

RESEARCH BRIEF

**Employment Outcomes of NOVA Graduates:
Interior Design, A.A.S. Program**

Introduction

This Research Brief presents the employment outcomes of 90 NOVA graduates of the Interior Design, A.A.S. program from 2010 through 2019 (Section I) and provides employment data for Interior Design (A.S. and B.S.) graduates (Section II).¹ The employment data include target occupations, job postings, companies hiring, and highly desired job skills and qualifications for Interior Design (A.S. and B.S.) graduates in the Northern Virginia region during the specified period.²

Data were extracted using the Economic Modeling Specialists International (EMSI) product, which provides employment data derived from government sources, online job posting activity, professional networking profiles (e.g., LinkedIn), and résumés.³ Virginia Employment Commission (VEC) data were used to determine the employment outcomes and workforce credentials of NOVA graduates.⁴

Key Findings

- The employment opportunities for Interior Design (A.S. and B.S.) graduates in the Northern Virginia region are favorable for the Interior Designers occupation.
 - Regionally, this target occupation has frequent job openings and median hourly earnings that are higher than national median hourly earnings for this target occupation.
- United States Department of the Navy, AECOM, Gensler, Hickok Cole Architects, Inc., and Jacobs Engineering Group, Inc. are the top five employers hiring Interior Design (A.S. and B.S.) graduates in the Northern Virginia region.
- Interior Designers, Kitchen Designers, Designers, Design Engineers, and Architects are the top five job titles posting jobs for Interior Design (A.S. and B.S.) graduates in the Northern Virginia region.

¹ Graduates may have earned additional degrees beyond the Interior Design (A.A.S.).

² Job postings comprise both full-time and part-time positions.

³ Economic Modeling Specialists International (EMSI): <https://www.economicmodeling.com/>

⁴ Virginia Employment Commission (VEC): <https://www.vec.virginia.gov/>

Section I. Employment Outcomes of NOVA Graduates

This section provides information regarding the employment outcomes within one year of graduation for 2010 through 2019 graduates of the Interior Design, A.A.S. Program at NOVA.⁵ Of the 90 graduates analyzed the average estimated annual starting salary within one year of graduating was \$21,964. This was approximately nine percent more than the average estimated annual salary within one year of graduation among *all* 2010-2019 NOVA graduates (\$20,171).⁶

Alumni Industries

The top industries employing NOVA's Interior Design (A.A.S.) program graduates were furniture stores (18 percent), interior design services (9 percent), home centers (6 percent), architectural services (4 percent), and full-service restaurants (4 percent) (see Table 1, below).

**Table 1. Top Industries Employing NOVA Interior Design (A.A.S.) Graduates:
2010 through 2019**

Industries	NAICS Code**	Graduates	
		#	%
Furniture Stores	442110	16	17.8
Interior Design Services	541410	8	8.9
Home Centers	444110	5	5.6
Architectural Services	541310	4	4.4
Full-Service Restaurants	722511	4	4.4
All Other Home Furnishings Stores	442299	3	3.3
Engineering Services	541330	3	3.3
Residential Remodelers	236118	3	3.3
Supermarkets and Other Grocery (except Convenience) Stores	445110	3	3.3
Fitness and Recreational Sports Centers	713940	2	2.2
Paint and Wallpaper Stores	444120	2	2.2
New Single-Family Housing Construction (except For-Sale Builders)	236115	2	2.2
Other Building Material Dealers	444190	2	2.2
Home Furnishing Merchant Wholesalers	423220	2	2.2

**North American Industry Classification System (NAICS) is a standard used by Federal statistical such as the United States Census Bureau for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy. (<https://www.census.gov/eos/www/naics/>)

Note: Industries with percentages less than 2.0% are not included in the table.

⁵ Graduates may have earned additional degrees beyond the Interior Design. (A.A.S.).

⁶ Source: Virginia Employment Commission (VEC)

Employers of Alumni

The top employers of NOVA's Interior Design (A.A.S.) program graduates included LZB Furniture Galleries, Inc. (4 percent), Paul Elgin (3 percent), Ethan Allen Retail, Inc. (3 percent), and Home Depot USA, Inc. (3 percent) (see Table 2, below).

**Table 2. Top Employers of NOVA Interior Design (A.A.S.)
Graduates: 2010 through 2019**

Employers	Graduates	
	#	%
LZB Furniture Galleries, Inc.	4	4.4
Paul Elgin	3	3.3
Ethan Allen Retail, Inc.	3	3.3
Home Depot USA, Inc.	3	3.3
Sanctuary Interior Design	2	2.2
Design Exchange, Inc.	2	2.2
The Design Center, Inc.	2	2.2
Lowes Homes Centers, LLC	2	2.2
The Sherwin Williams Co.	2	2.2
Wegmans Food Markets, Inc.	2	2.2
Homeworks of Ohio, Inc.	2	2.2

Note: Employers with percentages less than 2.0% are not included in the table.

Alumni Locations

The top locations where NOVA's Interior Design (A.A.S.) program graduates resided included Manassas, VA (12 percent), Centreville, VA (9 percent), Sterling, VA (7 percent), Vienna, VA (7 percent), and Fairfax, VA (7 percent); 100 percent resided in the Commonwealth of Virginia (see Table 3, below).

**Table 3. Top Locations of NOVA Interior Design (A.A.S.)
Graduates: 2010 through 2019**

Locations	Graduates	
	#	%
Manassas, VA	11	12.2
Centreville, VA	8	8.9
Sterling, VA	6	6.7
Vienna, VA	6	6.7
Fairfax, VA	6	6.7
Woodbridge, VA	5	5.6
Alexandria, VA	5	5.6
Gainesville, VA	4	4.4
Herndon, VA	4	4.4
Falls Church, VA	3	3.3
Annandale, VA	3	3.3
Ashburn, VA	3	3.3
Reston, VA	2	2.2
Oakton, VA	2	2.2
Springfield, VA	2	2.2
Arlington, VA	2	2.2
Burke, VA	2	2.2

Note: Locations with percentages less than 2.0% are not included in the table.

Section II. Regional Employment Opportunities for NOVA Graduates

This section presents regional employment opportunities for graduates of Interior Design degree programs (A.S. and B.S.). Data includes job postings for target occupations within the Northern Virginia region.⁷

Target Occupations

In 2019, regionally, there were approximately 800 jobs and 100 job openings for Interior Designers, the target occupation for Interior Design (A.S. and B.S.) graduates (see Table 4, below).⁸ Among this target occupation, median hourly earnings were \$29.07, which was 17 percent higher than the \$24.82 national median hourly earnings for this target occupation. The projected regional job growth among this target occupation is 1 percent from 2019 to 2024, which is 4 percent less than the projected national growth for this target occupation (5 percent).

Table 4. Northern Virginia Region Job Openings, Earnings, and Growth of Target Occupation for Interior Design Graduates: 2019

Target Occupations	# of Jobs	# of Job Openings	Median Hourly Earnings	% Job Growth (2019–2024)	Location Quotient *
Interior Designers	806	85	\$29.07	0.9%	1.1

*The Location Quotient refers to the ratio of an occupation’s share of employment in a given area to that occupation’s share of employment in the U.S. For example, an occupation that makes up 10 percent of employment in a specific metropolitan area compared with two percent of U.S. employment would have a location quotient of 5 for the area (signifying the occupation is roughly five times more concentrated regionally than nationally).

From January 2019 through December 2019, an average of 41 Interior Design graduates were hired each month for the target occupation in the Northern Virginia region.⁹ (see Table 5, below).

Table 5. Northern Virginia Region Job Hires in Target Occupation for Interior Design Graduates: 2019

Target Occupations	Average Monthly Hires*
Interior Designers	41

* Average monthly hires include Interior Design graduates with an A.S., B.S., or post-baccalaureate degree.

From January 2019 through December 2019, the top website sources for job postings in target occupations in the Northern Virginia region for Interior Design (A.S. and B.S.) graduates were Nexxt.com (132 postings), Employmentcrossing.com (95 postings), and Geebo.com (87 postings) (see Table 6 and Figure 1, next page).

⁷ The Northern Virginia region refers to Arlington County, Fairfax County, Loudoun County, Prince William County, Alexandria City, Fairfax City, Falls Church City, Manassas City, Manassas Park City, and Washington, D.C.

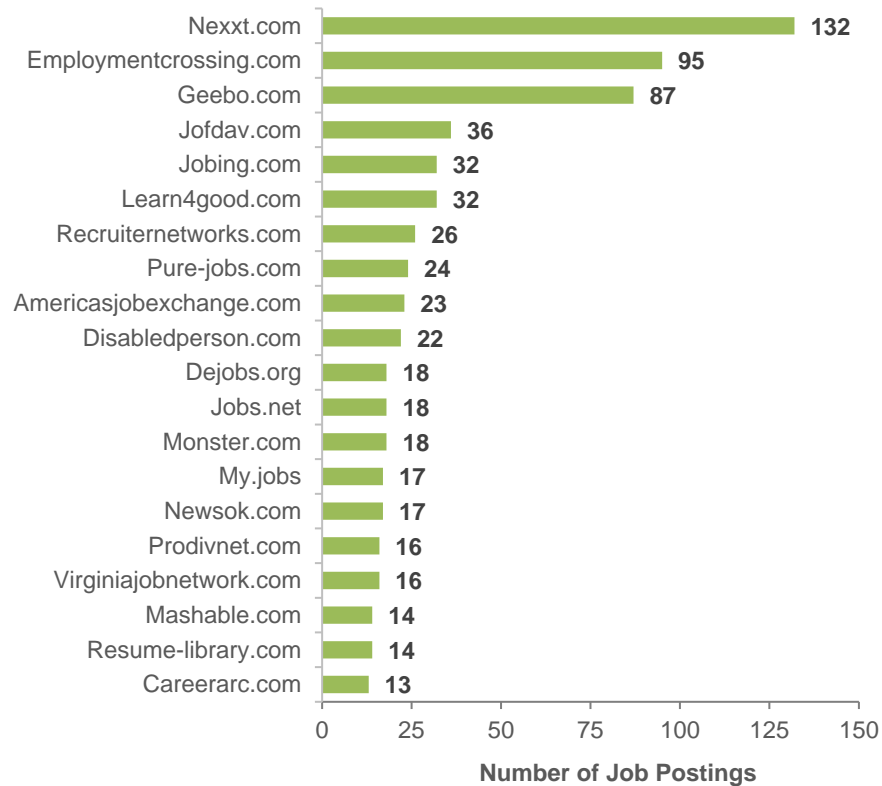
⁸ The Interior Design A.S. and B.S. were the minimum degree qualifications in these job postings.

⁹ Includes Interior Design graduates with an A.S., B.S., or post-baccalaureate degree.

Table 6. Top 20 Job Posting Sources for Target Occupation in Northern Virginia Region for Interior Design Graduates: 2019

Website	Number of Target Job Postings on Website
Nexxt.com	132
Employmentcrossing.com	95
Geebo.com	87
Jofdav.com	36
Jobing.com	32
Learn4good.com	32
Recruitenetworks.com	26
Pure-jobs.com	24
Americasjobexchange.com	23
Disabledperson.com	22
Dejobs.org	18
Jobs.net	18
Monster.com	18
My.jobs	17
Newsok.com	17
Prodivnet.com	16
Virginiajobnetwork.com	16
Mashable.com	14
Resume-library.com	14
Careerarc.com	13

Figure 1. Top 20 Job Search Websites Posting Jobs in the Northern Virginia Region for Interior Design Graduates: 2019



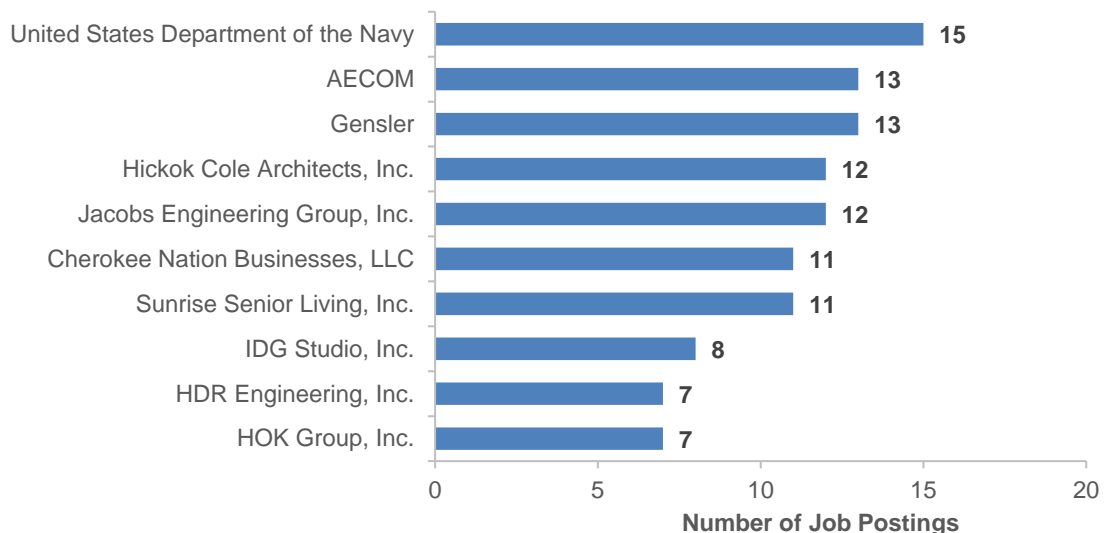
Job Postings in Northern Virginia Region

Employers in the Northern Virginia region with the most job postings from January 2019 through December 2019 for Interior Design (A.S. and B.S.) graduates included United States Department of the Navy (15 postings), AECOM (13 postings), Gensler (13 postings), Hickok Cole Architects, Inc. (12 postings), and Jacobs Engineering Group, Inc. (12 postings) (see Table 7 and Figure 2, below).

Table 7. Top 20 Companies Posting Jobs in the Northern Virginia Region for Interior Design Graduates: 2019

Company Name	Number of Unique Job Postings	Median Duration of Job Posting (in Number of days)
United States Department of the Navy	15	65
AECOM	13	46
Gensler	13	73
Hickok Cole Architects, Inc.	12	62
Jacobs Engineering Group, Inc.	12	63
Cherokee Nation Businesses, LLC	11	66
Sunrise Senior Living, Inc.	11	35
IDG Studio, Inc.	8	5
HDR Engineering, Inc.	7	62
HOK Group, Inc.	7	37
Davis, Carter, Scott Ltd.	5	31
EYP, Inc.	5	25
Stantec, Inc.	6	70
The Home Depot	6	86
Booz Allen Hamilton Holding Corporation	6	51
Bray and Scarff Sales, Inc.	5	50
HKS, Inc.	5	44
Evans Carolyne Interior Design	4	39
Louise Berger	4	22
Leo A Daly Company	4	75

Figure 2. Top 10 Companies Posting Jobs in the Northern Virginia Region for Interior Design Graduates: 2019



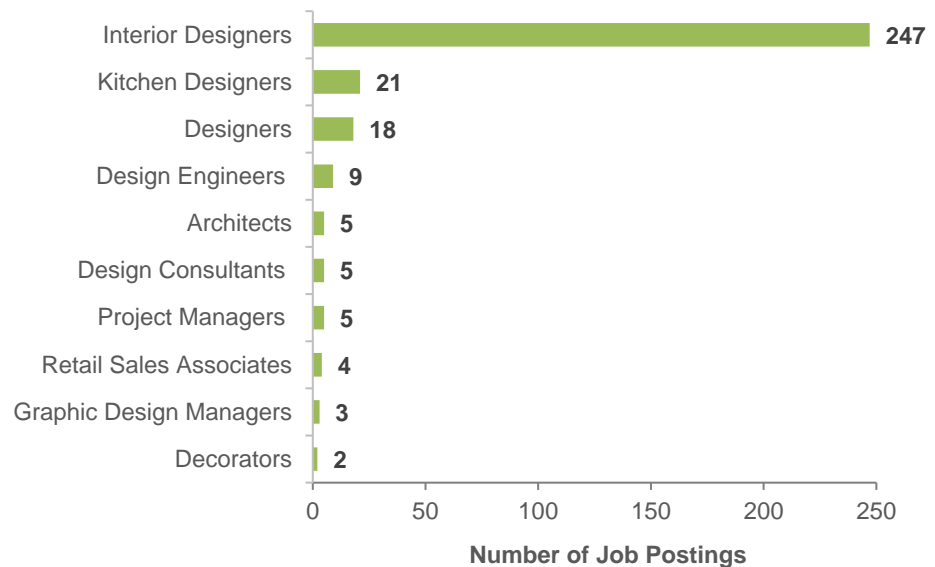
Job Titles in Northern Virginia Region

From January 2019 through December 2019, the most frequently posted job titles for Interior Design (A.S. and B.S.) graduates in the Northern Virginia region were for Interior Designers (247 postings), Kitchen Designers (21 postings), Designers (18 postings), and Design Engineers (9 postings) (see Table 8 and Figure 3, below).

Table 8. Top 20 Posted Job Titles in the Northern Virginia Region for Interior Design Graduates: 2019

Job Title	Number of Unique Job Postings	Median Duration of Job Posting (in Number of days)
Interior Designers	247	36
Kitchen Designers	21	49
Designers	18	39
Design Engineers (Architecture and Engineering)	9	51
Architects	5	30
Design Consultants (Arts, Design, Entertainment, Sports, and Media)	5	57
Project Managers (Arts, Design, Entertainment, Sports, and Media)	5	10
Retail Sales Associates	4	17
Graphic Design Managers	3	48
Decorators	2	26
Entry Level Technical Writers	2	35
Junior Designers	2	12
Project Coordinators (Architecture and Engineering)	2	n/a
Sales Representatives	2	50
Case Management Supervisors	1	4
Chief Designers	1	15
Consulting Managers	1	40
Design Managers (Management)	1	105
Directors of Design (Arts, Design, Entertainment, Sports, and Media)	1	1
Information Coordinators	1	22

Figure 3. Top 10 Posted Job Titles in the Northern Virginia Region for Interior Design Graduates: 2019



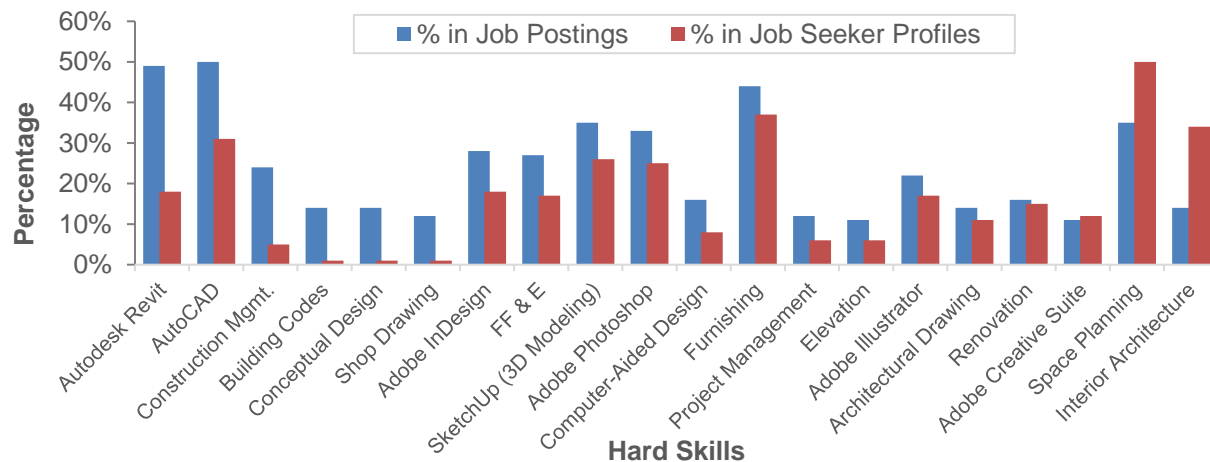
Desired Hard Skills

Table 9 and Figure 4 (see below) show disproportions between the top hard skills that Northern Virginia region employers sought among their job applicants and the hard skills that Interior Design (A.S. and B.S.) graduates mentioned in their job-seeker profiles from January 2019 through December 2019.¹⁰ Autodesk Revit, AutoCAD, Construction Management, Building Codes, and Conceptual Design were among the most desired hard skills in job postings that were mentioned disproportionately in job-seeker profiles. These differences represent potential areas in which job applicants could align their hard skills more closely with their prospective employers' desired skills.

Table 9. Top 20 Desired Hard Skills for Interior Design Graduates: 2019

Hard Skills	% of Job Postings Mentioning Skill	% of Job Seeker Profiles Mentioning Skill	Difference in Percentage
Autodesk Revit	49	18	-31
AutoCAD	50	31	-19
Construction Management	24	5	-19
Building Codes	14	1	-13
Conceptual Design	14	1	-13
Shop Drawing	12	1	-11
Adobe InDesign	28	18	-10
Furniture Fixtures And Equipment (FF&E)	27	17	-10
SketchUp (3D Modeling Software)	35	26	-9
Adobe Photoshop	33	25	-8
Computer-Aided Design	16	8	-8
Furnishing	44	37	-7
Project Management	12	6	-6
Elevation	11	6	-5
Adobe Illustrator	22	17	-5
Architectural Drawing	14	11	-3
Renovation	16	15	-1
Adobe Creative Suite	11	12	1
Space Planning	35	50	15
Interior Architecture	14	34	20

Figure 4. Top 20 Desired Hard Skills for Interior Design Graduates: Percentage Mentioned in Job Postings and Job Seeker Profiles: 2019



¹⁰ Hard skills are defined as technical or specialized skills often acquired through formal education.

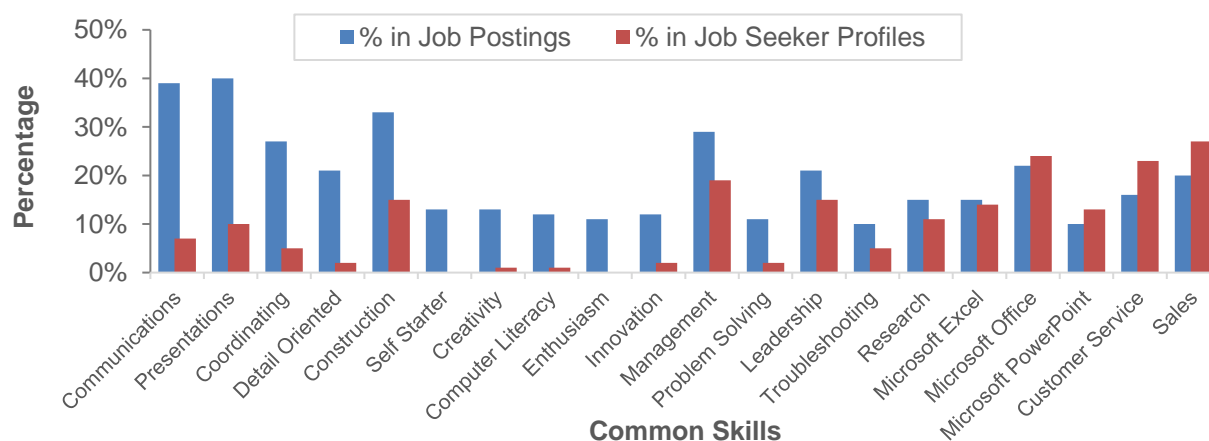
Desired Common Skills

Table 10 and Figure 5 (see below) show disproportions between the top common skills that Northern Virginia region employers sought among their job applicants and the common skills that Interior Design (A.S. and B.S.) graduates mentioned in their job-seeker profiles from January 2019 through December 2019.¹¹ Communications, presentations, coordinating, detail-oriented, and construction were among the most desired common skills in job postings that were mentioned disproportionately in job-seeker profiles. These differences represent potential areas in which job applicants could align their common skills more closely with their prospective employers' desired skills.

Table 10. Top 20 Desired Common Skills for Interior Design Graduates: 2019

Common Skills	% of Job Postings Mentioning Skill	% of Job Seeker Profiles Mentioning Skill	Difference in Percentage
Communications	39	7	-32
Presentations	40	10	-30
Coordinating	27	5	-22
Detail-Oriented	21	2	-19
Construction	33	15	-18
Self-Starter	13	0	-13
Creativity	13	1	-12
Computer Literacy	12	1	-11
Enthusiasm	11	0	-11
Innovation	12	2	-10
Management	29	19	-10
Problem Solving	11	2	-9
Leadership	21	15	-6
Hospitality	10	5	-5
Research	15	11	-4
Microsoft Excel	15	14	-1
Microsoft Office	22	24	2
Microsoft PowerPoint	10	13	3
Customer Service	16	23	7
Sales	20	27	7

Figure 5. Top 20 Desired Common Skills for Interior Design Graduates: Percentage Mentioned in Job Postings and Job Seeker Profiles: 2019



¹¹ Common skills refer to soft and transferable skills broadly utilized in various professions.

Desired Qualifications

The top desired qualifications for Interior Design (A.S. and B.S.) graduates in Northern Virginia region job postings from January 2019 through December 2019 included LEED Accredited Professional (46 postings) and National Council for Interior Design Qualification (40 postings) (see Table 11 and Figure 6, below).

Table 11. Top Desired Qualifications Posted for Interior Design Graduates: 2019

Job Qualifications	Number of Job Postings
LEED Accredited Professional (AP)	46
National Council for Interior Design Qualification (NCIDQ)	40
Certified Case Manager	2
Project Management Professional Certification	2

Figure 6. Top Desired Qualifications Posted for Interior Design Graduates: 2019

