Strengthening Short-Term Credential Pathways

CAPSEE Conference, September 18, 2014
Bob Templin
Northern Virginia Community College
Largest public institution of higher education in Virginia & Metro Washington DC

One of 23-college Virginia Community College System
78,000 Students on Six Campuses

• Alexandria
• Annandale
• Loudoun
• Manassas
• Springfield
• Woodbridge
NOVA is one of the top community colleges awarding Associate degrees & certificates

NOVA leads the nation among 2-year colleges awarding IT credentials
Market Realities 2014-2020

There are not enough students graduating from the region’s colleges and universities to meet demand from Northern Virginia’s employers.

There will be a growing shortage of high-skill, tech-savvy frontline workers across most STEM disciplines that will become a critical choke point in the growth of many businesses.
NOVA Certificates

- Signify completion of a body of knowledge and skill that leads directly to employment, and/or
- Are “stackable” credentials that can be applied toward completion of an Associate Degree
NOVA Certificates:
Automotive Technology

- Emission Specialist
- Maintenance & Light Repair
- Collision Repair
- Diesel Mechanics Technology
NOVA Certificates: Automotive Technology

- Gain immediate employment
- Qualify for a promotion
- Work toward completion of an AAS in Automotive Technology

- Median salary 18 months after completion: $39,788
NOVA Certificates: Emergency Medical Services

- Emergency Medical Technician – Basic
- Emergency Medical Technician – Intermediate
- Paramedic Emergency Medical Technician
NOVA Certificates: Emergency Medical Services

- Become a volunteer
- Qualify for a promotion
- Enter a career field (nursing or allied health)
- Switch careers
- Work toward completion of an AAS in Emergency Services
NOVA Certificates: Geospatial Systems (GIS)

• Most students have already earned a baccalaureate or Master’s degree
• Most are currently employed and wish to “up skill” their competence by learning to apply spatial analysis in their present jobs
• Some are career switchers
NOVA Certificates:
IT Technical Support / Network Administration

- Intensive one-year program provides students ages 18-24 with paid, hands-on skill development in IT occupations
- First six months students attend classes at Year Up/NOVA
- Second six months students gain work experience in internships at leading IT companies
- 84% of graduates employed or in college full time within 4 months after graduation
- $30,000/year average starting salary
NOVA Certificates:
IT Technical Support / Network Administration

- Employment secured prior to earning certificate
- Labor market outcomes are related to close relationship between Year Up program and employers, rather than certification
468 different credentials are awarded to Virginia community college students by third-parties, in addition to degrees and certificates awarded by colleges.
Looking Beyond Certificates to Credentials

• Virginia community colleges set goal to triple the number of credentials awarded by 2021

• Tracking evidence of credential attainment and labor market outcomes for all students
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