



# FIRST DESTINATION SURVEY 2020

FDS

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# RESULTS FROM THE 2020 FIRST DESTINATION SURVEY: PART I - FIRST DESTINATION OUTCOMES

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## Overview

Traditionally, 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. However, due to the COVID-19 pandemic, SMC had to revamp its engagement strategy with students to deploy the instrument for graduates in the Spring 2020 term. Therefore, all efforts to complete the FDS were virtual and the institution had a substantial decline in completed surveys. Nonetheless, administration, with the assistance of academic affairs and student affairs, launched several strategies to increase response rates. Those efforts are listed below:

1. Deploy survey multiple times.
2. Manually search for graduates via professional social media accounts (LinkedIn)
3. Utilize SEBA tracking system (Internal resource)
4. Elicit Faculty feedback
5. Utilize the CCAP tracking system (Internal resource)
6. Review Clearinghouse data for graduate level post-secondary education outcomes

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. Despite the challenges of the data collection and surveying graduates virtually amidst a pandemic, SMC achieved a 64% knowledge rate which is parallel to 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 92.5%; 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 2019/20 academic year (July 1, 2019 thru June 30, 2020). That included participants in the August 2019, December 2019, February 2020, and May 2020 commencement cycles. Though our response rate for the 2020 FDS was low with a 28.6% completion rate, SMC was able to utilize other resources across campus to understand our graduates' primary activities. Therefore, the overall Knowledge rate is 64.0% (see Table 1).

Table 1 Number of Graduates Surveyed and Response Rates

	TOTAL
2019-20 GRADUATES	N=644
RESPONSES TO FDS ONLY	n=184/28.6%
OTHER RESOURCES Excluding FDS	n=228/35.4%
COMBINED RESPONSES FDS and Other Resources – Knowledge Rate	n=412/64.0%
KNOWLEDGE RATE	64.0%
MISSING	n=232

### 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, more than half (58.0%) are employed in full-time positions and 19.9% 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 completion of an internship. Out of 412 respondents, 64.1% (n=264) identified themselves as employed in either full-time or temporary positions (see Table 2; Figure 1). Only, 4.6% (n=19) of responding graduates stated they were not employed and seeking employment as their primary activity (see Table 2). Additionally, primary activities by school are represented below; approximately 40% (39.6%) of respondents represented the School of Liberal Arts, 36.9% are from SEBA, and the remaining 23.5% 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 and the least number of students who are not employed and seeking employment.

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.	58.0% / n=239
3	Employed in a temporary position until finding a full-time position.	3.4% / n=14

<b>4</b>	Employed in a temporary position until enrolling in a professional or graduate degree program.	2.7% / n=11
<b>5</b>	Completing an internship.	4.1%/ n=17
<b>6</b>	Not employed and seeking employment.	4.6% / n=19
<b>7</b>	Accepted into a professional or graduate degree program.	19.9%/ n=82
<b>8</b>	Taking courses needed for acceptance into a professional or graduate degree program.	3.4%/ n=14
<b>9</b>	Have applied (or working on an application) to a professional or graduate degree program.	1.5% / n=6
<b>10</b>	Participating in a volunteer or service program (e.g., Lasallian Volunteers, Peace Corps).	0.7 % / n=3
<b>11</b>	Serving in the U. S. military.	0.2 % / n=1
<b>12</b>	Planning to continue education but not yet enrolled.	0.5 % / n=2
<b>13</b>	Not seeking employment or continuing education at this time.	0.2 % / n=1
<b>14</b>	Taking time off or a gap year (e.g., before working or starting graduate school).	0.7% / n=3
<b>15</b>	Other (please describe).	0% / n=0

Figure 1. Primary Activities

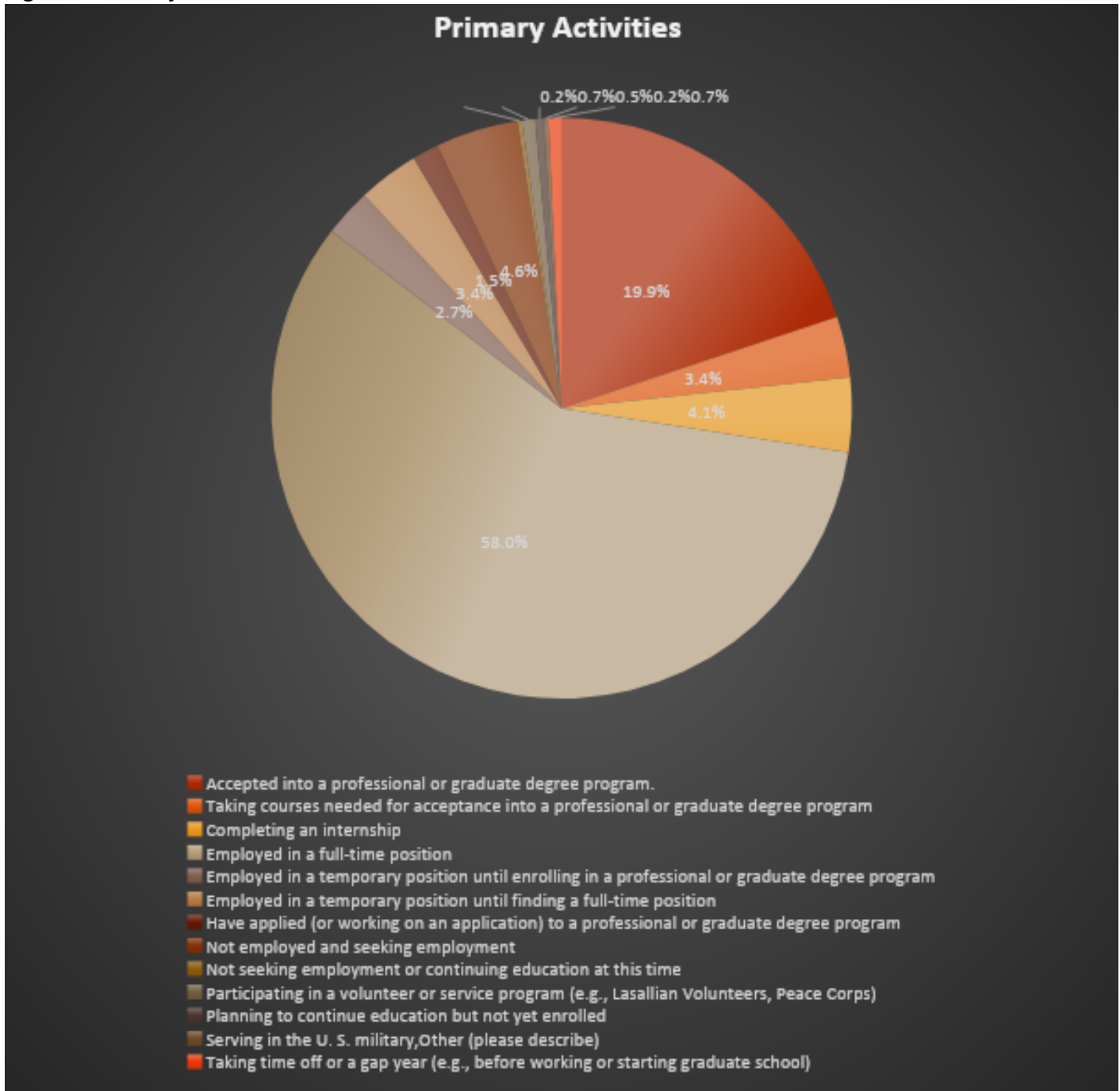


Figure 2. Distribution of Primary Activities by School

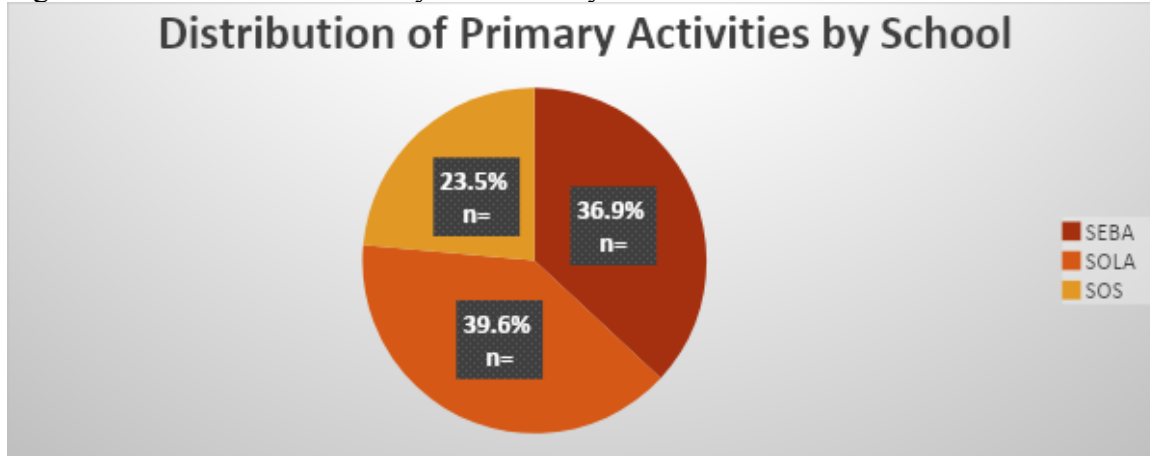


Table 3. Distribution of First Destination Primary Activities/Knowledge Rate by SEBA School and Major-Numbers

SEBA	Accepted Prof/Grad Program	Intern	Employ Full-time	Employ Temp until Full-time	Applied to Prof/Grad Program	Not Employ & Seek Employ	Volunteer	Gap Year	Grand Total
Accounting	8.7% n=2	17.4% n=4	69.6% n=16	4.3% n=1	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0	23
Bus Admin	14.9% n=17	4.4% n=5	73.7% n=84	0.9% n=1	0.9% n=1	3.5% n=4	0.9% n=1	0.9% n=1	114
Economics	13.3% n=2	0%/ n=0	73.3% n=11	0%/ n=0	13.3% n=2	0%/ n=0	0%/ n=0	0%/ n=0	15
<b>SEBA Grand Total</b>	<b>13.8%</b> <b>n=21</b>	<b>5.9%</b> <b>n=9</b>	<b>73.0%</b> <b>n=111</b>	<b>1.3%</b> <b>n=2</b>	<b>2.0%</b> <b>n=3</b>	<b>2.6%</b> <b>n=4</b>	<b>0.7%</b> <b>n=1</b>	<b>0.7%</b> <b>n=1</b>	<b>152</b>

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

SOLA	Accept Prof/Grad Program	Taking Courses for Prof/Grad Program	Intern	Employ Full-time	Employ Temp until Prof/Grad Program	Employ Temp until Full-time Position	Not Employ & Seek Employ	Not seeking Employ or Edu	Volunteer	Plan Edu not Enroll	Military	Gap	Grand Total
Anthropology	50.0% n=1	0%/ n=0	0%/ n=0	50.0% n=1	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0	2
Art, Art History	0%/ n=0	33.3% n=1	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0	33.3% n=1	0%/ n=0	33.3% n=1	0%/n=0	0%/n=0	0%/ n=0	3
Communication	24.0% n=6	4.0% n=1	4.0% n=1	52.0% n=13	0%/ n=0	8.0% n=2	8.0% n=2	0%/ n=0	0%/ n=0	0%/n=0	0%/n=0	0%/ n=0	25
Dance	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	0%/ n=0	0%/n=0	0%/ n=0	1
English	27.3% n=3	0%/ n=0	0%/ n=0	36.4% n=4	9.1% n=1	9.1% n=1	18.2% n=2	0%/ n=0	0%/ n=0	0%/ n=0	0%/n=0	0%/ n=0	11
Ethnic Studies	25.0% n=1	0%/ n=0	25.0% n=1	50.0% n=2	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0	0%/n=0	0%/ n=0	4

Global Studies	0%/n=0	0%/n=0	0%/n=0	66.7% n=2	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	33.3% n=1	0%/n=0	0%/n=0	3
History	18.2% n=2	0%/n=0	0%/n=0	63.6% n=7	0%/n=0	9.1% n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	9.1% n=1	0%/n=0	11
Integral	11.1% n=1	0%/n=0	0%/n=0	66.7% n=6	11.1% n=1	11.1% n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	9
JCL	37.5% n=9	0%/n=0	4.2% n=1	54.2% n=13	0%/n=0	4.2% n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	24
Kinesi-ology	14.7% n=5	14.7% n=5	5.9% n=2	55.9% n=19	0%/n=0	0%/n=0	2.9% n=1	2.9% n=1	0%/n=0	0%/n=0	0%/n=0	2.9% n=1	34
Performing Arts	0%/n=0	0%/n=0	0%/n=0	66.7% n=2	0%/n=0	0%/n=0	33.3% n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	3
Philosophy	66.7% n=4	16.7% n=1	0%/n=0	0%/n=0	0%/n=0	16.7% n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	6
Politics	46.7% n=7	0%/n=0	0%/n=0	13.3% n=2	13.3% n=2	13.3% n=2	13.3% n=2	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	15
Sociology	37.5% n=3	12.5% n=1	0%/n=0	50.0% n=4	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	8
TRS	50.0% n=1	0%/n=0	0%/n=0	50.0% n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	2
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	0%/n=0	0%/n=0	0%/n=0	0%/n=0	1
World Lang	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	0%/n=0	0%/n=0	0%/n=0	1
<b>SOLA Grand Total</b>	<b>26.4% n=43</b>	<b>5.5% n=9</b>	<b>3.1% n=5</b>	<b>48.5% n=79</b>	<b>2.5% n=4</b>	<b>5.5% n=9</b>	<b>5.5% n=9</b>	<b>0.6% n=1</b>	<b>0.6% n=1</b>	<b>0.6% n=1</b>	<b>0.6% n=1</b>	<b>0.6% n=1</b>	<b>163</b>

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

SOS	Accept Prof/Grad Program	Taking Courses for Prof/Grad Program	Intern	Employ Full-time	Employ Temp until Prof/Grad Program	Employ Temp until Full-time Position	Not Employ & Seek Employ	Applied to Prof/Grad Program	Volunteer	Plan Edu not Enroll	Gap	Grand Total
3 + 2 Engineering	100%/n=1	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%/n=0	1
Allied Health Science	10% n=1	10% n=1	10% n=1	60% n=6	10% n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	10
Biochemistry	33.3% n=3	0%/n=0	0%/n=0	44.4% n=4	11.1% n=1	0%/n=0	11.1% n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	9
Biology	7.1% n=1	7.1% n=1	0%/n=0	42.8% n=6	14.3% n=2	14.3% n=2	7.1% n=1	0%/n=0	0%/n=0	7.1% n=1	0%/n=0	14
Chemistry	50.0% n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	50.0% n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	2
Environmental Science		50.0% n=1	0%/n=0	50.0% n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	2
Environmental Studies	28.6% n=2	0%/n=0	28.6% n=2	28.6% n=2	0%/n=0	0%/n=0	14.3% n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	7
Math & CS	25.0% n=2	0%/n=0	0%/n=0	37.5% n=3	12.5% n=1	12.5% n=1	12.5% n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	8



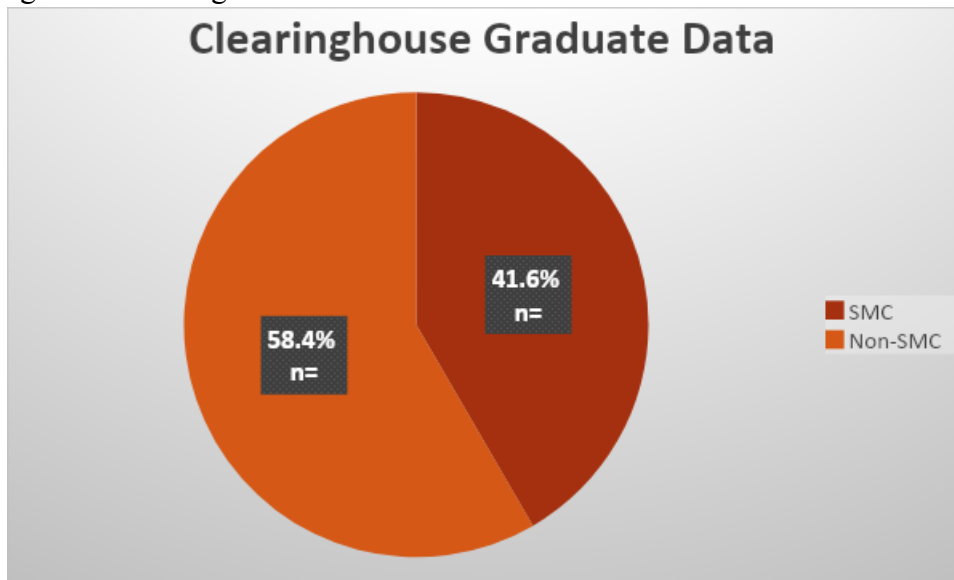
Physics	0%/ n=0	0%/ n=0	0%/ n=0	100%/ n=1	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0	0%/ n=0	1
Psychology	16.3% n=7	4.7% n=2	0%/ n=0	60.5% n=26	4.7% n=2	0%/ n=0	2.3% n=1	7.0% n=3	2.3% n=1	0%/ n=0	2.3% n=1	43	
<b>Grand Total</b>	<b>18.6%</b> <b>n=18</b>	<b>5.2%</b> <b>n=5</b>	<b>3.1%</b> <b>n=3</b>	<b>50.5%</b> <b>n=49</b>	<b>7.2%</b> <b>n=7</b>	<b>3.1%</b> <b>n=3</b>	<b>6.2%</b> <b>n=6</b>	<b>3.1%</b> <b>n=3</b>	<b>1.0%</b> <b>n=1</b>	<b>1.0%</b> <b>n=1</b>	<b>1.0%</b> <b>n=1</b>	<b>97</b>	

### National Student Clearinghouse Data

In February 2021, 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 161 graduates have been enrolled in other post-secondary activities. Of those 161 students, 41.6% (n=67) of those graduates returned to SMC (see Figure 3). In total, the FDS survey confirmed that 82 graduates’ primary activities after graduation were enrolling in professional/graduate school and 14 graduates are taking courses at community colleges (see Table 2). Appendix A provides a full list of schools SMC’s alumni attend. Our top five competitors for enrollment are:

1. Diablo Valley College
2. California State University – East Bay
3. University of San Francisco
4. Santa Clara University
5. Foothill College

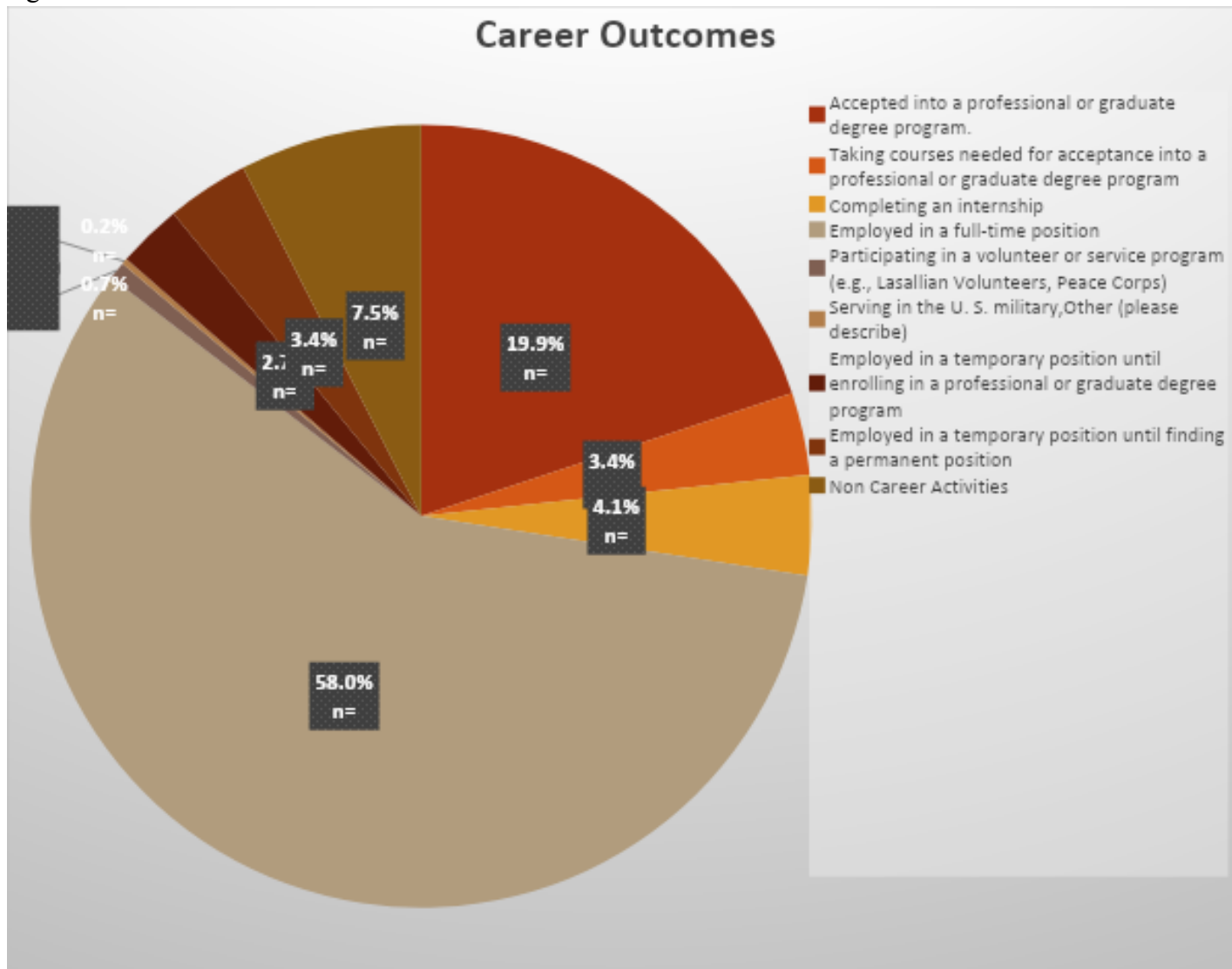
Figure 3. Clearing Graduate House Data



## Career Outcomes

The College-wide Career Outcomes Rate for 2020 graduates is **92.5%**. Based on the available 412 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 2020 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

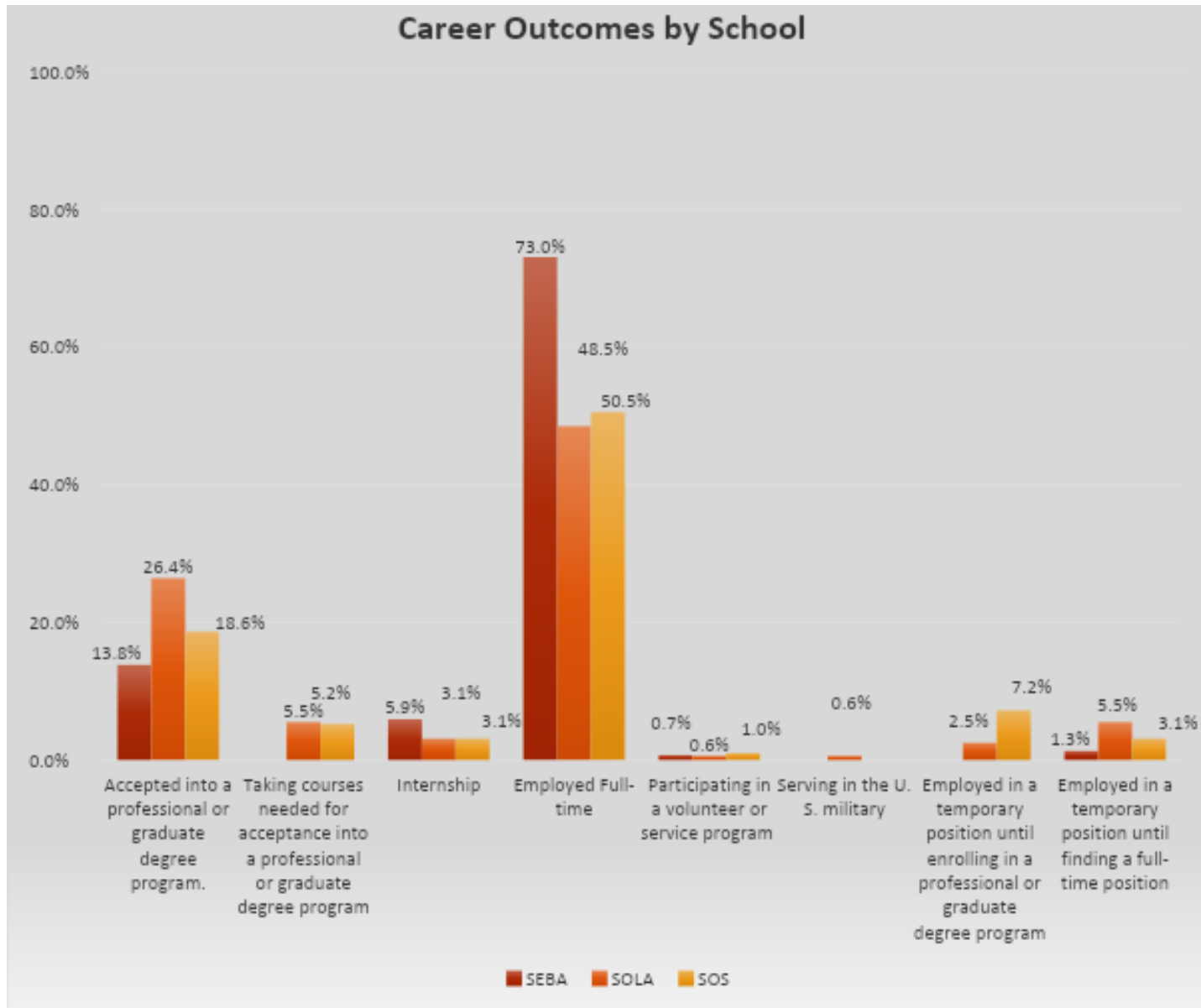


## Career Outcomes by School and Major

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 94.7%, followed by SOLA at 92.7%, and SOS

with an 88.7% 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



### Salary Information and Top Hiring Companies

SMC Graduates who provided employment information are working for 200 diverse companies (see Appendix B). The top employers excluding SMC are:

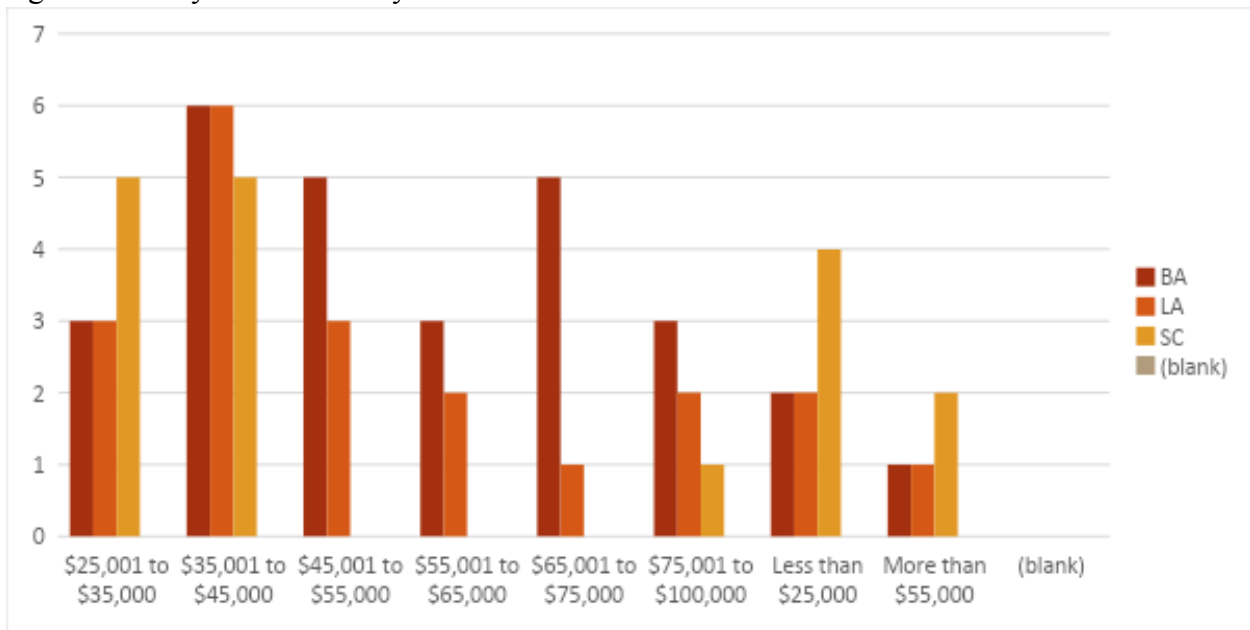
1. US Army
2. KPMG

3. Marsh & McLennan
4. Mount Diablo Lending
5. Aerotek
6. AmeriSave Mortgage Corp
7. America's Tire
8. Andersen Tax
9. Cisco Tech
10. Cisco Systems
11. Danville School District
12. Deloitte
13. First Republic Bank
14. Lasallian Volunteer Program
15. Mass Mutual Pacific
16. Moss Adams
17. Northwestern Mutual
18. Old Navy
19. Oracle Corporation
20. Sigma Computing
21. UFCW & Employers Trust LLC

Consequently, SMC utilized the First Destination Survey, social media, and internal systems to obtain information on graduates' salary. There were 65 responses with salary information; 43.1% (n=28) came from SEBA graduates. Below are some highlights of SMC Graduates' Salaries.

- SEBA students have the most representation of higher paying salaries compared to SOLA and SOS (see Figure 6).
- A majority of respondents' salary range is between \$35,001 to \$45,000.

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 Asian population had the highest seeking employments rate when comparing the Hispanic and white graduates (see Appendix C).
3. Excluding the exceptionally small population of black graduates (n=13) and the one Native American student who responded, white graduates have the highest number of students employed full-time (see Appendix C).

### Career Outcomes by Gender and 1<sup>st</sup> Generation Status

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

1. Both male and female respondents have equivalent non-career activities (see Appendix E).
2. Although females are the majority of the responding population (59.5%/n=245), only 55.1% of females are employed full-time; this slightly lower when comparing the 62.3% of males who are employed full-time (see Appendix E).
3. There are not any males partaking in volunteer positions; however, both males and females equally continue their higher education journey by enrolling in graduate programs or taking perquisite courses to prepare for graduate programs. (see Appendix E).
4. 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 65 School SMC's Alumni Attend

<b>SMC Alumni Professional/ Graduate Colleges</b>		
<b>List</b>	<b>School</b>	<b>Enrollment</b>
1	ST MARY'S COLLEGE OF CALIFORNIA/ ST MARY'S COLLEGE OF CALIFORNIA- GRADUATE SCHOOL	67
2	DIABLO VALLEY COLLEGE	7
3	CALIFORNIA STATE UNIVERSITY - EAST BAY	5
4	UNIVERSITY OF SAN FRANCISCO	4
5	SANTA CLARA UNIVERSITY	4
6	FOOTHILL COLLEGE	4
7	DOMINICAN UNIVERSITY OF CALIFORNIA	3
8	SAN JOSE STATE UNIVERSITY	3
9	PEPPERDINE UNIVERSITY	3
10	VANDERBILT UNIVERSITY	2
11	UNIVERSITY OF PHOENIX	2
12	AMERICAN RIVER COLLEGE LOS RIOS CC DISTRICT	2
13	BELMONT UNIVERSITY	2
14	UNIVERSITY OF CALIFORNIA-LOS ANGELES	2
15	SAN FRANCISCO STATE UNIVERSITY	1
16	PEPPERDINE UNIVERSITY - ONLINE PSYCHOLOGY	1
17	MONTEREY INSTITUTE OF INTERNATIONAL STUDY	1
18	UNIVERSITY OF COLORADO BOULDER	1
19	UNIVERSITY OF MICHIGAN	1
20	UNIVERSITY OF CALIFORNIA - HASTINGS COLLEGE OF LAW	1
21	UNIVERSITY OF WYOMING	1
22	GONZAGA UNIVERSITY	1
23	UNIVERSITY OF CAL - LOS ANGELES (LAW)	1
24	UNIVERSITY OF THE PACIFIC	1
25	LOYOLA MARYMOUNT UNIVERSITY	1
26	TOURO UNIVERSITY CALIFORNIA	1
27	COLLEGE OF SAN MATEO	1
28	DOMINICAN SCHOOL OF PHILOSOPHY & THEOLOGY	1
29	UNIVERSITY OF LA VERNE SEM TRADITIONAL	1

30	COLUMBIA UNIVERSITY	1
31	UNIVERSITY OF SOUTHERN CALIFORNIA	1
32	PALO ALTO UNIVERSITY	1
33	COLORADO STATE UNIVERSITY	1
34	ARIZONA STATE UNIVERSITY	1
35	BERKELEY CITY COLLEGE	1
36	UNIVERSITY OF NEW ENGLAND NON-MATRIC	1
37	GOLDEN GATE UNIVERSITY- SCHOOL OF LAW	1
38	TUFTS UNIVERSITY	1
39	UNIVERSITY OF CALIFORNIA - RIVERSIDE	1
40	PRINCE GEORGES COMMUNITY COLLEGE	1
41	WOODLAND COMMUNITY COLLEGE	1
42	CALIFORNIA BAPTIST UNIVERSITY-GRADS	1
43	LIFE UNIVERSITY	1
44	ORANGE COAST COLLEGE	1
45	JOHNS HOPKINS UNIVERSITY SCHOOL OF EDUCATION	1
46	UNIVERSITY OF NEVADA-RENO	1
47	CITY COLLEGE OF SAN FRANCISCO	1
48	THOMAS NELSON COMMUNITY COLLEGE	1
49	METROPOLITAN STATE UNIVERSITY OF DENVER	1
50	CAPELLA UNIVERSITY	1
51	GEORGE WASHINGTON UNIVERSITY	1
52	OHLONE COLLEGE	1
53	SOUTHERN METHODIST UNIVERSITY	1
54	UTAH VALLEY UNIVERSITY	1
55	CHAMBERLAIN UNIVERSITY	1
56	ALLIANT INTERNATIONAL UNIVERSITY	1
57	WASHINGTON UNIVERSITY	1
58	LOS MEDANOS COLLEGE	1
59	ROSS UNIVERSITY SCHOOL OF MEDICINE	1
60	NATIONAL UNIVERSITY	1
61	ACADEMY OF ART UNIVERSITY	1
62	SYRACUSE UNIVERSITY	1
63	MERRITT COLLEGE	1
64	PORTLAND COMMUNITY COLLEGE	1
65	WESTERN GOVERNORS UNIVERSITY	1



## APPENDIX B- Companies Hiring SMC Graduates

List	Companies who have hired SMC Alums	Graduates
1	SMC	8
2	US Army	4
3	KPMG	3
4	Marsh & McLennan	3
5	Mount Diablo Lending	3
6	Mass Mutual Pacific	3
7	Aerotek	2
8	AmeriSave Mortgage Corp	2
9	Andersen Tax	2
10	Cicco Tech	2
11	Cisco Systems	2
12	Danville School District	2
13	Deloitte	2
14	First Republic Bank	2
15	Lasallian Volunteer Program	2
16	Northwestern Mutual	2
17	Old Navy	2
18	Oracle Corporation	2
19	Sigma Computing	2
20	UFCW & Employers Trust LLC	2
21	Moss Adams	2
22	America's Tire	2
23	1st DOJ	1
24	23andMe	1
25	Account Executive	1
26	Achieve Academy	1
27	Acronis SCS	1
28	AIG	1
29	Amazon	1
30	Anthropologie	1
31	Antioch Unified School District	1
32	AP Group Inc.	1
33	Apex Leadership Co.	1
34	Apex Systems	1
35	Armanino	1
36	Artful Aesthetics	1
37	Artic Asset Management	1

38	Autodesk	1
39	Avalonbay Communities	1
40	Bar Association	1
41	Bay Alarm Company	1
42	Bay Area News Group	1
43	Berding and Weil LLP.	1
44	Biotech company	1
45	Bistro Boudin	1
46	Blue Collar Digital	1
47	Buck Institute for Research on Aging	1
48	Builder Adviosr Group	1
49	Built	1
50	Business Development Rep	1
51	California Academy of Performing Arts	1
52	California Casualty	1
53	Cambiati Wellness Programs	1
54	Cameron Builders	1
55	Canyon Bulb Brewery	1
56	CARECEN SF	1
57	CBS	1
58	Charles River Laboratories	1
59	Ciclo	1
60	CIEE/TEFL	1
61	Clube Desportivo De Cascais	1
62	CMG Financial	1
63	Communities United for Restorative Youth Justice	1
64	Cooper Sports Performance	1
65	Corefact	1
66	Cox Academy	1
67	Crowe	1
68	Currently seeking a part-time/full-time position in the beauty industry	1
69	CUSO Financial Services	1
70	CVS Pharmacy	1
71	Daycare Owl	1
72	Deloitte and Touche	1
73	Distinguished Auto Group	1
74	DocuSign	1
75	Dolls Kill Fashion Company	1
76	Dr. James J. Romano Cosmetic Surgery	1
77	Dunbar Construction	1
78	E1 Inc.	1

79	Edward Jones	1
80	Encnore Capital Management	1
81	Entercom	1
82	Epic Transformation	1
83	Essential Marketing Services	1
84	Everlaw	1
85	EY	1
86	Eye Level Learning	1
87	Family Business	1
88	Family Care	1
89	Fan Experience Rep and Event Manager at Stanford Athletics. Stanford, CA	1
90	Finacne Concepts	1
91	Financial Controller	1
92	First Place for Youth	1
93	First Steps for Kids	1
94	Fitness 19	1
95	Forensic Analytical Consulting Services	1
96	Freelance Self-Employed	1
97	G3 Physical Therapy & Wellness	1
98	Gallagher	1
99	Genentech	1
100	Giants	1
101	GoldsteinEnright Accountancy	1
102	Grizzly Peak Farms	1
103	Grocery Outlet	1
104	Grow Stong Industries	1
105	Harper Rand	1
106	Honey Belle, Inc.	1
107	Instavital	1
108	James J Romano MD	1
109	JDP Productions	1
110	JGR LLP	1
111	John Thomas Photography	1
112	Judge MD	1
113	Kaiser	1
114	Kenny Chiropractic	1
115	Lead Healthstaff	1
116	Lee & Associates Commercial Res Estate	1
117	Liberty Group LLC	1
118	LIFEAID Beverage Company, LLC	1
119	Lindsay Wildfire Experience	1

120	LP Insurance Services	1
121	Lumentum	1
122	LVJUSD Livermore	1
123	Mare Island Dy Docks	1
124	Marinus Analytics	1
125	Massasauga Research	1
126	Maze and Associates	1
127	Menlo Asset Management	1
128	Microsoft	1
129	Mission Montessori	1
130	Morrison & Foerster LLP	1
131	Nativity Catholic School	1
132	Nevada State Democratic Party	1
133	Norwescap (Northwest New Jersey Community Action Program)	1
134	Nothing Bundt Cakes	1
135	Nurtured Wealth	1
136	NY Life Insurance	1
137	Oakland Roots Soccer Team	1
138	Oakland Roots Sports Club	1
139	Oncue	1
140	Oracle NetSuite	1
141	Orinda Country Club	1
142	Peet's Coffee & Tea	1
143	Pet Food Express	1
144	Pinewood School	1
145	PlaybyPlay	1
146	Pleasanton Unified School District	1
147	Polychain Capital	1
148	Private	1
149	Professional Rugby Player	1
150	PwC	1
151	Qualfon	1
152	Quest Therapeutic Camps, Inc	1
153	REEF	1
154	Registered Behavior Technician at Therapeutic Pathways, Inc./The Kendall Centers. Dublin, CA	1
155	Research Corporation of the University of Guam	1
156	Residence Hall Association	1
157	Retail Specialist at Apple. Oakland, CA	1
158	RINA Accountants and Advisors	1
159	Robert Half	1

160	Rocketship Public Schools	1
161	San Francisco Bay Area; Nanny, Self-employed	1
162	San Jose Earthquakes Soccer	1
163	Searchlight Lending	1
164	Self Employed	1
165	Sigma	1
166	Singular	1
167	Sisi's Café	1
168	Social Media Marketing Specialist at DAST Enterprises. San Carlos, CA	1
169	Sodexo	1
170	Soteria Biotherapeutics	1
171	SpotON	1
172	SRI International	1
173	Standish	1
174	Starbucks	1
175	Start-up and expanding	1
176	State of California: CalFire	1
177	Sugar Bowl Ski Resort	1
178	TEKsystems	1
179	Telecare	1
180	The Athenian School	1
181	The California Statewide Museum Collection Center	1
182	The Clorox Company	1
183	The Home Depot	1
184	Traveler's Insurance Co.	1
185	Tri Counties Bank	1
186	Triage Consulting	1
187	Trismax Inc.	1
188	TriStaff Group of Companies	1
189	Trumpet Behavioral Health	1
190	U.S. Small Business Administration	1
191	U.S. Treasury Dept/Office of the Comptroller	1
192	UCSF	1
193	Ultimate Sports Association	1
194	UPS	1
195	VA Northern California Health Care System	1
196	Vineyard Vines	1
197	Walmart eCommerce	1
198	Wells Fargo	1
199	Westwicke	1
200	Windmill School Inc.	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/	Black	Asian	Non-Resi dent	Pacific Islander	2 or more races	Native American
<b>Total Number of Responses</b>	<b>N=194</b>	<b>N=113</b>	<b>N=13</b>	<b>N=38</b>	<b>N=8</b>	<b>N=4</b>	<b>N=31</b>	<b>N=1</b>
<b>Employed Full-time</b>	n= 117/ 60.3%	n= 60 53.1%	n= 10 76.9%	n= 18 47.4%	n= 5 62.5%	n= 2 50.0%	n= 18 58.1%	n= 1 100.0%
<b>Seeking Work</b>	n= 7 3.6%	n= 7 6.2%	n= 0 0.0%	n= 3 7.9%	n= 0 0.0%	n= 0 0.0%	n= 2 6.5%	n= 0 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 Outcomes
African American / Black	7.7%/ n=1	15.4%/ n=2	0%/n=0	76.9%/ n=10	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0
Asian	18.4%/ n=7	2.6%/ n=1	13.2%/ n=5	47.4%/ n=18	0%/n=0	5.3%/ n=2	2.6%/ n=1	0%/n=0	10.5%/ n=4
HIS	20.4%/ n=23	2.7%/ n=3	8.8% n=10	53.1%/ n=60	4.4%/ n=5	1.8%/ n=2	0%/n=0	0.9%/ n=1	8.0%/ n=9
Native/ Alaskan American	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
Non-Resident	25.0%/ n=2	0%/n=0	0%/n=0	62.5%/ n=5	0%/n=0	0%/n=0	0%/n=0	0%/n=0	12.5%/ n=1
Pacific Islander	25.0%/ n=1	25.0%/ n=1	0%/n=0	50.0% n=2	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0
Two or More	16.1% n=5	6.5%/ n=2	3.2%/ n=1	58.1%/ n=18	0%/n=0	3.2%/ n=1	3.2%/ n=1	0%/n=0	9.7%/ n=3
Unknown	0%/n=0	10%/ n=1	0%/n=0	80%/ n=8	0%/n=0	10%/ n=1	0%/n=0	0%/n=0	0%/n=0
White	22.2%/ n=43	2.1%/ n=4	0.5%/ n=1	60.3%/ n=117	3.1%/ n=6	4.1%/ n=8	0.5%/ n=1	0%/n=0	7.2%/ n=14
Grand Total	19.9% n=82	3.4% n=14	4.1% n=17	58.0% n=239	2.7% n=11	3.4% n=14	0/7% n=3	0.2% n=1	7.5%/ n=31

## 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
<b>Female</b>	20.0%/n=49	3.3%/n=8	5.3%/n=13	55.1%/n=135	4.1%/n=10	3.3%/n=8	1.2%/n=3	0%/n=0	7.7%/n=19
<b>Male</b>	19.8%/n=33	3.6%/n=6	2.4%/n=4	62.3%/n=104	0.6%/n=1	3.6%/n=6	0%/n=0	0.6%/n=1	7.1%/n=12
<b>Grand Total</b>	19.9% n=82	3.4% n=14	4.1% n=17	58.0% n=239	2.7% n=11	3.4% n=14	0.7% n=3	0.2% n=1	7.5% n=31



## APPENDIX F- Career Outcomes by 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
<b>First Generation</b>	18.8%/ n=24	3.9%/ n=5	3.1%/ n=4	60.9%/ n=78	1.6%/ n=2	3.1%/ n=4	0.8%/ n=1	0.8%/ n=1	7.0%/ n=9
<b>Non-First Generation</b>	20.4%/ n=58	3.2%/ n=9	4.6%/ n=13	56.7% n=161	3.2%/ n=9	3.5%/ n=10	0.7%/ n=2	0.0%/ n=0	7.7%/ n=22
<b>Grand Total</b>	19.9% n=82	3.4% n=14	4.1% n=17	58.0% n=239	2.7% n=11	3.4% n=14	0.7% n=3	0.2% n=1	7.5%/ n=31