

RESEARCH BRIEF

**Student Achievement Criteria at NOVA:
Job Placement by Select Student Characteristics**

Northern Virginia Community College (NOVA) is deeply committed to the values of student access and student success. NOVA demonstrates this commitment by using evidence-based decision making to improve opportunities for students to succeed. After a long-standing history of evaluating outcomes related to retention, graduation, and other evolving priorities, NOVA refocused efforts in 2019 on a more comprehensive evaluation of eight critical measures of student achievement, which are as follows: 1) College Readiness; 2) Enrollment; 3) Course Success; 4) Retention; 5) Graduation; 6) Transfer; 7) Job Placement; and 8) Licensing Exams.¹

In This Brief

This Brief highlights NOVA's performance on the Job Placement criteria. The College is focused on supplying the Northern Virginia region and the Commonwealth of Virginia with an educated population and a globally competitive workforce. To this end, NOVA tracks the job placement rate of graduates. This Brief presents the overall job placement rate as well as job placement rate data disaggregated by select student characteristics. Disaggregation by these characteristics allows the college to identify where achievement gaps exist within its eight student achievement criteria.

Key Findings

- Among NOVA students who graduated in 2017-18, approximately 66 percent were employed in the Commonwealth of Virginia within one year of graduation from NOVA.
- Among 2017-18 graduates, the following student groups had job placement rates that were lower than their respective counterparts and the College overall: students who identified as white, Black/African American, Asian, or another race or ethnicity; female students; and students aged 30 or older.
- Among all racial/ethnic groups, Hispanic/Latino students had the highest job placement rate in 2017-18. The job placement rate for this group was nearly seven percentage points higher than the College-wide average.

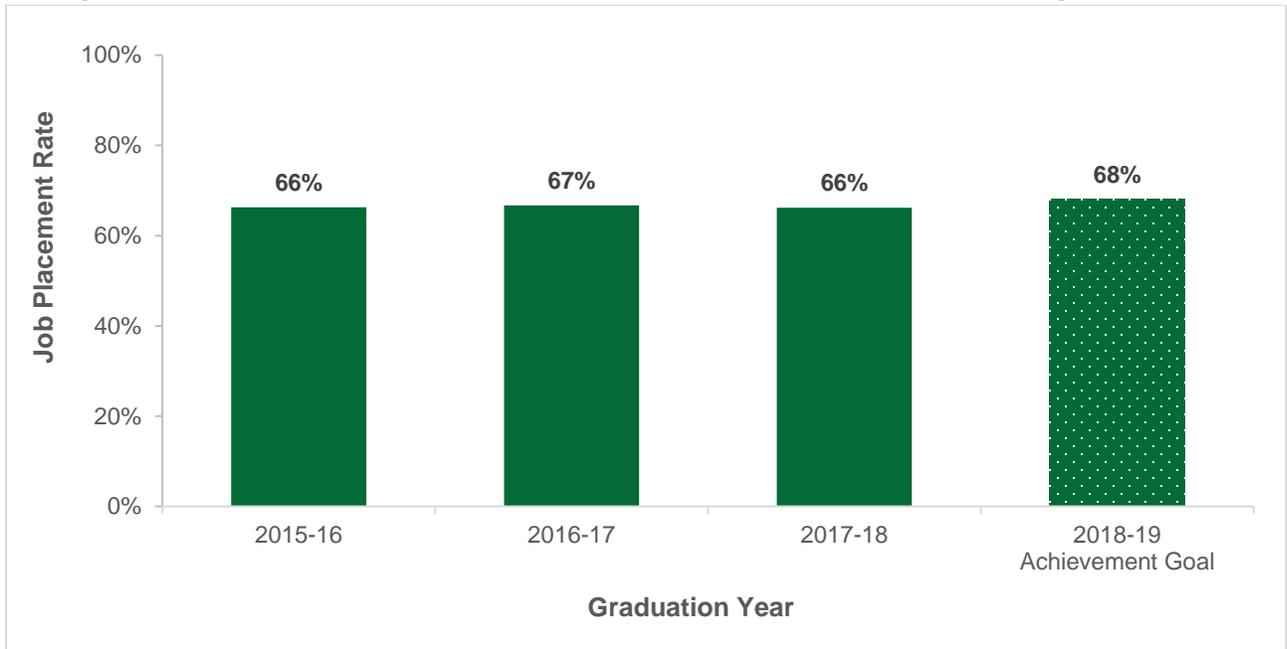
¹ For more information, see *Report 29-20: Student Achievement Criteria at NOVA: Comprehensive Evaluation Report 2020*.

Section 1. Overall Job Placement Rate

Overall Job Placement Rate

The job placement rate is defined as the percentage of graduates employed in the Commonwealth of Virginia within one year of graduation from NOVA. Among NOVA graduates from 2015-16 to 2017-18, the job placement rate remained consistent. Among 2017-18 graduates, approximately 66 percent were employed in the Commonwealth of Virginia within one year of graduation from NOVA.

Figure 1. Overall Job Placement Rate of NOVA Graduates: 2015-16 through 2018-19



Notes: Data include students who were employed in the Commonwealth of Virginia within one year of graduation. Data exclude military personnel, federal civilian employees, and self-employed individuals.

Section 2. Job Placement Rate by Select Student Characteristics

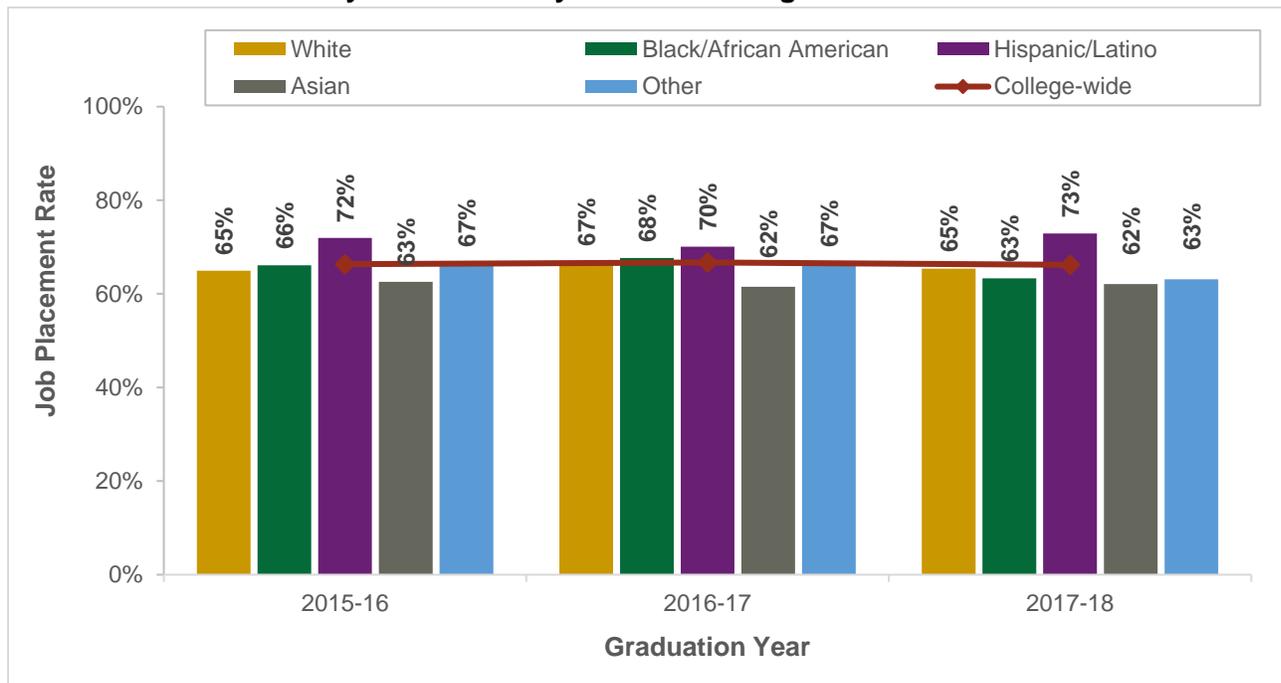
This section presents data regarding the job placement rate of NOVA graduates. The job placement rate is defined as the percentage of graduates employed in the Commonwealth of Virginia within one year of graduation from NOVA. In this section, job placement rates are disaggregated by the following student characteristics: race/ethnicity, gender, and age group.

Job Placement Rate by Race/Ethnicity

Among NOVA graduates in 2017-18, graduates who identified as Hispanic/Latino had the highest job placement rate (73 percent). The job placement rate for Hispanic/Latino graduates was seven percentage points higher than the College-wide job placement rate of 66 percent for this year.

Conversely, the other four racial/ethnic groups had job placement rates that were below the College-wide job placement rate of 66 percent. Graduates who identified as Asian had the lowest job placement rate (62 percent), followed by graduates of another racial/ethnic group (63 percent), Black/African American graduates (63 percent), and white graduates (65 percent).

**Figure 2. Job Placement Rate of NOVA Graduates
by Race/Ethnicity: 2015-16 through 2017-18**

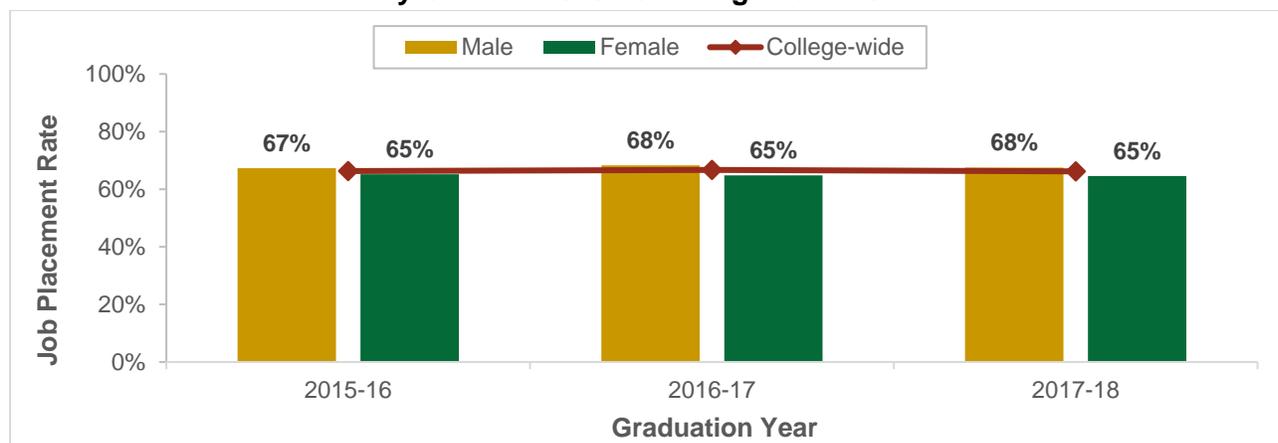


Notes: Data include students who were employed in the Commonwealth of Virginia within one year of graduation. Data exclude military personnel, federal civilian employees, and self-employed individuals.

Job Placement Rate by Gender

Among graduates in 2017-18, the job placement rate for male graduates was higher than the job placement rate for female graduates (68 versus 65 percent). While the job placement rate for male graduates was higher than the College-wide average of 66 percent, the job placement rate for female graduates was below that of the College.

Figure 3. Job Placement Rate of NOVA Graduates by Gender: 2015-16 through 2017-18

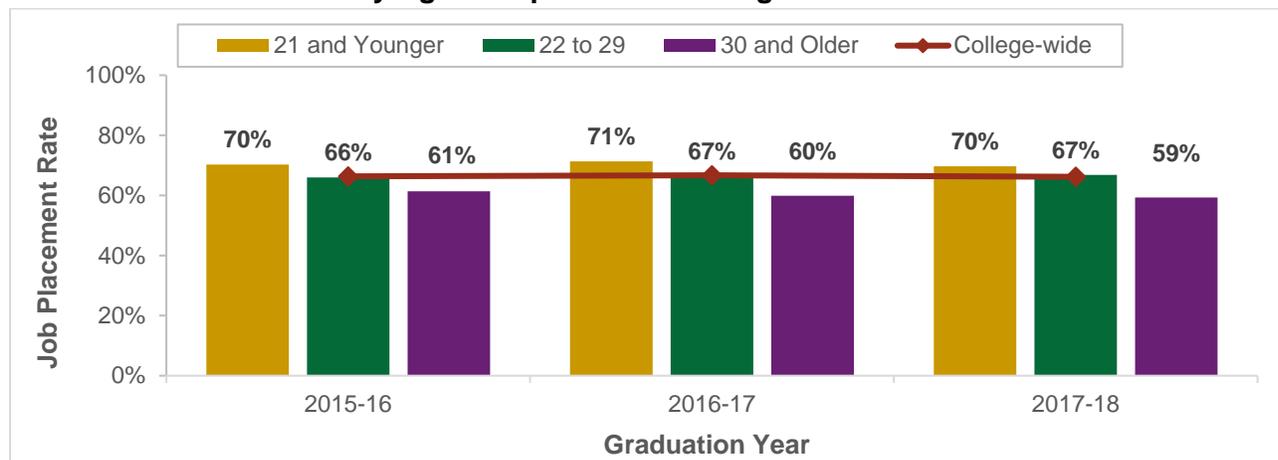


Notes: Data include students who were employed in the Commonwealth of Virginia within one year of graduation. Data exclude military personnel, federal civilian employees, and self-employed individuals.

Job Placement Rate by Age Group

Among graduates in 2017-18, those aged 21 and younger had the highest job placement rate (70 percent versus 67 percent for students aged 22 to 29; and 59 percent for students aged 30 and older). Both graduates aged 21 and younger and those aged 22 to 29 had job placement rates higher than the College-wide job placement rate of 66 percent.

Figure 4. Job Placement Rate of NOVA Graduates by Age Group: 2015-16 through 2017-18



Notes: Data include students who were employed in the Commonwealth of Virginia within one year of graduation. Data exclude military personnel, federal civilian employees, and self-employed individuals.

Data Tables

Overall Job Placement Rate

Table 1. Overall Job Placement Rate of NOVA Graduates: 2015-16 through 2017-18

Graduation Year	N	Employed	
		#	%
2015-16	6,939	4,602	66.3
2016-17	6,669	4,448	66.7
2017-18	6,347	4,199	66.2

Source: Office of Institutional Research, Northern Virginia Community College.

Job Placement Rate by Select Student Characteristics

Table 2. Job Placement Rate of NOVA Graduates by Race/Ethnicity: 2015-16 through 2017-18

Race/Ethnicity	2015-16			2016-17			2017-18		
	N	Employed		N	Employed		N	Employed	
		#	%		#	%		#	%
White	2,811	1,826	65.0	2,641	1,765	66.8	2,318	1,517	65.4
Black/African American	985	651	66.1	918	621	67.6	914	579	63.3
Hispanic/Latino	1,500	1,079	71.9	1,501	1,052	70.1	1,522	1,109	72.9
Asian	1,202	752	62.6	1,206	742	61.5	1,178	732	62.1
Other*	441	294	66.7	403	268	66.5	415	262	63.1
College-wide	6,939	4,602	66.3	6,669	4,448	66.7	6,347	4,199	66.2

Source: Office of Institutional Research, Northern Virginia Community College.

*Other includes American Indian/Alaska Native, Hawaiian/Pacific Islander, Two or More Races, Unknown, and Not Specified.

Table 3. Job Placement Rate of NOVA Graduates by Gender: 2015-16 through 2017-18

Gender	2015-16			2016-17			2017-18		
	N	Employed		N	Employed		N	Employed	
		#	%		#	%		#	%
Male	3,786	2,547	67.3	3,621	2,473	68.3	3,411	2,302	67.5
Female	3,153	2,055	65.2	3,048	1,975	64.8	2,936	1,897	64.6
College-wide	6,939	4,602	66.3	6,669	4,448	66.7	6,347	4,199	66.2

Source: Office of Institutional Research, Northern Virginia Community College.

Table 4. Job Placement Rate of NOVA Graduates by Age Group: 2015-16 through 2017-18

Age Group	2015-16			2016-17			2017-18		
	N	Employed		N	Employed		N	Employed	
		#	%		#	%		#	%
21 and Younger	2,354	1,654	70.3	2,446	1,744	71.3	2,353	1,641	69.7
22 to 29	2,899	1,913	66.0	2,630	1,750	66.5	2,511	1,678	66.8
30 and Older	1,686	1,035	61.4	1,593	954	59.9	1,483	880	59.3
College-wide	6,939	4,602	66.3	6,669	4,448	66.7	6,347	4,199	66.2

Source: Office of Institutional Research, Northern Virginia Community College.