

# The North Carolina COMMON FOLLOW-UP SYSTEM Evaluation Report

2025



NC DEPARTMENT  
of COMMERCE  
LABOR & ECONOMIC  
ANALYSIS



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# THE NORTH CAROLINA COMMON FOLLOW-UP SYSTEM (CFS)

## 2025 EVALUATION REPORT

JANUARY 2025

### Background

The purpose of the Common Follow-up System (CFS) is to provide information on the educational and employment outcomes of publicly supported educational, employment, and training programs for use in policy making, program evaluation, resource allocation, and career planning.

Chapter 96 Article 4 of the North Carolina General Statute requires the North Carolina Department of <sup>1</sup>Commerce's Labor and Economic Analysis Division (LEAD) to develop, implement, and maintain a common follow-up information management system for tracking performance measures related to current and former participants in State job training, education, and placement programs. LEAD is also charged with evaluating the effectiveness of programs and determining if specific program goals and objectives are attained, determining placement rates for each program, and with making recommendations regarding programs evaluated. Information about CFS operational activities is available on the CFS website<sup>2</sup>.

### Evaluation Highlights

The Common Follow-up System provides the mechanism for carrying out longitudinal analyses that can be utilized to develop measures of program performance and effectiveness. As part of its responsibility for evaluating programs contained in the CFS, LEAD has performed a series of analyses to measure the educational and employment outcomes of individuals participating in several North Carolina public education, employment, and training programs. The goal is to develop key evaluative performance indicators related to employment and wage outcomes, as well as to further participation in education and employment programs. It is intended that these measures can be utilized in concert with other programmatic information to aid in the assessment of program effectiveness.

Analyses focus on addressing four key questions:

- What percentage of former participants and completers of publicly supported education, employment, and training programs are employed in North Carolina during the years following their participation in these programs?
- What are the wage outcomes of these individuals?
- How do employment and wage outcomes vary by industry?
- To what extent do these individuals enroll in subsequent education, employment, or training programs?

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<sup>1</sup> [https://www.ncleg.net/EnactedLegislation/Statutes/HTML/ByArticle/Chapter\\_96/Article\\_4.html](https://www.ncleg.net/EnactedLegislation/Statutes/HTML/ByArticle/Chapter_96/Article_4.html)

<sup>2</sup> <https://tools.nccareers.org/cfs/>

The outcome measures are calculated for five year-based cohort groups for each program and include outcome measures for up to five years post-exit/graduation. Relevant employment and wage statistics include the number and percent employed in North Carolina, median and average wages for each program, summary employment and wage statistics by industry. Post-enrollment measures include participation in education, employment, and training programs.

## » Methodology

Data from the CFS is utilized to perform a series of longitudinal analyses that focus on assessing the educational and employment outcomes of individuals participating in publicly supported education, employment, or training-related programs. Each year, the participating agencies supply data files for the program year. For example, for the 2022-2023 year, the participating agencies submitted data files covering the time period July 1, 2022 through June 30, 2023. These formatted files are created from existing information systems at each of the entities and contain demographic and program-related information for individuals participating in programs and services operated by each of the contributing entities. In addition to the agency data, the CFS contains information provided by the Division of Employment Security including quarterly unemployment insurance (UI) wage files and unemployment insurance claims-related information.

Analyses are accomplished by matching individual program participant data across programs and agencies to information in the unemployment insurance wage file. Specifically, CFS data is used to compile outcome information for five program-year cohorts. Each participating agency operates a diverse set of programs and services. These programs vary in terms of participant characteristics, operational guidelines and procedures, and program goals. As a result, program definitions - including participation, exit and completion - can differ across programs. These operational differences provide some inherent challenges when assessing outcomes across programs. This report includes outcome information for exit and completion cohorts, utilizing definitions specific to each of the assessed programs. Therefore, the specific definitions of participant, exiter, and/or completer are provided in each of the corresponding program sections of this report.

Employment and wage outcomes are derived for each program exiter/completer cohort. Information from the quarterly UI wage data is utilized to develop employment and wage statistics. Wage data for each exiter is summed across the four quarters immediately following the exit/completion quarter to produce a one year post-exit/completion wage. Wage information from the subsequent four quarters are summed to produce a two-year post-exit/completion wage. Successive four quarters are summed to produce subsequent post-exit/completion annual wage statistics. If an individual has wages in any of the four quarters of the corresponding year, they are counted as employed. Employment and wage outcomes are compiled separately for each cohort.

Further analyses of industry employment and wage patterns are also undertaken. Each employer covered by the state's unemployment insurance laws is assigned a North American Industry Classification (NAICS) code. Codes are assigned to each employer based on the primary industry function of the employing unit. The NAICS coding system provides a hierarchical coding scheme that allows for the grouping of codes into broader industry sectors. Post-employment statistics are calculated for each program exit/completion cohort by 13 different industry sectors. Individuals can be employed in more than one industry within a year or even within a quarter. In those instances where an individual is found to be employed in more than one industry sector, they are counted separately in each sector but only once in the total employment statistics.



Analysis of post participation in additional education, employment, and training is completed by cross-matching the information across entities and programs. Three measures are developed; the first measure includes the number and percentage of individuals who participated in public higher education. This is compiled by cross-matching the exit/completion cohort to records from the North Carolina Community College System and from the University of North Carolina System. If individuals are found to be participating in any program in either System, they are counted as enrolled in public higher education. The second post-participation measure is compiled by cross-matching each exit/completion cohort to data from the rest of the participating entities. If an individual is found to be enrolled or receiving services from them, they are counted as being enrolled in further public education, employment, or training. The third measure integrates the second measure along with the employment-related information. The result is a measure of whether individuals are either employed or enrolled in further public education, employment, or training programs.

### » Limitations

While the CFS provides a rich source of information regarding the participation of individuals in various education, employment, and training programs, the data is not without limitations. Information supplied by participating agencies comes from existing systems within each agency. Any data limitations that exist in those source systems, data repositories, and corresponding data elements are necessarily transferred along with the data to the CFS. Also, CFS does not include information from North Carolina's private educational institutions, out-of-state colleges and universities, or non-participating employment and training-related service providers.

The unemployment insurance wage data has its own strengths and limitations. Wage files only include information on individuals working in jobs covered by North Carolina's unemployment insurance laws. Employment-related information includes: total quarterly wages paid to an individual, size of the employing firm, and the NAICS code of the firm. Wage information is not available for workers outside of North Carolina, workers employed in North Carolina but not covered by North Carolina's unemployment insurance laws (e.g., the self-employed, church and religious organization employees, summer camp employees, federal government employees, military service members, and other non-covered workers). Employment-related data that cannot be determined include: the start date of employment, the employment type (i.e., permanent, temporary, part- or full-time), length of time worked during the quarter, the number of hours worked, and the person's occupation.

Additionally, the CFS relies on the use of Social Security Numbers (SSNs) to match program participation with employment-related information. If SSNs are not available, the matching of data across agency and employment sources is problematic. In such instances, LEAD utilizes eLink<sup>3</sup> project for data resolution and validation. eLink has been developed by the NC Department of Information Technology's Government Data Analytics Center (GDAC) in collaboration with SAS Institute to enhance system capability to match data utilizing additional identity resolution methodologies, which will assist in future analytical efforts.

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<sup>3</sup> <https://it.nc.gov/programs/nc-government-data-analytics-center/gdac-services/nc-elink>

## » Programs Assessed

The Common Follow-up System contains information on a diverse set of education, employment, and training programs and services. Analyses included in this report focus on 17 programs across four agencies. Included are the following:

### **THE DEPARTMENT OF COMMERCE**

Division of Workforce Solutions:

1. Workforce Innovation and Opportunity Act (WIOA) Title I Adult Program
2. Workforce Innovation and Opportunity Act (WIOA) Title I Dislocated Worker Program
3. Workforce Innovation and Opportunity Act (WIOA) Title I Youth Program
4. Wagner-Peyser Program

### **THE DEPARTMENT OF HEALTH AND HUMAN SERVICES**

5. Division of Social Services - Work First - Temporary Assistance for Needy Families (TANF)
6. Division of Employment and Independence for People with Disabilities
7. Division of Services for the Blind

### **THE NORTH CAROLINA COMMUNITY COLLEGE SYSTEM**

8. Career and Technical Education Programs
9. Workforce Continuing Education Training
10. Human Resources Development Programs
11. Basic Skills Programs
12. Customized Training Program
13. Apprenticeship Program

### **UNIVERSITY OF NORTH CAROLINA SYSTEM**

14. Bachelor's Programs
15. Master's Programs
16. Doctoral (Research) Programs
17. Doctoral (Professional Practice) Programs

# The Department of Commerce

## *Division of Workforce Solutions*

### » Overview of WIOA Title I Programs

The Workforce Investment Act (WIA) of 1998 authorized the nation's federally funded workforce development system and provided funding for services to employers and job seekers. WIA Title I programs consisted of three distinct funding streams: Adult, Dislocated Workers, and Youth. In July of 2014, the Workforce Innovation and Opportunity Act (WIOA) was signed into law and superseded WIA. WIOA took effect on July 1, 2015 and is designed to help job seekers access the employment, education, training, and support services they need to succeed in the labor market, and to match employers with the skilled workers they need to compete in the global economy. Part of the goal of WIOA is to provide opportunity for reforms of local service centers, known as the American Job Center system, and to ensure that the system is responding to the local demand of employers and preparing workers for jobs that are available now and in the future.<sup>4</sup>

WIOA aims to increase employment, improve earnings, and enhance workers' skills while fostering an inclusive, equitable, and accessible workforce system. It prioritizes individuals facing barriers to employment, including low-income individuals, displaced homemakers, veterans, ex-offenders, older workers, youth (ages 14-24), individuals with disabilities, English language learners, homeless individuals, foster care youth, and others. WIOA addresses systemic challenges like economic instability, education gaps, and access to childcare or transportation, providing targeted programs and services to support these populations. Dislocated workers benefit from retraining, while veterans and ex-offenders receive tailored assistance for reintegration into the workforce. Older workers gain access to technology training, and individuals with disabilities receive accommodation and support. Youth and low-income adults are offered education, skills training, and resources to overcome barriers such as homelessness and financial instability. WIOA also focuses on providing language training for English learners and financial literacy support to address long-term economic challenges. By addressing these multifaceted barriers, WIOA seeks to empower individuals to achieve meaningful, sustainable employment.

WIOA Title I Adult and Dislocated Worker<sup>5</sup> programs were designed to increase employment and retention, increase earnings of dislocated workers, and enhance customer satisfaction for both participants and employers. WIOA Adult and Dislocated Worker programs provide a variety of education, employment-related, and training services to eligible customers. These programs provide comprehensive assessments, career and labor market information, job search and placement assistance, counseling, and occupational and basic skills training. Additional supportive services, including assistance with transportation, childcare, dependent care, housing, and other needs-related payments, are available to help facilitate program participation. Dislocated worker allotments also support Rapid Response services that assist employers and workers in the event of company layoffs, closings, natural disasters, and other events.

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<sup>4</sup> U.S. Department of Labor Employment and Training Administration website, <http://www.doleta.gov/wioa/>

<sup>5</sup> U.S. Department of Labor Employment and Training Administration website, <https://www.dol.gov/agencies/eta/workforce-investment/adult>

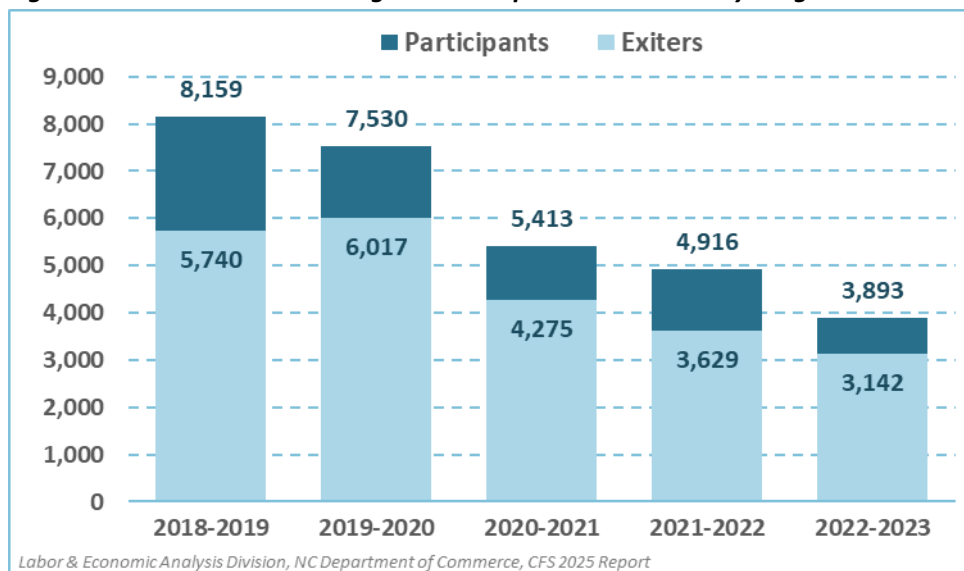
The WIOA Title I Youth program is designed to serve low-income youth who face barriers to continued education and employment. Specific services that are made available include case management, tutoring, alternative secondary school offerings, the provision of work experience, occupational skills training, leadership development opportunities, mentoring, guidance, counseling, and support. Eligibility is defined separately for out-of-school youth aged 16-24 and in-school youth aged 14-21. Funds for youth services are allocated to states and local areas based on a formula. At least 75%<sup>6</sup> of state and local youth funding must be allocated for out-of-school youth, and a minimum of 20% of local youth formula funds must be used for work experiences that have an academic and occupational education component, such as summer and year-round employment, pre-apprenticeship, on-the-job training, or internships and job shadowing.<sup>7</sup>

### » WIOA Title I Adult Program Outcomes

Analyses of program participant counts revealed that the number of WIOA Adult program participants has been gradually declining since the 2018-2019 program year (Figure 1). The declines in program participation may be attributed to factors such as a strong economy and a tight labor market in recent years. Participants who were not enrolled in the program during any part of the year following enrollment were defined as program exiters, and their subsequent wages and employment outcomes were tracked post exit.

Employment and wage outcomes were derived for each cohort of WIOA program exiters. These included analyses of post-exit employment rates (Figure 2) and wages (Figure 3) for up to five years after exit (also see Table 1). These measures include only those individuals who were employed in North Carolina in jobs covered by the state’s unemployment insurance laws.

**Figure 1. WIOA Title I Adult Program Participants and Exiters by Program Year**



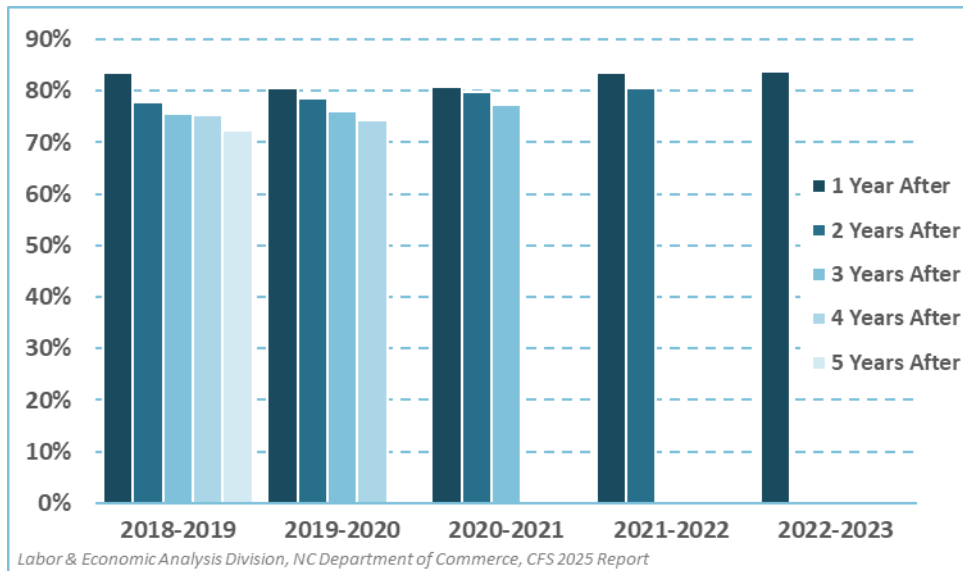
<sup>6</sup> The Employment and Training Administration (ETA) has approved North Carolina's request to reduce the local youth formula funds expenditure requirement for out-of-school youth (OSY) from 75% to 50% for PY2022 through PY2025.

<sup>7</sup> U.S. Department of Labor Employment and Training Administration website, <https://www.dol.gov/agencies/eta/youth/wioa-formula>

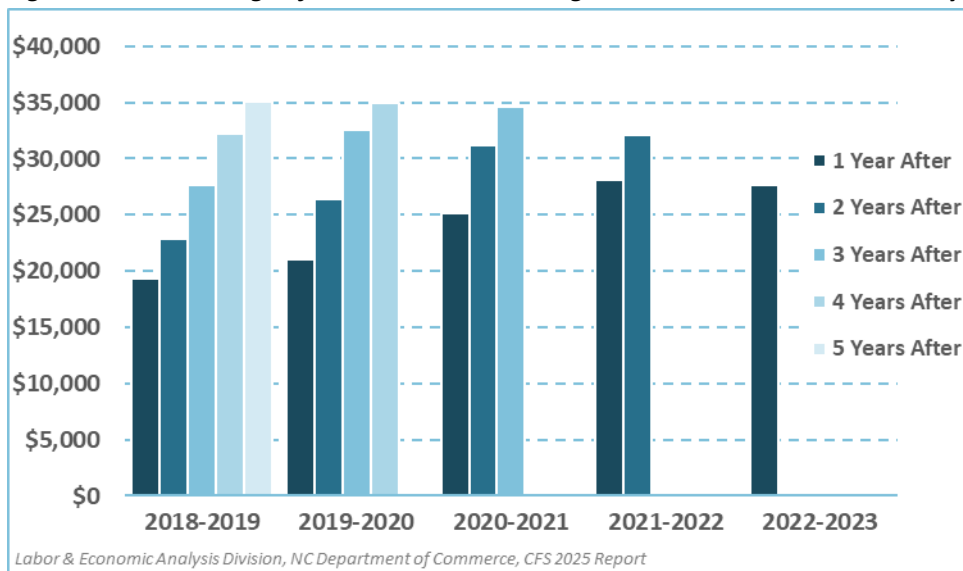
One-year post-exit employment rates consistently remained at 84% across all program years, except for a dip to 80% and 81% for exiters in the 2019-2020 and 2020-2021 program years which probably reflects the effect of temporary layoffs and furloughs in 2020 amid the early COVID-19 pandemic (Figure 2). One-year post-exit enrollment in North Carolina public higher education fluctuated from 20% and 35% throughout the five program years of the study period from the 2018-2019 to the 2022-2023 program years (Table 1).

As shown in Figure 2, longer term post-exit employment measures show a slight decline in the percentage of WIOA Title I Adult exiters employed in North Carolina. This is common across most workforce training and education programs and may be due in part to former participants leaving the state or entering employment not covered by unemployment insurance.

**Figure 2. Percentage of WIOA Title I Adult Exiters Employed in North Carolina After Exit, by Year of Exit**



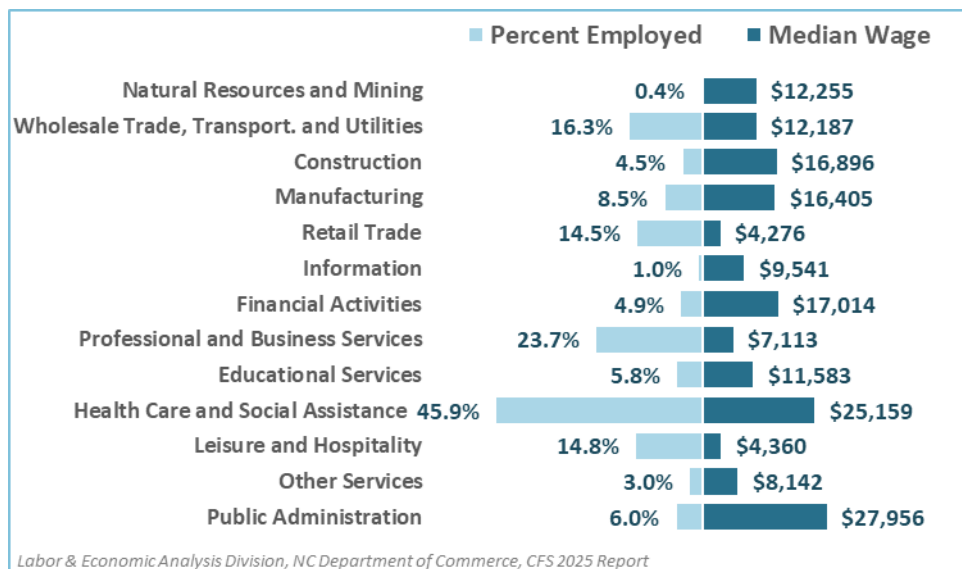
**Figure 3. Median Wage of WIOA Title I Adult Program Exiters in North Carolina, by Year of Exit**



One-year post-exit median annual wages ranged from \$19,324 for the 2018-2019 program year exiters to a high of \$27,634 for the 2022-2023 program year exiters (Figure 3 and Table 1). For all cohorts, the median wages of former participants rose consistently in each subsequent year following program exit. For example, the median wages of participants who exited during the 2018-2019 program year increased from \$19,324 one year after exit to \$35,060 five years after exit.

Employment outcomes by industry one year after exit for the 2022-2023 cohort show 45.9% of WIOA Adult program exiters were employed in the Health Care and Social Assistance industry, earning a median annual wage of \$27,956. Other top employing industries for the 2022-2023 exiting cohort include Professional and Business Services (23.7%); Wholesale Trade, Transport, and Utilities (16.3%); Leisure and Hospitality (14.8%); and Retail Trade (14.5%). Of these industries, Health Care and Social Assistance had the highest median annual wage (\$25,159), followed by Wholesale Trade, Transport, and Utilities (\$12,187) (Figure 4 and Table 1).

**Figure 4. 2022-2023 WIOA Title I Adult Exiters One Year After Exit: Percentage Employed and Median Wage by Industry**



Overall short-term wages for exiters have risen over time and employment industries have shifted. The median wage of the 2018-2019 WIOA Adult exiters was \$19,324 during the first year after exit while the comparable wage for 2022-2023 exiters was \$27,634. In comparison, the 2023 median annual earnings in North Carolina were \$41,975<sup>8</sup>, while the 2023 federal poverty guideline was \$14,580 for a one-person household.<sup>9</sup> The most recent program years show an increase in the share of WIOA exiters who later found employment in the Health Care and Social Assistance, Public Administration, and Financial Activity industries. These increases were accompanied by a marginal decrease in the share of Manufacturing and Retail Trade employment for the recent cohorts.

<sup>8</sup> Source of wage data: US Census Bureau (American Community Survey) – Table S2001.

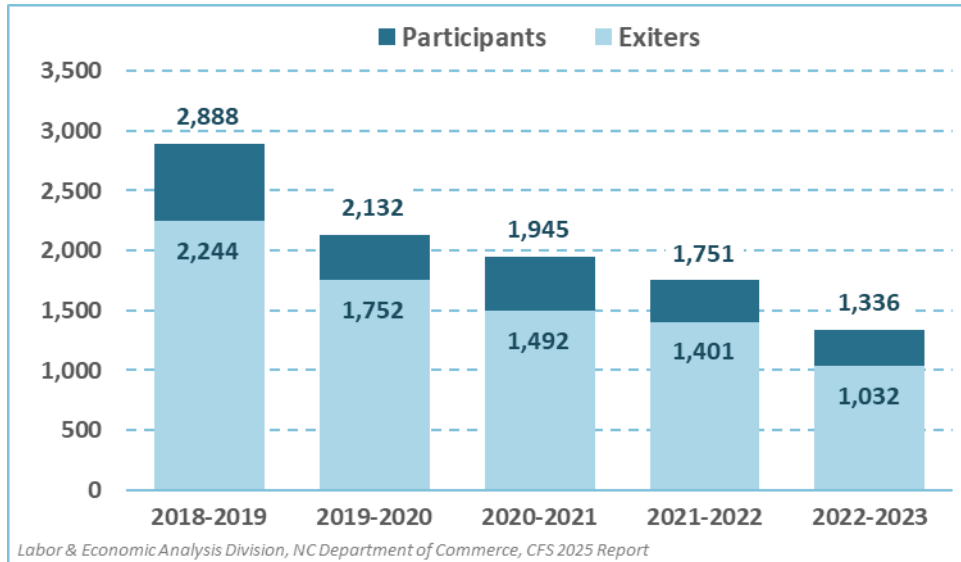
<sup>9</sup> Source of poverty guidelines: U.S. Department of Health & Human Services, <https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines>



## » WIOA Title I Dislocated Worker Program Outcomes

As shown in Figure 5, the number of participants in the WIOA Dislocated Worker program between the 2018-2019 and 2022-2023 program years has declined from 2,888 to 1,336 individuals. The declines in program participation may be attributed to factors such as a strong economy, a tight labor market, and reduced funding in recent years. Participants who were not enrolled in the program during any part of the year following enrollment were defined as program exiters, and their subsequent wages and employment outcomes were tracked post exit.

**Figure 5. WIOA Title I Dislocated Worker Program Participants and Exiters by Program Year**

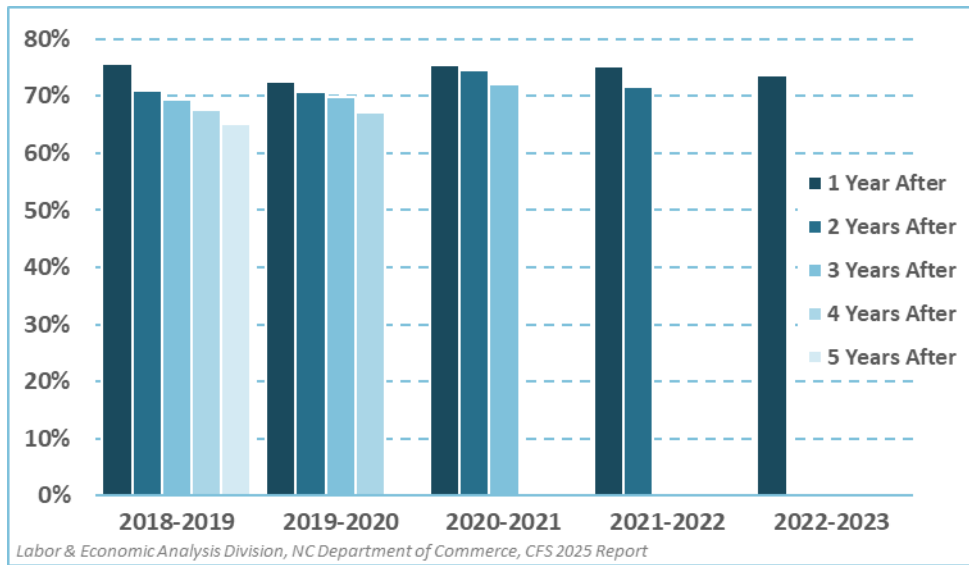


Employment and wage outcomes were derived for each WIOA Title I Dislocated Worker exit cohort between the 2018-2019 and 2022-2023 program years. These included measures of post-exit employment rates (Figure 6) and wages (Figure 7) for up to five years after exit (also see Table 2). These measures include only those individuals who were employed in North Carolina in jobs covered by the state's unemployment insurance laws.

One-year post-exit employment rates were relatively stable across the five cohorts, ranging from a high of 76% for the 2018-2019 program year exiters to a low of 72% for the 2019-2020 program year (Figure 6 and Table 2). One-year post-exit enrollment in NC public higher education ranged from 18% for the 2022-2023 cohort to 21% for the 2020-2021 cohort (Table 2). Longer term post-exit employment measures indicate that five years after exit, 65% of the 2018-2019 exiting cohort were employed in North Carolina, earning a median salary of \$39,383. Post-exit employment rates were relatively steady across cohorts for a given post-exit year.



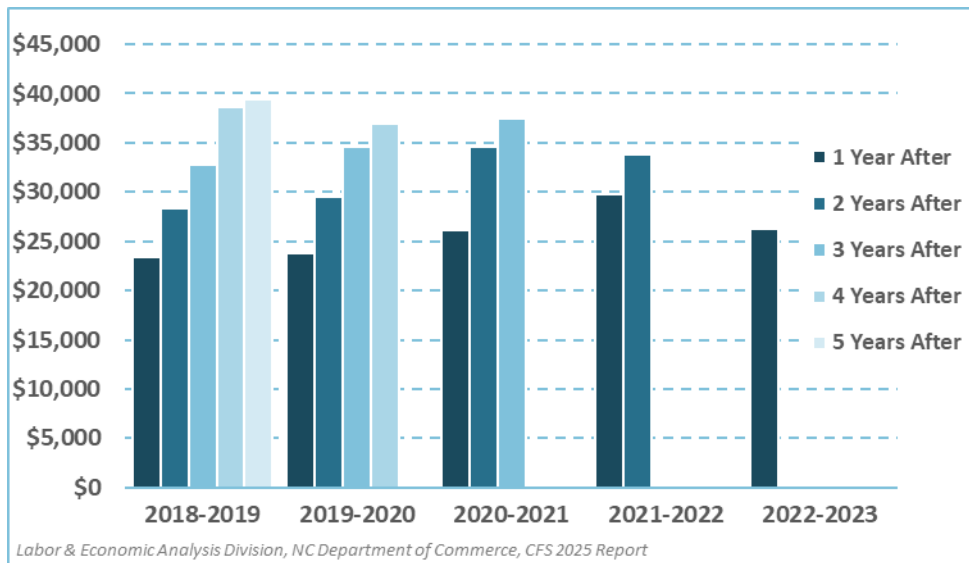
**Figure 6. Percentage of WIOA Title I Dislocated Worker Program Exiters Employed in North Carolina After Completion, by Year of Exit**



One-year post-exit median wages rose from \$23,385 in the 2018-2019 cohort to \$29,718 for the 2021-2022 cohort (Figure 7 and Table 2).

However, median post-exit wages increased over time within all cohorts. The 2018-2019 exiters experienced growth in median wages from \$23,385 one year after exit to \$32,716 three years after exit and \$39,383 at the five-year mark, while the 2020-2021 exiters saw median wages grow from \$26,167 one-year post-exit to \$37,446 three years post-exit.

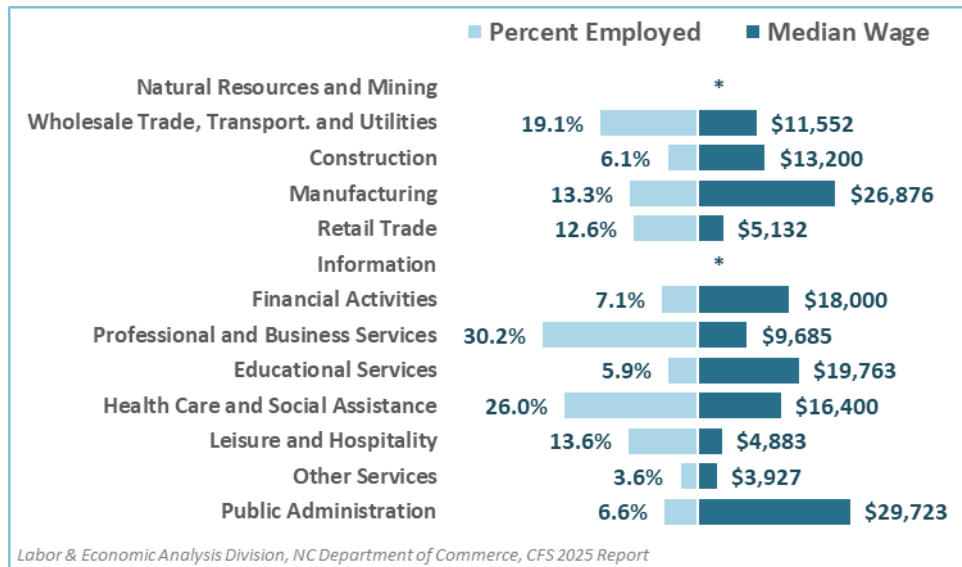
**Figure 7. Median Wage of WIOA Title I Dislocated Worker Program Exiters in North Carolina, by Year of Exit**



As shown in Figure 8 and Table 2, one-year employment outcomes by industry for the 2022-2023 exiting cohort indicate that 30.2% of WIOA Dislocated Worker program participants were subsequently employed in the Professional and Business Services industry, earning a median annual wage of \$9,685. Other industries

frequently employing this 2022-2023 cohort one year after exiting the program include Health Care and Social Assistance (26.0%); Wholesale Trade, Transport, and Utilities (19.1%); Leisure and Hospitality (13.6%); and Manufacturing (13.3%). Of these top employing industries, Manufacturing was associated with the highest median annual wage (\$26,876).

**Figure 8. 2022-2023 WIOA Title I Dislocated Worker Exiters One Year After Exit: Percentage Employed and Median Wage by Industry**



Overall, there has been a slight drop in short-term employment rates for WIOA Dislocated Worker program exiters. This is indicated by the one-year post-employment trends. When exiting cohorts are followed over time, the employment rate tends to decline somewhat, while the median wages rise. The median wage of WIOA Dislocated Worker participants who exited in the 2018-2019 program year was \$39,383 five years after exit. In comparison, the 2023 median annual earnings in North Carolina were \$41,975<sup>10</sup>, while the 2023 federal poverty guideline was \$14,580 for a one-person household.<sup>11</sup>

<sup>10</sup> Source of wage data: US Census Bureau (American Community Survey) – Table S2001.

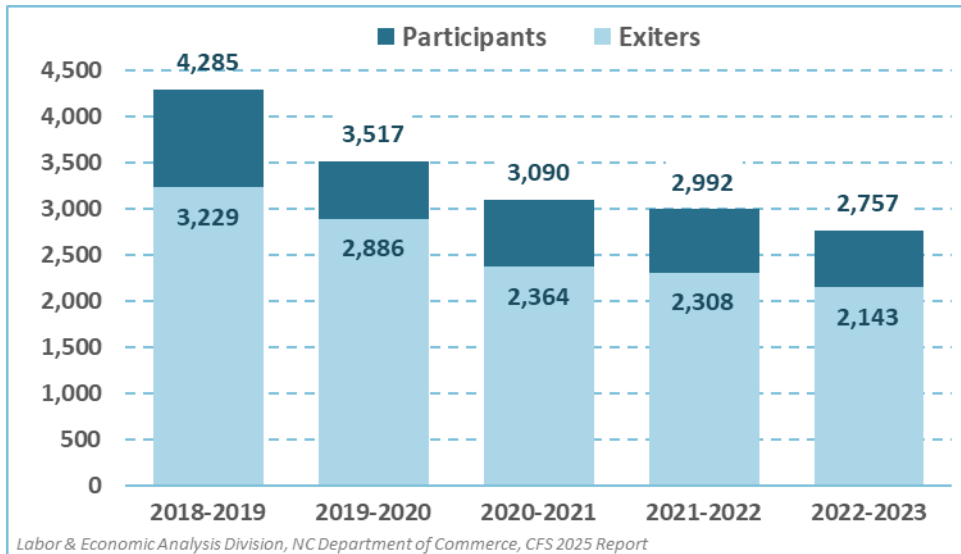
<sup>11</sup> Source of poverty guidelines: U.S. Department of Health & Human Services, <https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines>



## » WIOA Title I Youth Program Outcomes

Analyses show a consistent decline in the number of WIOA Youth program participants from the 2018-2019 to the 2022-2023 program years (Figure 9). Participants who were not enrolled in the program during any part of the year following enrollment were defined as program exiters, and their subsequent wages and employment outcomes were tracked post exit.

**Figure 9. WIOA Title I Youth Program Participants and Exiters by Program Year**



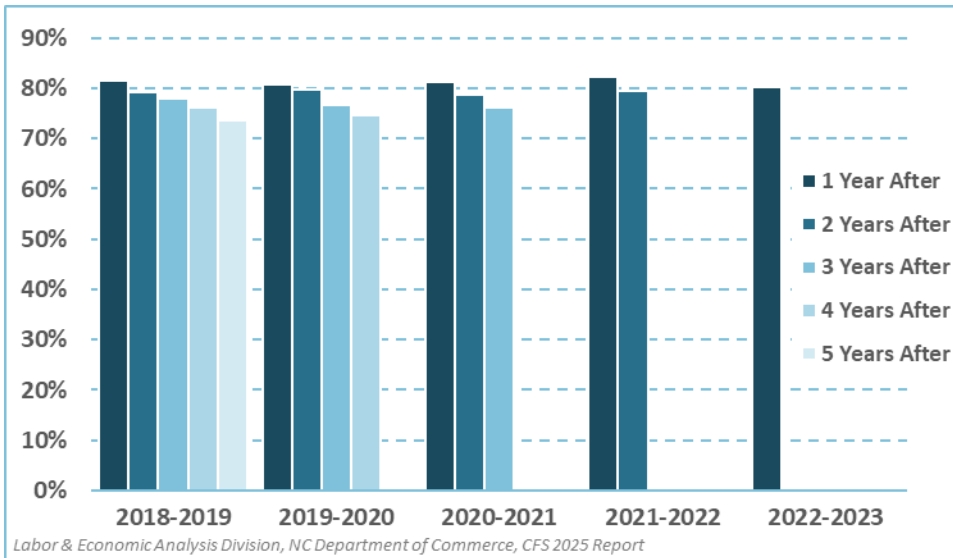
Employment and wage outcomes were derived for each WIOA Title I Youth program exit cohort and included post-exit employment rates (Figure 10) and wages (Figure 11) for up to five years after exit (Table 3).

One-year post-participation employment rates reflect a marginal variation between 80% and 81% across the five exiting cohorts (Figure 10 and Table 3). Rates of one-year post-exit enrollment in NC public higher education varied from 27% to 32% (Table 3) but are still among the highest of any workforce development program.

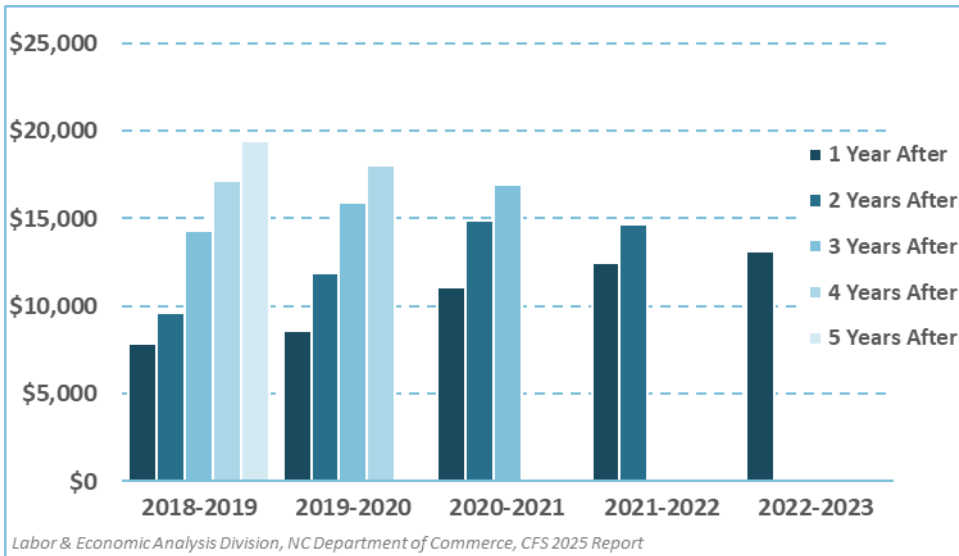
One-year post-exit median wages have increased overall across cohorts, from \$7,847 for the 2018-2019 exiters, to \$13,155 for the 2022-2023 completers (Figure 11). It is important to note that WIOA Title I Youth participants range in age from 14 to 21 and are more likely to be in high school or higher education, and less likely to be working full time than older workers.

Longer term post-exit employment and wage measures for the WIOA Title I Youth program indicate that employment rates were relatively stable over time within each cohort, while wages rose over time within each cohort. For example, median wages for the 2018-2019 cohort started at \$7,843 one-year post-exit and increased to \$19,384 at five years post-exit.

**Figure 10. Percentage of WIOA Title I Youth Program Exiters Employed in North Carolina After Exit, by Year of Exit**

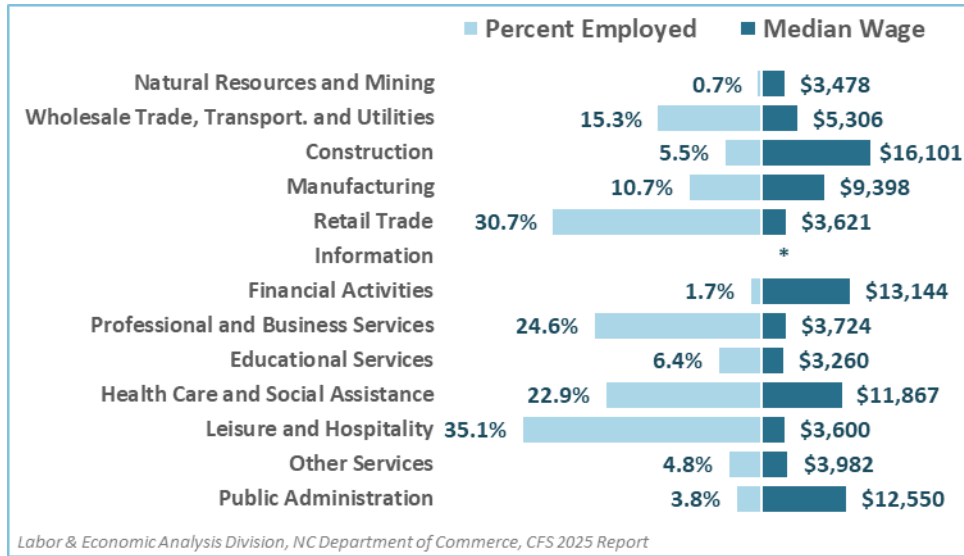


**Figure 11. Median Wage of WIOA Title I Youth Program Exiters in North Carolina, by Year of Exit**



As shown in Figure 12 and Table 3, one-year employment outcomes by industry for the 2022-2023 cohort exiters indicate that 35.1% of the Youth program exiters found employment in the Leisure and Hospitality industry, earning a median wage of \$3,600. Other top employing industries include Retail Trade (30.7%); Professional and Business Services (24.6%); and Health Care and Social Assistance (20%).

**Figure 12. 2022-2023 WIOA Title I Youth Program Participants and Exitors, Showing Outcomes One Through Five Years After Exit, Overall and By Industry**



Overall, the results show that there have been increasing short-term employment rates and short-term median wages for the WIOA Youth program exitors. This is indicated by the one-year post-employment and wage trends. When exiting cohorts are followed over time, the employment rate tends to be stable. In addition, while the median wages of WIOA Youth exitors are low, they continue to rise over time. It is important to keep in mind that the WIOA Youth program serves individuals aged 14 to 21 and are more likely to be in school and less likely to be working full time.

Table 3. WIOA Title I Youth Program Participants and Exiters, Showing Outcomes One Through Five Years After Exit, Overall and By Industry

North Carolina Department of Commerce, Division of Workforce Solutions										Common Follow-up System: Evaluative Measures, 2025 Report									
Workforce Innovation and Opportunity Act - Youth Program										Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce									
Program Year	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2018-2019				
Participants	4,285	3,517	3,090	2,992	2,757	4,285	3,517	3,090	2,992	4,285	3,517	3,090	4,285	3,517	4,285				
Exiters	3,229	2,886	2,364	2,308	2,143	3,229	2,886	2,364	2,308	3,229	2,886	2,364	3,229	2,886	3,229				
Post-Completion Outcome Measures					1 Year After					2 Years After			3 Years After			4 Years After		5 Years After	
Exiters Employed In North Carolina	N	2,630	2,332	1,922	1,900	1,722	2,554	2,302	1,863	1,834	2,517	2,213	1,803	2,461	2,157	2,377			
	%	81%	81%	81%	82%	80%	79%	80%	79%	79%	78%	77%	76%	76%	75%	74%			
Exiters' Wages in North Carolina	Mean	\$11,039	\$11,686	\$14,634	\$16,023	\$16,818	\$13,261	\$15,626	\$18,249	\$18,812	\$17,102	\$19,268	\$20,449	\$20,695	\$21,366	\$22,674			
	Median	\$7,843	\$8,596	\$11,087	\$12,488	\$13,155	\$9,647	\$11,897	\$14,909	\$14,652	\$14,296	\$15,878	\$16,944	\$17,169	\$18,008	\$19,384			
Exiters Enrolled in NC Public Higher Education	N	997	791	695	709	680	779	704	611	632	665	649	532	606	551	544			
	%	31%	27%	29%	31%	32%	24%	24%	26%	27%	21%	22%	23%	19%	19%	17%			
Exiters Enrolled in NC Public Education, Employment, or Training Program	N	1,408	1,152	929	966	888	1,279	1,123	931	924	982	869	753	802	729	746			
	%	44%	40%	39%	42%	41%	40%	39%	39%	40%	30%	30%	32%	25%	25%	23%			
Exiters Enrolled or Employed in NC	N	2,847	2,516	2,088	2,022	1,878	2,745	2,471	2,018	1,982	2,662	2,333	1,909	2,571	2,247	2,481			
	%	88%	87%	88%	88%	88%	85%	86%	85%	86%	82%	81%	81%	80%	78%	77%			
Exiters' Employment by Industry†					1 Year After					2 Years After			3 Years After			4 Years After		5 Years After	
Natural Resources and Mining	0.8%					0.7%					0.6%			0.6%			0.4%		*
Wholesale Trade, Transport. and Utilities	8.7%					13.5%					15.1%			13.7%			13.7%		12.3%
Construction	4.8%					4.8%					5.2%			5.5%			5.5%		5.5%
Manufacturing	10.3%					11.4%					13.7%			14.0%			11.8%		12.2%
Retail Trade	28.9%					28.9%					30.4%			27.2%			27.9%		24.8%
Information	1.4%					1.1%					1.5%			1.5%			1.6%		1.7%
Financial Activities	2.6%					3.7%					4.8%			5.1%			4.8%		4.1%
Professional and Business Services	30.3%					33.5%					34.5%			32.5%			29.8%		30.4%
Educational Services	6.8%					4.2%					3.7%			4.0%			4.5%		3.6%
Health Care and Social Assistance	22.3%					21.7%					22.2%			24.2%			23.5%		27.3%
Leisure and Hospitality	38.6%					31.5%					30.2%			29.4%			27.8%		26.9%
Other Services	3.8%					3.6%					4.3%			4.3%			4.6%		4.2%
Public Administration	2.5%					2.7%					2.7%			2.8%			2.9%		3.1%
Exiters' Median Wages by Industry of Employment					1 Year After					2 Years After			3 Years After			4 Years After		5 Years After	
Natural Resources and Mining	\$6,252					\$3,343					\$4,635			\$2,398			*		
Wholesale Trade, Transport. and Utilities	\$3,015					\$2,627					\$3,389			\$3,790			\$4,533		
Construction	\$6,319					\$6,235					\$6,101			\$9,514			\$12,489		
Manufacturing	\$4,731					\$5,217					\$6,206			\$7,670			\$12,838		
Retail Trade	\$2,617					\$3,431					\$3,567			\$4,002			\$5,402		
Information	\$2,445					\$4,133					\$5,452			\$10,600			\$5,571		
Financial Activities	\$3,156					\$2,931					\$7,339			\$13,547			\$14,773		
Professional and Business Services	\$2,540					\$2,827					\$4,193			\$4,968			\$6,154		
Educational Services	\$2,634					\$2,278					\$4,605			\$6,483			\$9,018		
Health Care and Social Assistance	\$5,373					\$7,371					\$10,330			\$12,214			\$13,100		
Leisure and Hospitality	\$2,631					\$2,690					\$3,108			\$3,378			\$3,908		
Other Services	\$2,399					\$2,496					\$4,349			\$4,334			\$5,328		
Public Administration	\$6,106					\$11,719					\$17,212			\$15,517			\$24,555		
Exiters' Average Wages by Industry of Employment					1 Year After					2 Years After			3 Years After			4 Years After		5 Years After	
Natural Resources and Mining	\$7,569					\$8,899					\$9,917			\$12,828			*		
Wholesale Trade, Transport. and Utilities	\$7,480					\$7,556					\$9,048			\$10,867			\$11,444		
Construction	\$12,575					\$12,345					\$14,568			\$18,223			\$19,022		
Manufacturing	\$10,164					\$11,616					\$13,846			\$17,037			\$19,643		
Retail Trade	\$5,234					\$6,449					\$7,404			\$8,378			\$10,918		
Information	\$4,969					\$9,617					\$12,174			\$17,656			\$18,862		
Financial Activities	\$9,360					\$12,279					\$15,384			\$21,736			\$22,034		
Professional and Business Services	\$5,205					\$6,086					\$8,077			\$10,875			\$11,514		
Educational Services	\$4,541					\$7,672					\$11,898			\$13,804			\$15,236		
Health Care and Social Assistance	\$9,523					\$11,783					\$13,886			\$17,118			\$18,103		
Leisure and Hospitality	\$4,512					\$4,812					\$5,975			\$6,971			\$8,101		
Other Services	\$4,595					\$6,159					\$8,896			\$9,759			\$12,198		
Public Administration	\$12,981					\$17,566					\$21,382			\$23,443			\$26,380		

† Employment percentages by industry total more than 100% due to individuals who were employed, and receiving wages, in more than one industry. See methodology for more information.

## » Wagner-Peyser Program Overview

The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices known as the Employment Service. In North Carolina, the Division of Workforce Solutions provides oversight and operational responsibility for the state's Wagner-Peyser Act program. This program provides labor exchange services such as job search assistance, job referral, and placement assistance for job seekers; re-employment services for unemployment insurance claimants; and job recruitment assistance for employers. Specialized services are offered to veterans, individuals with disabilities, migrant and seasonal farmworkers, ex-offenders, youth, minorities, and older workers. A range of other services are also available to meet the needs of both job seekers and employers, including skill, ability, and aptitude assessments; career guidance; assistance with job restructuring; and helping employers deal with layoffs.<sup>12</sup>

In 2015, the Workforce Innovation and Opportunity Act (WIOA) took effect, with the Wagner-Peyser Program designated as a core program participant providing services at American Job Centers. The WIOA integrated service delivery model emphasizes co-enrollment of customers in both Wagner-Peyser and WIOA Adult program when eligibility criteria permit.

## » Wagner-Peyser Program Outcomes

As shown in Figure 13, the number of program participants in the Wagner-Peyser program has declined significantly between the 2018-2019 and 2022-2023 program years. The decline in program participation may be attributed to various factors such as a strong economy and a tight labor market. Additionally, to align with the U.S. Department of Labor reporting requirements, participant counts now include only eligible individuals receiving staff-assisted services. This excludes 'registration only' individuals who receive basic or self-assisted services, ensuring the report focuses solely on participants engaging with staff-supported activities.

Participants who were not enrolled in the program during any part of the year following enrollment were defined as program exiters, and their subsequent wages and employment outcomes were tracked post exit. Employment and wage outcomes were derived for each cohort of Wagner-Peyser program exiters. Analyses included the post-exit employment rates (Figure 14) and wages (Figure 15) for up to five years after exit (also see Table 4).

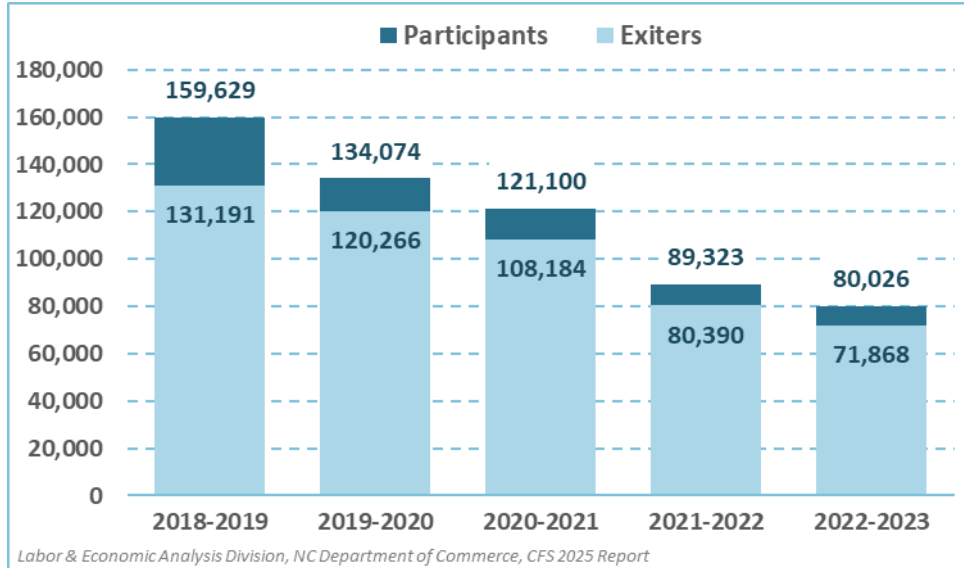
One-year post-exit employment rates consistently ranged between 77% and 78% across all program years, except for a slight dip to 75% and 76% for exiters in the 2019-2020 and 2020-2021 program years, which likely reflects the impact of temporary layoffs and furloughs during the early stages of the COVID-19 pandemic in 2020 (Figure 14 and Table 4).

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<sup>12</sup> U.S. Department of Labor Employment and Training Administration, <https://www.dol.gov/agencies/eta/american-job-centers/wagner-peyser-program>

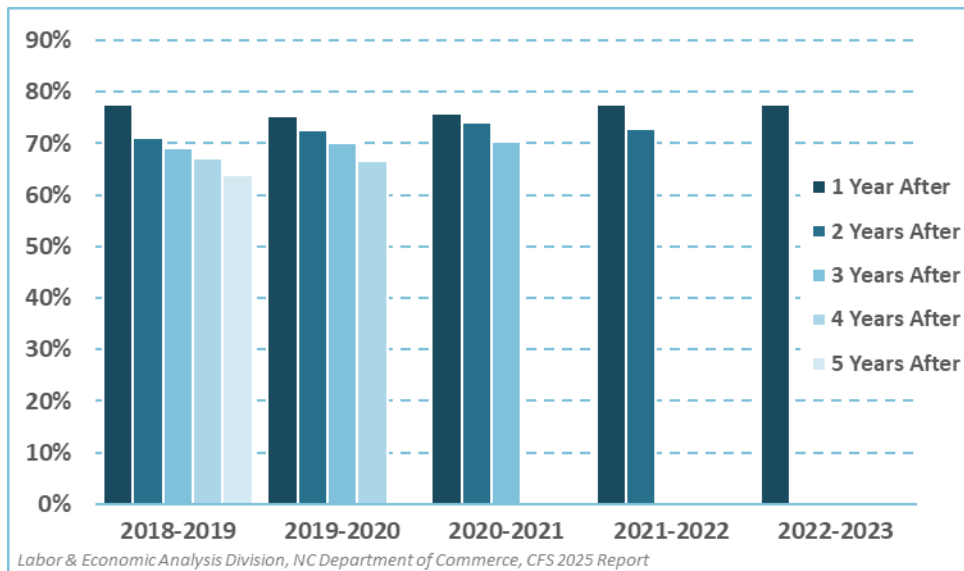


**Figure 13. Wagner-Peyser Program Participants and Exiters by Program Year**



The percentage of exiters subsequently enrolling in NC public higher education one year after exiting the program also remained stable at 10-11% for each of the five cohorts (Table 4). Longer term post-exit employment measures indicate that each exiting cohort had decreasing percentages of employment in North Carolina over time, which is common to almost all workforce and education programs.

**Figure 14. Percentage of Wagner-Peyser Exiters Employed in North Carolina After Exit, by Year of Exit**

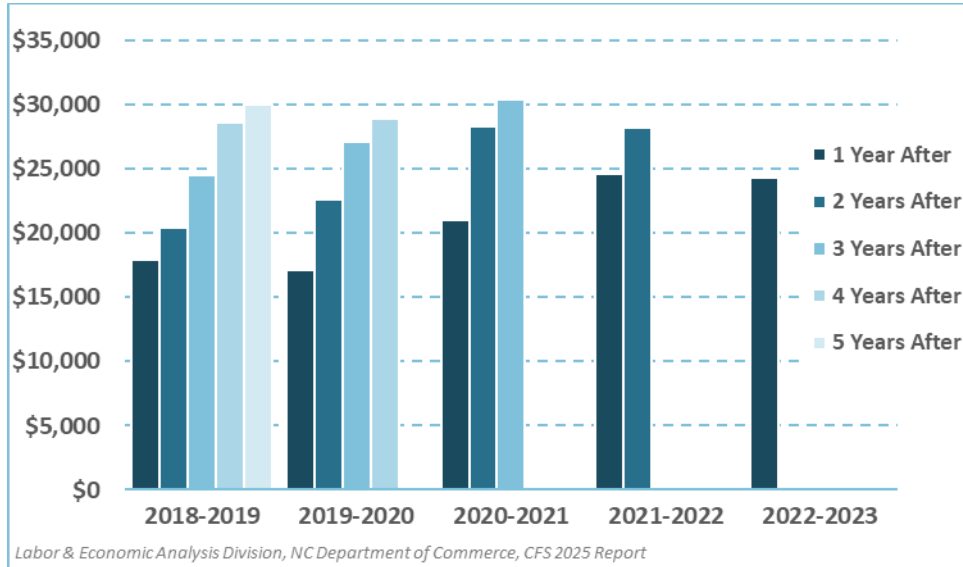


One-year post-exit median wages peaked for the most recent 2021-2022 cohort at \$24,559 (Figure 15 and Table 4). Within all cohorts, median annual wages increased over time. For example, the 2018-2019 cohort experienced wage growth from \$17,865 to \$29,978 between the first and fifth post-exit years.

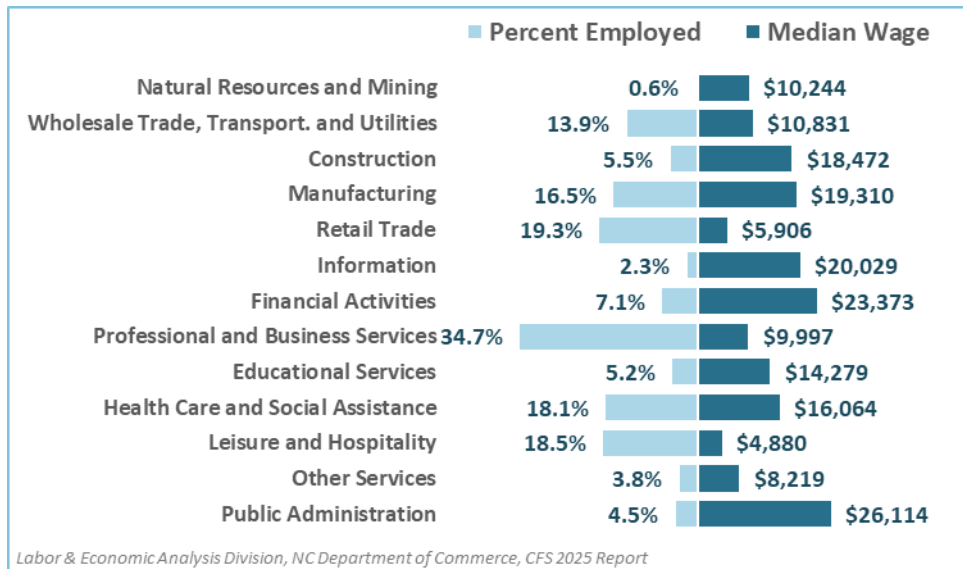
As shown in Figure 16, one-year employment outcomes by industry indicate that 34.7% of 2022-2023 Wagner-Peyser program exiters were employed in the Professional and Business Services industry, earning a median annual wage of \$9,997. Other top employing industries include Retail Trade (19.3%); Leisure and Hospitality (18.5%); Health Care and Social Assistance (18.1%); Manufacturing (16.5%); and Wholesale Trade,

Transportation, and Utilities (13.9%). Of these industries, Manufacturing accounted for the highest median annual wage (\$19,310).

**Figure 15. Median Wage of Wagner-Peyser Program Exiters in North Carolina, by Year of Exit**



**Figure 16. 2022-2023 Wagner-Peyser Exiters One Year Post-Exit: Employment and Median Wage by Industry**



Overall, one-year post-exit employment rates and median wages remained stable for Wagner-Peyser participants. When individual cohorts are followed over time, employment rates tend to decline, while median wages rise. The median wage of Wagner-Peyser participants exiting in the 2018-2019 program year was \$17,865 one year after exit and \$29,978 after five years. In comparison, the 2023 median annual earnings in North Carolina were \$41,975<sup>13</sup>, while the 2023 federal poverty guideline was \$14,580 for a one-person household.<sup>14</sup>

<sup>13</sup> Source of wage data: US Census Bureau (American Community Survey) – Table S2001.

<sup>14</sup> Source of poverty guidelines: U.S. Department of Health & Human Services, <https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines>

**Table 4. Wagner-Peyser Program Participants and Exiters, Showing Outcomes One Through Five Years After Exit, Overall and By Industry**

North Carolina Department of Commerce, Division of Workforce Solutions						Common Follow-up System: Evaluative Measures, 2025 Report										
Wagner-Peyser Program						Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce										
Program Year		2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2018-2019
Participants		159,629	134,074	121,100	89,323	80,026	159,629	134,074	121,100	89,323	159,629	134,074	121,100	159,629	134,074	159,629
Exiters		131,191	120,266	108,184	80,390	71,868	131,191	120,266	108,184	80,390	131,191	120,266	108,184	131,191	120,266	131,191
<b>Post-Completion Outcome Measures</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Exiters Employed In North Carolina	N	101,739	90,584	82,018	62,355	55,665	93,334	87,391	80,106	58,508	90,645	84,186	76,037	87,937	80,015	83,831
	%	78%	75%	76%	78%	77%	71%	73%	74%	73%	69%	70%	70%	67%	67%	64%
Exiters' Wages in North Carolina	Mean	\$21,897	\$22,060	\$26,888	\$29,164	\$29,847	\$25,223	\$27,448	\$34,032	\$32,904	\$29,232	\$31,978	\$36,348	\$33,076	\$33,769	\$34,668
	Median	\$17,865	\$17,122	\$20,985	\$24,559	\$24,306	\$20,441	\$22,589	\$28,276	\$28,183	\$24,501	\$27,134	\$30,427	\$28,616	\$28,877	\$29,978
Exiters Enrolled in NC Public Higher Education	N	14,439	12,138	10,946	8,740	7,857	10,978	11,062	9,705	7,530	10,482	10,299	8,513	10,026	9,372	9,152
	%	11%	10%	10%	11%	11%	8%	9%	9%	9%	8%	9%	8%	8%	8%	7%
Exiters Enrolled in NC Public Education, Employment, or Training Program	N	18,249	15,604	12,681	10,372	9,482	21,465	21,448	15,554	13,490	19,501	17,533	13,837	16,750	16,240	15,569
	%	14%	13%	12%	13%	13%	16%	18%	14%	17%	15%	15%	13%	13%	14%	12%
Exiters Enrolled or Employed in NC	N	105,037	93,624	84,206	63,942	57,237	97,142	90,955	82,179	60,507	93,907	86,776	78,010	90,410	82,610	86,294
	%	80%	78%	78%	80%	80%	74%	76%	76%	75%	72%	72%	72%	69%	69%	66%
<b>Exiters' Employment by Industry†</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		0.9%	0.9%	0.5%	0.6%	0.6%	0.8%	0.7%	0.5%	0.5%	0.7%	0.7%	0.5%	0.7%	0.6%	0.7%
Wholesale Trade, Transport, and Utilities		10.3%	12.6%	14.5%	14.9%	13.9%	11.8%	14.1%	14.1%	13.2%	13.4%	14.1%	13.0%	13.3%	13.0%	12.4%
Construction		6.1%	5.5%	6.3%	5.9%	5.5%	5.6%	5.5%	6.2%	5.6%	5.5%	5.4%	6.0%	5.5%	5.2%	5.4%
Manufacturing		20.8%	21.0%	18.8%	18.0%	16.5%	21.1%	21.7%	18.2%	17.0%	22.0%	21.7%	17.3%	21.4%	20.5%	20.5%
Retail Trade		17.7%	18.4%	17.6%	18.2%	19.3%	16.7%	18.5%	17.1%	17.5%	17.8%	17.7%	16.7%	17.1%	17.6%	17.2%
Information		1.5%	1.2%	1.7%	2.0%	2.3%	1.3%	1.5%	1.9%	1.9%	1.6%	1.5%	1.8%	1.7%	1.4%	1.6%
Financial Activities		4.5%	4.2%	5.6%	6.5%	7.1%	5.2%	5.3%	5.9%	6.6%	5.9%	5.4%	6.1%	5.9%	5.3%	5.9%
Professional and Business Services		35.4%	36.2%	32.6%	33.8%	34.7%	31.2%	32.9%	29.3%	28.4%	31.3%	30.1%	26.5%	29.1%	27.3%	26.5%
Educational Services		4.8%	3.8%	5.1%	5.5%	5.2%	4.4%	4.2%	5.6%	5.9%	4.9%	4.9%	6.0%	5.3%	5.2%	5.6%
Health Care and Social Assistance		15.4%	15.4%	16.4%	17.8%	18.1%	15.7%	16.2%	17.3%	19.4%	16.4%	17.0%	18.6%	16.9%	18.3%	18.3%
Leisure and Hospitality		19.3%	18.5%	18.9%	18.5%	18.5%	15.7%	17.5%	18.2%	17.4%	15.9%	17.2%	17.5%	15.8%	17.0%	15.5%
Other Services		3.1%	3.0%	3.5%	3.6%	3.8%	2.9%	3.2%	3.6%	3.7%	3.0%	3.2%	3.6%	3.1%	3.3%	3.2%
Public Administration		4.0%	4.1%	3.2%	4.0%	4.5%	4.4%	4.3%	3.5%	4.4%	4.6%	4.5%	3.9%	4.8%	4.8%	5.0%
<b>Exiters' Median Wages by Industry of Employment</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		\$6,390	\$6,706	\$7,685	\$7,327	\$10,244	\$6,793	\$8,483	\$12,344	\$11,760	\$10,362	\$8,667	\$14,952	\$14,069	\$12,582	\$16,729
Wholesale Trade, Transport, and Utilities		\$10,130	\$8,362	\$9,026	\$10,489	\$10,831	\$10,689	\$10,637	\$14,382	\$16,446	\$11,087	\$13,630	\$19,025	\$14,844	\$17,044	\$18,852
Construction		\$13,761	\$13,293	\$16,585	\$17,556	\$18,472	\$16,604	\$16,349	\$24,660	\$25,923	\$19,334	\$20,826	\$30,944	\$22,400	\$24,996	\$27,179
Manufacturing		\$16,134	\$11,936	\$18,560	\$20,655	\$19,310	\$18,787	\$18,130	\$27,748	\$27,946	\$20,931	\$23,904	\$32,394	\$26,881	\$28,503	\$30,114
Retail Trade		\$5,044	\$4,959	\$5,149	\$5,501	\$5,906	\$6,235	\$5,824	\$7,336	\$7,323	\$6,179	\$6,905	\$8,585	\$7,420	\$8,049	\$8,278
Information		\$14,889	\$18,469	\$13,382	\$15,645	\$20,029	\$24,836	\$16,427	\$22,636	\$22,252	\$21,320	\$21,552	\$26,414	\$29,109	\$27,488	\$31,241
Financial Activities		\$16,661	\$13,449	\$13,974	\$20,673	\$23,373	\$21,753	\$15,294	\$25,771	\$28,985	\$21,944	\$25,518	\$29,514	\$31,013	\$31,834	\$33,702
Professional and Business Services		\$6,047	\$5,712	\$8,122	\$8,940	\$9,997	\$6,326	\$7,023	\$10,658	\$10,597	\$7,558	\$8,396	\$12,103	\$9,192	\$9,197	\$10,170
Educational Services		\$10,644	\$11,254	\$14,151	\$15,255	\$14,279	\$16,355	\$15,953	\$19,239	\$18,503	\$19,191	\$19,401	\$21,734	\$21,891	\$21,351	\$24,126
Health Care and Social Assistance		\$12,309	\$12,999	\$14,052	\$16,116	\$16,064	\$15,508	\$15,920	\$19,506	\$20,290	\$16,380	\$19,095	\$22,297	\$19,669	\$20,947	\$21,812
Leisure and Hospitality		\$3,622	\$3,202	\$5,619	\$5,384	\$4,880	\$3,442	\$4,166	\$7,218	\$6,453	\$4,045	\$4,999	\$8,383	\$4,918	\$5,745	\$5,631
Other Services		\$5,940	\$6,098	\$7,229	\$7,621	\$8,219	\$6,644	\$7,751	\$10,490	\$9,928	\$7,608	\$9,567	\$12,769	\$9,333	\$12,000	\$11,272
Public Administration		\$23,535	\$22,530	\$18,717	\$20,402	\$26,114	\$29,990	\$27,623	\$26,427	\$30,929	\$31,828	\$31,756	\$32,736	\$34,994	\$35,425	\$38,492
<b>Exiters' Average Wages by Industry of Employment</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		\$12,643	\$13,411	\$14,715	\$16,172	\$19,163	\$14,429	\$16,022	\$19,529	\$20,763	\$17,567	\$17,737	\$23,068	\$21,117	\$22,019	\$24,459
Wholesale Trade, Transport, and Utilities		\$16,879	\$16,163	\$18,235	\$20,008	\$20,627	\$19,311	\$19,626	\$24,988	\$25,654	\$20,536	\$23,494	\$29,387	\$24,503	\$26,893	\$27,420
Construction		\$19,322	\$19,572	\$23,328	\$24,481	\$26,721	\$22,813	\$23,222	\$31,088	\$31,620	\$25,397	\$27,841	\$35,905	\$28,513	\$31,586	\$32,605
Manufacturing		\$19,984	\$18,375	\$24,658	\$26,174	\$25,070	\$23,078	\$23,596	\$31,516	\$31,591	\$25,511	\$28,070	\$35,637	\$29,590	\$31,824	\$32,627
Retail Trade		\$9,763	\$10,155	\$10,879	\$11,551	\$11,746	\$12,255	\$12,122	\$14,325	\$14,167	\$13,135	\$14,093	\$16,063	\$14,771	\$15,419	\$15,724
Information		\$22,599	\$28,600	\$28,249	\$30,202	\$32,259	\$33,272	\$29,906	\$37,876	\$35,832	\$34,125	\$37,368	\$41,316	\$41,631	\$42,333	\$43,594
Financial Activities		\$23,976	\$22,821	\$23,766	\$27,344	\$30,065	\$30,612	\$26,051	\$34,340	\$34,213	\$32,571	\$33,656	\$38,186	\$37,969	\$38,046	\$40,870
Professional and Business Services		\$12,804	\$12,776	\$17,775	\$18,330	\$20,874	\$14,703	\$16,335	\$23,437	\$21,906	\$17,171	\$19,658	\$25,621	\$20,536	\$21,176	\$22,392
Educational Services		\$15,538	\$16,709	\$19,435	\$19,678	\$19,891	\$20,177	\$20,760	\$23,624	\$22,594	\$23,005	\$23,391	\$25,459	\$24,933	\$24,713	\$26,599
Health Care and Social Assistance		\$16,246	\$17,955	\$19,721	\$21,032	\$21,522	\$19,525	\$20,951	\$24,588	\$24,547	\$21,452	\$24,051	\$27,339	\$24,275	\$26,010	\$26,056
Leisure and Hospitality		\$6,823	\$7,202	\$10,995	\$10,738	\$9,787	\$7,299	\$9,246	\$13,533	\$12,322	\$8,689	\$10,807	\$14,812	\$10,265	\$11,836	\$11,204
Other Services		\$11,864	\$12,837	\$14,614	\$14,475	\$16,409	\$14,244	\$15,755	\$18,882	\$18,259	\$15,466	\$18,464	\$21,675	\$17,774	\$20,704	\$19,767
Public Administration		\$23,322	\$22,844	\$22,199	\$23,616	\$27,545	\$27,384	\$26,628	\$27,645	\$29,995	\$29,657	\$30,170	\$32,063	\$32,817	\$33,489	\$36,223

† Employment percentages by industry total more than 100% due to individuals who were employed, and receiving wages, in more than one industry. See methodology for more information.

## » Summary and Recommendations

The Division of Workforce Solutions (DWS) offers a broad spectrum of services to several customer groups, and programs described in this section provide different types of services to different customers. Although there is some overlap of services or customer groups between programs, and some common trends indicating their interrelationship, caution should be exercised when comparing the outcome measures of these programs.

The number of participants served across all WIOA Title I programs peaked during the 2018-2019 program year and gradually declined through the 2022-2023 program year. Similarly, the Wagner-Peyser program experienced its highest participation in the 2018-2019 program year, followed by a decline in subsequent years. These changes in program participation likely reflect a strong economy and unusually tight labor market over the past few years. Additionally, this change reflects efforts to integrate service delivery and leverage resources across the multiple programs that a given customer may be eligible for, as well as changes in how DWS measures “participation” for WIOA reporting purposes. It should also be noted that overall program funding has decreased between PY2020 and PY2024 when adjusted for inflation.

Changes in program participation occurred alongside shifts in the outcomes of program exiters, particularly for the WIOA Adult program. This program saw a gradual increase in the share of exiters subsequently employed in in the Public Administration and the Health Care and Social Assistance sector and less likely in Manufacturing or lower-paying Professional and Business Services jobs as compared to the earlier cohorts.

More research is needed to determine whether these shifts in outcomes reflect changes in services provided, a different composition of program participants after service integration, changes in reporting, or changes in the overall economy of North Carolina. Further study of service integration is recommended, including changes in the types of services provided and customers served, and the relative performance of different types of services (or combinations thereof). The shift in industries employing WIOA Adult program exiters away from the Manufacturing sector also suggests that an examination of the alignment between workforce programs and the needs of the labor market may be merited particularly since Manufacturing provides higher wages to program exiters than some other industries.

The WIOA Youth and Adult programs exhibited outcome trends that were consistent with a tightening labor market in 2019-2023. These programs saw continuous increases in wage earnings, increasing rates of employment in the state, and fluctuating rates of enrollment in public higher education between the 2018-2019 and 2022-2023 cohorts, which may be due in part to the gradual expansion of employment opportunities for young, unemployed, and underemployed workers and those with other barriers to employment.

Further study of the services received by WIOA Adult and WIOA Dislocated Worker participants, as well as other DWS customer groups that are underemployed or unemployed, may be beneficial. The economic change after the COVID-19 pandemic has rearranged North Carolina’s labor market. Maintaining and analyzing up to date data on program participation and industry employment needs will be critical to support recovery for North Carolina residents and businesses.

# The Department of Health and Human Services

## Division of Social Services

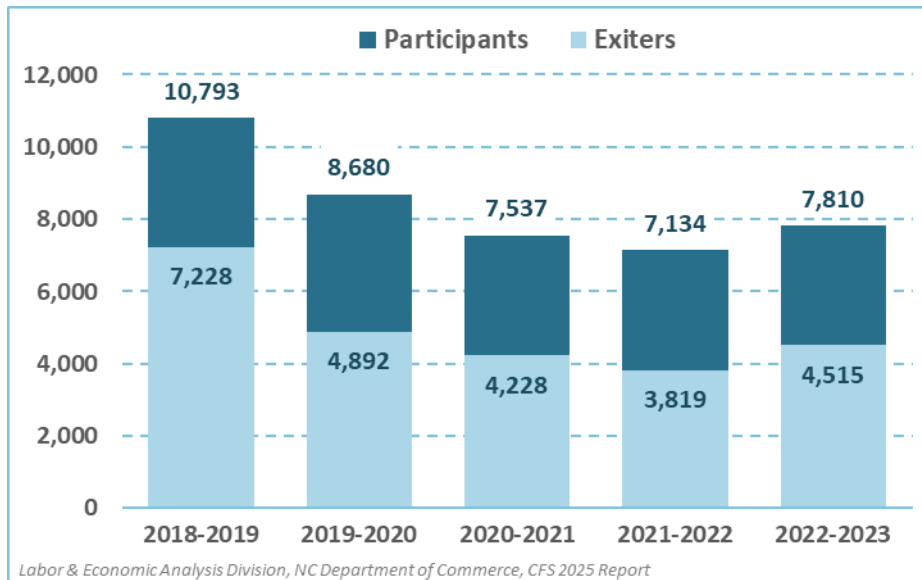
### » Work First Program Overview

North Carolina’s Temporary Assistance for Needy Families (TANF) program is called Work First. Work First provides time-limited cash assistance (up to 24 months) to needy families with children who meet eligibility requirements. Work First is based on the foundational premise that parents have a responsibility to support themselves and their children. Through Work First, parents can receive short-term training and other related services that can help them become employed and self-sufficient.<sup>15</sup> Work First emphasizes three strategies: diversion, work, and retention. Diversion strategies focus on keeping families off cash assistance by helping them with unexpected emergencies and setbacks. Work strategies include signing a Mutual Responsibility Agreement (MRA)/Outcome Plan, making work or work-related activities mandatory, and limiting the time a family can receive assistance. Retention strategies are designed to help keep families off public assistance; encourage savings; and provide employment-related services, such as transportation assistance, financial counseling short-term skills training, and family enrichment services.<sup>16</sup> With the implementation of WIOA, Work First became a required partner in the One-Stop career centers.

### » Work First Program Outcomes

The number of individuals participating in or exiting Work First declined steadily between the 2018-2019 and 2021-2022 program years (Figure 17) but showed a rebound in 2022-2023. Participants who were not enrolled in the program during any part of the year following enrollment were defined as program exiters, and their subsequent wages and employment outcomes were tracked post exit.

**Figure 17. Work First Program Participants and Exiters by Program Year**

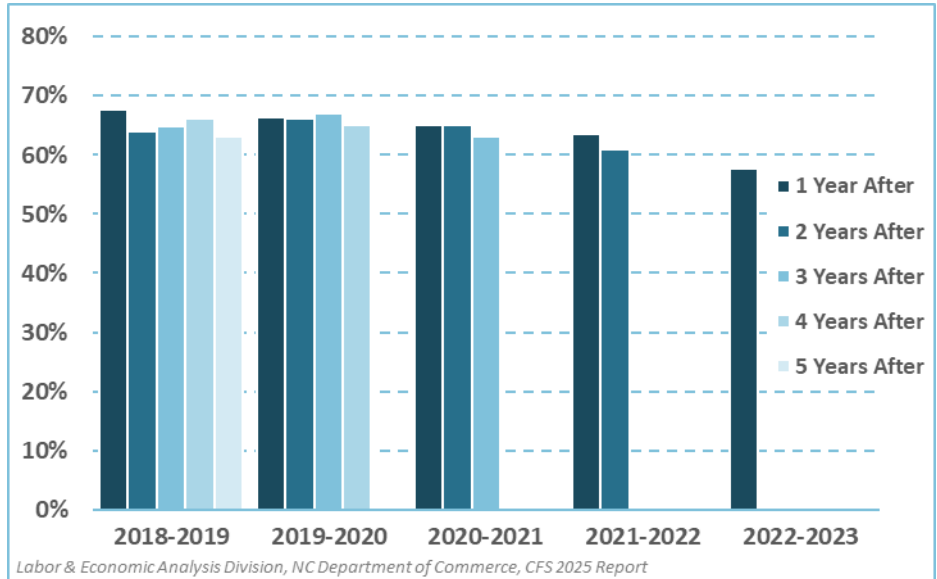


<sup>15</sup> North Carolina Division of Social Services, <http://www.ncdhhs.gov/dss/workfirst/index.htm>

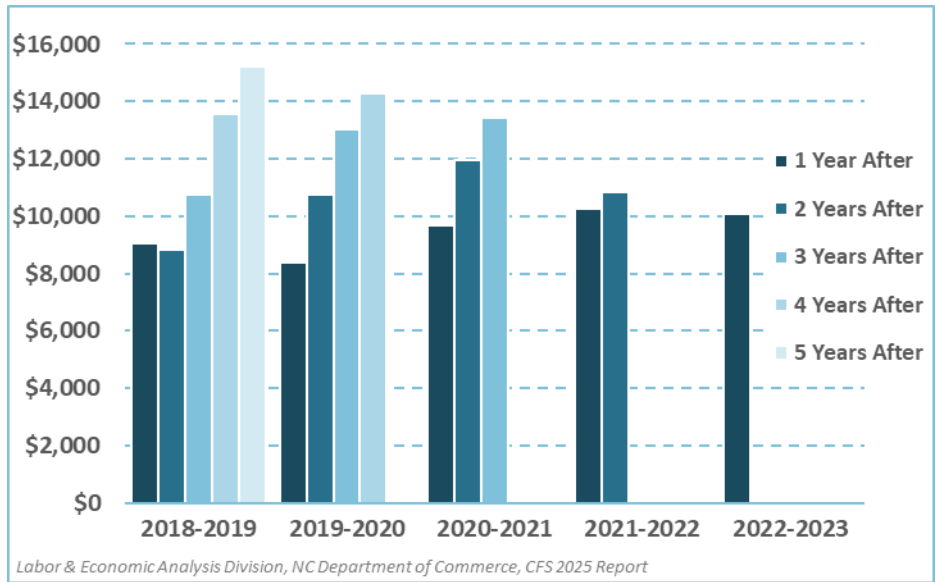
<sup>16</sup> Ibid.

Figures 18 and 19 show employment and wage outcomes for Work First program participants by year of exit (also see Table 5). One-year post-exit employment rates decreased from 68% for exiters in the 2018-2019 program year to 58% for the 2022-2023 cohort. One-year post-exit median wages increased from \$9,060 for the 2018-2019 program year exiters to \$10,069 in 2022-2023.

**Figure 18. Percentage of Work First Program Exiters Employed in North Carolina After Exit, by Year of Exit**



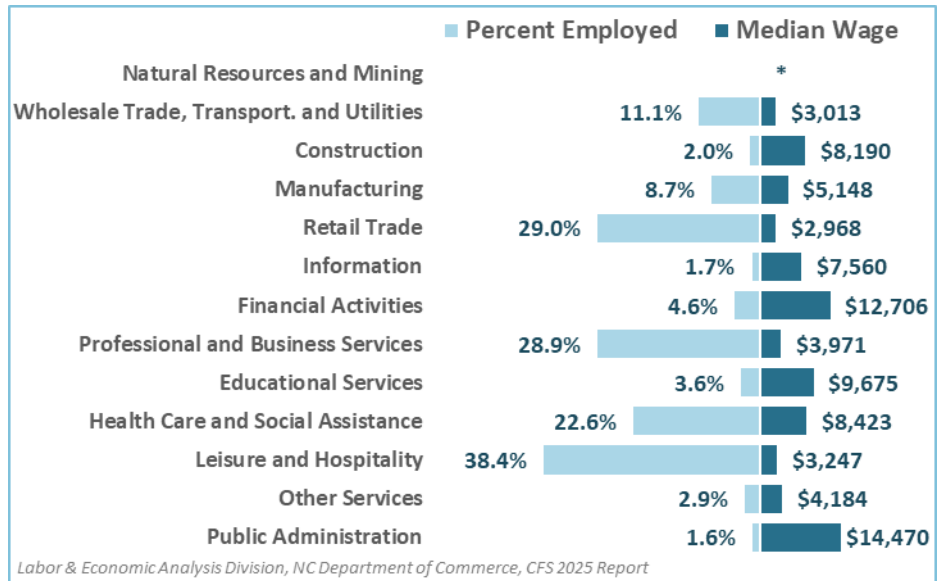
**Figure 19. Median Wage of Work First Program Exiters in North Carolina, by Year of Exit**



Within cohorts, employment rates decreased while median wages increased over time, a phenomenon common to almost all workforce programs. For example, the employment rates of the 2018-2019 cohort dropped from 68% one year after exit to 63% five years after exit, while their median annual wages increased from \$9,060 one year after exit to \$15,214 in year five.

Work First program exiters earned relatively low wages across all industries. Figure 20 and Table 5 show that 38.4% of 2022-2023 exiters were employed in Leisure and Hospitality; followed by Retail Trade (29.0%); Professional and Business Services (28.9%), and Health Care and Social Assistance (22.6%). Of these industries, Health Care and Social Assistance paid the highest median annual wage (\$8,423).

**Figure 20. 2022-2023 Work First Program Exiters One Year After Exit: Percentage Employed and Median Wage by Industry**



### » Summary and Recommendations

The data show a decrease in the number of Work First participants and a corresponding increase in median wages for program exiters across cohorts. However, short-term employment rates exhibit some declines over the past few program years.

A stated goal of the Work First program is to assist individuals in becoming economically self-sufficient. The analysis finds that Work First program exiters experience poor wage outcomes, with wages below established federal poverty guidelines. More research is needed to establish the impact of the Work First program on participants, who might have barriers to employment that precede their time in the program.

**Table 5. Work First Program Participants and Exitters, Showing Outcomes One Through Five Years After Exit, Overall and By Industry**

Department of Health and Human Services															Common Follow-up System: Evaluative Measures, 2025 Report				
Work First - Employment and Training Program															Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce				
Program Year	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2018-2019				
Participants	10,793	8,680	7,537	7,134	7,810	10,793	8,680	7,537	7,134	10,793	8,680	7,537	10,793	8,680	10,793				
Exitters	7,228	4,892	4,228	3,819	4,515	7,228	4,892	4,228	3,819	7,228	4,892	4,228	7,228	4,892	7,228				
<b>Post-Completion Outcome Measures</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>			
Exitters Employed In North Carolina	N	4,890	3,249	2,755	2,426	2,605	4,624	3,233	2,752	2,327	4,687	3,283	2,666	4,778	3,183	4,564			
	%	68%	66%	65%	64%	58%	64%	66%	65%	61%	65%	67%	63%	66%	65%	63%			
Exitters' Wages in North Carolina	Mean	\$11,950	\$12,373	\$13,497	\$14,237	\$14,618	\$12,646	\$15,107	\$16,514	\$15,834	\$14,799	\$17,811	\$18,057	\$17,692	\$19,125	\$19,571			
	Median	\$9,060	\$8,362	\$9,689	\$10,238	\$10,069	\$8,806	\$10,743	\$11,934	\$10,848	\$10,770	\$13,037	\$13,440	\$13,553	\$14,276	\$15,214			
Exitters Enrolled in NC Public Higher Education	N	897	549	543	425	457	771	570	540	444	837	602	500	881	574	814			
	%	12%	11%	13%	11%	10%	11%	12%	13%	12%	12%	12%	12%	12%	12%	11%			
Exitters Enrolled in NC Public Education, Employment, or Training Program	N	2,087	1,328	1,128	1,046	845	1,898	1,395	1,242	970	1,952	1,346	979	1,746	1,139	1,475			
	%	29%	27%	27%	27%	19%	26%	29%	29%	25%	27%	28%	23%	24%	23%	20%			
Exitters Enrolled or Employed in NC	N	5,446	3,645	3,079	2,760	2,844	5,193	3,628	3,129	2,595	5,189	3,622	2,919	5,150	3,466	4,883			
	%	75%	75%	73%	72%	63%	72%	74%	74%	68%	72%	74%	69%	71%	71%	68%			
<b>Exitters' Employment by Industry†</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>			
Natural Resources and Mining		0.4%	*	*	*	*	0.3%	0.3%	*	*	0.2%	*	*	0.2%	*	0.2%			
Wholesale Trade, Transport. and Utilities		8.4%	10.9%	12.1%	11.3%	11.1%	11.3%	12.9%	12.4%	11.0%	12.0%	13.3%	11.2%	13.0%	10.9%	11.3%			
Construction		1.5%	1.8%	1.9%	2.4%	2.0%	1.3%	2.3%	1.8%	1.5%	1.9%	2.1%	1.4%	1.9%	1.7%	1.7%			
Manufacturing		10.5%	9.2%	9.9%	10.8%	8.7%	11.2%	9.9%	9.0%	9.7%	11.1%	9.4%	8.1%	10.6%	8.1%	8.9%			
Retail Trade		23.9%	24.6%	27.6%	27.3%	29.0%	22.6%	25.5%	26.7%	25.2%	25.3%	24.8%	25.6%	25.8%	24.9%	26.4%			
Information		1.2%	1.1%	1.6%	1.3%	1.7%	1.0%	1.8%	1.7%	1.1%	1.7%	1.6%	1.3%	1.9%	1.7%	1.8%			
Financial Activities		4.5%	4.0%	4.9%	4.7%	4.6%	4.7%	4.5%	4.9%	5.1%	5.8%	4.8%	4.4%	5.9%	5.0%	5.9%			
Professional and Business Services		35.9%	35.7%	36.3%	33.6%	28.9%	35.8%	35.1%	33.4%	28.9%	36.2%	33.7%	29.1%	33.8%	28.7%	29.4%			
Educational Services		3.5%	3.0%	3.5%	3.7%	3.6%	2.8%	3.9%	3.9%	4.2%	3.3%	4.4%	4.4%	4.0%	4.6%	5.0%			
Health Care and Social Assistance		23.3%	23.6%	23.8%	23.3%	22.6%	23.1%	23.7%	25.0%	24.4%	23.8%	25.4%	27.3%	24.7%	27.1%	27.5%			
Leisure and Hospitality		38.8%	33.9%	36.2%	40.4%	38.4%	32.3%	33.0%	36.4%	38.2%	33.4%	34.2%	35.4%	33.8%	32.6%	31.3%			
Other Services		3.3%	3.0%	3.9%	3.9%	2.9%	3.2%	3.2%	4.0%	3.9%	3.0%	3.7%	3.9%	3.5%	4.3%	4.0%			
Public Administration		1.6%	1.5%	1.6%	1.7%	1.6%	1.8%	1.4%	1.9%	2.4%	2.0%	1.9%	2.3%	2.3%	2.2%	2.7%			
<b>Exitters' Median Wages by Industry of Employment</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>			
Natural Resources and Mining		\$2,430	*	*	*	*	\$1,292	\$627	*	*	\$3,388	*	*	\$4,020	*	\$4,477			
Wholesale Trade, Transport. and Utilities		\$3,330	\$2,758	\$2,354	\$2,945	\$3,013	\$2,908	\$2,927	\$2,520	\$3,895	\$2,891	\$3,395	\$4,351	\$3,220	\$4,244	\$3,825			
Construction		\$7,035	\$6,950	\$8,755	\$3,046	\$8,190	\$6,262	\$6,480	\$6,142	\$7,873	\$4,825	\$9,160	\$12,414	\$7,684	\$10,156	\$11,821			
Manufacturing		\$4,102	\$3,781	\$4,366	\$6,872	\$5,148	\$4,263	\$4,938	\$6,248	\$9,984	\$5,117	\$6,824	\$6,632	\$7,012	\$11,318	\$10,988			
Retail Trade		\$2,907	\$2,460	\$2,262	\$2,556	\$2,968	\$2,251	\$2,390	\$2,876	\$2,847	\$2,375	\$3,097	\$3,266	\$2,952	\$3,756	\$3,950			
Information		\$7,111	\$7,998	\$5,697	\$6,886	\$7,560	\$5,603	\$7,017	\$5,444	\$3,105	\$7,017	\$7,830	\$7,641	\$11,732	\$5,907	\$10,843			
Financial Activities		\$4,246	\$7,282	\$7,118	\$12,722	\$12,706	\$4,397	\$10,306	\$8,689	\$12,345	\$5,881	\$13,961	\$18,041	\$12,624	\$15,210	\$17,315			
Professional and Business Services		\$3,147	\$2,905	\$3,388	\$3,614	\$3,971	\$3,054	\$3,915	\$4,346	\$3,011	\$3,440	\$3,853	\$4,633	\$4,012	\$4,570	\$4,666			
Educational Services		\$7,122	\$10,240	\$6,020	\$8,025	\$9,675	\$12,117	\$8,145	\$12,894	\$10,837	\$15,631	\$12,284	\$14,349	\$16,838	\$15,269	\$15,836			
Health Care and Social Assistance		\$6,956	\$7,039	\$6,939	\$6,487	\$8,423	\$7,252	\$8,603	\$9,378	\$8,948	\$7,733	\$10,814	\$11,298	\$9,730	\$12,681	\$11,321			
Leisure and Hospitality		\$2,756	\$2,563	\$2,581	\$2,486	\$3,247	\$2,362	\$2,671	\$3,023	\$2,861	\$2,574	\$2,997	\$3,474	\$3,306	\$3,640	\$3,892			
Other Services		\$2,830	\$2,986	\$3,524	\$3,122	\$4,184	\$3,851	\$7,432	\$2,927	\$4,361	\$3,001	\$4,035	\$5,502	\$3,578	\$3,799	\$5,270			
Public Administration		\$16,983	\$14,965	\$9,287	\$9,710	\$14,470	\$21,373	\$10,171	\$17,522	\$18,680	\$22,798	\$11,576	\$21,396	\$17,270	\$22,989	\$25,039			
<b>Exitters' Average Wages by Industry of Employment</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>			
Natural Resources and Mining		\$5,441	*	*	*	*	\$4,342	\$5,155	*	*	\$3,808	*	*	\$5,979	*	\$10,698			
Wholesale Trade, Transport. and Utilities		\$7,644	\$6,852	\$6,783	\$8,247	\$8,959	\$7,662	\$8,035	\$8,231	\$9,897	\$8,096	\$9,725	\$10,637	\$9,301	\$11,922	\$10,544			
Construction		\$12,082	\$16,019	\$16,371	\$10,158	\$15,643	\$12,275	\$17,541	\$17,702	\$17,783	\$10,033	\$18,611	\$22,662	\$13,537	\$23,998	\$19,195			
Manufacturing		\$8,874	\$8,856	\$9,126	\$11,307	\$13,304	\$9,422	\$11,372	\$12,257	\$15,479	\$11,315	\$13,411	\$15,381	\$13,104	\$17,736	\$17,645			
Retail Trade		\$5,470	\$5,467	\$5,909	\$5,948	\$6,867	\$5,748	\$5,879	\$7,398	\$7,131	\$6,074	\$6,966	\$8,347	\$6,888	\$7,971	\$8,491			
Information		\$10,177	\$21,839	\$13,597	\$10,680	\$11,278	\$10,453	\$15,062	\$11,202	\$7,801	\$11,265	\$15,171	\$10,844	\$17,206	\$14,393	\$16,940			
Financial Activities		\$10,855	\$15,761	\$12,619	\$17,943	\$17,785	\$13,271	\$17,032	\$19,371	\$17,934	\$14,269	\$20,283	\$24,970	\$19,740	\$22,846	\$22,922			
Professional and Business Services		\$6,387	\$6,470	\$6,888	\$7,776	\$8,805	\$6,579	\$8,204	\$9,054	\$8,573	\$7,658	\$9,998	\$9,959	\$9,230	\$11,478	\$10,570			
Educational Services		\$10,219	\$14,858	\$12,397	\$13,493	\$14,005	\$13,704	\$15,779	\$15,619	\$15,820	\$16,353	\$18,559	\$16,116	\$17,985	\$19,512	\$17,551			
Health Care and Social Assistance		\$10,891	\$11,612	\$11,505	\$11,972	\$13,227	\$11,976	\$13,645	\$14,107	\$14,775	\$12,790	\$15,675	\$16,278	\$15,404	\$17,607	\$17,038			
Leisure and Hospitality		\$4,868	\$4,527	\$5,616	\$5,142	\$5,843	\$4,899	\$5,644	\$6,765	\$5,859	\$5,765	\$6,338	\$7,700	\$6,796	\$7,460	\$7,677			
Other Services		\$6,226	\$7,697	\$8,727	\$8,290	\$10,765	\$7,435	\$11,913	\$8,425	\$10,534	\$8,730	\$11,446	\$10,662	\$9,584	\$8,809	\$12,121			
Public Administration		\$17,825	\$17,995	\$16,679	\$18,632	\$19,172	\$22,426	\$19,281	\$20,431	\$22,939	\$24,050	\$20,249	\$23,615	\$24,208	\$26,314	\$27,554			

† Employment percentages by industry total more than 100% due to individuals who were employed, and receiving wages, in more than one industry. See methodology for more information.



## *Division of Employment and Independence for People with Disabilities*

### » Program Overview

The North Carolina Division of Employment and Independence for People with Disabilities (EIPD), formerly known as the Division of Vocational Rehabilitation Services, oversees the general state vocational rehabilitation services program under Title I, Part B of the Rehabilitation Act of 1973 as amended. It is also responsible for the state supported employment services program under Title VI, Part B, of this same act. The Rehabilitation Act of 1973, as amended, was part of the Workforce Information Act. In July of 2014, the Workforce Innovation and Opportunity Act (WIOA) was signed into law and made significant changes to Title I of the Act that affects the Vocational Rehabilitation (VR) program. WIOA strengthened the alignment of the VR program with other core components of the workforce development system and emphasized the achievement of competitive integrated employment as well as the provision of services to students and youth with disabilities.

The Division of Employment and Independence for People with Disabilities provides counseling, training, education, transportation, job placement, assistive technology, independent living, rehabilitation, and other support services to people with disabilities through seventy-three local offices, three vocational rehabilitation regional offices, and several public school systems throughout North Carolina. These services are provided to people with a wide range of physical, psychiatric, or intellectual disabilities, deafness or auditory impairment, and other communicative disorders. Employment services are provided to individuals to assist them with finding a job and staying on the job. Some services are provided based on economic need, while others are provided regardless of income.

For a person to be eligible for EIPD services they must have a physical, mental, or intellectual impairment that limits their opportunities to find or keep a job, and require Vocational Rehabilitation program services for job preparation, search, or retention. Individuals who are receiving Social Security Disability Insurance or Supplemental Security Income benefits are presumed eligible for Vocational Rehabilitation program services if they intend to get or keep a job.<sup>17</sup>

### » Employment and Independence for People with Disabilities Program Outcomes

As shown in Figure 21, the number of individuals enrolled in the EIPD program declined from 46,199 in the 2018-2019 program year to 31,470 in the 2022-2023.

Participants who were not enrolled in the program during any part of the year following enrollment were defined as program exiters, and their subsequent wages and employment outcomes were tracked post exit.

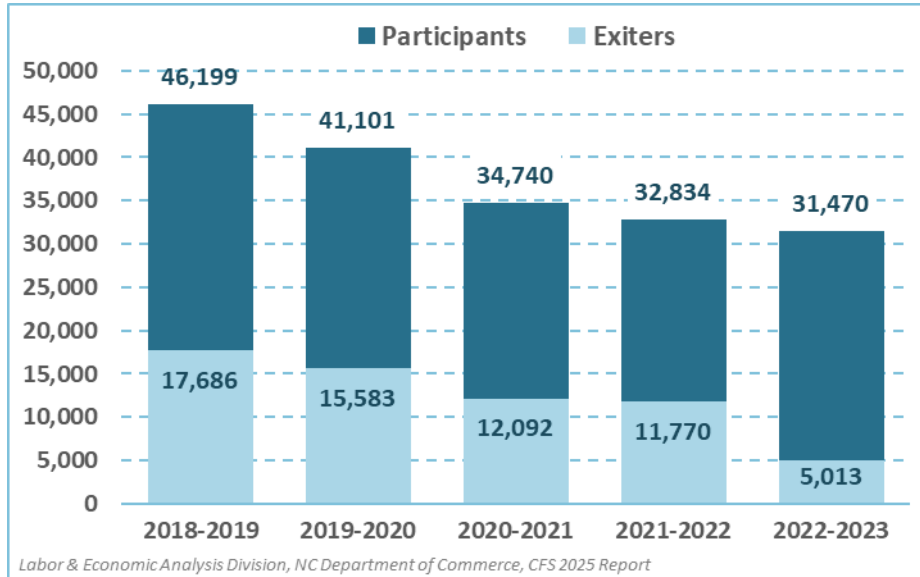
Employment (Figure 22) and wage outcomes (Figure 23) were examined separately for each cohort exiting the Employment and Independence for People with Disabilities program, for up to five years after exit (also see Table 6). One-year post-exit employment rates fluctuated across cohorts, ranging from a low of 52% for 2019-2020 and 2022-2023 program year exiters to a high of 56% for 2021-2022 program year exiters. One-

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<sup>17</sup> NC Division of Employment Services for People with Disabilities, <https://www.ncdhhs.gov/eipd>

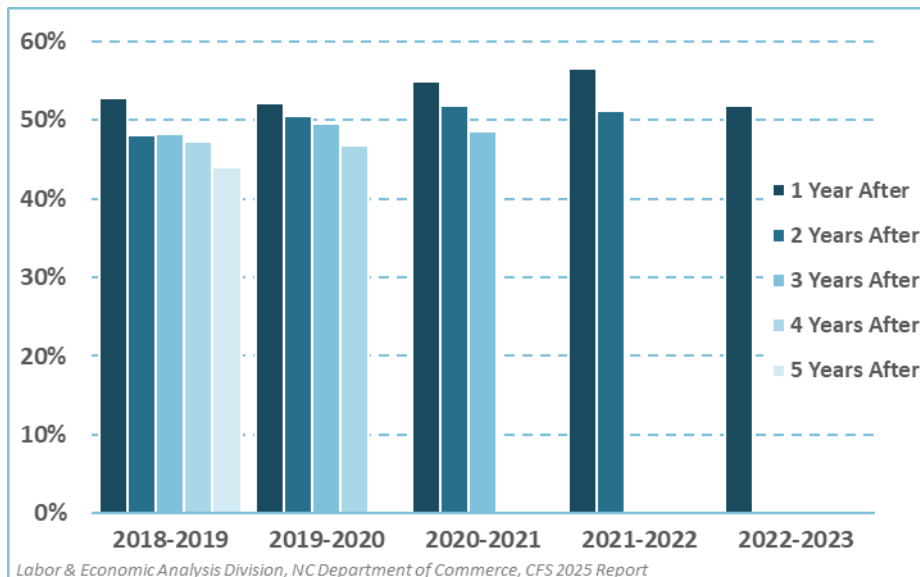
year post-exit median annual wages saw persistent gains throughout the program years, increasing from \$9,048 for 2018-2019 exiters to \$12,011 for 2021-2022 exiters.

**Figure 21. Employment and Independence for People with Disabilities Program Participants and Exiters by Program Year**

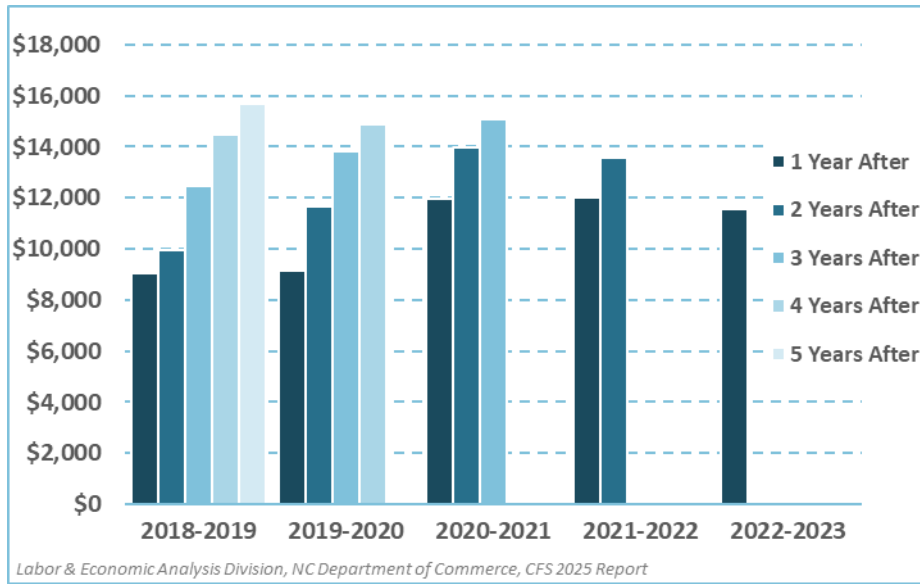


Longer term post-exit employment and wage measures indicate a slight decrease in the percentage of each exiting cohort who were employed in North Carolina over time. For example, the employment rates of the 2018-2019 cohort dropped from 53% one year after exit to 44% five years after exit. Wages, however, increased over time within each exiting cohort. The 2018-2019 exiters saw median annual wages increase from \$9,048 at one year post-exit to \$12,468 and \$15,708 at three- and five-year post-exit, respectively. The 2020-2021 exiters had an increase in median wages from \$11,958 one year after exit to \$15,105 in year three.

**Figure 22. Percentage of Employment and Independence for People with Disabilities Program Exiters Employed in North Carolina After Exit, by Year of Exit**

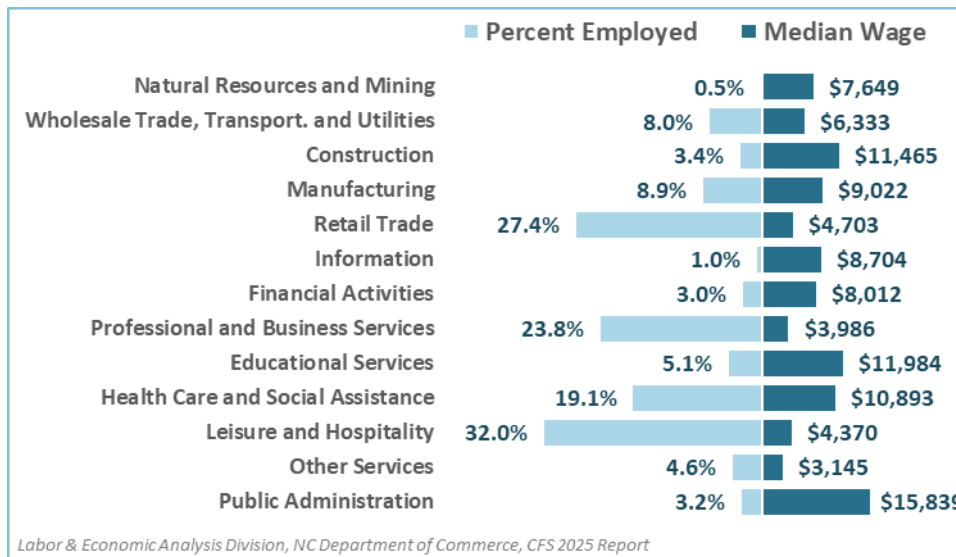


**Figure 23. Median Wage of Employment and Independence for People with Disabilities Program Exiters in North Carolina, by Year of Exit**



For one-year post-exit wage and employment outcomes by industry (Figure 24) for the 2022-2023 EIPD program exiters, the top employing industries include Leisure and Hospitality (32.0%), Retail Trade (27.4%), Professional and Business Services (23.8%), and Health Care and Social Assistance (19.1%). Of these, Health Care and Social Assistance has the highest median wage at \$10,893.

**Figure 24. 2022-2023 Employment and Independence for People with Disabilities Program Exiters One Year After Exit: Percentage Employed and Median Wage by Industry**



### » Summary and Recommendations

Overall, the results indicate that there have been relatively stable short-term employment rates and rising median wages for Employment and Independence for People with Disabilities program exiters, as indicated by the one-year post employment and wage trends. However, when exiters are followed over time, the

employment rate declines over time. This decline could be attributable to several factors including people not sustaining employment, moving out of state, or finding employment in jobs not covered by North Carolina's unemployment insurance laws. There are a variety of reasons why individuals are not found in UI-covered employment including retirement, death, and inability to find employment, or leaving the labor force.

Median wages for EIPD program exiters are shown in Table 6 and range from a low of \$9,048 for 2018-2019 program exiters one year after exit, to a high of \$12,011 for 2021-2022 exiters. These are well below the typical annual income in North Carolina and near or below the U.S. poverty line. The 2023 median annual earnings in North Carolina were \$41,975<sup>18</sup>, while the 2023 federal poverty guideline was \$14,580 for a one-person household.<sup>19</sup>

It is important to keep in mind that individuals participating in rehabilitation services through the Division of Employment and Independence for People with Disabilities have disabilities or communicative disorders that may impact the number of hours they can work and their ability to maintain employment. These factors may contribute to the low post-exit wage rates for this program. Further analyses are recommended to assess the various disability categories to determine if there are differential outcomes by type or severity of disability. In addition, further analyses by region are needed to determine if there are geographical disparities in outcomes.

A requirement of WIOA is the development of an Integrated Service Delivery plan that coordinates service delivery between WIOA, Wagner-Peyser, Adult Basic Education and Vocational Rehabilitation programs. It is recommended that North Carolina's plan and its implementation focuses on leveraging resources and services across programs and achieving both higher employment and wage outcomes and acquiring increased occupational skills and educational credentials for all participants.

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<sup>18</sup> Source of wage data: US Census Bureau (American Community Survey) – Table S2001.

<sup>19</sup> Source of poverty guidelines: U.S. Department of Health & Human Services, <https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines>

**Table 6. Employment and Independence for People with Disabilities Program Participants and Exiters, Showing Outcomes One Through Five Years After Exit, Overall and By Industry**

Department of Health and Human Services						Common Follow-up System: Evaluative Measures, 2025 Report																			
Employment and Independence for People with Disabilities Program						Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce																			
Program Year	2018-2019					2019-2020					2020-2021					2021-2022					2022-2023				
Participants	46,199					41,101					34,740					32,834					31,470				
Exiters	17,686					15,583					12,092					11,770					5,013				
<b>Post-Completion Outcome Measures</b>																									
<b>1 Year After</b>																									
<b>2 Years After</b>																									
<b>3 Years After</b>																									
<b>4 Years After</b>																									
<b>5 Years After</b>																									
Exiters Employed In North Carolina	N	9,345	8,116	6,636	6,645	2,593	8,506	7,864	6,268	6,028	8,525	7,710	5,876	8,348	7,277	7,772									
	%	53%	52%	55%	56%	52%	48%	50%	52%	51%	48%	49%	49%	47%	47%	44%									
Exiters' Wages in North Carolina	Mean	\$12,428	\$12,637	\$15,664	\$16,685	\$16,861	\$13,852	\$15,679	\$18,381	\$18,439	\$16,600	\$18,243	\$19,768	\$18,920	\$19,984	\$20,320									
	Median	\$9,048	\$9,153	\$11,958	\$12,011	\$11,563	\$9,952	\$11,682	\$13,981	\$13,585	\$12,468	\$13,801	\$15,105	\$14,487	\$14,896	\$15,708									
Exiters Enrolled in NC Public Higher Education	N	1,784	1,445	1,050	1,193	528	1,311	1,286	977	1,023	1,253	1,268	848	1,182	1,097	1,056									
	%	10%	9%	9%	10%	11%	7%	8%	8%	9%	7%	8%	7%	7%	7%	6%									
Exiters Enrolled in NC Public Education, Employment, or Training Program	N	2,969	2,281	1,635	1,674	743	2,635	2,471	1,789	3,626	2,711	2,535	1,965	2,478	2,786	2,644									
	%	17%	15%	14%	14%	15%	15%	16%	15%	15%	16%	16%	14%	18%	15%										
Exiters Enrolled or Employed in NC	N	10,283	8,864	7,142	7,151	2,842	9,422	8,678	6,803	7,539	9,356	8,471	6,517	9,131	8,213	8,685									
	%	58%	57%	59%	61%	57%	53%	56%	56%	64%	53%	54%	54%	52%	53%	49%									
<b>Exiters' Employment by Industry†</b>																									
<b>1 Year After</b>																									
<b>2 Years After</b>																									
<b>3 Years After</b>																									
<b>4 Years After</b>																									
<b>5 Years After</b>																									
Natural Resources and Mining	0.8%					0.7%					0.4%					0.5%									
Wholesale Trade, Transport. and Utilities	6.7%					7.3%					9.4%					8.0%									
Construction	4.0%					3.9%					4.0%					3.6%									
Manufacturing	9.7%					10.8%					12.3%					10.5%									
Retail Trade	22.0%					24.0%					27.0%					26.5%									
Information	1.0%					0.8%					0.7%					0.9%									
Financial Activities	2.0%					2.0%					2.4%					2.5%									
Professional and Business Services	25.4%					26.3%					26.1%					22.5%									
Educational Services	3.6%					3.3%					3.6%					4.1%									
Health Care and Social Assistance	16.3%					14.8%					15.9%					16.4%									
Leisure and Hospitality	32.5%					30.8%					30.3%					31.1%									
Other Services	3.7%					3.5%					3.8%					4.4%									
Public Administration	2.0%					2.5%					2.2%					2.7%									
<b>Exiters' Median Wages by Industry of Employment</b>																									
<b>1 Year After</b>																									
<b>2 Years After</b>																									
<b>3 Years After</b>																									
<b>4 Years After</b>																									
<b>5 Years After</b>																									
Natural Resources and Mining	\$8,395	\$4,042	\$5,513	\$3,750	\$7,649	\$6,340	\$4,189	\$5,854	\$8,627	\$7,337	\$4,410	\$6,979	\$4,726	\$10,946	\$10,071										
Wholesale Trade, Transport. and Utilities	\$7,118	\$4,548	\$6,133	\$6,975	\$6,333	\$6,287	\$6,032	\$8,304	\$10,041	\$7,063	\$7,127	\$10,841	\$9,263	\$8,704	\$10,743										
Construction	\$8,701	\$9,345	\$10,428	\$9,809	\$11,465	\$10,844	\$9,429	\$10,304	\$10,890	\$11,224	\$10,833	\$16,940	\$12,830	\$17,177	\$16,668										
Manufacturing	\$9,171	\$7,691	\$9,843	\$12,639	\$9,022	\$9,430	\$10,954	\$12,928	\$15,914	\$10,943	\$13,596	\$19,826	\$14,061	\$18,743	\$18,594										
Retail Trade	\$5,370	\$5,331	\$6,052	\$5,439	\$4,703	\$5,780	\$5,023	\$6,334	\$6,683	\$5,701	\$5,585	\$6,947	\$6,118	\$6,802	\$7,117										
Information	\$5,034	\$2,905	\$5,355	\$6,410	\$8,704	\$2,931	\$4,498	\$7,505	\$5,444	\$5,186	\$7,897	\$8,260	\$7,102	\$9,339	\$10,924										
Financial Activities	\$5,575	\$4,735	\$7,452	\$11,001	\$8,012	\$5,021	\$8,687	\$17,263	\$15,116	\$4,865	\$10,899	\$11,935	\$10,387	\$14,163	\$14,094										
Professional and Business Services	\$3,462	\$3,791	\$4,348	\$5,531	\$3,986	\$3,688	\$4,637	\$5,023	\$5,806	\$4,551	\$5,191	\$5,960	\$5,550	\$5,869	\$5,539										
Educational Services	\$7,490	\$6,309	\$9,502	\$16,456	\$11,984	\$7,968	\$11,846	\$12,398	\$17,633	\$12,418	\$13,089	\$15,067	\$16,392	\$14,830	\$16,067										
Health Care and Social Assistance	\$8,208	\$8,257	\$10,024	\$10,772	\$10,893	\$9,527	\$9,531	\$11,361	\$11,881	\$9,576	\$11,384	\$12,728	\$12,070	\$11,900	\$13,490										
Leisure and Hospitality	\$3,607	\$3,125	\$3,788	\$4,510	\$4,370	\$3,264	\$3,828	\$4,509	\$4,746	\$3,811	\$4,287	\$5,019	\$4,208	\$5,049	\$5,061										
Other Services	\$5,602	\$3,389	\$3,904	\$5,092	\$3,145	\$4,566	\$4,422	\$5,957	\$5,373	\$4,435	\$4,505	\$5,255	\$5,015	\$5,425	\$6,606										
Public Administration	\$9,477	\$16,098	\$9,151	\$15,089	\$15,839	\$11,327	\$18,376	\$15,624	\$14,966	\$14,635	\$23,654	\$13,353	\$15,760	\$27,512	\$18,729										
<b>Exiters' Average Wages by Industry of Employment</b>																									
<b>1 Year After</b>																									
<b>2 Years After</b>																									
<b>3 Years After</b>																									
<b>4 Years After</b>																									
<b>5 Years After</b>																									
Natural Resources and Mining	\$11,784	\$10,249	\$11,390	\$10,933	\$9,437	\$10,353	\$13,582	\$15,110	\$19,087	\$12,428	\$14,500	\$13,490	\$14,313	\$19,903	\$18,237										
Wholesale Trade, Transport. and Utilities	\$12,652	\$10,361	\$12,736	\$14,117	\$15,447	\$12,296	\$11,624	\$15,501	\$16,828	\$13,548	\$14,300	\$18,337	\$15,669	\$15,275	\$17,752										
Construction	\$14,760	\$14,896	\$16,579	\$17,232	\$18,517	\$15,832	\$16,442	\$18,038	\$19,424	\$17,584	\$18,858	\$22,705	\$19,553	\$23,755	\$24,027										
Manufacturing	\$13,419	\$13,612	\$14,899	\$17,902	\$16,322	\$14,532	\$15,781	\$18,830	\$21,482	\$16,320	\$19,080	\$22,299	\$18,998	\$22,063	\$22,009										
Retail Trade	\$8,378	\$8,177	\$9,262	\$9,204	\$8,886	\$9,444	\$9,136	\$10,562	\$10,490	\$10,016	\$10,263	\$11,104	\$11,014	\$11,449	\$11,872										
Information	\$10,939	\$11,280	\$12,190	\$11,557	\$25,669	\$13,447	\$12,993	\$16,089	\$11,516	\$13,338	\$16,724	\$15,684	\$14,087	\$20,447	\$20,880										
Financial Activities	\$13,185	\$13,547	\$14,853	\$20,674	\$14,820	\$14,352	\$18,062	\$22,072	\$24,187	\$14,978	\$19,990	\$22,137	\$19,211	\$23,526	\$22,931										
Professional and Business Services	\$7,211	\$7,559	\$8,858	\$10,676	\$9,897	\$7,665	\$8,877	\$10,703	\$11,392	\$8,906	\$10,415	\$12,315	\$10,640	\$12,802	\$11,375										
Educational Services	\$13,003	\$12,618	\$16,529	\$20,279	\$19,009	\$14,311	\$17,111	\$19,648	\$21,553	\$18,104	\$17,366	\$19,985	\$21,182	\$19,017	\$21,310										
Health Care and Social Assistance	\$11,477	\$12,429	\$14,548	\$15,797	\$16,820	\$13,161	\$14,164	\$16,757	\$17,491	\$14,104	\$16,547	\$18,363	\$17,292	\$17,683	\$18,703										
Leisure and Hospitality	\$5,793	\$5,556	\$6,647	\$7,457	\$7,745	\$5,776	\$6,881	\$7,856	\$8,314	\$7,072	\$7,731	\$8,754	\$8,174	\$8,644	\$9,032										
Other Services	\$8,761	\$8,120	\$8,703	\$10,445	\$9,661	\$9,088	\$9,016	\$11,440	\$10,794	\$9,130	\$10,071	\$11,499	\$9,939	\$11,684	\$11,746										
Public Administration	\$16,658	\$19,949	\$16,100	\$21,277	\$22,664	\$18,399	\$22,213	\$21,498	\$23,410	\$20,250	\$25,983	\$22,109	\$22,210	\$28,499	\$24,091										

† Employment percentages by industry total more than 100% due to individuals who were employed, and receiving wages, in more than one industry. See methodology for more information.

## Division of Services for the Blind

### » Program Overview

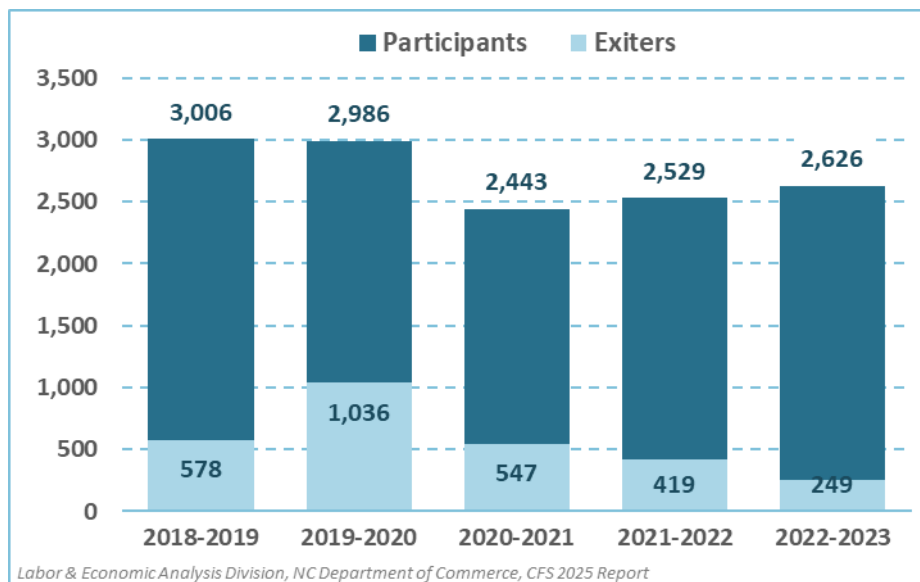
The Division of Services for the Blind (DSB) provides vocational rehabilitation services to help individuals who are blind, have low vision, or who are deaf-blind reach their goals of independence and employment.<sup>20</sup> Together with the Division of Employment and Independence for People with Disabilities, DSB is responsible for the state vocational rehabilitation services program under Title I, Part B of the Rehabilitation Act of 1973; for the state-supported employment services program under Title VI, Part B of this act; and for providing partner services under WIOA.

DSB services help individuals find a job, keep a job, return to work, and advance in employment, and are tailored to the unique vocational assistance needs of those with vision loss or impairment. Individuals can choose from an array of programs and services that best suit their individual vocational needs.<sup>21</sup> DSB vocational services include but are not limited to career assessments and counseling, educational and job training, job development and placement assistance. The services can also encompass a wide range of job and mobility trainings, coaching services, and assistive technologies. Some services are provided based on economic need, while others are provided regardless of income. Services are provided through staff located in seven district offices and the DSB Career and Training Center, and through third-party agreements with local school districts.

### » DSB Vocational Rehabilitation Program Outcomes

As shown in Figure 25, the number of individuals receiving vocational rehabilitation services through DSB fluctuated from a high of 3,006 in the 2018-2019 program year to a low of 2,443 in the 2020-2021 program year.

**Figure 25. DSB Vocational Rehabilitation Program Participants and Exiters by Program Year**



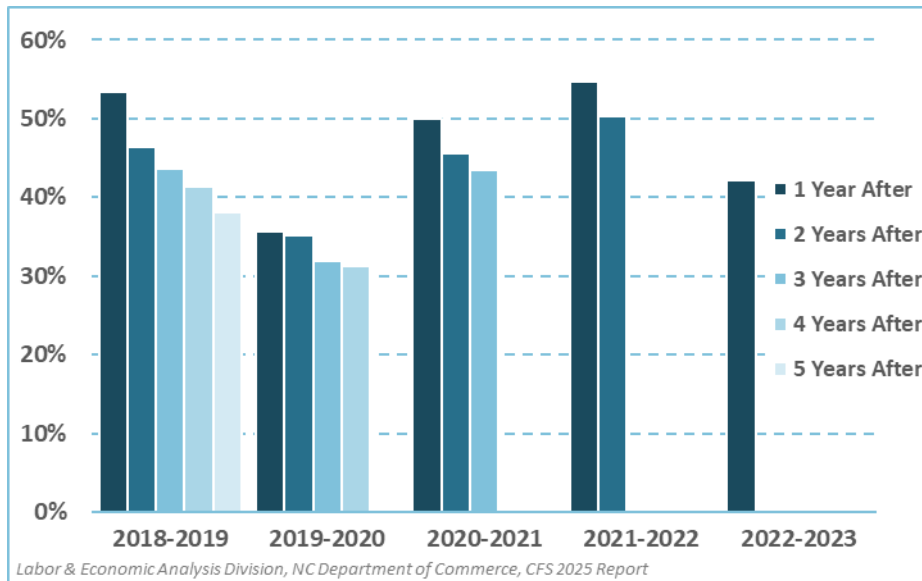
<sup>20</sup> Division of Services for the Blind, <http://www.ncdhhs.gov/dsb>

<sup>21</sup> Division of Services for the Blind, Vocational Rehabilitation for the Blind, <https://www.ncdhhs.gov/assistance/vision-loss/vocational-rehabilitation-for-blind>

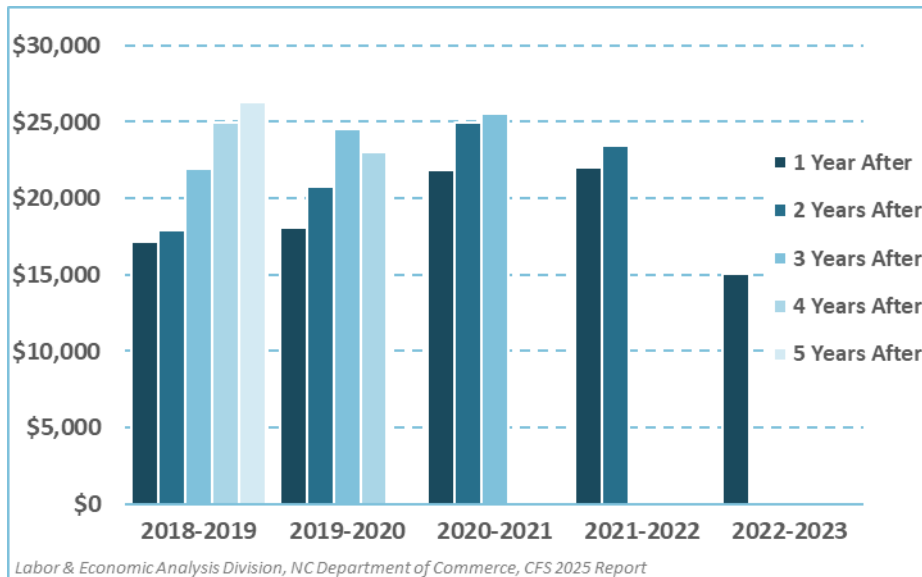
Participants who were not enrolled in the program during any part of the year following enrollment were defined as program exiters, and their subsequent wages and employment outcomes were tracked post exit. Analyses included the development of post-exit employment rates (Figure 26) and wage statistics (Figure 27) for up to five years after exit (also see Table 7). One-year post-exit employment rates ranged from a low of 36% for the 2019-2020 exiters to a high of 55% for the 2021-2022 exiters. The plunge of 2019-2020 probably reflects the effect of temporary layoffs and furloughs in 2020 amid the COVID-19 pandemic.

One-year post-exit median wages also fluctuated over time, ranging from \$15,101 for the 2022-2023 program year exiters to a high of \$21,995 for the 2021-2022 exiters.

**Figure 26. Percentage of DSB Vocational Rehabilitation Program Exiters Employed in North Carolina After Exit, by Year of Exit**



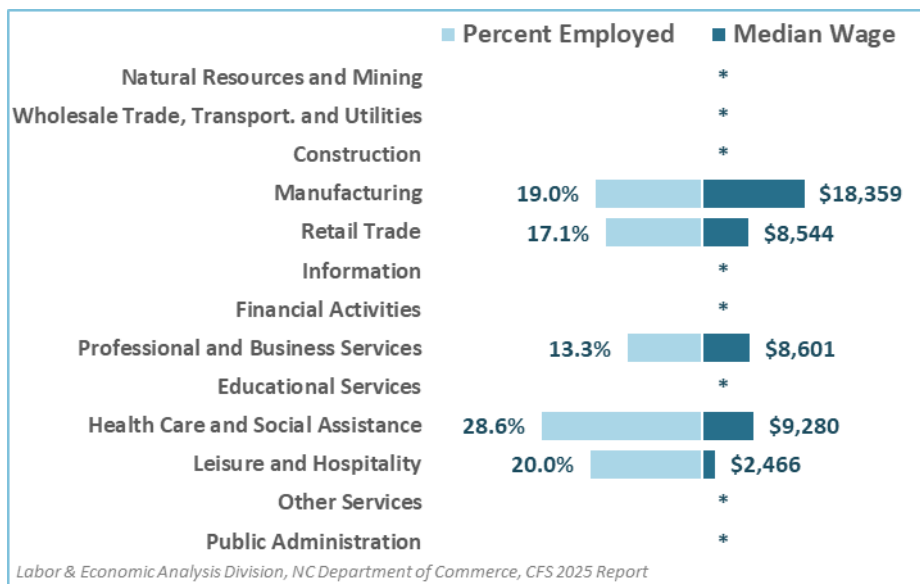
**Figure 27. Median Wage of DSB Vocational Rehabilitation Program Exiters in North Carolina, by Year of Exit**



Longer term post-exit employment and wage measures show decreasing employment rates, combined with increasing wages over time, for all cohorts, a pattern common to all workforce development programs. While decreases in post-exit employment follow a similar trend for all cohorts, there was generally no consistent pattern for wage fluctuations across cohorts.

One-year post-exit wage and employment outcomes by industry (Figure 28) for the 2022-2023 cohort of Services for the Blind Vocational Rehabilitation program exiters shows Health Care and Social Assistance is the largest employing industry for exiters (28.6%), followed by Leisure and Hospitality (20.0%), Manufacturing (19.0%), and Retail Trade (17.1%). Of these, Manufacturing has the highest annual median wage at \$18,359.

**Figure 28. 2022-2023 DSB Vocational Rehabilitation Program Exiters One Year After Exit: Percentage Employed and Median Wage by Industry**



### » Summary and Recommendations

Overall, the findings reveal variations in the short-term employment rates and median wages for DSB program exiters. This is indicated by the one-year post-exit employment and wage trends. However, when exiters are followed over longer periods of time the employment rate tends to decline. This is a common trend for many other workforce training and education programs and could be attributable to several factors, including people not sustaining employment, moving out of state, or finding employment in jobs not covered by North Carolina’s unemployment insurance laws. The COVID-19 pandemic may have also played a role in worse employment outcomes for the 2019-2020 cohort.

Over time, the median wages of DSB exiters increased within each cohort. For example, the 2018-2019 cohort saw one-year post-exit median wages of \$17,191 increase to \$26,304 five years post-exit. By contrast, the 2023 median annual earnings in North Carolina were \$41,975<sup>22</sup>, while the 2023 federal

<sup>22</sup> Source of wage data: US Census Bureau (American Community Survey) – Table S2001.



poverty guideline was \$14,580 for a one-person household.<sup>23</sup> While the annual median post-exit wage of DSB clients is below the state’s annual median, it exceeds the federal poverty guidelines each year for a one-person household and shows annual growth for those individuals who are employed after exit.

As previously noted, an important WIOA requirement is the development of an Integrated Service Delivery plan that includes the coordination between WIOA, Wagner-Peyser, Adult Basic Education and Vocational Rehabilitation programs. It is recommended that North Carolina’s integrated service delivery plan and implementation continue to focus on the leveraging of resources and services across these programs and focus on achieving higher employment and wage outcomes for all participants and the acquisition of increased occupational skills and educational credentials.

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<sup>23</sup> Source of poverty guidelines: U.S. Department of Health & Human Services, <https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines>

**Table 7. DSB Vocational Rehabilitation Program Participants and Exitters, Outcomes One Through Five Years After Exit, Overall and By Industry**

Department of Health and Human Services Services for the Blind - Employment and Training Program						Common Follow-up System: Evaluative Measures, 2025 Report Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce										
Program Year		2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2018-2019
Participants		3,006	2,986	2,443	2,529	2,626	3,006	2,986	2,443	2,529	3,006	2,986	2,443	3,006	2,986	3,006
Exitters		578	1,036	547	419	249	578	1,036	547	419	578	1,036	547	578	1,036	578
<b>Post-Completion Outcome Measures</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Exitters Employed In North Carolina	N	309	370	273	229	105	268	364	249	211	252	331	238	239	323	220
	%	53%	36%	50%	55%	42%	46%	35%	46%	50%	44%	32%	44%	41%	31%	38%
Exitters' Wages in North Carolina	Mean	\$21,383	\$21,810	\$25,509	\$27,636	\$21,030	\$23,124	\$23,607	\$28,902	\$29,773	\$25,921	\$26,489	\$30,595	\$28,266	\$26,406	\$33,218
	Median	\$17,191	\$18,078	\$21,852	\$21,995	\$15,101	\$17,912	\$20,741	\$24,978	\$23,443	\$21,943	\$24,505	\$25,546	\$24,973	\$23,058	\$26,304
Exitters Enrolled in NC Public Higher Education	N	21	31	21	17	13	25	30	15	15	17	23	10	12	30	17
	%	4%	3%	4%	4%	5%	4%	3%	3%	4%	2%	2%	2%	2%	3%	3%
Exitters Enrolled in NC Public Education, Employment, or Training Program	N	56	67	37	26	28	78	90	41	149	70	94	48	58	121	77
	%	10%	6%	7%	6%	11%	13%	9%	7%	36%	12%	9%	9%	10%	12%	13%
Exitters Enrolled or Employed in NC	N	328	393	282	237	123	298	399	260	283	284	366	249	263	365	254
	%	57%	38%	52%	57%	49%	52%	39%	48%	68%	49%	35%	46%	46%	35%	44%
<b>Exitters' Employment by Industry†</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Wholesale Trade, Transport. and Utilities		3.9%	8.4%	7.0%	9.2%	*	4.9%	8.5%	7.2%	9.0%	6.3%	8.8%	8.4%	7.1%	9.0%	6.4%
Construction		3.6%	4.3%	*	*	*	4.1%	4.4%	*	4.7%	*	3.6%	*	*	3.4%	*
Manufacturing		12.9%	13.8%	12.1%	12.2%	19.0%	12.3%	14.6%	11.6%	10.9%	13.9%	12.4%	12.6%	15.1%	13.3%	13.2%
Retail Trade		21.7%	18.6%	20.1%	17.5%	17.1%	18.3%	18.4%	20.9%	20.9%	19.4%	18.1%	18.9%	17.6%	17.6%	19.1%
Information		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Financial Activities		5.2%	3.2%	5.1%	5.7%	*	5.2%	3.8%	6.0%	5.2%	5.6%	3.9%	5.9%	4.6%	5.0%	5.5%
Professional and Business Services		16.5%	20.8%	23.4%	15.7%	13.3%	15.7%	18.7%	20.9%	14.7%	20.2%	18.7%	17.2%	20.5%	19.5%	14.5%
Educational Services		7.1%	8.6%	5.5%	8.3%	*	7.5%	7.1%	6.4%	9.0%	9.1%	8.2%	5.5%	10.0%	5.9%	12.3%
Health Care and Social Assistance		19.7%	20.8%	22.3%	21.8%	28.6%	16.4%	25.3%	24.5%	21.3%	19.8%	23.3%	25.6%	21.8%	25.4%	19.1%
Leisure and Hospitality		20.4%	11.4%	16.8%	16.6%	20.0%	18.7%	10.4%	19.3%	16.6%	17.5%	10.6%	21.4%	14.2%	14.2%	12.3%
Other Services		*	5.1%	*	4.8%	*	*	5.2%	*	5.7%	*	6.9%	*	*	5.9%	*
Public Administration		3.6%	4.9%	5.1%	*	*	5.2%	6.0%	5.2%	*	4.4%	5.4%	5.5%	4.6%	4.6%	6.4%
<b>Exitters' Median Wages by Industry of Employment</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Wholesale Trade, Transport. and Utilities		\$31,147	\$6,716	\$11,186	\$25,689	*	\$25,624	\$10,049	\$22,071	\$23,022	\$17,311	\$15,600	\$13,726	\$10,409	\$7,267	\$22,570
Construction		\$17,020	\$19,406	*	*	*	\$17,151	\$25,756	*	\$24,506	*	\$31,949	*	*	\$38,063	*
Manufacturing		\$18,451	\$19,377	\$20,720	\$18,989	\$18,359	\$22,059	\$17,321	\$17,789	\$29,248	\$22,014	\$23,769	\$21,383	\$26,812	\$20,554	\$31,318
Retail Trade		\$8,810	\$13,381	\$7,100	\$11,301	\$8,544	\$10,408	\$14,095	\$10,059	\$10,560	\$8,577	\$11,122	\$11,060	\$12,302	\$11,553	\$14,329
Information		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Financial Activities		\$31,019	\$2,881	\$30,193	\$37,083	*	\$34,378	\$13,615	\$25,362	\$36,467	\$34,290	\$24,642	\$24,680	\$39,567	\$10,909	\$29,244
Professional and Business Services		\$7,264	\$9,620	\$10,794	\$9,597	\$8,601	\$7,626	\$11,823	\$14,218	\$13,681	\$7,725	\$8,160	\$14,678	\$6,212	\$11,915	\$8,390
Educational Services		\$17,521	\$17,410	\$9,195	\$35,126	*	\$17,447	\$25,728	\$13,603	\$22,551	\$18,480	\$18,054	\$25,482	\$24,469	\$31,444	\$23,573
Health Care and Social Assistance		\$14,966	\$15,050	\$19,552	\$15,784	\$9,280	\$19,046	\$14,186	\$23,539	\$20,670	\$15,937	\$21,448	\$23,340	\$21,258	\$17,894	\$26,517
Leisure and Hospitality		\$8,294	\$4,162	\$8,586	\$12,174	\$2,466	\$6,682	\$5,598	\$7,680	\$12,697	\$7,809	\$9,228	\$6,263	\$7,831	\$6,477	\$7,557
Other Services		*	\$10,943	*	\$14,056	*	*	\$18,663	*	\$16,998	*	\$18,420	*	*	\$19,243	*
Public Administration		\$16,061	\$28,739	\$31,336	*	*	\$26,774	\$25,842	\$21,404	*	\$27,154	\$27,247	\$30,007	\$20,870	\$36,417	\$21,511
<b>Exitters' Average Wages by Industry of Employment</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Wholesale Trade, Transport. and Utilities		\$36,010	\$12,004	\$15,447	\$23,727	*	\$34,249	\$19,154	\$24,109	\$23,815	\$25,275	\$20,299	\$21,116	\$25,641	\$16,182	\$26,507
Construction		\$28,365	\$23,811	*	*	*	\$19,459	\$27,893	*	\$26,984	*	\$29,092	*	*	\$35,180	*
Manufacturing		\$21,586	\$21,158	\$19,967	\$23,017	\$18,353	\$22,659	\$18,116	\$20,647	\$26,536	\$23,921	\$24,028	\$23,514	\$28,819	\$22,823	\$35,262
Retail Trade		\$12,940	\$17,907	\$13,300	\$15,564	\$13,300	\$16,089	\$18,359	\$15,920	\$14,688	\$15,349	\$18,490	\$19,057	\$17,103	\$19,293	\$40,086
Information		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Financial Activities		\$24,828	\$9,330	\$41,569	\$41,074	*	\$29,728	\$13,182	\$37,312	\$44,105	\$29,502	\$22,919	\$39,754	\$37,563	\$21,079	\$39,436
Professional and Business Services		\$11,649	\$15,466	\$17,619	\$17,086	\$11,911	\$16,477	\$15,670	\$21,035	\$27,053	\$19,392	\$16,259	\$27,655	\$14,479	\$18,634	\$19,851
Educational Services		\$20,079	\$21,292	\$21,526	\$36,385	*	\$21,032	\$28,108	\$19,663	\$28,414	\$21,172	\$26,681	\$24,045	\$26,376	\$38,875	\$25,779
Health Care and Social Assistance		\$18,172	\$19,538	\$21,885	\$22,105	\$15,697	\$22,334	\$17,898	\$27,437	\$26,948	\$20,418	\$23,975	\$27,254	\$25,236	\$20,314	\$27,321
Leisure and Hospitality		\$10,613	\$7,572	\$12,660	\$16,461	\$6,486	\$9,211	\$9,943	\$14,351	\$14,708	\$10,225	\$11,292	\$11,974	\$10,749	\$10,652	\$10,694
Other Services		*	\$16,919	*	\$20,404	*	*	\$20,732	*	\$21,083	*	\$22,292	*	*	\$22,121	*
Public Administration		\$27,434	\$29,844	\$25,746	*	*	\$29,718	\$22,575	\$27,307	*	\$35,281	\$26,451	\$32,317	\$22,936	\$36,243	\$23,326

† Employment percentages by industry total more than 100% due to individuals who were employed, and receiving wages, in more than one industry. See methodology for more information.

# North Carolina Community College System (NCCCS)

## *Career and Technical Education (CTE) Programs*

### » Overview of CTE Programs

North Carolina's Community Colleges offer a diverse set of programs aimed at minimizing barriers to high-quality post-secondary education and developing a skilled workforce. Curriculum programs range in length from one semester to two years and include a wide variety of programs offered within the area of Applied Sciences, as well as College Transfer and General Education programs in areas including Arts and Sciences.

Academic credentials conferred by curriculum programs may include certificates, diplomas, or associate degrees, depending on the specific area and program.<sup>24</sup> Certificate programs are curriculum programs designed to provide entry-level, employment training, ranging from 12 to 18 semester credit hours, and with full-time enrollment, can usually be completed within one semester by a full-time student. Diploma programs are longer curriculum programs that are also designed to provide entry-level employment training. Diploma programs range from 36 to 48 semester credit hours, and with full-time enrollment, can usually be completed within two semesters and one summer session. Associate degree programs are planned academic curriculum programs designed to provide students with employment training or academic preparation for college transfer to a four-year institution. Associate degree programs typically include 64 to 76 semester credit hours and can usually be completed within four semesters by a full-time student.

This section of the report focuses on Career and Technical Education (CTE) programs as they are related to employment and workforce training. CTE programs are a subset of Applied Science curriculum programs.

All of North Carolina's community colleges offer applied science programs. More than 275 certificate, diploma, and associate degree programs are offered in applied sciences, with each of these courses of study falling into one of ten broad fields: Agricultural and Natural Resource Technologies, Biological and Chemical Technologies, Business Technologies, Commercial and Artistic Production Technologies, Construction Technologies, Engineering Technologies, Health Sciences, Industrial Technologies, Public Service Technologies, and Transport Systems Technologies.<sup>25</sup>

Nearly all curriculum programs in the applied sciences receive funding through the U.S. Department of Education's Carl D. Perkins Career and Technical Educational Act of 2006. In this report, these programs are referred to as Career and Technical Education programs.<sup>26</sup> The Perkins Act is intended to more fully develop the academic, vocational, and technical skills of secondary and postsecondary students who elect to enroll in vocational and technical education programs. The North Carolina Department of Public Instruction (DPI) is the recipient of the Federal Perkins Act funds and works in collaboration with the North Carolina Community College

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<sup>24</sup> North Carolina Community College System, <https://www.nccommunitycolleges.edu/students/what-we-offer/programs/>

<sup>25</sup> North Carolina Community College System, Curriculum Standards, <https://www.nccommunitycolleges.edu/academic-programs/curriculum-standards>

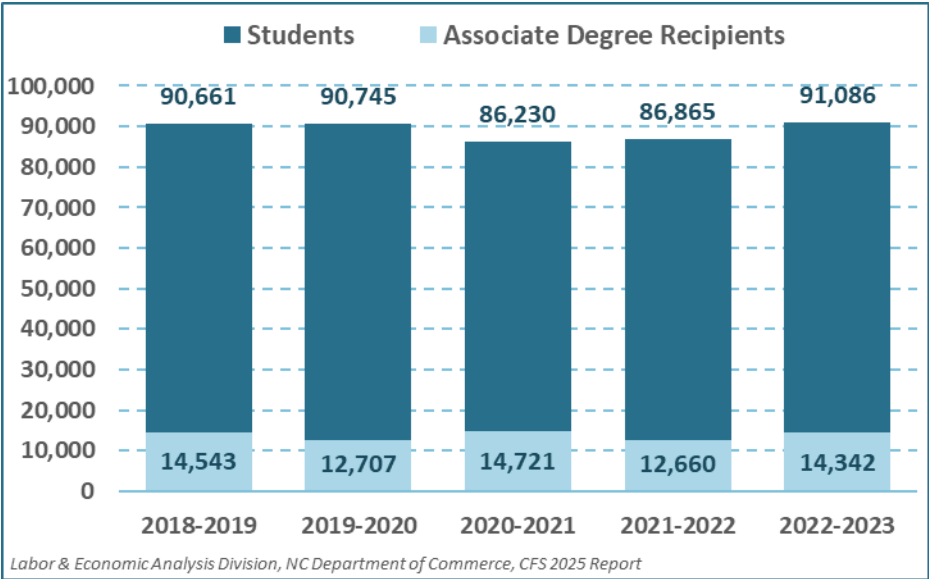
<sup>26</sup> The Strengthening Career and Technical Education for the 21<sup>st</sup> Century (Perkins V) Act replaces the Perkins Act of 2006 (Perkins IV). This went into effect on July 1, 2019.

System (NCCCS) to implement and deliver the programs and activities required under the Perkins Act. Funding is split between DPI and NCCCS. Perkins Act programs are also required partners under WIOA.

» CTE Associate Degree Program Outcomes

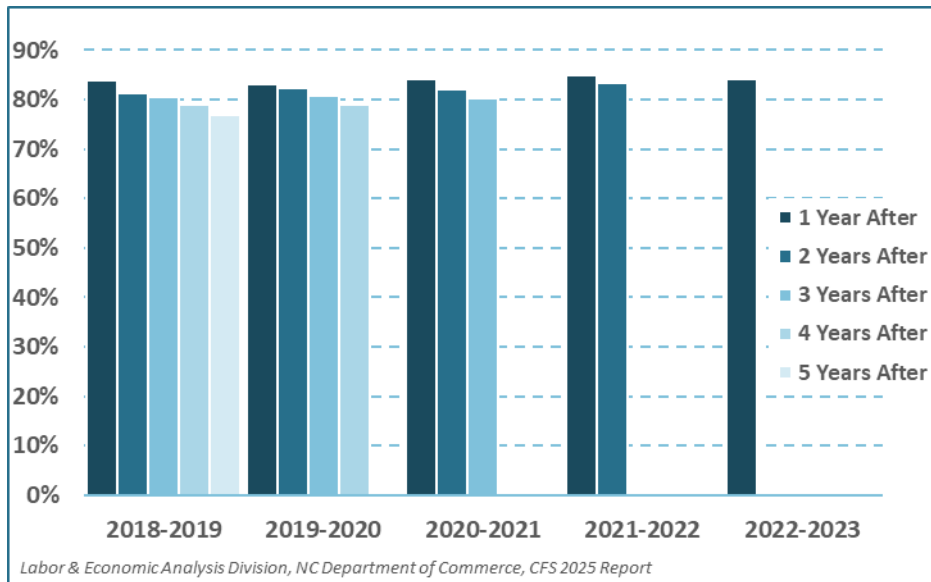
As shown in Figure 29, participation in CTE associate degree programs recovered after a two-year decline following the COVID-19 pandemic, with the number of enrolled students increasing from 86,230 in the 2020-2021 program year to 91,086 in the 2022-2023 program year. Furthermore, participation in the 2022-2023 program year exceeded participation levels in pre-pandemic years. Students who were recorded as having graduated from an associate degree program were defined as program completers/graduates, and their subsequent wages and employment outcomes were tracked post completion. The number of CTE associate degree graduates in reached 14,342 students in the 2022-2023 program year, an increase of nearly 1,700 from the previous year.

**Figure 29. NCCCS CTE Associate Degree Program Participants and Completers by Program Year**



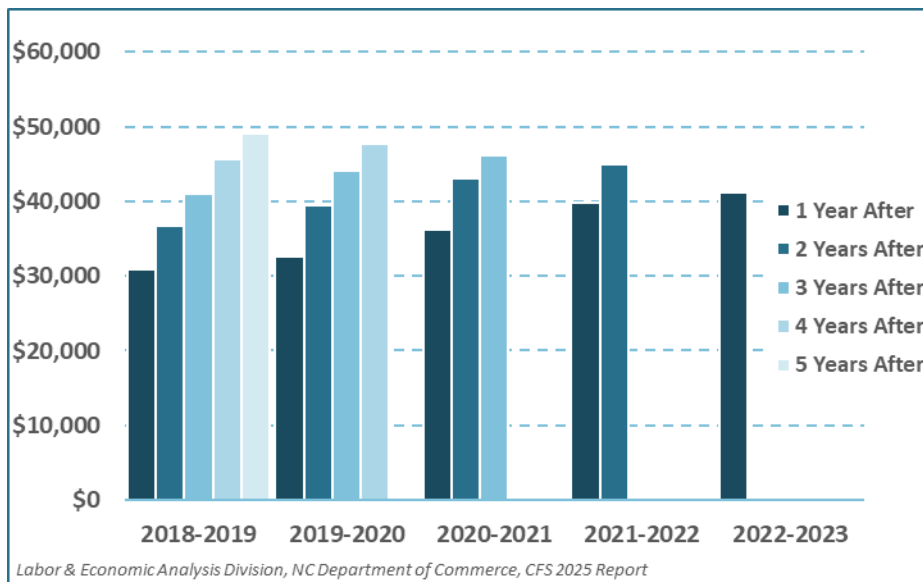
The rate of employment in North Carolina one year after graduation averaged 84% across all cohorts (Figure 30), while the rate of subsequent enrollment in public higher education programs remained steady between 28% and 30% (Table 8). Both employment rates and subsequent enrollment one year after graduation showed minimal fluctuation across cohorts.

**Figure 30. Percentage of NCCCS CTE Associate Degree Completers Employed in North Carolina After Degree Conferral, by Year of Graduation**



Wage earnings one year after graduation increased with each successive cohort (Figure 31). Median wage earnings increased from \$30,905 for the cohort graduating in 2018-2019 to \$41,205 for the cohort graduating in 2022-2023 (Table 8).

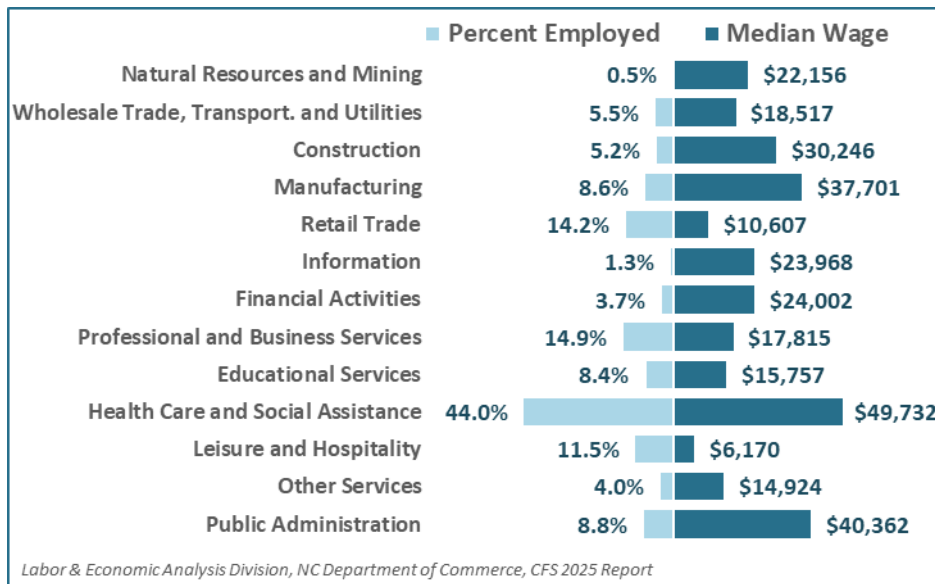
**Figure 31. Median Wage of NCCCS CTE Associate Degree Completers in North Carolina, by Year of Graduation**



In all the cohorts examined here, the share of CTE associate degree recipients employed in North Carolina declined slightly when followed over time. For instance, the employment rate for 2018-2019 graduates declined from 84% after one year to 77% after five years (Table 8). This decline could be attributable to several factors including people not sustaining employment, moving out of state, or finding employment in jobs not covered by

North Carolina’s unemployment insurance laws. Individuals employed in North Carolina experienced consistent wage growth each year following graduation. For example, the annual median wage for the 2018-2019 cohort increased by 59% (from \$30,905 to \$48,985) over five years. CTE associate degree graduates were by far most likely to be employed in the Health Care and Social Assistance sector, due in part to the large number of students graduating from health science programs (see Appendix Tables 1, 2, 3, and 4). Health Care and Social Assistance was also one of the top-paying industry sectors, with a median wage of \$49,732 for the 2022-2023 associate degree completers (Figure 32).

**Figure 32. 2022-2023 NCCCS CTE Associate Degree Completers One Year After Graduation: Percentage Employed and Median Wage by Industry**



The outcomes for CTE associate degree recipients varied by the program of study (see Appendix Tables 1, 2, 3, and 4). One year after graduation, the 2018-2019 cohort saw median wages ranging from \$15,882 for Commercial and Artistic Production Technologies majors to \$43,485 for Health Sciences majors (Appendix Table 1). By the fifth year after graduation, Health Sciences majors earned a median wage of \$58,803, the highest of all programs of study. NCCCS graduates earning an associate degree in Health Sciences consistently had the highest rate of employment within North Carolina one year after graduation (ranging from 91% to 92%). This is consistent with the relatively higher employment rates and wages for associate degree recipients working in the Health Care and Social Assistance industry, as shown above in Figure 32 for the most recent cohort (also see Table 8).

Graduates of the largest CTE program area, Business Technologies, had relatively high employment rates around 78% in the first year for all cohorts, and their median earnings showed a steady increase (Appendix Tables 1-4). For the 2018-2019 graduating cohort, median wages increased from \$25,986 one year after graduation to \$42,483 in year five (Appendix Table 1).

**Table 8. NCCCS CTE Associate Degree Participants and Completers, Outcomes One Through Five Years After Graduation, Overall and By Industry**

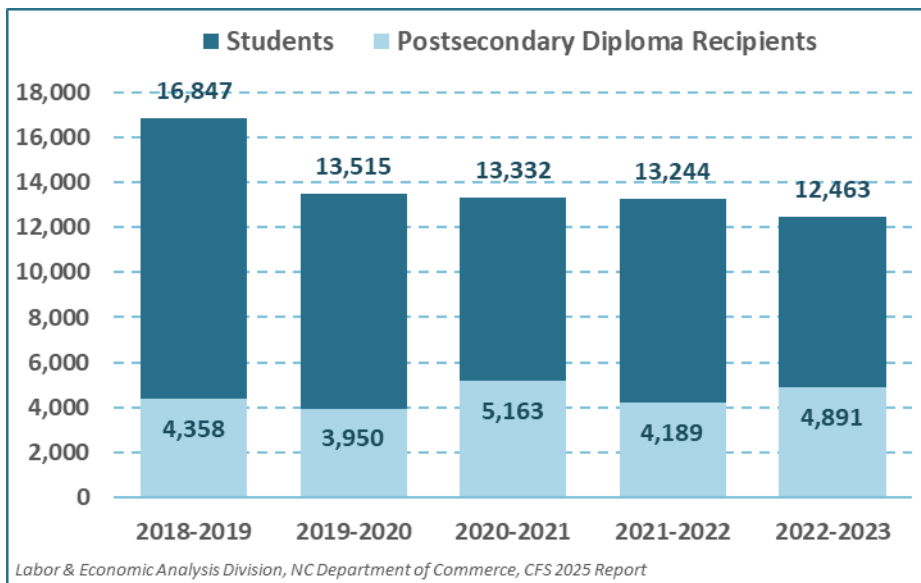
North Carolina Community College System										Common Follow-up System: Evaluative Measures, 2025 Report															
Associate Degree																									
All Programs										Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce															
Program Year	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2018-2019										
Students	90,661	90,745	86,230	86,865	91,086	90,661	90,745	86,230	86,865	90,661	90,745	86,230	90,661	90,745	90,661										
Associate Degree Recipients	14,543	12,707	14,721	12,660	14,342	14,543	12,707	14,721	12,660	14,543	12,707	14,721	14,543	12,707	14,543										
<b>Post-Completion Outcome Measures</b>	<b>1 Year After</b>					<b>2 Years After</b>					<b>3 Years After</b>					<b>4 Years After</b>					<b>5 Years After</b>				
Associate Degree Recipients Employed in North Carolina	N	12,208	10,561	12,375	10,759	12,068	11,808	10,473	12,095	10,541	11,724	10,253	11,824	11,463	10,030	11,167									
	%	84%	83%	84%	85%	84%	81%	82%	82%	83%	81%	81%	80%	79%	79%	77%									
Associate Degree Recipients' Wages in North Carolina	Mean	\$32,966	\$35,202	\$38,680	\$41,904	\$43,758	\$39,247	\$43,119	\$46,036	\$47,385	\$44,724	\$47,850	\$49,203	\$49,392	\$51,037	\$52,415									
	Median	\$30,905	\$32,564	\$36,278	\$39,820	\$41,205	\$36,731	\$39,507	\$43,070	\$44,901	\$41,077	\$44,102	\$46,090	\$45,621	\$47,742	\$48,985									
Graduates Enrolled in NC Public Higher Education	N	4,210	3,749	4,192	3,700	4,132	3,756	3,486	3,835	3,208	3,248	3,048	3,293	2,702	2,331	2,193									
	%	29%	30%	28%	29%	29%	26%	27%	26%	25%	24%	24%	22%	19%	18%	15%									
Graduates Enrolled in NC Public Education, Employment, or Training Program	N	4,788	4,249	4,631	4,024	4,506	4,083	3,721	4,080	3,438	4,294	3,245	3,521	2,912	2,522	2,413									
	%	33%	33%	31%	32%	31%	28%	29%	28%	27%	24%	26%	24%	20%	20%	17%									
Graduates Enrolled or Employed in NC	N	12,924	11,214	13,033	11,297	12,688	12,392	10,933	12,620	10,952	12,123	10,641	12,221	11,768	10,284	11,395									
	%	89%	88%	89%	89%	88%	85%	86%	86%	87%	83%	84%	83%	81%	81%	78%									
<b>Graduates' Employment by Industry†</b>	<b>1 Year After</b>					<b>2 Years After</b>					<b>3 Years After</b>					<b>4 Years After</b>					<b>5 Years After</b>				
Natural Resources and Mining		0.5%	0.6%	0.6%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.4%	0.4%									
Wholesale Trade, Transport, and Utilities		5.7%	6.0%	6.4%	6.6%	6.6%	6.4%	6.5%	6.2%	6.0%	7.1%	6.4%	5.9%	7.1%	6.0%	6.6%									
Construction		4.0%	4.5%	4.9%	4.7%	5.2%	4.0%	4.6%	4.8%	4.5%	4.0%	4.5%	4.6%	4.0%	4.3%	3.9%									
Manufacturing		9.0%	8.6%	9.1%	8.7%	8.6%	9.0%	8.8%	8.8%	8.4%	9.5%	9.0%	8.5%	9.0%	8.8%	8.8%									
Retail Trade		16.0%	16.1%	14.4%	14.2%	14.2%	12.6%	13.1%	11.4%	11.3%	11.5%	11.7%	10.1%	10.6%	10.4%	9.7%									
Information		1.4%	1.1%	1.2%	1.3%	1.3%	1.3%	1.4%	1.2%	1.4%	1.4%	1.6%	1.4%	1.5%	1.4%	1.4%									
Financial Activities		3.5%	3.4%	3.7%	4.2%	3.7%	3.5%	3.9%	4.0%	4.2%	4.1%	4.1%	4.2%	4.3%	4.2%	4.3%									
Professional and Business Services		15.2%	17.0%	16.8%	16.7%	14.9%	16.1%	19.2%	17.2%	15.3%	19.4%	19.6%	16.4%	19.8%	17.6%	18.0%									
Educational Services		8.3%	7.2%	8.2%	8.1%	8.4%	7.9%	8.2%	8.8%	8.5%	8.6%	9.1%	9.1%	9.4%	9.3%	9.9%									
Health Care and Social Assistance		43.1%	43.5%	44.1%	43.5%	44.0%	42.9%	42.9%	43.4%	43.4%	41.4%	40.7%	42.2%	40.1%	40.6%	40.0%									
Leisure and Hospitality		12.7%	11.4%	11.6%	11.2%	11.5%	8.6%	8.7%	8.4%	8.6%	8.0%	7.5%	7.8%	6.9%	6.8%	6.6%									
Other Services		3.7%	3.7%	4.2%	4.2%	4.0%	3.2%	3.5%	3.6%	3.7%	3.2%	3.6%	3.3%	3.3%	3.3%	3.2%									
Public Administration		7.9%	8.3%	8.6%	8.0%	8.8%	8.4%	8.9%	9.0%	8.3%	9.0%	9.3%	9.5%	9.3%	10.0%	9.9%									
<b>Graduates' Median Wages by Industry of Employment</b>	<b>1 Year After</b>					<b>2 Years After</b>					<b>3 Years After</b>					<b>4 Years After</b>					<b>5 Years After</b>				
Natural Resources and Mining		\$11,781	\$10,330	\$8,689	\$16,751	\$22,156	\$22,812	\$16,776	\$27,099	\$23,826	\$29,596	\$23,294	\$31,931	\$20,484	\$30,211	\$29,298									
Wholesale Trade, Transport, and Utilities		\$19,807	\$13,356	\$17,115	\$20,634	\$18,517	\$22,756	\$21,040	\$31,618	\$29,664	\$27,943	\$30,605	\$36,042	\$35,706	\$32,971	\$38,650									
Construction		\$21,965	\$22,081	\$23,500	\$24,180	\$30,246	\$27,660	\$27,995	\$32,624	\$33,079	\$34,170	\$35,984	\$36,716	\$40,111	\$42,823	\$41,456									
Manufacturing		\$31,053	\$29,040	\$33,182	\$40,639	\$37,701	\$37,135	\$36,887	\$44,200	\$45,630	\$38,905	\$44,352	\$44,796	\$46,956	\$48,732	\$50,229									
Retail Trade		\$7,109	\$8,465	\$8,805	\$9,043	\$10,607	\$12,565	\$11,788	\$12,895	\$12,991	\$14,025	\$15,915	\$14,616	\$15,631	\$18,275	\$18,587									
Information		\$16,661	\$13,985	\$15,142	\$23,605	\$23,968	\$29,716	\$19,798	\$30,624	\$37,885	\$31,999	\$31,352	\$37,411	\$36,237	\$37,229	\$42,767									
Financial Activities		\$18,984	\$21,202	\$19,770	\$26,172	\$24,002	\$26,000	\$24,218	\$33,907	\$33,137	\$24,649	\$34,153	\$35,658	\$34,717	\$36,591	\$37,635									
Professional and Business Services		\$12,406	\$11,465	\$13,165	\$17,588	\$17,815	\$17,717	\$20,168	\$22,132	\$24,159	\$25,294	\$25,479	\$24,907	\$28,985	\$25,246	\$30,481									
Educational Services		\$12,116	\$10,913	\$12,987	\$17,125	\$15,757	\$17,626	\$17,942	\$19,203	\$21,939	\$23,926	\$21,245	\$22,732	\$26,548	\$24,819	\$27,818									
Health Care and Social Assistance		\$36,553	\$39,276	\$41,198	\$45,871	\$49,732	\$41,976	\$43,964	\$46,828	\$51,475	\$41,408	\$46,933	\$48,718	\$45,340	\$49,310	\$48,454									
Leisure and Hospitality		\$4,503	\$4,814	\$5,976	\$6,507	\$6,170	\$6,139	\$6,884	\$8,027	\$8,791	\$7,421	\$7,994	\$8,565	\$9,634	\$9,160	\$10,915									
Other Services		\$10,633	\$10,229	\$11,477	\$12,847	\$14,924	\$17,054	\$16,637	\$15,284	\$18,564	\$15,536	\$22,368	\$19,879	\$23,063	\$26,162	\$26,211									
Public Administration		\$33,610	\$40,040	\$40,884	\$39,993	\$40,362	\$39,836	\$42,766	\$46,335	\$46,838	\$41,935	\$47,021	\$47,727	\$46,792	\$48,421	\$49,115									
<b>Graduates' Average Wages by Industry of Employment</b>	<b>1 Year After</b>					<b>2 Years After</b>					<b>3 Years After</b>					<b>4 Years After</b>					<b>5 Years After</b>				
Natural Resources and Mining		\$18,212	\$17,656	\$18,503	\$22,947	\$26,035	\$25,829	\$22,003	\$28,610	\$27,923	\$29,326	\$27,665	\$35,380	\$30,752	\$35,339	\$37,541									
Wholesale Trade, Transport, and Utilities		\$24,653	\$20,942	\$24,647	\$26,845	\$26,676	\$27,922	\$26,743	\$33,552	\$33,033	\$31,899	\$33,888	\$38,069	\$39,420	\$37,119	\$42,852									
Construction		\$23,554	\$24,520	\$25,272	\$27,708	\$32,391	\$28,100	\$31,415	\$32,536	\$34,172	\$34,530	\$37,527	\$38,683	\$40,684	\$44,614	\$43,986									
Manufacturing		\$31,631	\$31,401	\$35,132	\$39,997	\$38,856	\$37,287	\$37,951	\$44,543	\$46,089	\$40,752	\$44,673	\$47,446	\$47,633	\$50,134	\$51,700									
Retail Trade		\$12,457	\$13,827	\$14,329	\$14,833	\$16,000	\$17,647	\$18,610	\$18,817	\$18,721	\$20,609	\$22,257	\$21,213	\$23,856	\$24,662	\$25,510									
Information		\$21,851	\$24,215	\$24,663	\$28,915	\$34,178	\$30,928	\$28,501	\$35,465	\$36,914	\$35,154	\$37,254	\$40,036	\$39,611	\$45,245	\$47,494									
Financial Activities		\$21,829	\$24,645	\$25,401	\$29,270	\$28,763	\$27,290	\$28,370	\$33,866	\$33,776	\$28,668	\$35,159	\$37,232	\$36,978	\$37,564	\$40,188									
Professional and Business Services		\$18,160	\$17,599	\$19,995	\$23,519	\$24,484	\$22,903	\$26,704	\$27,444	\$28,441	\$31,668	\$31,468	\$29,923	\$34,685	\$31,127	\$35,220									
Educational Services		\$16,465	\$15,781	\$17,561	\$20,395	\$19,984	\$19,525	\$20,416	\$21,850	\$23,473	\$24,188	\$22,640	\$24,402	\$27,413	\$25,537	\$29,251									
Health Care and Social Assistance		\$35,158	\$38,248	\$41,167	\$45,682	\$47,882	\$41,437	\$44,725	\$48,239	\$51,278	\$43,509	\$48,712	\$50,494	\$47,723	\$51,453	\$50,735									
Leisure and Hospitality		\$8,680	\$8,753	\$10,912	\$12,588	\$11,853	\$11,707	\$12,159	\$15,212	\$15,333	\$14,527	\$15,093	\$16,379	\$17,602	\$16,426	\$19,088									
Other Services		\$15,105	\$15,218	\$17,551	\$18,137	\$19,549	\$20,592	\$21,328	\$22,106	\$23,181	\$22,881	\$25,643	\$25,470	\$27,229	\$28,891	\$29,514									
Public Administration		\$33,439	\$37,005	\$38,227	\$40,427	\$40,593	\$38,111	\$41,173	\$44,543	\$45,707	\$41,526	\$45,997	\$47,367	\$46,505	\$48,829	\$49,477									

† Employment percentages by industry total more than 100% due to individuals who were employed, and receiving wages, in more than one industry. See methodology for more information.

## » CTE Diploma Program Outcomes

As shown in Figure 33, participation in CTE diploma programs declined between the 2018-2019 and 2022-2023 program years, falling from 16,847 to 12,463 participants. Students who were recorded as having graduated from a diploma program were defined as program completers/graduates, and their subsequent wages and employment outcomes were tracked post completion. The number of CTE diploma program completers fluctuated from year to year, ranging from 3,950 to 5,163.

**Figure 33. NCCCS CTE Diploma Program Participants and Completers by Program Year**



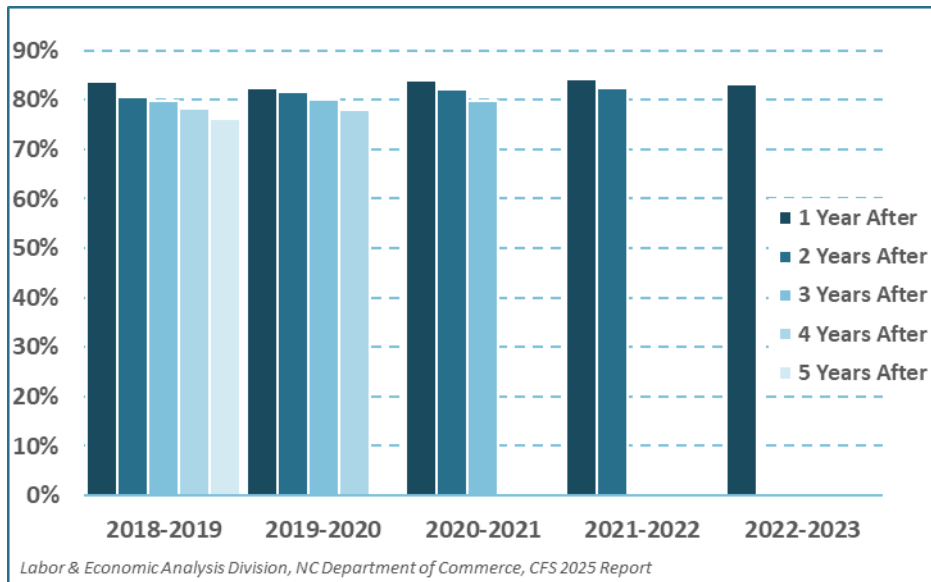
The rate of employment in North Carolina one year after earning a CTE diploma ranged from 82% to 84% (Figure 34 and Table 9). The rate of subsequent enrollment in public higher education programs ranged from 37% to 45%. Both employment and subsequent enrollment outcomes fluctuated from cohort to cohort (Table 9).

The share of CTE diploma recipients from each cohort employed in North Carolina declined slightly over time, a common pattern across workforce training programs. For instance, the employment rate for 2018-2019 graduates declined from 84% after one year to 76% five years later. Of those CTE Diploma recipients who were employed, wages increased each year after graduation, another pattern shared across many workforce programs.

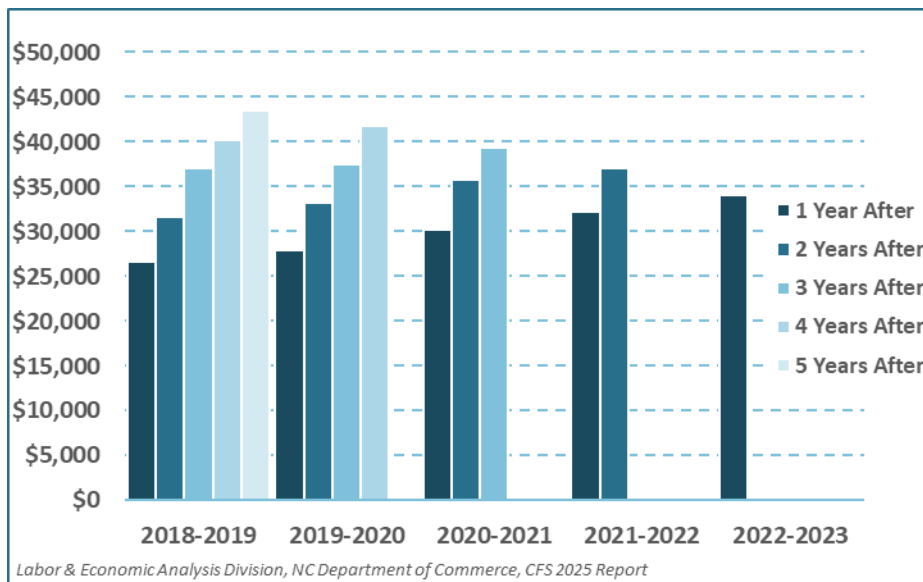
Wage earnings one year after graduation generally trended upward with each successive cohort (Figure 35 and Table 9). Median wage earnings rose from \$26,562 for the cohort graduating in 2018-2019 to \$34,005 for the 2022-2023 graduates.



**Figure 34. Percentage of NCCCS CTE Diploma Recipients Employed in North Carolina After Completion, by Year of Graduation**

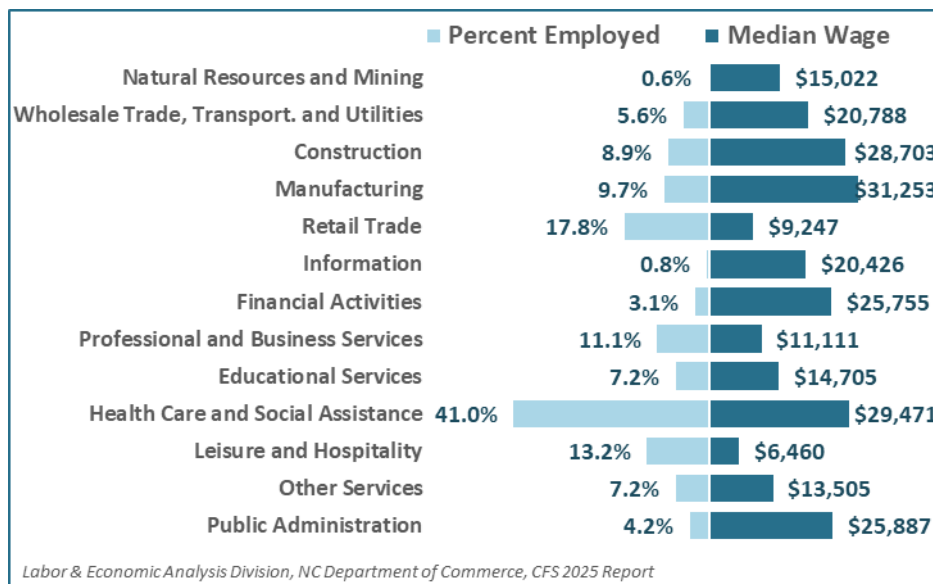


**Figure 35. Median Wage of NCCCS CTE Diploma Recipients in North Carolina, by Year of Graduation**



These graduates were by far most likely to be employed in the Health Care and Social Assistance sector (Figure 36), due in part to the large number of students graduating from Health Science programs. This was also one of the top-paying industries for graduates across all cohorts.

**Figure 36. 2022-2023 NCCCS CTE Diploma Recipients One Year After Graduation: Percentage Employed and Median Wage by Industry**



The outcomes of CTE diploma recipients varied widely by the program of study (see Appendix Tables 5, 6, 7, and 8). In the first year after graduation, the 2018-2019 cohort saw median wages ranging from \$17,669 for Commercial and Artistic Production Technologies majors to \$30,991 for Engineering Technologies majors (Appendix Table 5). By the fifth year after graduation, Engineering Technologies majors had the highest earnings with a median wage of \$60,116. Health Sciences majors' earnings were at \$45,633, and Commercial and Artistic Production Technologies graduates earned \$38,566. For all cohorts, Health Sciences graduates also had the highest employment rate within North Carolina, with one-year employment rates between 90% and 93% depending on the cohort. This is consistent with the much higher employment rate and relatively higher wages for CTE diploma recipients working in the Health Care and Social Assistance industry, as shown above in Figure 36 for the most recent cohort (also see Table 9).

**Table 9. NCCCS CTE Diploma Program Participants and Completers, Outcomes One Through Five Years After Graduation, Overall and By Industry**

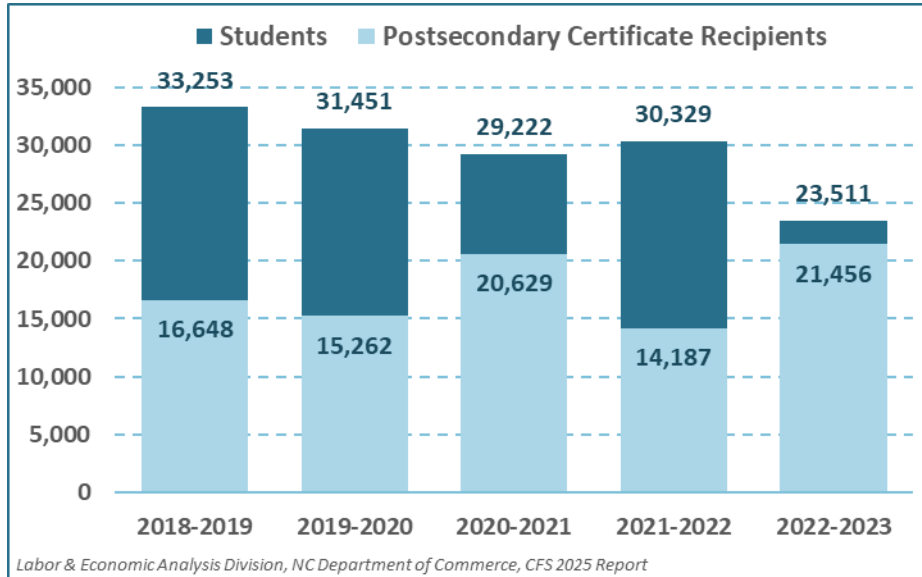
North Carolina Community College System							Common Follow-up System: Evaluative Measures, 2025 Report									
Postsecondary Diploma																
All Programs							Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce									
Program Year	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2018-2019	
Students	16,847	13,515	13,332	13,244	12,463	16,847	13,515	13,332	13,244	16,847	13,515	13,332	16,847	13,515	16,847	
Postsecondary Diploma Recipients	4,358	3,950	5,163	4,189	4,891	4,358	3,950	5,163	4,189	4,358	3,950	5,163	4,358	3,950	4,358	
<b>Post-Completion Outcome Measures</b>																
<b>1 Year After</b>							<b>2 Years After</b>									
<b>3 Years After</b>							<b>4 Years After</b>									
<b>5 Years After</b>																
Postsecondary Diploma Recipients Employed in North Carolina	N %	3,647 84%	3,253 82%	4,331 84%	3,526 84%	4,073 83%	3,515 81%	3,223 82%	4,246 82%	3,456 83%	3,482 80%	3,157 80%	4,125 80%	3,405 78%	3,075 78%	3,321 76%
Postsecondary Diploma Recipients' Wages in North Carolina	Mean Median	\$27,529 \$26,562	\$28,248 \$27,977	\$31,310 \$30,184	\$33,499 \$32,181	\$35,191 \$34,005	\$32,552 \$31,679	\$34,315 \$33,274	\$36,991 \$35,798	\$38,327 \$37,075	\$38,431 \$37,093	\$39,426 \$37,531	\$41,591 \$39,297	\$42,689 \$40,143	\$43,891 \$41,849	\$46,340 \$43,509
Graduates Enrolled in NC Public Higher Education	N %	1,621 37%	1,539 39%	2,137 41%	1,892 45%	1,981 41%	1,145 26%	1,050 27%	1,434 28%	1,123 27%	894 21%	899 23%	1,022 20%	814 19%	679 14%	594 14%
Graduates Enrolled in NC Public Education, Employment, or Training Program	N %	1,762 40%	1,634 41%	2,274 44%	1,993 48%	2,079 43%	1,238 28%	1,132 29%	1,543 30%	1,226 29%	977 22%	958 24%	1,122 22%	887 20%	749 19%	663 15%
Graduates Enrolled or Employed in NC	N %	3,901 90%	3,519 89%	4,683 91%	3,833 92%	4,387 90%	3,706 85%	3,358 85%	4,434 86%	3,579 85%	3,582 82%	3,249 82%	4,247 82%	3,486 80%	3,142 80%	3,375 77%
<b>Graduates' Employment by Industry†</b>																
<b>1 Year After</b>							<b>2 Years After</b>									
<b>3 Years After</b>							<b>4 Years After</b>									
<b>5 Years After</b>																
Natural Resources and Mining	0.5%	0.7%	0.4%	0.5%	0.6%	0.4%	0.6%	0.5%	0.5%	0.5%	0.5%	0.4%	0.6%	0.5%	0.6%	0.6%
Wholesale Trade, Transport, and Utilities	5.3%	6.0%	6.7%	6.7%	5.6%	6.3%	6.1%	7.1%	6.2%	7.2%	6.0%	7.0%	7.1%	5.3%	6.5%	6.5%
Construction	6.4%	7.4%	7.5%	8.1%	8.9%	6.5%	7.5%	7.3%	7.9%	6.3%	7.6%	6.6%	5.9%	7.1%	5.5%	5.9%
Manufacturing	9.9%	9.7%	10.9%	10.9%	9.7%	10.0%	10.2%	10.6%	11.1%	10.3%	10.6%	10.1%	10.3%	10.0%	10.2%	10.2%
Retail Trade	16.0%	17.3%	18.3%	16.4%	17.8%	13.1%	14.8%	14.5%	13.2%	12.1%	12.9%	12.1%	9.8%	11.8%	8.9%	8.9%
Information	0.9%	0.5%	0.9%	0.8%	0.8%	0.7%	0.8%	1.2%	0.9%	0.9%	1.0%	1.1%	0.8%	0.8%	0.7%	0.7%
Financial Activities	2.9%	2.7%	3.1%	3.1%	3.1%	2.6%	3.4%	3.4%	3.5%	3.2%	3.6%	3.7%	3.6%	3.6%	3.5%	3.5%
Professional and Business Services	11.6%	15.5%	15.7%	14.4%	11.1%	13.1%	17.6%	15.1%	12.8%	14.8%	16.7%	13.8%	14.9%	14.8%	13.3%	13.3%
Educational Services	7.0%	5.2%	7.3%	7.0%	7.2%	6.1%	6.4%	7.7%	7.2%	6.9%	7.0%	7.6%	7.5%	7.4%	7.6%	7.6%
Health Care and Social Assistance	45.7%	44.7%	42.7%	41.2%	41.0%	46.0%	44.1%	41.8%	40.6%	45.1%	42.4%	41.4%	44.6%	42.5%	44.5%	44.5%
Leisure and Hospitality	11.9%	12.5%	12.3%	12.3%	13.2%	7.8%	9.6%	9.5%	9.1%	7.6%	8.5%	8.6%	6.5%	7.6%	5.9%	5.9%
Other Services	8.5%	7.1%	6.5%	7.7%	7.2%	7.5%	5.9%	5.8%	6.5%	7.3%	5.9%	5.2%	7.0%	5.1%	6.2%	6.2%
Public Administration	3.2%	3.7%	3.7%	3.9%	4.2%	3.4%	4.0%	4.7%	4.2%	3.8%	4.7%	5.2%	4.0%	5.2%	4.1%	4.1%
<b>Graduates' Median Wages by Industry of Employment</b>																
<b>1 Year After</b>							<b>2 Years After</b>									
<b>3 Years After</b>							<b>4 Years After</b>									
<b>5 Years After</b>																
Natural Resources and Mining	\$12,125	\$23,118	\$8,830	\$5,813	\$15,022	\$21,658	\$27,361	\$20,695	\$22,252	\$25,272	\$46,903	\$42,802	\$22,453	\$48,379	\$24,921	
Wholesale Trade, Transport, and Utilities	\$19,453	\$9,245	\$20,243	\$19,116	\$20,788	\$23,548	\$18,508	\$28,424	\$30,007	\$28,668	\$25,650	\$35,465	\$36,899	\$32,791	\$40,879	
Construction	\$23,911	\$21,787	\$24,639	\$26,226	\$28,703	\$30,923	\$29,428	\$34,723	\$33,357	\$35,481	\$34,364	\$35,547	\$43,148	\$37,301	\$43,615	
Manufacturing	\$26,400	\$23,421	\$26,901	\$35,057	\$31,253	\$33,176	\$31,106	\$40,606	\$39,104	\$35,594	\$37,572	\$39,430	\$42,644	\$42,537	\$43,635	
Retail Trade	\$6,704	\$7,452	\$8,552	\$8,894	\$9,247	\$10,973	\$10,271	\$11,203	\$12,274	\$12,873	\$12,774	\$15,706	\$18,750	\$16,309	\$17,992	
Information	\$10,973	\$20,368	\$7,543	\$15,596	\$20,426	\$26,617	\$10,932	\$17,033	\$20,156	\$30,145	\$16,477	\$31,520	\$36,599	\$36,743	\$43,496	
Financial Activities	\$16,865	\$15,687	\$17,495	\$20,725	\$25,755	\$26,769	\$13,831	\$29,184	\$27,356	\$28,272	\$23,145	\$29,790	\$25,898	\$31,624	\$28,533	
Professional and Business Services	\$8,517	\$9,264	\$10,004	\$12,380	\$11,111	\$9,450	\$14,467	\$14,892	\$15,029	\$16,594	\$19,691	\$18,290	\$18,762	\$20,870	\$22,606	
Educational Services	\$9,832	\$10,913	\$11,663	\$16,761	\$14,705	\$19,471	\$16,825	\$20,855	\$20,875	\$19,939	\$19,971	\$22,018	\$25,892	\$23,413	\$27,744	
Health Care and Social Assistance	\$26,675	\$28,657	\$29,750	\$32,140	\$29,471	\$30,550	\$31,941	\$34,456	\$29,685	\$34,913	\$36,155	\$32,294	\$37,890	\$32,943	\$34,145	
Leisure and Hospitality	\$3,439	\$4,158	\$4,559	\$4,712	\$6,460	\$4,526	\$6,202	\$7,529	\$5,934	\$5,825	\$6,757	\$7,543	\$7,596	\$7,922	\$8,591	
Other Services	\$11,345	\$9,323	\$11,647	\$12,710	\$13,505	\$17,913	\$19,323	\$20,489	\$19,086	\$21,413	\$20,816	\$26,638	\$25,689	\$24,399	\$26,174	
Public Administration	\$26,580	\$26,568	\$20,004	\$28,194	\$25,887	\$33,892	\$33,955	\$27,954	\$31,480	\$35,944	\$37,497	\$31,380	\$41,190	\$38,381	\$41,276	
<b>Graduates' Average Wages by Industry of Employment</b>																
<b>1 Year After</b>							<b>2 Years After</b>									
<b>3 Years After</b>							<b>4 Years After</b>									
<b>5 Years After</b>																
Natural Resources and Mining	\$15,750	\$23,197	\$11,759	\$18,493	\$24,187	\$24,719	\$30,066	\$25,898	\$24,253	\$25,736	\$44,554	\$39,684	\$26,815	\$44,782	\$27,135	
Wholesale Trade, Transport, and Utilities	\$24,470	\$17,444	\$25,702	\$25,849	\$26,206	\$27,993	\$24,569	\$34,120	\$31,454	\$31,982	\$30,722	\$35,678	\$38,459	\$34,865	\$42,198	
Construction	\$22,407	\$22,971	\$24,891	\$26,538	\$29,612	\$29,562	\$28,613	\$31,913	\$33,654	\$34,092	\$33,488	\$35,878	\$41,693	\$38,478	\$44,679	
Manufacturing	\$28,825	\$25,971	\$29,739	\$35,605	\$34,365	\$33,977	\$33,270	\$39,840	\$41,117	\$37,672	\$40,068	\$41,876	\$44,065	\$42,178	\$45,566	
Retail Trade	\$11,058	\$11,963	\$13,852	\$13,604	\$14,208	\$15,391	\$15,822	\$17,954	\$16,672	\$18,117	\$19,488	\$21,520	\$23,435	\$21,443	\$24,189	
Information	\$18,916	\$33,344	\$16,137	\$22,349	\$25,202	\$29,426	\$23,012	\$24,840	\$26,773	\$34,438	\$29,705	\$33,859	\$42,099	\$43,266	\$57,545	
Financial Activities	\$20,449	\$21,732	\$23,151	\$26,177	\$26,700	\$26,517	\$20,614	\$28,687	\$29,036	\$28,070	\$27,483	\$31,501	\$29,572	\$33,277	\$30,116	
Professional and Business Services	\$14,058	\$14,315	\$16,701	\$18,977	\$18,772	\$16,688	\$20,712	\$22,355	\$23,337	\$23,185	\$25,759	\$25,109	\$25,900	\$27,683	\$27,798	
Educational Services	\$15,789	\$15,593	\$16,420	\$20,905	\$18,320	\$20,441	\$20,233	\$20,380	\$22,841	\$23,362	\$23,456	\$22,889	\$26,653	\$25,392	\$29,479	
Health Care and Social Assistance	\$26,497	\$27,918	\$30,127	\$32,614	\$30,027	\$30,650	\$31,501	\$34,299	\$30,200	\$35,906	\$36,509	\$33,313	\$39,836	\$34,268	\$36,308	
Leisure and Hospitality	\$6,703	\$8,179	\$9,576	\$10,150	\$10,985	\$9,179	\$11,989	\$12,478	\$11,672	\$11,771	\$13,300	\$14,384	\$14,686	\$12,984	\$15,373	
Other Services	\$14,698	\$15,195	\$16,926	\$17,562	\$17,482	\$20,697	\$23,553	\$24,856	\$22,583	\$25,553	\$25,225	\$27,480	\$28,319	\$26,914	\$29,455	
Public Administration	\$26,623	\$27,372	\$25,923	\$28,397	\$26,634	\$32,613	\$33,057	\$29,837	\$32,242	\$33,246	\$35,784	\$33,633	\$37,972	\$38,031	\$40,712	

† Employment percentages by industry total more than 100% due to individuals who were employed, and receiving wages, in more than one industry. See methodology for more information.

### » CTE Certificate Program Outcomes

As shown in Figure 37, enrollment in CTE certificate programs generally declined over the past few program years, from 33,253 students in the 2018-2019 program year to 23,511 students in the 2022-2023 program year. Students who were recorded as having graduated from a certificate program were defined as program completers/graduates, and their subsequent wages and employment outcomes were tracked post completion. The number of CTE certificate recipients fluctuated by program year from a low of 14,187 in 2021-2022 to a peak of 21,456 in 2022-2023.

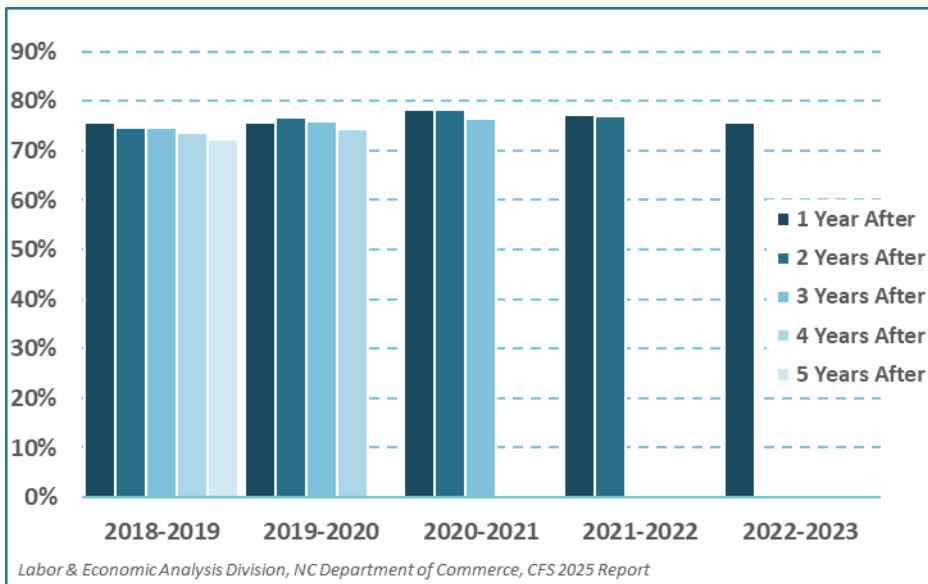
**Figure 37. NCCCS CTE Certificate Program Participants and Completers by Program Year**



The rate of employment in North Carolina one year after graduation ranged from 76% to 78%, while the rate of subsequent enrollment in public higher education programs ranged from 60% to 65% (Figure 38 and Table 10).

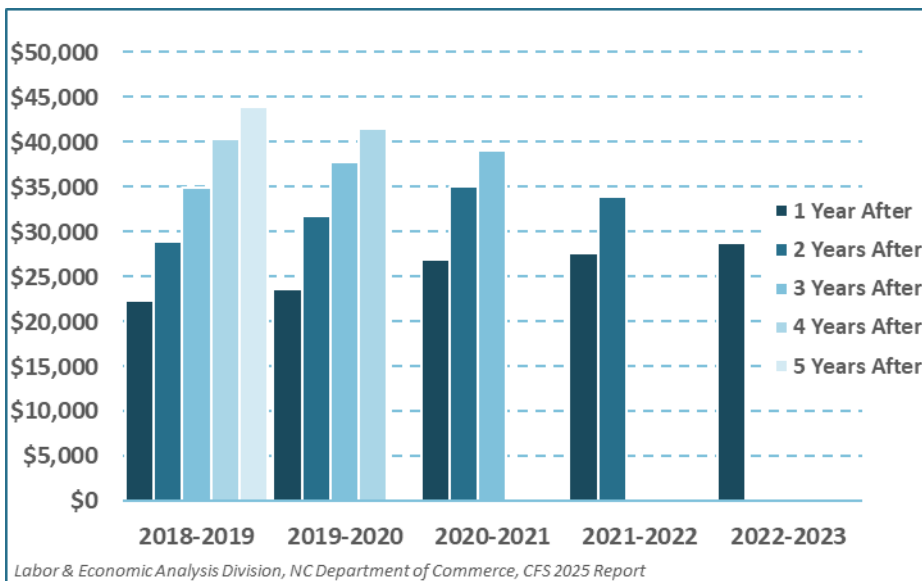
The share of CTE certificate recipients employed in North Carolina tended to decrease slightly over time for each graduating cohort, although this downward trend was neither as strong nor consistent as most other programs. For instance, the employment rate for 2018-2019 graduates decreased from 76% one year after graduation to 72% five years after graduation (Figure 38 and Table 10).

**Figure 38. Percentage of NCCCS CTE Certificate Recipients Employed in North Carolina After Completion, by Year of Graduation**



Wage earnings one year after graduation fluctuated across cohorts, with median wage earnings ranging from \$22,380 for the cohort graduating in 2018-2019 to \$28,818 for the 2022-2023 graduates (Figure 39 and Table 10). CTE certificate recipients employed in North Carolina saw their wages increase each year after graduation for all years examined in this report (Figure 39 and Table 10).

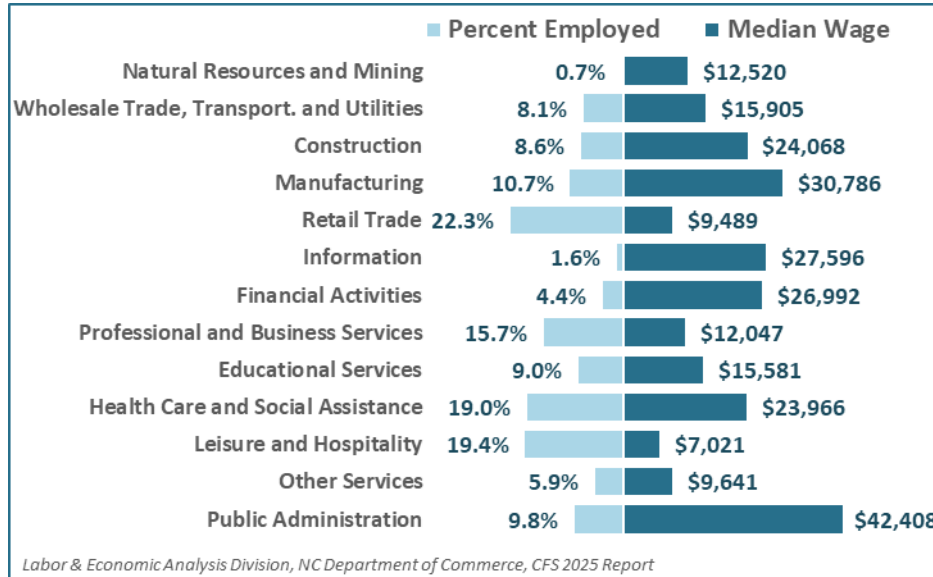
**Figure 39. Median Wage of NCCCS CTE Certificate Recipients in North Carolina, by Year of Graduation**



For the most recent cohort (2022-2023), CTE certificate recipients' top industries of employment one year after graduation were Retail Trade (22.3%); Leisure and Hospitality (19.4%); and Health Care and Social Assistance (19.0%) (Figure 40). Recipients employed in Retail Trade had some of the lowest median earnings (\$9,489) of graduates in any sector. However, over time for each cohort, the percentage of CTE certificate recipients employed in Leisure and Hospitality and Retail Trade declined while more found jobs in the

relatively higher-paying Manufacturing and Public Administration sectors. For example, employment rates for the 2018-2019 cohort fell from 22% to 14% in the Retail Trade sector after five years and rose from 11% to 13% in Manufacturing within three years. Although median wages generally rise over time for these cohorts, the Retail Trade and Leisure and Hospitality sectors have the lowest median wages by year five of \$16,828 and \$9,879, respectively. The two highest median wage rates by year five are Public Administration at \$50,444 and Manufacturing at \$47,793.

**Figure 40. 2022-2023 NCCCS CTE Certificate Recipients One Year After Graduation: Percentage Employed and Median Wage by Industry**



The outcomes of CTE certificate recipients varied by the program of study (Appendix Tables 9, 10, 11, and 12). The 2018-2019 cohort saw one-year post-graduation median wages ranging from \$13,387 for Commercial and Artistic Production Technologies majors to \$29,259 for Construction Technologies majors. Graduates of the largest two programs offered by NCCCS for the 2022-2023 program year — Business Technologies and Public Service Technologies — earned \$30,021 and \$28,290, respectively, in their first year after completion. Engineering Technologies, though one of the smallest NCCCS certificate program in terms of enrollment, is the top earning program area, with first-year median wages of \$34,991 for 2022-2023 certificate recipients.

**Table 10. NCCCS CTE Certificate Program Participants and Completers, Outcomes One Through Five Years After Graduation, Overall and By Industry**

North Carolina Community College System						Common Follow-up System: Evaluative Measures, 2025 Report																															
Postsecondary Certificate																																					
All Programs																																					
Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce																																					
Program Year		2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2020-2021											
Students		33,253	31,451	29,222	30,329	23,511	33,253	31,451	29,222	30,329		33,253	31,451	29,222	33,253	31,451	29,222	33,253	31,451		33,253	31,451	29,222	33,253	31,451	29,222	33,253	31,451	29,222	33,253	31,451	29,222	33,253	31,451	29,222		
Postsecondary Certificate Recipients		16,648	15,262	20,629	14,187	21,456	16,648	15,262	20,629	14,187		16,648	15,262	20,629	16,648	15,262	20,629	16,648	15,262		16,648	15,262	20,629	16,648	15,262	20,629	16,648	15,262	20,629	16,648	15,262	20,629	16,648	15,262	20,629		
<b>Post-Completion Outcome Measures</b>		<b>1 Year After</b>					<b>2 Years After</b>					<b>3 Years After</b>					<b>4 Years After</b>					<b>5 Years After</b>															
Postsecondary Certificate Recipients Employed in North Carolina	N	12,581	11,534	16,114	10,963	16,239	12,416	11,696	16,125	10,903		12,442	11,567	15,787	12,256	11,359	12,030	12,256	11,359		12,256	11,359	15,787	12,256	11,359	12,030	12,256	11,359	15,787	12,256	11,359	12,030	12,256	11,359	15,787	12,256	11,359
	%	76%	76%	78%	77%	76%	75%	77%	78%	77%		75%	76%	77%	74%	74%	72%	75%	76%		75%	76%	77%	74%	74%	72%	75%	76%	77%	74%	74%	72%	75%	76%	77%	74%	74%
Postsecondary Certificate Recipients' Wages in North Carolina	Mean	\$26,992	\$28,159	\$31,159	\$31,783	\$33,540	\$32,592	\$35,660	\$39,488	\$37,809		\$39,012	\$41,976	\$44,077	\$45,043	\$46,307	\$49,354	\$39,012	\$41,976		\$45,043	\$46,307	\$44,077	\$45,043	\$46,307	\$49,354	\$39,012	\$41,976	\$44,077	\$45,043	\$46,307	\$49,354	\$39,012	\$41,976	\$44,077	\$45,043	\$46,307
	Median	\$22,380	\$23,668	\$26,976	\$27,657	\$28,818	\$28,855	\$31,762	\$35,021	\$33,872		\$34,982	\$37,803	\$39,083	\$40,306	\$41,491	\$43,959	\$34,982	\$37,803		\$40,306	\$41,491	\$39,083	\$40,306	\$41,491	\$43,959	\$34,982	\$37,803	\$39,083	\$40,306	\$41,491	\$43,959	\$34,982	\$37,803	\$39,083	\$40,306	\$41,491
Graduates Enrolled in NC Public Higher Education	N	9,973	9,483	13,293	9,278	13,424	6,254	5,950	8,336	5,571		4,694	4,437	5,790	3,912	3,417	3,113	6,254	5,950		4,694	4,437	5,790	3,912	3,417	3,113	6,254	5,950	8,336	5,571	4,694	4,437	5,790	3,912	3,417	3,113	
	%	60%	62%	64%	65%	63%	38%	39%	40%	39%		28%	29%	28%	23%	22%	19%	38%	39%		28%	29%	28%	23%	22%	19%	38%	39%	40%	39%	28%	29%	28%	23%	22%	19%	
Graduates Enrolled in NC Public Education, Employment, or Training Program	N	10,350	9,837	13,651	9,502	13,736	6,700	6,294	8,727	5,880		5,066	4,728	6,217	4,258	3,749	3,454	6,700	6,294		5,066	4,728	6,217	4,258	3,749	3,454	6,700	6,294	8,727	5,880	5,066	4,728	6,217	4,258	3,749	3,454	
	%	62%	64%	66%	67%	64%	40%	41%	42%	41%		30%	31%	30%	26%	25%	21%	40%	41%		30%	31%	30%	26%	25%	21%	40%	41%	42%	41%	30%	31%	30%	26%	25%	21%	
Graduates Enrolled or Employed in NC	N	14,997	13,833	18,911	12,997	19,332	13,819	12,829	17,663	11,968		13,274	12,336	16,749	12,915	11,844	12,469	13,819	12,829		13,274	12,336	16,749	12,915	11,844	12,469	13,819	12,829	17,663	11,968	13,274	12,336	16,749	12,915	11,844	12,469	
	%	90%	91%	92%	92%	90%	83%	84%	86%	84%		80%	81%	81%	78%	75%	75%	83%	84%		80%	81%	81%	78%	75%	75%	83%	84%	86%	84%	80%	81%	81%	78%	75%		
<b>Graduates' Employment by Industry†</b>		<b>1 Year After</b>					<b>2 Years After</b>					<b>3 Years After</b>					<b>4 Years After</b>					<b>5 Years After</b>															
Natural Resources and Mining		0.8%	0.8%	0.7%	0.9%	0.7%	0.7%	0.7%	0.6%	0.8%		0.7%	0.7%	0.6%	0.7%	0.6%	0.6%	0.7%	0.7%		0.7%	0.7%	0.6%	0.7%	0.6%	0.6%	0.7%	0.7%	0.6%	0.7%	0.6%	0.6%	0.6%	0.6%	0.6%		
Wholesale Trade, Transport, and Utilities		8.9%	10.2%	10.0%	9.5%	8.1%	10.5%	10.9%	10.0%	9.0%		11.5%	11.0%	9.6%	11.3%	10.1%	10.8%	10.5%	10.9%		11.5%	11.0%	9.6%	11.3%	10.1%	10.8%	10.5%	10.9%	10.0%	9.0%	11.5%	11.0%	9.6%	11.3%	10.1%	10.8%	
Construction		7.1%	8.4%	8.0%	8.4%	8.6%	7.7%	8.9%	8.2%	8.7%		7.7%	8.6%	8.0%	7.5%	8.3%	7.3%	7.7%	8.9%		7.7%	8.6%	8.0%	7.5%	8.3%	7.3%	7.7%	8.9%	8.2%	8.7%	7.7%	8.6%	8.0%	7.5%	8.3%	7.3%	
Manufacturing		11.2%	11.9%	12.7%	12.6%	10.7%	12.2%	12.9%	12.7%	12.4%		13.1%	12.6%	12.4%	12.7%	12.1%	12.1%	12.2%	12.9%		13.1%	12.6%	12.4%	12.7%	12.1%	12.1%	12.2%	12.9%	12.7%	12.4%	13.1%	12.6%	12.4%	12.7%	12.1%	12.1%	
Retail Trade		22.1%	23.2%	22.3%	22.3%	22.3%	19.5%	20.1%	18.6%	18.8%		17.3%	18.0%	16.2%	15.2%	15.8%	13.9%	22.1%	23.2%		17.3%	18.0%	16.2%	15.2%	15.8%	13.9%	19.5%	20.1%	18.6%	18.8%	17.3%	18.0%	16.2%	15.2%	15.8%	13.9%	
Information		1.7%	1.5%	1.7%	1.6%	1.6%	1.8%	1.9%	1.9%	1.6%		2.2%	2.1%	2.0%	2.1%	1.9%	2.0%	1.7%	1.5%		2.2%	2.1%	2.0%	2.1%	1.9%	2.0%	1.7%	1.5%	1.7%	1.6%	1.6%	1.8%	1.9%	1.9%	1.6%		
Financial Activities		4.2%	4.0%	4.9%	4.7%	4.4%	4.6%	4.8%	5.2%	4.8%		5.1%	5.2%	5.4%	5.4%	5.3%	5.4%	4.2%	4.0%		5.1%	5.2%	5.4%	5.4%	5.3%	5.4%	4.2%	4.0%	4.9%	4.7%	4.4%	4.6%	4.8%	5.2%	4.8%		
Professional and Business Services		18.3%	18.7%	18.8%	17.4%	15.7%	19.4%	20.6%	19.5%	16.5%		20.7%	19.8%	18.0%	20.5%	18.6%	19.0%	18.3%	18.7%		20.7%	19.8%	18.0%	20.5%	18.6%	19.0%	19.4%	20.6%	19.5%	16.5%	19.4%	20.6%	19.5%	16.5%	20.7%	19.8%	
Educational Services		8.1%	7.2%	8.5%	9.0%	9.0%	8.0%	8.2%	9.6%	9.7%		9.0%	9.1%	10.0%	9.6%	9.6%	9.7%	8.1%	7.2%		9.0%	9.1%	10.0%	9.6%	9.6%	9.7%	8.0%	8.2%	9.6%	9.7%	8.0%	8.2%	9.6%	9.7%	9.0%	9.1%	
Health Care and Social Assistance		17.8%	17.5%	20.6%	20.5%	19.0%	17.8%	18.0%	20.7%	20.9%		18.1%	17.6%	20.7%	17.9%	17.4%	17.5%	17.8%	17.5%		18.1%	17.6%	20.7%	17.9%	17.4%	17.5%	17.8%	18.0%	20.7%	20.9%	17.8%	18.0%	20.7%	20.9%	17.8%	17.5%	
Leisure and Hospitality		18.1%	17.3%	17.3%	18.5%	19.4%	13.4%	13.7%	14.2%	15.1%		11.8%	12.2%	12.3%	10.7%	10.6%	9.8%	18.1%	17.3%		11.8%	12.2%	12.3%	10.7%	10.6%	9.8%	13.4%	13.7%	14.2%	15.1%	13.4%	13.7%	14.2%	15.1%	11.8%	12.2%	
Other Services		5.5%	5.7%	5.7%	6.1%	5.9%	5.1%	5.3%	5.1%	5.4%		4.8%	4.8%	4.7%	4.7%	4.3%	4.2%	5.5%	5.7%		4.8%	4.8%	4.7%	4.7%	4.3%	4.2%	5.5%	5.7%	5.7%	6.1%	5.9%	5.1%	5.3%	5.1%	5.4%		
Public Administration		12.1%	11.3%	9.2%	8.5%	9.8%	12.3%	11.6%	9.5%	9.0%		12.5%	11.7%	10.0%	12.6%	12.4%	13.1%	12.1%	11.3%		12.5%	11.7%	10.0%	12.6%	12.4%	13.1%	12.3%	11.6%	9.5%	9.0%	12.3%	11.6%	9.5%	9.0%	12.5%	11.7%	
<b>Graduates' Median Wages by Industry of Employment</b>		<b>1 Year After</b>					<b>2 Years After</b>					<b>3 Years After</b>					<b>4 Years After</b>					<b>5 Years After</b>															
Natural Resources and Mining		\$9,950	\$9,500	\$5,995	\$10,158	\$12,520	\$13,507	\$10,158	\$18,009	\$20,732		\$22,098	\$18,054	\$17,514	\$23,039	\$32,862	\$30,354	\$9,950	\$9,500		\$22,098	\$18,054	\$17,514	\$23,039	\$32,862	\$30,354	\$13,507	\$10,158	\$18,009	\$20,732	\$22,098	\$18,054	\$17,514	\$23,039	\$32,862		
Wholesale Trade, Transport, and Utilities		\$18,032	\$13,108	\$14,993	\$16,644	\$15,905	\$20,160	\$20,104	\$23,329	\$21,879		\$24,281	\$30,935	\$28,639	\$32,373	\$38,090	\$37,735	\$18,032	\$13,108		\$24,281	\$30,935	\$28,639	\$32,373	\$38,090	\$37,735	\$20,160	\$20,104	\$23,329	\$21,879	\$24,281	\$30,935	\$28,639	\$32,373	\$38,090		
Construction		\$17,874	\$19,338	\$19,498	\$20,321	\$24,068	\$24,237	\$26,360	\$30,201	\$32,647		\$31,436	\$33,330	\$37,252	\$38,934	\$39,083	\$40,956	\$17,874	\$19,338		\$31,436	\$33,330	\$37,252	\$38,934	\$39,083	\$40,956	\$24,237	\$26,360	\$30,201	\$32,647	\$31,436	\$33,330	\$37,252	\$38,934	\$39,083		
Manufacturing		\$25,137	\$21,726	\$28,020	\$28,702	\$30,786	\$31,294	\$31,717	\$39,914	\$37,321		\$35,937	\$39,727	\$43,758	\$44,008	\$42,981	\$47,793	\$25,137	\$21,726		\$35,937	\$39,727	\$43,758	\$44,008	\$42,981	\$47,793	\$31,294	\$31,717	\$39,914	\$37,321	\$35,937	\$39,727	\$43,758	\$44,008			
Retail Trade		\$7,231	\$7,969	\$8,447	\$8,306	\$9,489	\$8,982	\$9,587	\$10,958	\$10,717		\$11,177	\$12,301	\$13,841	\$14,396	\$15,419	\$16,828	\$7,231	\$7,969		\$11,177	\$12,301	\$13,841	\$14,396	\$15,419	\$16,828	\$8,447	\$8,306	\$9,489	\$8,982	\$9,587	\$10,958	\$10,717	\$11,177	\$12,301	\$13,841	
Information		\$17,128	\$18,596	\$15,908	\$14,919	\$27,596	\$20,310	\$20,747	\$28,330	\$27,747		\$25,424	\$30,087	\$37,487	\$38,914	\$41,094	\$39,564	\$17,128	\$18,596		\$25,424	\$30,087	\$37,487	\$38,914	\$41,094	\$39,564	\$20,310	\$20,747	\$28,330	\$27,747	\$25,424	\$30,08					

## » Summary and Recommendations

The outcomes of CTE program graduates were generally positive. CTE associate degree, diploma, and certificate recipients have seen their wages increase in each year after graduation, and each cohort tended to earn more in each year than the prior cohort.

Since the 2018-2019 program year, CTE certificate and CTE diploma programs have experienced gradual declines in enrollment. This could possibly be attributed to some effects of the COVID-19 pandemic and the labor market opportunities in recent years, with more individuals choosing to pursue either employment opportunities or work toward more advanced associate degree. It's worth noting that enrollment in CTE associate degree programs increased in the 2022-2023 program year, reversing the downward trend observed since the COVID-19 pandemic. This reversal contributed to an over-the-year increase in overall NCCCS curriculum enrollment from 2021-2022 to 2022-2023.

There is still a sizeable gap between the number of students participating in CTE associate degree programs and the fewer number of students graduating each year. This may reflect in part the large number of associate degree students who attend part time and thus have a longer time to completion. Additionally, given the tight labor market conditions throughout most of the evaluation period, it could be that more community college program participants were being hired prior to receiving their credential as the economy improved and employers struggled to find qualified talent.

Although this report examines only outcomes of program completers, it is possible that students who complete some coursework but do not attain credentials have an advantage in the labor market over those who take no coursework at all.

It is important to keep in mind that the variation in outcomes between different areas of study and different degree levels should be interpreted with caution as the student body may vary significantly in terms of demographics, employment history, and other socioeconomic characteristics across different community colleges programs and geographic regions.



## Continuing Education

Continuing education programs operated by the North Carolina Community Colleges include non-credit courses related to a diverse set of occupation-specific training, workforce development training, community service training, and business and industry training programs. Courses are designed to assist individuals in gaining short-term training and skill enhancement including occupational skills, entrepreneurial skills, and personal growth and development. Organized within the North Carolina Community College System's continuing education programs are several programmatic areas including Workforce Continuing Education training and Human Resources Development.<sup>27</sup>

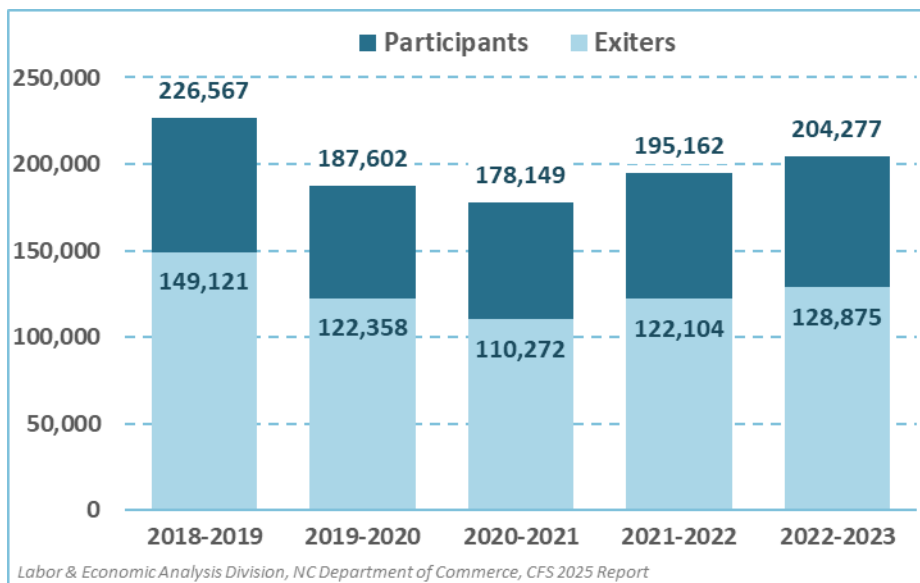
### » Overview of Workforce Continuing Education Programs

Workforce Continuing Education training programs provide a variety of non-credit courses organized under various topical areas. Workforce Continuing Education programs consist of one or more courses designed to train an individual for full- or part-time employment, upgrade the skills of incumbent workers, or retrain individuals for new employment in a different occupation or industry. Course and program offerings provide instruction focused on skill competencies that may lead to a recognized credential (licensure, certification, renewal, registry listing) and meet local workforce needs.

### » Workforce Continuing Education Program Outcomes

Analyses revealed a drop and corresponding rebound in the number of Workforce Continuing Education participants over past five program years (Figure 41 and Table 11). Enrollment in these programs reached a five-year high of 226,567 during the 2018-2019 program year, dropped to a low of 178,149 in 2020-2021 reflecting the effect of the COVID-19 pandemic, and then recovered to a high 204,277 in 2022-2023. Participants who were not enrolled in the program during any part of the year following enrollment were defined as program exiters, and their subsequent wages and employment outcomes were tracked post exit.

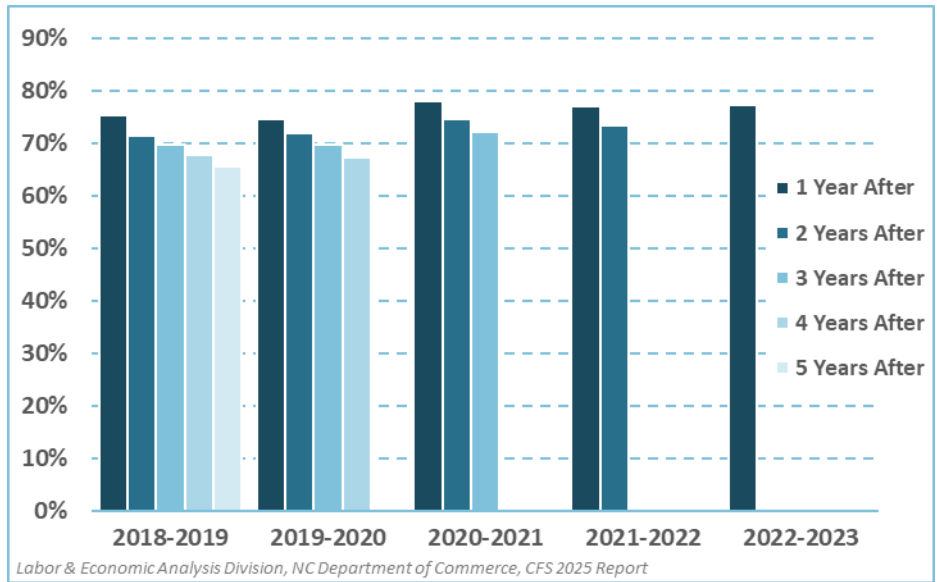
**Figure 41. NCCCS Workforce Continuing Education Program Participants and Exiters by Program Year**



<sup>27</sup> North Carolina Community College System, Workforce Continuing Education, <https://www.ncccommunitycolleges.edu/students/what-we-offer/workforce-continuing-education/>

Employment and wage outcomes were derived for each cohort of Workforce Continuing Education program year exiters for up to five years after exit. As shown in Figure 42, one-year post-exit employment rates for Workforce Continuing Education program participants were steady across the five years, ranging from 75% for the 2018-2019 and 2019-2020 program year exiters to a high of 78% for the 2020-2021 program year exiters. When considering a longer time horizon for the 2018-2019 cohort, the percent employed showed a slight decline, a trend common to most workforce programs. For example, while 75% of 2018-2019 program year completers were employed after one year, only 66% were employed in North Carolina after five years.

**Figure 42. Percentage of NCCCS Workforce Continuing Education Program Exiters Employed in North Carolina, by Year of Exit**



One-year post-exit median wages are higher for each successive cohort from a low of \$31,956 for the 2018-2019 program year exiters to a high of \$40,111 for the 2022-2023 program year exiters (Figure 43). Over time, median post-exit earnings exhibited steady progress for all Workforce Continuing Education completer cohorts. For example, for the 2018-2019 program year cohort, median wages rose each year, from \$31,956 in their first year after completion to \$46,108 in year five.

**Figure 43. Median Wage of NCCCS Workforce Continuing Education Program Exiters in North Carolina, by Year of Exit**

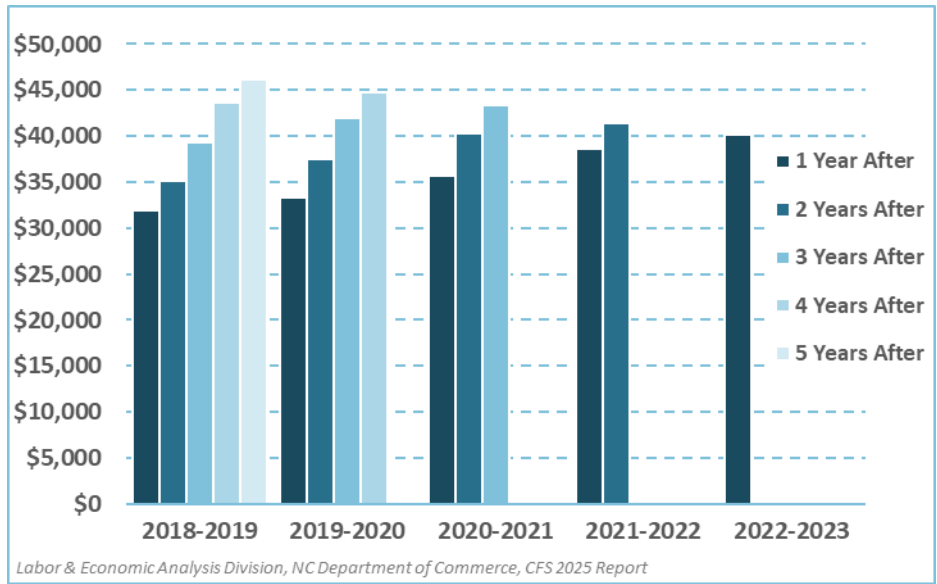
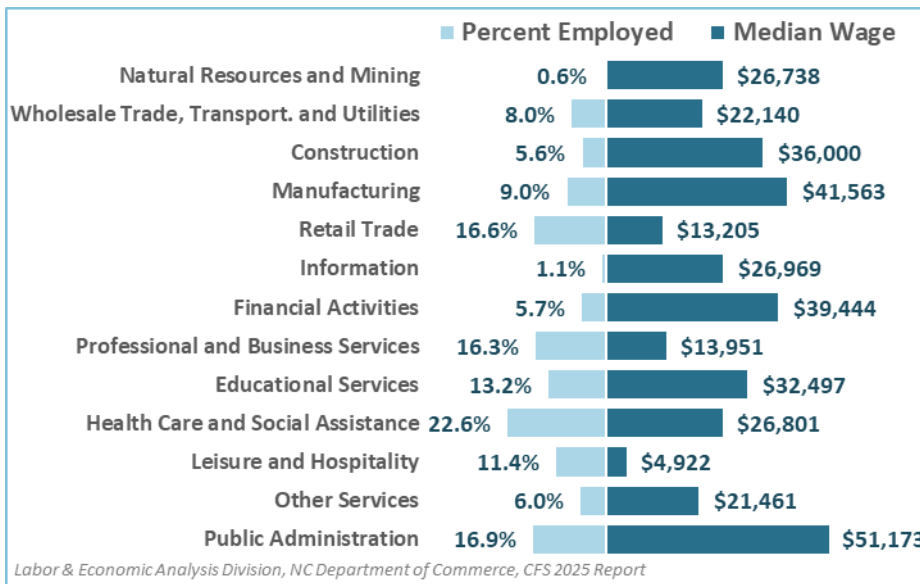


Figure 44 summarizes one-year outcomes by industry for the most recent cohort of exiters (2022-2023). It shows that Health Care and Social Assistance (22.6%) and Public Administration (16.9%) were the two most common industries of employment for Workforce Continuing Education participants. Public Administration provides the highest pay (median annual wage of \$51,173), placing it 20% more than Manufacturing, the second highest paying industry. In comparison, the 2023 median annual earnings in North Carolina were \$41,975<sup>28</sup>, while the 2023 federal poverty guideline was \$14,580 for a one-person household.<sup>29</sup>

<sup>28</sup> Source of wage data: US Census Bureau (American Community Survey) – Table S2001.

<sup>29</sup> Source of poverty guidelines: U.S. Department of Health & Human Services, <https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines>

**Figure 44. 2022-2023 Workforce Continuing Education Exiters One Year After Exit: Percentage Employed and Median Wage by Industry**



### » Summary and Recommendations

Overall, the results indicate an upward trend in one-year post-exit employment rates and median wages for Workforce Continuing Education program exiters. When exiters are followed over time, the employment rate tends to decline somewhat. This decline could be attributable to several factors including people not sustaining employment, moving out of state, or finding employment in jobs not covered by North Carolina’s unemployment insurance laws. There are a variety of reasons why individuals are not found in covered employment, including retirement, death, inability to find employment, leaving the labor force, or taking non-UI covered employment. However, the median wages of Workforce Continuing Education program exiters continue to rise over time.

One suggested area for further investigation is the examination of industrial and occupational credentials obtained by participants in Workforce Continuing Education and other workforce development programs. While Workforce Continuing Education programs do not typically offer an academic credential, they do provide critical training that can lead to occupational or industry certifications. At the present time, there is no central repository of information regarding industry and occupational credentials by individual. It is recommended that the North Carolina Community College System work with the Department of Commerce and local community colleges to determine if this information exists at the local colleges or could be accessed through other informational resources such as North Carolina’s Licensing Boards. Information regarding occupational and industrial credentials is needed to further study the role that the Workforce Continuing Education and other workforce development programs play in helping workers access key skills and credentials.

**Table 11. NCCCS Workforce Continuing Education Participants and Exiters, Outcomes One Through Five Years After Exit, Overall and By Industry**

North Carolina Community College System Workforce Continuing Education Program						Common Follow-up System: Evaluative Measures, 2025 Report Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce										
Program Year		2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2018-2019
Participants		226,567	187,602	178,149	195,162	204,277	226,567	187,602	178,149	195,162	226,567	187,602	178,149	226,567	187,602	226,567
Exiters		149,121	122,358	110,272	122,104	128,875	149,121	122,358	110,272	122,104	149,121	122,358	110,272	149,121	122,358	149,121
<b>Post-Completion Outcome Measures</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Exiters Employed In North Carolina	N %	112,563 75%	91,477 75%	86,125 78%	94,161 77%	99,636 77%	106,642 72%	88,106 72%	82,458 75%	89,818 74%	104,186 70%	85,420 70%	79,661 72%	101,203 68%	82,539 67%	97,940 66%
Exiters' Wages in North Carolina	Mean Median	\$37,422 \$31,956	\$38,405 \$33,246	\$41,607 \$35,682	\$44,390 \$38,580	\$45,950 \$40,111	\$40,588 \$35,148	\$42,800 \$37,486	\$46,216 \$40,304	\$47,241 \$41,473	\$45,228 \$39,341	\$47,330 \$41,975	\$49,127 \$43,318	\$49,357 \$43,682	\$50,041 \$44,727	\$51,916 \$46,108
Exiters Enrolled in NC Public Higher Education	N %	22,561 15%	17,912 15%	16,673 15%	18,923 15%	18,721 15%	34,271 23%	32,074 26%	30,315 27%	31,164 26%	28,911 19%	26,362 20%	22,426 20%	28,816 19%	25,398 21%	22,759 15%
Exiters Enrolled in NC Public Education, Employment, or Training Program	N %	28,636 19%	22,429 18%	20,088 18%	22,113 18%	21,906 17%	38,004 25%	34,575 28%	32,251 29%	33,379 27%	31,810 21%	28,253 23%	24,232 22%	31,092 21%	27,269 22%	24,854 17%
Exiters Enrolled or Employed in NC	N %	117,909 79%	95,792 78%	89,256 81%	97,763 80%	103,312 80%	113,126 76%	93,649 77%	87,069 79%	94,870 78%	109,282 73%	89,723 73%	83,066 75%	106,089 71%	86,814 71%	101,735 68%
<b>Exiters' Employment by Industry†</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		1.3%	0.6%	0.7%	0.6%	0.6%	1.2%	0.6%	0.6%	0.6%	1.2%	0.6%	0.6%	1.1%	0.6%	1.1%
Wholesale Trade, Transport. and Utilities		6.9%	7.7%	8.9%	8.8%	8.0%	8.1%	8.7%	8.9%	8.3%	8.9%	8.5%	8.5%	8.9%	8.1%	8.4%
Construction		5.5%	5.5%	5.7%	5.7%	5.6%	5.7%	5.6%	5.9%	5.7%	6.0%	5.8%	5.7%	6.1%	5.8%	6.0%
Manufacturing		9.9%	9.1%	9.9%	9.2%	9.0%	10.3%	9.9%	9.7%	9.1%	10.8%	9.7%	9.5%	10.6%	9.6%	10.4%
Retail Trade		16.2%	16.2%	17.5%	16.7%	16.6%	15.3%	15.6%	15.9%	15.2%	14.8%	14.3%	14.8%	13.7%	13.6%	13.0%
Information		1.2%	1.0%	1.2%	1.3%	1.1%	1.2%	1.3%	1.3%	1.2%	1.3%	1.3%	1.3%	1.4%	1.3%	1.3%
Financial Activities		5.3%	4.9%	5.6%	6.2%	5.7%	5.6%	5.5%	5.8%	6.2%	6.1%	5.6%	5.8%	6.3%	5.6%	6.2%
Professional and Business Services		15.7%	16.0%	17.6%	17.7%	16.3%	16.0%	17.0%	17.2%	16.9%	17.1%	16.8%	16.5%	17.0%	16.1%	16.2%
Educational Services		13.2%	12.0%	12.5%	12.2%	13.2%	12.4%	12.2%	12.8%	12.2%	12.7%	12.4%	12.8%	12.9%	12.4%	12.9%
Health Care and Social Assistance		19.5%	19.9%	22.2%	22.8%	22.6%	20.1%	20.8%	22.7%	24.1%	20.5%	21.2%	23.7%	20.4%	22.0%	21.0%
Leisure and Hospitality		12.5%	11.3%	11.4%	11.7%	11.4%	9.9%	10.6%	10.3%	10.8%	9.6%	9.8%	9.6%	9.0%	9.3%	8.7%
Other Services		5.3%	4.9%	6.1%	5.7%	6.0%	5.0%	4.9%	5.8%	5.5%	4.9%	4.8%	5.6%	4.9%	4.7%	4.8%
Public Administration		16.6%	20.9%	17.2%	16.9%	16.9%	15.5%	19.2%	15.2%	15.2%	15.3%	18.5%	15.1%	15.1%	18.3%	15.1%
<b>Exiters' Median Wages by Industry of Employment</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		\$34,994	\$15,416	\$22,500	\$22,678	\$26,738	\$37,772	\$18,010	\$26,316	\$31,116	\$40,891	\$26,040	\$35,581	\$44,828	\$27,946	\$47,488
Wholesale Trade, Transport. and Utilities		\$21,038	\$14,778	\$15,300	\$18,595	\$22,140	\$19,738	\$17,493	\$23,050	\$24,965	\$22,085	\$23,810	\$28,745	\$27,557	\$29,063	\$33,268
Construction		\$25,830	\$26,141	\$27,326	\$32,589	\$36,000	\$28,718	\$30,445	\$32,770	\$38,492	\$31,414	\$35,292	\$38,956	\$36,707	\$40,610	\$41,747
Manufacturing		\$34,758	\$30,487	\$33,535	\$37,192	\$41,563	\$35,959	\$33,406	\$41,664	\$42,136	\$38,559	\$39,717	\$45,756	\$43,860	\$43,718	\$47,170
Retail Trade		\$9,301	\$9,242	\$10,300	\$10,747	\$13,205	\$11,614	\$10,637	\$13,767	\$13,921	\$12,893	\$13,618	\$16,838	\$15,611	\$16,213	\$18,305
Information		\$27,460	\$28,595	\$24,585	\$23,464	\$26,969	\$35,588	\$24,827	\$31,729	\$34,537	\$30,465	\$31,307	\$36,961	\$37,934	\$36,649	\$42,356
Financial Activities		\$34,876	\$32,281	\$30,392	\$38,949	\$39,444	\$37,123	\$33,337	\$36,422	\$41,780	\$37,238	\$38,188	\$39,623	\$41,333	\$41,939	\$44,552
Professional and Business Services		\$10,000	\$8,959	\$11,067	\$13,599	\$13,951	\$11,480	\$11,639	\$15,420	\$16,413	\$13,522	\$15,549	\$17,689	\$17,541	\$17,898	\$20,760
Educational Services		\$26,793	\$28,800	\$32,748	\$30,716	\$32,497	\$31,710	\$33,108	\$34,425	\$32,522	\$35,245	\$34,478	\$36,228	\$35,924	\$35,018	\$37,491
Health Care and Social Assistance		\$19,796	\$20,525	\$21,328	\$25,559	\$26,801	\$23,542	\$24,577	\$27,168	\$29,614	\$27,446	\$29,846	\$31,412	\$32,158	\$32,990	\$35,201
Leisure and Hospitality		\$3,841	\$3,629	\$4,323	\$4,704	\$4,922	\$3,954	\$4,396	\$5,172	\$5,658	\$4,662	\$5,014	\$5,974	\$5,596	\$6,414	\$6,689
Other Services		\$16,058	\$15,665	\$19,724	\$18,391	\$21,461	\$18,445	\$17,575	\$23,409	\$21,600	\$20,800	\$20,414	\$25,902	\$24,918	\$24,271	\$27,155
Public Administration		\$43,420	\$45,269	\$43,301	\$47,856	\$51,173	\$46,680	\$48,487	\$49,672	\$53,625	\$49,609	\$53,790	\$53,764	\$53,706	\$57,338	\$57,203
<b>Exiters' Average Wages by Industry of Employment</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		\$36,042	\$25,641	\$40,153	\$32,230	\$34,955	\$38,180	\$27,802	\$42,330	\$36,692	\$42,207	\$33,230	\$54,818	\$45,221	\$36,101	\$48,420
Wholesale Trade, Transport. and Utilities		\$32,228	\$27,695	\$27,726	\$31,024	\$35,621	\$32,032	\$29,895	\$34,271	\$36,089	\$34,602	\$35,167	\$38,480	\$39,627	\$39,311	\$44,137
Construction		\$31,838	\$31,881	\$33,955	\$38,197	\$41,692	\$34,850	\$36,094	\$39,652	\$44,175	\$37,671	\$41,112	\$45,465	\$42,968	\$46,699	\$48,356
Manufacturing		\$40,041	\$37,624	\$40,029	\$42,162	\$46,077	\$41,570	\$39,934	\$46,455	\$47,547	\$43,942	\$45,297	\$50,275	\$48,717	\$49,744	\$52,402
Retail Trade		\$19,757	\$19,377	\$22,790	\$23,265	\$26,607	\$22,786	\$22,221	\$27,204	\$26,534	\$25,485	\$26,103	\$30,135	\$28,777	\$28,433	\$31,066
Information		\$39,917	\$42,632	\$40,754	\$41,448	\$49,801	\$45,825	\$41,900	\$45,491	\$48,218	\$46,227	\$47,447	\$50,779	\$50,739	\$52,524	\$57,099
Financial Activities		\$42,111	\$40,633	\$39,498	\$44,749	\$45,413	\$46,140	\$42,510	\$43,629	\$47,855	\$47,425	\$46,435	\$47,280	\$50,300	\$49,832	\$54,609
Professional and Business Services		\$22,211	\$21,350	\$24,442	\$27,345	\$29,364	\$24,403	\$24,865	\$29,217	\$30,806	\$28,077	\$29,774	\$31,986	\$32,100	\$32,799	\$35,556
Educational Services		\$31,187	\$32,431	\$36,038	\$34,562	\$36,001	\$34,499	\$36,060	\$37,052	\$36,205	\$37,895	\$36,767	\$38,585	\$38,418	\$37,277	\$39,473
Health Care and Social Assistance		\$26,165	\$28,053	\$28,530	\$33,578	\$33,577	\$28,956	\$31,369	\$33,309	\$35,769	\$32,774	\$36,058	\$36,666	\$37,425	\$38,941	\$40,552
Leisure and Hospitality		\$8,123	\$8,063	\$9,594	\$10,314	\$10,746	\$9,240	\$10,000	\$11,506	\$12,542	\$11,138	\$11,766	\$13,599	\$13,002	\$13,551	\$14,998
Other Services		\$22,845	\$22,995	\$27,010	\$26,110	\$29,098	\$25,645	\$25,591	\$30,552	\$29,402	\$28,261	\$28,684	\$33,048	\$31,617	\$31,815	\$34,274
Public Administration		\$42,636	\$44,434	\$42,312	\$46,658	\$49,878	\$46,643	\$47,493	\$48,409	\$52,761	\$48,701	\$52,368	\$52,738	\$52,770	\$55,838	\$56,047

† Employment percentages by industry total more than 100% due to individuals who were employed, and receiving wages, in more than one industry. See methodology for more information.

### » Overview of Human Resources Development Programs

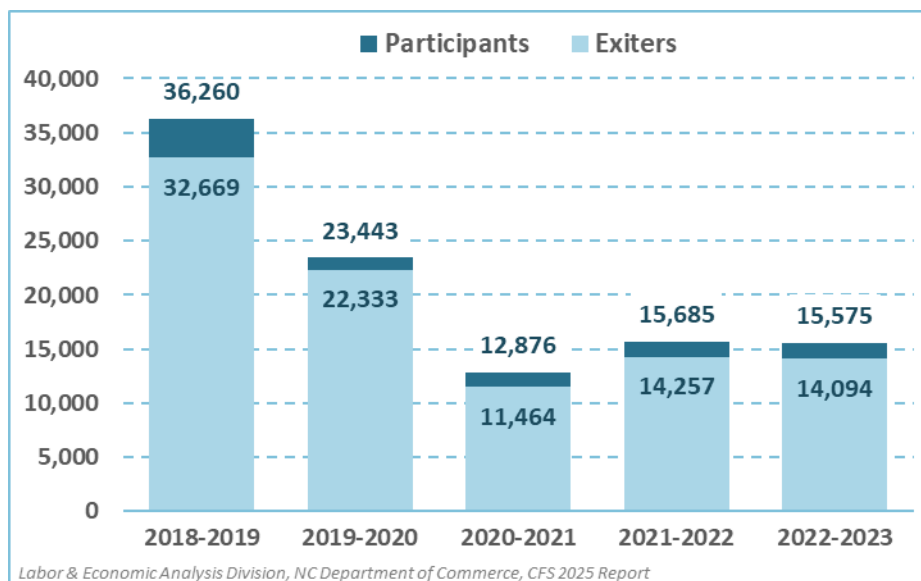
Human Resources Development (HRD) programs operated by the North Carolina Community Colleges consist of instructional programs for unemployed and underemployed adults. HRD training focuses on the assessment and development of employability competency skills identified as “essential” for the workplace. Skill development is accomplished through a variety of training-related activities and services, including self-esteem and goal-setting activities, career exploration and planning of educational and employment opportunities, resume and job application preparation, interviewing techniques, job referral and placement services, basic skills review, placement test review, and study skills strategies. Some community college HRD programs focus on short-term skills training, computer literacy, financial literacy, word processing, customer service, childcare, home health care, hospitality, tourism training, or other skills training matched to local workforce needs.<sup>30</sup>

HRD programs are often provided in conjunction with, or as a part of, a participant’s enrollment in other workforce development programs. For example, some WIOA participants who receive career services receive part of these services through their enrollment in HRD programs. HRD programs often provide an initial opportunity for students who have not participated in educational or training programs for many years. This initial participation may lead to further enrollment in other educational and training programs.

### » Human Resources Development Programs Outcomes

As shown in Figure 45, the analyses revealed a sharp decline in the number of participants in HRD programs from 2018-2019 to 2020-2021 program years, followed by stabilization from program years 2021-2022 to 2022-2023.

**Figure 45. NCCCS Human Resources Development Program Participants and Exiters by Program Year**

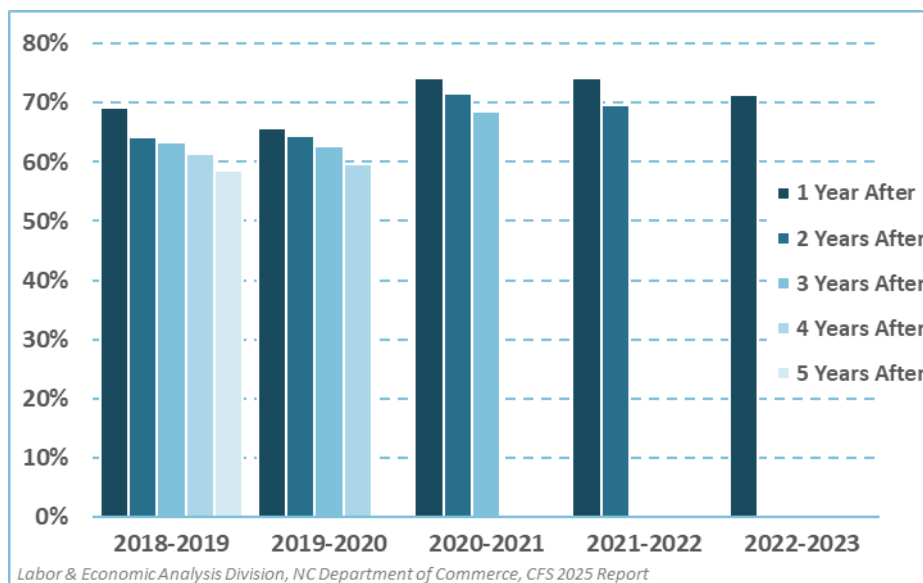


<sup>30</sup> North Carolina Community College System, <https://www.nccommunitycolleges.edu/students/what-we-offer/programs/human-resource-development/>

Participants who were not enrolled in the program during any part of the year following enrollment were defined as program exiters, and their subsequent wages and employment outcomes were tracked post exit, for each cohort. These included measures of post-exit employment rates (Figure 46) and wage statistics (Figure 47) for up to five years after exit (also see Table 12). These measures include only those individuals who were employed in North Carolina in jobs covered by the state’s unemployment insurance laws.

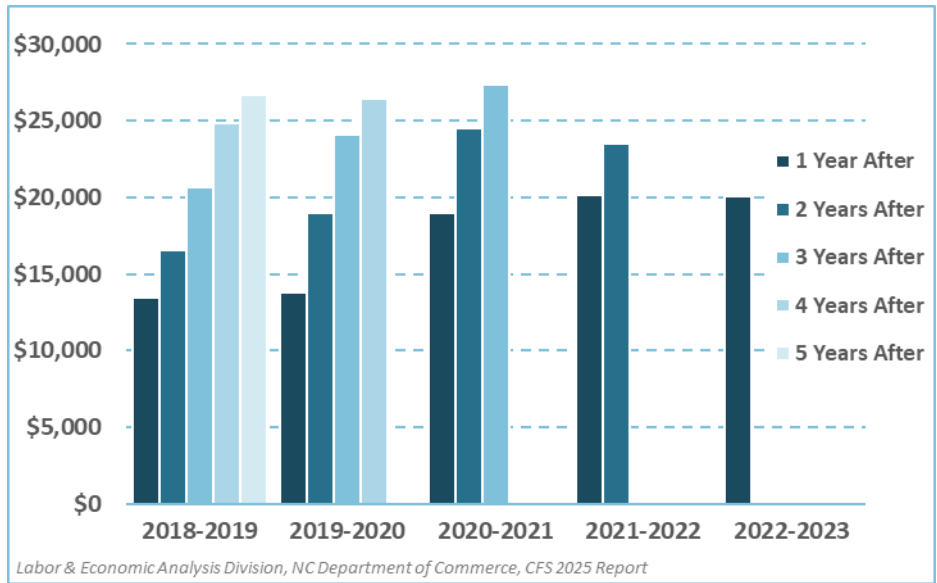
One-year post-exit employment varied across the five cohorts, ranging from 66% in 2019-2020 to 74% in 2020-2021 and 2021-2022 (Figure 46 and Table 12). One-year post-exit median wages ranged across all cohorts from \$13,494 for the 2018-2019 cohort to \$20,196 for the 2021-2022 cohort.

**Figure 46. Percentage of NCCCS Human Resources Development Program Exiters Employed in North Carolina After Exit, by Year of Exit**



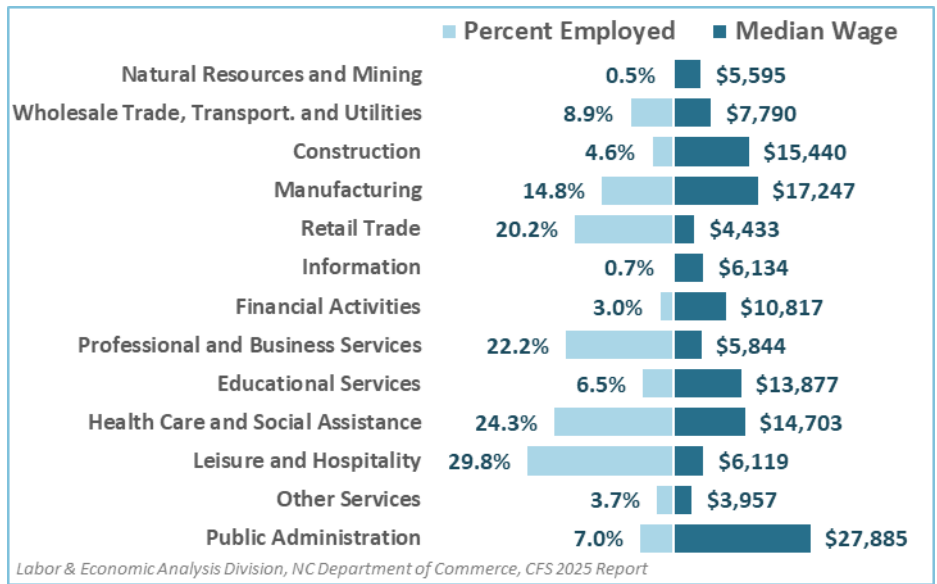
Longer term post-exit employment and wage measures indicate that five years after exit, 58% of the 2018-2019 exiting cohort were employed in North Carolina. Post-exit employment rates were relatively stable across cohorts for a given post-exit year, while the median post-exit wage increased over time across all cohorts. The 2018-2019 exiters experienced a growth in median wages from \$13,494 one year after exit to \$20,666 in year three and \$26,708 at the five-year mark, while the 2020-2021 exiters saw median wages grow from \$18,969 one year after exit to \$27,361 in year three.

**Figure 47. Median Wage of NCCCS Human Resources Development Program Exiters in North Carolina, by Year of Exit**



Analyzing one-year outcomes by industry for the most recent cohort of exiters (2022-2023 program year), the largest group (29.8%) of HRD program exiters found employment in the Leisure and Hospitality industry, earning a median wage of \$6,119 (Figure 48 and Table 12). Other top industries employing this cohort one-year post-exit include Health Care and Social Assistance (24.3%); Professional and Business Services (22.2%); Retail Trade (20.2%); and Manufacturing (14.8%). Of these, Manufacturing was associated with the highest median annual wage (\$17,247).

**Figure 48. 2022-2023 NCCCS Human Resources Development Program Exiters One Year After Exit: Percentage Employed and Median Wage by Industry**





Overall, the results indicate that there have been fluctuations in short-term employment rates and short-term wage outcomes for HRD program exiters. This is indicated by the one-year post-employment and wage trends. When exiting cohorts are followed over time, the employment rate decreases while the median wages rise. This is a common trend in employment statistics. The median wage of program participants who exited in the 2018-2019 program year was \$13,494 one year after exit, rising to \$26,708 five years after exit. In comparison, the 2023 median annual earnings in North Carolina were \$41,975<sup>31</sup>, while the 2023 federal poverty guideline was \$14,580 for a one-person household.<sup>32</sup>

### » Summary and Recommendations

The post-exit outcomes of NCCCS HRD program participants trended to move in a favorable direction for the years examined. Exiters from the program year 2018-2019 earned a median wage of \$13,494 after one year whereas 2022-2023 exiters earned a median wage of \$20,111. Employment rate has also increased from 69% to 71% for the 2018-2019 and 2022-2023 cohorts, respectively.

The rate of subsequent enrollment by HRD exiters in public higher education programs fluctuated over the study period from 22% to 33%. HRD exiters show greater levels of enrollment in higher education and other employment/training programs than participants of many other training programs, suggesting that many HRD program participants are subsequently pursuing pathways to further skill development.

To the extent that HRD programming varies by campus, additional analysis might be merited to assess whether the services offered through local HRD programs are aligned with the needs of the local labor markets.

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<sup>31</sup> Source of wage data: US Census Bureau (American Community Survey) – Table S2001.

<sup>32</sup> Source of poverty guidelines: U.S. Department of Health & Human Services, <https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines>

**Table 12. NCCCS Human Resources Development Program Participants and Exiters, Outcomes One Through Five Years After Exit, Overall and By Industry**

North Carolina Community College System Human Resources Development Program						Common Follow-up System: Evaluative Measures, 2025 Report <i>Data prepared by the Labor &amp; Economic Analysis Division, NC Department of Commerce</i>									
Program Year	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2018-2019
Participants	36,260	23,443	12,876	15,685	15,575	36,260	23,443	12,876	15,685	36,260	23,443	12,876	36,260	23,443	36,260
Exiters	32,669	22,333	11,464	14,257	14,094	32,669	22,333	11,464	14,257	32,669	22,333	11,464	32,669	22,333	32,669
<b>Post-Completion Outcome Measures</b>						<b>1 Year After</b>		<b>2 Years After</b>		<b>3 Years After</b>		<b>4 Years After</b>		<b>5 Years After</b>	
Exiters Employed in North Carolina	N 22,626 69%	N 14,673 66%	N 8,494 74%	N 10,566 74%	N 10,054 71%	20,970 64%	14,397 64%	8,205 72%	9,941 70%	20,662 63%	13,982 63%	7,847 68%	20,083 61%	13,317 60%	19,101 58%
Exiters' Wages in North Carolina	Mean \$17,105	Mean \$17,900	Mean \$22,210	Mean \$23,493	Mean \$24,033	\$20,537	\$22,912	\$27,357	\$26,575	\$24,434	\$27,481	\$30,230	\$28,085	\$29,741	\$29,900
	Median \$13,494	Median \$13,803	Median \$18,969	Median \$20,196	Median \$20,110	\$16,554	\$18,991	\$24,494	\$23,475	\$20,666	\$24,092	\$27,361	\$24,808	\$26,422	\$26,708
Exiters Enrolled in NC Public Higher Education	N 7,101 22%	N 4,906 22%	N 3,839 33%	N 4,675 33%	N 4,436 31%	4,788 15%	3,715 17%	2,873 25%	3,395 24%	4,323 13%	3,189 14%	2,397 21%	3,859 12%	2,705 12%	3,431 11%
Exiters Enrolled in NC Public Education, Employment, or Training Program	N 12,458 38%	N 7,416 33%	N 4,738 41%	N 5,659 40%	N 5,525 39%	7,359 23%	5,298 24%	3,400 30%	4,194 29%	6,333 19%	4,332 19%	2,917 25%	5,355 16%	3,843 17%	5,028 15%
Exiters Enrolled or Employed in NC	N 25,573 78%	N 16,546 74%	N 9,445 82%	N 11,748 82%	N 11,227 80%	22,668 69%	15,584 70%	8,863 77%	10,790 76%	21,982 67%	14,923 67%	8,401 73%	21,190 65%	14,182 64%	20,221 62%
<b>Exiters' Employment by Industry†</b>						<b>1 Year After</b>		<b>2 Years After</b>		<b>3 Years After</b>		<b>4 Years After</b>		<b>5 Years After</b>	
Natural Resources and Mining	1.0%	0.7%	0.6%	0.4%	0.5%	0.7%	0.6%	0.5%	0.4%	0.7%	0.7%	0.5%	0.6%	0.6%	0.6%
Wholesale Trade, Transport. and Utilities	8.4%	10.0%	8.8%	9.2%	8.9%	10.4%	11.6%	9.4%	8.3%	12.1%	11.8%	8.0%	11.5%	11.0%	10.7%
Construction	5.0%	5.1%	4.4%	4.4%	4.6%	4.9%	5.4%	4.4%	4.5%	4.8%	5.6%	4.5%	4.9%	5.6%	5.0%
Manufacturing	18.0%	17.6%	15.6%	16.0%	14.8%	17.8%	18.6%	14.7%	14.4%	19.5%	18.3%	13.4%	19.4%	17.5%	18.3%
Retail Trade	19.1%	19.9%	20.5%	19.6%	20.2%	18.2%	19.5%	18.5%	18.1%	19.0%	18.7%	17.2%	18.1%	18.1%	17.5%
Information	0.9%	0.9%	0.8%	0.9%	0.7%	0.9%	1.0%	1.1%	0.8%	1.2%	1.0%	1.0%	1.1%	0.9%	1.0%
Financial Activities	3.4%	3.1%	3.6%	3.1%	3.0%	3.8%	3.8%	4.2%	3.0%	4.3%	4.0%	4.1%	4.4%	3.8%	4.5%
Professional and Business Services	32.2%	32.3%	24.9%	22.8%	22.2%	29.7%	30.0%	22.7%	19.9%	29.6%	27.7%	20.4%	27.1%	24.6%	24.5%
Educational Services	5.5%	5.2%	6.4%	6.1%	6.5%	4.8%	5.0%	6.9%	6.7%	5.1%	5.6%	7.3%	5.5%	5.9%	5.9%
Health Care and Social Assistance	19.7%	20.2%	28.3%	25.4%	24.3%	19.6%	21.1%	29.7%	27.6%	20.6%	21.6%	31.1%	21.1%	22.9%	22.9%
Leisure and Hospitality	24.1%	22.5%	21.6%	22.6%	29.8%	19.9%	21.0%	20.0%	26.4%	20.0%	20.0%	22.7%	19.1%	20.0%	18.9%
Other Services	3.1%	3.0%	3.2%	3.4%	3.7%	3.0%	3.5%	3.6%	3.3%	3.2%	3.2%	3.7%	3.3%	3.4%	3.4%
Public Administration	3.7%	4.3%	5.0%	5.1%	7.0%	4.3%	4.4%	5.7%	5.5%	4.7%	4.7%	6.0%	4.6%	5.2%	5.2%
<b>Exiters' Median Wages by Industry of Employment</b>						<b>1 Year After</b>		<b>2 Years After</b>		<b>3 Years After</b>		<b>4 Years After</b>		<b>5 Years After</b>	
Natural Resources and Mining	\$6,276	\$3,085	\$5,815	\$7,421	\$5,595	\$8,084	\$6,560	\$13,537	\$10,605	\$7,700	\$6,859	\$16,251	\$10,668	\$12,561	\$12,252
Wholesale Trade, Transport. and Utilities	\$7,159	\$6,172	\$6,177	\$6,538	\$7,790	\$8,261	\$7,927	\$6,595	\$9,457	\$9,374	\$10,406	\$11,462	\$11,334	\$13,180	\$14,851
Construction	\$9,110	\$10,625	\$9,696	\$14,580	\$15,440	\$12,107	\$14,886	\$17,095	\$20,691	\$15,213	\$18,258	\$24,103	\$15,849	\$21,339	\$19,715
Manufacturing	\$11,047	\$10,417	\$14,625	\$16,175	\$17,247	\$14,753	\$16,001	\$22,044	\$24,594	\$17,743	\$22,518	\$26,708	\$23,418	\$27,416	\$28,127
Retail Trade	\$4,214	\$3,960	\$3,641	\$4,324	\$4,433	\$5,286	\$4,685	\$4,792	\$5,259	\$4,979	\$5,902	\$5,426	\$6,488	\$6,622	\$7,399
Information	\$9,477	\$6,533	\$6,745	\$8,486	\$6,134	\$13,112	\$9,044	\$9,579	\$9,063	\$12,052	\$17,114	\$20,303	\$14,009	\$15,870	\$20,634
Financial Activities	\$11,217	\$8,448	\$11,345	\$11,834	\$10,817	\$12,507	\$10,539	\$17,339	\$21,019	\$15,387	\$18,392	\$22,398	\$23,555	\$28,412	\$26,783
Professional and Business Services	\$4,369	\$4,517	\$4,778	\$5,513	\$5,844	\$4,587	\$5,544	\$5,783	\$5,990	\$5,737	\$6,888	\$6,913	\$6,960	\$7,367	\$7,613
Educational Services	\$8,041	\$11,847	\$13,024	\$12,699	\$13,877	\$14,048	\$17,117	\$16,984	\$16,175	\$17,671	\$20,111	\$18,514	\$20,846	\$22,528	\$22,838
Health Care and Social Assistance	\$10,209	\$10,768	\$13,547	\$14,208	\$14,703	\$14,451	\$14,980	\$18,522	\$20,123	\$15,787	\$19,435	\$24,025	\$20,275	\$23,152	\$22,415
Leisure and Hospitality	\$3,170	\$2,698	\$3,398	\$3,413	\$6,119	\$3,166	\$3,423	\$4,212	\$6,522	\$3,588	\$3,958	\$7,439	\$4,417	\$4,991	\$5,413
Other Services	\$4,287	\$4,335	\$4,626	\$3,615	\$3,957	\$5,289	\$5,585	\$6,289	\$7,436	\$5,634	\$7,703	\$8,474	\$7,113	\$9,934	\$8,002
Public Administration	\$17,198	\$16,754	\$19,845	\$23,143	\$27,885	\$25,609	\$25,096	\$32,076	\$32,717	\$27,100	\$30,938	\$38,669	\$32,899	\$34,523	\$35,017
<b>Exiters' Average Wages by Industry of Employment</b>						<b>1 Year After</b>		<b>2 Years After</b>		<b>3 Years After</b>		<b>4 Years After</b>		<b>5 Years After</b>	
Natural Resources and Mining	\$10,813	\$10,865	\$13,806	\$16,573	\$13,098	\$14,368	\$15,769	\$20,339	\$24,452	\$14,784	\$19,003	\$26,186	\$19,190	\$23,427	\$21,204
Wholesale Trade, Transport. and Utilities	\$12,849	\$12,429	\$12,648	\$13,346	\$18,680	\$15,137	\$15,808	\$16,540	\$18,064	\$16,979	\$19,963	\$21,165	\$20,185	\$22,849	\$22,157
Construction	\$14,740	\$15,875	\$15,311	\$20,590	\$20,390	\$17,703	\$20,455	\$23,602	\$25,914	\$20,116	\$24,345	\$28,709	\$23,431	\$28,014	\$27,040
Manufacturing	\$15,998	\$16,332	\$20,210	\$21,709	\$23,325	\$19,842	\$21,414	\$26,847	\$27,608	\$22,690	\$26,367	\$30,925	\$26,733	\$29,589	\$30,300
Retail Trade	\$7,945	\$8,270	\$7,786	\$8,856	\$8,765	\$10,272	\$10,083	\$10,151	\$11,028	\$10,801	\$12,437	\$11,622	\$12,755	\$13,624	\$14,132
Information	\$19,736	\$16,428	\$13,534	\$16,306	\$23,806	\$26,795	\$18,323	\$21,475	\$24,556	\$24,643	\$26,362	\$30,541	\$30,671	\$27,734	\$30,895
Financial Activities	\$18,076	\$16,046	\$17,747	\$20,461	\$20,381	\$21,573	\$19,684	\$23,896	\$28,223	\$23,473	\$25,792	\$26,898	\$27,883	\$30,473	\$30,219
Professional and Business Services	\$9,045	\$9,723	\$10,298	\$11,195	\$11,973	\$10,531	\$12,200	\$13,137	\$13,252	\$12,454	\$15,194	\$14,711	\$15,213	\$16,896	\$16,887
Educational Services	\$13,454	\$14,878	\$18,639	\$18,062	\$17,875	\$17,585	\$19,303	\$21,064	\$19,772	\$21,258	\$22,615	\$22,664	\$22,787	\$24,184	\$24,246
Health Care and Social Assistance	\$13,862	\$14,709	\$17,636	\$18,646	\$19,055	\$17,685	\$18,619	\$21,729	\$22,676	\$20,040	\$22,954	\$26,509	\$23,959	\$26,612	\$26,262
Leisure and Hospitality	\$5,824	\$5,728	\$6,903	\$6,976	\$10,846	\$6,796	\$7,247	\$8,834	\$11,594	\$8,196	\$8,616	\$13,285	\$9,619	\$10,193	\$11,124
Other Services	\$9,269	\$9,639	\$9,924	\$9,306	\$9,674	\$11,144	\$11,590	\$12,149	\$13,677	\$12,270	\$14,387	\$16,014	\$15,254	\$16,426	\$16,551
Public Administration	\$19,571	\$20,287	\$23,388	\$24,769	\$27,212	\$23,842	\$24,971	\$29,287	\$30,833	\$25,657	\$28,810	\$34,853	\$30,733	\$32,194	\$33,005

† Employment percentages by industry total more than 100% due to individuals who were employed, and receiving wages, in more than one industry. See methodology for more information.

## » Overview of Basic Skills Programs

The Basic Skills programs operated by the North Carolina Community Colleges include a group of education programs designed to assist adults with the acquisition of basic educational skills. Programs offered under the Basic Skills designation include Adult Basic Education (ABE); Adult Secondary Education (ASE), including High School Equivalency and Adult High School Diploma programs; and English Language Acquisition (ELA).<sup>33</sup> In July of 2014, the Workforce Innovation and Opportunity Act (WIOA) was signed into law. The WIOA supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act, which authorizes programs offered through North Carolina’s Basic Skills programs.

Adult Basic Education (ABE) is a program of instruction designed to assist adults 16 or older who are no longer enrolled in high school and function below the high school level. The program’s major objective is to provide instruction in reading, writing, mathematics, and technology. Adults with intellectual disabilities are also served by the ABE program provided they have a formal diagnosis and show progress in the program.

The Adult Secondary Education (ASE) program is designed to prepare adults, 18 or older, for further education or transition toward skill obtainment and employment and includes both the Adult High School (AHS) and the High School Equivalency (HSE) Diploma programs.<sup>34</sup> The AHS program consists of classroom instruction, learning laboratory courses, and distance education to assist adults with obtaining an Adult High School Diploma. The HSE program offers instruction to assist learners who are preparing to take a high school equivalency exam such as GED®, HiSET®, or TASC.

The English Language Acquisition (ELA) program assists adults who have limited English proficiency, and includes instruction in English language listening, speaking, reading, writing, and comprehension.<sup>35</sup> The ELA program leads to the attainment of a secondary school diploma (or recognized equivalent) and transition to postsecondary education or training; or to employment.

## » Program Outcomes

Employment and wage outcome measures were calculated for each cohort of participants exiting the Basic Skills programs. Participants who were not enrolled in a Basic Skills program during any part of the year following enrollment were defined as program exiters, and their subsequent wages and employment outcomes were tracked post exit. Results showed a significant decline in the number of Basic Skills participants and exiters between the 2018-2019 and 2020-2021 program years, followed by a rebound in the subsequent two program years (Figure 49).

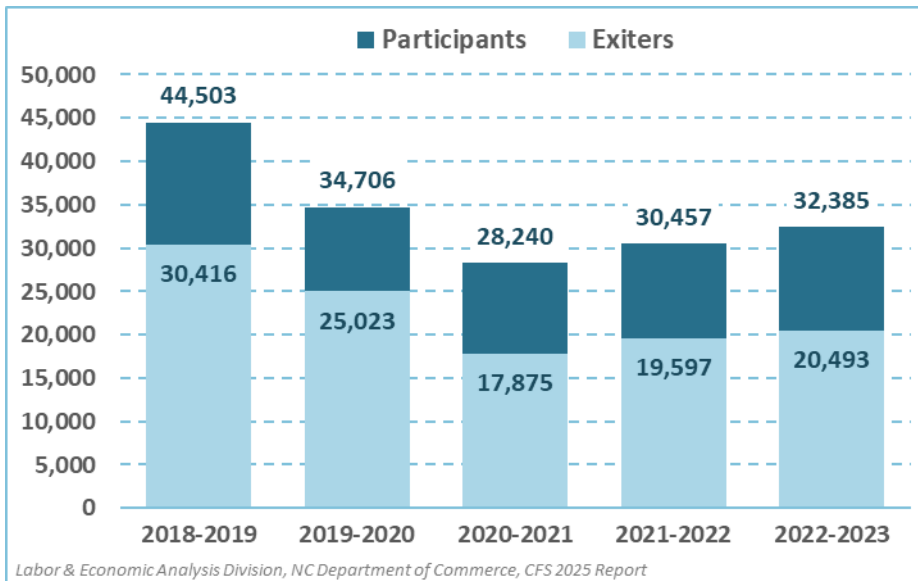
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<sup>33</sup> North Carolina Community College System, <https://www.nccommunitycolleges.edu/college-faculty-staff/academics/college-career-readiness/>

<sup>34</sup> <https://www.nccommunitycolleges.edu/college-faculty-staff/academics/college-career-readiness/adult-education/adult-secondary-education/>

<sup>35</sup> <https://www.nccommunitycolleges.edu/college-faculty-staff/academics/college-career-readiness/adult-education/english-language-acquisition/>

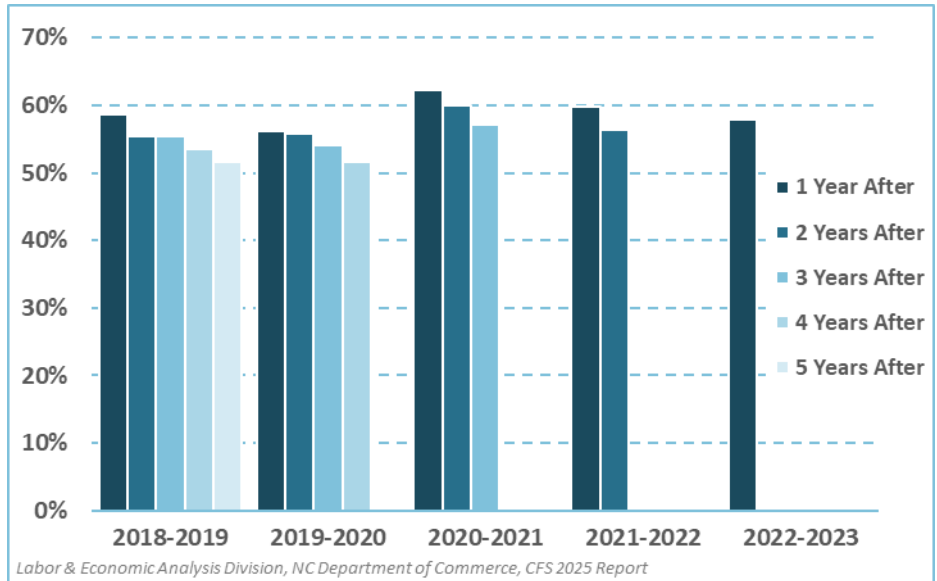
**Figure 49. NCCCS Basic Skills Program Participants and Exiters by Program Year**



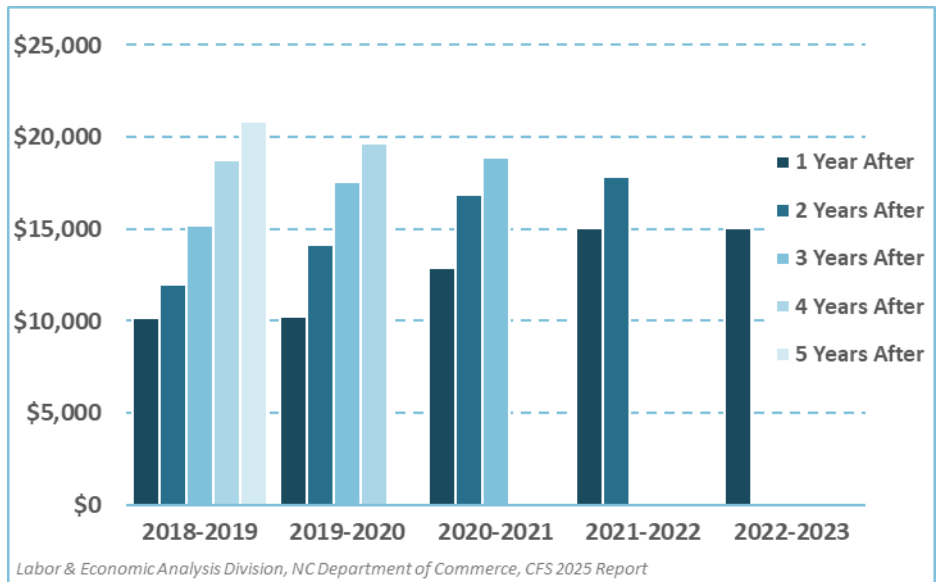
Figures 50 and 51 show the employment and wage outcomes for Basic Skills program exiters by program year (also see Table 13). Short-term outcomes at one year after program exit show increases in median wages across cohorts. One-year post-completion median wages for Basic Skills program completers rose from \$10,176 for the 2018-2019 cohort to \$15,040 for program year 2022-2023 exiters. However, one-year post-exit employment fluctuated between 56% for the 2019-2020 exiting cohort and 62% for the 2020-2021 cohort.

Longer-term post-exit employment measures show decreasing employment rates within the same cohort and increasing employment rates across different cohorts (Figure 50), trends that are common to most workforce training and education programs. Longer-term wage outcomes show wage increases both within and across cohorts (Figure 51). While the median post-completion wages were lower, all showed significant and regular increases over time for all cohorts. For instance, exiters from the 2018-2019 Basic Skills program cohort experienced a 39% increase in their median wage over three years and a 69% increase over five years. Similarly, exiters from the 2020-2021 Basic Skills program cohort saw a 38% increase in their median wage over three years.

**Figure 50. Percentage of NCCCS Basic Skills Exiters Employed in North Carolina After Exit, by Year of Exit**

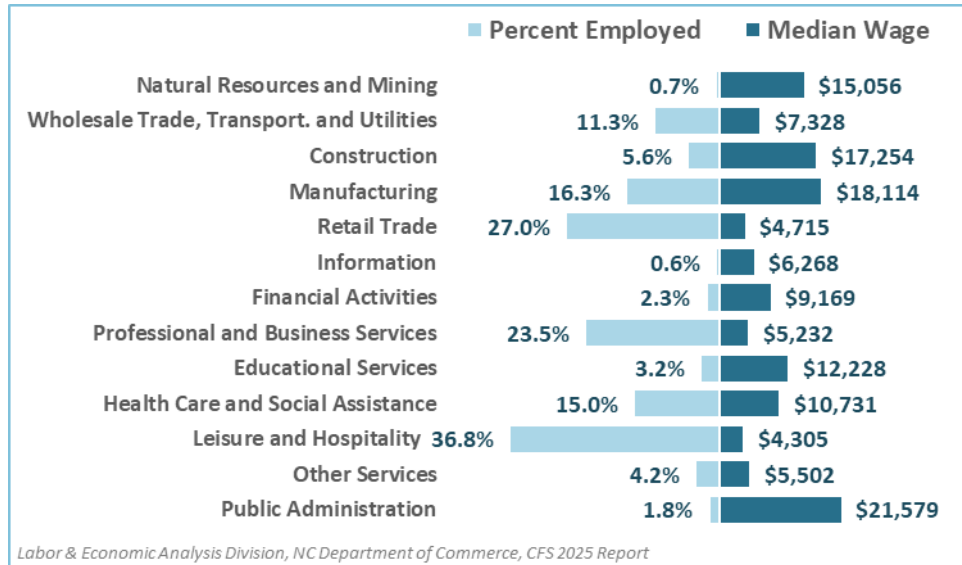


**Figure 51. Median Wage of NCCCS Basic Skills Program Exiters in North Carolina, by Year of Exit**



Further analysis of one-year outcomes for the 2022-2023 exiting cohort (Figure 52) reveals that the largest percentage of Basic Skills program exiters were employed in Leisure and Hospitality (36.8%) and Retail Trade (27%) paying median annual wages of \$4,305 and \$4,715, respectively. While these are among the lowest-paid median wages for this cohort, they often represent temporary or part-time employment. The Public Administration sector provided the highest median wage (\$21,579) but employed few Basic Skills exiters (1.8%). The next highest-paid industries were Educational Services and Manufacturing, paying \$12,228 and \$18,114 in median annual wages, respectively.

**Figure 52. 2022-2023 NCCCS Basic Skills Program Exiters One Year After Exit: Percentage Employed and Median Wage by Industry**



### » Summary and Recommendations

Overall, the results indicate that there have been stable employment rates across all Basic Skills cohorts over time. Post-exit median wages of Basic Skills participants are low but increase steadily. For instance, the 2018-2019 cohort's median wage was \$10,176 one year after exit, rising to \$20,880 by year five. In contrast, the 2023 median annual earnings in North Carolina were \$41,975<sup>36</sup>, while the 2023 federal poverty guideline was \$14,580 for a one-person household.<sup>37</sup>

While post-exit wages are low, stable employment rates show a positive outcome for Basic Skills program credential recipients. Additionally, the subsequent enrollment of Basic Skills exiters in further education is a positive outcome. Between 11% and 15% of participants were enrolled in additional public higher education programs within five years of exiting the program. This shows that some individuals continue developing skills after gaining their high school credential.

Analyses also show that a substantial portion of Basic Skills program participants come from the geographic area surrounding Fort Liberty near Fayetteville, North Carolina. This suggests that a significant proportion of program exiters may earn Federal income, which is not subject to North Carolina unemployment insurance reporting requirements.

As noted, WIOA requires developing an integrated service delivery plan coordinating WIOA, Wagner-Peyser, Adult Basic Education, and Vocational Rehabilitation programs. It is recommended that North Carolina's plan and implementation continue leveraging resources and services across these programs, focusing on achieving higher employment and wage outcomes and increasing occupational skills and educational credentials.

<sup>36</sup> Source of wage data: US Census Bureau (American Community Survey) – Table S2001.

<sup>37</sup> Source of poverty guidelines: U.S. Department of Health & Human Services, <https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines>

**Table 13. NCCCS Basic Skills Program Participants and Exiters, Showing Outcomes One Through Five Years After Exit, Overall and By Industry**

North Carolina Community College System										Common Follow-up System: Evaluative Measures, 2025 Report						
Basic Skills Program										Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce						
Program Year		2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2018-2019
Participants		44,503	34,706	28,240	30,457	32,385	44,503	34,706	28,240	30,457	44,503	34,706	28,240	44,503	34,706	44,503
Exiters		30,416	25,023	17,875	19,597	20,493	30,416	25,023	17,875	19,597	30,416	25,023	17,875	30,416	25,023	30,416
<b>Post-Completion Outcome Measures</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Exiters Employed In North Carolina		N 17,824 59%	14,046 56%	11,138 62%	11,712 60%	11,846 58%	16,849 55%	13,972 56%	10,714 60%	11,062 56%	16,843 55%	13,555 54%	10,225 57%	16,295 54%	12,938 52%	15,679 52%
Exiters' Wages in North Carolina		Mean \$14,553 Median \$10,176	\$15,203 \$10,227	\$17,648 \$12,898	\$19,859 \$15,078	\$20,149 \$15,040	\$16,728 \$11,958	\$18,844 \$14,113	\$21,194 \$16,840	\$22,302 \$17,834	\$19,774 \$15,170	\$21,996 \$17,582	\$23,162 \$18,911	\$23,158 \$18,768	\$23,735 \$19,667	\$24,956 \$20,880
Exiters Enrolled in NC Public Higher Education		N 4,528 15%	2,699 11%	2,387 13%	2,962 15%	2,973 15%	4,353 14%	3,783 15%	3,175 18%	3,616 18%	4,003 13%	3,536 14%	2,928 16%	3,690 12%	3,160 13%	3,391 11%
Exiters Enrolled in NC Public Education, Employment, or Training Program		N 7,016 23%	4,378 17%	3,442 19%	4,110 21%	4,038 20%	5,816 19%	4,854 19%	3,837 21%	4,376 22%	5,121 17%	4,350 17%	3,585 20%	4,561 15%	3,975 16%	4,293 14%
Exiters Enrolled or Employed in NC		N 20,087 66%	15,475 62%	12,117 68%	12,986 66%	13,202 64%	18,644 61%	15,438 62%	11,782 66%	12,449 64%	18,195 60%	14,907 60%	11,249 63%	17,548 58%	14,204 57%	16,846 55%
<b>Exiters' Employment by Industry†</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		1.0%	0.8%	0.8%	0.8%	0.7%	0.8%	0.9%	0.6%	0.8%	0.8%	0.9%	0.7%	0.8%	0.7%	0.7%
Wholesale Trade, Transport. and Utilities		7.9%	10.8%	13.2%	13.3%	11.3%	12.0%	13.3%	13.0%	11.9%	13.8%	13.0%	11.9%	13.8%	12.4%	12.9%
Construction		6.1%	6.3%	5.8%	5.4%	5.6%	6.6%	7.1%	6.0%	5.9%	6.8%	7.0%	6.0%	6.7%	7.0%	7.2%
Manufacturing		18.6%	18.3%	17.7%	17.2%	16.3%	19.6%	19.7%	18.1%	16.3%	20.7%	19.5%	16.5%	19.6%	18.0%	18.5%
Retail Trade		22.9%	24.6%	27.8%	26.8%	27.0%	22.7%	25.4%	26.5%	26.1%	24.2%	24.6%	25.5%	23.3%	23.9%	22.5%
Information		0.6%	0.5%	0.6%	0.8%	0.6%	0.5%	0.6%	0.8%	0.8%	0.7%	0.7%	0.8%	0.9%	0.7%	0.8%
Financial Activities		1.9%	1.9%	2.8%	2.7%	2.3%	2.4%	2.5%	3.1%	3.2%	2.9%	2.6%	3.1%	2.7%	3.0%	2.9%
Professional and Business Services		27.5%	28.8%	27.8%	25.4%	23.5%	29.3%	29.1%	26.3%	24.0%	29.0%	26.9%	24.5%	27.1%	24.2%	24.8%
Educational Services		2.2%	2.1%	2.5%	3.1%	3.2%	2.0%	2.2%	3.0%	3.7%	2.3%	2.6%	3.4%	2.8%	3.1%	3.1%
Health Care and Social Assistance		12.4%	12.1%	13.9%	14.9%	15.0%	12.8%	13.2%	15.6%	16.5%	14.0%	14.3%	17.3%	15.0%	15.5%	16.4%
Leisure and Hospitality		36.2%	33.0%	35.6%	34.9%	36.8%	29.9%	30.8%	32.1%	32.1%	29.3%	29.5%	29.8%	28.3%	28.1%	26.9%
Other Services		3.7%	3.7%	4.0%	4.2%	4.2%	3.4%	4.4%	4.2%	4.3%	3.9%	4.6%	4.4%	4.2%	4.5%	4.2%
Public Administration		1.7%	1.5%	1.8%	2.7%	1.8%	1.9%	1.6%	2.3%	3.0%	2.0%	1.8%	2.6%	2.3%	2.1%	2.6%
<b>Exiters' Median Wages by Industry of Employment</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		\$3,955	\$7,203	\$6,442	\$10,730	\$15,056	\$5,579	\$6,685	\$17,310	\$10,044	\$9,580	\$7,613	\$15,681	\$7,386	\$23,538	\$13,637
Wholesale Trade, Transport. and Utilities		\$5,474	\$4,761	\$4,851	\$6,272	\$7,328	\$5,269	\$5,809	\$7,165	\$8,709	\$5,964	\$7,355	\$9,571	\$7,612	\$9,535	\$10,062
Construction		\$9,798	\$10,325	\$9,003	\$12,947	\$17,254	\$11,777	\$11,829	\$15,750	\$18,696	\$13,949	\$17,346	\$19,727	\$17,462	\$21,369	\$20,912
Manufacturing		\$11,571	\$10,428	\$10,601	\$14,441	\$18,114	\$12,229	\$14,255	\$14,362	\$20,218	\$14,107	\$18,570	\$22,249	\$20,153	\$25,315	\$24,656
Retail Trade		\$3,641	\$3,673	\$3,549	\$4,016	\$4,715	\$3,757	\$4,017	\$4,824	\$4,792	\$4,089	\$4,994	\$5,462	\$4,958	\$5,876	\$6,322
Information		\$3,807	\$2,624	\$6,184	\$5,783	\$6,268	\$4,393	\$4,545	\$5,725	\$7,294	\$5,465	\$5,831	\$11,343	\$9,376	\$11,322	\$14,842
Financial Activities		\$5,742	\$5,740	\$5,525	\$12,291	\$9,169	\$5,249	\$6,715	\$9,916	\$11,392	\$6,328	\$10,846	\$14,375	\$12,985	\$14,664	\$17,467
Professional and Business Services		\$3,169	\$3,222	\$3,625	\$4,424	\$5,232	\$3,249	\$3,752	\$4,376	\$4,991	\$4,004	\$4,614	\$5,098	\$5,009	\$5,528	\$5,924
Educational Services		\$7,554	\$13,197	\$13,340	\$12,060	\$12,228	\$12,262	\$17,095	\$17,707	\$15,226	\$11,985	\$17,399	\$17,704	\$13,957	\$18,740	\$17,819
Health Care and Social Assistance		\$7,609	\$7,588	\$8,377	\$9,639	\$10,731	\$9,213	\$8,988	\$10,795	\$12,438	\$10,261	\$11,562	\$13,913	\$11,967	\$14,957	\$15,009
Leisure and Hospitality		\$3,021	\$2,874	\$3,471	\$3,923	\$4,305	\$2,925	\$3,322	\$4,257	\$4,639	\$3,230	\$3,942	\$4,966	\$4,208	\$4,696	\$4,874
Other Services		\$3,596	\$4,077	\$4,034	\$5,451	\$5,502	\$4,378	\$4,620	\$4,696	\$6,946	\$4,999	\$6,373	\$5,620	\$5,912	\$8,383	\$7,431
Public Administration		\$23,787	\$25,837	\$21,538	\$32,860	\$21,579	\$28,291	\$26,298	\$23,613	\$38,809	\$28,051	\$32,368	\$29,580	\$32,948	\$33,557	\$34,080
<b>Exiters' Average Wages by Industry of Employment</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		\$10,521	\$14,487	\$13,255	\$17,181	\$21,476	\$12,449	\$14,691	\$20,317	\$20,756	\$14,669	\$18,686	\$19,269	\$16,908	\$26,933	\$21,516
Wholesale Trade, Transport. and Utilities		\$11,874	\$11,868	\$12,064	\$14,006	\$14,916	\$11,837	\$13,458	\$14,908	\$16,873	\$13,504	\$16,326	\$17,195	\$16,399	\$18,180	\$18,768
Construction		\$16,715	\$16,911	\$17,325	\$21,034	\$23,682	\$18,384	\$19,508	\$22,306	\$25,779	\$20,651	\$23,875	\$26,064	\$24,193	\$27,700	\$27,065
Manufacturing		\$16,742	\$16,976	\$17,783	\$20,195	\$23,369	\$18,451	\$20,039	\$20,859	\$24,113	\$20,388	\$23,292	\$25,112	\$24,331	\$26,336	\$26,794
Retail Trade		\$7,370	\$7,800	\$8,196	\$8,512	\$9,722	\$8,562	\$8,976	\$10,440	\$10,076	\$9,319	\$10,557	\$11,570	\$10,921	\$11,858	\$12,115
Information		\$9,780	\$8,268	\$13,018	\$15,147	\$20,690	\$12,641	\$10,886	\$14,459	\$16,612	\$12,498	\$14,433	\$15,695	\$17,697	\$15,913	\$23,228
Financial Activities		\$13,600	\$14,537	\$14,305	\$19,098	\$18,368	\$14,152	\$15,592	\$18,505	\$20,965	\$14,620	\$21,135	\$22,732	\$20,418	\$23,623	\$24,453
Professional and Business Services		\$7,049	\$7,204	\$8,280	\$9,910	\$11,025	\$7,608	\$8,404	\$10,002	\$11,341	\$9,034	\$10,360	\$11,885	\$11,157	\$12,165	\$12,822
Educational Services		\$12,731	\$16,719	\$17,720	\$16,996	\$17,278	\$15,935	\$20,390	\$19,663	\$18,780	\$18,253	\$21,083	\$20,097	\$18,084	\$22,167	\$20,378
Health Care and Social Assistance		\$12,281	\$12,701	\$14,351	\$15,780	\$16,243	\$13,977	\$14,522	\$16,742	\$18,078	\$15,690	\$16,832	\$18,872	\$19,009	\$19,025	\$21,298
Leisure and Hospitality		\$5,704	\$5,668	\$7,012	\$7,911	\$8,468	\$6,171	\$7,209	\$8,676	\$9,066	\$7,244	\$8,560	\$9,930	\$8,916	\$9,720	\$9,939
Other Services		\$7,792	\$8,479	\$8,708	\$11,290	\$11,532	\$9,754	\$10,001	\$11,025	\$13,157	\$10,273	\$12,079	\$12,336	\$12,196	\$13,926	\$15,298
Public Administration		\$23,760	\$25,294	\$24,219	\$32,788	\$26,828	\$26,892	\$26,872	\$27,167	\$36,656	\$27,190	\$30,144	\$31,501	\$31,339	\$32,546	\$34,051

† Employment percentages by industry total more than 100% due to individuals who were employed, and receiving wages, in more than one industry. See methodology for more information.

## » Overview of Customized Training Program

The Customized Training (CT) Program began in 1958 as the New and Expanding Industry Training Program. In 2008, legislation was passed to combine the New and Expanding Industry Training Program, the Focused Industry Training Program, and the Customized Industry Training Program into one. The CT program was developed in recognition of the fact that a critical consideration for a business or industry considering locating, expanding, or remaining in North Carolina is the ability of the state to ensure the presence of a well-trained workforce.

The Customized Training Program supports the economic development efforts of the state by providing education, training, and support services for eligible new, expanding, and existing businesses and industries in North Carolina through the state's network of 58 community colleges serving all 100 counties. The program also provides services to individuals who are employed or seeking employment by an eligible business or industry. Those businesses and industries eligible for support include: manufacturing, technology intensive (i.e., information technology, life sciences), regional or national warehousing and distribution centers, customer support centers, air courier services, national headquarters with operations outside North Carolina, or civil service employees providing technical support to US military installations located in North Carolina.

Eligible businesses and industries must also demonstrate two or more of the following criteria: the business is making an appreciable capital investment; deploying new technology; creating jobs, expanding the existing workforce, or improving the productivity and profitability of the operation in the state; or enhancing workers' skills. Resources may support training assessment, instructional design, instructional costs, and training delivery for personnel involved in the direct production of goods and services, as well as those in production and technology support. Full-time probationary employees of qualified companies are also eligible for training. The use of Customized Training funds requires that trainees must be paid by the company for all training hours.

## » Customized Training Program Outcomes

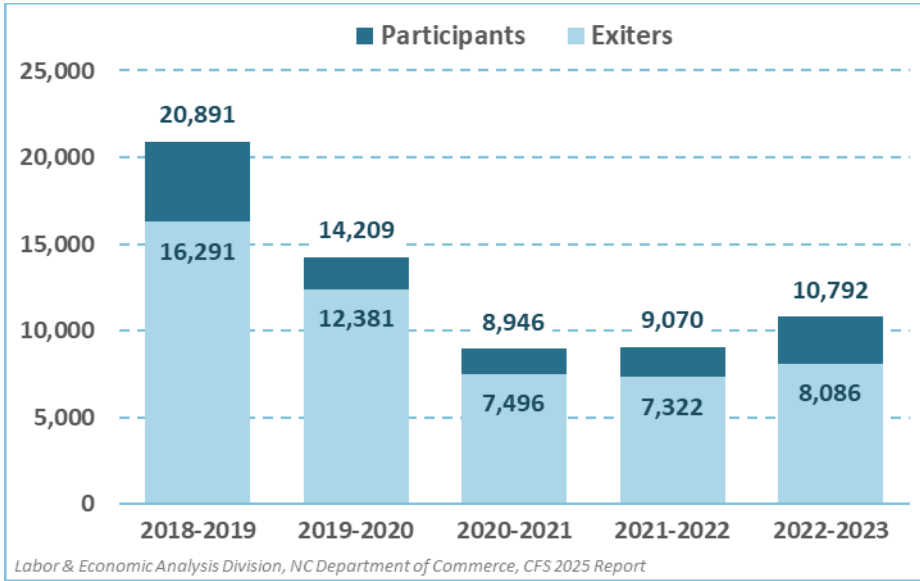
As illustrated in Figure 53, the number of participants in Career and Technical (CT) programs declined from the 2018-2019 to the 2020-2021 program years, before rising again through the 2022-2023 program year. Participants who were not enrolled in the program during any part of the year following enrollment were defined as program exiters, and their subsequent wages and employment outcomes were tracked post exit.

Figures 54 and 55 show the program employment and wage outcomes during the period studied (also see Table 14). The rate of employment in North Carolina one year after exit fluctuated from 94% for the 2021-2022 cohort to 96% for exiters of other program years. Over time the employment rate declined slowly for all cohorts, a pattern common to almost all workforce training and education programs. For example, employment rates in North Carolina for the 2018-2019 exiting cohort decreased from 96% one year after exit to 81% five years after exit (Figure 54).

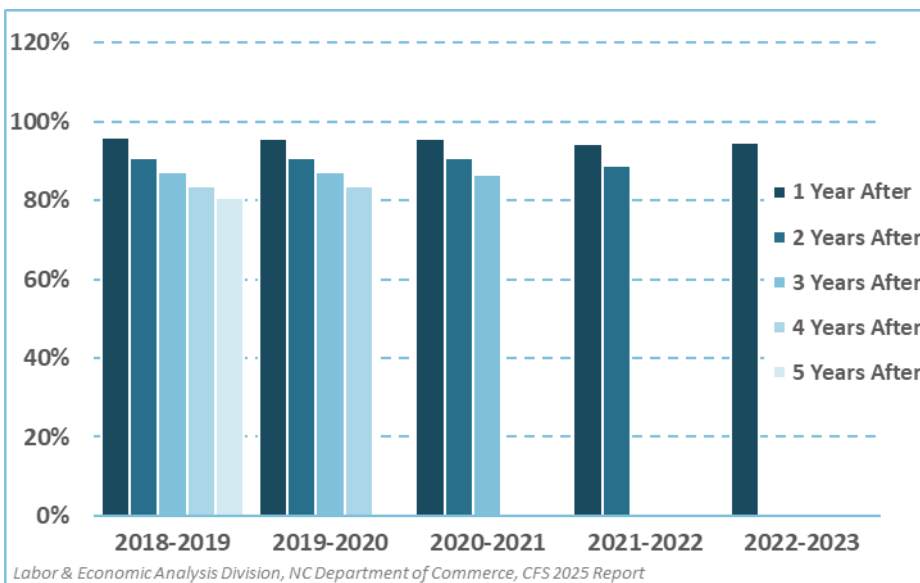
Median wages one year after exit fluctuated from a low of \$46,224 for the 2018-2019 cohort to a high of \$55,558 for the 2022-2023 program year. Longer-term wage outcomes generally showed moderate wage growth within cohorts.



**Figure 53. NCCCS Customized Training Program Participants and Exitters by Program Year**

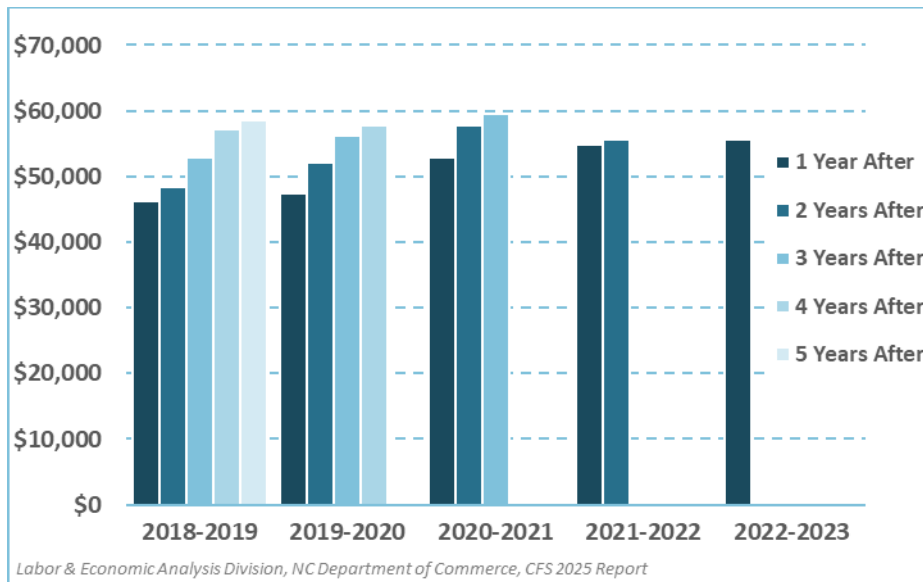


**Figure 54. Percentage of NCCCS Customized Training Program Exitters Employed in North Carolina After Exit, by Year of Exit**

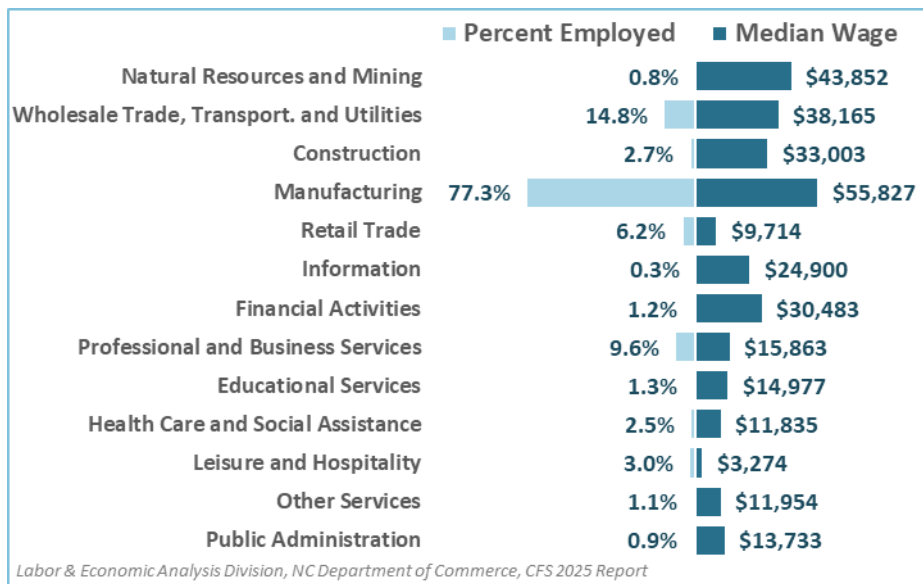


The post-participation industries of employment for CT program exitters indicate that Manufacturing was the dominant employment industry, with both the largest number of employees and some of the highest wages with 77.3% of employment and a median wage of \$55,827 for the 2022-2023 cohort. As shown in Figure 56, Manufacturing was distantly followed by Wholesale Trade, Transport, and Utilities (14.8%; median wage of \$38,165); Professional and Business Services industry (9.6%; median wage of \$15,863); and Retail Trade (6.2%; median wage of \$9,714).

**Figure 55. Median Wage of NCCCS Customized Training Program Exiters in North Carolina, by Year of Exit**



**Figure 56. 2022-2023 NCCCS Customized Training Exiters One Year After Exit: Percentage Employed and Median Wage by Industry**



### » Summary and Recommendations

The outcome measures for Customized Training program exiters indicate high post-exit employment rates (ranging from 94% to 96% in the first year after exit) as compared to other workforce training programs examined in this report. While the annual median wages had slight fluctuations across program years, CT program exiters earned higher wages relative to exiters in other workforce training programs. Overall, the progressive growth in employment rates and wages demonstrate a positive outcome for the program.

When exiters are followed over longer periods of time, the employment rate tends to decline, as is common with most workforce programs. This may be due to several factors, including individuals leaving the state to work

in other states or finding employment in jobs not covered by North Carolina's unemployment insurance. This is evidenced by the declining employment rate for CT program exiters. However, employment retention rate for the program completers remains at 81% after five years, a rate that is much higher than most other workforce programs. In addition, the median wages for CT program exiters reveal a stable increase over time, representing some of the highest wage outcomes among other workforce training programs. The elevated wages are likely because eligible CT program participants were already employed during training.

The dominant industry of employment for CT program exiters reflects a heavy concentration on the high-paying Manufacturing industry, one of the eligible industry clusters for the CT program. Plastic Product, Motor Vehicle Parts, as well as Pharmaceutical and Medicine Manufacturing represented the top three Manufacturing subsectors employing CT program exiters. This demonstrates the alignment of North Carolina's workforce and economic development efforts.

**Table 14. NCCCS Customized Training Participants and Exitters, Outcomes One Through Five Years After Exit, Overall and By Industry**

North Carolina Community College System Customized Training Program						Common Follow-up System: Evaluative Measures, 2025 Report <i>Data prepared by the Labor &amp; Economic Analysis Division, NC Department of Commerce</i>										
Program Year		2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2018-2019
Participants		20,891	14,209	8,946	9,070	10,792	20,891	14,209	8,946	9,070	20,891	14,209	8,946	20,891	14,209	20,891
Exitters		16,291	12,381	7,496	7,322	8,086	16,291	12,381	7,496	7,322	16,291	12,381	7,496	16,291	12,381	16,291
Post-Completion Outcome Measures		1 Year After					2 Years After				3 Years After			4 Years After		5 Years After
Exitters Employed In North Carolina	N	15,634	11,827	7,163	6,901	7,659	14,766	11,234	6,810	6,512	14,210	10,808	6,499	13,642	10,338	13,138
	%	96%	96%	96%	94%	95%	91%	91%	91%	89%	87%	87%	87%	84%	83%	81%
Exitters' Wages in North Carolina	Mean	\$52,437	\$52,858	\$58,623	\$62,071	\$60,788	\$54,159	\$57,716	\$63,750	\$63,360	\$58,520	\$62,582	\$65,492	\$63,063	\$64,172	\$64,772
	Median	\$46,224	\$47,356	\$52,905	\$54,879	\$55,558	\$48,341	\$52,078	\$57,837	\$55,646	\$52,816	\$56,316	\$59,634	\$57,293	\$57,761	\$58,515
Exitters Enrolled in NC Public Higher Education	N	1,575	946	855	714	726	2,319	2,290	1,529	1,237	1,939	1,925	1,276	2,240	1,720	2,021
	%	10%	8%	11%	10%	9%	14%	18%	20%	17%	12%	16%	17%	14%	14%	12%
Exitters Enrolled in NC Public Education, Employment, or Training Program	N	2,152	1,380	1,100	937	947	2,863	2,628	1,667	1,407	2,328	2,128	1,454	2,495	1,934	2,278
	%	13%	11%	15%	13%	12%	18%	21%	22%	19%	14%	17%	19%	15%	16%	14%
Exitters Enrolled or Employed in NC	N	15,679	11,875	7,191	6,927	7,686	14,892	11,339	6,859	6,558	14,318	10,879	6,562	13,739	10,416	13,239
	%	96%	96%	96%	95%	95%	91%	92%	92%	90%	88%	88%	88%	84%	84%	81%
Exitters' Employment by Industry†		1 Year After					2 Years After				3 Years After			4 Years After		5 Years After
Natural Resources and Mining		0.3%	0.3%	0.5%	0.5%	0.8%	0.3%	0.4%	0.6%	0.5%	0.3%	0.5%	0.5%	0.3%	0.5%	0.3%
Wholesale Trade, Transport. and Utilities		11.0%	10.0%	15.3%	12.6%	14.8%	12.5%	11.5%	14.9%	12.3%	13.3%	13.1%	14.2%	13.1%	12.8%	13.1%
Construction		1.7%	1.6%	2.1%	2.2%	2.7%	2.0%	2.2%	2.5%	2.9%	2.3%	2.6%	2.6%	2.5%	2.6%	2.7%
Manufacturing		76.3%	78.3%	73.0%	74.1%	77.3%	72.4%	73.9%	67.5%	69.3%	69.2%	69.7%	65.0%	66.0%	67.2%	64.6%
Retail Trade		6.7%	5.5%	6.2%	6.8%	6.2%	6.8%	6.4%	6.9%	6.8%	7.3%	6.9%	7.1%	7.6%	7.2%	7.4%
Information		1.1%	1.3%	1.2%	1.4%	0.3%	1.0%	1.3%	1.2%	1.3%	1.1%	1.3%	1.3%	1.2%	1.3%	1.2%
Financial Activities		3.1%	2.7%	2.4%	2.0%	1.2%	3.3%	2.7%	2.8%	2.4%	3.5%	2.8%	2.4%	3.4%	2.7%	4.1%
Professional and Business Services		11.2%	11.2%	13.4%	14.1%	9.6%	11.5%	12.0%	13.3%	13.6%	12.4%	12.3%	13.3%	12.4%	12.4%	12.1%
Educational Services		1.1%	1.2%	2.1%	1.7%	1.3%	1.2%	1.5%	2.1%	2.2%	1.5%	1.7%	2.2%	1.6%	2.0%	1.9%
Health Care and Social Assistance		2.0%	1.8%	2.5%	2.4%	2.5%	2.2%	2.1%	3.1%	3.5%	2.8%	2.7%	3.5%	3.3%	3.4%	3.5%
Leisure and Hospitality		2.8%	2.8%	3.3%	4.5%	3.0%	2.5%	3.3%	3.8%	4.6%	3.0%	4.1%	4.2%	3.4%	4.2%	3.4%
Other Services		0.9%	0.8%	0.9%	1.3%	1.1%	1.1%	1.1%	1.1%	1.7%	1.0%	1.3%	1.2%	1.2%	1.3%	1.3%
Public Administration		1.0%	0.8%	1.1%	1.3%	0.9%	1.2%	1.0%	1.3%	1.7%	1.5%	1.2%	1.6%	1.6%	1.6%	2.0%
Exitters' Median Wages by Industry of Employment		1 Year After					2 Years After				3 Years After			4 Years After		5 Years After
Natural Resources and Mining		\$26,081	\$16,650	\$23,900	\$36,998	\$43,852	\$38,204	\$20,678	\$34,084	\$30,499	\$29,806	\$20,428	\$44,021	\$39,438	\$34,192	\$37,865
Wholesale Trade, Transport. and Utilities		\$32,210	\$35,564	\$41,913	\$38,511	\$38,165	\$33,447	\$37,226	\$47,260	\$42,101	\$36,472	\$40,772	\$50,660	\$42,841	\$43,342	\$44,997
Construction		\$18,597	\$15,596	\$18,250	\$17,249	\$33,003	\$23,346	\$21,703	\$26,680	\$24,004	\$23,826	\$27,441	\$35,074	\$32,206	\$33,290	\$37,598
Manufacturing		\$46,645	\$46,672	\$51,982	\$53,715	\$55,827	\$50,048	\$52,290	\$58,841	\$57,175	\$54,312	\$57,440	\$61,765	\$59,947	\$59,874	\$62,200
Retail Trade		\$11,675	\$7,358	\$11,056	\$8,616	\$9,714	\$13,199	\$8,765	\$18,967	\$12,535	\$13,584	\$11,242	\$15,101	\$17,537	\$12,397	\$18,383
Information		\$46,459	\$50,865	\$63,986	\$66,694	\$24,900	\$48,524	\$50,932	\$81,344	\$83,363	\$48,953	\$56,370	\$75,649	\$52,424	\$66,018	\$52,985
Financial Activities		\$43,100	\$42,633	\$40,352	\$35,261	\$30,483	\$45,210	\$49,905	\$34,106	\$39,208	\$46,095	\$46,367	\$46,383	\$49,886	\$48,017	\$43,926
Professional and Business Services		\$8,561	\$13,915	\$10,844	\$12,579	\$15,863	\$11,323	\$14,220	\$18,209	\$17,694	\$14,413	\$21,547	\$22,022	\$19,840	\$22,404	\$23,882
Educational Services		\$8,515	\$20,821	\$27,628	\$26,065	\$14,977	\$14,948	\$19,747	\$27,654	\$19,830	\$16,164	\$22,129	\$30,040	\$20,882	\$26,305	\$23,291
Health Care and Social Assistance		\$9,472	\$11,000	\$13,097	\$12,989	\$11,835	\$12,641	\$16,725	\$22,584	\$15,257	\$15,240	\$21,056	\$24,564	\$18,932	\$18,488	\$23,272
Leisure and Hospitality		\$2,104	\$2,114	\$3,200	\$2,856	\$3,274	\$2,717	\$3,412	\$3,990	\$4,200	\$3,384	\$4,571	\$5,044	\$4,061	\$5,971	\$6,125
Other Services		\$10,035	\$7,483	\$7,140	\$7,733	\$11,954	\$8,967	\$12,647	\$11,256	\$12,992	\$15,606	\$12,993	\$17,174	\$19,696	\$15,221	\$21,855
Public Administration		\$15,641	\$13,704	\$10,749	\$14,578	\$13,733	\$28,993	\$25,920	\$24,955	\$23,673	\$27,171	\$19,534	\$36,387	\$34,058	\$28,052	\$33,276
Exitters' Average Wages by Industry of Employment		1 Year After					2 Years After				3 Years After			4 Years After		5 Years After
Natural Resources and Mining		\$36,282	\$27,723	\$27,299	\$38,953	\$46,246	\$42,469	\$30,857	\$35,324	\$33,123	\$38,856	\$31,421	\$38,070	\$43,872	\$37,251	\$43,910
Wholesale Trade, Transport. and Utilities		\$36,829	\$39,924	\$45,944	\$43,395	\$44,078	\$37,041	\$43,375	\$51,733	\$47,141	\$40,544	\$46,155	\$55,948	\$46,862	\$50,365	\$49,276
Construction		\$26,921	\$28,265	\$28,917	\$26,927	\$42,414	\$31,113	\$31,167	\$33,936	\$33,666	\$31,579	\$36,179	\$39,699	\$37,751	\$41,302	\$42,402
Manufacturing		\$51,738	\$51,030	\$56,150	\$58,952	\$59,473	\$54,354	\$56,445	\$62,942	\$62,623	\$58,734	\$61,704	\$66,222	\$64,683	\$64,514	\$66,881
Retail Trade		\$22,282	\$23,251	\$23,020	\$32,542	\$24,297	\$24,911	\$23,945	\$27,693	\$31,489	\$25,827	\$27,267	\$27,049	\$27,594	\$26,088	\$29,492
Information		\$60,292	\$59,234	\$76,636	\$84,147	\$28,260	\$56,217	\$60,484	\$92,744	\$100,397	\$61,257	\$70,907	\$90,631	\$62,861	\$83,923	\$68,711
Financial Activities		\$46,260	\$48,676	\$46,044	\$47,298	\$34,958	\$47,033	\$55,330	\$44,764	\$48,742	\$49,559	\$54,961	\$55,593	\$54,445	\$57,329	\$49,863
Professional and Business Services		\$21,974	\$28,923	\$26,893	\$27,967	\$30,079	\$27,275	\$32,361	\$34,996	\$36,017	\$30,634	\$38,792	\$40,911	\$37,628	\$42,657	\$43,237
Educational Services		\$18,137	\$28,578	\$31,737	\$35,417	\$28,820	\$22,685	\$28,821	\$32,038	\$32,262	\$24,090	\$29,380	\$32,650	\$26,914	\$30,711	\$27,751
Health Care and Social Assistance		\$16,406	\$22,341	\$27,115	\$24,878	\$18,054	\$20,267	\$23,973	\$31,481	\$27,756	\$23,194	\$28,273	\$31,219	\$27,498	\$26,169	\$29,027
Leisure and Hospitality		\$6,021	\$5,738	\$7,424	\$6,800	\$7,402	\$6,962	\$8,778	\$10,154	\$9,932	\$8,129	\$10,760	\$11,975	\$10,104	\$11,914	\$12,206
Other Services		\$19,656	\$17,768	\$16,216	\$17,362	\$21,532	\$19,215	\$20,911	\$21,094	\$21,834	\$24,059	\$25,486	\$25,964	\$27,389	\$28,828	\$29,364
Public Administration		\$20,514	\$26,006	\$25,326	\$27,413	\$25,596	\$26,869	\$29,238	\$30,678	\$30,198	\$28,042	\$28,809	\$35,360	\$31,770	\$30,887	\$33,481

† Employment percentages by industry total more than 100% due to individuals who were employed, and receiving wages, in more than one industry. See methodology for more information.

## » Overview of Apprenticeship Programs

ApprenticeshipNC (formerly NCWorks Apprenticeship) serves as the State Approving Agency for the U.S. Department of Labor's registered apprenticeship for workforce training program certification. Registered Apprenticeship is a formal employer-led, work-based learning approach for human capital development. By partnering with ApprenticeshipNC, employers can design and register apprenticeship programs tailored to their specific workforce needs. The mission of ApprenticeshipNC is to support employers in building and retaining an adaptable, skilled, and effective workforce that addresses both current and future demands. Registered apprenticeships offer significant value by developing individual skills, bridging the skills gap for employers, and fostering on-the-job learning environments essential for equipping the workforce with in-demand skills required in today's economy.

The Fitzgerald Act of 1937 established a national apprenticeship program governed by the Code of Federal Regulations (CFR) Title 29 Parts 29 and 30. ApprenticeshipNC is the State Apprenticeship Agency authorized by 29 CFR 29 as recognized by the Office of Apprenticeship, US Department of Labor, further authorized by and operate under the requirements and guidelines outlined under North Carolina General Statute Article 1 of Chapter 115D. In North Carolina, apprenticeship is a voluntary system of employer- driven employee training. Employers who agree to sponsor apprenticeship programs take on the responsibilities and obligations of the program. Employers who participate are required to have an approved plan that includes on-the-job training requirements, technical instruction requirements, defined training hours, and wage scale progression for participation to reward increased employee capability and skill. Wage rates for apprentices typically begin at about half the rate of experienced journey workers, then rise as the apprentice gains skills and competencies through the program. At the successful completion of on-the-job as well as instructional learning, apprentices receive an industry and federally recognized Journey-worker certificate that certifies occupational proficiency.

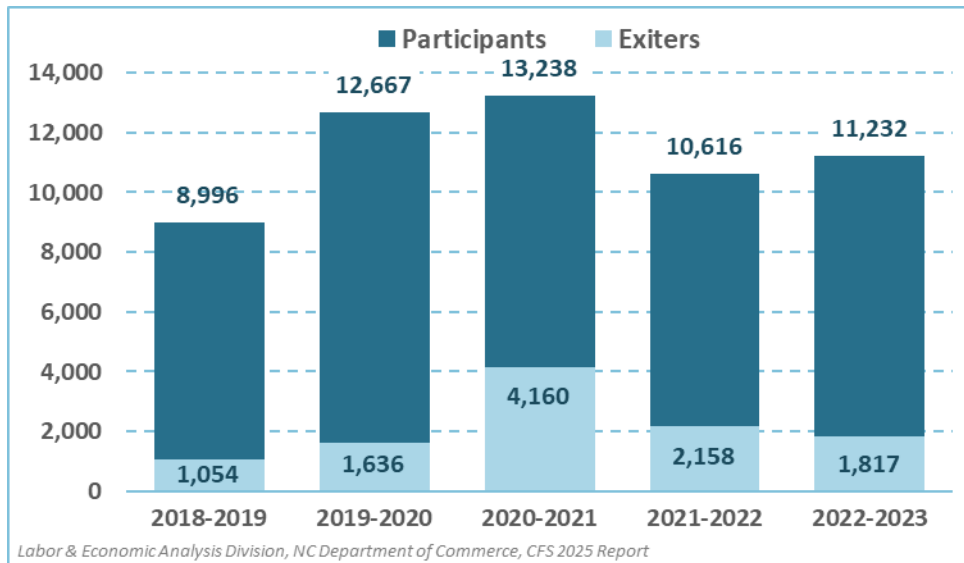
Apprenticeship programs typically take one to four years to complete depending on the occupation and are established in almost 1,300 occupations and 2400 employers in North Carolina. Apprenticeship programs are provided in a diverse set of industries and occupations, from advanced manufacturing to public administration.

## » Apprenticeship Program Outcomes

As shown in Figure 57, participation in the ApprenticeshipNC program steadily increased through the 2020-2021 program year and then slightly declined in the last two program years (i.e., 2021-2022 and 2022-2023). This growth over the early study period was likely achieved in part by the growth in youth apprenticeships supported by the apprenticeship tuition waiver enacted by GA in 2016. The decline is most directly related to the effects of the COVID pandemic.

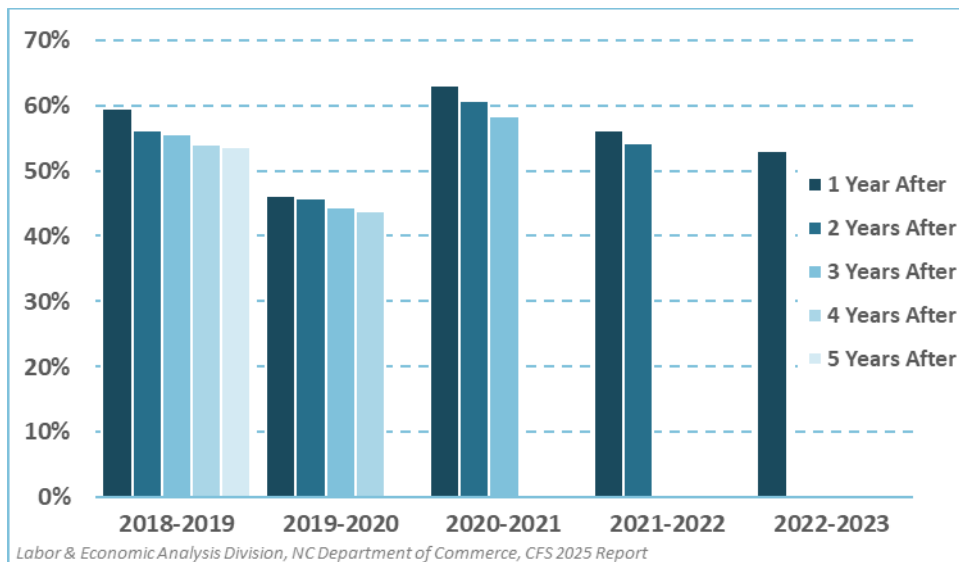
An important consideration for the apprenticeship program is that participation statistics rely on voluntarily provided Social Security Numbers (SSN's). As a result, the data reported through the CFS may differ from figures reported by the U.S. Department of Labor. Sample data indicates that approximately 10% of participants have not shared their SSN's.

**Figure 57. Apprenticeship Program Participants and Exitters by Program Year**



Participants who exited the apprenticeship program were defined as program exitters, and their subsequent wages and employment outcomes were tracked post exit. Exitters include completers and cancelations. A sample of data during the years of the report suggests that approximately 29% of enrollees are later dropped from the program. This could be because they left employment or simply discontinued the training but remained with the sponsoring employer.

**Figure 58. Percentage of Apprenticeship Program Exitters Employed in North Carolina After Exit, by Year of Exit**



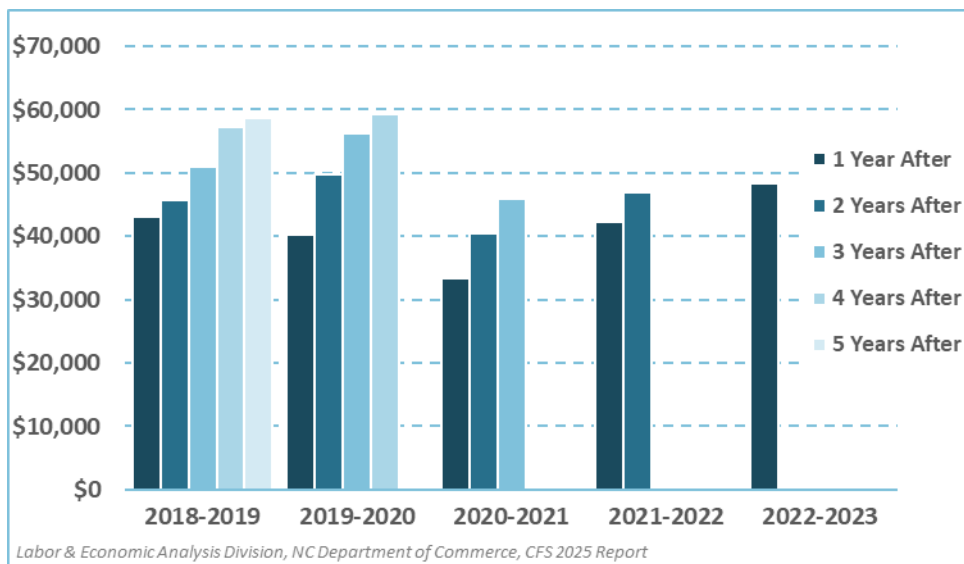
One-year post-exit employment rates, shown in Figure 58 and Table 15, fluctuated between a low of 46% for exitters in the 2019-2020 program year to a high of 63% for exitters in the 2020-2021 program year. When the exiting cohorts were followed over multiple years, the cohort employment rates generally showed slight declines (Figure 58). Of the 2018-2019 exitters, 60% were employed in the first year after exit, while 54% were employed

after year five. Further analysis of the data is recommended in collaboration with the ApprenticeshipNC, as the program's structure requires employment during training, and other research suggests a higher employment rate among program completers. As outlined in the limitations, the data is affected by several factors, including missing Social Security Numbers (10%), workers employed outside of North Carolina (14% during the reference period), and the exclusion of federal and military employees (8% during the reference period). The overall decline observed in program year 2019-2020 is likely attributable to reduced employment opportunities during the COVID-19 pandemic.

As shown in Figure 59, one-year post-exit median wages gradually declined for the first three cohorts, decreasing from \$43,140 for the 2018-2019 program year to \$33,312 for 2020-2021. However, one-year post-exit wages rose significantly for the latest 2022-2023 program year, with a median wage of \$48,253. Wages generally increased over time within each cohort. For the 2018-2019 cohort, post-exit wages increased by 36%, from

\$43,140 one year after exit to \$58,731 five years after exit. This is well above the \$41,975 median annual earnings in North Carolina in 2023<sup>38</sup>.

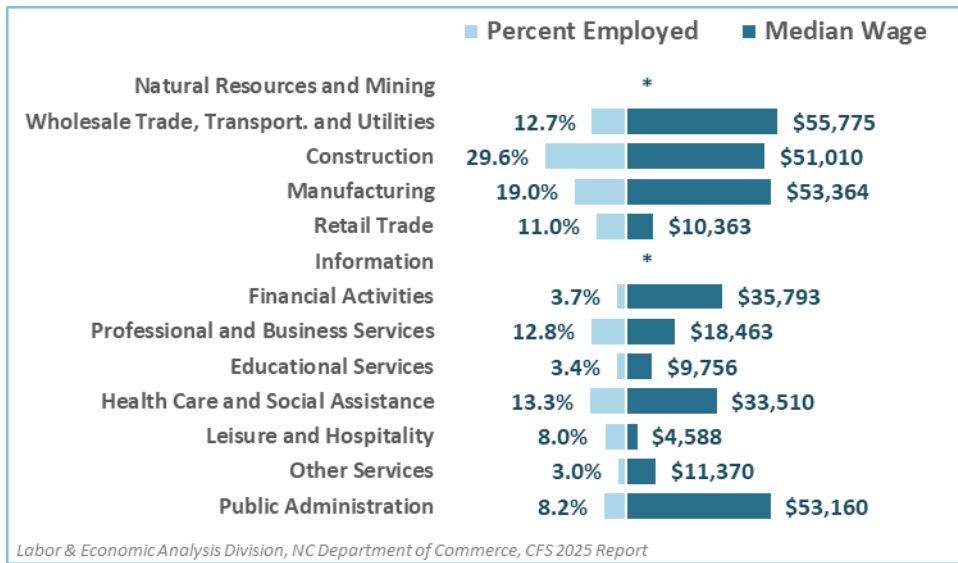
**Figure 59. Median Wage of Apprenticeship Program Exiters in North Carolina, by Year of Exit**



Analysis of industries of employment for program exiters shows that for all cohorts, Construction was the largest industry of employment. Other top industries of employment included Manufacturing; Health Care and Social Assistance; Professional and Business Services; and Wholesale Trade, Transportation, and Utilities. Figure 60 shows that one year after exit, 29.6% of the 2022-2023 cohort exiters were employed in Construction, followed by 19.0% in Manufacturing; 13.3% in Health Care and Social Assistance; 12.8% in Professional and Business Services; and 12.7% in Wholesale Trade, Transportation, and Utilities. As shown in Table 15, the Construction and Manufacturing sectors for the 2020-2021 cohort experienced a significant decline in participation and wages, a trend that has persisted in subsequent years. In contrast, the Retail Trade sector for the same cohort shows an increase in participation, although this sector typically offers lower wages.

<sup>38</sup> Source of wage data: US Census Bureau (American Community Survey) – Table S2001.

**Figure 60. 2022-2023 Apprenticeship Exiters One Year After Exit: Percentage Employed and Median Wage by Industry**



Post-exit participation in public higher education (Table 15) for the completers of the Apprenticeship program was among the highest for exiters of any workforce program. One-year post-exit enrollment in public higher education ranged from 13% for the 2022-2023 cohort to 19% for the 2020-2021 cohort.

### » Summary and Recommendations

Overall, outcome measures for Apprenticeship program exiters show lower participation than in recent program years and fluctuations in both short- and long-term employment and wage outcomes.

Median wages were some of the highest wage outcomes of any workforce development programs examined in this report. This is not surprising, as participants are employed during program participation and have already built a relationship with the employer by the time of program completion. Moreover, apprenticeship programs prioritize technical training and reward increased competency with higher pay.

It is recommended that additional analyses of the Registered Apprenticeship program be undertaken to further understand the reported gap in employment and the specific jobs that lead to the greatest wage progressions and employment stability. Additionally, co-enrollment trends with other workforce programs may provide valuable insights.



**Table 15. Apprenticeship Program Participants and Exiters, Showing Outcomes One Through Five Years After Exit, Overall and By Industry**

North Carolina Community College System Apprenticeship Program							Common Follow-up System: Evaluative Measures, 2025 Report Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce									
Program Year		2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2018-2019
Participants		8,996	12,667	13,238	10,616	11,232	8,996	12,667	13,238	10,616	8,996	12,667	13,238	8,996	12,667	8,996
Exiters		1,054	1,636	4,160	2,158	1,817	1,054	1,636	4,160	2,158	1,054	1,636	4,160	1,054	1,636	1,054
<b>Post-Completion Outcome Measures</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Exiters Employed In North Carolina		N 628 60%	755 46%	2,622 63%	1,214 56%	965 53%	593 56%	749 46%	2,525 61%	1,170 54%	585 56%	725 44%	2,426 58%	570 54%	716 44%	565 54%
Exiters' Wages in North Carolina		Mean \$48,178 Median \$43,140	\$46,255 \$40,323	\$39,169 \$33,312	\$50,049 \$42,360	\$54,987 \$48,253	\$52,014 \$45,729	\$53,891 \$49,774	\$46,472 \$40,470	\$53,565 \$46,935	\$56,399 \$50,994	\$61,400 \$56,146	\$50,797 \$45,892	\$61,683 \$57,321	\$64,144 \$59,235	\$62,064 \$58,731
Exiters Enrolled in NC Public Higher Education		N 169 16%	231 14%	798 19%	336 16%	239 13%	126 12%	191 12%	707 17%	292 14%	114 11%	155 9%	620 15%	114 11%	134 8%	95 9%
Exiters Enrolled in NC Public Education, Employment, or Training Program		N 225 21%	309 19%	981 24%	468 22%	337 19%	177 17%	245 15%	786 19%	364 17%	150 14%	198 12%	693 17%	138 13%	175 11%	114 11%
Exiters Enrolled or Employed in NC		N 672 64%	859 53%	2,798 67%	1,340 62%	1,052 58%	639 61%	808 49%	2,632 63%	1,241 58%	609 58%	773 47%	2,530 61%	593 56%	757 46%	580 55%
<b>Exiters' Employment by Industry†</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		*	*	0.5%	*	*	*	*	0.4%	*	*	*	*	*	*	*
Wholesale Trade, Transport. and Utilities		13.1%	12.1%	13.8%	11.9%	12.7%	12.1%	13.2%	13.9%	11.4%	13.3%	14.3%	13.0%	13.9%	14.2%	15.0%
Construction		25.5%	29.7%	12.6%	23.7%	29.6%	25.1%	27.5%	12.3%	22.6%	24.6%	26.5%	11.9%	23.6%	27.8%	23.0%
Manufacturing		20.7%	20.9%	13.0%	15.9%	19.0%	21.6%	21.1%	14.3%	15.4%	20.9%	21.9%	13.1%	19.5%	18.6%	20.2%
Retail Trade		15.9%	15.5%	26.5%	20.9%	11.0%	12.6%	13.9%	22.1%	16.8%	12.6%	12.4%	19.5%	11.4%	12.4%	11.0%
Information		4.5%	4.6%	5.0%	1.2%	*	2.9%	4.8%	4.4%	1.0%	3.8%	5.0%	4.3%	3.5%	4.3%	3.2%
Financial Activities		2.4%	1.9%	3.8%	5.7%	3.7%	2.7%	2.7%	4.6%	5.3%	2.9%	2.6%	5.2%	3.2%	2.2%	3.2%
Professional and Business Services		14.3%	12.5%	18.8%	17.1%	12.8%	12.5%	13.8%	20.7%	15.7%	13.8%	15.9%	19.1%	16.8%	14.8%	16.1%
Educational Services		4.0%	2.6%	4.0%	4.7%	3.4%	4.0%	2.5%	5.1%	4.4%	4.6%	3.2%	5.5%	4.2%	2.5%	4.8%
Health Care and Social Assistance		6.5%	4.4%	11.6%	12.0%	13.3%	8.6%	6.0%	12.2%	13.4%	8.2%	6.3%	12.6%	8.6%	6.1%	8.8%
Leisure and Hospitality		4.0%	5.0%	9.7%	8.6%	8.0%	3.7%	5.5%	7.8%	7.7%	3.6%	5.4%	7.7%	4.0%	4.7%	5.1%
Other Services		1.9%	1.6%	3.2%	2.7%	3.0%	2.4%	1.7%	3.2%	2.7%	2.2%	2.6%	3.3%	3.3%	3.4%	3.4%
Public Administration		12.1%	9.0%	14.3%	11.0%	8.2%	11.6%	8.9%	13.9%	10.6%	11.1%	9.2%	14.2%	10.5%	8.5%	10.4%
<b>Exiters' Median Wages by Industry of Employment</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		*	*	\$6,411	*	*	*	*	\$10,109	*	*	*	*	*	*	*
Wholesale Trade, Transport. and Utilities		\$55,788	\$40,607	\$18,859	\$34,517	\$55,775	\$70,976	\$44,640	\$29,459	\$50,284	\$77,488	\$54,957	\$41,139	\$84,423	\$59,825	\$73,829
Construction		\$43,312	\$38,004	\$37,462	\$46,746	\$51,010	\$45,928	\$51,998	\$42,442	\$55,238	\$50,492	\$57,820	\$47,682	\$56,366	\$59,785	\$57,652
Manufacturing		\$55,793	\$57,271	\$36,122	\$51,568	\$53,364	\$57,923	\$65,479	\$39,276	\$52,249	\$67,705	\$66,062	\$52,708	\$72,307	\$74,162	\$67,931
Retail Trade		\$9,061	\$12,187	\$9,861	\$10,739	\$10,363	\$15,032	\$16,000	\$13,200	\$13,525	\$14,999	\$19,035	\$16,024	\$17,509	\$18,573	\$16,438
Information		\$26,531	\$53,359	\$43,237	\$7,838	*	\$44,271	\$57,732	\$48,740	\$46,860	\$40,278	\$59,751	\$57,197	\$43,233	\$70,377	\$57,040
Financial Activities		\$31,100	\$20,109	\$13,229	\$31,574	\$35,793	\$6,954	\$14,920	\$21,279	\$35,144	\$15,991	\$24,662	\$27,302	\$32,176	\$33,342	\$44,854
Professional and Business Services		\$10,006	\$10,814	\$10,140	\$14,892	\$18,463	\$23,021	\$11,516	\$16,354	\$22,423	\$21,904	\$16,774	\$20,837	\$24,414	\$29,025	\$22,433
Educational Services		\$5,424	\$8,029	\$19,330	\$18,961	\$9,756	\$12,334	\$16,990	\$16,567	\$26,665	\$16,558	\$14,165	\$25,386	\$20,397	\$28,093	\$15,095
Health Care and Social Assistance		\$24,950	\$13,749	\$16,485	\$16,521	\$33,510	\$25,313	\$19,456	\$21,565	\$23,313	\$25,400	\$26,501	\$23,759	\$25,390	\$19,125	\$32,074
Leisure and Hospitality		\$1,580	\$3,637	\$3,020	\$2,864	\$4,588	\$2,852	\$2,382	\$5,519	\$4,739	\$3,845	\$3,275	\$5,742	\$3,646	\$3,984	\$2,097
Other Services		\$14,792	\$5,149	\$5,596	\$15,485	\$11,370	\$14,802	\$15,846	\$8,051	\$26,393	\$8,335	\$9,011	\$12,707	\$10,885	\$20,972	\$11,159
Public Administration		\$44,706	\$43,874	\$46,132	\$49,828	\$53,160	\$48,470	\$48,332	\$51,575	\$53,919	\$51,229	\$52,750	\$56,351	\$60,657	\$57,937	\$62,620
<b>Exiters' Average Wages by Industry of Employment</b>		<b>1 Year After</b>					<b>2 Years After</b>				<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		*	*	\$15,263	*	*	*	*	\$24,753	*	*	*	*	*	*	*
Wholesale Trade, Transport. and Utilities		\$61,035	\$51,898	\$38,721	\$57,204	\$70,849	\$71,438	\$54,300	\$45,387	\$65,623	\$71,704	\$64,642	\$52,722	\$79,301	\$70,640	\$72,794
Construction		\$44,872	\$44,050	\$39,686	\$52,878	\$55,199	\$46,448	\$55,017	\$48,865	\$58,838	\$51,748	\$64,940	\$54,103	\$56,663	\$69,096	\$61,290
Manufacturing		\$55,901	\$57,551	\$43,257	\$49,763	\$52,743	\$58,934	\$65,675	\$46,583	\$50,667	\$66,034	\$65,917	\$54,203	\$74,341	\$70,023	\$67,789
Retail Trade		\$13,814	\$16,322	\$15,883	\$17,600	\$17,023	\$16,849	\$21,081	\$20,405	\$20,712	\$17,878	\$23,619	\$23,111	\$21,392	\$22,871	\$23,089
Information		\$27,125	\$48,955	\$38,458	\$51,695	*	\$45,458	\$52,494	\$48,637	\$62,840	\$36,239	\$52,420	\$55,417	\$42,312	\$64,615	\$51,420
Financial Activities		\$23,998	\$23,462	\$26,499	\$41,207	\$46,559	\$17,182	\$18,579	\$30,495	\$43,937	\$21,677	\$26,819	\$38,073	\$35,634	\$32,190	\$40,199
Professional and Business Services		\$19,601	\$21,968	\$23,282	\$27,408	\$34,967	\$27,723	\$24,277	\$29,120	\$36,294	\$29,401	\$31,770	\$34,924	\$32,715	\$42,088	\$33,709
Educational Services		\$18,965	\$20,333	\$24,234	\$31,779	\$25,769	\$24,323	\$24,895	\$23,634	\$36,178	\$22,899	\$22,773	\$27,484	\$29,040	\$30,532	\$27,171
Health Care and Social Assistance		\$23,278	\$18,897	\$20,762	\$23,600	\$32,096	\$22,948	\$22,454	\$25,191	\$27,542	\$26,498	\$28,344	\$28,320	\$31,679	\$28,109	\$35,530
Leisure and Hospitality		\$4,897	\$6,169	\$6,618	\$7,535	\$9,952	\$4,680	\$7,162	\$10,729	\$9,720	\$4,051	\$7,964	\$12,139	\$6,468	\$10,496	\$7,337
Other Services		\$19,299	\$10,445	\$14,413	\$21,288	\$15,860	\$23,338	\$16,626	\$17,839	\$31,543	\$22,723	\$17,466	\$23,930	\$20,942	\$28,466	\$19,640
Public Administration		\$42,867	\$42,248	\$42,238	\$46,176	\$50,677	\$47,140	\$48,476	\$49,141	\$52,059	\$48,538	\$52,132	\$53,936	\$59,062	\$57,110	\$60,857

† Employment percentages by industry total more than 100% due to individuals who were employed, and receiving wages, in more than one industry. See methodology for more information.

## University of North Carolina System (UNC)

### » Overview of Degree Programs

North Carolina's public university system offers an array of higher education programs through 16 campuses around the state.<sup>39</sup> Each year, more than 60,000 degrees<sup>40</sup> are awarded to students graduating from hundreds of academic degree programs offered by the UNC system.<sup>41</sup> Most UNC curriculum program participants are enrolled in academic degree programs; fewer are working toward other post-master's, post-baccalaureate, or post-secondary credentials. This evaluation report focuses on the outcomes of UNC's bachelor's, master's, and doctoral degree programs.

Bachelor's programs are designed to be completed within four years of matriculation by full-time students. While many bachelor's program enrollees begin their studies shortly after completing secondary education, other students are enrolled as sophomores or juniors after transferring from another institution of higher education or enter higher education later in life. Master's programs are typically completed in one to two years by full-time students, depending on the program. Most students enroll in master's programs after obtaining a bachelor's degree; however, some UNC campuses offer dual-degree programs that allow students to satisfy some master's degree requirements while working towards their bachelor's degree.

Doctoral programs fall under two categories: research and professional practice. Research programs lead to the attainment of a Doctor of Philosophy (PhD) degree and prepare students to conduct academic research in their respective fields of study. Professional practice programs lead to the attainment of a credential in fields such as law (JD) and medicine (MD) and prepare students for professional employment in their field; however, individuals often need to satisfy additional requirements, such as passing an examination or completing an internship, to receive a license to practice.

### » UNC Bachelor's Degree Program Outcomes

As shown in Figure 61, enrollment in bachelor's degree programs has fallen in recent years, with the number of students increasing slightly from 196,202 in the 2018-2019 program year to 198,335 in 2020-2021 before declining to 196,674 in 2021-2022 and 193,775 in 2022-2023. Students who were recorded as having graduated from a bachelor's program were defined as program completers/graduates, and their subsequent wages and employment outcomes were tracked post completion. The number of bachelor's program completers also declined after the 2020-2021 program year.

Figures 62 and 63 show employment and wage outcomes at one through five years after graduation, for all graduating cohorts from 2018-2019 to 2022-2023. The rate of employment in North Carolina one year after graduation remained stable across cohorts, ranging from 76% to 77%. The rate at which bachelor's graduates subsequently enrolled in public education, employment, or training programs was also stable, ranging from 18%

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<sup>39</sup> UNC also operates the NC School of Science of Mathematics, a residential high school with two campuses across the state, and offers a high school program through the UNC School of the Arts. Neither the School of Science and Math nor the high school portion of the School of Arts are included in this report.

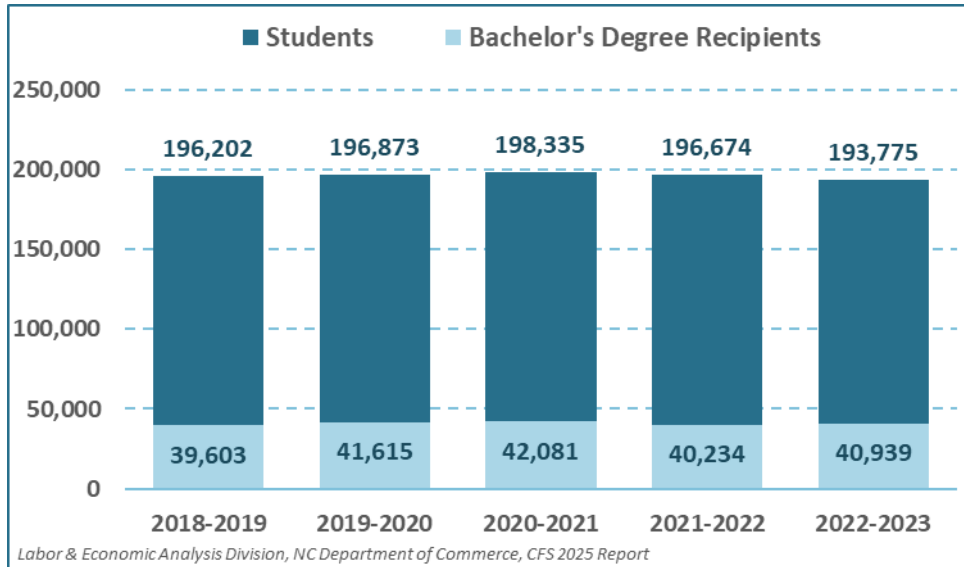
<sup>40</sup> The number of degrees conferred reached 64,524 in 2023-2024,

[https://myinsight.northcarolina.edu/t/Public/views/db\\_degrees/DegreesAwardedByLevel](https://myinsight.northcarolina.edu/t/Public/views/db_degrees/DegreesAwardedByLevel)

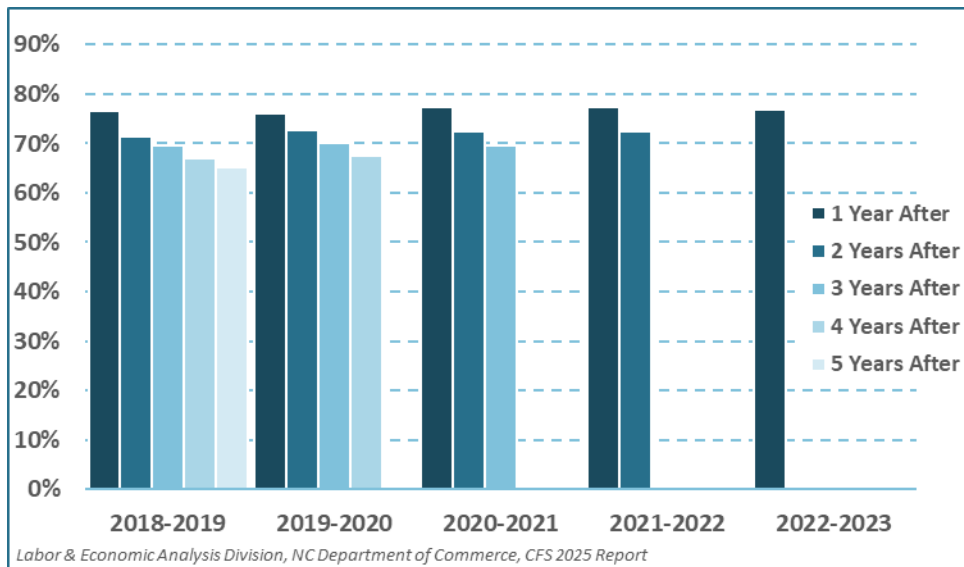
<sup>41</sup> The University of North Carolina System website, <https://www.northcarolina.edu/apps/programs/index.php>

to 19% for all cohorts one year after graduation (Table 16). Wage earnings one year following graduation increased across cohorts, with median wage earnings increasing from \$25,937 for the cohort graduating in 2018-2019 to \$31,791 for the 2022-2023 cohort.

**Figure 61. UNC Bachelor’s Degree Program Participants and Completers by Program Year**

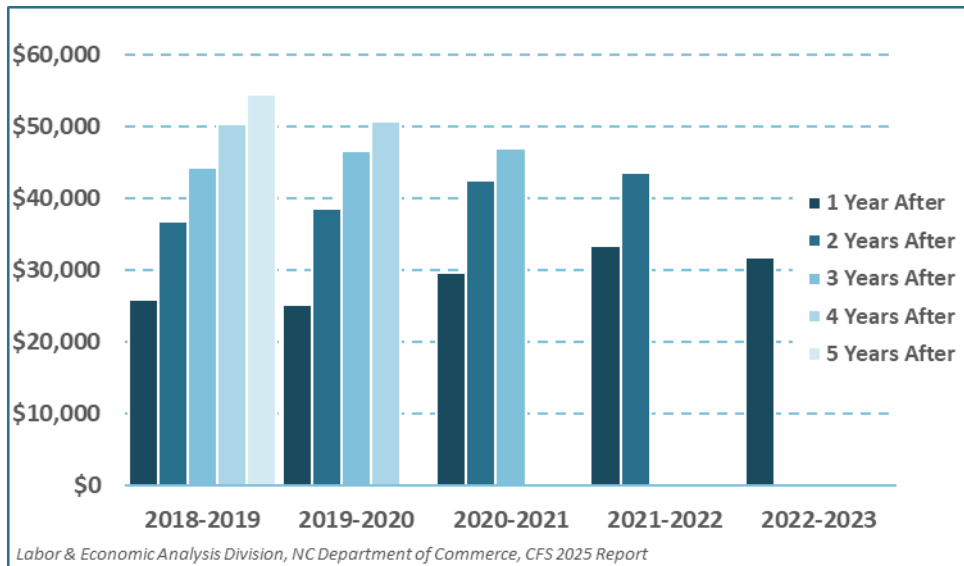


**Figure 62. Percentage of UNC Bachelor’s Program Completers Employed in North Carolina After Degree Conferral, by Year of Graduation**



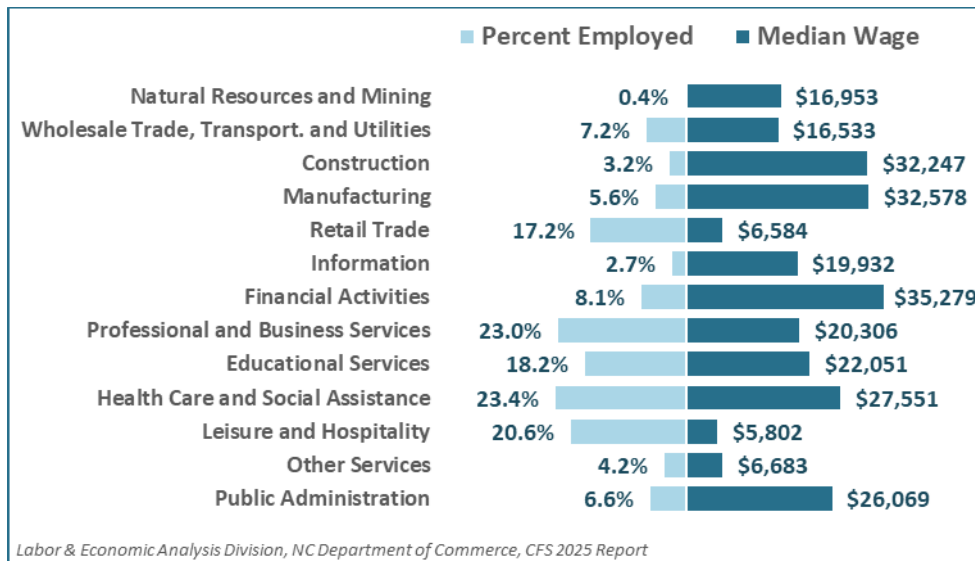
Bachelor’s recipients saw their wages increase in each year after graduation, while the share employed in North Carolina declined. For instance, the median wages for 2018-2019 graduates rose from \$25,937 after one year to \$54,400 after five years. Concurrently, their employment rate declined from 77% to 65%. This decline could be attributable to several factors including people not sustaining employment, moving out of state, or finding employment in jobs not covered by North Carolina’s unemployment insurance laws.

**Figure 63. Median Wage of UNC Bachelor’s Program Completers in North Carolina, by Year of Graduation**



Bachelor’s graduates in 2022-2023 saw high rates of employment in the Health Care and Social Assistance and Professional and Business Services industries in their first year after graduation, as well as in industries paying relatively lower wages, such as Leisure and Hospitality and Retail Trade) (Figure 64).

**Figure 64. 2022-2023 UNC Bachelor’s Program Completers One Year After Graduation: Percentage Employed and Median Wage by Industry**



Wage and employment outcomes also varied widely by program of study. After one year, 2022-2023 graduates saw median wages ranging from \$18,670 for Visual and Performing Arts majors to \$58,706 for Engineering Technologies and Engineering-Related Fields majors (see Appendix Table 16). For longer term wage outcomes, five-year post-graduation median earnings for the 2018-2019 graduating class ranged from \$40,518 for Visual and Performing Arts majors to \$85,853 for Engineering majors (see Appendix Table 13).

**Table 16. UNC Bachelor's Degree Program Participants and Completers, Outcomes One Through Five Years After Exit, Overall and By Industry**

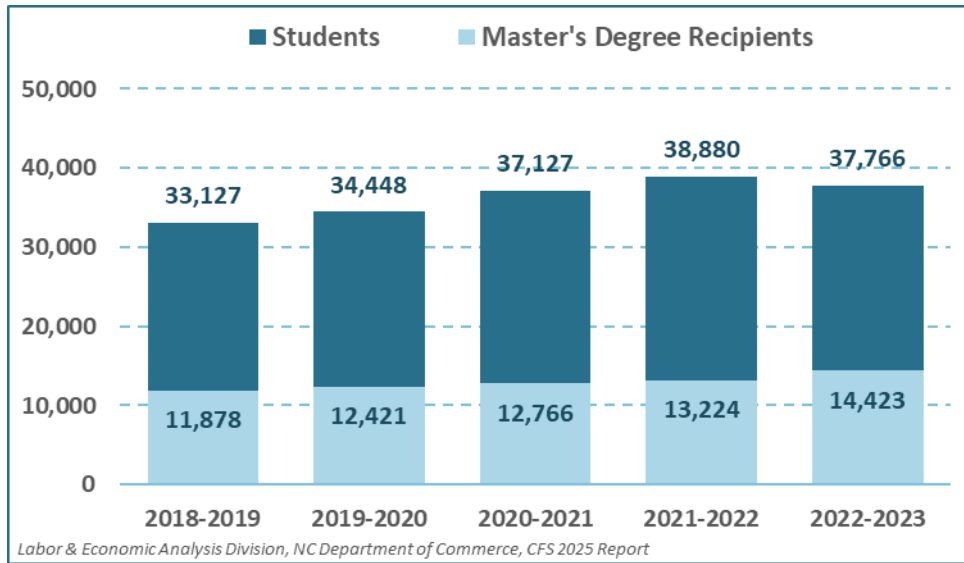
University Of North Carolina System						Common Follow-up System: Evaluative Measures, 2025 Report													
Bachelor's Degree						Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce													
All Programs																			
Program Year		2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2018-2019			
Students		196,202	196,873	198,335	196,674	193,775	196,202	196,873	198,335	196,674	196,202	196,873	198,335	196,202	196,873	196,202			
Bachelor's Degree Recipients		39,603	41,615	42,081	40,234	40,939	39,603	41,615	42,081	40,234	39,603	41,615	42,081	39,603	41,615	39,603			
<b>Post-Completion Outcome Measures</b>						<b>1 Year After</b>					<b>2 Years After</b>			<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Bachelor's Degree Recipients Employed in North Carolina	N	30,322	31,663	32,586	31,175	31,500	28,227	30,304	30,445	29,155	27,585	29,142	29,264	26,535	28,073	25,835			
	%	77%	76%	77%	77%	77%	71%	73%	72%	72%	70%	70%	67%	67%	65%				
Bachelor's Degree Recipients' Wages in North Carolina	Mean	\$29,478	\$29,598	\$33,339	\$36,167	\$35,479	\$38,169	\$41,027	\$44,386	\$44,775	\$46,882	\$49,443	\$49,652	\$55,198	\$54,606	\$60,215			
	Median	\$25,937	\$25,213	\$29,677	\$33,347	\$31,791	\$36,672	\$38,546	\$42,460	\$43,567	\$44,281	\$46,491	\$46,864	\$50,259	\$50,612	\$54,400			
Graduates Enrolled in NC Public Higher Education	N	6,824	7,458	7,612	7,240	7,357	6,672	7,023	7,043	6,571	5,528	5,447	5,461	4,434	4,422	3,533			
	%	17%	18%	18%	18%	18%	17%	17%	16%	14%	13%	13%	11%	11%	9%				
Graduates Enrolled in NC Public Education, Employment, or Training Program	N	7,314	8,008	8,069	7,583	7,757	7,125	7,448	7,398	6,982	5,903	5,813	5,884	4,733	4,822	3,862			
	%	18%	19%	19%	19%	19%	18%	18%	17%	15%	14%	14%	12%	12%	10%				
Graduates Enrolled or Employed in NC	N	31,669	33,290	34,075	32,468	32,815	29,564	31,570	31,667	30,282	28,527	29,993	30,134	27,300	28,777	26,452			
	%	80%	80%	81%	81%	80%	75%	76%	75%	72%	72%	72%	69%	69%	67%				
<b>Graduates' Employment by Industry†</b>						<b>1 Year After</b>					<b>2 Years After</b>			<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		0.4%	0.5%	0.5%	0.4%	0.4%	0.4%	0.4%	0.4%	0.4%	0.4%	0.4%	0.4%	0.4%	0.4%	0.4%			
Wholesale Trade, Transport, and Utilities		6.7%	8.3%	8.5%	7.7%	7.2%	7.3%	8.5%	7.9%	7.2%	8.0%	8.1%	7.5%	7.9%	7.9%	7.7%			
Construction		2.9%	3.5%	3.3%	3.0%	3.2%	3.3%	3.8%	3.1%	3.2%	3.6%	3.7%	3.4%	3.5%	3.8%	3.6%			
Manufacturing		6.1%	5.9%	6.3%	5.7%	5.6%	6.7%	6.7%	6.4%	5.9%	7.1%	6.5%	6.5%	6.6%	6.5%	6.5%			
Retail Trade		18.3%	20.1%	17.9%	16.3%	17.2%	13.1%	13.7%	11.6%	11.5%	10.4%	10.3%	9.9%	8.7%	9.3%	8.0%			
Information		3.2%	3.0%	3.3%	3.5%	2.7%	3.5%	3.9%	3.8%	3.3%	4.0%	4.1%	3.6%	4.2%	3.9%	4.0%			
Financial Activities		8.6%	8.6%	8.8%	8.6%	8.1%	9.8%	10.2%	9.7%	9.2%	10.6%	10.5%	9.6%	10.7%	10.2%	10.3%			
Professional and Business Services		24.3%	25.5%	27.5%	25.8%	23.0%	25.4%	27.8%	27.8%	24.2%	27.8%	27.6%	25.7%	27.6%	25.7%	25.5%			
Educational Services		16.6%	14.6%	16.2%	17.4%	18.2%	15.8%	15.5%	16.6%	17.2%	16.5%	16.0%	16.8%	16.5%	15.9%	16.1%			
Health Care and Social Assistance		22.5%	22.7%	22.8%	23.3%	23.4%	23.3%	23.3%	23.2%	23.7%	23.1%	22.4%	23.2%	22.7%	22.8%	23.1%			
Leisure and Hospitality		21.7%	19.1%	19.3%	19.6%	20.6%	12.2%	13.2%	13.4%	13.8%	10.2%	11.0%	11.4%	9.1%	9.8%	8.4%			
Other Services		4.4%	4.3%	4.2%	4.3%	4.2%	3.2%	3.5%	3.6%	3.6%	2.9%	3.3%	3.3%	2.9%	3.1%	2.9%			
Public Administration		5.6%	5.5%	5.6%	5.9%	6.6%	6.1%	6.1%	6.1%	6.5%	6.4%	6.3%	6.5%	6.6%	6.6%	6.6%			
<b>Graduates' Median Wages by Industry of Employment</b>						<b>1 Year After</b>					<b>2 Years After</b>			<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		\$9,949	\$9,544	\$12,115	\$7,088	\$16,953	\$14,062	\$15,186	\$30,382	\$15,360	\$25,117	\$26,189	\$38,400	\$36,078	\$35,100	\$38,861			
Wholesale Trade, Transport, and Utilities		\$14,775	\$10,930	\$13,805	\$17,228	\$16,533	\$23,369	\$21,306	\$30,000	\$31,594	\$29,762	\$35,238	\$39,408	\$40,905	\$41,476	\$48,610			
Construction		\$26,955	\$21,343	\$23,939	\$32,982	\$32,247	\$36,007	\$35,741	\$41,577	\$46,814	\$41,638	\$48,068	\$47,480	\$53,714	\$56,000	\$60,344			
Manufacturing		\$32,145	\$24,582	\$26,441	\$32,747	\$32,578	\$44,088	\$36,986	\$45,789	\$49,666	\$46,035	\$48,993	\$54,877	\$53,347	\$56,390	\$63,897			
Retail Trade		\$4,867	\$5,544	\$5,649	\$5,799	\$6,584	\$7,564	\$8,649	\$9,207	\$8,844	\$9,923	\$11,176	\$10,730	\$11,587	\$13,774	\$14,855			
Information		\$19,913	\$16,668	\$20,736	\$21,675	\$19,932	\$31,771	\$26,836	\$33,319	\$39,599	\$37,692	\$42,061	\$44,003	\$47,722	\$52,576	\$53,490			
Financial Activities		\$28,235	\$26,010	\$28,611	\$35,833	\$35,279	\$38,844	\$37,361	\$43,401	\$48,208	\$43,306	\$45,830	\$49,005	\$51,465	\$51,208	\$57,716			
Professional and Business Services		\$15,712	\$14,502	\$18,299	\$23,740	\$20,306	\$25,765	\$26,967	\$32,824	\$36,950	\$34,001	\$40,502	\$40,676	\$45,416	\$46,455	\$52,752			
Educational Services		\$15,658	\$17,650	\$19,550	\$21,402	\$22,051	\$31,850	\$29,800	\$31,326	\$35,542	\$37,975	\$37,546	\$38,125	\$40,579	\$40,716	\$43,586			
Health Care and Social Assistance		\$25,251	\$24,277	\$25,477	\$27,738	\$27,551	\$31,437	\$30,659	\$32,906	\$34,730	\$35,613	\$37,533	\$37,939	\$41,937	\$43,026	\$49,501			
Leisure and Hospitality		\$4,305	\$4,072	\$4,773	\$5,330	\$5,802	\$5,358	\$5,544	\$6,818	\$7,997	\$6,830	\$6,848	\$8,056	\$7,903	\$8,477	\$9,086			
Other Services		\$4,000	\$4,865	\$5,620	\$6,050	\$6,683	\$7,918	\$8,368	\$9,954	\$11,460	\$10,528	\$12,881	\$16,482	\$17,235	\$18,499	\$23,915			
Public Administration		\$16,949	\$19,888	\$19,858	\$25,071	\$26,069	\$33,695	\$33,488	\$36,588	\$39,974	\$37,827	\$40,387	\$42,765	\$44,017	\$46,157	\$49,678			
<b>Graduates' Average Wages by Industry of Employment</b>						<b>1 Year After</b>					<b>2 Years After</b>			<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		\$17,314	\$19,247	\$19,733	\$17,608	\$25,958	\$21,485	\$24,593	\$29,854	\$26,011	\$28,277	\$33,787	\$34,127	\$37,973	\$38,488	\$43,508			
Wholesale Trade, Transport, and Utilities		\$21,673	\$19,192	\$22,154	\$26,104	\$25,988	\$29,071	\$28,888	\$35,367	\$37,033	\$36,044	\$40,357	\$42,387	\$47,957	\$46,364	\$54,488			
Construction		\$30,368	\$27,253	\$29,712	\$35,208	\$37,225	\$36,862	\$37,341	\$42,804	\$45,441	\$42,269	\$49,575	\$49,282	\$53,165	\$57,298	\$60,788			
Manufacturing		\$35,454	\$32,153	\$33,603	\$37,946	\$38,683	\$43,540	\$40,898	\$47,746	\$48,569	\$47,930	\$50,011	\$55,303	\$56,467	\$56,924	\$63,806			
Retail Trade		\$9,167	\$10,123	\$11,167	\$11,737	\$12,254	\$13,617	\$15,534	\$17,107	\$16,388	\$18,491	\$20,318	\$19,943	\$22,651	\$22,914	\$26,348			
Information		\$25,837	\$26,669	\$28,791	\$30,885	\$30,108	\$35,725	\$35,125	\$39,772	\$43,934	\$42,509	\$47,761	\$50,975	\$53,851	\$58,864	\$63,560			
Financial Activities		\$31,796	\$31,289	\$33,403	\$37,592	\$39,546	\$40,647	\$40,635	\$44,594	\$48,992	\$47,407	\$48,922	\$52,806	\$55,677	\$56,615	\$63,985			
Professional and Business Services		\$22,002	\$21,560	\$24,812	\$29,796	\$27,764	\$30,265	\$32,673	\$37,226	\$39,205	\$38,409	\$43,640	\$43,745	\$49,757	\$49,749	\$56,586			
Educational Services		\$18,894	\$19,941	\$22,577	\$23,329	\$24,017	\$26,029	\$27,614	\$28,193	\$29,697	\$31,478	\$30,890	\$31,740	\$33,360	\$34,205	\$36,222			
Health Care and Social Assistance		\$30,889	\$30,937	\$32,331	\$34,555	\$34,000	\$35,685	\$36,186	\$38,913	\$39,789	\$39,694	\$42,123	\$42,242	\$46,162	\$46,297	\$51,780			
Leisure and Hospitality		\$8,078	\$7,871	\$9,667	\$10,555	\$11,096	\$10,678	\$11,675	\$13,480	\$14,807	\$14,592	\$15,237	\$16,448	\$16,959	\$17,354	\$19,300			
Other Services		\$9,680	\$10,407	\$11,605	\$12,815	\$13,207	\$14,994	\$15,373	\$17,944	\$19,853	\$18,938	\$20,165	\$23,460	\$25,038	\$25,069	\$29,962			
Public Administration		\$22,073	\$24,044	\$25,131	\$28,272	\$29,652	\$31,292	\$31,503	\$35,148	\$37,431	\$34,890	\$37,703	\$40,402	\$41,128	\$43,574	\$47,039			

† Employment percentages by industry total more than 100% due to individuals who were employed, and receiving wages, in more than one industry. See methodology for more information.

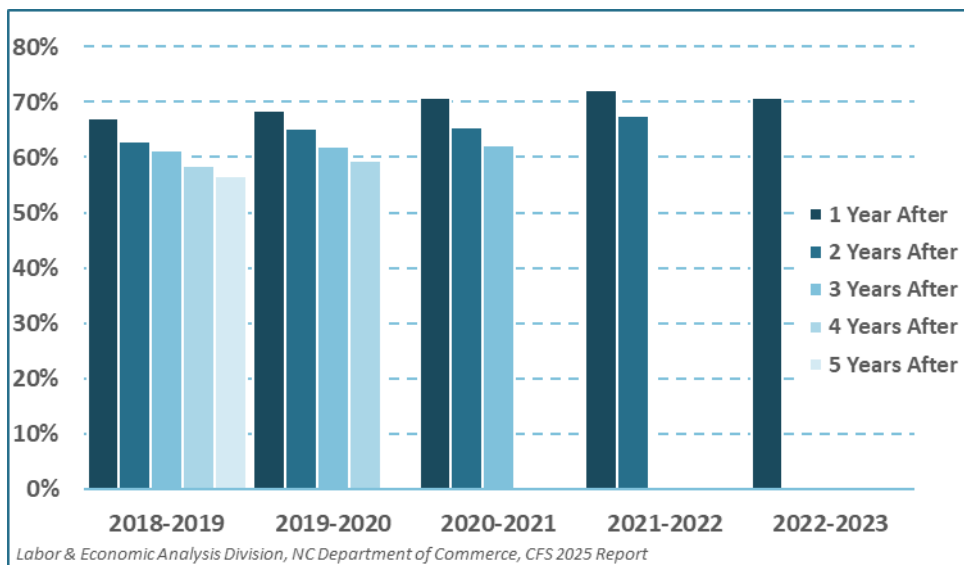
### » UNC Master’s Degree Program Outcomes

As shown in Figure 65, enrollment in UNC master’s programs showed an increase in enrollment and graduation between the 2018-2019 and 2022-2023 program years. Students who were recorded as having graduated from a master’s program were defined as program completers/graduates, and their subsequent wages and employment outcomes were tracked post completion.

**Figure 65. UNC Master’s Degree Program Participants and Completers by Program Year**



**Figure 66. UNC Master’s Graduates Employed in North Carolina After Degree Conferral, by Year of Graduation**

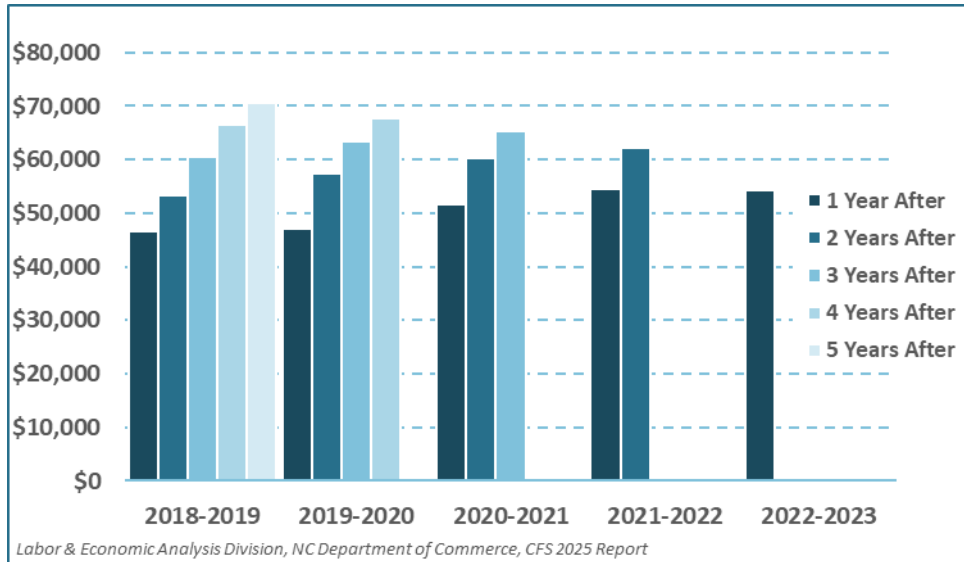


Post-master’s employment rates in North Carolina at one year following completion increased from 67% in 2018-2019 to 71% in 2022-2023. However, these employment rates declined within cohorts for each year after graduation (Figure 66), a common pattern across most workforce training and education programs. Post-graduation enrollment in a public higher education, employment, or training program stayed stable across

cohorts at between 9% and 10% one year after degree completion and declined slightly over time within each cohort (Table 17).

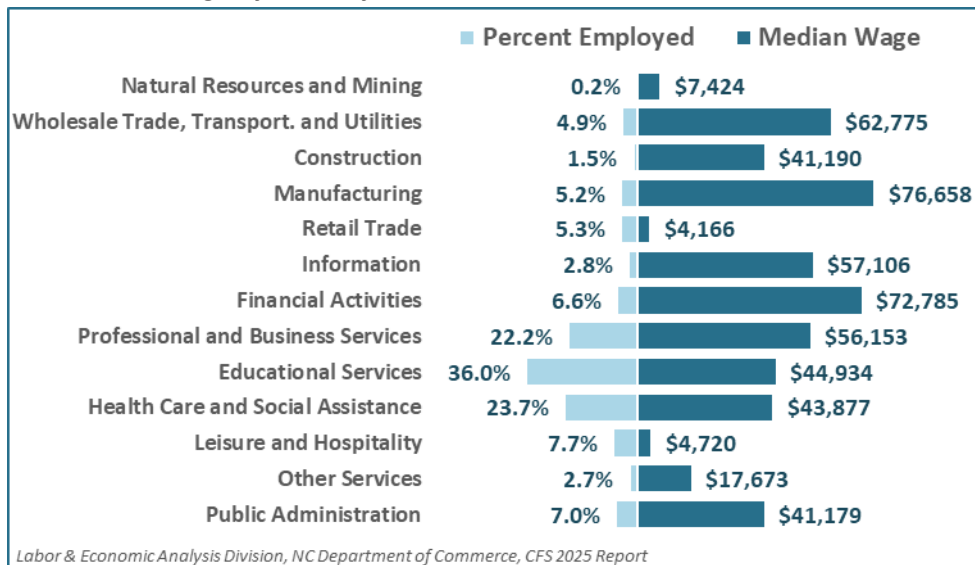
Median wages following degree conferral rose across cohorts (Figure 67 and Table 17). One-year post-graduation wages increased from \$46,566 for the 2018-2019 cohort to \$54,332 in 2022-2023. Within each cohort, wages increased steadily over time.

**Figure 67. Median Wage of UNC Master’s Program Completers in North Carolina, by Year of Graduation**



The most recent cohort of master’s recipients (2022-2023) was most likely to be employed in Educational Services (36.0%), followed by Health Care and Social Assistance (23.7%) and Professional and Business Services (22.2%) (Figure 68). Overall, UNC master’s graduates showed wage growth over time, but median wages varied considerably by industry, ranging from \$4,166 in Retail Trade to \$76,658 in Manufacturing.

**Figure 68. 2022-2023 UNC Master’s Program Completers One Year After Graduation: Percentage Employed and Median Wage by Industry**



**Table 17. UNC Master's Degree Program Participants and Completers, Outcomes One Through Five Years After Exit, Overall and By Industry**

University Of North Carolina System										Common Follow-up System: Evaluative Measures, 2025 Report						
Master's Degree																
All Programs										Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce						
Program Year	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2018-2019	
Students	33,127	34,448	37,127	38,880	37,766	33,127	34,448	37,127	38,880	33,127	34,448	37,127	33,127	34,448	33,127	
Master's Degree Recipients	11,878	12,421	12,766	13,224	14,423	11,878	12,421	12,766	13,224	11,878	12,421	12,766	11,878	12,421	11,878	
<b>Post-Completion Outcome Measures</b>																
<b>1 Year After</b>																
Master's Degree Recipients Employed in North Carolina	N	7,971	8,492	9,025	9,545	10,199	7,471	8,112	8,360	8,933	7,274	7,698	7,948	6,957	7,377	6,721
	%	67%	68%	71%	72%	71%	63%	65%	65%	68%	61%	62%	62%	59%	59%	57%
Master's Degree Recipients' Wages in North Carolina	Mean	\$52,761	\$54,896	\$59,108	\$62,831	\$62,158	\$62,269	\$66,133	\$70,438	\$71,919	\$69,986	\$74,928	\$76,829	\$78,142	\$80,559	\$84,406
	Median	\$46,566	\$47,176	\$51,613	\$54,613	\$54,332	\$53,305	\$57,412	\$60,394	\$62,126	\$60,584	\$63,423	\$65,284	\$66,412	\$67,674	\$70,549
Graduates Enrolled in NC Public Higher Education	N	1,065	1,102	1,222	1,123	1,182	1,002	1,038	1,113	1,070	989	979	1,021	830	839	659
	%	9%	9%	10%	8%	8%	8%	8%	9%	8%	8%	8%	8%	7%	7%	6%
Graduates Enrolled in NC Public Education, Employment, or Training Program	N	1,168	1,205	1,328	1,223	1,279	1,091	1,108	1,184	1,162	1,047	1,026	1,092	874	901	706
	%	10%	10%	10%	9%	9%	9%	9%	9%	9%	9%	9%	9%	7%	7%	6%
Graduates Enrolled or Employed in NC	N	8,255	8,790	9,332	9,779	10,450	7,738	8,363	8,608	9,184	7,508	7,913	8,181	7,134	7,553	6,847
	%	69%	71%	73%	74%	72%	65%	67%	67%	69%	63%	64%	64%	60%	61%	58%
<b>Graduates' Employment by Industry†</b>																
<b>1 Year After</b>																
Natural Resources and Mining	0.2%	0.2%	0.3%	0.2%	0.2%	0.3%	0.1%	0.2%	0.1%	0.2%	0.2%	0.3%	0.2%	0.2%	0.2%	0.2%
Wholesale Trade, Transport. and Utilities	3.9%	4.4%	5.5%	4.7%	4.9%	4.1%	4.5%	5.2%	4.5%	4.5%	4.6%	5.1%	4.5%	4.7%	4.3%	4.3%
Construction	1.2%	1.2%	1.6%	1.2%	1.5%	1.4%	1.2%	1.4%	1.4%	1.7%	1.3%	1.2%	1.7%	1.3%	1.6%	1.6%
Manufacturing	5.4%	4.8%	5.5%	5.0%	5.2%	5.6%	5.2%	5.0%	4.8%	5.8%	4.5%	4.9%	5.3%	4.4%	5.2%	5.2%
Retail Trade	5.3%	5.6%	5.9%	5.6%	5.3%	3.5%	4.0%	3.8%	4.3%	3.5%	3.5%	3.4%	3.5%	3.3%	3.4%	3.4%
Information	2.5%	2.7%	3.5%	3.4%	2.8%	2.9%	3.2%	3.6%	3.1%	3.2%	3.4%	3.6%	3.4%	3.4%	3.0%	3.0%
Financial Activities	6.1%	5.8%	6.6%	7.2%	6.6%	6.3%	6.9%	7.1%	7.2%	7.6%	7.4%	7.0%	7.9%	7.5%	7.9%	7.9%
Professional and Business Services	20.7%	22.3%	24.3%	22.5%	22.2%	20.4%	23.2%	24.5%	22.3%	22.2%	23.3%	23.5%	22.5%	22.3%	22.1%	22.1%
Educational Services	36.3%	35.9%	35.0%	36.8%	36.0%	33.7%	34.5%	33.9%	34.0%	34.0%	33.9%	32.8%	33.1%	33.1%	32.2%	32.2%
Health Care and Social Assistance	27.1%	24.8%	24.6%	24.5%	23.7%	27.0%	25.2%	24.3%	24.6%	25.8%	24.8%	24.3%	24.6%	24.7%	25.0%	25.0%
Leisure and Hospitality	7.2%	5.9%	5.8%	6.6%	7.7%	4.0%	4.2%	4.7%	5.2%	3.7%	3.8%	4.2%	3.5%	4.0%	3.7%	3.7%
Other Services	2.4%	2.7%	2.4%	2.6%	2.7%	2.1%	2.4%	2.2%	2.4%	2.3%	2.4%	2.1%	2.2%	2.5%	2.3%	2.3%
Public Administration	7.3%	7.3%	6.6%	6.7%	7.0%	7.3%	7.4%	6.4%	6.4%	7.4%	7.0%	6.6%	7.2%	7.0%	7.5%	7.5%
<b>Graduates' Median Wages by Industry of Employment</b>																
<b>1 Year After</b>																
Natural Resources and Mining	\$12,145	\$11,354	\$11,637	\$4,793	\$7,424	\$5,113	\$6,157	\$10,833	\$3,800	\$32,600	\$25,791	\$41,436	\$42,000	\$16,980	\$43,754	\$43,754
Wholesale Trade, Transport. and Utilities	\$46,383	\$42,750	\$47,883	\$53,828	\$62,775	\$54,235	\$54,932	\$60,504	\$66,663	\$54,544	\$66,876	\$75,815	\$74,343	\$69,822	\$90,272	\$90,272
Construction	\$45,422	\$35,027	\$30,714	\$56,867	\$41,190	\$53,442	\$44,210	\$52,758	\$55,757	\$41,153	\$60,449	\$68,973	\$73,343	\$69,105	\$76,703	\$76,703
Manufacturing	\$69,651	\$69,827	\$68,744	\$66,958	\$76,658	\$76,092	\$74,484	\$80,882	\$80,994	\$82,060	\$79,495	\$88,426	\$87,621	\$90,783	\$99,886	\$99,886
Retail Trade	\$2,856	\$4,291	\$4,532	\$4,949	\$4,166	\$5,300	\$6,242	\$5,972	\$6,295	\$7,108	\$6,574	\$8,588	\$9,736	\$6,156	\$10,895	\$10,895
Information	\$47,464	\$39,995	\$49,018	\$55,743	\$57,106	\$58,299	\$49,505	\$60,615	\$72,165	\$59,165	\$71,433	\$71,661	\$74,027	\$85,483	\$89,489	\$89,489
Financial Activities	\$59,205	\$66,841	\$51,845	\$65,692	\$72,785	\$72,620	\$69,854	\$67,894	\$78,696	\$69,788	\$77,276	\$79,021	\$79,732	\$87,666	\$94,274	\$94,274
Professional and Business Services	\$46,467	\$47,217	\$48,240	\$54,853	\$56,153	\$56,519	\$56,694	\$64,415	\$64,503	\$60,815	\$68,275	\$72,126	\$72,825	\$73,992	\$82,809	\$82,809
Educational Services	\$38,794	\$40,615	\$43,980	\$45,479	\$44,934	\$44,095	\$47,715	\$48,053	\$50,763	\$50,047	\$50,096	\$50,834	\$52,188	\$52,693	\$53,891	\$53,891
Health Care and Social Assistance	\$40,147	\$39,904	\$42,126	\$45,509	\$43,877	\$47,261	\$49,404	\$52,718	\$54,030	\$52,008	\$56,978	\$56,332	\$59,194	\$61,558	\$61,538	\$61,538
Leisure and Hospitality	\$3,000	\$3,235	\$3,734	\$4,518	\$4,720	\$4,806	\$3,923	\$3,958	\$4,446	\$4,395	\$5,002	\$5,481	\$5,818	\$4,733	\$6,039	\$6,039
Other Services	\$6,503	\$15,574	\$10,800	\$16,219	\$17,673	\$28,253	\$22,270	\$20,405	\$33,166	\$20,883	\$36,666	\$33,133	\$39,028	\$39,565	\$47,899	\$47,899
Public Administration	\$32,884	\$37,082	\$35,935	\$36,647	\$41,179	\$42,858	\$44,067	\$47,318	\$49,635	\$44,224	\$50,944	\$52,924	\$52,419	\$56,337	\$55,313	\$55,313
<b>Graduates' Average Wages by Industry of Employment</b>																
<b>1 Year After</b>																
Natural Resources and Mining	\$39,171	\$28,906	\$26,508	\$19,404	\$48,418	\$46,904	\$26,964	\$35,898	\$21,472	\$57,355	\$30,661	\$40,262	\$77,545	\$35,697	\$50,253	\$50,253
Wholesale Trade, Transport. and Utilities	\$50,439	\$57,274	\$61,570	\$68,020	\$74,778	\$58,778	\$67,850	\$75,460	\$79,402	\$64,573	\$80,331	\$90,777	\$85,323	\$88,240	\$99,866	\$99,866
Construction	\$46,425	\$52,604	\$40,822	\$65,766	\$54,137	\$54,815	\$55,780	\$55,989	\$71,653	\$56,235	\$67,812	\$71,195	\$75,217	\$82,895	\$81,334	\$81,334
Manufacturing	\$71,418	\$77,427	\$74,341	\$70,563	\$79,186	\$79,246	\$81,614	\$83,580	\$85,052	\$86,174	\$92,556	\$92,439	\$93,370	\$102,966	\$106,248	\$106,248
Retail Trade	\$11,723	\$15,140	\$16,608	\$16,996	\$19,730	\$19,467	\$21,428	\$25,555	\$23,511	\$27,290	\$25,116	\$28,515	\$34,087	\$28,518	\$40,179	\$40,179
Information	\$60,040	\$56,916	\$62,205	\$68,361	\$69,694	\$76,103	\$66,704	\$75,982	\$83,009	\$72,252	\$85,257	\$91,143	\$84,245	\$101,248	\$105,178	\$105,178
Financial Activities	\$67,385	\$70,415	\$64,457	\$74,782	\$81,314	\$78,430	\$75,765	\$77,787	\$87,697	\$81,031	\$88,237	\$89,882	\$92,071	\$96,916	\$105,484	\$105,484
Professional and Business Services	\$47,309	\$48,893	\$53,443	\$59,665	\$60,277	\$58,638	\$60,288	\$71,162	\$70,029	\$64,771	\$73,954	\$80,623	\$78,689	\$81,123	\$88,375	\$88,375
Educational Services	\$34,249	\$36,618	\$38,845	\$41,476	\$40,199	\$40,998	\$44,528	\$43,503	\$48,315	\$46,138	\$47,159	\$46,470	\$48,530	\$49,958	\$51,091	\$51,091
Health Care and Social Assistance	\$47,500	\$48,462	\$50,464	\$52,894	\$49,210	\$56,448	\$58,614	\$61,876	\$62,483	\$61,330	\$66,752	\$65,071	\$68,676	\$71,367	\$72,038	\$72,038
Leisure and Hospitality	\$9,916	\$9,742	\$10,666	\$12,667	\$15,482	\$14,125	\$13,915	\$13,244	\$17,030	\$14,769	\$18,186	\$16,647	\$16,968	\$20,131	\$19,771	\$19,771
Other Services	\$20,644	\$26,873	\$22,216	\$30,499	\$29,533	\$33,465	\$32,632	\$31,164	\$40,521	\$32,958	\$41,930	\$37,705	\$43,821	\$47,322	\$51,299	\$51,299
Public Administration	\$32,827	\$36,758	\$35,991	\$38,921	\$40,969	\$40,369	\$43,167	\$46,751	\$49,000	\$44,111	\$50,062	\$53,912	\$50,789	\$55,252	\$52,750	\$52,750

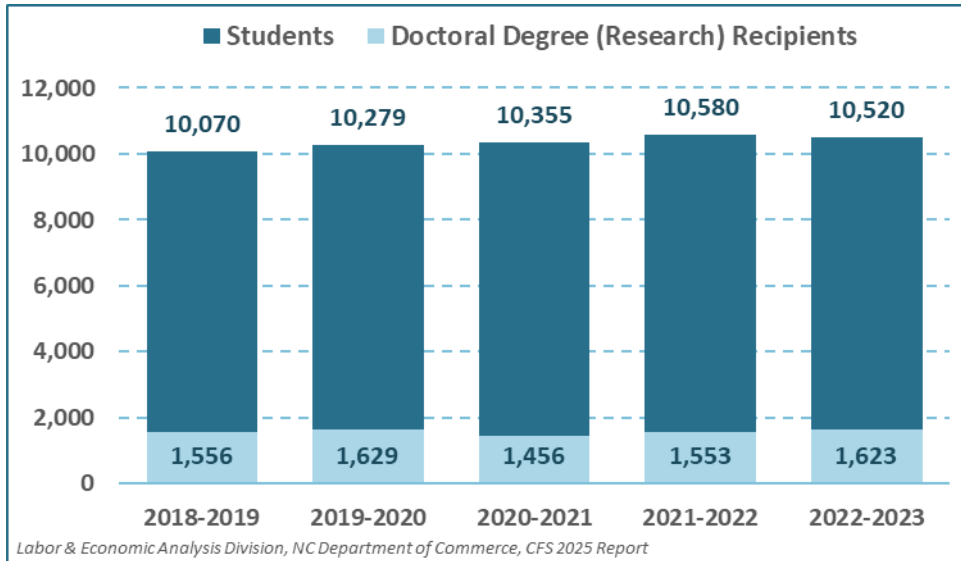
† Employment percentages by industry total more than 100% due to individuals who were employed, and receiving wages, in more than one industry. See methodology for more information.



## » UNC Doctoral (Research) Degree Program Outcomes

As shown in Figure 69, enrollment in research-focused doctoral programs increased slightly from 10,070 students in 2018-2019 to 10,520 students in the 2022-2023 program year.

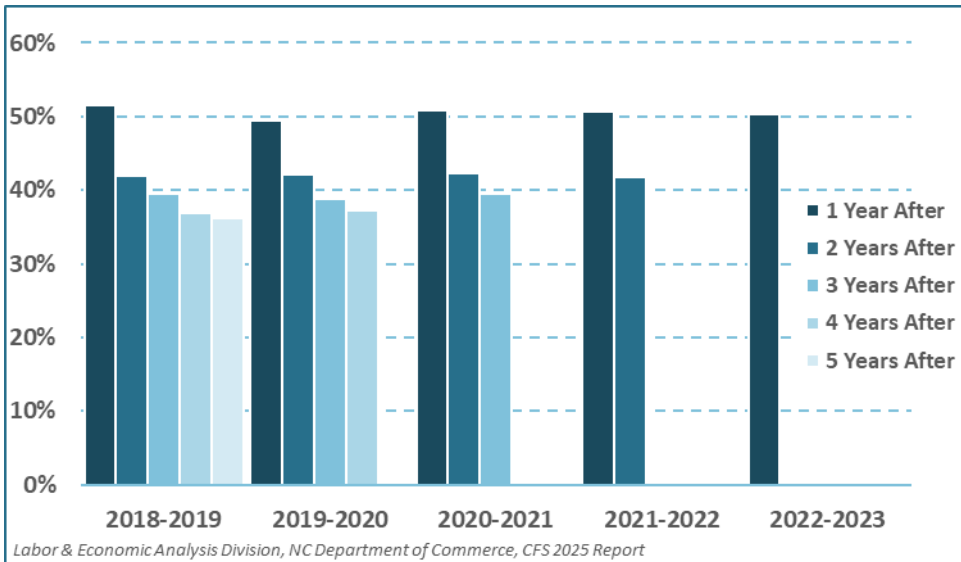
**Figure 69. UNC Doctoral (Research) Degree Program Participants and Completers by Program Year**



Students who were recorded as having graduated from a doctoral research program were defined as program completers/graduates, and their subsequent wages and employment outcomes were tracked post completion. One-year post-graduation employment rates of research doctorate recipients in North Carolina ranged between 49% and 51% over the past five years (Figure 70).

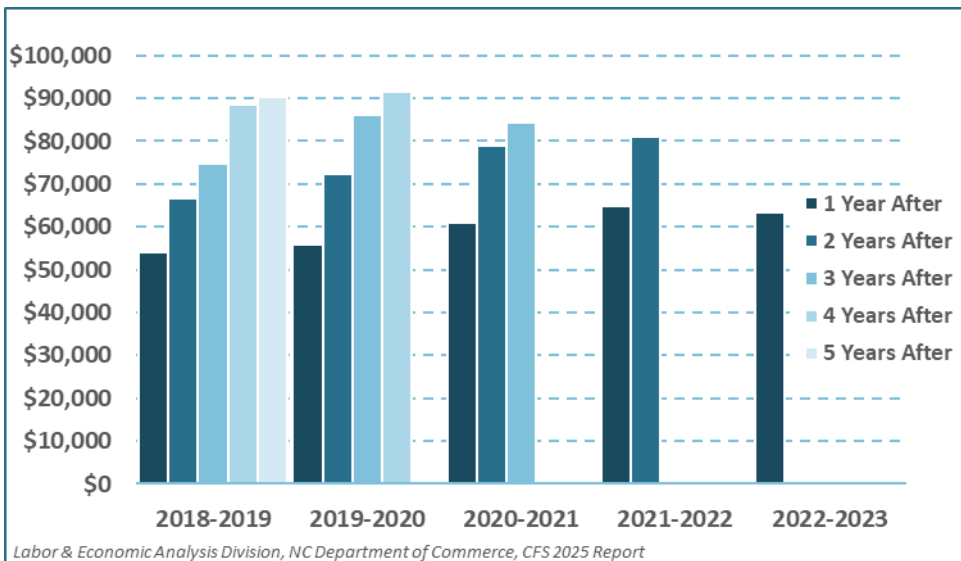
These employment rates are low compared to those of graduates from bachelor's and master's programs, which may be due in part to the unique employment circumstances of doctoral recipients. Many short-term academic jobs are not covered by unemployment insurance, which would exclude them from the statistics presented in this report. Additionally, many research doctorate recipients leave the state for academic employment, as academic hiring guidelines typically require universities to conduct a national search. Even for institutions with no such requirement, doctoral research degrees focus on narrow subject areas which are likely to have very few, if any, job openings in a particular region. The second year after graduation shows a noticeable drop in employment within North Carolina, followed by much smaller declines in subsequent years, which may be due to recipients of doctoral degrees finding out-of-state employment following a transitional post-graduate year.

**Figure 70. Percentage of UNC Doctoral (Research) Program Completers Employed in North Carolina After Degree Conferral, by Year of Graduation**

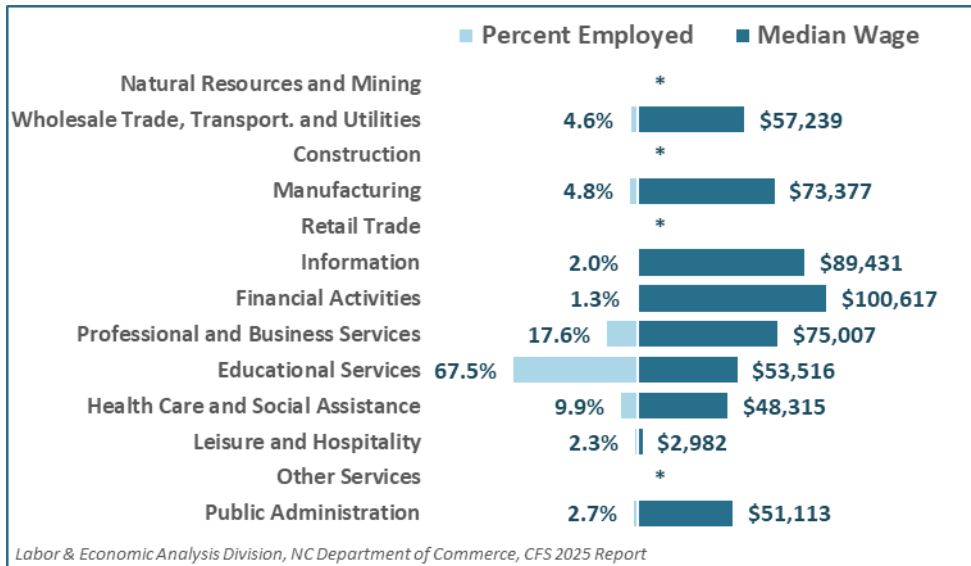


Short-term wage outcomes one year after graduation increased from \$54,062 in 2018-2019 to \$63,499 for the 2022-2023 graduating class (Figure 71). Within each cohort, wages increase considerably over time. The vast majority of those completing doctoral research programs were employed in Educational Services (68%), followed by Professional and Business Services (18%) and Health Care and Social Assistance (10%) (Table 18).

**Figure 71. Median Wage of UNC Doctoral (Research) Program Completers in North Carolina, by Year of Graduation**



**Figure 72. 2022-2023 UNC Doctoral (Research) Program Completers One Year After Graduation: Percentage Employed and Median Wage by Industry**



**Table 18. UNC Doctoral (Research) Degree Program Participants and Completers, One Through Five Years After Exit, Overall and By Industry**

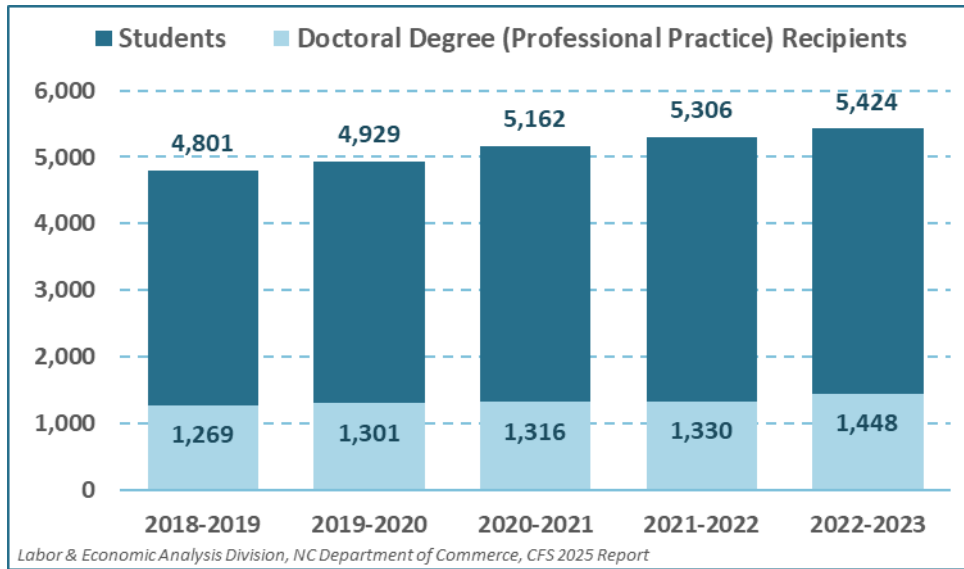
University Of North Carolina System Doctoral Degree (Research)						Common Follow-up System: Evaluative Measures, 2025 Report											
All Programs						Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce											
Program Year		2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2018-2019	
Students		10,070	10,279	10,355	10,580	10,520	10,070	10,279	10,355	10,580	10,070	10,279	10,355	10,070	10,279	10,070	
Doctoral Degree (Research) Recipients		1,556	1,629	1,456	1,553	1,623	1,556	1,629	1,456	1,553	1,556	1,629	1,456	1,556	1,629	1,556	
<b>Post-Completion Outcome Measures</b>		<b>1 Year After</b>					<b>2 Years After</b>					<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Doctoral Degree (Research) Recipients Employed in North Carolina	N	801	806	739	786	818	653	686	617	648	615	632	574	574	606	562	
	%	51%	49%	51%	51%	50%	42%	42%	42%	42%	40%	39%	39%	37%	37%	36%	
Doctoral Degree (Research) Recipients' Wages in North Carolina	Mean	\$56,289	\$60,673	\$62,192	\$68,567	\$67,904	\$70,595	\$76,098	\$81,519	\$85,759	\$78,227	\$89,735	\$90,199	\$90,971	\$96,362	\$97,449	
	Median	\$54,062	\$55,933	\$60,823	\$64,963	\$63,499	\$66,762	\$72,444	\$78,817	\$81,050	\$74,805	\$86,177	\$84,324	\$88,642	\$91,655	\$90,242	
Graduates Enrolled in NC Public Higher Education	N	34	30	39	31	33	31	38	30	37	32	26	21	25	12	19	
	%	2%	2%	3%	2%	2%	2%	2%	2%	2%	2%	2%	1%	2%	1%	1%	
Graduates Enrolled in NC Public Education, Employment, or Training Program	N	40	35	46	32	37	36	40	34	41	37	29	26	25	16	24	
	%	3%	2%	3%	2%	2%	2%	2%	2%	3%	2%	2%	2%	1%	2%	2%	
Graduates Enrolled or Employed in NC	N	801	807	741	769	818	656	699	621	655	618	635	578	574	607	562	
	%	51%	50%	51%	50%	50%	42%	43%	43%	42%	40%	39%	40%	37%	37%	36%	
<b>Graduates' Employment by Industry†</b>		<b>1 Year After</b>					<b>2 Years After</b>					<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Wholesale Trade, Transport. and Utilities		2.5%	2.7%	4.1%	4.2%	4.6%	3.2%	3.5%	4.5%	4.2%	4.4%	4.0%	4.4%	4.4%	3.6%	4.4%	
Construction		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Manufacturing		3.5%	3.2%	2.2%	3.4%	4.8%	4.3%	3.8%	3.1%	5.6%	4.2%	3.6%	3.3%	3.8%	4.0%	4.4%	
Retail Trade		1.5%	*	2.0%	1.3%	*	*	*	1.8%	*	*	2.3%	*	*	*	1.8%	
Information		2.5%	2.4%	4.5%	2.8%	2.0%	2.1%	3.1%	5.0%	2.6%	1.6%	3.2%	5.2%	2.3%	2.8%	3.0%	
Financial Activities		2.0%	2.4%	3.7%	3.4%	1.3%	2.3%	7.0%	3.6%	3.4%	4.6%	4.7%	3.1%	2.3%	4.0%	2.0%	
Professional and Business Services		15.0%	17.0%	18.7%	17.8%	17.6%	19.0%	21.4%	22.7%	19.9%	21.8%	23.9%	23.3%	21.3%	24.6%	23.1%	
Educational Services		71.3%	68.6%	66.7%	68.8%	67.5%	64.0%	60.2%	57.1%	61.3%	60.2%	56.2%	54.2%	59.8%	53.5%	59.3%	
Health Care and Social Assistance		11.6%	10.9%	10.7%	8.8%	9.9%	11.8%	12.5%	12.2%	8.0%	12.0%	13.6%	11.8%	11.8%	11.7%	11.2%	
Leisure and Hospitality		1.9%	*	*	1.9%	2.3%	*	*	2.0%	*	*	*	*	*	1.7%	*	
Other Services		1.4%	1.5%	1.5%	2.0%	*	*	*	2.4%	2.2%	1.8%	1.7%	1.9%	1.7%	2.0%	1.8%	
Public Administration		2.1%	1.2%	3.0%	2.5%	2.7%	2.1%	2.2%	3.7%	2.3%	3.3%	2.2%	4.0%	3.5%	2.1%	2.8%	
<b>Graduates' Median Wages by Industry of Employment</b>		<b>1 Year After</b>					<b>2 Years After</b>					<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Wholesale Trade, Transport. and Utilities		\$55,088	\$43,461	\$53,251	\$78,062	\$57,239	\$81,740	\$73,158	\$107,111	\$82,843	\$83,071	\$82,044	\$132,138	\$110,164	\$97,599	\$111,928	
Construction		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Manufacturing		\$77,236	\$84,527	\$70,765	\$86,532	\$73,377	\$86,150	\$77,335	\$97,895	\$102,216	\$86,839	\$108,401	\$104,606	\$97,738	\$105,412	\$103,880	
Retail Trade		\$5,408	\$6,642	\$6,642	\$4,405	*	*	*	\$25,254	*	*	\$7,200	*	*	*	\$4,177	
Information		\$92,419	\$80,463	\$93,039	\$88,761	\$89,431	\$101,809	\$77,391	\$110,669	\$99,308	\$123,631	\$90,886	\$116,602	\$112,238	\$137,114	\$106,127	
Financial Activities		\$78,661	\$131,405	\$1,952	\$85,280	\$100,617	\$81,231	\$27,828	\$87,733	\$111,631	\$342	\$106,530	\$113,965	\$91,910	\$155,485	\$172,160	
Professional and Business Services		\$67,781	\$72,796	\$65,755	\$75,494	\$75,007	\$74,447	\$82,824	\$83,360	\$92,812	\$78,806	\$99,699	\$95,670	\$106,411	\$104,187	\$107,698	
Educational Services		\$46,958	\$47,872	\$47,391	\$50,000	\$53,516	\$58,133	\$56,753	\$59,697	\$66,461	\$64,368	\$67,238	\$66,545	\$72,456	\$71,153	\$74,381	
Health Care and Social Assistance		\$45,090	\$51,354	\$52,496	\$49,491	\$48,315	\$52,704	\$62,268	\$57,808	\$44,188	\$53,877	\$58,771	\$53,872	\$61,147	\$67,454	\$55,841	
Leisure and Hospitality		\$2,196	*	*	\$2,227	\$2,982	*	*	\$3,352	*	*	*	*	*	\$3,322	*	
Other Services		\$20,891	\$9,813	\$27,430	\$56,148	*	*	*	\$36,390	\$61,457	\$33,076	\$53,467	\$84,286	\$88,024	\$63,538	\$94,446	
Public Administration		\$43,348	\$40,264	\$25,795	\$40,289	\$51,113	\$67,289	\$10,875	\$63,112	\$63,179	\$56,330	\$75,379	\$70,997	\$54,279	\$88,725	\$80,514	
<b>Graduates' Average Wages by Industry of Employment</b>		<b>1 Year After</b>					<b>2 Years After</b>					<b>3 Years After</b>			<b>4 Years After</b>		<b>5 Years After</b>
Natural Resources and Mining		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Wholesale Trade, Transport. and Utilities		\$58,662	\$59,152	\$67,807	\$91,085	\$68,945	\$81,841	\$78,294	\$104,709	\$106,996	\$88,446	\$86,146	\$128,881	\$118,524	\$104,812	\$111,214	
Construction		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Manufacturing		\$67,043	\$78,733	\$71,355	\$103,086	\$69,231	\$84,751	\$80,330	\$100,509	\$99,842	\$87,612	\$95,187	\$102,012	\$106,941	\$115,588	\$110,309	
Retail Trade		\$9,394	*	\$19,824	\$29,655	*	*	*	\$39,287	*	*	\$23,851	*	*	*	\$9,632	
Information		\$75,615	\$69,490	\$84,778	\$91,988	\$89,669	\$91,729	\$83,059	\$99,776	\$112,253	\$120,439	\$96,263	\$102,383	\$96,907	\$122,320	\$97,870	
Financial Activities		\$81,991	\$110,372	\$49,338	\$88,125	\$99,442	\$91,374	\$53,326	\$81,097	\$126,054	\$55,209	\$106,660	\$111,743	\$98,881	\$146,957	\$149,973	
Professional and Business Services		\$65,541	\$70,422	\$66,050	\$73,180	\$77,179	\$74,455	\$76,145	\$82,184	\$91,918	\$79,618	\$97,179	\$91,462	\$104,974	\$104,090	\$107,537	
Educational Services		\$44,034	\$46,134	\$46,189	\$49,648	\$51,557	\$56,888	\$57,525	\$60,173	\$65,583	\$63,826	\$66,689	\$67,077	\$70,258	\$72,948	\$72,669	
Health Care and Social Assistance		\$44,438	\$54,785	\$56,541	\$56,247	\$66,668	\$52,920	\$70,361	\$63,886	\$62,093	\$56,383	\$70,344	\$62,610	\$66,825	\$72,598	\$74,074	
Leisure and Hospitality		\$12,880	*	*	\$15,056	\$8,043	*	*	\$16,235	*	*	*	*	\$42,286	*	*	
Other Services		\$27,162	\$29,227	\$50,061	\$60,923	*	*	*	\$54,403	\$74,862	\$39,406	\$51,913	\$88,585	\$88,705	\$57,429	\$91,166	
Public Administration		\$42,951	\$40,262	\$46,897	\$41,683	\$50,209	\$65,214	\$36,800	\$62,558	\$58,153	\$54,474	\$66,032	\$77,546	\$54,313	\$77,855	\$65,856	

† Employment percentages by industry total more than 100% due to individuals who were employed, and receiving wages, in more than one industry. See methodology for more information.

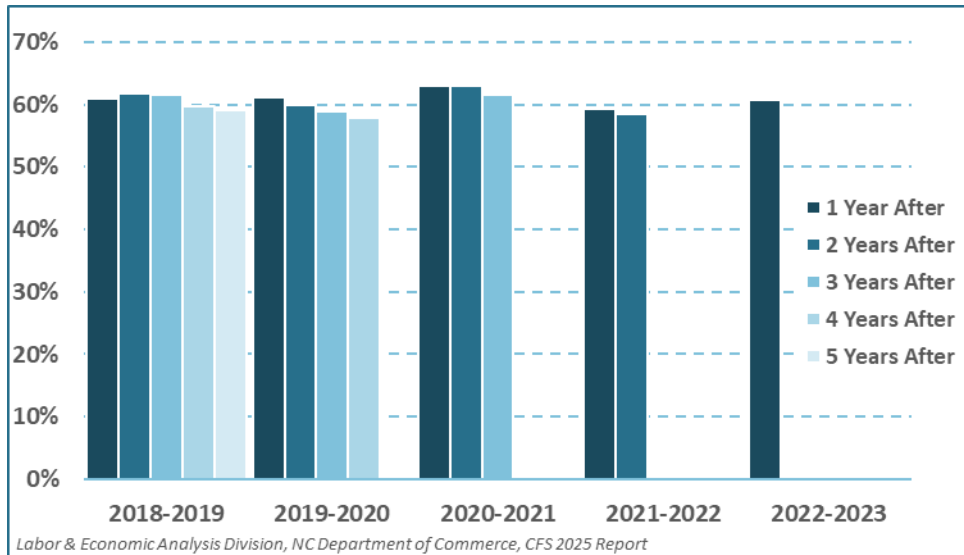
### » UNC Doctoral (Professional Practice) Degree Program Outcomes

As shown in Figure 73, enrollment in professional doctoral programs in the UNC system increased from 4,801 students in 2018-2019 to 5,424 during the 2022-23 program year. The number of graduates also increased during this period.

**Figure 73. UNC Doctoral (Professional Practice) Degree Program Participants and Completers by Program Year**



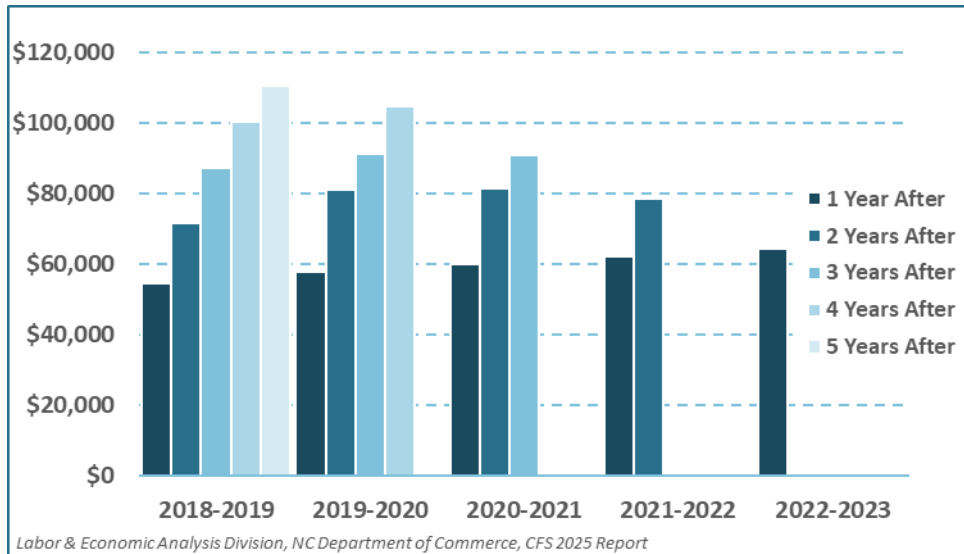
**Figure 74. Percentage of UNC Doctoral (Professional Practice) Program Completers Employed in North Carolina After Degree Conferral, by Year of Graduation**



Students who were recorded as having graduated from a doctoral program were defined as program completers/graduates, and their subsequent wages and employment outcomes were tracked post completion. Employment rates for professional doctoral graduates are somewhat low compared to other programs below the doctoral level, which may be due in part to graduates of professional practice doctoral programs finding

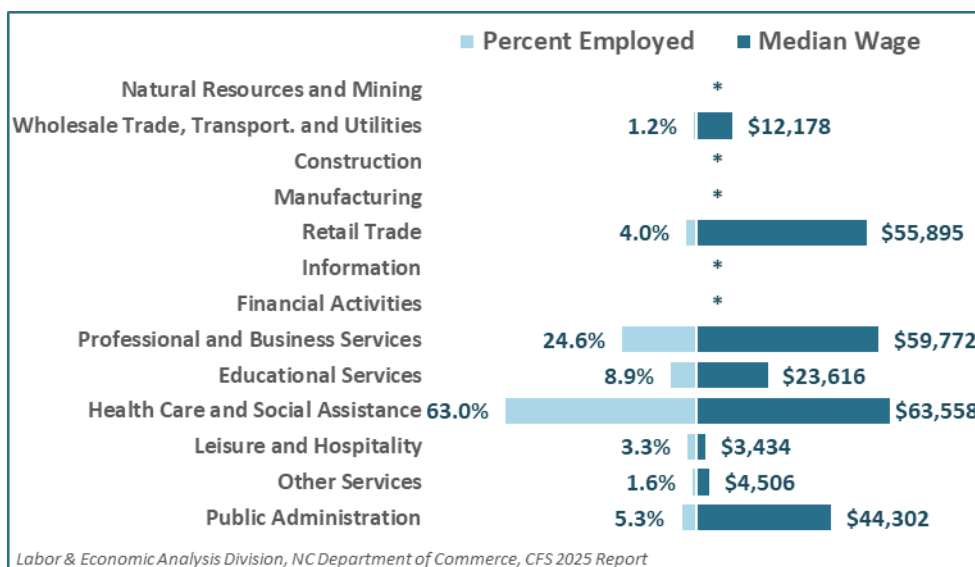
employment out-of-state, joining a partnership, or becoming self-employed, making them ineligible for UI benefits (Figure 74). Median wages for professional doctoral graduates show an increase across cohorts and show high wage growth within cohorts (Figure 75).

**Figure 75. Median Wage of UNC Professional Doctorate Program Completers in North Carolina, by Year of Graduation**



Recent graduates of doctoral practice programs were most likely to be employed within the Health Care and Social Assistance (63.0%) and Professional and Business Services industries (24.6%), fields that include medical doctors and attorneys-at-law (Figure 76). Overall, UNC professional practice doctoral graduates show steady employment and positive wage outcomes.

**Figure 76. 2022-2023 UNC Doctoral (Professional Practice) Program Completers One Year After Graduation: Percentage Employed and Median Wage by Industry**



**Table 19. UNC Doctoral (Professional) Degree Program Participants and Completers, One Through Five Years After Exit, Overall and By Industry**

University Of North Carolina System Doctoral Degree (Professional Practice) All Programs						Common Follow-up System: Evaluative Measures, 2025 Report										
Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce																
Program Year	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2018-2019	
Students	4,801	4,929	5,162	5,306	5,424	4,801	4,929	5,162	5,306	4,801	4,929	5,162	4,801	4,929	4,801	
Doctoral Degree (Professional Practice) Recipients	1,269	1,301	1,316	1,330	1,448	1,269	1,301	1,316	1,330	1,269	1,301	1,316	1,269	1,301	1,269	
<b>Post-Completion Outcome Measures</b>						<b>1 Year After</b>		<b>2 Years After</b>		<b>3 Years After</b>		<b>4 Years After</b>		<b>5 Years After</b>		
Doctoral Degree (Professional Practice) Recipients	N	774	797	830	788	881	783	781	830	779	782	767	809	757	754	750
Employed in North Carolina	%	61%	61%	63%	59%	61%	62%	60%	63%	59%	62%	59%	61%	60%	58%	59%
Doctoral Degree (Professional Practice) Recipients' Wages in North Carolina	Mean	\$68,444	\$73,266	\$77,918	\$83,260	\$85,312	\$88,720	\$96,019	\$97,611	\$100,026	\$104,352	\$107,719	\$108,799	\$116,761	\$121,655	\$130,199
	Median	\$54,371	\$57,890	\$60,141	\$62,035	\$64,435	\$71,745	\$80,986	\$81,342	\$78,680	\$87,156	\$91,443	\$90,787	\$100,525	\$104,716	\$110,391
Graduates Enrolled in NC Public Higher Education	N	29	30	35	27	19	28	32	22	26	24	34	22	16	23	9
	%	2%	2%	3%	2%	1%	2%	2%	2%	2%	3%	2%	1%	2%	1%	
Graduates Enrolled in NC Public Education, Employment, or Training Program	N	35	33	37	30	23	31	34	24	29	25	36	23	19	23	9
	%	3%	3%	3%	2%	2%	2%	3%	2%	2%	3%	2%	1%	2%	1%	
Graduates Enrolled or Employed in NC	N	777	804	833	791	881	787	785	830	777	785	770	809	757	754	749
	%	61%	62%	63%	59%	61%	62%	60%	63%	58%	62%	59%	61%	60%	58%	59%
<b>Graduates' Employment by Industry†</b>						<b>1 Year After</b>		<b>2 Years After</b>		<b>3 Years After</b>		<b>4 Years After</b>		<b>5 Years After</b>		
Natural Resources and Mining		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Wholesale Trade, Transport. and Utilities		*	2.0%	*	*	1.2%	*	*	1.2%	*	1.3%	1.4%	*	*	1.5%	1.5%
Construction		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manufacturing		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Retail Trade		3.4%	5.1%	5.5%	4.4%	4.0%	2.8%	3.8%	4.6%	3.1%	2.7%	2.7%	3.6%	3.3%	2.9%	2.7%
Information		2.3%	3.3%	*	*	*	2.0%	1.5%	*	*	*	*	*	*	*	1.3%
Financial Activities		1.7%	2.5%	3.6%	2.0%	*	1.9%	2.9%	3.6%	2.3%	3.7%	2.7%	3.3%	2.4%	3.2%	4.0%
Professional and Business Services		28.4%	28.2%	26.5%	27.9%	24.6%	27.7%	28.3%	26.1%	28.9%	28.9%	27.6%	25.0%	27.2%	27.1%	26.9%
Educational Services		10.3%	11.3%	11.1%	8.2%	8.9%	8.2%	10.2%	10.6%	7.4%	7.2%	10.8%	10.1%	7.8%	10.3%	10.7%
Health Care and Social Assistance		59.2%	57.8%	61.7%	58.1%	63.0%	60.4%	59.0%	62.4%	59.2%	60.4%	59.6%	63.4%	59.7%	59.2%	57.9%
Leisure and Hospitality		2.6%	1.8%	2.7%	2.9%	3.3%	*	1.5%	2.0%	1.5%	*	1.7%	2.1%	*	*	*
Other Services		*	*	*	1.3%	1.6%	*	*	*	1.5%	*	*	*	*	1.6%	*
Public Administration		5.3%	5.1%	2.3%	5.2%	5.3%	6.4%	5.9%	3.4%	6.0%	6.5%	5.6%	3.0%	5.8%	5.2%	5.7%
<b>Graduates' Median Wages by Industry of Employment</b>						<b>1 Year After</b>		<b>2 Years After</b>		<b>3 Years After</b>		<b>4 Years After</b>		<b>5 Years After</b>		
Natural Resources and Mining		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Wholesale Trade, Transport. and Utilities		*	\$9,782	*	*	\$12,178	*	*	\$39,374	*	\$31,115	\$100,475	*	*	\$191,246	\$62,787
Construction		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manufacturing		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Retail Trade		\$4,707	\$40,665	\$49,896	\$17,886	\$55,895	\$56,660	\$83,555	\$85,942	\$32,397	\$115,091	\$102,050	\$111,050	\$100,182	\$106,305	\$110,058
Information		\$4,355	\$3,516	*	*	*	\$16,695	\$6,851	*	*	*	*	*	*	*	\$25,412
Financial Activities		\$54,111	\$31,572	\$39,970	\$47,797	*	\$53,708	\$18,029	\$70,189	\$95,187	\$24,345	\$46,379	\$78,126	\$87,562	\$54,858	\$46,453
Professional and Business Services		\$37,675	\$44,581	\$53,711	\$63,278	\$59,772	\$66,352	\$73,169	\$79,292	\$84,791	\$81,034	\$96,152	\$94,651	\$103,961	\$108,160	\$113,962
Educational Services		\$32,551	\$23,375	\$14,431	\$20,236	\$23,616	\$16,623	\$36,693	\$14,275	\$36,035	\$15,344	\$37,724	\$16,376	\$33,634	\$58,898	\$30,256
Health Care and Social Assistance		\$56,543	\$57,890	\$60,000	\$62,193	\$63,558	\$69,045	\$73,896	\$73,318	\$73,338	\$79,210	\$83,347	\$80,876	\$89,294	\$94,204	\$101,690
Leisure and Hospitality		\$1,068	\$1,906	\$2,082	\$2,800	\$3,434	*	\$1,229	\$8,595	\$3,902	*	\$1,580	\$7,200	*	*	*
Other Services		*	*	*	\$4,375	\$4,506	*	*	*	\$35,122	*	*	*	*	\$53,234	*
Public Administration		\$34,712	\$29,590	\$46,450	\$40,131	\$44,302	\$48,866	\$51,538	\$54,785	\$58,327	\$52,685	\$56,727	\$76,036	\$58,624	\$67,758	\$69,913
<b>Graduates' Average Wages by Industry of Employment</b>						<b>1 Year After</b>		<b>2 Years After</b>		<b>3 Years After</b>		<b>4 Years After</b>		<b>5 Years After</b>		
Natural Resources and Mining		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Wholesale Trade, Transport. and Utilities		*	\$40,463	*	*	\$60,462	*	*	\$65,444	*	\$69,170	\$118,893	*	*	\$172,392	\$107,335
Construction		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manufacturing		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Retail Trade		\$38,098	\$41,348	\$47,876	\$43,392	\$67,356	\$61,906	\$66,411	\$72,759	\$59,789	\$102,119	\$85,810	\$87,626	\$80,321	\$84,940	\$99,557
Information		\$7,874	\$7,023	*	*	*	\$18,316	\$12,571	*	*	*	*	*	*	*	\$46,722
Financial Activities		\$58,882	\$82,588	\$64,832	\$85,135	*	\$63,908	\$85,626	\$71,335	\$103,750	\$46,656	\$74,914	\$86,162	\$83,704	\$84,127	\$73,392
Professional and Business Services		\$48,881	\$55,936	\$64,395	\$76,308	\$69,357	\$72,473	\$83,757	\$92,768	\$96,858	\$94,297	\$105,725	\$106,018	\$119,087	\$123,706	\$131,592
Educational Services		\$34,015	\$35,283	\$28,568	\$35,058	\$36,595	\$35,092	\$45,584	\$29,937	\$42,362	\$37,792	\$46,496	\$33,778	\$55,428	\$61,436	\$67,654
Health Care and Social Assistance		\$74,423	\$75,777	\$79,708	\$86,188	\$87,770	\$91,871	\$94,066	\$94,528	\$96,661	\$103,533	\$102,318	\$103,212	\$112,418	\$110,877	\$124,219
Leisure and Hospitality		\$4,639	\$9,508	\$10,520	\$8,404	\$14,346	*	\$9,970	\$24,093	\$17,317	*	\$9,614	\$34,905	*	*	*
Other Services		*	*	*	\$26,874	\$8,054	*	*	*	\$48,240	*	*	*	*	\$60,823	*
Public Administration		\$38,486	\$31,627	\$42,899	\$41,106	\$43,591	\$46,147	\$49,774	\$49,058	\$54,663	\$49,138	\$52,729	\$64,142	\$57,567	\$66,445	\$66,877

† Employment percentages by industry total more than 100% due to individuals who were employed, and receiving wages, in more than one industry. See methodology for more information.

## » Summary and Recommendations

The outcomes of UNC graduates were generally positive and improved over time. Bachelor's, master's, and doctoral degree recipients have seen their wages increase each year after graduation, and each cohort tended to earn more in each year than the prior cohort. Higher-level credentials were associated with better wage outcomes: master's degree recipients earned more than bachelor's degree recipients, and doctoral degree recipients earned more than master's degree recipients, in each year after graduation across all the cohorts examined here.

The share of graduates employed in North Carolina typically declined each year after graduation, but this was not necessarily a negative outcome. Individuals not employed in North Carolina might be unemployed but could also be out of the labor force (e.g. full-time parents); employed in a role, including self-employment or partnership, not covered by North Carolina's unemployment insurance laws; or employed in another state.

The wide variation in outcomes between different areas of study and different degree levels may suggest that some programs lead to better labor market outcomes than others. However, more research is needed to determine whether the degree programs themselves caused these outcomes, or if other factors were at play (such as differences in the types of students graduating from these programs). Even if some programs lead to higher wages after graduation, the highest earning programs are likely to shift as North Carolina's economy changes over time. Furthermore, at higher degree levels, the population of graduates shrinks substantially, making such fine-grained comparisons unreliable because, in such a small population, a difference of a few individuals could cause large shifts in the population measures. Any such interpretation, especially for smaller programs, requires a deeper analysis, such as combining multiple graduation cohorts and statistical techniques suitable for smaller populations. Information about the causal returns to degree programs and/or the variation in these returns could then be used to determine which programs provide the best return on investment for UNC students and to strengthen existing program offerings.



# Appendices

## North Carolina Community College System Appendix

**Table 1. CTE Associate Degree Program Outcomes by Program Area, 2018-2019 Graduates**

North Carolina Community College System Associate Degree Programs		Common Follow-up System: Evaluative Measures, 2025 Report Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce															
Post-Completion Outcome Employment and Wage Measures by Program Area	Parti cipants	Degree Recipients	Program Year 2018-2019														
			1 Year After Completion			2 Years After Completion			3 Years After Completion			4 Years After Completion			5 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agricultural & Natural Resources Technologies	1,401	301	233	77%	\$21,906	221	73%	\$27,478	210	70%	\$34,089	209	69%	\$38,484	205	68%	\$42,457
Biological and Chemical Technologies	556	98	76	78%	\$23,937	74	76%	\$28,084	73	74%	\$32,181	69	70%	\$41,925	66	67%	\$45,051
Business Technologies	34,615	4,305	3,376	78%	\$25,986	3,273	76%	\$30,617	3,313	77%	\$35,226	3,275	76%	\$39,576	3,208	75%	\$42,483
Commercial and Artistic Production Technologies	2,710	393	290	74%	\$15,882	269	68%	\$21,817	276	70%	\$26,924	261	66%	\$33,503	257	65%	\$35,198
Construction Technologies	2,969	399	321	80%	\$34,678	306	77%	\$40,179	303	76%	\$47,082	303	76%	\$55,791	298	75%	\$60,458
Engineering Technologies	4,682	631	546	87%	\$35,795	530	84%	\$41,629	526	83%	\$47,663	521	83%	\$53,182	510	81%	\$58,311
Health Sciences	20,023	4,957	4,513	91%	\$43,485	4,400	89%	\$50,739	4,311	87%	\$54,106	4,163	84%	\$56,293	4,032	81%	\$58,803
Industrial Technologies	3,586	588	487	83%	\$36,428	456	78%	\$41,483	455	77%	\$48,609	452	77%	\$55,270	440	75%	\$62,135
Public Service Technologies	17,626	2,326	1,928	83%	\$21,610	1,858	80%	\$25,772	1,842	79%	\$31,111	1,811	78%	\$35,486	1,759	76%	\$38,166
Transportation Systems Technologies	3,671	569	460	81%	\$29,461	440	77%	\$35,533	433	76%	\$42,353	418	73%	\$47,553	411	72%	\$50,141

**Table 2. CTE Associate Degree Program Outcomes by Program Area, 2019-2020 Graduates**

North Carolina Community College System Associate Degree Programs		Common Follow-up System: Evaluative Measures Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce												
Post-Completion Outcome Employment and Wage Measures by Program Area	Parti cipants	Degree Recipients	Program Year 2019-2020											
			1 Year After Completion			2 Years After Completion			3 Years After Completion			4 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agricultural & Natural Resources Technologies	1,407	222	173	78%	\$20,955	169	76%	\$27,577	163	73%	\$35,406	162	73%	\$37,618
Biological and Chemical Technologies	533	75	63	84%	\$25,731	60	80%	\$31,164	62	83%	\$36,251	65	87%	\$40,802
Business Technologies	34,095	3,741	2,894	77%	\$26,521	2,887	77%	\$33,049	2,862	77%	\$37,647	2,781	74%	\$40,479
Commercial and Artistic Production Technologies	2,705	371	274	74%	\$16,329	280	75%	\$24,346	273	74%	\$28,997	272	73%	\$31,668
Construction Technologies	3,250	402	305	76%	\$35,757	305	76%	\$42,533	299	74%	\$49,771	290	72%	\$57,473
Engineering Technologies	4,504	575	469	82%	\$31,312	476	83%	\$39,820	471	82%	\$47,398	454	79%	\$53,951
Health Sciences	20,198	4,331	3,949	91%	\$48,420	3,873	89%	\$56,562	3,750	87%	\$58,987	3,661	85%	\$59,792
Industrial Technologies	3,663	462	398	86%	\$34,647	399	86%	\$43,373	393	85%	\$52,420	381	82%	\$56,731
Public Service Technologies	17,820	2,100	1,684	80%	\$22,974	1,685	80%	\$30,099	1,651	79%	\$34,495	1,639	78%	\$37,794
Transportation Systems Technologies	3,695	464	374	81%	\$30,158	365	79%	\$38,153	355	77%	\$44,102	349	75%	\$49,839

**Table 3. CTE Associate Degree Program Outcomes by Program Area, 2020-2021 Graduates**

North Carolina Community College System Associate Degree Programs		Common Follow-up System: Evaluative Measures <i>Data prepared by the Labor &amp; Economic Analysis Division, NC Department of Commerce</i>									
Post-Completion Outcome Employment and Wage Measures by Program Area	Program Year 2020-2021										
	Parti cipants	Degree Recipients	1 Year After Completion			2 Years After Completion			3 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agricultural & Natural Resources Technologies	1,418	248	190	77%	\$24,095	176	71%	\$33,444	166	67%	\$35,400
Biological and Chemical Technologies	522	83	72	87%	\$27,184	70	84%	\$35,786	66	80%	\$37,954
Business Technologies	32,705	4,259	3,337	78%	\$30,207	3,286	77%	\$36,408	3,245	76%	\$39,727
Commercial and Artistic Production Technologies	2,543	398	286	72%	\$17,445	274	69%	\$27,533	254	64%	\$31,959
Construction Technologies	3,032	457	371	81%	\$36,698	363	79%	\$45,479	351	77%	\$52,347
Engineering Technologies	4,027	646	548	85%	\$38,766	546	85%	\$48,055	534	83%	\$55,608
Health Sciences	20,418	5,260	4,791	91%	\$49,966	4,693	89%	\$56,668	4,564	87%	\$57,698
Industrial Technologies	3,222	526	452	86%	\$40,277	439	83%	\$47,623	423	80%	\$51,412
Public Service Technologies	16,088	2,367	1,926	81%	\$27,425	1,866	79%	\$33,013	1,853	78%	\$35,641
Transportation Systems Technologies	3,237	509	425	83%	\$33,781	403	79%	\$43,181	391	77%	\$47,679

**Table 4. CTE Associate Degree Program Outcomes by Program Area, 2021-2022 and 2022-2023 Graduates**

North Carolina Community College System Associate Degree Programs		Common Follow-up System: Evaluative Measures <i>Data prepared by the Labor &amp; Economic Analysis Division, NC Department of Commerce</i>											
Post-Completion Outcome Employment and Wage Measures by Program Area	Program Year 2021-2022						Program Year 2022-2023						
	Parti cipants	Degree Recipients	1 Year After Completion			2 Years After Completion			Parti cipants	Degree Recipients	1 Year After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage			Employed	%	Med. Wage
Agricultural & Natural Resources Technologies	1,400	234	180	77%	\$28,362	168	72%	\$32,205	1,463	248	186	75%	\$25,986
Biological and Chemical Technologies	542	62	47	76%	\$36,948	49	79%	\$36,540	585	78	63	81%	\$31,136
Business Technologies	33,798	3,747	2,982	80%	\$33,606	2,918	78%	\$37,607	35,809	4,119	3,217	78%	\$33,307
Commercial and Artistic Production Technologies	2,698	316	239	76%	\$24,008	231	73%	\$26,846	2,998	404	291	72%	\$19,045
Construction Technologies	3,248	438	371	85%	\$39,642	356	81%	\$47,076	3,477	542	444	82%	\$40,514
Engineering Technologies	3,875	562	472	84%	\$42,980	475	85%	\$50,038	3,949	635	526	83%	\$41,765
Health Sciences	19,716	4,457	4,088	92%	\$53,637	4,009	90%	\$60,048	19,784	5,012	4,610	92%	\$57,558
Industrial Technologies	3,384	494	435	88%	\$44,847	415	84%	\$52,047	3,363	584	502	86%	\$46,718
Public Service Technologies	16,121	1,912	1,584	83%	\$28,797	1,573	82%	\$31,584	17,284	2,174	1,784	82%	\$30,532
Transportation Systems Technologies	3,258	468	386	82%	\$35,862	372	79%	\$42,481	3,612	573	465	81%	\$35,610

**Table 5. CTE Diploma Program Outcomes by Program Area, 2018-2019 Graduates**

North Carolina Community College System Postsecondary Diploma Programs		Common Follow-up System: Evaluative Measures, 2025 Report Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce															
Post-Completion Outcome Employment and Wage Measures by Program Area	Program Year 2018-2019																
	Participants	Degree Recipients	1 Year After Completion			2 Years After Completion			3 Years After Completion			4 Years After Completion			5 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agricultural & Natural Resources Technologies	335	46	32	70%	\$19,349	31	67%	\$25,287	31	67%	\$30,118	31	67%	\$32,625	30	65%	\$39,709
Biological and Chemical Technologies	172	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Business Technologies	2,891	819	644	79%	\$24,155	628	77%	\$28,660	655	80%	\$32,868	646	79%	\$37,065	638	78%	\$38,796
Commercial and Artistic Production Technologies	264	63	44	70%	\$17,669	45	71%	\$21,070	45	71%	\$22,923	38	60%	\$33,745	36	57%	\$38,566
Construction Technologies	1,200	313	256	82%	\$29,963	248	79%	\$37,350	252	81%	\$41,379	245	78%	\$47,032	237	76%	\$53,563
Engineering Technologies	593	127	110	87%	\$30,991	103	81%	\$41,640	101	80%	\$45,070	101	80%	\$52,739	97	76%	\$60,116
Health Sciences	5,660	1,738	1,574	91%	\$29,225	1,522	88%	\$34,151	1,487	86%	\$39,414	1,470	85%	\$41,138	1,434	83%	\$45,633
Industrial Technologies	1,936	347	278	80%	\$29,207	261	75%	\$35,075	261	75%	\$40,639	245	71%	\$47,937	243	70%	\$52,500
Public Service Technologies	2,977	639	495	77%	\$16,492	473	74%	\$20,605	445	70%	\$27,042	435	68%	\$30,125	410	64%	\$32,568
Transportation Systems Technologies	1,020	269	219	81%	\$28,108	209	78%	\$32,865	210	78%	\$38,650	199	74%	\$45,871	198	74%	\$47,130

**Table 6. CTE Diploma Program Outcomes by Program Area, 2019-2020 Graduates**

North Carolina Community College System Postsecondary Diploma Programs		Common Follow-up System: Evaluative Measures Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce												
Post-Completion Outcome Employment and Wage Measures by Program Area	Program Year 2019-2020													
	Participants	Degree Recipients	1 Year After Completion			2 Years After Completion			3 Years After Completion			4 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agricultural & Natural Resources Technologies	136	51	38	75%	\$16,541	37	73%	\$25,105	37	73%	\$29,049	36	71%	\$35,574
Biological and Chemical Technologies	32	*	*	*	*	*	*	*	*	*	*	*	*	*
Business Technologies	2,428	809	636	79%	\$24,759	641	79%	\$31,179	624	77%	\$35,612	616	76%	\$38,774
Commercial and Artistic Production Technologies	155	30	19	63%	\$12,787	20	67%	\$19,320	17	57%	\$21,698	15	50%	\$30,975
Construction Technologies	1,219	303	236	78%	\$28,881	246	81%	\$36,479	244	81%	\$42,727	237	78%	\$49,254
Engineering Technologies	249	87	66	76%	\$28,353	68	78%	\$40,170	70	80%	\$44,704	67	77%	\$50,127
Health Sciences	4,044	1,456	1,317	90%	\$31,702	1,286	88%	\$35,760	1,262	87%	\$39,269	1,230	84%	\$44,278
Industrial Technologies	1,868	343	270	79%	\$28,249	267	78%	\$36,666	262	76%	\$41,975	244	71%	\$49,375
Public Service Technologies	2,530	607	455	75%	\$17,007	451	74%	\$23,952	448	74%	\$27,253	439	72%	\$30,096
Transportation Systems Technologies	903	257	211	82%	\$26,159	202	79%	\$33,462	187	73%	\$41,527	185	72%	\$42,943

**Table 7. CTE Diploma Program Outcomes by Program Area, 2020-2021 Graduates**

North Carolina Community College System Postsecondary Diploma Programs		Common Follow-up System: Evaluative Measures <i>Data prepared by the Labor &amp; Economic Analysis Division, NC Department of Commerce</i>									
Post-Completion Outcome Employment and Wage Measures by Program Area	Program Year 2020-2021										
	Parti cipants	Degree Recipients	1 Year After Completion			2 Years After Completion			3 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agricultural & Natural Resources Technologies	141	81	61	75%	\$19,343	57	70%	\$29,769	58	72%	\$30,758
Biological and Chemical Technologies	31	12	11	92%	\$17,410	10	83%	\$32,361	10	83%	\$32,232
Business Technologies	2,545	1,154	914	79%	\$28,000	911	79%	\$34,146	892	77%	\$38,428
Commercial and Artistic Production Technologies	198	92	73	79%	\$15,134	62	67%	\$23,967	62	67%	\$24,369
Construction Technologies	1,196	349	281	81%	\$31,941	283	81%	\$39,882	271	78%	\$44,716
Engineering Technologies	213	101	83	82%	\$31,788	89	88%	\$42,970	90	89%	\$45,968
Health Sciences	4,082	1,741	1,591	91%	\$34,058	1,561	90%	\$37,196	1,510	87%	\$40,835
Industrial Technologies	1,715	434	362	83%	\$34,144	358	82%	\$42,408	343	79%	\$45,624
Public Service Technologies	2,393	826	644	78%	\$21,159	606	73%	\$27,777	590	71%	\$30,196
Transportation Systems Technologies	862	381	317	83%	\$31,999	315	83%	\$41,506	305	80%	\$45,472

**Table 8. CTE Diploma Program Outcomes by Program Area, 2021-2022 and 2022-2023 Graduates**

North Carolina Community College System Postsecondary Diploma Programs		Common Follow-up System: Evaluative Measures <i>Data prepared by the Labor &amp; Economic Analysis Division, NC Department of Commerce</i>											
Post-Completion Outcome Employment and Wage Measures by Program Area	Program Year 2021-2022						Program Year 2022-2023						
	Parti cipants	Degree Recipients	1 Year After Completion			2 Years After Completion			Parti cipants	Degree Recipients	1 Year After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage			Employed	%	Med. Wage
Agricultural & Natural Resources Technologies	109	52	38	73%	\$18,073	36	69%	\$25,204	73	64	47	73%	\$29,052
Biological and Chemical Technologies	77	11	*	*	*	*	*	*	86	10	*	*	*
Business Technologies	2,450	923	738	80%	\$31,102	728	79%	\$35,245	1,875	1,070	855	80%	\$31,870
Commercial and Artistic Production Technologies	172	44	31	70%	\$18,574	32	73%	\$20,096	135	97	58	60%	\$17,262
Construction Technologies	1,312	356	297	83%	\$33,765	286	80%	\$42,781	1,349	432	366	85%	\$36,595
Engineering Technologies	214	112	97	87%	\$36,324	97	87%	\$44,216	139	82	68	83%	\$35,548
Health Sciences	3,788	1,362	1,270	93%	\$35,401	1,234	91%	\$38,765	3,685	1,551	1,407	91%	\$39,429
Industrial Technologies	1,777	370	313	85%	\$36,278	305	82%	\$45,070	1,855	437	362	83%	\$39,732
Public Service Technologies	2,543	660	503	76%	\$21,661	499	76%	\$24,949	2,561	784	596	76%	\$19,786
Transportation Systems Technologies	837	307	240	78%	\$32,208	237	77%	\$42,843	737	371	315	85%	\$33,462

**Table 9. CTE Certificate Program Outcomes by Program Area, 2018-2019 Graduates**

North Carolina Community College System Postsecondary Certificate Programs		Common Follow-up System: Evaluative Measures, 2025 Report Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce															
Post-Completion Outcome Employment and Wage Measures by Program Area	Program Year 2018-2019																
	Participants	Degree Recipients	1 Year After Completion			2 Years After Completion			3 Years After Completion			4 Years After Completion			5 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agricultural & Natural Resources Technologies	597	298	213	71%	\$15,785	215	72%	\$21,413	210	70%	\$28,666	200	67%	\$34,485	200	67%	\$36,021
Biological and Chemical Technologies	152	60	47	78%	\$25,672	48	80%	\$39,418	49	82%	\$48,735	48	80%	\$50,110	45	75%	\$48,945
Business Technologies	10,234	6,321	4,657	74%	\$24,177	4,667	74%	\$29,082	4,736	75%	\$34,697	4,674	74%	\$40,137	4,589	73%	\$43,734
Commercial and Artistic Production Technologies	1,036	428	286	67%	\$13,387	271	63%	\$18,937	271	63%	\$25,099	267	62%	\$30,370	264	62%	\$34,541
Construction Technologies	1,774	1,173	803	68%	\$29,259	795	68%	\$37,212	812	69%	\$43,422	800	68%	\$50,450	799	68%	\$55,784
Engineering Technologies	1,381	692	557	80%	\$22,938	545	79%	\$33,562	552	80%	\$40,589	551	80%	\$48,360	528	76%	\$54,821
Health Sciences	3,570	1,095	853	78%	\$17,582	832	76%	\$23,906	842	77%	\$30,042	843	77%	\$33,488	833	76%	\$37,625
Industrial Technologies	3,286	1,409	1,067	76%	\$22,592	1,074	76%	\$32,153	1,073	76%	\$39,201	1,052	75%	\$45,428	1,027	73%	\$50,616
Public Service Technologies	9,653	4,097	3,229	79%	\$20,955	3,111	76%	\$26,568	3,062	75%	\$32,157	3,035	74%	\$36,438	2,980	73%	\$39,042
Transportation Systems Technologies	1,962	1,232	952	77%	\$23,597	936	76%	\$31,659	911	74%	\$39,275	867	70%	\$46,805	850	69%	\$49,981

**Table 10. CTE Certificate Program Outcomes by Program Area, 2019-2020 Graduates**

North Carolina Community College System Postsecondary Certificate Programs		Common Follow-up System: Evaluative Measures Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce												
Post-Completion Outcome Employment and Wage Measures by Program Area	Program Year 2019-2020													
	Participants	Degree Recipients	1 Year After Completion			2 Years After Completion			3 Years After Completion			4 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agricultural & Natural Resources Technologies	574	243	168	69%	\$17,155	179	74%	\$21,137	167	69%	\$27,961	159	65%	\$32,284
Biological and Chemical Technologies	103	52	36	69%	\$26,630	39	75%	\$42,676	41	79%	\$51,187	40	77%	\$55,030
Business Technologies	9,868	5,816	4,271	73%	\$24,762	4,380	75%	\$31,427	4,356	75%	\$37,402	4,292	74%	\$40,804
Commercial and Artistic Production Technologies	1,056	410	265	65%	\$14,888	280	68%	\$23,410	270	66%	\$28,838	262	64%	\$32,373
Construction Technologies	1,936	1,242	946	76%	\$32,826	953	77%	\$42,280	948	76%	\$49,761	921	74%	\$55,327
Engineering Technologies	1,248	625	500	80%	\$24,829	515	82%	\$36,993	516	83%	\$44,059	509	81%	\$50,926
Health Sciences	2,533	906	747	82%	\$18,319	744	82%	\$27,280	725	80%	\$32,630	717	79%	\$34,227
Industrial Technologies	3,350	1,345	1,029	77%	\$22,212	1,035	77%	\$33,950	1,022	76%	\$41,115	973	72%	\$46,425
Public Service Technologies	9,234	3,687	2,842	77%	\$23,209	2,848	77%	\$29,730	2,818	76%	\$34,759	2,785	76%	\$36,921
Transportation Systems Technologies	1,904	1,066	824	77%	\$23,344	829	78%	\$35,028	807	76%	\$43,993	793	74%	\$49,004

**Table 11. CTE Certificate Program Outcomes by Program Area, 2020-2021 Graduates**

North Carolina Community College System Postsecondary Certificate Programs		Common Follow-up System: Evaluative Measures <i>Data prepared by the Labor &amp; Economic Analysis Division, NC Department of Commerce</i>									
Post-Completion Outcome Employment and Wage Measures by Program Area	Program Year 2020-2021										
	Parti cipants	Degree Recipients	1 Year After Completion			2 Years After Completion			3 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agricultural & Natural Resources Technologies	497	342	254	74%	\$17,177	252	74%	\$23,775	244	71%	\$29,019
Biological and Chemical Technologies	101	425	349	82%	\$26,488	353	83%	\$35,439	350	82%	\$39,243
Business Technologies	10,470	8,202	6,153	75%	\$27,993	6,237	76%	\$35,147	6,129	75%	\$38,967
Commercial and Artistic Production Technologies	1,074	655	455	69%	\$16,902	447	68%	\$26,043	439	67%	\$28,373
Construction Technologies	1,595	1,334	1,088	82%	\$30,519	1,090	82%	\$42,096	1,051	79%	\$48,562
Engineering Technologies	1,003	757	594	78%	\$30,642	614	81%	\$42,336	601	79%	\$48,936
Health Sciences	2,287	1,543	1,305	85%	\$24,928	1,290	84%	\$34,022	1,251	81%	\$36,834
Industrial Technologies	3,022	1,906	1,506	79%	\$27,708	1,496	78%	\$39,394	1,479	78%	\$45,406
Public Service Technologies	7,839	4,647	3,751	81%	\$25,885	3,679	79%	\$31,943	3,607	78%	\$34,609
Transportation Systems Technologies	1,633	1,181	948	80%	\$27,984	950	80%	\$38,818	923	78%	\$45,055

**Table 12. CTE Certificate Program Outcomes by Program Area, 2021-2022 and 2022-2023 Graduates**

North Carolina Community College System Postsecondary Certificate Programs		Common Follow-up System: Evaluative Measures <i>Data prepared by the Labor &amp; Economic Analysis Division, NC Department of Commerce</i>														
Post-Completion Outcome Employment and Wage Measures by Program Area	Program Year 2021-2022											Program Year 2022-2023				
	Parti cipants	Degree Recipients	1 Year After Completion			2 Years After Completion			Parti cipants	Degree Recipients	1 Year After Completion					
			Employed	%	Med. Wage	Employed	%	Med. Wage			Employed	%	Med. Wage			
Agricultural & Natural Resources Technologies	531	263	198	75%	\$20,485	205	78%	\$22,797	399	405	289	71%	\$17,214			
Biological and Chemical Technologies	460	386	321	83%	\$28,167	327	85%	\$32,949	107	377	310	82%	\$26,430			
Business Technologies	10,033	5,011	3,712	74%	\$29,835	3,720	74%	\$33,993	6,883	7,752	5,724	74%	\$30,021			
Commercial and Artistic Production Technologies	948	355	238	67%	\$15,539	241	68%	\$19,464	784	916	554	60%	\$16,340			
Construction Technologies	1,907	1,141	916	80%	\$32,237	907	79%	\$42,576	1,375	1,703	1,292	76%	\$32,414			
Engineering Technologies	973	531	427	80%	\$32,275	438	82%	\$42,494	604	812	659	81%	\$34,991			
Health Sciences	2,473	997	839	84%	\$26,003	834	84%	\$32,822	1,972	1,330	1,029	77%	\$26,144			
Industrial Technologies	3,438	1,426	1,122	79%	\$28,399	1,114	78%	\$38,745	3,076	2,023	1,566	77%	\$27,898			
Public Service Technologies	8,101	3,240	2,551	79%	\$25,395	2,491	77%	\$29,694	7,274	5,111	3,965	78%	\$28,290			
Transportation Systems Technologies	1,850	1,050	809	77%	\$27,848	796	76%	\$36,320	1,266	1,336	1,068	80%	\$30,852			

# University of North Carolina System Appendix

**Table 13. UNC Bachelor's Degree Program Outcomes by Program Area, 2018-2019 Graduates**

University Of North Carolina System Bachelor's Degree Programs		Common Follow-up System: Evaluative Measures, 2025 Report Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce															
Post-Completion Outcome Employment and Wage Measures by Program Area	Program Year 2018-2019																
	Parti cipants	Degree Recipients	1 Year After Completion			2 Years After Completion			3 Years After Completion			4 Years After Completion			5 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agriculture, Agriculture Operations, and Related Sciences	2,537	519	407	78%	\$25,309	394	76%	\$33,507	381	73%	\$39,931	349	67%	\$46,680	340	66%	\$51,899
Natural Resources and Conservation	2,845	649	457	70%	\$17,727	410	63%	\$26,977	397	61%	\$36,246	374	58%	\$43,163	355	55%	\$48,719
Architecture and Related Services	502	123	88	72%	\$17,586	83	67%	\$46,418	86	70%	\$52,243	81	66%	\$61,229	79	64%	\$64,345
Area, Ethnic, Cultural, Gender, and Group Studies	821	214	153	71%	\$12,935	126	59%	\$25,952	124	58%	\$29,660	111	52%	\$34,887	100	47%	\$44,107
Communication, Journalism, and Related Programs	10,006	2,463	1,803	73%	\$20,756	1,621	66%	\$30,633	1,604	65%	\$38,810	1,554	63%	\$47,021	1,499	61%	\$50,438
Computer and Information Sciences and Support Services	9,803	1,736	1,277	74%	\$46,707	1,250	72%	\$63,309	1,260	73%	\$71,190	1,233	71%	\$80,208	1,188	68%	\$85,473
Education	10,611	1,856	1,629	88%	\$35,986	1,591	86%	\$40,215	1,556	84%	\$47,700	1,502	81%	\$47,538	1,451	78%	\$48,961
Engineering	12,064	2,233	1,534	69%	\$49,940	1,453	65%	\$59,876	1,434	64%	\$68,747	1,346	60%	\$79,305	1,317	59%	\$85,853
Engineering Technologies and Engineering-Related Fields	4,030	751	602	80%	\$48,307	584	78%	\$55,909	570	76%	\$62,919	563	75%	\$73,615	550	73%	\$80,557
Foreign Languages, Literatures, and Linguistics	1,132	436	319	73%	\$16,609	281	64%	\$25,318	270	62%	\$34,461	255	58%	\$40,629	243	56%	\$43,783
Family and Consumer Sciences/Human Sciences	2,657	624	521	83%	\$21,144	485	78%	\$27,796	459	74%	\$36,447	446	71%	\$42,986	446	71%	\$45,193
Legal Professions and Studies	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
English Language and Literature/Letters	2,945	748	558	75%	\$16,089	518	69%	\$23,182	503	67%	\$31,197	490	66%	\$39,761	465	62%	\$42,114
Liberal Arts and Sciences, General Studies, and Humanities	19,056	728	550	76%	\$22,652	513	70%	\$31,081	507	70%	\$38,275	484	66%	\$42,756	477	66%	\$45,331
Library Science	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Biological and Biomedical Sciences	16,175	2,679	2,017	75%	\$17,446	1,777	66%	\$26,046	1,651	62%	\$34,302	1,575	59%	\$41,868	1,539	57%	\$50,449
Mathematics and Statistics	2,370	583	385	66%	\$25,837	362	62%	\$38,809	354	61%	\$49,105	336	58%	\$58,994	325	56%	\$65,647
Military Technologies and Applied Sciences	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Multi/Interdisciplinary Studies	2,339	524	379	72%	\$19,909	340	65%	\$27,819	327	62%	\$38,018	304	58%	\$48,840	311	59%	\$51,591
Parks, Recreation, Leisure, and Fitness Studies	9,976	1,936	1,511	78%	\$16,880	1,347	70%	\$22,940	1,269	66%	\$32,870	1,257	65%	\$40,317	1,250	65%	\$46,853
Philosophy and Religious Studies	720	194	139	72%	\$15,733	127	65%	\$21,075	118	61%	\$32,498	116	60%	\$43,331	114	59%	\$43,285
Physical Sciences	4,838	836	571	68%	\$18,502	500	60%	\$29,118	481	58%	\$39,621	463	55%	\$47,710	448	54%	\$54,516
Science Technologies/Technicians	64	16	16	100%	\$62,363	15	94%	\$64,032	15	94%	\$67,316	14	88%	\$85,184	14	88%	\$80,600
Psychology	10,778	2,413	1,862	77%	\$16,991	1,665	69%	\$23,552	1,629	68%	\$31,224	1,581	66%	\$39,765	1,512	63%	\$44,424
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	5,708	1,134	941	83%	\$23,837	888	78%	\$35,104	871	77%	\$40,328	834	74%	\$47,903	807	71%	\$51,118
Public Administration and Social Service Professions	3,962	920	684	74%	\$18,205	686	75%	\$31,786	680	74%	\$39,847	646	70%	\$45,643	628	68%	\$49,357
Social Sciences	10,642	2,714	1,954	72%	\$19,112	1,788	66%	\$28,205	1,773	65%	\$34,986	1,714	63%	\$42,584	1,652	61%	\$47,769
Transportation and Materials Moving	76	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Visual and Performing Arts	9,082	1,740	1,208	69%	\$14,450	1,062	61%	\$21,212	1,022	59%	\$29,617	961	55%	\$37,674	938	54%	\$40,518
Health Professions and Related Programs	21,722	4,684	4,018	86%	\$48,909	3,838	82%	\$55,889	3,754	80%	\$59,922	3,602	77%	\$65,345	3,534	75%	\$65,586
Business, Management, Marketing, and Related Support Services	31,021	6,417	4,934	77%	\$31,460	4,682	73%	\$43,019	4,637	72%	\$52,946	4,475	70%	\$61,797	4,369	68%	\$67,136
History	2,105	509	374	73%	\$16,211	357	70%	\$24,822	352	69%	\$33,201	344	68%	\$38,541	335	66%	\$43,138

**Table 14. UNC Bachelor's Degree Program Outcomes by Program Area, 2019-2020 Graduates**

University Of North Carolina System Bachelor's Degree Programs		Common Follow-up System: Evaluative Measures, 2025 Report Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce												
Post-Completion Outcome Employment and Wage Measures by Program Area	Program Year 2019-2020													
	Parti cipants	Degree Recipients	1 Year After Completion			2 Years After Completion			3 Years After Completion			4 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agriculture, Agriculture Operations, and Related Sciences	2,521	540	437	81%	\$22,932	396	73%	\$36,442	377	70%	\$43,778	349	65%	\$48,640
Natural Resources and Conservation	2,885	649	462	71%	\$16,370	414	64%	\$28,627	392	60%	\$38,427	357	55%	\$44,454
Architecture and Related Services	522	149	119	80%	\$14,897	119	80%	\$45,152	108	72%	\$57,799	96	64%	\$64,365
Area, Ethnic, Cultural, Gender, and Group Studies	795	214	154	72%	\$15,816	139	65%	\$24,314	120	56%	\$33,413	105	49%	\$42,319
Communication, Journalism, and Related Programs	9,916	2,557	1,868	73%	\$19,569	1,728	68%	\$33,556	1,675	66%	\$42,064	1,608	63%	\$46,524
Computer and Information Sciences and Support Services	9,888	1,940	1,435	74%	\$40,877	1,435	74%	\$60,923	1,410	73%	\$72,064	1,337	69%	\$79,215
Education	10,308	1,911	1,634	86%	\$36,991	1,595	83%	\$45,879	1,549	81%	\$46,110	1,484	78%	\$47,538
Engineering	12,086	2,306	1,497	65%	\$41,352	1,437	62%	\$62,198	1,398	61%	\$73,771	1,375	60%	\$80,036
Engineering Technologies and Engineering-Related Fields	4,076	855	701	82%	\$45,998	685	80%	\$58,100	684	80%	\$68,329	666	78%	\$76,491
Foreign Languages, Literatures, and Linguistics	1,052	419	310	74%	\$17,581	296	71%	\$27,518	287	68%	\$35,194	282	67%	\$42,836
Family and Consumer Sciences/Human Sciences	2,435	596	480	81%	\$22,766	457	77%	\$31,721	432	72%	\$38,864	421	71%	\$42,583
Legal Professions and Studies	*	*	*	*	*	*	*	*	*	*	*	*	*	*
English Language and Literature/Letters	2,876	755	565	75%	\$15,318	541	72%	\$26,837	514	68%	\$35,864	500	66%	\$40,064
Liberal Arts and Sciences, General Studies, and Humanities	16,854	799	592	74%	\$23,773	579	72%	\$32,532	560	70%	\$40,681	555	69%	\$43,816
Library Science	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Biological and Biomedical Sciences	16,349	2,817	2,078	74%	\$20,239	1,940	69%	\$29,067	1,776	63%	\$37,068	1,647	58%	\$43,358
Mathematics and Statistics	2,349	570	396	69%	\$22,328	393	69%	\$40,930	368	65%	\$52,631	356	62%	\$60,464
Military Technologies and Applied Sciences	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Multi/Interdisciplinary Studies	2,701	697	503	72%	\$21,641	485	70%	\$33,409	462	66%	\$41,519	441	63%	\$45,985
Parks, Recreation, Leisure, and Fitness Studies	9,866	2,096	1,613	77%	\$16,878	1,479	71%	\$25,598	1,386	66%	\$34,422	1,367	65%	\$40,541
Philosophy and Religious Studies	705	200	144	72%	\$14,644	129	65%	\$23,546	122	61%	\$29,976	114	57%	\$34,143
Physical Sciences	4,658	854	546	64%	\$20,170	495	58%	\$36,145	500	59%	\$43,321	466	55%	\$50,811
Science Technologies/Technicians	65	19	14	74%	\$33,879	13	68%	\$61,476	12	63%	\$77,839	13	68%	\$88,652
Psychology	11,350	2,469	1,871	76%	\$17,873	1,771	72%	\$26,679	1,711	69%	\$34,877	1,669	68%	\$40,753
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	5,854	1,279	1,045	82%	\$23,878	1,008	79%	\$36,212	962	75%	\$44,614	934	73%	\$48,390
Public Administration and Social Service Professions	4,112	952	726	76%	\$20,094	746	78%	\$33,314	732	77%	\$42,777	713	75%	\$48,011
Social Sciences	10,744	2,812	1,978	70%	\$19,662	1,906	68%	\$31,138	1,854	66%	\$39,542	1,790	64%	\$43,936
Transportation and Materials Moving	112	18	*	*	*	*	*	*	*	*	*	*	*	*
Visual and Performing Arts	9,211	1,798	1,272	71%	\$15,348	1,193	66%	\$24,497	1,097	61%	\$33,518	1,070	60%	\$35,267
Health Professions and Related Programs	22,235	4,928	4,225	86%	\$49,037	4,047	82%	\$57,693	3,935	80%	\$61,896	3,799	77%	\$62,680
Business, Management, Marketing, and Related Support Services	31,431	6,730	5,189	77%	\$28,909	5,037	75%	\$44,968	4,845	72%	\$55,443	4,686	70%	\$60,626
History	2,078	594	435	73%	\$18,273	424	71%	\$31,283	417	70%	\$38,583	406	68%	\$41,114



**Table 15. UNC Bachelor's Degree Program Outcomes by Program Area, 2020-2021 Graduates**

University of North Carolina System Bachelor's Degree Programs		Common Follow-up System: Evaluative Measures, 2025 Report Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce									
Post-Completion Outcome Employment and Wage Measures by Program Area	Program Year 2020-2021										
	Parti cipants	Degree Recipients	1 Year After Completion			2 Years After Completion			3 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agriculture, Agriculture Operations, and Related Sciences	2,562	539	435	81%	\$27,791	412	76%	\$38,259	387	72%	\$41,442
Natural Resources and Conservation	2,938	693	510	74%	\$19,538	449	65%	\$31,431	420	61%	\$40,577
Architecture and Related Services	535	122	87	71%	\$18,210	77	63%	\$52,118	78	64%	\$58,477
Area, Ethnic, Cultural, Gender, and Group Studies	687	183	124	68%	\$24,972	109	60%	\$31,474	109	60%	\$35,136
Communication, Journalism, and Related Programs	9,246	2,435	1,800	74%	\$24,237	1,650	68%	\$38,272	1,569	64%	\$41,708
Computer and Information Sciences and Support Services	10,283	2,103	1,602	76%	\$43,334	1,557	74%	\$64,719	1,487	71%	\$74,068
Education	10,320	2,006	1,768	88%	\$42,990	1,701	85%	\$44,821	1,642	82%	\$46,528
Engineering	12,448	2,386	1,657	69%	\$48,541	1,525	64%	\$68,202	1,480	62%	\$75,093
Engineering Technologies and Engineering-Related Fields	3,941	862	686	80%	\$49,273	659	76%	\$62,748	647	75%	\$70,149
Foreign Languages, Literatures, and Linguistics	920	360	267	74%	\$18,318	233	65%	\$34,101	228	63%	\$36,307
Family and Consumer Sciences/Human Sciences	2,252	547	441	81%	\$25,496	402	73%	\$35,820	402	73%	\$38,819
Legal Professions and Studies	*	*	*	*	*	*	*	*	*	*	*
English Language and Literature/Letters	2,687	746	563	75%	\$17,638	542	73%	\$26,978	527	71%	\$33,196
Liberal Arts and Sciences, General Studies, and Humanities	14,742	639	467	73%	\$30,908	443	69%	\$40,167	425	67%	\$42,714
Library Science	*	*	*	*	*	*	*	*	*	*	*
Biological and Biomedical Sciences	17,204	3,049	2,336	77%	\$23,012	2,095	69%	\$31,762	1,910	63%	\$35,838
Mathematics and Statistics	2,302	575	380	66%	\$26,477	352	61%	\$47,049	336	58%	\$57,759
Military Technologies and Applied Sciences	*	*	*	*	*	*	*	*	*	*	*
Multi/Interdisciplinary Studies	3,306	1,117	821	74%	\$25,477	745	67%	\$32,807	727	65%	\$38,510
Parks, Recreation, Leisure, and Fitness Studies	9,556	2,009	1,563	78%	\$19,680	1,418	71%	\$28,235	1,366	68%	\$35,486
Philosophy and Religious Studies	643	193	128	66%	\$15,161	123	64%	\$27,150	120	62%	\$25,035
Physical Sciences	4,489	831	595	72%	\$20,079	493	59%	\$35,572	465	56%	\$40,654
Science Technologies/Technicians	53	16	15	94%	\$50,588	13	81%	\$59,585	12	75%	\$74,677
Psychology	11,964	2,349	1,832	78%	\$21,624	1,696	72%	\$30,334	1,637	70%	\$35,602
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	5,953	1,350	1,114	83%	\$28,063	1,056	78%	\$40,742	1,026	76%	\$45,921
Public Administration and Social Service Professions	4,288	946	752	79%	\$24,907	743	79%	\$38,881	715	76%	\$45,169
Social Sciences	10,672	2,827	2,098	74%	\$23,375	1,931	68%	\$35,762	1,842	65%	\$41,548
Transportation and Materials Moving	145	15	11	73%	\$17,636	10	67%	\$44,052	*	*	*
Visual and Performing Arts	9,159	1,746	1,239	71%	\$18,280	1,114	64%	\$28,510	1,052	60%	\$33,318
Health Professions and Related Programs	22,826	5,054	4,287	85%	\$50,840	4,076	81%	\$59,206	3,985	79%	\$59,542
Business, Management, Marketing, and Related Support Services	32,194	6,709	5,242	78%	\$35,207	5,011	75%	\$49,855	4,841	72%	\$56,306
History	1,972	527	379	72%	\$18,025	379	72%	\$28,588	362	69%	\$36,217

**Table 16. UNC Bachelor's Degree Program Outcomes by Program Area, 2021-2022 and 2022-2023 Graduates**

University Of North Carolina System Bachelor's Degree Programs			Common Follow-up System: Evaluative Measures, 2025 Report <i>Data prepared by the Labor &amp; Economic Analysis Division, NC Department of Commerce</i>											
Post-Completion Outcome Employment and Wage Measures by Program Area			Program Year 2021-2022						Program Year 2022-2023					
	Parti cipants	Degree Recipients	1 Year After Completion			2 Years After Completion			Parti cipants	Degree Recipients	1 Year After Completion			
			Employed	%	Med. Wage	Employed	%	Med. Wage			Employed	%	Med. Wage	
Agriculture, Agriculture Operations, and Related Sciences	2,574	522	437	84%	\$30,022	406	78%	\$35,260	2,669	570	478	84%	\$27,980	
Natural Resources and Conservation	3,014	687	502	73%	\$22,801	438	64%	\$37,041	2,962	662	470	71%	\$25,273	
Architecture and Related Services	524	98	76	78%	\$25,760	69	70%	\$53,265	545	122	89	73%	\$35,221	
Area, Ethnic, Cultural, Gender, and Group Studies	623	163	101	62%	\$17,701	96	59%	\$30,894	580	137	94	69%	\$22,884	
Communication, Journalism, and Related Programs	8,474	2,287	1,703	74%	\$26,831	1,563	68%	\$37,112	8,103	2,046	1,474	72%	\$24,390	
Computer and Information Sciences and Support Services	10,820	2,046	1,525	75%	\$50,646	1,461	71%	\$69,327	11,547	2,237	1,599	71%	\$39,120	
Education	10,117	2,014	1,794	89%	\$42,983	1,711	85%	\$45,909	9,304	1,988	1,770	89%	\$44,516	
Engineering	12,495	2,152	1,507	70%	\$59,209	1,410	66%	\$71,951	12,522	2,342	1,562	67%	\$56,841	
Engineering Technologies and Engineering-Related Fields	3,711	753	623	83%	\$59,620	601	80%	\$69,977	3,623	789	625	79%	\$58,706	
Foreign Languages, Literatures, and Linguistics	855	325	241	74%	\$22,388	208	64%	\$32,366	803	292	214	73%	\$21,580	
Family and Consumer Sciences/Human Sciences	2,084	469	373	80%	\$26,927	353	75%	\$37,976	1,957	455	366	80%	\$29,142	
Legal Professions and Studies	*	*	*	*	*	*	*	*	*	*	*	*	*	
English Language and Literature/Letters	2,638	632	466	74%	\$22,412	459	73%	\$28,292	2,727	680	519	76%	\$21,196	
Liberal Arts and Sciences, General Studies, and Humanities	14,813	606	462	76%	\$31,682	438	72%	\$38,992	14,686	752	561	75%	\$33,169	
Library Science	*	*	*	*	*	*	*	*	*	*	*	*	*	
Biological and Biomedical Sciences	18,089	3,131	2,461	79%	\$24,914	2,151	69%	\$33,304	17,484	3,291	2,559	78%	\$23,994	
Mathematics and Statistics	2,151	544	356	65%	\$36,148	335	62%	\$48,742	2,074	489	334	68%	\$30,443	
Military Technologies and Applied Sciences	*	*	*	*	*	*	*	*	*	*	*	*	*	
Multi/Interdisciplinary Studies	4,582	1,187	882	74%	\$29,393	805	68%	\$36,685	4,582	1,206	894	74%	\$27,451	
Parks, Recreation, Leisure, and Fitness Studies	9,041	1,791	1,367	76%	\$21,730	1,222	68%	\$29,047	9,108	1,661	1,270	76%	\$21,879	
Philosophy and Religious Studies	573	160	111	69%	\$21,578	104	65%	\$25,753	566	142	105	74%	\$19,992	
Physical Sciences	4,334	790	562	71%	\$23,709	458	58%	\$37,739	4,130	727	496	68%	\$24,590	
Science Technologies/Technicians	42	16	12	75%	\$47,871	13	81%	\$54,722	47	10	10	100%	\$47,137	
Psychology	10,962	2,299	1,860	81%	\$23,089	1,706	74%	\$29,678	11,087	2,435	1,939	80%	\$23,294	
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	5,691	1,185	963	81%	\$30,792	914	77%	\$41,741	5,431	1,241	984	79%	\$32,282	
Public Administration and Social Service Professions	4,248	998	795	80%	\$27,883	793	79%	\$39,518	3,902	965	801	83%	\$27,699	
Social Sciences	10,687	2,554	1,907	75%	\$26,902	1,771	69%	\$37,740	10,448	2,555	1,835	72%	\$25,778	
Transportation and Materials Moving	167	21	13	62%	\$18,724	11	52%	\$48,048	205	33	19	58%	\$32,946	
Visual and Performing Arts	9,063	1,724	1,209	70%	\$19,390	1,114	65%	\$28,723	9,006	1,846	1,312	71%	\$18,670	
Health Professions and Related Programs	21,450	4,832	4,049	84%	\$54,417	3,850	80%	\$58,607	19,707	4,539	3,853	85%	\$54,920	
Business, Management, Marketing, and Related Support Services	33,219	6,653	5,129	77%	\$39,629	4,946	74%	\$50,704	34,250	7,098	5,532	78%	\$36,566	
History	1,950	472	337	71%	\$23,490	319	68%	\$31,579	1,836	489	370	76%	\$23,797	

**Table 17. UNC Master's Degree Program Outcomes by Program Area, 2018-2019 Graduates**

University Of North Carolina System Master's Degree Programs		Common Follow-up System: Evaluative Measures, 2025 Report Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce															
Post-Completion Outcome Employment and Wage Measures by Program Area	Program Year 2018-2019																
	Parti cipants	Degree Recipients	1 Year After Completion			2 Years After Completion			3 Years After Completion			4 Years After Completion			5 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agriculture, Agriculture Operations, and Related Sciences	315	94	54	57%	\$40,998	51	54%	\$45,242	46	49%	\$51,583	42	45%	\$60,848	41	44%	\$62,944
Natural Resources and Conservation	250	87	52	60%	\$19,090	38	44%	\$29,902	32	37%	\$45,625	32	37%	\$53,725	31	36%	\$58,303
Architecture and Related Services	311	135	91	67%	\$46,922	83	61%	\$52,498	80	59%	\$57,791	82	61%	\$65,796	81	60%	\$69,864
Area, Ethnic, Cultural, Gender, and Group Studies	50	22	17	77%	\$26,534	15	68%	\$35,661	15	68%	\$26,500	13	59%	\$39,290	11	50%	\$46,347
Communication, Journalism, and Related Programs	219	105	77	73%	\$31,037	65	62%	\$44,409	62	59%	\$53,343	61	58%	\$59,797	63	60%	\$55,432
Computer and Information Sciences and Support Services	1,958	891	462	52%	\$67,628	434	49%	\$79,970	437	49%	\$86,702	408	46%	\$101,161	385	43%	\$110,491
Education	5,643	1,860	1,582	85%	\$44,207	1,520	82%	\$47,365	1,496	80%	\$54,785	1,437	77%	\$56,881	1,394	75%	\$58,589
Engineering	1,948	912	326	36%	\$60,733	311	34%	\$69,890	313	34%	\$76,733	289	32%	\$90,039	276	30%	\$99,203
Engineering Technologies and Engineering-Related Fields	400	136	75	55%	\$54,280	73	54%	\$64,908	74	54%	\$74,425	72	53%	\$82,699	67	49%	\$92,154
Foreign Languages, Literatures, and Linguistics	113	46	30	65%	\$29,553	28	61%	\$37,592	28	61%	\$46,027	28	61%	\$46,872	24	52%	\$55,183
Family and Consumer Sciences/Human Sciences	231	81	61	75%	\$37,043	59	73%	\$38,886	56	69%	\$46,455	56	69%	\$41,174	50	62%	\$47,925
Legal Professions and Studies	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
English Language and Literature/Letters	465	165	111	67%	\$27,846	104	63%	\$33,641	97	59%	\$42,692	96	58%	\$47,101	96	58%	\$51,160
Liberal Arts and Sciences, General Studies, and Humanities	231	74	53	72%	\$49,988	45	61%	\$56,816	48	65%	\$54,472	50	68%	\$66,556	48	65%	\$67,436
Library Science	1,117	299	218	73%	\$43,511	206	69%	\$47,661	197	66%	\$52,690	193	65%	\$56,735	187	63%	\$58,008
Biological and Biomedical Sciences	901	344	236	69%	\$27,227	202	59%	\$40,593	189	55%	\$51,582	181	53%	\$61,380	176	51%	\$70,522
Mathematics and Statistics	500	258	148	57%	\$45,211	141	55%	\$65,092	136	53%	\$68,508	126	49%	\$87,814	112	43%	\$101,143
Military Technologies and Applied Sciences	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Multi/Interdisciplinary Studies	574	180	110	61%	\$36,351	103	57%	\$45,309	97	54%	\$52,114	88	49%	\$54,289	82	46%	\$59,195
Parks, Recreation, Leisure, and Fitness Studies	470	171	110	64%	\$34,750	94	55%	\$39,059	88	51%	\$42,438	84	49%	\$49,169	87	51%	\$49,255
Philosophy and Religious Studies	22	12	12	100%	\$6,103	*	*	*	*	*	*	*	*	*	*	*	*
Physical Sciences	472	166	99	60%	\$40,235	85	51%	\$50,207	76	46%	\$55,966	76	46%	\$61,241	71	43%	\$72,771
Science Technologies/Technicians	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Psychology	358	188	108	57%	\$29,888	97	52%	\$47,100	97	52%	\$52,293	85	45%	\$56,531	80	43%	\$63,418
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	190	67	52	78%	\$35,494	51	76%	\$43,300	52	78%	\$46,868	51	76%	\$54,678	48	72%	\$59,941
Public Administration and Social Service Professions	2,743	1,029	857	83%	\$40,203	805	78%	\$45,341	762	74%	\$49,179	720	70%	\$55,700	690	67%	\$59,999
Social Sciences	487	222	136	61%	\$22,695	115	52%	\$39,677	104	47%	\$49,830	103	46%	\$55,495	92	41%	\$63,116
Transportation and Materials Moving	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Visual and Performing Arts	482	181	89	49%	\$11,974	71	39%	\$16,255	75	41%	\$19,348	67	37%	\$29,354	67	37%	\$37,496
Health Professions and Related Programs	4,572	1,595	1,252	78%	\$58,664	1,184	74%	\$68,704	1,145	72%	\$75,499	1,096	69%	\$80,766	1,065	67%	\$85,954
Business, Management, Marketing, and Related Support Services	7,943	2,515	1,510	60%	\$58,880	1,453	58%	\$65,769	1,432	57%	\$77,877	1,388	55%	\$95,307	1,357	54%	\$103,072
History	297	106	81	76%	\$19,193	67	63%	\$33,527	68	64%	\$40,046	62	58%	\$43,792	64	60%	\$45,468

**Table 18. UNC Master's Degree Program Outcomes by Program Area, 2019-2020 Graduates**

University Of North Carolina System Master's Degree Programs		Common Follow-up System: Evaluative Measures, 2025 Report												
		Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce												
Post-Completion Outcome Employment and Wage Measures by Program Area	Program Year 2019-2020													
	Parti cipants	Degree Recipients	1 Year After Completion			2 Years After Completion			3 Years After Completion			4 Years After Completion		
		Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	
Agriculture, Agriculture Operations, and Related Sciences	315	89	46	52%	\$32,331	43	48%	\$42,611	42	47%	\$53,036	42	47%	\$49,762
Natural Resources and Conservation	222	95	53	56%	\$23,832	39	41%	\$43,203	41	43%	\$50,162	36	38%	\$59,783
Architecture and Related Services	328	119	83	70%	\$48,527	74	62%	\$55,642	69	58%	\$64,133	66	55%	\$70,700
Area, Ethnic, Cultural, Gender, and Group Studies	43	15	11	73%	\$26,878	13	87%	\$28,116	10	67%	\$40,230	*	*	*
Communication, Journalism, and Related Programs	263	93	67	72%	\$32,589	61	66%	\$49,017	56	60%	\$59,758	56	60%	\$65,800
Computer and Information Sciences and Support Services	2,126	1,037	551	53%	\$68,697	514	50%	\$82,503	451	43%	\$97,781	410	40%	\$104,326
Education	5,991	2,001	1,697	85%	\$45,493	1,646	82%	\$52,313	1,581	79%	\$54,527	1,535	77%	\$55,863
Engineering	1,905	840	358	43%	\$61,215	336	40%	\$72,500	303	36%	\$81,585	276	33%	\$91,862
Engineering Technologies and Engineering-Related Fields	378	111	52	47%	\$60,112	52	47%	\$62,973	50	45%	\$82,509	47	42%	\$88,836
Foreign Languages, Literatures, and Linguistics	105	56	44	79%	\$20,453	38	68%	\$29,619	34	61%	\$42,870	30	54%	\$44,680
Family and Consumer Sciences/Human Sciences	238	90	60	67%	\$37,946	65	72%	\$37,726	67	74%	\$45,732	64	71%	\$54,725
Legal Professions and Studies	*	*	*	*	*	*	*	*	*	*	*	*	*	*
English Language and Literature/Letters	511	165	109	66%	\$22,686	102	62%	\$35,639	98	59%	\$42,072	92	56%	\$45,049
Liberal Arts and Sciences, General Studies, and Humanities	202	63	40	63%	\$49,123	44	70%	\$50,046	38	60%	\$64,584	37	59%	\$54,163
Library Science	1,187	335	253	76%	\$41,666	246	73%	\$48,873	239	71%	\$53,392	231	69%	\$56,064
Biological and Biomedical Sciences	855	339	237	70%	\$30,533	205	60%	\$46,526	183	54%	\$52,787	172	51%	\$57,655
Mathematics and Statistics	457	209	119	57%	\$41,712	115	55%	\$61,888	103	49%	\$73,239	92	44%	\$81,275
Military Technologies and Applied Sciences	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Multi/Interdisciplinary Studies	524	189	119	63%	\$33,191	113	60%	\$42,532	110	58%	\$50,903	105	56%	\$56,411
Parks, Recreation, Leisure, and Fitness Studies	497	226	157	69%	\$29,877	151	67%	\$42,509	148	65%	\$48,686	146	65%	\$53,265
Philosophy and Religious Studies	37	16	*	*	*	11	69%	\$12,197	12	75%	\$17,472	11	69%	\$42,911
Physical Sciences	463	199	105	53%	\$28,227	92	46%	\$44,485	91	46%	\$50,972	82	41%	\$57,852
Science Technologies/Technicians	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Psychology	370	144	88	61%	\$21,484	83	58%	\$41,270	80	56%	\$50,430	64	44%	\$62,514
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	193	55	42	76%	\$42,570	39	71%	\$49,091	39	71%	\$50,592	37	67%	\$55,789
Public Administration and Social Service Professions	2,854	1,077	877	81%	\$38,358	850	79%	\$47,746	801	74%	\$53,148	783	73%	\$57,336
Social Sciences	498	236	140	59%	\$24,857	130	55%	\$39,761	115	49%	\$47,669	106	45%	\$49,264
Transportation and Materials Moving	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Visual and Performing Arts	469	176	95	54%	\$13,856	76	43%	\$26,460	66	38%	\$34,216	66	38%	\$44,028
Health Professions and Related Programs	4,840	1,742	1,365	78%	\$58,239	1,297	74%	\$71,997	1,246	72%	\$79,411	1,206	69%	\$82,359
Business, Management, Marketing, and Related Support Services	8,417	2,691	1,715	64%	\$61,500	1,678	62%	\$72,894	1,626	60%	\$86,755	1,571	58%	\$95,837
History	289	91	49	54%	\$13,303	44	48%	\$29,142	40	44%	\$40,097	44	48%	\$39,662

**Table 19. UNC Master's Degree Program Outcomes by Program Area, 2020-2021 Graduates**

University Of North Carolina System Master's Degree Programs		Common Follow-up System: Evaluative Measures, 2025 Report Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce									
Post-Completion Outcome Employment and Wage Measures by Program Area	Program Year 2020-2021										
	Parti cipants	Degree Recipients	1 Year After Completion			2 Years After Completion			3 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agriculture, Agriculture Operations, and Related Sciences	319	94	57	61%	\$33,152	50	53%	\$47,861	54	57%	\$51,697
Natural Resources and Conservation	289	94	66	70%	\$36,091	59	63%	\$45,408	55	59%	\$56,414
Architecture and Related Services	342	137	93	68%	\$48,749	90	66%	\$62,872	81	59%	\$67,752
Area, Ethnic, Cultural, Gender, and Group Studies	40	16	11	69%	\$29,089	10	63%	\$27,970	10	63%	\$39,307
Communication, Journalism, and Related Programs	345	112	83	74%	\$44,622	76	68%	\$60,783	72	64%	\$68,564
Computer and Information Sciences and Support Services	1,954	1,033	626	61%	\$72,243	495	48%	\$89,559	450	44%	\$99,159
Education	6,594	1,994	1,690	85%	\$50,730	1,618	81%	\$52,269	1,547	78%	\$54,579
Engineering	1,743	879	406	46%	\$63,866	338	38%	\$79,906	323	37%	\$87,308
Engineering Technologies and Engineering-Related Fields	398	112	73	65%	\$75,126	72	64%	\$81,283	72	64%	\$88,706
Foreign Languages, Literatures, and Linguistics	136	46	31	67%	\$28,672	28	61%	\$27,888	23	50%	\$41,801
Family and Consumer Sciences/Human Sciences	230	76	59	78%	\$39,390	57	75%	\$50,980	56	74%	\$52,105
Legal Professions and Studies	*	*	*	*	*	*	*	*	*	*	*
English Language and Literature/Letters	557	190	137	72%	\$31,750	128	67%	\$44,024	118	62%	\$50,939
Liberal Arts and Sciences, General Studies, and Humanities	181	64	46	72%	\$41,278	45	70%	\$39,841	42	66%	\$47,114
Library Science	1,263	390	279	72%	\$45,722	267	68%	\$51,974	265	68%	\$54,477
Biological and Biomedical Sciences	862	320	233	73%	\$36,690	187	58%	\$53,282	169	53%	\$61,054
Mathematics and Statistics	486	238	151	63%	\$40,943	128	54%	\$54,856	109	46%	\$73,118
Military Technologies and Applied Sciences	*	*	*	*	*	*	*	*	*	*	*
Multi/Interdisciplinary Studies	449	179	115	64%	\$35,762	96	54%	\$50,516	95	53%	\$54,929
Parks, Recreation, Leisure, and Fitness Studies	544	180	102	57%	\$38,781	99	55%	\$49,241	99	55%	\$51,788
Philosophy and Religious Studies	48	16	13	81%	\$12,246	14	88%	\$11,713	10	63%	\$24,687
Physical Sciences	451	237	128	54%	\$39,959	119	50%	\$52,078	115	49%	\$63,418
Science Technologies/Technicians	*	*	*	*	*	*	*	*	*	*	*
Psychology	407	157	92	59%	\$35,514	90	57%	\$43,840	73	46%	\$50,917
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	233	52	34	65%	\$42,433	33	63%	\$48,416	30	58%	\$54,315
Public Administration and Social Service Professions	3,005	1,107	918	83%	\$43,729	884	80%	\$52,163	836	76%	\$56,295
Social Sciences	560	208	137	66%	\$22,622	121	58%	\$43,133	112	54%	\$48,356
Transportation and Materials Moving	*	*	*	*	*	*	*	*	*	*	*
Visual and Performing Arts	478	160	83	52%	\$17,713	70	44%	\$35,511	68	43%	\$39,357
Health Professions and Related Programs	5,334	1,726	1,331	77%	\$58,242	1,255	73%	\$69,882	1,195	69%	\$73,362
Business, Management, Marketing, and Related Support Services	9,783	2,914	2,015	69%	\$64,030	1,918	66%	\$78,987	1,854	64%	\$89,380
History	303	100	62	62%	\$29,279	57	57%	\$37,330	51	51%	\$41,172

**Table 20. UNC Master's Degree Program Outcomes by Program Area, 2021-2022 and 2022-2023 Graduates**

University Of North Carolina System Master's Degree Programs		Common Follow-up System: Evaluative Measures, 2025 Report <i>Data prepared by the Labor &amp; Economic Analysis Division, NC Department of Commerce</i>												
Post-Completion Outcome Employment and Wage Measures by Program Area			Program Year 2021-2022						Program Year 2022-2023					
	Parti cipants	Degree Recipients	1 Year After Completion			2 Years After Completion			Parti cipants	Degree Recipients	1 Year After Completion			
			Employed	%	Med. Wage	Employed	%	Med. Wage			Employed	%	Med. Wage	
Agriculture, Agriculture Operations, and Related Sciences	332	101	56	55%	\$36,934	46	46%	\$49,256	311	101	62	61%	\$44,315	
Natural Resources and Conservation	353	101	68	67%	\$45,435	60	59%	\$56,262	331	120	75	63%	\$44,937	
Architecture and Related Services	293	96	65	68%	\$60,152	65	68%	\$64,775	331	138	104	75%	\$61,013	
Area, Ethnic, Cultural, Gender, and Group Studies	49	20	14	70%	\$34,815	13	65%	\$35,700	54	19	11	58%	\$29,088	
Communication, Journalism, and Related Programs	445	145	115	79%	\$50,776	109	75%	\$58,234	445	168	131	78%	\$48,684	
Computer and Information Sciences and Support Services	2,206	867	444	51%	\$79,509	416	48%	\$89,142	2,275	1,196	688	58%	\$73,559	
Education	6,607	2,170	1,882	87%	\$51,343	1,795	83%	\$54,349	6,161	2,172	1,892	87%	\$51,330	
Engineering	1,867	633	359	57%	\$70,088	327	52%	\$83,127	2,025	989	479	48%	\$71,517	
Engineering Technologies and Engineering-Related Fields	416	95	67	71%	\$71,899	69	73%	\$85,001	451	153	97	63%	\$81,289	
Foreign Languages, Literatures, and Linguistics	127	57	32	56%	\$22,729	30	53%	\$24,125	135	69	44	64%	\$27,119	
Family and Consumer Sciences/Human Sciences	228	85	59	69%	\$41,747	52	61%	\$46,417	159	72	48	67%	\$43,584	
Legal Professions and Studies	*	*	*	*	*	*	*	*	*	*	*	*	*	
English Language and Literature/Letters	559	205	148	72%	\$38,271	134	65%	\$48,457	504	218	165	76%	\$29,466	
Liberal Arts and Sciences, General Studies, and Humanities	167	56	36	64%	\$53,758	37	66%	\$54,974	114	37	27	73%	\$46,981	
Library Science	1,255	369	283	77%	\$49,407	268	73%	\$52,205	1,244	392	294	75%	\$48,329	
Biological and Biomedical Sciences	896	312	222	71%	\$39,458	189	61%	\$52,153	873	357	265	74%	\$34,433	
Mathematics and Statistics	435	208	142	68%	\$65,870	129	62%	\$75,614	380	183	102	56%	\$56,715	
Military Technologies and Applied Sciences	*	*	*	*	*	*	*	*	*	*	*	*	*	
Multi/Interdisciplinary Studies	380	167	119	71%	\$32,009	103	62%	\$49,230	345	156	109	70%	\$43,517	
Parks, Recreation, Leisure, and Fitness Studies	579	234	156	67%	\$38,750	139	59%	\$45,104	530	220	138	63%	\$40,086	
Philosophy and Religious Studies	39	23	13	57%	\$7,183	12	52%	\$8,283	29	19	12	63%	\$8,816	
Physical Sciences	444	182	111	61%	\$49,081	98	54%	\$60,016	424	187	102	55%	\$38,912	
Science Technologies/Technicians	*	*	*	*	*	*	*	*	*	*	*	*	*	
Psychology	428	201	128	64%	\$44,644	111	55%	\$57,106	399	189	120	63%	\$34,906	
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	249	63	46	73%	\$45,778	43	68%	\$54,621	234	76	60	79%	\$57,629	
Public Administration and Social Service Professions	2,998	1,105	922	83%	\$46,751	882	80%	\$53,011	2,982	1,118	944	84%	\$47,660	
Social Sciences	597	264	169	64%	\$40,288	152	58%	\$51,334	581	245	159	65%	\$32,103	
Transportation and Materials Moving	*	*	*	*	*	*	*	*	*	*	*	*	*	
Visual and Performing Arts	536	206	125	61%	\$19,119	99	48%	\$28,647	500	183	105	57%	\$20,303	
Health Professions and Related Programs	6,054	1,952	1,506	77%	\$60,565	1,400	72%	\$70,080	6,113	2,135	1,594	75%	\$55,652	
Business, Management, Marketing, and Related Support Services	10,141	3,274	2,234	68%	\$69,983	2,134	65%	\$80,075	9,612	3,451	2,335	68%	\$73,524	
History	338	101	64	63%	\$28,511	55	54%	\$45,388	337	110	76	69%	\$23,698	

**Table 21. UNC Doctoral (Research) Degree Program Outcomes by Program Area, 2018-2019 Graduates**

University Of North Carolina System Doctoral Degree (Research) Programs		Common Follow-up System: Evaluative Measures, 2025 Report Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce															
Post-Completion Outcome Employment and Wage Measures by Program Area	Program Year 2018-2019																
	Parti cipants	Degree Recipients	1 Year After Completion			2 Years After Completion			3 Years After Completion			4 Years After Completion			5 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agriculture, Agriculture Operations, and Related Sciences	127	30	15	50%	\$56,299	10	33%	\$85,472	10	33%	\$94,773	11	37%	\$91,080	10	33%	\$108,463
Natural Resources and Conservation	198	31	13	42%	\$54,850	12	39%	\$61,350	11	35%	\$57,131	10	32%	\$72,414	*	*	*
Architecture and Related Services	73	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Area, Ethnic, Cultural, Gender, and Group Studies	17	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Communication, Journalism, and Related Programs	71	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Computer and Information Sciences and Support Services	524	76	20	26%	\$77,598	19	25%	\$72,496	14	18%	\$86,256	13	17%	\$104,339	13	17%	\$98,399
Education	1,584	269	208	77%	\$72,309	197	73%	\$74,941	193	72%	\$82,996	183	68%	\$90,195	181	67%	\$91,550
Engineering	1,672	248	104	42%	\$49,416	85	34%	\$68,740	78	31%	\$80,428	67	27%	\$102,222	62	25%	\$102,333
Engineering Technologies and Engineering-Related Fields	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Foreign Languages, Literatures, and Linguistics	126	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Family and Consumer Sciences/Human Sciences	29	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Legal Professions and Studies	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
English Language and Literature/Letters	186	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Liberal Arts and Sciences, General Studies, and Humanities	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Library Science	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Biological and Biomedical Sciences	1,380	206	114	55%	\$47,412	86	42%	\$53,674	78	38%	\$67,261	73	35%	\$78,420	75	36%	\$92,238
Mathematics and Statistics	511	77	35	45%	\$51,685	24	31%	\$76,072	21	27%	\$97,106	17	22%	\$97,196	19	25%	\$126,228
Military Technologies and Applied Sciences	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Multi/Interdisciplinary Studies	389	53	29	55%	\$40,551	20	38%	\$66,875	21	40%	\$42,767	18	34%	\$78,441	18	34%	\$76,082
Parks, Recreation, Leisure, and Fitness Studies	133	24	13	54%	\$50,309	11	46%	\$61,612	10	42%	\$46,332	11	46%	\$29,600	12	50%	\$53,665
Philosophy and Religious Studies	77	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Physical Sciences	841	148	59	40%	\$46,924	44	30%	\$64,851	45	30%	\$71,150	46	31%	\$84,932	43	29%	\$87,877
Science Technologies/Technicians	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Psychology	436	55	23	42%	\$61,878	24	44%	\$69,668	20	36%	\$72,637	16	29%	\$96,011	17	31%	\$101,305
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public Administration and Social Service Professions	105	15	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Social Sciences	503	75	25	33%	\$42,000	15	20%	\$60,010	14	19%	\$63,744	14	19%	\$69,491	12	16%	\$87,637
Transportation and Materials Moving	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Visual and Performing Arts	117	22	15	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Health Professions and Related Programs	716	117	67	57%	\$62,368	54	46%	\$74,929	53	45%	\$87,770	51	44%	\$102,915	55	47%	\$104,982
Business, Management, Marketing, and Related Support Services	114	17	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
History	151	18	10	56%	\$30,327	*	*	*	*	*	*	*	*	*	*	*	*

**Table 22. UNC Doctoral (Research) Degree Program Outcomes by Program Area, 2019-2020 Graduates**

University Of North Carolina System Doctoral Degree (Research) Programs		Common Follow-up System: Evaluative Measures, 2025 Report Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce													
Post-Completion Outcome Employment and Wage Measures by Program Area		Program Year 2019-2020													
		Parti cipants	Degree Recipients	1 Year After Completion			2 Years After Completion			3 Years After Completion			4 Years After Completion		
				Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agriculture, Agriculture Operations, and Related Sciences	132	27	14	52%	\$31,798	10	37%	\$64,867	*	*	*	*	*	*	
Natural Resources and Conservation	185	34	19	56%	\$48,000	13	38%	\$37,499	12	35%	\$60,770	11	32%	\$102,515	
Architecture and Related Services	76	12	*	*	*	*	*	*	*	*	*	*	*	*	
Area, Ethnic, Cultural, Gender, and Group Studies	19	*	*	*	*	*	*	*	*	*	*	*	*	*	
Communication, Journalism, and Related Programs	75	11	*	*	*	*	*	*	*	*	*	*	*	*	
Computer and Information Sciences and Support Services	511	83	25	30%	\$73,876	22	27%	\$95,764	19	23%	\$125,087	19	23%	\$134,254	
Education	1,633	250	189	76%	\$71,044	179	72%	\$81,136	172	69%	\$87,959	170	68%	\$88,833	
Engineering	1,753	277	114	41%	\$53,302	81	29%	\$82,824	66	24%	\$96,365	62	22%	\$102,302	
Engineering Technologies and Engineering-Related Fields	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Foreign Languages, Literatures, and Linguistics	120	16	*	*	*	*	*	*	*	*	*	*	*	*	
Family and Consumer Sciences/Human Sciences	29	*	*	*	*	*	*	*	*	*	*	*	*	*	
Legal Professions and Studies	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
English Language and Literature/Letters	171	31	15	48%	\$49,507	13	42%	\$46,274	11	35%	\$53,243	*	*	*	
Liberal Arts and Sciences, General Studies, and Humanities	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Library Science	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Biological and Biomedical Sciences	1,391	219	108	49%	\$50,773	85	39%	\$57,857	78	36%	\$82,309	80	37%	\$90,479	
Mathematics and Statistics	499	76	28	37%	\$89,124	26	34%	\$82,010	23	30%	\$97,715	22	29%	\$133,849	
Military Technologies and Applied Sciences	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Multi/Interdisciplinary Studies	375	57	29	51%	\$57,358	27	47%	\$64,031	28	49%	\$71,793	24	42%	\$77,715	
Parks, Recreation, Leisure, and Fitness Studies	131	25	13	52%	\$66,050	11	44%	\$71,676	*	*	*	*	*	*	
Philosophy and Religious Studies	68	10	*	*	*	*	*	*	*	*	*	*	*	*	
Physical Sciences	908	123	58	47%	\$48,790	44	36%	\$64,387	38	31%	\$87,050	37	30%	\$91,648	
Science Technologies/Technicians	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Psychology	467	72	29	40%	\$51,548	24	33%	\$93,366	27	38%	\$104,403	23	32%	\$96,711	
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Public Administration and Social Service Professions	124	23	15	65%	\$54,452	12	52%	\$68,131	13	57%	\$96,165	13	57%	\$85,133	
Social Sciences	506	71	23	32%	\$54,010	21	30%	\$64,356	16	23%	\$72,008	14	20%	\$61,471	
Transportation and Materials Moving	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Visual and Performing Arts	109	22	12	55%	\$15,406	13	59%	\$24,967	13	59%	\$34,360	15	68%	\$34,557	
Health Professions and Related Programs	722	139	79	57%	\$61,764	73	53%	\$74,587	72	52%	\$90,048	66	47%	\$109,621	
Business, Management, Marketing, and Related Support Services	134	23	*	*	*	*	*	*	*	*	*	*	*	*	
History	158	22	*	*	*	*	*	*	*	*	*	*	*	*	



**Table 23. UNC Doctoral (Research) Degree Program Outcomes by Program Area, 2020-2021 Graduates**

University Of North Carolina System Doctoral Degree (Research) Programs		Common Follow-up System: Evaluative Measures, 2025 Report Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce									
Post-Completion Outcome Employment and Wage Measures by Program Area	Parti cipants	Degree Recipients	Program Year 2020-2021								
			1 Year After Completion			2 Years After Completion			3 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agriculture, Agriculture Operations, and Related Sciences	203	35	17	49%	\$54,516	18	51%	\$71,477	17	49%	\$97,625
Natural Resources and Conservation	180	21	*	*	*	*	*	*	*	*	*
Architecture and Related Services	78	*	*	*	*	*	*	*	*	*	*
Area, Ethnic, Cultural, Gender, and Group Studies	21	*	*	*	*	*	*	*	*	*	*
Communication, Journalism, and Related Programs	77	*	*	*	*	*	*	*	*	*	*
Computer and Information Sciences and Support Services	512	57	21	37%	\$62,663	13	23%	\$121,246	14	25%	\$137,781
Education	1,733	249	190	76%	\$74,997	180	72%	\$82,264	173	69%	\$84,860
Engineering	1,688	275	114	41%	\$58,699	91	33%	\$90,000	84	31%	\$102,231
Engineering Technologies and Engineering-Related Fields	*	*	*	*	*	*	*	*	*	*	*
Foreign Languages, Literatures, and Linguistics	121	12	*	*	*	*	*	*	*	*	*
Family and Consumer Sciences/Human Sciences	33	*	*	*	*	*	*	*	*	*	*
Legal Professions and Studies	*	*	*	*	*	*	*	*	*	*	*
English Language and Literature/Letters	170	*	*	*	*	*	*	*	*	*	*
Liberal Arts and Sciences, General Studies, and Humanities	*	*	*	*	*	*	*	*	*	*	*
Library Science	*	*	*	*	*	*	*	*	*	*	*
Biological and Biomedical Sciences	1,413	188	93	49%	\$51,598	68	36%	\$65,370	59	31%	\$78,939
Mathematics and Statistics	465	75	20	27%	\$62,062	17	23%	\$122,309	16	21%	\$141,702
Military Technologies and Applied Sciences	*	*	*	*	*	*	*	*	*	*	*
Multi/Interdisciplinary Studies	381	68	38	56%	\$60,018	30	44%	\$55,887	27	40%	\$71,819
Parks, Recreation, Leisure, and Fitness Studies	132	17	*	*	*	*	*	*	*	*	*
Philosophy and Religious Studies	72	11	*	*	*	*	*	*	*	*	*
Physical Sciences	958	118	54	46%	\$53,801	44	37%	\$76,401	40	34%	\$92,943
Science Technologies/Technicians	*	*	*	*	*	*	*	*	*	*	*
Psychology	479	76	34	45%	\$59,925	34	45%	\$70,474	28	37%	\$93,123
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	*	*	*	*	*	*	*	*	*	*	*
Public Administration and Social Service Professions	126	17	*	*	*	*	*	*	*	*	*
Social Sciences	489	48	20	42%	\$33,092	14	29%	\$72,553	13	27%	\$68,273
Transportation and Materials Moving	*	*	*	*	*	*	*	*	*	*	*
Visual and Performing Arts	98	15	*	*	*	*	*	*	*	*	*
Health Professions and Related Programs	643	106	66	62%	\$67,774	54	51%	\$83,135	53	50%	\$81,427
Business, Management, Marketing, and Related Support Services	139	20	*	*	*	*	*	*	*	*	*
History	150	14	*	*	*	*	*	*	*	*	*

**Table 24. UNC Doctoral (Research) Degree Program Outcomes by Program Area, 2021-2022 and 2022-2023 Graduates**

University Of North Carolina System		Common Follow-up System: Evaluative Measures, 2025 Report												
Doctoral Degree (Research) Programs		Data prepared by the Labor & Economic Analysis Division, NC Department of Commerce												
Post-Completion Outcome Employment and Wage Measures by Program Area			Program Year 2021-2022						Program Year 2022-2023					
	Parti cipants	Degree Recipients	1 Year After Completion			2 Years After Completion			Parti cipants	Degree Recipients	1 Year After Completion			
			Employed	%	Med. Wage	Employed	%	Med. Wage			Employed	%	Med. Wage	
Agriculture, Agriculture Operations, and Related Sciences	217	39	28	72%	\$53,836	22	56%	\$73,916	172	32	20	63%	\$54,679	
Natural Resources and Conservation	192	28	10	36%	\$62,584	*	*	*	193	30	13	43%	\$49,045	
Architecture and Related Services	59	*	*	*	*	*	*	*	53	11	*	*	*	
Area, Ethnic, Cultural, Gender, and Group Studies	26	*	*	*	*	*	*	*	26	*	*	*	*	
Communication, Journalism, and Related Programs	78	12	*	*	*	*	*	*	74	20	*	*	*	
Computer and Information Sciences and Support Services	505	70	27	39%	\$122,038	22	31%	\$139,471	495	60	28	47%	\$115,409	
Education	1,796	238	197	83%	\$80,023	186	78%	\$85,906	1,812	260	199	77%	\$80,235	
Engineering	1,725	262	125	48%	\$60,309	95	36%	\$89,629	1,747	283	126	45%	\$58,473	
Engineering Technologies and Engineering-Related Fields	*	*	*	*	*	*	*	*	*	*	*	*	*	
Foreign Languages, Literatures, and Linguistics	126	12	*	*	*	*	*	*	118	14	*	*	*	
Family and Consumer Sciences/Human Sciences	34	*	*	*	*	*	*	*	38	11	*	*	*	
Legal Professions and Studies	*	*	*	*	*	*	*	*	*	*	*	*	*	
English Language and Literature/Letters	179	22	*	*	*	*	*	*	167	24	12	50%	\$53,138	
Liberal Arts and Sciences, General Studies, and Humanities	*	*	*	*	*	*	*	*	*	*	*	*	*	
Library Science	*	*	*	*	*	*	*	*	*	*	*	*	*	
Biological and Biomedical Sciences	1,481	209	109	52%	\$53,466	74	35%	\$77,785	1,561	269	137	51%	\$57,344	
Mathematics and Statistics	446	82	22	27%	\$54,516	17	21%	\$69,989	424	75	23	31%	\$66,000	
Military Technologies and Applied Sciences	*	*	*	*	*	*	*	*	*	*	*	*	*	
Multi/Interdisciplinary Studies	506	80	37	46%	\$60,443	34	43%	\$72,731	492	68	38	56%	\$50,021	
Parks, Recreation, Leisure, and Fitness Studies	138	38	14	37%	\$63,251	13	34%	\$78,854	104	33	17	52%	\$61,112	
Philosophy and Religious Studies	72	13	*	*	*	*	*	*	69	*	*	*	*	
Physical Sciences	1,009	131	49	37%	\$57,221	40	31%	\$77,109	1,040	134	50	37%	\$54,830	
Science Technologies/Technicians	*	*	*	*	*	*	*	*	*	*	*	*	*	
Psychology	345	55	17	31%	\$49,223	16	29%	\$55,252	311	53	22	42%	\$51,915	
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	*	*	*	*	*	*	*	*	*	*	*	*	*	
Public Administration and Social Service Professions	134	14	*	*	*	*	*	*	155	21	14	67%	\$83,316	
Social Sciences	480	66	23	35%	\$50,759	16	24%	\$62,390	464	70	23	33%	\$48,724	
Transportation and Materials Moving	*	*	*	*	*	*	*	*	*	*	*	*	*	
Visual and Performing Arts	103	19	12	63%	\$21,428	11	58%	\$18,941	98	10	*	*	*	
Health Professions and Related Programs	665	111	57	51%	\$76,061	49	44%	\$84,576	632	106	61	58%	\$65,883	
Business, Management, Marketing, and Related Support Services	136	23	11	48%	\$111,925	*	*	*	141	14	*	*	*	
History	136	13	*	*	*	*	*	*	145	14	*	*	*	

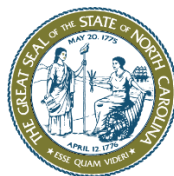
**Table 25. UNC Doctoral (Professional) Degree Program Outcomes by Program Area**

University Of North Carolina System Doctoral Degree (Professional Practice) Programs		Common Follow-up System: Evaluative Measures, 2025 Report <i>Data prepared by the Labor &amp; Economic Analysis Division, NC Department of Commerce</i>															
Post-Completion Outcome Employment and Wage Measures by Program Area	Parti cipants	Degree Recipients	Program Year 2018-2019														
			1 Year After Completion			2 Years After Completion			3 Years After Completion			4 Years After Completion			5 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Legal Professions and Studies	1,011	332	204	61%	\$37,104	210	63%	\$56,596	212	64%	\$73,535	198	60%	\$92,093	196	59%	\$99,735
Health Professions and Related Programs	3,749	937	570	61%	\$59,603	573	61%	\$77,126	570	61%	\$94,956	559	60%	\$106,223	554	59%	\$112,462
Business, Management, Marketing, and Related Support Services	41	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

University Of North Carolina System Doctoral Degree (Professional Practice) Programs		Common Follow-up System: Evaluative Measures, 2025 Report <i>Data prepared by the Labor &amp; Economic Analysis Division, NC Department of Commerce</i>												
Post-Completion Outcome Employment and Wage Measures by Program Area	Parti cipants	Degree Recipients	Program Year 2019-2020											
			1 Year After Completion			2 Years After Completion			3 Years After Completion			4 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agriculture, Agriculture Operations, and Related Sciences	96	100	46	46%	\$90,143	49	49%	\$103,978	51	51%	\$121,658	52	52%	\$118,936
Legal Professions and Studies	1,001	316	186	59%	\$39,471	183	58%	\$60,813	182	58%	\$78,863	179	57%	\$89,799
Health Professions and Related Programs	3,869	869	551	63%	\$60,518	534	61%	\$83,887	520	60%	\$91,545	510	59%	\$105,397
Business, Management, Marketing, and Related Support Services	59	16	14	88%	\$223,693	15	94%	\$194,659	14	88%	\$144,215	13	81%	\$212,185

University Of North Carolina System Doctoral Degree (Professional Practice) Programs		Common Follow-up System: Evaluative Measures, 2025 Report <i>Data prepared by the Labor &amp; Economic Analysis Division, NC Department of Commerce</i>									
Post-Completion Outcome Employment and Wage Measures by Program Area	Parti cipants	Degree Recipients	Program Year 2020-2021								
			1 Year After Completion			2 Years After Completion			3 Years After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage	Employed	%	Med. Wage
Agriculture, Agriculture Operations, and Related Sciences	399	96	51	53%	\$88,536	56	58%	\$109,607	54	56%	\$109,336
Legal Professions and Studies	1,036	290	181	62%	\$50,481	171	59%	\$79,147	164	57%	\$87,073
Health Professions and Related Programs	3,640	911	582	64%	\$61,702	587	64%	\$78,045	575	63%	\$89,628
Business, Management, Marketing, and Related Support Services	67	19	16	84%	\$115,846	16	84%	\$119,549	16	84%	\$129,474

University Of North Carolina System Doctoral Degree (Professional Practice) Programs		Common Follow-up System: Evaluative Measures, 2025 Report <i>Data prepared by the Labor &amp; Economic Analysis Division, NC Department of Commerce</i>											
Post-Completion Outcome Employment and Wage Measures by Program Area	Parti cipants	Degree Recipients	Program Year 2021-2022						Program Year 2022-2023				
			1 Year After Completion			2 Years After Completion			Parti cipants	Degree Recipients	1 Year After Completion		
			Employed	%	Med. Wage	Employed	%	Med. Wage			Employed	%	Med. Wage
Agriculture, Agriculture Operations, and Related Sciences	398	99	52	53%	\$108,148	56	57%	\$110,209	403	94	45	48%	\$105,769
Architecture and Related Services	28	*	*	*	*	*	*	*	26	*	*	*	*
Legal Professions and Studies	1,086	320	204	64%	\$50,867	203	63%	\$71,080	1,076	318	194	61%	\$52,085
Psychology	30	*	*	*	*	*	*	*	44	*	*	*	*
Health Professions and Related Programs	3,696	897	520	58%	\$63,881	509	57%	\$80,578	3,806	1,018	629	62%	\$65,943
Business, Management, Marketing, and Related Support Services	68	14	12	86%	\$144,832	11	79%	\$147,322	69	18	13	72%	\$134,431



**NC DEPARTMENT**  
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