



PERU STATE GRADUATE EMPLOYMENT REPORT

2019 SURVEY OF THE CLASS OF 2018

Kristin Buscher, Director of Assessment

INTRODUCTION

Since 1983, Peru State College has collected employment information on recent graduates for monitoring the College's success in preparing students to enter the job market. The current questionnaire is a web form, and alumni are invited via email and a postcard to participate in the survey.

CONTENTS OF FIRST INVITATION TO PARTICIPATE:

Greetings from your *alma mater*! I hope that you are having an enjoyable summer. Peru State College would like to find out where life has taken you since graduation and how well your undergraduate experience prepared you for your career path.

By seeking feedback from you and other PSC alumni, we hope to get a solid understanding of what kinds of challenges and opportunities our alumni are encountering. We will also apply your insights to enhance the academic experience and career prospects of our current students. PSC is committed to honest self-assessment and continual improvement. We take your feedback very seriously.

Your answers are completely confidential and will be released only as summaries in which no individual answers can be identified. This survey is voluntary. However, you can greatly help us by taking a few minutes to share your experiences and opinions with us.

As a thank you, upon completion of the survey, your name will be entered into a drawing for a Peru State giveaway. If you have any questions or comments, we would be happy to talk to you. Thank you very much for helping with this important initiative.

It's a great day to be a bobcat!

METHODOLOGY

The identified sample was the entire baccalaureate class of 2018, for which a list of 272 names was obtained from a query of the year's graduates. The query pulled all available email addresses, both college and personal, from the College's student information system. The survey was administered through SurveyMonkey, an online survey software. An initial invitation email and two reminder emails were sent out to the graduates; each invitation provided a link to the survey.

Only non-respondents received the email reminders. Each alumni who completed the survey was entered into a drawing to win one of twenty-five PSC alumni t-shirts.

PERU STATE GRADUATE EMPLOYMENT REPORT: 2019 SURVEY OF THE CLASS OF 2018

RESPONSE RATE

Ninety-eight responses were received, representing a 36.0% response rate. This was lower than last year, but last year every alumnus that completed the survey received an alumni t-shirt, which resulted in a significantly higher response rate. Even though the response rate was lower than last year, it was still higher than the prior two year.

Arts and Science – 74%	Education – 39%	Prof Studies – 23%
------------------------	-----------------	--------------------

DEMOGRAPHICS

Below are the demographics of those that participated in the survey based upon their academic school:

Table 1

Peru State Class of 2018 Graduate Employment Survey Respondent Characteristics					
	Female	Ethnic Minority	Non-Resident	Transfer Student	Online-Only
Arts and Sciences	54%	16%	27%	32%	38%
Education	79%	16%	26%	26%	5%
Prof. Studies	69%	21%	36%	26%	52%
Peru State	65%	16%	30%	30%	39%

EMPLOYMENT

The overall employment rate of the Class of 2018 as of the summer of 2019 (counting both part-time and full-time employment) was 89.0%, and average salary of our graduates was \$46,698. Table 2 below provides additional detail regarding employment rates and salary averages:

Table 2

Peru State Class of 2018 Income Levels in 2019 (Includes Full-Time and Part-Time Employment)								
	Employed	Newly Employed within 6 Mos.	# Reporting Salary	% Less than \$25,000	% \$25,000, - \$34,999	% \$35,000 - \$49,999	% \$50,000 or above	Average Salary
Arts and Sciences	86.5%	73.0%	27	22.2%	3.7%	30.0%	44.4%	\$43,204
Education	94.7%	94.7%	12	0.0%	0.0%	83.3%	16.7%	\$42,577
Professional Studies	88.1%	59.5%	37	7.4%	21.6%	27.0%	45.9%	\$50,608
Peru State	89.8%	72.4%	76	10.5%	11.8%	36.8%	70.8%	\$46,698

PERU STATE GRADUATE EMPLOYMENT REPORT: 2019 SURVEY OF THE CLASS OF 2018

Chart 1 below shows the proportionate distribution of employment levels within and outside of the degree field for each of the three schools. Numbers provided are the percentages of those that are employed either full-time or part-time within their field.

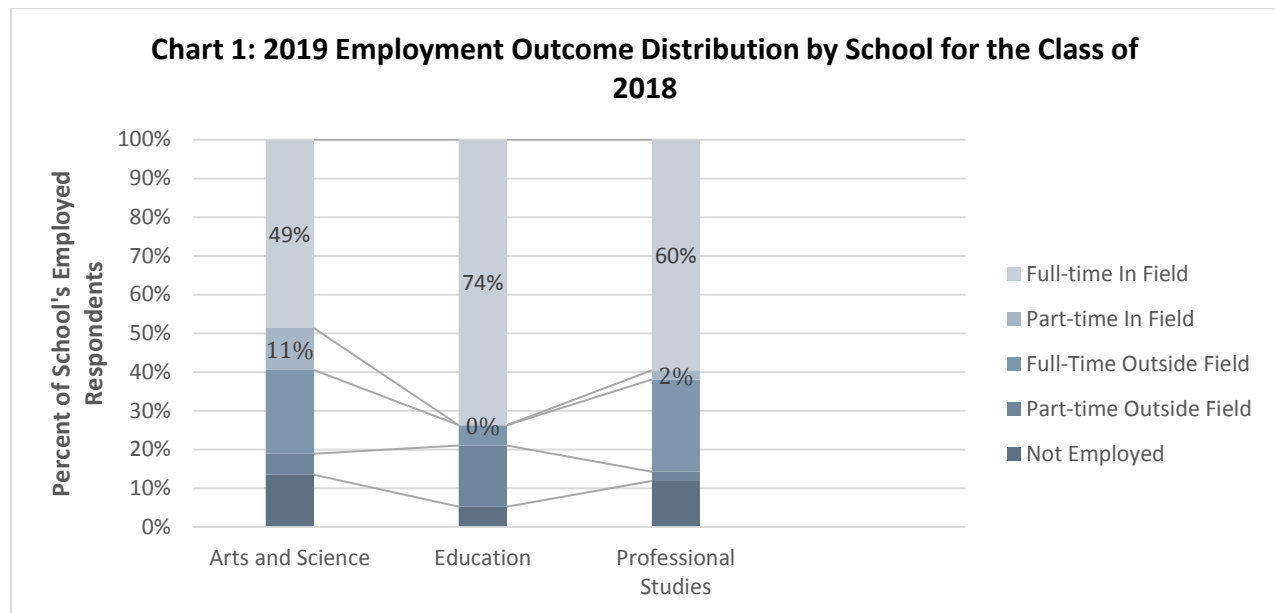


Table 3 summarizes data on employment within the individual’s field of study and shows salary averages for full-time employment within the degree field:

Table 3

Peru State Class of 2018 Employment Within Field of Study in 2019									
	Employed in Field Before Starting College	Employed in Field by Survey Date	Employed <u>Full-Time</u> in Field of Study						
			Percent	# Reporting Salary	% Less than \$25,000	% \$25,000 - \$34,999	% \$35,000 - \$49,999	% \$50,000 or above	Average Salary
Arts and Sciences	41%	60%	49%	15	13.3%	0.0%	33.3%	53.3%	\$51,367
Education	26%	74%	74%	11	0.0%	0.0%	90.9%	9.1%	\$41,538
Professional Studies	37%	62%	60%	25	4.0%	16.0%	36.0%	44.0%	\$50,578
Peru State	36%	63%	58%	51	5.9%	7.8%	45.1%	41.2%	\$49,017

PERU STATE GRADUATE EMPLOYMENT REPORT: 2019 SURVEY OF THE CLASS OF 2018

Table 4 shows the numbers of alumni working in Nebraska cities. Eighty alumni reported the location of their employment and 50 alumni (62.5%) reported employment in the state of Nebraska. The largest share of alumni are working in Omaha and Lincoln at 32%.

Table 4

2019 Nebraska Employment Distribution of Peru State 2018 Alumni								
Auburn	2	Dakota City	1	Lincoln	14	Peru	1	
Beatrice	2	Fairbury	1	Madison	1	Scribner	1	
Bellevue	1	Grand Island	2	McCook	1	St. Edward	1	
Blue Springs	1	Gretna	1	Ogallala	1	Tecumseh	2	
Columbus	1	Hyannis	1	Omaha	11	Waverly	1	
Cozad	2	Lewiston	1	Papillion	1			
							Total	50

Table 5 breaks out employment by location of state and the number that are in each salary bracket:

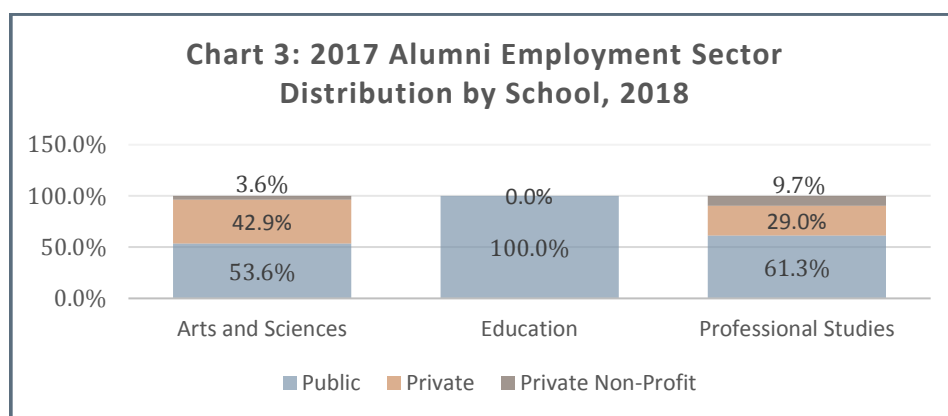
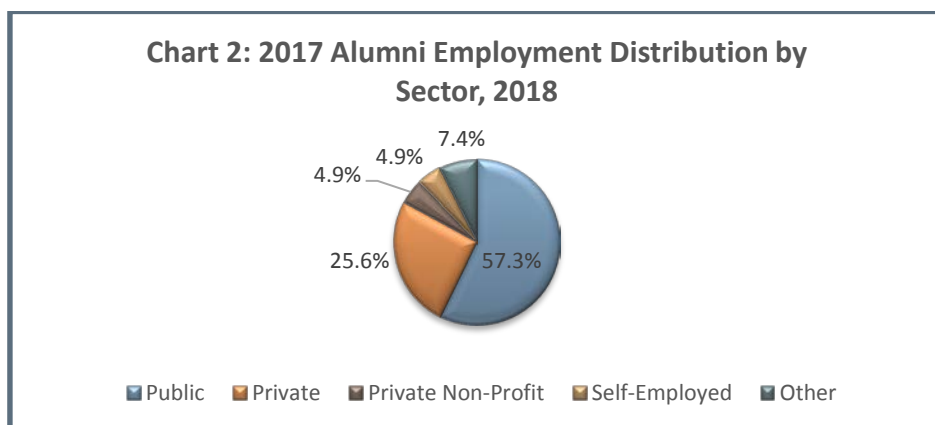
Table 5						
2018 Employment of Peru State 2017 Alumni by Location						
Employment Location	Total #	Salary not Provided	Below \$25,000	\$25,000 - \$34,999	\$35,000 - \$49,999	\$50,000 or Above
Arizona	1					1
California	1	1				
Colorado	2				1	1
Florida	2				1	1
Georgia	1			1		
Hawaii	2		1			1
Iowa	7		2	3	1	1
Illinois	2	1				1
Kansas	1				1	
Michigan	1				1	
Minnesota	1					1
Missouri	3	1		1		1
Nebraska	50	2	3	4	20	21
North Carolina	1					1
Puerto Rico	1		1			
Texas	2				2	
Washington	1					1
Wisconsin	1				1	
Total Out of State	30	3	4	5	8	10
Total	80	5	7	9	28	31

The primary means of finding employment were:

- | | |
|--------------------------------------|------------------|
| 1. Advertisement/job posting | (34 respondents) |
| 2. Friend or Relative | (20 respondents) |
| 3. Prior Employment | (14 respondents) |
| 4. Employment/Career Service Program | (2 respondents) |

A requirement of an associate's and bachelor's degree for employment was associated with higher salaries compared to a requirement of high school diploma. (Average salaries: Associate's - \$48,000, Bachelor's - \$48,301, High School Diploma - \$44,161)

The next two charts present details on alumni employment by sector:



A greater proportion of females than males were employed in the public sector (as show in Chart), but there were also a larger number of females in general that completed the survey and that enroll and graduate. Alumni who work in the private sector tend to make more than those employed in the public sector.

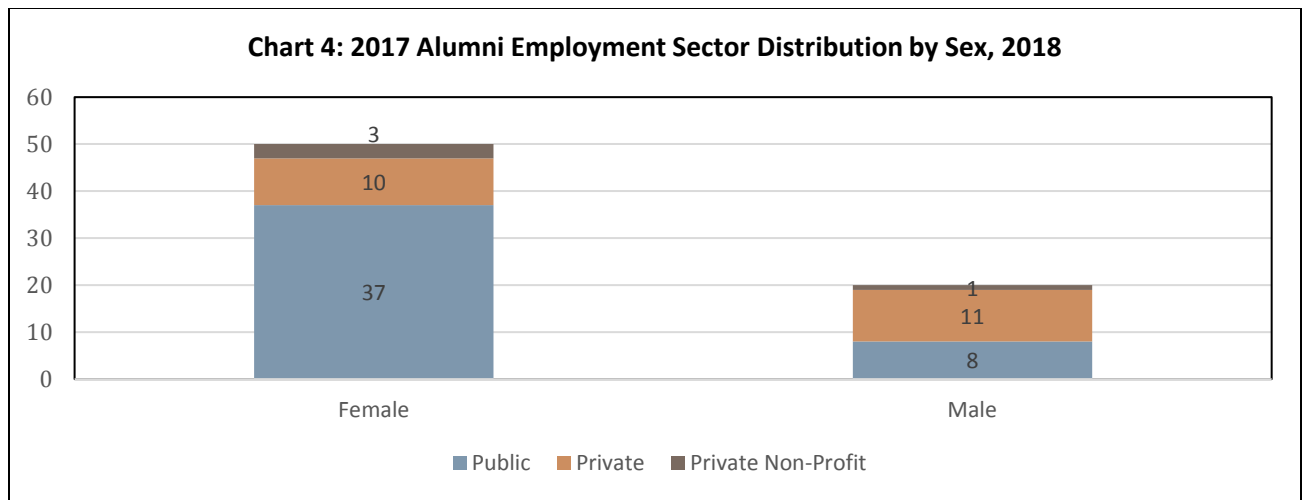


Table 6

	Female			Male		
	Public	Private	Private Non-Profit	Public	Private	Private Non-Profit
Average Salary	\$42,413	\$47,417	\$45,000	\$62,100	\$51,045	\$50,000
Total	\$43,031			\$55,361		

From the average salaries listed above in table 6, it appears that the salaries of males are significantly higher than females. If you remove the outlier salaries (\$2,500 and \$169,000), the gap between male and female graduates is not as significant, but there is still a gap (\$43,468 for males compared to \$37,218 for females)

Table 8 shows specifically what company/organization at which 2018 graduates were employed. There is a large representation in education including K-12s and higher educational institutions including Peru State College. There is also some representation in law enforcement, information technology, management, and accounting.

TABLE 8

2018 PLACE OF EMPLOYMENT AND POSITION, 2018 ALUMNI	
Place of Employment	Position
Adams Bank and Trust	Credit Analyst
Arlington Place	Resident Assistant
Auburn Public Schools	Elementary Special Education Teacher
Beatrice State Development Center	Compliance Specialist
Bellevue Public Schools	Kindergarten Teacher
Centris Healthcare	ABA Behavioral Technician

PERU STATE GRADUATE EMPLOYMENT REPORT: 2018 SURVEY OF THE CLASS OF 2017

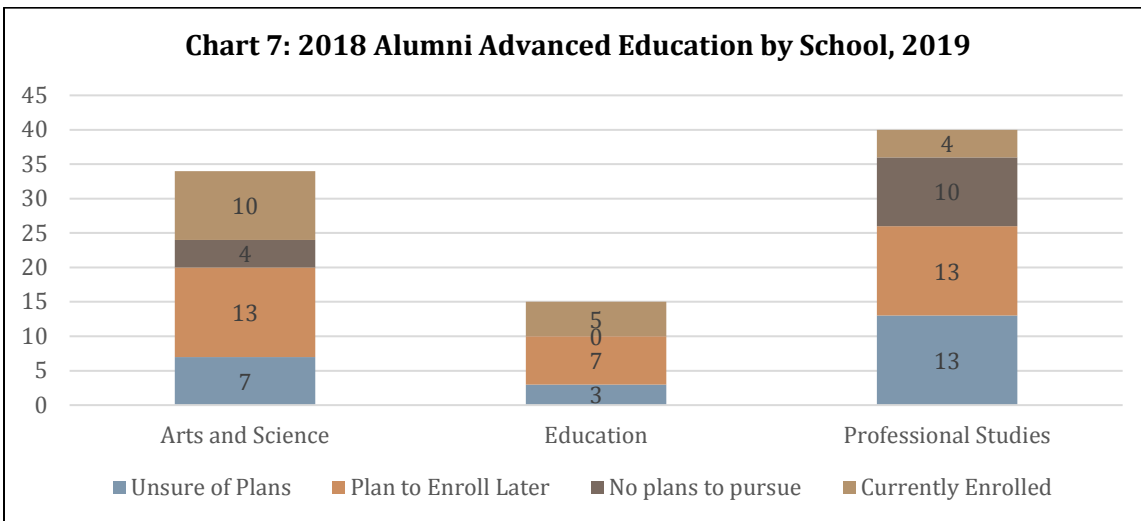
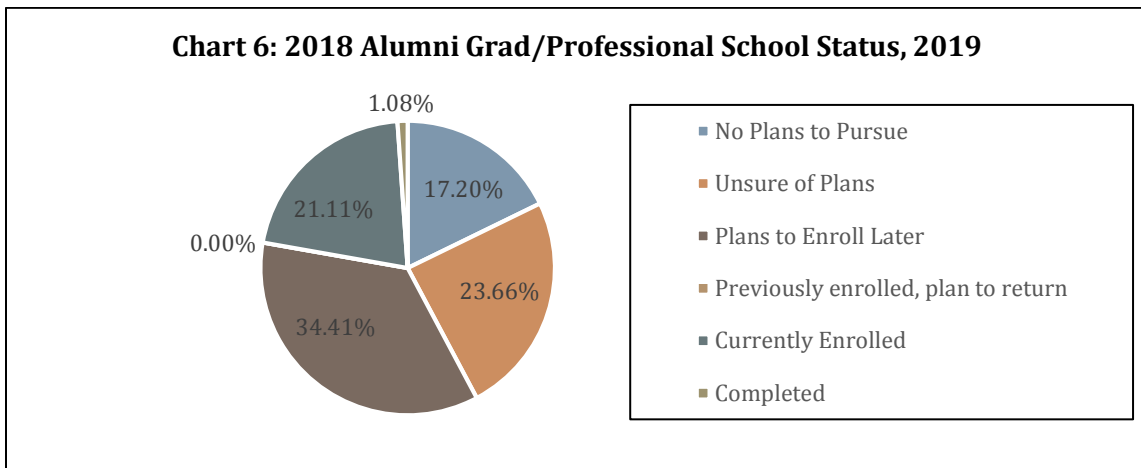
Children of Families	Parent Partner
Community Pharmacy	Pharmacy Intern
Conagra Brands	Financial Analyst
Conductix-Wampfler	Customer Service/Sales Support
Cruz Paredes	Assistant
DHHS	Child and Family Services Trainee
Dollar Tree	Store Manager
DSST Conservatory Green High School	Assistant AD/Physical Education Teacher
Gavilon	Merchandiser
GeoComm Inc.	Regional Sales
Good Samaritan Home Health	CAN
Green Hills Area Education Agency	School Based Interventionist
Hamburg Community School District	21 st Century Program Director
Homestead Bank	Bank Operations Assistant
Hyannis Area Schools	K-12 Special Education
Ideal Images	Production Manager/Company Purchaser
Kiewit Corporation	Supervisor
Lewiston Consolidated Schools	Pre-K 4 Teacher
Lincoln Industries	Business Development Manager
	Production Planner/Customer Service
Lincoln Public Schools	Teacher and Instructional Team Leader
	Special Education Teacher
Lloyd, Inc.	Chemist
Madison County Attorney	Office Manager
McCoy Roofing	Salesman
Mills, McCaghren and Associates	Office Manager and Life/LTC Coordinator
National Indemnity Company	IT Desktop Analyst II
Nebraska Department of Corrections	Unit Caseworker
	Warden
Nebraska Medicine	Administrative Assistant
Nebraska State Probation	Secretary
Nodaway County Services	Service Coordinator
NRC Health	Project Specialist
Omaha Police Department	Police Officer
Omaha Public Power District (OPPD)	Process Improvement Specialist
Omaha Public Schools	Teacher
Parent and Children Together	Program Manager
Peru State College	Graduate Assistant
Pinnacle Bank	Commercial Loan Processor
Proctor and Gamble	Incoming Quality Control Laboratory Analyst
Ryan Community	Case Manager
Scribner-Snyder Schools	5 th Grade Teacher
Self-Employed	Licenses Massage Therapist
Sheridan Lutheran Church Child Dev. Center	Assistant Teacher
Signature Performance	Claims Processor

PERU STATE GRADUATE EMPLOYMENT REPORT: 2018 SURVEY OF THE CLASS OF 2017

Skarda Equipment Company	Territory Manager
Southern Public Schools	Preschool/Special Education Teacher
Spectrum Reach	Account Executive
St. Edward Public School	Preschool Teacher
State of Kansas	Child Protection Specialist
State of Nebraska Department of Labor	Accountant II
Step Up Suncoast	Parent Educator
Not Provided	Substitute Teacher
	Chemical Dependency Counselor
	Teacher
Super 8	Front Desk Clerk
T&E Cattle	Feed Mill Supervisor
Tampa General Hospital	HR Generalist
Tecumseh Poultry	Food Safety Manager
Telcor	Installation Analyst
The City of Papillion	Planning and Legal Assistant
The Toro Company – Exmark	Weld –PCD- Subs Supervisor
The University of TX Medical Branch – Galveston	Graduate Assistant
Thunder Vista P-8	2 nd Grade Teacher
Tyson	PSM Coordinator
UNL – Research Center	Data Collector/Analysis
US Army	Army Infantry Specialist
	Operations NCOIC
USPS	RCA
Vishay	Production Specialist
Walmart	Assistant Store Manager
WA State Department of Youth and Family	Behavioral Health Administrator
Zion Recovery Services	Outpatient counselor

GRADUATE/PROFESSIONAL PROGRAM PARTICIPATION

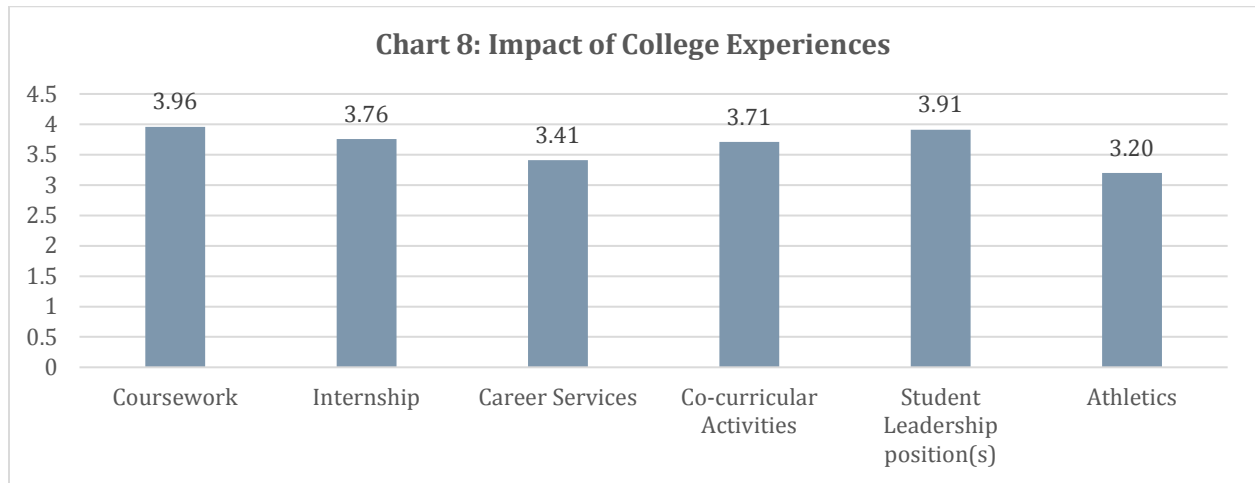
At the time of the survey, one respondent had completed a graduate and or professional program, nineteen respondents (20.4%) were currently enrolled in graduate or professional programs, and thirty-two (34.4%) said they planned to enroll later. The following two charts detail responses to this item:



Out of the students who enrolled in a graduate or professional program, 65% enrolled at an institution located in Nebraska. Alumni enrolled mainly in healthcare/medical, education, and business graduate programs.

COLLEGE EXPERIENCE IMPACT ON CAREER PREPARATION

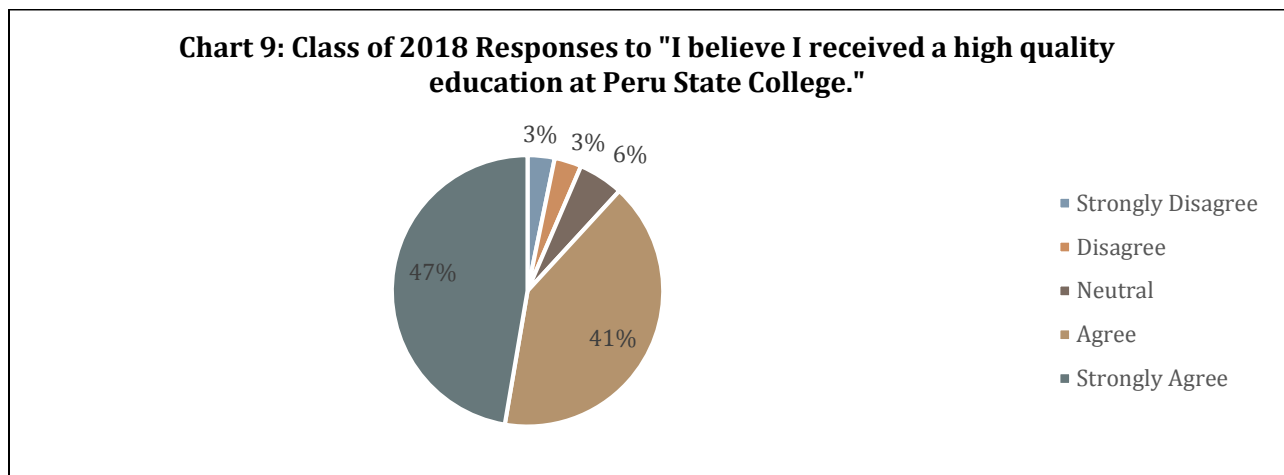
This year, for the first time, we asked alumni to rate how different experiences at PSC prepared them for their careers. The top experiences were their coursework and internships. The other four experiences were all similarly rated.



Number Participating While at PSC					
91	29	32	34	33	25

OVERALL EXPERIENCE AT PERU STATE COLLEGE

Eighty-eight percent of respondents agreed or strongly agreed with the statement “I believe I received a high quality education at Peru State College.” Majority of respondents completed this item, and the distribution of responses is presented in Chart 9 below:



CONCLUSIONS

Alumni comments and ratings of the quality of education provided by Peru State are encouraging overall. Statistically however, the data from this survey is fairly comparable to past years with the exception of the amount of students that were employed with 6 months of graduation and the average salary; both are higher than past years. Table 8 below shows how this year’s data compares to that of prior years. Historical comparisons show fluctuations, but this is to be expected with small data samples.

Peru State Baccalaureate Alumni Employment Survey Outcomes, 2005-2016					
Survey Year	# Graduates	Survey Response Rate	% of Respondents Employed within 1 Yr.	% of Respondents Employed within 6 Mos.	% of Respondents Enrolled In Graduate School within 1 Yr.
2004-2005	261	50.2%	93%		21%
2005-2006	206	57.3%	97%		19%
2006-2007	296	50.7%	98%		22%
2007-2008	285	56.5%	93%		19%
2008-2009	331	39.3%	92%		29%
2009-2010*	430	18.1%	92%		29%
2010-2011	348	35.3%	93%	60%	22%
2011-2012	285	33.3%	95%	57%	28%
2012-2013	325	33.2%	91%	63%	31%
2013-2014	281	22.8%	94%	66%	33%
2014-2015	274	27.7%	96%	59%	29%
2015-2016	284	32.7%	97%	69%	20%
2016-2017	298	47.3%	92%	65%	24%
2017-2018	272	36.0%	95%	72%	22%

*First year the survey was conducted all online, previous years were through mail using paper survey.