

# 2016 Graduates: One Year Later



Office of Institutional Research and Planning

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## Introduction

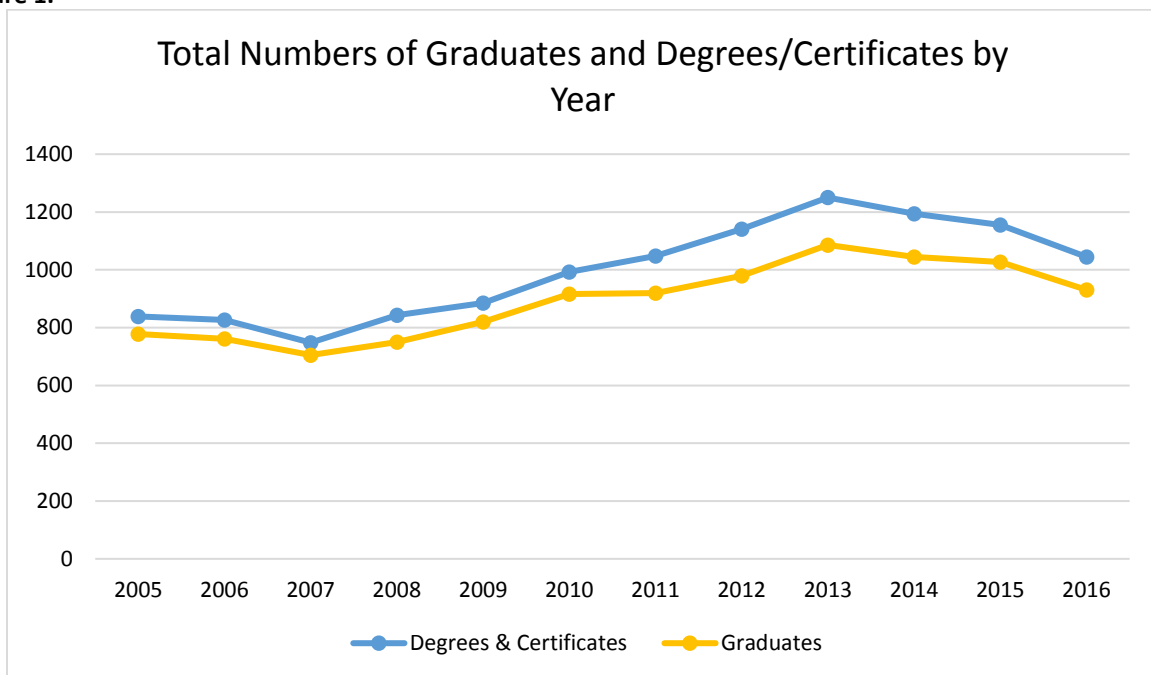
*2016 Graduates: One Year Later* was prepared by the Office of Institutional Research and Planning at Northern Essex Community College (NECC) in Haverhill, Massachusetts. The report summarizes the results of the annual survey of NECC graduates.

The purpose of the annual study is to gather educational and occupational data for NECC graduates approximately 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 1,045 degrees (698) and certificates (347) to 931 graduates in AY 2015-2016. This represents a 9.5% decrease in degrees and certificates conferred and 9.3% decrease in the number of graduates over AY 2014-2015. Figure 1 displays 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.**

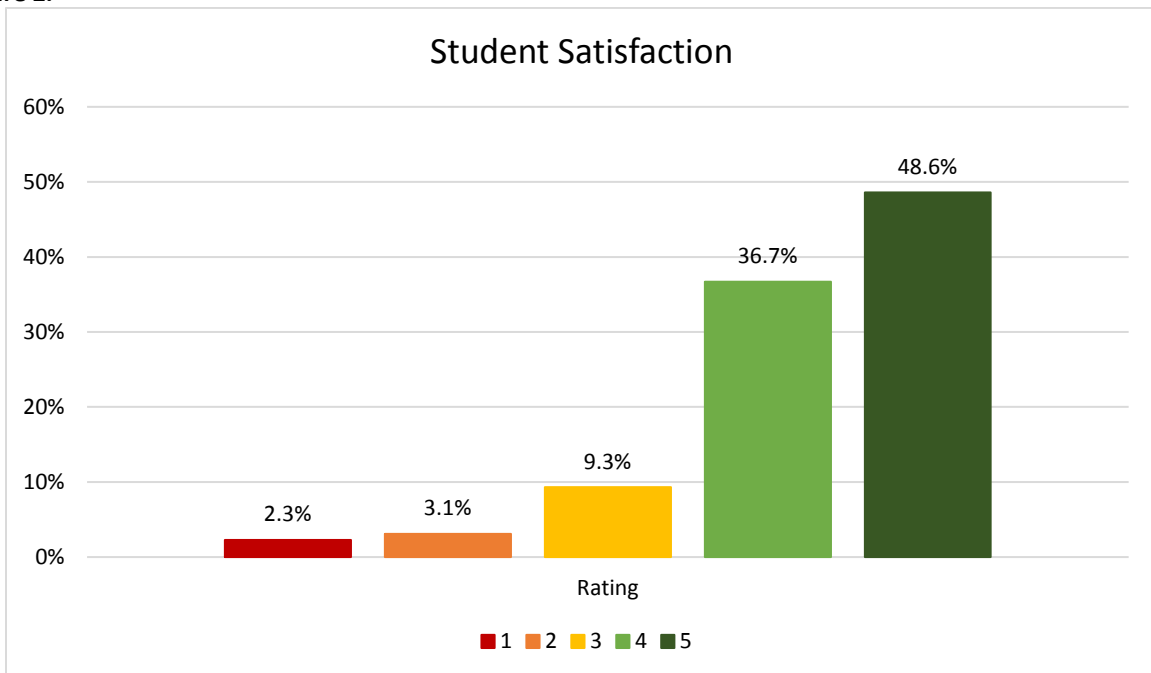
|                          | 2013  | 2014  | 2015  | 2016  |
|--------------------------|-------|-------|-------|-------|
| Degrees and Certificates | 1,250 | 1,194 | 1,155 | 1,045 |
| Degrees                  | 745   | 707   | 768   | 698   |
| Certificates             | 505   | 487   | 387   | 347   |
| Graduates                | 1,086 | 1,045 | 1,027 | 931   |
| Respondents              | 739   | 767   | 738   | 284   |
| Response Rate            | 68%   | 73%   | 72%   | 31%   |

In May 2017, a link to a Qualtrics survey was sent to all AY 2015-2016 graduates via email. In an effort to obtain the most representative sample possible, students who did not respond to the email were contacted by phone; follow-up emails were also sent to non-responders on a weekly basis. A total of 284 surveys were completed: 216 by email and 68 by telephone. Survey data is recorded for 190 female graduates and 94 male graduates for a final response rate of 30.5%.

## 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). 91% (259) of Survey Respondents answered this question.

**Figure 2.**



Following up on student satisfaction, survey respondents were asked two open-ended questions: “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.

**What students liked most about their experience at NECC:** 218 total responses were analyzed. Comments could be placed in one or more categories. Below are the most commonly referenced themes that emerged from the answers.

1. Instructors: By far the most commonly mentioned theme, 89 students praised NECC’s faculty. Some mentioned instructors broadly and some mentioned specific people.
  - “My professors care about me as a student and a person. Most of my professors I think about kindly and often.”
  - “The education brought forward by the professors was top notch, they were professional and caring, and were extremely knowledgeable in their field.”
  - “The teachers are really there for you and want to help you succeed.”
2. Location/Convenience: 38 students mentioned the convenience of NECC’s location.
  - “Close to home and convenient.”
  - “Convenient location, quality education.”
  - “Proximity to home, large campus with small-town feel.”
3. Scheduling – Flexibility: 29 students liked the flexibility of NECC’s course options.
  - “Flexibility of course and professors. Plenty of night options for those of us who are older with jobs and families.”
  - “Schedule convenience, online & hybrid course, accelerated program options.”
  - “Classes worked with my schedule.”
4. Community: 19 students mentioned aspects of the NECC community that they appreciated.
  - “I enjoyed the interaction with my classmates. Many times there was open and free exchange of ideas and comments about subject matter.”
  - “I spent 4 years at NECC and it became like a second home to me, I love the community it created for me.”
5. Cost: 17 students appreciated NECC’s affordability.
  - “Low cost/high-quality education.”
  - “I think it’s a great school that offers a lot of opportunity at a much more affordable rate than paying tuition and room and board at a four-year school and take the same entry classes.”

**Suggestions for improvement:** 187 total responses were analyzed.

1. Nothing/Positive: 47 students said that they were was nothing NECC needed to improve.
  - “My experience was excellent...can’t think of what else you can do.”
  - “Nothing! I have been recommending other people to NECC.”
2. Advising: 18 students suggested improvements to the academic advising process.
  - “Advising – I didn’t have an advisor the entire time I was at NECC. I had to be my own advisor.”
  - “The advisors to sign up for classes don’t always know the program you are in and can make poor choices in courses because of that. If an advisor isn’t well versed in a program, they should pass the student to someone else.”
3. Faculty: 18 students referred to instructors.

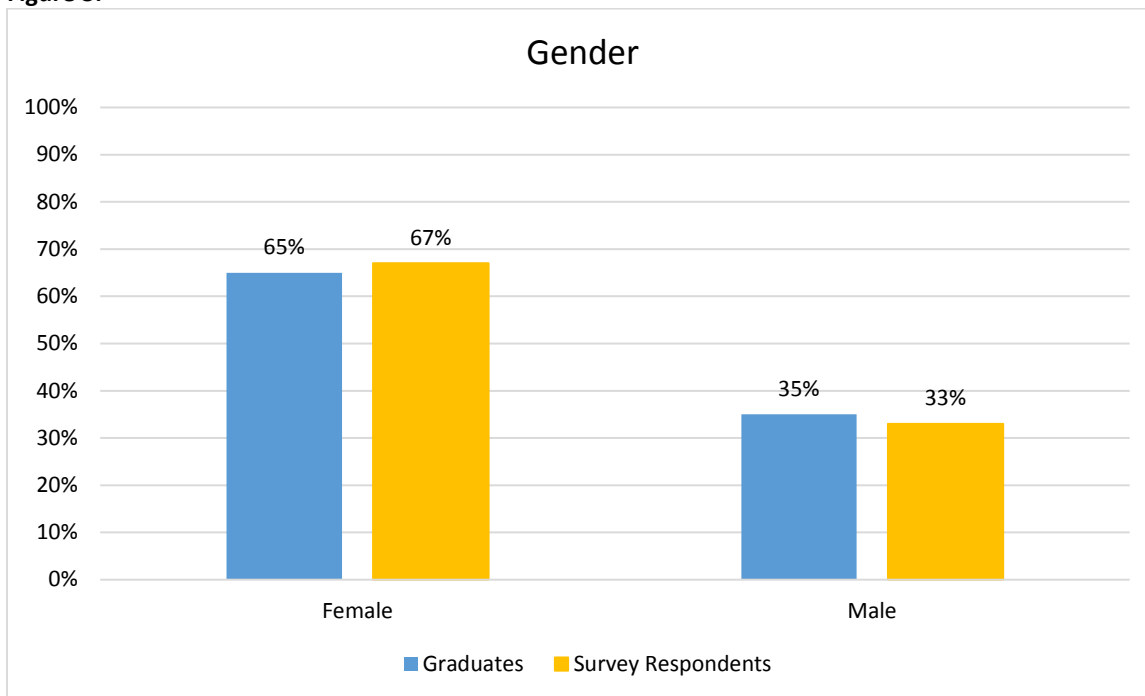
- “Ensure more consistency in the rigor and quality of instructors for courses that have more than one option for instructors.”
  - “Make professors actually teach rather than reading off powerpoints. Something I could do from home. Use visuals and active learning.”
4. Campus/facilities: 17 students suggested improvements to aspects of the NECC campus.
    - “Update the buildings.”
    - “Continue to seek out and work with the most up-to-date equipment that are being used in the healthcare field.s”
  5. Academic Programs: 15 students had ideas for improving specific academic programs.
    - “Nursing program needs improved organization and communication.”
    - “Bring back the Dance program.”

## Demographic Profile of 2016 Graduates and Survey Respondents

### Gender

The distribution of gender in the survey sample is similar to the gender of all 2016 graduates.

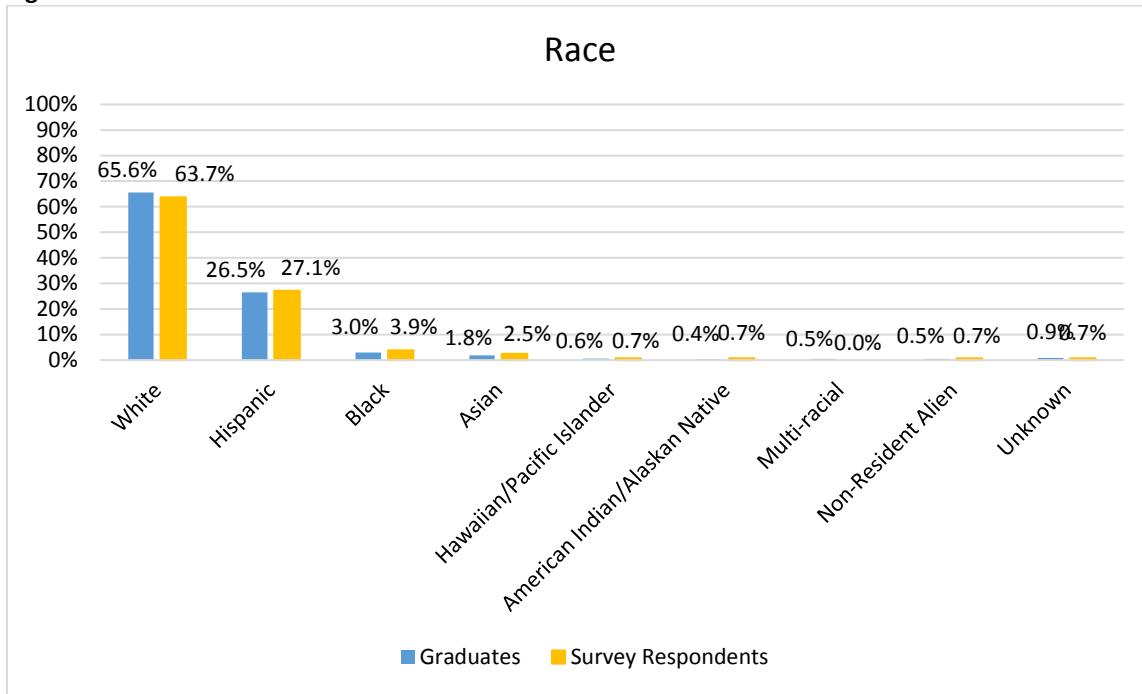
**Figure 3.**



### Race

The distribution of race of the survey sample is also very similar when compared to the race of all 2016 graduates.

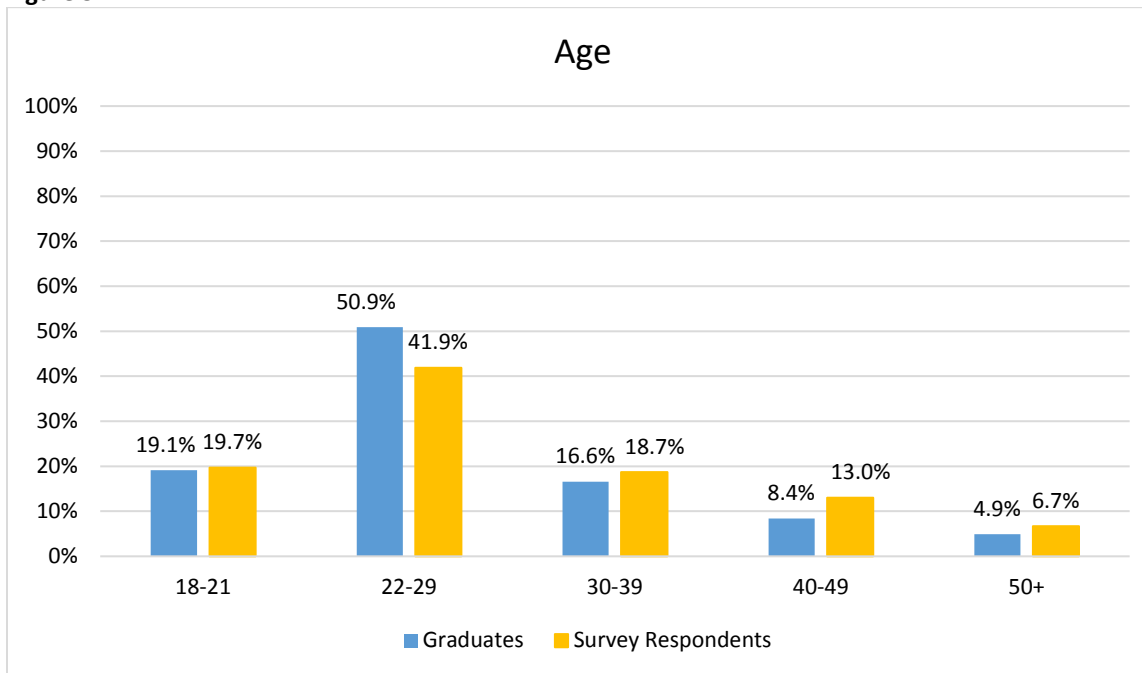
Figure 4.



### Age at Graduation

Data presented in Figure 5 indicates that the largest proportion of 2016 graduates and survey respondents were 22 – 29 years old; however, this age group was somewhat underrepresented in survey responses.

Figure 5.



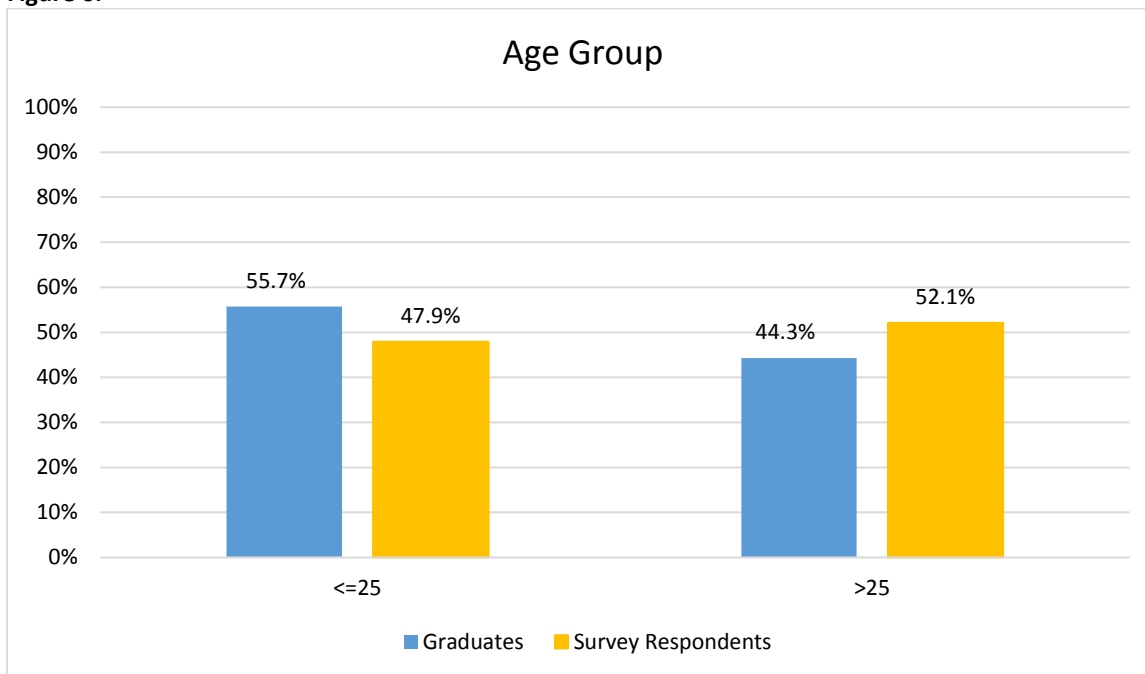
Due to extremes at either end of the scale, the mean (average) age of graduates may be somewhat misleading. The median (middle value in a distribution) and the most (most common value in a distribution) are provided in Table 2.

**Table 2.**

| Graduates |    | Survey Respondents |    |
|-----------|----|--------------------|----|
| Mean      | 29 | Mean               | 30 |
| Median    | 25 | Median             | 26 |
| Mode      | 22 | 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          | 34        | 26   | 60    | 5.7%     | 9                  | 9    | 18    | 5.4%     |
| 0113 | LA: Theater           | 2         | 2    | 4     | 0.4%     |                    | 1    | 1     | 0.3%     |
| 0121 | LA: Political Science | 3         |      | 3     | 0.3%     | 2                  |      | 2     | 0.6%     |
| 0122 | LA: History           |           | 2    | 2     | 0.2%     |                    |      | 0     | 0.0%     |
| 0124 | Paralegal Certificate | 3         | 1    | 4     | 0.4%     | 1                  | 1    | 2     | 0.6%     |
| 0131 | LA: Biology           | 5         | 5    | 10    | 1.0%     | 4                  | 2    | 6     | 1.8%     |

|      |                                   |    |    |    |      |    |   |    |      |
|------|-----------------------------------|----|----|----|------|----|---|----|------|
| 0134 | LA: Writing                       | 4  | 2  | 6  | 0.6% | 3  |   | 3  | 0.9% |
| 0136 | Biology                           | 1  |    | 1  | 0.1% |    |   | 0  | 0.0% |
| 0137 | LA: Psychology                    | 23 | 6  | 29 | 2.8% | 7  | 2 | 9  | 2.7% |
| 0143 | LA: Philosophy                    |    | 2  | 2  | 0.2% |    |   | 0  | 0.0% |
| 0144 | Paralegal Career                  | 1  |    | 1  | 0.1% |    |   | 0  | 0.0% |
| 0145 | Paralegal Transfer                | 4  |    | 4  | 0.4% | 3  |   | 3  | 0.9% |
| 0147 | Elementary Education              | 10 | 1  | 11 | 1.1% | 4  | 1 | 5  | 1.5% |
| 0149 | LA:<br>Journalism/Communication   | 10 | 2  | 12 | 1.1% | 4  |   | 4  | 1.2% |
| 0155 | Dance Education Cert              | 2  |    | 2  | 0.2% |    |   | 0  | 0.0% |
| 0156 | LA: Physical Sciences<br>Option   |    | 2  | 2  | 0.2% |    |   | 0  | 0.0% |
| 0179 | GS: Movement Science<br>Option    | 1  | 3  | 4  | 0.4% |    | 2 | 2  | 0.6% |
| 0180 | General Studies                   | 33 | 17 | 50 | 4.8% | 8  | 6 | 14 | 4.2% |
| 0181 | Graphic Design                    | 2  | 2  | 4  | 0.4% |    | 1 | 1  | 0.3% |
| 0182 | Illustration                      | 2  |    | 2  | 0.2% |    |   | 0  | 0.0% |
| 0191 | General Studies: Visual Arts      | 1  |    | 1  | 0.1% |    |   | 0  | 0.0% |
| 0192 | General Studies: Multi-<br>Media  | 2  | 2  | 4  | 0.4% |    | 1 | 1  | 0.3% |
| 0193 | General Studies: Music<br>Option  | 1  | 1  | 2  | 0.2% |    | 1 | 1  | 0.3% |
| 0194 | General Studies: Dance<br>Option  | 1  |    | 1  | 0.1% |    |   | 0  | 0.0% |
| 0195 | Music Technology<br>Certificate   | 1  | 3  | 4  | 0.4% |    |   | 0  | 0.0% |
| 0196 | GS: Phy Ed, Ex Sci, Sports<br>Stu | 2  | 6  | 8  | 0.8% | 1  | 1 | 2  | 0.6% |
| 0197 | LA: Middle/HS Teaching<br>Option  | 6  | 5  | 11 | 1.1% | 1  |   | 1  | 0.3% |
| 0198 | General Studies:Health<br>Studies |    | 1  | 1  | 0.1% |    |   | 0  | 0.0% |
| 0199 | General Studies: Art              | 18 | 9  | 27 | 2.6% | 5  | 1 | 6  | 1.8% |
| 0200 | Criminal Justice                  | 19 | 32 | 51 | 4.9% | 6  | 6 | 12 | 3.6% |
| 0201 | Early Childhood Education         | 31 |    | 31 | 3.0% | 8  |   | 8  | 2.4% |
| 0209 | Practical Nursing (PN)            | 18 | 1  | 19 | 1.8% | 6  |   | 6  | 1.8% |
| 0212 | Radiologic Technology             | 8  | 5  | 13 | 1.2% | 2  |   | 2  | 0.6% |
| 0213 | Nursing (ADN) Day                 | 25 | 5  | 30 | 2.9% | 10 |   | 10 | 3.0% |
| 0214 | Respiratory Care                  | 10 | 4  | 14 | 1.3% | 4  | 2 | 6  | 1.8% |
| 0217 | Alcohol Drug Abuse<br>Counseling  | 11 | 1  | 12 | 1.1% | 4  |   | 4  | 1.2% |
| 0218 | Dental Assisting                  | 21 | 2  | 23 | 2.2% | 2  |   | 2  | 0.6% |
| 0239 | Law Enforcement Cert              | 14 | 13 | 27 | 2.6% | 6  | 1 | 7  | 2.1% |



|      |                                |    |    |    |      |    |    |    |      |
|------|--------------------------------|----|----|----|------|----|----|----|------|
| 0247 | DST: American Sign Language    | 1  |    | 1  | 0.1% |    |    | 0  | 0.0% |
| 0254 | Paramedic Technology Cert      | 2  | 4  | 6  | 0.6% | 1  | 2  | 3  | 0.9% |
| 0255 | Human Services                 | 31 | 4  | 35 | 3.3% | 15 | 3  | 18 | 5.4% |
| 0256 | Paramedic (EMT-P) Technology   | 2  | 6  | 8  | 0.8% | 1  | 4  | 5  | 1.5% |
| 0257 | Computed Tomography (CT) Cert  | 4  | 3  | 7  | 0.7% |    | 1  | 1  | 0.3% |
| 0258 | EKG Technician Certificate     | 1  |    | 1  | 0.1% |    |    | 0  | 0.0% |
| 0260 | Medical Assistant (Day)        | 20 |    | 20 | 1.9% | 7  |    | 7  | 2.1% |
| 0262 | Community Support Human Svs    | 18 | 1  | 19 | 1.8% | 8  | 1  | 9  | 2.7% |
| 0264 | Sleep Technologist             | 14 | 2  | 16 | 1.5% | 5  |    | 5  | 1.5% |
| 0266 | DS: Interpreting Transfer      | 1  |    | 1  | 0.1% | 1  |    | 1  | 0.3% |
| 0267 | Deaf Studies                   | 1  | 1  | 2  | 0.2% |    |    | 0  | 0.0% |
| 0268 | Deaf Studies Cert              | 4  |    | 4  | 0.4% |    |    | 0  | 0.0% |
| 0269 | GS: Individualized Option      | 7  | 4  | 11 | 1.1% | 4  | 1  | 5  | 1.5% |
| 0291 | Phlebotomy Technician Cert     | 1  |    | 1  | 0.1% |    |    | 0  | 0.0% |
| 0293 | Healthcare Technician Cert     | 31 | 7  | 38 | 3.6% | 6  | 1  | 7  | 2.1% |
| 0300 | Accounting                     | 12 | 10 | 22 | 2.1% | 5  | 4  | 9  | 2.7% |
| 0308 | Business Management            | 20 | 10 | 30 | 2.9% | 7  | 4  | 11 | 3.3% |
| 0311 | Business Transfer              | 18 | 38 | 56 | 5.4% | 5  | 13 | 18 | 5.4% |
| 0336 | Health Information Technology  | 1  |    | 1  | 0.1% |    |    | 0  | 0.0% |
| 0347 | Medical Billing Cert (IH)      | 15 |    | 15 | 1.4% | 6  |    | 6  | 1.8% |
| 0372 | Bus Mgt: Computer Applications | 2  |    | 2  | 0.2% |    |    | 0  | 0.0% |
| 0506 | Electronic Technology          |    | 2  | 2  | 0.2% |    |    | 0  | 0.0% |
| 0507 | Engineering Science            | 1  | 21 | 22 | 2.1% |    | 7  | 7  | 2.1% |
| 0521 | Computer Aided Drafting        | 3  | 12 | 15 | 1.4% |    | 2  | 2  | 0.6% |
| 0529 | Electronic Equipment Tech Cert | 1  | 5  | 6  | 0.6% | 1  | 1  | 2  | 0.6% |
| 0535 | Computer Applications Cert     | 6  | 3  | 9  | 0.9% | 4  | 3  | 7  | 2.1% |
| 0536 | CIS: Applications & Operations | 1  |    | 1  | 0.1% |    |    | 0  | 0.0% |
| 0539 | Web Page Design & Development  | 6  | 3  | 9  | 0.9% | 6  | 2  | 8  | 2.4% |
| 0544 | Computer Networking Cert       | 4  | 8  | 12 | 1.1% | 2  | 3  | 5  | 1.5% |
| 0546 | Elect Tech: Computer Systems   |    | 1  | 1  | 0.1% |    | 1  | 1  | 0.3% |
| 0559 | CIS: Information Technology    | 5  | 17 | 22 | 2.1% | 4  | 4  | 8  | 2.4% |

|              |                                |            |            |             |               |            |            |            |               |
|--------------|--------------------------------|------------|------------|-------------|---------------|------------|------------|------------|---------------|
| 0562         | Information Technology Fluency | 6          | 4          | 10          | 1.0%          | 3          | 1          | 4          | 1.2%          |
| 0563         | CIS: Applications Option       | 4          | 4          | 8           | 0.8%          | 4          | 1          | 5          | 1.5%          |
| 0564         | Computer Forensics Basic Cert  |            | 3          | 3           | 0.3%          |            | 1          | 1          | 0.3%          |
| 0565         | CIS: Transfer Option           | 3          | 5          | 8           | 0.8%          | 2          | 2          | 4          | 1.2%          |
| 0566         | Test B Elec Equip Tch-Raytheon |            | 1          | 1           | 0.1%          |            | 1          | 1          | 0.3%          |
| 0567         | Computer Security Cert         | 3          | 7          | 10          | 1.0%          | 2          | 3          | 5          | 1.5%          |
| 0572         | Help Desk Cert                 | 2          | 1          | 3           | 0.3%          |            |            | 0          | 0.0%          |
| 0574         | Laboratory Science             | 2          | 8          | 10          | 1.0%          | 1          | 1          | 2          | 0.6%          |
| 0663         | Direct Support Cert            | 1          |            | 1           | 0.1%          |            |            | 0          | 0.0%          |
| 8100         | Medical Coding                 | 13         |            | 13          | 1.2%          | 4          |            | 4          | 1.2%          |
| 8101         | Medical Office Assistant Cert  | 9          |            | 9           | 0.9%          | 2          |            | 2          | 0.6%          |
| 8102         | Bus Mgt: Healthcare Practice   | 13         | 2          | 15          | 1.4%          | 3          | 1          | 4          | 1.2%          |
| 8103         | Medical Assistant              | 12         |            | 12          | 1.1%          | 2          |            | 2          | 0.6%          |
| 8104         | Nursing (ADN)                  | 13         | 1          | 14          | 1.3%          | 4          | 1          | 5          | 1.5%          |
| 8105         | Medical Laboratory Technology  | 6          |            | 6           | 0.6%          | 3          |            | 3          | 0.9%          |
| 8106         | Ophthalmic Assistant Cert      | 8          | 1          | 9           | 0.9%          | 1          |            | 1          | 0.3%          |
| 8107         | GS: Health Specialization      | 18         | 1          | 19          | 1.8%          | 4          |            | 4          | 1.2%          |
| 8108         | Elec Health Record Spec Cert   | 7          |            | 7           | 0.7%          | 4          |            | 4          | 1.2%          |
| <b>TOTAL</b> |                                | <b>682</b> | <b>363</b> | <b>1045</b> | <b>100.0%</b> | <b>227</b> | <b>107</b> | <b>334</b> | <b>100.0%</b> |

## Continuing Education

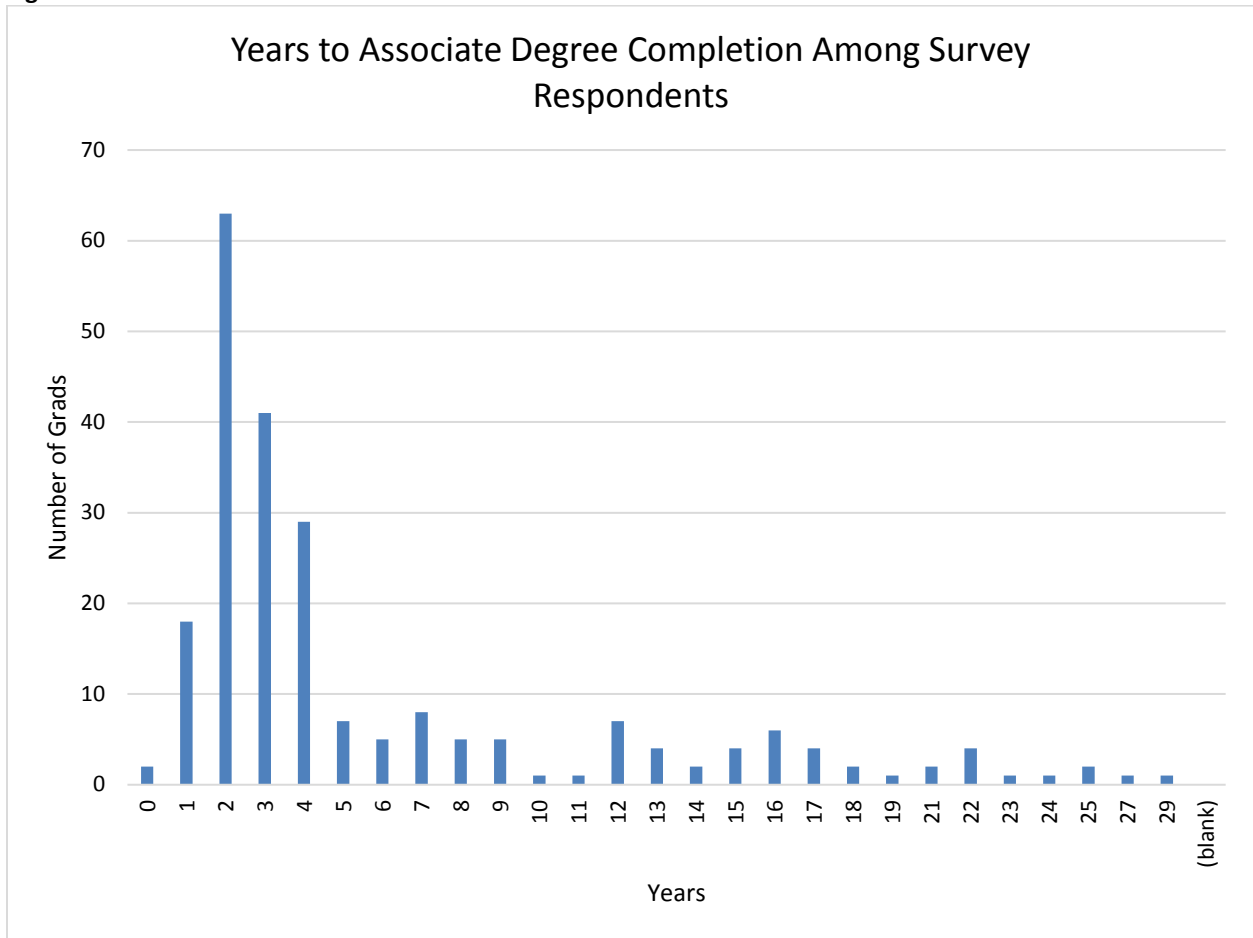
### 2016 Graduates: Years to Associate Degree Completion

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    | 3      | 2    |

(n=227 number of associates degrees awarded to respondents)

Figure 7.



Survey Respondents: College Attendance

College Attendance by Gender

Of the 284 survey respondents, 280 (99%) answered the current educational status question asking if they currently attend school. Data presented in Table 4 shows 54% (150) of the 2016 respondents who answered the educational status question reported that they attend school. Table 4 also shows that 58% of the male cohort attends school while 51% of the female cohort attends school. Of the 280 who answered the educational status question, 67% (187) are female and 33% (93) are male.

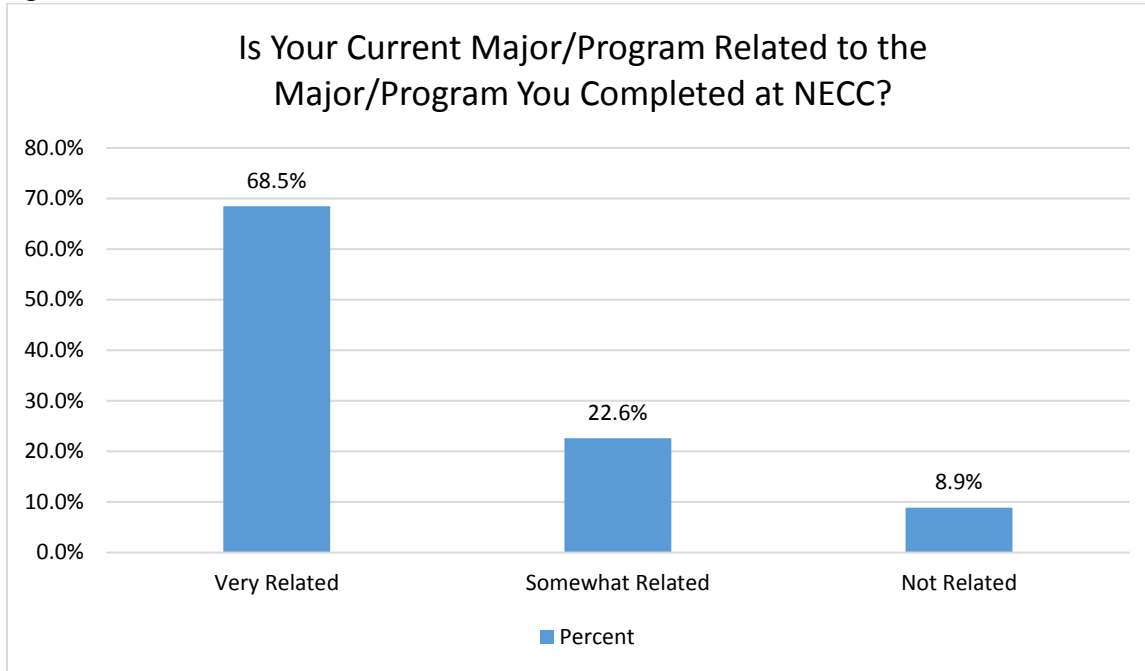
Table 4.

| Gender | 2014 Survey Respondents |             |             | 2015 Survey Respondents |             |             | 2016 Survey Respondents |             |             |
|--------|-------------------------|-------------|-------------|-------------------------|-------------|-------------|-------------------------|-------------|-------------|
|        | # Answered              | # Attending | % Attending | # Answered              | # Attending | % Attending | # Answered              | # Attending | % Attending |
| Female | 523                     | 320         | 61%         | 478                     | 290         | 61%         | 187                     | 96          | 51.3%       |
| Male   | 238                     | 166         | 70%         | 259                     | 186         | 72%         | 93                      | 54          | 58.0%       |
| Total  | 761                     | 486         | 64%         | 737                     | 476         | 65%         | 280                     | 150         | 53.6%       |

## Current Studies Related to NECC

Of the 150 graduates who are attending a new school, 146 (97%) responded to the follow-up question: Is your current major/program related to the major/program you completed at NECC? Figure 8 shows that 91% (133) reported that their current major was very or somewhat related to the one they completed at NECC.

**Figure 8.**



Students who reported that their current major was not related to their major at NECC were prompted to answer an open-ended question about why. Twelve graduates answered this question, and most of their responses reflected the idea that students just changed their mind.

- “Chose Business b/c thought more job opportunities.”
- “Decided I wanted to study something new.”
- “Changed my mind.”

## Top Colleges

Of the 150 survey respondents who attended college at the time of the survey, 140 (93%) reported the name of the school where they enrolled. Fifteen (11%) of these 140 students reported that they continue to attend NECC after receiving a degree. Table 5 presents the top five colleges for graduates attending schools other than NECC.

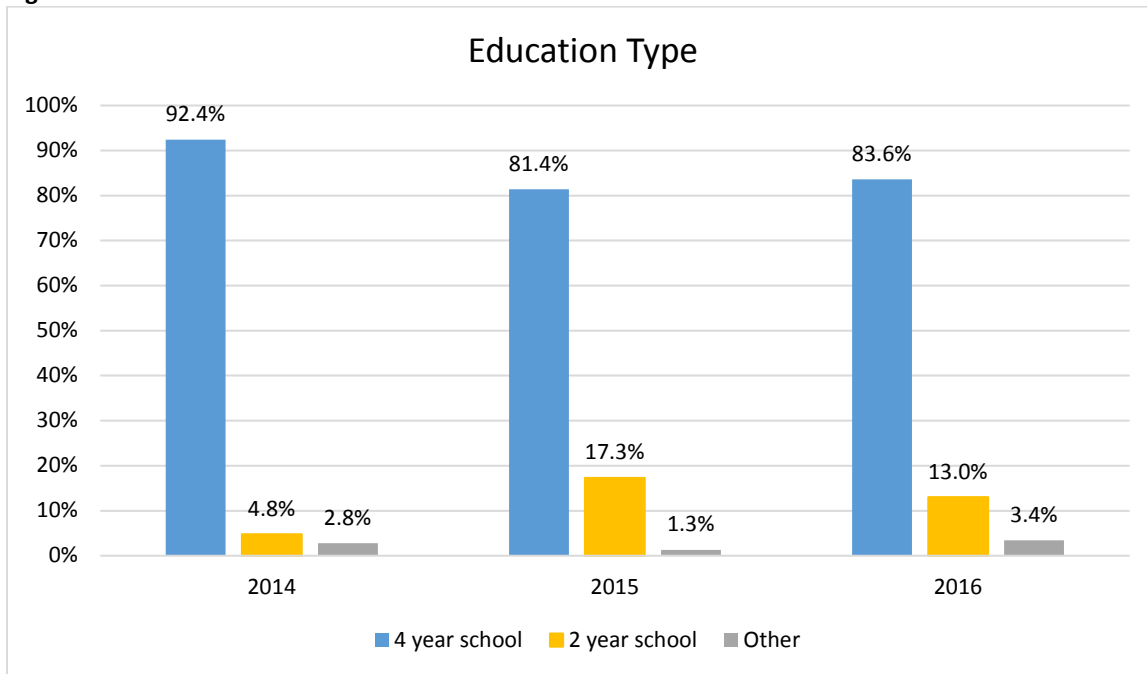
**Table 5.**

| Rank | College Name                         | # Transfers | % of Transfers |
|------|--------------------------------------|-------------|----------------|
| 1    | University of Massachusetts – Lowell | 42          | 33.6%          |
| 2    | Southern New Hampshire University    | 15          | 12.0%          |
| 3    | Salem State University               | 12          | 9.6%           |
| 4    | Merrimack College                    | 8           | 6.4%           |
| 5    | Cambridge College                    | 5           | 4.0%           |
|      | All other schools                    | 43          | 34.4%          |
|      | Total (excluding NECC)               | 125         | 100.0%         |

### Education Type

Of the 150 survey respondents subsequently attending a new school, 146 (97%) answered the follow-up question: “What type of school are you attending?” Figure 9 shows the breakdown of school types over the past three years. Figure 10 compares education type and full/part time status for 2016 survey respondents.

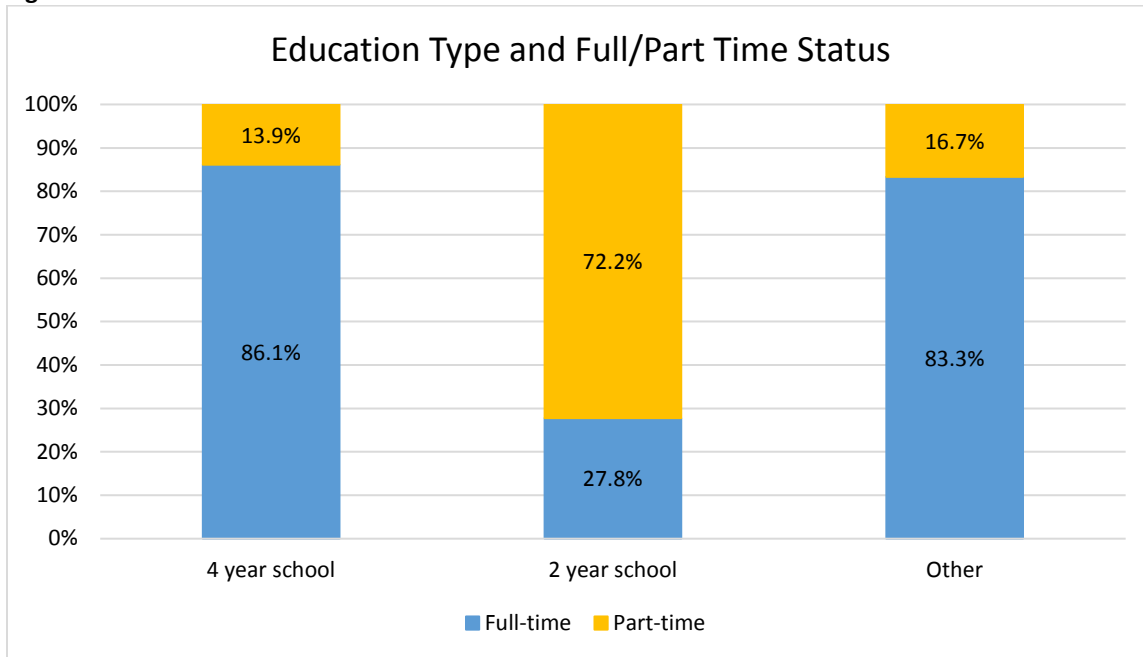
**Figure 9.**



Respondents who answered “Other” were asked to specify. Answers include:

- “Graduate school.”
- “Training school.”
- “6 month program at LARE.”

**Figure 10.**

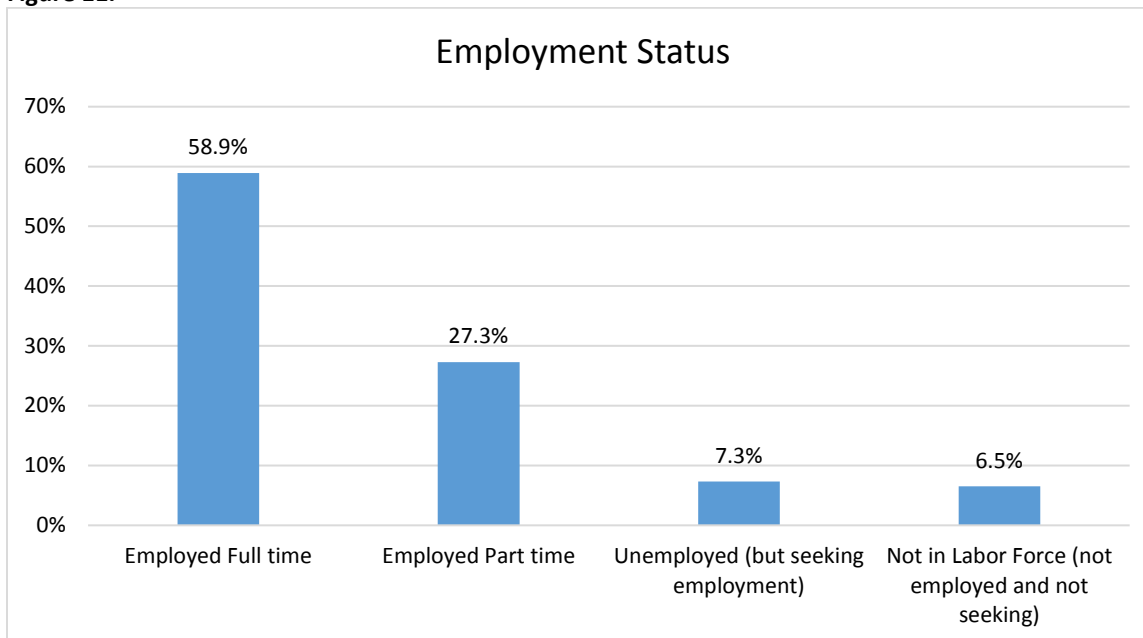


## Survey Respondents: Employment

### Employment Status

Of the 284 survey respondents, 275 (97%) answered the question: "What is your current employment status?" Figure 11 shows the distribution of responses.

**Figure 11.**



## Positive Placement Rate and Annual Salary by Program

Table 6 shows the Positive Placement Rate and Mean Annualized Salary by program major. This is for all 284 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 are employed, join the military, and/or attend school. Table 6 shows just the programs with the ten highest mean annualized salaries; Table 7 details how many graduates responded to the survey per program, and the positive placement rate and mean annualized salary for each program based on survey responses.

177 (6%) 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 other work in excess of 40 hours per week. For annualized salary, the respondents' income is converted to the salary they would receive if they worked 52 weeks per year at 40 hours per week.

**Table 6.**

| Rank | Program Code | Program Title                                   | Mean Annualized Salary |
|------|--------------|---|------------------------|
| 1    | 8104         | Nursing (ADN)                                   | \$76,410.00            |
| 2    | 0563         | CIS: Applications Option                        | \$71,000.00            |
| 3    | 8102         | Business Management: Healthcare Practice        | \$67,120.00            |
| 4    | 0124         | Paralegal Certificate                           | \$67,000.00            |
| 5    | 0213         | Nursing (ADN) Day                               | \$64,310.67            |
| 6    | 8108         | Electronic Health Record Specialist Certificate | \$61,000.00            |
| 7    | 0214         | Respiratory Care                                | \$58,176.00            |
| 8    | 8105         | Medical Laboratory Technology                   | \$52,373.33            |
| 9    | 0264         | Sleep Technology                                | \$52,000.00            |
| 10   | 0209         | Practical Nursing (PN)                          | \$50,960.00            |

**Table 7.**

| Code | Program Title                          | # Survey Respondents | Positive Placement Rate | # Provided Salary | Mean Annualized Salary |
|------|--|----------------------|-------------------------|-------------------|------------------------|
| 0100 | Liberal Arts                           | 18                   | 100.0%                  | 15                | \$37,081.42            |
| 0113 | Liberal Arts: Theatre                  | 1                    | 100.0%                  | 1                 | \$22,880.00            |
| 0121 | Liberal Arts: Political Science        | 2                    | 100.0%                  | 1                 | \$23,649.60            |
| 0124 | Paralegal Certificate                  | 2                    | 100.0%                  | 1                 | \$67,000.00            |
| 0131 | Liberal Arts: Biology                  | 6                    | 100.0%                  | 5                 | \$27,040.00            |
| 0134 | Liberal Arts: Writing                  | 3                    | 100.0%                  | 1                 | \$26,208.00            |
| 0137 | Liberal Arts: Psychology               | 9                    | 100.0%                  | 3                 | \$29,910.40            |
| 0145 | Paralegal Transfer                     | 3                    | 66.7%                   | 2                 | \$25,636.00            |
| 0147 | Elementary Education                   | 5                    | 100.0%                  | 4                 | \$27,716.00            |
| 0149 | Liberal Arts: Journalism/Communication | 4                    | 100.0%                  | No Data Available |                        |
| 0179 | General Studies: Movement Science      | 2                    | 100.0%                  | 2                 | \$33,280.00            |
| 0180 | General Studies                        | 14                   | 100.0%                  | 6                 | \$43,348.22            |

|      |   |    |        |                   |             |
|------|---|----|--------|-------------------|-------------|
| 0181 | Graphic Design  | 1  | 100.0% | 1                 | \$26,285.71 |
| 0192 | General Studies: Multi-Media  | 1  | 100.0% | 1                 | \$22,880.00 |
| 0193 | General Studies: Music  | 1  | 100.0% | No Data Available |             |
| 0196 | General Studies: Physical Education, Exercise Science, Sports Studies | 2  | 100.0% | 2                 | \$45,649.52 |
| 0197 | Liberal Arts: Middle/High School Teaching                             | 1  | 100.0% | No Data Available |             |
| 0199 | General Studies: Art  | 6  | 100.0% | 4                 | \$22,256.00 |
| 0200 | Criminal Justice  | 12 | 100.0% | 7                 | \$34,989.03 |
| 0201 | Early Childhood Education   | 8  | 100.0% | 5                 | \$27,813.76 |
| 0209 | Practical Nursing   | 6  | 100.0% | 4                 | \$50,960.00 |
| 0212 | Radiologic Technology   | 2  | 100.0% | 1                 | \$47,840.00 |
| 0213 | Nursing (ADN) Day   | 10 | 100.0% | 6                 | \$64,310.67 |
| 0214 | Respiratory Care  | 6  | 100.0% | 5                 | \$58,176.00 |
| 0217 | Alcohol Drug Abuse Counseling   | 4  | 100.0% | 2                 | \$37,060.00 |
| 0218 | Dental Assisting  | 2  | 100.0% | 1                 | \$37,440.00 |
| 0239 | Law Enforcement Certificate   | 7  | 100.0% | 6                 | \$38,750.93 |
| 0254 | Paramedic Technology Certificate                                      | 3  | 100.0% | 2                 | \$35,100.00 |
| 0255 | Human Services  | 18 | 94.1%  | 10                | \$35,235.33 |
| 0256 | Paramedic (EMT-P) Technology  | 5  | 80.0%  | 2                 | \$36,140.00 |
| 0257 | Computed Tomography (CT) Certificate                                  | 1  | 100.0% | No Data Available |             |
| 0260 | Medical Assistant (Day)   | 7  | 100.0% | 6                 | \$34,296.87 |
| 0262 | Community Support Human Services                                      | 9  | 100.0% | 5                 | \$29,968.64 |
| 0264 | Sleep Technologist  | 5  | 100.0% | 3                 | \$52,000.00 |
| 0266 | Deaf Studies: Interpreting Transfer                                   | 1  | 100.0% | 1                 | \$43,680.00 |
| 0269 | General Studies: Individualized Option                                | 5  | 100.0% | 2                 | \$33,477.60 |
| 0293 | Healthcare Technician Certificate                                     | 7  | 100.0% | 5                 | \$29,473.60 |
| 0300 | Accounting  | 9  | 62.5%  | 4                 | \$37,544.00 |
| 0308 | Business Management   | 11 | 81.8%  | 8                 | \$37,227.00 |
| 0311 | Business Transfer   | 18 | 100.0% | 14                | \$34,825.52 |
| 0347 | Medical Billing Certificate (IH)                                      | 6  | 83.3%  | 4                 | \$40,438.00 |
| 0507 | Engineering Science   | 7  | 100.0% | 5                 | \$26,840.00 |
| 0521 | Computer Aided Drafting   | 2  | 100.0% | 1                 | \$31,111.11 |
| 0529 | Electronic Equipment Technology Certificate                           | 2  | 100.0% | No Data Available |             |
| 0535 | Computer Applications Certificate                                     | 7  | 100.0% | 6                 | \$38,008.22 |
| 0539 | Web Page Design and Development                                       | 8  | 100.0% | 5                 | \$39,273.86 |
| 0544 | Computer Networking Certificate                                       | 5  | 100.0% | 4                 | \$45,602.33 |
| 0546 | Electronic Technology: Computer Systems                               | 1  | 100.0% | No Data Available |             |
| 0559 | CIS: Information Technology   | 8  | 100.0% | 4                 | \$41,812.33 |
| 0562 | Information Technology Fluency  | 4  | 100.0% | 3                 | \$37,786.67 |
| 0563 | CIS: Applications Option  | 5  | 80.0%  | 1                 | \$71,000.00 |
| 0564 | Computer Forensics Basic Certificate                                  | 1  | 100.0% | No Data Available |             |
| 0565 | CIS: Transfer Option  | 4  | 100.0% | 3                 | \$30,944.86 |

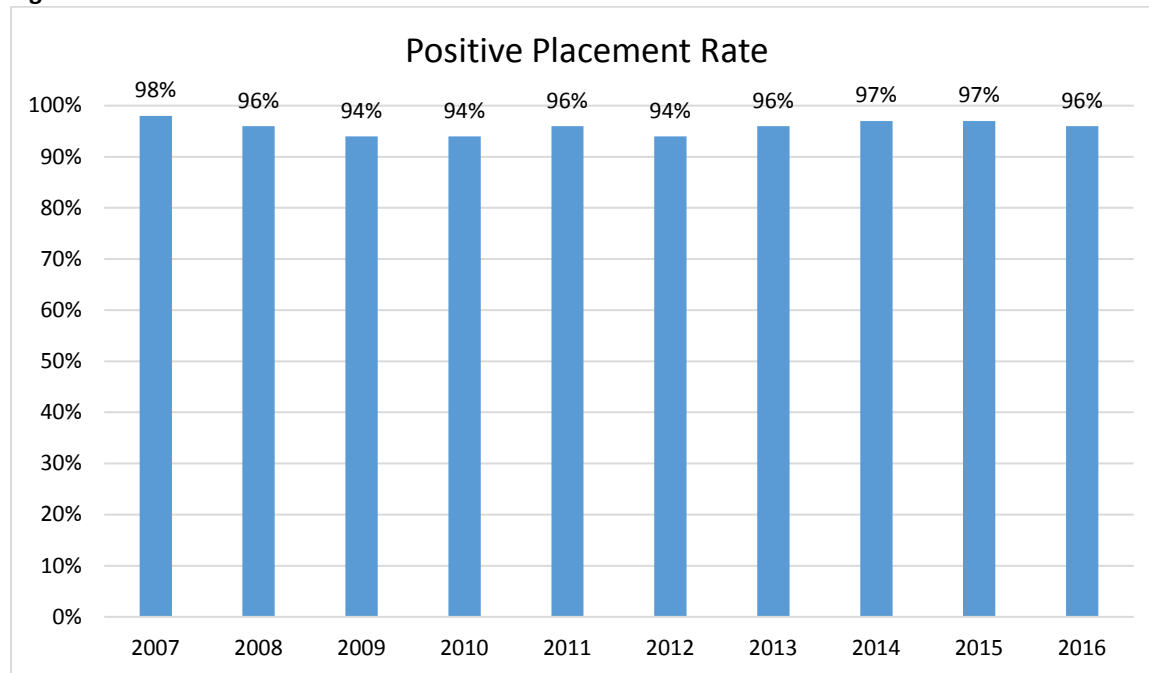


|      |   |            |              |                   |                    |
|------|---|------------|--------------|-------------------|--------------------|
| 0566 | Test B Electronic Equipment Technology-Raytheon | 1          | 100.0%       | No Data Available |                    |
| 0567 | Computer Security Certificate                   | 5          | 100.0%       | 4                 | \$38,558.65        |
| 0574 | Laboratory Science                              | 2          | 50.0%        | No Data Available |                    |
| 8100 | Medical Coding                                  | 4          | 75.0%        | 2                 | \$36,400.00        |
| 8101 | Medical Office Assistant Certificate            | 2          | 100.0%       | 2                 | \$25,896.00        |
| 8102 | Business Management: Healthcare Practice        | 4          | 100.0%       | 3                 | \$67,120.00        |
| 8103 | Medical Assistant                               | 2          | 100.0%       | 1                 | \$29,120.00        |
| 8104 | Nursing (ADN)                                   | 5          | 100.0%       | 4                 | \$76,410.00        |
| 8105 | Medical Laboratory Technology                   | 3          | 100.0%       | 3                 | \$52,373.33        |
| 8106 | Ophthalmic Assistant Certificate                | 1          | 100.0%       | 1                 | \$39,020.80        |
| 8107 | General Studies: Health Specialization          | 4          | 75.0%        | 3                 | \$49,365.33        |
| 8108 | Electronic Health Record Specialist Certificate | 4          | 75.0%        | 2                 | \$61,000.00        |
|      | <b>TOTAL / AVERAGE</b>                          | <b>334</b> | <b>95.7%</b> | <b>209</b>        | <b>\$39,019.97</b> |

### Positive Placement Rate Trend

The positive placement rate for 2016 survey respondents is 96%, a slight drop from last year.

Figure 12.



### Annual Salary

62% (177) of survey respondents provided salary and weekly work hours. Table 8 presents the mean and median income for several categories.

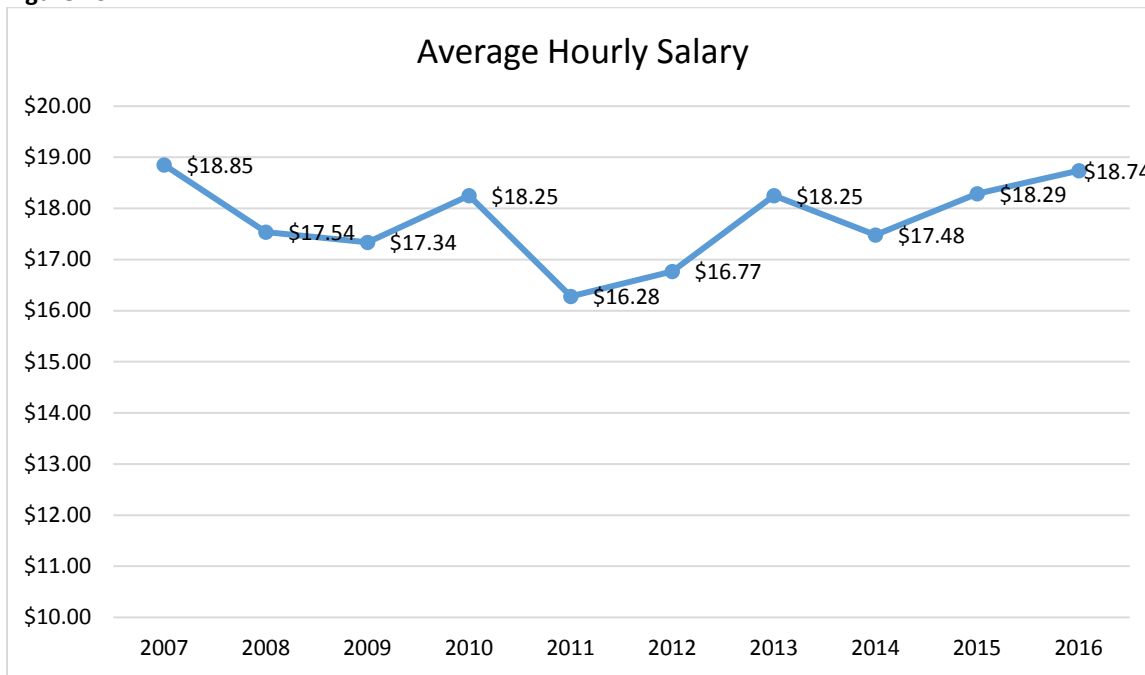
**Table 8.**

| Category                        | Survey Respondents who Provided Salary |             |             |
|---------------------------------|--|-------------|-------------|
|                                 | #                                      | Mean        | Median      |
| Female                          | 119                                    | \$41,790.21 | \$37,440.00 |
| Male                            | 58                                     | \$33,227.43 | \$30,843.56 |
| Job very related to program     | 78                                     | \$45,825.29 | \$41,600.00 |
| Job somewhat related to program | 41                                     | \$35,861.40 | \$31,200.00 |
| Job not related to program      | 58                                     | \$31,991.99 | \$27,040.00 |
| Attending school                | 94                                     | \$36,668.85 | \$31,200.00 |
| Not attending school            | 83                                     | \$41,606.66 | \$37,440.00 |
| All working                     | 177                                    | \$38,984.32 | \$33,800.00 |

### Hourly Salary Trend

The average hourly salary among 177 survey respondents is \$18.74, which represents a \$0.45/hour increase over the previous year.

**Figure 13.**



### Top Employers

237 respondents stated that they were employed. 89% (210) of the 237 employed survey respondents provided the name of their employer. The top ranked companies, which are listed in Table 9, provided jobs for 10.5% of survey respondents who reported their employer.

**Table 9.**

| <b>Employer</b>                  | <b># Employed</b> |
|----------------------------------|-------------------|
| CVS                              | 4                 |
| Lahey Clinic                     | 3                 |
| Lawrence General Hospital        | 3                 |
| Lowell General Hospital          | 3                 |
| Market Basket                    | 3                 |
| Massachusetts General Hospital   | 3                 |
| Northern Essex Community College | 3                 |
| All other employers              | 188               |
| Total – reported employer        | 210               |

## Appendix: Graduate Follow Up Survey Instrument 2016

### Q1 What is your current educational status?

- Attending college, university or other educational institution (1)
- Not attending college, university or other educational institution (2)

### Q2 What type of school are you attending?

- 4-year college or university (1)
- 2-year college (2)
- Other (please specify) (3) \_\_\_\_\_

### Q3 Are you attending full or part time?

- Full time (1)
- Part time (2)

### Q4 What is the name of the school you are attending? \_\_\_\_\_

\_\_\_\_\_

### Q5 Is your current major/program related to the major/program you completed at NECC?

- Very related (1)
- Somewhat related (2)
- Not related (3)

### Q5a You've indicated that your current major/program is not related to the major/program you completed at NECC. Please explain why:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

### Q6 What is your current employment status?

- Employed full time (1)
- Employed part time (2)
- Registered apprentice (3)
- Full time military service (4)
- Unemployed (not employed, but seeking employment) (5)
- Not in labor force (not employed and not seeking employment) (6)

### Q7 What is the name of your primary employer? \_\_\_\_\_

### Q8 In what city do you work? \_\_\_\_\_

**Q9 In what state do you work?** \_\_\_\_\_

**Q10 What is your job title?** \_\_\_\_\_

**Q11 Is your position related to the major/program you completed at NECC?**

- Very related (1)
- Somewhat related (2)
- Not related (3)

**Q11a You've indicated that your position is not related to the major/program you completed at NECC. Please explain why:**

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**Q12 The next question concerns the wages/salary you earn at this job. How would you like to provide this information?**

- Hourly wages (1)
- Annual salary (2)

**Q13 What is your current annual wage/salary before deductions? (Do not add in overtime.)**

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**Q14 What is your current hourly wage/salary before deductions? (Do not add in overtime.)**

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**Q15 Approximately how many hours per week do you work?** \_\_\_\_\_

**Q16 On a scale of 1 (Not at All Satisfied) to 5 (Extremely Satisfied), how satisfied were you with NECC?**

- 1 - Not at All Satisfied (1)
- 2 (2)
- 3 (3)
- 4 (4)
- 5 - Extremely Satisfied (5)

**Q17 What did you like most about attending NECC?**

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**Q18 What can NECC do to improve?**

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