



Community College Certificates in Oregon

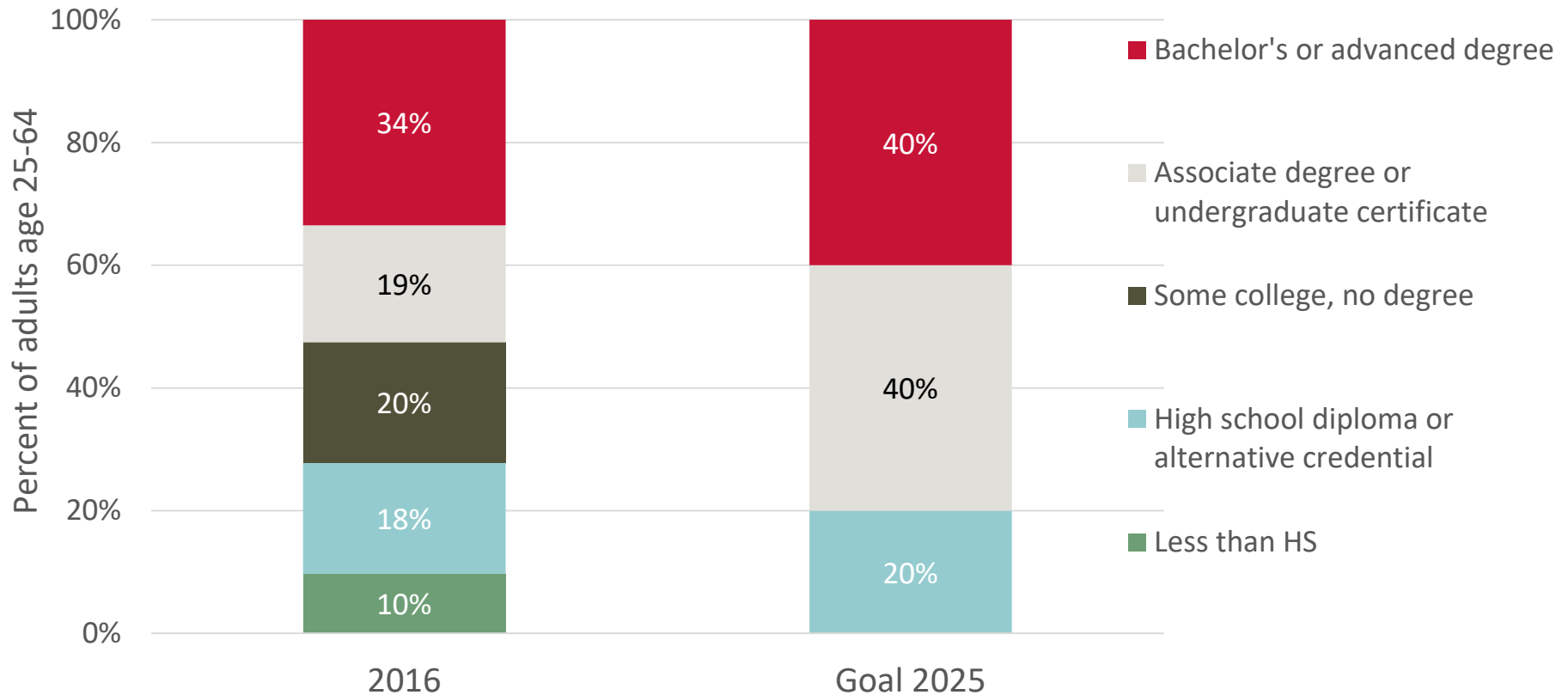
WICHE Legislative
Advisory Committee
Annual Meeting 2019

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Oregon's postsecondary attainment goal

Educational Attainment Rates for Oregon Adults Versus 40-40-20 Goal



What counts in the “middle 40”

We endorse a broad understanding of what “counts” for the middle 40, including:

Two-year
Associate
degrees

One-year
certificates

Registered
apprenticeships

Career pathways
certificates

Other credentials

We use U.S. Census data to measure attainment, estimating the number of certificates and registered apprenticeships

Oregon attainment tends to be similar to or slightly higher than in the U.S. as a whole, and attainment has risen for both groups in recent years

A close look at *Certificates in Oregon*



State-level look at career-focused, community college certificates (12 credits to 2+ years) & labor market outcomes

Combined student records and unemployment insurance (UI) wage records

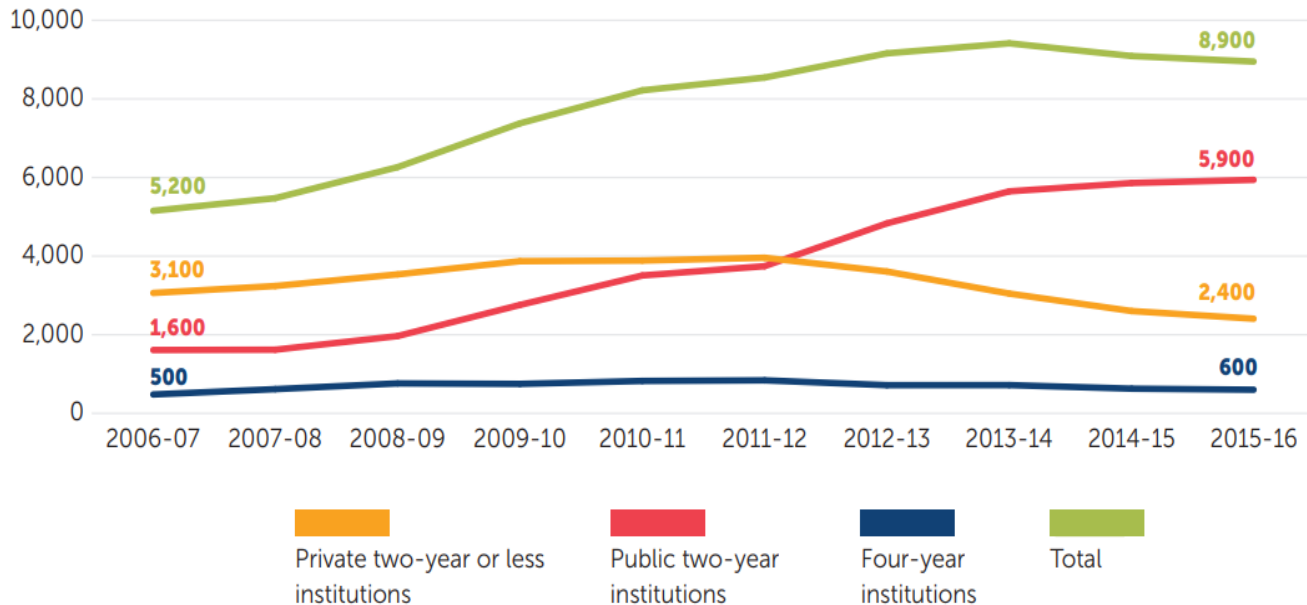
Tracks Oregonians who enrolled and completed between fall 2007 and fall 2011

Source: Georgetown University Center on Education and the Workforce, *Certificates in Oregon: A Model for Workers to Jump-Start or Reboot Careers*, 2018

cew.georgetown.edu/ORCertificates

Certificate earners in Oregon

Figure 1. Oregon has experienced rapid growth in certificates, driven by increased production at community colleges.



Red line shows career certificates produced at Oregon community colleges.

27% of certificate completers are from communities of color

62% are 25 or older

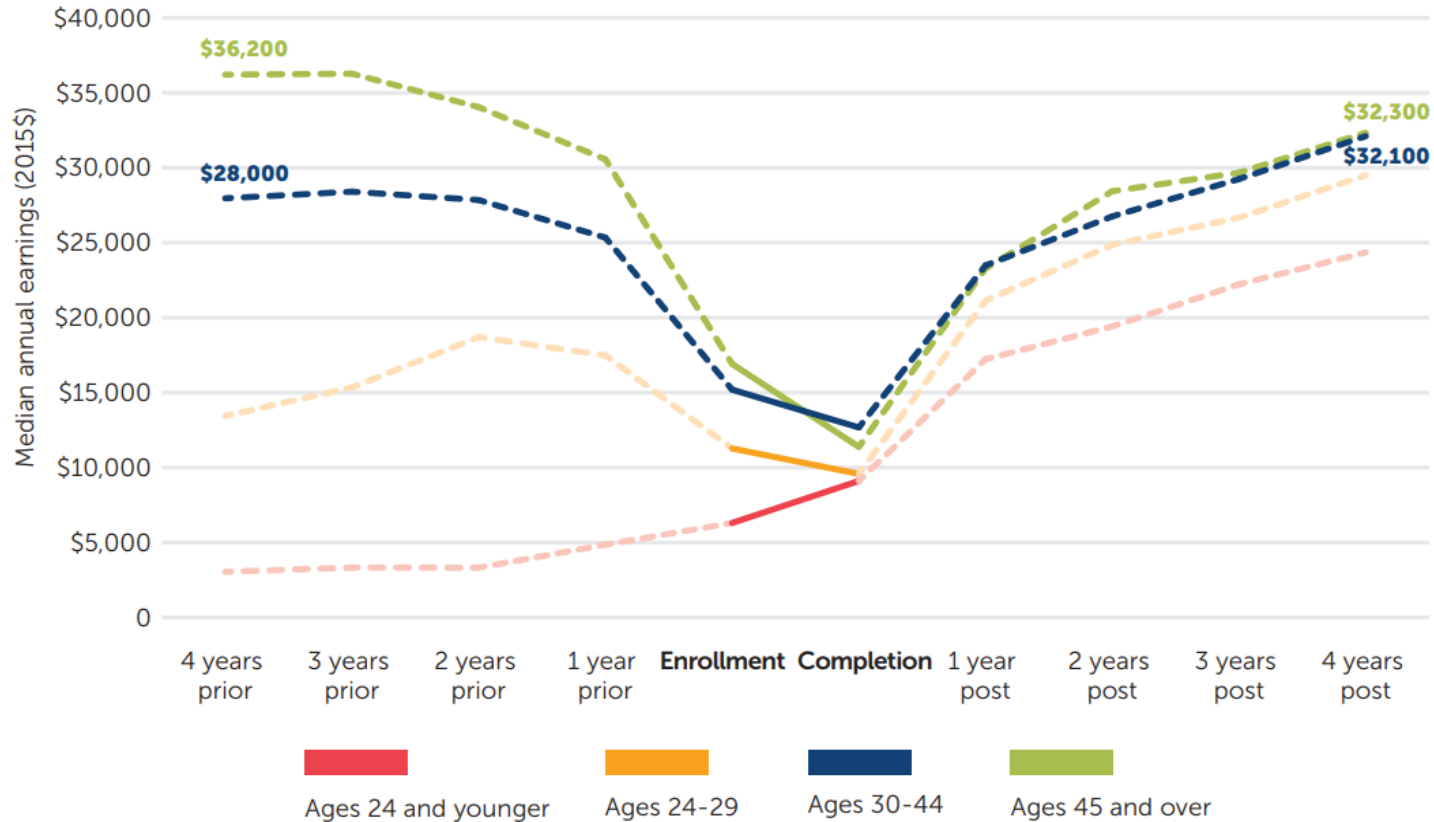
7957 certificates earned in 2016-17

Source: Georgetown University Center on Education and the Workforce, *Certificates in Oregon: A Model for Workers to Jump-Start or Reboot Careers*, 2018



Findings – Age matters

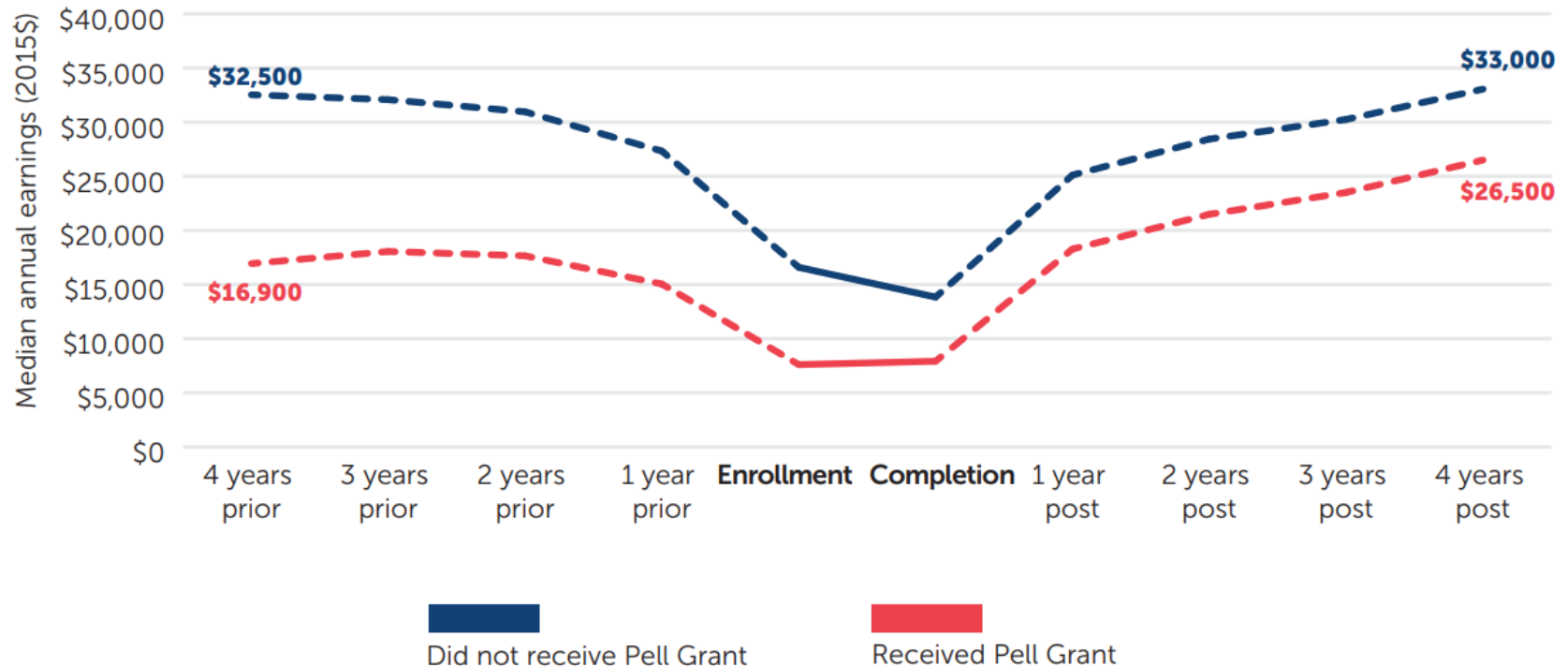
Figure 5. Certificate holders ages 45 and older experience a particularly sharp decline in earnings and then a gradual recovery.



Source: Georgetown University Center on Education and the Workforce analysis of the Oregon Higher Education Coordinating Commission (HECC) 2007-2011 certificate data matched with wage record data.

Findings – Certificates provide \$10,000 wage boost to Pell Grant recipients

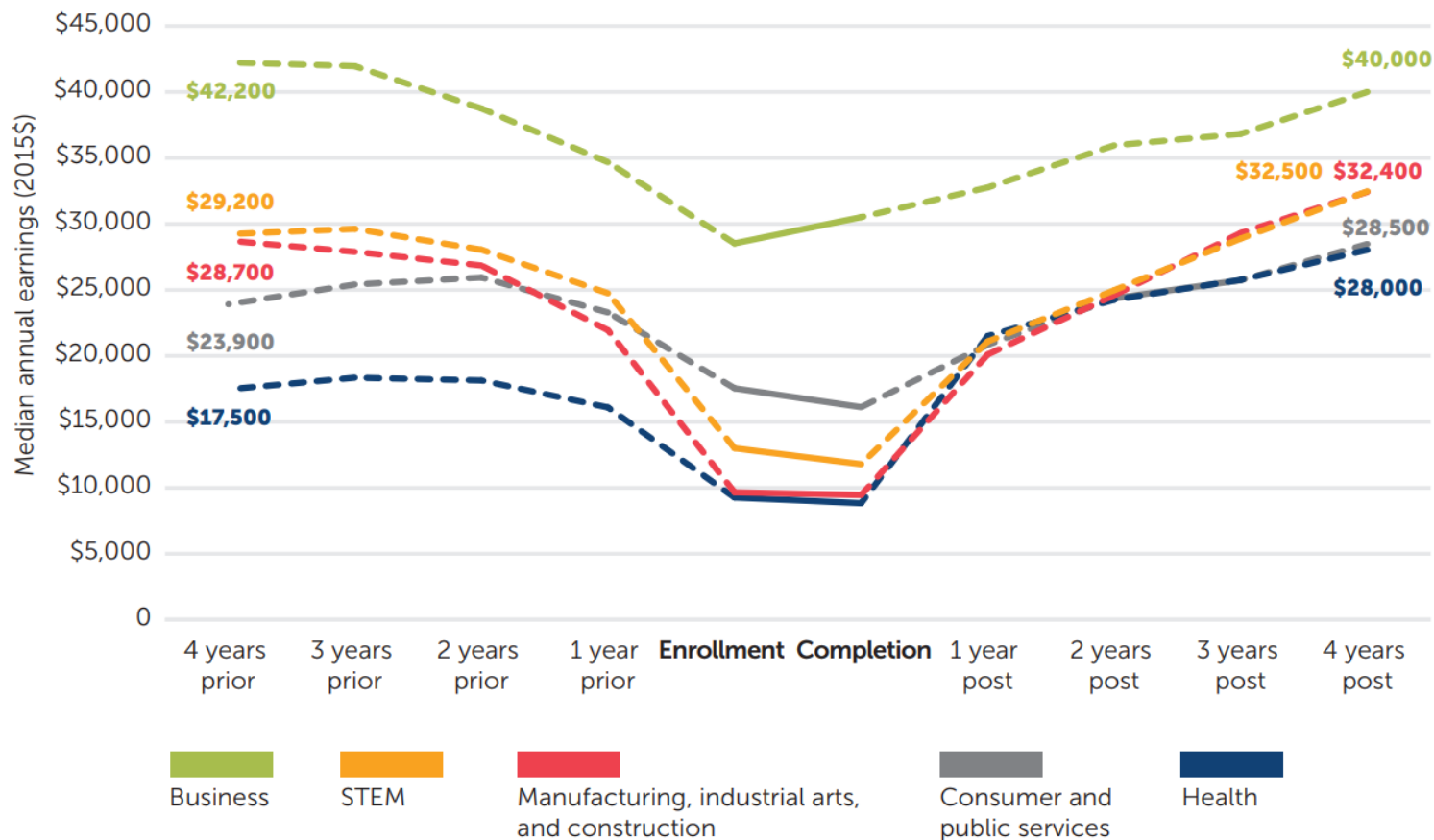
Figure 7. Certificate holders who receive Pell Grants benefit from larger earnings increases than those who did not receive Pell Grants.



Source: Georgetown University Center on Education and the Workforce analysis of the Oregon Higher Education Coordinating Commission (HECC) 2007-2011 certificate data matched with wage record data.

Findings – Wage growth varies by field

Figure 8. Students who earn certificates in health have the largest earnings gains.



Source: Georgetown University Center on Education and the Workforce analysis of the Oregon Higher Education Coordinating Commission (HECC) 2007-2011 certificate data matched with wage record data.

Findings – Certificates help people change industry

Table 3. Certificate holders are more likely to be employed in healthcare services and less likely to be working in manufacturing after they finish a program.

Industry	2 years pre-enrollment	2 years post-completion
Construction	5%	<5%
Manufacturing	22%	11%
Wholesale and retail trade services	22%	16%
Professional and business services	11%	11%
Education services	<5%	5%
Healthcare services	8%	30%
Leisure and hospitality services	10%	5%
Government services	5%	6%
Other	14%	12%
Total	100%	100%

Note: "Other" includes natural resources, transportation and utilities services, information, financial services, and personal services. Those who were not employed in any industry prior to enrollment or following completion are excluded from this analysis. Columns may not add up to 100 percent due to rounding.

Source: Georgetown University Center on Education and the Workforce analysis of the Oregon Higher Education Coordinating Commission (HECC) 2007-2011 certificate data matched with wage record data.

Finding – Regional economy matters, shorter programs pay more in Oregon

Table B1. Students who complete certificates in the Metro region have the highest median wages, but this does not hold across every field of study.

Field of Study	Metro	Eastern	Valley	Coast	Southern	Overall median
Business	\$47,600	*	\$25,100	*	*	\$40,000
STEM	\$34,100	\$24,700	\$32,200	*	*	\$32,500
Manufacturing, industrial arts, and construction	\$33,900	\$25,300	\$38,900	*	\$30,400	\$32,400
Consumer and public services	\$33,300	*	\$24,500	\$32,600	\$23,500	\$28,500
Health	\$32,400	\$28,500	\$26,400	\$26,700	\$24,800	\$28,000
Overall median	\$35,800	\$27,600	\$27,000	\$26,700	\$25,500	\$30,300

* Suppressed because there are fewer than 30 observations.

Source: Georgetown University Center on Education and the Workforce analysis of the Oregon Higher Education Coordinating Commission (HECC) 2007-2011 certificate data matched with wage record data.

Table B2. Certificate completers have the highest median wages in the Metro region, regardless of the award type they earned.

Certificate Type	Metro	Eastern	Valley	Coast	Southern	Overall median
Career Pathway	\$39,300	\$28,400	\$29,000	*	*	\$34,200
Short term	\$38,100	\$22,600	\$26,300	-	\$24,500	\$31,600
Medium term	\$33,100	\$28,400	\$26,500	\$25,700	\$25,600	\$29,200
Long term	\$27,100	*	*	*	*	\$27,100
Overall median	\$35,800	\$27,600	\$27,000	\$26,700	\$25,500	\$30,300

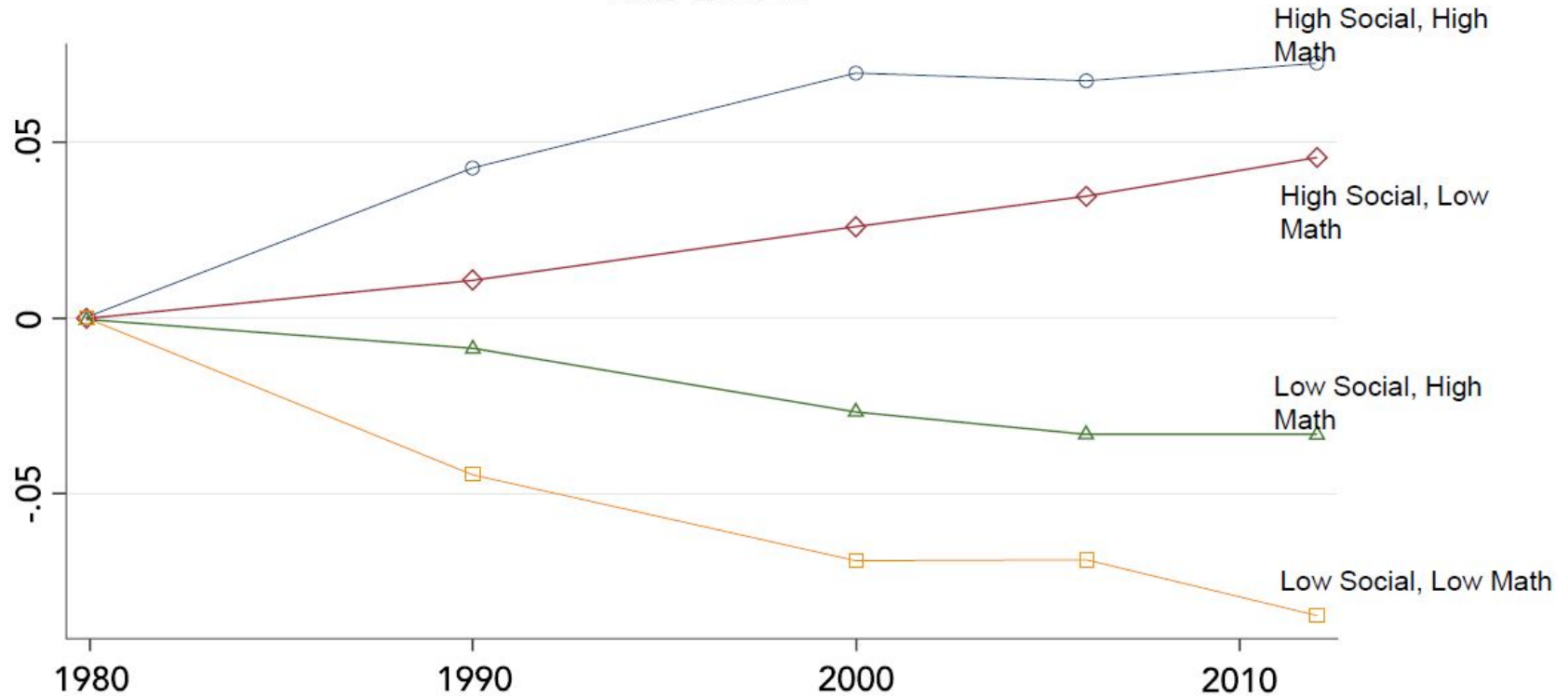
* Suppressed because there are fewer than 30 observations.

Observations for apprenticeship certificates were too low to report.

Source: Georgetown University Center on Education and the Workforce analysis of the Oregon Higher Education Coordinating Commission (HECC) 2007-2011 certificate data matched with wage record data.

Job market rewarding humans for being human

Cumulative Changes in Employment Share by Occupation Task Intensity
1980 to 2012



Source: Deming, D.J. (2017). The Growing Importance of Social Skills in the Labor Market. *Quarterly Journal of Economics*, vol. 132 issue 4.

Source: ECONorthwest & Program and Policy Insight,
Oregon Talent Assessment, September 2018.

11 https://www.oregon.gov/WorkforceBoard/board/Documents/Meetings/0.WTDB/2018/09_Sept-14/FINALPacketSept2018.pdf

Policy implications

- Certificates can be a relatively short path into employment or new industry
- Look at industries facing automation and think about short-term retraining programs that combine technical and “soft” skills
- Consider expanding state financial aid to include short-term programs and adults