

# AQUINAS COLLEGE

## **Class of 2021 First Destination Survey**

A PUBLICATION FROM CAREER SERVICES

AQ ADVANTAGE CENTER

AQUINAS COLLEGE

GRAND RAPIDS, MICHIGAN

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# First Destination Survey

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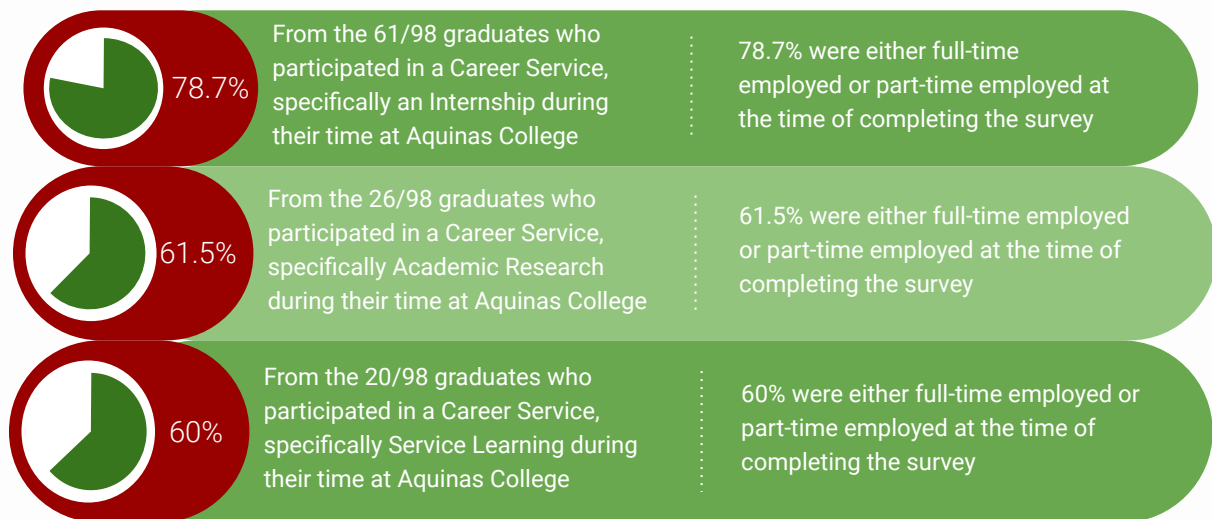
THIS PROJECT WAS MADE POSSIBLE THROUGH THE EFFORTS OF MACAYLA JONES AND EMMA REID, FIRST DESTINATION SURVEY STUDENT ASSISTANTS IN THE CAREER SERVICES OFFICE.

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

# Executive Summary

- **The overall survey response rate for 2021 - 2022 graduates was 239/334 or 71.6%** (respondents out of the 334 graduates invited to complete the survey).
- **The placement rate for graduates is 94.3%**, including working full-time, part-time, attending graduate school, and volunteering/participating in service work
- **92% of graduates** who responded in the Class of 2021 reported being **employed full-time within three months** after graduation.
- The **top grad school programs of recent graduates** include: Psychology/Counseling, Business Administration, Physical Therapy, and Health/Medical fields.
- **65.7% of undergraduates** in the Class of 2021 were **employed full-time at the time of completing the survey** in fall of 2021
- The **average yearly salary** for employed graduates in the Class of 2021 is \$42,633.12, which is an **increase from the average last year**.
- 96.2% of Masters graduates in the Class of 2021 are employed full-time after receiving their degree.

## Employment Correlations Preview



\*this does not include students that were continuing education or volunteering

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# Survey Methodology

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On October 27<sup>th</sup>, 2021, an invitation to participate in the 2021 First Destination Survey was emailed to all 2020-21 graduates of Aquinas College using Handshake. The survey sample included individuals who completed an undergraduate or graduate program with Aquinas College in either August 2020, December 2020, or May 2021. A number of different methods were used to contact recent graduates.

<b>Oct. 27th, 2021</b>	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
<b>Dec. 28th, 2021</b>	Final reminder email sent. Reached out to graduates who originally stated they were “still looking”
<b>Jan. 11th, 2022</b>	Online Survey Ended
<b>Jan.-Feb., 2022</b>	Acquired Knowledge Rate through LinkedIn, Facebook, and Handshake
<b>April 2022</b>	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

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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
165	Submitted Responses
74	Knowledge Rate
95	No Response
<b>Total Number of Graduates=</b>	<b>334</b>

## Response Rate:

Response Rate	Type of Response
165	Online Submission
<b>Total Response Rate=</b>	<b>49.4% of Graduates</b>

## Knowledge Rate & No Response:

Number of Graduates	Type of Response
74	Knowledge Rate
95	No Response
<b>Total=</b>	<b>169</b>

## Knowledge Rate:

Number of Graduates	Location of Information
63	LinkedIn
3	Instagram
8	Other
<b>Total Knowledge Rate=</b>	<b>22.2% of Graduates</b>

## Combined Rate:

Number of Graduates	Type of Response
165	Submitted Responses
74	Knowledge Responses
<b>Total Combined Rate=</b>	<b>71.6% of Graduates</b>

# Expanded Executive Summary

## Survey Response Rate:

Total Responses	% Total	Primary Activity
100	62.5%	Employed Full-Time
15	9.4%	Employed Part-Time
28	17.5%	Graduate/Professional School
3	1.9%	Service/Volunteer Work
14	8.8%	Seeking Employment
<b>Total Graduates Responded =</b>	<b>160</b>	

## Combined Response & Knowledge Rate:

Total Responses	% Total	Primary Activity
170	69.4%	Employed Full-Time
22	8.9%	Employed Part-Time
36	14.7%	Graduate/Professional School
3	1.2%	Service/Volunteer Work
14	5.7%	Seeking Employment
0	0%	Military
<b>Total Responses= 245</b>		

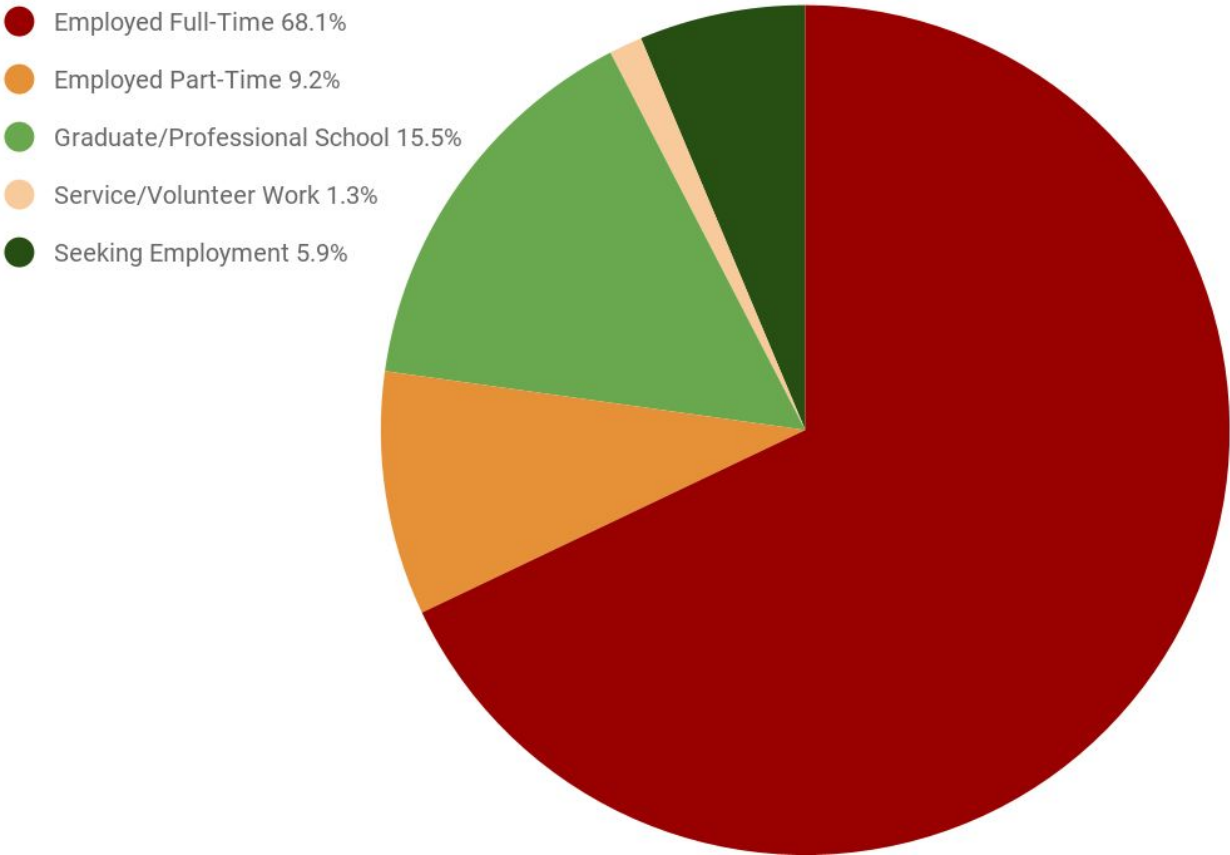
## Total First Destination Rate:

Total	% Total	Primary Activity
192	83.1%	Employed Full-Time/Part-Time
36	15.6%	Graduate/Professional School
3	1.3%	Service/Volunteer Work
<b>Total Responses= 231/245</b>		<b>94.3% Placement Rate</b>



# First Destination Responses

## Primary Activity



n= 237

# Part One:

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## Undergraduate Level Findings

## Response Rate:

Number of Total Undergraduates	Number of Submitted Responses
165/308	165/221
<b>53.6% of all Graduates</b>	<b>74.7% of Undergraduates</b>

## Knowledge Rate:

Number of Total Undergraduates	Number of Knowledge Responses
74/308	74/221
<b>24% of all Graduates</b>	<b>33.5% of Undergraduates</b>

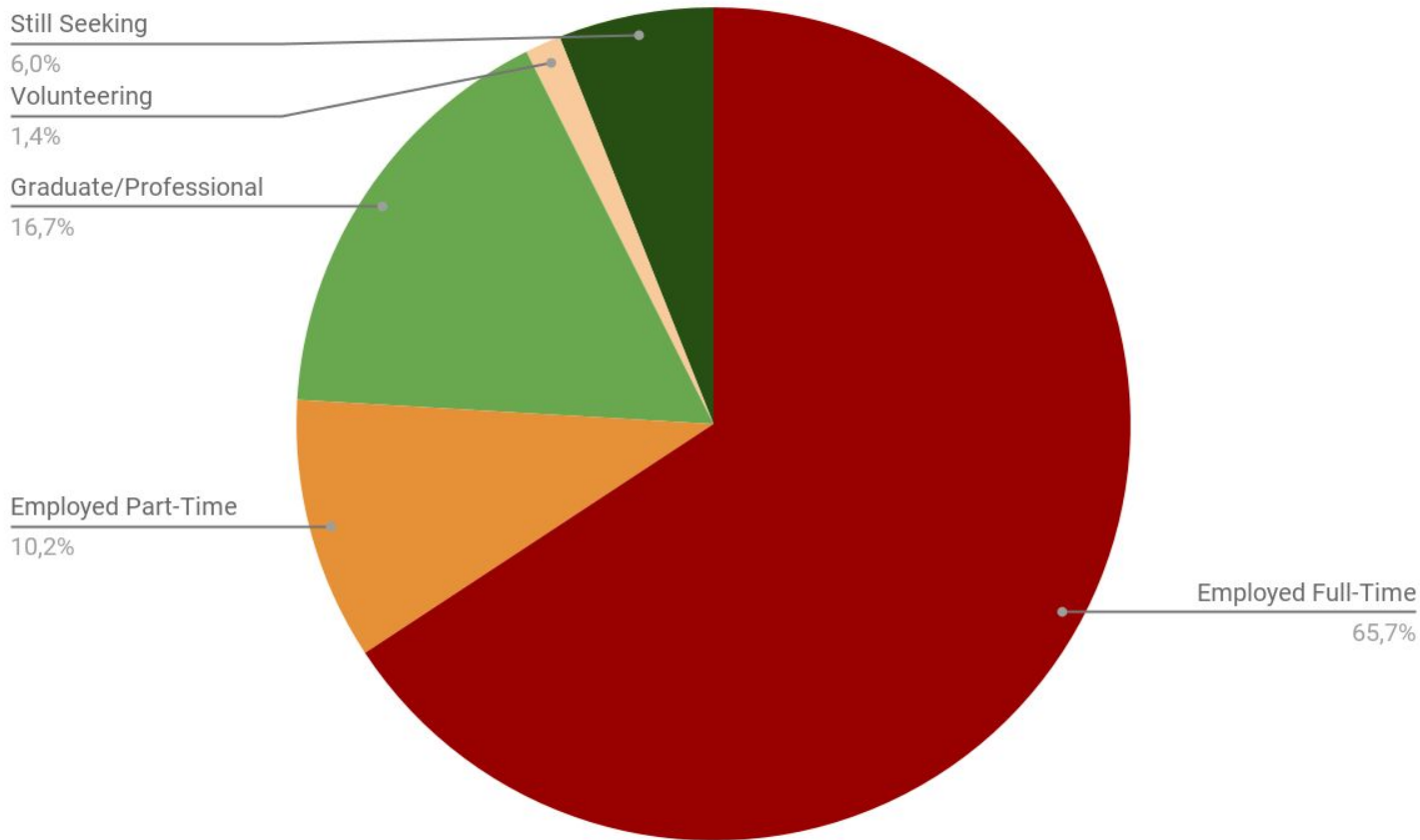
**The Response Rate for undergraduate alumni = 74.7%**

## Placement Rate for Undergraduates:

Total	Total %	Primary Activity
164	80.7%	Employed Full-Time/Part-Time
36	17.8%	Graduate/Professional School
3	1.5%	Service/ Volunteer Work
<b>203</b>		<b>Total Placement Rating</b>

n= 203

## Primary Activity for Undergraduates



## Primary Activity Details

Employed Full-Time*	Employed Part-Time	Graduate/Professional School
142	22	36
% of Responses	% of Responses	% of Responses

Volunteering	Seeking Employment
3	13
% of Responses	% of Responses

n= 216

## List of Undergraduate Majors

Accounting	8
Art: General	4
Art: Painting	2
Biology	8
Business Administration (including duals)	58
Chemistry	2
Child Life	3
Communication	10
Communication w/ Theater	2
Community Leadership	2
Computer Information Systems	1
Data Analytics	4
Early Childhood Education	7
Economics	2
Education: History	1
Education: Language Arts	1
Education: Learning Disabilities K-12	
Education: Mathematics	2
Education: Music	1
Education: Social Studies	2
Education: Spanish	1
Elementary Education	5
English: Writing Emphasis	4
Environmental Studies	5
Exercise Sciences	3
Fine & Studio Arts	1
General Education	3
Geography	1
Health Science	8

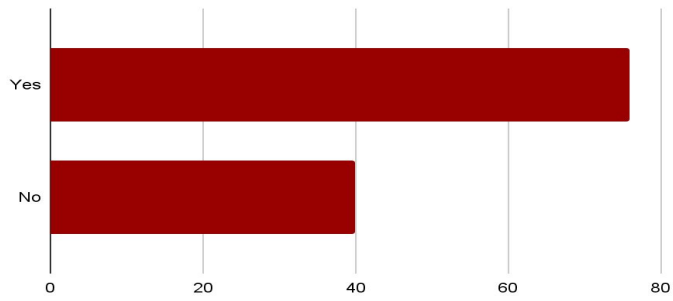
History	6
Integrated Science	1
Interdisciplinary Communication	1
International Business	3
International Studies	3
Kinesiology w/Exercise Science	4
Management Information Systems	1
Mathematics	6
Music (including performance emphasis)	2
Philosophy	3
Political Science	6
Psychology	21
Public Administration	1
Sociology	3
Spanish	1
Sustainable Business	8
Theatre for Social Change	1
Theology	3
Translation & Interpretation: French	1
World Language: Spanish	1
Writing	1
<b>MASTER LEVEL PROGRAMS</b>	
<b>Master in the Art of Teaching (M.A.T.)</b>	<b>4</b>
<b>Master in Clinical Mental Health Counseling (M.A.C.)</b>	<b>2</b>
<b>Master in Education (M. Ed)</b>	<b>4</b>
<b>Master in Management (M.M.)</b>	<b>8</b>

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

# Internships & Employment Correlations

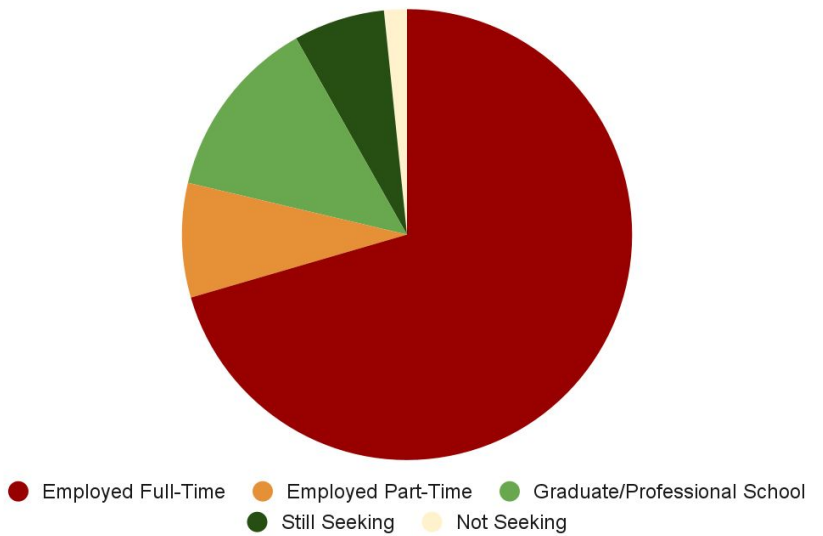
Did graduate participate in Internships?

n= 98



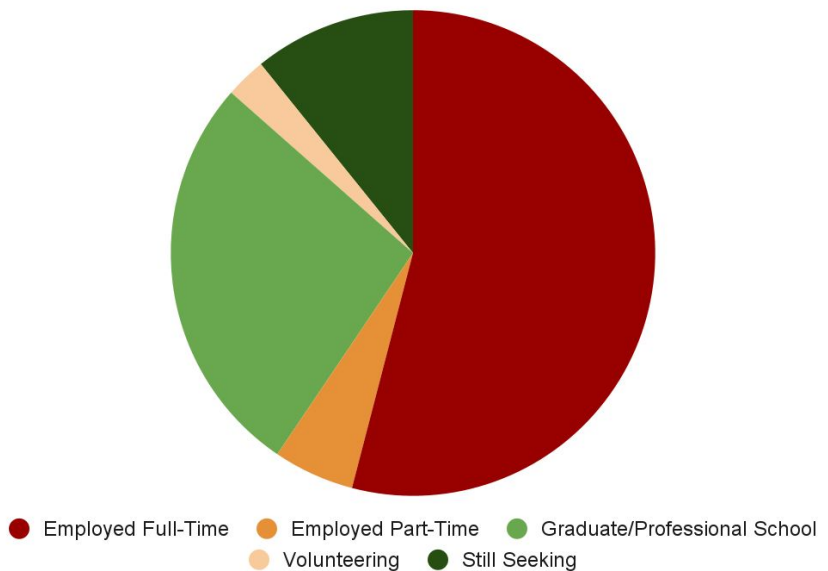
## Internship: Yes

n= 61/98



## Internship: No

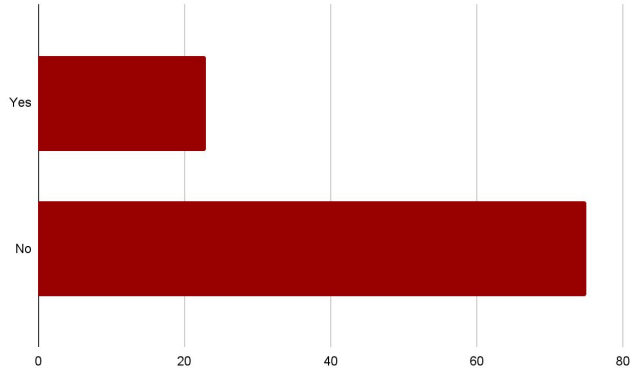
n= 37/98



# Study Away & Employment Correlations

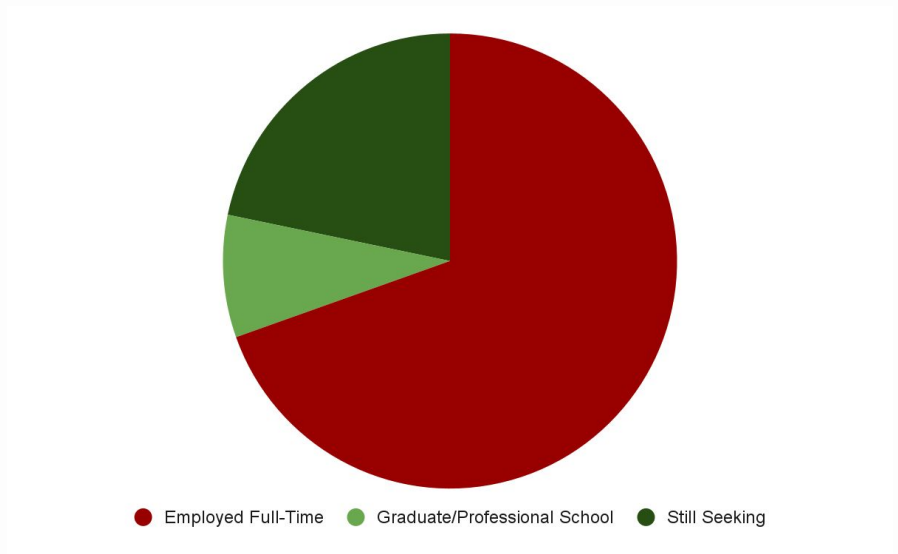
Did graduate participate in Study Away?

n= 98



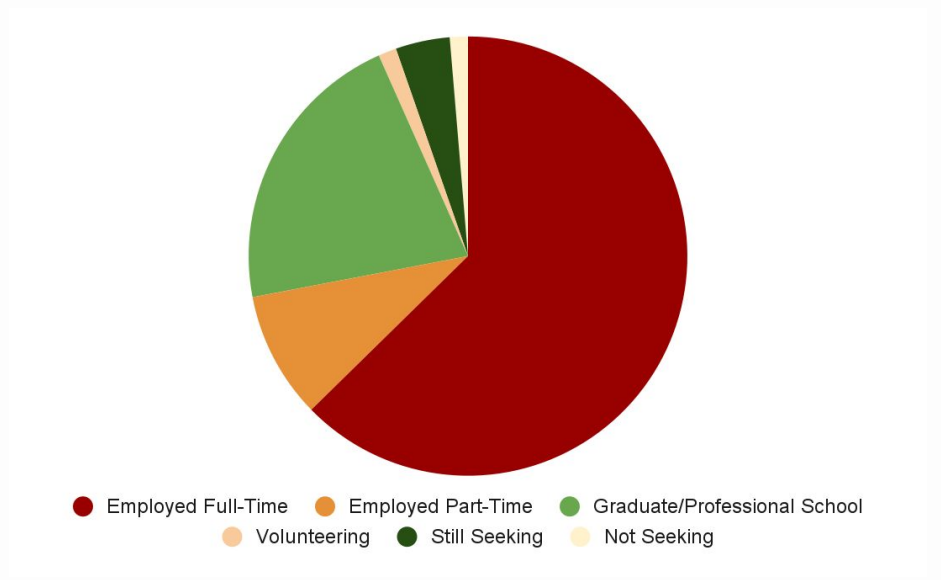
## Study Away: Yes

n= 23/98



## Study Away: No

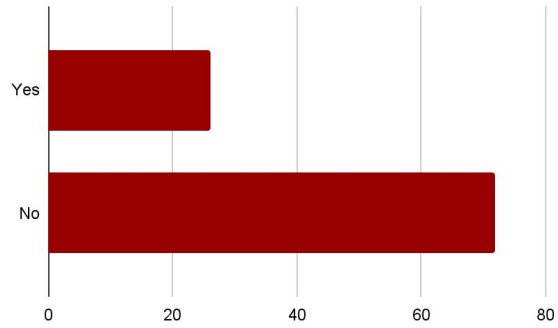
n= 75/98



# Academic Research & Employment Correlations

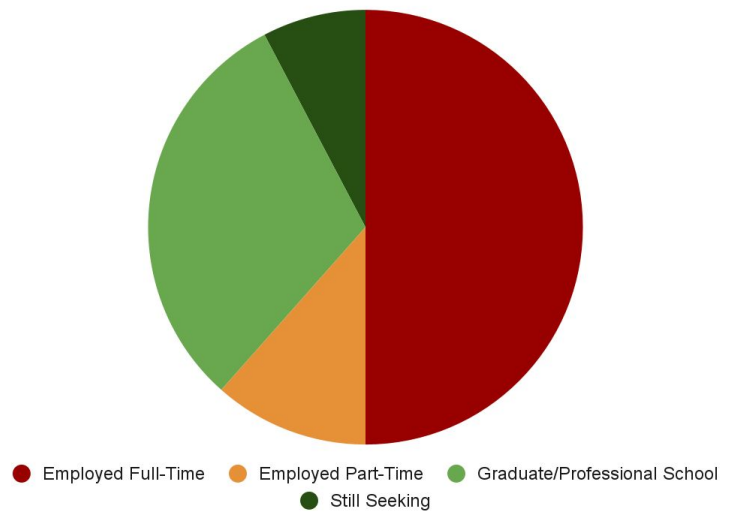
Did graduate participate in Academic Research?

n= 98



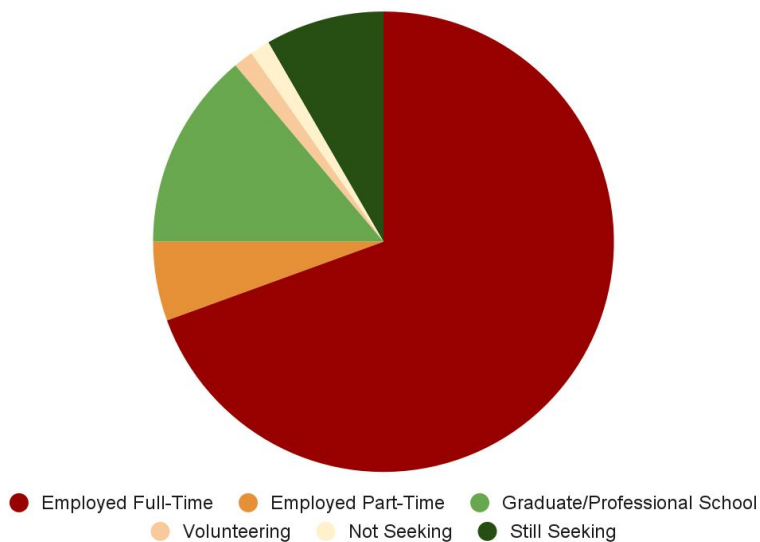
## Academic Research: Yes

n= 26/98



## Academic Research: No

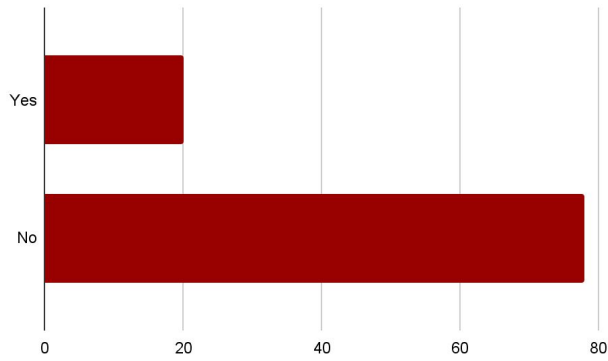
n= 72/98





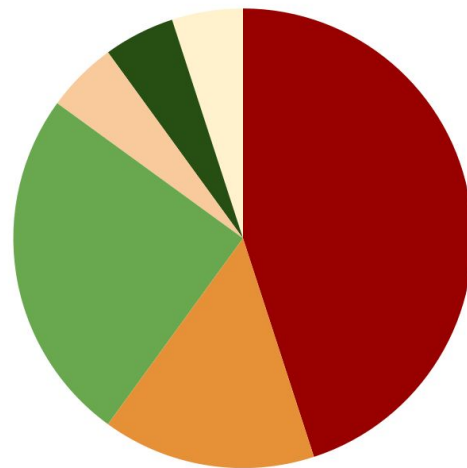
# Service Learning & Employment Correlations

Did graduate participate in Service Learning?



n= 98

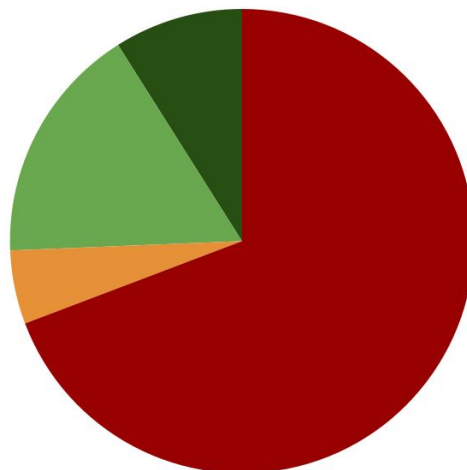
## Service Learning: Yes



● Employed Full-Time ● Employed Part-Time ● Graduate/Professional School  
● Volunteering ● Still Seeking ● Not Seeking

n= 20/98

## Service Learning: No



● Employed Full-Time ● Employed Part-Time ● Graduate/Professional School  
● Still Seeking

n= 78/98

# Part TWO:

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## Graduate Level Findings

## Response Rate

Number of Graduates	Number of Responses
18/334	7/18
5.4% of all Graduates	38.9% of Graduate Students

**The Response Rate for graduate alumni = 38.9%**

## Knowledge Rate

Number of Graduates	Number of Responses
26/334	11/26
7.8% of all Graduates	61.1% of Graduate Students

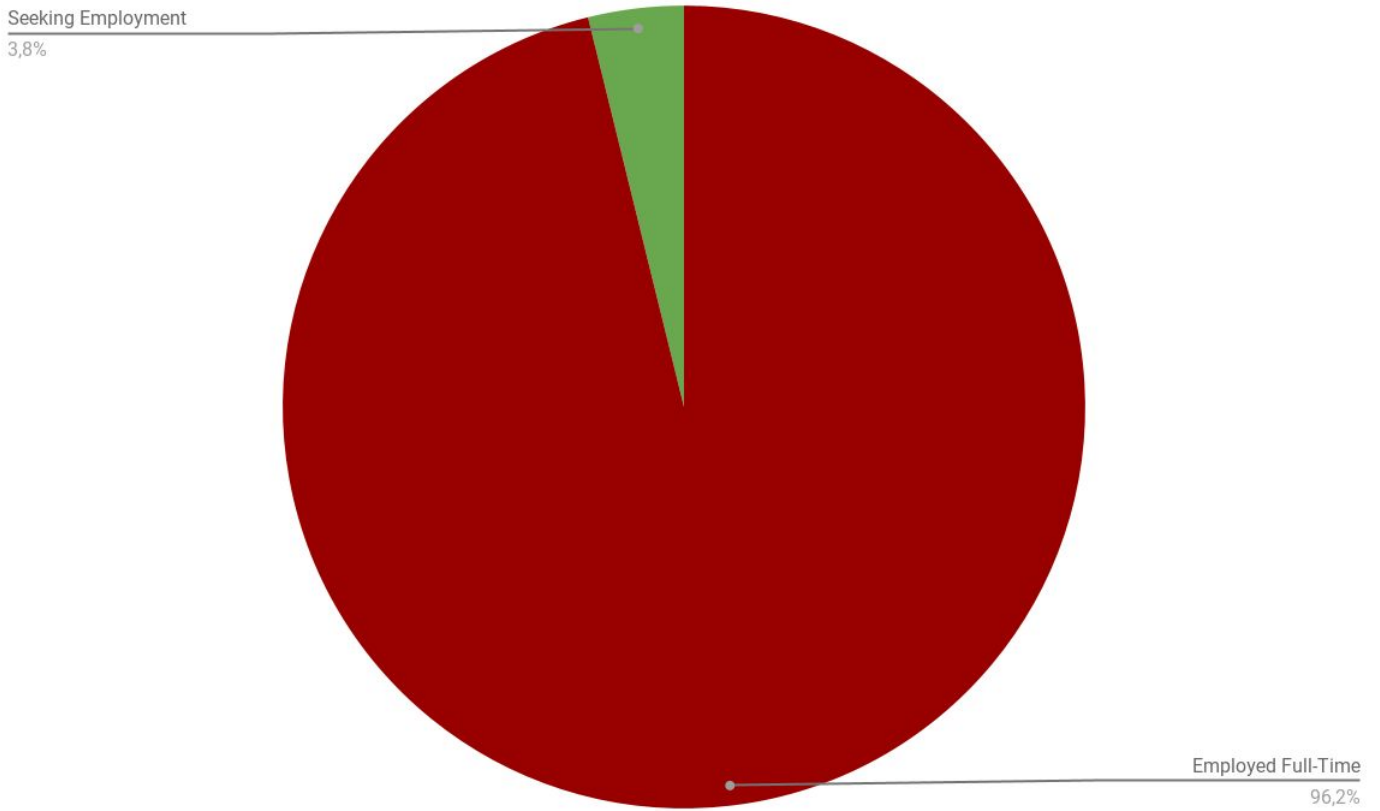
**The Knowledge Rate for graduate alumni = 61.1%**

## Placement Rate for Graduate Students

Total	% Total	Primary Activity
17/18	94.4%	Employed Full Time
<b>Total Responses</b>	<b>94.4/100%</b>	<b>Total Placement Rating</b>

**The Total Placement Rate for graduate alumni = 94.4%**

## Primary Activity of Graduate Level Alumni



## Primary Activity Details

Employed Full-Time	Employed Part-Time	Graduate/Professional School
25	0	0
96.2% of Responses	0.0% of Responses	0.0% of Responses

Volunteering	Seeking Employment
0	1
0.0% of Responses	3.8% of Responses

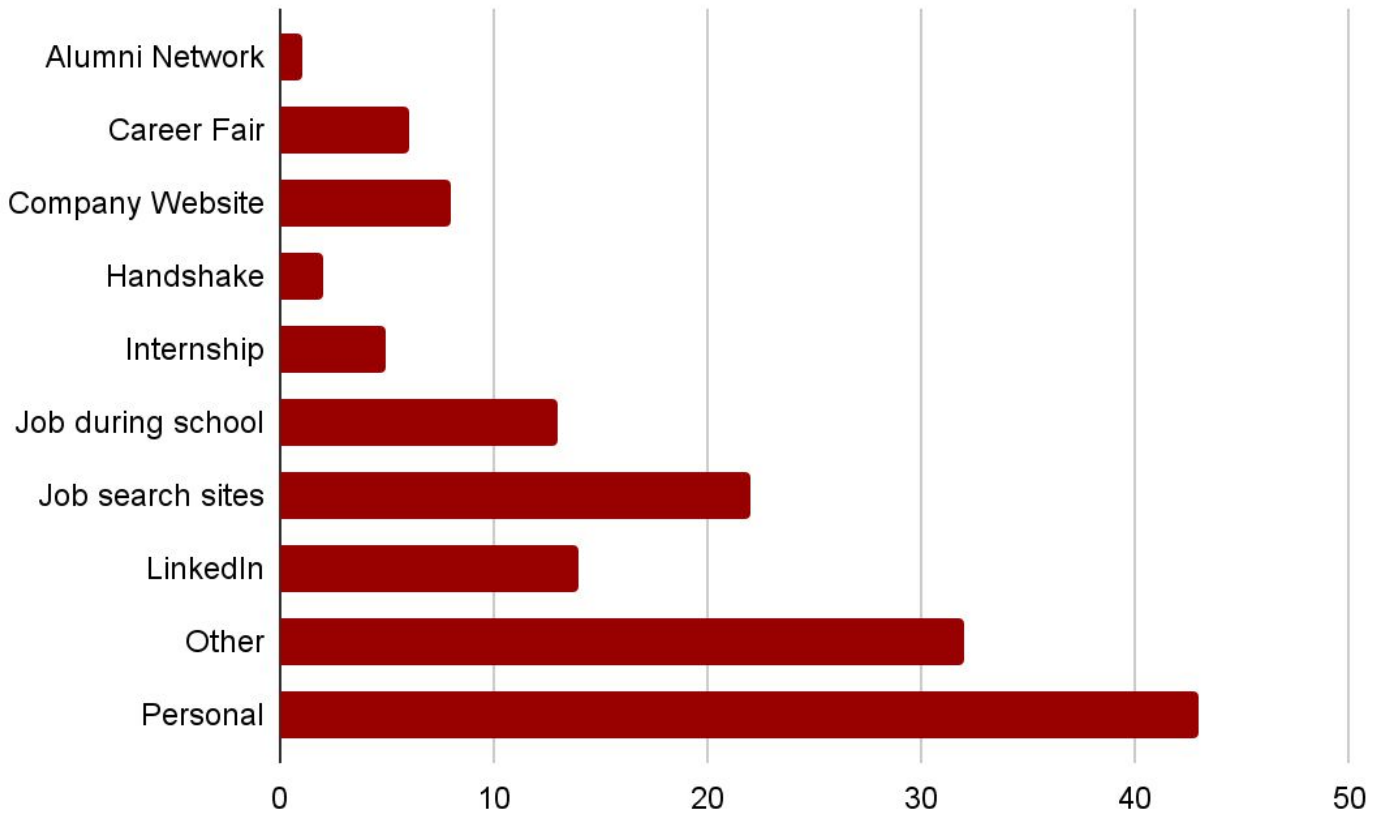
n= 26

# Part Three:

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Combined Undergraduate &  
Graduate Results

## Means of Obtaining Position



n= 146

## Teacher Certification by Major

<b>Primary Major</b>	<b>Secondary Major</b>	<b>Level of Certification</b>
Art of Teaching (M.A.T)	N/A	K-12 Education
Art of Teaching (M.A.T)	N/A	Masters
Art of Teaching (M.A.T)	N/A	K-12 Education
Early Childhood Education	N/A	K-12 Education
Early Childhood Education	N/A	K-12 Education
Early Childhood Education	N/A	K-12 Education
Early Childhood Education	N/A	Elementary
Early Childhood Education	N/A	K-6 Education

## Teacher Certification by Major

<b>Primary Major</b>	<b>Secondary Major</b>	<b>Level of Certification</b>
Early Childhood Education	N/A	K-6 Education
Early Childhood Education	Education	K-12 Education
Education	Mathematics	Secondary
Education	Communication	K-12 Education
Education	Music K 12	K-12 Education
Education (M. ED)	Mathematics	K-12 Education
Education	N/A	K-12 Education



## Teacher Certification by Major

<b>Primary Major</b>	<b>Secondary Major</b>	<b>Level of Certification</b>
Education (M.Ed)	N/A	K-12 Education
Education	English	K-12 Education
Education	English	K-12 Education
Education	Mathematics	K-12 Education
Education	History	K-12 Education
Education	Language	K-12 Education
Education	Learning Disabilities	K-12 Education
Education	Elementary Education	K-12 Education

## Teacher Certification by Major

Primary Major	Secondary Major	Level of Certification
Education	Social Studies	K-12 Education
Education	Elementary Focus	K-12 Education
Education (M. Ed)	N/A	Masters
Elementary Education	Social Studies	K-6 Education
Elementary Education	N/A	K-12 Education
Elementary Education	N/A	K-12 Education
Elementary Education	N/A	K-12 Education

## Teacher Certification by Major

<b>Primary Major</b>	<b>Secondary Major</b>	<b>Level of Certification</b>
General Education	N/A	K-12 Education
General Education	Communications	K-12 Education
Fine & Studio Arts	Education	Higher Education
Integrated Science	Secondary Education	Secondary
Philosophy/Theology	Education	K-12 Education

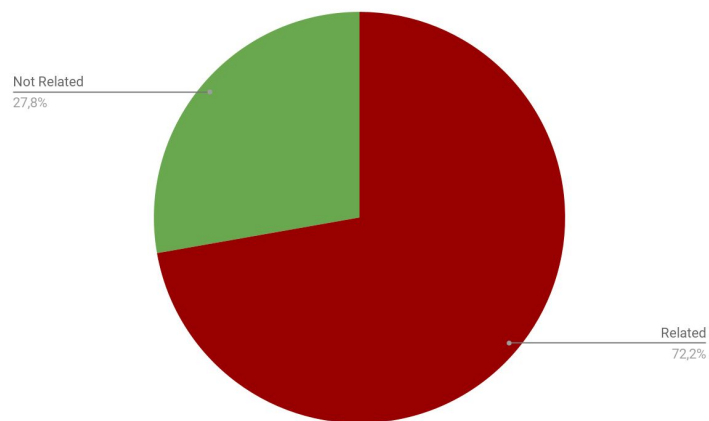
# Graduate/Professional School Enrollment

Program	Number of Graduates
Biology	1
Business Administration	2
Business Administration/Communication Dual	1
Business Administration/Sports Mgmt Dual	2
Clinical Exercise Science	5
Community Leadership	1
Data Analytics	1
Education: Social Studies	1
English w/ Writing Emphasis	1
Environmental Studies	1
Exercise Science	1
General Education	2
Health Science	5
International Business	1
Mathematics	1
Philosophy	1
Political Science	1
Psychology	7
Sociology	1

## Enrollment by Degree Level

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

## Graduate/Professional Field of Study Related to Undergraduate Program



n= 36

## Graduate/Professional Schools Being Attended

<b>College</b>	<b>Location</b>	<b>Program</b>	<b>Degree</b>
American University	Washington, District of Columbia	Criminology	Masters
University of Amsterdam	Amsterdam, North Holland	Brain and Cognitive Sciences	Masters
University of St. Augustine for Health Sciences	St. Augustine, FL	Health Administration	Masters
Aquinas College	Grand Rapids, MI	Art in Clinical Mental Health Counseling (M.A.C.)	Masters
Aquinas College	Grand Rapids, MI	Art in Clinical and Mental Health Counseling (M.A.C.)	Masters
Aquinas College	Grand Rapids, MI	Management (M.M)	Masters
Aquinas College	Grand Rapids, MI	Management (M.M.)	Masters
Central Michigan University	Mount Pleasant, MI	Psychology	Masters
University of Colorado, Anschutz Campus (Health Sciences)	Aurora, CO	Biostatistics	Masters
CUOA Business School	Vicenza, Italy	Business Administration	Masters
Davenport University	Grand Rapids, MI	Business Administration	Masters
Davenport University	Grand Rapids, MI	Human Resource Management	Masters
University of Detroit Mercy	Detroit, MI	Clinical Psychology	Doctorate
Gannon University	Erie, PA	Occupational Therapy	Doctorate

## Graduate/Professional Schools Being Attended

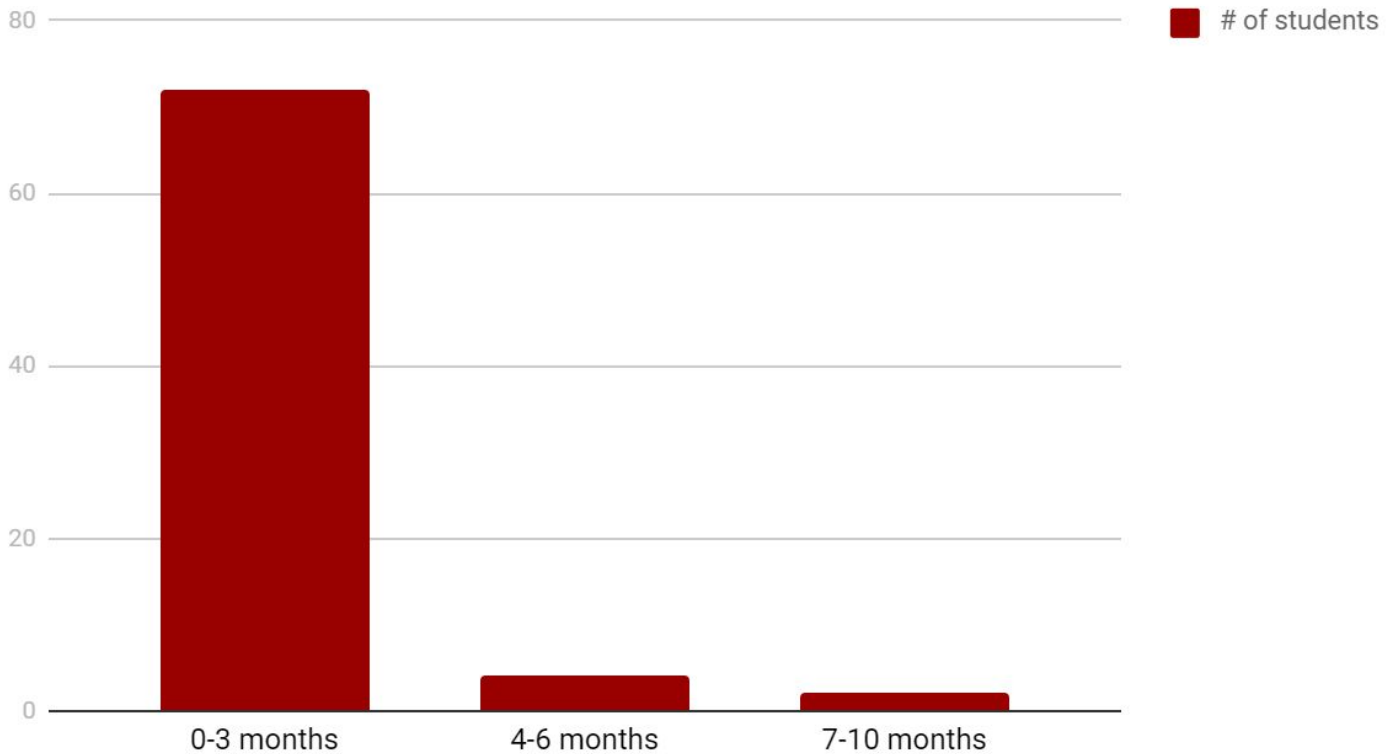
Grand Valley State University	Allendale, MI	Physical Therapy	Doctorate
Grand Valley State University	Allendale, MI	Data Science and Analytics	Masters
Grand Valley State University	Allendale, MI	Public Health	Masters
Grand Valley State University	Allendale, MI	Physical Therapy	Doctorate
Grand Rapids Community College	Grand Rapids, MI	Supply Chain Operations Management	Certificate
University College London	London, England, United Kingdom	Clinical Neuroscience MSc	Masters
Madonna University	Livonia, MI	Health	Masters
University of Michigan	Ann Arbor, MI	Pharmacy	Doctorate
University of Michigan	Ann Arbor, MI	Environmental Studies	Masters
Michigan State University	East Lansing, MI	Athletic Training	Masters
Michigan State University	East Lansing, MI	Medical School	Doctorate
University of Notre Dame	Notre Dame, IN	Education	Masters
University of Pikeville	Pikeville, KY	Osteopathic Medicine	Doctorate
Saginaw Valley State University	Saginaw, MI	Occupational Therapy	Masters
San Jose State University	San Jose, CA	Creative Writing	Masters
St. Bernard School of Theology and Ministry	Rochester, NY	Divinity	Masters

## Graduate/Professional Schools Being Attended

University of Tennessee	Knoxville, TN	Social Work	Masters
Vrije Universiteit Brussel	Amsterdam, North Holland, Netherlands	Unknown	Masters
Wayne State University	Detroit, MI	Law	Doctorate
Western Michigan University	Kalamazoo, MI	Physical Therapy	Doctorate
Western Michigan University	Kalamazoo, MI	Physical Therapy	Doctorate
Western Michigan University	Kalamazoo, MI	Physical Therapy	Doctorate

## Length of Job Search

Length in Months (Acceptance of Job-Start date)



**92%** of AQ graduates started a job in 0-3 months after accepting the position.

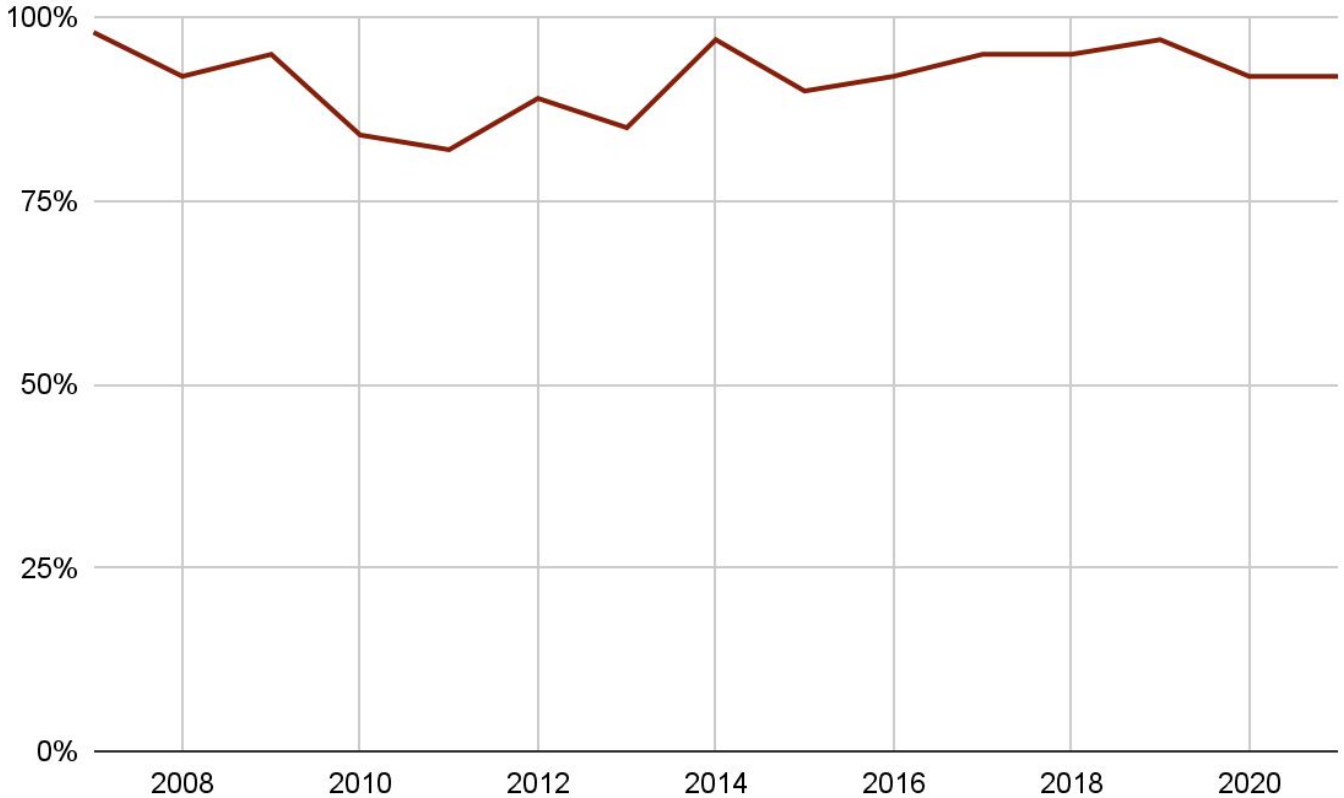
n= 78



# Longitudinal Summary of Placement Rate

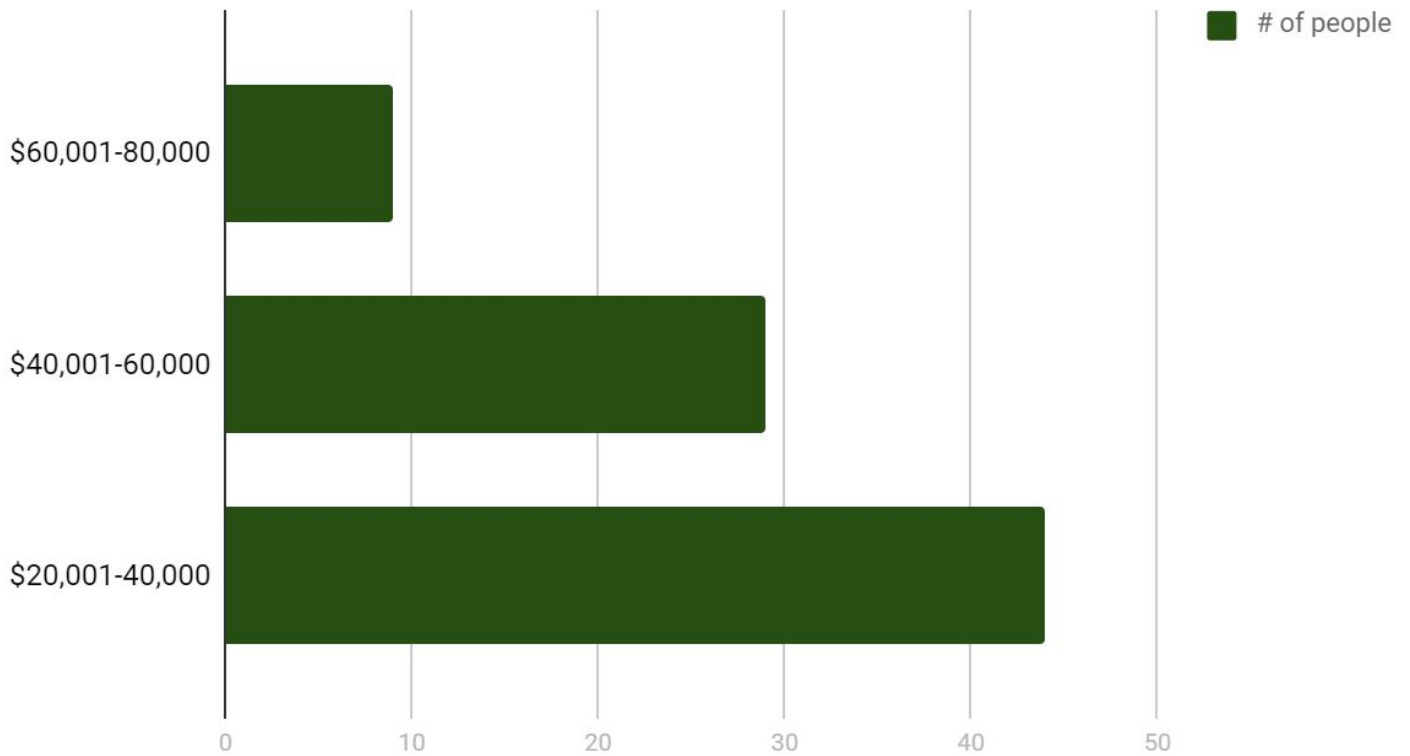
	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
# of Graduates	477	450	417	423	406	418	430	410	388	389	376	356	365	319	334
% of Employed Graduates	81%	72%	73%	65%	67%	76%	71%	82%	80%	79%	81%	83%	78%	68%	83%
% of Continuing Education Graduates	17%	20%	22%	19%	18%	12%	13%	12%	10%	11%	10%	10%	7%	9%	11%
<b>Overall Placement Rate</b>	<b>98%</b>	<b>92%</b>	<b>95%</b>	<b>84%</b>	<b>82%</b>	<b>89%</b>	<b>85%</b>	<b>97%</b>	<b>90%</b>	<b>92%</b>	<b>95%</b>	<b>95%</b>	<b>97%</b>	<b>92.3%</b>	<b>92.9%</b>

**Longitudinal Graduate Overall Placement Rate (2007-2021)**



## Income Level by Pay Schedule

### Annual Salary



**Average Annual  
Salary: \$42,633.12**

n= 82

# Appendices

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# APPENDIX A:

Response Rate  
Employers Field or Industry  
Employers & Occupations

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## Employers/Organizations and Job Titles/Occupations

ACSET/West Michigan Works!	Talent Acquisition
Airport Community Schools	Algebra 1 and Geometry Teacher
Alliant Healthcare Products	Government Sales Representative
Alliance Beverage Distributing	Chain Account Administrator
AmeriCorps	Community Outreach Coordinator at Morris Farm
Amazon	Route Delivery Clerk
Amazon	Area Manager
Amazon	Area Manager
American Hospitality Management	Accountant
Anderson Global Group	Program Manager
AQ On-Campus Employment	Campus Visit Coordinator
Aquinas College	Professor
Aquinas College	Professor of Ceramics
Aquinas College	Athletic Operations Graduate Assistant
Arthrex, Inc.	Associate Sales Representative
Auto-Owners Insurance Company	Associate Predictive Modeler
Baldwin Wallace University	Assistant Director of Athletic Communications
Bartech Group	General Motors Executive Resolution Liaison
The Bowen Center	Skills Coach
Bowlmor	Shift Leader
Box Lunch	Customer Service Representative

## Employers/Organizations and Job Titles/Occupations

Bethany Christian Services	Teacher's Aide
Catalyst Partners	Residential Project Associate
Champion Gymnastics USA	Coach
Chipotle Mexican Grill	Certified Trainer
Choice Schools Associates LLC	HR Generalist
Crystal Lake Marina	Operations Manager
Crowe LLP	Staff Auditor
Cutco Kitchen	N/A
Diocese of Grand Rapids & Catholic Secondary Schools	Elementary School Teacher
Dorchester School District Two	8th Grade Math Teacher
EY LLP	Auditing Staff
Evaluate LDT	Business Development Representative
EDUStaff	Substitute Teacher
Frames Unlimited	Consultant
Friends of Grand Rapids Parks	Urban Forestry Project Intern
Fox Hills Golf & Banquet Center	Golf and Corporate Sales Assistant

## Employers/Organizations and Job Titles/Occupations

Fulton Street Farmers Market	Communications and Development Manager
Gatsby's Oceanside Speakeasy and Steakhouse	Server & Bartender
Godwin Plumbing	Design Consultant
Goosehead Insurance	Account Executive
GR Home Group	Realtor
Grand River Aseptic Manufacturing	QC Lab Technician
Grand Rapids Early Discovery Center	Lead Teacher
Grand Rapids Public Schools	Music Teacher
Helix Scribe Solutions/GVSU Scribe Academy	Medical Scribe
Herman Miller, Inc.	Manufacturing Associate
Hispanic Center of Western Michigan	Preschool Director
Howies Hockey Tape	Social Media & Marketing Coordinator
Hy-Vee	Consultant
Integrated Services of Kalamazoo	Research Assistant
Interstate Studios	Photographer Seasonal
Jamesport Brewing Company	Server
Karen Rose Crafts	Owner

## Employers/Organizations and Job Titles/Occupations

Kent ISD	Lead Teacher
Kent District Library	Library Page
Kent Intermediate School District	Preschool Teacher Aide
Kentwood Public Schools	Site Coordinator
Liv Communities	Marketing Coordinator
Lumbermen's Inc.	Project Specialist
Massachusetts General Hospital	Child Life Intern
Martinrea	Inside Sales Coordinator
Meijer	Business Analyst
Mercantile Bank of Michigan	Credit Analyst
Memphis Redbirds	Front Office Intern
Merlin Entertainments	Cluster Admissions Shift Lead
Metro Health Hospital	Phlebotomists
MI Digital Solution	Google Ads/Marketing Manager
Michigan High School Athletic Association	Official
Muskegon County Circuit Court	Judicial Secretary
National Heritage Academies	Teacher
National Heritage Academies	Paraprofessional
National Heritage Academies	Fourth Grade Teacher
National Heritage Academies	Kindergarten Teacher



## Employers/Organizations and Job Titles/Occupations

Nolan Transportation Group	Logistics & Supply Chain
NorthPointe Christian High School	English Teacher
Northview Public Schools	Community Education Director
Peckham, Inc.	Vocational Services Specialist
Perfect Circle Recycling	Asst. Operations Manager
Pfizer, Inc.	Quality Assurance Analyst
Plante Moran	Tax Staff
Plante Moran	Tax Staff
Posner Park Chrysler	Business Development Center Sales Agent
Radio Link Media	Associate Media Buyer
Right to Life of Michigan	Director of Communication/Education
Sand Creek Community Schools	Secondary Special Education Teacher
Shift Chiropractic	Marketing Coordinator
Shoreline Services	Service Technician
South Washington County Schools	4th Grade Teacher
SpartanNash	Deli Associate
Spring Education Group	Assistant Teacher
Spring Venture Group	Inside Sales Agent
St. Mary's School	Youth Minister
St. Patrick's Parish	Youth/Campus Minister
State of Michigan - Department of Michigan State Police	State Trooper
State of Michigan Department of Natural Resources	Forest Health Technician

## Employers/Organizations and Job Titles/Occupations

Target	Service & Engagement Team Leader
Target	Apparel Salesperson
Team Marketing LLC	Administrative Analyst
Treadstone	Set Up
University of Michigan	Operations Supervisor
University of Michigan Health-West	Human Resources Operations
Van Eerden Trucking Co.	Safety/HR
Van Andel Institute	Operations Assistant
Veolia North America	Environmental Specialist
Wellspring Lutheran Services	Enhanced Foster Care Behavioral Specialist
WOOD TV8	Digital Content Producer
Wyoming Public Schools	First Grade Teacher
Wyoming Public Schools	Resource Room Teacher
Zapier	Senior Project Manager
4gr8food	Food Runner
2 Lads Winery	Tasting Room Server
13 ON YOUR SIDE	Executive Sales Assistant
4 Seasons Pet Resorts	Dog Daycare Attendant

# Appendix B:

Knowledge Rate  
Employers Field or Industry  
Employers & Occupations

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

ACI Parts Warehousing	N/A
Accenture	N/A
Aerotech	Quality Assurance
Amway	Bilingual Customer Service Representative
Amazon	Warehouse Employee
Arrow Staffing	Corporate Recruiter
Biggs, Hausserman, Thompson, & Dickinson, PC	Staff Accountant
Builders Iron Inc.	Assistant Controller
Cards of Wood	Graphic Designer
Chemical Banking	Bank Teller
City of Muskegon	Event Planner
Classic Equine LLC	Veterinary Technician
ChoiceOne Bank	Commercial Credit Analyst
DealerOn	Customer Success Manager
Diocese of Des Moines	N/A
DSV- Global Transport and Logistics	Logistics Coordinator
Endless Management Solutions	N/A
Excel Charter	Teacher
Foresight Management	Client Associate
Fulcrum Strategies	Consultant

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

Godfrey-Lee Public Schools	Teacher
Godfrey-Lee Public Schools	Social Studies Teacher
George H Pastor and Sons	Marketing Associate
Grand River Aseptic Manufacturing	Document Control Technician
Grandville Public Schools	Spanish Teacher
Grand Rapids Catholic Central High School	High School Science Teacher
GT Independence	Support Staff
Head Start for Kent County	Lead Preschool Teacher
Head start	Lead Preschool Teacher
HealthCare Support	National Recruiting Consultant
Head Start for Kent County	Teacher
International Therapy Solutions	N/A
Kasco Construction Co., Inc.	Superintendent
Lake Michigan Credit Union	Bank Teller
Lake Michigan Credit Union	Mortgage Construction Loan Specialist
Lifeologie Counseling	Mental Health Counselor
Macatawa Bank	Commercial Credit Analyst I
Marquette Elementary School	PreK Teacher
Maner Costerisan PC	Associate
Menards	Assistant Manager
Miller Knoll	Talent Recruiter & Internship Program Manager

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

Niles Industrial Coatings	Marketing Intern
Personal Assistant	N/A
Pinecrest Industries	Assistant Manager
Preferred Dealer Solution	Account Executive
Progressive Building Services	Project Coordinator
Rocket Mortgage	Administrative Assistant
Rockford Construction	Construction Administrator
Salon head west	N/A
Short's Brewing Company	Bartender
Spectrum Health Companies	Behavioral Health Technician
Syneos Health	Recruiter Researcher
Tekton	Ecommerce Data Specialist
The Other Way Ministries	Development and Communications Manager
The Walt Disney Company	Cast Member
Toyota Motor Corporation	Project Coordinator
Universal Logistics Holdings, Inc.	N/A
Vander Ploeg, Bergakker & Associates	Staff Accountant
Visiting Angels	Home Health Aide
826 Boston	Donor and Data Specialist VISTA

# APPENDIX C:

Survey Tool

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# 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](http://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](mailto:dmh005@aquinas.edu)

### AQUINAS COLLEGE

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Grand Rapids, MI 49506

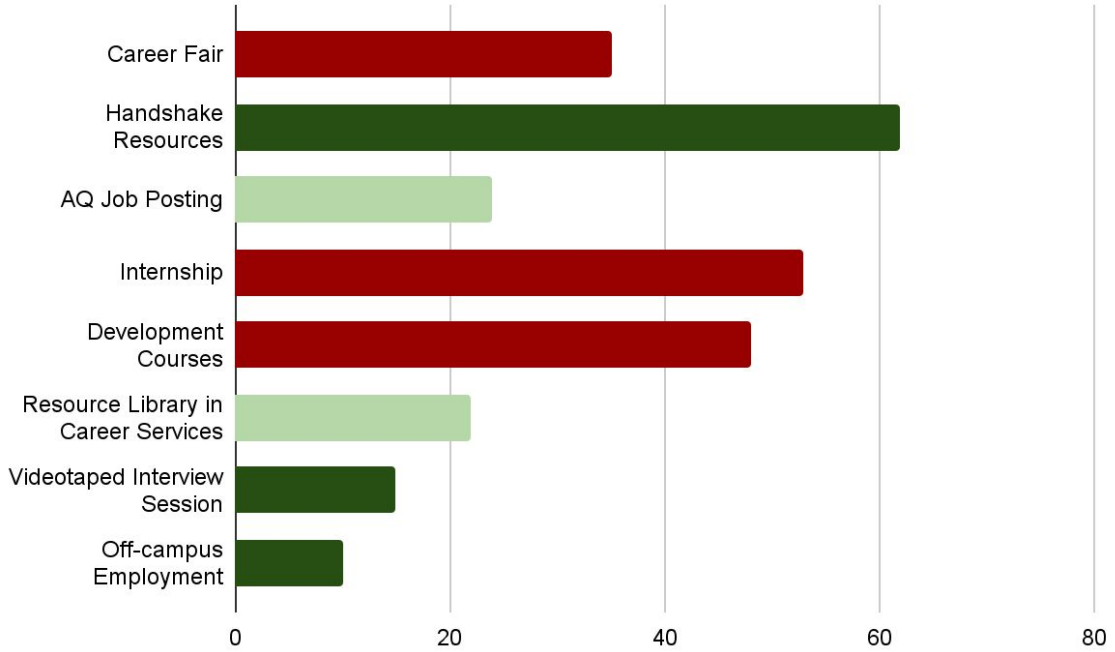
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# APPENDIX D:

Supplemental Data

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## Aquinas College Services Used



## Interest in Volunteering for Aquinas College

