

COLLEGE TRANSFER PATHWAY INCREASES EMPLOYMENT AND EARNINGS



NC Career & College Promise Dual Enrollment Program Pathways

Career and Technical Education Pathway

➔ College Transfer Pathway

Cooperative Innovative High Schools Pathway

As part of the College Transfer Pathway under Career and College Promise, high school students take dual enrollment classes that lead to an associate degree or to meet general education requirements at a 4-year college. These courses are accessible to students in almost every high school in North Carolina.

Key Findings

1. College Transfer students were more likely than comparison students to show up as employed in a job that reported to the North Carolina Unemployment Insurance system.
2. College Transfer students had higher annual and cumulative wages earned than comparison students.
3. There were positive impacts on annual and cumulative wages for almost all subgroups (all racial/ethnic groups, females, all levels of economic background). There were no impacts on employment or cumulative wages for males, although there was a positive impact on annual wages.

Outcome From NC Unemployment Insurance System	Difference between Treatment and Comparison Groups	Context
% employed 7 years post 12 th grade	+1.2 pp**	70.0% (College Transfer) and 68.8% (comparison) of total sample were employed in an organization that reported to the NC UI system.
Average annual wages 7 years post 12 th grade	\$1,889***	Average annual wages were \$29,561 (College Transfer) and \$27,672 (comparison), which includes 0's for people without wage records. Among all individuals with wage records, the average annual wages were \$40,369.
Cumulative earnings through 7 years post 12 th grade	\$6,660***	Cumulative earnings were \$105,976 (College Transfer) and \$99,316 (comparison), including only wages found in NC UI data.

p≤.01; *p≤.001



Important Caveats: These findings reflect results only for individuals who were employed in jobs that reported to the North Carolina Unemployment Insurance System. The NC UI System does not include data for self-employed workers, those employed by the federal government or out-of-state workers; as a result, the employment rates and wages reported above do not reflect all possible types of jobs and sources of income. It is unknown if CCP students were more or less likely to be employed in sectors that do not report to the NC UI System, which may affect the impact estimates. Additionally, individuals who did not have a wage record were considered to not be employed and received a "0" for their wages.



The sample includes approximately 232,000 students entering 11th grade from 2012–2014 including students who participated in CCP and students who did not. The study team used statistical approaches to construct a comparison group of non-participants with similar observable characteristics to College Transfer Pathway participants and then compared outcomes for the two groups. The employment and earnings data come from the NC Unemployment Insurance System housed at the North Carolina Department of Commerce and the analyses were completed by the Data Division at the NC Department of Information Technology. Thank you to both agencies for their assistance in this project.

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For more information on the Career & College Promise College Transfer Pathway, see [this website \(bit.ly/3dm2i9T\)](http://thiswebsite.bit.ly/3dm2i9T) from the NC Department of Public Instruction. To enroll, speak with your high school guidance counselor or your local community college. To learn more about the study's findings about the other CCP pathways, see the other infographics in this series at earlycollegeresearch.uncg.edu.