



## Executive Summary: Alumni Career Office (ACO)

The Noble Alumni Career Office (ACO) plays a critical role in Noble's commitment to lifelong support for our graduates, serving a network of more than 31,000 alumni. Established in 2016, ACO is focused on ensuring that all Noble alumni—regardless of college completion or career stage, have equitable access to meaningful career development, professional exposure, and long-term career advancement opportunities.

Through individualized services such as resume and cover letter support, salary negotiation coaching, and promotion strategy guidance, the ACO empowers alumni to confidently navigate the job market and accelerate their career trajectories. We also facilitate connections to a broad and growing network of employers and professionals across the greater Chicago area, expanding access to quality opportunities.

To deepen impact and increase access, ACO offers targeted programming, including:

- **Spring Micro-Internship Program**, providing short-term, high-impact work experiences
- **Strategic Partnerships**, collaborating with employers, nonprofits, and industry leaders to create pathways into competitive fields
- **Unpaid Internship Grant**, addressing barriers to unpaid or underpaid professional opportunities
- **Networking Events**, fostering community, exposure, and connections across industries
- **Teacher Pathways**, - Intentional support and exposure to match alumni with teaching roles at Noble

As Noble continues to scale postsecondary and career support, the ACO remains a strategic lever in advancing economic mobility and ensuring our alumni not only persist, but thrive, in the workforce. We measure this by tracking employment outcomes for BA earners each year.

## Employment Outcomes

**Quality Employment** is defined as full-time employment in a job that is commensurate with the degree earned. A quality job:

- Leverages a graduate's education and skills
- Offers fair compensation and benefits
- Provides a supportive and stable work environment
- Creates opportunities for growth and advancement

### Tracking Outcomes Timeline:

- Spring / Early Summer begin to identify and confirm alumni who graduated with a BA in the spring



- Early fall the list of recent graduates is finalized via National Student Clearinghouse and AsC input
- Establish knowledge rate by the end of December
  - **Knowledge Rate** is the percentage of known outcomes for confirmed BA graduates within 6 months
- In January, an additional round of outreach to known graduates who are un(der)-employed in support of finding quality employment and increasing outcomes for alumni at the 12month mark.

### SY25 Employment Outcomes

Degree Breakdown		
	Total	Percent
Bachelor Degrees	657	74%
Associates Degree	165	19%
Post Grad Degrees	60	7%
Total Spring '24 Grads	882	100%
Bachelor Grad Employment Outcomes		
Knowledge Rate	414	63.0%
Full-Time	174	42.0%
Graduate School	26	6.3%
Full-Time (Service Ind)	21	5.1%
Part-Time	74	17.9%
Unemployed	119	28.7%
<b>Gainfully Employed + Grad School</b>	200	48.3%

### Key Levers

- **Coaching & Programming** - Career development preparing alumni for quality employment.
  - **Winter Social** aimed at alumni in the first 2-3 years of college to practice networking and meet with peers and staff of the ACO.



- **Summer Happy Hour** targets recent college graduates to meet and celebrate accomplishments while also identifying those who have quality employment and those who need support.
- **Social Media Following**
  - LinkedIn = 591
  - Instagram = 1,260
- **1:1 Coaching Calls** provide alumni with individualized coaching and supports leading to quality employment.

	Q1			Q2			Q3			Q4			Campus Totals
	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	
<b>Baker</b>	1	0	0	0	0	0	0	0	1	1	0	0	3
<b>Butler</b>	0	0	2	2	1	0	1	1	1	0	0	0	8
<b>Bulls</b>	0	1	0	0	0	0	0	0	0	0	0	0	1
<b>DRW</b>	0	0	0	1	0	1	0	1	0	2	0	0	5
<b>Comer</b>	3	1	0	0	0	0	0	0	2	2	0	0	8
<b>Golder</b>	0	1	0	0	1	0	0	1	1	1	0	0	5
<b>Hansberry</b>	1	2	1	2	1	0	0	0	0	0	0	0	7
<b>Speer</b>	2	6	2	8	4	2	3	3	2	3	0	0	35
<b>Johnson</b>	0	0	2	1	0	0	0	0	1	2	0	0	6
<b>Mansueto</b>	0	1	0	0	0	1	0	0	2	1	0	0	5
<b>Muchin</b>	2	1	0	0	2	1	1	1	1	1	0	0	10
<b>Noble Street</b>	3	0	2	3	2	1	2	1	1	7	0	0	22
<b>Pritzker</b>	1	1	2	1	0	1	0	0	3	1	0	0	10
<b>Rauner</b>	1	2	5	3	0	0	0	1	1	0	0	0	13
<b>Rowe-Clark</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TNA</b>	0	0	3	1	0	0	3	1	1	0	0	0	9
<b>UIC</b>	1	2	3	3	0	0	1	0	0	1	0	0	11
<b>Scheduled</b>	31	22	33	27	21	26	16	24	37	30	0	0	<b>267</b>
<b>Completed</b>	15	18	22	17	9	16	27	18	31	31	0	0	<b>158</b>
<b>Success Rate</b>	48%	82%	67%	63%	43%	62%	169%	75%	84%	103%	#DIV/0!	#DIV/0!	<b>59%</b>



- **Career Launching Experiences** - Real-world experiences informing career interests and strengthening networks.
  - **Summer Internships & Research Grants** - funded 11 alumni to participate in summer internships and research via \$12,000 in funds
  - **Spring Micro-Internships** - 40 alumni participated in one-week internships across 11 host sites
  - **Fellowships** - 70 alumni participated in fellowships during the year at two partner organizations:
    - BravenX (45 participants)
    - COOP Careers (25 participants)
  
- **Teacher Pathways Initiative** - Intentional support and exposure to match alumni with teaching roles at Noble.
  - Collaborate with Talent Team to upskill alumni employed by Noble
  - Identified ~150 enrolled college alumni studying education and/or social work
  - Placed 5 Teaching Assistants in 3 campus summer school programs