

The Post-Secondary Schooling and Labor Market Experiences
of Class of 2003 Boston Public School Graduates
(Executive Summary)

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Demographic Characteristics of Class of 2003 Boston Public School Graduates

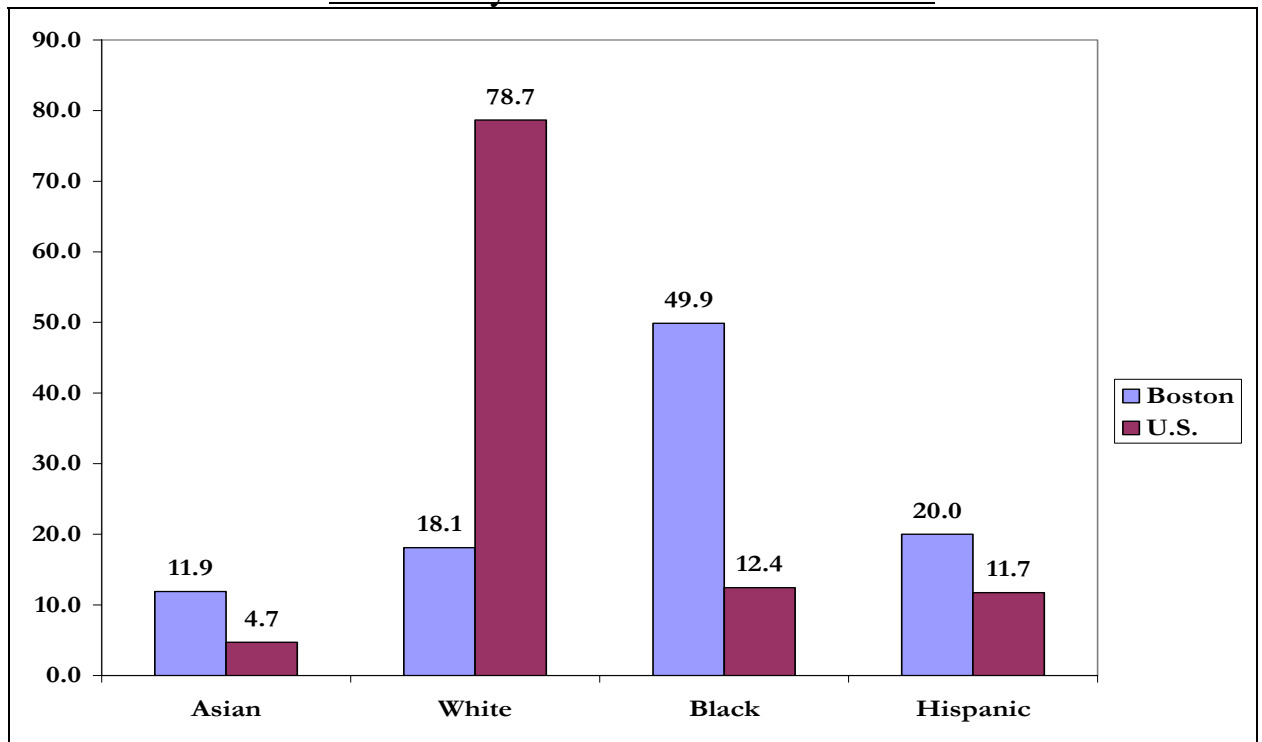
Table 1: The Distribution of Class of 2003 Graduates by Gender, Race/Ethnic Group, and Type of High School

Group	Number	Percent of Graduates
<u>All</u>	2,938	100.0
<u>Gender</u>		
Men	1,282	44.0
Women	1,656	56.0
<u>Race/Ethnic Group</u>		
Asian	351	11.9
Black	1,465	49.9
Hispanic	589	20.0
White	533	18.1
<u>Type of School</u>		
Exam School	772	26.3
District/Alternative School	2,166	73.7

Key Findings:

- There were a total of 2,938 graduates from the Class of 2003 for Boston public high schools.
- There were considerably more female graduates than male graduates (1,656 versus 1,282) despite the fact that the freshmen Class of 1999-2000 contained more men.
- Nearly half of the graduates from the Boston public schools were Black
- Seven out of 10 graduates from the Class of 2003 were either Black or Hispanic.
- Nearly 74 percent of the graduates from the Class of 2003 were from district/magnet schools and the remaining 26 percent of graduates were from the City's three exam schools (Boston Latin, Latin Academy, and O'Bryant Technical).

Chart 1: Comparisons of the Racial/Ethnic Mix of Class of 2003 Graduates from Boston City Public Schools and the U.S.



Key Findings:

- The demographic characteristics of Class of 2003 Boston public school graduates differed markedly from their national counterparts.
- Seventy percent of Boston city public schools graduates were Black or Hispanic versus only one-quarter of the graduates from the nation’s high schools for the Class of 2003.

Table 2: Number of Male and Female Graduates from Boston Public High Schools, Classes of 1997 to 2003

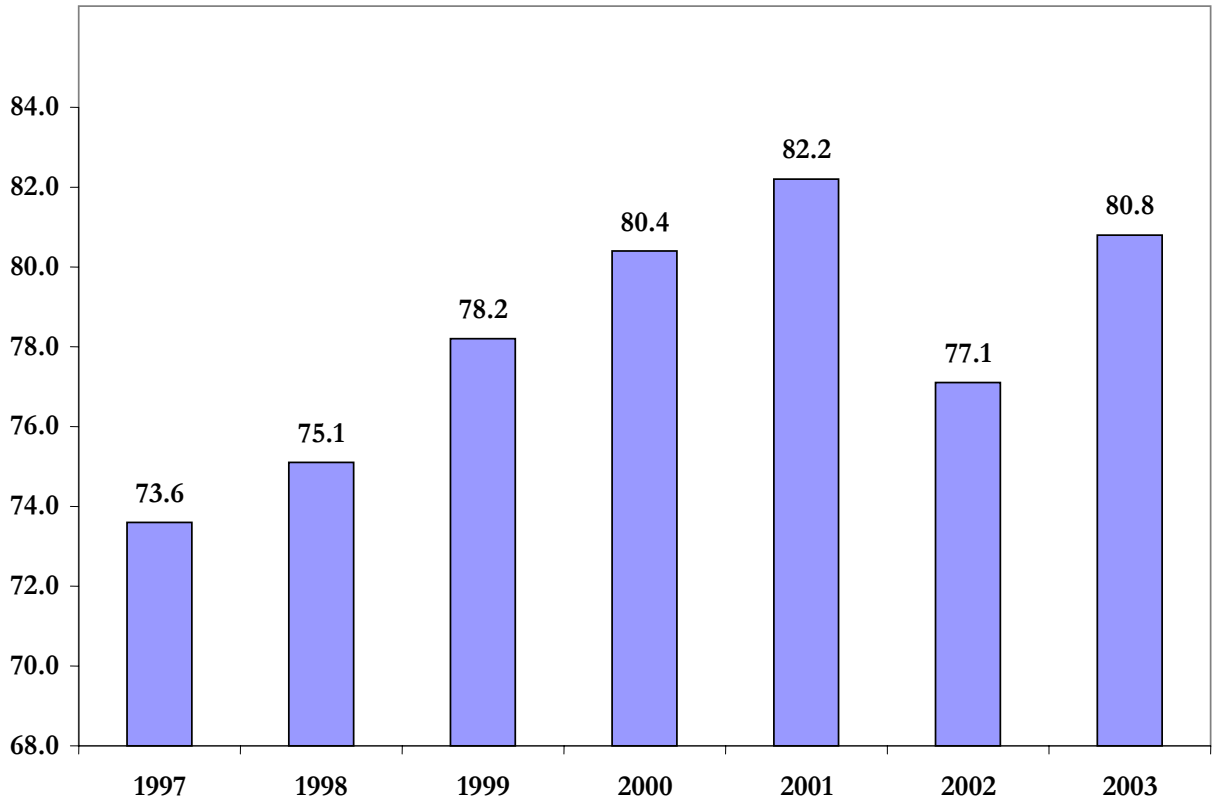
Graduating Class	Female	Male	Females Per 100 Males
1997	1,453	1,217	119
1998	1,685	1,390	121
1999	1,670	1,321	126
2000	1,591	1,340	119
2001	1,708	1,513	113
2002	1,916	1,600	120
2003	1,656	1,282	129

Key Findings:

- The number of female graduates has been exceeding the number of male graduates from Boston public schools over the past seven years from Boston public schools.
- The gap between the number of female and male graduates has widened considerably over the past few years.
- For the Class of 2003, there were 129 female graduates per 100 male graduates from the Boston public schools, the highest such ratio over the past seven years.

Follow-up Interview Completion Rates for Class of 2003 Boston Public High School Graduates

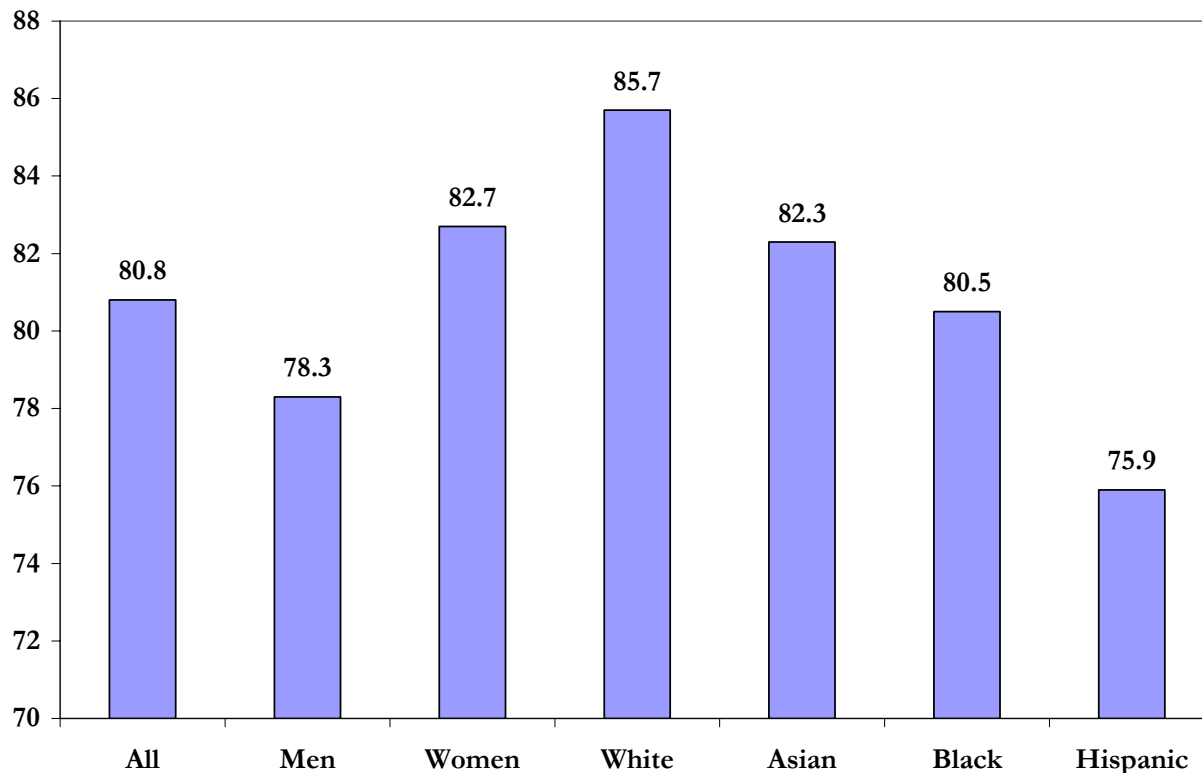
Chart 2: Follow-Up Interview Completion Rates for Graduates from Boston Public Schools,
Classes of 1997 to 2003



Key Findings:

- The follow-up interview completion rate for Class of 2003 graduates was 80.8%, the second highest completion rate in the past seven years.
- The follow-up interview completion rate for the Class of 2003 graduates was nearly 4 percentage points higher than that of the previous year's graduating class.

Chart 3: Follow-Up Interview Completion Rates for Class of 2003 Boston Public School Graduates by Gender and Race-Ethnic Group

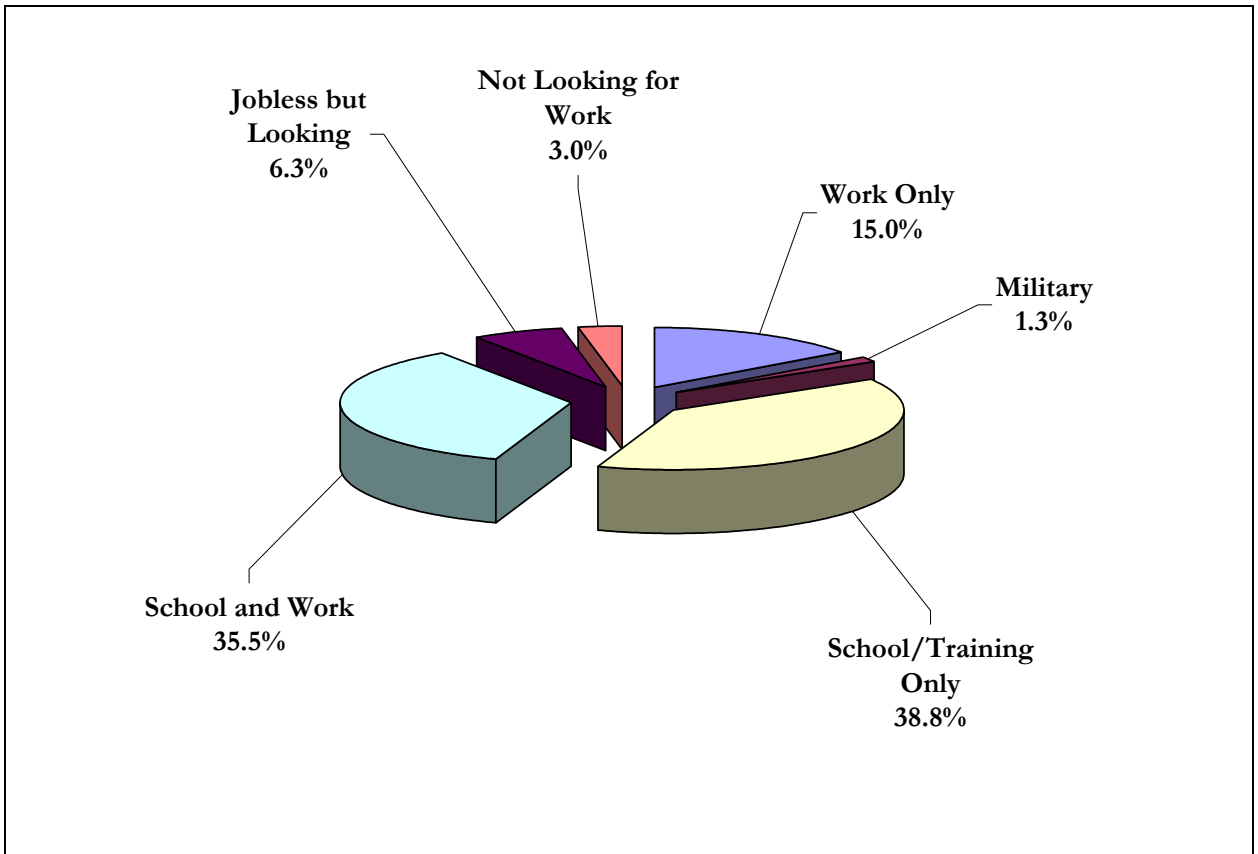


Key Findings:

- The follow-up interview completion rate for women was 4.4 percentage points higher than that of their male counterparts (82.7% versus 78.3%).
- Follow-up interview completion rates varied across race-ethnic groups, ranging from 86% among White and 82% among Asian to 80% among Black and 76% among Hispanic graduates.

Activities of Class of 2003 Graduates at the Time of the Follow-up Survey

Chart 4: Percentage Distribution of Boston Public High School Graduates by Their Activity Status at the Time of the Follow-up Survey, Class of 2003

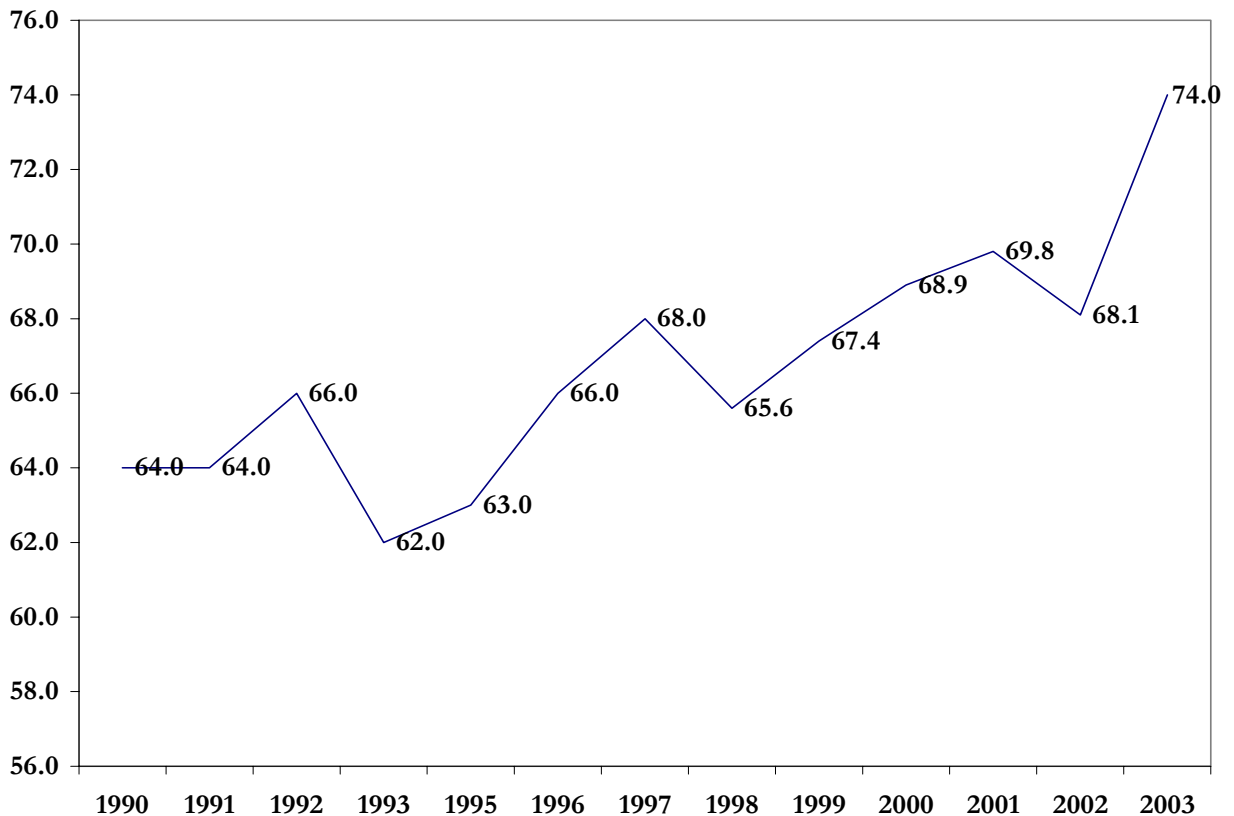


Key Findings:

- Seventy-four percent of all graduates who were interviewed were enrolled in a post-secondary school or a training institution at the time of the follow-up survey.
- Fifty-one percent of graduates were working including those only working and mixing work with school, at the time of the Winter 2004 follow-up survey.
- Only 1.3% of graduates were enlisted in the military service
- Nearly 10% of the graduates were classified as “at-risk” graduates, neither working nor attending school.

Post-Secondary School or Training Program Enrollment Rates of Class of 2003 Boston Public High School Graduates

Chart 5: Trends in a Post-Secondary Education or Training Program Enrollment Rates of Boston Public High School Graduates, Classes of 1998-2003

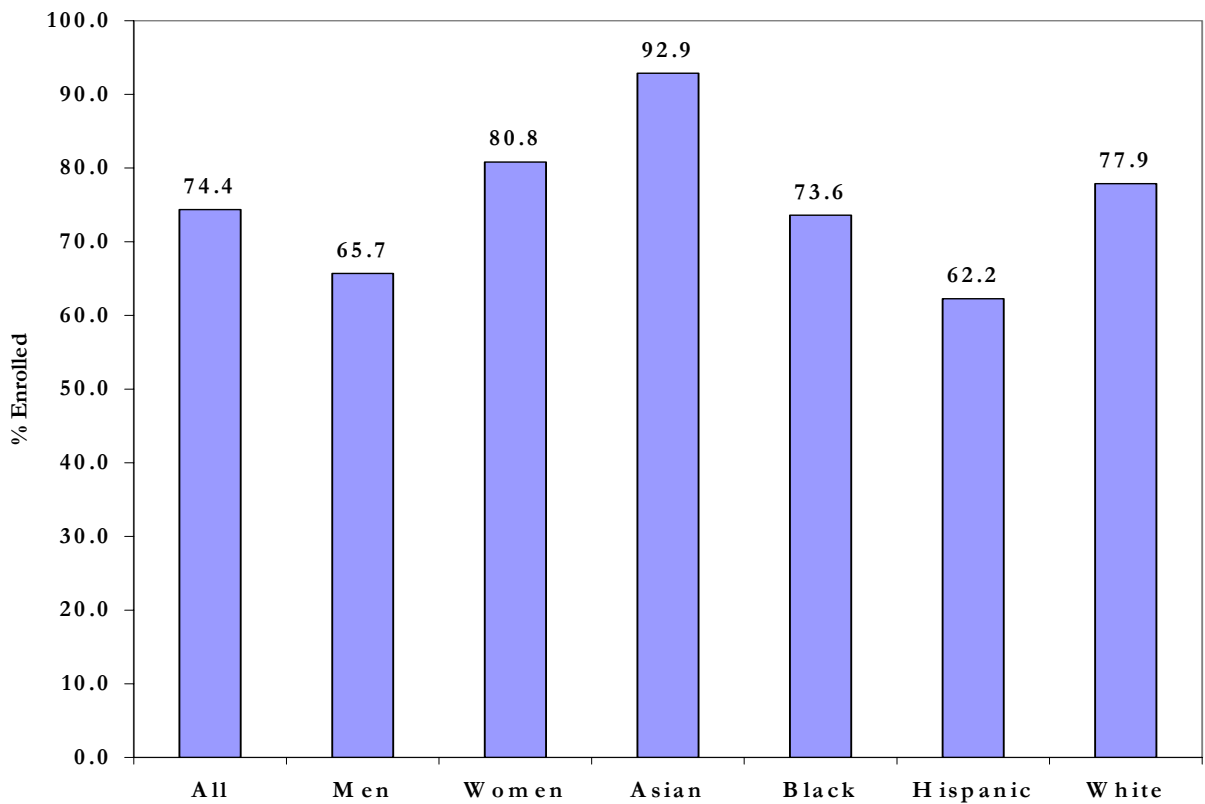


Key Findings:

- The college and training program rate for Class of 2003 Boston public high school graduates stood at 74%, the highest college post-secondary education or training program enrollment rate over the past 18 years for which follow-up data are available. There were a total of 5,632 freshmen in Boston public high school in 1999 and only 2,857 or 51 percent graduated in 2003.

Whether students with poor academic performance were held back or they just dropped out of high school is still a troublesome question. If the Class of 2003 students with poor academic performance were held back, then it might be one explanation why we achieved the highest college or training program enrollment rate.

Chart 6: Percent of Class of 2003 Boston Public High School Graduates Who Were Attending a Post-Secondary Education or Training Program at the Time of the Follow-up Survey by Gender & Race-Ethnic Group



Key Findings:

- Women were 15 percentage points more likely than their male counterparts to be attending a post-secondary school or a training program (81% versus 66%).
- Among the race-ethnic groups, post-secondary school or training program enrollment rates ranged from lows of 62% among Hispanics and 74% among Blacks to highs of 78% among Whites and 93% among Asians, a pattern quite similar to that of earlier years.

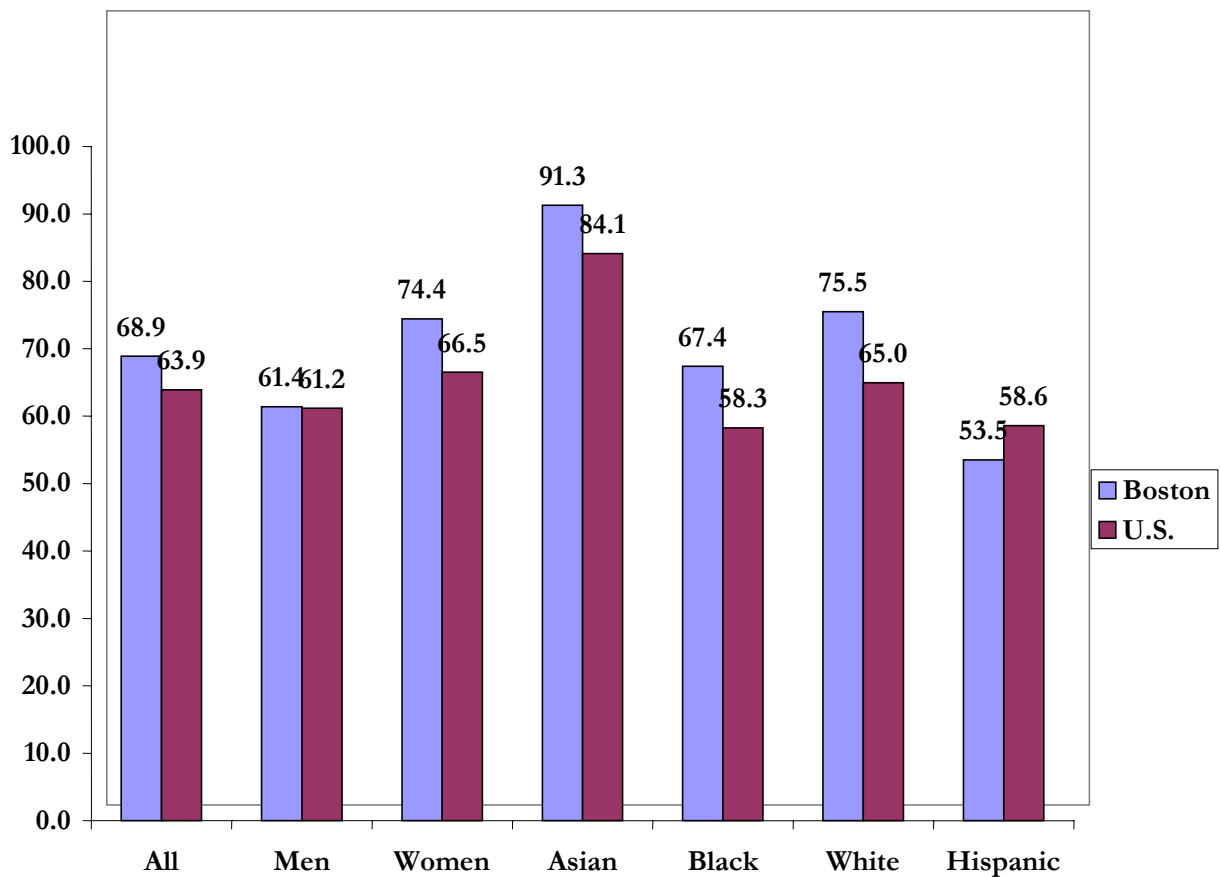
Table 3: Gender Gaps in College/Post Secondary Training Enrollment Rates of Boston Public High School Graduates by Race/Ethnic Group and Type of School, Class of 2003 (Numbers in Percent)

Group	Women	Men	Gap (Women-Men)
All	80.8	65.8	15.0
Asian	95.6	89.2	6.4
Black, not Hispanic	80.7	63.6	17.1
Hispanic	71.1	50.1	21.0
White, not Hispanic	82.8	72.6	10.2
Exam Schools	95.1	86.8	8.3
District Schools	75.1	59.1	16.0

Key Findings:

- Gender gaps in post-secondary education and training program enrollment rates prevailed across all race-ethnic groups. Women were more likely than their male peers to enroll in college in both exam schools and district schools, but the gap was wider for district schools.
- The gender gap in college enrollment rates was lowest among Asian (6.4 percentage points) and highest among Hispanic graduates (21 percentage points).

Chart 7: Comparisons of the College Attendance Rates* of Class of 2003 Boston Public School Graduates With National Rates, Total and by Gender and Race



Note: Note: * College attendance rates include only those students who were attending a 2 or 4 year college

Key Findings:

- The overall college enrolment rate among Boston public high school graduates was higher than that of their national peers (68.9% versus 63.9%). Boston public high school graduates were 5 percentage points more likely than their national peers to enroll in college.
- Female high school graduates from Boston public high schools were 8 percentage points more likely than their respective national peers to enroll in college while male graduates only matched the college enrolment rate of their peers nationally.
- Asian, Black, and White graduates from Boston public schools were 7 to 10 percentage points more likely than their national peers to be attending college.

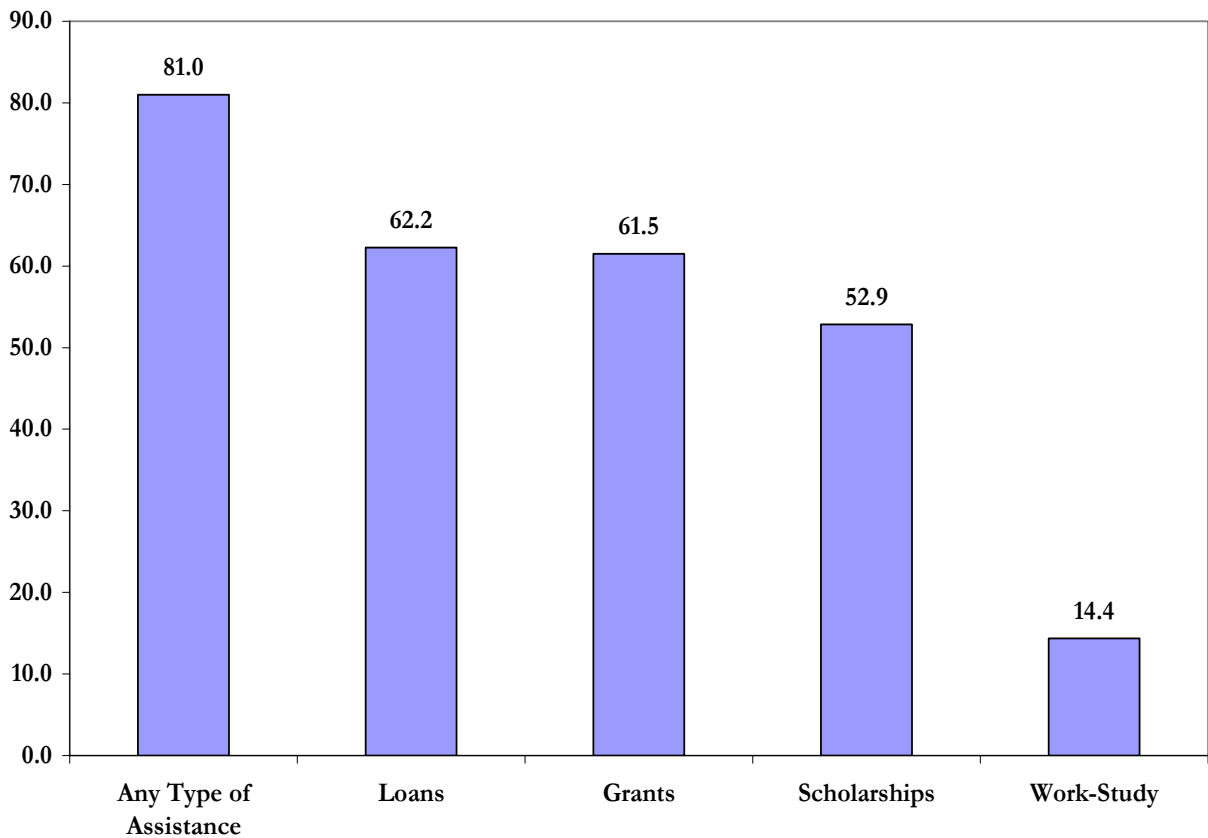
Table: 4: The Ten Colleges and Universities Attended by the Largest Number of Boston Public High School Graduates, Classes of 2002 and 2003

Class of 2002	Number of Students	Class of 2003	Number of Students
Bunker Hill Community College	249	Bunker Hill Community College	231
UMass-Amherst	118	UMass-Amherst	124
UMass-Boston	98	UMass-Boston	103
Massachusetts Bay Community College	93	Massachusetts Bay Community College	72
Boston University	70	Northeastern University	60
Roxbury Community College	70	Boston University	57
Northeastern University	53	Roxbury Community College	53
Pine Manor College	50	Quincy Community College	43
Franklin Institute of Technology	46	Pine Manor College	41
Quincy Community College	43	Boston College	39

Key Findings:

- The number of Class of 2003 graduates attending the top ten colleges varied only modestly in comparison to the Class of 2002.
- The top 10 enrolling colleges and universities for the Class of 2003 were characterized by a substantial degree of overlap with the ten largest enrolling institutions for graduates from the Class of 2002. Nine of the ten institutions in 2003 were the same as those for the Class of 2002. Boston College replaced the Franklin Institute of Technology in the top 10.

Chart 8: Percent of College Enrolled Class of 2003 Boston Public High School Graduates Who Received Various Types of Financial Aid to Attend College

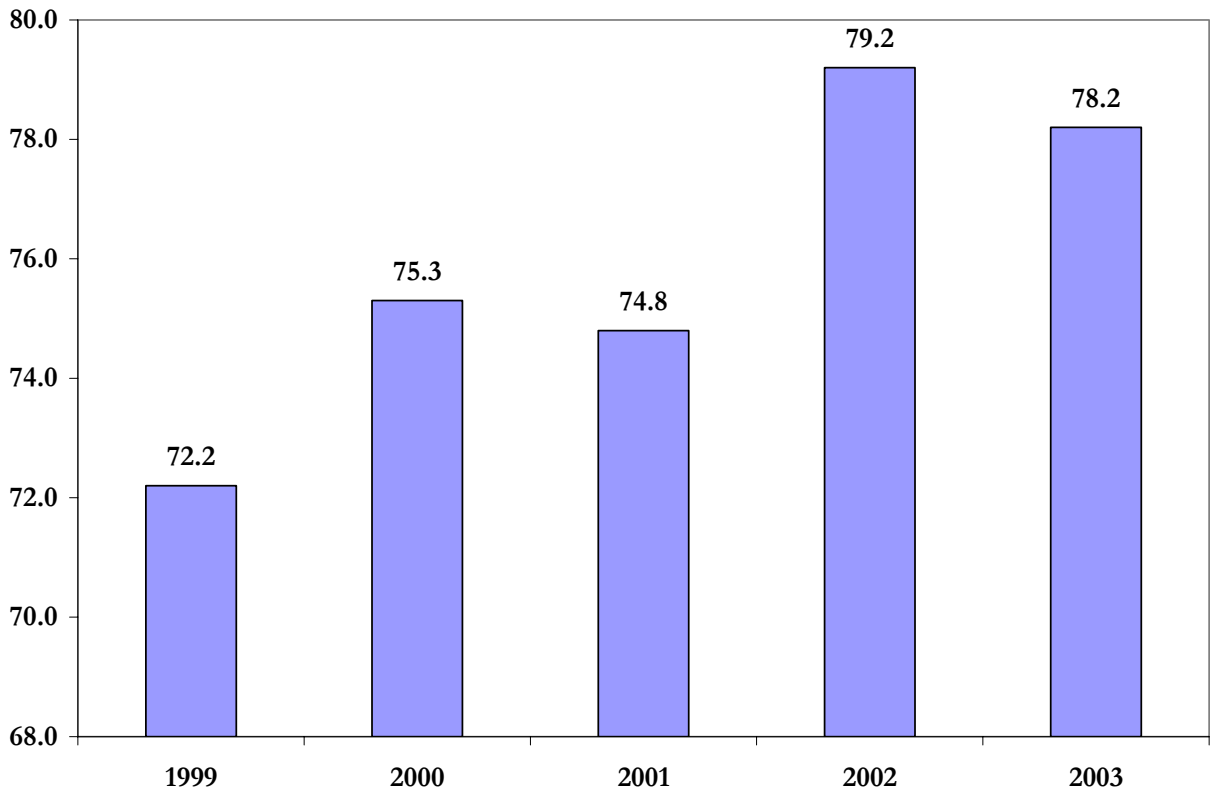


Key Findings:

- Eighty-one percent of Class of 2003 graduates enrolled in college reported that they received some type of financial assistance to attend college or university.
- Of those graduates who received some type of financial assistance, 62 percent received loans, 61 percent received grants, 53 percent received scholarships, and 14 percent were work-study students

Labor Market Behavior of Class of 2003 Boston Public High School Graduates

Chart 9: Labor Force Participation Rates of Boston Public School Graduates, Classes of 1999-2003 (Military Included)

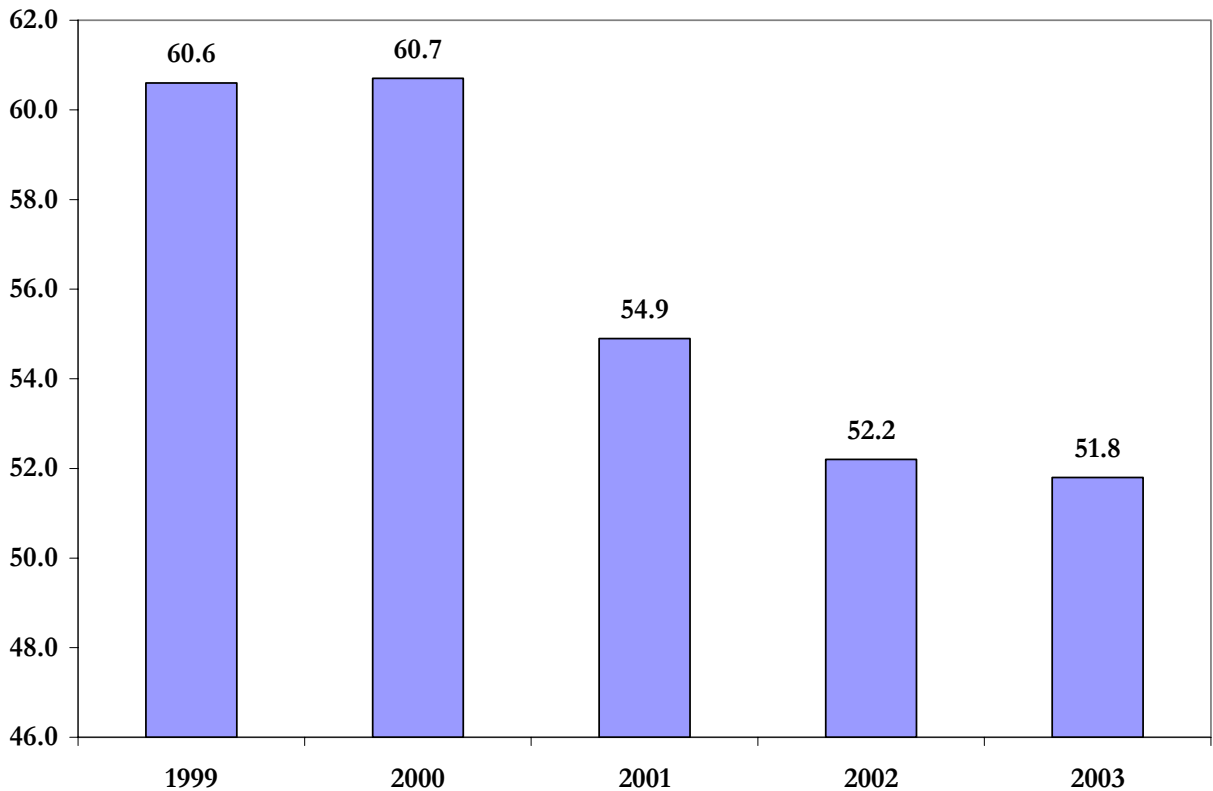


Note: Our estimate of the labor force participation rate for the Class of 2002 may be biased slightly upward due to the inability to distinguish the actual labor force status of nearly 200 graduates who were not employed at the time of the survey. If all of these youth were not actively looking for work, their inclusion would have lowered the labor force participation rate by as much as 5.5 percentage points.

Key Findings:

- The labor force participation rate among Boston public high school graduates from the Class of 2003 was 78% versus only 55% among all U.S. high school graduates from the Class of 2003.

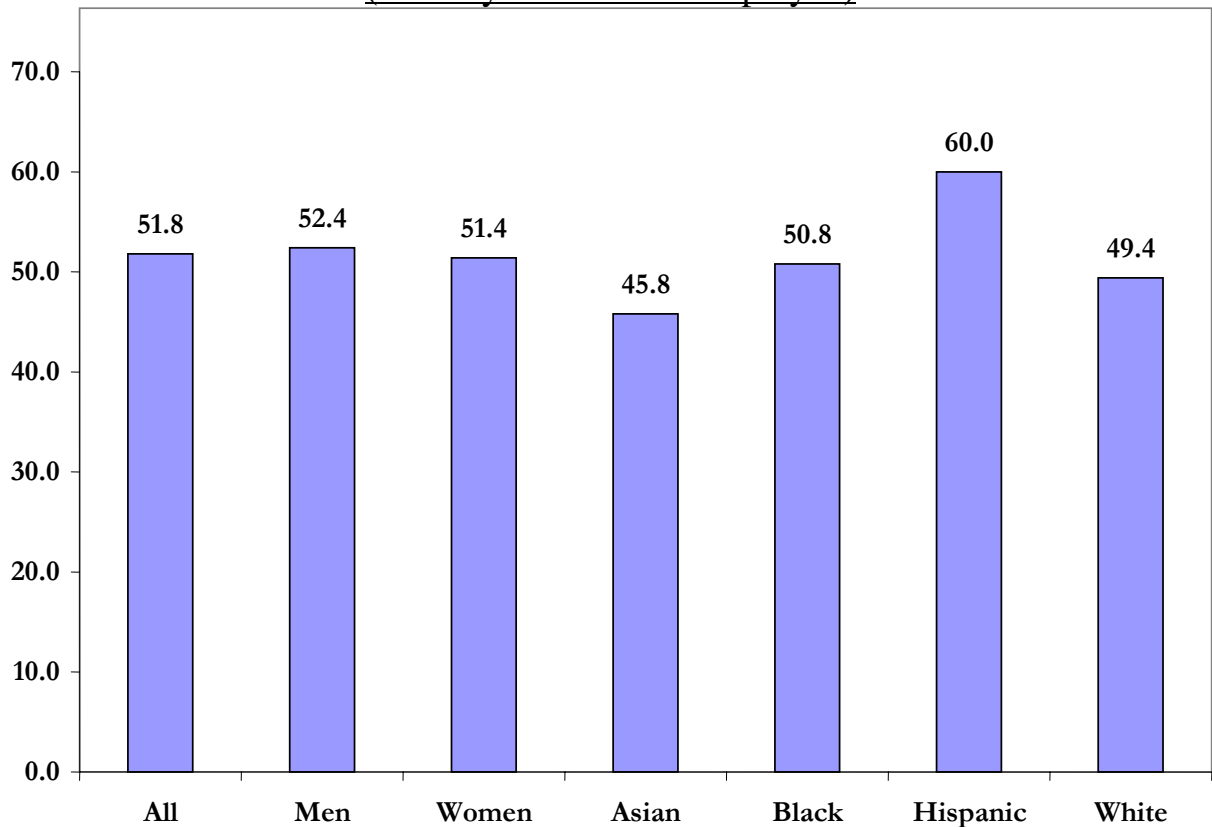
Chart 10: Employment to Population Ratio of Boston Public High School Graduates, Classes of 1999-2003 (Military Included as Employed)



Key Findings:

- The employment-population ratio for Class of 2003 Boston public high school graduates at the time of the follow-up survey was only 52 percent. This E/P ratio is down by nine percentage points from the 61 percent ratio prevailing at the height of labor market boom in 2000.

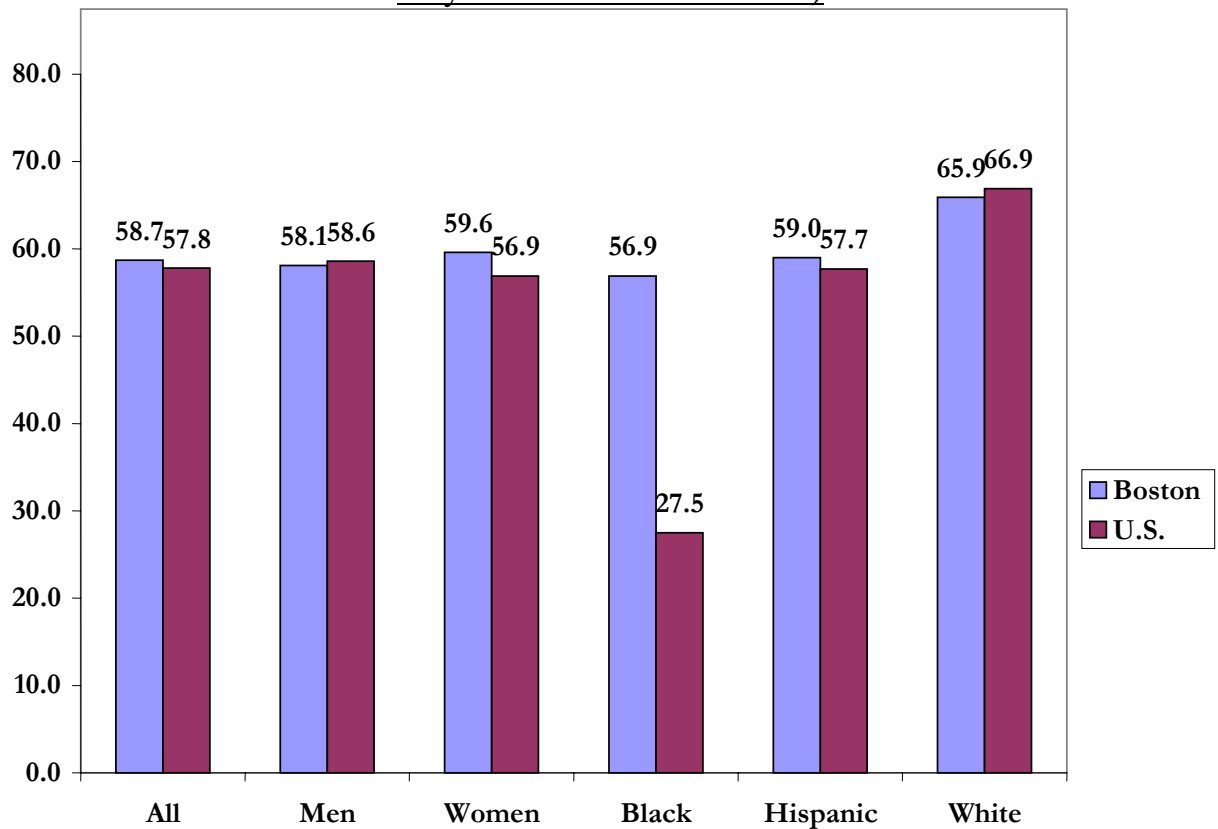
Chart 11: Employment to Population Ratios of Class of 2003 Graduates from Boston Public High Schools, Total and by Gender and Race-Ethnic Group (Military Included as Employed)



Key Findings:

- Employment-population ratios of male and female graduates from the Class of 2003 were nearly identical. The male E/P ratio was one percentage points higher.
- Among race-ethnic groups, E/P ratios ranged from a low of 46% among Asians to a high of 60% among Hispanics.

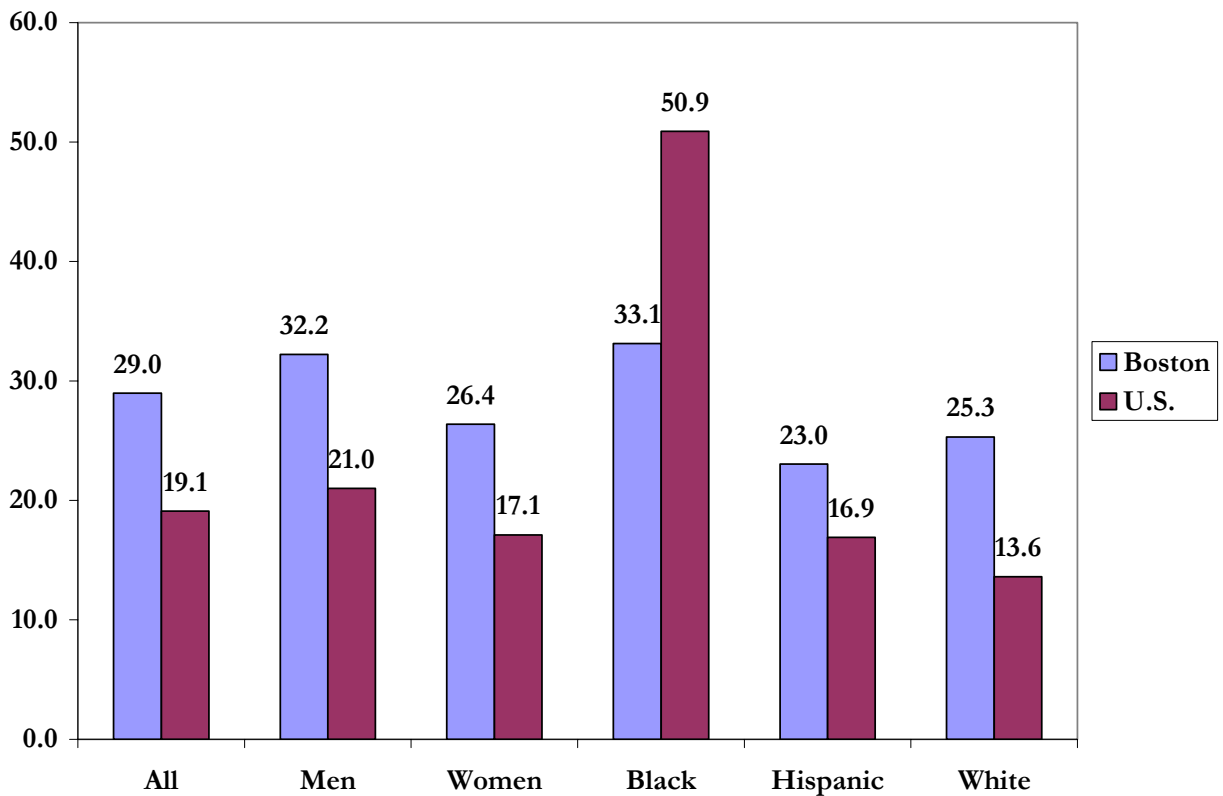
Chart 12: Comparisons of E-P Ratios of Not Enrolled Class of 2003 Boston Public School Graduates with Those of Their U.S. Counterparts from the Class of 2003 (Military Service Personnel are Excluded from the Count of Employed in Both the City of Boston and the U.S.)



Key Findings:

- The employment-population ratio of Boston public high school graduates not enrolled in college was 59 percent versus 58% for U.S. high school graduates not enrolled in college.
- Boston female high school graduates not enrolled in college had a 3 percentage point employment advantage over their national peers.
- The employment-population ratio of non-enrolled Black high school graduates in Boston was 57% versus only 27% for Black high school graduates nationwide, a more than two to one difference.
- Hispanic and Whites in Boston, however, were essentially employed at the same rate as their national counterparts.

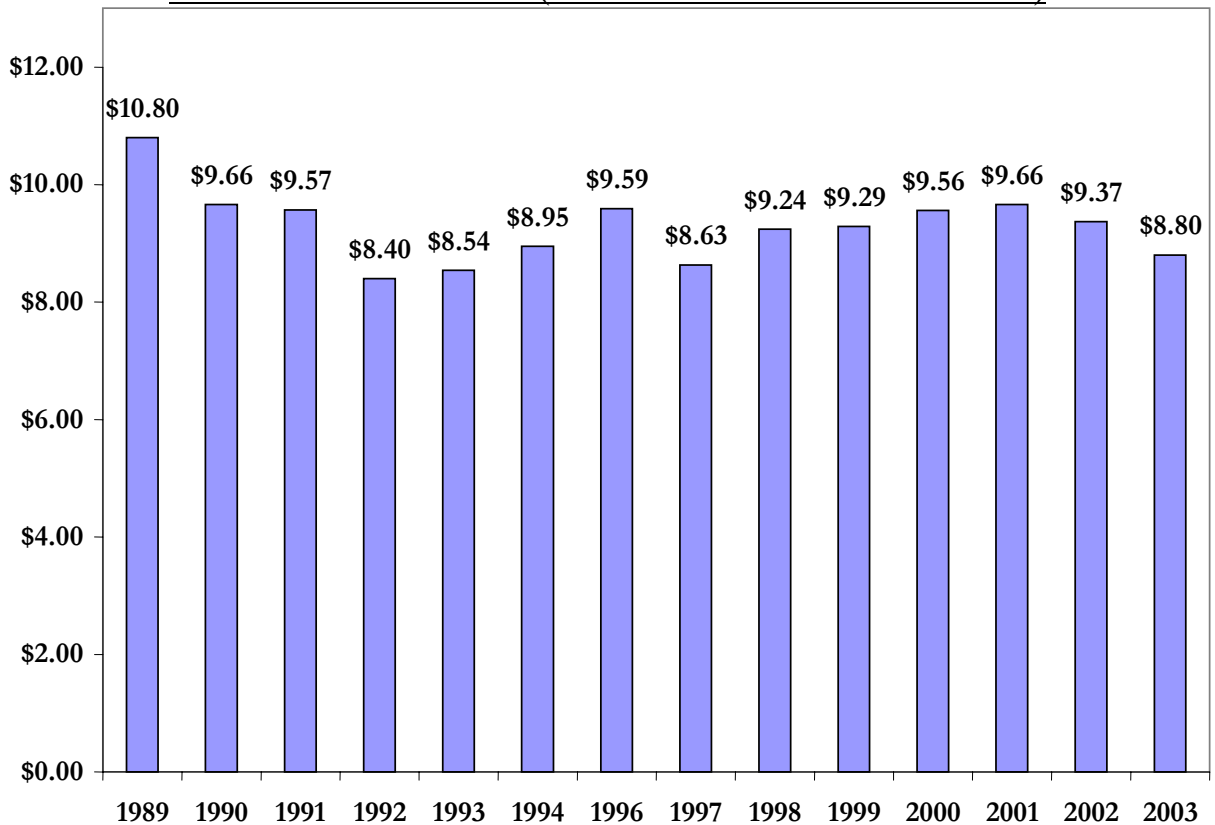
Chart 13: Unemployment Rates of All High School Graduates from the Class of 2003, City of Boston and the U.S. (Military Excluded from Labor Force)



Key Findings:

- The estimated unemployment rate for the entire graduating Class of 2003 in Boston was 29% compared to a 19% rate for U.S. high school graduates.
- The unemployment rates among race-ethnic group in Boston ranged from 17% for Hispanics to 33% for Black
- In each race ethnic group, unemployment rates in Boston were higher than those of their respective national counterparts.
- Black high school graduates in 2003 in the U.S. had an unemployment rate of 51% versus only 33% in the city of Boston.

Chart 14: Mean Hourly Wages of Employed Boston Public School Graduates,
Classes of 1989 to 2003 (In Constant March 2004 Dollars)

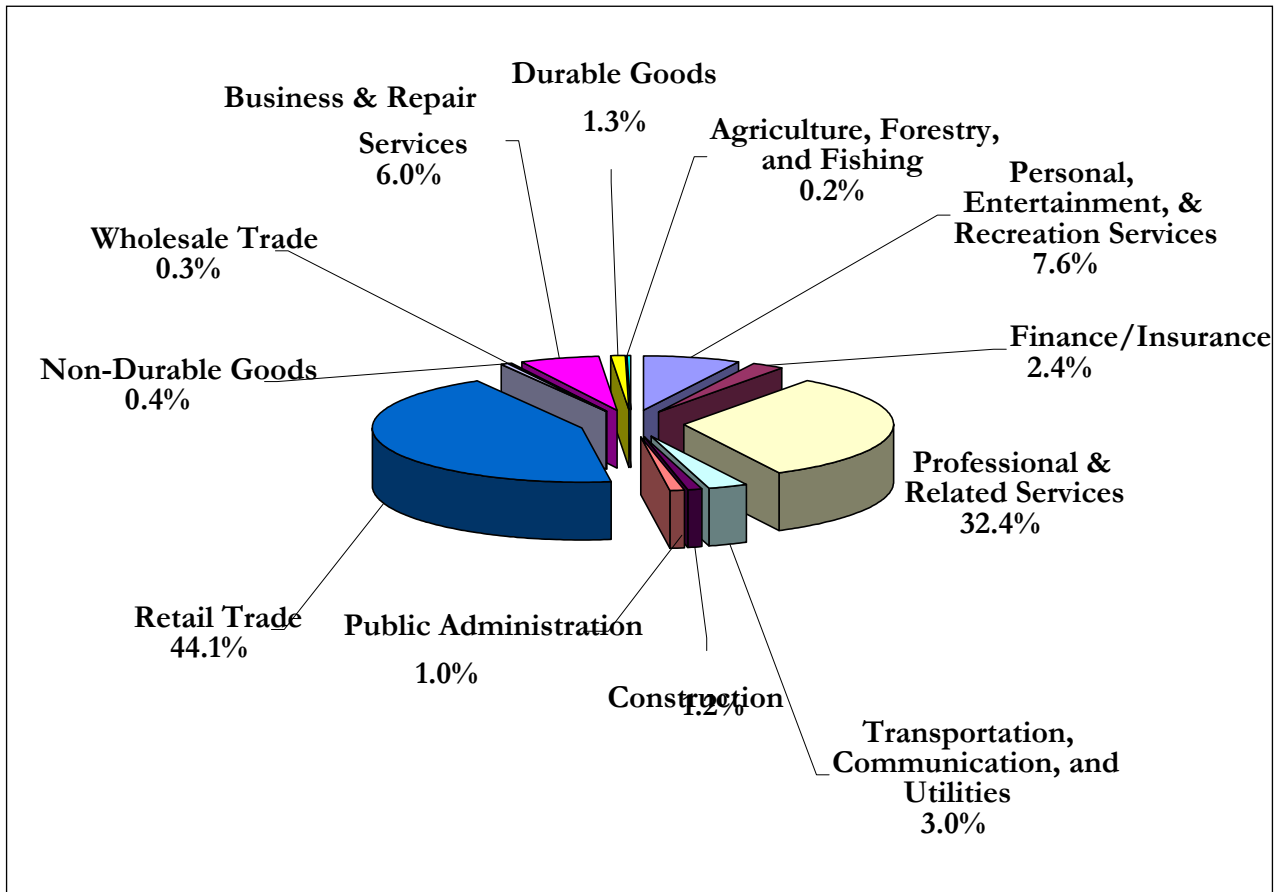


Key Findings:

- The mean real hourly wage of employed graduates of the Class of 2003 was \$8.80, or 6 percent below that of the previous year.
- The mean hourly wage of employed graduates was highest in 1989 (\$10.80) at the height of the state economic boom, but declined to \$8.40 in 1992, and began to rise reaching \$9.66 in 2001. Mean hourly wages in 2003 were 9% lower than those for the Class of 2000.
- The deterioration of real hourly wages in recent years in Boston is attributable to a reduction in full-time jobs that pay higher hourly wages and a reduction in jobs in several sectors (construction, finance/insurance) paying above average wages.

Industrial and Occupational Distribution of the Jobs Held by Employed Class of 2003 Boston Public School Graduates

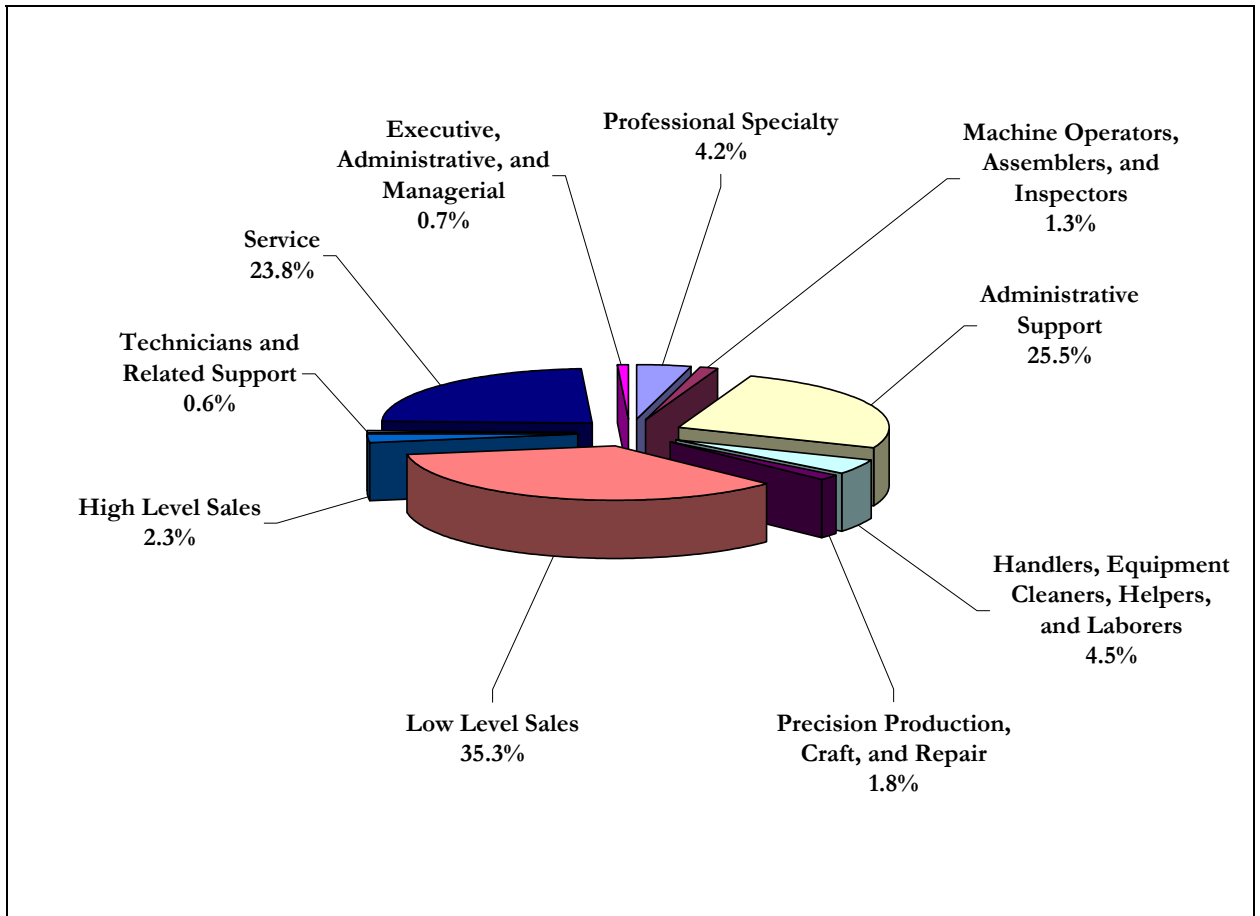
Chart 15: Percentage Distribution of Employed Boston Public High School Graduates by Major Industrial Sector of Their Jobs, Class of 2003



Key Findings:

- The industrial distribution of the jobs held by employed graduates from the Class of 2003 was nearly identical to that for graduates from the Class of 2002 although there was some shrinkage in finance/insurance and construction jobs.
- Forty-four percent of employed graduates were working in retail trade sector followed by 32% in professional and related services.
- Only 3% of employed graduates were working in well-paying industrial sectors such as construction and manufacturing.

Chart 16: Percentage Distribution of Employed Boston Public High School Graduates by Major Occupational Area of Their Jobs, Class of 2003

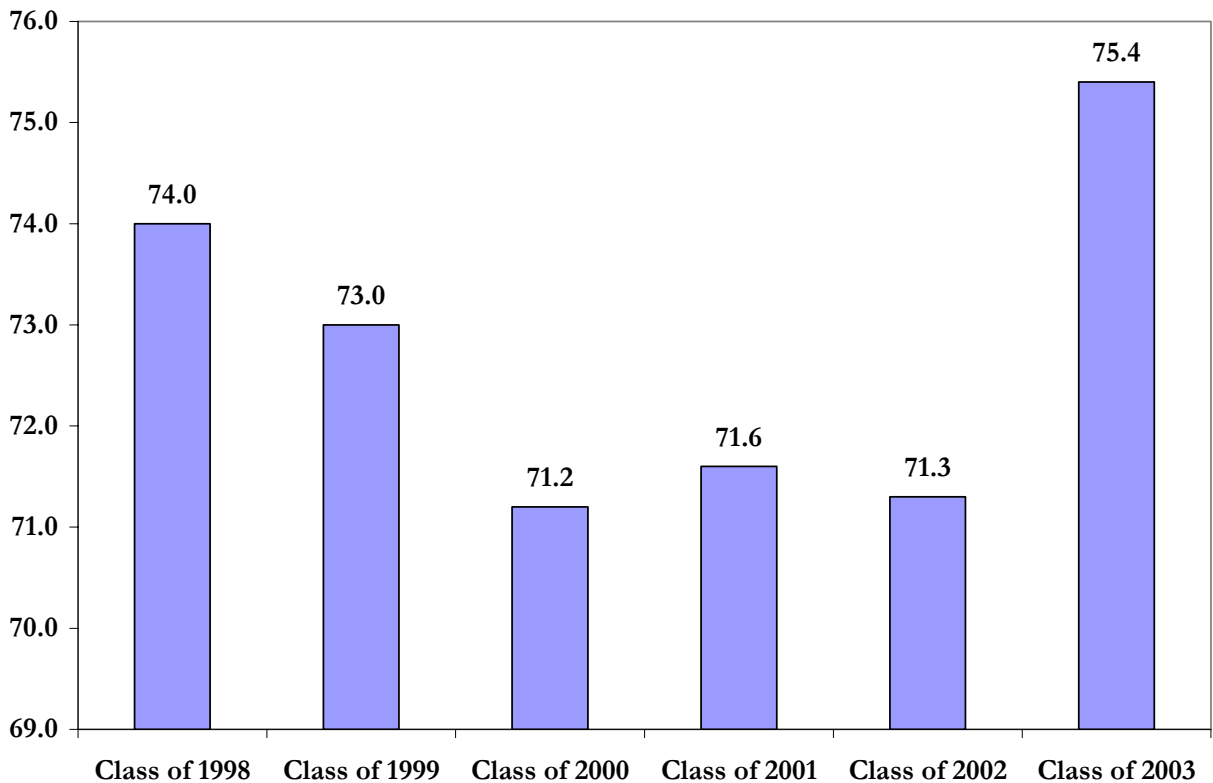


Key Findings:

- Nearly 61% of employed graduates held lower level sales and administrative support positions at the time of the follow-up survey.
- Administrative support, lower level sales and service occupations together accounted for 85 of every 100 employed graduates
- Due to their limited formal educational attainment, only 5.5% of employed graduates held a professional, technical, or managerial position

Receipt of Employer Training by Employed Class of 2003 **Boston Public School Graduates**

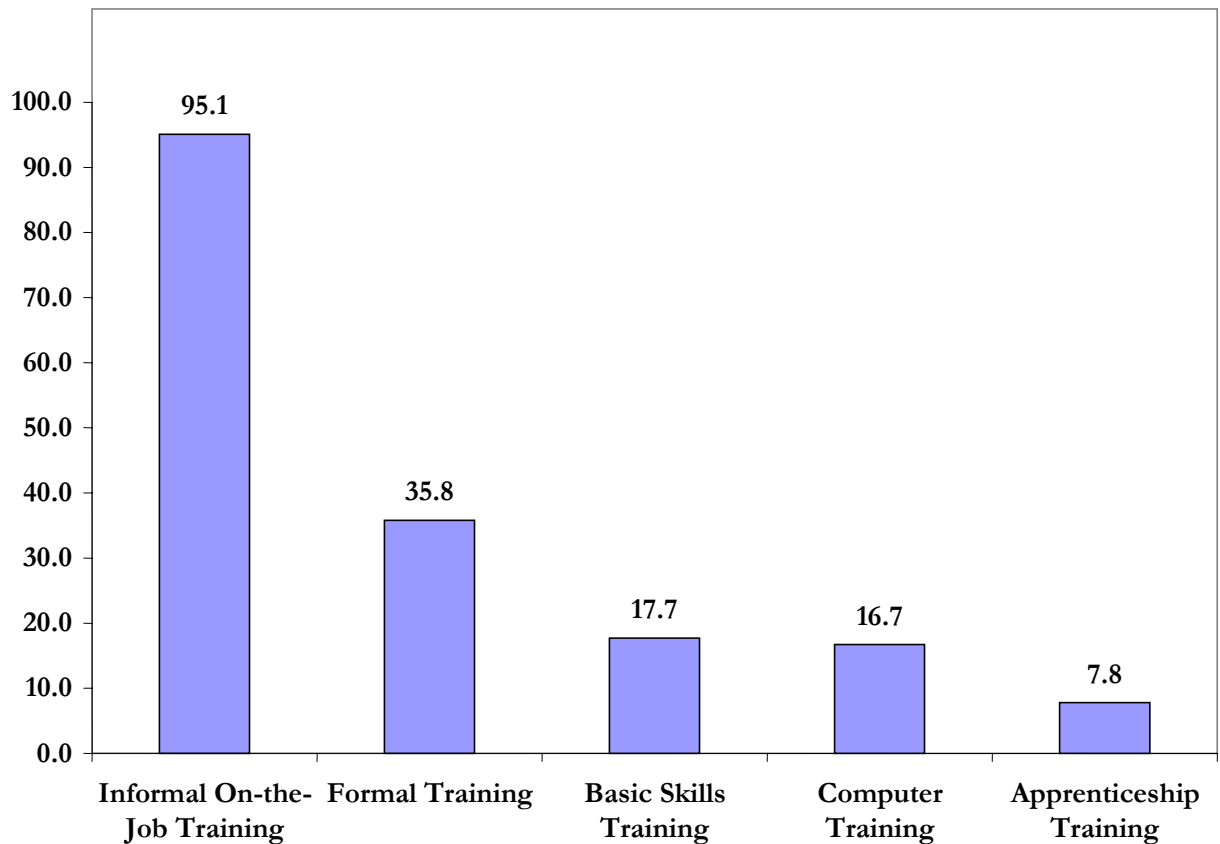
Chart 17: Percent of Employed Class of 1998, 1999, 2000, 2001, 2002, and 2003 Boston Public High School Graduates Who Received Some Type of Training from Their Current Employer



Key Findings:

- Slightly more than 75 percent of the employed graduates from the Class of 2002 reported that they had received some type of training from their current employer. The share of Class of 2003 employed graduates receiving some type of training from their employers was the highest in the last six years.

Chart 18: Percent of Employed Class of 2003 Boston Public High School Graduates Receiving Some Type of Training by Type of Training Obtained from Their Employers at the Time of the Follow-up Survey (Multiple Responses Allowed)



Key Findings:

- The most frequently reported type of training obtained by employed graduates was informal-on-the-job training (95%), followed by formal training (37%), basic skills training (18%), computer training (17%), and apprenticeship training (8%).
- Formal and apprenticeship training have been shown to have high payoff from workers in the form of higher real wages.

**Table 5: Top Twenty Employers of Class of 2003 Boston Public High School
Graduates (Excluding Colleges and Universities)**

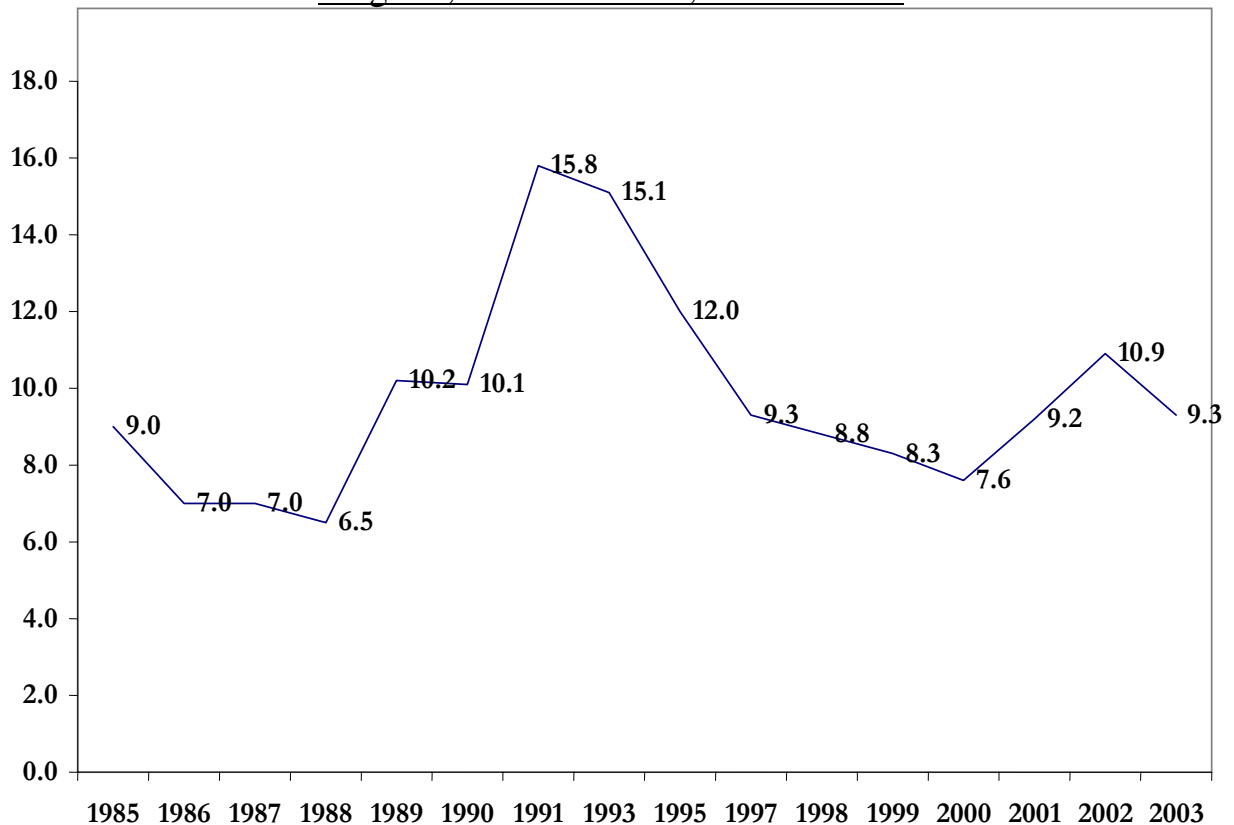
<u>Employer Excluding Colleges and Universities</u>				<u>Employer Including Colleges and Universities</u>		
Employer Name	Total Employed	Percent Employed	Employer Name	Total Employed	Percent Employed	
1 Stop & Shop	30	3.0	Stop & Shop	30	1.0	
2 Shaws Supermarket	25	2.5	Shaws Supermarket	25	0.9	
3 C.V.S.	22	2.2	UMass Amherst	22	0.7	
4 Mass General Hospital	21	2.1	C.V.S.	22	0.7	
5 Brigham & Women's Hosp./Partners	18	1.8	Mass General Hospital	21	0.7	
6 Filene's	17	1.7	Brigham & Women's			
7 Best Buy	14	1.4	Hosp./Partners	18	0.6	
8 McDonalds	13	1.3	Filene's (591)	17	0.6	
9 GAP	12	1.2	Best Buy	14	0.5	
10 Sears-Roebuck	9	0.9	McDonalds	13	0.4	
11 Walgreen	9	0.9	GAP	12	0.4	
12 Dunkin Donuts	8	0.8	Boston College	11	0.4	
13 Marshall's	7	0.7	Boston University	9	0.3	
14 City of Boston	6	0.6	Northeastern University	9	0.3	
15 Bell Foundation	6	0.6	Sears-Roebuck	9	0.3	
16 JP Licks	6	0.6	Walgreen	9	0.3	
17 DSW Shoe Ware House	6	0.6	Dunkin Donuts	8	0.3	
18 Star Market	5	0.5	Marshall's	7	0.2	
19 Au Bon Pain	5	0.5	City of Boston	6	0.2	
20 Walmart	5	0.5	Bell Foundation	6	0.2	
			JP Licks	6	0.2	
All 20	244	24.5	Total	274	9.3	

Key Findings:

- The top twenty employers (excluding colleges and universities) employed 244 Class of 2003 Boston public school graduates, accounting for 24.5 percent of all employed graduates.
- The top twenty employers (including colleges and universities) employed 274 graduates, accounting for 9.3% of all employed graduates.

The Percent of Graduates Who were Neither Working Nor Enrolled in School or Training

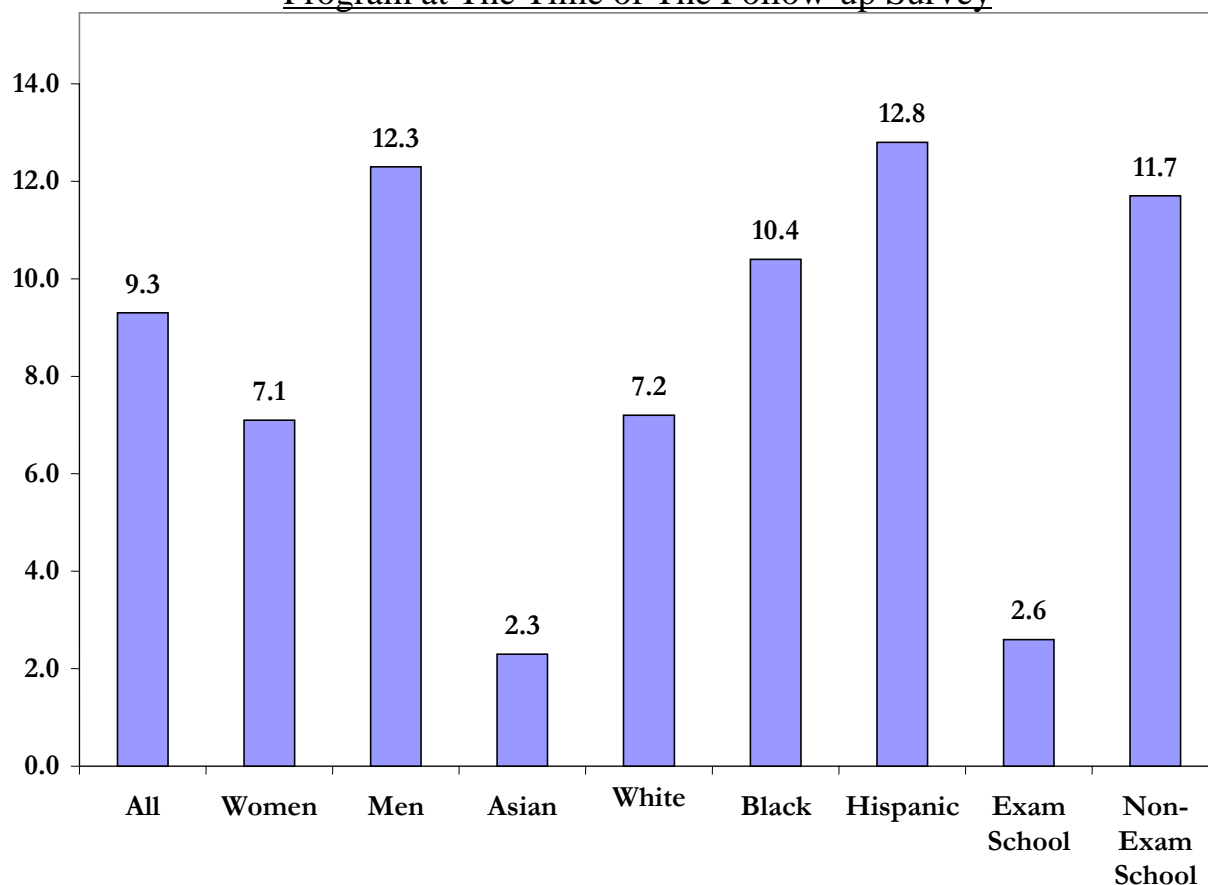
Chart 19: Trends in the Fraction of Boston Public High School Graduates Who Were Neither Working Nor Enrolled in College or a Post-Secondary Training Program, Selected Years, 1985 to 2003



Key Findings:

- At the time of the Winter/Spring 2004 follow-up survey, 9.3% of Boston public school graduates from the Class of 2003 were estimated to be “at-risk”, i.e., neither working nor enrolled in a post-secondary school or training program
- The “at-risk” rate for Boston public high school graduates was only two percentage points below that of the Class of 2002, but this result likely reflect the diminished pool of graduates from the “at-risk” backgrounds.

Chart 20: Percent of Class of 2003 Boston Public High School Graduates Who Were Neither Working Nor Enrolled in a College or Post-Secondary Training Program at The Time of The Follow-up Survey



Key Findings:

- Male graduates were more likely than their female peers to be “at-risk” (12.3% versus 7.1%). There were somewhat larger differences among race and ethnic groups in the proportion of graduates who were at risk. Nearly thirteen percent of Hispanic graduates and slightly more than 10 percent of Black graduates were estimated to be at-risk versus only 2 percent of Asian graduates and seven percent of White graduates.
- The fraction of graduates assigned to the “at-risk” category also varied considerably by type of high school attended. Among graduates from the three exam schools, only 2.6 percent were classified as “at-risk” versus 11.7 percent of non-exam school graduates.

Participants in School-to-Career Programs

Table 6: Number of Class of 2003 Boston Public High School Graduates Who Reported that They Had Participated in Some Type of School to Career Program¹ by Type of Program

Program	Number of Graduates	Percent of Graduates
Academy of Finance	40	3.6
Academy of Public Services	29	2.6
Academy of Travel and Tourism	74	6.7
Pro Tech	61	5.6
Tech Boston	63	5.7
Other Career Pathway	830	75.7
Total	1,097	100.0

Key Findings:

- Of the 2,166 graduates from the city's non-exam high schools, 1,097 reported that they had participated in a school-to-career program during high school.
- Of those graduates who participated in such programs while in high school, 3.6 percent were enrolled in the Academy of Finance, 2.6 percent in the Academy of Public Service, 6.7 percent were enrolled in the Academy of Travel and Tourism, 5.6 percent in Pro Tech, 5.7 percent in Tech Boston, and the remaining 76 percent in Other Career Pathways.

¹ A separate data set on STC program participants provided by the School-to-Career Program Office of the Boston Public Schools revealed that there were a total of 1,338 such Class of 2003 graduates from both the exam (O'Bryant) and district schools who participated in at least one school-to-career program. Some part of this difference is attributable to the graduates who were not interviewed during the follow-up survey.

Summer Job and Senior Year Employment Experiences of Class of 2003 Boston Public High School Graduates

Table 7: Senior Year and Summer Job Experiences of Class of 2003 Boston Public High School Graduates, by Gender and Race/Ethnic Group

Group	Percent with Summer Job Experience	Percent with Senior Year Job Experience
All	83.1	59.9
Men	80.7	58.6
Women	84.9	60.9
Asian	79.8	44.5
Black	83.5	61.7
Hispanic	78.6	62.9
White	88.9	62.0

Key Findings:

- Slightly more than 83 percent of the graduates from the Class of 2003 reported that they had worked in one or more of the summers during their high school years. Female graduates were modestly more likely than men to have worked in the summers (85% vs. 81%). Between 79 and 89 percent of the graduates in each race-ethnic group reported some summer employment.
- Sixty percent of the graduates also reported that they held some type of job during their senior year of high school, an employment rate well above that of all central city youth across the country. The findings for senior year job experience revealed that women graduates were more likely to have worked in the senior year than their male counterparts (61% vs. 57%). Black, Hispanic, and White youth achieved identical work rates (62%).