

Wage Earnings Data: How to get it, what you need to know, and what you can do with it!

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Data Source: Employment Development Department (EDD)

Part of the Labor and Workforce Development Agency of the executive branch of the State of California.

Offers a wide variety of services to millions of Californians under Unemployment Insurance (UI), State Disability Insurance, workforce investment, and Labor Market Information programs.

As the state's largest tax collection agency, the EDD also handles the audit and collection of payroll taxes and maintains employment records for more than 17 million California workers.

Obtaining EDD Data

- Started with knowing these data were available
- Proposal and Presentation to the Provost to secure funding
- Meeting with stakeholders on campus
- Contacting EDD:

Andy Wong

Employment Development Department

Labor Market Information Division

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Wage Data

Wage earnings reported in this study are based on four quarters of wage data which are added together to approximate annual salary.

When not all four quarter are available, reported earnings were based on the quarterly wage data available.

EDD reports on the following four quarters:

Q1	Q2	Q3	Q4
January, February, March	April, May, June	July, August, September	October, November, December

Data Limitations

- Limited to wage data of alumni working in CA companies that reported earnings covered by UI
- Not Included: Self-employed individuals, freelance/contract employees (i.e. 1099), and those covered through federal insurance programs (e.g., railroad workers, military)
- Likely underrepresented: international students, undocumented students, and students that did not apply for financial aid (largely from wealthier families)
- Earnings data do not indicate whether employment was part- or full-time



Advantages of EDD Data

- Very large dataset with strict and clear legal standards
- Provides insight into a much larger proportion of the alumni population than any survey could hope to
- More reliable over Scorecard data
- Not self-reported data (actual earnings)
- Cost Effective
- Able to get various data points, for multiple cohorts at the same time with disaggregations



Preparing for the Data Request

- Frame data request around research questions
- Operationalize/Define Outcomes and Key Concepts (e.g., Wage data, One, five, ten-years out)
- Think carefully about the outcome data you would like to receive (i.e., mean, median, SD, 25th or 75th percentile, etc.)
- Think carefully about the disaggregation you need and cell sizes. Note: cells containing less than 5 matched records will be suppressed.
- Consider if you may need to combine cohorts
- Familiarize yourself with the NAICS Industry Codes
- Take your time prepare data tables
- Think about double majors and how you will account for them in your tables

Research Questions

- What are the median earnings reported for Chapman University undergraduate and graduate degree recipients to the California EDD in each of the four quarter periods beginning one, three, and five years after their graduation?
 - Do the median reported earnings differ by college/school, academic department, major, type of degree, sex, race/ethnicity, admit status, family economic status,?
- Are graduates working in industries related to their area of study?
- Do graduate degree recipients have higher median reported earnings one year after graduating from Chapman University (as compared to earnings prior to enrollment)?

Population

	Study Population: Unique Count by Graduating Cohort					
	2009-10	2010-11	2011-12	2012-13	2013-14	Grand Total
UG Degree (BA, BFA, BM, & BS)	974	1070	1038	1187	1238	5507
GR Degree (EDS, LLM, MA, MBA, MFA, MS, & PHD)	374	402	436	419	389	2020
Professional Doctorate (DPT & JD)	212	214	223	232	187	1068
Grand Total	1560	1686	1697	1838	1814	8595

Match Rate

	Average Overall Match Rate (Percent Found)		
	1 Yr Out	3 Yrs Out	5 Yrs Out
	2009-10 to 2013-14	2009-10 to 2011-12	2009-10
UG Degree	72.9%	68.2%	67.1%
GR Degree	80.0%	76.5%	70.7%
Professional Doctorate	77.2%	73.3%	68.9%

Source: California Employment Development Department (EDD).

What are the median earnings reported for Chapman University undergraduate and graduate degree recipients to the California Employment Development Department (EDD) in each of the four quarter periods beginning one, three and five years after their graduation?

	Four Quarter Wage Earnings		
	1 Yr Out	3 Yrs Out	5 Yrs Out
	2009-10 to 2013-14 Median	2009-10 to 2011-12 Median	2009-10 Median
UG Degree			
GR Degree			
Professional Doctorate			

Source: California Employment Development Department (EDD). Earnings data adjusted to 2016 dollars using the 2016 Consumer Price Index (CPI) calendar year average.



	Four Quarter Wage Earnings by College/School		
	1 Yr Out	3 Yrs Out	5 Yrs Out
	2009-10 to 2013-14 Median	2009-10 to 2011-12 Median	2009-10 Median
Arts, Humanities, and Soc Sci			
UG Degree			
GR Degree			
Business and Economics			
UG Degree			
GR Degree			
Communication			
UG Degree			
GR Degree			
Educational Studies			
UG Degree			
GR Degree			
Film and Media Arts			
UG Degree			
GR Degree			

Source: California Employment Development Department (EDD). Earnings data adjusted to 2016 dollars using the 2016 Consumer Price Index (CPI) calendar year average.

~Note: Outlier confirmed with EDD.



	Four Quarter Wage Earnings by College/School		
	1 Yr Out	3 Yrs Out	5 Yrs Out
	2009-10 to 2013-14	2009-10 to 2011-12	2009-10
	Median	Median	Median
Health and Behavioral Sci			
UG Degree			
GR Degree			
Professional Doctorate			
Law			
GR Degree			
Professional Doctorate			
Performing Arts			
UG Degree			
Science and Technology			
UG Degree			
GR Degree			

Source: California Employment Development Department (EDD). Earnings data adjusted to 2016 dollars using the 2016 Consumer Price Index (CPI) calendar year average.

*Note: Outlier confirmed with EDD.

Communication Plan

Dissemination Plan for EDD Report and/or EDD Tables		
Audience	Report	Data Tables
Provost	Yes	Yes
Senior Staff	Yes	Yes
Deans & Other Administrators	Yes	No
Advancement/ Career Development	Yes	No

- Met with Provost first to discuss data and communication plan
- Distributed Report and Data Tables to Senior Staff via Dropbox with Provost Usage Guidelines
- Presented at a Dean's Council Meeting, Distributed Provost Usage Guidelines, then shared 27-page report via Dropbox

Provost Usage Guidelines

Publishing and/or sharing these data:

Neither these data nor any interpretations are to be made public. They should be used internally only with great care and with all notes and warnings clearly communicated to all recipients.

Making comparisons between schools/colleges, departments, and majors:

Drawing comparisons between the monetary success of graduates from various schools/colleges, departments, and majors is highly discouraged. These earnings data include only wages reported to the state of California for regular (i.e. W-2) employees eligible for state unemployment and disability insurance. Monies earned through self-employment or freelance/contract work are NOT included. Because the proportion of freelance vs. regular employment varies greatly between fields (teachers vs. filmmakers, for example), these comparisons are inappropriate and misleading and, therefore, should never be publicized (e.g. included in promotional materials or college/school website).

Accreditation and other uses:

If you would like to include these data in an accreditation or other similar report, contact Marisol Arredondo in the Office of Institutional Research.

Lessons Learned

- The process (start to finish) may take longer than expected
- Next time we will use Clearinghouse data to identify undergraduate alumni enrolled in graduate school and differentiate them in or exclude them from analysis.
- May consider limiting study population for those with data in all four quarters.
- Be prepared for a skeptical reception



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Brianna Moore-Trieu, Ph D.

11.10.17

University of California System – Wage Journey

Three CA public segments are given access to wage data

July 2010



Report alumni earnings in the UC Accountability Report

Early 2014

Publicly provide data on earnings of UC graduates through the "UC undergraduate alumni outcomes" storyboard

Early 2015

USDOE releases College Scorecard

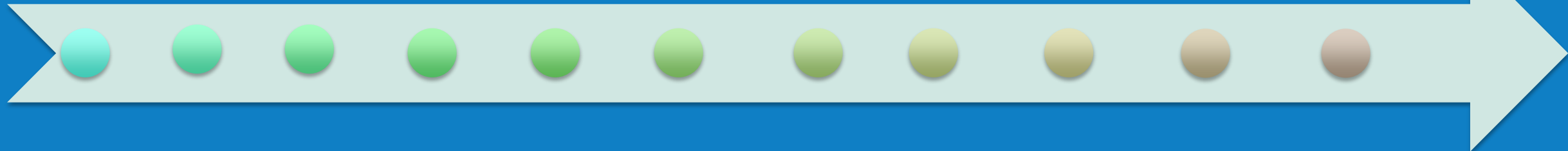
Sept 2015

Develop internal dashboard for campuses by major

July 2016

Establish partnerships with other "Big Data" efforts, gain a more comprehensive understanding of student outcomes

Ongoing



Consult with UC labor economist to inform data practices

2011

Senate Bill No. 1022 requires CA segments to publicly provide information on the employment, earnings, and industry classification of graduates

Sept 2014

UC Campuses ask for campus specific data and data by major

Mid 2015

Compare State wage data to College Score Card data

November 2015

Embrace earnings as an outcome of student success. Conduct research using administrative, program, and survey data

Release public dashboard on earnings

End of 2016

Other uses of wage data

- Variations in outcomes; differences in earnings by demographics, major and other subgroups
- Affordability studies; comparing student debt to earnings
- Impact of programs; such as study abroad and internship participation
- Relationship between UCUES survey responses and earnings
- Identifying sector impact through industry data

Questions and Contact Information



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