

Higher Opportunity for Pathways to Employment (HOPE) Outcomes

**Center for Workforce Research and
Information**

Overview

[Higher Opportunity for Pathways to Employment \(HOPE\)](#) is a program intended to help Maine families pursue training and education beyond high school and achieve their career plans by addressing barriers to success.

This report provides information about the outcomes of HOPE participants by assessing employment and earnings before enrollment and after program completion.

Wage and employment data from Maine's unemployment insurance system includes a large majority of jobs in the state but does not include employment in other states, unincorporated self-employment, or independent contracting.

Wages are adjusted to 2024 dollars using the Consumer Price Index (CPI-U) to allow for comparison of earnings in different time periods.

To ensure the protection of individual participant information, any data point breaking down program, employment or wage data into subgroups that contain fewer than 10 participants is not included in this report.

Terms

Outcome Years represent time periods before and after enrollment and program completion (e.g., outcome year -2 is two years before enrollment; outcome year 2 is two years after program completion). Later outcome years contain fewer participants because not enough time has elapsed to collect the data for participants that have completed programs more recently.

Employment: A participant is classified as employed if they have a matching state wage record of any amount during the year (before or after HOPE enrollment).

Full-time Employment: A job holder is determined to be working a full-time equivalent schedule if their quarterly earnings exceed the equivalent to working 32 hours per week at the state minimum wage for the entire 13 weeks in a quarter.

Participants are grouped based on the highest credential that they received as reported in the data. For example:

- A participant that completed both a Bachelor's degree and an Associate degree is counted in the Bachelor's degree completer but is not counted in the Associate degree completer category.
- A participant that completed both an Associate degree and a Certificate is counted in the Associate degree completer but is not counted in the Certificate category.

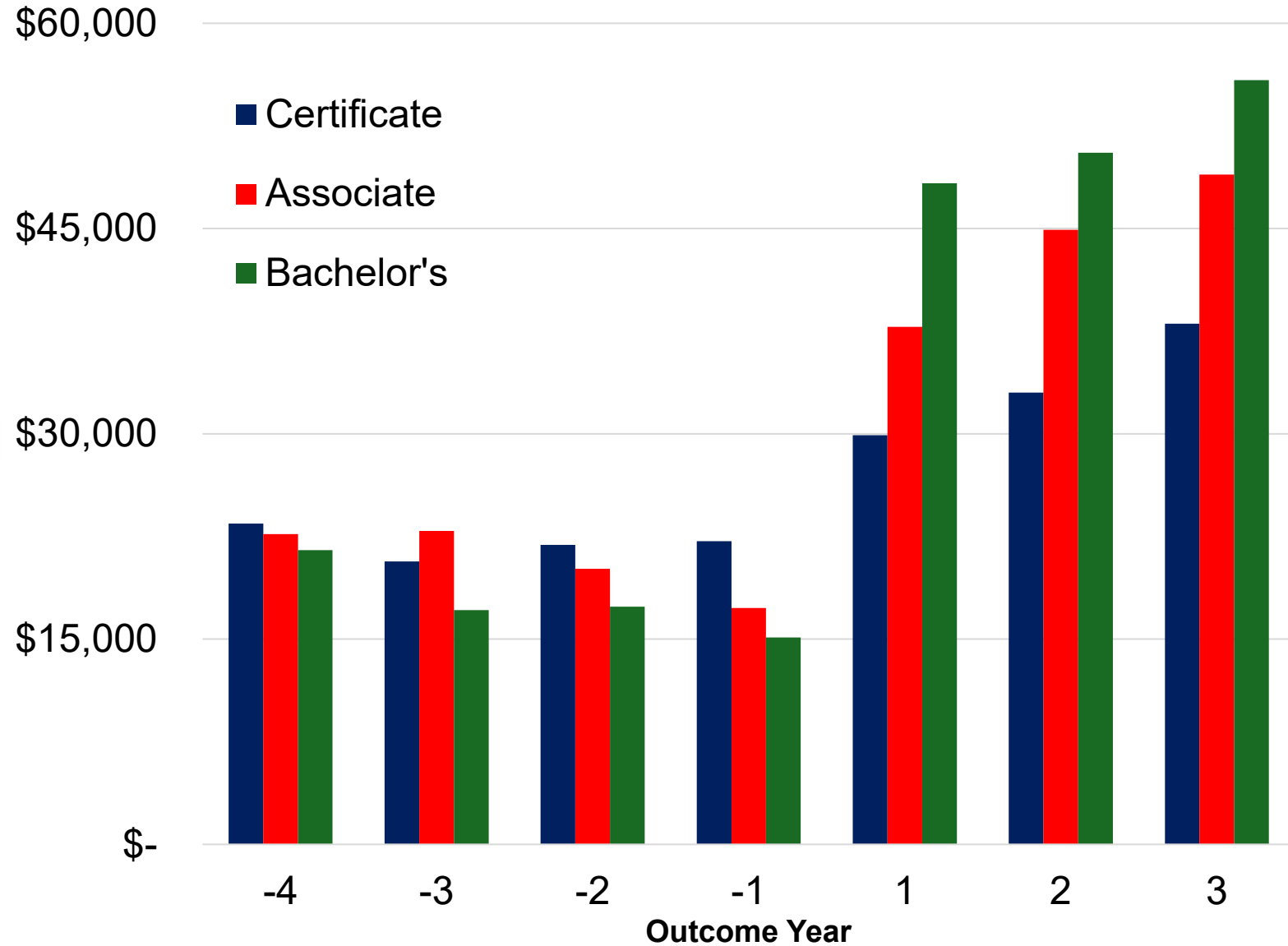
Median Annual Earnings by Degree Type

Annual earnings are nearly three times higher for participants that completed a Bachelor's degree two years after graduation (\$50,500) relative to two years prior to enrollment (\$17,400) and more than twice as high (\$44,900) for those completing an Associate degree than two years before enrollment (\$20,100). For certificate program completers, earnings increase by \$11,100 per year to \$33,000 two years after program completion.

Earnings are strongly related to program length: they are highest for graduates completing a Bachelor's degree and lowest for those completing a certificate program.

Group sizes, highest credential attained, outcome year one: Associate (125), Bachelor's (94), Certificate (121), Total (340)

Median Annual Earnings by Degree Type

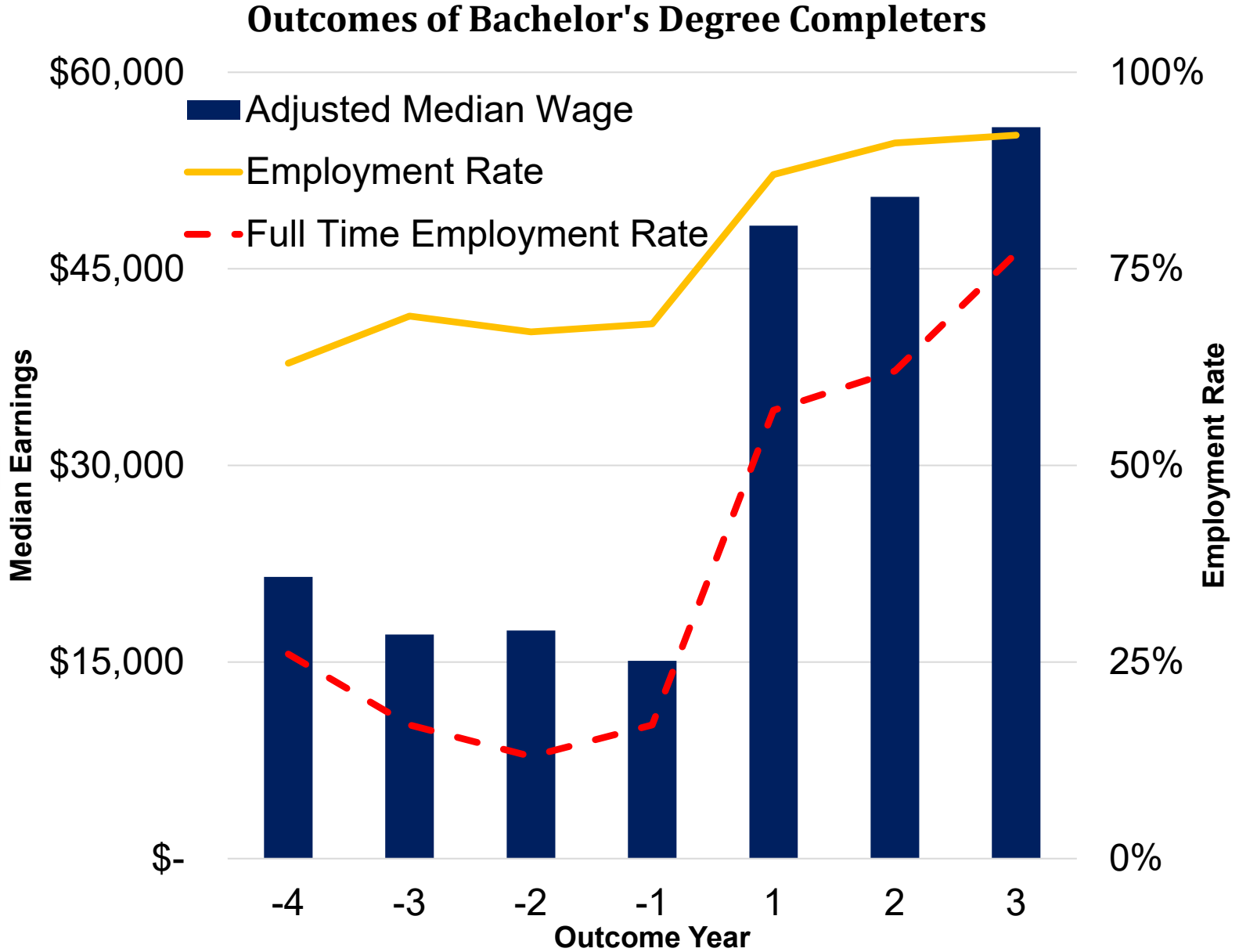


Employment and Earnings: Bachelor's Degree

Employment rates are 24 percentage points higher two years after degree completion (91 percent) relative to two years before (67 percent) for those completing a Bachelor's degree.

The majority are working a full-time equivalent schedule (62 percent two years after completion).

Group size, Bachelor's highest credential attained, outcome year one (94)



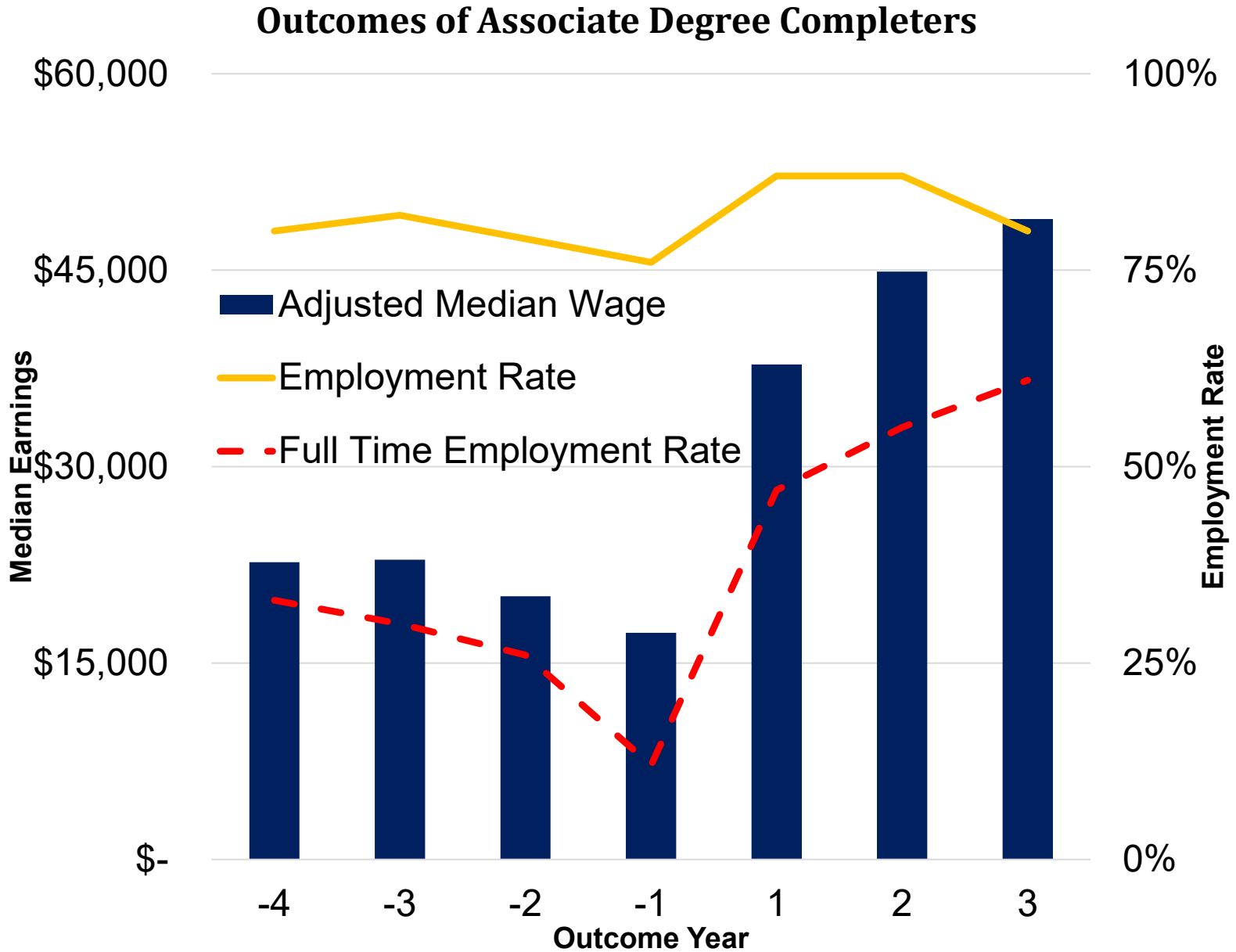
Employment and Earnings: Associate Degree

Participants completing an Associate degree represent the largest group (37 percent of all participants).

Employment rates of those completing an Associate degree are quite high in the years prior to enrollment and modestly higher two years after degree completion (87 percent).

Full-time employment rates for Associate degree holders (61 percent, two years after completion) are comparable to Bachelor's degree holders.

Group size, Associate highest credential attained, outcome year one (125)

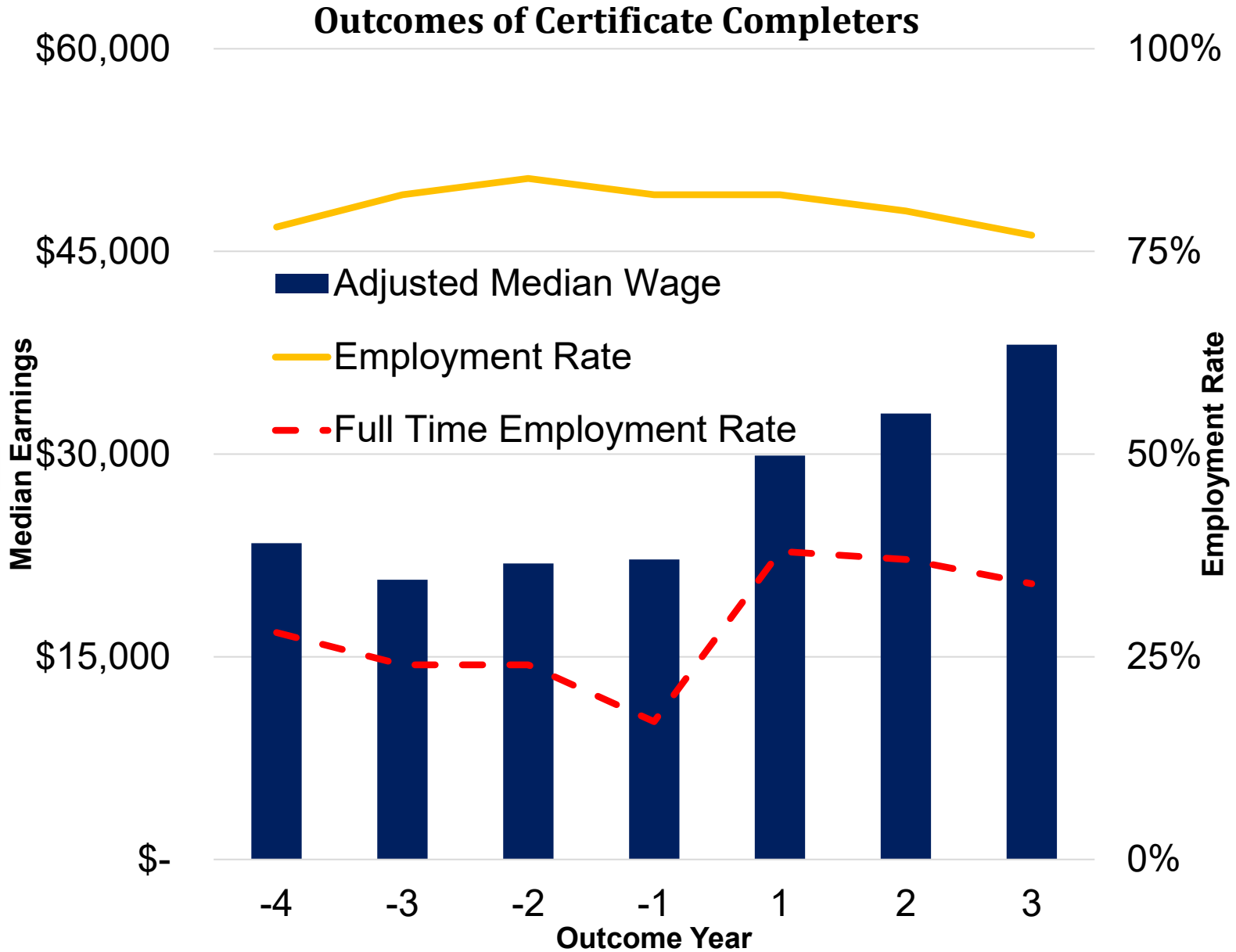


Employment and Earnings: Certificate

Employment rates are high though little changed among participants completing a certificate program (80 percent two years after completion) comparing the years before and after that program.

Full-time equivalent employment rates (37 percent two years after completion) are lower relative to Associate and Bachelor's degree holders. The prevalence of self-employment (in cosmetology and massage therapy fields among others) and employment in education (teaching assistants) for which jobs may not be full-time, year-round are likely factors explaining somewhat lower full-time employment rates.

Group size, Certificate highest credential attained, outcome year one (121)

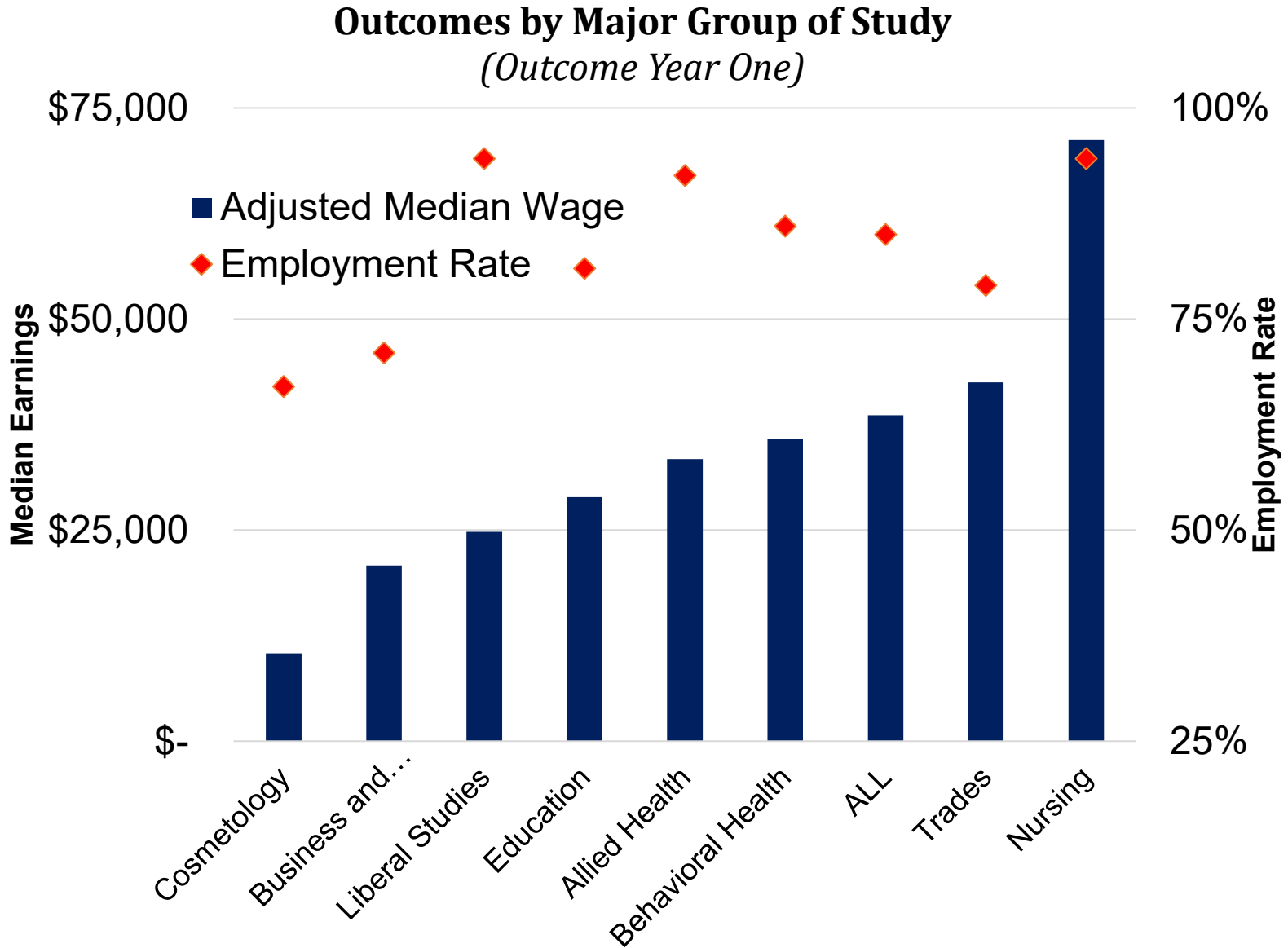


Employment and Earnings: Major Group of Study

Median earnings are highest among participants completing a Nursing program (\$71,200 annually) or a program in the skilled trades (\$42,500 annually) in the year after graduation.

Earnings were lowest among cosmetology program completers (\$10,400 annually). The prevalence of self-employment in the cosmetology field (which may not be covered by unemployment insurance) may explain lower earnings and employment rate outcomes.

Group size, major group of study of highest credential attained, outcome year one: Allied Health (76), Behavioral Health (69), Business and Financial (14), Cosmetology (21), Education (16), Liberal Studies (17), Nursing (79), Trades (33), Total (340)

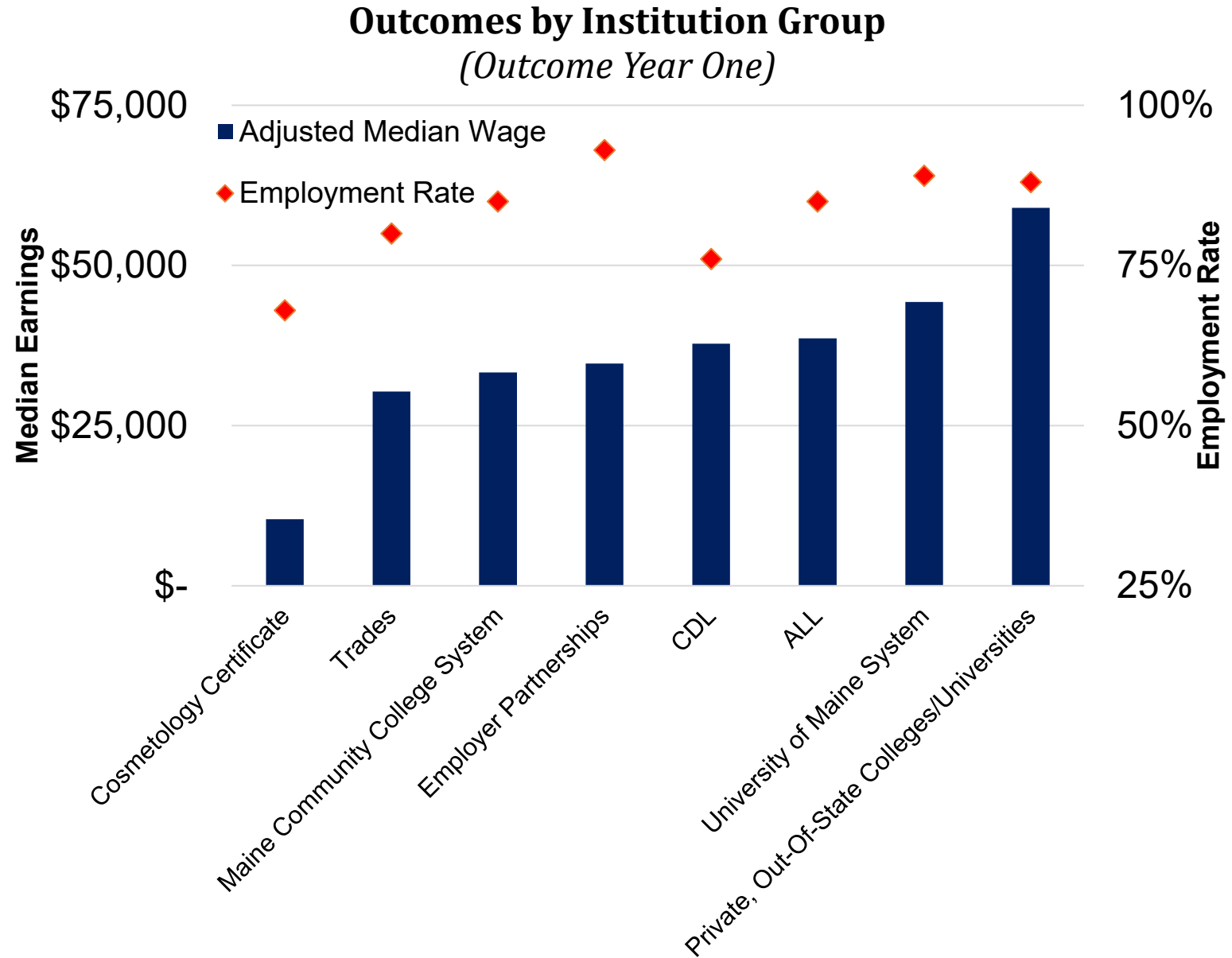


Employment and Earnings: Institution Groups

Earnings are highest among those that completed a degree at a University of Maine System school (\$44,300 annually) or an out-of-state, private college/university (\$59,000 annually).

Earnings outcomes are similar for graduates from other institution groups, except for cosmetology programs.

Group size, institution group of highest credential attained, outcome year one: Commercial Driver's License (CDL) (17), Cosmetology Certificate (22), Employer Partnerships (30), Maine Community College System (114), Private or Out-Of-State Colleges/Universities (64), Trade Schools (20), University of Maine System (73), Total (340)

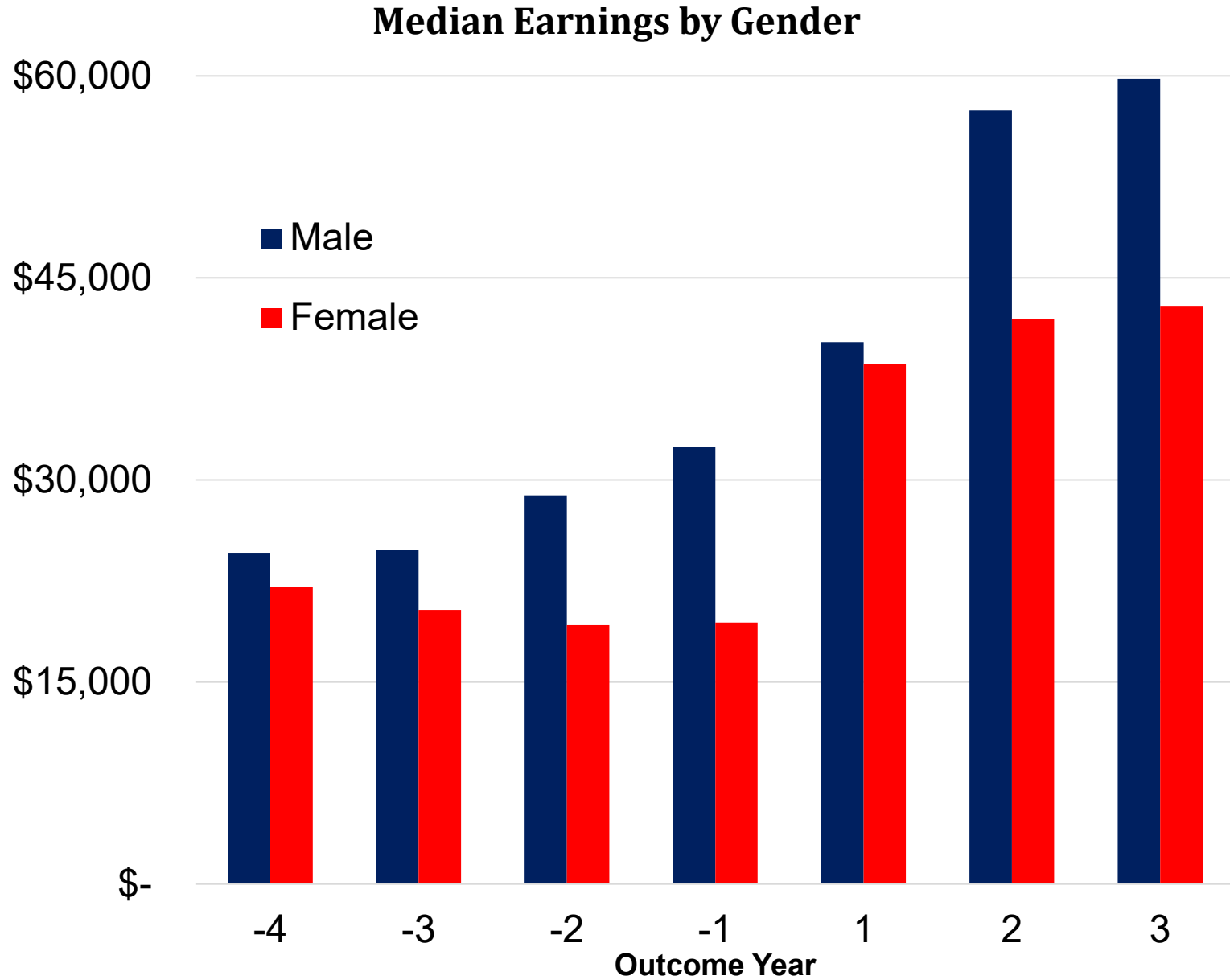


Median Annual Earnings: by Gender

A large majority of HOPE participants are female (90 percent). Male participants have higher earnings in the years leading up to enrollment and after program completion.

The group size of male participants (34) is much smaller making a comparison of these two groups less reliable.

Group size, outcome year one: Male (34), Female (306)

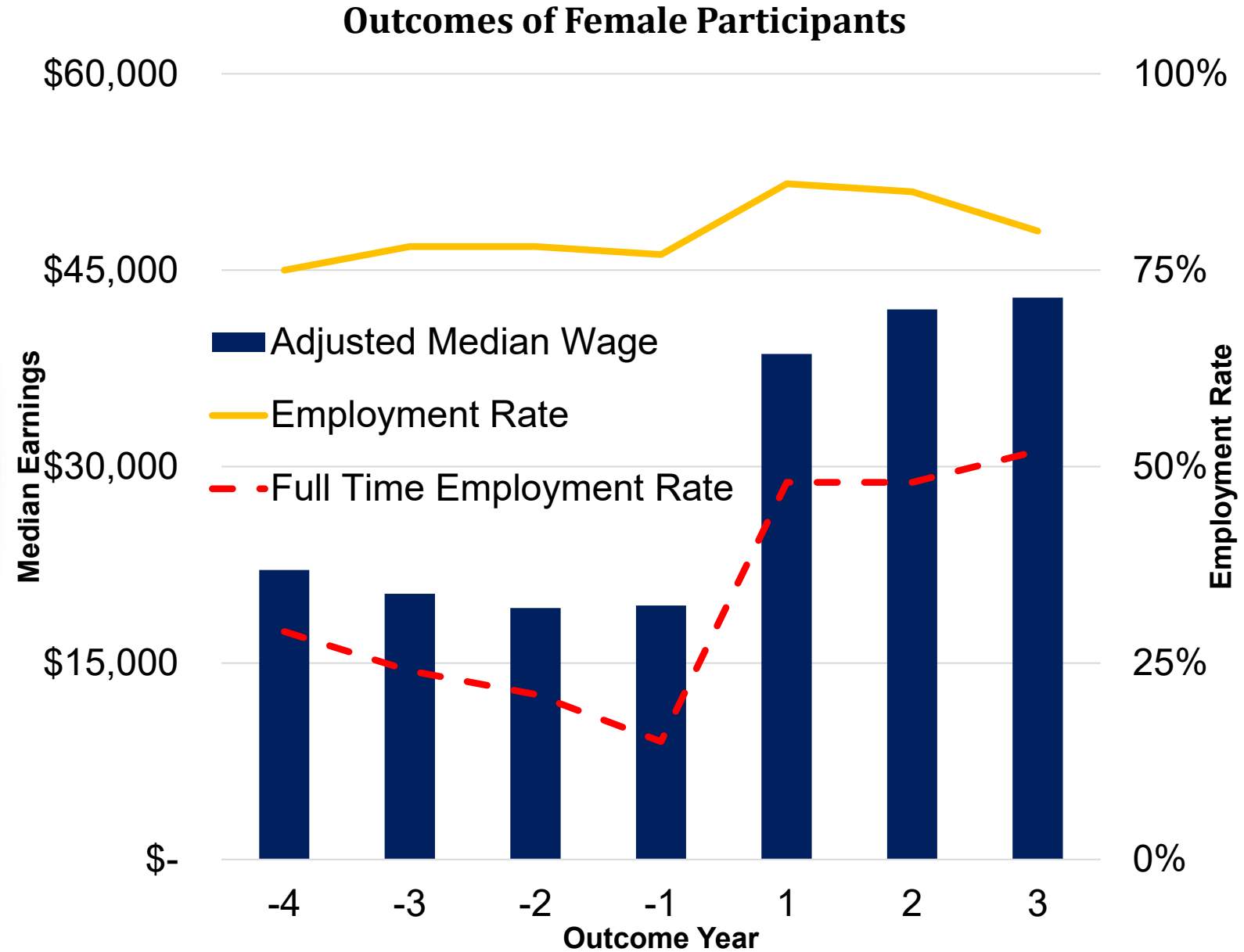


Employment and Earnings: Female Participants

Employment rates of female participants increase by 7 percentage points to 85 percent two years after program completion. Full-time employment rates increase by a much larger 27 percentage points.

Median earnings more than double to \$42,000 per year two years after program completion relative to two years before enrollment (\$19,200 annually).

Group size, outcome year one: Female (306)

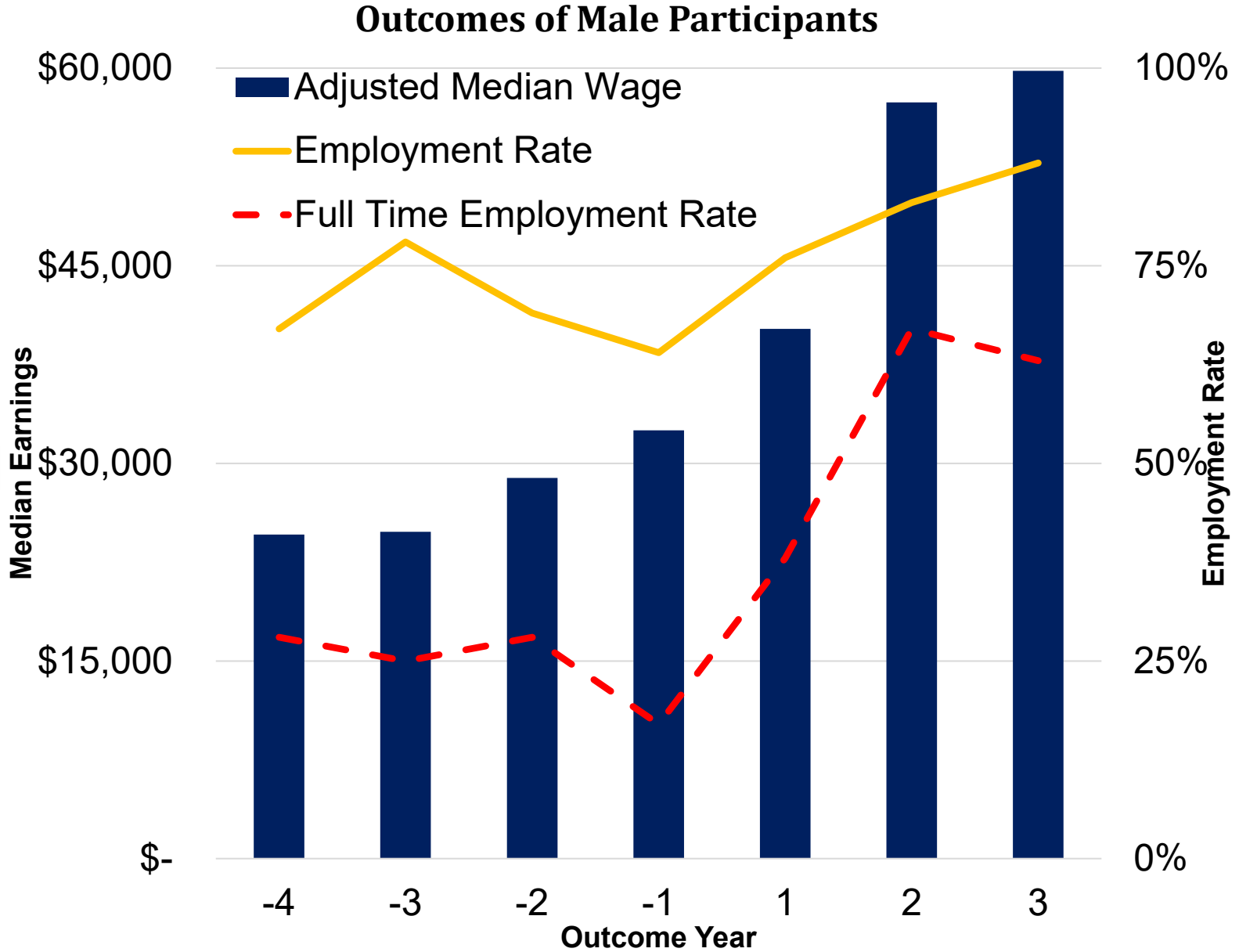


Employment and Earnings: Male Participants

Among male participants, employment rates are 14 percentage points higher two years after graduation (83 percent).

Full-time employment rates increase by 39 percentage points (67 percent).

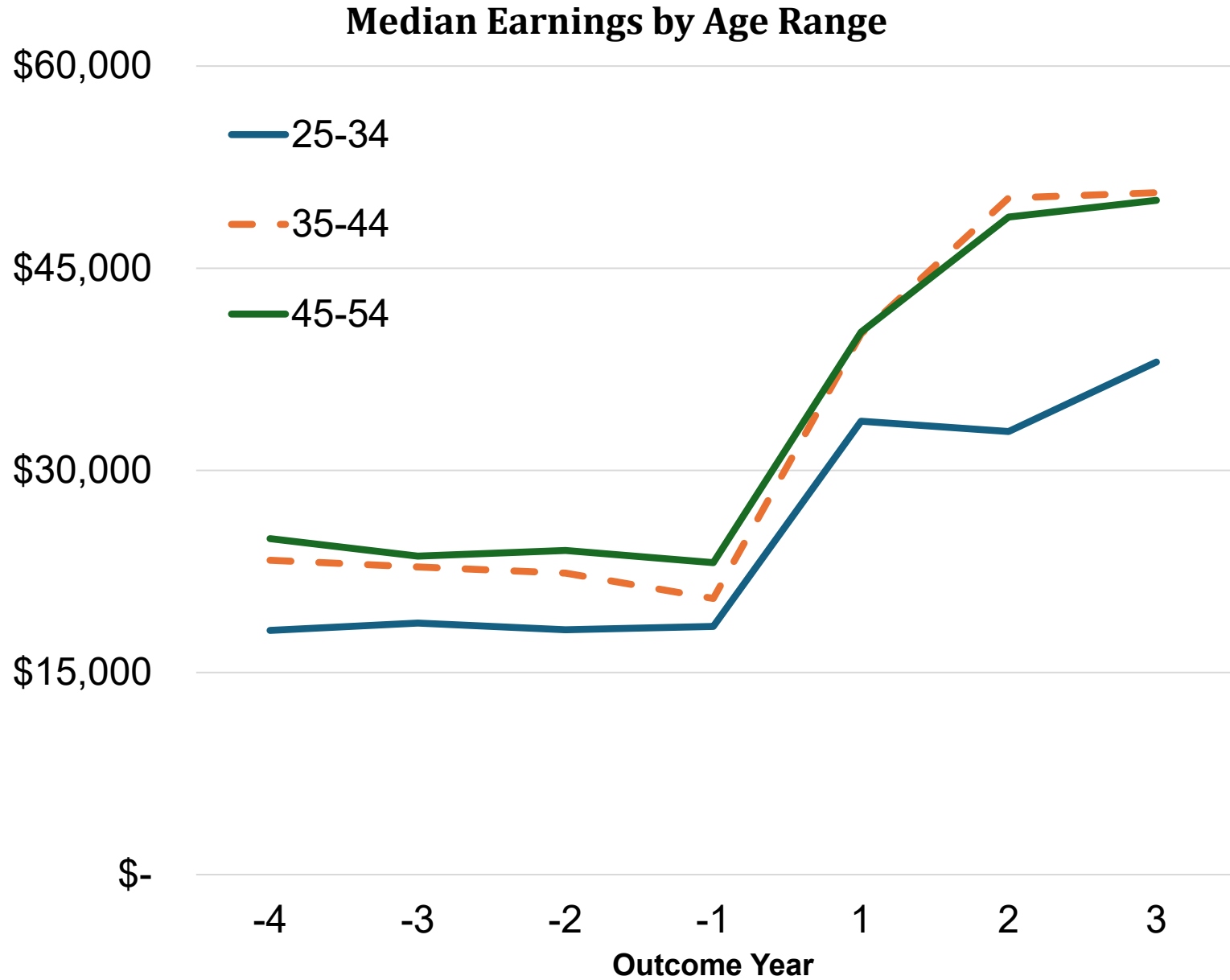
Group size, outcome year one: Male (34)



Median Annual Earnings by Age Range

Earnings increases are higher for those participants in higher age ranges (35-54) and modestly lower among younger participants (25-34).

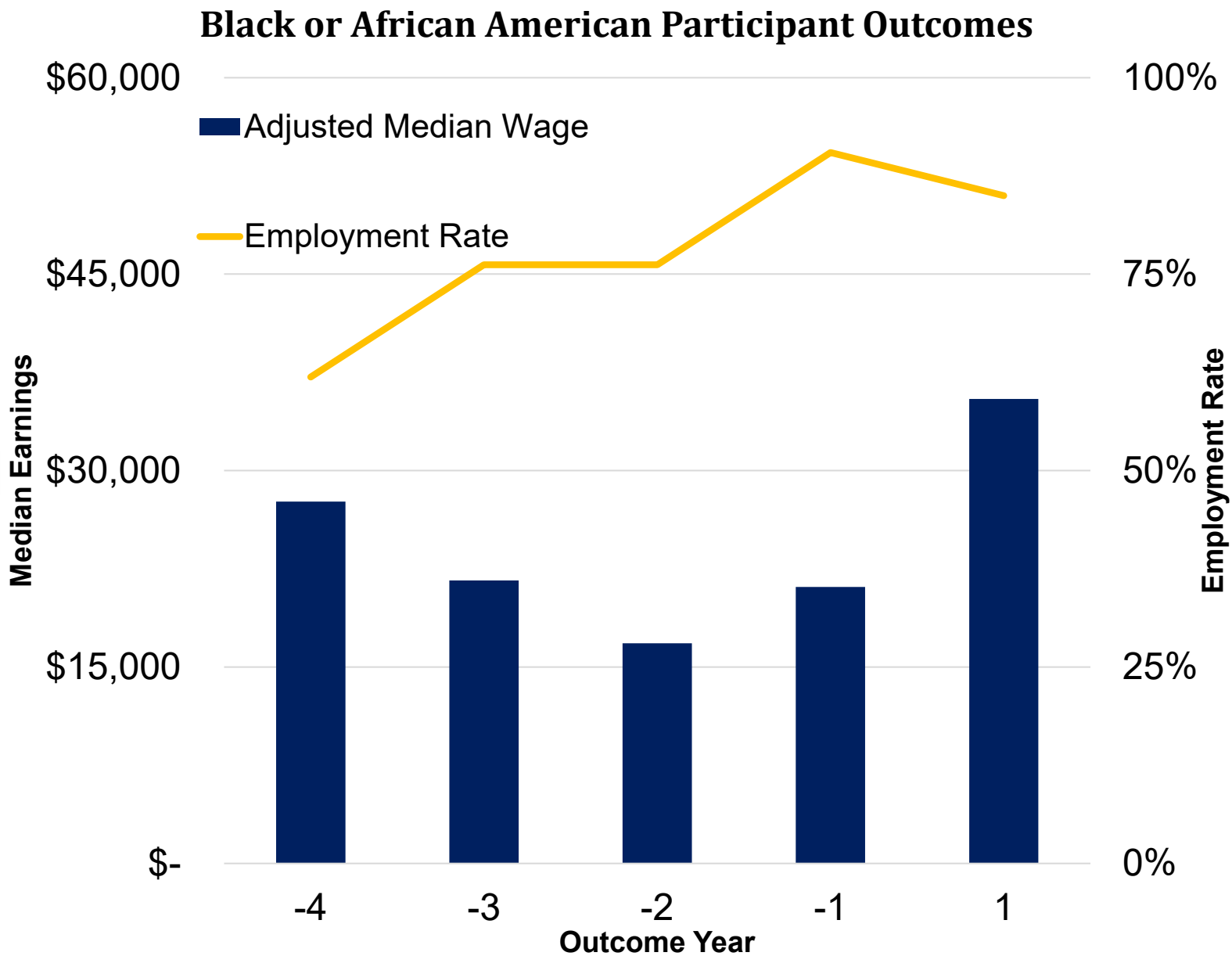
Group size, outcome year one: 25-34 (113), 35-44 (156), 45-54 (57), 55-64 (10). Notes: Age groups with fewer than 10 employed participants have been dropped.



Employment and Earnings: Black or African American Participants

Among Black or African American participants, median earnings increase by \$18,700 to \$35,500 annually one year after graduation.

Group size, outcome year one: Black or African American (20). Notes: Outcome years 2 and 3 have been dropped as fewer than ten participants have employment records.

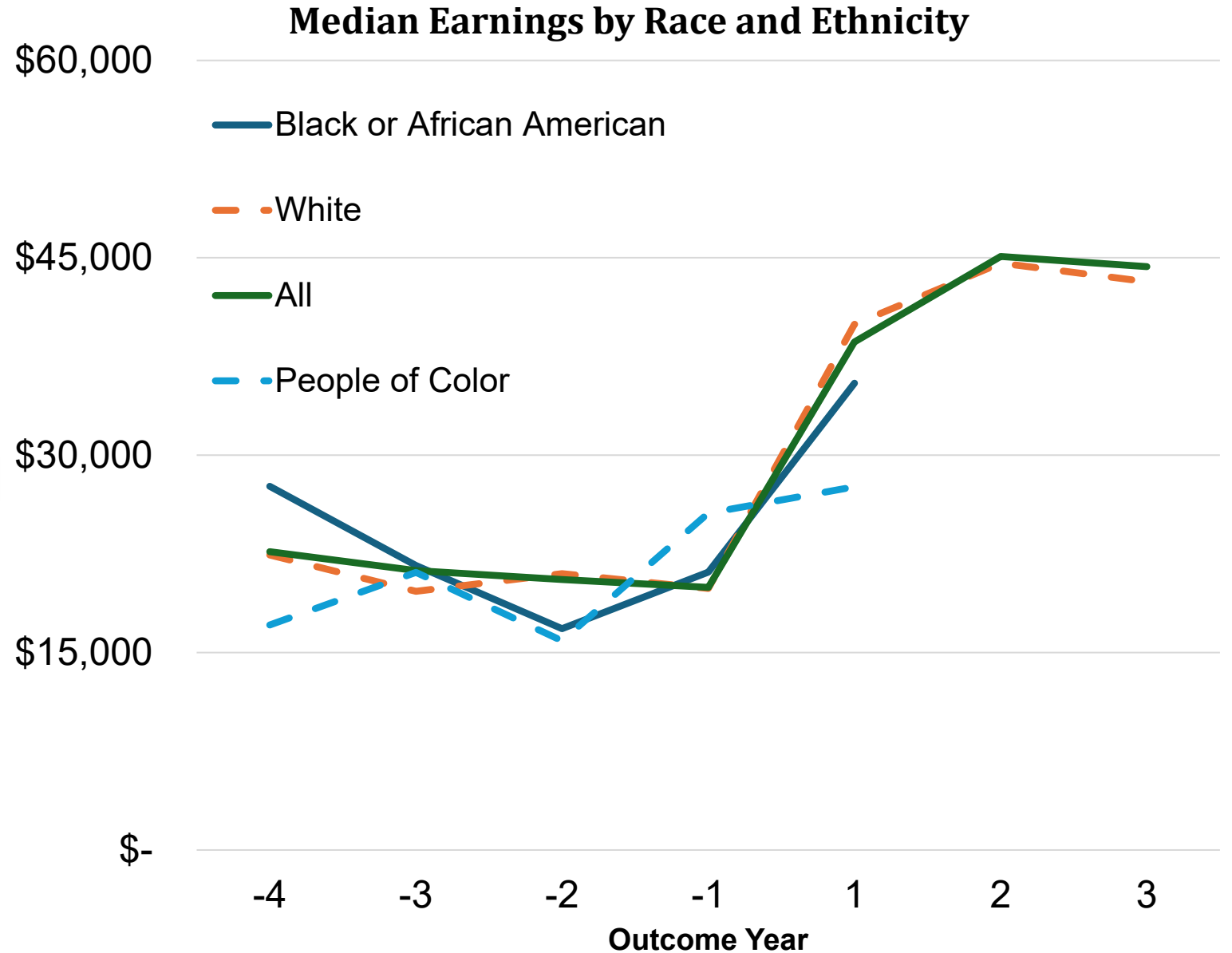


Median Annual Earnings by Race and Ethnicity

The increase in earnings after program completion is similar for all groups.

Group size, by race or ethnicity of participant, outcome year one: Black or African American (20), People of Color (12): all participants that reported their race or ethnicity as American Indian, Asian, Hispanic, or Multiracial, White (294), All (340)

Notes: This information is optionally reported within the Department of Health and Human Services client reporting system. 15 participants reported no information. Outcome years 2 and 3 for Black or African American and People of Color have been dropped as fewer than ten participants have employment records.

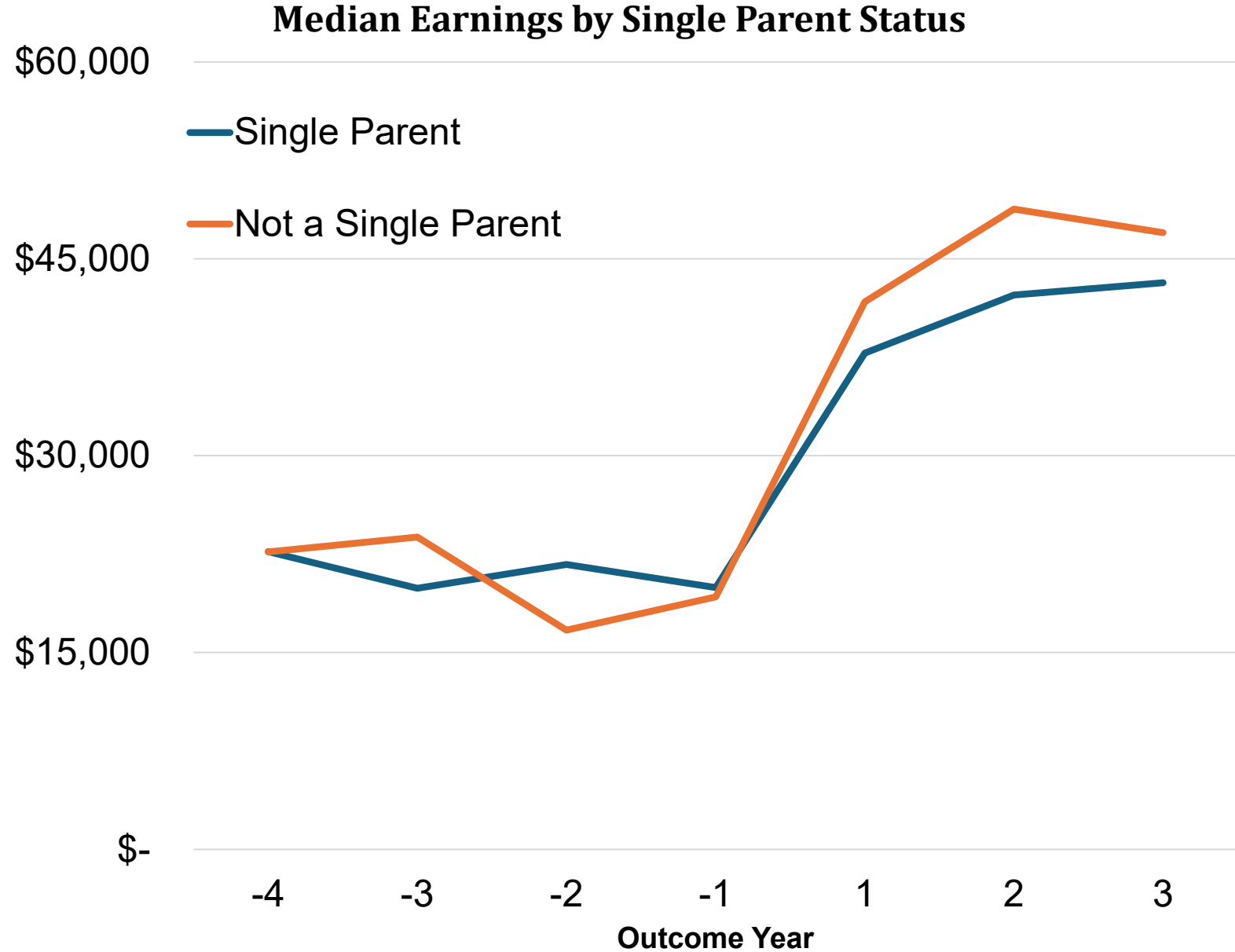


Median Earnings by Single Parent Status

The majority of HOPE participants are single parents (83 percent). Median earnings are modestly higher among participants that are not single parents (\$48,800 annually) relative to single parents (\$42,200 annually) two years after completion.

Median earnings are nearly twice as high two years after program completion relative to two years before enrollment (\$21,700 annually) among single parents.

Group size, single parent status of participant, outcome year one: Not a Single Parent (85), Single Parent (253)



Median Earnings by County of Residency

Earnings are highest among participants that reside in Hancock (\$55,000 annually) and Penobscot (\$44,250 annually) counties and lowest in Androscoggin (\$22,700 annually) and Somerset (\$26,200 annually) counties.

Group size, county of residency of participant, outcome year one: Androscoggin (24), Aroostook (43), Cumberland (33), Franklin (11), Hancock (13), Kennebec (31), Knox (10), Oxford (15), Penobscot (76), Somerset (13), Washington (16), York (31)

Notes: Outcome year one. Counties with fewer than 10 participants in outcome year one have been dropped.

Median Earnings by County (Outcome Year One)

