2012-13 Graduate Follow-Up Survey

Summary of Statewide Results

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Executive Summary

The Central Office Institutional Research staff conducts an annual survey of Ivy Tech Community College (Ivy Tech) graduates six to nine months after graduation to assess their satisfaction with their Ivy Tech education and training and their experiences and progress after graduation. This year, we surveyed the 2012-13 graduating class, which contained 13,118 unduplicated graduates. They earned 16,995 credentials (i.e., associates and certificates), an increase of about 10 percent since last year.

Overall, graduates who participated in this survey administration were satisfied with the education and training received at Ivy Tech, albeit at a lower level than prior cohorts. About 79 percent of respondents rated their education and training as “good” or “excellent” compared to 86 percent last year and 87 percent a couple of year ago.

Ivy Tech graduates continued to rank the following educational goals as their top three picks: 1. complete a degree or technical certificate program at Ivy Tech (28 percent), 2. prepare to enter or re-enter the job market (20 percent), and 3. prepare to change careers (20 percent). Since one of the primary goals of Ivy Tech graduates is related to entering/re-entering the job market or retooling for a new career, it is worth noting that nearly three-fourths (73 percent) of Ivy Tech graduates had employment in a related area or in their major of study.

Nearly three-fourths (71 percent) of Ivy Tech graduates reported having full-time or part-time employment. More specifically, 54 percent were employed full-time (more than 30 hours per week) while 17 percent were employed part-time (less than 30 hours per week). About 10 percent of Ivy Tech graduates indicated that they were enrolled in a program of continuing education. Graduates from some schools were more likely to pursue their education than others. In fact, graduates from the School of Applied Science and Engineering Technology and the School of Liberal Arts were more likely to pursue their education compared to their peers in the School of Business, the School of Health Sciences, the School of Nursing and the School of Technology. In addition, graduates from the School of Education were more likely to further their studies than their peers in the School of Health Sciences and the School of Technology.

The percentage of Ivy Tech graduates who were “somewhat satisfied” and “very satisfied” with their current position has been declining for the past two years. Indeed, about two-thirds (65 percent) of graduates indicated that they were “somewhat satisfied” or “very satisfied” with their current position compared to 78 percent last year and 82 percent two years ago.

Ivy Tech has been working with employers to offer internship opportunities to students. About one fifth (21 percent) of Ivy Tech graduates took advantage of these opportunities. Again, there was a difference in the responses based on the graduates’ schools. Graduates from the School of Public and Social Services had the highest proportion of internship participation with 64 percent.
Three Key Points

- This year, graduates who responded to the survey gave their Ivy Tech education and training a rating of 3.10 on a 4.0 scale. This was the lowest rating given since 2006-07. In addition, a lower percentage of graduates selected the top two percent box “good” and “excellent” with 79 percent (compared to 86 percent last year and 87 percent two years ago).
- Ivy Tech graduates continued to select “completing a credential” as their primary educational goal.
- About three-fourths (71 percent) of Ivy Tech graduates were employed on a full-time or part-time basis. Nursing and Technology graduates were more likely to have a full-time employment than a number of graduates from other schools. Job satisfaction continued to take a hit from a high of 82 percent a couple of years ago to 65 percent this year.

Areas for Follow-Up Research

The Central Office Institutional Research staff has been working with an independent Marketing Research company, ASHER Agency, to conduct a series of focus groups with successful students. The results from these focus groups could shed a light on factors that have influenced Ivy Tech students, either positively or negatively. These results could also inform the types of questions we ask graduates during our follow-up survey(s).

The Central Office Institutional Research staff also plans to submit the list of the 2012-13 graduating class to the National Student Clearinghouse and the Indiana Department of Workforce Development to track the number of Ivy Tech graduates who are pursuing their education at a 4-year institution and to obtain employment data on this cohort.

Ivy Tech graduates have admitted that they did not use the resources provided by Career Services as much this year, even though there was a greater awareness of those services. One can only wonder if the College shouldn’t insert career exploration throughout students’ college career and beyond the first year student success courses. This could possibly help students make better connection between career choice and their program of study.
This report summarizes the key findings from the annual survey of Ivy Tech Community College graduates. About 1,698 individuals responded. This represents a 13 percent response rate. The respondent profile is fairly representative of the overall population of graduates.

The results summarized here are supplemented with a complete presentation of statewide results on the Institutional Research page on Infonet. Regional results are also available.

**Survey Purpose and Method**

Specific objectives of this survey included:
- Measure graduates’ overall satisfaction with their Ivy Tech education and experience
- Determine the extent to which Ivy Tech coursework helped achieve educational goals
- Learn about current employment status, salary, and job satisfaction
- Assess usage and awareness of Ivy Tech Career Services offerings

The survey was conducted in two phases using a web-based survey by Ivy Tech Institutional Research staff and a telephone survey conducted by the Blackboard Call Center. Graduates received invitations to participate via e-mails. Reminder emails were sent each week until the close of the web-based survey. The online and telephone surveys were both completed from February 21, 2014 to April 1, 2014.

**Summary of Results and Recommendations**

This year, the survey questions were grouped into eight broad areas: overall educational experience, educational objectives, current employment status and employment/education relationship, job satisfaction, salary, internship participation, career services and volunteer service. Each section below further delineates the results.

**Findings and Recommendations Regarding Overall Education Experience**

The 2012-13 graduating class gave a rating of 3.10 on a scale of 4.0 to their education and training, the lowest rating ever given.
Only 79 percent of graduates reported that their education and training was “good” or “excellent.”

Graduates from the School of Education, the School of Nursing, and the School of Public and Social Services were more likely to rate their Ivy Tech education and training as “excellent” than were those from the School of Business.

Graduates from the School of Fine Arts and Design were the least pleased with their Ivy Tech education and training, with 9 percent of graduates selecting the option “below average.”

Overall, about 60 percent of all Nursing graduates reported earning between $40,000 and $69,999.

To improve students’ overall education experience:
- Consider making a better connection between course relevance and education goal attainment.

Findings and Recommendations for Educational Objectives

As in prior years, the top three educational objectives remained completing a degree or technical certificate program at Ivy Tech (28 percent), followed by preparing to enter or re-enter the job market (20 percent), and preparing to change careers (20 percent).

This year, a lower but still significant proportion of graduates reported having achieved their Ivy Tech educational goals compared to last year (83 vs. 89 percent). About 12 percent of graduates did not achieve their educational goals. Four main reasons were cited for preventing them from achieving their educational goal:

- Not yet obtaining employment (45 percent)
- Other factors (24 percent)
- An intent to complete another degree at Ivy Tech (11 percent)
- Personal reasons (9 percent)

Findings and Recommendations Regarding Current Employment Status and Employment/Education Relationship

More than half of all graduates were employed full-time, a slight increase from last year (54 vs. 52 percent).
Nursing graduates were significantly more likely to be employed full-time than were their peers from the School of Business, the School of Health Sciences, the School of Liberal Arts and Sciences and the School of Public and Social Services.

Technology graduates were also more likely to be employed on a full-time basis than were graduates from the School of Liberal Arts and the School of Public and Social Services.

About 10 percent of Ivy Tech graduates indicated that they were continuing their education.

Graduates from the School of Applied Science and Engineering Technology and the School of Liberal Arts were more likely to pursue their education compared to their peers in the Schools of Business, Health Sciences, Nursing and Technology.

Graduates from the School of Education were also more likely to further their studies than were those from the School of Health Sciences and the School of Technology.

More than half (51 percent) of employed graduates worked in a position in their major at the time the survey was conducted. An additional 22 percent were currently employed in a field related to their major.

Almost four in ten (36 percent) employed graduates were actively seeking a new job, a drop of 2 percentage points since last year.

About 43 percent of Ivy Tech graduates were employed in the health services and education industries.

To address these concerns:
- Consider networking with more companies that are known to hire Liberal Arts and Sciences graduates
- Consider making a clear connection between course relevancy and job prospects

Findings and Recommendations Regarding Job Satisfaction

Job satisfaction has been on a downward spiral for the past two years. About 36 percent of all graduates reported being “very satisfied” with their current position compared to 45 percent last year. In addition, about 29 percent of all graduates are somewhat satisfied, a drop of 4 percentage points since last year.
Nursing graduates (77 percent) were more likely to be satisfied with their current position than were graduates from the Schools of Business (59 percent), Fine Arts and Design (35 percent), and Technology (57 percent).

Findings and Recommendations Regarding Salary

About 70 percent of graduates earned less than $40,000 per year.

- Graduates from the Schools of Business, Education, Fine Arts and Design, Health Sciences, Liberal Arts and Sciences, Public and Social Services, and Technology were more likely to earn less than $20,000 than were Nursing graduates.

Graduates from the School of Nursing were more likely to earn an annual salary between $40,000 and $49,999 than were those from the Schools of Business, Health Sciences, Liberal Arts and Sciences, Public and Social Services, and Technology.

When asked about how their salary changed since graduating from Ivy Tech, about half of all graduates reported having received an increase in salary, 40 percent had no change in their salary, and 10 percent said that their salary actually declined. Of those whose salary increased, 34 percent received an increase of more than 30 percent and 29 percent received an increase of 5 percent or less.

Findings and Recommendations Regarding Internship Participation

Fewer graduates took advantage of an internship through an employer.

- Graduates from the Schools of Liberal Arts and Sciences, Business, Nursing, Education and Technology all had an internship participation of less than 20 percent. The School of Public and Social Services delivered the highest proportion of graduates’ participation in an internship with 64 percent.
About 79 percent of graduates who participated in an internship found the opportunity “somewhat helpful” or “very helpful” in obtaining a full-time position.

**Internship Helpfulness in Obtaining Full-Time Employment**

<table>
<thead>
<tr>
<th></th>
<th>2012-13</th>
<th>2011-12</th>
<th>2010-11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not at all helpful</td>
<td>13%</td>
<td>17%</td>
<td>13%</td>
</tr>
<tr>
<td>Not very helpful</td>
<td>9%</td>
<td>10%</td>
<td>8%</td>
</tr>
<tr>
<td>Somewhat helpful</td>
<td>24%</td>
<td>24%</td>
<td>25%</td>
</tr>
<tr>
<td>Very helpful</td>
<td>55%</td>
<td>49%</td>
<td>55%</td>
</tr>
</tbody>
</table>

**To address this concern:**
- **Determine if more internships should be solicited in various majors, and/or if more awareness of these opportunities are needed, especially since some of the graduates who took advantage of this opportunity were able to parlay these skills into full-time employment.**

**Findings and Recommendations Regarding Career Services**

The awareness of Ivy Tech’s Career Services has somewhat increased since last year (49 vs. 47 percent); however, a lower percentage of graduates have actually used different resources offered by Career Services.

**Table 1: Ivy Tech Career Services Used**

<table>
<thead>
<tr>
<th>Ivy Tech Career Services Used</th>
<th>2010-11</th>
<th>2011-12</th>
<th>2012-13</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Assessment tools, such as interest or skills inventories to help choose a career (i.e., eDiscover, Choices, Kuder, Indiana Care)</td>
<td>16%</td>
<td>15%</td>
<td>12%</td>
</tr>
<tr>
<td>2. Printed materials on topics such as job searches or career choices</td>
<td>28%</td>
<td>22%</td>
<td>14%</td>
</tr>
<tr>
<td>3. In-class presentations on topics such as job searches or interviewing skills</td>
<td>36%</td>
<td>27%</td>
<td>19%</td>
</tr>
<tr>
<td>4. Job search or resume writing assistance</td>
<td>45%</td>
<td>32%</td>
<td>23%</td>
</tr>
<tr>
<td>5. Interviewing skills assistance</td>
<td>21%</td>
<td>12%</td>
<td>11%</td>
</tr>
<tr>
<td>6. Interview Stream software</td>
<td>N/A</td>
<td>N/A</td>
<td>4%</td>
</tr>
<tr>
<td>7. Ivy Tech website to post a resume or search for a job (i.e., JobZone)</td>
<td>29%</td>
<td>25%</td>
<td>18%</td>
</tr>
<tr>
<td>8. Career fairs</td>
<td>26%</td>
<td>21%</td>
<td>15%</td>
</tr>
<tr>
<td>9. Any other career services</td>
<td>4%</td>
<td>4%</td>
<td>1%</td>
</tr>
<tr>
<td>10. Did not use any career services resources</td>
<td>31%</td>
<td>41%</td>
<td>29%</td>
</tr>
</tbody>
</table>

Note: The red arrow down means that the percentages for each career service has declined from 2011-12 to 2012-13. The green arrow down mean that the percentage for this particular item has declined but it is a positive thing.

**To address this concern:**
- **Encourage graduates and current students to actually use the resources offered by Career Services.**

**Findings and Recommendations Regarding Volunteerism**

Volunteerism has remained fairly similar from an average of 6 hours each month last year to nearly 6 hours per month this year.

**Graduates from the School of Liberal Arts and Sciences and Ivy Institute gave**
the most time each month with 21.9 and 23.5 hours on average, respectively.
Appendix A: Respondent Profile

The final results included 1,698 respondents, which is about 13 percent of the 13,118 unduplicated Ivy Tech graduates in 2012-13. These graduates were awarded 16,995 associates and certificates, an increase of about 10 percent since last year.

Overall, the respondent profile is fairly representative of the total Ivy Tech graduate population.

Figures 1, 2, 3 and 4 depict these proportions compared with the overall population.
Figure 3: Graduates by School

- Applied Science and...: 1% 2%
- Business: 31% 33%
- Education: 5% 4%
- Fine Arts and Design: 1% 2%
- Health Sciences: 17% 15%
- Liberal Arts and Sciences: 7% 8%
- Nursing: 9% 11%
- Public and Social Services: 12% 13%
- Technology: 17% 11%

Legend: Blue bars = Total Graduates Invited to Participate, Red bars = Respondents

Figure 4: Graduates by Race/Ethnicity

- African American: 8% 7%
- Caucasian: 82% 84%
- Latino: 3% 3%
- Other Minorities: 7% 5%

Legend: Blue bars = Total Graduates Invited to Participate, Red bars = Respondents
Figure 5: Graduates by Region

- Total Graduates Invited to Participate
- Respondents