

UDC's Role in Building a Local Talent Pipeline

The University of the District of Columbia (UDC)'s strategic plan sets a goal of being the “workforce and economic mobility engine” of Washington, DC. This analysis examines how UDC graduates contribute to the local talent pipeline, with a focus on the retention of UDC graduates in the District's workforce and the extent to which UDC graduates are employed in DC in high-need fields, including education and health care.

Key Findings

UDC graduates do not pursue employment in-state at the same rate as graduates of other state public institutions, but when evaluated regionally, the employment retention rate is comparable.

Five years after graduation, approximately **one-third** of bachelor's degree holders work in DC, compared to **85%** of City University of New York, **79%** of Georgia State, and **55%** of Virginia State graduates.

Overall, **more than 70%** of bachelor's graduates remain in the South Atlantic region, including **34%** employed outside of DC.¹

Slightly lower rates of in-state retention are observed among master's students, with **63%** remaining in the South Atlantic region.

UDC healthcare graduates are contributing to the local talent pipeline by pursuing health professions in the District.

50% of graduates with a bachelor's in health professions are **employed in DC in health care five years** after graduation.

In contrast, **0%** of graduates with a **master's** in health professions are **employed in DC** in health care five years after graduation.

Half of master's in health graduates **who leave DC** remain **employed in-field**.

¹ The South Atlantic region includes Delaware, Maryland, Virginia, West Virginia, North Carolina, South Carolina, Georgia, and Florida.

Key Findings

There is an opportunity to strengthen the pipeline to education careers in the District, particularly with master's degree graduates.

Only **9%** of bachelor's graduates in education are employed in DC in the education field one year after graduation. An additional **24%** of bachelor's education graduates stay in their field but leave the state, compared to only **9%** of bachelor's education graduates in Virginia who leave the state but stay in their field.

By five years after graduation, **24%** of master's graduates in education are employed in education in the District, compared to **64%** in Virginia and **57%** in New York who remain in education and in-state.

More than **two-thirds** of education master's graduates who **leave the state** are employed in **educational services**, suggesting that efforts to keep them in-state could fill local shortages.

Next Steps

While UDC makes a significant contribution to the local health workforce, there are opportunities to strengthen its role in building a local talent pipeline.

Strategies to retain talent:

Given that many UDC graduates are employed in-sector but out-of-state, DC could benefit from focusing on strategies used by other states to keep graduates employed locally, including: financial incentives, workforce partnerships, tax incentives, and public sector recruitment.

DC could develop targeted partnerships with local employers and provide work experience while students are earning their degree, which can also improve in-state retention for high-need roles.

To improve the retention of UDC graduates in DC, it is critical to focus on education-to-career alignment, graduate retention, employer partnerships, and partnership coordination.



Findings are based on the Post-Secondary Employment Outcomes (PSEO) dataset, which links education records with unemployment insurance (UI) wage records.



Employment outcomes are tracked by location and industry using the North American Industry Classification System (NAICS) sector codes.



The data excludes jobs not covered by UI, such as independent contractors and certain federal employees.*

* Federal government workers excluded are White House officials, Members of Congress, certain national security agencies, members of the armed forces, and U.S. Postal Service workers.