Employment Opportunity of Community College Students in Local Market Kirtipur

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Abstract

This paper seeks to explore the association between community college student and local market, to examine the relationship between community college and local market and to analyze the impact of hiring community college student. on local business sectors. The study uses primary sources and questionnaires to gather data on Community, community college student and local business houses in Kirtipur. Total population is 260, a sample size of 159 was used, with 16 questions categorized into five rating parameters: strongly disagree (SD), disagree (D), neither disagree nor agree (N), agree (A), and strongly agree (SA). The descriptive, inferential statistic and purposive sampling research design was followed. There is significant relationship between community college and local market. There is significant impact of hiring community college student on local business sectors. There is significant association between community college student and local market.

Introduction

Local work situations and future employment opportunities, an often-overlooked aspect of college persistence models, are a major source of motivation for community college students' perseverance and success in their studies, as opposed to their academic and social integration into college (Stuart et al., 2014). A countercyclical association between community college enrollments and local economic situations has been observed in prior research. To put it simply, the former gets worse when the latter gets worse. Renewing emphasis is needed for the next phase of this research, which connects state-level tuition, local labour market conditions, and students' decision-making about enrollment and achievement. 753 research on the impact of regional labour market circumstances were carried out in the 1990s. Although there have only been 753 research that have looked at this topic, their findings highlight the critical influence that labour market circumstances have on students' enrollment decisions, even if they did not specifically focus on community college students. (Betts & McFarland, 1995; Grubb, 2002; Gustman & Steinmeier,1981).

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Arkes (2005), Using the 1980 Census microsample, attempts to create a new instrumental variable to evaluate the impact of years of education on wages and discovers that greater unemployment rates correlate with higher levels of education. According to his research, unemployment has a substitution effect on educational attainment a higher unemployment rate reduces the opportunity cost of education as opposed to an income effect, which holds that people drop out of school to supplement their family's income.

This article primarily makes the case that community college students' persistence and success in college are significantly influenced by local employment circumstances and future employment opportunities, a factor that is often overlooked in models of college persistence, rather than just how well they integrate academically and socially into college (Stuart et al., 2014).

In addition to focusing on what students do after graduation, research has to better understand how the local labour market influences students' thoughts and behaviors while they are in college. Furthermore, it is necessary to consider the labour market's function in light of its geographical surroundings. Community college students' employment prospects are subject to geographical fluctuations in labour markets. (Stuart et al., 2014). Community colleges were historically established to provide low-income and students of colour with access to higher education in the United States (Rhoads & Valadez, 1996). Compared to 4-year college students, community college students are often more aware of shifting local labour market conditions. They are more likely to work while enrolled, regard themselves as employees rather than students, and pursue a certificate in a vocational field (Bailey et al., 2004).

The conventional perspectives on persistence and achievement in higher education are broadened to allow for the examination of the connections between state-level tuition prices, local labour market circumstances, and the relative change of both (Kane & Rouse, 1999). Because they are more affordable than four-year universities and provide degrees that may be earned faster, community colleges are becoming a more and more popular choice for students seeking an education. The way that local unemployment rates affect enrollment demand should be of particular importance to educational leaders in this sector, as one of the goals of American community colleges is to adjust to local economic conditions (Cohen & Brawer 2008).

The study explores how community colleges cater to low-income students, aiming to improve marketing campaigns and curriculum adaptation. It also highlights the importance of understanding the demographic composition of the student population to assess the

success of promoting diversity and social mobility. The study also highlights the need for community colleges to align their students' skills with local job market needs, enabling educators to inform students about career paths. The researcher seeks to explore the association between community college student and local market and set sub-objectives as to identify the socioeconomic diversity of the student who enrolled at community colleges, to examine the relationship between community college and local market and to analyze the impact of hiring community college student on local business sectors.

The study examines community colleges' efforts to support low-income students, emphasizing the need for improved marketing campaigns and curriculum adaptation. It emphasizes the significance of understanding student demographics for promoting diversity and social mobility, and the need for aligning students' skills with local job market needs. Though the study presents important insights Employment Opportunity of Community College Students in Local Market Kirtipur, it is not free from limitations. Some of the major limitations are listed below. The study's results may not be representative of the entire Kirtipur community college student population due to small sample size, potential bias in self-selection, and cross-sectional design, which may not account for long-term job changes, contextual factors, and time constraints. These hypotheses are testing for the satisfy the above objectives. A hypothesis is a statement that predicts a relationship between variables or phenomena, making it an educated guess or assumption before conducting research or collecting data. It guides the investigation and testing of theories in scientific research. The hypothesis that has been tested in the study are: There is significant association between community college student and local market, there is significant impact of socioeconomic diversity on enrollment of student in community college, there is significant relationship between community college and local market and there is significant impact of hiring community college student on local business sectors.

Community college

Community college administrators have long seen that students enroll in community colleges during recessions. While some employed individuals view further education as a preventative measure against unemployment, others who have just lost their jobs enroll in community colleges to retrain for careers less susceptible to joblessness. Furthermore, those who might have otherwise attended private or public universities may be forced by a lack of cash to register in less expensive community colleges. In the face of demand changes brought about by economic developments, community colleges are typically commended for their adaptability and promptness (Dadashova et al., 2011).

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Determinants of enrollment demand and state-level enrollment forecasts have been the main topics of previous studies on enrollments and economic conditions. Strangely, despite a wealth of anecdotal evidence to the contrary, a number of empirical research on the demand for postsecondary education point to a comparatively small correlation between joblessness and enrollments. "The local unemployment rate is not significantly related to [four-year] college application." while looking at four-year universities. The assumption that there is some relationship between local labour market prospects and continuing education is somewhat supported by this data." (Manski & Wise 1983).

Researcher argues that four-year college demand models are insufficient for thoroughly exploring the link between unemployment and community college enrollment. Potential community college students make fundamentally different enrollment decisions, in addition to the fact that distinct variables are more significant in determining results. Such students usually have higher discount rates, lesser savings, are not fresh out of high school, are already employed, and have little or no access to their parents' assets (U.S. Department of Education 1992b).

Compared to 4-year college students, community college students are often more aware of shifting local labour market conditions. They are more likely to work while enrolled, regard themselves as employees rather than students, and pursue a certificate in a vocational field (Bailey et al., 2004). In order to investigate the links between state-level tuition prices, local labour market circumstances, and the relative change of both, this study expands on the standard perspectives of persistence and achievement in postsecondary education. In the autumn of 1992, a single-event behavioural model for both processes achievement and persistence were created and tested on a group of first-time community college students. The research focuses on community college students because they are expected to be most affected by changing labour market conditions due to their higher likelihood of being positioned between work and education (Kane & Rouse, 1999).

Local Labour Market

An occupational certificate and full- or part-time employment are more common among community college students while they are enrolled in classes (Belfield & Bailey, 2011). Moreover, community college graduates typically look for jobs in these same locations after completing their degrees (Belfield et al., 2011). According to researchers like Grubb (2002), those who work in local labour markets are less likely to have completed their higher education. This is mostly because companies are looking for local employees that fit certain skill requirements. Pre-bachelor workers, in exchange, also look for work in regional sectors with particular certification requirements that could be easier to meet than a baccalaureate degree (Grubb & Lazerson, 2004). In the 1990s, community college students'

perseverance and achievement were predicted by the local labour market circumstances, according to research by Kienzl et al. (2007). Their analysis demonstrates how little research was done to monitor labour market conditions at the federal or state levels and how it was unable to fully capture the nuances of information that affect local labour markets (Kienzl et al., 2007).

The percentage of the civilian labour force unemployed in each city is referred to as the 'unemployment rate'. This data is provided by INKAR and is derived from the Eurostat regional database as well as the Statistics Department of the Federal Employment Agency (*Statistik der Bundesagentur für Arbeit*). The total number of students enrolled in all higher education institutions is referred to as the 'student population'. At the Federal Statistical Office and in each of the cities that are being considered (Jacob, 2020).

The study uses statistics from the Statistics Department of the Federal Employment Agency to examine student housing costs in university settings. By applying each city's "medium rent index" for apartments, the researchers modify estimates to account for regional price levels, particularly housing expenses. Sociodemographic variables including age, gender, marital status, and number of children are also taken into consideration. In order to mimic previous schooling and current studies, they also employ school grades, school-leaving certificates, higher education institutions, field of study, and study advancement. Additionally, they examine past employment history and vocational education (Jacob et al., 2017).

Labour Law and Labour Market Institutions in Nepal

There has been much discussion and policy debate over the role of labour market institutions, which are regulated by labour laws and other agreements like minimum salaries, employment protection, unionization (including collective bargaining), and unemployment insurance programs. One widely held belief regarding the economic effects of regulations is that labour laws, among other things, create dualistic labour markets and encourage informality rather than creating an environment that is conducive to the creation of jobs and higher labour productivity challenges or expenses (Blanchard, 2000).

Enrollment Demand Theory

From the 1960s at the latest, researchers have been keen to identify the variables linked to student involvement in postsecondary education. Demand theory is a common tool used by economists studying this topic. It maintains that enrollment decisions are impacted by both monetary and non-monetary factors, including the cost of attending college, the cost

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of alternative educational options, demographic shifts, current earnings and income levels, and expected salary and income levels. prospective income and labour market circumstances (Becker 1990; Clotfelter 1992; Leslie & Brinkman, 1987).

The majority of research on enrollment demand focuses on how students react to price fluctuations. When a college raises tuition, enrollment demand should decline; conversely, enrollments should rise if an institution lowers its costs. A nearby university has raised tuition. Research has repeatedly shown that an increase in tuition of $100 by an institution of higher learning typically causes enrollment to decline by 0.5–1.0 percentage points (Feldman & Hoenack 1969; Jackson & Weathersby, 1975; Hoenack & Weiler 1979; Manski & Wise 1983; Leslie & Brinkman 1987; Clotfelter 1992; Heller 1997; Hemelt & Marcotte, 2011). In contrast, there is less research in the literature on "non-price" enrollment demand variables such opportunity costs, labour market circumstances, and demographic shifts (Betts & McFarland, 1995; Kienzl et al., 2007). To account for the opportunity costs of pursuing education, demand models may include local salaries and income levels. In higher-income locations, the necessity for a community college education could be minimal if an individual can reach a high pay level or wage without going to further school. Comparably, changes in the population may also be taken into account in studies of enrollment demand, since universities in areas where the population is growing or shrinking may anticipate increased or decreased demand for their courses. Growing rates of unemployment can also convey "non-price" messages to the jobless and to those in the workforce who are worried about their future job options (Kane & Rouse, 1999).

Regional Differences in Enrollment and Unemployment

Because researcher is primarily interested in the relationship between unemployment rates and community college enrollment demand, researcher measures unemployment rates at the metropolitan and micropolitan statistical areas. Researcher then designs an analysis that takes into account the unique labour market conditions of the local region that each community college serves. Some demand studies aggregate unemployment data to the state level, which introduces some aggregation bias. (Dellas & Sakellaris, 2003; Fitzpatrick & Turner, 2007; Kane & Rouse, 1999; Stratton et al., 2004). To get over this measurement challenge, researcher develops "local regions" (also known as "Core Based Statistical Areas" or CBSAs) based on the micro- and metropolitan statistical areas of each community college. Urban centres in metropolitan regions often house more than 50,000 people, whereas those in micropolitan areas typically have populations between 10,000 and 50,000. The main urban core in the area's commuter patterns and population density define the CBSAsEach metro or micro region is made up of one or more counties that are highly

integrated socially and economically with the metropolitan centre (U.S. Census Bureau, 2012).

Employment opportunity

The autumn total, full-time, and part-time degree-seeking enrolment levels from the Integrated Postsecondary Education Data System (IPEDS) are the sources of data researcher utilises to calculate community college enrollment levels. The main predictor variable of importance is local area unemployment rates, or Local Area Unemployment Statistics (LAUS) from the Bureau of Labour Statistics. In addition to unemployment statistics, researcher also presents information on other local characteristics that are likely to be associated with the desire for community college enrollment. The proportion of jobs in the industrial sector as a result of the market's move away from the manufacturing signal, which increases enrollment demand, is calculated using data from the BEA Regional Economic Accounts (Goldin & Katz 2008). Similarly, researcher uses data from the Bureau of Economic Analysis (BEA) to account for local per-capita income levels, which are presumptively related to enrollment demand (Kane, 1999). Another resource researcher uses to get the total number of high school graduates in each CBSA is the Common Core of Data from the US Department of Education. Finally, we use the regional average tuition (i.e., cross-price elasticity) as his price elasticity controls and assess each institution's tuition using IPEDS tuition levels (Hillman & Orians, 2013).
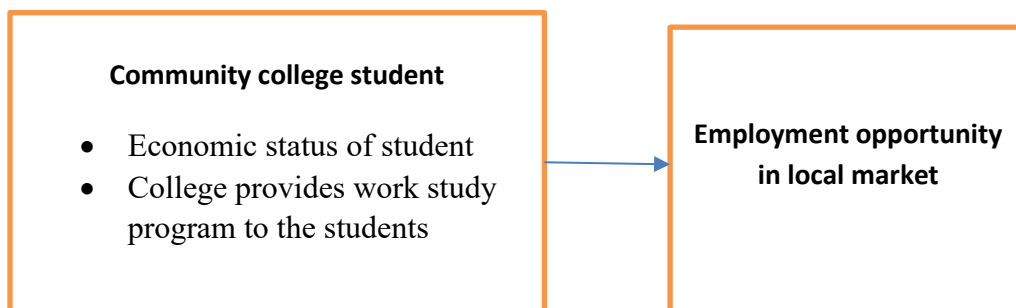
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Conceptual Frame work

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Independent variable   **Dependent variable**

Methodology

The study employs a descriptive, inferential, causal research design and deductive approach to examine the impact of community college students on local business sectors. (Deming,

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1990). The researcher utilized structured questionnaires distributed to students and local business owners in Kirtipur as primary data sources. The questionnaire consisted in three sections. Total of sixteen items were included in the questionnaire, which had the following five rating categories: strongly disagree (SD), disagree (D), neither disagree nor agree (N), agree (A) and strongly agree (SA). A code was assigned to each question. The data collected through those questionnaires would provide the attitude, opinion and suggestion of respondent. Since sampling allows for reduced time and cost, it is crucial to all research activities (Deming, 1990). Sample surveys aim to gather accurate information about the universe using minimal resources. Simple random sampling was used in this study, ensuring equal selection for every object in the universe. This method saves time, money, and labor, resulting in accurate and comprehensive data. Out of 260 students at Community College at Kirtipur, 159 were selected as the sample size.

Result and Analysis

Table 1: Cronbatch Alpha of Summated Scale

Code	Items	Cronbatch
C	Community	.847
CC	Community College	.796
LM	Local Market	.711
CCS	Community College Student	.836

Community college student is very important for community, community college and local market. The cronbatch Alpha of summated scale of each variable are 0.836, 0.847, 0.796 and 0.711 respectively for community college student, community, community college and local market.

H1a: There is significant impact of socioeconomic diversity on enrollment of student in community college.

Respondents Demographic

Particulars	Frequency	Percentage
Post		
Accountant	24	15.1
Marketing staff	12	7.6
Program Presenter	6	3.8
Self -employed	10	6.3
Staff	82	51.5
Teacher	25	17.7
Age		
Below- 20	93	58.5
Between 21-25	66	41.5
Above- 25	0	0
Level of Education		
+ 2	80	50.3
Bachelor	79	49.7
Gender		
Male	99	62.3
Female	60	37.7
Ethnicity		
Bhahman	67	42.1
Chettry	55	34.6
Aadibasi	12	7.5
Janjati	25	15.7
Currently Employed		
Full-time	66	41.5
Part-time	93	58.5

Source: Field survey 2023

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In summary, the majority of respondents are self-employed, below the age of 20, have completed +2 education, are male, and are employed part-time. The ethnic distribution shows a higher representation of Bhrahman and Chettry groups. These findings provide insights into the demographics of the surveyed population.

H1b: There is significant relationship between community college and local market.

Correlation Matrix

		Community college	Local market
Community college	Pearson Correlation	1	.453[**]
	Sig. (2-tailed)		.000
Local market	Pearson Correlation	.453[**]	1
	Sig. (2-tailed)	.000	

**. Correlation is significant at the 0.01 level (2-tailed)

The above table shows that there is a positive and statistically significant association between community college and local market, with correlation coefficients of.453 and.453 correspondingly. There is a significant correlation because the p-value is less than 0.01 or.000.

H1c: There is significant impact of hiring community college student on local business sectors.

Regression Analysis

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.638[a]	.407	.403	1.99410

a. Predictors: (Constant), community college students

The fitted model is displayed in the table above. The model with the predictor "community college students" has an R square of 40.7%, indicating a moderate level of explanation for the variability in the local market. The adjusted R square accounts for the number of predictors in the model, and the standard error gives an indication of how closely the predicted values match the actual values. The 'a' notation suggests that there might be specific considerations or adjustments made in the analysis.

ANOVAa

Model		Sum of Squares	Df	Mean Square	F	Sig.
	Regression	427.938	1	427.938	107.618	.000b
	Residual	624.301	157	3.976		
	Total	1052.239	158			

a. Dependent Variable: Local market

b. Predictors: (Constant), community college students

The ANOVA table shows that the regression model, with the predictor community colleges students, is statistically significant, as indicated by the very low p-value (Sig. =.000). The F-statistic (107.618) also supports the overall significance of the model in explaining the variance in the dependent variable local market. The model is appropriate for predicting how business sector influences Investment hiring community college students.

Coefficients [a]							
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	5.779	1.087		5.319	.000		
Community College students (CCS)	.650	.063	.638	10.374	.000	1.000	1.000

a.   Dependent Variable: Local market

$LM = \beta + \beta_1 CCS + e_i$

  Therefore, regression in local market=5.779+ 0.650 (community college students)

The intercept is 5.779, representing the estimated value of the dependent variable when all predictors are zero. This predictor's coefficient for "Community College students" is 0.650, which is the predicted change in the dependent variable for a unit change in this predictor. A standardised indicator of the predictor's significance is provided by the standardised coefficient (Beta) for "Community College students," which is 0.638. The "Community College students" p-value of less than 0.01 (Sig.) is extremely low, indicating that this predictor is statistically significant. Collinearity statistics (tolerance and VIF) indicate no collinearity among the predictor variables because VIF is less than 5.

H1: There is significant association between community college student and local market.

Correlation Analysis

		Local_market	community_collegestudents
Local_market	Pearson Correlation	1	.638**
	Sig. (2-tailed)		.000
community_collegestudents	Pearson Correlation	.638**	1
	Sig. (2-tailed)	.000	

**. Correlation is significant at the 0.01 level (2-tailed)

The above table shows that there is a positive and statistically significant association between community college student and local market, with correlation coefficients of .638 and .638 correspondingly. The Pearson correlation coefficient of 0.638 suggests a moderate to strong positive linear relationship between "local market" and "community college students." The local market variable has a propensity to rise in tandem with the number of community college students. The p-value are less than 0.01 is .000, indicating that the correlation is significant.

Major Findings

Students at community colleges play a critical role in the community, the campus, and the local economy. The summated scale of each variable's cronbatch Alpha is 0.836, 0.847, 0.796, and 0.711 for community college students, the community, and the local market, in that order. The majority of responders are male, under 20, self-employed, have finished their +2 degree, and work part-time jobs. There is a greater representation of the Bhrahman and Chettry tribes in the ethnic distribution. These findings provide insight into the composition of the surveyed group. The study reveals a significant positive correlation between community colleges and local markets, with correlation coefficients of .453 and .453, respectively, with a p-value less than 0.01.

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The model predicts community college students with an R square of 40.7%, indicating moderate explanation for response variable variability, with adjusted R square and standard error. The ANOVA table reveals a statistically significant regression model with community colleges students, explaining the variance in the local market, supported by a low p-value and F-statistic.

The coefficient for "Community College students" is 0.650, indicating a one-unit change in the dependent variable. The standardized coefficient is 0.638, indicating its importance. The p-value is less than 0.01, indicating statistical significance. Collinearity statistics show no collinearity among the predictor variables. The study reveals a significant positive relationship between community college students and local markets, with a Pearson correlation coefficient of 0.638, indicating a moderate to strong linear relationship, with a p-value of less than 0.01.

Conclusion

This research paper's main goal was to examine the value of community college students and job opportunities in the Kirtipur local economy. The goal was pursued by conducting a survey. Drawing from previous studies, this study found out that there is close relationship between community college and local market. It showed that the local market and community colleges jointly support for compellation higher education to the community college student. We can conclude that community college and local market support each other which is consistent with (Kienzl et al., 2007b).

There was significant impact of hiring community college student on local market. R value showed 40.7%, indicating moderate explanation for response variable variability. The ANOVA table reveals a statistically significant regression model with community colleges students, explaining the variance in the local market, supported by a low p-value and F-statistic. So, the model is fitted. The study shows that local market hired majority manpower from community college students Which is consistent with Bailey et al., 2004.

These results imply that changes in the community college student population are closely linked to changes in the local market, and the relationship between these variables is not likely due to random chance which is consistent with Sanchez-Gelabert et al., 2017. This information can be valuable for policymakers, educators, and local businesses, as it highlights the interconnectedness of community college enrollment and the dynamics of the local market.

The study's applicability to practice may be evaluated in two different ways. First, by better understanding the effects of community colleges and community college students with local market, community colleges and community college students will benefit from the study's findings. Second, the local market and local community will start to understand the importance of community college and community college students.

Scope of future research

a. The quantitative approach was employed in the study, and it is advised that the qualitative method be used in further research. The study focusses only Kirtipur area and it can be compared with other demographic area.

b. The study is not focused dimensions of employment opportunity and demand of local market.

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