

The Post-Secondary Schooling and Labor Market Experiences
of Class of 2004 Boston Public School Graduates
(Executive Summary)

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Demographic Characteristics of Class of 2004 Boston Public School Graduates

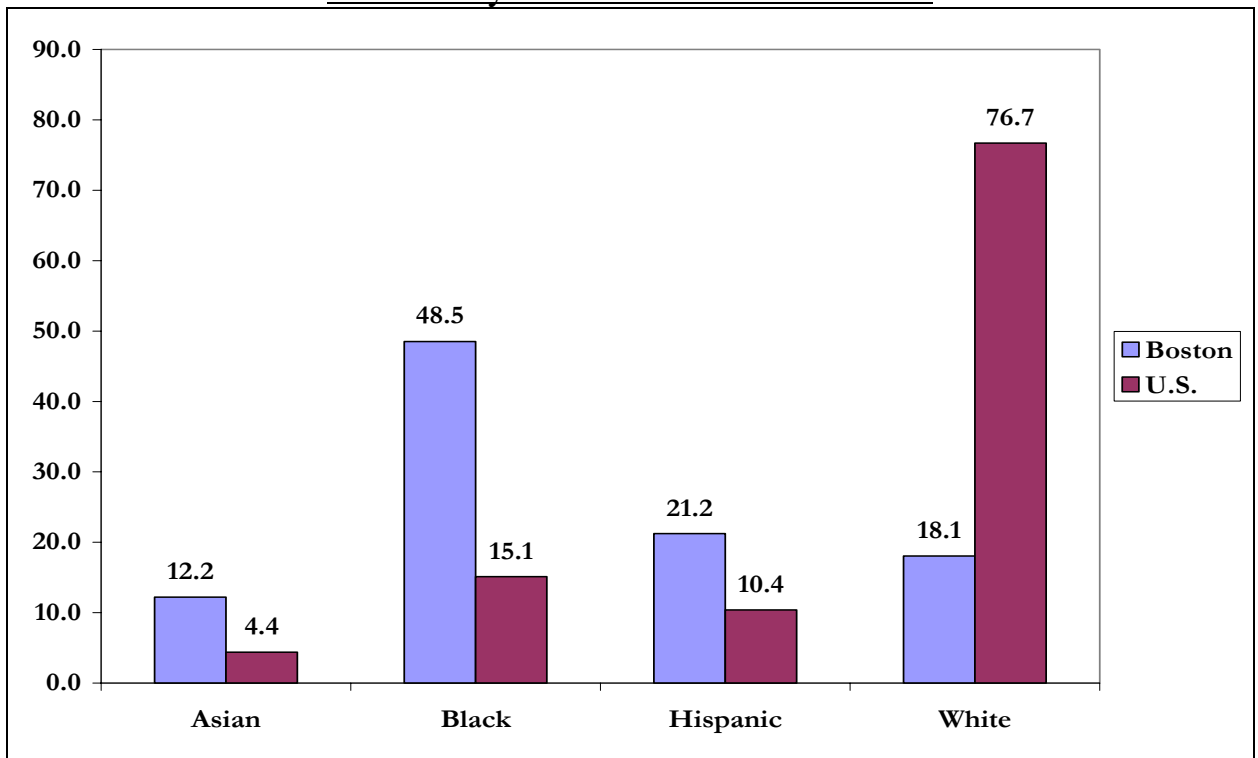
Table 1: The Distribution of Class of 2004 Graduates by Gender, Race/Ethnic Group, and Type of High School

Group	Number	Percent of Graduates
<u>All</u>	3,030	100.0
<u>Gender</u>		
Men	1,334	44.0
Women	1,696	56.0
<u>Race/Ethnic Group</u>		
Asian	370	12.2
Black	1,470	48.5
Hispanic	643	21.2
White	547	18.1
<u>Type of School</u>		
District/Alternative School	2,241	74.0
Exam School	789	26.0

Key Findings:

- There were a total of 3,030 graduates from the Class of 2004 for Boston public high schools.
- There were considerably more female graduates than male graduates (1,696 versus 1,334) despite the fact that the freshmen Class of 2000-2001 contained more men (3,100 versus 2,798).
- Nearly half of the graduates from the Boston public schools were Black.
- Seven out of 10 graduates from the Class of 2004 were either Black or Hispanic.
- Seventy-four percent of the graduates from the Class of 2004 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 2004 Graduates from Boston City Public Schools and the U.S.



Key Findings:

- The demographic characteristics of Class of 2004 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 2004.

Table 2: Number of Male and Female Graduates from Boston Public High Schools, Classes of 1997 to 2004

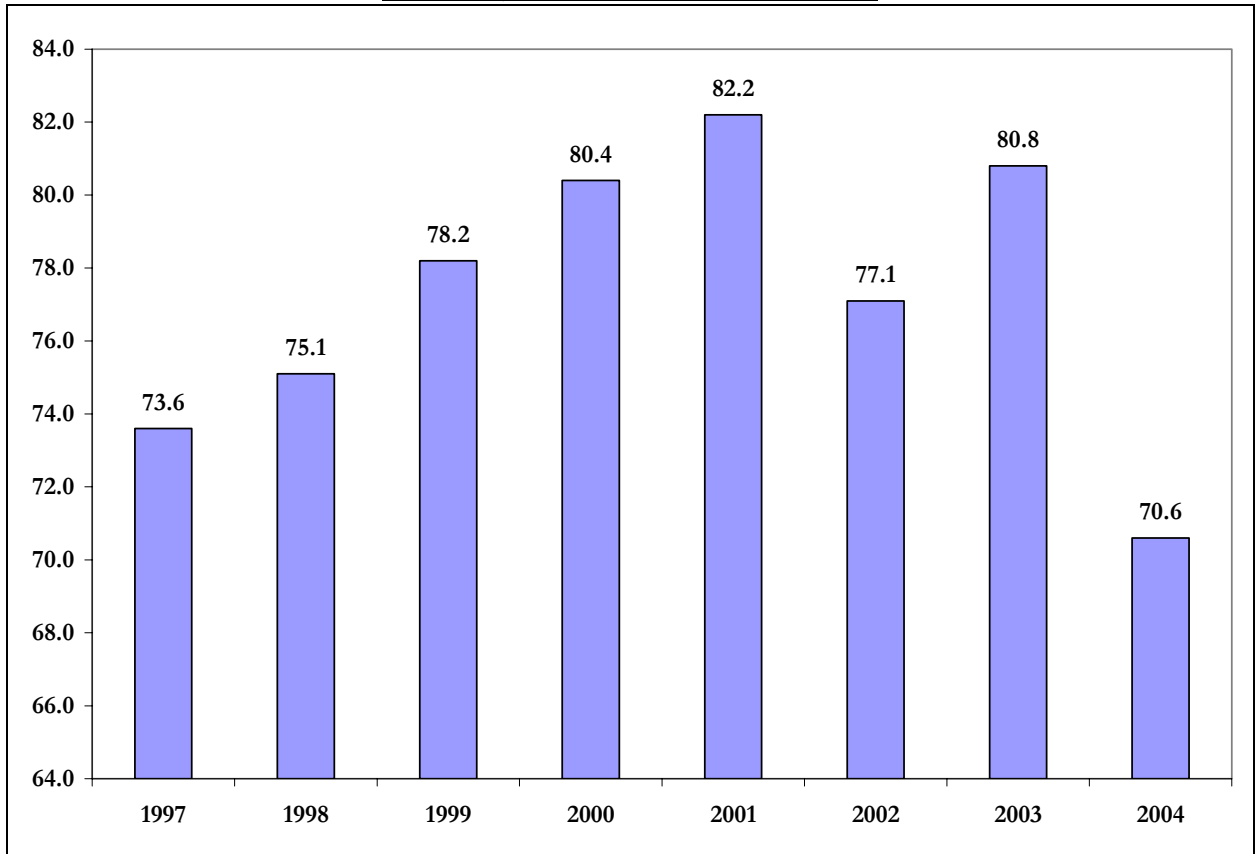
Graduating Class	Female	Male	Females Per 100 Males
1997	1,453	1,217	119
1998	1,685	1,390	121
1999	1,670	1,321	126
2000	1,591	1,340	119
2001	1,708	1,513	113
2002	1,916	1,600	120
2003	1,656	1,282	129
2004	1,696	1,334	127

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 2004, there were 127 female graduates per 100 male graduates from the Boston public schools, the second highest such ratio over the past seven years.

Follow-up Interview Completion Rates¹ for Class of 2004 Boston Public High School Graduates

Chart 2: Follow-Up Interview Completion Rates for Graduates from Boston Public Schools, Classes of 1997 to 2004

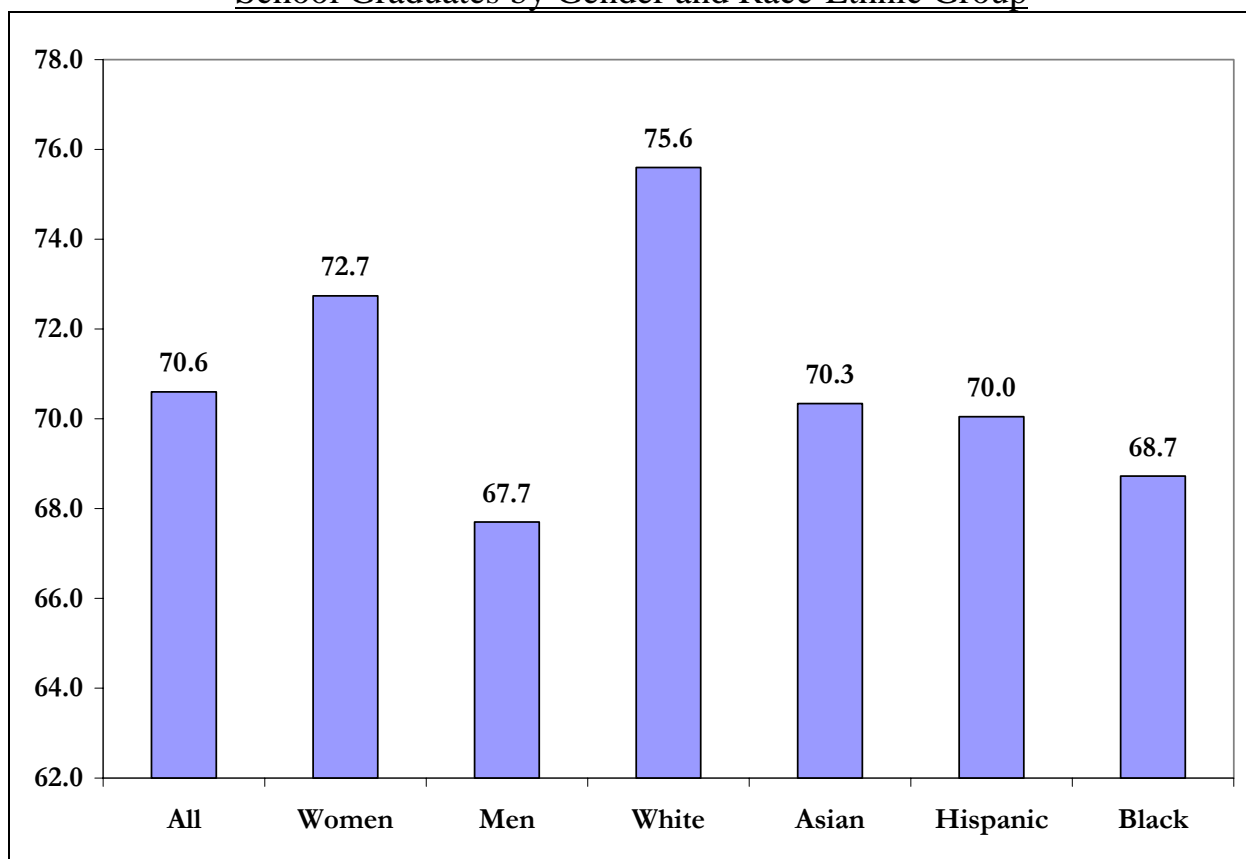


Key Findings:

- The follow-up interview completion rate for Class of 2004 graduates was only 70.6%, the lowest in the past seven years. This completion rate excludes Boston Adult Academy which has a completion rate of only 9.4%. Including Boston Adult Academy, follow-up interview completion rate for Class of 2004 BPS graduates yield only 67.5%.
- The follow-up interview completion rate for the Class of 2004 graduates was more than 10 percentage points lower than that of the previous year's graduating class.

¹ Boston Adult Academy is excluded from our analysis, as PIC staffs were able to contact only 16 out of 170 graduates from this school.

Chart 3: Follow-Up Interview Completion Rates for Class of 2004 Boston Public School Graduates by Gender and Race-Ethnic Group

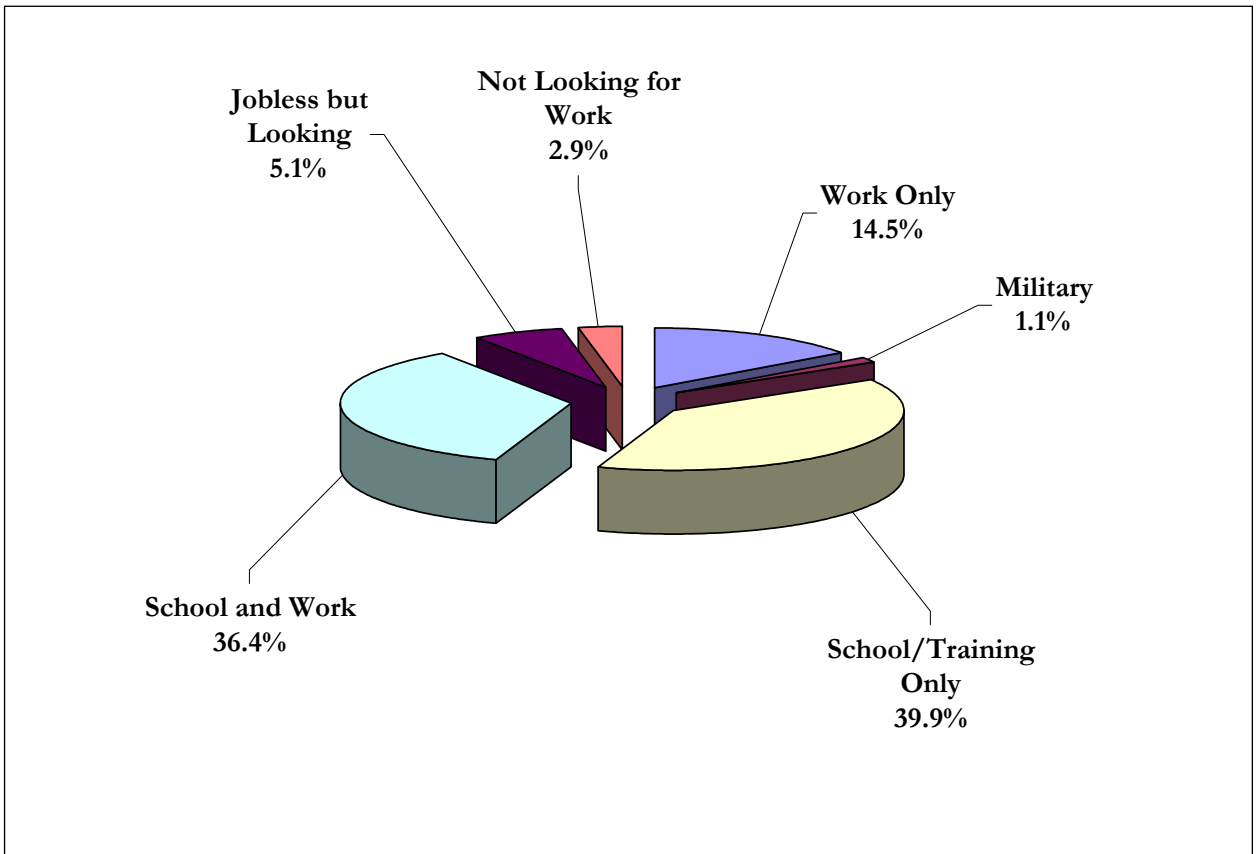


Key Findings:

- The follow-up interview completion rate for women was 5 percentage points higher than that of their male counterparts (75.6% versus 72.7%).
- Follow-up interview completion rates varied across race-ethnic groups, ranging from 76% among White and 70% among Asian and Hispanic to 69% among Black graduates.

Activities of Class of 2004 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 2004

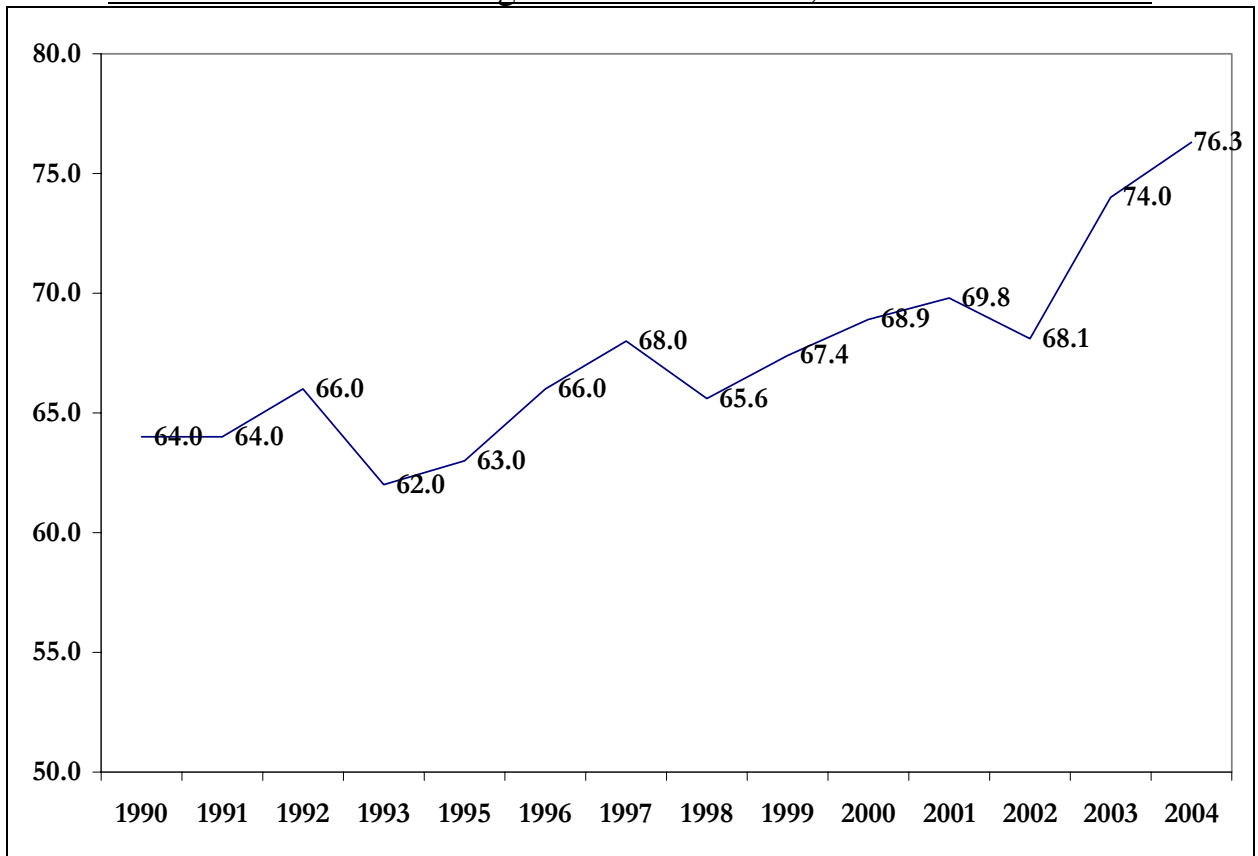


Key Findings:

- Seventy-six 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-two percent of graduates were working including those only working and mixing work with school, at the time of the Winter 2005 follow-up survey.
- Only 1.1% of graduates were enlisted in the military service.
- Eight percent 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 2004 Boston Public High School Graduates

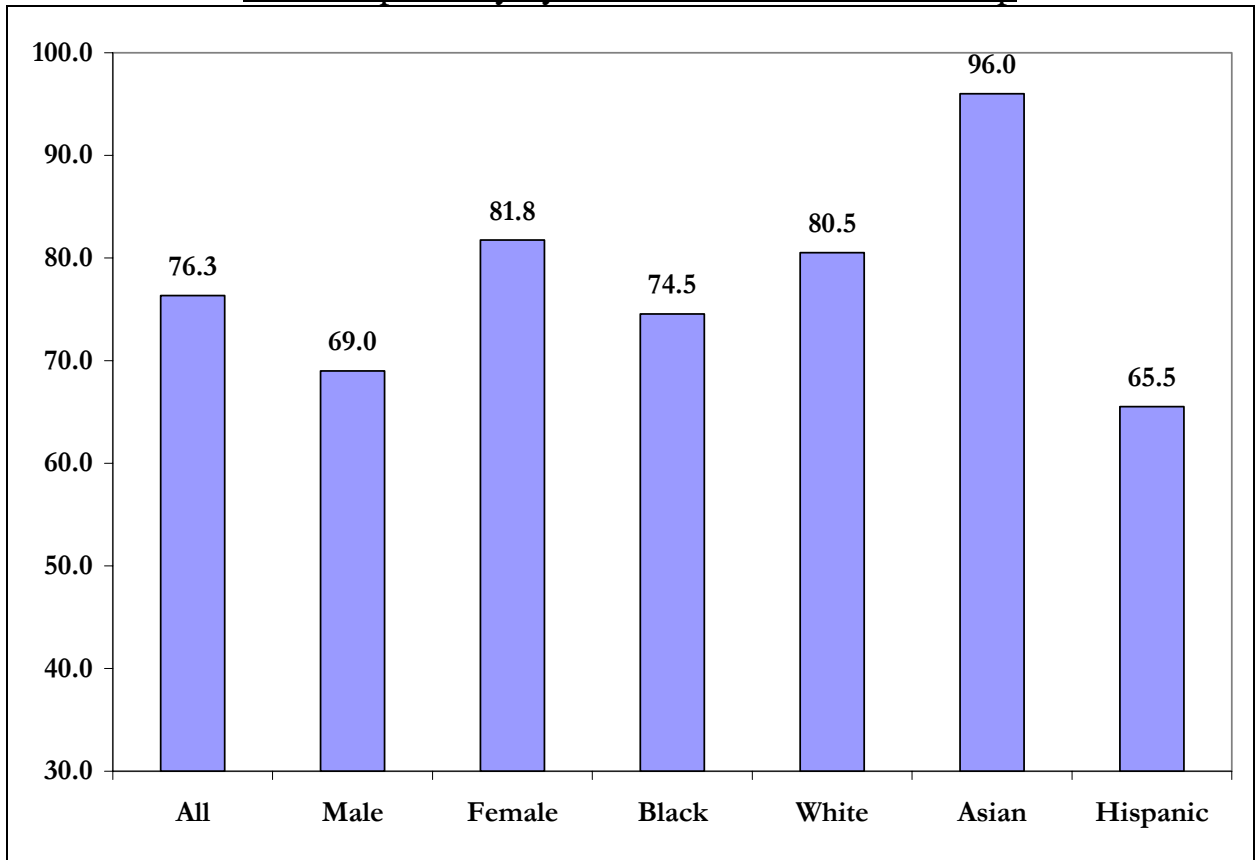
Chart 5: Trends in a Post-Secondary Education or Training Program Enrollment Rates of Boston Public High School Graduates, Classes of 1998-2004



Key Findings:

- The college and training program rate for Class of 2004 Boston public high school graduates stood at 76%, the highest college post-secondary education or training program enrollment rate over the past 19 years for which follow-up data are available. There were 5,898 freshmen in Boston public high school in 2000 and only 3,030 or 51 percent graduated in 2004. 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 2004 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 2004 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 13 percentage points more likely than their male counterparts to be attending a post-secondary school or a training program (82% versus 69%).
- Among the race-ethnic groups, post-secondary school or training program enrollment rates ranged from lows of 65% among Hispanics and 74% among Blacks to highs of 80% among Whites and 96% among Asians, a pattern quite similar to that of earlier years.

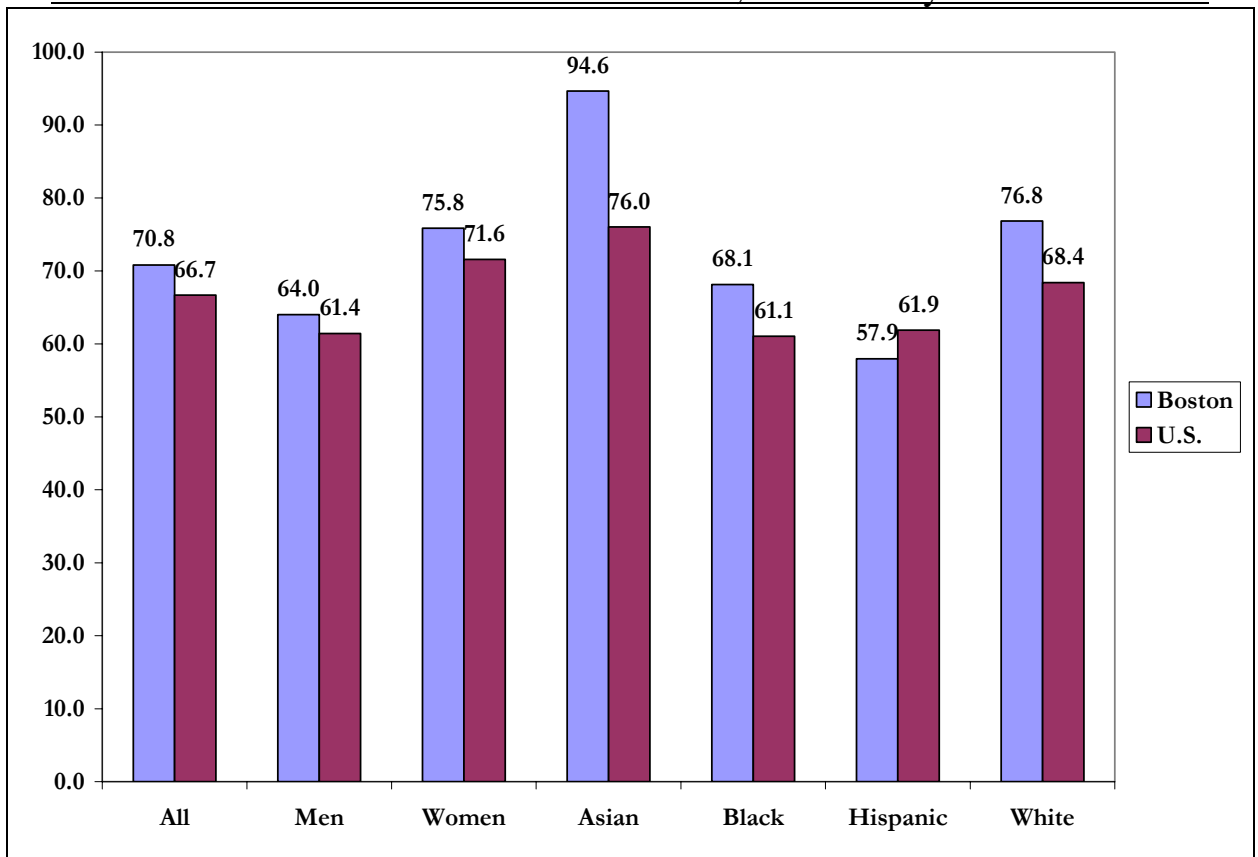
Table 3: Gender Gaps in College/Post Secondary Training Enrollment Rates of Boston Public High School Graduates by Race/Ethnic Group and Type of School, Class of 2004 (Numbers in Percent)

Group	Women	Men	Gap (Women-Men)
All	81.8	69.0	12.8
Asian	97.8	93.9	3.9
Black, not Hispanic	80.4	65.7	14.6
Hispanic	73.5	55.6	17.9
White, not Hispanic	84.9	74.9	10.0
Exam Schools	97.6	91.6	6.1
District/Magnet Schools	75.5	60.6	14.9

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 (4 percentage points) and highest among Hispanic graduates (18 percentage points).

Chart 7: Comparisons of the College Attendance Rates* of Class of 2004 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 (70.8% versus 66.7%). Boston public high school graduates were 4 percentage points more likely than their national peers to enroll in college.
- Female high school graduates from Boston public high schools were 4 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 19 percentage points more likely than their national peers to be attending college.

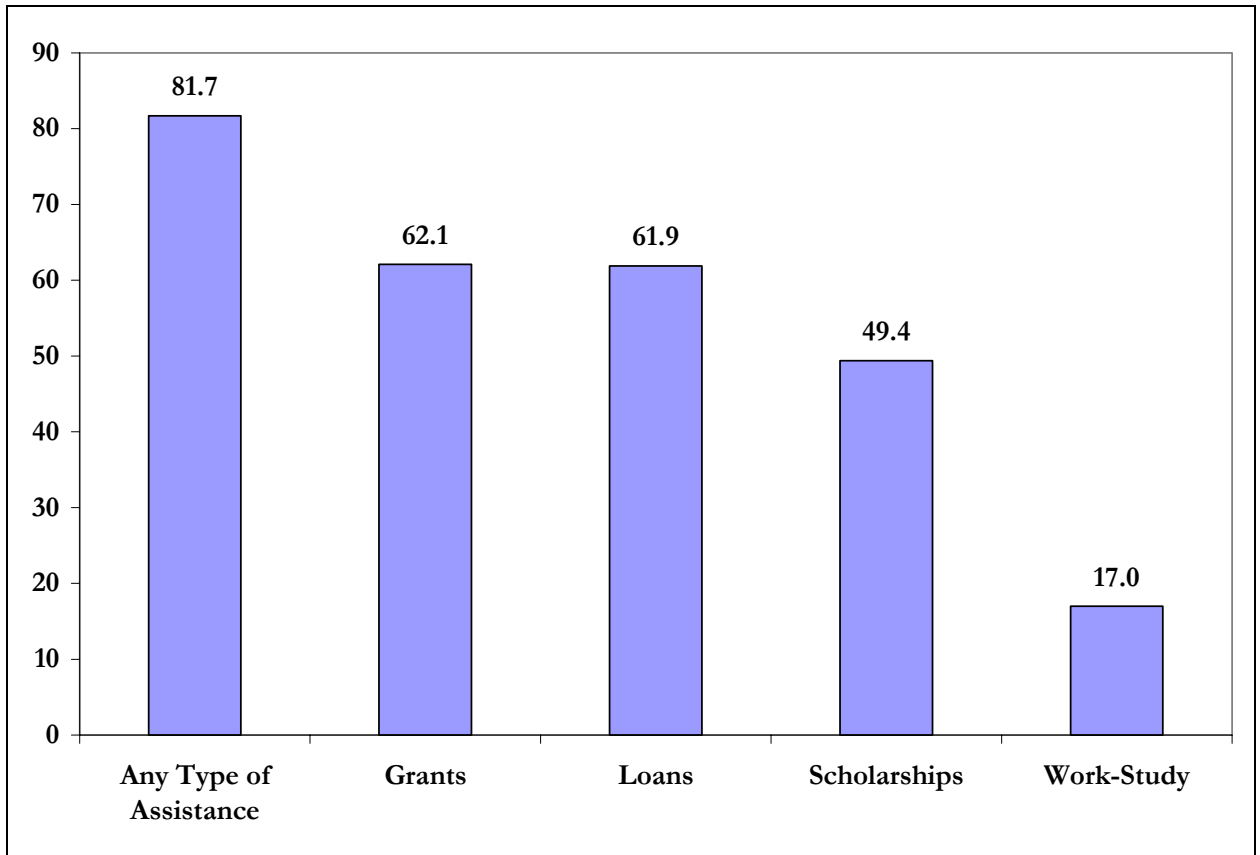
Table: 4: The Ten Colleges and Universities Attended by the Largest Number of Boston Public High School Graduates, Classes of 2002 and 2003

Class of 2003	Number of Students	Class of 2004	Number of Students
Bunker Hill Community College	231	Bunker Hill Community College	161
UMass-Amherst	124	Umass.-Amherst	118
UMass-Boston	103	UMass.-Boston	105
Massachusetts Bay Community College	72	Boston University	60
Northeastern University	60	Northeastern University	56
Boston University	57	Mass Bay Community College	54
Roxbury Community College	53	Salem State College	52
Quincy Community College	43	Roxbury Community College	46
Pine Manor College	41	Franklin Institute of Technology	34
Boston College	39	Suffolk University	32

Key Findings:

- The number of Class of 2004 graduates attending the top ten colleges varied only modestly in comparison to the Class of 2003.
- The top 10 enrolling colleges and universities for the Class of 2004 were characterized by a substantial degree of overlap with the ten largest enrolling institutions for graduates from the Class of 2003. Eight of the ten institutions in 2004 were the same as those for the Class of 2003. Suffolk University and Franklin Institute of Technology replaced Pine Manor College and Boston College in the top 10.

Chart 8: Percent of College Enrolled Class of 2004 Boston Public High School Graduates Who Received Various Types of Financial Aid to Attend College

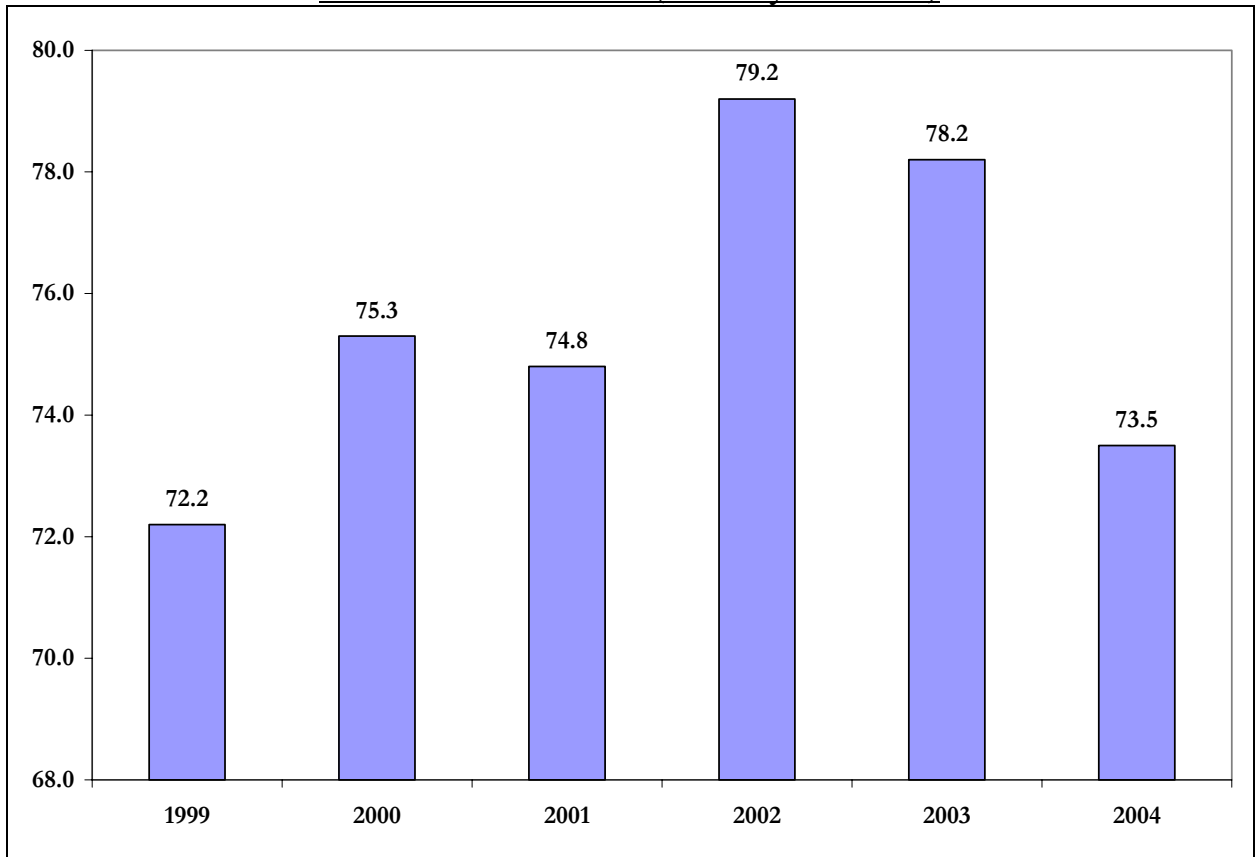


Key Findings:

- Eighty-two percent of Class of 2004 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, 62.1 percent received grants, 61.9 percent received loans, 49.4 percent received scholarships, and 17 percent were work-study students.

Labor Market Behavior of Class of 2004 Boston Public High School Graduates

Chart 9: Labor Force Participation Rates of Boston Public School Graduates, Classes of 1999-2004 (Military Included)

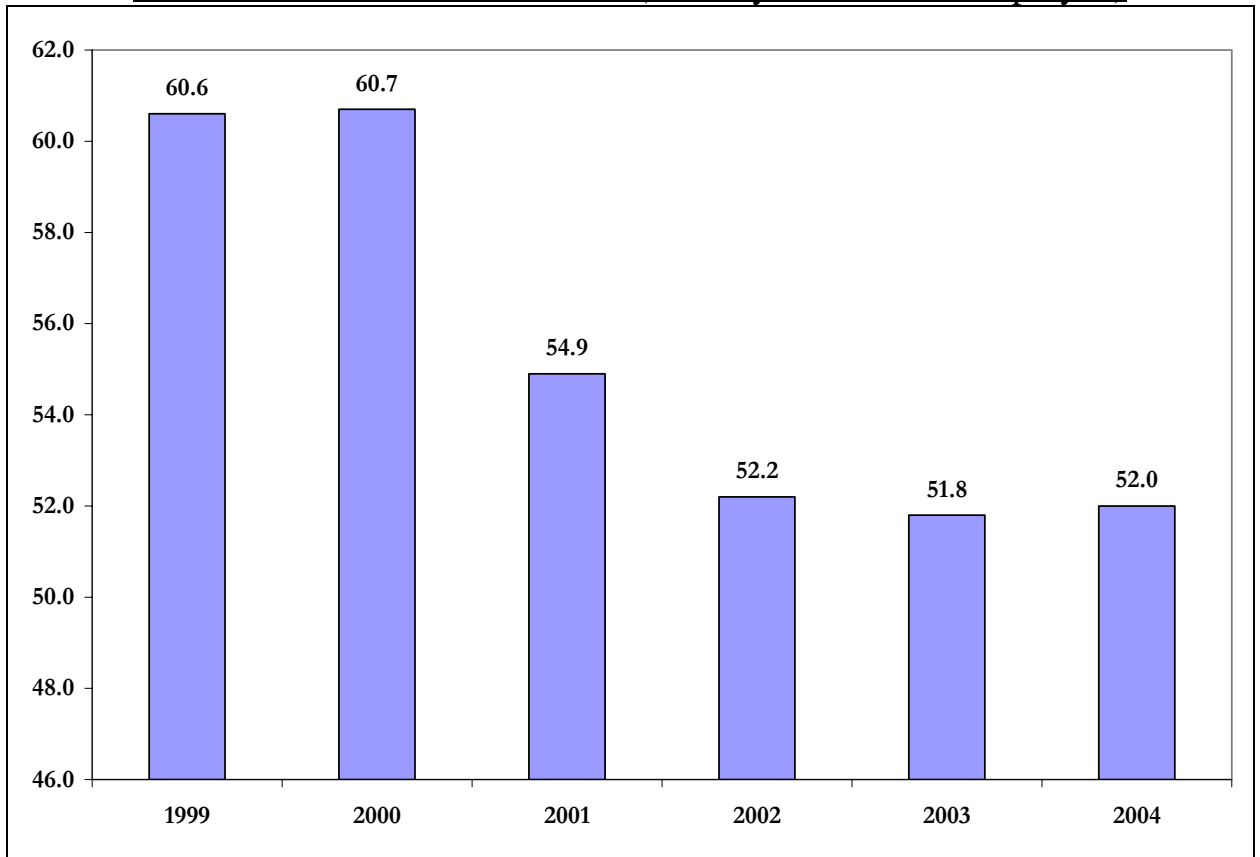


Note: Our estimate of the labor force participation rate for the Class of 2002 may be biased slightly upward due to the inability to distinguish the actual labor force status of nearly 200 graduates who were not employed at the time of the survey. If all of these youth were not actively looking for work, 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 2004 was 73.5% versus only 56% among all U.S. high school graduates from the Class of 2004.

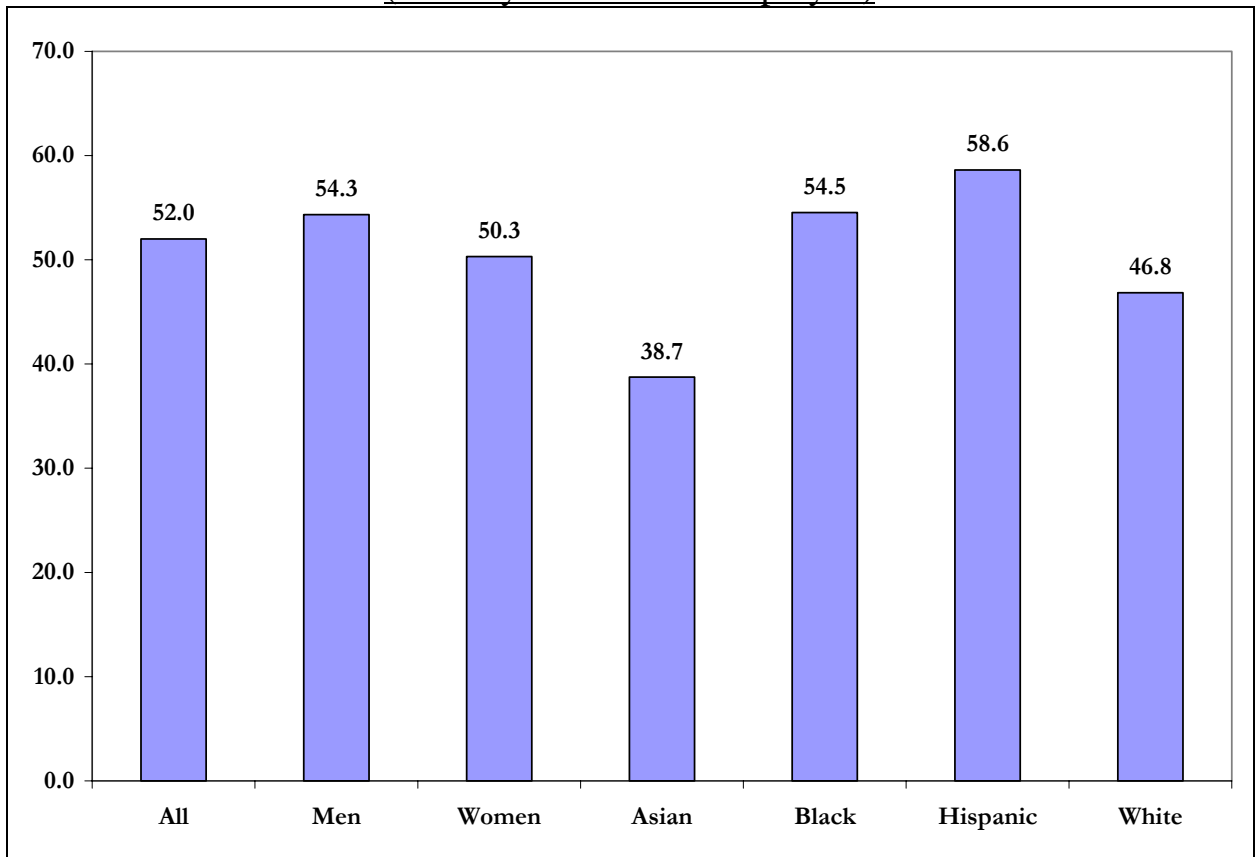
Chart 10: Employment to Population Ratio of Boston Public High School Graduates, Classes of 1999-2004 (Military Included as Employed)



Key Findings:

- The employment-population ratio for Class of 2004 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.

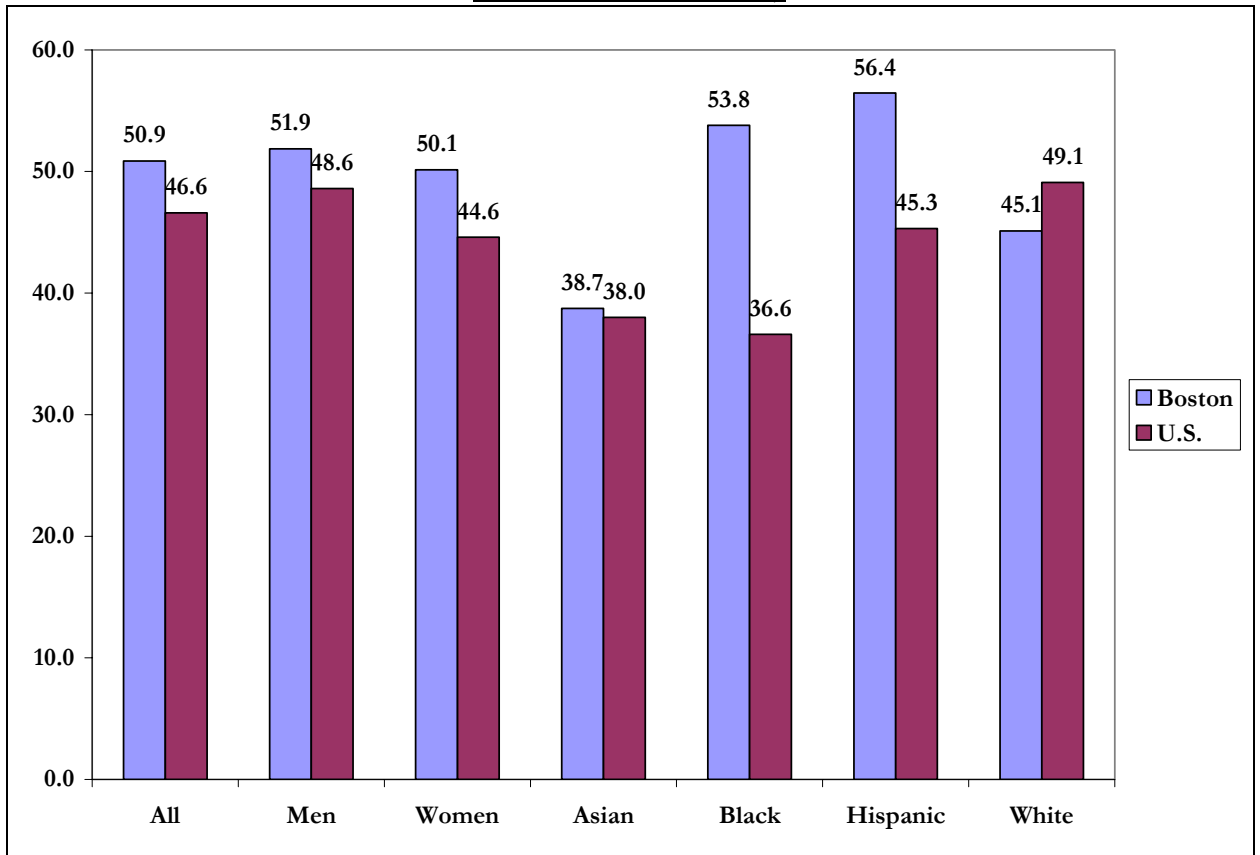
Chart 11: Employment to Population Ratios of Class of 2004 Graduates from Boston Public High Schools, Total and by Gender and Race-Ethnic Group (Military Included as Employed)



Key Findings:

- Employment-population ratios of male graduates from the Class of 2004 were 4 percentage points higher than their female peers (54.3% versus 50.3%).
- Among race-ethnic groups, E/P ratios ranged from a low of 39% among Asians to a high of 59% among Hispanics.

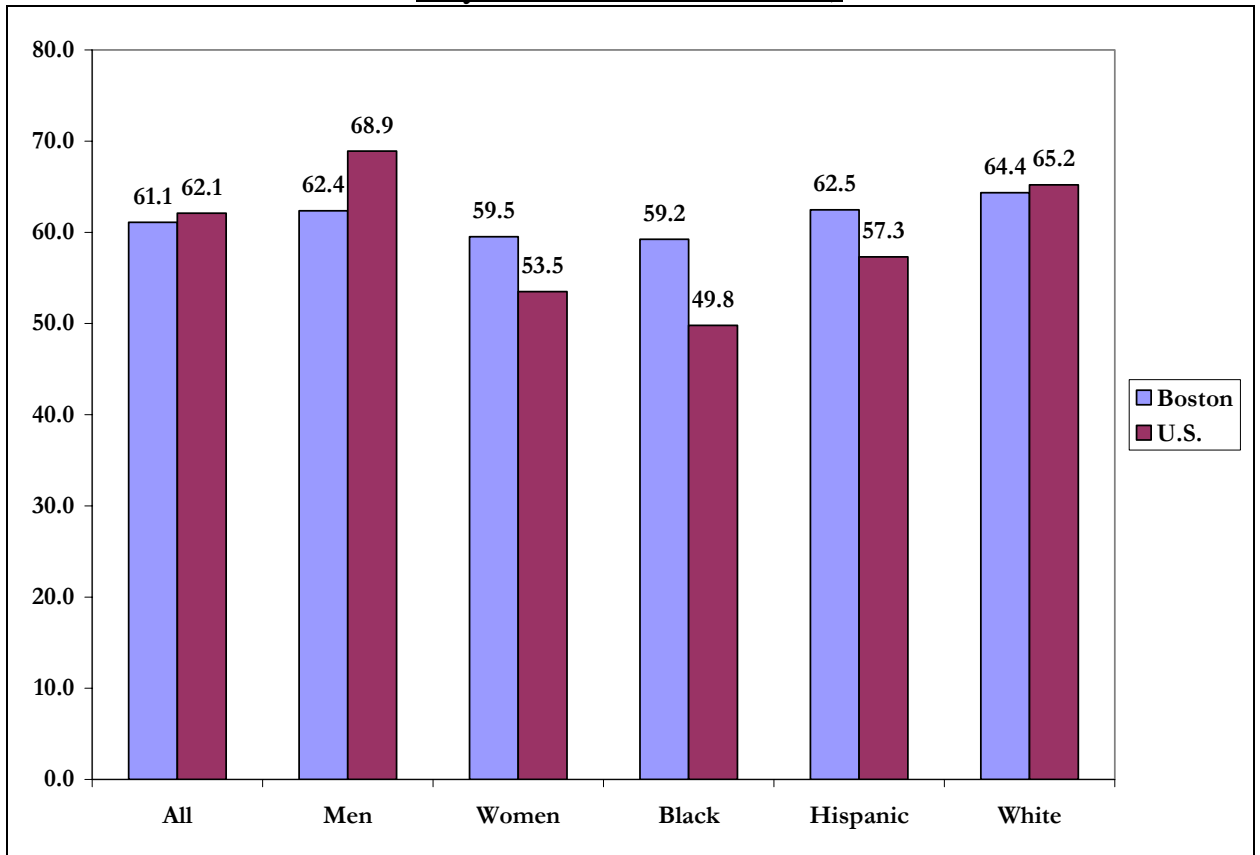
Chart 12: Comparisons of E-P Ratios of Class of 2004 Boston Public School Graduates with Those of Their U.S. Counterparts from the Class of 2004 (Military Service Personnel are Excluded from the Count of Employed in Both the City of Boston and the U.S.)



Key Findings:

- The employment-population ratio of Boston public high school graduates was 51% versus only 47% for U.S. high school graduates.
- Boston female high school graduates had a 5 percentage points employment advantage over their national peers.
- The employment-population ratio of Black high school graduates in Boston was 54% versus only 37% for Black high school graduates nationwide.
- Hispanic graduates had employment in Boston which was 11 percentage points higher than their peers nationwide.
- White graduates were the only group in Boston with employment rates lower than their national counterparts (45.1% versus 49.1%).

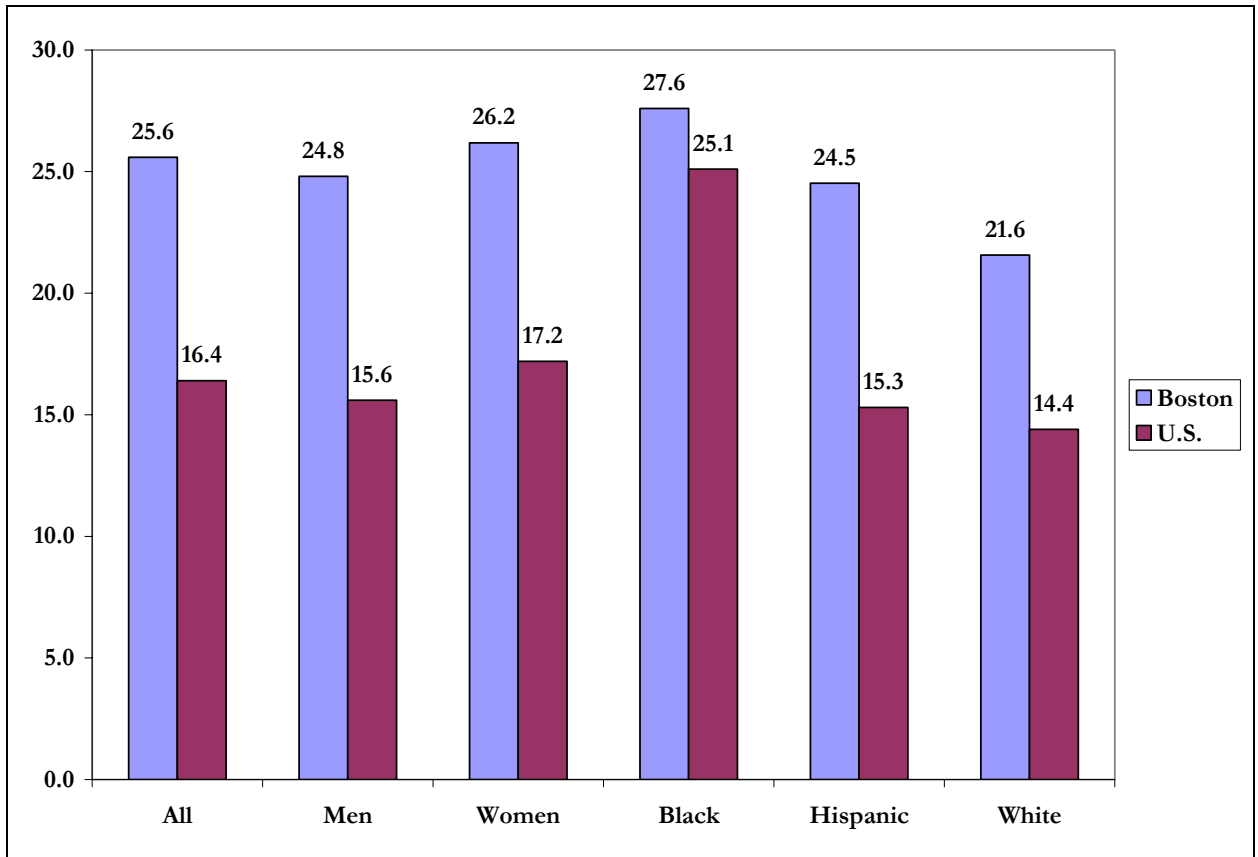
Chart 13: Comparisons of E-P Ratios of Not Enrolled Class of 2004 Boston Public School Graduates with Those of Their U.S. Counterparts from the Class of 2004 (Military Service Personnel are Excluded from the Count of Employed in Both the City of Boston and the U.S.)



Key Findings:

- The employment-population ratio of Boston public high school graduates not enrolled in college was 61 percent versus 62% for U.S. high school graduates not enrolled in college.
- Boston female high school graduates not enrolled in college had a 6 percentage points employment advantage over their national peers whereas male graduates in Boston had employment rates that was 4-percentage points lower than their peers nationwide.
- The employment-population ratio of non-enrolled Black high school graduates in Boston was 59% versus only 50% for Black high school graduates nationwide, a 9-percentage points difference.
- Hispanic graduates in Boston were employed at higher rate than their national peers, but White high school graduates were essentially employed at the same rate as their national counterparts.

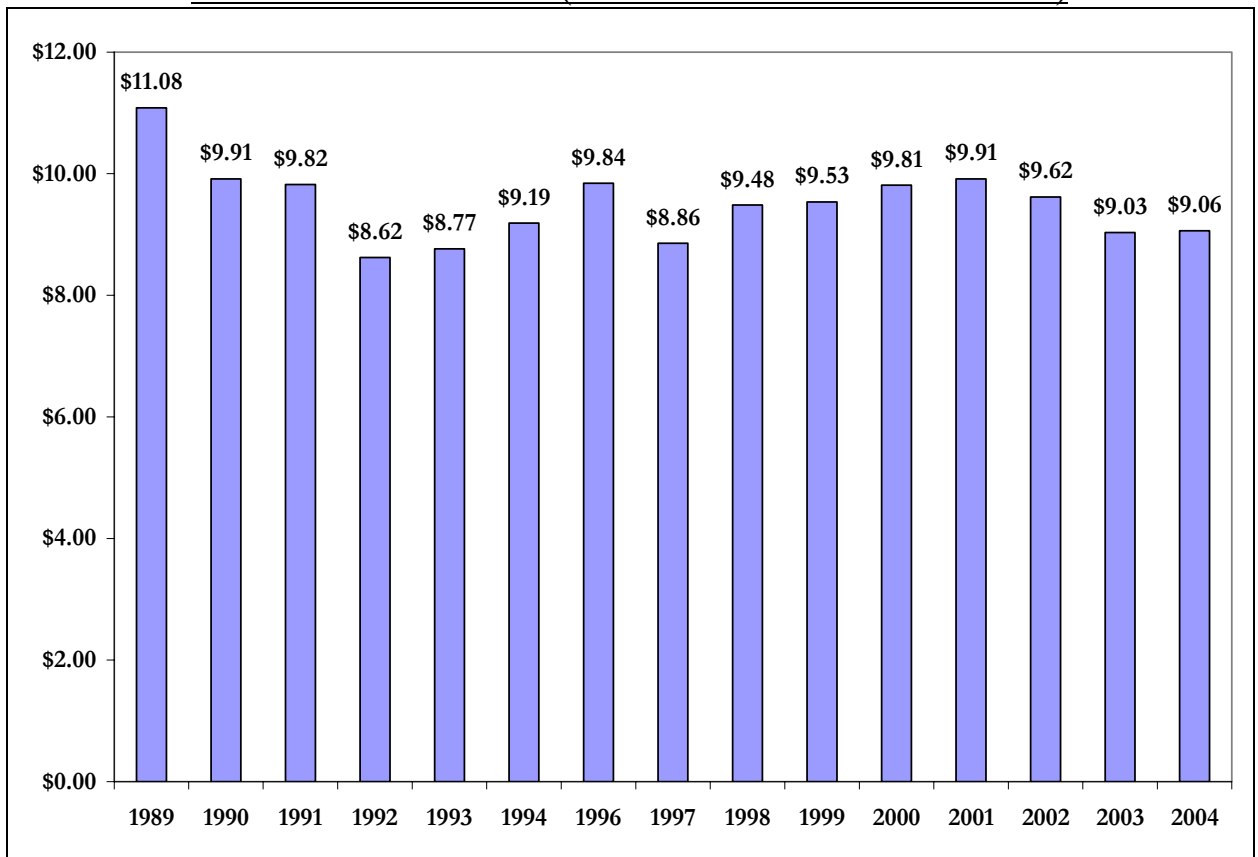
Chart 14: Unemployment Rates of All High School Graduates from the Class of 2004, City of Boston and the U.S. (Military Excluded from Labor Force)



Key Findings:

- The estimated unemployment rate for the entire graduating Class of 2004 in Boston was 27% compared to a 14% rate for U.S. high school graduates.
- The unemployment rates among race-ethnic group in Boston ranged from 14% for White to 28% for Black.
- In each race ethnic group, unemployment rates in Boston were higher than those of their respective national counterparts.

Chart 15: Mean Hourly Wages of Employed Boston Public School Graduates,
Classes of 1989 to 2004 (In Constant March 2005 Dollars)

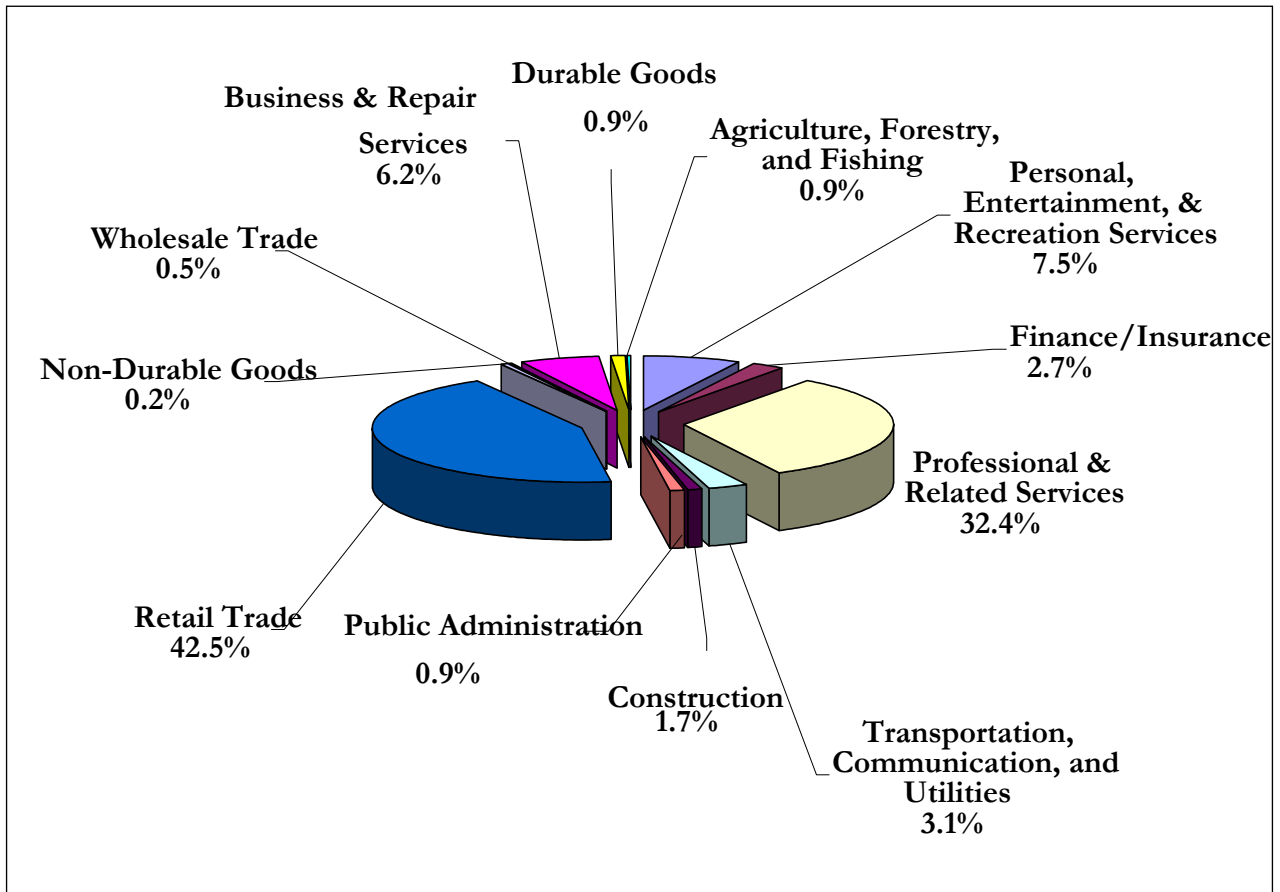


Key Findings:

- The mean real hourly wage of employed graduates of the Class of 2004 was \$9.06, nearly identical to the previous year.
- The mean hourly wage of employed graduates was highest in 1989 (\$11.08) at the height of the state economic boom, but declined to \$8.62 in 1992, and began to rise reaching \$9.91 in 2001. Mean hourly wages of employed BPS graduates in 2004 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 2004 Boston Public School Graduates

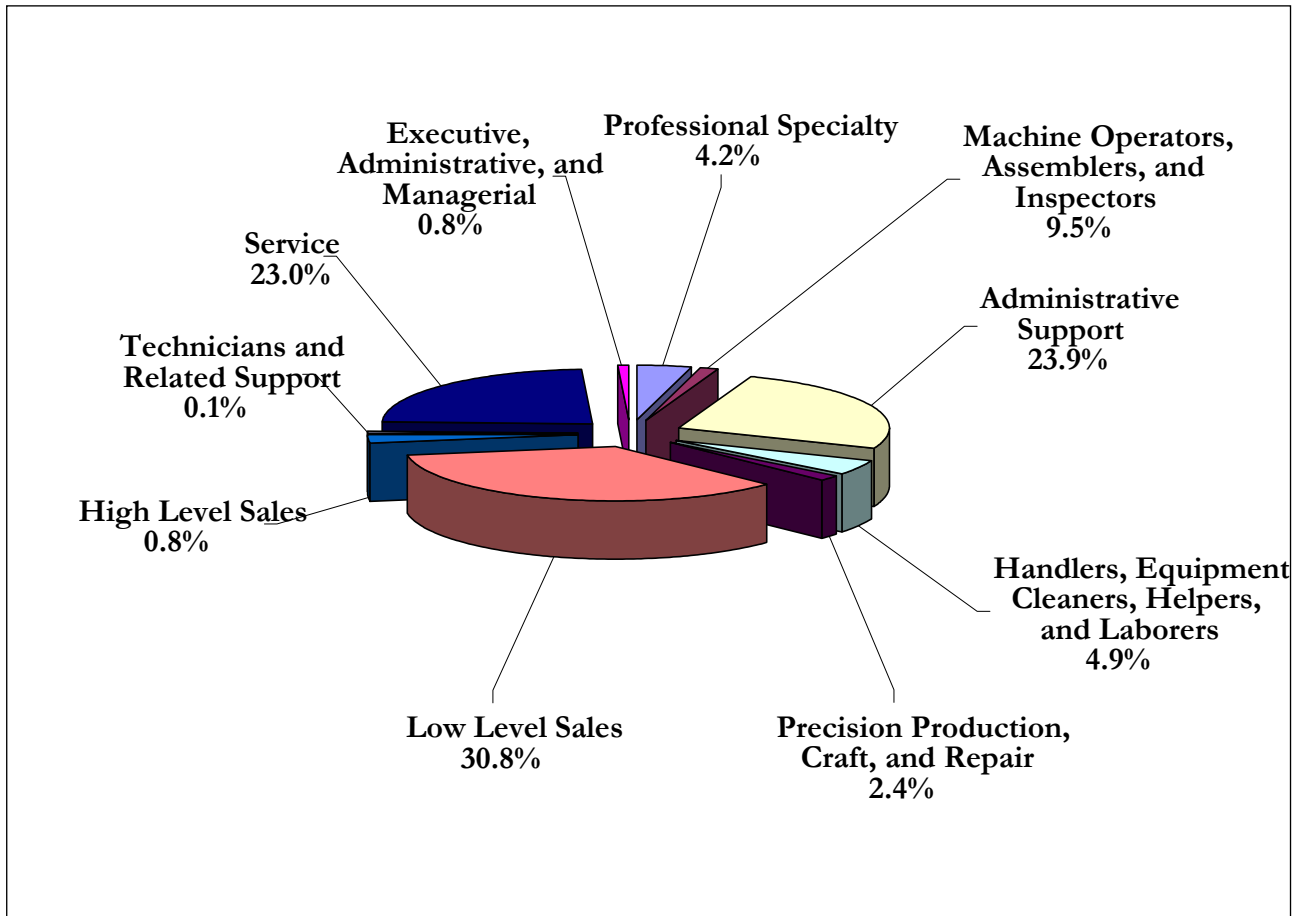
Chart 16: Percentage Distribution of Employed Boston Public High School Graduates by Major Industrial Sector of Their Jobs, Class of 2004



Key Findings:

- The industrial distribution of the jobs held by employed graduates from the Class of 2004 was nearly identical to that for graduates from the Class of 2003.
- Forty-two 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 17: Percentage Distribution of Employed Boston Public High School Graduates by Major Occupational Area of Their Jobs, Class of 2004

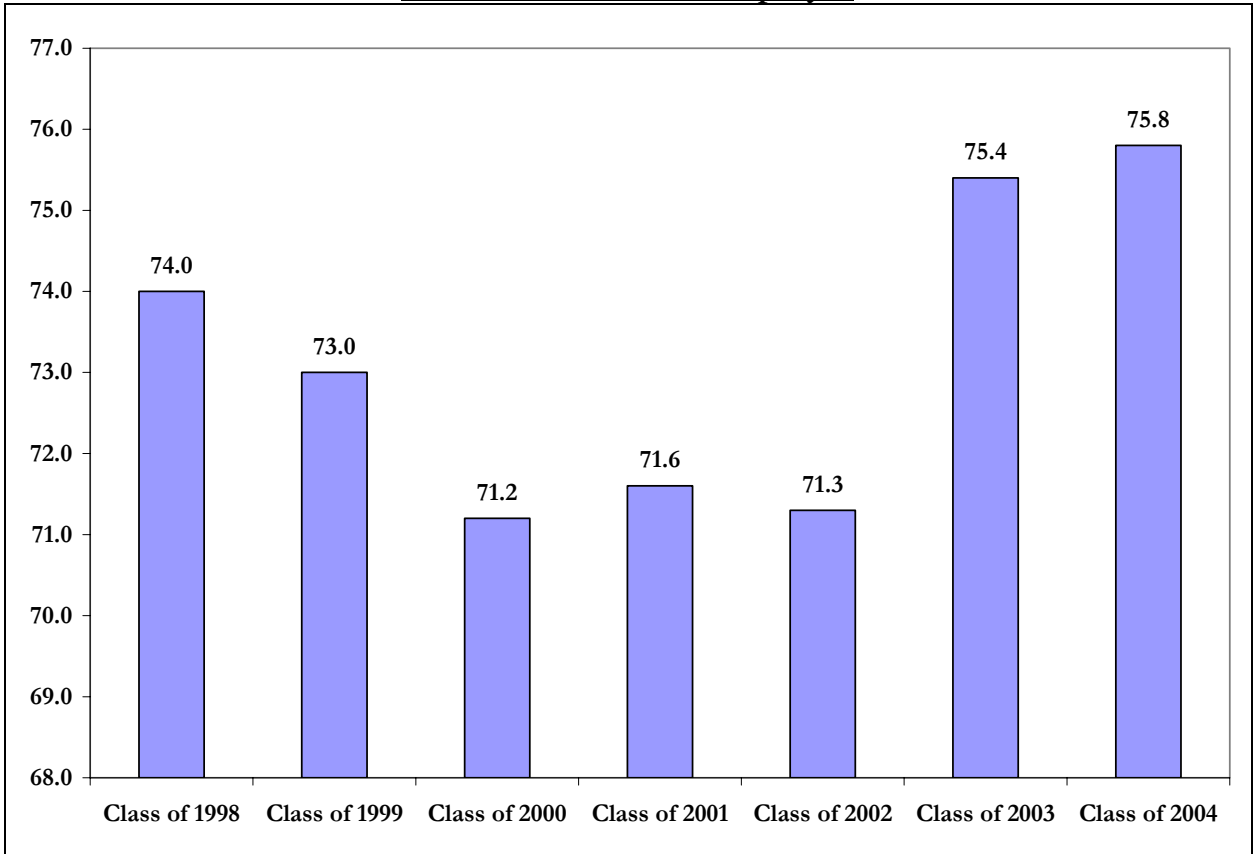


Key Findings:

- Nearly 55% 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 78 of every 100 employed graduates
- Due to their limited formal educational attainment, only 4.4% of employed graduates held a professional, technical, or managerial position

Receipt of Employer Training by Employed Class of 2004 **Boston Public School Graduates**

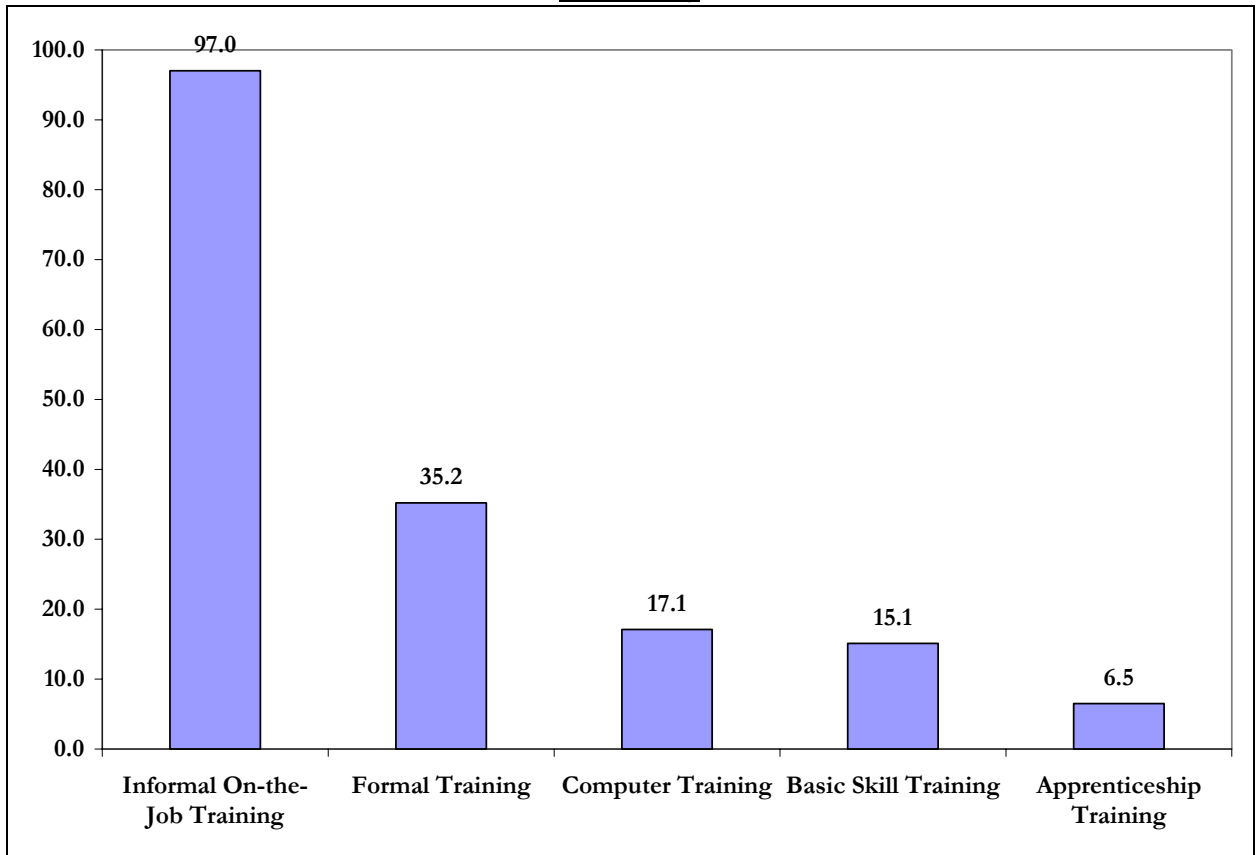
Chart 18: Percent of Employed Class of 1998, 1999, 2000, 2001, 2002, 2003, and 2004 Boston Public High School Graduates Who Received Some Type of Training from Their Current Employer



Key Findings:

- Nearly 76 percent of the employed graduates from the Class of 2004 reported that they had received some type of training from their current employer. The share of Class of 2004 employed graduates receiving some type of training from their employers was the highest in the last seven years.

Chart 19: Percent of Employed Class of 2004 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 (97%), followed by formal training (35%), computer training (17%), basic skill training (15%), and apprenticeship training (6%).
- Formal and apprenticeship training have been shown to have high payoff from workers in the form of higher real wages.

Table 5: Top Twenty-five Employers of Class of 2004 Boston Public High School Graduates (Including Colleges and Universities)

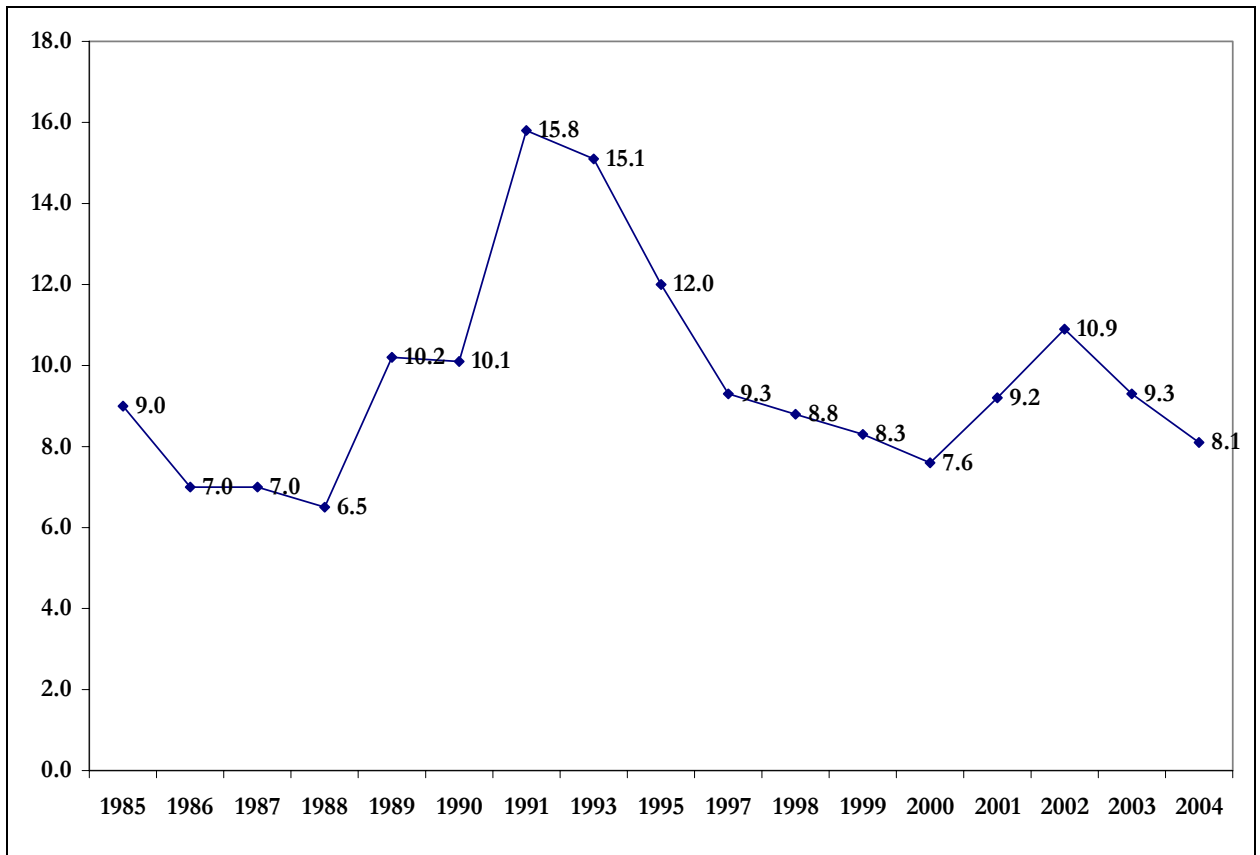
	Name of Employer	Number Employed	Percent Employed
1	Stop & Shop	33	3.4
2	CVS	30	3.1
3	Mass General Hospital	21	2.1
4	Walgreen	20	2.0
5	U.Mass.-Amherst	19	1.9
6	Best Buy	15	1.5
7	Boston University	13	1.3
8	Shaw's Supermarket	11	1.1
9	Victoria Secret	11	1.1
10	Filene's	10	1.0
11	Northeastern University	10	1.0
12	Umass.-Boston	10	1.0
13	Brigham Women Hospital	9	0.9
14	Boston Café Exchange	9	0.9
15	Dunkin Donuts	8	0.8
16	Footlocker	8	0.8
17	McDonalds	8	0.8
18	Harvard University	8	0.8
19	Boston College	8	0.8
20	Brooks Pharmacy	7	0.7
21	Preparations	7	0.7
22	Salem State College	7	0.7
23	Children's Hospital	6	0.6
24	Beth Israel Deaconess Hospital	6	0.6
25	Macy's	6	0.6
	Total of Top 25	300	30.6
	Total Employed	981	100.0

Key Findings:

- The twenty-five employers (including colleges and universities) employed 300 Class of 2004 Boston public school graduates, accounting for 31 percent of all employed graduates.

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

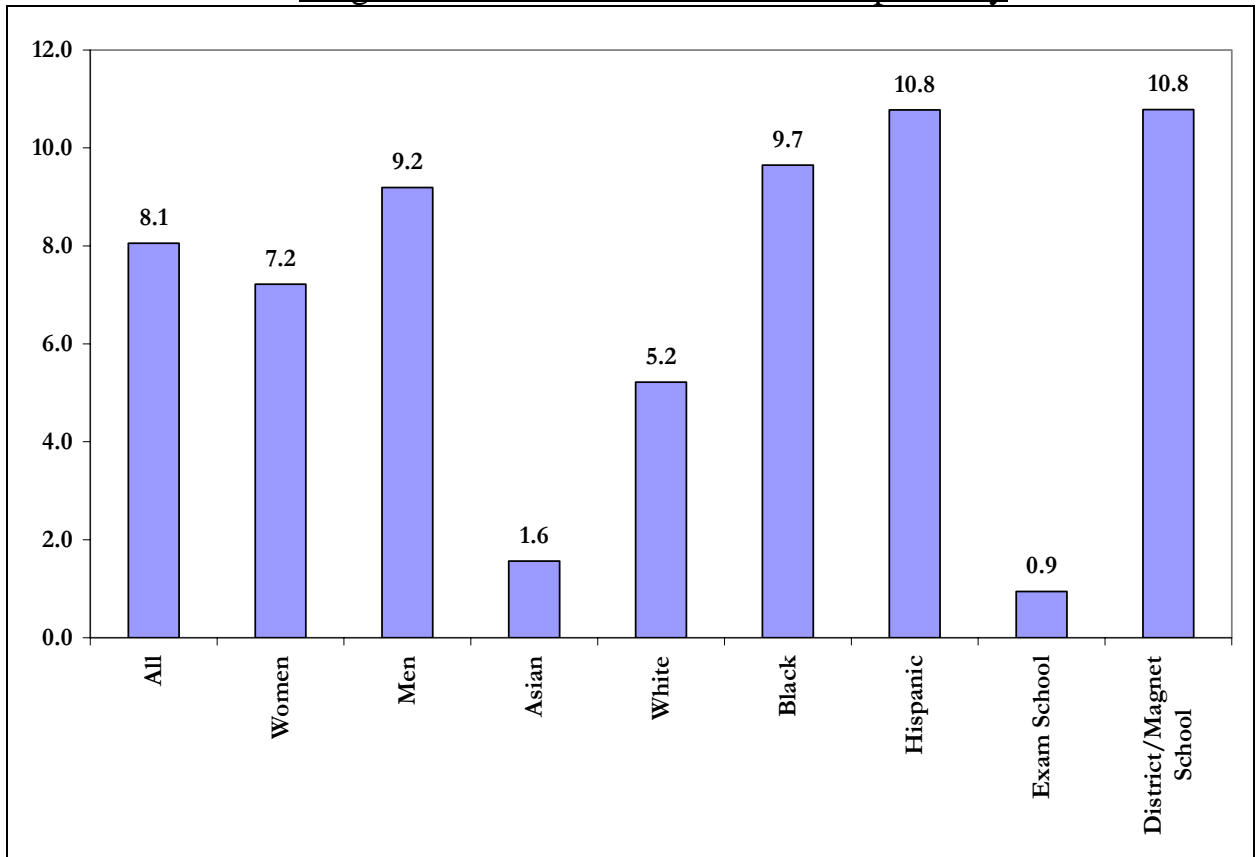
Chart 20: Trends in the Fraction of Boston Public High School Graduates Who Were Neither Working Nor Enrolled in College or a Post-Secondary Training Program, Selected Years, 1985 to 2003



Key Findings:

- At the time of the Winter/Spring 2005 follow-up survey, 8.1% of Boston public school graduates from the Class of 2004 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 1.2 percentage points below that of the Class of 2003, but this result likely reflect the diminished pool of graduates from the “at-risk” backgrounds.

Chart 21: Percent of Class of 2004 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” (9.2% versus 7.2%). There were somewhat larger differences among race and ethnic groups in the proportion of graduates who were at risk. Nearly 11% of Hispanic graduates and 10 percent of Black graduates were estimated to be at-risk versus only 1.6 percent of Asian graduates and 5.2% 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 0.9 percent were classified as “at-risk” versus 10.9 percent of non-exam school graduates.

Participants in School-to-Career Programs

Table 6: Number of Class of 2004 Boston Public High School Graduates Who Reported that They Had Participated in Some Type of School to Career Program² by Type of Program

Program	Number of Graduates	Percent of Graduates
Academy of Finance	38	3.7
Academy of Public Services	48	4.7
Academy of Travel and Tourism	78	7.6
Pro Tech	73	7.2
Tech Boston	75	7.4
Other Career Pathway	708	69.4
Total	1,020	100.0

Key Findings:

- Of the 2,017 graduates from the city's non-exam high schools, 1,020 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, 3.7 percent were enrolled in the Academy of Finance, 4.7 percent in the Academy of Public Service, 7.6 percent were enrolled in the Academy of Travel and Tourism, 7.2 percent in Pro Tech, 7.4 percent in Tech Boston, and the remaining 69.4 percent in Other Career Pathways.

² A separate data set on STC program participants provided by the School-to-Career Program Office of the Boston Public Schools for earlier years revealed that there were more students who participated in school-to-career program than our count of self-reported one from the follow-up survey. 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 2004 Boston Public High School Graduates

Table 7: Senior Year and Summer Job Experiences of Class of 2004 Boston Public High School Graduates, by Gender and Race/Ethnic Group

Group	Percent with Summer Job Experience	Percent with Senior Year Job Experience
All	81.7	57.9
Men	80.4	55.0
Women	82.7	60.0
Asian	77.7	37.3
Black	83.2	60.2
Hispanic	76.2	59.3
White	87.1	64.0

Key Findings:

- Nearly 82 percent of the graduates from the Class of 2004 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 (83% vs. 80%). Between 76 and 87 percent of the graduates in each race-ethnic group reported some summer employment.
- Fifty-eight 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 (60% vs. 55%). Black, Hispanic, and White youth work rates during the senior year ranged from 59% to 64%.