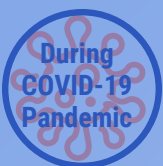


# Career Development and Internship Survey

Addition to Graduating Senior Survey beginning in 2012-13



<b>Response Rates:</b>	
2012-13: 83%	2016-17: 80%
2013-14: 79%	2017-18: 70%
2014-15: 82%	2018-19: 59%
2015-16: 80%	2019-20: 52%



When the COVID-19 pandemic hit the U.S. in the spring of 2020, Berea College shut down on-campus operations in March and moved all classes to a remote learning mode. The May/August graduation ceremony was not held. The survey was administered in electronic format only.

## Career Development and Internship Report

Eight-Year Trend Report  
2012-13 through 2019-20

### What are your plans after graduation? (Check all that apply)

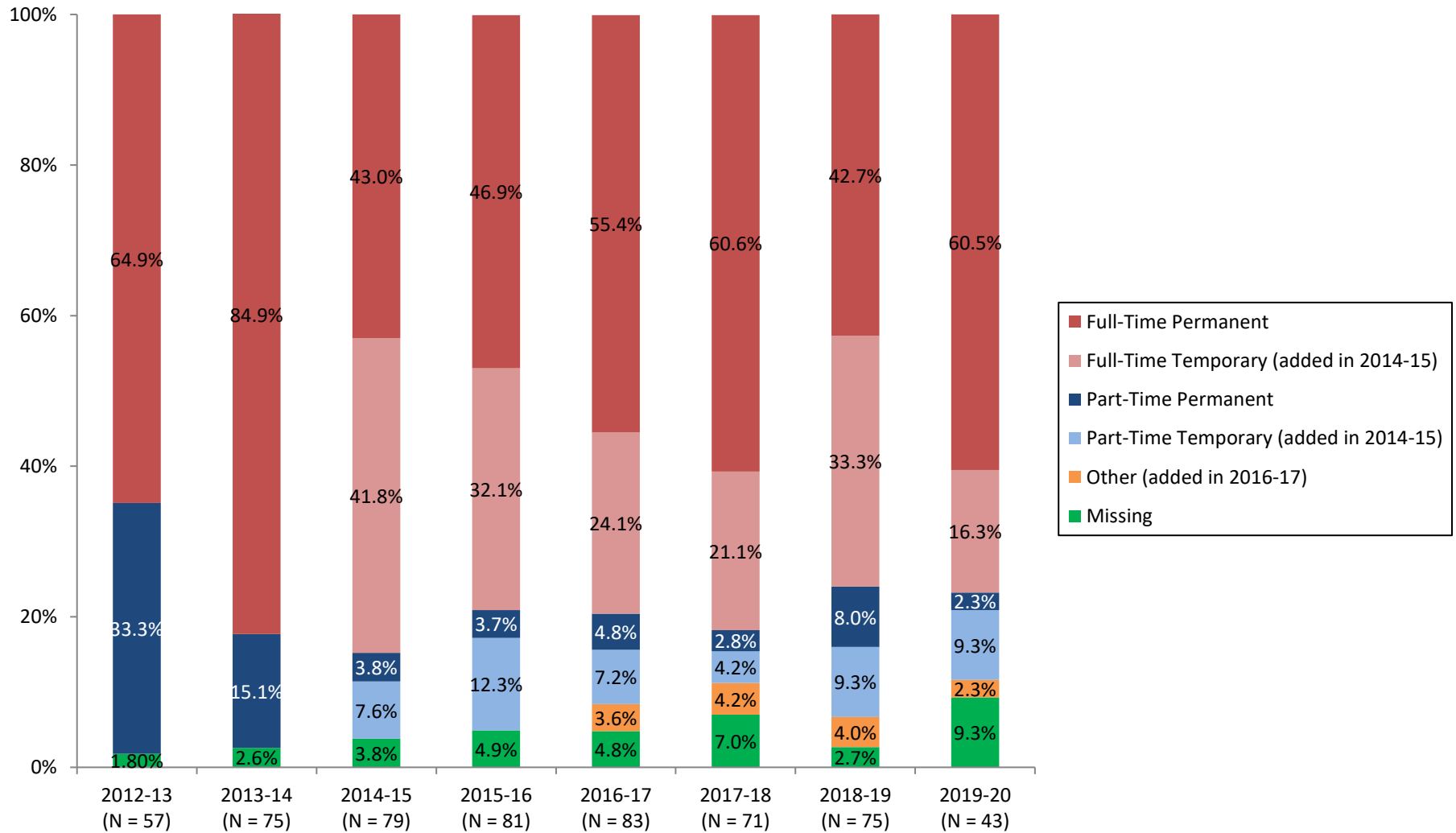
	2012-13 (N = 253)	2013-14 (N = 263)	2014-15 (N = 270)	2015-16 (N = 244)	2016-17 (N = 244)	2017-18 (N = 209)	2018-19 (N = 180)	2019-20 (N = 184)
Begin Work (have already secured a position)	22.5%	28.5%	29.3%	33.2%	34.0%	34.0%	41.7%	23.4%
Seek employment	53.4%	56.7%	52.2%	53.3%	46.7%	54.1%	48.3%	57.6%
Continue my education	37.9%	43.0%	48.5%	41.4%	49.2%	46.9%	42.2%	45.1%
Travel	17.0%	23.2%	23.7%	19.3%	19.3%	24.4%	20.6%	30.4%
Graduate assistantship	Choices were added in 2016-17 administration.				6.1%	7.2%	9.4%	12.0%
Military					1.6%	1.0%	0%	1.6%
Start my own business					5.3%	5.7%	4.4%	7.6%
PeaceCorps					0.8%	1.9%	1.7%	2.7%
AmeriCorps					5.3%	6.2%	3.9%	4.9%
Volunteer					9.4%	14.8%	10.6%	14.7%
Intentional time off					10.7%	11.0%	13.3%	14.7%
Other, please explain					9.5%	5.3%	10.0%	7.4%

NOTE: Totals will not add up to 100% because respondents could check more than one response.

## Career Development and Internship Report

Eight-Year Trend Report  
2012-13 through 2019-20

*If you selected "begin work" please answer the following question. Is your job...*

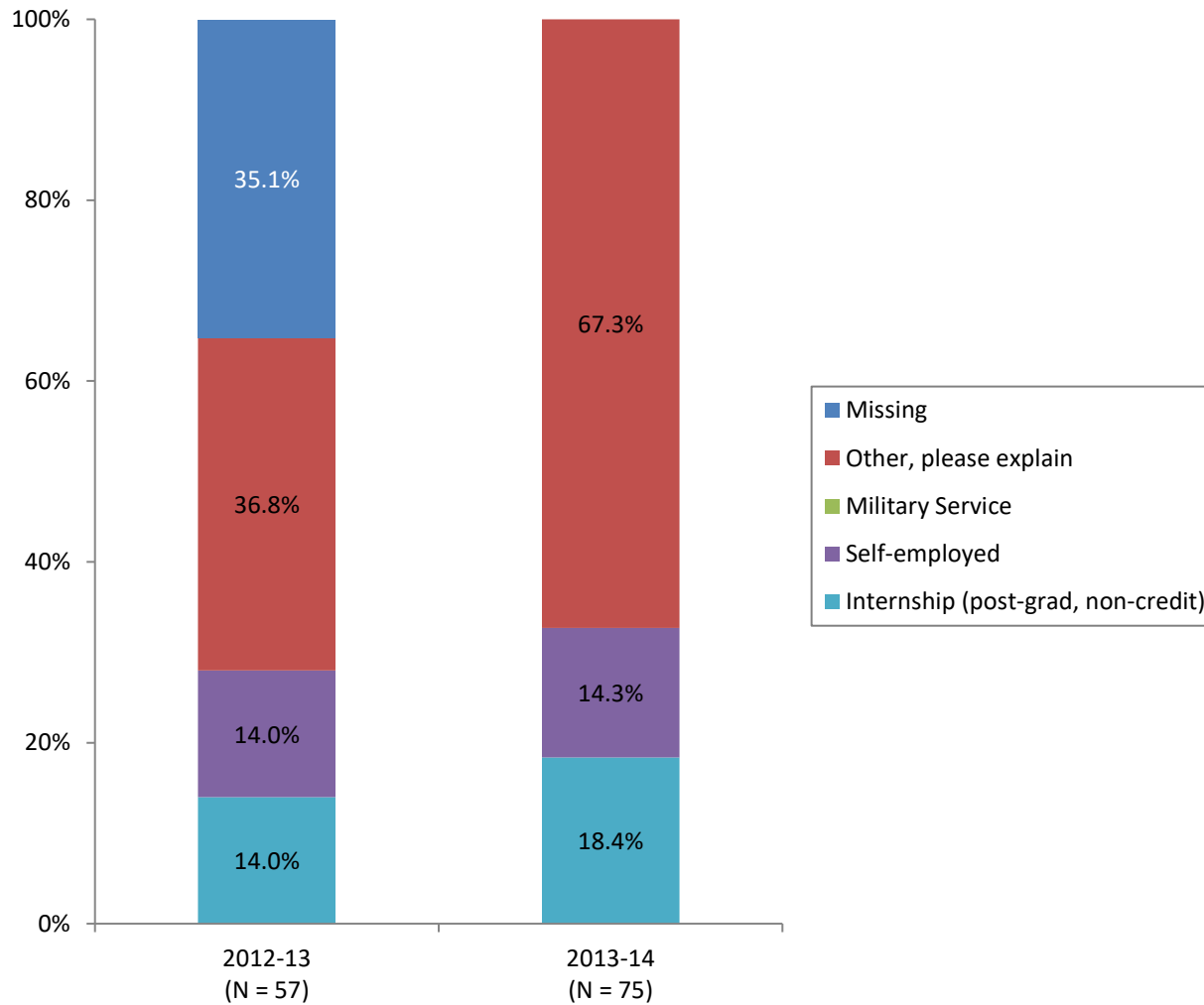


## Career Development and Internship Report

Eight-Year Trend Report  
2012-13 through 2019-20

*If you selected "begin work" please answer the following question.*

**What type of employment? (Not asked after 2013-14)**



## Career Development and Internship Report

Eight-Year Trend Report  
2012-13 through 2019-20

*If you selected “begin work” please answer the following question.*

**Which of the following best describes your employer?**

	2012-13 (N = 57)	2013-14 (N = 75)	2014-15 (N = 79)	2015-16 (N = 81)	2016-17 (N = 83)	2017-18 (N = 71)	2018-19 (N = 75)	2019-20 (N = 43)
Educational organization	35.1%	27.0%	30.4%	25.9%	22.9%	23.9%	29.3%	25.6%
Not-for-profit organization	12.3%	21.6%	11.4%	17.3%	16.9%	22.5%	24.0%	11.6%
For-profit organization	43.9%	39.2%	30.4%	30.9%	41.0%	43.7%	32.0%	39.5%
Government <small>(added in 2014-15)</small>	Choice not available		11.4%	4.9%	6.0%	7.0%	9.3%	2.3%
Military	0.0%	0.0%	1.3%	3.7%	0.0%	0.0%	0%	0%
Self-employed <small>(added in 2014-15)</small>	Choice not available		7.6%	4.9%	7.2%	5.6%	2.7%	2.3%
Other, please describe	7.0%	12.2%	5.1%	4.9%	1.2%	8.5%	8.0%	9.3%

NOTE: Totals will not add up to 100% because respondents could check more than one response.

## Career Development and Internship Report

Eight-Year Trend Report  
2012-13 through 2019-20

*If you selected “begin work” please answer the following question.*

### How did you find your full-time job? (Check all that apply.)

	2012-13 (N = 57)	2013-14 (N = 75)	2014-15 (N = 79)	2015-16 (N = 81)	2016-17 (N = 83)	2017-18 (N = 71)	2018-19 (N = 75)	2019-20 (N = 43)
AIKCU Career Fair (held in Lexington in the Spring)	5.3%	1.4%	0.0%	0.0%	Choice not available			
As a result of my Internship (added in 2014-15; prior to 2016-17: Through my Internship)	Choice not available		11.4%	17.3%	14.5%	16.9%	21.3%	27.9%
Career Day/Job Fair (prior to 2017-18: Berea College Career Fair)	1.8%	1.4%	2.5%	4.9%	2.4%	7.0%	1.3%	4.7%
Berea College LinkedIn Job Listing (added in 2016-17)	Choice not available				1.2%	0%	0%	0%
Campus visit by employer (prior to 2014-15: On-Campus Recruiting)	3.5%	5.6%	1.3%	4.9%	Choice not available			
CareerBridge System	0.0%	1.4%	0.0%	2.5%	Choice not available			
Direct Application to Organization	19.3%	18.3%	17.7%	19.8%	22.9%	25.4%	25.3%	32.6%
Employment Agency (added in 2016-17)	Choice not available				2.4%	0%	0%	2.3%
Faculty/Staff	17.5%	15.5%	24.1%	21.0%	15.7%	14.1%	18.7%	4.7%
Family/Friends	19.3%	25.4%	34.2%	18.5%	28.9%	18.3%	20.0%	14.0%
Internet Postings	21.1%	18.3%	17.7%	14.8%	19.3%	23.9%	18.7%	18.6%
On-campus interview (added in 2016-17)	Choice not available				4.8%	1.4%	2.7%	2.3%
Referred by Berea Alumni (prior to 2016-17: Berea Alumni)	3.5%	5.6%	2.5%	7.4%	7.2%	12.7%	5.3%	0%
Social Media	0.0%	2.8%	10.1%	4.9%	2.4%	5.6%	9.3%	7.0%
Other, please describe	21.1%	32.4%	24.1%	12.3%	14.5%	16.9%	14.7%	25.6%

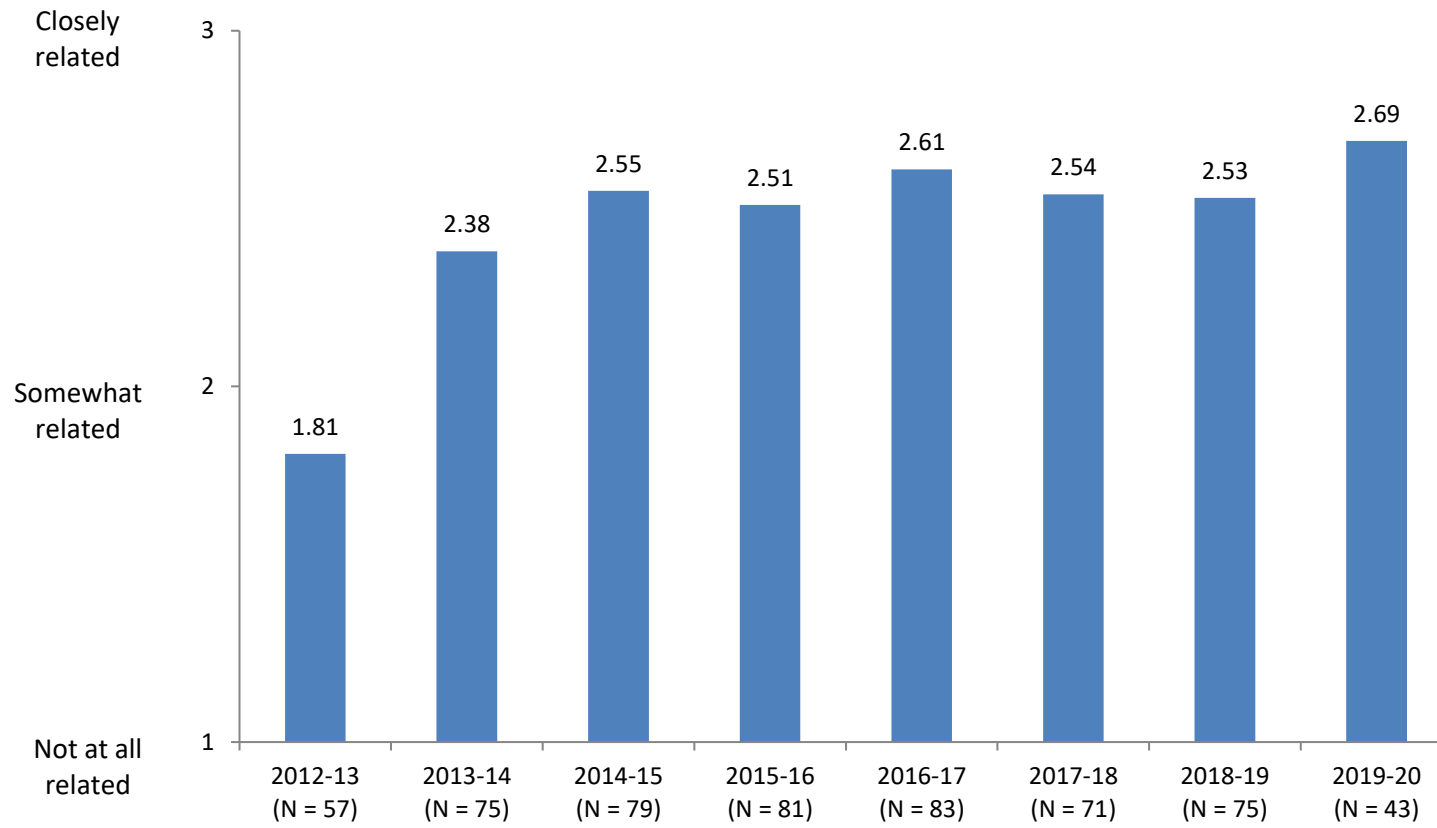
NOTE: Totals will not add up to 100% because respondents could check more than one response.

## Career Development and Internship Report

Eight-Year Trend Report  
2012-13 through 2019-20

*If you selected "begin work" please answer the following question.*

**How closely related is your job to what you want to do?**

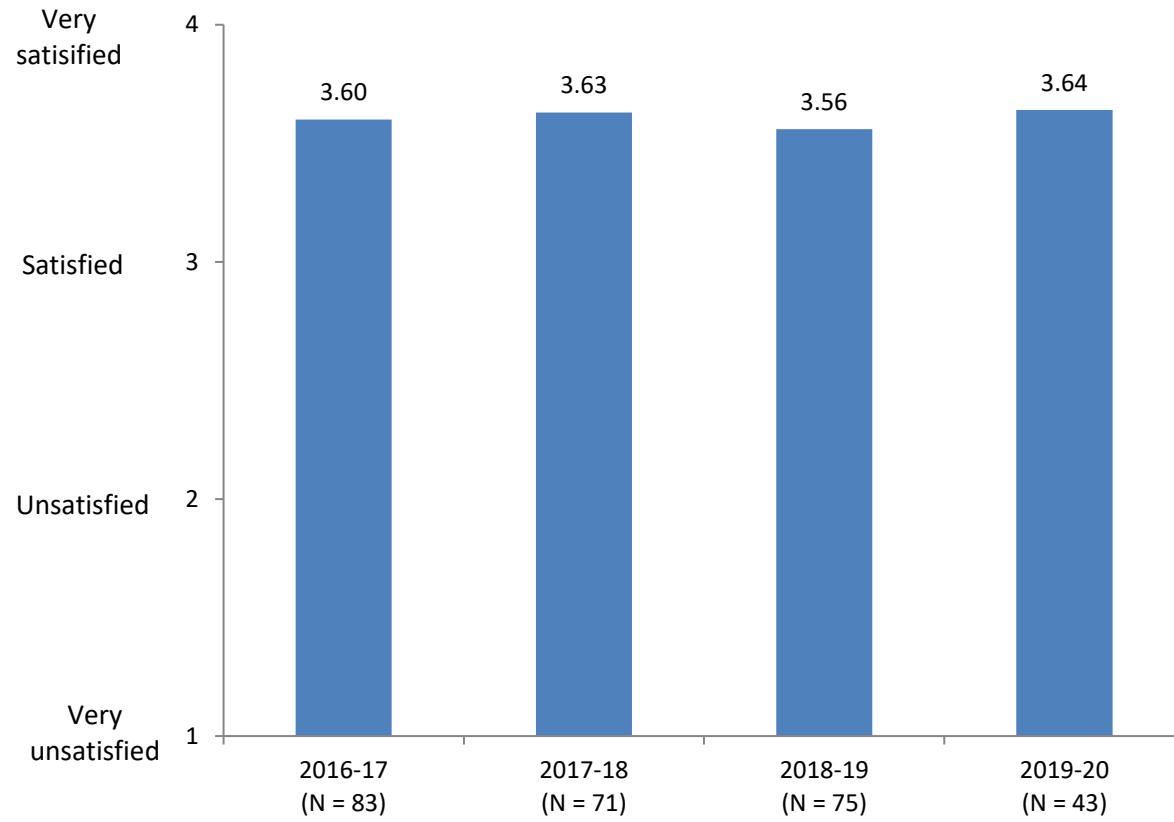


## Career Development and Internship Report

Eight-Year Trend Report  
2012-13 through 2019-20

*If you selected "begin work" please answer the following question.*

**How satisfied are you with your decision to take this job? (Added in 2016-17)**





## Career Development and Internship Report

Eight-Year Trend Report  
2012-13 through 2019-20

*If you selected “begin work” please answer the following question.*

**If you know and are willing to share this information with us, what is the salary for your position? Please provide an annual or hourly salary (whichever is more applicable to your job.)** *(Question added in 2016-17 in this format; prior years’ data were more difficult to interpret and report.)*

	2016-17 (N = 83)	2017-18 (N = 71)	2018-19 (N = 75)	2019-20 (N = 43)
Annual	27.7%	36.6%	29.3%	27.9%
Hourly	28.9%	28.2%	21.3%	25.6%
I prefer not to respond	28.9%	25.4%	46.7%	37.2%
Missing	14.5%	9.9%	2.7%	9.3%

Annual Salary	2016-17 (N = 23)	2017-18 (N = 26)	2018-19 (N = 22)	2019-20 (N = 12)
Minimum	\$1,610	\$9,000	\$7,000	\$11,500
Maximum	\$85,000	\$100,000	\$100,000	\$100,000
Mean	\$40,844	\$49,620	\$45,335	\$48,842

Hourly Salary	2016-17 (N = 24)	2017-18 (N = 20)	2018-19 (N = 16)	2019-20 (N = 10)
Minimum	\$6.00	\$8.25	\$8.00	\$9.00
Maximum	\$35.05	\$29.00	\$26.67	\$36.00
Mean	\$15.34	\$15.63	\$14.08	\$18.52

## Career Development and Internship Report

Eight-Year Trend Report  
2012-13 through 2019-20

*If you selected “continue my education” please answer the following question.*

**What kind of continuing education will you be doing?**

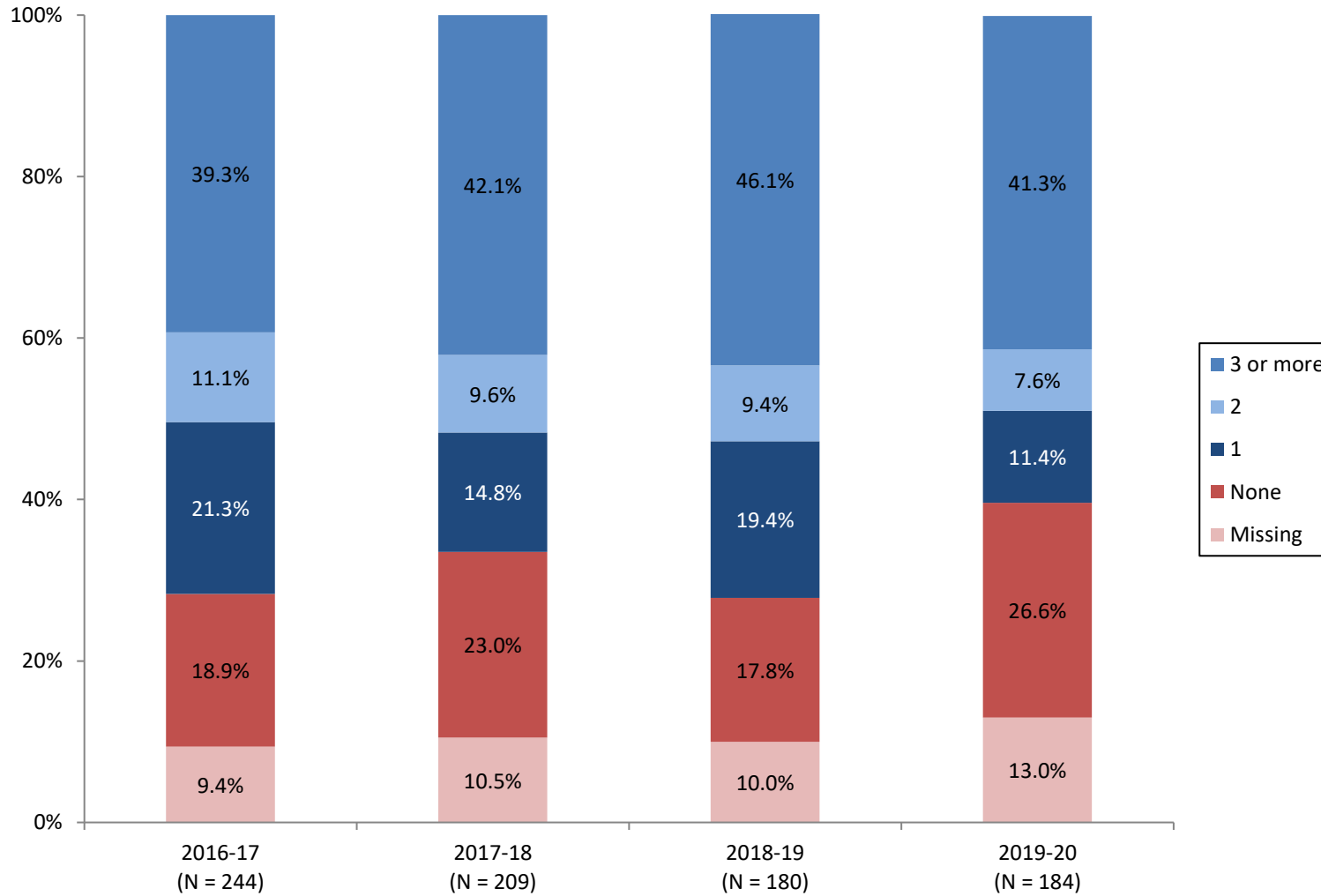
	2012-13 (N = 96)	2013-14 (N = 113)	2014-15 (N = 131)	2015-16 (N = 101)	2016-17 (N = 120)	2017-18 (N = 98)	2018-19 (N = 76)	2019-20 (N = 83)
Post Baccalaureate Program	10.0%	6.1%	9.2%	3.0%	8.3%	4.1%	11.8%	7.2%
Graduate/Professional School	100.0%	94.7%	86.3%	86.1%	86.7%	87.8%	85.5%	84.3%
Certification Program	17.7%	3.0%	6.9%	3.0%	5.8%	18.4%	11.8%	3.6%

NOTE: Totals will not add up to 100% because respondents could check more than one response.

# Career Development and Internship Report

Eight-Year Trend Report  
2012-13 through 2019-20

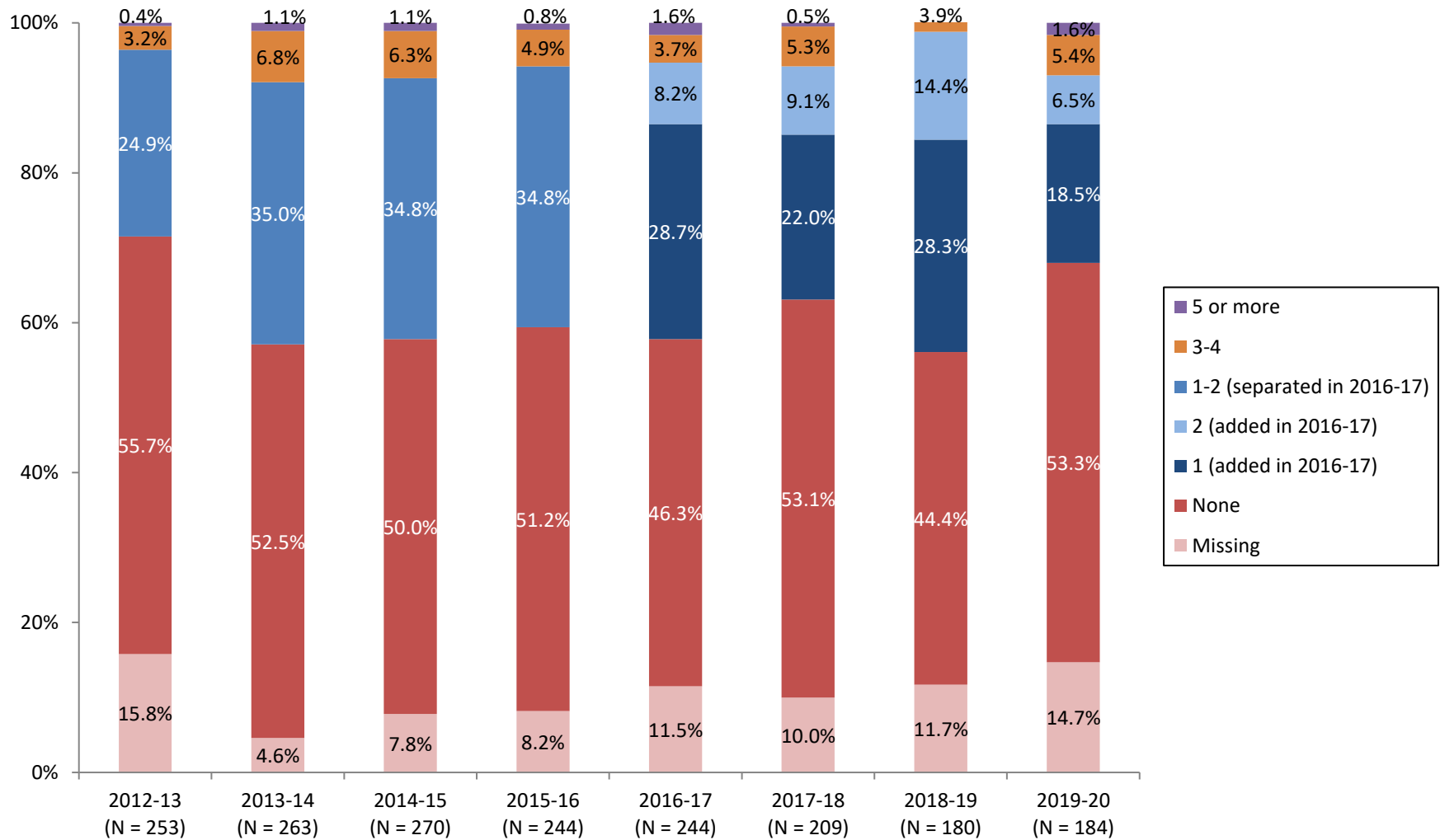
For how many jobs have you applied? (Added in 2016-17)



## Career Development and Internship Report

Eight-Year Trend Report  
2012-13 through 2019-20

### How many full-time employment offers have you received?



## Career Development and Internship Report

Eight-Year Trend Report

2012-13 through 2019-20

**Which of the following services provided by the offices of Career Development and Internships did you utilize? (Check all that apply)**

	2012-13 (N=253)	2013-14 (N=263)	2014-15 (N=270)	2015-16 (N=244)	2016-17 (N=244)	2017-18 (N=209)	2018-19 (N=180)	2019-20 (N = 184)
Career counseling	12.3%	20.9%	18.1%	30.3%	33.6%	36.8%	42.2%	31.5%
Classroom presentations	15.8%	14.1%	18.9%	18.0%	20.1%	15.3%	19.4%	18.5%
Cover letter writing	14.6%	24.3%	25.2%	24.2%	20.1%	21.1%	21.7%	20.7%
Do What You Are Assessment (added in 2016-17)	Choice not offered				19.3%	15.3%	15.6%	8.7%
Graduate School Plans (prior to 2016-17: Graduate school assistance)	13.8%	19.8%	30.0%	25.0%	16.8%	22.0%	20.6%	22.8%
GRE Prep (added in 2016-17)	Choice not offered				22.5%	23.0%	25.6%	20.1%
Internship assistance (added in 2016-17; prior: Assistance with internship (planning, application, proposal, funding, etc.))	Choice not offered		43.0%	46.3%	50.4%	45.9%	54.4%	53.3%
Interviewing practice (prior to 2016-17: interviewing skills)	19.0%	25.9%	26.3%	25.4%	23.0%	25.4%	27.8%	16.8%
On-campus interview (added in 2016-17)	Choice not offered				13.1%	12.4%	13.9%	14.1%
Personal Statement writing (added in 2016-17)	Choice not offered				10.7%	17.2%	17.2%	14.1%
Recruiter events (prior to 2016-17: On-campus recruiting (met with recruiters))	4.7%	4.2%	6.7%	12.3%	23.8%	29.2%	26.7%	18.5%
Resume/CV review	34.0%	45.6%	47.8%	47.5%	47.1%	49.3%	51.1%	47.8%
Special Career Events (e.g., Cornell Weekend, etc.) (added in 2016-17)	Choice not offered				23.4%	21.1%	16.7%	16.8%
Targeting Employers/Job Search (added in 2016-17)	Choice not offered				16.8%	18.2%	16.7%	13.6%
Thursday Career Workshops (added in 2016-17)	Choice not offered				16.4%	19.6%	18.3%	14.7%
Other	7.9%	4.9%	7.8%	5.7%	6.6%	6.2%	8.9%	9.8%

## Career Development and Internship Report

Eight-Year Trend Report

2012-13 through 2019-20

	2012-13 (N=253)	2013-14 (N=263)	2014-15 (N=270)	2015-16 (N=244)	2016-17 (N=244)	2017-18 (N=209)	2018-19 (N=180)	2019-20 (N = 184)
Career assessments	4.3%	6.8%	10.4%	13.9%	Choice not offered			
Career Fairs	26.5%	27.0%	42.2%	38.5%				
Career library	5.1%	3.4%	5.9%	1.6%				
Job search assistance	10.3%	16.7%	10.7%	14.8%				
Major Selection	6.7%	8.7%	13.3%	11.1%				
Networking strategies	5.9%	17.1%	18.9%	10.7%				
Professional clothes closet	15.4%	22.4%	36.7%	48.0%				
Professionalism	9.9%	11.8%	21.5%	15.6%				
Student-Alumni Engagement Programs	2.0%	3.8%	6.7%	6.1%				
Workshops	15.4%	30.4%	32.6%	27.5%				

NOTE: Totals will not add up to 100% because respondents could check more than one response.

**If Berea College were to offer a Career Development course that covered topics such as Choosing a Major, Job Search Skills, Career Assessments, Resume and Cover Letter Writing, would you have been interested in taking it? (Not asked after 2013-14)**

	2012-13 (N=253)	2013-14 (N=263)
Yes if it was a 0.25 credit	17.4%	23.6%
Yes if it was a 0.50 credit	26.1%	31.6%
Yes if it was a 1.00 credit	23.7%	27.0%
No	11.9%	15.2%
Not sure	17.0%	11.4%
Missing	3.9%	3.4%

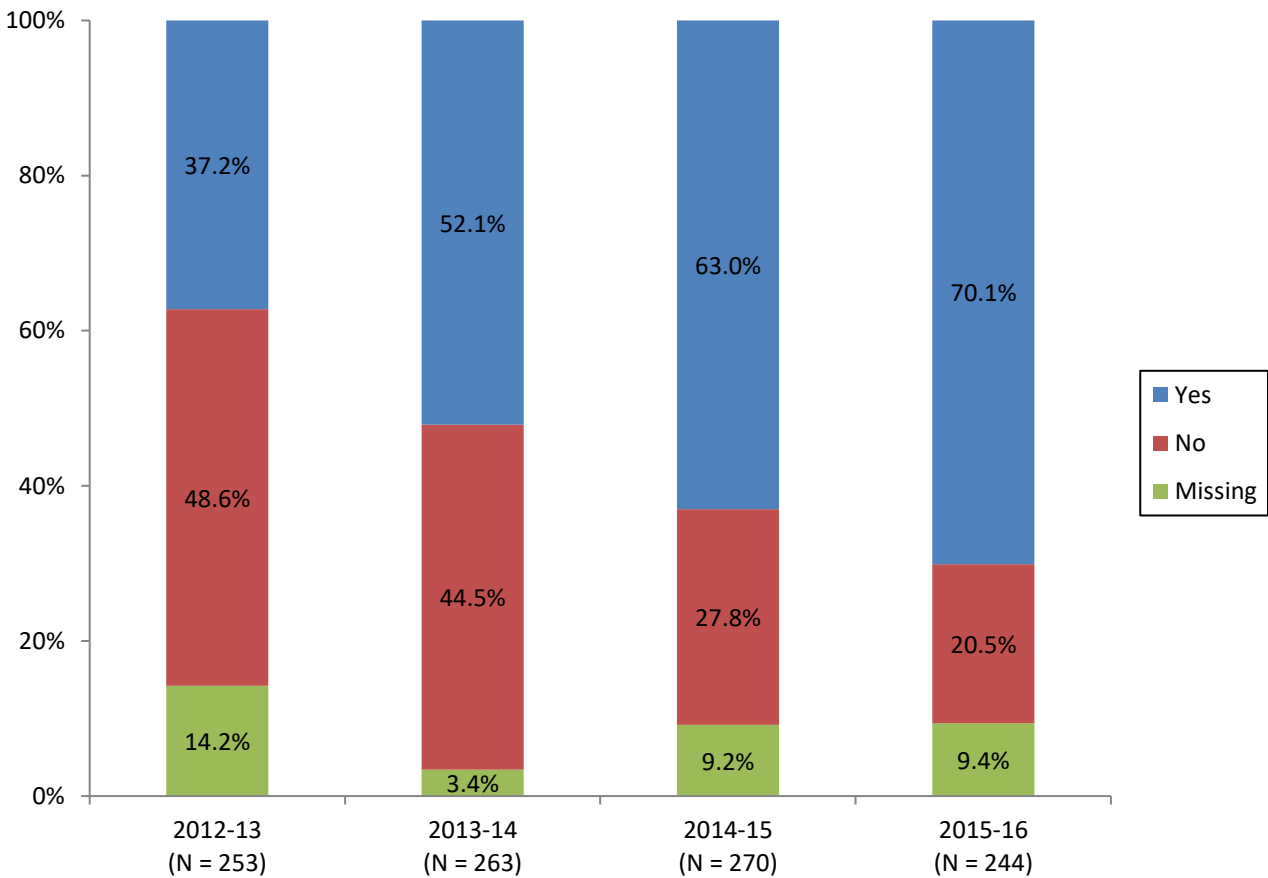
NOTE: Totals will not add up to 100% because respondents could check more than one response.

## Career Development and Internship Report

Eight-Year Trend Report  
2012-13 through 2019-20

### Did you receive any funding through the Office of Career Development or the Office of Internships? (Not asked after 2015-16)

(Worded as “Did you receive any funding through the Office of Career Development or the Office of Internships?” in years 2012-13 and 2013-14. In 2014-15, worded as: “Did you use any Career Development funding (either through the Office of Career Development or the Office of Internships)?”)



## Career Development and Internship Report

Eight-Year Trend Report

2012-13 through 2019-20

**For what purpose did you receive funding? (Check all that apply) (Not asked after 2015-16)**

(Worded as “For what did you receive Career Development Funding?” in years 2012-13 and 2013-14)

	<b>2012-13</b> <b>(N = 253)</b>	<b>2013-14</b> <b>(N = 263)</b>	<b>2014-15</b> <b>(N = 270)</b>	<b>2015-16</b> <b>(N = 244)</b>
Graduate school application	22.3%	20.4%	24.7%	25.1%
Graduate school travel	9.6%	4.1%	13.5%	13.5%
Graduate school test fees	28.7%	31.3%	40.6%	38.6%
Professional clothing	39.4%	34.7%	57.6%	81.9%
Job interview travel	4.3%	8.2%	5.3%	6.4%
Professional development travel (excluding Discovery Funds)	5.3%	6.1%	2.4%	8.8%
Discovery funds	29.8%	25.2%	28.8%	26.3%
Internship funding	36.2%	59.2%	55.3%	57.3%

NOTE: Totals will not add up to 100% because respondents could check more than one response.

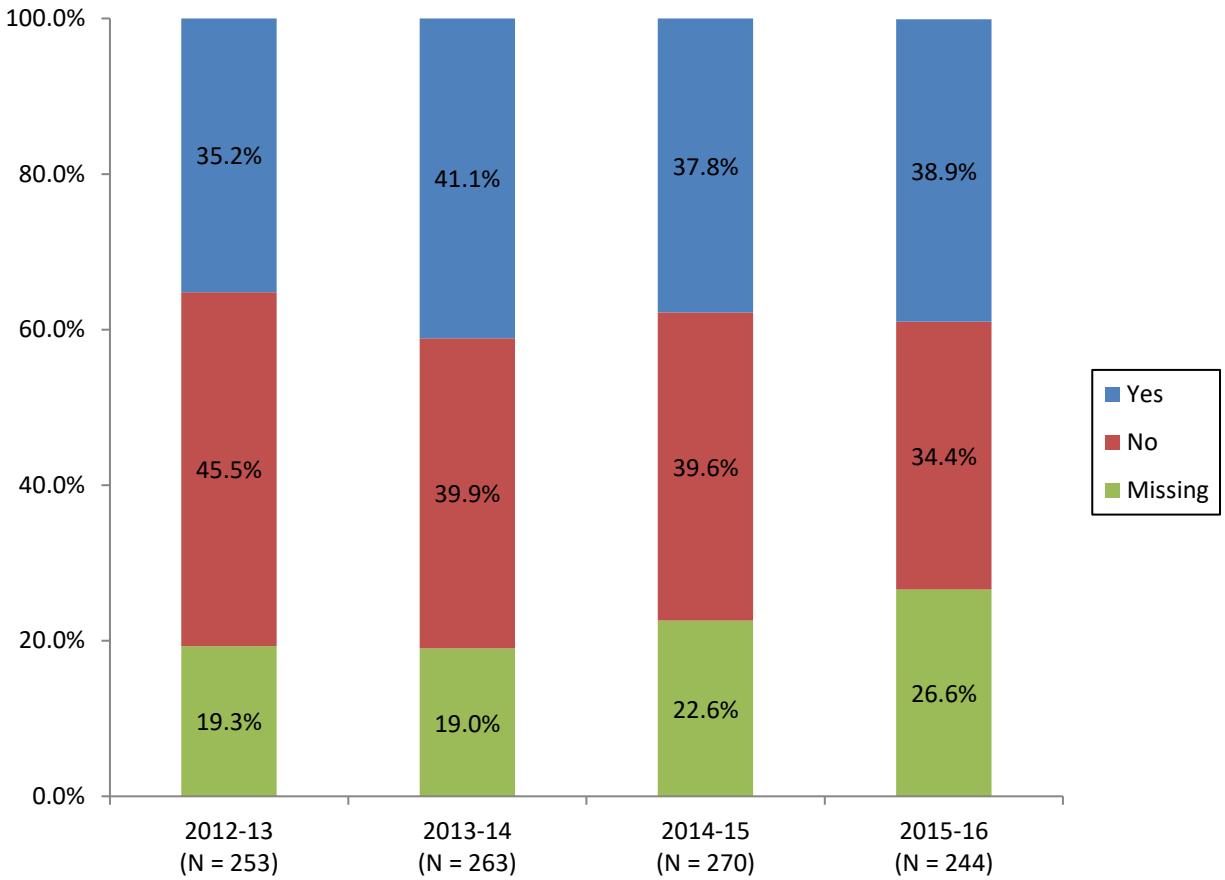


## Career Development and Internship Report

Eight-Year Trend Report

2012-13 through 2019-20

**Did you participate in an academic internship or off-campus undergraduate research internship?** (Not asked after 2015-16)

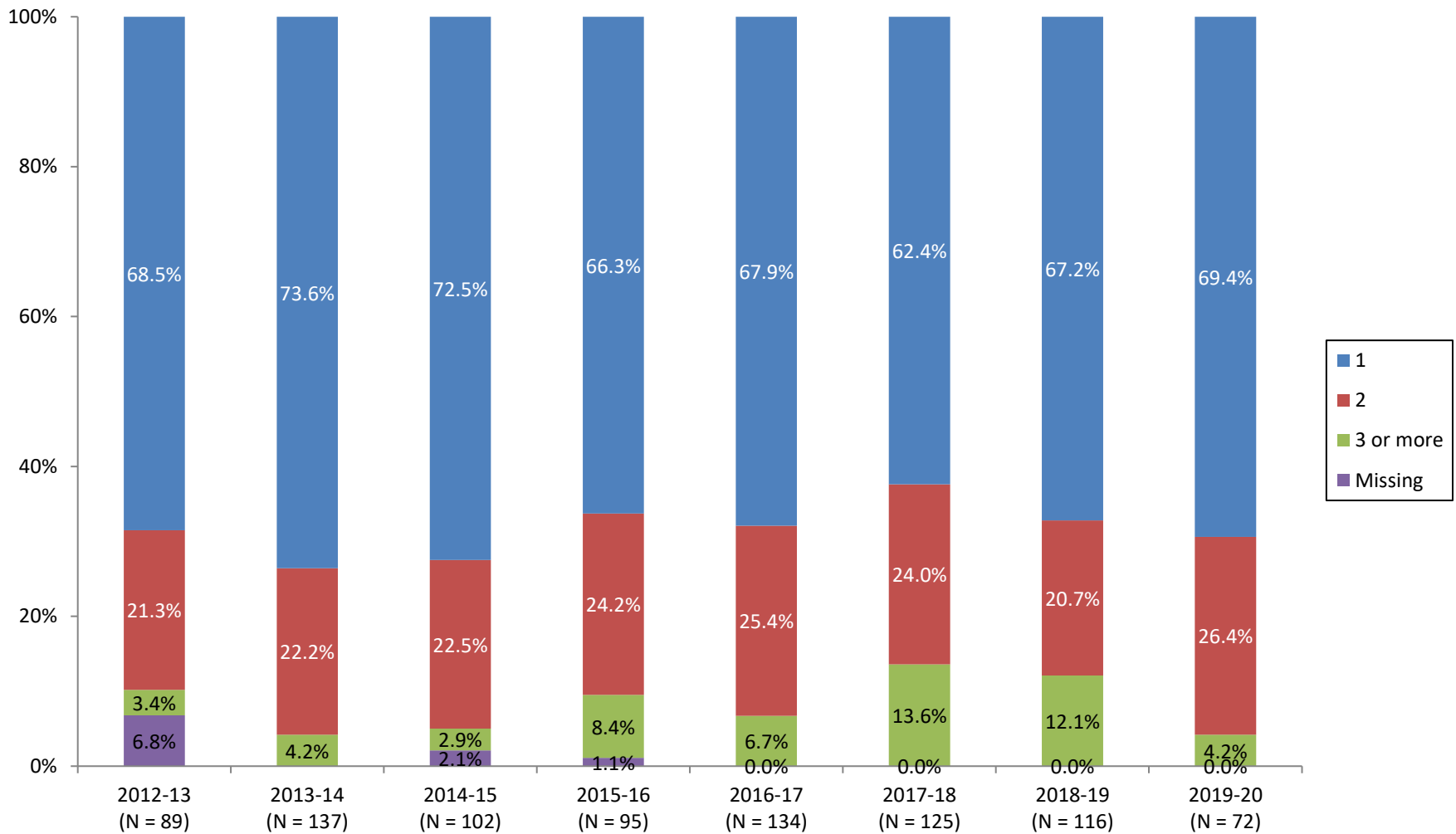


## Career Development and Internship Report

Eight-Year Trend Report  
2012-13 through 2019-20

*If you completed an internship:*

**How many internships did you complete?**

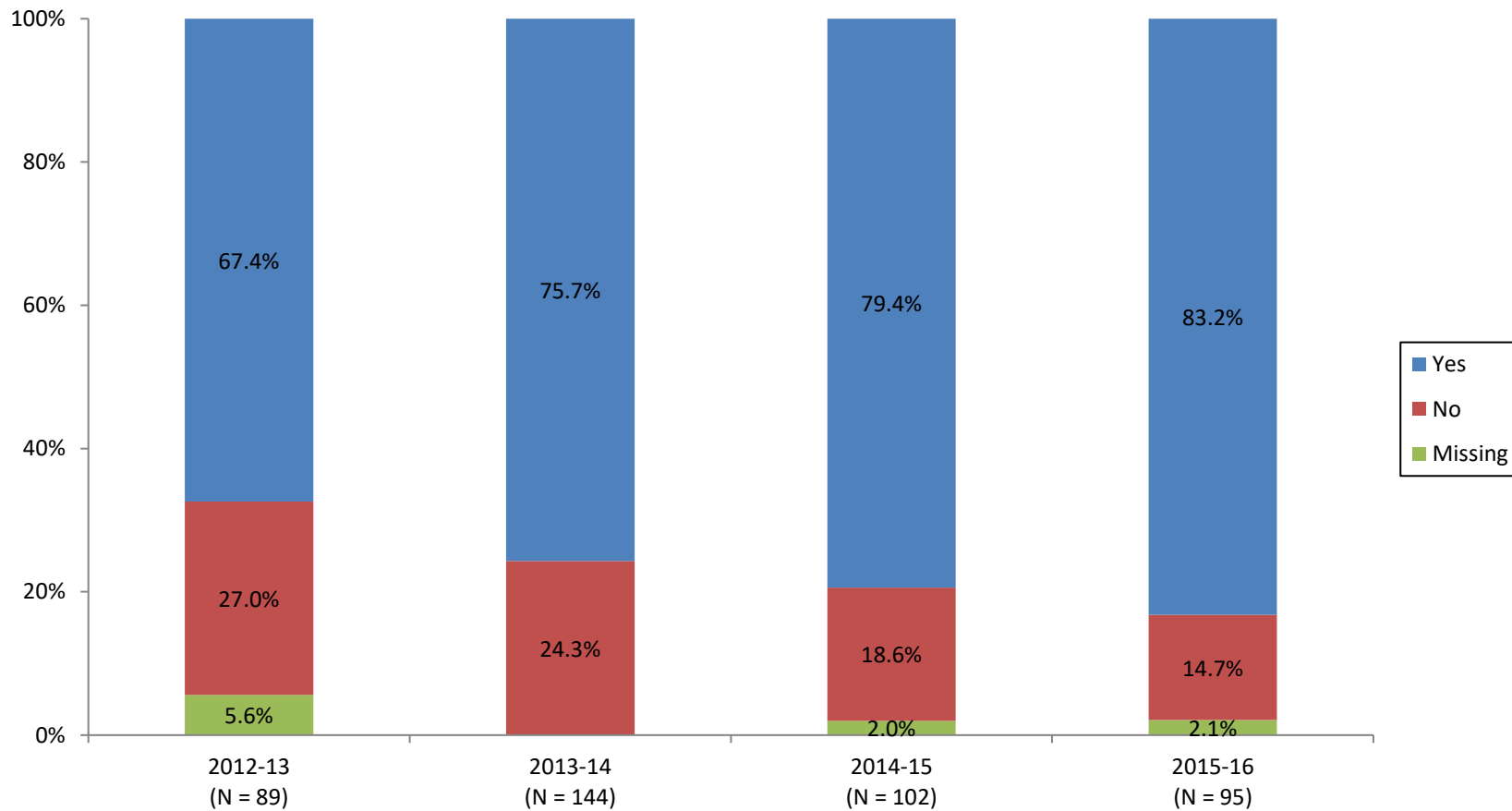


## Career Development and Internship Report

Eight-Year Trend Report  
2012-13 through 2019-20

*If you completed an internship:*

**Did you receive funding from Berea College for any of your internship experiences? (Not asked after 2015-16)**



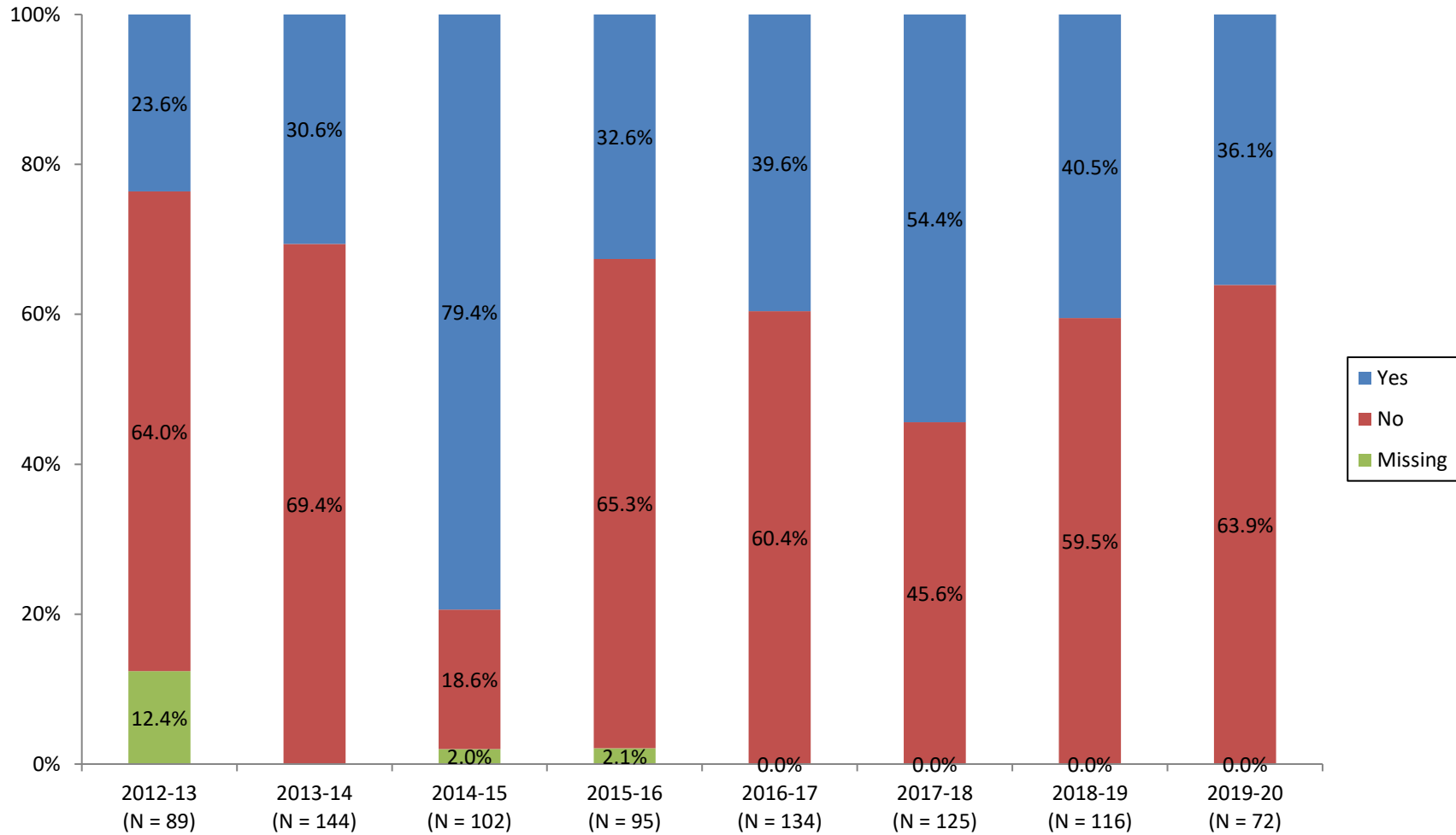
NOTE: In 2013-14 respondents were asked to only respond if they had completed an internship, but there were some respondents who did not choose that option yet still responded.

## Career Development and Internship Report

Eight-Year Trend Report  
2012-13 through 2019-20

*If you completed an internship:*

**Did any of the internships result in a job offer, either with the organization or by referral to another organization?**



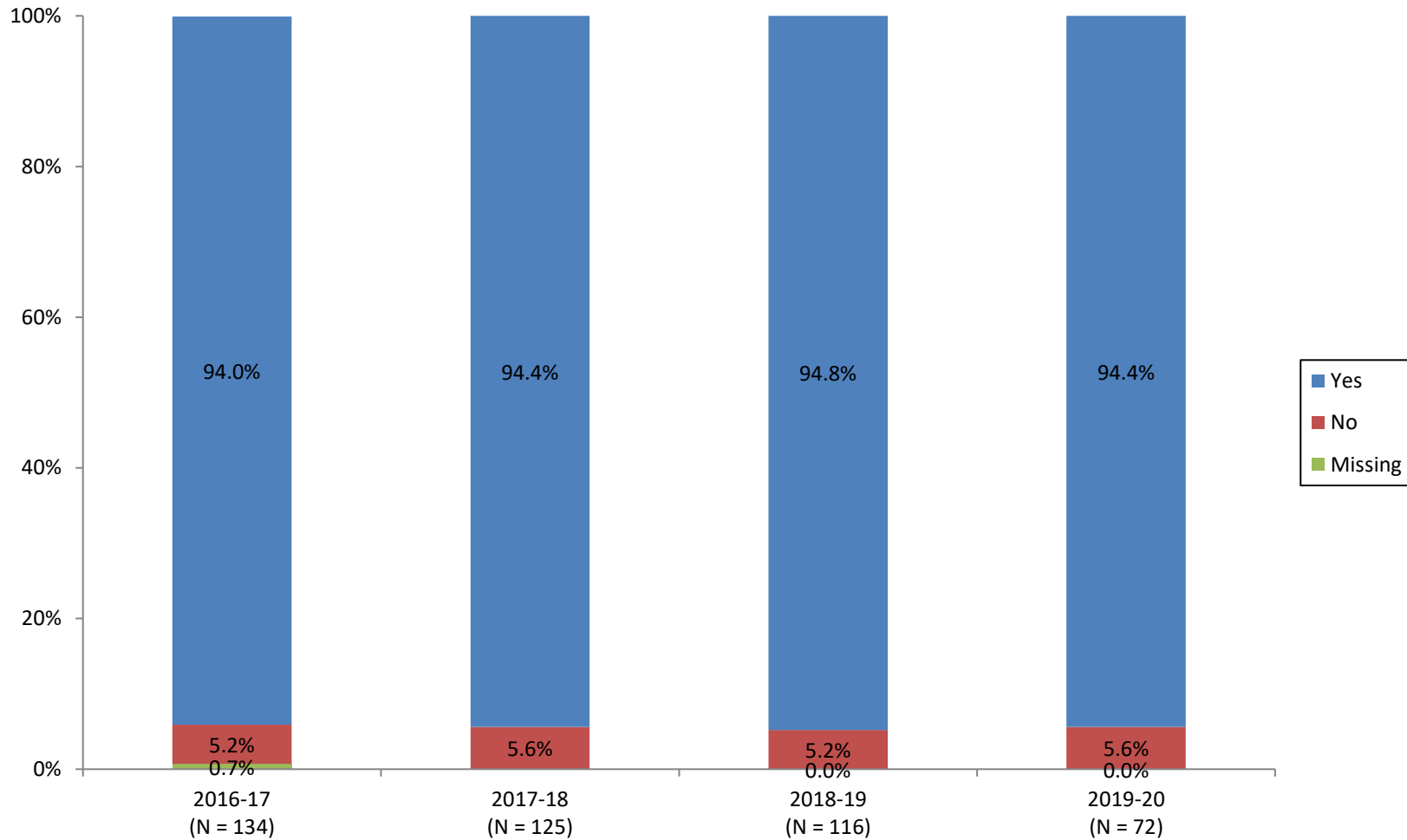
NOTE: In 2013-14 respondents were asked to only respond if they had completed an internship, but there were some respondents who did not choose that option yet still responded.

## Career Development and Internship Report

Eight-Year Trend Report  
2012-13 through 2019-20

*If you completed an internship:*

**Do you think that as a result of your internship(s) you are better prepared to enter the professional world than you would have been without it? (Added in 2016-17)**



## Career Development and Internship Report

Eight-Year Trend Report  
2012-13 through 2019-20

*If you did not complete an internship:*

**What kept you from doing an internship? (Check all that apply)**

	2012-13 (N = 115)	2013-14 (N = 117)	2014-15 (N = 75)	2015-16 (N = 84)	2016-17 (N = 110)	2017-18 (N = 84)	2018-19 (N = 69)	2019-20 (N = 41)
Took classes during the summer.	55.7%	54.0%	54.2%	35.7%	48.2%	47.6%	39.1%	80.5%
Had responsibilities at home.	40.0%	41.1%	48.6%	41.7%	37.3%	33.3%	39.1%	65.9%
Participated in other forms of experimental learning (Service, research, nursing clinicals, etc.). (prior to 2016-17: parenthetical was: student teaching, nursing clinicals)	27.8%	22.6%	15.9%	9.5%	21.8%	25.0%	27.5%	36.6%
Did not know about internships.	11.3%	13.7%	11.2%	11.9%	3.6%	6.0%	4.3%	4.9%
Did not think it was important.	16.5%	12.1%	13.1%	7.1%	8.2%	8.3%	5.8%	7.3%
Other	48.7%	25.0%	29.2%	40.5%	28.2%	31.0%	29.0%	58.6%

NOTE: Totals will not add up to 100% because respondents could check more than one response.