

## Chapter Four

### Findings

This chapter describes the findings resulting from an analysis of three year's data collected via the Virginia Vocational Education Student Follow-up (VESF) surveys. First is an analysis of the surveys used in this research. Second, a description of the response groups is presented. Third, a summary of the data findings is presented in answer to the three research questions.

#### Analysis of Surveys

The surveys used were part of the information-gathering component of the Virginia Vocational Education Management System (VEMS) developed for the Commonwealth of Virginia. The VEMS is part of Virginia's state plan of compliance for receiving federal funds under the Carl D. Perkins Vocational and Applied Technology Education Act of 1990.

The vocational education student follow-up data are essential in reporting evidence of program effectiveness and in planning program improvements. Through exploration of the follow-up data, this research provides further information about students' employment status, earnings, and job satisfaction.

These yearly surveys were not collected by scientific sampling but rather as part of a school division follow-up reporting schedule that involved a rotation among the school divisions in Virginia. This required a portion of the state's school divisions to report and also provided for others to volunteer to participate. Initially there was a five-year rotation schedule which required approximately one fifth of all school divisions to report each year. However, this was changed to a six-year rotation schedule beginning with 1997. In order to accommodate the transition to the new schedule, fewer than one fifth of the school divisions were required to report in 1996. In fact, in that year only 29 school divisions reported and the vast majority of those were self-selected. In contrast, 50 schools reported in 1996 and 44 reported in 1997, and in both of those years the majority reporting were required to participate. Therefore 1996 should be considered a self-selected sample.

In alternate (odd) years under the rotation schedule, high schools designated as High School That Work sites were required to participate. The second year addressed in this study, 1997, was a reporting year for High Schools That Work. All schools that surveyed their completers in each of the years studied are listed in Appendix C.

Copies of the Vocational Education Student Follow-up questionnaires are in the appendices. They should be used to document the exact question asked or to identify the exact response options that were available. There are two survey questionnaires. The first questionnaire is Appendix A, Vocational Education Student Follow-up, which was used for gathering the data for 1996. The second questionnaire is Appendix B, Vocational Education Student Follow-up, which was used for gathering the data for 1997 and 1998.

There are just a few differences between the two surveys. The main distinction between the two surveys that directly related to this research was a difference in the categories for reporting earnings. This difference was caused by a change in the minimum wage law. The first year of this research, 1996, was to some extent a transition year for earnings. The federal minimum wage was changed in a two-step increase from \$4.75 to \$5.00 in 1996 and then in 1997 to \$5.15. Because of the minimum wage change, the category headings for reporting earnings were revised for the purpose of facilitating the reporting of three different years of data. This study used "minimum wage and below" as the first category in assessing earnings and "above minimum to \$6.50" as the second category in earnings. When examining question five of Appendix B, the first three levels of "Current Hourly Wages/Salary" have been combined and reported as "minimum wage and below." This change in reporting earnings categories was made in an effort to equitably appraise the starting salaries of the vocational completers who may have been starting new jobs at a minimum wage which differed over the three-year period.

In examining the data it became evident that the number of respondents changed depending on the question asked. Every question must be inspected individually. Not every respondent answered every question and some items allowed multiple responses.

As a result the total number of responses changed with each question. The number of individuals who answered each question is clearly stated.

This research analysis contains some statistics that may require explanation. The "total employed" category was computed by using the total number of completers reported by school divisions and subtracting the numbers in the following groups: (a) completers with incorrect contact information (undeliverable), (b) deceased completers, (c) completers reporting that they were unemployed, (d) those who reported being full-time volunteers, and (f) completers who were enrolled in further education at the time of the survey. Although further education is a favorable outcome of vocational education for the purposes of this study only the completers who reported employment were used.

Individuals could mark more than one response to some questions so at times the table totals are larger than the total number responding. For example a completer could be reported by school personnel as being in the academically disadvantaged, economically disadvantaged, and disabled categories at the same time.

#### Survey Respondents

The number of participants surveyed changed with each year since that number was based on the number of participating school divisions and the total number of vocational completers at those schools. The total number of participants in the three years of surveys was 19,316. A complete breakdown by year of all the vocational completers who were included in this study can be found in Table 2, which was in Chapter 3. Also included in that table is an accounting of all employed completers categorized by gender and membership in targeted populations.

To be counted as vocational completers, students must have completed their high school graduation requirements or an approved alternative education program, as well as an approved sequence of vocational courses. The participants were surveyed in all the vocational service areas: agricultural education, business education, education for employment, health occupations education, marketing education, technology education, trade and industrial education, and work and family studies. Listed in Table 3 (also in Chapter 3), are all of the participating vocational completers by service areas, gender,

and membership in targeted populations. The numbers and percentages shown on Table 3 represent all completers who responded and not just those who were employed.

#### Summary of the Findings

All the findings were obtained from three years of vocational follow-up survey data which were collected from Virginia's vocational completers within one year following high school graduation. Descriptive statistics, including frequencies and percentages for both the overall group and by various distributions, were used for interpretation of the data. There were three major parts to each question and each distinct part was addressed in a separate table. The data findings are presented according to the following research questions:

1. What is the employment status of vocational completers as a group, by service area, and by targeted population?
2. What is the level of earnings of vocational completers as a group, by service area, and by targeted population?
3. What is the level of job satisfaction for vocational completers as a group, by service area, and by targeted population?

#### Employment Status

Question 1: *What was the employment status of vocational completers as a group, by service area and by targeted populations.*

Indicated in Table 4 is the employment status of the employed vocational completers by individual years. The percentages were based on the total number of respondents who reported employment and not on the total number of completers. All three years of data reflect similar outcomes. Although total numbers employed in nontraditional occupations were very small overall, in 1996 there were considerably more completers in this category.

Reported in Table 5 is the employment status of employed vocational completers by service area completed. The percentage of completers employed across three years of the study in each of the service areas were: technology education - 49%, trade and industrial education - 54%, business education - 57%, work and family studies - 67%,

marketing education - 67%, agricultural education - 74%, and health occupations education - 75%. Education For Employment (EFE) is a vocational service area that prepares students with special needs for independent living and productive careers. In 1996 these completers were reported only within the other seven service areas, and in 1997 and 1998 the numbers reported in this category were inadequate for useful comparison to the other service areas.

Table 4

Employment Status for Virginia Vocational Completers Surveyed in 1996, 1997, and 1998

	Responses to survey	Employment									
		Total employed		Full-time		Part-time		Related		Nontraditional	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
1996	3,046	1,638	54%	978	60%	660	40%	883	54%	153	9%
1997	4,674	3,020	65%	1,853	61%	1,167	39%	1,655	55%	64	2%
1998	4,168	2,394	57%	1,508	63%	886	37%	1,260	53%	58	2%

Note. Responses to survey reflects the total number of usable surveys. Percentages for full-time, part-time, related, and nontraditional employment are based on the total number employed not on responses to survey. Percentages have been rounded to the nearest whole number.

Table 5  
Employment Status of Virginia Vocational Completers by Service Areas

	Total usable responses	Employment									
		Total employed		Full-time		Part-time		Related		Nontraditional	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
<b>Agricultural education</b>											
1996	211	145	69%	102	70%	43	30%	59	41%	1	0%
1997	341	269	79%	169	63%	100	37%	116	43%	1	0%
1998	239	173	72%	119	69%	54	31%	100	58%	1	0%
<b>Business education</b>											
1996	810	510	63%	291	57%	219	43%	206	40%	4	0%
1997	1,284	767	60%	319	42%	448	58%	396	52%	1	0%
1998	1,350	678	50%	299	44%	379	56%	303	45%	1	0%
<b>Education for employment <sup>a</sup></b>											
1997	53	30	57%	18	60%	12	40%	16	53%	-	-
1998	23	6	26%	4	66%	2	33%	4	66%	-	-
<b>Health occupations education</b>											
1996	118	92	78%	63	68%	29	32%	42	46%	4	4%
1997	192	140	73%	85	61%	55	39%	68	49%	4	3%
1998	124	93	75%	44	47%	49	53%	61	66%	4	4%
<b>Marketing education</b>											
1996	703	372	53%	212	57%	160	43%	275	74%	56	15%
1997	862	618	72%	330	53%	288	47%	426	69%	7	1%
1998	618	473	77%	273	58%	200	42%	315	67%	7	1%
<b>Technology education</b>											
1996	173	81	47%	52	64%	29	36%	29	36%	18	22%
1997	353	199	56%	85	43%	114	57%	64	32%	24	12%
1998	383	165	43%	110	66%	55	33%	39	24%	18	11%
<b>Trade and industrial education</b>											
1996	722	296	41%	180	61%	116	39%	190	64%	32	11%
1997	1,142	710	62%	677	95%	33	5%	443	62%	21	3%
1998	931	515	55%	504	98%	11	2%	328	64%	24	5%
<b>Work and family studies</b>											
1996	309	142	46%	78	55%	64	45%	82	58%	38	27%
1997	447	287	64%	170	59%	117	41%	126	44%	6	2%
1998	500	291	58%	155	53%	136	47%	110	38%	3	1%

Note. Percentages are based on the total number employed in that service area not on the total usable responses. Percentages have been rounded to the nearest whole number.

<sup>a</sup> Education for Employment data were not available for 1996.

The 1996 marketing education data indicated a larger than expected number of completers in nontraditional areas of employment. Although only 56 in total number, this was still a sizable number considering the small numbers of students reporting employment in nontraditional areas across the state. Appendix D shows that nontraditional jobs in marketing education consisted of male employment in either apparel or hospitality and recreation. Work and family studies and technology education had the highest percentages of completers in nontraditional employment, and these percentages were also higher in 1996 than the other two years. As with marketing, a nontraditional work and family studies completer was male. See Appendix D for nontraditional male jobs by service areas. Females in occupations related to technology education and most trade and industrial programs are considered nontraditional (Appendix E).

The employment status of targeted populations as classified in the VESF surveys is shown in Table 6. In all the tables throughout this chapter, the numbers for students with limited English proficiency are very small. As a result, the percentages are not useful in distinguishing major differences between categories in this study but may prove useful as a baseline for information in the future. Therefore, employed completers with limited English proficiency are reported in the tables but not used in any direct comparison with other areas of targeted populations.

The employment rate was fairly steady over all other targeted areas except for 1997 completers classified as economically disadvantaged. During that year only 38% of completers who were economically disadvantaged were employed. The other targeted groups in 1997 had positive outcomes with employed completers in the academically disadvantaged category reporting a 72% employment rate and those completers in the disabled category reporting a 62% employment rate. Completers with disabilities reported high overall percentages working in related employment areas, especially in 1996.

#### Earnings

Question 2: *What was the level of earnings of vocational completers as a group, by service area, and by targeted population.*



Table 6

Employment Status of Virginia Vocational Completers by Targeted Populations

	Total usable responses	Employment									
		Total employed		Full-time		Part-time		Related		Nontraditiona l	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Academically disadvantaged											
1996	463	313	67%	241	76%	72	23%	172	55%	44	10%
1997	1,089	782	72%	636	81%	146	19%	176	23%	12	1%
1998	1,144	518	45%	378	73%	140	27%	181	35%	10	0%
Economically disadvantaged											
1996	424	298	70%	221	74%	77	26%	162	54%	33	8%
1997	944	359	38%	204	56%	155	43%	133	51%	13	1%
1998	531	256	48%	153	60%	103	40%	129	50%	12	2%
Disabled											
1996	75	41	55%	32	78%	9	22%	30	73%	3	4%
1997	309	191	62%	126	66%	65	34%	96	50%	6	2%
1998	379	179	47%	122	68%	57	32%	97	54%	3	0%
Limited English proficiency											
1996	46	20	43%	14	70%	6	30%	12	60%	1	2%
1997	9	9	100%	3	34%	6	67%	2	22%	-	-
1998	31	9	29%	3	34%	6	67%	2	22%	-	-
Total											
1996	852	664	78%	508	76%	164	25%	373	57%	81	12%
1997	1,960	1,341	68%	969	72%	372	28%	317	30%	31	2%
1998	1,342	1,126	83%	656	58%	306	27%	409	36%	25	2%

Note. The total usable responses is not a column total but is an unduplicated count. All other columns use column totals. Percentages are based on the total employed in that targeted area not on the total responses. Individuals completers may have been counted in more than one targeted group. Percentages have been rounded to the nearest whole number.

Question two examined the economic outcomes of vocational completers. The levels of earnings for all completers are shown in Table 7. In 1996 a larger percentage (24%) of those employed full-time were employed at the lowest level of the earnings scale, "minimum wage and below." The completers from 1998 overall reported earnings at higher levels than during the two previous years. Nontraditional females in 1997 reported higher earnings, although their numbers were small.

Over this three year study, a total of 3,528 completers were working in employment related to their service areas while 2,428 were in non-related jobs. The level of earnings for completers working in related employment improved each year with higher percentages of completers moving up the earnings scale.

Close examination of the last section of Table 7 (overall employed), reveals that the percentages of completers working in the lower half of the earnings scale ("minimum wage and below" and "above minimum wage to \$6.50") fell with each consecutive year. The overall total for the bottom two levels of earnings scale fell from 78% in 1996 to 69% in 1997, and then dropped to 57% in 1998. Consequently, the reverse is true in the total percentages of completers working at the two highest levels of the earnings scale ("\$.51 to \$.80" and "more than \$.80"). In 1996 the upper earnings levels totaled 21% and in 1997 the same earnings levels totaled 30%. In the final year of the study the percentage of completers working at the upper levels of earnings had grown to 43%, more than doubling the 1996 percentages.

In Table 7 the numbers of employed completers in nontraditional employment were categorized by gender. In 1997 and 1998 males had higher percentages than females employed at the upper levels of the earnings scale. It is important to keep in mind that the total numbers for nontraditional employment were very small.

The levels of earnings by each individual service area are shown in Table 8. The total responding is not to be confused with the overall total of employed vocational completers. Not all completers who indicated employment reported their levels of income. Trade and industrial education had more employed completers at the higher levels of income, followed closely by technology education. Business education reported

Table 7  
Overall Level of Earnings for Virginia Vocational Completers

	Total completers responding	Minimum wage & below		Above minimum to \$6.50		\$6.51 to \$8.00		More than \$8.00		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
<b>Full-time employment</b>										
1996	1,444	343	24%	730	51%	258	18%	113	8%	
1997	1,718	334	19%	646	38%	456	27%	282	16%	
1998	1,403	108	8%	498	35%	464	33%	333	24%	
<b>Part-time employment</b>										
1996	638	240	38%	320	50%	57	9%	21	3%	
1997	1,343	624	46%	523	39%	140	10%	56	4%	
1998	1,006	202	20%	567	56%	172	17%	65	6%	
<b>Related employment</b>										
1996	838	195	23%	432	52%	155	18%	56	7%	
1997	1,525	420	28%	623	41%	297	19%	185	12%	
1998	1,165	141	12%	511	44%	304	26%	209	18%	
<b>Non-related employment</b>										
1996	806	108	13%	419	52%	190	24%	89	11%	
1997	1,016	344	34%	367	36%	201	20%	104	10%	
1998	606	101	17%	268	44%	155	25%	82	13%	
<b>Nontraditional male</b>										
1996	77	16	20%	40	52%	18	23%	3	4%	
1997	8	-	-	-	-	3	38%	5	63%	
1998	12	-	-	3	25%	5	41%	4	33%	
<b>Nontraditional female</b>										
1996	30	11	37%	10	33%	6	20%	3	10%	
1997	21	1	5%	2	10%	11	52%	7	33%	
1998	33	6	18%	14	42%	8	24%	5	15%	
<b>Overall employed</b>										
1996	2,082	583	28%	1,050	50%	315	15%	134	6%	
1997	3,061	958	31%	1,169	38%	596	19%	338	11%	
1998	2,409	310	13%	1,065	44%	636	26%	398	17%	

Note. Total completers responding reflects the number of completers who indicated their wage level and may differ from other totals since not all respondents chose to answer the earnings question. Row totals were used to compute percentages, which have been rounded to the nearest whole number.

Table 8

Levels of Earnings of Virginia Vocational Completers by Service Areas

	Total completers responding	Minimum wage & below		Above minimum to \$6.50		\$6.51 to \$8.00		More than \$8.00		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
<b>Agricultural education</b>										
1996	106	27	25%	52	49%	17	16%	10	9%	
1997	247	67	27%	95	38%	61	25%	24	10%	
1998	163	21	13%	64	39%	46	28%	32	19%	
<b>Business education</b>										
1996	355	126	35%	173	49%	37	10%	19	5%	
1997	727	261	36%	296	41%	126	17%	44	6%	
1998	622	99	16%	291	47%	149	24%	83	13%	
<b>Education for employment<sup>a</sup></b>										
1997	30	16	53%	6	20%	2	7%	6	20%	
1998	6	-	-	4	67%	2	33%	-	-	
<b>Health occupations education</b>										
1996	66	13	20%	36	55%	14	21%	3	5%	
1997	133	44	33%	48	36%	20	15%	21	16%	
1998	92	19	21%	37	40%	21	23%	15	16%	
<b>Marketing education</b>										
1996	380	84	22%	208	54%	63	17%	25	7%	
1997	585	194	33%	261	45%	79	13%	51	9%	
1998	438	52	12%	219	50%	105	24%	63	14%	
<b>Technology education</b>										
1996	83	16	19%	36	43%	21	25%	10	12%	
1997	180	49	27%	74	41%	31	17%	26	14%	
1998	152	21	14%	52	35%	57	37%	22	14%	
<b>Trade and industrial education</b>										
1996	371	58	16%	171	46%	93	25%	49	13%	
1997	846	185	22%	279	33%	239	28%	143	17%	
1998	613	57	9%	225	37%	185	30%	146	24%	
<b>Work and family studies</b>										
1996	137	40	29%	71	52%	19	14%	7	5%	
1997	266	124	47%	95	36%	28	11%	19	7%	
1998	278	41	15%	150	54%	57	20%	31	11%	
<b>Total</b>										
1996	1,498	364	24%	747	50%	264	18%	123	8%	
1997	3,014	940	31%	1,154	38%	586	19%	334	11%	
1998	2,365	309	13%	1,041	44%	622	26%	393	16%	

Note. Total completers responding reflects the number of completers who indicated their wage level and may differ from other totals since not all respondents chose to answer the earnings question. Row totals were used to compute percentages, which have been rounded to the nearest whole number.

<sup>a</sup> Education for Employment data were not available for 1996.

overall the largest percentages of completers at the lowest level of income. The largest percentage of completers overall fell into "above minimum wage to \$6.50" classification. Again it is evident that overall earnings in 1998 were higher than in the previous years.

Level of earnings by targeted populations is reported in Table 9. The largest percentages of earnings were generally in the "above minimum wage to \$6.50" category. Economically disadvantaged completers had larger percentages than other categories of completers in the "minimum wage and below" level. The 1997 data shows 45% of the completers who were economically disadvantaged being employed at the lowest level of earnings.

Also in 1997, only 4% of the employed vocational completers from economically disadvantaged families reached the highest level of earnings. In fact, completers from this targeted population had the lowest percentages reported at the highest earnings levels each year in the study. Employed vocational completers who were members of academically disadvantaged and disabled populations had higher levels of earnings than those who were economically disadvantaged.

The steady increase in levels of earnings for targeted populations over the three years mirrored those of the earnings listed by service areas. The total percentage in the lowest level of earnings fell to 15% in 1998 while the percentage in the upper two levels of earnings grew from a total of 26% in 1996 to 44% in 1998.

### Job Satisfaction

Question 3: *What is the level of job satisfaction for vocational completers as a group, by service area, and by targeted populations.*

Studying the job satisfaction of employed vocational completers was accomplished through Part IV of the follow-up surveys. Since job satisfaction covers a large number of topics, a series of 10 questions was asked of each employed completer. Each question could be answered with a response of "very satisfied," "satisfied," "dissatisfied," or "very dissatisfied," or it could be left unanswered.

Table 9

Virginia's Vocational Completers Levels of Earnings by Targeted Populations

	Total targeted population responding	Minimum wage & below		Above minimum to \$6.50		\$6.51 to \$8.00		More than \$8.00		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
<b>Academically disadvantaged</b>										
1996	237	61	26%	107	45%	49	21%	20	8%	
1997	470	143	30%	170	36%	104	22%	53	11%	
1998	487	60	12%	197	40%	132	27%	98	20%	
<b>Economically disadvantaged</b>										
1996	208	57	27%	105	50%	32	15%	14	7%	
1997	318	142	45%	115	36%	48	15%	13	4%	
1998	250	48	19%	112	49%	56	22%	34	14%	
<b>Disabled</b>										
1996	32	11	34%	12	38%	6	19%	3	9%	
1997	135	41	30%	53	39%	28	21%	13	10%	
1998	171	25	15%	63	37%	49	29%	34	20%	
<b>Limited English proficiency</b>										
1996	15	1	7%	10	66%	2	13%	2	13%	
1997	4	1	25%	1	25%	-	-	2	50%	
1998	8	1	13%	3	38%	3	38%	1	13%	
<b>Total</b>										
1996	492	130	26%	234	48%	89	18%	39	8%	
1997	927	327	35%	339	37%	180	19%	81	9%	
1998	916	134	15%	375	41%	240	26%	167	18%	

Note. Total targeted populations responding reflects the number of completers from targeted areas who indicated their wage level and may differ from other totals since not all respondents chose to answer the earnings question. Row totals were used to compute percentages, which have been rounded to the nearest whole number

Job satisfaction with salary. Throughout this three year study, overall job satisfaction with salary remained very consistent. All employed completers reported approximately 80% levels of satisfaction or above with the salaries they received from their jobs during their first year out of high school. Only 3% of vocational completers consistently reported being very dissatisfied with their salary as seen in Table 10.

Table 11 examines job satisfaction with salary within each vocational service area. Health occupations education consistently maintained the most dissatisfaction with salary. Technology education also had a high percentage of vocational completers voicing dissatisfaction with their levels of salary, although this service area did show improvement in the overall percentages of dissatisfaction with each year. Trade and industrial education and business education completers reported the highest overall levels of satisfaction with their salaries.

As shown in Table 12, targeted populations overall reported high levels of satisfaction with salary, with completers from the academically disadvantaged populations displaying the highest levels of satisfaction. Targeted populations reported 80% or more of those responding being "satisfied" or "very satisfied" with salary over the three years studied.

Job satisfaction with potential for advancement. Overall the employed completers who responded to this question felt very much the same across all three years (see Table 13). Completers consistently expressed satisfaction with the potential for advancement, with over three-fourths of them responding positively.

A more detailed picture is presented in Table 14 revealing that this positive reaction was not reported by all vocational service areas. Across all three years technology education had higher percentages of completers (45% to 50%) voicing levels of dissatisfaction with their potential for advancement. Health occupations education completers' levels of satisfaction fell with each progressive year. On the positive side, trade and industrial education had very high percentages of employed completers stating their satisfaction with potential for advancement.

How targeted populations felt about their potential for advancement is reflected in Table 15. Overall, 81% in 1996 and 1997, and 80% in 1998 reported being "satisfied"

Table 10

Satisfaction with Salary of Virginia Vocational Completers

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
1996	1,458	156	11%	998	68%	256	18%	48	3%
1997	3,156	402	13%	2,146	68%	503	16%	105	3%
1998	2,483	350	14%	1,659	67%	408	16%	66	3%

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number



Table 11

Satisfaction with Salary of Virginia Vocational Completers by Service Areas

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
<b>Agricultural education</b>										
1996	101	10	10%	65	64%	23	23%	3	3%	
1997	273	32	12%	178	65%	59	22%	4	2%	
1998	174	24	14%	125	72%	23	13%	2	1%	
<b>Business education</b>										
1996	340	39	11%	238	70%	52	15%	11	3%	
1997	762	98	13%	532	70%	112	15%	20	3%	
1998	667	94	14%	440	66%	113	17%	20	3%	
<b>Education for employment<sup>a</sup></b>										
1997	29	4	14%	22	78%	2	7%	1	4%	
1998	6	-	-	5	83%	1	16%	-	-	
<b>Health occupations education</b>										
1996	64	6	9%	39	60%	16	25%	3	5%	
1997	137	16	12%	90	66%	26	19%	5	4%	
1998	96	16	17%	53	55%	24	25%	3	3%	
<b>Marketing education</b>										
1996	371	40	11%	254	68%	72	19%	5	1%	
1997	612	59	10%	435	71%	108	18%	10	2%	
1998	444	57	13%	308	69%	69	16%	10	2%	
<b>Technology education</b>										
1996	90	10	11%	54	60%	14	16%	12	13%	
1997	207	23	11%	132	63%	24	12%	28	14%	
1998	162	21	13%	103	64%	25	15%	13	8%	
<b>Trade and industrial education</b>										
1996	365	41	11%	256	70%	56	15%	12	3%	
1997	867	131	15%	581	67%	127	15%	28	3%	
1998	645	97	15%	431	67%	104	16%	13	2%	
<b>Work and family studies</b>										
1996	127	10	8%	92	72%	23	18%	2	2%	
1997	269	39	14%	176	65%	45	17%	9	3%	
1998	289	41	14%	194	67%	49	16%	5	2%	

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

<sup>a</sup> Education for Employment data were not available for 1996.

Table 12  
Satisfaction with Salary of Virginia Vocational Completers by Targeted Populations

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
<u>Academically disadvantaged</u>										
1996	221	24	11%	167	76%	28	13%	2	0%	
1997	479	71	15%	319	67%	75	16%	14	3%	
1998	497	69	15%	336	68%	80	16%	12	3%	
<u>Economically disadvantaged</u>										
1996	195	16	8%	139	71%	35	18%	5	3%	
1997	367	40	11%	260	71%	60	16%	7	2%	
1998	255	27	11%	171	67%	50	20%	7	3%	
<u>Disabled</u>										
1996	32	7	21%	18	56%	6	19%	1	6%	
1997	150	17	11%	99	66%	21	14%	13	9%	
1998	177	23	13%	118	67%	31	18%	5	3%	
<u>Limited English proficiency</u>										
1996	15	2	13%	10	67%	3	20%	-	-	
1997	5	1	20%	1	20%	2	40%	1	20%	
1998	9	2	22%	7	78%	-	-	-	-	
<u>Total</u>										
1996	463	49	11%	334	72%	72	16%	8	2%	
1997	1,001	129	13%	679	68%	158	16%	35	3%	
1998	938	121	13%	632	67%	161	17%	24	3%	

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

Table 13  
Satisfaction with Potential for Advancement of Virginia Vocational Completers

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
1996	1,477	243	16%	893	60%	301	20%	40	3%
1997	3,176	568	18%	1,885	59%	630	20%	93	3%
1998	2,516	496	20%	1,443	57%	507	20%	71	3%

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

Table 14  
Satisfaction with Potential for Advancement of Virginia Vocational Completers by Service Areas

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
<b>Agricultural education</b>										
1996	100	16	16%	60	60%	22	22%	2	2%	
1997	267	42	16%	159	60%	57	21%	9	3%	
1998	171	39	23%	96	56%	34	20%	2	1%	
<b>Business education</b>										
1996	334	54	16%	206	62%	63	19%	11	3%	
1997	746	130	17%	451	60%	134	18%	31	4%	
1998	664	138	21%	380	57%	119	18%	27	4%	
<b>Education for employment<sup>a</sup></b>										
1997	29	4	14%	23	79%	1	3%	1	3%	
1998	6	-	-	4	66%	2	33%	-	-	
<b>Health occupations education</b>										
1996	62	9	15%	37	60%	14	23%	2	3%	
1997	135	22	16%	77	57%	33	24%	3	2%	
1998	96	10	10%	57	59%	27	28%	2	2%	
<b>Marketing education</b>										
1996	370	54	15%	238	64%	67	18%	11	3%	
1997	610	89	15%	398	66%	107	18%	16	3%	
1998	442	90	20%	260	59%	77	17%	15	3%	
<b>Technology education</b>										
1996	125	22	18%	44	35%	56	45%	3	2%	
1997	270	33	12%	101	37%	130	48%	6	2%	
1998	212	30	14%	86	40%	93	44%	3	1%	
<b>Trade and industrial education</b>										
1996	362	68	19%	228	63%	56	15%	10	3%	
1997	856	206	24%	501	59%	130	15%	19	2%	
1998	637	129	20%	400	63%	93	15%	15	2%	
<b>Work and family studies</b>										
1996	124	20	16%	80	65%	23	19%	1	1%	
1997	263	42	16%	175	67%	38	14%	8	3%	
1998	288	60	20%	160	56%	62	21%	6	2%	

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

<sup>a</sup> Education for Employment data were not available for 1996

Table 15  
Satisfaction with Potential for Advancement of Virginia Vocational Completers by Targeted Populations

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
<b>Academically disadvantaged</b>										
1996	219	26	12%	156	71%	34	16%	3	1%	
1997	468	75	16%	301	64%	75	16%	17	4%	
1998	490	105	21%	290	59%	83	17%	12	2%	
<b>Economically disadvantaged</b>										
1996	193	33	17%	118	61%	35	18%	7	4%	
1997	364	32	9%	268	74%	49	13%	15	4%	
1998	254	47	19%	147	59%	53	21%	7	3%	
<b>Disabled</b>										
1996	31	6	20%	19	61%	5	16%	1	3%	
1997	141	26	18%	85	60%	23	16%	7	5%	
1998	175	34	19%	111	63%	24	14%	6	3%	
<b>Limited English proficiency</b>										
1996	15	4	27%	8	53%	2	13%	1	7%	
1997	3	-	-	2	67%	1	33%	-	-	
1998	9	3	33%	6	66%	-	-	-	-	
<b>Total</b>										
1996	458	69	15%	301	66%	76	17%	12	3%	
1997	976	133	14%	656	67%	148	15%	39	4%	
1998	928	189	20%	554	60%	160	17%	25	3%	

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

or "very satisfied," with only 3% or 4% being "very dissatisfied" with their potential for advancement.

Job satisfaction with supervisor. Overall high levels of satisfaction with supervisors across all three years are shown in Table 16. Similar high levels of satisfaction were reported by completers in all eight service areas as shown in Table 17, except that health occupations education completers were more dissatisfied in 1996 and 1997. Employed vocational completers from the targeted populations reported high levels of satisfaction with their job supervisors (see Table 18).

Job satisfaction with co-workers. Employed completers reported high overall satisfaction with their co-workers (see Table 19). The same satisfaction was generally reported by vocational service areas as shown in Table 20. Health occupations education had the highest percentages reporting as "very dissatisfied" or "dissatisfied," but as in all service areas these represent small numbers. Similarly, targeted populations also reported high levels of satisfaction with co-workers as shown in Table 21.

Job satisfaction with company policies and practices. Overall, between 11% and 13% of employed completers reported dissatisfaction with their companies' policies and practices (see Table 22). Satisfaction with company policies and practices by service area is shown in Table 23, revealing that completers in some service areas reported higher levels of dissatisfaction than others. In 1997 health occupations education had a total of 19% of completers stating levels of dissatisfaction. For that same year technology education reported a 15% "dissatisfied" rate with 1% being "very dissatisfied." However, at the other end of the scale, over the three years reported, 19% to 27% of technology completers reported that they were "very satisfied" with their company. In 1998, business education and marketing education had 25% of their completers stating they were "very satisfied" with their company policies and practices. The responses to the same question by completers who were members of targeted populations were reflected in Table 24. For each of the three years studied, no more than 15% of the targeted populations completers were "dissatisfied" or "very dissatisfied."

Table 16

Satisfaction with Supervisor of Virginia Vocational Completers

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
1996	1,431	394	28%	924	65%	88	6%	25	2%
1997	3,095	786	25%	2,030	66%	226	7%	53	2%
1998	2,455	717	29%	1,517	62%	186	8%	35	1%

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

Table 17  
Satisfaction with Supervisor of Virginia Vocational Completers by Service Areas

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
<b>Agricultural education</b>										
1996	100	24	24%	68	68%	6	6%	2	2%	
1997	269	50	19%	195	72%	18	7%	6	2%	
1998	171	46	27%	105	61%	18	11%	2	1%	
<b>Business education</b>										
1996	337	110	33%	192	57%	26	8%	9	3%	
1997	750	209	28%	467	62%	59	8%	15	2%	
1998	664	224	34%	374	56%	56	8%	10	2%	
<b>Education for employment<sup>a</sup></b>										
1997	29	4	14%	25	86%	-	-	-	-	
1998	6	1	17%	5	83%	-	-	-	-	
<b>Health occupations education</b>										
1996	61	16	26%	37	61%	5	8%	3	5%	
1997	137	37	27%	80	58%	17	12%	3	2%	
1998	96	18	19%	72	75%	6	6%	-	-	
<b>Marketing education</b>										
1996	369	92	25%	258	70%	18	5%	1	0%	
1997	609	150	25%	413	68%	38	6%	8	1%	
1998	444	152	34%	259	58%	25	6%	8	2%	
<b>Technology education</b>										
1996	81	23	28%	52	64%	3	4%	3	4%	
1997	181	49	27%	115	64%	15	8%	2	1%	
1998	144	43	30%	93	65%	8	6%	-	-	
<b>Trade and industrial education</b>										
1996	357	91	25%	242	68%	19	5%	5	1%	
1997	855	217	25%	563	66%	60	7%	15	2%	
1998	641	159	25%	430	67%	43	7%	9	1%	
<b>Work and family studies</b>										
1996	126	38	30%	75	60%	11	9%	2	2%	
1997	265	70	26%	172	65%	19	7%	4	2%	
1998	289	74	26%	179	62%	30	10%	6	2%	

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

<sup>a</sup> Education for Employment data were not available for 1996.



Table 18  
Satisfaction with Supervisor of Virginia Vocational Completers by Targeted Populations

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
<b>Academically disadvantaged</b>										
1996	219	55	25%	152	69%	8	4%	4	2%	
1997	473	100	21%	324	68%	41	9%	8	2%	
1998	491	132	27%	319	65%	34	7%	6	1%	
<b>Economically disadvantaged</b>										
1996	192	47	24%	131	68%	6	3%	8	4%	
1997	365	49	13%	274	75%	35	10%	7	2%	
1998	256	66	26%	167	65%	20	8%	3	1%	
<b>Disabled</b>										
1996	31	12	39%	17	55%	2	6%	-	-	
1997	141	36	26%	92	65%	11	8%	2	1%	
1998	176	46	26%	121	69%	8	5%	1	0%	
<b>Limited English proficiency</b>										
1996	15	6	40%	6	40%	1	7%	2	13%	
1997	4	-	-	2	50%	1	25%	1	25%	
1998	9	1	11%	7	78%	1	11%	-	-	
<b>Total</b>										
1996	457	120	26%	306	67%	17	4%	14	3%	
1997	983	185	19%	692	70%	88	9%	18	2%	
1998	932	245	26%	614	66%	63	6%	10	1%	

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

Table 19  
Satisfaction with Co-Workers of Virginia Vocational Completers

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
1996	1,426	381	27%	994	70%	45	3%	6	0%
1997	3,084	777	25%	2,143	69%	145	5%	19	1%
1998	2,449	689	28%	1,620	66%	120	5%	16	1%

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number

Table 20  
Satisfaction with Co-Workers of Virginia Vocational Completers by Service Areas

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied		
		f	%	f	%	f	%	f	%	
<b>Agricultural education</b>										
1996	97	20	21%	75	77%	1	1%	1	1%	
1997	270	48	18%	207	77%	10	4%	5	2%	
1998	171	43	25%	122	71%	6	4%	-	-	
<b>Business education</b>										
1996	333	105	32%	216	65%	10	3%	2	1%	
1997	750	216	29%	493	66%	37	5%	4	1%	
1998	663	211	32%	400	60%	46	7%	6	1%	
<b>Education for employment<sup>a</sup></b>										
1997	28	4	14%	21	75%	3	11%	-	-	
1998	6	-	-	6	100%	-	-	-	-	
<b>Health occupations education</b>										
1996	63	16	25%	41	65%	5	8%	1	2%	
1997	137	33	24%	94	69%	7	5%	3	2%	
1998	100	21	21%	70	70%	4	4%	5	5%	
<b>Marketing education</b>										
1996	370	86	23%	273	74%	10	3%	1	0%	
1997	605	144	24%	435	72%	23	4%	3	0%	
1998	442	146	33%	275	62%	16	4%	5	1%	
<b>Technology education</b>										
1996	81	26	32%	54	67%	1	1%	-	-	
1997	181	59	33%	112	62%	10	6%	-	-	
1998	145	39	27%	103	71%	3	2%	-	-	
<b>Trade and industrial education</b>										
1996	356	95	27%	248	70%	12	3%	1	0%	
1997	849	208	24%	596	70%	41	5%	4	0%	
1998	639	161	25%	450	70%	26	4%	2	0%	
<b>Work and family studies</b>										
1996	126	33	26%	87	68%	6	5%	-	-	
1997	264	65	25%	185	70%	14	5%	-	-	
1998	283	68	24%	194	69%	18	6%	3	1%	

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

<sup>a</sup> Education for Employment data were not available for 1996.

Table 21

Satisfaction with Co-Workers of Virginia Vocational Completers by Targeted Populations

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
<b>Academically disadvantaged</b>										
1996	219	56	26%	156	71%	6	3%	1	0%	
1997	470	100	21%	331	70%	31	7%	8	2%	
1998	489	122	25%	343	70%	21	4%	3	0%	
<b>Economically disadvantaged</b>										
1996	189	49	26%	136	72%	4	2%	-	-	
1997	365	45	12%	288	79%	27	7%	5	1%	
1998	253	59	23%	182	72%	10	4%	2	0%	
<b>Disabled</b>										
1996	31	12	39%	18	58%	1	3%	-	-	
1997	142	28	20%	104	73%	9	6%	1	1%	
1998	175	49	28%	118	67%	7	4%	1	0%	
<b>Limited English proficiency</b>										
1996	15	7	47%	6	40%	2	13%	-	-	
1997	4	-	-	3	75%	1	25%	-	-	
1998	9	2	22%	7	78%	-	-	-	-	
<b>Total</b>										
1996	454	124	27%	316	70%	13	3%	1	0%	
1997	981	173	18%	726	74%	68	7%	14	1%	
1998	926	232	25%	650	70%	38	4%	6	0%	

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

Table 22

Satisfaction with Company Policies and Practices of Virginia Vocational Completers

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
1996	1,434	260	18%	1,009	70%	137	10%	28	2%
1997	3,090	600	19%	2,140	69%	288	9%	62	2%
1998	2,466	530	21%	1,631	66%	270	11%	38	2%

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

Table 23  
Satisfaction with Company Policies and Practices of Virginia Vocational Completers by Service Areas

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
<b>Agricultural education</b>										
1996	99	11	11%	72	73%	14	14%	2	2%	
1997	270	37	14%	200	74%	24	9%	9	3%	
1998	170	30	18%	121	71%	18	11%	1	1%	
<b>Business</b>										
1996	337	69	20%	238	71%	23	7%	7	2%	
1997	748	175	23%	489	65%	68	9%	16	2%	
1998	657	162	25%	401	61%	80	12%	14	2%	
<b>Education for employment<sup>a</sup></b>										
1997	28	5	18%	23	82%	-	-	-	-	
1998	6	-	-	5	83%	-	-	1	17%	
<b>Health occupations education</b>										
1996	61	12	20%	43	70%	3	5%	3	5%	
1997	134	19	14%	90	67%	20	15%	5	4%	
1998	96	19	20%	65	68%	11	11%	1	1%	
<b>Marketing</b>										
1996	369	60	16%	269	73%	35	9%	5	1%	
1997	608	108	18%	432	71%	52	9%	16	3%	
1998	444	111	25%	284	64%	40	9%	9	2%	
<b>Technology education</b>										
1996	81	22	27%	52	64%	5	6%	2	2%	
1997	181	34	19%	118	65%	28	15%	1	1%	
1998	144	31	22%	96	67%	17	12%	-	-	
<b>Trade and industrial education</b>										
1996	361	57	16%	254	70%	42	12%	8	2%	
1997	857	176	21%	597	70%	75	9%	9	1%	
1998	643	118	18%	464	72%	53	8%	8	1%	
<b>Work and family studies</b>										
1996	126	29	23%	81	64%	15	12%	1	1%	
1997	264	46	17%	191	72%	21	8%	6	2%	
1998	287	54	19%	184	64%	46	16%	3	1%	

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

<sup>a</sup> Education for Employment data were not available for 1996.

Table 24  
Satisfaction with Company Policies and Practices of Virginia Vocational Completers by Targeted Populations

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
Academically disadvantaged										
1996	220	37	17%	159	72%	22	10%	2	0%	
1997	469	75	16%	340	72%	41	9%	13	3%	
1998	492	87	18%	347	71%	53	10%	5	1%	
Economically disadvantaged										
1996	192	32	17%	126	65%	30	16%	4	2%	
1997	364	36	10%	281	77%	38	10%	9	2%	
1998	254	45	18%	177	70%	31	12%	1	0%	
Disabled										
1996	31	7	23%	19	61%	3	10%	2	6%	
1997	140	29	21%	96	69%	12	9%	3	2%	
1998	176	33	19%	128	73%	13	7%	2	1%	
Limited English proficiency										
1996	15	3	20%	8	53%	3	20%	1	7%	
1997	4	-	-	4	100%	-	-	-	-	
1998	9	1	11%	7	78%	1	11%	-	-	
Total										
1996	458	79	17%	312	68%	58	13%	9	2%	
1997	977	140	14%	721	74%	91	9%	25	3%	
1998	931	166	18%	659	71%	98	11%	8	0%	

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

Job satisfaction with working conditions. Overall high levels of satisfaction with working conditions are shown in Table 25. Fewer than 10% of employed completers reported any dissatisfaction at all. Satisfaction with working conditions reported by service areas is shown in Table 26. Although there was some fluctuation of percentage points between "very satisfied" and "satisfied," generally high levels of satisfaction were reported by completers in all service areas. Employed vocational completers who were members of targeted populations (Table 27) reported having slightly more dissatisfaction with their working conditions. Responding economically disadvantaged completers reported the highest levels of dissatisfaction with their working conditions.

Job satisfaction with work tasks assigned. When answering the question about satisfaction with tasks assigned, responding completers as a whole reported (Table 28) high levels of satisfaction, with only 6% being "dissatisfied." This tendency toward high levels of satisfaction with work tasks was consistently reported in the responses by service areas (Table 29) and for employed completers from targeted populations (Table 30), although again the economically disadvantaged completers reported slightly higher levels of dissatisfaction than other targeted populations.

Job satisfaction with level of responsibility expected. Overall employed completers were satisfied with the levels of responsibility expected of them by their employers (Table 31), and the same was generally true in individual service areas (Table 32). Business education, health occupations, marketing education, and technology education all had years in which over 30% of their employed completers reported the highest levels of satisfaction with their responsibility levels. This same question is viewed from the perspective of completers who were members of targeted populations in Table 33, and again high levels of satisfaction were reported. In 1996, 100% of employed completers who were disabled reported being either "very satisfied" or "satisfied" with the level of responsibility expected of them.



Table 25  
Satisfaction with Working Conditions of Virginia Vocational Completers

Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
1,436	299	21%	1,003	70%	108	8%	14	0%
3,104	688	22%	2,171	70%	215	7%	30	0%
2,459	627	25%	1,611	66%	194	8%	27	1%

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.



Table 26  
Satisfaction with Working Conditions of Virginia Vocational Completers by Service Areas

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
Agricultural education										
1996	100	16	16%	76	76%	7	7%	1	1%	
1997	271	44	16%	211	78%	11	4%	5	2%	
1998	173	43	25%	113	65%	17	10%	-	-	
Business education										
1996	338	96	28%	217	64%	23	7%	4	1%	
1997	748	196	26%	493	65%	54	7%	12	2%	
1998	666	200	30%	399	60%	58	9%	9	1%	
Education for employment <sup>a</sup>										
1997	29	8	28%	21	72%	-	-	-	-	
1998	6	-	-	6	100%	-	-	-	-	
Health occupations education										
1996	60	15	25%	41	68%	3	5%	1	2%	
1997	137	29	21%	95	69%	11	8%	2	1%	
1998	96	25	26%	64	67%	6	6%	1	1%	
Marketing education										
1996	369	67	18%	277	75%	24	7%	1	1%	
1997	607	129	21%	446	73%	31	5%	1	0%	
1998	443	124	28%	294	66%	21	5%	4	0%	
Technology education										
1996	80	21	26%	54	68%	4	5%	1	1%	
1997	181	47	26%	118	65%	15	8%	1	0%	
1998	144	35	24%	96	67%	13	9%	-	-	
Trade and industrial education										
1996	362	62	17%	259	72%	37	10%	4	1%	
1997	857	183	21%	596	70%	73	9%	5	0%	
1998	643	136	21%	441	69%	59	9%	7	1%	
Work and family studies										
1996	127	36	28%	79	62%	10	8%	2	2%	
1997	264	52	19%	191	72%	20	7%	4	1%	
1998	288	64	22%	198	69%	20	7%	6	2%	

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

<sup>a</sup> Education for Employment data were not available for 1996.

Table 27  
 Satisfaction with Working Conditions of Virginia Vocational Completers by Targeted Populations

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
<b>Academically disadvantaged</b>										
1996	219	40	19%	158	73%	18	8%	3	1%	
1997	474	71	15%	350	74%	48	10%	5	1%	
1998	493	109	22%	342	69%	39	8%	3	0%	
<b>Economically disadvantaged</b>										
1996	193	25	13%	147	76%	17	9%	4	2%	
1997	366	36	10%	282	77%	45	12%	3	1%	
1998	255	53	21%	172	67%	27	11%	3	1%	
<b>Disabled</b>										
1996	33	10	30%	20	60%	1	3%	2	6%	
1997	143	31	22%	101	71%	9	6%	2	1%	
1998	177	40	23%	118	67%	16	9%	3	2%	
<b>Limited English proficiency</b>										
1996	15	3	20%	9	60%	2	13%	1	7%	
1997	4	-	-	4	100%	-	-	-	-	
1998	9	2	22%	6	67%	1	11%	-	-	
<b>Total</b>										
1996	460	78	17%	334	73%	38	8%	10	2%	
1997	987	138	14%	737	75%	102	10%	10	1%	
1998	934	204	22%	638	68%	83	9%	9	0%	

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

Table 28  
Satisfaction with Work Tasks Assigned of Virginia Vocational Completers

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
1996	1,436	311	22%	1,033	72%	82	6%	10	0%
1997	3,098	661	21%	2,228	72%	179	6%	30	0%
1998	2,453	580	24%	1,703	69%	158	6%	12	0%

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

Table 29

Satisfaction with Work Tasks Assigned of Virginia Vocational Completers by Service Areas

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
<b>Agricultural education</b>										
1996	100	13	13%	78	78%	8	8%	1	1%	
1997	268	41	15%	211	79%	15	6%	1	0%	
1998	170	34	20%	128	75%	8	5%	-	-	
<b>Business education</b>										
1996	339	84	25%	242	71%	12	4%	1	0%	
1997	752	182	24%	521	69%	40	5%	9	1%	
1998	664	183	28%	435	66%	43	6%	3	0%	
<b>Education for employment<sup>a</sup></b>										
1997	29	5	17%	24	83%	-	-	-	-	
1998	6	-	-	5	83%	-	-	1	17%	
<b>Health occupations education</b>										
1996	62	19	31%	40	65%	3	5%	-	-	
1997	137	29	21%	93	68%	10	7%	5	4%	
1998	96	25	26%	68	71%	3	3%	-	-	
<b>Marketing education</b>										
1996	367	72	20%	269	73%	24	7%	2	0%	
1997	611	126	21%	446	73%	34	6%	5	0%	
1998	441	120	27%	298	68%	20	5%	3	0%	
<b>Technology education</b>										
1996	81	24	30%	53	65%	3	4%	1	1%	
1997	180	47	26%	117	65%	14	8%	2	1%	
1998	145	27	19%	107	74%	10	7%	1	0%	
<b>Trade and industrial education</b>										
1996	361	67	19%	268	74%	22	6%	4	1%	
1997	854	175	20%	621	73%	53	6%	5	0%	
1998	642	128	20%	464	72%	47	7%	3	0%	
<b>Work and family studies</b>										
1996	126	32	25%	83	66%	10	8%	1	0%	
1997	267	56	21%	195	73%	13	4%	3	1%	
1998	289	63	22%	198	69%	27	9%	1	0%	

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

<sup>a</sup> Education for Employment data were not available for 1996.

Table 30  
Satisfaction with Work Tasks Assigned of Virginia Vocational Completers by Targeted Populations

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
<b>Academically disadvantaged</b>									
1996	220	34	15%	170	77%	15	7%	1	0%
1997	473	74	16%	361	76%	33	7%	5	1%
1998	491	95	19%	369	81%	24	5%	3	0%
<b>Economically disadvantaged</b>									
1996	194	35	18%	140	72%	19	10%	-	-
1997	365	39	11%	295	81%	28	8%	3	1%
1998	255	47	18%	182	71%	22	9%	4	2%
<b>Disabled</b>									
1996	31	7	23%	23	74%	1	3%	-	-
1997	143	27	19%	107	75%	8	6%	1	0%
1998	177	37	21%	130	73%	8	5%	2	1%
<b>Limited English proficiency</b>									
1996	15	2	13%	11	73%	1	7%	1	7%
1997	3	-	-	3	100%	-	-	-	-
1998	9	2	22%	7	78%	-	-	-	-
<b>Total</b>									
1996	460	78	17%	344	75%	36	8%	2	0%
1997	984	140	14%	766	78%	69	7%	9	0%
1998	932	181	19%	688	74%	54	6%	9	0%

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

Table 31

Satisfaction with Level of Responsibility Expected of Virginia's Vocational Completers

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
1996	1,436	379	26%	997	69%	54	4%	6	0%
1997	3,085	778	25%	2,150	70%	138	4%	19	0%
1998	2,449	671	27%	1,616	66%	146	6%	16	0%

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.



Table 32  
Satisfaction with Level of Responsibility Expected of Virginia Vocational Completers by Service Areas

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
Agricultural education										
1996	101	16	16%	78	77%	5	5%	2	2%	
1997	270	44	16%	214	79%	10	4%	2	0%	
1998	173	41	24%	127	73%	5	3%	-	-	
Business education										
1996	339	105	31%	224	66%	10	3%	-	-	
1997	753	222	29%	502	67%	22	3%	7	0%	
1998	663	210	32%	410	62%	36	5%	7	1%	
Education for employment <sup>a</sup>										
1997	14	7	50%	7	50%	-	-	-	-	
1998	1	-	-	-	-	1	100%	-	-	
Health occupations education										
1996	63	23	37%	37	59%	3	5%	-	-	
1997	137	31	23%	97	71%	7	5%	2	1%	
1998	96	23	24%	70	73%	3	3%	-	-	
Marketing education										
1996	366	89	24%	261	71%	16	4%	-	-	
1997	609	156	26%	422	69%	29	5%	2	0%	
1998	442	145	33%	267	60%	29	7%	1	0%	
Technology education										
1996	81	29	36%	48	59%	3	4%	1	1%	
1997	180	52	29%	115	64%	13	7%	-	-	
1998	144	30	21%	106	74%	6	4%	2	1%	
Trade and industrial education										
1996	359	81	23%	261	73%	14	4%	3	1%	
1997	857	203	24%	609	71%	39	5%	6	0%	
1998	642	142	22%	448	70%	48	7%	4	0%	
Work and family studies										
1996	127	36	28%	88	69%	3	2%	-	-	
1997	265	63	24%	184	69%	18	7%	-	-	
1998	288	80	28%	188	65%	18	6%	2	0%	

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

<sup>a</sup> Education for Employment data were not available for 1996.

Table 33  
 Satisfaction with Level of Responsibility Expected of Virginia Vocational Completers by Targeted Populations

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
<b>Academically disadvantaged</b>										
1996	218	42	19%	166	76%	8	4%	2	0%	
1997	472	84	18%	358	76%	28	6%	2	0%	
1998	492	120	24%	335	68%	34	7%	3	0%	
<b>Economically disadvantaged</b>										
1996	193	43	22%	141	73%	8	4%	1	0%	
1997	365	45	12%	296	81%	21	6%	3	1%	
1998	255	52	20%	181	71%	18	7%	4	2%	
<b>Disabled</b>										
1996	31	12	39%	19	61%	-	-	-	-	
1997	142	23	16%	113	80%	5	4%	1	1%	
1998	177	40	23%	125	71%	11	6%	1	0%	
<b>Limited English proficiency</b>										
1996	15	1	7%	12	80%	1	7%	1	7%	
1997	4	-	-	3	75%	1	25%	-	-	
1998	9	3	33%	6	67%	-	-	-	-	
<b>Total</b>										
1996	457	98	21%	338	74%	17	4%	4	0%	
1997	983	152	15%	770	78%	55	6%	6	0%	
1998	933	215	23%	647	69%	63	7%	8	0%	

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

Job satisfaction with amount of work expected. Overall, during the three years in this study, levels of satisfaction with the amount of work expected of employed completers were high. As shown in Table 34, only 6% each year reported being "dissatisfied." The responses to this question categorized by service areas are shown in Table 35, and again high levels of satisfaction appear. Only agricultural education, health occupations education, and work and family studies had years where their completers voiced levels of dissatisfaction as high as 9% or 10%. Targeted populations also reported high levels of satisfaction (Table 36), although again economically disadvantaged completers reported slightly higher levels of dissatisfaction.

Job satisfaction with job security. The figures reported in Table 37 reflect consistent responses to the question of employed completers' satisfaction with job security. Only 11% to 12% of the total employed completers responding reported any level of dissatisfaction with job security. Differences appeared when looking at this question by service areas (Table 38). Business education and technology education completers reported increased levels of dissatisfaction with job security in each consecutive year. Employed completers from targeted populations (Table 39) reported slightly higher levels of dissatisfaction with 14% to 15% overall reporting in the two lowest response categories of "dissatisfied" and "very dissatisfied" over the three years. The economically disadvantaged completers and the disabled completers reported slightly higher levels of dissatisfaction with job security than the academically disadvantaged completers.

### Summary

The data analysis was conducted to determine vocational completers' employment status, to interpret variations among service areas and targeted populations in earnings and satisfaction, and to set baselines for future studies of vocational completers. This information was obtained from yearly follow-up surveys conducted among the school districts in Virginia which gather data about vocational completers within one year following graduation. The findings were reported with descriptive statistics, using frequencies and percentages for both the overall group and by various distributions.

Three years (1996, 1997, and 1998) of follow-up data were examined in this study. Twenty-nine school divisions reported in the 1996 survey. Fifty school divisions reported in 1997, and 44 school divisions reported in 1998. Data from a total of 19,316 vocational

Table 34  
 Satisfaction with Amount of Work Expected of Virginia Vocational Completers

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
1996	1,435	320	22%	1,021	71%	80	6%	14	0%
1997	3,100	685	22%	2,199	71%	186	6%	30	0%
1998	2,449	578	24%	1,716	70%	147	6%	8	0%

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

Table 35  
 Satisfaction with Amount of Work Expected of Virginia Vocational Completers by Service Areas

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Agricultural education									
1996	100	14	14%	75	75%	10	10%	1	1%
1997	269	38	14%	215	80%	15	6%	1	0%
1998	172	38	22%	128	74%	5	3%	1	1%
Business education									
1996	338	83	25%	238	70%	13	4%	4	1%
1997	753	198	26%	511	68%	33	4%	11	1%
1998	662	181	27%	433	65%	46	7%	2	0%
Education for employment <sup>a</sup>									
1997	29	5	17%	24	83%	-	-	-	-
1998	6	-	-	6	100%	-	-	-	-
Health occupations education									
1996	63	20	32%	38	60%	5	8%	-	-
1997	136	27	20%	93	68%	12	9%	4	3%
1998	96	17	18%	72	75%	7	7%	-	-
Marketing education									
1996	366	74	20%	263	72%	25	7%	4	1%
1997	611	125	20%	440	72%	41	7%	5	0%
1998	442	120	27%	298	67%	21	5%	3	1%
Technology education									
1996	81	27	33%	50	62%	4	5%	-	-
1997	180	49	27%	118	66%	10	6%	3	2%
1998	146	24	16%	113	77%	9	6%	-	-
Trade and industrial education									
1996	360	69	19%	274	76%	14	4%	3	1%
1997	856	179	21%	620	72%	51	6%	6	0%
1998	637	134	21%	462	73%	41	6%	-	-
Work and family studies									
1996	127	33	26%	83	65%	9	7%	2	2%
1997	266	64	24%	178	67%	24	9%	-	-
1998	288	64	22%	204	71%	18	6%	2	1%

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

<sup>a</sup> Education for Employment data were not available for 1996.

Table 36  
 Satisfaction with Amount of Work Expected of Virginia Vocational Completers by Targeted Populations

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
<b>Academically disadvantaged</b>										
1996	219	39	18%	170	78%	8	4%	2	0%	
1997	470	75	16%	356	76%	36	8%	3	0%	
1998	491	95	19%	369	81%	24	5%	3	0%	
<b>Economically disadvantaged</b>										
1996	191	36	19%	139	73%	14	7%	2	1%	
1997	364	33	9%	295	81%	31	9%	5	1%	
1998	255	44	17%	188	74%	20	8%	3	1%	
<b>Disabled</b>										
1996	31	7	23%	24	77%	-	-	-	-	
1997	141	24	17%	103	73%	13	9%	1	1%	
1998	177	34	19%	131	74%	12	7%	-	-	
<b>Limited English proficiency</b>										
1996	15	1	7%	12	80%	1	7%	1	7%	
1997	4	-	-	3	75%	1	25%	-	-	
1998	9	2	22%	7	78%	-	-	-	-	
<b>Total</b>										
1996	456	83	18%	345	76%	23	5%	5	1%	
1997	979	132	13%	757	77%	81	8%	9	0%	
1998	932	175	19%	695	75%	56	6%	6	0%	

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

Table 37  
Satisfaction with Job Security of Virginia Vocational Completers

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
1996	1,437	392	27%	883	61%	136	9%	26	2%
1997	3,094	820	27%	1,890	61%	309	10%	75	2%
1998	2,453	705	29%	1,444	59%	250	10%	54	2%

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

Table 38  
Satisfaction with Job Security of Virginia Vocational Completers by Service Areas

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Agricultural education									
1996	101	21	20%	60	59%	18	18%	2	2%
1997	269	50	19%	179	67%	33	12%	7	3%
1998	172	42	24%	114	66%	15	9%	1	1%
Business education									
1996	338	94	29%	207	61%	31	9%	6	2%
1997	750	218	29%	432	58%	80	11%	20	3%
1998	665	220	33%	343	52%	80	12%	22	3%
Education for employment <sup>a</sup>									
1997	29	6	21%	21	72%	-	-	2	7%
1998	6	1	17%	4	67%	1	17%	-	-
Health occupations education									
1996	64	22	34%	38	59%	3	5%	1	2%
1997	137	31	23%	83	61%	15	11%	8	6%
1998	95	23	24%	67	70%	5	5%	-	-
Marketing education									
1996	367	90	24%	241	66%	33	9%	3	2%
1997	609	161	26%	387	64%	51	8%	10	2%
1998	444	141	32%	257	58%	38	9%	8	2%
Technology education									
1996	79	25	32%	47	59%	5	6%	2	3%
1997	179	57	32%	98	55%	19	11%	5	3%
1998	144	33	23%	90	63%	18	13%	3	2%
Trade and industrial education									
1996	361	96	27%	226	63%	29	8%	10	3%
1997	855	232	27%	522	61%	86	10%	15	2%
1998	639	168	26%	396	62%	64	10%	11	2%
Work and family studies									
1996	127	44	35%	64	50%	17	13%	2	2%
1997	266	65	24%	168	63%	25	9%	8	3%
1998	288	77	27%	173	60%	29	10%	9	3%

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

<sup>a</sup> Education for Employment data were not available for 1996.



Table 39  
Satisfaction with Job Security of Virginia Vocational Completers by Targeted Populations

	Total completers responding	Very satisfied		Satisfied		Dissatisfied		Very dissatisfied		
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	
<b>Academically disadvantaged</b>										
1996	218	49	22%	142	65%	24	11%	3	2%	
1997	469	95	20%	310	66%	53	11%	11	2%	
1998	492	130	26%	298	61%	54	11%	10	2%	
<b>Economically disadvantaged</b>										
1996	193	45	23%	118	61%	26	13%	4	2%	
1997	363	46	13%	253	70%	53	15%	11	3%	
1998	255	64	25%	148	58%	35	14%	8	3%	
<b>Disabled</b>										
1996	31	15	48%	11	35%	5	16%	-	-	
1997	140	23	16%	99	70%	13	15%	5	4%	
1998	174	50	29%	102	59%	17	10%	5	3%	
<b>Limited English proficiency</b>										
1996	15	6	40%	6	40%	2	13%	1	7%	
1997	5	-	-	3	60%	1	20%	1	20%	
1998	9	1	11%	7	78%	1	11%	-	-	
<b>Total</b>										
1996	457	115	25%	277	61%	57	12%	8	2%	
1997	977	164	17%	665	68%	120	12%	28	3%	
1998	930	245	26%	555	60%	107	12%	23	2%	

Note. Total completers responding reflects the number of completers who indicated their levels of satisfaction and may differ from other totals since not all respondents chose to answer the questions about job satisfaction. Percentages have been rounded to the nearest whole number.

completers were examined, including completers from all eight service areas and from targeted populations.

Overall for the three years, 62% (11,888) of the completers who responded to the follow-up survey were employed. Thirty-eight percent (2,850) of the total employed completers were members of targeted populations. Earnings levels for those completers who responded increased with each consecutive year. Of the employed completers responding to the ten questions related to job satisfaction, the vast majority were "satisfied" or "very satisfied" with all aspects of their current employment during the first year following graduation from high school. However, business education completers consistently reported higher levels of dissatisfaction with most aspects of their employment. Completers from economically disadvantaged families reported higher levels of dissatisfaction to all questions asked about job satisfaction except when asked about salary and co-workers.

Business education and technology education reported lower percentages enrolled from targeted populations. The number of completers who had limited English proficiency were reported in such small numbers that they could not realistically provide any useful information.