



FIRST DESTINATION SURVEY 2019

FDS

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RESULTS FROM THE 2019 FIRST DESTINATION SURVEY: PART I - FIRST DESTINATION OUTCOMES

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July 19, 2021

Overview

Saint Mary's College of California (SMC) interacts with graduates in-person and requires them to complete the FDS as a condition for obtaining graduation regalia. For any graduates who were not able to complete the survey onsite, SMC sends the FDS in a virtual format.

SMC analyzed its results in terms of the two NACE (National Association of Colleges and Employers) standards: "Knowledge Rate" and "Career Outcomes". According to NACE (2019), **Knowledge rate** is defined as the percent of the entire graduating class for which an institution has reasonable information about postgraduate career activities. SMC achieved a 90.6% knowledge rate which exceeds NACE's preferred 65% knowledge rate in a non-emergency environment (see Table 1). **Career Outcomes** is the percentage of graduates with known information that are employed, participating in volunteer service, serving in the armed services, or enrolled in a program of continuing education out of the total graduates (NACE, 2019). SMC's Career Outcomes Rate is 81.5%; breakouts of each career outcome can be found in Figure 4.

Response Rate and Knowledge Rate

The eligible survey population included graduates who advanced in the 2018/19 academic year (July 1, 2018 thru June 30, 2019). That included participants in the August 2018, December 2018, February 2019, and May 2019 commencement cycles. Our response rate for the 2019 FDS was exceptionally high with an 81.9% completion rate. Additionally, SMC utilized other resources across campus to understand our graduates' primary activities such as reviewing LinkedIn and SEBA/SOLA databases. Therefore, the overall Knowledge rate is 90.6% (see Table 1).

Table 1 Number of Graduates Surveyed and Response Rates

	TOTAL
2019-20 GRADUATES	N=608
RESPONSES TO FDS ONLY	n=498/81.9%
OTHER RESOURCES Excluding FDS	n=53/8.7%
COMBINED RESPONSES FDS and Other Resources – Knowledge Rate	n=551/90.6%
KNOWLEDGE RATE	90.6%
<i>MISSING</i>	<i>n=57</i>

First Destination Information

There are several primary activities that graduates are engaged in after graduation. SMC asked graduates to select the most relevant activities. The FDS results are based on the self-reported data and compared to other known resources such as SMC’s internal departmental tracking system(s), social media, and Clearinghouse data when available. Of the graduates who responded, nearly 40% (39.9%) are employed in full-time positions and 22.5% have been accepted into professional/ graduate school as their primary activities (see Table 2).

Primary Activities Reporting Categories

The top three primary activities included: employment, continuing education, and seeking employment. Out of 551 respondents, 46.1% (n=254) identified themselves as employed in either full-time or temporary positions (see Table 2; Figure 1). Additionally, primary activities by school are represented below; approximately 40% (39.4%) of respondents represented the School of Liberal Arts, 33.8% are from SEBA, and the remaining 26.9% came from School of Science (see Figure 2). The distribution for primary activities for each school and major is displayed in tables 3-5. Across the three schools, SEBA has the most graduates that are employed full-time.

Table 2 Primary Activities

Primary Activities

Category Number	Category Name	Percent/ Count
1	Will remain enrolled at Saint Mary's as an undergraduate (have not yet graduated).	0% / n=0
2	Employed in a full-time position.	39.9% / n = 220
3	Employed in a temporary position until finding a full-time position.	6.2% / n = 34
4	Employed in a temporary position until enrolling in a professional or graduate degree program.	0% / n = 0
5	Completing an internship.	4.5% / n = 25
6	Not employed and seeking employment.	12.1% / n = 67
7	Accepted into a professional or graduate degree program.	22.5% / n = 124
8	Taking courses needed for acceptance into a professional or graduate degree program.	4.4% / n = 24
9	Have applied (or working on an application) to a professional or graduate degree program.	0% / n = 0
10	Participating in a volunteer or service program (e.g., Lasallian Volunteers, Peace Corps).	3.6% / n = 20
11	Serving in the U. S. military.	0.4% / n = 2
12	Planning to continue education but not yet enrolled.	4.4% / n = 24
13	Not seeking employment or continuing education at this time.	2.0% / n = 11
14	Taking time off or a gap year (e.g., before working or starting graduate school).	0% / n = 0
15	Other (please describe).	0% / n=0

Figure 1. Primary Activities

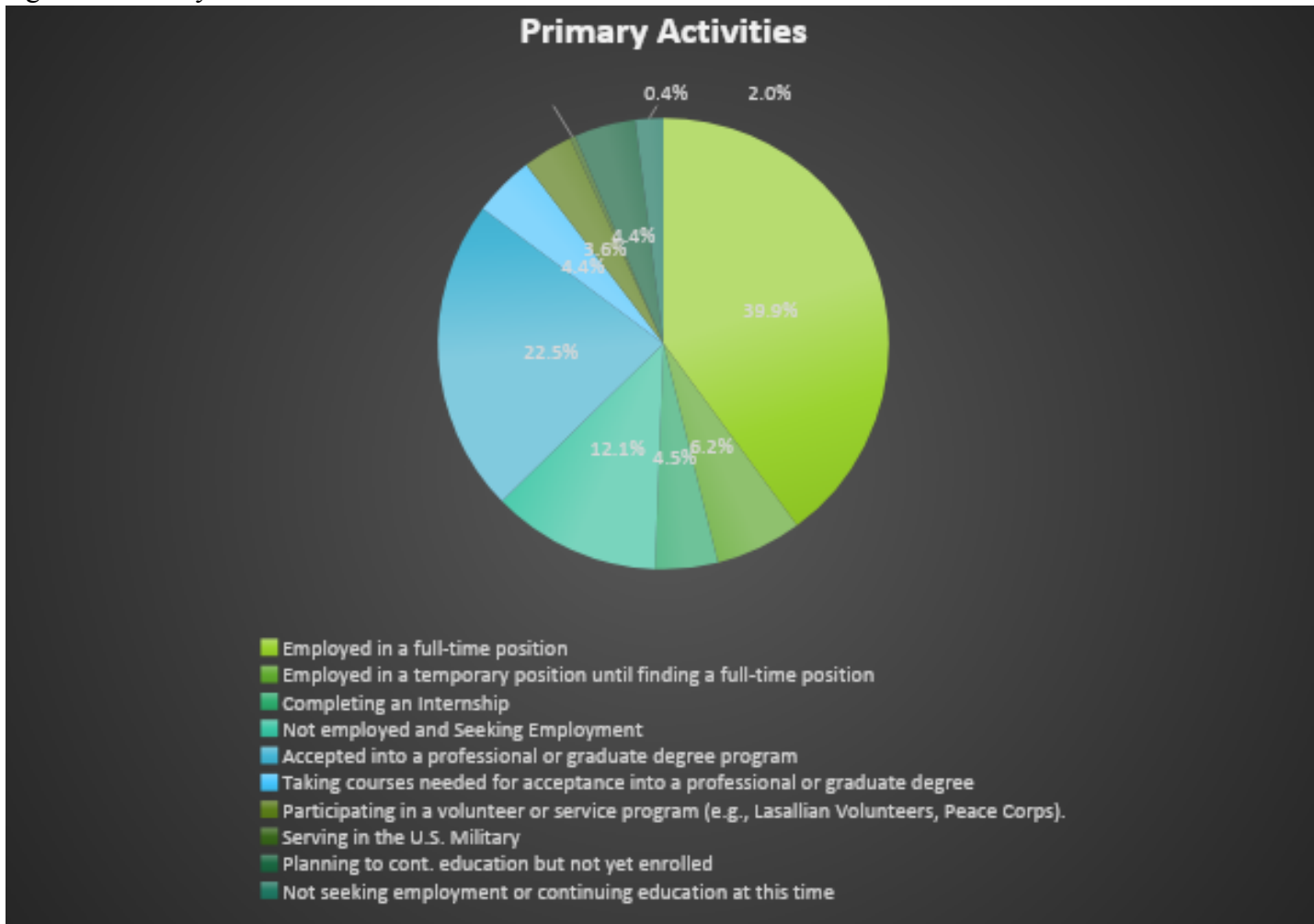
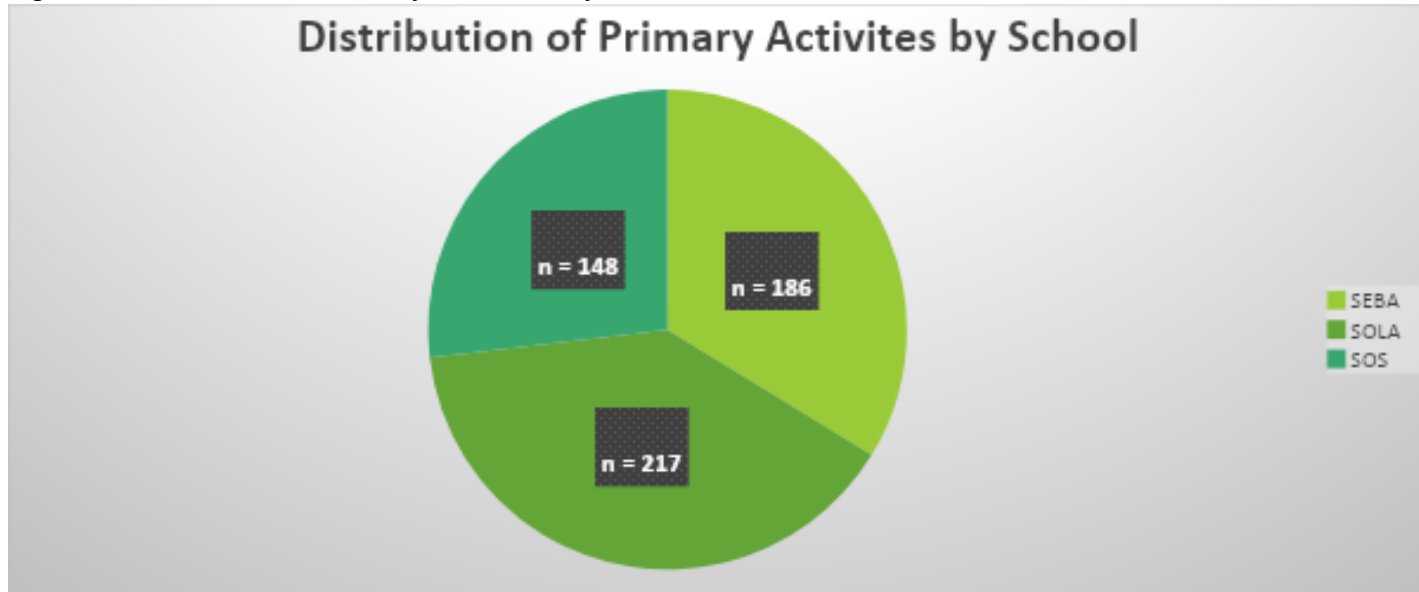


Figure 2. Distribution of Primary Activities by School



Distribution of First Destination Primary Activities Rate by School

Table 3. Distribution of First Destination Primary Activities/Knowledge Rate by SEBA School and Major-Numbers

SEBA	Accepted Prof/Grad Program	Intern	Employed Full-Time	Employed Temp until Full-Time	Applied to Prof/Grad Program	Not Employed & Seek Employment	Volunteer	Taking Courses for Prof/Grad Program	Plan Edu not Enrolled	Grand Total
Accounting	12% / n = 3	4% / n = 1	64% / n = 16	4% / n = 1	0% / n = 0	12% / n = 3	4% / n = 1	0% / n = 0	0% / n = 0	25
Bus Admin	15.2% / n = 22	2.8% / n = 4	57.2% / n = 83	9% / n = 13	0% / n = 0	15.9% / n = 23	0% / n = 0	2.0% / n = 3	0.7% / n = 1	149
Economics	9.1% / n = 1	0% / n = 0	63.6% / n = 7	0% / n = 0	0% / n = 0	9.1% / n = 1	18.2% / n = 2	0% / n = 0	8.3% / n = 1	12
SEBA Grand Total	14% / n = 26	2.7% / n = 5	57% / n = 106	7.5% / n = 14	0% / n = 0	14.5% / n = 27	1.6% / n = 3	1.6% / n = 3	1.1% / n = 2	186

Table 4. Distribution of First Destination Primary Activities/Knowledge Rate by SOLA School and Major-Numbers

SOLA	Accepted Prof/Grad Program	Taking Courses for Prof/Grad Program	Intern	Employed Full-Time	Employed Temp until Full-Time	Not Employed & Seek Employment	Volunteer	Plan Edu not Enrolled	Grand Total
Anthropology	15.4% / n = 2	0% / n = 0	7.7% / n = 1	15.4% / n = 2	7.7% / n = 1	46.2% / n = 6	7.7% / n = 1	0% / n = 0	13
Art, Art History	20% / n = 1	20% / n = 1	20% / n = 1	20% / n = 1	0% / n = 0	20% / n = 1	0% / n = 0	0% / n = 0	5
Communication	17.9% / n = 5	0% / n = 0	10.7% / n = 3	53.6% / n = 15	3.6% / n = 1	10.7% / n = 3	0% / n = 0	3.6% / n = 1	28
Dance	0% / n = 0	0% / n = 0	0% / n = 0	50% / n = 2	0% / n = 0	25% / n = 1	0% / n = 0	25% / n = 1	4
English	29.6% / n = 8	0% / n = 0	3.7% / n = 1	44.4% / n = 12	7.4% / n = 2	11.1% / n = 3	3.7% / n = 1	0% / n = 0	27
Ethnic Studies	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	100% / n = 2	0% / n = 0	2
Global Studies	21.4% / n = 3	7.1% / n = 1	0% / n = 0	28.6% / n = 4	0% / n = 0	21.4% / n = 3	21.4% / n = 3	0% / n = 0	14
History	42.9% / n = 3	0% / n = 0	14.3% / n = 1	14.3% / n = 1	0% / n = 0	23.5% / n = 3	0% / n = 0	0% / n = 0	8
Integral	69.2% / n = 9	0% / n = 0	0% / n = 0	7.7% / n = 1	0% / n = 0	7.7% / n = 1	0% / n = 0	15.4% / n = 2	13
JCL	51.9% / n = 14	0% / n = 0	0% / n = 0	29.6% / n = 8	3.7% / n = 1	3.7% / n = 1	7.4% / n = 2	3.7% / n = 1	27
Kinesiology	26.2% / n = 11	19% / n = 8	4.8% / n = 2	35.7% / n = 15	4.8% / n = 2	4.8% / n = 2	0% / n = 0	4.8% / n = 2	42
Performing Arts	0% / n = 0	0% / n = 0	0% / n = 0	33.3% / n = 2	50% / n = 3	16.7% / n = 1	0% / n = 0	0% / n = 0	6
Philosophy	50% / n = 1	0% / n = 0	0% / n = 0	50% / n = 1	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	2
Politics	28.6% / n = 4	0% / n = 0	7.1% / n = 1	28.6% / n = 4	7.1% / n = 1	14.3% / n = 2	7.1% / n = 1	7.1% / n = 1	14
Sociology	11.1% / n = 1	0% / n = 0	11.1% / n = 1	55.6% / n = 5	0% / n = 0	22.2% / n = 2	0% / n = 0	0% / n = 0	9
TRS	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	100% / n = 1	0% / n = 0	1
WaGS	0% / n = 0	0% / n = 0	0% / n = 0	100% / n = 1	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	1
World Lang	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	100% / n = 1	0% / n = 0	1
SOLA Grand Total	29.6% / n = 62	4.6% / n = 10	5.1% / n = 11	34.3% / n = 74	5.1% / n = 11	13.4% / n = 29	5.6% / n = 12	3.7% / n = 8	217

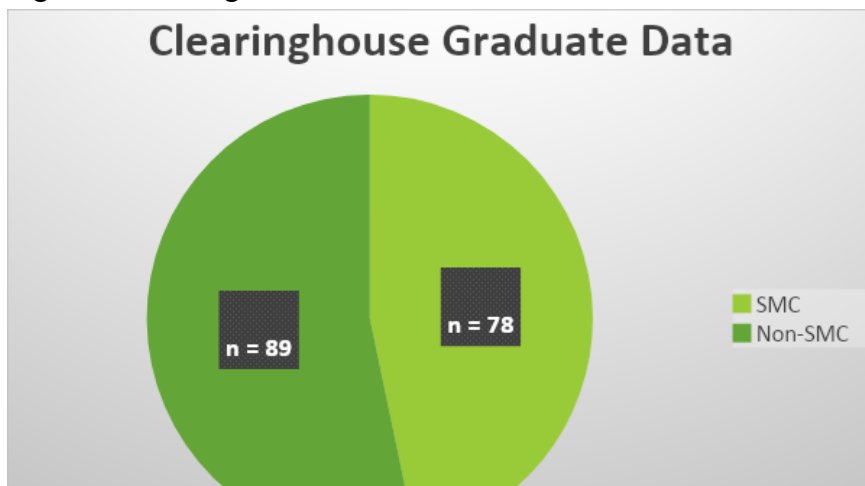
Table 5. Distribution of First Destination Primary Activities//Knowledge Rate by SOS School and Major-Numbers

SOS	Accepted Prof/Grad Program	Taking Courses for Prof/Grad Program	Intern	Employed Full-Time	Employed Temp until Full-Time	Not Employed & Seek Employment	Volunteer	Plan Edu not Enrolled	Military	Grand Total
3 + 2 Engineering	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	0
Allied Health Science	22.2% / n = 4	22.2% / n = 4	11.1% / n = 2	11.1% / n = 2	0% / n = 0	11.1% / n = 2	0% / n = 0	22.2% / n = 4	0% / n = 0	18
Biochemistry	18.8% / n = 3	12.5% / n = 2	12.5% / n = 2	12.5% / n = 2	6.3% / n = 1	18.8% / n = 3	6.3% / n = 1	6.3% / n = 1	6.3% / n = 1	16
Biology	36% / n = 9	4% / n = 1	8% / n = 2	20% / n = 5	4% / n = 1	4% / n = 1	12% / n = 3	12% / n = 3	0% / n = 0	25
Chemistry	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	100% / n = 1	1
Environmental Science	12.5% / n = 1	0% / n = 0	0% / n = 0	37.5% / n = 3	0% / n = 0	37.5% / n = 3	0% / n = 0	12.5% / n = 1	0% / n = 0	8
Environmental Studies	0% / n = 0	0% / n = 0	0% / n = 0	100% / n = 4	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	4
Math & CS	25% / n = 3	0% / n = 0	8.3% / n = 1	41.7% / n = 5	8.3% / n = 1	16.7% / n = 2	0% / n = 0	0% / n = 0	0% / n = 0	12
Physics	0% / n = 0	0% / n = 0	0% / n = 0	100% / n = 1	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	0% / n = 0	1
Psychology	23.8% / n = 15	6.3% / n = 4	3.2% / n = 2	28.6% / n = 18	9.5% / n = 6	17.5% / n = 11	3.2% / n = 2	7.9% / n = 5	0% / n = 0	63
SOS Grand Total	23.6% / n = 35	7.4% / n = 11	6.1% / n = 9	27% / n = 40	6.1% / n = 9	14.9% / n = 22	4.1% / n = 6	9.5% / n = 14	1.4% / n = 2	148

National Student Clearinghouse Data

The First Destination Survey population was submitted to the National Student Clearinghouse to determine current graduation and professional school enrollment. In total, the Clearinghouse data verified 167 graduates have been enrolled in other post-secondary activities. Of those 167 students, 46.7% (n=78) of those graduates returned to SMC (see Figure 3). In total, the FDS survey confirmed that 124 graduates' primary activities after graduation were enrolling in professional/graduate school and 24 graduates are taking courses at community colleges (see Table 2). Appendix A provides a full list of schools SMC's alumni attend. Our top two competitors for enrollment are Diablo Valley College and Foothill College.

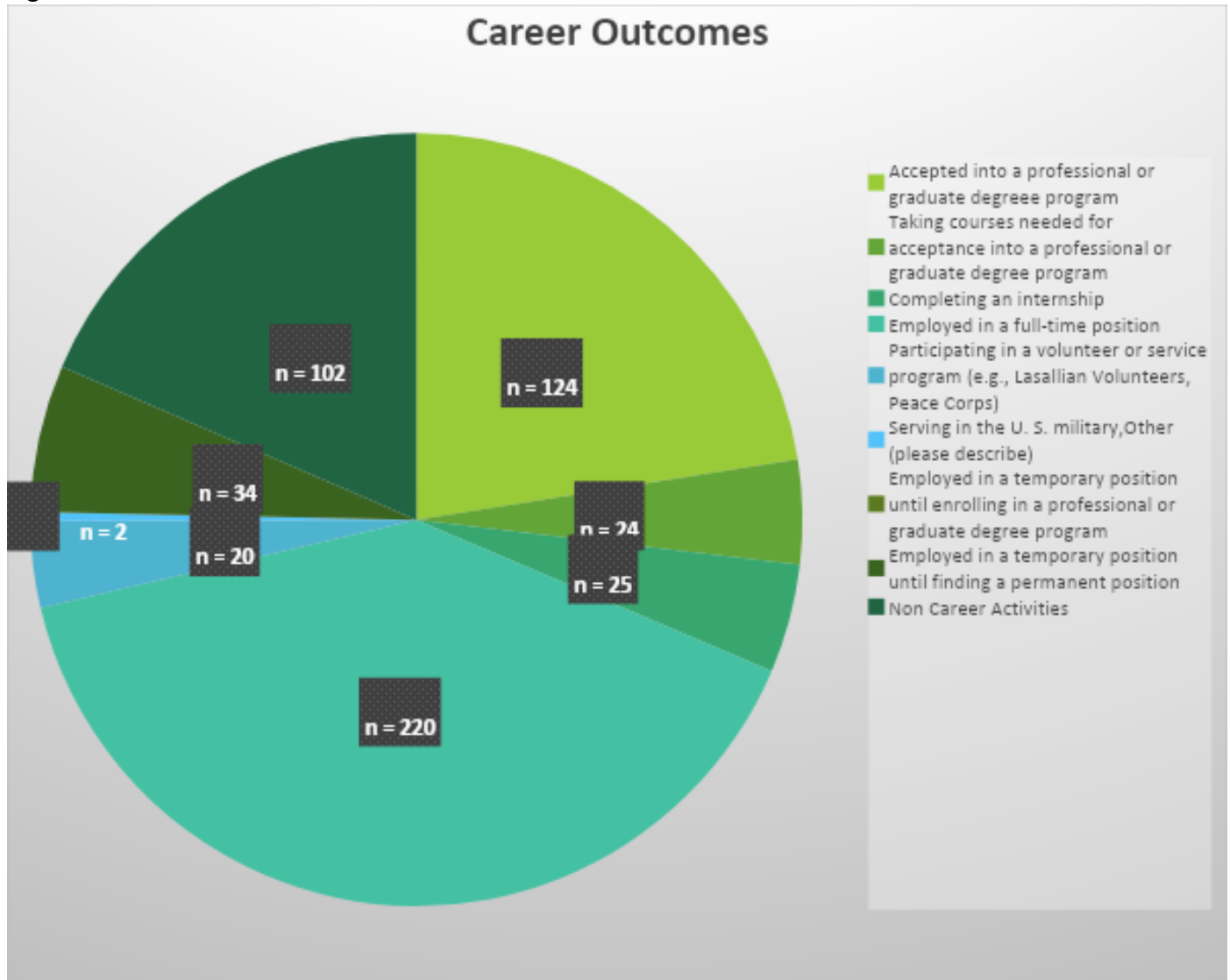
Figure 3. Clearing Graduate House Data



Career Outcomes

The College-wide Career Outcomes Rate for 2019 graduates is **81.5%**. Based on the available 551 responses, most of our graduates are working full-time (see Figure 4). The second highest career outcome is the acceptance and enrollment within a graduate or professional program (see Figure 4). In addition, a unique career outcome that was captured in the 2019 survey is the number of students taking courses at other higher learning institutions to prepare for graduate/professional programs. The “taking courses needed for acceptance into professional or graduate degree program” is an additional outcome relevant to the continuing education spectrum that represent graduates’ final destination.

Figure 4. Career Outcomes Rate



Career Outcomes by School and Major

Overall, SEBA, SOLA, and SOS have aggressive numbers when considering full-time employment and the results are typical for SMC. When comparing career outcome activities by school, SEBA has the highest career outcome at 84.4%, followed by SOLA at 82.9%, and SOS with an 75.7% career outcomes rate. Furthermore, SEBA students have the highest level of employment and SOLA has the highest percentage of graduates continuing their education (see Figure 5). In general, SMC does not have a significant number of graduates serving in the military or volunteering after commencement.

Figure 5. Career Outcomes by School

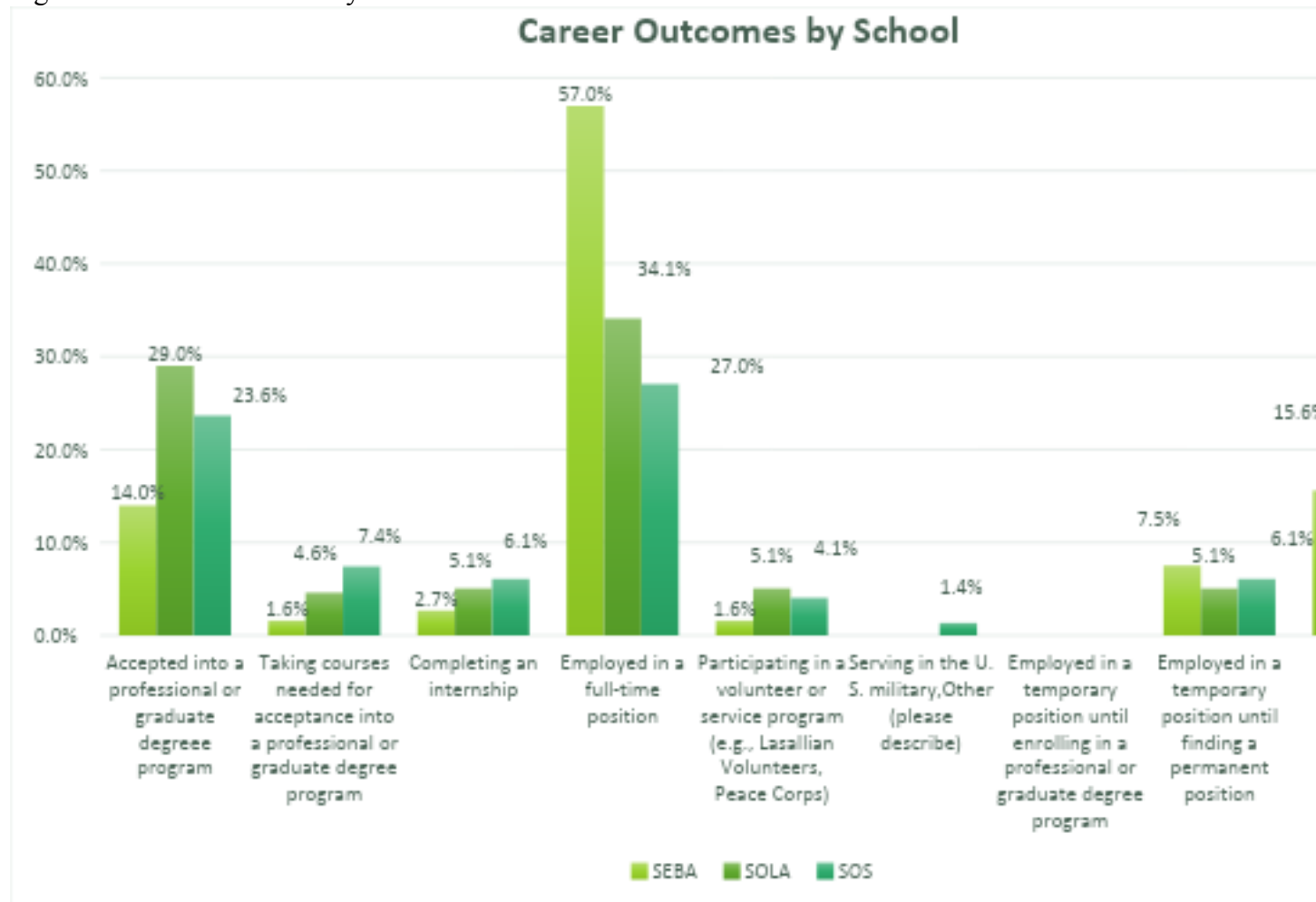


Figure 6. Salary Information by School



Additional Data

Full-time Employment Versus Unemployment by Race

Below is an additional list of findings surrounding primary activities and race.

1. The highest response rate by race is represented by the White, Hispanic, and Asian graduates (see Appendix C).
2. The Multi-racial population (2 or more races) had the highest seeking employments rate when comparing the Hispanic, Asian, and White graduates (see Appendix C).
3. All racial categories had at least 30% of its graduates employed full-time except Black (n=22) and Asian (n=57) graduates. However, the Pacific Islander and Native American population is exceptionally small (see Appendix C).

Career Outcomes by Gender and 1st Generation Status

Below is an additional list of findings surrounding career outcomes by race, gender, and first generation status

1. Female respondents have elevated non-career activities (see Appendix E).
2. Although females are the majority of the responding population (63.9%/n=352), only 36.7% of females are employed full-time; this 10% difference when comparing the 46.0% of males who are employed full-time (see Appendix E).
3. The majority of SMC's responding graduates are not first generation students; nonetheless, there is a higher percentage of first generation students who are working full time (see Appendix F).

APPENDIX A- List of Graduate and Professional Schools

List 74 School SMC's Alumni Attend

List	College Name	Count
1	ST MARY'S COLLEGE OF CALIFORNIA- GRADUATE SCHOOL	78
2	DIABLO VALLEY COLLEGE	8
3	FOOTHILL COLLEGE	4
4	CALIFORNIA STATE UNIVERSITY - EAST BAY	2
5	JOHNS HOPKINS UNIVERSITY SCHOOL OF EDUCATION	2
6	PALO ALTO UNIVERSITY	2
7	PORTLAND COMMUNITY COLLEGE	2
8	SANTA CLARA UNIVERSITY	2
9	UNIVERSITY OF CALIFORNIA-SANTA BARBARA	2
10	UNIVERSITY OF SAN FRANCISCO	2
11	YALE UNIVERSITY	2
12	CONTRA COSTA COLLEGE	2
13	ALLAN HANCOCK COLLEGE	1
14	AMERICAN RIVER COLLEGE LOS RIOS CC DISTRICT	1
15	BAYLOR COLLEGE OF MEDICINE	1
16	BUTTE COLLEGE, UNIVERSITY OF SOUTHERN CALIFORNIA	1
17	CALIFORNIA STATE UNIVERSITY - FULLERTON	1
18	CALIFORNIA STATE UNIVERSITY - MONTEREY BAY	1
19	CARRINGTON COLLEGE OF CALIFORNIA-PLEASANT HILL	1
20	CHABOT COLLEGE	1
21	CITY COLLEGE OF SAN FRANCISCO	1
22	CLAREMONT GRADUATE UNIVERSITY	1
23	COLLEGE OF ALAMEDA	1
24	COLUMBIA UNIVERSITY	1
25	CONCORDIA UNIVERSITY - IRVINE GR/PB/NURSING	1
26	CONSUMNES RIVER COLLEGE-LOS RIOS CC DISTRICT	1
27	CORNELL UNIVERSITY	1
28	DE ANZA COLLEGE	1
29	DIABLO VALLEY COLLEGE, LOS MEDANOS COLLEGE	1
30	DOMINICAN SCHOOL OF PHILOSOPHY & THEOLOGY	1
31	DOMINICAN UNIVERSITY OF CALIFORNIA	1
32	EASTERN WASHINGTON UNIVERSITY	1
33	EVERGREEN VALLEY COLLEGE	1
34	GONZAGA UNIVERSITY	1
35	GRAND CANYON UNIVERSITY	1
36	IOWA STATE UNIVERSITY	1
37	JOHN F KENNEDY UNIVERSITY	1
38	LAKE TAHOE COMMUNITY COLLEGE	1

39	LIFE CHIROPRACTIC COLLEGE - WEST	1
40	LOS MEDANOS COLLEGE	1
41	LOYOLA MARYMOUNT UNIVERSITY	1
42	LOYOLA UNIVERSITY MARYLAND	1
43	MARYLAND INSTITUTE COLLEGE OF ART	1
44	MERRITT COLLEGE	1
45	MILLS COLLEGE	1
46	MONTEREY INSTITUTE OF INTERNATIONAL STUDY	1
47	NAPA VALLEY COLLEGE, SOLANO COMMUNITY COLLEGE	1
48	NEW YORK UNIVERSITY	1
49	NORTHWESTERN UNIVERSITY	1
50	OKLAHOMA STATE UNIVERSITY - STILLWATER/TULSA	1
51	PEPPERDINE UNIVERSITY	1
52	ROSEMAN UNIV OF HEALTH SCIENCES SOUTH JORDAN	1
53	SAMUEL MERRITY UNIVERSITY, WEST VALLEY COLLEGE	1
54	SAN DIEGO STATE UNIVERSITY	1
55	SAN FRANCISCO STATE UNIVERSITY	1
56	SANTA ROSA JUNIOR COLLEGE	1
57	SKYLINE COLLEGE	1
58	TOURO UNIVERSITY CALIFORNIA	1
59	UNIVERSITY OF CALIFORNIA - HASTINGS COLLEGE OF LAW	1
60	UNIVERSITY OF CALIFORNIA-SAN DIEGO	1
61	UNIVERSITY OF CALIFORNIA-SANTA CRUZ	1
62	UNIVERSITY OF CHICAGO	1
63	UNIVERSITY OF CONNECTICUT	1
64	UNIVERSITY OF DELAWARE	1
65	UNIVERSITY OF IOWA	1
66	UNIVERSITY OF MICHIGAN	1
67	UNIVERSITY OF PENNSYLVANIA	1
68	UNIVERSITY OF PHOENIX	1
69	UNIVERSITY OF SAN DIEGO LAW SCHOOL	1
70	UNIVERSITY OF SOUTHERN MISSISSIPPI	1
71	UNIVERSITY OF THE PACIFIC- SCHOOL OF LAW	1
72	UNIVERSITY OF UTAH	1
73	LOS MEDANOS COLLEGE	1
74	SACRAMENTO CITY COLLEGE-RIOS CC DISTRICT	1

APPENDIX B- Companies Hiring SMC Graduates

List	Employers	Count
1	KPMG	5
2	Deloitte	4
3	Pricewaterhouse Coopers	4
4	Enterprise Rent-A-Car	3
5	Insight Global	3
6	New York Life	3
7	Northwest Mutual	3
8	Robert Half	3
9	Aerotek	2
10	CBRE	2
11	Center for Learning Autism Support and Services	2
12	Footworks Podiatry and Laser Inc	2
13	Kaiser Permanente	2
14	OrthoPediatrics	2
15	Quest	2
16	Scribe for America	2
17	Standish Management	2
18	The Help Group	2
19	Workday	2
20	@lovethe15th	1
21	24 Hour Fitness	1
22	A Touch of Grace	1
23	AAA Northern California	1
24	Ability Advertising	1
25	Absolute Chiropractic	1
26	Academic Therapy Publications	1
27	AEON	1
28	Aetna	1
29	Align Residential Management	1
30	Alta Wealth Group	1
31	Amazon Kindle Direct Publishing	1
32	American Alliance of International Arts, Cultures and Educatio	1
33	American Outdoor Products	1
34	Americorps (Jesuits/Northwest)	1
35	AmeriCorps Reading Partners	1
36	AmTrust Financial Services	1
37	Apple	1
38	ARIA Technologies, Inc.	1

39	Armanino LLP	1
40	Avenues For Recovery	1
41	AXA ADVISORS	1
42	Backroads	1
43	Banana Republic	1
44	Bank of Marin	1
45	Bay Area Real Estate Services	1
46	Bay Home and Window	1
47	BDA, LLC	1
48	Bedford Gallery	1
49	Betts Recruiting	1
50	Blue Bottle Coffee	1
51	Boys & Girls Clubs of San Francisco	1
52	Brick & Timber	1
53	Bridge HIV	1
54	Bright Horizons	1
55	Brouwer & Janachowski	1
56	Cal Alumni Association/UC Berkeley	1
57	California Special Districts Association	1
58	California State Senate	1
59	Capital Pacific	1
60	Care.com	1
61	Carondelet High School	1
62	CASA	1
63	CBRE	1
64	Centria Autism	1
65	Chandelier Creative	1
66	Chapman University	1
67	Church of Jesus Christ of Latter-Day Saints	1
68	Cirius Group	1
69	Cisco Systems	1
70	City of Renton	1
71	City of Santa Rosa	1
72	CLASS	1
73	Cochlear Americas	1
74	Coffee Shop	1
75	Cohesity	1
76	Community Youth Center	1
77	Conductor	1
78	Contra Costa Health Plan	1
79	Contra Costa Jewish Day School	1
80	COPE	1
81	Copper Cane Wines & Provisions	1

82	Customer Service Representative at Live Nation Entertainment	1
83	CytoSport	1
84	Delta podiatry group	1
85	Diablo Foods	1
86	Diablo Magazine	1
87	Diablo Valley Insurance	1
88	Distinguished Auto Group, LLC	1
89	Dodger Foundation	1
90	Dolby	1
91	Draper University	1
92	Drewes Law	1
93	DroneDeploy	1
94	Earthrise Media	1
95	Emeryville Sport Physical Therapy	1
96	Ethos Lending LLC	1
97	Expedia Appraisals	1
98	Falcon Ambulance	1
99	Families Without Borders	1
100	Farmstead Cheeses and Wine	1
101	FDIC	1
102	Federal Government	1
103	Fenwick and West LLP	1
104	FFR Trading	1
105	Forestry Aide at Carnegie SVRA	1
106	Formation	1
107	Frank Recruitment Group	1
108	Future Research	1
109	Gameday Souvenirs	1
110	Gateway Learning Group	1
111	Girl Scouts of Greater America	1
112	Golden State Wo	1
113	Gomez Howard Group	1
114	Granite State Whale Watch Company	1
115	Grocery Outlet	1
116	GTU	1
117	Hand and Stone Massage and Facial Spa	1
118	Hello Office	1
119	Heritage Olive Trees	1
120	Hewlett Packard Enterprise	1
121	Hire	1
122	Hiretual	1
123	Homes.com	1

124	HP	1
125	InVision Communications	1
126	Izanami	1
127	JBR Partners inc	1
128	JFCS	1
129	Job Spring Partners	1
130	Katzoff & Riggs	1
131	Kleinschmidt & Associates	1
132	Knowi	1
133	KTVU	1
134	Kuli Kuli Inc.	1
135	Kumon North America, Inc.	1
136	Kupina Ranch	1
137	La Raza Centro Legal	1
138	Lafayette Parks and Recreation	1
139	LaFevre Theatre	1
140	LaneOne	1
141	Laney and Pasha Thornton Foundation	1
142	Leshner Center for the Arts	1
143	Lighthouse Fitness	1
144	Lincoln Families	1
145	Lithuanian Basketball League	1
146	Litmus	1
147	Lockheed Martin	1
148	Lululemon Athletica	1
149	Marketing Assistant at Rêve	1
150	MBuy	1
151	MDT	1
152	Merrill Lynch	1
153	MGA Healthcare	1
154	modern optical	1
155	MUFG	1
156	North Tahoe Arts	1
157	Oak Lawn Marketing, Inc.	1
158	Octavia Digital Medi	1
159	Oklahoma State University	1
160	Orinda Asset Management	1
161	Orinda Fitness	1
162	Pacific Coast Psychiatric Associates	1
163	Pacific Coast Well and Pump	1
164	Palette Life Science	1
165	Paradigm Treatment Centers	1
166	Paramount Pictures	1

167	Parkside Lending	1
168	PG Exhibits + Environments	1
169	Portrait Displays	1
170	Precision Measurements Inc.	1
171	Premier Talent Partners	1
172	PTS	1
173	PURE Group of Insurance Companies	1
174	PWC	1
175	RapID Lab	1
176	Reading Partners	1
177	REI	1
178	Reve	1
179	Riser House Entertainment	1
180	RWSI	1
181	Safeway	1
182	Samaria Care, Inc.	1
183	Samsara	1
184	San Carlos School District	1
185	San Francisco Giants	1
186	San Francisco Playhouse	1
187	Sawa Spa at Trilogy at the Vineyards/Blue Star Resort and Golf	1
188	Schwegman, Lungberg, and Woessner Patent Law	1
189	Sequoyah Country Club	1
190	Shotgun Players	1
191	Skyhawks	1
192	Smart Media Group, LLC	1
193	SMC	1
194	Social Survey	1
195	Sorenson Accountants	1
196	Soul cycle	1
197	Southern Glazer's Wine & Spirits	1
198	Specialties Boutique	1
199	Stanford's	1
200	State Farm	1
201	Staten Island Yankees	1
202	Stripe	1
203	Swenson's Mobile Fleet Repair	1
204	Sydney Kings	1
205	Syufy Enterprises	1
206	Tailor (app)	1
207	TEKsystems	1

208	The Hartford	1
209	The Rock Church	1
210	The TJX Companies	1
211	Theatre FIRST	1
212	Thirsty bear	1
213	Thomas Doll	1
214	Thrive Therapy and Social Center	1
215	Tice Valley Physical Therapy	1
216	Tournament Solutions	1
217	Town of Moraga	1
218	Trader Joe's	1
219	Travelers inc	1
220	UCSF Medical Center	1
221	United States House of Representatives - CA Congressional District 04	1
222	Visit San Antonio	1
223	Viva el Espanol	1
224	Volleyball Canada	1
225	Walnut Creek Dental	1
226	Weingarten Children's Center	1
227	Wells Fargo	1
228	Wilson Homes	1
229	YMCA of the East Bay	1
230	Your Mechanic	1
231	Z Space	1
232	Zachary's Pizza	1
233	Zurich Insurance	1

APPENDIX C- Employed Full-time versus Unemployed by Race

Rates of “Not Employed and Seeking Employment” to “Full-time Employment” by Race/Ethnicity

	White	Hispanic/Latino	Black	Asian	Non-Resident	Pacific Islander	2 or more races	Native American
Total Number of Responses (541)	N=262	N=147	N=22	N=57	N=16	N=5	N=30	N=2
Employed Full-time	n= 120/ 45.8%	n= 57/ 38.8%	n= 5/ 22.7%	n= 16/ 28.1%	n= 8/ 50%	n= 2/ 40%	n= 9/ 30%	n= 1/ 50%
Seeking Work	n= 31/ 11.8%	n= 19/ 12.9%	n= 1/ 4.5%	n=8 / 14%	n= 1/ 6.3 %	n= 0/ 0%	n= 6/ 20%	n= 0/ 0%

*10 Respondents did not have any known IPEDs race data.

APPENDIX D- Career Outcomes by Race

	Accepted into a professional or graduate degree program.	Taking Courses for Prof/Grad Program	Completing an internship	Employed Full-time position	Employed in a temporary position until enrolling in a professional or graduate degree program	Employed in a temporary position until finding a permanent position	Participating in a volunteer or service program (e.g., Lasallian Volunteers, Peace Corps)	Serving in the U. S. military	Non Career Outcome
African American / Black	50%/ n=11	4.6%/ n=1	0%/ n=0	22.7%/ n=5	0%/ n=0	9.1%/ n=2	0%/ n=0	0%/ n=0	13.6%/ n=3
Asian	22.8%/ n=13	5.3%/ n=3	5.3%/ n=3	28.1%/ n=16	0%/ n=0	10.5%/ n=6	5.3%/ n=3	0%/ n=0	22.8%/ n=13
HIS	19.1%/ n=28	7.5%/ n=11	2.7%/ n=4	38.8%/ n=57	0%/ n=0	8.2%/ n=12	2.7%/ n=4	0.7%/ n=1	20.4%/ n=30
Native/ Alaskan American	50%/ n=1	0%/ n=0	0%/ n=0	50%/ n=1	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0
Non-Resident	37.5%/ n=6	0%/ n=0	0%/ n=0	50%/ n=8	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0	12.5%/ n=2
Pacific Islander	20%/ n=1	0%/ n=0	20%/ n=1	40%/ n=2	0%/ n=0	0%/ n=0	20%/ n=1	0%/ n=0	0%/ n=0
Two or More	23.3%/ n=7	0%/ n=0	3.3%/ n=1	30%/ n=9	0%/ n=0	10%/ n=3	3.3%/ n=1	0%/ n=0	30%/ n=9
Unknown	40.0%/ n=4	0%/ n=0	30.0%/ n=3	20.0%/ n=2	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0	10.0%/ n=1
White	20.2%/ n=53	3.4%/ n=9	5%/ n=13	45.8%/ n=120	0%/ n=0	4.2%/ n=11	4.2%/ n=11	0.4%/ n=1	16.8%/ n=44
Grand Total	22.5%/ n=124	4.4%/ n=24	4.5%/ n=25	39.9%/ n=220	0%/ n=0	6.2%/ n=34	3.6%/ n=20	0.4%/ n=2	18.5%/ n=102

APPENDIX E- Career Outcomes by Gender

	Accepted into a professional or graduate degree program.	Taking Courses for Prof/Grad Program	Completing an internship	Employed Full-time position	Employed in a temporary position until enrolling in a professional or graduate degree program	Employed in a temporary position until finding a permanent position	Participating in a volunteer or service program (e.g., Lasallian Volunteers, Peace Corps)	Serving in the U. S. military	Non Career Outcomes
Female	22.4%/ n=79	5.1%/ n=18	6%/ n=21	36.7%/ n=129	0%/ n=0	5.7%/ n=20	3.1%/ n=11	0%/ n=0	21.1%/ n=74
Male	22.6%/ n=45	3.0%/ n=6	2.0%/ n=4	46.0%/ n=91	0%/ n=0	7.0%/ n=14	4.5%/ n=9	1%/ n=2	14.1%/ n=28
Grand Total	22.5%/ n=124	4.4%/ n=24	4.6%/ n=25	39.9%/ n=220	0%/ n=0	6.2%/ n=34	3.7%/ n=20	0.4%/ n=2	18.6%/ n=102

APPENDIX F- Career Outcomes by First Generation v/ Non-First Generation

	Accepted into a professional or graduate degree program.	Taking Courses for Prof/Grad Program	Completing an internship	Employed Full-time position	Employed in a temporary position until enrolling in a professional or graduate degree program	Employed in a temporary position until finding a permanent position	Participating in a volunteer or service program (e.g., Lasallian Volunteers, Peace Corps)	Serving in the U. S. military	Non Career Outcomes
First Generation	20.3%/ n=37	7.1%/ n=13	2.2%/ n=4	44%/ n=80	0%/ n=0	6%/ n=11	2.8%/ n=5	0%/ n=0	17.6%/ n=32
Non-First Generation	23.2%/ n=85	3%/ n=11	5.7%/ n=21	38%/ n=139	0%/ n=0	6.3%/ n=23	4.1%/ n=15	0.6%/ n=2	19.1%/ n=70
Grand Total	22.3%/ n=122	4.4%/ n=24	4.6%/ n=25	40%/ n=219	0%/ n=0	6.2%/ n=34	3.7%/ n=20	0.4%/ n=2	18.6%/ n=102

*3 Respondents did not have any known first generation data.