

# 2015 Graduates: One Year Later



Office of Institutional Research and  
Planning

August 2016

An assessment project funded by the  
Commonwealth of Massachusetts' Department of Education

Prepared by the Office of Institutional Research and Planning  
Northern Essex Community College  
August 2016

## **Acknowledgments**

This report was produced by the Office of Institutional Research and Planning, Northern Essex Community College, under Dean Kelly Saretsky. Francesca Gilkey and Lauren Lynch, Research Associates, administered the survey, conducted data analysis, and assembled the final product.

Very Special thanks to Winston Fernandes for his skillful accomplishments in achieving a high response rate through administering the survey by telephone.

This report is dedicated to the Class of 2015. Thank you for your participation in this study.

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## Points of Interest

1. For Academic year 2014-2015, Northern Essex had 1,027 unduplicated Graduates. Of those, 738 responded to our survey, for a response rate of 72%.
2. The mean level of satisfaction with NECC, rated by Survey Respondents on a scale of 1 (Not at All Satisfied) to 5 (Extremely Satisfied), is 4.
3. 64.6% of 2015 Graduates are female, while 64.8% of the respondents are female.
4. The mean age of 2015 Respondents is 30 years old, with a median of 26 and a mode of 22.
5. 59% of 2014 Graduates reside in the following top 5 cities and towns: Lawrence, MA (216), Haverhill, MA (174), Methuen, MA (138), Salem, NH (39), and Lowell, MA (36).
6. The mean number of years to Associate Degree completion among 2015 Graduates is 6, with a median of 4 and mode of 3.
7. 65% (476 of 737) of Survey Respondents are currently furthering their education. Of those Graduates who are attending a new school, 382 responded to the question: Are your current studies related to the program you completed at NECC? 77% (296) replied, "Yes."
8. 22% (164 of 738) of Survey Respondents are currently attending the University of Massachusetts Lowell, making it more commonly transferred to than any other college.
9. The positive placement rate\* for Survey Respondents is 97%.
10. The average hourly salary among employed Survey Respondents who provided salary information is \$18.29.
11. Lawrence General Hospital is the single largest employer among Survey Respondents. Lawrence General Hospital employs 3% of the total number of employed Survey Respondents who reported the name of their employer. Other area healthcare providers employ many NECC Graduates. Among respondents who name their employer, Greater Lawrence Family Health Center, Anna Jaques Hospital, Wingate Healthcare, and Fidelity House Health and Human Services all rank among the top employers.

\*Positive Placement Rate = 
$$\frac{\text{total \# survey respondents currently working, in school, or military}}{\text{(total \# survey respondents - \# survey respondents not in labor force)}}$$

## Introduction

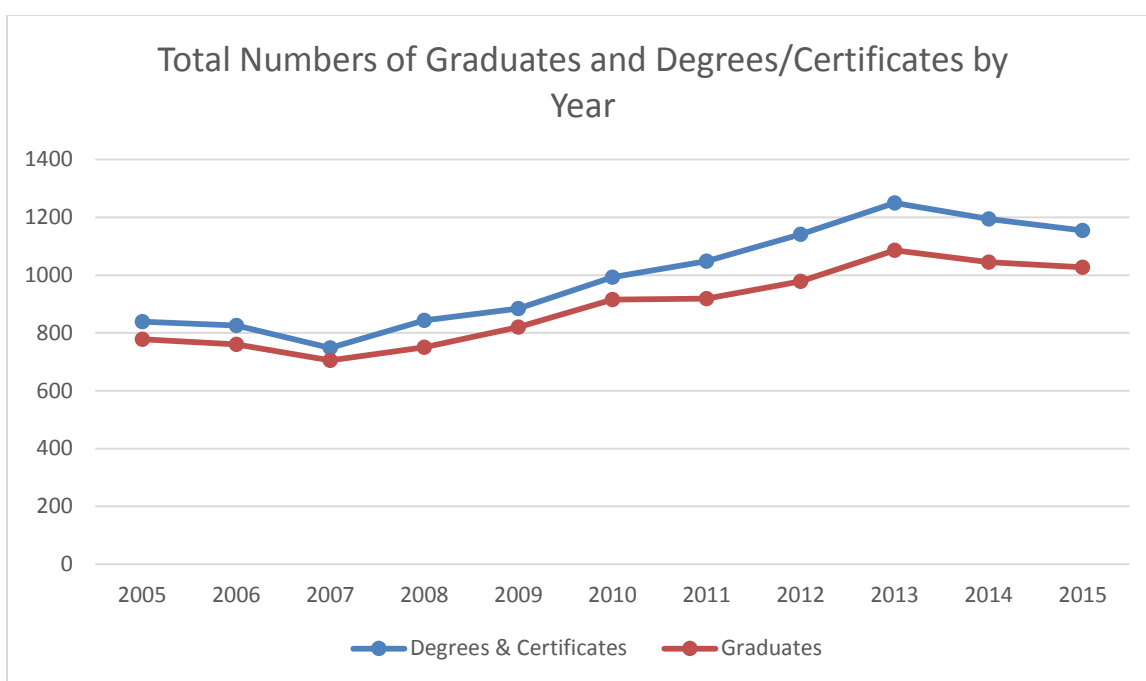
*2015 Graduates: One Year Later* was prepared by the Office of Institutional Research and Planning at Northern Essex Community College (NECC) in Haverhill, Massachusetts. The report summarizes the results of the annual survey funded by the Commonwealth of Massachusetts' Department of Education.

The purpose of the annual study is to gather educational and occupational data for NECC graduates one year after graduation. Two essential institutional requirements are fulfilled in the process:

1. Provide data to meet the planning and development needs of NECC, and
2. Meet the regulatory requirements of the Office for Career/Vocational Technical Education at the Commonwealth of Massachusetts' Department of Elementary and Secondary Education.

NECC awarded a total of 1,155 degrees (768) and certificates (387) to 1,027 graduates in AY 2014-2015. This represents a 3.3% decrease in degrees and certificates conferred and 1.7% decrease in the number of graduates over AY 2013-2014. Figure 1 provides degree and certificate data over 10 years. Table 1 shows the distribution of degrees, certificates, graduates, respondents and response rates over the past 4 years.

**Figure 1.**



**Table 1.**

	2012	2013	2014	2015
Degrees and Certificates	1141	1,250	1,194	1,155
Degrees	683	745	707	768
Certificates	458	505	487	387
Graduates	979	1,086	1,045	1,027
Respondents	676	739	767	738
Response Rate	69%	68%	73%	72%

In March 2016, a link to a Survey Monkey survey was sent to all AY 2014-2015 graduates via email. In an effort to obtain the most representative sample possible, students who did not respond to the email were contacted via mail and/or phone; follow-up emails were also sent to non-responders on a weekly basis. A total of 738 surveys were completed: 295 by email, 45 via mail, 247 by telephone, and 151 via information provided by data

from the National Student Clearinghouse. Survey data is recorded for 479 female graduates and 260 male graduates for a final response rate of 72%.

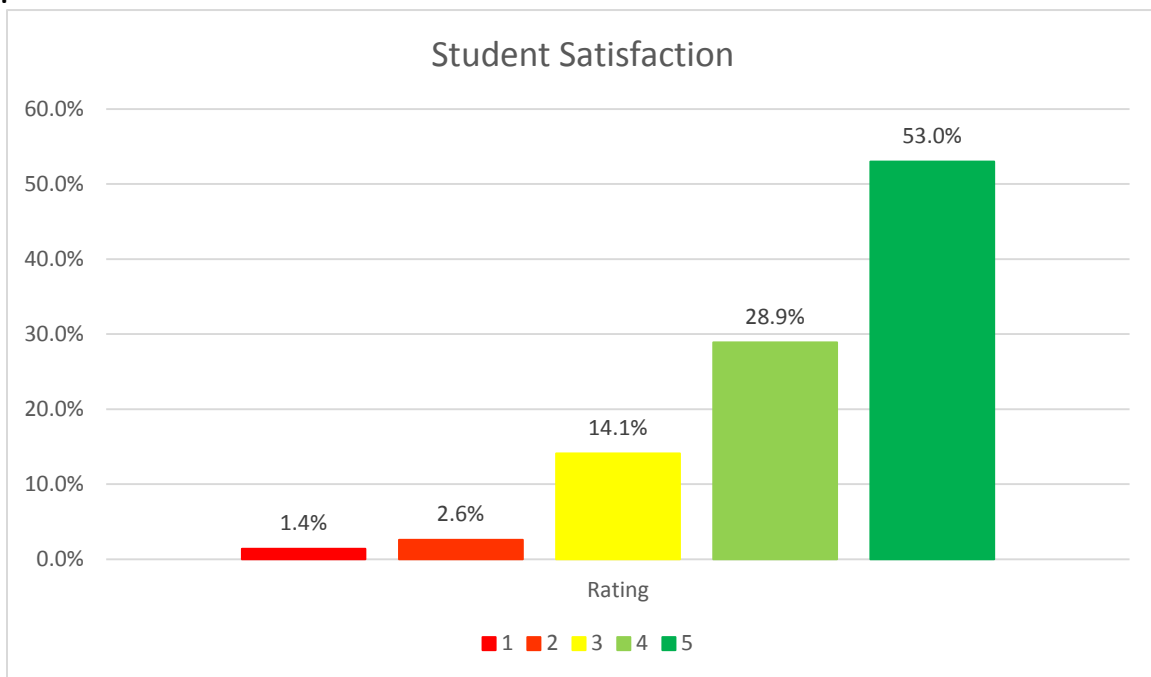
Questions addressed within this report include:

1. What is the demographic make-up of 2015 Graduates?
2. How many 2015 Graduates are continuing their education at other colleges?
3. What is the positive placement rate of 2015 Graduates?
4. What is the average salary of 2015 Graduates?

### Survey Respondents' Satisfaction with NECC

Survey Respondents were asked to rate their level of satisfaction with NECC on a scale of 1 (Not At All Satisfied) to 5 (Extremely Satisfied). 79% (581) of Survey Respondents answered this question.

Figure 2.



Following up on student satisfaction, survey respondents were asked, “What was the best part of your experience at NECC?” and “What would have improved your experience at NECC?” Answers were analyzed using the qualitative analysis software NVivo for common themes.

**Best part of NECC:** 482 total responses were analyzed. Comments could be placed in one or more categories. Below are the top five themes that emerged from the answers.

1. Faculty. By far the most frequent response, 38.6% of all answers to this question were about NECC’s faculty, either generally or specific members.
  - “The computer science teachers were phenomenal. I am so far ahead of some of the students at UML because of how amazing the teachers are. They put me in a great position to move on to another school.”

- “The professors are truly invested in the educational and learning experience for all students. They were all WONDERFUL to work with!”
  - “The program I was in was challenging, and the professors made it exciting and fun!”
2. Interpersonal connections. 9.8% of responses were about making friendships and other connections at NECC.
    - “The connections I made that I’ll carry with me into the professional world, both friends and professors alike.”
    - “At NECC, I was editor in chief of the NECC Observer. Through this, I met a lot of fantastic people and had a truly excellent time at the college. Majoring in journalism, it helped me get great experience and really come out of my shell.”
    - “The ability to learn and connect with people from different cultural backgrounds often provided valuable insight.”
  3. Academics – classes. 8.7% of responses praised the classes at NECC generally or specific courses that students particularly enjoyed.
    - “Classes that directly related to computer science, information technology, computer networks, and information security. I also enjoyed the challenge of Calculus.”
    - “The wide range of classes available to take and the great teachers that taught them.”
    - “Classes pertaining to my major.”
  4. Academics – training. 6.8% of responses mentioned some form of hands-on career training that was part of their academic curriculum.
    - “My internship.”
    - “Clinical – hands on training – better learning hands on than through books.”
    - “Psych rotation – connection with work and class.”
  5. Student support – general supportive environment. 6.2% of responses referred generally to the help and support the school provided.
    - “As an older student, the resources (labs, tutor & professor) available to me helped me to achieve my goal.”
    - “All of the help that was offered if one needed it.”
    - “The attention given to each individual student’s life and areas of opportunity.”

**Opportunities for Improvement:** 349 total answers were analyzed. Comments could be placed in one or more categories. Below are the top five themes that emerged from the student responses.

1. Faculty. 15.8% of comments referred to faculty.
  - “Professors being more involved in online courses rather than relying on students to teach themselves material.”
  - “I wish that NECC took complaints about faculty more seriously.”
  - “If the teachers were held to the same standard the students are held to. Did not feel respected as a student.”
2. Positive – nothing to improve. Remarkably, 14.0% of students declined to answer, citing an all-around good experience at NECC.
  - “Nothing. Very satisfied.”
  - “Can’t think of anything.”
  - “Nothing – everything was great from financial aid to choosing classes to practicum to graduation. The whole experience was very positive – thoroughly enjoyed school.”
3. Campus community and environment. 12.9% of responses suggested improving the NECC campus.
  - “More social events as big as college for a day.”
  - “Parking at the Lawrence location!”

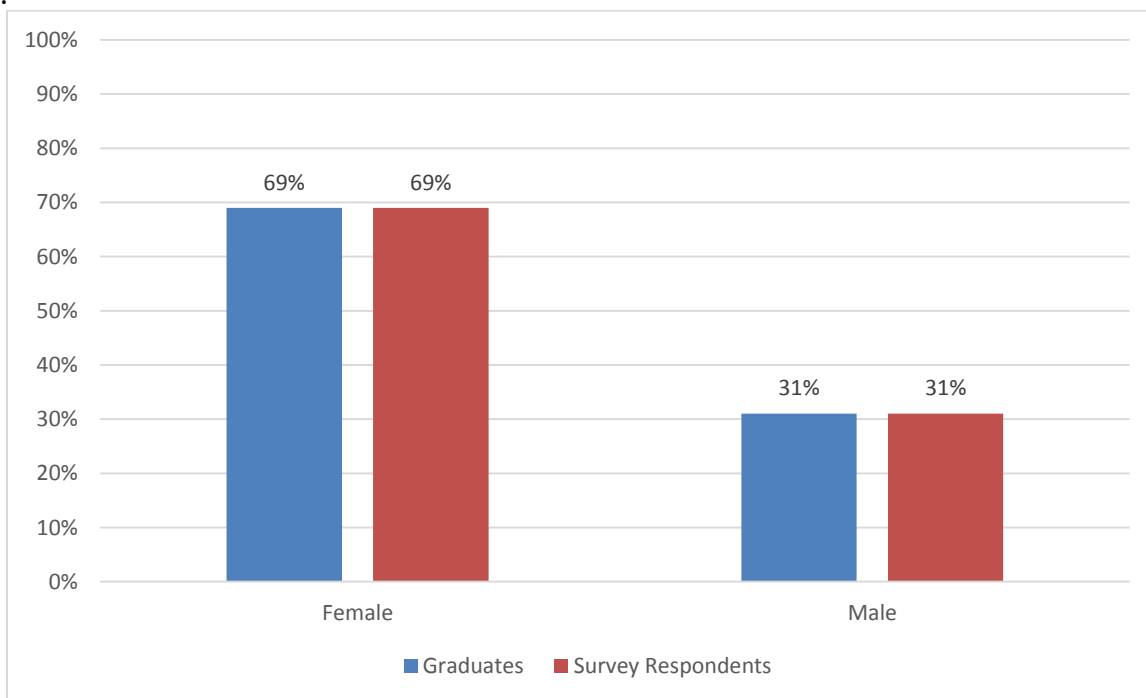
- “Better dining options.”
4. Academics – scheduling and availability. 9.2% of comments referenced the timing and/or availability of courses.
    - “More evening course offerings. I ended up at Salem State for some courses just to finish my degree. I work full time during the day.”
    - “More summer class options.”
    - “More variety of classes.”
  5. Student support – advising. 6.9% of responses suggested ways that academic advising could improve.
    - “Better academic advisement – advisors should stay consistent, however I believe each time I went to the advising center I was assigned different advisors and resulted in me taking classes twice that I did not actually need to take.”
    - “Sometimes I would receive mixed answers from different advisors, some telling me I had to take certain classes and some saying I didn’t. Everyone being on the same page would have been more helpful.”
    - “The advising resources for transferring to private and out of state colleges could be improved. Advising regarding course selection and degree planning could also use improvement.”

## Demographic Profile 2015 Graduates & Survey Respondents

### Gender

The distribution of gender in the survey sample is very similar to the gender of all 2015 Graduates.

**Figure 3.**

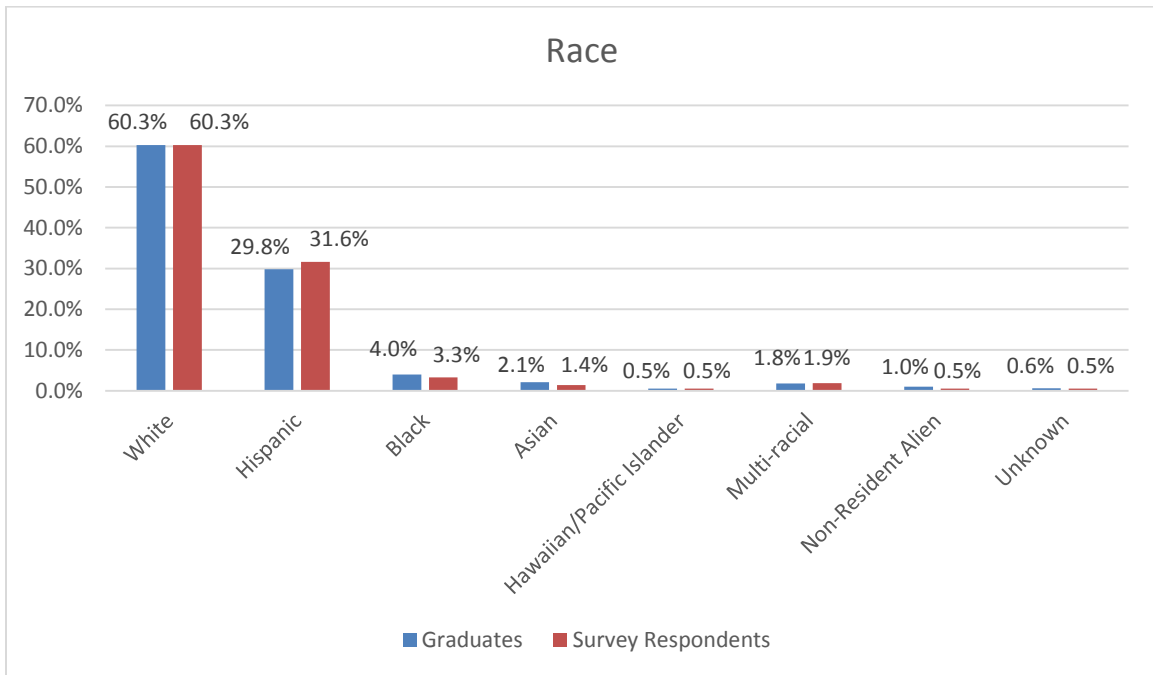




### Race

The distribution of race of the survey sample is also very similar when compared to race of all 2015 Graduates.

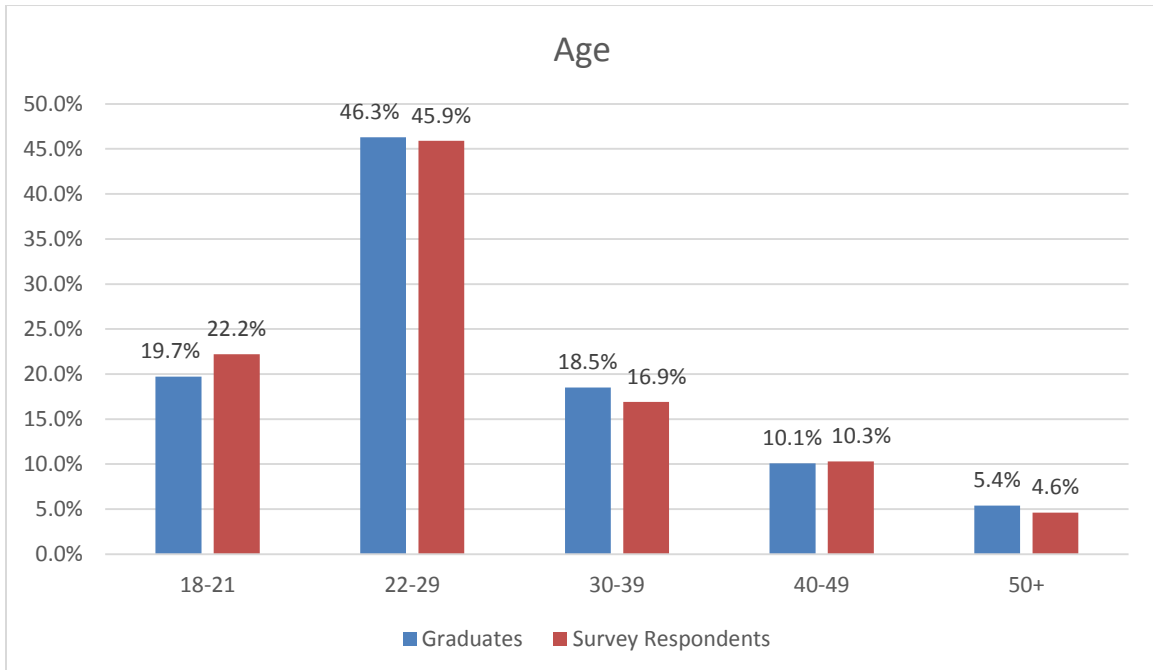
Figure 4.



### Age at Graduation

Data presented in Figure 5 indicates that the largest proportion of 2015 Graduated and Survey Respondents were age 22 – 29 years old (both around 46% of cohort) while the smallest group was age 50 and over.

Figure 5.



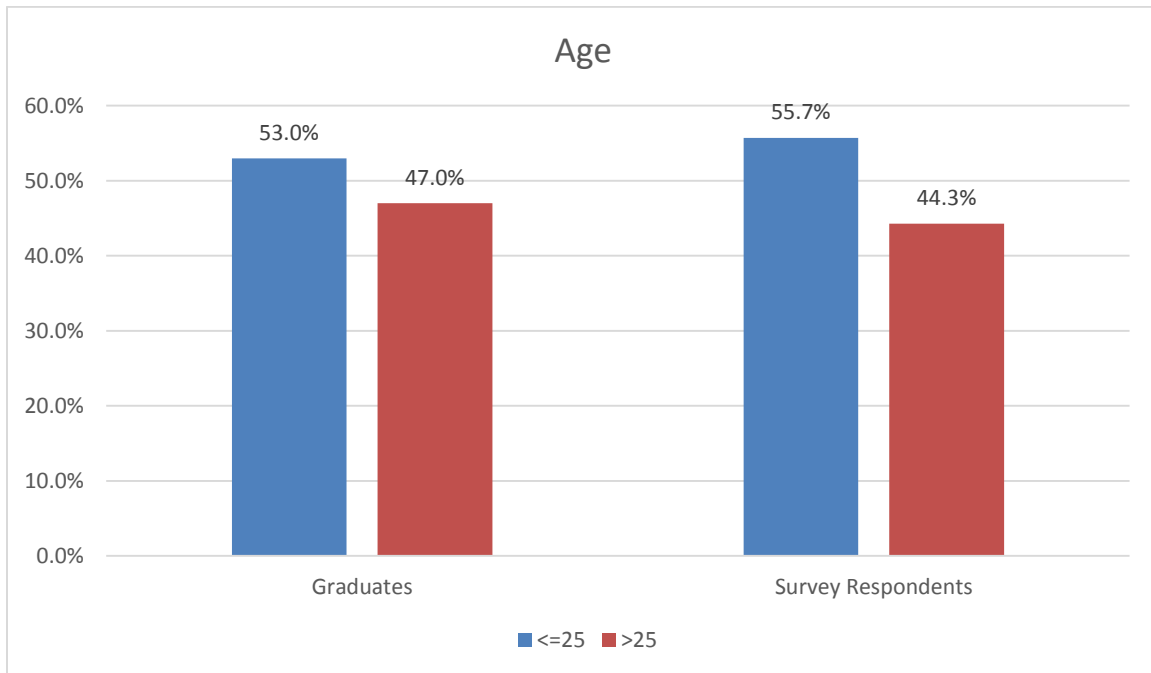
Due to extremes at either end of the scale, the mean (average) age of graduates may be somewhat misleading. The median (middle value in a distribution) and the mode (most common value in a distribution) are provided in Table 2.

**Table 2.**

Graduates		Survey Respondents	
Mean	29	Mean	28
Median	25	Median	25
Mode	21	Mode	21

Older students are slightly underrepresented in the survey results. 44.3% of respondents were over 25, whereas 47.0% of all graduates were over 25.

**Figure 6.**



### Programs of Study by Gender

**Table 3.**

		Graduates				Survey Respondents			
		Female	Male	Total	% of All	Female	Male	Total	% of All
0100	Liberal Arts	30	29	59	5.1%	23	21	44	5.3%
0113	LA: Theater	1	2	3	0.3%	1	2	3	0.4%
0121	LA: Political Science	1	1	2	0.2%	1	1	2	0.2%
0122	LA: History		2	2	0.2%		1	1	0.1%
0124	Paralegal Certificate	5		5	0.4%	5		5	0.6%
0131	LA: Biology	9	5	14	1.2%	8	3	11	1.3%
0134	LA: Writing		7	7	0.6%		5	5	0.6%
0137	LA: Psychology	26	3	29	2.5%	24	3	27	3.2%
0138	Graphic Design/Desktop Pub Ct	1	3	4	0.3%		3	3	0.4%
0143	LA: Philosophy	2	3	5	0.4%	2	3	5	0.6%
0144	Paralegal Career	5		5	0.4%	2		2	0.2%
0145	Paralegal Transfer	3		3	0.3%	3		3	0.4%
0147	Elementary Education	8	2	10	0.9%	5	2	7	0.8%
0149	LA: Journalism/Communication	7	7	14	1.2%	6	5	11	1.3%
0155	Dance Education Cert	1		1	0.1%			0	0.0%
0156	LA: Physical Sciences Option		1	1	0.1%		1	1	0.1%
0180	General Studies	75	45	120	10.4%	58	29	87	10.4%
0181	Graphic Design	7	2	9	0.8%	3	1	4	0.5%
0182	Illustration	1		1	0.1%			0	0.0%
0191	General Studies: Visual Arts	2	1	3	0.3%	1		1	0.1%
0192	General Studies: Multi-Media		3	3	0.3%		3	3	0.4%
0193	General Studies: Music Option	4		4	0.3%	3		3	0.4%
0194	General Studies: Dance Option	2		2	0.2%	1		1	0.1%
0196	GS: Phy Ed, Ex Sci, Sports Stu	1	4	5	0.4%	1	2	3	0.4%
0197	LA: Middle/HS Teaching Option	5	4	9	0.8%	4	4	8	1.0%
0199	General Studies: Art	10	6	16	1.4%	10	6	16	1.9%
0200	Criminal Justice	21	29	50	4.3%	15	22	37	4.4%
0201	Early Childhood Education	34	1	35	3.0%	23		23	2.7%
0209	Practical Nursing (PN)	21	1	22	1.9%	15	1	16	1.9%
0212	Radiologic Technology	13	2	15	1.3%	4	1	5	0.6%
0213	Nursing (ADN) Day	24	2	26	2.3%	21	2	23	2.7%
0214	Respiratory Care	10	2	12	1.0%	8	1	9	1.1%
0217	Alcohol Drug Abuse Counseling	11	8	19	1.6%	9	6	15	1.8%
0218	Dental Assisting	16	1	17	1.5%	9	1	10	1.2%
0239	Law Enforcement Cert	10	16	26	2.3%	7	11	18	2.2%

0247	DST: American Sign Language	1		1	0.1%	1		1	0.1%
0254	Paramedic Technology Cert		7	7	0.6%		5	5	0.6%
0255	Human Services	29	5	34	2.9%	22	3	25	3.0%
0256	Paramedic (EMT-P) Technology	2	1	3	0.3%	2		2	0.2%
0257	Computed Tomography (CT) Cert	5	1	6	0.5%	2	1	3	0.4%
0258	EKG Technician Certificate	1		1	0.1%	1		1	0.1%
0259	Medical Office Assistant Cert	1		1	0.1%	1		1	0.1%
0260	Medical Assistant (Day)	19		19	1.6%	13		13	1.6%
0262	Community Support Human Svcs	25	3	28	2.4%	17	1	18	2.2%
0264	Sleep Technologist	8	1	9	0.8%	6		6	0.7%
0266	DS: Interpreting Transfer	2	3	5	0.4%	1	2	3	0.4%
0267	Deaf Studies	3		3	0.3%	3		3	0.4%
0268	Deaf Studies Cert	2		2	0.2%	2		2	0.2%
0291	Phlebotomy Technician Cert	3		3	0.3%	3		3	0.4%
0293	Healthcare Technician Cert	49	5	54	4.7%	34	4	38	4.5%
0300	Accounting	9	5	14	1.2%	7	3	10	1.2%
0308	Business Management	20	10	30	2.6%	14	7	21	2.5%
0311	Business Transfer	33	36	69	6.0%	30	30	60	7.2%
0312	Executive Secretarial	1		1	0.1%			0	0.0%
0347	Medical Billing Cert (IH)	7		7	0.6%	3		3	0.4%
0366	Bus Mgt: Healthcare Practice	4		4	0.3%	2		2	0.2%
0372	Bus Mgt: Computer Applications	4	1	5	0.4%	3	1	4	0.5%
0506	Electronic Technology	2	9	11	1.0%		5	5	0.6%
0507	Engineering Science	2	28	30	2.6%	2	26	28	3.3%
0521	Computer Aided Drafting	1	21	22	1.9%	1	11	12	1.4%
0529	Electronic Equipment Tech Cert		3	3	0.3%		1	1	0.1%
0535	Computer Applications Cert	4	13	17	1.5%	3	11	14	1.7%
0539	Web Page Design & Development		3	3	0.3%		2	2	0.2%
0544	Computer Networking Cert	2	12	14	1.2%	1	10	11	1.3%
0546	Elect Tech: Computer Systems		1	1	0.1%		1	1	0.1%
0558	Elect Tech: Computer Netwk Eng		1	1	0.1%		1	1	0.1%
0559	CIS: Information Technology	1	21	22	1.9%	1	16	17	2.0%
0562	Information Technology Fluency	7	13	20	1.7%	6	10	16	1.9%
0563	CIS: Applications Option	3	4	7	0.6%	3	1	4	0.5%
0564	Computer Forensics Basic Cert	2	2	4	0.3%	1	2	3	0.4%

0565	CIS: Transfer Option		4	4	0.3%		4	4	0.5%
0566	Test B Elec Equip Tch-Raytheon	6	10	16	1.4%	4	2	6	0.7%
0567	Computer Security Cert	1	5	6	0.5%	1	4	5	0.6%
0572	Help Desk Cert	3	6	9	0.8%	1	4	5	0.6%
0574	Laboratory Science	6	4	10	0.9%	3	2	5	0.6%
0662	Direct Support	2		2	0.2%	1		1	0.1%
0663	Direct Support		2	2	0.2%		1	1	0.1%
8100	Medical Coding	10	1	11	1.0%	9	1	10	1.2%
8101	Medical Office Assistant Cert	16	1	17	1.5%	12		12	1.4%
8102	Bus Mgt: Healthcare Practice	13	1	14	1.2%	6	1	7	0.8%
8103	Medical Assistant	10		10	0.9%	5		5	0.6%
8104	Nursing (ADN)	17	1	18	1.6%	11	1	12	1.4%
8105	Medical Laboratory Technology	2	1	3	0.3%	1		1	0.1%
8107	GS: Health Specialization	13	1	14	1.2%	11	1	12	1.4%
<b>TOTAL</b>		<b>717</b>	<b>438</b>	<b>1155</b>	<b>100.0%</b>	<b>522</b>	<b>315</b>	<b>837</b>	<b>100.0%</b>

\*Some graduates receive more than one certificate or degree. Those graduates are counted in each program from which they received a certificate or degree.

## Continuing Education

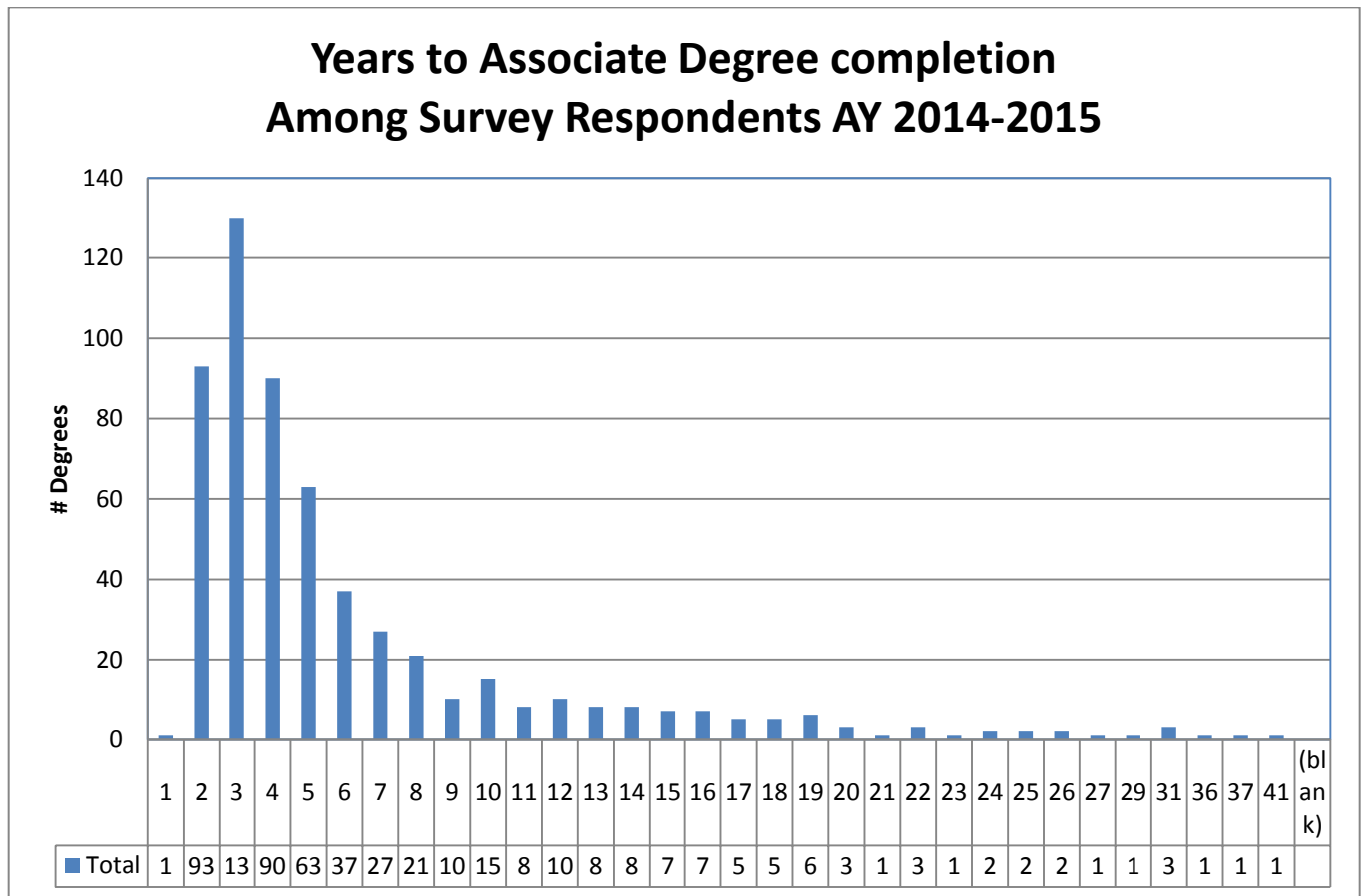
### 2015 Graduates Years to Associate Degree Completion

There are limitations in determining the average number of years it takes for NECC students to graduate. While date of graduation is a clear end point, start date is not as succinct. Each NECC student has one start date that signifies initial entry to the college; however, this date does not capture the fact that students may leave and come back, change majors or begin a completely new major, etc. Therefore, the median (the middle number in a distribution) and mode (the most occurring value in a distribution) must be taken into consideration. Figure 7 is a histogram showing the number of degrees awarded by the number of years since the student started at NECC.

Mean	Median	Mode
6	4	3

n=573 number of associates awarded to respondents.

Figure 7.



## Survey Respondents Currently Attending School by Gender

Of the 738 Survey Respondents, 737 (99%) answered the current educational status question asking if they currently attend school. Data presented in Table 4 shows 65% (476) of the 2015 respondents who answered the educational status question reported that they attend school. Table 4 also shows that 72% of the male cohort attends school while 61% of the female cohort attends school. Of the 737 who answered the educational status question, 65% (478) are female and 35% (259) are male.

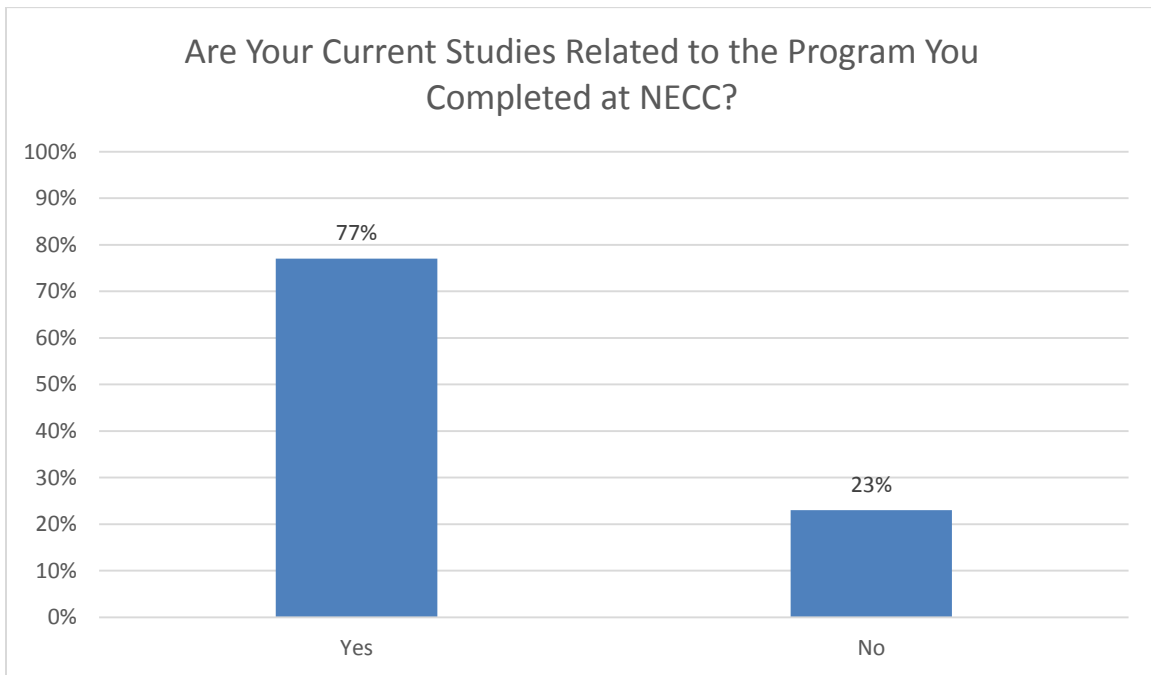
**Table 4.**

Gender	2013 Survey Respondents			2014 Survey Respondents			2015 Survey Respondents		
	# Answered	# Attending	% Attending	# Answered	# Attending	% Attending	# Answered	# Attending	% Attending
Female	516	301	58%	523	320	61%	478	290	61%
Male	221	164	74%	238	166	70%	259	186	72%
Total	737	465	63%	761	486	64%	737	476	65%

## Current Studies Related

Of the 476 Graduates who are attending a new school, 382 (80%) responded to the question: Are your current studies related to the program you completed at NECC? Figure 8 shows that, 77% (296) replied, “Yes”, while 23% (86) said, “no.”

**Figure 8.**



## Top Colleges

Of the 476 Survey Respondents who currently attend college 472 (99%) reported the name of the school where they are enrolled. 62 (13%) of the 472 graduates reported their current attendance at NECC. 410 (87%) of 472 students reported they are enrolled in colleges other than NECC. Table 5 presents the top 5 colleges for graduates attending schools other than NECC. Schools with enrollments of less than 5 are not reported. Table 5 also compares the 2015 graduates with the previous two academic years.

**Table 5.**

Rank for 2015 Grads	College Name	# of 2013 Transfers	% of 2013 Transfers	# of 2014 Transfers	% of 2014 Transfers	# of 2015 Transfers	% of 2015 Transfers
1	University of Massachusetts - Lowell	167	42.6%	169	42.5%	164	40.0%
2	Southern New Hampshire University	45	11.5%	43	10.8%	50	12.3%
3	Salem State University	35	8.9%	18	4.5%	30	7.3%
4	Merrimack College	16	4.1%	21	5.3%	19	4.6%
5	Regis College	2	0.5%	2	0.5%	17	4.1%
	All other Schools	127	32.4%	145	36.4%	130	31.7%
	Total (No NECC)	392	100.0%	398	100.0%	410	100.0%

## Education Type

Of the 476 respondents now attending a new school, 473 (82%) answered the Education Type Question asking if they currently attend a 4-year, a 2-year school, or Technical Training. 385 (82%) graduates stated that they attend a 4-year school. 82 (17%) attend a 2-year school, of which 55 (12%) still attend NECC. Another 6 (1%) said they attend Technical Training. Figure 9 shows this breakdown over the past three years. 2015 marks a significant increase in the percentage of students enrolled in a 2-year college. Figure 10 shows the students who attend a 4-year or a 2-year campus and the distribution of students attending full-time or part-time.

**Figure 9.**

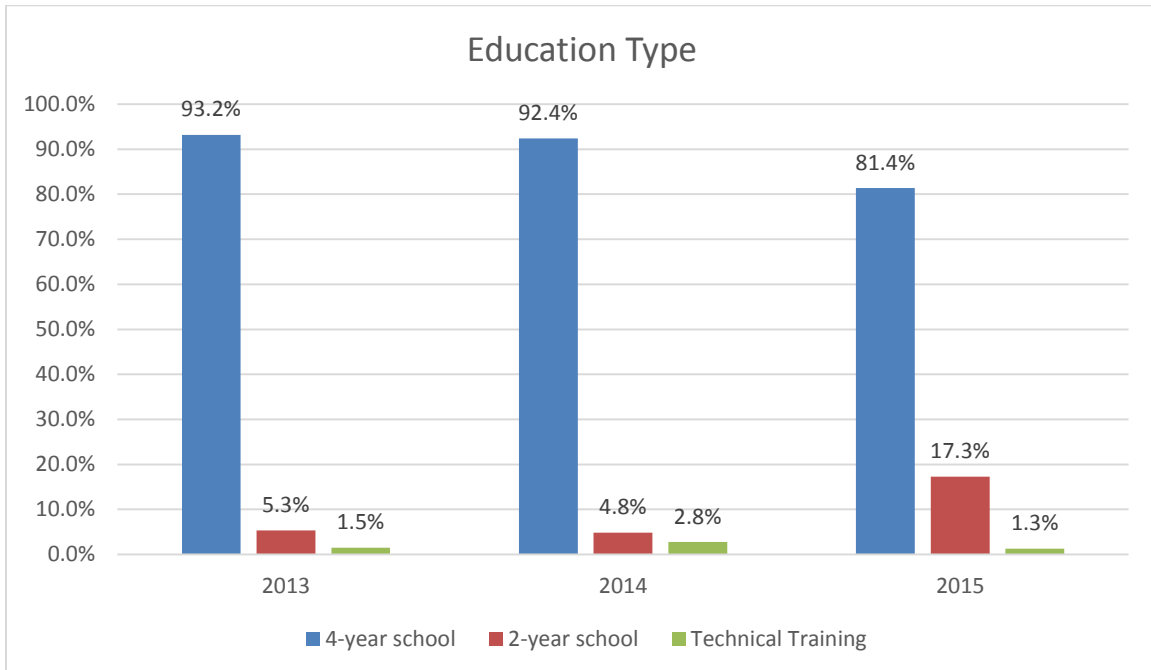
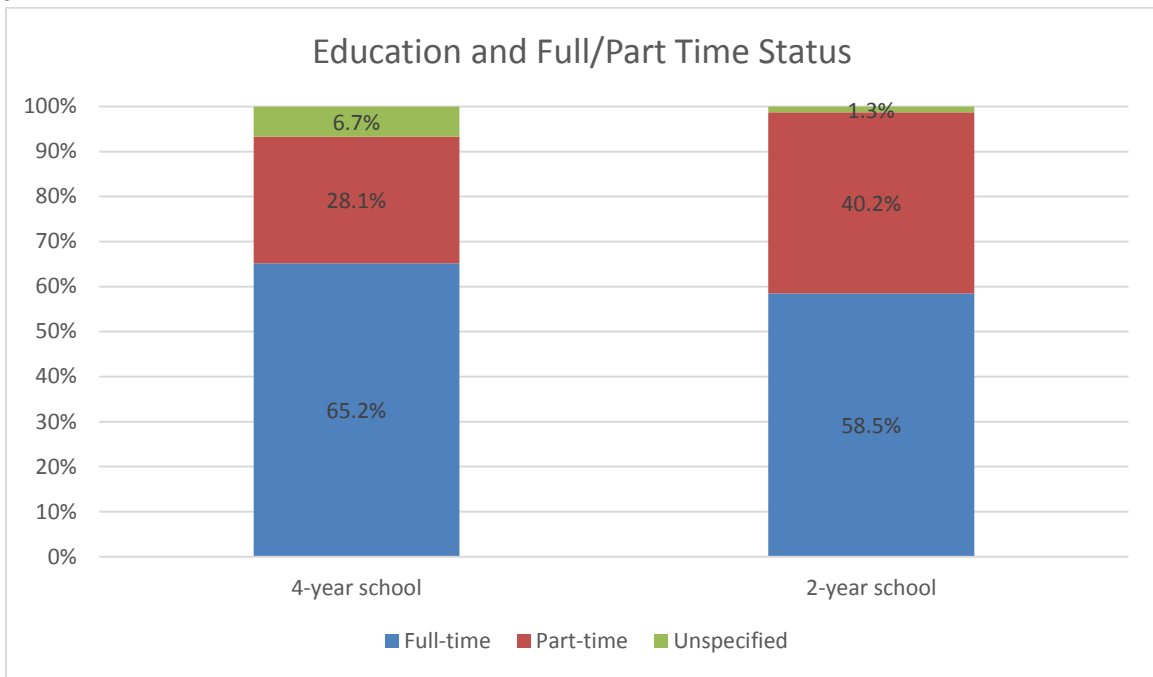




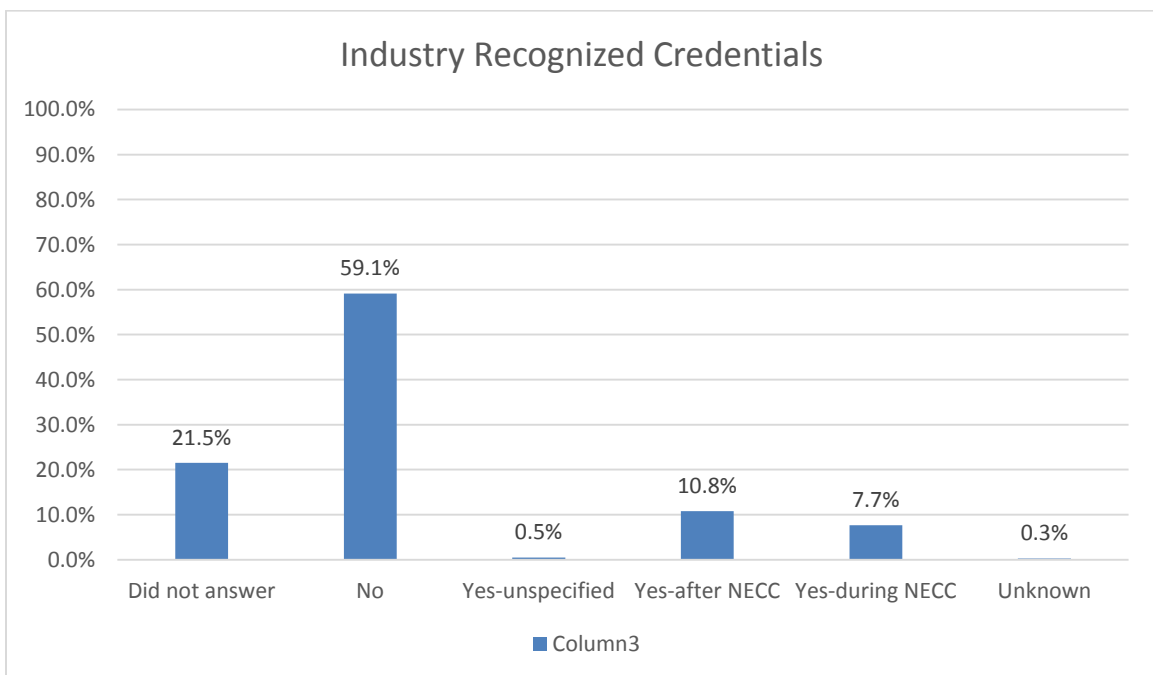
Figure 10.



### Industry-Recognized Credential or Certificate<sup>1</sup>

78% (579) of Survey Respondents reported whether or not they have earned an industry-recognized credential or certificate. Figure 5 represents all 738 Survey Respondents, including those who did not provide an answer to this question.

Figure 11.



<sup>1</sup> Examples of an industry-recognized credential or certificate include A+ Certification, Microsoft Office User Specialist (MOUS), Cisco Certified Network Associate (CCNA), First Aid / CPR Certification, Cosmetology License, and Medical Assistant Certification.

### **Employment of Survey Respondents** Positive Placement Rate & Annual Salary by Program

Table 7 shows the Positive Placement Rate and the Mean Annualized Salary by Program Major. This is for all 738 graduate respondents; however, some respondents graduated with multiple awards. These students are represented in each category where they appear. Positive Placement is the rate at which respondents get employed, join the military, or attend school. Table 6 shows just the programs with the ten highest mean annualized salaries.

407 respondents reported income at either an annual or an hourly rate, and they reported the number of hours they work each week. Some respondents work part time, while others work in excess of 40 hour per week. For Annualized Salary, each of these respondents' income is converted to the salary they would receive if they worked 52 weeks per year at 40 hours per week.

**Table 6.**

<b>Rank</b>	<b>Program Code</b>	<b>Program Title</b>	<b>Mean Annualized Salary<sup>3</sup></b>
<b>1</b>	0558	Electronic Technology: Computer Network Engineering	\$64,000.00
<b>2</b>	8104	Nursing (ADN)	\$62,350.09
<b>3</b>	0213	Nursing (ADN) Day	\$62,148.91
<b>4</b>	0196	General Studies: Physical Education, Exercise Science, and Sports Studies	\$60,000.00
<b>5</b>	0268	Deaf Studies Certificate	\$60,000.00
<b>6</b>	0214	Respiratory Care	\$59,197.98
<b>7</b>	0566	Test B Elec Equip Technology - Raytheon	\$55,095.20
<b>8</b>	0567	Computer Security Certificate	\$55,052.00
<b>9</b>	0209	Practical Nursing (PN)	\$54,025.60
<b>10</b>	0506	Electronic Technology	\$53,666.67

**Employment of Survey Respondents**  
Positive Placement Rate & Annual Salary by Program<sup>2</sup>

**Table 7.**

<b>Code</b>	<b>Program Title</b>	<b># of Survey Respondents per Program</b>	<b>Positive Placement Rate</b>	<b># of Survey Respondents who Provided Salary</b>	<b>Mean Annualized Salary<sup>3</sup></b>
0100	Liberal Arts	44	100.0%	22	\$29,636.54
0113	LA: Theater	3	100.0%	2	\$23,400.00
0121	LA: Political Science	2	100.0%	1	\$23,400.00
0122	LA: History	1	100.0%	No Data Available	
0124	Paralegal Certificate	5	100.0%	4	\$43,962.00
0131	LA: Biology	11	100.0%	9	\$35,290.37
0134	LA: Writing	5	100.0%	1	\$20,800.00
0137	LA: Psychology	27	100.0%	10	\$25,866.59
0138	Graphic Design/Desktop Pub Ct	3	100.0%	1	\$20,800.00
0143	LA: Philosophy	5	100.0%	1	\$20,800.00
0144	Paralegal Career	2	100.0%	No Data Available	
0145	Paralegal Transfer	3	100.0%	1	\$27,040.00
0147	Elementary Education	7	100.0%	4	\$34,876.40
0149	LA: Journalism/Communication	11	100.0%	5	\$26,186.67
0156	LA: Physical Sciences Option	1	100.0%	No Data Available	
0180	General Studies	87	100.0%	45	\$36,089.63
0181	Graphic Design	4	100.0%	1	\$41,600.00
0191	General Studies: Visual Arts	1	0.0%	No Data Available	
0192	General Studies: Multi-Media	3	100.0%	1	\$21,944.00
0193	General Studies: Music Option	3	100.0%	2	\$23,400.00
0194	General Studies: Dance Option	1	100.0%	1	\$29,640.00
0196	GS: Phy Ed, Ex Sci, Sports Stu	3	100.0%	1	\$60,000.00
0197	LA: Middle/HS Teaching Option	8	85.7%	4	\$31,083.45
0199	General Studies: Art	16	100.0%	6	\$25,476.77
0200	Criminal Justice	37	100.0%	17	\$35,790.88
0201	Early Childhood Education	23	100.0%	13	\$33,923.64
0209	Practical Nursing (PN)	16	100.0%	14	\$54,025.60
0212	Radiologic Technology	5	100.0%	3	\$48,817.60
0213	Nursing (ADN) Day	23	100.0%	14	\$62,148.91
0214	Respiratory Care	9	100.0%	8	\$59,197.98
0217	Alcohol Drug Abuse Counseling	15	78.6%	7	\$38,582.86
0218	Dental Assisting	10	100.0%	9	\$37,636.44
0239	Law Enforcement Cert	18	100.0%	11	\$31,133.24
0247	DST: American Sign Language	1	0.0%	No Data Available	
0254	Paramedic Technology Cert	5	100.0%	3	\$50,057.14
0255	Human Services	25	96.0%	13	\$29,957.29
0256	Paramedic (EMT-P) Technology	2	100.0%	1	\$37,440.00
0257	Computed Tomography (CT) Cert	3	66.7%	No Data Available	
0258	EKG Technician Certificate	1	100.0%	No Data Available	

0259	Medical Office Assistant Cert	1	100.0%	1	\$24,960.00
0260	Medical Assistant (Day)	13	100.0%	10	\$31,854.25
0262	Community Support Human Svcs	18	94.4%	10	\$32,340.32
0264	Sleep Technologist	6	100.0%	4	\$41,828.00
0266	DS: Interpreting Transfer	3	100.0%	1	\$31,200.00
0267	Deaf Studies	3	100.0%	1	\$35,360.00
0268	Deaf Studies Cert	2	100.0%	1	\$60,000.00
0291	Phlebotomy Technician Cert	3	100.0%	3	\$24,721.24
0293	Healthcare Technician Cert	38	92.1%	24	\$29,221.22
0300	Accounting	10	88.9%	6	\$38,597.66
0308	Business Management	21	100.0%	16	\$42,907.69
0311	Business Transfer	60	100.0%	33	\$38,272.15
0347	Medical Billing Cert (IH)	3	100.0%	2	\$28,080.00
0366	Bus Mgt: Healthcare Practice	2	50.0%	1	\$30,000.00
0372	Bus Mgt: Computer Applications	4	75.0%	2	\$28,080.00
0506	Electronic Technology	5	100.0%	3	\$53,666.67
0507	Engineering Science	28	100.0%	6	\$35,913.33
0521	Computer Aided Drafting	12	90.9%	5	\$45,816.00
0529	Electronic Equipment Tech Cert	1	0.0%	No Data Available	
0535	Computer Applications Cert	14	85.7%	6	\$49,745.07
0539	Web Page Design & Development	2	100.0%	2	\$29,820.00
0544	Computer Networking Cert	11	100.0%	8	\$49,227.50
0546	Elect Tech: Computer Systems	1	0.0%		
0558	Elect Tech: Computer Netwk Eng	1	100.0%	1	\$64,000.00
0559	CIS: Information Technology	17	94.1%	10	\$50,124.72
0562	Information Technology Fluency	16	87.5%	8	\$46,698.40
0563	CIS: Applications Option	4	100.0%	3	\$47,269.63
0564	Computer Forensics Basic Cert	3	100.0%	3	\$34,338.67
0565	CIS: Transfer Option	4	100.0%	3	\$44,293.33
0566	Test B Elec Equip Tch-Raytheon	6	100.0%	2	\$55,095.20
0567	Computer Security Cert	5	100.0%	5	\$55,052.00
0572	Help Desk Cert	5	100.0%	3	\$42,174.40
0574	Laboratory Science	5	80.0%	No Data Available	
0662	Direct Support	1	100.0%	1	\$48,568.00
0663	Direct Support	1	100.0%	1	\$43,000.00
8100	Medical Coding	10	100.0%	7	\$36,771.64
8101	Medical Office Assistant Cert	12	100.0%	5	\$30,628.76
8102	Bus Mgt: Healthcare Practice	7	85.7%	4	\$29,573.33
8103	Medical Assistant	5	100.0%	5	\$29,088.00
8104	Nursing (ADN)	12	91.7%	10	\$62,350.09
8105	Medical Laboratory Technology	1	0.0%	No Data Available	
8107	GS: Health Specialization	12	91.7%	7	\$41,883.79
	<b>TOTAL / AVERAGE</b>	<b>837</b>	<b>96.8%</b>	<b>458</b>	<b>\$38,619.83</b>

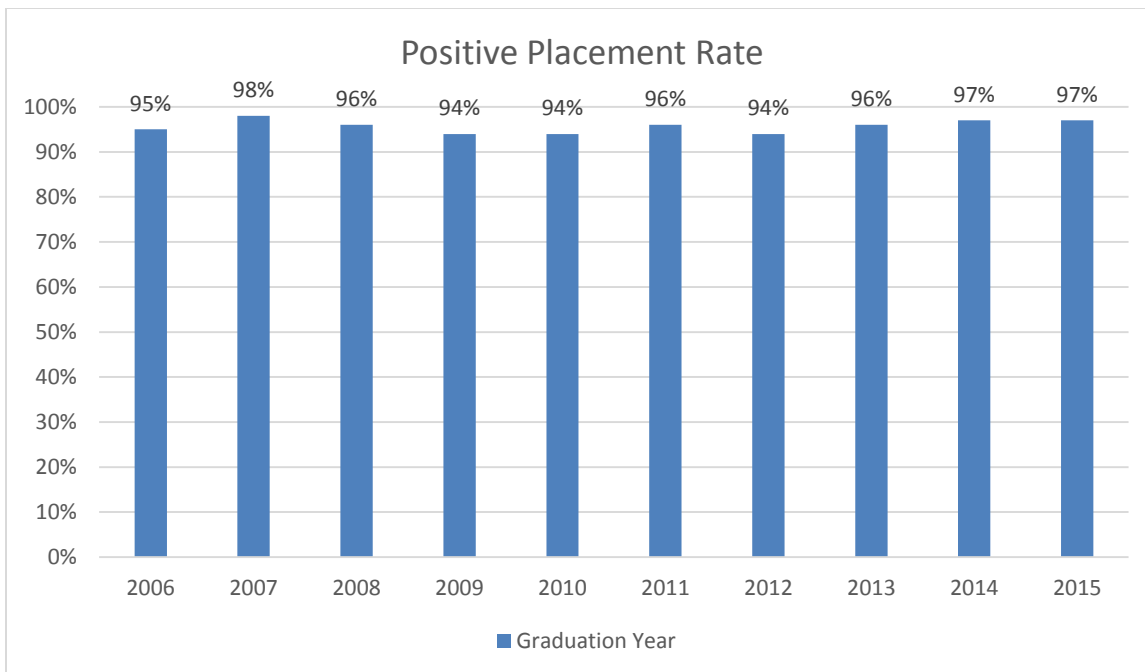
<sup>2</sup> Positive Placement Rate =  $\frac{\text{total \# survey respondents currently working, in school, or military}}{\text{(total \# survey respondents - \# survey respondents not in labor force)}}$

<sup>3</sup> Please note that the mean annualized salary calculation includes both full-time and part-time employees. Programs that show lower salaries may be a result of part-time employment. The formula used to calculate annualized salary = hourly rate x 40 x 52.

### Positive Placement Rate Comparison

The positive placement rate for 2015 Survey Respondents is 97%, showing no change from last year. See figure 6.

Figure 6.



### Annual Salary

55% (407) of survey Respondents provided salary and hours worked information for this year’s study. Table 8 presents the mean and median income for several categories. 2 respondents did not answer the question about employment, 5 respondents did not answer the Job related question, and 1 respondent did not answer the question about education.

Table 8.

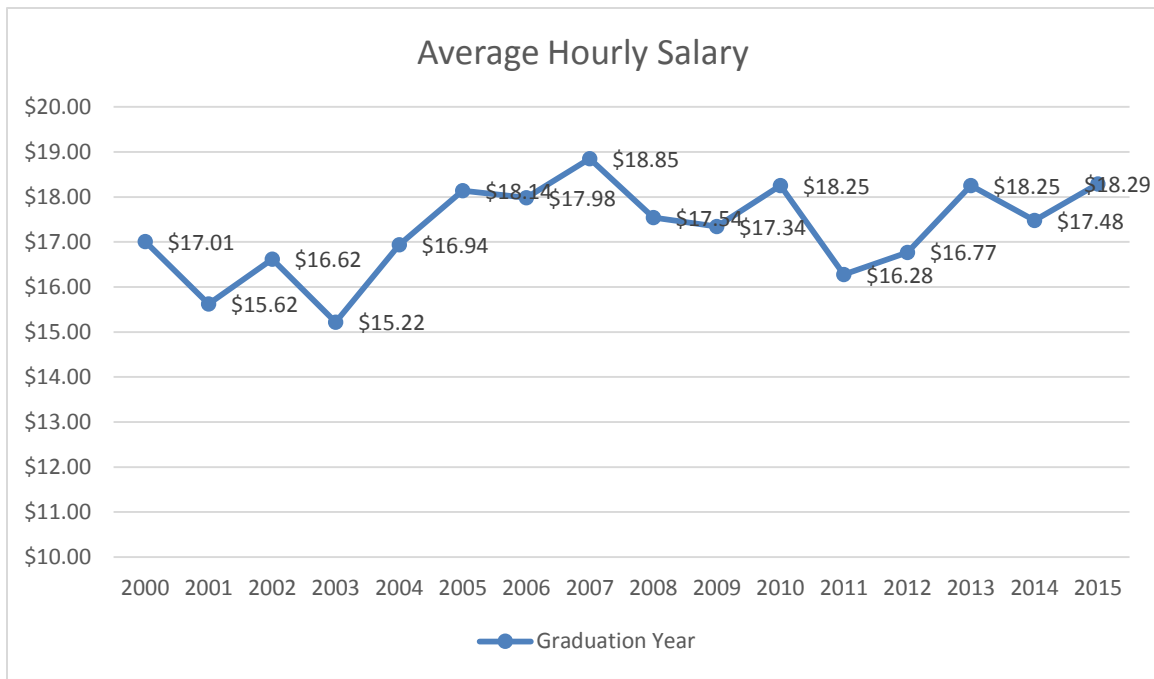
Category	Survey Respondents Who Provided Salary		
	#	Mean	Median
Female	278	\$32,333.72	\$30,160.00
Male	129	\$34,695.66	\$30,000.00
Full-time	254	\$41,370.19	\$38,305.00
Part-time	149	\$18,718.29	\$17,000.00
Job Related to Program	236	\$36,437.78	\$33,280.00

Job Not Related to Program	166	\$28,430.75	\$27,482.00
Attending School	220	\$29,878.46	\$25,467.00
Not Attending School	186	\$36,737.92	\$33,735.00
All Working	405	\$32,974.11	\$30,160.00

### Hourly Salary Comparison

The average hourly salary among 2015 among the 407 Survey Respondents is \$18.29 which represents a \$0.81/hour increase over the average hourly salary reported by 2014 respondents.

Figure 7.



### Receiving Benefits by Field of Employment

476 respondents answered the question about employment related benefits, and the data is displayed in Table 12. To summarize the # Receiving Benefits column, 45% (215) of the 476 of those respondents are receiving benefits. 56% (265) are in a job related to their NECC program of study, while 44% (211) are either in an unrelated job or did not provide an answer.

Table 9.

Field of Employment	Working Survey Respondents		
	# Who Provided an Answer to Benefits Question	# Receiving Benefits	% Receiving Benefits
Job Related to Program	265	134	51%
Job Not Related to Program	202	79	39%
Did Not Answer Job Related Question	9	2	22%

Total	476	215	45%
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### Top Employers

488 respondents stated that they were employed. 88% (429) of the 488 employed Survey Respondents provided the name of their employer. The top 5 ranked companies (including ties), which are listed in Table 13, provide jobs for 13.5% of NECC's employed Respondents.

When compared with the Job Related to NECC Program question, 10 of the 11 Market Basket employees stated that their employment was not related to their program of study. 9 of the 11 students who work at Market Basket are currently enrolled in school. Additionally, 3 out of the 5 students who work at Raytheon say that their employment is not related to the degree they received at NECC.

On the other hand, the majority (76%) of students who work at Lawrence General Hospital, Greater Lawrence Family Health Center, Northern Essex Community College, Anna Jaques Hospital, Wingate Healthcare, Fidelity House, or are self-employed report that their positions are related to their degrees.

The number of students who are self-employed more than doubled from 3 in 2014 to 7 in 2015.

**Table 10.**

Rank 2014	Employer	# Employed	Rank 2013
1	Lawrence General Hospital	13	3
2	Market Basket	11	1
3	Greater Lawrence Family Health Center	7	Not in Top 5
	Northern Essex Community College	7	2
	Self-employed	7	Not in Top 5
4	Anna Jaques Hospital	6	2
5	Wingate Healthcare	5	Not in Top 5
	Raytheon	5	Not in Top 5
	Fidelity House Health and Human Services	5	Not in Top 5
	All Other Named Employers	363	
	Employer Not Named	59	
	Not Employed or No Employment Identified	250	
	Total Respondents	738	

**Appendix**

**Northern Essex Community College  
Graduate Follow-Up Survey: AY 2014-2015**

**1. What is your current educational status?**

\_\_\_\_\_ **Attending** college or other technical training.

a. Are you attending full- or part-time? \_\_\_\_\_ Full-time \_\_\_\_\_ Part-time

b. Type of college or training: \_\_\_\_\_ 4-year college \_\_\_\_\_ 2-year college \_\_\_\_\_ Technical Training

c. Name of college or training \_\_\_\_\_

d. Are your current studies related to the program you completed at NECC?

\_\_\_\_\_ Yes, directly or closely related \_\_\_\_\_ No, only remotely related or not related at all

\_\_\_\_\_ **Not attending** college or other technical training.

**2. What is your current employment status? (check one)**

\_\_\_\_\_ Employed Full-time

\_\_\_\_\_ Employed Part-time

\_\_\_\_\_ Registered Apprentice (Examples: Electrician, Piper Fitter, Plumber, Construction Craft Laborer, Carpenter, Mechanic, etc)

\_\_\_\_\_ Full-time Military Service

\_\_\_\_\_ Unemployed (not employed, but seeking employment)

\_\_\_\_\_ Not in Labor Force (not employed and not seeking employment because of choice, illness, student status, retirement, pregnancy, or other reason)

**3. In addition to the Degree or Certificate you graduated with, have you earned an Industry-Recognized Credential or Certificate?**

\_\_\_\_\_ Yes – during enrollment at NECC

\_\_\_\_\_ Yes – since graduating from NECC

\_\_\_\_\_ No

See examples of Industry Recognized Credentials below. Please check all that apply:

A+ Certification

Cosmetology License

Welding Tech

Microsoft Office User Specialist (MOUS)

Medical Assistant Certification

Automotive Tech

Cisco Certified Network Associate (CCNA)

Certified Nurse Assistant (CNA)

Veterinarian Assistant

Oracle Certified Professional (OCP)

Emergency Medical Technician (EMT)

First Aid / CPR Certification

Home Health Aide

Other: \_\_\_\_\_

Other: \_\_\_\_\_

**4. If you are currently employed:**

a. Name of Company/Employer \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_

*(If you have more than one job, please list the job most closely related to the program you completed at NECC, regardless of whether it is your primary employment.)*

b. Job Title \_\_\_\_\_

c. Is your position related to the program you completed at NECC?

\_\_\_\_\_ Yes, directly or closely related

\_\_\_\_\_ No, only remotely related or not related at all

d. What is your current wage/salary before deductions? (Do not add in overtime.)

\$ \_\_\_\_\_ per: \_\_\_\_\_ HOUR / YEAR (circle one)

e. Approximately how many hours per week do you work? \_\_\_\_\_ hours per week

f. Do you receive any benefits from your employer? (Health insurance, retirement fund, etc.)

\_\_\_\_\_ Yes \_\_\_\_\_ No - employer does not offer benefits

\_\_\_\_\_ No - employer offers benefits, but I do not enroll

**5. On a scale of 1-Not at All Satisfied to 5-Extremely Satisfied, how satisfied were you with NECC? (circle one)**

1

2

3

4

5

What was the best part of your experience at NECC?

What would have improved your experience at NECC?



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THANK YOU FOR YOUR TIME!  
Please return the completed survey in the enclosed envelope by April 29, 2016.