%
	EDUCATION	EDU	SS	HS	RETL	FS
		48%	28%	6%	6%	3%
	ENGINEERING TECHNOLOGIES	PROF	MFG-d	MFG-nd	RETL	EDU
		15%	15%	9%	8%	8%
	FAMILY & CONSUMER SCI.	SS	EDU	HS	OS	RETL
		43%	25%	13%	6%	3%
	FOREIGN LANGUAGES & LINGUISTICS	EDU	PROF	FIN	HS	PUB
		36%	22%	8%	8%	6%
	HEALTH PROFESSIONS	HS	EDU	PUB	SS	RETL
		84%	3%	2%	2%	2%
	LAW ENFORCEMENT & PROTECTIVE SERV.	PUB	HS	RETL	SS	EDU
		47%	9%	8%	6%	6%
	LEGAL PROFESSIONS & STUDIES	PROF	PUB	RETL	ADMIN	HS
		25%	15%	14%	9%	6%
	LIBERAL ARTS & SCI., GEN. STUDIES	EDU	HS	RETL	SS	FIN
		21%	17%	12%	7%	6%
	MECHANIC & REPAIR TECHNOLOGIES	MFG-d	MFG-nd	CON	WHLS-d	RETL
		22%	14%	8%	7%	7%
	MULTI/INTERDISCIPLINARY STUDIES	MFG-nd	EDU	HS	MFG-d	RETL
		14%	13%	13%	13%	8%
	PARKS, RECREATION, LEISURE, & FITNESS	FIN	ADMIN	ARTS	PUB	RETL
		13%	13%	13%	13%	7%
PERSONAL & CULINARY SERV.	OS	HS	FS	RETL	EDU	
	53%	10%	9%	8%	4%	
PRECISION PRODUCTION	MFG-d	EDU	MNG	CON	MFG-nd	
	52%	9%	5%	5%	5%	
PUBLIC ADMIN. & SOCIAL SERVICE	HS	EDU	SS	PUB	TRAN	
	34%	23%	23%	9%	3%	
VISUAL & PERFORMING ARTS	RETL	PROF	MFG-nd	EDU	MFG-d	
	18%	17%	11%	9%	6%	

DEGREE LEVEL	CIP CODE GROUPS	1ST	2ND	3RD	4TH	5TH
BACHELOR'S DEGREE	AGRICULTURE	EDU	MFG-nd	WHLS-nd	RETL	AG
		13%	13%	9%	8%	8%
	ARCHITECTURE & RELATED SERV.	PROF	RETL	EDU	PUB	ADMIN
		65%	9%	7%	4%	4%
	BIOLOGICAL & BIOMEDICAL SCI.	HS	EDU	RETL	PROF	PUB
		39%	13%	12%	7%	6%
	BUSINESS, MANAGEMENT & MARKETING	FIN	RETL	PROF	EDU	PUB
		15%	12%	11%	8%	5%
	COMMUNICATION & JOURNALISM	EDU	INFO	RETL	PROF	FIN
		16%	14%	11%	9%	8%
	COMPUTER & INFORMATION SCI.	PROF	RETL	EDU	INFO	MFG-nd
		17%	16%	13%	8%	7%
	EDUCATION	EDU	SS	HS	RETL	PUB
		83%	4%	3%	2%	1%
	ENGINEERING	PROF	MFG-d	RETL	MFG-nd	CON
		24%	19%	8%	7%	7%
	ENGINEERING TECHNOLOGIES	MFG-d	CON	PROF	EDU	MFG-nd
		23%	20%	8%	8%	7%
	ENGLISH LANGUAGE & LITERATURE	EDU	RETL	PROF	HS	PUB
		36%	8%	7%	6%	6%
	FAMILY & CONSUMER SCI.	EDU	HS	RETL	SS	PROF
		17%	17%	16%	12%	9%
	FOREIGN LANGUAGES & LINGUISTICS	EDU	HS	RETL	PROF	FS
		40%	10%	9%	8%	5%
	HEALTH PROFESSIONS	HS	EDU	SS	PUB	RETL
		74%	8%	5%	2%	2%
	HISTORY	EDU	RETL	PUB	PROF	FS
		28%	12%	10%	8%	6%
	LAW ENFORCEMENT & PROTECTIVE SERV.	PUB	SS	EDU	HS	RETL
		33%	12%	10%	9%	7%
	LIBERAL ARTS & SCI., GEN. STUDIES	EDU	HS	SS	RETL	PUB
		29%	16%	11%	7%	6%
	MATHEMATICS & STATISTICS	EDU	RETL	PROF	FIN	INFO
		49%	8%	7%	6%	4%
	MULTI/INTERDISCIPLINARY STUDIES	EDU	SS	HS	MFG-d	MFG-nd
		19%	14%	11%	8%	7%
	NATURAL RESOURCES & CONSERVATION	PUB	EDU	PROF	RETL	AG
		26%	9%	8%	8%	6%
	PARKS, RECREATION, LEISURE, & FITNESS	EDU	HS	RETL	ARTS	PUB
		23%	21%	9%	7%	5%
	PHILOSOPHY & RELIGIOUS STUDIES	EDU	FS	PROF	RETL	PUB
		16%	14%	12%	12%	11%
PHYSICAL SCI.	EDU	HS	RETL	PROF	MFG-nd	
	20%	17%	16%	9%	6%	
PSYCHOLOGY	HS	SS	EDU	PUB	RETL	
	26%	19%	13%	8%	6%	
PUBLIC ADMIN. & SOCIAL SERVICE	HS	SS	EDU	PUB	ADMIN	
	35%	32%	9%	7%	3%	
SOCIAL SCI.	PUB	EDU	SS	HS	PROF	
	16%	14%	12%	9%	9%	
TRANSPORTATION & MATERIALS MOVING	PUB	EDU	TRAN	WHLS-nd	PROF	
	17%	17%	12%	7%	7%	
VISUAL & PERFORMING ARTS	EDU	RETL	PROF	FS	INFO	
	37%	12%	8%	6%	4%	

DEGREE LEVEL	CIP CODE GROUPS	1ST	2ND	3RD	4TH	5TH
MASTER'S DEGREE	AGRICULTURE	EDU	MFG-nd	AG	WHLS-	FIN
		43%	11%	8%	7%	6%
	BIOLOGICAL & BIOMEDICAL SCI.	EDU	HS	PUB	PROF	RETL
		40%	26%	12%	4%	4%
	BUSINESS, MANAGEMENT & MARKETING	PROF	EDU	FIN	RETL	MFG-d
		15%	12%	9%	8%	7%
	COMMUNICATION & JOURNALISM	EDU	HS	PROF	INFO	OS
		45%	8%	8%	8%	5%
	COMPUTER & INFORMATION SCI.	EDU	PROF	RETL	MFG-nd	TRAN
		24%	19%	11%	7%	6%
	EDUCATION	EDU	HS	SS	PUB	RETL
		91%	2%	2%	1%	1%
	ENGINEERING	PROF	MFG-d	EDU	RETL	TRAN
		28%	12%	12%	9%	8%
	ENGLISH LANGUAGE & LITERATURE	EDU	PROF	PUB	INFO	FIN
		73%	5%	4%	3%	3%
	FAMILY & CONSUMER SCI.	EDU	HS	SS	PUB	ADMIN
		47%	27%	9%	4%	2%
	FOREIGN LANGUAGES & LINGUISTICS	EDU	HS	SS	PROF	FIN
		76%	6%	4%	4%	4%
	HEALTH PROFESSIONS	HS	EDU	SS	PUB	ADMIN
		64%	17%	10%	4%	2%
	HISTORY	EDU	PUB	ARTS	INFO	RETL
		59%	9%	5%	5%	4%
	LAW ENFORCEMENT & PROTECTIVE SERV.	PUB	EDU	HS	PROF	OS
		41%	25%	16%	6%	3%
	LEGAL PROFESSIONS & STUDIES	PROF	EDU	WHLS-	PUB	OS
		40%	30%	10%	10%	10%
	LIBERAL ARTS & SCI., GEN. STUDIES	EDU	PUB	INFO	HS	RETL
		74%	5%	5%	4%	4%
	MATHEMATICS & STATISTICS	EDU	PROF	INFO	RETL	HS
		70%	6%	4%	4%	2%
	MULTI/INTERDISCIPLINARY STUDIES	EDU	HS	PROF	PUB	WHLS-
		35%	26%	12%	9%	7%
	NATURAL RESOURCES & CONSERVATION	EDU	PUB	OS	RETL	AG
		29%	24%	10%	10%	10%
	PARKS, RECREATION, LEISURE, & FITNESS	EDU	HS	ADMIN	RETL	SS
		55%	18%	4%	3%	3%
	PHILOSOPHY & RELIGIOUS STUDIES	EDU	HS	PROF	RETL	
		75%	8%	8%	8%	
	PHYSICAL SCI.	EDU	HS	MFG-nd	PROF	PUB
		54%	9%	8%	8%	5%
PSYCHOLOGY	HS	EDU	SS	PUB	PROF	
	35%	28%	26%	5%	2%	
PUBLIC ADMIN. & SOCIAL SERVICE	HS	SS	EDU	PUB	OS	
	43%	23%	14%	8%	2%	
SOCIAL SCI.	EDU	PUB	RETL	SS	HS	
	51%	9%	7%	6%	5%	
VISUAL & PERFORMING ARTS	EDU	RETL	FS	HS	ARTS	
	78%	5%	4%	3%	3%	

DEGREE LEVEL	CIP CODE GROUPS	1ST	2ND	3RD	4TH	5TH
DOCTORAL 1 <sup>ST</sup> PROFESSIONAL	HEALTH PROFESSIONS	HS	RETL	WHLS-nd	ADMIN	
		65%	30%	2%	1%	
	LEGAL PROFESSIONS & STUDIES	PROF	PUB	EDU	RETL	SS
		45%	24%	6%	5%	4%

DEGREE LEVEL	CIP CODE GROUPS	1ST	2ND	3RD	4TH	5TH
DOCTORAL RESEARCH/ SCHOLARSHIP	AGRICULTURE	EDU	MFG-nd	PROF	HS	AG
		56%	11%	11%	8%	8%
	BIOLOGICAL & BIOMEDICAL SCI.	HS	EDU	PROF	WHLS-nd	PUB
		46%	33%	11%	3%	3%
	BUSINESS, MANAGEMENT & MARKETING	EDU	TRAN			
		89%	11%			
	COMPUTER & INFORMATION SCI.	PROF				
		100%				
	EDUCATION	EDU	HS	PUB	OS	SS
		85%	7%	2%	2%	1%
	ENGINEERING	EDU	PROF	TRAN	HS	RETL
		48%	24%	10%	5%	5%
	ENGLISH LANGUAGE & LITERATURE	EDU				
		100%				
	FOREIGN LANGUAGES & LINGUISTICS	EDU	SS	HS		
		100%	0%	0%		
	HEALTH PROFESSIONS	HS	EDU	SS	ADMIN	PUB
		78%	12%	5%	2%	1%
	HISTORY	EDU	FIN			
		88%	13%			
	MATHEMATICS & STATISTICS	EDU	WHLS-d			
		75%	25%			
	MULTI/INTERDISCIPLINARY STUDIES	PROF	EDU	WHLS-nd	MFG-d	
		44%	33%	11%	11%	
	NATURAL RESOURCES & CONSERVATION	EDU	WHLS-nd	MFG-nd	UTILITIES	
		73%	9%	9%	9%	
	PARKS, RECREATION, LEISURE, & FITNESS	EDU				
		100%				
	PHILOSOPHY & RELIGIOUS STUDIES	EDU	RETL			
		67%	33%			
	PHYSICAL SCI.	EDU	HS	PROF	OS	ADMIN
		70%	8%	6%	4%	4%
PSYCHOLOGY	EDU	HS	SS	PUB		
	46%	23%	15%	15%		
PUBLIC ADMIN. & SOCIAL SERVICE	EDU	HS	MGMT	PROF		
	55%	30%	10%	5%		
SOCIAL SCI.	EDU	HS	PUB			
	82%	9%	9%			



**APPENDIX D**  
**WAGE INFORMATION FOR RESIDENT ARKANSAS HIGHER EDUCATION GRADUATES**  
**OF 2002 TO 2009 THAT REMAINED IN ARKANSAS**

**RESIDENT RECENT GRADUATES (2006 to 2009)**

**Table 23**  
**Resident Recent Graduates Employment and Wages by Degree Level**  
**One Year and Two Years After Graduation**

		Year 1				Year 2			
<b>Grad. Year</b>		2006	2007	2008	2009	2006	2007	2008	2009
<b>Wage Year</b>		2007	2008	2009	2010	2008	2009	2010	2011
CP	Graduates	1554	1722	2359	3182	1554	1722	2359	3182
	% Employed	85%	84%	83%	79%	82%	82%	81%	79%
	Avg. Qtrs.	(3.40)	(3.38)	(3.33)	(3.31)	(3.46)	(3.50)	(3.43)	(3.38)
	Avg. Wages	15,617	16,509	15,561	14,417	18,915	19,909	17,957	17,452
	Med. Wages	12,958	13,478	12,568	11,272	16,561	17,342	15,294	14,186
TC	Graduates	1925	1998	2485	2603	1925	1998	2485	2603
	% Employed	88%	89%	86%	82%	85%	85%	84%	81%
	Avg. Qtrs.	(3.62)	(3.55)	(3.57)	(3.56)	(3.66)	(3.64)	(3.66)	(3.60)
	Avg. Wages	20,766	20,345	20,871	20,991	23,953	24,048	23,341	23,508
	Med. Wages	20,753	20,368	20,296	20,144	23,965	23,774	23,225	23,205
AA	Graduates	4775	5018	4876	5758	4775	5018	4876	5758
	% Employed	82%	82%	81%	79%	80%	80%	79%	78%
	Avg. Qtrs.	(3.53)	(3.52)	(3.52)	(3.51)	(3.59)	(3.53)	(3.57)	(3.56)
	Avg. Wages	19,815	20,002	20,839	20,225	22,998	23,082	23,418	22,737
	Med. Wages	16,392	16,538	17,336	16,534	19,736	19,379	19,957	19,479
BS	Graduates	7648	7856	7820	8069	7648	7856	7820	8069
	% Employed	84%	83%	82%	81%	78%	77%	77%	78%
	Avg. Qtrs.	(3.50)	(3.48)	(3.49)	(3.49)	(3.61)	(3.62)	(3.61)	(3.61)
	Avg. Wages	22,424	22,878	22,574	22,065	28,032	28,716	27,618	27,537
	Med. Wages	21,586	21,859	21,289	20,156	28,285	28,828	27,809	27,487
MS	Graduates	1864	1917	2079	2281	1864	1917	2079	2281
	% Employed	86%	87%	86%	86%	81%	84%	82%	83%
	Avg. Qtrs.	(3.73)	(3.75)	(3.74)	(3.77)	(3.80)	(3.83)	(3.83)	(3.82)
	Avg. Wages	38,914	39,912	41,207	41,531	43,306	44,459	45,258	45,761
	Med. Wages	38,536	39,285	40,428	40,198	41,169	42,170	43,294	43,083
1st Pro	Graduates	408	410	372	393	408	410	372	393
	% Employed	50%	66%	66%	69%	69%	66%	66%	69%
	Avg. Qtrs.	(3.48)	(2.90)	(3.70)	(3.58)	(3.06)	(3.81)	(3.89)	(3.79)
	Avg. Wages	48,213	41,426	55,490	54,608	48,944	59,399	64,105	63,793
	Med. Wages	37,528	28,004	44,250	45,356	42,996	48,810	48,424	49,609
PhD	Graduates	107	117	96	124	107	117	96	124
	% Employed	76%	80%	71%	72%	74%	76%	69%	69%
	Avg. Qtrs.	(3.74)	(3.78)	(3.71)	(3.61)	(3.85)	(3.69)	(3.82)	(3.74)
	Avg. Wages	56,507	54,902	53,583	48,066	61,777	57,195	58,259	52,498
	Med. Wages	55,938	53,571	53,978	51,458	58,106	56,280	59,366	54,651

**Table 24**  
**Resident Recent Graduates Average Quarters Worked by Degree Level**  
*One Year and Two Years After Graduation*

	Year 1				Year 2			
Grad. Year	2006	2007	2008	2009	2006	2007	2008	2009
Wage Year	2007	2008	2009	2010	2008	2009	2010	2011
CP	3.40	3.38	3.33	3.31	3.46	3.50	3.43	3.38
TC	3.62	3.55	3.57	3.56	3.66	3.64	3.66	3.60
AA	3.53	3.52	3.52	3.51	3.59	3.53	3.57	3.56
BS	3.50	3.48	3.49	3.49	3.61	3.62	3.61	3.61
MS	3.73	3.75	3.74	3.77	3.80	3.83	3.83	3.82
1st Pro	3.48	2.90	3.70	3.58	3.06	3.81	3.89	3.79
PhD	3.74	3.78	3.71	3.61	3.85	3.69	3.82	3.74

**Table 25**  
**Resident Recent Graduates Median Wages by Degree Level**  
*One Year and Two Years After Graduation*

	Year 1				Year 2			
Grad. Year	2006	2007	2008	2009	2006	2007	2008	2009
Wage Year	2007	2008	2009	2010	2008	2009	2010	2011
CP	12,958	13,478	12,568	11,272	16,561	17,342	15,294	14,186
TC	20,753	20,368	20,296	20,144	23,965	23,774	23,225	23,205
AA	16,392	16,538	17,336	16,534	19,736	19,379	19,957	19,479
BS	21,586	21,859	21,289	20,156	28,285	28,828	27,809	27,487
MS	38,536	39,285	40,428	40,198	41,169	42,170	43,294	43,083
1st Pro	37,528	28,004	44,250	45,356	42,996	48,810	48,424	49,609
PhD	55,938	53,571	53,978	51,458	58,106	56,280	59,366	54,651

**Table 26**  
**Resident Recent Graduates Percent Increase in Median Wages from Year One to Year Two**

	Year 1 to Year 2			
Grad. Year	2006	2007	2008	2009
CP	28%	29%	22%	26%
TC	15%	17%	14%	15%
AA	20%	17%	15%	18%
BS	31%	32%	31%	36%
MS	7%	7%	7%	7%
1st Pro	15%	74%	9%	9%
PhD	4%	5%	10%	6%

**Table 27**  
**Percent Difference in Median Wages Versus Bachelor's for Resident Recent Graduates**  
*One Year and Two Years After Graduation*

	Year 1				Year 2			
Grad. Year	2006	2007	2008	2009	2006	2007	2008	2009
Wage Year	2007	2008	2009	2010	2008	2009	2010	2011
CP	60%	62%	59%	56%	59%	60%	55%	52%
TC	96%	93%	95%	100%	85%	82%	84%	84%
AA	76%	76%	81%	82%	70%	67%	72%	71%
BS	21,586	21,859	21,289	20,156	28,285	28,828	27,809	27,487
MS	179%	180%	190%	199%	146%	146%	156%	157%
1st Pro	174%	128%	208%	225%	152%	169%	174%	180%
PhD	259%	245%	254%	255%	205%	195%	213%	199%

**RESIDENT PAST GRADUATES (2002 to 2005)**

**Table 28  
Resident Past Graduates Employment and Wages by Degree Level  
One Year, Two Years, and Five Years After Graduation**

		Year 1				Year 2				Year 5			
<b>Grad. Year</b>		2002	2003	2004	2005	2002	2003	2004	2005	2002	2003	2004	2005
<b>Wage Year</b>		2003	2004	2005	2006	2004	2005	2006	2007	2007	2008	2009	2010
CP	<i>Graduates</i>	1419	1256	1151	1216	1419	1256	1151	1216	1419	1256	1151	1216
	%Employed	78%	87%	87%	86%	73%	83%	82%	84%	65%	75%	73%	72%
	<i>Avg. Qtrs.</i>	(3.42)	(3.39)	(3.39)	(3.36)	(3.53)	(3.49)	(3.50)	(3.51)	(3.62)	(3.63)	(3.55)	(3.53)
	<i>Avg. Wages</i>	19,132	16,728	15,952	16,104	22,070	20,571	19,194	19,529	30,233	28,787	25,647	26,362
	<i>Med. Wages</i>	14,819	13,113	13,018	13,000	17,762	17,369	15,764	16,228	26,274	25,630	21,718	22,273
TC	<i>Graduates</i>	897	1328	1416	2006	897	1328	1416	2006	897	1328	1416	2006
	%Employed	82%	85%	88%	87%	79%	84%	86%	85%	72%	76%	76%	74%
	<i>Avg. Qtrs.</i>	(3.56)	(3.60)	(3.61)	(3.60)	(3.67)	(3.63)	(3.68)	(3.64)	(3.71)	(3.67)	(3.72)	(3.68)
	<i>Avg. Wages</i>	17,306	18,297	18,938	19,807	20,495	20,946	22,285	22,485	27,973	27,206	29,363	29,539
	<i>Med. Wages</i>	16,365	17,644	18,404	20,147	19,908	20,757	21,737	23,058	26,808	25,880	27,812	29,112
AA	<i>Graduates</i>	3622	4067	4338	4478	3622	4067	4338	4478	3622	4067	4338	4478
	%Employed	82%	81%	82%	81%	79%	80%	80%	80%	75%	75%	73%	75%
	<i>Avg. Qtrs.</i>	(3.52)	(3.51)	(3.51)	(3.52)	(3.59)	(3.56)	(3.57)	(3.53)	(3.72)	(3.71)	(3.73)	(3.71)
	<i>Avg. Wages</i>	17,266	17,556	18,113	18,675	20,108	20,266	21,091	21,113	31,077	31,765	31,613	31,149
	<i>Med. Wages</i>	14,471	14,526	15,189	15,159	17,866	17,115	17,865	18,146	29,847	29,994	30,550	29,778
BS	<i>Graduates</i>	6816	7142	7289	7560	6816	7142	7289	7560	6816	7142	7289	7560
	%Employed	81%	82%	83%	83%	75%	76%	77%	79%	68%	69%	69%	70%
	<i>Avg. Qtrs.</i>	(3.45)	(3.43)	(3.48)	(3.51)	(3.57)	(3.59)	(3.61)	(3.61)	(3.73)	(3.75)	(3.76)	(3.75)
	<i>Avg. Wages</i>	18,700	19,013	20,525	21,469	23,987	24,983	26,655	27,194	38,660	40,359	40,099	40,240
	<i>Med. Wages</i>	17,506	17,808	19,708	20,647	24,053	25,037	27,172	27,628	36,606	37,627	37,567	37,786
MS	<i>Graduates</i>	1702	1596	1640	1808	1702	1596	1640	1808	1702	1596	1640	1808
	%Employed	86%	85%	85%	85%	81%	81%	81%	81%	75%	75%	73%	73%
	<i>Avg. Qtrs.</i>	(3.73)	(3.73)	(3.75)	(3.73)	(3.79)	(3.82)	(3.81)	(3.78)	(3.83)	(3.84)	(3.86)	(3.85)
	<i>Avg. Wages</i>	32,853	33,559	36,169	36,855	36,879	38,600	42,130	41,413	48,827	49,923	53,400	51,184
	<i>Med. Wages</i>	32,998	33,803	35,293	36,550	36,058	37,866	40,382	39,771	46,745	47,566	49,008	48,064
1st Pro	<i>Graduates</i>	366	365	373	390	366	365	373	390	366	365	373	390
	%Employed	51%	52%	52%	54%	48%	52%	52%	53%	60%	61%	62%	66%
	<i>Avg. Qtrs.</i>	(3.30)	(3.47)	(3.53)	(3.33)	(3.69)	(3.62)	(3.68)	(3.70)	(3.68)	(3.78)	(3.75)	(3.66)
	<i>Avg. Wages</i>	36,940	41,140	46,826	40,581	49,947	50,794	55,685	54,186	96,448	100,174	90,045	88,672
	<i>Med. Wages</i>	30,556	36,068	38,124	31,968	45,115	46,182	48,711	49,122	83,933	86,280	81,910	70,773
PhD	<i>Graduates</i>	90	80	120	118	90	80	120	118	90	80	120	118
	%Employed	79%	68%	74%	73%	74%	60%	71%	69%	73%	55%	66%	69%
	<i>Avg. Qtrs.</i>	(3.66)	(3.56)	(3.73)	(3.77)	(3.78)	(3.73)	(3.80)	(3.93)	(3.65)	(3.98)	(3.86)	(3.76)
	<i>Avg. Wages</i>	46,424	50,033	50,883	53,131	51,454	56,052	57,737	58,695	62,005	80,116	71,273	68,563
	<i>Med. Wages</i>	49,190	47,741	50,613	53,631	50,204	52,516	56,825	59,942	63,485	69,957	68,742	70,329

**Table 29**  
**Resident Past Graduates Average Quarters Worked by Degree Level**  
*One Year, Two Years, and Five Years After Graduation*

Grad. Year	Year 1				Year 2				Year 5			
	2002	2003	2004	2005	2002	2003	2004	2005	2002	2003	2004	2005
Wage Year	2003	2004	2005	2006	2004	2005	2006	2007	2007	2008	2009	2010
CP	3.42	3.39	3.39	3.36	3.53	3.49	3.50	3.51	3.62	3.63	3.55	3.53
TC	3.56	3.60	3.61	3.60	3.67	3.63	3.68	3.64	3.71	3.67	3.72	3.68
AA	3.52	3.51	3.51	3.52	3.59	3.56	3.57	3.53	3.72	3.71	3.73	3.71
BS	3.45	3.43	3.48	3.51	3.57	3.59	3.61	3.61	3.73	3.75	3.76	3.75
MS	3.73	3.73	3.75	3.73	3.79	3.82	3.81	3.78	3.83	3.84	3.86	3.85
1st Pro	3.30	3.47	3.53	3.33	3.69	3.62	3.68	3.70	3.68	3.78	3.75	3.66
PhD	3.66	3.56	3.73	3.77	3.78	3.73	3.80	3.93	3.65	3.98	3.86	3.76

**Table 30**  
**Resident Past Graduates Median Wages by Degree Level**  
*One Year, Two Years, and Five Years After Graduation*

Grad. Year	Year 1				Year 2				Year 5			
	2002	2003	2004	2005	2002	2003	2004	2005	2002	2003	2004	2005
Wage Year	2003	2004	2005	2006	2004	2005	2006	2007	2007	2008	2009	2010
CP	14,819	13,113	13,018	13,000	17,762	17,369	15,764	16,228	26,274	25,630	21,718	22,273
TC	16,365	17,644	18,404	20,147	19,908	20,757	21,737	23,058	26,808	25,880	27,812	29,112
AA	14,471	14,526	15,189	15,159	17,866	17,115	17,865	18,146	29,847	29,994	30,550	29,778
BS	17,506	17,808	19,708	20,647	24,053	25,037	27,172	27,628	36,606	37,627	37,567	37,786
MS	32,998	33,803	35,293	36,550	36,058	37,866	40,382	39,771	46,745	47,566	49,008	48,064
1st Pro	30,556	36,068	38,124	31,968	45,115	46,182	48,711	49,122	83,933	86,280	81,910	70,773
PhD	49,190	47,741	50,613	53,631	50,204	52,516	56,825	59,942	63,485	69,957	68,742	70,329

**Table 31**  
**Resident Past Graduates Percent Increase in Median Wages Over Time**

Grad. Year	Year 1 to Year 2				Year 2 to Year 5				Year 1 to Year 5			
	2002	2003	2004	2005	2002	2003	2004	2005	2002	2003	2004	2005
CP	20%	32%	21%	25%	48%	48%	38%	37%	77%	95%	67%	71%
TC	22%	18%	18%	14%	35%	25%	28%	26%	64%	47%	51%	44%
AA	23%	18%	18%	20%	67%	75%	71%	64%	106%	106%	101%	96%
BS	37%	41%	38%	34%	52%	50%	38%	37%	109%	111%	91%	83%
MS	9%	12%	14%	9%	30%	26%	21%	21%	42%	41%	39%	32%
1st Pro	48%	28%	28%	54%	86%	87%	68%	44%	175%	139%	115%	121%
PhD	2%	10%	12%	12%	26%	33%	21%	17%	29%	47%	36%	31%

**Table 32**  
**Percent Difference in Median Wages Versus Bachelor's Recipients for Resident Past Graduates**  
*One Year, Two Years, and Five Years After Graduation*

Grad. Year	Year 1				Year 2				Year 5			
	2002	2003	2004	2005	2002	2003	2004	2005	2002	2003	2004	2005
Wage Year	2003	2004	2005	2006	2004	2005	2006	2007	2007	2008	2009	2010
CP	85%	74%	66%	63%	74%	69%	58%	59%	72%	68%	58%	59%
TC	93%	99%	93%	98%	83%	83%	80%	83%	73%	69%	74%	77%
AA	83%	82%	77%	73%	74%	68%	66%	66%	82%	80%	81%	79%
BS	17,506	17,808	19,708	20,647	24,053	25,037	27,172	27,628	36,606	37,627	37,567	37,786
MS	188%	190%	179%	177%	150%	151%	149%	144%	128%	126%	130%	127%
1st Pro	175%	203%	193%	155%	188%	184%	179%	178%	229%	229%	218%	187%
PhD	281%	268%	257%	260%	209%	210%	209%	217%	173%	186%	183%	186%

**NONRESIDENT RECENT GRADUATES (2006 to 2009)**

**Table 33**  
**Nonresident Recent Graduates Employment and Wages by Degree Level**  
**One Year and Two Years After Graduation**

		Year 1				Year 2			
<i>Grad. Year</i>		2006	2007	2008	2009	2006	2007	2008	2009
<i>Wage Year</i>		2007	2008	2009	2010	2008	2009	2010	2011
CP	<i>Graduates</i>	779	658	636	286	779	658	636	286
	<i>%Employed</i>	62%	60%	52%	46%	29%	28%	25%	29%
	<i>Avg. Qtrs.</i>	(2.68)	(2.71)	(2.78)	(2.88)	(2.69)	(2.76)	(2.77)	(3.19)
	<i>Avg. Wages</i>	15,100	15,167	16,142	14,365	18,459	17,650	19,429	21,863
	<i>Med. Wages</i>	11,564	12,126	14,096	9,525	15,141	14,741	14,075	16,167
TC	<i>Graduates</i>	104	104	108	110	104	104	108	110
	<i>%Employed</i>	63%	60%	60%	57%	48%	57%	59%	55%
	<i>Avg. Qtrs.</i>	(3.28)	(3.65)	(3.55)	(3.35)	(3.48)	(3.24)	(3.42)	(3.36)
	<i>Avg. Wages</i>	17,574	21,096	20,362	20,345	21,954	20,520	24,269	24,710
	<i>Med. Wages</i>	18,792	20,651	19,318	19,754	23,857	20,999	21,753	25,876
AA	<i>Graduates</i>	356	404	353	372	356	404	353	372
	<i>%Employed</i>	56%	54%	42%	49%	43%	48%	39%	47%
	<i>Avg. Qtrs.</i>	(3.15)	(3.32)	(3.48)	(3.35)	(3.55)	(3.54)	(3.51)	(3.30)
	<i>Avg. Wages</i>	15,949	19,711	24,071	20,323	22,919	22,957	25,932	21,968
	<i>Med. Wages</i>	12,693	15,301	19,443	15,736	20,032	19,746	19,597	17,978
BS	<i>Graduates</i>	1249	1314	1466	1579	1249	1314	1466	1579
	<i>%Employed</i>	49%	45%	43%	45%	39%	36%	35%	37%
	<i>Avg. Qtrs.</i>	(3.17)	(3.14)	(3.13)	(3.11)	(3.39)	(3.44)	(3.34)	(3.35)
	<i>Avg. Inc.</i>	19,034	19,295	18,939	18,170	26,466	27,004	25,012	25,111
	<i>Med. Inc.</i>	16,915	17,418	15,327	14,876	26,055	27,763	23,804	22,914
MS	<i>Graduates</i>	749	813	873	855	749	813	873	855
	<i>%Employed</i>	36%	35%	30%	37%	27%	28%	25%	31%
	<i>Avg. Qtrs.</i>	(3.11)	(3.30)	(3.32)	(3.33)	(3.54)	(3.52)	(3.53)	(3.49)
	<i>Avg. Wages</i>	28,900	31,584	32,898	32,361	40,627	40,611	39,286	41,118
	<i>Med. Wages</i>	28,406	32,957	32,700	31,543	38,990	39,700	37,282	41,028
1 <sup>ST</sup> PRO	<i>Graduates</i>	85	73	98	85	85	73	98	85
	<i>%Employed</i>	39%	47%	47%	33%	32%	42%	46%	29%
	<i>Avg. Qtrs.</i>	(3.15)	(2.88)	(3.20)	(3.29)	(2.89)	(3.58)	(3.49)	(3.80)
	<i>Avg. Wages</i>	28,365	31,249	37,828	35,336	33,815	48,412	47,137	45,690
	<i>Med. Wages</i>	30,174	25,581	37,851	39,055	21,602	45,500	46,638	47,571
PHD	<i>Graduates</i>	115	98	138	162	115	98	138	162
	<i>%Employed</i>	36%	40%	33%	37%	23%	29%	23%	27%
	<i>Avg. Qtrs.</i>	(3.05)	(3.36)	(3.13)	(3.38)	(3.52)	(3.54)	(3.41)	(3.79)
	<i>Avg. Wages</i>	27,409	35,212	30,161	33,780	39,403	44,449	40,298	48,163
	<i>Med. Wages</i>	27,842	32,000	29,932	36,980	38,000	43,575	41,577	45,500



**Table 34**  
**Nonresident Recent Graduates Average Quarters Worked by Degree Level**  
*One Year and Two Years After Graduation*

Grad. Year	Year 1				Year 2			
	2006	2007	2008	2009	2006	2007	2008	2009
Wage Year	2007	2008	2009	2010	2008	2009	2010	2011
CP	2.68	2.71	2.78	2.88	2.69	2.76	2.77	3.19
TC	3.28	3.65	3.55	3.35	3.48	3.24	3.42	3.36
AA	3.15	3.32	3.48	3.35	3.55	3.54	3.51	3.30
BS	3.17	3.14	3.13	3.11	3.39	3.44	3.34	3.35
MS	3.11	3.30	3.32	3.33	3.54	3.52	3.53	3.49
1 <sup>ST</sup> PRO	3.15	2.88	3.20	3.29	2.89	3.58	3.49	3.80
PHD	3.05	3.36	3.13	3.38	3.52	3.54	3.41	3.79

**Table 35**  
**Nonresident Recent Graduates Median Wages by Degree Level**  
*One Year and Two Years After Graduation*

Grad. Year	Year 1				Year 2			
	2006	2007	2008	2009	2006	2007	2008	2009
Wage Year	2007	2008	2009	2010	2008	2009	2010	2011
CP	11,564	12,126	14,096	9,525	15,141	14,741	14,075	16,167
TC	18,792	20,651	19,318	19,754	23,857	20,999	21,753	25,876
AA	12,693	15,301	19,443	15,736	20,032	19,746	19,597	17,978
BS	16,915	17,418	15,327	14,876	26,055	27,763	23,804	22,914
MS	28,406	32,957	32,700	31,543	38,990	39,700	37,282	41,028
1 <sup>ST</sup> PRO	30,174	25,581	37,851	39,055	21,602	45,500	46,638	47,571
PHD	27,842	32,000	29,932	36,980	38,000	43,575	41,577	45,500

**Table 36**  
**Nonresident Recent Graduates Percent Change in Median Wages from Year One to Year Two**

Grad. Year	Year 1 to Year 2			
	2006	2007	2008	2009
CP	31%	22%	0%	70%
TC	27%	2%	13%	31%
AA	58%	29%	1%	14%
BS	54%	59%	55%	54%
MS	37%	20%	14%	30%
1 <sup>ST</sup> PRO	-28%	78%	23%	22%
PHD	36%	36%	39%	23%

**Table 37**  
**Percent Difference in Median Wages Versus Bachelor's for Nonresident Recent Graduates**  
*One Year and Two Years After Graduation*

Grad. Year	Year 1				Year 2			
	2006	2007	2008	2009	2006	2007	2008	2009
Wage Year	2007	2008	2009	2010	2008	2009	2010	2011
CP	68%	70%	92%	64%	58%	53%	59%	71%
TC	111%	119%	126%	133%	92%	76%	91%	113%
AA	75%	88%	127%	106%	77%	71%	82%	78%
BS	16,915	17,418	15,327	14,876	26,055	27,763	23,804	22,914
MS	168%	189%	213%	212%	150%	143%	157%	179%
1 <sup>ST</sup> PRO	178%	147%	247%	263%	83%	164%	196%	208%
PHD	165%	184%	195%	249%	146%	157%	175%	199%

**NONRESIDENT PAST GRADUATES (2002 to 2005)**

**Table 38**  
**Nonresident Past Graduates Employment and Wages by Degree Level**  
**One Year, Two Years, and Five Years After Graduation**

		Year 1				Year 2				Year 5			
Grad. Year		2002	2003	2004	2005	2002	2003	2004	2005	2002	2003	2004	2005
Wage Year		2003	2004	2005	2006	2004	2005	2006	2007	2007	2008	2009	2010
CP	Graduates	432	621	797	676	432	621	797	676	432	621	797	676
	%Employed	53%	68%	73%	64%	28%	35%	32%	24%	14%	11%	11%	7%
	Avg. Qtrs.	(2.90)	(2.71)	(2.57)	(2.44)	(3.20)	(2.74)	(2.78)	(2.48)	(3.29)	(3.51)	(3.22)	(3.04)
	Avg. Wages	17,609	14,357	12,823	12,672	24,369	19,669	19,249	17,427	31,915	33,263	26,614	26,490
	Med. Wages	16,745	11,705	8,940	8,692	23,335	14,982	15,247	12,955	31,466	32,792	24,521	19,725
TC	Graduates	30	67	67	86	30	67	67	86	30	67	67	86
	%Employed	57%	61%	61%	57%	50%	58%	49%	56%	50%	48%	40%	43%
	Avg. Qtrs.	(3.65)	(3.51)	(3.05)	(3.41)	(3.80)	(3.36)	(3.30)	(3.48)	(3.73)	(3.84)	(3.56)	(3.68)
	Avg. Wages	21,604	18,527	16,099	22,002	27,203	21,897	21,041	23,258	35,355	33,106	29,662	38,093
	Med. Wages	17,206	17,906	17,119	23,932	25,718	21,376	23,304	21,552	30,250	30,922	29,729	36,687
AA	Graduates	292	264	300	344	292	264	300	344	292	264	300	344
	%Employed	51%	49%	50%	53%	45%	47%	49%	49%	39%	38%	40%	39%
	Avg. Qtrs.	(3.32)	(3.23)	(3.37)	(3.36)	(3.36)	(3.39)	(3.42)	(3.39)	(3.67)	(3.48)	(3.61)	(3.79)
	Avg. Wages	20,033	17,918	18,268	17,425	23,285	21,590	21,259	20,130	36,579	33,014	33,431	33,296
	Med. Wages	16,531	12,647	13,353	14,704	18,494	18,562	16,583	16,074	32,328	30,941	32,953	32,001
BS	Graduates	1103	1237	1204	1231	1103	1237	1204	1231	1103	1237	1204	1231
	%Employed	38%	45%	45%	49%	31%	36%	36%	39%	23%	25%	28%	29%
	Avg. Qtrs.	(2.97)	(3.15)	(3.12)	(3.10)	(3.27)	(3.26)	(3.42)	(3.37)	(3.63)	(3.68)	(3.70)	(3.65)
	Avg. Wages	14,692	15,719	16,324	17,736	20,163	22,356	24,012	25,473	40,848	41,529	42,419	39,840
	Med. Wages	11,738	12,965	14,047	14,880	19,247	21,254	25,040	24,418	35,972	38,281	40,810	38,038
MS	Graduates	546	575	666	714	546	575	666	714	546	575	666	714
	%Employed	30%	29%	34%	35%	22%	23%	26%	27%	18%	17%	17%	21%
	Avg. Qtrs.	(3.10)	(3.02)	(3.07)	(3.20)	(3.47)	(3.30)	(3.29)	(3.32)	(3.56)	(3.55)	(3.63)	(3.60)
	Avg. Wages	23,211	22,936	23,170	26,294	31,422	31,011	29,674	32,676	44,658	46,668	46,780	46,161
	Med. Wages	22,166	20,001	23,169	28,242	31,084	32,042	30,015	33,550	43,061	40,647	44,520	43,019
1st Pro	Graduates	62	37	64	84	62	37	64	84	62	37	64	84
	%Employed	29%	35%	30%	40%	23%	30%	25%	40%	21%	35%	22%	35%
	Avg. Qtrs.	(2.78)	(3.08)	(3.16)	(3.26)	(3.57)	(3.45)	(3.88)	(3.62)	(3.85)	(3.31)	(4.00)	(3.55)
	Avg. Wages	21,595	23,537	33,111	29,864	38,625	36,023	48,781	43,006	56,590	56,054	73,471	61,016
	Med. Wages	13,732	29,500	24,342	28,329	38,732	39,420	47,140	41,483	48,692	48,256	59,325	60,966
PHD	Graduates	74	101	98	128	74	101	98	128	74	101	98	128
	%Employed	22%	31%	41%	34%	12%	25%	31%	20%	11%	14%	18%	16%
	Avg. Qtrs.	(2.75)	(3.03)	(3.25)	(3.14)	(3.33)	(3.48)	(3.40)	(3.36)	(3.50)	(3.93)	(3.83)	(3.62)
	Avg. Wages	20,001	28,071	29,610	29,593	32,523	37,532	38,813	44,720	41,101	68,720	65,121	66,184
	Med. Wages	18,083	31,068	27,769	31,109	40,162	31,351	37,274	46,467	45,654	61,424	60,078	55,421

**Table 39**  
**Nonresident Past Graduates Average Quarters Worked by Degree Level**  
*One Year, Two Years, and Five Years After Graduation*

	Year 1				Year 2				Year 5			
Grad. Year	2002	2003	2004	2005	2002	2003	2004	2005	2002	2003	2004	2005
Wage Year	2003	2004	2005	2006	2004	2005	2006	2007	2007	2008	2009	2010
CP	2.90	2.71	2.57	2.44	3.20	2.74	2.78	2.48	3.29	3.51	3.22	3.04
TC	3.65	3.51	3.05	3.41	3.80	3.36	3.30	3.48	3.73	3.84	3.56	3.68
AA	3.32	3.23	3.37	3.36	3.36	3.39	3.42	3.39	3.67	3.48	3.61	3.79
BS	2.97	3.15	3.12	3.10	3.27	3.26	3.42	3.37	3.63	3.68	3.70	3.65
MS	3.10	3.02	3.07	3.20	3.47	3.30	3.29	3.32	3.56	3.55	3.63	3.60
1st Pro	2.78	3.08	3.16	3.26	3.57	3.45	3.88	3.62	3.85	3.31	4.00	3.55
PHD	2.75	3.03	3.25	3.14	3.33	3.48	3.40	3.36	3.50	3.93	3.83	3.62

**Table 40**  
**Nonresident Past Graduates Median Wages by Degree Level**  
*One Year, Two Years, and Five Years After Graduation*

	Year 1				Year 2				Year 5			
Grad. Year	2002	2003	2004	2005	2002	2003	2004	2005	2002	2003	2004	2005
Wage Year	2003	2004	2005	2006	2004	2005	2006	2007	2007	2008	2009	2010
CP	16,745	11,705	8,940	8,692	23,335	14,982	15,247	12,955	31,466	32,792	24,521	19,725
TC	17,206	17,906	17,119	23,932	25,718	21,376	23,304	21,552	30,250	30,922	29,729	36,687
AA	16,531	12,647	13,353	14,704	18,494	18,562	16,583	16,074	32,328	30,941	32,953	32,001
BS	11,738	12,965	14,047	14,880	19,247	21,254	25,040	24,418	35,972	38,281	40,810	38,038
MS	22,166	20,001	23,169	28,242	31,084	32,042	30,015	33,550	43,061	40,647	44,520	43,019
1st Pro	13,732	29,500	24,342	28,329	38,732	39,420	47,140	41,483	48,692	48,256	59,325	60,966
PHD	18,083	31,068	27,769	31,109	40,162	31,351	37,274	46,467	45,654	61,424	60,078	55,421

**Table 41**  
**Nonresident Past Graduates Percent Change in Median Wages Over Time**

	Year 1 to Year 2				Year 2 to Year 5				Year 1 to Year 5			
Grad. Year	2002	2003	2004	2005	2002	2003	2004	2005	2002	2003	2004	2005
CP	39%	28%	71%	49%	35%	119%	61%	52%	88%	180%	174%	127%
TC	49%	19%	36%	-10%	18%	45%	28%	70%	76%	73%	74%	53%
AA	12%	47%	24%	9%	75%	67%	99%	99%	96%	145%	147%	118%
BS	64%	64%	78%	64%	87%	80%	63%	56%	206%	195%	191%	156%
MS	40%	60%	30%	19%	39%	27%	48%	28%	94%	103%	92%	52%
1st Pro	182%	34%	94%	46%	26%	22%	26%	47%	255%	64%	144%	115%
PHD	122%	1%	34%	49%	14%	96%	61%	19%	152%	98%	116%	78%

**Table 42**  
**Percent Difference in Median Wages Versus Bachelor's Recipients Nonresident Past Graduates**  
*One Year, Two Years, and Five Years After Graduation*

	Year 1				Year 2				Year 5			
Grad. Year	2002	2003	2004	2005	2002	2003	2004	2005	2002	2003	2004	2005
Wage Year	2003	2004	2005	2006	2004	2005	2006	2007	2007	2008	2009	2010
CP	143%	90%	64%	58%	121%	70%	61%	53%	87%	86%	60%	52%
TC	147%	138%	122%	161%	134%	101%	93%	88%	84%	81%	73%	96%
AA	141%	98%	95%	99%	96%	87%	66%	66%	90%	81%	81%	84%
BS	11,738	12,965	14,047	14,880	19,247	21,254	25,040	24,418	35,972	38,281	40,810	38,038
MS	189%	154%	165%	190%	162%	151%	120%	137%	120%	106%	109%	113%
1st Pro	117%	228%	173%	190%	201%	185%	188%	170%	135%	126%	145%	160%
PHD	154%	240%	198%	209%	209%	148%	149%	190%	127%	160%	147%	146%

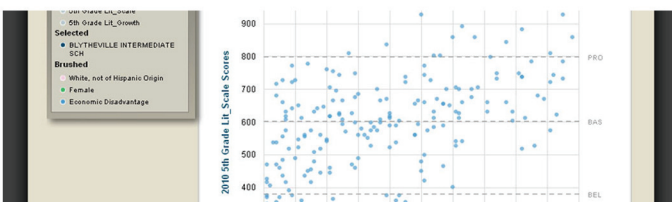
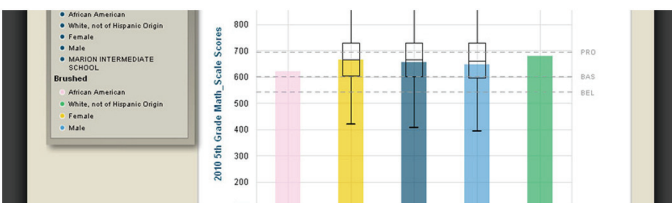
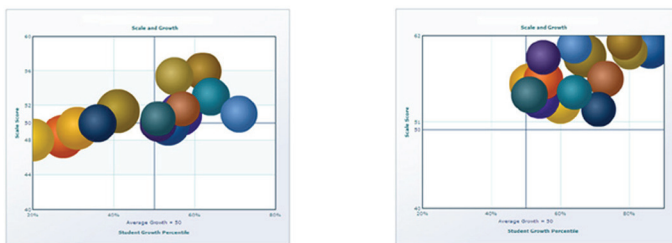


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## hive and Quicklooks

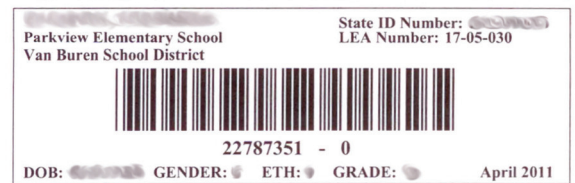
*hive* is an online community for educational practitioners to share and discuss student achievement data collected by the Arkansas Department of Education. With *hive*, stakeholders in our youths' education have the ability to construct powerful visualizations that provide a meaningful representation and context for student achievement data.

Quicklooks provides prepared visualizations to allow users to quickly profile districts and schools over time.



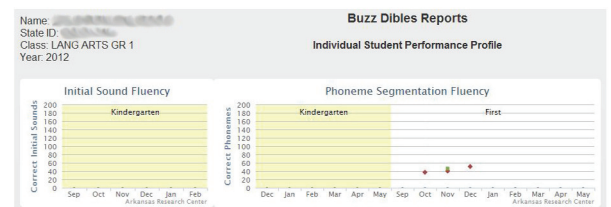
## Test Labels

ARC provides data to assessment vendors to create student identification labels for testing materials.



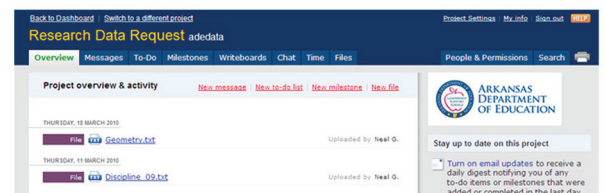
## Buzz

Buzz is a smartphone/ iPad application which allows teachers to record test scores in real-time.



## Data Requests

ARC provides researchers with data, in accordance with FERPA and HIPPA regulations, to evaluate and assess outcomes of educational programs.









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