Career Outcomes for Training Completers

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2017 College Changes Everything
July 20, 2017
Workforce Outcome Narratives

- Individual-based measures
  - Unit of analysis: SSN

- Workforce outcomes
  - Outcome comparisons linked to program completion, but disconnected from labor market status
  - Reference group comparisons are often misleading

- Job-based measures
  - Unit of analysis: pairing of SSN and Employer UI Account

- Workforce outcomes
  - Outcome comparisons link program completion to labor market status
  - Labor market status enhances cross-sectional and time-series reference group comparisons

Conventional Narrative

Enhanced Narrative
Job-Based Workforce Outcomes

• Number of jobs held by employed typically exceed the number of employed by 20% to 25% per year/quarter
  – Sequential jobs (new job)
  – Simultaneous jobs (dual jobholding)

• Job stability as key determinant of labor market status
  – Hire as start point
  – Separation as end point
  – Outcome comparison between training graduates and all IL worker (US Bureau of Census)

• Conventional measures understate earnings outcomes
  – Impact of partial employment on earnings
  – Impact of dual jobholding on earnings
Career Outcomes Initiative: Public-Sector Partnership

• Workforce Development Services
  – IL Dept of Employment Security (IDES)
    • Manage and implement strategic planning; oversight analytical services and product development
  – Illinois State University (ISU)
    • Execute production record matching; coordinate analytical services and product development

• Technology services
  – IL Student Assistance Commission (ISAC)

• Subject matter experts on education/training programs
  – IL Board of Higher Education (IBHE)
  – IL Community College Board (ICCB)
  – IL Dept of Commerce and Economic Opportunity (DCEO)
Children and Youth Cabinet: Workforce Readiness through Career Pathways/Apprenticeships

• Data sharing partners
  – Associated Builders and Contractors IL, CompTia, Chamberlain University, IL Community College Board, IL Dept of Commerce and Economic Opportunity, Jane Addams Resource Center and Manufacturing Skills Standards Council

• 73,461 training completers from 2012-2014
  – 30,948 Youth (< 25 yrs old) and 42,513 Non-Youth (25+)

• Industry sectors
  – Construction, Healthcare, Information Technology and Manufacturing
Enhanced Narrative on Career Outcomes

• Workforce connectivity
  – What is the job experience of training completers? (new jobs, multiple jobholding, and job stability)

• Job-Based earnings - level and growth
  – What are the job-based earnings gains for training completers?
What is the job experience (job stability) of training completers?
Chart 1. Transition to 3Q Job Stability: Youth vs Non-Youth

Job stability among Youth training completers is ... less than Non-Youth completers higher than All Youth (Census).
Chart 2. Completers who do not Establish Job Stability

36% of employed Youth do not establish job stability, compared to 27% for Non-Youth.
Chart 3. Youth Completers who do not Establish Job Stability : Substate Regions

Similar percentages across substate regions and 1-year/2-years post completion.

<table>
<thead>
<tr>
<th>Region</th>
<th>1yr post comp</th>
<th>2yr post comp</th>
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<tbody>
<tr>
<td>Central</td>
<td>37%</td>
<td>38%</td>
</tr>
<tr>
<td>North</td>
<td>38%</td>
<td>39%</td>
</tr>
<tr>
<td>Northeast</td>
<td>36%</td>
<td>37%</td>
</tr>
<tr>
<td>Southeast</td>
<td>35%</td>
<td>36%</td>
</tr>
<tr>
<td>Southwest</td>
<td>38%</td>
<td>39%</td>
</tr>
</tbody>
</table>
Chart 4. Youth Completers who do not Establish Job Stability: Training Programs

Similar percentages across training programs (with the possible exception of MFG). 2-years post completion slightly lower than 1-year post-completion.
Findings: Workforce Connectivity

• What is the job experience (job stability) of training completers?
  – Youth completer job stability is …
    • less than Non-Youth completers
    • higher than All Youth job stability (Census)
  – Completers who do not establish job stability
    • 36% of employed Youth do not establish job stability
    • 27% of employed Non-Youth do not establish job stability
    • Findings are similar 1-year/2-years post completion
What are the job-based earnings gains for training completers?
Chart 5. Monthly Earnings Measures: All Training Completers

Accurate measurement matters. 3Q stable average earnings is 27% higher than average earnings (more accurate measure due to partial weeks and less stable multiple jobholding). Career 3Q stable earnings is 7% higher than 3Q stable earnings (role of stable dual jobholding).
Chart 6. 3Q Stable Earnings: 2yr Post Completion

Youth earn one-third less than non-youth across substate regions. Youth training completers earn nearly 16% more than All Youth (Census).
Chart 7. 3Q Stable Earnings: 2yr Post Completion

Youth earn one-third less than non-youth across training programs.
Chart 8. Over-the-Year Earnings Growth after Training: Substate Regions

Earnings growth among Youth is approx 24% across substate regions (slightly more in North). Earnings growth among Youth is typically two times higher than among Non-Youth (except in Southwest).
Earnings growth among Youth varies somewhat across training programs (27% in MFG and 21% in IT). Earnings growth among Youth is two times higher than among Non-Youth (slightly less in IT).
Findings: Job-Based Earnings

• What are the job-based earnings gains for training completers?
  – Accurate earnings measurement matters
    • 3Q (stable) average earnings is nearly 27% higher than average earnings.
  – Earnings level
    • Youth earn one-third less than Non-Youth across substate regions and training programs
    • Youth training completers earn 16% more than All Youth
  – Over-the-Year earnings growth after training
    • Earnings growth among Youth is 24% and double the growth among Non-Youth across substate regions and training programs (with some slight variation in the southwest region and IT)
Implications

• Workforce connectivity
  – Youth training completers demonstrate lower job stability than non-youth and higher job stability than other youth (Census)
    • Determining the correct comparison timeframe (point-in time vs longitudinal) and reference group (all Youth) are critical

• Job-Based earnings
  – Youth training completers who transition to job stability earn a premium of 24% in the second year post-completion (twice the premium for non-youth)
    • Represent potential forgone earnings returns for youth who do not establish job stability
Next Steps

• Career outcomes by program of study and post-secondary institution
  – Pilot program
    • 15 IBHE institutions
    • 15 ICCB institutions
  – Data visualizations
    • Draw on subject matter expertise among researchers in the pilot institutions to develop high-value data displays and reports

• Refine mapping of career pathways for training completers
  – Integrate life-long learning metrics
    • Enrich our understanding of career pathways to include the impact of life-long learning pathways
    • 2003 cohort (135,000 students) High School Scholar Program/FAFSA
  – Integrate intergenerational mobility metrics
    • Enrich our understanding of career pathways to include the impact of opportunity pathways for students from low-income households and filtered through the life-long learning experience
    • 2003 cohort (135,000 students) High School Scholar Program/FAFSA