

Outcomes for Graduates of Florida's Public Postsecondary Educational Institutions

Economic Security Report 2022

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About This Report

The Florida Economic Security Report details the outcomes of recent graduates from Florida's public postsecondary education institutions. Data from the District Technical Centers (DTCs), the Florida College System (FCS), and the State University System of Florida (SUS) are included in this report.¹ The report documents the variation in first- and fifth-year earnings among graduates who earned certificates, diplomas, or degrees from Florida's three public postsecondary educational systems. The report also presents data on the percentage of graduates from various institutions who received public assistance,² as well as the percentage of graduates who are enrolled in subsequent education programs. The average federal debt acquired by all students in a public postsecondary education institution (not just graduates) in academic year 2019-2020 is also reported. The results show what type of postsecondary credentials students earn and that what they study matters.

Information in this report comes from five main data sources:

- Florida Department of Education's Florida Education and Training Placement Information Program (FETPIP);
- Florida Department of Education's Office of Student Financial Assistance;
- Florida Department of Economic Opportunity's Employment Projections;
- U.S. Department of Labor's Wage Record Interchange System 2 (WRIS2)³; and
- U.S. Department of Labor's State Wage Interchange System (SWIS)⁴.

¹ The SUS includes 12 public universities (FLBOG.edu/universities/). The FCS consists of 28 public community colleges and state colleges, some of which offer four-year bachelor's degrees (FLDOE.org/schools/higher-ed/fl-college-system/colleges). Fifty-one DTCs offer certifications in a variety of career and technical education program areas (FLDOE.org/academics/career-adult-edu/dist-ps-instit.stml). These three systems make up Florida's public postsecondary education system.

² For purposes of this report, public assistance includes a unique count of graduates who received support or services from the Temporary Assistance for Needy Families (TANF) program and/or the Supplemental Nutrition Assistance Program (SNAP).

³ The WRIS2 program was a voluntary system whereby states can share aggregate employment and wage outcomes with other states. The WRIS/WRIS2 operations ceased on December 31, 2019. Replacing the WRIS2 program is the SWIS program. Data from these two programs enables us to report on the employment and earnings data of graduates from Florida who are employed in other states. The membership of the WRIS2 exchange included 45 states, the District of Columbia, and the Commonwealth of Puerto Rico. A map of participating states can be found at doleta.gov/performance/pfdocs/WRIS2_Status_Map.pdf. The SWIS program includes wage data from all 50 US states, Puerto Rico, and the District of Columbia. More information can be found at DOL.gov/agencies/eta/performance/swis.

⁴ The WRIS2 data is linked to the 2015-2016 cohort class. The SWIS data are linked to the 2017-2018, 2018-2019, and 2019-2020 cohort classes. The 2015-2016 cohort class only includes employment data from the State of Florida.

The data detailed in this report reflect outcomes for graduates in their first year after graduation for a five-year period from academic years 2015–2016 through 2019–2020 (see **Table ATR1**). All earnings and employment data are provided through the Florida Department of Education (DOE). Although the data represent employment and earning outcomes, the data does not include information about the occupations of graduates and whether they are employed in their field of study.

Table ATR1. Graduates by Academic Year Contributing to Outcomes

Cohort	2015–2016	2016–2017	2017–2018	2018–2019	2019–2020
Contributes to first-year outcomes	✓	✓	✓	✓	✓
Contributes to fifth-year outcomes	✓				

It should also be noted that this report includes tables and figures that show the median first- and fifth-year earnings for the five-year academic period of 2015–2016 to 2019–2020. However, data may not be included due to suppression issues if there were a small number of graduates. The minimum number of graduates to allow reporting for this report is 10. Therefore, in some instances, tables and figures may only show the first-year, fifth-year, or no data at all.

Executive Summary

The Florida Economic Security Report details the economic outcomes of recent graduates from Florida's public postsecondary educational systems, which include the District Technical Centers (DTCs), the Florida College System (FCS), and the State University System of Florida (SUS).

The report aims to document the variation in earnings, employment, election to continue their education, and public assistance among graduates who have earned degrees or certificates from Florida's public postsecondary education institutions. The results show that economic outcomes are correlated with a student's selected degree or certificate and credential level, as well as institution.

The data discussed in this report reflect outcomes for 1,065,549 graduates across a five-year period from academic years 2015–2016 through 2019–2020. Key findings for each of Florida's public postsecondary education institutions by attainment level are defined below.

Certificates/Diplomas/Apprenticeships

- More than 230,000 certificates, diplomas, and apprenticeships were awarded between academic years 2015–2016 through 2019–2020.
- DTCs issued 80% more career certificates than colleges in the FCS. Career certificates issued by DTCs accounted for 64% of all career certificates awarded in the state.
 - However, graduates with certificates from colleges in the FCS were found more frequently in the employment data (83%) one year after completion than graduates with career certificates from DTCs (75%).
 - In addition, during the five-year period of study, median first-year earnings of graduates from the FCS were higher (\$38,608) than the earnings of graduates with certificates from DTCs (\$31,776).
 - Fifth-year earnings for career certificates were higher than first-year earnings across institutions, but fifth-year employment percentages were often lower.
- Most apprenticeships are offered through DTC institutions. An electrician, which is the most common apprenticeship, has an estimated first-year earnings of \$43,916. However, a large degree of variation exists in earnings between apprenticeship graduates (from around \$21,000 to more than \$95,000 for first-year earnings).

- Eighteen percent of graduates who earned career certificates from DTCs received public assistance, which is 8% higher than the percentage of those who earned their certificates from institutions in the FCS.

Associate Degrees

- The associate degree is the second most awarded degree in Florida, with 356,081 degrees awarded between academic years 2015–2016 through 2019–2020. Degrees include 283,363 Associate in Art (AA) degrees, 71,886 Associate in Science (AS) degrees, and 832 Associate in Applied Science (AAS) degrees.
- The median first-year earnings of graduates with AA degrees are usually lower than those of graduates from many other degree and certificate programs. For example, the median first-year earnings of graduates who were in the labor market with an AS degree were nearly \$19,000 higher than graduates with AA degrees.
- The field of study can greatly affect early career earnings. The median first-year earnings of graduates with an AS degree in nursing totaled more than \$55,000. Graduates with an AS degree in business administration and management earned around \$35,000, while graduates with an AS degree in emergency medical technology/technician (EMT) earned more than \$63,000.
- Students who earned AA degrees appeared less frequently in the employment data one year after completion than AS degree graduates but were found enrolled in subsequent education programs at a higher frequency than AS degree graduates. This is consistent with the intent of AA degrees as a pathway to a bachelor's degree.

Bachelor's Degrees

- The bachelor's degree is the most awarded degree in Florida, 11,110 more than the number of awarded associate degrees, with 367,191 bachelor's degrees awarded between academic years 2015–2016 through 2019–2020.
- Median first-year earnings of graduates with bachelor's degrees from SUS institutions varied from \$28,000 (New College of Florida) to nearly \$56,000 (Florida Polytechnic University).
- Psychology and biology are the two most popular fields of study in SUS institutions. Graduates in these fields had relatively low first-year earnings: about \$30,800 for psychology and \$28,900 for biology. In contrast, graduates with degrees in nursing had first-year earnings around \$61,900.
- Graduates for eight of the twelve SUS institutions had first-year median wages within a few thousand dollars of each other. This pattern demonstrates the consistent value of bachelor's degrees from Florida's universities.

- During the five-year study period, FCS campuses awarded more than 42,000 bachelor's degrees. These degrees were concentrated in a small number of relatively high-paying fields (e.g., registered nursing/registered nurse, information technology, business administration, and management and operations). As a result, the median first-year earnings of graduates with bachelor's degrees from FCS institutions were higher (\$48,928) than those of graduates with bachelor's degrees from SUS institutions (\$39,996).

Master's/Specialist/Doctorate

- More than 111,000 master's, specialist, and doctorate degrees were awarded between academic years 2015–2016 through 2019–2020.
- Regarding wages, graduates with master's degrees earned more than graduates with a bachelor's degree. The median first-year earnings of graduates with master's degrees was \$55,884 compared with \$39,996 for graduates with bachelor's degrees from Florida's universities.
- Graduates with specialist degrees in curriculum and instruction (education) had the highest one-year median earnings among specialist degree graduates, at over \$68,000.
- Non-medical doctorate degrees in Nurse Anesthetist were associated with the highest first-year earnings (\$168,248) among graduates with doctorate degrees.
- Significant variation exists in first-year earnings for non-medical doctorate degree graduates. From some of the most popular programs, business administration and management have median first-year earnings of approximately \$145,000 while those with doctorates in physics reporting median first-year earnings of around \$65,000.

Student Loan Debt

Student loan data were not available by degree program of the student and are instead averaged at the level of the institution.

- In the 2019–2020 academic year, the average statewide federal loan amount per student at Florida's public postsecondary education institutions was approximately \$5,862.
- Average federal debt for students at Florida's FCS Institutions ranged from \$2,782 (Tallahassee Community College) to \$4,244 (Florida SouthWestern State College).
- Average federal debt for students at Florida's SUS institutions ranged from \$3,886 (Florida Polytechnic University) to \$10,647 (University of Florida). These amounts do not include private debt incurred by students.

Public Assistance

As an additional financial indicator, this report explores the percentage of graduates at each award level who received public assistance one year after completion.

- There was a strong relationship between award level and the percentage of graduates receiving public assistance, with 18.4% of career certificate graduates from DTC institutions receiving public assistance, decreasing to 3.2% or less for master's degrees or above.
- Some differences were apparent between graduates with awards at the same level depending on whether they completed their award at an institution in the Florida College System (FCS) or at a District Technical Center (DTC).

Progress

This report compares median first-year earnings over five academic years (2015-2016 through 2019-2020). For most award levels, median first-year salaries have increased over the years.

Labor Market Information: Where the Jobs Are

The report also presents data on industries and occupations (those that require at least a postsecondary credential) that are projected to be in-demand through 2030.

- Out of the top 20 fastest-growing occupations with employment over 4,000 that require at least some education beyond a high school diploma, five require a postsecondary nondegree award, four require an associate degree, five require a bachelor's degree, and six require a master's, doctorate, or professional level degree.
- Many of these top 20 fastest-growing occupations are related to Healthcare Practitioners, Healthcare Support Occupations, Computer and Mathematical Occupations, Business and Financial Operations Occupations, and Arts, Design, Entertainment, Sports, and Media Occupations.

Summary

- Many pathways to good earnings are available to students in Florida.
- Although there is a positive relationship between the level of the certificate/degree and earnings, the labor market places a high relative value on technical associate degrees.
- At the bachelor's degree level, the data show that graduates from many campuses throughout the state earn, on average, similar first-year wages.
- The data reported are short-term results for the labor market. In the long-term, graduates with bachelor's degrees tend to increase their earnings faster than those with associate degrees, so the short-term differences documented here may erode over time.
- In general, earnings increase with each step along the education ladder.

More information is available at the following sites:

- [Know Your Schools](#) is an online resource that provides system reports on Florida's schools at the primary, secondary, and postsecondary level (i.e., District Career & Adult Education and FCS).
- [Baccalaureate Follow-up Study](#) is a report prepared by the Florida Board of Governors that provides students, parents, educators, and policymakers with information about the outcomes of graduates after they complete a bachelor's degree from the SUS.
- [The Florida ScoreBoard](#) offers key metrics for students at SUS institutions, including graduation rates, degree cost, and other useful information.

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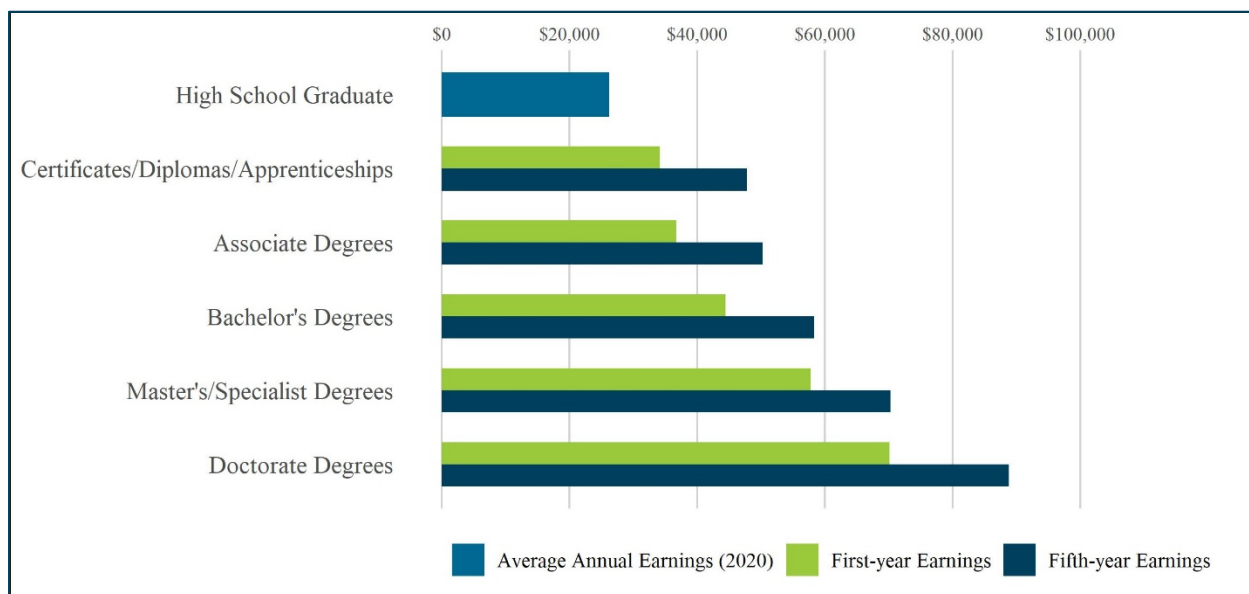
Introduction

The Florida Economic Security Report, per section 445.07, Florida Statutes, provides information on employment and earnings outcomes for individuals who graduated from Florida’s post-secondary educational institutions (i.e., post high school apprenticeships, certificates, associate degrees, and bachelor’s through doctoral degrees). Results presented in this report show the variation in earnings, employment, election to continue education, public assistance, and federal student loan debt for students who have earned degrees or certificates from the following public educational systems:

- District Technical Centers (DTCs)
- Florida College System (FCS)
- State University System of Florida (SUS)

The results show that economic outcomes are primarily correlated with a student’s credential level. **Figure 1** below shows the first- and fifth-year earnings outcomes by credential for the 1,068,502 graduates who completed their program over the five-year academic period of 2015-2016 through 2019-2020. The figure below highlights that earnings increase with each step along the education ladder.

Figure 1. Median First- and Fifth-Year Earnings by Credential

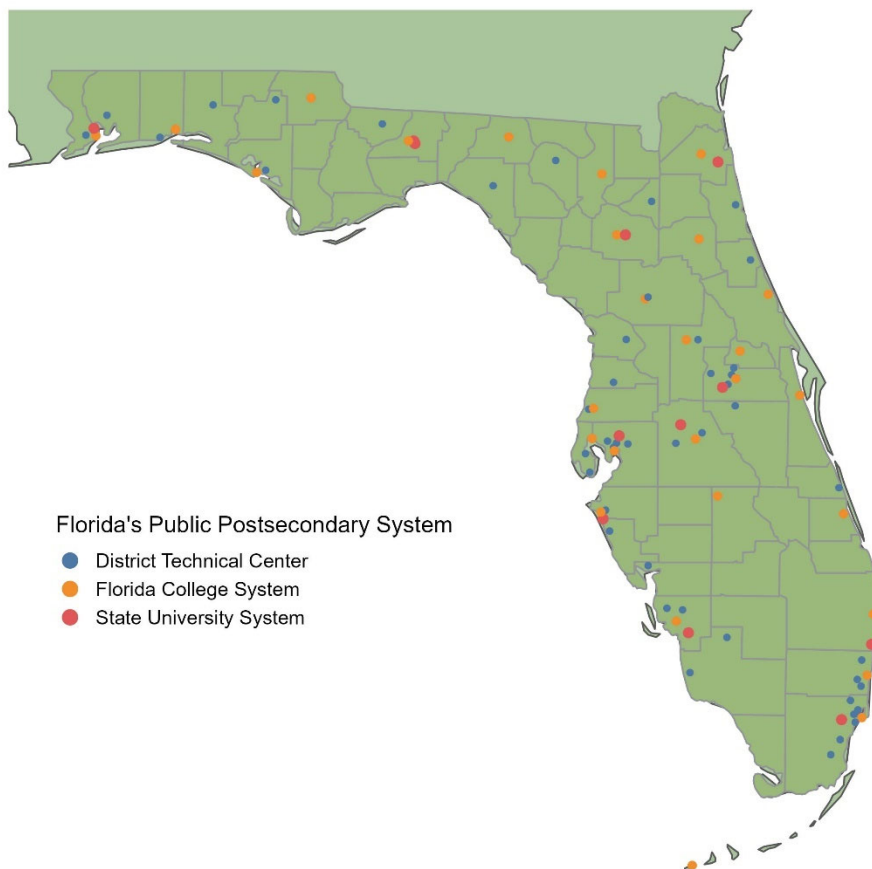


The data discussed in this report reflects median outcomes for graduates in their first and fifth year after graduation for academic years 2015-2016 through 2019-2020. Only first-year or fifth-year earnings that met or exceeded the annualized Florida minimum wage in the applicable year are included in the earnings data. Median first-year

earnings are calculated across the five academic cohort years; five-year earnings are based solely on the 2015-2016 cohort. As noted in the following pages, post-completion earnings vary among students who finish with different credentials, but longer courses of study do not always lead to higher earnings. However, it should be noted that no demographic information about graduates other than their institution and program of study are available, so it is not possible to determine the average age or the point at which the typical completer of a program is in their career. These factors may impact median earnings.

Figure 2 illustrates the geographic distribution of institutions across Florida, indicating that postsecondary education opportunities are well dispersed across the state. The report documents the variation in first-year earnings for graduates who earned degrees or certificates from all three postsecondary education systems (i.e., DTC, FCS, and SUS). The report also presents data on other outcomes, such as the percentage of graduates who enrolled in further education. The report presents this data for programs, not just institutions, and finds the type of postsecondary credential that graduates earn, what they study, and where they study matters.

Figure 2. Map of Florida Public Postsecondary Educational Institutions



The number of graduates in the data, by credential (i.e., degree/certificate), are shown in **Figure 3** (data collapsed by main degree/certificate types) and **Figure 4** (data disaggregated for all degree/certificate categories). Bachelor's degrees are most common, closely followed by Associate degrees. The least common award is an apprenticeship from one of Florida's colleges, followed by a specialist degree from an SUS institution. This report will describe how first- and fifth-year outcomes differ greatly both by level and by area of study.

Figure 3. Number of Graduates by Credential (Collapsed)

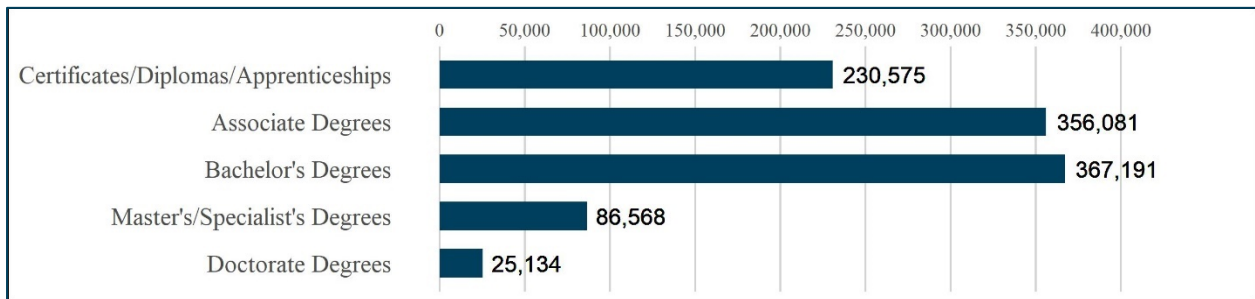
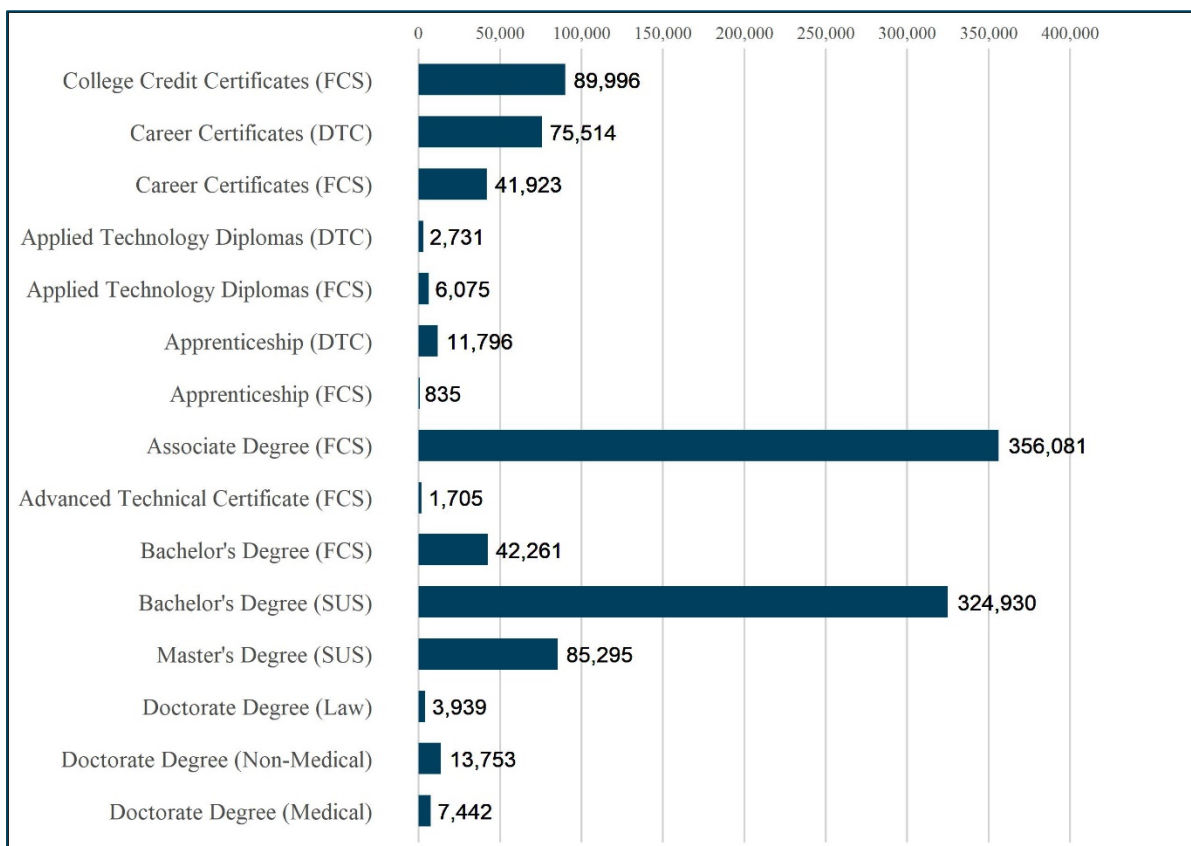


Figure 4. Number of Graduates by Credential (All Categories)



Florida's Public Postsecondary Education Institutions

Florida's public postsecondary education system consists of 89 institutions within the following three systems: DTCs, FCS, and SUS. During the five-year period covered within this report (academic years 2015-2016 through 2019-2020), 1,068,502 students completed a certificate, diploma, apprenticeship, or degree at one or more of these institutions. The following subsections provide a brief summary of each system.

District Technical Centers

DTCs are a system of 49 centers⁵ that offer certifications in a variety of career and technical education program areas. Career and adult education programs are designed to meet the needs of students and industry. DTCs represent a significant collaboration and partnership across both private and public sectors throughout Florida with the goal of improving Florida's workforce.

Florida College System

The FCS is the primary access point to higher education for Floridians with 51% of graduates over the five-year period, including recent high school graduates and returning adult students. The FCS consists of 28 public community colleges and state colleges (more than 72 campuses), some of which offer four-year bachelor's degrees, and is designed to respond quickly and efficiently to meet the demand of employers by aligning certificate and degree programs with regional workforce needs.

State University System of Florida

The SUS consists of 12 public universities in Florida that provide more than 1,800 programs at the baccalaureate, graduate, and professional levels, which awarded over 93,000 degrees in the 2019-2020 academic year at all levels. The institutions that comprise the SUS enrich the state by providing high-quality, rigorous academic programs to meet the state's workforce needs. SUS institutions also perform cutting-edge research to address global problems and engage in community outreach to improve the quality of life for all Floridians. In addition, Florida has been ranked as the #1 state for higher education by U.S. News and World Report for four of the past five calendar years (2018, 2019, 2021, and 2022).

⁵ Some institutions that are not official District Technical Centers, but are affiliated with these programs, such as high schools, offer certificates, diplomas, and apprenticeships. These institutions are included in the figures below and in Figure 1 but not in the count of District Technical Centers (DTCs).

Certificates, Diplomas, and Apprenticeships

In Florida's public postsecondary education system, students are afforded the opportunity to pursue a wide range of certificates, diplomas, apprenticeships, and degrees. Career/adult education is designed to meet the needs of students and business/industry, and its mission is to provide educational opportunities and training necessary to prepare students to meet the needs and standards of today's competitive workplace. During the five-year period covered within this report, 224,751 students completed a certificate, a diploma, or an apprenticeship at one or more of these institutions (23% of all certifications/degrees awarded in Florida). The following subsections present a summary of each system.

Certificate Outcomes

Certificate programs are available in many specialties for students who want to spend fewer than two years in career preparation. Two types of certificate programs are offered at Florida postsecondary institutions:

- **Career certificate programs** are a series of vocational courses that prepare students for entry-level employment in specific career fields. The programs vary in length from 40 credit hours to more than 1,500 clock hours. Both the FCS and DTCs offer these certificate programs as non-college credit. Examples of career certificates include correctional probation officers, cosmetologists, culinary operators, firefighters, and practical nurses. Career certificates also can be referred to as technical certificates.
- **College credit certificate programs** are a series of postsecondary vocational courses that prepare students for entry-level employment in specific career fields or for career advancement. These are offered through institutions within the FCS. Generally, these certificates can be completed in one year or less and must be part of an AS or AAS degree program. Examples include information technology technician, office specialist, computer programmer, and educational assistant. College credit certificates also may be called postsecondary vocational certificates.

Graduates of certificate programs, on average, had higher first-year earnings than graduates with AA degrees. The median first-year earnings of graduates with AA degrees (\$29,876) were lower than those of graduates with career certificates from FCS institutions (\$41,909), DTC institutions (\$31,840), or college credit certificates (\$35,840). However, graduates of certificate courses, on average, had lower median first-year earnings than graduates with AS degrees (\$48,576). Together, Florida's FCS and DTCs awarded 117,270 career certificates for the academic years of 2015-2016 through 2019-2020.

Career Certificate Programs

Career certificate programs consist of a series of technical (non-college credit) courses that are designed to prepare students for entry-level employment in specific career fields (e.g., cosmetology, law enforcement, practical nursing). Institutions in both the FCS and DTCs award these types of certificates. There are systemic differences in the fields in which these certificates are awarded, including type of school, median first-year earnings, and student outcomes.

As shown in **Table 1**, DTCs awarded more career certificates than Florida’s colleges (75,514 versus 41,923, respectively). However, students who completed career certificates from FCS institutions appeared more frequently in the employment records (79% compared with 72% of graduates)⁶ and earned a higher first-year median wage (\$38,608 compared with \$31,776).

Table 1. Employment Outcomes of Graduates with Career Certificates

Name	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Career Certificate (DTC)	75,514	\$31,776	75%	\$42,952	72%
Career Certificate (FCS)	41,923	\$38,608	83%	\$53,976	79%
College Credit Certificate (FCS)	89,996	\$35,540	74%	\$48,648	75%

Career Certificates Awarded by District Technical Centers

Figure 5 shows the median first-year earnings of graduates with career certificates awarded by DTCs. Earnings outcomes varied considerably, ranging from a high of more than \$48,000 (Miami Senior Adult Education Center) to a low of approximately \$22,000 (Hialeah Senior High Adult Ed Center).

⁶ Part of this gap may be a function of the coverage of the Florida Unemployment Insurance (UI) wage data. For example, many of the occupations for which career certificates are awarded can lead to self-employment, which may not be captured in the wage data.

Figure 5. Median First- and Fifth-Year Earnings of Graduates of DTC Career Certificates

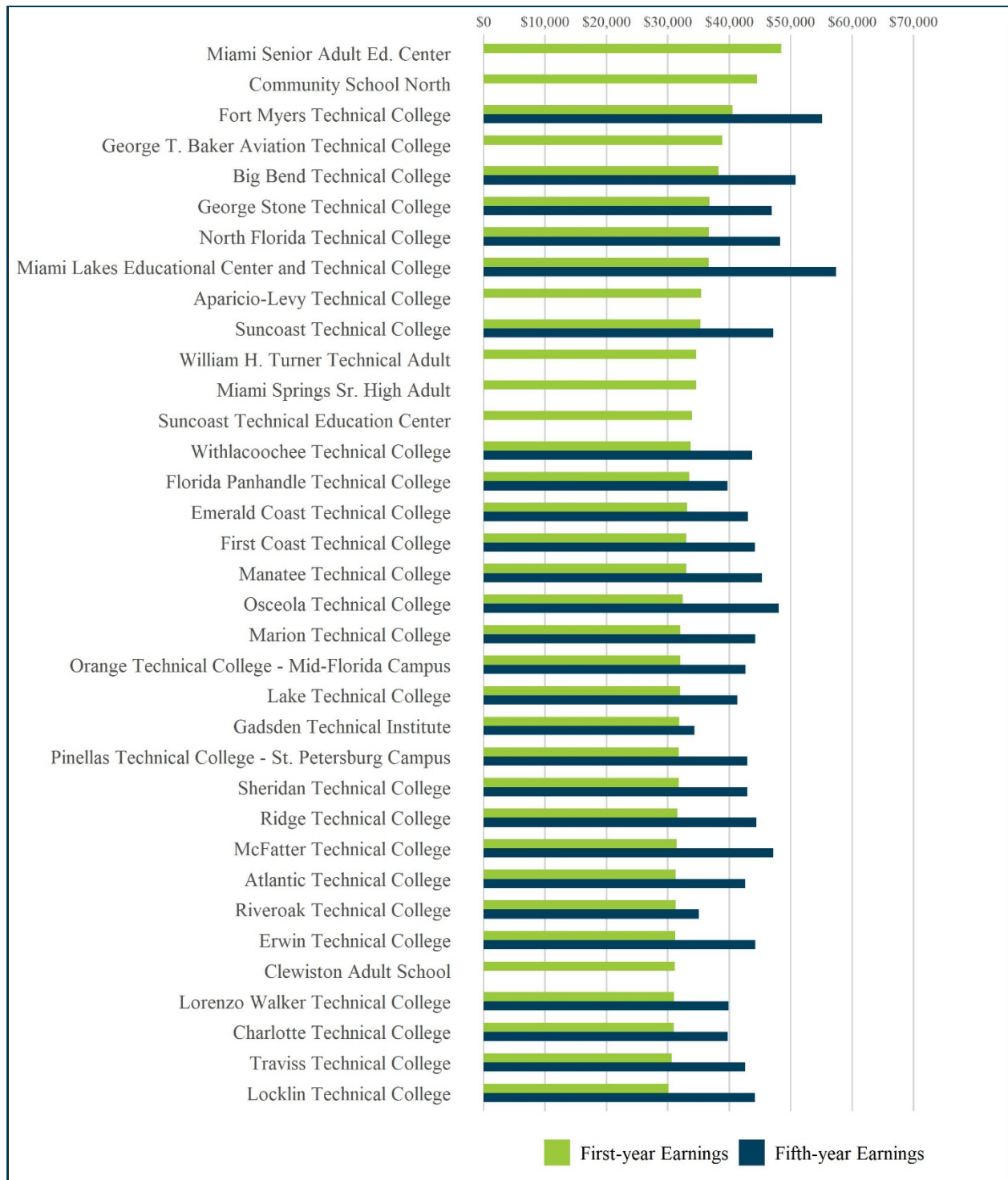


Figure 5 (Continued). Median First- and Fifth-Year Earnings of Graduates of DTC Career Certificates

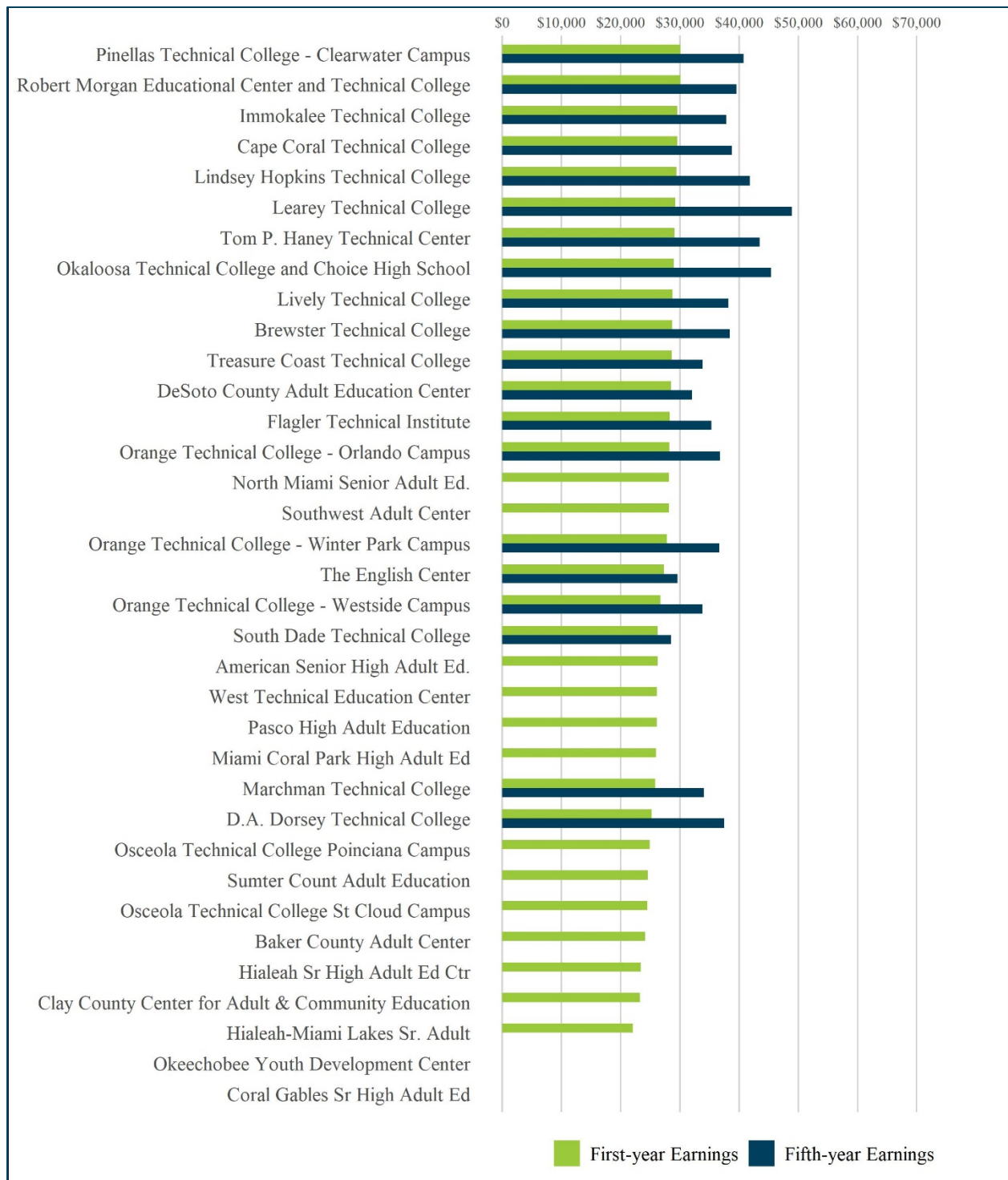


Figure 6 displays the percentage of graduates found in the employment records one and five years after completion. Graduates of career certificates from Baker County Adult Center were the most likely to be found in the employment records (97%), while those from Southwest Adult Center were least likely (35%) to be found.

Figure 6. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates of DTC Career Certificates

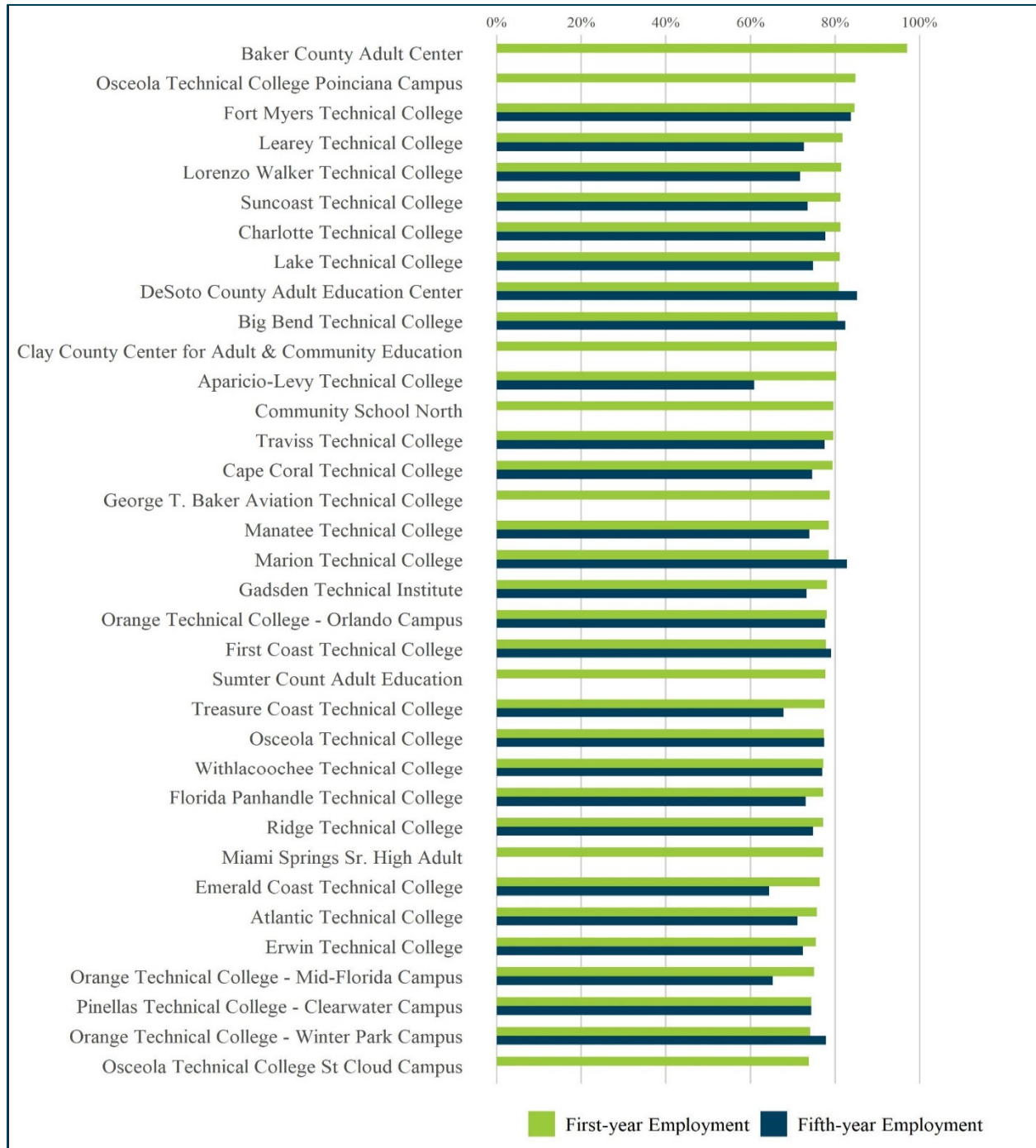
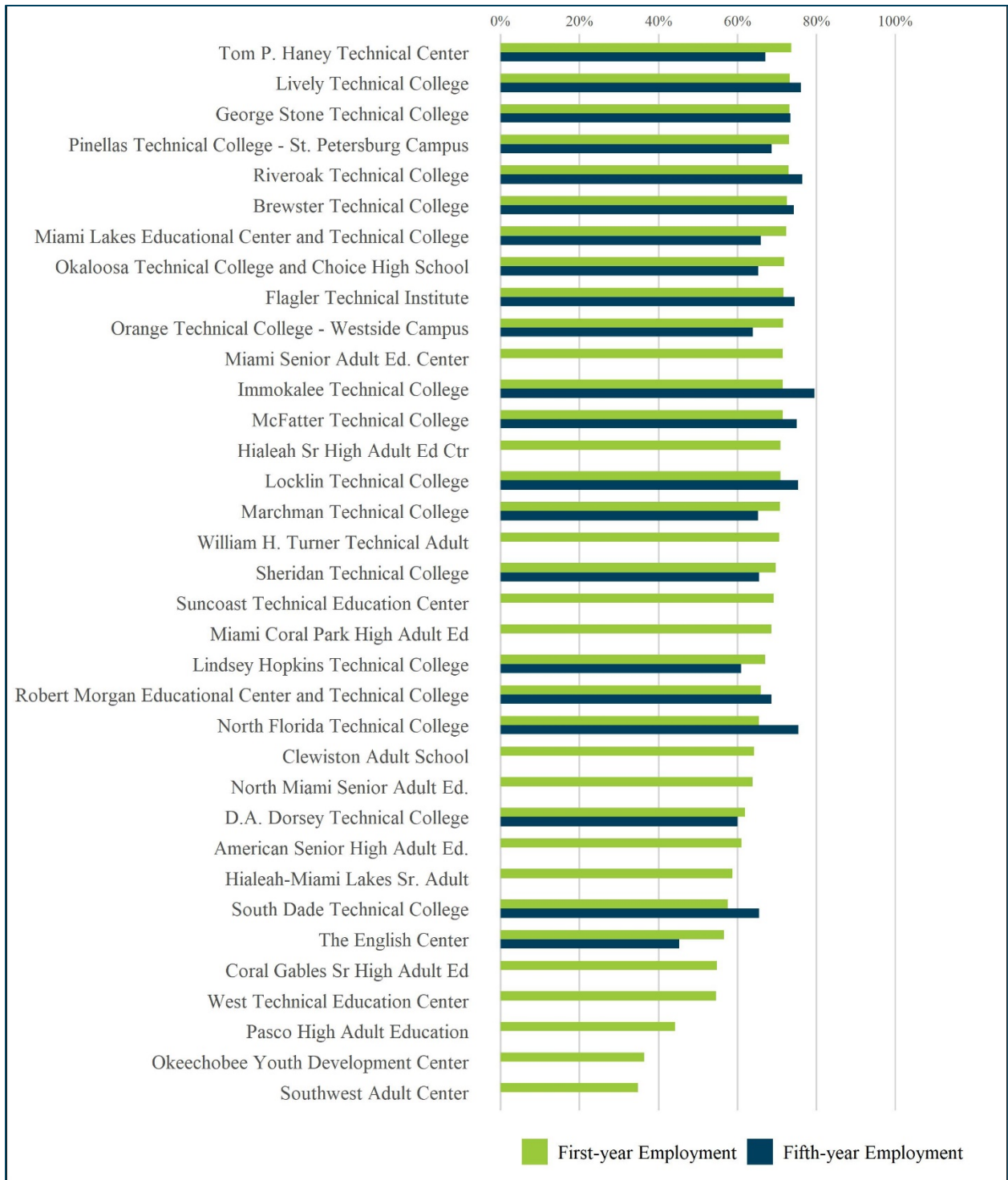


Figure 6 (Continued). Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates of DTC Career Certificates



Career Certificates Awarded by the Florida College System

Colleges in the FCS also award career certificates, however, not as many as are awarded by DTCs. The FCS also focuses on career certificates in different fields of study than DTCs. As noted in **Table 1**, the statewide median first-year earnings of graduates with career certificates from FCS institutions were \$38,608. And, as shown in **Figure 7**, the median earnings for FCS certificate graduates varied by institution. For example, graduates from Broward College had median first-year earnings of over \$61,000, while Pensacola State College had median earnings of less than \$30,000. This broad range shows why detailed program-level analysis is essential.

Figure 7. Median First- and Fifth-Year Earnings of Graduates of Career Certificates, by FCS Institution

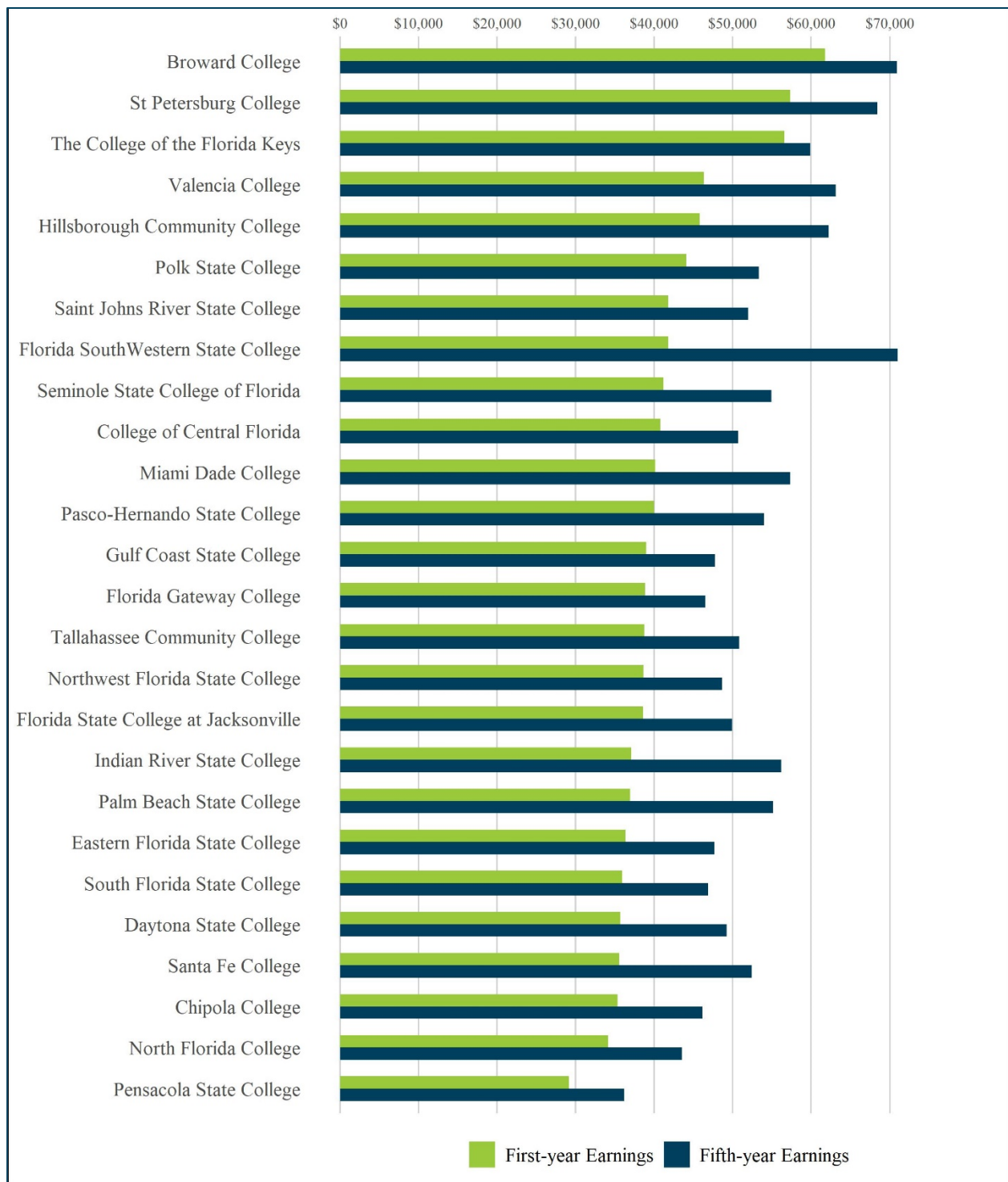
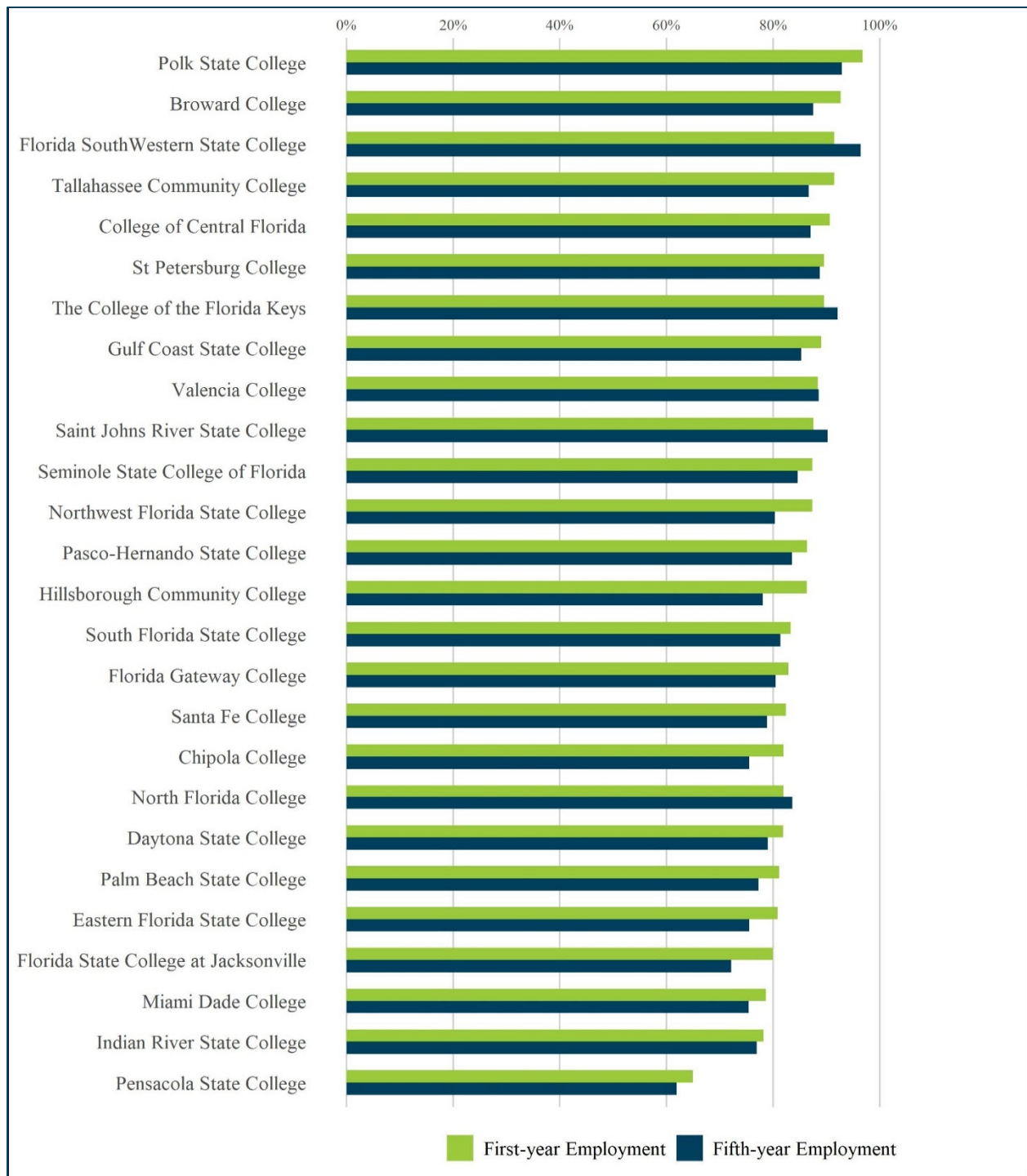


Figure 8 displays the percentage of graduates within the employment records one- and five-years post-completion. Polk State graduates are found at the highest rate (97%), whereas Pensacola State College graduates are found at the lowest rate (65%) one year after completion. It is important to remember, however, that graduates may not appear in the employment records for multiple reasons, including self-employment, election to continue education, employment outside the Wage Record Interchange System 2 (WRIS2) consortium of states in cohort years 2015–2016, or employment outside the state of Florida in the 2016–2017, cohort year.

Figure 8. Percentage Found in Employment Data After 1 Year and 5 Years for Graduates of Career Certificates, by FCS Institution



College Credit Certificates

Figure 9 shows the median first- and fifth-year earnings by institution for graduates of college credit certificates. With statewide median first-year earnings of approximately \$35,540, graduates with college credit certificates had, on average, higher median first-year earnings than those who completed career certificates from DTCs. Graduates from South Florida State College had the highest first-year median earnings, which exceeded \$48,000. In contrast, graduates from the State College of Florida Manatee-Sarasota had the lowest median earnings, at slightly more than \$31,000. **Figure 10** shows that the proportion of graduates found employed in the state also varies widely, ranging from 88% for Chipola College to 67% for Lake-Sumter State College.

Figure 9. First- and Fifth-Year Earnings for Graduates of College Credit Certificates, by FCS Institution

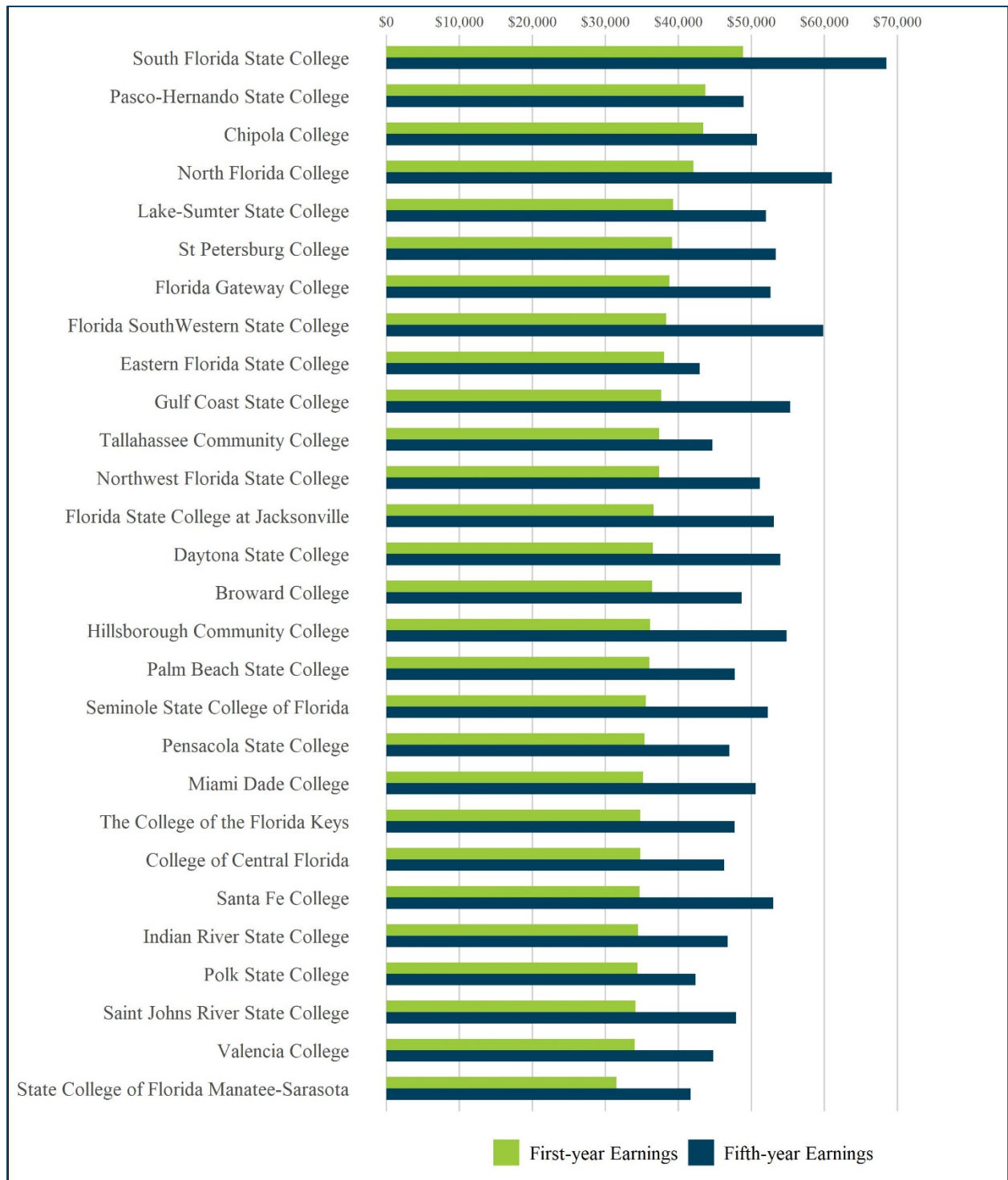
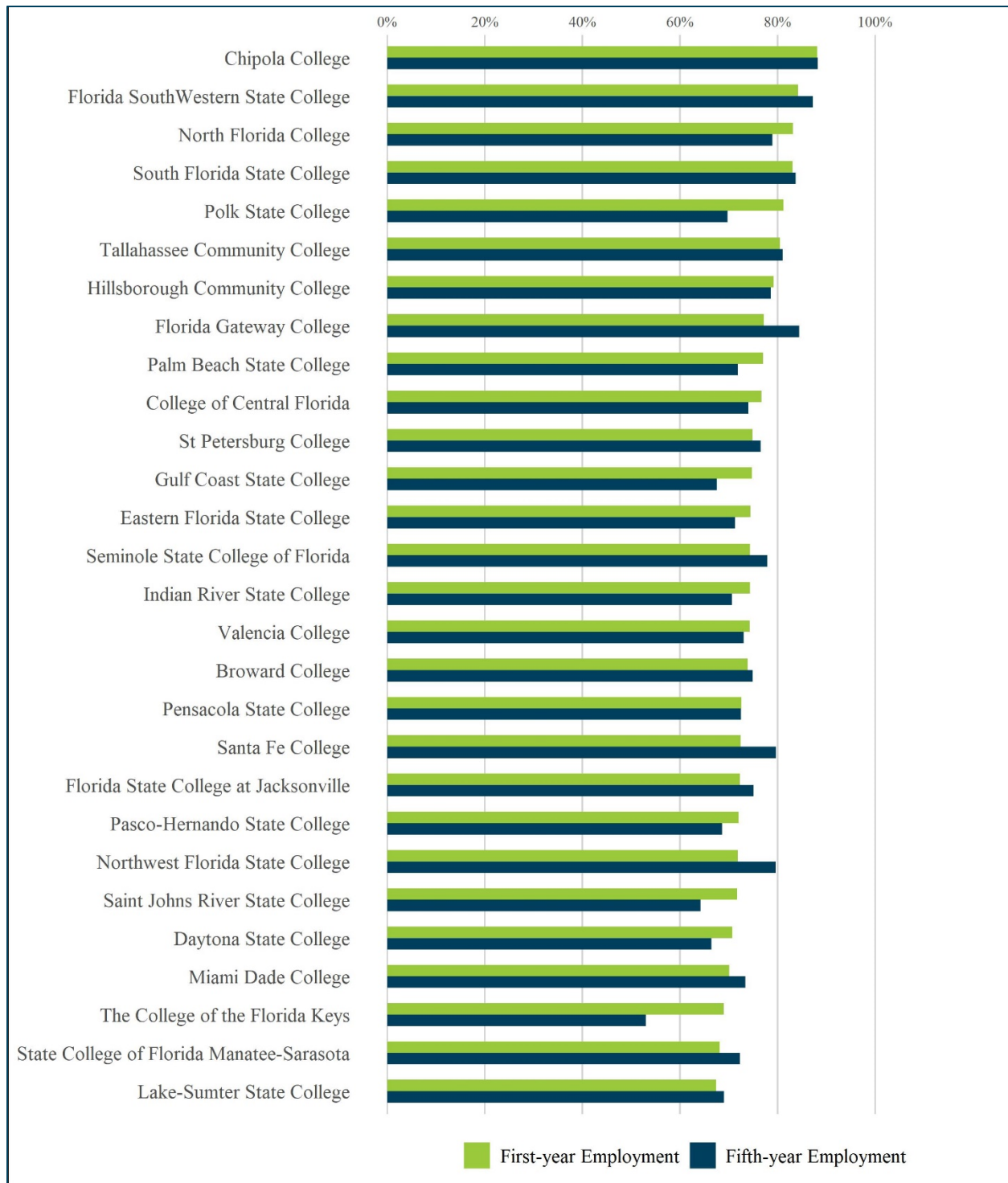


Figure 10. Percentage Found in Employment Data After 1 Year and 5 Years for Graduates of College Credit Certificates, by FCS Institution



Applied Technology Diploma Outcomes

The applied technology diploma is a course of study that is part of an AS or AAS degree program. The course of study is less than 60 credit hours and is designed to lead to employment in a specific occupation. Examples include dental assistant and emergency medical technician. An applied technology diploma may consist of career and technical education credit (clock hours) or college credit. When a student is seeking an applied technology diploma at a DTC or as a clock-hour program at a college, the clock hours are converted to semester hours when the student enters the AS or AAS degree program.

As shown in **Table 2**, FCS institutions awarded more applied technology diplomas than DTCs (6,075 versus 2,731, respectively). Students who completed applied technology diplomas were found at similar rates in the employment records (81% (FCS) and 78% (DTC)) and earned comparable first-year median wages (\$29,532 and \$29,556, respectively).

Table 2. Employment Outcomes of Graduates with Applied Technology Diplomas

Name	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Applied Technology Diplomas (DTC)	2,731	\$29,556	82%	\$39,104	78%
Applied Technology Diplomas (FCS)	6,075	\$29,532	80%	\$55,512	81%

Figures 11 and **12** show outcomes for graduates of applied technology diplomas from FCS institutions. First-year earnings were highest for those completing a diploma at Gulf Coast State College (\$42,000) and lowest for those completing at Valencia College (\$27,000).

Figure 11. Median First- and Fifth-Year Earnings for Graduates of Applied Technology Diplomas, by FCS Institution

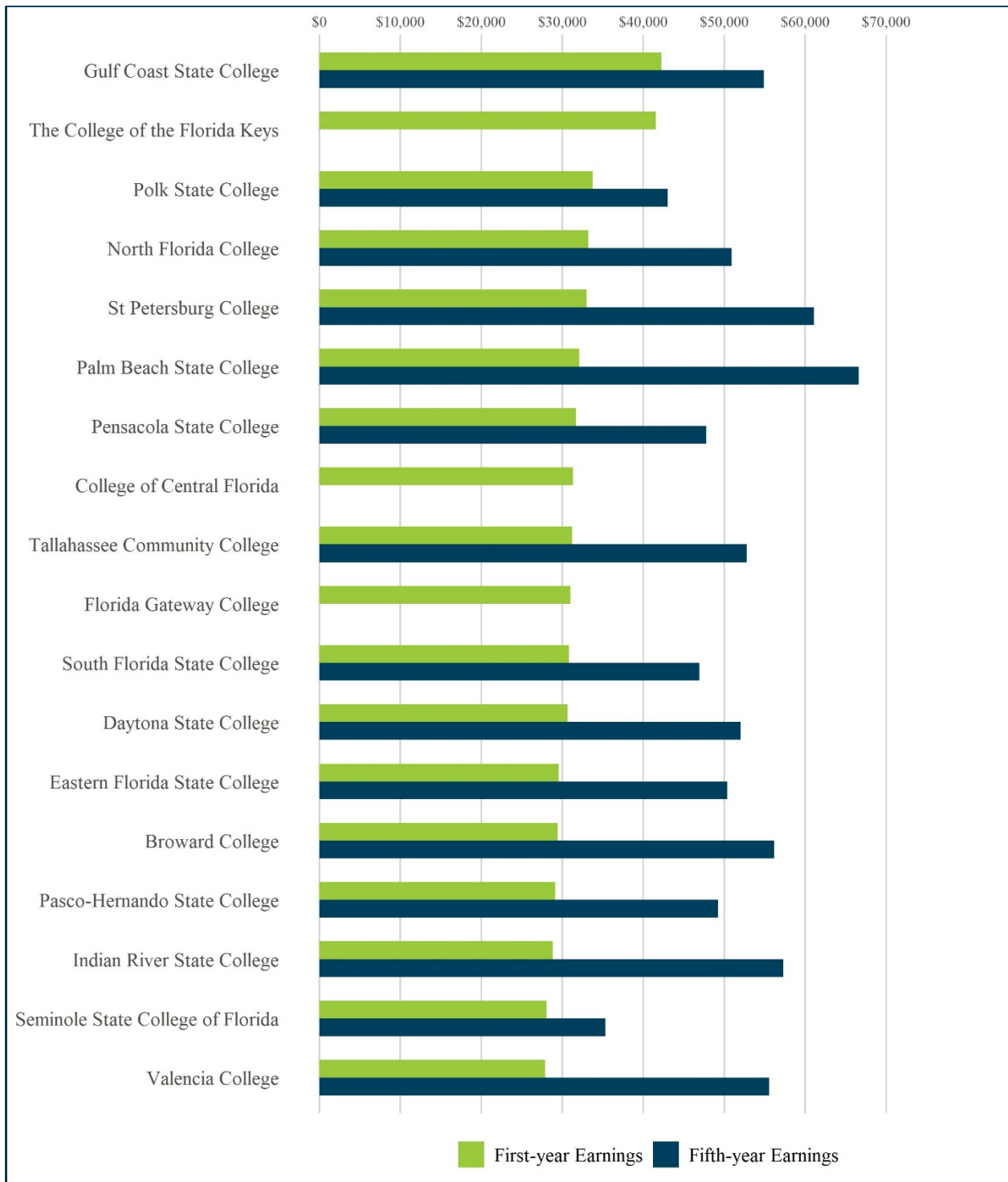
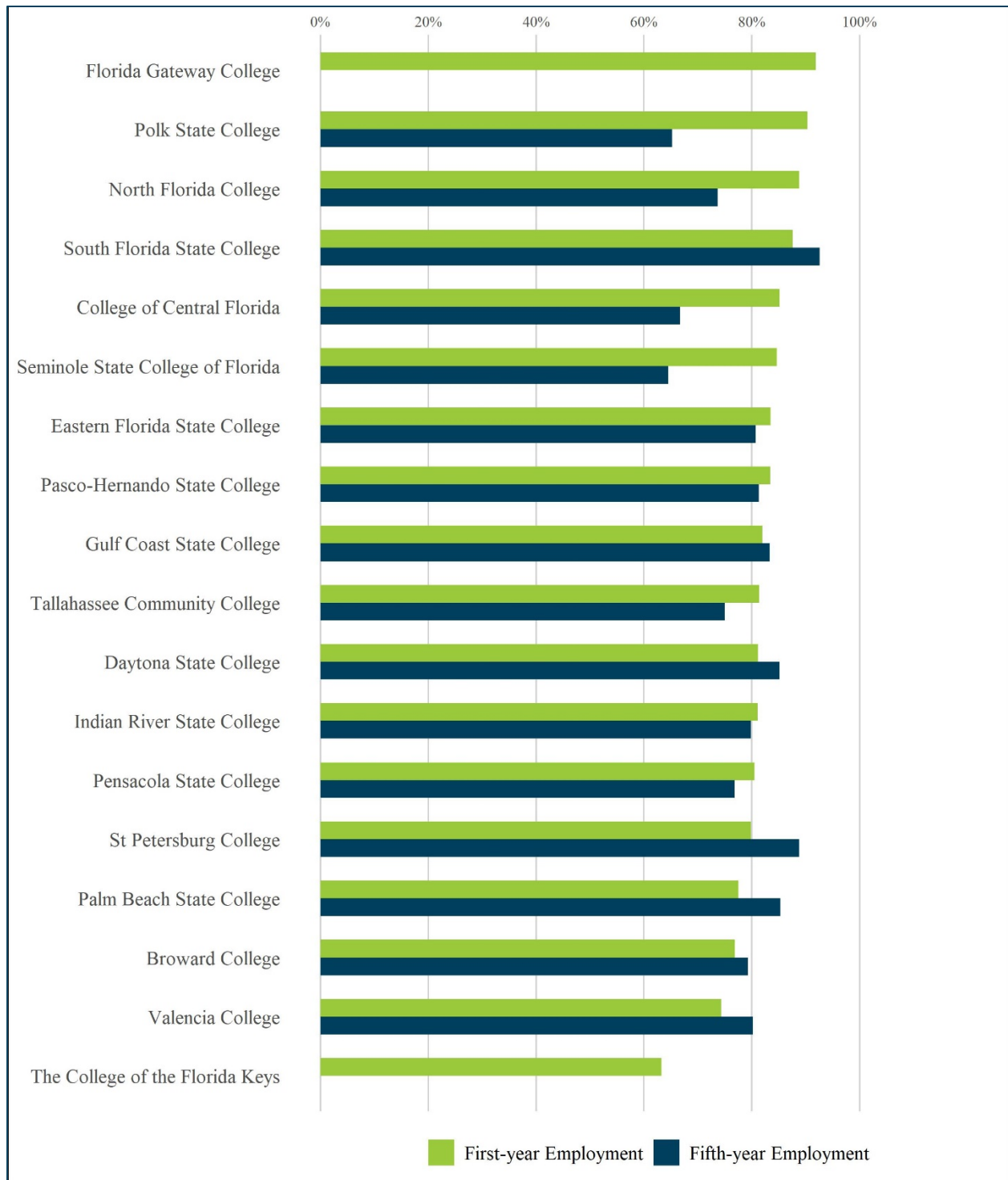


Figure 12. Percentage Found in Employment Data After 1 Year and 5 Years for Graduates of Applied Technology Diplomas, by FCS Institution



Graduates from Florida Gateway College were the most frequently found in the employment records one year after completion. The College of the Florida Keys graduates were the least frequently found one year after completion.

Figures 13 and **14** show outcomes for graduates of applied technology diplomas at DTC institutions. Marion Technical College graduates saw the highest first-year earnings (\$35,672), while those from Orange Technical College – Mid-Florida Campus saw the lowest (\$25,844).

First Coast Technical College graduates were the least frequently found in the employment records one year after completion. Orange Technical College - Mid-Florida Campus graduates were the most frequently found in the employment records one year after completion.

Figure 13. Median First- and Fifth-Year Earnings for Graduates of Applied Technology Diplomas, by DTC Institution

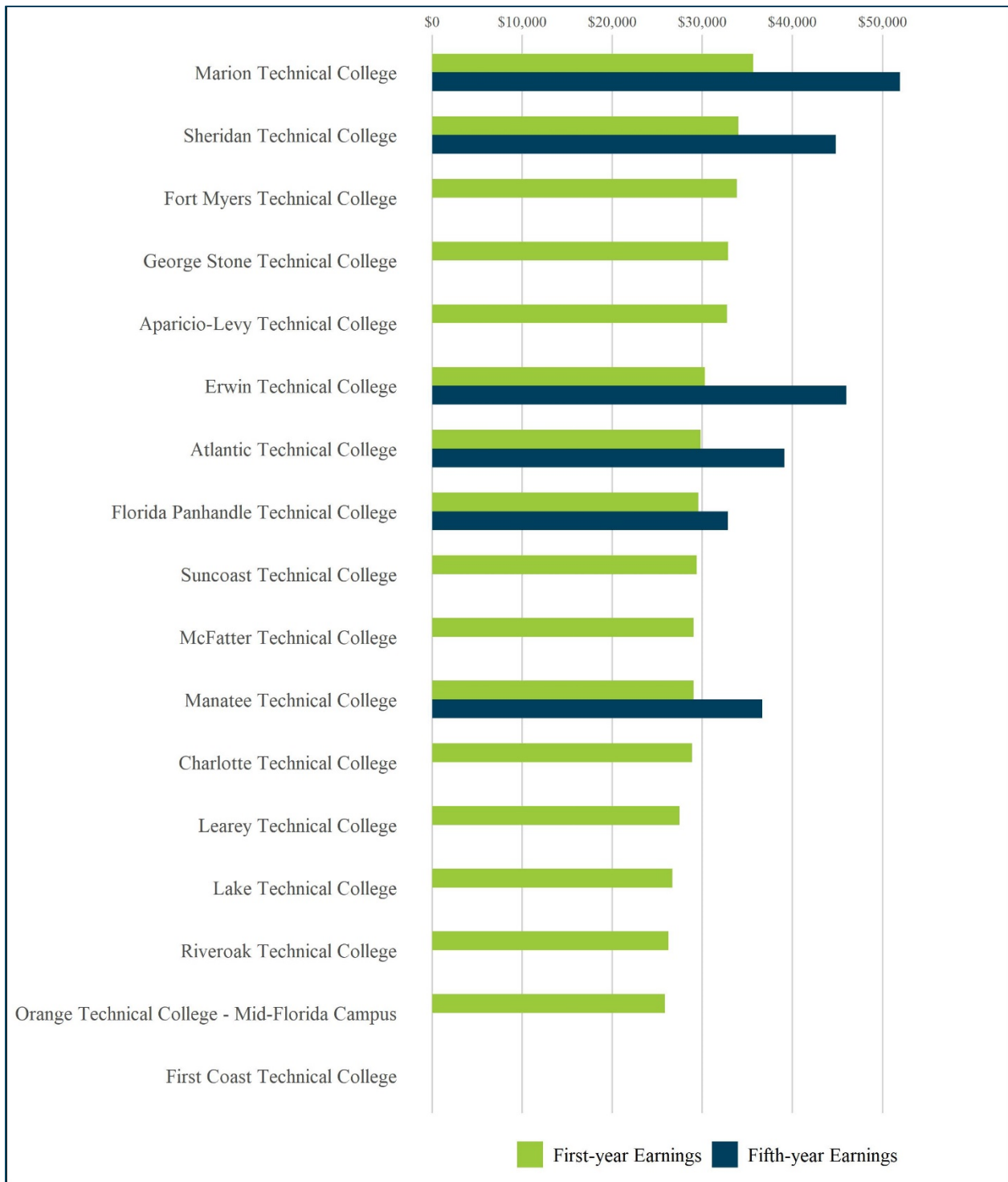


Figure 14. Percentage Found in Employment Data After 1 Year and 5 Years for Graduates of Applied Technology Diplomas, by DTC Institutions



Apprenticeship Outcomes

An apprenticeship is a combination of on-the-job training and related classroom instruction in which students learn the practical and theoretical aspects of a highly skilled occupation. Programs are sponsored by apprenticeship organizations in partnership with DTC and FCS institutions, although the majority are through DTCs. It should be noted that students are employed as part of their apprenticeship.

First-year wages were higher for those who attended DTC institutions than those who attended FCS institutions (\$48,908 for DTC and \$47,880 for FCS) but apprenticeship graduates' fifth-year wages were higher for FCS than DTC (\$65,196 and \$64,156, respectively). We see higher levels of FCS graduates in the employment records one year after program completion as well (81% for DTC and 90% for FCS graduates). Five-year employment percentages were slightly lower for both sets of graduates (80% for DTC and 76% for FCS).

As shown in **Table 3**, DTCs awarded more apprenticeships than FCS institutions (11,796 versus 835, respectively). Students who completed apprenticeships were found with similar frequency in the employment records (80% (DTC) and 76% (FCS)) and earned similar first-year median wages (\$48,908 compared with \$47,880) across both DTC and FCS institutions.

Table 3. Employment Outcomes of Graduates with Apprenticeships

Name	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Apprenticeship (DTC)	11,796	\$48,908	81%	\$64,156	80%
Apprenticeship (FCS)	835	\$47,880	90%	\$65,196	76%

Figures 15 and **16** show employment outcomes for FCS apprenticeship graduates. Palm Beach State College graduates had the highest first-year earnings (more than \$51,000), while Indian River State College graduates had the lowest (approximately \$41,000). In addition, Daytona State College had the lowest percentage of graduates found in the employment records one year after completion.

Figure 15. Median First- and Fifth-Year Earnings for FCS Apprenticeship Graduates

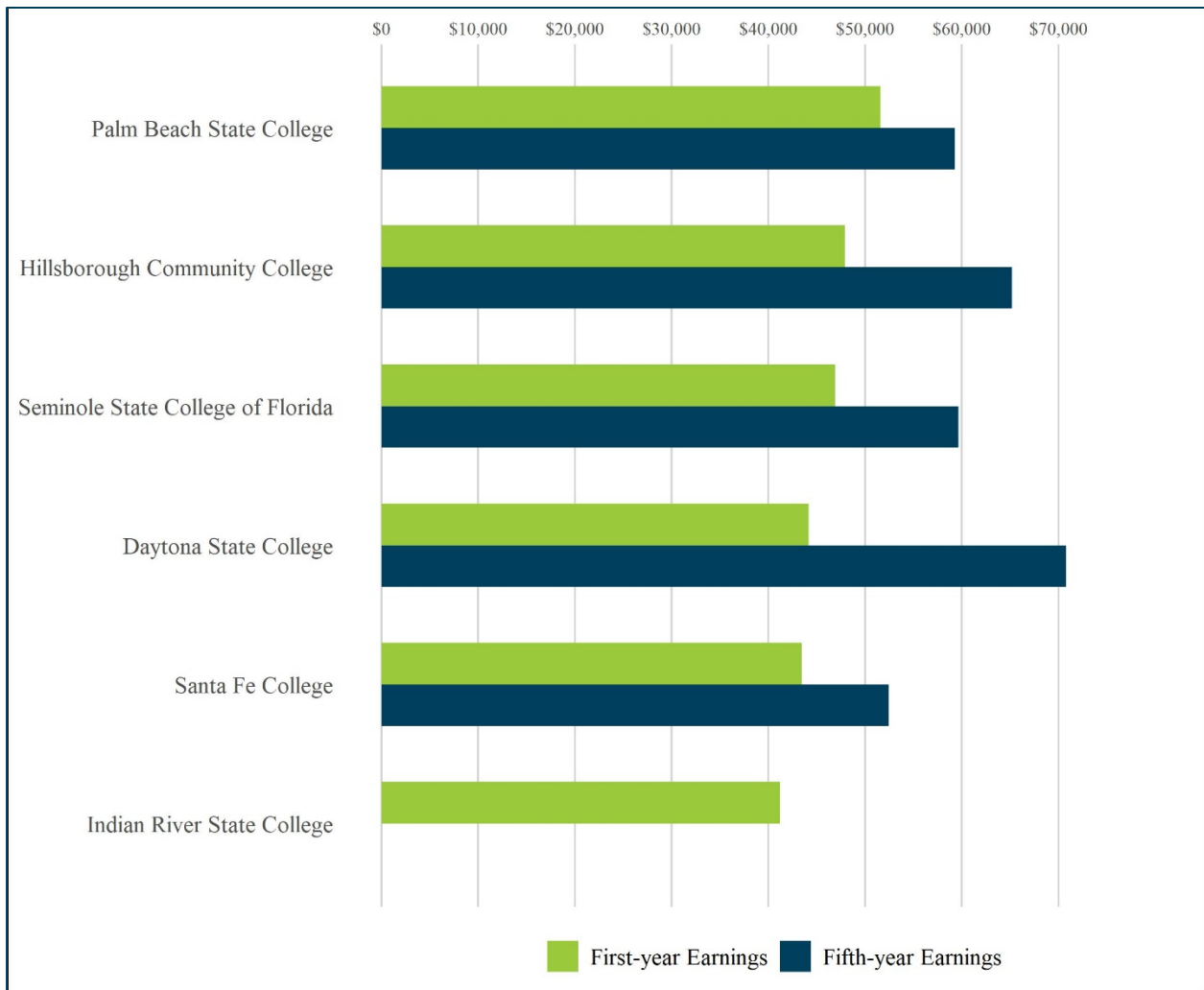
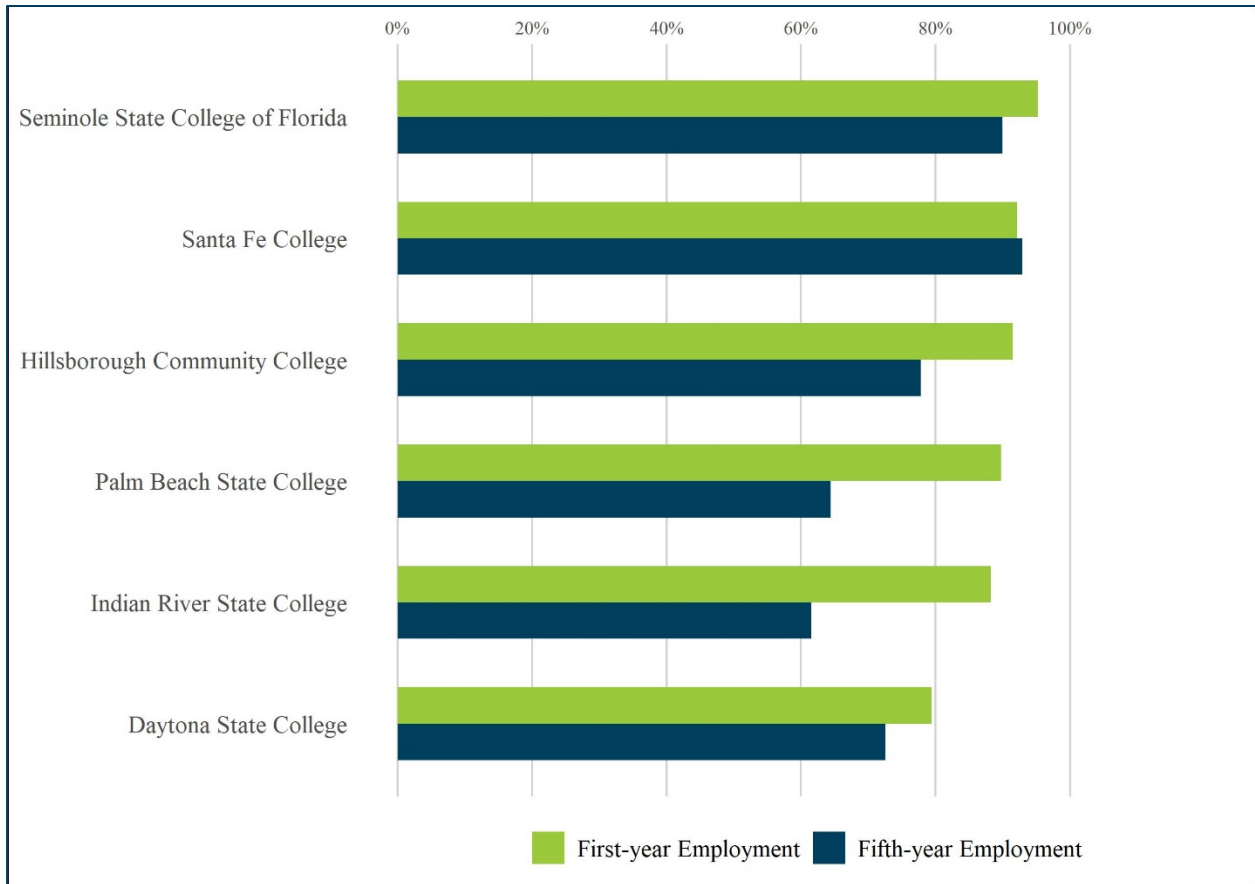


Figure 16. Percentage Found in Employment Data After 1 Year and 5 Years for FCS Graduates of Apprenticeships



Figures 17 and 18 show employment outcomes for DTC apprenticeship graduates. Miami Lakes Educational Center and Technical College graduates had the highest first-year earnings (more than \$63,000), while Learey Technical College graduates had the lowest (approximately \$20,000). In addition, Triviss Technical College had the highest percentage of graduates found in the employment records one year after completion (96%); whereas William H. Turner Technical Adult had the lowest percentage of 53%.

Figure 17. Median First- and Fifth-Year Earnings for DTC Apprenticeship Graduates

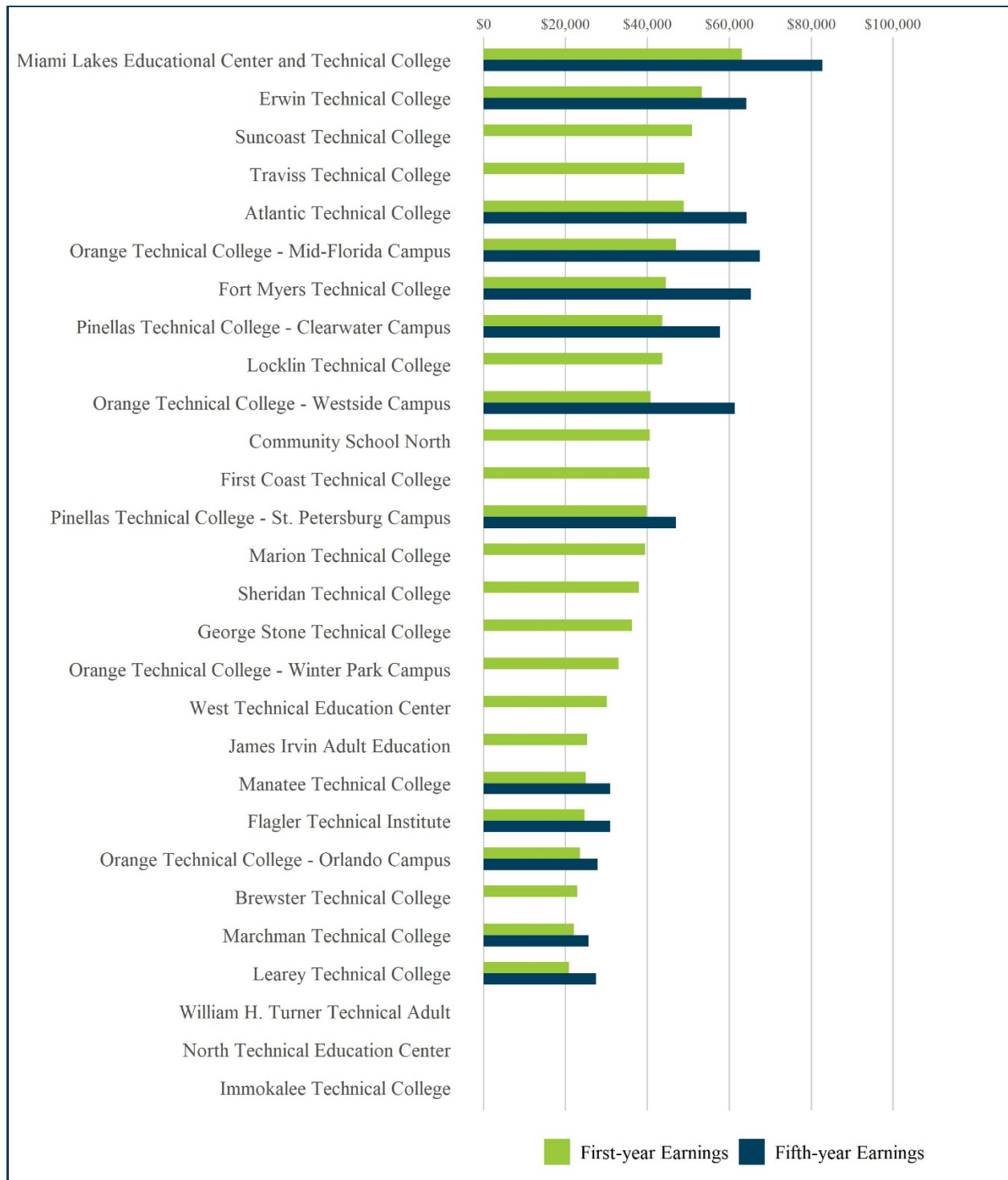
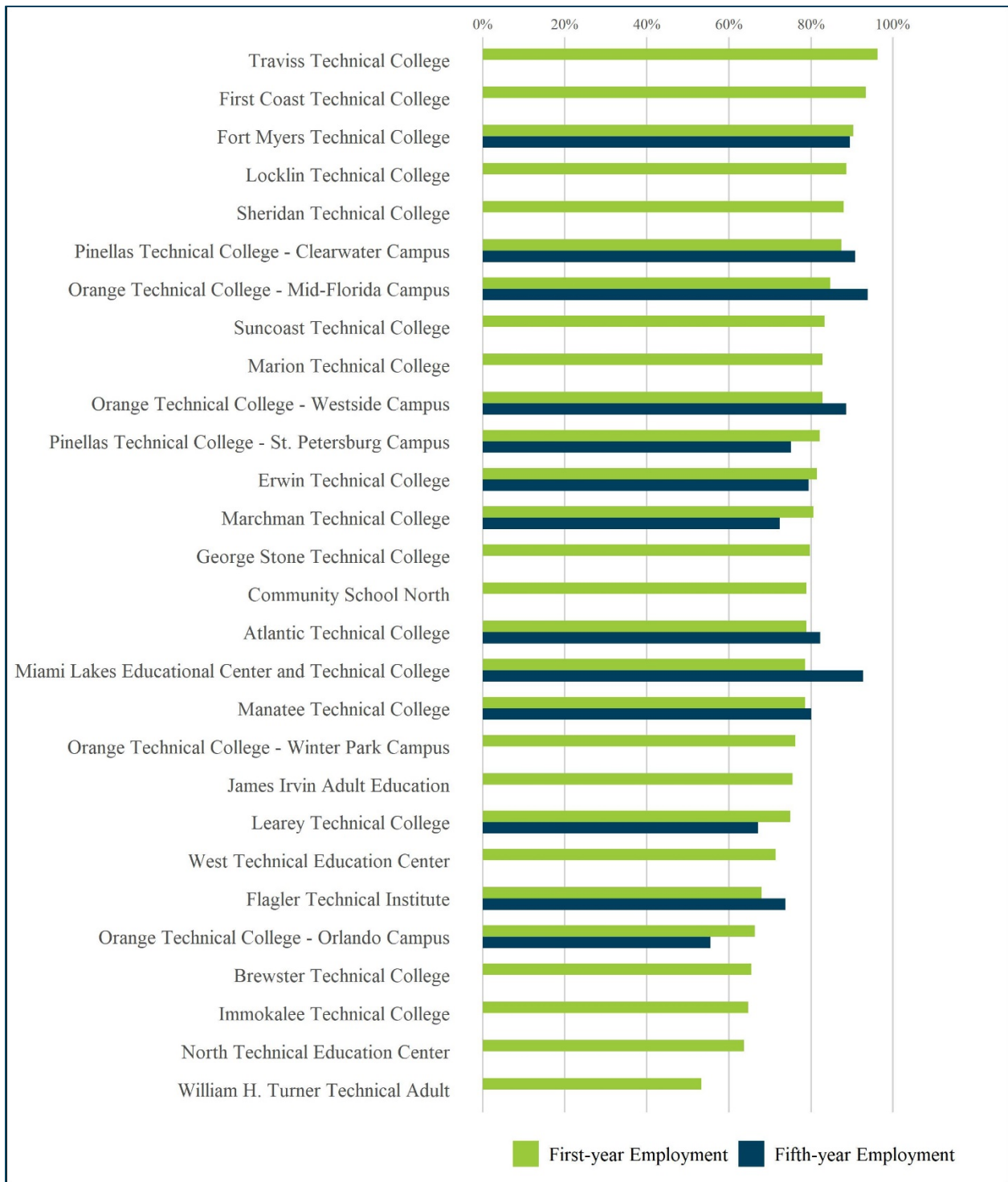


Figure 18. Percentage Found in Employment Data After 1 Year and 5 Years for DTC Graduates of Apprenticeships



What Students Study Matters

Table 4 presents student outcomes for the most popular career certificate programs offered by DTCs. Median first-year earnings ranged from approximately \$23,500 (Cosmetology) to \$47,500 (Law Enforcement Officer) for programs with the most graduates (**Table 4A**), and from \$44,500 (Turbine Generator Maintenance, Inspection and Repair) to \$67,500 (Firefighting - Pump Operator Specialty) for programs with the highest median first-year earnings (**Table 4B**).

Table 4. First- and Fifth-Year Employment Outcomes for Graduates of Popular Career Certificate Awarded by District Technical Centers

A. Ten Most Popular Career Certificates by Number of Graduates

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Practical Nursing	7,665	\$37,224	86%	\$50,816	85%
Cosmetology	4,563	\$23,876	65%	\$31,632	57%
Welding Technology	3,108	\$34,536	73%	\$49,248	73%
Law Enforcement Officer	2,339	\$47,380	89%	\$59,496	85%
Commercial Foods and Culinary Arts	2,230	\$25,056	72%	\$31,900	70%
Firefighter	2,141	\$38,724	85%	\$62,748	90%
Commercial Vehicle Driving	2,112	\$42,216	70%	\$63,120	62%
Automotive Service Technology	2,106	\$28,168	77%	\$42,688	68%
Medical Assisting	2,048	\$26,972	80%	\$33,328	81%
Heating, Ventilation, Air-Conditioning/Refrigeration (HVAC/R)	2,047	\$34,264	75%	\$44,144	69%

B. Top 10 Career Certificates by Median First-Year Earnings

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Firefighting - Pump Operator Specialty	19	\$67,100	100%	93,760	100%
Electrical and Instrumentation Technology 2	29	\$57,180	100%	NA	NA
Paramedic	332	\$54,712	94%	NA	NA
Correctional Officer to Law Enforcement Officer (Crossover)	362	\$54,408	87%	61,900	97%
Heavy Equipment Service Technician	39	\$54,272	92%	NA	NA
Electrical and Instrumentation Technology	24	\$53,188	71%	NA	NA
Radiologic Technology	77	\$47,948	90%	55,224	91%
Law Enforcement Officer	2339	\$47,380	89%	\$59,496	85%
Electrical and Instrumentation Technology 1	45	\$45,488	73%	NA	NA
Turbine Generator Maintenance, Inspection and Repair	71	\$44,728	77%	55,376	73%

As shown in **Table 5**, the differences in first-year earnings varied greatly between the popular certificate programs at FCS institutions. Law enforcement Officer was about 46,500, whereas Cosmetology was about 23,500 (**Table 5A**). For programs with the highest first-year median earnings, the range was from \$81,020 for Transit Technician 3 to \$46,748 for Law Enforcement Officer (**Table 5B**).

Table 5. First- and Fifth-Year Employment Outcomes for Graduates of Popular Career Certificate Awarded by the Florida College System (FCS)

A. Ten Most Popular Career Certificates by Number of Graduates

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Law Enforcement Officer	9,776	\$46,748	91%	\$59,888	87%
Firefighter	4,517	\$41,424	88%	\$61,920	91%
Correctional Officer	3,449	\$42,296	96%	\$55,856	87%
Practical Nursing	1,910	\$37,836	88%	55196	88%
Cosmetology	1,764	\$23,544	70%	\$31,940	58%
Insurance Customer Service Representative	1,446	\$31,136	80%	\$42,248	73%
Insurance Claims Adjuster	1,206	\$42,788	77%	\$51,044	76%
Phlebotomy	1,157	\$27,092	76%	\$32,856	72%
Facials Specialty	1,032	\$30,924	64%	\$47,060	43%
Welding Technology	973	\$35,740	78%	\$59,416	78%

B. Top 10 Career Certificates by Median First-Year Earnings

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Transit Technician 3	17	\$81,020	100%	NA	NA
Transit Technician 2	31	\$75,196	100%	NA	NA
Transit Technician 1	38	\$65,728	100%	NA	NA
Paramedic	108	\$64,360	94%	NA	NA
Heavy Equipment Mechanics	23	\$58,680	100%	NA	NA
Firefighting - Pump Operator Specialty	69	\$56,756	97%	\$82,048	89%
Auxiliary Law Enforcement Officer	66	\$56,064	86%	\$50,656	86%
Avionics System Technician	42	\$50,824	79%	\$61,416	90%
Electrical Line worker	38	\$48,236	89%	NA	NA
Law Enforcement Officer	9776	\$46,748	91%	59888	87%

Table 6A identifies the median first-year earnings of graduates with the most popular college credit certificates. Graduates of college credit certificates in Network and System Administration/Administrator had the highest median first-year earnings of \$41,440. At the low end of the scale, graduates of college credit certificates in Child Care Provider/Assistant had median first-year earnings of \$26,720. The highest earning college credit certificates are shown in **Table 6B**. The median first-year salary for Fire Prevention and Safety Technology/Technician \$81,560. The lowest annual wage was \$49,684 for a college credit certificate in Electrical and Power Transmission Installation/Installer, General.

Table 6. First- and Fifth-Year Employment Outcomes for Graduates of Popular College Credit Certificates Awarded by the Florida College System (FCS)

A. Ten Most Popular College Credit Certificates by Number of Graduates

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Business Administration and Management, General	28,200	\$35,236	72%	\$47,884	74%
Emergency Medical Technology/Technician (EMT Paramedic)	10,392	\$38,384	86%	\$59,624	87%
Accounting Technology/Technician and Bookkeeping	9,817	\$35,700	74%	\$48,348	74%
Entrepreneurship/Entrepreneurial Studies	5,725	\$36,148	73%	\$44,028	71%
Operations Management and Supervision	4,629	\$37,088	73%	\$43,892	71%
Chemical Technology/Technician	3,620	\$35,520	74%	\$62,956	85%
Information Technology	3,218	\$39,348	72%	\$53,756	74%
Network and System Administration/Administrator	3,121	\$41,440	76%	\$59,240	79%
Child Care Provider/Assistant	2,907	\$26,720	74%	\$33,600	69%
Biotechnology	2,697	\$32,244	71%	\$53,132	79%

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Fire Prevention and Safety Technology/Technician	564	\$81,560	94%	\$103,804	86%
Banking and Financial Support Services	60	\$65,104	95%	NA	NA
Management Science	97	\$59,744	85%	NA	NA
Legal Assistant/Paralegal	28	\$56,868	89%	NA	NA
Diagnostic Medical Sonography/Sonographer and Ultrasound Technician	58	\$56,656	79%	\$55,732	100%
Environmental Science	234	\$52,216	68%	\$55,800	78%
Aeronautical/Aerospace Engineering Technology/Technician	67	\$51,564	93%	NA	NA
Construction Engineering Technology/Technician	327	\$50,580	71%	\$56,008	63%
Quality Control Technology/Technician	111	\$49,708	86%	\$72,220	85%
Electrical and Power Transmission Installation/Installer, General	64	\$49,684	91%	NA	NA

B. Top 10 College Credit Certificates by Median First-Year Earnings

Applied Technology Diplomas are offered in only a few programs (six at FCS institutions and seven at DTC institutions), so outcomes for all programs are shown in **Table 7** by educational system. Certificates related to EMT and Dental Assistants were common in both systems, with EMT median first-year earnings ranging between \$29,420 and \$29,784, and dental assistants' median first-year earnings ranging between \$27,944

and \$31,276; indicating that both systems' graduates had a similar range of earnings (except for Medical Clinical Laboratory Technicians).

Table 7. First- and Fifth-Year Employment Outcomes for Graduates of an Applied Technology Diploma

A. FCS

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Emergency Medical Technology/Technician (EMT Paramedic)	5,442	\$29,420	81%	\$55,512	81%
Dental Assisting/Assistant	414	\$31,276	82%	\$46,576	82%
Pharmacy Technician/Assistant	127	\$28,048	83%	\$35,320	65%
Clinical/Medical Social Work	23	\$32,192	78%	NA	NA
Health Information/Medical Records Technology/Technician	17	\$28,980	94%	NA	NA
Plant Protection and Integrated Pest Management	10	NA	100%	NA	NA

B. DTCs

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Emergency Medical Technician - ATD	1,302	\$29,784	82%	NA	NA
Medical Coder/Biller - ATD	617	\$31,892	79%	44800	0.735294
Dental Assisting Technology and Management - ATD	428	\$27,944	88%	\$35,708	79%
Pharmacy Technician - ATD	185	\$26,224	81%	NA	90%
Medical Clinical Laboratory Technician -ATD	135	\$42,476	83%	\$58,716	85%

Paramedic	29	\$55,448	93%	NA	NA
Unit Treatment and Rehabilitation - ATD	12	NA	75%	NA	NA

Only a handful of apprenticeship programs are offered at six FCS institutions. Outcomes for these programs are shown in **Table 8**. Apprenticeships in Plumbing Technology/Plumber programs had the highest first-year earnings (\$57,404). Child Care Provider/Assistant program graduates had the lowest first-year earnings (\$22,228).

Table 8. First- and Fifth-Year Employment Outcomes for Graduates of Apprenticeships Awarded by the Florida College System (FCS)

Name	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Electrician	466	\$47,492	94%	\$59,752	82%
Plumbing Technology/Plumber	108	\$57,404	85%	\$76,528	76%
Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician	97	\$52,524	90%	\$59,268	68%
Pipefitting/Pipefitter and Sprinkler Fitter	85	\$49,884	91%	NA	NA
Child Care Provider/Assistant	34	\$22,228	59%	NA	36%
Carpentry/Carpenter	16	\$38,740	81%	NA	NA
Sheet Metal Technology/Sheet working	12	\$44,600	92%	NA	NA

Table 9 shows first- and fifth-year employment outcomes for apprenticeship graduates in the most popular programs at DTC institutions. Graduates of apprenticeship programs in Elevator Constructor Mechanic apprenticeships had the highest median first-year earnings (\$95,844). Graduates of Early Childhood Education had the lowest median first-year earnings (\$24,556).

Table 9. First- and Fifth-Year Employment Outcomes for Graduates of Apprenticeships Awarded by District Technical Centers (DTC)

A. Ten Most Popular Apprenticeships by Number of Graduates

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Median Fifth-Year Earnings
Electrician	3,553	\$43,916	84%	\$68,140	92%
Early Childhood Education - APPR	1,514	\$24,556	73%	\$27,444	67%
Air Conditioning, Refrigeration and Heating Technology (PS) - APPR	1,244	\$49,060	87%	\$67,268	91%
Plumbing Technology	1,219	\$45,992	82%	\$67,784	83%
Carpentry	500	\$39,236	72%	NA	NA
Pre-Apprenticeship	400	\$34,792	74%	\$58,736	71%
Structural Steel Work - APPR	399	\$51,808	83%	\$55,568	87%
Fire Fighter	344	\$60,448	94%	\$81,640	100%
Brick and Block Masonry - APPR	307	\$36,400	67%	NA	NA
Electrical Line Service and Repair - APPR	279	\$74,748	85%	NA	71%

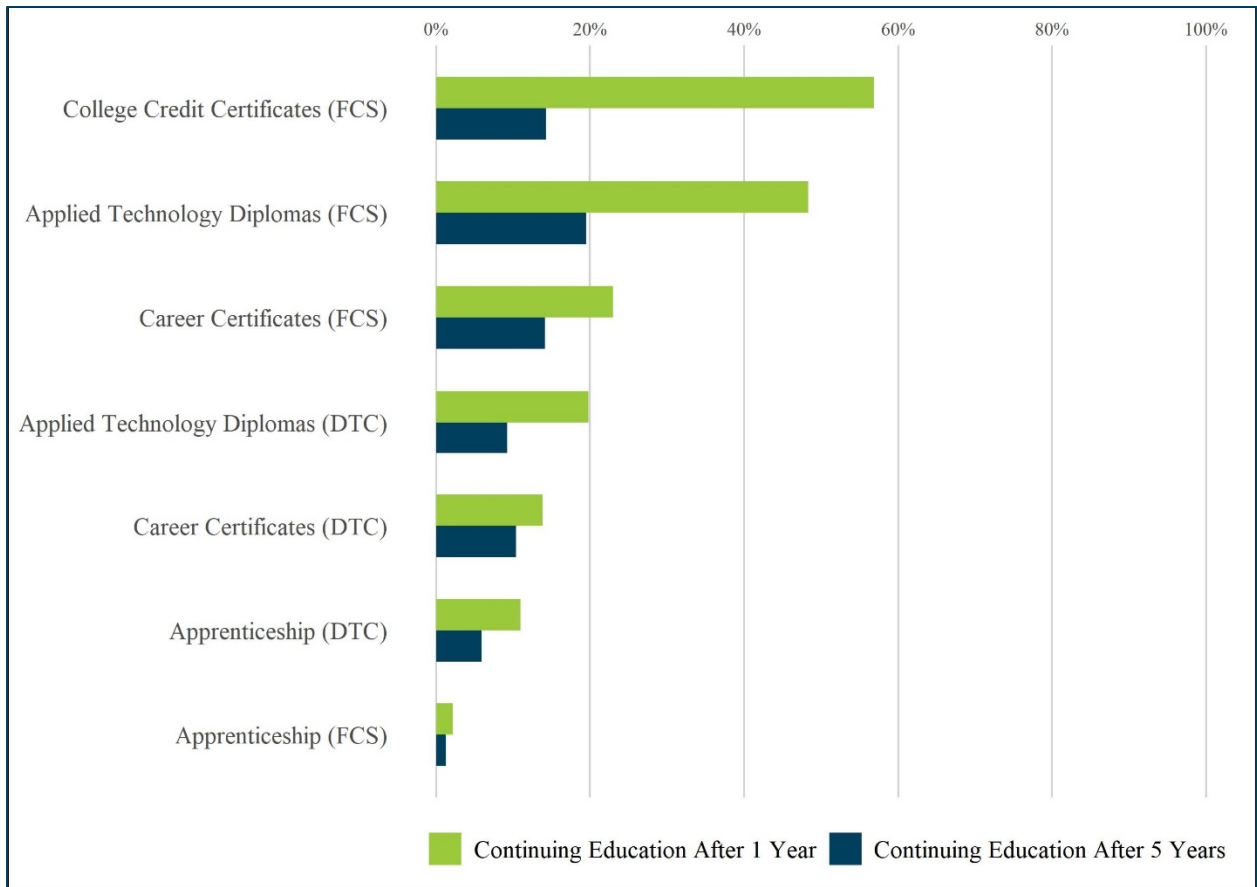
B. Top 10 Apprenticeships by Median First-Year Earnings

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Median Fifth-Year Earnings
Elevator Constructor Mechanic	237	\$95,844	92%	NA	NA
Millwright	133	\$76,700	87%	\$125,512	83%
Electrical Line Service and Repair - APPR	279	\$74,748	85%	NA	71%
Heavy Equipment Operation	210	\$74,536	82%	NA	NA
Fire Fighter	344	\$60,448	94%	\$81,640	100%
Industrial Machinery Maintenance	77	\$56,024	73%	NA	NA
Structural Steel Work - APPR	399	\$51,808	83%	\$55,568	87%
Industrial Pipefitter	120	\$51,220	88%	NA	NA
Heavy Equipment Mechanics	111	\$49,848	90%	NA	NA
Surveying and Mapping Technology – APPR	23	\$49,588	100%	NA	NA

Certificates/Diplomas/Apprenticeships Students Continuing Their Education

Figure 19 shows the percentage of graduates found in the education enrollment records one and five years after completion in apprenticeship, certificate, or diploma programs who were enrolled in some form of subsequent education. Graduates from FCS institutions are most likely to go on to pursue subsequent education, both one and five years after completion. Those completing applied technology diplomas or college credit certificates are more inclined to continue their education than those completing career certificates or apprenticeships.

Figure 19. Percentage of Graduates Continuing Their Education After 1 and 5 Years



Associate Degrees

The associate degree is a two-year college credit degree/program. Within Florida's public educational system, there are four different types of associate degrees or certificates, depending on student career interest. Over the five-year period covered within this report (academic years 2015–2016 through 2019–2020), 357,786 students were awarded an Associate degree or Advanced Technical Certificate from one or more of these institutions. This is the second largest class (33%) of degrees/certificates issued in Florida across the five cohort years. Below is a brief summary of each type of associate degree/certificate.

- **Associate in Arts** | The AA degree is a two-year liberal arts degree designed to prepare students who are planning to earn a bachelor's degree; it serves as a basis for admission to a bachelor's degree program.
- **Associate in Science** | The AS degree is a two-year technical degree designed to prepare students who are planning to enter a specific occupation; it serves as a basis for admission to a related bachelor's degree program.
- **Associate in Applied Science** | The AAS degree is a two-year technical degree designed to train students for direct entry into a specialized occupation in the workplace. AAS degrees are designed for students who do not want to pursue education beyond an associate's level degree.
- **Advanced Technical Certificates** | ATC are programs of instruction that are less than 45 credit hours of college-level courses. They are awarded to students who have already received an AS or AAS degree and are seeking an advanced specialized planning program of study to supplement their associate degree.

As **Figure 3** shows, the associate degree is the second most awarded postsecondary credential in Florida (approximately 34% of all certificates/degrees awarded). **Table 10** shows that among Associate degrees, AA degrees are the most common. The AA degree is designed as a pathway to a bachelor's degree. Compared with the AA degree, fewer students completed career- and technical-oriented programs of study. For example, 283,363 AA degrees were awarded during the study period, compared with 71,886 AS degrees, 1,705 ATC degrees, and 832 AAS graduates across the five cohort years.

Table 10. Employment Outcomes for Graduates with Associate Degrees and Advanced Technical Certificates

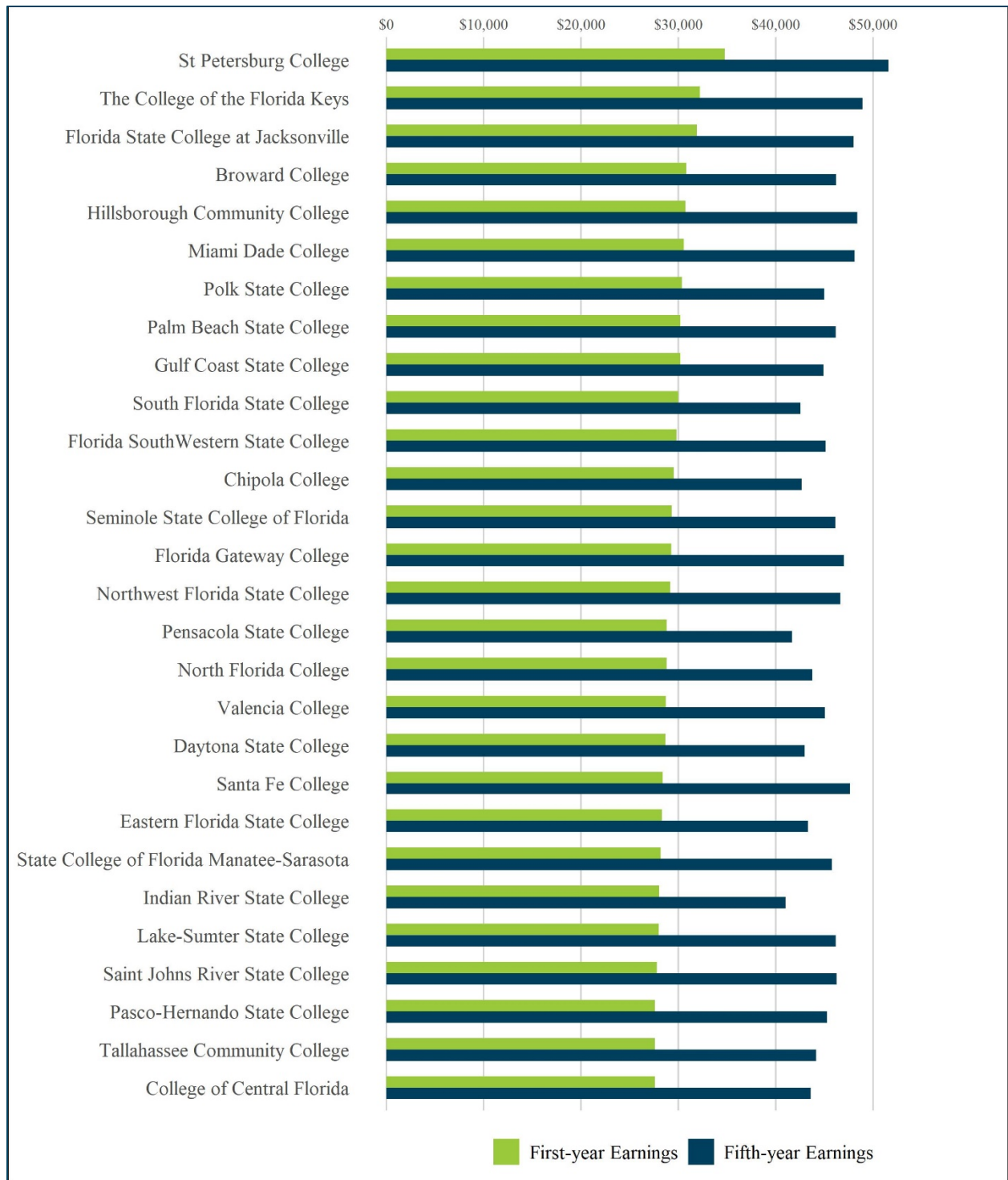
Degree	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
AA Degree	283,363	\$29,784	67%	\$46,160	74%
AS Degree	71,886	\$48,744	82%	\$60,680	82%
ATC	1,705	\$48,644	84%	\$53,108	80%
AAS Degree	832	\$36,656	78%	\$45,348	65%

Associate in Arts Degree Outcomes

Within the different associate degrees, the most common in Florida is the AA with 283,363 degrees awarded during the five-year study period. The AA degree is designed for students who plan to enter a four-year institution as a junior to complete a bachelor's degree program. The AA degree is awarded after completing 60 credit hours in a selected course of study, which includes a general education program consisting of 36 credit hours.

As shown in **Table 10**, the median first-year earnings of all graduates with AA degrees were slightly more than \$29,700. **Figure 20** displays the median first-year earnings of graduates with AA degrees from the 28 FCS colleges in Florida. Nearly \$7,200 separates the median first-year earnings of graduates from the college with the lowest (Tallahassee Community College tied with College of Central Florida, \$27,552) and highest (St. Petersburg College, \$34,744) earning graduates with AA degrees. However, after five years, the difference between graduates from these college with the lowest and the highest expanded to nearly \$10,600.

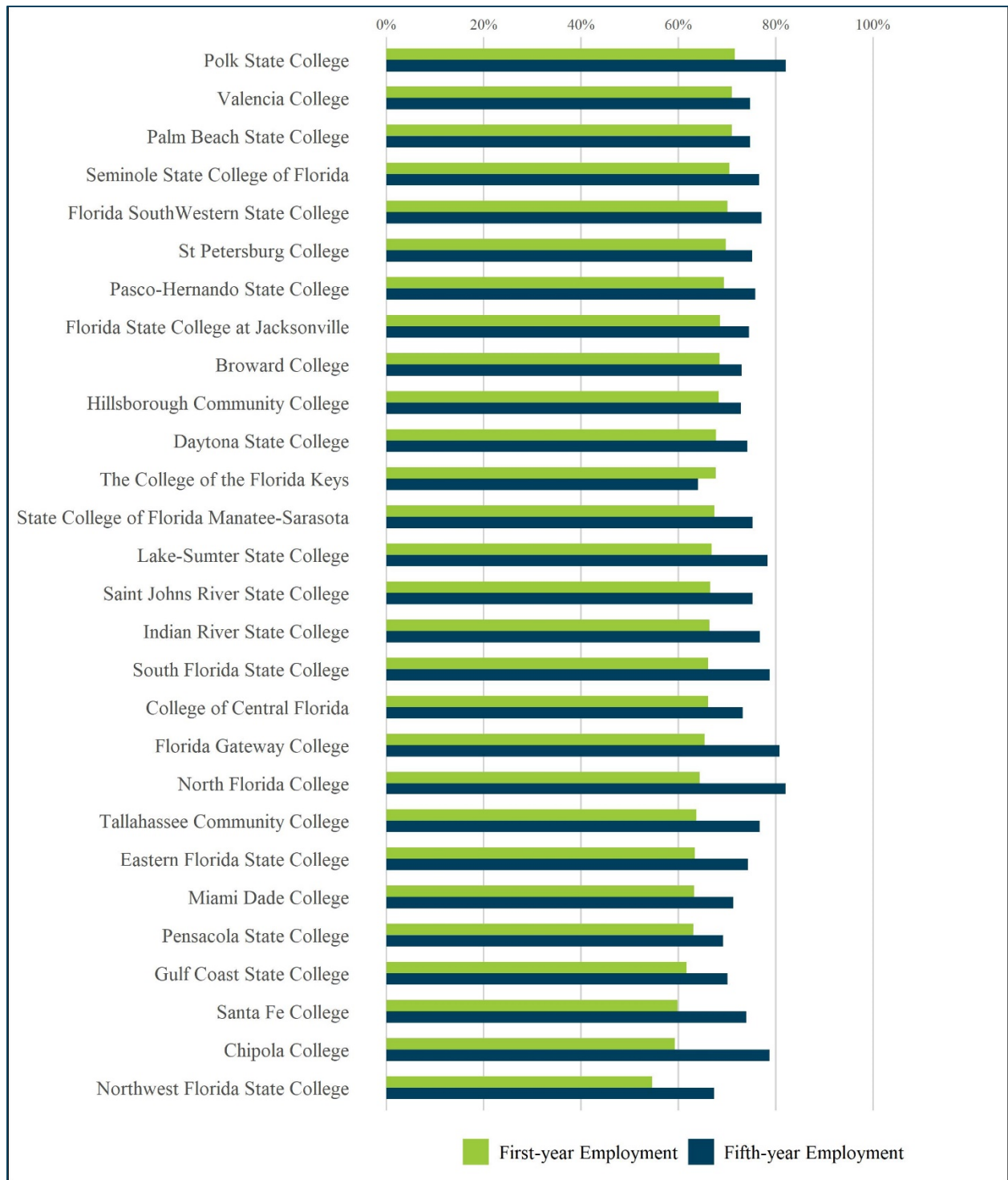
Figure 20. Median First- and Fifth-Year Earnings of Graduates with AA Degrees, by College



Although this report does not explain these differences, those graduates who completed AA degrees and had first-year earnings at or above the 90th percentile completed their degree at an institution in an area with a relatively high median income (Florida State College at Jacksonville, The College of the Florida Keys, and St. Petersburg College). Graduates of schools in higher income areas who stay in those areas may have higher earnings.

Figure 21 shows that employment outcomes also varied across institutions, ranging from a high of 82% for AA graduates from Polk State College to 55% for AA graduates from Northwest Florida State College.

Figure 21. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates with AA Degrees, by FCS Institution



Associate in Science Degree Outcomes

After the AA degree, the next most common associate degree awarded in Florida is the AS degree. More than 71,800 AS degrees were awarded during the five-year study period, which are designed to prepare students who are planning to enter a specific occupation.

Figure 22 shows that the median first- and fifth-year earnings of graduates with AS degrees varied substantially across Florida. Graduates with AS degrees from fourteen colleges (Daytona State College, Polk State College, Gulf Coast State College, Broward College, Santa Fe College, The College of the Florida Keys, Pasco-Hernando State College, Chipola College, Seminole State College of Florida, Florida Gateway College, Florida South Western State College, Lake-Sumter State College, North Florida College, and South Florida State College) had median first-year earnings greater than \$50,000, with graduates of South Florida State College earning more than \$56,000. In contrast, graduates with AS degrees from Valencia College had median first-year earnings of approximately \$43,000. The increase of fifth-year earnings from first-year earnings also varies considerably across institutions, with Florida State College at Jacksonville and Miami Dade College AS graduates showing the largest increase (nearly \$17,000), and Tallahassee Community College AS graduates showing the least median earnings increase (\$4,800).

Figure 22. Median First- and Fifth-Year Earnings of Graduates with AS Degrees, by FCS Institution

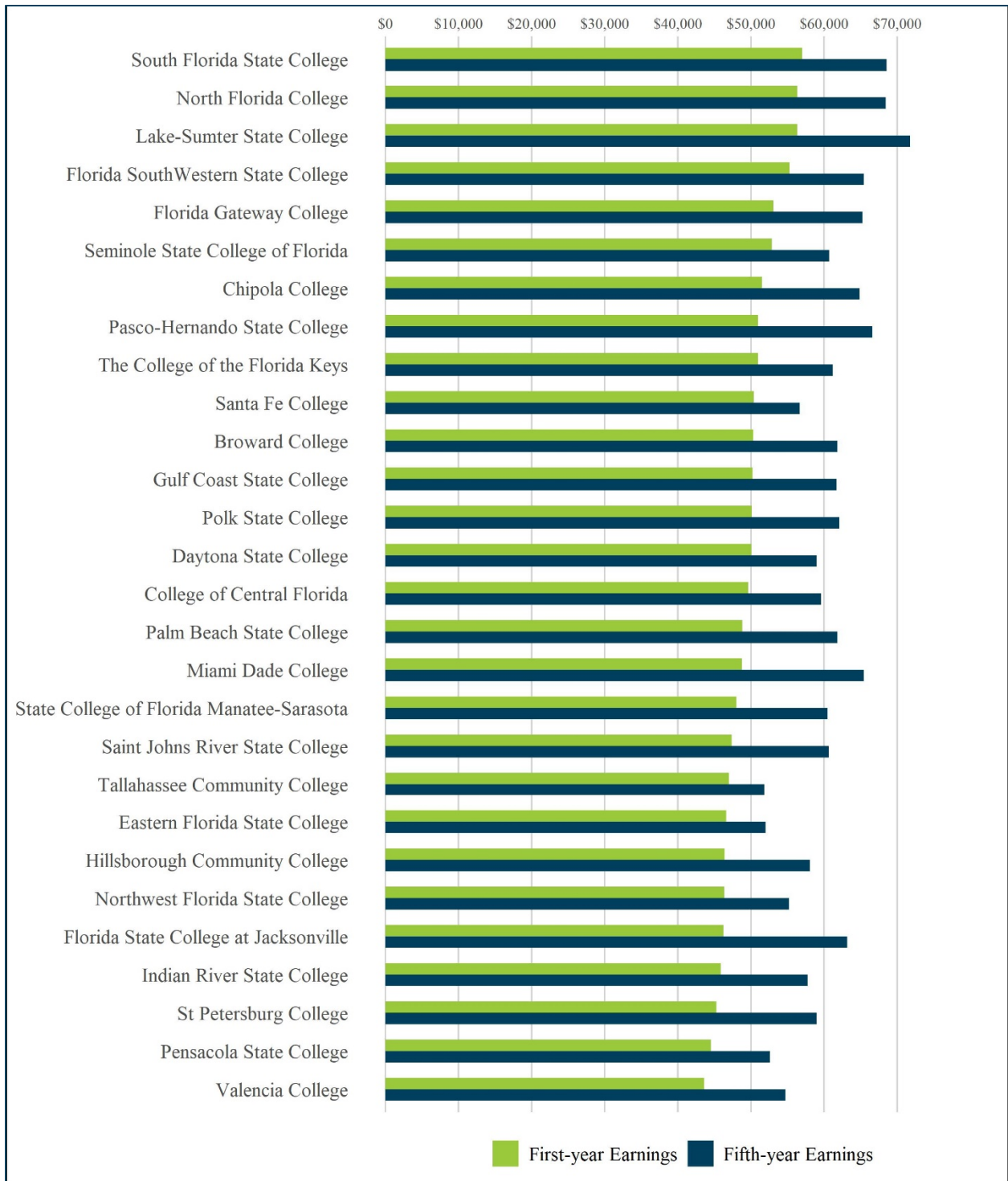
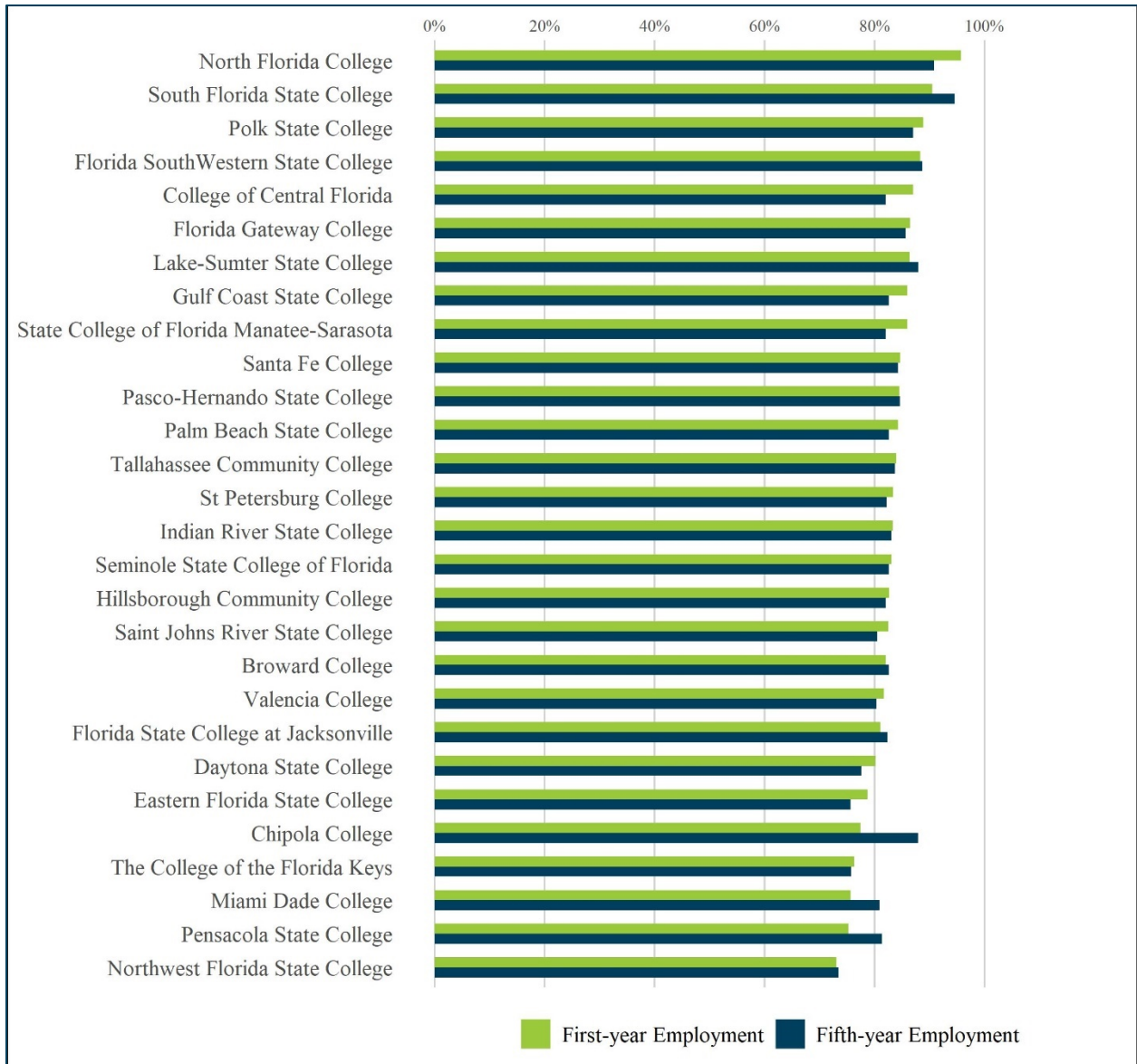


Figure 23 shows the percentage of graduates with AS degrees found in the employment records by institution. North Florida College graduates were found more frequently in the employment records one year after completion than at any other FCS institution.

Figure 23. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates with AS Degrees, by FCS Institution



Associate in Applied Science Degree Outcomes

More than 830 students in Florida earned AAS degrees from academic years 2015–2016 through 2019–2020. The AAS degree focuses on training students for direct entry into a specialized occupation in the workplace and are designed for students who do not want to pursue education beyond an associate’s level degree.

The median statewide first-year earnings of graduates with AAS degrees were \$36,656, which is approximately \$6,800 higher than those of graduates with AA degrees (\$29,784) but more than \$12,000 lower than those with AS degrees (\$48,744). **Figure 24** shows the median first- and fifth-year earnings for AAS graduates by institution. The range in median first-year earnings among graduates with AAS degrees varied substantially, from approximately \$32,000 (Pensacola State College) to more than \$75,000 (State College of Florida-Manatee-Sarasota).

Graduates with AAS degrees from nine colleges (Pensacola State College, Indian River State College, Daytona State College, Seminole State College of Florida, The College of the Florida Keys, Santa Fe College, Florida State College at Jacksonville, Palm Beach State College, and Broward College) had median first-year earnings more than \$30,000 but lower than \$40,000. In contrast, the median first-year earnings of graduates with AAS degrees from two colleges (Lake-Sumter State College, State College of Florida Manatee-Sarasota,) were more than \$40,000 (**Figure 24**).

Figure 25 shows the percentage of graduates found in the employment records one- and five-years following completion of their AAS degree. Graduates from Lake-Sumter State College were most frequently found in the employment data one year after program completion (95%) and graduates from Northwest Florida State College were the least frequently found (58%).

Figure 24. Median First- and Fifth-Year Earnings of Graduates of AAS Degrees, by FCS Institution

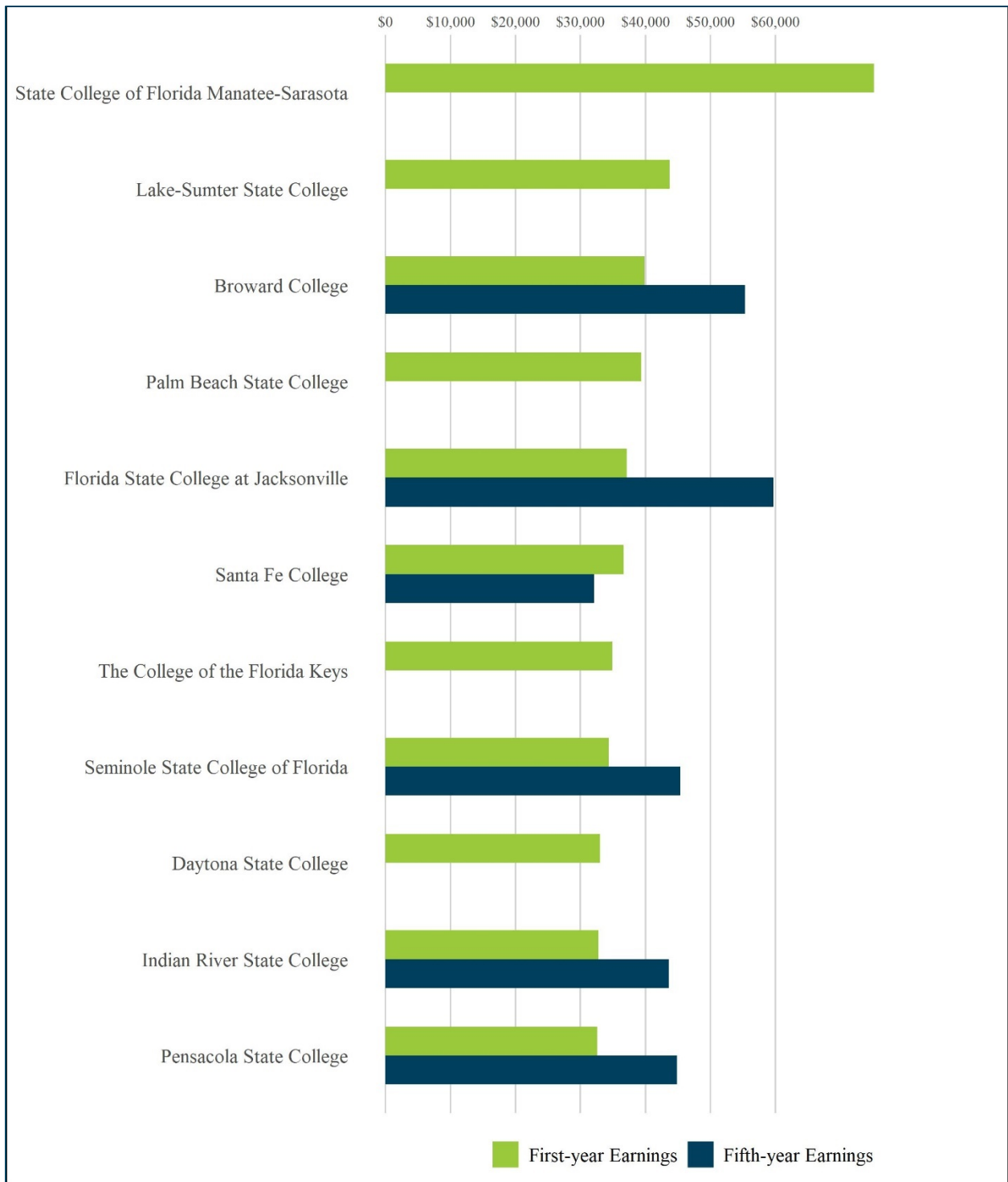
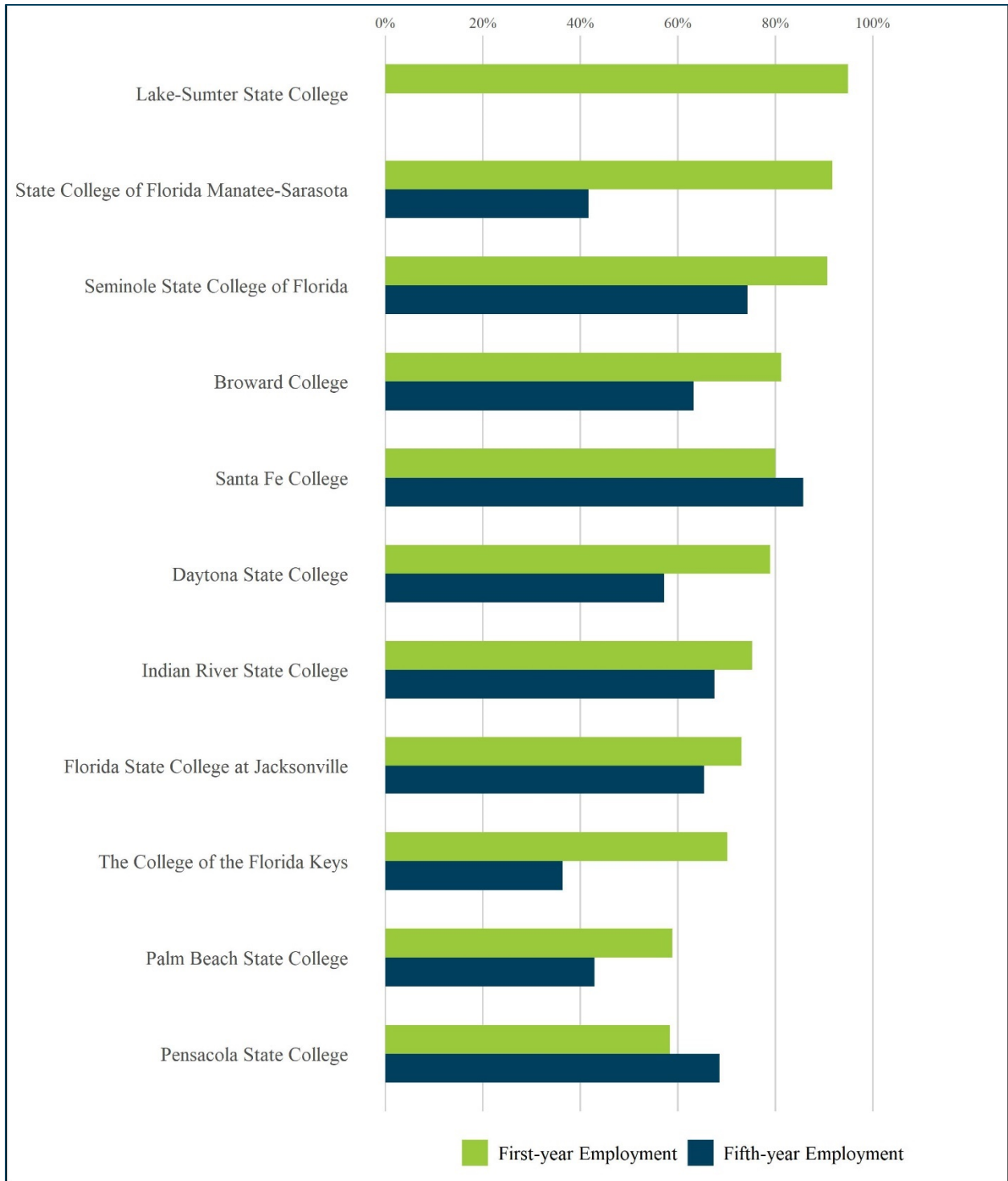


Figure 25. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates of AAS Degrees, by FCS Institution

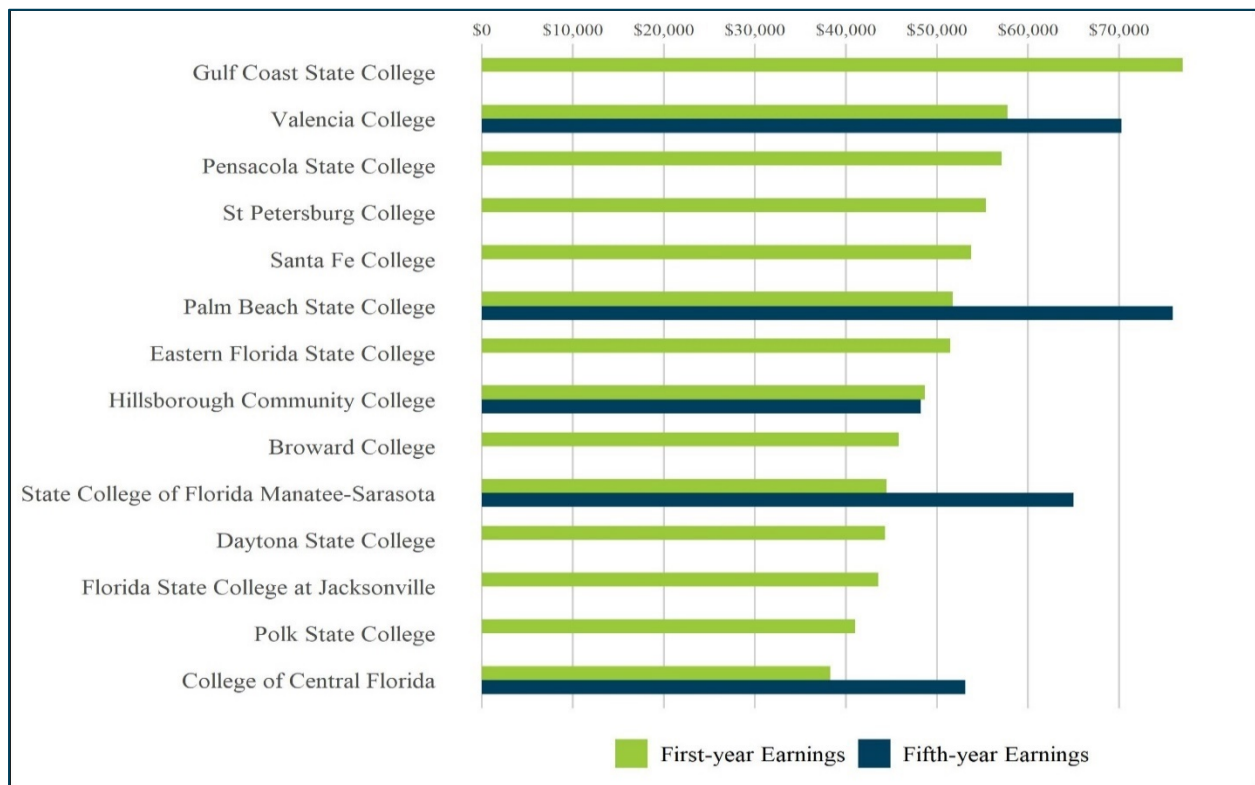


Advanced Technical Certificates Outcomes

The second highest median first-year earnings (\$48,644) were achieved by the 1,705 graduates of ATCs, which are generally designed for individuals who have already completed a two-year AS or AAS degree and are seeking advanced, specialized preparation in a particular career field to supplement their degree.

ATCs are offered at 14 of the 28 FCS institutions. First- and fifth-year earnings for graduates at these colleges are shown in **Figure 26**. Graduates from Gulf Coast State College had the highest first-year earnings, at approximately \$76,000. In contrast, graduates from the College of Central Florida had the lowest median first-year earnings, at approximately \$38,000. It should be noted that fifth-year earnings data were unavailable for many of the FCS institutions.

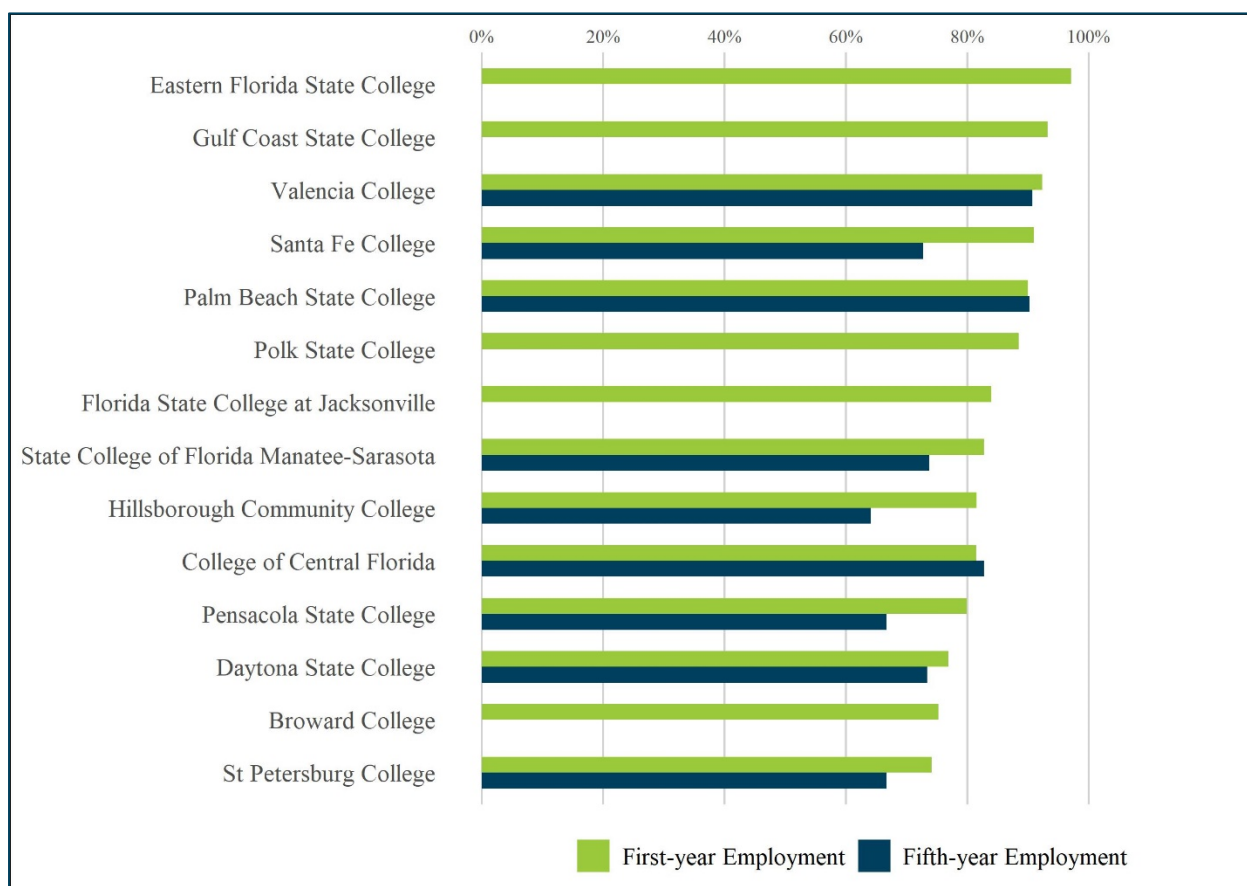
Figure 26. Median First- and Fifth-Year Earnings of Graduates of ATC, by FCS Institution



Graduates of ATC appeared in the employment records at a high rate, from 97% for Eastern Florida State College down to nearly 74% for Saint Petersburg College graduates (**Figure 27**). The data indicates that graduates with this degree were generally able to find employment within a year post-completion, and this employment was in the scope of the employment records [i.e., not self-employed, within Florida's employment records for all five years, employed within the Wage Record Interchange

System 2 (WRIS2) consortium of states in cohort years 2015–2016, and within the State Wage Interchange System (SWIS) consortium of states in cohort years 2016–2017, 2017–2018, 2018–2019, and 2019–2020].

Figure 27. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates of ATC



What Students Study Matters

Graduates with AA degrees are classified into a single program of study (liberal arts and sciences/liberal studies⁷). However, AAS and AS degrees are offered in different programs of study. **Table 11** shows the first- and fifth-year outcomes for graduates of the most popular AS degrees. Registered nursing/registered nurse AS graduates outnumber graduates of other programs by more than a factor of six. Registered nursing also is one of the highest paying of the common AS degrees, with median first-year earnings of more than \$55,000. However, graduates of physician assistant AS

⁷ This classification and information about all other fields of study used in this report are defined by the U.S. Department of Education's Classification of Instructional Programs (CIP) Code.

programs earn nearly twice this amount, with median first-year earnings of \$97,356.⁸ Along with emergency medical technology/technician (EMT paramedic), and medical radiologic technology/science-radiation therapist, graduates of registered nursing/registered nurse AS degrees also were frequently found in employment records one year after completion (91%). Across the top 10 AS programs by income, there is a large variation in median first-year wages at \$97,356 for the top program (Physician Assistant) to \$50,800 for the lowest of the 10 (diagnostic medical sonography/sonographer and ultrasound technician). A graduate's program of study may also play a role in the probability of a student to find employment after completion, although this report cannot speak to whether the employment was directly related to the AS degree.

Table 11. First- and Fifth-Year Employment Outcomes for Graduates with Popular AS Degrees

A. Ten Most Popular by Number of Graduates

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Registered Nursing/Registered Nurse	23,483	\$55,932	91%	\$69,468	91%
Business Administration and Management, General	3,817	\$36,104	75%	\$49,740	71%
Criminal Justice/Law Enforcement Administration	3,087	\$32,796	80%	\$46,224	77%
Legal Assistant/Paralegal	2,277	\$35,392	78%	\$46,868	77%
Medical Radiologic Technology/Science - Radiation Therapist	2,133	\$46,720	91%	\$59,324	91%
Emergency Medical Technology/Technician (EMT Paramedic)	2,132	\$63,108	95%	\$90,422	95%
Information Technology	1,896	\$36,640	73%	\$52,312	70%
Network and System Administration/Administrator	1,849	\$39,728	76%	\$64,044	76%

⁸ This AS degree is only offered at Miami Dade College and is part of its Bachelor of Applied Science (BAS) degree. Students are initially admitted into the AS program, but once the AS program has been completed students are transitioned into the BAS program. The AS and BAS are a joint program. Neither the AS nor BAS degree for Physician Assistant are offered separately. Therefore, these students have completed both their associate and bachelor's degrees. In addition, starting with the matriculating class of 2021, Miami Dade College PA students graduated with a master's degree.

Physical Therapy Technician/Assistant	1,604	\$40,304	79%	\$52,888	80%
Dental Hygiene/Hygienist	1,602	\$49,528	87%	\$59,584	86%

B. Top 10 Programs by Median First-Year Earnings

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Physician Assistant ⁹	243	\$97,356	83%	\$109,844	90%
Fire Prevention and Safety Technology/Technician	735	\$66,740	90%	\$75,184	87%
Information Technology Project Management	50	\$63,752	86%	\$71,756	100%
Emergency Medical Technology/Technician (EMT Paramedic)	2132	\$63,108	95%	\$90,422	95%
Cardiovascular Technology/Technologist	396	\$59,680	91%	\$64,600	81%
Registered Nursing/Registered Nurse	23,483	\$55,932	91%	\$69,468	91%
Operations Management and Supervision	195	\$54,940	70%	NA	61%
Clinical/Medical Laboratory Technician	411	\$51,672	86%	\$67,916	90%
Aeronautical/Aerospace Engineering Technology/Technician	96	\$51,588	88%	\$65,524	86%
Diagnostic Medical Sonography/Sonographer and Ultrasound Technician	610	\$50,800	86%	\$65,076	83%

Table 12 shows a wide range in median first- and fifth-year earnings among graduates with AAS degrees in the most popular fields of study. Median first-year earnings ranged from \$44,524 (Electrical and Power Transmission Installation/Installer, General) to

⁹ This AS degree is only offered at Miami Dade College and is part of its Bachelor of Applied Science (BAS) degree. Students are initially admitted into the AS program, but once the AS program has been completed students are transitioned into the BAS program. The AS and BAS are a joint program. Neither the AS nor BAS degree for Physician Assistant are offered separately. Therefore, these students have completed both their associate and bachelor's degrees. In addition, starting with the matriculating class of 2021, Miami Dade College PA students graduated with a master's degree.

\$26,128 (Dental Laboratory Technology/Technician). The program of study is more closely linked to first-year earnings for graduates of AAS degrees than institution.

Table 12. First- and Fifth-Year Employment Outcomes for Graduates with Popular AAS Degrees

A. Ten Most Popular Programs by Number of Graduates

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Automotive Engineering Technology/Technician	325	\$34,012	82%	\$52,044	76%
Diesel Mechanics Technology/Technician	109	\$41,348	70%	NA	NA
Automobile/Automotive Mechanics Technology/Technician	84	\$35,944	92%	\$45,348	74%
Aviation/Airway Management and Operations	37	\$37,312	86%	NA	52%
Diver, Professional and Instructor	29	NA	76%	NA	NA
Heating, Ventilation, Air Conditioning and Refrigeration Engineering Technology/Technician	26	\$39,488	77%	NA	NA
Dental Laboratory Technology/Technician	19	\$26,128	79%	\$35,288	77%
Electrical and Power Transmission Installation/Installer, General	17	\$44,524	100%	NA	NA
Electrical, Electronic and Communications Engineering Technology/Technician	12	NA	50%	NA	45%
Office Management and Supervision	10	NA	70%	NA	NA

B. Top 10 Programs by Median First-Year Earnings

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
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Electrical and Power Transmission Installation/Installer, General	17	\$44,524	100%	NA	NA
Diesel Mechanics Technology/Technician	109	\$41,348	70%	NA	NA
Heating, Ventilation, Air Conditioning and Refrigeration Engineering Technology/Technician	26	\$39,488	77%	NA	NA
Aviation/Airway Management and Operations	37	\$37,312	86%	NA	52%
Automobile/Automotive Mechanics Technology/Technician	84	\$35,944	92%	\$45,348	74%
Automotive Engineering Technology/Technician	325	\$34,012	82%	\$52,044	76%
Dental Laboratory Technology/Technician	19	\$26,128	79%	\$35,288	77%
Office Management and Supervision	10	NA	70%	NA	NA
Electrical, Electronic and Communications Engineering Technology/Technician	12	NA	50%	NA	45%
Diver, Professional and Instructor	29	NA	76%	NA	NA

Variation also exists in the rate of graduates being found in the employment records, with Automobile/Automotive Mechanics Technology/Technician graduates at 92% compared with Electrical, Electronic and Communications Engineering Technology/Technician graduates at about 50%. The program of study plays a large role in whether students enter the workforce immediately after completing their degree. It is important to remember, however, that graduates may not appear in the employment records for multiple reasons, including self-employment, continuation of education, employment outside the Wage Record Interchange System 2 (WRIS2) consortium of states in cohort years 2015–2016, employment outside the State Wage Interchange System (SWIS) consortium of states in cohort years 2017–2018, 2018–2019, and 2019–2020, or were not employed in Florida in the 2016–2017 cohort year.

ATCs are offered in only 17 programs, so **Table 13** shows all programs rather than the most popular or highest-earning programs. First-year earnings varied considerably, from \$73,996 for graduates of Management Information Systems, General to \$36,908 for graduates of Health Care Administration and Management.

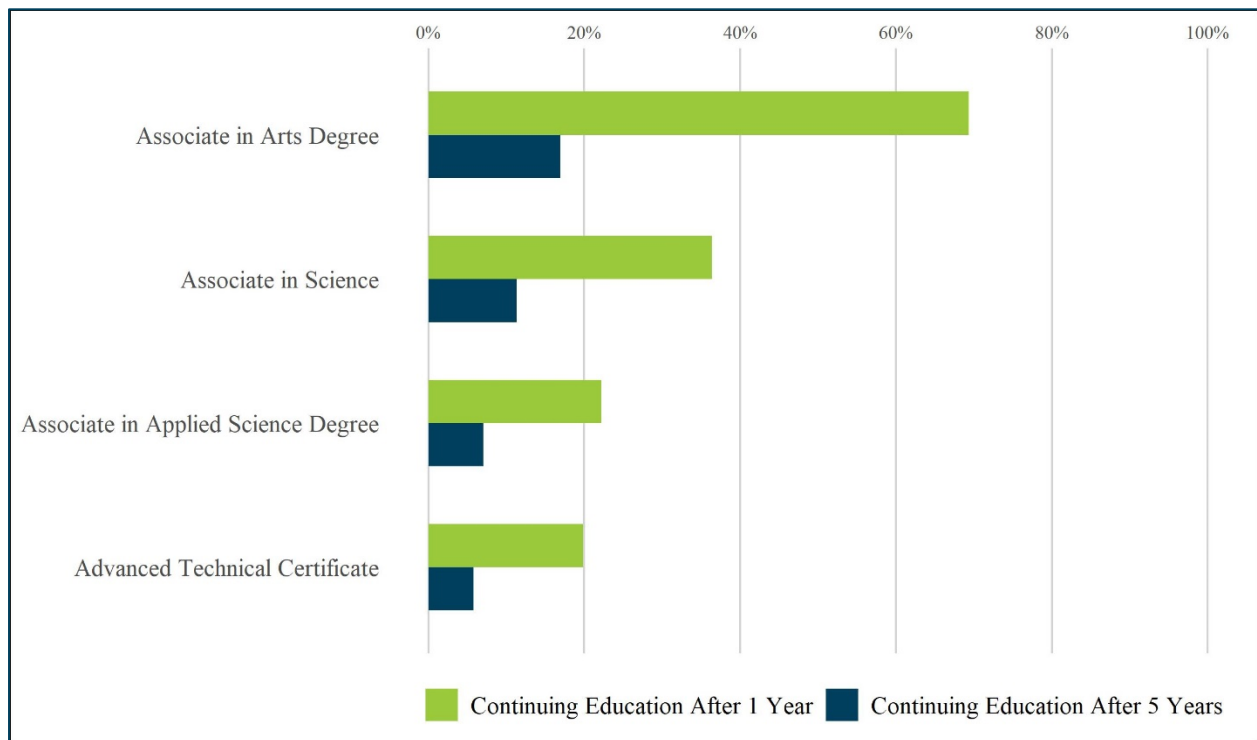
Table 13. First- and Fifth-Year Employment Outcomes for Graduates of ATC

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Business Administration and Management, General	167	\$39,468	81%	NA	NA
Child Care and Support Services Management	22	\$51,104	95%	NA	NA
Clinical/Medical Laboratory Technician	27	\$54,612	93%	NA	NA
Computer and Information Systems Security/Information Assurance	102	\$41,536	85%	\$57,364	88%
Computer Programming/Programmer, General	10	NA	90%	NA	NA
Diagnostic Medical Sonography/Sonographer and Ultrasound Technician	13	NA	85%	NA	NA
Environmental Science	98	\$37,140	71%	NA	NA
Funeral Service and Mortuary Science, General	82	\$53,780	74%	NA	67%
Health/Health Care Administration/Management	241	\$36,908	80%	\$51,256	81%
Information Technology	82	\$46,216	73%	\$88,196	73%
Legal Assistant/Paralegal	208	\$40,800	80%	\$64,980	68%
Management Information Systems, General	15	\$73,996	100%	NA	NA
Medical Radiologic Technology/Science - Radiation Therapist	421	\$57,196	93%	\$70,252	90%
Network and System Administration/Administrator	49	\$53,812	84%	NA	NA
Registered Nursing/Registered Nurse	73	\$59,416	88%	NA	70%
Respiratory Care Therapy/Therapist	44	\$45,680	91%	NA	70%
Transportation/Mobility Management	46	\$40,720	80%	NA	NA

Associate Degree Students Continuing Their Education

Figure 28 shows the percentage of associates degree graduates found in the education enrollment data one- and five-years after completion. As expected, graduates of AA degrees had the highest enrollment frequency in subsequent education one year after completion (approximately 69%), followed by AS degree graduates (36%), AAS degree graduates (22%), and graduates of ATC (20%). Five years after completion, subsequent education enrollment rates were less than 17% for all categories of associate degrees/ATC.

Figure 28. Percentage of Associate Degrees and ATC Graduates Continuing Their Education After 1 and 5 Years



Bachelor's Degrees

The bachelor's degree is a four-year degree that is typically 120 credit hours; it may have an emphasis on science and liberal arts or accommodate unique demands for entry into specific workforce sectors. The bachelor's degree is the second most common degree awarded in Florida. According to data from the U.S. Department of Labor's Bureau of Labor Statistics, graduates with bachelor's degrees nationwide earn, on average, just over 67% per year more than high school graduates, and graduates with bachelor's degrees are less likely to be unemployed.¹⁰

However, the national data disguises differences in the labor market outcomes among graduates with bachelor's degrees. As evident in the figures in this section, the return on investment among graduates from universities varies widely by institution and by degree choice. In short, a bachelor's degree is insufficient on its own to determine labor market outcomes; the specific college or university and field of study have shown to play a more significant role. These choices have consequences for graduates when they enter the labor market. The data in this report enable readers to delve deeper into this variation.

Bachelor's degrees are awarded by institutions in the SUS and the FCS. During the five-year period covered within this report (academic years 2015–2016 through 2019–2020), 367,191 students completed a bachelor's degree at one or more of these institutions, which is the largest class (34%) of all degrees or certificates issued across the five cohort years.

Bachelor's Degree Outcomes (Florida College System)

In many states, including Florida, two-year colleges have been awarding bachelor's degrees. The authority to award bachelor's degrees is usually limited to more technical areas that are aligned with the career orientation of certificates and associate degrees that are core to the mission of two-year colleges.

During the five-year study period, FCS institutions awarded 42,261 bachelor's degrees, which is approximately 12% of all bachelor's degrees granted by the FCS and SUS. **Table 14** shows the differences in employment outcomes for graduates of bachelor's degrees from the two systems. At both one-year post-completion and five-year post-completion, graduates who received their bachelor's degree from an FCS institution tended to have higher earnings and were found in the employment records at a higher rate. However, it's worth noting that graduates from FCS institutions tend to be older, which means it is more probable that they enter the workforce with prior professional experience as compared to graduates from SUS institutions. This may account for some

¹⁰ See [BLS.gov/careeroutlook/2022/data-on-display/education-pays.htm](https://www.bls.gov/careeroutlook/2022/data-on-display/education-pays.htm).

of the earning differentials between FCS and SUS bachelor's degrees. In addition, the bachelor's degrees offered at FCS institutions tend to be concentrated in fields that have higher wages.

Table 14. Employment Outcomes for Graduates with Bachelor's Degrees

Name	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Bachelor's Degree (FCS)	42,261	\$48,928	84%	\$64,752	81%
Bachelor's Degree (SUS)	324,930	\$39,996	72%	\$57,804	76%
Total	367,191	-	-	-	-

Figure 29 displays the median first- and fifth-year earnings of graduates with bachelor's degrees from FCS institutions. Variation across institutions is wide, ranging from more than \$77,000 for Tallahassee Community College to nearly \$38,000 for The College of the Florida Keys graduates. The likelihood of being found in the employment records was high across all bachelor's graduates from FCS institutions, ranging from nearly 100% for North Florida College to 61% for The College of the Florida Keys (**Figure 30**).

Figure 29. Median First- and Fifth-Year Earnings of Graduates with Bachelor's Degrees, by FCS Institution

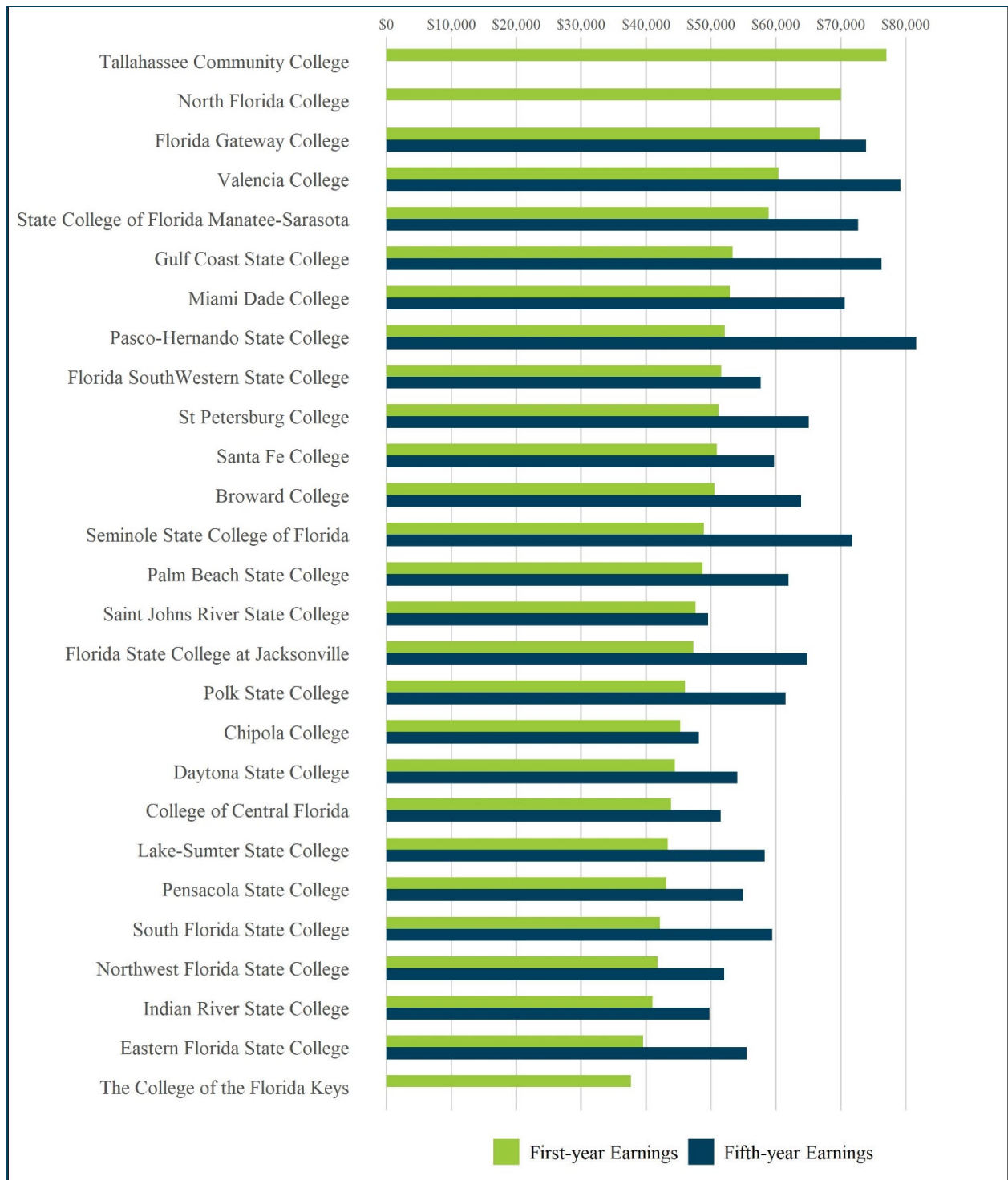
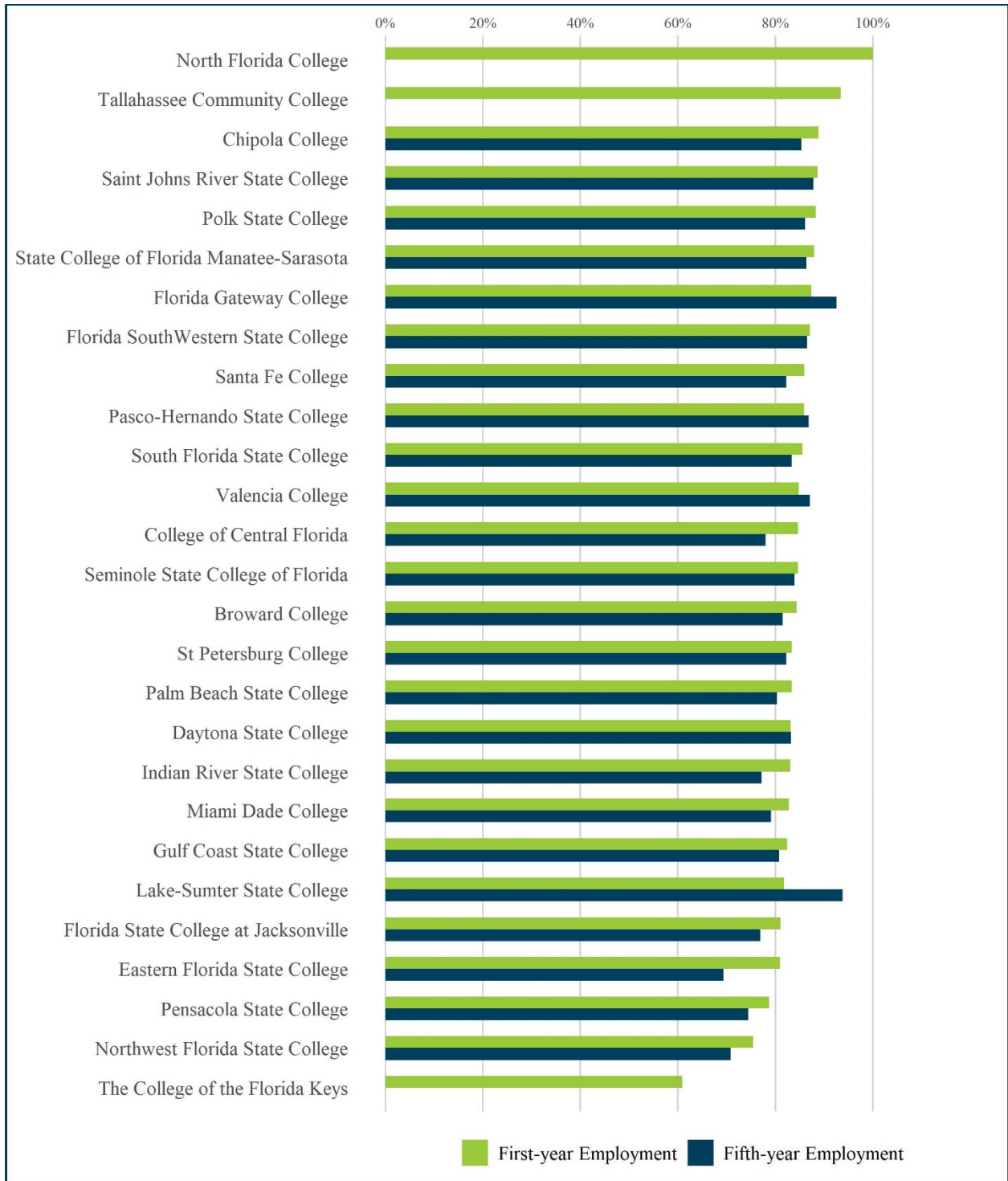


Figure 30. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates with Bachelor's Degrees, by FCS Institution



Bachelor's Degree Outcomes (State University System)

All 12 of the public universities in Florida that make up the SUS award bachelor's degrees. During the five-year study period, SUS institutions in Florida awarded 324,930 bachelor's degrees. This represents 88% of all bachelor's degrees awarded during this timeframe. **Figure 31** shows the median first-year earnings of graduates with bachelor's degrees by university. Median first-year earnings of graduates varied substantially, ranging from more than \$56,000 (Florida Polytechnic University) to nearly \$29,000 (New College of Florida).¹¹ Such differences in the median first-year earnings between universities can potentially be attributed to the types of programs offered at each university, such as Florida Polytechnic University that focuses on STEM disciplines.

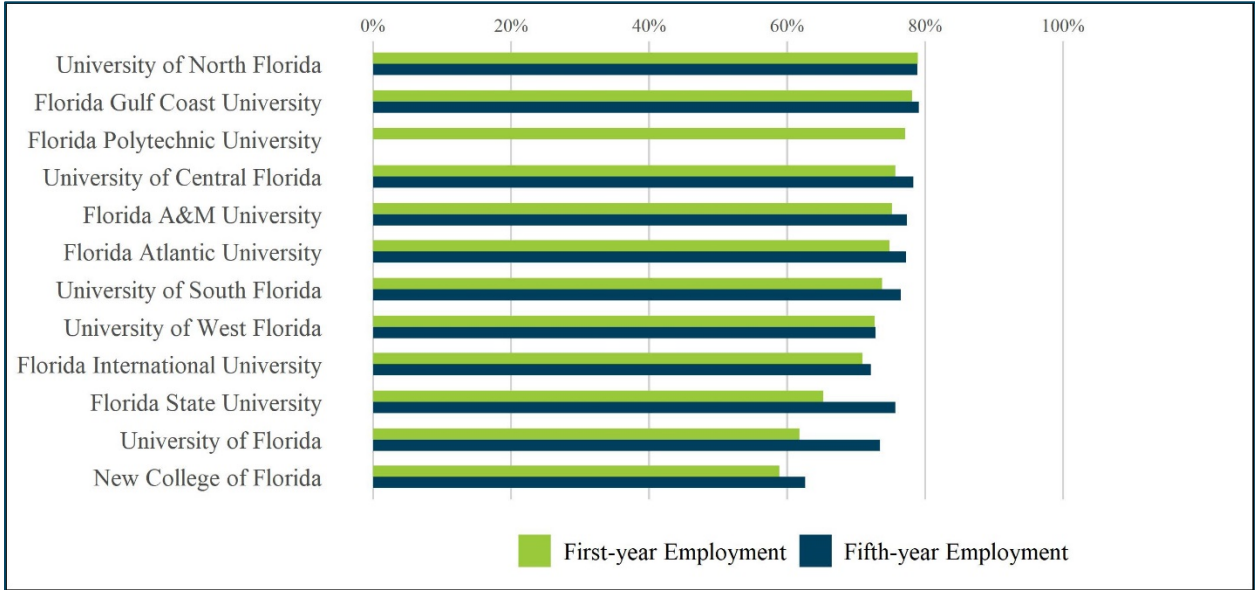
Figure 31. Median First- and Fifth-Year Earnings of Graduates with Bachelor's Degrees, by SUS Institution



¹¹ Florida Polytechnic University is composed of programs previously offered at the Lakeland campus of the University of South Florida.

The propensity of appearing in the employment records varied across Florida’s universities (**Figure 32**). Graduates from the University of North Florida appeared most frequently within the records one year after completion (79%), while graduates from New College of Florida were the least frequent (59%). Students who were not found in the employment records may have enrolled in graduate studies following the completion of their bachelor’s degree, may be employed outside the WRIS2 Consortium states in cohort years 2015–2016; employed outside the State Wage Interchange System (SWIS) consortium of states in cohort years 2017–2018, 2018–2019 and 2019-2020; or were not employed in the state in the 2016–2017 cohort year.

Figure 32. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates with Bachelor's Degrees, by SUS Institution



What Students Study Matters

As noted in **Table 14**, graduates with bachelor's degrees from FCS institutions tend to have higher first-year earnings than those who complete their degree at an SUS institution. Bachelor's degrees are awarded only in a limited number of majors at FCS institutions (50 majors in the current dataset, compared with 221 for SUS institutions), and these areas of study tend to be relatively high paying. Among the 10 most popular FCS bachelor's degrees (**Table 15**), the highest first-year earnings were associated with a registered nursing/registered nurse degree (\$66,736) and the lowest first-year earnings with a human services degree (\$33,984). Ninety-two percent of the registered nursing/registered nurse graduates were found in the employment records one year after completion. Among the highest paid FCS bachelor's degrees, the top ten earnings ranged from \$68,564 (Respiratory Care Therapy/Therapist) to \$52,128 (Information Technology).

Median first-year earnings of FCS and SUS graduates can be compared by reviewing the outcomes shown in **Table 15** and **Table 16**. For example, when you compare the earnings of graduates with the registered nursing/registered nurse degree, FCS graduates had higher median first-year earnings (\$66,736) compared to SUS graduates with the same degree (\$61,924), a difference of \$4,812. The reason for this difference may be that graduates from FCS institutions tend to be older, which means they are more likely to have prior professional work experience as compared to graduates from SUS institutions.

Among the most popular SUS degrees, the highest salary was \$61,924 for registered nursing/registered nurse and the lowest was \$28,956 for biology/biological sciences. Among the 10 highest paid SUS bachelor's degrees, the highest first-year earnings were associated with fire science/firefighting degree (\$86,340) and the lowest of the top 10 was general computer and information sciences graduates (\$63,868).

Across both systems, the subject area of a student's degree is more important to eventual earnings than is the institution attended. The probability of being found in the employment records also ranged lower for SUS graduates (58% to 89%) than for FCS graduates (80% to 94%) in the most popular programs. This is consistent with a different path to employment for SUS graduates, which may involve graduate study: as we will discuss in the next section, graduates with SUS bachelor's degrees have a higher predisposition to enroll in subsequent education (8% of FCS graduates enrolling in subsequent education, compared to 16% of SUS graduates).

Table 15. First- and Fifth-Year Employment Outcomes for Graduates with Popular FCS Bachelor's Degrees

A. Ten Most Popular FCS Bachelor's Degrees by Number of Graduates

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Business Administration, Management and Operations, Other	14,494	\$41,960	81%	\$56,112	77%
Registered Nursing/Registered Nurse	8,993	\$66,736	92%	\$83,340	89%
Business Administration and Management, General	1,938	\$43,048	81%	\$58,976	79%
Information Technology	1,778	\$51,384	81%	\$76,492	83%
Homeland Security, Law Enforcement, Firefighting and Related Protective Services, Other	1,434	\$43,780	80%	\$56,264	74%
Computer/Information Technology Services Administration and Management, Other	1,329	\$52,128	80%	\$71,084	79%
Elementary Education and Teaching	1,138	\$42,008	91%	\$44,872	90%
Human Services, General	842	\$33,984	81%	\$41,968	74%
Early Childhood Education and Teaching	814	\$39,248	85%	\$46,030	87%
Special Education and Teaching, General	791	\$45,996	94%	\$54,384	87%

B. Top 10 FCS Bachelor's Degrees by Median First-Year Earnings

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Respiratory Care Therapy/Therapist	131	\$68,564	96%	\$79,740	95%
Registered Nursing/Registered Nurse	8,993	\$66,736	92%	\$83,340	89%
Computer and Information Sciences, General	47	\$64,628	87%	NA	NA
Construction Engineering Technology/Technician	98	\$64,292	86%	\$75,736	83%
Medical Radiologic Technology/Science - Radiation Therapist	168	\$64,284	86%	\$72,964	76%
Engineering Technologies and Engineering-Related Fields, Other	145	\$61,412	78%	\$60,272	81%
Electrical, Electronic and Communications Engineering Technology/Technician	188	\$57,928	80%	\$84,676	91%
Dental Hygiene/Hygienist	227	\$56,236	84%	\$60,692	68%
Clinical Laboratory Science/Medical Technology/Technologist	76	\$53,416	89%	NA	NA
Computer/Information Technology Services Administration and Management, Other	1,329	\$52,128	80%	\$71,084	79%

Table 16. First- and Fifth-Year Employment Outcomes for Graduates with Popular SUS Bachelor's Degrees

A. Ten Most Popular SUS Bachelor's Degrees by Number of Graduates

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Psychology, General	26,031	\$30,836	68%	\$49,200	72%
Biology/Biological Sciences, General	15,539	\$28,956	63%	\$55,252	61%
Registered Nursing/Registered Nurse	14,548	\$61,924	89%	\$78,672	87%
Finance, General	13,515	\$47,496	73%	\$74,520	82%
Health Services/Allied Health/Health Sciences, General	12,517	\$30,372	72%	\$55,152	76%
Criminal Justice/Safety Studies	11,790	\$33,940	74%	\$53,660	75%
Marketing/Marketing Management, General	10,975	\$40,596	75%	\$63,340	80%
Business Administration and Management, General	10,729	\$42,624	75%	\$64,052	79%
Political Science and Government, General	8,937	\$36,000	58%	\$60,628	70%
Accounting	8,811	\$46,928	72%	\$69,004	86%

B. Top 10 SUS Bachelor's Degrees by Median First-Year Earnings

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Fire Science/Firefighting	139	\$86,340	86%	\$111,964	92%
Materials Engineering	244	\$71,112	51%	\$85,160	58%
Systems Engineering	627	\$70,936	71%	\$105,416	83%
Laser and Optical Engineering	68	\$70,012	79%	NA	NA
Computer Engineering, General	2,204	\$68,948	73%	\$98,048	86%
Construction Engineering Technology/Technician	866	\$67,652	87%	\$88,840	87%
Electrical and Electronics Engineering	3,158	\$67,388	71%	\$92,708	77%
Electrical, Electronic and Communications Engineering Technology/Technician	40	\$66,952	63%	NA	NA
Chemical Engineering	1,496	\$64,108	64%	\$89,084	76%
Computer and Information Sciences, General	6,054	\$63,868	74%	\$89,344	83%

Bachelor's Degree Students Continuing Their Education

As is the case nationwide, the bachelor's degree is the highest degree that most students in Florida will attain. However, a minority of students completing their bachelor's degree enrolled in subsequent education programs. **Figure 33** indicates that this is more common for graduates from SUS institutions (16%) than FCS institutions (8%).

Figure 33. Percentage of Bachelor's Degree Graduates Continuing Their Education After 1 and 5 Years

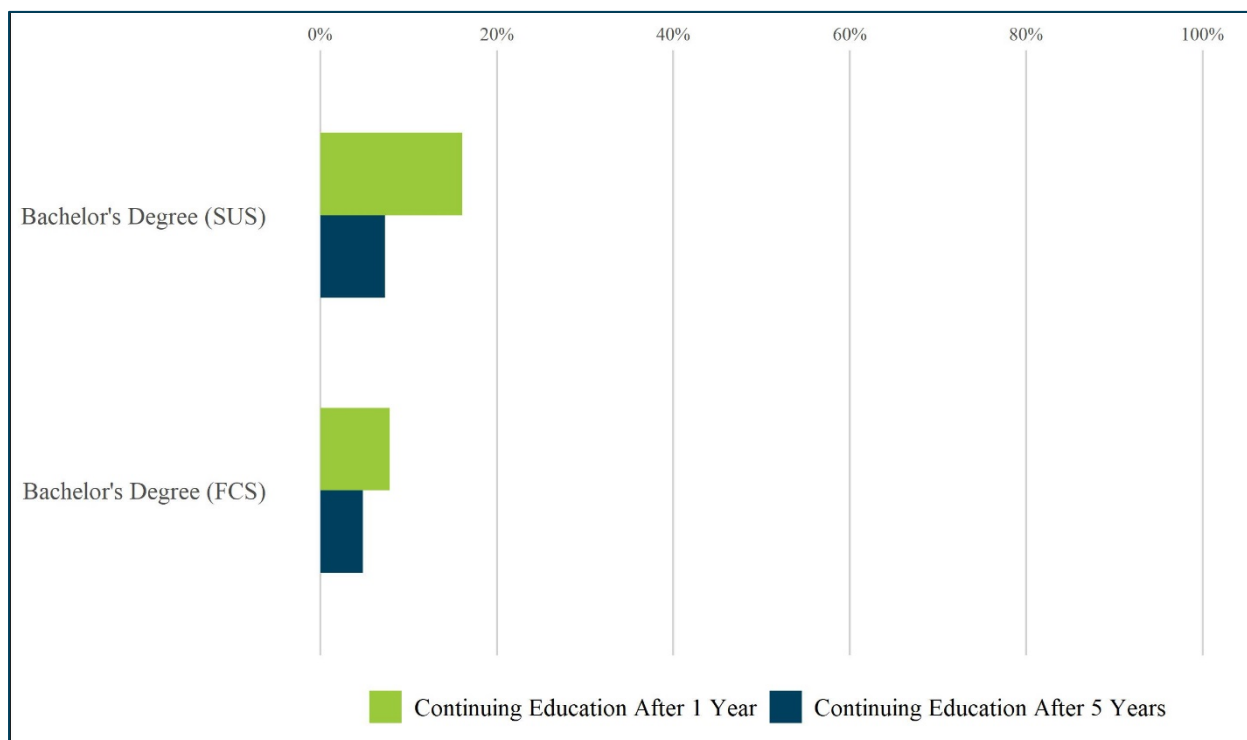


Table 17 shows the wide variation in the rate of subsequent education enrollment across FCS colleges, from 13% for The College of the Florida Keys to 4% for Saint Johns River State College and Gulf Coast State College. Statewide, about 15% of graduates with SUS bachelor's degrees continue their education in Florida one year after graduation.¹²

Table 17. Percentage of Graduates with Bachelor's Degrees Who Were Continuing Their Education in Florida After One Year, by FCS Institution

Institution	Percentage Enrolled in Subsequent Education
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¹² This can be full time or part time. Data show only whether students were enrolled, not whether they completed an advanced degree or certificate. These enrollment records are for students enrolled within Florida and do not include students who may be studying in other states.

The College of the Florida Keys	13%
Lake-Sumter State College	12%
North Florida College	12%
Tallahassee Community College	10%
Valencia College	9%
Indian River State College	9%
Broward College	9%
Eastern Florida State College	9%
Pasco-Hernando State College	8%
St Petersburg College	8%
Palm Beach State College	8%
Daytona State College	8%
Polk State College	8%
Miami Dade College	8%
Santa Fe College	8%
Florida State College at Jacksonville	8%
Pensacola State College	7%
Seminole State College of Florida	7%
State College of Florida Manatee-Sarasota	7%
College of Central Florida	7%
Florida Gateway College	7%
Northwest Florida State College	6%
Florida South Western State College	6%
South Florida State College	5%
Chipola College	5%
Saint Johns River State College	4%
Gulf Coast State College	4%

Table 18 shows that 11 of the 12 SUS universities have rates of enrollment in subsequent education programs that are near or exceed the highest level seen for FCS institutions. At the high end, 20% of graduates with bachelor's degrees from the University of Florida were enrolled in subsequent education. In contrast, only 8% of graduates with bachelor's degrees from New College of Florida were found continuing

their education within the state at follow up (which may be indicative of students pursuing education opportunities outside of Florida).

Table 18. Percentage of Graduates with Bachelor’s Degrees Who Were Continuing Their Education in Florida After One Year, by SUS Institution

Institution	Percentage Enrolled in Subsequent Education
University of Florida	20%
Florida State University	17%
Florida International University	17%
The University of West Florida	17%
Florida Atlantic University	17%
Florida Agricultural and Mechanical University	16%
University of South Florida	15%
University of Central Florida	13%
University of North Florida	13%
Florida Polytechnic University	12%
Florida Gulf Coast University	12%
New College of Florida	8%

Master's Degrees

The master's degree is a one- or two-year degree that is typically 30–45 credit hours beyond the bachelor's level, wherein graduates are expected to possess advanced knowledge of a specialized body of theoretical and applied topics; higher order skills in analysis, critical evaluation, or professional application; and the ability to solve complex problems and think rigorously and independently. Within Florida's public postsecondary educational system, master's degrees are only awarded by SUS institutions.

Public higher education institutions in Florida awarded 85,295 master's degrees during the five-year study (8% of all degrees/certificates issued between 2015–2016 and 2019–2020). Approximately 74% of these graduates were found in the matched student record/UI wage database and WRIS2/SWIS dataset used for this report, which did not include the 2015–2016 cohort year.

Master's Degree Outcomes

Like the first-year earnings of graduates with bachelor's degrees, the first-year earnings of graduates with master's degrees varied considerably by area of study and institution. **Figure 34** shows that the median first-year earnings of graduates with master's degrees differ across institutions. Graduates with master's degrees from New College of Florida had median first-year earnings of \$84,084. In contrast, graduates with master's degrees from Florida A&M University had median first-year earnings of \$42,672.

Table 19. Employment Outcomes of Graduates with Master's Degrees

Name	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Master's Degree (SUS)	85,295	\$55,884	73%	\$74,976	77%

Figure 34. Median First- and Fifth-Year Earnings of Graduates with Master's Degrees, by University

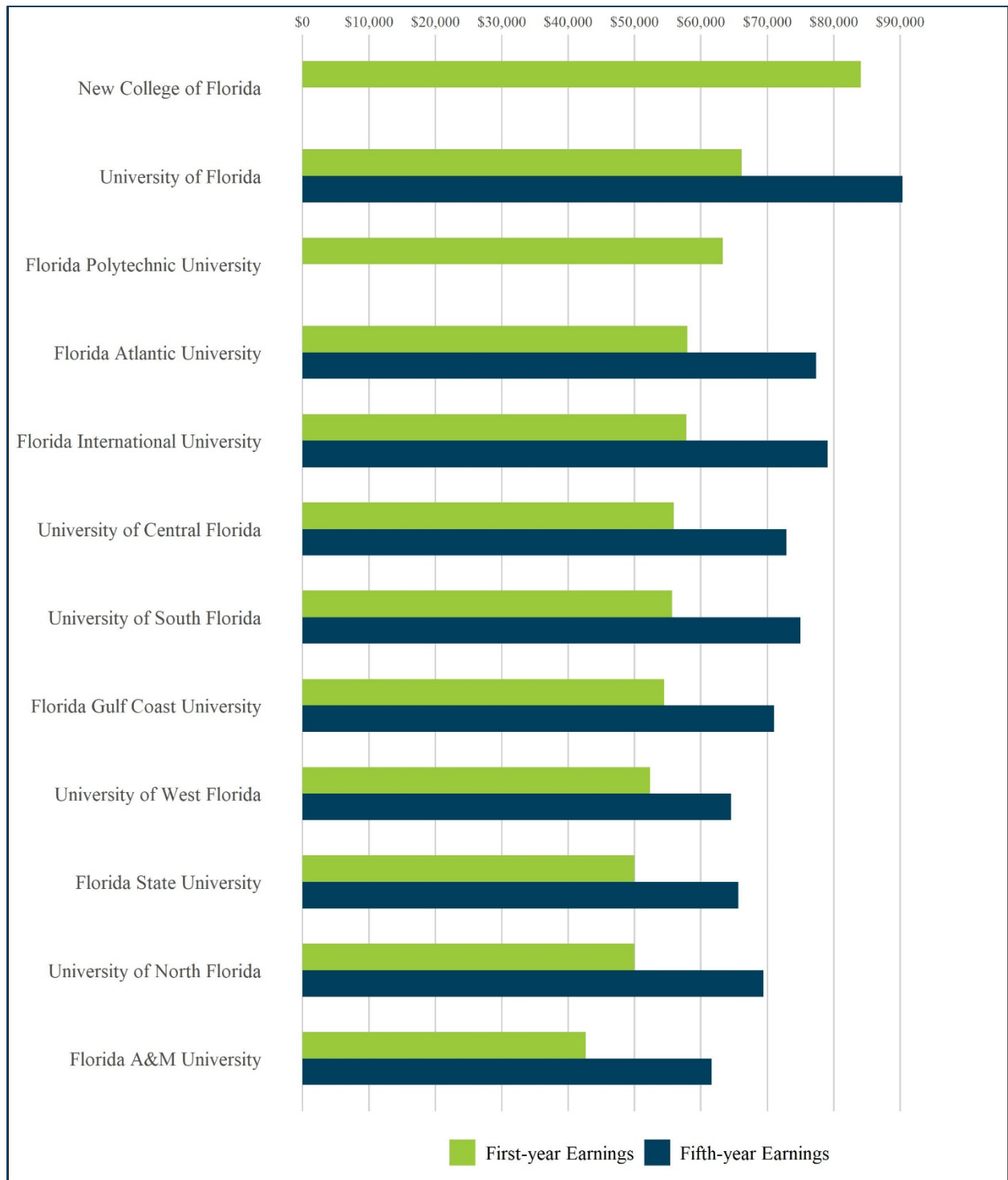
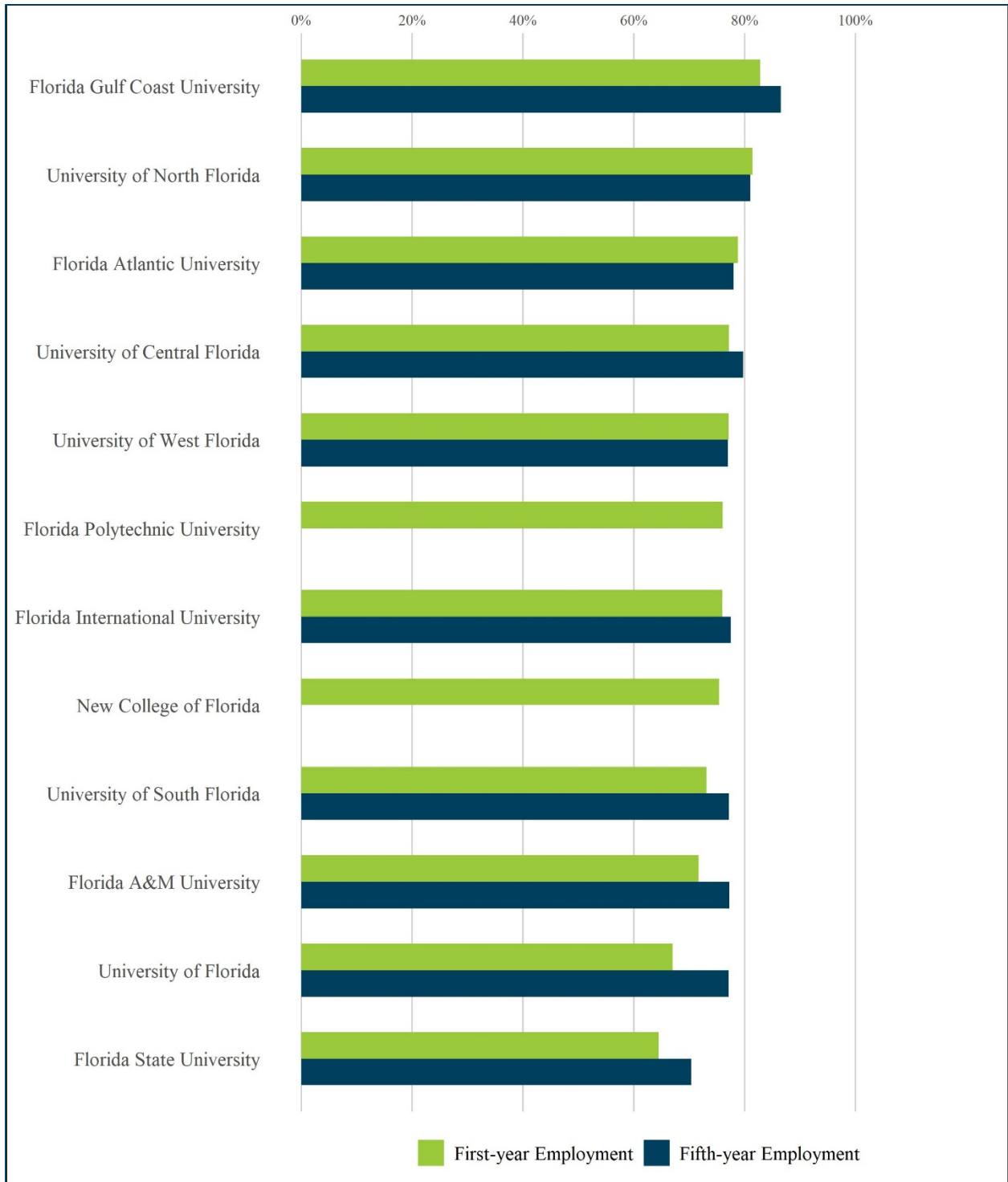


Figure 35. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates with Master’s Degrees



What Students Study Matters

Table 20 shows the first- and fifth-year outcomes for graduates of the most popular and highest-earning master's degrees. Within the most popular programs, Business Administration and Management was the most popular program, with a first-year median salary of \$68,968, while Social Work had the lowest first-year median salary of \$42,108. Two medical programs, Dental Clinical Sciences (\$194,860) and Nurse Anesthetist (\$167,296), had the highest first-year median salaries.

Table 20. First- and Fifth-Year Employment Outcomes for Graduates of Popular Master's Degrees

A. Ten Most Popular Master's Programs by Number of Graduates

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Business Administration and Management, General	10,247	\$68,968	81%	\$96,800	81%
Accounting	3,479	\$59,072	87%	\$86,412	87%
Registered Nursing/Registered Nurse	2,910	\$82,604	88%	\$113,792	90%
Educational Leadership and Administration, General	2,897	\$53,796	92%	\$66,920	92%
Public Health, General	2,216	\$51,692	67%	\$78,344	71%
Social Work	2,143	\$42,108	83%	\$57,448	79%
Business/Commerce, General	1,977	\$70,956	82%	\$98,020	82%
Computer and Information Sciences, General	1,812	\$82,252	69%	\$124,112	79%
Clinical/Medical Social Work	1,788	\$44,232	85%	\$52,540	82%
Curriculum and Instruction	1,752	\$46,932	79%	\$58,500	76%

B. Top 10 Master's Programs by Median First-Year Earnings

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Dental Clinical Sciences, General	74	\$194,860	70%	\$195,600	88%
Nurse Anesthetist	333	\$167,296	89%	\$174,304	77%
Psychiatric/Mental Health Nurse/Nursing	97	\$120,304	88%	\$155,108	88%
International Construction Management	16	\$107,320	75%	NA	NA
Engineering/Industrial Management	378	\$106,628	84%	\$147,320	80%
Fire Science/Firefighting	17	\$105,572	94%	NA	NA
Physician Assistant	545	\$98,320	86%	\$125,736	90%
Tax Law/Taxation	352	\$96,160	71%	\$146,420	78%
Adult Health Nurse/Nursing	121	\$93,936	86%	\$126,180	100%
Systems Engineering	321	\$93,592	79%	\$122,456	70%

Figure 36 compares the earnings between master's and bachelor's degrees for the most common bachelor's degrees. Graduates with master's degrees were rewarded in the labor market. Grouped by area of study, the additional earnings gained for having a master's degree ranged from \$5,182 (political science and government) to nearly \$22,000 (business administration and management, general). Clearly, the extent of the benefit of earning a master's degree is associated with the area of study. The relative value of a master's degree to a bachelor's degree also differed by institution (see **Figure 37**). Differences ranged from approximately \$6,800 (Florida Polytechnic University) to more than \$55,000 (New College of Florida). These differences, to some degree, reflect differences in local labor markets and confirm (a) the value of the master's degree and (b) that great differences can exist in the added value of the master's degree. Of note, earnings outcomes reported at the university level reflect the mix of majors within each degree level. Data from universities that graduate more students in higher-paying programs, such as business or nursing, highlight higher

earnings versus universities that graduate more students in lower-paying areas, such as social work.

Figure 36. Median First-Year Earnings of Graduates with Bachelor's and Master's Degrees for Popular Bachelor's Degrees

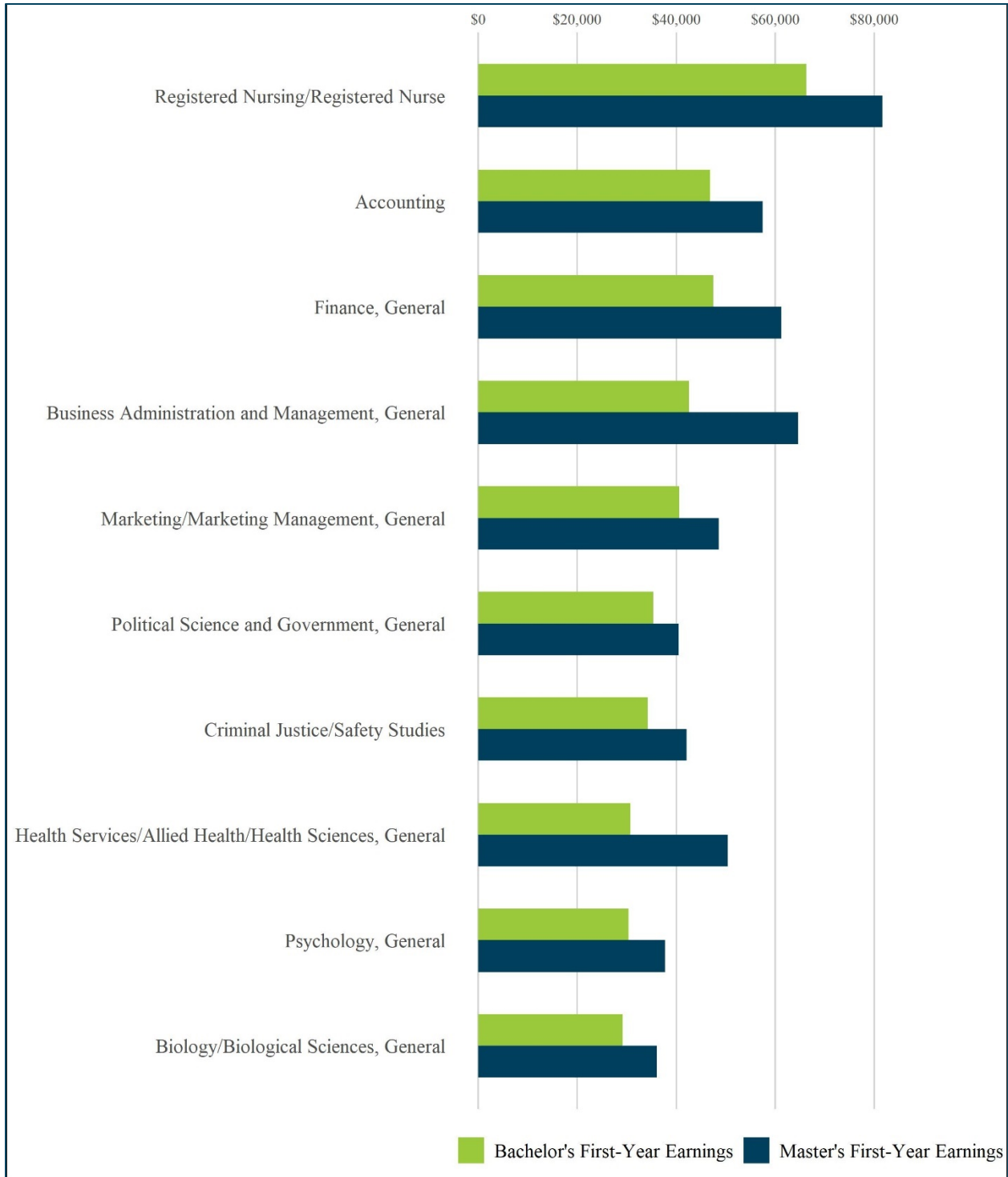
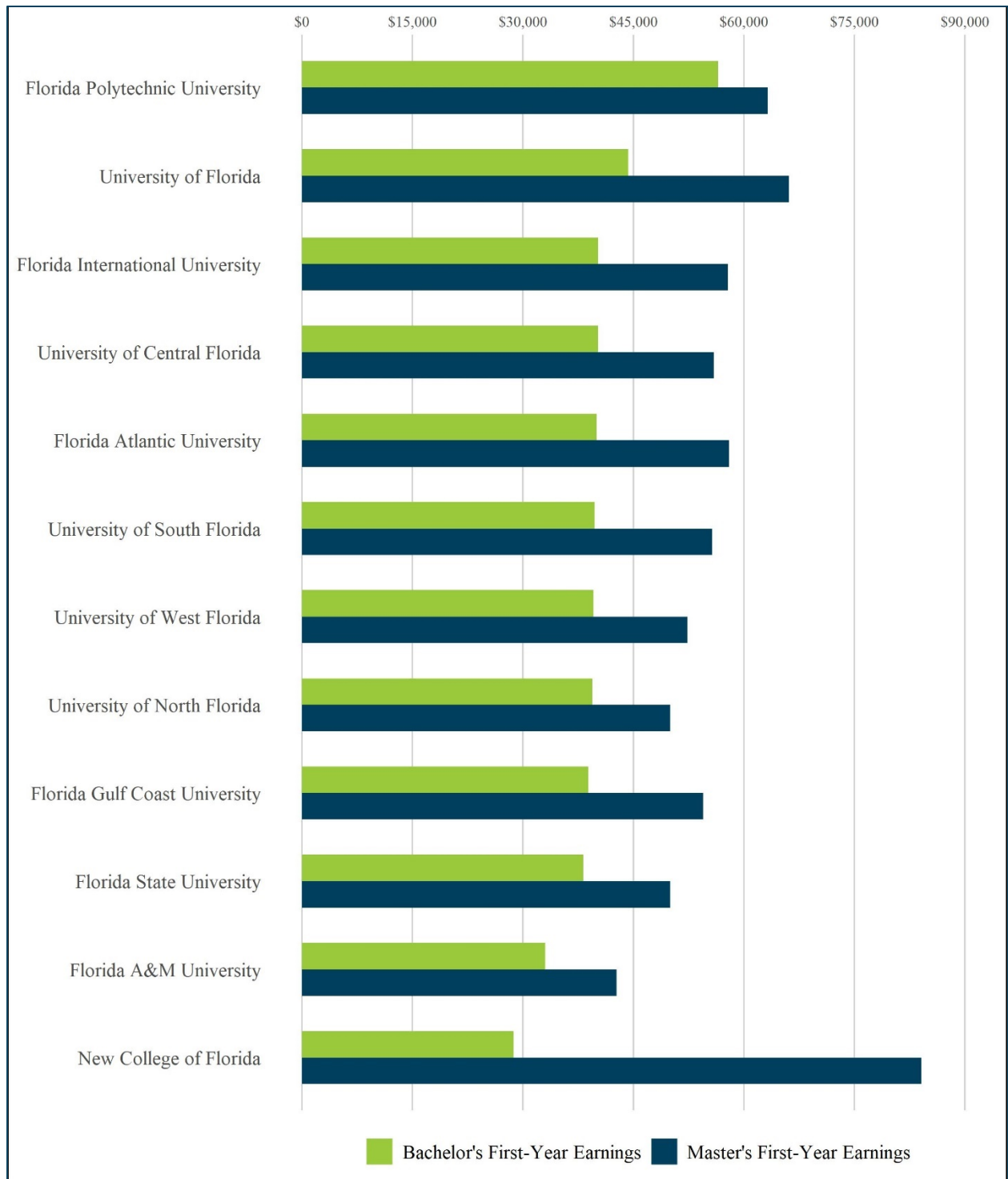


Figure 37. Median First-Year Earnings for Graduates with Bachelor's and Master's Degrees, by SUS Institution



In general, some of these results can be attributed to the fact that graduates with master's degrees are older and may already have careers, so their earnings would be higher. Further work is needed to separate the added value of the skills learned when attaining a master's degree from the characteristics of the graduates who earn them. But as the data show, graduates with master's degrees generally earn more than graduates with only bachelor's degrees.

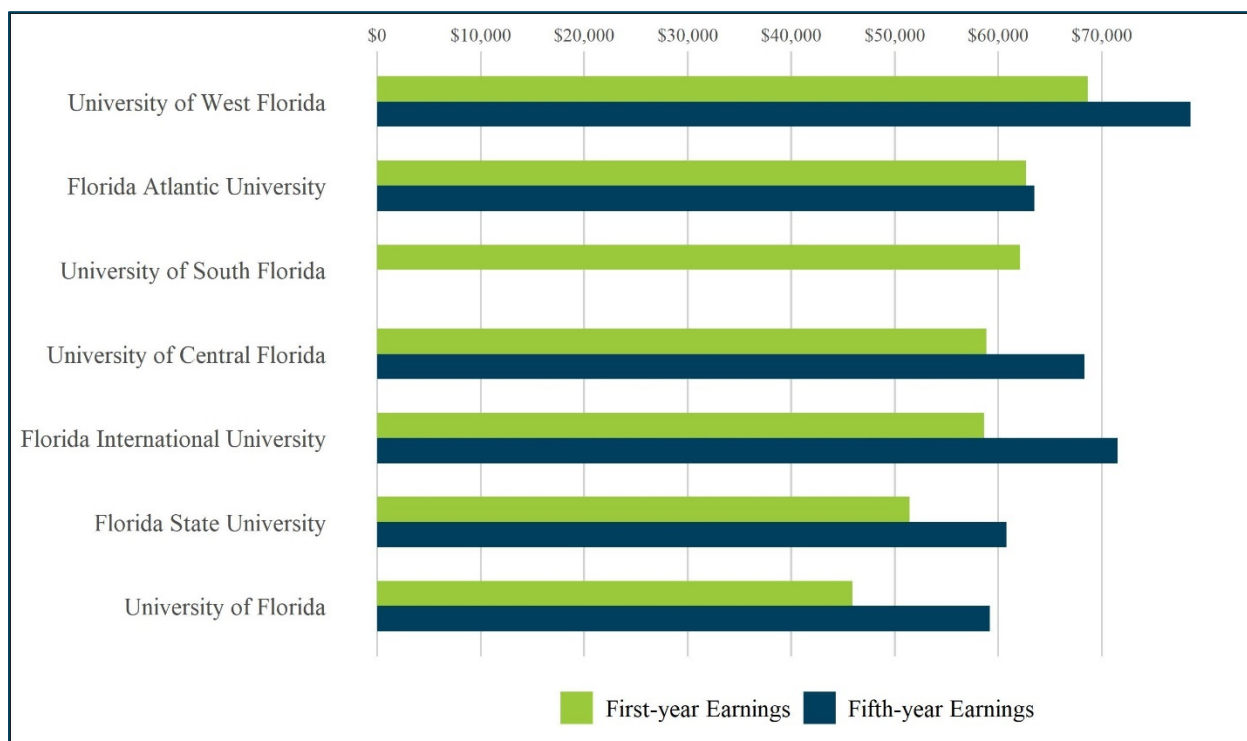
Specialist Degrees

The specialist degree (EdS) is above the master's degree but below the doctorate degree and is a one or two-year degree typically 30 to 36 credit hours beyond the master's level. The specialist degree focuses on subjects related to K-12 education—such as educational leadership, curriculum and instruction, counseling, educational psychology, and administration. Within Florida's public postsecondary educational system, specialist degrees are only awarded by SUS institutions. During the five-year period, Florida's universities awarded 1,273 specialist degrees (approximately 0.1% of all degrees/certifications issued across the five cohort years).

Specialist Degree Outcomes

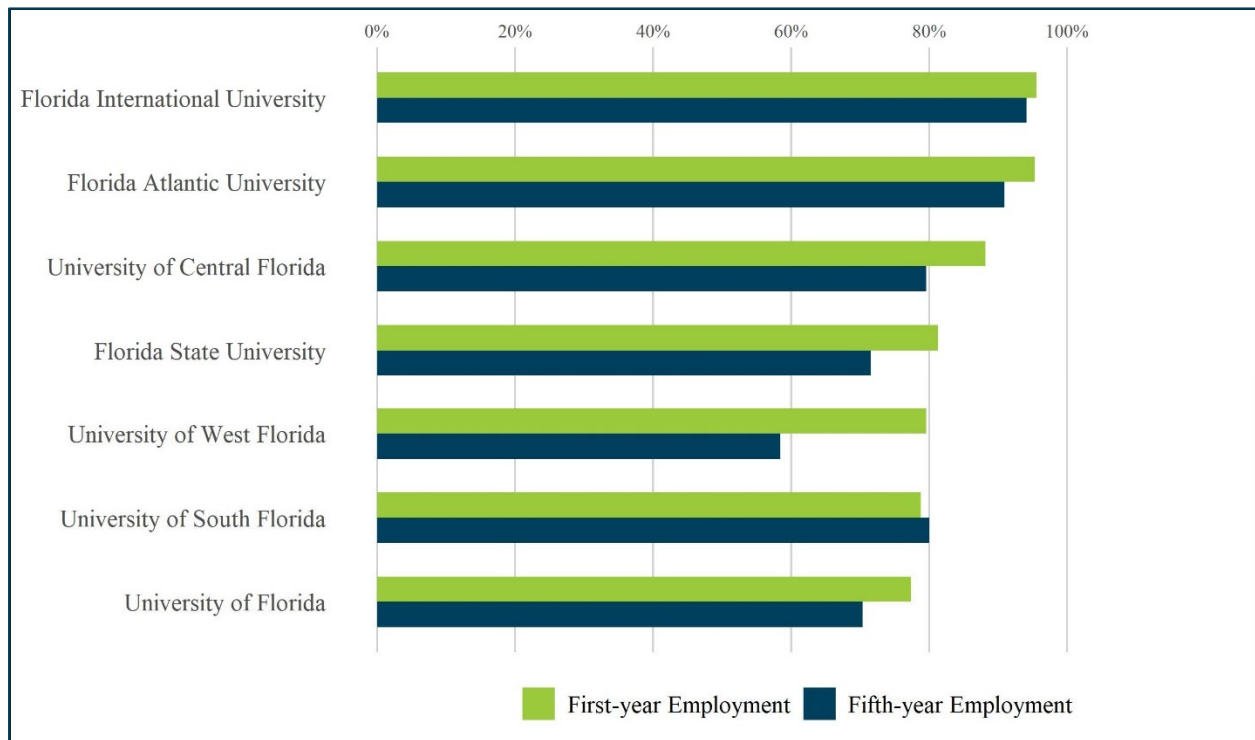
Figure 38 displays the median first-year earnings of graduates with specialist degrees by university. Here again, median first-year earnings varied considerably, ranging from more than \$68,000 (University of West Florida) to less than \$46,000 (University of Florida).

Figure 38. Median First- and Fifth-Year Earnings of Graduates with Specialist Degrees, by SUS Institution



Florida International University and Florida Atlantic University graduates were frequently found in the employment records, whereas fewer than 78% of University of Florida graduates were found in the employment records (Figure 39).

Figure 39. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates with Specialist Degrees, by SUS Institution



What Students Study Matters

Specialist degrees are offered in a limited set of programs, so employment outcomes for all programs are shown in **Table 21**. Median first-year earnings varied widely: about \$36,000 separated the lowest median first-year earnings (Marriage and Family Therapy/Counseling) from the highest median first-year earnings (Curriculum and Instruction). Clearly, choosing the right specialty for this type of degree can have a significant impact on earnings.

Table 21. First- and Fifth-Year Employment Outcomes for Graduates with Specialist Degrees, by Program

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Counselor Education/School Counseling and Guidance Services	244	\$45,444	81%	\$51,800	63%
Curriculum and Instruction	489	\$68,684	78%	\$76,240 ¹³	56%
Educational Leadership and Administration, General	178	\$59,260	97%	\$74,408	93%
Marriage and Family Therapy/Counseling	48	\$32,428	63%	NA	NA
Mental Health Counseling/Counselor	106	\$41,276	79%	\$59,200	71%
School Psychology	126	\$57,668	88%	\$68,184	80%
Special Education and Teaching, General	17	\$56,520	82%	NA	NA

¹³ There were 48 people represented in the five-year median wage calculation.

Doctorate Degrees

The doctorate degree is the highest degree awarded in the education system. Less than approximately 2.1% of the U.S. population (25 or older) has a doctorate-level degree.¹⁴ During the five-year period covered within this report (academic years 2015–2016 to 2019–2020), 25,134 students completed a doctorate degree at one of ten Florida SUS institutions (2.4% of all degrees/certificates issued between 2015 and 2020).

The doctorate degree, at least in this report, has been divided into three categories: law, medical, and non-medical. Law degrees and some doctorate degrees are considered “professional” degrees in that they prepare students for professional careers in fields such as law or medicine. Other doctorate degrees prepare students for academic teaching and/or conducting research. These categories are further defined as follows:

- **Doctorate (Law)** | Law school is where students obtain a professional education in law after first obtaining an undergraduate degree and typically entails a three-year course of study. Several degrees are underneath law, which include juris doctor (JD), the Master of Laws (LLM), and the Doctor of Juridical Science (JSD or SJD). Law schools in the United States confer the JD degree, which is a professional doctorate, the highest degree necessary to practice law in the United States, and the final degree obtained by most practitioners in the field. Other degrees that are awarded include the LLM and the JSD or SJD degrees.
- **Doctorate (Medical)** | The doctorate in a medical-related field (e.g., MD, DVM, DDM, PharmD) typically consists of four years of medical education. These doctorate programs prepare students to become professional physicians, pharmacists, physical therapists, dentists, or veterinarians.
- **Doctorate (Non-Medical)** | The non-medical doctorate (i.e., PhD, DrPH, EdD, DPT, etc.) is an advanced degree that typically requires 72 credit hours of advanced study beyond the bachelor’s level, or 54 hours beyond the master’s level. Even though this group is labeled non-medical, there are several health-related degrees included within this grouping such as physical therapy/therapist, nursing practice, nursing science, and epidemiology, along with many other non-health related degrees. The non-medical related doctorates prepare students for practitioner engagement, academic teaching, and/or for conducting rigorous research.

¹⁴ U.S. Census, Educational Attainment in the United States: 2021, Table 2. Educational Attainment of the Population 25 Years and Over, by Selected Characteristics: 2021, [Census.gov/data/tables/2021/demo/educational-attainment/cps-detailed-tables.html](https://www.census.gov/data/tables/2021/demo/educational-attainment/cps-detailed-tables.html)

Doctorate Degree (Law) Outcomes

Four universities within the Florida public postsecondary educational system offer law degrees. The employment outcomes for these institutions are shown in **Table 22**. Law school graduates from the University of Florida had the highest median first-year earnings of more than \$60,000. Graduates of Florida A&M University had median first-year earnings of approximately \$45,000, which is about \$6,000 less than graduates from Florida International University and Florida State University.

Table 22. First- and Fifth-Year Employment Outcomes for Graduates with Doctorate Law Degrees

Institution	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
University of Florida	1,604	\$60,732	77%	\$111,380	88%
Florida State University	962	\$51,280	75%	\$77,520	88%
Florida International University	724	\$51,968	73%	\$97,068	76%
Florida A&M University	649	\$45,356	65%	\$75,840	75%

Doctorate Degree (Medical) Outcomes

Seven universities within the Florida public postsecondary educational system offer medical doctorate degrees (i.e., Medicine, Veterinary Medicine, Dentistry, and Pharmacy). The employment outcomes for these institutions are shown in **Table 23**. Graduates with Dentistry (over \$111,000) and Pharmacy degrees (approximately \$74,000 to \$94,000) have the highest first-year earnings. Variation in first-year median salaries is quite low for graduates with degrees in medicine. At all six universities offering this doctorate, first-year salaries are between \$54,000 and \$57,000. But as noted previously, this salary range is conceivably the result of the structure of the profession, whereby most medical school graduates first serve as interns/residents, which is an essential step to gaining a license to practice medicine unsupervised. Such internship/residency requirements are not present for new dentists, pharmacists, or veterinarians.

Table 23. First- and Fifth-Year Employment Outcomes for Graduates with Doctorate Medical Degrees

Institution	Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
University of Florida	Pharmacy	1,739	\$93,832	75%	\$138,176	85%
University of South Florida	Medicine	834	\$54,060	74%	\$83,664	79%
Florida A&M University	Pharmacy	750	\$73,900	69%	\$132,324	90%
University of Florida	Medicine	662	\$56,348	75%	\$124,864	86%
Florida International University	Medicine	575	\$57,468	68%	\$97,004	84%
Florida State University	Medicine	574	\$56,828	74%	\$127,228	90%
University of Florida	Veterinary Medicine	561	\$72,020	80%	\$111,828	86%
University of Central Florida	Medicine	555	\$56,912	73%	\$87,644	82%
University of Florida	Dentistry	446	\$111,152	71%	\$184,136	78%
University of South Florida	Pharmacy	441	\$84,036	79%	\$127,404	85%
Florida Atlantic University	Medicine	305	\$56,616	71%	\$88,808	82%

Doctorate Degree (Non-Medical) Outcomes

Ten universities within the Florida public postsecondary educational system offer doctorate degrees. Non-medical doctorates are offered in many different programs as compared to law and medical doctorates. As a result, there is a wider variation in earnings outcomes. Graduates with non-medical doctorate degrees typically earn \$73,000 or more in their first year after graduation (see **Table 24**). Graduates from the University of South Florida, University of Central Florida, and Florida Gulf Coast University earn approximately this amount. However, graduates from some institutions earn considerably more: University of North Florida graduates earn a median salary of more than \$89,000 in their first post-completion year. Approximately 60% of non-medical doctorate degree graduates from Florida State University were found in the employment records one year after completion, whereas over 85% of those from the University of North Florida and Florida Gulf Coast University were found (see **Figure 41**). Although this report cannot definitively answer why graduates are not found in the employment records, it is possible that students who attend certain institutions are self-employed or to work outside the state and were thus underrepresented in employment data in the 2015–2016 and 2019-2020 cohort classes.

Table 24. First- and Fifth-Year Employment Outcomes for Graduates with Non-Medical Doctorate Degrees

Name	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Doctorate Degree (Non-Medical)	13,753	\$73,468	68%	\$96,144	76%

Figure 40. Median First- and Fifth-Year Earnings of Graduates with Non-Medical Doctorate Degrees, by SUS Institution

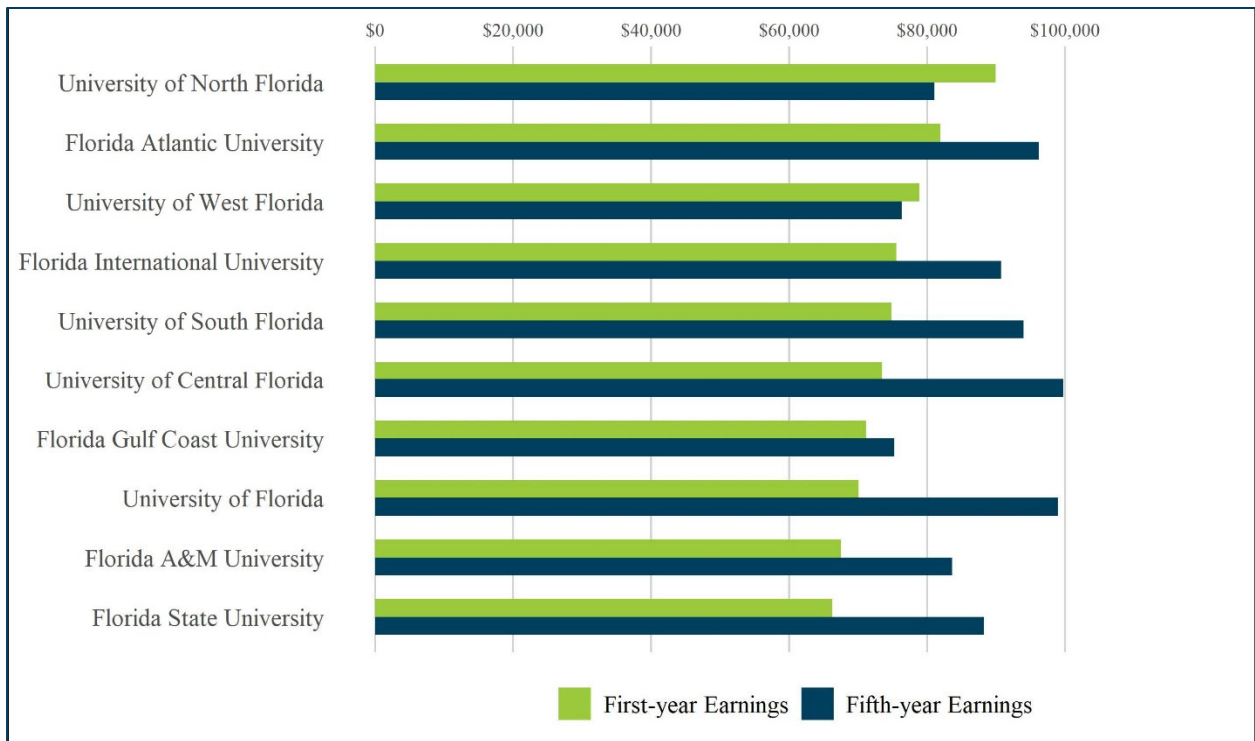
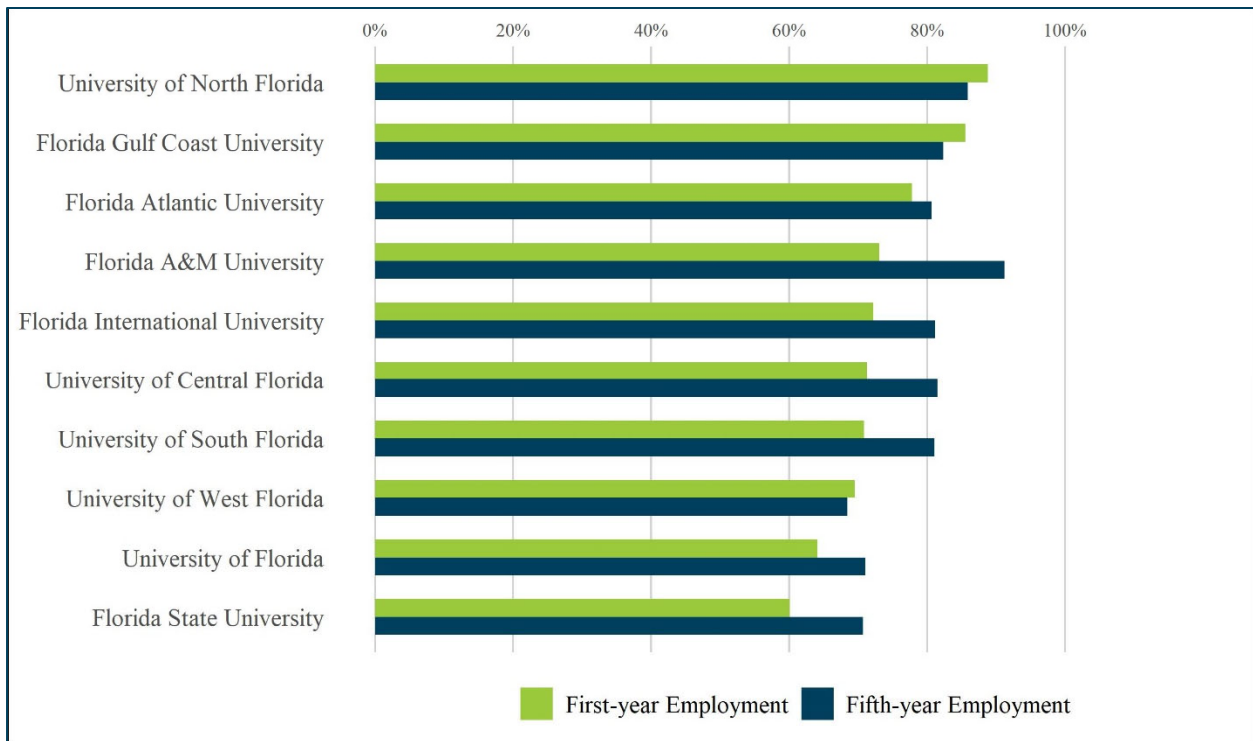


Figure 41. Percentage Found in Employment Data After 1 Year and After 5 Years for Graduates with Non-Medical Doctorate Degrees, by SUS Institution



What Students Study Matters

Table 25A shows the top 10 programs by popularity along with median first-year earnings. Tremendous variability exists between the different programs regarding first-year earnings. Among the most popular programs, graduates with a doctorate in Business Administration and Management have the highest median first-year earnings (\$145,808), and graduates with Physics degrees have the lowest earnings (\$65,072). There also is a large range in the percentage of graduates found in the employment records; only 58% of Mechanical Engineering degree graduates were found, compared with 88% of Physical Therapy/Therapist graduates. **Table 25B** shows the highest paying non-medical doctorate degree is Nurse Anesthetist (\$168,248). Electrical and Electronics Engineering and Business Administration and Management are in the top 10 for both lists.

Table 25. First- and Fifth-Year Employment Outcomes for Graduates with Popular Non-Medical Doctorate Degrees

A. Ten Most Popular Doctorate Degrees by Number of Graduates

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Physical Therapy/Therapist	1,551	\$68,580	85%	\$83,780	88%
Nursing Practice	1,313	\$101,516	89%	\$120,400	79%
Curriculum and Instruction	638	\$71,612	74%	\$81,744	75%
Chemistry, General	583	\$67,500	57%	\$128,024	71%
Electrical and Electronics Engineering	446	\$116,424	57%	\$146,268	81%
Psychology, General	412	\$67,140	56%	\$103,288	74%
Educational Leadership and Administration, General	410	\$72,672	88%	\$83,712	88%
Physics, General	330	\$65,072	55%	\$117,984	70%
Business Administration and Management, General	322	\$145,808	72%	NA	NA
Mechanical Engineering	300	\$84,032	58%	\$135,116	58%

B. Top 10 Doctorate Degrees by Median First-Year Earnings

Program	Total Graduates	Median First-Year Earnings	Percentage Found in Employment Data After 1 Year	Median Fifth-Year Earnings	Percentage Found in Employment Data After 5 Years
Nurse Anesthetist	68	\$168,248	96%	NA	NA
Business Administration and Management, General	322	\$145,808	72%	NA	NA
Computer Engineering, General	155	\$139,252	62%	\$168,660	82%
Computer and Information Sciences, General	228	\$131,208	73%	NA	NA
Business/Commerce, General	49	\$130,000	55%	\$160,836	100%
Laser and Optical Engineering	65	\$119,620	60%	\$149,392	76%
Electrical and Electronics Engineering	446	\$116,424	57%	\$146,268	81%
Biostatistics	21	\$114,192	57%	NA	NA
Systems Engineering	23	\$107,456	52%	NA	NA
Statistics, General	106	\$102,992	69%	NA	NA

Some graduates of doctorate degrees, such as those in Chemistry and Physics, have lower median first-year earnings than some graduates of AS degrees. However, such comparisons must be made carefully since the current data do not speak to the level of career experience of graduates.

Student Loan Debt

Student debt is a growing concern nationwide. Totalling more than \$1 trillion, student debt now surpasses outstanding credit card debt and automobile loans and is second only to home mortgages.¹⁵ Many students default on their loans, and because student loans cannot be discharged in bankruptcy, the consequences of accumulating debt that cannot be paid off can be long term and financially devastating to students.

Each institution in the FCS and SUS systems self-reports data about debt to the Office of Student Financial Assistance in Florida's Department of Education.¹⁶ The data reflect the average federal student loan debt of all students (not just graduates) receiving federal loans in 2019–2020, and includes federal student loans from Stafford, Perkins, Graduate PLUS, Parent PLUS, and TEACH programs. The average student loan debt represents the total amount of student loans for 2019–2020 at each college, divided by the number of students who received a federal student loan that academic year. The average statewide federal loan amount per student at Florida's postsecondary higher educational institutions was approximately \$5,862. This average does not include private loans or other debt issued by non-federal government sources that students may have sought to help finance their education.

Student loan data were not available by the degree program but are instead averaged at the level of the institution. **Figure 42** shows the average federal debt level per student in 2019–2020 at each FCS institution in Florida.¹⁷ Similar data are shown for each SUS institution in **Figure 43**.¹⁸

¹⁵ The Federal Reserve Bank of New York issues periodic reports on the level of student debt. See, for example, [NewYorkFed.org/medialibrary/interactives/householdcredit/data/pdf/HHDC_2021Q1](https://www.newyorkfed.org/medialibrary/interactives/householdcredit/data/pdf/HHDC_2021Q1).

¹⁶ District Technical Colleges (DTC) do not report debt information, so average debt for students at these institutions are not reported here.

¹⁷ Student loan data were not available for Chipola College or North Florida College.

¹⁸ Student loan data were not available for Florida A&M University.

Figure 42. Average Federal Loan Amount per Student, by FCS Institution, 2019–2020

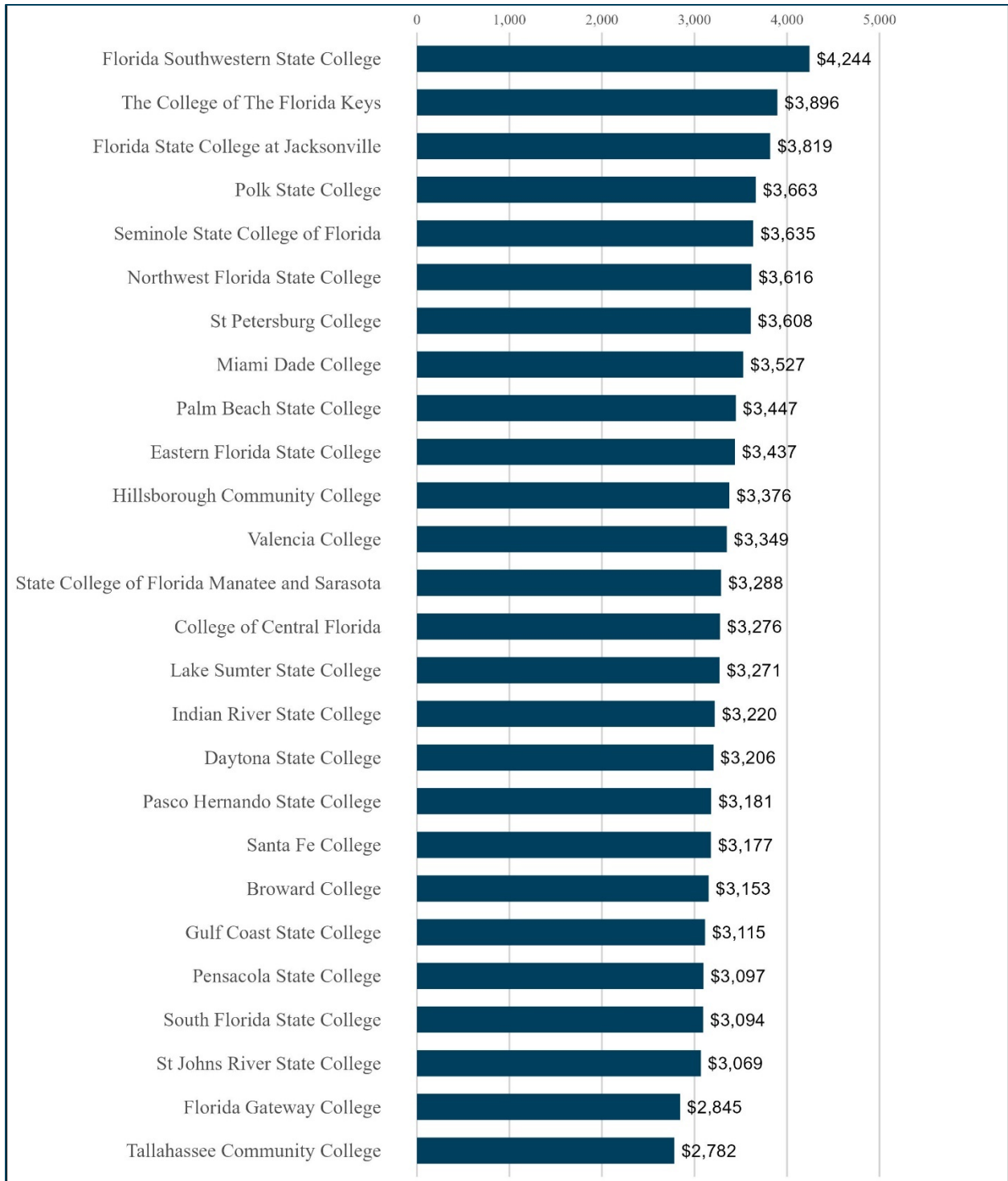
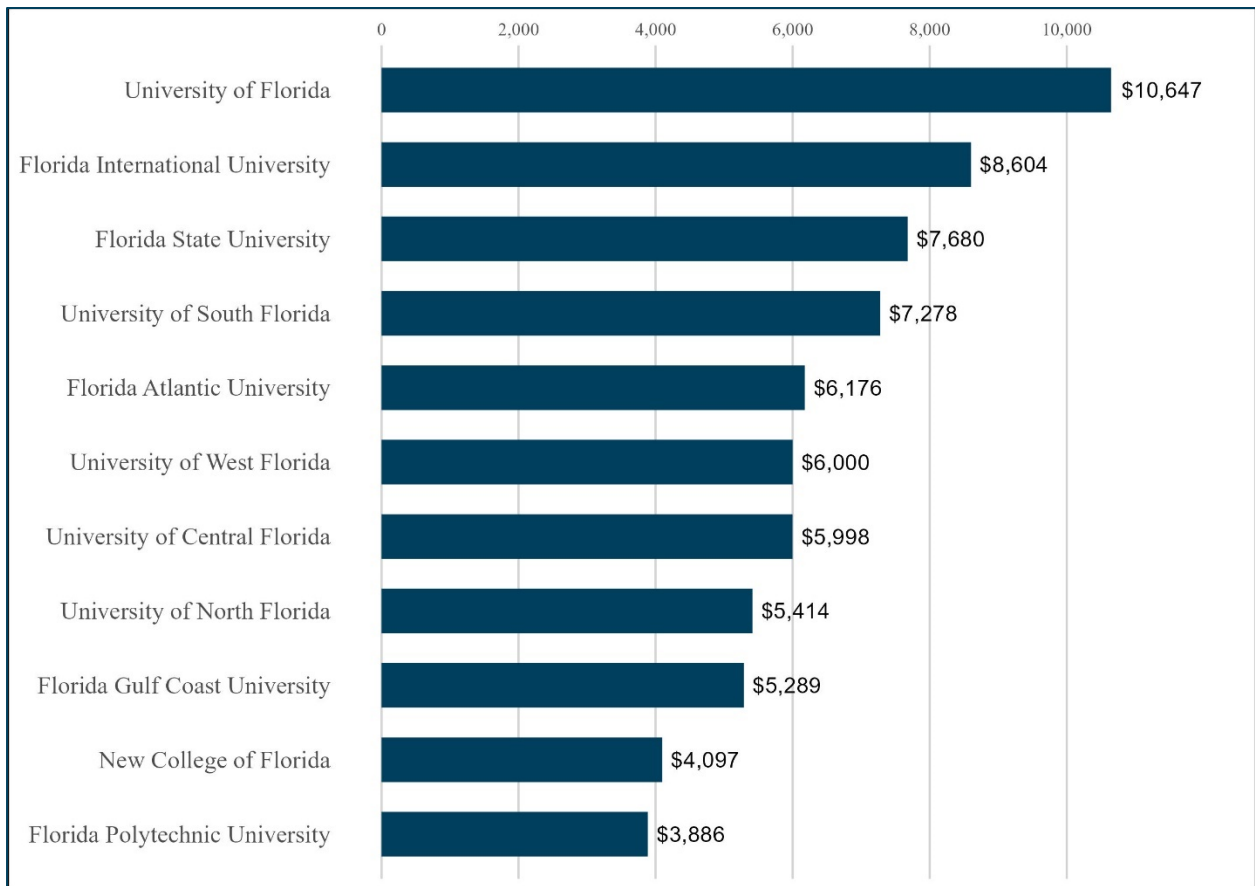


Figure 43. Average Federal Loan Amount per Student, by SUS Institution, 2019–2020



For FCS institutions, students at the Tallahassee Community College have the lowest average student loan debt in 2019–2020 (\$2,782), whereas those attending Florida SouthWestern State College have the highest (\$4,244). Potential reasons for variances in the average student loan debt are differences in tuition cost and the proportion of students who are full time (thus paying full tuition) versus part time.

There also is a wide range in the average student loan debt taken on by students across Florida’s SUS universities, from approximately \$3,886 (Florida Polytechnic University) to more than \$10,000 (University of Florida). Included in the data for SUS schools are students enrolled in graduate, doctorate, and professional degree programs, which are not typically offered by FCS institutions.

Levels of Public Assistance

Higher education is often viewed as one of the most productive forms of human capital investment that individuals and taxpayers make. Up to this point, this report has focused primarily on earnings that are associated with the completion of the most common degrees and certificates awarded in Florida. This section examines public assistance,¹⁹ which is an indicator of the financial well-being of students who complete different programs.

In the current dataset, 83,456 graduates were receiving public assistance one-year post-completion. The range in the percentage of graduates receiving public assistance is large, usually falling substantially with more advanced credentials.

Table 26 reports the percentage of graduates found in the wage database receiving public assistance by certificate/degree. Of note, the levels reported are not adjusted for differences in the skill level or income level of students who enrolled in these different programs. That is, these outcome measures are unadjusted for such factors known to affect student success.

Eighteen percent of students with certificates from DTCs received public assistance one year after completion, which is 8 percentage points more than students earning the same credential at Florida colleges. Similarly, the percentage of students completing diplomas or apprenticeships at DTCs and receiving public assistance was higher (14% and 9% respectively) than that of students who completed diplomas or apprenticeships at Florida colleges (7% and 3% respectively). As noted above, there is no data to explore potential differences in factors related to student success between students who attend Florida colleges and those who attend DTC institutions, and this should be considered when drawing any conclusions from these results.

¹⁹ For purposes of this report, public assistance includes a unique count of graduates who received support or services from the Temporary Assistance for Needy Families (TANF) program and/or the Supplemental Nutrition Assistance Program (SNAP).

Table 26. Percentage of Graduates Receiving Public Assistance One Year After Completion

Program	Percentage Receiving Public Assistance
Career Certificates (DTC)	18.4%
Career Certificates (FCS)	10.1%
College Credit Certificate (FCS)	10.2%
Applied Technology Diplomas (DTC)	14.2%
Applied Technology Diplomas (FCS)	7.2%
Apprenticeship (DTC)	9.4%
Apprenticeship (FCS)	3.4%
Associate Degree (FCS)	9.4%
Advanced Technical Certificate (FCS)	6.7%
Bachelor's Degree (FCS)	7.9%
Bachelor's Degree (SUS)	4.6%
Master's Degree (SUS)	2.3%
Specialist Degree (SUS)	0.0%
Doctorate Degree, Law (SUS)	3.2%
Doctorate Degree, Medical (SUS)	1.3%
Doctorate Degree, Non-Medical (SUS)	0.5%

Progress

The median first-year earnings of graduates can be compared across five academic years (**Figure 44**).²⁰ In each case, the median is based on the earnings of students one-year after graduation in their respective academic year.²¹

In general, median first-year earnings have increased steadily over the five-year period. From the 2015 to 2019 academic years, FCS career certificates (+26%) had the highest percent growth in median first-year earnings followed by advanced technical certificates (+20%).

²⁰ DEO selected the past five available academic years for median first-year salaries because 2015 is the first year in which bachelor's degree median values were available for the FCS.

²¹ Data for higher-level degrees were not reported in the 2018 ESR, and therefore are not reported in Figure 44.

Figure 44. Median First-Year Earnings by Degree, 2015–2019

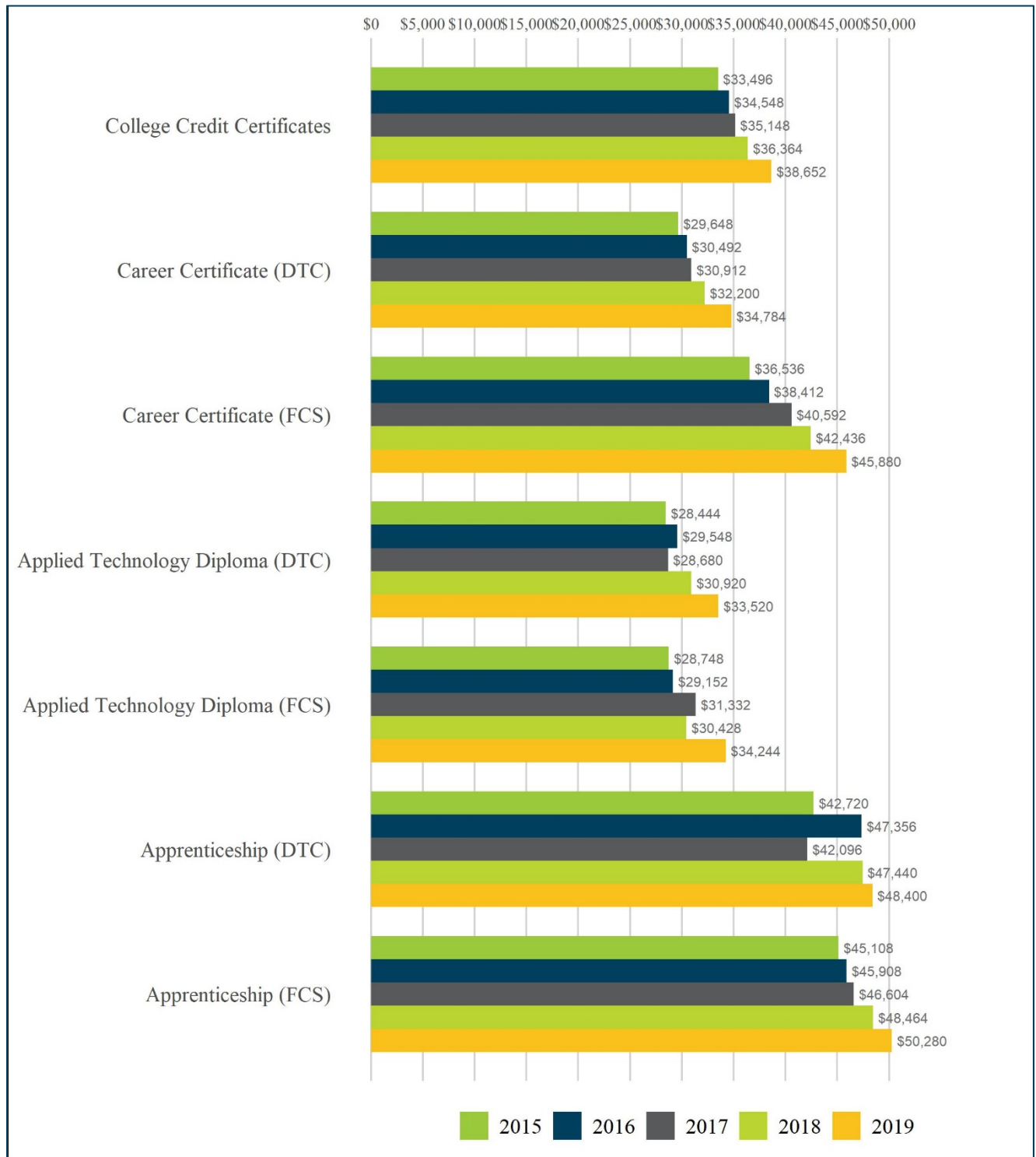
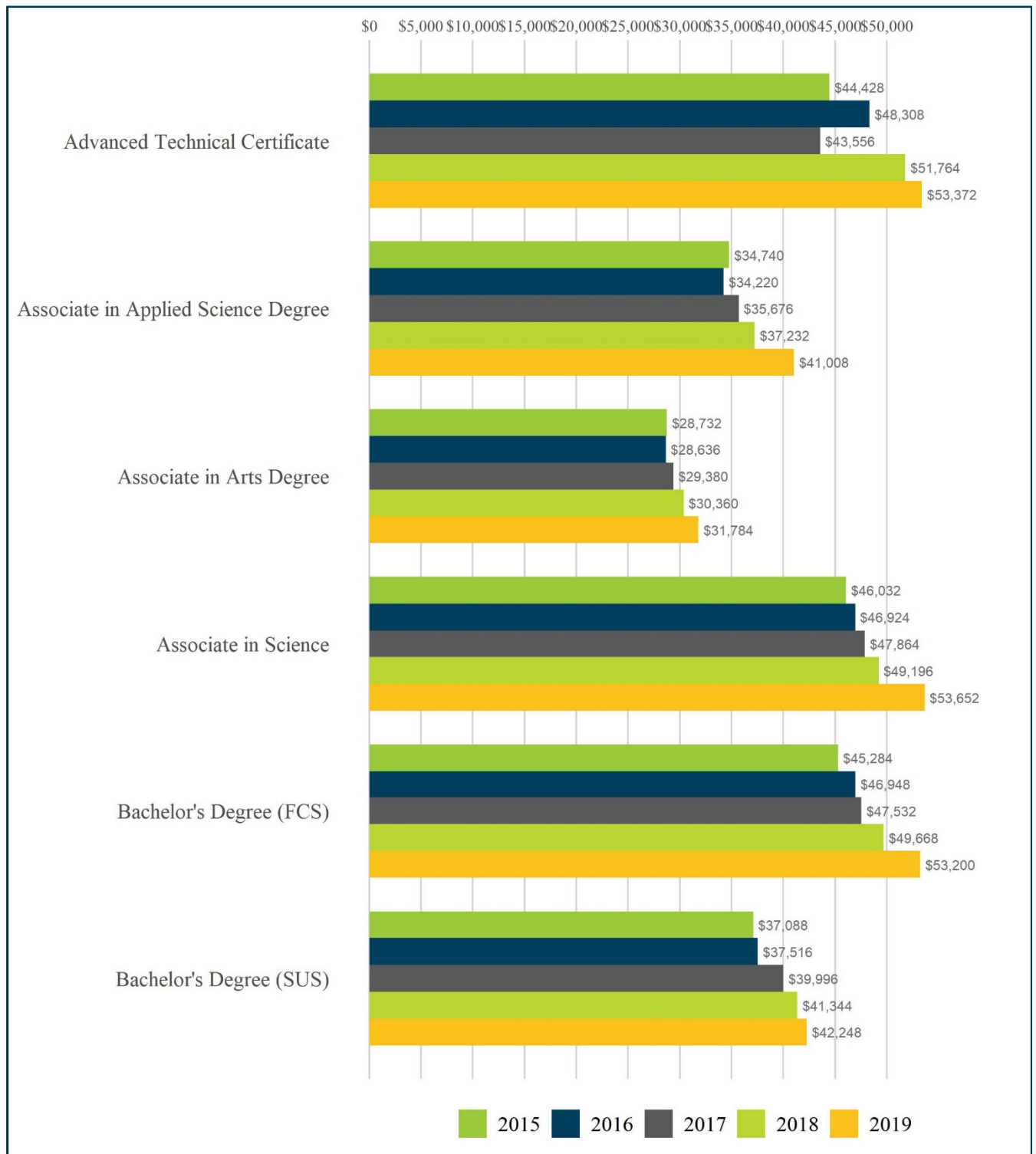


Figure 44 (Continued). Median First-Year Earnings by Degree, 2015–2019



Labor Market Information: Which Jobs Are In Demand?

Although this report primarily focuses on the first- and fifth-year earnings of graduates for academic years 2015–2016 through 2019–2020, clearly the earnings that graduates command are not only a function of the programs from which they graduate but also of the strength of the labor market into which they enter. The following subsections provide information about the demand for jobs, including information on the fastest-growing industries and occupations forecast through 2030. This section also provides information on the top 20 jobs statewide that require a postsecondary credential. This section aims to supplement the earnings data presented throughout this report to help students anticipate where the demand for workers may be strongest across Florida in the coming years.

Industry Growth

Long-term projections of growth by industry and occupation are important indicators of labor demand. **Table 27** and **Table 28** show the top 20 industries with the fastest projected growth and the top 20 industries projected to gain the most jobs through 2030.

Table 27. Forecast of Fastest Growing Industries in Florida, 2022 to 2030

Rank	Industry	Growth (2022 to 2030)	Percent Growth (2022 to 2030)
1	Warehousing and Storage	22,949	24.2%
2	Water Transportation	3,273	22.3%
3	Motion Picture and Sound Recording Industries	2,829	21.0%
4	Rental and Leasing Services	8,604	20.8%
5	Professional, Scientific, and Technical Services	128,315	18.7%
6	Nonmetallic Mineral Product Manufacturing	4,078	17.5%
7	Accommodation	31,426	17.5%
8	Performing Arts, Spectator Sports, and Related Industries	6,110	15.8%
9	Wood Product Manufacturing	2,229	15.7%
10	Nursing and Residential Care Facilities	24,758	14.7%
11	Ambulatory Health Care Services	82,175	14.6%
12	Social Assistance	20,779	14.2%
13	Hospitals	43,823	13.4%
14	Educational Services	25,833	13.3%
15	Real Estate	20,779	12.9%
16	Specialty Trade Contractors	49,810	12.6%
17	Couriers and Messengers	7,884	12.5%
18	Personal and Laundry Services	11,671	11.5%
19	Air Transportation	5,430	11.3%
20	Management of Companies and Enterprises	13,059	11.0%

Source: [FloridaJobs.org/economic-data/employment-projections](https://floridajobs.org/economic-data/employment-projections).

Table 28. Forecast of Industries Gaining the Most Jobs in Florida, 2022 to 2030

Rank	Industry	Percent Growth (2022 to 2030)	Growth (2022 to 2030)
1	Professional, Scientific, and Technical Services	22.5%	128,315
2	Food Services and Drinking Places	21.5%	84,293
3	Ambulatory Health Care Services	19.8%	82,175
4	Administrative and Support Services	9.7%	50,079
5	Specialty Trade Contractors	8.2%	49,810
6	Hospitals	36.2%	43,823
7	Local Government	12.8%	38,678
8	Accommodation	27.7%	31,426
9	Educational Services	10.8%	25,833
10	Nursing and Residential Care Facilities	35.7%	24,758
11	Warehousing and Storage	19.2%	22,949
12	Real Estate	14.7%	20,779
13	Social Assistance	28.5%	20,779
14	Amusement, Gambling, and Recreation Industries	7.3%	14,890
15	State Government	15.5%	14,443
16	Insurance Carriers and Related Activities	9.4%	13,351
17	Management of Companies and Enterprises	12.0%	13,059
18	Food and Beverage Stores	14.3%	12,000
19	Personal and Laundry Services	13.8%	11,671
20	Repair and Maintenance	23.4%	9,698

Source: [FloridaJobs.org/economic-data/employment-projections](https://floridajobs.org/economic-data/employment-projections).

Occupational Growth

In addition to identifying which industries are growing, it is also important to consider growth in occupations. **Table 29** shows the occupations with employment over 4,000 that are projected to grow the fastest through 2030. Out of the top 20 occupations that require at least some education beyond a high school diploma, five require a postsecondary nondegree award; four require an associate degree; five require a bachelor's degree; and six require a master's, doctorate, or professional-level degree.

Table 29. Forecast of the Fastest Growing Occupations²² in Florida, 2022 to 2030

Rank	Standard Occupation Classification (SOC) Title	2022-2030 Projected Growth		Median Wage (2021)	Education
		Growth	Percent Growth		
1	Nurse Practitioners	7,222	49.9	\$48.61	Master's, doctoral or professional degree
2	Information Security Analyst	2,802	33.1	\$48.41	Bachelor's degree
3	Physician Assistants	2,573	31.9	\$48.88	Master's, doctoral or professional degree
4	Physical Therapist Assistants	2,143	27.1	\$29.94	Associate degree
5	Health Specialties Teachers, Postsecondary	3,003	25.9	\$49.13	Master's, doctoral or professional degree
6	Nursing Instructors and Teachers, Postsecondary	1,158	25.0	\$34.14	Master's, doctoral or professional degree
7	Veterinary Technologists and Technicians	2,730	24.8	\$17.56	Associate degree
8	Respiratory Therapists	2,179	24.2	\$29.10	Associate degree
9	Veterinarians	1,319	24.1	\$48.56	Master's, doctoral or professional degree
10	Operations Research Analysts	1,438	23.3	\$30.03	Bachelor's degree
11	Market Research Analysts & Marketing Specialists	11,117	21.8	\$29.31	Bachelor's degree
12	Speech-Language Pathologists	1,975	20.9	\$38.40	Master's, doctoral or professional degree
13	Audio and Video Equipment Technicians	1,508	19.9	\$22.47	Postsecondary (PS) nondegree award
14	Manicurists and Pedicurists	1,136	19.9	\$13.93	PS nondegree award
15	Diagnostic Medical Sonographers	1,183	19.6	\$36.08	Associate degree
16	Massage Therapists	2,351	19.4	\$18.56	PS nondegree award
17	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	3,360	19.0	\$22.44	Bachelor's degree
18	Industrial Engineers	2,121	18.9	\$40.97	Bachelor's degree
19	Medical Assistants	11,571	18.7	\$17.65	PS nondegree award

²² Includes the top 20 ranked occupations, excluding those that only require a high school diploma or GED.

Rank	Standard Occupation Classification (SOC) Title	2022-2030 Projected Growth		Median Wage (2021)	Education
		Growth	Percent Growth		
20	Phlebotomists	1,489	18.3	\$17.48	PS nondegree award

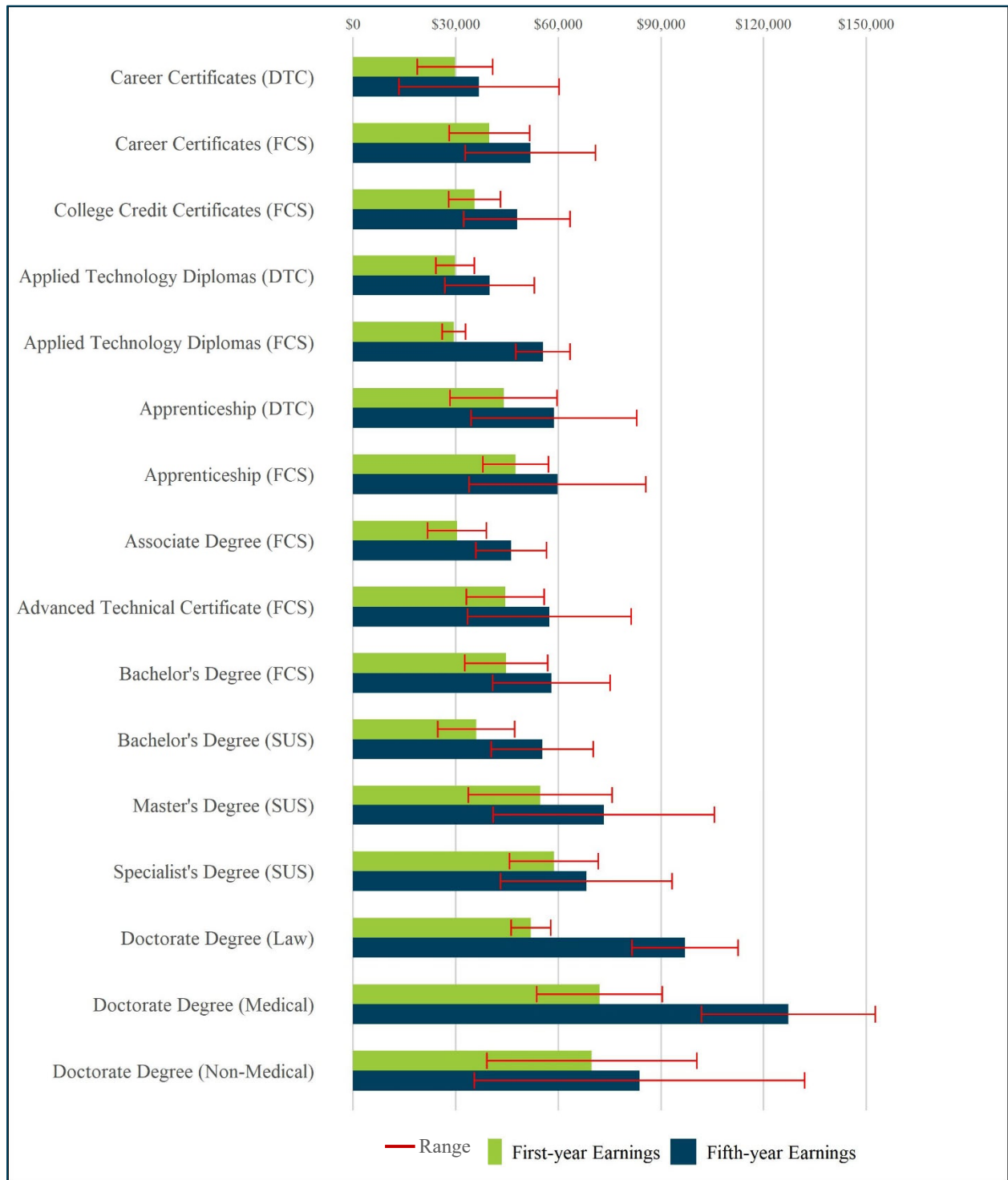
Source: [FloridaJobs.org/economic-data/employment-projections](https://floridajobs.org/economic-data/employment-projections).

Higher Education Pays, but Wages Vary Across Programs

Figure 45 displays the median first- and fifth-year salaries for all certificates, diplomas, and degrees across all applicable institutions. Although some patterns are very clear, for instance, master’s degree graduates generally earn more than bachelor’s degree graduates, and medical doctorate degrees tend to have the highest earnings of all; the red line within each colored bar illustrates the variance in median wages (across applicable institutions), demonstrating the considerable variation across institutions offering the specific degree or certificate. The U.S. Department of Labor’s Bureau of Labor Statistics and the U.S. Census Bureau have documented the “big payoff” for higher education²³ – but this report shows that the payoff varies considerably from program to program, and somewhat from institution to institution. The bottom line: the level and type of postsecondary credentials that graduates earn matters.

²³ See [Census.gov/prod/2002pubs/p23-210.pdf](https://www.census.gov/prod/2002pubs/p23-210.pdf) and more recently, [Census.gov/newsroom/cspan/educ/educ_attain_slides.pdf](https://www.census.gov/newsroom/cspan/educ/educ_attain_slides.pdf).

Figure 45. Median First- and Fifth-Year Earnings by Credential (for All Institutions)



Most notably, the labor market places a high value on technical associate degrees. For many students, some certificates may represent an efficient pathway into the labor market. At the bachelor's degree level, the data shows that graduates earn, on average, roughly the same first-year wages regardless of their institution of learning. In short, there are many pathways to good earnings available to students in Florida, and the data available in this report can help students find such pathways.

As students and others consider this data, it is important to consider some of the limitations of the available data. Although this report documents wide variations in the first-year earnings of graduates from different programs, not all of these variations can be explained with the available data. For example, the credentials of incoming students vary across institutions, missions vary across institutions, and many schools serve regional labor markets where earnings vary. The data reported here are all short-term results from the labor market. In the long-term, graduates with bachelor's degrees tend to increase their earnings faster than those with associate degrees, so the short-term differences documented here may erode across time. Indeed, prospective students are encouraged to look at the long-term earnings data.

Furthermore, there are many reasons why postsecondary education is beneficial in addition to boosting earnings. However, the value of those benefits, along with the enhanced earnings, should be evaluated relative to the investment necessary to achieve them, including loans. It is particularly important to understand how the relative costs and earning potential vary by field of study, degree type, and institution. The data reported here should be made widely accessible to the public to inform students, their families, taxpayers, and their representatives about the labor market outcomes of programs, degrees, and institutions.

Methodology

Graduate Cohort Classes 2015–2016 Through 2019–2020

The cohort includes graduates during their first year after graduation from public postsecondary education institutions for each academic year 2015–2016 through 2019–2020. Florida’s public postsecondary education institutions include the SUS, FCS, and DTCs. The data for this cohort reflects employment and earnings outcomes, election to continue their education, student loan debt, and level of public assistance.

Key Concepts

Median first- and fifth-year earnings and subsequent education are key concepts related to the employment outcomes used throughout this report. The rates reported are combined first-year rates across graduates in the 2015–2016, 2016–2017, 2017–2018, 2018–2019, and 2019–2020 academic years. The fifth-year rates only include the 2015–2016 academic class. Only earnings records that met or exceeded the annualized Florida minimum wage threshold for the applicable year are included in the median calculations. This approach provides enough data at the local program level to enable students, parents, and other stakeholders to view results. The minimum number of graduates to allow reporting for this report is 10. Results are suppressed when fewer graduates appear with any specific program.

The median is the middle score in a distribution, and the first-year earnings of graduates reported here reflect the median over five-years. Annualized calendar year fourth quarter (October–December) earnings of graduates for each year were arranged by institution from lowest to highest, and the middle value was selected for each institution and from a combined, sorted statewide list. Wage data from the Florida UI program for 2015–2016, and the State Wage Interchange System (SWIS) for 2016–2017, 2017–2018, 2018–2019 and 2019–2020 cohort years²⁴ are the underlying sources of the employment and earnings data. Some information, such as wages for sole proprietorships and federal employees, may not be included in the data.

UI wage records provide information about employment and earnings only. These records do not provide data about the occupations in which graduates are employed; therefore, it is not possible to know whether graduates are employed in their fields of study or in other fields.

The education enrollment data reflect a five-year average. The number of students enrolled in higher education in the academic year following graduation for academic years 2015–2016 through 2019–2020 was summed and divided by the total number of

²⁴ WRIS2/SWIS data were excluded for the 2015–2016 cohort year.

graduates across the five years. Data on graduates continuing their education out-of-state is not included in this report.

Outcome data related to graduates as well as education enrollment are provided by the Florida Education and Training Placement Information Program (FETPIP). FETPIP, located in the Florida Department of Education, is a data collection and consumer reporting system established by Florida law to provide follow-up data on former students and program participants who have graduated, exited, or completed a public education or training program in Florida.

Definitions

Area of Study | The area (or field) of study code and program refer to the Classification of Instructional Program (CIP). The CIP was developed and is maintained by the U.S. Department of Education's National Center for Education Statistics (NCES). According to NCES, "CIP provides a taxonomic scheme that supports the accurate tracking and reporting of fields of study and program completions activity. CIP was originally developed by the U.S. Department of Education's (NCES) in 1980, with revisions in 1985, 1990, 2000, and 2010."²⁵ For more information about CIP codes, visit the [NCES website](#).

Employment Records | Employment data obtained from the UI wage records, as provided by the Florida Department of Revenue for the 2015–2016 cohort year, the and the SWIS data for the 2016–2017, 2017–2018, 2018–2019 and 2019-2020 cohort years.²⁶

Found Enrolled in Subsequent Education Percentage | The number of graduates who were enrolled at a DTC, FCS, or SUS institution in the fall and spring semesters following graduation or completion of an educational program, divided by the total number of graduates.

Median First-Year Earnings | The median is the middle score in a distribution, and the first-year earnings of graduates reported here reflect the median over five-years. Annualized calendar year fourth quarter (October–December) earnings of graduates for each year were arranged by institution from lowest to highest, and the middle value was selected for each institution and from a combined sorted statewide list.

Median Fifth-Year Earnings | The fifth-year earnings of graduates reported here reflect the median of the annualized calendar year fourth quarter (October–December) earnings of graduates for the 2015–2016 academic year.

²⁵ [NCES.ed.gov/ipeds/cipcode/Default.aspx?y=55](https://nces.ed.gov/ipeds/cipcode/Default.aspx?y=55).

²⁶ WRIS2/SWIS data were excluded for the 2015–2016 cohort year.

Minimum Wage Threshold | A threshold was applied to all earnings data based on the annualized Florida minimum wage in the applicable year. Earnings data that fell below this threshold were not included in median earnings calculations. The thresholds applied to the five graduating classes described in this report are shown in **Table 30** below.

Table 30. Minimum Wage Threshold by Academic Year

Year	Min. Wage	Min. Wage Threshold 4th Quarter	Min. Wage Threshold Annualized
2013–2014	\$7.93	\$4,124	\$16,494
2014–2015	\$8.05	\$4,186	\$16,744
2015–2016	\$8.05	\$4,186	\$16,744
2016–2017	\$8.10	\$4,212	\$16,848
2017–2018	\$8.25	\$4,290	\$17,160
2018–2019	\$8.46	\$4,399	\$17,597
2019–2020	\$8.56	\$4,451	\$17,805
2020–2021	\$8.56	\$4,451	\$17,805

Number of Graduates | The total number of students who completed or graduated from a program.

Public Assistance Percentage | The number of graduates who received public assistance from the Temporary Assistance for Needy Families (TANF) program or the Supplemental Nutrition Assistance Program (SNAP) during the fourth quarter of the year, divided by the total number of graduates.

Student Loan Debt | The total amount of federal student loans for 2020–2021 at each Florida public postsecondary FCS and SUS educational institution, divided by the number of students who received a federal student loan at those institutions during the 2020–2021 academic year.

Total Found Employed Percentage | The number of graduates with earnings, divided by the total number of graduates.

Data Disclosure

The data provided for the cohorts include only graduates with valid Social Security numbers, and the earnings represent graduates who met the full-time threshold. The full-time threshold equals the hourly minimum wage, multiplied by 40 hours per week, multiplied by 13 weeks. Earnings and public assistance data reflect the fourth quarter of

the year (October–December). The earnings are annualized by multiplying by four (which is equal to a year’s earnings). Finally, the records are unduplicated between years; therefore, students are represented only once per year. Data on student loan debt are self-reported by each public educational institution at the institution level. The data reflect the average student loan debt of all students (i.e., those who were enrolled and those who graduated) at that Florida public postsecondary educational institution in 2019–2020, divided by the number of students who were enrolled. The data include federal student loans from Stafford, Perkins, Graduate PLUS, Parent PLUS, and TEACH programs.

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Appendix: Graduate Percentages by Degree/Certification and Institution

Table A1. Percentage of Career Certificate Graduates Found in Earnings Data

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
Career Certificate (DTC)	American Senior High Adult Ed.	63%
	Aparicio-Levy Technical College	80%
	Atlantic Technical College	76%
	Baker County Adult Center	97%
	Big Bend Technical College	80%
	Brewster Technical College	73%
	Cape Coral Technical College	79%
	Charlotte Technical College	81%
	Clay County Center for Adult & Community Education	80%
	Clewiston Adult School	64%
	Community School North	80%
	Coral Gables Sr High Adult Ed	55%
	D.A. Dorsey Technical College	62%
	DeSoto County Adult Education Center	81%
	Emerald Coast Technical College	76%
	Erwin Technical College	75%
	First Coast Technical College	78%
	Flagler Technical Institute	71%
	Florida Panhandle Technical College	77%
	Fort Myers Technical College	85%
	Gadsden Technical Institute	76%
	George Stone Technical College	73%
	George T. Baker Aviation Technical College	78%
	Hialeah-Miami Lakes Sr. Adult	59%
	Hialeah Sr High Adult Ed Ctr	71%
	Immokalee Technical College	71%
	Lake Technical College	81%
	Learey Technical College	82%
	Lindsey Hopkins Technical College	67%
	Lively Technical College	73%
Locklin Technical College	71%	

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
	Lorenzo Walker Technical College	82%
	Manatee Technical College	78%
	Marchman Technical College	71%
	Marion Technical College	78%
	McFatter Technical College	71%
	Miami Coral Park High Adult Ed	68%
	Miami Lakes Educational Center and Technical College	72%
	Miami Senior Adult Ed. Center	72%
	Miami Springs Sr. High Adult	77%
	North Florida Technical College	65%
	North Miami Senior Adult Ed.	61%
	Okaloosa Technical College and Choice High School	71%
	Okeechobee Youth Development Center	36%
	Orange Technical College - Mid-Florida Campus	75%
	Orange Technical College - Orlando Campus	78%
	Orange Technical College - Westside Campus	71%
	Orange Technical College - Winter Park Campus	74%
	Osceola Technical College	77%
	Osceola Technical College Poinciana Campus	86%
	Osceola Technical College St Cloud Campus	73%
	Pasco High Adult Education	43%
	Pinellas Technical College - Clearwater Campus	74%
	Pinellas Technical College - St. Petersburg Campus	73%
	Ridge Technical College	77%
	Riveroak Technical College	72%
	Robert Morgan Educational Center and Technical College	66%
	Sheridan Technical College	70%
	South Dade Technical College	58%
	Southwest Adult Center	39%
	Sumter Count Adult Education	78%
	Suncoast Technical College	81%
	Suncoast Technical Education Center	69%
	The English Center	56%
	Tom P. Haney Technical Center	74%
	Traviss Technical College	79%
	Treasure Coast Technical College	77%

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
	West Technical Education Center	55%
	William H. Turner Technical Adult	70%
	Withlacoochee Technical College	77%
Career Certificate (FCS)	Broward College	93%
	Chipola College	82%
	College of Central Florida	91%
	Daytona State College	82%
	Eastern Florida State College	81%
	Florida Gateway College	83%
	Florida SouthWestern State College	91%
	Florida State College at Jacksonville	80%
	Gulf Coast State College	89%
	Hillsborough Community College	86%
	Indian River State College	78%
	Miami Dade College	79%
	North Florida College	82%
	Northwest Florida State College	87%
	Palm Beach State College	81%
	Pasco-Hernando State College	86%
	Pensacola State College	65%
	Polk State College	97%
	Saint Johns River State College	88%
	Santa Fe College	82%
	Seminole State College of Florida	87%
	South Florida State College	83%
	St Petersburg College	90%
	Tallahassee Community College	91%
	The College of the Florida Keys	89%
	Valencia College	88%

Table A2. Percentage of College Credit Certificate Graduates Found in Earnings Data

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
College Credit Certificate (FCS)	Broward College	74%
	Chipola College	87%
	College of Central Florida	77%
	Daytona State College	71%
	Eastern Florida State College	75%
	Florida Gateway College	77%
	Florida SouthWestern State College	84%
	Florida State College at Jacksonville	73%
	Gulf Coast State College	75%
	Hillsborough Community College	80%
	Indian River State College	75%
	Lake-Sumter State College	67%
	Miami Dade College	70%
	North Florida College	83%
	Northwest Florida State College	72%
	Palm Beach State College	77%
	Pasco-Hernando State College	72%
	Pensacola State College	73%
	Polk State College	81%
	Saint Johns River State College	72%
	Santa Fe College	72%
	Seminole State College of Florida	75%
	South Florida State College	82%
	St Petersburg College	75%
	State College of Florida Manatee-Sarasota	68%
	Tallahassee Community College	80%
The College of the Florida Keys	69%	
Valencia College	74%	

Table A3. Percentage of Applied Technology Certificate Graduates Found in Earnings Data

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
Applied Technology Diploma (DTC)	Aparicio-Levy Technical College	72%
	Atlantic Technical College	86%
	Charlotte Technical College	89%
	Erwin Technical College	80%
	First Coast Technical College	70%
	Florida Panhandle Technical College	76%
	Fort Myers Technical College	87%
	George Stone Technical College	83%
	Lake Technical College	79%
	Learey Technical College	82%
	Manatee Technical College	88%
	Marion Technical College	82%
	McFatter Technical College	75%
	Orange Technical College - Mid-Florida Campus	90%
	Riveroak Technical College	82%
	Sheridan Technical College	81%
Suncoast Technical College	80%	
Applied Technology Diploma (FCS)	Broward College	77%
	College of Central Florida	85%
	Daytona State College	81%
	Eastern Florida State College	83%
	Florida Gateway College	90%
	Gulf Coast State College	82%
	Indian River State College	81%
	North Florida College	89%
	Palm Beach State College	78%
	Pasco-Hernando State College	83%
	Pensacola State College	80%
	Polk State College	90%
	Seminole State College of Florida	85%
	South Florida State College	88%
	St Petersburg College	80%
Tallahassee Community College	81%	
The College of the Florida Keys	63%	
Valencia College	74%	

Table A4. Percentage of Apprentice Graduates Found in Earnings Data

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
Apprenticeship (DTC)	Atlantic Technical College	79%
	Brewster Technical College	66%
	Community School North	79%
	Erwin Technical College	81%
	First Coast Technical College	93%
	Flagler Technical Institute	68%
	Fort Myers Technical College	90%
	George Stone Technical College	80%
	Immokalee Technical College	65%
	James Irvin Adult Education	76%
	Learey Technical College	75%
	Locklin Technical College	89%
	Manatee Technical College	79%
	Marchman Technical College	81%
	Marion Technical College	81%
	Miami Lakes Educational Center and Technical College	79%
	North Technical Education Center	64%
	Orange Technical College - Mid-Florida Campus	85%
	Orange Technical College - Orlando Campus	66%
	Orange Technical College - Westside Campus	83%
	Orange Technical College - Winter Park Campus	76%
	Pinellas Technical College - Clearwater Campus	87%
	Pinellas Technical College - St. Petersburg Campus	82%
	Sheridan Technical College	88%
	Suncoast Technical College	83%
	Traviss Technical College	96%
West Technical Education Center	71%	
William H. Turner Technical Adul	53%	
Apprenticeship (FCS)	Daytona State College	79%
	Hillsborough Community College	91%
	Indian River State College	88%
	Palm Beach State College	89%
	Santa Fe College	92%
	Seminole State College of Florida	95%

Table A5. Percentage of Associate in Arts Graduates Found in Earnings Data

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
AA Degree (FCS)	Broward College	68%
	Chipola College	59%
	College of Central Florida	66%
	Daytona State College	68%
	Eastern Florida State College	63%
	Florida Gateway College	65%
	Florida SouthWestern State College	70%
	Florida State College at Jacksonville	69%
	Gulf Coast State College	62%
	Hillsborough Community College	68%
	Indian River State College	66%
	Lake-Sumter State College	67%
	Miami Dade College	63%
	North Florida College	64%
	Northwest Florida State College	55%
	Palm Beach State College	71%
	Pasco-Hernando State College	69%
	Pensacola State College	63%
	Polk State College	72%
	Saint Johns River State College	66%
	Santa Fe College	60%
	Seminole State College of Florida	70%
	South Florida State College	66%
	St Petersburg College	70%
State College of Florida Manatee-Sarasota	67%	
Tallahassee Community College	64%	
The College of the Florida Keys	68%	
Valencia College	71%	

Table A6. Percentage of Associate in Science Graduates Found in Earnings Data

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
AS Degree (FCS)	Broward College	82%
	Chipola College	77%
	College of Central Florida	87%
	Daytona State College	80%
	Eastern Florida State College	79%
	Florida Gateway College	86%
	Florida SouthWestern State College	88%
	Florida State College at Jacksonville	81%
	Gulf Coast State College	86%
	Hillsborough Community College	83%
	Indian River State College	83%
	Lake-Sumter State College	86%
	Miami Dade College	76%
	North Florida College	95%
	Northwest Florida State College	73%
	Palm Beach State College	84%
	Pasco-Hernando State College	84%
	Pensacola State College	75%
	Polk State College	89%
	Saint Johns River State College	82%
	Santa Fe College	85%
	Seminole State College of Florida	83%
	South Florida State College	89%
	St Petersburg College	83%
State College of Florida Manatee-Sarasota	86%	
Tallahassee Community College	84%	
The College of the Florida Keys	76%	
Valencia College	82%	

Table A7. Percentage of Associate in Applied Science Graduates Found in Earnings Data

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
AAS Degree (FCS)	Broward College	81%
	Daytona State College	79%
	Florida State College at Jacksonville	72%
	Indian River State College	76%
	Lake-Sumter State College	91%
	Palm Beach State College	59%
	Pensacola State College	58%
	Santa Fe College	78%
	Seminole State College of Florida	91%
	State College of Florida Manatee-Sarasota	92%
	The College of the Florida Keys	70%

Table A8. Percentage of Advanced Technical Certificate Graduates Found in Earnings Data

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
Advanced Technical Certificate (FCS)	Broward College	75%
	College of Central Florida	81%
	Daytona State College	77%
	Eastern Florida State College	97%
	Florida State College at Jacksonville	83%
	Gulf Coast State College	93%
	Hillsborough Community College	81%
	Palm Beach State College	90%
	Pensacola State College	80%
	Polk State College	88%
	Santa Fe College	91%
	St Petersburg College	74%
	State College of Florida Manatee-Sarasota	83%
	Valencia College	92%

Table A9. Percentage of Bachelor's Degree Graduates Found in Earnings Data

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
Bachelor's Degree (FCS)	Broward College	84%
	Chipola College	89%
	College of Central Florida	85%
	Daytona State College	83%
	Eastern Florida State College	81%
	Florida Gateway College	87%
	Florida SouthWestern State College	87%
	Florida State College at Jacksonville	81%
	Gulf Coast State College	82%
	Indian River State College	83%
	Lake-Sumter State College	82%
	Miami Dade College	83%
	North Florida College	100%
	Northwest Florida State College	76%
	Palm Beach State College	83%
	Pasco-Hernando State College	86%
	Pensacola State College	79%
	Polk State College	88%
	Saint Johns River State College	89%
	Santa Fe College	86%
	Seminole State College of Florida	85%
	South Florida State College	86%
	St Petersburg College	83%
State College of Florida Manatee-Sarasota	88%	
Tallahassee Community College	93%	
The College of the Florida Keys	61%	
Valencia College	85%	
Bachelor's Degree (SUS)	Florida A&M University	75%
	Florida Atlantic University	75%
	Florida Gulf Coast University	78%
	Florida International University	71%
	Florida Polytechnic University	77%
	Florida State University	66%
	New College of Florida	59%
	The University of West Florida	73%
	University of Central Florida	76%

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
	University of Florida	62%
	University of North Florida	79%
	University of South Florida	74%

Table A10. Percentage of Master’s Degree Graduates Found in Earnings Data

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
Master’s Degree (SUS)	Florida A&M University	72%
	Florida Atlantic University	79%
	Florida Gulf Coast University	83%
	Florida International University	76%
	Florida Polytechnic University	76%
	Florida State University	64%
	New College of Florida	72%
	The University of West Florida	77%
	University of Central Florida	77%
	University of Florida	67%
	University of North Florida	81%
	University of South Florida	73%

Table A11. Percentage of Specialist Degree Graduates Found in Earnings Data

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
Specialist Degree (SUS)	Florida Atlantic University	96%
	Florida International University	96%
	Florida State University	81%
	The University of West Florida	80%
	University of Central Florida	88%
	University of Florida	78%
	University of South Florida	79%

Table A12. Percentage of Doctorate (Law) Graduates Found in Earnings Data

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
Doctorate (law) (SUS)	Florida A&M University	65%
	Florida International University	73%
	Florida State University	75%
	University of Florida	77%

Table A13. Percentage of Doctorate (Medical) Graduates Found in Earnings Data

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
Doctorate (medical) (SUS)	Florida A&M University	69%
	Florida Atlantic University	71%
	Florida International University	68%
	Florida State University	74%
	University of Central Florida	73%
	University of Florida	75%
	University of South Florida	76%

Table A14. Percentage of Doctorate (Non-Medical) Graduates Found in Earnings Data

Degree or Certificate	Institution	Percentage of Graduates in the Earnings Records
Doctorate (non-medical) (SUS)	Florida A&M University	72%
	Florida Atlantic University	78%
	Florida Gulf Coast University	86%
	Florida International University	72%
	Florida State University	60%
	The University of West Florida	69%
	University of Central Florida	71%
	University of Florida	64%
	University of North Florida	89%
	University of South Florida	71%

