

AQUINAS COLLEGE

Class of 2020 First Destination Survey

A PUBLICATION FROM CAREER SERVICES

AQ ADVANTAGE CENTER

AQUINAS COLLEGE

GRAND RAPIDS, MICHIGAN

PUBLICATION DATE:

APRIL 2021

First Destination Survey

Aquinas College
Career Services
(616) 632-2126
careerservices@aquinas.edu

Aquinas Advantage Center Staff

Brigid Avery, M.A., Career Services
Ramil Collier, B.S. B.A., Study Away
Joseph Fox, M.Ed., Career Services
Dana Hebreard, Ph.D., Career Services
Linda Keway, Ed.D, Career Services
Elizabeth Jensen, Ph.D, Undergraduate Research
Tim Ramsay, M.M., Study Away

THIS PROJECT WAS MADE POSSIBLE THROUGH THE EFFORTS OF MACAYLA JONES, FIRST
DESTINATION SURVEY STUDENT ASSISTANT IN THE CAREER SERVICES OFFICE.

CONSULTANTS ON THE PROJECT WERE THAD SALTER, INSTITUTIONAL RESEARCH ANALYST,
DANA HEBREARD, PH.D., DIRECTOR OF CAREER SERVICES, AND
JASON STAHL, SENIOR SYSTEMS ANALYST.

Table of Contents

Study Methodology	i
Survey Terms	ii
Response & Knowledge Rate	iii
Executive Summary	iv
First Destination Responses	8
<u>Part One: Undergraduate Level Findings</u>	9
Response, Knowledge, and Placement Rate	10
Primary Activity for Undergraduates	11
Response Rate by Major	12
Employment Correlation	
Internships	13
Study Abroad	14
Academic Research	15
Service Learning	
16	
<u>Part Two: Graduate Level Findings</u>	17
Response, Knowledge, and Placement Rate	18
Primary Activity for Graduate Students	19
<u>Part Three: Combined Undergraduate & Graduate Results</u>	20
Means of Obtaining Position	21
Requirement of Degree	22
Teacher Certification by Major	23
Graduate/Professional School Enrollment	24
Graduates/Professional Schools Being Attended	25-27
Length of Job Search	28
Longitudinal Summary of Placement Rate	29
Income Level by Pay Schedule	30
<u>Appendices:</u>	31
A. Response Rate	
32	
1. Employer’s Field or Industry	33
2. Employers/Organizations and Titles/Occupations	34-39
B. Knowledge Rate	40
1. Employers/Organizations and Titles/Occupations	41-46
C. Survey Tool	47
1. Handshake	48
2. Friendly Reminder	49
D. Supplemental Data	50
AQ Services Used & Interest in Helping AQ	
51	

Survey Methodology

On October 14th, 2020, an invitation to participate in the 2020 First Destination Survey was emailed to all 2019-20 graduates of Aquinas College using Handshake. The survey sample included individuals who completed an undergraduate or graduate program with Aquinas College in either August 2019, December 2019, or May 2020. A number of different methods were used to contact recent graduates.

Oct. 14th, 2020	FDS emailed to all graduates Email reminders were sent at predetermined intervals by Handshake Emails were sent to both Aquinas email addresses and personal email addresses if provided
Jan. 1st, 2020	Final reminder email sent. Reached out to graduates who originally stated they were “still looking”
Jan. 15th, 2020	Online Survey Ended
Jan.-Feb., 2020	Acquired Knowledge Rate through LinkedIn, Facebook, and Handshake
April 2020	Submit to NACE.

**Handshake was used to collect and compile online survey responses. An explanation of the survey instrument can be found in Appendix C.*

Survey Terms

Following the [National Association of College and Employers \(NACE\)](#) Standards and Protocol;

“Response Rate” is defined as information that was gathered directly from those graduates who have returned the survey.

“Knowledge Rate” is defined as information gathered on graduates from other sources; i.e. LinkedIn, Facebook, parents, for those graduates who have not responded to the survey.

The National Association of College & Employers has partnered with Handshake to create a survey tool that allows colleges to collect data using the same timeline, procedures, and protocol. For this reason we decided to use Handshake for our 2017 First Destination Survey. This change allowed us to have additional information to share in our survey. An explanation of terms are below;

“Online Submission” is defined as a submission where a graduate completed and submitted their response online through the handshake portal.

“Partial Submission” is defined as a submission where a graduate started their response online through the handshake portal, never finished/submitted, but included all of the necessary information to count as a submission.

“Never Completed” is defined as a submission where a graduate started their response online through the handshake portal, but did not finish and did not have the necessary information to count as a submission.

“Mailing Submission” is defined as a submission where a graduate completed and submitted their response online through the use of the paper survey that was mailed to the graduates address.

“No Response” is defined as not receiving any form of response, as well as not being able to locate information for the Knowledge Rate.

Additional Information:

**Sample sizes may change based on the amount of responses received for a particular question*

Response & Knowledge Rate

Total Responses:

Number of Graduates	Type of Response
144	Submitted Responses
87	Knowledge Responses
86	No Response
Total Number of Graduates= 317	

Response Rate:

Response Rate	Type of Response
144	Online Submission
Total Response Rate= 144/317	45.4% of Graduates

Knowledge Rate & No Response:

Number of Graduates	Type of Response
87	Knowledge Rate
86	No Response
Total: 173	

Knowledge Rate:

Number of Graduates	Location of Information
56	LinkedIn
1	Facebook
30	Other
Total Knowledge Rate: 87/317	27.4% of Graduates

Combined Rate:

Number of Graduates	Type of Response
144	Submitted Responses
87	Knowledge Responses
Total Combined Rate= 231/317	72.9% of Graduates

Executive Summary

Survey Response Rate:

Total Responses	% Total	Primary Activity
99	67.8%	Employed Full-Time
11	7.5%	Employed Part-Time
18	12.3%	Graduate/Professional School
3	2%	Service/Volunteer Work
15	10.3%	Seeking Employment
Total Graduates Responded = 146		

Combined Response & Knowledge Rate:

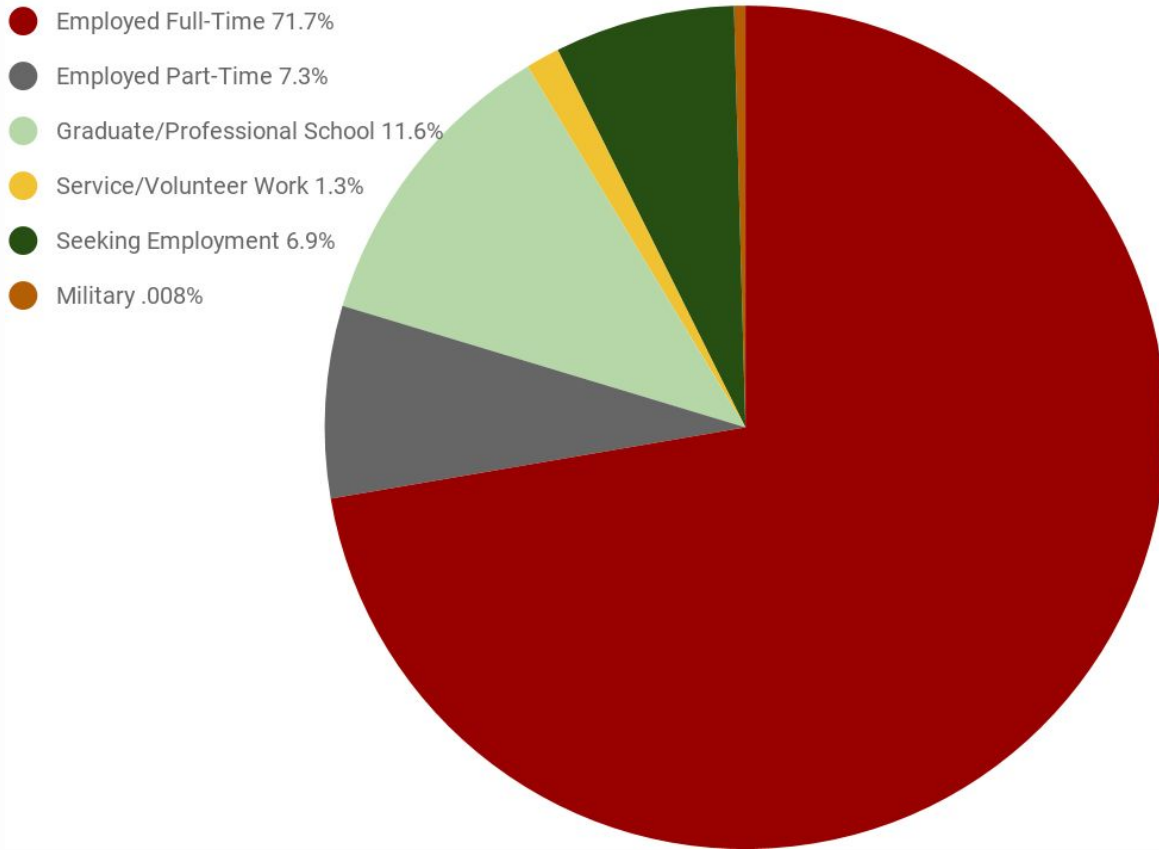
Total Responses	% Total	Primary Activity
167	72.1%	Employed Full-Time
17	7.3%	Employed Part-Time
27	11.6%	Graduate/Professional School
3	1.3%	Service/Volunteer Work
16	6.9%	Seeking Employment
1	.008%	Military
Total Responses= 231		

Total First Destination Rate:

Total	% Total	Primary Activity
185	79.4%	Employed Full-Time/Part-Time
27	11.6%	Graduate/Professional School
3	1.3%	Service/Volunteer Work
215/231 Total Responses		93.1% Placement Rate

First Destination Responses

Primary Activity



n= 231

Part One:

Undergraduate Level Findings

Response Rate:

Number of Graduates	Number of Responses
/317	159
% of all Graduates	% of Undergraduates

Knowledge Rate:

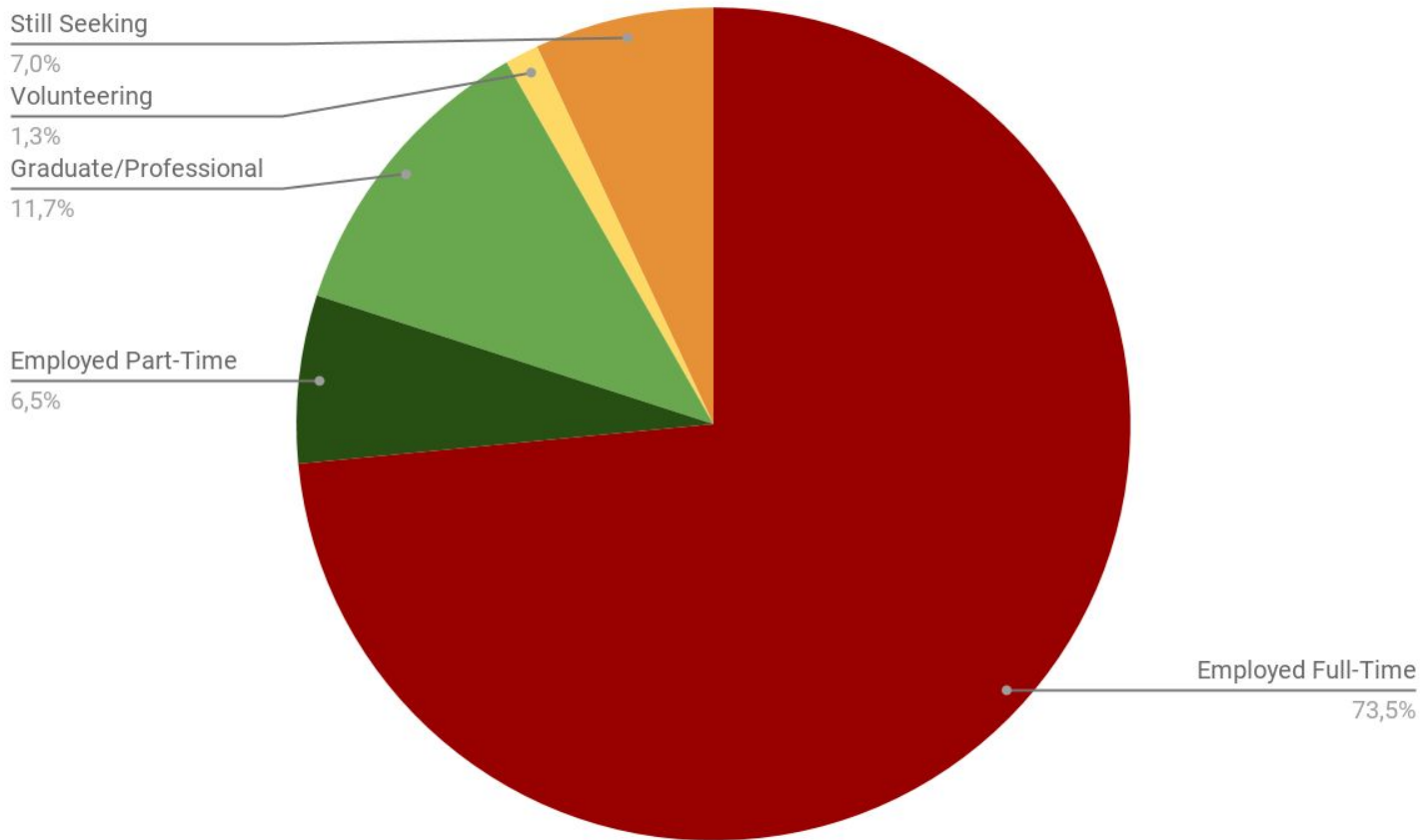
Number of Graduates	Number of Responses
	88
% of all Graduates	% of Undergraduates

The Knowledge Rate for undergraduate alumni = %

Placement Rate for Undergraduates:

Total	Total %	Primary Activity
184	85.9%	Employed Full-Time/Part-Time
27	12.6%	Graduate/Professional School
3	1.4%	Service/ Volunteer Work
214/247	86.7%	Total Placement Rating

Primary Activity for Undergraduates



Primary Activity Details

Employed Full-Time*	Employed Part-Time	Graduate/Professional School
169	15	27
73.4% of Responses	6.5% of Responses	11.7% of Responses

Volunteering	Seeking Employment
3	16
1.3% of Responses	6.9% of Responses

*A large number of graduates did not indicate whether they worked full or part-time, and thus were assumed to be working full-time.

n=230

Response Rate By Undergraduate Major

Accounting	7
Art: General	3
Athletic Training	2
Biology	7
Business Administration (including duals)	69
Chemistry	2
Child Labor Specialist	1
Communication	8
Communication w/ Theater	3
Community Leadership	5
Computer Information Systems	6
Early Childhood Education	11
Economics	1
Education: English	1
Education: Mathematics	1
Education: Social Studies	1
Elementary Education	8
English: Literature Emphasis	3
English: Writing Emphasis	7
Environmental Studies	1
Exercise Sciences	5
General Education	8
Geography	1
Health Science	2

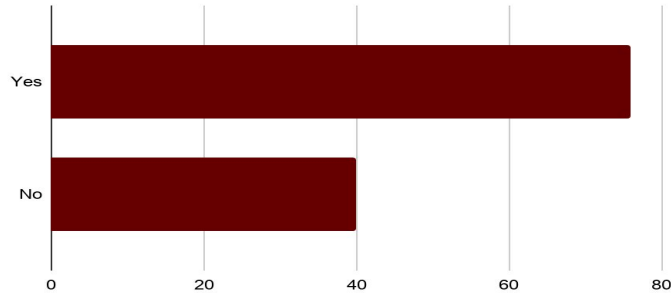
History	6
Interdisciplinary Communication	1
International Business	3
International Studies	1
Kinesiology w/Exercise Science	1
Management Information Systems	2
Mathematics	4
Music: Performance Emphasis	1
POHI: Physical/Health Impairment	2
Political Science	3
Professional Accountancy	5
Psychology	16
Secondary Education	2
Secondary Education: Social Studies	1
Sociology	5
Spanish	1
Sustainable Business	6
Theatre for Social Change	1
Theology	5
Translation & Interpretation: French	1
World Language: German	1
World Language: Spanish	2
MASTER LEVEL PROGRAMS	
Master in the Art of Teaching (M.A.T.)	
Master in Clinical Mental Health Counseling (M.A.C.)	
Master in Management (M.M.)	

*Alumni who completed more than one major are counted twice including dual majors

Internships & Student Teaching Correlations

Did graduate participate in internships?

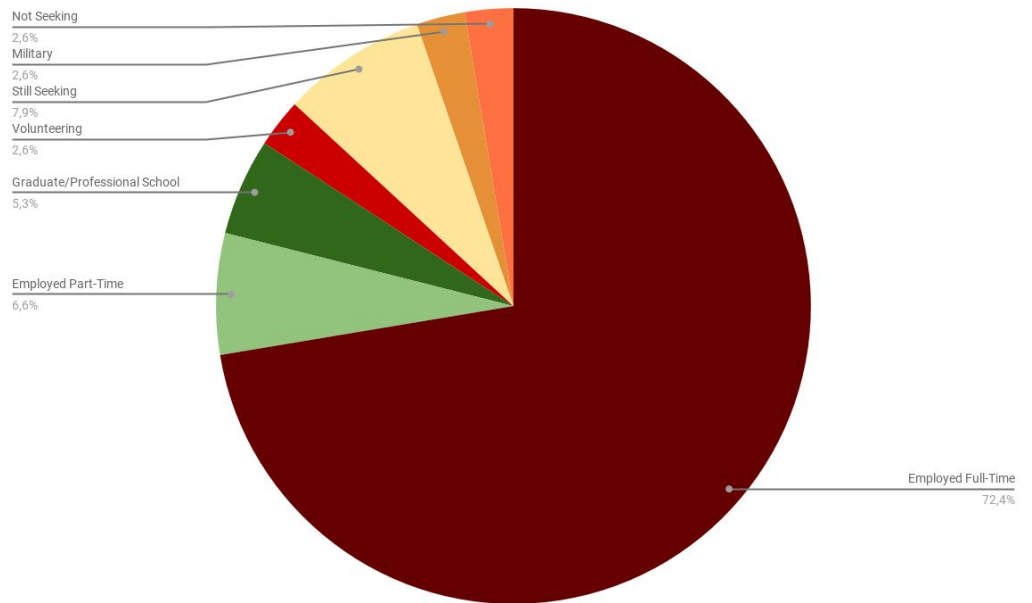
n= 116



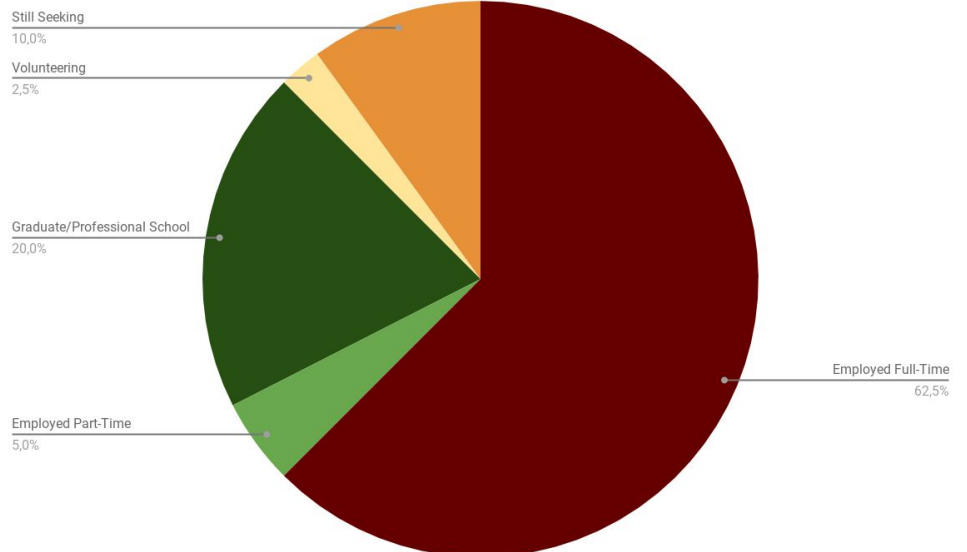
Internship: Yes

Graduates who participated in an Internship showed higher rates of being employed full-time post graduation.

n=76



Internship: No

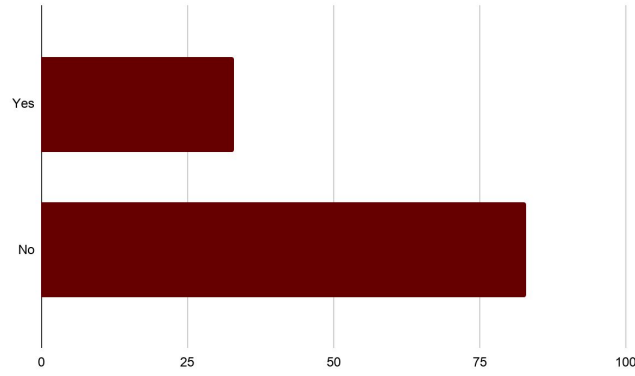


n= 40

Study Abroad & Employment Correlations

Did graduate participate in study abroad?

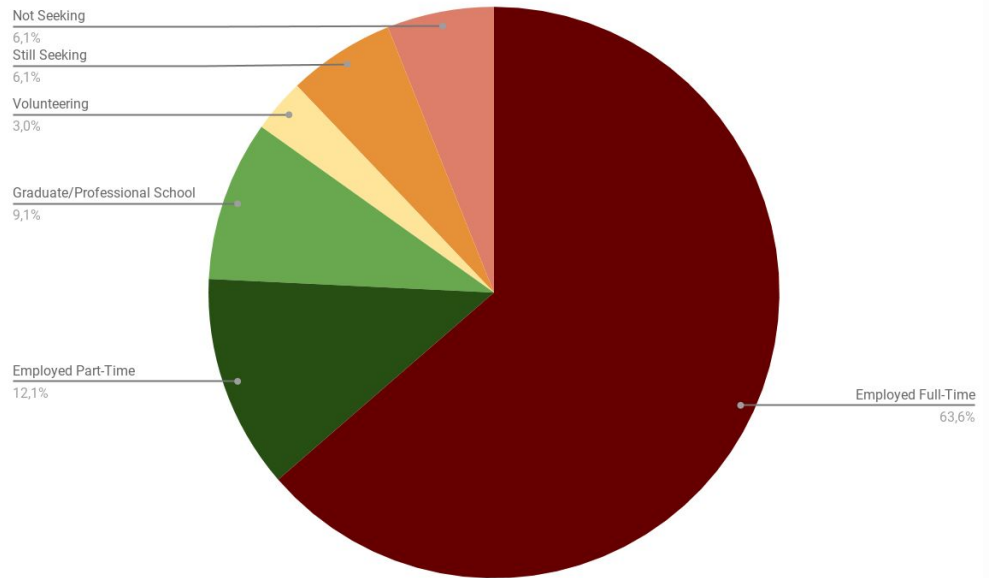
n= 116



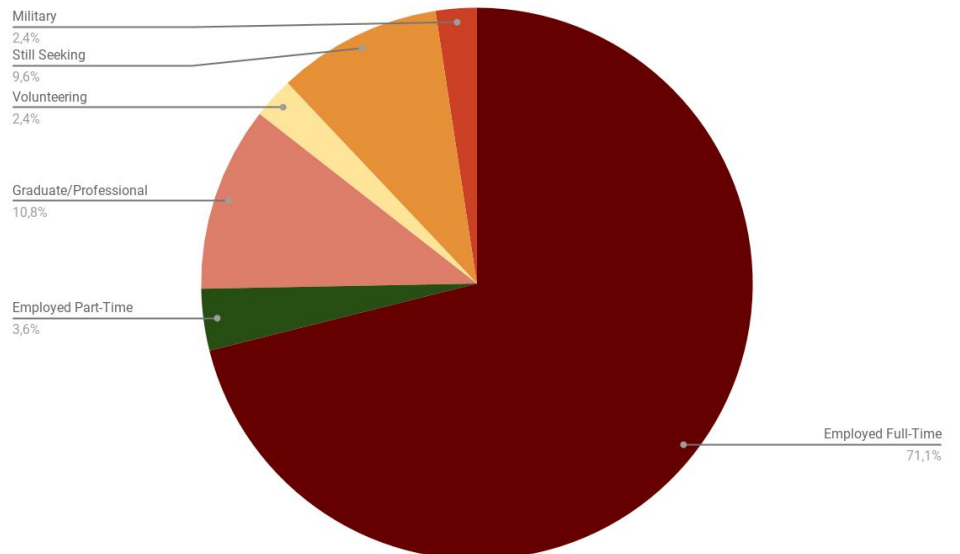
Study Abroad: Yes

Graduates who studied away showed higher rates of volunteerism which may be a direct result of global and cultural competency.

n= 33



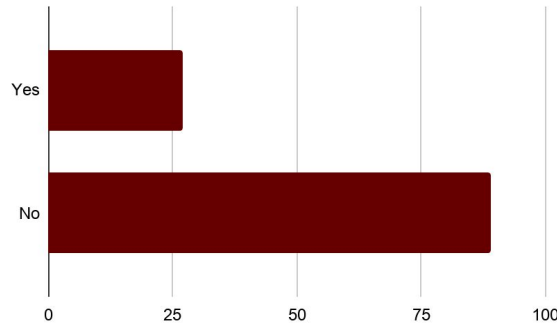
Study Abroad: No



n= 83

Academic Research & Employment Correlations

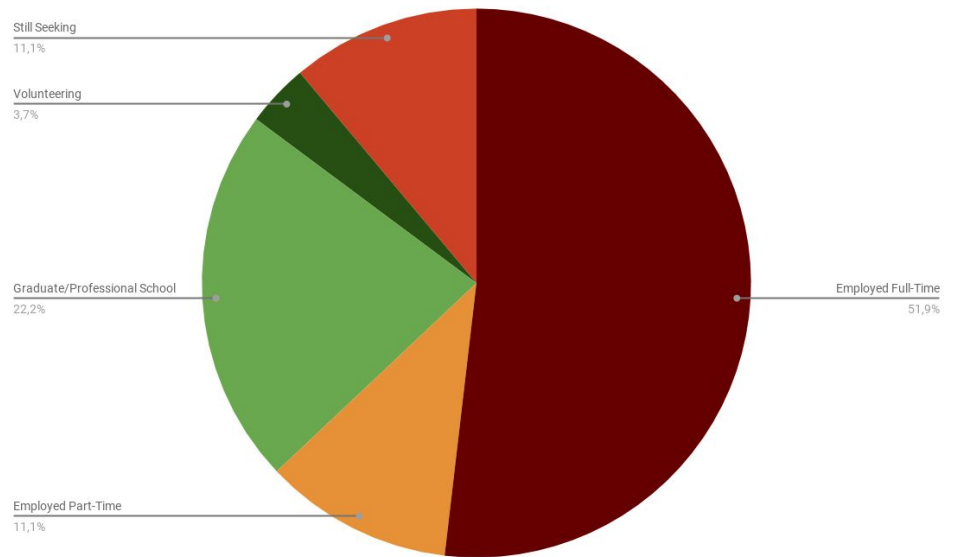
Did graduate participate in academic research?



n= 116

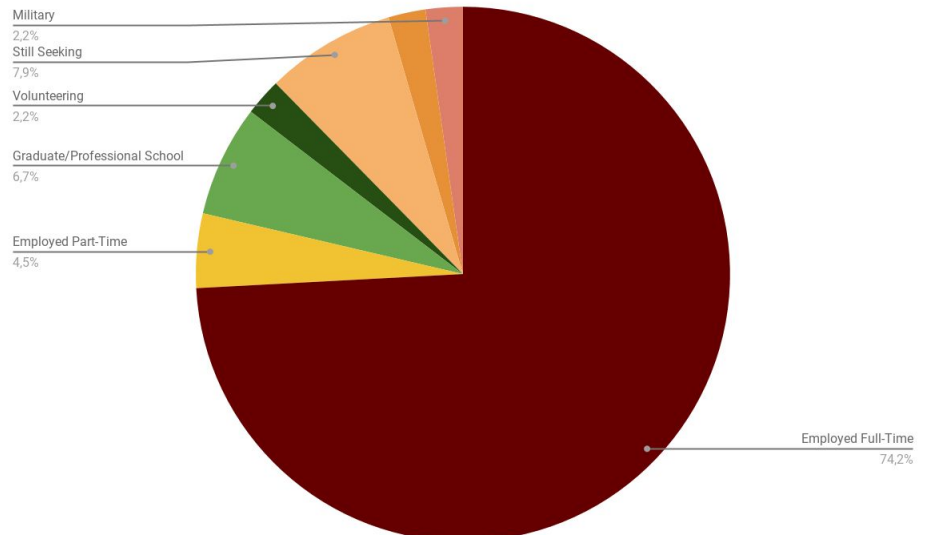
Academic Research: Yes

Graduates who completed academic research showed higher rates of attending graduate school interest



n= 27

Academic Research: No

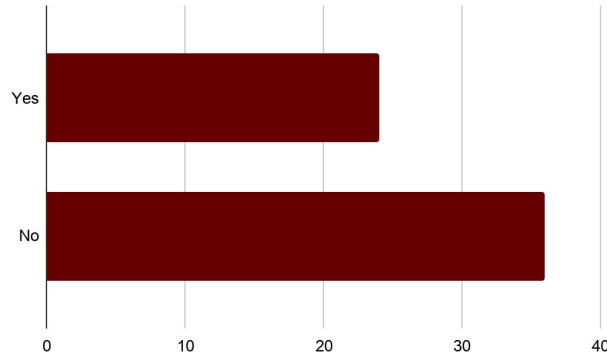


n= 89

Service Learning & Employment Correlations

Did graduate participate in service learning?

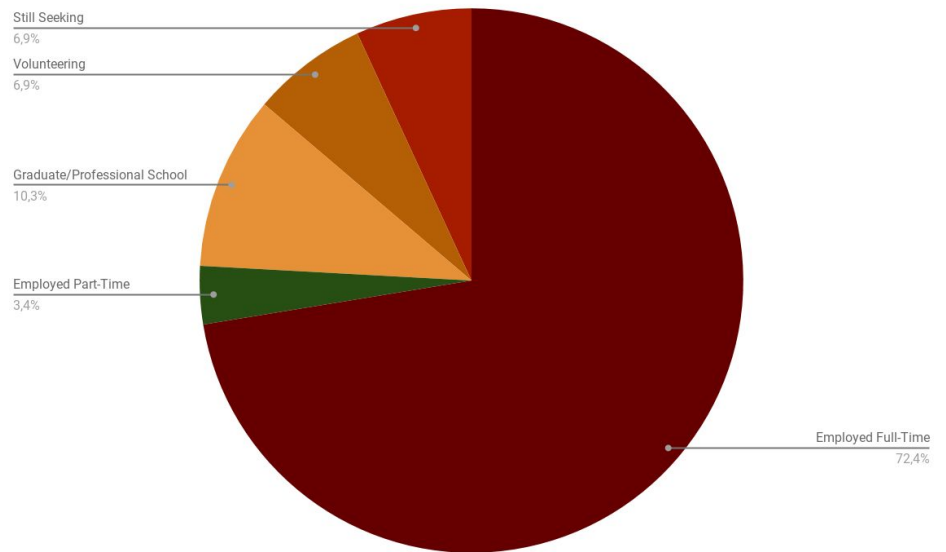
n=116



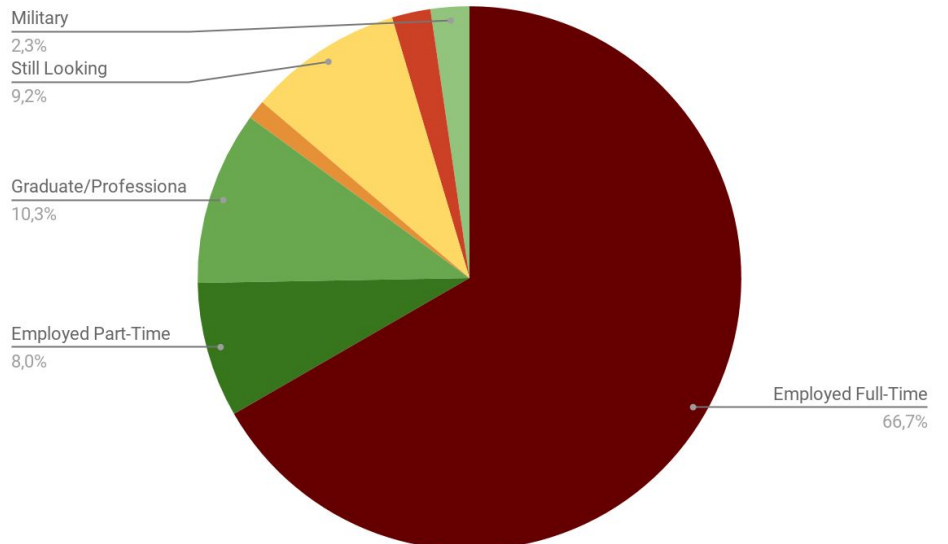
Service Learning: Yes

Graduates who participated in service learning secured full and part time employment related to their major

n= 29



Service Learning: No



n= 87

Part TWO:

Graduate Level Findings

Response Rate

Number of Graduates	Number of Responses
/317	
% of all Graduates	% of Graduate Students

The Response Rate for graduate alumni = %

Knowledge Rate

Number of Graduates	Number of Responses
% of all Graduates	% of Graduate Students

The Knowledge Rate for graduate alumni = %

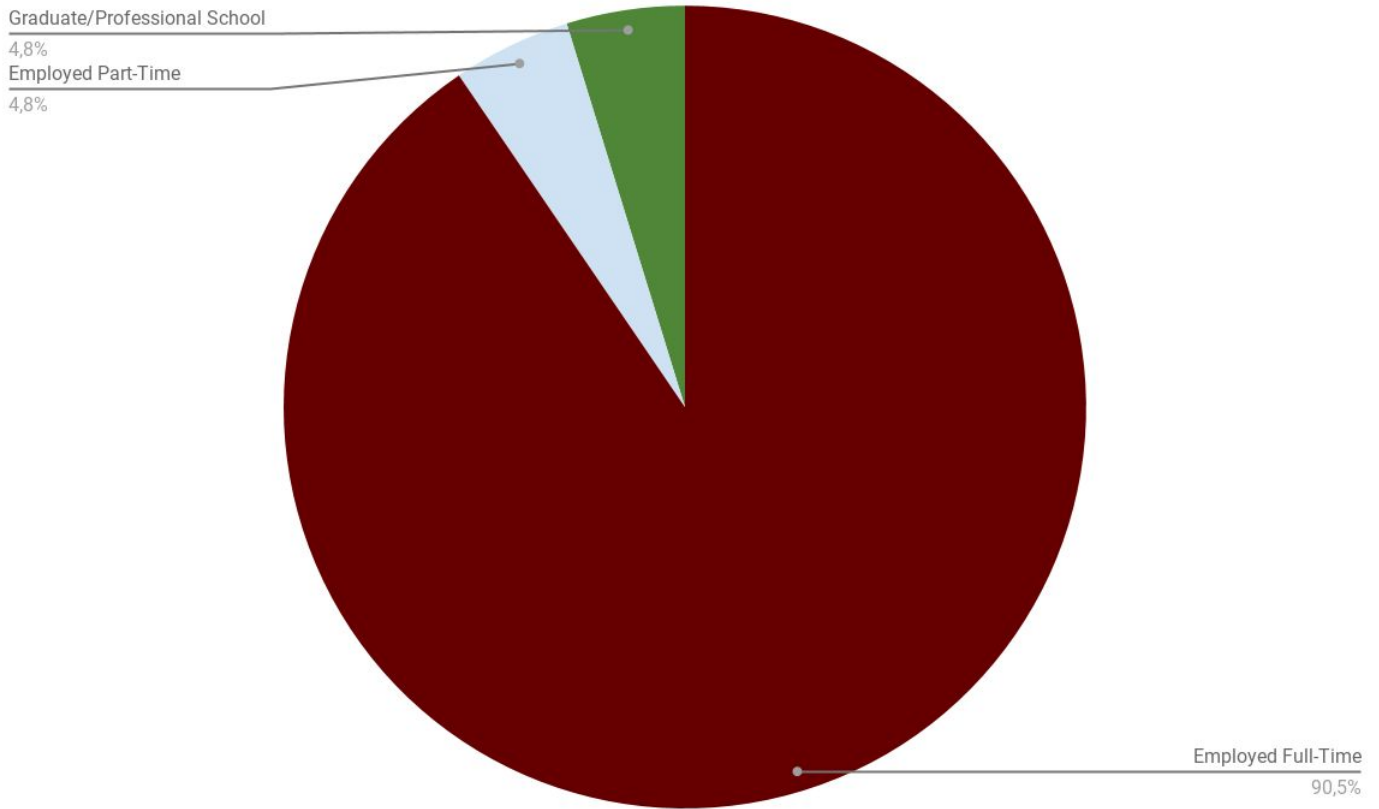
Placement Rate for Graduate Students

Total	% Total	Primary Activity
	100%	Employed Full Time
/ Responses	100%	Total Placement Rating

The Total Placement Rate for graduate alumni = 100%

n=

Primary Activity of Graduate Level Alumni



Primary Activity Details

Employed Full-Time	Employed Part-Time	Graduate/Professional School
% of Responses	% of Responses	% of Responses

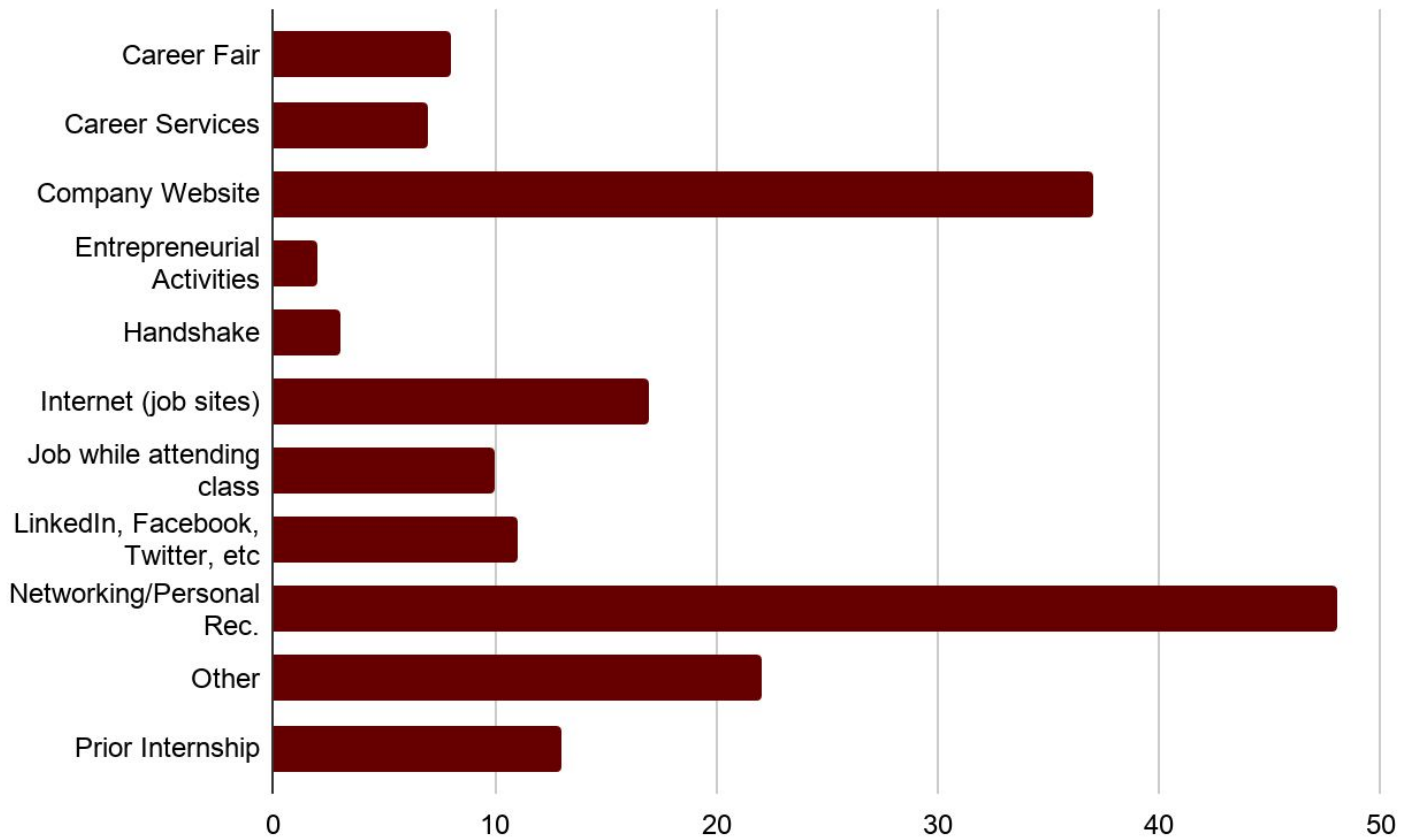
Volunteering	Seeking Employment
0	0
0.0% of Responses	0.0% of Responses

n= 21

Part Three:

Combined Undergraduate &
Graduate Results

Means of Obtaining Position



n= 178

Teacher Certification by Major

Primary Major	Secondary Major	Level of Certification
Elementary Education	N/A	Elementary
POHI: Phys./Hlth Impair.	Elementary Education	Elementary
Elementary Education	Elementary Education: Social Studies	Elementary
Education: Mathematics	N/A	Elementary
Elementary Education	N/A	Elementary
POHI: Phys./Hlth Impair.	N/A	Elementary
Elementary Education	N/A	Elementary

Teacher Certification by Major

Primary Major	Secondary Major	Level of Certification
Elementary Education	Early Childhood Education	Elementary
Mathematics	N/A	Elementary
Elementary Education	N/A	Elementary
Psychology	N/A	Elementary
Elementary Education	Early Childhood Education	Elementary
Early Childhood Education	N/A	Secondary
Secondary Education: Social Studies	N/A	Secondary

Teacher Certification by Major

Primary Major	Secondary Major	Level of Certification
Education: Social Studies	Education: Political Science & German	Secondary
Secondary Education	History & English w/ Literature Emphasis	Secondary
Secondary Education	Education: Spanish & Education: History	Secondary
Education: English	N/A	Secondary
Mathematics	Education: Learning Disabilities K-12 & Elementary Education	Elementary & Secondary

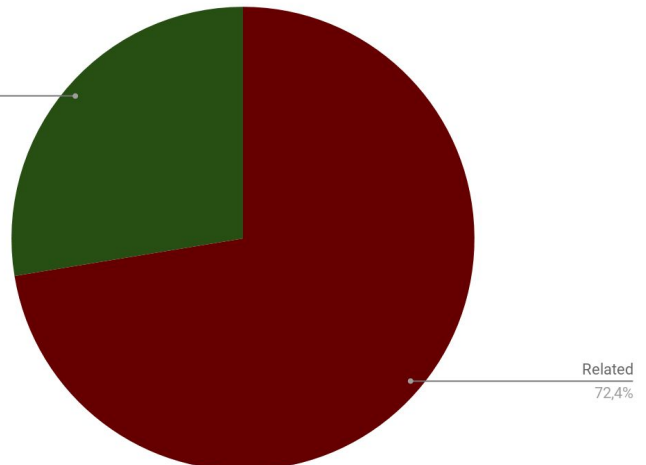
Graduate/Professional School Enrollment

Program	Number of Graduates
Biology	2
Business Administration	2
Business Administration/Communication Dual	2
Business Administration/Sports Mgmt Dual	1
Communication	1
English w/ Literature Emphasis	1
English w/ Writing Emphasis	1
General Education	2
Health Science	1
History	5
Mathematics	1
Political Science	1
Psychology	5
Secondary Education	1
Sociology	1
Theology	1

Enrollment by Degree Level

All 29 students pursuing graduate/professional school completed their undergraduate degree at Aquinas College.

Graduate/Professional Field of Study Related to Undergraduate Program



n= 29

Graduate/Professional Schools Being Attended

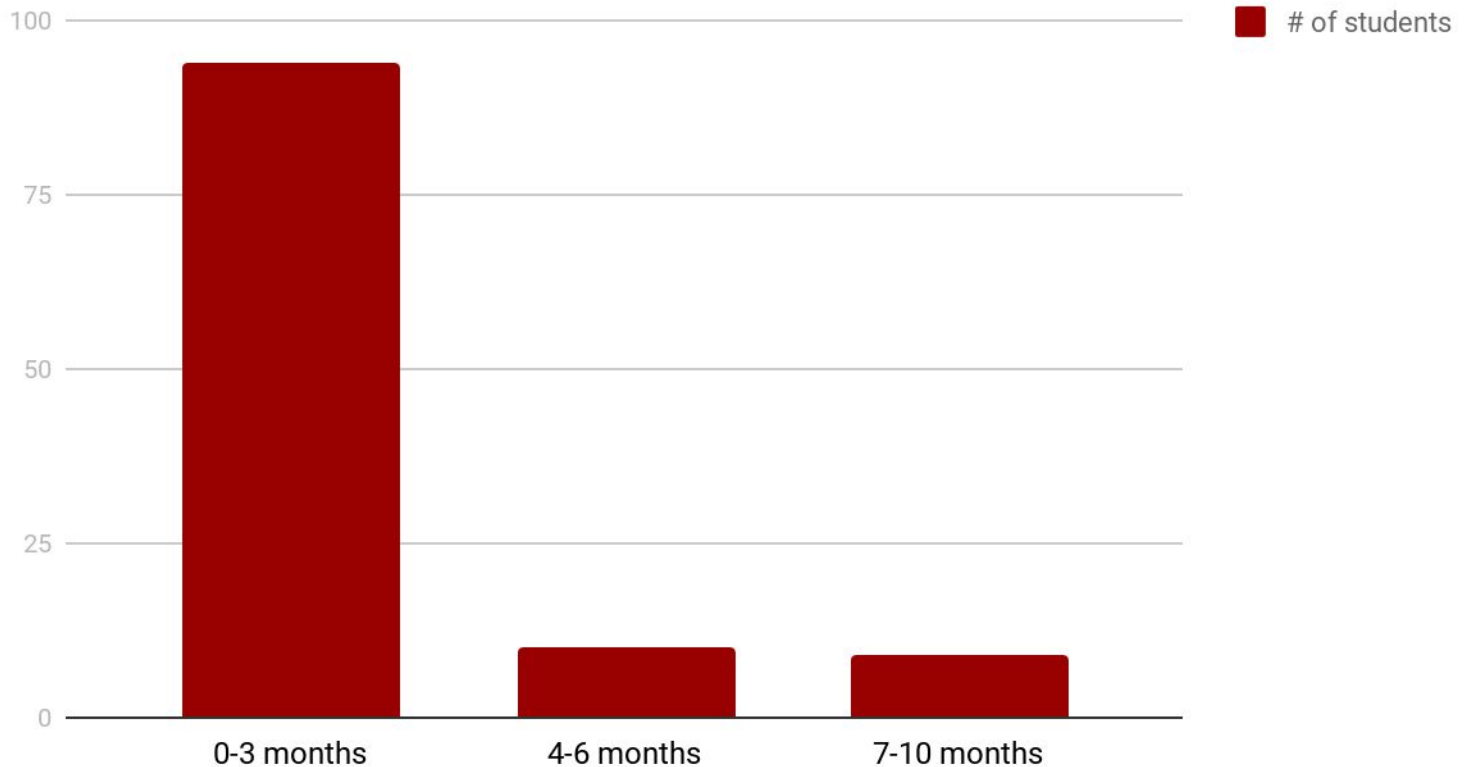
College	Location	Program	Degree
American River College	Sacramento, California	Fire Science	Certificate
Aquinas College	Grand Rapids, Michigan	Masters of Management	Masters
Aquinas College	Grand Rapids, Michigan	Masters of Management	Masters
Aquinas College	Grand Rapids, Michigan	Masters of Management	Masters
Aquinas College	Grand Rapids, Michigan	Masters of Management	Masters
Central Michigan University	Mount Pleasant, Michigan	Physical Therapy	Doctorate
Central Michigan University	Mount Pleasant, Michigan	Doctorate of Phys	Doctorate
Ferris State University and KCAD	Big Rapids, Michigan	Optometry	Masters
Grand Valley State University	Allendale, Michigan		Masters
Grand Valley State University	Allendale, Michigan	Master of Higher Education	Masters
LECOM School of Dental Medicine	Bradenton, Florida	Dentistry DDS	Doctorate
Michigan State University	East Lansing, Michigan	Biostatistics	Masters
Midland University	Fremont, Nebraska	Adult and Higher Education	Masters
Muskegon Community College	Muskegon, Michigan	Respiratory Therapy Program	Associates

Graduate/Professional Schools Being Attended

College	Location	Program	Degree
New York University	New York City, New York	Quantitative Finance	Masters
Palmer College of Chiropractic	Davenport, Iowa	Chiropractic	Doctorate
Santa Ana College	Santa Ana, California	Fire Technology	Non-Degree Seeking
State of MI Insurance & FINRA Investment Exams	Grand Rapids, Michigan	Mi Life, Accident, & Health, Mi Variable Annuities, SIE, Series 7TO, Series 66	Certificate
University of Bridgeport	Bridgeport, Connecticut	Chiropractic	Doctorate
University of New Orleans	New Orleans, Louisiana	History: Public History	Masters
University of Wisconsin Milwaukee	Milwaukee, Wisconsin	Women's and Gender Studies and Library and Information Science	Masters
Van Andel Institute	Grand Rapids, Michigan	Biochemistry and Molecular Biology	Doctorate
Vrije Universiteit Brussel	Brussels, Brussels-Capital, Belgium	Communication	Masters
Wayne State University	Detroit, Michigan	History: Public History	Masters
Wayne State University	Detroit, Michigan	Business Administration	Masters
Wayne State University	Detroit, Michigan	Information Science	Masters
Western Michigan University	Grand Rapids, Michigan	Occupational Therapy	Masters

Length of Job Search

Length in Months (Offer-Start date)

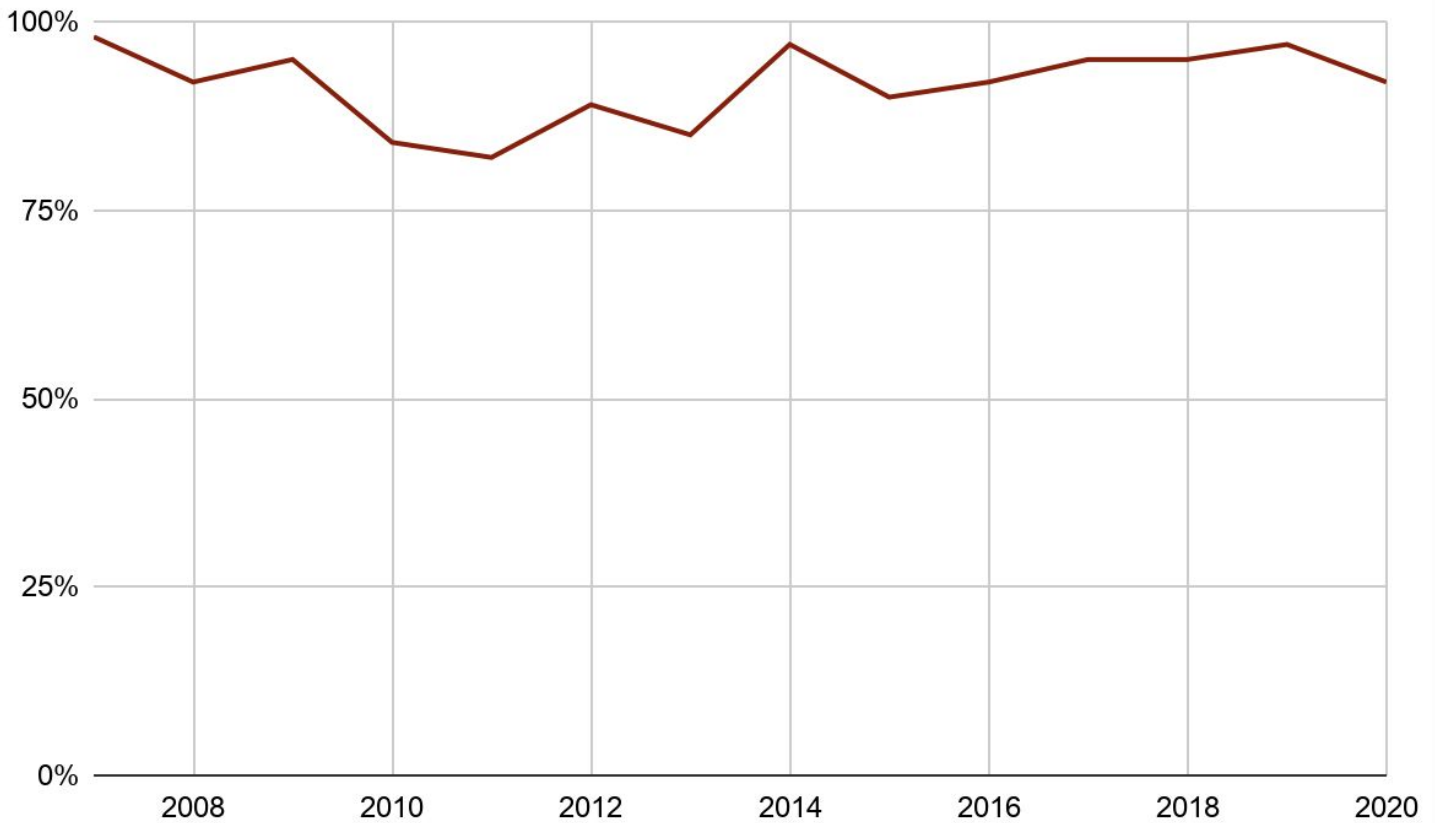


n= 113

83% of graduates were offered and accepted a job proposal in **only 0-3 months**

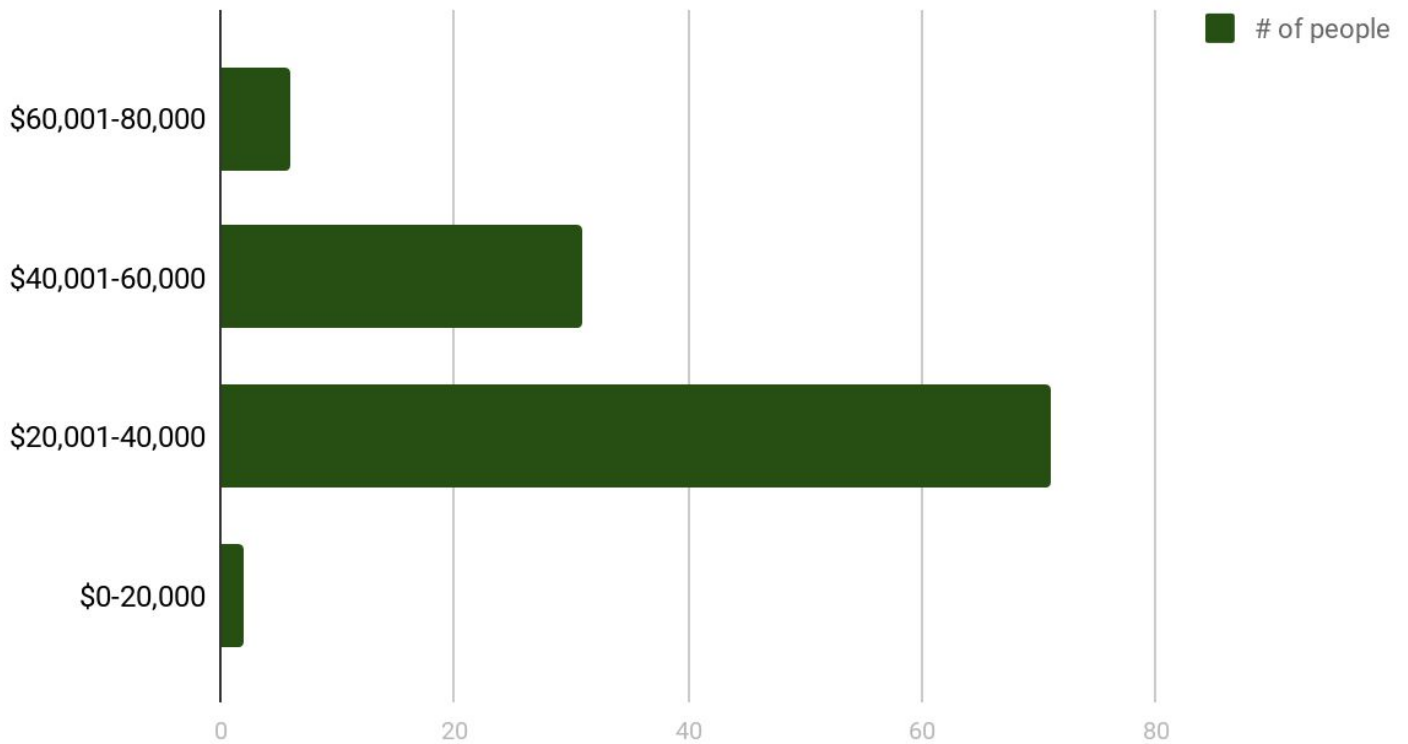
Longitudinal Summary of Placement Rate

	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	
# of Graduates	477	450	417	423	406	418	430	410	388	389	376	356	365	319
% of Employed Graduates	81%	72%	73%	65%	67%	76%	71%	82%	80%	79%	81%	83%	78%	68%
% of Continuing Education Graduates	17%	20%	22%	19%	18%	12%	13%	12%	10%	11%	10%	10%	7%	9%
Overall Placement Rate	98%	92%	95%	84%	82%	89%	85%	97%	90%	92%	95%	95%	97%	92.3%



Income Level by Pay Schedule

Annual Salary



**Average Annual
Salary:**

\$39,958

n= 110

Appendices

APPENDIX A:

Response Rate
Employers Field or Industry
Employers & Occupations

Employer's Field or Industry

Alliance Physical Therapy Partners	Front Office Coordinator
Amazon Fulfillment	Process Assistant
Amazon	Cloud Support Engineer
Auto-Owners Insurance Company	Associate Software Developer
Auto-Owners Insurance Company	Automobile and Property Underwriter
Auto-Owners Insurance Company	Computer Programmer
Bethany Christian Services	Bilingual Case Aide- Transitional Foster Care
BIGGBY COFFEE	Percolator
Biggs, Hausserman, Thompson & Dickinson, PC	Staff Accountant
Blessed is She	Social Media and Event Manager
Buffalo Creek Ranch & Outfitters	Ranch Management Intern
Celink	Taxes and Insurance Specialist
Centria Healthcare	Behavioral Health Technician
Centria Healthcare	Operations Support Specialist
Cherry Health	Research Assistant
City of Kalamazoo	Marketing Administrative Assistant
Colin's Lodge	Member Engagement Specialist
Costco Wholesale	Membership Clerk
Davenport University	Exec. Director
Degage Ministries	Open Door Supervisor
Dematic	Commercial Manager

Employers/Organizations and Job Titles/Occupations

Dematic	HR Support
Diocese of Grand Rapids & Catholic Secondary Schools	Theology Teacher
Diocese of Grand Rapids, Office of Catholic Schools	5th Grade Teacher
Diocese of Grand Rapids, Office of Catholic Schools	5th Grade Teacher
Dominican Sisters - Grand Rapids	Accountant
Dominican Volunteers USA	House Parent
Eastminster Preschool	Pre-K Teacher
EG Workforce Solutions	Recruiter
Enhance Dental Care	Dental Assistant
Erickson Living	Human Resources Generalist
Ernst & Young Global Limited	Tax Accountant
EY LLP	Assurance Staff
Fifth Wheel Freight, LLC	Marketing Intern
FoodCorps	FoodCorps AmeriCorps Service Member
GRACE Catholic School System	School Teacher
Grand Rapids Early Discovery Center	Lead Teacher
Grand Rapids Metrology	Assistant Service Coordinator
Grand River Aseptic Manufacturing	Aseptic Manufacturing Associate
Grant Thornton	Audit Associate
Gwinnett County Public Schools	1st Grade Teacher
Head Start for Kent County	ERSEA Advocate

Employers/Organizations and Job Titles/Occupations

Head Start for Kent County	Associate Teacher
Head Start for Kent County	Associate Teacher
Head Start for Kent County	Head Start Teacher
Head Start for Kent County	Head Start Teacher
Head Start for Kent County	Lead Teacher
Hesperia Community Schools	Third Grade Teacher
Hudsonville Public Schools	Math Teacher
IHS Distributing	Sales
Ionia Public Schools	High School Special Education Resource Teacher
Jimmy Johns	Sandwich Maker
Judson Center	Support Staff
Kellogg's	Deduction Analyst
Kelloggsville Public Schools	High School History Teacher
Keystone RV	Production
Kids' Food Basket	Farm Assistant
L Squared Insurance Agency LLC	Customer Service Representative
Litify	Technical Writer
Lonergan's Charter Service Inc	Office Manager
LOYL Homes	
Macatawa Bank	Customer Service Representative

Employers/Organizations and Job Titles/Occupations

Maxtang Computer Co.	Marketing Executive
Meijer	Cashier
Meijer	General Merchandise Clerk
Meijer	Pharmacy Technician
Michigan Immigrant Rights Center	Legal Assistant
Michigan Sports Academies	Assistant Manager
National Heritage Academies	7/8 Math Teacher
Noah's Ark Preschool	Teacher's Assistant
Northgate Resorts	Staff Accountant
Notions Marketing	Sales Associate
Novi Community School District	Building Substitute
Ottawa Conservation District	Lead Ecological Technician
Perrigo	Intern
Pine Rest Christian Mental Health Services	Psychiatric Technician
Plante Moran	State and Local Tax
Plante Moran	Tax Accountant
Positive Behavior Supports Corporation	Behavioral Technician
PricewaterhouseCoopers (PwC	Core Assurance Associate
Quicken Loans	Associate Banker
RepcoLite Paints Inc	Salesperson
Robinette's Apple Haus & Winery	

Employers/Organizations and Job Titles/Occupations

Saint Patrick Parish (Parnell)	
Samaritas	Foster Care Worker
Samaritas	Social Worker Assistant
San Miguel High School	9th Grade English Language Arts Teacher
Self Employed	Property Manager
Self-Employed	Director
Sennco Solutions	HR Manager
Shine Window Cleaning & Holiday Lighting	Gen. Manager
SpendMend	Statement Acquisition
Square Roots	Apprentice Grower
St. John Vianney Parish	Teacher's Aid
St. Joseph Catholic School	First Grade Teacher
St. Joseph Institute for the Deaf	Audiology Assistant
St. Mary Magdalen School	Minister of the Homebound and Grieving
St. Mary School	3rd Grade Teacher
St. Patrick Parnell	Music Director
St. Peter Roman Catholic Church	Director of Music
St. Thomas School	
Starbucks	Barista
State of Michigan Department of Human Services	Auditor
Sunset Senior Communities	Resident Aide

Employers/Organizations and Job Titles/Occupations

TCF National Bank	Credit Analyst
Team Rehabilitation Services LLC	Physical Therapy Technician
Total Spectrum LLC	Behavior Tech
United Shore/United Wholesale Mortgage	Account exec
United States Postal Office	Mail Handler Assistant
VanderPloeg, Bergakker and Associates	Staff Accountant
VCA Animal Hospital	Veterinary Technician
Verburgbuild LLC	Carpenter Assistant
Walgreen Co.	Pharmacy Technician
Wallace Household	Nanny
Walmart	Business Support Manager
Wamira	Sales and Marketing
West Michigan Hispanic Chamber of Commerce	Business Consultant
Wipfli	Staff Accountant
Wyoming Public Schools	Teacher

Appendix B:

Knowledge Rate
Employers Field or Industry
Employers & Occupations

Employers/Organizations and Job Titles/Occupations for Knowledge Rate Findings

Acrisure LLC	HR Associate
Advent Physical Therapy	Front Desk Coordinator
All Saints Academy	Teacher
Amazon	L4 Area Manager
Amway	Cloud Solutions Architect
Aquinas College	Administrative Assistant
Beachbody	Independent Coach
BRAINS	Applied Behavior Analysis (ABA) Tutor/Behavioral Technician
CardioScan., Inc.	CEO
Centria Autism	Patient Advocate
Certified Golf Expert	Curated
Charlevoix Public Schools	New Upper Elementary Special Education
Clark Retirement Community, Inc.	Certified Nursing
Dayton Freight Lines, Inc	Management Train
Dealership Advantage	Customer Support Specialist
Decided Excellence Catholic	Associate Publisher
Dematic	Sales Controller
Developmental Enhancement Behavioral Health	Behavioral Health Technician
EY LLP	Internship
Fremont Area Community Foundation	Administrative Assistant
Gage Diamonds	Finance Associate

Employers/Organizations and Job Titles/Occupations for Knowledge Rate Findings

Good for Michigan	Program Coordinator
Grand Rapids Marketing Group	Account Manager
Hagerty	Marketing Administrator
Head Start for Kent County	Site Supervisor
HexArmor	Business Development Representative
Hokkaido City Government Office	Administrative Assistant
Hope Network	HR Generalist
Hungerford Nichols CPAs + Advisors	Tax Accountant
HydroCorp	Account Manager
KRNV News 4 Reno	Digital Content Lead
LaFontsee Art Gallery	Art Instillation
Liquid Asset Partners, LLC	Director of Brand Development
Manistee Area Public Schools	Long term sub
Medwest Associates an Arthrex Company	Association Sales Representative
Michigan Sports Academies	Sports Coordinator
Mr. Cooper	Home Advisor
Myswell Write	CEO
Network180	Supports Coordinator
Nonn'a the trattoria	Bartender
Orchard Laboratories	Chemical Lab Technician
Perani's Hockey World	Assistant Manager

Employers/Organizations and Job Titles/Occupations for Knowledge Rate Findings

Porter Hills Village - UMRC & Porter Hills	Nursing Assistant
Pratt Industries, LLC	Accountant
Prince of Peace Catholic Church	Youth Ministry Coordinator
Private Household	Caregiver
Remote Sport Fishing Lodge	Remote Sport Fishing Lodge Guide
San Juan Diego Academy	Substitute Teacher
Schmidt, Koning, Villarreal & Associates, LLC	Staff Accountant
Schultz Pest Control and Radon Services	Field Specialist
Sherwin-Williams Company	Management Trainee
Shiawassee County Road Commission	General Contractor Intern
Shrine Catholic High School	Counseling and Admissions Administrative Assistant
Solenis	Regional Sales Star
Sparks Business Works	System Analyst
Starbucks Coffee Company	Barista
Starbucks Coffee Company	Shift Supervisor
Target	Store Manager
Telebehavioral Health.US	Clinical Intern
The DeKroub Group	Admin. Assistant
The Zone	Assistant Manager
TQL (Total Quality Logistics)	Logistics Account Executive

Employers/Organizations and Job Titles/Occupations for Knowledge Rate Findings

TQL (Total Quality Logistics)	Logistics Account Executive
Whaley Lawn Maintenance	Owner
Yoder Real Estate	Realtor

APPENDIX C:

Survey Tool

Handshake

Handshake is an online resource for college students and graduates to market themselves to more diverse opportunities with potential employers. Handshake has also partnered with NACE and offers additional services for the First Destination Survey for colleges and universities.

This is the second year Career Services has decided to use Handshake for the First Destination Survey. We used Handshake as the means for creating and distributing the survey, as well as collecting and organizing data results.

The first step was uploading the graduates from August 2020, December 2019, and May 2020 to the student portal. Once this was completed, we were able to create our survey through handshake, and distribute it through the website. Handshake has now included an automatic feature which reminds students to complete the survey in various intervals. As graduates submitted their responses, the website then collected the data from each response, and the software organized the data in to downloadable excel spreadsheets.

Once we received the total response rate, we started acquiring the Knowledge Rate. We used Handshake as a tool to not only record the knowledge rate, but also indicate where the knowledge rate information was gathered for each individual student.

When we finished receiving surveys, Handshake then automatically compiled and organized NACE formatted data. Our responsibility was to download the information, review it, and submit it to NACE.



WHAT ARE YOU UP TO SINCE GRADUATION?



YOUR FRIENDS AT AQ WANT TO KNOW!

AQUINAS COLLEGE

HOW'S IT GOING?

We hate to NAG, and NAG and NAG, but we haven't heard back from you yet. We're excited to hear what you've been up to since graduation to learn how we can help you with your career goals!



Please take 5-10 minutes to complete the **First Destination Survey** online at AQUINAS.EDU/DESTINATION

After completing the survey, your name will automatically get entered into our prize drawing. **RESPOND BY DECEMBER 31 FOR A CHANCE TO WIN UP TO \$250 IN AMAZON GIFT CARDS!**

QUESTIONS?



616-632-2126 / dmh005@aquinas.edu

AQUINAS COLLEGE

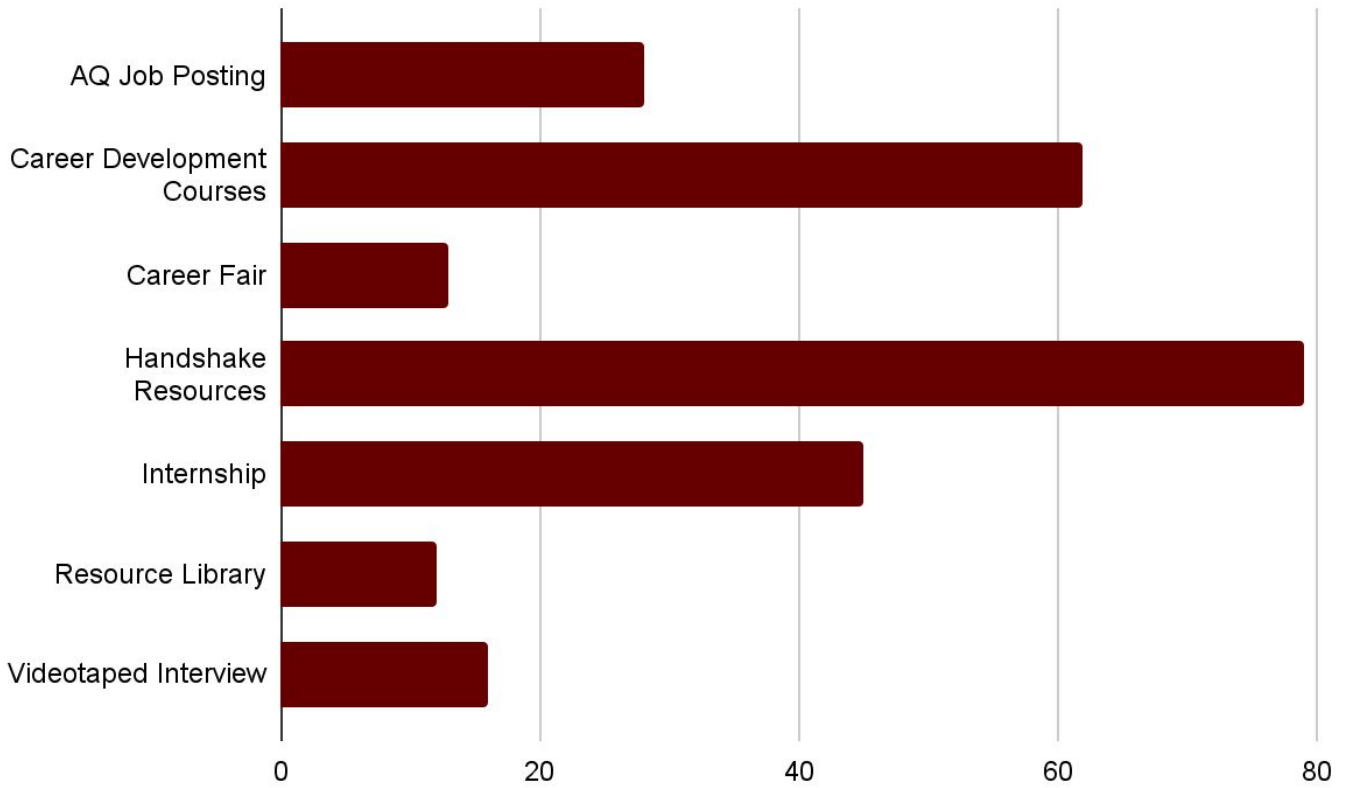
1700 Fulton St. E
Grand Rapids, MI 49506

NONPROFIT ORG.
U.S. POSTAGE
PAID
Grand Rapids, MI
PERMIT NO. 101

APPENDIX D:

Supplemental Data

Aquinas College Services Used



Interest in Volunteering for Aquinas College

