

EDUCATED IN IDAHO, EMPLOYED IN IDAHO

Workforce Outcomes for Idaho College Graduates

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GUIDING QUESTION: What share of graduates from Idaho’s public colleges/universities are employed in Idaho?

RESEARCH SUMMARY

After graduation, 63 percent of graduates from Idaho’s public colleges/universities were employed in Idaho. Graduates who entered college as Idaho residents were much more likely to be employed in Idaho than those who entered as non-residents. There was a 32 percentage point gap in the employed in Idaho rate (EIR) between resident and non-resident graduates at two-year institutions and a 41 percentage point gap in the EIR between resident and non-resident graduates at four-year institutions. There were also differences in the EIR by degree, major, and institution graduated from. However, the difference by residency far surpassed all these other differences.

FIGURE 1. Share of Resident and Non-Resident Graduates Employed in Idaho After Graduation, 2014-15 through 2019-20, Idaho Public Institutions

Institution Type	Residents	Non-Residents
Two-Year (CEI, CSI, CWI, NIC)	75%	43%
Four-Year (BSU, ISU, LC State, UI)	73%	32%



WHICH GROUPS ARE MOST LIKELY TO BE EMPLOYED IN IDAHO? WHICH GROUPS ARE THE LEAST LIKELY?

The biggest gaps in EIR are between resident and non-resident graduates. This is true both for two-year institutions and four-year institutions.

Differences by Degree Earned

Within degrees, resident graduates earning a Master’s degree are the most likely to be employed in Idaho (79%) while non-resident graduates earning the same degree are the least likely to be employed in Idaho (24%). For resident graduates, there is little variation in EIR by level of degree. The difference in EIR between a Ph.D. graduate and an Associate degree graduate was only one and three percentage points. However, there was more variation by level of degree for non-resident graduates. For non-resident graduates, the difference in the EIR between Ph.D. graduates and Associate degree graduates was 16 and 18 percentage points.

Differences by Majors for Those Earning an Associate or Bachelor’s Degree

The EIR was high for all resident graduates with Associate degrees. In this group, those with a Health Professions major were among the most likely to be employed in Idaho (86 percent). Those with a Liberal Arts major were among the least likely but the EIR for this group was still high (68 percent).

Analysis on the EIR for non-resident graduates earning an Associate degree was hampered by the small sample sizes. Those non-residents graduating in Liberal Arts were the only group with a statistically significant difference from those graduating in Health Professions. The EIR for non-resident graduates with a Liberal Arts major was 35 percent compared to 54 percent for those with a Health Professions major.

Among those earning a Bachelor’s degree, resident graduates in the Health Professions were also

among those most likely to be employed in Idaho (80 percent). However, for this group, those non-resident graduates in Health Professions were among the least likely to be employed in Idaho. Among both resident and non-resident Bachelor's degree graduates, those with Engineering majors also had one of the lowest EIRs.

Differences by Institution

Finally, there were also differences between institutions in the EIR for their graduates. Some of these differences are likely due to differences in the majors chosen by their graduates. To understand the degree to which the mix of majors drives differences in the EIR between institutions, a statistical model was used. It estimated the impact of the type of majors on differences between Associate degrees for two-year institutions and the type of majors on differences between Bachelor's degrees for four-year institutions. CEI, ISU, and LC State all benefit from having relatively high shares of their graduates in the Health Professions.

Any difference between the institutions not explained by this model is due to unidentified factors. These factors could be within the control of the institution, such as placement programs. But they could also be entirely outside of the control of the institution, such as whether or not the institution was located near a large out-of-state metropolitan area. This model found that these other factors lead to higher than expected EIR for resident students for CEI and BSU and lower than expected EIR for NIC and UI.

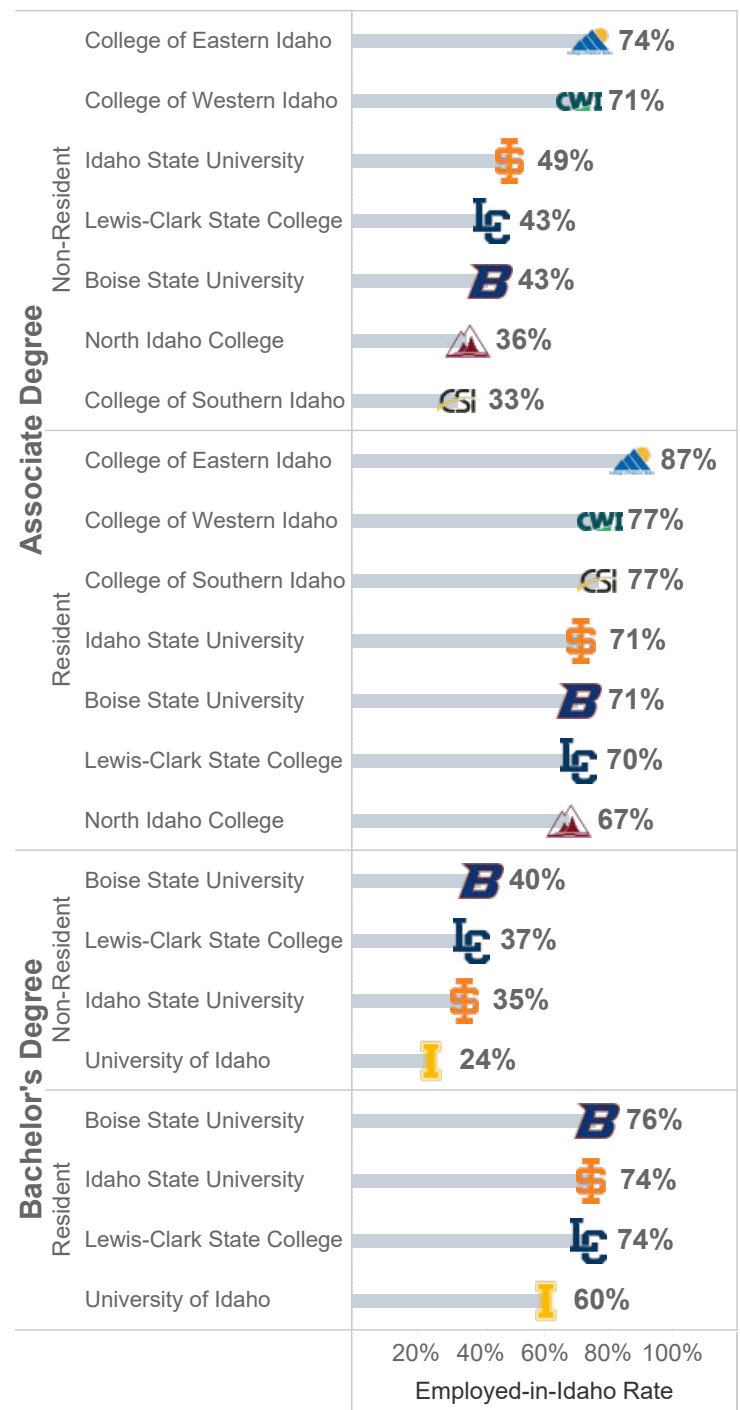
POLICY IMPLICATIONS

This research underscores the necessity of taking into account resident versus non-resident enrollment when examining whether or not Idaho institutions are graduating the right mix of students to fill workforce demands. It also underscores the need to further understand why the EIR varies by institution and the degree to which this variation can be affected by an institution.

MORE DATA

These results are largely robust to different assumptions regarding what counts as being employed. The assumption used was that a graduate was employed if they earned at least half-time wages at the minimum wage. An online dashboard will be available that will allow users to see how results would vary if one considered being employed as having any wages or as having full-time wages at the minimum wage. The dashboard will also allow users to see how the exclusion of graduates who go back to school affects results. The results reported in this paper include graduates who later return to school.

FIGURE 2. Share of Resident vs. Non-Resident Students From Each Idaho Institution Who Were Employed in Idaho After Graduation for 2014-15 through 2019-20 Graduates By Degree Type



Supplementary Materials

FIGURE 3. Share of Resident vs. Non-Resident Students From Idaho Institutions Who Were Employed in Idaho After Graduation for 2014-15 through 2019-20 Graduates By Degree Type and Major Category

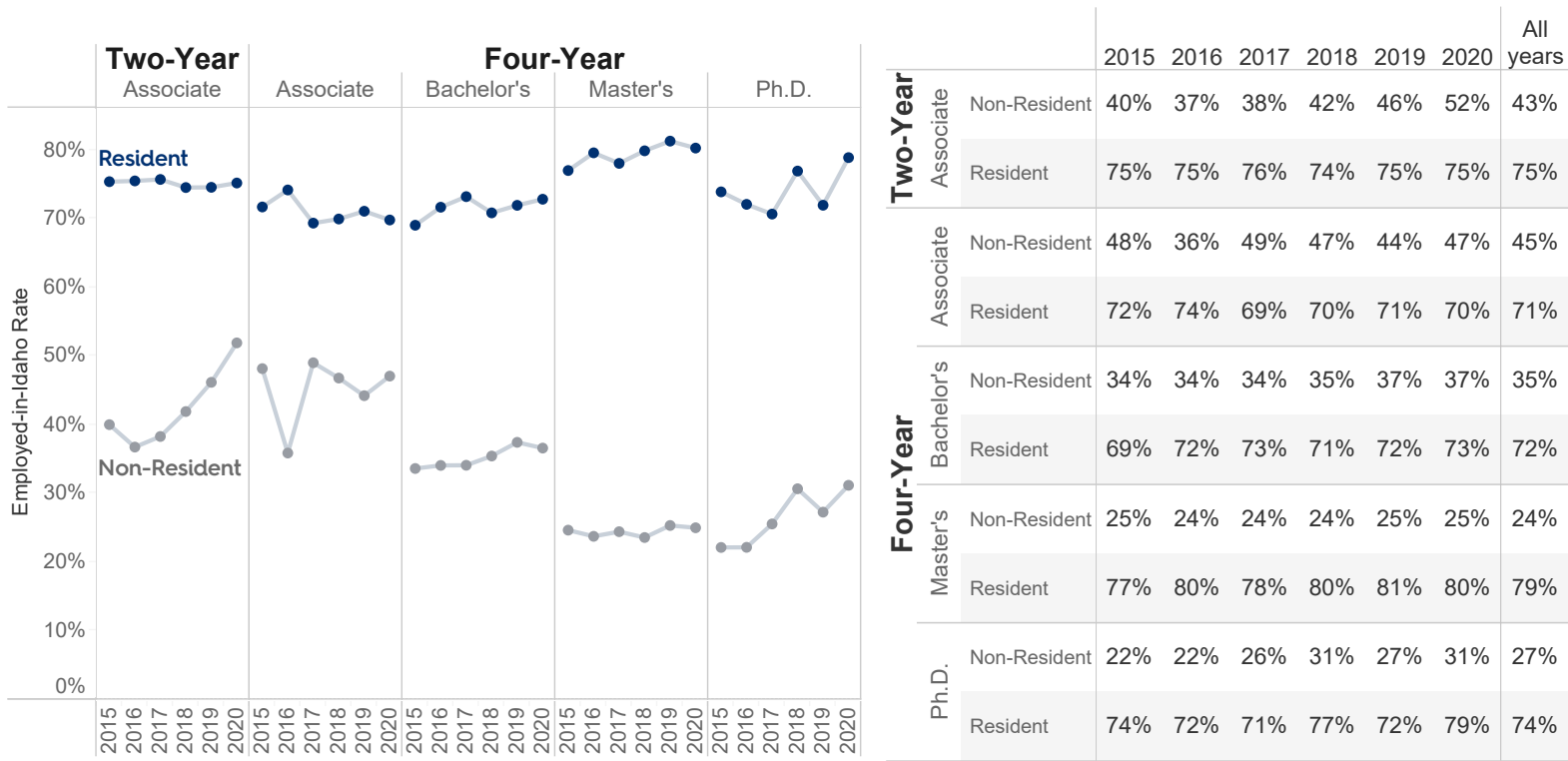
- ✓ = has a statistically significantly different Employed-in-Idaho Rate between resident and non-resident students
- * = has a statistically significantly different Employed-in-Idaho Rate when compared to the "Health Professions And Related Programs." major category

Major Category		Statistically Significant Difference Between Resident & Non-Resident?	Non-Resident	Resident
Associate Degree	Biological And Biomedical Sciences.		68%	75%*
	Business, Management, Marketing, And Related Support Services.		62%	77%*
	Computer And Information Sciences And Support Services.		78%	77%*
	Education.		49%	74%*
	Engineering/Engineering-Related Technologies/Technicians.	✓	35%	74%*
	Health Professions And Related Programs.	✓	54%	86%
	Homeland Security, Law Enforcement, Firefighting And Related Protective Services.	✓	51%	80%
	Liberal Arts And Sciences, General Studies And Humanities.	✓	35%*	68%*
	Mechanic And Repair Technologies/Technicians.	✓	49%	80%
Bachelor's Degree	Biological And Biomedical Sciences.	✓	36%*	64%*
	Business, Management, Marketing, And Related Support Services.	✓	40%*	75%*
	Communication, Journalism, And Related Programs.	✓	38%*	68%*
	Computer And Information Sciences And Support Services.	✓	51%*	73%
	Education.	✓	47%*	80%
	Engineering.	✓	35%*	62%*
	Health Professions And Related Programs.	✓	24%	80%
	Psychology.	✓	42%*	71%*
	Social Sciences.	✓	40%*	67%*

For students graduating with an Associate degree, **resident students either had statistically equivalent or statistically significantly higher Employed-in-Idaho rates than non-resident students** for all of the top major categories in the analysis.

For students graduating with a Bachelor's degree, **resident students had statistically significantly higher Employed-in-Idaho rates than non-resident students** for all of the top major categories in the analysis.

FIGURE 4. Share of **Resident** vs. **Non-Resident** Students From Two-Year and Four-Year Idaho Public Institutions Who Were Employed in Idaho After Graduation Over Time By Degree Type



Data FAQ

What Does "Employed" Measure?

Employment data is only available for those who work for employers covered by Idaho's unemployment insurance law. This excludes self-employed, federal employees (including those serving in the military), among others.

Furthermore, we only count those who earned at least \$1,885 in any of the quarters. This roughly corresponds to the minimum wage for half-time hours in a quarter.

We measure employment starting in the 4th quarter after graduation and then for three quarters afterward. If a graduate is employed during any of these quarters, they are counted as being employed.

Are Graduates Who Earn Certificates Included?

No.

Why Were The 2014-15 Through 2019-20 Years Included in the Analysis?

These were the most recent years for which enough time had passed to capture the employment measure discussed to the left.

How Is Employment Measured for Students Who Went Back to School to Earn a Higher Degree?

This analysis includes students who earn a degree and then return to school. There is no distinction between these types of graduates and graduates who do not return to school.

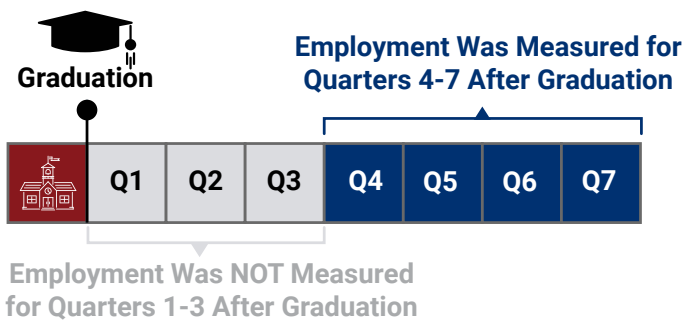
There are stakeholders who will want to examine what happens if these students are excluded from the analysis. A dashboard showing the sensitivity of results to this assumption is currently being developed.

How Do You Treat Students Who Graduate With More Than One Major?

In the analysis examining majors, students who graduate with more than one major are assigned the major with the highest EIR.

Who Is Considered a Resident?

Students are classified as residents or non-residents based on their first enrollment record within Idaho's public postsecondary system.



Why Not Use the Quarter After Graduation?

Having a time lag between graduation and our measure of employment helps ensure we are not measuring employment while a student was in school but, rather, employment after graduation.