
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

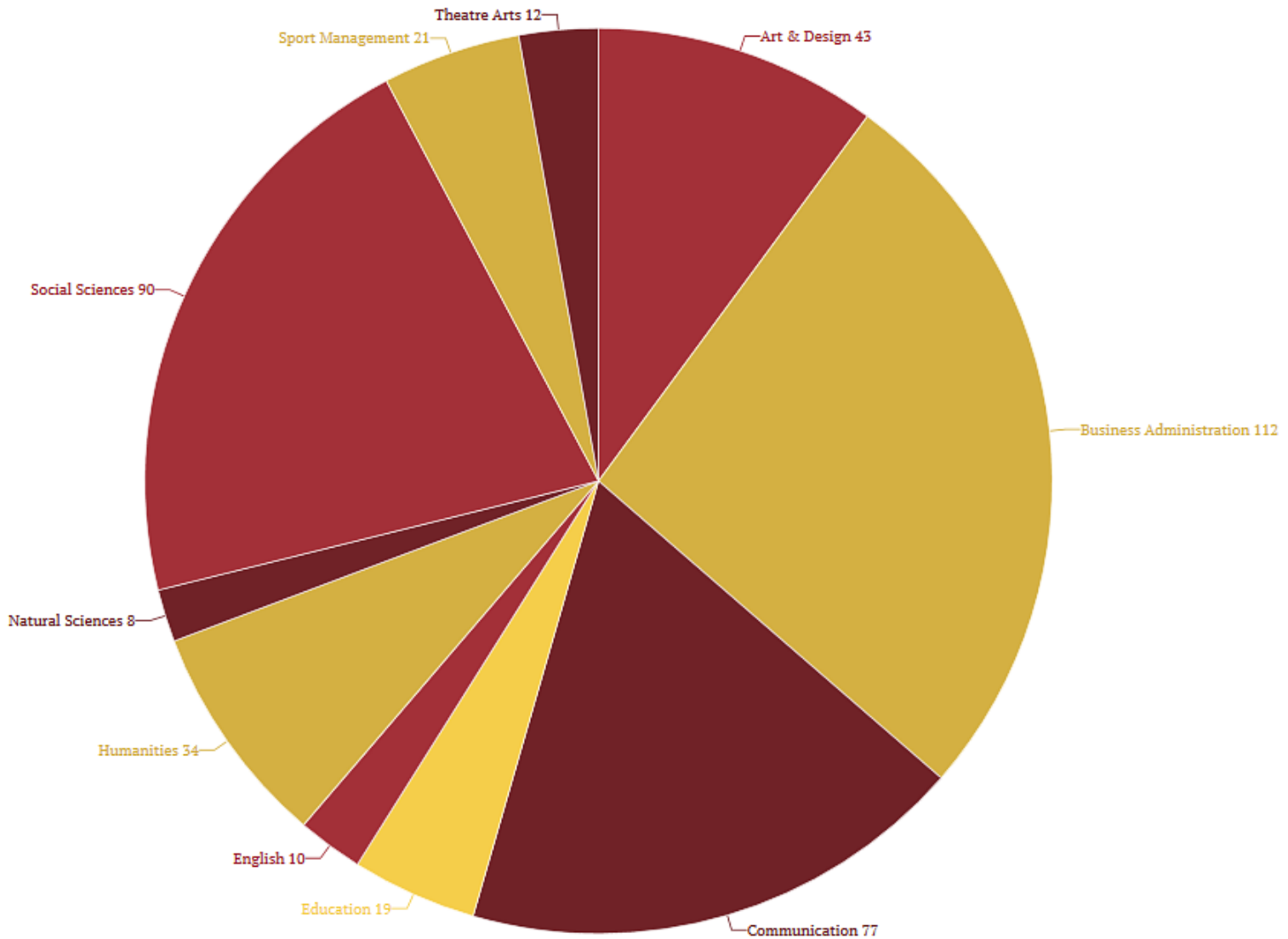


76%

Graduates reporting employment or graduate school at time of graduation



GRADUATES BY DEPARTMENT



April/August 2016

Art & Design	43
Business Administration	112
Communication	77
Education	19
English	10
Humanities	34
Natural Sciences	8
Social Sciences	90
Sport Management	21
Theatre Arts	12

May 2015

Art & Design	39
Business Administration	103
Communication	69
Education	38
English	30
Humanities	23
Natural Sciences	4
Social Sciences	94
Sport Management	18
Theatre Arts	7

MAJORS

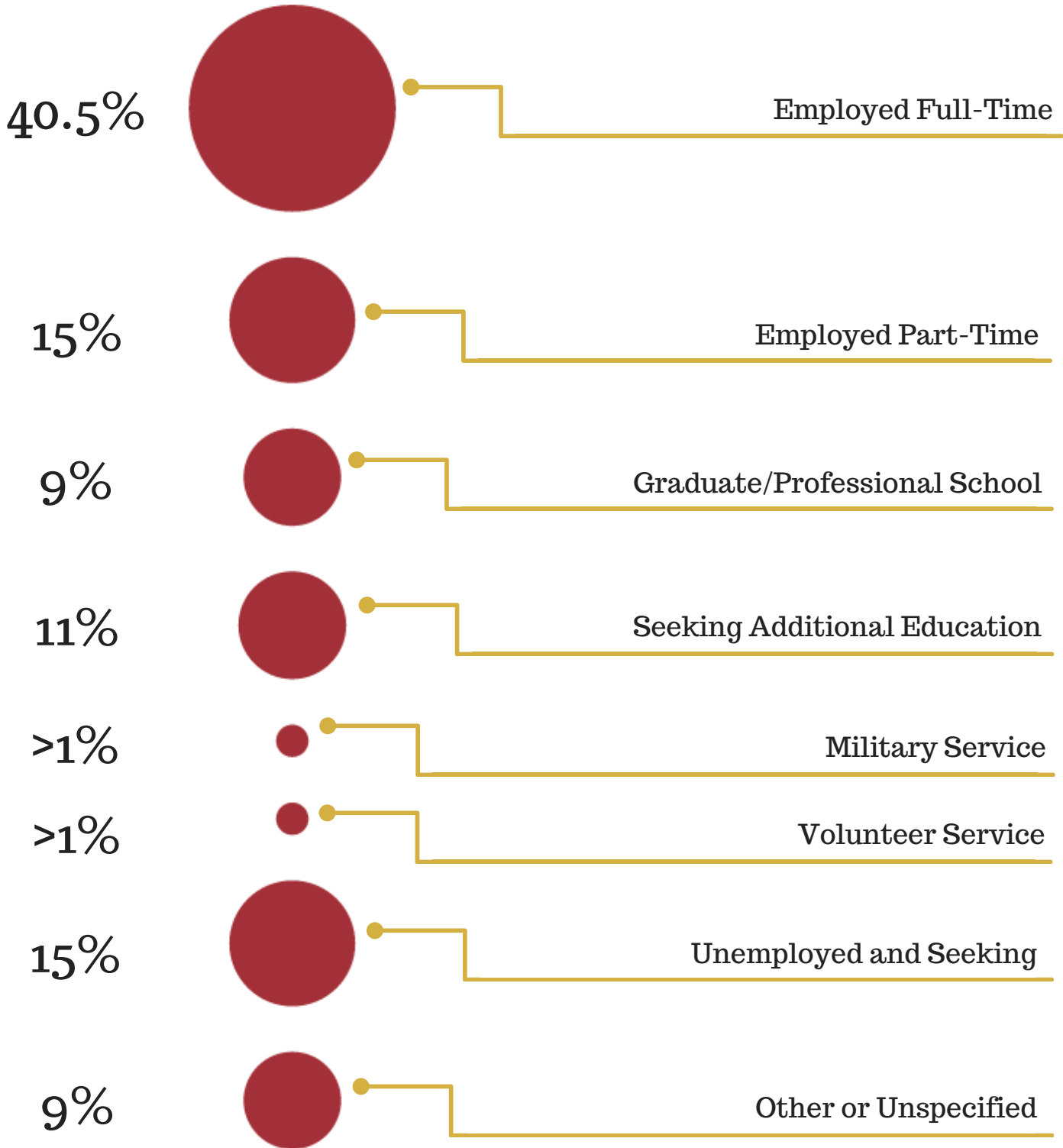
Graduates within each major, including post graduate status rates
(employed or graduate school plans)

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

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

POST GRADUATION STATUS

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



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

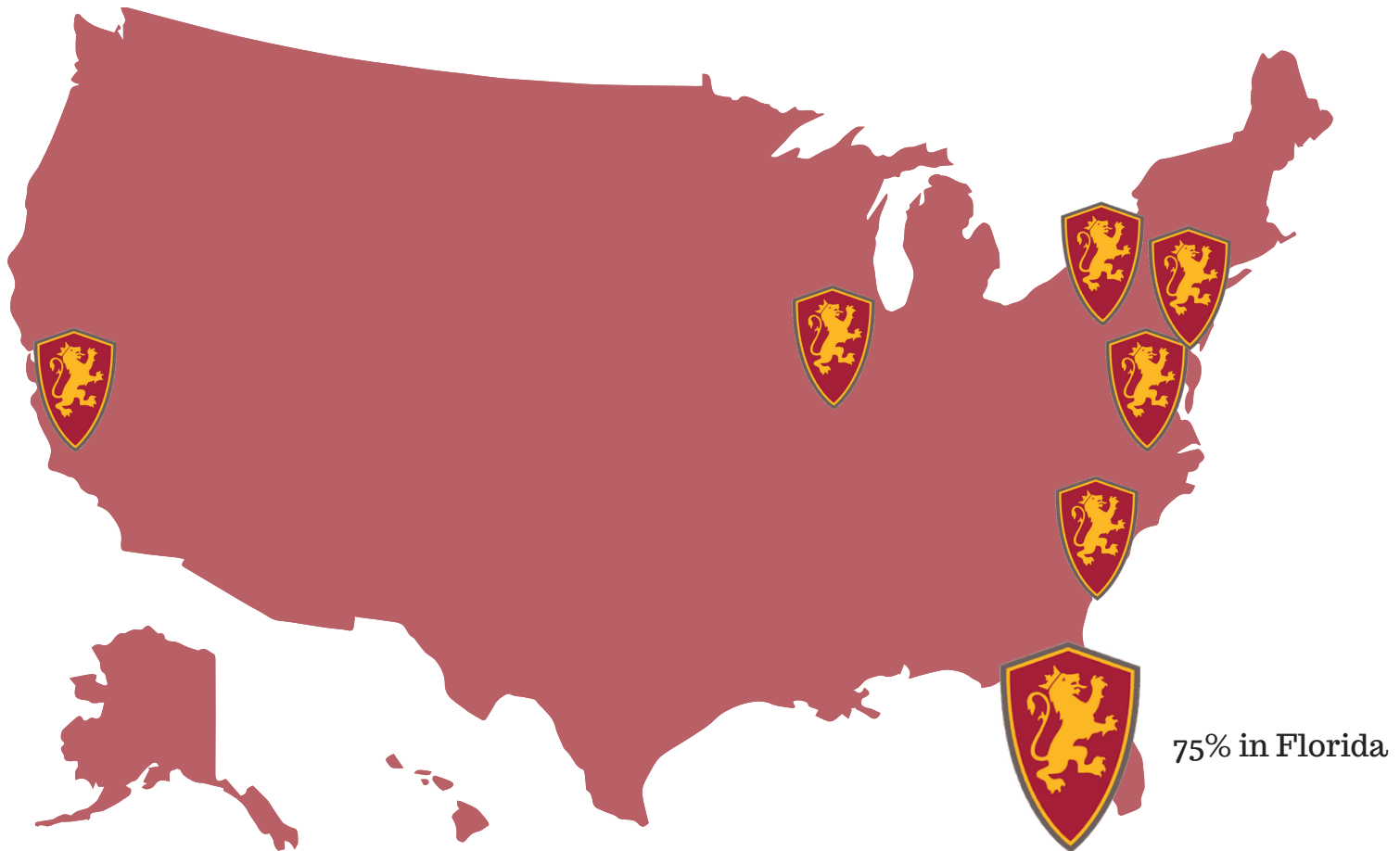
*Reporting Full-Time Employment

(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%

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

594 Total Experiences Reported

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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