Workforce Analysis

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| Institution: | University of Arkansas |
| Program Name: | Master of Environmental Dynamics |
| Proposed CIP Code: | 03.0104 |
| By: | ADFA Economic Policy Division |
| Date: |  |

The University of Arkansas proposes a Master of Environmental Dynamics program. While this is a hot area of study, as we can see a high growth in the number of graduates in recent years, this growth has not been seen in related occupations and the employment outcomes for recent graduates neither reflects a high demand for holders of Bachelor’s degrees in this program. Nevertheless, the one proposed is a Master’s degree, which has a better reach nationally. While the national level growth in employment has been also low, the type of occupations that graduates can aspire to are numerous, and some of these occupations are growing, even if only a handful of their sub-occupations require skills in environmental science.

Wages tend to be high but so it is the competition since there’s a large portion of workers in matched occupations with postgraduate degrees, so being a holder of such a degree would seem to be a requirement for being able to climb up the ladder, but we have no access to information that could confirm this hypothesis.

Academic Overview

Environmental sciences have been a fast growing discipline in recent years given the popularity of the topic in the news. Table 1 shows the number of diplomas awarded in the US and Arkansas in particularly between 2010 and 2017. The growth is observed at all levels of education, although it has slowed down after 2013 (bachelor’s have grown much faster than postgraduates). The number of +4-year degrees in Arkansas is relatively low compared to the national numbers, and have had a small decline since 2014, with Master’s program reaching to a low in 2017.

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| Table 1: Number of Graduates in Environmental Science (03.0104), 2010-2017 | | | | | | | | | |
|  |  | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 |
| USA | All Award Levels | 4,199 | 4,886 | 5,822 | 6,879 | 7,242 | 7,407 | 7,754 | 7,965 |
| Certificate < 1 Yr | 25 | 49 | 37 | 45 | 81 | 52 | 83 | 103 |
| Certificate 1+ but < 2 Yr | 17 | 21 | 15 | 3 | 14 | 16 | 18 | 50 |
| Associate's | 76 | 114 | 117 | 195 | 199 | 281 | 277 | 254 |
| Bachelor's | 3,167 | 3,808 | 4,533 | 5,373 | 5,730 | 5,928 | 6,160 | 6,437 |
| Post-Baccalaureate | 4 | 4 | 30 | 22 | 29 | 8 | 13 | 10 |
| Master's | 808 | 781 | 929 | 1,079 | 1,020 | 941 | 1,002 | 928 |
| Doctorate | 101 | 109 | 161 | 162 | 169 | 181 | 201 | 183 |
| Arkansas | All Award Levels | 15 | 34 | 27 | 19 | 35 | 38 | 36 | 55 |
| Certificate < 1 Yr | 0 | 4 | 2 | 1 | 2 | 2 | 1 | 12 |
| Certificate 1+ but < 2 Yr | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 13 |
| Bachelor's | 12 | 25 | 22 | 15 | 29 | 26 | 27 | 27 |
| Master's | 3 | 5 | 3 | 3 | 4 | 8 | 7 | 2 |

Source: JobsEQ®

Matched Occupations

There are several occupations matched to the skills learned in the proposed program. The following table shows the distribution of education attainment of workers in these occupations. In all non-teaching occupations, a bachelor’s degree is the minimum education needed to enter. However, except for Managers (which is a broad occupation that puts together many different jobs, for which those related to the environment would be a very small minority), there is a considerable or even larger number of people with postgraduate degrees. This is the same for postsecondary teachers, where lacking a doctorate degree would only give them access to unstable and not well-paid teaching positions. Therefore, given the values in the table and knowing the trend in the sciences to increase the number of years of education in the jobs’ requirements, the pursue of a Master’s degree seems to be recommended for further advancement in these careers.

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| Table 2: Educational Attainment And Experience For Workers 25 Years And Older By Detailed Occupation, 2016-17 | | | | | | | | | | |
| 2018 National Employment Matrix title and code | | Typical education needed for entry | Work experience in a related occupation | Typical on-the-job training needed to attain competency | High school diploma or Less | Some college, no degree | Associate's degree | Bachelor's degree | Master's degree | Doctoral or professional degree |
| Natural sciences managers | 11-9121 | Bachelor's degree | 5 years or more | None | 2 | 2.5 | 2 | 35.2 | 35.2 | 23.1 |
| Managers, all other(1) | 11-9199 | Bachelor's degree | Less than 5 years | None | 16.4 | 18.1 | 7.7 | 36 | 18 | 3.7 |
| Environmental scientists and specialists, including health(1) | 19-2041 | Bachelor's degree | None | None | 0 | 0 | 0 | 50.8 | 39.4 | 9.8 |
| Hydrologists(1) | 19-2043 | Bachelor's degree | None | None | 0 | 0 | 0 | 50.8 | 39.4 | 9.8 |
| Anthropologists and archeologists(1) | 19-3091 | Master's degree | None | None | 4.1 | 6.7 | 3.1 | 32.5 | 37.5 | 16.1 |
| Geographers(1) | 19-3092 | Bachelor's degree | None | None | 4.1 | 6.7 | 3.1 | 32.5 | 37.5 | 16.1 |
| Atmospheric, earth, marine, and space sciences teachers, postsecondary(1) | 25-1051 | Doctoral or professional degree | None | None | 2 | 2.4 | 2.3 | 16.5 | 32.9 | 43.9 |
| Environmental science teachers, postsecondary(1) | 25-1053 | Doctoral or professional degree | None | None | 2 | 2.4 | 2.3 | 16.5 | 32.9 | 43.9 |
| Anthropology and archeology teachers, postsecondary(1) | 25-1061 | Doctoral or professional degree | None | None | 2 | 2.4 | 2.3 | 16.5 | 32.9 | 43.9 |
| Geography teachers, postsecondary(1) | 25-1064 | Doctoral or professional degree | None | None | 2 | 2.4 | 2.3 | 16.5 | 32.9 | 43.9 |

Data Source: 2016 and 2017 American Community Survey Public Use Microdata, U.S. Department of Commerce, U.S. Census Bureau

Table Source: Employment Projections program, U.S. Bureau of Labor Statistics

(1) Data for this occupation is shared with other occupations; see https://www.bls.gov/emp/classifications-crosswalks/NEM-OccCode-ACS-Crosswalk.xlsx for details

Table 3 shows data regarding employment in the state for the selected occupations. The most popular is ‘Managers, All Other’, but as pointed above, this is a general occupation so the data is not quite representative for environmental scientists. Something similar could be said of postsecondary teaching since the positions accessed by people with a Masters’ degree are different than the ones with a PhD. Of the remaining occupations, the two most popular are Environmental Scientists and Specialists, Including Health and Natural Science Managers (though the latter is reserved for those who accrued a certain number of years of experience). It’s interesting to see that despite the explosion in the number of degrees and environment issues taking a dominant role in the public discourse, the non-managerial occupations listed have seen a very slow growth in the past 5 years. One possible explanation could be that Environment-related industries includes a lot of occupations and degrees that are not perfectly correlated to the environment, for example, design of solar panels, or batteries, or more efficient cars is done by engineers in their corresponding industries. Studies about effects of climate change are done by biologists or physicists, whose job titles are as such, and not necessarily by people with degrees in environmental science.

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| Table 3: Occupation Snapshot in Arkansas, 2019q21 | | | | | | | | | |
|  | Current | | | | 5-Year History | | | 1-Year Forecast | |
| Occupation | Empl | Avg Ann Wages2 | Unempl Rate | Online Job Ads3 | Empl Change | Annual growth Arkansas | Annual growth US | Total Demand for new positions (exits and growth) | Ann % Growth |
| Natural Sciences Managers | 284 | $109,900 | 1.1% | 30 | 35 | 2.7% | 3.6% | 8 | 0.7% |
| Managers, All Other | 7033 | $86,400 | 1.5% | 344 | 800 | 2.4% | 3.1% | 240 | 0.6% |
| Environmental Scientists and Specialists, Including Health | 364 | $58,500 | 2.0% | 14 | 9 | 0.5% | 0.8% | 11 | 0.8% |
| Hydrologists | 38 | $74,500 | 1.9% | n/a | -4 | -2.2% | -2.2% | 1 | 0.5% |
| Anthropologists and Archeologists | 34 | $58,200 | 3.5% | 1 | 2 | 1.0% | 3.0% | 1 | 1.0% |
| Geographers | 8 | $72,400 | n/a | n/a | 0 | 0.0% | 0.6% | 0 | 0.2% |
| Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary | 72 | $70,300 | 2.3% | 1 | 0 | 0.1% | 0.6% | 3 | 0.6% |
| Environmental Science Teachers, Postsecondary | 46 | $72,800 | 2.4% | n/a | 0 | 0.2% | 1.0% | 2 | 0.6% |
| Anthropology and Archeology Teachers, Postsecondary | 38 | $74,900 | 2.4% | 2 | 0 | 0.1% | 0.7% | 1 | 0.6% |
| Geography Teachers, Postsecondary | 34 | $70,900 | 2.4% | 2 | 0 | -0.1% | 0.4% | 1 | 0.5% |

Source: JobsEQ®

Data as of 2019Q2 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data are as of 2018 and represent the average for all Covered Employment

3. Data represent found online ads active within the last thirty days in the selected region; data represents a sampling rather than the complete universe of postings. Ads lacking zip code information but designating a place (city, town, etc.) may be assigned to the zip code with greatest employment in that place for queries in this analytic. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list).

Wages for these occupations are high with respect to the median occupation, although the distribution of wages is in line with the educational attainment of their workers. Note that given that given that each of these occupations have important numbers of people with Bachelor’s, Master’s and Doctorate, the distributions observed below are not representative of the salaries observed by graduates with a Master’s degree. If Natural Sciences Managers positions are in the career path of the graduates, there’s a potential of very high income once experience is gained, even in a state of Arkansas, where salaries are lower than in the rest of the nation.

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| Table 4: Occupation Wages, Average Hourly in Arkansas, 2018 | | | | | | | | | | |
|  |  |  |  |  | **Percentiles** | | | | | **Mean** |
|  | **Occupation** | **Mean** | **Entry Level** | **Expe- rienced** | **10%** | **25%** | **50%** | **75%** | **90%** | **USA** |
| 11‑9121 | Natural Sciences Managers | $52.8 | $29.1 | $64.7 | $25.2 | $36.5 | $47.9 | $62.2 | $82.2 | $49.6 |
| 11‑9199 | Managers, All Other | $41.5 | $21.6 | $51.5 | $19.8 | $25.9 | $36.2 | $52.3 | $71.3 | $55.6 |
| 19‑2041 | Environmental Scientists and Specialists, Including Health | $28.1 | $20.1 | $32.2 | $18.3 | $23.5 | $27.7 | $30.8 | $38.3 | $37.3 |
| 19‑2043 | Hydrologists | $35.8 | $22.3 | $42.6 | $20.6 | $26.2 | $34.3 | $43.7 | $54.0 | $39.8 |
| 19‑3091 | Anthropologists and Archeologists | $28.0 | $18.1 | $33.0 | $16.7 | $21.3 | $29.4 | $33.4 | $38.8 | $31.4 |
| 19‑3092 | Geographers | $34.8 | $23.1 | $40.7 | $21.4 | $27.0 | $34.7 | $42.3 | $48.1 | $38.7 |
| 25‑1051 | Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary | $33.8 | $21.5 | $40.0 | $20.5 | $24.1 | $29.5 | $40.8 | $52.5 | $49.0 |
| 25‑1053 | Environmental Science Teachers, Postsecondary | $35.0 | $17.6 | $43.7 | $15.3 | $21.6 | $30.6 | $44.6 | $63.6 | $43.9 |
| 25‑1061 | Anthropology and Archeology Teachers, Postsecondary | $36.0 | $18.5 | $44.8 | $16.2 | $22.8 | $32.2 | $46.5 | $63.9 | $45.2 |
| 25‑1064 | Geography Teachers, Postsecondary | $34.1 | $17.8 | $42.2 | $15.1 | $22.3 | $30.8 | $41.8 | $59.5 | $42.8 |

Source: JobsEQ®

Data as of 2018

Table 5 shows the number of online job postings in the state for the past 12 months, for positions in the occupations analyzed about. While the total number is high, only a handful are focused in those occupations that are more closely related to environmental sciences. Once we narrow to positions requiring minimum education requirements[[1]](#footnote-1), and by the inclusion of ‘Environmental’ as keyword, the numbers are greatly reduced, although there were more than 100 statewide.

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| Table 5: Online Job Postings In Arkansas For Matched Occupations Oct 2018 – Sept 2019 | | | | | | | |
|  |  | All Ads | | Requiring Ba Or Ma | | Requiring Ba Or Ma And Keyword "Environmental" | |
| SOC | Occupation | Median Wage | Total Ads | Median Wage | Total Ads | Median Wage | Total Ads |
| 11-9199.00 | Managers, All Other | $15.6 | 885 | $22.3 | 341 | $29.3 | 45 |
| 11-9199.04 | Supply Chain Managers | $30.2 | 371 | $30.2 | 218 | n/a | 10 |
| 11-9199.08 | Loss Prevention Managers | n/a | 298 | n/a | 85 | n/a | 8 |
| 11-9199.02 | Compliance Managers | $19.3 | 158 | n/a | 102 | n/a | 3 |
| 11-9121.01 | Clinical Research Coordinators | $15.8 | 121 | n/a | 51 | n/a | 1 |
| 19-2041.00 | Environmental Scientists and Specialists, Including Health | $16.8 | 40 | $20 | 28 | $20.0 | 28 |
| 11-9199.03 | Investment Fund Managers | $33.1 | 39 | $49.1 | 22 | n/a | 2 |
| 11-9199.09 | Wind Energy Operations Managers | n/a | 25 | 0 | 0 | n/a | 0 |
| 11-9199.07 | Security Managers | $18.6 | 24 | $17.5 | 10 | n/a | 0 |
| 19-3091.02 | Archeologists | $19.4 | 23 | $20.8 | 18 | $19.4 | 16 |
| 19-2041.02 | Environmental Restoration Planners | $20 | 19 | $20 | 12 | $20.0 | 12 |
| 11-9121.00 | Natural Sciences Managers | n/a | 10 | n/a | 4 | n/a | 0 |
| 11-9199.01 | Regulatory Affairs Managers | n/a | 9 | n/a | 3 | n/a | 0 |
| 25-1051.00 | Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary | n/a | 3 | n/a | 0 | n/a | 0 |
| 19-3092.00 | Geographers | n/a | 2 | n/a | 0 | n/a | 0 |
| 25-1061.00 | Anthropology and Archeology Teachers, Postsecondary | n/a | 2 | n/a | 0 | n/a | 0 |
| 25-1064.00 | Geography Teachers, Postsecondary | n/a | 2 | n/a | 0 | n/a | 0 |
| 11-9121.02 | Water Resource Specialists | n/a | 1 | n/a | 1 | n/a | 1 |
| 11-9199.11 | Brownfield Redevelopment Specialists and Site Managers | n/a | 1 | n/a | 1 | n/a | 1 |
| 19-2043.00 | Hydrologists | n/a | 1 | n/a | 0 | n/a | 0 |
| 25-1053.00 | Environmental Science Teachers, Postsecondary | n/a | 1 | n/a | 0 | n/a | 0 |

Source: JobsEQ®

Data reflect online job postings for the 365 day period ending 10/8/2019

Note: Data are subject to revision. Please do not use the volume of data for historical comparisons until such time that an adjusted historical series of these data are provided.

Since this is a Master’s program, the job opportunities are not limited to the state. Table 6 is similar to the one above but looks at national level. Between October 2018 and September 2019 there were almost 10,000 job postings for Environmental Scientists and Specialists (all the occupations with 19-2041 SOC code), with salaries above $20 per hour (although there’s no guarantee that all of these are meant for entry-level workers). However, this doesn’t mean that all of these postings are looking exclusively for gradua

tes in the proposed program.

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| Table 6: Online Job postings in the US for Matched Occupations Oct 2018 – Sept 2019 | | | | | |
|  |  | All | | keyword "environmental" | |
| SOC | Occupation | Median Wage | Total Ads | Median Wage | Total Ads |
| 11-9199.00 | Managers, All Other | $28.8 | 73,140 | $32.3 | 7,452 |
| 11-9121.01 | Clinical Research Coordinators | $22.0 | 37,274 | $17.5 | 1,301 |
| 11-9199.04 | Supply Chain Managers | $30.0 | 22,231 | $34.7 | 1,042 |
| 11-9199.02 | Compliance Managers | $30.2 | 15,075 | $28.9 | 1,061 |
| 19-2041.00 | Environmental Scientists and Specialists, Including Health | $22.7 | 7,485 | $22.7 | 7,485 |
| 11-9199.03 | Investment Fund Managers | $35.0 | 5,788 | $52.6 | 210 |
| 11-9199.08 | Loss Prevention Managers | $23.3 | 2,964 | $38.3 | 151 |
| 19-2041.02 | Environmental Restoration Planners | $27.3 | 2,016 | $27.3 | 2,016 |
| 11-9121.02 | Water Resource Specialists | $23.0 | 1,440 | $23.4 | 924 |
| 11-9121.00 | Natural Sciences Managers | $26.7 | 1,355 | $26.0 | 167 |
| 11-9199.07 | Security Managers | $24.7 | 1,323 | $29.2 | 142 |
| 19-3091.02 | Archeologists | $19.4 | 1,230 | $24.4 | 732 |
| 11-9199.01 | Regulatory Affairs Managers | $55.0 | 1,205 | $41.8 | 42 |
| 11-9199.11 | Brownfield Redevelopment Specialists and Site Managers | $30.2 | 681 | $30.2 | 679 |
| 19-2043.00 | Hydrologists | $23.8 | 656 | $24.3 | 390 |
| 25-1051.00 | Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary | $24.4 | 467 | $20.1 | 133 |
| 19-3092.00 | Geographers | $24.9 | 414 | $22.1 | 122 |
| 25-1061.00 | Anthropology and Archeology Teachers, Postsecondary | $26.3 | 386 | $20.1 | 47 |
| 19-3091.01 | Anthropologists | $19.7 | 278 | $24.5 | 26 |
| 19-2041.01 | Climate Change Analysts | $29.8 | 222 | $30.8 | 168 |
| 11-9199.09 | Wind Energy Operations Managers | $17.1 | 207 | $14.0 | 36 |
| 11-9199.10 | Wind Energy Project Managers | $44.6 | 168 | $57.0 | 55 |
| 25-1053.00 | Environmental Science Teachers, Postsecondary | $20.5 | 160 | $20.5 | 160 |
| 25-1064.00 | Geography Teachers, Postsecondary | $15.8 | 69 | n/a | 25 |
| 19-2041.03 | Industrial Ecologists | n/a | 25 | n/a | 19 |

Source: JobsEQ®

Data reflect online job postings for the 365 day period ending 10/8/2019

Note: Data are subject to revision. Please do not use the volume of data for historical comparisons until such time that an adjusted historical series of these data are provided.

Finally, Table 7 shows the number of job postings that look for graduates in Environmental Science both at Bachelor’s or Master’s level. Note that the list of occupations is much longer than the one analyzed .This is because many ads list many different academic backgrounds for the candidates, so environmental science, while making it on the list, might not be among the first choices for recruitment (for example, First Line Supervisors or Computer Support Specialists).

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| Table 7: Online Job postings in the US Looking for BA or MA in Environmental Science Oct 2018 – Sept 2019 | | | | | | |
| SOC | Occupation | **Total Ads** |  | SOC | Occupation | **Total Ads** |
| 19-2041.00 | Environmental Scientists and Specialists, Including Health | **3,173** |  | 11-9033.00 | Education Administrators, Postsecondary | **99** |
| 29-9011.00 | Occupational Health and Safety Specialists | **1,289** |  | 19-4031.00 | Chemical Technicians | **98** |
| 17-2081.00 | Environmental Engineers | **1,007** |  | 43-6014.00 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | **97** |
| 19-2041.02 | Environmental Restoration Planners | **681** |  | 11-3031.02 | Financial Managers, Branch or Department | **93** |
| 19-4091.00 | Environmental Science and Protection Technicians, Including Health | **641** |  | 13-1071.00 | Human Resources Specialists | **90** |
| 11-9199.00 | Managers, All Other | **619** |  | 11-9199.02 | Compliance Managers | **86** |
| 21-1093.00 | Social and Human Service Assistants | **433** |  | 27-3031.00 | Public Relations Specialists | **77** |
| 19-1023.00 | Zoologists and Wildlife Biologists | **371** |  | 25-1053.00 | Environmental Science Teachers, Postsecondary | **73** |
| 13-1111.00 | Management Analysts | **334** |  | 11-3011.00 | Administrative Services Managers | **71** |
| 13-1199.00 | Business Operations Specialists, All Other | **327** |  | 19-1041.00 | Epidemiologists | **71** |
| 11-9199.11 | Brownfield Redevelopment Specialists and Site Managers | **323** |  | 25-1071.00 | Health Specialties Teachers, Postsecondary | **71** |
| 11-9041.00 | Architectural and Engineering Managers | **307** |  | 45-2011.00 | Agricultural Inspectors | **71** |
| 11-9111.00 | Medical and Health Services Managers | **281** |  | 51-1011.00 | First-Line Supervisors of Production and Operating Workers | **71** |
| 19-2042.00 | Geoscientists, Except Hydrologists and Geographers | **278** |  | 15-1111.00 | Computer and Information Research Scientists | **70** |
| 13-1041.01 | Environmental Compliance Inspectors | **275** |  | 13-1041.07 | Regulatory Affairs Specialists | **68** |
| 19-4093.00 | Forest and Conservation Technicians | **256** |  | 11-1011.03 | Chief Sustainability Officers | **66** |
| 17-2111.01 | Industrial Safety and Health Engineers | **253** |  | 41-3099.00 | Sales Representatives, Services, All Other | **65** |
| 15-1199.05 | Geographic Information Systems Technicians | **250** |  | 41-4011.00 | Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products | **65** |
| 15-2031.00 | Operations Research Analysts | **244** |  | 17-2081.01 | Water/Wastewater Engineers | **64** |
| 19-4021.00 | Biological Technicians | **244** |  | 19-1031.02 | Range Managers | **62** |
| 47-4011.00 | Construction and Building Inspectors | **197** |  | 19-1031.03 | Park Naturalists | **59** |
| 19-3051.00 | Urban and Regional Planners | **148** |  | 47-1011.00 | First-Line Supervisors of Construction Trades and Extraction Workers | **59** |
| 11-2022.00 | Sales Managers | **146** |  | 11-1021.00 | General and Operations Managers | **57** |
| 19-1042.00 | Medical Scientists, Except Epidemiologists | **138** |  | 43-1011.00 | First-Line Supervisors of Office and Administrative Support Workers | **57** |
| 15-1151.00 | Computer User Support Specialists | **135** |  | 51-8031.00 | Water and Wastewater Treatment Plant and System Operators | **57** |
| 19-2031.00 | Chemists | **135** |  | 25-1194.00 | Vocational Education Teachers, Postsecondary | **56** |
| 19-1032.00 | Foresters | **102** |  | 29-2012.00 | Medical and Clinical Laboratory Technicians | **55** |
| 13-1199.05 | Sustainability Specialists | **101** |  | 17-2199.03 | Energy Engineers | **54** |
| 19-1020.01 | Biologists | **101** |  | 19-1031.01 | Soil and Water Conservationists | **50** |

Source: JobsEQ®

Data reflect online job postings for the 365 day period ending 10/8/2019

Note: Data are subject to revision. Please do not use the volume of data for historical comparisons until such time that an adjusted historical series of these data are provided.

Job Placement Track Records of Similar Programs

Table 8 shows the graduation and employment of programs related to environmental issues in Arkansas. The highest level of education in the table is Bachelor’s degree. For some reason the Master’s in Environmental Science offered by Arkansas State University Main Campus is omitted in the report.

Graduates from the Bachelor’s degree at University of Arkansas have low percentage of employment and the salary (for those full time employed) one year after graduation is relatively low. The low percentage of employment doesn’t necessarily mean unemployment, since it is composed by those who have a salaried job in the state of Arkansas. That is, those graduates that are self-employed, work outside the state of Arkansas, or are in graduate school, won’t be included.

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| Table 8: Job Market Outcomes 12 Months After Graduation In Similar Programs Across Arkansas | | | | | | |
| Program | Degree | School Name | Graduates Included | Percent Employed | Fulltime Percent | Fulltime Employed Avg Wage |
| Environmental Engineering Technology/Environmental Technology | Assoc. | Northwest Arkansas Community College | 14 | 64% | 54% | $31,791 |
| Wildlife, Fish and Wildlands Science and Management | Bacc. | Arkansas State University Jonesboro | 17 | 88% | 44% | $25,194 |
| Arkansas Tech University | 37 | 73% | 54% | $28,544 |
| Environmental Science | Bacc. | University of Arkansas Fayetteville | 48 | 44% | 28% | $31,262 |
| University of Central Arkansas | 20 | 65% | 50% | $36,587 |

Source: Arkansas Research Center, Economic Security Report, 2018

1. Although the program in question is a Master’s degree, we also included Bachelor’s degree in the search, since those positions where “Bachelor’s degree as a minimum but Master’s preferred” would show up in the search as Bachelor’s degree positions. [↑](#footnote-ref-1)