# **Texas A&M University-Central Texas Career and Professional Development**

## Graduation Survey Report

## Spring, Summer & Fall 2016

**Explore · Engage · Empower**

Our mission: Career and Professional Development supports the campus community as they move through their careers. To support the development of career and life-long learning goals, we empower the campus community with the necessary professional tools to explore careers, engage with the career of choice, and embark successfully in their career field.

Career and Professional Development is dedicated to serving students and alumni of

Texas A&M University – Central Texas. Our staff is here to serve you and help students grow professionally.

Each semester, Career and Professional Development surveys the graduating class to gather information about their post-graduation plans with plans to follow up after graduation to determine achievement. This is a summary of the spring, summer and fall graduates.

67.3% of spring, 71.1% of summer, and 69.8% of fall graduates had full-time, part-time, self-employed, were in the military, interning post-graduation, or planned to pursue an advanced degree at graduation.

\*The graduation survey is not required of students. Some questions may be skipped based on response.

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# **Spring, Summer & Fall 2016 Graduation Survey Results**

| **Response Rate 2016** | **Spring 2016** | **Summer 2016** | **Fall 2016** |
| --- | --- | --- | --- |
| Total Graduates Surveyed | 317 | 148 | 331 |
| Total Completed Surveys | 280 | 104 | 214 |
| Response Rate | 88.3% | 70.27% | 63% |
|  |  |  |  |
| **Post-Graduate Plans % of class** |  |  |  |
| Plan Employment | 68.2% | 43.3% | 72% |
| Plan Further Education | 17.9% | 25% | 28% |
|  |  |  |  |
| **Employment** |  |  |  |
| Employed (full-time) | 22.2% | 42.25% | 38.3% |
| Employed (part-time) | 4.7% | 2.81% | 5.3% |
| Employed (full-time) | 18.3% | 12.67% | \*\*\* |
| Employed (part-time) | 9% | 4.22% | \*\*\* |
| Interning post-graduation | 3.9% | 0% | 1.9% |
| Self-Employed | 2.2% | 0% | \*\*\* |
| Military | 7.9% | 2.9% | 4.8% |
| Seeking Employment | 30.1% | 38.02% | 26.3% |
|  |  |  |  |
| **Graduate Study** |  |  |  |
| Graduate/Professional School | 17.9% | 25% | 19.6% |
| **Other** |  |  |  |
| Other Endeavors | 12.9% | \*\*\* |  |

*Table showing post-graduate plans, employment status and graduate study plans of students who graduated in Spring, Summer and Fall 2016*

Notes:

1. Survey responses were collected on average three weeks prior to graduation.
2. \*Students were allowed to self-identify more than one Post-Graduation Plan.
3. \*\*27 students applied for graduation but did not graduate. They were invited to complete the survey.
4. \*\*\* Data not collected.
5. Denotes employment in field related to degree. ()
6. Denotes employment in field unrelated to degree. (\*)

# **Spring, Summer & Fall 2016 Graduation Survey Results**

## **Fall 2016 Graduate School Preferences**

|  |  |  |
| --- | --- | --- |
| Graduate or Professional School | Number of Respondents |  |
| Texas A&M University-  Central Texas | 32 |  |
| Texas A&M University | 1 |  |
| Baylor University | 1 |  |
| Tarleton State University | 1 |  |
| Angelo State University | 1 |  |
| University of Texas | 1 |  |
| Seminary of the Southwest | 1 |  |
| University of Southern California | 1 |  |
| **Total Students planning to attend Graduate or**  **Professional School** | **39** |  |

The Table below shows the total number of students planning to attend Graduate or Professional School and their school preferences.

*Table showing Graduate or Professional School plans and preferences of Fall 2016 graduates*

# **Spring, Summer & Fall 2016 Graduation Survey Results**

## **Employment by Salary**

The chart below shows the self-reported salary information for the Spring, Summer, and Fall 2016 graduates. While national and state averages are available through various websites, this provides in-depth information of Texas A&M University-Central Texas graduates.

| Primary NAICS Industry Category | Spring 2016 Salary Average | Summer 2016 Salary Average | Fall 2016 Average |
| --- | --- | --- | --- |
| Professional, Scientific, & Technical Services | $52,835 | $98,920 | $51,992 |
| Finance & Insurance | $49,333 | $65,000 | $33,434 |
| Educational Services | $32,208 | $47,104 | $52,582 |
| Manufacturing | $79,060 | \*\*\* | \*\*\* |
| Administrative & Support | $16,000 | \*\*\* | $45,072 |
| Health Care & Social Assistance | $46,588 | $46,750 | $88,730 |
| Public Administration | $52,804 | \*\*\* | $47,535 |
| Wholesale Trade | $40,000 | \*\*\* | $40,323 |
| Arts, Entertainment, & Recreation | \*\*\* | $62,500 | \*\*\* |
| Other Services (Except Public Administration) | $30,100 | $26,992 | $49,455 |
| Retail Trade | $38,833 | $55,000 | $75,417 |
| Real Estate, Rental & Leasing | $30,000 | $55,000 | $42,073 |
| Transportation & Warehousing | $32,500 | $50,000 | $18,310 |
| Accommodation & Foodservice | $21,667 | $16,000 | $30,915 |
| Unspecified | \*\*\* | \*\*\* | $151,271 |
| Security | \*\*\* | \*\*\* | \*\*\* |
| Government | \*\*\* | $43,677 | $94,105 |
| Private or Non-Profit | \*\*\* | \*\*\* | $22,007 |

*Table showing self-reported salary information for Spring, Summer, and Fall 2016 graduates*

*Notes: Percentages reported are based on employee respondents.*

*\*\*\*Data not collected/ reported*

# **Spring, Summer & Fall 2016 Graduation Survey Results**

## **Employment by Industry**

The chart below shows the current employment industries for May, August, and December 2016 graduates who responded to the graduation survey. The industries listed in the chart are based on the North American Industry Classification System (NAICS), a uniform classification system used by federal statistical agencies and the Hoover’s Business Database when analyzing and publishing data related to the economy.

| Primary NAICS Industry Category | Spring 2016 % | Summer 2016 % | Fall 2016 % |
| --- | --- | --- | --- |
| Professional, Scientific, & Technical Services | 4.3% | 4.8% | 11.8% |
| Finance & Insurance | 2.5% | 1% | 4.3% |
| Educational Services | 12.9% | 13.5% | 33.3% |
| Manufacturing | 1.1% | \*\*\* | \*\*\* |
| Administrative & Support | 2.5% | \*\*\* | 4.8% |
| Health Care & Social Assistance | 9.7% | 6.7% | 13.3% |
| Public Administration | \*\*\* | \*\*\* | 1.1% |
| Wholesale Trade | 0.4% | \*\*\* | 1.6% |
| Arts, Entertainment, & Recreation | 1.4% | 1% | \*\*\* |
| Other Services (Except Public Administration) | 1.1% | 1.9% | 4.3% |
| Retail Trade | 3.6% | 2.9% | 5.4% |
| Real Estate, Rental & Leasing | 0.4% | 1% | 5.4% |
| Transportation & Warehousing | 1.1% | 1% | 1.1% |
| Accommodation & Food Services | 2.9% | 1% | 1.1% |
| Unspecified | 0.4% | 1% | 2.2% |
| Security | 1.8% | \*\*\* | \*\*\* |
| Government | 1.8% | 4.8% | 4.3% |
| Private or Non-Profit | 0.7% | 1% | 2.2% |

*Table showing the percentage of May, August, and December 2016 graduates employed in various industries*

*Notes: Percentages reported are based on employed respondents.*

\*\*\**Data not collected/reported.*

# **Spring, Summer & Fall 2016 Graduation Survey Results**

## **Employment by Industry-Employers**

The following chart shows the self-reported employers for the spring, summer, and fall 2016 graduates.

| Primary NAICS Industry Category | Spring 2016 Employers | Summer 2016 Employers | Fall 2016 Employers |
| --- | --- | --- | --- |
| Professional, Scientific, & Technical Services | CGI; Apple; DPW; NATECH; Envoy; McLane Company; Northrop and Grummann; Sandia National Labs; Texas A&M Health Science Center | CGI; Texas A&M-Central Texas; Intelli Trans; Department of Energy; Genesis Flight Academy | Federal Aviation Administration, Intel, SAIC, CGI, Centex Technologies, CLEANCOR Energy Solutions LLC, Accenture |
| Finance & Insurance | First National Bank; Veteran Affairs; Edward Jones; James Corlew Chevrolet | Payment Alliance International | JPMorgan, Chase, First National Bank of Texas, Charles Schwab, Union State Bank |
| Educational Services | CTC; TAMUCT; Killeen ISD; Belton ISD; Harrison School District Two; Central Texas 4C Inc; Copperas Cove ISD; Lampasas ISD; Southwestern University; McLennan Community College; Northside ISD | Killeen ISD; Central Texas College;  Texas A&M-Central Texas; Belton ISD | CCISD, KISD, TISD, TAMUCT, ACC, UMHB, Paul Quinn College, Richard Milburn Academy |
| Manufacturing | Texas Hydraulics; BAE Systems Inc. | \*\*\* | \*\*\* |
| Administrative & Support | Army; Baylor Scott & White; Heritage House of Central Texas; Home Depot | \*\*\* | \*\*\* |
| Health Care & Social Assistance | Baylor Scott & White; EPIC; Harker Height Home Care; ACI Learning Center; Army; Burleson-Milam Special Service; Cedar Crest Hospital & RTC; Veteran Affairs; Carl R. Darnall Army Medical Center; Department of Defense; Dr. Crowson; Methodist Health System;  Outreach Health Services; Westminster; Zeitgeist Group, Gibson Counseling | Department of Family Services; Department of Defense; CGI; Veterans Affairs; Boys & Girls Club; Behavior Change Institute | HCA North Florida Regional Medical Center, Scott & White Hospital, Central Texas Behavioral Solutions |
| Public Administration | \*\*\* | \*\*\* | City of Burleson |
| Wholesale Trade | AIL | \*\*\* | \*\*\* |
| Arts, Entertainment, & Recreation | Perfect 1; Powerhouse Cheer & Fitness; Self-Employed; TAMUCT | Payment Alliance International | \*\*\* |
| Other Services (Except Public Administration) | Petsmart; Private Home; Sit, Stay, & Play | Teleperformance; YMCA | Animal Medical Center, USDA Rural Development, HEB |
| Retail Trade | UPS; Home Depot; Target; Sprint; AT&T; Cuevas Distribution Inc; MAC Cosmetics; The Exchange; Uptown Liquor | Pandora; Target; Best Buy | Buc-ee’s, James Avery, Target, Walgreens |

# **Spring, Summer & Fall 2016 Graduation Survey Results**

## **Employment by Industry-Employers Continued**

The following is a continuation from the chart on page 6 showing the self-reported employers for the spring, summer, and fall 2016 graduates.

| Primary NAICS Industry Category | Spring 2016 Employers | Summer 2016 Employers | Fall 2016 Employers |
| --- | --- | --- | --- |
| Real Estate, Rental & Leasing | Temple Belton Properties | Fort Hood Family Housing | Century 21, Boston Properties |
| Transportation & Warehousing | Burlington Northern Santa Fe; Serviceline Transport; Tractor Supply Distribution Center | Chep Pallets | OmniAero LCC, |
| Accommodation & Food Services | Taco Bell; Pluckers; Performance Food Group; HEB; BJ’s Brewhouse; Big LL’s BBQ; AAFES | McDonalds | \*\*\* |
| Unspecified | \*\*\* | \*\*\* | Towne Park |
| Security | Bell County; City of Killeen; Department of Justice; Piratus Security Agency; TAMUCT | \*\*\* | Northrop Grumman |
| Government | Army; Carl R. Darnall Army Medical Center; Department of Defense; Sektor | Department of Army; Veterans Affairs; Department of State | Department of Defense, Veterans Affairs, Department of Justice |
| Private/Non-Profit | Pine Summit Christian Camp; Iglesia Cristiana Monte Sinai | One Community Church | Department of Family Services |

*Self-reported employers for the spring, summer, and fall 2016 graduates*

*Notes:*

1. *CTC stands for Central Texas College; TAMUCT stands for Texas A&M University-Central Texas*
2. *\*\*\*Data not collected*

# **Spring, Summer & Fall 2016 Graduation Survey Results**

## **Employment by Location**

The following charts show the location of where our Spring and Summer 2016 graduates reside.

### **Top Geographic Destinations - Spring 2016**

| 5% of respondents live OUTSIDE of TX |
| --- |
| 90% of respondents live IN TX |

| **Location** |  | **Percentage** |
| --- | --- | --- |
| Killeen Metro Area |  | 48.9% |
| Temple |  | 16.3% |
| Belton |  | 9.2% |
| Austin Metro Area |  | 4.3% |

### **Top Texas Locations by Percentage**

### **Top Geographic Destinations- Summer 2016**

| 12.2% of respondents live OUTSIDE of TX |
| --- |
| 85.4% of respondents live IN TX |

| **Location** |  | **Percentage** |
| --- | --- | --- |

|  |  |
| --- | --- |
| Killeen Metro Area | 56.1% |
| Temple | 9.8% |
| Belton | 4.9% |
| Austin Metro Area | 9.8% |

### **Top Texas Locations by Percentage**

### **Top Geographic Destinations- Fall 2016**

| 9.7% of respondents live OUTSIDE of TX |
| --- |
| 90.3% of respondents live IN TX |

| **Location** | **Percentage** |
| --- | --- |
| Killeen Metro Area | 50.5% |
| Temple | 16.1% |
| Belton | 8.6% |
| Austin Metro Area | 7.5% |

### **Top Texas Locations by Percentage**

Notes:

1. Some students did not report location.
2. \*\*Killeen Metro Area includes the following cities: Killeen, Harker Heights, Nolanville, Ft. Hood, and Copperas Cove
3. \*\*Austin Metro Area includes the following cities: Austin, Round Rock, and Georgetown

# **Spring, Summer & Fall 2016 Graduation Survey Results**

## **Enrolled Military Service Members**

The chart below is based on data collected by graduation survey respondents that planned on starting or continuing a military service career upon graduation.

| Military Service | Spring 2016 | Summer 2016 | Fall 2016 | Total |
| --- | --- | --- | --- | --- |
| Army | 16 | 2 | 9 | 27 |
| Air Force | 4 | 0 | 10 | 14 |
| Marine Corps | 1 | 0 | 0 | 1 |
| Coast Guard | 1 | 0 | 0 | 1 |
| Navy | 0 | 1 | 0 | 1 |

*Table showing military service information of Spring, Summer, and Fall 2016 graduates*

# **Spring, Summer & Fall 2016 Graduation Survey Results**

## **State of Internships**

National Association of Colleges and Employers (NACE) has stated students who complete an internship:

1) Get more job offers,  
2) Get job offers sooner,  
3) Have higher starting salaries.  
(Information courtesy of NACE’s 2011 Student Survey Report.)

*\*\*The information presented here and on pg. 12 shows the state of internships based on Spring, Summer & Fall 2016 graduate respondents to the graduation survey.*

## Internships:

Paid: 25% vs. Unpaid: 75%

## Credit sought by those completing an internship:

No: 32% Yes 68%

## Spring 2016 Graduate Internship Participation:

Graduates that participated: 20%

Graduates that did not participate: 80%

## Summer 2016 Graduate Internship Participation:

Graduates that participated: 22%

Graduates that did not participate: 78%

## Fall 2016 Graduate Internship Participation:

Graduates that participated: 21%

Graduates that did not participate: 79%

## Percentage of Completed Internships

| Number of Internships | % Completed Spring 2016 | % CompletedSummer 2016 | % CompletedFall 2016 |
| --- | --- | --- | --- |
| 1 | 55 | 61 | 66 |
| 2 | 26 | 35 | 21 |
| 3 or More | 19 | 4 | 12 |

*Table showing the number of internships completed by Spring, Summer, and Fall 2016 graduates*

# **Spring, Summer & Fall 2016 Graduation Survey Results**

## **Career & Professional Development Overview**

### **Student Engagement by Service Need**

| Interaction Type | Total Interactions |
| --- | --- |
| Résumé/Cover Letter Assistance | 302 |
| Mock Interviews | 67 |
| Internship Search | 18 |
| Workshop & Class Presentation Attendance | 365 |
| Career Guidance | 49 |
| Career Fair Attendance | 331 |
| Strong Interest Inventory Assessment | 64 |
| **Total Interactions** | **1,196** |

*Table showing Career &Professional Development’s engagement with students based on their service needs*

## **Employer Engagement**

Active Employers 1140

Employers attended Career Fairs 60

Employer Job Postings on Hire Warriors 6673

## **Employer Spotlight**

The following are the top employers that hired Texas A&M – Central Texas graduates in Fall 2016.

1. Killeen Independent School District
2. Baylor Scott & White Health
3. Central Texas College
4. Belton Independent School District

## **Fields of Study**

## **Spring 2016 Field of Study**

Accounting: 4%

Counseling & Psychology: 19%

Criminal Justice: 4%

Education: 17%

Liberal Studies: 4%

Business Administration: 9%

Other & Undecided: 13%

Social Work: 19%

Undisclosed: 11%

## **Summer 2016 Field of Study**

Counseling & Psychology: 15%

Criminal Justice: 4%

Computer Information Systems 4%

Business Administration: 11%

Other Business: 12%

Other & Undecided: 23%

Social Work: 23%

Health Care: 23%

## **Fall 2016 Field of Study**

Accounting: 4%

Counseling & Psychology: 19%

Criminal Justice: 4%

Education: 17%

Liberal Studies: 4%

Business Administration: 9%

Other & Undecided: 13%

Social Work: 19%

Undisclosed: 11%

# **Spring, Summer & Fall 2016 Graduation Survey Results**

## **Career & Professional Development Overview**

## **Hiring Games**

In Fall 2016, Career & Professional Development held a student competition. Student received points for utilizing Career & Professional Development services. The students with the most points were recognized at the end of the semester.

## **Fall 2016 Hiring Games Participating by College**

College of Business: 32%

College of Arts & Sciences: 31%

College of Education: 18%

Undeclared: 19%

## **Warriors in Policy**

Warriors in Policy Internship Program launched January 2017 for the 85th Legislative Session. This program immerse students in the state policy making process.

## **Career Closet**

January 2016 marked the launch of the university’s Career Closet provides business professional clothing to students.

# **Spring, Summer & Fall 2016 Graduation Survey Results**

## **Appendix A: Employment Categories and Subcategories**

| Primary NAICS Industry Category | Primary NAICS Industry Subcategories |
| --- | --- |
| Professional, Scientific, & Technical Services | Accounting, Tax Preparation, Bookkeeping, & Payroll Services; Advertising, Public Relations, & Related Services; Architectural, Engineering, & Related Services; Computer Systems Design & Related Services; Custom Computer Programming Services; Legal Services; Management, Scientific, & Technical Consulting Services; Scientific Research & Development Services; Other Professional , Scientific, & Technical Services |
| Finance & Insurance | Credit Intermediation & Related Activities; Funds, Trusts, & Other Financial Vehicles; Insurance Carriers & Related Activities; Monetary Authorities-Central Bank; Securities, Commodity Contracts, & Other Financial Investment Activities |
| Information | Broadcasting (except internet); Data Processing; Motion Picture & Sound Recording Industries; Publishing Industries (except Internet); Telecommunications; Other Information Services |
| Educational Services | College, Universities, & Professional Schools; Elementary & Secondary Schools; Other Schools & Instruction |
| Manufacturing | Apparel Manufacturing; Beverage Manufacturing; Chemical Manufacturing; Computer & Electronic Products Manufacturing; Paper Manufacturing; Petroleum & Coal Products Manufacturing; Textile Mills; Transportation Equipment Manufacturing; Other Manufacturing |
| Administrative & Support | Business Support Services; Employment Services; Travel Arrangement & Reservation Services; Other Administrative & Support Services |
| Health Care & Social Assistance | Ambulatory Health Care Services; Hospitals & Nursing Facilities; Social Assistance |
| Public Administration | Administration of Human Resource Programs; Executive, Legislative, & Other General Government Support; Justice, Public Order, & Safety Activities; National Security & International Affairs; Space Research & Technology |
| Construction | Construction of Buildings; Heavy & Civil Engineering Construction; Specialty Trade Contractors |
| Wholesale Trade | Household Appliances & Electronic Goods Merchant Wholesales; Machinery, Equipment, & Supplies Merchant Wholesales; Professional & Commercial Equipment & Supplies Merchant Wholesales; Lumber & Other Construction Materials and Merchant Wholesales; Grocery & Related Product Merchant Wholesalers |
| Arts, Entertainment, & Recreation | *\*\*\** |
| Other Services (Except Public Administration) | Personal Services; Religious, Social Advocacy, Civil & Social Organizations; Business, Professional, Labor, Political, & Similar Organizations |
| Retail Trade | *\*\*\** |
| Management of Companies & Enterprises | *\*\*\** |

# **Spring, Summer & Fall 2016 Graduation Survey Results**

## **Appendix A: Employment Categories and Subcategories Continued**

| Primary NAICS Industry Category | Primary NAICS Industry Subcategories |
| --- | --- |
| Real Estate, Rental & Leasing | *\*\*\** |
| Transportation & Warehousing | *\*\*\** |
| Accommodation & Food Services | *\*\*\** |
| Utilities | *\*\*\** |
| Unspecified | *\*\*\** |
| Government | *\*\*\** |
| Private or Non-Profit | *\*\*\** |

*Table showing employment categories and subcategories*

### **Appendix B: Spring 2016 Raw Data**

Follow the link below to access Spring 2016 Raw Data:

TAMUCT Graduation Survey S2016

### **Appendix C: Summer 2016 Raw Data**

Follow the link below to access Summer 2016 Raw Data:

TAMUCT Graduation Survey Sm2016

### **Appendix D: Fall 2016 Raw Data**

Follow the link below to access Fall 2016 Raw Data:

TAMUCT Graduation Survey F2016

### **Staff**

Heather Wheeler, *Director*

Cortina Merritt, *Career & Professional Development Program Coordinator*

Sarah Beasley, *Internship Coordinator*

Jennifer Malavet, *Administrative Assistant*

### **Graduate Assistant**

Jennifer Talbert

### **Intern**

Hilary Martinez

### **Photo Credits**

Campus and student photos provided by Career & Professional Development Spring, Summer & Fall 2016