

Baccalaureate and Beyond (B&B:16/20)

A First Look at the 2020 Experiences of 2015-16
College Graduates During the COVID-19 Pandemic

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Baccalaureate and Beyond (B&B:16/20): A First Look at the 2020 Experiences of 2015–16 College Graduates During the COVID-19 Pandemic

First Look

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Erin Thomsen
Shauna Yates
Mihaela Henderson
Mary Drummond
Jennifer Cooney
RTI International

Tracy Hunt-White
Study Director
National Center for Education Statistics

U.S. Department of Education

Miguel A. Cardona

Secretary

Institute of Education Sciences

Mark Schneider

Director

National Center for Education Statistics

Peggy G. Carr

Commissioner

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Content Contact

National Center for Education Statistics

NCES.info@ed.gov

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Introduction

This First Look presents selected findings on the work and life experiences of recent bachelor's degree earners before and during the COVID-19 pandemic. The findings in this report are based on data from the 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20), which took place in 2020. B&B:16/20 is the second follow-up in a national study of students who completed the requirements for a bachelor's degree during the 2015–16 academic year.¹ The first follow-up took place in 2017 and asked graduates about their bachelor's degree programs and any education or work in the first year after they earned their degrees.²

The B&B:16/20 data offer a snapshot of selected experiences during the COVID-19 pandemic among 2015–16 bachelor's degree earners, many of whom were early in their post-bachelor's careers and still paying off student loans when the pandemic began in 2020. The study captures enrollment, student debt and repayment, work, and family experiences 4 years after respondents earned their bachelor's degree. For some, this timing was *before* the COVID-19 pandemic and for others, it was *during* the COVID-19 pandemic. In this report, unless otherwise specified, the time frame “before the COVID-19 pandemic” is from July 2019 through February 2020. The time frame “during the COVID-19 pandemic” is from March 2020 through June 2020.³ These data reflect experiences early in the pandemic only.

Data from B&B can generally be used to address questions about the education, work, family, and household experiences and outcomes of bachelor's degree earners. B&B data capture student loan debt and repayment, as well as education and work history after completion of a bachelor's degree. In response to the COVID-19 pandemic, the B&B:16/20 survey added items on how bachelor's degree earners experienced the pandemic. Several items asked respondents to report whether they had different experiences “due to the COVID-19 pandemic.” Whether an experience was “due to the COVID-19 pandemic” was the

¹ The criteria for B&B eligibility include the date when a student *completed the requirements for a bachelor's degree program*. In this report, the date of *earning* a bachelor's degree also refers to the date on which the student completed all degree requirements, which may differ from the date of graduation.

² For each wave of data collection, the data collection continued into early the following year.

³ The COVID-19 pandemic national emergency was declared on March 13, 2020.

respondent's perception. COVID-19 pandemic-related items in B&B:16/20 include the following:

- **Enrollment**—Items asked respondents about withdrawal or a leave of absence from a degree program and enrollment or delayed enrollment in additional education or training due to the COVID-19 pandemic.
- **Employment**—Items asked if respondents had been laid off or furloughed, had hours at work reduced, were allowed to work remotely, were offered extra paid leave, received unemployment benefits, worked more or fewer hours than desired, or took a job outside their field or a less desirable job due to the COVID-19 pandemic.
- **Personal and family**—Items asked if respondents had delayed buying a home, getting married, or having a child; if they had taken on more family or child care responsibilities; and if they were able to meet essential expenses during the COVID-19 pandemic.

During the time period covered in the B&B:16/20 survey, the country was experiencing high rates of unemployment, and federal policies were enacted in response to the COVID-19 pandemic. Between March and April 2020, as COVID-19 spread across the United States, the nation's economy lost over 22 million jobs (Beach 2020). The national unemployment rate rose to 14.7 percent in April 2020, a sharp increase from the 3.5 percent 2 months before in February 2020 (U.S. Bureau of Labor Statistics 2021). In response, Congress enacted the Coronavirus Aid, Relief, and Economic Security (CARES) Act in March 2020. The Act provided additional unemployment benefits to American workers; suspended payments on federal student loans by placing them in forbearance; paused collections on defaulted loans; and waived interest on federal student loans through September 30, 2020, and as of the publication of this report, through August 31, 2022.⁴

This First Look focuses on a subset of these issues that describe outcomes related to the COVID-19 pandemic 4 years after respondents earned a bachelor's degree. For more information on the outcomes of 2015–16 bachelor's degree recipients 4 years after graduation, see *Baccalaureate and Beyond (B&B:16/20): A First Look at the 2020 Employment and Education Experiences of 2015–16 College Graduates* (Henderson et al. 2022).

⁴ The CARES Act student loan forbearance applied only to federal student loans owned by the U.S. Department of Education (ED) that were not already in a nonrepayment status (e.g., deferment, grace period, default) as of March 13, 2020.

Readers should not infer causality from the data in this report. Although many of the factors discussed (“variables”) are related to each other, the relations between them have not been explored. The variables in this report are just a few of the several hundred that will be available in the B&B:16/20 data.

Selected findings reported below are drawn from tables in appendix A, which also includes standard error tables. Appendix B describes how B&B:16/20 was designed and how the data were collected. Appendix C describes the variables used in the tables.

Selected Findings

Professional experiences during the COVID-19 pandemic (table A-1)

- Twenty-six percent of 2015–16 bachelor’s degree earners said they worked more than desired due to the COVID-19 pandemic, and 27 percent said they worked less than desired. Eight percent took a job outside their field of study, and 8 percent took a less desirable job. Thirteen percent said they delayed enrolling in additional education or training, while 14 percent said they pursued additional education or training due to the COVID-19 pandemic.

Personal experiences during the COVID-19 pandemic (table A-2)

- Among 2015–16 bachelor’s degree earners, 29 percent of American Indian or Alaska Native graduates said they took on additional family or child care responsibilities during the COVID-19 pandemic. Nineteen percent of Black and 19 percent of Hispanic or Latino graduates said they took on additional family or child care responsibilities. Fourteen percent of Asian graduates, 12 percent of those of Two or more races, and 11 percent of White graduates said they had additional family or child care responsibilities.

Student debt repayment during the COVID-19 pandemic (table A-3)

- Among 2015–16 graduates who had all federal student loans in administrative forbearance as of June 30, 2020, some 52 percent made a payment while in administrative forbearance.⁵ Of those who made a payment, the average total amount paid in the 3.5 months before the COVID-19 pandemic was \$1,140. In the first 3.5 months of the COVID-19 pandemic, the average total amount paid was \$750.

Employment status 4 years after bachelor’s degree completion (table A-4)

- Four years after earning their 2015–16 bachelor’s degrees, graduates’ full-time employment rates ranged from 73 percent in the Far West and Outlying areas region to 81 percent in the Great Lakes and Plains region before the COVID-19 pandemic. In the early months of the COVID-19 pandemic, full-time employment rates ranged from 68 percent in the Far West and Outlying areas to 78 percent in the Great Lakes and Plains.

⁵ While in administrative forbearance, borrowers with federal student loans did not have to make payments because of the CARES Act.

Employment characteristics among full-time workers (table A-5a)

- Among those who worked full time 4 years after earning their 2015–16 bachelor’s degrees, those whose parents had a high school diploma or less earned an average of \$58,900 a year before the COVID-19 pandemic and \$56,800 during the early months of the pandemic. Among those whose parents had a graduate or professional degree, the average pay was \$61,300 before the COVID-19 pandemic and \$65,500 during the early months of the COVID-19 pandemic.

Employment characteristics among part-time workers (table A-5b)

- Four years after earning their 2015–16 bachelor’s degrees, unmarried graduates who were part-time workers with dependents were paid an average of \$27,600 per year before the COVID-19 pandemic. Their average pay was \$18,100 per year during the early months of the pandemic. Unmarried graduates who worked part time and had no dependents were paid an average of \$18,000 per year before the COVID-19 pandemic and \$21,700 per year during the early months of the COVID-19 pandemic.

Changes at work reported due to the COVID-19 pandemic (table A-6)

- Among bachelor’s degree earners who were working for pay and for whom the early months of the COVID-19 pandemic occurred 4 years after bachelor’s degree completion, 51 percent said they were allowed to telecommute due to the COVID-19 pandemic. Among those who majored in education, 75 percent said they were allowed to telecommute due to the COVID-19 pandemic.

Unemployment compensation reported due to the COVID-19 pandemic (table A-7)

- Among bachelor’s degree earners for whom the early months of the COVID-19 pandemic occurred 4 years after bachelor’s degree completion, 13 percent said they received unemployment compensation due to the COVID-19 pandemic. Sixty percent of those who said they received unemployment compensation due to the COVID-19 pandemic were female, and 40 percent were male.

Appendix A—Estimate and Standard Error Tables

Table A-1. PROFESSIONAL EXPERIENCES DURING THE COVID-19 PANDEMIC: Percentage of 2015–16 bachelor's degree earners who said they had various employment and enrollment experiences due to the COVID-19 pandemic, by demographic, enrollment, and employment characteristics in 2020

| Demographic, enrollment, and employment characteristics | Worked more than desired | Worked less than desired | Took job outside field of study | Took less desirable job | Delayed additional education/training | Pursued additional education/training |
|---|--------------------------|--------------------------|---------------------------------|-------------------------|---------------------------------------|---------------------------------------|
| Total | 26.5 | 27.4 | 7.9 | 8.1 | 12.9 | 13.7 |
| Biological sex (at birth) | | | | | | |
| Female | 27.9 | 29.3 | 7.4 | 8.4 | 14.0 | 13.7 |
| Male | 24.6 | 24.8 | 8.6 | 7.8 | 11.4 | 13.6 |
| Gender minority status ¹ | | | | | | |
| Gender minority (birth sex and gender identity are not the same) | 28.6 | 38.8 | 12.4 | 13.8 | 20.3 | 21.8 |
| Not gender minority | 26.4 | 27.2 | 7.8 | 8.0 | 12.8 | 13.5 |
| Race/ethnicity | | | | | | |
| American Indian or Alaska Native, not Hispanic or Latino | 33.1 | 40.2 | ‡ | ‡ | 28.9 ! | ‡ |
| Asian, not Hispanic or Latino | 27.6 | 21.4 | 8.5 | 9.2 | 13.2 | 15.9 |
| Black, not Hispanic or Latino ² | 25.1 | 30.3 | 14.0 | 14.7 | 21.0 | 18.8 |
| Hispanic or Latino, of any race | 31.8 | 29.7 | 10.5 | 9.0 | 20.4 | 18.5 |
| Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | 19.6 ! | 54.2 | ‡ | ‡ | ‡ | 24.6 ! |
| White, not Hispanic or Latino | 25.4 | 26.9 | 6.5 | 6.9 | 10.1 | 11.6 |
| Two or more races, not Hispanic or Latino | 28.0 | 30.4 | 6.0 | 6.9 | 13.5 | 14.6 |
| U.S. region of primary residence 4 years after bachelor's degree completion | | | | | | |
| Northeast and Mideast | 28.7 | 27.0 | 7.2 | 7.3 | 12.0 | 12.3 |
| Great Lakes and Plains | 26.5 | 25.1 | 7.4 | 7.2 | 10.7 | 11.6 |
| Southeast | 24.2 | 28.8 | 8.6 | 9.4 | 13.3 | 15.2 |
| Southwest and Rocky Mountains | 26.8 | 26.8 | 9.1 | 9.5 | 15.1 | 15.0 |
| Far West and Outlying areas ³ | 26.1 | 29.5 | 7.7 | 7.6 | 14.4 | 14.8 |
| Age when completed requirements for 2015–16 bachelor's degree | | | | | | |
| 23 or younger | 26.7 | 27.8 | 7.1 | 7.6 | 10.4 | 13.4 |
| 24–29 | 24.7 | 29.1 | 10.8 | 9.7 | 17.0 | 14.8 |
| 30 or older | 27.8 | 23.9 | 7.5 | 8.2 | 17.2 | 13.2 |
| Highest education attained by either parent as of 2015–16 academic year | | | | | | |
| High school diploma or less ⁴ | 29.6 | 24.9 | 11.1 | 9.5 | 15.3 | 14.0 |
| Some postsecondary education/subbaccalaureate credential ⁵ | 26.2 | 28.9 | 7.5 | 8.6 | 15.0 | 14.8 |
| Bachelor's degree | 26.7 | 27.0 | 6.6 | 7.6 | 11.7 | 12.9 |
| Graduate or professional degree | 24.7 | 27.9 | 7.8 | 7.4 | 10.9 | 13.2 |
| Ever received a Pell Grant | | | | | | |
| Yes | 27.7 | 28.8 | 9.8 | 10.0 | 16.6 | 14.1 |
| No | 25.2 | 25.9 | 5.9 | 6.1 | 9.1 | 13.2 |

See notes at end of table.

Table A-1. PROFESSIONAL EXPERIENCES DURING THE COVID-19 PANDEMIC: Percentage of 2015–16 bachelor's degree earners who said they had various employment and enrollment experiences due to the COVID-19 pandemic, by demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | Worked more than desired | Worked less than desired | Took job outside field of study | Took less desirable job | Delayed additional education/training | Pursued additional education/training |
|--|--------------------------|--------------------------|---------------------------------|-------------------------|---------------------------------------|---------------------------------------|
| Military status as of 2020 | | | | | | |
| Veteran | 22.5 | 23.5 | 8.2 | 6.7 | 15.6 | 14.6 |
| Active duty, Reserves, or National Guard | 23.5 | 24.1 | 11.7 | 13.4 | 14.2 | 14.9 |
| No military service | 26.7 | 27.6 | 7.8 | 8.1 | 12.8 | 13.6 |
| Family status as of 4 years after 2015–16 bachelor's degree completion ⁶ | | | | | | |
| Unmarried with no dependents | 26.8 | 29.0 | 8.6 | 9.1 | 12.4 | 14.6 |
| Unmarried with dependents | 28.5 | 29.5 | 10.7 | 12.0 | 23.1 | 15.5 |
| Married with no dependents | 24.2 | 22.7 | 5.8 | 5.3 | 10.3 | 11.4 |
| Married with dependents | 26.5 | 24.1 | 5.6 | 4.5 | 13.1 | 10.7 |
| Control of 2015–16 bachelor's degree-granting institution | | | | | | |
| Public | 26.4 | 27.1 | 8.1 | 8.1 | 12.5 | 13.5 |
| Private nonprofit | 26.6 | 28.3 | 7.1 | 7.7 | 13.1 | 14.0 |
| Private for-profit | 26.6 | 26.8 | 10.2 | 10.0 | 16.0 | 13.5 |
| Major for 2015–16 bachelor's degree ⁷ | | | | | | |
| STEM major ⁸ | 23.8 | 22.7 | 4.9 | 5.3 | 9.1 | 12.0 |
| Computer and information sciences | 23.4 | 15.7 | 6.5 | 6.3 | 10.0 | 12.3 |
| Engineering and engineering technology | 25.9 | 18.0 | 3.8 | 4.2 | 7.8 | 11.9 |
| Biological and physical sciences, science technology, mathematics, and agricultural sciences | 22.9 | 27.2 | 5.0 | 5.7 | 9.5 | 12.0 |
| General studies and other ⁹ | 20.0 | 27.5 | 11.2 | 9.5 | 12.3 | 12.0 |
| Social sciences | 28.7 | 29.8 | 9.5 | 8.9 | 17.2 | 14.5 |
| Humanities | 22.9 | 40.6 | 12.2 | 12.0 | 13.1 | 17.4 |
| Health care fields | 30.6 | 26.1 | 4.8 | 7.1 | 14.2 | 13.2 |
| Business | 26.8 | 21.6 | 7.5 | 7.6 | 12.1 | 11.1 |
| Education | 29.9 | 28.4 | 9.9 | 7.0 | 17.6 | 23.3 |
| Other applied ¹⁰ | 26.8 | 31.3 | 9.8 | 10.3 | 12.9 | 13.7 |
| Employment status as of 4 years after 2015–16 bachelor's degree completion ¹¹ | | | | | | |
| Employed full time | 30.4 | 21.3 | 6.4 | 6.3 | 12.9 | 13.3 |
| Employed part time | 15.3 | 52.6 | 13.2 | 12.1 | 13.7 | 14.7 |
| Out of the labor force ¹² | 15.0 | 38.6 | 10.1 | 12.1 | 10.9 | 13.9 |
| Unemployed ¹³ | 14.9 | 55.2 | 18.6 | 20.7 | 19.8 | 17.9 |

See notes at end of table.

Table A-1. PROFESSIONAL EXPERIENCES DURING THE COVID-19 PANDEMIC: Percentage of 2015–16 bachelor’s degree earners who said they had various employment and enrollment experiences due to the COVID-19 pandemic, by demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | Worked more than desired | Worked less than desired | Took job outside field of study | Took less desirable job | Delayed additional education/training | Pursued additional education/training |
|--|--------------------------|--------------------------|---------------------------------|-------------------------|---------------------------------------|---------------------------------------|
| Annualized earned income in most recent job as of 4 years after 2015–16 bachelor’s degree completion ¹⁴ | | | | | | |
| Lowest quarter of income | 18.6 | 45.8 | 13.5 | 13.4 | 13.8 | 14.6 |
| Lower middle quarter of income | 27.1 | 29.8 | 10.1 | 9.8 | 16.3 | 15.7 |
| Higher middle quarter of income | 29.9 | 20.0 | 5.1 | 5.3 | 13.2 | 13.3 |
| Highest quarter of income | 31.8 | 14.5 | 2.9 | 3.5 | 8.5 | 11.3 |
| No job within 4 years after bachelor’s degree completion | 9.9 | 26.3 | 9.1 | 12.3 | 11.2 | 10.8 |

! Interpret data with caution. Estimate is unstable because the standard error is between 30 and 50 percent of the estimate.

‡ Reporting standards not met either because the standard error is greater than 50 percent of the estimate or because there were too few cases for a reliable estimate.

¹ “Gender minority status” indicates whether the respondent’s gender identity differed from the sex assigned at birth. Gender identity categories include male; female; transgender, male-to-female; transgender, female-to-male; genderqueer or gender nonconforming; a different gender identity; and more than one gender identity.

² “Black, not Hispanic or Latino” includes African American.

³ “Far West and Outlying areas” includes those “Not in the United States or a U.S. territory.”

⁴ “High school diploma or less” includes the 0.1 percent of graduates who did not know either parent’s highest level of education. This category also includes respondents whose parents’ highest level of education was a high school equivalency credential.

⁵ “Some postsecondary education/subbaccalaureate credential” means that at least one parent attended postsecondary education, including vocational or technical training, and may have earned a credential up to an associate’s degree, but neither parent earned a bachelor’s or advanced degree.

⁶ “Unmarried” includes respondents who were widowed, divorced, separated, or never married. Students are considered to have a dependent if they have a child or any others for whom they are the caretaker or have financial responsibility. A spouse is not considered a dependent.

⁷ Respondents with multiple majors were classified by the first field of study reported.

⁸ “STEM major” includes those in the fields of science, technology, engineering, and mathematics.

⁹ “General studies and other” includes liberal arts and sciences, general studies and humanities; multi/interdisciplinary studies; basic skills; citizenship activities; health-related knowledge and skills; interpersonal and social skills; leisure and recreational activities; personal awareness and self-improvement; high school/secondary diplomas and certificates; and other majors.

¹⁰ “Other applied” includes personal and consumer services; manufacturing, construction, repair, and transportation; military technology and protective services; architecture; communications; public administration and human services; design and applied arts; law and legal studies; library sciences; and theology and religious vocations.

¹¹ Employment status is based on all of the respondent’s jobs and job-search activities 4 years after completion of the 2015–16 bachelor’s degree.

¹² “Out of the labor force” includes respondents who were not working and not looking for work.

¹³ “Unemployed” includes respondents who were not working but were looking for work.

¹⁴ Annualized earned income in most recent job is calculated for the respondent’s most recent job within 4 years of completing the 2015–16 bachelor’s degree. “Most recent job” is the respondent’s current job 4 years after bachelor’s degree completion or the respondent’s most recent job held for 4 or more months within 4 years after bachelor’s degree completion. If the respondent had more than one employer, then the employer with the longest duration was selected as the respondent’s most recent employer. “Lowest quarter of income” includes those with incomes greater than zero but less than \$31,186; “lower middle quarter of income” includes those with incomes between \$31,186 and \$46,990; “higher middle quarter of income” includes those with incomes between \$46,991 and \$65,989; and those in the “highest quarter of income” had incomes of \$65,990 or more. “No job within 4 years after bachelor’s degree completion” includes 2015–16 bachelor’s degree earners who never had a most recent job that they held for 4 or more months within 4 years after bachelor’s degree completion.

NOTE: Estimates pertain to individuals who completed the requirements for a bachelor’s degree in 2015–16 and were awarded their degree by a Title IV eligible postsecondary institution in the 50 states, the District of Columbia, or Puerto Rico no later than June 30, 2017. This table includes all 2015–16 bachelor’s degree earners, including the 8.7 percent of respondents for whom the 2015–16 bachelor’s degree was not their first bachelor’s degree.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20).

Table A-2. PERSONAL EXPERIENCES DURING THE COVID-19 PANDEMIC: Percentage of 2015–16 bachelor's degree earners who said they had various family and financial experiences due to the COVID-19 pandemic, by demographic, enrollment, and employment characteristics in 2020

| Demographic, enrollment, and employment characteristics | Delayed getting married | Delayed having children | Had additional family or child care responsibilities | Delayed buying a home | Unable to meet essential expenses ¹ |
|---|-------------------------|-------------------------|--|-----------------------|--|
| Total | 8.9 | 7.4 | 13.4 | 13.1 | 10.8 |
| Biological sex (at birth) | | | | | |
| Female | 8.1 | 7.5 | 14.8 | 12.2 | 12.6 |
| Male | 9.9 | 7.3 | 11.6 | 14.3 | 8.3 |
| Gender minority status ² | | | | | |
| Gender minority (birth sex and gender identity are not the same) | 16.1 | 16.3 | 19.6 | 17.6 | 16.7 |
| Not gender minority | 8.7 | 7.2 | 13.3 | 13.0 | 10.7 |
| Race/ethnicity | | | | | |
| American Indian or Alaska Native, not Hispanic or Latino | ‡ | 10.5 ! | 28.8 ! | 19.9 ! | 21.3 ! |
| Asian, not Hispanic or Latino | 10.6 | 7.3 | 14.3 | 16.1 | 8.5 |
| Black, not Hispanic or Latino ³ | 10.9 | 9.2 | 19.2 | 17.4 | 22.5 |
| Hispanic or Latino, of any race | 12.1 | 12.8 | 19.3 | 19.1 | 15.1 |
| Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | ‡ | ‡ | ‡ | ‡ | ‡ |
| White, not Hispanic or Latino | 7.7 | 6.1 | 11.2 | 10.9 | 8.4 |
| Two or more races, not Hispanic or Latino | 8.9 | 6.4 | 12.0 | 11.9 | 8.8 |
| U.S. region of primary residence 4 years after bachelor's degree completion | | | | | |
| Northeast and Mideast | 8.8 | 7.2 | 12.9 | 12.7 | 10.9 |
| Great Lakes and Plains | 8.0 | 6.4 | 11.7 | 11.1 | 8.0 |
| Southeast | 8.5 | 7.4 | 13.5 | 13.3 | 12.6 |
| Southwest and Rocky Mountains | 9.2 | 7.9 | 15.0 | 12.9 | 11.9 |
| Far West and Outlying areas ⁴ | 10.2 | 8.5 | 14.6 | 15.7 | 10.6 |
| Age when completed requirements for 2015–16 bachelor's degree | | | | | |
| 23 or younger | 9.4 | 6.2 | 9.3 | 12.0 | 8.7 |
| 24–29 | 11.0 | 13.0 | 19.8 | 17.7 | 14.5 |
| 30 or older | 3.9 | 4.8 | 21.1 | 11.3 | 13.8 |
| Highest education attained by either parent as of 2015–16 academic year | | | | | |
| High school diploma or less ⁵ | 10.4 | 9.4 | 17.4 | 16.7 | 15.1 |
| Some postsecondary education/ subbaccalaureate credential ⁶ | 7.6 | 7.3 | 15.5 | 13.3 | 13.6 |
| Bachelor's degree | 9.5 | 7.5 | 12.2 | 12.1 | 8.5 |
| Graduate or professional degree | 8.5 | 6.3 | 10.6 | 11.8 | 8.1 |
| Ever received a Pell Grant | | | | | |
| Yes | 9.3 | 9.0 | 17.4 | 15.9 | 15.4 |
| No | 8.4 | 5.8 | 9.3 | 10.2 | 6.0 |
| Military status as of 2020 | | | | | |
| Veteran | 5.9 | 6.4 | 18.0 | 13.1 | 11.6 |
| Active duty, Reserves, or National Guard | 8.1 ! | 9.2 ! | 19.1 | 12.7 | 8.9 |
| No military service | 9.0 | 7.4 | 13.1 | 13.1 | 10.8 |

See notes at end of table.

Table A-2. PERSONAL EXPERIENCES DURING THE COVID-19 PANDEMIC: Percentage of 2015–16 bachelor's degree earners who said they had various family and financial experiences due to the COVID-19 pandemic, by demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | Delayed getting married | Delayed having children | Had additional family or child care responsibilities | Delayed buying a home | Unable to meet essential expenses ¹ |
|--|-------------------------|-------------------------|--|-----------------------|--|
| Family status as 4 years after 2015–16 bachelor's degree completion ⁷ | | | | | |
| Unmarried with no dependents | 11.7 | 6.2 | 9.4 | 13.3 | 9.6 |
| Unmarried with dependents | 17.0 | 8.5 | 34.8 | 21.1 | 23.3 |
| Married with no dependents | 1.3 | 13.6 | 8.2 | 11.2 | 7.2 |
| Married with dependents | 0.3 ! | 5.4 | 27.8 | 10.5 | 14.2 |
| Control of 2015–16 bachelor's degree-granting institution | | | | | |
| Public | 9.6 | 8.0 | 12.8 | 13.8 | 10.5 |
| Private nonprofit | 7.8 | 6.2 | 13.0 | 11.3 | 9.5 |
| Private for-profit | 6.4 | 7.6 | 21.6 | 14.7 | 19.8 |
| Major for 2015–16 bachelor's degree ⁸ | | | | | |
| STEM major ⁹ | 9.0 | 6.6 | 8.9 | 11.9 | 6.4 |
| Computer and information sciences | 6.8 | 6.0 | 9.2 | 10.1 | 7.7 |
| Engineering and engineering technology | 9.3 | 7.8 | 8.2 | 14.8 | 3.8 |
| Biological and physical sciences, science technology, mathematics, and agricultural sciences | 9.4 | 6.2 | 9.1 | 10.9 | 7.2 |
| General studies and other ¹⁰ | 5.7 ! | ‡ | 13.8 | 14.3 | 17.9 |
| Social sciences | 9.6 | 6.6 | 15.2 | 13.9 | 12.4 |
| Humanities | 9.6 | 7.6 | 10.2 | 9.9 | 11.6 |
| Health care fields | 7.1 | 7.4 | 17.2 | 11.8 | 11.5 |
| Business | 8.2 | 7.3 | 14.9 | 14.4 | 10.1 |
| Education | 8.1 | 9.9 | 16.4 | 16.0 | 10.7 |
| Other applied ¹¹ | 10.5 | 9.3 | 14.5 | 14.4 | 14.2 |
| Employment status as of 4 years after 2015–16 bachelor's degree completion ¹² | | | | | |
| Employed full time | 8.6 | 7.1 | 12.6 | 13.4 | 8.4 |
| Employed part time | 8.9 | 7.7 | 13.5 | 10.4 | 16.0 |
| Out of the labor force ¹³ | 8.9 | 7.9 | 15.2 | 11.8 | 15.4 |
| Unemployed ¹⁴ | 13.4 | 11.0 | 21.6 | 17.9 | 27.8 |
| Annualized earned income in most recent job as of 4 years after 2015–16 bachelor's degree completion ¹⁵ | | | | | |
| Lowest quarter of income | 10.1 | 8.7 | 16.2 | 11.6 | 17.9 |
| Lower middle quarter of income | 8.9 | 7.4 | 12.9 | 13.9 | 13.0 |
| Higher middle quarter of income | 9.0 | 7.9 | 13.3 | 13.8 | 7.3 |
| Highest quarter of income | 7.3 | 5.7 | 11.3 | 13.2 | 4.3 |
| No job within 4 years after bachelor's degree completion | 10.2 | 6.5 | 12.8 | 12.5 | 16.2 |

! Interpret data with caution. Estimate is unstable because the standard error is between 30 and 50 percent of the estimate.

‡ Reporting standards not met either because the standard error is greater than 50 percent of the estimate or because there were too few cases for a reliable estimate.

¹ "Unable to meet essential expenses" includes those who said they were unable to meet essential living expenses such as mortgage or rent payments, utility bills, or important medical care due to the COVID-19 pandemic.

² "Gender minority status" indicates whether the respondent's gender identity differed from the sex assigned at birth. Gender identity categories include male; female; transgender, male-to-female; transgender, female-to-male; genderqueer or gender nonconforming; a different gender identity; and more than one gender identity.

³ "Black, not Hispanic or Latino" includes African American.

⁴ "Far West and Outlying areas" includes those "Not in the United States or a U.S. territory."

Notes continued on next page.

Table A-2. PERSONAL EXPERIENCES DURING THE COVID-19 PANDEMIC: Percentage of 2015–16 bachelor’s degree earners who said they had various family and financial experiences due to the COVID-19 pandemic, by demographic, enrollment, and employment characteristics in 2020—Continued

⁵ “High school diploma or less” includes the 0.1 percent of graduates who did not know either parent’s highest level of education. This category also includes respondents whose parents’ highest level of education was a high school equivalency credential.

⁶ “Some postsecondary education/subbaccalaureate credential” means that at least one parent attended postsecondary education, including vocational or technical training, and may have earned a credential up to an associate’s degree, but neither parent earned a bachelor’s or advanced degree.

⁷ “Unmarried” includes respondents who were widowed, divorced, separated, or never married. Students are considered to have a dependent if they have a child or any others for whom they are the caretaker or have financial responsibility. A spouse is not considered a dependent.

⁸ Respondents with multiple majors were classified by the first field of study reported.

⁹ “STEM major” includes those in the fields of science, technology, engineering, and mathematics.

¹⁰ “General studies and other” includes liberal arts and sciences, general studies and humanities; multi/interdisciplinary studies; basic skills; citizenship activities; health-related knowledge and skills; interpersonal and social skills; leisure and recreational activities; personal awareness and self-improvement; high school/secondary diplomas and certificates; and other majors.

¹¹ “Other applied” includes personal and consumer services; manufacturing, construction, repair, and transportation; military technology and protective services; architecture; communications; public administration and human services; design and applied arts; law and legal studies; library sciences; and theology and religious vocations.

¹² Employment status is based on all of the respondent’s jobs and job-search activities 4 years after completion of the 2015–16 bachelor’s degree.

¹³ “Out of the labor force” includes respondents who were not working and not looking for work.

¹⁴ “Unemployed” includes respondents who were not working but were looking for work.

¹⁵ Annualized earned income in most recent job is calculated for the respondent’s most recent job within 4 years of completing the 2015–16 bachelor’s degree. “Most recent job” is the respondent’s current job 4 years after bachelor’s degree completion or the respondent’s most recent job held for 4 or more months within 4 years after bachelor’s degree completion. If the respondent had more than one employer, then the employer with the longest duration was selected as the respondent’s most recent employer. “Lowest quarter of income” includes those with incomes greater than zero but less than \$31,186; “lower middle quarter of income” includes those with incomes between \$31,186 and \$46,990; “higher middle quarter of income” includes those with incomes between \$46,991 and \$65,989; and those in the “highest quarter of income” had incomes of \$65,990 or more. “No job within 4 years after bachelor’s degree completion” includes 2015–16 bachelor’s degree earners who never had a most recent job that they held for 4 or more months within 4 years after bachelor’s degree completion.

NOTE: Estimates pertain to individuals who completed the requirements for a bachelor’s degree in 2015–16 and were awarded their degree by a Title IV eligible postsecondary institution in the 50 states, the District of Columbia, or Puerto Rico no later than June 30, 2017. This table includes all 2015–16 bachelor’s degree earners, including the 8.7 percent of respondents for whom the 2015–16 bachelor’s degree was not their first bachelor’s degree.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20).

Table A-3. STUDENT DEBT REPAYMENT DURING THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who took out federal student loans to pay for undergraduate or graduate education, percentage who had all federal student loans in forbearance in February 2020 and June 2020, and among those in administrative forbearance as of June 2020, percentage who made payments between March 2020 and June 2020, and among those who made payments during administrative forbearance, cumulative amount paid in prior 3.5 months as of February 2020 and June 2020, by demographic, enrollment, and employment characteristics in 2020

| Demographic, enrollment, and employment characteristics | Among those who had all federal loans in administrative forbearance as of June 2020 | | | | | | |
|---|--|--|---|---|--------------|---|--------------|
| | Percent who had all federal student loans in forbearance in February 2020 ¹ | Percent who had all federal student loans in forbearance in June 2020 ² | Percent who made payments during administrative forbearance between March 2020 and June 2020 ³ | Among those who made payments during administrative forbearance | | | |
| | | | | Cumulative amount paid in prior 3.5 months as of February 2020 ⁴ | | Cumulative amount paid in prior 3.5 months as of June 2020 ⁵ | |
| | | | | Average | Median | Average | Median |
| Total | 9.5 | 67.6 | 52.1 | \$1,140 | \$830 | \$750 | \$330 |
| Biological sex (at birth) | | | | | | | |
| Female | 10.2 | 66.5 | 50.3 | 1,150 | 800 | 730 | 340 |
| Male | 8.4 | 69.3 | 54.9 | 1,120 | 870 | 780 | 320 |
| Gender minority status ⁶ | | | | | | | |
| Gender minority (birth sex and gender identity are not the same) | 7.6 ! | 63.3 | 53.5 | 840 | 620 ! | 440 | ‡ |
| Not gender minority | 9.5 | 67.6 | 52.1 | 1,150 | 830 | 750 | 340 |
| Race/ethnicity | | | | | | | |
| American Indian or Alaska Native, not Hispanic or Latino | 26.4 ! | 72.4 | 44.5 ! | ‡ | ‡ | ‡ | ‡ |
| Asian, not Hispanic or Latino | 4.2 ! | 58.3 | 60.0 | 1,350 | 780 | 1,210 | 470 |
| Black, not Hispanic or Latino ⁷ | 18.4 | 62.5 | 33.4 | 710 | 520 | 450 | 200 |
| Hispanic or Latino, of any race | 10.3 | 66.3 | 47.6 | 860 | 680 | 600 | 250 |
| Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | 30.6 ! | 61.5 | ‡ | ‡ | ‡ | ‡ | ‡ |
| White, not Hispanic or Latino | 7.5 | 70.0 | 56.9 | 1,210 | 880 | 790 | 380 |
| Two or more races, not Hispanic or Latino | 8.0 | 62.0 | 47.6 | 1,480 | 920 | 670 | 340 |
| U.S. region of primary residence 4 years after bachelor's degree completion | | | | | | | |
| Northeast and Mideast | 9.0 | 66.5 | 57.3 | 1,310 | 890 | 810 | 380 |
| Great Lakes and Plains | 6.8 | 67.9 | 59.1 | 1,000 | 820 | 730 | 370 |
| Southeast | 10.8 | 67.0 | 47.9 | 1,220 | 760 | 700 | 300 |
| Southwest and Rocky Mountains | 12.0 | 73.0 | 46.5 | 1,120 | 800 | 760 | 300 |
| Far West and Outlying areas ⁸ | 9.5 | 64.2 | 46.3 | 960 | 810 | 740 | 310 |

See notes at end of table.

Table A-3. STUDENT DEBT REPAYMENT DURING THE COVID-19 PANDEMIC: Among 2015–16 bachelor’s degree earners who took out federal student loans to pay for undergraduate or graduate education, percentage who had all federal student loans in forbearance in February 2020 and June 2020, and among those in administrative forbearance as of June 2020, percentage who made payments between March 2020 and June 2020, and among those who made payments during administrative forbearance, cumulative amount paid in prior 3.5 months as of February 2020 and June 2020, by demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | Percent who had all federal student loans in forbearance in February 2020 ¹ | Percent who had all federal student loans in forbearance in June 2020 ² | Among those who had all federal loans in administrative forbearance as of June 2020 | | | | |
|--|--|--|---|---|--------|---|--------|
| | | | Percent who made payments during administrative forbearance between March 2020 and June 2020 ³ | Among those who made payments during administrative forbearance | | | |
| | | | | Cumulative amount paid in prior 3.5 months as of February 2020 ⁴ | | Cumulative amount paid in prior 3.5 months as of June 2020 ⁵ | |
| | | | | Average | Median | Average | Median |
| Age when completed requirements for 2015–16 bachelor’s degree | | | | | | | |
| 23 or younger | 6.6 | 66.8 | 57.6 | 1,180 | 870 | 820 | 380 |
| 24–29 | 12.2 | 69.1 | 48.2 | 1,010 | 760 | 640 | 280 |
| 30 or older | 14.8 | 67.9 | 40.7 | 1,160 | 790 | 590 | 320 |
| Highest education attained by either parent as of 2015–16 academic year | | | | | | | |
| High school diploma or less ⁹ | 11.8 | 65.3 | 42.1 | 1,340 | 790 | 690 | 320 |
| Some postsecondary education/ subbaccalaureate credential ¹⁰ | 10.6 | 68.0 | 50.9 | 1,050 | 750 | 770 | 320 |
| Bachelor’s degree | 8.7 | 68.9 | 56.1 | 1,140 | 870 | 710 | 340 |
| Graduate or professional degree | 7.3 | 67.2 | 56.3 | 1,140 | 880 | 800 | 360 |
| Ever received a Pell Grant | | | | | | | |
| Yes | 11.4 | 65.1 | 46.5 | 1,070 | 750 | 670 | 300 |
| No | 5.9 | 72.2 | 61.8 | 1,230 | 900 | 850 | 400 |
| Military status as of 2020 | | | | | | | |
| Veteran | 11.6 | 66.1 | 52.0 | 870 | 600 | 670 | 240 |
| Active duty, Reserves, or National Guard | 11.5 | 67.2 | 42.2 | 910 | 820 | 680 | ‡ |
| No military service | 9.4 | 67.6 | 52.2 | 1,150 | 840 | 750 | 340 |
| Family status as of 4 years after 2015–16 bachelor’s degree completion ¹¹ | | | | | | | |
| Unmarried with no dependents | 8.4 | 65.9 | 55.2 | 1,160 | 820 | 790 | 340 |
| Unmarried with dependents | 14.2 | 66.8 | 33.0 | 700 | 540 | 490 | 200 |
| Married with no dependents | 8.2 | 73.4 | 58.1 | 1,290 | 1,000 | 810 | 380 |
| Married with dependents | 12.3 | 69.6 | 45.4 | 1,030 | 800 | 580 | 330 |

See notes at end of table.

Table A-3. STUDENT DEBT REPAYMENT DURING THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who took out federal student loans to pay for undergraduate or graduate education, percentage who had all federal student loans in forbearance in February 2020 and June 2020, and among those in administrative forbearance as of June 2020, percentage who made payments between March 2020 and June 2020, and among those who made payments during administrative forbearance, cumulative amount paid in prior 3.5 months as of February 2020 and June 2020, by demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | Percent who had all federal student loans in forbearance in February 2020 ¹ | Percent who had all federal student loans in forbearance in June 2020 ² | Among those who had all federal loans in administrative forbearance as of June 2020 | | | | |
|--|--|--|---|---|--------|---|--------|
| | | | Percent who made payments during administrative forbearance between March 2020 and June 2020 ³ | Among those who made payments during administrative forbearance | | | |
| | | | | Cumulative amount paid in prior 3.5 months as of February 2020 ⁴ | | Cumulative amount paid in prior 3.5 months as of June 2020 ⁵ | |
| | | | | Average | Median | Average | Median |
| Control of 2015–16 bachelor's degree-granting institution | | | | | | | |
| Public | 8.5 | 68.3 | 52.8 | 1,110 | 800 | 710 | 320 |
| Private nonprofit | 9.0 | 65.2 | 54.2 | 1,230 | 860 | 840 | 380 |
| Private for-profit | 19.5 | 71.0 | 39.3 | 960 | 830 | 680 | 320 |
| Major for 2015–16 bachelor's degree ¹² | | | | | | | |
| STEM major ¹³ | 5.8 | 61.8 | 53.5 | 1,390 | 960 | 890 | 400 |
| Computer and information sciences | 9.0 | 74.4 | 51.1 | 1,470 | 920 | 550 | 290 |
| Engineering and engineering technology | 4.9 | 74.4 | 64.5 | 1,510 | 1,000 | 850 | 450 |
| Biological and physical sciences, science technology, mathematics, and agricultural sciences | 5.4 | 54.8 | 49.6 | 1,280 | 920 | 1,030 | 400 |
| General studies and other ¹⁴ | 15.1 | 74.3 | 47.4 | 830 | 800 | 410 | 270 |
| Social sciences | 9.1 | 60.8 | 49.6 | 1,010 | 800 | 720 | 300 |
| Humanities | 10.9 | 67.5 | 46.2 | 1,120 | 780 | 640 | 320 |
| Health care fields | 7.1 | 61.7 | 58.2 | 1,540 | 960 | 930 | 380 |
| Business | 12.2 | 77.6 | 55.8 | 970 | 780 | 660 | 360 |
| Education | 12.3 | 71.0 | 51.1 | 950 | 760 | 640 | 290 |
| Other applied ¹⁵ | 10.3 | 71.9 | 48.4 | 1,040 | 740 | 740 | 300 |
| Ever enrolled in postbaccalaureate degree/certificate program as of 4 years after 2015–16 bachelor's degree completion | | | | | | | |
| Yes | 8.2 | 50.1 | 46.7 | 1,610 | 900 | 1,020 | 400 |
| No | 10.5 | 81.0 | 54.7 | 960 | 800 | 640 | 310 |

See notes at end of table.

Table A-3. STUDENT DEBT REPAYMENT DURING THE COVID-19 PANDEMIC: Among 2015–16 bachelor’s degree earners who took out federal student loans to pay for undergraduate or graduate education, percentage who had all federal student loans in forbearance in February 2020 and June 2020, and among those in administrative forbearance as of June 2020, percentage who made payments between March 2020 and June 2020, and among those who made payments during administrative forbearance, cumulative amount paid in prior 3.5 months as of February 2020 and June 2020, by demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | Among those who had all federal loans in administrative forbearance as of June 2020 | | | | | | |
|--|--|--|---|---|--------|---|--------|
| | Percent who had all federal student loans in forbearance in February 2020 ¹ | Percent who had all federal student loans in forbearance in June 2020 ² | Percent who made payments during administrative forbearance between March 2020 and June 2020 ³ | Among those who made payments during administrative forbearance | | | |
| | | | | Cumulative amount paid in prior 3.5 months as of February 2020 ⁴ | | Cumulative amount paid in prior 3.5 months as of June 2020 ⁵ | |
| | | | | Average | Median | Average | Median |
| Employment status as of 4 years after 2015–16 bachelor’s degree completion ¹⁶ | | | | | | | |
| Employed full time | 9.5 | 73.5 | 56.5 | 1,150 | 830 | 740 | 330 |
| Employed part time | 5.6 | 48.9 | 36.2 | 1,280 | 890 | 640 | 300 |
| Out of the labor force ¹⁷ | 10.2 | 49.7 | 35.1 | 990 | 760 | 980 | 380 |
| Unemployed ¹⁸ | 13.7 | 65.4 | 34.8 | 970 | 690 | 590 | 310 ! |
| Annualized earned income in most recent job as of 4 years after 2015–16 bachelor’s degree completion ¹⁹ | | | | | | | |
| Lowest quarter of income | 8.3 | 54.5 | 36.4 | 890 | 640 | 760 | 290 |
| Lower middle quarter of income | 11.8 | 71.0 | 50.7 | 910 | 720 | 580 | 280 |
| Higher middle quarter of income | 9.8 | 74.3 | 57.8 | 1,150 | 900 | 770 | 360 |
| Highest quarter of income | 7.3 | 76.0 | 66.5 | 1,520 | 920 | 900 | 410 |
| No job within 4 years after bachelor’s degree completion | 9.6 | 46.9 | 17.2 | ‡ | ‡ | ‡ | ‡ |

! Interpret data with caution. Estimate is unstable because the standard error is between 30 and 50 percent of the estimate.

‡ Reporting standards not met either because the standard error is greater than 50 percent of the estimate or because there were too few cases for a reliable estimate.

¹ Indicates whether all of the respondent’s federal student loans were in forbearance as of February 29, 2020.

² Indicates whether all of the respondent’s federal student loans were in forbearance as of June 30, 2020. Borrowers could opt out of the Coronavirus Aid, Relief, and Economic Security (CARES) Act administrative forbearance program.

³ Indicates whether the respondent made any non-zero payments on federal student loans while in the CARES Act administrative forbearance program between March 13, 2020, and June 30, 2020 (3.5 months). Borrowers could opt out of the administrative forbearance program. Excludes borrowers who had at least one federal student loan not in administrative forbearance as of June 30, 2020.

⁴ Indicates the cumulative amount paid on federal student loans between November 13, 2019, and February 29, 2020 (3.5 months), before entering the CARES Act administrative forbearance program. Cumulative amount paid is calculated for those who made payments during administrative forbearance between March 13, 2020, and June 30, 2020. Payments of \$0 between November 13, 2019, and February 29, 2020, as part of an income-based payment plan are only included if the borrower made non-zero payments while in administrative forbearance between March 13, 2020, and June 30, 2020. Borrowers could opt out of the administrative forbearance program. Excludes borrowers who had at least one federal student loan not in administrative forbearance as of June 30, 2020.

Notes continued on next page.

Table A-3. STUDENT DEBT REPAYMENT DURING THE COVID-19 PANDEMIC: Among 2015–16 bachelor’s degree earners who took out federal student loans to pay for undergraduate or graduate education, percentage who had all federal student loans in forbearance in February 2020 and June 2020, and among those in administrative forbearance as of June 2020, percentage who made payments between March 2020 and June 2020, and among those who made payments during administrative forbearance, cumulative amount paid in prior 3.5 months as of February 2020 and June 2020, by demographic, enrollment, and employment characteristics in 2020—Continued

⁵ Indicates the cumulative amount paid on federal student loans between March 13, 2020, and June 30, 2020 (3.5 months), while in the CARES Act administrative forbearance program.

Cumulative amount paid is calculated for those who made payments during administrative forbearance between March 13, 2020, and June 30, 2020. Payments of \$0 are not included. Borrowers could opt out of the administrative forbearance program. Excludes borrowers who had at least one federal student loan not in administrative forbearance as of June 30, 2020.

⁶ “Gender minority status” indicates whether the respondent’s gender identity differed from the sex assigned at birth. Gender identity categories include male; female; transgender, male-to-female; transgender, female-to-male; genderqueer or gender nonconforming; a different gender identity; and more than one gender identity.

⁷ “Black, not Hispanic or Latino” includes African American.

⁸ “Far West and Outlying areas” includes those “Not in the United States or a U.S. territory.”

⁹ “High school diploma or less” includes the 0.1 percent of graduates who did not know either parent’s highest level of education. This category also includes respondents whose parents’ highest level of education was a high school equivalency credential.

¹⁰ “Some postsecondary education/subbaccalaureate credential” means that at least one parent attended postsecondary education, including vocational or technical training, and may have earned a credential up to an associate’s degree, but neither parent earned a bachelor’s or advanced degree.

¹¹ “Unmarried” includes respondents who were widowed, divorced, separated, or never married. Students are considered to have a dependent if they have a child or any others for whom they are the caretaker or have financial responsibility. A spouse is not considered a dependent.

¹² Respondents with multiple majors were classified by the first field of study reported.

¹³ “STEM major” includes those in the fields of science, technology, engineering, and mathematics.

¹⁴ “General studies and other” includes liberal arts and sciences, general studies and humanities; multi/interdisciplinary studies; basic skills; citizenship activities; health-related knowledge and skills; interpersonal and social skills; leisure and recreational activities; personal awareness and self-improvement; high school/secondary diplomas and certificates; and other majors.

¹⁵ “Other applied” includes personal and consumer services; manufacturing, construction, repair, and transportation; military technology and protective services; architecture; communications; public administration and human services; design and applied arts; law and legal studies; library sciences; and theology and religious vocations.

¹⁶ Employment status is based on all of the respondent’s jobs and job-search activities 4 years after completion of the 2015–16 bachelor’s degree.

¹⁷ “Out of the labor force” includes respondents who were not working and not looking for work.

¹⁸ “Unemployed” includes respondents who were not working but were looking for work.

¹⁹ Annualized earned income in most recent job is calculated for the respondent’s most recent job within 4 years of completing the 2015–16 bachelor’s degree. “Most recent job” is the respondent’s current job 4 years after bachelor’s degree completion or the respondent’s most recent job held for 4 or more months within 4 years after bachelor’s degree completion. If the respondent had more than one employer, then the employer with the longest duration was selected as the respondent’s most recent employer. “Lowest quarter of income” includes those with incomes greater than zero but less than \$31,186; “lower middle quarter of income” includes those with incomes between \$31,186 and \$46,990; “higher middle quarter of income” includes those with incomes between \$46,991 and \$65,989; and those in the “highest quarter of income” had incomes of \$65,990 or more. “No job within 4 years after bachelor’s degree completion” includes 2015–16 bachelor’s degree earners who never had a most recent job that they held for 4 or more months within 4 years after bachelor’s degree completion.

NOTE: Estimates pertain to individuals who completed the requirements for a bachelor’s degree in 2015–16 and were awarded their degree by a Title IV eligible postsecondary institution in the 50 states, the District of Columbia, or Puerto Rico no later than June 30, 2017. The observed cut point in time in this table, February 2020, is based on when emergency relief for federal student loan borrowers went into effect as a result of the COVID-19 pandemic emergency. On March 13, 2020, the COVID-19 pandemic was declared a national emergency in the United States, and on March 27, 2020, Congress passed the Coronavirus Aid, Relief, and Economic Security (CARES) Act, which included emergency relief for federal student loan borrowers in the form of an administrative forbearance, a 0 percent interest rate, and paused collections on defaulted loans. The CARES Act applied only to federal student loans owned by the U.S. Department of Education that were not already in a nonrepayment status (e.g., deferment, grace period, default) as of March 13, 2020. The emergency relief retroactively took effect on March 13, 2020; thus, February 2020 is the last month before federal student loan repayment was affected by the COVID-19 pandemic. June 2020 is 4 years after June 2016, the last eligible month for bachelor’s degree completion in B&B:16/20, and is therefore the last month of the time frame of interest in B&B:16/20. All estimates exclude Parent PLUS Loans and Direct Unsubsidized Loans to students who received a TEACH Grant and failed to fulfill the service obligation. Thus, forbearance is measured only on federal student loans taken out directly by respondents.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20).

Table A-4. EMPLOYMENT STATUS 4 YEARS AFTER BACHELOR'S DEGREE COMPLETION: Percentage distribution of employment status 4 years after bachelor's degree completion, by whether 4 years after completing the 2015–16 bachelor's degree was before or during the COVID-19 pandemic and demographic and enrollment characteristics in 2020

| Demographic and enrollment characteristics | 4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic ¹ | | | | 4 years after completion of the 2015–16 bachelor's degree was during the COVID-19 pandemic ² | | | |
|---|--|--------------------|-------------------------------------|-------------------------|--|--------------------|-------------------------------------|-------------------------|
| | Employed full time | Employed part time | Out of the labor force ³ | Unemployed ⁴ | Employed full time | Employed part time | Out of the labor force ³ | Unemployed ⁴ |
| Total | 76.8 | 7.1 | 12.6 | 3.6 | 73.1 | 7.6 | 15.1 | 4.2 |
| Biological sex (at birth) | | | | | | | | |
| Female | 72.6 | 8.9 | 14.8 | 3.7 | 70.9 | 8.8 | 16.4 | 3.9 |
| Male | 82.3 | 4.7 | 9.6 | 3.4 | 76.1 | 6.0 | 13.2 | 4.6 |
| Gender minority status ⁵ | | | | | | | | |
| Gender minority (birth sex and gender identity are not the same) | 73.0 | 8.4 ! | 14.9 ! | ‡ | 64.8 | 12.7 | 19.5 | 3.0 ! |
| Not gender minority | 76.8 | 7.1 | 12.5 | 3.6 | 73.3 | 7.5 | 15.0 | 4.2 |
| Race/ethnicity | | | | | | | | |
| American Indian or Alaska Native, not Hispanic or Latino | 71.7 | ‡ | ‡ | ‡ | 64.4 | ‡ | ‡ | ‡ |
| Asian, not Hispanic or Latino | 68.7 | 8.2 ! | 15.2 | 7.8 ! | 64.0 | 8.7 | 22.0 | 5.3 |
| Black, not Hispanic or Latino ⁶ | 70.3 | 5.7 | 18.0 | 6.0 | 67.9 | 7.9 | 18.6 | 5.6 |
| Hispanic or Latino, of any race | 78.5 | 7.0 | 11.7 | 2.8 | 70.1 | 8.8 | 15.6 | 5.5 |
| Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | ‡ | ‡ | ‡ | ‡ | 56.1 ! | ‡ | ‡ | ‡ |
| White, not Hispanic or Latino | 78.7 | 7.1 | 11.5 | 2.8 | 76.0 | 7.1 | 13.4 | 3.5 |
| Two or more races, not Hispanic or Latino | 70.3 | 10.1 | 13.9 ! | 5.7 ! | 67.5 | 9.4 | 19.7 | 3.3 ! |
| U.S. region of primary residence 4 years after bachelor's degree completion | | | | | | | | |
| Northeast and Mideast | 77.0 | 6.1 | 12.6 | 4.4 | 72.5 | 7.7 | 14.8 | 5.0 |
| Great Lakes and Plains | 80.9 | 7.0 | 9.2 | 2.9 | 77.6 | 6.5 | 13.0 | 2.9 |
| Southeast | 75.7 | 7.0 | 14.0 | 3.2 | 72.6 | 6.5 | 16.6 | 4.3 |
| Southwest and Rocky Mountains | 75.5 | 7.0 | 13.2 | 4.3 | 75.6 | 6.9 | 14.7 | 2.8 |
| Far West and Outlying areas ⁷ | 73.2 | 8.9 | 14.7 | 3.3 | 68.4 | 10.3 | 16.1 | 5.2 |
| Age when completed requirements for 2015–16 bachelor's degree | | | | | | | | |
| 23 or younger | 76.0 | 7.0 | 13.1 | 4.0 | 73.2 | 8.1 | 14.7 | 4.0 |
| 24–29 | 76.9 | 7.2 | 12.2 | 3.7 | 72.1 | 6.9 | 15.4 | 5.7 |
| 30 or older | 78.2 | 7.2 | 11.9 | 2.6 | 74.4 | 6.0 | 16.7 | 2.9 |

See notes at end of table.

Table A-4. EMPLOYMENT STATUS 4 YEARS AFTER BACHELOR'S DEGREE COMPLETION: Percentage distribution of employment status 4 years after bachelor's degree completion, by whether 4 years after completing the 2015–16 bachelor's degree was before or during the COVID-19 pandemic and demographic and enrollment characteristics in 2020—Continued

| Demographic and enrollment characteristics | 4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic ¹ | | | | 4 years after completion of the 2015–16 bachelor's degree was during the COVID-19 pandemic ² | | | |
|---|--|--------------------|-------------------------------------|-------------------------|--|--------------------|-------------------------------------|-------------------------|
| | Employed full time | Employed part time | Out of the labor force ³ | Unemployed ⁴ | Employed full time | Employed part time | Out of the labor force ³ | Unemployed ⁴ |
| Highest education attained by either parent as of 2015–16 academic year | | | | | | | | |
| High school diploma or less ⁸ | 76.4 | 6.2 | 13.7 | 3.7 | 70.7 | 7.2 | 16.9 | 5.2 |
| Some postsecondary education/ subbaccalaureate credential ⁹ | 77.2 | 7.7 | 12.0 | 3.1 | 75.2 | 7.0 | 13.3 | 4.6 |
| Bachelor's degree | 79.2 | 6.7 | 11.7 | 2.4 | 75.2 | 7.6 | 13.4 | 3.8 |
| Graduate or professional degree | 73.9 | 7.6 | 13.2 | 5.3 | 70.8 | 8.3 | 17.1 | 3.8 |
| Ever received a Pell Grant | | | | | | | | |
| Yes | 75.2 | 7.4 | 13.6 | 3.8 | 71.8 | 7.9 | 15.0 | 5.3 |
| No | 79.0 | 6.7 | 11.1 | 3.2 | 74.3 | 7.4 | 15.1 | 3.2 |
| Military status as of 2020 | | | | | | | | |
| Veteran | 74.4 | 7.2 | 15.7 | 2.8 | 76.1 | 3.0 | 15.9 | 5.0 |
| Active duty, Reserves, or National Guard | 82.0 | ‡ | 7.1 ! | ‡ | 71.0 | 10.3 ! | 17.4 | ‡ |
| No military service | 76.8 | 7.2 | 12.5 | 3.5 | 73.0 | 7.7 | 15.0 | 4.2 |
| Family status as 4 years after 2015–16 bachelor's degree completion ¹⁰ | | | | | | | | |
| Unmarried with no dependents | 76.7 | 7.2 | 11.5 | 4.6 | 72.0 | 8.3 | 15.5 | 4.2 |
| Unmarried with dependents | 79.5 | 5.0 | 12.2 | 3.3 | 70.2 | 7.3 | 16.5 | 5.9 |
| Married with no dependents | 77.5 | 7.8 | 12.8 | 2.0 | 79.4 | 5.3 | 11.7 | 3.7 |
| Married with dependents | 75.3 | 7.1 | 15.4 | 2.2 ! | 72.7 | 7.0 | 16.6 | 3.7 |
| Control of 2015–16 bachelor's degree-granting institution | | | | | | | | |
| Public | 76.2 | 7.6 | 12.5 | 3.7 | 73.9 | 7.0 | 14.6 | 4.5 |
| Private nonprofit | 78.8 | 6.5 | 11.8 | 2.8 | 71.8 | 8.7 | 16.0 | 3.5 |
| Private for-profit | 76.4 | 4.9 | 14.3 | 4.3 | 73.0 | 8.4 | 13.8 | 4.9 |

See notes at end of table.

Table A-4. EMPLOYMENT STATUS 4 YEARS AFTER BACHELOR'S DEGREE COMPLETION: Percentage distribution of employment status 4 years after bachelor's degree completion, by whether 4 years after completing the 2015–16 bachelor's degree was before or during the COVID-19 pandemic and demographic and enrollment characteristics in 2020—Continued

| Demographic and enrollment characteristics | 4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic ¹ | | | | 4 years after completion of the 2015–16 bachelor's degree was during the COVID-19 pandemic ² | | | |
|--|--|--------------------|-------------------------------------|-------------------------|--|--------------------|-------------------------------------|-------------------------|
| | Employed full time | Employed part time | Out of the labor force ³ | Unemployed ⁴ | Employed full time | Employed part time | Out of the labor force ³ | Unemployed ⁴ |
| Major for 2015–16 bachelor's degree ¹¹ | | | | | | | | |
| STEM major ¹² | 74.1 | 7.2 | 15.3 | 3.4 | 70.7 | 7.2 | 18.8 | 3.3 |
| Computer and information sciences | 85.7 | 4.4 ! | 5.2 | 4.8 ! | 83.3 | 3.6 ! | 9.1 | 4.0 ! |
| Engineering and engineering technology | 83.3 | 6.3 ! | 8.0 ! | ‡ | 86.3 | 2.8 | 8.7 | 2.2 |
| Biological and physical sciences, science technology, mathematics, and agricultural sciences | 62.9 | 9.2 | 24.7 | 3.3 ! | 60.3 | 10.1 | 25.9 | 3.7 |
| General studies and other ¹³ | 67.5 | 7.8 ! | 20.7 | ‡ | 64.2 | 11.8 ! | 17.4 | 6.6 ! |
| Social sciences | 73.4 | 11.4 | 10.6 | 4.5 | 69.7 | 10.7 | 13.8 | 5.8 |
| Humanities | 72.3 | 10.9 | 14.3 | 2.5 ! | 65.0 | 12.3 | 18.1 | 4.6 |
| Health care fields | 79.4 | 7.4 | 11.4 | 1.7 | 76.8 | 7.0 | 13.5 | 2.8 ! |
| Business | 84.0 | 3.2 | 9.7 | 3.0 | 81.7 | 3.4 | 11.5 | 3.4 |
| Education | 75.7 | 6.7 | 13.5 | 4.0 ! | 83.5 | 4.8 | 10.0 | 1.7 ! |
| Other applied ¹⁴ | 73.5 | 7.2 | 13.7 | 5.7 | 71.8 | 7.5 | 14.8 | 5.9 |

! Interpret data with caution. Estimate is unstable because the standard error is between 30 and 50 percent of the estimate.

‡ Reporting standards not met either because the standard error is greater than 50 percent of the estimate or because there were too few cases for a reliable estimate.

¹ "4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic" includes respondents who completed their bachelor's degree between July 2015 and February 2016. Thus, the end of their time frame of interest in B&B:16/20, which includes 4 years after bachelor's degree completion, was between July 2019 and February 2020, before the COVID-19 pandemic national emergency was declared in the United States.

² "4 years after completion of the 2015–16 bachelor's degree was during the COVID-19 pandemic" includes respondents who completed their bachelor's degree between March 2016 and June 2016. Thus, the end of their time frame of interest in B&B:16/20, which includes 4 years after bachelor's degree completion, was between March 2020 and June 2020, during the early months of the COVID-19 pandemic in the United States.

³ "Out of the labor force" includes respondents who were not working and not looking for work.

⁴ "Unemployed" includes respondents who were not working but were looking for work.

⁵ "Gender minority status" indicates whether the respondent's gender identity differed from the sex assigned at birth. Gender identity categories include male; female; transgender, male-to-female; transgender, female-to-male; genderqueer or gender nonconforming; a different gender identity; and more than one gender identity.

⁶ "Black, not Hispanic or Latino" includes African American.

⁷ "Far West and Outlying areas" includes those "Not in the United States or a U.S. territory."

⁸ "High school diploma or less" includes the 0.1 percent of graduates who did not know either parent's highest level of education. This category also includes respondents whose parents' highest level of education was a high school equivalency credential.

⁹ "Some postsecondary education/subbaccalaureate credential" means that at least one parent attended postsecondary education, including vocational or technical training, and may have earned a credential up to an associate's degree, but neither parent earned a bachelor's or advanced degree.

¹⁰ "Unmarried" includes respondents who were widowed, divorced, separated, or never married. Students are considered to have a dependent if they have a child or any others for whom they are the caretaker or have financial responsibility. A spouse is not considered a dependent.

Notes continued on next page.

Table A-4. EMPLOYMENT STATUS 4 YEARS AFTER BACHELOR'S DEGREE COMPLETION: Percentage distribution of employment status 4 years after bachelor's degree completion, by whether 4 years after completing the 2015–16 bachelor's degree was before or during the COVID-19 pandemic and demographic and enrollment characteristics in 2020—Continued

¹¹ Respondents with multiple majors were classified by the first field of study reported.

¹² "STEM major" includes those in the fields of science, technology, engineering, and mathematics.

¹³ "General studies and other" includes liberal arts and sciences, general studies and humanities; multi/interdisciplinary studies; basic skills; citizenship activities; health-related knowledge and skills; interpersonal and social skills; leisure and recreational activities; personal awareness and self-improvement; high school/secondary diplomas and certificates; and other majors.

¹⁴ "Other applied" includes personal and consumer services; manufacturing, construction, repair, and transportation; military technology and protective services; architecture; communications; public administration and human services; design and applied arts; law and legal studies; library sciences; and theology and religious vocations.

NOTE: Estimates pertain to individuals who completed the requirements for a bachelor's degree in 2015–16 and were awarded their degree by a Title IV eligible postsecondary institution in the 50 states, the District of Columbia, or Puerto Rico no later than June 30, 2017. This table includes all 2015–16 bachelor's degree earners, including the 8.7 percent of respondents for whom the 2015–16 bachelor's degree was not their first bachelor's degree. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20).

Table A-5a. EMPLOYMENT CHARACTERISTICS AMONG FULL-TIME WORKERS: Among 2015–16 bachelor's degree earners working full time 4 years after bachelor's degree completion, hours worked per week and annualized pay, by whether 4 years after completing the 2015–16 bachelor's degree was before or during the COVID-19 pandemic and demographic, enrollment, and employment characteristics in 2020

| Demographic, enrollment, and employment characteristics | 4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic ¹ | | | 4 years after completion of the 2015–16 bachelor's degree was during the COVID-19 pandemic ² | | |
|---|--|-----------------------------|-----------------|--|-----------------------------|-----------------|
| | Average hours worked per week ⁴ | Annualized pay ³ | | Average hours worked per week ⁴ | Annualized pay ³ | |
| | | Average | Median | | Average | Median |
| Total | 42.9 | \$60,100 | \$54,000 | 42.5 | \$61,100 | \$54,100 |
| Biological sex (at birth) | | | | | | |
| Female | 42.3 | 54,700 | 51,000 | 42.0 | 55,900 | 51,000 |
| Male | 43.7 | 66,300 | 60,000 | 43.2 | 67,800 | 60,000 |
| Gender minority status ⁵ | | | | | | |
| Gender minority (birth sex and gender identity are not the same) | 43.9 | 50,700 | 43,800 | 40.9 | 53,800 | 45,000 |
| Not gender minority | 42.9 | 60,200 | 54,000 | 42.5 | 61,200 | 54,100 |
| Race/ethnicity | | | | | | |
| American Indian or Alaska Native, not Hispanic or Latino | 44.9 | 56,000 | 46,000 ! | 44.2 | 66,200 | 58,000 |
| Asian, not Hispanic or Latino | 41.6 | 66,500 | 58,200 | 43.0 | 77,800 | 65,000 |
| Black, not Hispanic or Latino ⁶ | 43.7 | 51,200 | 46,000 | 42.8 | 54,500 | 47,000 |
| Hispanic or Latino, of any race | 42.5 | 55,700 | 50,000 | 41.5 | 57,800 | 52,000 |
| Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ |
| White, not Hispanic or Latino | 43.0 | 62,000 | 56,200 | 42.5 | 60,600 | 54,400 |
| Two or more races, not Hispanic or Latino | 42.0 | 57,700 | 50,000 | 44.2 | 61,900 | 52,400 |
| U.S. region of primary residence 4 years after bachelor's degree completion | | | | | | |
| Northeast and Mideast | 42.8 | 64,500 | 57,000 | 42.8 | 64,400 | 56,500 |
| Great Lakes and Plains | 42.9 | 57,000 | 52,300 | 42.4 | 57,700 | 52,200 |
| Southeast | 43.0 | 57,900 | 50,000 | 42.9 | 56,000 | 50,000 |
| Southwest and Rocky Mountains | 43.2 | 59,900 | 52,000 | 42.5 | 60,100 | 53,000 |
| Far West and Outlying areas ⁷ | 42.7 | 64,100 | 62,000 | 41.6 | 67,000 | 59,300 |
| Age when completed requirements for 2015–16 bachelor's degree | | | | | | |
| 23 or younger | 43.1 | 56,600 | 52,000 | 42.7 | 61,100 | 54,000 |
| 24–29 | 42.7 | 59,300 | 53,700 | 41.9 | 58,400 | 52,000 |
| 30 or older | 42.9 | 67,200 | 59,900 | 42.3 | 65,700 | 60,000 |

See notes at end of table.

Table A-5a. EMPLOYMENT CHARACTERISTICS AMONG FULL-TIME WORKERS: Among 2015–16 bachelor's degree earners working full time 4 years after bachelor's degree completion, hours worked per week and annualized pay, by whether 4 years after completing the 2015–16 bachelor's degree was before or during the COVID-19 pandemic and demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | 4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic ¹ | | | 4 years after completion of the 2015–16 bachelor's degree was during the COVID-19 pandemic ² | | |
|---|--|-----------------------------|--------|--|-----------------------------|--------|
| | Average hours worked per week ⁴ | Annualized pay ³ | | Average hours worked per week ⁴ | Annualized pay ³ | |
| | | Average | Median | | Average | Median |
| Highest education attained by either parent as of 2015–16 academic year | | | | | | |
| High school diploma or less ⁸ | 42.4 | 58,900 | 52,500 | 42.0 | 56,800 | 52,000 |
| Some postsecondary education/ subbaccalaureate credential ⁹ | 43.2 | 59,800 | 53,100 | 42.5 | 58,800 | 52,400 |
| Bachelor's degree | 43.2 | 60,300 | 55,000 | 42.0 | 60,500 | 55,000 |
| Graduate or professional degree | 42.7 | 61,300 | 55,000 | 43.2 | 65,500 | 56,200 |
| Ever received a Pell Grant | | | | | | |
| Yes | 42.7 | 56,900 | 50,100 | 42.1 | 56,100 | 50,000 |
| No | 43.3 | 64,400 | 59,700 | 42.8 | 65,400 | 58,000 |
| Military status as of 2020 | | | | | | |
| Veteran | 44.0 | 71,300 | 61,000 | 44.3 | 71,200 | 70,000 |
| Active duty, Reserves, or National Guard | 45.9 | 74,200 | 70,000 | 44.0 | 65,700 | 62,000 |
| No military service | 42.8 | 59,100 | 53,000 | 42.4 | 60,700 | 53,400 |
| Family status as 4 years after 2015–16 bachelor's degree completion ¹⁰ | | | | | | |
| Unmarried with no dependents | 42.9 | 57,300 | 52,000 | 42.6 | 61,400 | 54,000 |
| Unmarried with dependents | 44.1 | 55,800 | 50,100 | 41.7 | 54,200 | 49,000 |
| Married with no dependents | 43.0 | 64,300 | 56,700 | 42.6 | 60,600 | 55,300 |
| Married with dependents | 42.5 | 66,300 | 60,600 | 41.8 | 63,600 | 56,200 |
| Control of 2015–16 bachelor's degree-granting institution | | | | | | |
| Public | 43.1 | 58,700 | 53,000 | 42.2 | 59,200 | 53,000 |
| Private nonprofit | 42.2 | 62,200 | 55,000 | 43.0 | 64,500 | 56,000 |
| Private for-profit | 43.3 | 64,300 | 56,200 | 42.2 | 62,800 | 55,000 |

See notes at end of table.

Table A-5a. EMPLOYMENT CHARACTERISTICS AMONG FULL-TIME WORKERS: Among 2015–16 bachelor's degree earners working full time 4 years after bachelor's degree completion, hours worked per week and annualized pay, by whether 4 years after completing the 2015–16 bachelor's degree was before or during the COVID-19 pandemic and demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | 4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic ¹ | | | 4 years after completion of the 2015–16 bachelor's degree was during the COVID-19 pandemic ² | | |
|--|--|-----------------------------|--------|--|-----------------------------|--------|
| | Average hours worked per week ⁴ | Annualized pay ³ | | Average hours worked per week ⁴ | Annualized pay ³ | |
| | | Average | Median | | Average | Median |
| Major for 2015–16 bachelor's degree ¹¹ | | | | | | |
| STEM major ¹² | 43.3 | 67,500 | 63,500 | 42.6 | 72,200 | 66,800 |
| Computer and information sciences | 42.4 | 75,500 | 71,000 | 41.9 | 100,000 | 85,000 |
| Engineering and engineering technology | 44.2 | 76,600 | 73,000 | 42.9 | 81,300 | 77,800 |
| Biological and physical sciences, science technology, mathematics, and agricultural sciences | 43.2 | 54,900 | 49,200 | 42.6 | 57,100 | 52,400 |
| General studies and other ¹³ | 43.9 | 55,700 | 45,800 | 45.0 | 52,600 | 47,000 |
| Social sciences | 43.9 | 52,100 | 47,100 | 42.6 | 56,100 | 48,200 |
| Humanities | 42.3 | 49,700 | 41,900 | 42.6 | 49,200 | 43,700 |
| Health care fields | 40.5 | 68,000 | 63,200 | 40.4 | 66,500 | 61,800 |
| Business | 43.3 | 65,100 | 60,000 | 43.2 | 65,400 | 60,000 |
| Education | 42.6 | 43,400 | 41,600 | 43.3 | 46,700 | 44,900 |
| Other applied ¹⁴ | 43.7 | 52,900 | 45,800 | 42.2 | 53,000 | 48,500 |
| Occupation of most recent job as of 4 years after 2015–16 bachelor's degree completion | | | | | | |
| Business/management occupations | 43.5 | 66,200 | 61,000 | 43.6 | 70,300 | 61,900 |
| Life science occupations | 45.3 | 59,700 | 59,500 | 41.5 | 52,000 | 41,600 |
| Math, computer, and physical science occupations | 42.2 | 75,500 | 70,000 | 42.1 | 84,400 | 73,000 |
| Engineers | 42.9 | 70,500 | 69,000 | 42.9 | 75,800 | 75,000 |
| Nurses | 39.9 | 73,900 | 66,600 | 38.9 | 71,900 | 65,100 |
| Other health care occupations ¹⁵ | 42.8 | 60,300 | 45,200 | 41.6 | 57,600 | 50,000 |
| PreK–12 educators | 43.1 | 44,000 | 43,000 | 42.8 | 47,500 | 45,000 |
| Social services professionals | 41.2 | 43,500 | 41,500 | 40.9 | 44,800 | 41,600 |
| Sales occupations | 43.6 | 61,600 | 50,000 | 43.9 | 61,500 | 52,000 |
| Business support/administrative assistance | 42.7 | 46,200 | 41,600 | 41.7 | 46,300 | 42,000 |
| Other white-collar occupations ¹⁶ | 41.9 | 50,000 | 45,500 | 42.6 | 50,000 | 46,200 |
| Other occupations ¹⁷ | 45.8 | 55,600 | 49,900 | 43.4 | 51,600 | 46,200 |

! Interpret data with caution. Estimate is unstable because the standard error is between 30 and 50 percent of the estimate.

‡ Reporting standards not met either because the standard error is greater than 50 percent of the estimate or because there were too few cases for a reliable estimate.

¹ “4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic” includes respondents who completed their bachelor's degree between July 2015 and February 2016. Thus, the end of their time frame of interest in B&B:16/20, which includes 4 years after bachelor's degree completion, was between July 2019 and February 2020, before the COVID-19 pandemic national emergency was declared in the United States.

Notes continued on next page.

Table A-5a. EMPLOYMENT CHARACTERISTICS AMONG FULL-TIME WORKERS: Among 2015–16 bachelor’s degree earners working full time 4 years after bachelor’s degree completion, hours worked per week and annualized pay, by whether 4 years after completing the 2015–16 bachelor’s degree was before or during the COVID-19 pandemic and demographic, enrollment, and employment characteristics in 2020—Continued

² “4 years after completion of the 2015–16 bachelor’s degree was during the COVID-19 pandemic” includes respondents who completed their bachelor’s degree between March 2016 and June 2016. Thus, the end of their time frame of interest in B&B:16/20, which includes 4 years after bachelor’s degree completion, was between March 2020 and June 2020, during the early months of the COVID-19 pandemic in the United States.

³ “Annualized pay” includes pay at all jobs in which the respondent was employed 4 years after completion of the 2015–16 bachelor’s degree. Includes bonuses, tips, and commission.

⁴ “Hours worked per week” includes the total number of hours worked per week at all jobs in which the respondent was employed 4 years after completion of the 2015–16 bachelor’s degree.

⁵ “Gender minority status” indicates whether the respondent’s gender identity differed from the sex assigned at birth. Gender identity categories include male; female; transgender, male-to-female; transgender, female-to-male; genderqueer or gender nonconforming; a different gender identity; and more than one gender identity.

⁶ “Black, not Hispanic or Latino” includes African American.

⁷ “Far West and Outlying areas” includes those “Not in the United States or a U.S. territory.”

⁸ “High school diploma or less” includes the 0.1 percent of graduates who did not know either parent’s highest level of education. This category also includes respondents whose parents’ highest level of education was a high school equivalency credential.

⁹ “Some postsecondary education/subbaccalaureate credential” means that at least one parent attended postsecondary education, including vocational or technical training, and may have earned a credential up to an associate’s degree, but neither parent earned a bachelor’s or advanced degree.

¹⁰ “Unmarried” includes respondents who were widowed, divorced, separated, or never married. Students are considered to have a dependent if they have a child or any others for whom they are the caretaker or have financial responsibility. A spouse is not considered a dependent.

¹¹ Respondents with multiple majors were classified by the first field of study reported.

¹² “STEM major” includes those in the fields of science, technology, engineering, and mathematics.

¹³ “General studies and other” includes liberal arts and sciences, general studies and humanities; multi/interdisciplinary studies; basic skills; citizenship activities; health-related knowledge and skills; interpersonal and social skills; leisure and recreational activities; personal awareness and self-improvement; high school/secondary diplomas and certificates; and other majors.

¹⁴ “Other applied” includes personal and consumer services; manufacturing, construction, repair, and transportation; military technology and protective services; architecture; communications; public administration and human services; design and applied arts; law and legal studies; library sciences; and theology and religious vocations.

¹⁵ “Other health care occupations” includes non-nurse health care professionals and other health care occupations.

¹⁶ “Other white-collar occupations” includes air transportation professionals, artists and designers, communication professionals, information professionals, legal professionals, postsecondary educators, other educators, and social scientists.

¹⁷ “Other occupations” includes agriculture occupations; construction and mining occupations; fitters, tradesmen, and mechanics; food service occupations; military; personal care professionals; protective service occupations; sports occupations; and transportation support occupations.

NOTE: Estimates pertain to individuals who completed the requirements for a bachelor’s degree in 2015–16 and were awarded their degree by a Title IV eligible postsecondary institution in the 50 states, the District of Columbia, or Puerto Rico no later than June 30, 2017.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20).

Table A-5b. EMPLOYMENT CHARACTERISTICS AMONG PART-TIME WORKERS: Among 2015–16 bachelor's degree earners working part time 4 years after bachelor's degree completion, hours worked per week and annualized pay, by whether 4 years after completing the 2015–16 bachelor's degree was before or during the COVID-19 pandemic and demographic, enrollment, and employment characteristics in 2020

| Demographic, enrollment, and employment characteristics | 4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic ¹ | | | 4 years after completion of the 2015–16 bachelor's degree was during the COVID-19 pandemic ² | | |
|---|--|-----------------------------|-----------------|--|-----------------------------|-----------------|
| | Average hours worked per week ⁴ | Annualized pay ³ | | Average hours worked per week ⁴ | Annualized pay ³ | |
| | | Average | Median | | Average | Median |
| Total | 17.6 | \$21,400 | \$16,800 | 17.1 | \$22,400 | \$17,900 |
| Biological sex (at birth) | | | | | | |
| Female | 17.6 | 21,800 | 18,300 | 16.8 | 22,100 | 17,500 |
| Male | 17.7 | 20,300 | 16,700 | 17.8 | 23,100 | 18,600 |
| Gender minority status ⁵ | | | | | | |
| Gender minority (birth sex and gender identity are not the same) | ‡ | ‡ | ‡ | 14.9 | 23,900 | 15,600 ! |
| Not gender minority | 17.7 | 21,500 | 16,800 | 17.2 | 22,400 | 18,000 |
| Race/ethnicity | | | | | | |
| American Indian or Alaska Native, not Hispanic or Latino | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ |
| Asian, not Hispanic or Latino | 17.1 | 26,600 | 20,800 ! | 15.4 | 26,800 | 19,000 |
| Black, not Hispanic or Latino ⁶ | 20.4 | 18,100 | 16,700 | 17.0 | 19,900 | 15,600 |
| Hispanic or Latino, of any race | 18.7 | 22,400 | 22,500 | 19.0 | 22,500 | 20,000 |
| Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ |
| White, not Hispanic or Latino | 17.1 | 21,400 | 16,800 | 16.8 | 22,400 | 18,000 |
| Two or more races, not Hispanic or Latino | ‡ | ‡ | ‡ | 18.9 | 19,800 | 16,600 |
| U.S. region of primary residence 4 years after bachelor's degree completion | | | | | | |
| Northeast and Mideast | 16.9 | 29,400 | 25,000 | 17.1 | 22,100 | 16,100 |
| Great Lakes and Plains | 18.5 | 21,000 | 16,800 | 18.2 | 23,900 | 19,000 |
| Southeast | 18.8 | 18,800 | 18,600 | 17.6 | 22,700 | 15,800 |
| Southwest and Rocky Mountains | 16.9 | 19,400 | 14,600 | 15.8 | 18,800 | 16,100 |
| Far West and Outlying areas ⁷ | 16.3 | 20,500 | 15,600 | 16.8 | 23,200 | 19,000 |
| Age when completed requirements for 2015–16 bachelor's degree | | | | | | |
| 23 or younger | 17.3 | 21,100 | 16,800 | 16.9 | 22,500 | 18,500 |
| 24–29 | 17.3 | 20,500 | 15,600 | 18.2 | 20,500 | 15,600 |
| 30 or older | 18.4 | 22,900 | 18,600 | 16.8 | 25,200 | 20,800 |

See notes at end of table.

Table A-5b. EMPLOYMENT CHARACTERISTICS AMONG PART-TIME WORKERS: Among 2015–16 bachelor’s degree earners working part time 4 years after bachelor’s degree completion, hours worked per week and annualized pay, by whether 4 years after completing the 2015–16 bachelor’s degree was before or during the COVID-19 pandemic and demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | 4 years after completion of the 2015–16 bachelor’s degree was before the COVID-19 pandemic ¹ | | | 4 years after completion of the 2015–16 bachelor’s degree was during the COVID-19 pandemic ² | | |
|---|--|-----------------------------|----------|--|-----------------------------|----------|
| | Average hours worked per week ⁴ | Annualized pay ³ | | Average hours worked per week ⁴ | Annualized pay ³ | |
| | | Average | Median | | Average | Median |
| Highest education attained by either parent as of 2015–16 academic year | | | | | | |
| High school diploma or less ⁸ | 18.9 | 21,600 | 19,700 | 17.2 | 24,800 | 17,200 |
| Some postsecondary education/ subbaccalaureate credential ⁹ | 17.5 | 19,000 | 14,100 | 17.8 | 20,600 | 16,100 |
| Bachelor’s degree | 17.2 | 20,500 | 15,600 | 17.6 | 22,700 | 18,500 |
| Graduate or professional degree | 17.4 | 25,100 | 20,300 | 16.3 | 22,300 | 18,100 |
| Ever received a Pell Grant | | | | | | |
| Yes | 17.3 | 19,700 | 16,700 | 17.9 | 21,800 | 16,800 |
| No | 18.1 | 24,000 | 19,500 | 16.4 | 23,000 | 18,600 |
| Military status as of 2020 | | | | | | |
| Veteran | 22.8 | 22,500 | 18,600 | 18.3 | 21,600 | 15,800 ! |
| Active duty, Reserves, or National Guard | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ |
| No military service | 17.3 | 21,300 | 16,800 | 17.2 | 22,200 | 18,000 |
| Family status as 4 years after 2015–16 bachelor’s degree completion ¹⁰ | | | | | | |
| Unmarried with no dependents | 16.9 | 18,000 | 15,000 | 17.3 | 21,700 | 17,900 |
| Unmarried with dependents | 20.9 | 27,600 | 21,400 ! | 17.9 | 18,100 | 14,600 |
| Married with no dependents | 17.2 | 26,000 | 22,900 | 17.0 | 27,600 | 21,000 |
| Married with dependents | 18.9 | 24,500 | 19,500 | 15.5 | 24,600 | 17,500 |
| Control of 2015–16 bachelor’s degree-granting institution | | | | | | |
| Public | 17.9 | 21,300 | 16,700 | 17.5 | 23,400 | 18,200 |
| Private nonprofit | 16.8 | 21,700 | 19,500 | 16.6 | 20,800 | 17,700 |
| Private for-profit | 17.6 | 21,800 | 16,900 | 17.9 | 23,800 | 18,300 |

See notes at end of table.

Table A-5b. EMPLOYMENT CHARACTERISTICS AMONG PART-TIME WORKERS: Among 2015–16 bachelor's degree earners working part time 4 years after bachelor's degree completion, hours worked per week and annualized pay, by whether 4 years after completing the 2015–16 bachelor's degree was before or during the COVID-19 pandemic and demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | 4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic ¹ | | | 4 years after completion of the 2015–16 bachelor's degree was during the COVID-19 pandemic ² | | |
|--|--|-----------------------------|----------|--|-----------------------------|----------|
| | Average hours worked per week ⁴ | Annualized pay ³ | | Average hours worked per week ⁴ | Annualized pay ³ | |
| | | Average | Median | | Average | Median |
| Major for 2015–16 bachelor's degree ¹¹ | | | | | | |
| STEM major ¹² | 16.5 | 17,800 | 16,700 | 16.2 | 20,900 | 17,700 |
| Computer and information sciences | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ |
| Engineering and engineering technology | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ |
| Biological and physical sciences, science technology, mathematics, and agricultural sciences | 15.7 | 16,600 | 14,100 | 16.4 | 21,500 | 18,200 |
| General studies and other ¹³ | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ |
| Social sciences | 17.8 | 17,100 | 15,600 | 16.9 | 22,100 | 17,000 |
| Humanities | 14.2 | 20,800 | 13,000 | 17.2 | 20,700 | 17,500 |
| Health care fields | 19.3 | 29,600 | 31,200 | 17.5 | 29,100 | 28,100 |
| Business | 17.3 | 22,500 | 22,500 | 18.9 | 28,700 | 19,200 |
| Education | 16.2 | 20,200 | 12,500 ! | 16.8 | 22,800 | 17,500 |
| Other applied ¹⁴ | 19.8 | 22,700 | 19,000 | 17.8 | 21,300 | 16,600 |
| Occupation of most recent job as of 4 years after 2015–16 bachelor's degree completion | | | | | | |
| Business/management occupations | 14.4 | 20,500 ! | 14,300 | 16.6 | 30,000 | 22,900 |
| Life science occupations | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ |
| Math, computer, and physical science occupations | ‡ | ‡ | ‡ | 16.1 | 30,400 | 18,500 ! |
| Engineers | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ |
| Nurses | 20.8 | 38,100 | 39,900 | 19.0 | 33,100 | 33,700 |
| Other health care occupations ¹⁵ | 17.3 | 21,300 | 15,600 | 16.3 | 19,500 | 17,700 |
| PreK–12 educators | ‡ | ‡ | ‡ | 15.8 | 31,000 | 24,000 |
| Social services professionals | ‡ | ‡ | ‡ | 18.0 | 22,500 | 23,400 |
| Sales occupations | 16.9 | 13,600 | 13,000 | 14.9 | 16,700 | 14,000 |
| Business support/administrative assistance | 15.9 | 15,500 | 14,600 | 19.6 | 17,100 | 15,600 |
| Other white-collar occupations ¹⁶ | 16.9 | 24,000 | 18,200 | 16.9 | 23,400 | 19,000 |
| Other occupations ¹⁷ | 18.9 | 19,000 | 15,600 | 17.3 | 17,600 | 15,600 |

! Interpret data with caution. Estimate is unstable because the standard error is between 30 and 50 percent of the estimate.

‡ Reporting standards not met either because the standard error is greater than 50 percent of the estimate or because there were too few cases for a reliable estimate.

¹ “4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic” includes respondents who completed their bachelor's degree between July 2015 and February 2016. Thus, the end of their time frame of interest in B&B:16/20, which includes 4 years after bachelor's degree completion, was between July 2019 and February 2020, before the COVID-19 pandemic national emergency was declared in the United States.

Notes continued on next page.

Table A-5b. EMPLOYMENT CHARACTERISTICS AMONG PART-TIME WORKERS: Among 2015–16 bachelor’s degree earners working part time 4 years after bachelor’s degree completion, hours worked per week and annualized pay, by whether 4 years after completing the 2015–16 bachelor’s degree was before or during the COVID-19 pandemic and demographic, enrollment, and employment characteristics in 2020—Continued

² “4 years after completion of the 2015–16 bachelor’s degree was during the COVID-19 pandemic” includes respondents who completed their bachelor’s degree between March 2016 and June 2016. Thus, the end of their time frame of interest in B&B:16/20, which includes 4 years after bachelor’s degree completion, was between March 2020 and June 2020, during the early months of the COVID-19 pandemic in the United States.

³ “Annualized pay” includes pay at all jobs in which the respondent was employed 4 years after completion of the 2015–16 bachelor’s degree. Includes bonuses, tips, and commission.

⁴ “Hours worked per week” includes the total number of hours worked per week at all jobs in which the respondent was employed 4 years after completion of the 2015–16 bachelor’s degree.

⁵ “Gender minority status” indicates whether the respondent’s gender identity differed from the sex assigned at birth. Gender identity categories include male; female; transgender, male-to-female; transgender, female-to-male; genderqueer or gender nonconforming; a different gender identity; and more than one gender identity.

⁶ “Black, not Hispanic or Latino” includes African American.

⁷ “Far West and Outlying areas” includes those “Not in the United States or a U.S. territory.”

⁸ “High school diploma or less” includes the 0.1 percent of graduates who did not know either parent’s highest level of education. This category also includes respondents whose parents’ highest level of education was a high school equivalency credential.

⁹ “Some postsecondary education/subbaccalaureate credential” means that at least one parent attended postsecondary education, including vocational or technical training, and may have earned a credential up to an associate’s degree, but neither parent earned a bachelor’s or advanced degree.

¹⁰ “Unmarried” includes respondents who were widowed, divorced, separated, or never married. Students are considered to have a dependent if they have a child or any others for whom they are the caretaker or have financial responsibility. A spouse is not considered a dependent.

¹¹ Respondents with multiple majors were classified by the first field of study reported.

¹² “STEM major” includes those in the fields of science, technology, engineering, and mathematics.

¹³ “General studies and other” includes liberal arts and sciences, general studies and humanities; multi/interdisciplinary studies; basic skills; citizenship activities; health-related knowledge and skills; interpersonal and social skills; leisure and recreational activities; personal awareness and self-improvement; high school/secondary diplomas and certificates; and other majors.

¹⁴ “Other applied” includes personal and consumer services; manufacturing, construction, repair, and transportation; military technology and protective services; architecture; communications; public administration and human services; design and applied arts; law and legal studies; library sciences; and theology and religious vocations.

¹⁵ “Other health care occupations” includes non-nurse health care professionals and other health care occupations.

¹⁶ “Other white-collar occupations” includes air transportation professionals, artists and designers, communication professionals, information professionals, legal professionals, postsecondary educators, other educators, and social scientists.

¹⁷ “Other occupations” includes agriculture occupations; construction and mining occupations; fitters, tradesmen, and mechanics; food service occupations; military; personal care professionals; protective service occupations; sports occupations; and transportation support occupations.

NOTE: Estimates pertain to individuals who completed the requirements for a bachelor’s degree in 2015–16 and were awarded their degree by a Title IV eligible postsecondary institution in the 50 states, the District of Columbia, or Puerto Rico no later than June 30, 2017.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20).

Table A-6. CHANGES AT WORK REPORTED DUE TO THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who completed their bachelor's degree between January 2016 and June 2016 and were working for pay as of 4 years after bachelor's degree completion, percentage who said they experienced various changes in their work arrangements due to the COVID-19 pandemic, by demographic, enrollment, and employment characteristics in 2020

| Demographic, enrollment, and employment characteristics | Allowed to tele-commute | Employer offered new/ additional paid leave | Worked less than full time ¹ | Had a break in employment/ furloughed | Laid off |
|---|-------------------------|---|---|---------------------------------------|------------|
| Total | 50.8 | 39.2 | 3.1 | 4.8 | 1.0 |
| Biological sex (at birth) | | | | | |
| Female | 51.5 | 38.3 | 3.6 | 5.1 | 1.2 |
| Male | 49.9 | 40.4 | 2.5 | 4.5 | 0.8 |
| Gender minority status ² | | | | | |
| Gender minority (birth sex and gender identity are not the same) | 48.4 | 33.2 | 7.8 ! | 6.8 ! | ‡ |
| Not gender minority | 50.9 | 39.3 | 3.1 | 4.8 | 1.0 |
| Race/ethnicity | | | | | |
| American Indian or Alaska Native, not Hispanic or Latino | 55.0 | 33.3 ! | ‡ | ‡ | ‡ |
| Asian, not Hispanic or Latino | 57.8 | 39.3 | 4.4 | 2.2 | ‡ |
| Black, not Hispanic or Latino ³ | 47.9 | 41.2 | 4.3 | 6.5 | ‡ |
| Hispanic or Latino, of any race | 53.3 | 42.6 | 3.2 | 6.1 | 1.8 ! |
| Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | ‡ | ‡ | ‡ | ‡ | ‡ |
| White, not Hispanic or Latino | 50.3 | 38.2 | 2.5 | 4.7 | 0.9 |
| Two or more races, not Hispanic or Latino | 45.2 | 42.2 | 8.7 ! | 5.3 ! | ‡ |
| U.S. region of primary residence 4 years after bachelor's degree completion | | | | | |
| Northeast and Mideast | 54.1 | 36.5 | 4.0 | 6.0 | 0.9 |
| Great Lakes and Plains | 49.6 | 37.8 | 1.7 | 3.8 | 1.1 ! |
| Southeast | 48.4 | 39.6 | 2.3 | 5.1 | 0.3 ! |
| Southwest and Rocky Mountains | 47.4 | 40.7 | 3.0 | 3.9 | ‡ |
| Far West and Outlying areas ⁴ | 52.8 | 42.8 | 4.4 | 4.8 | 1.9 |
| Age when completed requirements for 2015–16 bachelor's degree | | | | | |
| 23 or younger | 52.8 | 38.3 | 3.4 | 5.1 | 0.9 |
| 24–29 | 48.8 | 40.3 | 2.9 | 5.2 | 1.5 ! |
| 30 or older | 43.4 | 42.5 | 2.3 | 2.8 | 0.9 ! |
| Highest education attained by either parent as of 2015–16 academic year | | | | | |
| High school diploma or less ⁵ | 49.9 | 40.9 | 3.6 | 5.4 | 1.0 ! |
| Some postsecondary education/ subbaccalaureate credential ⁶ | 48.3 | 40.2 | 3.3 | 4.4 | 1.0 ! |
| Bachelor's degree | 51.0 | 40.3 | 2.8 | 4.8 | 1.0 |
| Graduate or professional degree | 53.1 | 36.5 | 3.2 | 4.9 | 1.0 |
| Ever received a Pell Grant | | | | | |
| Yes | 49.1 | 39.1 | 3.4 | 5.7 | 1.1 |
| No | 52.4 | 39.3 | 2.9 | 4.1 | 0.9 |
| Military status as of 2020 | | | | | |
| Veteran | 43.7 | 47.4 | 0.7 ! | 2.8 ! | ‡ |
| Active duty, Reserves, or National Guard | 51.1 | 47.8 | ‡ | 4.4 ! | ‡ |
| No military service | 51.1 | 38.8 | 3.2 | 4.9 | 1.0 |

See notes at end of table.

Table A-6. CHANGES AT WORK REPORTED DUE TO THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who completed their bachelor's degree between January 2016 and June 2016 and were working for pay as of 4 years after bachelor's degree completion, percentage who said they experienced various changes in their work arrangements due to the COVID-19 pandemic, by demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | Allowed to tele-commute | Employer offered new/ additional paid leave | Worked less than full time ¹ | Had a break in employment/ furloughed | Laid off |
|--|-------------------------|---|---|---------------------------------------|----------|
| Family status as 4 years after 2015–16 bachelor's degree completion ⁷ | | | | | |
| Unmarried with no dependents | 51.1 | 39.4 | 3.7 | 5.8 | 1.1 |
| Unmarried with dependents | 41.1 | 35.0 | 2.4 ! | 5.7 | ‡ |
| Married with no dependents | 55.1 | 39.8 | 1.3 | 2.8 | ‡ |
| Married with dependents | 48.3 | 39.5 | 2.4 ! | 1.6 | ‡ |
| Control of 2015–16 bachelor's degree-granting institution | | | | | |
| Public | 52.0 | 40.4 | 2.7 | 4.8 | 1.0 |
| Private nonprofit | 50.3 | 37.4 | 4.0 | 4.9 | 1.1 |
| Private for-profit | 39.1 | 37.4 | 2.9 | 5.0 | 1.0 ! |
| Major for 2015–16 bachelor's degree ⁸ | | | | | |
| STEM major ⁹ | 50.4 | 36.7 | 2.5 | 2.5 | 0.6 ! |
| Computer and information sciences | 49.3 | 32.7 | ‡ | ‡ | ‡ |
| Engineering and engineering technology | 53.5 | 38.3 | ‡ | ‡ | † |
| Biological and physical sciences, science technology, mathematics, and agricultural sciences | 48.8 | 37.0 | 4.2 | 3.3 | 0.9 ! |
| General studies and other ¹⁰ | 44.9 | 29.8 | ‡ | 7.7 ! | ‡ |
| Social sciences | 54.4 | 41.4 | 4.0 | 7.7 | 0.9 ! |
| Humanities | 51.1 | 33.8 | 6.8 | 8.7 | 2.9 ! |
| Health care fields | 30.4 | 38.4 | 2.0 | 4.1 | ‡ |
| Business | 54.6 | 41.6 | 1.4 ! | 3.9 | ‡ |
| Education | 75.5 | 40.7 | 2.2 | 2.4 | 1.0 ! |
| Other applied ¹¹ | 50.0 | 42.8 | 3.9 | 5.0 | 0.7 ! |
| Annualized earned income in most recent job as of 4 years after 2015–16 bachelor's degree completion ¹² | | | | | |
| Lowest quarter of income | 41.9 | 26.3 | 11.9 | 11.8 | 2.4 |
| Lower middle quarter of income | 53.1 | 40.8 | 2.2 | 6.4 | 0.9 ! |
| Higher middle quarter of income | 55.9 | 39.3 | 0.7 ! | 2.4 | 0.9 ! |
| Highest quarter of income | 50.3 | 46.6 | 0.2 ! | 1.0 | 0.2 ! |
| No job within 4 years after bachelor's degree completion | † | † | † | † | † |
| Occupation of most recent job as of 4 years after 2015–16 bachelor's degree completion | | | | | |
| Business/management occupations | 55.2 | 43.6 | 1.0 ! | 3.0 | 1.1 ! |
| Life science occupations | 43.5 | 45.1 | ‡ | ‡ | ‡ |
| Math, computer, and physical science occupations | 54.0 | 36.7 | ‡ | 1.3 ! | ‡ |
| Engineers | 59.7 | 37.3 | ‡ | 0.5 ! | ‡ |
| Nurses | 15.3 | 39.3 | 1.7 ! | 1.3 ! | ‡ |
| Other health care occupations ¹³ | 32.0 | 34.2 | 5.8 | 6.7 | 0.6 ! |
| PreK–12 educators | 79.6 | 34.5 | 1.9 | 3.0 ! | ‡ |
| Social services professionals | 68.7 | 45.0 | 2.9 ! | 3.0 ! | ‡ |
| Sales occupations | 50.1 | 41.6 | 2.1 ! | 8.4 | ‡ |
| Business support/administrative assistance | 53.9 | 43.9 | 4.9 ! | 7.2 | 1.3 ! |
| Other white-collar occupations ¹⁴ | 57.6 | 32.6 | 6.3 | 6.4 | 1.5 ! |
| Other occupations ¹⁵ | 28.7 | 39.8 | 5.7 | 11.3 | 1.6 ! |

† Not applicable.

! Interpret data with caution. Estimate is unstable because the standard error is between 30 and 50 percent of the estimate.

‡ Reporting standards not met either because the standard error is greater than 50 percent of the estimate or because there were too few cases for a reliable estimate.

Notes continued on next page.

Table A-6. CHANGES AT WORK REPORTED DUE TO THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who completed their bachelor's degree between January 2016 and June 2016 and were working for pay as of 4 years after bachelor's degree completion, percentage who said they experienced various changes in their work arrangements due to the COVID-19 pandemic, by demographic, enrollment, and employment characteristics in 2020—Continued

¹ "Worked less than full time" includes those who said they worked fewer than 30 hours per week in any job due to the COVID-19 pandemic as of 4 years after bachelor's degree completion.

² "Gender minority status" indicates whether the respondent's gender identity differed from the sex assigned at birth. Gender identity categories include male; female; transgender, male-to-female; transgender, female-to-male; genderqueer or gender nonconforming; a different gender identity; and more than one gender identity.

³ "Black, not Hispanic or Latino" includes African American.

⁴ "Far West and Outlying areas" includes those "Not in the United States or a U.S. territory."

⁵ "High school diploma or less" includes the 0.1 percent of graduates who did not know either parent's highest level of education. This category also includes respondents whose parents' highest level of education was a high school equivalency credential.

⁶ "Some postsecondary education/subbaccalaureate credential" means that at least one parent attended postsecondary education, including vocational or technical training, and may have earned a credential up to an associate's degree, but neither parent earned a bachelor's or advanced degree.

⁷ "Unmarried" includes respondents who were widowed, divorced, separated, or never married. Students are considered to have a dependent if they have a child or any others for whom they are the caretaker or have financial responsibility. A spouse is not considered a dependent.

⁸ Respondents with multiple majors were classified by the first field of study reported.

⁹ "STEM major" includes those in the fields of science, technology, engineering, and mathematics.

¹⁰ "General studies and other" includes liberal arts and sciences, general studies and humanities; multi/interdisciplinary studies; basic skills; citizenship activities; health-related knowledge and skills; interpersonal and social skills; leisure and recreational activities; personal awareness and self-improvement; high school/secondary diplomas and certificates; and other majors.

¹¹ "Other applied" includes personal and consumer services; manufacturing, construction, repair, and transportation; military technology and protective services; architecture; communications; public administration and human services; design and applied arts; law and legal studies; library sciences; and theology and religious vocations.

¹² Annualized earned income in most recent job is calculated for the respondent's most recent job within 4 years of completing the 2015–16 bachelor's degree. "Most recent job" is the respondent's current job 4 years after bachelor's degree completion or the respondent's most recent job held for 4 or more months within 4 years after bachelor's degree completion. If the respondent had more than one employer, then the employer with the longest duration was selected as the respondent's most recent employer. "Lowest quarter of income" includes those with incomes greater than zero but less than \$31,186; "lower middle quarter of income" includes those with incomes between \$31,186 and \$46,990; "higher middle quarter of income" includes those with incomes between \$46,991 and \$65,989; and those in the "highest quarter of income" had incomes of \$65,990 or more. "No job within 4 years after bachelor's degree completion" includes 2015–16 bachelor's degree earners who never had a most recent job that they held for 4 or more months within 4 years after bachelor's degree completion.

¹³ "Other health care occupations" includes non-nurse health care professionals and other health care occupations.

¹⁴ "Other white-collar occupations" includes air transportation professionals, artists and designers, communication professionals, information professionals, legal professionals, postsecondary educators, other educators, and social scientists.

¹⁵ "Other occupations" includes agriculture occupations; construction and mining occupations; fitters, tradesmen, and mechanics; food service occupations; military; personal care professionals; protective service occupations; sports occupations; and transportation support occupations.

NOTE: Estimates pertain to individuals who completed the requirements for a bachelor's degree in 2015–16 and were awarded their degree by a Title IV eligible postsecondary institution in the 50 states, the District of Columbia, or Puerto Rico no later than June 30, 2017. This table includes respondents who completed their bachelor's degree between January 2016 and June 2016 and for whom 4 years after bachelor's degree completion was between January 2020 and June 2020, during the early months of the COVID-19 pandemic in the United States. Individuals who completed their degrees before January 2016 were not administered the survey items reported in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20).

Table A-7. UNEMPLOYMENT COMPENSATION REPORTED DUE TO THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who completed their bachelor's degree between January 2016 and June 2016, percentage who said they received unemployment compensation due to the COVID-19 pandemic as of 4 years after bachelor's degree completion, by demographic, enrollment, and employment characteristics in 2020

| Demographic, enrollment, and employment characteristics | Received unemployment compensation | Among those who received unemployment compensation | | | | | | | | |
|---|------------------------------------|--|-------------|--|-------------------------------|--|---------------------------------|---|-------------------------------|---|
| | | Biological sex (at birth) | | Race/ethnicity | | | | | | |
| | | Female | Male | American Indian or Alaska Native, not Hispanic or Latino | Asian, not Hispanic or Latino | Black, not Hispanic or Latino ¹ | Hispanic or Latino, of any race | Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | White, not Hispanic or Latino | Two or more races, not Hispanic or Latino |
| Total | 12.6 | 59.6 | 40.4 | ‡ | 7.3 | 10.5 | 13.7 | ‡ | 62.5 | 4.3 |
| Biological sex (at birth) | | | | | | | | | | |
| Female | 13.0 | 100.0 | † | ‡ | 7.7 | 9.1 | 14.6 | ‡ | 62.3 | 5.4 |
| Male | 12.1 | † | 100.0 | ‡ | 6.8 | 12.5 | 12.4 | ‡ | 62.8 | 2.8 ! |
| Gender minority status ² | | | | | | | | | | |
| Gender minority (birth sex and gender identity are not the same) | 19.2 | 73.7 | 26.3 ! | ‡ | ‡ | ‡ | ‡ | ‡ | 74.7 | ‡ |
| Not gender minority | 12.5 | 59.2 | 40.8 | ‡ | 7.4 | 10.6 | 13.8 | ‡ | 62.1 | 4.3 |
| U.S. region of primary residence 4 years after bachelor's degree completion | | | | | | | | | | |
| Northeast and Mideast | 14.0 | 57.4 | 42.6 | ‡ | 10.2 | 13.7 | 7.0 | ‡ | 64.8 | 3.5 ! |
| Great Lakes and Plains | 10.9 | 54.5 | 45.5 | ‡ | ‡ | 3.4 ! | 5.6 ! | ‡ | 84.3 | 4.8 ! |
| Southeast | 10.9 | 64.4 | 35.6 | ‡ | 4.2 ! | 23.0 | 11.8 | ‡ | 57.8 | ‡ |
| Southwest and Rocky Mountains | 11.3 | 61.8 | 38.2 | ‡ | 2.8 ! | 4.4 ! | 21.1 | ‡ | 64.6 | ‡ |
| Far West and Outlying areas ³ | 15.2 | 61.1 | 38.9 | ‡ | 12.4 | 5.0 | 25.3 | ‡ | 46.9 | 7.3 |
| Age when completed requirements for 2015–16 bachelor's degree | | | | | | | | | | |
| 23 or younger | 13.0 | 61.5 | 38.5 | ‡ | 7.0 | 8.1 | 11.2 | ‡ | 68.0 | 5.3 |
| 24–29 | 14.6 | 48.5 | 51.5 | ‡ | 9.6 ! | 12.9 | 21.6 | ‡ | 47.4 | ‡ |
| 30 or older | 7.8 | 72.6 | 27.4 | ‡ | 3.8 ! | 24.9 | 14.6 ! | ‡ | 53.9 | ‡ |
| Highest education attained by either parent as of 2015–16 academic year | | | | | | | | | | |
| High school diploma or less ⁴ | 12.4 | 56.3 | 43.7 | ‡ | 16.8 | 17.2 | 21.9 | ‡ | 37.7 | ‡ |
| Some postsecondary education/ subbaccalaureate credential ⁵ | 14.4 | 63.1 | 36.9 | ‡ | 3.8 ! | 10.2 | 15.6 | ‡ | 62.6 | 5.7 |
| Bachelor's degree | 12.2 | 60.5 | 39.5 | ‡ | 6.9 | 10.4 | 9.5 | ‡ | 65.1 | 6.5 ! |
| Graduate or professional degree | 11.9 | 57.2 | 42.8 | ‡ | 6.0 | 7.5 | 11.9 | ‡ | 72.2 | 1.6 ! |

See notes at end of table.

Table A-7. UNEMPLOYMENT COMPENSATION REPORTED DUE TO THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who completed their bachelor's degree between January 2016 and June 2016, percentage who said they received unemployment compensation due to the COVID-19 pandemic as of 4 years after bachelor's degree completion, by demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | Received unemployment compensation | Among those who received unemployment compensation | | | | | | | | |
|--|------------------------------------|--|------|--|-------------------------------|--|---------------------------------|---|-------------------------------|---|
| | | Biological sex (at birth) | | Race/ethnicity | | | | | | |
| | | Female | Male | American Indian or Alaska Native, not Hispanic or Latino | Asian, not Hispanic or Latino | Black, not Hispanic or Latino ¹ | Hispanic or Latino, of any race | Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | White, not Hispanic or Latino | Two or more races, not Hispanic or Latino |
| Ever received a Pell Grant | | | | | | | | | | |
| Yes | 14.1 | 56.4 | 43.6 | ‡ | 8.4 | 16.2 | 17.3 | ‡ | 52.8 | 3.0 |
| No | 11.3 | 63.2 | 36.8 | ‡ | 6.1 | 4.1 | 9.6 | ‡ | 73.4 | 5.9 |
| Military status as of 2020 | | | | | | | | | | |
| Veteran | 6.3 | 37.0 ! | 63.0 | ‡ | ‡ | 25.8 ! | ‡ | ‡ | 38.8 ! | ‡ |
| Active duty, Reserves, or National Guard | 7.1 ! | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ |
| No military service | 12.9 | 59.9 | 40.1 | ‡ | 7.3 | 10.2 | 13.5 | ‡ | 62.9 | 4.4 |
| Family status as 4 years after 2015–16 bachelor's degree completion ⁶ | | | | | | | | | | |
| Unmarried with no dependents | 14.2 | 60.4 | 39.6 | ‡ | 7.7 | 9.0 | 13.5 | ‡ | 64.0 | 4.9 |
| Unmarried with dependents | 13.4 | 64.5 | 35.5 | ‡ | ‡ | 38.7 | 18.5 ! | ‡ | 31.4 | ‡ |
| Married with no dependents | 8.4 | 58.6 | 41.4 | ‡ | 4.8 ! | ‡ | 12.0 ! | ‡ | 78.5 | ‡ |
| Married with dependents | 8.4 | 48.2 | 51.8 | ‡ | ‡ | 11.4 ! | 13.8 ! | ‡ | 51.4 | ‡ |
| Control of 2015–16 bachelor's degree-granting institution | | | | | | | | | | |
| Public | 13.3 | 58.0 | 42.0 | ‡ | 8.0 | 9.3 | 12.8 | ‡ | 62.5 | 4.9 |
| Private nonprofit | 11.7 | 61.7 | 38.3 | ‡ | 6.2 | 11.2 | 15.0 | ‡ | 64.1 | 3.5 |
| Private for-profit | 11.5 | 67.2 | 32.8 | ‡ | 4.7 ! | 23.7 | 17.8 | ‡ | 50.2 | ‡ |

See notes at end of table.

Table A-7. UNEMPLOYMENT COMPENSATION REPORTED DUE TO THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who completed their bachelor's degree between January 2016 and June 2016, percentage who said they received unemployment compensation due to the COVID-19 pandemic as of 4 years after bachelor's degree completion, by demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | Received unemployment compensation | Among those who received unemployment compensation | | | | | | | | |
|--|------------------------------------|--|--------|--|-------------------------------|--|---------------------------------|---|-------------------------------|---|
| | | Biological sex (at birth) | | Race/ethnicity | | | | | | |
| | | Female | Male | American Indian or Alaska Native, not Hispanic or Latino | Asian, not Hispanic or Latino | Black, not Hispanic or Latino ¹ | Hispanic or Latino, of any race | Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | White, not Hispanic or Latino | Two or more races, not Hispanic or Latino |
| Major for 2015–16 bachelor's degree ⁷ | | | | | | | | | | |
| STEM major ⁸ | 8.5 | 44.6 | 55.4 | ‡ | 18.5 | 7.9 | 8.7 | ‡ | 60.6 | ‡ |
| Computer and information sciences | 9.3 | ‡ | 85.5 | ‡ | ‡ | ‡ | ‡ | ‡ | 51.0 | ‡ |
| Engineering and engineering technology | 7.7 | 15.4 ! | 84.6 | ‡ | 25.0 ! | ‡ | ‡ | ‡ | 62.5 | ‡ |
| Biological and physical sciences, science technology, mathematics, and agricultural sciences | 8.8 | 64.9 | 35.1 | ‡ | 14.6 | 6.1 ! | 10.1 | ‡ | 62.3 | ‡ |
| General studies and other ⁹ | 19.1 | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ |
| Social sciences | 13.1 | 70.9 | 29.1 | ‡ | 6.7 ! | 10.9 | 15.4 | ‡ | 58.8 | 8.3 ! |
| Humanities | 21.2 | 56.5 | 43.5 | ‡ | ‡ | 6.1 ! | 16.9 | ‡ | 66.4 | 3.4 ! |
| Health care fields | 9.0 | 81.6 | 18.4 | ‡ | 8.7 ! | 11.1 ! | 14.2 ! | ‡ | 61.9 | ‡ |
| Business | 14.3 | 49.9 | 50.1 | ‡ | ‡ | 14.0 | 11.3 ! | ‡ | 66.3 | ‡ |
| Education | 4.5 | 81.1 | 18.9 ! | ‡ | ‡ | ‡ | ‡ | ‡ | 82.5 | ‡ |
| Other applied ¹⁰ | 14.8 | 61.9 | 38.1 | ‡ | 6.9 ! | 14.1 | 18.8 | ‡ | 53.0 | 6.3 ! |
| Employment status as of 4 years after 2015–16 bachelor's degree completion | | | | | | | | | | |
| Employed full time | 7.7 | 57.9 | 42.1 | ‡ | 6.1 | 9.0 | 12.8 | ‡ | 69.3 | 2.7 ! |
| Employed part time | 21.2 | 64.2 | 35.8 | ‡ | 5.7 ! | 10.9 | 14.6 | ‡ | 62.7 | 4.3 ! |
| Out of the labor force ¹¹ | 25.6 | 61.1 | 38.9 | ‡ | 7.9 | 12.7 | 15.8 | ‡ | 54.3 | 6.8 |
| Unemployed ¹² | 37.3 | 57.2 | 42.8 | ‡ | 12.1 ! | 10.0 ! | 10.9 ! | ‡ | 57.6 | ‡ |

See notes at end of table.

Table A-7. UNEMPLOYMENT COMPENSATION REPORTED DUE TO THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who completed their bachelor's degree between January 2016 and June 2016, percentage who said they received unemployment compensation due to the COVID-19 pandemic as of 4 years after bachelor's degree completion, by demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | Received unemployment compensation | Among those who received unemployment compensation | | | | | | | | |
|--|------------------------------------|--|--------|--|-------------------------------|--|---------------------------------|---|-------------------------------|---|
| | | Biological sex (at birth) | | Race/ethnicity | | | | | | |
| | | Female | Male | American Indian or Alaska Native, not Hispanic or Latino | Asian, not Hispanic or Latino | Black, not Hispanic or Latino ¹ | Hispanic or Latino, of any race | Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | White, not Hispanic or Latino | Two or more races, not Hispanic or Latino |
| Annualized earned income in most recent job as of 4 years after 2015–16 bachelor's degree completion ¹³ | | | | | | | | | | |
| Lowest quarter of income | 20.7 | 63.1 | 36.9 | ‡ | 8.1 | 9.9 | 12.1 | ‡ | 62.1 | 6.2 |
| Lower middle quarter of income | 13.7 | 59.9 | 40.1 | ‡ | 4.9 ! | 10.2 | 10.9 | ‡ | 66.2 | 5.9 ! |
| Higher middle quarter of income | 10.4 | 59.5 | 40.5 | ‡ | 4.8 ! | 10.6 | 18.7 | ‡ | 63.4 | ‡ |
| Highest quarter of income | 6.7 | 49.0 | 51.0 | ‡ | 14.3 | 11.6 ! | 13.6 ! | ‡ | 57.7 | ‡ |
| No job within 4 years after bachelor's degree completion | 4.8 ! | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ |
| Occupation of most recent job as of 4 years after 2015–16 bachelor's degree completion ¹⁴ | | | | | | | | | | |
| Business/management occupations | 11.9 | 58.3 | 41.7 | ‡ | 6.4 ! | 10.8 | 14.0 ! | ‡ | 66.0 | ‡ |
| Life science occupations | 8.4 ! | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ |
| Math, computer, and physical science occupations | 5.5 | 25.2 ! | 74.8 | ‡ | 11.1 ! | ‡ | ‡ | ‡ | 70.5 | ‡ |
| Engineers | 9.8 | 41.4 | 58.6 | ‡ | ‡ | ‡ | ‡ | ‡ | 70.6 | ‡ |
| Nurses | 4.5 | 85.3 | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ | 77.2 | ‡ |
| Other health care occupations ¹⁵ | 14.3 | 76.0 | 24.0 | ‡ | 6.0 ! | 5.9 ! | 10.4 | ‡ | 68.0 | 5.7 ! |
| PreK–12 educators | 5.5 | 83.9 | 16.1 ! | ‡ | ‡ | ‡ | ‡ | ‡ | 65.9 | ‡ |
| Social services professionals | 7.1 | 62.4 | 37.6 | ‡ | ‡ | ‡ | 19.3 ! | ‡ | 52.8 | ‡ |
| Sales occupations | 18.5 | 55.8 | 44.2 | ‡ | ‡ | 4.7 ! | 10.9 ! | ‡ | 64.4 | 8.9 ! |
| Business support/administrative assistance | 15.8 | 65.7 | 34.3 | ‡ | 5.9 ! | 9.6 ! | 10.0 ! | ‡ | 63.3 | 10.6 ! |
| Other white-collar occupations ¹⁶ | 16.6 | 62.0 | 38.0 | ‡ | 8.5 ! | 12.6 | 15.6 | ‡ | 56.9 | ‡ |
| Other occupations ¹⁷ | 21.4 | 53.3 | 46.7 | ‡ | 9.1 ! | 11.8 | 15.9 | ‡ | 60.1 | ‡ |

‡ Not applicable.

! Interpret data with caution. Estimate is unstable because the standard error is between 30 and 50 percent of the estimate.

‡ Reporting standards not met either because the standard error is greater than 50 percent of the estimate or because there were too few cases for a reliable estimate.

¹ "Black, not Hispanic or Latino" includes African American.

Notes continued on next page.

Table A-7. UNEMPLOYMENT COMPENSATION REPORTED DUE TO THE COVID-19 PANDEMIC: Among 2015–16 bachelor’s degree earners who completed their bachelor’s degree between January 2016 and June 2016, percentage who said they received unemployment compensation due to the COVID-19 pandemic as of 4 years after bachelor’s degree completion, by demographic, enrollment, and employment characteristics in 2020—Continued

² “Gender minority status” indicates whether the respondent’s gender identity differed from the sex assigned at birth. Gender identity categories include male; female; transgender, male-to-female; transgender, female-to-male; genderqueer or gender nonconforming; a different gender identity; and more than one gender identity.

³ “Far West and Outlying areas” includes those “Not in the United States or a U.S. territory.”

⁴ “High school diploma or less” includes the 0.1 percent of graduates who did not know either parent’s highest level of education. This category also includes respondents whose parents’ highest level of education was a high school equivalency credential.

⁵ “Some postsecondary education/subbaccalaureate credential” means that at least one parent attended postsecondary education, including vocational or technical training, and may have earned a credential up to an associate’s degree, but neither parent earned a bachelor’s or advanced degree.

⁶ “Unmarried” includes respondents who were widowed, divorced, separated, or never married. Students are considered to have a dependent if they have a child or any others for whom they are the caretaker or have financial responsibility. A spouse is not considered a dependent.

⁷ Respondents with multiple majors were classified by the first field of study reported.

⁸ “STEM major” includes those in the fields of science, technology, engineering, and mathematics.

⁹ “General studies and other” includes liberal arts and sciences, general studies and humanities; multi/interdisciplinary studies; basic skills; citizenship activities; health-related knowledge and skills; interpersonal and social skills; leisure and recreational activities; personal awareness and self-improvement; high school/secondary diplomas and certificates; and other majors.

¹⁰ “Other applied” includes personal and consumer services; manufacturing, construction, repair, and transportation; military technology and protective services; architecture; communications; public administration and human services; design and applied arts; law and legal studies; library sciences; and theology and religious vocations.

¹¹ “Out of the labor force” includes respondents who were not working and not looking for work.

¹² “Unemployed” includes respondents who were not working but were looking for work.

¹³ Annualized earned income in most recent job is calculated for the respondent’s most recent job within 4 years of completing the 2015–16 bachelor’s degree. “Most recent job” is the respondent’s current job 4 years after bachelor’s degree completion or the respondent’s most recent job held for 4 or more months within 4 years after bachelor’s degree completion. If the respondent had more than one employer, then the employer with the longest duration was selected as the respondent’s most recent employer. “Lowest quarter of income” includes those with incomes greater than zero but less than \$31,186; “lower middle quarter of income” includes those with incomes between \$31,186 and \$46,990; “higher middle quarter of income” includes those with incomes between \$46,991 and \$65,989; and those in the “highest quarter of income” had incomes of \$65,990 or more. “No job within 4 years after bachelor’s degree completion” includes 2015–16 bachelor’s degree earners who never had a most recent job that they held for 4 or more months within 4 years after bachelor’s degree completion.

¹⁴ The 2.6 percent of 2015–16 bachelor’s degree earners who never had a job within 4 years after bachelor’s degree completion are included in the estimate denominator for “Occupation of most recent job as of 4 years after 2015–16 bachelor’s degree completion” categories, but they are not reported again. See “No job within 4 years after bachelor’s degree completion” under “Annualized earned income in most recent job as of 4 years after 2015–16 bachelor’s degree completion” for information on this group.

¹⁵ “Other health care occupations” includes non-nurse health care professionals and other health care occupations.

¹⁶ “Other white-collar occupations” includes air transportation professionals, artists and designers, communication professionals, information professionals, legal professionals, postsecondary educators, other educators, and social scientists.

¹⁷ “Other occupations” includes agriculture occupations; construction and mining occupations; fitters, tradesmen, and mechanics; food service occupations; military; personal care professionals; protective service occupations; sports occupations; and transportation support occupations.

NOTE: Estimates pertain to individuals who completed the requirements for a bachelor’s degree in 2015–16 and were awarded their degree by a Title IV eligible postsecondary institution in the 50 states, the District of Columbia, or Puerto Rico no later than June 30, 2017. This table includes respondents who completed their bachelor’s degree between January 2016 and June 2016 and for whom 4 years after bachelor’s degree completion was between January 2020 and June 2020, during the early months of the COVID-19 pandemic in the United States. Individuals who completed their degrees before January 2016 were not administered the survey items reported in this table. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20).

Table A-S1. Standard errors for table A-1: PROFESSIONAL EXPERIENCES DURING THE COVID-19 PANDEMIC: Percentage of 2015–16 bachelor's degree earners who said they had various employment and enrollment experiences due to the COVID-19 pandemic, by demographic, enrollment, and employment characteristics in 2020

| Demographic, enrollment, and employment characteristics | Worked more than desired | Worked less than desired | Took job outside field of study | Took less desirable job | Delayed additional education/training | Pursued additional education/training |
|---|--------------------------|--------------------------|---------------------------------|-------------------------|---------------------------------------|---------------------------------------|
| Total | 0.47 | 0.48 | 0.27 | 0.31 | 0.37 | 0.38 |
| Biological sex (at birth) | | | | | | |
| Female | 0.57 | 0.63 | 0.38 | 0.45 | 0.51 | 0.48 |
| Male | 0.79 | 0.79 | 0.46 | 0.48 | 0.59 | 0.60 |
| Gender minority status | | | | | | |
| Gender minority (birth sex and gender identity are not the same) | 3.88 | 4.55 | 2.16 | 2.98 | 3.52 | 3.64 |
| Not gender minority | 0.49 | 0.48 | 0.28 | 0.31 | 0.37 | 0.38 |
| Race/ethnicity | | | | | | |
| American Indian or Alaska Native, not Hispanic or Latino | 8.56 | 9.64 | † | † | 10.80 | † |
| Asian, not Hispanic or Latino | 1.94 | 1.98 | 1.15 | 1.38 | 1.37 | 1.83 |
| Black, not Hispanic or Latino | 1.73 | 1.67 | 1.30 | 1.35 | 1.52 | 1.28 |
| Hispanic or Latino, of any race | 1.45 | 1.28 | 0.93 | 0.83 | 1.24 | 1.37 |
| Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | 9.37 | 12.40 | † | † | † | 10.83 |
| White, not Hispanic or Latino | 0.63 | 0.64 | 0.33 | 0.37 | 0.43 | 0.45 |
| Two or more races, not Hispanic or Latino | 2.75 | 2.90 | 1.54 | 1.58 | 2.25 | 2.16 |
| U.S. region of primary residence 4 years after bachelor's degree completion | | | | | | |
| Northeast and Mideast | 0.94 | 1.13 | 0.59 | 0.61 | 0.84 | 0.80 |
| Great Lakes and Plains | 1.05 | 1.08 | 0.57 | 0.59 | 0.78 | 0.81 |
| Southeast | 0.94 | 0.98 | 0.59 | 0.64 | 0.74 | 1.01 |
| Southwest and Rocky Mountains | 1.56 | 1.51 | 0.85 | 0.99 | 1.24 | 1.16 |
| Far West and Outlying areas | 1.15 | 1.21 | 0.75 | 0.76 | 0.94 | 0.91 |
| Age when completed requirements for 2015–16 bachelor's degree | | | | | | |
| 23 or younger | 0.58 | 0.60 | 0.33 | 0.35 | 0.41 | 0.49 |
| 24–29 | 1.11 | 1.22 | 0.92 | 0.87 | 0.95 | 0.94 |
| 30 or older | 1.19 | 1.11 | 0.69 | 0.84 | 1.01 | 0.90 |
| Highest education attained by either parent as of 2015–16 academic year | | | | | | |
| High school diploma or less | 1.22 | 1.03 | 0.93 | 0.93 | 0.93 | 0.96 |
| Some postsecondary education/subbaccalaureate credential | 1.01 | 0.98 | 0.58 | 0.68 | 0.86 | 0.77 |
| Bachelor's degree | 0.89 | 0.91 | 0.51 | 0.62 | 0.69 | 0.75 |
| Graduate or professional degree | 0.91 | 0.90 | 0.60 | 0.57 | 0.65 | 0.76 |
| Ever received a Pell Grant | | | | | | |
| Yes | 0.71 | 0.66 | 0.46 | 0.50 | 0.60 | 0.53 |
| No | 0.67 | 0.68 | 0.37 | 0.37 | 0.48 | 0.53 |

See notes at end of table.

Table A-S1. Standard errors for table A-1: PROFESSIONAL EXPERIENCES DURING THE COVID-19 PANDEMIC: Percentage of 2015–16 bachelor's degree earners who said they had various employment and enrollment experiences due to the COVID-19 pandemic, by demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | Worked more than desired | Worked less than desired | Took job outside field of study | Took less desirable job | Delayed additional education/training | Pursued additional education/training |
|--|--------------------------|--------------------------|---------------------------------|-------------------------|---------------------------------------|---------------------------------------|
| Military status as of 2020 | | | | | | |
| Veteran | 1.81 | 2.04 | 1.10 | 1.05 | 1.60 | 1.57 |
| Active duty, Reserves, or National Guard | 3.81 | 4.34 | 3.00 | 3.08 | 3.16 | 3.02 |
| No military service | 0.48 | 0.49 | 0.27 | 0.32 | 0.38 | 0.40 |
| Family status as of 4 years after 2015–16 bachelor's degree completion | | | | | | |
| Unmarried with no dependents | 0.60 | 0.63 | 0.39 | 0.40 | 0.48 | 0.49 |
| Unmarried with dependents | 1.81 | 1.98 | 1.42 | 1.40 | 1.91 | 1.58 |
| Married with no dependents | 1.16 | 1.15 | 0.74 | 0.70 | 0.92 | 1.03 |
| Married with dependents | 1.34 | 1.37 | 0.74 | 0.71 | 1.00 | 0.88 |
| Control of 2015–16 bachelor's degree-granting institution | | | | | | |
| Public | 0.68 | 0.67 | 0.40 | 0.42 | 0.50 | 0.54 |
| Private nonprofit | 0.73 | 0.83 | 0.40 | 0.49 | 0.58 | 0.60 |
| Private for-profit | 0.97 | 1.08 | 0.71 | 0.61 | 0.63 | 0.58 |
| Major for 2015–16 bachelor's degree | | | | | | |
| STEM major | 0.97 | 1.00 | 0.51 | 0.49 | 0.61 | 0.72 |
| Computer and information sciences | 2.20 | 2.10 | 1.19 | 1.17 | 1.36 | 1.80 |
| Engineering and engineering technology | 1.82 | 1.46 | 0.96 | 1.00 | 1.24 | 1.48 |
| Biological and physical sciences, science technology, mathematics, and agricultural sciences | 1.29 | 1.44 | 0.64 | 0.68 | 0.89 | 1.10 |
| General studies and other | 3.63 | 3.92 | 2.71 | 2.80 | 2.97 | 2.75 |
| Social sciences | 1.27 | 1.29 | 0.84 | 0.88 | 1.17 | 1.19 |
| Humanities | 1.55 | 1.75 | 1.13 | 1.17 | 1.35 | 1.42 |
| Health care fields | 1.48 | 1.29 | 0.61 | 0.75 | 1.06 | 1.10 |
| Business | 1.37 | 1.18 | 0.75 | 0.80 | 1.01 | 0.90 |
| Education | 1.73 | 1.85 | 1.27 | 1.12 | 1.75 | 1.72 |
| Other applied | 1.19 | 1.23 | 0.85 | 0.83 | 0.94 | 0.84 |
| Employment status as of 4 years after 2015–16 bachelor's degree completion | | | | | | |
| Employed full time | 0.58 | 0.52 | 0.34 | 0.32 | 0.48 | 0.45 |
| Employed part time | 1.48 | 2.06 | 1.31 | 1.17 | 1.50 | 1.42 |
| Out of the labor force | 1.21 | 1.57 | 0.98 | 1.13 | 0.89 | 1.03 |
| Unemployed | 2.15 | 2.93 | 2.43 | 2.72 | 2.56 | 2.17 |

See notes at end of table.

Table A-S1. Standard errors for table A-1: PROFESSIONAL EXPERIENCES DURING THE COVID-19 PANDEMIC: Percentage of 2015–16 bachelor’s degree earners who said they had various employment and enrollment experiences due to the COVID-19 pandemic, by demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | Worked more than desired | Worked less than desired | Took job outside field of study | Took less desirable job | Delayed additional education/training | Pursued additional education/training |
|--|--------------------------|--------------------------|---------------------------------|-------------------------|---------------------------------------|---------------------------------------|
| Annualized earned income in most recent job as of 4 years after 2015–16 bachelor’s degree completion | | | | | | |
| Lowest quarter of income | 0.93 | 1.10 | 0.77 | 0.81 | 0.73 | 0.85 |
| Lower middle quarter of income | 0.96 | 1.09 | 0.71 | 0.69 | 0.84 | 0.80 |
| Higher middle quarter of income | 1.02 | 0.82 | 0.51 | 0.53 | 0.84 | 0.78 |
| Highest quarter of income | 1.17 | 0.82 | 0.45 | 0.47 | 0.57 | 0.76 |
| No job within 4 years after bachelor’s degree completion | 1.91 | 3.49 | 2.15 | 2.65 | 2.40 | 2.25 |

† Not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20).

Table A-S2. Standard errors for table A-2: PERSONAL EXPERIENCES DURING THE COVID-19 PANDEMIC: Percentage of 2015–16 bachelor's degree earners who said they had various family and financial experiences due to the COVID-19 pandemic, by demographic, enrollment, and employment characteristics in 2020

| Demographic, enrollment, and employment characteristics | Delayed getting married | Delayed having children | Had additional family or child care responsibilities | Delayed buying a home | Unable to meet essential expenses |
|---|-------------------------|-------------------------|--|-----------------------|-----------------------------------|
| Total | 0.33 | 0.30 | 0.40 | 0.40 | 0.39 |
| Biological sex (at birth) | | | | | |
| Female | 0.38 | 0.37 | 0.57 | 0.48 | 0.53 |
| Male | 0.60 | 0.50 | 0.54 | 0.65 | 0.50 |
| Gender minority status | | | | | |
| Gender minority (birth sex and gender identity are not the same) | 3.25 | 3.73 | 3.21 | 3.45 | 3.24 |
| Not gender minority | 0.34 | 0.29 | 0.41 | 0.39 | 0.38 |
| Race/ethnicity | | | | | |
| American Indian or Alaska Native, not Hispanic or Latino | † | 4.62 | 9.46 | 8.79 | 9.23 |
| Asian, not Hispanic or Latino | 1.55 | 1.17 | 1.74 | 1.80 | 1.07 |
| Black, not Hispanic or Latino | 1.33 | 1.09 | 1.39 | 1.38 | 1.55 |
| Hispanic or Latino, of any race | 1.18 | 1.10 | 1.16 | 1.30 | 1.15 |
| Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | † | † | † | † | † |
| White, not Hispanic or Latino | 0.34 | 0.31 | 0.45 | 0.46 | 0.40 |
| Two or more races, not Hispanic or Latino | 1.88 | 1.76 | 2.20 | 2.65 | 1.75 |
| U.S. region of primary residence 4 years after bachelor's degree completion | | | | | |
| Northeast and Mideast | 0.62 | 0.60 | 0.95 | 0.72 | 0.76 |
| Great Lakes and Plains | 0.74 | 0.56 | 0.67 | 0.85 | 0.65 |
| Southeast | 0.70 | 0.59 | 0.84 | 0.72 | 0.79 |
| Southwest and Rocky Mountains | 0.89 | 0.77 | 1.19 | 1.16 | 1.03 |
| Far West and Outlying areas | 0.98 | 0.85 | 0.88 | 1.08 | 0.91 |
| Age when completed requirements for 2015–16 bachelor's degree | | | | | |
| 23 or younger | 0.42 | 0.35 | 0.41 | 0.49 | 0.47 |
| 24–29 | 0.94 | 0.87 | 1.05 | 1.09 | 0.92 |
| 30 or older | 0.49 | 0.51 | 1.09 | 0.81 | 0.85 |
| Highest education attained by either parent as of 2015–16 academic year | | | | | |
| High school diploma or less | 0.90 | 0.93 | 1.22 | 1.08 | 1.01 |
| Some postsecondary education/ subbaccalaureate credential | 0.60 | 0.54 | 0.82 | 0.79 | 0.87 |
| Bachelor's degree | 0.70 | 0.56 | 0.74 | 0.70 | 0.55 |
| Graduate or professional degree | 0.62 | 0.55 | 0.68 | 0.75 | 0.66 |
| Ever received a Pell Grant | | | | | |
| Yes | 0.49 | 0.44 | 0.57 | 0.57 | 0.60 |
| No | 0.45 | 0.36 | 0.50 | 0.52 | 0.41 |
| Military status as of 2020 | | | | | |
| Veteran | 1.09 | 1.22 | 1.62 | 1.64 | 1.46 |
| Active duty, Reserves, or National Guard | 2.79 | 2.98 | 3.57 | 3.39 | 2.34 |
| No military service | 0.36 | 0.30 | 0.41 | 0.41 | 0.40 |

See notes at end of table.

Table A-S2. Standard errors for table A-2: PERSONAL EXPERIENCES DURING THE COVID-19 PANDEMIC: Percentage of 2015–16 bachelor's degree earners who said they had various family and financial experiences due to the COVID-19 pandemic, by demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | Delayed getting married | Delayed having children | Had additional family or child care responsibilities | Delayed buying a home | Unable to meet essential expenses |
|--|-------------------------|-------------------------|--|-----------------------|-----------------------------------|
| Family status as 4 years after 2015–16 bachelor's degree completion | | | | | |
| Unmarried with no dependents | 0.46 | 0.35 | 0.49 | 0.53 | 0.45 |
| Unmarried with dependents | 1.64 | 1.24 | 2.07 | 1.67 | 1.81 |
| Married with no dependents | 0.30 | 1.03 | 0.78 | 1.00 | 0.80 |
| Married with dependents | 0.11 | 0.70 | 1.46 | 0.92 | 1.07 |
| Control of 2015–16 bachelor's degree-granting institution | | | | | |
| Public | 0.48 | 0.42 | 0.55 | 0.59 | 0.58 |
| Private nonprofit | 0.49 | 0.47 | 0.57 | 0.58 | 0.53 |
| Private for-profit | 0.65 | 0.53 | 0.80 | 0.97 | 0.81 |
| Major for 2015–16 bachelor's degree | | | | | |
| STEM major | 0.66 | 0.62 | 0.68 | 0.81 | 0.59 |
| Computer and information sciences | 1.27 | 1.28 | 1.30 | 1.57 | 1.13 |
| Engineering and engineering technology | 1.17 | 1.32 | 1.04 | 1.65 | 0.94 |
| Biological and physical sciences, science technology, mathematics, and agricultural sciences | 0.90 | 0.73 | 0.99 | 1.13 | 0.86 |
| General studies and other | 2.14 | † | 3.00 | 2.77 | 3.16 |
| Social sciences | 0.86 | 0.72 | 1.13 | 1.17 | 1.01 |
| Humanities | 1.10 | 0.93 | 1.16 | 1.09 | 1.39 |
| Health care fields | 0.86 | 0.81 | 1.17 | 1.01 | 0.92 |
| Business | 0.85 | 0.82 | 1.15 | 1.18 | 0.85 |
| Education | 1.21 | 1.33 | 1.47 | 1.81 | 1.38 |
| Other applied | 0.95 | 0.81 | 0.93 | 0.91 | 1.02 |
| Employment status as of 4 years after 2015–16 bachelor's degree completion | | | | | |
| Employed full time | 0.40 | 0.36 | 0.42 | 0.48 | 0.40 |
| Employed part time | 1.30 | 1.07 | 1.22 | 1.30 | 1.56 |
| Out of the labor force | 0.83 | 0.82 | 1.15 | 0.99 | 1.22 |
| Unemployed | 2.31 | 1.91 | 2.82 | 2.45 | 2.69 |
| Annualized earned income in most recent job as of 4 years after 2015–16 bachelor's degree completion | | | | | |
| Lowest quarter of income | 0.74 | 0.70 | 0.95 | 0.81 | 1.06 |
| Lower middle quarter of income | 0.69 | 0.68 | 0.82 | 0.90 | 0.77 |
| Higher middle quarter of income | 0.71 | 0.66 | 0.79 | 0.82 | 0.56 |
| Highest quarter of income | 0.69 | 0.56 | 0.91 | 0.81 | 0.46 |
| No job within 4 years after bachelor's degree completion | 2.33 | 1.76 | 2.12 | 2.53 | 2.93 |

† Not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20).

Table A-S3. Standard errors table for A-3: STUDENT DEBT REPAYMENT DURING THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who took out federal student loans to pay for undergraduate or graduate education, percentage who had all federal student loans in forbearance in February 2020 and June 2020, and among those in administrative forbearance as of June 2020, percentage who made payments between March 2020 and June 2020, and among those who made payments during administrative forbearance, cumulative amount paid in prior 3.5 months as of February 2020 and June 2020, by demographic, enrollment, and employment characteristics in 2020

| Demographic, enrollment, and employment characteristics | Percent who had all federal student loans in forbearance in February 2020 | Percent who had all federal student loans in forbearance in June 2020 | Among those who had all federal loans in administrative forbearance as of June 2020 | | | | |
|---|---|---|--|---|--------|--|--------|
| | | | Percent who made payments during administrative forbearance between March 2020 and June 2020 | Among those who made payments during administrative forbearance | | | |
| | | | | Cumulative amount paid in prior 3.5 months as of February 2020 | | Cumulative amount paid in prior 3.5 months as of June 2020 | |
| | | | | Average | Median | Average | Median |
| Total | 0.42 | 0.66 | 0.93 | \$50 | \$21 | \$32 | \$15 |
| Biological sex (at birth) | | | | | | | |
| Female | 0.55 | 0.86 | 1.15 | 70 | 21 | 38 | 19 |
| Male | 0.70 | 1.12 | 1.62 | 58 | 28 | 55 | 22 |
| Gender minority status | | | | | | | |
| Gender minority (birth sex and gender identity are not the same) | 2.42 | 4.95 | 6.07 | 148 | 208 | 94 | † |
| Not gender minority | 0.43 | 0.65 | 0.95 | 51 | 21 | 33 | 16 |
| Race/ethnicity | | | | | | | |
| American Indian or Alaska Native, not Hispanic or Latino | 10.43 | 9.39 | 13.49 | † | † | † | † |
| Asian, not Hispanic or Latino | 1.45 | 2.95 | 4.79 | 211 | 101 | 302 | 98 |
| Black, not Hispanic or Latino | 1.62 | 1.90 | 2.41 | 62 | 54 | 61 | 35 |
| Hispanic or Latino, of any race | 1.00 | 2.09 | 2.18 | 93 | 50 | 76 | 22 |
| Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | 14.60 | 12.93 | † | † | † | † | † |
| White, not Hispanic or Latino | 0.55 | 0.75 | 1.14 | 61 | 15 | 40 | 21 |
| Two or more races, not Hispanic or Latino | 1.99 | 4.18 | 5.43 | 440 | 124 | 109 | 64 |
| U.S. region of primary residence 4 years after bachelor's degree completion | | | | | | | |
| Northeast and Mideast | 1.10 | 1.39 | 1.90 | 138 | 30 | 71 | 30 |
| Great Lakes and Plains | 0.71 | 1.39 | 1.80 | 53 | 37 | 61 | 26 |
| Southeast | 0.92 | 1.40 | 2.10 | 108 | 33 | 64 | 19 |
| Southwest and Rocky Mountains | 1.19 | 1.73 | 2.46 | 111 | 60 | 101 | 28 |
| Far West and Outlying areas | 1.13 | 1.78 | 2.18 | 50 | 45 | 72 | 27 |

See notes at end of table.

Table A-S3. Standard errors table for A-3: STUDENT DEBT REPAYMENT DURING THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who took out federal student loans to pay for undergraduate or graduate education, percentage who had all federal student loans in forbearance in February 2020 and June 2020, and among those in administrative forbearance as of June 2020, percentage who made payments between March 2020 and June 2020, and among those who made payments during administrative forbearance, cumulative amount paid in prior 3.5 months as of February 2020 and June 2020, by demographic, enrollment, and employment characteristics in 2020
—Continued

| Demographic, enrollment, and employment characteristics | Percent who had all federal student loans in forbearance in February 2020 | Percent who had all federal student loans in forbearance in June 2020 | Among those who had all federal loans in administrative forbearance as of June 2020 | | | | |
|---|---|---|--|---|--------|--|--------|
| | | | Percent who made payments during administrative forbearance between March 2020 and June 2020 | Among those who made payments during administrative forbearance | | | |
| | | | | Cumulative amount paid in prior 3.5 months as of February 2020 | | Cumulative amount paid in prior 3.5 months as of June 2020 | |
| | | | | Average | Median | Average | Median |
| Age when completed requirements for 2015–16 bachelor's degree | | | | | | | |
| 23 or younger | 0.46 | 0.89 | 1.19 | 56 | 22 | 44 | 21 |
| 24–29 | 1.07 | 1.64 | 1.97 | 77 | 37 | 66 | 21 |
| 30 or older | 1.04 | 1.41 | 1.99 | 212 | 33 | 42 | 27 |
| Highest education attained by either parent as of 2015–16 academic year | | | | | | | |
| High school diploma or less | 1.00 | 1.69 | 2.10 | 224 | 40 | 94 | 19 |
| Some postsecondary education/ subbaccalaureate credential | 0.82 | 1.27 | 1.88 | 66 | 36 | 74 | 21 |
| Bachelor's degree | 0.77 | 1.25 | 1.66 | 67 | 25 | 47 | 25 |
| Graduate or professional degree | 0.84 | 1.34 | 1.72 | 74 | 34 | 64 | 36 |
| Ever received a Pell Grant | | | | | | | |
| Yes | 0.58 | 0.91 | 1.18 | 68 | 20 | 43 | 11 |
| No | 0.55 | 1.00 | 1.40 | 62 | 16 | 46 | 21 |
| Military status as of 2020 | | | | | | | |
| Veteran | 1.62 | 3.27 | 4.07 | 116 | 92 | 155 | 34 |
| Active duty, Reserves, or National Guard | 3.83 | 5.62 | 7.20 | 106 | 143 | 159 | † |
| No military service | 0.44 | 0.69 | 0.99 | 52 | 22 | 33 | 16 |
| Family status as of 4 years after 2015–16 bachelor's degree completion | | | | | | | |
| Unmarried with no dependents | 0.53 | 0.92 | 1.14 | 70 | 25 | 46 | 20 |
| Unmarried with dependents | 1.57 | 2.29 | 2.74 | 61 | 65 | 80 | 47 |
| Married with no dependents | 1.05 | 1.61 | 2.37 | 100 | 47 | 81 | 42 |
| Married with dependents | 1.25 | 1.81 | 2.47 | 86 | 39 | 40 | 27 |

See notes at end of table.

Table A-S3. Standard errors table for A-3: STUDENT DEBT REPAYMENT DURING THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who took out federal student loans to pay for undergraduate or graduate education, percentage who had all federal student loans in forbearance in February 2020 and June 2020, and among those in administrative forbearance as of June 2020, percentage who made payments between March 2020 and June 2020, and among those who made payments during administrative forbearance, cumulative amount paid in prior 3.5 months as of February 2020 and June 2020, by demographic, enrollment, and employment characteristics in 2020
—Continued

| Demographic, enrollment, and employment characteristics | Percent who had all federal student loans in forbearance in February 2020 | Percent who had all federal student loans in forbearance in June 2020 | Among those who had all federal loans in administrative forbearance as of June 2020 | | | | |
|--|---|---|--|---|--------|--|--------|
| | | | Percent who made payments during administrative forbearance between March 2020 and June 2020 | Among those who made payments during administrative forbearance | | | |
| | | | | Cumulative amount paid in prior 3.5 months as of February 2020 | | Cumulative amount paid in prior 3.5 months as of June 2020 | |
| | | | | Average | Median | Average | Median |
| Control of 2015–16 bachelor's degree-granting institution | | | | | | | |
| Public | 0.61 | 0.98 | 1.34 | 61 | 30 | 42 | 14 |
| Private nonprofit | 0.75 | 1.13 | 1.23 | 112 | 26 | 48 | 25 |
| Private for-profit | 0.74 | 0.85 | 1.08 | 41 | 37 | 34 | 20 |
| Major for 2015–16 bachelor's degree | | | | | | | |
| STEM major | 0.65 | 1.55 | 2.08 | 127 | 48 | 88 | 34 |
| Computer and information sciences | 1.55 | 3.03 | 3.86 | 317 | 78 | 61 | 42 |
| Engineering and engineering technology | 1.55 | 3.23 | 4.05 | 274 | 81 | 93 | 59 |
| Biological and physical sciences, science technology, mathematics, and agricultural sciences | 0.85 | 1.91 | 2.68 | 112 | 79 | 150 | 51 |
| General studies and other | 3.97 | 4.81 | 7.32 | 87 | 120 | 65 | 52 |
| Social sciences | 1.16 | 1.66 | 2.17 | 75 | 63 | 68 | 20 |
| Humanities | 1.50 | 2.34 | 2.65 | 147 | 40 | 85 | 52 |
| Health care fields | 0.86 | 1.89 | 2.16 | 252 | 58 | 131 | 38 |
| Business | 1.34 | 1.55 | 2.24 | 71 | 47 | 66 | 28 |
| Education | 1.60 | 2.27 | 3.12 | 106 | 49 | 80 | 29 |
| Other applied | 1.10 | 1.66 | 2.11 | 92 | 40 | 81 | 19 |
| Ever enrolled in postbaccalaureate degree/certificate program as of 4 years after 2015–16 bachelor's degree completion | | | | | | | |
| Yes | 0.62 | 1.10 | 1.64 | 152 | 47 | 85 | 27 |
| No | 0.63 | 0.70 | 1.15 | 30 | 20 | 27 | 10 |

See notes at end of table.

Table A-S3. Standard errors table for A-3: STUDENT DEBT REPAYMENT DURING THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who took out federal student loans to pay for undergraduate or graduate education, percentage who had all federal student loans in forbearance in February 2020 and June 2020, and among those in administrative forbearance as of June 2020, percentage who made payments between March 2020 and June 2020, and among those who made payments during administrative forbearance, cumulative amount paid in prior 3.5 months as of February 2020 and June 2020, by demographic, enrollment, and employment characteristics in 2020
—Continued

| Demographic, enrollment, and employment characteristics | Percent who had all federal student loans in forbearance in February 2020 | Percent who had all federal student loans in forbearance in June 2020 | Among those who had all federal loans in administrative forbearance as of June 2020 | | | | |
|--|---|---|--|---|--------|--|--------|
| | | | Percent who made payments during administrative forbearance between March 2020 and June 2020 | Among those who made payments during administrative forbearance | | | |
| | | | | Cumulative amount paid in prior 3.5 months as of February 2020 | | Cumulative amount paid in prior 3.5 months as of June 2020 | |
| | | | | Average | Median | Average | Median |
| Employment status as of 4 years after 2015–16 bachelor's degree completion | | | | | | | |
| Employed full time | 0.54 | 0.71 | 1.03 | 57 | 23 | 34 | 15 |
| Employed part time | 0.96 | 2.65 | 3.66 | 303 | 57 | 116 | 66 |
| Out of the labor force | 1.21 | 1.77 | 2.62 | 93 | 81 | 233 | 45 |
| Unemployed | 2.61 | 3.82 | 4.25 | 163 | 143 | 109 | 101 |
| Annualized earned income in most recent job as of 4 years after 2015–16 bachelor's degree completion | | | | | | | |
| Lowest quarter of income | 0.73 | 1.41 | 1.76 | 71 | 57 | 117 | 17 |
| Lower middle quarter of income | 0.92 | 1.31 | 1.71 | 50 | 31 | 40 | 14 |
| Higher middle quarter of income | 0.99 | 1.17 | 1.90 | 67 | 27 | 66 | 27 |
| Highest quarter of income | 0.92 | 1.44 | 1.80 | 148 | 41 | 63 | 34 |
| No job within 4 years after bachelor's degree completion | 2.57 | 4.51 | 3.98 | † | † | † | † |

† Not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20).

Table A-S4. Standard errors for table A-4: EMPLOYMENT STATUS 4 YEARS AFTER BACHELOR'S DEGREE COMPLETION: Percentage distribution of employment status 4 years after bachelor's degree completion, by whether 4 years after completing the 2015–16 bachelor's degree was before or during the COVID-19 pandemic and demographic and enrollment characteristics in 2020

| Demographic and enrollment characteristics | 4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic | | | | 4 years after completion of the 2015–16 bachelor's degree was during the COVID-19 pandemic | | | |
|---|---|--------------------|------------------------|-------------|---|--------------------|------------------------|-------------|
| | Employed full time | Employed part time | Out of the labor force | Unemployed | Employed full time | Employed part time | Out of the labor force | Unemployed |
| Total | 0.91 | 0.50 | 0.69 | 0.37 | 0.61 | 0.36 | 0.54 | 0.31 |
| Biological sex (at birth) | | | | | | | | |
| Female | 1.14 | 0.79 | 0.98 | 0.45 | 0.84 | 0.50 | 0.68 | 0.35 |
| Male | 1.32 | 0.64 | 0.94 | 0.66 | 0.97 | 0.52 | 0.75 | 0.53 |
| Gender minority status | | | | | | | | |
| Gender minority (birth sex and gender identity are not the same) | 6.36 | 3.83 | 4.87 | † | 4.72 | 2.96 | 4.46 | 1.31 |
| Not gender minority | 0.91 | 0.51 | 0.69 | 0.37 | 0.63 | 0.36 | 0.56 | 0.31 |
| Race/ethnicity | | | | | | | | |
| American Indian or Alaska Native, not Hispanic or Latino | 12.88 | † | † | † | 10.69 | † | † | † |
| Asian, not Hispanic or Latino | 4.07 | 2.48 | 3.04 | 2.63 | 2.46 | 1.26 | 2.13 | 1.44 |
| Black, not Hispanic or Latino | 2.55 | 1.30 | 2.46 | 1.18 | 2.20 | 1.14 | 2.05 | 0.94 |
| Hispanic or Latino, of any race | 2.40 | 1.49 | 1.56 | 0.77 | 1.94 | 1.12 | 1.75 | 1.18 |
| Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | † | † | † | † | 16.88 | † | † | † |
| White, not Hispanic or Latino | 1.14 | 0.60 | 0.84 | 0.45 | 0.65 | 0.41 | 0.58 | 0.31 |
| Two or more races, not Hispanic or Latino | 5.46 | 2.54 | 4.38 | 2.41 | 3.65 | 2.25 | 3.05 | 1.33 |
| U.S. region of primary residence 4 years after bachelor's degree completion | | | | | | | | |
| Northeast and Mideast | 1.98 | 1.12 | 1.88 | 0.91 | 1.22 | 0.73 | 0.92 | 0.59 |
| Great Lakes and Plains | 1.57 | 0.91 | 1.16 | 0.62 | 1.24 | 0.62 | 1.12 | 0.51 |
| Southeast | 1.68 | 0.98 | 1.27 | 0.78 | 1.31 | 0.64 | 1.25 | 0.61 |
| Southwest and Rocky Mountains | 2.17 | 1.26 | 1.73 | 1.00 | 2.03 | 1.09 | 1.74 | 0.73 |
| Far West and Outlying areas | 2.29 | 1.45 | 2.10 | 0.96 | 1.34 | 1.02 | 1.21 | 0.88 |
| Age when completed requirements for 2015–16 bachelor's degree | | | | | | | | |
| 23 or younger | 1.24 | 0.71 | 1.05 | 0.59 | 0.69 | 0.43 | 0.58 | 0.34 |
| 24–29 | 1.68 | 1.17 | 1.15 | 0.71 | 1.65 | 0.91 | 1.50 | 0.81 |
| 30 or older | 1.57 | 0.97 | 1.27 | 0.53 | 1.79 | 0.85 | 1.58 | 0.62 |

See notes at end of table.

Table A-S4. Standard errors for table A-4: EMPLOYMENT STATUS 4 YEARS AFTER BACHELOR'S DEGREE COMPLETION: Percentage distribution of employment status 4 years after bachelor's degree completion, by whether 4 years after completing the 2015–16 bachelor's degree was before or during the COVID-19 pandemic and demographic and enrollment characteristics in 2020—Continued

| Demographic and enrollment characteristics | 4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic | | | | 4 years after completion of the 2015–16 bachelor's degree was during the COVID-19 pandemic | | | |
|---|---|--------------------|------------------------|------------|---|--------------------|------------------------|------------|
| | Employed full time | Employed part time | Out of the labor force | Unemployed | Employed full time | Employed part time | Out of the labor force | Unemployed |
| Highest education attained by either parent as of 2015–16 academic year | | | | | | | | |
| High school diploma or less | 1.87 | 1.03 | 1.58 | 0.76 | 1.76 | 0.97 | 1.39 | 0.94 |
| Some postsecondary education/ subbaccalaureate credential | 1.60 | 1.00 | 1.26 | 0.60 | 1.16 | 0.68 | 1.11 | 0.67 |
| Bachelor's degree | 1.61 | 0.91 | 1.22 | 0.57 | 1.19 | 0.70 | 0.90 | 0.50 |
| Graduate or professional degree | 1.94 | 1.06 | 1.46 | 1.00 | 1.14 | 0.64 | 0.99 | 0.48 |
| Ever received a Pell Grant | | | | | | | | |
| Yes | 1.10 | 0.65 | 0.84 | 0.48 | 0.92 | 0.53 | 0.80 | 0.50 |
| No | 1.43 | 0.81 | 1.08 | 0.62 | 0.78 | 0.47 | 0.66 | 0.39 |
| Military status as of 2020 | | | | | | | | |
| Veteran | 2.80 | 2.01 | 2.33 | 0.77 | 3.17 | 0.70 | 2.80 | 1.46 |
| Active duty, Reserves, or National Guard | 5.18 | † | 3.35 | † | 4.78 | 3.78 | 4.49 | † |
| No military service | 0.95 | 0.51 | 0.72 | 0.38 | 0.64 | 0.37 | 0.57 | 0.32 |
| Family status as 4 years after 2015–16 bachelor's degree completion | | | | | | | | |
| Unmarried with no dependents | 1.24 | 0.66 | 0.90 | 0.62 | 0.75 | 0.47 | 0.63 | 0.39 |
| Unmarried with dependents | 2.30 | 1.32 | 1.87 | 0.75 | 2.51 | 1.38 | 2.42 | 1.29 |
| Married with no dependents | 2.29 | 1.49 | 1.66 | 0.49 | 1.42 | 0.71 | 1.27 | 0.73 |
| Married with dependents | 1.92 | 1.11 | 1.63 | 0.68 | 1.92 | 1.13 | 1.71 | 0.59 |
| Control of 2015–16 bachelor's degree-granting institution | | | | | | | | |
| Public | 1.16 | 0.64 | 0.90 | 0.49 | 0.89 | 0.48 | 0.77 | 0.45 |
| Private nonprofit | 1.75 | 0.87 | 1.29 | 0.65 | 0.88 | 0.51 | 0.75 | 0.36 |
| Private for-profit | 0.92 | 0.89 | 1.09 | 0.45 | 1.22 | 0.74 | 0.85 | 0.70 |

See notes at end of table.

Table A-S4. Standard errors for table A-4: EMPLOYMENT STATUS 4 YEARS AFTER BACHELOR'S DEGREE COMPLETION: Percentage distribution of employment status 4 years after bachelor's degree completion, by whether 4 years after completing the 2015–16 bachelor's degree was before or during the COVID-19 pandemic and demographic and enrollment characteristics in 2020—Continued

| Demographic and enrollment characteristics | 4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic | | | | 4 years after completion of the 2015–16 bachelor's degree was during the COVID-19 pandemic | | | |
|--|---|-----------------------|---------------------------|------------|---|-----------------------|---------------------------|------------|
| | Employed full time | Employed part time | Out of the labor force | Unemployed | Employed full time | Employed part time | Out of the labor force | Unemployed |
| | | | | | | | | |
| Major for 2015–16 bachelor's degree | | | | | | | | |
| STEM major | 2.44 | 1.15 | 1.97 | 0.92 | 0.99 | 0.69 | 1.04 | 0.52 |
| Computer and information sciences | 2.83 | 1.64 | 1.27 | 1.98 | 3.14 | 1.42 | 2.54 | 1.75 |
| Engineering and engineering technology | 3.40 | 2.41 | 2.76 | † | 1.27 | 0.78 | 1.10 | 0.63 |
| Biological and physical sciences, science technology, mathematics, and agricultural sciences | 3.58 | 1.84 | 3.46 | 1.26 | 1.56 | 1.08 | 1.59 | 0.68 |
| General studies and other | 5.73 | 2.99 | 5.32 | † | 5.96 | 4.65 | 4.58 | 3.28 |
| Social sciences | 2.17 | 1.81 | 1.40 | 1.22 | 1.54 | 1.04 | 1.18 | 0.81 |
| Humanities | 3.20 | 2.08 | 2.57 | 1.02 | 2.06 | 1.42 | 1.62 | 0.87 |
| Health care fields | 1.99 | 1.21 | 1.55 | 0.37 | 1.89 | 0.96 | 1.52 | 0.91 |
| Business | 1.82 | 0.91 | 1.43 | 0.87 | 1.61 | 0.66 | 1.37 | 0.77 |
| Education | 3.11 | 1.79 | 2.38 | 1.32 | 2.08 | 0.79 | 2.05 | 0.57 |
| Other applied | 2.27 | 1.16 | 1.68 | 1.26 | 1.43 | 0.94 | 1.33 | 0.89 |

† Not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20).

Table A-S5a. Standard errors for table A-5a: EMPLOYMENT CHARACTERISTICS AMONG FULL-TIME WORKERS: Among 2015–16 bachelor's degree earners working full time 4 years after bachelor's degree completion, hours worked per week and annualized pay, by whether 4 years after completing the 2015–16 bachelor's degree was before or during the COVID-19 pandemic and demographic, enrollment, and employment characteristics in 2020

| Demographic, enrollment, and employment characteristics | 4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic | | | 4 years after completion of the 2015–16 bachelor's degree was during the COVID-19 pandemic | | |
|---|---|----------------|--------------|---|----------------|--------------|
| | Average hours worked per week | Annualized pay | | Average hours worked per week | Annualized pay | |
| | | Average | Median | | Average | Median |
| Total | 0.23 | \$730 | \$820 | 0.13 | \$510 | \$560 |
| Biological sex (at birth) | | | | | | |
| Female | 0.30 | 720 | 1,020 | 0.16 | 520 | 630 |
| Male | 0.32 | 1,570 | 1,140 | 0.22 | 960 | 910 |
| Gender minority status | | | | | | |
| Gender minority (birth sex and gender identity are not the same) | 2.54 | 5,270 | 8,190 | 0.74 | 3,520 | 3,810 |
| Not gender minority | 0.23 | 750 | 860 | 0.13 | 510 | 570 |
| Race/ethnicity | | | | | | |
| American Indian or Alaska Native, not Hispanic or Latino | 2.32 | 7,090 | 15,020 | 3.20 | 9,390 | 9,570 |
| Asian, not Hispanic or Latino | 0.65 | 4,010 | 5,280 | 0.50 | 3,260 | 2,380 |
| Black, not Hispanic or Latino | 0.87 | 1,390 | 1,390 | 0.62 | 1,590 | 1,490 |
| Hispanic or Latino, of any race | 0.58 | 1,390 | 1,700 | 0.34 | 1,350 | 1,290 |
| Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | † | † | † | † | † | † |
| White, not Hispanic or Latino | 0.25 | 1,030 | 1,020 | 0.15 | 640 | 640 |
| Two or more races, not Hispanic or Latino | 0.78 | 3,820 | 3,320 | 0.74 | 3,150 | 3,560 |
| U.S. region of primary residence 4 years after bachelor's degree completion | | | | | | |
| Northeast and Mideast | 0.50 | 1,980 | 1,520 | 0.28 | 1,280 | 1,080 |
| Great Lakes and Plains | 0.41 | 1,170 | 1,340 | 0.28 | 950 | 1,170 |
| Southeast | 0.44 | 2,050 | 1,100 | 0.31 | 1,020 | 720 |
| Southwest and Rocky Mountains | 0.59 | 1,870 | 1,780 | 0.34 | 1,400 | 1,430 |
| Far West and Outlying areas | 0.51 | 2,080 | 2,690 | 0.23 | 1,620 | 1,890 |
| Age when completed requirements for 2015–16 bachelor's degree | | | | | | |
| 23 or younger | 0.36 | 950 | 1,070 | 0.15 | 650 | 720 |
| 24–29 | 0.40 | 1,290 | 1,570 | 0.34 | 1,130 | 1,170 |
| 30 or older | 0.37 | 2,060 | 1,770 | 0.37 | 1,610 | 2,110 |

See notes at end of table.

Table A-S5a. Standard errors for table A-5a: EMPLOYMENT CHARACTERISTICS AMONG FULL-TIME WORKERS: Among 2015–16 bachelor's degree earners working full time 4 years after bachelor's degree completion, hours worked per week and annualized pay, by whether 4 years after completing the 2015–16 bachelor's degree was before or during the COVID-19 pandemic and demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | 4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic | | | 4 years after completion of the 2015–16 bachelor's degree was during the COVID-19 pandemic | | |
|---|---|----------------|--------|---|----------------|--------|
| | Average hours worked per week | Annualized pay | | Average hours worked per week | Annualized pay | |
| | | Average | Median | | Average | Median |
| Highest education attained by either parent as of 2015–16 academic year | | | | | | |
| High school diploma or less | 0.38 | 1,340 | 1,280 | 0.31 | 980 | 1,230 |
| Some postsecondary education/ subbaccalaureate credential | 0.45 | 1,680 | 1,350 | 0.33 | 990 | 1,040 |
| Bachelor's degree | 0.44 | 1,420 | 1,240 | 0.21 | 860 | 820 |
| Graduate or professional degree | 0.38 | 1,590 | 2,140 | 0.26 | 1,230 | 1,150 |
| Ever received a Pell Grant | | | | | | |
| Yes | 0.28 | 820 | 950 | 0.18 | 640 | 770 |
| No | 0.33 | 1,440 | 1,310 | 0.19 | 740 | 840 |
| Military status as of 2020 | | | | | | |
| Veteran | 0.63 | 3,180 | 2,130 | 0.63 | 2,110 | 3,320 |
| Active duty, Reserves, or National Guard | 1.09 | 3,910 | 4,450 | 1.20 | 3,570 | 3,920 |
| No military service | 0.24 | 780 | 720 | 0.14 | 540 | 660 |
| Family status as 4 years after 2015–16 bachelor's degree completion | | | | | | |
| Unmarried with no dependents | 0.29 | 860 | 910 | 0.16 | 680 | 820 |
| Unmarried with dependents | 1.01 | 1,640 | 2,110 | 0.43 | 1,520 | 2,090 |
| Married with no dependents | 0.52 | 3,100 | 1,850 | 0.33 | 1,090 | 1,120 |
| Married with dependents | 0.30 | 1,360 | 1,550 | 0.35 | 1,480 | 1,780 |
| Control of 2015–16 bachelor's degree-granting institution | | | | | | |
| Public | 0.29 | 800 | 900 | 0.18 | 680 | 690 |
| Private nonprofit | 0.39 | 2,680 | 1,520 | 0.20 | 1,000 | 830 |
| Private for-profit | 0.34 | 1,840 | 990 | 0.30 | 1,350 | 1,240 |

See notes at end of table.

Table A-S5a. Standard errors for table A-5a: EMPLOYMENT CHARACTERISTICS AMONG FULL-TIME WORKERS: Among 2015–16 bachelor's degree earners working full time 4 years after bachelor's degree completion, hours worked per week and annualized pay, by whether 4 years after completing the 2015–16 bachelor's degree was before or during the COVID-19 pandemic and demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | 4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic | | | 4 years after completion of the 2015–16 bachelor's degree was during the COVID-19 pandemic | | |
|--|---|----------------|--------|---|----------------|--------|
| | Average hours worked per week | Annualized pay | | Average hours worked per week | Annualized pay | |
| | | Average | Median | | Average | Median |
| Major for 2015–16 bachelor's degree | | | | | | |
| STEM major | 0.44 | 1,390 | 1,630 | 0.24 | 1,160 | 1,340 |
| Computer and information sciences | 0.56 | 3,140 | 3,920 | 0.48 | 5,470 | 3,300 |
| Engineering and engineering technology | 0.93 | 2,120 | 2,080 | 0.39 | 1,990 | 1,210 |
| Biological and physical sciences, science technology, mathematics, and agricultural sciences | 0.68 | 1,910 | 2,120 | 0.37 | 1,190 | 1,250 |
| General studies and other | 1.15 | 5,010 | 4,330 | 2.03 | 3,920 | 2,460 |
| Social sciences | 0.73 | 2,160 | 1,600 | 0.42 | 1,520 | 900 |
| Humanities | 0.69 | 6,640 | 1,850 | 0.50 | 1,350 | 1,280 |
| Health care fields | 0.34 | 1,350 | 1,540 | 0.36 | 1,290 | 1,460 |
| Business | 0.47 | 1,560 | 1,700 | 0.32 | 1,230 | 1,210 |
| Education | 0.48 | 1,060 | 690 | 0.41 | 760 | 790 |
| Other applied | 0.57 | 1,330 | 1,330 | 0.30 | 960 | 1,240 |
| Occupation of most recent job as of 4 years after 2015–16 bachelor's degree completion | | | | | | |
| Business/management occupations | 0.46 | 1,450 | 1,240 | 0.30 | 1,380 | 1,730 |
| Life science occupations | 3.60 | 6,140 | 9,250 | 0.55 | 4,040 | 3,080 |
| Math, computer, and physical science occupations | 0.48 | 2,410 | 3,950 | 0.30 | 2,180 | 2,100 |
| Engineers | 0.78 | 2,380 | 2,370 | 0.45 | 1,590 | 1,070 |
| Nurses | 0.42 | 1,550 | 1,580 | 0.40 | 1,790 | 1,400 |
| Other health care occupations | 1.16 | 8,270 | 2,150 | 0.48 | 1,740 | 2,010 |
| PreK–12 educators | 0.70 | 840 | 650 | 0.45 | 890 | 1,000 |
| Social services professionals | 0.55 | 2,100 | 1,620 | 0.36 | 1,110 | 1,160 |
| Sales occupations | 1.03 | 3,930 | 6,360 | 0.75 | 2,940 | 2,920 |
| Business support/administrative assistance | 0.63 | 1,510 | 1,870 | 0.51 | 1,060 | 1,240 |
| Other white-collar occupations | 0.54 | 2,090 | 2,050 | 0.44 | 970 | 1,170 |
| Other occupations | 0.82 | 2,210 | 1,860 | 0.45 | 1,270 | 2,020 |

† Not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20).

Table A-S5b. Standard errors for table A-5b: EMPLOYMENT CHARACTERISTICS AMONG PART-TIME WORKERS: Among 2015–16 bachelor's degree earners working part time 4 years after bachelor's degree completion, hours worked per week and annualized pay, by whether 4 years after completing the 2015–16 bachelor's degree was before or during the COVID-19 pandemic and demographic, enrollment, and employment characteristics in 2020

| Demographic, enrollment, and employment characteristics | 4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic | | | 4 years after completion of the 2015–16 bachelor's degree was during the COVID-19 pandemic | | |
|---|---|----------------|----------------|---|----------------|--------------|
| | Average hours worked per week | Annualized pay | | Average hours worked per week | Annualized pay | |
| | | Average | Median | | Average | Median |
| Total | 0.48 | \$1,140 | \$1,130 | 0.36 | \$970 | \$680 |
| Biological sex (at birth) | | | | | | |
| Female | 0.61 | 1,350 | 1,320 | 0.48 | 1,160 | 780 |
| Male | 0.85 | 2,230 | 1,730 | 0.54 | 2,060 | 1,450 |
| Gender minority status | | | | | | |
| Gender minority (birth sex and gender identity are not the same) | † | † | † | 1.41 | 5,110 | 5,280 |
| Not gender minority | 0.49 | 1,160 | 1,170 | 0.37 | 980 | 670 |
| Race/ethnicity | | | | | | |
| American Indian or Alaska Native, not Hispanic or Latino | † | † | † | † | † | † |
| Asian, not Hispanic or Latino | 2.07 | 6,120 | 6,860 | 1.54 | 4,300 | 1,710 |
| Black, not Hispanic or Latino | 1.45 | 1,570 | 1,790 | 1.03 | 1,900 | 2,470 |
| Hispanic or Latino, of any race | 1.47 | 2,980 | 5,320 | 0.95 | 1,950 | 2,280 |
| Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | † | † | † | † | † | † |
| White, not Hispanic or Latino | 0.63 | 1,610 | 1,330 | 0.43 | 1,290 | 770 |
| Two or more races, not Hispanic or Latino | † | † | † | 1.05 | 3,730 | 1,590 |
| U.S. region of primary residence 4 years after bachelor's degree completion | | | | | | |
| Northeast and Mideast | 1.35 | 4,740 | 5,040 | 0.71 | 1,970 | 1,600 |
| Great Lakes and Plains | 1.07 | 2,140 | 1,460 | 0.79 | 2,940 | 1,680 |
| Southeast | 0.91 | 1,350 | 2,370 | 0.92 | 2,590 | 1,890 |
| Southwest and Rocky Mountains | 1.20 | 2,520 | 2,620 | 0.97 | 2,070 | 1,380 |
| Far West and Outlying areas | 1.18 | 2,880 | 2,470 | 0.68 | 1,460 | 1,130 |
| Age when completed requirements for 2015–16 bachelor's degree | | | | | | |
| 23 or younger | 0.70 | 1,850 | 1,640 | 0.41 | 1,300 | 710 |
| 24–29 | 1.02 | 2,080 | 2,020 | 1.00 | 2,330 | 1,170 |
| 30 or older | 0.99 | 2,480 | 1,350 | 0.89 | 2,160 | 3,080 |

See notes at end of table.

Table A-S5b. Standard errors for table A-5b: EMPLOYMENT CHARACTERISTICS AMONG PART-TIME WORKERS: Among 2015–16 bachelor's degree earners working part time 4 years after bachelor's degree completion, hours worked per week and annualized pay, by whether 4 years after completing the 2015–16 bachelor's degree was before or during the COVID-19 pandemic and demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | 4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic | | | 4 years after completion of the 2015–16 bachelor's degree was during the COVID-19 pandemic | | |
|---|---|----------------|--------|---|----------------|--------|
| | Average hours worked per week | Annualized pay | | Average hours worked per week | Annualized pay | |
| | | Average | Median | | Average | Median |
| Highest education attained by either parent as of 2015–16 academic year | | | | | | |
| High school diploma or less | 1.08 | 1,540 | 1,760 | 1.15 | 3,290 | 1,950 |
| Some postsecondary education/ subbaccalaureate credential | 0.97 | 1,810 | 1,380 | 0.69 | 1,390 | 1,750 |
| Bachelor's degree | 0.99 | 2,540 | 2,120 | 0.54 | 1,670 | 1,060 |
| Graduate or professional degree | 0.97 | 3,160 | 2,200 | 0.61 | 1,840 | 1,060 |
| Ever received a Pell Grant | | | | | | |
| Yes | 0.56 | 1,270 | 1,200 | 0.48 | 1,290 | 940 |
| No | 0.79 | 2,220 | 1,920 | 0.46 | 1,450 | 710 |
| Military status as of 2020 | | | | | | |
| Veteran | 1.67 | 4,590 | 4,960 | 1.59 | 3,970 | 6,420 |
| Active duty, Reserves, or National Guard | † | † | † | † | † | † |
| No military service | 0.50 | 1,170 | 1,140 | 0.36 | 940 | 680 |
| Family status as 4 years after 2015–16 bachelor's degree completion | | | | | | |
| Unmarried with no dependents | 0.67 | 1,570 | 810 | 0.42 | 1,080 | 780 |
| Unmarried with dependents | 0.96 | 4,030 | 6,800 | 1.55 | 2,590 | 2,070 |
| Married with no dependents | 1.21 | 3,090 | 3,430 | 0.97 | 3,430 | 3,030 |
| Married with dependents | 1.20 | 2,410 | 2,800 | 1.00 | 3,840 | 2,850 |
| Control of 2015–16 bachelor's degree-granting institution | | | | | | |
| Public | 0.59 | 1,550 | 1,160 | 0.56 | 1,520 | 950 |
| Private nonprofit | 1.05 | 1,950 | 2,510 | 0.47 | 1,030 | 960 |
| Private for-profit | 0.82 | 1,430 | 1,580 | 0.67 | 2,190 | 1,600 |

See notes at end of table.

Table A-S5b. Standard errors for table A-5b: EMPLOYMENT CHARACTERISTICS AMONG PART-TIME WORKERS: Among 2015–16 bachelor's degree earners working part time 4 years after bachelor's degree completion, hours worked per week and annualized pay, by whether 4 years after completing the 2015–16 bachelor's degree was before or during the COVID-19 pandemic and demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | 4 years after completion of the 2015–16 bachelor's degree was before the COVID-19 pandemic | | | 4 years after completion of the 2015–16 bachelor's degree was during the COVID-19 pandemic | | |
|--|---|----------------|--------|---|----------------|--------|
| | Average hours worked per week | Annualized pay | | Average hours worked per week | Annualized pay | |
| | | Average | Median | | Average | Median |
| Major for 2015–16 bachelor's degree | | | | | | |
| STEM major | 1.46 | 1,550 | 2,780 | 0.72 | 1,860 | 990 |
| Computer and information sciences | † | † | † | † | † | † |
| Engineering and engineering technology | † | † | † | † | † | † |
| Biological and physical sciences, science technology, mathematics, and agricultural sciences | 1.96 | 2,110 | 4,190 | 0.82 | 2,210 | 1,200 |
| General studies and other | † | † | † | † | † | † |
| Social sciences | 0.88 | 2,310 | 1,470 | 0.74 | 2,040 | 1,250 |
| Humanities | 1.43 | 5,950 | 2,710 | 0.80 | 2,120 | 1,970 |
| Health care fields | 1.07 | 2,560 | 6,180 | 0.83 | 2,110 | 4,590 |
| Business | 1.74 | 3,870 | 5,190 | 1.34 | 7,150 | 3,030 |
| Education | 2.49 | 5,630 | 5,370 | 1.62 | 2,070 | 2,430 |
| Other applied | 1.14 | 2,560 | 2,190 | 0.71 | 2,350 | 1,550 |
| Occupation of most recent job as of 4 years after 2015–16 bachelor's degree completion | | | | | | |
| Business/management occupations | 2.28 | 7,300 | 3,320 | 1.24 | 5,860 | 4,440 |
| Life science occupations | † | † | † | † | † | † |
| Math, computer, and physical science occupations | † | † | † | 1.86 | 8,130 | 7,270 |
| Engineers | † | † | † | † | † | † |
| Nurses | 1.15 | 2,730 | 3,470 | 1.28 | 3,150 | 4,860 |
| Other health care occupations | 1.55 | 4,090 | 4,070 | 1.09 | 1,850 | 2,480 |
| PreK–12 educators | † | † | † | 1.48 | 6,110 | 6,330 |
| Social services professionals | † | † | † | 1.21 | 2,620 | 5,000 |
| Sales occupations | 1.81 | 1,460 | 2,050 | 2.23 | 4,350 | 2,130 |
| Business support/administrative assistance | 2.01 | 2,300 | 4,170 | 0.99 | 1,380 | 1,110 |
| Other white-collar occupations | 0.96 | 3,330 | 2,040 | 0.67 | 2,230 | 1,000 |
| Other occupations | 0.89 | 2,200 | 2,090 | 0.80 | 1,930 | 1,590 |

† Not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20).

Table A-S6. Standard errors for table A-6: CHANGES AT WORK REPORTED DUE TO THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who completed their bachelor's degree between January 2016 and June 2016 and were working for pay as of 4 years after bachelor's degree completion, percentage who said they experienced various changes in their work arrangements due to the COVID-19 pandemic, by demographic, enrollment, and employment characteristics in 2020

| Demographic, enrollment, and employment characteristics | Allowed to tele-commute | Employer offered new/ additional paid leave | Worked less than full time | Had a break in employment/ furloughed | Laid off |
|---|-------------------------|---|----------------------------|---------------------------------------|----------|
| Total | 0.72 | 0.74 | 0.27 | 0.32 | 0.16 |
| Biological sex (at birth) | | | | | |
| Female | 0.89 | 0.99 | 0.36 | 0.41 | 0.21 |
| Male | 1.37 | 1.25 | 0.37 | 0.54 | 0.23 |
| Gender minority status | | | | | |
| Gender minority (birth sex and gender identity are not the same) | 6.01 | 5.32 | 3.09 | 2.34 | † |
| Not gender minority | 0.73 | 0.74 | 0.25 | 0.32 | 0.15 |
| Race/ethnicity | | | | | |
| American Indian or Alaska Native, not Hispanic or Latino | 12.75 | 11.24 | † | † | † |
| Asian, not Hispanic or Latino | 2.69 | 3.49 | 1.23 | 0.59 | † |
| Black, not Hispanic or Latino | 2.84 | 2.37 | 1.01 | 1.28 | † |
| Hispanic or Latino, of any race | 2.03 | 2.10 | 0.62 | 0.94 | 0.80 |
| Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | † | † | † | † | † |
| White, not Hispanic or Latino | 0.82 | 0.91 | 0.28 | 0.41 | 0.18 |
| Two or more races, not Hispanic or Latino | 4.46 | 5.09 | 2.84 | 2.18 | † |
| U.S. region of primary residence 4 years after bachelor's degree completion | | | | | |
| Northeast and Mideast | 1.50 | 1.28 | 0.75 | 0.84 | 0.23 |
| Great Lakes and Plains | 1.57 | 1.70 | 0.33 | 0.57 | 0.39 |
| Southeast | 1.64 | 1.54 | 0.47 | 0.73 | 0.12 |
| Southwest and Rocky Mountains | 1.84 | 2.57 | 0.81 | 0.78 | † |
| Far West and Outlying areas | 1.80 | 2.11 | 0.67 | 0.69 | 0.56 |
| Age when completed requirements for 2015–16 bachelor's degree | | | | | |
| 23 or younger | 0.89 | 0.85 | 0.33 | 0.39 | 0.16 |
| 24–29 | 1.91 | 2.10 | 0.71 | 0.90 | 0.62 |
| 30 or older | 1.94 | 2.13 | 0.55 | 0.56 | 0.32 |
| Highest education attained by either parent as of 2015–16 academic year | | | | | |
| High school diploma or less | 1.92 | 1.90 | 0.80 | 0.86 | 0.46 |
| Some postsecondary education/ subbaccalaureate credential | 1.41 | 1.46 | 0.56 | 0.64 | 0.35 |
| Bachelor's degree | 1.31 | 1.45 | 0.42 | 0.68 | 0.27 |
| Graduate or professional degree | 1.31 | 1.37 | 0.45 | 0.62 | 0.27 |
| Ever received a Pell Grant | | | | | |
| Yes | 1.14 | 1.08 | 0.44 | 0.55 | 0.26 |
| No | 1.04 | 1.08 | 0.33 | 0.45 | 0.17 |
| Military status as of 2020 | | | | | |
| Veteran | 3.35 | 3.07 | 0.32 | 1.25 | † |
| Active duty, Reserves, or National Guard | 6.44 | 6.95 | † | 1.94 | † |
| No military service | 0.74 | 0.79 | 0.27 | 0.34 | 0.17 |

See notes at end of table.

Table A-S6. Standard errors for table A-6: CHANGES AT WORK REPORTED DUE TO THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who completed their bachelor's degree between January 2016 and June 2016 and were working for pay as of 4 years after bachelor's degree completion, percentage who said they experienced various changes in their work arrangements due to the COVID-19 pandemic, by demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | Allowed to tele-commute | Employer offered new/ additional paid leave | Worked less than full time | Had a break in employment/ furloughed | Laid off |
|--|-------------------------|---|----------------------------|---------------------------------------|----------|
| Family status as 4 years after 2015–16 bachelor's degree completion | | | | | |
| Unmarried with no dependents | 0.91 | 0.91 | 0.37 | 0.46 | 0.19 |
| Unmarried with dependents | 2.91 | 2.94 | 1.01 | 1.69 | † |
| Married with no dependents | 1.90 | 1.88 | 0.30 | 0.49 | † |
| Married with dependents | 2.05 | 2.21 | 0.82 | 0.45 | † |
| Control of 2015–16 bachelor's degree-granting institution | | | | | |
| Public | 0.99 | 1.09 | 0.37 | 0.46 | 0.23 |
| Private nonprofit | 1.00 | 1.03 | 0.43 | 0.43 | 0.21 |
| Private for-profit | 1.71 | 1.75 | 0.50 | 0.52 | 0.31 |
| Major for 2015–16 bachelor's degree | | | | | |
| STEM major | 1.48 | 1.51 | 0.48 | 0.49 | 0.19 |
| Computer and information sciences | 3.74 | 3.73 | † | † | † |
| Engineering and engineering technology | 2.77 | 2.50 | † | † | † |
| Biological and physical sciences, science technology, mathematics, and agricultural sciences | 2.04 | 2.08 | 0.87 | 0.74 | 0.31 |
| General studies and other | 6.86 | 6.49 | † | 3.01 | † |
| Social sciences | 1.97 | 1.84 | 0.67 | 1.05 | 0.36 |
| Humanities | 2.39 | 2.47 | 1.24 | 1.39 | 0.90 |
| Health care fields | 2.13 | 2.01 | 0.46 | 0.76 | † |
| Business | 1.88 | 2.07 | 0.50 | 0.89 | † |
| Education | 2.29 | 2.53 | 0.56 | 0.48 | 0.39 |
| Other applied | 1.84 | 1.74 | 0.88 | 0.74 | 0.26 |
| Annualized earned income in most recent job as of 4 years after 2015–16 bachelor's degree completion | | | | | |
| Lowest quarter of income | 1.73 | 1.59 | 1.03 | 1.12 | 0.52 |
| Lower middle quarter of income | 1.68 | 1.46 | 0.48 | 0.77 | 0.34 |
| Higher middle quarter of income | 1.53 | 1.48 | 0.28 | 0.46 | 0.30 |
| Highest quarter of income | 1.36 | 1.29 | 0.11 | 0.29 | 0.12 |
| No job within 4 years after bachelor's degree completion | † | † | † | † | † |
| Occupation of most recent job as of 4 years after 2015–16 bachelor's degree completion | | | | | |
| Business/management occupations | 1.60 | 2.02 | 0.33 | 0.57 | 0.37 |
| Life science occupations | 6.64 | 6.08 | † | † | † |
| Math, computer, and physical science occupations | 2.49 | 2.67 | † | 0.57 | † |
| Engineers | 3.21 | 3.02 | † | 0.24 | † |
| Nurses | 2.40 | 2.71 | 0.67 | 0.59 | † |
| Other health care occupations | 2.29 | 2.64 | 1.44 | 1.41 | 0.29 |
| PreK–12 educators | 2.39 | 2.60 | 0.52 | 1.10 | † |
| Social services professionals | 3.64 | 3.26 | 1.05 | 1.01 | † |
| Sales occupations | 3.19 | 3.39 | 0.91 | 1.42 | † |
| Business support/administrative assistance | 2.61 | 2.69 | 1.52 | 1.61 | 0.54 |
| Other white-collar occupations | 1.75 | 2.00 | 0.92 | 0.98 | 0.52 |
| Other occupations | 1.94 | 2.44 | 1.04 | 1.52 | 0.61 |

† Not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20).

Table A-S7. Standard errors for table A-7: UNEMPLOYMENT COMPENSATION REPORTED DUE TO THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who completed their bachelor's degree between January 2016 and June 2016, percentage who said they received unemployment compensation due to the COVID-19 pandemic as of 4 years after bachelor's degree completion, by demographic, enrollment, and employment characteristics in 2020

| Demographic, enrollment, and employment characteristics | Received unemployment compensation | Among those who received unemployment compensation | | | | | | | | |
|---|------------------------------------|--|-------|--|-------------------------------|-------------------------------|---------------------------------|---|-------------------------------|---|
| | | Biological sex (at birth) | | Race/ethnicity | | | | | | |
| | | Female | Male | American Indian or Alaska Native, not Hispanic or Latino | Asian, not Hispanic or Latino | Black, not Hispanic or Latino | Hispanic or Latino, of any race | Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | White, not Hispanic or Latino | Two or more races, not Hispanic or Latino |
| Total | 0.49 | 2.07 | 2.07 | † | 0.98 | 1.27 | 1.34 | † | 1.80 | 0.82 |
| Biological sex (at birth) | | | | | | | | | | |
| Female | 0.62 | † | † | † | 1.35 | 1.35 | 1.71 | † | 2.40 | 1.08 |
| Male | 0.81 | † | † | † | 1.54 | 2.34 | 2.06 | † | 2.85 | 1.13 |
| Gender minority status | | | | | | | | | | |
| Gender minority (birth sex and gender identity are not the same) | 4.36 | 12.77 | 12.77 | † | † | † | † | † | 10.44 | † |
| Not gender minority | 0.49 | 2.13 | 2.13 | † | 1.01 | 1.30 | 1.38 | † | 1.80 | 0.82 |
| U.S. region of primary residence 4 years after bachelor's degree completion | | | | | | | | | | |
| Northeast and Mideast | 1.13 | 3.90 | 3.90 | † | 2.24 | 2.79 | 1.63 | † | 3.97 | 1.52 |
| Great Lakes and Plains | 0.94 | 4.71 | 4.71 | † | † | 1.10 | 1.98 | † | 3.16 | 2.34 |
| Southeast | 0.83 | 4.74 | 4.74 | † | 1.88 | 4.10 | 3.39 | † | 4.07 | † |
| Southwest and Rocky Mountains | 1.28 | 6.26 | 6.26 | † | 1.33 | 1.84 | 5.35 | † | 6.08 | † |
| Far West and Outlying areas | 1.15 | 3.97 | 3.97 | † | 2.37 | 1.49 | 3.50 | † | 3.32 | 1.82 |
| Age when completed requirements for 2015–16 bachelor's degree | | | | | | | | | | |
| 23 or younger | 0.55 | 2.29 | 2.29 | † | 1.08 | 1.12 | 1.25 | † | 1.98 | 1.04 |
| 24–29 | 1.28 | 5.04 | 5.04 | † | 2.88 | 3.26 | 4.03 | † | 4.59 | † |
| 30 or older | 1.02 | 6.53 | 6.53 | † | 1.61 | 6.35 | 5.54 | † | 6.33 | † |
| Highest education attained by either parent as of 2015–16 academic year | | | | | | | | | | |
| High school diploma or less | 1.24 | 5.39 | 5.39 | † | 4.05 | 4.63 | 4.29 | † | 5.17 | † |
| Some postsecondary education/ subbaccalaureate credential | 1.03 | 3.89 | 3.89 | † | 1.20 | 2.36 | 2.41 | † | 3.42 | 1.57 |
| Bachelor's degree | 0.84 | 4.05 | 4.05 | † | 1.86 | 2.50 | 1.87 | † | 3.54 | 2.05 |
| Graduate or professional degree | 0.75 | 3.80 | 3.80 | † | 1.73 | 1.51 | 2.14 | † | 3.02 | 0.62 |

See notes at end of table.

Table A-S7. Standard errors for table A-7: UNEMPLOYMENT COMPENSATION REPORTED DUE TO THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who completed their bachelor's degree between January 2016 and June 2016, percentage who said they received unemployment compensation due to the COVID-19 pandemic as of 4 years after bachelor's degree completion, by demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | Received unemployment compensation | Among those who received unemployment compensation | | | | | | | | |
|---|------------------------------------|--|-------|--|-------------------------------|-------------------------------|---------------------------------|---|-------------------------------|---|
| | | Biological sex (at birth) | | Race/ethnicity | | | | | | |
| | | Female | Male | American Indian or Alaska Native, not Hispanic or Latino | Asian, not Hispanic or Latino | Black, not Hispanic or Latino | Hispanic or Latino, of any race | Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | White, not Hispanic or Latino | Two or more races, not Hispanic or Latino |
| Ever received a Pell Grant | | | | | | | | | | |
| Yes | 0.77 | 2.65 | 2.65 | † | 1.42 | 2.24 | 2.22 | † | 2.75 | 0.73 |
| No | 0.66 | 2.89 | 2.89 | † | 1.25 | 1.05 | 1.66 | † | 2.38 | 1.47 |
| Military status as of 2020 | | | | | | | | | | |
| Veteran | 1.85 | 14.15 | 14.15 | † | † | 12.17 | † | † | 15.12 | † |
| Active duty, Reserves, or National Guard | 2.81 | † | † | † | † | † | † | † | † | † |
| No military service | 0.51 | 2.12 | 2.12 | † | 0.99 | 1.27 | 1.33 | † | 1.87 | 0.84 |
| Family status as 4 years after 2015–16 bachelor's degree completion | | | | | | | | | | |
| Unmarried with no dependents | 0.62 | 2.26 | 2.26 | † | 1.13 | 1.26 | 1.51 | † | 2.00 | 0.95 |
| Unmarried with dependents | 2.02 | 8.95 | 8.95 | † | † | 7.58 | 5.76 | † | 6.80 | † |
| Married with no dependents | 0.99 | 6.75 | 6.75 | † | 2.30 | † | 4.16 | † | 5.09 | † |
| Married with dependents | 1.24 | 8.49 | 8.49 | † | † | 5.32 | 6.06 | † | 8.50 | † |
| Control of 2015–16 bachelor's degree-granting institution | | | | | | | | | | |
| Public | 0.75 | 2.93 | 2.93 | † | 1.33 | 1.77 | 1.90 | † | 2.44 | 1.20 |
| Private nonprofit | 0.61 | 2.67 | 2.67 | † | 1.51 | 1.90 | 1.87 | † | 2.51 | 0.88 |
| Private for-profit | 1.08 | 4.74 | 4.74 | † | 1.53 | 3.39 | 3.04 | † | 4.01 | † |

See notes at end of table.

Table A-S7. Standard errors for table A-7: UNEMPLOYMENT COMPENSATION REPORTED DUE TO THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who completed their bachelor's degree between January 2016 and June 2016, percentage who said they received unemployment compensation due to the COVID-19 pandemic as of 4 years after bachelor's degree completion, by demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | Received unemployment compensation | Among those who received unemployment compensation | | | | | | | | |
|--|------------------------------------|--|------|--|-------------------------------|-------------------------------|---------------------------------|---|-------------------------------|---|
| | | Biological sex (at birth) | | Race/ethnicity | | | | | | |
| | | Female | Male | American Indian or Alaska Native, not Hispanic or Latino | Asian, not Hispanic or Latino | Black, not Hispanic or Latino | Hispanic or Latino, of any race | Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | White, not Hispanic or Latino | Two or more races, not Hispanic or Latino |
| Major for 2015–16 bachelor's degree | | | | | | | | | | |
| STEM major | 0.81 | 4.44 | 4.44 | † | 3.72 | 2.17 | 2.04 | † | 4.11 | † |
| Computer and information sciences | 2.39 | † | 8.60 | † | † | † | † | † | 13.15 | † |
| Engineering and engineering technology | 1.32 | 5.56 | 5.56 | † | 8.88 | † | † | † | 9.04 | † |
| Biological and physical sciences, science technology, mathematics, and agricultural sciences | 1.12 | 6.23 | 6.23 | † | 4.00 | 2.51 | 2.88 | † | 5.49 | † |
| General studies and other | 4.93 | † | † | † | † | † | † | † | † | † |
| Social sciences | 1.10 | 4.91 | 4.91 | † | 2.03 | 2.78 | 3.06 | † | 4.04 | 2.65 |
| Humanities | 1.89 | 4.90 | 4.90 | † | † | 1.92 | 3.68 | † | 3.86 | 1.33 |
| Health care fields | 1.10 | 4.82 | 4.82 | † | 3.53 | 4.60 | 5.01 | † | 5.69 | † |
| Business | 1.52 | 5.80 | 5.80 | † | † | 3.80 | 3.50 | † | 4.89 | † |
| Education | 0.73 | 7.03 | 7.03 | † | † | † | † | † | 6.03 | † |
| Other applied | 1.28 | 4.27 | 4.27 | † | 2.37 | 2.69 | 3.73 | † | 4.58 | 2.39 |
| Employment status as of 4 years after 2015–16 bachelor's degree completion | | | | | | | | | | |
| Employed full time | 0.46 | 3.43 | 3.43 | † | 1.35 | 1.87 | 1.77 | † | 2.66 | 1.03 |
| Employed part time | 2.05 | 4.94 | 4.94 | † | 2.57 | 2.46 | 3.38 | † | 5.03 | 1.96 |
| Out of the labor force | 1.62 | 3.16 | 3.16 | † | 1.94 | 2.60 | 2.92 | † | 3.78 | 1.62 |
| Unemployed | 3.81 | 5.91 | 5.91 | † | 4.50 | 3.26 | 4.03 | † | 6.18 | † |

See notes at end of table.

Table A-S7. Standard errors for table A-7: UNEMPLOYMENT COMPENSATION REPORTED DUE TO THE COVID-19 PANDEMIC: Among 2015–16 bachelor's degree earners who completed their bachelor's degree between January 2016 and June 2016, percentage who said they received unemployment compensation due to the COVID-19 pandemic as of 4 years after bachelor's degree completion, by demographic, enrollment, and employment characteristics in 2020—Continued

| Demographic, enrollment, and employment characteristics | Received unemployment compensation | Among those who received unemployment compensation | | | | | | | | |
|--|------------------------------------|--|-------|--|-------------------------------|-------------------------------|---------------------------------|---|-------------------------------|---|
| | | Biological sex (at birth) | | Race/ethnicity | | | | | | |
| | | Female | Male | American Indian or Alaska Native, not Hispanic or Latino | Asian, not Hispanic or Latino | Black, not Hispanic or Latino | Hispanic or Latino, of any race | Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | White, not Hispanic or Latino | Two or more races, not Hispanic or Latino |
| Annualized earned income in most recent job as of 4 years after 2015–16 bachelor's degree completion | | | | | | | | | | |
| Lowest quarter of income | 1.10 | 3.09 | 3.09 | † | 1.65 | 1.73 | 2.09 | † | 2.94 | 1.44 |
| Lower middle quarter of income | 0.93 | 3.84 | 3.84 | † | 1.64 | 2.33 | 1.94 | † | 3.48 | 2.18 |
| Higher middle quarter of income | 0.95 | 5.46 | 5.46 | † | 1.75 | 2.67 | 4.40 | † | 4.93 | † |
| Highest quarter of income | 0.70 | 5.93 | 5.93 | † | 3.94 | 4.60 | 4.14 | † | 6.25 | † |
| No job within 4 years after bachelor's degree completion | 1.48 | † | † | † | † | † | † | † | † | † |
| Occupation of most recent job as of 4 years after 2015–16 bachelor's degree completion | | | | | | | | | | |
| Business/management occupations | 1.24 | 5.52 | 5.52 | † | 2.16 | 2.93 | 4.86 | † | 5.14 | † |
| Life science occupations | 2.83 | † | † | † | † | † | † | † | † | † |
| Math, computer, and physical science occupations | 1.10 | 8.11 | 8.11 | † | 4.86 | † | † | † | 8.33 | † |
| Engineers | 2.07 | 11.62 | 11.62 | † | † | † | † | † | 10.37 | † |
| Nurses | 1.11 | 9.20 | † | † | † | † | † | † | 10.04 | † |
| Other health care occupations | 1.63 | 4.89 | 4.89 | † | 2.34 | 2.49 | 3.09 | † | 5.08 | 2.74 |
| PreK–12 educators | 1.13 | 6.90 | 6.90 | † | † | † | † | † | 10.64 | † |
| Social services professionals | 1.51 | 11.04 | 11.04 | † | † | † | 8.29 | † | 11.51 | † |
| Sales occupations | 2.58 | 6.89 | 6.89 | † | † | 2.19 | 4.00 | † | 7.32 | 3.62 |
| Business support/administrative assistance | 1.80 | 6.84 | 6.84 | † | 2.96 | 2.97 | 3.46 | † | 5.98 | 4.63 |
| Other white-collar occupations | 1.40 | 4.76 | 4.76 | † | 2.79 | 3.63 | 3.90 | † | 4.77 | † |
| Other occupations | 1.61 | 4.43 | 4.43 | † | 2.79 | 2.78 | 3.01 | † | 4.09 | † |

† Not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20).

Appendix B—B&B:16/20 Technical Notes and References

Overview

Appendix B includes information that pertains to this report and *Baccalaureate and Beyond (B&B:16/20): A First Look at the 2020 Employment and Education Experiences of 2015–16 College Graduates* (NCES 2022-241) because the technical details are shared across reports. The Baccalaureate and Beyond Longitudinal Study (B&B) is one of several National Center for Education Statistics (NCES) studies developed to address the need for nationally representative data on key postsecondary education issues such as access, enrollment, curricula, and attainment. B&B is a follow-up to the National Postsecondary Student Aid Study (NPSAS) and focuses exclusively on students who completed requirements for their bachelor's degrees during the NPSAS academic year. B&B follows these students, first identified in NPSAS, to monitor their progress over a period of up to 10 years. B&B focuses on issues relevant to bachelor's degree recipients, such as workforce participation, enrollment and persistence in additional education, income, and education debt repayment.

The 2016 Baccalaureate and Beyond Longitudinal Study (B&B:16) cohort is the fourth cohort of bachelor's degree recipients to be studied by NCES since the first cohort was selected in 1993. The B&B:16 cohort was sampled from the 2015–16 National Postsecondary Student Aid Study (NPSAS:16), the base-year study for the B&B:16 cohort. The 2016/17 Baccalaureate and Beyond Longitudinal Study (B&B:16/17), conducted in 2017, was the first follow-up data collection for this cohort. The 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20), in 2020, was the second follow-up. As with previous B&B studies, B&B:16/20 included a multimode survey component that collected information on bachelor's degree recipients' education and employment experiences and outcomes and experiences since graduation.

Data Sources for B&B:16/20

NCES obtained data on the B&B:16/20 cohort from the following sources.

- **Surveys:** Sampled bachelor's degree recipients provided data directly via a self-administered web survey or computer-assisted telephone survey.
- **Student records:** Institutions were asked to provide student information from financial aid records and other institution sources.
- **Integrated Postsecondary Education Data System (IPEDS):** IPEDS is the NCES database of descriptive information about every postsecondary institution that participates in federal student financial aid programs.
- **Central Processing System (CPS):** CPS is a U.S. Department of Education (ED) database that consolidates data from the Free Application for Federal Student Aid forms submitted by students.
- **National Student Loan Data System (NSLDS):** NSLDS is an ED database containing student-level data on federal Pell Grants and federal student loans.
- **National Student Clearinghouse (NSC):** These administrative records provide enrollment and completion data for institutions that participate in NSC collections on student enrollment and completion. Approximately 3,600 public, private nonprofit, and private for-profit institutions participate in NSC collections.
- **Veterans Benefits Administration:** These administrative records identify veterans and other recipients of most categories of federal veterans education benefits, amounts of federal veterans education benefits, and military service information. These data were used to identify veterans for the oversampling of veterans in NPSAS:16.
- **ACT:** These administrative records from ACT, Inc., contain survey data on students' high school courses and grades and the highest ACT admissions test score of each student between the 2009–10 and 2014–15 academic years.
- **SAT/College Board:** These administrative records provided by College Board contain survey data on students' high school courses and grades and the students' most recent student SAT admissions test scores between the 2009–10 and 2014–15 academic years.

Table B-1 identifies the data collection for which data from each source was first obtained and then, if applicable, updated.

Table B-1. Data sources for NPSAS:16, B&B:16/17, and B&B:16/20

| Data source | NPSAS:16 | B&B:16/17 | B&B:16/20 |
|--|-----------------|----------------------|----------------------|
| Surveys | N | N | N |
| Student records | N | CO | CO |
| Integrated Postsecondary Education Data System | N | CO | CO |
| Central Processing System | N | R | R |
| National Student Loan Data System | N | R | R |
| National Student Clearinghouse | N | R | R |
| Veterans Benefits Administration | N | R | R |
| ACT/SAT | N | CO | CO |

NOTE: B&B:16/17 = 2016/17 Baccalaureate and Beyond Longitudinal Study; B&B:16/20 = 2016/20 Baccalaureate and Beyond Longitudinal Study; CO = data carried over from previous round and not refreshed; N = new data source; NPSAS:16 = 2015–16 National Postsecondary Student Aid Study; R = data carried over from previous round and refreshed.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2015–16 National Postsecondary Student Aid Study (NPSAS:16), 2016/17 Baccalaureate and Beyond Longitudinal Study (B&B:16/17), and 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20).

Target Population and Sample Design

The target population for B&B:16/20 consisted of all students who completed the requirements for a bachelor’s degree during the 2015–16 academic year at any postsecondary institution in the 50 states, the District of Columbia, or Puerto Rico that was eligible for inclusion in NPSAS:16 and who were awarded a bachelor’s degree no later than June 30, 2017.

The B&B:16/20 sample was identified in a multistage process that began with selection of the NPSAS:16 sample of institutions, followed by selection of students within institutions. In the third stage, NPSAS:16 statisticians identified students who met the criteria for inclusion in the B&B:16 cohort.

Institution Sample for NPSAS:16

Statisticians constructed the NPSAS:16 institution sampling frame from the IPEDS 2014–15 Institutional Characteristics Header, 2014–15 Institutional Characteristics, 2013–14 Completions, and 2013–14 12-month Enrollment files. From this sampling frame, NPSAS statisticians selected 2,000 institutions out of approximately 6,920 institutions for the national sample. Table B-2 shows the number of institutions that were sampled, the number of sampled institutions that were eligible, the number of eligible institutions that provided the enrollment lists needed to select the student

sample, and the unweighted and weighted¹ percentages of institutions providing enrollment lists, by control and level of institution.

Table B-2. Numbers of sampled, eligible, and participating institutions and participation rates, by control and level of institution in 2015–16

| Control and level of institution ¹ | Sampled institutions | Eligible institutions | Participating institutions | | |
|---|----------------------|-----------------------|----------------------------|--------------------|-------------------------------|
| | | | Number | Unweighted percent | Weighted percent ² |
| All institutions | 2,000 | 1,990 | 1,750 | 88.0 | 89.6 |
| Institution control | | | | | |
| Public | 920 | 920 | 830 | 90.2 | 90.2 |
| Private nonprofit | 610 | 600 | 530 | 87.9 | 88.2 |
| Private for-profit | 480 | 470 | 400 | 83.7 | 88.1 |
| Institution level | | | | | |
| Less-than-2-year | 100 | 90 | 70 | 75.5 | 75.2 |
| 2-year | 510 | 510 | 450 | 87.3 | 88.2 |
| 4-year, non-doctorate-granting | 730 | 730 | 630 | 86.8 | 89.9 |
| 4-year, doctorate-granting | 660 | 660 | 610 | 91.5 | 91.3 |
| Institution control and level | | | | | |
| Public less-than-2-year | 20 | 20 | 20 | 77.3 | 77.9 |
| Public 2-year | 380 | 380 | 330 | 88.0 | 88.5 |
| Public 4-year, non-doctorate-granting, primarily subbaccalaureate | 70 | 70 | 70 | 92.9 | 95.3 |
| Public 4-year, non-doctorate-granting, primarily baccalaureate | 100 | 100 | 90 | 90.6 | 89.7 |
| Public 4-year, doctorate-granting | 350 | 350 | 330 | 92.6 | 92.0 |
| Private nonprofit less-than-4-year | 20 | 20 | 20 | 94.4 | 94.2 |
| Private nonprofit 4-year, non-doctorate-granting | 330 | 330 | 280 | 86.8 | 88.2 |
| Private nonprofit 4-year, doctorate-granting | 270 | 270 | 240 | 89.2 | 88.2 |
| Private for-profit less-than-2-year | 70 | 70 | 50 | 74.3 | 74.3 |
| Private for-profit 2-year | 120 | 120 | 100 | 83.9 | 83.1 |
| Private for-profit 4-year | 280 | 280 | 240 | 85.5 | 92.2 |

¹ Institution control and level are based on the sampling frame, which was formed from the Integrated Postsecondary Education Data System 2014–15 Institution Characteristics Header, 2014–15 Institutional Characteristics, 2013–14 Completions, and 2013–14 12-month Enrollment files.

² The NPSAS:16 institution base weight was used to produce the estimates in this column.

NOTE: Sample sizes are rounded to the nearest 10. Percentages are based on unrounded numbers. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2015–16 National Postsecondary Student Aid Study (NPSAS:16).

Student Sample for NPSAS:16

To be eligible for NPSAS:16, students had to be enrolled in a NPSAS-eligible institution in any term or course of instruction at any time from July 1, 2015, through June 30, 2016. Students also had to meet additional eligibility criteria detailed in the NPSAS:16 data file documentation (Wine, Siegel, and Stollberg 2018).

¹ The NPSAS:16 institution base weight was used to calculate this weighted percentage. The base weight here is the inverse of the probability of selection of an institution in the full-scale study adjusted by the probability of selection of an institution in the field test study.

First Follow-Up (B&B:16/17)

To be eligible for inclusion in the B&B:16 cohort, students² must have been part of the target population at a NPSAS:16-eligible institution. The B&B:16/17 sample of bachelor's degree recipients was obtained from the NPSAS:16 student sample, which included students of both known and unknown degree-completion status. Survey staff used information obtained during the NPSAS:16 survey, information provided by institutions, and administrative data sources to determine the baccalaureate completion status of NPSAS:16 sample members.

The B&B:16/17 sample includes (1) all of the NPSAS:16 study members³ who were student survey respondents and indicated they were eligible for B&B:16/17, (2) a subsample of NPSAS:16 study members who were student survey nonrespondents and were flagged by their NPSAS:16 institution as potentially eligible for B&B:16/17, and (3) all of the NPSAS:16 nonstudy members⁴ who were flagged by their NPSAS institution as potentially eligible for B&B:16/17. In all, 28,800 students were selected to be B&B:16/17 sample members. The design of the B&B:16/17 sample is described in detail in the B&B:16/17 data file documentation (Wine et al. 2019).

Second Follow-Up (B&B:16/20)

The B&B:16/20 sample was a subset of the B&B:16/17 sample, given that B&B:16/17 sample members determined to have not completed the requirements for their bachelor's degree in the 2015–16 academic year were ineligible and therefore excluded from the B&B:16/20 sample. Deceased individuals were also excluded from the B&B:16/20 sample. Thus, the B&B:16/20 sample consisted of all B&B:16/17-eligible respondents and all B&B:16/17 nonrespondents who were identified as potentially eligible for NPSAS:16, resulting in a sample size of 26,510. To be eligible for B&B:16/20, bachelor's degree earners had to meet the following criteria:

- They had to have enrolled at an institution that was eligible to participate in Title IV federal student aid programs.

² Sample members are referred to as “students” here because they were students during the 2015–16 academic year, when sample selection occurred. Many of the sample members were not students at the time of the B&B:16/20 data collection.

³ Sampled students are identified as “study members” if they were determined to be eligible for the study and had valid data from any data source for a minimum number of key variables.

⁴ Sampled students are identified as “nonstudy members” if they did not qualify to be “study members.”

- Their institution had to be in one of the 50 states, the District of Columbia, or Puerto Rico.
- They had to have earned a bachelor's degree between July 1, 2015, and June 30, 2016.
- They had to have received that degree no later than June 30, 2017, from the institution from which they were sampled.

These sampled students represent about 2 million students who earned a bachelor's degree between July 1, 2015, and June 30, 2016. Table B-3 summarizes the B&B:16/20 sample. The design of the B&B:16/20 sample is described in more detail in the B&B:16/20 data file documentation (Wine et al. forthcoming).

Table B-3. Numbers of sampled and eligible students and response rates for B&B:16/20, by control of institution in 2020

| Control of institution | Sampled students | Eligible students ² | Respondents | Survey respondents ¹ | |
|-------------------------|------------------|--------------------------------|---------------|---------------------------------|-------------------------------------|
| | | | | Unweighted response rate | Weighted response rate ³ |
| All institutions | 26,510 | 26,250 | 17,160 | 65.4 | 62.5 |
| Control of institution | | | | | |
| Public | 10,880 | 10,770 | 6,830 | 63.4 | 62.1 |
| Private nonprofit | 7,900 | 7,850 | 5,310 | 67.7 | 64.6 |
| Private for-profit | 7,740 | 7,630 | 5,010 | 65.8 | 55.9 |

¹ A survey respondent is defined as an eligible sample member who either completed a full survey, completed an abbreviated survey, completed a mini survey, or completed at least the employment section.

² Sample member eligibility was determined during the survey or screener.

³ The B&B:16/20 base weight was used to produce the estimates in this column.

NOTE: Sample sizes are rounded to the nearest 10. Percentages are based on the unrounded count of eligible students. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20).

Weighting and Imputation

Weight variables were computed in an effort to generate estimates from the B&B:16/20 sample data that represent the target population described in the Target Population and Sample Design section. The weights adjust for unequal probabilities of selection of institutions and students in the NPSAS:16 sample. The weights also adjust for multiplicity⁵ at the student level and unknown student eligibility for

⁵ Students who attended more than one institution during the NPSAS year had multiple chances of selection. If it was determined from the student survey or the student loan files that a student had attended more than one institution, then the student's weight was adjusted to account for multiple chances of selection.

NPSAS:16, as well as for subsampling of potential B&B:16/20-eligible students. Finally, the weights adjust for nonresponse and population coverage in B&B:16/20.

Because some B&B:16/20 respondents were nonrespondents in B&B:16/17, multiple analysis weights were constructed for B&B:16/20. The weight used for the estimates in this report, WTB000,⁶ is a cross-sectional weight for use with data from the B&B:16/20 collection.

Missing data were imputed for all variables used in this report. Additional details regarding the creation and use of weights and imputation procedures are available in the B&B:16/20 data file documentation (Wine et al. forthcoming).

Response Rates and Nonresponse Biases

As shown in table B-3, the B&B:16/20 weighted survey response rate was 62.5 percent overall and ranged from 55.9 percent for graduates from private for-profit institutions to 64.6 percent for graduates from private nonprofit institutions. Because the response rates were below 85 percent, student-level nonresponse bias analysis was conducted overall and within each category of institution control, as required by NCES statistical standards (Seastrom 2014).

Bias due to survey nonresponse was estimated for characteristics known for most respondents and nonrespondents. These characteristics include institution- and student-level variables available from CPS and NPSAS:16, as well as updated NSLDS information. Bias was estimated before and after nonresponse weight adjustment to examine the impact of the nonresponse adjustment. The bias was estimated for each category of the institution- and student-level variables as the weighted difference between the means (proportions) of the respondents and the means of the full sample. The analyses found little evidence of nonresponse bias, and most statistically significant differences between the respondent mean and the full-sample mean were eliminated by the nonresponse adjustment. Before the nonresponse weight adjustment, the median percent relative bias across characteristics ranged from 7.47 to 8.20 percent, and the median effect size ranged from 0.08 to 0.09. After the nonresponse weight adjustment, the median percent relative bias across characteristics ranged from 1.32 to 4.04 percent, and the median effect size ranged from 0.02 to 0.04. For more information on the student-level nonresponse bias analysis, refer to the B&B:16/20 data file documentation (Wine et al. forthcoming).

⁶ One weight (A) was created for the B&B:16 cohort for the B&B:16/17 data. Thus, the first weight for B&B:16/20 begins with B.

Of the 57 variables used in the B&B:16/20 First Look reports,⁷ item nonresponse bias analysis was conducted for 6 items that had a weighted response rate below 85 percent overall or in at least one institution control group. The analysis procedures were similar to those used for the unit nonresponse bias analysis. The lowest response rate for the sample overall was 73.86 percent for *Current monthly payment on federal student loans, 4 years after BA completion* (B2FEDPAY). The analyses found little evidence of bias, except for in B2FEDPAY. Before imputation, the median percent relative bias across characteristics for these items ranged from 7.97 to 24.68 percent, and the median effect size ranged from 0.08 to 0.25, with the highest indicators of bias corresponding to B2FEDPAY.⁸ Although bias after imputation is not directly measurable, differences in estimates before and after imputation generally indicate a reduction in bias after imputation, whereas no change suggests that bias was not reduced or was not present. Four out of six variables had a statistically significant difference or at least one category-level significant difference between pre- and postimputation means. For more information on the item-level nonresponse bias analysis, refer to the B&B:16/20 data file documentation (Wine et al. forthcoming).

Variance Estimation

For computation of standard errors for both linear and nonlinear statistics, a vector of bootstrap replicate weights was created. Assuming B sets of replicate weights, the variance of any estimate, $\hat{\theta}$, can be estimated by replicating the estimation procedure for each replicate and computing a simple variance of the replicate estimates. The following formula describes the procedure:

$$Var(\hat{\theta}) = \frac{\sum_{b=1}^B (\hat{\theta}_b^* - \hat{\theta})^2}{B},$$

where $\hat{\theta}_b^*$ is the estimate based on the b th replicate weight (where $b = 1$ to the number of replicates) and B is the total number of sets of replicate weights ($B = 200$ for B&B:16/20). Once the replicate weights are provided, this estimate of the

⁷ This count includes variables used in this report and in *Baccalaureate and Beyond (B&B:16/20): A First Look at the 2020 Employment and Education Experiences of 2015–16 College Graduates* (NCES 2022-241). Thirteen variables overlapped across the reports, 18 were unique to *Baccalaureate and Beyond (B&B:16/20): A First Look at the 2020 Employment and Education Experiences of 2015–16 College Graduates* (NCES 2022-241), and 26 were unique to this report.

⁸ The relative bias measured in B2FEDPAY is just above the threshold for being considered a low amount of bias (< 20 percent), and the effect size of 0.30 meets Cohen’s threshold for a “medium” effect size.

variance can be produced by most survey software packages, such as SUDAAN, WesVAR, or Stata.

B&B:16/20 statisticians produced the replicate weights using a methodology that combines approaches developed by Flyer (1987) and Kott (1988). For details on the method, see the B&B:16/20 data file documentation (Wine et al. forthcoming).

Cautions for Analysts

Sources of Error

The estimates in this report are subject to sampling and nonsampling errors. Sampling errors exist in all sample-based datasets, including B&B:16/20. Estimates calculated from one sample will likely differ from estimates calculated from other samples even if all the samples were selected using the same sample design and methods.

The standard error is a measure of the precision of the estimate accounting for sampling error. For this report, analysts calculated standard errors in PowerStats using bootstrap replication procedures. Tables A-S1 through A-S7 in appendix A provide the standard errors for the estimates presented in tables A-1 through A-7.

Nonsampling errors occur due to a number of issues, including but not limited to nonresponse, coding and data entry errors, misspecification of composite variables, and inaccurate imputations. Studies like B&B:16/20 include multiple sources of data (student surveys, institution records, CPS, NSC, etc.) for some variables, and reporting differences can occur among data sources. To protect study members' confidentiality, data swapping and other forms of perturbation were implemented, which can also lead to inconsistencies.

Comparing B&B:16/20 Estimates to Prior B&B Estimates

Analysts should consider changes in the NPSAS sample over time when comparing B&B:16/20 results with results from prior cohorts of B&B. For details on these NPSAS sample changes, see Wine, Siegel, and Stollberg (2018).

Variable creation for the B&B:16 cohort differs from variable creation for previous administrations of B&B in two ways. First, the time frames that the B&B:16 variables cover vary from those created for previous B&B administrations.

B&B:16-eligible students may have completed the requirements for a bachelor's degree any time in the 2015–16 academic year, and the data collection periods for the first and second waves of data collection lasted several months; therefore, the amount of time between when respondents completed the requirements for their

2015–16 bachelor’s degrees and when they responded to the B&B:16 surveys varied across respondents. To reduce the variation in time frame captured in the data, the B&B:16 surveys anchored survey items to a specific date after bachelor’s degree completion. In B&B:16/17, most survey items were anchored to June 2017 (that is, most survey items asked respondents to only include information through June 2017). Then, whenever possible, the derived variables created for B&B:16/17 focused only on experiences and outcomes that occurred within the first 12 months after completion of the bachelor’s degree. In B&B:16/20, most survey items referred to the 4 years (i.e., 48 months) after bachelor’s degree completion for each respondent, and many of the derived variables created for B&B:16/20 focused only on experiences and outcomes that occurred within 48 months after completion of the bachelor’s degree. Derived variables from previous B&B cohorts have described experiences and outcomes between completion of the requirements for the bachelor’s degree and either the date of the survey or a date anchored in the survey, but they have never before been limited to a specific time frame after the bachelor’s degree was completed. This means that many experiences and outcomes in the B&B:16 cohort were measured over a shorter time period than equivalent variables in previous studies.

Second, prekindergarten (preK) teachers were asked questions related to teaching in the B&B:16/17 and B&B:16/20 student surveys; surveys of previous B&B cohorts asked such questions of kindergarten through 12th-grade teachers only. As a result, estimates from teacher-related variables in B&B:16 cohort surveys pertain to a different set of teachers than corresponding estimates from previous cohorts. To compare estimates from these variables across time, users should exclude preK teachers from their analysis samples.

Additionally, within the B&B:16 cohort, the type of teachers who were asked about their teaching experiences differs between the first and second waves of data collection. In B&B:16/20, only respondents who taught as *regular classroom teachers* at the preK through 12th-grade level during the survey time frame provided teaching experience details. B&B:16/17 data on teaching experiences apply to regular classroom teachers, support teachers, and long-term substitute teachers. Researchers using B&B:16/17 and B&B:16/20 data to explore teaching experiences should subset B&B:16/17 teaching data to include only regular classroom teachers.

PowerStats

The estimates in this report were produced using PowerStats, a web-based software application that enables users to generate tables of estimates for many of the studies conducted by NCES. PowerStats can use replicate weights produced with balanced repeated replication, jackknifing, or bootstrapping to generate the design-adjusted standard errors necessary for testing whether differences between estimates reach statistical significance. PowerStats also describes how each variable was created and includes question wording for variables based on specific survey items. With PowerStats, users can replicate or expand upon the tables presented in this report.

In addition to producing percentages or means, PowerStats users can conduct linear or logistic regressions. Many options for output of regression results are available. For a description of these options, visit the PowerStats website at <https://nces.ed.gov/datalab/index.aspx>. For more information, contact nces.info@ed.gov.

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Appendix C—Estimate Tables Glossary

This glossary includes descriptions of the variables used in the estimate tables in appendix A of this report. All of the variables are found in the 2016/20 Baccalaureate and Beyond Longitudinal Study (B&B:16/20) dataset, and statistics in this report were generated using PowerStats, a web-based software application available to the public at <https://nces.ed.gov/datalab>. The variables are listed in the glossary index below by general topic area and then in the order in which they appear in the tables. The glossary that follows is organized alphabetically by descriptive label. The name of each variable appears to the right of the variable label. For brevity and clarity, some variable labels and descriptions differ from those used in PowerStats to accurately reflect the use of the variables in this First Look.

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VARIABLE

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Age when completed requirements for 2015–16 bachelor’s degree **B2AGEATBA**

Indicates the respondent’s age (in years) when the respondent completed the 2015–16 bachelor’s degree requirements. The age category “23 or younger” includes those 23.9 years of age or younger; “24–29” includes those between 24.0 and 29.9 years of age; and “30 or older” includes those 30.0 years of age or older.

Allowed to telecommute **B2TLCEVR**

Binary variable that indicates whether the respondent said they were ever allowed to telecommute or work remotely due to the COVID-19 pandemic in any job within 4 years after completion of the 2015–16 bachelor’s degree.

Annualized earned income in most recent job as of 4 years after 2015–16 bachelor’s degree completion **B2YR4SALRCNT**

Indicates the ending or most recent annualized pay at the respondent’s most recent job within 4 years after completion of the 2015–16 bachelor’s degree. If the respondent had more than one employer as of 4 years after completion of the 2015–16 bachelor’s degree, then the employer with the longest duration of employment was selected as the respondent’s most recent employer. If the respondent never held a job for 4 or more months within 4 years after bachelor’s degree completion, they are included in “No job within 4 years after bachelor’s degree completion.” Respondents reported their pay at a yearly or hourly rate. Annualized salary rates were calculated for respondents who reported their rate at a frequency other than yearly. Reported pay amounts include bonuses, tips, and commission.

Annualized pay **B2ALLINC4YRS**

Indicates the total annualized pay at all jobs in which the respondent was employed 4 years after completion of the 2015–16 bachelor’s degree. Respondents reported their pay at a yearly or hourly rate. Annualized salary rates were calculated for respondents who reported their rate at a frequency other than yearly. Reported pay amounts include bonuses, tips, and commission.

Average hours worked per week **B2ALLHRS4YRS**

Indicates the total number of hours worked per week at all jobs in which the respondent was employed 4 years after completion of the 2015–16 bachelor’s degree.

Biological sex (at birth) **B2SEX**

Binary variable that indicates the respondent’s assigned biological sex at birth. This variable refers to the respondent’s biological or birth sex and can be the same as or different from the respondent’s self-identified gender (B2GENDER).

Control of 2015–16 bachelor’s degree-granting institution **CONTROL**

Indicates the control of the institution at which the respondent completed the 2015–16 bachelor’s degree. Control concerns the source of revenue and control of operations (public, private nonprofit, private for profit).

Date 4 years after completion of the 2015–16 bachelor’s degree **B2Y4DATMY**

Indicates the ending date of the time frame of interest for several variables in the B&B:16/20 survey. For all respondents, the time frame of interest ends 4 years after completion of the 2015–16 bachelor’s degree.

Delayed additional education/training **B2CVWKINST**

Binary variable that indicates whether the respondent said they delayed additional education as a result of the COVID-19 pandemic as of the B&B:16/20 survey.

Delayed buying a home**B2CVDLYHM**

Binary variable that indicates whether the respondent said they delayed buying a home as a result of the COVID-19 pandemic as of the B&B:16/20 survey.

Delayed getting married**B2CVDLYMAR**

Binary variable that indicates whether the respondent said they delayed getting married as a result of the COVID-19 pandemic as of the B&B:16/20 survey.

Delayed having children**B2CVDLYKIDS**

Binary variable that indicates whether the respondent said they delayed having children as a result of the COVID-19 pandemic as of the B&B:16/20 survey.

Employer offered new/additional paid leave**B2CVLVEVR**

Binary variable that indicates whether the respondent said they were ever offered paid leave due to the COVID-19 pandemic as of 4 years after completion of the 2015–16 bachelor's degree.

Employment status as of 4 years after 2015–16 bachelor's degree completion**B2EMPSTAT**

Indicates the respondent's employment status considering all jobs and job-search activities 4 years after completion of the 2015–16 bachelor's degree. Full-time and part-time employment statuses are defined based on hours worked per week at all jobs and are consistent with the Affordable Care Act Tax Provisions definition of full-time employment (<https://irs.gov/affordable-care-act/employers/identifying-full-time-employees>).

| | |
|------------------------|---------------------------------------|
| Employed full time | Working 30 or more hours per week. |
| Employed part time | Working fewer than 30 hours per week. |
| Out of the labor force | Not working and not looking for work. |
| Unemployed | Not working but looking for work. |

Ever enrolled in postbaccalaureate degree/certificate program as of 4 years after 2015–16 bachelor's degree completion**B2ENRPG**

Binary variable that indicates whether the respondent ever enrolled in a postbaccalaureate degree or certificate program within 4 years after completion of the 2015–16 bachelor's degree.

Ever received a Pell Grant**PELLCUM**

Indicates whether the respondent ever received Pell Grant funds between the 1993–94 and 2015–16 academic award years. Based on the National Student Loan Data System, which began recording annual Pell amounts starting with the 1993–94 award year, and student records. Pell Grants are only awarded to undergraduates.

Family status as of 4 years after 2015–16 bachelor's degree completion**B2MARCHB**

Indicates the respondent's family status as of the B&B:16/20 survey. This variable combines information on whether the respondent was married and whether the respondent had dependents. Unmarried includes respondents who were widowed, divorced, separated, or never married. Students were considered to have a dependent if they had a child or any others for whom they were the caretaker or had financial responsibility. A spouse was not considered a dependent.

Gender minority status**B2GENMIN**

Binary variable that indicates whether the respondent's gender identity differed from the sex assigned at birth as of the B&B:16/20 survey. Respondents were considered a gender minority if the respondent's self-identified gender was not the same as the sex assigned at birth. Gender identity categories include male; female; transgender, male-to-female; transgender, female-to-male; genderqueer or gender nonconforming; a different gender identity; and more than one gender identity.

Had a break in employment/furloughed**B2CVBRKEVR**

Indicates whether the respondent said they ever had a break in work due to the COVID-19 pandemic as of 4 years after completion of the 2015–16 bachelor's degree.

Had additional family or child care responsibilities**B2CVFMRESP**

Indicates whether the respondent said they took on additional family or child care responsibilities as a result of the COVID-19 pandemic as of the B&B:16/20 survey.

Highest education attained by either parent as of 2015–16 academic year**PAREduc**

Indicates the highest level of education achieved by a parent, stepparent, or guardian of the respondent as of the 2015–16 academic year. If a student had more than two parents, stepparents, or guardians, this variable only takes into account a maximum of two parents reported on by the student. "High school diploma or less" includes the 0.1 percent of graduates who did not know either parent's highest level of education. This category also includes respondents whose parents' highest level of education was a high school equivalency credential. "Some postsecondary education/subbaccalaureate credential" means that at least one parent attended postsecondary education, including vocational or technical training, and may have earned a credential up to an associate's degree, but neither parent earned a bachelor's or advanced degree.

Laid off**B2CHNGCVEVR**

Indicates whether the respondent said they were ever laid off, terminated, or had a contract not renewed due to the COVID-19 pandemic as of 4 years after completion of the 2015–16 bachelor's degree. Respondents who worked for pay in 2020 within 4 years after completion of the 2015–16 bachelor's degree were asked additional items about how the COVID-19 pandemic affected their employment, including this item.

Made payments during administrative forbearance: Cumulative amount paid in prior 3.5 months as of February 2020**B2FEDFBCPAYFB20**

Indicates the cumulative amount paid on federal student loans between November 13, 2019, and February 29, 2020 (3.5 months), before the Coronavirus Aid, Relief, and Economic Security (CARES) Act administrative forbearance program took effect. Administrative forbearance was a temporary cessation of federal student loan payments and interest accrual in response to the COVID-19 pandemic. The U.S. Department of Education (ED) placed eligible ED-owned federal student loans not already in an excepted payment suspension status (e.g., in-school deferment, grace period, etc.) in administrative forbearance starting March 13, 2020. For additional information on COVID-19 federal student loan payment pause and eligibility, see <https://studentaid.gov/announcements-events/covid-19/payment-pause-zero-interest>. Cumulative amount paid is calculated for those who made payments while in administrative forbearance between March 13, 2020, and June 30, 2020. Payments of \$0 between November 13, 2019, and February 29, 2020, as part of an income-based payment plan are only included if the borrowers made non-zero payments while in administrative forbearance between March 13, 2020, and June 30, 2020. Borrowers could opt out of the administrative forbearance program. Excludes borrowers who had at least one federal student loan not in administrative forbearance as of June 30, 2020. Also excludes Parent PLUS Loans and Direct Unsubsidized Loans to students who received a Teacher Education Assistance for College and Higher Education (TEACH) Grant and failed to fulfill the service obligation. Thus, forbearance is measured only on federal student loans taken out directly by respondents.

Made payments during administrative forbearance: Cumulative amount paid in prior 3.5 months as of June 2020 **B2FEDFBCPAYJN20**

Indicates the cumulative amount paid on federal student loans between March 13, 2020, and June 30, 2020 (3.5 months), while in the CARES Act administrative forbearance program. Administrative forbearance was a temporary cessation of federal student loan payments and interest accrual in response to the COVID-19 pandemic. ED placed eligible ED-owned federal student loans not already in an excepted payment suspension status (e.g., in-school deferment, grace period, etc.) in administrative forbearance starting March 13, 2020. For additional information on COVID-19 federal student loan payment pause and eligibility, see <https://studentaid.gov/announcements-events/covid-19/payment-pause-zero-interest>. Cumulative amount paid is calculated for those who made payments while in administrative forbearance between March 13, 2020, and June 30, 2020. Borrowers could opt out of the administrative forbearance program. Excludes borrowers who had at least one federal student loan not in administrative forbearance as of June 30, 2020. Also excludes Parent PLUS Loans and Direct Unsubsidized Loans to students who received a TEACH Grant and failed to fulfill the service obligation. Thus, forbearance is measured only on federal student loans taken out directly by respondents.

Major for 2015–16 bachelor’s degree **B2MAJORS4Y**

Indicates the respondent’s major or field of study for the bachelor’s degree completed in 2015–16. Respondents with multiple majors were classified by the first field of study reported. This variable is based on the Classification of Instructional Programs, 2010 edition (CIP 2010) codes, grouped into 10 categories.¹

| | |
|--|---|
| STEM major | Includes computer and information sciences; engineering and engineering technology; and biological and physical sciences, science technology, mathematics, and agricultural sciences. |
| Computer and information sciences | Includes computer and information sciences. |
| Engineering and engineering technology | Includes engineering and engineering technology. |
| Biological and physical sciences, science technology, mathematics, and agricultural sciences | Includes biological and physical sciences, science technology, mathematics, and agricultural sciences. |
| General studies and other | Includes liberal arts and sciences, general studies and humanities; multi/interdisciplinary studies; basic skills; citizenship activities; health-related knowledge and skills; interpersonal and social skills; leisure and recreational activities; personal awareness and self-improvement; high school/secondary diplomas and certificates; and other majors. |
| Social sciences | Includes family and consumer sciences, human sciences, social sciences, and psychology. |

¹ CIP 2010 uses the 2010 edition of ED’s National Center for Education Statistics Classification of Instructional Programs 2010 system. For more information, go to <https://nces.ed.gov/ipeds/cipcode/>.

Major for 2015–16 bachelor's degree—continued**B2MAJORS4Y**

| | |
|--------------------|--|
| Humanities | Includes area, ethnic, cultural, gender, and group studies; English language and literature/letters; foreign languages, literatures, and linguistics; visual and performing arts; philosophy and religious studies; and history. |
| Health care fields | Includes allied health, premedical and predentistry programs, mental and social health services, public health, veterinary medicine, and nursing. |
| Business | Includes business services and business, management, marketing, and related support services. |
| Education | Includes educational administration, curriculum and instruction, student counseling, teaching support, and special education. |
| Other applied | Includes personal and consumer services; manufacturing, construction, repair, and transportation; military technology and protective services; architecture; communications; public administration and human services; design and applied arts; law and legal studies; library sciences; and theology and religious vocations. |

Military status as of 2020**B2MILIT**

Indicates the respondent's type of military service or veteran status as of the B&B:16/20 survey.

| | |
|--|---|
| Veteran | Respondent served in the U.S. Armed Forces in the past. |
| Active duty, Reserves, or National Guard | Active duty means full-time employment in the uniformed service as an officer or enlisted person. Civilian employees of the military are not included. Reserves refers to part-time employment in the Army Reserve, Navy Reserve, Marine Corps Reserve, Air Force Reserve, or Coast Guard Reserve. These reserve components are administered and trained by the corresponding service branch. National Guard refers to part-time employment in the Army National Guard or Air National Guard. National Guard personnel operate under a state governor, except when called into federal service. |
| No military service | Participant did not serve in the U.S. Armed Forces in the past and is not currently serving in active duty, Reserves, or National Guard. |

Occupation of most recent job as of 4 years after 2015–16 bachelor's degree completion

B2OCC33RCNT

Indicates the respondent's most recent occupation within 4 years of completing a bachelor's degree in the 2015–16 academic year. This variable is based on the 2018 Occupational Information Network Standard Occupational Classification (O*NET-SOC) codes, grouped into 33 categories.² If the respondent had more than one employer as of 4 years after completion of the 2015–16 bachelor's degree, then the employer with the longest duration of employment was selected as the respondent's most recent employer.

| | |
|--|--|
| Business/management occupations | Includes business managers and nonmanagement business occupations. |
| Life science occupations | Includes life scientists. |
| Math, computer, and physical science occupations | Includes computer and information systems occupations, math-related occupations, and physical scientists. |
| Engineers | Includes engineers and engineering technicians. |
| Nurses | Includes nurses. |
| Other health care occupations | Includes non-nurse health care professionals and other health care occupations. |
| PreK–12 educators | Includes prekindergarten through 12th-grade educators. |
| Social services professionals | Includes social service professionals. |
| Sales occupations | Includes sales occupations. |
| Business support/administrative assistance | Includes nonsecretarial business and legal support and secretaries and administrative assistants. |
| Other white-collar occupations | Includes air transportation professionals, artists and designers, communication professionals, information professionals, legal professionals, postsecondary educators, other educators, and social scientists. |
| Other occupations | Includes agriculture occupations; construction and mining occupations; fitters, tradesmen, and mechanics; food service occupations; military; personal care professionals; protective service occupations; sports occupations; and transportation support occupations. |

Percent who had all federal student loans in forbearance as of February 2020

B2ALLFEDFBFB20

Binary variable that indicates whether all of the respondent's federal student loans were in forbearance as of February 29, 2020. A forbearance is a temporary cessation of loan principal payments under agreement with the loan servicer usually for financial hardship; interest continues to accrue. Excludes Parent PLUS Loans and Direct Unsubsidized Loans to students who received a TEACH Grant and failed to fulfill the service obligation. Thus, forbearance is measured only on federal student loans taken out directly by respondents.

² O*NET-SOC uses the U.S. Bureau of Labor Statistics Standard Occupational Classification system. For more information, go to <https://www.bls.gov/soc/>.

Percent who had all federal student loans in forbearance as of**June 2020****B2ALLFEDFBJN20**

Binary variable that indicates whether all of the respondent's federal student loans were in forbearance as of June 30, 2020, during the enactment of the CARES Act administrative forbearance program. A traditional forbearance is a temporary cessation of loan principal payments under agreement with the loan servicer usually for financial hardship; interest continues to accrue. Administrative forbearance due to the CARES Act was a temporary cessation of federal student loan payments and interest accrual in response to the COVID-19 pandemic. ED placed eligible ED-owned federal student loans not already in an excepted payment suspension status (e.g., in-school deferment, grace period, etc.) in administrative forbearance starting March 13, 2020. For additional information on COVID-19 federal student loan payment pause and eligibility, see <https://studentaid.gov/announcements-events/covid-19/payment-pause-zero-interest>. Borrowers could opt out of the administrative forbearance program. Excludes Parent PLUS Loans and Direct Unsubsidized Loans to students who received a TEACH Grant and failed to fulfill the service obligation. Thus, forbearance is measured only on federal student loans taken out directly by respondents.

Percent who made payments during administrative forbearance**between March 2020 and June 2020****B2FEDFBPAYJN20**

Binary variable that indicates whether the respondent made any non-zero payments on federal student loans while in the CARES Act administrative forbearance program between March 13, 2020, and June 30, 2020 (3.5 months). Administrative forbearance was a temporary cessation of federal student loan payments and interest accrual in response to the COVID-19 pandemic. ED placed eligible ED-owned federal student loans not already in an excepted payment suspension status (e.g., in-school deferment, grace period, etc.) in administrative forbearance starting March 13, 2020. For additional information on COVID-19 federal student loan payment pause and eligibility, see <https://studentaid.gov/announcements-events/covid-19/payment-pause-zero-interest>. Borrowers could opt out of the administrative forbearance program. Excludes borrowers who had at least one federal student loan not in administrative forbearance as of June 30, 2020. Also excludes Parent PLUS Loans and Direct Unsubsidized Loans to students who received a TEACH Grant and failed to fulfill the service obligation. Thus, forbearance is measured only on federal student loans taken out directly by respondents.

Pursued additional education/training**B2CVADDED**

Indicates whether the respondent said they pursued additional education or training as a result of the COVID-19 pandemic as of the B&B:16/20 survey.

Race/ethnicity**RACE**

Indicates the respondent's race/ethnicity, with Hispanic or Latino origin as a separate category.

| | |
|--|---|
| American Indian or Alaska Native, not Hispanic or Latino | A person having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment. |
| Asian, not Hispanic or Latino | A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. |
| Black, not Hispanic or Latino | A person having origins in any of the Black racial groups of Africa. |
| Hispanic or Latino, of any race | A person of Cuban, Mexican, Puerto Rican, Central or South American, or other Spanish culture or origin regardless of race. |

Race/ethnicity—continued**RACE**

| | |
|---|--|
| Native Hawaiian or Other Pacific Islander, not Hispanic or Latino | A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. |
| White, not Hispanic or Latino | A person having origins in any of the original peoples of Europe, the Middle East, or North Africa. |
| Two or more races, not Hispanic or Latino | A person who identifies as more than one race. |

Received unemployment compensation**B2UNEMPCV**

Indicates whether the respondent said they received unemployment compensation due to the COVID-19 pandemic as of 4 years after completion of the 2015–16 bachelor’s degree.

Took job outside field of study**B2CVUNRJB**

Indicates whether the respondent said they took a job outside of their field as a result of the COVID-19 pandemic as of the B&B:16/20 survey.

Took less desirable job**B2CVUNDESJB**

Indicates whether the respondent said they took a less desirable job as a result of the COVID-19 pandemic as of the B&B:16/20 survey.

Unable to meet essential expenses**B2CVSTRESS**

Indicates whether the respondent said they were unable to meet essential living expenses due to the COVID-19 pandemic during the 12 months before the B&B:16/20 survey. When asked whether there had been a time in the past 12 months when they did not meet essential expenses, respondents could indicate “Yes, due to the coronavirus pandemic,” “Yes, for reasons other than the coronavirus pandemic,” both, or neither.

U.S. region of primary residence 4 years after bachelor’s degree completion**B2REGION**

Indicates the respondent’s region of residence as of the B&B:16/20 survey. “Far West and Outlying areas” includes those “Not in the U.S. or a U.S. territory.”

| | |
|-------------------------------|--|
| New England and Mideast | U.S. states in New England include CT, ME, MA, NH, RI, and VT. U.S. states in the Mideast region include DE, DC, MD, NJ, NY, and PA. |
| Great Lakes and Plains | U.S. states in the Great Lakes region include IL, IN, MI, OH, and WI. U.S. states in the Plains region include IA, KS, MN, MO, NE, ND, and SD. |
| Southeast | U.S. states in the Southeast region include AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, VA, and WV. |
| Southwest and Rocky Mountains | U.S. states in the Southwest region include AZ, NM, OK, and TX. U.S. states in the Rocky Mountain region include CO, ID, MT, UT, and WY. |
| Far West and Outlying areas | U.S. states in the Far West region include AK, CA, HI, NV, OR, and WA. Outlying areas include PR and non-U.S. locations. |

Worked less than desired**B2CVWKLESS**

Indicates whether the respondent said they worked less than desired as a result of the COVID-19 pandemic as of the B&B:16/20 survey.

Worked less than full time**B2WYCVEVR**

Indicates whether the respondent said they ever worked less than full time due to the COVID-19 pandemic as of 4 years after completion of the 2015–16 bachelor's degree.

Worked more than desired**B2CVWKMORE**

Indicates whether the respondent said they worked more than desired as a result of the COVID-19 pandemic as of the B&B:16/20 survey.