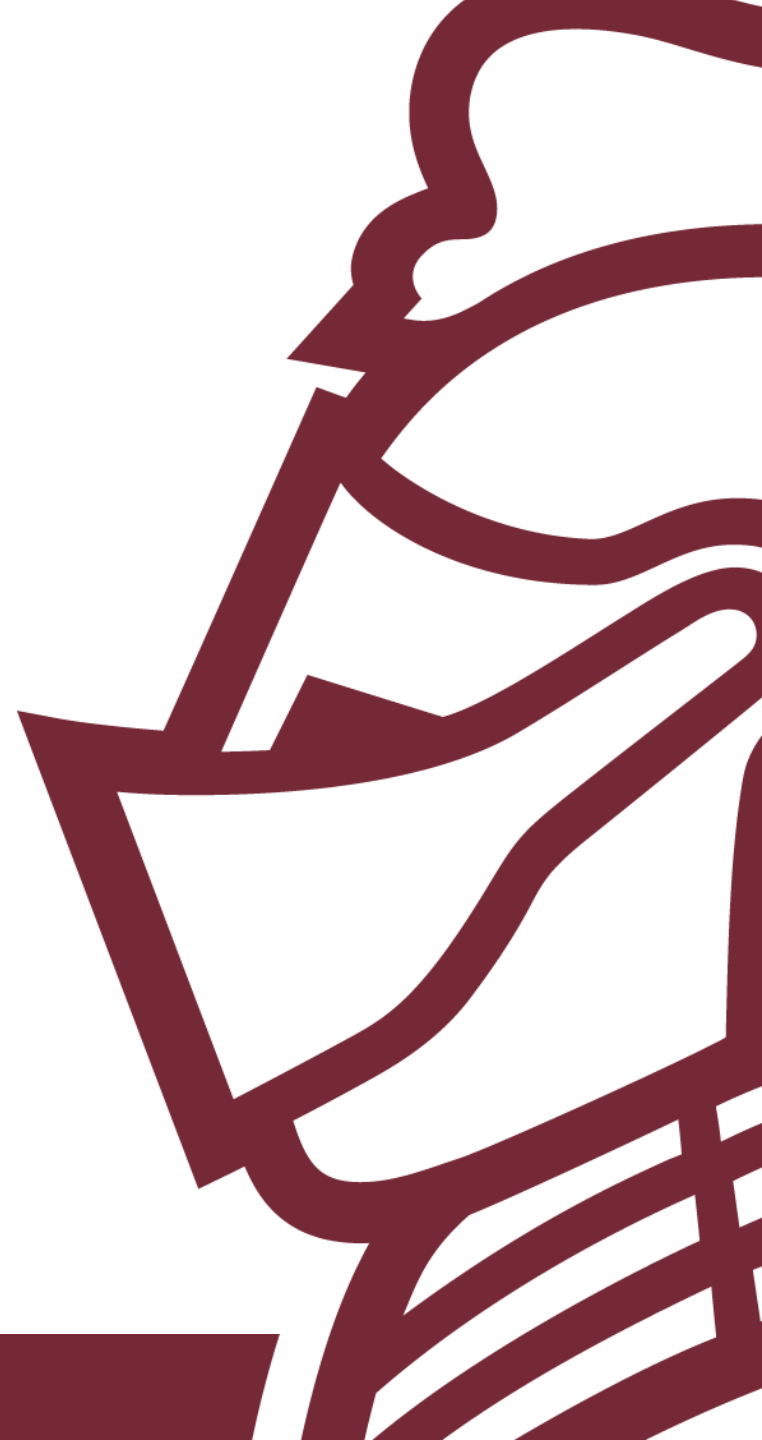


# First Destination Outcomes Class of 2021

**Academic Deans Council  
March 2022**

Matt Real, Director of Career Development  
Elizabeth Cassady, PhD, Assistant Vice President for Career and  
Community Engagement

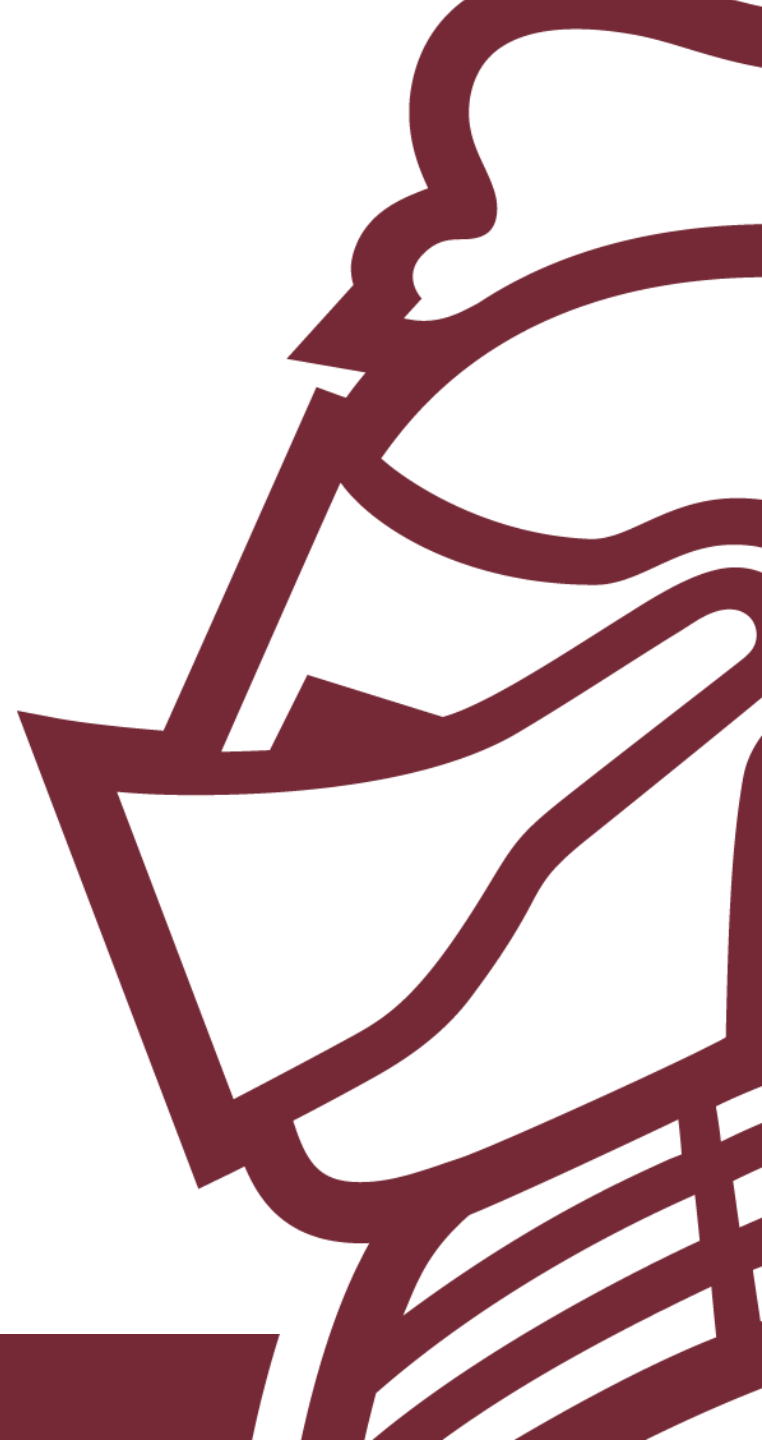




# Overview of Discussion Today

- Highlights and Trends
- Insights by School
- Equity Insights
- Experiential Insights
- Preparing for Class of 2022

# Highlights and Trends



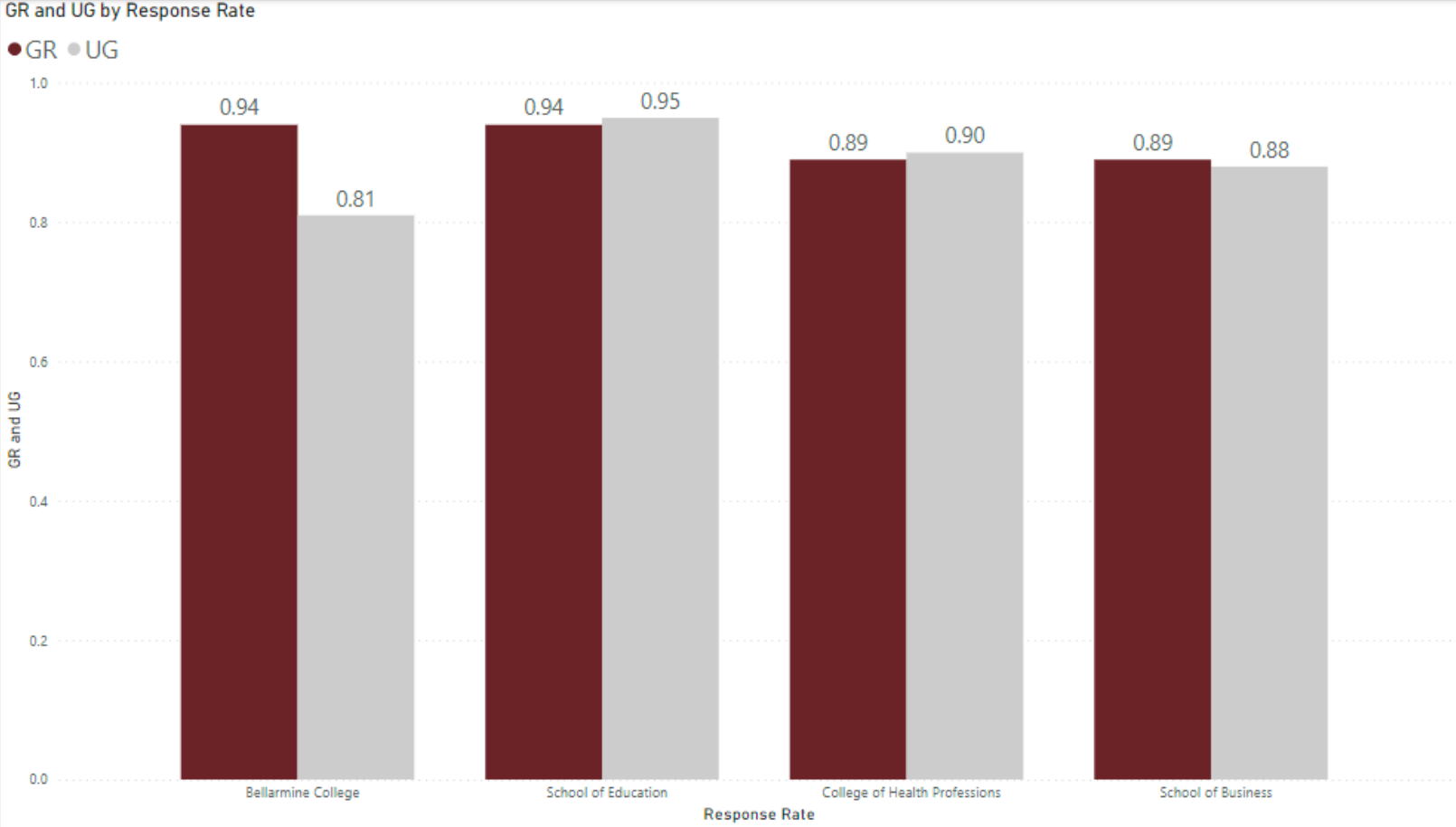
# First Destination Outcomes at a Glance



- 87% Knowledge Rate
- 98% Success
- 97% in field, full-time (100% for graduate respondents; 96% for undergraduate respondents)
- \$47,000 average UG salary; \$63,000 average GR salary
- 87% of undergraduates completed 90+ hours of experiential learning
- 74% stayed in Louisville MSA



# Overall Knowledge Rate: 87%

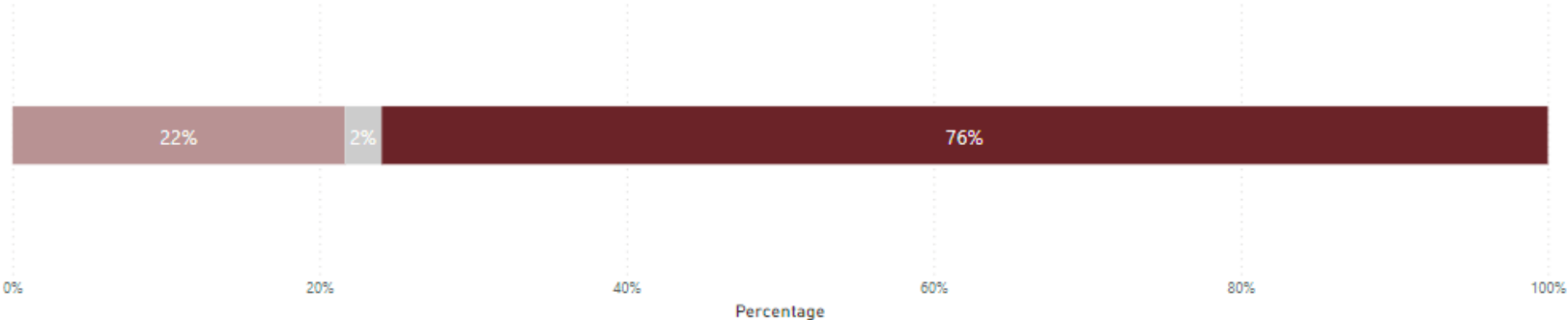




# Outcomes

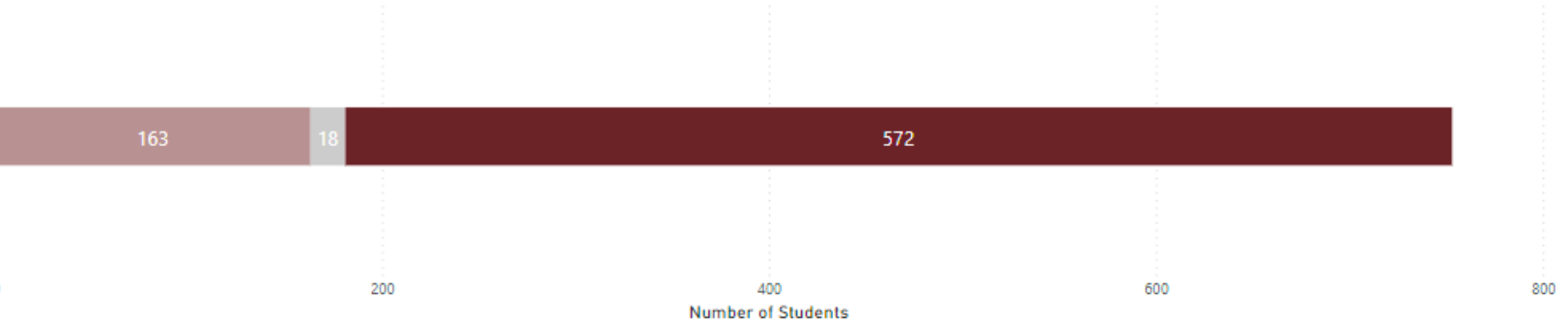
Percentage by ALL Student Outcomes

ALL Student Outcomes ● Continuing Education ● Still Looking ● Working, Volunteer, Military



Number of Students by ALL Student Outcomes

ALL Student Outcomes ● Continuing Education ● Still Looking ● Working, Volunteer, Military

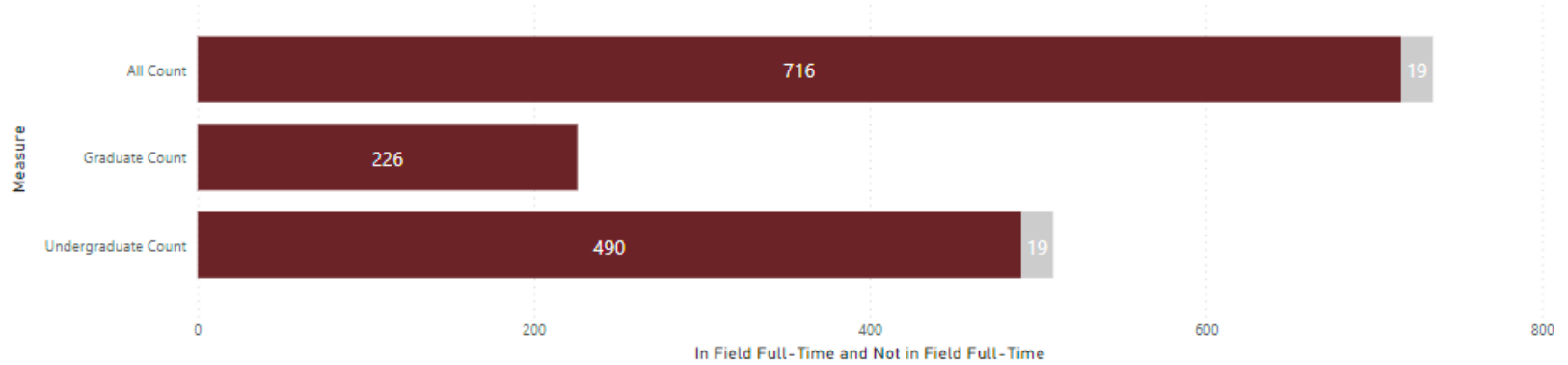




# In Field, Full Time

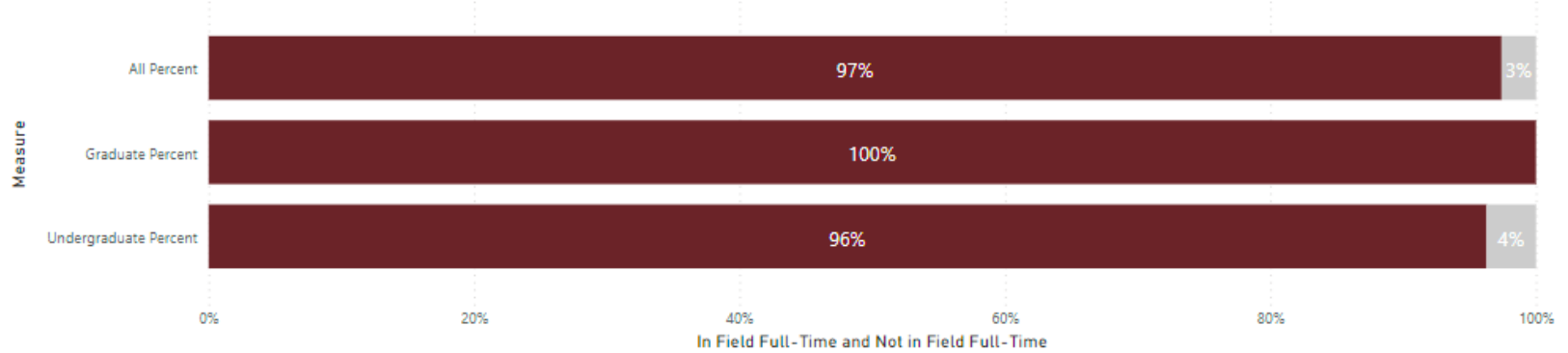
In Field Full-Time and Not in Field Full-Time by Measure

● In Field Full-Time ● Not in Field Full-Time



In Field Full-Time and Not in Field Full-Time by Measure

● In Field Full-Time ● Not in Field Full-Time





# Annual Earnings

	Average Annual Salary	n
Undergraduate	\$47,000	116
Graduate	\$63,000	65





# Top Employers

Employer	# of grads hired	% of grads hired
Norton Healthcare	87	15.29%
Jefferson County Public Schools	32	5.62%
U of L Health	30	5.27%
Baptist Health	25	4.39%
Bellarmino University	15	2.64%
KORT	11	1.93%
Bullitt County Public Schools	7	1.23%
UPS	6	1.05%
PwC	5	.88%

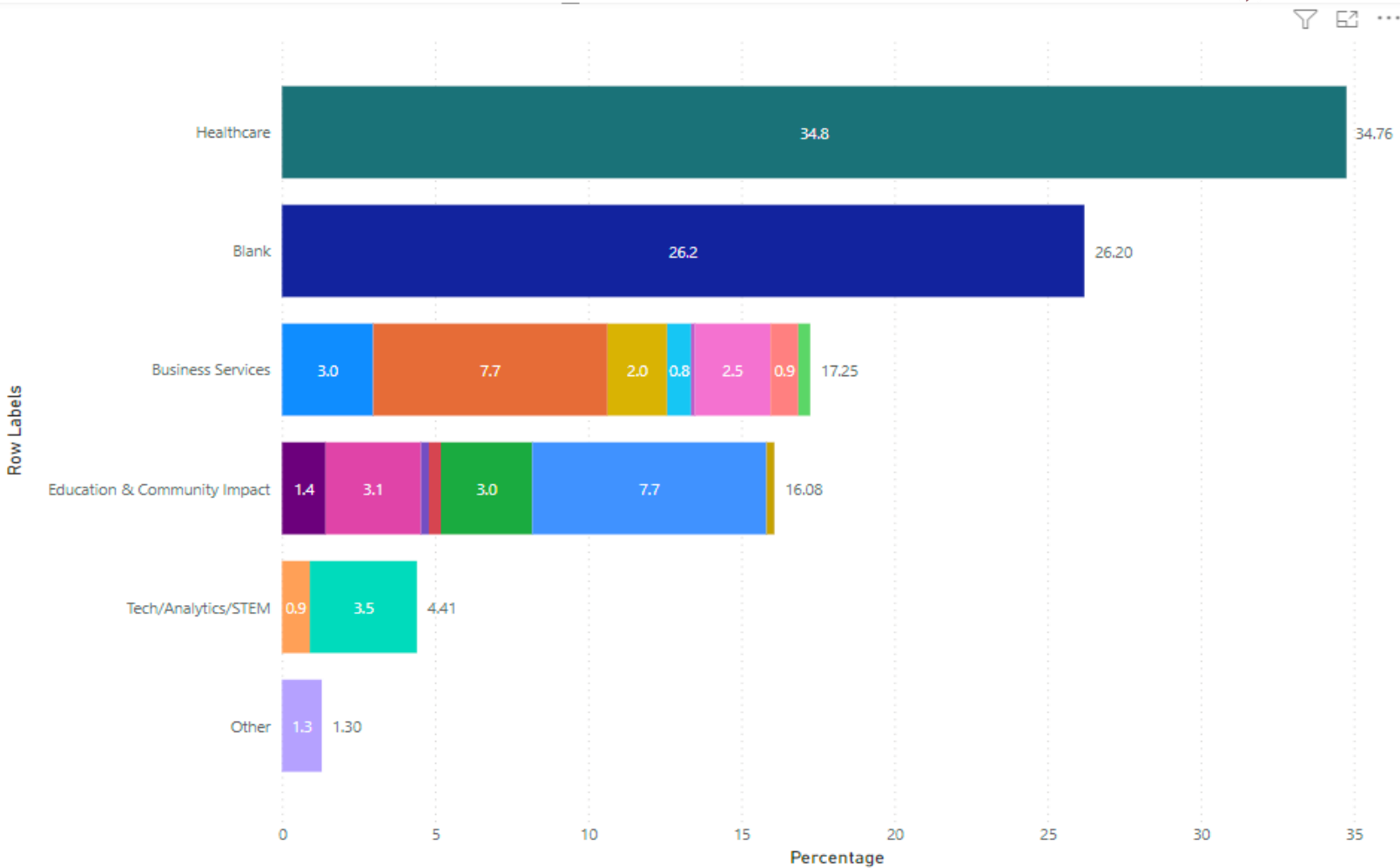
- ProRehab, GE, UK Health, Ascension Healthcare, and the Bluegrass Center for Autism all hired 4 grads in 2021.
- 44 employers hired two or more students accounting for 53.78% of grads
- 307 unique employers
- n= 569



# Employment Industry Breakdown

## Employment Industry

- Sub Label
- Accounting
  - Blank
  - Business Services
  - Community & Social Services
  - Education/Teaching/Training
  - Enviornmental Services
  - Financial Services
  - Government - Local, State & Federal
  - Healthcare
  - Higher Education
  - Journalism, Media & Publishing
  - K-12 Education
  - Lab Work/Science
  - Legal
  - Marketing/Advertising/PR
  - Other
  - Religious Work
  - Sales
  - Tech/Analytics/STEM
  - Transportation & Logistics





# Continuing Education Insights



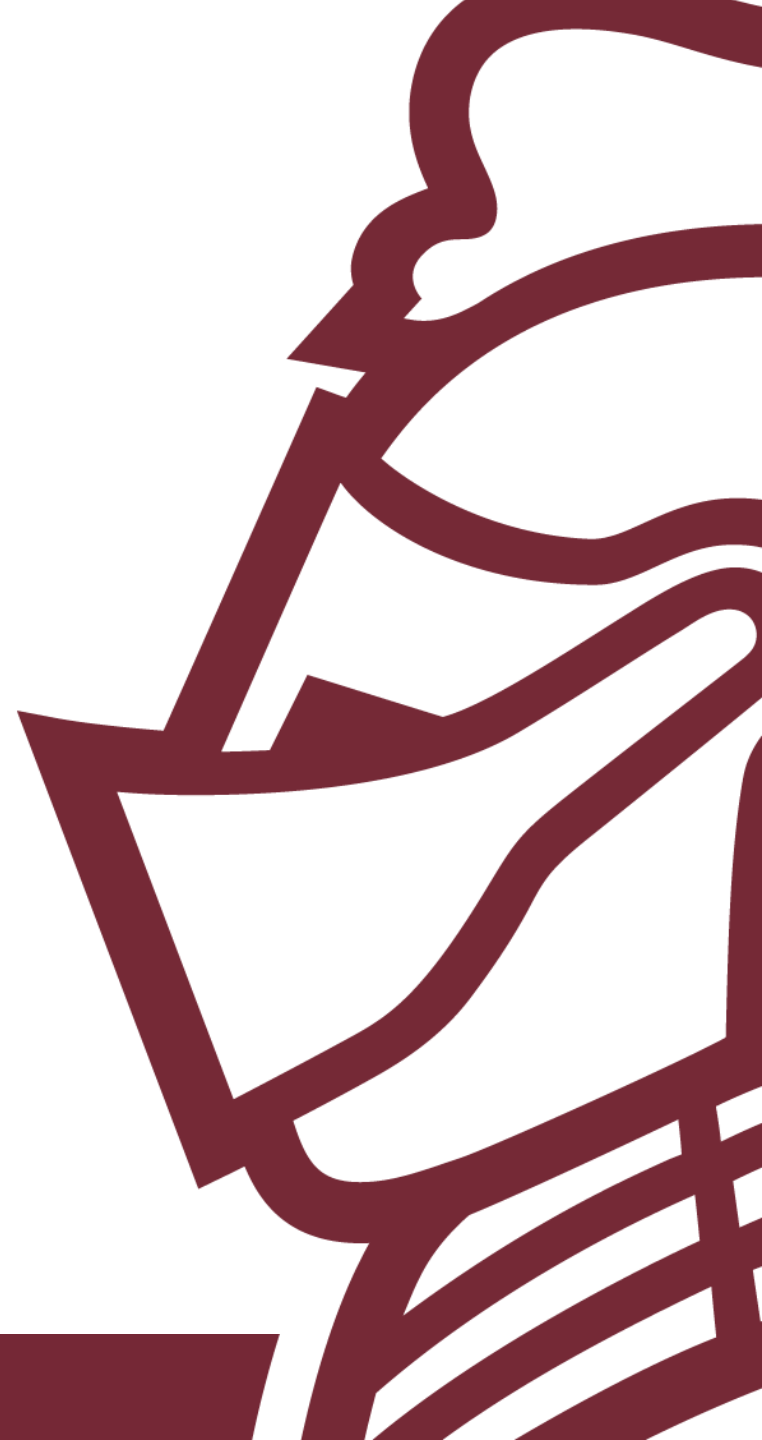
**Healthcare 37%**  
**Business Administration 22%**  
**Education 13%**  
**Social Sciences 11%**  
**Law 7%**  
**STEM 5%**  
**Communication 4%**  
**Other 1%**



# Location Destination Insights

	Destination Outside MSA	Destination Lou MSA
Hometown Lou MSA	74, 10.11%	466, 63.66%
Hometown Outside MSA	114, 15.57%	78, 10.66%
<b>Destination Grand Total</b>	<b>188, 25.68%</b>	<b>544, 74.32%</b>

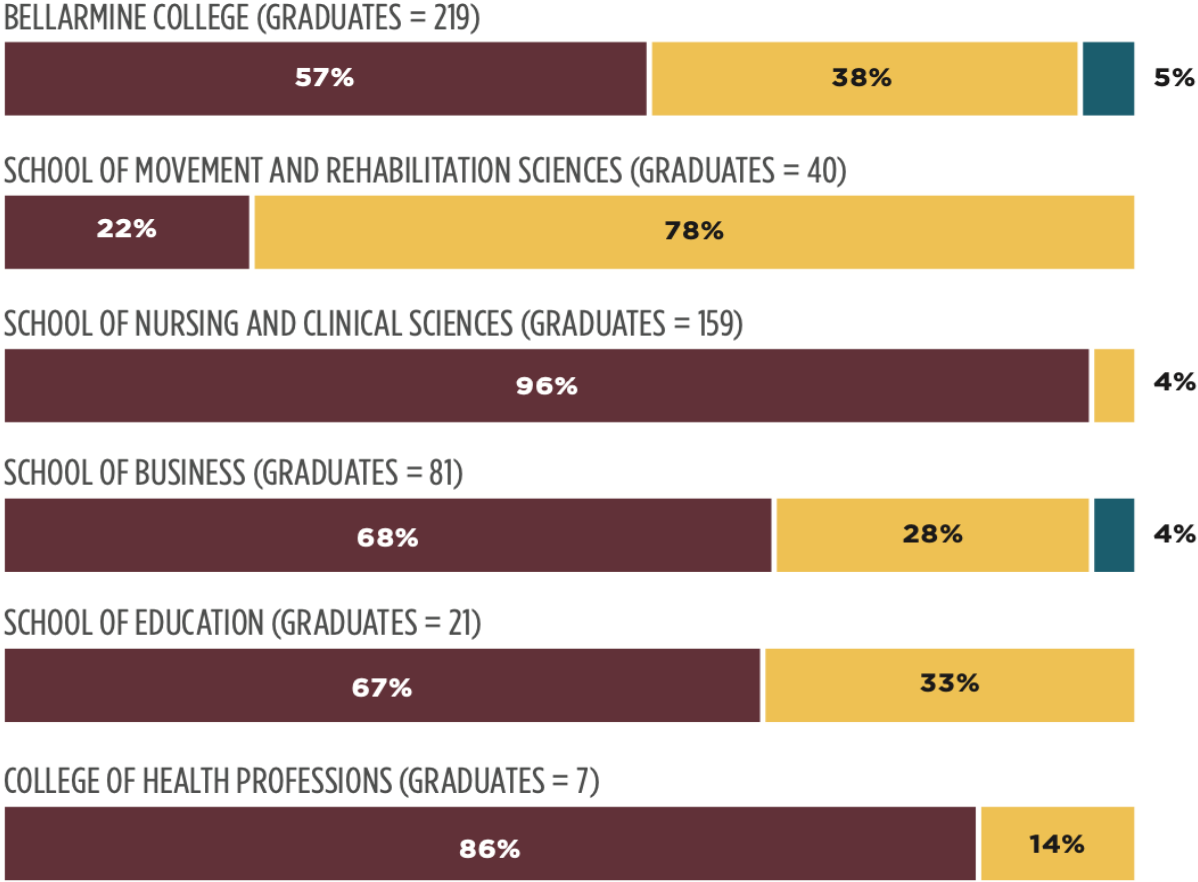
# Insights by School





# Outcomes by School

Working, Volunteering or Military • Continuing Education • Still Looking





# In-Field, Full Time by School

	In Field	Not in Field
Bellarmino College	86.99%	13.01%
School of Education	100%	0%
College of Health Professions	100%	0%
School of Business	94.55%	5.45%



# Average Earnings, UG by School

	n	Average Salary
Bellarmino College	37	\$33,109
College of Health Professions	59	\$58,324
School of Business	15	\$40,125
School of Education	4	\$37,147

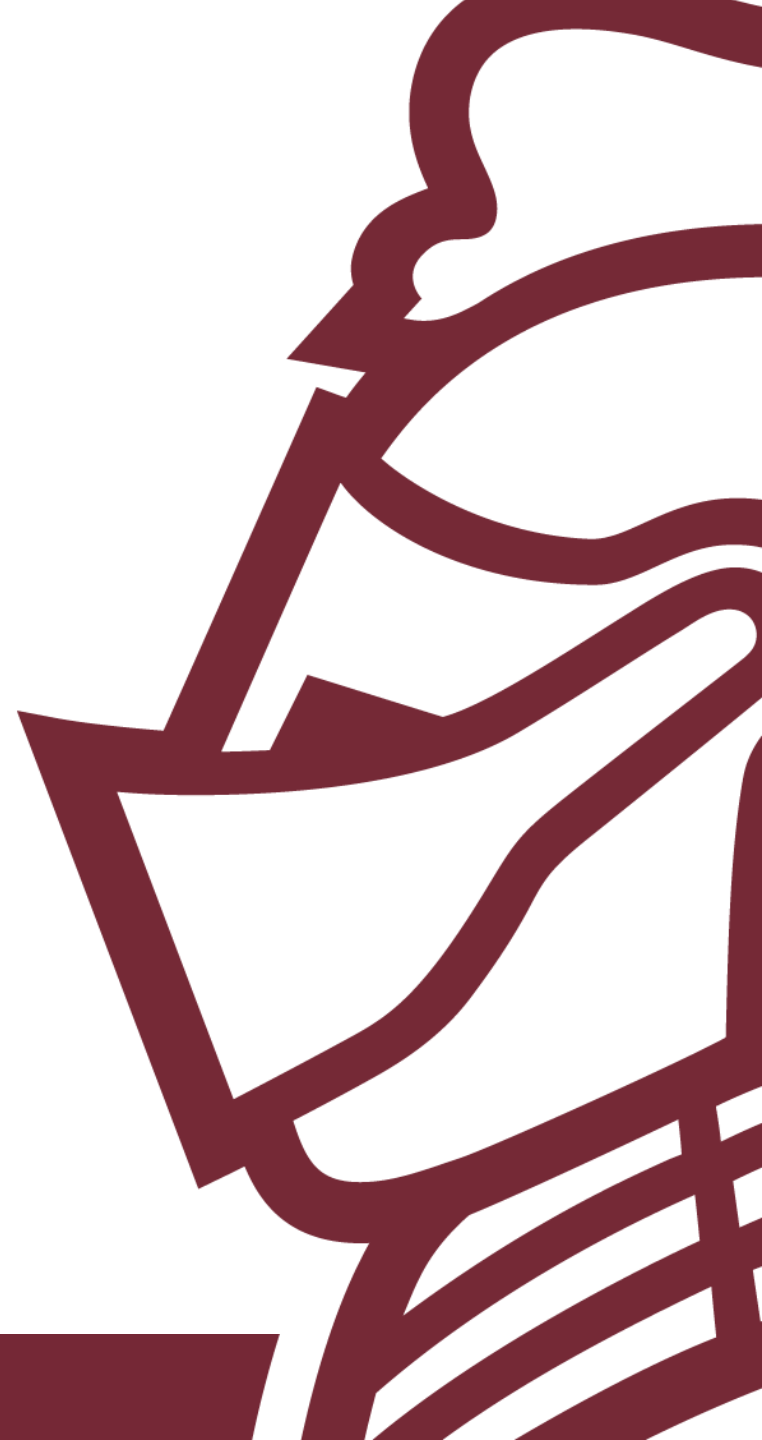




# Average Earning, GR by School

	n	Average Salary
Bellarmino College	5	\$58,900
College of Health Professions	33	\$67,065
School of Business	15	\$65,217
School of Education	11	\$58,667

# Equity Insights





# Demographic Profiles- Race

	Working, Volunteer, Military	Continuing Education	Still Looking
White (n=412)	291, 70.63%	112, 27.18%	9, 2.18%
Black or African American (n=35)	21, 60%	12, 34.29%	2, 5.71%
Hispanic (n= 26)	15, 57.69%	9, 34.62%	2, 7.69%
Two or More Races (n= 17)	8, 47.06%	8, 47.06%	1, 5.88%
Asian (n= 13)	8, 61.54%	5, 38.46%	0
American Indian (n=1)	1	0	0
International Student (n= 9)	6, 66.67%	3, 33.33%	0
Unknown (n= 10)	10	0	0



# Demographic Profile- First Gen

	<b>Working, Volunteer, Military</b>	<b>Continuing Education</b>	<b>Still Looking</b>
First Generation (n=127)	77, 60.63%	43, 33.86%	7, 5.51%
Non-First Generation (n=396)	283, 71.46%	106, 26.77%	7, 1.77%



# Demographic Profile- Pell Eligible

	<b>Working, Volunteer, Military</b>	<b>Continuing Education</b>	<b>Still Looking</b>
Pell Eligible (n= 144)	94, 65.28%	42, 29.17%	8, 5.56%
Non-Pell Eligible (n= 293)	184, 62.80%	103, 35.15%	6, 2.05%

# Experiential Learning and Outcomes Based on Equity Analysis



	n	Working	Continuing Education	Still Looking	In Field Full-Time	Experiential Learning
Student of color, first-gen or Pell eligible	268	169, 31.77%	79, 14.85%	12, 2.26%	237, 46.65%	86.94% completed
White, non-first gen, non Pell eligible	264	190, 35.71%	70, 13.16%	2, .38%	252, 49.61%	89.77% completed

# UG Average Earnings Based on Equity Analysis



	n	Average Earnings
Student of color, first-gen, and/or Pell eligible	58	\$46,853
White, not first-gen, not Pell eligible	57	\$47,355

# UG Average Earnings by School, by Group



	Bellarmino College (n=37)	School of Business (n=15)	School of Education (n=4)	College of Health Professions (n=31)
Student of color, first-gen, and/ or Pell eligible	\$33,795 (n= 22)	\$38,870 (n=4)	\$35,229 (n=2)	\$56,796 (n=22)
White, not first-gen, not Pell eligible	\$32,103 (n=15)	\$40,581 (n=11)	\$39,065 (n=2)	\$59,336 (n=9)



90+ Hours Experiential  
Learning



# Comparison of Experiential Learning Participation Outcomes



	Completed 90+ Hours	Did Not Complete/ Unreported
Working, Volunteer, Military	331, 63.31%	29, 5.18%
Continuing Education	127, 24.51%	22, 4.37%
Still Looking	4, .73%	10, 1.91%
<b>Totals</b>	<b>462, 88.54%</b>	<b>61, 11.46%</b>



# Experiential Learning, UG by School

	Completed 90+ hours	Did not complete
Bellarmino College	70.26%	29.74%
College of Health Professions	100%	0%
School of Business	86.02%	13.98%
School of Education	100%	0%

# Comparison of Experiential Learning Participation Outcomes, Cont.



	Completed 90+ Hours	Did not complete/ did not report
In Field Full Time	88.03% (n= 650)	9.32% (n=66)
Average Starting Salary	\$48,603 (n= 331)	\$27,027 (n= 29)

# Experiential Learning Based on Equity Comparisons



	Completed 90+ Hours	Did Not Complete/ Report
Student of color, first-gen, and/ or Pell eligible	233, 86.94%	35, 13.06%
White, not first-gen, not Pell eligible	237, 89.77%	27, 10.23%