



# PERFORMANCE MEASURES **for** STUDENT SUCCESS

## **Proposed New Measure Earnings Gains**

## Overview

In addition to reviewing and revising the current performance measures, the Performance Adjustment Committee was tasked with addressing the feasibility of establishing an employment measure. The committee spoke with national experts on this topic, reviewed the practices of other states, and assessed available data sources in an effort to establish the best measure for the NC Community College System.

The work of this committee resulted in an “Earnings Gains” recommendation that was approved by the Presidents Association on July 24th. If approved by State Board and the General Assembly, this measure will be incorporated into the 2017 Performance Measures for Student Success Report. Details follow:

## Earnings Gains

### *Implementation – 2017 Report based on earnings of 2013-14 exiting students*

### Purpose

To ensure our programs and coursework in career and technical fields are aligned with and result in higher paying jobs for students.

### Description

Average gain in median wages two years before to two years after exit for students enrolled in career and technical areas of study and coursework.

### Methodology

Increase in median wages from two years before exit to two years after exit for students meeting the following conditions:

- Non-transfer students who successfully completed at least 6 credit hours in applied science courses during the program year and Tier 2 CE Students (those enrolling in continuing education (OE) courses that are scheduled for 96 hours or more and are mapped to a third-party credential, certification, or industry-designed curriculum)
- Not enrolled in college/university coursework two years after exit
- North Carolina’s Commerce Department’s Division of Employment Security has four quarters of wage records two years before and two years after exit
- Four quarters of wages two years before and two years after exit that exceed \$11,310 (30 hours per week annually at minimum wage)

**Estimated Excellence Level: 32%**

**Estimated Baseline: 8%**

### Performance Funding Calculations

Quality Pool: Funding eligibility is based on target cohort count (before removing records for those without four quarters of wage records two years before and two years after exit).

Impact Pool: Calculated by extrapolating average gains to target cohort and calculating college share of total monetary gains in wages generated by target cohort.

## Attachment PLAN 5

### I. Earnings Gains for Career and Technical Students Exiting during the 2011-12 Academic Year

	Target Cohort	Matched Cohort	Earnings 2 Years Prior Exit	Earnings 2 Years After Exit	Difference
<b>Grand Total</b>	<b>55,235</b>	<b>11,971</b>	<b>\$25,351</b>	<b>\$31,746</b>	<b>25%</b>
Alamance CC	806	189	\$24,082	\$32,269	34%
Asheville-Buncombe TCC	1616	372	\$23,527	\$29,817	27%
Beaufort County CC	399	103	\$22,972	\$32,157	40%
Bladen CC	464	104	\$22,705	\$28,168	24%
Blue Ridge CC	772	150	\$25,702	\$29,616	15%
Brunswick CC	470	77	\$21,423	\$24,895	16%
Caldwell CC and TI	1068	256	\$23,416	\$29,817	27%
Cape Fear CC	1896	423	\$28,407	\$36,066	27%
Carteret CC	535	91	\$21,233	\$26,642	25%
Catawba Valley CC	1032	277	\$23,281	\$30,614	31%
Central Carolina CC	1603	301	\$23,301	\$31,026	33%
Central Piedmont CC	2193	559	\$25,737	\$34,884	36%
Cleveland CC	822	137	\$29,103	\$33,686	16%
Coastal Carolina CC	1321	123	\$23,803	\$28,314	19%
College of the Albemarle	647	95	\$28,262	\$33,468	18%
Craven CC	674	152	\$26,905	\$32,793	22%
Davidson County CC	1144	275	\$25,598	\$31,931	25%
Durham TCC	1142	278	\$30,645	\$40,247	31%
Edgecombe CC	606	139	\$26,114	\$32,369	24%
Fayetteville TCC	2775	502	\$26,421	\$31,336	19%
Forsyth TCC	2114	594	\$25,146	\$31,414	25%
Gaston College	1064	260	\$22,362	\$30,559	37%
Guilford TCC	2128	516	\$26,905	\$33,046	23%
Halifax CC	604	65	\$20,858	\$24,932	20%
Haywood CC	646	147	\$22,718	\$28,771	27%
Isothermal CC	824	114	\$23,941	\$28,565	19%
James Sprunt CC	374	82	\$26,278	\$33,233	26%
Johnston CC	1261	370	\$28,580	\$34,489	21%
Lenoir CC	1453	253	\$25,021	\$27,845	11%
Martin CC	354	84	\$26,136	\$28,335	8%
Mayland CC	612	94	\$22,571	\$31,159	38%
McDowell TCC	370	98	\$24,909	\$31,799	28%
Mitchell CC	719	175	\$25,619	\$31,395	23%
Montgomery CC	398	101	\$25,915	\$32,780	26%
Nash CC	866	211	\$31,136	\$38,631	24%
Pamlico CC	325	28	\$25,212	\$26,294	4%
Piedmont CC	839	142	\$28,860	\$31,666	10%
Pitt CC	1273	250	\$24,692	\$33,049	34%
Randolph CC	640	141	\$23,252	\$27,794	20%
Richmond CC	522	115	\$22,383	\$31,103	39%
Roanoke Chowan CC	345	66	\$28,244	\$29,507	4%
Robeson CC	792	148	\$23,799	\$29,014	22%
Rockingham CC	513	128	\$24,026	\$31,394	31%
Rowan-Cabarrus CC	1575	301	\$23,478	\$30,468	30%
Sampson CC	561	178	\$31,529	\$37,095	18%
Sandhills CC	644	138	\$21,023	\$29,673	41%
South Piedmont CC	813	152	\$24,249	\$31,018	28%
Southeastern CC	458	64	\$21,136	\$27,366	29%
Southwestern CC	670	125	\$24,560	\$31,781	29%
Stanly CC	1042	227	\$25,274	\$29,671	17%
Surry CC	883	194	\$24,863	\$28,570	15%
Tri-County CC	493	51	\$22,477	\$27,488	22%
Vance-Granville CC	1273	262	\$22,960	\$27,741	21%
Wake TCC	2877	784	\$29,378	\$37,519	28%
Wayne CC	740	183	\$27,197	\$31,921	17%
Western Piedmont CC	671	119	\$23,119	\$28,710	24%
Wilkes CC	870	209	\$21,230	\$26,240	24%
Wilson CC	644	199	\$25,344	\$31,262	23%