

# The Not Lost Generation:

## A follow-up study of Cal State Northridge Students



### Study Team:

Richard W. Moore, Management ([richard.moore@csun.edu](mailto:richard.moore@csun.edu))

Kenneth Chapman, Economics

Bettina Huber, Institutional Research

Catherine Hou, COBAE

The College of Business and Economics

**CSUN**

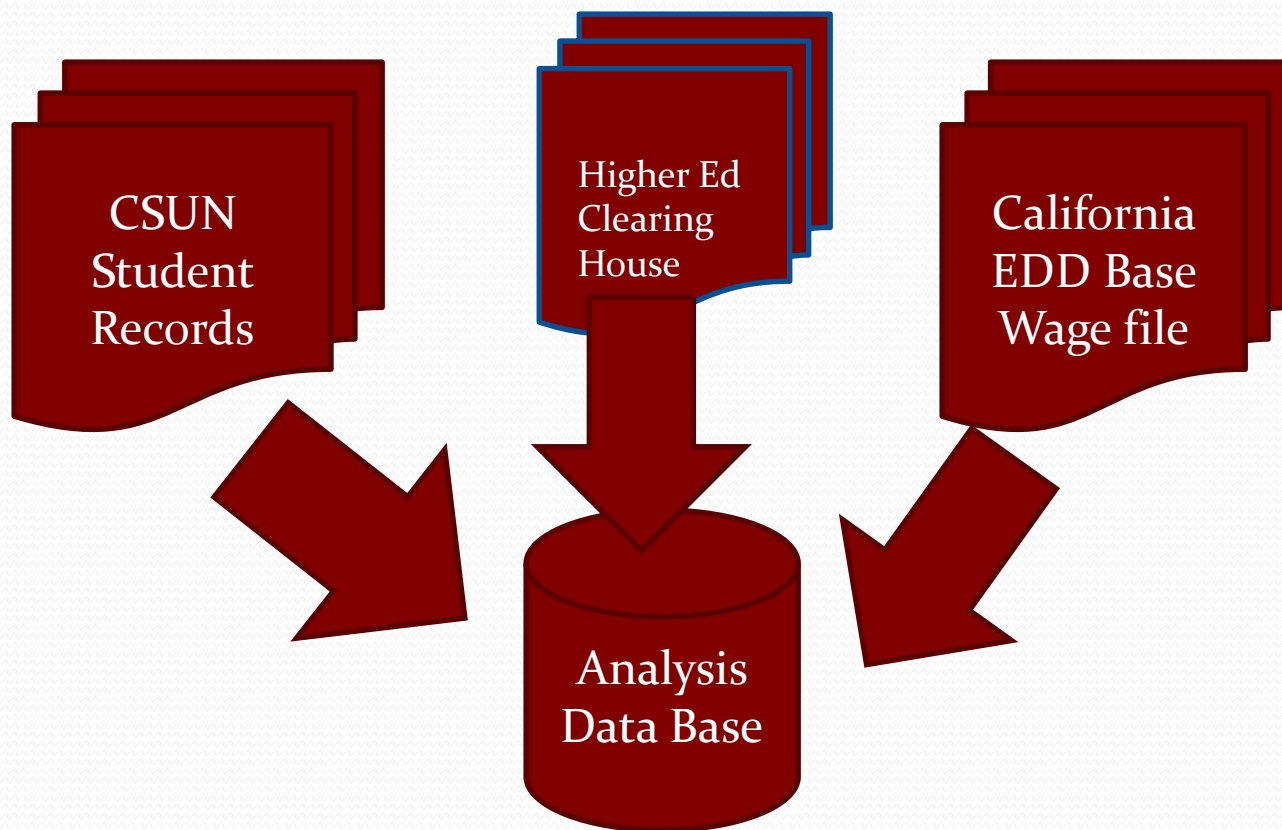
CALIFORNIA  
STATE UNIVERSITY  
NORTHRIDGE

# Project Purpose

- To find out how CSUN students do in the labor market over time.
  - Are they employed?
  - How much do they earn 2, 5 and 10 years after leaving?
  - What industries do students work in?
  - What experiences lead to labor market success?



# The Approach



# CSUN Student Records

- All Entering Students 1995-2005
  - First time freshmen
  - Transfers
  - PostBac
  - Total 95,000+
- Allows us to trace graduates and exiters (no longer enrolled at time of study)

# California Base-Wage File

- All California Workers with earnings covered by Unemployment Insurance (ES 202 File): 90% of all workers.
- Quarterly earnings as reported by employers, not self reported.
- Industry, but not occupation, is included.
- Individuals may have multiple employers in a quarter.

# Key Assumption

- Records without earnings **three or more** consecutive quarters are **not found**.
- You may:
  - Move out of state
  - Out of labor market (raising children, deceased)
  - Other possible explanations: in military, federal employee, self employed

# Other Measurement Stuff

- Earnings are adjusted for inflation to 2012 \$\$\$.
- “Exiters” or Dropouts are student who stopped attending any college or university 1995-2012 without completing a degree.
- Identified students who graduated elsewhere with National Clearing House.

# Complete Description of Method

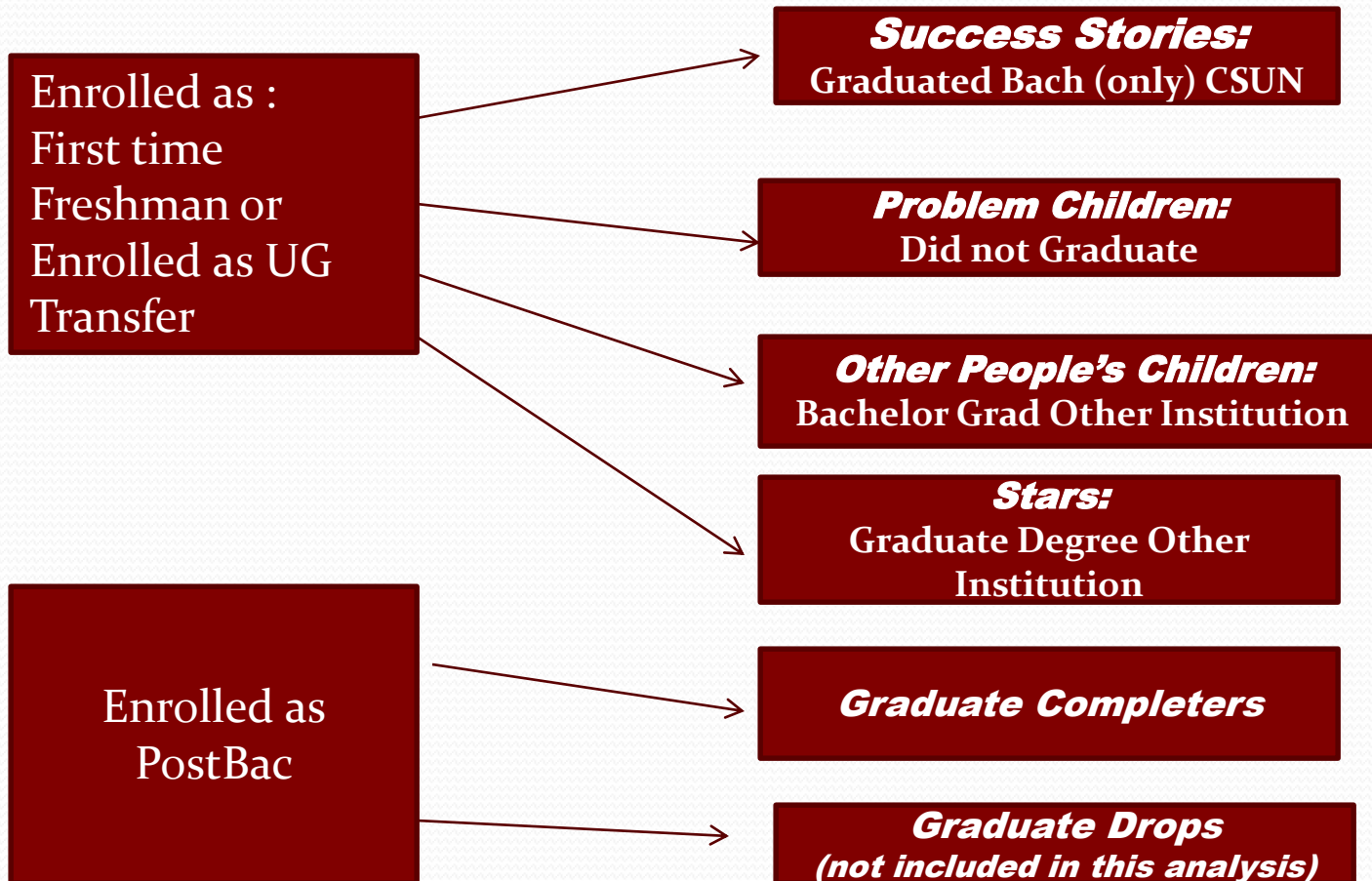
<http://www.cshe.berkeley.edu/publications/yes-can-they-earn-living-methods-creating-effective-system-measuring-labor-market>

The screenshot shows a web browser window with the following elements:

- Browser Tabs:** "YES, BUT CAN THEY EARN...", "Home | University of Califo...", and a plus sign for more tabs.
- Address Bar:** "www.cshe.berkeley.edu/publications/yes-can-they-earn-living-methods-creating-effective-system-measuring-labor-market".
- Bookmarks Panel:** Includes "Bookmarks Toolbar", "Bookmarks Menu", "Recently Bookmarked", "Recent Tags", "Mozilla Firefox", "Unsorted Bookmarks", and various links like "Bank of America", "Southwest Airlines", "My Shutterfly", "Gmail", "Turnitin", "Landmark - Los Angeles", "In Today's Paper - Wj.com", "LA Court", "Western Academy of Manage...", "Stephanie & Charles", "All Aboard The Valley-West...", "Journal of Vocational Educati...", "Gendered Language in Teach...", "Travel Guides & FAQ | Califo...", "http://ncaapool.elementfx.co...", and "Sign in to Gmail - Gmail Help".
- CSHE Website Header:** "CSHE Center for Studies in Higher Education" with navigation links: "Home | Contact | Subscribe" and a search bar labeled "Search CSHE".
- Navigation Menu:** "ABOUT", "PEOPLE", "EVENTS", "PUBLICATIONS", "RESEARCH", "NEWS", "VISITING SCHOLARS", "SUPPORT CSHE".
- Breadcrumbs:** "Home » Publications » ROPS".
- Title:** "YES, BUT CAN THEY EARN A LIVING? Methods for Creating an Effective System of Measuring Labor Market Outcomes in Higher Education".
- Author/Date:** "YES, BUT CAN THEY EARN A LIVING? Methods for Creating an Effective System of Measuring Labor Market Outcomes in Higher Education by Richard W. Moore, Kenneth Chapman, Bettina Huber and Mark Shors CSHE.5.13 (April 2013)".
- Action:** "Download PDF Document" with a PDF icon.
- Abstract:** "A new federal initiative calls for a College Scorecard which will include a yet to be determined measure of graduate earnings. In this paper we examine the political context that drives this initiative and examine the nascent efforts of four states to develop statewide systems to measure the labor market outcomes of higher education. We propose five principles to support a system that would generate valid labor market measures that could cut across all segments of higher education in California, and disaggregate down to campuses, departments and programs. We present results from a large-scale pilot project using these principles that generated labor market outcomes for 44,000 college students from California State University Northridge. Finally, we recommend an agenda for creating a statewide system to measure labor market outcomes in California. A first step is to create a venue in which policymakers representing the three public segments (University of California, California State University and the California Community Colleges) and the private sector can come together to design a system. In the past, the California Postsecondary Education Commission (CPEC) would have been a natural body to do this, as it had representatives from all higher education segments. But it was essentially closed in the last round of budget cuts, so an alternative is needed. We believe that a system that emerges through voluntary cooperation will be stronger in the long run than one that is imposed legislatively. We recommend that each sector designate a high level administrator to join an ad hoc group to develop a system that will ultimately be endorsed by the boards of each system. Private institutions should be represented as well and should encourage their colleagues to join in."
- Footer:** "© UC Regents" and the "Berkeley UNIVERSITY OF CALIFORNIA" logo.
- Taskbar:** Shows various application icons and system tray information: "12:28 PM 5/20/2015".



# We Created Six Paths Through CSUN

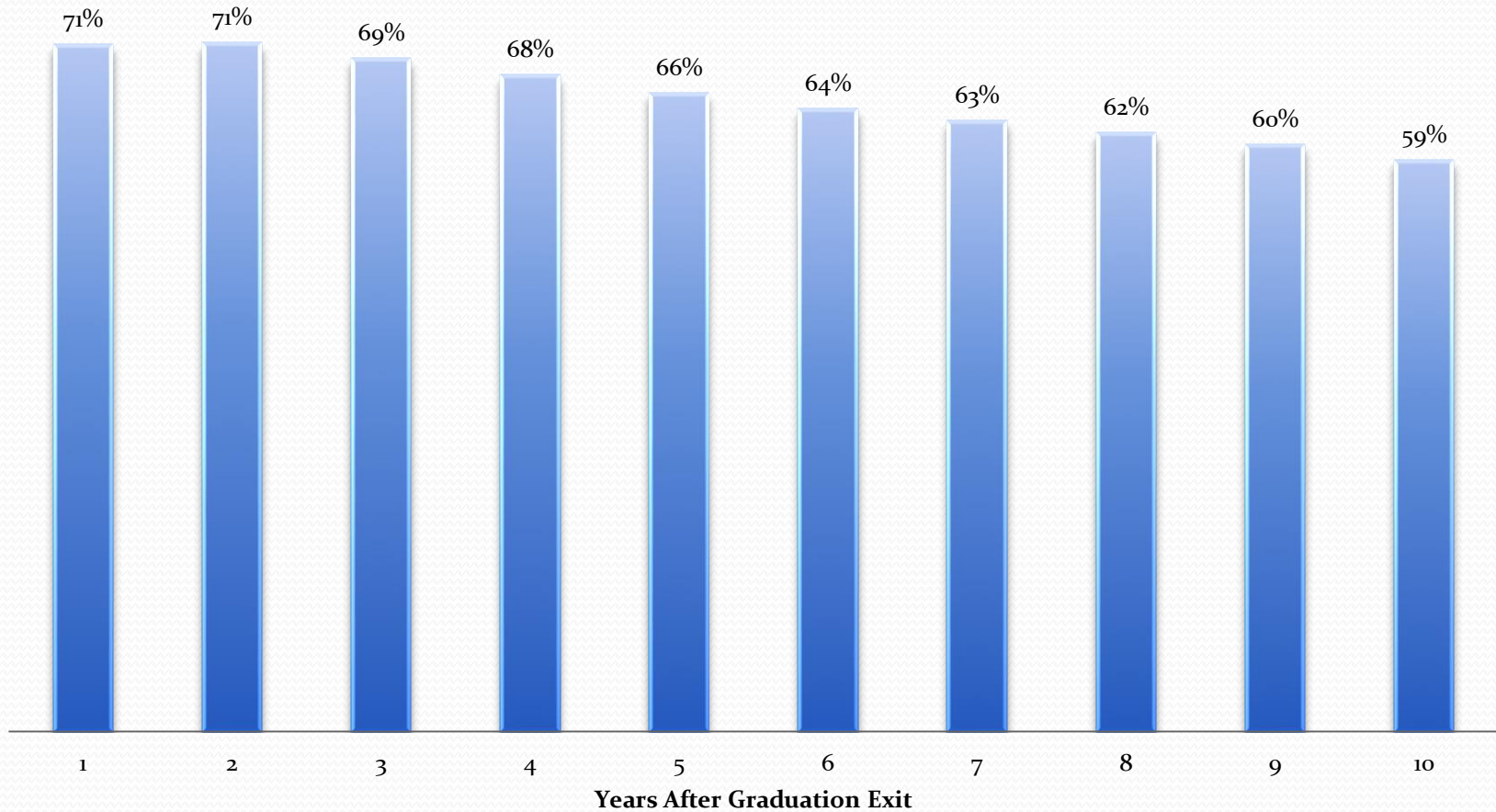


# How Have the Initial Data Been Used?

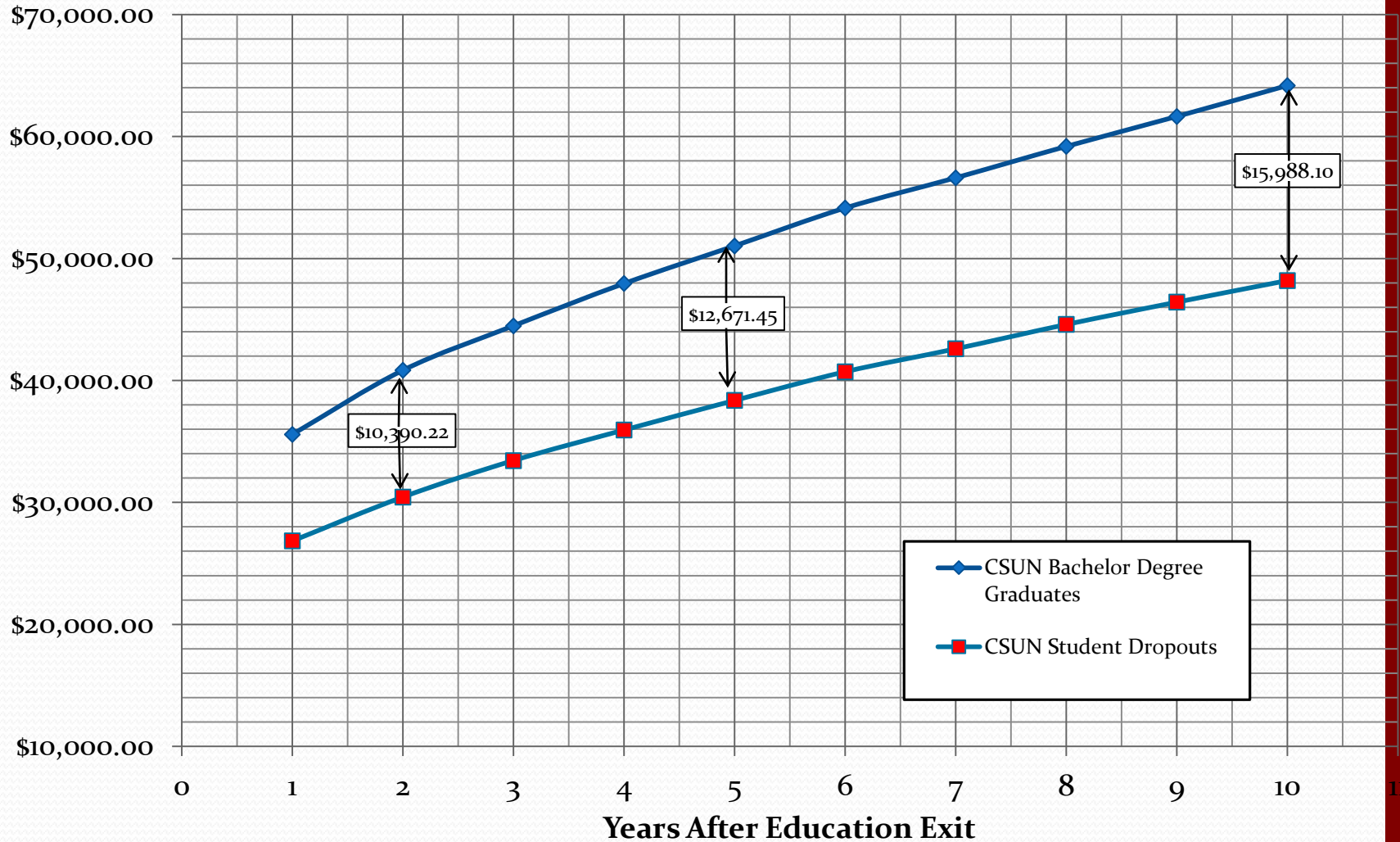
- Posted on campus IR website.
- Used in:
  - Faculty development
  - Accreditation Reports
  - Program reviews
  - Describe contribution/alignment with local economy
  - Lobbying
  - Government relations

# CSUN Graduates Found in the California Labor Market

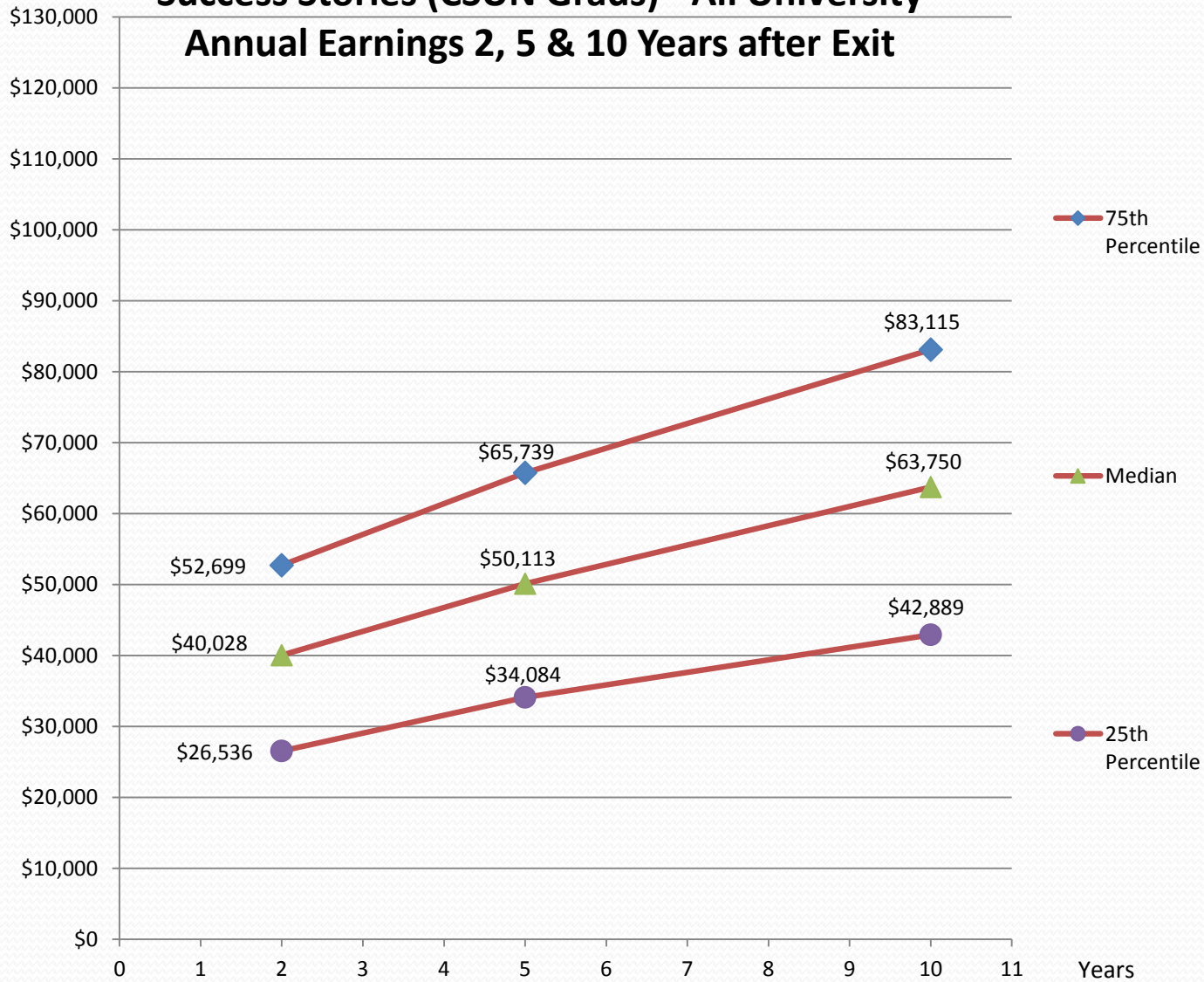
■ % CSUN Bachelor Degree Graduates Found of All CSUN Bachelor Degree Graduates who entered between 1995-2005  
(No higher degree included)



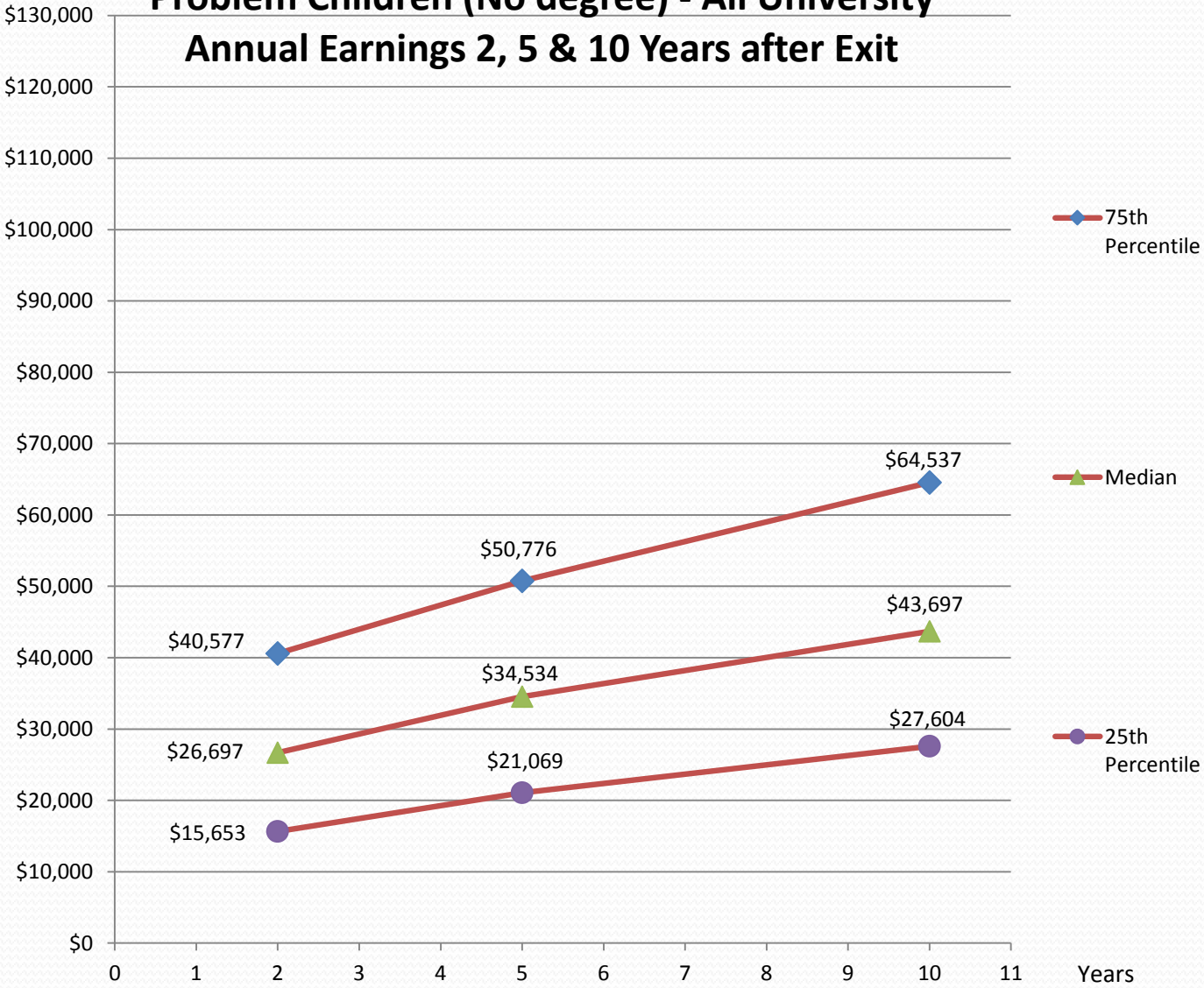
## Average Annual Earnings of Graduates and Dropouts from CSUN Bachelors Programs



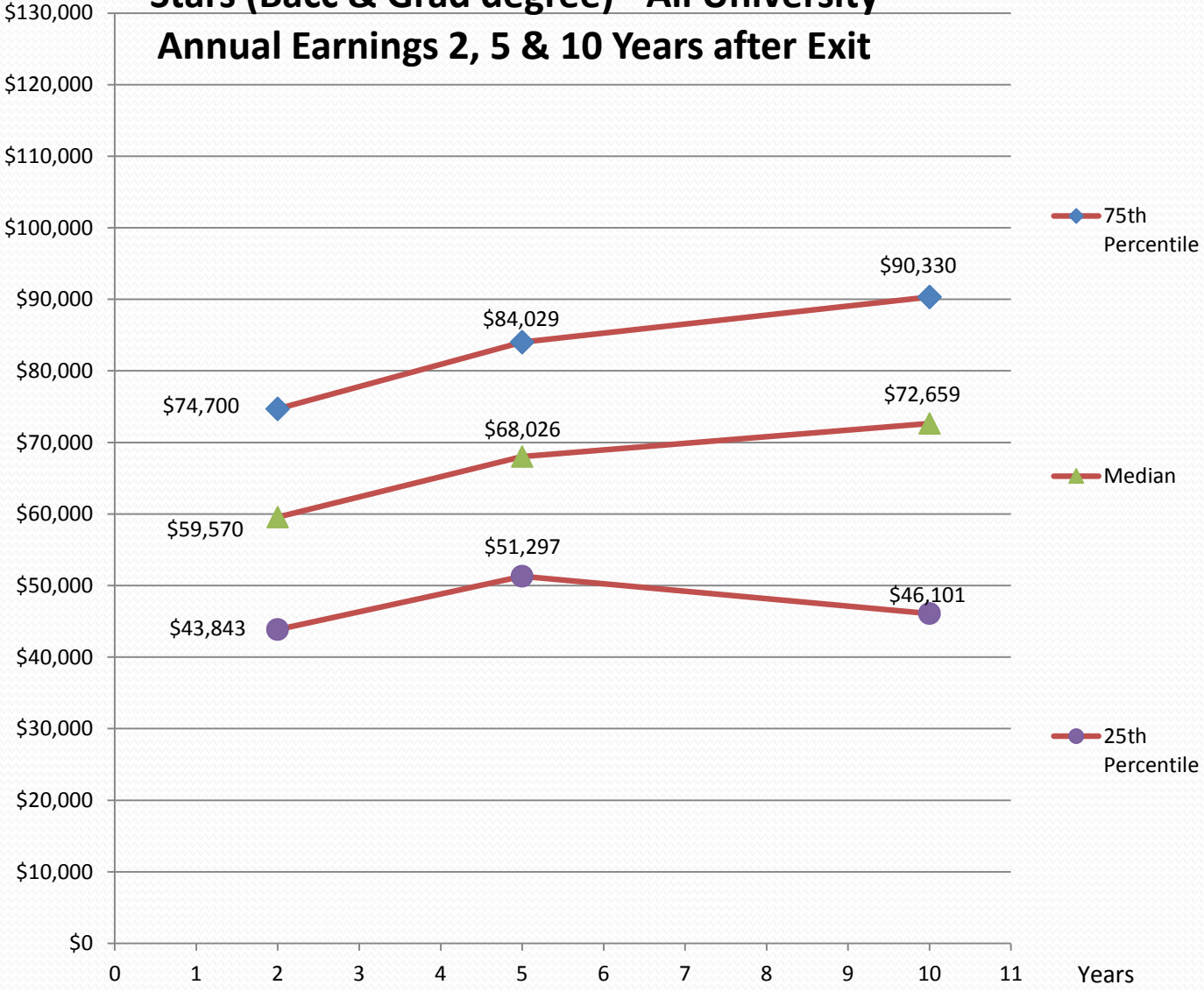
## Success Stories (CSUN Grads) - All University Annual Earnings 2, 5 & 10 Years after Exit



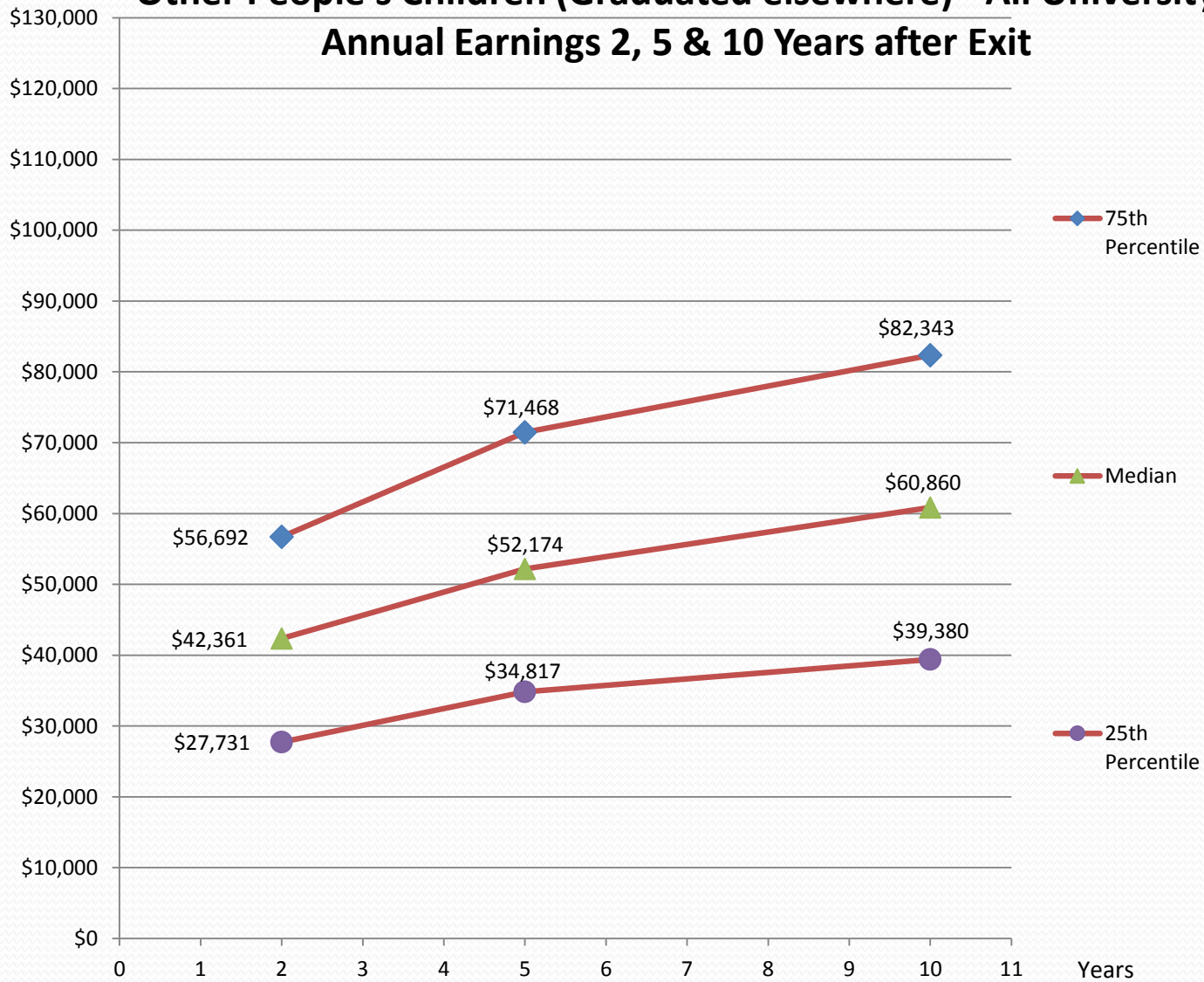
# Problem Children (No degree) - All University Annual Earnings 2, 5 & 10 Years after Exit



# Stars (Bacc & Grad degree) - All University Annual Earnings 2, 5 & 10 Years after Exit

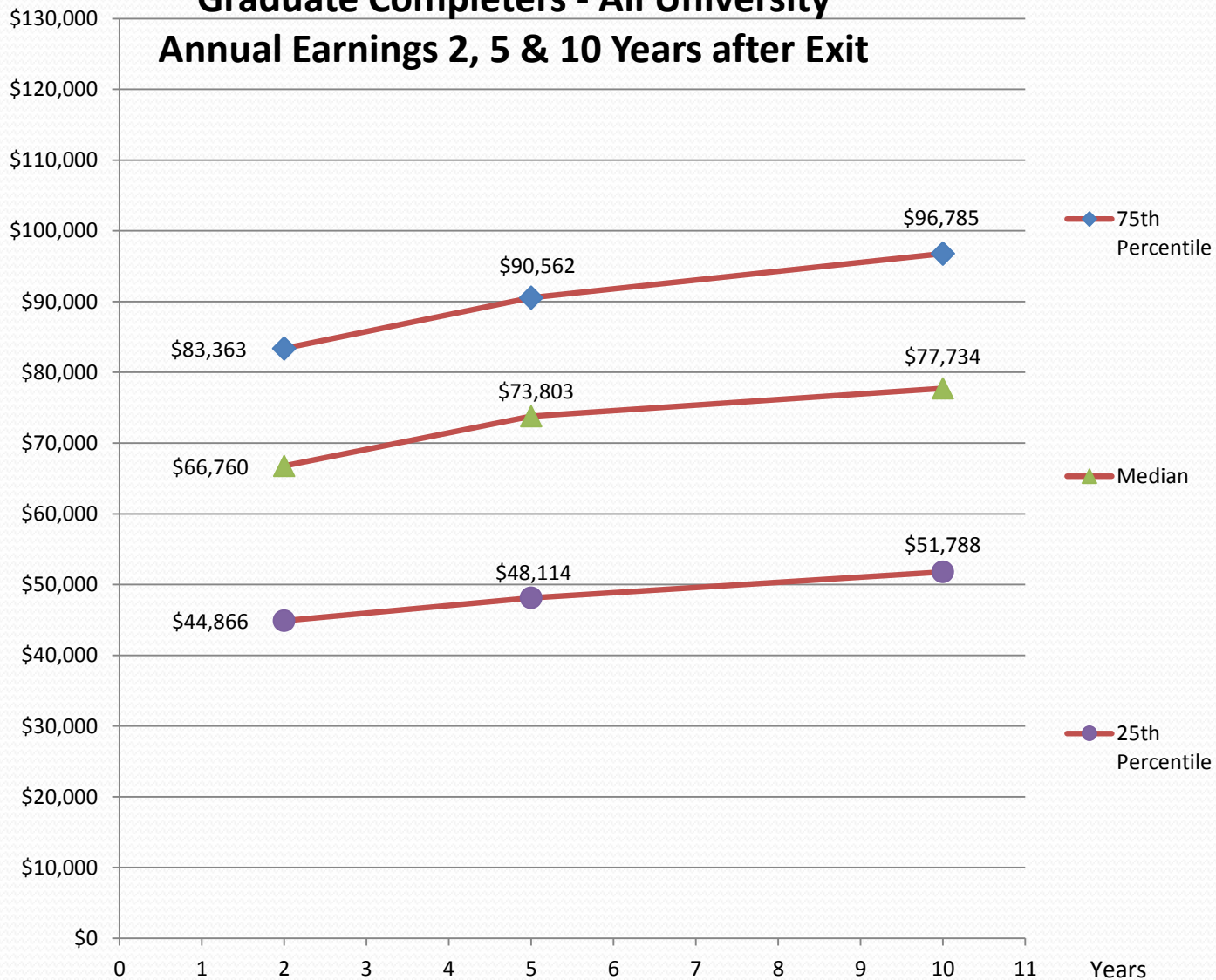


## Other People's Children (Graduated elsewhere) - All University Annual Earnings 2, 5 & 10 Years after Exit





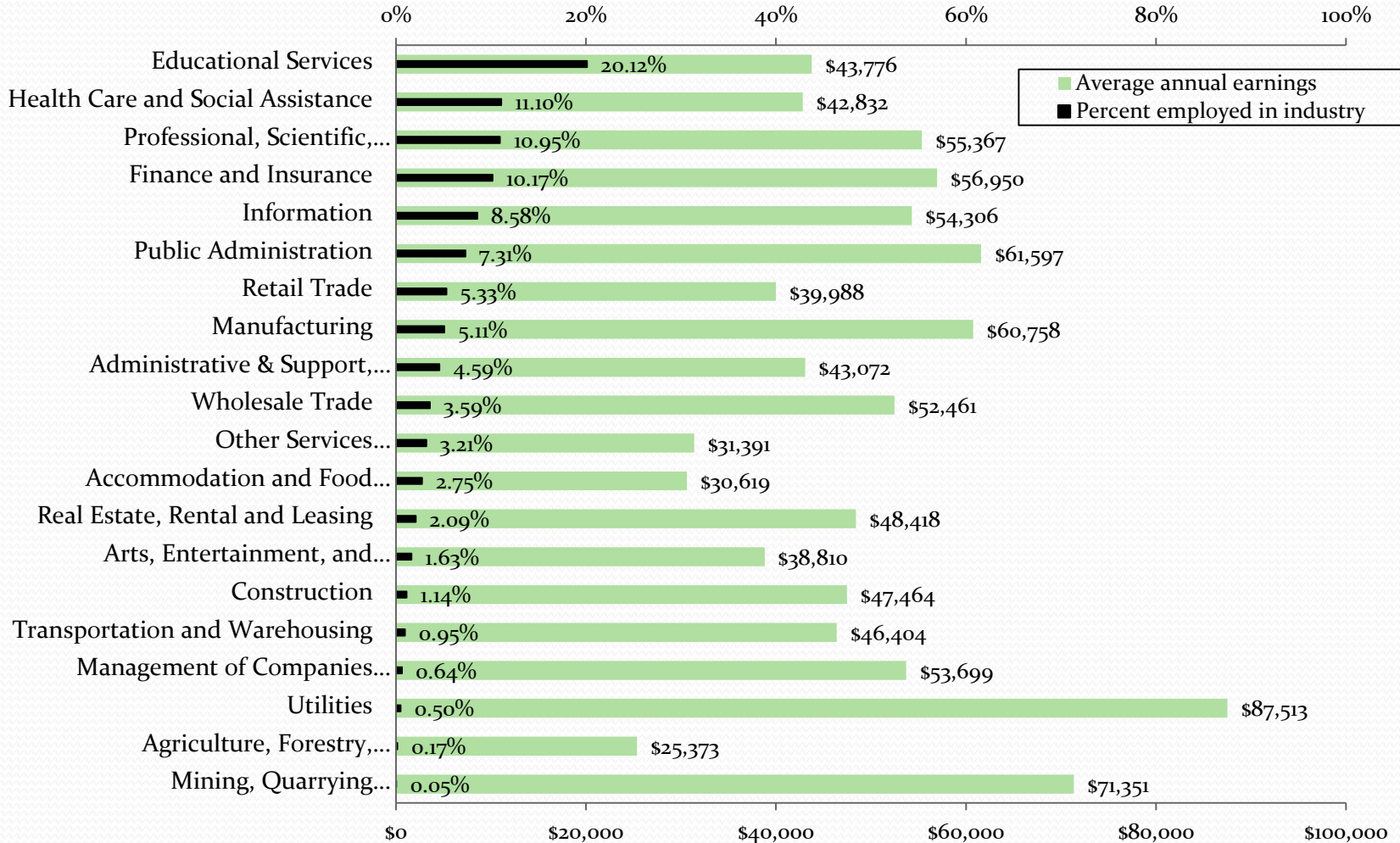
## Graduate Completers - All University Annual Earnings 2, 5 & 10 Years after Exit



# CSUN Graduates Employment & Earnings by Industry

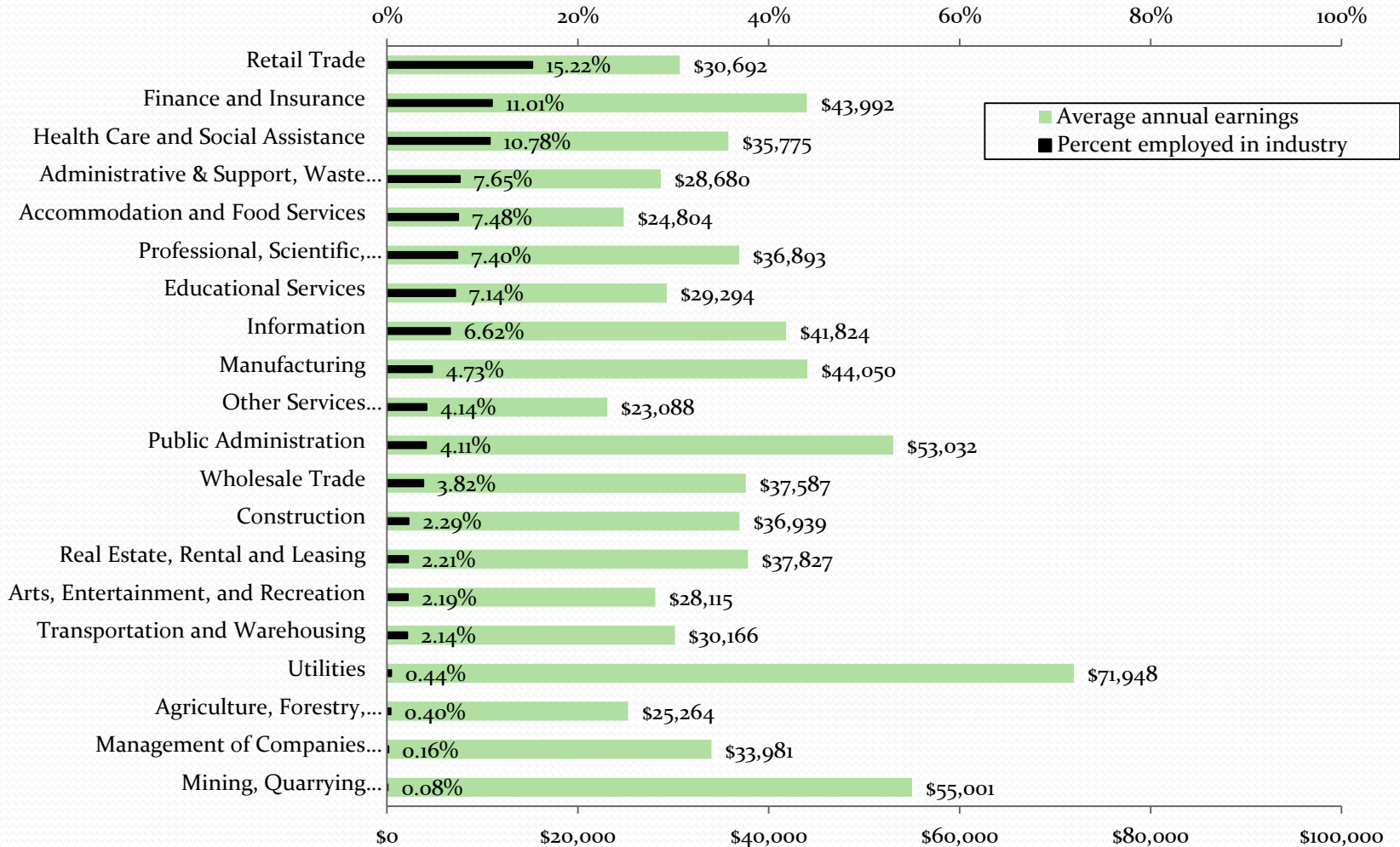
## All University

### Success Stories (CSUN Grads) - Five Years After Education Exit



# CSUN Students Employment & Earnings by Industry All University

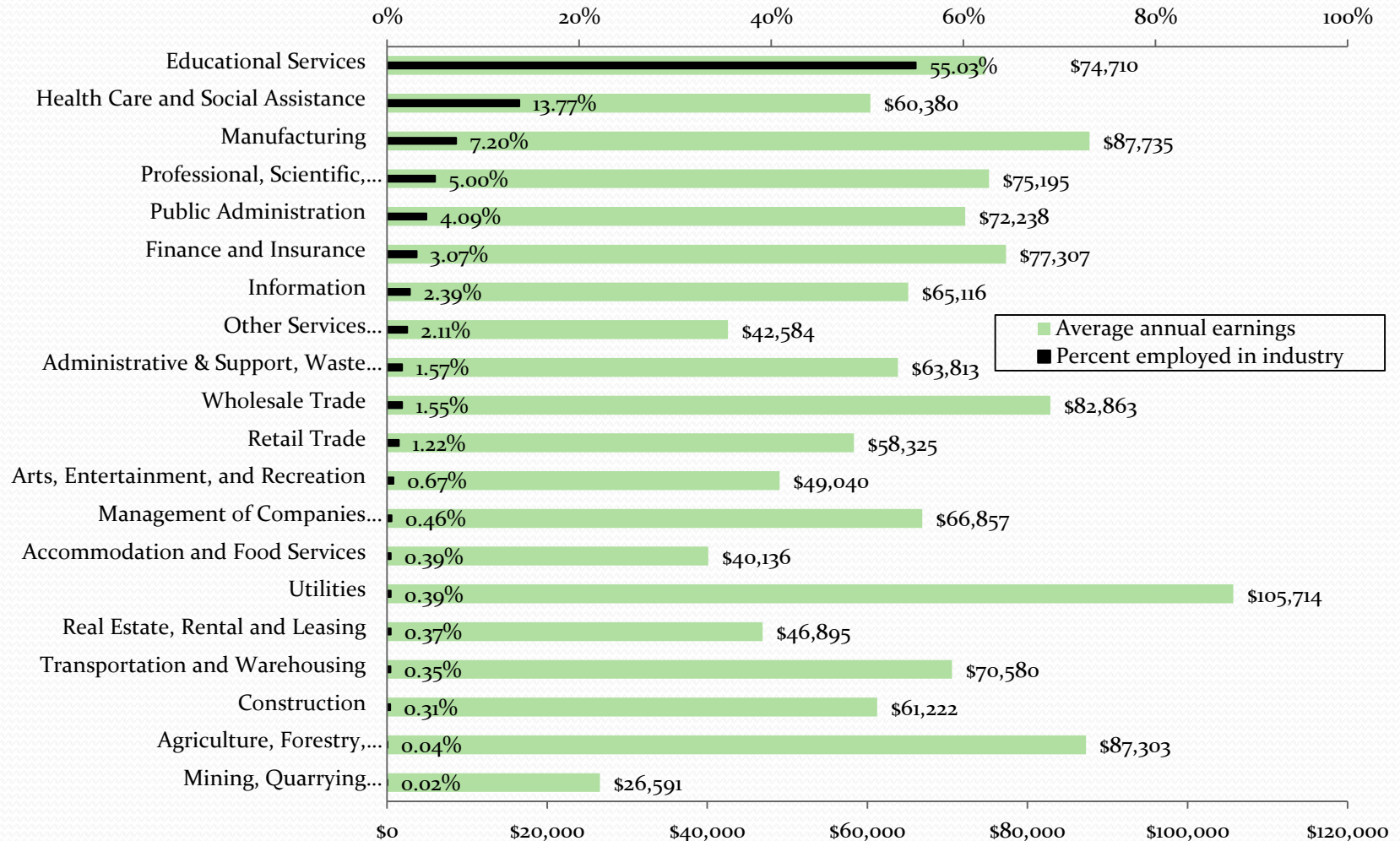
## Problem Children (No degree) - Five Years After Education Exit



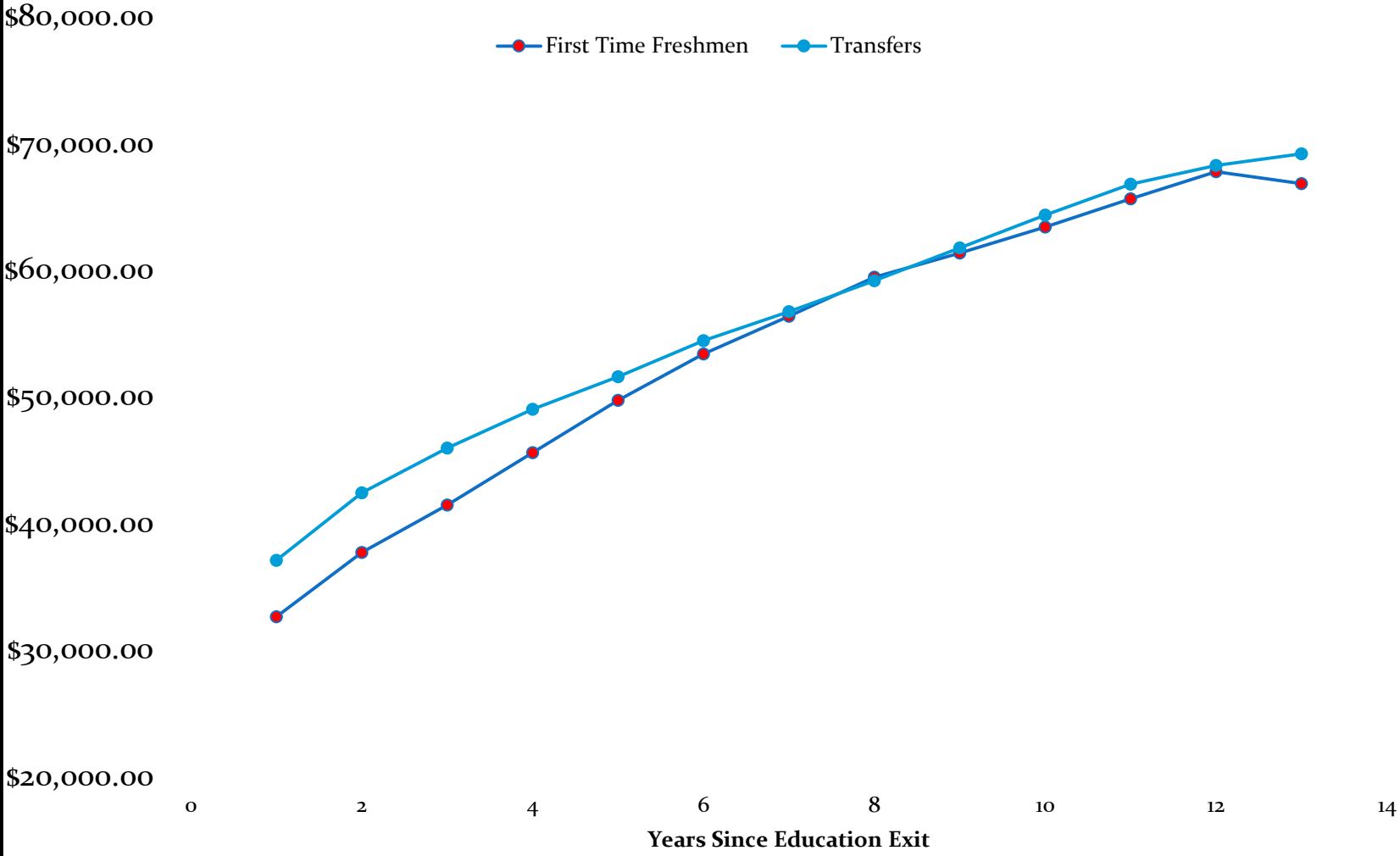
# CSUN Graduates Employment & Earnings by Industry

## All University

### Graduate Completers-Five Years After Education Exit



# First Time Freshmen and Transfers: Average Earnings After Education Exit



# How Can We Use Results in the Future?



# Future Uses of Results

- Measure effectiveness of particular program features:
  - Remediation
  - Working while in college
  - Working on campus vs off
  - Demographic differences in earnings
  - Entering as transfer student or first time freshman
- Develop benchmarkable system-wide measures in a dashboard.
- Information for student career planning.
- Economic planning tool for the region.