

# Outcomes for Graduates of Florida's Public Postsecondary Educational Institutions



## Economic Security Report 2021

March 2022

# About This Report

The Florida Economic Security Report details the outcomes of recent graduates from Florida's public postsecondary education institutions. Data from the District Technical Centers (DTCs), the Florida College System (FCS), and the State University System of Florida (SUS) are included in this report.<sup>1</sup> The report documents the variation in first- and fifth-year earnings among graduates who earned certificates, diplomas, or degrees from Florida's three public postsecondary educational systems. The report also presents data on the percentage of graduates from various institutions who received public assistance,<sup>2</sup> as well as the percentage of graduates who are enrolled in continuing education programs. The average federal debt acquired by all students (not just graduates) in academic year 2018-2019 is also reported. The results show what type of postsecondary credentials students earn and that what they study matters.

Information in this report comes from five main data sources:

- Florida Department of Education's Florida Education and Training Placement Information Program (FETPIP);
- Florida Department of Education's Office of Student Financial Assistance;
- Florida Department of Economic Opportunity's Employment Projections;
- U.S. Department of Labor's Wage Record Interchange System 2 (WRIS2)<sup>3</sup>; and
- U.S. Department of Labor's State Wage Interchange System (SWIS)<sup>4</sup>.

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<sup>1</sup> The SUS includes 12 public universities ([FLBOG.edu/universities/](http://FLBOG.edu/universities/)). The FCS consists of 28 public community colleges and state colleges, some of which offer four-year bachelor's degrees ([FLDOE.org/schools/higher-ed/fl-college-system/colleges](http://FLDOE.org/schools/higher-ed/fl-college-system/colleges)). Fifty-two DTCs offer certifications in a variety of career and technical education program areas ([FLDOE.org/academics/career-adult-edu/dist-ps-instit.stml](http://FLDOE.org/academics/career-adult-edu/dist-ps-instit.stml)). These three systems make up Florida's public postsecondary education system.

<sup>2</sup> For purposes of this report, public assistance includes a unique count of graduates who received support or services from the Temporary Assistance for Needy Families (TANF) program and/or the Supplemental Nutrition Assistance Program (SNAP).

<sup>3</sup> The WRIS2 program was a voluntary system whereby states can share aggregate employment and wage outcomes with other states. The WRIS/WRIS2 operations ceased on December 31, 2019. Replacing the WRIS2 program is the SWIS program. Data from these two programs enables us to report on the employment and earnings data of graduates from Florida who are employed in other states. The membership of the WRIS2 exchange included 45 states, the District of Columbia, and the Commonwealth of Puerto Rico. A map of participating states can be found at [doleta.gov/performance/pfdocs/WRIS2\\_Status\\_Map.pdf](http://doleta.gov/performance/pfdocs/WRIS2_Status_Map.pdf). The SWIS program includes wage data from all 50 US states, Puerto Rico, and the District of Columbia. More information can be found at [DOL.gov/agencies/eta/performance/swis](http://DOL.gov/agencies/eta/performance/swis).

<sup>4</sup> The WRIS2 data is linked to the 2014-2015 cohort class. The SWIS data are linked to the 2016-2017, 2017-2018, and 2018-2019 cohort classes. The 2015-2016 cohort class only includes employment data from the State of Florida.

The data detailed in this report reflect outcomes for graduates in their first year after graduation for a five-year period from academic years 2014–2015 through 2018–2019 (see **Table ATR1**). All earnings and employment data are provided through the Florida Department of Education (DOE). Although the data represent employment and earning outcomes, the data does not include information about the occupations of graduates and whether they are employed in their field of study.

**Table ATR1. Graduates by Academic Year Contributing to Outcomes**

Cohort	2014–2015	2015–2016	2016–2017	2017–2018	2018–2019
Contributes to first-year outcomes	✓	✓	✓	✓	✓
Contributes to fifth-year outcomes	✓				

It should also be noted that this report includes tables and figures that show the median first- and fifth-year earnings for the five-year academic period of 2014–2015 to 2018–2019. However, data may not be included due to suppression issues if there were a small number of graduates. The minimum number of graduates to allow reporting for this report is 10. Therefore, in some instances, tables and figures may only show the first-year, fifth-year, or no data at all.

# Executive Summary

The Florida Economic Security Report details the economic outcomes of recent graduates from Florida's public postsecondary educational systems, which include the District Technical Centers (DTCs), the Florida College System (FCS), and the State University System of Florida (SUS).

The report aims to document the variation in earnings, employment, continuing education, and public assistance among graduates who have earned degrees or certificates from Florida's public postsecondary education institutions. The results show that economic outcomes are correlated with a student's selected degree or certificate and credential level, as well as institution.

The data discussed in this report reflect outcomes for 1,036,446 graduates across a five-year period from academic years 2014–2015 through 2018–2019. Key findings for each of Florida's public postsecondary education institutions by attainment level are defined below.

## Certificates/Diplomas/Apprenticeships

- More than 200,000 certificates, diplomas, and apprenticeships were awarded between academic years 2014–2015 through 2018–2019.
- DTCs issued 59% more career certificates than colleges in the FCS. Career certificates issued by DTCs accounted for 61% of all certificates awarded in the state.
  - However, graduates with certificates from colleges in the FCS were more likely to be found in the employment data (82%) one year after completion than graduates with career certificates from DTCs (76%).
  - In addition, during the five-year period of study, median first-year earnings of graduates from the FCS were higher (\$37,220) than the earnings of graduates with certificates from DTCs (\$30,688).
  - Fifth-year earnings for career certificates were higher than first-year earnings across institutions, but fifth-year employment percentages were often lower.
- Most apprenticeships are offered through DTC institutions. An electrician, which is the most common apprenticeship, has an estimated first-year earnings of \$43,400. However, a large degree of variation exists in earnings between apprenticeship graduates (from around \$23,000 to more than \$95,000 for first-year earnings).



- Nineteen percent of graduates who earned career certificates from DTCs received public assistance, which is 9% higher than the percentage of those who earned their certificates from institutions in the FCS.

## Associate Degrees

- The associate degree is the most awarded degree in Florida, with 354,842 degrees awarded between academic years 2014–2015 through 2018–2019. Degrees include 281,819 Associate in Art (AA) degrees, 71,582 Associate in Science (AS) degrees, and 1,441 Associate in Applied Science (AAS) degrees.
- The median first-year earnings of graduates with AA degrees are usually lower than those of graduates from many other degree and certificate programs. For example, the median first-year earnings of graduates who were in the labor market with an AS degree were nearly \$18,000 higher than graduates with AA degrees.
- The field of study can greatly affect early career earnings. The median first-year earnings of graduates with an AS degree in nursing earned more than \$55,000. Graduates with an AS degree in business administration and management earned nearly \$35,000, while graduates with an AS degree in emergency medical technology/technician (EMT) earned more than \$61,000.
- Students who earned AA degrees were less likely to be found in the employment data one year after completion than AS degree graduates, but more likely to be continuing their education than AS degree graduates. This is consistent with the intent of AA degrees as a pathway to a bachelor's degree.

## Bachelor's Degrees

- The bachelor's degree is the second most awarded degree in Florida, only 360 less than the number of awarded associate degrees, with 354,482 bachelor degrees awarded between academic years 2014–2015 through 2018–2019.
- Median first-year earnings of graduates with bachelor's degrees from SUS institutions varied from \$27,000 (New College of Florida) to nearly \$56,000 (Florida Polytechnic University).
- Psychology and biology are the two most popular fields of study in SUS institutions. Graduates in these fields had relatively low first-year earnings: about \$30,000 for psychology and \$29,000 for biology. In contrast, graduates with degrees in nursing had first-year earnings around \$60,000.
- Graduates for eight of the 12 SUS institutions had first-year median wages within a few thousand dollars of each other. This pattern demonstrates the consistent value of bachelor's degrees from Florida's universities.

- During the five-year study period, FCS campuses awarded nearly 40,000 bachelor's degrees. These degrees were concentrated in a small number of relatively high-paying fields (e.g., registered nursing/registered nurse, information technology, business administration, and management and operations). As a result, the median first-year earnings of graduates with bachelor's degrees from FCS institutions were higher (\$48,816) than those of graduates with bachelor's degrees from SUS institutions (\$39,500).

## **Master's/Specialist's/Doctorate**

- More than 109,000 master's, specialist, and doctorate degrees were awarded between academic years 2014–2015 through 2018–2019.
- Regarding wages, graduates with master's degrees earned more than graduates with a bachelor's degree. The median first-year earnings of graduates with master's degrees was approximately \$54,300 compared with approximately \$39,500 for graduates with bachelor's degrees from Florida's universities.
- Graduates with specialist degrees in curriculum and instruction (education) had the highest one-year median earnings among specialist degree graduates, at nearly \$68,000.
- Medical doctorate degrees in pharmacy and dentistry were associated with the highest first-year earnings (close to and above \$100,000 for some institutions) among graduates with doctorate degrees. Earnings among this group had consistent first-year earnings across institutions, likely due to the compensation structure of the healthcare industry.
- Significant variation exists in first-year earnings for non-medical doctorate degree graduates, with those in business-related programs earning between \$130,000 and \$145,000, and those with doctorates in physics reporting median first-year earnings of around \$62,000.

## **Student Loan Debt**

Student loan data were not available by degree program of the student and are instead averaged at the level of the institution.

- In the 2018–2019 academic year, the average statewide federal loan amount per student was approximately \$5,700.
- Average federal debt for students at Florida's FCS Institutions ranged from \$2,576 (College of Central Florida) to \$4,471 (Florida Southwestern State College).

- Average federal debt for students at Florida’s SUS institutions ranged from \$3,835 (Florida Polytechnic University) to \$10,342 (University of Florida). These amounts do not include private debt incurred by students.

## Public Assistance

As an additional financial indicator, this report explores the percentage of graduates at each award level who received public assistance one year after completion.

- There was a strong relationship between award level and the percentage of graduates receiving public assistance, with 18.7% of career certificate graduates from DTC institutions receiving public assistance, decreasing to 3.0% or less for master’s degrees or above.
- Some differences were apparent between graduates with awards at the same level depending on whether they completed their award at an institution in the Florida College System (FCS) or at a District Technical Center (DTC).

## Progress

This report compares median first- and fifth-year wages by award over seven Economic Security Reports (2015 through 2021). For most award levels, median first-year salaries have increased over the years.

## Labor Market Information: Where the Jobs Are

The report also presents data on industries and occupations (those that require at least a postsecondary credential) that are likely to be most in-demand through 2029.

- Out of the top 20 occupations that require at least some education beyond a high school diploma, three require a postsecondary vocational certificate, three require an associate degree, nine require a bachelor’s degree, and five require a master’s, doctorate, or professional level degree
- Many of the top 20 fastest occupations are related to Healthcare Practitioners, Healthcare Support Occupations, Computer and Mathematical Occupations, Business and Financial Operations Occupations, and Arts, Design, Entertainment, Sports, and Media Occupations.

## Summary

- Many pathways to good earnings are available to students in Florida.
- Although there is a positive relationship between the level of the certificate/degree and earnings, the labor market places a high relative value on technical associate degrees.
- At the bachelor's degree level, the data show that graduates from many campuses throughout the state earn, on average, similar first-year wages.
- The data reported are short-term results for the labor market. In the long-term, graduates with bachelor's degrees tend to increase their earnings faster than those with associate degrees, so the short-term differences documented here may erode over time.
- In general, earnings increase with each step along the education ladder.

More information is available at the following sites:

- [Know Your Schools](#) is an online resource that provides system reports on Florida's schools at the primary, secondary, and postsecondary level (i.e., District Career & Adult Education and FCS).
- [Baccalaureate Follow-up Study](#) is a report prepared by the Florida Board of Governors that provides students, parents, educators, and policymakers with information about the outcomes of graduates after they complete a bachelor's degree from the SUS.
- [The Florida ScoreBoard](#) offers key metrics for students at SUS institutions, including graduation rates, degree cost, and other useful information.

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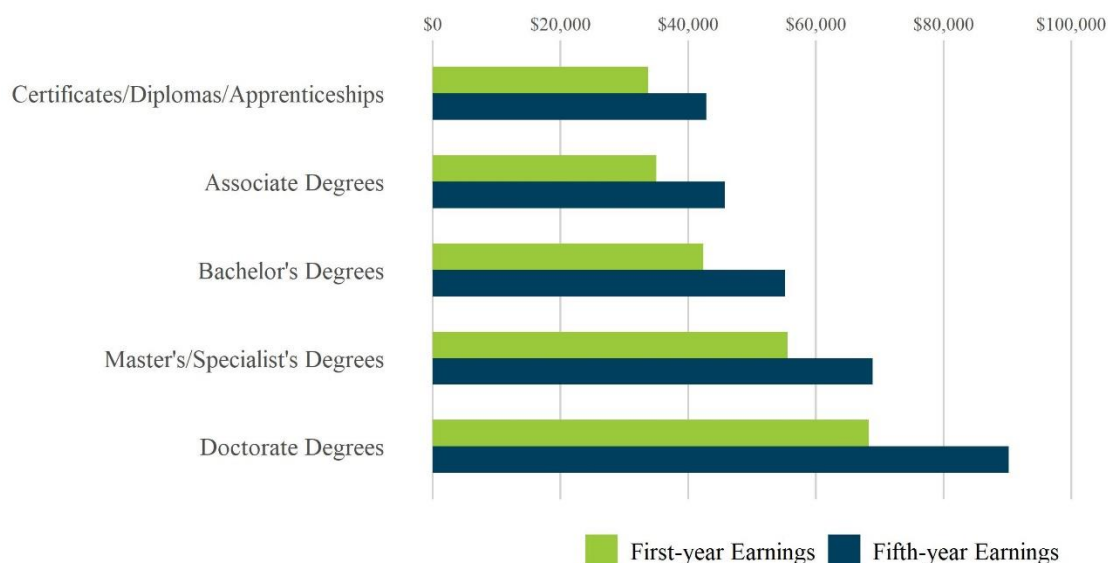
# Introduction

The Florida Economic Security Report, per s. 445.07, Florida Statue, provides information on employment and earnings outcomes for individuals who graduated from Florida’s post-secondary educational institutions (i.e., post high school apprenticeships, certificates, associate degrees, and bachelor’s through doctoral degrees). Results presented in this report show the variation in earnings, employment, continuing education, public assistance, and federal student loan debt for students who have earned degrees or certificates from the following public educational systems:

- District Technical Centers (DTCs)
- Florida College System (FCS)
- State University System of Florida (SUS)

The results show that economic outcomes are primarily correlated with a student’s credential level. **Figure 1** below shows the first- and fifth-year earnings outcomes by credential for the 1,036,446 graduates who completed their program over the five-year academic period of 2014–2015 through 2018–2019. The figure highlights that earnings increase with each step along the education ladder.

**Figure 1. Median First- and Fifth-Year Earnings by Credential**

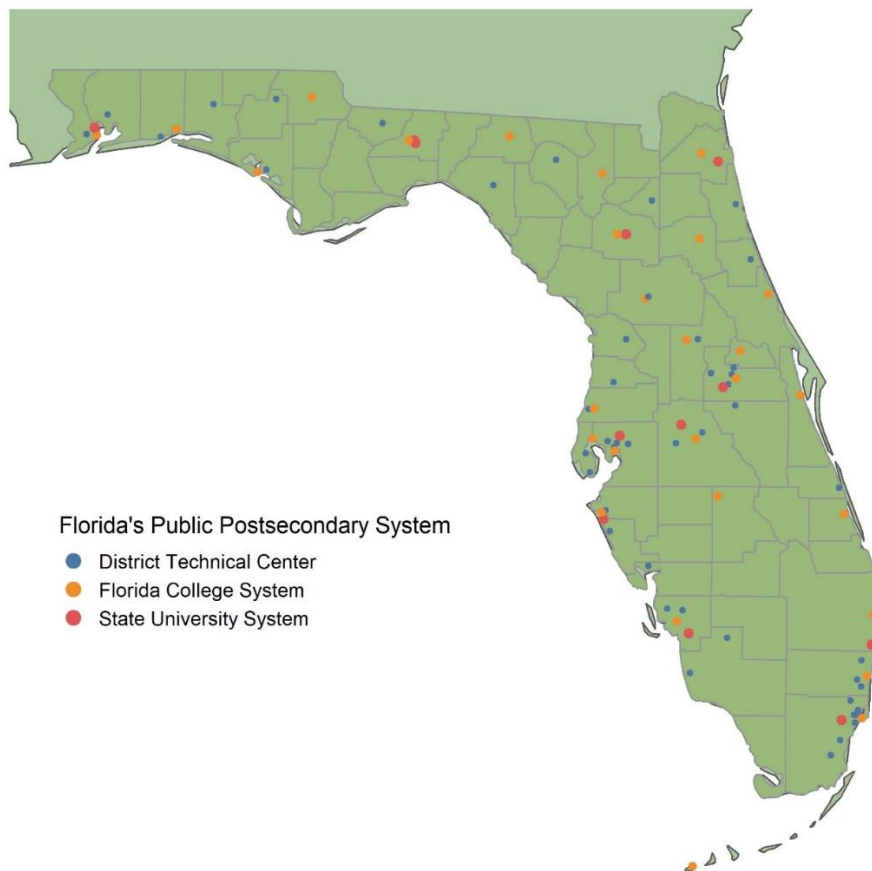


The data discussed in this report reflects median outcomes for graduates in their first and fifth year after graduation for academic years 2014–2015 through 2018–2019. Only first-year or fifth-year earnings that met or exceeded the annualized Florida minimum wage in the applicable year are included in the earnings data. Median first-year

earnings are calculated across the five academic cohort years; five-year earnings are based solely on the 2014–2015 cohort. As noted in the following pages, post-completion earnings vary among students who finish with different credentials, but longer courses of study do not always lead to higher earnings. However, it should be noted that no demographic information about graduates other than their institution and program of study are available, so it is not possible to determine the average age or the point at which the typical completer of a program is in their career. These factors may impact median earnings.

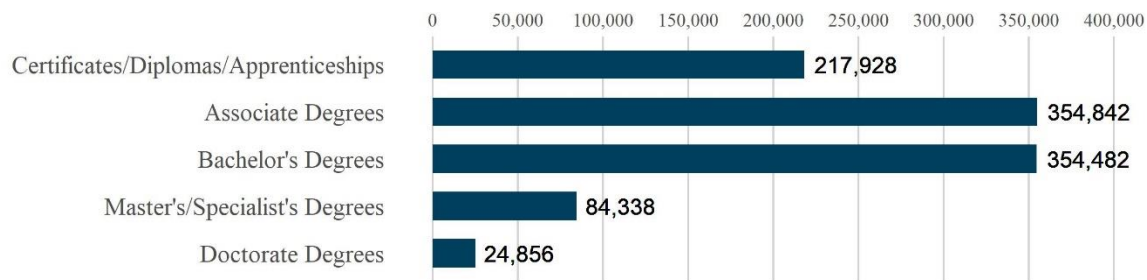
**Figure 2** illustrates the geographic distribution of institutions across Florida, indicating that postsecondary education opportunities are well dispersed across the state. The report documents the variation in first-year earnings for graduates who earned degrees or certificates from all three postsecondary education systems (i.e., DTC, FCS, and SUS). The report also presents data on other outcomes, such as the percentage of graduates who enrolled in further education. The report presents this data for programs, not just institutions, and finds that the type of postsecondary credential graduates earn, what they study, and where they study matters.

**Figure 2. Map of Florida Public Postsecondary Educational Institutions**

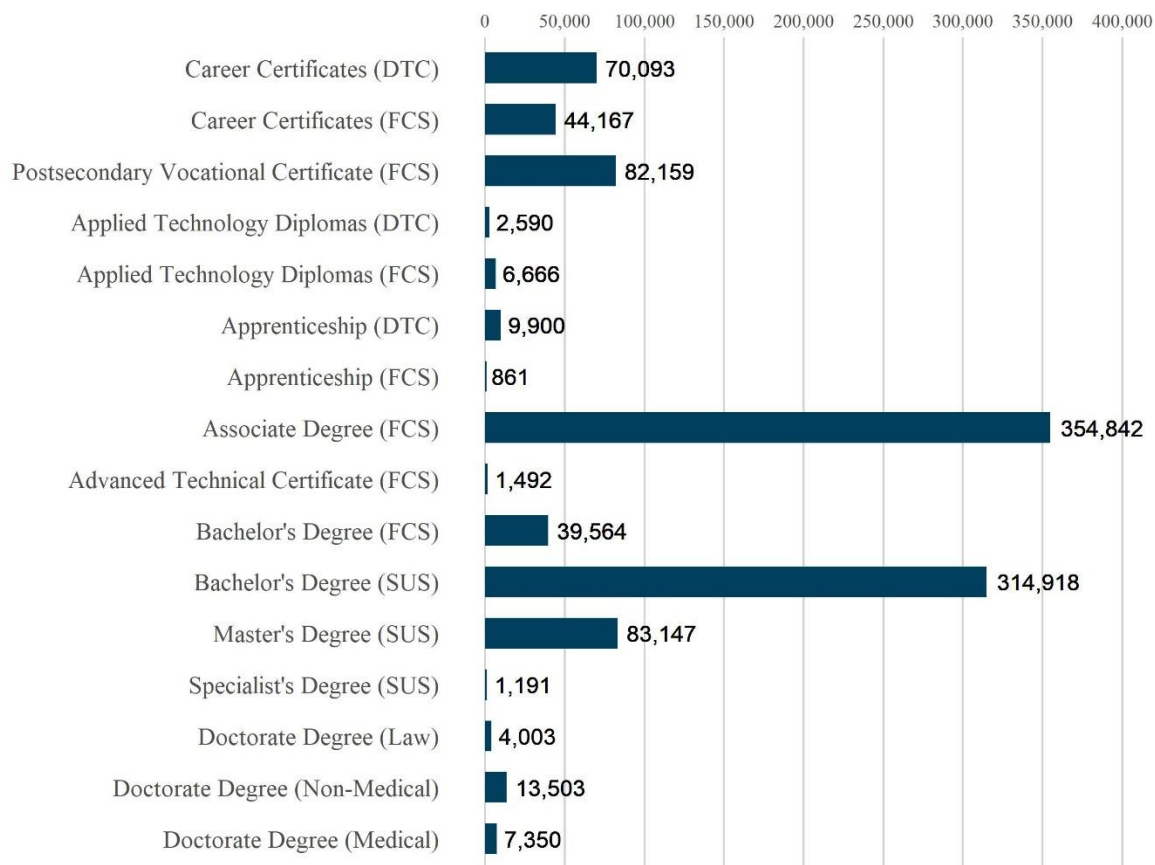


The number of graduates in the data, by credential (i.e., degree/certificate), are shown in **Figure 3** (data collapsed by main degree/certificate types) and **Figure 4** (data for disaggregated for all degree/certificate categories). Associate degrees are most common, closely followed by bachelor's degrees. The least common award is an apprenticeship from one of Florida's colleges, followed by a specialist degree from an SUS institution. This report will describe how first- and fifth-year outcomes differ greatly both by level and by area of study.

**Figure 3. Number of Graduates by Credential (Collapsed)**



**Figure 4. Number of Graduates by Credential (All Categories)**



# Florida's Public Postsecondary Education Institutions

Florida's public postsecondary education system consists of 89 institutions within the following three systems: DTCs, FCS, and SUS. During the five-year period covered within this report (academic years 2014–2015 through 2018–2019), 1,036,446 students completed a certificate, diploma, apprenticeship, or degree at one or more of these institutions. The following subsections provide a brief summary of each system.

## District Technical Centers

DTCs are a system of 49 centers<sup>5</sup> that offer certifications in a variety of career and technical education program areas. Career and adult education programs are designed to meet the needs of students and industry. DTCs represent a significant collaboration and partnership across both private and public sectors throughout Florida with the goal of improving Florida's workforce.

## Florida College System

The FCS is the primary access point to higher education for Floridians with 51% of graduates over the five-year period, including recent high school graduates and returning adult students. The FCS consists of 28 public community colleges and state colleges (more than 72 campuses), some of which offer four-year bachelor's degrees, and is designed to respond quickly and efficiently to meet the demand of employers by aligning certificate and degree programs with regional workforce needs.

## State University System of Florida

The SUS consists of 12 public universities in Florida that provide more than 1,800 programs at the baccalaureate, graduate, and professional levels, which awarded over 88,000 degrees in the 2018–2019 academic year at all levels. The institutions that comprise the SUS enrich the state by providing high-quality, rigorous academic programs to meet the state's workforce needs. SUS institutions also perform cutting-edge research to address global problems and engage in community outreach to improve the quality of life for all Floridians. In addition, Florida has been ranked as the #1 state for higher education by U.S. News and World Report for four of the past five calendar years (2017, 2018, 2019, and 2021).

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<sup>5</sup> Some institutions that are not official District Technical Centers, but are affiliated with these programs, such as high schools, offer certificates, diplomas, and apprenticeships. These institutions are included in the figures below and in Figure 1 but not in the count of District Technical Centers (DTCs).



# Certificates, Diplomas, and Apprenticeships

In Florida's public postsecondary education system, students are afforded the opportunity to pursue a wide range of certificates, diplomas, apprenticeships, and degrees. Career/adult education is designed to meet the needs of students and business/industry, and its mission is to provide educational opportunities and training necessary to prepare students to meet the needs and standards of today's competitive workplace. During the five-year period covered within this report, 216,436 students completed a certificate, a diploma, or an apprenticeship at one or more of these institutions (21% of all certifications/degrees awarded in Florida). The following subsections present a brief summary of each system.

## Certificate Outcomes

Certificate programs are available in many specialties for students who want to spend fewer than two years in career preparation. Two types of certificate programs are offered at Florida postsecondary institutions:

- **Career certificate programs** are a series of vocational courses that prepare students for entry-level employment in specific career fields. The programs vary in length from 40 credit hours to more than 1,500 clock hours. Both the FCS and DTCs offer these certificate programs as non-college credit. Examples of career certificates include correctional probation officers, cosmetologists, culinary operators, firefighters, and practical nurses. Career certificates also can be referred to as technical certificates.
- **Postsecondary vocational certificate programs** are a series of college credit courses that prepare students for entry-level employment in specific career fields or for career advancement. These are offered through institutions within the FCS. Generally, these certificates can be completed in one year or less and must be part of an AS or AAS degree program. Examples include information technology technician, office specialist, computer programmer, and educational assistant. Postsecondary vocational certificates also may be called college credit certificates.

Graduates of certificate programs, on average, had higher first-year earnings than graduates with AA degrees. The median first-year earnings of graduates with AA degrees (\$29,556) were lower than those of graduates with career certificates from FCS institutions (\$37,220), DTC institutions (\$30,688), or postsecondary vocational certificates (\$34,764). However, graduates of certificate courses, on average, had lower median first-year earnings than graduates with AS degrees (\$47,336). Together, Florida's FCS and DTCs awarded 194,419 career certificates for the academic years of 2014–2015 through 2018–2019.

### Career Certificate Programs

Career certificate programs consist of a series of technical (non-college credit) courses that are designed to prepare students for entry-level employment in specific career fields (e.g., cosmetology, law enforcement, practical nursing). Institutions in both the FCS and DTCs award these types of certificates. There are systemic differences in the fields in which these certificates are awarded, including type of school, median first-year earnings, and student outcomes.

As shown in **Table 1**, DTCs awarded more career certificates than Florida’s colleges (70,093 versus 44,167, respectively). However, students who completed career certificates from FCS institutions were more likely to be found in the employment records (79% compared with 75% of graduates)<sup>6</sup> and earned a higher first-year median wage (\$37,220 compared with \$30,688).

**Table 1. Employment Outcomes of Graduates with Career Certificates**

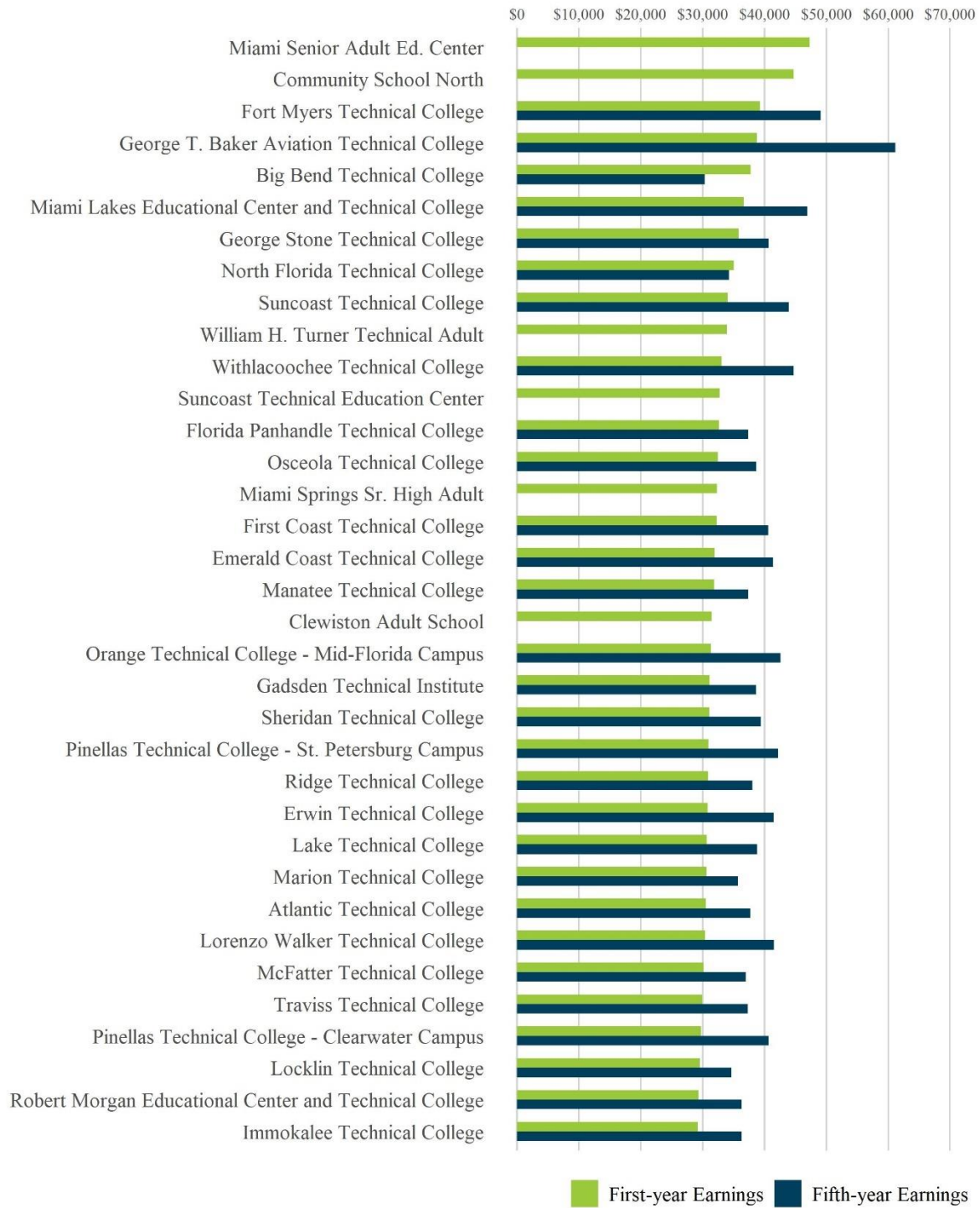
Name	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Career Certificate (DTC)	70,093	\$30,688	76%	\$38,840	75%
Career Certificate (FCS)	44,167	\$37,220	82%	\$49,896	79%
Postsecondary Vocational Certificate (FCS)	82,159	\$34,764	75%	\$46,920	78%

### Career Certificates Awarded by District Technical Centers

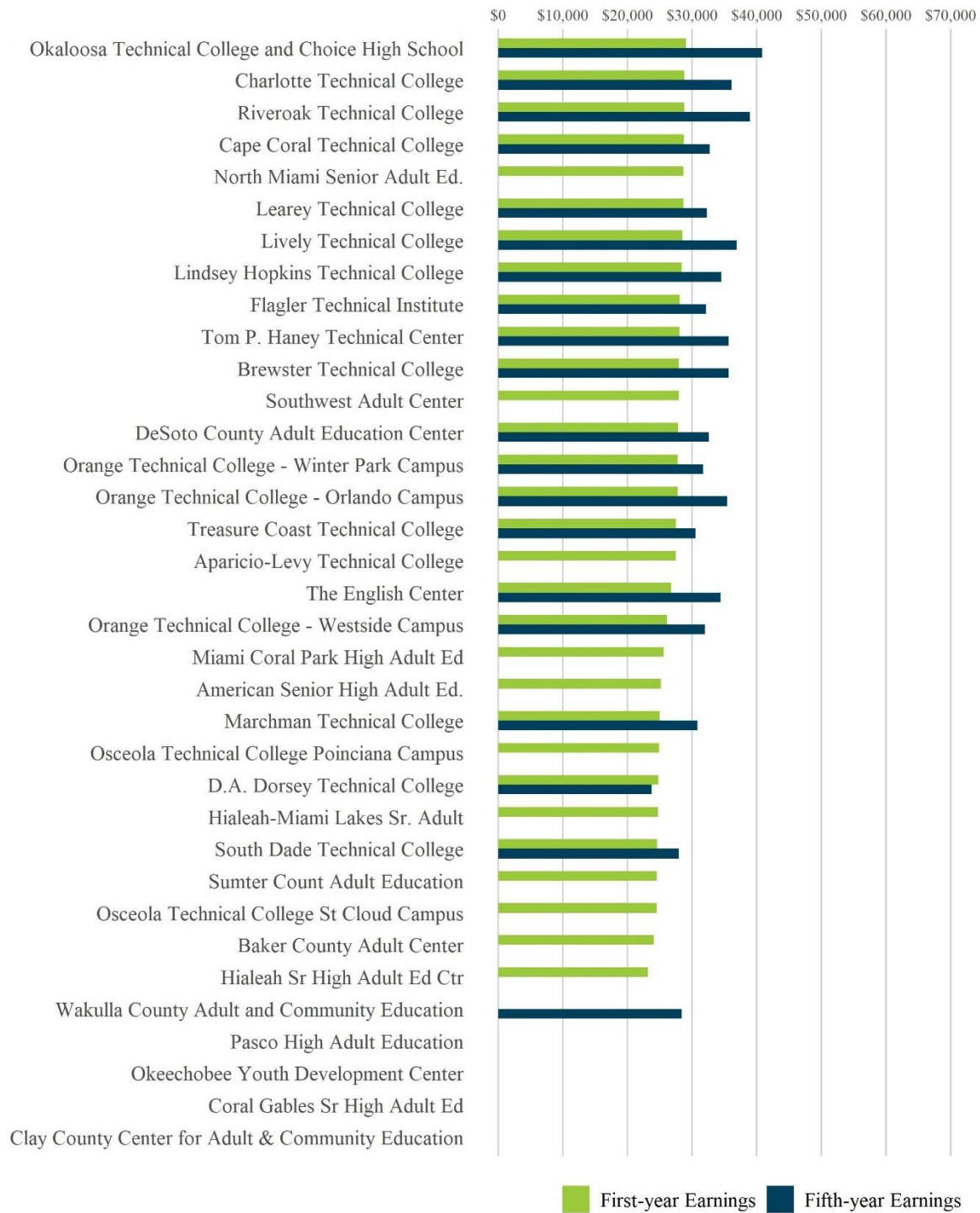
**Figure 5** shows the median first-year earnings of graduates with career certificates awarded by DTCs. Earnings outcomes varied considerably, ranging from a high of more than \$47,000 (Miami Senior Adult Education Center) to a low of approximately \$23,000 (Hialeah Senior High Adult Ed Center).

<sup>6</sup> Part of this gap may be a function of the coverage of the Florida Unemployment Insurance (UI) wage data. For example, many of the occupations for which career certificates are awarded can lead to self-employment, which may not be captured in the wage data.

**Figure 5. Median First- and Fifth-Year Earnings of Graduates of DTC Career Certificates**



**Figure 5 (Continued). Median First- and Fifth-Year Earnings of Graduates of DTC Career Certificates**



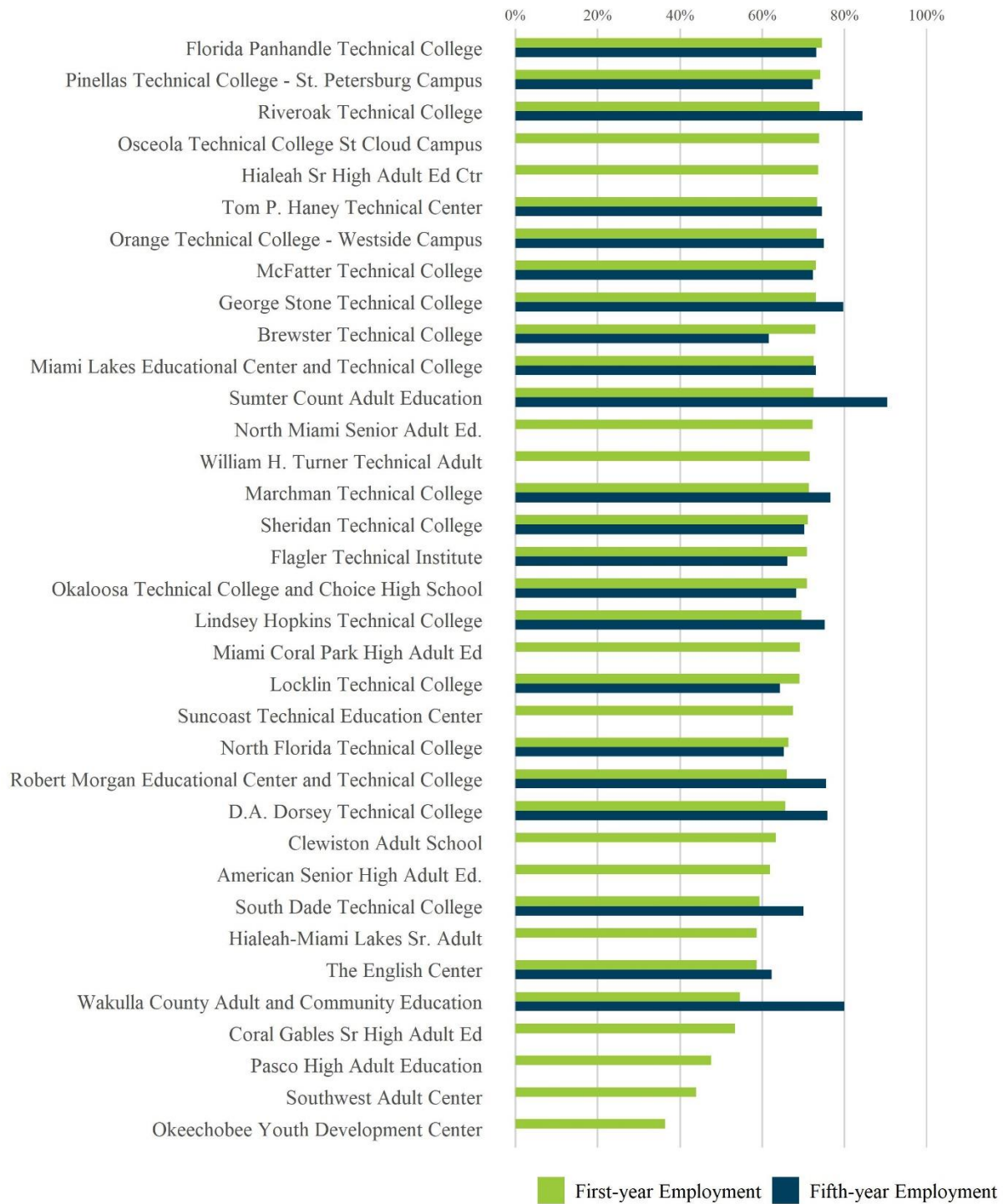
**Figure 6** displays the percentage of graduates found in the employment records one and five years after completion. Graduates of career certificates from Baker County Adult Center were the most likely to be found in the employment records (96%), while those from Okeechobee Youth Development Center were least likely (36%) to be found.

**Figure 6. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates of DTC Career Certificates**





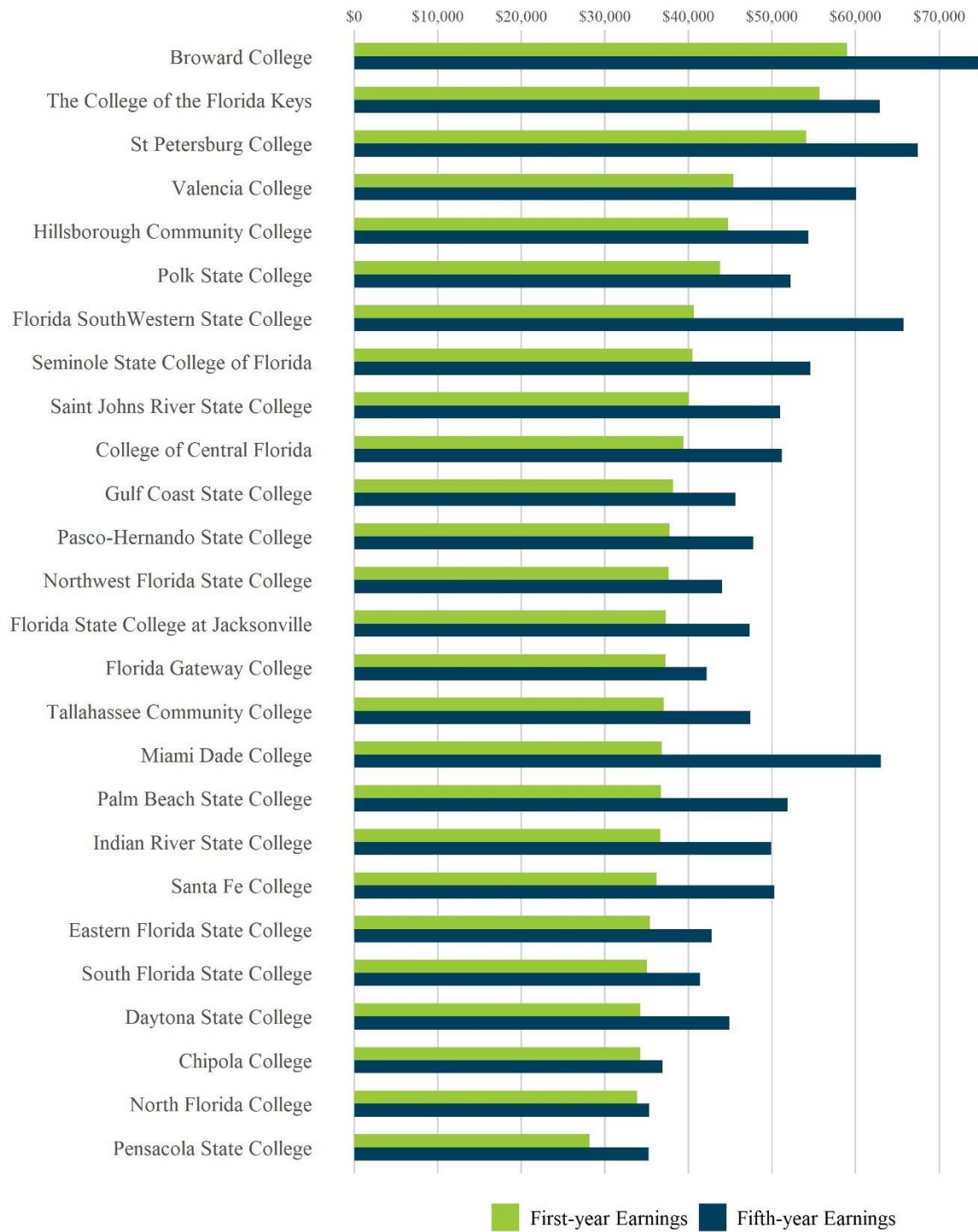
**Figure 6 (Continued). Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates of DTC Career Certificates**



### ***Career Certificates Awarded by the Florida College System***

Colleges in the FCS also award career certificates, however, not as many as are awarded by DTCs. The FCS also focuses on career certificates in different fields of study than DTCs. As noted in **Table 1**, the statewide median first-year earnings of graduates with career certificates from FCS institutions were \$37,220. And, as shown in **Figure 7**, the median earnings for FCS certificate graduates varied by institution. For example, graduates from Broward College had median first-year earnings of over \$58,000, while Pensacola State College had median earnings of less than \$28,000. This broad range shows why detailed program-level analysis is essential.

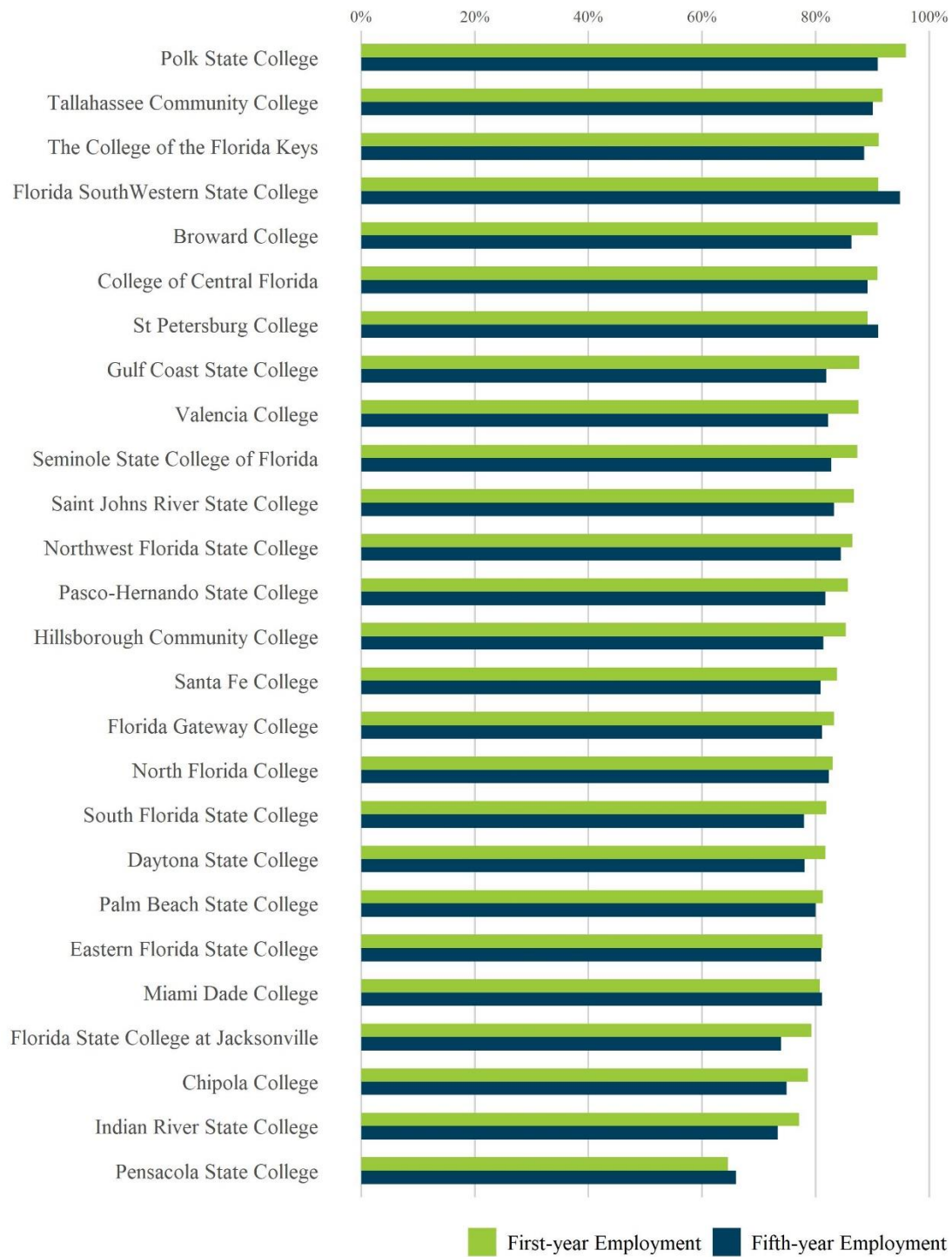
**Figure 7. Median First- and Fifth-Year Earnings of Graduates of Career Certificates, by FCS Institution**





**Figure 8** displays the percentage of graduates within the employment records one- and five-years post-completion. Polk State graduates are found at the highest rate (96%), whereas Indian River State College graduates are found at the lowest rate (77%) one year after completion. It is important to remember, however, that graduates may not appear in the employment records for multiple reasons, including self-employment, continuing education, employment outside the Wage Record Interchange System 2 (WRIS2) consortium of states in cohort years 2014–2015, or employment outside the state of Florida in the 2015–2016 cohort year.

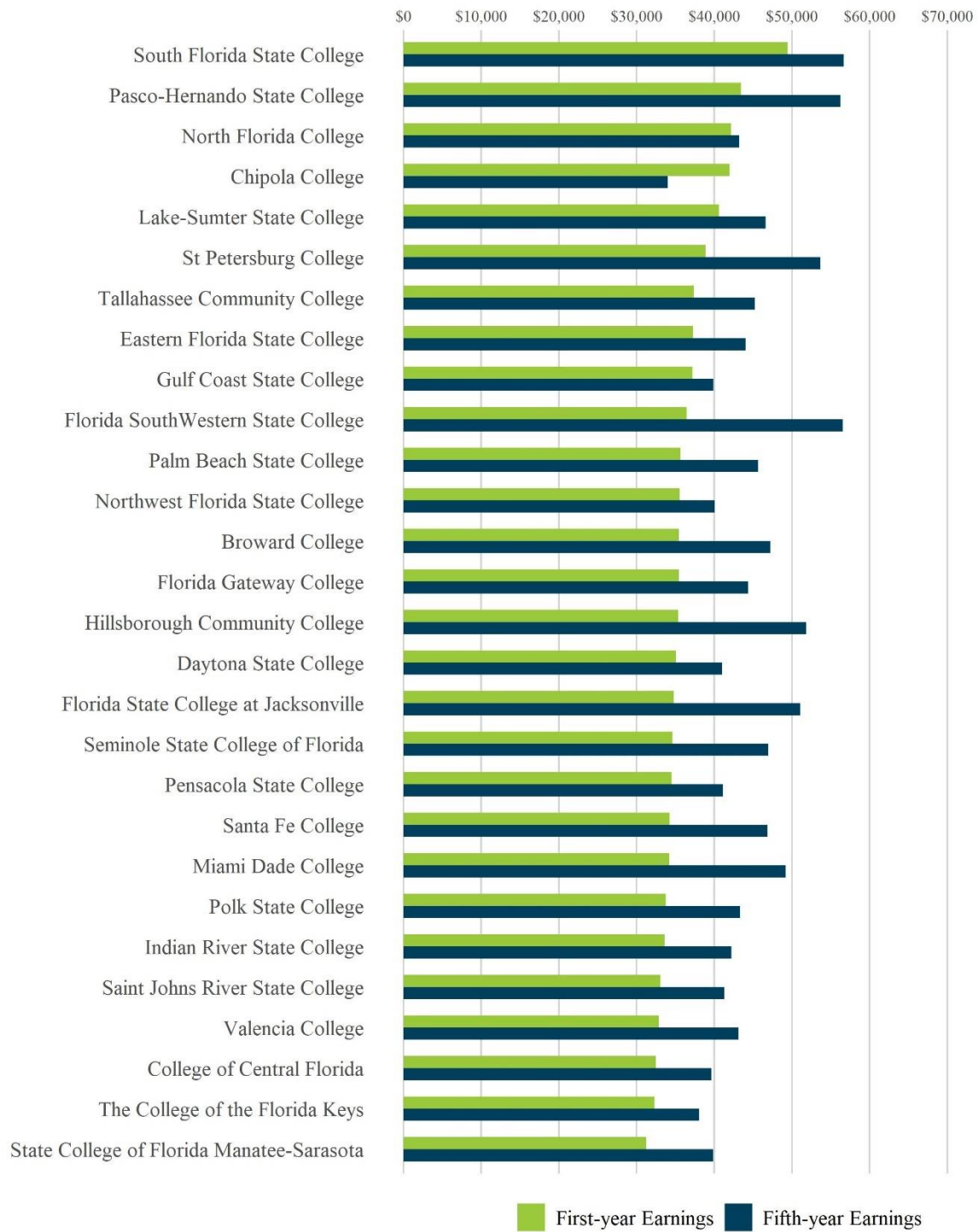
**Figure 8. Percentage Found in Employment Data After 1 Year and 5 Years for Graduates of Career Certificates, by FCS Institution**



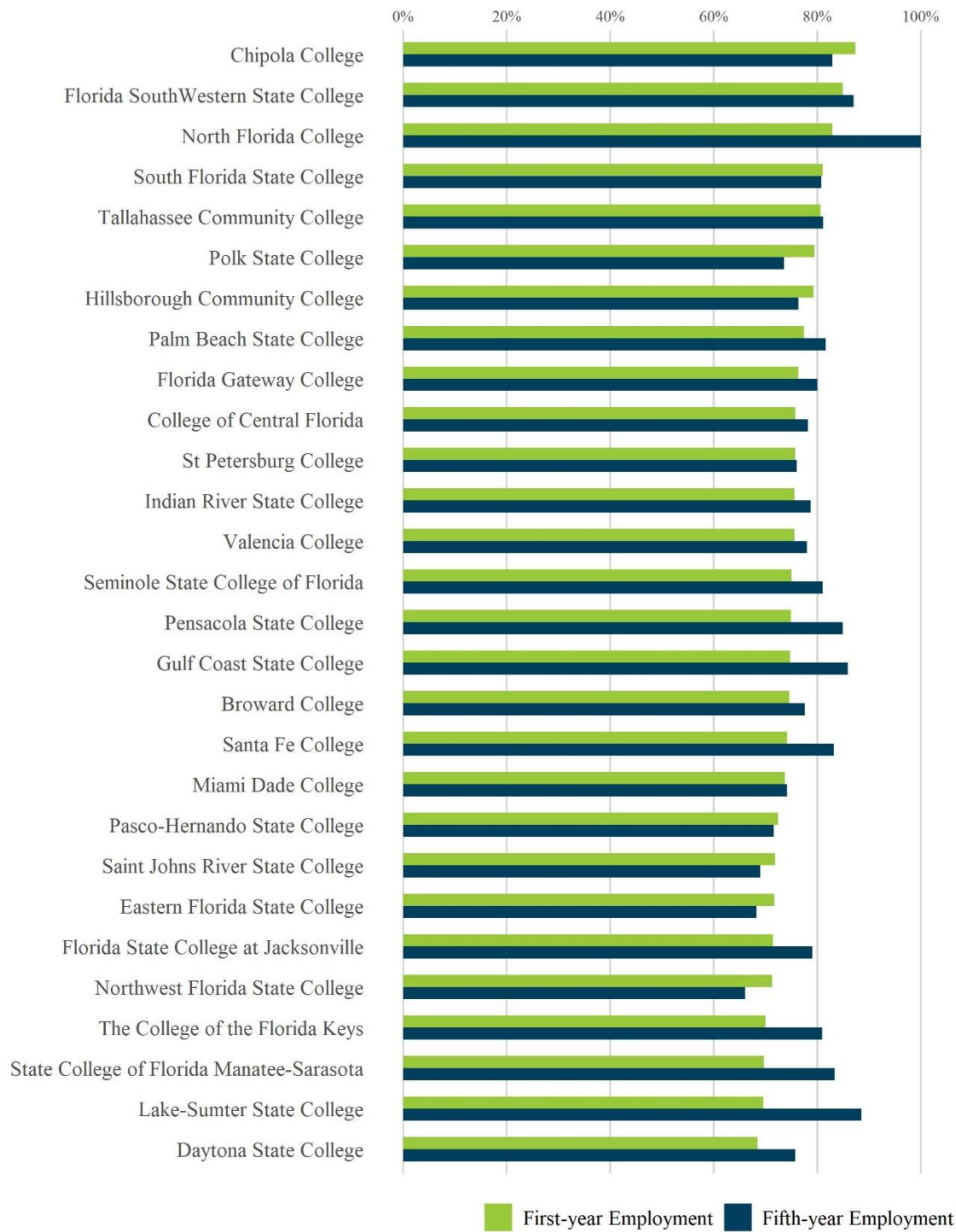
## *Postsecondary Vocational Certificates*

**Figure 9** shows the median first- and fifth-year earnings by institution for graduates of postsecondary vocational certificates. With statewide median first-year earnings of approximately \$34,764, graduates with postsecondary vocational certificates had, on average, higher median first-year earnings than those who completed career certificates from DTCs. Graduates from South Florida State College had the highest first-year median earnings, which exceeded \$49,000. In contrast, graduates from the State College of Florida Manatee-Sarasota had the lowest median earnings, at slightly more than \$31,000. **Figure 10** shows that the proportion of graduates found employed in the state also varies widely, ranging from 87% for Chipola College to 68% for Daytona State College.

**Figure 9. First- and Fifth-Year Earnings for Graduates of Postsecondary Vocational Certificates, by FCS Institution**



**Figure 10. Percentage Found in Employment Data After 1 Year and 5 Years for Graduates of Postsecondary Vocational Certificates, by FCS Institution**



## Applied Technology Diploma Outcomes

The applied technology diploma is a course of study that is part of an AS or AAS degree program. The course of study is less than 60 credit hours and is designed to lead to employment in a specific occupation. Examples include dental assistant and emergency medical technician. An applied technology diploma may consist of career and technical education credit (clock hours) or college credit. When a student is seeking an applied technology diploma at a DTC or as a clock-hour program at a college, the clock hours are converted to semester hours when the student enters the AS or AAS degree program.

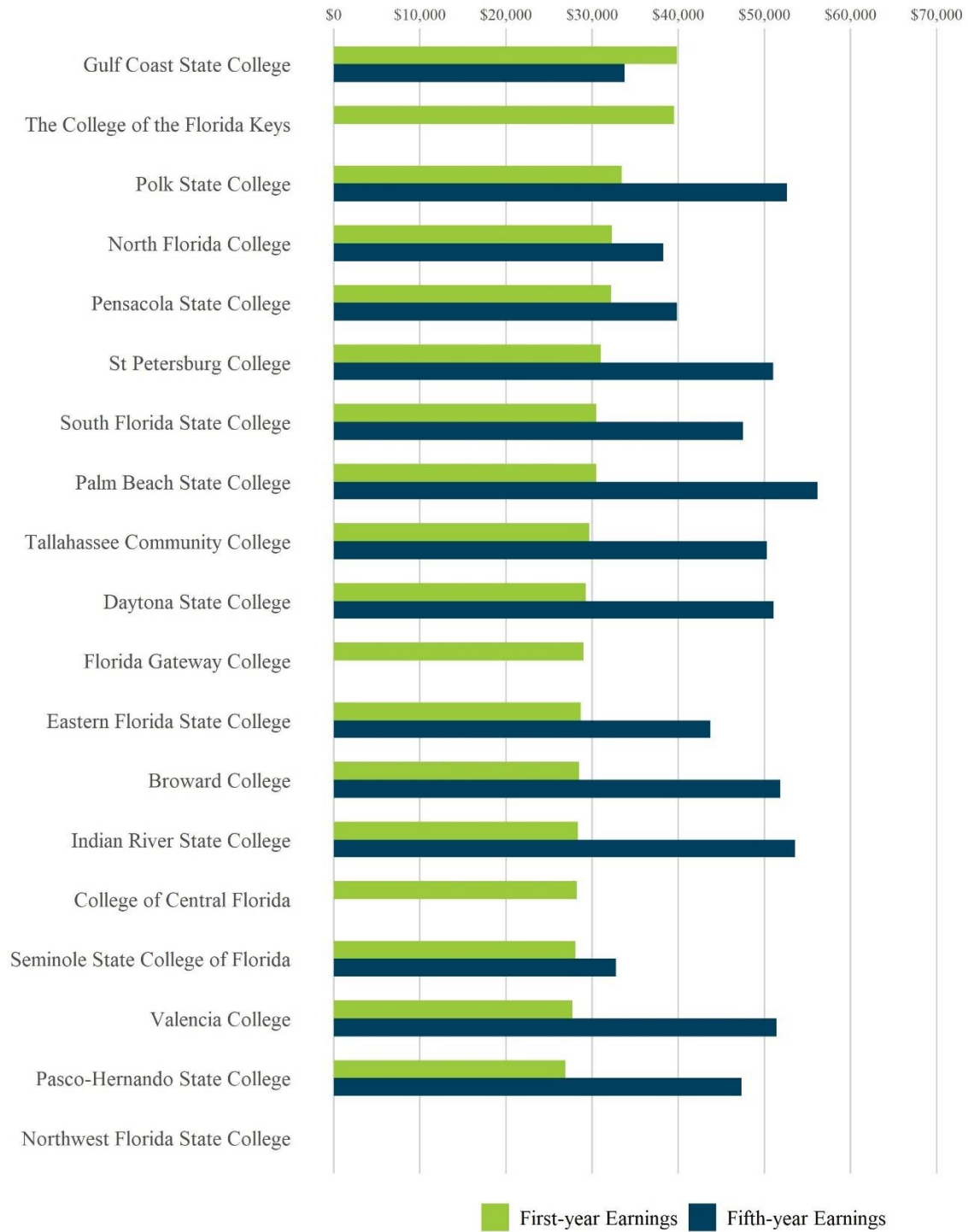
As shown in **Table 2**, FCS institutions awarded more applied technology diplomas than DTCs (6,666 versus 2,590, respectively). Although students who completed applied technology diplomas were found equally in the employment records (84%) and earned approximately similar first-year median wages (\$28,612 compared with \$28,688).

**Table 2. Employment Outcomes of Graduates with Applied Technology Diplomas**

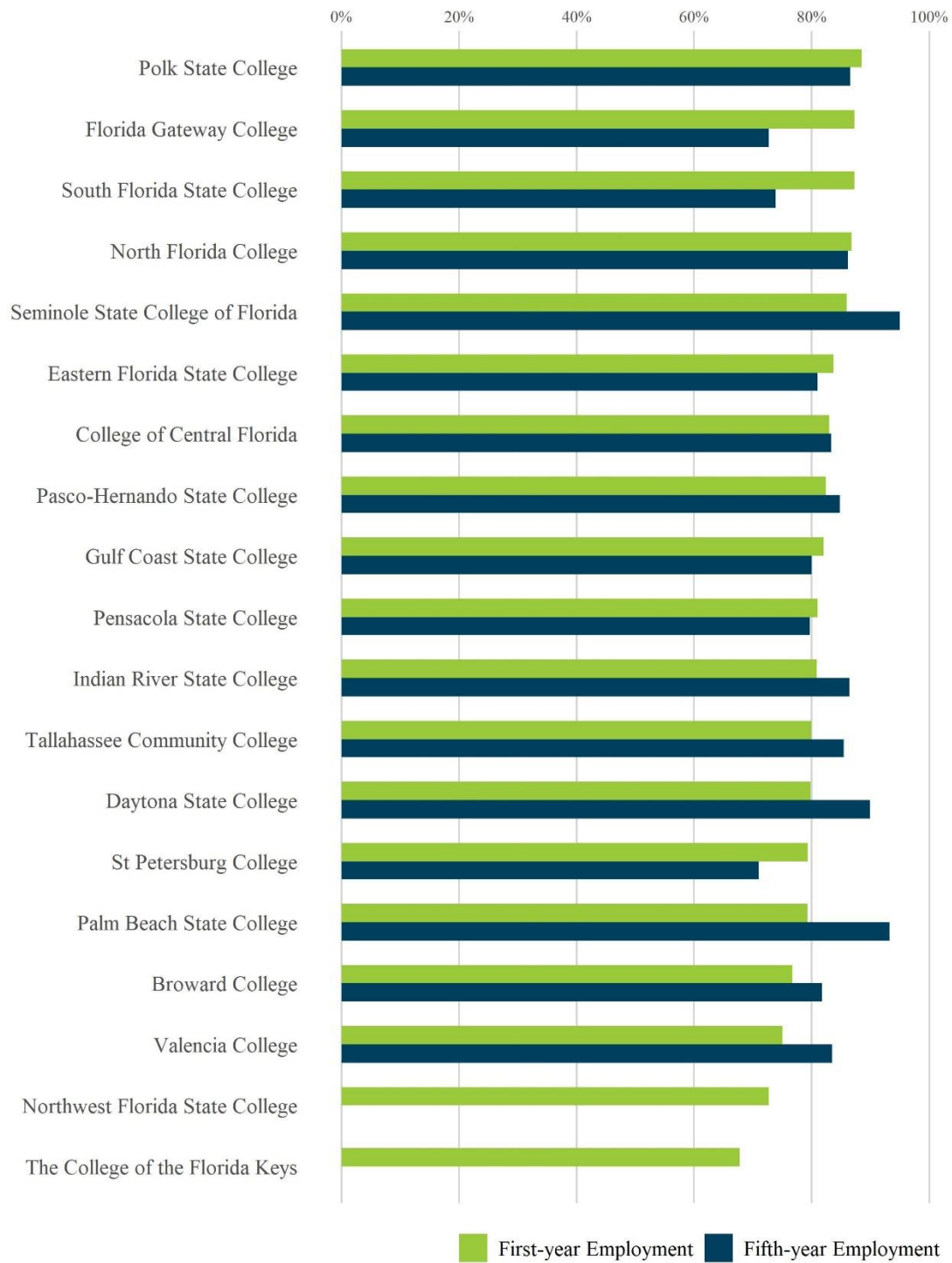
Name	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Applied Technology Diplomas (DTC)	2,590	\$28,612	82%	\$45,200	84%
Applied Technology Diplomas (FCS)	6,666	\$28,688	80%	\$51,412	84%

**Figures 11** and **12** show outcomes for graduates of applied technology diplomas from FCS institutions. First-year earnings were highest for those completing a diploma at Gulf Coast State College (\$39,000) and lowest for those completing at Pasco-Hernando State College (\$26,000).

**Figure 11. Median First- and Fifth-Year Earnings for Graduates of Applied Technology Diplomas, by FCS Institution**



**Figure 12. Percentage Found in Employment Data After 1 Year and 5 Years for Graduates of Applied Technology Diplomas, by FCS Institution**





Graduates from Polk State College were most likely to be found in the employment records one year after completion. The College of the Florida Keys graduates were least likely to be found one year after completion.

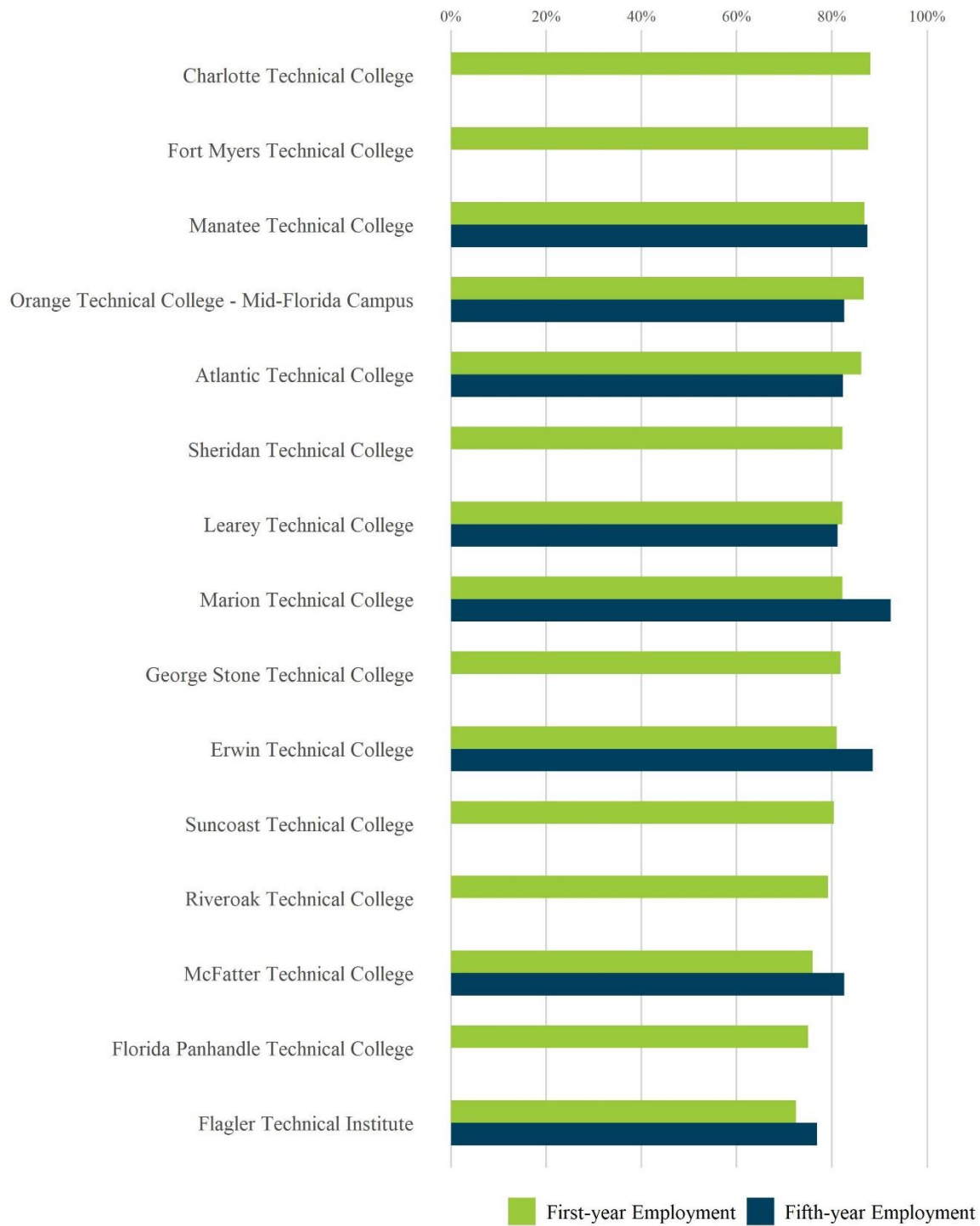
**Figures 13** and **14** show outcomes for graduates of applied technology diplomas at DTC institutions. Marion Technical College graduates saw the highest first-year earnings (\$35,280), while those from Orange Technical College – Mid-Florida Campus saw the lowest (\$23,676).

Flagler Technical Institute graduates were the least likely to be found in the employment records one year after completion. Charlotte Technical College graduates were the most likely to be found in the employment records one year after completion.

**Figure 13. Median First- and Fifth-Year Earnings for Graduates of Applied Technology Diplomas, by DTC Institution**



**Figure 14. Percentage Found in Employment Data After 1 Year and 5 Years for Graduates of Applied Technology Diplomas, by DTC Institutions**



## Apprenticeship Outcomes

An apprenticeship is a combination of on-the-job training and related classroom instruction in which students learn the practical and theoretical aspects of a highly skilled occupation. Programs are sponsored by apprenticeship organizations in partnership with DTC and FCS institutions, although the majority are through DTCs. It should be noted that students are employed as part of their apprenticeship.

First-year wages were higher for those who attended FCS institutions than those who attended DTC institutions (\$44,302 for FCS and \$36,688 for DTC) and continued to be higher for FCS than DTC apprenticeship graduates for fifth-year wages (\$53,329 and \$43,403, respectively). We see higher levels of FCS graduates in the employment records as well (88% for FCS and 81% for DTC graduates). Five-year employment percentages were slightly lower for both sets of graduates (85% for FCS and 79% for DTC).

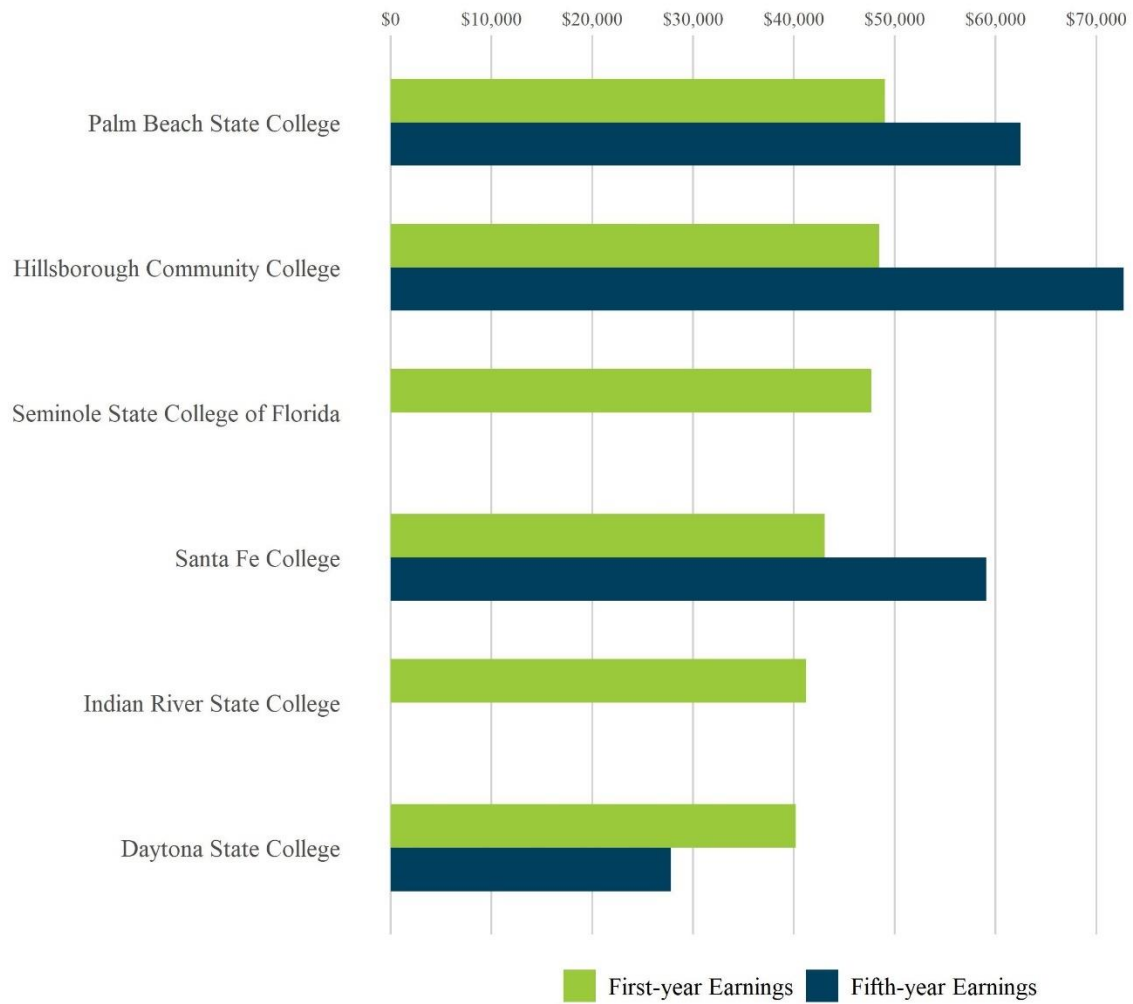
As shown in **Table 3**, DTCs awarded more apprenticeships than FCS institutions (9,900 versus 861, respectively). Students who completed apprenticeships were found with equal frequency in the employment records (84%) and earned similar first-year median wages (\$48,624 compared with \$48,444) across both DTC and FCS institutions.

**Table 3. Employment Outcomes of Graduates with Apprenticeships**

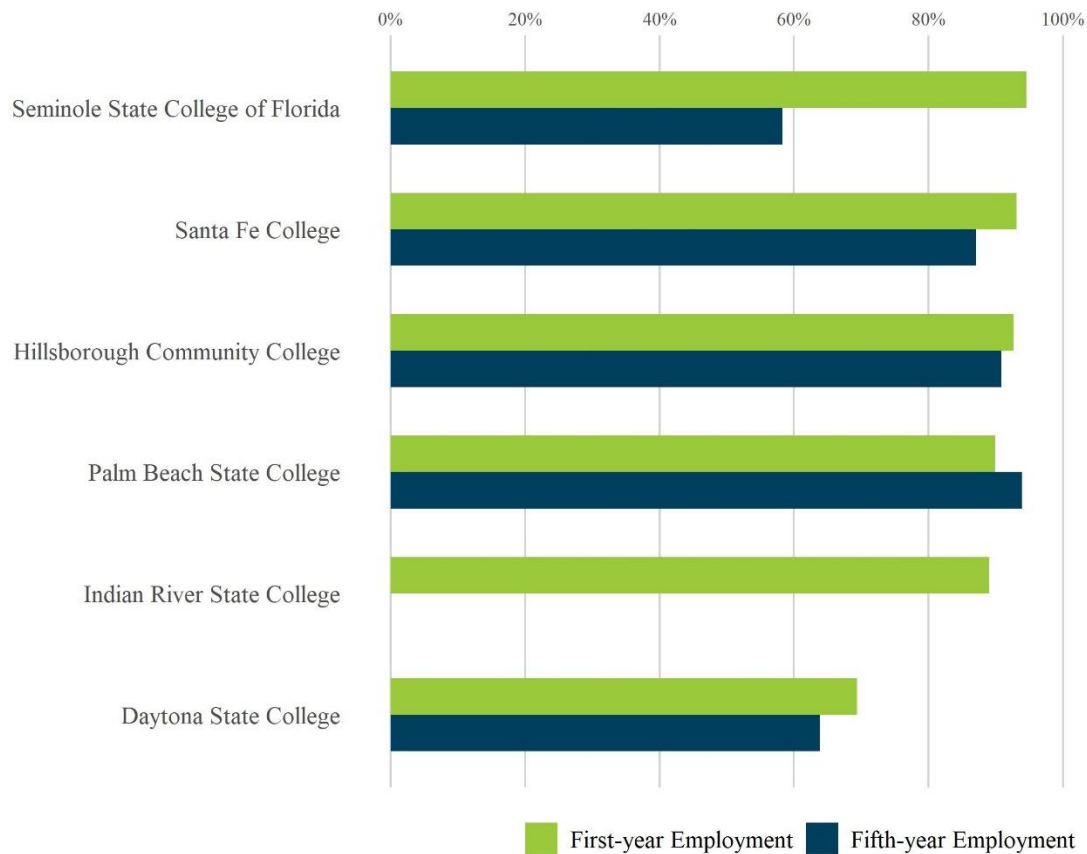
Name	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Apprenticeship (DTC)	9,900	\$48,624	83%	\$64,272	84%
Apprenticeship (FCS)	861	\$48,444	89%	\$72,684	84%

**Figures 15** and **16** show employment outcomes for FCS apprenticeship graduates. Palm Beach State College graduates had the highest first-year earnings (more than \$48,000), while Daytona State College graduates had the lowest (approximately \$40,000). In addition, Daytona State College had the lowest percentage of graduates found in the employment records one year after completion.

**Figure 15. Median First- and Fifth-Year Earnings for FCS Apprenticeship Graduates**

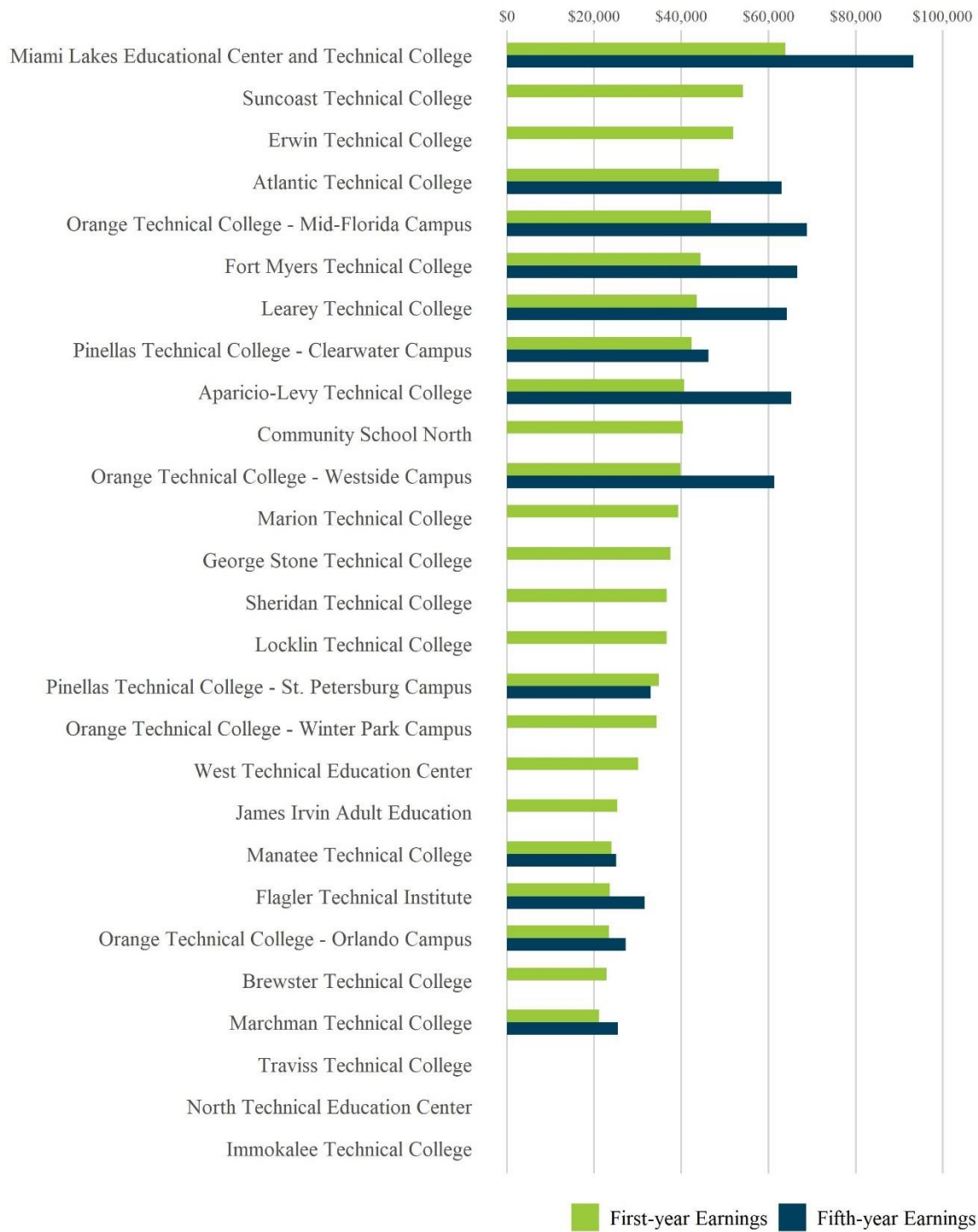


**Figure 16. Percentage Found in Employment Data After 1 Year and 5 Years for FCS Graduates of Apprenticeships**



**Figures 17 and 18** show employment outcomes for DTC apprenticeship graduates. Miami Lakes Educational Center and Technical College graduates had the highest first-year earnings (more than \$63,880), while Marchman Technical College graduates had the lowest (approximately \$21,140). In addition, Traviss Technical College had the highest percentage of graduates found in the employment records one year after completion (100%); whereas, Immokalee Technical College, North Technical Education Center, and Orange Technical College (Orlando Campus) had the lowest percentage (all were approximately similar) of graduates found in the employment records.

**Figure 17. Median First- and Fifth-Year Earnings for DTC Apprenticeship Graduates**



**Figure 18. Percentage Found in Employment Data After 1 Year and 5 Years for DTC Graduates of Apprenticeships**





## What Students Study Matters

**Table 4** presents student outcomes for the most popular career certificate programs offered by DTCs. Median first-year earnings ranged from \$23,000 (cosmetology) to \$43,284 (law enforcement officer) for programs with the most graduates (**Table 4A**), and from \$44,728 for wastewater treatment technologies to \$66,600 for firefighting-pump operator specialty for programs with the highest median first-year earnings (**Table 4B**).

**Table 4. First- and Fifth-Year Employment Outcomes for Graduates of Popular Career Certificate Awarded by District Technical Centers**

### *A. Ten Most Popular Career Certificates by Number of Graduates*

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Cosmetology	4,239	\$23,000	67%	\$30,480	61%
Practical Nursing	4,018	\$36,272	87%	\$48,880	87%
Practical Nursing Postsecondary	3,472	\$36,224	86%	NA	NA
Welding Technology	2,398	\$33,876	73%	NA	NA
Law Enforcement Officer	2,182	\$43,284	89%	\$52,498	86%
Commercial Foods and Culinary Arts	2,176	\$24,848	73%	\$31,756	75%
Commercial Vehicle Driving	2,107	\$41,564	72%	\$53,132	66%
Child Care Center Operations	2,102	\$29,836	75%	\$40,240	74%
Automotive Service Technology	2,095	\$27,640	76%	\$36,876	73%
Medical Assisting	1,864	\$26,704	80%	\$31,152	83%

### B. Top 10 Career Certificates by Median First-Year Earnings

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Firefighting - Pump Operator Specialty	72	\$66,600	99%	59,512	96%
Heavy Equipment Service Technician	30	\$54,764	90%	NA	NA
Paramedic	320	\$53,844	96%	76,400	90%
Correctional Officer to Law Enforcement Officer (Crossover)	305	\$52,028	86%	57,732	86%
Electrical and Instrumentation Technology 2	24	\$50,124	100%	NA	NA
Radiologic Technology	85	\$49,484	89%	\$48,116	90%
Industrial Machinery Maintenance 1	20	\$49,296	65%	\$66,824	80%
Industrial Machinery Maintenance 2	22	\$48,076	73%	\$52,264	86%
Electroneurodiagnostic Technology	37	\$47,588	76%	\$61,392	87%
Wastewater Treatment Technologies	31	\$44,728	81%	NA	NA

As shown in **Table 5**, the differences in first-year earnings varied greatly between the popular certificate programs at FCS institutions. At the high end, law enforcement officer and correctional officer were between \$43,000 and \$46,000, whereas cosmetology was below \$23,000 (**Table 5A**). For programs with the highest first-year median earnings, the range was from \$66,420 for Transit Technician 1 to \$46,300 for Medium and Heavy-Duty Truck and Bus Technician 2 (**Table 5B**).

**Table 5. First- and Fifth-Year Employment Outcomes for Graduates of Popular Career Certificate Awarded by the Florida College System (FCS)**

**A. Ten Most Popular Career Certificates by Number of Graduates**

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Law Enforcement Officer	9,968	\$45,928	90%	\$53,596	87%
Correctional Officer	3,809	\$43,100	95%	\$54,420	88%
Fire Fighter	2,443	\$39,624	88%	\$60,492	92%
Fire Fighter I/II	2,386	\$40,096	89%	NA	NA
Cosmetology	1,838	\$22,608	69%	\$31,260	61%
Practical Nursing	1,690	\$36,836	88%	\$52,204	93%
Insurance Customer Service Representative	1,669	\$30,880	80%	\$40,000	75%
Phlebotomy	1,292	\$25,676	77%	\$32,412	73%
Insurance Claims Adjuster	1,141	\$42,000	77%	\$54,160	75%
Facials Specialty	894	\$29,544	66%	\$36,548	63%

**B. Top 10 Career Certificates by Median First-Year Earnings**

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Transit Technician 1	32	\$66,420	94%	NA	NA
Transit Technician 2	29	\$65,556	100%	\$74,472	100%
Heavy Equipment Mechanics	25	\$60,696	100%	NA	NA
Transit Technician 3	17	\$60,052	100%	\$69,832	100%
Firefighting – Pump Operator Specialty	131	\$58,320	97%	\$78,460	95%
Paramedic	48	\$54,880	90%	NA	NA
Auxiliary Law Enforcement Officer	81	\$48,404	85%	NA	70%
Avionics 2	61	\$47,236	79%	\$69,592	89%
Aviation Airframe Mechanics	146	\$46,832	83%	NA	NA
Medium and Heavy-Duty Truck and Bus Technician 2	37	\$46,300	86%	NA	60%

**Table 6A** identifies the median first-year earnings of graduates with the most popular postsecondary vocational certificates. Graduates of postsecondary vocational certificates in network and system administration/administrator had the highest median first-year earnings of \$40,928. At the low end of the scale, graduates of postsecondary vocational certificates in childcare provider/assistant had median first-year earnings (\$27,480). The highest earning postsecondary vocational certificates are shown in **Table 6B**. The median first-year salary for fire prevention and safety technology/technician was \$80,844. The lowest annual wage was \$48,728 for a postsecondary vocational certificate in aeronautical/aerospace engineering technology/technician.

**Table 6. First- and Fifth-Year Employment Outcomes for Graduates of Popular Postsecondary Vocational Certificates Awarded by the Florida College System (FCS)**

**A. Ten Most Popular Postsecondary Vocational Certificates by Number of Graduates**

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Business Administration and Management, General	23,089	\$35,008	74%	\$45,600	75%
Emergency Medical Technology/Technician (EMT Paramedic)	10,423	\$36,568	86%	\$54,664	86%
Accounting Technology/Technician and Bookkeeping	9,838	\$34,620	74%	\$46,240	77%
Entrepreneurship/Entrepreneurial Studies	5,257	\$34,300	73%	\$44,176	75%
Chemical Technology/Technician	3,391	\$32,788	72%	\$55,776	86%
Information Technology	3,256	\$38,776	72%	\$50,096	76%
Child Care Provider/Assistant	3,038	\$27,480	73%	\$31,724	71%
Network and System Administration/Administrator	3,002	\$40,928	77%	\$49,088	79%
Office Management and Supervision	2,585	\$29,364	71%	\$35,720	76%
Biotechnology	2,375	\$32,300	71%	\$54,992	87%

**B. Top 10 Postsecondary Vocational Certificates by Median First-Year Earnings**

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Fire Prevention and Safety Technology/Technician	499	\$80,844	96%	\$89,772	96%
Medical Radiologic Technology/Science – Radiation Therapist	74	\$60,172	88%	\$58,028	73%
Banking and Financial Support Services	62	\$57,012	94%	NA	82%
Diagnostic Medical sonography/Sonographer and Ultrasound Technician	69	\$55,740	81%	NA	82%
Management Science	69	\$55,108	86%	NA	NA
Quality Control Technology/Technician	137	\$49,908	85%	\$65,652	88%
Electrical and Power Transmission Installation/Installer, General	54	\$49,684	87%	\$62,852	100%
Construction Engineering Technology/Technician	260	\$49,452	73%	NA	NA
Manufacturing Engineering Technology/Technician	156	\$48,832	81%	\$77,144	76%
Aeronautical/Aerospace Engineering Technology/Technician	46	\$48,728	96%	NA	NA

Applied Technology Diplomas are offered in only a few programs (six at FCS institutions and seven at DTC institutions), so outcomes for all programs are shown in **Table 7** by educational system. Certificates related to EMT and dental assistants were common in both systems, with EMT median first-year earnings ranging between \$28,636 and \$29,556 and dental assistants’ median first-year earnings ranging between \$27,304 and \$28,616; indicating that both systems’ graduates had a similar range of earnings (except for medial clinical laboratory technicians).

**Table 7. First- and Fifth-Year Employment Outcomes for Graduates of an Applied Technology Diploma**

**A. FCS**

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
EMT Paramedic	5,987	\$28,636	80%	\$51,412	85%
Dental Assisting/Assistant	400	\$28,616	82%	\$49,640	84%
Pharmacy Technician/Assistant	139	\$28,048	81%	\$32,736	93%
Health Information/Medical Records Technology/Technician	51	\$28,548	78%	\$31,620	78%
Clinical/Medical Social Work	29	\$30,740	79%	NA	NA
Plant Protection and Integrated Pest Management	14	\$37,596	100%	NA	NA

**B. DTCs**

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
EMT - ATD	1,003	\$29,556	82%	NA	NA
Medical Coder/Biller - ATD	510	\$30,800	81%	NA	NA
Dental Assisting Technology and Management - ATD	414	\$27,304	88%	\$34,952	89%
EMT (Basic) - ATD	333	\$27,880	79%	\$52,448	83%
Pharmacy Technician - ATD	167	\$26,788	81%	\$31,116	93%
Medical Clinical Laboratory Technician - ATD	132	\$44,064	83%	\$59,440	100%
Unit Treatment and Rehabilitation--ATD	12	NA	75%	NA	NA

Only a handful of apprenticeship programs are offered at six FSC institutions. Outcomes for these programs are shown in **Table 8**. Apprenticeships in plumbing technology/plumber programs had by far the highest first-year earnings (\$60,424). Childcare provider/assistant program graduates had the lowest first-year earnings (\$22,056).

**Table 8. First- and Fifth-Year Employment Outcomes for Graduates of Apprenticeships Awarded by the Florida College System (FCS)**

Name	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Electrician	438	\$47,284	95%	\$71,884	93%
Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician	123	\$50,686	91%	\$63,500	94%
Plumbing Technology/Plumber	101	\$60,424	85%	\$95,380	83%
Pipefitting/Pipefitter and Sprinkler Fitter	94	\$48,962	89%	NA	90%
Child Care Provider/Assistant	52	\$22,056	46%	NA	62%
Carpentry/Carpenter	14	\$38,104	86%	NA	NA
Sheet Metal Technology/Sheet working	13	\$44,300	92%	NA	NA

**Table 9** shows first- and fifth-year employment outcomes for apprenticeship graduates in the most popular programs at DTC institutions. Graduates of apprenticeship programs in elevator constructor mechanic apprenticeships had the highest median first-year earnings (\$95,844) and median five-year earnings (\$118,252). Graduates of early childhood education had the lowest median first-year earnings \$23,432).

**Table 9. First- and Fifth-Year Employment Outcomes for Graduates of Apprenticeships Awarded by District Technical Centers (DTC)**

**A. Ten Most Popular Apprenticeships by Number of Graduates**

<b>Program</b>	<b>Total Graduates</b>	<b>Median First-Year Earnings</b>	<b>Percentage Found in Employment Data After 1 Year</b>	<b>Median Fifth-Year Earnings</b>	<b>Median Fifth-Year Earnings</b>
Electrician	2,627	\$43,400	86%	\$70,660	88%
Early Childhood Education - APPR	1,598	\$23,432	73%	\$27,232	74%
Air Conditioning, Refrigeration and Heating Technology (PS) - APPR	1,028	\$50,264	88%	\$68,864	91%
Plumbing Technology	1,002	\$46,396	84%	\$78,004	89%
Pre-Apprenticeship	447	\$34,792	74%	\$40,960	83%
Structural Steel Work - APPR	392	\$52,580	84%	\$70,760	85%
Carpentry	343	\$39,104	75%	NA	NA
Fire Fighter	300	\$58,408	97%	\$73,832	96%
Brick and Block Masonry - APPR	236	\$36,384	69%	NA	NA
Elevator Constructor Mechanic	223	\$95,844	93%	\$118,252	100%



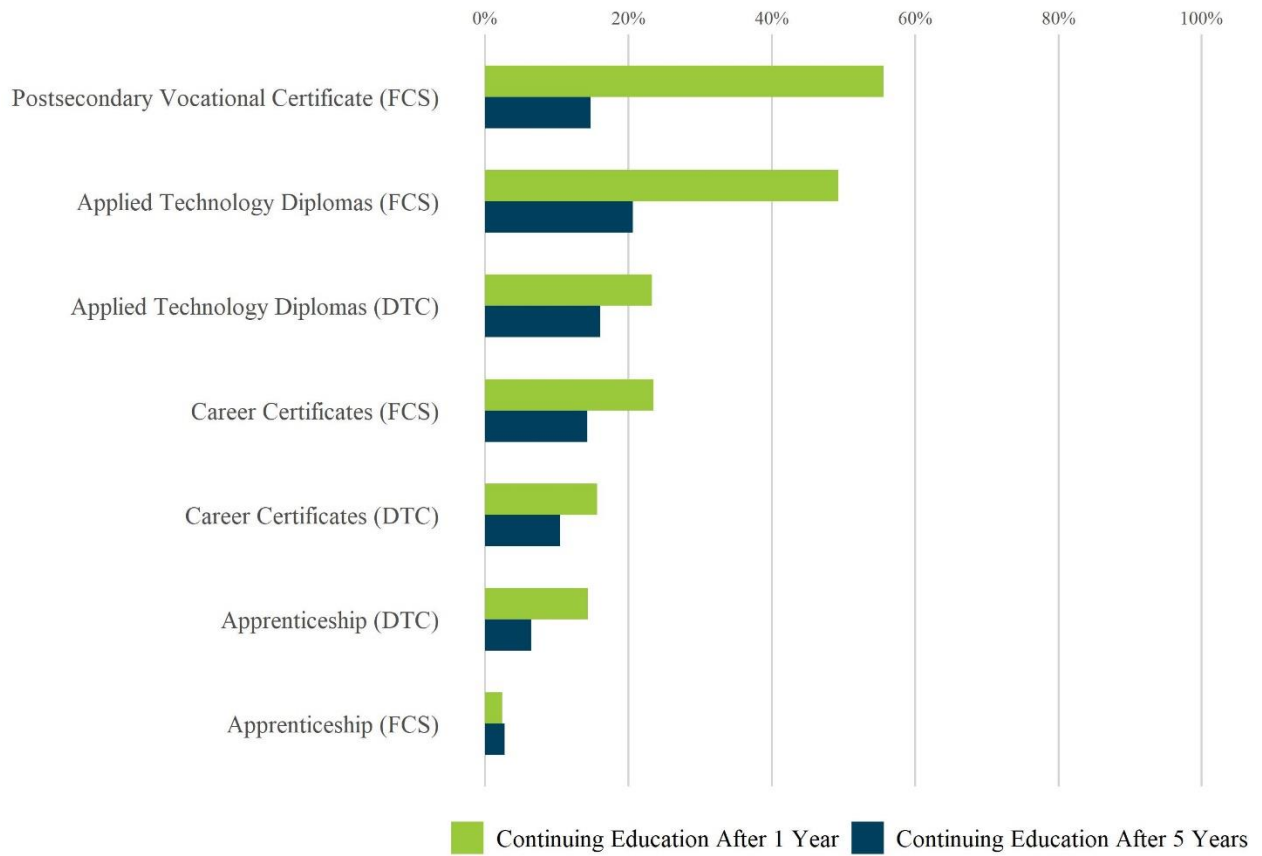
## B. Top 10 Apprenticeships by Median First-Year Earnings

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Median Fifth-Year Earnings
Elevator Constructor Mechanic	223	\$95,844	93%	\$118,252	100%
Heavy Equipment Operation	160	\$76,288	83%	\$104,816	100%
Electrical Line Service and Repair - APPR	196	\$72,808	83%	NA	NA
Millwright	115	\$71,164	89%	\$75,168	88%
Industrial Machinery Maintenance	61	\$59,356	77%	NA	NA
Fire Fighter	300	\$58,408	97%	\$73,832	96%
Structural Steel Work - APPR	392	\$52,580	84%	\$70,760	85%
Industrial Pipefitter	88	\$50,340	86%	NA	NA
Air Conditioning, Refrigeration and Heating Technology (PS) - APPR	1,028	\$50,264	88%	\$68,864	91%
Surveying and Mapping Technology - APPR	23	\$49,588	100%	NA	NA

## Continuing Education of Certificates/Diplomas/Apprenticeships Students

**Figure 19** shows the percentage of graduates found in the continuing education records one and five years after completion in apprenticeship, certificate, or diploma programs and were enrolled in some form of continuing education. Graduates from FCS institutions are most likely to go on to continuing education, both one and five years after completion. Those completing applied technology diplomas or postsecondary vocational certificates are more likely to continue their education than those completing career certificates or apprenticeships.

**Figure 19. Percentage of Graduates Enrolled in Continuing Education After 1 and 5 Years**



# Associate Degrees

The associate degree is a two-year college credit degree/program. Within Florida's public educational system, there are four different types of associate degrees or certificates, depending on student career interest. Over the five-year period covered within this report (academic years 2014–2015 through 2018–2019), 356,334 students were awarded an Associate degree or Advanced Technical Certificate from one or more of these institutions. This is the largest class (34%) of degrees/certificates issued in Florida across the five cohort years. Below is a brief summary of each type of associate degree/certificate.

- **Associate in Arts** | The AA degree is a two-year liberal arts degree designed to prepare students who are planning to earn a bachelor's degree; it serves as a basis for admission to a bachelor's degree program.
- **Associate in Science** | The AS degree is a two-year technical degree designed to prepare students who are planning to enter a specific occupation; it serves as a basis for admission to a related bachelor's degree program.
- **Associate in Applied Science** | The AAS degree is a two-year technical degree designed to train students for direct entry into a specialized occupation in the workplace. AAS degrees are designed for students who do not want to pursue education beyond an associate's level degree.
- **Advanced Technical Certificates** | ATC are programs of instruction that are less than 45 credit hours of college-level courses. They are awarded to students who have already received an AS or AAS degree and are seeking an advanced specialized planning program of study to supplement their associate degree.

As **Figure 3** shows, the associate degree is the most awarded postsecondary credential in Florida (approximately 34% of all certificates/degrees awarded). **Table 10** shows that among Associate degrees, AA degrees are by far the most common. The AA degree is designed as a pathway to a bachelor's degree. Compared with the AA degree, far fewer students completed career- and technical-oriented programs of study. For example, 281,819 AA degrees were awarded during the study period, compared with 71,582 AS degrees, 1,441 AAS degrees, and 1,492 ATC graduates across the five cohort years.

**Table 10. Employment Outcomes for Graduates with Associate Degrees and Advanced Technical Certificates**

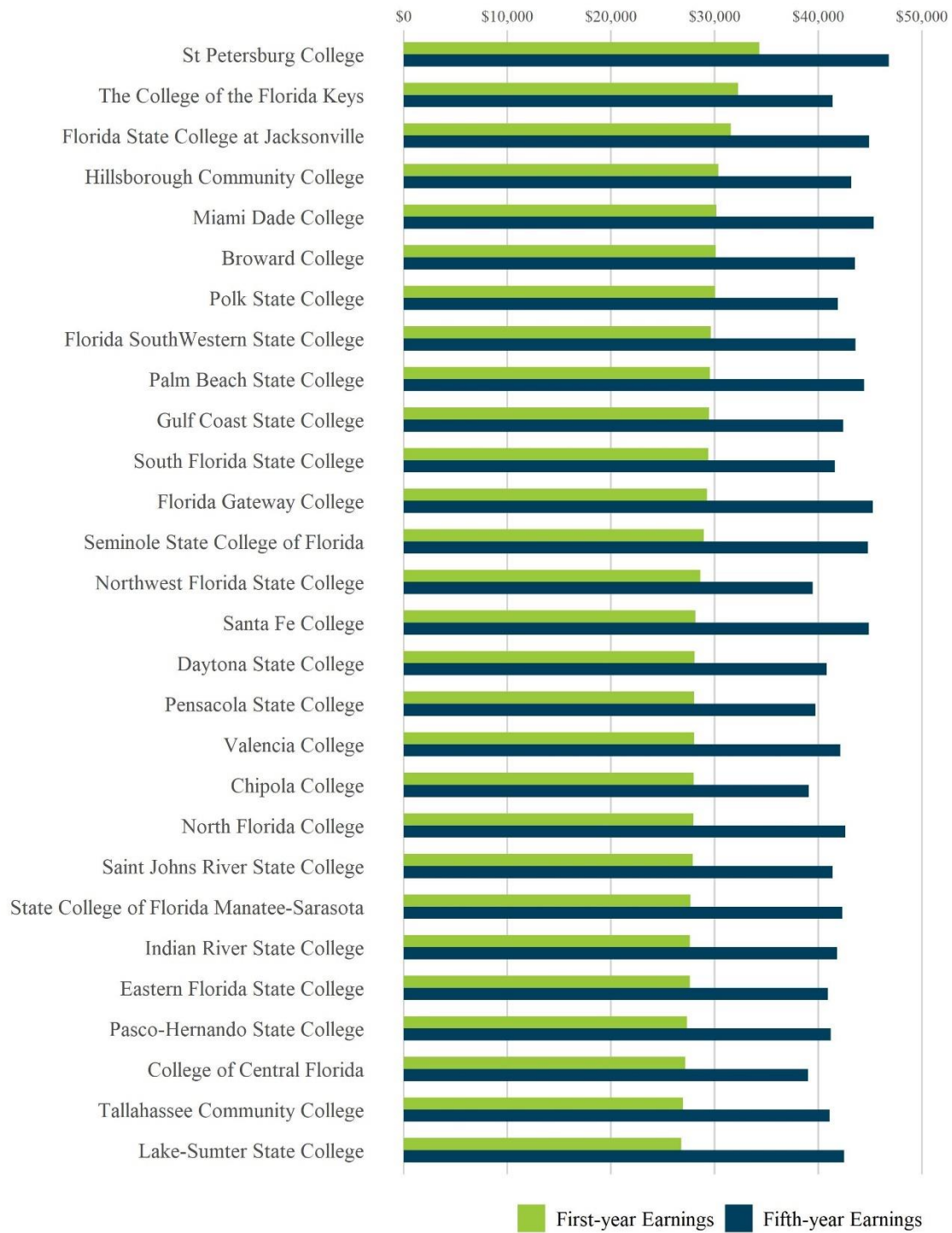
Name	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
AA Degree	281,819	\$29,556	68%	\$43,540	78%
AS Degree	71,582	\$47,336	82%	\$55,964	83%
AAS Degree	1,441	\$34,696	78%	\$46,028	77%
ATC	1,492	\$43,620	84%	\$64,740	78%

### Associate in Arts Degree Outcomes

Within the different associate degrees, the most common in Florida is the AA with 281,819 degrees awarded during the five-year study period. The AA degree is designed for students who plan to enter a four-year institution as a junior to complete a bachelor's degree program. The AA degree is awarded after completing 60 credit hours in a selected course of study, which includes a general education program consisting of 36 credit hours.

As shown in **Table 10**, the median first-year earnings of all graduates with AA degrees were slightly more than \$29,500. **Figure 20** displays the median first-year earnings of graduates with AA degrees from the 28 FCS colleges in Florida. Nearly \$7,600 separates the median first-year earnings of graduates from the college with the lowest (Lake-Sumter State College, \$26,744) and highest (St. Petersburg College, \$34,304) earning graduates with AA degrees. However, after five years, the difference between graduates from these two institutions is reduced to approximately \$4,300.

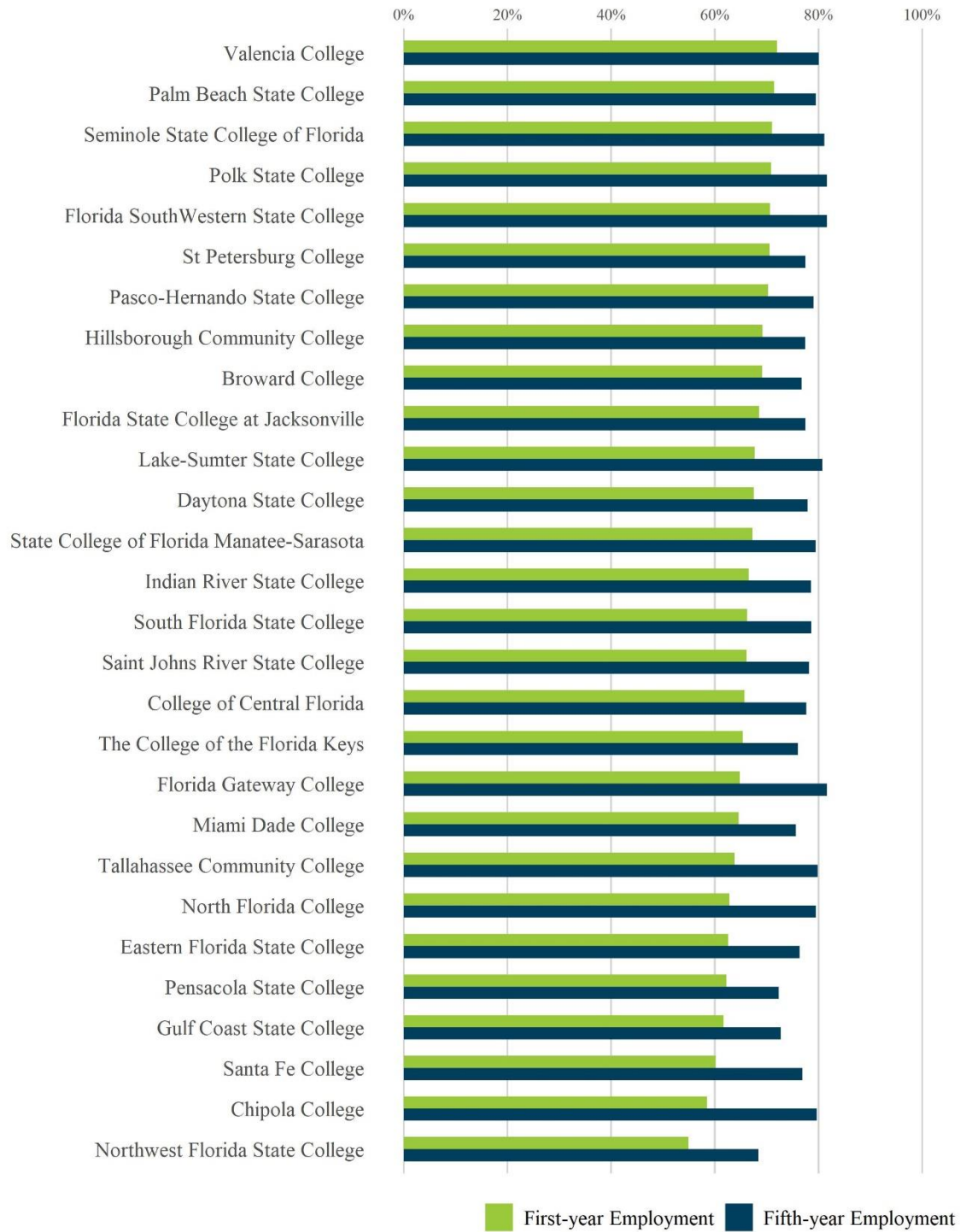
**Figure 20. Median First- and Fifth-Year Earnings of Graduates with AA Degrees, by College**



Although this report does not explain these differences, those graduates who completed AA degrees and had first-year earnings at or above the 90<sup>th</sup> percentile completed their degree at an institution in an area with a relatively high median income (Florida State College at Jacksonville, The College of the Florida Keys, and St. Petersburg College). Graduates of schools in higher income areas who stay in those areas may have higher earnings.

**Figure 21** shows that employment outcomes also varied across institutions, ranging from a high of 72% for AA graduates from Valencia College to 55% for AA graduates from Northwest Florida State College.

**Figure 21. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates with AA Degrees, by FCS Institution**



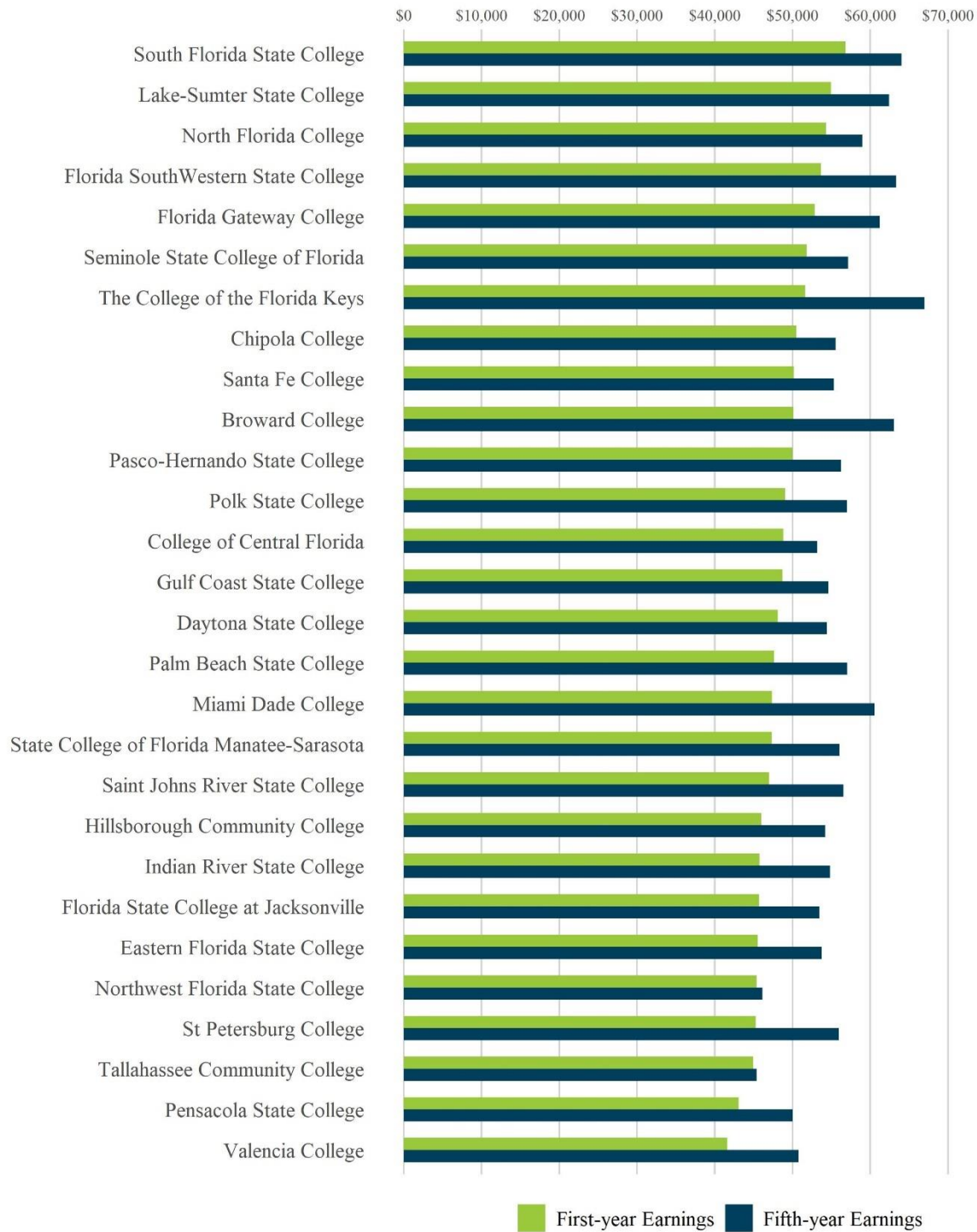
## Associate in Science Degree Outcomes

After the AA degree, the next most common associate degree awarded in Florida is the AS degree. More than 71,500 AS degrees were awarded during the five-year study period, which are designed to prepare students who are planning to enter a specific occupation.

**Figure 22** shows that the median first- and fifth-year earnings of graduates with AS degrees varied substantially across Florida. Graduates with AS degrees from ten colleges (Broward College, Santa Fe College, Chipola College, The College of the Florida Keys, Seminole State College of Florida, Florida Gateway College, Florida SouthWestern State College, North Florida College, Lake-Sumter State College, and South Florida State College) had median first-year earnings greater than \$50,000, with graduates of South Florida State College earning more than \$56,000. In contrast, graduates with AS degrees from Valencia College had median first-year earnings of approximately \$41,600. The increase of fifth-year earnings from first-year earnings also varies considerably across institutions, with Miami Dade College and Broward College AS graduates showing the largest increase, and Tallahassee Community College showing nearly identical fifth-year median earnings.

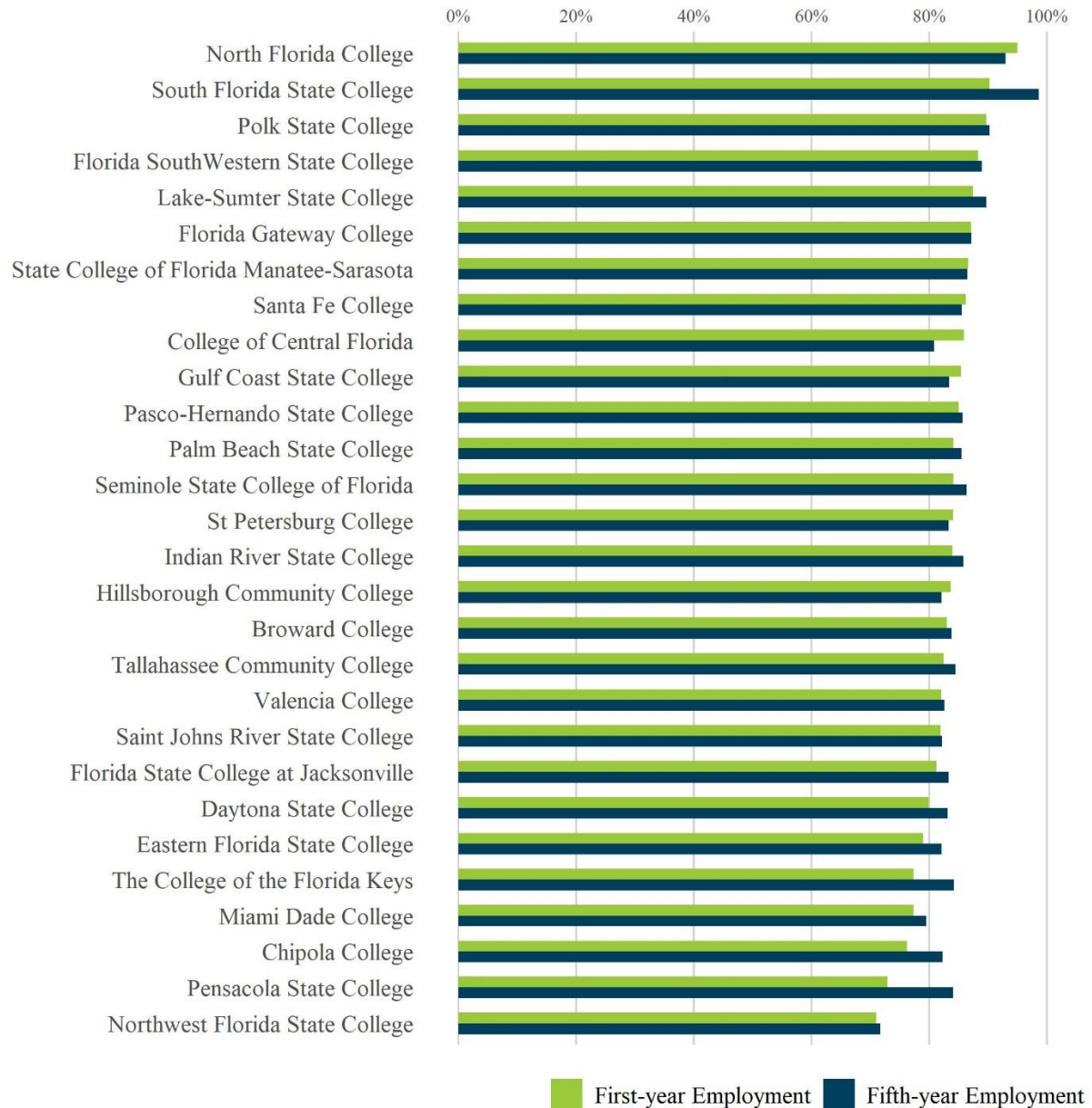


**Figure 22. Median First- and Fifth-Year Earnings of Graduates with AS Degrees, by FCS Institution**



**Figure 23** shows the percentage of graduates with AS degrees found in the employment records by institution. North Florida College graduates were more likely to be found in the employment records one year after completion than at any other FCS institution.

**Figure 23. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates with AS Degrees, by FCS Institution**



## Associate in Applied Science Degree Outcomes

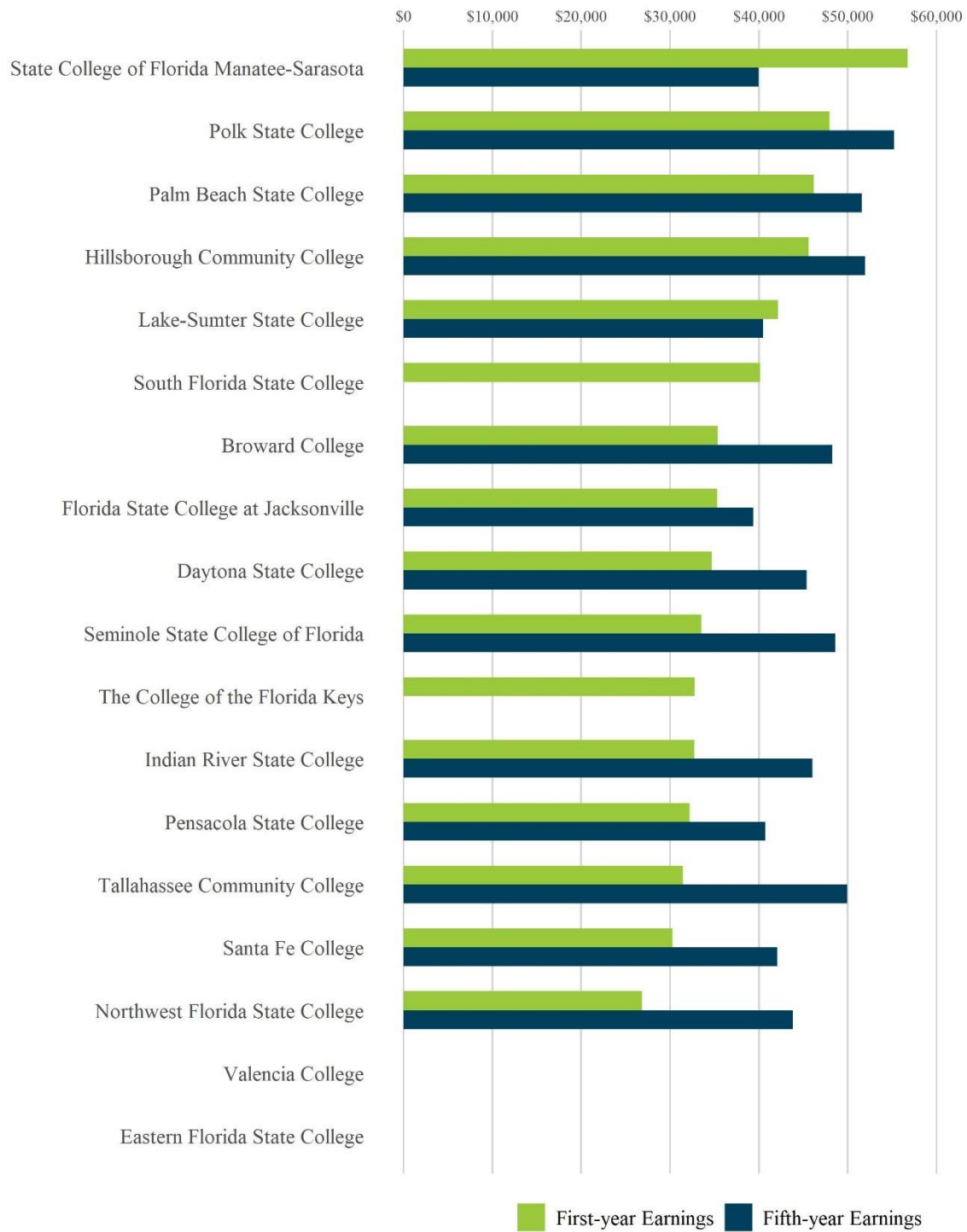
More than 1,400 students in Florida earned AAS degrees from academic years 2014–2015 through 2018–2019. The AAS degree focuses on training students for direct entry into a specialized occupation in the workplace and are designed for students who do not want to pursue education beyond an associate’s level degree.

The median statewide first-year earnings of graduates with AAS degrees were \$34,696, which is approximately \$5,100 higher than those of graduates with AA degrees (\$29,556) but more than \$12,600 lower than those with AS degrees (\$47,336). **Figure 24** shows the median first- and fifth-year earnings for AAS graduates by institution. The range in median first-year earnings among graduates with AAS degrees varied substantially, from approximately \$26,000 (Northwest Florida State College) to more than \$56,000 (State College of Florida-Manatee-Sarasota).

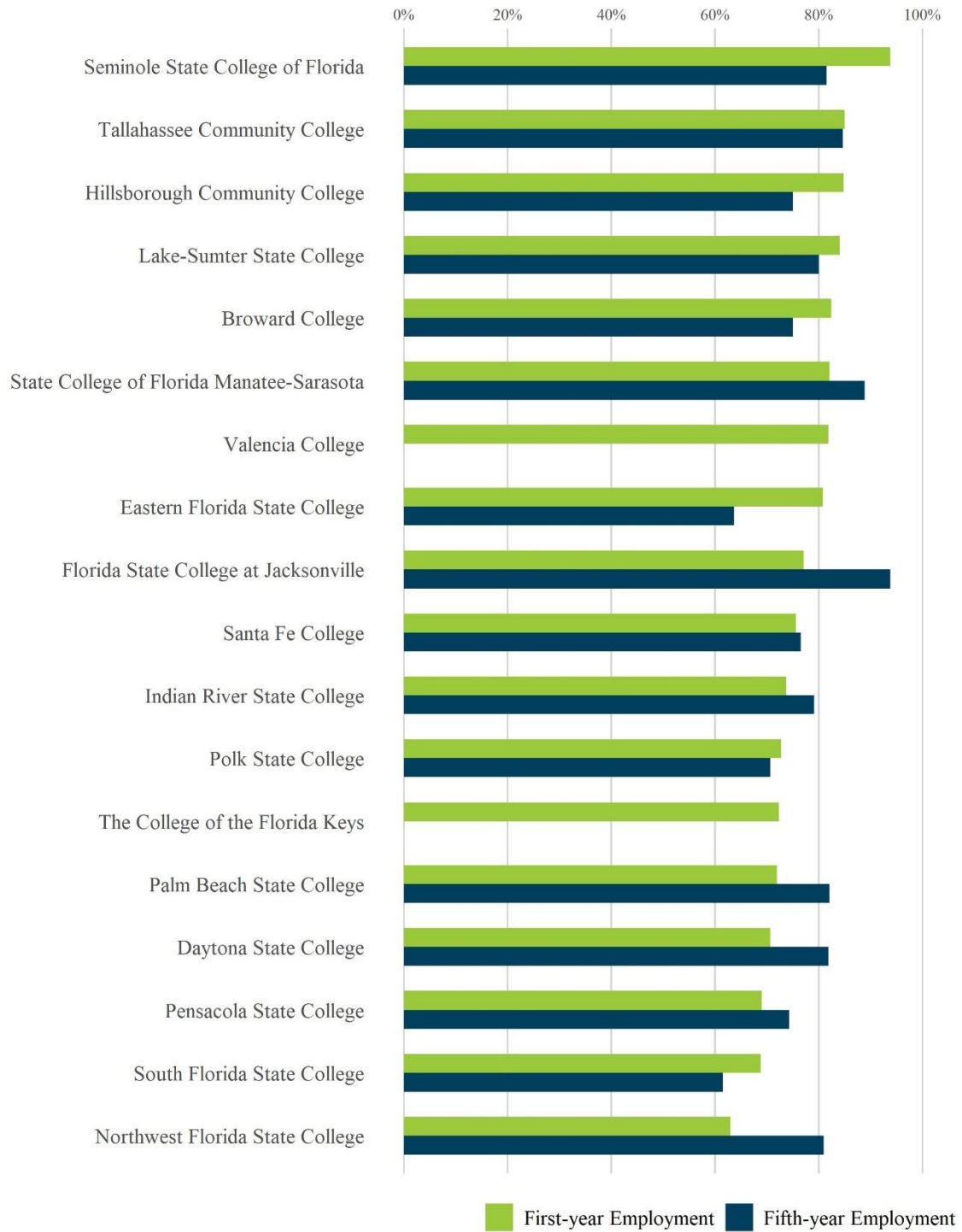
Graduates with AAS degrees from one college (Northwest Florida State College) had median first-year earnings less than \$30,000. In contrast, the median first-year earnings of graduates with AAS degrees from five colleges (Lake-Sumter State College, State College of Florida Manatee-Sarasota, Hillsborough Community College, Palm Beach State College, and Polk State College) were more than \$40,000 (**Figure 24**).

**Figure 25** shows the percentage of graduates found in the employment records one- and five-years following completion of their AAS degree. Graduates from Seminole State College of Florida were most likely to be found in the employment data and graduates from Northwest Florida State College were least likely to be found.

**Figure 24. Median First- and Fifth-Year Earnings of Graduates of AAS Degrees, by FCS Institution**



**Figure 25. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates of AAS Degrees, by FCS Institution**

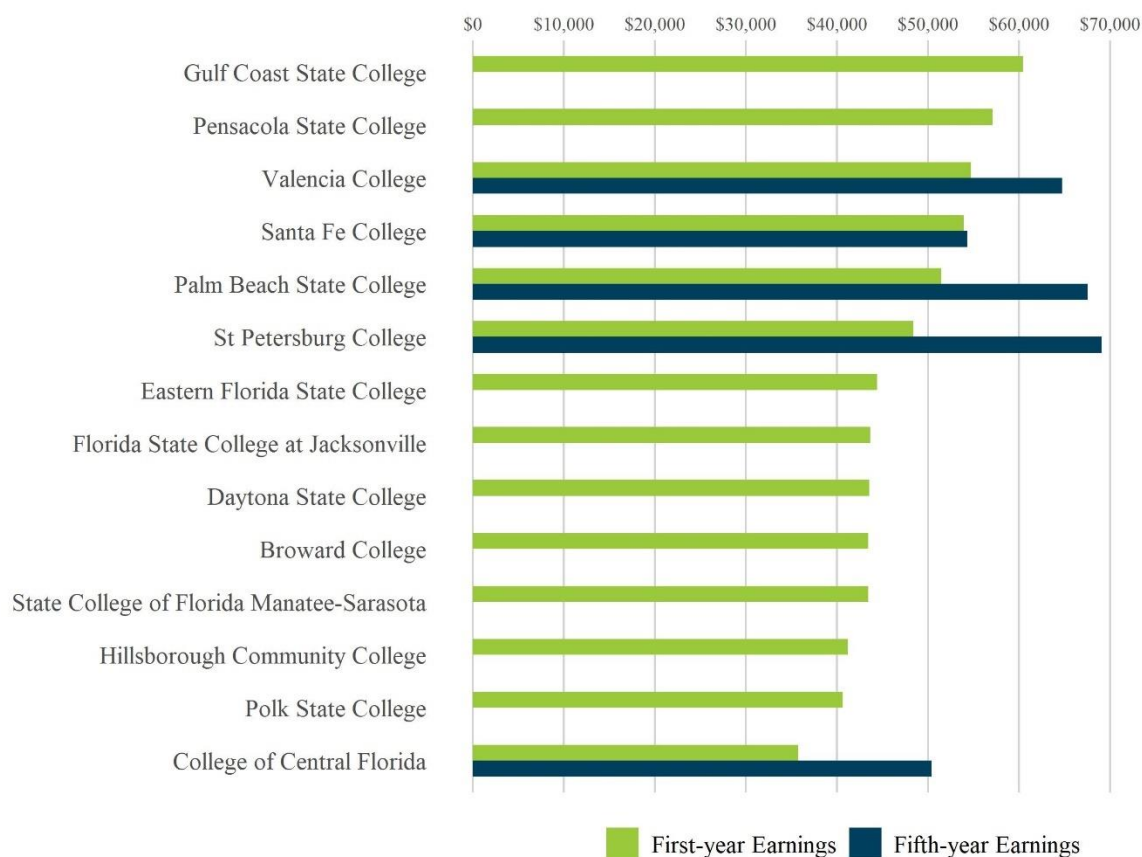


## Advanced Technical Certificates Outcomes

The second highest median first-year earnings (\$43,620) were achieved by the 1,492 graduates of ATCs, which are generally designed for individuals who have already completed a two-year AS or AAS degree and are seeking advanced, specialized preparation in a particular career field to supplement their degree.

ATCs are offered at 14 of the 28 FCS institutions. First- and fifth-year earnings for graduates at these colleges are shown in **Figure 26**. Graduates from Gulf Coast State College had the highest first-year earnings, at approximately \$60,000. In contrast, graduates from the College of Central Florida had the lowest median first-year earnings, at approximately \$36,000. It should be noted that fifth-year earnings data were unavailable for many of the FCS institutions.

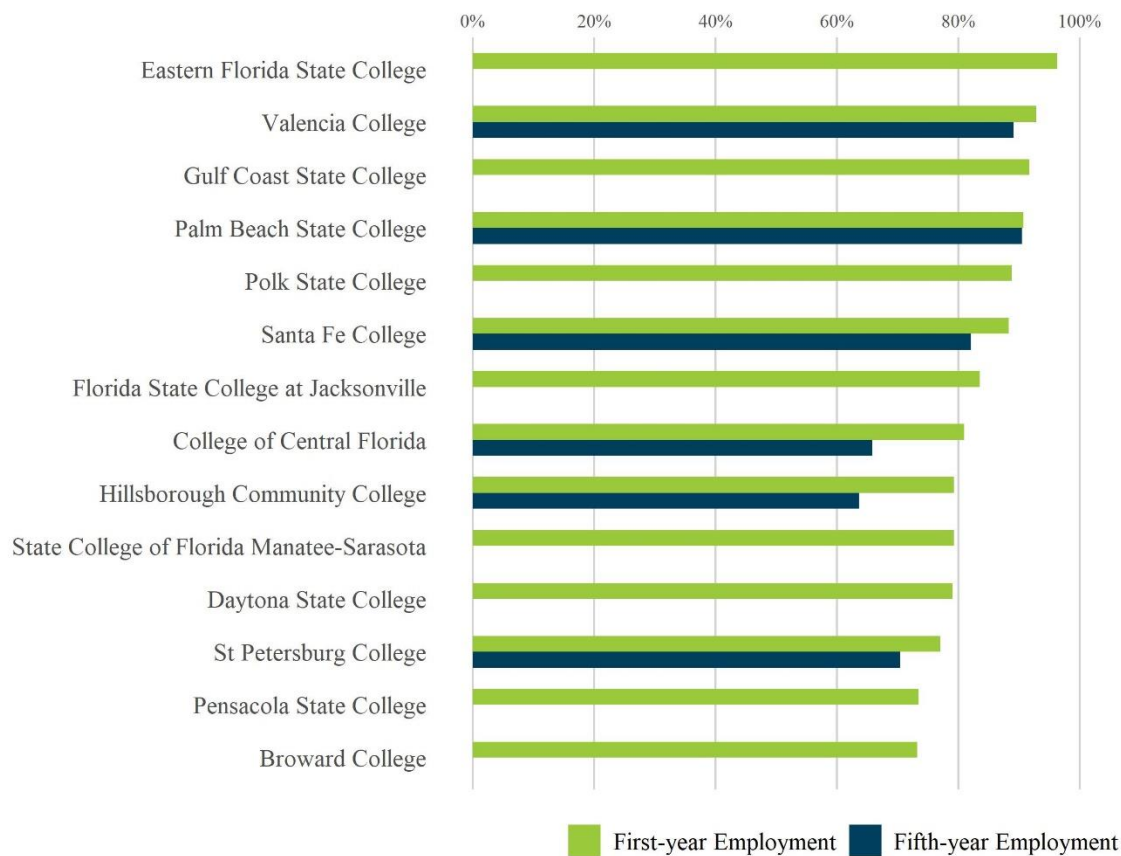
**Figure 26. Median First- and Fifth-Year Earnings of Graduates of ATC, by FCS Institution**



Graduates of ATC appeared in the employment records at a high rate, from 96% for Eastern Florida State College down to nearly 73% for Broward College graduates (**Figure 27**). The data indicates that graduates with this degree were generally able to find employment within a year post-completion, and this employment was in the scope

of the employment records [i.e., not self-employed, within Florida’s employment records for all five years, employed within the Wage Record Interchange System 2 (WRIS2) consortium of states in cohort years 2014–2015, and within the State Wage Interchange System (SWIS) consortium of states in cohort years 2016–2017, 2017–2018 and 2018–2019].

**Figure 27. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates of ATC**



## What Students Study Matters

Graduates with AA degrees are classified into a single program of study (liberal arts and sciences/liberal studies<sup>7</sup>). However, AAS and AS degrees are offered in different programs of study. **Table 11** shows the first- and fifth-year outcomes for graduates of the most popular AS degrees. Registered nursing/registered nurse AS graduates outnumber graduates of other programs by more than a factor of six. Registered nursing also is one of the highest paying of the common AS degrees, with median first-

<sup>7</sup> This classification and information about all other fields of study used in this report are defined by the U.S. Department of Education’s Classification of Instructional Programs (CIP) Code.



year earnings of more than \$55,000. However, graduates of physician assistant AS programs earn nearly twice this amount, with median first-year earnings of \$95,560.<sup>8</sup> Along with emergency medical technology/technician (EMT paramedic), and medical radiologic technology/science-radiation therapist, graduates of registered nursing/registered nurse AS degrees also were highly likely to be found in employment records one year after completion. A graduate's program of study may also play a role in how likely a student is to find employment after completion, although this report cannot speak to whether the employment was directly related to the AS degree.

**Table 11. First- and Fifth-Year Employment Outcomes for Graduates with Popular AS Degrees**

**A. Ten Most Popular by Number of Graduates**

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Registered Nursing/Registered Nurse	23,353	\$55,312	91%	\$63,660	91%
Business Administration and Management, General	3,618	\$34,552	75%	\$44,000	74%
Criminal Justice/Law Enforcement Administration	3,105	\$34,696	81%	\$44,736	82%
Legal Assistant/Paralegal	2,398	\$34,812	78%	\$43,360	75%
Medical Radiologic Technology/Science - Radiation Therapist	2,208	\$44,796	91%	\$57,004	89%
Emergency Medical Technology/Technician (EMT Paramedic)	2,154	\$61,684	95%	\$79,916	93%
Information Technology	1,888	\$35,240	74%	\$46,768	79%
Network and System Administration/Administrator	1,715	\$39,652	76%	\$55,280	79%
Dental Hygiene/Hygienist	1,663	\$48,900	86%	\$55,296	87%
Physical Therapy Technician/Assistant	1,663	\$41,628	80%	\$52,848	84%

<sup>8</sup> This AS degree is only offered at Miami Dade College and is part of its Bachelor of Applied Science (BAS) degree. Students are initially admitted into the AS program, but once the AS program has been completed students are transitioned into the BAS program. The AS and BAS are a joint program. Neither the AS nor BAS degree for Physician Assistant are offered separately. Therefore, these students have completed both their associate and bachelor's degrees.

In addition, starting with the matriculating class of 2021, Miami Dade College PA students will graduate with a master's degree.



## B. Top 10 Programs by Median First-Year Earnings

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Physician Assistant <sup>9</sup>	236	\$95,560	81%	\$118,460	72%
Fire Prevention and Safety Technology/Technician	751	\$72,964	91%	\$91,572	96%
Emergency Medical Technology/Technician (EMT Paramedic)	2,154	\$61,684	95%	\$79,916	93%
Cardiovascular Technology/Technologist	407	\$58,468	91%	\$60,956	87%
Information Technology Project Management	44	\$56,556	86%	\$71,036	79%
Registered Nursing/Registered Nurse	23,353	\$55,312	91%	\$63,660	91%
Operations Management and Supervision	203	\$54,156	61%	\$42,844	56%
Management Information Systems, General	20	\$52,320	75%	NA	NA
Clinical/Medical Laboratory Technician	446	\$51,672	86%	\$60,624	89%
Diagnostic Medical Sonography/Sonographer and Ultrasound Technician	566	\$51,368	85%	\$62,268	87%

**Table 12** shows a wide range in median first- and fifth-year earnings among graduates with AAS degrees in the most popular fields of study. Median first-year earnings ranged from \$40,436 (diesel mechanics technology/technician and dental hygiene/hygienist) to \$29,004 (diver, professional, and instructor). Across the top 10 AAS programs by income, there is a large variation in median first-year wages at \$88,976 for the top program (fire prevention and safety technology/technician) to \$40,896 for the lowest of the 10 (computer engineering technology/technician). The program of study is by far the most important determiner of first-year earnings for graduates of AAS degrees, as opposed to institution.

<sup>9</sup> This AS degree is only offered at Miami Dade College and is part of its Bachelor of Applied Science (BAS) degree. Students are initially admitted into the AS program, but once the AS program has been completed students are transitioned into the BAS program. The AS and BAS are a joint program. Neither the AS nor BAS degree for Physician Assistant are offered separately. Therefore, these students have completed both their associate and bachelor's degrees.

In addition, starting with the matriculating class of 2021, Miami Dade College PA students will graduate with a master's degree.

**Table 12. First- and Fifth-Year Employment Outcomes for Graduates with Popular AAS Degrees**

**A. Ten Most Popular Programs by Number of Graduates**

<b>Program</b>	<b>Total Graduates</b>	<b>Median First-Year Earnings</b>	<b>Percentage Found in Employment Data After 1 Year</b>	<b>Median Fifth-Year Earnings</b>	<b>Percentage Found in Employment Data After 5 Years</b>
Automotive Engineering Technology/Technician	314	\$32,484	83%	\$49,004	82%
Automobile/Automotive Mechanics Technology/Technician	124	\$34,328	92%	\$48,620	88%
Aviation/Airway Management and Operations	92	\$32,512	85%	\$49,696	64%
Business Administration and Management, General	92	\$31,204	80%	\$50,232	83%
Diesel Mechanics Technology/Technician	81	\$40,436	67%	NA	NA
Office Management and Supervision	57	NA	67%	NA	64%
Diver, Professional and Instructor	36	\$29,004	81%	NA	NA
Computer Graphics	30	NA	53%	\$31,996	76%
Heating, Ventilation, Air Conditioning and Refrigeration Engineering Technology/Technician	27	\$39,144	78%	NA	NA
Dental Hygiene/Hygienist	27	\$40,436	70%	\$58,328	81%

## B. Top 10 Programs by Median First-Year Earnings

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Electrical and Power Transmission Installation/Installer, General	16	\$49,824	94%	NA	NA
Diesel Mechanics Technology/Technician	81	\$40,436	67%	NA	NA
Dental Hygiene/Hygienist	27	\$40,436	70%	\$58,328	81%
Information Technology	19	\$39,864	84%	NA	67%
Heating, Ventilation, Air Conditioning and Refrigeration Engineering Technology/Technician	27	\$39,144	78%	NA	NA
Opticianry/Ophthalmic Dispensing Optician	21	\$37,288	86%	\$46,892	76%
Electrical, Electronic and Communications Engineering Technology/Technician	22	\$35,452	59%	NA	80%
Automobile/Automotive Mechanics Technology/Technician	124	\$34,328	92%	\$48,620	88%
Aviation/Airway Management and Operations	92	\$32,512	85%	\$49,696	64%
Automotive Engineering Technology/Technician	314	\$32,484	83%	\$49,004	82%

Variation also exists in the rate of graduates being found in the employment records, with automobile/automotive mechanics technology/technician graduates at 92% compared with computer graphics graduates at about 53%. The program of study plays a large role in whether students enter the workforce immediately after completing their degree. It is important to remember, however, that graduates may not appear in the employment records for multiple reasons, including self-employment, continuation of education, employment outside the Wage Record Interchange System 2 (WRIS2) consortium of states in cohort years 2014–2015, employment outside the State Wage Interchange System (SWIS) consortium of states in cohort years 2016–2017, 2017–2018 and 2018–2019, or were not employed in Florida in the 2015–2016 cohort year.

ATCs are offered in only 13 programs, so **Table 13** shows all programs rather than the most popular or highest-earning programs. First-year earnings varied considerably, from \$58,504 for graduates of registered nursing/registered nurse to \$34,508 for graduates of health/health care administration/management.

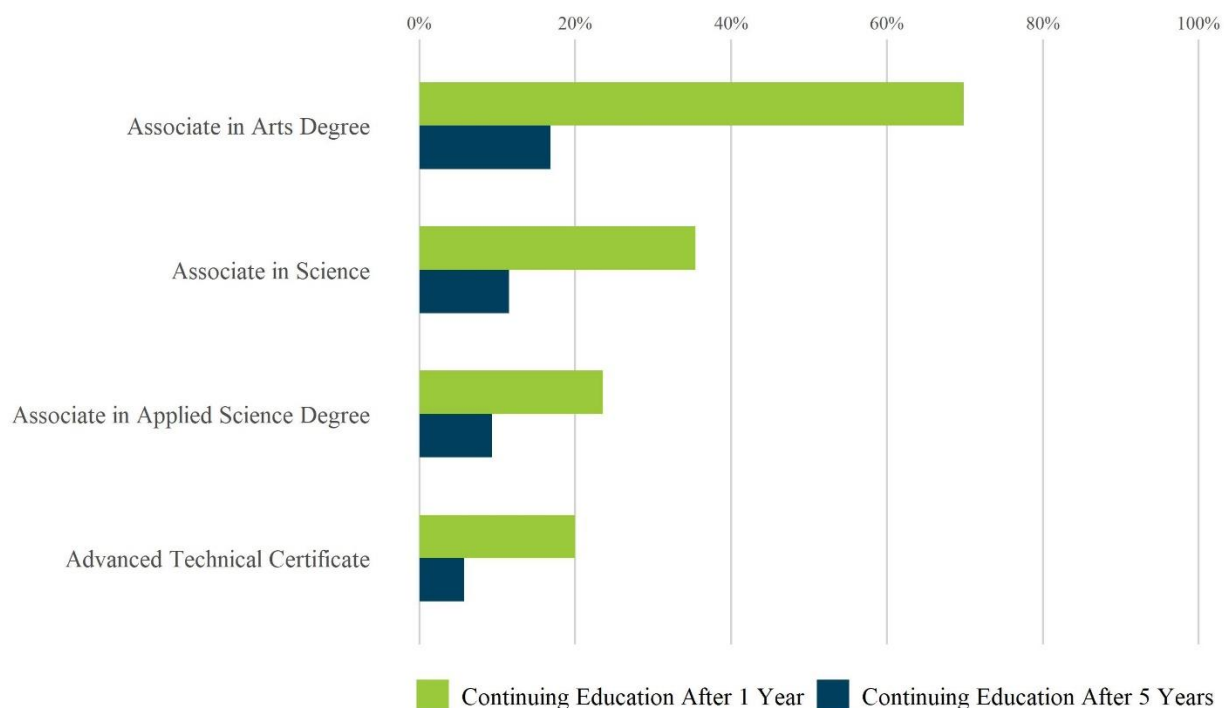
**Table 13. First- and Fifth-Year Employment Outcomes for Graduates of ATC**

<b>Program</b>	<b>Total Graduates</b>	<b>Median First-Year Earnings</b>	<b>Percentage Found in Employment Data After 1 Year</b>	<b>Median Fifth-Year Earnings</b>	<b>Percentage Found in Employment Data After 5 Years</b>
Business Administration and Management, General	126	\$39,468	84%	NA	NA
Child Care and Support Services Management	24	\$52,228	96%	NA	NA
Clinical/Medical Laboratory Technician	13	\$50,996	100%	NA	NA
Computer and Information Systems Security/Information Assurance	65	\$41,536	91%	NA	NA
Diagnostic Medical Sonography/Sonographer and Ultrasound Technician	18	\$44,752	89%	NA	NA
Environmental Science	71	\$36,512	70%	NA	NA
Funeral Service and Mortuary Science, General	79	\$47,452	77%	NA	69%
Health/Health Care Administration/Management	242	\$34,508	78%	\$45,736	67%
Information Technology	38	\$46,216	76%	NA	NA
Legal Assistant/Paralegal	185	\$43,404	80%	NA	70%
Medical Radiologic Technology/Science - Radiation Therapist	427	\$54,620	92%	\$64,740	89%
Network and System Administration/Administrator	28	\$52,516	86%	NA	NA
Registered Nursing/Registered Nurse	56	\$58,504	80%	NA	NA
Respiratory Care Therapy/Therapist	44	\$45,680	89%	NA	NA
Transportation/Mobility Management	40	\$36,372	85%	NA	NA

## Continuing Education of Associate Degree Students

**Figure 28** shows the percentage of associates degree graduates found in the continuing education data one- and five-years after completion. As expected, graduates of AA degrees were most likely to be found enrolled in continuing education one year after completion (approximately 70%). AS degree graduates were somewhat more likely to be enrolled (35%) than AAS degree graduates (24%), who were in turn somewhat more likely than graduates of ATC (20%). Five years after completion, continuing education enrollment rates were less than 20% for all categories of associate degrees/ATC.

**Figure 28. Percentage of Associate Degrees and ATC Graduates Enrolled in Continuing Education After 1 and 5 Years**



## Bachelor's Degrees

The bachelor's degree is a four-year degree that is typically 120 credit hours; it may have an emphasis on science and liberal arts or accommodate unique demands for entry into specific workforce sectors. The bachelor's degree is the second most common degree awarded in Florida. According to data from the U.S. Department of Labor's Bureau of Labor Statistics, graduates with bachelor's degrees nationwide earn, on average, just over 67% per year more than high school graduates, and graduates with bachelor's degrees are far less likely to be unemployed.<sup>10</sup>

However, the national data disguises differences in the labor market outcomes among graduates with bachelor's degrees. As evident in the figures in this section, the return on investment among graduates from universities varies widely by institution and by degree choice. In short, a bachelor's degree is insufficient on its own to determine labor market outcomes; the specific college or university and field of study have shown to play a more significant role. These choices have consequences for graduates when they enter the labor market. The data in this report enable readers to delve deeper into this variation.

Bachelor's degrees are awarded by institutions in the SUS and the FCS. During the five-year period covered within this report (academic years 2014–2015 through 2018–2019), 354,482 students completed a bachelor's degree at one or more of these institutions, which is 34% of all degrees or certificates issued across the five cohort years.

### Bachelor's Degree Outcomes (Florida College System)

In many states, including Florida, two-year colleges have been awarding bachelor's degrees. The authority to award bachelor's degrees is usually limited to more technical areas that are aligned with the career orientation of certificates and associate degrees that are core to the mission of two-year colleges.

During the five-year study period, FCS institutions awarded 39,564 bachelor's degrees, which is approximately 11% of all bachelor's degrees granted by the FCS and SUS. **Table 14** shows the differences in employment outcomes for graduates of bachelor's degrees from the two systems. At both one-year post-completion and five-year post-completion, graduates who received their bachelor's degree from an FCS institution tended to have higher earnings and were found in the employment records at a higher rate. However, it's worth noting that graduates from FCS institutions tend to be older, which means they are more likely to enter the workforce with prior professional experience as compared to graduates from SUS institutions. This may account for some of the earning differentials between FCS and SUS bachelor's degrees. In addition, the

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<sup>10</sup> See [BLS.gov/careeroutlook/2020/data-on-display/education-pays.htm](https://www.bls.gov/careeroutlook/2020/data-on-display/education-pays.htm).

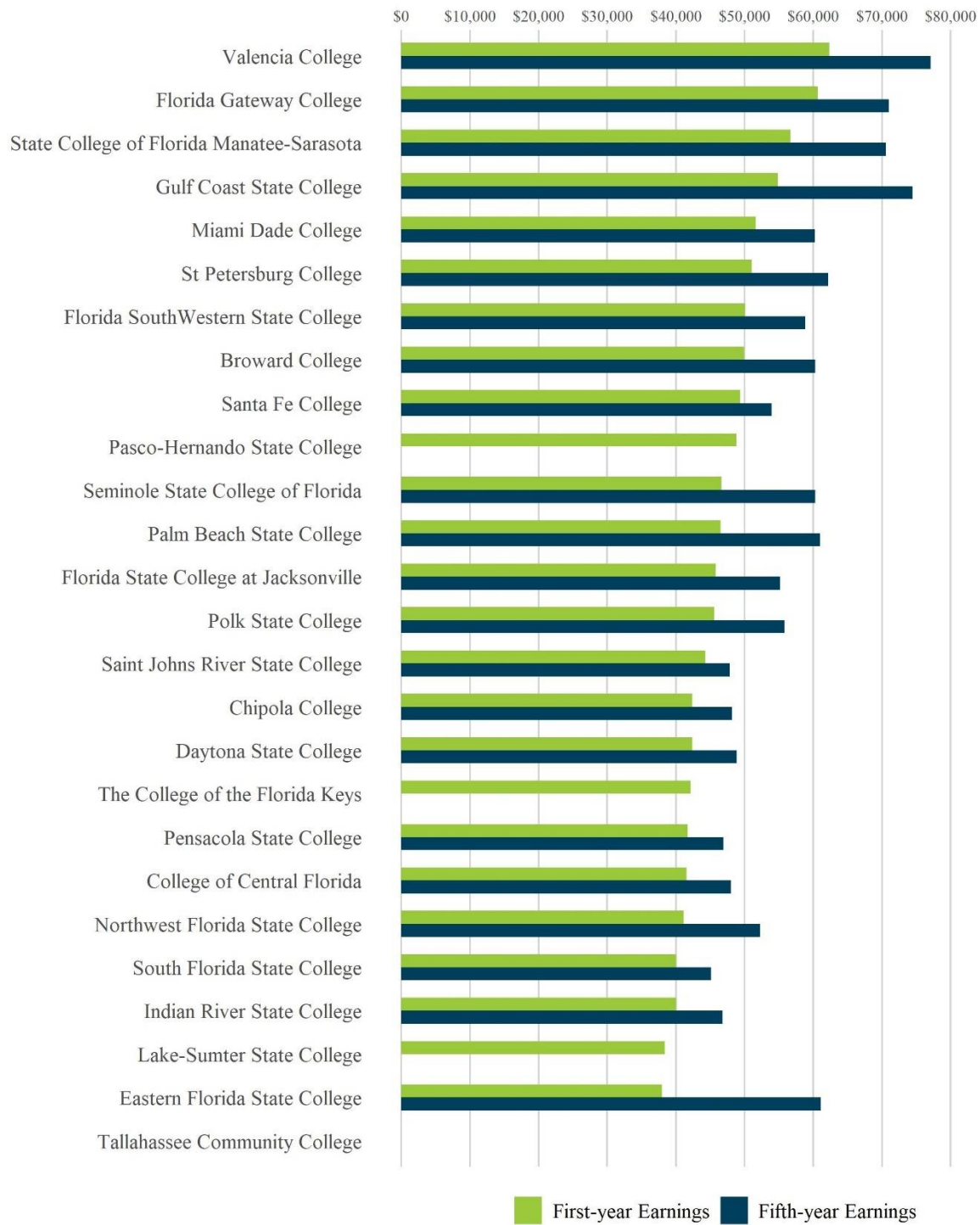
bachelor's degrees offered at FCS institutions tend to be concentrated in fields that have higher wages.

**Table 14. Employment Outcomes for Graduates with Bachelor's Degrees**

Name	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Bachelor's Degree (FCS)	39,564	\$48,816	84%	\$60,252	82%
Bachelor's Degree (SUS)	314,918	\$39,500	72%	\$56,284	78%
<b>Total</b>	<b>354,482</b>	-	-	-	-

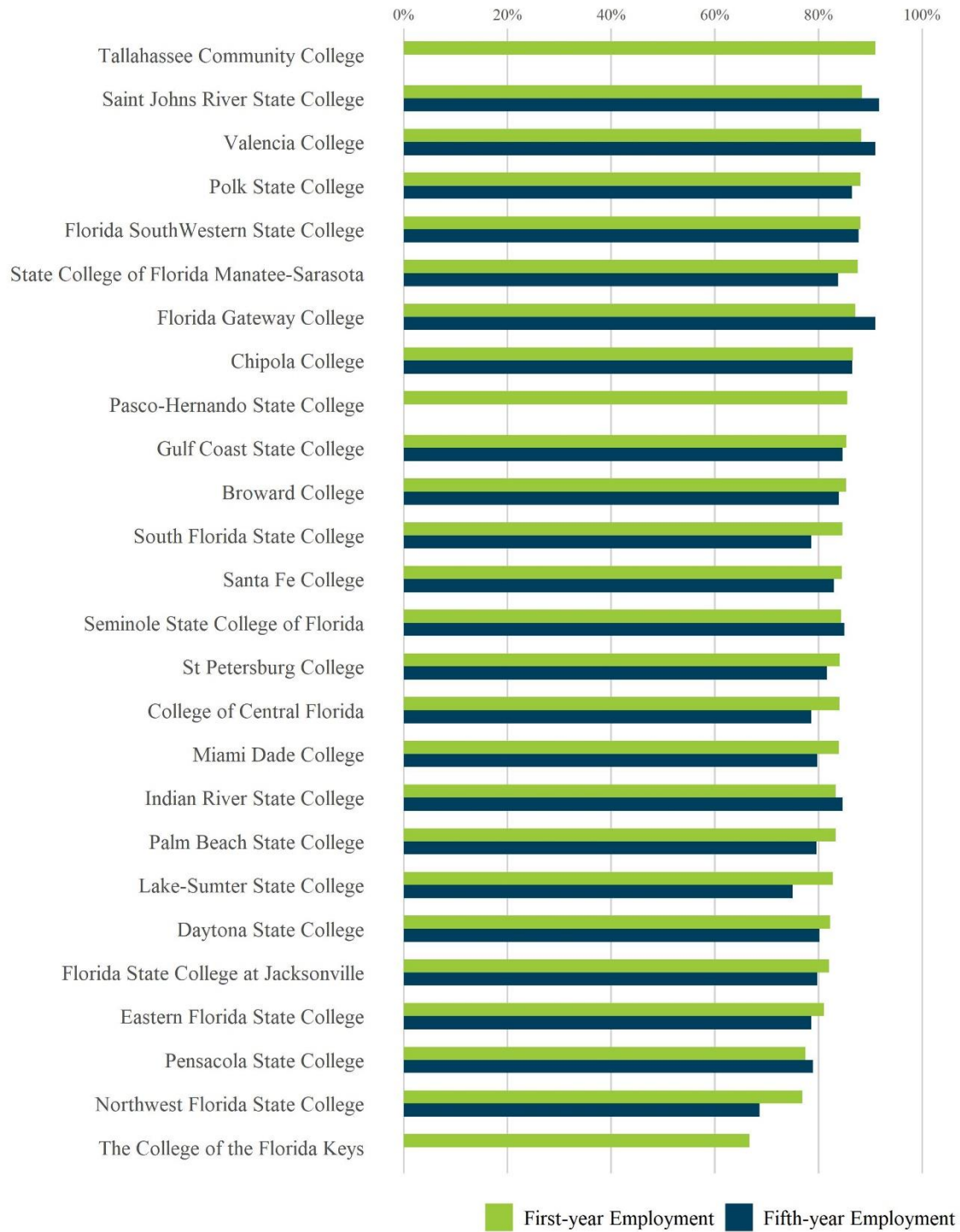
**Figure 29** displays the median first- and fifth-year earnings of graduates with bachelor's degrees from FCS institutions. Variation across institutions is wide, ranging from more than \$62,000 for Valencia College to nearly \$38,000 for Eastern Florida State College graduates. The likelihood of being found in the employment records was high across all bachelor's graduates from FCS institutions, ranging from nearly 91% for Tallahassee Community College to 67% for The College of the Florida Keys (**Figure 30**).

**Figure 29. Median First- and Fifth-Year Earnings of Graduates with Bachelor's Degrees, by FCS Institution**





**Figure 30. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates with Bachelor's Degrees, by FCS Institution**



## Bachelor's Degree Outcomes (State University System)

All 12 of the public universities in Florida that make up the SUS award bachelor's degrees. During the five-year study period, SUS institutions in Florida awarded 314,918 bachelor's degrees. This represents nearly 89% of all bachelor's degrees awarded during this timeframe. **Figure 31** shows the median first-year earnings of graduates with bachelor's degrees by university. Median first-year earnings of graduates varied substantially, ranging from nearly \$56,000 (Florida Polytechnic University) to approximately \$27,000 (New College of Florida).<sup>11</sup> Such differences in the median first-year earnings between universities can potentially be attributed to the types of programs offered at each university, such as Florida Polytechnic University that focuses on STEM disciplines.

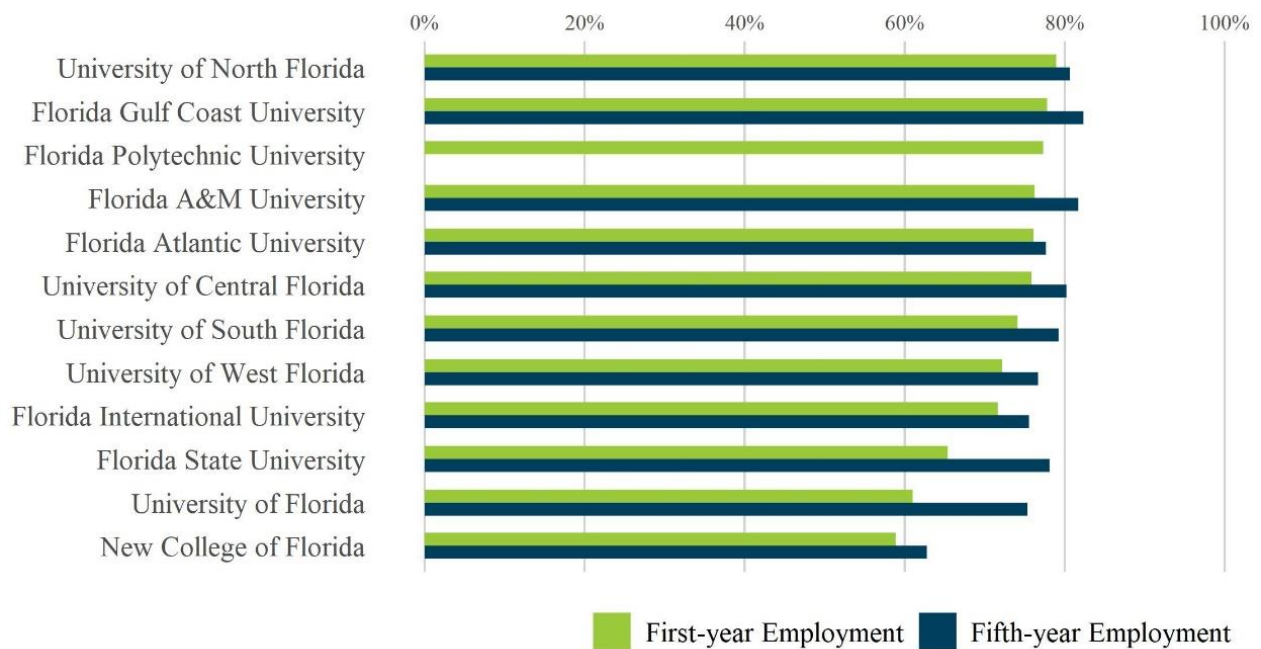
**Figure 31. Median First- and Fifth-Year Earnings of Graduates with Bachelor's Degrees, by SUS Institution**



<sup>11</sup> Florida Polytechnic University is composed of programs previously offered at the Lakeland campus of the University of South Florida.

The likelihood of appearing in the employment records varied across Florida’s universities (**Figure 32**). Graduates from the University of North Florida were most likely to appear within the records one year after completion (79%), while graduates from New College of Florida were least likely (59%). Students who were not found in the employment records may have enrolled in graduate studies following the completion of their bachelor’s degree, may be employed outside the WRIS2 Consortium states in cohort years 2014–2015, employed outside the State Wage Interchange System (SWIS) consortium of states in cohort years 2016–2017, 2017–2018 and 2018–2019, or were not employed in the state in the 2015–2016 cohort year.

**Figure 32. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates with Bachelor's Degrees, by SUS Institution**



## What Students Study Matters

As noted in **Table 14**, graduates with bachelor's degrees from FCS institutions tend to have higher first-year earnings than those who complete their degree at an SUS institution. Bachelor's degrees are awarded only in a limited number of majors at FCS institutions (50 majors in the current dataset, compared with 221 for SUS institutions), and these areas of study tend to be relatively high paying. Among the 10 most popular FCS bachelor's degrees (**Table 15**), the highest first-year earnings were associated with a registered nursing/registered nurse degree (\$64,848) and the lowest first-year earnings with a human services degree (\$32,148). Ninety-two percent of the registered nursing/registered nurse graduates were found in the employment records one year after completion. Among the highest paid FCS bachelor's degrees, the top ten earnings ranged from \$66,728 (Respiratory Care Therapy/Therapist) to \$51,448 (Information Technology).

Median first-year earnings of FCS and SUS graduates can be compared by reviewing the outcomes shown in **Table 15** and **Table 16**. For example, when you compare the earnings of graduates with the registered nursing/registered nurse degree, FCS graduates had higher median first-year earnings (\$64,848) compared to SUS graduates with the same degree (\$59,900), a difference of \$4,948. The reason for this difference may be that graduates from FCS institutions tend to be older, which means they are more likely to have prior professional work experience as compared to graduates from SUS institutions.

Among the most popular SUS degrees, the highest salary was \$59,900 for registered nursing/registered nurse and the lowest was \$28,632 for biology/biological sciences. Among the 10 highest paid SUS bachelor's degrees, the highest first-year earnings were associated with fire science/firefighting degree (\$89,432) and the lowest of the top 10 was nuclear chemical graduates (\$64,624).

Across both systems, the subject area of a student's degree is far more important to eventual earnings than is the institution attended. The probability of being found in the employment records also ranged lower for SUS graduates (58% to 89%) than for FCS graduates (81% to 93%) in the most popular programs. This is consistent with a different path to employment for SUS graduates, which may involve graduate study: as we will discuss in the next section, graduates with SUS bachelor's degrees are more likely to enroll in continuing education.

**Table 15. First- and Fifth-Year Employment Outcomes for Graduates with Popular FCS Bachelor's Degrees**

**A. Ten Most Popular FCS Bachelor's Degrees by Number of Graduates**

<b>Program</b>	<b>Total Graduates</b>	<b>Median First-Year Earnings</b>	<b>Percentage Found in Employment Data After 1 Year</b>	<b>Median Fifth-Year Earnings</b>	<b>Percentage Found in Employment Data After 5 Years</b>
Business Administration, Management and Operations, Other	13,806	\$41,060	81%	\$50,152	79%
Registered Nursing/Registered Nurse	8,307	\$64,848	92%	\$79,288	86%
Business Administration and Management, General	1,614	\$42,576	83%	\$52,136	83%
Homeland Security, Law Enforcement, Firefighting and Related Protective Services, Other	1,477	\$43,088	82%	\$54,192	76%
Information Technology	1,472	\$51,448	82%	\$61,556	85%
Computer/Information Technology Services Administration and Management, Other	1,265	\$49,264	81%	\$65,844	85%
Elementary Education and Teaching	1,108	\$41,352	90%	\$45,224	90%
Special Education and Teaching, General	878	\$45,372	93%	\$49,448	91%
Early Childhood Education and Teaching	847	\$39,368	85%	\$41,276	81%
Human Services, General	748	\$32,148	80%	\$40,016	86%

**B. Top 10 FCS Bachelor's Degrees by Median First-Year Earnings**

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Respiratory Care Therapy/Therapist	115	\$66,728	96%	NA	NA
Registered Nursing/Registered Nurse	8,307	\$64,848	92%	\$79,288	86%
Construction Engineering Technology/Technician	83	\$64,408	83%	\$80,872	80%
Computer and Information Sciences, General	19	\$63,740	79%	NA	NA
Medical Radiologic Technology/Science - Radiation Therapist	150	\$62,832	86%	\$73,288	92%
Electrical, Electronic and Communications Engineering Technology/Technician	163	\$60,748	80%	NA	NA
Dental Hygiene/Hygienist	213	\$55,640	85%	\$59,336	84%
Aeronautics/Aviation/Aerospace Science and Technology, General	29	\$55,112	79%	NA	NA
Architectural Engineering Technology/Technician	93	\$51,512	86%	NA	NA
Information Technology	1,492	\$51,448	82%	\$61,556	85%

**Table 16. First- and Fifth-Year Employment Outcomes for Graduates with Popular SUS Bachelor’s Degrees**

**A. Ten Most Popular SUS Bachelor’s Degrees by Number of Graduates**

<b>Program</b>	<b>Total Graduates</b>	<b>Median First-Year Earnings</b>	<b>Percentage Found in Employment Data After 1 Year</b>	<b>Median Fifth-Year Earnings</b>	<b>Percentage Found in Employment Data After 5 Years</b>
Psychology, General	25,765	\$30,076	69%	\$45,928	76%
Biology/Biological Sciences, General	14,804	\$28,632	62%	\$52,356	62%
Registered Nursing/Registered Nurse	14,155	\$59,900	89%	\$70,492	86%
Finance, General	13,196	\$46,792	73%	\$70,072	83%
Criminal Justice/Safety Studies	11,912	\$33,868	75%	\$50,000	78%
Health Services/Allied Health/Health Sciences, General	11,211	\$29,720	73%	\$51,276	78%
Marketing/Marketing Management, General	10,584	\$39,908	75%	\$64,804	84%
Business Administration and Management, General	10,561	\$41,352	76%	\$57,720	80%
Accounting	9,253	\$46,304	73%	\$67,496	87%
Political Science and Government, General	8,768	\$35,108	58%	\$53,460	74%

**B. Top 10 SUS Bachelor's Degrees by Median First-Year Earnings**

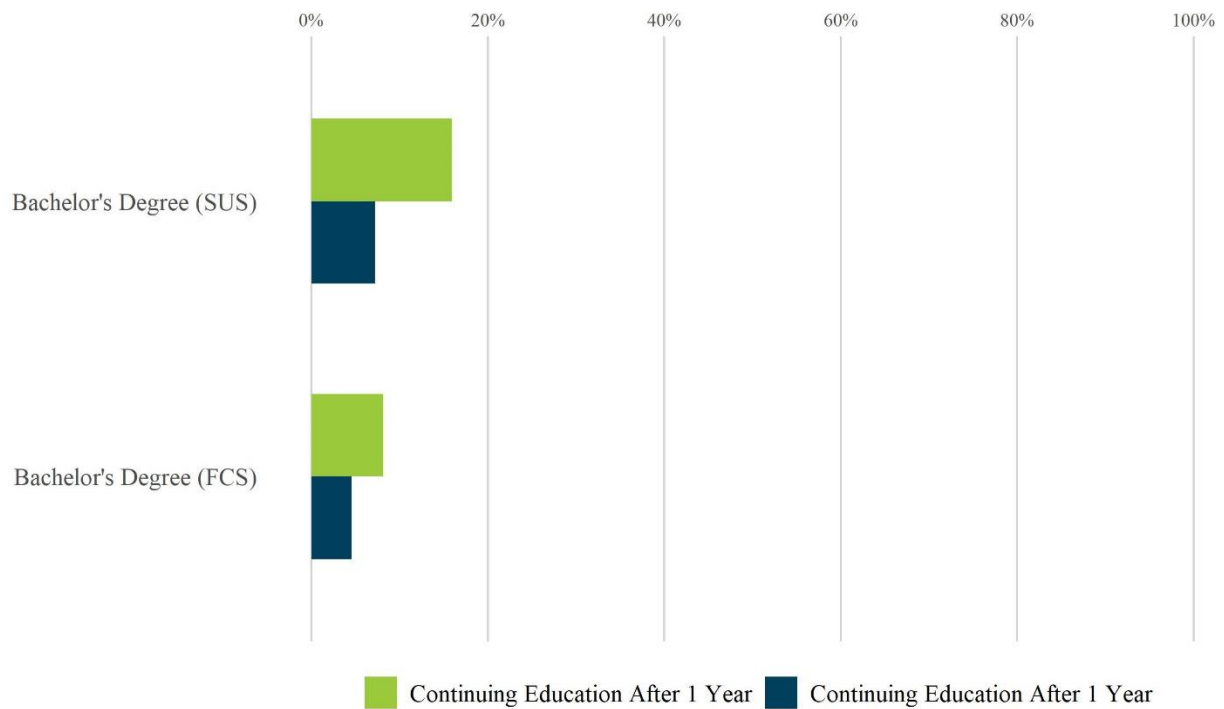
<b>Program</b>	<b>Total Graduates</b>	<b>Median First-Year Earnings</b>	<b>Percentage Found in Employment Data After 1 Year</b>	<b>Median Fifth-Year Earnings</b>	<b>Percentage Found in Employment Data After 5 Years</b>
Fire Science/Firefighting	112	\$89,432	90%	\$113,920	94%
Materials Engineering	214	\$73,664	47%	\$88,300	53%
Laser and Optical Engineering	50	\$69,620	76%	NA	NA
Nuclear Engineering	108	\$68,752	48%	\$86,380	66%
Systems Engineering	638	\$68,504	70%	\$97,744	84%
Electrical, Electronic and Communications Engineering Technology/Technician	41	\$67,696	66%	NA	NA
Computer Engineering, General	2,009	\$67,556	73%	\$93,108	83%
Electrical and Electronics Engineering	3,151	\$65,232	71%	\$87,780	78%
Construction Engineering Technology/Technician	751	\$65,000	88%	\$93,716	93%
Chemical Engineering	1,469	\$64,624	64%	\$92,944	80%



## Continuing Education of Bachelor's Degree Students

As is the case nationwide, the bachelor's degree is the highest degree that most students in Florida will attain. However, a minority of students completing their bachelor's degree enrolled in continuing education. **Figure 33** indicates that this is more common for graduates from SUS institutions (16%) than FCS institutions (8%).

**Figure 33. Percentage of Bachelor's Degree Graduates Enrolled in Continuing Education After 1 and 5 Years**



**Table 17** shows the wide variation in the rate of continuing education enrollment across FCS colleges, from 13% for The College of the Florida Keys to 4% for Chipola College. Statewide, about 15% of graduates with SUS bachelor’s degrees continue their education in Florida one year after graduation.<sup>12</sup>

**Table 17. Percentage of Graduates with Bachelor’s Degrees Who Were Enrolled in Continuing Education in Florida After One Year, by FCS Institution**

Institution	Percentage Enrolled in Continuing Education
The College of the Florida Keys	13%
Lake-Sumter State College	12%
Broward College	10%
Polk State College	10%
Valencia College	10%
Eastern Florida State College	9%
Indian River State College	9%
Pasco-Hernando State College	9%
St Petersburg College	9%
Tallahassee Community College	9%
Daytona State College	8%
Miami Dade College	8%
Palm Beach State College	8%
Santa Fe College	8%
State College of Florida Manatee-Sarasota	8%
College of Central Florida	7%
Florida Gateway College	7%
Florida State College at Jacksonville	7%
Northwest Florida State College	7%
Pensacola State College	7%
South Florida State College	7%
Florida SouthWestern State College	6%
Seminole State College of Florida	6%
Gulf Coast State College	5%

<sup>12</sup> This can be full time or part time. Data show only whether students were enrolled, not whether they completed an advanced degree or certificate. These enrollment records are for students enrolled within Florida and do not include students who may be studying in other states.

Saint Johns River State College	5%
Chipola College	4%

**Table 18** shows that 11 of the 12 SUS universities have rates of continuing education that are near or exceed the highest level seen for FCS institutions. At the high end, 21% of graduates with bachelor’s degrees from the University of Florida were enrolled in continuing education. In contrast, only 7% of graduates with bachelor’s degrees from New College of Florida were enrolled in continuing education within the state (which may be indicative of students pursuing education opportunities outside of Florida).

**Table 18. Percentage of Graduates with Bachelor’s Degrees Who Were Enrolled in Continuing Education in Florida After One Year, by SUS Institution**

Institution	Percentage Enrolled in Continuing Education
University of Florida	21%
Florida International University	17%
Florida State University	17%
University of West Florida	17%
Florida Atlantic University	16%
University of South Florida	16%
Florida A&M University	15%
University of Central Florida	13%
University of North Florida	13%
Florida Gulf Coast University	12%
Florida Polytechnic University	10%
New College of Florida	7%

## Master's Degrees

The master's degree is a one- or two-year degree that is typically 30–45 credit hours beyond the bachelor's level, wherein graduates are expected to possess advanced knowledge of a specialized body of theoretical and applied topics; higher order skills in analysis, critical evaluation, or professional application; and the ability to solve complex problems and think rigorously and independently. Within Florida's public postsecondary educational system, master's degrees are only awarded by SUS institutions.

Public higher education institutions in Florida awarded 83,147 master's degrees during the five-year study (8% of all degrees/certificates issued between 2014–2015 and 2018–2019). Approximately 72% of these graduates were found in the matched student record/UI wage database and WRIS2/SWIS dataset used for this report, which did not include the 2015–2016 cohort year.

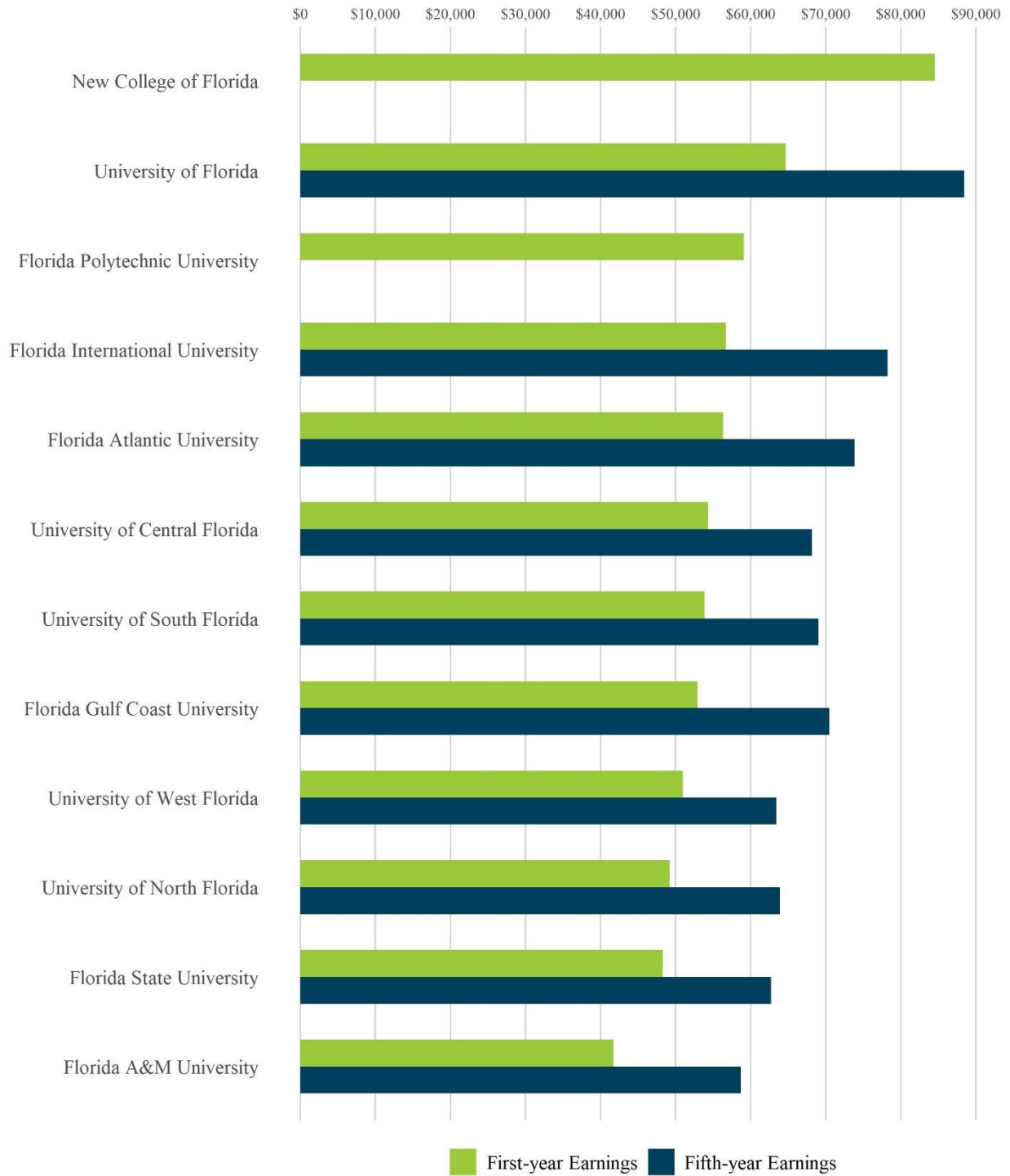
### Master's Degree Outcomes

Like the first-year earnings of graduates with bachelor's degrees, the first-year earnings of graduates with master's degrees varied considerably by area of study and institution. **Figure 34** shows that the median first-year earnings of graduates with master's degrees differ across institutions. Graduates with master's degrees from New College of Florida had median first-year earnings of \$84,500. In contrast, graduates with master's degrees from Florida A&M University had median first-year earnings of approximately \$42,000.

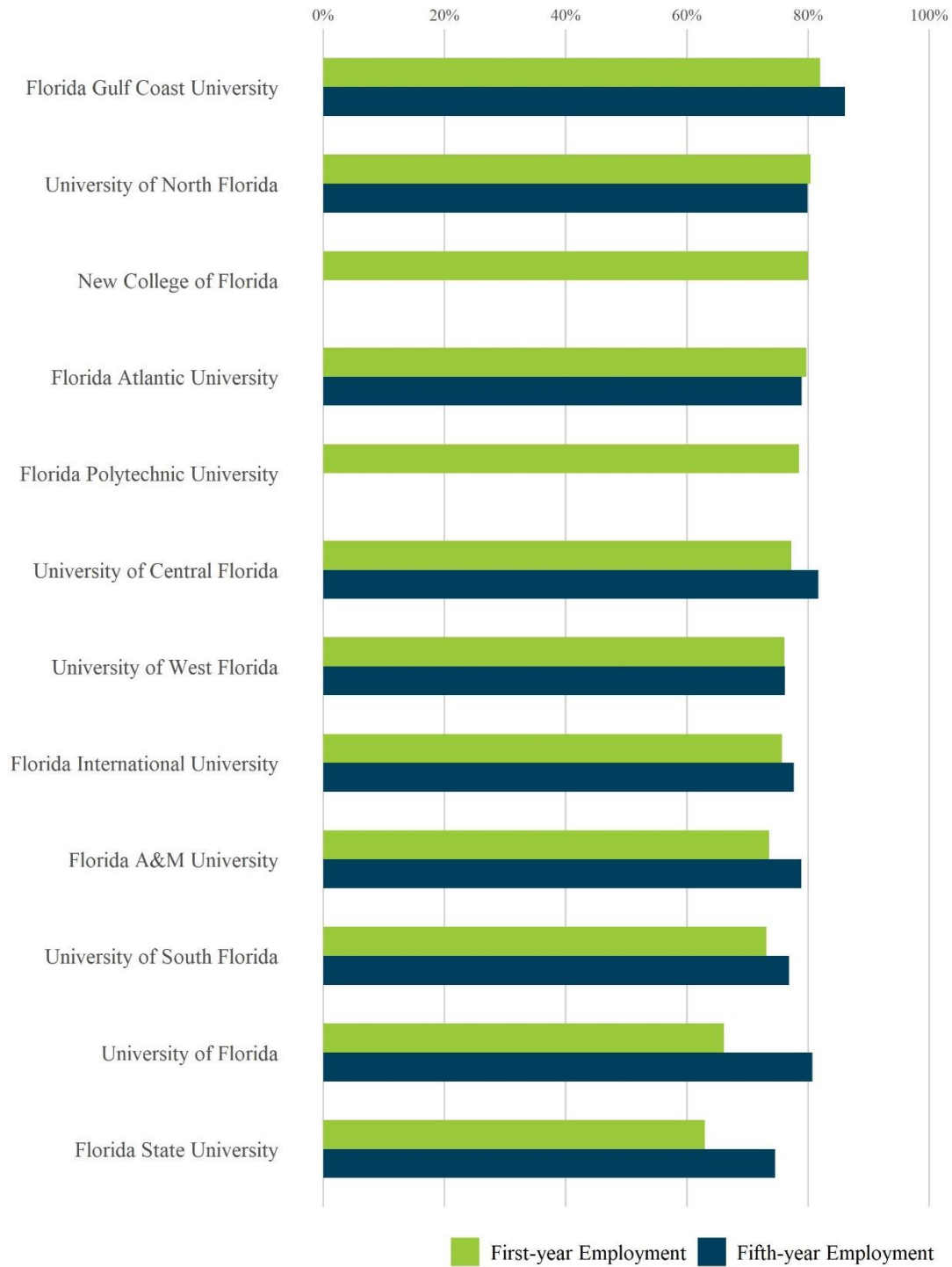
**Table 19. Employment Outcomes of Graduates with Master's Degrees**

Name	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Master's Degree (SUS)	83,147	\$54,320	72%	\$69,020	78%

**Figure 34. Median First- and Fifth-Year Earnings of Graduates with Master's Degrees, by University**



**Figure 35. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates with Master's Degrees**



## What Students Study Matters

**Table 20** shows the first- and fifth-year outcomes for graduates of the most popular and highest-earning master's degrees. Within the most popular programs, business administration and management were by far the most popular program, with a first-year median salary of \$67,768, while social work had the lowest first-year median salary of \$41,884. Two medical programs, dental clinical sciences (\$163,636) and nurse anesthetist (\$154,984), had the highest first-year median salaries.

**Table 20. First- and Fifth-Year Employment Outcomes for Graduates of Popular Master's Degrees**

### *A. Ten Most Popular Master's Programs by Number of Graduates*

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Business Administration and Management, General	9,948	\$67,768	80%	\$88,704	82%
Accounting	3,330	\$58,776	87%	\$88,376	86%
Registered Nursing/Registered Nurse	3,201	\$83,944	89%	\$103,340	87%
Educational Leadership and Administration, General	2,935	\$53,404	91%	\$64,772	91%
Social Work	2,426	\$41,884	83%	\$51,616	76%
Public Health, General	2,189	\$49,140	67%	\$63,968	69%
Business/Commerce, General	1,784	\$69,152	81%	\$86,964	88%
Curriculum and Instruction	1,736	\$45,180	78%	\$54,208	76%
Computer and Information Sciences, General	1,720	\$78,540	68%	\$120,000	78%
Audiology/Audiologist and Speech-Language Pathology/Pathologist	1,493	\$56,848	76%	\$62,168	80%

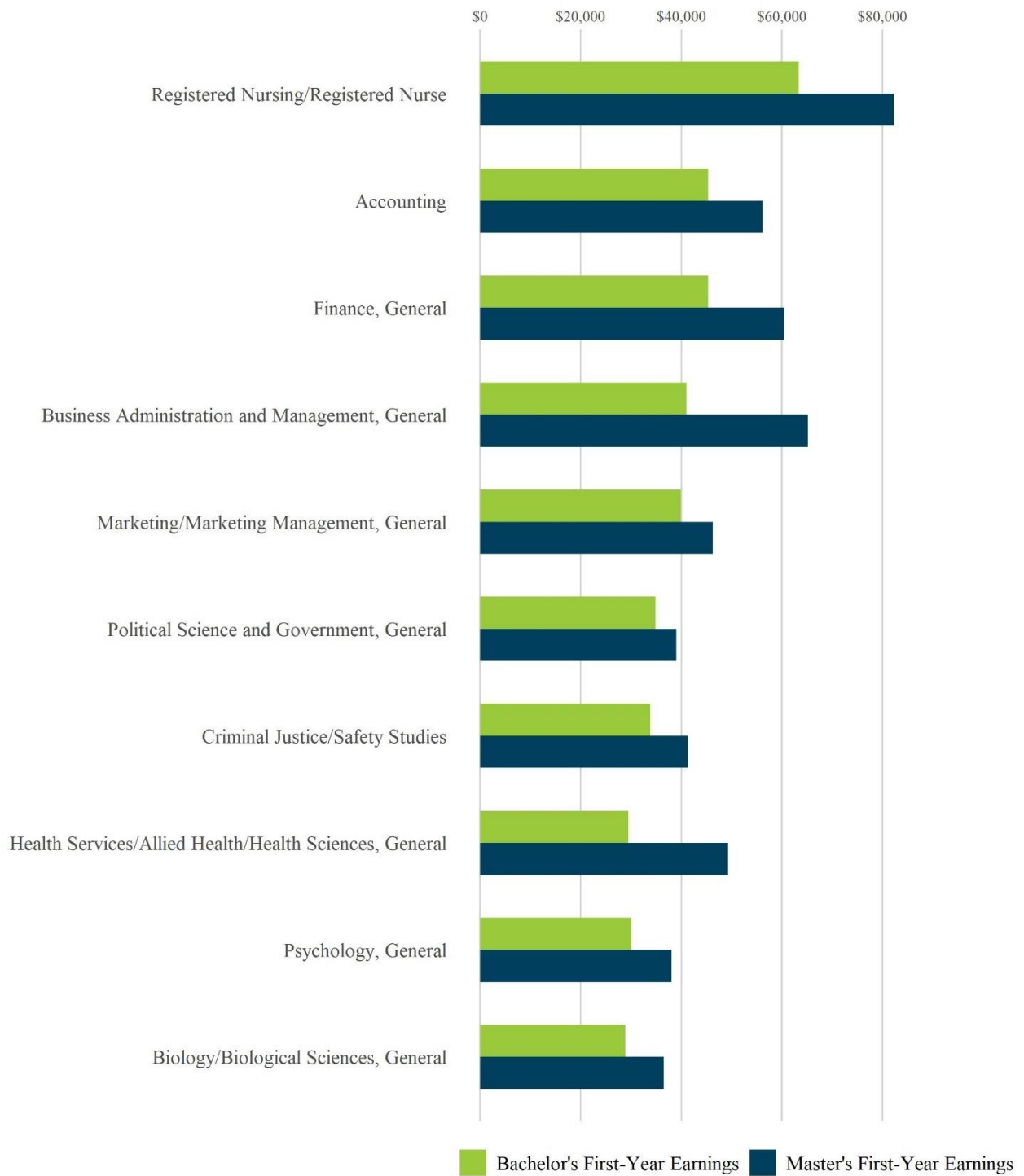
## B. Top 10 Master's Programs by Median First-Year Earnings

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Dental Clinical Sciences, General	71	\$163,636	75%	\$240,000	100%
Nurse Anesthetist	293	\$154,984	89%	\$178,772	78%
Psychiatric/Mental Health Nurse/Nursing	71	\$115,960	92%	NA	NA
International Construction Management	17	\$107,316	76%	NA	NA
Fire Science/Firefighting	15	\$102,020	93%	NA	NA
Engineering/Industrial Management	338	\$100,952	83%	\$108,992	71%
Physician Assistant	411	\$95,908	87%	\$118,456	93%
Adult Health Nurse/Nursing	92	\$94,032	84%	NA	NA
Tax Law/Taxation	344	\$92,804	73%	\$144,364	83%
Family Practice Nurse/Nursing	278	\$92,096	86%	NA	NA

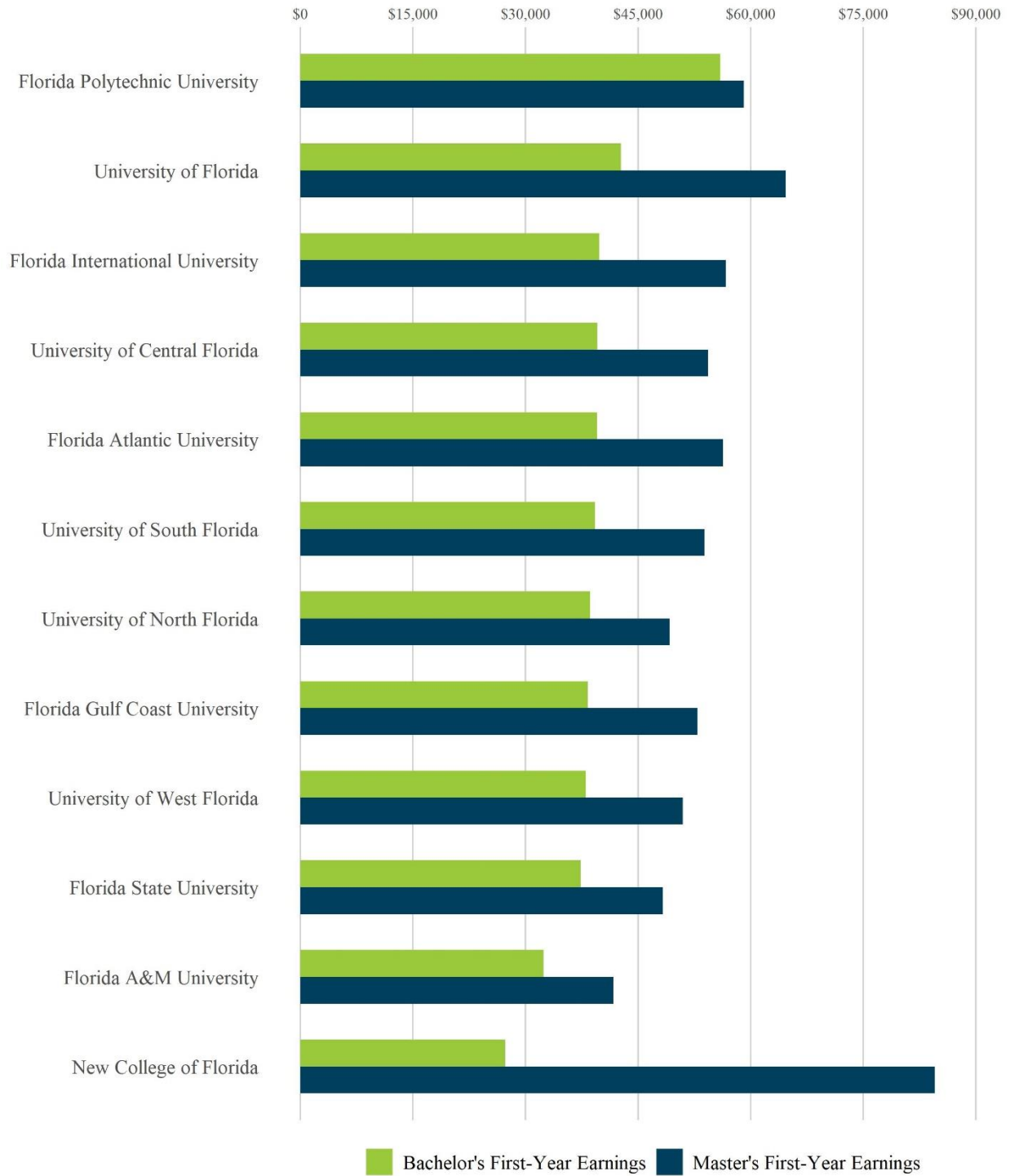
**Figure 36** compares the earnings between master's and bachelor's degrees for the most common bachelor's degrees. Graduates with master's degrees were rewarded in the labor market. For area of study, the additional earnings gained for having a master's degree ranged from \$3,800 (political science and government) to nearly \$22,000 (business administration and management, general). Clearly, the extent of the benefit of earning a master's degree is associated with the area of study. The relative value of a master's degree to a bachelor's degree also differed by institution (see **Figure 37**). Differences ranged from approximately \$3,100 (Florida Polytechnic University) to more than \$57,000 (New College of Florida).<sup>13</sup> These differences, to some degree, reflect differences in local labor markets and confirm (a) the value of the master's degree and (b) that great differences can exist in the added value of the master's degree. Of note, earnings outcomes reported at the university level reflect the mix of majors within each degree level. Data from universities that graduate more students in higher-paying programs, such as business or nursing, highlight higher earnings versus universities that graduate more students in lower-paying areas, such as social work.



**Figure 36. Median First-Year Earnings of Graduates with Bachelor's and Master's Degrees for Popular Bachelor's Degrees**



**Figure 37. Median First-Year Earnings for Graduates with Bachelor's and Master's Degrees, by SUS Institution**



In general, some of these results can likely be attributed to the fact that graduates with master's degrees are older and may already have careers, so their earnings would be higher. Further work is needed to separate the added value of the skills learned when attaining a master's degree from the characteristics of the graduates who earn them. But as the data show, graduates with master's degrees generally earn more, often far more, than graduates with only bachelor's degrees.

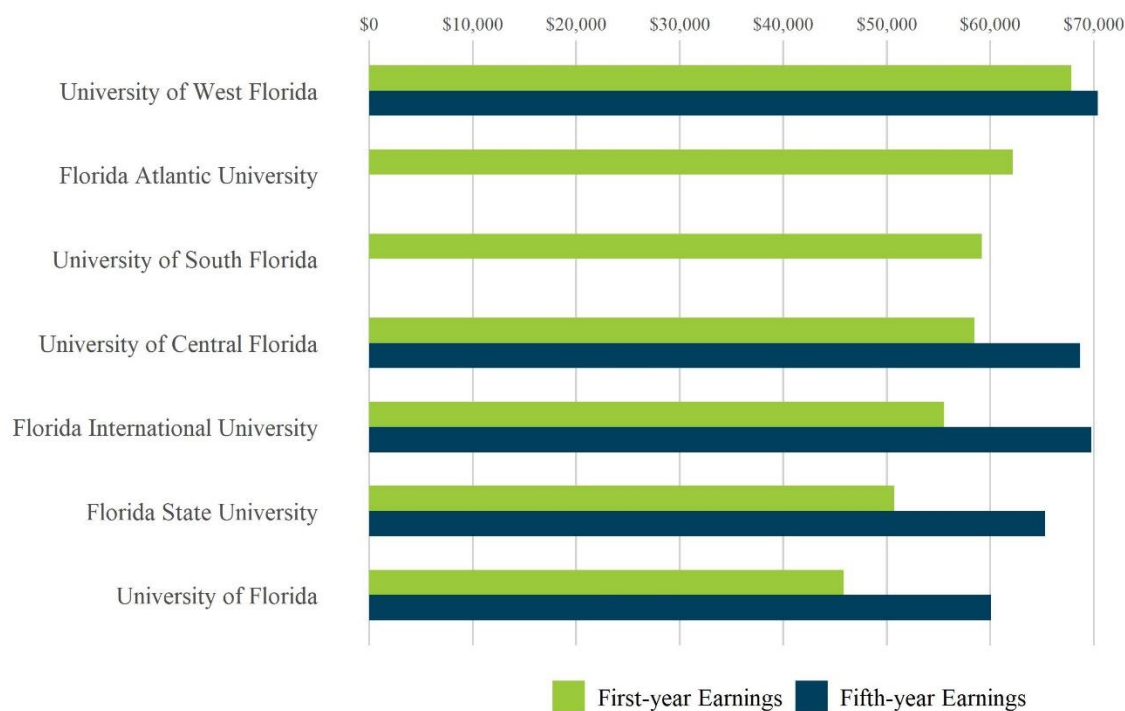
## Specialist's Degrees

The specialist's degree (EdS) is above the master's degree but below the doctorate degree and is a one or two-year degree typically 30 to 36 credit hours beyond the master's level. The specialist's degree focuses on subjects related to K-12 education—such as educational leadership, curriculum and instruction, counseling, educational psychology, and administration. Within Florida's public postsecondary educational system, specialist's degrees are only awarded by SUS institutions. During the five-year period, Florida's universities awarded 1,191 specialist's degrees (approximately 0.1% of all degrees/certifications issued across the five cohort years).

### Specialist's Degree Outcomes

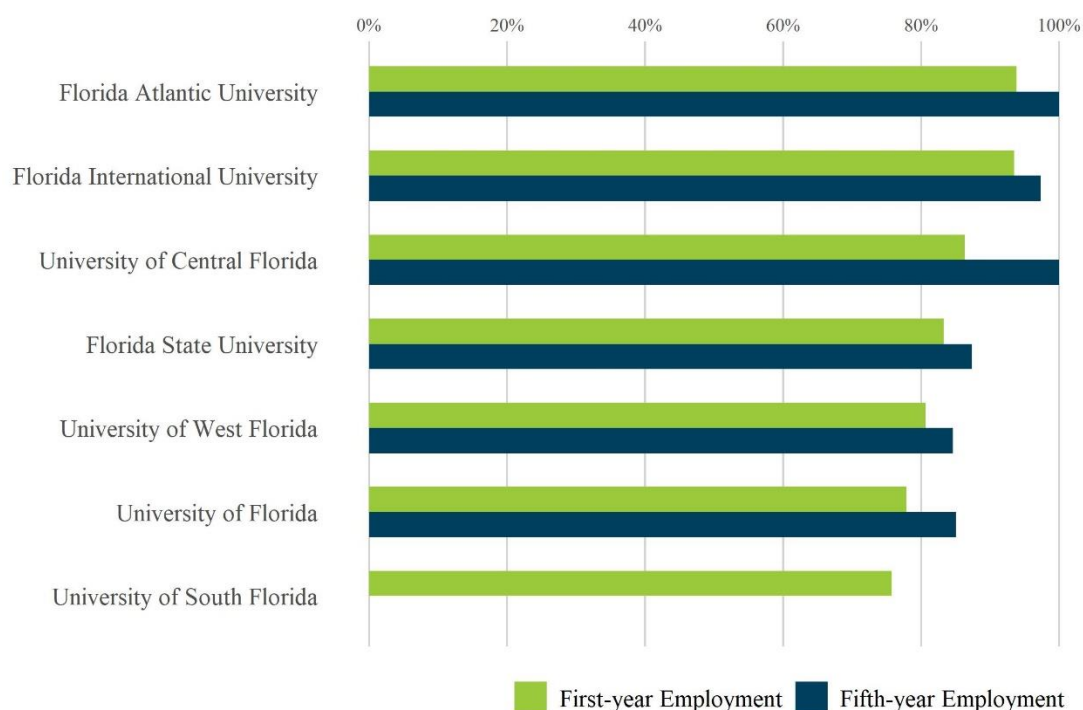
**Figure 38** displays the median first-year earnings of graduates with specialist's degrees by university. Here again, median first-year earnings varied considerably, ranging from more than \$67,000 (University of West Florida) to less than \$46,000 (University of Florida). Graduates tended to experience greater earnings if they attended universities in larger metropolitan areas.

**Figure 38. Median First- and Fifth-Year Earnings of Graduates with Specialist Degrees, by SUS Institution**



Florida Atlantic University graduates are most likely to be found in the employment records, whereas fewer than 76% of University of South Florida graduates are (**Figure 39**).

**Figure 39. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates with Specialist Degrees, by SUS Institution**



## What Students Study Matters

Specialist's degrees are offered in a limited set of programs, so employment outcomes for all programs are shown in **Table 21**. Median first-year earnings varied widely: nearly \$36,000 separated the lowest median first-year earnings (marriage and family therapy/counseling) from the highest median first-year earnings (curriculum and instruction). Clearly, choosing the right specialty for this type of degree can have a significant impact on earnings.

**Table 21. First- and Fifth-Year Employment Outcomes for Graduates with Specialist Degrees, by Program**

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Counselor Education/School Counseling and Guidance Services	227	\$43,896	82%	\$58,632	81%
Educational Leadership and Administration, General	199	\$59,408	96%	\$80,880	100%
School Psychology	132	\$58,240	86%	\$60,768	100%
Curriculum and Instruction	423	\$67,916	78%	\$63,452 <sup>14</sup>	87%
Marriage and Family Therapy/Counseling	44	\$32,072	59%	NA	NA
Mental Health Counseling/Counselor	96	\$39,328	80%	\$56,632	77%
Special Education and Teaching, General	18	\$57,100	83%	NA	NA

<sup>14</sup> There were 47 people represented in the five-year median wage calculation.

## Doctorate Degrees

The doctorate degree is the highest degree awarded in the education system. Less than 4% of the U.S. population (25 or older) has a doctorate-level degree.<sup>15</sup> During the five-year period covered within this report (academic years 2014–2015 to 2018–2019), 24,856 students completed a doctorate degree at one of ten Florida SUS institutions (2.4% of all degrees/certificates issued between 2014 and 2019).

The doctorate degree, at least in this report, has been divided into three categories: law, medical, and non-medical. Law degrees and some doctorate degrees are considered “professional” degrees in that they prepare students for professional careers in fields such as law or medicine. Other doctorate degrees prepare students for academic teaching and/or conducting research. These categories are further defined as follows:

- **Doctorate (Law)** | Law school is where students obtain a professional education in law after first obtaining an undergraduate degree and typically entails a three-year course of study. Several degrees are underneath law, which include juris doctor (JD), the Master of Laws (LLM), and the Doctor of Juridical Science (JSD or SJD). Law schools in the United States confer the JD degree, which is a professional doctorate, the highest degree necessary to practice law in the United States, and the final degree obtained by most practitioners in the field. Other degrees that are awarded include the LLM and the JSD or SJD degrees.
- **Doctorate (Medical)** | The doctorate in a medical-related field (e.g., MD, DVM, DDM, PharmD) typically consists of four years of medical education. These doctorate programs prepare students to become professional physicians, pharmacists, physical therapists, dentists, or veterinarians.
- **Doctorate (Non-Medical)** | The non-medical doctorate (i.e., PhD, DrPH, EdD, DPT, etc.) is an advanced degree that typically requires 72 credit hours of advanced study beyond the bachelor’s level, or 54 hours beyond the master’s level. Even though this group is labeled non-medical, there are several health-related degrees included within this grouping such as physical therapy/therapist, nursing practice, nursing science, and epidemiology, along with many other non-health related degrees. The non-medical related doctorates prepare students for practitioner engagement, academic teaching, and/or for conducting rigorous research.

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<sup>15</sup> U.S. Census, Educational Attainment in the United States: 2018, Table 2. Educational Attainment of the Population 25 Years and Over, by Selected Characteristics: 2018, [Census.gov/data/tables/2018/demo/education-attainment/cps-detailed-tables.html](https://www.census.gov/data/tables/2018/demo/education-attainment/cps-detailed-tables.html)

## Doctorate Degree (Law) Outcomes

Four universities within the Florida public postsecondary educational system offer law degrees. The employment outcomes for these institutions is shown in **Table 19**. Law school graduates from the University of Florida had the highest median first-year earnings of more than \$61,000. Graduates of Florida A&M University had median first-year earnings of approximately \$44,000, which is about \$8,000 less than graduates from Florida International University and about \$7,000 less than graduates from Florida State University.

**Table 22. First- and Fifth-Year Employment Outcomes for Graduates with Doctorate Law Degrees**

Institution	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
University of Florida	1,605	\$61,096	76%	\$109,436	87%
Florida State University	1,029	\$50,540	72%	\$90,288	83%
Florida International University	739	\$52,220	74%	\$84,188	80%
Florida A&M University	630	\$43,876	68%	\$69,960	77%



## Doctorate Degree (Medical) Outcomes

Seven universities within the Florida public postsecondary educational system offer medical doctorate degrees (i.e., medicine, veterinary medicine, dentistry, and pharmacy). The employment outcome for these institutions are shown in **Table 23**. Graduates with dentistry (nearly \$110,000) and pharmacy degrees (approximately \$80,000 to \$97,000) have highest first-year earnings. Variation in first-year median salaries is quite low for graduates with degrees in medicine. At all four universities offering this doctorate, first-year salaries are between \$52,000 and \$55,000. But as noted previously, this salary range is likely the result of the structure of the profession, whereby most medical school graduates first serve as interns/residents, which is an essential step to gaining a license to practice medicine unsupervised. Such internship/residency requirements are not present for new dentists, pharmacists, or veterinarians.

**Table 23. First- and Fifth-Year Employment Outcomes for Graduates with Doctorate Medical Degrees**

Institution	Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
University of Florida	Dentistry	436	\$109,328	68%	\$184,460	85%
Florida A&M University	Pharmacy	788	\$79,620	71%	\$116,032	91%
University of Florida	Pharmacy	1,814	\$97,472	77%	\$126,780	84%
University of South Florida	Pharmacy	395	\$84,648	77%	\$116,980	88%
University of Florida	Veterinary Medicine	549	\$71,296	78%	\$108,824	90%
Florida Atlantic University	Medicine	296	\$53,924	69%	\$92,816	78%
Florida International University	Medicine	535	\$55,360	62%	\$112,500	83%
Florida State University	Medicine	573	\$54,852	71%	\$104,896	82%
University of Central Florida	Medicine	515	\$54,584	68%	\$79,688	83%
University of Florida	Medicine	664	\$53,600	70%	\$91,676	89%
University of South Florida	Medicine	785	\$51,856	71%	\$90,944	87%

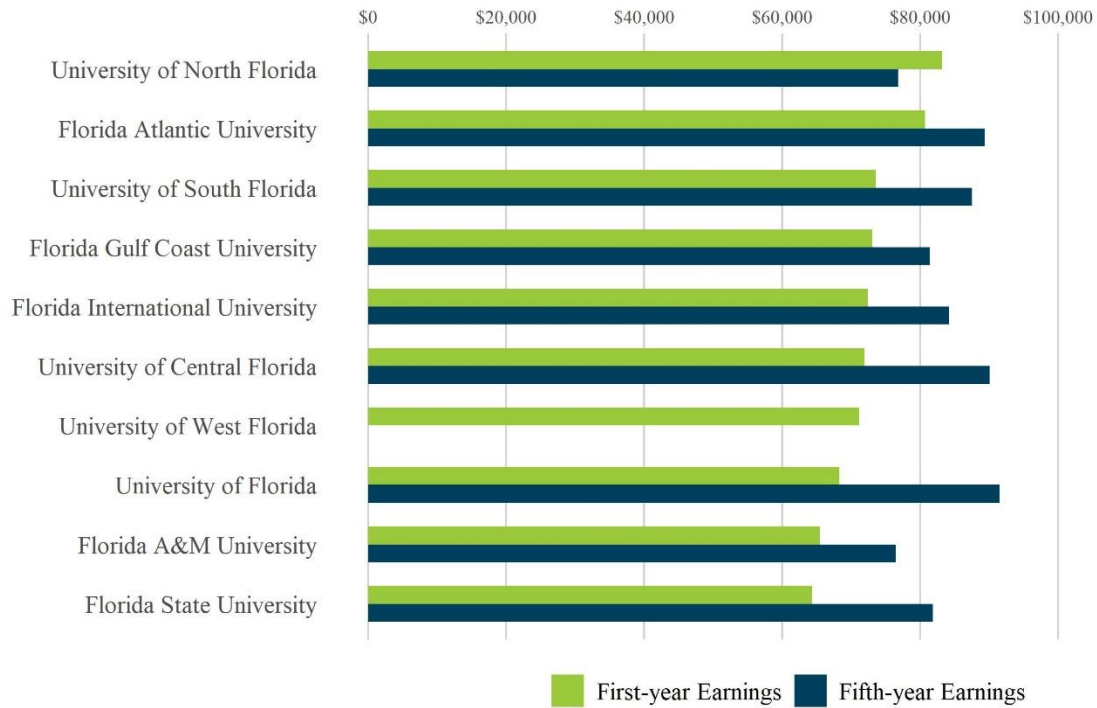
## Doctorate Degree (Non-Medical) Outcomes

Ten universities within the Florida public postsecondary educational system offer doctorate degrees. Non-medical doctorates are offered in many different programs as compared to law and medical doctorates. As a result, there is a wider variation in earnings outcomes. Graduates with non-medical doctorate degrees typically earn \$71,000 or more in their first year after graduation (see **Figure 40**). Graduates from Florida State University, the University of Florida, and Florida A&M University earn approximately this amount. However, graduates from some institutions earn considerably more: University of North Florida graduates earn a median salary of more than \$83,000 in their first post-completion year. Less than 59% of non-medical doctorate degree graduates from Florida State University were found in the employment records one year after completion, whereas 86% of those from the University of North Florida and Florida Gulf Coast University were found (see **Figure 41**). Although this report cannot definitively answer why graduates are not found in the employment records, it is possible that students who attend certain institutions are likely to be self-employed or to work outside the state, and were thus underrepresented in employment data in the 2015–2016 cohort class.

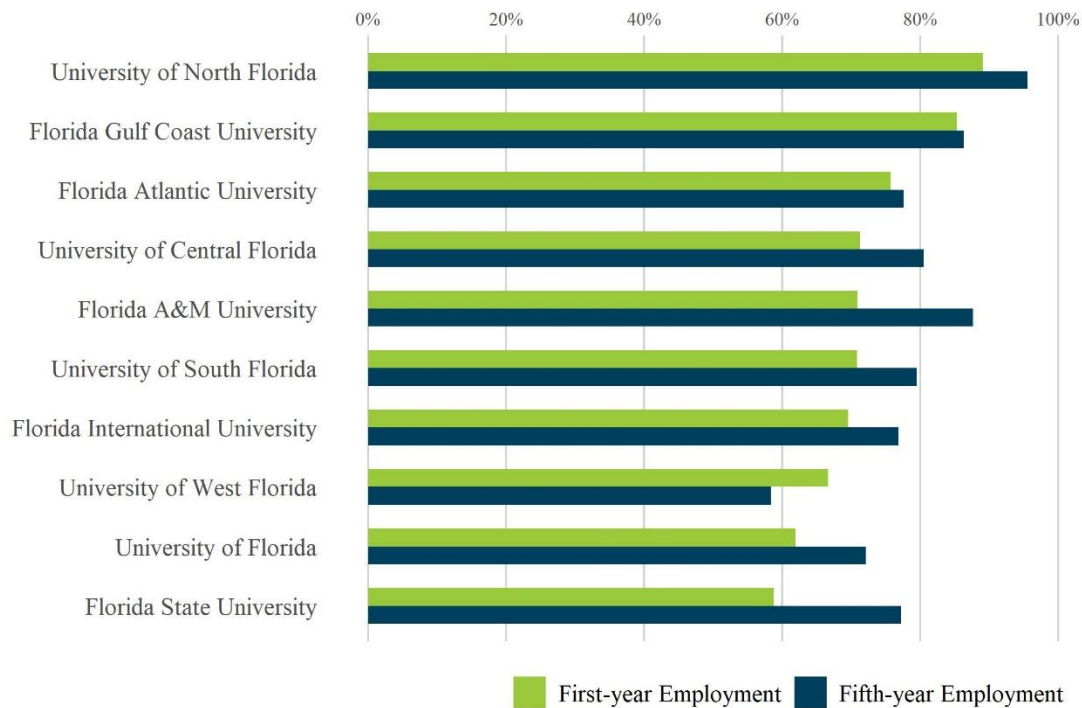
**Table 24. First- and Fifth-Year Employment Outcomes for Graduates with Non-Medical Doctorate Degrees**

Name	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Doctorate Degree (Non-Medical)	13,503	\$71,876	67%	\$89,384	76%

**Figure 40. Median First- and Fifth-Year Earnings of Graduates with Non-Medical Doctorate Degrees, by SUS Institution**



**Figure 41. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates with Non-Medical Doctorate Degrees, by SUS Institution**



## What Students Study Matters

**Table 25** shows the top 10 programs by popularity along with median first-year earnings. Tremendous variability exists between the different programs regarding first-year earnings. Among the most popular programs, graduates with a doctorate in business administration and management have the highest median first-year earnings (\$145,000), and graduates with physics degrees have the lowest earnings (\$61,644). There also is a large range in the percentage of graduates found in the employment records; only 51% of physics degree graduates were found, compared with 89% of nursing practice graduates. The highest paying non-medical doctorate degree is business administration and management (\$145,000). Electrical and electronics engineering and business administration and management are in the top 10 for both lists.

**Table 25. First- and Fifth-Year Employment Outcomes for Graduates with Popular Non-Medical Doctorate Degrees**

**A. Ten Most Popular Doctorate Degrees by Number of Graduates**

<b>Program</b>	<b>Total Graduates</b>	<b>Median First-Year Earnings</b>	<b>Percentage Found in Employment Data After 1 Year</b>	<b>Median Fifth-Year Earnings</b>	<b>Percentage Found in Employment Data After 5 Years</b>
Physical Therapy/Therapist	1,598	\$70,544	85%	\$77,712	88%
Nursing Practice	1,038	\$100,124	89%	\$106,268	82%
Curriculum and Instruction	599	\$68,184	73%	\$70,500	84%
Chemistry, General	570	\$63,540	55%	\$102,424	66%
Psychology, General	447	\$66,240	56%	\$89,184	76%
Electrical and Electronics Engineering	421	\$108,888	53%	\$156,808	80%
Educational Leadership and Administration, General	403	\$70,768	88%	\$87,280	94%
Physics, General	321	\$61,644	51%	\$110,220	68%
Business Administration and Management, General	303	\$145,000	68%	\$203,688	82%
Mechanical Engineering	279	\$84,440	57%	\$111,624	75%

### ***B. Top 10 Doctorate Degrees by Median First-Year Earnings***

<b>Program</b>	<b>Total Graduates</b>	<b>Median First-Year Earnings</b>	<b>Percentage Found in Employment Data After 1 Year</b>	<b>Median Fifth-Year Earnings</b>	<b>Percentage Found in Employment Data After 5 Years</b>
Nurse Anesthetist	43	\$160,172	93%	NA	NA
Business Administration and Management, General	303	\$145,000	68%	\$203,688	82%
Business/Commerce, General	53	\$129,932	51%	\$167,192	100%
Computer and Information Sciences, General	210	\$121,448	65%	\$192,384	87%
Computer Engineering, General	143	\$117,076	57%	\$218,816	77%
Electrical and Electronics Engineering	421	\$108,888	53%	\$156,808	80%
Systems Engineering	31	\$106,376	45%	NA	NA
Systems Science and Theory	48	\$105,884	71%	NA	NA
Statistics, General	99	\$101,632	69%	NA	NA
Nursing Practice	1,038	\$100,124	89%	\$106,268	82%

Some graduates of doctorate degrees, such as those in chemistry and physics, have lower median first-year earnings than some graduates of AS degrees. However, such comparisons must be made carefully since the current data do not speak to the level of career experience of graduates.

## Student Loan Debt

Student debt is a growing concern nationwide. Totaling more than \$1 trillion, student debt now surpasses outstanding credit card debt and automobile loans and is second only to home mortgages.<sup>16</sup> Many students default on their loans, and because student loans cannot be discharged in bankruptcy, the consequences of accumulating debt that cannot be paid off can be long term and financially devastating to students.

Each institution in the FCS and SUS systems self-reports data about debt to the Office of Student Financial Assistance in Florida's Department of Education.<sup>17</sup> The data reflect the average federal student loan debt of all students (not just graduates) receiving federal loans in 2018–2019, and includes federal student loans from Stafford, Perkins, Graduate PLUS, Parent PLUS, and TEACH programs. The average student loan debt represents the total amount of student loans for 2018–2019 at each college, divided by the number of students who received a federal student loan that academic year. The average statewide federal loan amount per student at Florida's postsecondary higher educational institutions was approximately \$5,700. This average does not include private loans or other debt issued by non-federal government sources that students may have sought to help finance their education.

Student loan data were not available by the degree program but are instead averaged at the level of the institution. **Figure 42** shows the average federal debt level per student in 2018–2019 at each FCS institution in Florida.<sup>18</sup> Similar data are shown for each SUS institution in **Figure 43**.

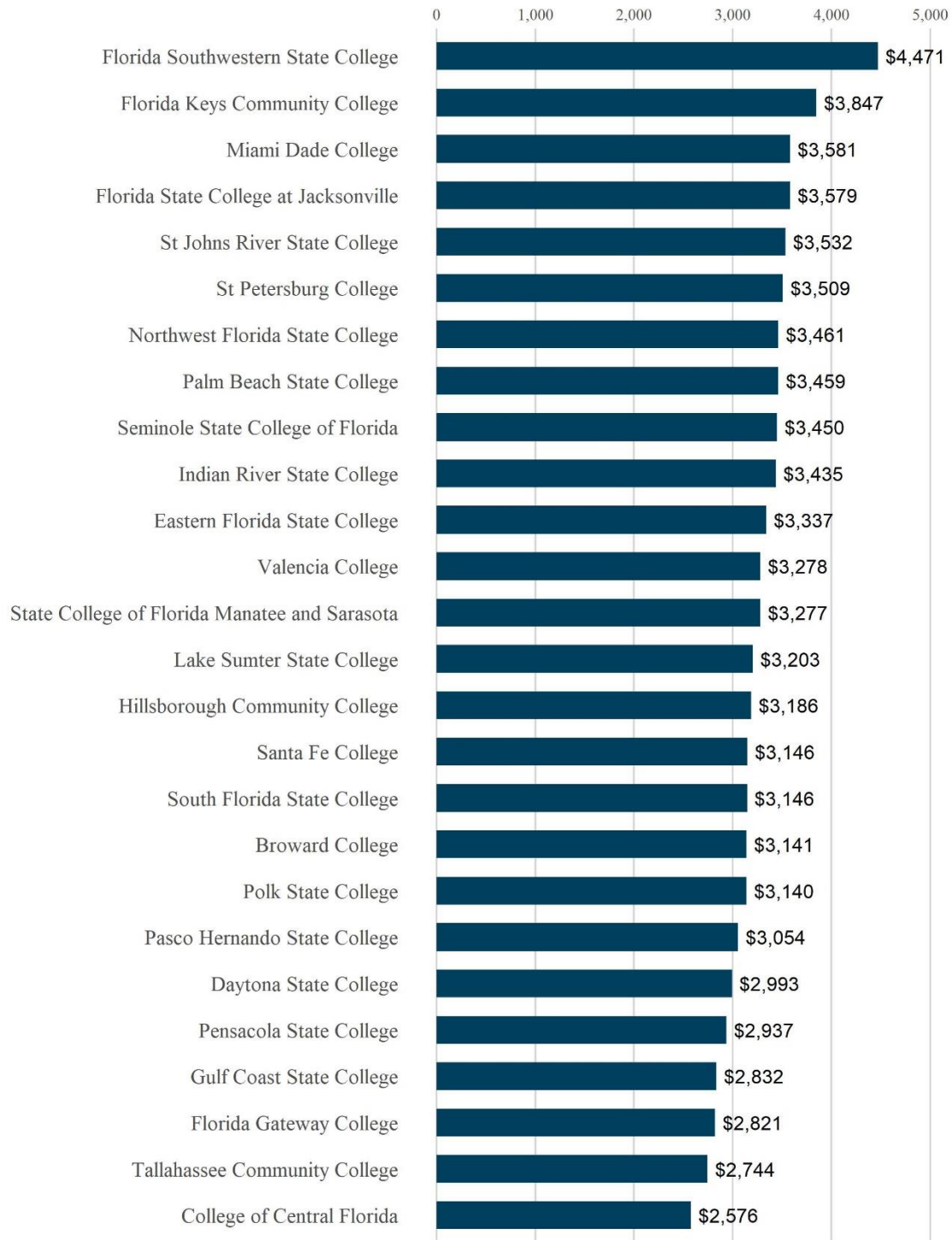
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<sup>16</sup> The Federal Reserve Bank of New York issues periodic reports on the level of student debt. See, for example, [NewYorkFed.org/newsevents/news/research/2019/20190514](https://www.newyorkfed.org/newsevents/news/research/2019/20190514).

<sup>17</sup> District Technical Colleges (DTC) do not report debt information, so average debt for students at these institutions are not reported here.

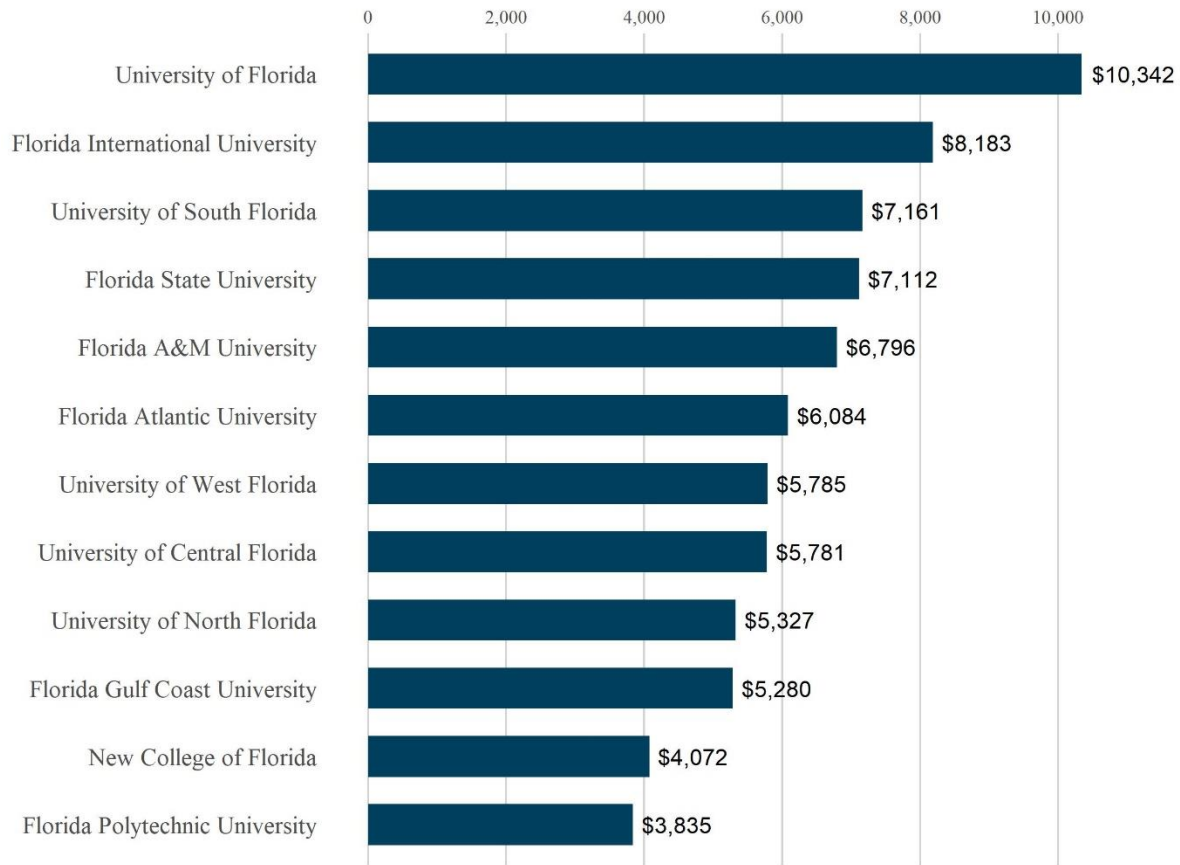
<sup>18</sup> Student loan data were not available for Chipola College or North Florida College.

**Figure 42. Average Federal Loan Amount per Student, by FCS Institution, 2018–2019**





**Figure 43. Average Federal Loan Amount per Student, by SUS Institution, 2018–2019**



For FCS institutions, students at the College of Central Florida have the lowest average student loan debt in 2018–2019 (\$2,576), whereas those attending Florida Southwestern State College have the highest (\$4,471). Potential reasons for variances in the average student loan debt are differences in tuition cost and the proportion of students who are full time (thus paying full tuition) versus part time.

There also is a wide range in the average student loan debt taken on by students across Florida’s SUS universities, from approximately \$3,835 (Florida Polytechnic University) to more than \$10,000 (University of Florida). Included in the data for SUS schools are students enrolled in graduate, doctorate, and professional degree programs, which are not typically offered by FCS institutions.

## Levels of Public Assistance

Higher education is often viewed as one of the most productive forms of human capital investment that individuals and taxpayers make. Up to this point, this report has focused primarily on earnings that are associated with the completion of the most common degrees and certificates awarded in Florida. This section examines public assistance,<sup>19</sup> which is an indicator of the financial well-being of students who complete different programs.

In the current dataset, 81,182 graduates were receiving public assistance one-year post-completion. The range in the percentage of graduates receiving public assistance is large, usually falling substantially with more advanced credentials.

**Table 26** reports the percentage of graduates found in the wage database receiving public assistance by certificate/degree. Of note, the levels reported are not adjusted for differences in the skill level or income level of students who enrolled in these different programs. That is, these outcome measures are unadjusted for such factors known to affect student success.

Nineteen percent of students with certificates from DTCs received public assistance one year after completion, which is 9% more than the percentage of students earning the same credential at Florida colleges. Similarly, the percentage of students completing diplomas or apprenticeships at DTCs and receiving public assistance was higher (14% and 9% respectively) than that of students who completed diplomas or apprenticeships at Florida colleges (8% for both groups). As noted above, there is no data to explore potential differences in factors related to student success between students who attend Florida colleges and those who attend DTC institutions, and this should be considered when drawing any conclusions from these results.

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<sup>19</sup> For purposes of this report, public assistance includes a unique count of graduates who received support or services from the Temporary Assistance for Needy Families (TANF) program and/or the Supplemental Nutrition Assistance Program (SNAP).

**Table 26. Percentage of Graduates Receiving Public Assistance One Year After Completion**

<b>Program</b>	<b>Percentage Receiving Public Assistance</b>
Career Certificate (DTC)	18.7%
Career Certificate (FCS)	10.5%
Postsecondary Vocational Certificate (FCS)	10.6%
Applied Technology Diploma (DTC)	14.1%
Applied Technology Diploma (FCS)	7.1%
Apprenticeship (DTC)	9.1%
Apprenticeship (FCS)	4.9%
Associate Degree (FCS)	9.5%
Advanced Technical Certificate (FCS)	6.6%
Bachelor's Degree (FCS)	8.0%
Bachelor's Degree (SUS)	4.4%
Master's Degree (SUS)	2.1%
Specialist's Degree (SUS)	0.0%
Doctorate Degree, Law (SUS)	3.0%
Doctorate Degree, Medical (SUS)	1.3%
Doctorate Degree, Non-Medical (SUS)	0.3%

## Progress

This is the eighth annual Economic Security Report (with seven years of comparable data). Therefore, there is enough data to draw some conclusions about the progress made over the past seven years. The median first-year earnings of graduates over the past seven years can be compared across past Economic Security Reports (**Figure 44**).<sup>20</sup> In each case, the median is based on a cohort of five graduating classes.<sup>21</sup>

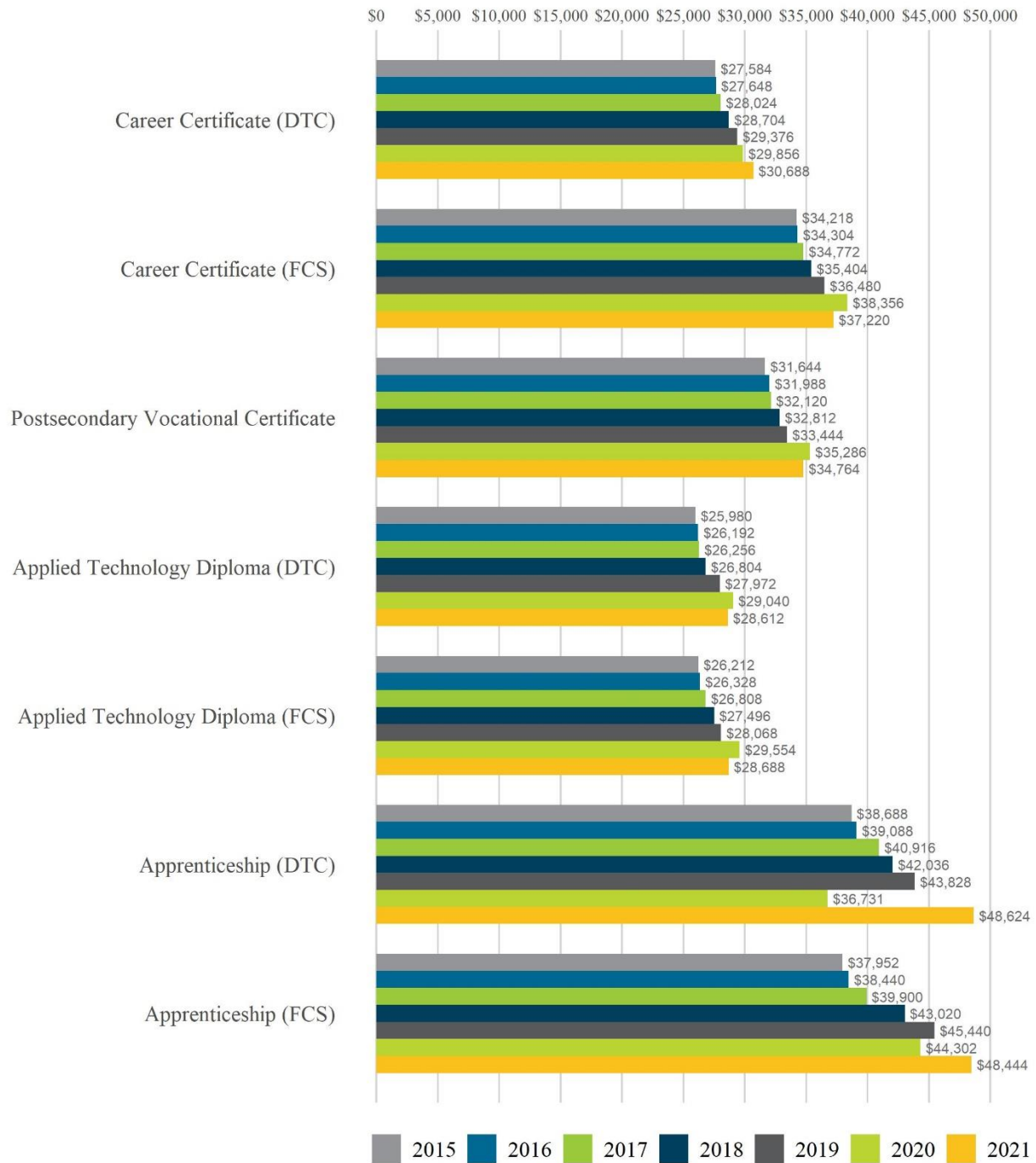
In general, median first-year salaries have increased steadily over the seven-year period. The exception to this general pattern has been graduates with associate degrees in applied sciences and apprenticeships programs, which saw modest decreases.

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<sup>20</sup> DEO selected the past seven Economic Security Reports' median first-year salaries because 2015 is the first year in which bachelor's degree median values were available for the FCS.

<sup>21</sup> Data for higher-level degrees were not reported in the 2018 ESR, and therefore are not reported in Figure 42.

**Figure 44. Median First-Year Earnings by Degree, 2015–2021 Economic Security Report Medians**



**Figure 44 (Continued). Median First-Year Earnings by Degree, 2015–2021**  
**Economic Security Report Medians**



# Labor Market Information: Which Jobs Are In Demand

Although this report primarily focuses on the first- and fifth-year earnings of graduates for academic years 2014–2015 through 2018–2019, clearly the earnings that graduates command are not only a function of the programs from which they graduate but also of the strength of the labor market into which they enter. The following subsections provide information about the demand for jobs, including information on the fastest-growing industries and occupations forecast through 2029. This section also provides information on the top 20 jobs statewide that require a postsecondary credential. This section aims to supplement the earnings data presented throughout this report to help students anticipate where the demand for workers may be strongest across Florida in the coming years.

## Industry Growth

Long-term projections of growth by industry and occupation are important indicators of labor demand. **Table 27** and **Table 28** show the top 20 industries with the fastest projected growth and the top 20 industries projected to gain the most jobs through 2029.

**Table 27. Forecast of Fastest Growing Industries in Florida, 2021 to 2029**

Rank	Industry	Growth (2021 to 2029)	Percent Growth (2021 to 2029)
1	Museums, Historical Sites, and Similar Institutions	3,179	45.9%
2	Motion Picture and Sound Recording Industries	5,193	43.7%
3	Accommodation, including Hotels and Motels	54,885	36.2%
4	Clothing and Clothing Accessories Stores	28,808	35.7%
5	Performing Arts, Spectator Sports, and Related Industries	11,208	33.6%
6	Apparel Manufacturing	912	32.6%
7	Personal and Laundry Services	25,123	28.5%
8	Amusement, Gambling, and Recreation Industries	45,639	27.6%
9	Rental and Leasing Services	10,397	27.4%
10	Furniture and Home Furnishings Stores	8,152	25.2%
11	Support Activities for Transportation	14,130	23.4%
12	Pipeline Transportation	101	23.4%
13	Transit and Ground Passenger Transportation	2,828	22.8%
14	Food Services and Drinking Places	171,032	22.5%
15	Professional, Scientific, and Technical Services	132,675	21.5%
16	Other Information Services	1,557	20.1%
17	Ambulatory Health Care Services	106,610	19.8%
18	Funds, Trusts, and Other Financial Vehicles	188	19.7%
19	Textile Mills	209	19.6%
20	Water Transportation	2,740	19.6%

Source: [FloridaJobs.org/economic-data/employment-projections](https://floridajobs.org/economic-data/employment-projections).



**Table 28. Forecast of Industries Gaining the Most Jobs in Florida, 2021 to 2029**

Rank	Industry	Percent Growth (2021 to 2029)	Growth (2021 to 2029)
1	Food Services and Drinking Places	22.5%	171,032
2	Professional, Scientific, and Technical Services	21.5%	132,675
3	Ambulatory Health Care Services	19.8%	106,610
4	Administrative and Support Services	9.7%	63,118
5	Educational Services	8.2%	54,998
6	Accommodation, including Hotels and Motels	36.2%	54,885
7	Specialty Trade Contractors	12.8%	49,181
8	Amusement, Gambling, and Recreation Industries	27.7%	45,639
9	Hospitals	10.8%	42,001
10	Clothing and Clothing Accessories Stores	35.7%	28,808
11	Social Assistance	19.2%	27,404
12	Nursing and Residential Care Facilities	14.7%	27,009
13	Personal and Laundry Services	28.5%	25,123
14	Local Government, Excluding Education and Hospitals	7.3%	23,503
15	Motor Vehicle and Parts Dealers	15.5%	21,435
16	Insurance Carriers and Related Activities	9.4%	18,028
17	Real Estate	12.0%	17,834
18	Management of Companies and Enterprises	14.3%	15,987
19	Construction of Buildings	13.8%	15,228
20	Support Activities for Transportation	23.4%	14,130

Source: [FloridaJobs.org/economic-data/employment-projections](https://floridajobs.org/economic-data/employment-projections).

## Occupational Growth

In addition to identifying which industries are growing, it is also important to consider growth in occupations. **Table 29** shows the occupations projected to grow the fastest through 2029. Out of the top 20 occupations that require at least some education beyond a high school diploma, three require a postsecondary vocational certificate; three require an associate degree; nine require a bachelor's degree; while five require a master's, doctorate, or professional-level degree.

**Table 29. Forecast of the Fastest Growing Occupations<sup>22</sup> in Florida, 2021 to 2029**

Rank	Standard Occupation Classification (SOC) Title	2021-2029 Projected Growth		Hourly Median Wage (2020)	Education
		Growth	Percent Growth		
1	Nurse Practitioners	7,530	56.5%	\$48.53	Master's, doctoral or professional degree
2	Statisticians	481	45%	\$34.87	Master's, doctoral or professional degree
3	Film and Video Editors	508	39.5%	\$23.87	Bachelor's degree
4	Information Security Analysts	2,753	39.4%	\$44.86	Bachelor's degree
5	Miscellaneous Mathematical Scientists	535	37.7%	\$41.20	Bachelor's degree
6	Physician Assistants	2,712	37.7%	\$52.96	Master's, doctoral or professional degree
7	Museum Technicians and Conservators	139	36.2%	\$18.81	Bachelor's degree
8	Curators	253	34.2%	\$24.22	Master's, doctoral or professional degree
9	Manicurists and Pedicurists	1,159	34.2%	\$11.97	Postsecondary (PS) non-degree award
10	Tour and Travel Guides	898	31.8%	\$14.21	Associate degree
11	Massage Therapists	3,677	31.7%	\$17.49	PS non-degree award
12	Interpreters and Translators	1,209	31.6%	\$23.48	Bachelor's degree
13	Software Developers & Software Quality Assurance Analysts and Testers	20,041	30.9%	\$46.26	Bachelor's degree
14	Occupational Therapy Assistants	988	30.7%	\$32.19	Associate degree
15	Physical Therapy Assistants	2,168	30.6%	\$30.12	Associate degree
16	Computer Numerically Controlled Tool Programmers	144	29.7%	\$25.58	PS non-degree award
17	Operations Research Analysts	1,446	29.5%	\$31.40	Master's, doctoral or professional degree
18	Audio and Video Technicians	1,808	29.1%	\$20.05	Bachelor's degree
19	Computer and Information Research Scientists	335	27.9%	\$51.57	Bachelor's degree
20	Market Research Analysts and Marketing Specialists	11,868	27.7%	\$26.82	Bachelor's degree

Source: [FloridaJobs.org/economic-data/employment-projections](https://floridajobs.org/economic-data/employment-projections).

<sup>22</sup> Includes the top 20 ranked occupations, excluding those that only require a high school diploma or GED.

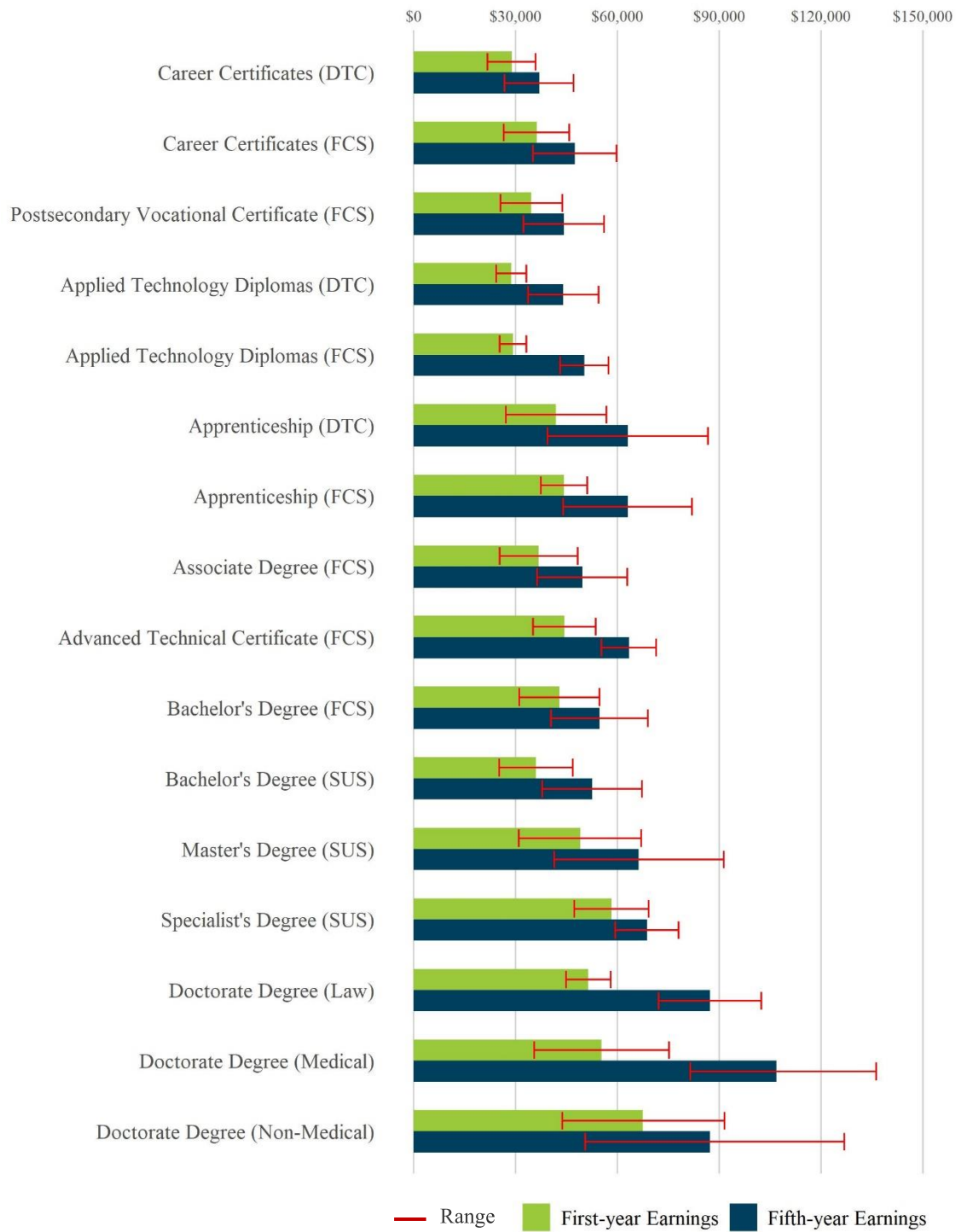
## Higher Education Pays, but Wages Vary Across Programs

**Figure 45** displays the median first- and fifth-year salaries for all certificates, diplomas, and degrees across all applicable institutions. Although some patterns are very clear, for instance, master's degree graduates generally earn more than bachelor's degree graduates, and medical doctorate degrees tend to have the highest earnings of all; the red line within each colored bar illustrates the variance in median wages (across applicable institutions), demonstrating the considerable variation across institutions offering the specific degree or certificate. The U.S. Department of Labor's Bureau of Labor Statistics and the U.S. Census Bureau have documented the "big payoff" for higher education<sup>23</sup> – but this report shows that the payoff varies considerably from program to program, and somewhat from institution to institution. The bottom line: the level and type of postsecondary credentials that graduates earn matters.

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<sup>23</sup> See [Census.gov/prod/2002pubs/p23-210.pdf](https://www.census.gov/prod/2002pubs/p23-210.pdf) and more recently, [Census.gov/newsroom/cspan/educ/educ\\_attain\\_slides.pdf](https://www.census.gov/newsroom/cspan/educ/educ_attain_slides.pdf).

**Figure 45. Median First- and Fifth-Year Earnings by Credential (for All Institutions)**



Most notably, the labor market places a high value on technical associate degrees. For many students, some certificates may represent an efficient pathway into the labor market. At the bachelor's degree level, the data shows that graduates earn, on average, roughly the same first-year wages regardless of their institution of learning. In short, there are many pathways to good earnings available to students in Florida, and the data available in this report can help students find such pathways.

As students and others consider this data, it is important to consider some of the limitations of the available data. Although this report documents wide variations in the first-year earnings of graduates from different programs, not all of these variations can be explained with the available data. For example, the credentials of incoming students vary across institutions, missions vary across institutions, and many schools serve regional labor markets where earnings vary. The data reported here are all short-term results from the labor market. In the long-term, graduates with bachelor's degrees tend to increase their earnings faster than those with associate degrees, so the short-term differences documented here may erode across time. Indeed, prospective students are encouraged to look at the long-term earnings data.

Furthermore, there are many reasons why postsecondary education is beneficial in addition to boosting earnings. However, the value of those benefits, along with the enhanced earnings, should be evaluated relative to the investment necessary to achieve them, including loans. It is particularly important to understand how the relative costs and earning potential vary by field of study, degree type, and institution. The data reported here should be made widely accessible to the public to inform students, their families, taxpayers, and their representatives about the labor market outcomes of programs, degrees, and institutions.

# Methodology

## Graduate Cohort Classes 2014–2015 Through 2018–2019

The cohort includes graduates during their first year after graduation from public postsecondary education institutions for each academic year 2014–2015 through 2018–2019. Florida’s public postsecondary education institutions include the SUS, FCS, and DTCs. The data for this cohort reflects employment and earnings outcomes, continuing education, student loan debt, and level of public assistance.

### *Key Concepts*

Median first- and fifth-year earnings and continuing education are key concepts related to the employment outcomes used throughout this report. The rates reported are combined first-year rates across graduates in the 2014–2015, 2015–2016, 2016–2017, 2017–2018, and 2018–2019 academic years. The fifth-year rates only include the 2014–2015 academic class. Only earnings records that met or exceeded the annualized Florida minimum wage threshold for the applicable year are included in the median calculations. This approach provides enough data at the local program level to enable students, parents, and other stakeholders to view results. The minimum number of graduates to allow reporting for this report is 10. Results are suppressed when fewer graduates appear with any specific program.

The median is the middle score in a distribution, and the first-year earnings of graduates reported here reflect the median over five-years. Annualized calendar year fourth quarter (October–December) earnings of graduates for each year were arranged by institution from lowest to highest, and the middle value was selected for each institution and from a combined, sorted statewide list. Wage data from the Florida UI program for 2015–2016, the Wage Record Interchange System 2 (WRIS2) for 2014–2015, and the State Wage Interchange System (SWIS) for 2016–2017, 2017–2018, and 2018–2019 cohort years<sup>24</sup> are the underlying sources of the employment and earnings data. Some information, such as wages for sole proprietorships and federal employees, may not be included in the data.

UI wage records provide information about employment and earnings only. These records do not provide data about the occupations in which graduates are employed; therefore, it is not possible to know whether graduates are employed in their fields of study or in other fields.

The continuing education data reflect a five-year average. The number of students enrolled in higher education in the academic year following graduation for academic

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<sup>24</sup> WRIS2/SWIS data were excluded for the 2015–2016 cohort year.

years 2014–2015 through 2018–2019 was summed and divided by the total number of graduates across the five years. Out-of-state continuing education is not included in this report.

Outcome data related to graduates as well as continuing education are provided by the Florida Education and Training Placement Information Program (FETPIP). FETPIP, located in the Florida Department of Education, is a data collection and consumer reporting system established by Florida law to provide follow-up data on former students and program participants who have graduated, exited, or completed a public education or training program in Florida.

### **Definitions**

**Area of Study** | The area (or field) of study code and program refer to the Classification of Instructional Program (CIP). The CIP was developed and is maintained by the U.S. Department of Education’s National Center for Education Statistics (NCES). According to NCES, “CIP provides a taxonomic scheme that supports the accurate tracking and reporting of fields of study and program completions activity. CIP was originally developed by the U.S. Department of Education’s (NCES) in 1980, with revisions in 1985, 1990, 2000, and 2010.”<sup>25</sup> For more information about CIP codes, visit the [NCES website](#).

**Employment Records** | Employment data obtained from the UI wage records, as provided by the Florida Department of Revenue for the 2015–2016 cohort year, the WRIS2 data for the 2014–2015 cohort years, and the SWIS data for the 2016–2017, 2017–2018 and 2018–2019 cohort years.<sup>26</sup>

**Found Continuing Education Percentage** | The number of graduates who were enrolled at a DTC, FCS, or SUS institution in the fall and spring semesters following graduation or completion of an educational program, divided by the total number of graduates.

**Median First-Year Earnings** | The median is the middle score in a distribution, and the first-year earnings of graduates reported here reflect the median over five-years. Annualized calendar year fourth quarter (October–December) earnings of graduates for each year were arranged by institution from lowest to highest, and the middle value was selected for each institution and from a combined sorted statewide list.

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<sup>25</sup> [NCES.ed.gov/ipeds/cipcode/Default.aspx?y=55](https://nces.ed.gov/ipeds/cipcode/Default.aspx?y=55).

<sup>26</sup> WRIS2/SWIS data were excluded for the 2015–2016 cohort year.

**Median Fifth-Year Earnings** | The fifth-year earnings of graduates reported here reflect the median of the annualized calendar year fourth quarter (October–December) earnings of graduates for the 2014–2015 academic year.

**Minimum Wage Threshold** | A threshold was applied to all earnings data based on the annualized Florida minimum wage in the applicable year. Earnings data that fell below this threshold were not included in median earnings calculations. The thresholds applied to the five graduating classes described in this report are shown in **Table 30** below.

**Table 30. Minimum Wage Threshold by Academic Year**

Year	Min. Wage	Min. Wage Threshold 4th Quarter	Min. Wage Threshold Annualized
2013–2014	\$7.93	\$4,124	\$16,494
2014–2015	\$8.05	\$4,186	\$16,744
2015–2016	\$8.05	\$4,186	\$16,744
2016–2017	\$8.10	\$4,212	\$16,848
2017–2018	\$8.25	\$4,290	\$17,160
2018–2019	\$8.46	\$4,399	\$17,597
2019–2020	\$8.56	\$4,451	\$17,805

**Number of Graduates** | The total number of students who completed or graduated from a program.

**Public Assistance Percentage** | The number of graduates who received public assistance from the Temporary Assistance for Needy Families (TANF) program or the Supplemental Nutrition Assistance Program (SNAP) during the fourth quarter of the year, divided by the total number of graduates.

**Student Loan Debt** | The total amount of federal student loans for 2018–2019 at each Florida public postsecondary FCS and SUS educational institution, divided by the number of students who received a federal student loan at those institutions during the 2018–2019 academic year.

**Total Found Employed Percentage** | The number of graduates with earnings, divided by the total number of graduates.

### **Data Disclosure**

The data provided for the cohorts include only graduates with valid Social Security numbers, and the earnings represent graduates who met the full-time threshold. The full-time threshold equals the hourly minimum wage, multiplied by 40 hours per week,



multiplied by 13 weeks. Earnings and public assistance data reflect the fourth quarter of the year (October–December). The earnings are annualized by multiplying by four (which is equal to a year’s earnings). Finally, the records are unduplicated between years; therefore, students are represented only once per year. Data on student loan debt are self-reported by each public educational institution at the institution level. The data reflect the average student loan debt of all students (i.e., those who were enrolled and those who graduated) at that Florida public postsecondary educational institution in 2018–2019, divided by the number of students who were enrolled. The data include federal student loans from Stafford, Perkins, Graduate PLUS, Parent PLUS, and TEACH programs.

## Appendix: Graduate Percentages by Degree/Certification and Institution

Table A1. Percentage of Career Certificate Graduates Found in Earnings Data

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
Career Certificate (DTC)	American Senior High Adult Ed.	63%
	Aparicio-Levy Technical College	76%
	Atlantic Technical College	75%
	Baker County Adult Center	96%
	Big Bend Technical College	78%
	Brewster Technical College	72%
	Cape Coral Technical College	79%
	Charlotte Technical College	84%
	Clay County Center for Adult & Community Education	86%
	Clewiston Adult School	63%
	Community School North	81%
	Coral Gables Sr High Adult Ed	53%
	D.A. Dorsey Technical College	67%
	DeSoto County Adult Education Center	84%
	Emerald Coast Technical College	78%
	Erwin Technical College	76%
	First Coast Technical College	77%
	Flagler Technical Institute	70%
	Florida Panhandle Technical College	74%
	Fort Myers Technical College	84%
	Gadsden Technical Institute	74%
	George Stone Technical College	73%
	George T. Baker Aviation Technical College	80%
	Hialeah-Miami Lakes Sr. Adult	58%
	Hialeah Sr High Adult Ed Ctr	74%
	Immokalee Technical College	77%
	Lake Technical College	81%
	Learey Technical College	79%
	Lindsey Hopkins Technical College	70%
	Lively Technical College	75%
Locklin Technical College	68%	

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
	Lorenzo Walker Technical College	83%
	Manatee Technical College	80%
	Marchman Technical College	72%
	Marion Technical College	81%
	McFatter Technical College	73%
	Miami Coral Park High Adult Ed	69%
	Miami Lakes Educational Center and Technical College	73%
	Miami Senior Adult Ed. Center	75%
	Miami Springs Sr. High Adult	80%
	North Florida Technical College	66%
	North Miami Senior Adult Ed.	69%
	Okaloosa Technical College and Choice High School	70%
	Okeechobee Youth Development Center	36%
	Orange Technical College - Mid-Florida Campus	76%
	Orange Technical College - Orlando Campus	78%
	Orange Technical College - Westside Campus	74%
	Orange Technical College - Winter Park Campus	76%
	Osceola Technical College	79%
	Osceola Technical College Poinciana Campus	86%
	Osceola Technical College St Cloud Campus	73%
	Pasco High Adult Education	45%
	Pinellas Technical College - Clearwater Campus	75%
	Pinellas Technical College - St. Petersburg Campus	74%
	Ridge Technical College	77%
	Riveroak Technical College	74%
	Robert Morgan Educational Center and Technical College	67%
	Sheridan Technical College	71%
	South Dade Technical College	62%
	Southwest Adult Center	44%
	Sumter Count Adult Education	76%
	Suncoast Technical College	82%
	Suncoast Technical Education Center	67%
	The English Center	59.%
	Tom P. Haney Technical Center	73%
	Traviss Technical College	79%
	Treasure Coast Technical College	76%

<b>Degree or Certificate</b>	<b>Institution</b>	<b>Percentage of Graduates in the Earnings Records</b>
	Wakulla County Adult and Community Education	65%
	William H. Turner Technical Adult	71%
	Withlacoochee Technical College	77%
<b>Career Certificate (FCS)</b>	Broward College	91%
	Chipola College	78%
	College of Central Florida	90%
	Daytona State College	81%
	Eastern Florida State College	81%
	Florida Gateway College	83%
	Florida SouthWestern State College	92%
	Florida State College at Jacksonville	78%
	Gulf Coast State College	87%
	Hillsborough Community College	84%
	Indian River State College	76%
	Miami Dade College	81%
	North Florida College	83%
	Northwest Florida State College	86%
	Palm Beach State College	81%
	Pasco-Hernando State College	85%
	Pensacola State College	65%
	Polk State College	95%
	Saint Johns River State College	86%
	Santa Fe College	83%
	Seminole State College of Florida	86%
	South Florida State College	81%
	St Petersburg College	90%
	Tallahassee Community College	92%
	The College of the Florida Keys	91%
	Valencia College	87%

**Table A2. Percentage of Postsecondary Vocational Certificate Graduates Found in Earnings Data**

<b>Degree or Certificate</b>	<b>Institution</b>	<b>Percentage of Graduates in the Earnings Records</b>
<b>Postsecondary Vocational Certificate (FCS)</b>	Broward College	75%
	Chipola College	86%
	College of Central Florida	76%
	Daytona State College	71%
	Eastern Florida State College	71%
	Florida Gateway College	77%
	Florida SouthWestern State College	85%
	Florida State College at Jacksonville	73%
	Gulf Coast State College	76%
	Hillsborough Community College	79%
	Indian River State College	76%
	Lake-Sumter State College	72%
	Miami Dade College	74%
	North Florida College	86%
	Northwest Florida State College	71%
	Palm Beach State College	78%
	Pasco-Hernando State College	72%
	Pensacola State College	76%
	Polk State College	79%
	Saint Johns River State College	72%
	Santa Fe College	76%
	Seminole State College of Florida	76%
	South Florida State College	80%
	St Petersburg College	76%
	State College of Florida Manatee-Sarasota	71%
	Tallahassee Community College	80%
The College of the Florida Keys	71%	
Valencia College	76%	

**Table A3. Percentage of Applied Technology Certificate Graduates Found in Earnings Data**

<b>Degree or Certificate</b>	<b>Institution</b>	<b>Percentage of Graduates in the Earnings Records</b>
<b>Applied Technology Diploma (DTC)</b>	Atlantic Technical College	86%
	Charlotte Technical College	88%
	Erwin Technical College	82%
	Flagler Technical Institute	76%
	Florida Panhandle Technical College	76%
	Fort Myers Technical College	88%
	George Stone Technical College	82%
	Learey Technical College	82%
	Manatee Technical College	87%
	Marion Technical College	84%
	McFatter Technical College	77%
	Orange Technical College - Mid-Florida Campus	85%
	Riveroak Technical College	79%
	Sheridan Technical College	82%
	Suncoast Technical College	80%
<b>Applied Technology Diploma (FCS)</b>	Broward College	78%
	College of Central Florida	83%
	Daytona State College	81%
	Eastern Florida State College	83%
	Florida Gateway College	83%
	Gulf Coast State College	82%
	Indian River State College	82%
	North Florida College	87%
	Northwest Florida State College	73%
	Palm Beach State College	83%
	Pasco-Hernando State College	83%
	Pensacola State College	80%
	Polk State College	88%
	Seminole State College of Florida	88%
	South Florida State College	86%
	St Petersburg College	78%
	Tallahassee Community College	81%
The College of the Florida Keys	68%	
Valencia College	78%	

**Table A4. Percentage of Apprentice Graduates Found in Earnings Data**

<b>Degree or Certificate</b>	<b>Institution</b>	<b>Percentage of Graduates in the Earnings Records</b>
<b>Apprenticeship (DTC)</b>	Aparicio-Levy Technical College	85%
	Atlantic Technical College	81%
	Brewster Technical College	66%
	Community School North	80%
	Erwin Technical College	82%
	Flagler Technical Institute	72%
	Fort Myers Technical College	92%
	George Stone Technical College	82%
	Immokalee Technical College	65%
	James Irvin Adult Education	74%
	Learey Technical College	84%
	Locklin Technical College	93%
	Manatee Technical College	78%
	Marchman Technical College	82%
	Marion Technical College	89%
	Miami Lakes Educational Center and Technical College	84%
	North Technical Education Center	64%
	Orange Technical College - Mid-Florida Campus	87%
	Orange Technical College - Orlando Campus	64%
	Orange Technical College - Westside Campus	86%
	Orange Technical College - Winter Park Campus	82%
	Pinellas Technical College - Clearwater Campus	87%
	Pinellas Technical College - St. Petersburg Campus	81%
	Sheridan Technical College	87%
Suncoast Technical College	86%	
Traviss Technical College	100%	
West Technical Education Center	71%	
<b>Apprenticeship (FCS)</b>	Daytona State College	69%
	Hillsborough Community College	92%
	Indian River State College	89%
	Palm Beach State College	90%
	Santa Fe College	93%
	Seminole State College of Florida	91%

**Table A5. Percentage of Associate in Arts Graduates Found in Earnings Data**

<b>Degree or Certificate</b>	<b>Institution</b>	<b>Percentage of Graduates in the Earnings Records</b>
<b>AA Degree (FCS)</b>	Broward College	70%
	Chipola College	62%
	College of Central Florida	68%
	Daytona State College	69%
	Eastern Florida State College	65%
	Florida Gateway College	67%
	Florida SouthWestern State College	72%
	Florida State College at Jacksonville	70%
	Gulf Coast State College	64%
	Hillsborough Community College	71%
	Indian River State College	68%
	Lake-Sumter State College	70%
	Miami Dade College	66%
	North Florida College	65%
	Northwest Florida State College	57%
	Palm Beach State College	73%
	Pasco-Hernando State College	72%
	Pensacola State College	64%
	Polk State College	73%
	Saint Johns River State College	68%
	Santa Fe College	63%
	Seminole State College of Florida	73%
	South Florida State College	68%
	St Petersburg College	72%
	State College of Florida Manatee-Sarasota	69%
	Tallahassee Community College	66%
The College of the Florida Keys	67%	
Valencia College	73%	



**Table A6. Percentage of Associate in Science Graduates Found in Earnings Data**

<b>Degree or Certificate</b>	<b>Institution</b>	<b>Percentage of Graduates in the Earnings Records</b>
<b>AS Degree (FCS)</b>	Broward College	83%
	Chipola College	76%
	College of Central Florida	85%
	Daytona State College	81%
	Eastern Florida State College	79%
	Florida Gateway College	87%
	Florida SouthWestern State College	88%
	Florida State College at Jacksonville	82%
	Gulf Coast State College	85%
	Hillsborough Community College	83%
	Indian River State College	84%
	Lake-Sumter State College	88%
	Miami Dade College	78%
	North Florida College	94%
	Northwest Florida State College	71%
	Palm Beach State College	84%
	Pasco-Hernando State College	85%
	Pensacola State College	75%
	Polk State College	90%
	Saint Johns River State College	82%
	Santa Fe College	86%
	Seminole State College of Florida	84%
	South Florida State College	91%
	St Petersburg College	84%
	State College of Florida Manatee-Sarasota	86%
Tallahassee Community College	83%	
The College of the Florida Keys	78%	
Valencia College	82%	

**Table A7. Percentage of Associate in Applied Science Graduates Found in Earnings Data**

<b>Degree or Certificate</b>	<b>Institution</b>	<b>Percentage of Graduates in the Earnings Records</b>
<b>AAS Degree (FCS)</b>	Broward College	81%
	Daytona State College	75%
	Eastern Florida State College	73%
	Florida State College at Jacksonville	79%
	Hillsborough Community College	80%
	Indian River State College	75%
	Lake-Sumter State College	80%
	Northwest Florida State College	71%
	Palm Beach State College	77%
	Pensacola State College	71%
	Polk State College	72%
	Santa Fe College	74%
	Seminole State College of Florida	92%
	South Florida State College	66%
	State College of Florida Manatee-Sarasota	85%
	Tallahassee Community College	85%
	The College of the Florida Keys	72%
Valencia College	82%	

**Table A8. Percentage of Advanced Technical Certificate Graduates Found in Earnings Data**

<b>Degree or Certificate</b>	<b>Institution</b>	<b>Percentage of Graduates in the Earnings Records</b>
<b>Advanced Technical Certificate (FCS)</b>	Broward College	72%
	College of Central Florida	79%
	Daytona State College	80%
	Eastern Florida State College	96%
	Florida State College at Jacksonville	83%
	Gulf Coast State College	92%
	Hillsborough Community College	76%
	Palm Beach State College	91%
	Pensacola State College	74%
	Polk State College	89%
	Santa Fe College	86%
	St Petersburg College	76%
	State College of Florida Manatee-Sarasota	79%
	Valencia College	92%

**Table A9. Percentage of Bachelor's Degree Graduates Found in Earnings Data**

<b>Degree or Certificate</b>	<b>Institution</b>	<b>Percentage of Graduates in the Earnings Records</b>
<b>Bachelor's Degree (FCS)</b>	Broward College	85%
	Chipola College	86%
	College of Central Florida	83%
	Daytona State College	82%
	Eastern Florida State College	81%
	Florida Gateway College	88%
	Florida SouthWestern State College	88%
	Florida State College at Jacksonville	82%
	Gulf Coast State College	85%
	Indian River State College	83%
	Lake-Sumter State College	82%
	Miami Dade College	83%
	Northwest Florida State College	75%
	Palm Beach State College	83%
	Pasco-Hernando State College	86%
	Pensacola State College	78%
	Polk State College	88%
	Saint Johns River State College	89%
	Santa Fe College	84%
	Seminole State College of Florida	84%
South Florida State College	84%	
St Petersburg College	84%	
State College of Florida Manatee-Sarasota	87%	
Tallahassee Community College	91%	
The College of the Florida Keys	67%	
Valencia College	88%	
<b>Bachelor's Degree (SUS)</b>	Florida A&M University	77%
	Florida Atlantic University	76%
	Florida Gulf Coast University	78%
	Florida International University	72%
	Florida Polytechnic University	77%
	Florida State University	68%
	New College of Florida	60%
	University of Central Florida	77%
	University of Florida	64%
	University of North Florida	79%

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
	University of South Florida	75%
	University of West Florida	73%

**Table A10. Percentage of Master’s Degree Graduates Found in Earnings Data**

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
<b>Master’s Degree (SUS)</b>	Florida A&M University	74%
	Florida Atlantic University	80%
	Florida Gulf Coast University	82%
	Florida International University	76%
	Florida Polytechnic University	80%
	Florida State University	65%
	New College of Florida	80%
	University of Central Florida	78%
	University of Florida	68%
	University of North Florida	80%
	University of South Florida	74%
	University of West Florida	76%

**Table A11. Percentage of Specialist’s Degree Graduates Found in Earnings Data**

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
<b>Specialist’s Degree (SUS)</b>	Florida Atlantic University	95%
	Florida International University	94%
	Florida State University	84%
	University of Central Florida	88%
	University of Florida	79%
	University of South Florida	76%
	University of West Florida	81%

**Table A12. Percentage of Doctorate (Law) Graduates Found in Earnings Data**

<b>Degree or Certificate</b>	<b>Institution</b>	<b>Percentage of Graduates in the Earnings Records</b>
<b>Doctorate (law) (SUS)</b>	Florida A&M University	70%
	Florida International University	75%
	Florida State University	74%
	University of Florida	78%

**Table A13. Percentage of Doctorate (Medical) Graduates Found in Earnings Data**

<b>Degree or Certificate</b>	<b>Institution</b>	<b>Percentage of Graduates in the Earnings Records</b>
<b>Doctorate (medical) (SUS)</b>	Florida A&M University	74%
	Florida Atlantic University	70%
	Florida International University	64%
	Florida State University	73%
	University of Central Florida	70%
	University of Florida	77%
	University of South Florida	75%

**Table A14. Percentage of Doctorate (Non-Medical) Graduates Found in Earnings Data**

<b>Degree or Certificate</b>	<b>Institution</b>	<b>Percentage of Graduates in the Earnings Records</b>
<b>Doctorate (non-medical) (SUS)</b>	Florida A&M University	73%
	Florida Atlantic University	76%
	Florida Gulf Coast University	85%
	Florida International University	71%
	Florida State University	62%
	University of Central Florida	73%
	University of Florida	64%
	University of North Florida	90%
	University of South Florida	72%
	University of West Florida	65%



