



IUP CAREER AND PROFESSIONAL DEVELOPMENT CENTER

The Indiana University of Pennsylvania Career and Professional Development Center collects data annually regarding the post-graduation activities and statuses of members of each graduating class. To obtain the highest knowledge rate, IUP staff members administered an online survey and contracted with a data-collection company. A knowledge rate is defined by the National Association of Colleges and Employers as "the percent of graduates for whom the institution has reasonable and verifiable information regarding graduates' post-graduation statuses." This report includes survey response results, as well as knowledge-rate data.

The ability to demonstrate graduates' success in terms of first-destination data continues to be significant as colleges and universities are scrutinized relative to the return on investment they provide. Such scrutiny is due in part to the state of the US economy and inflation, coupled with the cost of higher education and the financial challenges families/consumers face. CPDC team members continue to work diligently to stay abreast of the latest real-world trends and workforce developments, to provide programs and services that contribute to the mission of IUP in terms of academic support, student retention, enrollment management, and return on educational investment.

In closing, it's important to note that the total positive effects of a college education are not easily measured, just as employment and earnings are not the sole indicators of success. Certainly, as the NACE First Destination Survey Standards and Protocols document stated, "the most significant and substantive outcomes occur over the lifetime of the individual graduate."

Respectfully,

Tammy Manko, Ed.D.
Director

HIGHLIGHTS FOR THE CLASS OF 2016

(all degree levels)

3,373

total recent graduates (only 2,909 had accurate contact information)

2,909

(86 percent of total) recent graduates were surveyed

16% SURVEY RESPONSE RATE

(476 graduates responded to the survey)

45% TOTAL KNOWLEDGE RATE

(1,526 graduates for whom we have reasonable, verifiable data)

98% OF RECENT GRADUATES

for whom data was gathered are productive (1,502)

81% OF RESPONDENTS

are employed in a field of their choice



DEFINITIONS

Class of 2016: August 2015, December 2015, and May 2016 graduates

Productive: The percentage of graduates falling into any of the following categories:

- employed full-time or part-time
- pursuing additional education full-time or part-time
- serving in the military or other service organization
- not seeking employment

Total Knowledge Rate: The percentage of graduates for whom we have reasonable and verifiable information regarding post-graduation statuses.

Survey Response Rate: The percentage of surveyed graduates who responded to the survey.

Which of the following best describes your postgraduation status?

EMPLOYED
FULL-TIME

70%

333 RESPONSES

PURSUING
ADDITIONAL
EDUCATION
FULL-TIME

16%

74 RESPONSES

EMPLOYED
PART-TIME

5%

24 RESPONSES

SEEKING
EMPLOYMENT

5%

24 RESPONSES

PURSUING ADDITIONAL
EDUCATION
(NOT YET ENROLLED)

1%

6 RESPONSES

SERVING IN
THE MILITARY

1%

4 RESPONSES

PARTICIPATING IN A PROGRAM OF
VOLUNTARY
SERVICE
(E.G., PEACE CORPS, MISSION WORK)

1%

5 RESPONSES

NOT SEEKING
EMPLOYMENT
OR ADDITIONAL EDUCATION

1%

4 RESPONSES

PURSUING
ADDITIONAL
EDUCATION
PART-TIME

0%

2 RESPONSES

If pursuing additional education, in what type of educational program are you enrolled?



- 47 GRADUATE PROGRAM
- 12 DOCTORAL PROGRAM
- 4 PROFESSIONAL PROGRAM (E.G., LAW, MEDICAL)
- 3 SPECIALIZED TRAINING
- 1 CERTIFICATION PROGRAM
- 0 OTHER
- 0 TAKING COURSES, BUT NOT PURSUING A DEGREE AT THIS TIME
- 0 UNDERGRADUATE PROGRAM
- 67 TOTAL RESPONSES

Are you employed in the field of your choice?



YES

247



NO

44

UNCERTAIN

5%

15

TOTAL RESPONSES

306

Please select the category that best describes your employment status.

86%

PERMANENT WORK ASSIGNMENT 263

12%

TEMPORARY/CONTRACT WORK ASSIGNMENT 36

1%

ENTREPRENEUR 4
(E.G., SELF-EMPLOYED OR STARTING YOUR OWN BUSINESS)

1%

POSTGRADUATE INTERNSHIP OR FELLOWSHIP 3



To advance the success of IUP graduates, the CPDC provides multiple opportunities for students and alumni to engage in career education and professional development programs and activities, including:

- Mock interviews
- Etiquette dinners
- Presentations and workshops
- Career coaching
- Resume reviews
- Cover letter reviews
- Internship/job search assistance
- Graduate school preparation
- Networking events
- Service learning/ community service
- Career/job and internship fairs
- On-campus interviews/recruitment
- Career and major exploration
- National Student Exchange
- The Washington Center
- Disney College Program
- Career Game Plan

SELECT EMPLOYERS HIRING IUP GRADUATES (this is not a comprehensive list)

- | | | | |
|-----------------------------|-------------------------------|-----------------------------|---|
| • AAA | • DHL | • KPMG | • Various other business organizations and accounting firms |
| • Adelphi | • Enterprise | • Pennsylvania State Police | • Various educational institutions |
| • Alcoa | • Excele Health | • PNC | |
| • Allegheny Health Network | • Family Behavioral Resources | • PPG Industries | |
| • American Eagle Outfitters | • FedEx | • S&T Bank | |
| • AT&T | • First Commonwealth Bank | • Schneider Downs | |
| • BKD, LLP | • Giant Eagle | • Sisteron | |
| • BNY Mellon | • Highmark | • S.R. Snodgrass | |
| • Boyer & Ritter | | • UPMC | |
| | | • US Government | |

While some degrees are clearly in higher demand in the workforce, IUP students are provided opportunities for learning about the value of their classroom experience, and how to leverage transferable skills and soft skills to complement their coursework. Ultimately, the students who master these lessons will be most effective in the workplace. According to current research, employers seek these skills in employees:

1. Critical thinking and problem solving
2. Collaboration across networks and teamwork
3. Leadership with ability to influence others, sell
4. Technical knowledge related to job
5. Agility and adaptability; ability to plan, organize and prioritize work
6. Initiative and entrepreneurialism
7. Effective verbal and written communication
8. Proficiency with computer software programs
9. Accessing and analyzing information
10. Curiosity and imagination



The Graduate First Destination Survey Report for the Class of 2016 was prepared by members of the Career and Professional Development Center team:

Zac Saeva, Assistant Director

Jan Shellenbarger, On-Campus Recruitment/Technology Coordinator

Tammy Manko, Director

Special thanks are extended to other IUP staff members who were instrumental in the data collection and compilation processes as well as report design:

Nathan Bish, Technical Manager
Division of University Advancement

Matt Burglund, University Editor
Office of Communications and Marketing

Chris Kitas, Associate Director
Institutional Research Planning and Assessment

Diane Stupcak, Service-Learning Coordinator/Internship Liaison
CPDC

Kaetha Gentzyl, Maura Jones, and Amy Varner
CPDC Career Development Advocates

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