



USG Graduate Outcomes Application

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May 17, 2022

Presentation Contents

- Background Information & Similar Tools
- Data and Methods
- Sheets Within the App
- Demonstration
- Questions, Comments, and Feedback

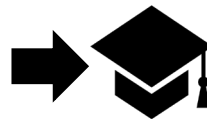
New insights into USG graduate outcomes



What salary are USG graduates earning in Georgia 1, 3, and 5 years after graduating?

NAICS

In what industries are USG graduates working 1, 3, and 5 years after graduation?



How many USG graduates re-enroll later on?

New insights into USG graduate outcomes



Academic Program Development and Review

See relationships between academic programs and industries

Accreditation Review



Analyze data by institution and academic program

Degrees lead to working in a wide variety of industries

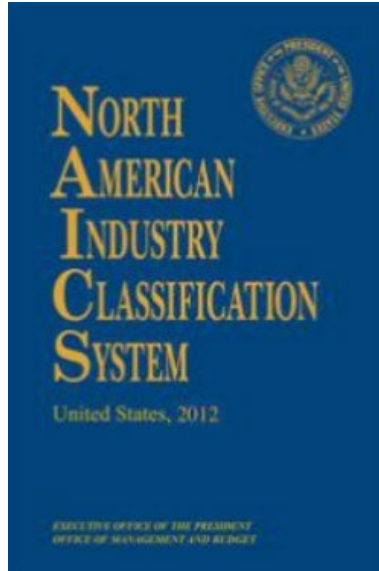


25

major industry groupings
(NAICS two-digit codes)



What's a NAICS code?



A NAICS (pronounced NAKES) Code is a **classification within the North American Industry Classification System**. The NAICS System was developed for use by Federal Statistical Agencies for the collection, analysis and publication of statistical data related to the US Economy.



So it's not the same as a job code?



The code classifies only the industry in which you work, which is not necessarily representative of job you are performing.

For example, a person who works for Home Depot as a data analyst doing dashboarding work similar to the data scientist presenting today will be classified as working in wholesale trade.



Industry Codes

Digits	Aggregation Level	Example	Example Title
2	Sector	42	Wholesale Trade
3	Industry Group	423	Merchant Wholesalers, Durable Goods
6	Industry	423220	Home Furnishing Merchant Wholesalers

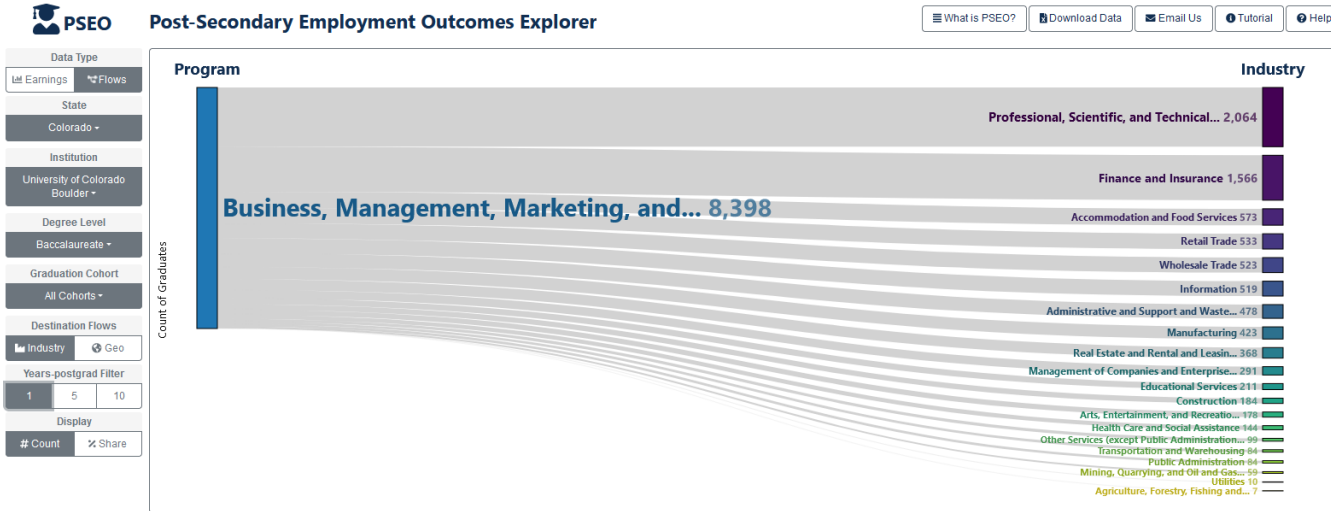
Similar Tools and Dashboards

US Census: Post-Secondary Employment Outcomes

GOSA: Georgia Higher Learning and Earnings

US Department of Education: College Scorecard

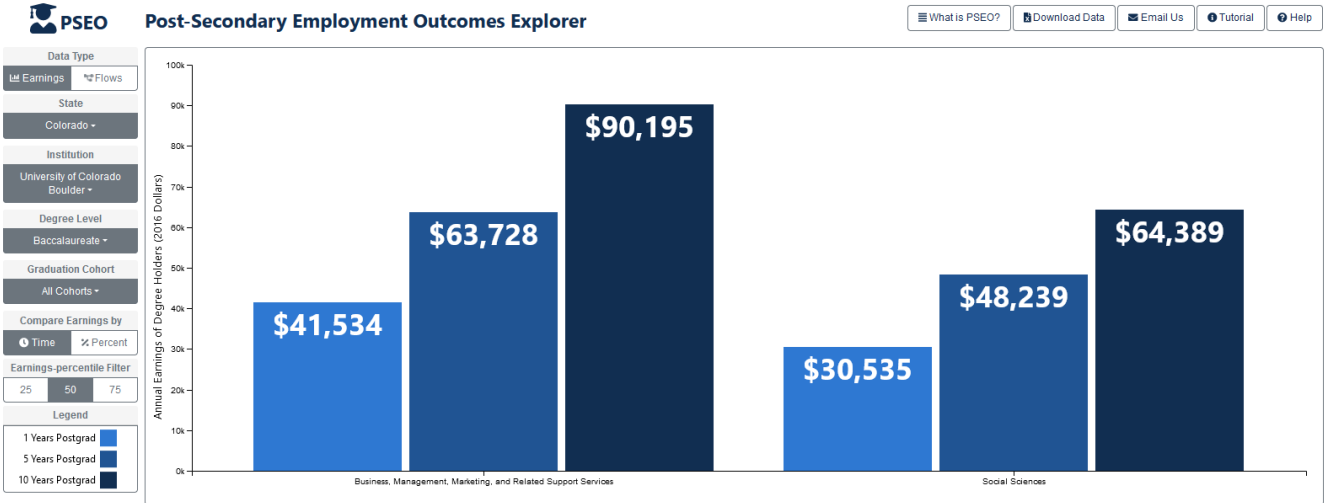
Similar Tools and Data Exclusions



- 2-digit CIP
- 3-digit NAICS
- 3-year cohorts
- Employment and salary 1, 5 and 10 years after degree earned

Source US Census Bureau: https://lehd.ces.census.gov/data/pseo_explorer.html?type=flows&specificity=2&state=08&institution=00137000°reelevel=05&gradcohort=0000-3&filter=1&program=52&destination=industry&display=count

Similar Tools and Data Exclusions



Source US Census Bureau: https://lehd.ces.census.gov/data/pseo_explorer.html?type=flows&specificity=2&state=08&institution=00137000°reelevel=05&gradcohort=0000-3&filter=1&program=52&destination=industry&display=count

Similar Tools and Data Exclusions



Governor's Office of Student Achievement
Georgia Higher Learning and Earnings

Earnings Tool | Comparison Tool | Program Finder

Degree Type:
Bachelor's

Program of Study:
All Programs of Study
*This list is now being filtered by your degree selection
Having trouble finding your program?

College:
Statewide
*This list is now being filtered by your degree selection

Clear Selections

[Request Updates](#)

Bachelor's Degree (Statewide)

Summary

- One year after graduation median earnings are: \$37,358
- Five years after graduation median earnings are: \$50,402
- Ten years after graduation median earnings are: \$60,461
- There is a \$23,103 increase in median earnings after ten years.

Please keep in mind that in addition to degree type, program, and college many factors (student ability/motivation, college selectivity, and job market conditions) affect earnings. The information on this site should not be interpreted as a guarantee of employment or earnings. The results should be seen as one piece of information that students and parents can use when making degree, major, and college choices.

Earnings One Year After Graduation

Percentile	Earnings
25th Percentile	\$24,926
50th Percentile	\$37,358
75th Percentile	\$51,913

Earnings Five Years After Graduation

Percentile	Earnings
25th Percentile	\$36,160
50th Percentile	\$50,402
75th Percentile	\$71,021

Earnings Ten Years After Graduation

Percentile	Earnings
25th Percentile	\$43,083
50th Percentile	\$60,461
75th Percentile	\$90,267

*If data are not available for your selection the graph will not populate.

Search by:

- Degree type
- Program of study (2-digit CIP)
- USG and TCSG institutions

Source GOSA: https://learnearn.gosa.ga.gov/noauth/extensions/ghle_earnings/ghle_earnings.html

More detail available in the USG Graduate Outcomes Qlik App

- Analyze outcomes by 6-digit CIP and NAICS code descriptions
- Salaries reflect highest and latest degree earned only
- Compare outcomes by USG sector
- Turn on or off part-time employment and inflation adjustment
- 3-year cohort comparisons
- All USG graduates included regardless of aid status

Common Questions About Graduates

- In what industry do students work after graduating?
- How much money are those graduates making?
- How many of those students re-enroll later?

Data and Methods

Sources and background information





THE GOVERNOR'S OFFICE *of* STUDENT ACHIEVEMENT

- GOSA supports accountability and transparency through strategic data use and collaboration with education stakeholders to advance student success
- GA•AWARDS or Georgia's Academic and Workforce Analysis and Research Data System is the state's Pre-K through workforce longitudinal data system



Data Sources: GA•AWARDS, IPEDS, Census

USG Graduates

2007-2020

Graduating Institution

CIP Code

Description

USG Re-enrollment

GA•AWARDS

In-State Employment

NAICS Code(s)

Salary(s)

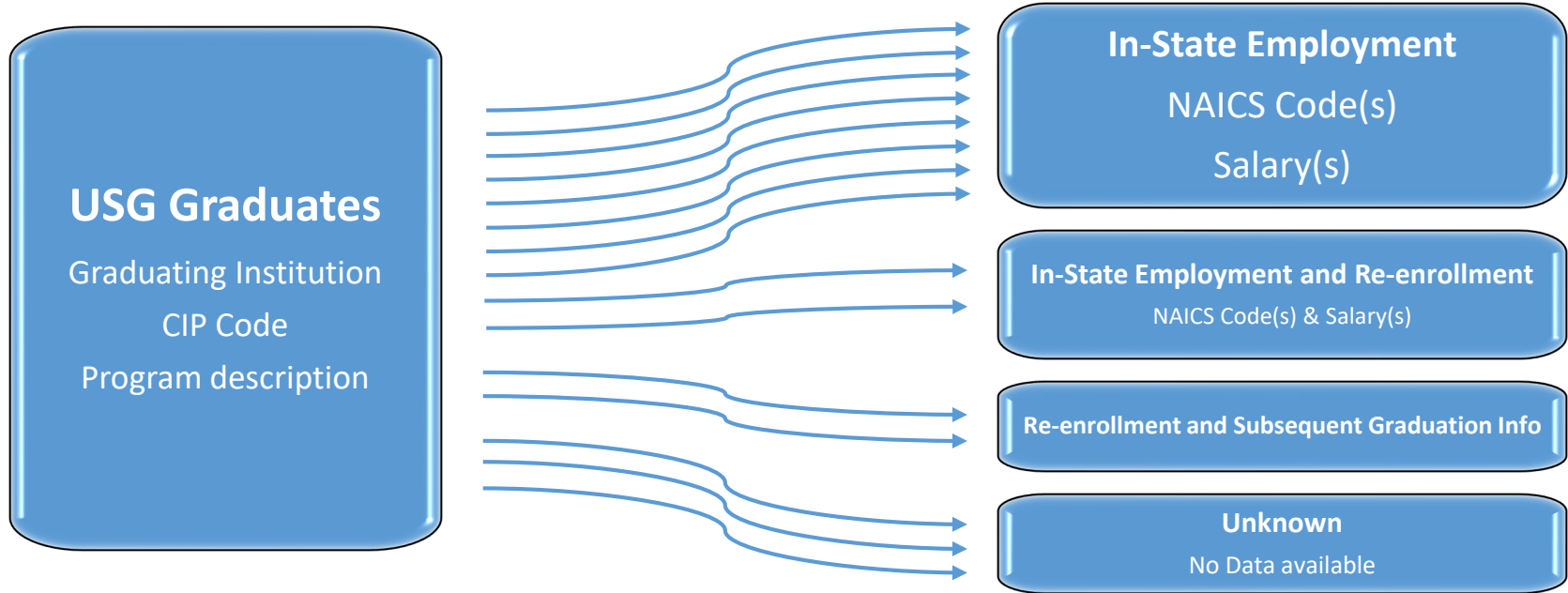
GA•AWARDS

NAICS Code and descriptions
from Census

CIP Codes and descriptions from
NCES

Consumer Price Index (CPI) from
Census

Where do USG graduates go?



This is not the whole picture

The wage data ONLY includes information about graduates who work in Georgia for employers that provide wage data to the Georgia Department of Labor.

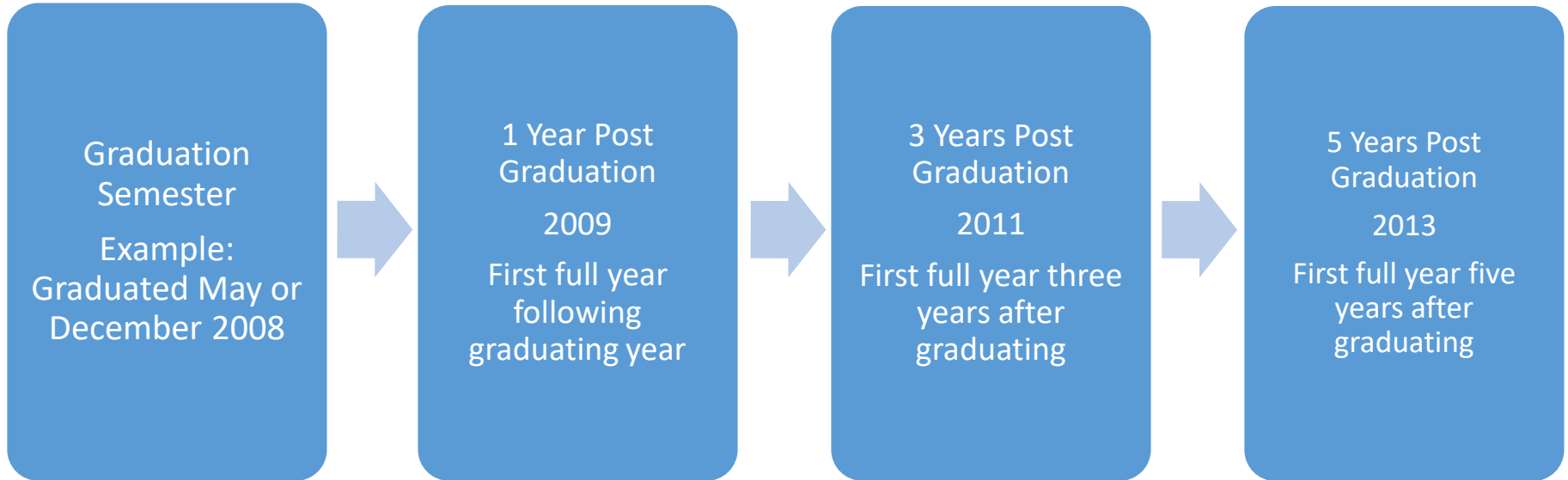
We CANNOT make inferences about graduates who

- Working for the federal government, the military, or as an independent contractor
- Working outside of Georgia
- No possible data match with department of labor records
- Are unemployed



From Café Racer in Crawford, GA. Highly recommended.

Timeline: 1, 3, and 5 Years Post Graduation



What if a student earns more than one degree?

Distinct Count of Graduates

557,044

Distinct Count of Graduates

Employed in State

422,298^{75.8%}
Percent of Selected Cohort

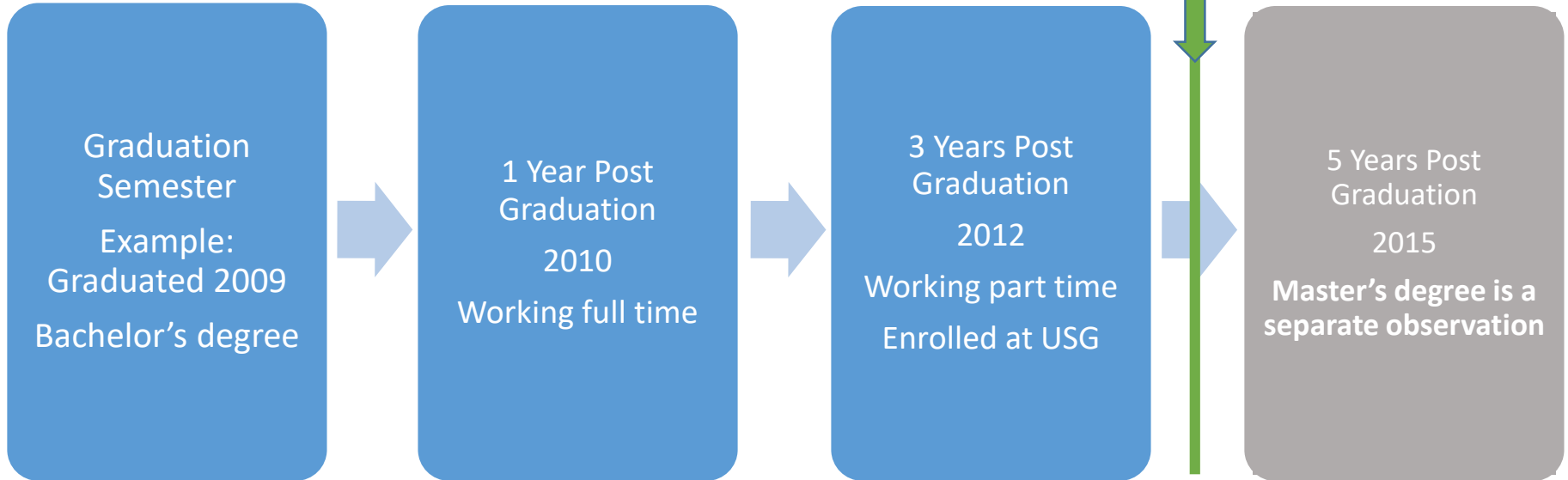
Students earn degrees and jobs; this app tracks flows at the degrees and industry level

So multiple degrees and/or jobs will be reported twice if they happen simultaneously within the observable period

Look for KPIs, like the ones on the left to help keep track of counts

What about graduates that earn a subsequent degree?

Bachelor's Degree Observation



Separate Observation

Master's Degree Observation





Sheets within the App

Where to look for answers to some common questions within the tool

Where can I find more background information?

Contents

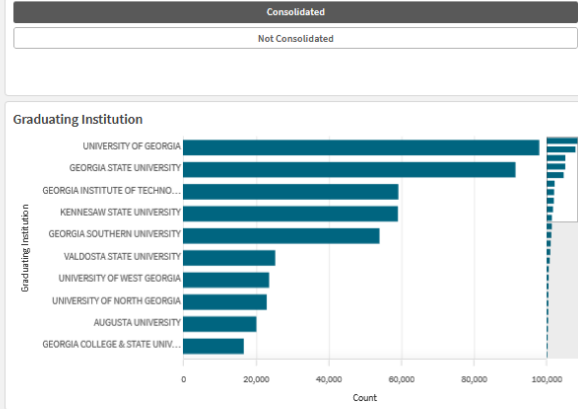
This dataset was created via an ongoing partnership between the University System of Georgia (USG), Carl Vinson Institute of Government (CVIG), and the Governor's Office of Student Achievement (GOSA). It utilizes [GSAWARDS](#) data. The contents of this report were developed using data provided by Georgia's Academic and Workforce Analysis and Research Data System ([GSAWARDS](#)). However, those contents do not necessarily represent the policy of [GSAWARDS](#) or any of its participating organizations.

The dataset used in this application includes data for all USG graduates completing their degree between 2007 and 2018 with information on their highest or most recent graduation credential. For graduates who opt to obtain employment within the state of Georgia, following graduation, the dataset includes information on the industry in which they are working using the North American Industry Classification System (NAICS) codes for those alumni as well as salary information. Graduate outcome data is aggregated by degree program (CIP code) and mapped to industry code (NAICS) for each degree awarded. For some graduates, their employment outcome is "UNKNOWN." This means the student is either not employed, or they are working as an independent contractor, or not working in Georgia, a data match with Georgia Department of Labor records could not be made, or the student earned a higher level degree and their earnings are no longer associated with previous degrees. Utilizing the "Cohort" filter can help you identify a particular graduating year(s) cohort to gain specific insights about them.

Salary data is presented on the salary sheet. If you wish to only see information about graduates working full time, you can apply the toggle for "Exclude Part-Time Work." If you select this option the data will restrict to only employees students that have an annual average salary of at least federal minimum wage and worked for more than half an observed year of interest. This exclusion is consistent with data rules used by the US Census Bureau in their Post-secondary Outcomes dashboard. You can also filter to adjust the amounts for inflation to their equivalent 2018 dollars.

Because the graduates are classified by degree information as well as NAICS code, if they completed multiple degrees they are counted twice. If they worked in multiple industries they will be partially allocated into those industries proportional to the salary earned within the given time period. To help assist in analysis and understanding, overall student counts are provided on each sheet, especially where duplication is possible. As you utilize this tool it is helpful to think of the flow like this: Students flow into degrees which flow into industry codes, which contain salary information.

This dataset consists of a representative sample of graduates employed within the state of Georgia. We report status of students that are re-enrolled within USG schools as employed or not, however all visualizations include only information about those individuals that are only employed and NOT re-enrolled. The data contained within the tool DOES NOT include wages earned in out-of-state jobs, by independent contractors, or by federal or military employees. Thus, we cannot utilize it to make inferences on working trends or salary trends at the national or international level. Any students falling into those categories outlined here are marked as "UNKNOWN" within the application. In addition where appropriate pathways are marked for students that earned a follow up degree.



Sankey Diagram: CIP to NAICS

Flows of students by institution from their last earned degree to employment industry code 1.



Bar Chart: CIP to NAICS

More detailed view of how students move from degrees into industry with full access to every



Salary Information

Median, average, 25th and 75th percentile salary information 1, 3, and 5 years post



Employment Status Over Time

Sankey diagram showing employment and re-enrollment status of graduates over time.



Appendix A

Tables of CIP to NAICS data for export and Analysis

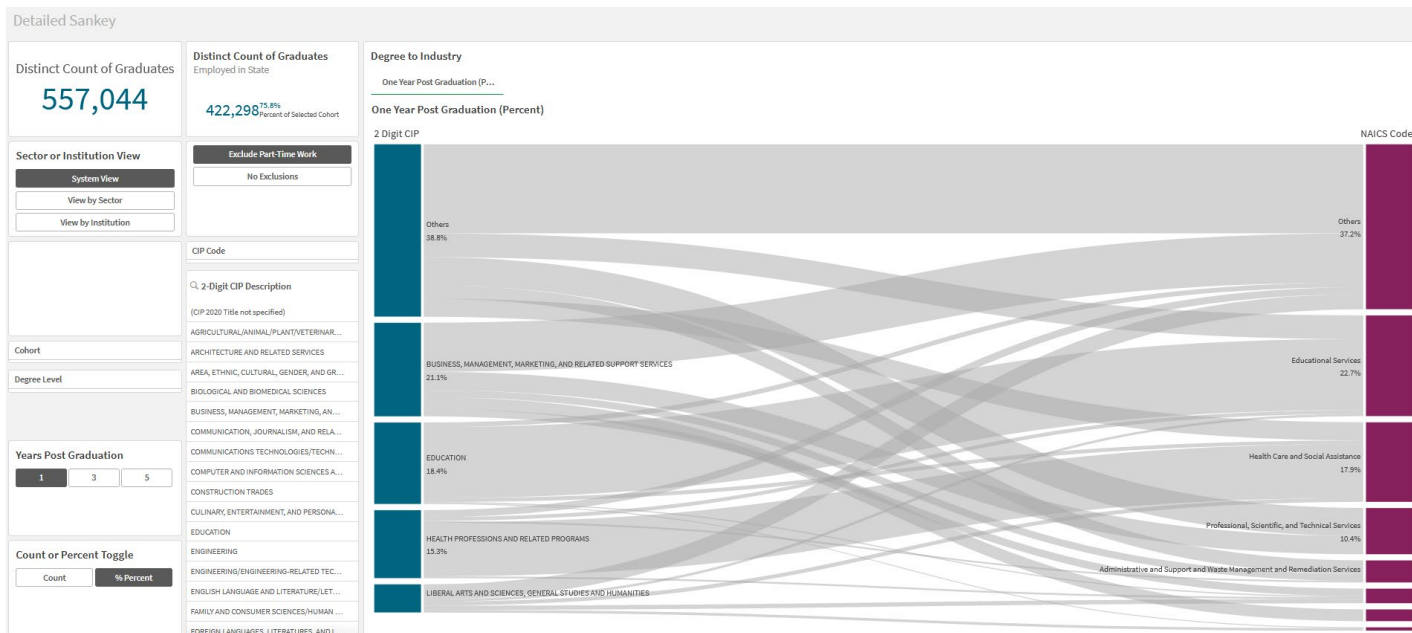


Appendix B

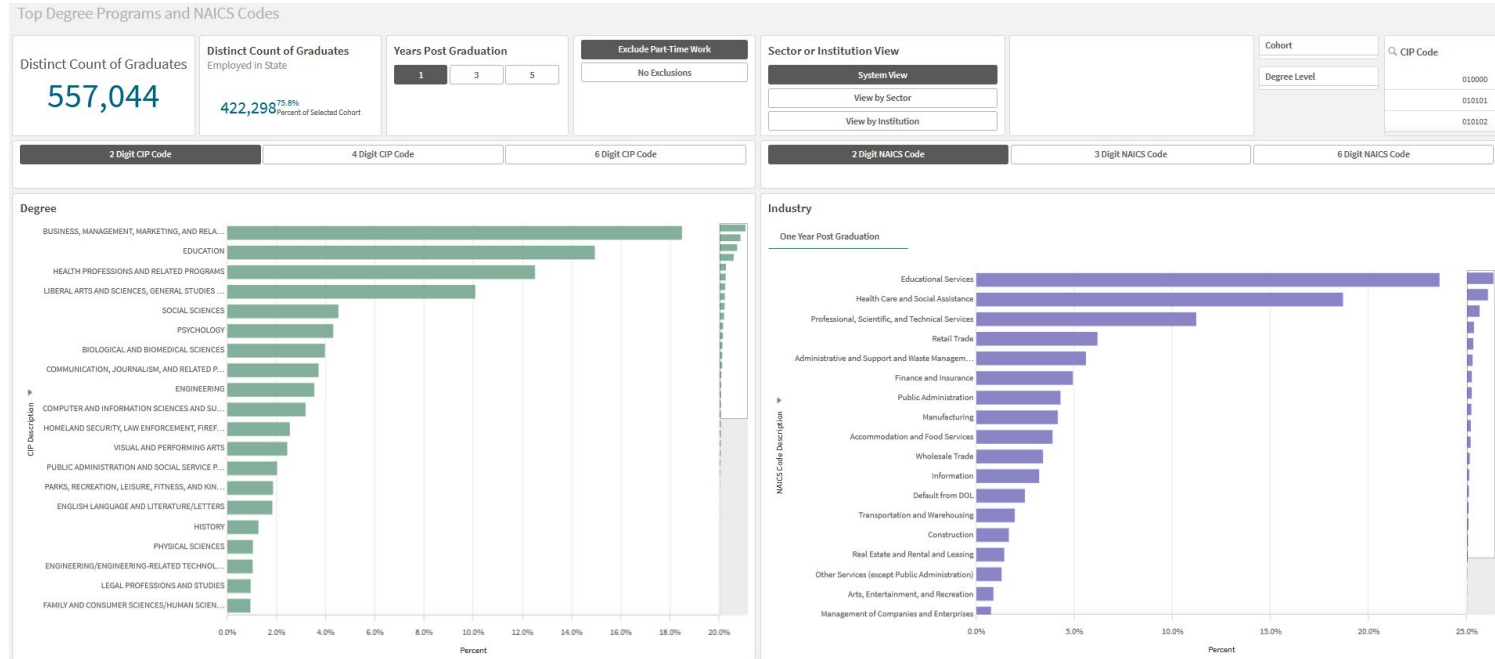
Tables of CIP to salary data for export and Analysis



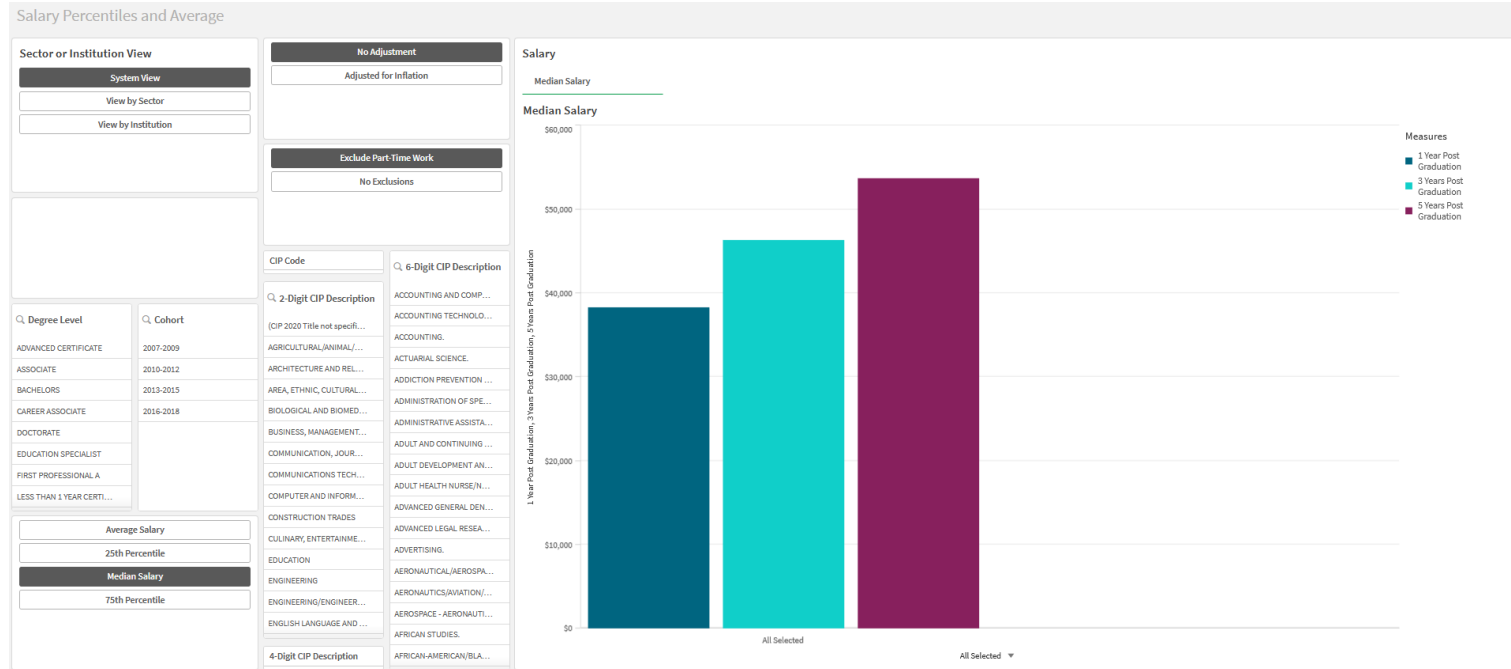
In what industry do students work after graduating?



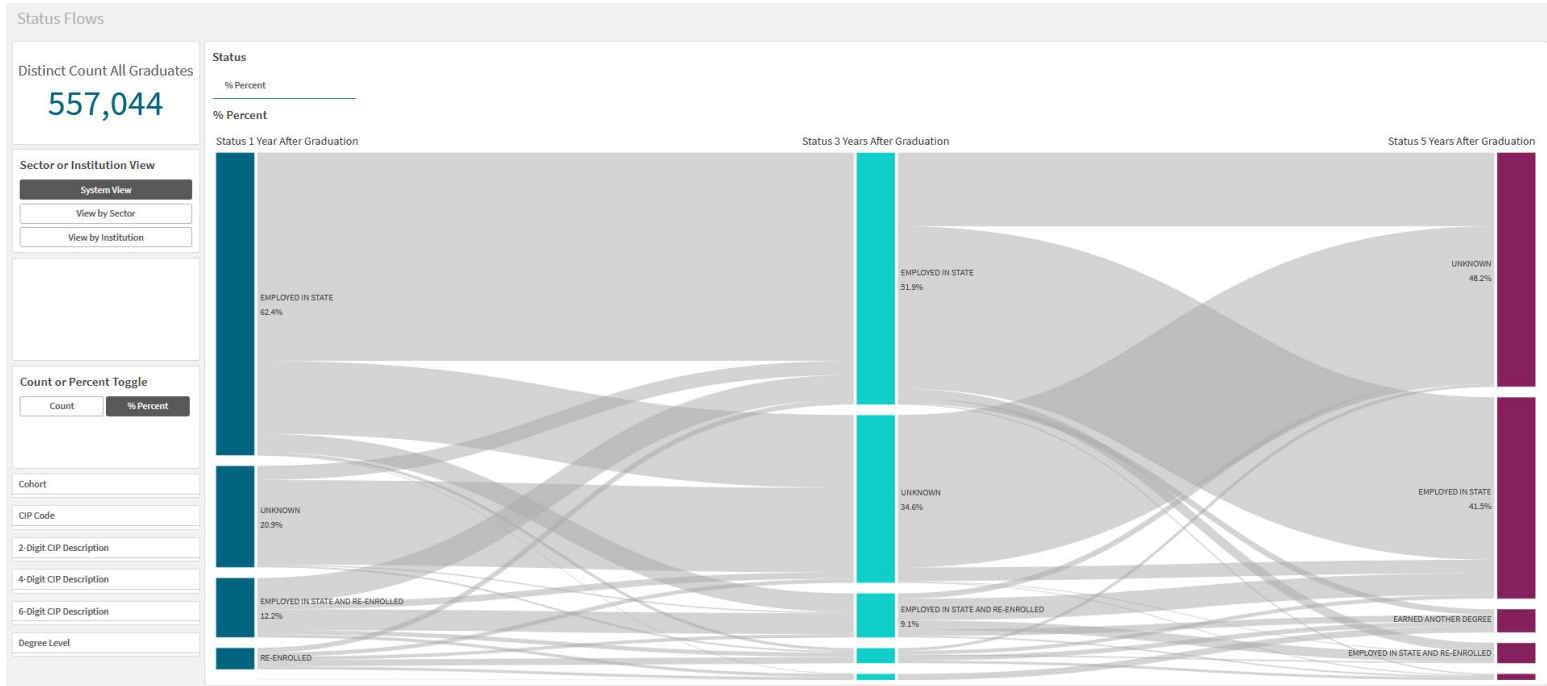
I need a little more detailed information



How much money are those graduates making?



How many of those graduates re-enroll later?



What if I love tables?

Appendix A

System View
View by Sector
View by Institution

2 Digit CIP Code 4 Digit CIP Code 6 Digit CIP Code 2 Digit NAICS Code 3 Digit NAICS Code 6 Digit NAICS Code

Degrees to Industries

CIP Description	NAICS Code	Person Count
Totals		557044
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	UN-UNKNOWN	1565
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	61-Educational Services	922
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	54-Professional, Scientific, and Technical Services	543
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	42-Wholesale Trade	393
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	56-Administrative and Support and Waste Management and Remediation Services	392
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	72-Accommodation and Food Services	330
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	44-Retail Trade	288
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	11-Agriculture, Forestry, Fishing and Hunting	262
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	92-Public Administration	243
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	71-Arts, Entertainment, and Recreation	200
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	31-Manufacturing	197
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	00-Default from DOL	149
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	45-Retail Trade	117
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	81-Other Services (except Public Administration)	113
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	52-Finance and Insurance	97
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	62-Health Care and Social Assistance	96
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	23-Construction	87
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	33-Manufacturing	71
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	32-Manufacturing	66
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	53-Real Estate and Rental and Leasing	52
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	48-Transportation and Warehousing	43
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	49-Transportation and Warehousing	31
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	51-Information	31
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	55-Management of Companies and Enterprises	26
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	99-Default from DOL	21
01-AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS	22-Utilities	6
03-NATURAL RESOURCES AND CONSERVATION	UN-UNKNOWN	822

2007-2009

 2010-2012

 2013-2015

ADVANCED CERTIFICATE

 ASSOCIATE

 BACHELORS

1 3 5

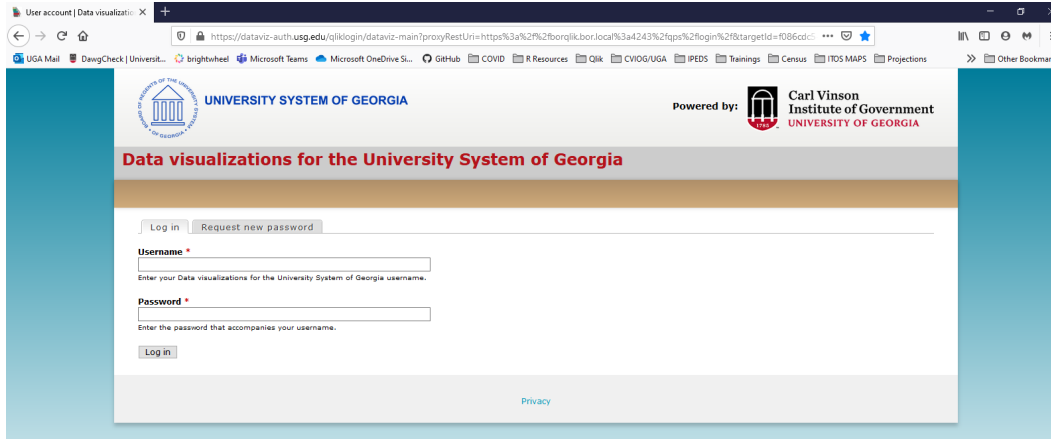
<https://online.live.com/about/eternum/>



Qlik Demo

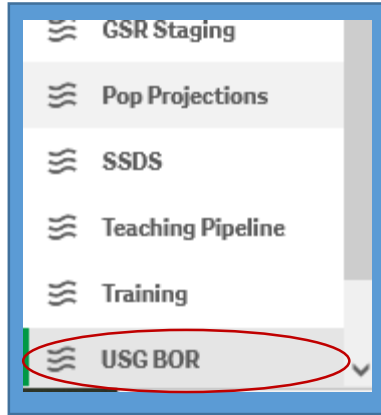
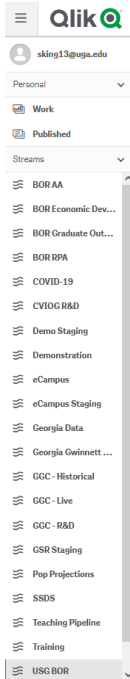
The fun stuff!

Where do I go to use the tool?



Use your email ID to login here:
<https://dataviz.usg.edu/login>

Where do I go to use the tool?



Look for this Icon



Where can I find a link to these slides or a video of this?

Contents

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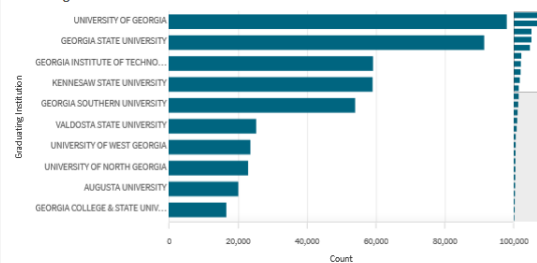
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Consolidated
Not Consolidated

Graduating Institution



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Employment Status Over Time

Sankey diagram showing employment and re-enrollment status of graduates over time.



Appendix A

Tables of CIP to NAICS data for export and Analysis



Appendix B

Tables of CIP to salary data for export and Analysis



Future Enhancements

- Summer 2022:
 - Public facing tool
- Fall 2022
 - Census partnership
 - national level data
- In development
 - Financial aid data

Questions?



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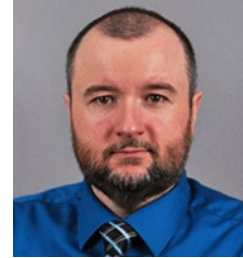


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