



CAREER OUTCOMES OF **LOUISIANA** GRADUATES

Profiles of Alumni from Louisiana's
Private Non-profit Colleges & Universities

About



The Louisiana Association of Independent Colleges & Universities (LAICU), as a public policy association, represents the 10 regionally accredited nonprofit private four-year colleges in Louisiana, in both state and federal public policy arenas, as well as with the Louisiana State Board of Regents, its member systems of public postsecondary education, the K-12 State Department of Education, and the State Board of Elementary and Secondary Education.

LAICU

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Emsi is a leading provider of labor market data to professionals in higher education, economic development, workforce development, talent acquisition, and site selection. Emsi data are used to solve a variety of problems: align programs with regional needs, equip students with career visions, understand regional economic and workforce activity, and find and hire the right talent. Emsi serves clients across the U.S., UK, and Canada.

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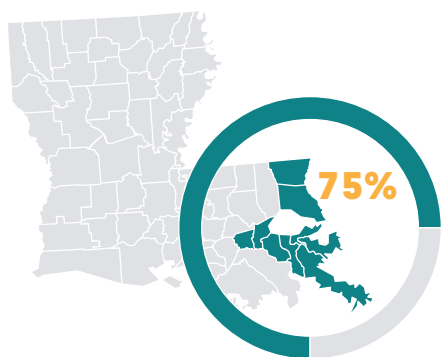
Acknowledgements

EMSI GRATEFULLY ACKNOWLEDGES the excellent support of the staff at LAICU for making this study possible. Special thanks go to Dr. Kenya Messer, President & CEO, who approved the study. EMSI also recognizes the leadership and contributions of the 10 member institutions of LAICU.

The opinions and recommendations expressed in this report are those of Emsi.

Key Takeaways

Emsi's Profile Analytics database has more than 45,000 people associated with a LAICU member institution residing in Louisiana.



WITHIN THE STATE, the largest portion of LAICU profiles is found in **Greater New Orleans**, accounting for **75%** of all LAICU profiles.



LAICU PROFILES show many people are currently employed in **business and law**, indicating a need for continued partnerships with Louisiana's **business community**. Many LAICU alumni are also employed in **healthcare**.



MANY LAICU profiles tout **management and leadership skills**, demonstrating the importance of LAICU member institutions in shaping students' successful career outcomes.

Introduction

THE LOUISIANA ASSOCIATION OF INDEPENDENT COLLEGES & UNIVERSITIES (LAICU) is a non-profit 501(c)(6) organization representing private higher education in Louisiana. LAICU's major functions include advocacy, research, and information, and coordination of collaborative activities of the state's nonprofit, private colleges and universities. LAICU, as the public policy association, represents the 10 regionally accredited non-profit private four-year colleges in Louisiana in both state and federal public policy arenas, as well as with the Louisiana State Board of Regents, its member systems of public postsecondary education, the K-12 State Department of Education, and the State Board of Elementary and Secondary Education.



LAICU's 10 member institutions

- Centenary College of Louisiana (Centenary)
- Dillard University (Dillard)
- Franciscan Missionaries of Our Lady University (FranU)
- Louisiana College (LC)
- Loyola University New Orleans (Loyola)
- New Orleans Baptist Theological Seminary (NOBTS)
- Saint Joseph Seminary College (Seminary College)
- Tulane University (Tulane)
- University of Holy Cross (UHC)
- Xavier University of Louisiana (XULA)





In light of LAICU's purpose, an up-to-date understanding of where LAICU alumni are currently employed is vital to the planning efforts of the organization as it does its work. Furthermore, LAICU member institutions can use alumni data for various purposes, including targeted recruiting, alumni outreach, and partnership development. To gain better insight into its alumni, LAICU partnered with Emsi, a labor market analytics firm serving higher education, economic and workforce development, talent acquisition, and site selection.

In this report, Emsi uses its Profiles Analytics database to search for LAICU profiles in Louisiana and four regions in the state, to identify the career pathways of LAICU alumni, and to measure the economic impact of LAICU alumni statewide. In the geographic search, Emsi shows the companies and occupations in which LAICU profiles are currently employed and their current place of residence. Skills data is also presented. State and regional data show the portion of LAICU profiles currently residing in-state. All data are collected from profiles updated prior to the COVID-19 economic disruption.

*LAICU member institutions can use alumni data for various purposes, including **targeted recruiting, alumni outreach, and partnership development across higher education and with business and industry.***

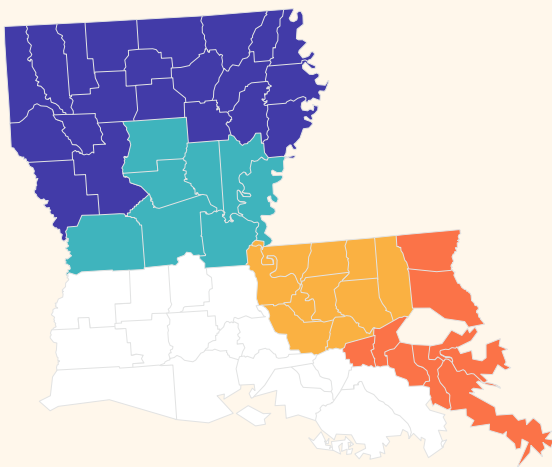
LAICU State & Regional Profiles

Emsi Profile Analytics

THE EMSI PROFILE ANALYTICS DATABASE contains more than 100 million profiles of distinct individuals in the U.S. workforce. Each profile contains information unique to each individual, such as:

- Job title
- Company
- Skills
- Education

The following tables and figures summarize the geographic search results for people listing at least one of the LAICU member institutions in their profiles, gathered before the COVID-19 economic disruption and updated since 2010. Profiles data are shown for the state of Louisiana and four major regions, comprised of groups of parishes and identified in Appendix 2. The regions are: Capital, Central Louisiana, Greater New Orleans, and North Louisiana. Statewide Career Pathways are also shown, the details of which are presented in Appendix 4.



LAICU profile data are presented statewide and regionally.

The four regions are

- Capital Region
- Central Louisiana
- Greater New Orleans
- North Louisiana

Source: Regions provided by LAICU.



Description of the Data

Company

Emsi maintains a third-party database of nearly 10 million companies and assigns a freeform company name from a profile to one of these entities. Currently, only company headquarters are tracked, not local branches or establishments.

Industry

The North American Industry Classification System (NAICS) organizes North American business establishments to better collect, analyze, and publish statistical data related to the business economy. NAICS is intended to classify an establishment's activity regardless of its ownership (public or private sector) or legal form of organization (proprietorship, partnership, corporation, for-profit, nonprofit, etc.).

Location

City, parish, and state information are usually present in a profile and are easily retrieved during the collection process. This location represents the current place of residence and may not represent the location of the profile's current place of work.

Emsi also maps profiles to metropolitan statistical areas (MSAs) using a mapping that links MSAs to the city-state combinations. A similar process is used to map city-states to parishes. Most U.S. cities are geographically located in only one county or parish, but some span several counties or parishes. When a posting is found in one of these cities, a weighted dice roll is used to determine which county or parish to assign the vacancy to. The counties and parishes are weighted based the population within each county or parish. A two-parish city in which one county has two times the people of the other will generally have twice the profiles assigned to it.

Occupation

The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. All workers are classified into one of about 775 detailed occupations according to their occupational definition. To facilitate classification, detailed occupations are combined to form about 450 broad occupations, about 95 minor groups, and 23 major groups. Detailed occupations in the SOC with similar job duties, and in some cases skills, education, and/or training, are grouped together.

Emsi follows OES's SOC structure, since OES is our primary source of occupation data. As of Spring 2020, OES is using their own hybrid SOC 2019 classification in preparation for switching fully to SOC 2018 in Spring 2022. Emsi generally uses the flavor of SOC particular to the Bureau of Labor Statistic (BLS) OES dataset. Listed below are some common areas where OES and Emsi differ from the standard SOC classification.

- Emsi does not use SOC codes for military occupations due to lack of good data. Emsi uses one aggregate code, 55-9999, for all 20 military occupations in standard SOC codes.
- Emsi uses a single aggregate code (25-1099) for all postsecondary teachers instead of the 38 detailed codes in standard SOC. This is due to lack of solid data.
- Following OES, Emsi adds the code 25-3098 (Substitute Teachers).



Profile Analytics

Emsi Profile Analytics is a dataset containing profiles of individual people in the U.S. workforce. Each profile contains information unique to each individual, such as job title, company, skills, and education information. Emsi's profile database currently contains profiles for more than 100 million distinct individuals. Emsi profiles data are gathered from publicly available information on the web, third-party resume databases and job boards, the recruiting industry, opt-in data from employers and applicant tracking systems, sales and marketing CRM databases, and various consumer/identity databases. Machine learning algorithms are used to deduplicate profiles and enrich the raw data contained in each profile: job titles and company names are standardized, skills are extracted, and education information is standardized.

Skills

Emsi maintains a set of over 20,000 recognized skills and a context-aware extraction tool that identifies these skills in profile text. In this report, the top skills in state and regional profiles are presented as individual skills and skill competencies. The percentage in which the skill occurs is an indication of the prevalence or supply of that skill in the region. Common skills are necessary in many industries and occupations, whereas hard skills are specific, learnable, measurable, and often industry-specific or occupation-specific abilities related to a position.

Skill competencies are organized by categorizing 100 of the most in-demand common skills into 10 major themes and based on hundreds of millions of Emsi job postings.

THE 10 SKILL COMPETENCIES ARE:

- **Leadership:** directing efforts and delivering results
- **Character:** personal and professional conduct
- **Collaboration:** teamwork and connection
- **Communication:** information exchange & management
- **Creativity:** new ideas and novel solutions
- **Critical Thinking:** informed ideas and effective solutions
- **Metacognition:** self-understanding & personal management
- **Mindfulness:** interpersonal and self-awareness
- **Growth Mindset:** improvement and aspiration
- **Fortitude:** constitution and inspiration

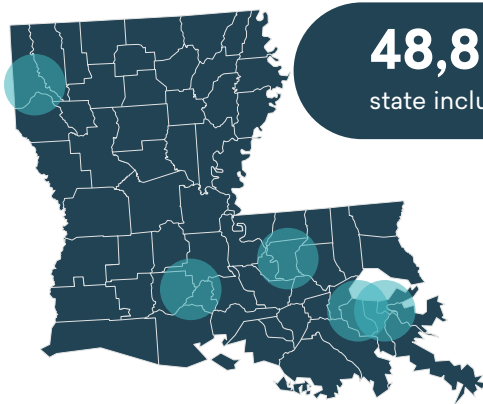


The State of Louisiana



LAICU CAREER PATHWAYS

Emsi Profile Analytics highlights the profiles data of individuals who attend or attended a LAICU member institution and are currently living in the state of Louisiana. The database is built from individual profiles of over 100 million workers in the U.S. Typical fields are city of residence, job history, education history, and skills. Profiles data can provide unprecedented levels of detail for labor market analytics, especially with regard to worker skill-sets, career pathways, school-level alumni outcomes, and more.



48,860 professional profiles in the state include a LAICU member institution

\$630.2 M net annual LAICU alumni impact in the state

Top Cities	Top Companies	Top Occupations
New Orleans 66%	The Times Picayune Publishing Corp	Chief Executives
Baton Rouge 8%	Ochsner Health System	Lawyers
Metairie 4%	State of Louisiana	General & Operations Managers
Shreveport 3%	Entergy Corporation	Registered Nurses
Lafayette 2%	City of New Orleans	Financial Managers

LAICU alumni in Louisiana are most represented in these **5 industries**



Legal Services



Newspaper, Periodical, Book, and Directory Publishers



Management, Scientific, and Technical Consulting Services



Elementary and Secondary Schools



Colleges, Universities, and Professional Schools

LAICU alumni have **hard skills** like

- Accounting
- Data Analysis
- Event Management
- Fundraising
- Legal Writing
- Program Development
- Public Relations
- Marketing Strategies
- Strategic Planning

53%

of LAICU alumni include **Leadership** skills on their professional profiles and resumes



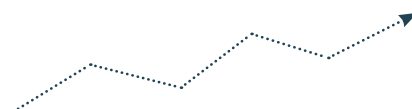


Lawyers & CEOs

most represented occupations of Tulane and Loyola alumni working in Louisiana

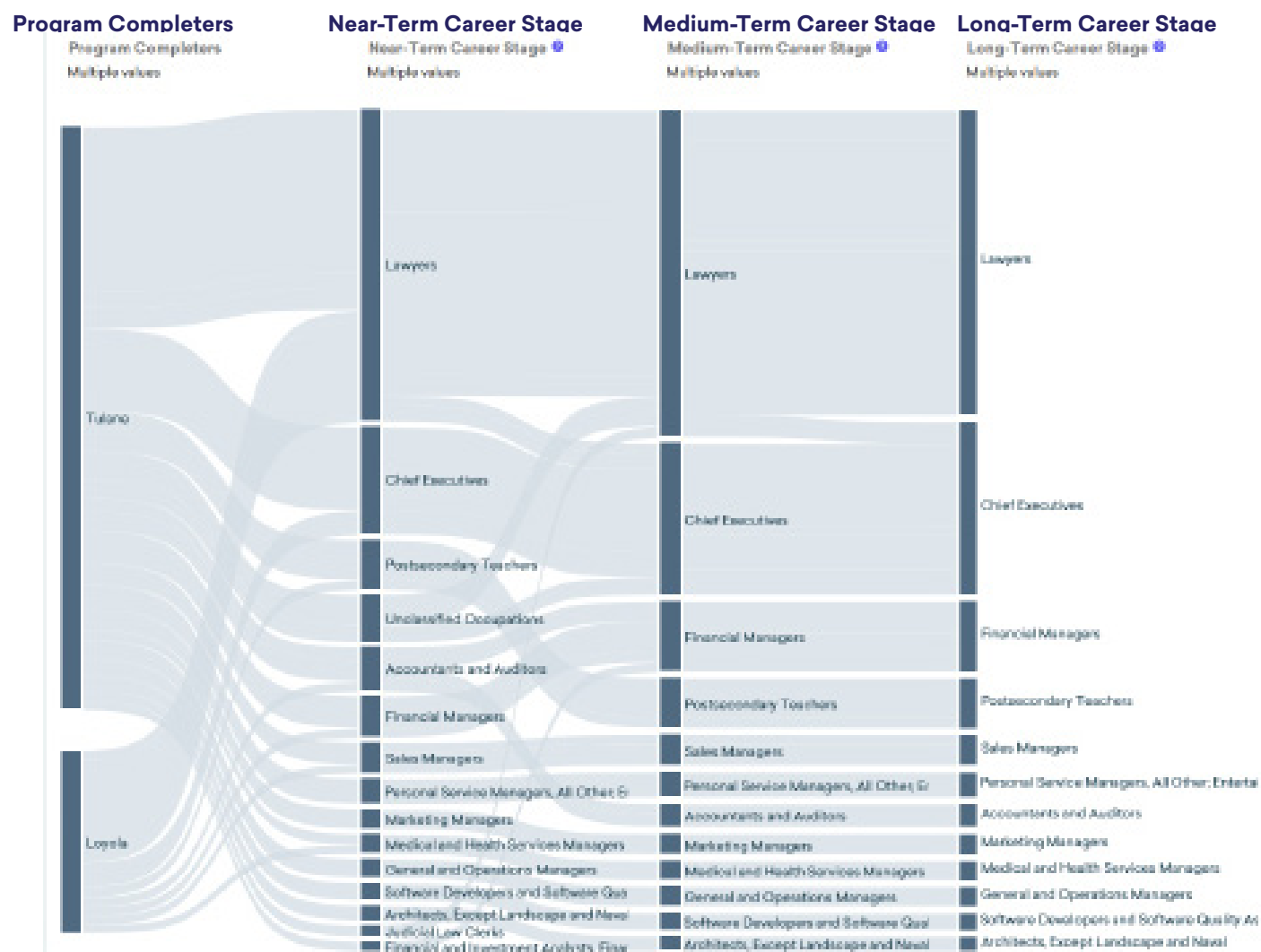
WITHIN 3 YEARS of graduating from Tulane or Loyola, many alumni are working as lawyers, chief executives, accountants & auditors, and postsecondary teachers in the state.

OCCUPATIONS LIKE financial managers and marketing managers gain rank 4–7 years after graduation.



IN LOUISIANA, about 1,350 LAICU alumni are employed as lawyers 8-12 years after graduating from a LAICU college or university, and about 1,000 LAICU alumni are also employed as chief executives.

LAICU Alumni Career Pathways



Source: Emsi Profile Analytics, LAICU Report, Feb 2021.
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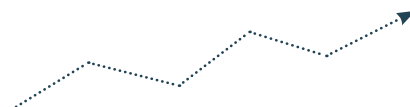


Reg. Nurses, Clergy & Pharmacists

most represented occupations of other seven schools alumni working in Louisiana

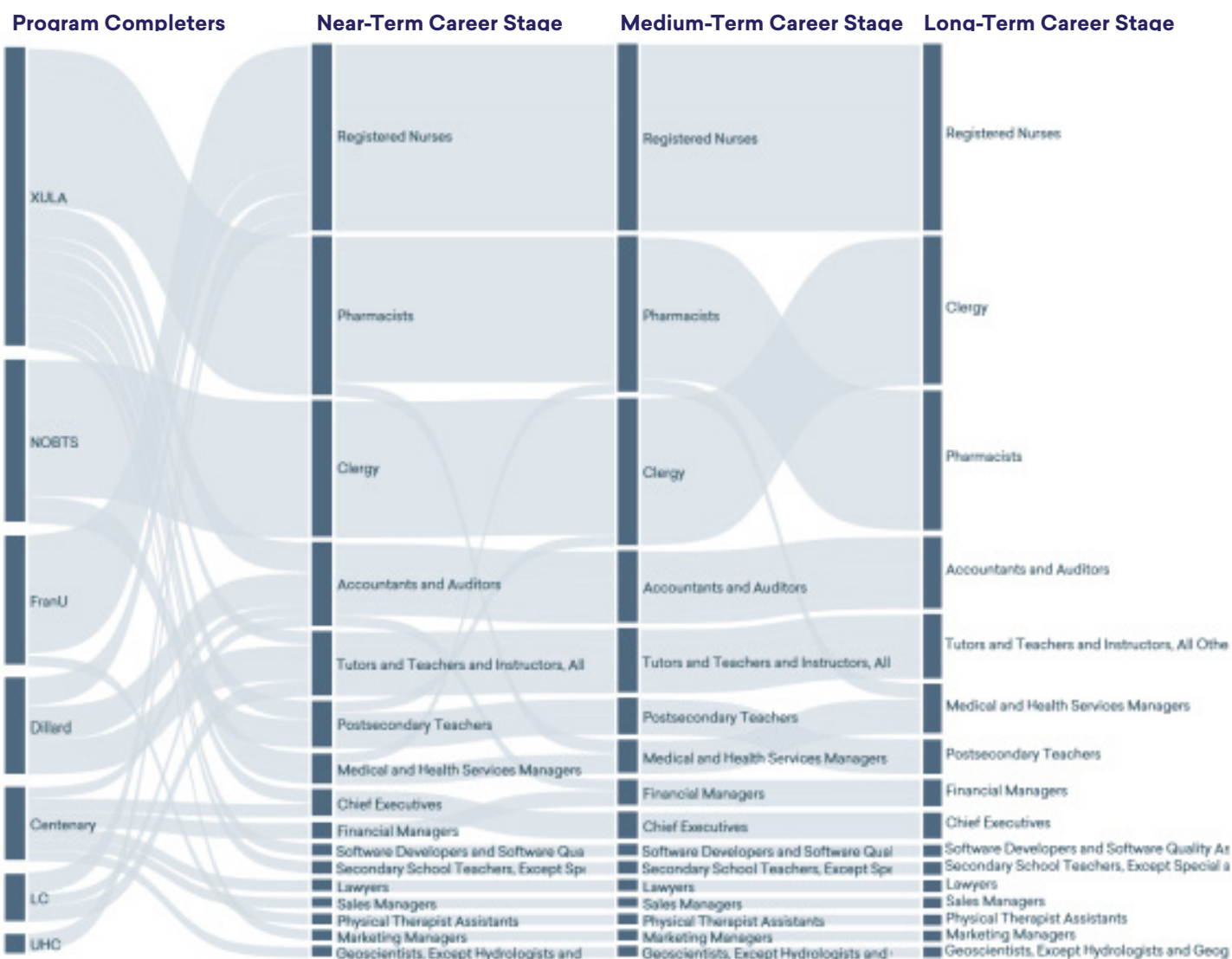
WITHIN 3 YEARS of graduating from a LAICU college or university, many LAICU alumni are working as registered nurses, clergy, and pharmacists in the state.

OCCUPATIONS LIKE financial managers gain rank 4–7 years after graduation.



IN LOUISIANA, about 187 LAICU alumni are employed as registered nurses 8–12 years after graduating from a LAICU college or university, and about 110 LAICU alumni are also employed as clergy.

LAICU Alumni Career Pathways

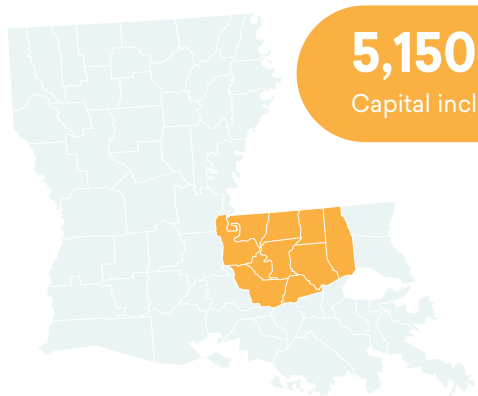


Source: Emsi Profile Analytics, LAICU Report, Feb 2021.
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LAICU CAREER PROFILES

Emsi Profile Analytics highlights the profiles data of individuals who attend or attended a LAICU member institution and are currently living in the Capital. The database is built from individual profiles of over 100 million workers in the U.S. Typical fields are city of residence, job history, education history, and skills. Profiles data can provide unprecedented levels of detail for labor market analytics, especially with regard to worker skill-sets, career paths, company-level human capital, school-level alumni outcomes, and more.



5,150 professional profiles in the Capital include a LAICU member institution

11% LAICU alumni living in the Capital out of 48,860 total in-state LAICU alumni

Top Cities		Top Companies	Top Occupations
Baton Rouge	78%	Our Lady of the Lake Hospital	Registered Nurses
Denham Springs	3%	State of Louisiana	Chief Executives
Prairieville	3%	Baton Rouge General	Lawyers
Hammond	3%	Women's Hospital	Medical & Health Services Mgrs.
Gonzales	3%	Ochsner Health System	General & Operations Managers

LAICU alumni in the Capital are most represented in these **5 industries**



General Medical and Surgical Hospitals



Legal Services



Management, Scientific, and Technical Consulting Services



Colleges, Universities, and Professional Schools



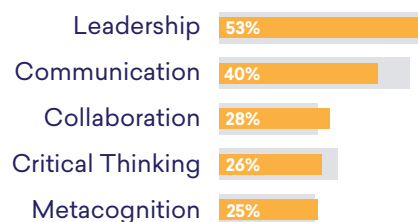
Offices of Physicians

LAICU alumni have **hard skills** like

- Business Development
- Clinical Research
- Event Planning
- Fundraising
- Health Informatics
- Legal Research
- Project Management
- Public Relations
- Strategic Planning

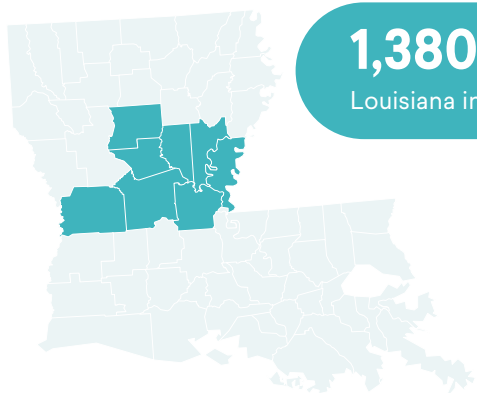


Alumni in: ■ Louisiana ■ the Capital



LAICU CAREER PROFILES

Emsi Profile Analytics highlights the profiles data of individuals who attend or attended a LAICU member institution and are currently living in Central Louisiana. The database is built from individual profiles of over 100 million workers in the U.S. Typical fields are city of residence, job history, education history, and skills. Profiles data can provide unprecedented levels of detail for labor market analytics, especially with regard to worker skill-sets, career paths, company-level human capital, school-level alumni outcomes, and more.



1,380 professional profiles in Central Louisiana include a LAICU member institution

3% LAICU alumni living in Central Louisiana out of 48,860 total in-state LAICU alumni

Top Cities		Top Companies	Top Occupations
Alexandria	62%	Rapides Parish School District	Chief Executives
Pineville	20%	Cleco Corporation	Registered Nurses
Marksville	2%	Christus Health	General & Operations Managers
Leesville	2%	Red River Bank	Clergy
Deville	2%	Department of Veterans Affairs	Lawyers

LAICU alumni in Central are most represented in these **5 industries**



Elementary & Secondary Schools



Colleges, Universities, & Professional Schools



Religious Organizations



Legal Services



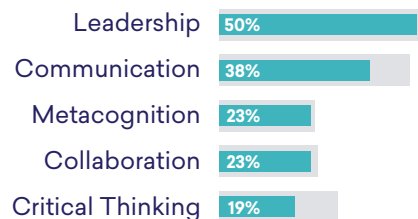
General Medical & Surgical Hospitals

LAICU alumni have **hard skills** like

- Auditing
- Event Planning
- Fundraising
- Health Administration
- Marketing Strategies
- New Business Development
- Public Relations
- Sales Management
- Strategic Planning

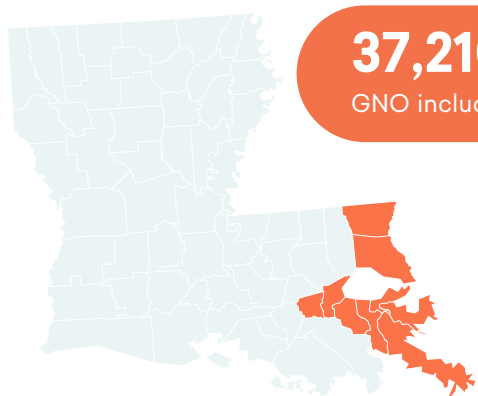


Alumni in: ■ Louisiana ■ Central



LAICU CAREER PROFILES

Emsi Profile Analytics highlights the profiles data of individuals who attend or attended a LAICU member institution and are currently living in Greater New Orleans. The database is built from individual profiles of over 100 million workers in the U.S. Typical fields are city of residence, job history, education history, and skills. Profiles data can provide unprecedented levels of detail for labor market analytics, especially with regard to worker skill-sets, career paths, company-level human capital, school-level alumni outcomes, and more.




37,210 professional profiles in GNO include a LAICU member institution

76% LAICU alumni living in GNO out of 48,860 total in-state LAICU alumni

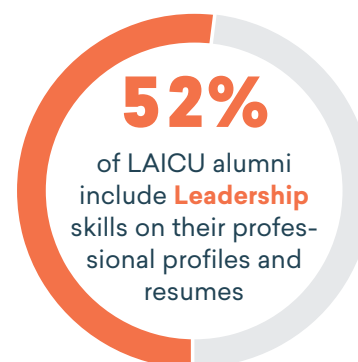
Top Cities	Top Companies	Top Occupations
New Orleans 86%	The Times Picayune Publishing Corp.	Chief Executives
Metairie 5%	Ochsner Health System	Lawyers
Mandeville 1%	City of New Orleans	General & Operations Managers
Covington 1%	Entergy Corporation	Financial Managers
Kenner 1%	LSU Health Sciences Center	Registered Nurses

LAICU alumni in GNO are most represented in these **5 industries**

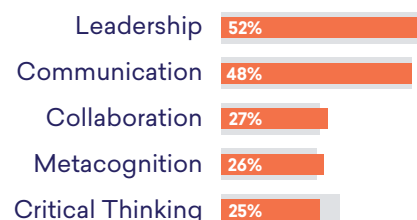
-  Legal Services
-  Newspaper, Periodical, Book, and Directory Publishers
-  Management, Scientific, and Technical Consulting Services
-  Elementary and Secondary Schools
-  Colleges, Universities, and Professional Schools

LAICU alumni have **hard skills** like

- Accounting
- Business
- Development
- Contract Negotiation
- Curriculum Development
- Event Planning
- Grant Writing
- Public Relations
- Marketing Strategies

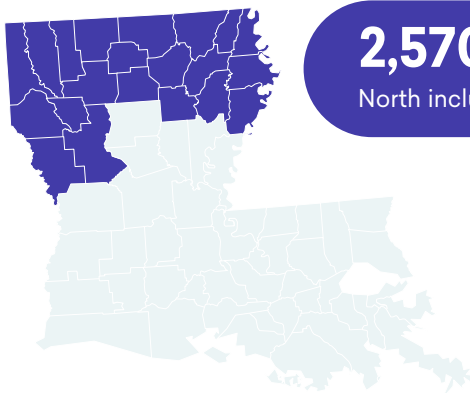


Alumni in: ■ Louisiana ■ GNO



LAICU CAREER PROFILES

Emsi Profile Analytics highlights the profiles data of individuals who attend or attended a LAICU member institution and are currently living in North Louisiana. The database is built from individual profiles of over 100 million workers in the U.S. Typical fields are city of residence, job history, education history, and skills. Profiles data can provide unprecedented levels of detail for labor market analytics, especially with regard to worker skill-sets, career paths, company-level human capital, school-level alumni outcomes, and more.








2,570 professional profiles in the North include a LAICU member institution

5% LAICU alumni living in North Louisiana out of 48,860 total in-state LAICU alumni

Top Cities		Top Companies	Top Occupations
Shreveport	66%	LSU Health Sciences Center	Chief Executives
Monroe	11%	Willis-Knighton Health System	General & Operations Managers
Bossier City	7%	Caddo Parish School Board	Clergy
Ruston	2%	State of Louisiana	Lawyers
West Monroe	2%	Bossier Parish Community College	Registered Nurses

LAICU alumni in the North are most represented in these **5 industries**

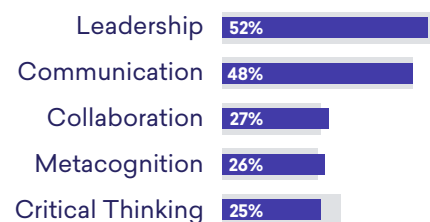
-  Colleges, Universities, and Professional Schools
-  Elementary and Secondary Schools
-  Religious Organizations
-  General Medical and Surgical Hospitals
-  Offices of Physicians

LAICU alumni have **hard skills** like

- Accounting
- Business Development
- Contract Negotiation
- Curriculum Development
- Event Planning
- Marketing Strategies
- Public Relations
- Sales Management
- Strategic Planning



Alumni in: ■ Louisiana ■ the North



Conclusions

EMSI'S PROFILE ANALYTICS database has more than 45,000 people associated with a LAICU member institution residing in Louisiana. These results highlight the need for LAICU to continue its partnerships with Louisiana's business and healthcare community, seeing that many LAICU alumni are employed in these areas. Finally, many LAICU alumni tout leadership skills in their profiles, demonstrating the importance of LAICU member institutions in shaping students' successful career outcomes.

*These results demonstrate the importance of LAICU member institutions in shaping students' **successful career outcomes**.*



Appendix

A1 LAICU Member Institutions

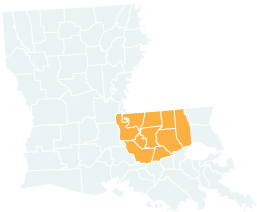
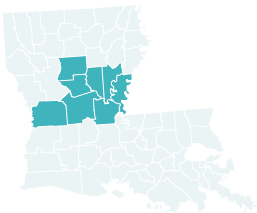
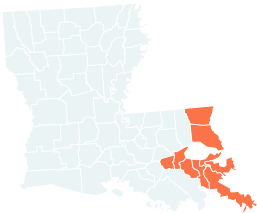
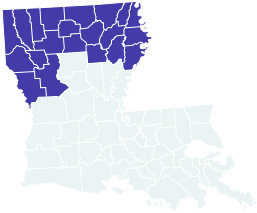
LAICU has 10 member institutions, identified in the following table. The additional Integrated Postsecondary Education Data System (IPEDS) data reflects academic year 2019-20

INSTITUTION	LOCATION	REGION	AWARD OFFERED	STUDENT POPULATION
Centenary College of Louisiana (Centenary)	Shreveport	North	Bachelor's degree, master's degree	574 549 undergraduate
Dillard University (Dillard)	New Orleans	GNO	Bachelor's degree	1,225 all undergraduate
Franciscan Missionaries of Our Lady University (FranU)	Baton Rouge	Capital	Less than one year certificate, associate degree, bachelor's degree, master's degree, doctoral degree in professional practice	1,294 1,018 undergraduate
Louisiana College (LC)	Pineville	Central	Less than one year certificate, associate degree, bachelor's degree, master's degree	1,224 999 undergraduate
Loyola University New Orleans (Loyola)	New Orleans	GNO	Associate degree, bachelor's degree, postbaccalaureate certificate, master's degree, post-master's certificate, doctoral degree in professional practice	4,367 3,172 undergraduate
New Orleans Baptist Theological Seminary (NOBTS)	New Orleans	GNO	Less than one year certificate, associate degree, bachelor's degree, postbaccalaureate certificate, master's degree, post-master's certificate, doctoral degree in research/scholarship & other	2,593 1,090 undergraduate
Saint Joseph Seminary College (Seminary College)	St. Benedict	GNO	Bachelor's degree	127 all undergraduate
Tulane University of Louisiana (Tulane)	New Orleans	GNO	Associate degree, bachelor's degree, postbaccalaureate certificate, master's degree, doctoral degree in research/scholarship & professional practice	12,923 7,980 undergraduate
University of Holy Cross (UHC)	New Orleans	GNO	Associate degree, bachelor's degree, master's degree, doctoral degree in research/scholarship	1,102 775 undergraduate
Xavier University of Louisiana (XULA)	New Orleans	GNO	Less than one year certificate, bachelor's degree, master's degree, doctoral degree in research/scholarship & professional practice	3,325 2,530 undergraduate

The student population reflects academic year 2019-20.
Source: IPEDS.



Profile data are shown for four regions in Louisiana, based upon the state's economic development regions and comprised of a group of parishes.

REGION		PARISH	LAICU MEMBER INSTITUTION
Capital		Ascension, East Baton Rouge Parish, East Feliciana, Iberville, Livingston, Pointe Coupee, St. Helena Parish, Tangipahoa, West Baton Rouge, West Feliciana	FranU
Central Louisiana		Avoyelles, Catahoula, Concordia, Grant, La Salle, Rapides, Vernon, Winn	LC
Greater New Orleans (GNO)		Jefferson, Orleans, Plaquemines, St. Bernard, St. Charles, St. James, St. John the Baptist, St. Tammany, Washington	Dillard, Loyola, NOBTS, Seminary College, Tulane, UHC, XULA
North Louisiana		Bienville, Bossier, Caddo, Caldwell, Claiborne, De Soto, East Carroll, Franklin, Jackson, Lincoln, Madison, Morehouse, Natchitoches, Ouachita, Red River, Richland, Sabine, Tensas, Union, Webster, West Carroll	Centenary

Source: Regions provided by LAICU.

Emsi's Profiles Analytics

Emsi's Profile Analytics dataset contains more than 100 million profiles of distinct individuals in the U.S. workforce. Each profile contains information unique to each individual, such as job title, company, skills, and education information. Emsi's Profile Analytics dataset is gathered from publicly available information on the web, third-party resume databases and job boards, the recruiting industry, opt-in data from employers and applicant tracking systems, sales and marketing databases, and various consumer-identity databases. Machine learning algorithms are used to deduplicate profiles and enrich the raw data contained in each profile. Each profile is further enriched with value-add processes including:

- Job title, occupation, and company standardization,
- Skill extraction and tagging,
- Occupation and industry code determination and assignment¹, and
- Education and experience determination.

Further explanation about Emsi's skill extraction and tagging is required, seeing that these data are valuable at the institutional level. Skills data are extracted using the text of the profile, looking for sequences of words that indicate skills, distinguishing between qualifications, common skills, and hard skills. Qualifications are certifications by a third-party entity (school, government, industry, etc.) that acknowledges a body of skills and abilities. Common skills are necessary in many industries and occupations, whereas hard skills are specific, learnable, measurable, and often industry-specific or occupation-specific abilities related to a position. The skills reported in the institution search are all hard skills.

Emsi's Career Pathways Analytics

Emsi's Career Pathways is a visual tool used to show the career growth people experience over time, after graduating from a LAICU member institution, with longitudinal employment trends. Essentially, the tool connects people's programs of study to the jobs they later identify in their professional profiles and resumes. Jobs or career outcomes are reported at specific intervals from the profiles' employment histories.

The first step in creating the tool is to aggregate the profiles' programs of study into program areas for purposes of clarity. The profiles in Emsi's Profiles Analytics dataset are tagged with a six-digit program code, referred to as a Classification of Instructional Program (CIP) code, when a program of study is reported. Used by federal agencies, the purpose of the CIP taxonomic scheme is to facilitate the organization, collection, and reporting of fields of study and program completions. With more than 3,000 individual CIP codes at the six-digit level, Emsi aggregates the profiles' CIP codes into 15 program areas and 65 programs, show in the table below. As a result, the Career Pathways visualization is more streamlined and understandable.

¹ Occupations are coded using the Standard Occupational Classification (SOC) system, used by U.S. federal government agencies to collect occupational data, enabling comparison of occupations across data sets. Industries are coded using the North American Industry Classification System (NAICS), developed for use by federal statistical agencies in Canada, Mexico, and the U.S., which classifies business establishments by type of economic activity.

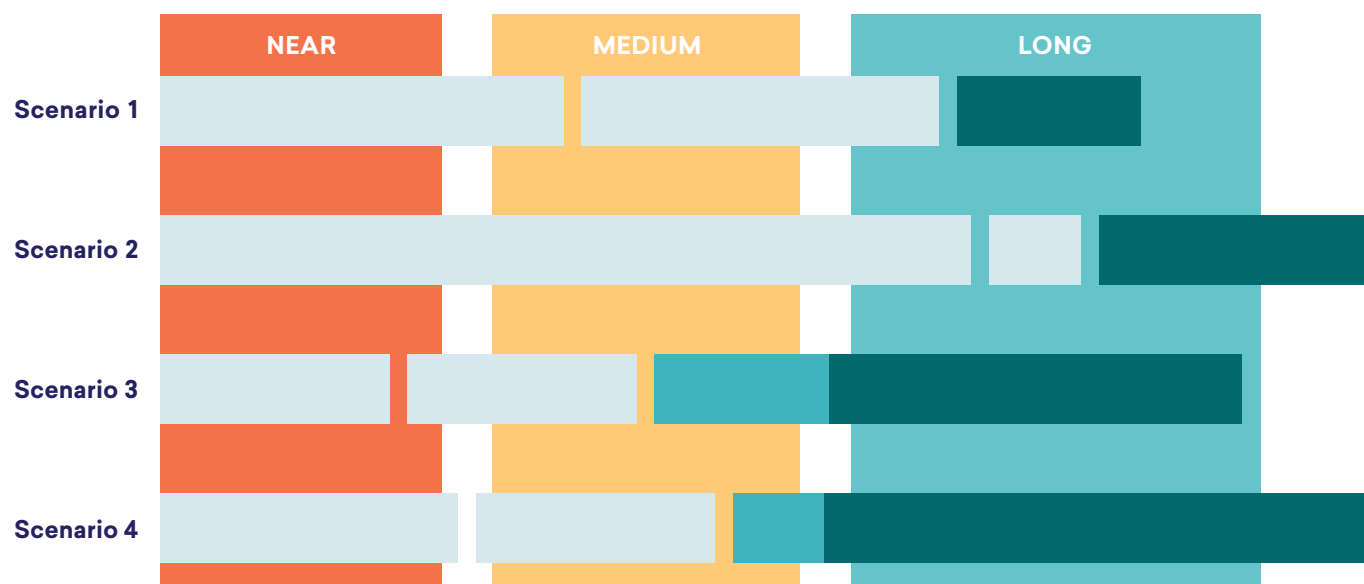
PROGRAM AREAS

• Agriculture	• Military Services
• Basic Skill and Adult Education: Adult Education, Basic Skill Development, Citizenship Activities, HS Diploma, and Professional Development	• Personal Services: Cosmetology, Culinary Arts, and Funeral Services
• Business: Business Administration & Management, Hospitality & Tourism, and Real Estate	• Public Affairs and Services: Public Administration, Public Policy, and Social Work
• Communications: Communication Studies, Communication Technology, Journalism, Public Relations, and Publishing	• Security and Law Enforcement: Criminal Justice & Correction, Fire Protection, and Homeland Security
• Education: Administration, Counseling, Curriculum Design, ESL, K-12, Other, Research & Evaluation, Special Education, and Teaching Aides	• Sports and Recreation: Parks & Recreation and Health & Physical Education
• Healthcare: Alternative & Complementary Medicine, Allied Health, Dental Support, Dentistry, Healthcare Administration, Medical Preparatory, Medicine, Nursing, Other, Pharmacy, Public Health, Rehabilitation & Therapeutic Professions, Residency Programs, and Veterinary	• STEM: Architecture, Engineering, Information Technology, Life Science, Mathematics, Multidisciplinary Studies, and Physical Sciences
• Humanities: Liberal Arts, Other, Social Sciences, and Visual & Performing Arts	• Vocational Education: Construction Trade, Production & Mechanics, and Transportation
• Legal Studies: Legal Studies and Legal Support	

Next, Emsi builds a timeline of each profile's employment history post-graduation, gathering occupations' start dates and end dates, when available. Occupations are classified using the SOC System at the six-digit level, which has more than 800 individual SOC codes. Career outcomes are presented at three intervals: 1-3 years after graduation (near-term), 4-7 years after graduation (medium-term), and 8-12 years after graduation (long-term).







The figure on the next page depicts how profiles' occupations are assigned to long-term career outcomes. The four scenarios represent four example profiles, each with a unique employment history, represented by a long, horizontal bar. Breaks in the bar are an indication of a change in occupation. Note the orange, blue, and green vertical areas. They represent the near-, medium-, and long-term intervals, respectively. The scenarios focus upon each profile's last occupation, but the process is similar when assigning other occupations to the near- and medium-term intervals.

- **In Scenario 1**, the example profile held three occupations after graduation, and the last occupation (in green) started and ended during the long-term interval. As such, the last occupation is counted as a long-term career outcome.
- **In Scenario 2**, the example profile also held three occupations. However, the last occupation (in green) began during the long-term but does not have an end date within that interval. Nonetheless, the last occupation is counted as a long-term career outcome.
- **In Scenario 3**, the example profile held three occupations. Note that the last occupation began during the medium-term interval and ended during the long-term interval. As such, the last occupation is counted as both a medium- and long-term career outcome.
- **In Scenario 4**, the example profile held three occupations. The last occupation, which began during the medium-term interval and ended beyond the long-term interval, is considered both a medium- and long-term career outcome.



So far, the methodology describes how profiles' programs of study are aggregated into program areas and how profiles' occupations are assigned to near-, medium-, and long-term career outcomes. The final step in building the Career Pathways Analytics tool is to connect the profiles' program areas to career outcomes in a user-friendly manner. Within one program area, there may be hundreds of six-digit SOC code occupations at each of the three intervals. As such, longitudinal results are presented in terms of 21 career areas rather than as occupations. Emsi's career areas are shown below.

Career Areas

 Business and Finance	 Education, Curation & Library Services	 Agriculture & Forestry
 Inspection, Health & Safety	 Art, Entertainment & Media	 Construction & Excavation
 Information Technology & Math	 Healthcare	 Installation & Repair
 Architecture and Engineering	 Protective Services	 Production & Manufacturing
 Life, Physical & Social Sciences	 Hospitality, Rec. & Personal Services	 Transportation & Warehousing
 Social Sciences & Services	 Sales & Customer Service	 Military
 Legal	 Office & Administrative Services	 Unclassified Occupation

