Career Outcomes for 2003 Career Program Graduates by Cluster:
A Comparison of Allied Health,
Behavioral Science, and Business Graduates

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Introduction

Over the last several years, the Office of Institutional Research has included a standard set of employment-related items on the questionnaire that is used to survey the College's recent graduates. This survey, which is typically undertaken eight to twelve months after commencement, gathers information concerning the graduate's employment status, the relationship of the graduate's job to their program of study, annual salary, and the graduate's assessment of the technological preparation they received while at the College. This report compares the post-CCP employment outcomes of 2003 graduates from three career program clusters: 1) Allied Health, 2) Behavioral Science, and 3) Business. The employment information in this report parallels the information presented in report IR Report #141, titled Career Outcomes for 2003 Career Program Graduates, which presents aggregate employment information for all of the College's career program graduates.

In 2003, CCP awarded 550 associate degrees and 135 certificates in career-related programs. The distribution of associate degrees and certificates awarded by the College for each of the three career program clusters appears in Figure 1.

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1 A list of programs within each cluster can be found in Appendix A.
Figure 1
Number of Associate Degrees and Certificates Awarded in Career-related Programs by Cluster
Academic Years 1997-2004

<table>
<thead>
<tr>
<th>Program Cluster</th>
<th>Type of Award</th>
<th>1997</th>
<th>1998</th>
<th>1999</th>
<th>2000</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allied Health</td>
<td>Associate Degree</td>
<td>207</td>
<td>188</td>
<td>201</td>
<td>184</td>
<td>146</td>
<td>146</td>
<td>156</td>
<td>186</td>
</tr>
<tr>
<td></td>
<td>Certificates</td>
<td>40</td>
<td>28</td>
<td>38</td>
<td>32</td>
<td>33</td>
<td>18</td>
<td>28</td>
<td>22</td>
</tr>
<tr>
<td>Behavioral Science</td>
<td>Associate Degree</td>
<td>185</td>
<td>238</td>
<td>267</td>
<td>203</td>
<td>220</td>
<td>204</td>
<td>197</td>
<td>225</td>
</tr>
<tr>
<td></td>
<td>Certificates</td>
<td>86</td>
<td>108</td>
<td>96</td>
<td>104</td>
<td>94</td>
<td>74</td>
<td>83</td>
<td>118</td>
</tr>
<tr>
<td>Business</td>
<td>Associate Degree</td>
<td>213</td>
<td>180</td>
<td>176</td>
<td>185</td>
<td>155</td>
<td>168</td>
<td>143</td>
<td>164</td>
</tr>
<tr>
<td></td>
<td>Certificates</td>
<td>51</td>
<td>60</td>
<td>39</td>
<td>50</td>
<td>35</td>
<td>41</td>
<td>21</td>
<td>20</td>
</tr>
<tr>
<td>College Wide</td>
<td>Associate Degree</td>
<td>742</td>
<td>671</td>
<td>699</td>
<td>636</td>
<td>569</td>
<td>576</td>
<td>550</td>
<td>616</td>
</tr>
<tr>
<td></td>
<td>Certificates</td>
<td>181</td>
<td>199</td>
<td>175</td>
<td>188</td>
<td>162</td>
<td>134</td>
<td>135</td>
<td>160</td>
</tr>
</tbody>
</table>

While the Allied Health cluster experienced a decrease of 51 associate degrees and a decrease of 12 certificates from 1997 to 2003, there was an increase of 30 associate degrees awarded to Allied Health graduates from 2003 to 2004. There was a decrease in 6 certificates awarded from 2003 to 2004.

From a peak of 267 associate degrees awarded to students in 1999, the Behavioral Science cluster declined by 70 degrees in 2003. In 2004 there was a slight increase, with 28 more associate degrees awarded than in 2003. Behavioral Science awarded 83 certificates in 2003, 9 more than the number of certificates awarded in 2002. There was a significant increase in the number of certificates awarded to students in the Behavioral Science cluster in 2004, increasing from 83 in 2003 to 118.

The Business cluster awarded its highest number of associate degrees (213) in 1997, and its lowest number (143) in 2003. The number of Business certificates awarded
decreased from 60 in 1998 to 20 in 2004, but associate degrees awarded have increased from 143 in 2003 to 164 in 2004.

**Employment Outcomes**

Figure 2 displays the percentages of graduates who reported they were working in a new position or had received a promotion shortly after graduation. Allied Health graduates were most successful at securing employment shortly after graduation. They were more than twice as likely to be employed in a new job as graduates in the other two career clusters with 61% reporting they were working in a new job at the time of the survey. Twenty-nine percent (29%) of Behavioral Science graduates and 25% of Business graduates reported they secured new employment subsequent to graduation.

All three of the career clusters were fairly close in terms of graduates reporting job promotions shortly after graduation. Behavioral Science had the highest percentage at 19.4% and Business had the lowest percentage with 14.6% (Figure 2).

**Figure 2**

**Percentage of 2003 Career Graduates Who Were Working in a New Job or Received a Promotion Shortly After Graduation by Career Program Cluster**
Figure 3 provides information concerning graduates employed in positions related to their program of study, graduates employed in positions unrelated to their program of study, and graduates who were seeking employment at the time of the study.

**Figure 3**

**Relationship of Job to Program of Study and Unemployment Status by Career Program Cluster for 2003 Graduates**

Allied Health graduates had the highest percentage of graduates employed in a job related to their studies at CCP. They were approximately twice as likely as Behavioral Science graduates to be employed in a position related to their CCP studies and more than four times as likely as Business graduates. While almost 90% of Allied Health graduates were employed in a job related to their studies, only 2.6% were employed in a job unrelated to their studies, and 0% were unemployed and seeking employment.

Fifty-seven percent (57%) of Behavioral Science graduates were employed in a job related to their studies. The percentage of Behavioral Science graduates employed in a job unrelated to their CCP studies (19.2%) was higher than Allied Health, but
considerably lower than Business. Behavioral Science had the highest percentage of unemployed graduates still trying to secure a position (6.3%). Behavioral Science graduates were twice as likely as Allied Health graduates and only slightly more likely than Business graduates to be unemployed and seeking employment following graduation.

Business graduates had the lowest percentage of graduates employed in a job related to their CCP studies (20.9%). Business graduates were three times as likely as Behavioral Science graduates and four times as likely as Allied Health graduates to secure employment unrelated to their CCP studies, with 60.5% being employed in an unrelated position. The percentage of Business graduates still seeking employment was 4.7%, almost twice as high as Allied Health.

The average annual salaries of the 2003 graduates can be found in Figure 4. Allied Health had the highest mean salary at $49,042, and it also had the highest maximum reported salary ($80,000). Allied Health graduates have consistently earned the highest mean salary since 2000.
Figure 4²
Annual Salaries of 2003 Graduates by Career Program Cluster

<table>
<thead>
<tr>
<th>Program Cluster</th>
<th>Graduation Year</th>
<th>Mean</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allied Health</td>
<td>2003</td>
<td>$49,042</td>
<td>$14,400</td>
<td>$80,000</td>
</tr>
<tr>
<td></td>
<td>2002</td>
<td>$48,750</td>
<td>$28,000</td>
<td>$77,000</td>
</tr>
<tr>
<td></td>
<td>2001</td>
<td>$40,528</td>
<td>$20,800</td>
<td>$66,000</td>
</tr>
<tr>
<td></td>
<td>2000</td>
<td>$37,636</td>
<td>$15,400</td>
<td>$72,800</td>
</tr>
<tr>
<td>Behavioral Science</td>
<td>2003</td>
<td>$29,608</td>
<td>$18,000</td>
<td>$75,000</td>
</tr>
<tr>
<td></td>
<td>2002</td>
<td>$36,000</td>
<td>$19,000</td>
<td>$78,000</td>
</tr>
<tr>
<td></td>
<td>2001</td>
<td>$35,185</td>
<td>$12,000</td>
<td>$58,500</td>
</tr>
<tr>
<td></td>
<td>2000</td>
<td>$31,702</td>
<td>$10,400</td>
<td>$80,000</td>
</tr>
<tr>
<td>Business</td>
<td>2003</td>
<td>$36,175</td>
<td>$18,000</td>
<td>$55,000</td>
</tr>
<tr>
<td></td>
<td>2002</td>
<td>$33,130</td>
<td>$23,000</td>
<td>$65,000</td>
</tr>
<tr>
<td></td>
<td>2001</td>
<td>$37,290</td>
<td>$20,800</td>
<td>$61,000</td>
</tr>
<tr>
<td></td>
<td>2000</td>
<td>$34,620</td>
<td>$14,180</td>
<td>$59,600</td>
</tr>
</tbody>
</table>

Figure 5 addresses graduates' assessment of the education they received at CCP as preparation for their current career. Most graduates value the career preparation they received at CCP. All three of the clusters responded similarly, with the majority of responses being either excellent or good.

In the Allied Health cluster, 90% of graduates felt their career preparation was excellent or good. Ten percent (10%) thought it was fair, and no respondents (0%) felt it was poor. The majority of Behavioral Science graduates (87.5%) felt their CCP education was good or excellent preparation for their present employment. About 7% felt the preparation was fair and 5.6% felt it was poor; the highest percentage (% poor) reported out of all three clusters. Approximately 83% of Business graduates felt their CCP education was excellent or good. Only 11.9% of Business graduates felt their preparation was fair, and 4.8% felt it was poor.

² Full-time employment was defined as 30 hours or more per week.
When asked about the quality of their CCP computer technology preparation for the workplace, most graduates' replies were either good or fair (Figure 6). In the Allied Health cluster, 73.3% of graduates felt their computer technology preparation was good or fair, about 15% felt it was excellent, and 11.4% felt their preparation was poor.

Seventy-two percent (72%) of graduates in the Behavioral Science cluster felt their computer technology preparation was either good or fair. Sixteen percent (16%) felt their preparation was excellent, and 12.1% felt it was poor.

In the Business cluster, 71.2% of graduates felt their technology preparation was good or fair. Almost 19% felt it was excellent and 9.9% felt it was poor. This cluster had the highest percentage of graduates who felt their preparation was excellent, and the lowest percentage who felt it was poor.
Conclusions

All three career program clusters experienced an increase in associate degrees awarded from 2003 to 2004, and both the Behavioral Science cluster and the Business cluster exhibited an increase in certificates awarded from 2003 to 2004. Allied Health graduates experienced the most successful career outcomes, earning the highest mean salaries and exhibiting the highest percentage of graduates employed in positions related to their CCP program of study. Business graduates were least successful at securing employment in their field and were less satisfied with their overall CCP preparation for the workforce than Allied Health and Behavioral Science graduates. However, both Allied Health and Behavioral Science graduates reported lower satisfaction with their technological preparation for the workplace than Business graduates.
Appendix A

Program Cluster Divisions

## Health Careers

<table>
<thead>
<tr>
<th>Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Laboratory Technician</td>
</tr>
<tr>
<td>Dental Assistant</td>
</tr>
<tr>
<td>Dental Hygiene</td>
</tr>
<tr>
<td>Diagnostic Medical Imaging</td>
</tr>
<tr>
<td>Dietetic Technician</td>
</tr>
<tr>
<td>Health Information Technology</td>
</tr>
<tr>
<td>Medical Assisting and Office Management</td>
</tr>
<tr>
<td>Nursing</td>
</tr>
<tr>
<td>Nursing- Accelerated Option for LPNs</td>
</tr>
<tr>
<td>Respiratory Care</td>
</tr>
</tbody>
</table>

## Social and Behavioral Science and Human Services

<table>
<thead>
<tr>
<th>Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Addiction Studies Certificate</td>
</tr>
<tr>
<td>Behavioral Health/ Human Services</td>
</tr>
<tr>
<td>Children in Crisis Certificate</td>
</tr>
<tr>
<td>Youth Work Certificate</td>
</tr>
<tr>
<td>Early Childhood Education</td>
</tr>
<tr>
<td>Family Home Visiting Certificate</td>
</tr>
<tr>
<td>Interpreter Education</td>
</tr>
<tr>
<td>Criminal Justice</td>
</tr>
<tr>
<td>Justice Certificate</td>
</tr>
<tr>
<td>Paralegal Studies</td>
</tr>
<tr>
<td>Sign Language Studies Certificate</td>
</tr>
<tr>
<td>Social Gerontology Certificate</td>
</tr>
<tr>
<td>Economics and Business Administration</td>
</tr>
<tr>
<td>---------------------------------------</td>
</tr>
<tr>
<td>Accounting</td>
</tr>
<tr>
<td>Computer Operations Certificate</td>
</tr>
<tr>
<td>CIS- Computer Programming Option</td>
</tr>
<tr>
<td>CIS- Internet Operations and Development Option</td>
</tr>
<tr>
<td>CIS- Local Area Network Option</td>
</tr>
<tr>
<td>CIS- PC Applications Option</td>
</tr>
<tr>
<td>Data Processing</td>
</tr>
<tr>
<td>Data Processing- Business Programming Option</td>
</tr>
<tr>
<td>Data Processing PC Applications Option</td>
</tr>
<tr>
<td>Finance</td>
</tr>
<tr>
<td>Culinary Arts- Chef Apprenticeship Option</td>
</tr>
<tr>
<td>Culinary Arts- Chef Option</td>
</tr>
<tr>
<td>Hotel/ Restaurant Management- Hotel Management Option</td>
</tr>
<tr>
<td>Hotel/ Restaurant Management- Rest Management Option</td>
</tr>
<tr>
<td>International Trade</td>
</tr>
<tr>
<td>Management</td>
</tr>
<tr>
<td>Management- Entrepreneurship Option</td>
</tr>
<tr>
<td>Management- Human Resources Option</td>
</tr>
<tr>
<td>Management- International Business Option</td>
</tr>
<tr>
<td>Management Certificate</td>
</tr>
<tr>
<td>Management- Real Estate Option</td>
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<tr>
<td>Marketing</td>
</tr>
<tr>
<td>Marketing Certificate</td>
</tr>
<tr>
<td>Office Science</td>
</tr>
<tr>
<td>Office Science- Word Processing Option</td>
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<tr>
<td>Office Skills Certificate</td>
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<tr>
<td>Office Technology</td>
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<tr>
<td>Railroad Operations</td>
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<tr>
<td>Real Estate Management</td>
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<tr>
<td>Retail Management</td>
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<tr>
<td>Retail Management Certificate</td>
</tr>
<tr>
<td>Retail Management- Fashion Buying Certificate</td>
</tr>
<tr>
<td>Retail Management- Fashion Buying Option</td>
</tr>
<tr>
<td>Secretarial Science</td>
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<tr>
<td>Secretarial Science- Business Education</td>
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</tbody>
</table>