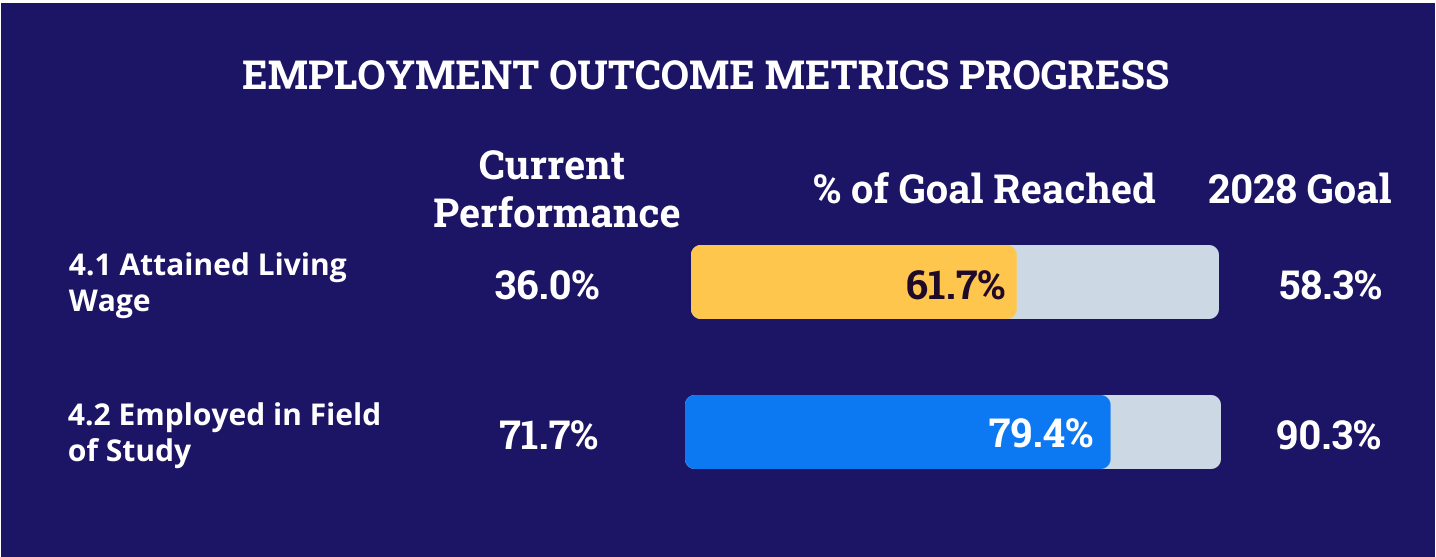# Metric Group 4: **Employment Outcomes**

Chapter 4: Employment Outcomes

This chapter highlights two key metrics that assess post-college employment outcomes for SMC students. Metric 4.1, Attained Living Wage, measures the percentage of students who, after leaving the college, earn at or above a regional living wage, an indicator aligned with Vision 2030, the Student Centered Funding Formula (SCFF), and the Strong Workforce Program (SWP). Metric 4.2, Employed in Field of Study, reflects the percentage of formers students who report being employed in a job closely related to their program of study, as measured through the Career Technical Education (CTE) Outcomes Survey. Both metrics provide insight into the College's effectiveness in preparing students for meaningful, career-aligned employment that supports economic mobility.

The chart below highlights SMC's most recent performance on these metrics and tracks the College's progress toward its 2028 target goals.

EMPLOYMENT OUTCOME METRICS PROGRESS

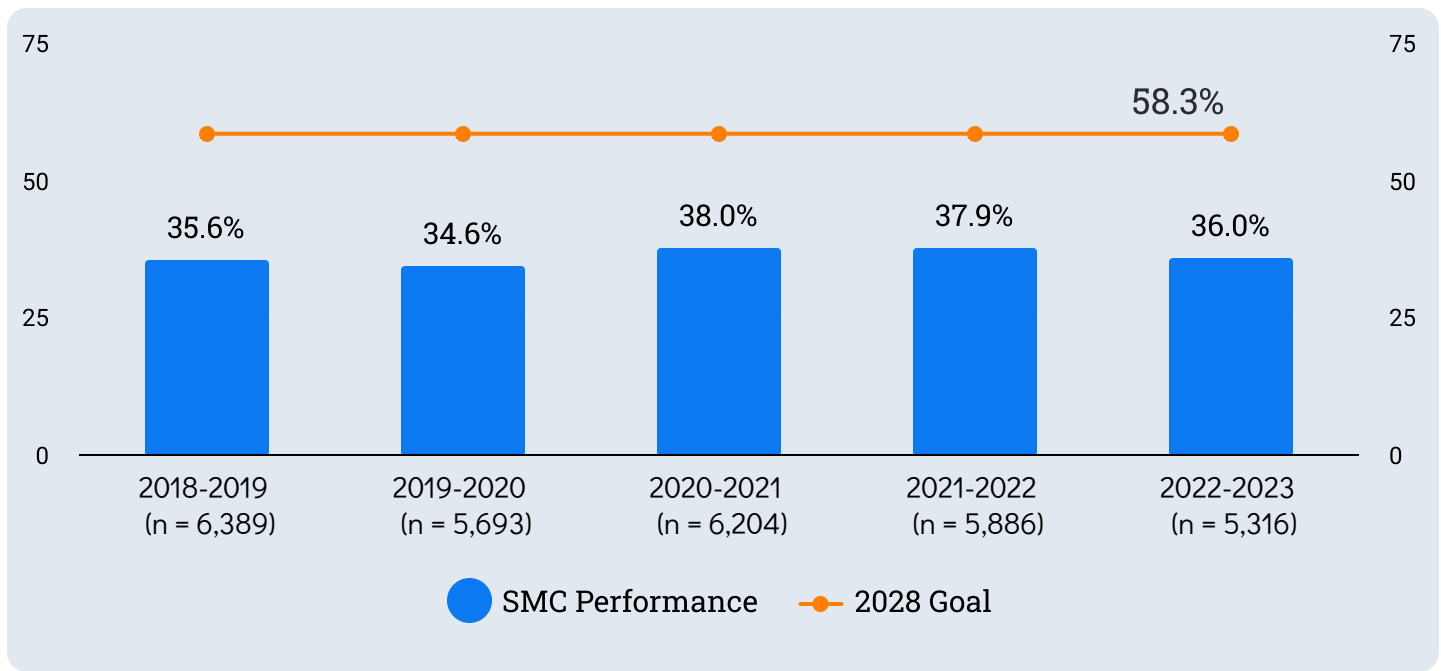|	Current Performance	% of Goal Reached	2028 Goal
4.1 Attained Living Wage	36.0%	61.7%	58.3%
4.2 Employed in Field of Study	71.7%	79.4%	90.3%

4.1 Attained Living Wage

Description: The percentage of SMC student who exited the community college system, without transferring to another two-year or four-year college, who were employed in the second fiscal quarter after exit and earned at or above the median LA County living wage for a single adult in the year after they left. For this report, the 2024 living wage was used and adjusted for inflation. While this approach conceptually aligns with the SCFF metric, it does not precisely match the official SCFF calculation, which does not account for inflation in its living wage threshold.

Data Source: California Community College Chancellor's Office DataVista Metric 802S

Pulled from DataVista in July 2025. As DataVista is periodically updated, data values may change in future pulls.

TRENDS ACROSS YEARS (4.1)

Chart: Bar chart showing SMC Performance and 2028 Goal. 2028 Goal line at 58.3%. SMC Performance: 2018-2019 (n = 6,389) 35.6%; 2019-2020 (n = 5,693) 34.6%; 2020-2021 (n = 6,204) 38.0%; 2021-2022 (n = 5,886) 37.9%; 2022-2023 (n = 5,316) 36.0%.

Over the past five years, the percentage of students attaining a living wage after exiting higher education has remained relatively stable, ranging from 34.6% to 38.0%. In 2022–2023, the rate was 36.0%, which is 22.3 percentage points below the **target goal of 58.3%,** set by the Institutional Effectiveness Committee based on the performance of Asian students, the highest-performing group, in that year. It is concerning that only about one in three students who exit SMC attain a living wage based on the Los Angeles County cost of living, approximately $27.81 per hour or an annual income of $57,845 based on a 40-hour workweek. Despite relatively stable performance over the past five years, the fact that roughly two-thirds of students are not earning enough to meet basic living expenses highlights a critical equity and economic mobility challenge.
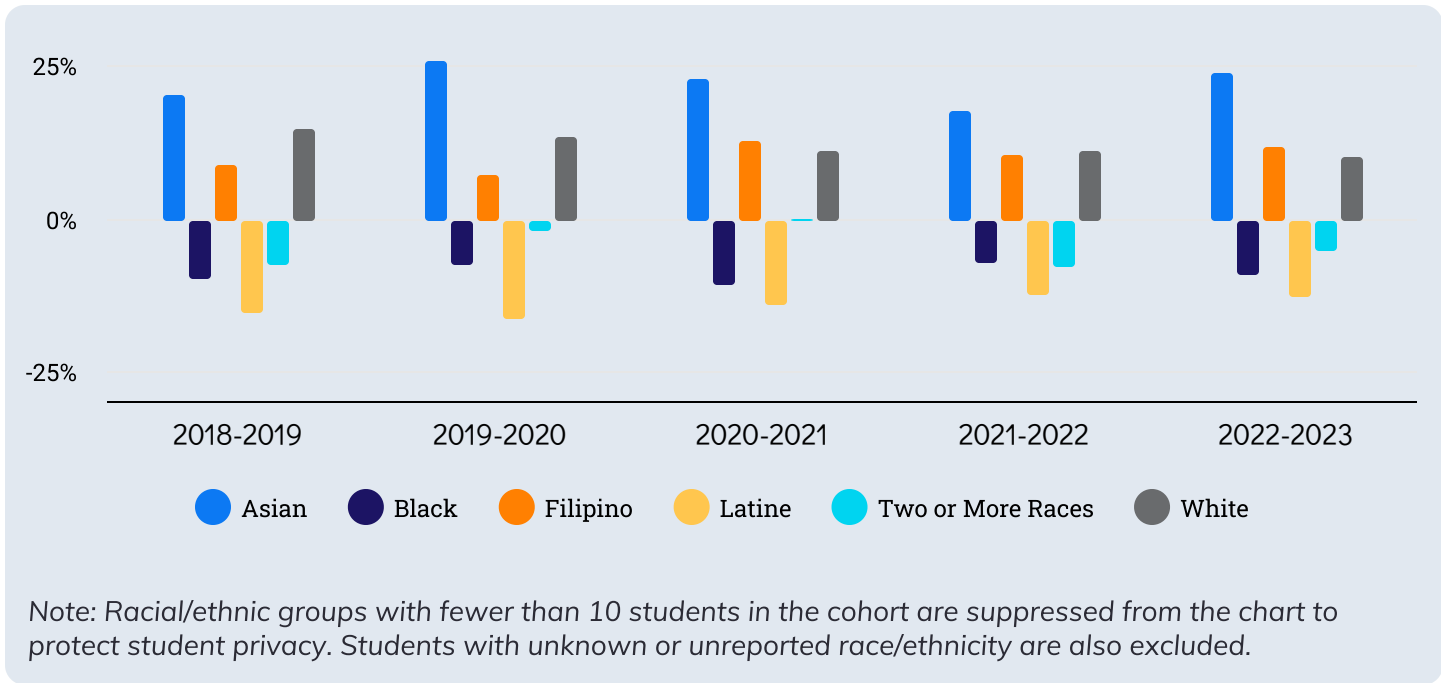
DATA DISAGGREGATED BY RACE/ETHNICITY (4.1)
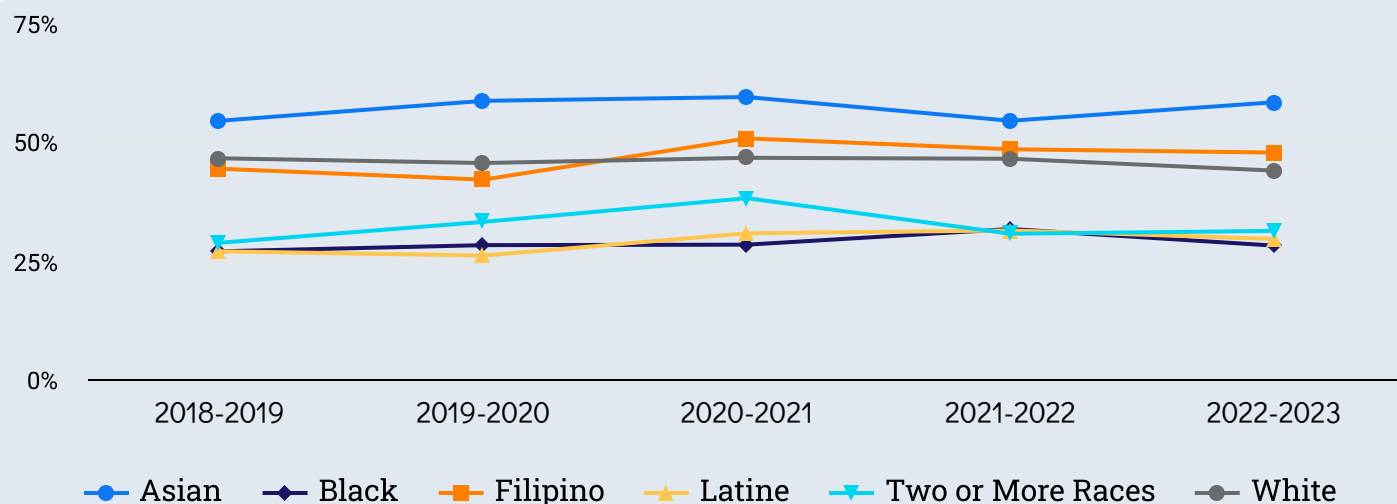
Note: Racial/ethnic groups with fewer than 10 students in the cohort are suppressed from the chart to protect student privacy. Students with unknown or unreported race/ethnicity are also excluded.

Race/Ethnicity	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Asian	54.4% (n = 542)	58.6% (n = 461)	59.4% (n = 419)	54.4% (n = 436)	58.3% (n = 424)
Black/African American	26.9% (n = 688)	28.2% (n = 657)	28.3% (n = 622)	31.6% (n = 583)	28.1% (n = 566)
Filipino	44.3% (n = 115)	42.0% (n = 100)	50.7% (n = 134)	48.4% (n = 124)	47.7% (n = 111)
Latine (Hispanic)	26.9% (n = 2,736)	26.0% (n = 2,658)	30.7% (n = 2,967)	31.3% (n = 2,759)	29.5% (n = 2,550)
Two or More Races	28.7% (n = 342)	33.1% (n = 236)	38.1% (n = 278)	30.6% (n = 320)	31.2% (n = 250)
White	46.5% (n = 1,766)	45.5% (n = 1,196)	46.6% (n = 1,533)	46.4% (n = 1,480)	43.9% (n = 1,251)

The disaggregated data for the Attained Living Wage metric reveal persistent racial disparities among SMC students who exited without transferring. Asian students consistently had the highest attainment rates, reaching a five-year high of 58.3% in 2022–2023. White and Filipino students also performed above the collegewide average, though with some year-to-year fluctuation. In contrast, Black, Latine, and multi-racial students consistently attained the living wage at the lowest rates when compared to their counterparts. **These persistent gaps highlight the need for targeted, race-conscious workforce strategies to improve post-college outcomes, particularly for Black, Latine, and multi-racial students.**

EQUITY GAPS (PPG-1 VALUES) (4.1)

Note: Racial/ethnic groups with fewer than 10 students in the cohort are suppressed from the chart to protect student privacy. Students with unknown or unreported race/ethnicity are also excluded.

Race/Ethnicity	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Asian	20.6% (n = 542)	26.0% (n = 461)	23.0% (n = 419)	17.8% (n = 436)	24.1% (n = 424)
Black/African American	-9.8% (n = 688)	-7.3% (n = 657)	-10.8% (n = 622)	-7.0% (n = 583)	-8.9% (n = 566)
Filipino	8.9% (n = 115)	7.5% (n = 100)	13.1% (n = 134)	10.7% (n = 124)	12.0% (n = 111)
Latine (Hispanic)	-15.2% (n = 2,736)	-16.1% (n = 2,658)	-13.9% (n = 2,967)	-12.4% (n = 2,759)	-12.6% (n = 2,550)
Two or More Races	-7.3% (n = 342)	-1.7% (n = 236)	0.2% (n = 278)	-7.7% (n = 320)	-5.1% (n = 250)
White	15.0% (n = 1,766)	13.7% (n = 1,196)	11.4% (n = 1,533)	11.4% (n = 1,480)	10.3% (n = 1,251)

The PPG-1 values reveal persistent equity gaps in living wage attainment. Latine students experienced the largest and most consistent gaps, ranging from -12.4% to -16.1%, followed by Black students with gaps between -7.0% and -10.8%. In contrast, Asian, White, and Filipino students consistently performed on this metric when compared to other students, with Asian students peaking at +26.0%. Students of Two or More Races showed smaller, fluctuating gaps. **These trends highlight the need for targeted efforts to improve economic outcomes for Black and Latine students.**

For more information on how equity gaps are calculated using the PPG-1 method, refer to the guide "CCCCO Percentage Point Gap Method Minus One".

# 4.2 Employed in Field of Study

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Description: Among students who responded to the Career and Technical Education Outcomes Survey (CTEOS) and who did not transfer to any postsecondary institution, the percentage who reported working in a job "very closely" or "closely" related to their field of study. The data are reported on a two-year lag. For example, students identified in the 2021-2022 cohort were last enrolled in that year, did not enroll in any postsecondary institution in 2022-2023, and were surveyed in 2023-2024.

Data Source: California Community College Chancellor's Office DataVista Metric 701S

Pulled from DataVista in July 2025. As DataVista is periodically updated, data values may change in future pulls.

TRENDS ACROSS YEARS (4.2)
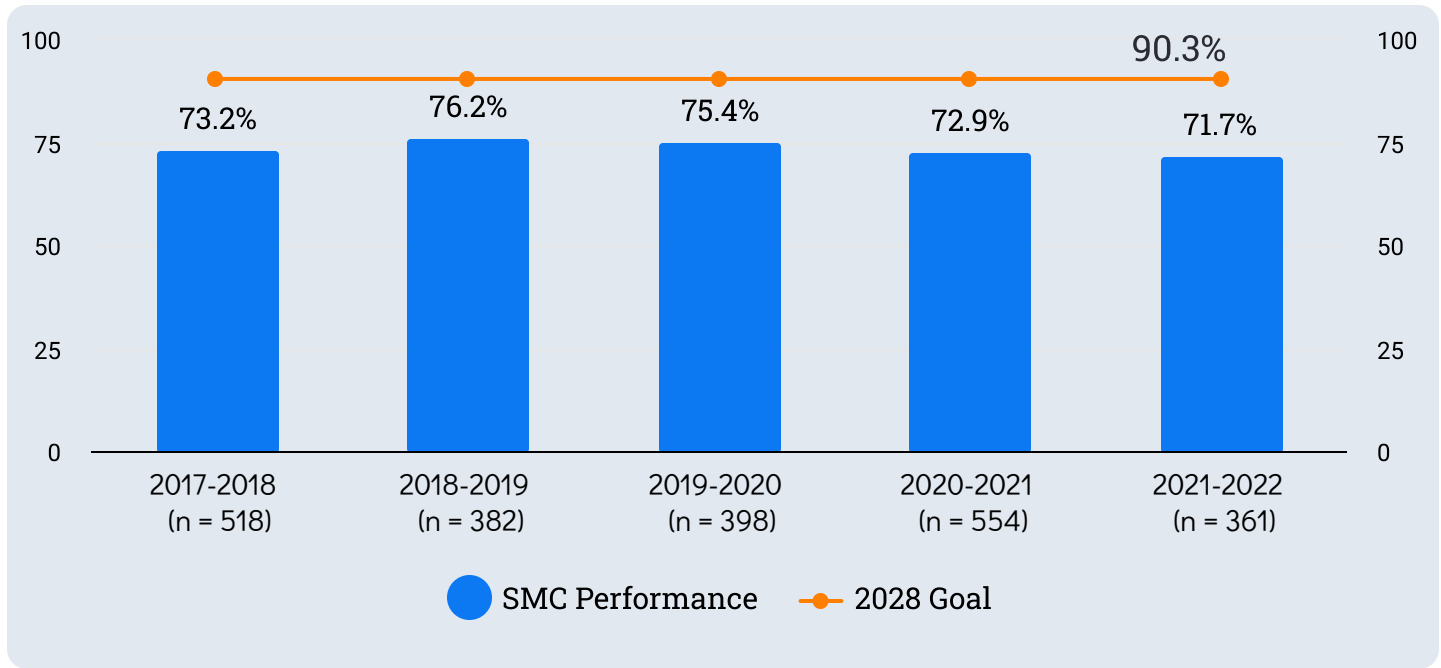
Over the past five years, the percentage of students reporting employment in a job closely related to their field of study has remained relatively stable, ranging from a high of 76.2% in 2018–2019 to a low of 71.7% in 2021–2022. This suggests that about 7 in 10 respondents are consistently finding employment aligned with their area of study.

The College's performance on this metric is below the target goal of 90.3% by 2028, set by the Institutional Effectiveness Committee based on the highest performing student group (Asian students in 2021-2022).
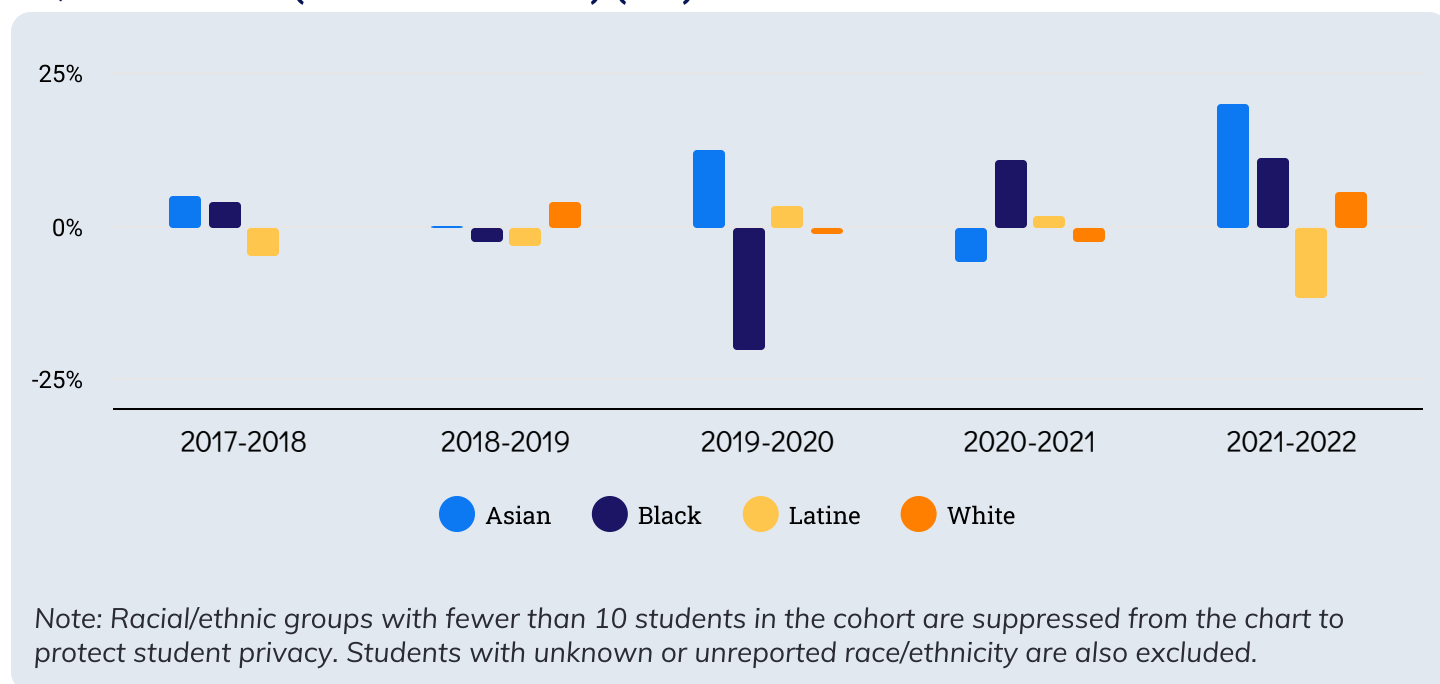
DATA DISAGGREGATED BY RACE/ETHNICITY (4.2)
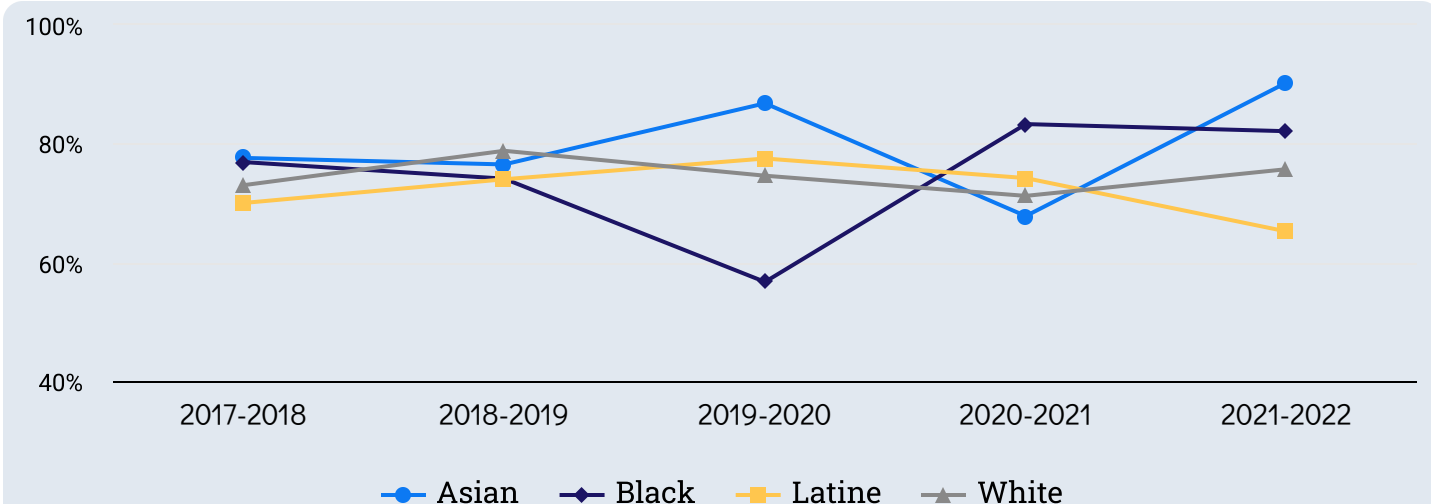
Note: Note: The y-axis does not begin at zero in order to better highlight differences between groups. Racial/ethnic groups with fewer than 10 students in the cohort are suppressed from the chart to protect student privacy. Students with unknown or unreported race/ethnicity are also excluded.

Race/Ethnicity	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Asian	77.6% (n = 76)	76.5% (n = 51)	86.8% (n = 38)	67.8% (n = 59)	90.3% (n = 31)
Black/African American	76.9% (n = 39)	74.1% (n = 27)	56.7% (n = 30)	83.3% (n = 36)	82.1% (n = 28)
Latine (Hispanic)	70.0% (n = 170)	74.0% (n = 131)	77.5% (n = 151)	74.2% (n = 186)	65.2% (n = 155)
White	73.0% (n = 178)	78.8% (n = 132)	74.6% (n = 118)	71.2% (n = 139)	75.7% (n = 107)

The Employed in Field of Study metric, disaggregated by race/ethnicity, shows that the majority of students across all groups report working in jobs closely related to their studies at SMC. While year-to-year fluctuations occur, likely due to self-selection bias, varying survey populations, and small sample sizes, overall results suggest that most students are finding employment aligned with their field of study.

EQUITY GAPS (PPG-1 VALUES) (4.2)

Note: Racial/ethnic groups with fewer than 10 students in the cohort are suppressed from the chart to protect student privacy. Students with unknown or unreported race/ethnicity are also excluded.

Race/Ethnicity	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Asian	5.2% (n = 76)	0.3% (n = 51)	12.7% (n = 38)	-5.7% (n = 59)	20.3% (n = 31)
Black/African American	4.1% (n = 39)	-2.3% (n = 27)	-20.2% (n = 30)	11.1% (n = 36)	11.3% (n = 28)
Latine (Hispanic)	-4.7% (n = 170)	-3.2% (n = 131)	3.4% (n = 151)	1.9% (n = 186)	-11.5% (n = 155)
White	-0.2% (n = 178)	4.0% (n = 132)	-1.1% (n = 118)	-2.3% (n = 139)	5.6% (n = 107)

The PPG-1 values for the Employed in Field of Study metric reveal persistent racial/ethnic disparities. Asian students consistently had positive outcomes, particularly in 2019–2020 (12.7%) and 2021–22 (20.3%). Black students showed no or small gaps in most cohorts, but experienced a large equity gap in 2019–2020 (-20.2%). Latine students had mostly small gaps, with a notable -11.5% gap in 2021–22.

For more information on how equity gaps are calculated using the PPG-1 method, refer to the guide "CCCCO Percentage Point Gap Method Minus One".