

RESEARCH BRIEF

**Employment Outcomes of NOVA Graduates:
Social Sciences, A.S. Program**

Introduction

This Research Brief presents the employment outcomes of 1,281 NOVA graduates of the Social Sciences, A.S. program from 2007 through 2017 (Section I) and provides employment data for Social Sciences (A.S. and B.S.) graduates (Section II).¹ The employment data includes target occupations, job postings, companies hiring, and highly desired job skills and qualifications for Social Sciences (A.S. and B.S.) graduates in the NOVA region during the specified period.²

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

Key Findings

- The average estimated annual salary for NOVA Social Sciences, A.S. program graduates employed in a social sciences-related occupation is \$81,912, nearly twice the average estimated annual salary for NOVA Social Sciences, A.S. program graduates *not* employed in social sciences-related occupations (\$41,132).
- The employment opportunities for Social Sciences (A.S. and B.S.) graduates in the NOVA region are favorable for some target occupations including Managers, Postsecondary Teachers, Social Scientists, Statisticians, and Sociologists.
 - Regionally, these target occupations have frequent job openings, expected job growth, and median hourly earnings higher than national median hourly earnings for these occupations.
- Anthem, VIPKID, Leidos Holdings, Northern Virginia Community College, and Oracle are the top five companies hiring Social Sciences (A.S. and B.S.) graduates in the NOVA region.

¹ Graduates may have earned additional degrees beyond the Social Sciences (A.S.).

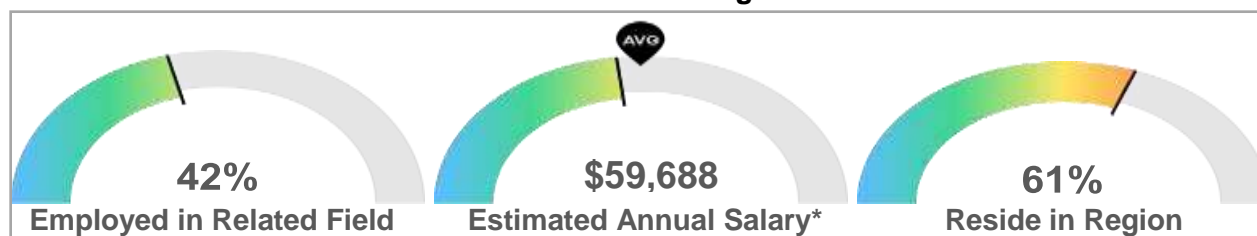
² Job postings comprise both full-time and part-time positions.

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

Section I. Employment Outcomes of NOVA Graduates

This section provides recent (2019) employment outcomes information for 1,281 NOVA graduates of the Social Sciences, A.S. program who graduated from 2007 through 2017.⁴ Of these graduates, the average estimated annual salary was \$59,688, however, less than half (42 percent) were employed in a social sciences-related occupation (Figure 1).⁵ Among those NOVA graduates that were employed in a social sciences-related occupation, their average estimated annual salary (\$81,912) was nearly twice as much as those *not* employed in a social sciences-related occupation (\$41,132).

Figure 1. Employment Outcomes of NOVA Social Sciences (A.S.) Alumni Graduates: 2007 through 2017



* The average estimated annual salary among all NOVA 2007 through 2017 graduates was \$66,652.

Alumni Occupations

The top in-field occupations of NOVA's Social Sciences, A.S. program graduates were Teachers and Instructors (3 percent), and Social and Human Service Assistants (2 percent) (Table 1).⁶

Table 1. Occupations among NOVA Social Sciences (A.S.) Graduates: 2007 through 2017

Occupations	SOC Code**	Graduates	
		#	%
Retail Salespersons*	41-2031	67	5.2
Secretaries and Admin. Assistants, Except Legal, Medical, and Executive*	43-6014	63	4.9
Customer Service Representatives*	43-4051	48	3.8
Teachers and Instructors	25-3099	34	2.7
Waiters and Waitresses*	35-3031	29	2.3
Cashiers*	41-2011	25	2.0
Social and Human Service Assistants	21-1093	25	2.0
Computer User Support Specialists	15-1151	24	1.9
Receptionists and Information Clerks*	43-4171	22	1.7
Executive Secretaries and Executive Administrative Assistants*	43-6011	21	1.6
General and Operations Managers	11-1021	21	1.6
Teacher Assistants	25-9041	21	1.6
Childcare Workers*	39-9011	20	1.6
First-Line Supervisors of Office and Administrative Support Workers*	43-1011	19	1.5
Human Resources Specialists	13-1071	19	1.5
<i>Unclassified Occupation*</i>	99-9999	111	8.7

*Occupations classified as out-of-field and not related to the social sciences program of study.

**Standard Occupational Classification (SOC) is a U.S. Bureau of Labor Statistics occupational coding standard (<https://www.bls.gov/soc/>)

Note: Occupations with percentages less than 1.5% are not included in the table.

⁴ Graduates may have earned additional degrees beyond the Social Sciences (A.S.).

⁵ The NOVA 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.

⁶ In-field occupations refer to those occupations that are related to the Social Sciences program of study.

Employers and Job Titles of Alumni

The top employers of NOVA's Social Sciences, A.S. program graduates included Northern Virginia Community College (2 percent), Fairfax County Public Schools (1 percent), and George Mason University (1 percent) (Table 2).

**Table 2. Top 20 Employers of NOVA Social Sciences (A.S.)
Graduates: 2007 through 2017**

Employers	Graduates	
	#	%
Northern Virginia Community College	23	1.8
Fairfax County Public Schools	13	1.0
George Mason University	13	1.0
United States Army	11	0.9
Prince William County Public Schools	10	0.8
Starbucks Corporation	9	0.7
Inova Health Care Services	9	0.7
Best Buy Co., Inc.	7	0.6
Target Corporation	6	0.5
Costco Wholesale Corporation	5	0.4
CGI, Inc.	5	0.4
Apple Federal Credit Union	5	0.4
United States Marine Corps	5	0.4
James Madison University	5	0.4
Wegmans Food Markets, Inc.	4	0.3
Ruby Tuesday, Inc.	4	0.3
Kindercare Learning Centers	4	0.3
Wal-Mart Stores, Inc.	4	0.3
Giant Food Stores, LLC	4	0.3
Macy's, Inc.	4	0.3

The most popular job titles among NOVA's Social Sciences, A.S. program graduates were Retail Sales Associate (4 percent), Administrative Assistant (4 percent), and Customer Service Representative (2 percent) (Table 3).

**Table 3. Top 10 Job Titles of NOVA Social Sciences (A.S.)
Graduates: 2007 through 2017**

Job Titles	Graduates	
	#	%
Retail Sales Associate	52	4.1
Administrative Assistant	46	3.6
Customer Service Representative	25	2.0
Substitute Teacher	21	1.6
Cashier	19	1.5
Office Manager	15	1.2
Server	13	1.0
Front Desk Coordinator	12	0.9
Research Assistant	11	0.9
Barista	11	0.9

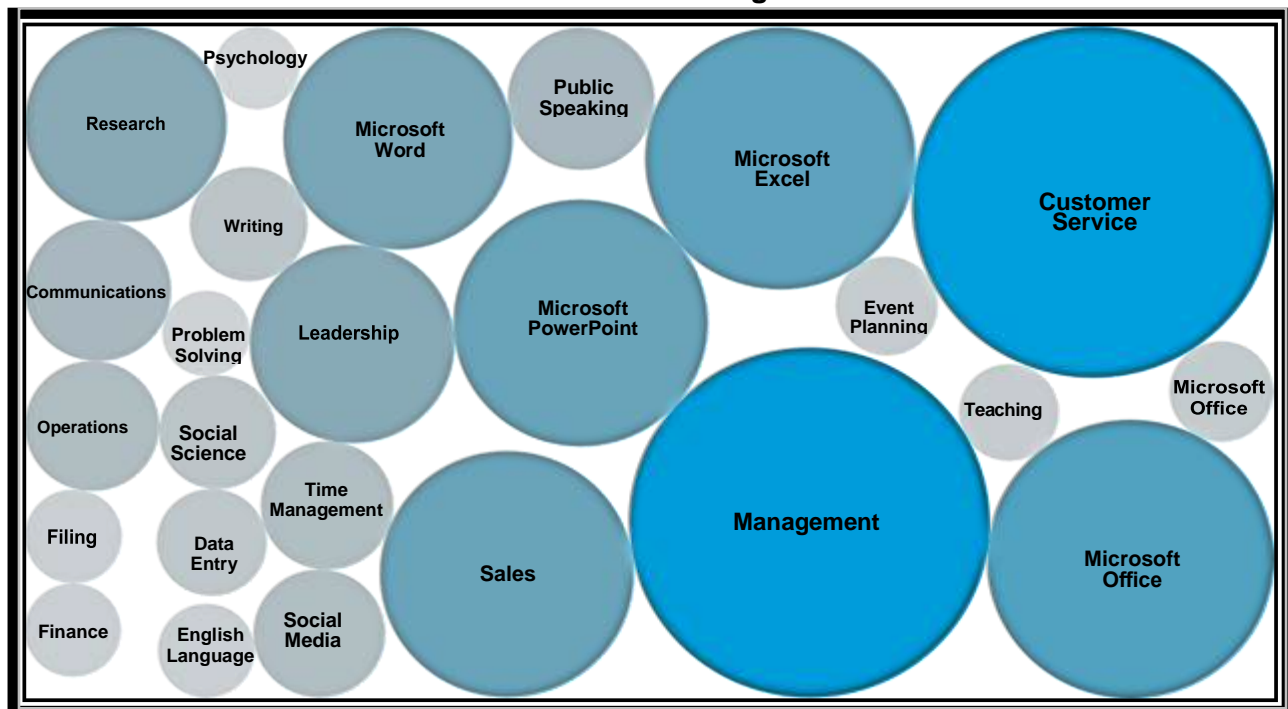
Alumni Skills

The top hard and common skills of NOVA's Social Sciences, A.S. program graduates included customer service (35 percent), management (35 percent), Microsoft Office (28 percent), and Microsoft Excel (26 percent) (Table 4 and Figure 2, below).⁷

**Table 4. Top 10 Hard and Common Skills of NOVA Social Sciences (A.S.)
Graduates: 2007 through 2017**

Hard and Common Skills	Graduates	
	#	%
Customer Service	454	35.4
Management	452	35.3
Microsoft Office	353	27.6
Microsoft Excel	330	25.8
Microsoft PowerPoint	309	24.1
Sales	308	24.0
Microsoft Word	275	21.5
Leadership	242	18.9
Research	238	18.6
Public Speaking	164	12.8

**Figure 2. Hard and Common Skills of NOVA Social Sciences (A.S.)
Graduates: 2007 through 2017**



⁷ Hard skills are defined as technical or specialized skills often acquired through formal education, while common skills refer to soft and transferable skills broadly utilized in various professions.

Alumni Locations

The top locations where NOVA's Social Sciences, A.S. program graduates resided included Washington, D.C. (17 percent), Woodbridge, VA (10 percent), Alexandria, VA (7 percent), Manassas, VA (5 percent), and Fairfax, VA (4 percent). Overall, seventy-two percent resided in the state of Virginia (Table 5 and Figure 3, below).

**Table 5. Top 20 Locations of NOVA Social Sciences (A.S.)
Graduates: 2007 through 2017**

Locations	Graduates	
	#	%
Washington, DC	211	16.5
Woodbridge, VA	133	10.4
Alexandria, VA	94	7.3
Manassas, VA	63	4.9
Fairfax, VA	57	4.4
Springfield, VA	40	3.1
Richmond, VA	37	2.9
Arlington, VA	37	2.9
Centreville, VA	34	2.7
Leesburg, VA	30	2.3
Reston, VA	28	2.2
Sterling, VA	27	2.1
Herndon, VA	25	2.0
Ashburn, VA	25	2.0
Stafford, VA	22	1.7
Dumfries, VA	21	1.6
Annandale, VA	21	1.6
Falls Church, VA	20	1.6
Chantilly, VA	15	1.2
Vienna, VA	14	1.1

**Figure 3. Locations of NOVA Social Sciences (A.S.)
Graduates: 2007 through 2017 Graduates**



Section II. Regional Employment Opportunities for NOVA Graduates

This section presents regional employment opportunities data and provides job postings for target occupations within the NOVA region for Social Sciences (A.S. and B.S.) graduates.⁸

Target Occupations

In 2018, regionally, there were about 26,000 jobs and 2,200 job openings in target occupations for Social Sciences (A.S. and B.S.) graduates.⁹ Among these target occupations, median hourly earnings were \$56.56—63 percent higher than the \$34.67 national median hourly earnings for these target occupations. The projected job growth among these target occupations is 2 percent from 2018 to 2023—5 percentage points fewer than the projected national growth for target occupations (7 percent). Annual job openings for target occupations for Social Sciences (A.S. and B.S.) graduates were greatest for Managers (1,279 openings) and Postsecondary Teachers (396 openings) (Table 6).

Table 6. NOVA Region Job Openings, Earnings, and Growth of Target Occupations: 2018

Target Occupations	# of Jobs	# of Job Openings	Median Hourly Earnings	% Job Growth (2018 – 2023)	Location Quotient*
Managers	17,195	1,279	\$66.38	1.9%	2.7
Postsecondary Teachers	4,494	396	\$36.26	4.9%	1.0
Social Scientists and Related Workers	2,253	209	\$52.67	-0.7%	9.2
Social Science Research Assistants	1,598	181	\$26.82	-5.7%	5.7
Statisticians	674	67	\$49.14	11.0%	3.0
Survey Researchers	155	17	\$30.73	8.4%	1.9
Sociologists	28	3	\$38.60	3.6%	1.3

*Location Quotient = the ratio of an occupation's share of employment in a given area to that occupation's share of employment in the U.S. as a whole. For example, an occupation that makes up 10 percent of employment in a specific metropolitan area compared with 2 percent of U.S. employment would have a location quotient of 5 for the area (signifying the occupation is roughly 5 times more concentrated regionally than nationally).

From January 2018 through December 2018, there was an average of about 2,200 Social Sciences graduates hired monthly for target occupations in the NOVA region.¹⁰ Target occupations with the top average monthly job hires were Managers (950 hires), and Postsecondary Teachers (943 hires) (Table 7, below, and Figure 4, next page).

Table 7. NOVA Region Top Job Hires in Target Occupations: 2018

Target Occupations	Average Monthly Hires*
Managers	950
Postsecondary Teachers	943
Social Scientists and Related Workers	137
Social Science Research Assistants	113
Statisticians	59
Survey Researchers	19
Sociologists	0

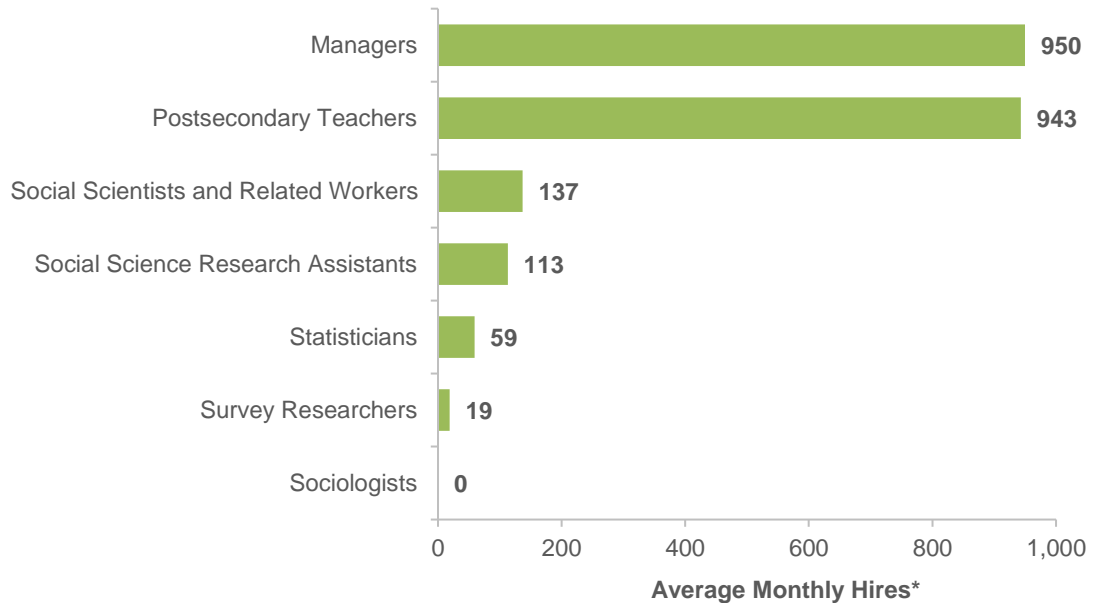
*Average monthly hires include Social Sciences graduates with an A.S., B.S., or post-baccalaureate degree.

⁸ The NOVA 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.

⁹ The Social Sciences A.S. and B.S. were the minimum degree qualifications in these job postings.

¹⁰ Includes Social Sciences graduates with an A.S., B.S., or post-baccalaureate degree

Figure 4. NOVA Region Top Job Hires in Target Occupations: 2018



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

Job Posting Sources

From January 2018 through December 2018, the top job postings website sources for target occupations for Social Sciences (A.S. and B.S.) graduates in the NOVA region were Nexxt.com (4,884 postings), My.jobs (3,264 postings), Geebo.com (2,715 postings), and Employmentcrossing.com (2,123 postings) (Table 8).

Table 8. Top 20 Job Posting Sources for Target Occupations in NOVA Region: 2018

Website	# of Target Job Postings on Website
Nexxt.com	4,884
My.jobs	3,264
Geebo.com	2,715
Employmentcrossing.com	2,123
Virginiajobnetwork.com	1,741
Bluecollarcrossing.com	1,607
Clearancejobs.com	1,121
Antheminc.com	1,084
Jobs.net	1,043
Jobing.com	1,002
Careerbuilder.com	996
Monster.com	964
Beyond.com	924
Disabledperson.com	893
Washingtonpost.com	859
Americasjobexchange.com	735
Jofdav.com	664
Jobserve.com	597
Glassdoor.com	579
Careerboard.com	566

Job Postings in NOVA Region

Companies in the NOVA region with the most job postings from January 2018 through December 2018 for Social Sciences (A.S. and B.S.) graduates included Anthem (1,167 postings), VIPKID (440 postings), and Leidos Holdings (294 postings) (Table 9 and Figure 5, below).

Table 9. Top 20 Companies Posting Jobs in the NOVA Region: 2018

Company Name	# of Unique Job Postings	Median Duration of Job Posting (# of days)
Anthem, Inc.	1,167	20
VIPKID	440	33
Leidos Holdings, Inc.	294	35
Northern Virginia Community College	219	93
Oracle Corporation	209	61
Booz Allen Hamilton Holding Corporation	205	39
George Mason University	191	68
Deloitte, LLP	160	56
General Dynamics Corporation	140	44
George Fox University	135	53
Science Applications International Corporation	123	47
EF English First	121	7
Mantech International Corporation	120	56
Georgetown University	117	53
Caci International, Inc.	105	65
PAE Government Services, Inc.	104	33
Capital One Financial Corporation	102	52
BAE Systems, PLC	93	41
Credence Management Solutions	88	3
Engility Holdings, Inc.	83	43

Figure 5. Top 20 Companies Posting Jobs in the NOVA Region: 2018



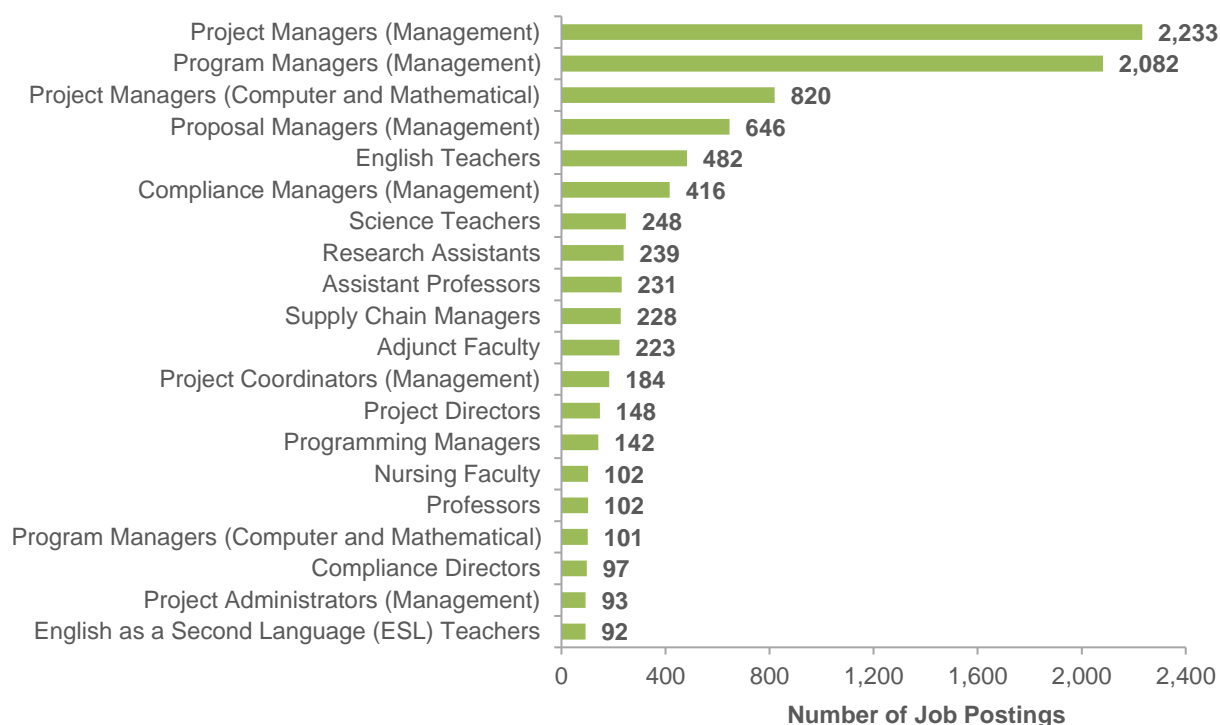
Job Titles in NOVA Region

From January 2018 through December 2018, the most frequently posted job titles for Social Sciences (A.S. and B.S.) graduates in the NOVA region were for Project Managers (2,233 postings) and Program Managers (2,082 postings) (Table 10 and Figure 6, below).

Table 10. Top 20 Posted Job Titles in the NOVA Region: 2018

Job Title	# of Unique Job Postings	Median Duration of Job Posting (# of days)
Project Managers (Management)	2,233	35
Program Managers (Management)	2,082	38
Project Managers (Computer and Mathematical)	820	36
Proposal Managers (Management)	646	44
English Teachers	482	23
Compliance Managers (Management)	416	25
Science Teachers	248	33
Research Assistants	239	34
Assistant Professors	231	58
Supply Chain Managers	228	53
Adjunct Faculty	223	87
Project Coordinators (Management)	184	32
Project Directors	148	32
Programming Managers	142	32
Nursing Faculty	102	35
Professors	102	60
Program Managers (Computer and Mathematical)	101	28
Compliance Directors	97	19
Project Administrators (Management)	93	42
English as a Second Language (ESL) Teachers	92	32

Figure 6. Top 20 Posted Job Titles in the NOVA Region: 2018



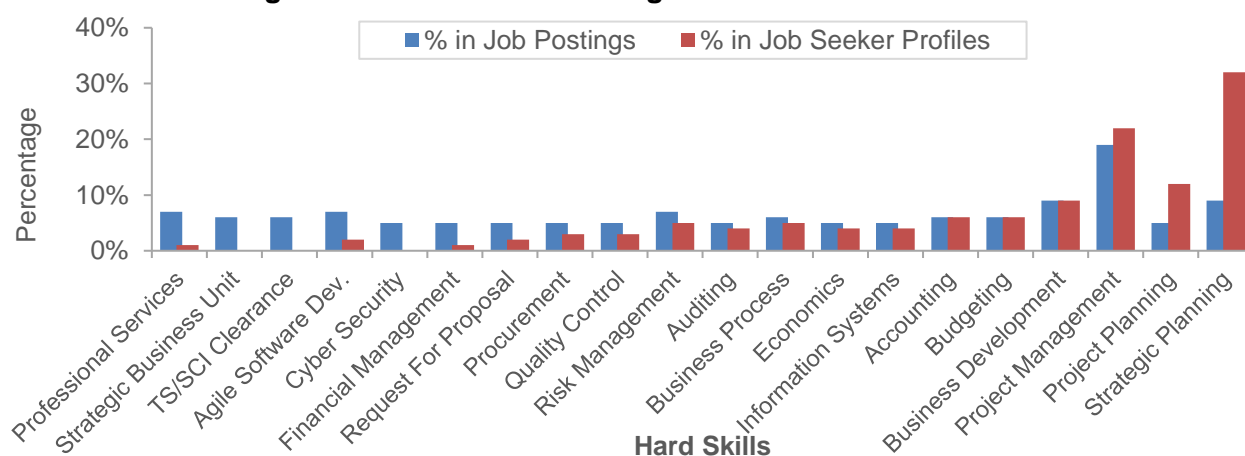
Desired Hard Skills

Table 11 and Figure 7 (below) show disproportions between the top *hard* skills that NOVA region employers sought among their job applicants and the hard skills that Social Sciences (A.S. and B.S.) graduates mentioned in their job-seeker profiles from January 2018 through December 2018.¹¹ Professional services, Strategic Business Unit, and Agile Software Development were among the most desired hard skills in job postings that were disproportionately mentioned 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 11. Top 20 Desired Hard Skills for Social Sciences Graduates: 2018

Hard Skills	% of Job Postings Mentioning Skill	% of Job Seeker Profiles Mentioning Skill	Difference in Percentage
Professional Services	7	1	-6
Strategic Business Unit	6	0	-6
Top Secret-Sensitive Compartmented Info. (TS/SCI Clearance)	6	0	-6
Agile Software Development	7	2	-5
Cyber Security	5	0	-5
Financial Management	5	1	-4
Request For Proposal	5	2	-3
Procurement	5	3	-2
Quality Control	5	3	-2
Risk Management	7	5	-2
Auditing	5	4	-1
Business Process	6	5	-1
Economics	5	4	-1
Information Systems	5	4	-1
Accounting	6	6	0
Budgeting	6	6	0
Business Development	9	9	0
Project Management	19	22	3
Project Planning	5	12	7
Strategic Planning	9	32	23

Figure 7. Top 20 Desired Hard Skills for Social Sciences Graduates: Percentage Mentioned in Job Postings and Job Seeker Profiles in 2018



¹¹ Hard skills are defined as technical or specialized skills often acquired through formal education.

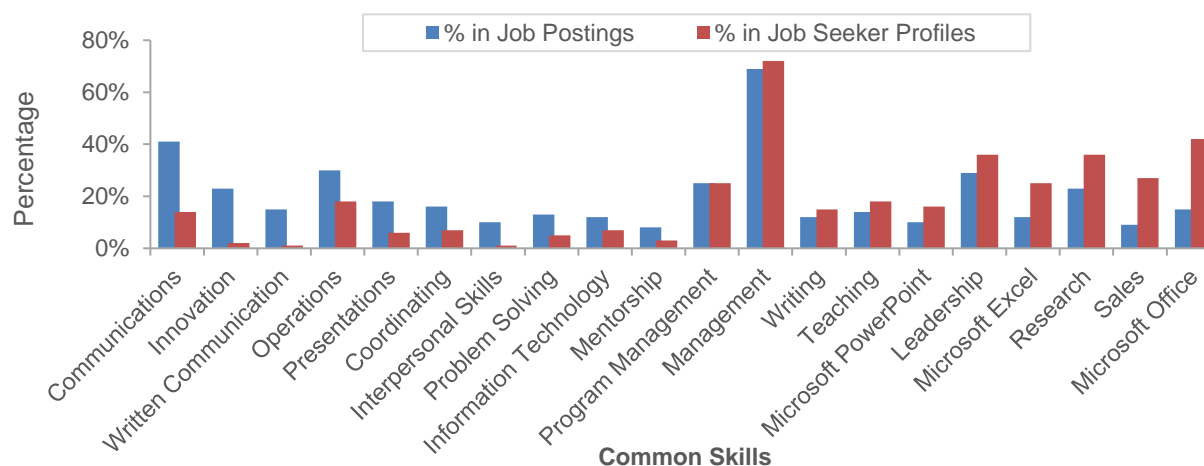
Desired Common Skills

Table 12 and Figure 8 (below) show disproportions between the top *common* skills that NOVA region employers sought among their job applicants and the common skills that Social Sciences (A.S. and B.S.) graduates mentioned in their job-seeker profiles from January 2018 through December 2018.¹² Communications, innovation, and written communication were among the most desired common skills in job postings that were disproportionately mentioned 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 12. Top 20 Desired Common Skills for Social Sciences Graduates: 2018

Common Skills	% of Job Postings Mentioning Skill	% of Job Seeker Profiles Mentioning Skill	Difference in Percentage
Communications	41	14	-27
Innovation	23	2	-21
Written Communication	15	1	-14
Operations	30	18	-12
Presentations	18	6	-12
Coordinating	16	7	-9
Interpersonal Skills	10	1	-9
Problem Solving	13	5	-8
Information Technology	12	7	-5
Mentorship	8	3	-5
Program Management	25	25	0
Management	69	72	3
Writing	12	15	3
Teaching	14	18	4
Microsoft PowerPoint	10	16	6
Leadership	29	36	7
Microsoft Excel	12	25	13
Research	23	36	13
Sales	9	27	18
Microsoft Office	15	42	27

Figure 8. Top 20 Desired Common Skills for Social Sciences Graduates: Percentage Mentioned in Job Postings and Job Seeker Profiles in 2018



¹² Common skills refer to soft and transferable skills broadly utilized in various professions.

Desired Qualifications

The top desired qualifications for Social Sciences (A.S. and B.S.) graduates in NOVA region job postings from January 2018 through December 2018 included Project Management Professional Certification (1,935 postings) (Table 13 and Figure 9, below).

Table 13. Top 20 Desired Qualifications Posted for Social Sciences Graduates: 2018

Job Qualifications	# of Job Postings
Project Management Professional Certification	1,935
Master of Business Administration (MBA)	305
PMI Certified	256
Association Of Proposal Management Professionals (APMP) Certification	216
ITIL Certifications	153
Certified Information Systems Security Professional	149
Program Management Professional	108
Professional Wetland Scientist	104
Certificate In English Language Teaching To Adults (CELTA)	93
Professional Engineer	93
ITIL Foundation Certification	84
Certified Public Accountant	75
Certified Internal Auditor	71
Bachelor of Science in Nursing (BSN)	67
Certified Benefits Professional	60
Certified Fraud Examiner	59
Certified Information Security Manager	50
LEED Accredited Professional (AP)	43
CompTIA Security+	41
PMI Agile Certified Practitioner	39

Figure 9. Top 20 Desired Qualifications Posted for Social Sciences Graduates: 2018

