

# Outcomes of Virginia Graduates: An Emerging Picture

**Tod Massa and Ashley Lockhart**  
**May 21, 2019**



**STATE COUNCIL OF HIGHER  
EDUCATION FOR VIRGINIA**

# Progress to Date Relative to Graduate Outcomes

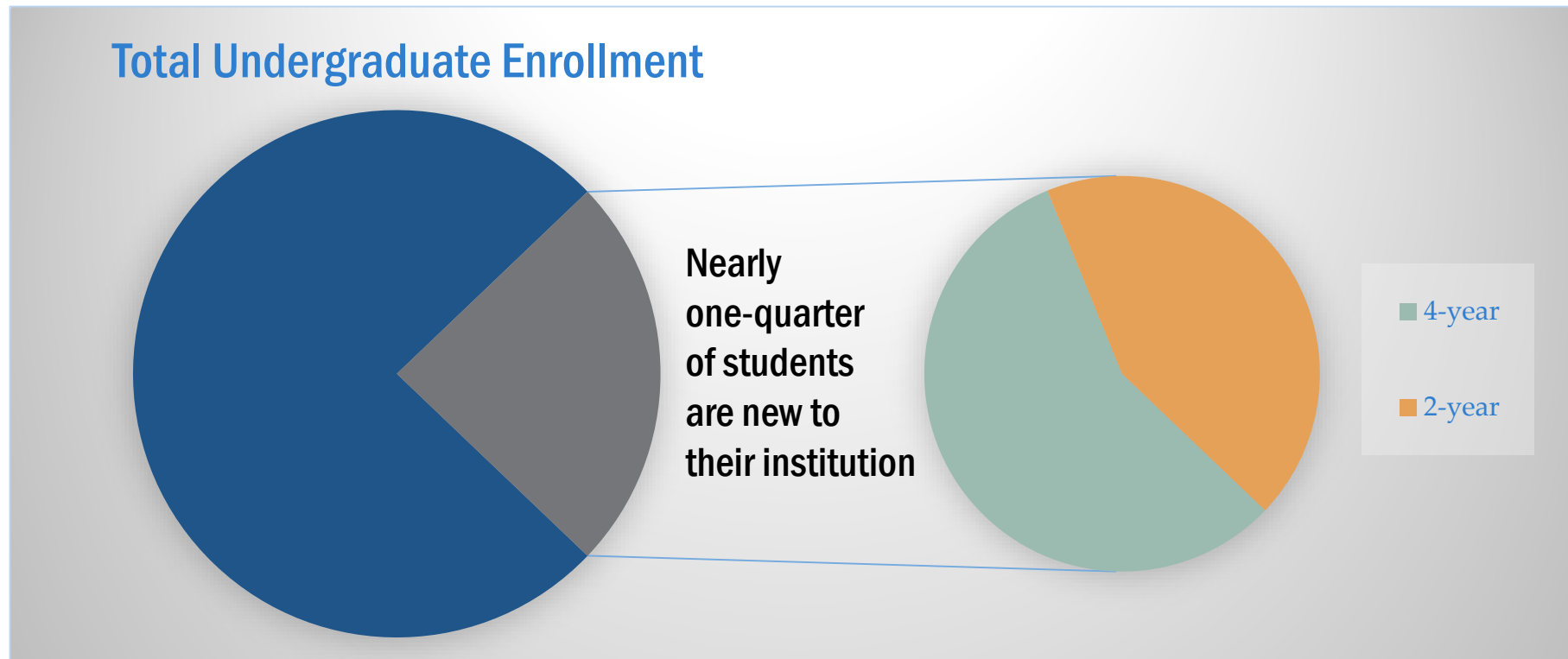
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- SCHEV has published wage and debt data since 2012, which is required by law.
- We recently acquired home and email addresses for graduates from last 10 years.
- The 2019 General Assembly approved funding of \$750,000 to conduct a survey of graduates.
- We continue our work with institutions on assessments of student learning outcomes.
- Council members have been engaged throughout the process.

# Virginia's Public Institutions

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- Enrolled 338,740 undergraduate students in fall 2018, of which 82,119 were new to their institution.



# Student Retention and Completion

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- Of students starting in academic year 2010-11 at four-year colleges and universities:
  - 78% completed.
- Of students starting at two-year colleges that year:
  - 41% completed.
- Resulting in:
  - 14,000 certificates.
  - 18,000 associate degrees.
  - 38,000 bachelor's degrees.

# What Do We Know About Graduates?

# Applied Associate Degree Recipients

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- **88% of graduates remain in (or return to) the state.**
- **80% to 90% of grads stay in (or return to) region of origin.**
- **81% earn a sustainable wage.**
- **Median wages three years post-completion: \$42,177.**
- **42% of graduates have debt.**
- **Median student debt: \$14,815.**

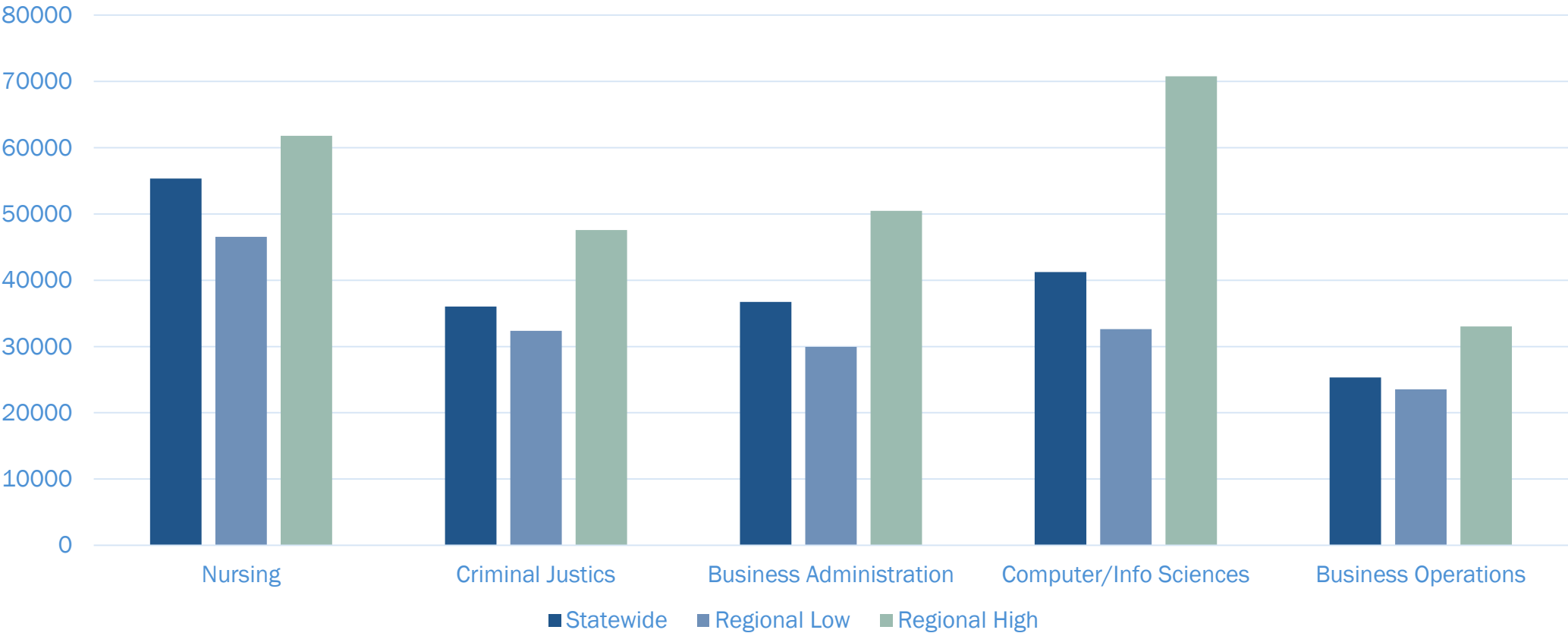
# Bachelor's Degree Recipients

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- **82% of Virginia graduates stay in (or return to) the state.**
- **17% of non-Virginia graduates stay in (or return to) the state.**
- **60% to 70% of graduates stay in (or return to) region of origin.**
- **86% earn a sustainable wage.**
- **Median wages three years post-completion: \$46,336.**
- **62% of graduates have debt.**
- **Median student debt: \$26,929.**

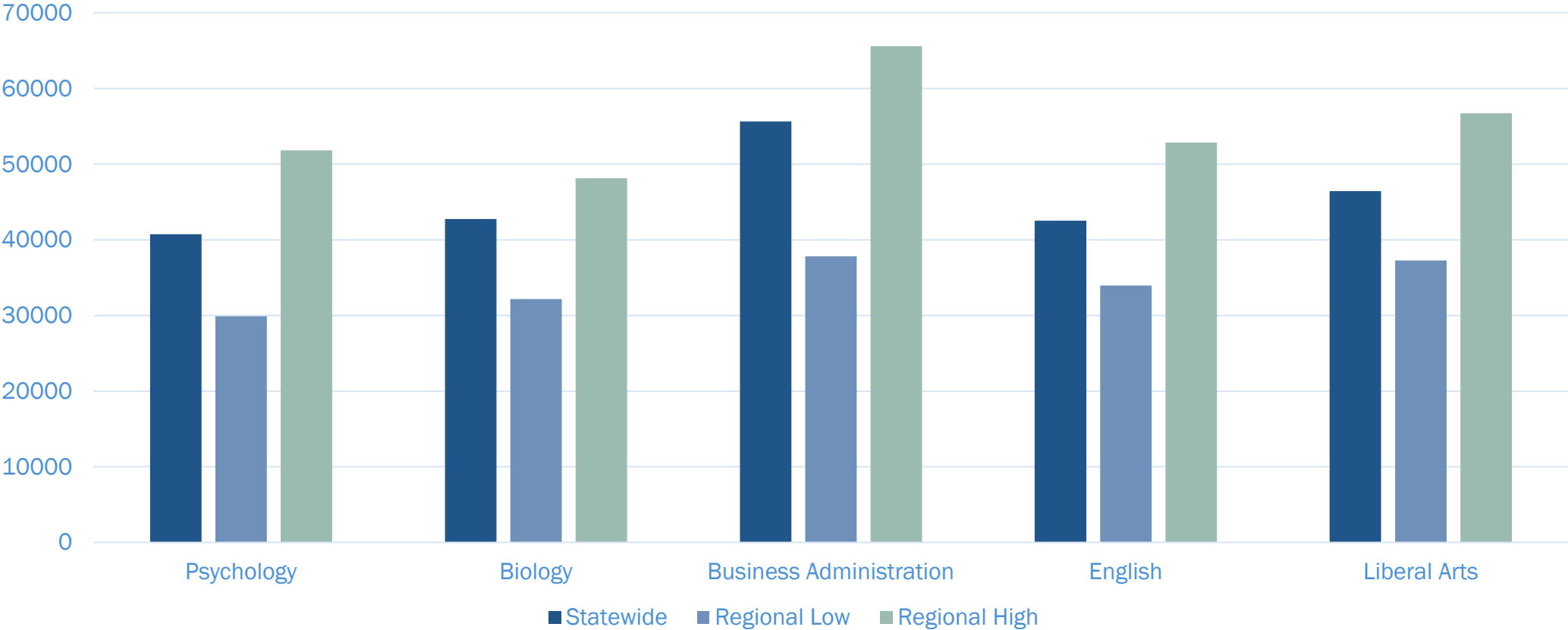
# Program of Study and Region Affect Wages

Top 5 Applied Associate Degrees



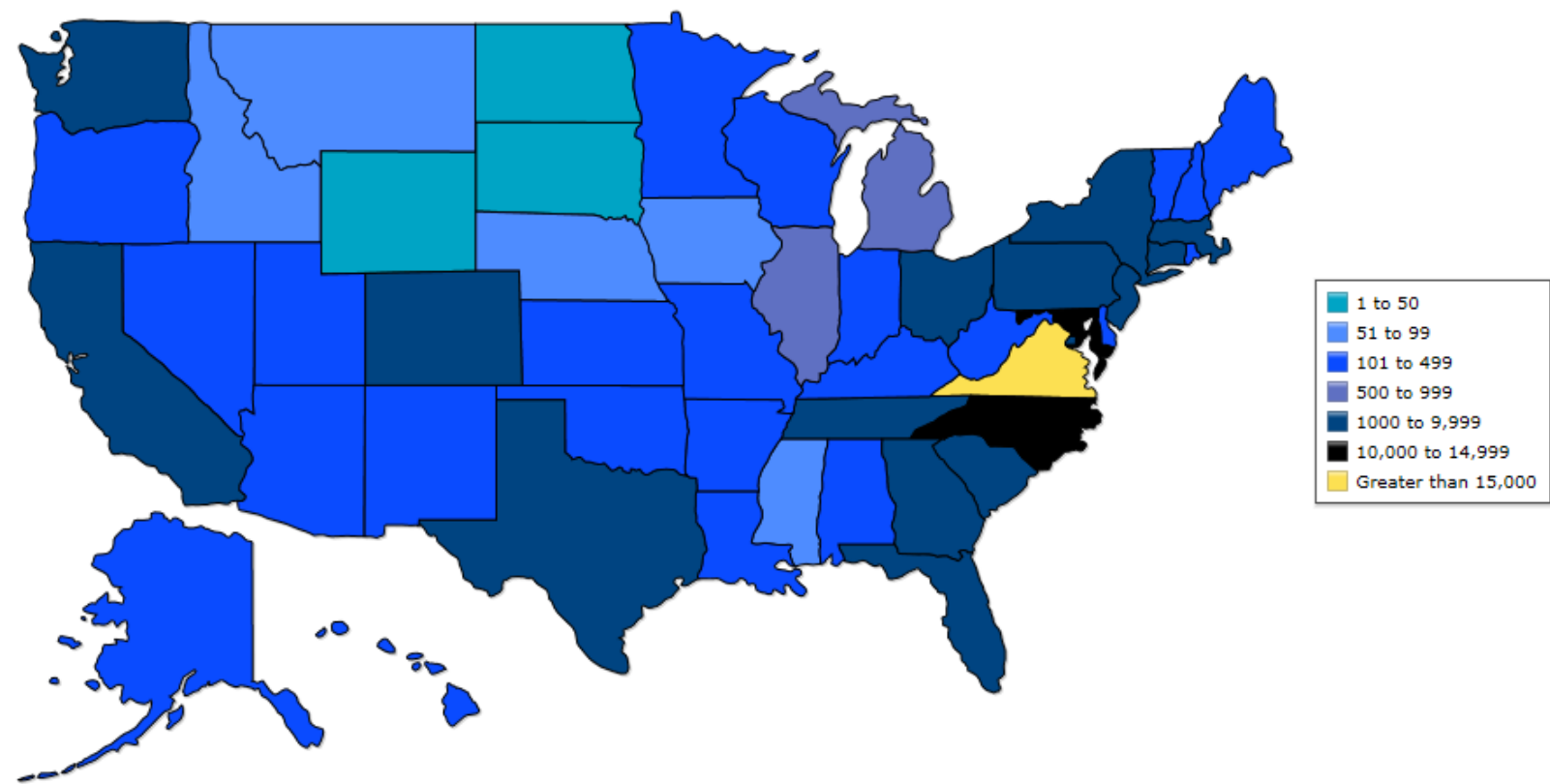
# Program of Study and Region Affect Wages

Top 5 Bachelor's Degrees



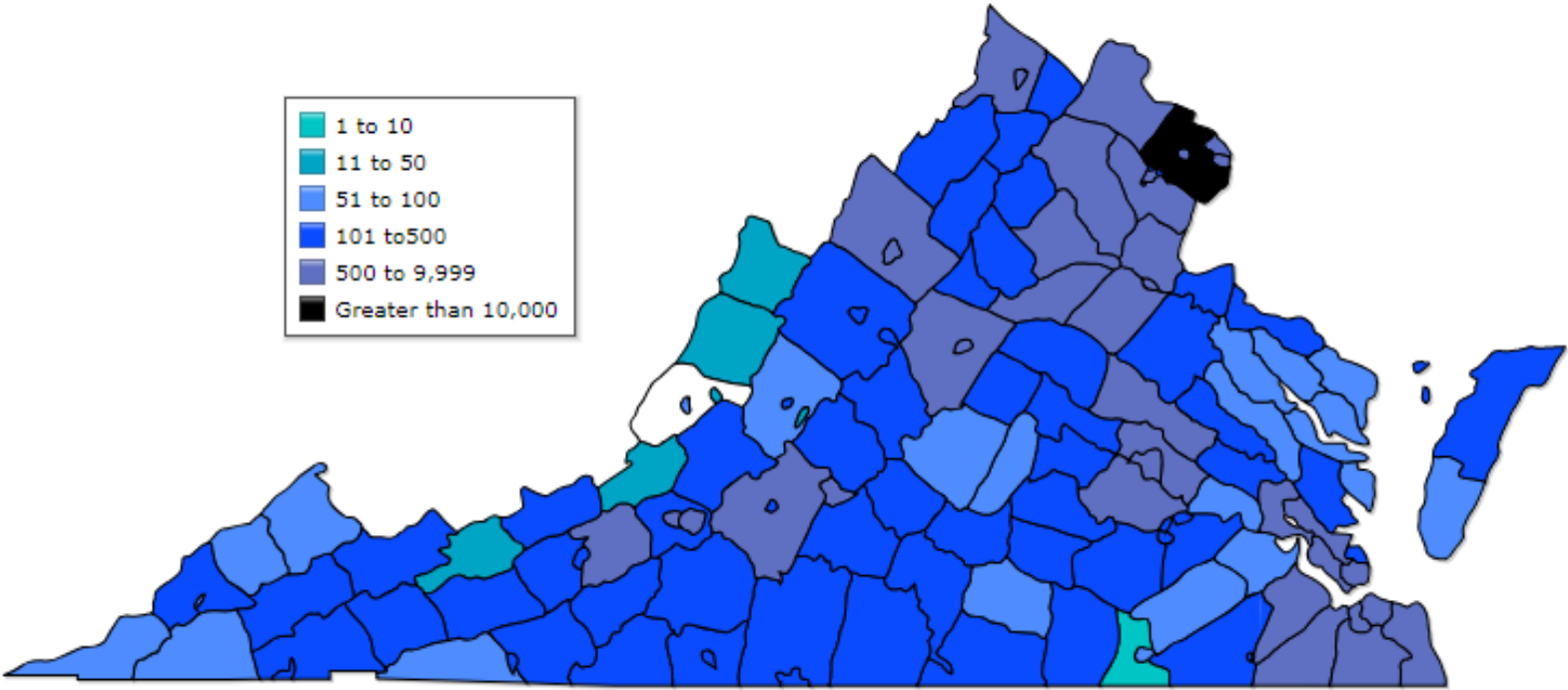
# Virginia Graduates Are Concentrated in the Mid-Atlantic

Bachelor's Degree		
Top 10 States	Grads w/ Address	Returning to State of Origin
Maryland	8,038	53%
North Carolina	6,418	15%
New York	4,802	41%
New Jersey	3,948	79%
California	3,811	11%
Pennsylvania	3,700	58%
Florida	3,131	14%
DC	2,916	18%
Texas	2,831	14%
Colorado	1,902	6%



# Distribution of Graduates in Virginia

Bachelor's Degree		
Top 10 Localities	Grads	Percentage Returning to Locality of Origin
Fairfax County	20,512	80%
Virginia Beach City	9,120	74%
Chesterfield County	8,824	66%
Loudoun County	8,340	66%
Henrico County	7,357	58%
Richmond City	7,253	24%
Prince William County	7,191	70%
Alexandria City	5,620	18%
Chesapeake City	5,067	69%
Fairfax City	4,961	15%



# What Do Institutions Know?

# Current Institutional Alumni Surveys

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- **Nearly all institutions survey their alumni:**
  - Some in-house, some contracted with outside firms.
  - Useful information for marketing and institutional improvement.
  - Wide variation in survey administration.
  - Limited ability to link to other data sources.

# Current Institutional Alumni Surveys - UVA



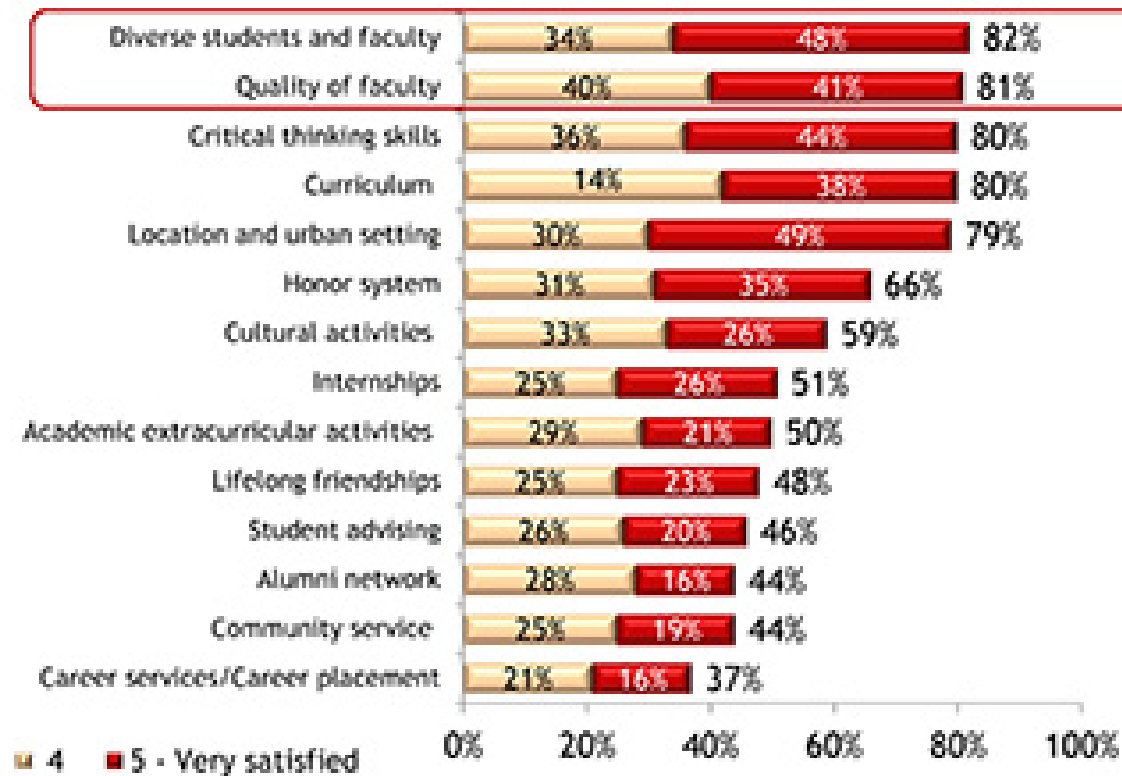
# Current Institutional Alumni Surveys - JMU

	JMU	U.S. NEWS top 100	Overall (National)
Employed Full Time	81%	74%	71%
Work Engagement	48%	41%	39%
Purpose Well-being	57%	49%	48%
Social Well-being	59%	49%	47%
Financial Well-being	49%	41%	37%
Community Well-being	54%	44%	42%
Physical Well-being	39%	32%	31%
Thriving on above 5 Elements	13%	8%	7%
JMU prepared me well for life outside of college	42%	30%	27%
My education from JMU was worth the cost	57%	50%	44%

 (Source: The 2016 James Madison University Graduate and Undergraduate Alumni Report, Year One Report, Gallup)

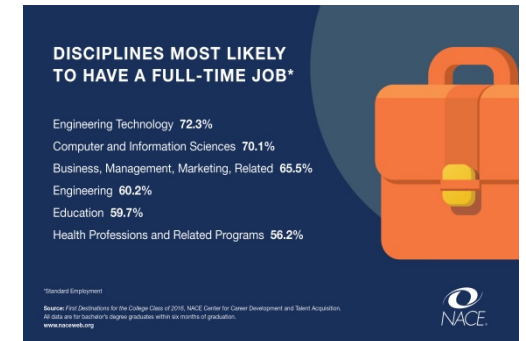
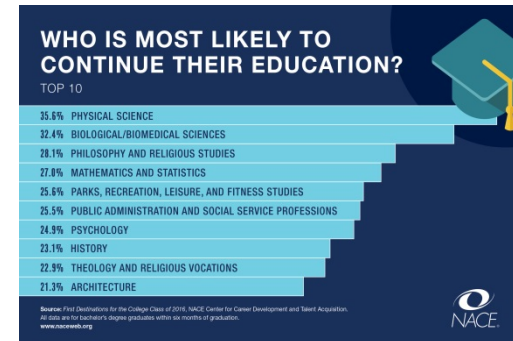
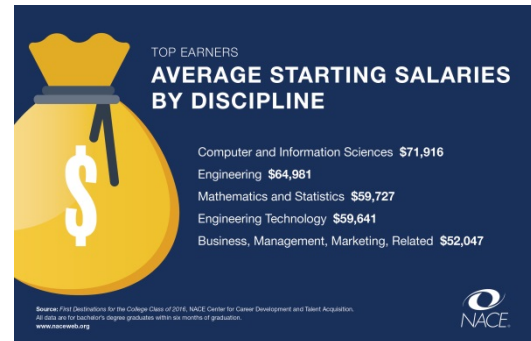
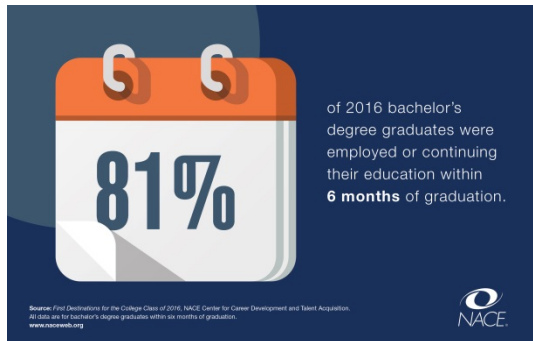
# Current Institutional Alumni Surveys - VCU

## Diversity and Quality of Faculty Are Rated Highest for VCU's *Performance* Today



# First Destination Surveys

- Almost all institutions use a “First-Destination Survey,” administered by the National Association of Colleges and Employers (NACE):
  - Only targets students within one year of graduation and assesses students’ immediate post-graduation career outcomes.



# What We Still Don't Know

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- **Connection between education and post-graduate well-being:**
  - Did they secure employment that was related to their degree?
  - Are they earning wages that justify the cost of their education?
  - Are they contributing to the civic life of their communities?
  - Are they contributing to the economic, social and cultural health of Virginia?
- **Further understanding of student migration.**

# Next Steps for Graduate Outcomes

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- Continue to analyze existing data.
- Develop and administer consistent, statewide survey of graduates.
- Gain access to other survey information.
- Link survey information with other data systems available to SCHEV.
- Analyze and report findings to institutions, policy makers and the public.
- Seek partners to underwrite the cost of analysis and reporting.

# Next Steps for Graduate Outcomes

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- **These data, combined with institutional assessments of student learning and other performance data, can contribute to an accurate and nuanced picture of the quality and value of higher education in Virginia.**

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# Additional Data Highlights

# Wage & Debt Outcomes

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- **Associate Degrees (Occupational)**
  - Median wages three years post-completion: \$42,177 (\$3,693/month).
  - Median student debt: \$14,815 (\$148/month est. payment).
  - Debt-to-earnings ratio: 4.2%.
- **Bachelor's Degrees**
  - Median wages three years post-completion: \$46,336 (\$3,861/month).
  - Median student debt: \$26,929 (\$280/month est. payment).
  - Debt-to-earnings ratio: 7%.

# Associate Degree Wages

## Wages in 2017

Years Post-Completion	10 <sup>th</sup> Percentile	Median	90 <sup>th</sup> Percentile
80% of graduates with full-time wages fall within this range.			
10 Years (2006-07 graduates)	\$19,408	\$51,387	\$89,100
8 Years (2008-09 graduates)	\$18,847	\$48,169	\$83,860
5 Years (2011-12 graduates)	\$17,296	\$43,789	\$76,678
3 Years (2013-14 graduates)	\$16,749	\$42,177	\$70,816
18 Months (2015-16 graduates)	\$13,280	\$37,536	\$64,811

# Student Borrowing Over Time - Associate

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	Currently	10 Years Earlier
Did Not Borrow	58%	87%
Borrowers	42%	13%
Median Debt	\$14,815	\$7,550
Estimated Monthly Payment	\$158	\$80

# Bachelor's Degree Wages

## Wages in 2017

Years Post-Completion	10 <sup>th</sup> Percentile	Median	90 <sup>th</sup> Percentile
80% of graduates with full-time wages fall within this range.			
10 Years (2006-07 graduates)	\$27,730	\$60,352	\$124,712
8 Years (2008-09 graduates)	\$26,374	\$56,255	\$109,767
5 Years (2011-12 graduates)	\$23,675	\$51,540	\$92,508
3 Years (2013-14 graduates)	\$19,625	\$46,336	\$80,241
18 Months (2015-16 graduates)	\$11,415	\$34,624	\$67,240

# Student Borrowing Over Time – Bachelor's

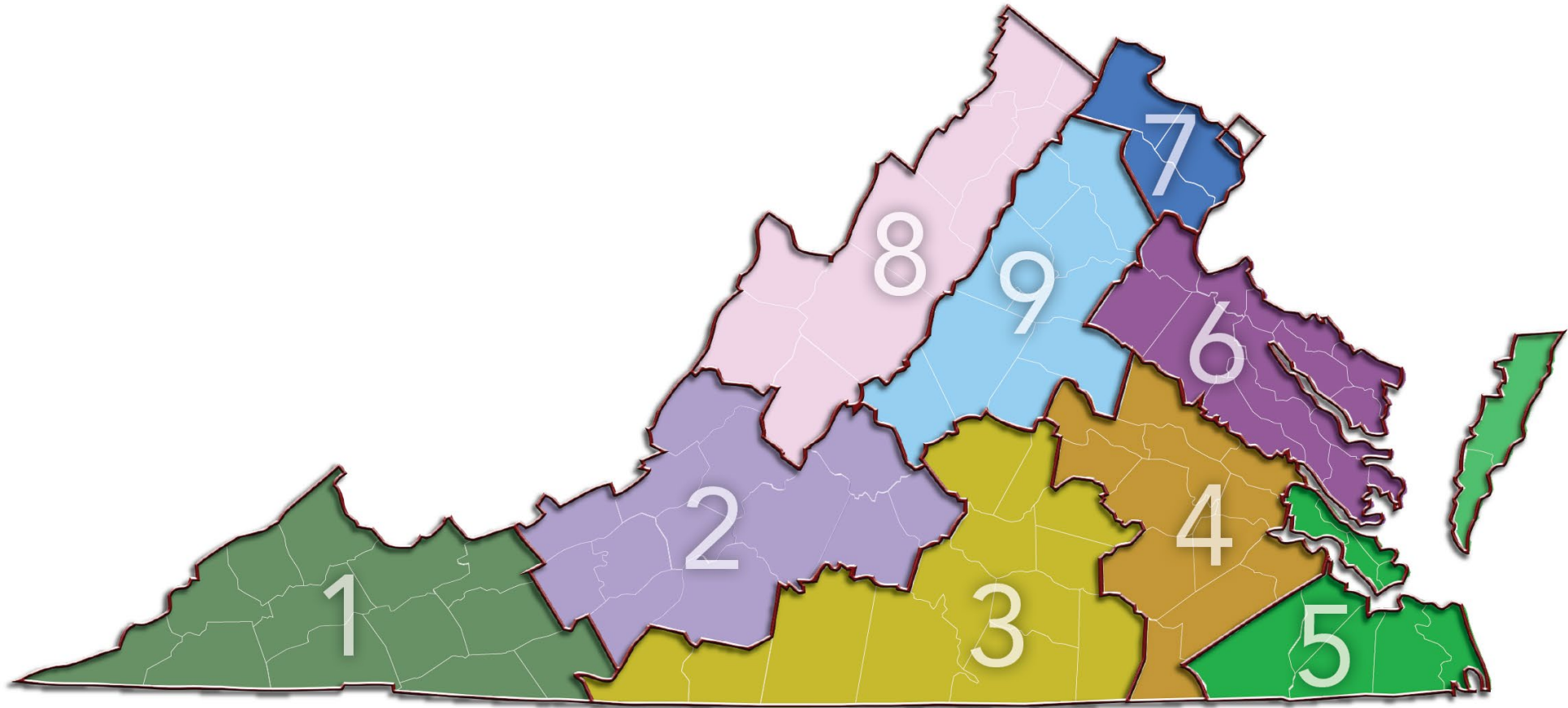
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	Currently	10 Years Earlier
Did Not Borrow	38%	48%
Borrowers	62%	52%
Median Debt	\$26,929	\$17,125
Estimated Monthly Payment	\$286	\$182

# What We Know By Region

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## GO Virginia Regional Map



# Outcomes by Region

Associate	Graduates	Returning to Region	Median Wage	Median Debt	Debt to Earnings Ratio
Southwest Virginia	6,629	86%	35,900	6,416	2%
Roanoke/New River/ Lynchburg	6,194	89%	41,391	11,404	4%
Southside	5,396	89%	34,653	7,940	3%
Greater Richmond	7,743	89%	47,733	15,019	4%
Hampton Roads	16,348	79%	41,177	12,368	4%
Greater Fredericksburg	3,298	80%	52,447	13,360	3%
Northern Virginia	9,517	81%	54,149	14,138	3%
Shenandoah Valley	3,922	86%	45,686	11,874	3%
Greater Charlottesville	2,581	80%	51,225	12,000	3%

# Outcomes by Region

Bachelor's	Graduates	Returning to Region	Median Wage	Median Debt	Debt to Earnings Ratio
Southwest Virginia	8,692	67%	\$ 37,596	\$ 17,600	6%
Roanoke/New River/ Lynchburg	31,492	61%	\$ 43,364	\$ 21,595	6%
Southside	11,830	66%	\$ 39,879	\$ 21,014	7%
Greater Richmond	59,885	76%	\$ 48,600	\$ 24,250	7%
Hampton Roads	76,596	67%	\$ 45,897	\$ 24,054	7%
Greater Fredericksburg	21,040	61%	\$ 46,714	\$ 22,884	6%
Northern Virginia	120,879	76%	\$ 59,771	\$ 20,981	5%
Shenandoah Valley	19,016	66%	\$ 46,002	\$ 20,594	6%
Greater Charlottesville	16,837	61%	\$ 50,353	\$ 21,419	6%

# Program of Study and Region Affects Wages

<b>Associate Degrees – by program size</b>	<b>Statewide Median</b>	<b>Regional Low Median</b>	<b>Regional High Median</b>
Registered Nursing/Registered Nurse	\$ 55,335	\$ 46,556	\$ 61,786
Criminal Justice/Law Enforcement Administration	\$ 36,042	\$ 32,355	\$ 47,595
Business Administration, Management and Operations, Other	\$ 36,717	\$ 29,942	\$ 50,479
Computer and Information Sciences, General	\$ 41,230	\$ 32,612	\$ 70,775
Business Operations Support and Secretarial Services, Other	\$ 25,316	\$ 23,542	\$ 33,018
Child Care Provider/Assistant	\$ 22,558	\$ 17,973	\$ 32,059
Mental and Social Health Services and Allied Professions, Other	\$ 27,660	\$ 23,951	\$ 47,648
Accounting and Related Services, Other	\$ 33,680	\$ 24,660	\$ 52,019
Industrial Technology/Technician	\$ 46,727	\$ 31,581	\$ 96,189
Legal Assistant/Paralegal	\$ 35,750	\$ 21,069	\$ 49,871

# Program of Study and Region Affects Wages

<b>Bachelor's Degrees – by program size</b>	<b>Statewide Median</b>	<b>Percentage with Student Debt</b>	<b>Debt to Earnings Ratio</b>
Psychology, General	\$ 40,731	\$ 29,900	\$ 51,815
Biology/Biological Sciences, General	\$ 42,746	\$ 32,176	\$ 48,127
Business Administration and Management, General	\$ 55,632	\$ 37,802	\$ 65,582
English Language and Literature, General	\$ 42,523	\$ 33,951	\$ 52,871
Liberal Arts and Sciences/Liberal Studies	\$ 46,452	\$ 37,268	\$ 56,749
History, General	\$ 44,472	\$ 36,448	\$ 55,220
Multi-/Interdisciplinary Studies, Other	\$ 45,017	\$ 38,232	\$ 54,671
Registered Nursing/Registered Nurse	\$ 61,957	\$ 55,943	\$ 66,453
Accounting	\$ 63,257	\$ 44,161	\$ 72,841
Political Science and Government, General	\$ 47,296	\$ 32,225	\$ 58,967
Business/Commerce, General (10 <sup>th</sup> )	\$ 52,846	\$ 27,072	\$ 72,100
Computer and information Sciences, General (20 <sup>th</sup> )	\$ 81,999	\$ 66,970	\$ 94,294

# Program of Study Affects Wages

Associate Degrees – by program size	Median	Percentage with Student Debt	Debt to Earnings Ratio
Registered Nursing/Registered Nurse	\$ 55,805	49%	4%
Criminal Justice/Law Enforcement Administration	\$ 35,620	32%	4%
Business Administration, Management and Operations, Other	\$ 35,397	27%	5%
Computer and Information Sciences, General	\$ 38,408	32%	4%
Business Operations Support and Secretarial Services, Other	\$ 25,361	33%	7%
Child Care Provider/Assistant	\$ 22,192	33%	6%
Career Services Certificate	\$ 27,004	53%	9%
Accounting and Related Services, Other	\$ 35,013	31%	5%
Industrial Technology/Technician	\$ 42,699	29%	3%
Legal Assistant/Paralegal	\$ 31,053	48%	7%

# Program of Study Affects Wages

<b>Bachelor's Degrees – by program size</b>	<b>Median</b>	<b>Percentage with Student Debt</b>	<b>Debt to Earnings Ratio</b>
Psychology, General (1 <sup>st</sup> )	\$ 37,687	64%	9%
Biology/Biological Sciences, General	\$ 38,034	59%	9%
Business Administration and Management, General	\$ 51,780	53%	6%
Registered Nursing/Registered Nurse	\$ 61,889	60%	5%
English Language and Literature, General	\$ 38,980	59%	8%
History, General	\$ 39,482	55%	8%
Liberal Arts and Sciences/Liberal Studies	\$ 46,784	52%	7%
Multi-/Interdisciplinary Studies, Other	\$ 43,986	68%	8%
Political Science and Government, General	\$ 43,961	58%	8%
International Relations and Affairs (10 <sup>th</sup> )	\$ 47,023	50%	7%
Computer and Information Sciences, General (20 <sup>th</sup> )	\$ 78,305	52%	4%

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