October 2022

Workforce Outcomes for Graduates of Early Childcare Programs

A Statewide Analysis of Community College Programs

SLDS
Statewide Longitudinal Data System

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ABOUT MISSISSIPPI'S SLDS

Mississippi's Statewide Longitudinal Data System (SLDS) is one of the most comprehensive systems in the country and includes administrative records from more than 25 education, workforce, and human service agencies in the state. The SLDS allows for the alignment of multiple sources of de-identified administrative data over time to evaluate educational or workforce strategies in terms of real outcomes, such as entrance into employment, wages, and skill gains.

PREPARED BY MISSISSIPPI STATE UNIVERSITY'S NSPARC

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OVERVIEW

This report provides information pertaining to the number of graduates from Mississippi Community College Early Childcare programs, as well as their employment status and their annualized earnings.

The results of this analysis show that a total of 1,598 individuals graduated from the Early Childcare programs in between Academic Years 2016 and 2021. By limiting the scope of this analysis to 2016 – 2017, this analysis is able to identify the 5-year employment outcomes of these graduates (measured in 2021 and 2022). On average, 73 percent of these graduates were employed in the 5th year after graduation, and their median annualized earnings was $21,512.

DATA AND INDICATORS

For the purpose of this analysis, Early Childcare programs are defined as the *Child Care Provider / Assistant* program offered through Mississippi's public Community Colleges (CIP code 19.0709). This program was identified using program descriptions provided by the National Center for Education Statistics (NCES).[1] This analysis measures the number of individuals completing either an Associate of Applied Science degree, a 2-year Technical Certificate program, or a 1-Year Vocational Certificate program.

The following data were used in this analysis. These data were obtained from Mississippi's State Longitudinal Data System (SLDS).

Mississippi Employer Wage Records – These records, compiled by the Mississippi Department of Employment Security, were collected from Mississippi employers that participate in the state's Covered Employment System. These data include information on quarterly earnings, company of employment, and industry of employment.

Mississippi Community College Data – Data on community college graduates are contributed to the SLDS by Mississippi's 15 community colleges and the Mississippi Community College Board (MCCB). These data include information on the enrollment, county of residence, academic major, and graduation of approximately 73,000 students each year. These data are updated annually with student records from the previous academic year.

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[1] Other programs described by the NCES were identified as possible matches for Early Childcare, but these programs were not offered by Mississippi Community Colleges and therefore are not included in this report.

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Using these data, the following indicators were measured:

Number of Recent Graduates – The number of graduates from Mississippi's public Community Colleges who graduated from the Child Care Provider / Assistant program. This measurement is presented for Academic Years (AY) 2016 through 2021. The number of graduates is unduplicated; that is to say that graduates who earn multiple degrees are counted only once in a given year.

Employment of Recent Graduates – The number of graduates who are employed by a Mississippi covered employer in the 5th year after graduating from their Community College program. This measurement is calculated using employer wage records.

Median Annualized Earnings – The median 2nd quarter earnings of employed graduates, converted to annualized earnings. This measurement is created by identifying graduates who are employed during the 5th year after graduation, measuring earnings in the 2nd quarter of the year, and then multiplying by 4 to convert quarterly earnings into an annualized earnings estimate.

RESULTS

Table 1 presents the number of graduates from Mississippi public Community Colleges who have graduated from the Child Care Provider / Assistant program. A total of 281 individuals graduated from this program, statewide, in 2016. This number remained roughly consistent throughout the study period. Overall, a total of 1,598 students graduated from the Child Care Provider / Assistant program during the study period.

Table 2 presents the number of graduates who were employed during the 5th year after graduation, alongside their median annualized earnings. Due to data constraints, this measurement is presented for those who graduated in 2016 and 2017. During these two years, a total of 540 individuals graduated from the Child Care Provider / Assistant program. After 5 years, 73 percent of these graduates were employed. On average, these graduates earned $21,512 annually.

TABLE 1: GRADUATES FROM MISSISSIPPI'S PUBLIC COMMUNITY COLLEGE EARLY CHILDCARE PROGRAMS; AY 2016 - 2021

	2016	2017	2018	2018	2020	2021	Total (2016-2021)
Graduates	281	259	285	262	245	266	1,598

Notes: This analysis measured the graduates from three public Community College Programs. Two of these three programs had zero graduates; therefore, the table above presents only the graduates from the "Child Care Provider / Assistant" program (CIP Code 19.0709).
Source: Mississippi State Longitudinal Data System (SLDS), 2022.

TABLE 2: EMPLOYMENT, AND EARNINGS OF EMPLOYED GRADUATES; AY 2016 AND 2017

Academic Year	Number of Graduates	Graduates Employed in 5th Year after Graduation		Median Annualized Earnings
		Number	*Percent*	
2016	281	201	71.5%	$19,861
2017	259	195	75.3%	$24,792
Total	**540**	**396**	**73.3%**	**$21,512**

Notes: This table presents the employment rate and median annualized earnings of graduates in the 5th year after graduation. Employment rate is measured using the wage records from Mississippi covered employers. Earnings are calculated using the graduates' earnings in the 2nd quarter of the 5th year, multiplied by 4 to create an annualized earnings estimate.
Source: Mississippi State Longitudinal Data System (SLDS), 2022.

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