



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

Graduation Survey Report  
Spring, Summer & Fall 2016

Explore · Engage · Empower





# Graduation Survey Results

## Explore • Engage • Empower

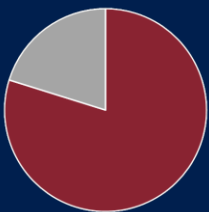
Our mission: Career and Professional Development supports the campus community as they move through their careers. To support the development of career and life-long learning goals, we empower the campus community with the necessary professional tools to explore careers, engage with the career of choice,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

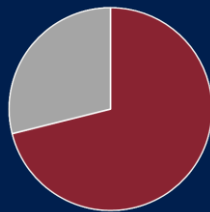
Each semester, Career and Professional Development surveys the graduating class to gather information about their post-graduation plans with plans to follow up after graduation to determine achievement. This is a summary of the spring, summer and fall graduates.



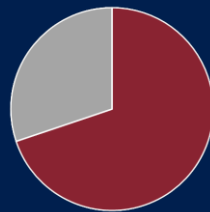
67.3% of spring , 71.1% of summer, and 69.8% of fall



Spring 2016



Summer 2016



Fall 2016

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	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%
<b>Post-Graduate Plans % of</b>			
Plan Employment	68.2%	43.3%	72%
Plan Further Education	17.9%	25%	28%
<b>Employment</b>			
● 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%
<b>Graduate Study</b>			
Graduate/Professional School	17.9%	25%	19.6%
<b>Other</b>			
Other Endeavors	12.9%	***	***

## Notes:

● Denotes employment in field related to degree.

● Denotes employment in field unrelated to degree.

\*Students were allowed to self-identify more than one Post-Graduation Plan.

\*\*27 students applied for graduation but did not graduate. They were invited to complete the survey.

\*\*\* Data not collected.

# Spring, Summer & Fall 2016 Graduation Survey Results

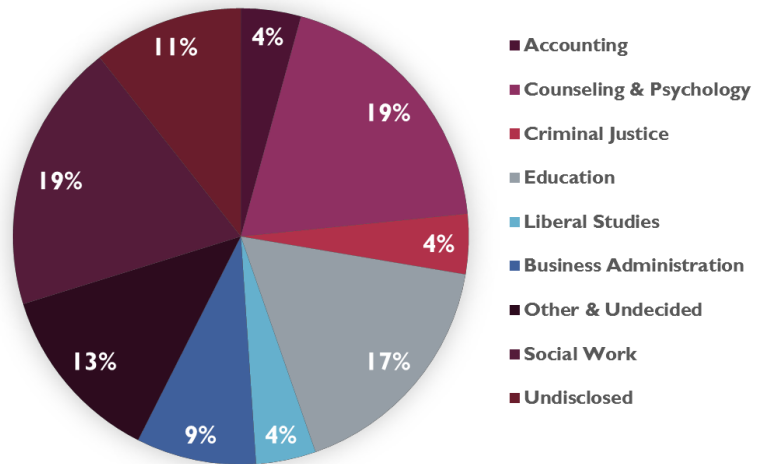
## Graduate & Professional Schools and Fields of Study

All data is based on survey responses.

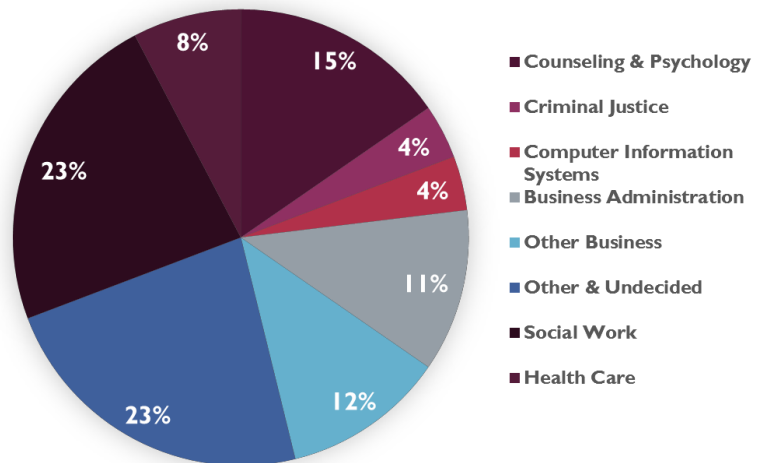
### Fall 2016 Graduate School Preferences

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
<b>Total Students planning to attend Graduate or Professional School</b>	<b>39</b>

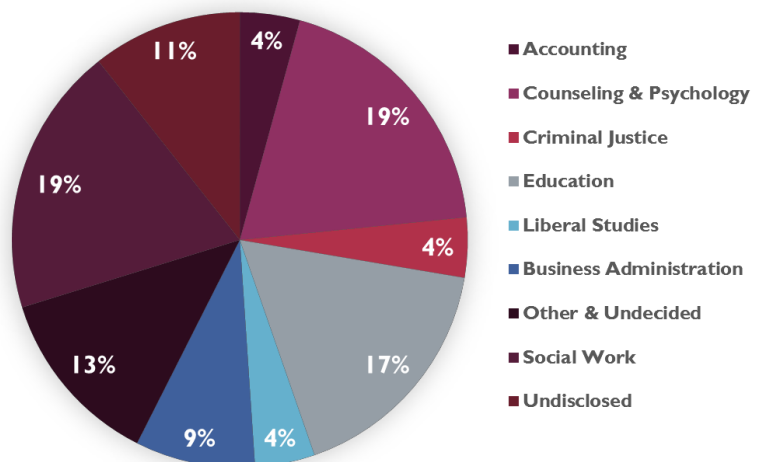
### Spring 2016 Fields of Study



### Summer 2016 Fields of Study



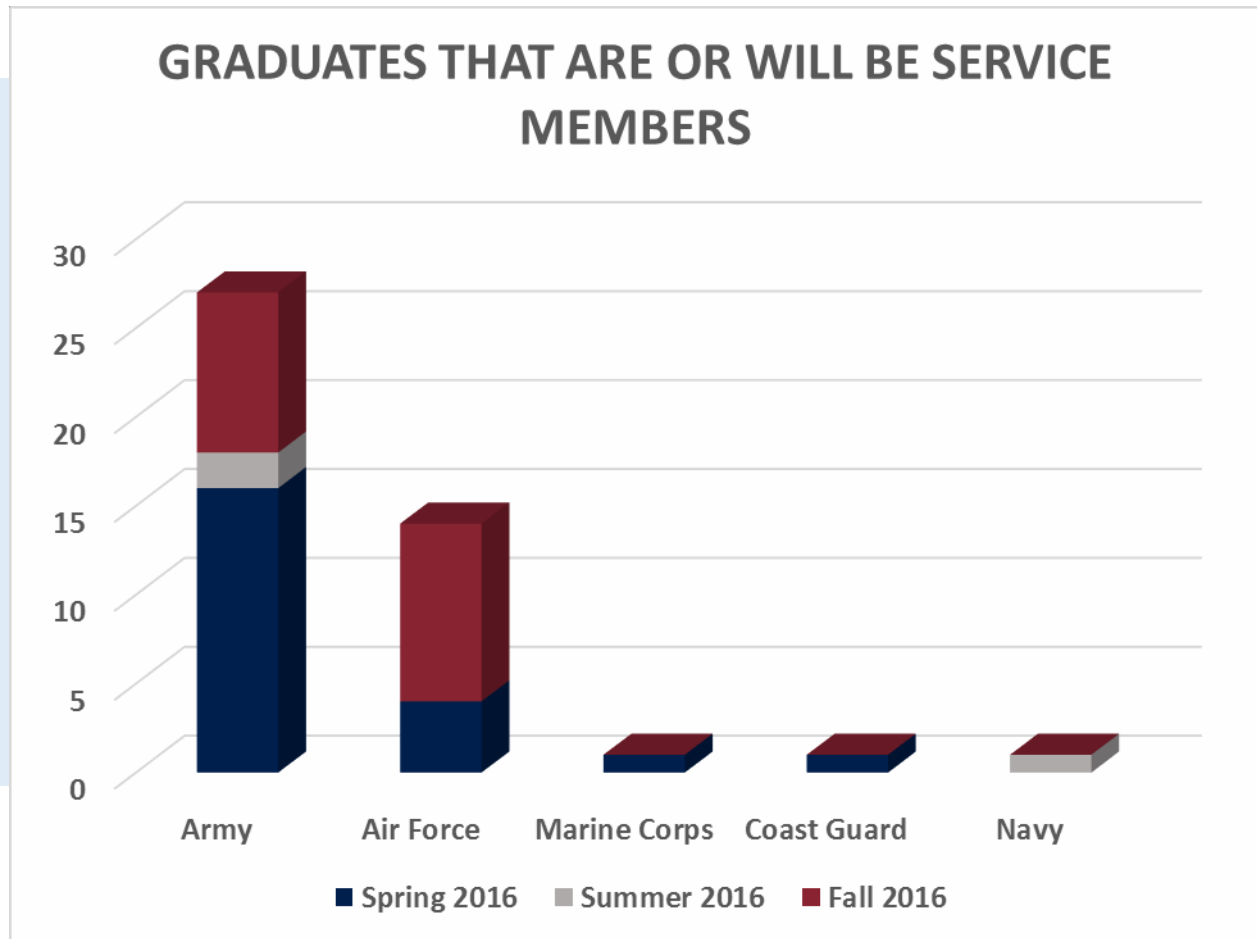
### Fall 2016 Fields of Study



# Spring, Summer & Fall 2016 Graduation Survey Results

## Military Service

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



# Spring, Summer & Fall 2016 Graduation Survey Results

## Employment by Industry

The chart on the following pages shows current employment industries for the 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. *\*\*Percentages reported are based on employed respondents. \*\**

Primary NAICS Industry Category	Spring 2016 Percentage	Summer 2016 Percentage	Fall 2016 Percentage
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 Administra-	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%

# 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 Salary 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 Administra-	\$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

# 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

CTC stands for Central Texas College; TAMUCT stands for Texas A&M University-Central Texas



# Spring, Summer & Fall 2016 Graduation Survey Results

## Employment by Industry-Employers

The following is a continuation from the chart on page 8 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
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
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

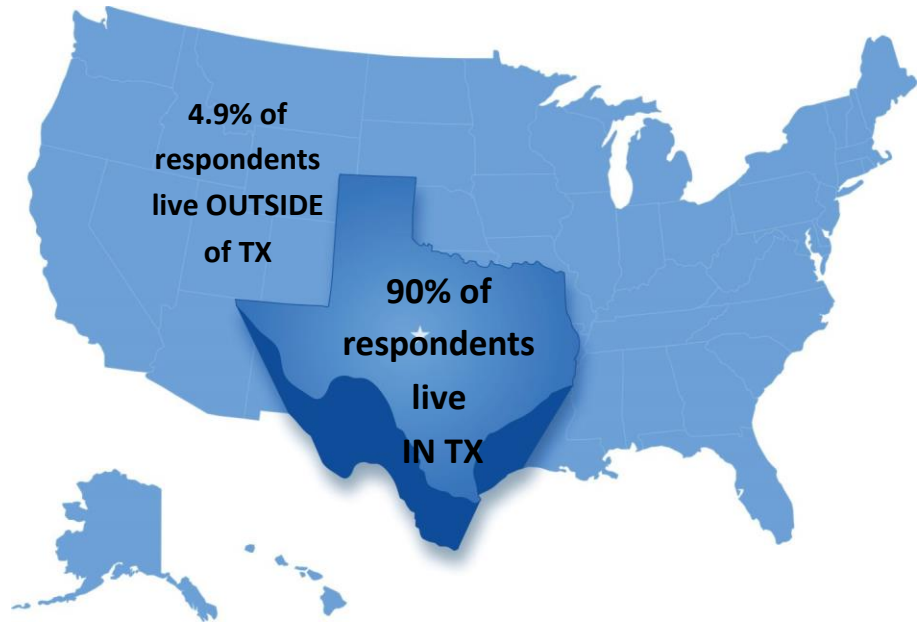
# Spring, Summer & Fall 2016 Graduation Survey Results

## Employment by Location

The following charts show the location of where our spring and summer 2016 graduates reside.

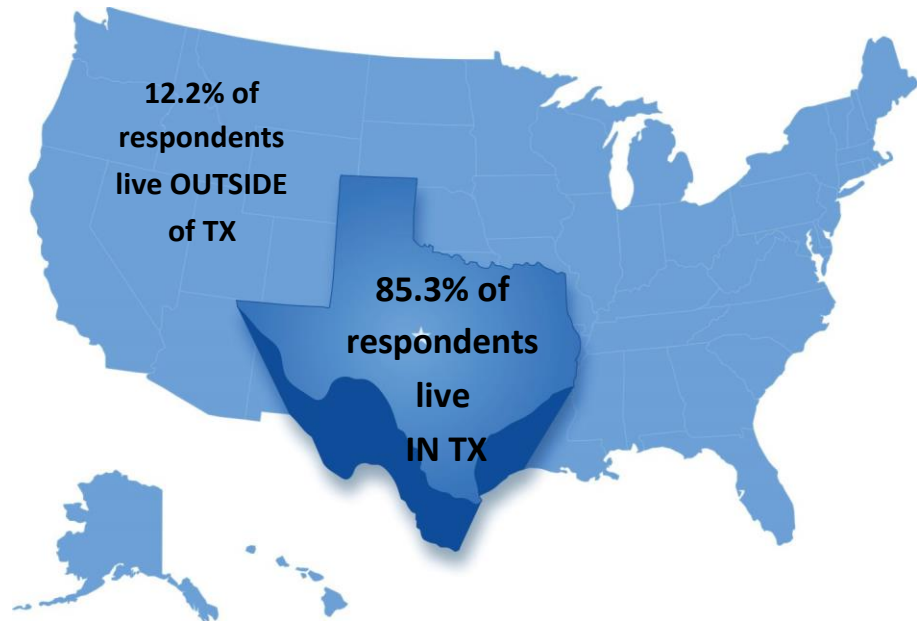
### Top Geographic Destinations- Spring

Top Texas Locations by Percentage	
Killeen Metro Area	48.9%
Temple	16.3%
Belton	9.2%
Austin Metro Area	4.3%



### Top Geographic Destinations- Summer

Top Texas Locations by Percentage	
Killeen Metro Area	56.1%
Temple	9.7%
Belton	4.8%
Austin Metro Area	9.7%



\*Note: Some students did not report location.

\*\*Killeen Metro Area includes the following cities: Killeen, Harker Heights, Nolanville, Ft. Hood, and Copperas Cove

Austin Metro Area includes the following cities: Austin, Round Rock, and Georgetown

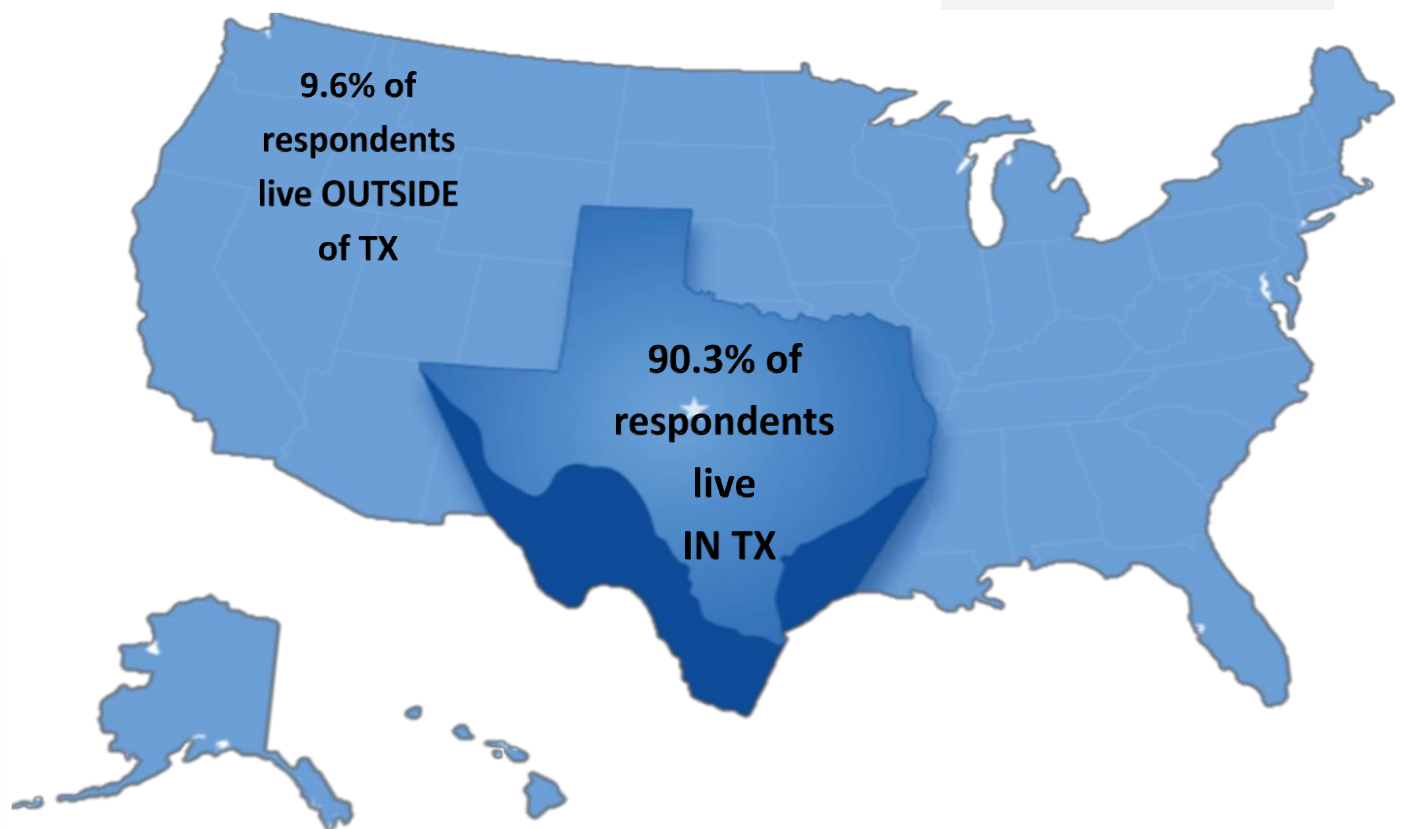
# Spring, Summer & Fall 2016 Graduation Survey Results

The following charts show the location of where our fall 2016 graduates reside.

## Top Geographic Destinations— Fall

### Top Texas Locations by Percentage

Killeen Metro Area	50.5%
Temple	16.1%
Belton	8.6%
Austin Metro Area	7.5%



# Spring, Summer & Fall 2016 Graduation Survey Results

## State of Internships

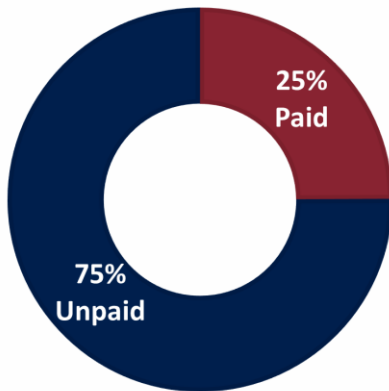
National Association of Colleges and Employers (NACE) has stated students who complete an internship:

- 1) Get more job offers,
- 2) Get job offers sooner, and
- 3) Have higher starting salaries.

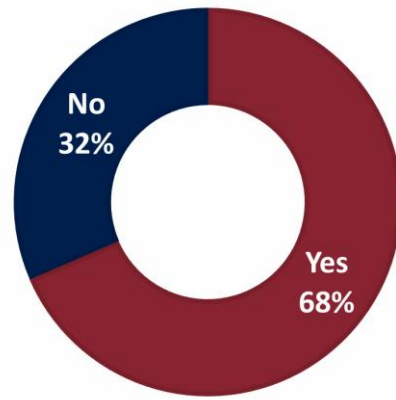
(Information courtesy of NACE's 2011 Student Survey Report.)

*\*\*The information presented here and on pg. 13 shows the state of internships based on Spring, Summer & Fall 2016 graduate respondents to the graduation survey.*

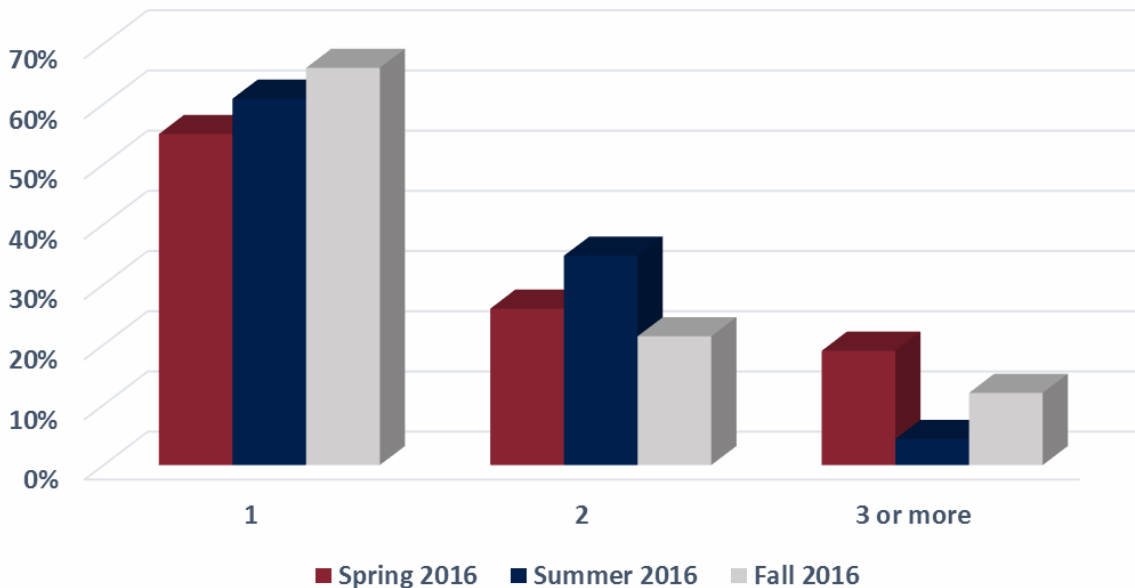
### PAID VS. UNPAID



### CREDIT SOUGHT BY THOSE COMPLETING AN INTERNSHIP

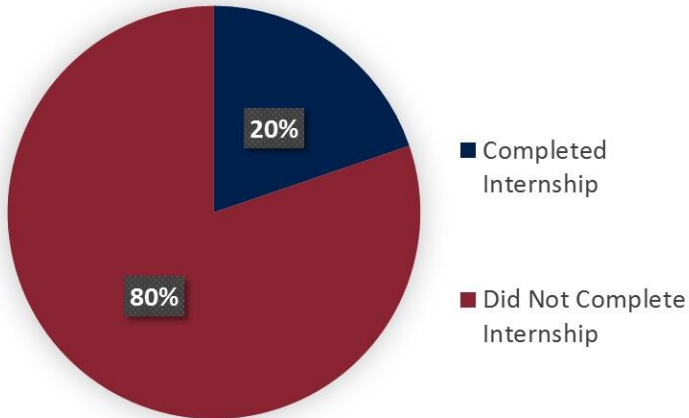


### # OF INTERNSHIPS COMPLETED BY THOSE DOING AN INTERNSHIP

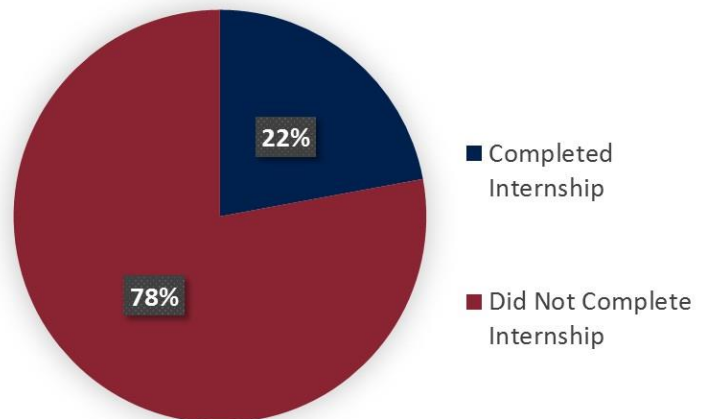


## State of Internships

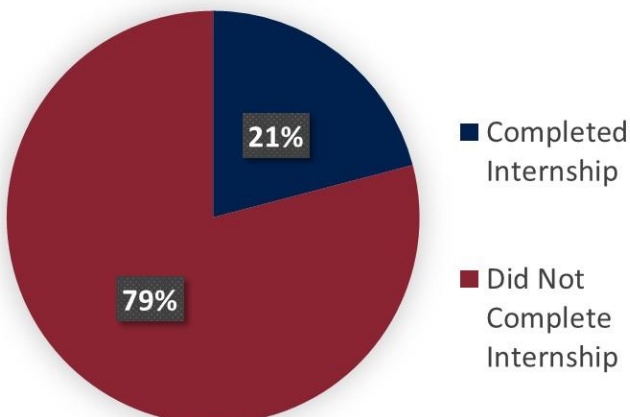
### Spring 2016 Graduates Completing Internships



### Summer 2016 Graduates Completing Internships



### Fall 2016 Graduates Completing Internships



# 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
<b>Total Interactions</b>	<b>1,196</b>

### Employer Engagement

1140

Active Employers

60

Employers attended Career Fairs

6673

Employer Job Postings on Hire Warriors

### Employer Spotlight

The following employers 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**

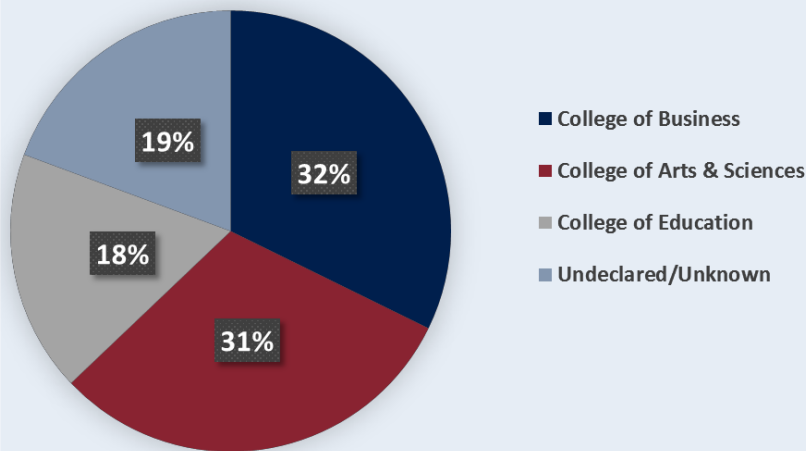
# Spring, Summer & Fall 2016 Graduation Survey Results

## Career & Professional Development Overview

### Hiring Games

In Fall 2016, Career & Professional Development held a student competition. Students 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 PARTICIPATION BY COLLEGE



### Warriors In Policy

Warriors In Policy Internship Program launched January 2017 for the 85<sup>th</sup> Legislative Session. This program immerses students in the state policy making process.



### Career Closet

January 2016 marked the launch of the university's Career Closet. The 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



# Spring, Summer & Fall 2016 Graduation Survey Results

## Appendix A: Employment Categories and Subcategories

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

# Spring, Summer & Fall 2016 Graduation Survey Results

## 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](#)



## Career & Professional Development

### Staff

Heather Wheeler, *Director*

Cortina Merritt, *Career & Professional Development Program Coordinator*

Sarah Beasley, *Internship Coordinator*

Jennifer Malavet, *Administrative Assistant*

### Graduate Assistants

Jennifer Talbert

### Interns

Hilary Martinez

Maxie Tirella

### Report Layout and Design

Maxie Tirella

### Photo Credits

Campus and student photos provided by Texas A&M University–Central Texas Marketing & Communications.



# Career and Professional Development

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