



# Georgia Higher Learning and Earnings

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## Executive Summary

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By 2025, over 60 percent of jobs in Georgia will likely require some form of college education, whether in the form of a certificate, an associate's degree, or a bachelor's degree.<sup>1</sup> Expected earnings play an important role in the decision to pursue a certain degree or major. Until recently, data regarding college graduates and their earnings were not publicly available in Georgia. The Georgia Higher Learning and Earnings Report presents earnings information for Georgia technical college and college/university graduates who work in Georgia after earning their degrees.<sup>2</sup> The report presents median, 25<sup>th</sup> percentile, and 75<sup>th</sup> percentile wages by degree category (certificate, bachelor's, etc.), technical college or college/university, program of study, and whether the student graduated with the HOPE scholarship/grant for the first and fifth year after graduation. In addition, it explores award patterns by gender and race/ethnicity.<sup>3</sup>

In addition to degree type and program of study, it is important to note that many factors, such as student ability/motivation, college selectivity, and job market conditions affect earnings. The results in this report should not be interpreted as a guarantee of employment or earnings. The report is limited to wage data on graduates who work in Georgia for employers that provide wage data to the Georgia Department of Labor and therefore does not include wages earned in out-of-state jobs, by independent contractors, or by federal or military employees. With this in mind, the results should be seen as one piece of information that students and parents can consider when making program and degree choices.

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<sup>1</sup> For more information regarding this statistic and the Complete College Georgia initiative, please visit <http://www.completegeorgia.org/>.

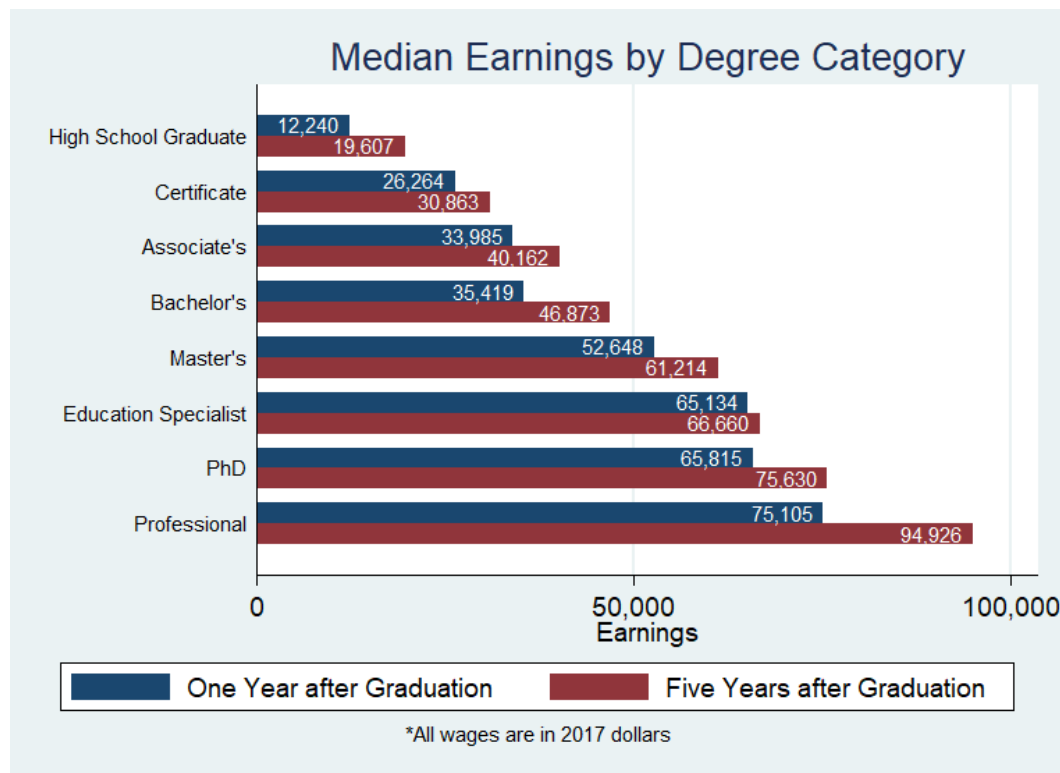
<sup>2</sup> GA•AWARDS, the state's longitudinal data system housed at the Governor's Office of Student Achievement, contains data on all graduates from Georgia Military College (GMC), University System of Georgia (USG), and Technical College System of Georgia (TCSG) institutions, as well as information on Georgia public high school graduates for out-of-state colleges/universities from the National Student Clearinghouse. Some, but not all, institutions in the Georgia Independent Colleges Association (GICA) provide data to GA•AWARDS, and those that provide data do not always do so for the entire report period. For the purposes of this report, technical colleges, colleges, and universities are referred to as "colleges."

<sup>3</sup> HOPE grants and scholarships and Zell Miller grants and scholarships are defined as HOPE scholarships for the purposes of this report.

Some high-level findings include:

- As students increase their level of education, their wages tend to increase as seen in Figure 1 below. The increase in wages becomes more pronounced with time, following graduation. Possessing any college credential results in higher earnings when compared to high school graduates.<sup>4</sup>

Figure 1: Median Earnings by Category<sup>5</sup>



- Earnings vary dramatically by program of study and college.
- Within program of study and college, wages tend to increase after five years but at varying rates.
- First-year earnings across all degree categories declined during the Great Recession (December 2007 through June 2009). Only the earnings of those holding PhDs returned to 2008 levels by 2016 (in constant dollars).

<sup>4</sup> Earnings for high school graduates in this report are typically lower than national estimates due to a variety of factors. For example, the Bureau of Labor Statistics (BLS) estimates only include individuals that are 25 years old or older, and working full-time. This report looks at earnings for high school graduates both one year and five years after graduation, regardless of age, and includes only those individuals with 3 or more quarters of wage data within a given year. For more information on the BLS estimates, [click here](#).

<sup>5</sup> For the purposes of this report, high school graduates are defined as individuals who have graduated from a Georgia high school and may have some college, but have never attained an award, and are not enrolled in college one year or five years after graduation.

- Among the most popular programs of study, health professions and related programs are consistently amongst the top earners relative to other popular degree categories.
- Certificates in engineering technologies and related fields are the highest earning certificates.
- Health professions and related programs mark the highest earning program type for those holding associate's degrees, while engineering and computer & information science degrees are the highest earning programs for those holding bachelor's degrees.
- Degrees in business and related support services earn the most for those holding master's degrees.
- Professional degrees in health professions and related fields have the highest median earnings in this degree category.
- The difference in wages between students graduating with the HOPE scholarship/grant and those who do not is fairly small.

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## Table of Abbreviations

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CPI	Consumer Price Index
GA•AWARDS	Georgia’s Academic and Workforce Analysis and Research Data System
GaDOL	Georgia Department of Labor
GICA	Georgia Independent College Association
GMC	Georgia Military College
GSFC	Georgia Student Finance Commission
HOPE	Helping Outstanding Pupils Educationally
IPEDS	Integrated Postsecondary Education Data System
TCSG	Technical College System of Georgia
USG	University System of Georgia



## Introduction

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By 2025, over 60 percent of jobs in Georgia will likely require some form of college education, whether in the form of a certificate, an associate's degree, or a bachelor's degree.<sup>6</sup> Expected earnings play an important role in the decision to pursue a certain degree or major. Until recently, earnings data were not publicly available in Georgia. The Georgia Higher Learning and Earnings Report presents earnings information for Georgia technical college and college/university graduates who work in Georgia after earning their degrees.<sup>7</sup> It presents median, 25<sup>th</sup> percentile, and 75<sup>th</sup> percentile wages by degree category (certificate, bachelor's, etc.), technical college or college/university, program of study, and whether the student graduated with the HOPE scholarship/grant for the first and fifth year after graduation. In addition, it explores award patterns by gender and race/ethnicity.<sup>8</sup>

In addition to degree type and program of study, it is important to note that many factors, such as student ability/motivation, college selectivity, and job market conditions, affect earnings, so the results in this report should not be interpreted as a guarantee of employment or earnings. The report is limited to wage data on graduates who work in Georgia for employers that provide wage data to the Georgia Department of Labor and therefore does not include wages earned in out-of-state jobs, by independent contractors, or by federal or military employees. With this in mind, the results should be seen as one piece of information that students and parents can consider when making major and degree choices.

The report begins with an overview of the data and methodology, followed by information on the certificates and degrees awarded. The next sections analyze earning patterns by degree category, popular programs of study, college, and HOPE status upon graduation. The final section provides a summary of the report.

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<sup>6</sup> For more information regarding this statistic and the Complete College Georgia initiative, please visit <http://www.completegeorgia.org/>.

<sup>7</sup> GA•AWARDS, the state's longitudinal data system housed at the Governor's Office of Student Achievement, contains data on all graduates from Georgia Military College (GMC), University System of Georgia (USG), and Technical College System of Georgia (TCSG) institutions, as well as information on Georgia public high school graduates for out-of-state colleges/universities from the National Student Clearinghouse. Some, but not all, institutions in the Georgia Independent Colleges Association (GICA) provide data to GA•AWARDS, and those that provide data do not always do so for the entire report period. For the purposes of this report, technical colleges, colleges, and universities are referred to as "colleges."

<sup>8</sup> HOPE grants and scholarships and Zell Miller grants and scholarships are defined as HOPE scholarships for the purposes of this report.

## Data and Methodology

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Data for this report are provided by [Georgia's Academic and Workforce Analysis and Research Data System \(GA•AWARDS\)](#). GA•AWARDS is the state's Pre-K through workforce (P-20W) longitudinal data system. Student degree and certificate data are provided to GA•AWARDS by the University System of Georgia (USG), Technical College System of Georgia (TCSG), Georgia Independent College Association (GICA), Georgia Military College (GMC), and the National Student Clearinghouse (NSC). The Georgia Department of Labor (GaDOL) provides wage data to GA•AWARDS, and the Georgia Student Finance Commission (GSFC) provides financial aid data.

This report includes information on students who obtained degrees and certificates between 2007 and 2015.<sup>9</sup> Students graduating from a Georgia college and those graduating from a Georgia high school who subsequently graduated from an out-of-state college between the years of 2007 and 2015 are included in the report.<sup>10</sup>

Wages are reported for the calendar year following graduation and for five years after the graduating year.<sup>11</sup> For example, if a student graduated in May 2007, one-year and five-year wages are reported for January-December of 2008 and 2012, respectively. If a student is enrolled in college during a wage reporting year, those wages are not included in the data to reduce the number of part-time wages reported.<sup>12</sup> Individuals must have at least three quarters of wage data to be included in the report. For those that only have three quarters of data, the fourth quarter of data is imputed.<sup>13</sup> All wage data are reported in 2017 dollars.<sup>14</sup>

If a person receives more than one degree, wages from the first degree are reported until he/she enrolls to obtain the subsequent degree. For example, if a

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<sup>9</sup> For presentation purposes, this report lists academic years as the year in which the academic year ends. For example, the 2006-2007 year is represented as 2007.

<sup>10</sup> GA•AWARDS contains data on all graduates from GMC, USG, and TCSG institutions and information on Georgia public high school graduates from the National Student Clearinghouse. Some, but not all, GICA institutions provide data to GA•AWARDS, and those that provide data do not always do so for the entire report period. GOSA does not report on groups with fewer than ten observations.

<sup>11</sup> For students with multiple degrees in a given year, wages are attributed to all degrees awarded to a student in that year. For example, if a student received an associate's and a certificate in the same year, wages for the following year are reported for both credentials.

<sup>12</sup> Not including students who are enrolled also removes students who were working full-time while enrolled. The wage data does not include the number of hours worked, so there is no way to differentiate between students who are working part-time and those working full-time.

<sup>13</sup> The following method is used to impute missing wage data:

- If the individual has three quarters of wages, the sum of these wages is multiplied by 4/3 to get the annualized wage.
- If the individual has two quarters of wages or less, the wages are removed.

<sup>14</sup> To convert to 2017 dollars, the 2017 Consumer Price Index (CPI) is divided by the CPI from previous years and then multiplied by the dollar amount needing conversion in accordance with [the method described by the Bureau of Labor Statistics](#).

person obtains a bachelor's degree in 2008, works during 2009 and 2010, and then starts and completes a master's degree in 2011, her wages are counted for her bachelor's degree in 2009 (one year after graduation) and for their master's degree in 2012 (one year after graduation).

Degrees and certificates are divided into the following degree categories: certificates, associate's, bachelor's, master's, education specialists, PhDs, and professional degrees. Professional degrees are terminal degrees geared toward preparing individuals for a particular profession with an emphasis on practice. Examples include law degrees, medical degrees, and education doctorates. PhDs are terminal degrees with an emphasis on research. Programs of study are identified using the [Integrated Postsecondary Education Data System's \(IPEDS\) Classification of Instructional Programs](#) (CIP) codes. For more information, please see [Appendix A](#).

For the purposes of this report, all degrees and certificates are referred to as "awards," and all technical colleges, colleges, and universities are referred to as "colleges."

## Patterns in Degree Attainment

From 2007 through 2011, certificates were the most popular award earned in Georgia, followed by bachelor's degrees, as seen in the figure below. In 2012, certificates declined by a significant amount after a surge in 2011. Between these two academic years, TCSG merged several institutions and switched from quarter to semester hours. In anticipation of these changes, many students completed their awards in 2011 rather than waiting until the next academic year, thereby inflating the 2011 results and reducing the 2012 counts. Although both award types are near convergence in 2015, bachelor's degrees surpassed certificates as the most frequently earned award in 2012, and have remained the most popular award through 2015. Bachelor's degrees and certificates are the top two most frequently obtained awards in the state by a large margin.

Associate's and master's degrees were the third and fourth most frequently awarded degrees, respectively, and exhibited similar trends. The advanced degree categories (education specialist, PhDs, and professional degrees) had the lowest counts during this time.

Figure 2: Awards by Category and Year

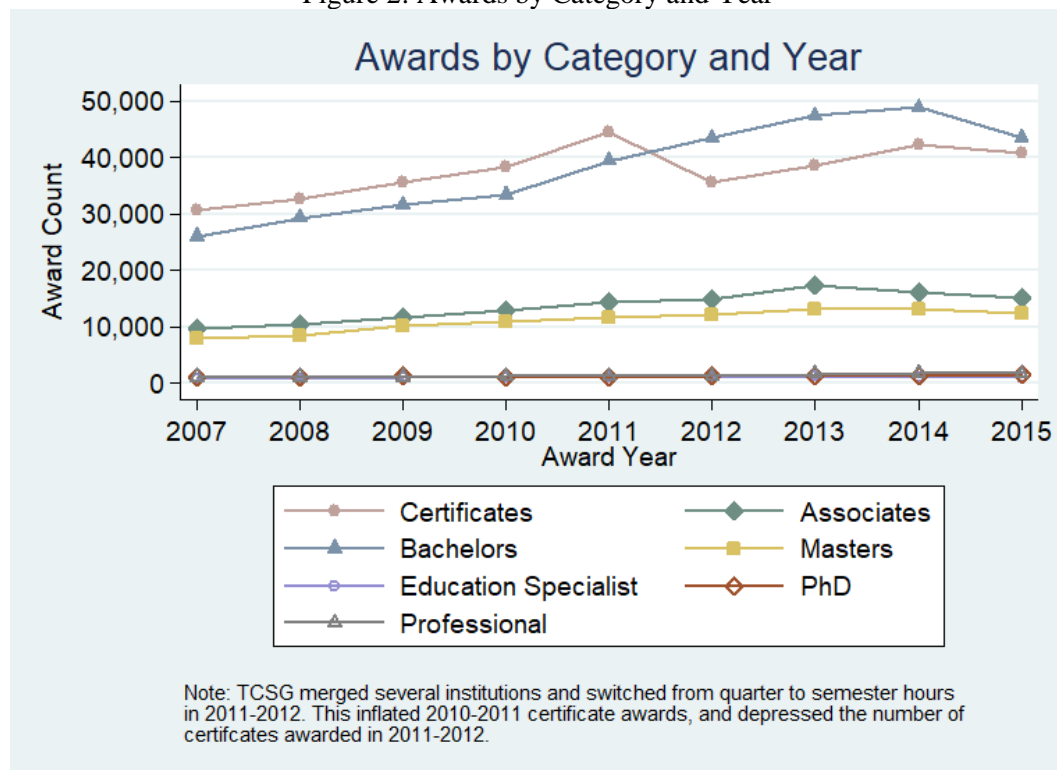
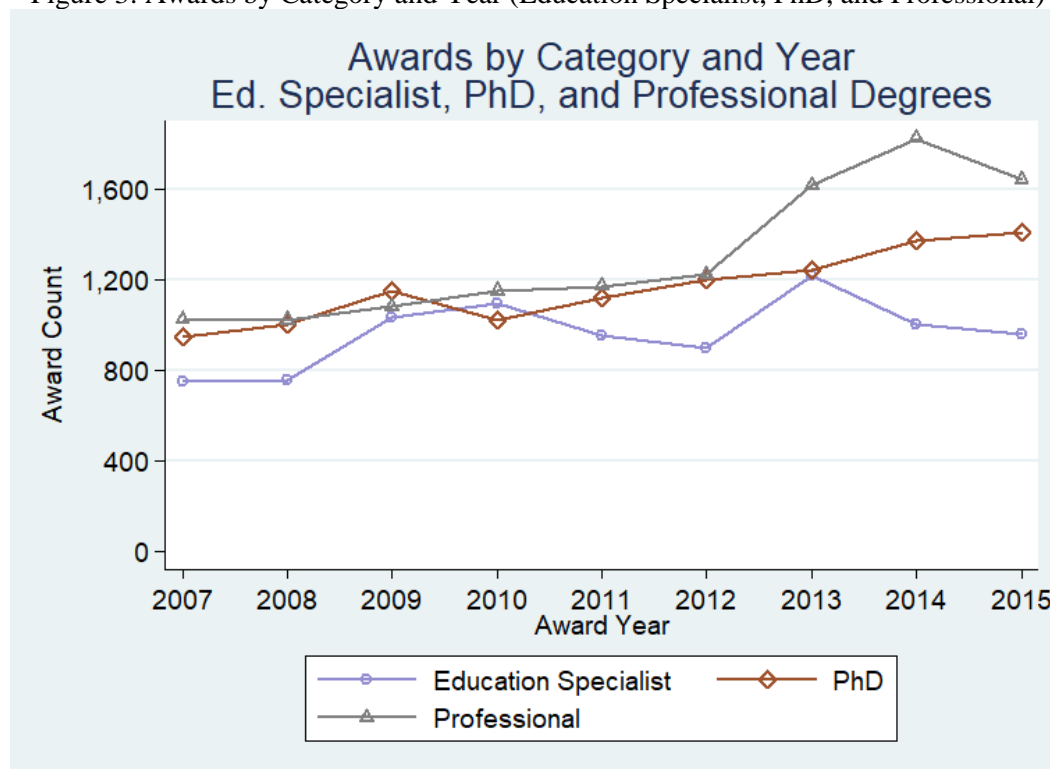


Figure 3 offers a closer look at the trends for the advanced degrees beyond master's degrees. There was a sizeable jump in the number of professional degrees awarded in 2013. Mercer University began reporting data to GA•AWARDS in 2013, which accounts for most of the increase in professional degrees during that academic year and after.<sup>15</sup> No single college accounts for the volatility in the education specialist category throughout the period.

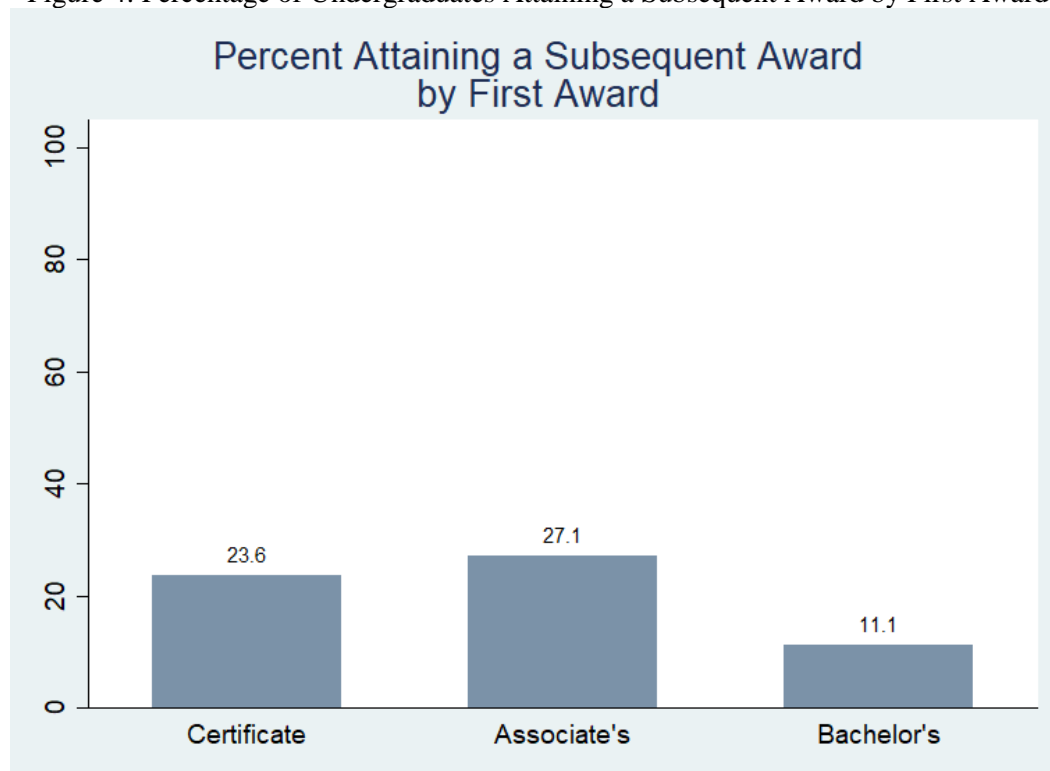
Figure 3: Awards by Category and Year (Education Specialist, PhD, and Professional)



<sup>15</sup> Before 2013, GA•AWARDS obtained information on awards from Mercer only for those students who graduated from a Georgia public high school. From 2013 forward, GA•AWARDS received information for all Mercer graduates.

Figure 4 shows the percentage of undergraduates who went on to earn additional degrees between 2007 and 2015.<sup>16</sup> Students whose first awards were certificates or associate's degrees were most likely to earn additional degrees (23.6% and 27.1%, respectively).

Figure 4: Percentage of Undergraduates Attaining a Subsequent Award by First Award

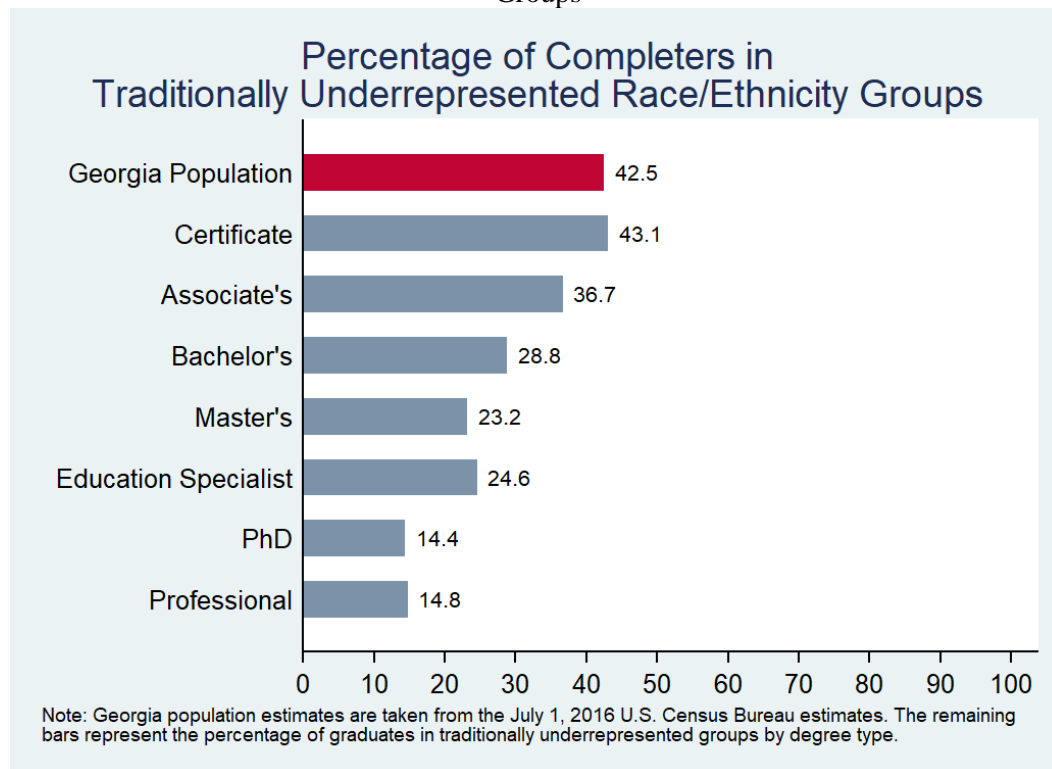


<sup>16</sup> This is calculated as the total number of students obtaining an award(s) after their first award(s) by category, divided by the total number of students who obtain their first award in each category. If a student obtains more than one degree in the first year, they are counted in both categories. For example, if a student obtains both a certificate and an associate's in 2007 and a bachelor's in 2010, they are counted in both the numerator and denominator for the certificates and associate's category. For students who obtain more than two degrees, this calculation only takes into consideration their first and most recent degrees. For example, if a student obtains a certificate in 2007, an associate's in 2008, and a bachelor's in 2010, they are counted in the numerator and denominator for certificates but not for associate's or bachelor's.



Figure 5 shows the percentage of awards completed by students in traditionally underrepresented race/ethnicity groups.<sup>17</sup> This percentage includes black and Hispanic students, as well as students in the multiple/other category. The top bar contains the percentage of Georgia's statewide population who belong to traditionally underrepresented race/ethnicity groups as of July 1, 2016.<sup>18</sup> The remaining bars represent the percentage of graduates in traditionally underrepresented groups by degree type. The percentage of certificate holders who are in traditionally underrepresented race/ethnicity categories is similar to the statewide percentage. For all other degree categories, the percentage of traditionally underrepresented students with awards is significantly lower than the percentage of traditionally underrepresented residents in the state, especially in the PhD and Professional categories. More information regarding degree attainment by category and race/ethnicity can be found in Appendix E.

Figure 5: Percentage of Completers in Traditionally Underrepresented Race/Ethnicity Groups

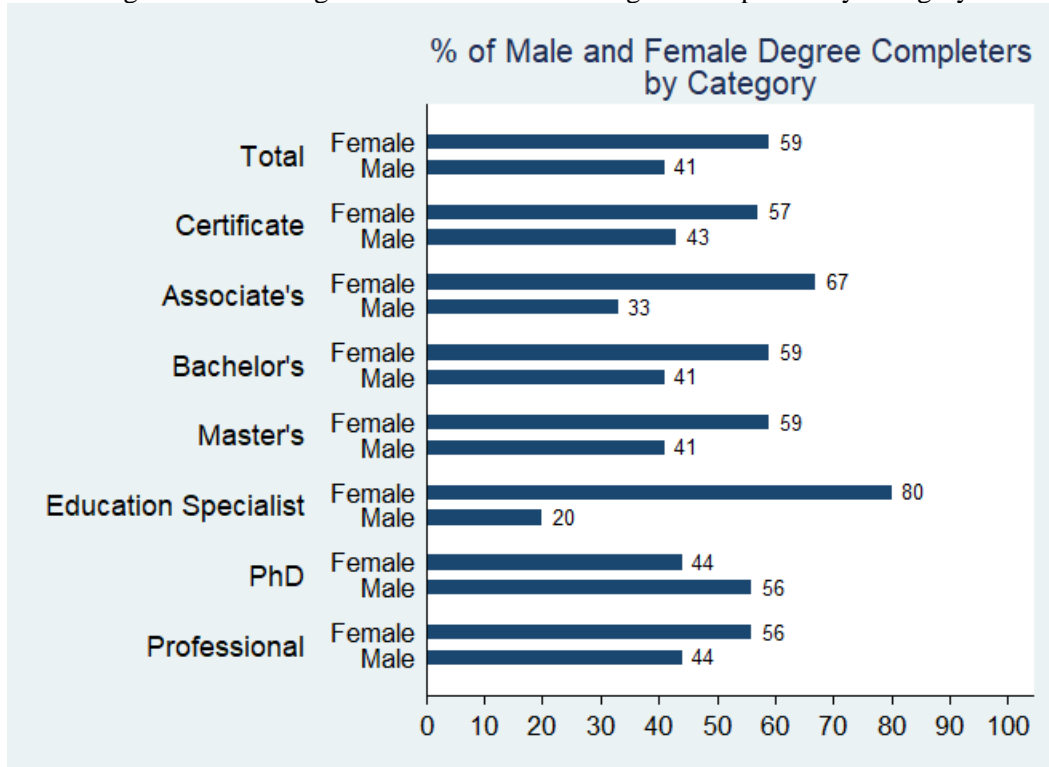


<sup>17</sup> For the purposes of this report, students of Hispanic ethnicity are treated as their own race/ethnicity category. Due to the small number of observations, the “American Indian or Native Alaskan”, “Native Hawaiian or Other Pacific Islander”, and “Two or More Races” race/ethnicity categories are combined into the Multiple/Other category.

<sup>18</sup> The State of Georgia estimates are calculated using the July 1, 2016 estimates from the U.S. Census Bureau. The calculation is performed as follows:  $100 - (\% \text{ White alone, not Hispanic or Latino} + \% \text{ Asian alone})$ . For more data from the Census Bureau, visit <http://www.census.gov/quickfacts/table/PST045215/13>.

Figure 6 displays the percentage breakdown of male and female award recipients by degree category from 2007-2015. In every degree category except PhD's, females comprised a larger proportion of students receiving the award.

Figure 6: Percentage of Male and Female Degree Completers by Category



As seen in the next two figures, many of the most popular awards for women are in the health, education, and business fields, while many of the most popular awards for men are in business, engineering, and computer science fields.<sup>19</sup>

Figure 7: Most Popular Awards for Females

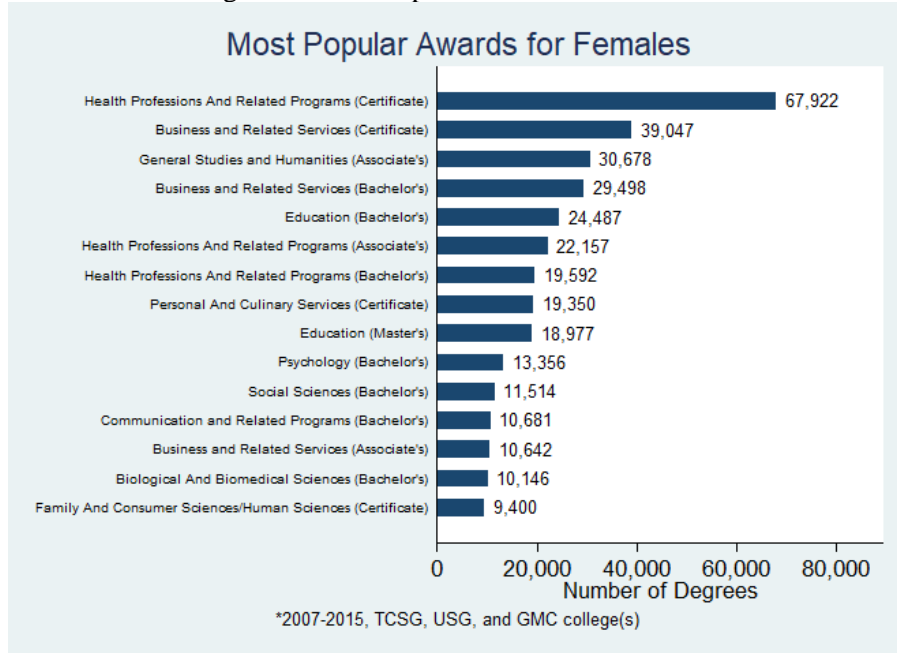
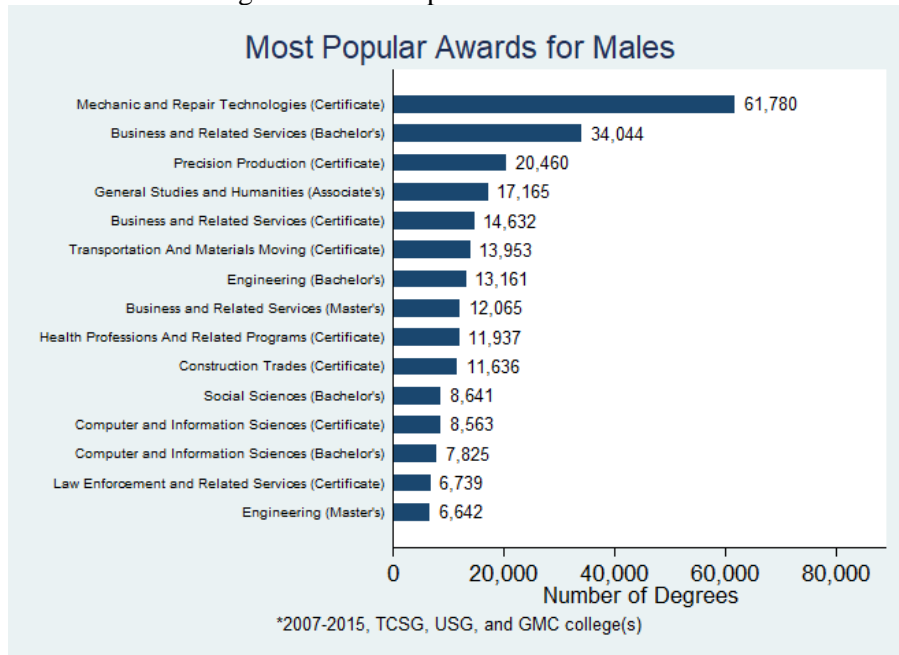


Figure 8: Most Popular Awards for Males



<sup>19</sup> Some CIP titles have been shortened due to graph size. See appendix to see a list of CIP title abbreviations and their original CIP titles.

## Matching Award Completers with Wage Data

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The wage data include only graduates employed within the state of Georgia by employers that provide wage information to the Georgia Department of Labor for unemployment insurance purposes. Not included in the data are out-of-state wages, self-employed individuals, federal employees, and military employees. When the wage data are matched with the award completers, roughly 61% of college graduates are found within the wage data the year after graduation, and 54% are found in the wage data five years after graduation.<sup>20</sup> These percentages vary by degree category, college, and program of study. As a result, Appendix E contains the percentage of award completers found in the wage data whenever earnings are reported. However, if the percentage is less than 60%, it is noted in the footnote. It is important to note that a low percentage does not mean that individuals are unable to find jobs, but rather that these individuals may be working in jobs that do not report wages to the Georgia Department of Labor or that are out of state.

## Higher Degrees, Higher Earnings

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According to [Complete College Georgia](#), “by 2025, it is projected that over 60 percent of jobs in Georgia will require some form of a college education, whether a certificate, associate’s degree, or bachelor’s degree.”<sup>21</sup> This report serves to provide a more complete picture of the earning potential of these degrees. In general, higher awards increase an individual’s earning potential.

The following analysis uses percentiles to display a range of wages both one year and five years after the student obtains an award. A percentile indicates the percentage of students that fall below a given percentage. For example, earnings reported at the 25<sup>th</sup> percentile would indicate that those earnings are higher than 25 percent of the earnings in the dataset. The median (50<sup>th</sup> percentile) exhibits the value of earnings in the middle of the earnings for a given award. Note that all of these percentiles are based on the wages of the individuals in the data as described above, not of the statewide labor force.

The figure on the following page shows the earnings by degree category one year after graduation. Associate’s and bachelor’s degrees had median earnings around \$35,000. However, as seen in the next section, earnings vary widely by programs of study for both degrees. Wages increased noticeably for graduate degrees. With the exception of the education specialist category, each degree category exhibits large variation within the interquartile range (25<sup>th</sup> to 75<sup>th</sup> percentile). Table 1 shows the difference between the 75<sup>th</sup> and 25<sup>th</sup> percentiles. It

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<sup>20</sup> The denominator for these rates includes only graduates who are eligible to be in the numerator. Graduates who were enrolled during that year are not included.

<sup>21</sup> For more information regarding Complete College Georgia, please visit <http://www.completegeorgia.org/>.

is important to note that the percentage of PhD graduates matched in the wage data is substantially lower than the other degree types. PhDs often compete in a national job market and move out of state for employment.

Figure 9: Range of Earnings by Category One Year after Graduation<sup>22</sup>

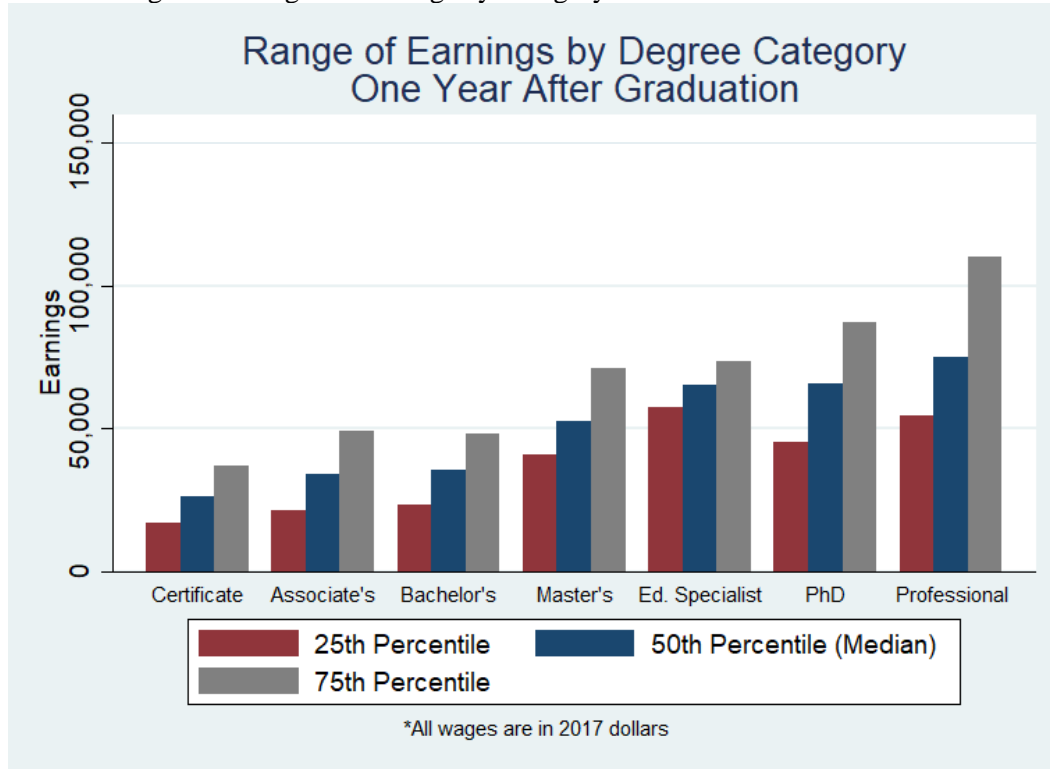


Table 1: Range of Earnings One Year after Graduation

Category	25th Percentile One Year after Graduation	Median Earnings One Year after Graduation	75th Percentile One Year after Graduation	Difference between 75th Percentile and 25th Percentile
Certificate	\$17,242	\$26,264	\$37,286	+\$20,044
Associate's	\$21,727	\$33,985	\$49,438	+\$27,711
Bachelor's	\$23,645	\$35,419	\$48,310	+\$24,665
Master's	\$41,201	\$52,648	\$71,200	+\$29,999
Education Specialist	\$57,356	\$65,134	\$73,721	+\$16,365
PhD	\$45,382	\$65,815	\$87,159	+\$41,777
Professional	\$54,829	\$75,105	\$110,202	+\$55,373

<sup>22</sup> Only certificates, associate's, and education specialists had greater than 60% of graduates matched within the wage data. The match rate for PhDs is substantially lower than all other degree types at 28%.

The differences in earnings among the degree categories becomes more pronounced when examining wages five years after graduation, as seen in the figure and table below. Education specialists exhibited the smallest percentage change in wages after five years. Bachelor's degrees had a much higher percentage increase in earnings from the first to the fifth year after graduation.<sup>23</sup>

Figure 10: Range of Earnings by Category Five Years after Graduation<sup>24</sup>

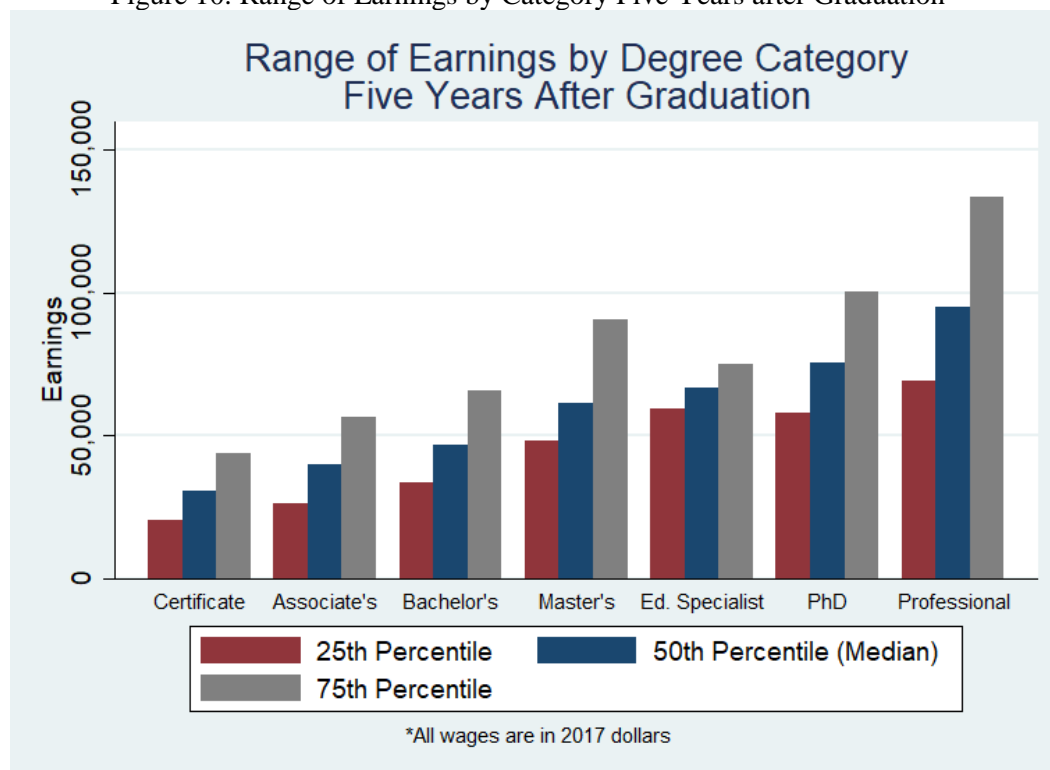


Table 2: Range of Earnings Five Years after Graduation

Category	25th Percentile Five Years after Graduation	Median Earnings Five Years after Graduation	75th Percentile Five Years after Graduation	Difference between 75th Percentile and 25th Percentile
Certificate	\$20,440	\$30,863	\$44,002	+\$23,562
Associate's	\$26,358	\$40,162	\$56,403	+\$30,045
Bachelor's	\$33,809	\$46,873	\$65,590	+\$31,781
Master's	\$48,245	\$61,214	\$90,797	+\$42,552
Education Specialist	\$59,568	\$66,660	\$74,807	+\$15,239
PhD	\$57,935	\$75,630	\$100,525	+\$42,590
Professional	\$69,086	\$94,926	\$133,174	+\$64,088

<sup>23</sup> It is important to note that the individuals represented in the wage data change over time; the same individuals whose earnings are represented one year after graduation are not necessarily the same ones represented five years after graduation.

<sup>24</sup> Only associate's and education specialists had greater than 60% of graduates matched within the wage data. The match rate for PhDs is substantially lower than all other degree types at 22%.



Table 3: Percentage Change in Earnings from One to Five Years after Graduation

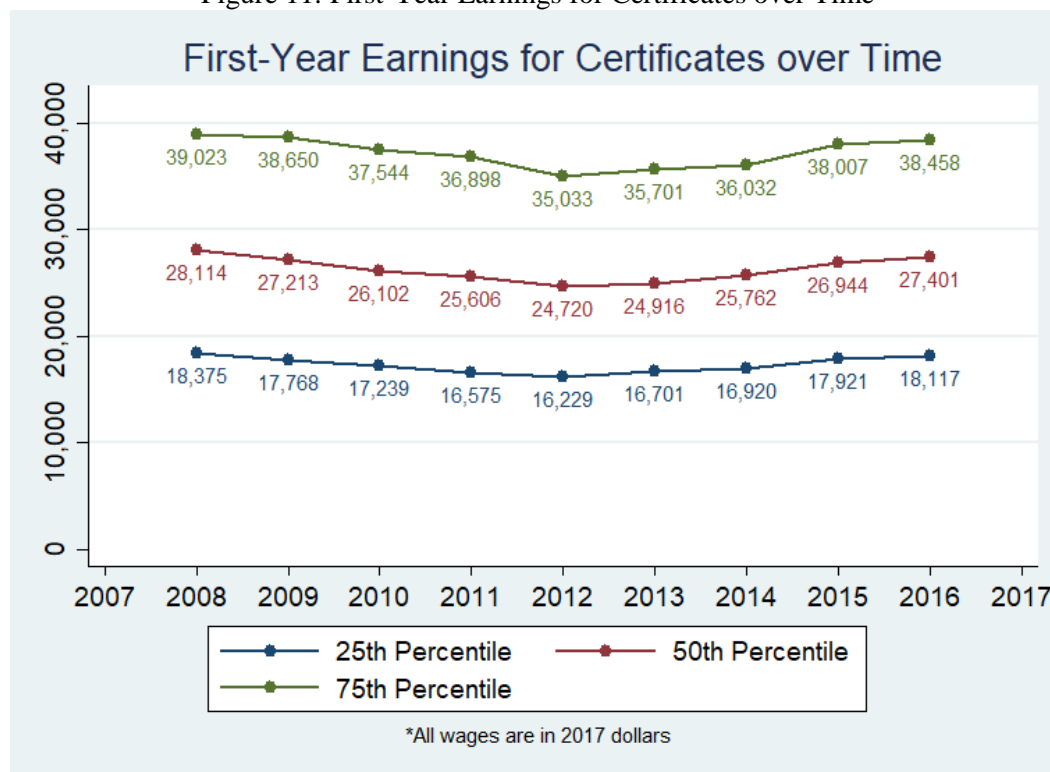
Category	25th Percentile % Change in Earnings after Five Years	Median % Change in Earnings after Five Years	75th Percentile % Change in Earnings after Five Years
Certificate	19%	18%	18%
Associate's	21%	18%	14%
Bachelor's	43%	32%	36%
Master's	17%	16%	28%
Education Specialist	4%	2%	1%
PhD	28%	15%	15%
Professional	26%	26%	21%

## Earning Trends over Time: Wages Still Below Pre-Recession Levels

The Federal Reserve officially designates the Great Recession December 2007 – June 2009.<sup>25</sup> All award categories experienced a decline in first year wages during some period of the recession, particularly in the 2009-2010 academic year. Wage recovery began in different years across the degree categories, and in some cases, after a period of growth, flattened or declined. Most notably from 2008 to 2016, no award category at the 25<sup>th</sup> or 50<sup>th</sup> percentile experienced a net total gain in earnings; both bachelor's and master's degrees experienced a net gain in the 75<sup>th</sup> percentile.

The figures below display the 25<sup>th</sup>, 50<sup>th</sup>, and 75<sup>th</sup> percentiles of wages over time and by degree category in blue, red, and green, respectively.<sup>26</sup> Appendix C shows the percentage change in wages from the prior year.

Figure 11: First-Year Earnings for Certificates over Time



<sup>25</sup> More information regarding the 2007-2009 recession can be found here:

<http://www.federalreservehistory.org/Events/DetailView/58>.

<sup>26</sup> Information for PhDs is not represented here due to low match rates within the wage data.

Figure 12: First-Year Earnings for Associate's Degrees over Time

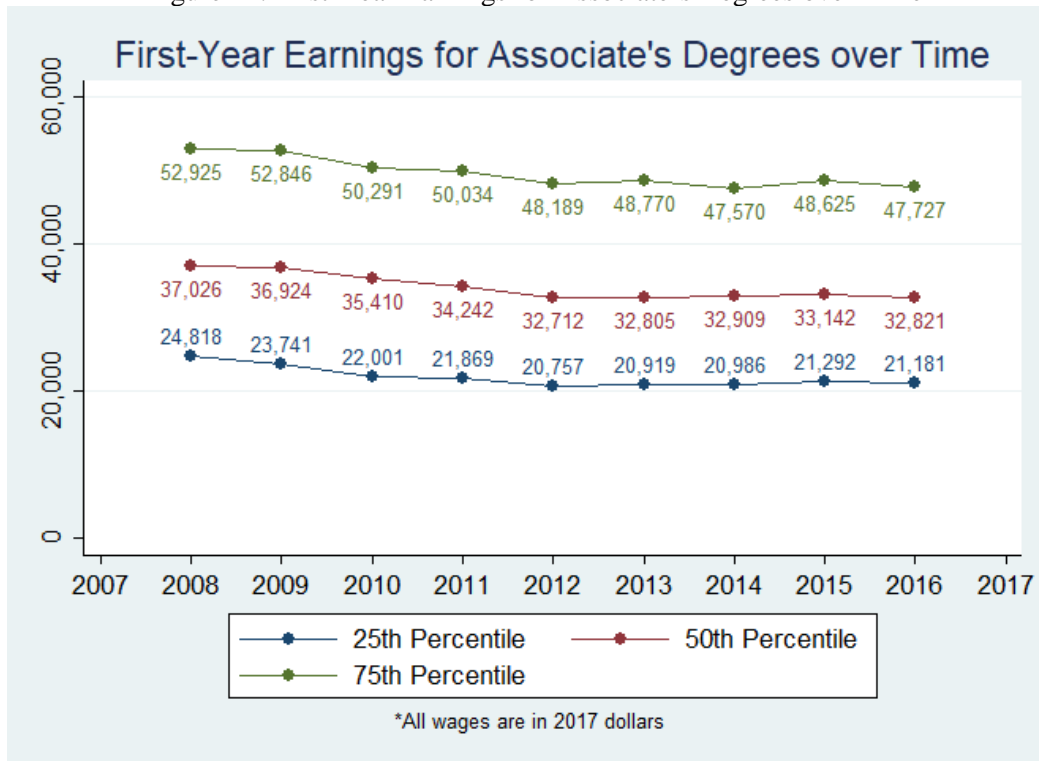
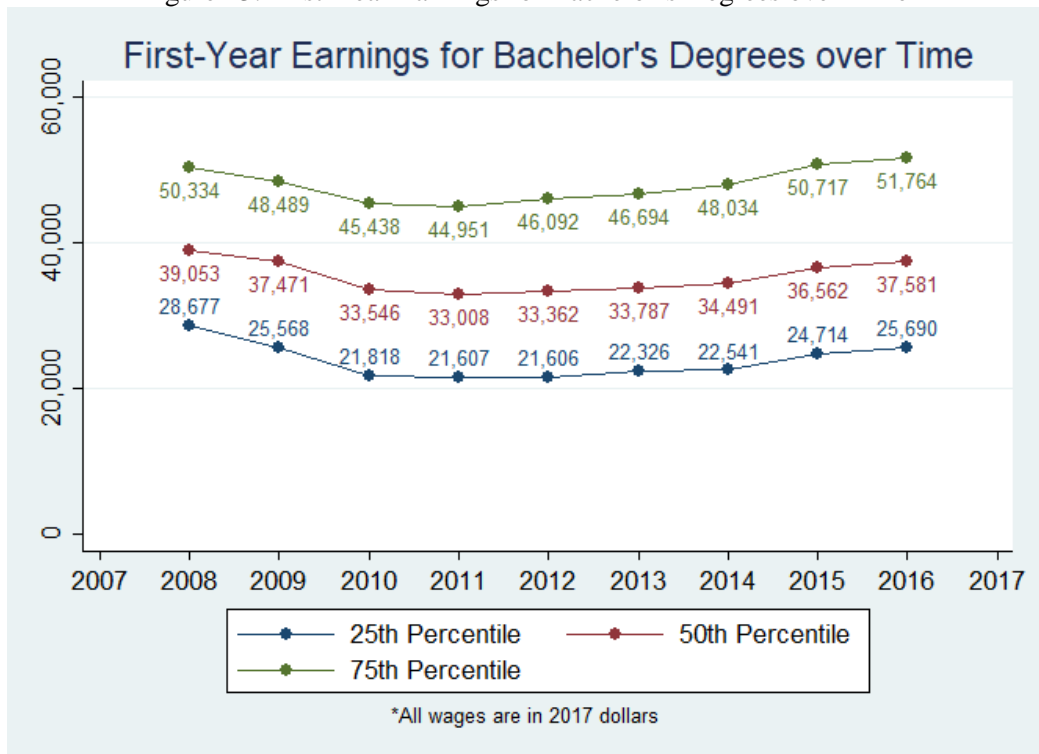


Figure 13: First-Year Earnings for Bachelor's Degrees over Time<sup>27</sup>



<sup>27</sup> For 2011-2015, the percentage of graduates matched in the wage data is less than 60%.

Figure 14: First-Year Earnings for Master's Degrees over Time<sup>28</sup>

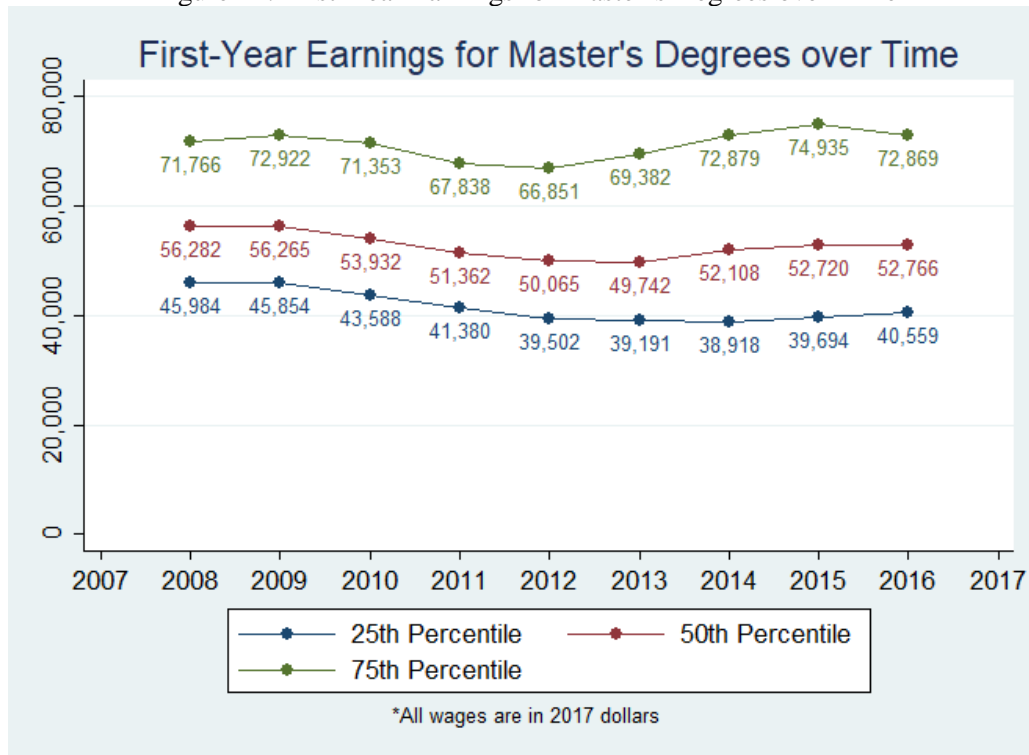
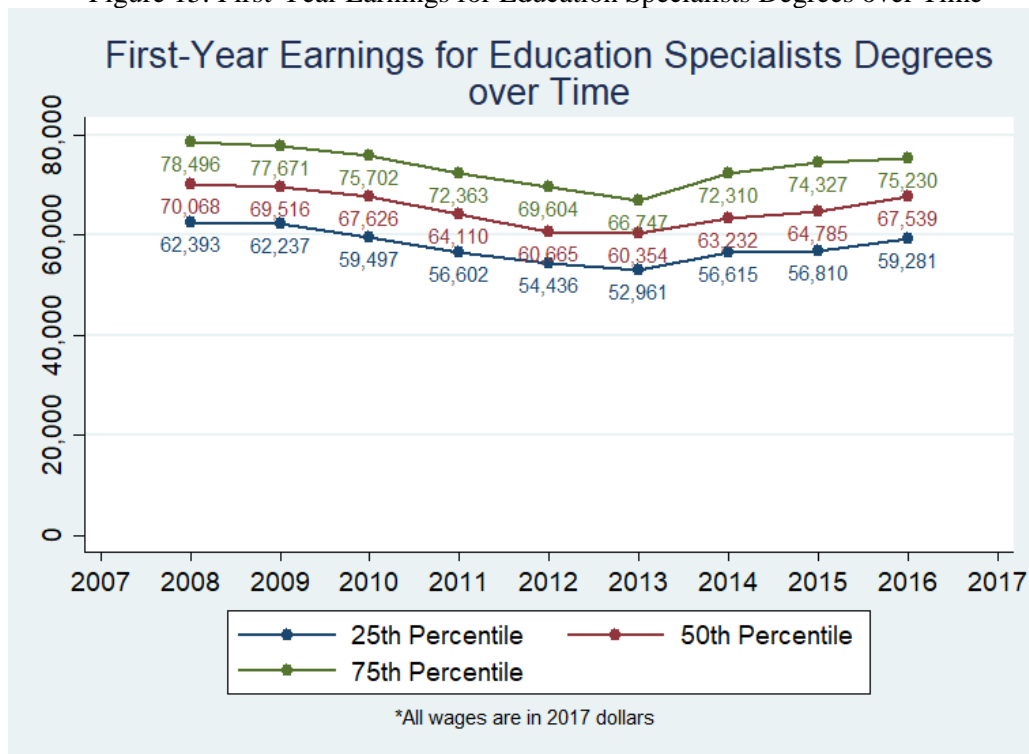
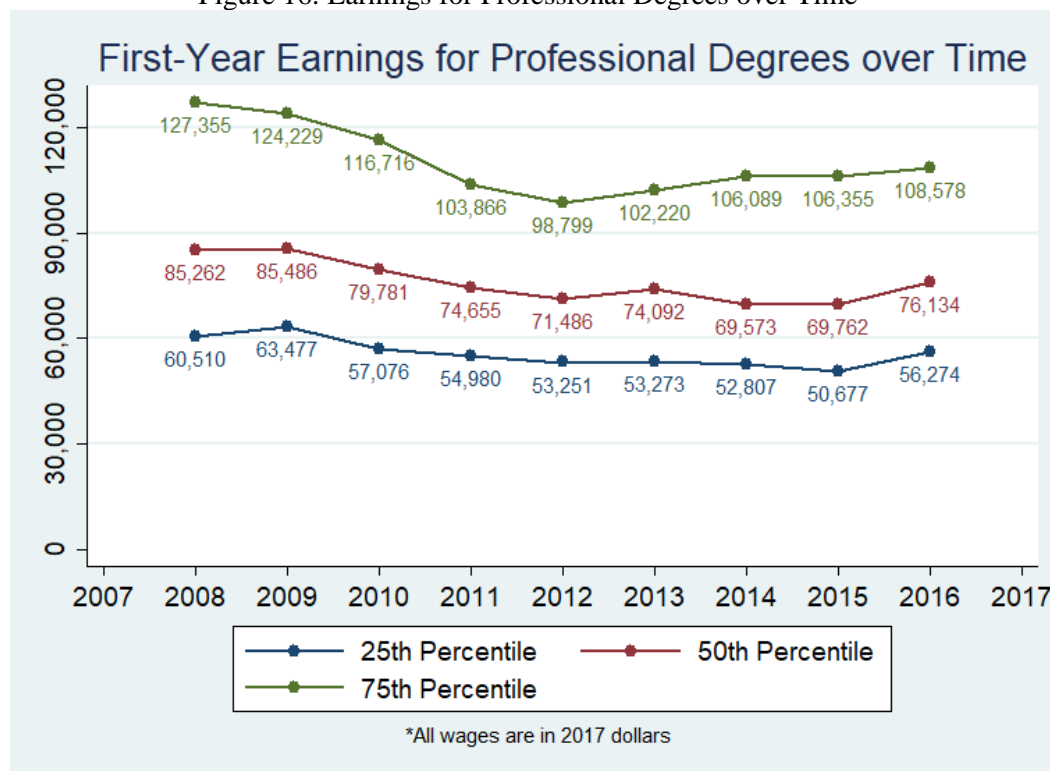


Figure 15: First-Year Earnings for Education Specialists Degrees over Time



<sup>28</sup> For 2013-2016, the percentage of graduates matched in the wage data is less than 60%.

Figure 16: Earnings for Professional Degrees over Time<sup>29</sup>

### Earning Patterns by Most Popular Programs

Earnings vary significantly between the ten most popular degree programs within each award type. The following graphs display earnings for the most popular programs within each category one year and five years after graduation.<sup>30</sup> Earnings are stacked horizontally in blue and red categories representing the first-year and fifth-year earnings, respectively.<sup>31</sup>

Health professions and related programs tend to be the highest earning programs across most degree categories. In the bachelor's and master's categories, business related degrees earned higher wages than most other popular degrees.

Earning patterns for the top five programs of study hold up over time; those degrees that are the highest earners in the year following graduation were also the high earners five years after graduation. Professional degrees in education are an exception, however. Although EdDs show the highest returns after one year, they

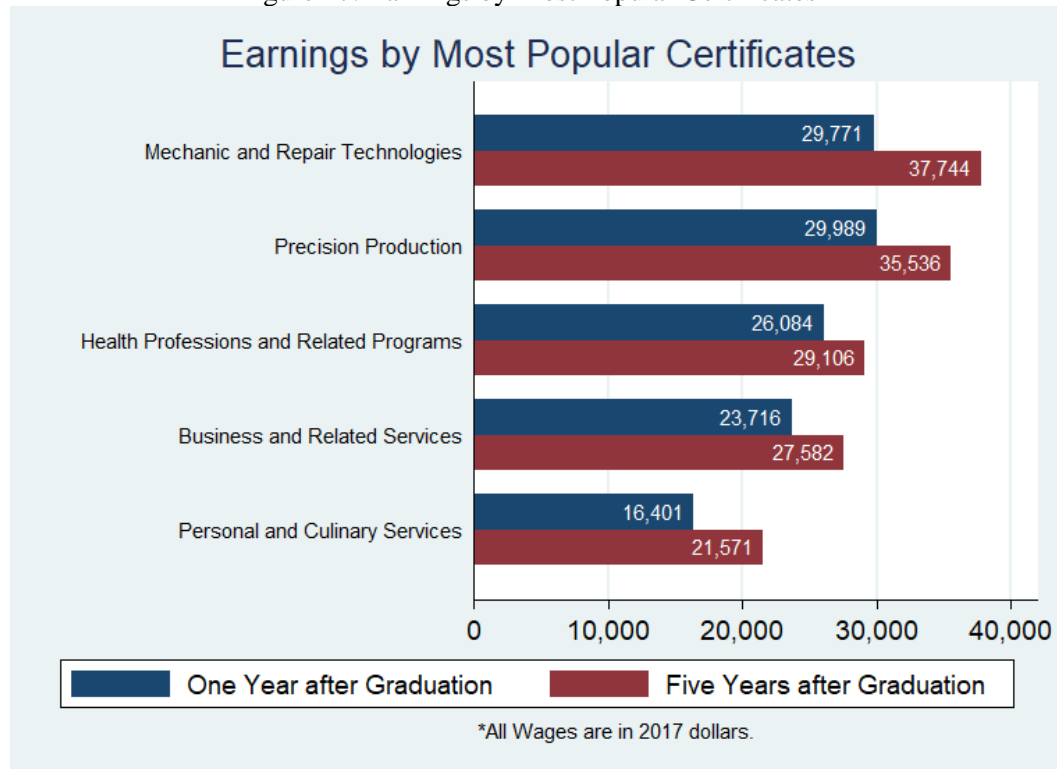
<sup>29</sup> For all years, the percentage of graduates matched in the wage data is less than 60%.

<sup>30</sup> Education specialists are not displayed here since there is little variation in the program of study within this degree category. PhDs are not displayed here due to low match percentages within the data.

<sup>31</sup> Some CIP titles have been shortened due to graph size. See appendix to see a list of CIP title abbreviations and their original CIP titles.

demonstrate little growth five years later when they are surpassed by health and legal professions.<sup>32</sup>

Figure 17: Earnings by Most Popular Certificates<sup>33</sup>



<sup>32</sup> Upon graduation, doctors must still complete a residency program and experience lower salaries their first few years removed from medical school because of this. The jump in rankings after five years of employment may be partly attributed to this fact.

<sup>33</sup> Personal and culinary services and business and related services had match rates less than 60% after one year. Only health professions and related programs had a match rate greater than 60% after five years.



Figure 18: Earnings by Most Popular Associate's Degrees<sup>34</sup>

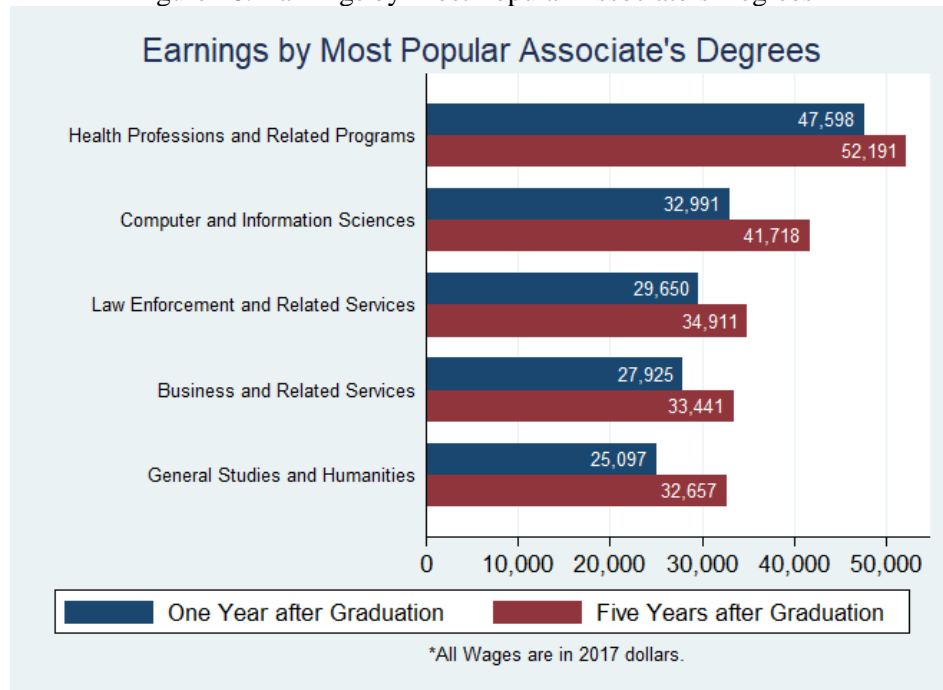
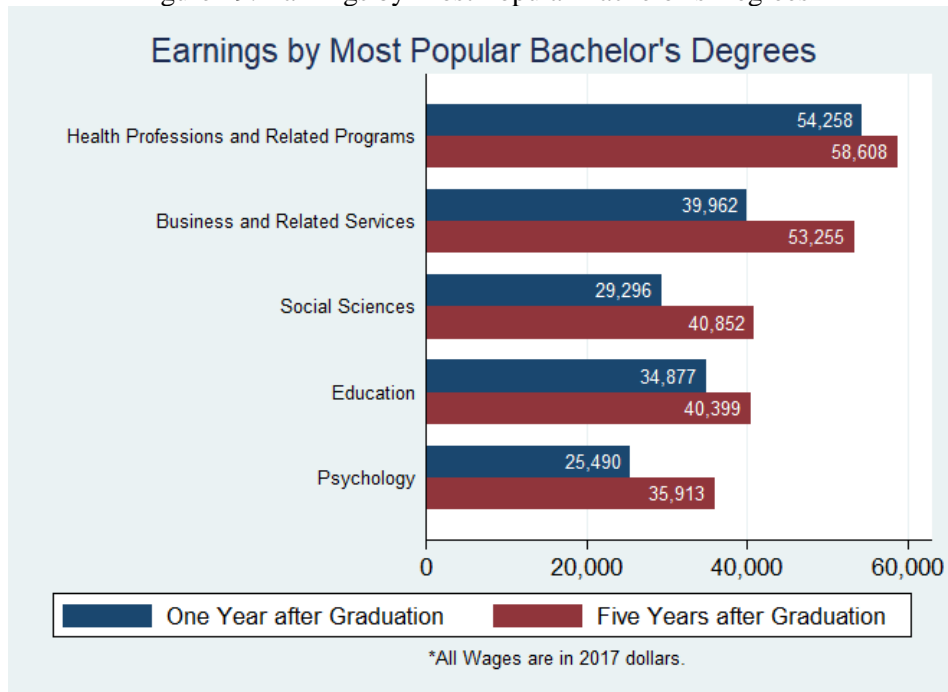


Figure 19: Earnings by Most Popular Bachelor's Degrees<sup>35</sup>



<sup>34</sup> General studies and humanities had a match rate less than 60% one year and five years after graduation.

<sup>35</sup> Psychology and social sciences had a match rate less than 60%. Only health professions and related programs had a match rate greater than 60% after five years.

Figure 20: Earnings by Most Popular Master's Degrees<sup>36</sup>

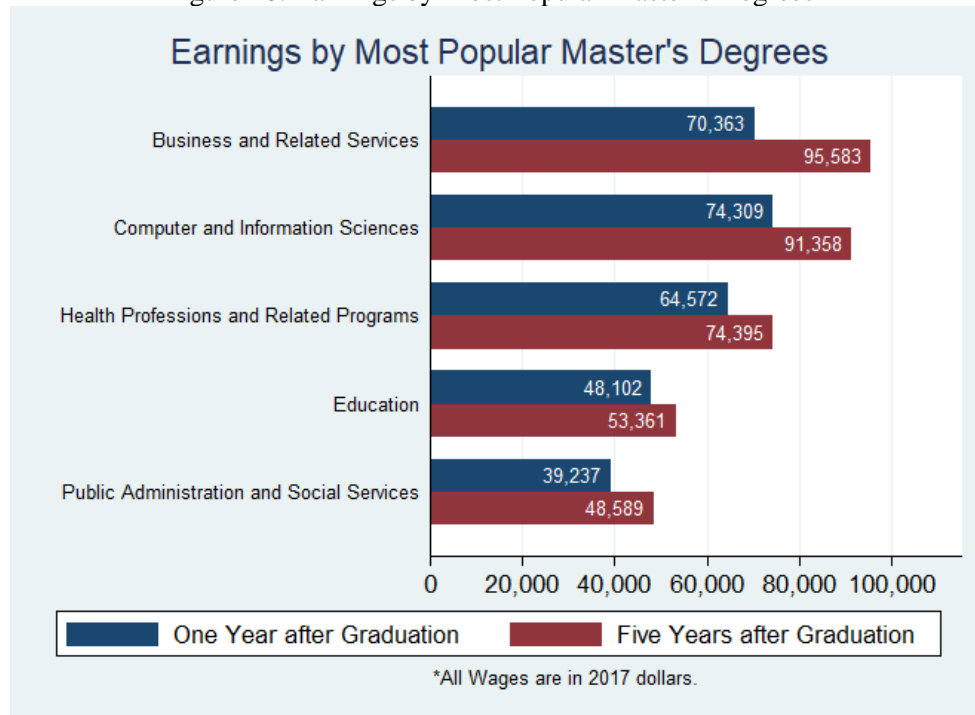
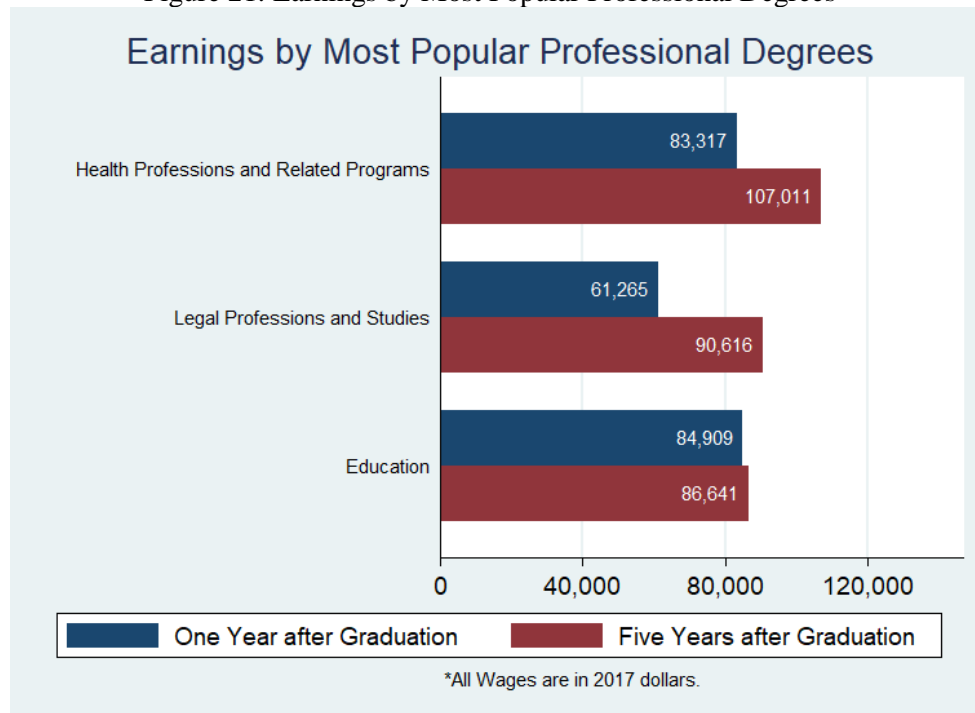


Figure 21: Earnings by Most Popular Professional Degrees<sup>37</sup>



<sup>36</sup> Computer and information sciences had a match rate less than 60%. No programs had match rates greater than 60% five years after graduation.

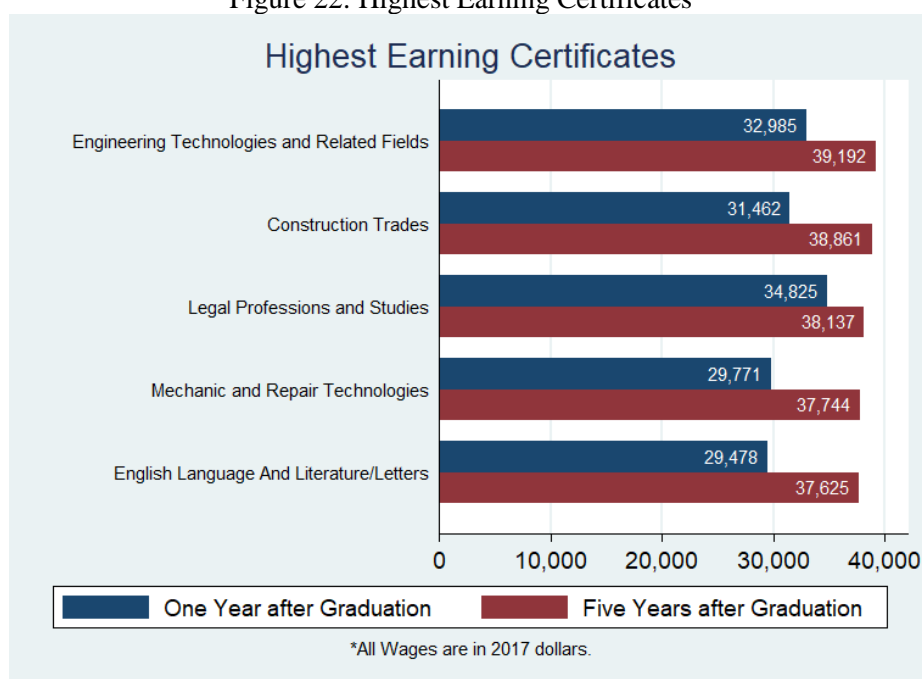
<sup>37</sup> Health professions and related programs had a match rate less than 60% one year and five years after graduation.

## Highest Earning Programs

This section highlights the top earning programs by median earnings five years after graduation.<sup>38</sup> Note that these are the top earning programs based on the available data, not the statewide population. The following graphs display the median earnings for these programs within each category one year and five years after graduation.<sup>39</sup> The percentage of graduates matched in the wage data can be found in Appendix E.<sup>40</sup>

Engineering, health, and computer science degrees have high earnings across the most degree types.

Figure 22: Highest Earning Certificates<sup>41</sup>



<sup>38</sup> Program groupings are determined by two-digit CIP codes. Programs with fewer than 200 graduates in the wage data five years after graduation are dropped.

<sup>39</sup> Education specialists are not displayed here since there is little variation in the program of study within this degree category. PhDs are not displayed here since fewer than 60% of all the most popular PhDs are matched with the wage data.

<sup>40</sup> Some CIP titles have been shortened due to graph size. See appendix to see a list of CIP title abbreviations and their original CIP titles.

<sup>41</sup> Only construction trades had a match rate greater than 60% five years after graduation.

Figure 23: Highest Earning Associate's Degrees<sup>42</sup>

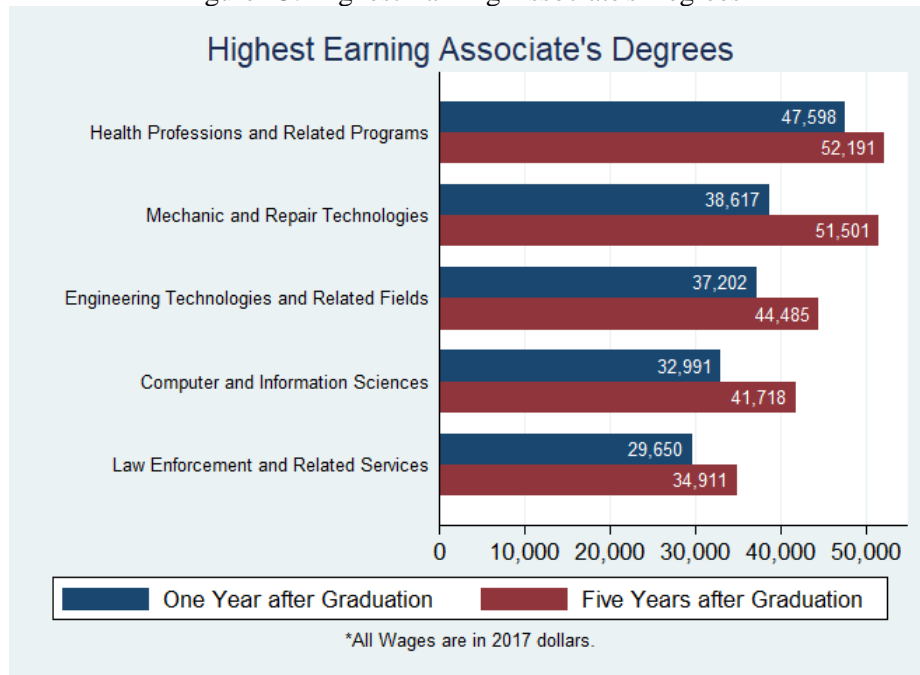
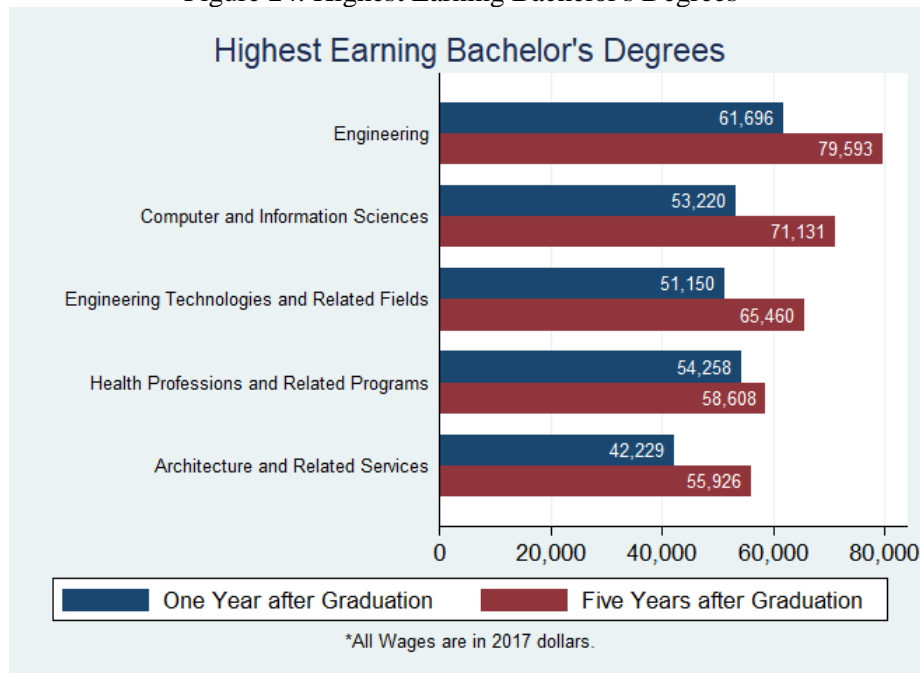


Figure 24: Highest Earning Bachelor's Degrees<sup>43</sup>



<sup>42</sup> Mechanic and repair technologies and engineering technologies and related fields had match rates less than 60% five years after graduation.

<sup>43</sup> Engineering and architecture and related services had match rates less than 60% one year and five years after graduation.

Figure 25: Highest Earning Master's Degrees<sup>44</sup>

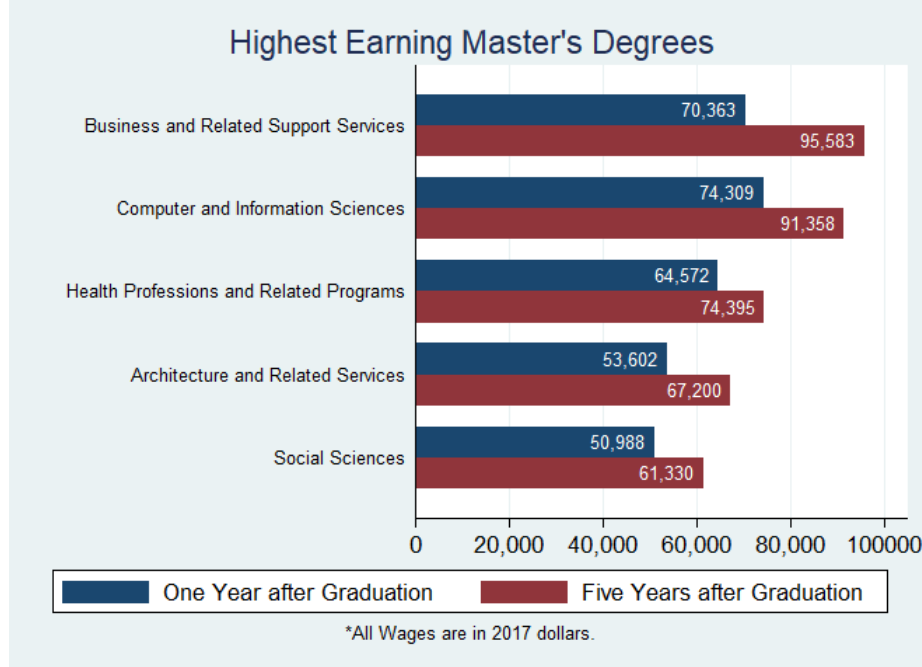


Figure 26: Highest Earning Professional Degrees<sup>45</sup>



<sup>44</sup> Computer and information sciences, architecture and related services, and social sciences did not have match rates greater the 60% after one year. No program had a match rate greater than 60% after five years.

<sup>45</sup> Only health professions and related programs had a match rate less than 60% one year and five years after graduation.

## Earnings by Institution

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Earnings for the same degrees also differ between Georgia colleges/universities.<sup>46</sup> The figures in this section show median wages by degree category and institution.<sup>47</sup> These figures are meant to provide a high-level overview of patterns but do not take into account other factors that affect earning potential, such as incoming student characteristics, admissions policies, labor market conditions, or the degree programs offered within each award type. For example, colleges with graduates earning higher salaries may have more selective admissions criteria for students, which may translate into higher earnings after graduation. Or, colleges offering degree programs that traditionally earn higher salaries, such as engineering or business degrees, will have higher earnings. Given this context, the information presented here should be used for informational purposes but should not be used to assign rank or value to a degree from a particular college.

Although there is some shuffling in earnings by colleges one year and five years after graduation, earnings tend to increase after five years across all colleges. Due to the large number of colleges offering certificates and associate degrees, the figures for these degree categories are split by TCSG and USG institutions. Only USG institutions offer bachelor's degrees and above.<sup>48</sup>

Note that some colleges listed below have merged with other colleges since 2007. The earnings information presented below reflects the name of the merged institution. For example, Coosa Valley and Northwestern Technical Colleges merged in July 2009 to become the new Georgia Northwestern Technical College. Earnings for 2007-2009 graduates of Coosa Valley and Northwestern Technical College are listed under Georgia Northwestern Technical College. For a full list of mergers, please see Appendix F.

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<sup>46</sup> Because GA•AWARDS contains all awards from TCSG and USG institutions for all years, only TCSG and USG institutions are displayed here.

<sup>47</sup> Colleges must have at least 20 students in the wage data for the first and fifth year after graduation to be included in the figures below.

<sup>48</sup> PhDs are not displayed here because the match rates for these degrees are substantially lower than other degree types.



Figure 27: Median Earnings after One Year for Certificates (TCSG)<sup>49</sup>

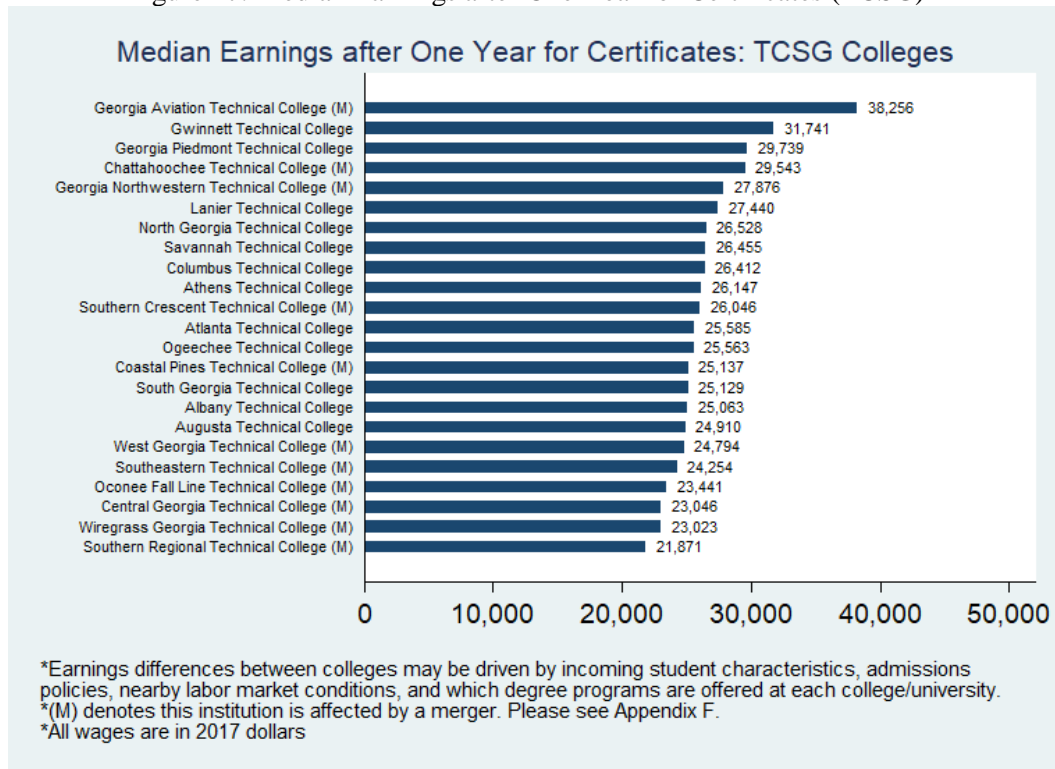
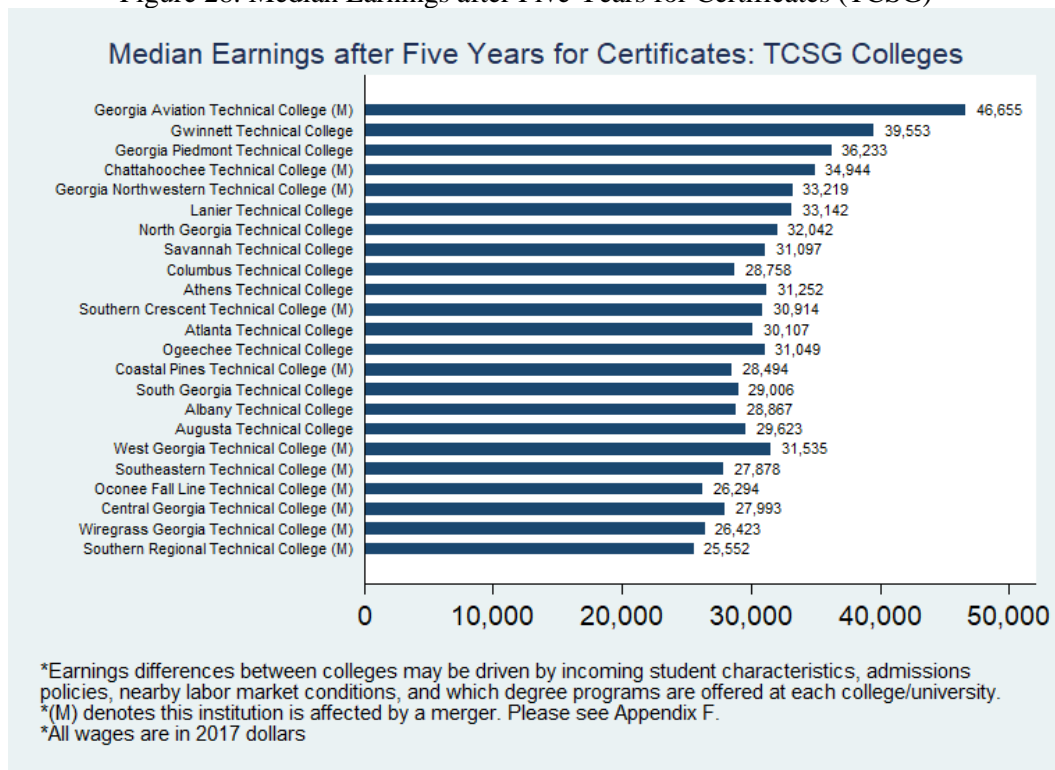


Figure 28: Median Earnings after Five Years for Certificates (TCSG)<sup>50</sup>



<sup>49</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

<sup>50</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

Figure 29: Median Earnings after One Year for Certificates (USG)<sup>51</sup>

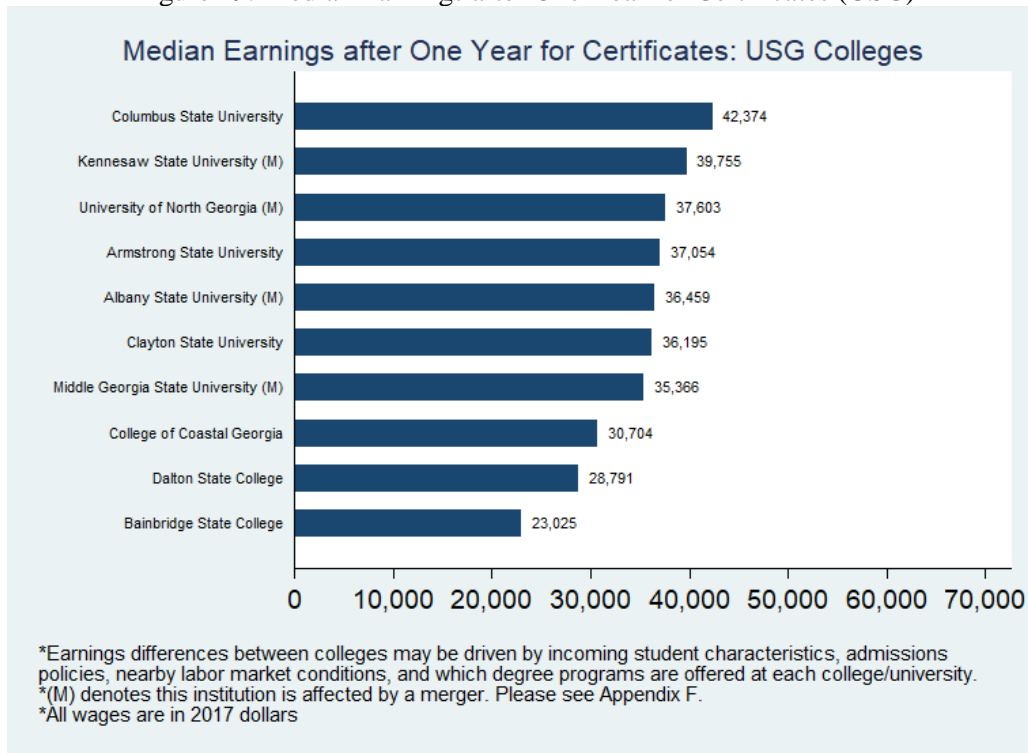
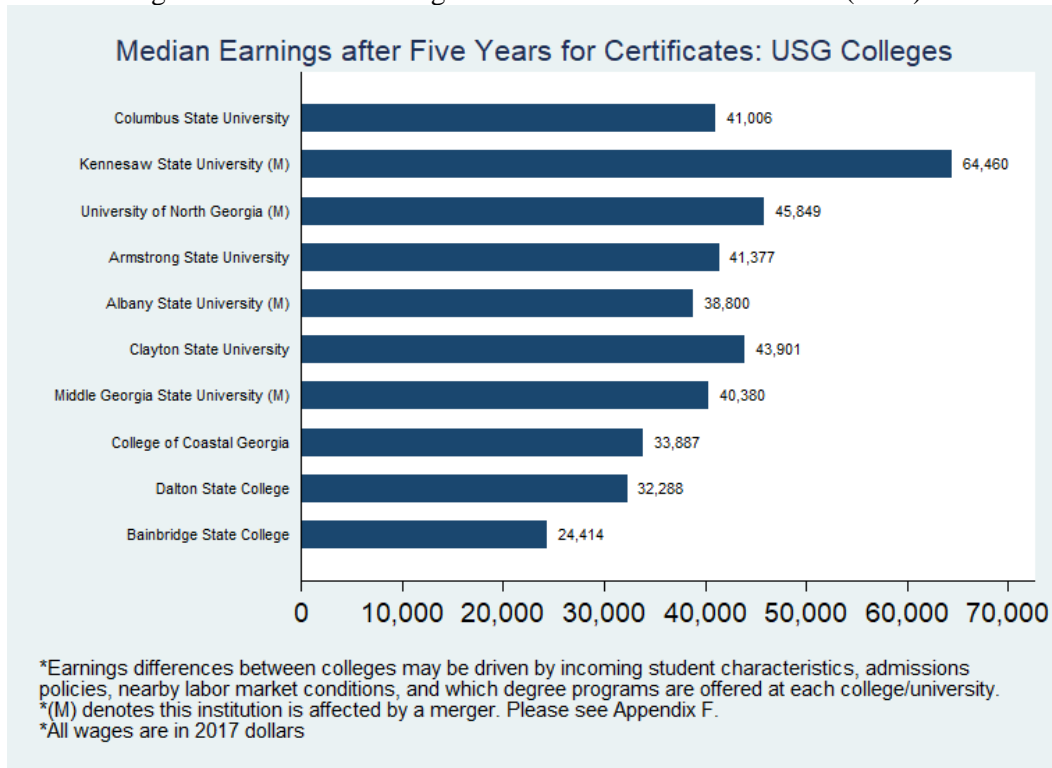


Figure 30: Median Earnings after Five Years for Certificates (USG)<sup>52</sup>



<sup>51</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

<sup>52</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

Figure 31: Median Earnings after One Year for Associate's (TCSG)<sup>53</sup>

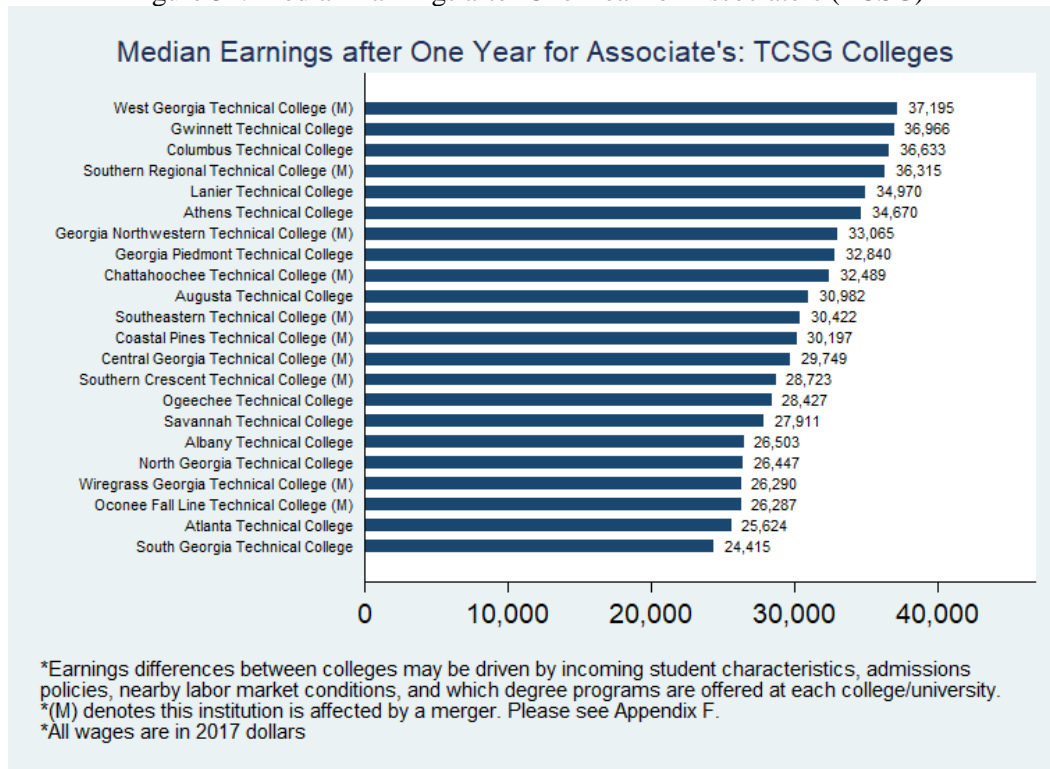
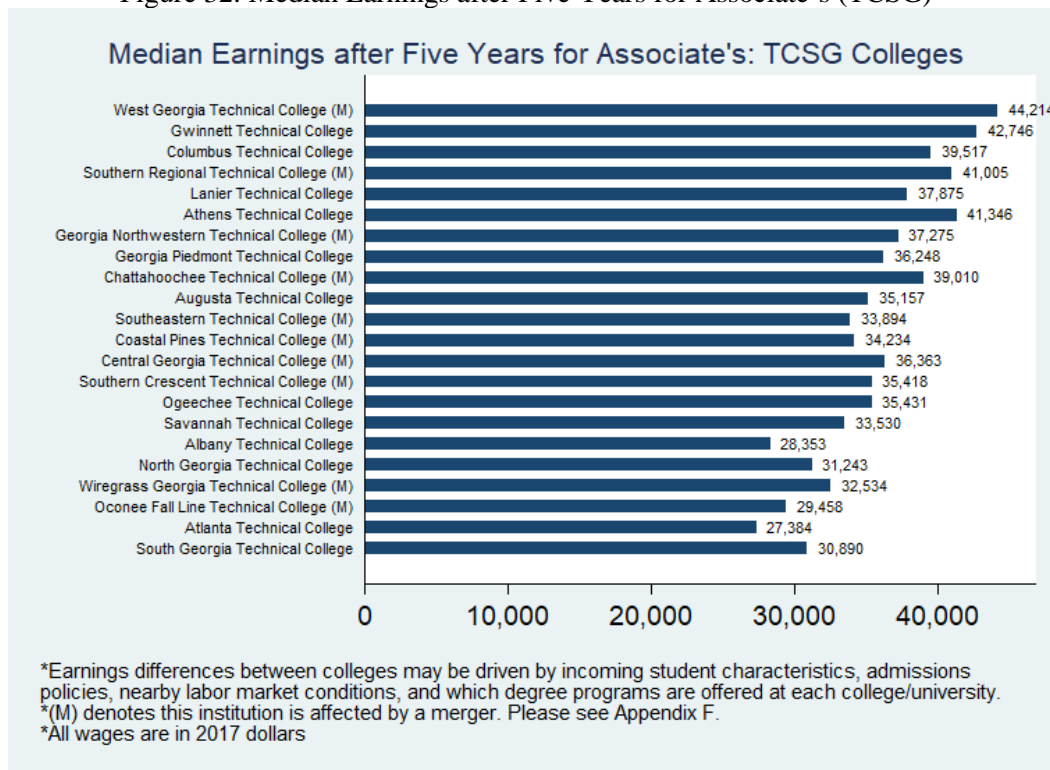


Figure 32: Median Earnings after Five Years for Associate's (TCSG)<sup>54</sup>



<sup>53</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

<sup>54</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

Figure 33: Median Earnings after One Year for Associate's (USG)<sup>55</sup>

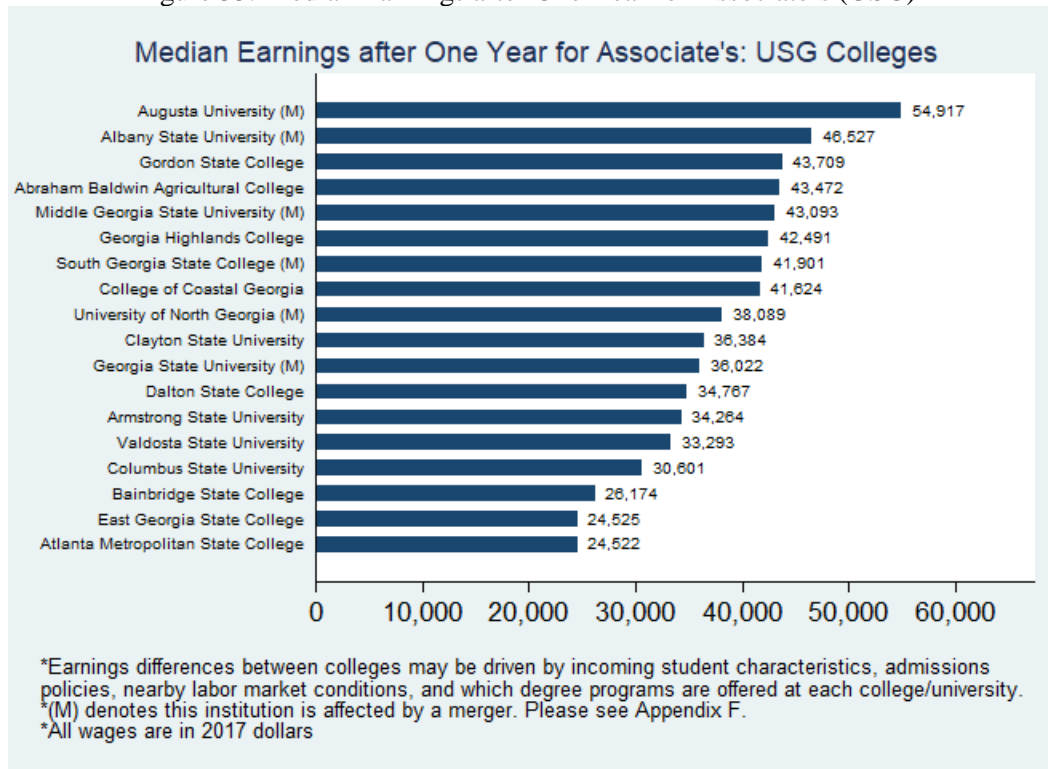
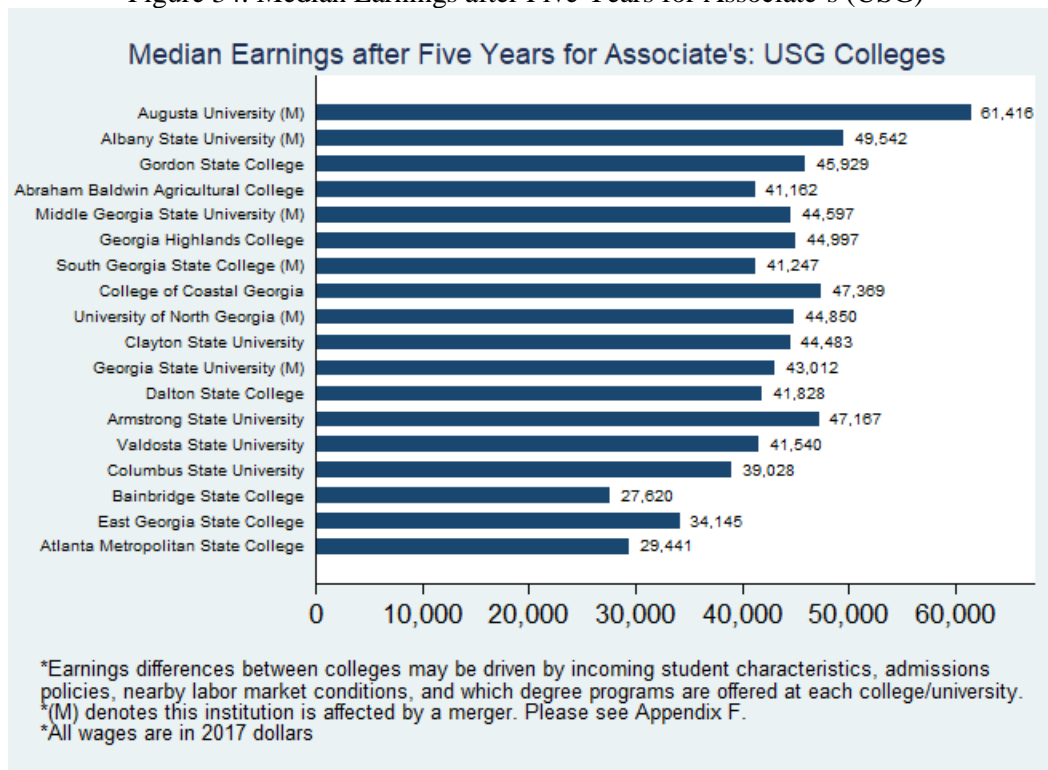


Figure 34: Median Earnings after Five Years for Associate's (USG)<sup>56</sup>



<sup>55</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

<sup>56</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

Figure 35: Median Earnings after One Year for Bachelor's<sup>57</sup>

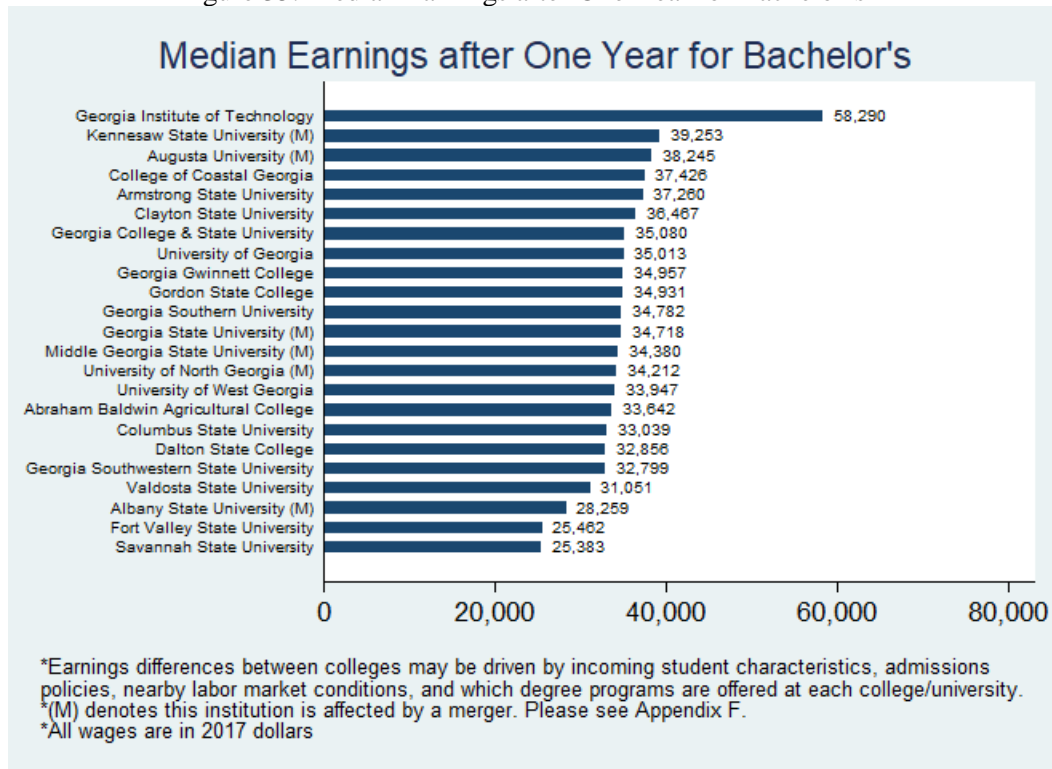
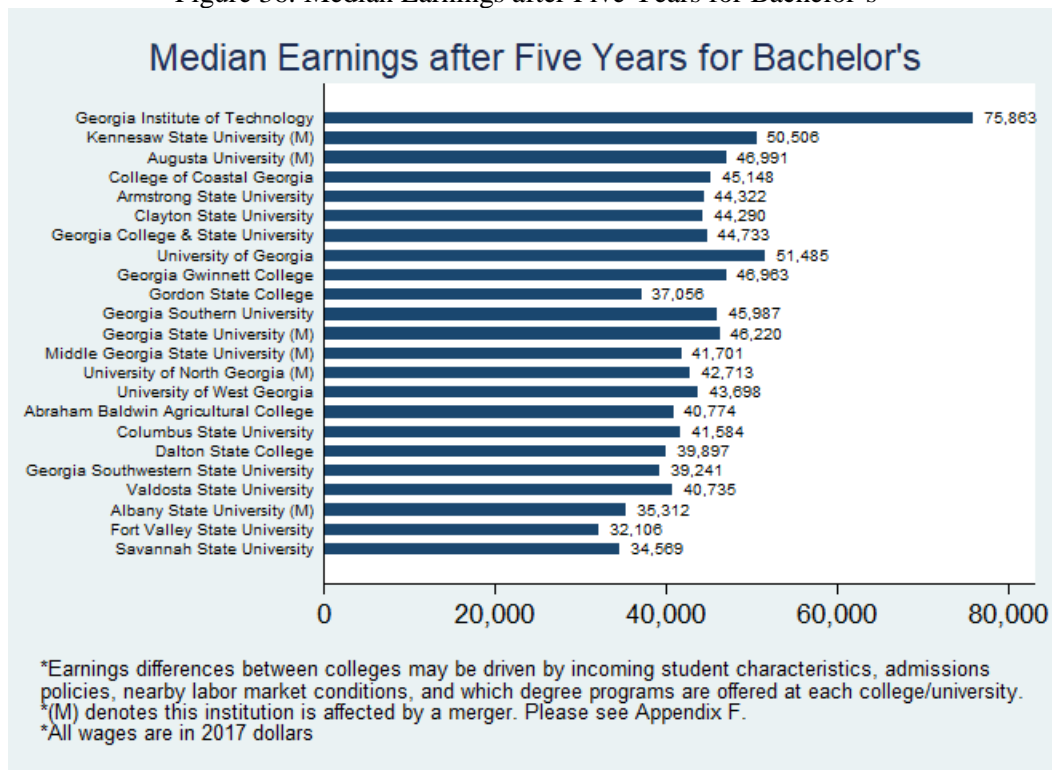


Figure 36: Median Earnings after Five Years for Bachelor's<sup>58</sup>



<sup>57</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

<sup>58</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

Figure 37: Median Earnings after One Year for Master's<sup>59</sup>

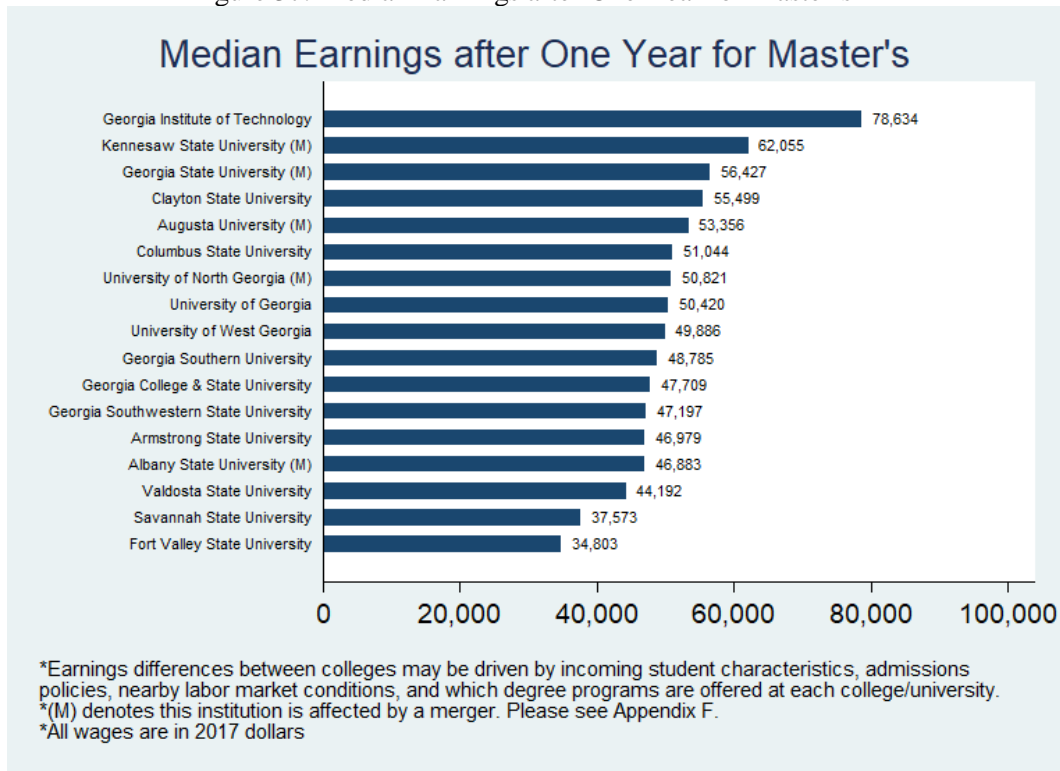
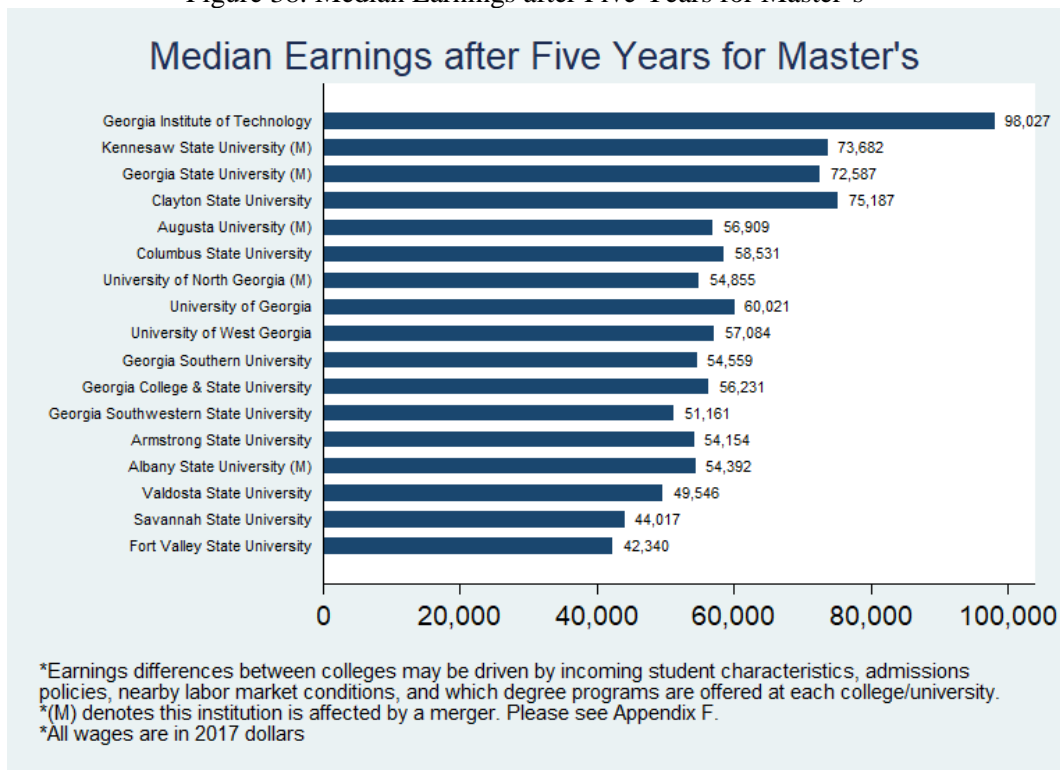


Figure 38: Median Earnings after Five Years for Master's<sup>60</sup>



<sup>59</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

<sup>60</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

Figure 39: Median Earnings after One Year for Education Specialists

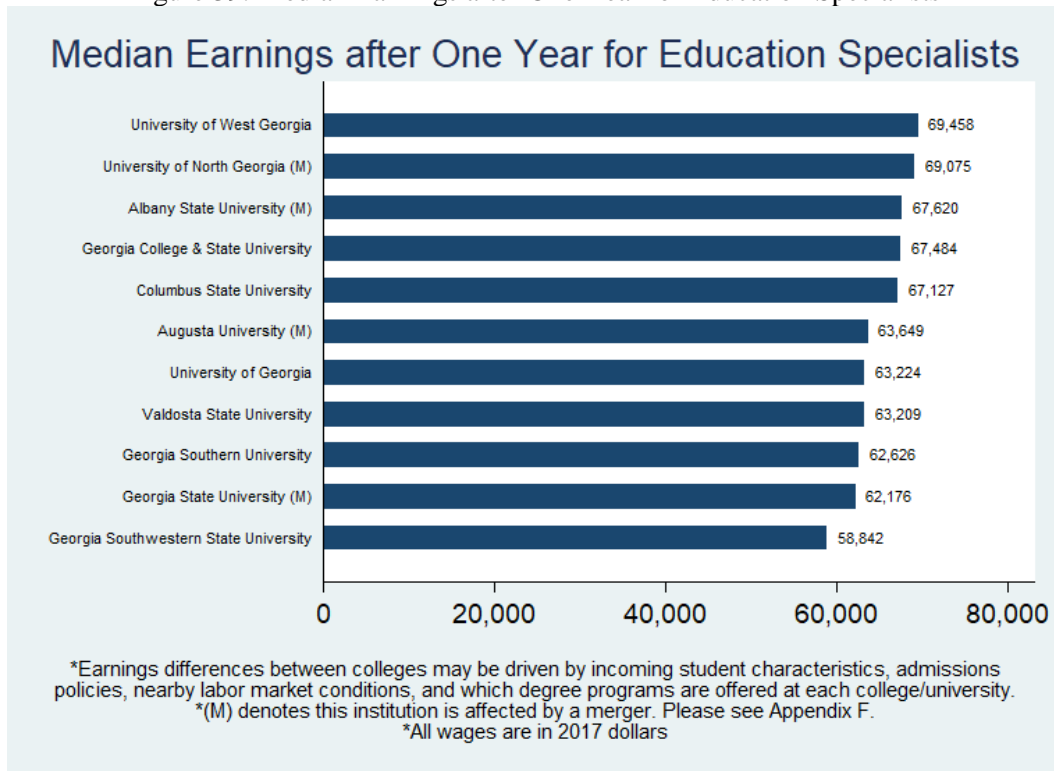


Figure 40: Median Earnings after Five Years for Education Specialists

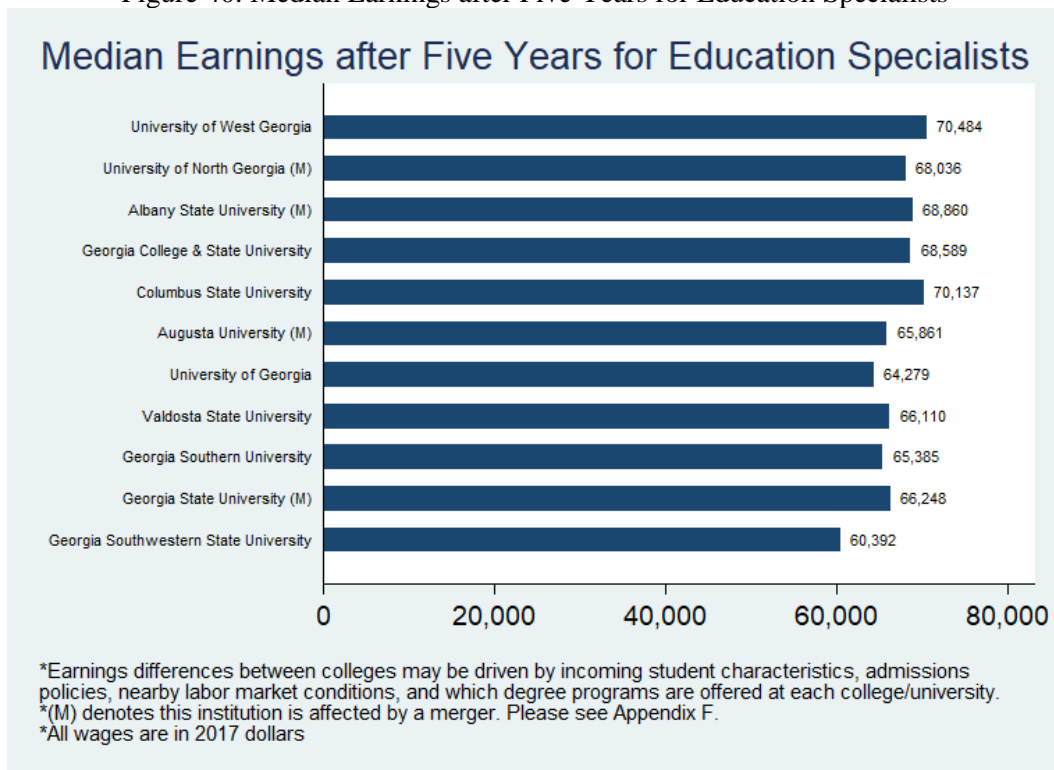




Figure 41: Median Earnings after One Year for Professional Degrees<sup>61</sup>

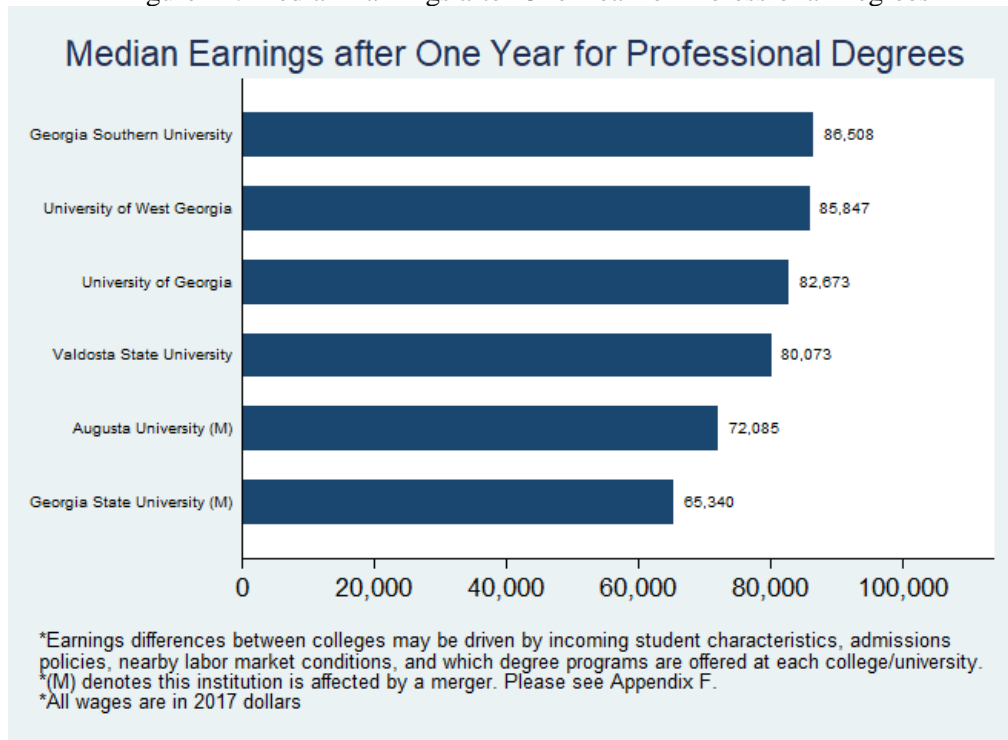
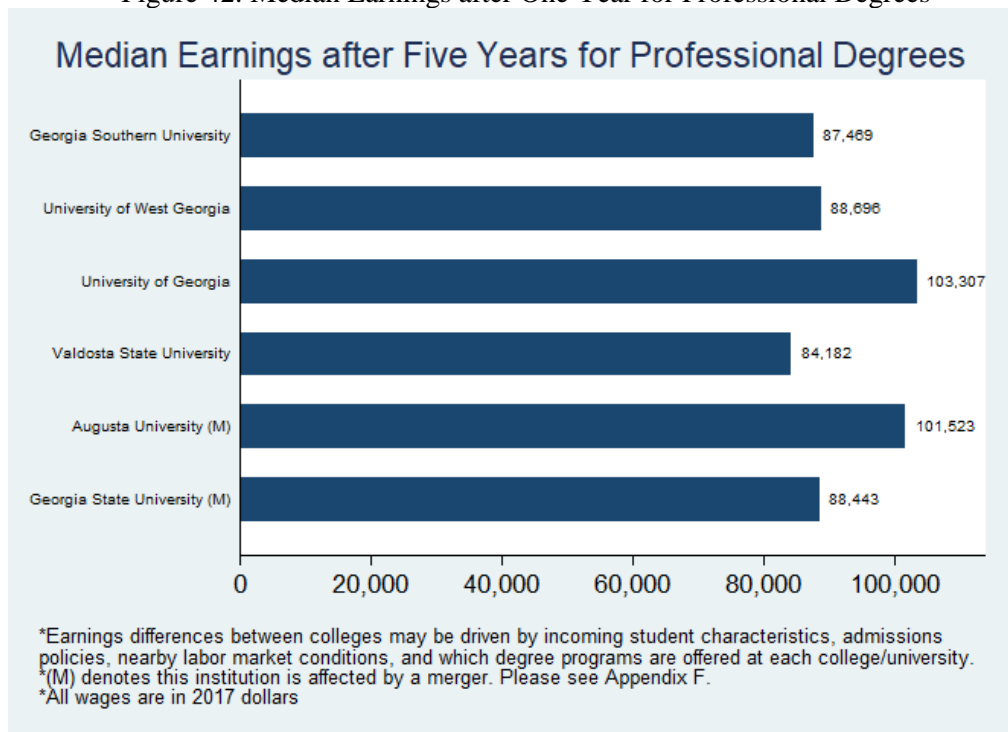


Figure 42: Median Earnings after One Year for Professional Degrees<sup>62</sup>



<sup>61</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

<sup>62</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.



The next set of graphs show median wages by college for the three most popular programs of study across the state: business, computer information sciences (CIS), and health professions.<sup>63</sup> Comparable to findings presented above, earnings differ by college and degree category, but variation also exists within program of study. After five years, most programs experienced an increase in earnings. However, the amount of the increase differs among colleges. Earnings by college for all degree types and programs of study are available on the Higher Learning and Earnings Dashboard (<http://learnearn.gosa.ga.gov>).<sup>64</sup>

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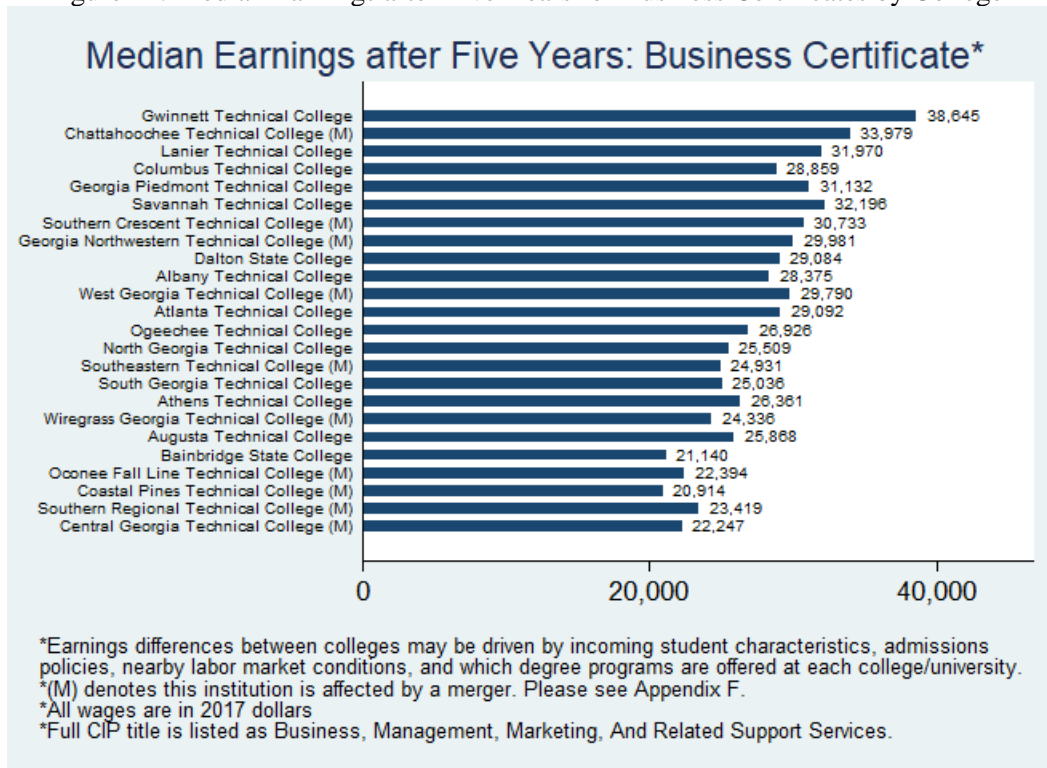
<sup>63</sup> Only undergraduate programs are shown on the following pages because colleges specialize more in graduate degree categories, leading to less comparability between programs and institutions. Only majors that have at least 20 observations in the wage data one year and five years after graduation are included. Programs meeting these requirements are then chosen based on the number of awards conferred.

<sup>64</sup> Some CIP titles have been shortened due to graph size. See appendix to see a list of CIP title abbreviations and their original CIP titles.

Figure 43: Median Earnings after One Year for Business Certificates by College<sup>65</sup>



Figure 44: Median Earnings after Five Years for Business Certificates by College<sup>66</sup>



<sup>65</sup> Several institutions had match rates lower than 60%. Please see the appendix for more details.

<sup>66</sup> Several institutions had match rates lower than 60%. Please see the appendix for more details.

Figure 45: Median Earnings after One Year for Business Associate's by College<sup>67</sup>

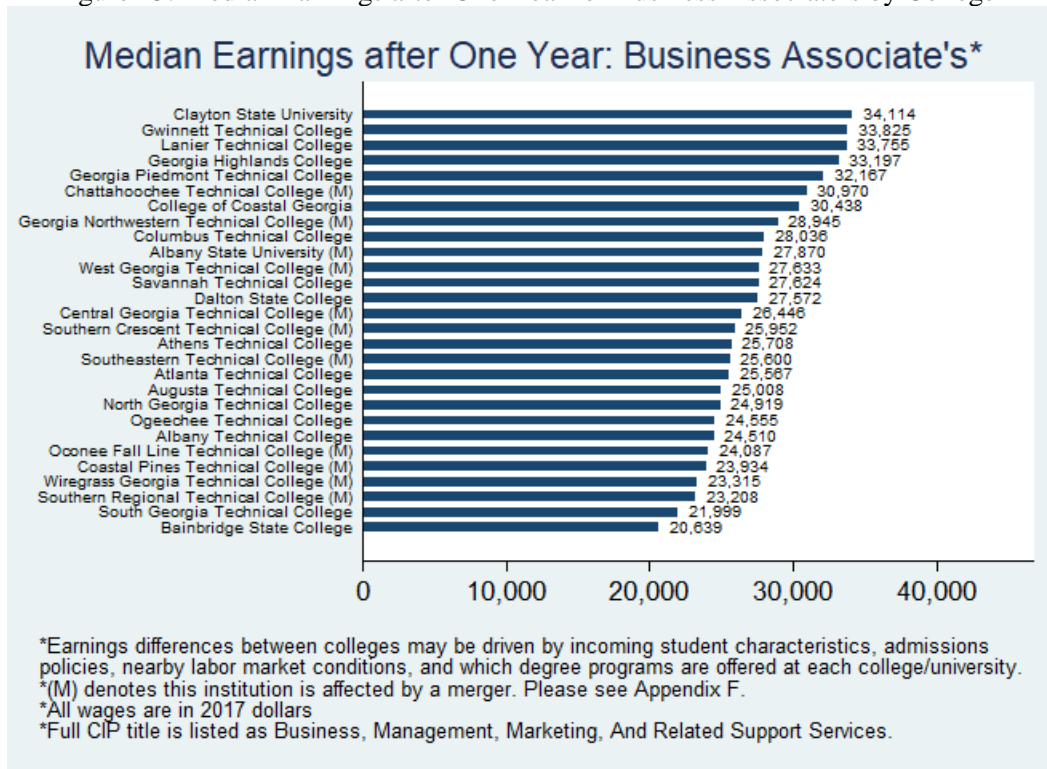
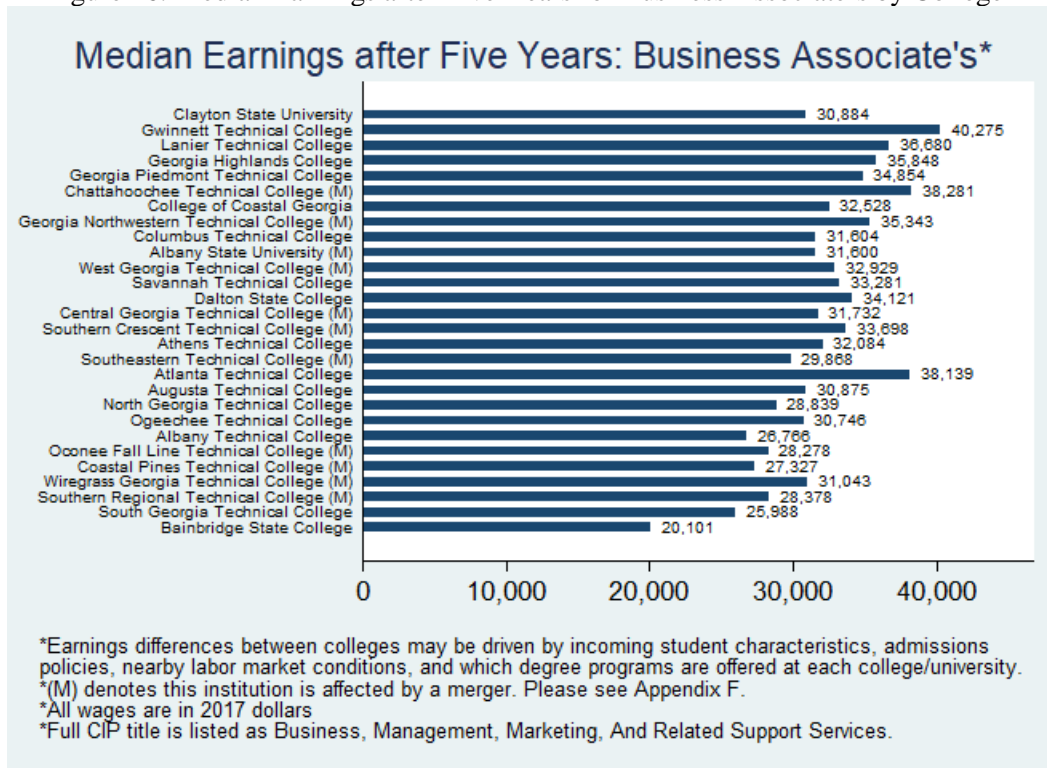


Figure 46: Median Earnings after Five Years for Business Associate's by College<sup>68</sup>



<sup>67</sup> College of Coastal Georgia had a match rate less than 60%. Please see the appendix for more details.

<sup>68</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

Figure 47: Median Earnings after One Year for Business Bachelor's by College<sup>69</sup>

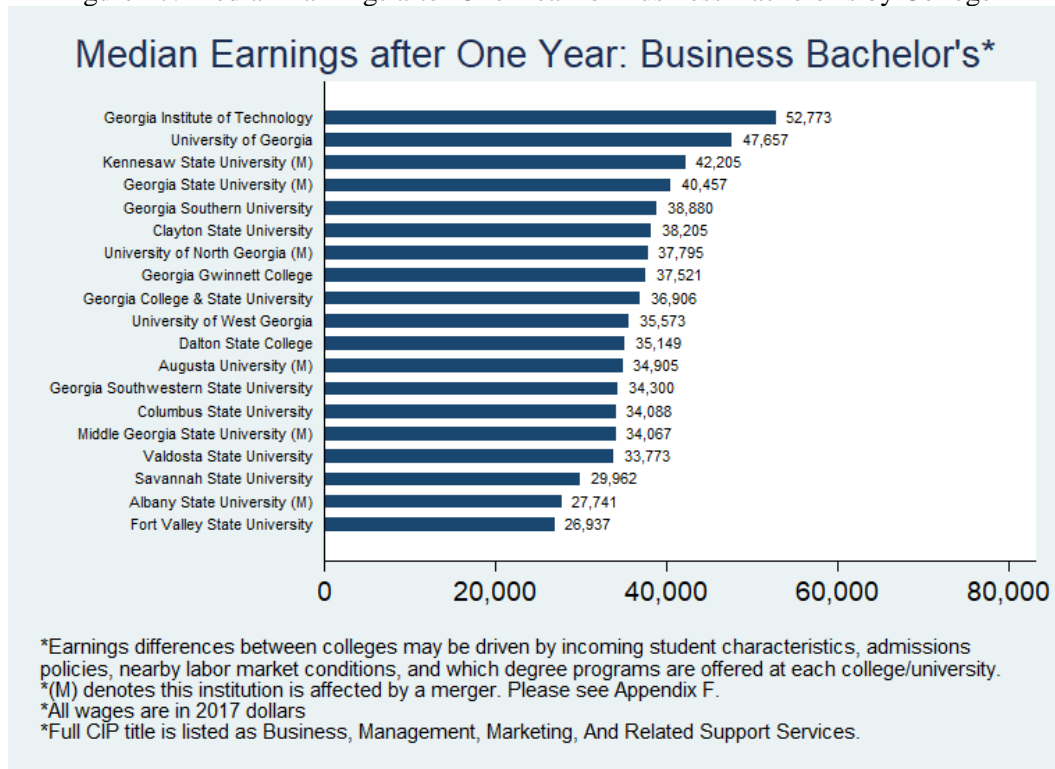
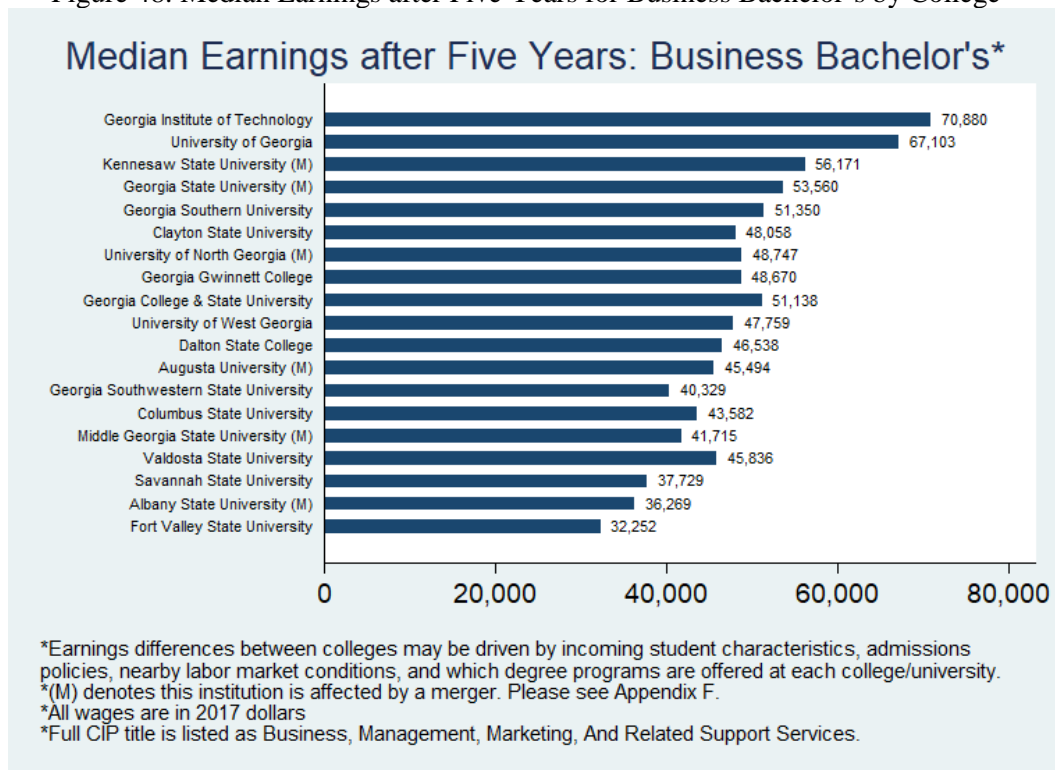


Figure 48: Median Earnings after Five Years for Business Bachelor's by College<sup>70</sup>



<sup>69</sup> None of these colleges had match rates less than 60%. Please see the appendix for more details.

<sup>70</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

Figure 49: Median Earnings after One Year for CIS Certificates by College<sup>71</sup>

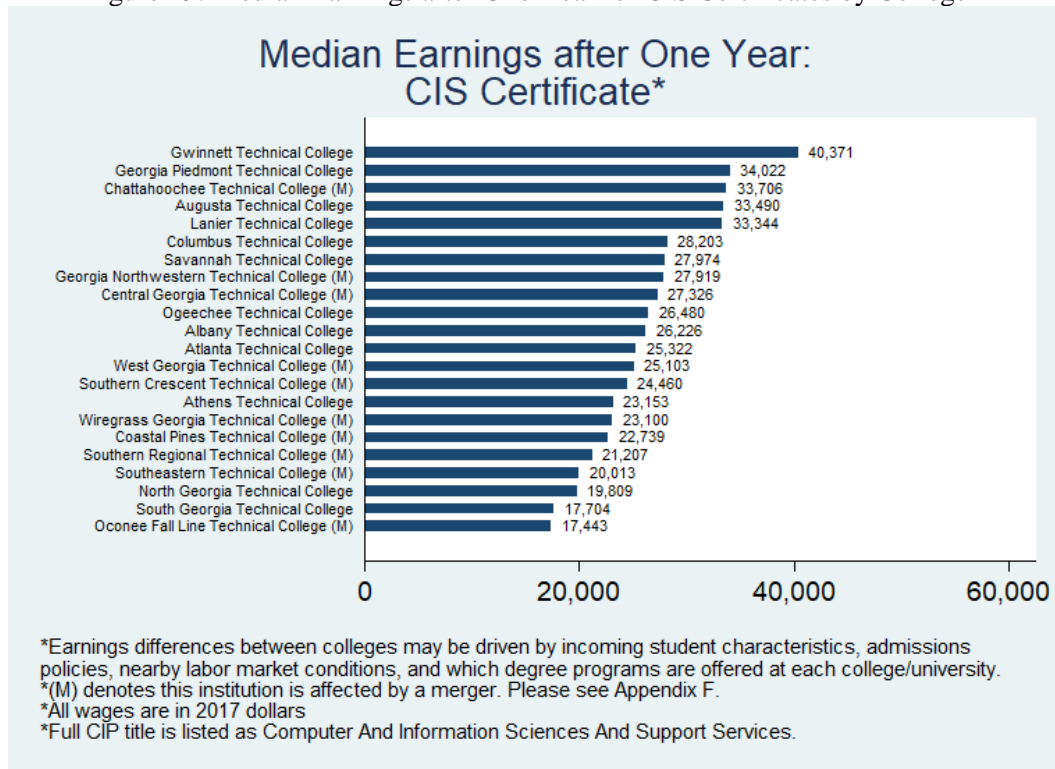
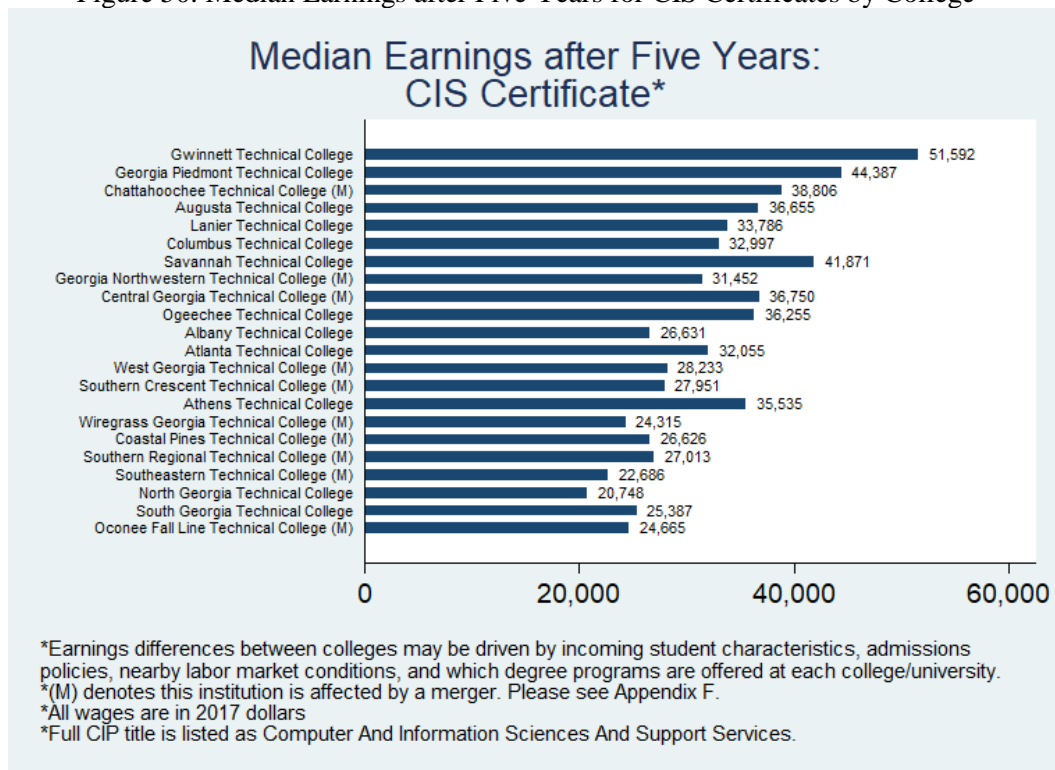


Figure 50: Median Earnings after Five Years for CIS Certificates by College<sup>72</sup>



<sup>71</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

<sup>72</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

Figure 51: Median Earnings after One Year for CIS Associate's by College<sup>73</sup>

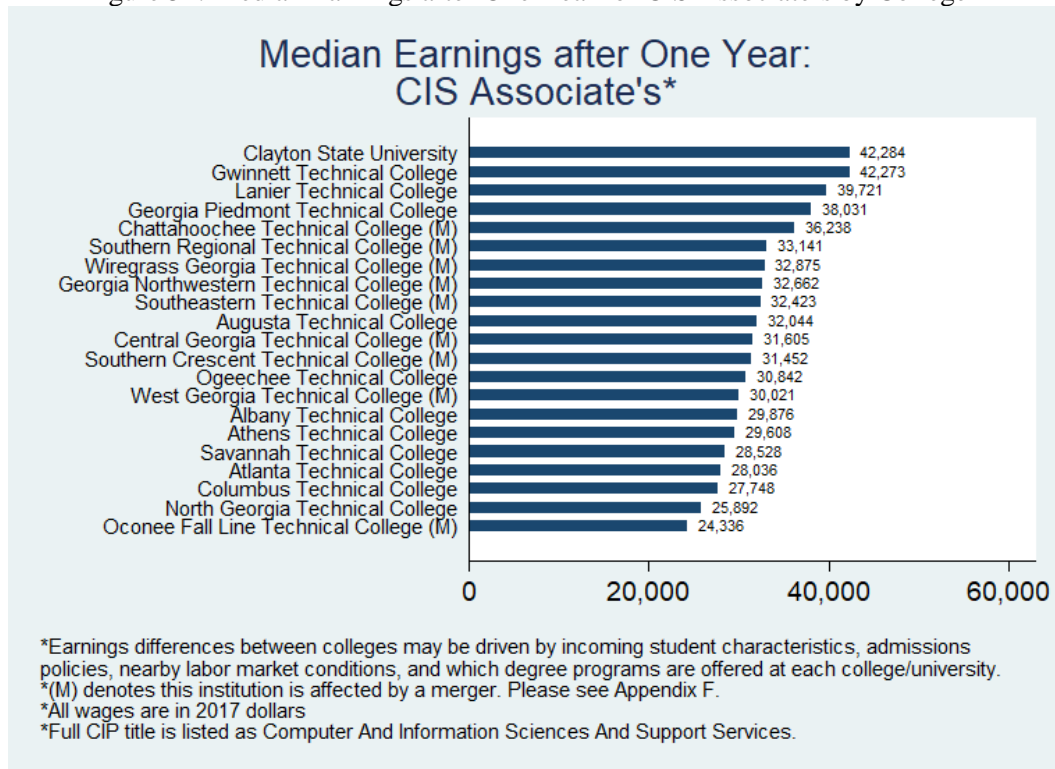
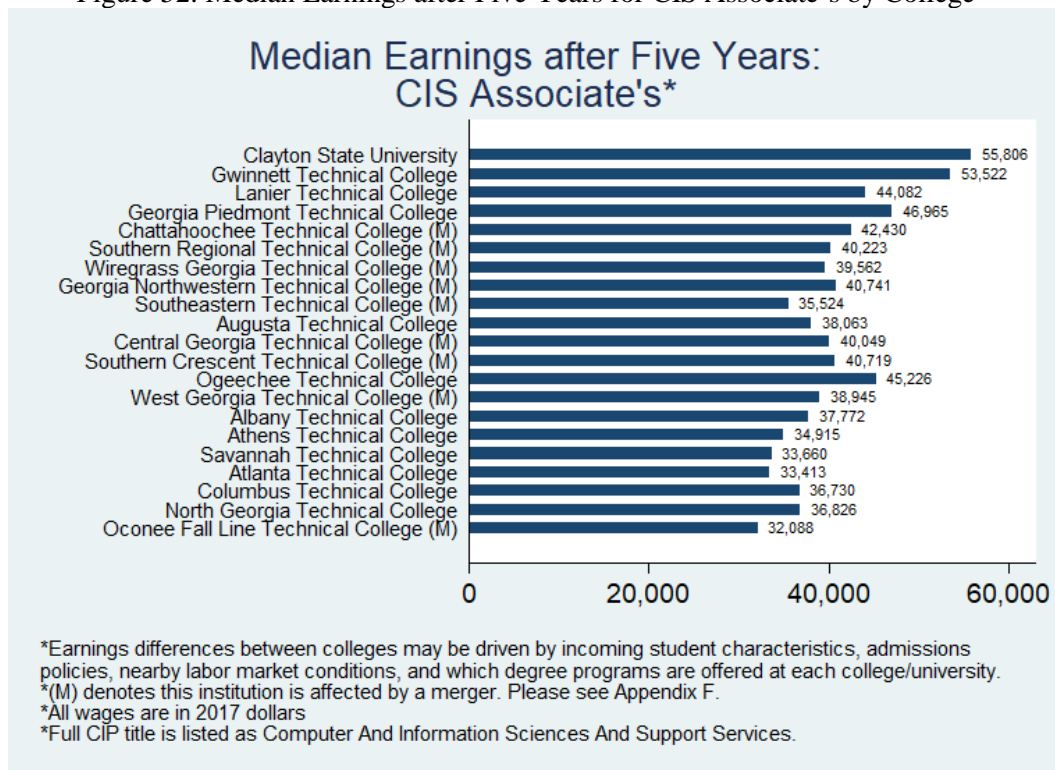


Figure 52: Median Earnings after Five Years for CIS Associate's by College<sup>74</sup>



<sup>73</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

<sup>74</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.



Figure 53: Median Earnings after One Year for CIS Bachelor's by College<sup>75</sup>

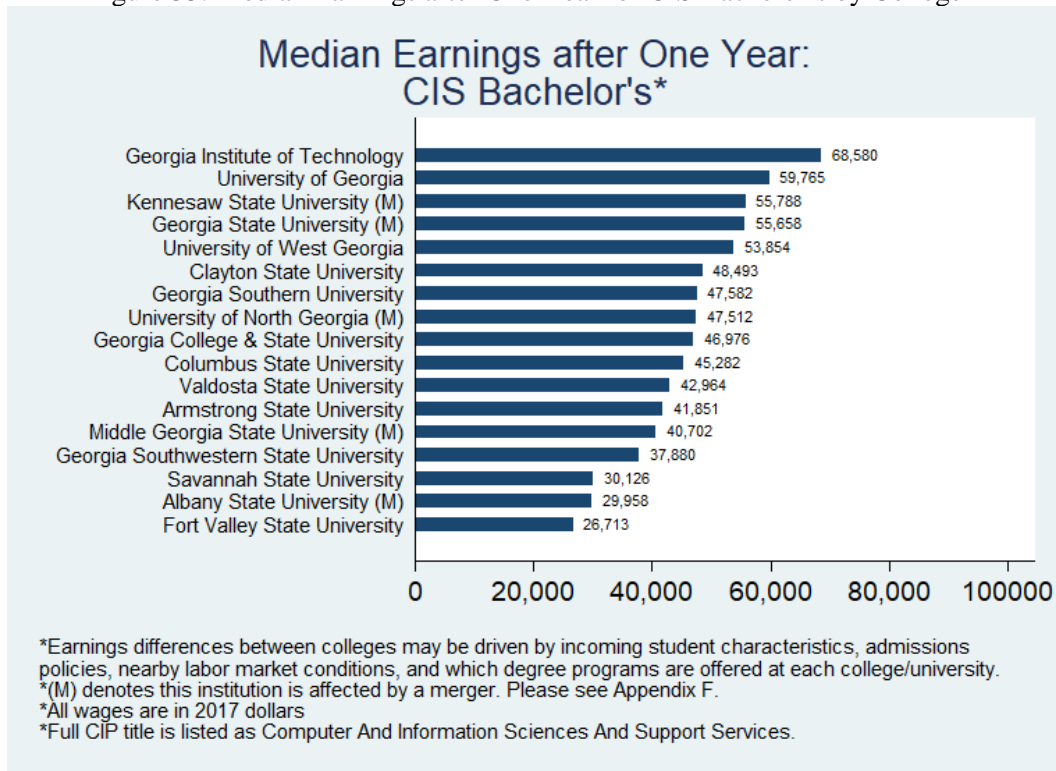
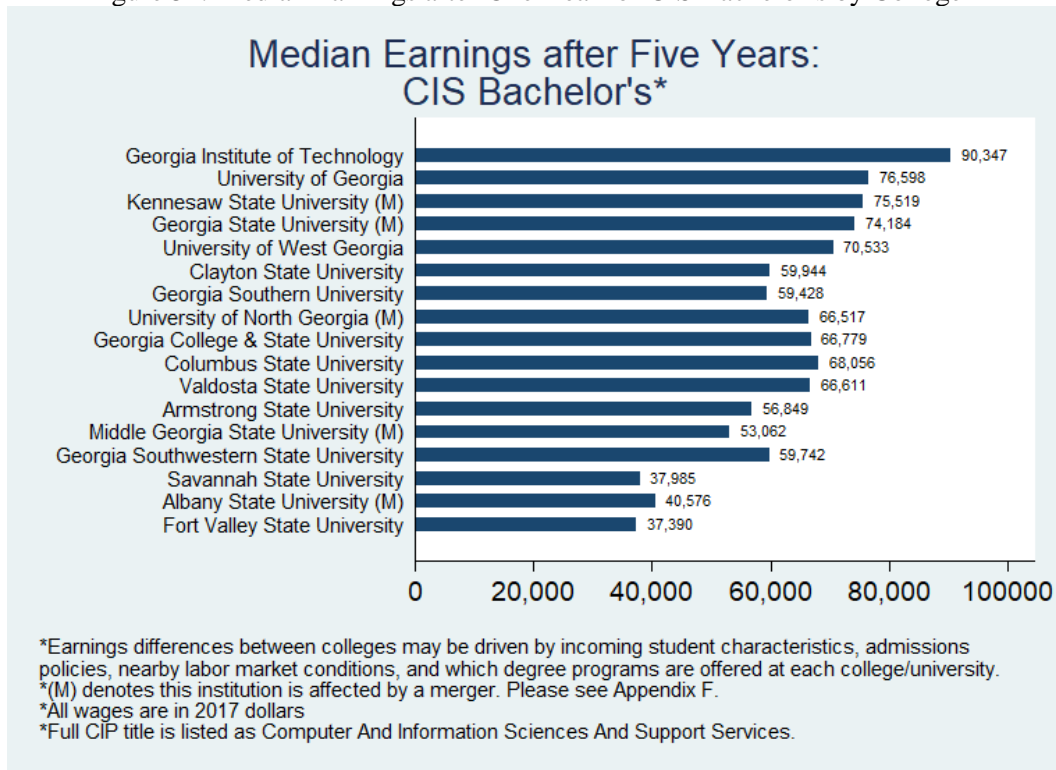


Figure 54: Median Earnings after One Year for CIS Bachelor's by College<sup>76</sup>



<sup>75</sup> Georgia Institute of Technology had a match rate less than 60%. Please see the appendix for more details.

<sup>76</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

Figure 55: Median Earnings after One Year for Health Certificates by College<sup>77</sup>

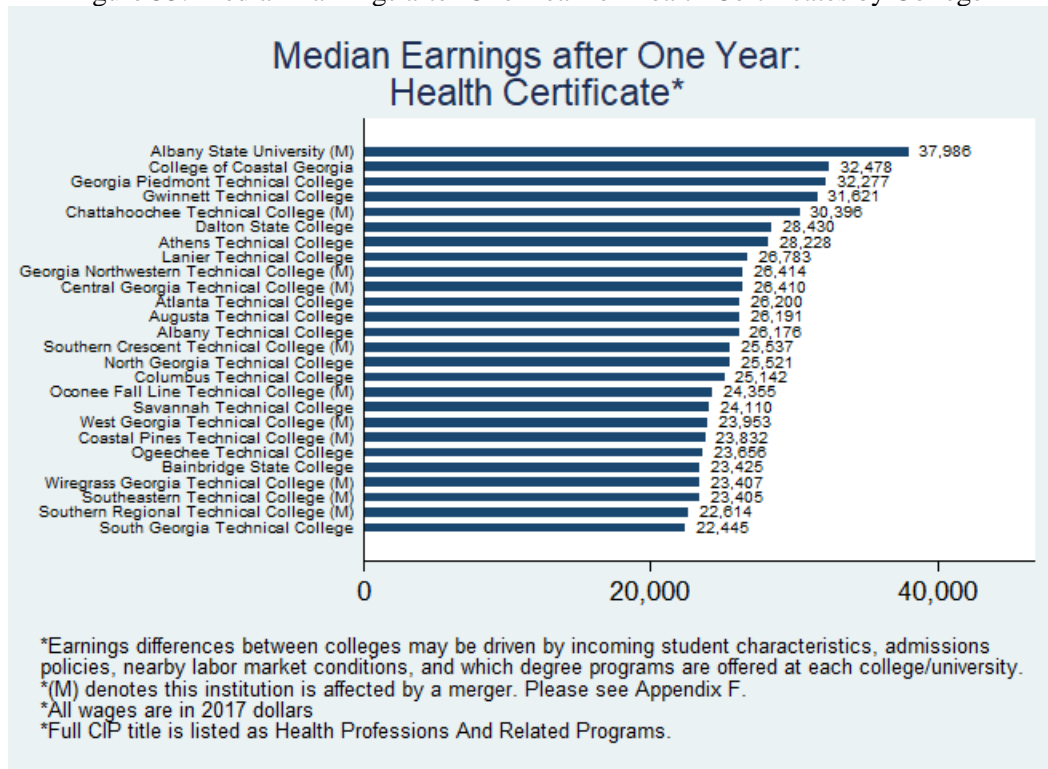
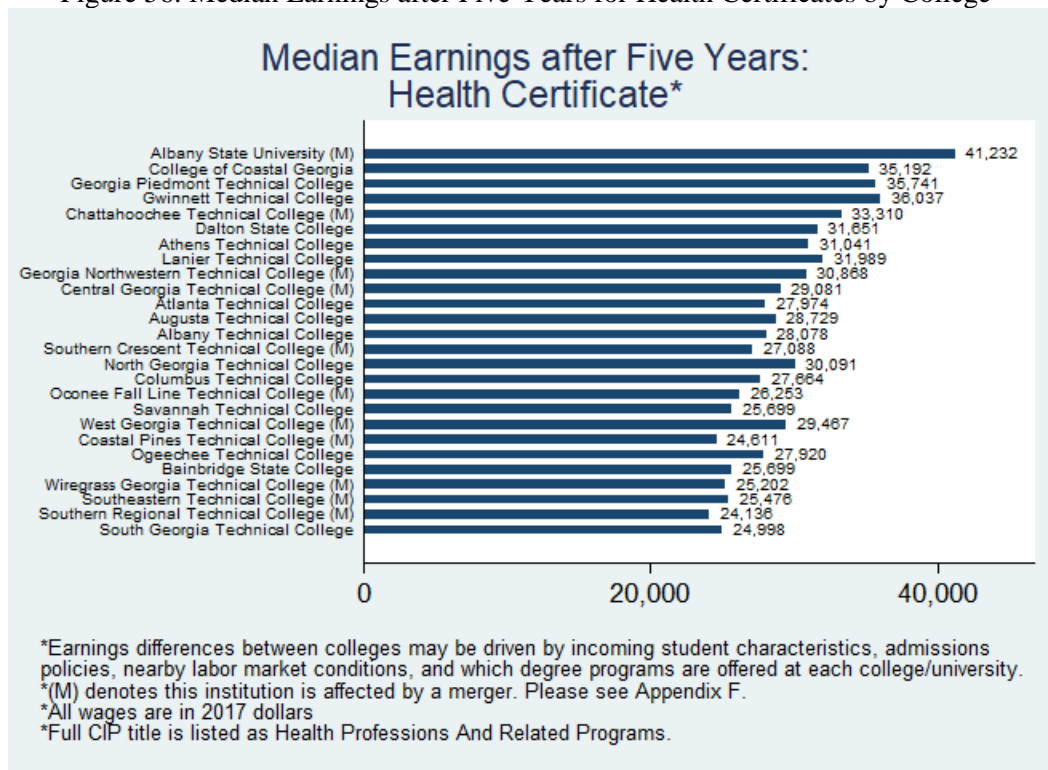


Figure 56: Median Earnings after Five Years for Health Certificates by College<sup>78</sup>



<sup>77</sup> Augusta University had a match rate less than 60%. Please see the appendix for more details.

<sup>78</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.



Figure 57: Median Earnings after One Year for Health Associate's by College<sup>79</sup>

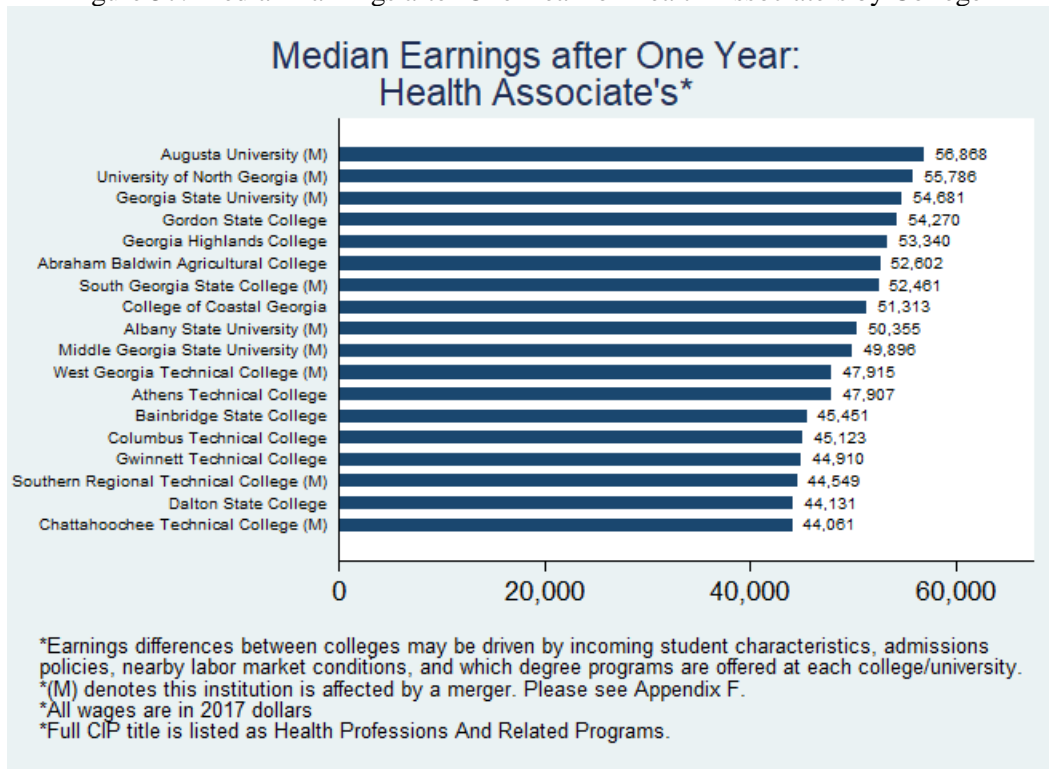


Figure 58: Median Earnings after One Year for Health Associate's by College Continued

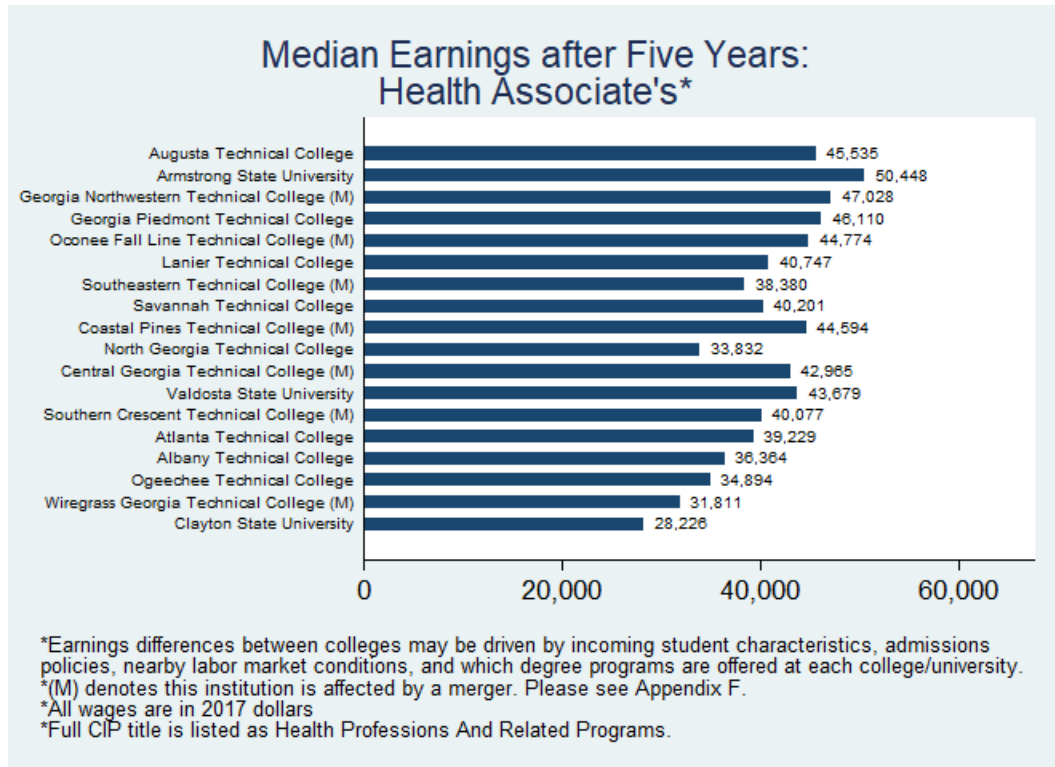


<sup>79</sup> None of these colleges had match rates less than 60%. Please see the appendix for more details.

Figure 59: Median Earnings after Five Years for Health Associate's by College<sup>80</sup>



Figure 60: Median Earnings after Five Years for Health Associate's by College  
Continued



<sup>80</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

Figure 61: Median Earnings after One Year for Health Bachelor's by College<sup>81</sup>

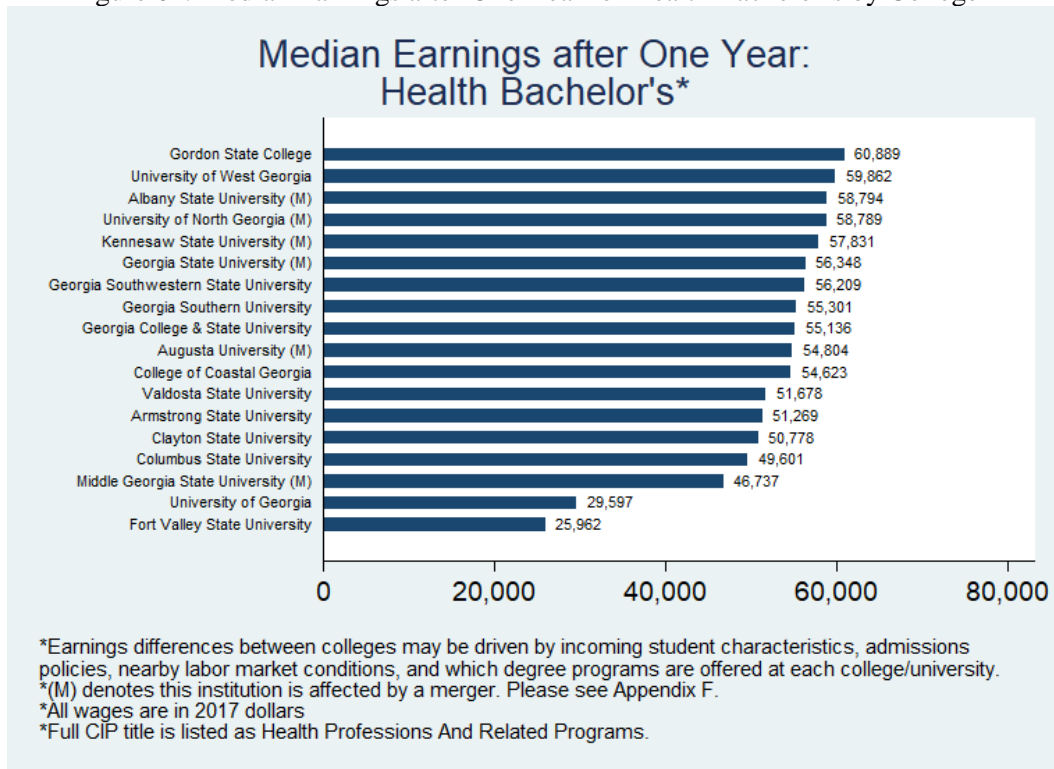
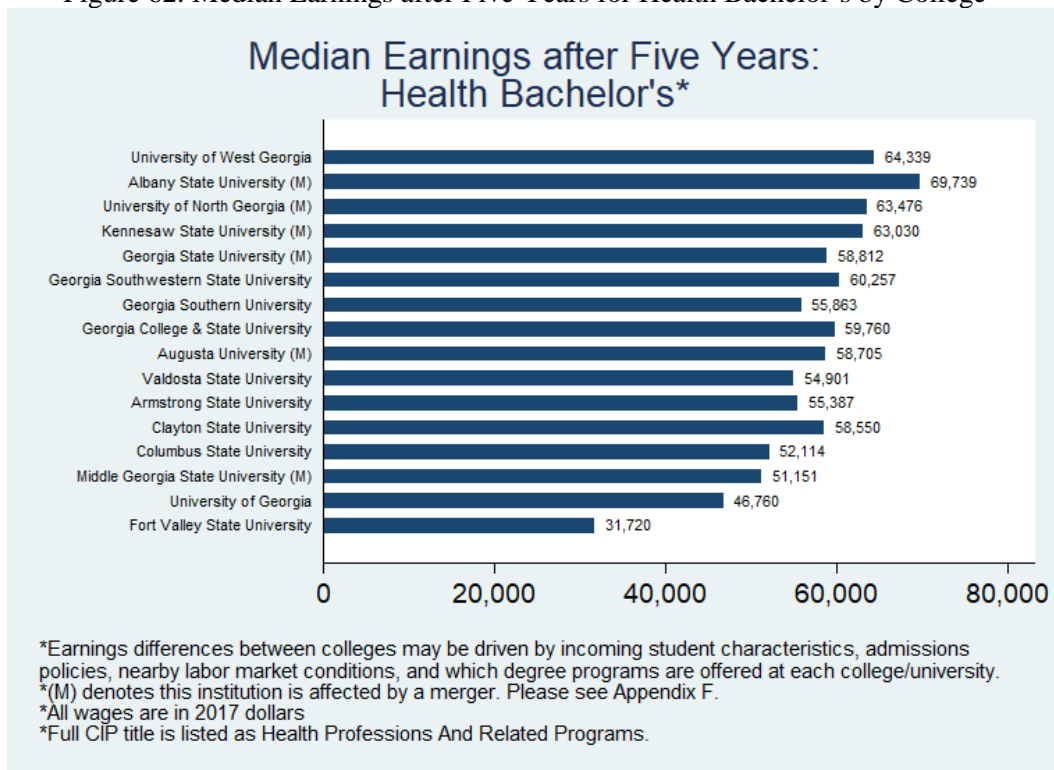


Figure 62: Median Earnings after Five Years for Health Bachelor's by College<sup>82</sup>



<sup>81</sup> The University of Georgia had a match rate less than 60%. Please see the appendix for more details.

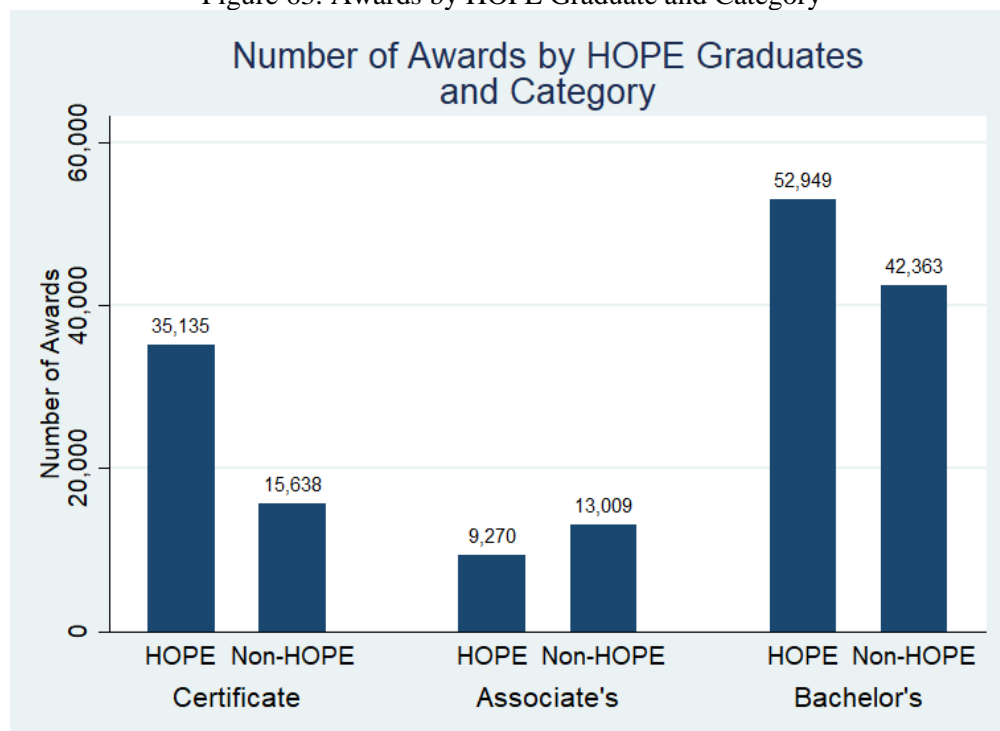
<sup>82</sup> Several institutions had match rates less than 60%. Please see the appendix for more details.

## Earnings for HOPE Graduates

The HOPE Scholarship/Grant is a grant/scholarship program originating in 1993 under Governor Zell Miller.<sup>83</sup> The program offers funding assistance to postsecondary-bound high school students meeting the required academic qualifications upon graduation from high school.<sup>84</sup> For this report, undergraduate students who have surpassed the allotted amount of credit hours eligible under the program criteria (127 hours) or maintained their scholarships through their graduation years are defined as HOPE graduates.<sup>85</sup> Due to data limitations, this section analyzes only students who received awards in 2012-2015 from colleges located in Georgia and were considered eligible to receive HOPE in high school. High school HOPE eligibility data are only available starting in 2007, so high school graduates prior to that year are not included in this analysis.<sup>86</sup>

As shown in Figure 63, HOPE graduates earned roughly 69% of certificates and 56% of bachelor's awards from 2012 to 2015 but only 42% of associate's.

Figure 63: Awards by HOPE Graduate and Category



<sup>83</sup> HOPE grants and scholarships and Zell Miller grants and scholarships are defined as HOPE scholarships for the purposes of this report.

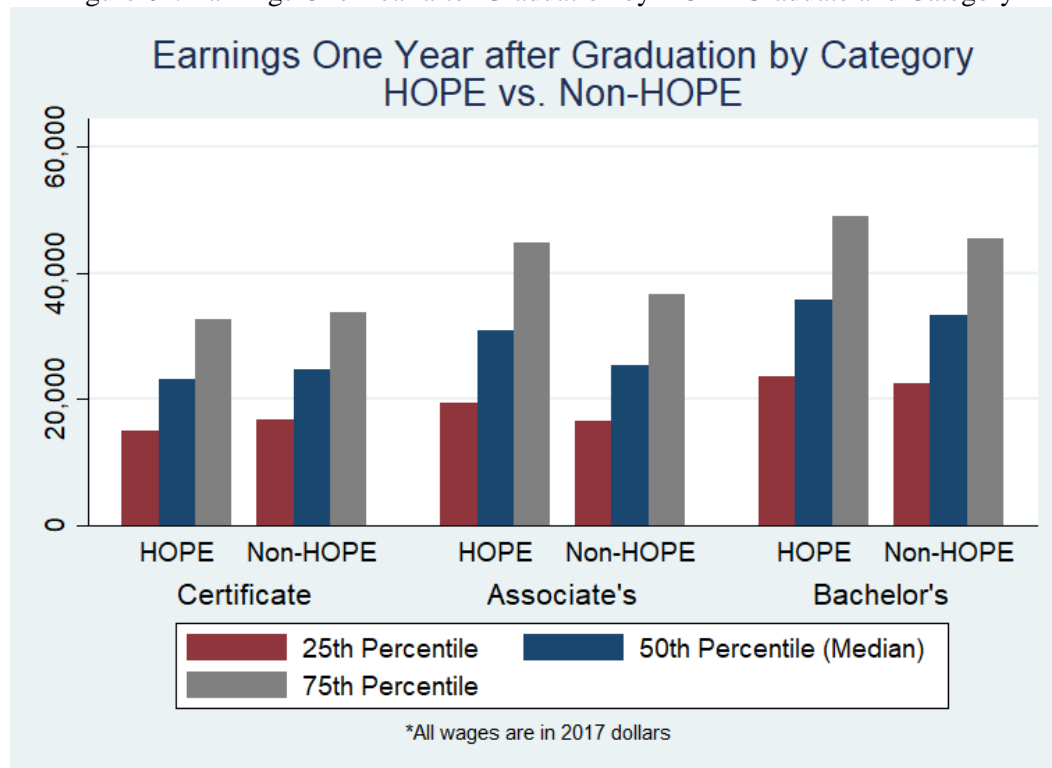
<sup>84</sup> More information on the HOPE program can be found online here: <https://gsfc.georgia.gov/hope>.

<sup>85</sup> Undergraduates are defined as students who have held a certificate, associate's, and/or bachelor's degree.

<sup>86</sup> To identify those who were eligible to receive HOPE, this report used only students who had a HOPE GPA from high school and received an award from a college in Georgia. GA•AWARDS began receiving these data with the high school graduating class of 2007. Therefore, this analysis is limited to students who receive their degrees in 2012 and after to ensure that GA•AWARDS received the HOPE GPA from high school for most of the students who were eligible to receive HOPE.

Overall, HOPE graduate earnings are similar for graduates with certificates and bachelor's degrees. Although HOPE graduates holding a bachelor's degree earned \$2,316 more than those without HOPE, HOPE graduates with certificates earned \$1,559 less than non-HOPE graduates one year after graduation. For graduates with associate's, the median earnings for HOPE graduates were \$5,492 higher one year after graduation than non-HOPE graduates.

Figure 64: Earnings One Year after Graduation by HOPE Graduate and Category



## **Summary**

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Expected earnings are one of many factors students and parents should consider when selecting degrees to pursue. Prior to this report, earnings of recent graduates who are working in Georgia were not available. This report presents earnings patterns for degree types and colleges one and five years after graduation.

In general, wages tend to increase as students earn higher degrees. However, there is a large amount of variation within program of study and college. Regardless of degree type, first-year wages declined in conjunction with the Great Recession and had not returned to 2008 levels as of 2016 (in constant dollars).

It should be noted that the report does not take into account how other factors, such as student ability/motivation, college selectivity, and job market conditions, affect earnings. The results presented in this report should not be interpreted as causative. Recognizing the limits of the data, the information provided in this report offers another tool to guide education stakeholders in making decisions related to postsecondary choices. In conjunction with this report, GOSA has published an interactive dashboard using the same data used for this report for stakeholders to dig deeper into earnings patterns by program of study and award type (<http://learnearn.gosa.ga.gov>).

## Appendix A: Degree Categories

Table 4: Degree Categories

System	Degree Level	Degree Level Description*	Category
GICA	1	Postsecondary award, certificate, or diploma of (less than 1 academic year)	Recoded if Description Found Elsewhere
GICA	2	Postsecondary award, certificate, or diploma of (at least 1 but less than 2 academic years);	Recoded if Description Found Elsewhere
GICA	3	Associate's degree	Associate's
GICA	5	Bachelor's degree	Bachelor's
GICA	6	Postbaccalaureate certificate;	Recoded if Description Found Elsewhere
GICA	7	Master's degree	Master's
GICA	8	Post-master's certificate (Education Specialist goes here)	Recoded if Description Found Elsewhere
GICA	17	Doctor's degree - research/scholarship;	PhD
GICA	18	Doctor's degree - professional practice;	Professional
GICA	19	Doctor's degree - other	PhD
GICA	99	Undecided/Unknown	Recoded if Description Found Elsewhere
GICA	A	Associates	Associate's
GICA	B	Bachelors	Bachelor's
GICA	C	Certificate	Certificate
GICA	F	Professional	Professional
GICA	M	Masters	Master's
GICA	P	PHD	PhD
GICA	X	N/A	Recoded if Description Found Elsewhere
GMC	AA	Associate of Arts	Associate's

System	Degree Level	Degree Level Description*	Category
GMC	AAS	Associate of Applied Scie	Associate's
GMC	AS	Associate of Science	Associate's
NSC	C	Certificate	Certificate
NSC	D	Postsecondary Diploma	Certificate
NSC	A	Associates	Associate's
NSC	B	Bachelors	Bachelor's
NSC	M	Masters	Master's
NSC	F	Professional	Professional
NSC	P	PHD	PhD
NSC	X	N/A	Recoded if Description Found Elsewhere
NSC	0	N/A	Dropped (no description provided)
NSC		N/A	Recoded if Description Found Elsewhere
TCSG	1	Certificate	Certificate
TCSG	2	Diploma	Certificate
TCSG	3	Associate's Degree	Associate's
TCSG	4	Diploma	Certificate
USG	C	One-year Vocational - Related Certificate	Certificate
USG	Z	Less than 1 Year Certificate	Certificate
USG	A	Associate	Associate's
USG	V	Career Associate	Associate's
USG	B	Bachelors	Bachelor's
USG	M	Masters	Master's



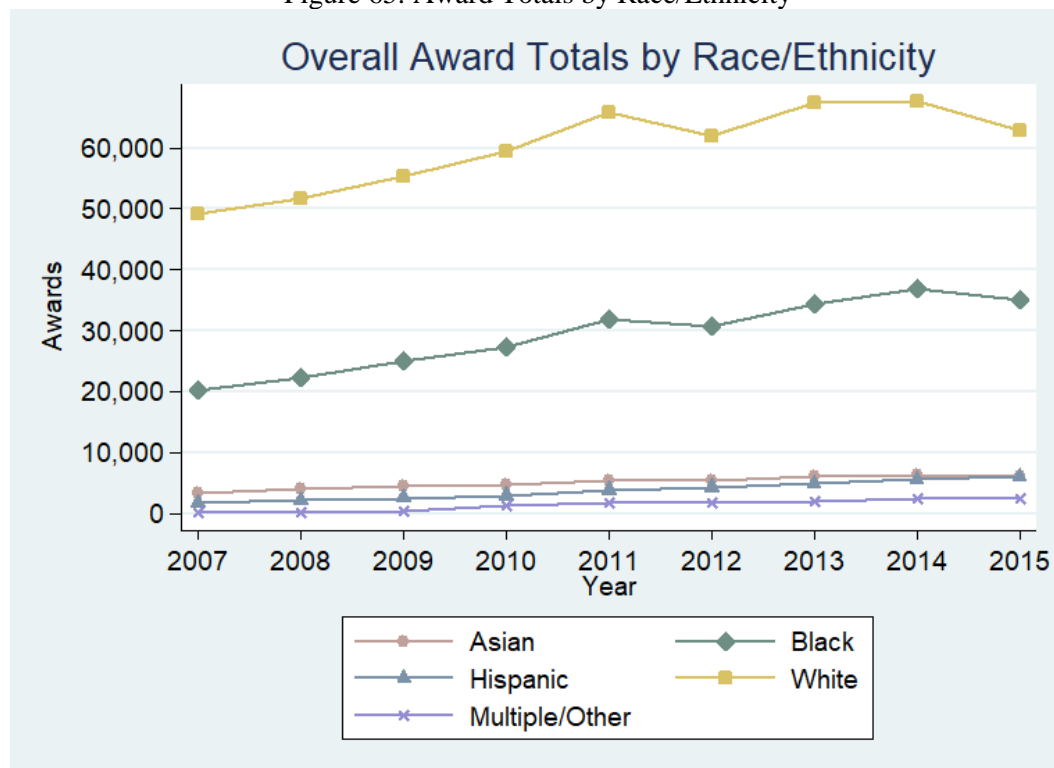
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System	Degree Level	Degree Level Description*	Category
USG	P	First Professional A	Professional
USG	S	Education Specialist	Education Specialist
USG	D	Doctorate	PhD
USG	F	Advanced Certificate	Dropped (category too heterogeneous to classify)
*Degree descriptions appear as they are reported to GA•AWARDS, except for code 8 for the Georgia Independent Colleges Association (GICA), which has been changed slightly.			

## Appendix B: Race/Ethnicity Data

Of total awards granted, the majority are obtained by white students (see Figure 65 below). Black students obtain the second highest quantity of awards, followed by students in the Asian, Hispanic, and Multiple/Other categories, respectively.

Figure 65: Award Totals by Race/Ethnicity



The figures on the following pages display the total number of awards by race/ethnicity and degree category. There are several notable trends over time and by category. Note that these trends do not account for the race/ethnicity percentages in the statewide population, but rather show the counts of awards obtained. The graphs below show that white students obtain more awards in every degree category, but the gap between white and black students closes slightly in the certificate and associate's categories. The total count of Asian, Hispanic, and Multiple/Other races/ethnicities appears low for all degree categories, with the exception of PhDs. Asian students obtain the second highest number of degrees in this category.

Figure 66: Certificates Awarded by Race/Ethnicity

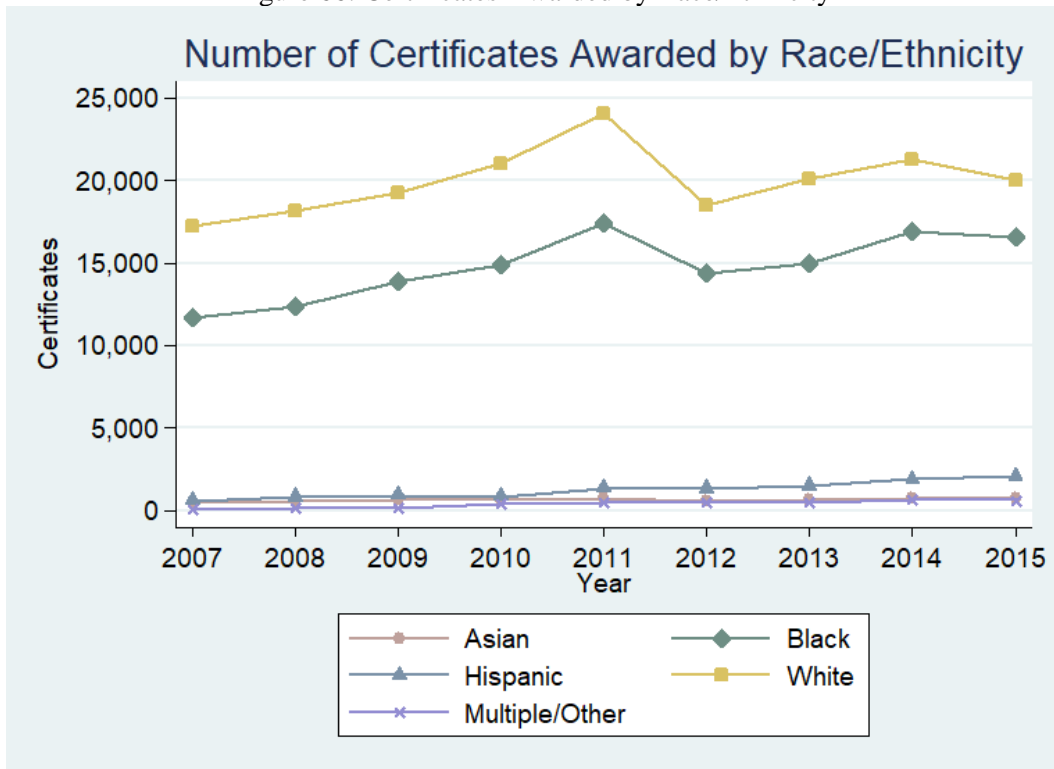


Figure 67: Associate's Awarded by Race/Ethnicity

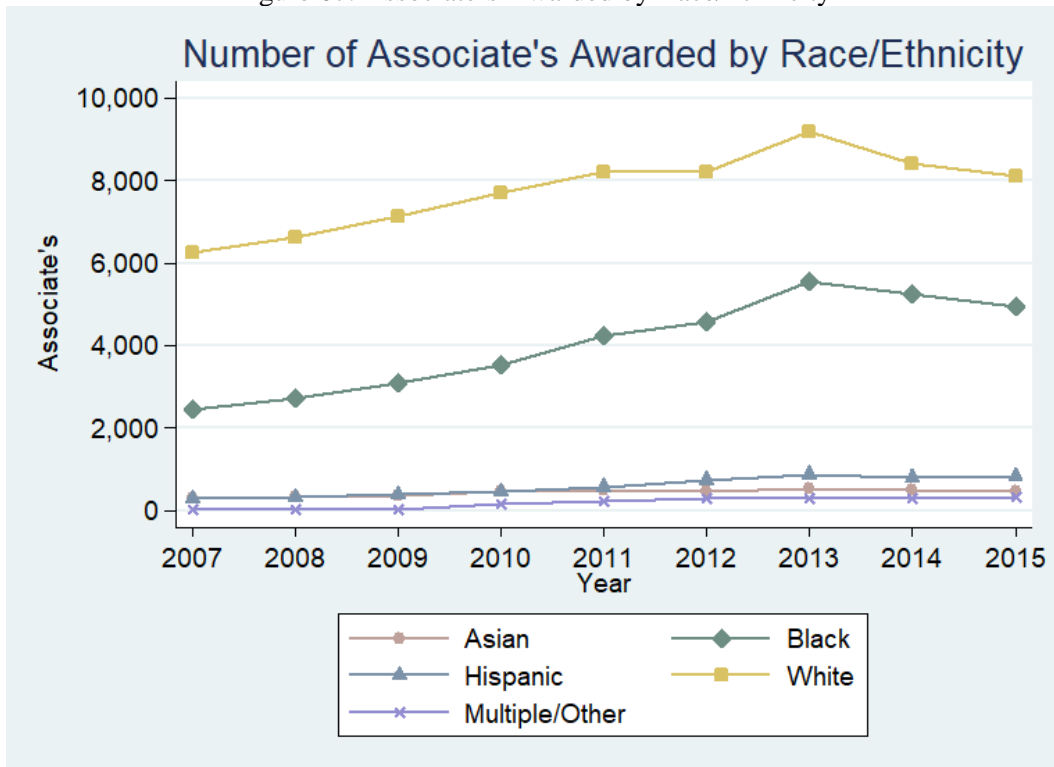


Figure 68: Bachelor's Awarded by Race/Ethnicity

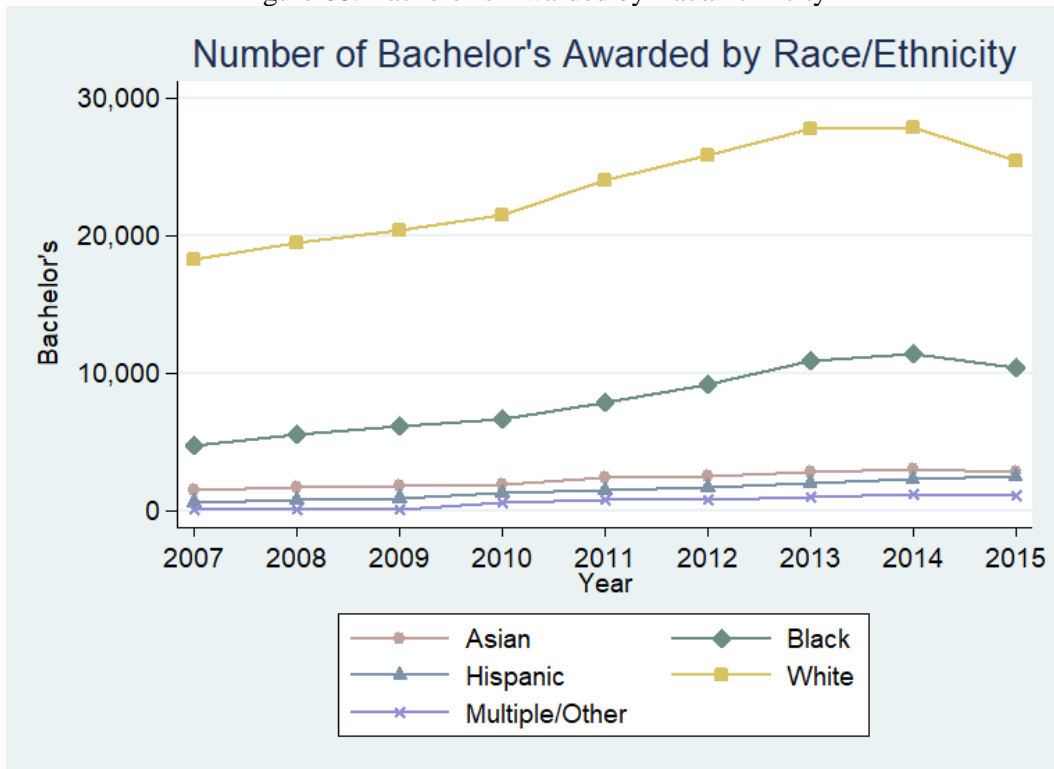


Figure 69: Master's Awarded by Race/Ethnicity

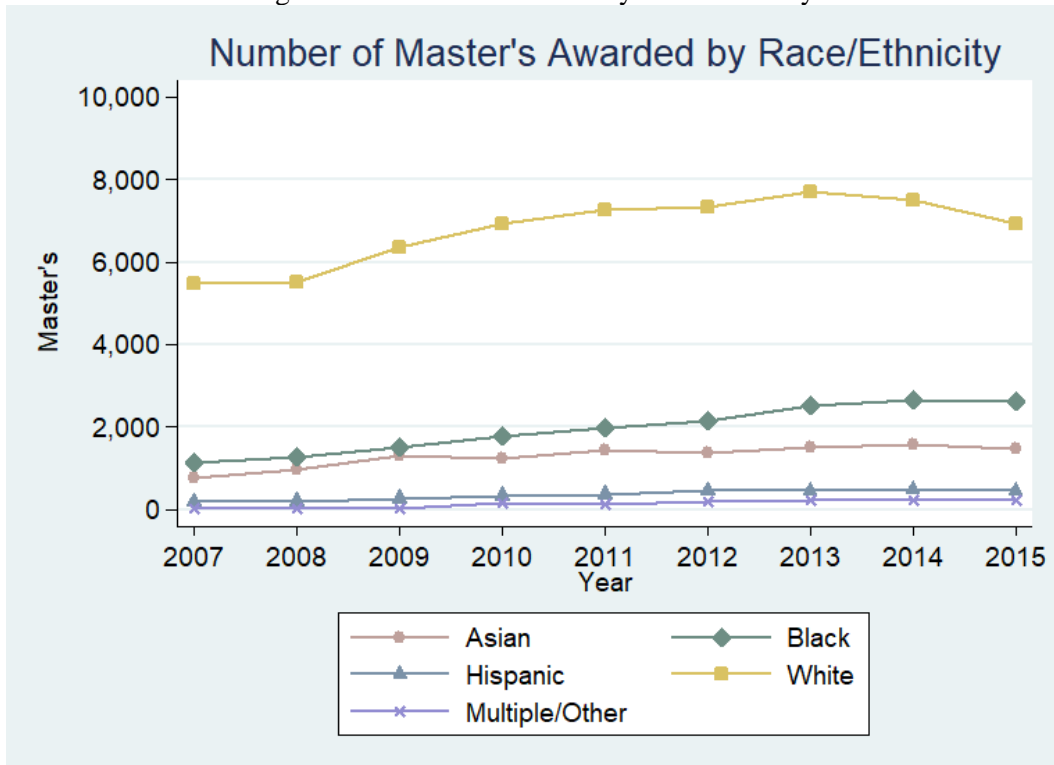


Figure 70: Education Specialist Degrees Awarded by Race/Ethnicity

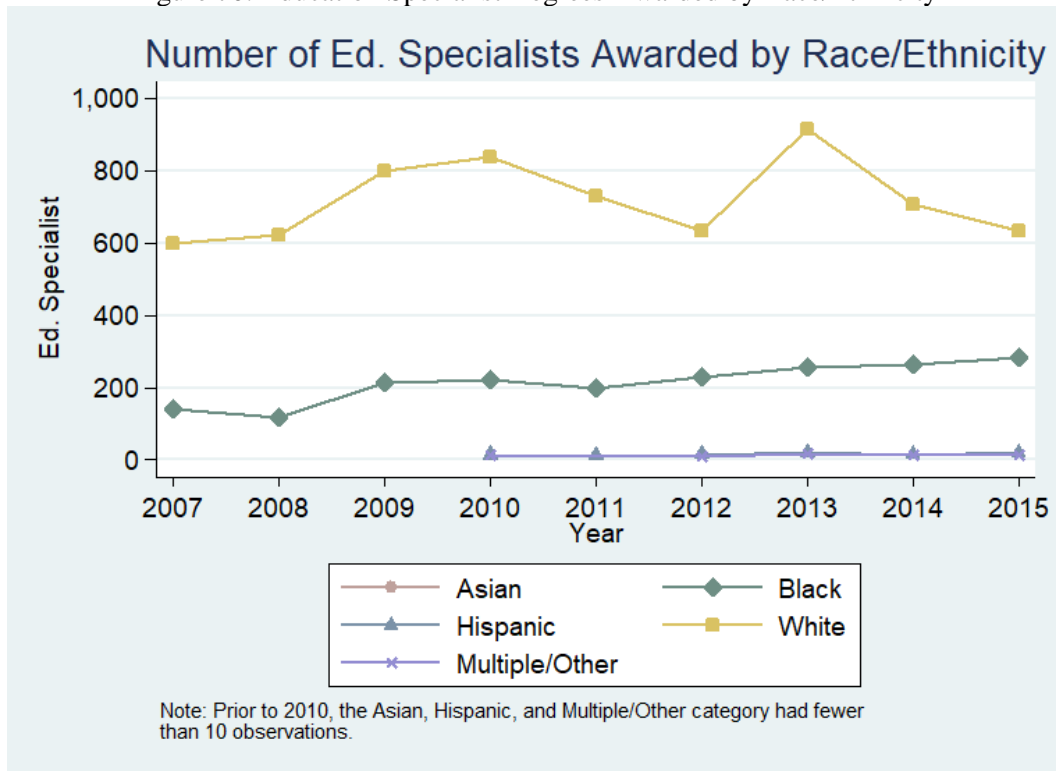


Figure 71: PhDs Awarded by Race/Ethnicity

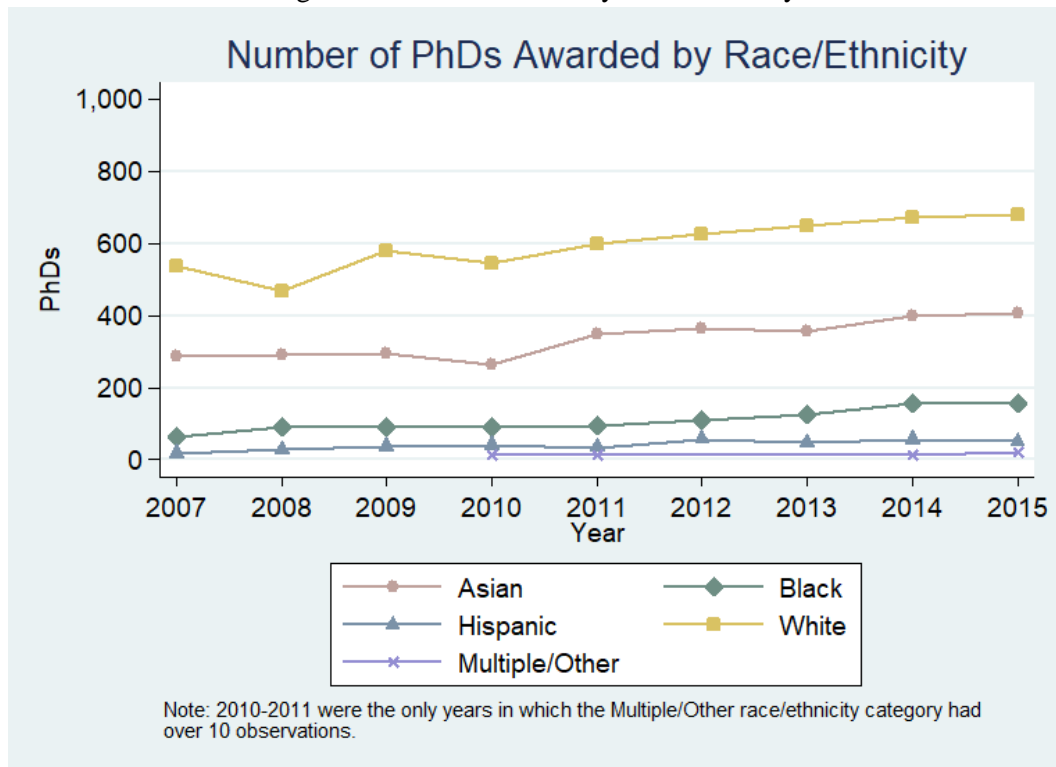
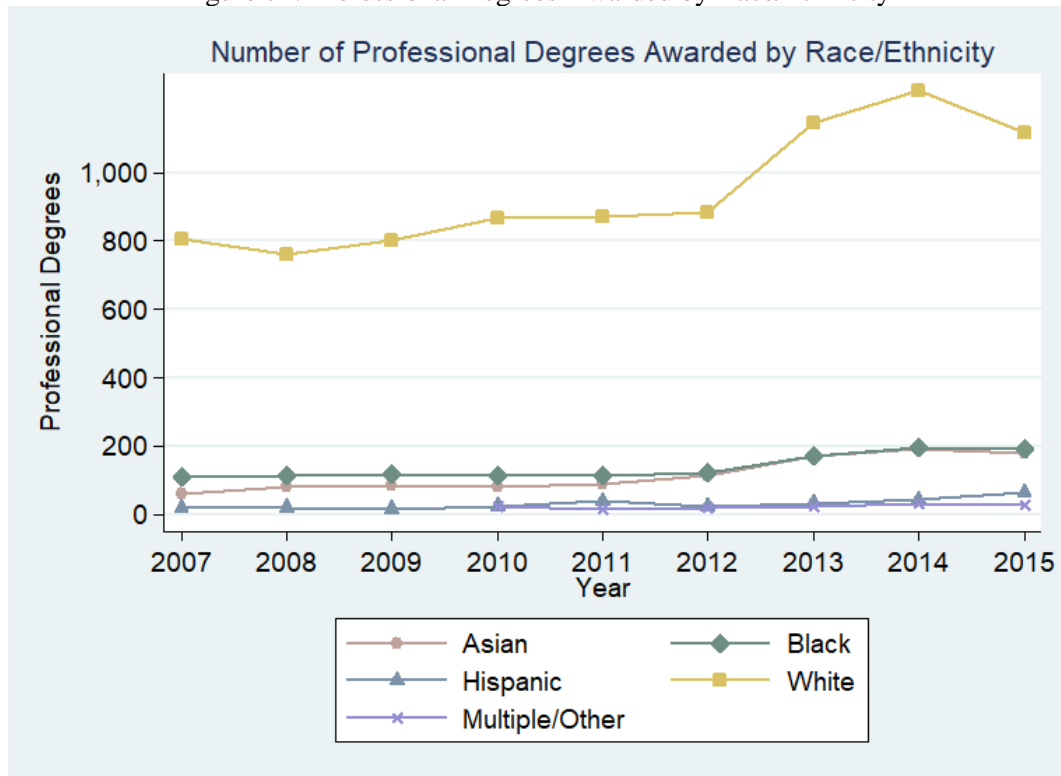


Figure 72: Professional Degrees Awarded by Race/Ethnicity



## Appendix C: Effects of the Great Recession

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This table shows the percentage change in one-year wages for each category for the years of available data. The cells shaded red highlight negative percentage changes. Although bachelor's and master's degrees show net gains in the 75<sup>th</sup> percentile, PhDs are the only category that demonstrate a net gain over the period in every percentile.

Georgia Higher Learning and Earnings

Category	Percentile	Percentage Change from 2008-2009	Percentage Change from 2009-2010	Percentage Change from 2010-2011	Percentage Change from 2011-2012	Percentage Change from 2012-2013	Percentage Change from 2013-2014	Percentage Change from 2014-2015	Percentage Change from 2015-2016	Net Total
Certificate	25	-3	-3	-4	-2	3	1	6	1	-1
Certificate	50	-3	-4	-2	-3	1	3	5	2	-1
Certificate	75	-1	-3	-2	-5	2	1	5	1	-2
Associate's	25	-4	-7	-1	-5	1	0	1	-1	-16
Associate's	50	0	-4	-3	-4	0	0	1	-1	-11
Associate's	75	0	-5	-1	-4	1	-2	2	-2	-11
Bachelor's	25	-11	-15	-1	0	3	1	10	4	-9
Bachelor's	50	-4	-10	-2	1	1	2	6	3	-3
Bachelor's	75	-4	-6	-1	3	1	3	6	2	4
Master's	25	0	-5	-5	-5	-1	-1	2	2	-13
Master's	50	0	-4	-5	-3	-1	5	1	0	-7
Master's	75	2	-2	-5	-1	4	5	3	-3	3
Education Specialist	25	0	-4	-5	-4	-3	7	0	4	-5
Education Specialist	50	-1	-3	-5	-5	-1	5	2	4	-4
Education Specialist	75	-1	-3	-4	-4	-4	8	3	1	-4
PhD	25	-2	-9	3	4	-5	6	4	11	12
PhD	50	-5	-6	3	1	-4	3	9	4	5
PhD	75	-2	-5	-1	-1	-2	0	11	2	2
Professional	25	5	-10	-4	-3	0	-1	-4	11	-6
Professional	50	0	-7	-6	-4	4	-6	0	9	-10
Professional	75	-2	-6	-11	-5	3	4	0	2	-15
*Negative changes are highlighted above.										



## Appendix D: Abbreviated Classification of Instructional Programs (CIP) Titles

Original Two-Digit CIP Titles	Abbreviated CIP Title
Agriculture, Agriculture Operations, And Related Sciences	Agriculture and Related Sciences
Communication, Journalism, And Related Programs	Communication and Related Programs
Computer And Information Sciences And Support Services	Computer and Information Sciences
Engineering Technologies And Engineering-Related Fields	Engineering Technologies and Related Fields
Liberal Arts And Sciences, General Studies And Humanities	General Studies and Humanities
Homeland Security, Law Enforcement, Firefighting And Related Protective Services	Law Enforcement and Related Services
Public Administration And Social Service Professions	Public Administration and Social Services
Mechanic And Repair Technologies/Technicians	Mechanic and Repair Technologies
Health Professions And Related Programs	Health Professions and Related Programs
Business, Management, Marketing, And Related Support Services	Business and Related Services

## Appendix E: Percentage of Graduates Matched in Wage Data

Table 5: Percent Matched in Wage Data by Degree Category

Category	One Year after Graduation	Five Years after Graduation
Certificate	62%	58%
Associate's	68%	63%
Bachelor's	59%	51%
Education Specialist	86%	85%
Master's	57%	49%
PhD	28%	22%
Professional	55%	54%

Table 6: Percent Matched in Wage Data by Gender<sup>87</sup>

Gender	One Year after Graduation	Five Years after Graduation
Female	63%	56%
Male	57%	53%

Table 7: Percent Matched in Wage Data by Race/Ethnicity

Race/Ethnicity	One Year after Graduation	Five Years after Graduation
Unknown	49%	42%
Asian	40%	33%
Black	63%	58%
Hispanic	57%	46%
Multiple/Other	58%	48%
White	63%	56%

<sup>87</sup> "Unknown" gender not reported here due to small sample size.

Table 8: Percent Matched with Wage Data by Degree Type and Year

Degree Type	Award Year	One Year After Award	First Year Earnings Match Percent	Five Years After Award	Fifth Year Earnings Match Percent
Associate's	2007	2008	75%	2012	66%
Associate's	2008	2009	71%	2013	65%
Associate's	2009	2010	70%	2014	63%
Associate's	2010	2011	69%	2015	64%
Associate's	2011	2012	68%	2016	62%
Associate's	2012	2013	67%		
Associate's	2013	2014	65%		
Associate's	2014	2015	63%		
Associate's	2015	2016	68%		
Bachelor's	2007	2008	66%	2012	56%
Bachelor's	2008	2009	62%	2013	54%
Bachelor's	2009	2010	60%	2014	48%
Bachelor's	2010	2011	59%	2015	50%
Bachelor's	2011	2012	58%	2016	48%
Bachelor's	2012	2013	57%		
Bachelor's	2013	2014	57%		
Bachelor's	2014	2015	57%		
Bachelor's	2015	2016	62%		
Certificate	2007	2008	66%	2012	58%
Certificate	2008	2009	61%	2013	56%
Certificate	2009	2010	61%	2014	56%
Certificate	2010	2011	61%	2015	57%
Certificate	2011	2012	61%	2016	58%
Certificate	2012	2013	62%		
Certificate	2013	2014	64%		
Certificate	2014	2015	62%		
Certificate	2015	2016	65%		
Education Specialist	2007	2008	92%	2012	83%
Education Specialist	2008	2009	96%	2013	89%
Education Specialist	2009	2010	97%	2014	87%
Education Specialist	2010	2011	94%	2015	84%
Education Specialist	2011	2012	93%	2016	81%
Education Specialist	2012	2013	91%		
Education Specialist	2013	2014	78%		
Education Specialist	2014	2015	73%		
Education Specialist	2015	2016	68%		
Master's	2007	2008	65%	2012	55%

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Degree Type	Award Year	One Year After Award	First Year Earnings Match Percent	Five Years After Award	Fifth Year Earnings Match Percent
Master's	2008	2009	63%	2013	54%
Master's	2009	2010	60%	2014	48%
Master's	2010	2011	60%	2015	46%
Master's	2011	2012	60%	2016	44%
Master's	2012	2013	59%		
Master's	2013	2014	51%		
Master's	2014	2015	51%		
Master's	2015	2016	55%		
PhD	2007	2008	25%	2012	20%
PhD	2008	2009	26%	2013	20%
PhD	2009	2010	28%	2014	22%
PhD	2010	2011	28%	2015	25%
PhD	2011	2012	29%	2016	24%
PhD	2012	2013	29%		
PhD	2013	2014	27%		
PhD	2014	2015	28%		
PhD	2015	2016	29%		
Professional	2007	2008	57%	2012	55%
Professional	2008	2009	58%	2013	53%
Professional	2009	2010	55%	2014	54%
Professional	2010	2011	56%	2015	56%
Professional	2011	2012	55%	2016	54%
Professional	2012	2013	53%		
Professional	2013	2014	54%		
Professional	2014	2015	54%		
Professional	2015	2016	58%		

Table 9: Percent Matched within Wage Data by Most Popular Programs and Category:

Degree Type	Program	First Year after Graduation	Five Years after Graduation
Certificate	Business and Related Services	54%	51%
Certificate	Health Professions And Related Programs	73%	65%
Certificate	Mechanic and Repair Technologies	63%	59%
Certificate	Personal And Culinary Services	51%	47%
Certificate	Precision Production	61%	57%
Associate's	Business and Related Services	67%	62%
Associate's	Computer and Information Sciences	66%	61%
Associate's	Health Professions And Related Programs	81%	74%
Associate's	Law Enforcement and Related Services	71%	67%
Associate's	General Studies And Humanities	57%	55%
Bachelor's	Business and Related Services	65%	59%
Bachelor's	Education	78%	49%
Bachelor's	Health Professions And Related Programs	76%	65%
Bachelor's	Psychology	56%	48%
Bachelor's	Social Sciences	48%	44%
Master's	Business and Related Services	64%	57%
Master's	Computer and Information Sciences	36%	30%
Master's	Education	72%	59%
Master's	Health Professions And Related Programs	63%	54%
Master's	Public Administration And Social Service	62%	51%
Professional	Education	85%	76%
Professional	Health Professions And Related Programs	46%	46%
Professional	Legal Professions And Studies	61%	60%

Table 10: Percentage of Graduates Matched in Wage Data: Highest Earning Programs

Degree Type	Program	First Year after Graduation	Five Years after Graduation
Certificate	Construction Trades	62%	60%
Certificate	Engineering Technologies And Related Fields	63%	56%
Certificate	English Language And Literature/Letters	61%	52%
Certificate	Legal Professions And Studies	65%	58%
Certificate	Mechanic And Repair Technologies	63%	59%
Associate's	Computer And Information Sciences	66%	61%
Associate's	Engineering Technologies And Related Fields	66%	58%
Associate's	Health Professions And Related Programs	81%	74%
Associate's	Law Enforcement and Related Services	71%	67%
Associate's	Mechanic And Repair Technologies	63%	57%
Bachelor's	Architecture And Related Services	51%	43%
Bachelor's	Computer And Information Sciences	65%	60%
Bachelor's	Engineering	43%	37%
Bachelor's	Engineering Technologies And Related Fields	69%	65%
Bachelor's	Health Professions And Related Programs	76%	65%
Master's	Architecture And Related Services	47%	42%
Master's	Business and Related Support Services	64%	57%
Master's	Computer And Information Sciences	36%	30%
Master's	Health Professions And Related Programs	63%	54%
Master's	Social Sciences	56%	51%
Professional	Education	85%	76%
Professional	Health Professions And Related Programs	46%	46%
Professional	Legal Professions And Studies	61%	60%

Table 11: Percent Matched within Wage Data by College and Category

System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
TCSG	Albany Technical College	Associate's	66%	58%
TCSG	Athens Technical College	Associate's	80%	74%
TCSG	Atlanta Technical College	Associate's	73%	65%
TCSG	Augusta Technical College	Associate's	67%	58%
TCSG	Central Georgia Technical College	Associate's	69%	63%
TCSG	Chattahoochee Technical College	Associate's	72%	63%
TCSG	Coastal Pines Technical College	Associate's	78%	71%
TCSG	Columbus Technical College	Associate's	69%	59%
TCSG	Georgia Aviation Technical College	Associate's	100%	100%
TCSG	Georgia Northwestern Technical College	Associate's	63%	55%
TCSG	Georgia Piedmont Technical College	Associate's	68%	63%
TCSG	Gwinnett Technical College	Associate's	76%	65%
TCSG	Lanier Technical College	Associate's	75%	71%
TCSG	North Georgia Technical College	Associate's	69%	65%
TCSG	Oconee Fall Line Technical College	Associate's	77%	70%
TCSG	Ogeechee Technical College	Associate's	73%	68%
TCSG	Savannah Technical College	Associate's	64%	51%
TCSG	South Georgia Technical College	Associate's	53%	49%

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<b>System</b>	<b>College Name</b>	<b>Degree Category</b>	<b>One Year after Graduation</b>	<b>Five Years after Graduation</b>
TCSG	Southeastern Technical College	Associate's	72%	73%
TCSG	Southern Crescent Technical College	Associate's	73%	69%
TCSG	Southern Regional Technical College	Associate's	73%	64%
TCSG	West Georgia Technical College	Associate's	79%	76%
TCSG	Wiregrass Georgia Technical College	Associate's	67%	59%
TCSG	Albany Technical College	Certificate	60%	56%
TCSG	Athens Technical College	Certificate	71%	65%
TCSG	Atlanta Technical College	Certificate	62%	60%
TCSG	Augusta Technical College	Certificate	63%	58%
TCSG	Central Georgia Technical College	Certificate	46%	44%
TCSG	Chattahoochee Technical College	Certificate	68%	61%
TCSG	Coastal Pines Technical College	Certificate	57%	51%
TCSG	Columbus Technical College	Certificate	60%	54%
TCSG	Georgia Aviation Technical College	Certificate	65%	41%
TCSG	Georgia Northwestern Technical College	Certificate	61%	56%
TCSG	Georgia Piedmont Technical College	Certificate	66%	62%
TCSG	Gwinnett Technical College	Certificate	73%	64%
TCSG	Lanier Technical College	Certificate	73%	67%
TCSG	North Georgia Technical College	Certificate	66%	58%
TCSG	Oconee Fall Line Technical College	Certificate	61%	58%
TCSG	Ogeechee Technical College	Certificate	69%	65%



*Georgia Higher Learning and Earnings*

<b>System</b>	<b>College Name</b>	<b>Degree Category</b>	<b>One Year after Graduation</b>	<b>Five Years after Graduation</b>
TCSG	Savannah Technical College	Certificate	61%	53%
TCSG	South Georgia Technical College	Certificate	63%	58%
TCSG	Southeastern Technical College	Certificate	66%	65%
TCSG	Southern Crescent Technical College	Certificate	67%	64%
TCSG	Southern Regional Technical College	Certificate	62%	58%
TCSG	West Georgia Technical College	Certificate	65%	63%
TCSG	Wiregrass Georgia Technical College	Certificate	63%	57%
USG	Abraham Baldwin Agricultural College	Associate's	75%	68%
USG	Albany State University	Associate's	75%	68%
USG	Armstrong State University	Associate's	58%	52%
USG	Atlanta Metropolitan State College	Associate's	62%	58%
USG	Augusta University	Associate's	79%	70%
USG	Bainbridge State College	Associate's	61%	60%
USG	Clayton State University	Associate's	71%	64%
USG	College of Coastal Georgia	Associate's	66%	57%
USG	Columbus State University	Associate's	57%	50%
USG	Dalton State College	Associate's	64%	56%
USG	East Georgia State College	Associate's	65%	65%
USG	Fort Valley State University	Associate's	85%	78%
USG	Georgia Highlands College	Associate's	80%	74%
USG	Georgia Southwestern State University	Associate's	100%	100%

*Georgia Higher Learning and Earnings*

<b>System</b>	<b>College Name</b>	<b>Degree Category</b>	<b>One Year after Graduation</b>	<b>Five Years after Graduation</b>
USG	Georgia State University	Associate's	64%	58%
USG	Gordon State College	Associate's	77%	71%
USG	Kennesaw State University	Associate's	50%	56%
USG	Middle Georgia State University	Associate's	72%	64%
USG	South Georgia State College	Associate's	76%	69%
USG	University of North Georgia	Associate's	74%	68%
USG	Valdosta State University	Associate's	58%	44%
USG	Abraham Baldwin Agricultural College	Bachelor's	65%	60%
USG	Albany State University	Bachelor's	71%	59%
USG	Armstrong State University	Bachelor's	63%	48%
USG	Augusta University	Bachelor's	66%	53%
USG	Clayton State University	Bachelor's	74%	65%
USG	College of Coastal Georgia	Bachelor's	75%	43%
USG	Columbus State University	Bachelor's	64%	53%
USG	Dalton State College	Bachelor's	69%	54%
USG	Fort Valley State University	Bachelor's	66%	58%
USG	Georgia College & State University	Bachelor's	69%	59%
USG	Georgia Gwinnett College	Bachelor's	75%	63%
USG	Georgia Institute of Technology	Bachelor's	45%	39%
USG	Georgia Southern University	Bachelor's	65%	57%
USG	Georgia Southwestern State University	Bachelor's	75%	58%

*Georgia Higher Learning and Earnings*

<b>System</b>	<b>College Name</b>	<b>Degree Category</b>	<b>One Year after Graduation</b>	<b>Five Years after Graduation</b>
USG	Georgia State University	Bachelor's	66%	55%
USG	Gordon State College	Bachelor's	86%	50%
USG	Kennesaw State University	Bachelor's	72%	60%
USG	Middle Georgia State University	Bachelor's	71%	55%
USG	Savannah State University	Bachelor's	65%	57%
USG	University of Georgia	Bachelor's	53%	45%
USG	University of North Georgia	Bachelor's	68%	56%
USG	University of West Georgia	Bachelor's	74%	61%
USG	Valdosta State University	Bachelor's	65%	52%
USG	Abraham Baldwin Agricultural College	Certificate	58%	30%
USG	Albany State University	Certificate	66%	58%
USG	Armstrong State University	Certificate	80%	74%
USG	Augusta University	Certificate	39%	35%
USG	Bainbridge State College	Certificate	53%	51%
USG	Clayton State University	Certificate	72%	65%
USG	College of Coastal Georgia	Certificate	60%	48%
USG	Columbus State University	Certificate	93%	80%
USG	Dalton State College	Certificate	71%	64%
USG	Georgia Southwestern State University	Certificate	87%	70%
USG	Georgia State University	Certificate	58%	35%
USG	Kennesaw State University	Certificate	73%	62%

*Georgia Higher Learning and Earnings*

<b>System</b>	<b>College Name</b>	<b>Degree Category</b>	<b>One Year after Graduation</b>	<b>Five Years after Graduation</b>
USG	Middle Georgia State University	Certificate	45%	35%
USG	South Georgia State College	Certificate	100%	50%
USG	University of North Georgia	Certificate	68%	53%
USG	Albany State University	Education Specialist	94%	91%
USG	Augusta University	Education Specialist	82%	77%
USG	Columbus State University	Education Specialist	85%	91%
USG	Georgia College & State University	Education Specialist	88%	92%
USG	Georgia Southern University	Education Specialist	84%	81%
USG	Georgia Southwestern State University	Education Specialist	93%	89%
USG	Georgia State University	Education Specialist	83%	69%
USG	Kennesaw State University	Education Specialist	82%	74%
USG	University of Georgia	Education Specialist	88%	78%
USG	University of North Georgia	Education Specialist	95%	92%
USG	University of West Georgia	Education Specialist	89%	89%
USG	Valdosta State University	Education Specialist	86%	89%
USG	Albany State University	Master's	77%	69%
USG	Armstrong State University	Master's	67%	56%
USG	Augusta University	Master's	64%	50%
USG	Clayton State University	Master's	67%	58%
USG	Columbus State University	Master's	62%	57%
USG	Fort Valley State University	Master's	64%	62%

*Georgia Higher Learning and Earnings*

<b>System</b>	<b>College Name</b>	<b>Degree Category</b>	<b>One Year after Graduation</b>	<b>Five Years after Graduation</b>
USG	Georgia College & State University	Master's	63%	51%
USG	Georgia Institute of Technology	Master's	28%	22%
USG	Georgia Southern University	Master's	61%	56%
USG	Georgia Southwestern State University	Master's	64%	59%
USG	Georgia State University	Master's	63%	52%
USG	Kennesaw State University	Master's	71%	64%
USG	Savannah State University	Master's	71%	57%
USG	University of Georgia	Master's	55%	44%
USG	University of North Georgia	Master's	83%	73%
USG	University of West Georgia	Master's	74%	65%
USG	Valdosta State University	Master's	65%	56%
USG	Augusta University	PhD	26%	19%
USG	Georgia Institute of Technology	PhD	18%	13%
USG	Georgia Southern University	PhD	52%	75%
USG	Georgia State University	PhD	43%	41%
USG	University of Georgia	PhD	29%	23%
USG	Valdosta State University	PhD	67%	58%
USG	Armstrong State University	Professional	69%	70%
USG	Augusta University	Professional	32%	39%
USG	Georgia Southern University	Professional	88%	79%
USG	Georgia State University	Professional	69%	66%

*Georgia Higher Learning and Earnings*

<b>System</b>	<b>College Name</b>	<b>Degree Category</b>	<b>One Year after Graduation</b>	<b>Five Years after Graduation</b>
USG	Kennesaw State University	Professional	93%	100%
USG	University of Georgia	Professional	57%	54%
USG	University of North Georgia	Professional	67%	57%
USG	University of West Georgia	Professional	82%	76%
USG	Valdosta State University	Professional	85%	84%

Table 12: Percent of Graduates Matched within Wage Data by College, Degree Category, and Popular Programs: Business

System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
TCSG	Albany Technical College	Associate's	64%	54%
TCSG	Athens Technical College	Associate's	73%	69%
TCSG	Atlanta Technical College	Associate's	67%	61%
TCSG	Augusta Technical College	Associate's	68%	57%
TCSG	Central Georgia Technical College	Associate's	66%	64%
TCSG	Chattahoochee Technical College	Associate's	70%	62%
TCSG	Coastal Pines Technical College	Associate's	79%	75%
TCSG	Columbus Technical College	Associate's	66%	58%
TCSG	Georgia Northwestern Technical College	Associate's	60%	56%
TCSG	Georgia Piedmont Technical College	Associate's	68%	61%
TCSG	Gwinnett Technical College	Associate's	69%	63%
TCSG	Lanier Technical College	Associate's	71%	69%
TCSG	North Georgia Technical College	Associate's	72%	65%
TCSG	Oconee Fall Line Technical College	Associate's	77%	74%
TCSG	Ogeechee Technical College	Associate's	75%	72%
TCSG	Savannah Technical College	Associate's	63%	49%
TCSG	South Georgia Technical College	Associate's	73%	65%
TCSG	Southeastern Technical College	Associate's	66%	73%
TCSG	Southern Crescent Technical College	Associate's	73%	66%
TCSG	Southern Regional Technical College	Associate's	72%	65%
TCSG	West Georgia Technical College	Associate's	72%	72%
TCSG	Wiregrass Georgia Technical College	Associate's	64%	58%
TCSG	Albany Technical College	Certificate	58%	54%
TCSG	Athens Technical College	Certificate	75%	66%
TCSG	Atlanta Technical College	Certificate	58%	67%
TCSG	Augusta Technical College	Certificate	63%	61%
TCSG	Central Georgia Technical College	Certificate	30%	28%
TCSG	Chattahoochee Technical College	Certificate	66%	59%
TCSG	Coastal Pines Technical College	Certificate	63%	57%
TCSG	Columbus Technical College	Certificate	72%	60%
TCSG	Georgia Northwestern Technical College	Certificate	61%	56%
TCSG	Georgia Piedmont Technical College	Certificate	64%	62%

System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
TCSG	Gwinnett Technical College	Certificate	65%	58%
TCSG	Lanier Technical College	Certificate	68%	58%
TCSG	North Georgia Technical College	Certificate	68%	60%
TCSG	Oconee Fall Line Technical College	Certificate	66%	67%
TCSG	Ogeechee Technical College	Certificate	73%	70%
TCSG	Savannah Technical College	Certificate	64%	62%
TCSG	South Georgia Technical College	Certificate	63%	60%
TCSG	Southeastern Technical College	Certificate	61%	63%
TCSG	Southern Crescent Technical College	Certificate	65%	61%
TCSG	Southern Regional Technical College	Certificate	66%	62%
TCSG	West Georgia Technical College	Certificate	66%	67%
TCSG	Wiregrass Georgia Technical College	Certificate	61%	63%
USG	Albany State University	Associate's	68%	65%
USG	Bainbridge State College	Associate's	60%	67%
USG	Clayton State University	Associate's	65%	49%
USG	College of Coastal Georgia	Associate's	58%	61%
USG	Dalton State College	Associate's	74%	72%
USG	Georgia Highlands College	Associate's	82%	68%
USG	Albany State University	Bachelor's	71%	63%
USG	Augusta University	Bachelor's	63%	56%
USG	Clayton State University	Bachelor's	74%	69%
USG	Columbus State University	Bachelor's	69%	64%
USG	Dalton State College	Bachelor's	64%	57%
USG	Fort Valley State University	Bachelor's	64%	57%
USG	Georgia College & State University	Bachelor's	71%	64%
USG	Georgia Gwinnett College	Bachelor's	75%	66%
USG	Georgia Institute of Technology	Bachelor's	61%	52%
USG	Georgia Southern University	Bachelor's	68%	62%
USG	Georgia Southwestern State University	Bachelor's	71%	65%
USG	Georgia State University	Bachelor's	69%	61%
USG	Kennesaw State University	Bachelor's	74%	65%
USG	Middle Georgia State University	Bachelor's	61%	51%
USG	Savannah State University	Bachelor's	67%	60%
USG	University of Georgia	Bachelor's	62%	54%
USG	University of North Georgia	Bachelor's	71%	66%
USG	University of West Georgia	Bachelor's	72%	69%



<b>System</b>	<b>College Name</b>	<b>Degree Category</b>	<b>One Year after Graduation</b>	<b>Five Years after Graduation</b>
USG	Valdosta State University	Bachelor's	65%	55%
USG	Albany State University	Certificate	49%	51%
USG	Bainbridge State College	Certificate	44%	45%
USG	Clayton State University	Certificate	78%	62%
USG	College of Coastal Georgia	Certificate	70%	53%
USG	Dalton State College	Certificate	71%	65%
USG	Middle Georgia State University	Certificate	19%	19%

Table 13: Percent of Graduates Matched within Wage Data by College and Degree, Category, and Popular Programs: CIS

System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
TCSG	Albany Technical College	Associate's	62%	62%
TCSG	Athens Technical College	Associate's	78%	73%
TCSG	Atlanta Technical College	Associate's	69%	56%
TCSG	Augusta Technical College	Associate's	64%	54%
TCSG	Central Georgia Technical College	Associate's	63%	58%
TCSG	Chattahoochee Technical College	Associate's	66%	65%
TCSG	Coastal Pines Technical College	Associate's	75%	57%
TCSG	Columbus Technical College	Associate's	57%	52%
TCSG	Georgia Northwestern Technical College	Associate's	57%	49%
TCSG	Georgia Piedmont Technical College	Associate's	68%	65%
TCSG	Gwinnett Technical College	Associate's	72%	66%
TCSG	Lanier Technical College	Associate's	66%	68%
TCSG	North Georgia Technical College	Associate's	60%	60%
TCSG	Oconee Fall Line Technical College	Associate's	61%	63%
TCSG	Ogeechee Technical College	Associate's	70%	63%
TCSG	Savannah Technical College	Associate's	62%	60%
TCSG	South Georgia Technical College	Associate's	57%	42%
TCSG	Southeastern Technical College	Associate's	55%	65%
TCSG	Southern Crescent Technical College	Associate's	64%	67%
TCSG	Southern Regional Technical College	Associate's	65%	56%
TCSG	West Georgia Technical College	Associate's	77%	73%
TCSG	Wiregrass Georgia Technical College	Associate's	69%	45%
TCSG	Albany Technical College	Certificate	59%	52%
TCSG	Athens Technical College	Certificate	72%	64%
TCSG	Atlanta Technical College	Certificate	62%	61%
TCSG	Augusta Technical College	Certificate	42%	34%
TCSG	Central Georgia Technical College	Certificate	59%	53%
TCSG	Chattahoochee Technical College	Certificate	69%	67%
TCSG	Coastal Pines Technical College	Certificate	31%	28%
TCSG	Columbus Technical College	Certificate	53%	51%
TCSG	Georgia Northwestern Technical College	Certificate	55%	50%
TCSG	Georgia Piedmont Technical College	Certificate	65%	56%
TCSG	Gwinnett Technical College	Certificate	72%	67%
TCSG	Lanier Technical College	Certificate	65%	62%
TCSG	North Georgia Technical College	Certificate	63%	53%

System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
TCSG	Oconee Fall Line Technical College	Certificate	51%	58%
TCSG	Ogeechee Technical College	Certificate	69%	66%
TCSG	Savannah Technical College	Certificate	61%	52%
TCSG	South Georgia Technical College	Certificate	60%	55%
TCSG	Southeastern Technical College	Certificate	56%	81%
TCSG	Southern Crescent Technical College	Certificate	65%	65%
TCSG	Southern Regional Technical College	Certificate	67%	62%
TCSG	West Georgia Technical College	Certificate	67%	68%
TCSG	Wiregrass Georgia Technical College	Certificate	57%	57%
USG	Clayton State University	Associate's	81%	68%
USG	Albany State University	Bachelor's	63%	54%
USG	Armstrong State University	Bachelor's	62%	48%
USG	Augusta University	Bachelor's	60%	40%
USG	Clayton State University	Bachelor's	74%	67%
USG	Columbus State University	Bachelor's	68%	66%
USG	Fort Valley State University	Bachelor's	68%	54%
USG	Georgia College & State University	Bachelor's	68%	57%
USG	Georgia Gwinnett College	Bachelor's	82%	81%
USG	Georgia Institute of Technology	Bachelor's	48%	44%
USG	Georgia Southern University	Bachelor's	66%	66%
USG	Georgia Southwestern State University	Bachelor's	62%	51%
USG	Georgia State University	Bachelor's	76%	70%
USG	Kennesaw State University	Bachelor's	76%	70%
USG	Middle Georgia State University	Bachelor's	64%	58%
USG	Savannah State University	Bachelor's	68%	66%
USG	University of Georgia	Bachelor's	65%	62%
USG	University of North Georgia	Bachelor's	69%	74%
USG	University of West Georgia	Bachelor's	69%	57%
USG	Valdosta State University	Bachelor's	62%	59%
USG	Clayton State University	Certificate	82%	81%

Table 14: Percent of Graduates Matched within Wage Data by College and Degree, Category, and Popular Programs: Health Professions

System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
TCSG	Albany Technical College	Associate's	78	55
TCSG	Athens Technical College	Associate's	88	81
TCSG	Atlanta Technical College	Associate's	80	76
TCSG	Augusta Technical College	Associate's	71	55
TCSG	Central Georgia Technical College	Associate's	85	78
TCSG	Chattahoochee Technical College	Associate's	89	73
TCSG	Coastal Pines Technical College	Associate's	84	80
TCSG	Columbus Technical College	Associate's	75	64
TCSG	Georgia Northwestern Technical College	Associate's	61	54
TCSG	Georgia Piedmont Technical College	Associate's	84	73
TCSG	Gwinnett Technical College	Associate's	91	79
TCSG	Lanier Technical College	Associate's	83	77
TCSG	North Georgia Technical College	Associate's	83	82
TCSG	Oconee Fall Line Technical College	Associate's	90	81
TCSG	Ogeechee Technical College	Associate's	78	72
TCSG	Savannah Technical College	Associate's	75	58
TCSG	Southeastern Technical College	Associate's	88	82
TCSG	Southern Crescent Technical College	Associate's	78	76
TCSG	Southern Regional Technical College	Associate's	77	67
TCSG	West Georgia Technical College	Associate's	83	80
TCSG	Wiregrass Georgia Technical College	Associate's	69	66
TCSG	Albany Technical College	Certificate	76	69
TCSG	Athens Technical College	Certificate	80	70
TCSG	Atlanta Technical College	Certificate	74	65
TCSG	Augusta Technical College	Certificate	73	63
TCSG	Central Georgia Technical College	Certificate	74	66
TCSG	Chattahoochee Technical College	Certificate	77	67
TCSG	Coastal Pines Technical College	Certificate	71	63
TCSG	Columbus Technical College	Certificate	64	56
TCSG	Georgia Northwestern Technical College	Certificate	68	61
TCSG	Georgia Piedmont Technical College	Certificate	83	72
TCSG	Gwinnett Technical College	Certificate	84	71
TCSG	Lanier Technical College	Certificate	78	70
TCSG	North Georgia Technical College	Certificate	75	64
TCSG	Oconee Fall Line Technical College	Certificate	77	69

System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
TCSG	Ogeechee Technical College	Certificate	74	69
TCSG	Savannah Technical College	Certificate	60	50
TCSG	South Georgia Technical College	Certificate	74	74
TCSG	Southeastern Technical College	Certificate	77	69
TCSG	Southern Crescent Technical College	Certificate	75	69
TCSG	Southern Regional Technical College	Certificate	72	62
TCSG	West Georgia Technical College	Certificate	71	65
TCSG	Wiregrass Georgia Technical College	Certificate	72	59
USG	Abraham Baldwin Agricultural College	Associate's	92	80
USG	Albany State University	Associate's	83	74
USG	Armstrong State University	Associate's	71	66
USG	Augusta University	Associate's	81	73
USG	Bainbridge State College	Associate's	67	66
USG	Clayton State University	Associate's	83	79
USG	College of Coastal Georgia	Associate's	78	68
USG	Dalton State College	Associate's	68	61
USG	Georgia Highlands College	Associate's	90	85
USG	Georgia State University	Associate's	89	78
USG	Gordon State College	Associate's	93	87
USG	Middle Georgia State University	Associate's	88	76
USG	South Georgia State College	Associate's	92	80
USG	University of North Georgia	Associate's	91	83
USG	Valdosta State University	Associate's	82	68
USG	Albany State University	Bachelor's	86	83
USG	Armstrong State University	Bachelor's	66	54
USG	Augusta University	Bachelor's	77	66
USG	Clayton State University	Bachelor's	83	72
USG	Columbus State University	Bachelor's	75	61
USG	Fort Valley State University	Bachelor's	81	68
USG	Georgia College & State University	Bachelor's	85	72
USG	Georgia Southern University	Bachelor's	81	73
USG	Georgia Southwestern State University	Bachelor's	83	73
USG	Georgia State University	Bachelor's	81	62
USG	Gordon State College	Bachelor's	92	78
USG	Kennesaw State University	Bachelor's	85	73
USG	Middle Georgia State University	Bachelor's	84	73
USG	University of Georgia	Bachelor's	45	44

System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
USG	University of North Georgia	Bachelor's	86	70
USG	University of West Georgia	Bachelor's	85	74
USG	Valdosta State University	Bachelor's	75	62
USG	Albany State University	Certificate	66	60
USG	Augusta University	Certificate	39	35
USG	Bainbridge State College	Certificate	62	57
USG	Clayton State University	Certificate	67	56
USG	College of Coastal Georgia	Certificate	74	53
USG	Dalton State College	Certificate	73	66

Table 15: Percent Matched within Wage Data by HOPE Status

Category	Hope Graduate Status	One Year after Graduation
Certificate	No	71%
Associate's	No	69%
Bachelor's	No	69%
Certificate	Yes	70%
Associate's	Yes	73%
Bachelor's	Yes	63%

## Appendix F: College Mergers and Consolidations

Table 16: TCSG Mergers

Original College Name	Merged College Name	Year
Appalachian Technical College	Chattahoochee Technical College	2009
Chattahoochee Tech College - Marietta		
North Metro Technical College		
Coosa Valley Technical College	Georgia Northwestern Technical College	2009
Northwestern Technical College		
Southeastern Tech College - Vidalia	Southeastern Technical College	2009
Swainsboro Technical College		
West Central Technical College	West Georgia Technical College	2009
West Georgia Tech College - LaGrange		
Valdosta Technical College	Wiregrass Georgia Technical College	2010
East Central Technical College		
Griffin Technical College	Southern Crescent Technical College	2010
Flint River Technical College		
Sandersville Technical College	Oconee Fall Line Technical College	2011
Heart of Georgia Technical College		
Central Georgia Technical College	Central Georgia Technical College	2013
Middle Georgia Technical College		
Altamaha Technical College	Coastal Pines Technical College	2014
Okefenokee Technical College		
Moultrie Technical College	Southern Regional Technical College	2015
Southwest Georgia Technical College		

Table 17: USG Consolidations

Original College Name	Merged College Name	Effective Year of Merger
Georgia Aviation Technical College	Middle Georgia State University	2007
Middle Georgia State University		
Waycross College	South Georgia State College	2014
South Georgia College*		
Macon State College	Middle Georgia State College	2014
Middle Georgia College*		
Gainesville State College	University of North Georgia	2014
North Georgia College & State University*		
Augusta State University	Georgia Regents University	2014
Georgia Health Sciences University*		
Kennesaw State University	Kennesaw State University	2016
Southern Polytechnic State University		
Georgia State University	Georgia State University	2017
Georgia Perimeter College		
Albany State University	Albany State University	2017
Darton State University		

Source: <http://www.usg.edu/consolidation/>

\* In GA•AWARDS, these colleges are listed under the merged college name as submitted to GA•AWARDS. Middle Georgia State College is now called Middle Georgia State University and Georgia Regents University is now called Augusta University.



## Appendix G: CIP Titles

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Table 18: List of CIP Titles

Abbreviated CIP Title	Full CIP Title
Business and Related Services	Business, Management, Marketing, And Related Support Services
Communication and Related Programs	Communication, Journalism, And Related Programs
Computer and Information Sciences	Computer And Information Sciences And Support Services
Law Enforcement and Related Services	Homeland Security, Law Enforcement, Firefighting And Related Protective Services
General Studies and Humanities	Liberal Arts And Sciences, General Studies And Humanities
Mechanic and Repair Technologies	Mechanic And Repair Technologies/Technicians
Engineering Technologies and Related Fields	Engineering Technologies And Engineering-Related Fields
Public Administration and Social Services	Public Administration And Social Service Professions
Agriculture and Related Sciences	Agriculture, Agriculture Operations, And Related Sciences