

## **First-Destination Report: Class of 2016**

### **Executive Summary**

Career Outcomes information was gathered for 34 of the 47 graduates in the Class of 2016, as defined by standards from the National Association of Colleges and Employers (NACE), reaching a knowledge rate of 72%. Among the graduates with data, we found:

- + 68% were employed, 18% were planning to continue education, and 12% were enrolled in graduate or professional school within six months of graduation.
- + Overall, 88% were either employed or accepted into graduate school within six months, exceeding the College's goals in the Bachelor's Degree Assessment Plan.
- + Nearly half (41%) remained in Ohio while at least two are living internationally.
- + The most common employment industry for these graduates was Education with 39% employed in the field.
- + 76% of respondents cited that alumni supported them in some way during their undergraduate experience at Antioch.
- + The majority (88%) reported that they were "Very satisfied" or "Satisfied" with what they are doing after graduation.
- + Nearly all (94%) of respondents felt they had a meaningful and relevant experience at Antioch College.

### **Data Collection**

In 2016, the Antioch College Office of Institutional Effectiveness and the Cooperative Education Office conducted a Class of 2016 First Destination Survey. For NACE reporting purposes, the Class of 2016 is defined as those graduating from Antioch between July 1, 2015 – June 30, 2016. According to this definition the Class of 2016 had 47 graduates.

To gather information about post-graduate outcomes for these 47 graduates, we distributed the First-Destination Survey. We received 21 responses yielding a 45% response rate. We were able to use results from the Class of 2016 Senior Survey to fill-in post-graduate plans and employment for six of the graduates who did not respond to the First-Destination Survey. After this, we worked with staff on campus to identify the post-graduate outcomes for seven additional graduates. Across sources, we were able to collect post-graduate outcomes for 34 of the 47 graduates, yielding a knowledge rate of 72% and exceeding the NACE standard of 65%.

### **Post-Graduate Activities**

Of the 72% of graduates with data, none of the respondents reported that they were still seeking opportunities six months after graduation. Of the graduates with data, 68% reported that they were employed, 18% reported that they were planning to enroll in graduate school but were not yet enrolled, 12% reported that they were attending graduate school, and 1 person (3%) reported that they were not seeking employment or enrollment in graduate school. Nearly half of the respondents (47%) noted that their primary post-graduate activity was linked to a cooperative education experience that they had at Antioch College.

As shown in Table 1, Antioch results are consistent with national averages except for “Planning to continue education but not yet enrolled.” Antioch had a higher percentage of respondents in this category compared to the national average. Through conversations with fourth-year students, we have heard that many graduates plan to take time after graduation to apply for graduate school rather than applying to graduate school during their fourth year at Antioch. The post-graduate outcomes appear to support that observation. It is also important to note that three of the six respondents who are planning to continue education but not yet enrolled have already been accepted into a graduate program and are waiting for it to begin. Specifically, they have been accepted into the following colleges and universities:

- + Kent State University
- + Miami University
- + University of Texas

**Table 1. Primary Post-Graduate Activity**

Primary Activity	Antioch Class of 2016	National Average Class of 2015
Employed (includes full-time and part-time)	23 / 68%	65%
Planning to continue education but not yet enrolled	6 / 18%	3%
Enrolled in graduate or professional school	4 / 12%	18%
Not seeking employment or continuing education	1 / 3%	2%
Volunteer Service	0 / 0%	1%
Military Service	0 / 0%	1%
Seeking employment	0 / 0%	11%

Antioch College’s Bachelor’s Degree Assessment Plan outlines goals for the Career Outcomes percentage and the percent of students employed or accepted into graduate school. As shown Table 2, the Class of 2016 met both goals.

**Table 2. Post-Graduate Outcomes and Goals**

	Class of 2016	Goal
Career Outcomes Rate	28 / 82%	80%
Employed or accepted into graduate school	30 / 88%	50%

### Location

We were able to collect location information from 27 (57%) of the graduates. Of these, two (7%) graduates reside outside of the United States in two different countries. 41% of the graduates still reside in Ohio, while over a half (52%) of the graduates live in the U.S. but outside of Ohio. Besides Ohio, the states with two or more graduates were: Washington, D.C., California, and New York.

**Table 3. Location of Class of 2016 Respondents**

Location	Class of 2016
United States	25 / 93%
+ Ohio	10 / 41%
+ Other States	15 / 52%
International	2 / 7%

**Graduate School**

The four respondents (12%) currently enrolled in graduate school are pursuing the following degrees:

- JD: Law
- MA: Food Studies
- MA: International Affairs
- PhD: Anthropology

They are enrolled at the following institutions:

- American University
- Chatham University
- George Washington University
- The New School

**Employment**

23 of the 47 (68%) graduates with data had secured full-time or part-time employment. The most popular employment industry was Education with 39% of graduates employed in that industry. The second most popular categories were healthcare and retail both with three graduates.

Employment by Industry	Class of 2016
Education	9 / 39%
Healthcare/Medical/Pharmaceutical	3 / 13%
Consumer Goods/Retail	3 / 13%
Financial Services	1 / 4%
Technology	1 / 4%
Law/Legal Services	1 / 4%
Fine or Performing Arts	1 / 4%
Government (including local, state, and federal)	1 / 4%
Public Policy/Politics/Campaigns	1 / 4%
Community/Social Services	1 / 4%
Environment	1 / 4%

**Table 4. Employment by Industry**

Below is a full list of organizations that reportedly hired graduates from the Class of 2016.

- + 5 Staars
- + Global Vision Alliance
- + Antioch College
- + MyMediMart
- + Apex Animal Hospital
- + National Immigrant Justice Center
- + Augusta Mini Theatre Inc.
- + Ohio Victory Campaign (Hillary Clinton Campaign)
- + Baltimore Coffee and Tea
- + Pima Community College
- + Brooksource
- + Portrait Innovations
- + Calipso Dive Center
- + Starflower Natural Health Food Store
- + Casa de Esperanza
- + Teaching Assistant Program in France
- + City of Hope
- + U.S. Department of State
- + Dayton Public Schools
- + Woolman Semester School
- + Enviroflight

**Employment Search**

17 graduates shared details about the length of their job search. 11 (65%) of them secured employment at the time of graduation, and the majority of them found employment with 2 months of initially seeking it as shown in Table 5.

**Table 5. Duration of Employment Search**

When did you receive employment?	Class of 2016
Within 2 months of initially seeking employment	11 / 65%
Within 4 months of initially seeking employment	5 / 29%
Within 6 months of initially seeking employment	1 / 6%
More than 6 months after initially seeking employment	0 / 0%
Have not yet received employment	0 / 0%

11 respondents shared how they found out about their employment opportunity. Four (36%) found the job in an employment database, and four (36%) found the job through a relationship developed over co-op. Another respondent noted that they found out about the employment opportunity from an Antioch alumnus.

**Starting Salary**

Only 6 of the 47 (13%) graduates with data shared their starting salary. The salary range for these 6 graduates was from \$20,800 to \$38,000 with an average of \$31,492. In comparison, the mean starting salary according to NACE is \$50,219 with a median of \$47,692. When interpreting the salary range for Antioch graduates, it is important to note that 39% of respondents went into education – one of the lowest paying employment industries. Furthermore, only six respondents provided salary information. We will continue to monitor salary, and this trend as we collect more information about post-graduate outcomes.

## Alumni Support

The First-Destination Survey asked graduates about the support they received from alumni prior to graduating. As shown in Table 6, 76% of respondents cited that alumni supported them in some way during their undergraduate experience at Antioch. The primary sources of support were related to co-op jobs and housing and career advice.

**Table 6. Alumni Support Prior to Graduation**

Support Received from Alumni	Class of 2016
Finding a co-op job	7 / 41%
Providing housing or helping to find housing on co-op	9 / 53%
Career advice such as suggesting courses or commenting on resume	6 / 35%
Other support	2 / 12%
I did not receive support or assistance from an Antioch alum prior to graduation	4 / 24%

## Satisfaction

Among survey respondents, 88% (15) cited that they are “Very satisfied” or “Satisfied” with their current primary activity after graduation. Furthermore, 94% (16) of respondents agreed with the statement “I had a meaningful and relevant experience at Antioch College. The full responses to these questions are provided in Tables 7 and 8.

**Table 7. Satisfaction with Current Primary Activity**

Satisfaction	Class of 2016
Very Satisfied	8 / 47%
Somewhat Satisfied	7 / 41%
Somewhat Dissatisfied	2 / 12%
Very Dissatisfied	0 / 0%

**Table 8. Level of Agreement with “I had a meaningful and relevant educational experience at Antioch College.”**

	Class of 2016
Strongly Agree	12 / 71%
Somewhat Agree	4 / 24%
Somewhat Disagree	1 / 6%
Strongly Disagree	0 / 0%