

Average Earnings, Employment, & Retention by National Career Readiness Certificate & Education Levels

A Monograph

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Many advocates of credential based hiring have long held that jobseekers will earn higher wages or salaries commensurate to higher scores on credentials such as the National Career Readiness Certificate. This document examines the average earnings, entered employment, and retention rates by NCRC and education levels of 'Adult' enrolled clients over three years, and quantifiably demonstrates the benefits to jobseekers that choose to demonstrate their skills via the completion of such assessments.

Thanks to Dr. Merrilea Mayo of Mayo Enterprises, LLC & Brenda Ancell & Roger Baugher of the Missouri Division of Workforce Development.

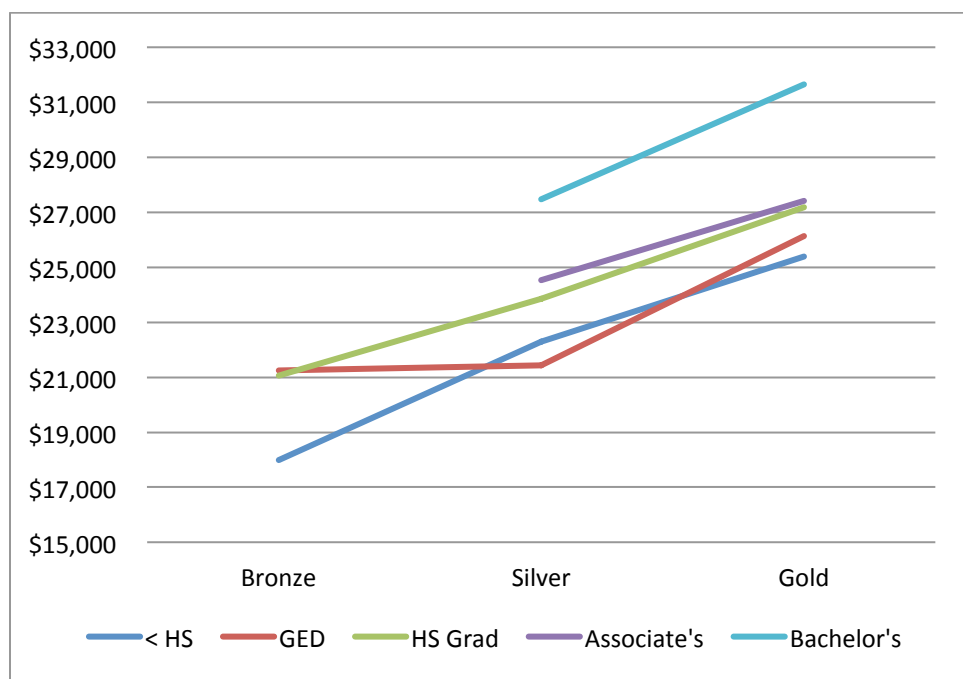
Utilizing data from MoPerforms, Missouri’s workforce statistics engine, data on ‘Adult’¹ enrolled jobseekers over two and three-quarters program years was retrieved and plotted to generate the tables and figures below. With regard to the average earnings analysis, 3,709 individuals were considered. The entered employment rate analysis examined 6,968 individuals, the retention rate analysis 4,485.

Average Earnings by Education & NCRC Level

- Average Earnings – the total earnings in 2nd and 3rd quarters after exit *divided by* the number of exiters with wages in 1st, 2nd, and 3rd quarters after exit; includes all employed in 1st, 2nd, and 3rd quarters after exit based on wage records, regardless of employment status at registration.

Not many would argue with the assertion that the farther one advances their education, the more likely they are to earn more – Figure 1 goes further and quantifiably demonstrates increased earnings for those with higher NCRC scores across all levels of education.

Figure 1 - Annualized Adult Average Earnings by Education and NCRC Level, MO, PYs 10-12



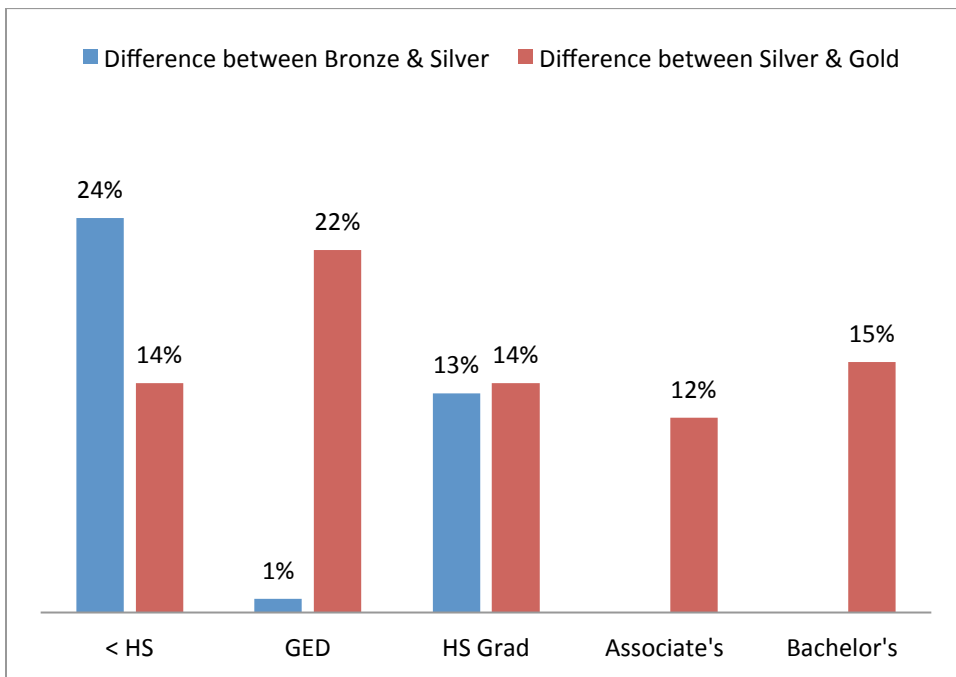
For those with less than a high school diploma who have taken the NCRC, there is a 24% increase in average earnings between bronze and silver and a 14% increase between silver and gold.

The impact on those with a GED is less pronounced up to the silver level – a 1% increase exists between bronze and silver, with 22% between silver and gold.

For high school graduates, a 13% increase exists between bronze and silver, 14% between silver and gold. For those who hold associate’s and bachelor’s degrees, the increase between silver and gold is 12% and 15%, respectively.

¹ A single program in which Career Center clients over the age of eighteen and who meet income requirements may be enrolled.

Figure 2 - % Difference in Adult Average Earnings by NCRC Level by Education

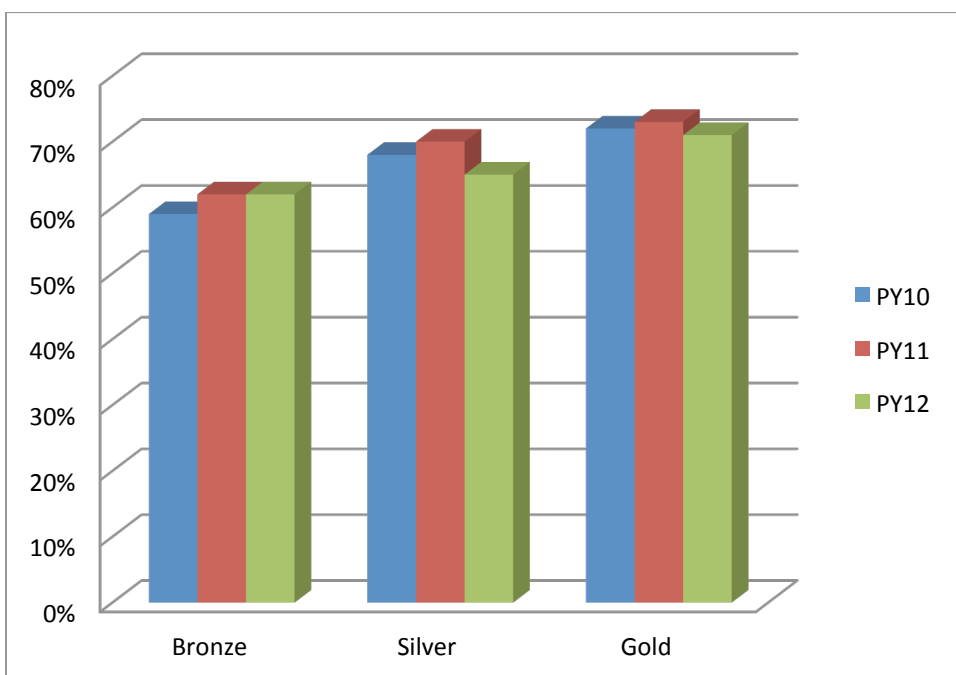


Entered Employment Rates by NCRC Level

- Entered Employment Rate – the number employed in 1st quarter after exit divided by the number of exiters; (exclude employment at registration, not including job for which a layoff notice received)

The examination of entered employment rates of 'Adult' enrolled clients over the same time period reveals that the higher a jobseeker's NCRC score, the more likely they are to attain employment.

Figure 3 – MO Adult Entered Employment Rates by NCRC Level



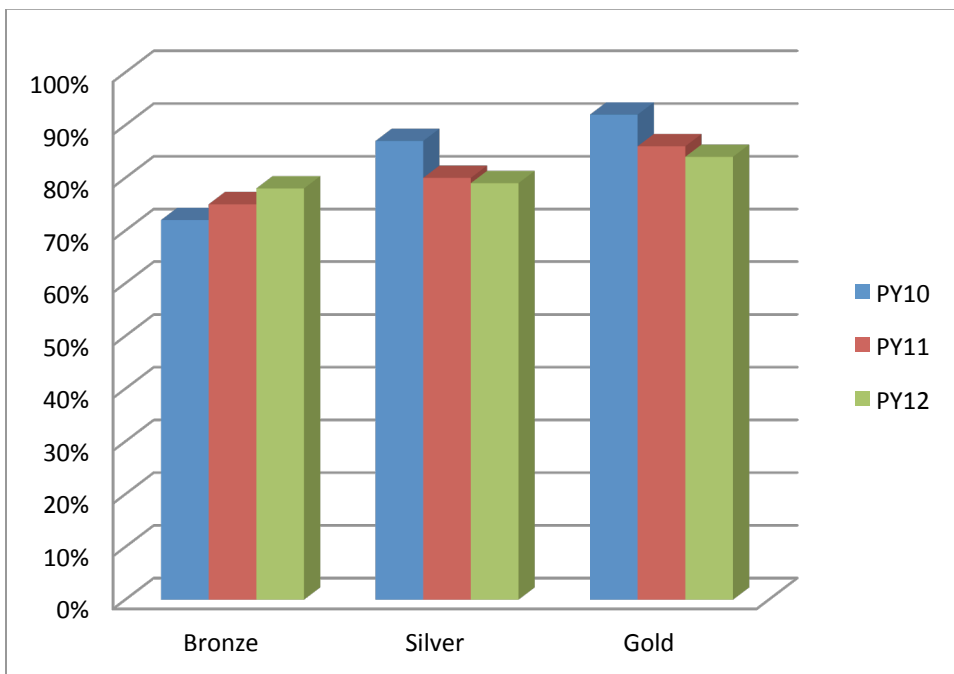
For example, in PY12, 62% of bronze NCRC holders entered employment compared to 71% for gold NCRC holders. The trend is much the same across PY10 and PY 11.

Retention Rates by NCRC Level

- Employment Retention Rate – the number of participants who are employed in both the 2nd and 3rd quarters after exit *divided by* the number of participants who exit during the quarter; based on those employed in quarter after exit, regardless of employment status at registration.

The examination of retention rates of ‘Adult’ enrolled clients over the same time period reveals that the higher a client’s NCRC score, the more likely they are to retain their new employment.

Figure 4 – MO Adult Retention Rates by NCRC Level



Although the effect is not as pronounced as with average earnings or entered employment, retention does increase with each NCRC level. For example, in PY10, 72% of clients with a bronze NCRC retained their new employment compared to 92% of clients with a gold NCRC.

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Table 1 – MO Adult Average Earnings by Education & NCRC Level²

	PY12 ³		PY11		PY10		Weighted Average Earnings (PY10-12)
	N	Annualized Avg Earnings	N	Annualized Avg Earnings	N	Annualized Avg Earnings	
<i>Adults who aren't High School Grads</i>	7,485	\$20,182	3,233	\$19,180	128	\$15,892	\$19,833
Subset who tested but didn't qualify	-	-	4	\$14,200	118	\$15,608	\$15,562
Subset who received Award	189	\$22,684	63	\$18,778	10	\$19,246	\$21,614
Subset who received Bronze	39	\$20,266	26	\$14,830	5	\$16,626	\$17,987
Subset who received Silver	115	\$22,328	29	\$22,064	4	\$22,702	\$22,286
Subset who received Gold	34	\$26,930	8	\$19,696	1	\$18,522	\$25,389
Subset who received Platinum	1	13,504	-	-	-	-	\$13,504
<i>Adults who are High School Grads</i>	50,716	\$20,500	43,370	\$20,886	1,544	\$23,494	\$20,723
Subset who tested but didn't qualify	4	\$11,880	20	\$17,668	1,375	\$23,696	\$23,576
Subset who received Award	1,484	\$24,262	1,029	\$23,900	169	\$21,856	\$23,972
Subset who received Bronze	322	\$20,834	237	\$21,850	33	\$17,608	\$21,061
Subset who received Silver	848	\$24,058	578	\$23,868	93	\$22,018	\$23,861
Subset who received Gold	311	\$28,022	210	\$26,356	42	\$25,078	\$27,181
Subset who received Platinum	3	\$59,930	4	\$21,030	1	\$11,524	\$34,429
<i>Adults w/ a GED</i>	7,454	\$18,726	6,567	\$18,576	181	\$20,778	\$18,683
Subset who tested but didn't qualify	-	-	1	\$8,172	163	\$20,920	\$20,842
Subset who received Award	268	\$22,756	179	\$21,590	18	\$19,480	\$22,180
Subset who received Bronze	50	\$22,532	38	\$19,254	5	\$23,548	\$21,247
Subset who received Silver	172	\$22,212	109	\$20,714	9	\$14,998	\$21,425
Subset who received Gold	45	\$25,414	32	\$27,346	4	\$24,478	\$26,131
Subset who received Platinum	1	\$8,008	-	-	-	-	\$8,008
<i>Adults w/ an Associate's Degree</i>	6,177	\$24,864	4,750	\$24,942	-	-	\$24,898
Subset who tested but didn't qualify	-	-	1	\$44,544	-	-	\$44,544
Subset who received Award	117	\$23,958	46	\$25,954	-	-	\$24,521
Subset who received Bronze	12	\$12,442	6	\$21,414	-	-	\$15,433
Subset who received Silver	62	\$24,040	26	\$25,706	-	-	\$24,532
Subset who received Gold	42	\$26,888	13	\$29,162	-	-	\$27,425
Subset who received Platinum	1	\$33,940	1	\$18,008	-	-	\$25,974
<i>Adults w/ a Bachelor's Degree/Equiv</i>	7,397	\$34,326	5,221	\$34,124	124	\$27,660	\$34,178
Subset who tested / didn't qualify	-	-	1	\$11,218	118	\$28,156	\$28,014
Subset who received Award	112	\$30,802	65	\$27,160	6	\$17,908	\$29,086
Subset who received Bronze	8	\$28,042	4	\$21,718	-	-	\$25,934
Subset who received Silver	49	\$29,414	35	\$25,900	5	\$19,482	\$27,474
Subset who received Gold	52	\$32,526	25	\$30,688	1	\$10,034	\$31,649
Subset who received Platinum	3	\$30,950	1	\$4,740	-	-	\$24,398
<i>Adults with Edu beyond Bachelor's</i>	1,977	\$43,008	1,325	\$42,824	24	\$31,460	\$42,851
Subset who tested / didn't qualify	-	-	-	-	22	\$31,054	\$31,054
Subset who received Award	20	\$28,052	9	\$16,766	2	\$35,938	\$25,284
Subset who received Bronze	1	\$24,880	-	-	1	\$21,020	\$22,950
Subset who received Silver	8	\$27,820	7	\$13,246	1	\$50,856	\$22,884
Subset who received Gold	10	\$27,654	2	\$29,086	-	-	\$27,893
Subset who received Platinum	1	\$37,052	-	-	-	-	\$37,052

² Measures in red denote figures with too few data points to be included in the analysis.

³ PY12 lacks the final quarter of the year's data.

Table 2 – MO Adult Entered Employment Rates by NCRC Level

	<i>Bronze</i>		<i>Silver</i>		<i>Gold</i>		<i>Platinum</i>	
<i>PY12</i>	756	62%	2,123	65%	698	71%	11	91%
<i>PY11</i>	751	62%	1,556	70%	545	73%	9	89%
<i>PY10</i>	141	59%	296	68%	102	72%	2	100%

Table 3 – MO Adult Retention Rates by NCRC Level

	<i>Bronze</i>		<i>Silver</i>		<i>Gold</i>		<i>Platinum</i>	
<i>PY12</i>	548	78%	1,488	79%	574	84%	12	83%
<i>PY11</i>	406	75%	916	80%	323	86%	7	86%
<i>PY10</i>	57	72%	123	87%	50	92%	1	100%

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