

The Employment Status of Class of 2005
Boston Public High School Graduates at the
Time of the 2006 Followup Survey and Comparisons
With Class of 2005 High School Graduates from
Across the Nation's Central Cities

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Research Paper #3 on the Boston Public High
School Graduating Class of 2005

June 2007

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Introduction

Facilitating the transition of high school youth to the labor market and to college upon graduation has been an objective of many state and local workforce development programs over the past few decades.¹ A variety of school-to-work transition, school-to-career, and college transition programs have been implemented to assist youth in making these early transitions to the labor market and college, including the diverse array of school-to-career programs operated by the Boston public schools and the Boston Private Industry Council.

To develop an information base on the early post-graduation college and labor market experiences of Boston public high school graduates, the Boston Private Industry Council in cooperation with the Boston public schools has conducted an annual follow-up survey of graduates from the city's public high schools. The follow-up survey of Class of 2005 graduates took place in the late winter and early spring of 2006. The questionnaire used in conducting the follow-up survey collected information on the college enrollment, post-secondary training, civilian employment, and military service activities of Class of 2005 graduates at the time of the follow-up interview. For those graduates who were employed at the time of the survey, information was collected on the characteristics of their jobs, including weekly hours of work, hourly wages, names and industries of their employers, occupational job titles, and the types of training being received from their employers.

This research paper is primarily designed to describe and assess the findings of the winter/spring 2006 follow-up surveys with respect to the employment status of Class of 2005 BPS graduates, with separate breakouts of the employment data for those graduates enrolled in college and not enrolled in college at the time of the follow-up surveys and for gender and race-ethnic groups. Findings on the employment status of Boston BPS graduates from the Class of 2005 will be compared to those of their U.S. counterparts living in the nation's central cities at the time of the October 2005 CPS survey of the nation's newest high school graduates.

¹ For a review of national and state research findings on the success of youth in making these early transitions, See: (i) Douglas J. Besharov (Editor), America's Disconnected Youth: Toward A Preventive Strategy, CWLA Press and American Enterprise Institute for Public Policy Research, Washington, D.C., 1999; (ii) Andrew Sum, Ishwar Khatiwada, Mykhaylo Trubs'kyy, Neeta Fogg, Sheila Palma, et al., Left Behind in the Labor Market: Labor Market Problems of the Nation's Out-of-School Young Adult Populations, Center for Labor Market Studies, Northeastern University, Prepared for the Alternative Schools Network, Chicago, 2003.

Full-time employment offering 35 or more hours of work per week is a particularly desirable outcome for new high school graduates not enrolled in college or post-secondary training institutions in the first year following graduation.² There are a wide array of economic advantages accruing to young graduates and older adults from full-time jobs. We will examine the success of non-enrolled Class of 2005 BPS graduates in obtaining full-time jobs by the time of the 2006 follow-up surveys and examine differences in the job characteristics (weekly hours of work, hourly wages, weekly earnings, types of training activities on the job) of part-time and full-time employed BPS graduates. The full-time employment/population ratios of non-college enrolled BPS graduates also will be compared to those of their central city counterparts from across the nation in October 2005.

We will begin our study by reviewing the transitions of recent U.S. high school graduates from high school to the labor market in the early fall following graduation from high school. This review will then be followed by an analysis of the early post-high school labor market experiences of BPS graduates from the Class of 2005.

The October 2006 Employment Status of the Nation's Class of 2006 High School Graduates

Our body of knowledge on the success over time of the nation's recent high school graduates in obtaining employment and/or gaining access to post-secondary educational opportunities in the early months following graduation is based on the findings of an annual supplement to the standard monthly CPS household survey questionnaire during the month of October. The Current Population Survey (CPS) is a monthly household survey conducted by the U.S. Census Bureau for the U.S. Department of Labor's Bureau of Labor Statistics.³ The CPS survey involves monthly interviews with a nationally representative sample of approximately 60,000 households across the nation. Labor force data are collected for all household members ages 16 and older. The findings of the monthly labor force surveys are used by the U.S. Bureau

² For a review of the economic advantages of full-time employment, See: Andrew Sum, Neeta Fogg, and Garth Mangum, Confronting the Youth Demographic Challenge: The Labor Market Prospects of At-Risk Youth, Sar Levitan Center for Social Policy Studies, Johns Hopkins University, Baltimore, 2000.

³ For a review of the basic design features of the monthly CPS labor force survey and the administration of the household survey, see: U.S. Bureau of Labor Statistics, Employment and Earnings, January 2006, "Appendix A," Washington, D.C., 2006.

of Labor Statistics to calculate the size of the nation's civilian labor force, the employed and unemployed population, and the overall unemployment rate.

In October of each year, the U.S. Census Bureau adds a supplementary set of questions to the standard monthly labor force questionnaire. The additional questions are used to collect information on the school enrollment status of all household members ages 3 and older at the time of the October survey. The questionnaire also attempts to identify all recent high school graduates and those youth who dropped out of high school/junior high school during the previous twelve-month period.⁴ All recent high school graduates are tracked separately by the U.S. Bureau of Labor Statistics, and the findings are summarized in a special annual research report. In April of this year, the BLS issued its findings on the college attendance and employment behavior of high school graduates from the Class of 2006.⁵ Public use files containing data from the October supplements have been made available to the general public through October 2005. We will use the October 2005 CPS data to compare key educational and labor market outcomes for Class of 2005 BPS graduates.

The October CPS survey also collected standard labor force information from each of the graduates of the Class of 2006. With this information we can identify whether a given graduate was active in the civilian labor force and employed or unemployed. The estimated employment rates (E/P ratios) for all Class of 2006 high school graduates and by their college enrollment status in October of each year are displayed in Table 1.⁶ Almost half (46%) of the graduates from the Class of 2006 were employed in some capacity (either full-time or part-time) at the time of the October 2006 survey (Table 1). As expected, those graduates not attending college were employed at a higher rate than their peers enrolled in college (57% vs. 40%) although the gap between the employment rates of these two groups has declined considerably since the late

⁴ The October 2006 CPS survey identified all individuals living in households or selected group quarters who graduated from high school sometime between October 2005 and October 2006. This group of graduates is referred to in this paper as the Class of 2006 since the vast majority of them did graduate in 2006. The CPS survey does not interview members of the nation's armed forces serving in the 50 states or abroad and inmates of institutions such as jails, prisons, and nursing homes.

⁵ See: U.S. Bureau of Labor Statistics, "College Enrollment and Work Activity of 2006 High School Graduates," Washington, D.C, April 26, 2007.

⁶ The employment rate represents the ratio of the number of employed graduates (E) to the number of high school graduates from the Class of 2006 in the civilian non-institutional population (P). The civilian non-institutional population excludes members of the nation's armed forces, the homeless, and those residing as inmates in institutions (juvenile correctional institutions, jails, prisons, long stay hospitals).

1990's largely due to increased difficulties of non-college enrolled graduates in securing any type of employment.⁷

Table 1:
October Employment Rates of New High School Graduates, All and
By College Enrollment Status, Class of 1999, 2000, 2003, 2004, 2005, and 2006 (in %)

	(A)	(B)	(C)	(D)	(E)	(F)	(G)
							Percentage Point Change (1999-2000 to 2005- 2006)
Enrollment Status	1999	2000	2003	2004	2005	2006	
All Graduates	53.0	53.5	44.4	46.6	49.3	46.0	-5.7
Enrolled in College	43.3	44.0	36.9	38.8	43.4	40.2	-1.9
Not enrolled in college	69.4	69.7	57.8	62.1	62.4	57.2	-9.8

Source: October CPS survey supplements, tabulations by authors.

The 46 percent employment rate for Class of 2006 graduates was 3 percentage points below that of the Class of 2005 and .6 percentage points below that of the Class of 2004. The decline in the employment rate of these new high school graduates from the Class of 2006 is puzzling given the continued strength of U.S. labor markets. The decline, however, is consistent with findings of a deteriorating labor market for all teens. The two-year average employment rate of high school graduates from the Classes of 2005 and 2006 remained more than 5 percentage points below the peak employment rates of 53% at the height of the national labor market boom of the 1990s (Table 1). Both youth enrolled in college and those not enrolled were less likely to be employed in October 2005-2006 than in October 1999-2000. Among those not enrolled in college, the employment rate of graduates from the Classes of 2005 and 2006 was nearly 10 percentage points below the average employment rate of their peers from the Classes of 1999 and 2000. Only 60% of non-enrolled graduates from the Classes of 2005-2006 were working versus nearly 70% of their peers from the Classes of 1999 and 2000. This is a troubling labor market problem, indicating severe problems among recent high school graduates in making an early transition to the labor market.

⁷ Daniel Greenfield, Andrew Sum, Joseph McLaughlin, The Transition from High School to College and the Labor Market Among the Nation's Recent High School Graduates: Findings for Graduates from the Class of 2006 and Comparisons With the Experiences of Graduates from Earlier Years, Prepared for Jobs for America's Graduates, Alexandria Virginia, 2007.

Employment rates among college students from the Class of 2006 were substantially higher for female than for male graduates. In October 2006, 45% of female college students from the Class of 2006 were working versus only 35% of male college students, a 10 percentage point gap (Table 2). Across race-ethnic groups, the employment rates of college students ranged from a low of 29% among Blacks to a high of 43% among Whites. Among each demographic group with the exception of females, first-year college students were less likely to be working in October 2006 than they were a year earlier.

Table 2:
Employment Rates of College Enrolled High School Graduates by Gender and Race/Ethnic Group, Classes of 1999, 2000, 2003, and 2005-2006 (in %)

	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)
Group	1999	2000	1999- 2000 Avg.	2003	2005	2006	2005-2006 Avg.	Percentage Point Change (1999-2000 to 2005- 2006)
Men	44.2	47.1	45.7	36.8	43.4	34.9	39.2	-6.5
Women	42.5	41.8	42.2	37.0	43.3	45.4	44.4	+2.2
Black	27.9	34.2	31.1	21.7	33.9	28.7	31.3	+2
Hispanic	32.5	59.2	45.8	32.5	43.1	40.0	41.6	-4.2
White	46.5	46.5	46.5	38.4	45.2	42.5	43.9	-2.6

As will be revealed below, many of the employed, non-enrolled high school graduates from the Class of 2005 faced difficulties in obtaining full-time jobs in the early fall following graduation from high school. Fewer than 6 of 10 were able to obtain jobs providing 35 or more hours of work per week, yielding a full-time employment/ population ratio of barely 34%.⁸ Only 1 of every 3 high school graduates from the Class of 2005 who did not enroll in college in the early fall was able to obtain a job.

Among non-enrolled high school graduates from the Class of 2006, 57% were employed at the time of the October 2006 CPS survey, approximately 5 percentage points below that of

⁸ The full-time employment/population ratio (FTE/P) is simply the product of the E/P ratio and the percent of the employed with full-time jobs (FTE/E). A 57% E/P ratio times the 60% full-time job share yields a full-time employment/population ratio of only 34%.

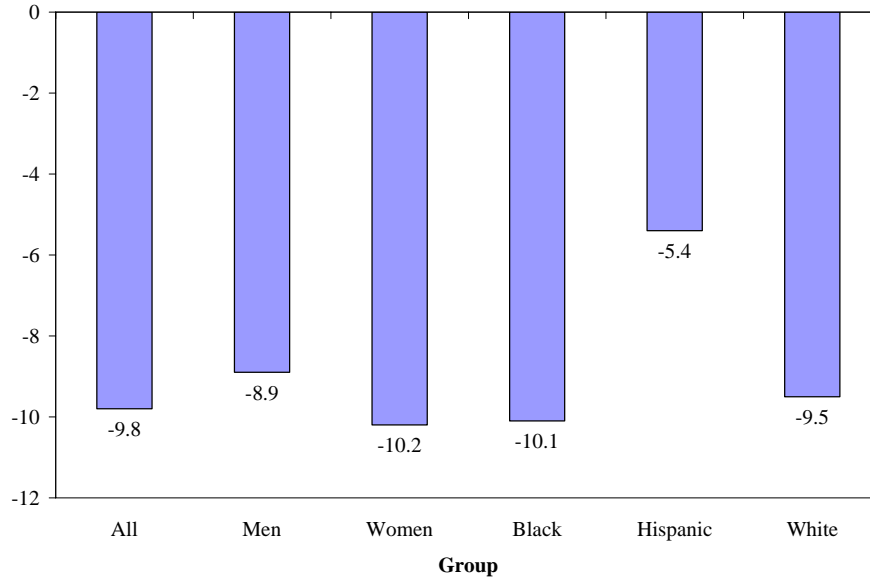
their employment rate in the two previous Octobers. Employment rates of these non-enrolled high school graduates were identical for men and women, but they varied considerably across race-ethnic groups. Only 35% of non-enrolled Black high school graduates were working in October versus 60 percent of Hispanic graduates and 62% of White graduates (Table 3). For each demographic group, however, average employment rates in October 2005-October 2006 remained well below those in October 1999-2000. These employment rate gaps ranged from 5 percentage points among Hispanics to highs of 10 percentage points among White and Black graduates.

Table 3:
October Employment Rates of Non-College Enrolled, New High School Graduates,
All and by Gender and Race/Ethnic Group, Classes of 1999, 2000, and 2003-2006 (in %)

	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
Group	1999	2000	1999- 2000 Avg.	2003	2004	2005	2006	2005- 2006 Avg.	Percentage Point Change (1999-2000 to 2005-2006)
All	69.4	69.7	69.6	57.8	62.1	62.4	57.2	59.8	-9.8
Men	73.9	69.8	71.8	58.6	68.9	68.2	57.5	62.9	-8.9
Women	64.4	69.6	67.0	56.9	53.5	56.5	57.0	56.8	-10.2
Black	59.5	46.0	52.8	27.5	49.8	50.7	34.7	42.7	-10.1
Hispanic	59.3	68.8	64.1	57.7	57.3	56.9	60.4	58.7	-5.4
White	72.2	75.1	73.7	66.9	65.2	65.9	62.4	64.2	-9.5

Source: October CPS Supplements, U.S. Bureau of Labor Statistics, tabulations by authors.

Chart 1:
Percentage Point Changes in the Employment Rates of the Nation's New High School
Graduates Not Enrolled in College in October Following Graduation, 1999-2000 to
2005-2006, All and by Gender/Race-Ethnic Group



The Employment Rates of Class of 2005 Boston Public School Graduates and Comparisons with Their National Central City Counterparts from the Class of 2005

The Boston PIC follow-up survey collects information on the labor force activities of each graduate at the time of the survey. With this information, each graduate can be assigned to one of the following three mutually exclusive labor force categories: employed, unemployed, or out of the labor force. Those graduates who were working (including military) or actively seeking and available for work at the time of the survey (unemployed) are categorized as members of the labor force. In our analysis of the employment rates of Class of 2005 graduates, we exclude all members of the nation's armed forces from both the numerator and denominator of the formula for the E/P ratio since the October CPS data on new high school graduates for all of the nation's high schools exclude all youth serving in the military whether based in the U.S. or abroad.

At the time of the winter/spring 2006 follow-up survey, nearly 52 percent of BPS graduates from the Class of 2005 were employed either part-time or full-time (Table 4). The employment rate for all Boston public high school graduates from the class of 2005 was (52%).

This E/P ratio was basically tied with that for the previous year but remained nearly 8 percentage points below that of the graduating class of 2000. The employment rates of male and female BPS graduates from the Class of 2005 were nearly identical at 52.7% and 51.2%, respectively. The employment rates of these BPS graduates varied more widely across race-ethnic groups, ranging from a low of 40% among Asians to a high of just under 60% among Hispanics.

Table 4:
The Employment Rates of Class of 2005 BPS High School
Graduates at the Time of the Winter 2006 Follow-up Survey and Central City
Class of 2005 Graduates Across the Entire Nation in October 2005

	(A)	(B)	(C)
Group	BPS	U.S. Central Cities	BPS – U.S. Central Cities
All	51.9	44.0	7.9
Men	52.7	47.9	4.8
Women	51.2	40.0	11.2
Asian	39.9	23.1	16.8
Black	52.2	43.3	8.8
Hispanic	59.6	52.6	7.0
White	49.4	41.8	7.6

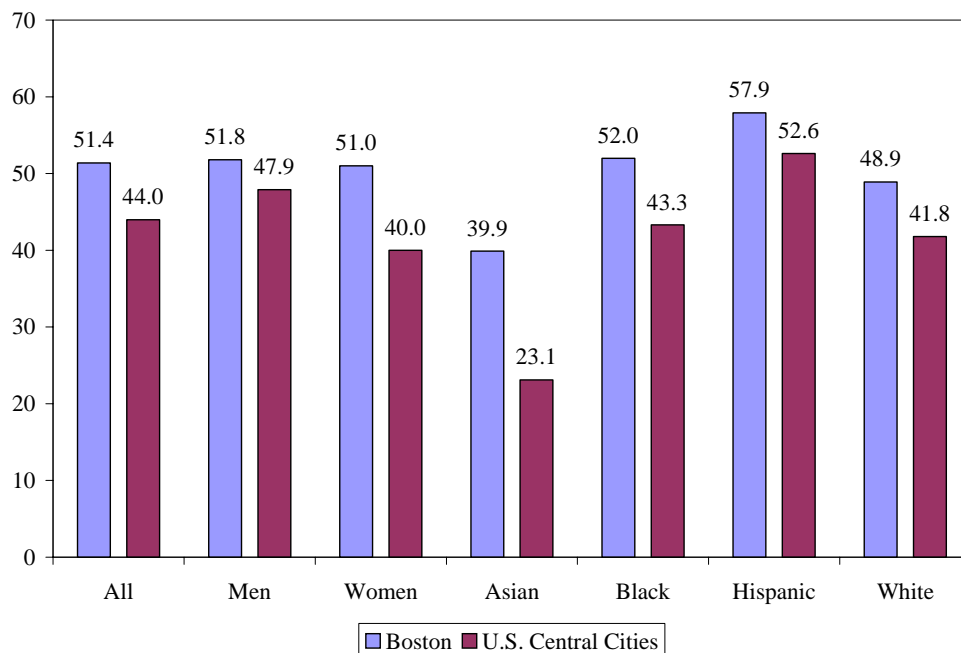
To place the findings on the employment rates of BPS graduates into comparative perspective, we have also generated estimates of the E/P ratios of Class of 2005 graduates living in the nation’s central cities at the time of the October 2005 CPS survey.⁹ In the aggregate, Boston public high school graduates from the Class of 2005 were more likely to be employed than all Class of 2005 high school graduates from central cities across the nation.¹⁰ (Table 4 and Chart 2). The employment rate for Class of 2005 Boston public high school graduates was nearly 8 full percentage points higher than that of all U.S. central city graduates from the Class of 2005. Both male and female graduates from the Boston public schools had higher employment rates

⁹ The CPS data for all central city graduates will include graduates from both public and private high schools in these cities.

¹⁰ Findings for U.S. central city graduates from the Class of 2005 are based on the findings of the October 2005 CPS survey, which contains a special supplement that identifies new high school graduates. Class of 2005 graduates are defined as all persons who were reported to have graduated from high school between October 2004 and the October 2005 CPS survey.

than their peers in central cities across the country, however, the gap was considerably higher for women than for men (11 vs. 5 percentage points). Boston public high school graduates in each of the four race-ethnic groups were substantially more likely to be employed than their national, central city counterparts. The sizes of the employment advantages for Boston graduates ranged from 7 percentage points for Hispanics, 8 percentage points for White graduates, 9 percentage points for Black graduates, and 17 percentage points for Asian high school graduates.

Chart 2:
Comparisons of the Civilian Employment/Population Rates of All Class of 2005 Boston Public School Graduates with Those of Their U.S. Central City Counterparts from the Class of 2005¹¹



The Employment Status of College Enrolled High School Graduates from the Class of 2005

Slightly over 70 percent of Boston public high school graduates from the Class of 2005 were estimated to be attending two or four year colleges at the time of the winter/spring 2006 follow-up survey. In previous years, many of the high school graduates attending college also were employed in civilian jobs, the vast majority of which were part-time. Slightly over 46

¹¹ Military service personnel are excluded from the count of the employed in both the city of Boston and U.S. central cities. The October CPS surveys are limited to the civilian, non-institutional population of the U.S.

percent of the Class of 2005 graduates from Boston public schools who were attending colleges and universities at the time of the winter/spring 2006 follow-up interviews were simultaneously employed (Table 5). The employment rate of college enrolled Boston public high school graduates was 6 percentage points higher than that of all college enrolled high school graduates from the Class of 2005 who were living in U.S. central cities in October 2005. In each gender and race-ethnic group, Boston’s college enrolled graduates were more likely to be working than their national counterparts. The percentage point size of these employment rate advantages varied quite widely across a number of gender and race-ethnic groups. College enrolled male graduates from Boston public high schools were 6.7 percentage points more likely to be employed than their enrolled, national central city counterparts (45% versus 39%) while Boston female graduates enrolled in college enjoyed a more substantial 11 percentage point employment rate advantage over their national peers. Employment rates of college students by race-ethnic group in the city of Boston in 2005 fell in the range of 39 to 55 percent. Fifty-five percent of Hispanic graduates and 47 percent of Black college students were employed versus only 39 percent of Asians and 40 percent of White, non-Hispanic students. A more detailed analysis of the employment rates of BPS graduates enrolled in college revealed that the graduates from the city’s three exam schools (Boston Latin Academy, Boston Latin, and O’Bryant Technical) were less likely to be working than their college enrolled counterparts from the district and magnet schools. In addition, those attending community colleges and post-secondary training programs were more likely to be working than those attending four-year colleges and universities.

Table 5:
Comparisons of the Employment Rates of Class of 2005 Boston Public School Graduates
Enrolled in College with Those of Their Counterparts in U.S. Central Cities

	(A)	(B)	(C)
Group	Boston	U.S. Central Cities	Boston – U.S.
All	46.2	37.0	+9.2
Men	45.3	38.6	+6.7
Women	46.9	35.5	+11.4
Asian	39.1	18.7	+20.4
Black	46.8	39.8	+7.0
Hispanic	54.8	43.6	+11.2
White	40.3	35.9	+4.4

The Employment Status of Non-College Enrolled High School Graduates From the Class of 2005, Comparisons of Findings for the City of Boston and Graduates from Central City High Schools Across the U.S.

Employment rates for those Class of 2005 BPS graduates not attending college at the time of the 2006 follow-up interviews were estimated and compared to those for all U.S. central city high school graduates from the Class of 2005 in October 2005 (Table 6). Nearly 72 percent of non-enrolled, Boston public school graduates were employed at the time of the follow-up survey, an employment rate that was nearly 15 percentage points higher than that of all non-college enrolled high school graduates across central cities in the U.S. (57%). The employment rates of non-college enrolled graduates from BPS were slightly higher among men than women (73% vs. 70%) and varied considerably across race-ethnic groups, ranging from a low of 49% among Asians to a high of 86% among White, non-Hispanics. The employment rate of non-enrolled male, Boston public school graduates from the Class of 2005 was more than 9 percentage points above that of their male counterparts across central cities of the U.S. Female BPS graduates enjoyed an even greater employment rate advantage of nearly 21 percentage points relative to their central city counterparts. Black, Hispanic and White Boston public school graduates not attending college were found to enjoy substantial employment advantages over their respective national counterparts from central cities. The size of the employment advantage for White graduates was 32 percentage points versus 19 percentage points for Blacks in Boston and 11 percentage points for Hispanics.¹²

¹² The U.S. Bureau of Labor Statistics did not provide separate estimates of employment rates for Asian graduates from the nation's public high schools due to small sample sizes for non-enrolled Asians. There are far too few observations for central city Asian graduates.

Table 6:
Comparisons of Employment Rates of Non-Enrolled Class of 2005 Boston Public School Graduates with Those of Their U.S. Central City Counterparts from the Class of 2005¹³

Group	(A)	(B)	(C)
	Boston	U.S. Central Cities	Boston – U.S.
All	71.6	56.9	+14.7
Men	73.0	63.6	+9.4
Women	70.1	49.3	+20.8
Asian	49.3	--	--
Black	68.4	49.8	+19.4
Hispanic	73.6	62.3	+10.9
White	86.5	54.6	+31.9

One of the key traits of jobs held by non-college enrolled high school graduates is the full-time status of those jobs; i.e., the share of those jobs that provided 35 or more hours of work per week.¹⁴ Full-time jobs provide a wide array of economic advantages over part-time employment for teens and young adults.¹⁵ Full-time jobs typically pay more per hour, they provide nearly twice the weekly earnings of part-time jobs, they offer better employee benefits, they provide more formal and apprenticeship training opportunities, and they yield higher future economic payoffs in the form of higher wages from such work experience.

The economic advantages of full-time employment for Class of 2005 BPS graduates not enrolled in college at the time of the follow-up survey are displayed in Table 7. First, there was a substantial difference in mean weekly hours of work between those graduates employed part-time and full-time. The part-time employees worked only 23 hours per week on average versus 40 hours for those occupying full-time jobs, a difference of nearly 17 hours or 71% (Table 7). Full-time workers also obtained higher mean hourly wages, \$9.83 versus \$8.84 for part-time workers, a difference of nearly \$1.00 or 11%. Due to their higher mean hours of work and their higher mean hourly wages, full-time workers obtained mean weekly earnings of \$388 versus

¹³ Military service personnel are excluded from the count of the employed in both the city of Boston and the U.S.

¹⁴ This definition of full-time employment is in accord with that of the U.S. Bureau of Labor Statistics in its analysis of the CPS survey data on employment of working-age residents.

¹⁵ For a comprehensive review of the advantages of full-time employment, See: Andrew Sum, Neeta Fogg, and Garth Mangum, Confronting the Youth Demographic Challenge: The Labor Market Prospects of At-Risk Youth, Sar Levitan Center for Social Policy Studies, Johns Hopkins University, Baltimore, 2000.

only \$207 for their part-time employed counterparts, a difference of \$181 or 87%. The full-time employed, thus, earned nearly twice as much per week as their part-time peers.

Table 7:
Mean Weekly Hours of Work, Mean Hourly Wages, Mean Weekly Wages, and
Percent of Employed BPS Graduates Receiving Various Types of Training by
Part-Time/Full-Time Nature of Jobs, Class of 2005
(Not Enrolled in College)

	(A)	(B)	(C)	(D)
Variable	Part-Time	Full-Time	Full – Part-Time	Relative Difference
Mean Hours of Work	23.4	40.1	+16.7	+71%
Mean Hourly Wage	\$8.84	\$9.83	\$.99	+11%
Weekly Earnings	\$207	\$388	\$181	+87%
Receives Formal Training	15.5%	18.7%	+3.2	+20%
Receives Apprenticeship Training	1.4%	6.2%	+4.8	+242%

When employed, the full-time workers were more likely to receive formal training and apprenticeship training than their part-time peers. Nearly 19% of the full-time employed graduates reported receiving formal training from their employers versus 15% of their part-time employed counterparts. Slightly over 6% of the full-time workers reported receiving apprenticeship training versus only slightly more than 1% of those working part-time, a relative difference of four to one. These formal training and apprenticeship training investments have been found to have high payoffs to workers in the form of higher future wages.¹⁶

The PIC follow-up surveys collected information on the weekly hours of work of employed graduates at the time of the survey. Among all employed graduates not enrolled in college at the time of the follow-up survey, 55 percent were working full-time (Table 8). Males were more likely than women to be holding full-time jobs (62% vs. 47%). There were only small and non-statistically significant differences in full-time employment rates across the four major race-ethnic groups of BPS graduates.

¹⁶ For evidence on the returns to alternative types of training, See: Lisa M. Lynch, “Payoffs to Alternative Training Strategies at Work,” Working Under Different Rules, (Editor: Richard B. Freeman), Russell Sage Foundation, New York, 1994, pp. 65-95.

Table 8:
Percent of Employed, Non-College Enrolled Class of 2005 Boston Public School
Graduates⁽¹⁾ and Central City U.S. Graduates⁽²⁾ Who Were Working Full-Time

	(A)	(B)	(C)
Group	Boston	All Central Cities	Boston – U.S.
All	55.3	58.8	-3.5
Gender			
Men	61.8	59.7	+2.1
Women	47.2	57.4	-10.2
Race/Ethnic Group			
Asian	57.0	--	--
Black, not Hispanic	55.4	62.2	-6.8
Hispanic	54.5	52.3	+2.2
White, not Hispanic	56.0	66.3	-10.3

⁽¹⁾ Findings for employed Boston Public School graduates are based on the results of the winter/spring 2006 follow-up surveys.

⁽²⁾ Findings for central city graduates are based on the results of the October 2005 CPS survey.

The share of BPS graduates with full-time jobs was modestly below that of their U.S., central city counterparts (55% vs. 59%). Employed male BPS graduates were slightly more likely than their central city counterparts across the country to hold full-time jobs (62% vs. 60%) while employed female BPS graduates were less likely to hold full-time jobs than their central city peers (47% vs. 57%). Employed Hispanic BPS graduates were modestly more likely than their national, central city counterparts to work full-time; however, both Black and White BPS graduates were employed full-time less often than their U.S. counterparts. All major demographic groups of BPS graduates not attending college at the time of the follow-up surveys have found it more difficult to obtain full-time jobs since the end of the city’s and state’s labor market boom in early 2001. More intensified and targeted job development strategies in a broader array of industries may well be need to substantially boost full-time employment opportunities for the city’s non-college bound graduates.

Full-Time Employment/Population Ratios for BPS Non-Enrolled High School Graduates from the Class of 2005

The above findings on the employment rates of BPS graduates at the time of the winter/spring 2006 follow-up surveys and the share of their jobs that were full-time can be combined to estimate their full-time employment/population ratios (FTE/P). Findings for non-college enrolled BPS graduates will be compared to those of their central city counterparts across the nation in October 2005.

At the time of the winter/spring 2006 follow-up surveys, approximately 40% of Class of 2005 BPS graduates who were not attending college were employed in full-time jobs. These full-time employment/population ratios varied fairly considerably across gender and race-ethnic groups. Males were more likely than females to have worked full-time (45% vs. 33%), and White, non-Hispanic youth obtained full-time employment rates about 9 to 10 percentage points higher than those of their Black and Hispanic peers.

Non-college enrolled BPS graduates from the Class of 2005 were more likely than their central city counterparts across the country to have worked full-time (39.6% vs. 33.5%), a difference of slightly more than six percentage points. All of this gap in full-time employment/population ratios in favor of BPS graduates was attributable to their higher overall rate of employment rather than to their greater ability to secure full-time jobs when employed. Boston high school graduates in each gender and race-ethnic groups had higher FTE/P ratios than their central city counterparts. The absolute percentage point size of these advantages were somewhat greater for men than for women (7 vs. 5 percentage points) and they were larger for Whites (12 percentage points) than for Blacks and Hispanics (7 percentage points).

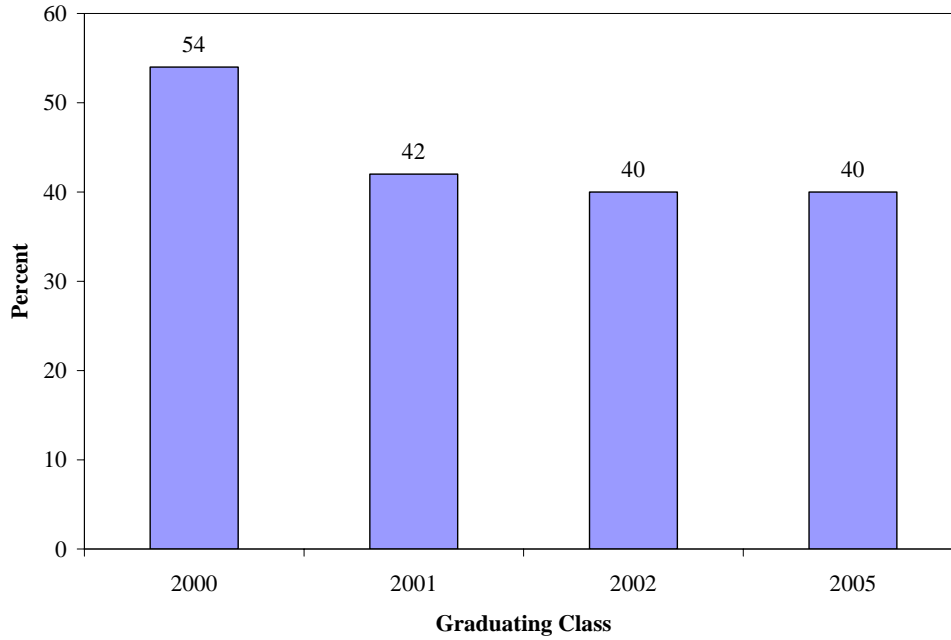
Table 9:
Full-Time Employment/Population Ratios of Non-College Enrolled
Class of 2005 BPS Graduates and Their Peers in Central Cities Across the
Nation, All and by Gender and Race/Ethnic Origin

Group	(A) BPS	(B) All Central Cities	(C) BPS – U.S.
All	39.6	33.5	+6.1
Gender			
Men	45.1	38.0	+7.1
Women	33.1	28.3	+4.8
Race/Ethnic Group			
Black, not Hispanic	37.9	31.0	+6.9
Hispanic	39.9	32.6	+7.3
White, not Hispanic	48.4	36.2	+12.2

Trends in Full-Time Employment/Population Ratios for Boston High School Graduates Not Enrolled in College

Earlier in this paper, we noted that employment rates of Boston public high school graduates have continued to remain below their levels at the peak of the city and state’s labor market boom in 2000. Those graduates not enrolled in college also have experienced increasing difficulties in finding full-time employment over the past five years. To illustrate these growing difficulties, we have plotted trends in the full-time employment/population ratios of BPS graduates from the Classes of 2000, 2001, 2002, and 2005 who were not attending college at the time of the PIC follow-up surveys (Chart 3). Among graduates from the Class of 2000, 54 percent were employed full-time at the time of the winter/spring 2001 follow-up surveys. The Class of 2001 graduated from high school in the midst of the national and state economic recession of 2000-2001, and state payroll job losses were accelerating in the spring of 2002 when the Class of 2001 was being followed up. The full-time employment/population ratio of Class of 2001 graduates declined to 42% in the spring of 2001 and fell further to 40% for graduates from the Class of 2002. Non-enrolled graduates from the Class of 2005 had the same full-time employment/population ratio in the early spring of 2006.

Chart 3:
Trends in the Full-Time Employment/Population Ratios of
BPS Graduates Not Enrolled in College, Classes of 2000 to 2005
(in %)



Given all of the economic advantages of full-time employment, the Boston PIC should begin to devise new strategies to boost the full-time employment rates of those graduates not enrolling in college in the first year following graduation. New initiatives for career specialists and one stop career centers to work with these graduates in securing full-time employment should be pursued together with targeted job development activities in local industries with the potential for more full-time employment opportunities.