FIRST DESTINATION REPORT

Classes of April & August 2016

PREPARED BY:
CAREER DEVELOPMENT CENTER
METHODOLOGY

Flagler College Career Development Center administered a combined First Destination Report for the April 2016 and August 2016 graduated classes. In conjunction with the Office of Alumni Relations, The Outcomes Survey (an automated survey powered by CSO Research, Inc.) was administered to collect post-graduate data. Survey data will also be collected three months, six months, and twelve months following graduation.

Via email, 414 graduates received the survey with a knowledge rate* of 98.79% (409 of the 414 graduates completed the survey). The information presented in this report and collected through the surveys will be used to identify areas of improvements, graduate employment growth and occupational trends.

The purpose of the survey is to collect employment and graduate/professional school information for the April and August 2016 graduates classes. The Career Development Center coordinated dates to upload student data information into The Outcomes Survey and set dates to deliver the instrument.

History: The Office of Institutional Research found The Outcomes Survey in March 2014 and funded the implementation of the system for May 2014 and December 2014 classes. Institutional Research administered the survey to the May 2014 class with a response rate of 33.89%. Alumni Relations oversaw the completion of the December 2014 survey with a response rate of 97.25%. In March 2015, Career Services centralized The Outcomes Survey, including funding and implementation, for all graduating classes following May 2015. The Directors of the Career Development Center and Alumni Relations confirmed the inclusion of the large August 2016 graduating class (65 graduates) with the April 2016 graduating class (347 graduates) to ensure the College captures graduate data while the students are still engaged with the institution. The survey included two graduates from December 2015. The Office of Career Services became the Career Development Center in May 2016.

Administration of Survey Timeline:

- Graduates received a link to the survey via email on March 24, 2016 from the Career Development Center.
- Alumni Relations participated in Graduate Clearance Week from April 18-22, 2016. Graduates completed the survey before they could be fully cleared to graduate.
- The Director of the Career Development Center worked with Department Chairs, Academic Advisers and the Director of Alumni Relations to identify remaining graduates that did not complete Graduation Clearance Week.
- Those graduates completing the survey on paper form were manually entered into the system by the Director of the Career Development Center.
- By October 24, 2016, six months post graduation, 99.52% of graduates completed the survey.

* NACE’s First-Destinations Surveys Team coined the term “knowledge rate” to be used in lieu of “survey response rate” to reflect the approach of going beyond simply relying on a survey for obtaining outcomes information.
BY THE NUMBERS

(n=414)

36
Graduates reported a double major

55%
Graduates completed internships

65%
Primary post-graduate occupation related to major

67%
Primary post-graduate occupation related to career goals

69%
Graduates reported family and friends helpful in search for an occupation

64%
Internships reported were paid experiences

189
Graduates met with the Career Development Center for one-on-one appointments

373
Graduates participated in a Career Development Center sponsored event or workshop

$31,000
Average income of respondents that reported income for full-time employment

594
Experiential learning activities completed

76%
Graduates reporting employment or graduate school at time of graduation
April/August 2016

<table>
<thead>
<tr>
<th>Department</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Art &amp; Design</td>
<td>43</td>
</tr>
<tr>
<td>Business Administration</td>
<td>112</td>
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<tr>
<td>Communication</td>
<td>77</td>
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<tr>
<td>Education</td>
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<tr>
<td>English</td>
<td>10</td>
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<td>Humanities</td>
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<td>Natural Sciences</td>
<td>8</td>
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<td>Social Sciences</td>
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<td>Sport Management</td>
<td>21</td>
</tr>
<tr>
<td>Theatre Arts</td>
<td>12</td>
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</table>

May 2015

<table>
<thead>
<tr>
<th>Department</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>Art &amp; Design</td>
<td>39</td>
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<tr>
<td>Business Administration</td>
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</tr>
<tr>
<td>Communication</td>
<td>69</td>
</tr>
<tr>
<td>Education</td>
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</tr>
<tr>
<td>English</td>
<td>30</td>
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<tr>
<td>Natural Sciences</td>
<td>4</td>
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<tr>
<td>Social Sciences</td>
<td>94</td>
</tr>
<tr>
<td>Sport Management</td>
<td>18</td>
</tr>
<tr>
<td>Theatre Arts</td>
<td>7</td>
</tr>
</tbody>
</table>
## MAJORS

Graduates within each major, including post graduate status rates
(employed or graduate school plans)

For example: Of the 22 Accounting graduates, 91% of them reported employed or pursuing graduate school at time of graduation

<table>
<thead>
<tr>
<th>Major</th>
<th>April 2016 (n=value)</th>
<th>May 2015 (n=value)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>(n=22) 91%</td>
<td>(n=14) 93%</td>
</tr>
<tr>
<td>Art Education</td>
<td>(n=1) 0%</td>
<td>(n=2) 50%</td>
</tr>
<tr>
<td>Art History</td>
<td>(n=4) 100%</td>
<td>(n=1) 100%</td>
</tr>
<tr>
<td>Business Administration</td>
<td>(n=85) 85%</td>
<td>(n=88) 68%</td>
</tr>
<tr>
<td>Coastal Environmental Science</td>
<td>(n=8) 86%</td>
<td>(n=4) 100%</td>
</tr>
<tr>
<td>Communication</td>
<td>(n=8) 75%</td>
<td>(n=51) 57%</td>
</tr>
<tr>
<td>Criminology</td>
<td>(n=16) 88%</td>
<td>(n=9) 89%</td>
</tr>
<tr>
<td>Deaf Education</td>
<td>(n=6) 83%</td>
<td>(n=7) 29%</td>
</tr>
<tr>
<td>Economics</td>
<td>(n=12) 83%</td>
<td>(n=8) 63%</td>
</tr>
<tr>
<td>Elementary Education</td>
<td>(n=8) 63%</td>
<td>(n=17) 76%</td>
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<tr>
<td>Elementary Education/ESE</td>
<td>(n=3) 67%</td>
<td>(n=7) 71%</td>
</tr>
<tr>
<td>English</td>
<td>(n=10) 70%</td>
<td>(n=30) 87%</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>(n=14) 76%</td>
<td>(n=11) 91%</td>
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<tr>
<td>Graphic Design</td>
<td>(n=31) 77%</td>
<td>(n=33) 70%</td>
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<tr>
<td>History</td>
<td>(n=8) 75%</td>
<td>(n=10) 80%</td>
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<tr>
<td>International Studies</td>
<td>(n=12) 50%</td>
<td>(n=7) 57%</td>
</tr>
<tr>
<td>Journalism/Documentary Production</td>
<td>(n=18) 61%</td>
<td>(n=7) 86%</td>
</tr>
<tr>
<td>Latin American Studies/Spanish</td>
<td>(n=1) 0%</td>
<td>(n=1) 100%</td>
</tr>
<tr>
<td>Liberal Arts</td>
<td>(n=16) 75%</td>
<td>(n=4) 100%</td>
</tr>
<tr>
<td>Philosophy/Religion</td>
<td>(n=6) 100%</td>
<td>(n=6) 83%</td>
</tr>
<tr>
<td>Media Studies</td>
<td>(n=8) 38%</td>
<td>(n=3) 100%</td>
</tr>
<tr>
<td>Political Science</td>
<td>(n=15) 60%</td>
<td>(n=17) 65%</td>
</tr>
<tr>
<td>Psychology</td>
<td>(n=49) 90%</td>
<td>(n=56) 80%</td>
</tr>
<tr>
<td>Secondary Education/English</td>
<td>(n=0) -</td>
<td>(n=4) 75%</td>
</tr>
<tr>
<td>Secondary Education/Social Sciences</td>
<td>(n=1) 100%</td>
<td>(n=1) 100%</td>
</tr>
<tr>
<td>Sociology</td>
<td>(n=9) 67%</td>
<td>(n=19) 68%</td>
</tr>
<tr>
<td>Spanish</td>
<td>(n=3) 67%</td>
<td>(n=3) 33%</td>
</tr>
<tr>
<td>Sport Management</td>
<td>(n=21) 90%</td>
<td>(n=18) 94%</td>
</tr>
<tr>
<td>Strategic Communication</td>
<td>(n=43) 74%</td>
<td>(n=8) 88%</td>
</tr>
<tr>
<td>Theatre Arts</td>
<td>(n=12) 100%</td>
<td>(n=7) 29%</td>
</tr>
</tbody>
</table>
**POST GRADUATION STATUS**

As self reported at time of graduation (n=414)

- **40.5%** Employed Full-Time
- **15%** Employed Part-Time
- **9%** Graduate/Professional School
- **11%** Seeking Additional Education
- **>1%** Military Service
- **>1%** Volunteer Service
- **15%** Unemployed and Seeking
- **9%** Other or Unspecified

**May 2015 Comparative Data:**
- Employed Full-Time: 35%
- Employer Part-Time: 20%
- Graduate/Professional School: 4%
- Seeking Additional Education: 13%
- Military Service: 0.5%
- Volunteer Service: 1%
- Unemployed/Seeking: 23.5%
- Other or Unspecified: 3%
OCCUPATIONAL FACTORS

As self reported at time of graduation

When did graduates begin to pursue their primary post-graduation status?

(n=405)

- 6 or more months prior to graduation: 24%
- 3-5 months prior to graduation: 17%
- 1-2 months prior to graduation: 13.5%
- At or near graduation: 7%
- After graduation: 12%
- I kept occupation held prior to graduation or promoted: 8%
- I have not yet sought a post-graduation status: 9%
- I have not yet sought and do not intend to seek a post-graduation occupation: >1%
- I would rather not answer: 8%

Occupation Type

(n=240)

- Employed by an organization: 50%
- Entrepreneurial/start-up: 4%
- Freelance: 3%
- Self-employed: 3%
- Contract Work/Temp: 5%
- Postgraduate Internship: 6%
- Military Service: 0.5%
- Other: 17.5%
- I'd rather not answer: 11%

Top Industries

*Reporting Full-Time Employment

(n=171)

- Sports & Recreation: 10.5%
- Food Services: 8.8%
- Other/Unspecified: 8.8%
- Food & Beverage: 7.6%
- Education: 5.3%
- Retail/Wholesale: 4.7%
- Arts & Entertainment: 3.5%
- Business Services: 3.5%
- Marketing: 3.5%
LOCATIONS

As self reported at time of graduation (n=414)

Geographical Factors for Post-Graduation Search

(n=308)

- Near Hometown: 33.4%
- Near Institution: 22.1%
- Specific City: 17.5%
- Specific State: 13.6%
- Countrywide/Regional: 22.7%
- Outside of the USA: 9.7%
- I'd rather not answer: 9.1%

75% in Florida
EMployers

  A Classic Theatre
  Advent Software, Inc.
  Betty Griffin House
  Breadalbane Finance
  Cause Inspired Media
  Disney
  Enterprise Holdings
  Ernst & Young
  Jacksonville Jaguars
  Northrop Grumman
  Publix
  Rulon International
  Spicer Jeffries, CPA
  St. Augustine Lighthouse & Museum
  St. Johns County School District
  TOLAN Group
  Walmart Corporate

GRADUATE SCHOOLS

  Boston University
  EAE Business School
  Florida State University
  Liberty University
  Marymount University
  New York Film Academy
  Old Dominion University
  Penn State Law
  Princeton Theological Seminary
  Stetson University
  University of Florida
  University of North Florida
  Widener University
# Experiential Learning

## Internships

- **313** Reported
- **91.2%**

  Of the 214 graduates that completed internships reported it helpful in preparing for the workplace

- **50** Graduates offered full-time employment as result of experience

- **91** Full-time internships reported

## Service Learning & Volunteer

- **195** Reported
- **80.4%**

  Of the 69 graduates that completed service learning reported it helpful in preparing for the workplace

- **71.4%** Experiences in conjunction with the College

- **8** Graduates offered full-time employment as result of experience

## Study Abroad

- **67** Reported
- **91%**

  Of the 54 graduates that completed a Study Abroad trip reported it helpful in preparing for the workplace

- **25** Different majors represented

- **6** Continents visited

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*512 experiential learning activities reported in May 2015*