



Georgia Higher Learning and Earnings

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Executive Summary

By 2025, over 60 percent of jobs in Georgia likely will require some form of a college education, whether a certificate, associate's degree, or bachelor's degree.¹ Expected earnings are an important factor in making the decision to pursue a certain degree or major, but these data have not previously been publicly available. With this in mind, 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.² It presents median, 25th percentile, and 75th 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.³

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, so it does not include wages earned in out-of-state jobs, as an independent contractor, or as a federal or military employee. With this in mind, the results should be seen as one piece of information that students and parents can use when making program and degree choices.

Some of the high-level findings include:

- As students increase their level of education, their wages tend to increase as seen in Figure 1 below. These differences become more pronounced as more time passes after graduation.
- 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.

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

² GA•AWARDS, the state's longitudinal data system housed at the Governor's Office of Student Achievement, contains data on all graduates from 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."

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

- First-year earnings across all degree categories declined during the Great Recession (December 2007 through June 2009), and none had returned to 2008 levels by 2014 (in constant dollars).
- Among the most popular programs of study, medically-related fields are consistently amongst the top earners relative to other popular degree categories.
- Business-related bachelor’s and master’s degrees have higher earnings relative to other popular programs of study.
- Certificates in mechanic and repair technologies represent three of the top ten highest earning certificates.
- Associate’s degrees in health top the list in that category, while engineering and computer & information science degrees are the highest earners among bachelor’s degrees.
- Among master’s degrees, degrees in business are the highest earners.
- Professional degrees in pharmacy have by far 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.

Figure 1: Median Earnings by Category

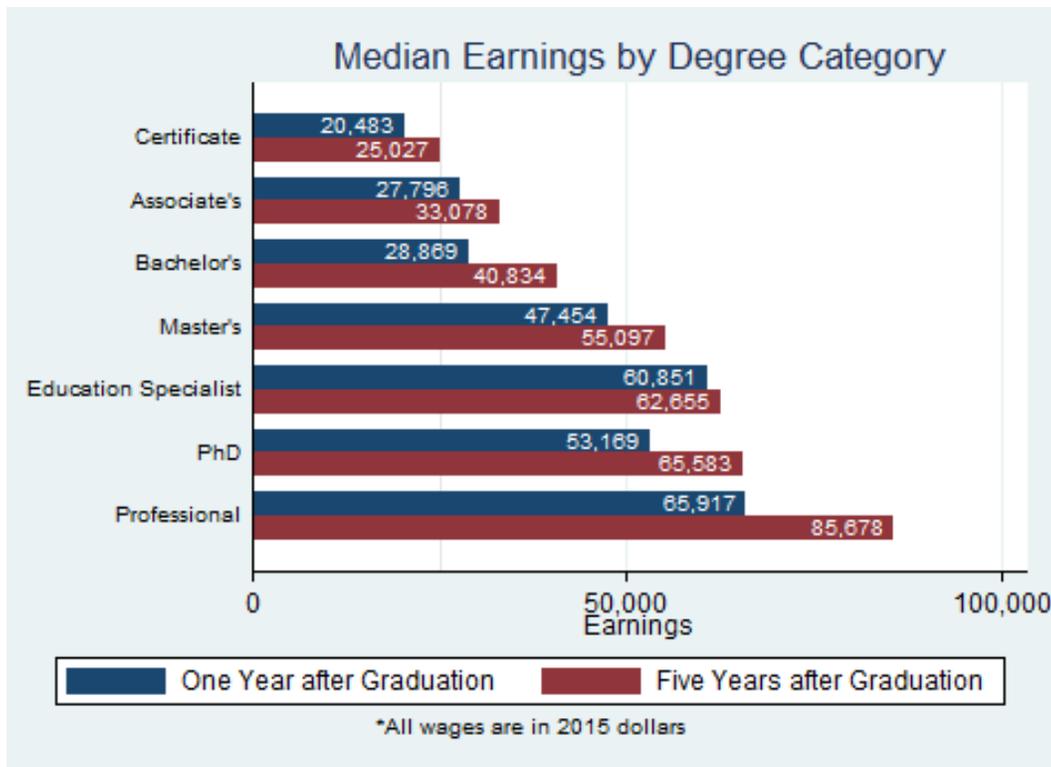


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Table of Abbreviations

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
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

By 2025, over 60 percent of jobs in Georgia likely will require some form of a college education, whether a certificate, associate's degree, or bachelor's degree.⁴ Expected earnings are an important factor in making the decision to pursue a certain degree or major, but these data have not previously been publicly available. With this in mind, 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.⁵ It presents median, 25th percentile, and 75th 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.⁶

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, so it does not include wages earned in out-of-state jobs, as an independent contractor, or as a federal or military employee. With this in mind, the results should be seen as one piece of information that students and parents can use 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 graduates. The final section provides a summary and next steps.

⁴ For more information regarding this statistic and the Complete College Georgia initiative, please visit <http://www.completegeorgia.org/>.

⁵ GA•AWARDS, the state's longitudinal data system housed at the Governor's Office of Student Achievement, contains data on all graduates from 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."

⁶ HOPE grants and scholarships and Zell Miller grants and scholarships are defined as HOPE scholarships for the purposes of this report.

Data and Methodology

Data for the 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), 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 2013.⁷ 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 2013, are included in the report.⁸

Wages are reported for the calendar year following graduation and for five years after the graduating year.⁹ 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.¹⁰ When an individual does not have wages for each calendar quarter, the data are imputed based on available information.¹¹ All wage data are reported in 2015 dollars.¹²

⁷ 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.

⁸ GA•AWARDS contains data on all graduates from 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. Due to issues unique to Piedmont University, all observations from this university are excluded from the dataset.

GOSA does not report on groups with fewer than ten observations.

⁹ 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.

¹⁰ 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.

¹¹ 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, the sum of these wages is multiplied by 2 to get the annualized wage.
- If the individual has one quarter of wages, the sum of these wages is multiplied by 4 to get the annualized wage.

¹² To convert to 2015 dollars, the 2015 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](#).

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 person obtains a bachelor's in 2008, works during 2009 and 2010, then starts and completes his master's in 2011, his wages are counted for his bachelor's degree in 2009 (one year after graduation) and for his 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 2012, 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. The number of bachelor's degrees surpassed certificates in both 2012 and 2013, and bachelor's and certificates remained the top two most awarded categories in the state by a large margin.

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

Figure 2: Awards by Category and Year

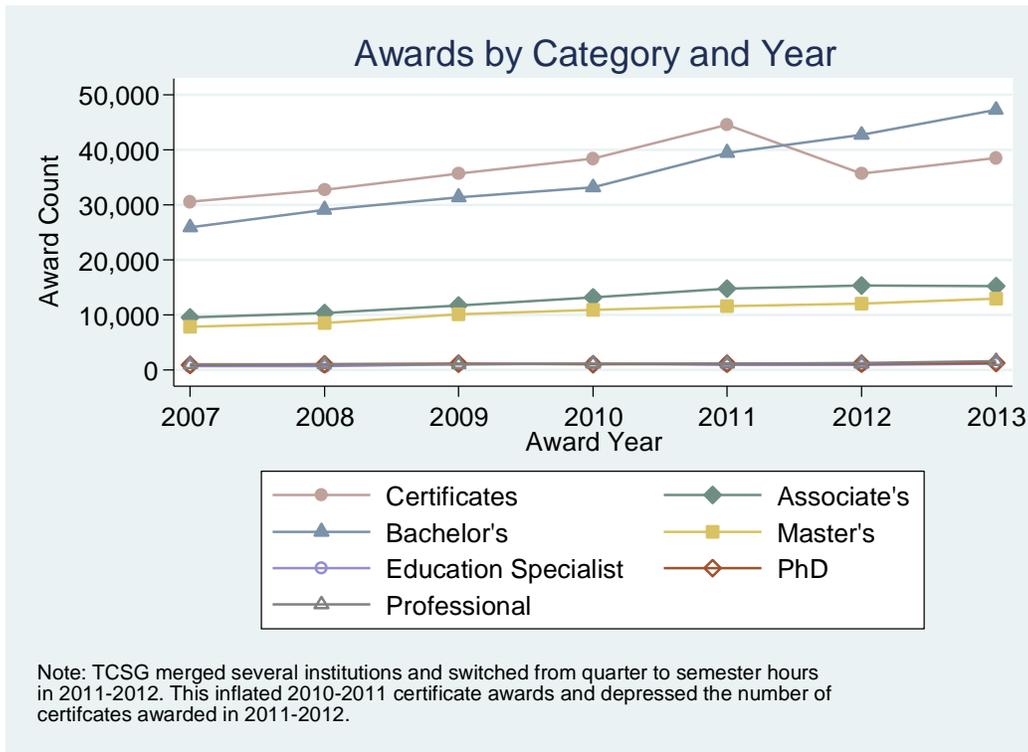
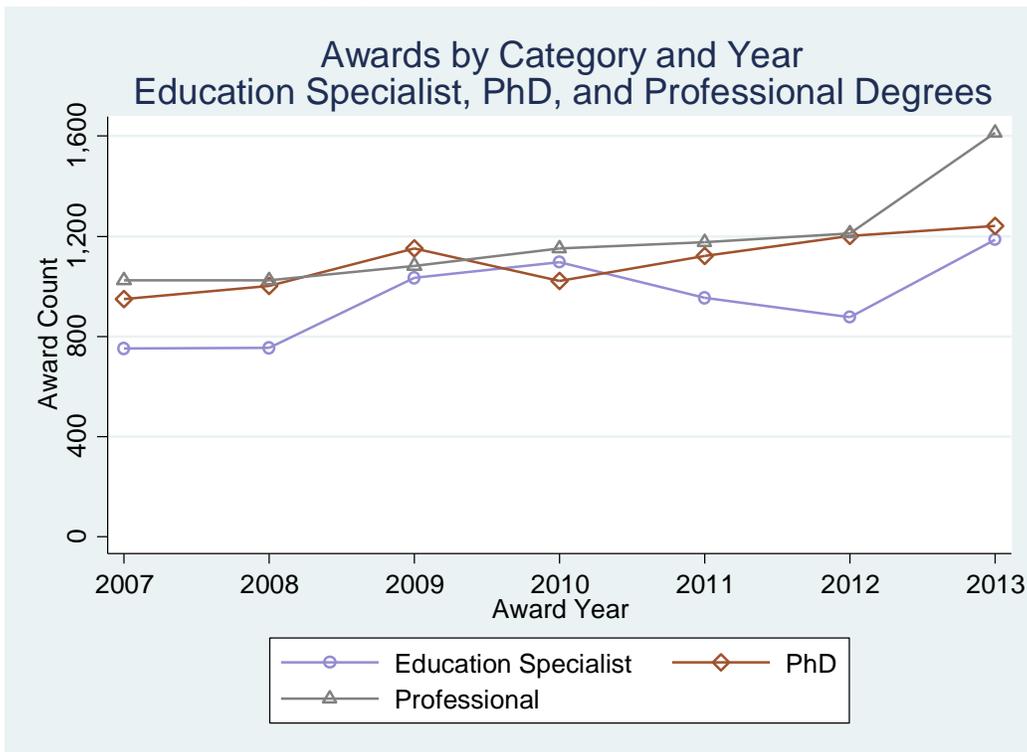


Figure 3 offers a closer look at the trends for the advanced degrees beyond master’s degrees. There was a sizeable jump in the number of professional degrees awarded in 2013. Mercer University began reporting data to GA•AWARDS in 2013, which accounts for most of the increase in professional degrees during that academic year.¹³ No single college accounts for the volatility in the education specialist category throughout the period.

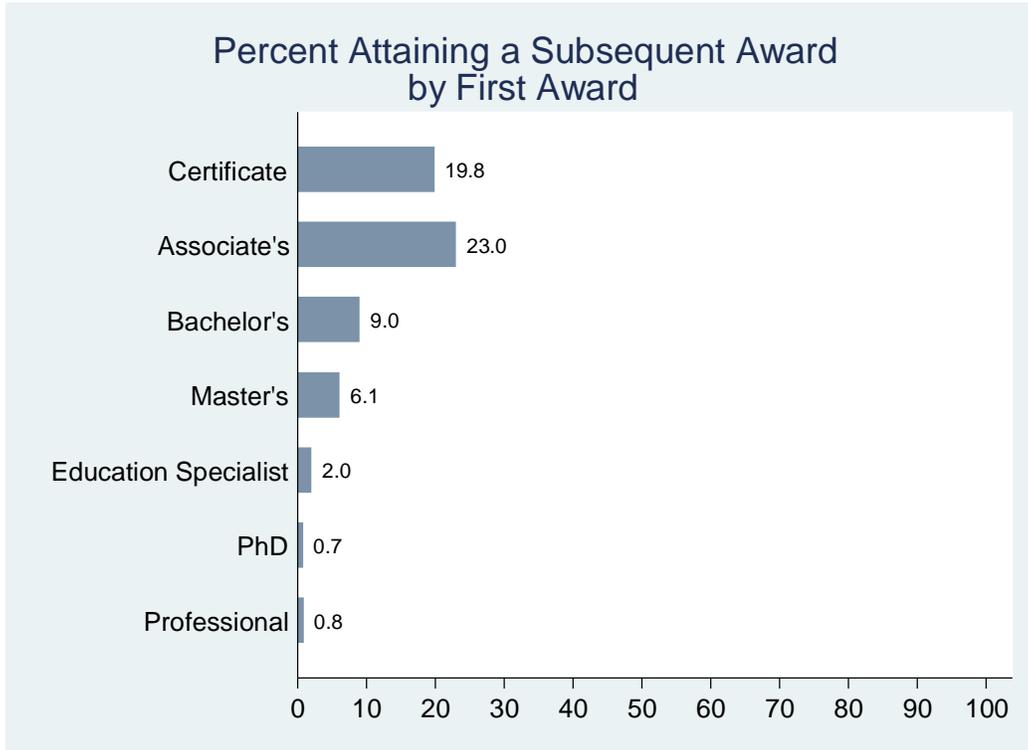
Figure 3: Awards by Category and Year (Education Specialist, PhD, and Professional)



¹³ 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 students who went on to earn additional degrees between 2007 and 2013.¹⁴ Students whose first awards were certificates or associate's degrees were most likely to earn additional degrees (19.8% and 23.0%, respectively). Unsurprisingly, students who obtained professional degrees and PhD's had the lowest percentages of subsequent award attainment (both below 1%).

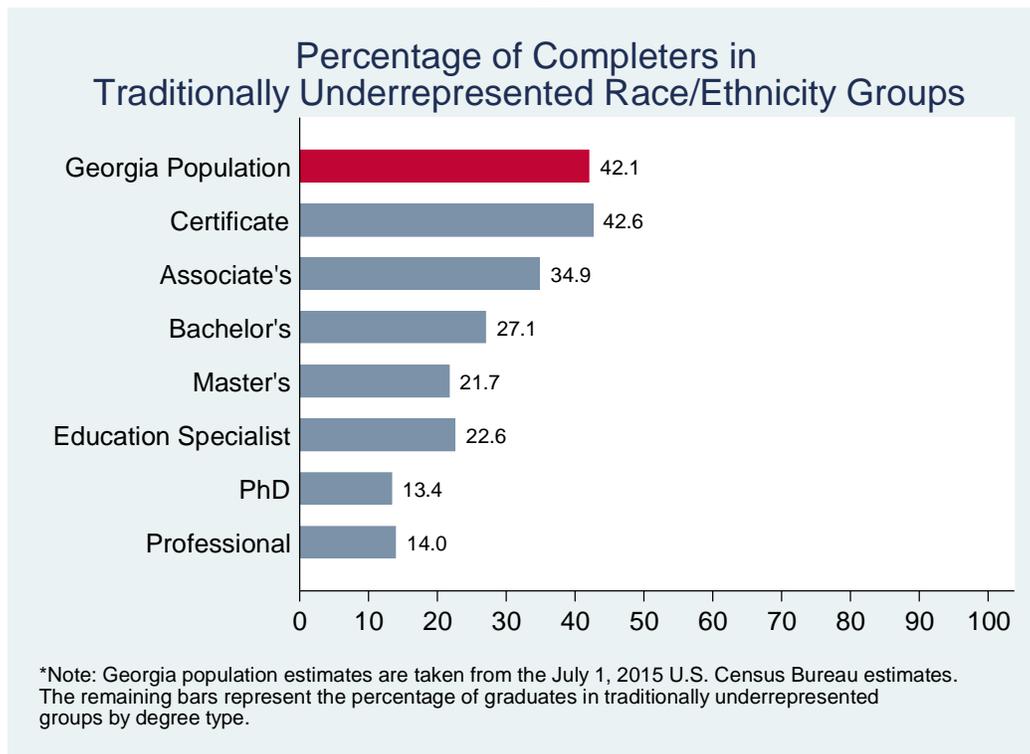
Figure 4: Percentage of Graduates Attaining a Subsequent Award by First Award



¹⁴ 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, he is 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, he is 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, she is 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.¹⁵ 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, 2015.¹⁶ 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

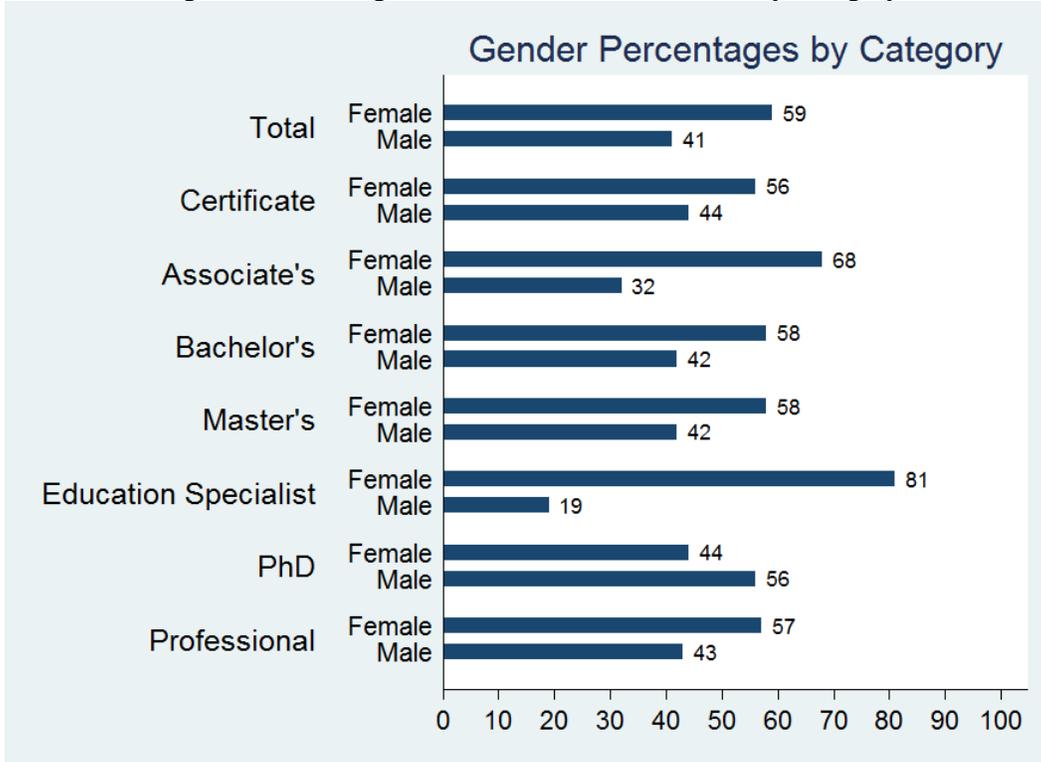


¹⁵ For the purposes of this report, students of Hispanic ethnicity are treated as their own race/ethnicity category. Due to the small number of observations, the “American Indian or Native Alaskan”, “Native Hawaiian or Other Pacific Islander”, and “Two or More Races” race/ethnicity categories are combined into the Multiple/Other category.

¹⁶ The State of Georgia estimates are calculated using the July 1, 2015 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>. The Census Bureau produces these estimates every five years. The 2010 percentage is 40.9%.

Figure 6 displays the breakdown of male and female percentages by degree category from 2007-2013. In every degree category except PhD's, females comprised a larger proportion of students receiving the award.

Figure 6: Percentage of Male and Female Students by Category



As seen in the next two figures, many of the most popular awards for women are in the health and education fields, while many of the most popular awards for men are in mechanic and repair technologies.

Figure 7: Most Popular Awards for Females

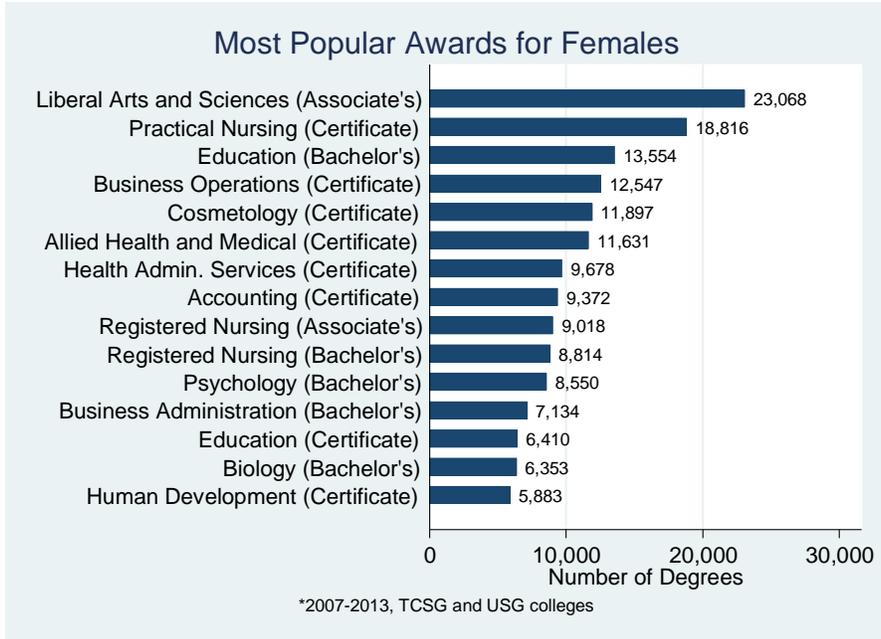
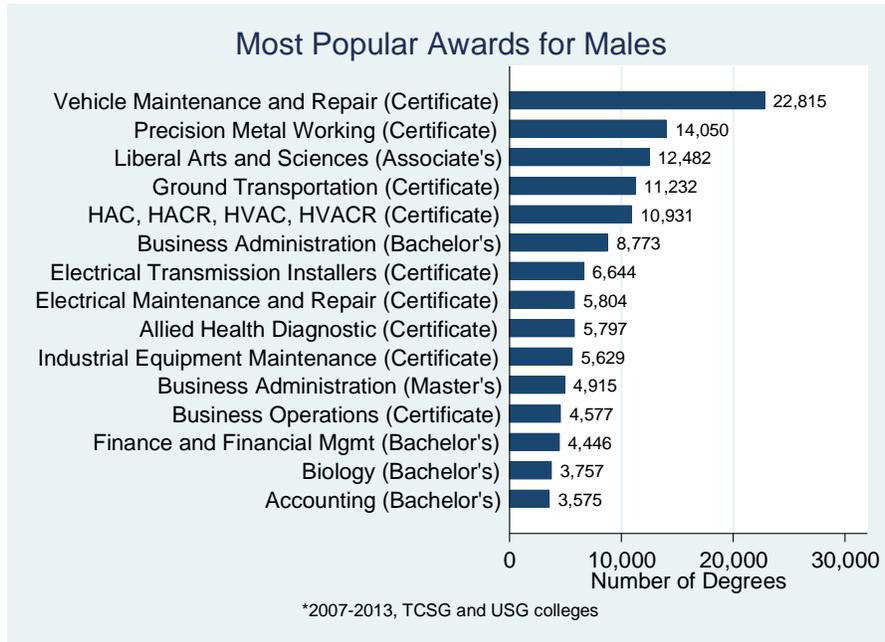


Figure 8: Most Popular Awards for Males¹⁷



¹⁷ HAC, HACR, HVAC, and HVACR are abbreviations for Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician fields.

Matching Award Completers with Wage Data

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, or military employees. When the wage data are matched with the award completers, roughly 70% of college graduates are found within the wage data the year after graduation, and 61% are found in the wage data five years after graduation.¹⁸ These percentages vary by degree category 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 80%, it is noted in the footnote.¹⁹ 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 is out of state.

Higher Degrees, Higher Earnings

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.”²⁰ 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 one 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 25th percentile would indicate that those earnings are higher than 25 percent of the earnings in the dataset. The median (50th 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 awards had median earnings around \$28,000. 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 (25th to 75th percentile).

¹⁸ 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.

¹⁹ According to the US Department of Labor, slightly more than 80% of the civilian labor force was covered by Unemployment Insurance in 2015. Source: [UI Data Summary, 4th Quarter 2015](#).

²⁰ For more information regarding Complete College Georgia, please visit <http://www.completegeorgia.org/>.

Table 1 shows the difference between the 75th and 25th percentiles. It 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 Graduation²¹

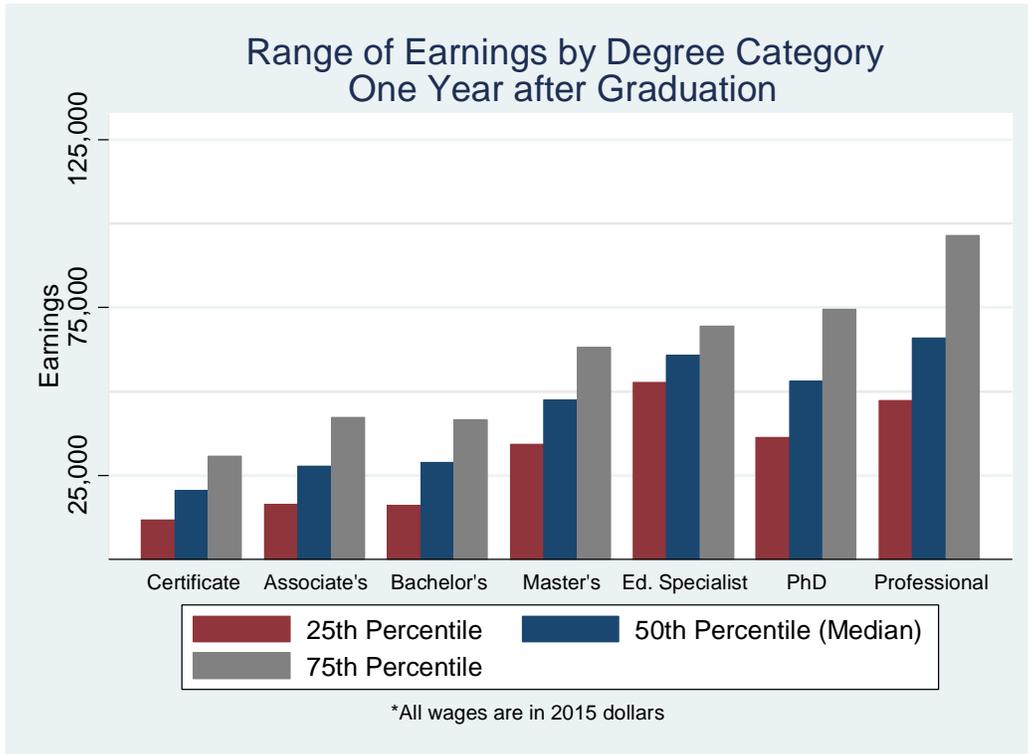


Table 1: Range of Earnings One Year after Graduation

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	\$11,841	\$20,483	\$30,874	+ \$19,033
Associate's	\$16,430	\$27,796	\$42,281	+ \$25,851
Bachelor's	\$16,084	\$28,869	\$41,653	+ \$25,569
Master's	\$34,411	\$47,454	\$63,261	+ \$28,850
Education Specialist	\$52,786	\$60,851	\$69,452	+ \$16,666
PhD	\$36,348	\$53,169	\$74,548	+ \$38,200
Professional	\$47,280	\$65,917	\$96,528	+ \$49,248

²¹ Only Education Specialists had greater than 80% of graduates matched within the wage data. The match rate for PhDs is substantially lower than all other degree types at 31%.

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 but had the second highest median wages among graduate degrees after one year. Bachelor’s degrees also had a much higher percentage increase in earnings from the first to the fifth year after graduation.²²

Figure 10: Range of Earnings by Category Five Years after Graduation²³

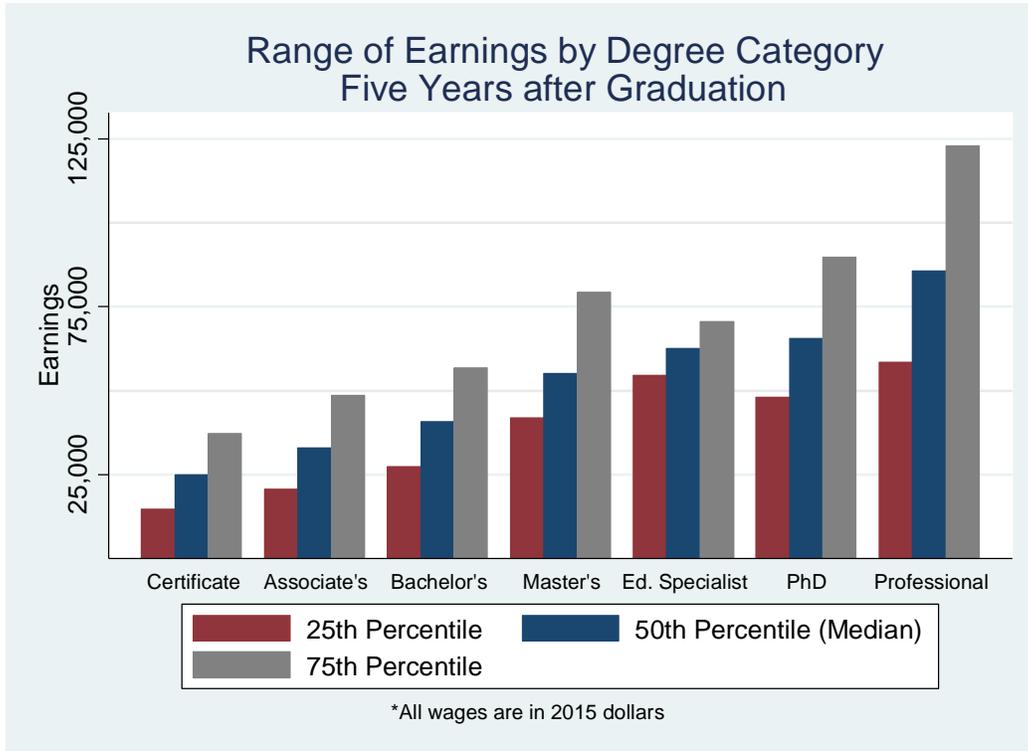


Table 2: Range of Earnings Five Years after Graduation

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	\$14,787	\$25,027	\$37,221	+\$22,434
Associate's	\$20,698	\$33,078	\$48,583	+\$27,885
Bachelor's	\$27,393	\$40,834	\$56,824	+\$29,431
Master's	\$41,979	\$55,097	\$79,462	+\$37,483
Education Specialist	\$54,573	\$62,655	\$70,634	+\$16,061
PhD	\$48,167	\$65,583	\$89,882	+\$41,715
Professional	\$58,568	\$85,678	\$122,853	+\$64,285

²² 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.

²³ Only Education Specialists had greater than 80% of graduates matched within the wage data. The match rate for PhDs is substantially lower than all other degree types at 23%.

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	25%	22%	21%
Associate's	26%	19%	15%
Bachelor's	70%	41%	36%
Master's	22%	16%	26%
Education Specialist	3%	3%	2%
PhD	33%	23%	21%
Professional	24%	30%	27%

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

The Federal Reserve lists the Great Recession as officially lasting from December 2007 – June 2009.²⁴ 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 2014, no award category at 25th, 50th, or 75th percentile experienced a net total gain in earnings.

The figures below display the 25th, 50th, and 75th percentiles of wages over time and by degree category in blue, red, and green, respectively.²⁵ Appendix C shows the percentage change in wages from the prior year; negative values are highlighted in red.

Figure 11: First-Year Earnings for Certificates over Time²⁶



²⁴ More information regarding the 2007-2009 recession can be found here:

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

²⁵ Information for PhD is not represented here due to low match rates with wage data.

²⁶ For all years, the percentage of graduates matched in the wage data is less than 80%.

Figure 12: First-Year Earnings for Associate's over Time²⁷



Figure 13: First-Year Earnings for Bachelor's over Time²⁸



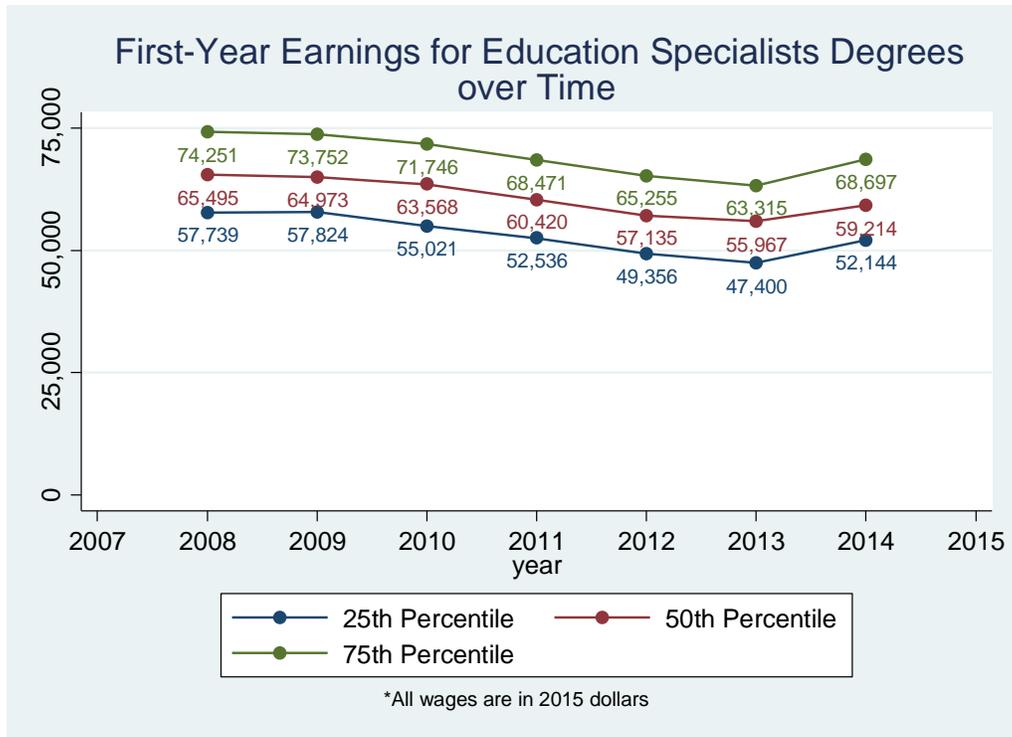
²⁷ For all years except 2008, the percentage of graduates matched in the wage data is less than 80%.

²⁸ For all years, the percentage of graduates matched in the wage data is less than 80%.

Figure 14: First-Year Earnings for Master's over Time²⁹



Figure 15: First-Year Earnings for Education Specialists over Time³⁰



²⁹ For all years, the percentage of graduates matched in the wage data is less than 80%.

³⁰ The percentage of graduates matched in the wage data the first year after graduation is less than 80%.

Figure 16: Earnings for Professional Degrees over Time³¹



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.³² Earnings are stacked horizontally in blue, pink, and green categories representing the 25th, 50th (median), and 75th percentiles, respectively.

Medically-related awards tended to be the highest earners across most degree categories. In the bachelor’s and master’s category, business related degrees earned higher wages than most other popular degrees. Within the associate’s degrees, liberal arts majors were the most awarded degree by a substantial margin; 37,855 liberal arts associate’s degrees were awarded in 2007-2013, as compared to the next most popular program, registered nursing, which awarded 10,392 degrees.³³ However, liberal arts associate’s earned much less when compared to the other nine associate’s degrees one year and five years after attaining the degree. This pattern is partially explained by the fact that 36% of students in this program go on to earn

³¹ For all years, the percentage of graduates matched in the wage data is less than 65%.

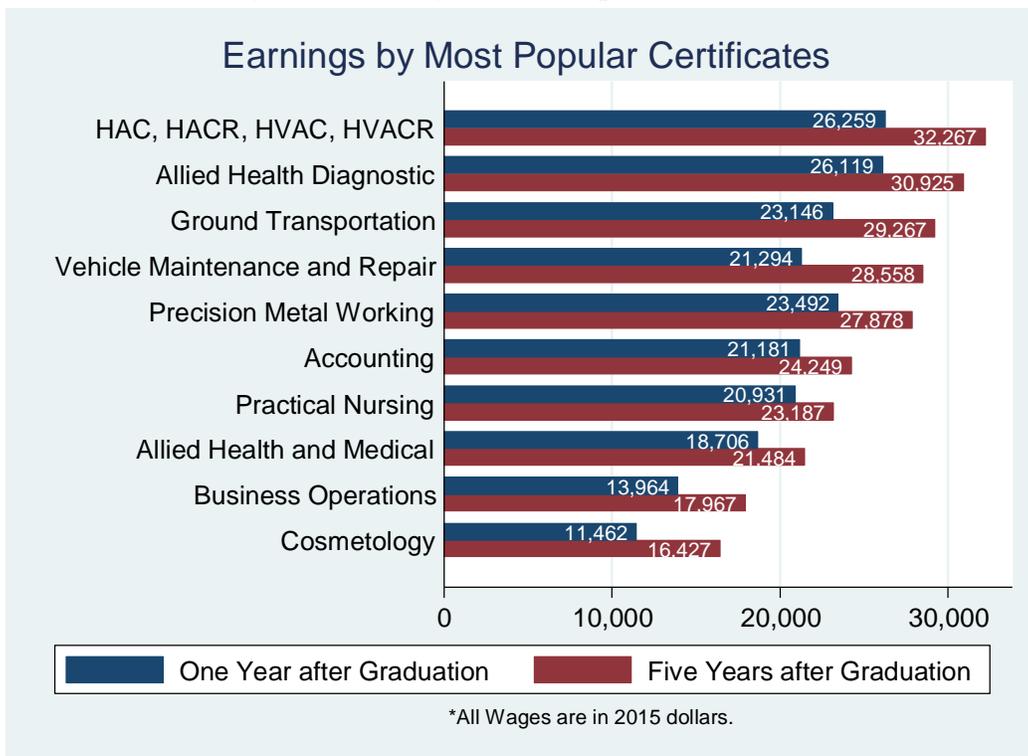
³² Education Specialists are not displayed here since there is little variation in the program of study within this degree category. PhDs are not displayed here since fewer than 80% of graduates for all of the most popular PhDs are matched with the wage data.

³³ These numbers represent all students in the dataset, not just graduates from TCSG and USG colleges.

another degree, which is 15 percentage points higher than all associate’s degree holders.

In general, the earning patterns for the top ten 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. A few notable exceptions exist, however. In the bachelor’s category, registered nursing degrees had by far the highest earnings one year after graduation, but the gap narrowed five years after graduation. Professional degrees in medicine experienced a large upward shift in earnings after five years, while the median earnings for pharmacy, physical therapy and EdD’s showed little growth.³⁴

Figure 17: Earnings by Most Popular Certificates³⁵



³⁴ 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.

³⁵ Only Allied Health Diagnostic, Practical Nursing, and Allied Health and Medical had match rates greater than 80% in the first year after graduation. No program had a match rate greater than 80% five years after graduation.

Figure 18: Earnings by Most Popular Associate's³⁶

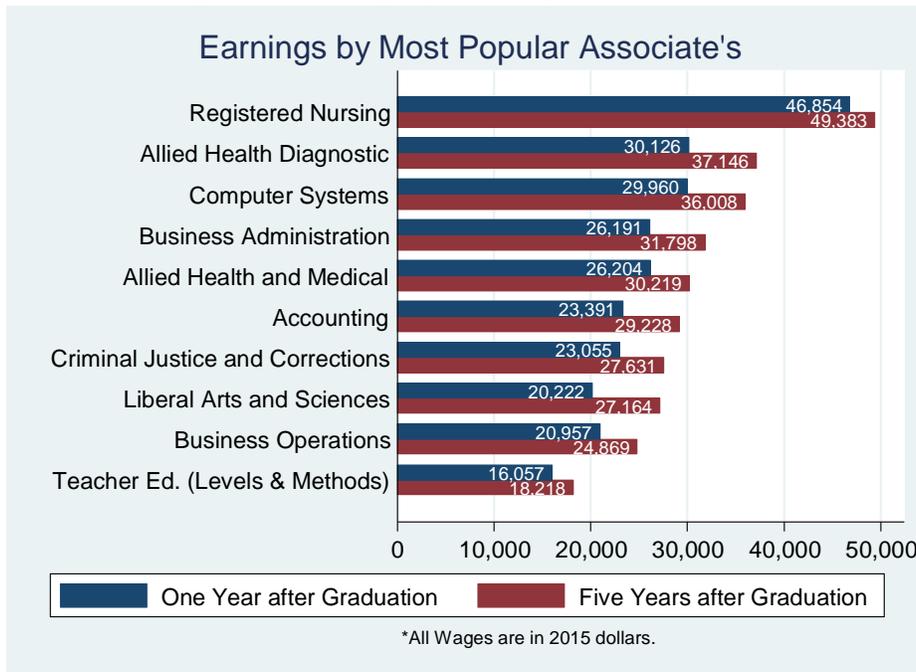
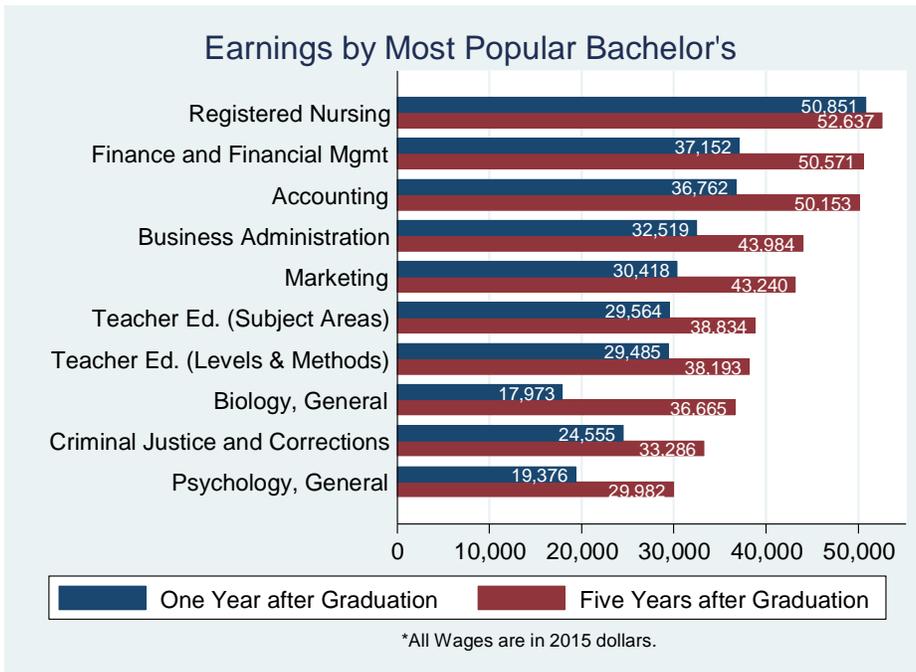


Figure 19: Earnings by Most Popular Bachelor's³⁷



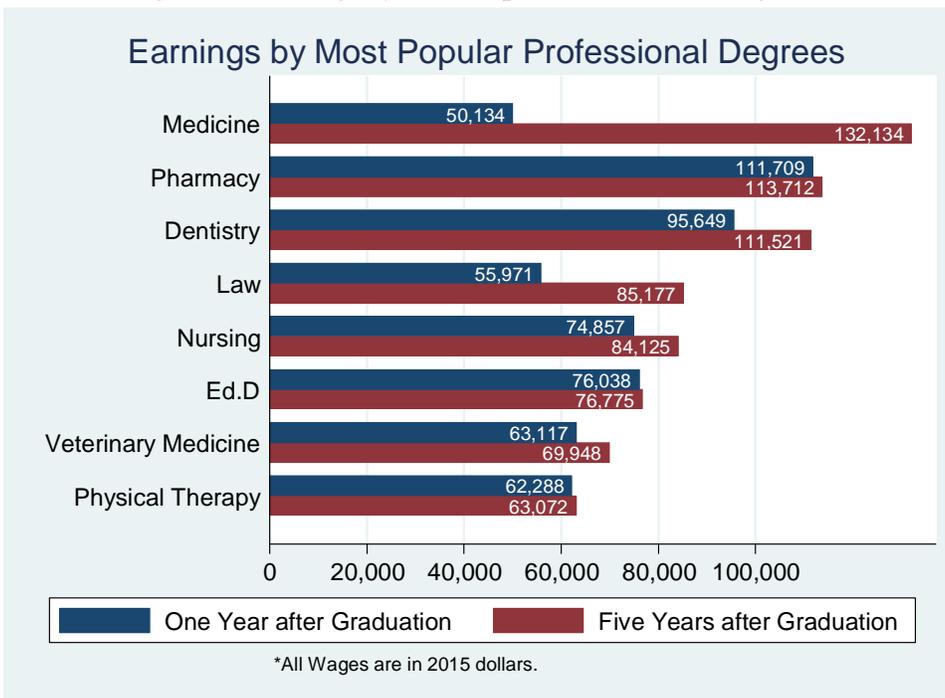
³⁶ Only Registered Nursing, Allied Health Diagnostic, and Allied Health and Medical had match rates greater than 80% in the first year after graduation; only Registered Nursing had a match rate greater than or equal to 80% five years after graduation.

³⁷ Only Registered Nursing, Teacher Education (Subject Areas), and Teacher Education (Levels & Methods) had match rates greater than or equal to 80% in the first year after graduation. No program had a match rate greater than 80% five years after graduation.

Figure 20: Earnings by Most Popular Master's³⁸



Figure 21: Earnings by Most Popular Professional Degrees³⁹



³⁸ Registered Nursing, Accounting, Educational Administration, Teacher Education (Levels & Methods), and Special Education and Teaching match rates greater than 80% in the first year after graduation; only Registered Nursing had a match rate greater than 80% five years after graduation.

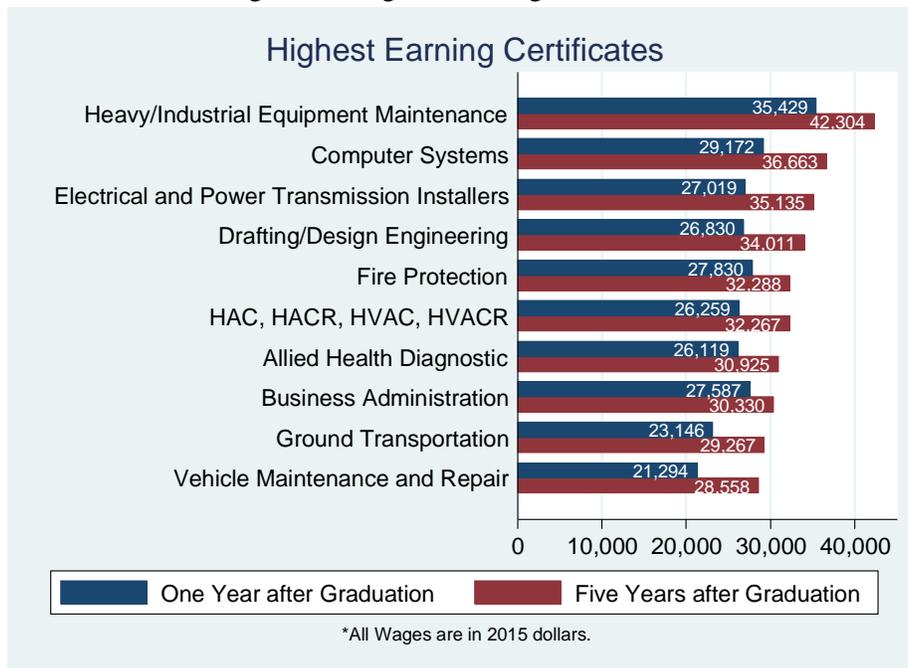
³⁹ Only Nursing and Ed.Ds had match rates greater than or equal to 80%.

Highest Earning Programs

This section highlights the top earning programs by median earnings five years after graduation.⁴⁰ 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.⁴¹ The percentage of graduates matched in the wage data can be found in Appendix E.

Certificates in mechanic and repair technologies represent three of the top ten highest earning certificates (Heavy/Industrial Equipment Maintenance; HAC, HACR, HVAC, HVACR; and Vehicle Maintenance and Repair). Associate’s degrees in health top the list in that category, while engineering and computer & information science degrees are the highest earners among bachelor’s degrees. Among master’s degrees, degrees in business are the highest earners. Professional degrees in pharmacy have by far the highest median earnings in this category.

Figure 22: Highest Earning Certificates⁴²



⁴⁰ Program groupings are determined by four-digit CIP codes. Programs with fewer than 200 graduates in the wage data five years after graduation are dropped. Education specialists are not included here because only two programs meet the criterion. PhD’s are not included here because no programs meet this criterion.

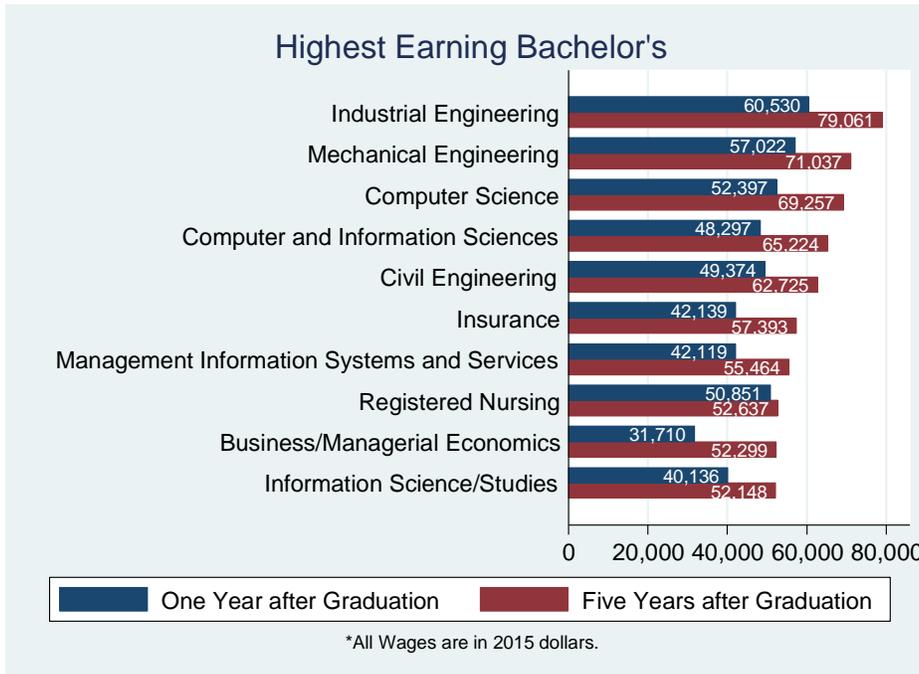
⁴¹ Education Specialists are not displayed here since there is little variation in the program of study within this degree category. PhDs are not displayed here since fewer than 80% of all of the most popular PhDs are matched with the wage data.

⁴² Only Fire Protection and Allied Health Diagnostic have a match rate greater than 80% in the first year after graduation; only Fire Protection had a match rate greater than 80% the fifth year after graduation.

Figure 23: Highest Earning Associate's⁴³



Figure 24: Highest Earning Bachelor's⁴⁴



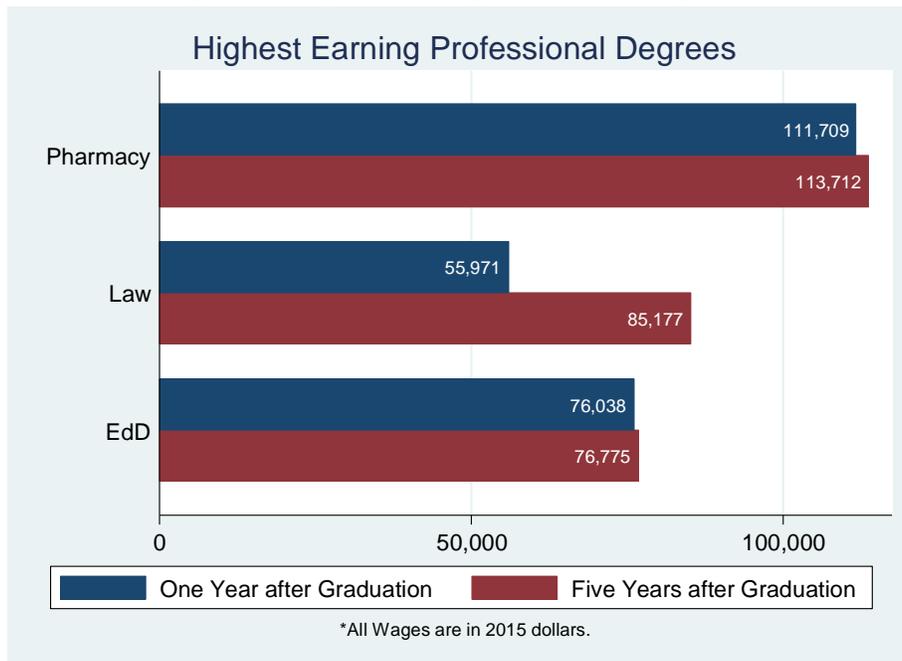
⁴³ Only Registered Nursing, Dental Support Services, Allied Health Diagnostic, and Allied Health and Medical have a match rate greater than or equal to 80% in the first year after graduation; only Registered Nursing and Dental Support services have a match rate greater than or equal to 80% the fifth year after graduation.

⁴⁴ Only Registered Nursing had a match rate greater than 80% in the first year after graduation. No program had a match rate greater than 80% the fifth year after graduation.

Figure 25: Highest Earning Master's⁴⁵



Figure 26: Highest Earning Professional Degrees⁴⁶



⁴⁵ Only Registered Nursing, Accounting, Educational Administration, Teacher Education (Levels & Methods), Education/Instructional Media Design, Special Education and Teaching, and Social Sciences have a match rate greater than 80% in the first year after graduation; only Registered Nursing had a match rate greater than 80% the fifth year after graduation.

⁴⁶ Only Ed.Ds have greater than an 80% match rate with the wage data in the first and fifth years after graduation.

Earnings by Institution

Earnings for the same degrees also differ between Georgia colleges/universities.⁴⁷ The figures in this section show median wages by degree category and institution.⁴⁸ 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 in the area near the college, and 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 by award time. 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 up by TCSG and USG institutions. Only USG institutions offer bachelor's degrees and above.⁴⁹

Note that some colleges listed below have merged with other colleges since 2007. The earnings information presented below reflects the name of the institution at the time of graduation. 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 these colleges. Earnings for graduates of Georgia Northwestern Technical College will be listed under this name when wage information five years after graduation become available. For a full list of mergers, please see Appendix F.

⁴⁷ Because GA•AWARDS contains all awards from TCSG and USG institutions for all years, only TCSG and USG institutions are displayed here.

⁴⁸ 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.

⁴⁹ 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)⁵⁰

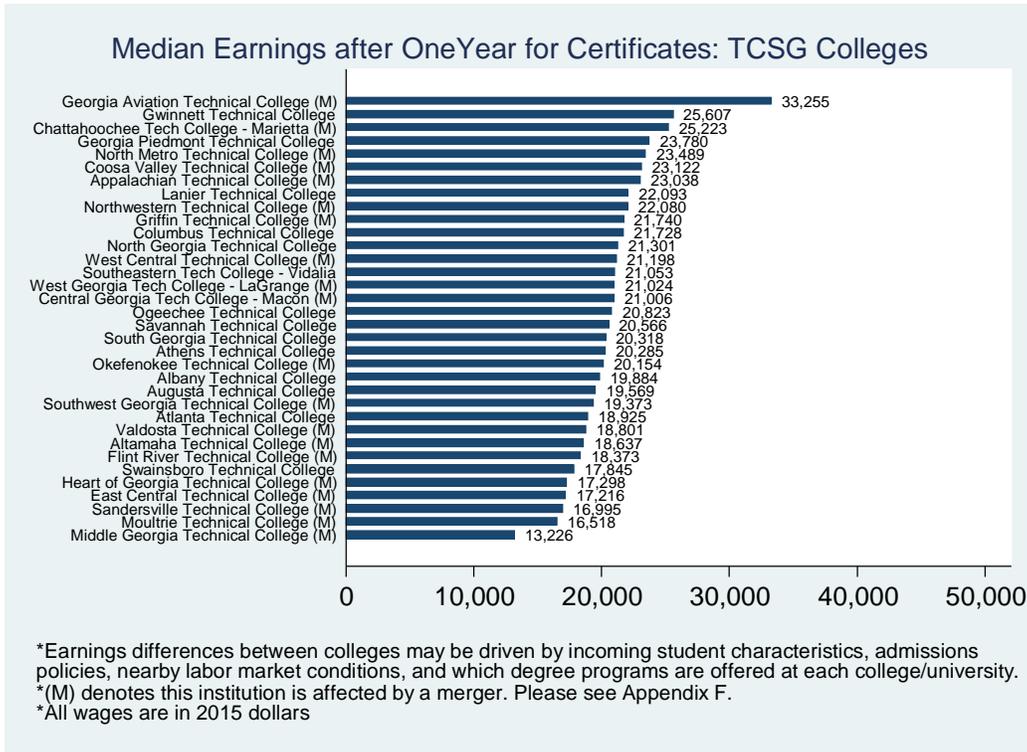
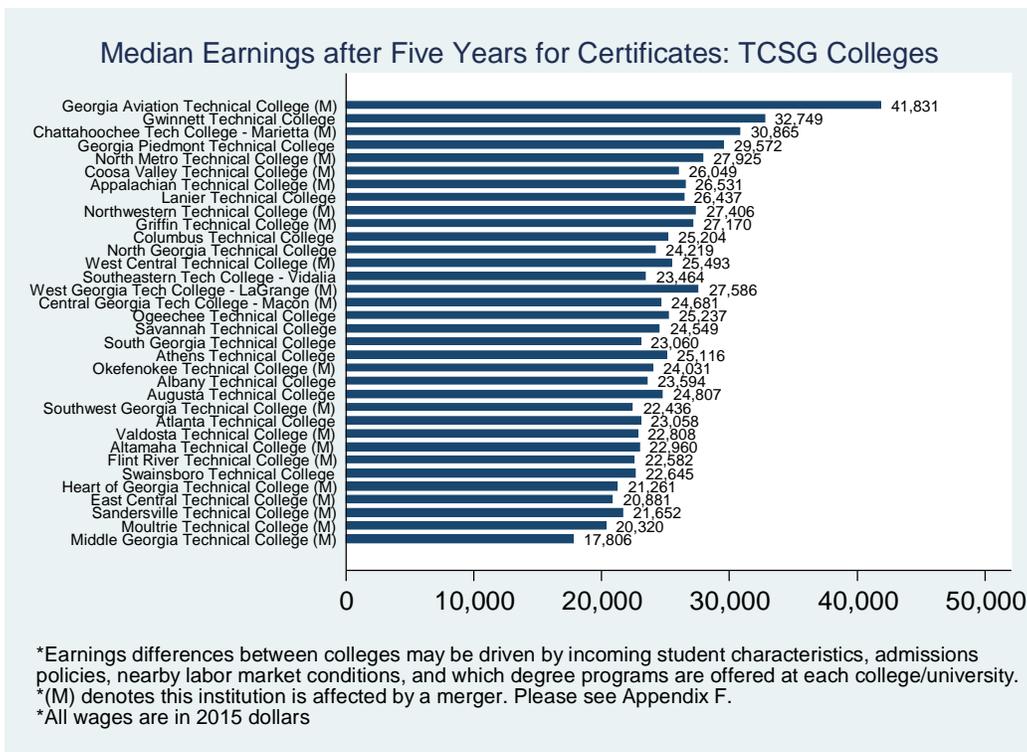


Figure 28: Median Earnings after Five Years for Certificates (TCSG)⁵¹



⁵⁰ Many of these institutions had a match rate less than 80%. Please see the appendix for more details.

⁵¹ None of these institutions had a match rate greater than 80%. Please see the appendix for more details.

Figure 29: Median Earnings after One Year for Certificates (USG)⁵²

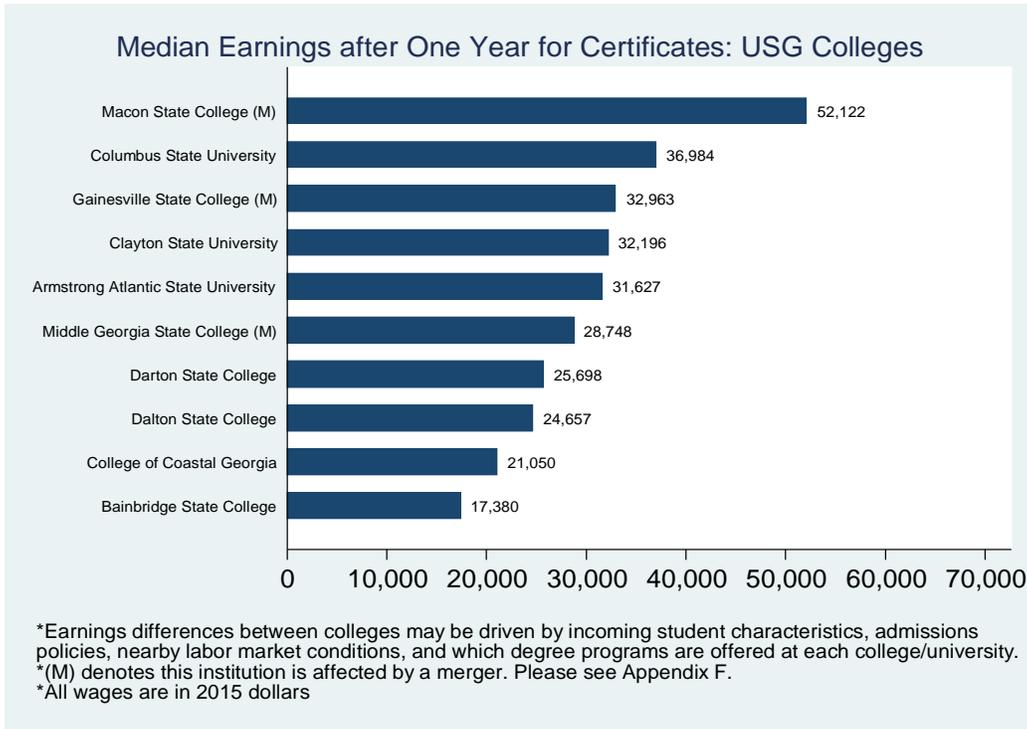
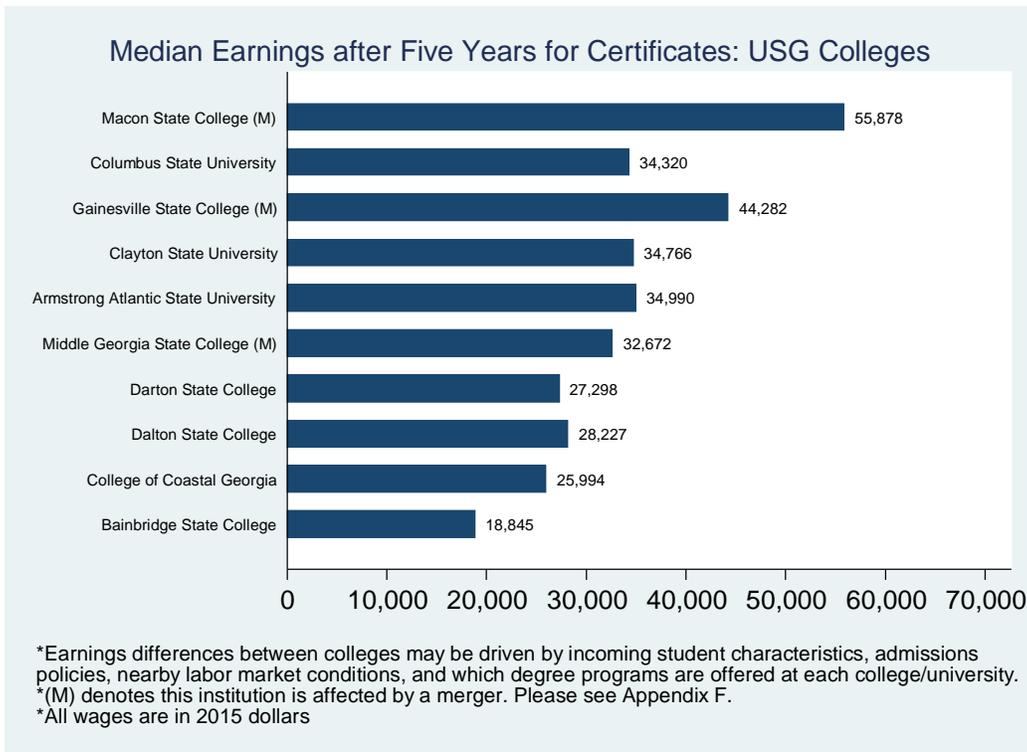


Figure 30: Median Earnings after Five Years for Certificates (USG)⁵³



⁵² Many of these institutions have a match rate less than 80%. Please see the appendix for more details.

⁵³ Many of these institutions have a match rate less than 80%. Please see the appendix for more details.

Figure 31: Median Earnings after One Year for Associate's (TCSG)⁵⁴

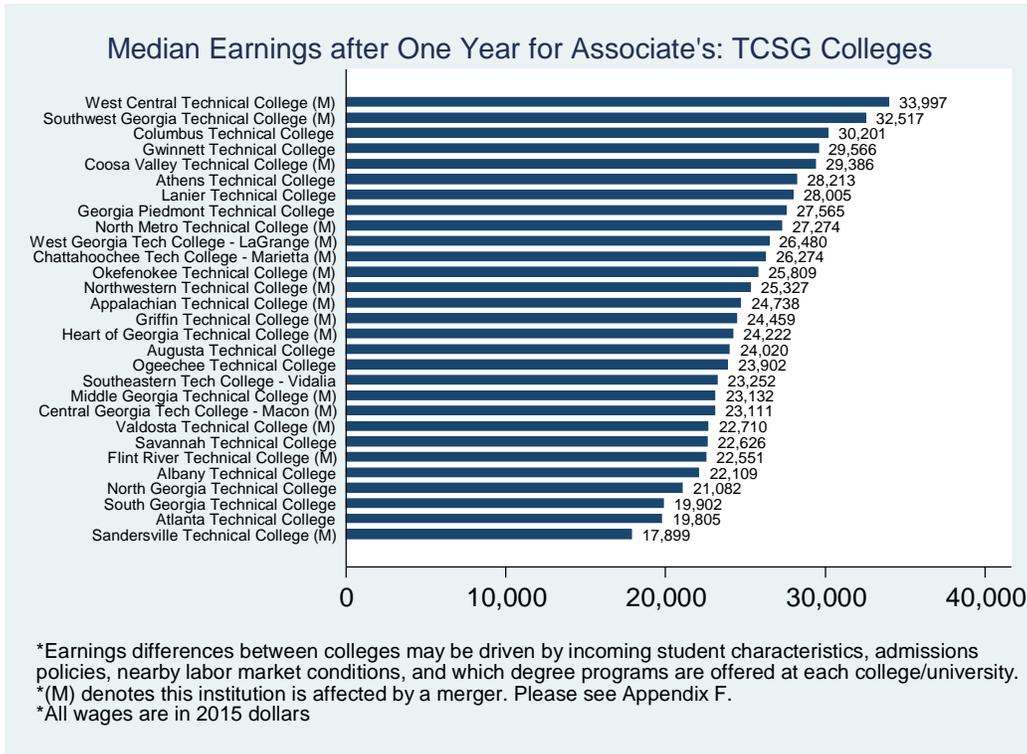
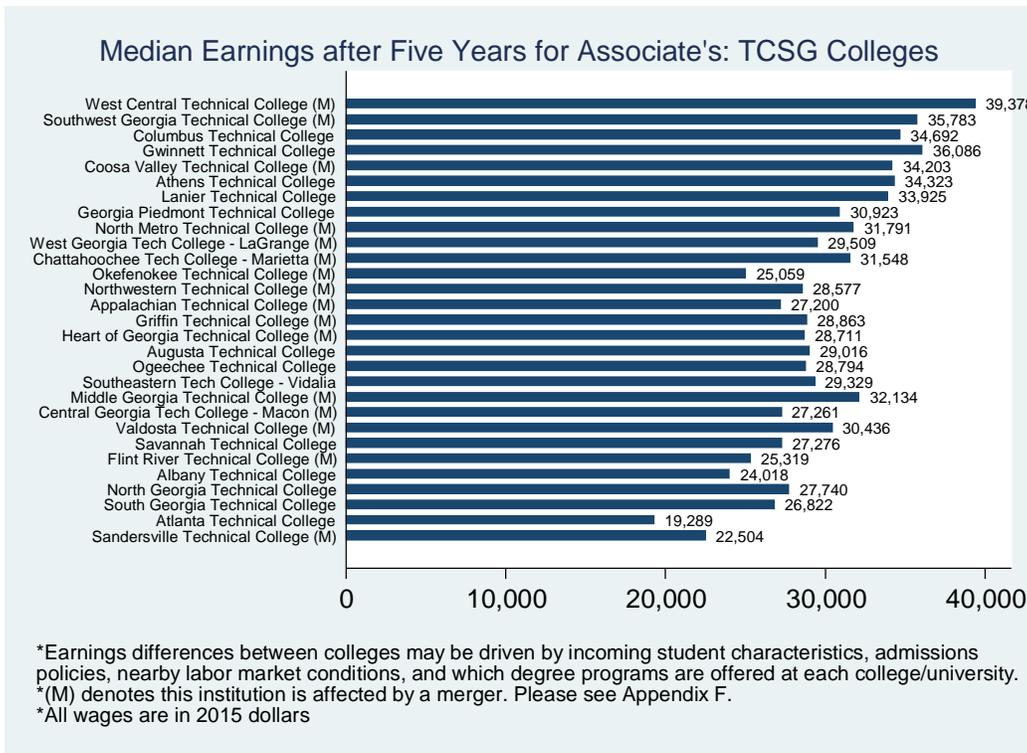


Figure 32: Median Earnings after Five Years for Associate's (TCSG)⁵⁵



⁵⁴ Many of these institutions had match rates less than 80%. Please see the appendix for more details.

⁵⁵ Many of these institutions had match rates less than 80%. Please see the appendix for more details.

Figure 33: Median Earnings after One Year for Associate's (USG)⁵⁶

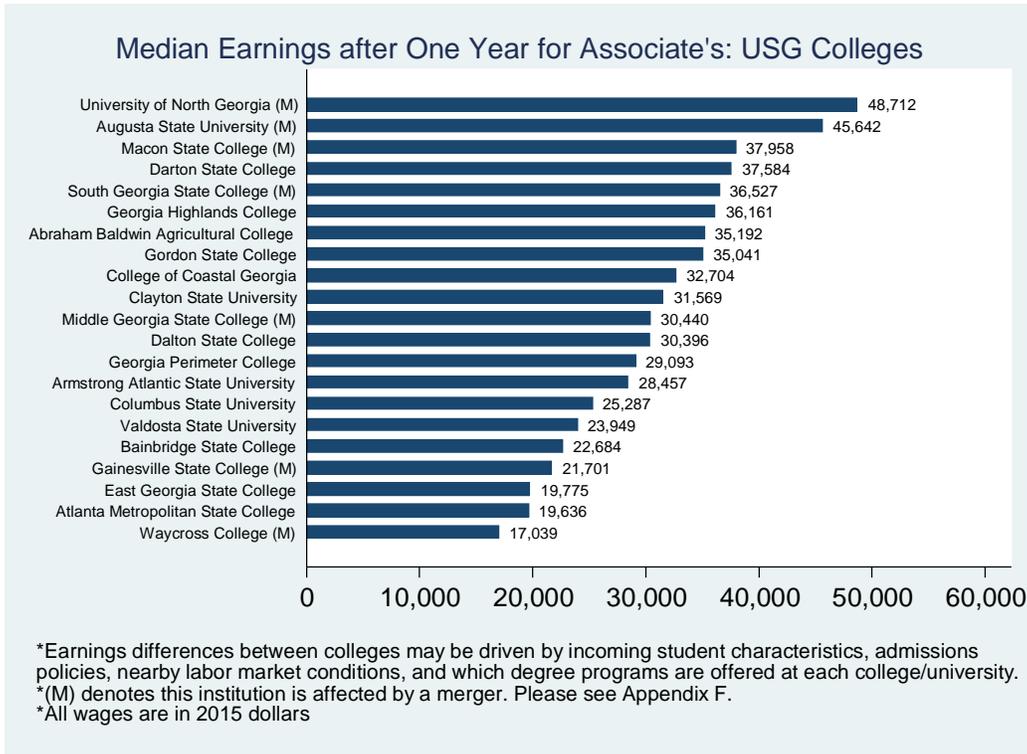
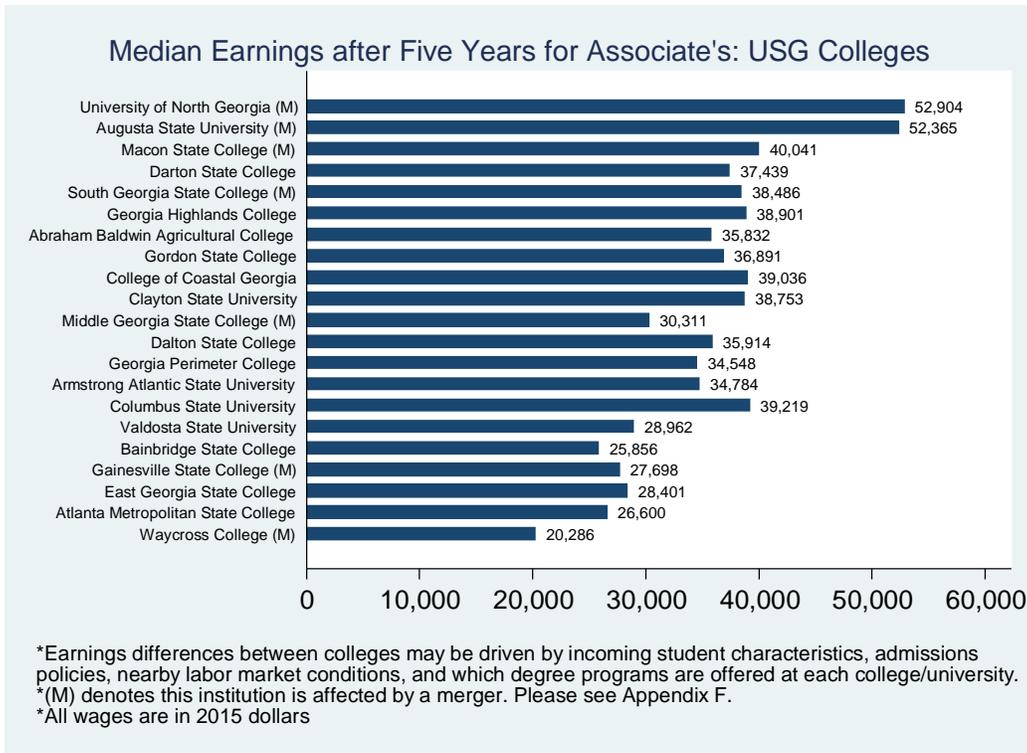


Figure 34: Median Earnings after Five Years for Associate's (USG)⁵⁷



⁵⁶ Many of these institutions had match rates less than 80%. Please see the appendix for more details.

⁵⁷ Many of these institutions had match rates less than 80%. Please see the appendix for more details.

Figure 35: Median Earnings after One Year for Bachelor's⁵⁸

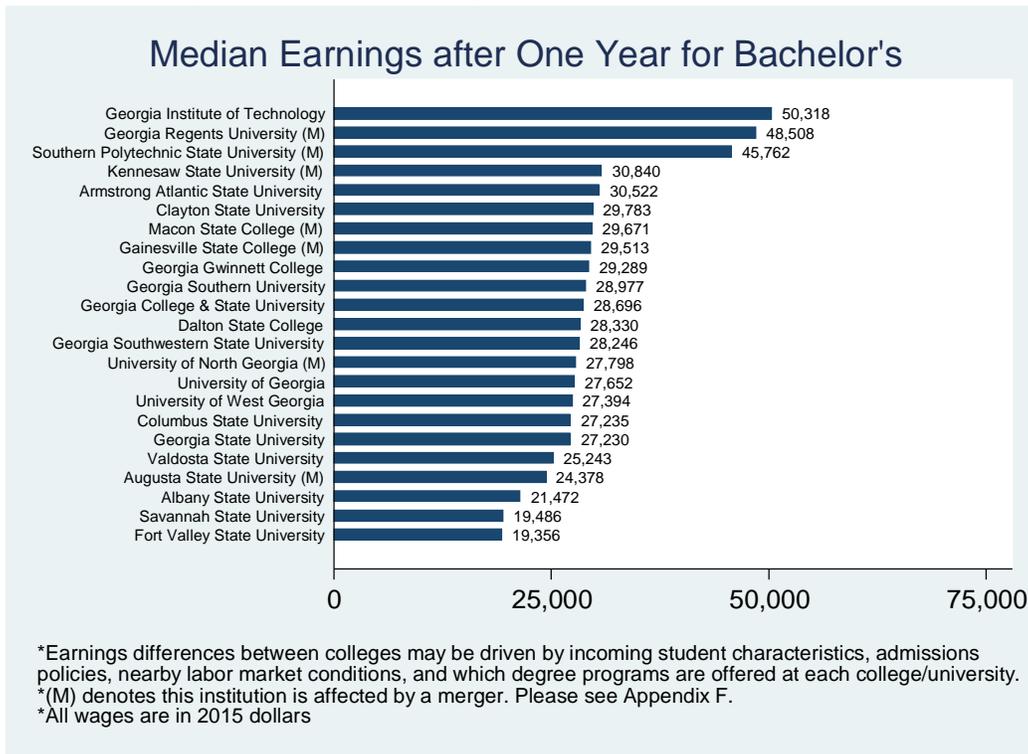
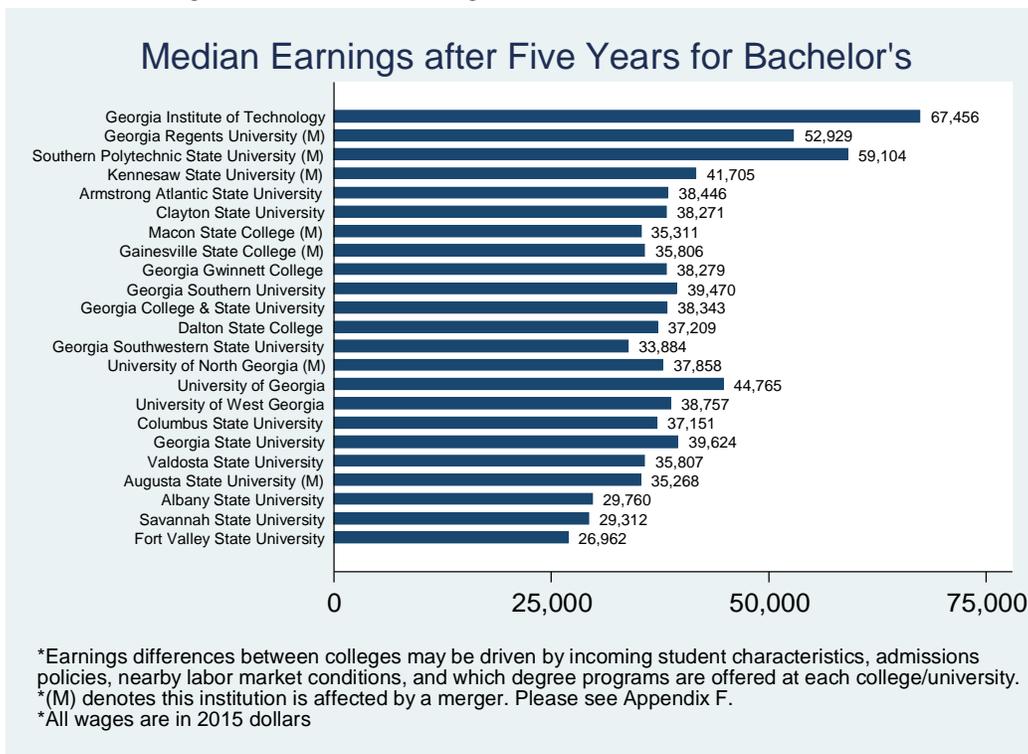


Figure 36: Median Earnings after Five Years for Bachelor's⁵⁹



⁵⁸ Many of these institutions had match rates less than 80%. Please see the appendix for more details.

⁵⁹ None of these institutions had match rates greater than 80%.

Figure 37: Median Earnings after One Year for Master's⁶⁰



Figure 38: Median Earnings after Five Years for Master's⁶¹



⁶⁰ Many of these institutions had match rates less than 80%. Please see the appendix for more details.

⁶¹ Many of these institutions had match rates less than 80%. Please see the appendix for more details.

Figure 39: Median Earnings after One Year for Education Specialists

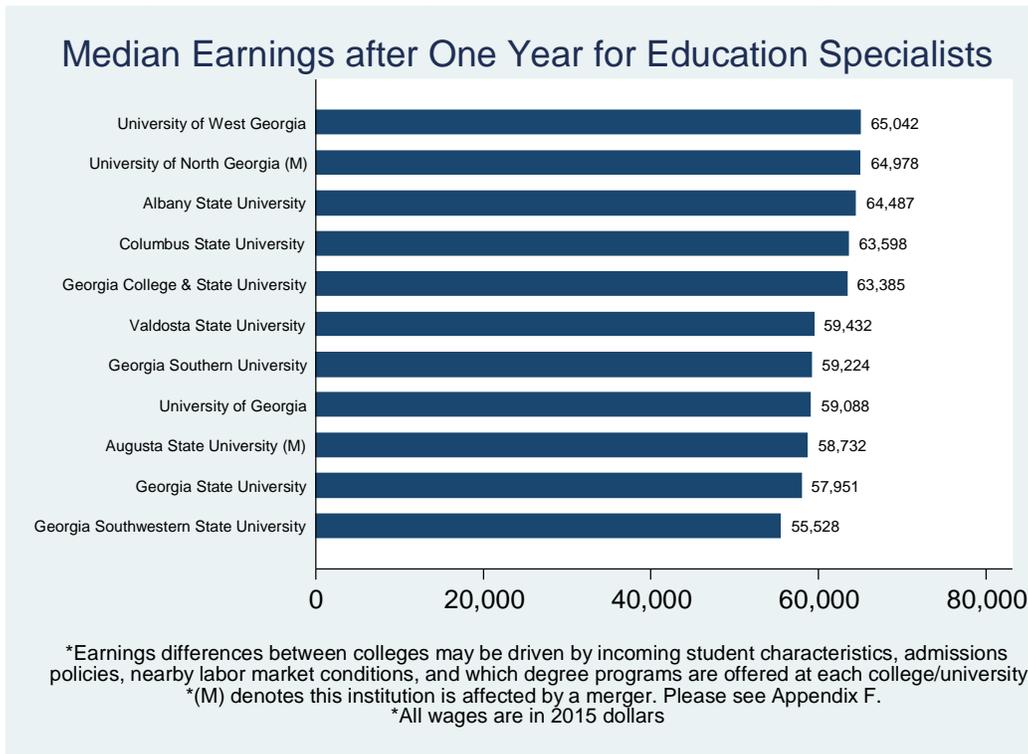
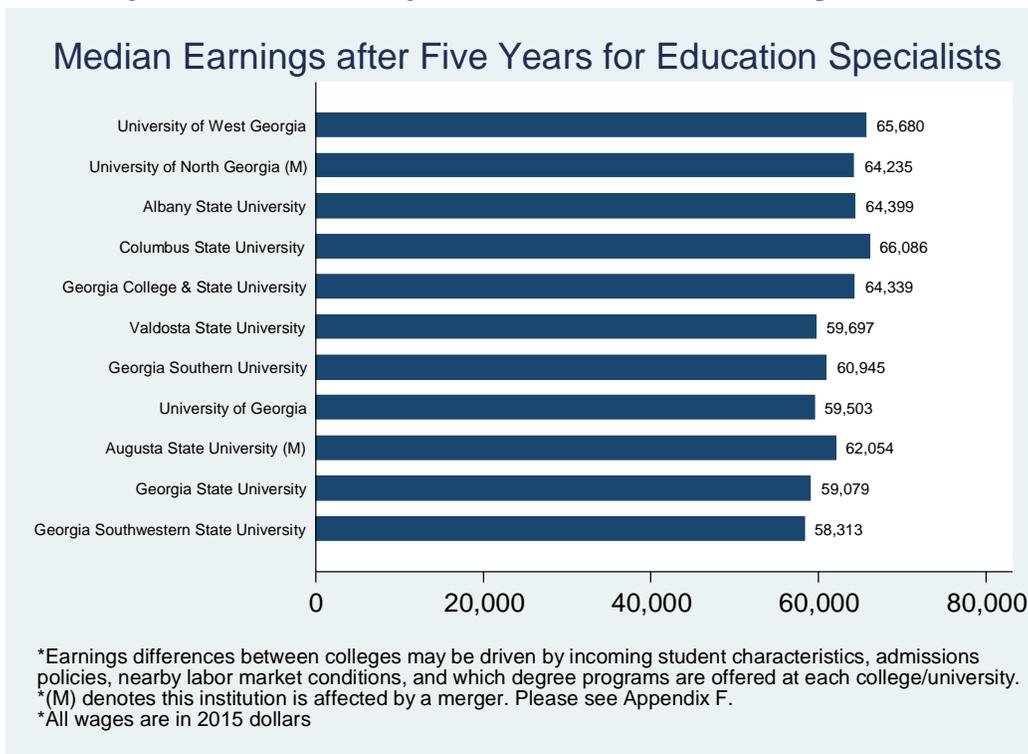


Figure 40: Median Earnings after Five Years for Education Specialists⁶²



⁶² Georgia State University had a match rate less than 80%.

Figure 41: Median Earnings after One Year for Professional Degrees⁶³

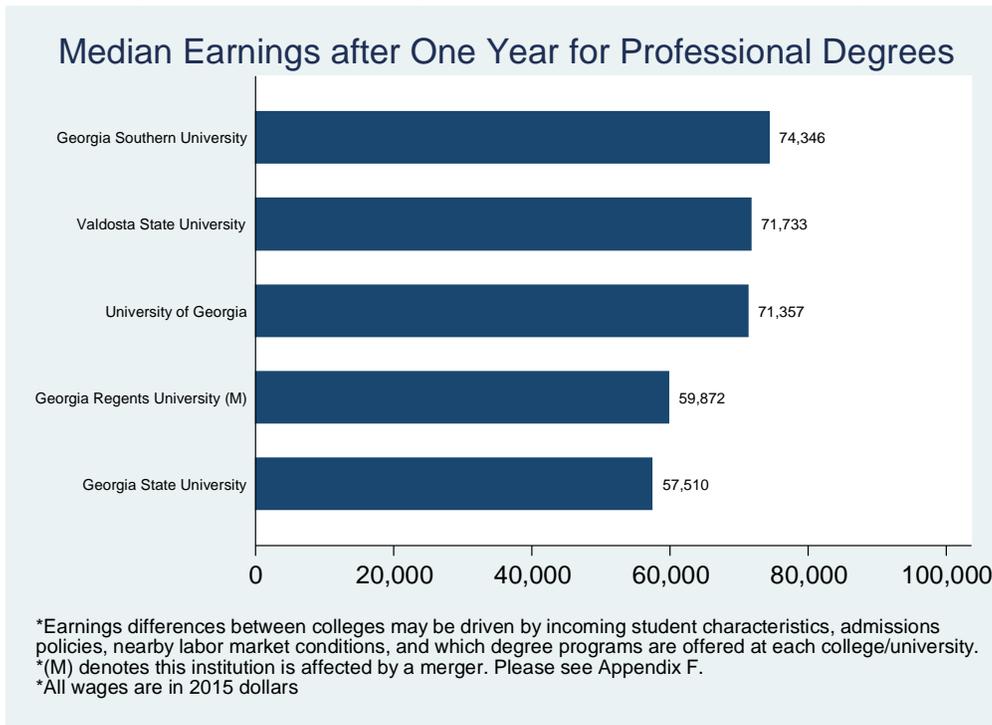
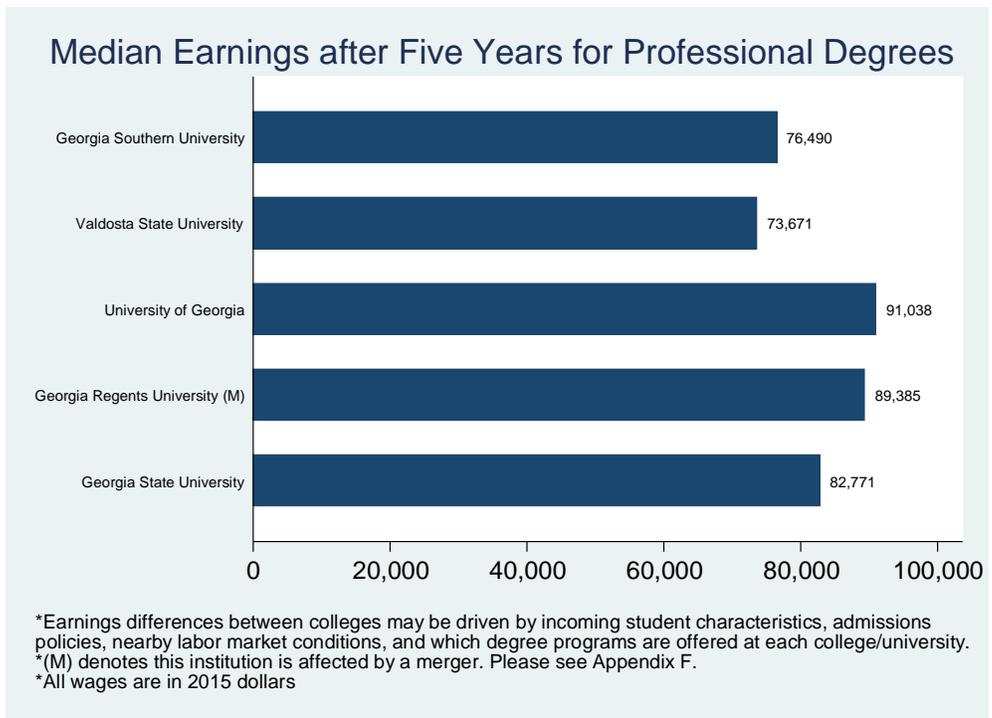


Figure 42: Median Earnings after Five Years for Professional Degrees⁶⁴



⁶³ Fewer than 80% of graduates from Georgia Regents University, Georgia State University, and the University of Georgia were matched within the wage data.

⁶⁴ Only Georgia Southern University and Valdosta State University had match rates greater than 80%.

The next set of graphs show median wages by college for the three most popular programs of study across the state: accounting, business administration, and teacher education.⁶⁵ 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>).

⁶⁵ 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 ten 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.

Figure 43: Median Earnings after One Year for Accounting Certificates by College⁶⁶

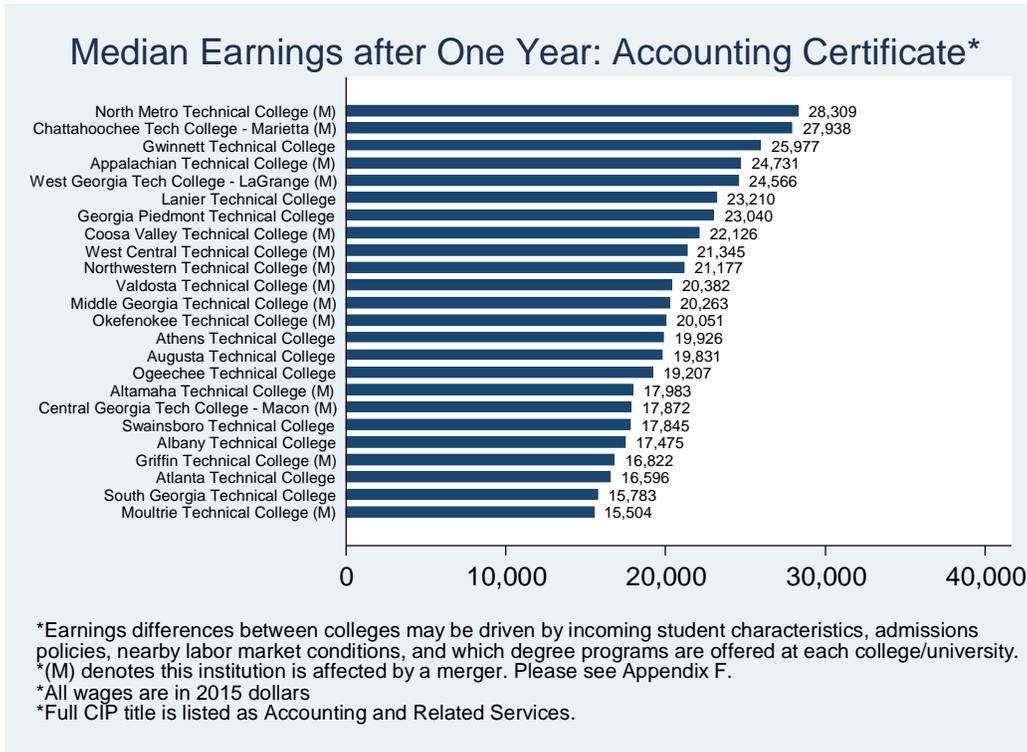
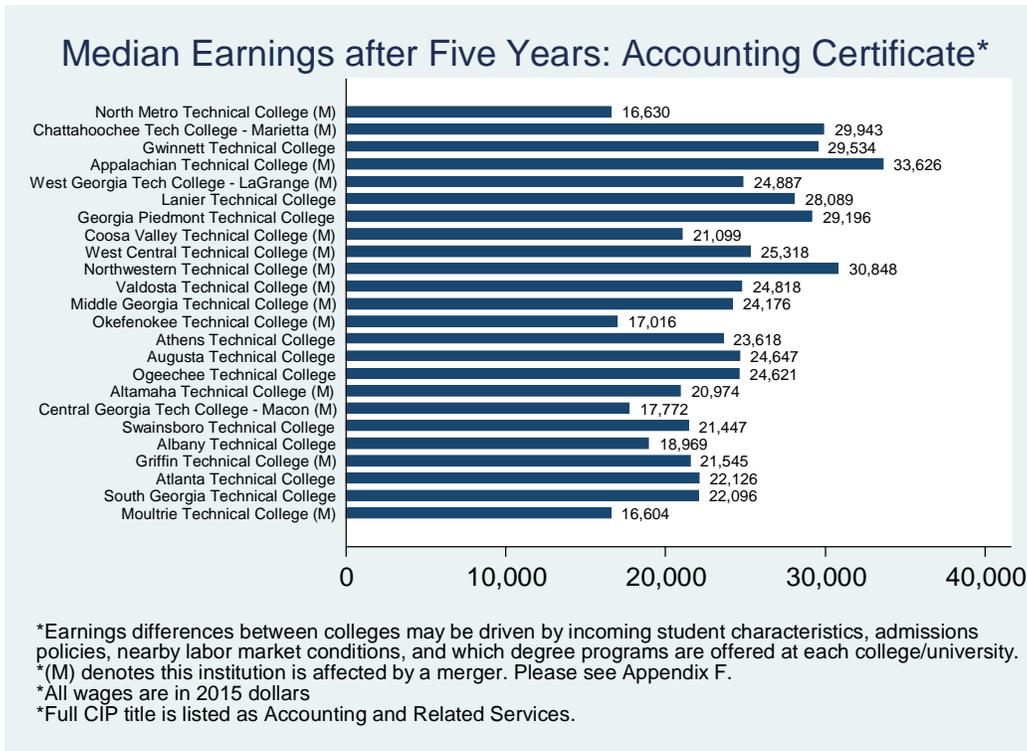


Figure 44: Median Earnings after Five Years for Accounting Certificates by College⁶⁷



⁶⁶ Many of these colleges had match rates less than 80%. Please see the appendix for more details.

⁶⁷ Many of these colleges had match rates less than 80%. Please see the appendix for more details.

Figure 45: Median Earnings after One Year for Accounting Associate's by College⁶⁸

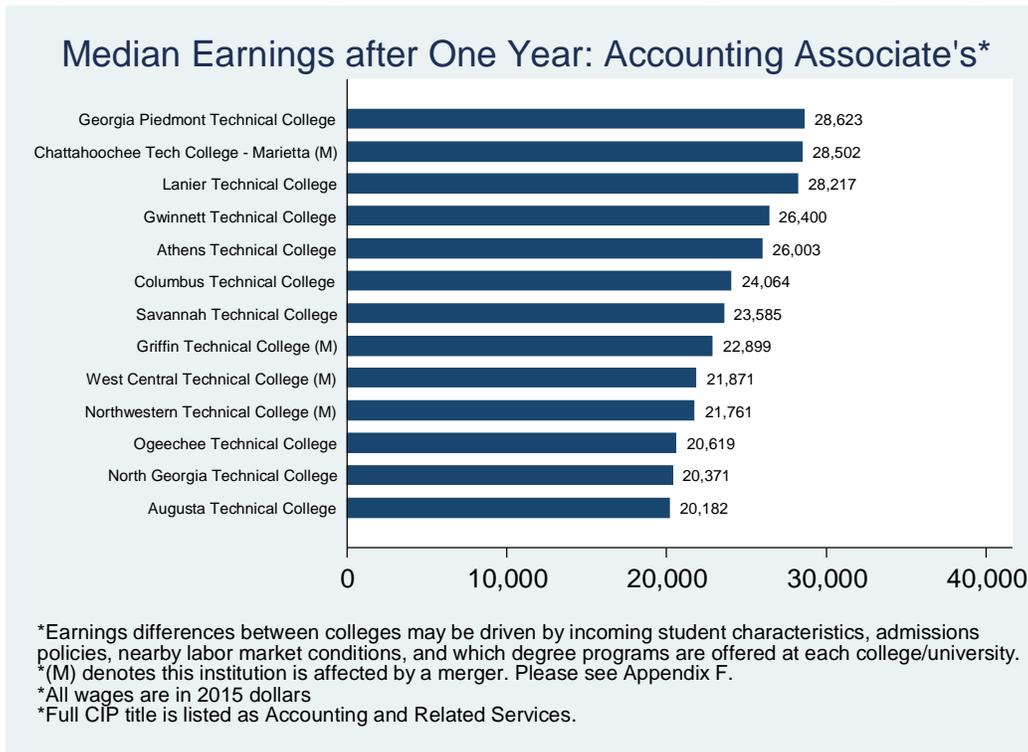
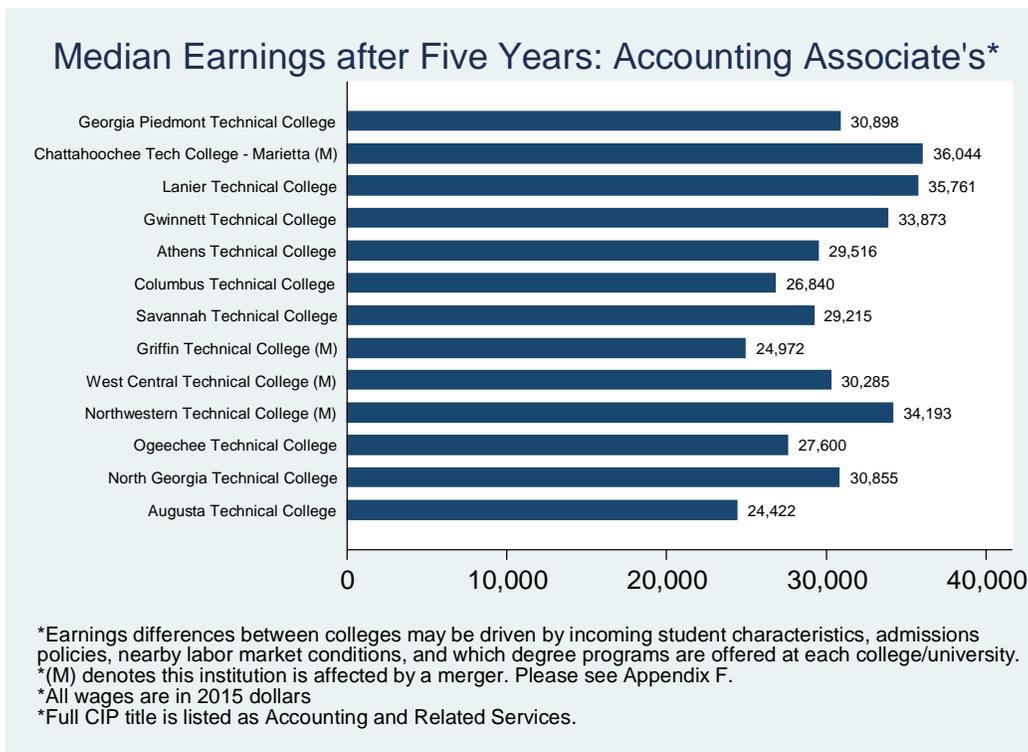


Figure 46: Median Earnings after Five Years for Accounting Associate's by College⁶⁹



⁶⁸ Many of these colleges had match rates less than 80%. Please see the appendix for more details.

⁶⁹ Many of these colleges had match rates less than 80%. Please see the appendix for more details.

Figure 47: Median Earnings after One Year for Accounting Bachelor's by College⁷⁰



Figure 48: Median Earnings after Five Years for Accounting Bachelor's by College⁷¹



⁷⁰ Many of these colleges had match rates less than 80%. Please see the appendix for more details.

⁷¹ None of these colleges had match rates greater than 80%. Please see the appendix for more details.

Figure 49: Median Earnings after One Year for Business Certificates by College⁷²

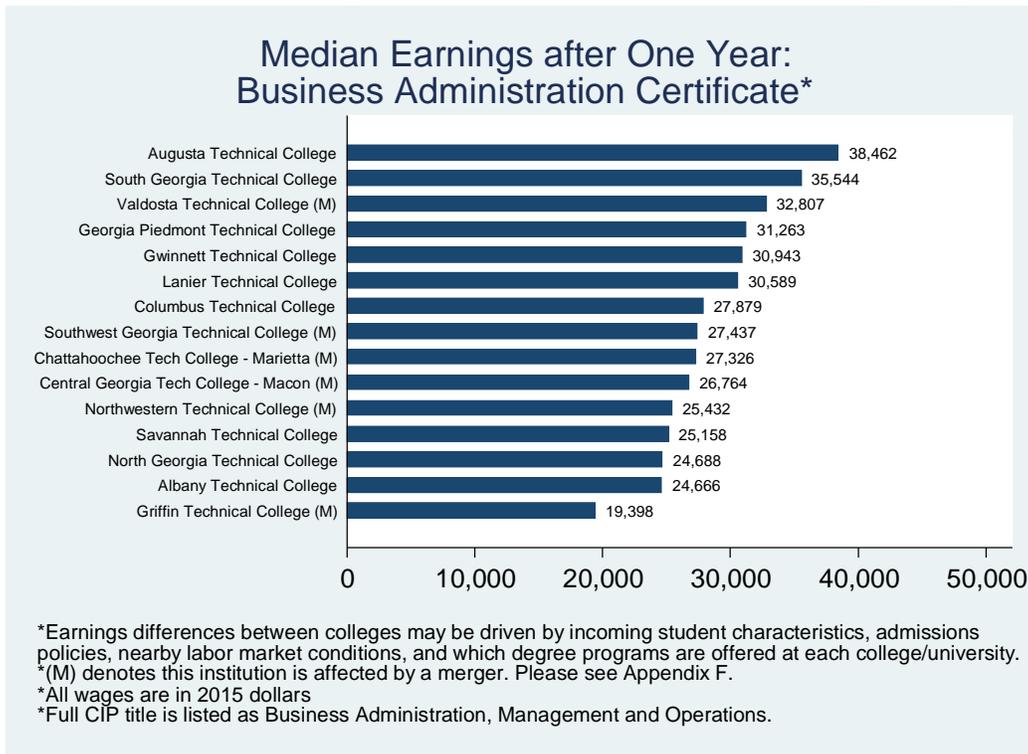
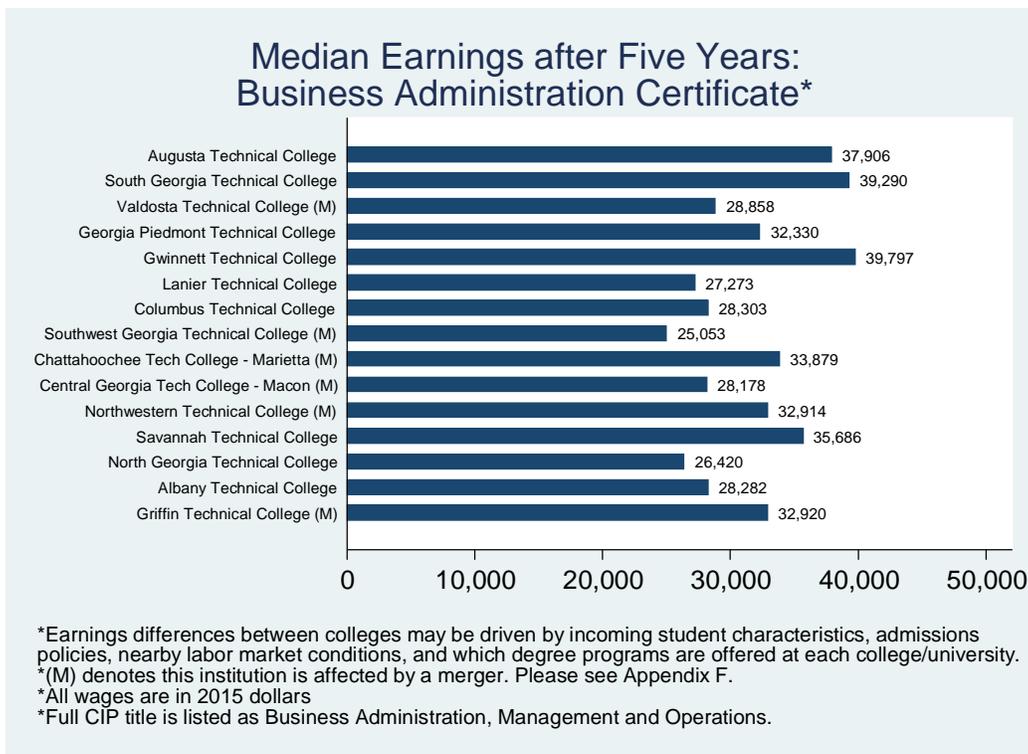


Figure 50: Median Earnings after Five Years for Business Certificates by College⁷³



⁷² Many of these colleges had match rates less than 80%. Please see the appendix for more details.

⁷³ Many of these colleges had match rates less than 80%. Please see the appendix for more details.

Figure 51: Median Earnings after One Year for Business Associate's by College⁷⁴

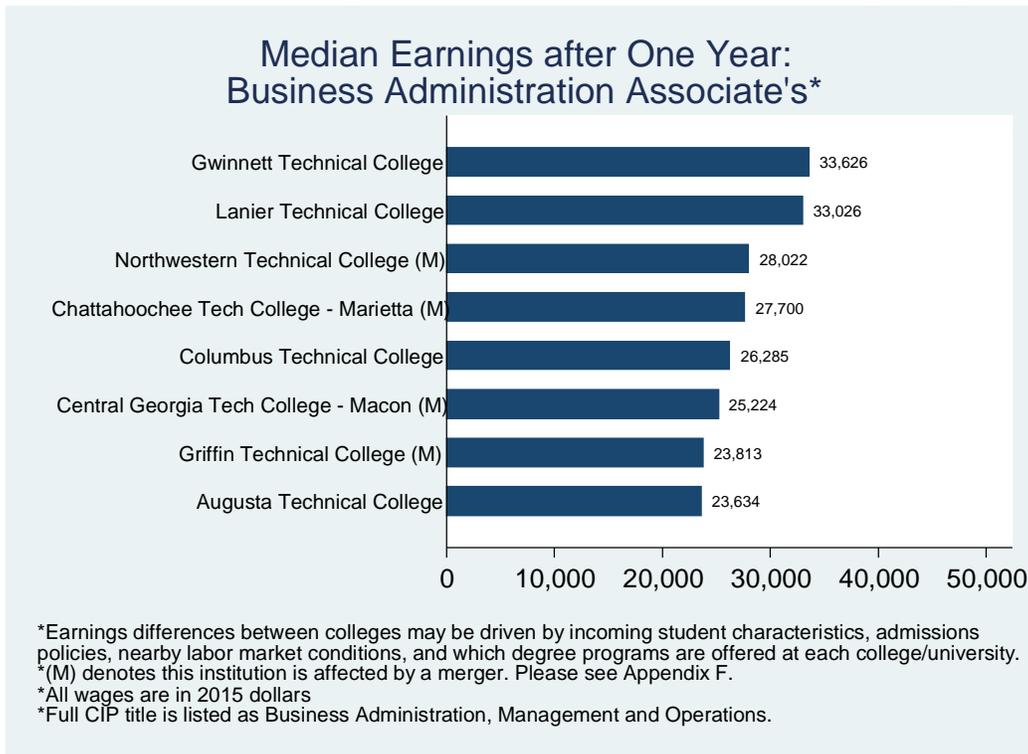
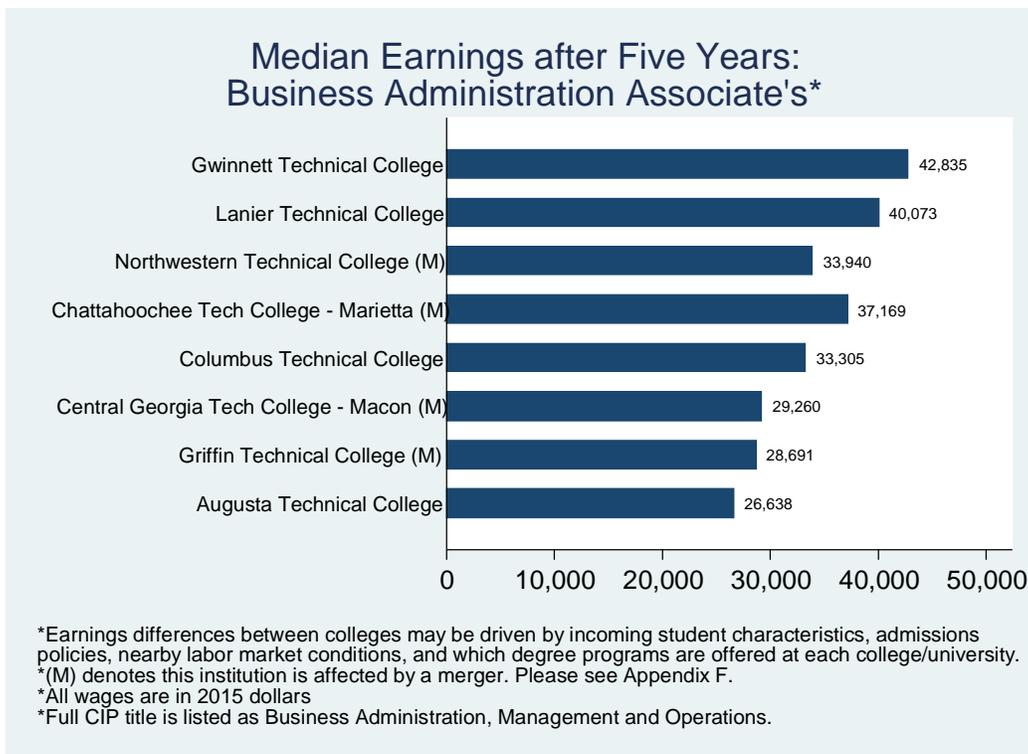


Figure 52: Median Earnings after Five Years for Business Associate's by College⁷⁵



⁷⁴ Many of these colleges had match rates less than 80%. Please see the appendix for more details.

⁷⁵ Many of these colleges had match rates less than 80%. Please see the appendix for more details.

Figure 53: Median Earnings after One Year for Business Bachelor's by College⁷⁶

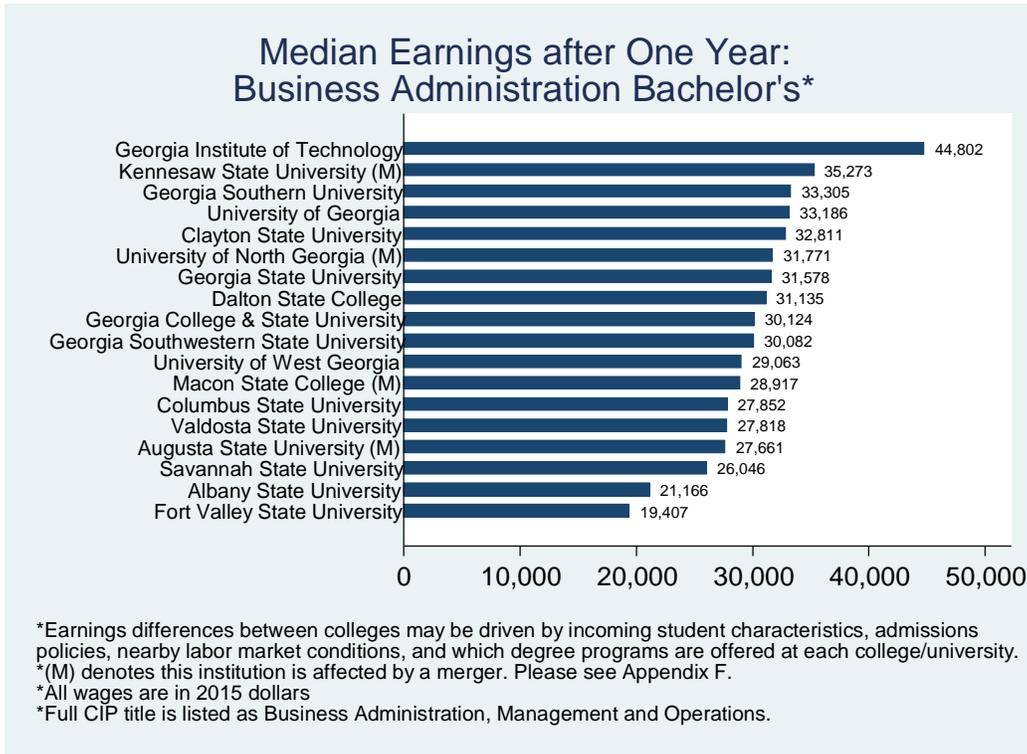
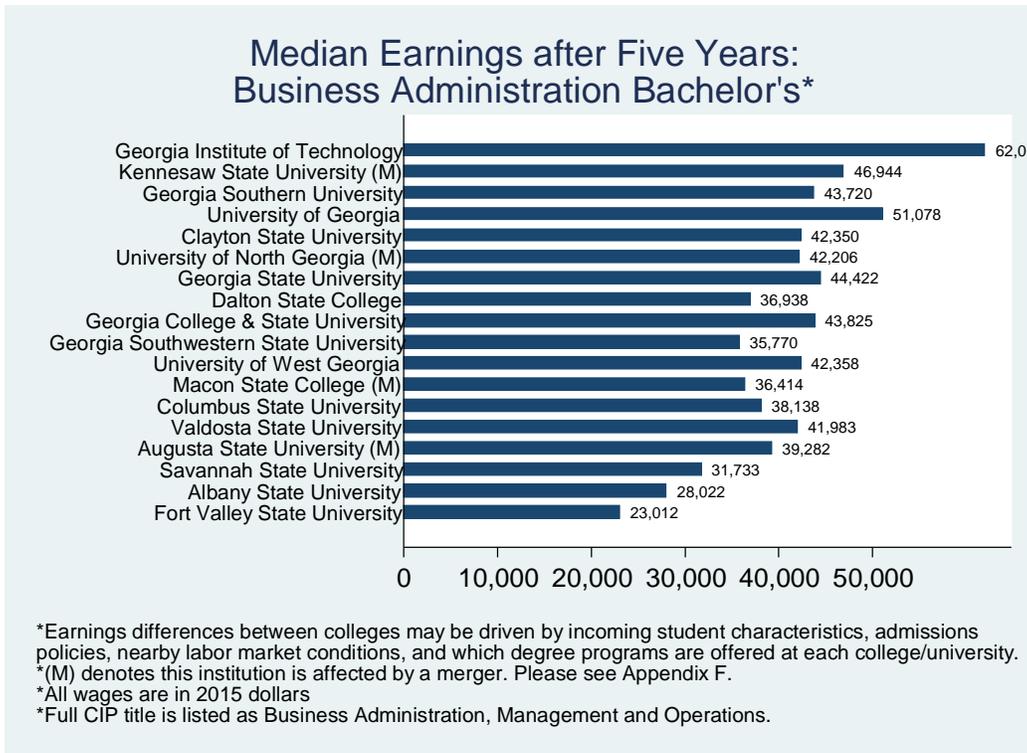


Figure 54: Median Earnings after Five Years for Business Bachelor's by College⁷⁷



⁷⁶ Many of these colleges had match rates less than 80%. Please see the appendix for more details.

⁷⁷ All of these colleges had match rates less than 80%. Please see the appendix for more details.

Figure 55: Median Earnings after One Year for Teaching Certificates by College⁷⁸

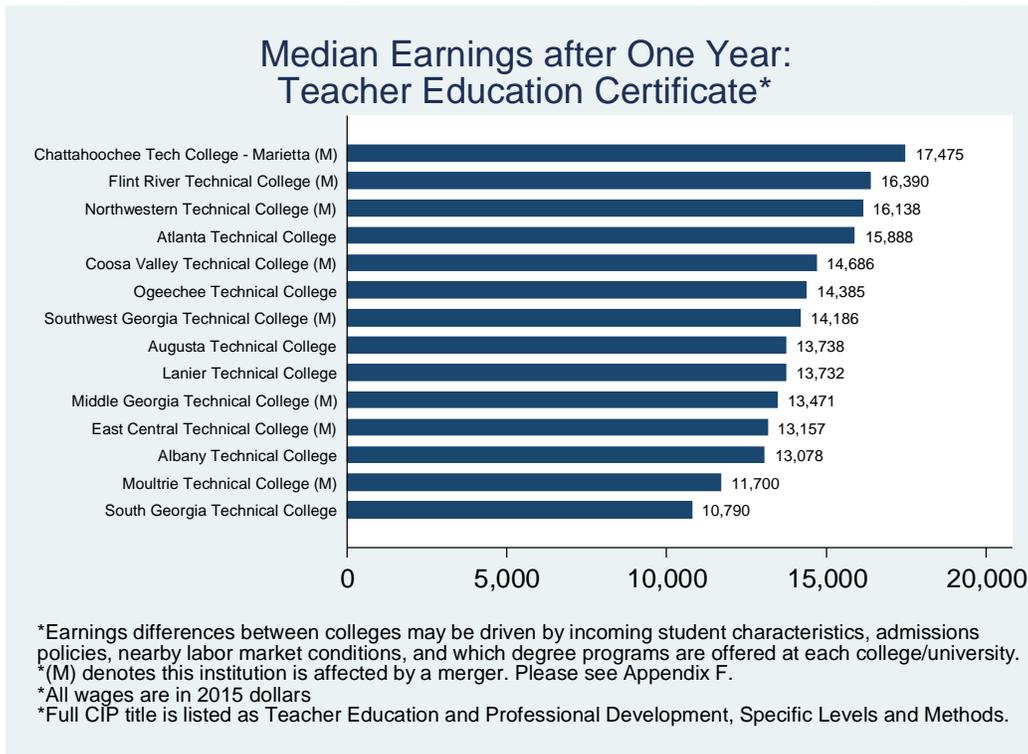
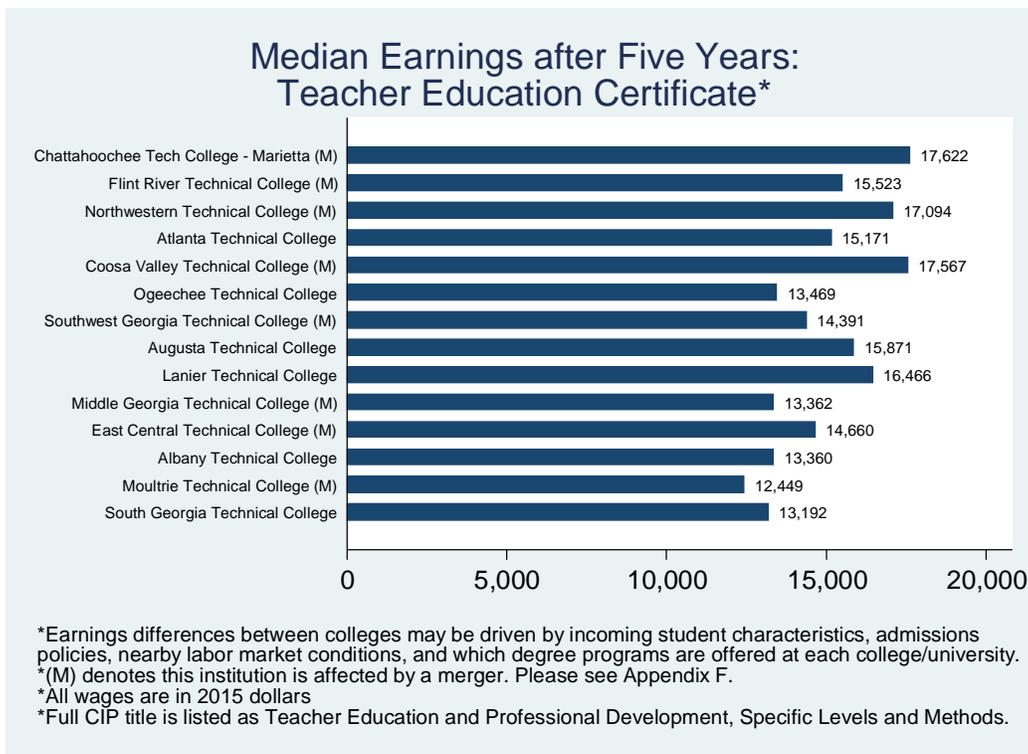


Figure 56: Median Earnings after Five Years for Teaching Certificates by College⁷⁹



⁷⁸ Many of these colleges had match rates less than 80%. Please see the appendix for more details.

⁷⁹ Many of these colleges had match rates less than 80%. Please see the appendix for more details.

Figure 57: Median Earnings after One Year for Teaching Associate's by College⁸⁰

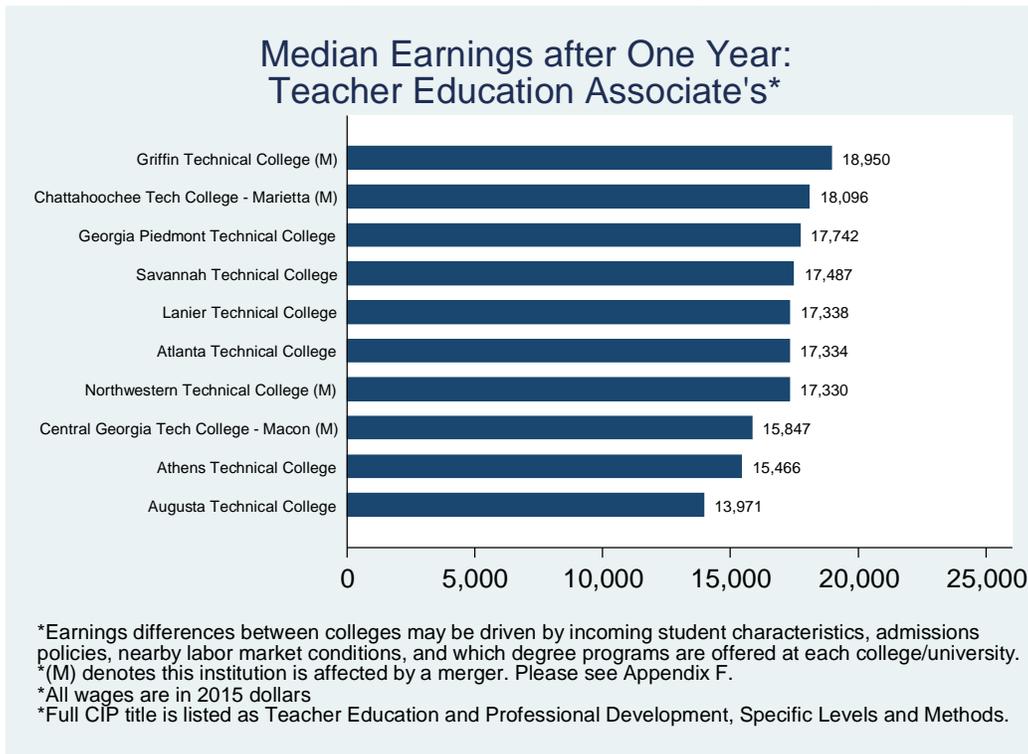
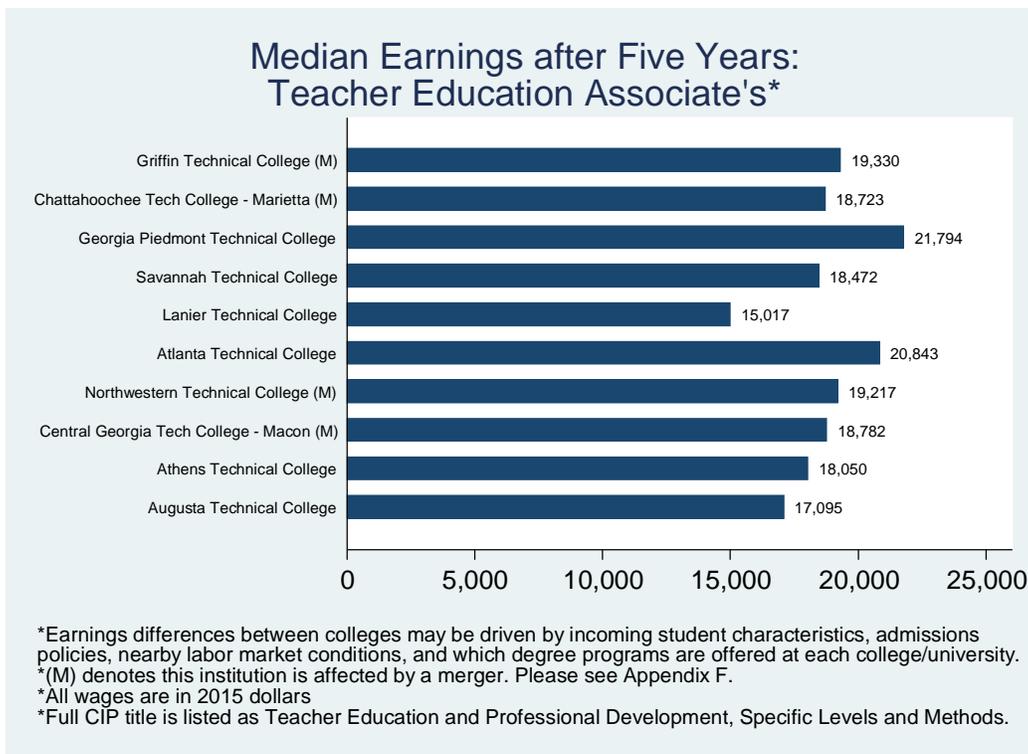


Figure 58: Median Earnings after Five Years for Teaching Associate's by College⁸¹



⁸⁰ Many of these colleges had match rates less than 80%. Please see the appendix for more details.

⁸¹ Many of these colleges had match rates less than 80%. Please see the appendix for more details.

Figure 59: Median Earnings after One Year for Teaching Bachelor's by College⁸²

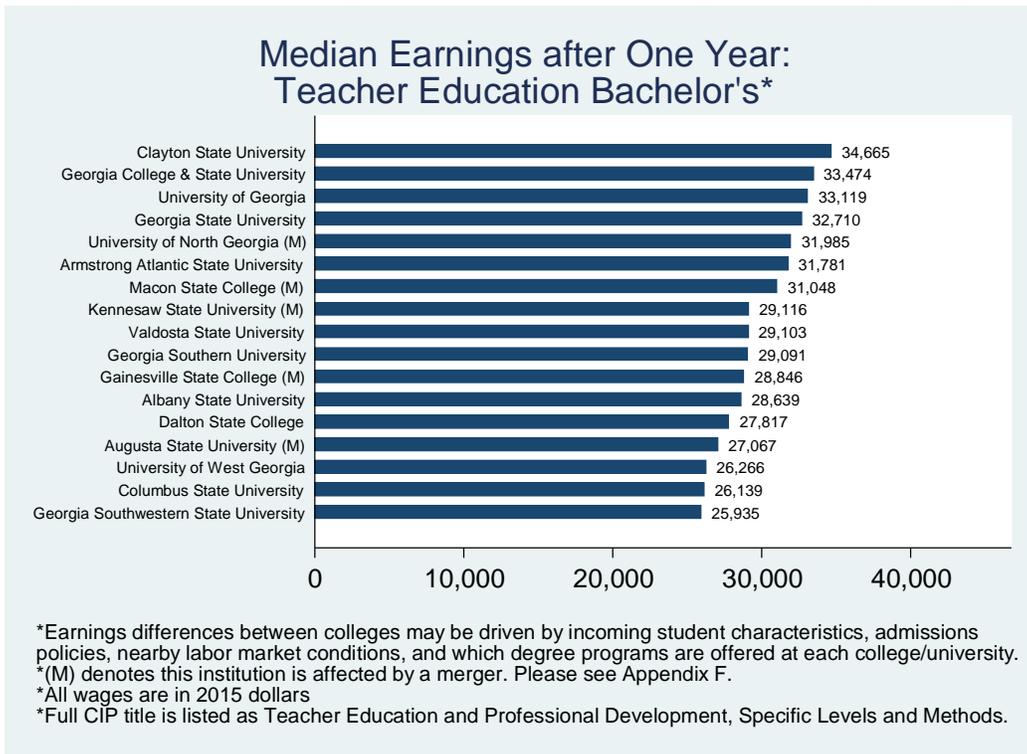
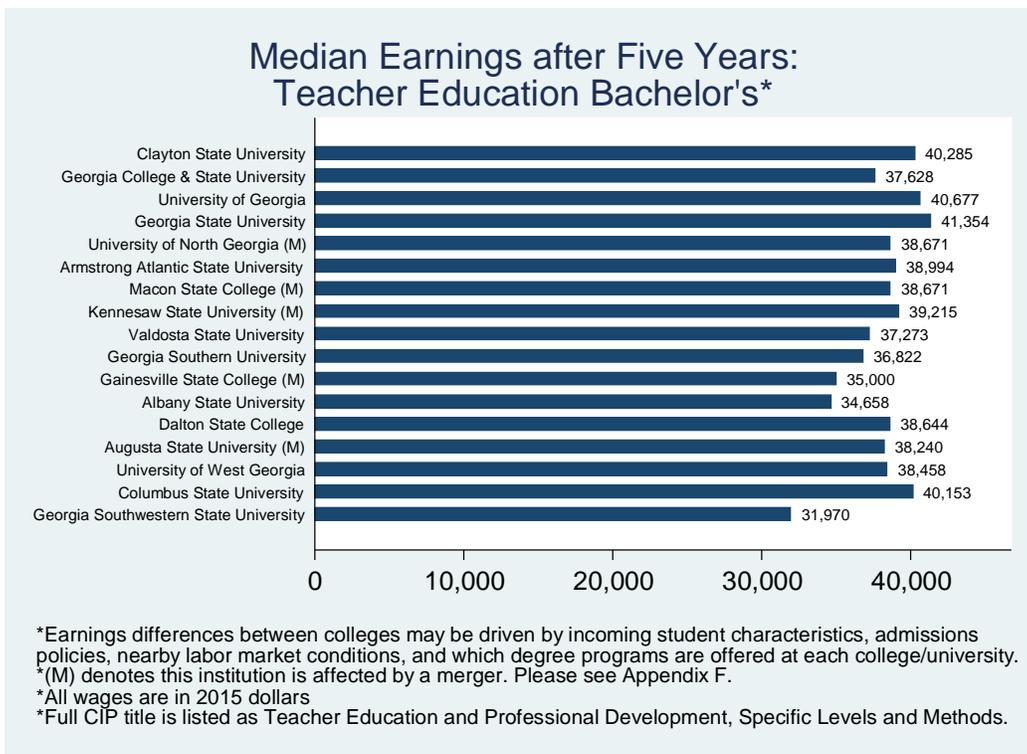


Figure 60: Median Earnings after Five Years for Teaching Bachelor's by College⁸³



⁸² Many of these colleges had match rates less than 80%. Please see the appendix for more details.

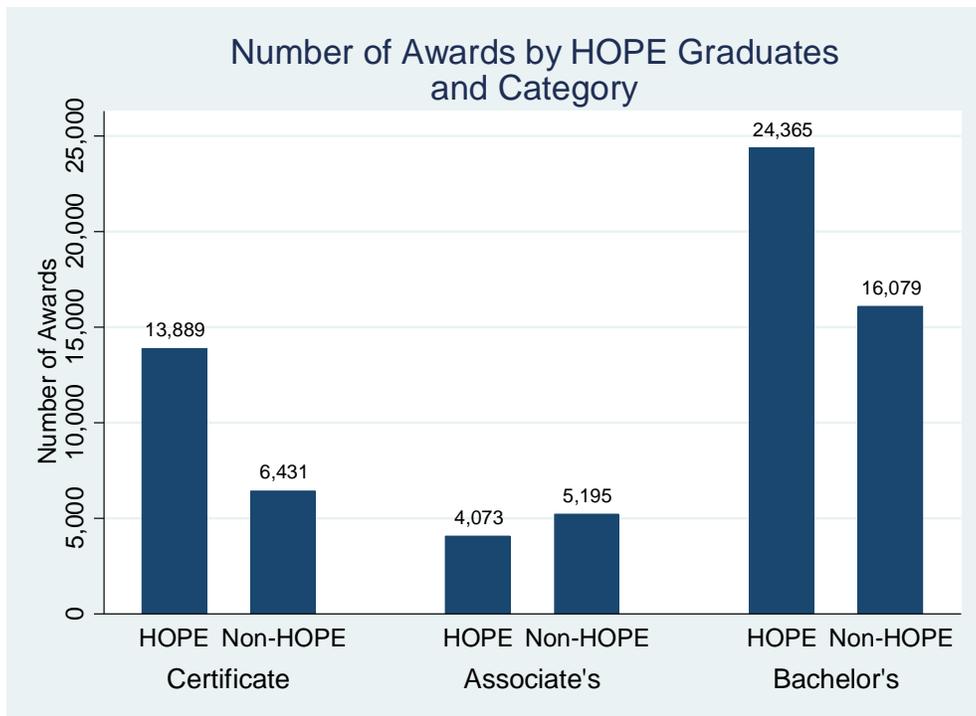
⁸³ All of these colleges had match rates less than 80%. Please see the appendix for more details.

Earnings for HOPE Graduates

The HOPE Scholarship/Grant is a grant/scholarship program originating in 1993 under Governor Zell Miller.⁸⁴ The program offers funding assistance to postsecondary-bound high school students meeting the required academic qualifications upon graduation from high school.⁸⁵ 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.⁸⁶ Due to data limitations, this section analyzes only students who received awards in 2012 and 2013 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.⁸⁷

As shown in Figure 61, HOPE graduates earned almost 68% of certificates and 60% of bachelor's awards from 2012 to 2013 but only 44% of associate's.

Figure 61: Awards by HOPE Graduate and Category



⁸⁴ HOPE grants and scholarships and Zell Miller grants and scholarships are defined as HOPE scholarships for the purposes of this report.

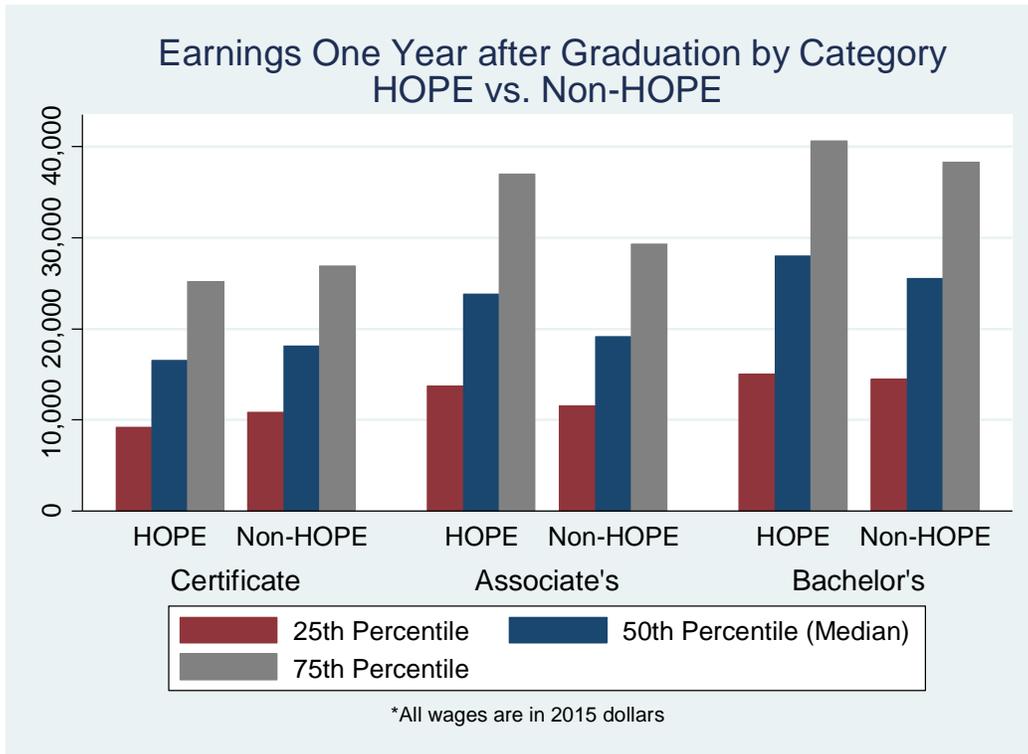
⁸⁵ More information on the HOPE program can be found online here: <https://gsfc.georgia.gov/hope>.

⁸⁶ Undergraduates are defined as students who have held a certificate, associate's, and/or bachelor's degree.

⁸⁷ 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 2013 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. For those with associate's, the median earnings for HOPE graduates were \$4,655 higher one year after graduation than non-HOPE graduates.

Figure 62: Earnings One Year after Graduation by HOPE Graduate and Category⁸⁸



⁸⁸ The bachelor's category and non-HOPE graduates in the associate's category had match rates less than 80%.

Conclusion

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 2014 (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, so the results in this report should not be interpreted as a guarantee of employment or earnings. 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)	Dropped (category too heterogeneous to classify)
GICA	17	Doctor's degree - research/scholarship;	PhD
GICA	18	Doctor's degree - professional practice;	Professional
GICA	19	Doctor's degree - other	PhD
GICA	2	Postsecondary award, certificate, or diploma of (at least 1 but less than 2 academic years);	Dropped (category too heterogeneous to classify)
GICA	3	Associate's degree	Associate's
GICA	5	Bachelor's degree	Bachelor's
GICA	6	Postbaccalaureate certificate;	Dropped (category too heterogeneous to classify)
GICA	7	Master's degree	Master's
GICA	8	Post-master's certificate (Education Specialist)	Ed. Specialist is classified as its own category; all others dropped (too heterogeneous to classify)
GICA	99	Undecided / Unknown	Recode according to academic program description; if unknown, drop
GICA	A	Associates	Associate's
GICA	B	Bachelors	Bachelor's
GICA	C	Certificate	Dropped (Category only includes Piedmont observations, which are dropped)
GICA	F	Professional	Professional
GICA	M	Masters	Master's
GICA	P	PHD	PhD
GICA	X	N/A	Recode according to academic major description; if unknown, drop
NSC	N/A	N/A	Dropped (no description provided)

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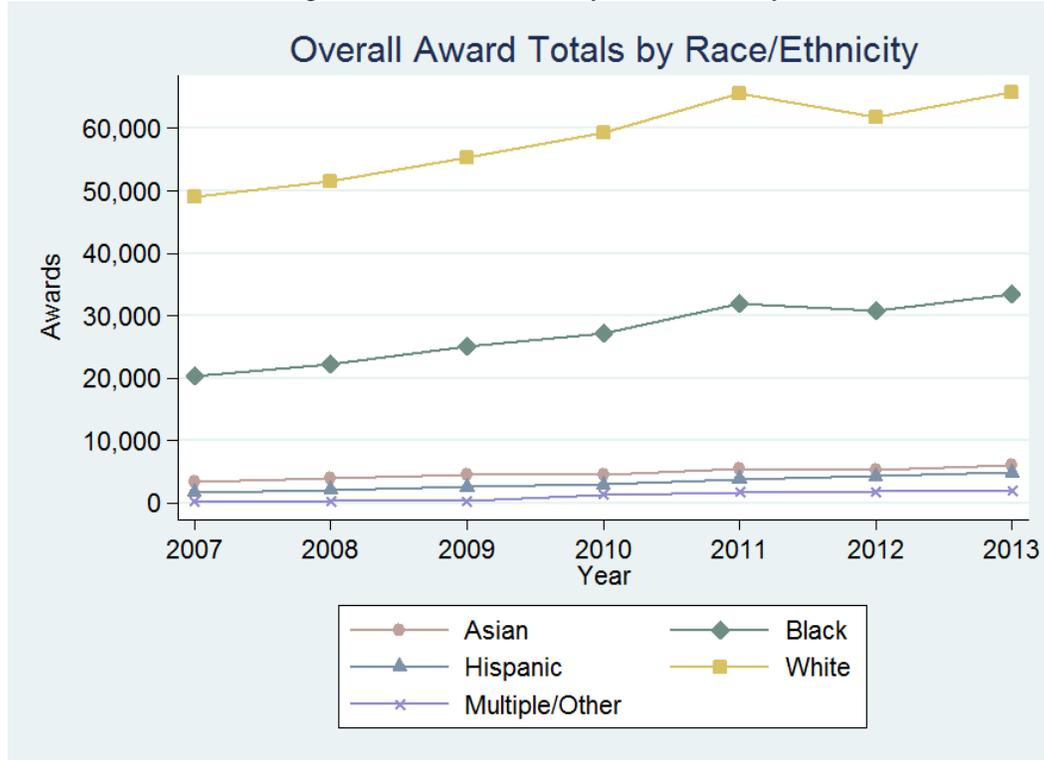
System	Degree Level	Degree Level Description*	Category
NSC	A	Associates	Associate's
NSC	B	Bachelors	Bachelor's
NSC	C	Certificate	Certificate
NSC	D	Postsecondary Diploma	Certificate
NSC	F	Professional	Professional
NSC	M	Masters	Master's
NSC	P	PHD	PhD
NSC	X	N/A	Recode according to academic major description; if unknown, drop
TCSG	1	Certificate	Certificate
TCSG	2	Diploma	Certificate
TCSG	3	Associate's Degree	Associate's
TCSG	4	Diploma	Certificate
USG	A	Associate	Associate's
USG	B	Bachelors	Bachelor's
USG	C	One-year Vocational - Related Certificate	Certificate
USG	D	Doctorate	PhD
USG	F	Advanced Certificate	Dropped (category too heterogeneous to classify)
USG	M	Masters	Master's
USG	P	First Professional A	Professional
USG	S	Education Specialist	Ed. Specialist
USG	V	Career Associate	Associate's
USG	Z	Less than 1 Year Certificate	Certificate

*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

Overall, white students obtain the most awards (see Figure 63 below). Black students hold the next largest amount of awards, followed by students in the Asian, Hispanic, and Multiple/Other categories, respectively.

Figure 63: 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. 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 number of Asian, Hispanic, and multiple/other races/ethnicities is near the bottom of the graph for all degree categories, with the exception of PhDs. Asian students obtain the second highest number of degrees in this category.

Figure 64: Certificates Awarded by Race/Ethnicity

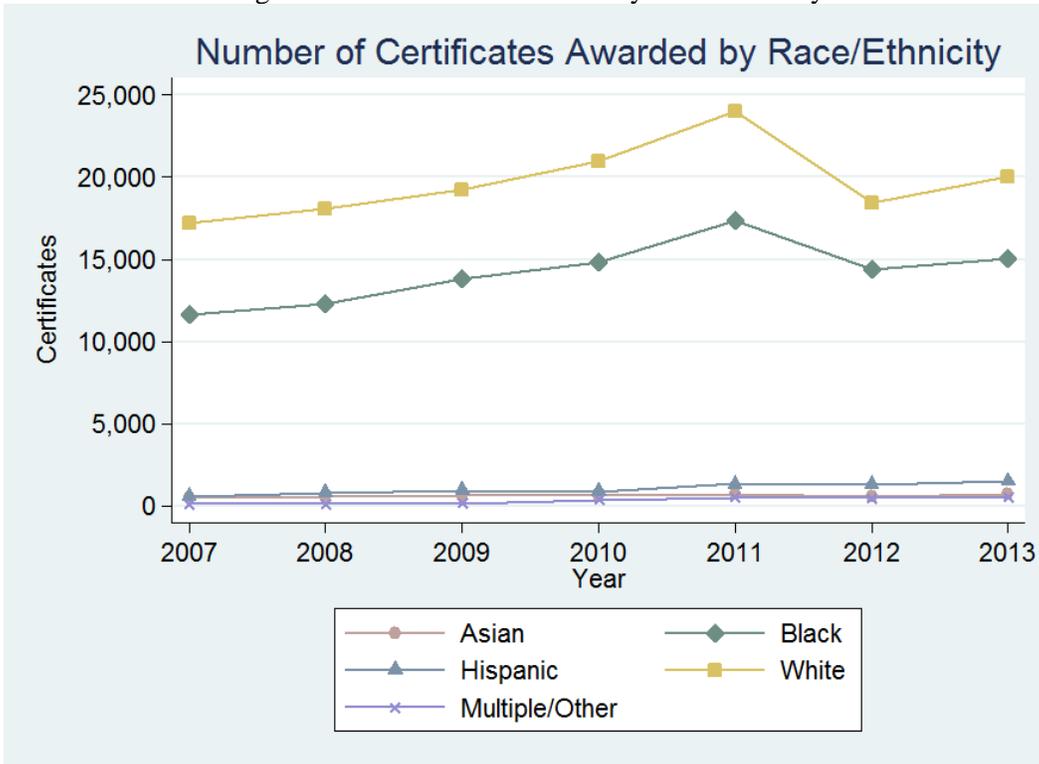


Figure 65: Associate's Awarded by Race/Ethnicity

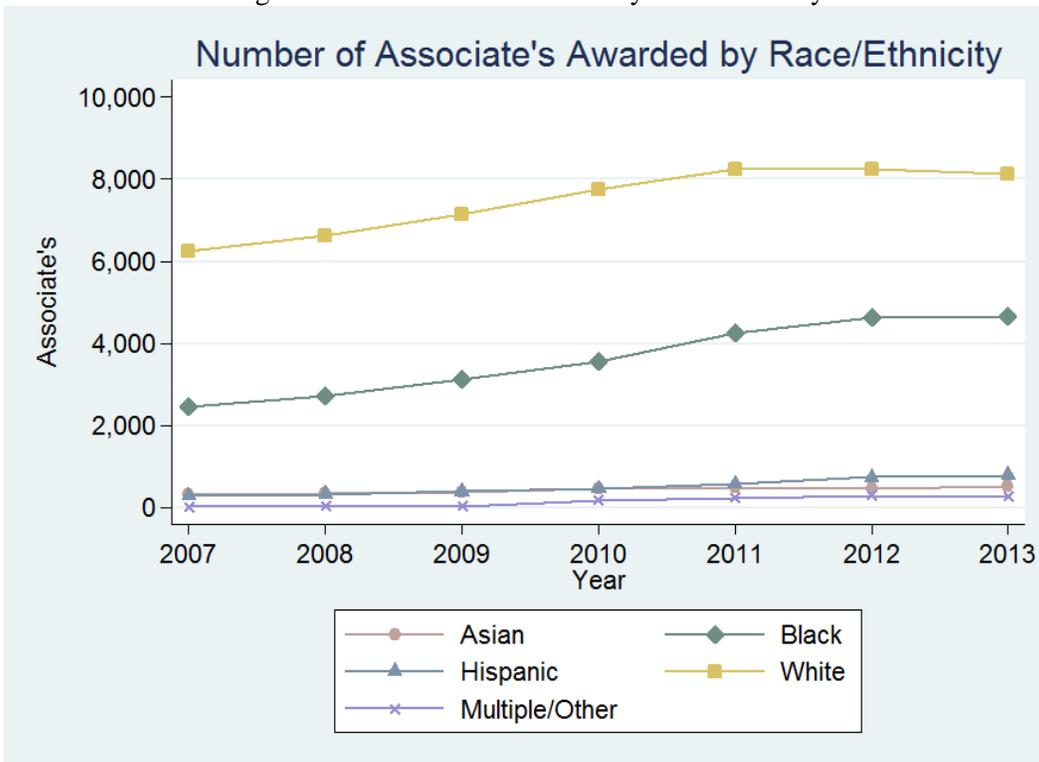


Figure 66: Bachelor's Awarded by Race/Ethnicity

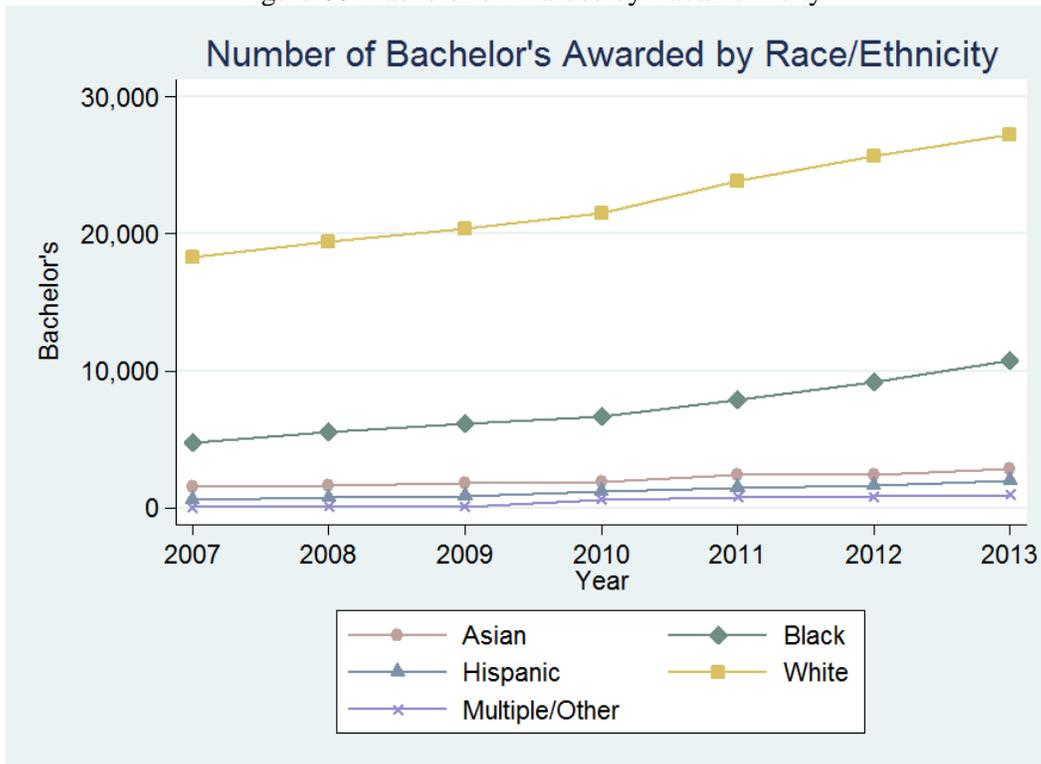


Figure 67: Master's Awarded by Race/Ethnicity

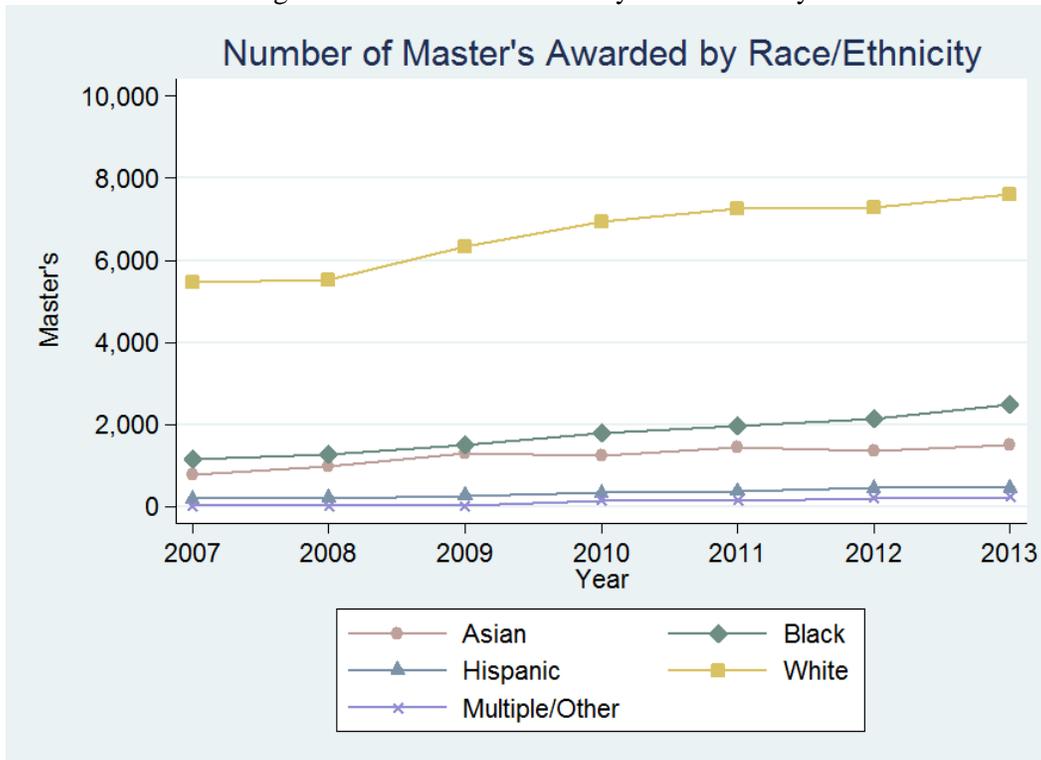


Figure 68: Education Specialist Degrees Awarded by Race/Ethnicity

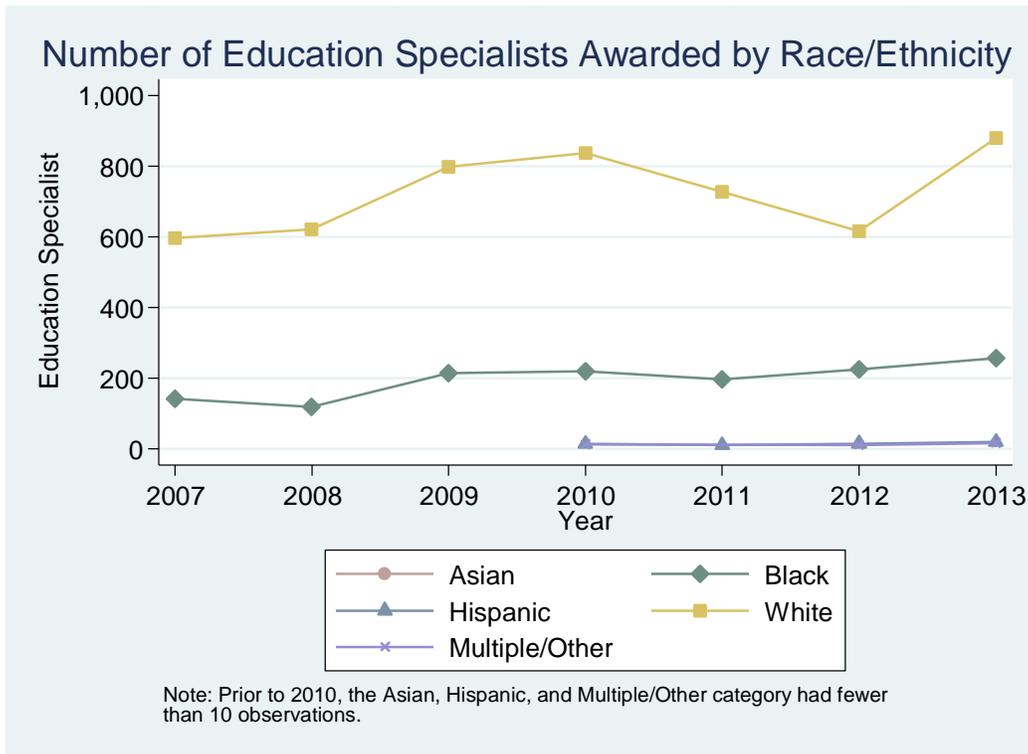


Figure 69: PhDs Awarded by Race/Ethnicity

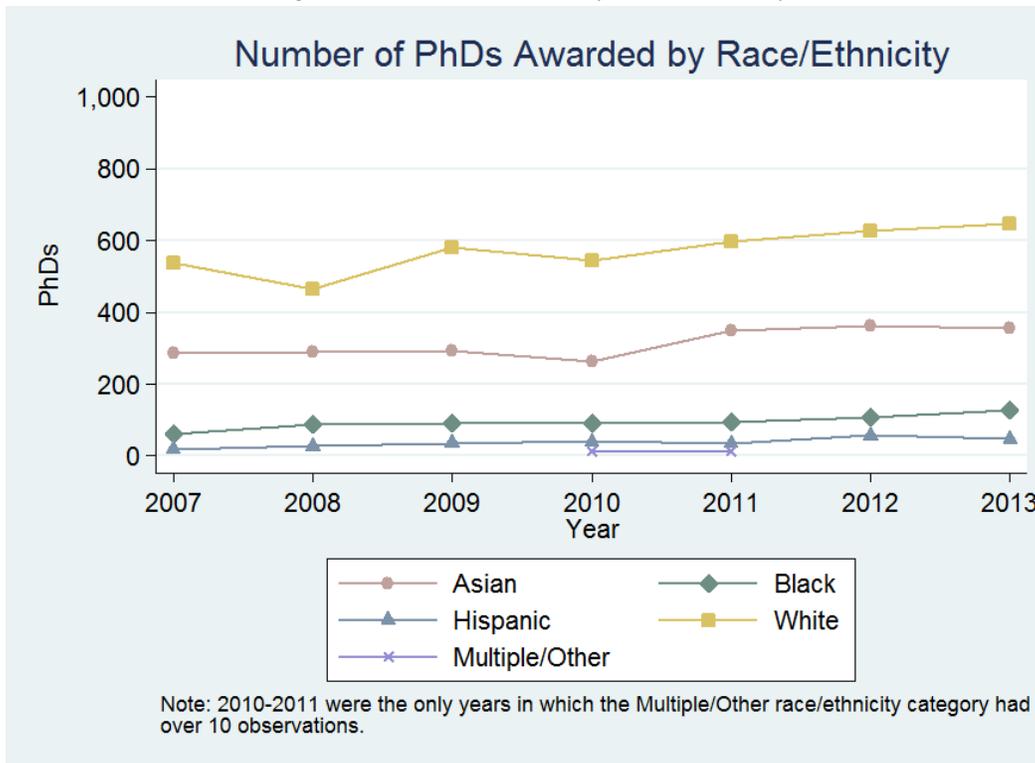
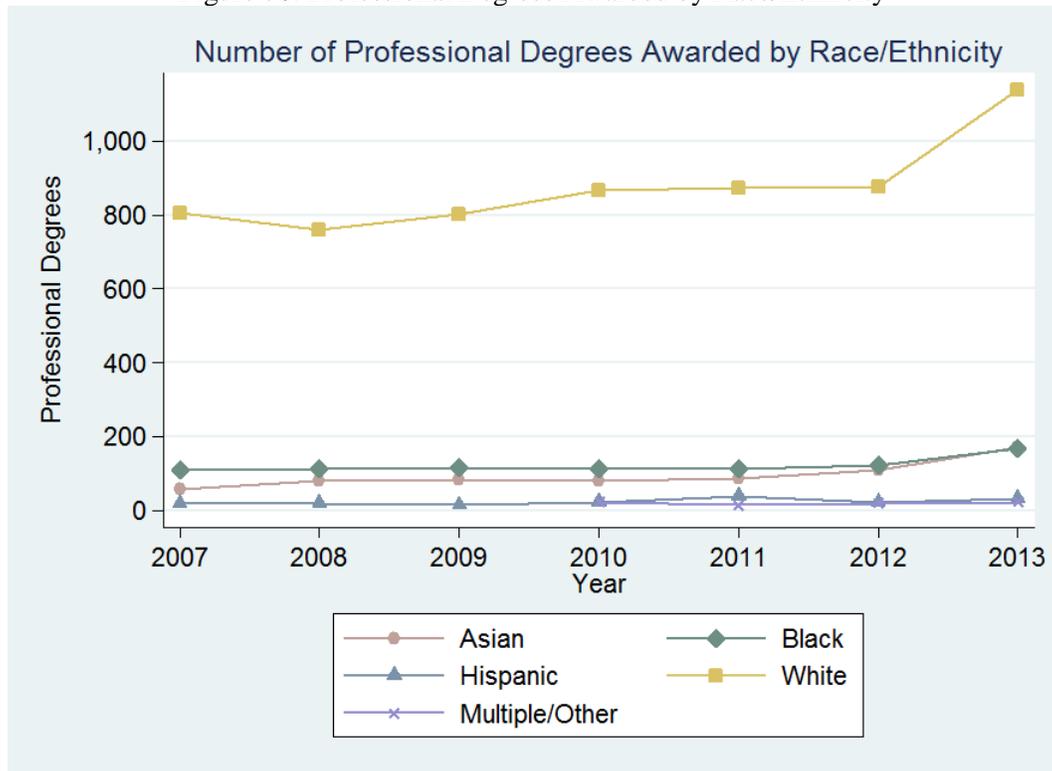


Figure 70: Professional Degrees Awarded by Race/Ethnicity



Appendix C: Effects of the Great Recession

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	Net Total
Certificate	25th	-7%	-2%	-4%	-1%	1%	2%	-11%
Certificate	50th	-2%	-6%	-2%	-2%	1%	2%	-9%
Certificate	75th	-1%	-4%	-3%	-3%	3%	0%	-8%
Associate's	25th	-7%	-6%	-4%	-7%	0%	2%	-21%
Associate's	50th	-1%	-6%	-3%	-4%	-1%	4%	-10%
Associate's	75th	1%	-6%	-3%	-4%	1%	1%	-9%
Bachelor's	25th	-16%	-15%	1%	-3%	3%	2%	-27%
Bachelor's	50th	-6%	-14%	-1%	1%	2%	2%	-15%
Bachelor's	75th	-3%	-9%	0%	2%	1%	3%	-6%
Master's	25th	0%	-7%	-6%	-5%	0%	-1%	-19%
Master's	50th	1%	-5%	-5%	-3%	-1%	3%	-10%
Master's	75th	1%	-3%	-5%	-2%	3%	6%	0%
Education Specialist	25th	0%	-5%	-5%	-6%	-4%	10%	-9%
Education Specialist	50th	-1%	-2%	-5%	-5%	-2%	6%	-10%
Education Specialist	75th	-1%	-3%	-5%	-5%	-3%	9%	-7%
PhD	25th	-5%	-3%	4%	-1%	-5%	8%	-3%
PhD	50th	-2%	-5%	4%	0%	-4%	7%	0%
PhD	75th	-2%	-2%	-6%	2%	-7%	8%	-8%
Professional	25th	2%	-5%	-3%	-5%	0%	-3%	-13%
Professional	50th	0%	-5%	-6%	-5%	2%	-5%	-19%
Professional	75th	1%	-9%	-13%	-3%	6%	2%	-15%

*Negative changes are highlighted above.

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

Original Four-Digit CIP Title	Abbreviated CIP Title
Accounting and Related Services	Accounting
Allied Health Diagnostic, Intervention, and Treatment Professions	Allied Health Diagnostic
Allied Health and Medical Assisting Services	Allied Health and Medical
Business Administration, Management and Operations	Business Administration
Business Operations Support and Assistant Services	Business Operations
Computer Systems Networking and Telecommunications	Computer Systems
Criminal Justice and Corrections	Criminal Justice and Corrections
Liberal Arts and Sciences, General Studies and Humanities	Liberal Arts and Sciences
Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing	Registered Nursing
Teacher Education and Professional Development, Specific Levels and Methods	Teacher Education (Levels and Methods)
Biology, General	Biology, General
Finance and Financial Management Services	Finance and Financial Management
Marketing	Marketing
Psychology, General	Psychology, General
Teacher Education and Professional Development, Specific Subject Areas	Teacher Education (Subject Areas)
Cosmetology and Related Personal Grooming Services	Cosmetology
Ground Transportation	Ground Transportation
Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician (HAC, HACR, HVAC, HVACR)	HAC, HACR, HVAC, HVACR
Practical Nursing, Vocational Nursing and Nursing Assistants	Practical Nursing
Precision Metal Working	Precision Metal Working
Vehicle Maintenance and Repair Technologies	Vehicle Maintenance and Repair
Clinical, Counseling and Applied Psychology	Applied Psychology
Curriculum and Instruction	Curriculum and Instruction
Education, General	Education, General

Original Four-Digit CIP Title	Abbreviated CIP Title
Education, Other	Education, Other
Educational Administration and Supervision	Educational Administration
Educational/Instructional Media Design	Educational/Instructional Media Design
Special Education and Teaching	Special Education and Teaching
Student Counseling and Personnel Services	Student Counseling and Personnel Services
Business/Commerce, General	Business/Commerce, General
Electrical, Electronics and Communications Engineering	Electrical Engineering
Public Administration	Public Administration
Aerospace, Aeronautical and Astronautical Engineering	Aerospace Engineering
Biomedical/Medical Engineering	Biomedical/Medical Engineering
Chemistry	Chemistry
Computer and Information Sciences, General	Computer and Information Sciences
Mechanical Engineering	Mechanical Engineering
Rehabilitation and Therapeutic Professions	Rehabilitation and Therapeutic Professions
Dentistry	Dentistry
Education	Education
Law	Law
Medicine	Medicine
Pharmacy, Pharmaceutical Sciences, and Administration	Pharmacy
Veterinary Medicine	Veterinary Medicine

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	73%	65%
Associate's	77%	69%
Bachelor's	68%	58%
Education Specialist	93%	88%
Master's	64%	55%
PhD	31%	23%
Professional	61%	59%

Table 6: Percent Matched in Wage Data by Gender⁸⁹

Gender	One Year after Graduation	Five Years after Graduation
Female	72%	63%
Male	66%	59%

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

Race/Ethnicity	One Year after Graduation	Five Years after Graduation
Unknown	59%	49%
Asian	47%	38%
Black	73%	66%
Hispanic	64%	51%
Multiple/Other	68%	57%
White	71%	62%

⁸⁹ “Unknown” gender not reported here due to small sample size.

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

Year (Earnings)	Degree Type	First Year Earnings	Fifth Year Earnings
2008	Certificate	77%	66%
2009	Certificate	72%	65%
2010	Certificate	72%	65%
2011	Certificate	73%	
2012	Certificate	73%	
2013	Certificate	73%	
2014	Certificate	74%	
2008	Associate's	81%	71%
2009	Associate's	79%	69%
2010	Associate's	78%	68%
2011	Associate's	76%	
2012	Associate's	76%	
2013	Associate's	75%	
2014	Associate's	74%	
2008	Bachelor's	74%	61%
2009	Bachelor's	71%	60%
2010	Bachelor's	69%	54%
2011	Bachelor's	69%	
2012	Bachelor's	67%	
2013	Bachelor's	67%	
2014	Bachelor's	66%	
2008	Master's	69%	59%
2009	Master's	67%	58%
2010	Master's	65%	51%
2011	Master's	65%	
2012	Master's	65%	
2013	Master's	63%	
2014	Master's	55%	
2008	Education Specialist	95%	85%
2009	Education Specialist	96%	90%
2010	Education Specialist	98%	89%
2011	Education Specialist	96%	
2012	Education Specialist	95%	
2013	Education Specialist	93%	
2014	Education Specialist	79%	
2008	Professional	64%	59%
2009	Professional	63%	58%
2010	Professional	61%	58%
2011	Professional	62%	
2012	Professional	61%	
2013	Professional	60%	
2014	Professional	60%	

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	Accounting	76%	68%
Certificate	Allied Health Diagnostic	88%	78%
Certificate	Allied Health and Medical	83%	72%
Certificate	Business Operations	57%	53%
Certificate	Cosmetology	64%	54%
Certificate	Ground Transportation	71%	62%
Certificate	HAC, HACR, HVAC, HVACR	73%	67%
Certificate	Practical Nursing	83%	73%
Certificate	Precision Metal Working	73%	67%
Certificate	Vehicle Maintenance and Repair	73%	65%
Associate's	Accounting	77%	69%
Associate's	Allied Health Diagnostic	85%	76%
Associate's	Allied Health and Medical	80%	71%
Associate's	Business Administration	77%	69%
Associate's	Business Operations	78%	70%
Associate's	Computer Systems	76%	69%
Associate's	Criminal Justice and Corrections	78%	72%
Associate's	Liberal Arts and Sciences	67%	62%
Associate's	Registered Nursing	90%	80%
Associate's	Teacher Ed. (Levels & Methods)	77%	71%
Bachelor's	Accounting	79%	70%
Bachelor's	Biology, General	61%	48%
Bachelor's	Business Administration	72%	64%
Bachelor's	Criminal Justice and Corrections	73%	64%
Bachelor's	Finance and Financial Mgmt	71%	62%
Bachelor's	Marketing	76%	67%
Bachelor's	Psychology, General	67%	54%
Bachelor's	Registered Nursing	86%	73%
Bachelor's	Teacher Ed. (Levels & Methods)	86%	64%
Bachelor's	Teacher Ed. (Subject Areas)	80%	58%
Master's	Accounting	81%	70%
Master's	Business Administration	67%	61%
Master's	Business/Commerce, General	72%	67%
Master's	Educational Administration	81%	78%
Master's	Electrical Engineering	17%	13%
Master's	Public Administration	60%	48%
Master's	Registered Nursing	89%	83%
Master's	Special Education and Teaching	83%	76%

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Degree Type	Program	First Year after Graduation	Five Years after Graduation
Master's	Teacher Education (Levels & Methods)	82%	74%
Master's	Teacher Education (Subject Areas)	79%	67%
Professional	Dentistry	58%	64%
Professional	EdD	89%	82%
Professional	Law	70%	65%
Professional	Medicine	16%	32%
Professional	Nursing	83%	80%
Professional	Pharmacy	73%	64%
Professional	Physical Therapy	73%	63%
Professional	Veterinary Medicine	41%	36%

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

Degree Category	Program	Percent of Graduates Matched in Wage Data: One Year after Graduation	Percent of Graduates Matched in Wage Data: Five Years after Graduation
Certificate	Allied Health Diagnostic	88%	78%
Certificate	Business Administration	75%	68%
Certificate	Computer Systems	70%	60%
Certificate	Drafting/Design Engineering	69%	64%
Certificate	Electrical and Power Transmission Installers	78%	70%
Certificate	Fire Protection	91%	82%
Certificate	Ground Transportation	71%	62%
Certificate	HAC, HACR, HVAC, HVACR	73%	67%
Certificate	Heavy/Industrial Equipment Maintenance	78%	69%
Certificate	Vehicle Maintenance and Repair	73%	65%
Associate's	Accounting	77%	69%
Associate's	Allied Health Diagnostic	85%	76%
Associate's	Allied Health and Medical	80%	71%
Associate's	Business Administration	77%	69%
Associate's	Computer Systems	76%	69%
Associate's	Criminal Justice and Corrections	78%	72%
Associate's	Dental Support Services	89%	83%
Associate's	Liberal Arts and Sciences	67%	62%
Associate's	Registered Nursing	90%	80%
Associate's	Sales, Merchandising, and Marketing	74%	67%
Bachelor's	Business/Managerial Economics	65%	55%
Bachelor's	Civil Engineering	55%	49%

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Degree Category	Program	Percent of Graduates Matched in Wage Data: One Year after Graduation	Percent of Graduates Matched in Wage Data: Five Years after Graduation
Bachelor's	Computer Science	67%	65%
Bachelor's	Computer and Information Sciences	69%	58%
Bachelor's	Industrial Engineering	57%	50%
Bachelor's	Information Science/Studies	78%	72%
Bachelor's	Insurance	72%	68%
Bachelor's	Management Information Systems and Services	76%	70%
Bachelor's	Mechanical Engineering	49%	40%
Bachelor's	Registered Nursing	86%	73%
Master's	Accounting	81%	70%
Master's	Business Administration	67%	61%
Master's	Business/Commerce, General	72%	67%
Master's	Education/Instructional Media Design	85%	75%
Master's	Educational Administration	81%	78%
Master's	Registered Nursing	89%	83%
Master's	Social Sciences, Other	85%	77%
Master's	Special Education and Teaching	83%	76%
Master's	Teacher Education (Levels & Methods)	82%	74%
Master's	Teacher Education (Subject Areas)	79%	67%
Professional	EdD	89%	82%
Professional	Law	70%	65%
Professional	Pharmacy	73%	64%

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	Certificate	72%	63%
TCSG	Altamaha Technical College	Certificate	62%	56%
TCSG	Appalachian Technical College	Certificate	80%	71%
TCSG	Athens Technical College	Certificate	81%	70%
TCSG	Atlanta Technical College	Certificate	74%	69%
TCSG	Augusta Technical College	Certificate	74%	64%
TCSG	Central Georgia Tech College - Macon	Certificate	74%	67%
TCSG	Chattahoochee Tech College - Marietta	Certificate	76%	66%
TCSG	Columbus Technical College	Certificate	74%	63%
TCSG	Coosa Valley Technical College	Certificate	80%	73%
TCSG	East Central Technical College	Certificate	76%	64%
TCSG	Flint River Technical College	Certificate	73%	69%
TCSG	Georgia Aviation Technical College	Certificate	72%	44%
TCSG	Georgia Piedmont Technical College	Certificate	77%	68%
TCSG	Griffin Technical College	Certificate	78%	74%
TCSG	Gwinnett Technical College	Certificate	81%	70%
TCSG	Heart of Georgia Technical College	Certificate	75%	64%
TCSG	Lanier Technical College	Certificate	83%	74%
TCSG	Middle Georgia Technical College	Certificate	51%	42%
TCSG	Moultrie Technical College	Certificate	74%	68%
TCSG	North Georgia Technical College	Certificate	77%	64%
TCSG	North Metro Technical College	Certificate	78%	67%
TCSG	Northwestern Technical College	Certificate	61%	54%
TCSG	Ogeechee Technical College	Certificate	81%	73%

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System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
TCSG	Okefenokee Technical College	Certificate	74%	64%
TCSG	Sandersville Technical College	Certificate	73%	70%
TCSG	Savannah Technical College	Certificate	72%	63%
TCSG	South Georgia Technical College	Certificate	71%	66%
TCSG	Southeastern Tech College - Vidalia	Certificate	78%	70%
TCSG	Southwest Georgia Technical College	Certificate	74%	65%
TCSG	Swainsboro Technical College	Certificate	81%	76%
TCSG	Valdosta Technical College	Certificate	74%	60%
TCSG	West Central Technical College	Certificate	77%	71%
TCSG	West Georgia Tech College - LaGrange	Certificate	80%	71%
TCSG	Albany Technical College	Associate's	73%	69%
TCSG	Appalachian Technical College	Associate's	84%	77%
TCSG	Athens Technical College	Associate's	86%	80%
TCSG	Atlanta Technical College	Associate's	78%	71%
TCSG	Augusta Technical College	Associate's	75%	67%
TCSG	Central Georgia Tech College - Macon	Associate's	79%	74%
TCSG	Chattahoochee Tech College - Marietta	Associate's	77%	68%
TCSG	Columbus Technical College	Associate's	77%	65%
TCSG	Coosa Valley Technical College	Associate's	82%	76%
TCSG	Flint River Technical College	Associate's	94%	70%
TCSG	Georgia Piedmont Technical College	Associate's	76%	68%
TCSG	Griffin Technical College	Associate's	83%	75%
TCSG	Gwinnett Technical College	Associate's	82%	70%
TCSG	Heart of Georgia Technical College	Associate's	88%	74%
TCSG	Lanier Technical College	Associate's	83%	76%

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System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
TCSG	Middle Georgia Technical College	Associate's	67%	68%
TCSG	Moultrie Technical College	Associate's	78%	68%
TCSG	North Georgia Technical College	Associate's	77%	72%
TCSG	North Metro Technical College	Associate's	84%	70%
TCSG	Northwestern Technical College	Associate's	56%	50%
TCSG	Ogeechee Technical College	Associate's	81%	75%
TCSG	Okefenokee Technical College	Associate's	86%	81%
TCSG	Sandersville Technical College	Associate's	83%	80%
TCSG	Savannah Technical College	Associate's	70%	59%
TCSG	South Georgia Technical College	Associate's	64%	55%
TCSG	Southeastern Tech College - Vidalia	Associate's	90%	73%
TCSG	Southwest Georgia Technical College	Associate's	81%	67%
TCSG	Swainsboro Technical College	Associate's	81%	87%
TCSG	Valdosta Technical College	Associate's	78%	66%
TCSG	West Central Technical College	Associate's	88%	82%
TCSG	West Georgia Tech College - LaGrange	Associate's	85%	80%
USG	Armstrong Atlantic State University	Certificate	90%	84%
USG	Bainbridge State College	Certificate	65%	59%
USG	Clayton State University	Certificate	79%	71%
USG	College of Coastal Georgia	Certificate	70%	58%
USG	Columbus State University	Certificate	97%	84%
USG	Dalton State College	Certificate	82%	67%
USG	Darton State College	Certificate	74%	62%
USG	Gainesville State College	Certificate	71%	57%
USG	Georgia Regents University	Certificate	43%	37%

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System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
USG	Macon State College	Certificate	31%	30%
USG	Middle Georgia State College	Certificate	53%	35%
USG	Southern Polytechnic State University	Certificate	83%	76%
USG	Abraham Baldwin Agricultural College	Associate's	81%	75%
USG	Armstrong Atlantic State University	Associate's	65%	57%
USG	Atlanta Metropolitan State College	Associate's	71%	67%
USG	Augusta State University	Associate's	86%	79%
USG	Bainbridge State College	Associate's	71%	66%
USG	Clayton State University	Associate's	81%	72%
USG	College of Coastal Georgia	Associate's	75%	63%
USG	Columbus State University	Associate's	65%	56%
USG	Dalton State College	Associate's	72%	62%
USG	Darton State College	Associate's	82%	71%
USG	East Georgia State College	Associate's	82%	76%
USG	Gainesville State College	Associate's	76%	68%
USG	Georgia Highlands College	Associate's	86%	78%
USG	Georgia Perimeter College	Associate's	71%	65%
USG	Gordon State College	Associate's	84%	74%
USG	Macon State College	Associate's	80%	68%
USG	Middle Georgia State College	Associate's	79%	70%
USG	South Georgia State College	Associate's	85%	76%
USG	University of North Georgia	Associate's	94%	85%
USG	Valdosta State University	Associate's	65%	56%
USG	Waycross College	Associate's	72%	73%
USG	Albany State University	Bachelor's	80%	66%

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System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
USG	Armstrong Atlantic State University	Bachelor's	70%	55%
USG	Augusta State University	Bachelor's	70%	54%
USG	Clayton State University	Bachelor's	80%	71%
USG	Columbus State University	Bachelor's	73%	58%
USG	Dalton State College	Bachelor's	78%	64%
USG	Fort Valley State University	Bachelor's	74%	64%
USG	Gainesville State College	Bachelor's	88%	72%
USG	Georgia College & State University	Bachelor's	78%	66%
USG	Georgia Gwinnett College	Bachelor's	81%	73%
USG	Georgia Institute of Technology	Bachelor's	52%	43%
USG	Georgia Regents University	Bachelor's	81%	69%
USG	Georgia Southern University	Bachelor's	74%	65%
USG	Georgia Southwestern State University	Bachelor's	81%	65%
USG	Georgia State University	Bachelor's	76%	62%
USG	Gordon State College	Bachelor's	92%	44%
USG	Kennesaw State University	Bachelor's	81%	67%
USG	Macon State College	Bachelor's	77%	63%
USG	Savannah State University	Bachelor's	74%	64%
USG	Southern Polytechnic State University	Bachelor's	75%	69%
USG	University of Georgia	Bachelor's	63%	50%
USG	University of North Georgia	Bachelor's	74%	64%
USG	University of West Georgia	Bachelor's	82%	69%
USG	Valdosta State University	Bachelor's	73%	59%
USG	Albany State University	Master's	86%	74%
USG	Armstrong Atlantic State University	Master's	75%	66%

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System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
USG	Augusta State University	Master's	70%	53%
USG	Clayton State University	Master's	80%	73%
USG	Columbus State University	Master's	73%	66%
USG	Fort Valley State University	Master's	73%	68%
USG	Georgia College & State University	Master's	66%	58%
USG	Georgia Institute of Technology	Master's	31%	24%
USG	Georgia Regents University	Master's	72%	55%
USG	Georgia Southern University	Master's	69%	62%
USG	Georgia Southwestern State University	Master's	71%	62%
USG	Georgia State University	Master's	69%	59%
USG	Kennesaw State University	Master's	81%	75%
USG	Savannah State University	Master's	80%	71%
USG	Southern Polytechnic State University	Master's	54%	48%
USG	University of Georgia	Master's	61%	49%
USG	University of North Georgia	Master's	89%	81%
USG	University of West Georgia	Master's	82%	74%
USG	Valdosta State University	Master's	73%	63%
USG	Albany State University	Education Specialist	97%	97%
USG	Augusta State University	Education Specialist	89%	82%
USG	Columbus State University	Education Specialist	94%	95%
USG	Georgia College & State University	Education Specialist	93%	92%
USG	Georgia Southern University	Education Specialist	90%	88%
USG	Georgia Southwestern State University	Education Specialist	96%	92%
USG	Georgia State University	Education Specialist	87%	76%
USG	University of Georgia	Education Specialist	93%	84%

Georgia Higher Learning and Earnings

System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
USG	University of North Georgia	Education Specialist	98%	94%
USG	University of West Georgia	Education Specialist	95%	90%
USG	Valdosta State University	Education Specialist	91%	92%
USG	Georgia Regents University	Professional	37%	46%
USG	Georgia Southern University	Professional	91%	86%
USG	Georgia State University	Professional	77%	71%
USG	University of Georgia	Professional	64%	57%
USG	University of West Georgia	Professional	95%	77%
USG	Valdosta State University	Professional	90%	88%

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

System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
TCSG	Albany Technical College	Certificate	78%	72%
TCSG	Altamaha Technical College	Certificate	71%	77%
TCSG	Appalachian Technical College	Certificate	79%	78%
TCSG	Athens Technical College	Certificate	85%	76%
TCSG	Atlanta Technical College	Certificate	75%	66%
TCSG	Augusta Technical College	Certificate	83%	70%
TCSG	Central Georgia Tech College - Macon	Certificate	72%	54%
TCSG	Chattahoochee Tech College - Marietta	Certificate	72%	56%
TCSG	Coosa Valley Technical College	Certificate	82%	85%
TCSG	Georgia Piedmont Technical College	Certificate	79%	74%
TCSG	Griffin Technical College	Certificate	60%	86%
TCSG	Gwinnett Technical College	Certificate	80%	68%
TCSG	Lanier Technical College	Certificate	73%	55%
TCSG	Middle Georgia Technical College	Certificate	67%	60%
TCSG	Moultrie Technical College	Certificate	81%	78%
TCSG	North Metro Technical College	Certificate	89%	68%
TCSG	Northwestern Technical College	Certificate	50%	44%
TCSG	Ogeechee Technical College	Certificate	90%	91%
TCSG	Okefenokee Technical College	Certificate	65%	74%
TCSG	South Georgia Technical College	Certificate	76%	67%
TCSG	Swainsboro Technical College	Certificate	77%	75%
TCSG	Valdosta Technical College	Certificate	69%	56%
TCSG	West Central Technical College	Certificate	82%	68%
TCSG	West Georgia Tech College - LaGrange	Certificate	88%	70%
TCSG	Athens Technical College	Associate's	82%	77%
TCSG	Augusta Technical College	Associate's	76%	64%
TCSG	Chattahoochee Tech College - Marietta	Associate's	75%	59%
TCSG	Columbus Technical College	Associate's	73%	64%
TCSG	Georgia Piedmont Technical College	Associate's	77%	70%
TCSG	Griffin Technical College	Associate's	76%	75%
TCSG	Gwinnett Technical College	Associate's	81%	73%
TCSG	Lanier Technical College	Associate's	79%	71%
TCSG	North Georgia Technical College	Associate's	76%	69%
TCSG	Northwestern Technical College	Associate's	53%	52%
TCSG	Ogeechee Technical College	Associate's	96%	93%
TCSG	Savannah Technical College	Associate's	68%	60%
TCSG	West Central Technical College	Associate's	79%	76%
USG	Albany State University	Bachelor's	79%	62%
USG	Augusta State University	Bachelor's	74%	56%

Georgia Higher Learning and Earnings

System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
USG	Clayton State University	Bachelor's	80%	67%
USG	Columbus State University	Bachelor's	77%	65%
USG	Georgia College & State University	Bachelor's	83%	79%
USG	Georgia Southern University	Bachelor's	79%	77%
USG	Georgia Southwestern State University	Bachelor's	78%	77%
USG	Georgia State University	Bachelor's	81%	71%
USG	Kennesaw State University	Bachelor's	83%	72%
USG	Savannah State University	Bachelor's	78%	63%
USG	University of Georgia	Bachelor's	80%	73%
USG	University of North Georgia	Bachelor's	83%	79%
USG	University of West Georgia	Bachelor's	81%	75%
USG	Valdosta State University	Bachelor's	74%	62%

Table 13: Percent of Graduates Matched within Wage Data by College and Degree, Category, and Popular Programs: Business Administration, Management, and Operations

System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
TCSG	Albany Technical College	Certificate	57%	44%
TCSG	Augusta Technical College	Certificate	86%	86%
TCSG	Central Georgia Tech College - Macon	Certificate	70%	67%
TCSG	Chattahoochee Tech College - Marietta	Certificate	76%	69%
TCSG	Columbus Technical College	Certificate	89%	75%
TCSG	Georgia Piedmont Technical College	Certificate	81%	84%
TCSG	Griffin Technical College	Certificate	79%	75%
TCSG	Gwinnett Technical College	Certificate	80%	70%
TCSG	Lanier Technical College	Certificate	82%	70%
TCSG	North Georgia Technical College	Certificate	78%	64%
TCSG	Northwestern Technical College	Certificate	64%	60%
TCSG	Savannah Technical College	Certificate	89%	81%
TCSG	South Georgia Technical College	Certificate	93%	82%
TCSG	Southwest Georgia Technical College	Certificate	81%	76%
TCSG	Valdosta Technical College	Certificate	91%	79%
TCSG	Augusta Technical College	Associate's	77%	72%
TCSG	Central Georgia Tech College - Macon	Associate's	78%	69%
TCSG	Chattahoochee Tech College - Marietta	Associate's	74%	67%
TCSG	Columbus Technical College	Associate's	80%	69%
TCSG	Griffin Technical College	Associate's	81%	78%
TCSG	Gwinnett Technical College	Associate's	80%	72%
TCSG	Lanier Technical College	Associate's	88%	67%
TCSG	Northwestern Technical College	Associate's	67%	62%
USG	Albany State University	Bachelor's	79%	71%
USG	Augusta State University	Bachelor's	72%	61%
USG	Clayton State University	Bachelor's	81%	75%
USG	Columbus State University	Bachelor's	79%	66%
USG	Dalton State College	Bachelor's	73%	62%
USG	Fort Valley State University	Bachelor's	75%	75%
USG	Georgia College & State University	Bachelor's	79%	72%
USG	Georgia Institute of Technology	Bachelor's	68%	59%
USG	Georgia Southern University	Bachelor's	76%	66%
USG	Georgia Southwestern State University	Bachelor's	79%	69%
USG	Georgia State University	Bachelor's	79%	67%
USG	Kennesaw State University	Bachelor's	81%	71%
USG	Macon State College	Bachelor's	66%	52%
USG	Savannah State University	Bachelor's	78%	65%
USG	University of Georgia	Bachelor's	70%	59%
USG	University of North Georgia	Bachelor's	75%	73%
USG	University of West Georgia	Bachelor's	83%	75%

Georgia Higher Learning and Earnings

System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
USG	Valdosta State University	Bachelor's	71%	65%

Table 14: Percent of Graduates Matched within Wage Data by College and Degree, Category, and Popular Programs: Teacher Education and Professional Development, Specific Levels and Methods

System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
TCSG	Albany Technical College	Certificate	75%	70%
TCSG	Atlanta Technical College	Certificate	74%	87%
TCSG	Augusta Technical College	Certificate	71%	68%
TCSG	Chattahoochee Tech College - Marietta	Certificate	78%	67%
TCSG	Coosa Valley Technical College	Certificate	81%	66%
TCSG	East Central Technical College	Certificate	74%	74%
TCSG	Flint River Technical College	Certificate	78%	74%
TCSG	Lanier Technical College	Certificate	86%	80%
TCSG	Middle Georgia Technical College	Certificate	71%	60%
TCSG	Moultrie Technical College	Certificate	76%	68%
TCSG	Northwestern Technical College	Certificate	82%	67%
TCSG	Ogeechee Technical College	Certificate	67%	73%
TCSG	South Georgia Technical College	Certificate	72%	69%
TCSG	Southwest Georgia Technical College	Certificate	82%	71%
TCSG	Athens Technical College	Associate's	79%	83%
TCSG	Atlanta Technical College	Associate's	81%	76%
TCSG	Augusta Technical College	Associate's	77%	72%
TCSG	Central Georgia Tech College - Macon	Associate's	80%	84%
TCSG	Chattahoochee Tech College - Marietta	Associate's	85%	75%
TCSG	Georgia Piedmont Technical College	Associate's	77%	68%
TCSG	Griffin Technical College	Associate's	80%	72%
TCSG	Lanier Technical College	Associate's	87%	82%
TCSG	Northwestern Technical College	Associate's	79%	67%
TCSG	Savannah Technical College	Associate's	63%	53%
USG	Albany State University	Bachelor's	91%	67%
USG	Armstrong Atlantic State University	Bachelor's	85%	58%
USG	Augusta State University	Bachelor's	82%	53%
USG	Clayton State University	Bachelor's	89%	66%
USG	Columbus State University	Bachelor's	82%	53%
USG	Dalton State College	Bachelor's	87%	68%
USG	Gainesville State College	Bachelor's	91%	71%
USG	Georgia College & State University	Bachelor's	90%	75%
USG	Georgia Southern University	Bachelor's	88%	69%
USG	Georgia Southwestern State University	Bachelor's	93%	66%
USG	Georgia State University	Bachelor's	87%	63%
USG	Kennesaw State University	Bachelor's	88%	67%
USG	Macon State College	Bachelor's	92%	63%
USG	University of Georgia	Bachelor's	83%	56%
USG	University of North Georgia	Bachelor's	91%	68%

System	College Name	Degree Category	One Year after Graduation	Five Years after Graduation
USG	University of West Georgia	Bachelor's	90%	69%
USG	Valdosta State University	Bachelor's	89%	67%

Table 15: Percent Matched within Wage Data by HOPE Status

Category	Hope Graduate Status	One Year after Graduation
Certificate	No	81%
Associate's	No	78%
Bachelor's	No	76%
Certificate	Yes	80%
Associate's	Yes	81%
Bachelor's	Yes	72%

Appendix F: College Mergers and Consolidations

Table 16: TCSG Mergers

Original College Name	Merged College Name	Effective Year of Merger
Georgia Aviation Technical College	Middle Georgia State University	2007
Middle Georgia State University		
Appalachian Technical College	Chattahoochee Technical College	2010
Chattahoochee Tech College - Marietta		
North Metro Technical College		
Coosa Valley Technical College	Georgia Northwestern Technical College	2010
Northwestern Technical College		
West Central Technical College	West Georgia Technical College	2010
West Georgia Tech College - LaGrange		
Valdosta Technical College	Wiregrass Georgia Technical College	2011
East Central Technical College		
Griffin Technical College	Southern Crescent Technical College	2011
Flint River Technical College		
Sandersville Technical College	Oconee Fall Line Technical College	2012
Heart of Georgia Technical College		
Central Georgia Tech College - Macon	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		

Source: https://tcsge.edu/college_campuses.php

* This merger does not affect this report because this report examines graduates through 2013.

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	2018^
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.

^ This merger does not affect this report because this report examines graduates through 2013.