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1. Respondents

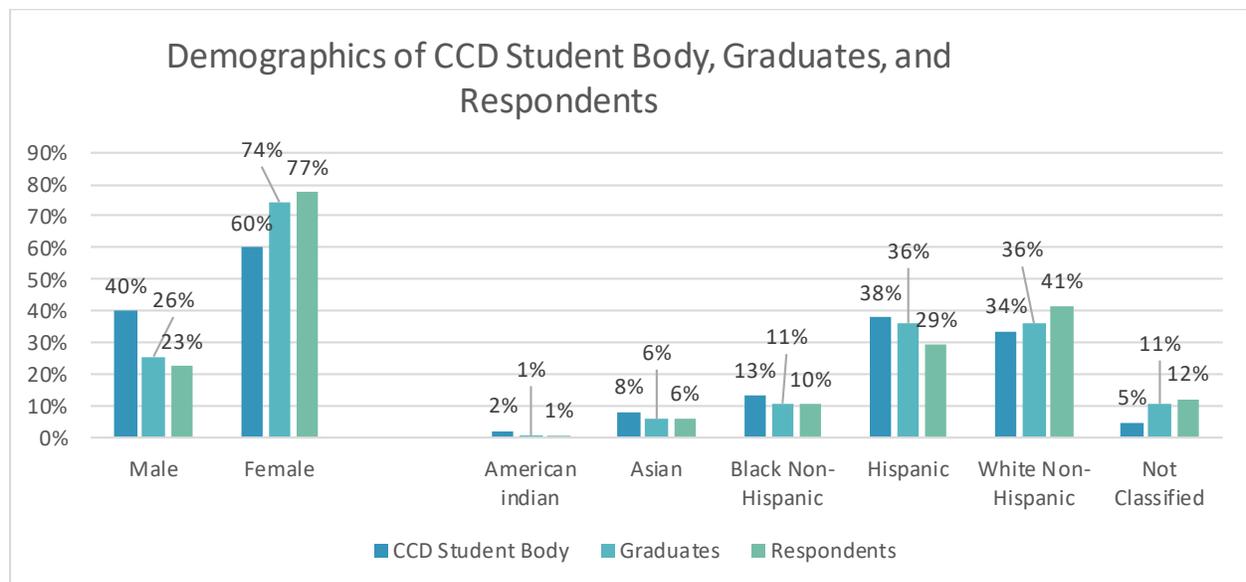
The 2021 Graduate Follow-Up Survey solicited information from CTE graduates who completed degree or certificate programs during the 2019-2020 academic year. Survey administration began in January 2021 and ended March 19, 2021. Of the 580 CTE graduates surveyed, we received responses from 262 graduates, for a 45% response rate. This is an increase of 9% from the 2020 survey, which had a 36% response rate.

Table 1: Response rate for CTE respondents

Total Number of CTE Graduates Surveyed	580
Number of Awards Earned	607
Number of Responses Collected	262
Response Rate	45%

Respondents for the 2021 Graduate Follow-Up Survey were not representative of our overall CTE graduates in several demographic categories. CCD's white, Asian, Pacific Islander, and Female students were roughly representative, while the Hispanic, Black, and male graduates were under-represented; the American Indian/Alaskan Native students were over-represented.

Table 2: Respondent Demographics



Response rates varied greatly by CTE program. This is due to differences in graduate populations, but primarily these differences can be attributed to the methods of contact and the number of personal contact attempts to gather information from the graduates. Several CTE areas made significant improvement in response rates from the 2020 Graduate Follow-Up survey.

Table 3: Response Rate by Program area

Program	2021 Response Rate	2020 Response Rate
Nursing Assistant/Aide	43%	17%
Early Childhood Ed & Teaching	26%	11%
Radiologic Tech/Science - Radi	100%	80%
Veterinary/Animal Health Tech/	45%	61%
Welding Tech/Welder	32%	24%
CIS & IT	21%	29%
Accounting	52%	50%
Foods, Nutrition, & Wellness S	59%	57%
Legal Assistant/Paralegal	73%	74%
Mental Health Counseling/Couns	33%	26%
Dental Hygiene/Hygienist	76%	79%
Phlebotomy/Phlebotomist	10%	100%
Machine Shop Tech/Assistant	33%	91%
Graphic Design	75%	58%
Business Admin & Management, G	58%	50%
Medical/Clinical Assistant	10%	54%
Surgical Tech/Technologist	78%	0%
Architectural Tech and CADD	93%	67%
Business Technologies	17%	29%
Multi Media Journalism	33%	0%
Criminal Justice	50%	na
Science Technologies/Techs, O	0%	100%
Total	45%	36%

2. Overall Survey Results

Employment of CTE Graduates

Table 4: 5 year CTE Placement Trends

Year Of Graduation	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Year of Survey	2017	2018	2019	2020	2021
Number of CTE Completers	652	582	702	719	582
Response Rate	21%	51%	39%	41%	47%
Employed Rate*	81%	81%	87%	83%	83%
Employed or Continuing Education Rate*	94%	96%	95%	88%	91%
% Above Colorado Living Wage* ¹				45%	48%

* As Percentage of Respondents

Table 5: CTE employment and continuing education

	2018-2019	2019-2020
Number of CTE Awards	737	607
Response Rate	40%	47%
Employed Full-time	22.5%	26.5%
Employed Part-time	12.%	12%
Continuing Education	13.6%	12.4%
Apprenticeships or Volunteering ²	11.7%	14%
Military	.4%	0%

Data indicate that graduates from 2019-2020 have experienced a significant increase in full-time employment and have kept a steady pace in enrollment in further higher education. Of the survey respondents, fifty-eight percent of graduates indicated that they were employed after graduation, while eighty-four percent were either employed or continuing their education at another college or university.

In the 2020 survey, volunteering with AmeriCorps, Volunteers in Service to America (VISTA), National Civilian Community Corps (NCCC), or the Peace Corps was reported separately. 6 CCD graduates participated in one of these programs. Fifty-one graduates reported that they were unemployed, with twenty-five of those reporting they were unemployed but actively seeking employment related to their field of study.

¹ Data not available before 2020 survey.

² Separate data items in the 2020 survey.

Approximately 12% of CTE respondents stated they were continuing their education at another college or university upon graduating from CCD. Of the CTE students continuing their education the top five 4-year education institutions are: Metropolitan State University of Denver, the University of Colorado-Denver, the University of Colorado-Boulder, Regis University, and Colorado State University; with the large majority of graduates articulating to one of CCD’s Auraria sister schools (MSU Denver or UC Denver).³

3. Employment by Department

Table 6: CTE Employment by Program area

Program	Employed	Not Employed	No Response	Total
Accounting	11	4	14	29
Administrative Assistant	1		5	6
Architectural Tech	5	3		8
Business Admin	5	2	5	12
CADD	7	1	1	9
Computer & Info Sciences	1	1	6	8
Dental Hygiene/Hygienist	15	1	5	21
Early Childhood Ed & Teaching	18	1	58	77
Foods, Nutrition, & Wellness	8	8	11	27
Forensic Science & Technology	1		1	2
Graphic Design	7	3	2	12
Journalism	1	1	1	3
Legal Assistant/Paralegal	15	4	7	26
Machine Shop Tech/Assistant	3	1	8	12
Medical/Clinical Assistant		1	9	10
Mental Health Counseling	7	1	17	25
Mgmt Info Systems, General	7	1	32	40
Nursing Assistant/Aide	42	11	62	115
Phlebotomy/Phlebotomist	2	4	28	34
Radiologic Tech/Science	41	1		42
Science Technologies/Techns, O			1	1
Surgical Tech/Technologist	7		2	9
Vet Tech/Vet Assistant	19	1	20	40
Welding Tech/Welder	11	1	27	39
Grand Total	234	51	322	607

³ Data gathered from National Student Clearinghouse
Community College of Denver
Office of Institutional Research and Planning

4. Question Specific to the CCD Experience

When asked about their educational experiences at CCD, graduates had a very positive response. Over ninety percent of respondents thought CCD met their educational goals 'very well' or 'well'.

Table 7.

How Well Did CCD Meet Your Educational Goals?		
	Count	Percentage
Very Well	191	31%
Well	67	11%
Satisfactorily	22	4%
Poorly	3	0%
Very Poorly	1	0%
No Response	323	53%

Results by Race/Ethnicity

CCD Graduate Follow-Up Survey Results
Race/Ethnicity

Continuing Education by Race/Ethnicity							
	Attending a 4-year college or university in Colorado.	Attending a 4-year college or university outside of Colorado.	Attending a career/technical college.	Attending another community college.	Did not attend another college or university at this time.	No Response	Grand Total
American Indian/Alaskan Native	1				5		6
Asian or Pacific Islander	4				14	2	21
Black Non-Hispanic	4			2	4	21	34
Hispanic - Other	19	1		2	6	49	84
Unknown/Not Reported					1	1	2
White Non-Hispanic	12	3		3	9	98	130
No Response	1	1		1		16	330
Grand Total	41	5	8	21	204	328	607

Employment by Race/Ethnicity						
	No, but looking for employment	No, not looking for employment	Yes, employed full-time	Yes, employed part-time	No Response	Grand Total
American Indian/Alaskan Native	1		2	3		6
Asian or Pacific Islander	1		2	14	4	21
Black Non-Hispanic	1		1	19	11	34
Hispanic - Other	9	9		37	24	84
Unknown/Not Reported				2		2
White Non-Hispanic	12	10		76	28	130
No Response	1	2		10	6	330
Grand Total	25	26	161	73	322	607

Salary by Race/Ethnicity				
	\$38,000 or above per year (above \$18.27 per hour)	Below \$38,000 per year (below \$18.27 per hour)	No Response	Grand Total
American Indian/Alaskan Native	3	2	1	6
Asian or Pacific Islander	8	9	4	21
Black Non-Hispanic	12	14	8	34
Hispanic - Other	21	41	22	84
Unknown/Not Reported	1	1		2
White Non-Hispanic	65	44	21	130
No Response	5	12	313	330
Grand Total	115	123	369	607

Race/Ethnicity	Total Count	Employed	Not Employed
American Indian/Alaskan Native	6	50%	50%
Asian or Pacific Islander	21	86%	14%
Black Non-Hispanic	32	88%	6%
Hispanic - Other	79	73%	21%
Unknown/Not Reported	2	100%	0%
White Non-Hispanic	126	80%	17%

Race/Ethnicity	Total Count	Continuing Education	Not Continuing Education
American Indian/Alaskan Native	6	17%	83%
Asian or Pacific Islander	21	24%	76%
Black Non-Hispanic	32	31%	69%
Hispanic - Other	79	35%	65%
Unknown/Not Reported	2	50%	50%
White Non-Hispanic	126	21%	79%

There are differences based on race and ethnicity in the graduates' responses to questions around salary, employment, and continuing education. More white, Asian, and Black graduates report to be employed compared to Hispanic graduates. Half of our white graduates report earning over \$38,000 compared to 35% and 25% for our Black and Hispanic students, respectively.

Results by Gender

CCD Graduate Follow-Up Survey Results
Gender

Continuing Education by Gender							
	Attending a 4- gear college or university in Colorado.	Attending a 4-gear college or university outside of Colorado.	Attending a career/technical college.	Attending another community college.	Did not attend another college or university at this time.	No Response	Grand Total
Female	30	3	6	18	151	12	220
Male	10	1	2	3	46	6	68
No Response	1	1			7	310	319
Grand Total	41	5	8	21	204	328	607

Employment by Gender						
	No, but looking for employment	No, not looking for employment	Yes, employed full-time	Yes, employed part-time	No Response	Grand Total
Female	13	21	125	54	7	220
Male	11	3	31	18	5	68
No Response	1	2	5	1	310	319
Grand Total	25	26	161	73	322	607

Salary by Gender				
	\$38,000 or above per year (above \$18.27 per hour)	Below \$38,000 per year (below \$18.27 per hour)	No Response	Grand Total
Female	87	86	47	220
Male	24	33	11	68
No Response	4	4	311	319
Grand Total	115	123	369	607

The majority of CCD' Career and Technical Education graduates were female. Of the graduates who responded, the employment and continuing education rates were roughly equal between genders. Approximately fifteen are continuing their education at a 4-year university. Seven percent of men and 11 percent of women are continuing their education at a 2-year community or technical college. \$38,000 is the annual salary level determined to be a living wage in Denver. There is a gender-based difference in graduates that are earning below \$38,000, with nearly fifty percent of men earning below this level and thirty-nine percent women earning below \$38,000.

Results by First Generation

CCD Graduate Follow-Up Survey Results
First Generation

Continuing Education by First Gen							
	Attending a 4-year college or university in Colorado.	Attending a 4-year college or university outside of Colorado.	Attending a career/technical college.	Attending another community college.	Did not attend another college or university at this time.	No Response	Grand Total
First Generation	30	3	7	13	125	11	189
Not First	11	2	1	8	79	7	108
No Response						310	310
Grand Total	41	5	8	21	204	328	607

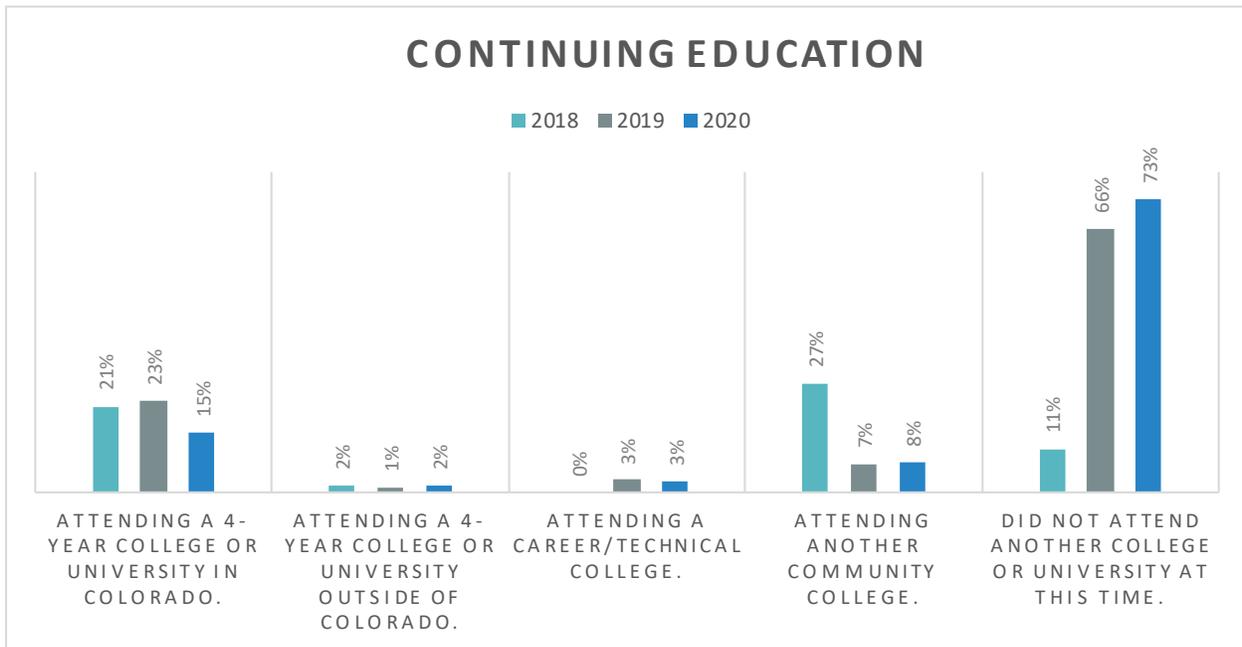
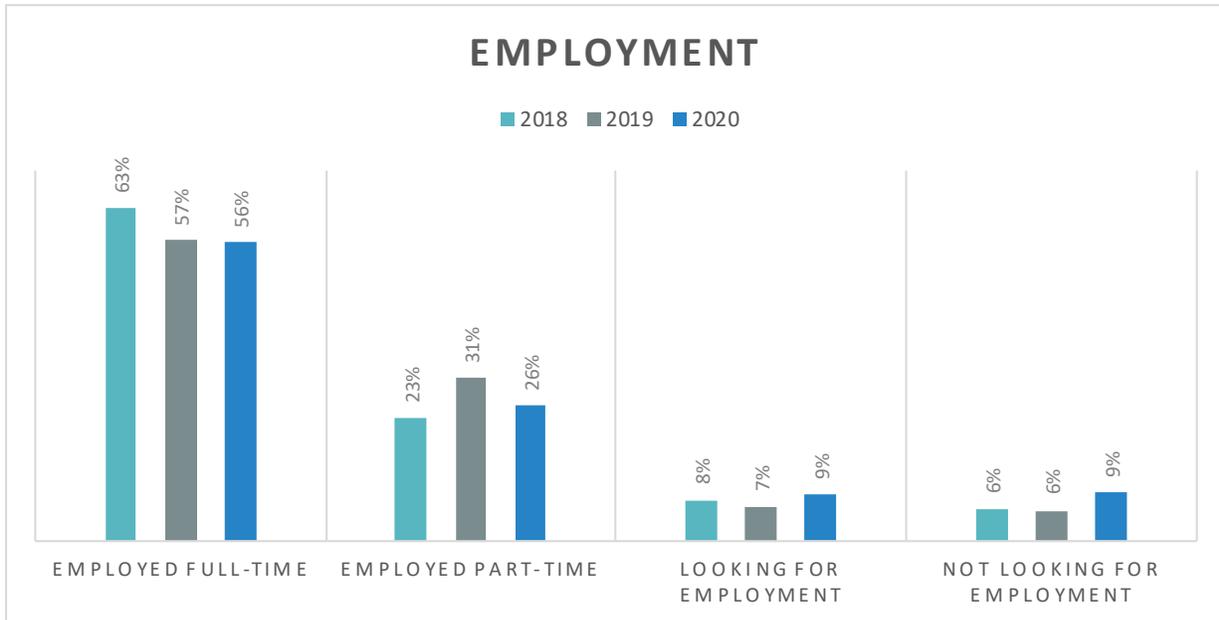
Employment by First Gen						
	No, but looking for employment	No, not looking for employment	Yes, employed full-time	Yes, employed part-time	No Response	Grand Total
First Generation	22	17	92	51	7	189
Not First	3	9	69	22	5	108
No Response					310	310
Grand Total	25	26	161	73	322	607

Salary by First Gen				
	\$38,000 or above per year (above \$18.27 per hour)	Below \$38,000 per year (below \$18.27 per hour)	No Response	Grand Total
First Generation	66	78	45	189
Not First	49	45	14	108
No Response			310	310
Grand Total	115	123	369	607

The majority of CCD graduates are the first in their families to attend college. We see a very significant difference in the reported salaries of respondents based on this criterion. 45% of students who are not the first generation in their family to attend college reported to earn over \$38,000 per year. This compares to 13% of students who are first generation. More first generation than non-first generation students report to be working part time – 27% and 20%, respectively. Conversely, more non-first generation than first generation students report to be working part time – 64% and 49%, respectively.

Appendices

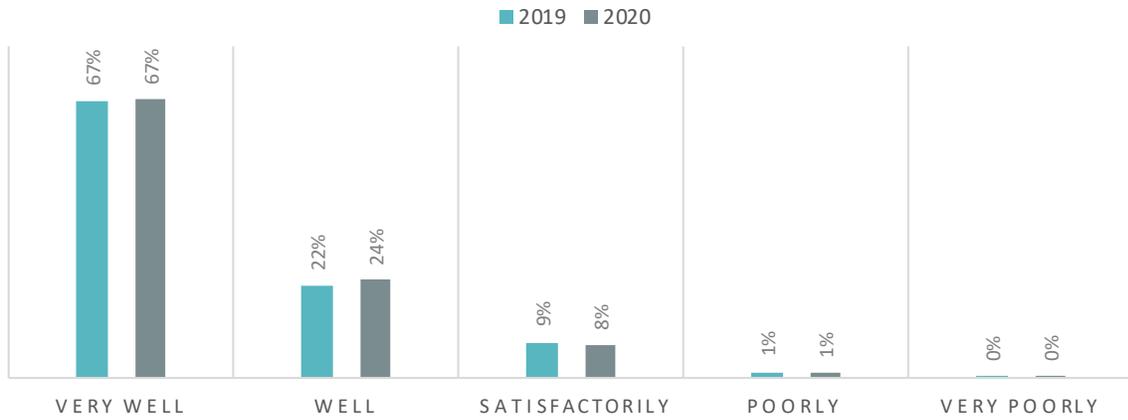
Appendix A: Comparisons to 2018 and 2019



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⁴ * questions were not asked/scored differently in 2018

HOW WELL DID CCD MEET YOUR EDUCATIONAL GOALS?



SALARY



GRADUATE RESPONSES

