

2022-2023 College of Business Career Engagement Report

Office of Career Services • Texas State University

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FORWARD

To share career engagement and outcomes of Texas State students with university leadership, Career Services staff have again prepared college career engagement reports. The following report covers the 2022-23 academic year, which spans from August 15, 2022, to August 13, 2023, highlighting information specific to your college and comparing it to data collected and reported last year.

Below you will find summaries of student and alumni career engagement as indicated by career advising appointments; utilization of career resources; workshop, career fair, and on-campus interviewing participation; service usage; and job/internship application activity. In addition, we are reporting results of the 2022-2023 first destination survey, providing insight into graduates' post-graduation intentions and successes.

It is our ongoing goal to reinforce the collaborative nature of career readiness work by developing and sustaining collaborative relationships with faculty, staff, and administrators within your college. Toward this goal, please let me know of additional assistance or support we may provide to help ensure the career readiness and future success of our students.

Ray Rogers

Ray Rogers
Director, TXST Career Services

1. Career Educator, College Liaison

The role of the Career Educator and College Liaison for the McCoy College of Business is to assist the College of Business students in their transition from student to professional through resume reviews, job search strategy discussions, mock interview preparation, guidance on career issues or concerns, and additional needed support areas. The Career Educator also partners with staff and faculty from a variety of McCoy departments and provides numerous presentations throughout the year, while also offering support during college-specific career fairs and events.

Amanda Ritter was the Career Educator and College Liaison for the McCoy College of Business during the first part of the 2022-2023 academic year (August through December), before leaving the university for another career opportunity.

In Amanda's initial absence, Ross Wood, Assistant Director Career Education, acted as the Career Educator for McCoy until Amanda's position was filled by Corbin Johnson in March of 2023.

Corbin Johnson was then the Career Educator and College Liaison for the McCoy College of Business during the remaining portion of the 2022-2023 academic year. Corbin has a Bachelor of Business Administration in Marketing from the McCoy College of Business at Texas State University in San Marcos. Corbin previously worked in multiple Business to Business sales roles, as well as serving for 6 years in the U.S. Army Reserves. In March 2023, he transitioned to the Career Educator role within Career Services. Unfortunately, Corbin left the university in September of 2023 and the position is currently being filled, in an acting capacity once again, by Ross Wood until a new Career Educator and College Liaison for the McCoy College of Business is hired.

While liaisons conducted numerous one-on-one appointments with College of Business students throughout the year, College of Business students were also served by a larger team of staff within Career Services, including five career counselors, 10-13 career counseling interns, two graduate assistants, 13 trained front desk student worker staff, and by three full-time staff focused on employer engagement.

2. Student & Alumni Outreach and Engagement

There are numerous ways the Career Services team supports students and alumni of the university. The department regularly tracks student and alumni engagement through one-on-one career advising meetings, faculty-requested or student organization presentations, drop off resume/cover letter critiques, and career fair participation.

Career Services measures the level of student engagement with key services, programs, and resources offered by the department, assessing utilization throughout various times of the academic year. While overall career engagement was similar to that of the 2021-22 academic year, we did note that use of most in-person services, especially career advising and counseling, decreased by 16 to 20%. In a normal year, this would be of greater concern, however, given the five-month disruption to the department's physical location while completing the office renovation, such a decline was expected. We anticipate service usage to rebound during the 2023-24 academic year.

Appointments

AY23 Career Advising and Services Usage (Appointments & Drop-ins)								
	<u>All Colleges Grand Totals</u>				<u>College of Business</u>			
	Scheduled Count	Drop-in Count	Total Usage Count*	Unique Student Count	Scheduled Count	Drop-in Count	Total Usage Count	Unique Student Count
Career Advising								
Direct Contact Meetings	3,017	189	3,206	2,137	375	33	408	283
Services								
Asynchronous Document Critiques	<i>n/a</i>	<i>n/a</i>	1,397	1,091	<i>n/a</i>	<i>n/a</i>	156	131
Career Closet Visit	277	28	305	264	115	7	122	108
Headshot Photo Session	238	0	238	231	72	0	72	70
Computer Lab Usage	<i>n/a</i>	3	3	3	<i>n/a</i>	2	2	2
Interview Room Reservation	6	0	6	6	3	0	3	3
Totals	3,538	220	5,155	<i>n/a</i>	565	42	763	<i>n/a</i>

**Note: Several students were seen for multiple and/or reoccurring appointments.*

AY22 / AY23 Career Advising and Services Usage (Appointments & Drop-ins) Comparison						
	All College Grand Totals			College of Business		
	Total Usage Count AY22*	Total Usage Count AY23*	% Increase	Total Usage Count AY22*	Total Usage Count AY23*	% Increase
Career Advising						
Direct Contact Meetings	3,825	3,206	-16%	602	408	-32%
Services						
Asynchronous Document Critiques	1,576	1,397	-11%	649	156	-76%
Career Closet Visit	574	305	-47%	299	122	-59%
Headshot Photo Session	352	238	-32%	121	72	-40%
Computer Lab Usage	53	3	-94%	17	2	-88%
Interview Room Reservation	42	6	-86%	18	3	-83%
Totals	6,422	5,155	-20%	1,706	763	-55%

**Note: Several students were seen for multiple and/or reoccurring appointments.*

Classroom and Student Organization Presentations

There were 33 College of Business in-person presentations provided this past year, with approximately 1,469 non-unique student attendees. In comparison, in 2021-2022, 37 College of Education in-person presentations were provided, with approximately 2,233 non-unique student attendees.

Most of the requested career topics for these presentations covered the following: resumes/cover letters, professionalism, interview prep, networking/LinkedIn, career fair prep, and professional image.

College of Business In-Person Presentations by Departments & Blended Classes/Student Orgs		
Department	Number of Presentations	
Blended (McCoy Events, Student Orgs)	5	15%
Management	28	85%
Totals	33	100%

Career Fairs

During the 2022-2023 academic year, Career Services continued an in-person career event model, with fairs grouped into industry areas. Over the course of the year, 5,307 non-unique students/alumni and 790 employers or graduate school representatives attended 17 career fairs/events, most of which were in-person events. By comparison, during the prior year, 3,739 non-unique students/alumni and 695 non-unique employers/graduate schools participated in 15 fairs/events.

Class of 2022-23 Career Fair Attendance									
Career Fair	Applied Arts	Business Admin.	Education	Fine Arts & Comm.	Health Professions	Liberal Arts	Science & Engineering	University College	All
Fall 2022 Resume Express	3	88	1	10	4	4	57		167
Fall 2022 TXST Engineering Career & Internship Fair	4	44	1	3	4	8	336	1	401
Fall 2022 TXST Business and Technology Career & Internship Fair	11	467	4	46	10	33	223	16	810
Fall 2022 TXST Construction & Concrete Industries Fair	5	14	4	7	3	3	417	4	457
Fall 2022 Exploring Graduate School Fair	17	27	56	15	10	56	51	3	235
Fall 2022 On-Campus Job Fair	18	11	7	16	15	18	40	2	127
Fall 2022 Teacher Job Fair	3		172	42		34	12		263
Winter 2023 TXST Just in Time Virtual Job Fair	9	21	1	9	4	14	34	2	94
Spring 2023 Resume Express	6	53	4	23	8	14	48	3	159
Spring 2023 TXST All Industries Career & Internship Fair	107	120	10	49	17	38	92	11	444
Spring 2023 TXST Business and Technology Career & Internship Fair	11	351	4	36	10	22	165	20	619
Spring 2023 TXST Engineering Career & Internship Fair	3	21	1	4	2	5	313		349
Spring 2023 TXST Construction & Concrete Industries	10	10	2	5		7	317	5	356
Spring 2023 Health Professions Program Fair	23	5	55	4	128	23	127	3	368
Spring 2023 TXST Summer & On-Campus Job Fair	11	36	13	18	11	21	45	5	160
Spring 2023 Teacher Job Fair	14		167	34		55	9		279
Spring 2023 TXST Just-in Time Virtual Job Fair	1	8		1		2	7		19
Totals	256	1,276	502	322	226	357	2,293	75	5,307

For Career Fair Employer Attendees of Interest for College of Education Students (sampling) – see attached **appendix 2.1**

AY22 / AY23 Career Fair Attendance Comparison						
Career Fairs	Total Attendance AY22	Total Attendance AY23	% Increase	College of Business AY22	College of Business AY23	% Increase
Totals	3,739	5,307	42%	701	1,276	82%

Career Engaged Students

To better assess student engagement with career center services and programs, the career center tracks usage of key services and participation at larger career events/programs. The career center utilizes a metric for reporting career engaged students by identifying the percentage of students who completed one or more of the following during the academic year: one-on-one career advising meetings, resume critiques, submission of a job or internship

application through Handshake, participation in on-campus interviews, attendance at a job fair, or other large career event attendance. The table below details, by college and classification, the percentage of students who engaged in one or more of these programs or services during the last academic year.

AY 2023 Student & Alumni Career Planning Engagement*									
	Applied Arts	Business Admin	Education	Fine Arts & Comm	Health Professions	Liberal Arts	Science & Engineering	University College	All
Freshman	31%	29%	28%	32%	34%	30%	31%	15%	29%
Sophomore	28%	30%	21%	29%	33%	32%	36%	14%	29%
Junior	21%	44%	19%	27%	22%	27%	42%	13%	29%
Senior	39%	58%	30%	32%	29%	37%	53%	41%	41%
All Undergraduate	31%	43%	25%	30%	30%	32%	41%	17%	32%
Masters	39%	57%	21%	32%	18%	26%	78%	NA	39%
Doctorate	11%	NA	10%	NA	6%	9%	33%	NA	15%
All Graduate	37%	57%	19%	32%	14%	24%	68%	NA	35%
*Unique students/alumni who participated in one or more of the following during the 2022-2023 academic year: appointment, job application, interview, events, and/or fair.									

Student & Alumni Career Planning Engagement – AY22 / AY23 Comparison						
	All Colleges – AY22	All colleges – AY23	% Increase	Business – AY22	Business – AY23	% Increase
Freshman	24%	29%	5%	23%	29%	6%
Sophomore	23%	29%	6%	29%	30%	1%
Junior	26%	29%	3%	49%	44%	-5%
Senior	39%	41%	2%	61%	58%	-3%
All Undergraduate	29%	32%	3%	46%	43%	-3%
Masters	32%	39%	7%	45%	57%	12%
Doctorate	15%	15%	0%	N/A	N/A	---
All Graduate	30%	35%	5%	45%	57%	12%

3. First Destination Survey (FDS) Results

Career Services continued to conduct the at-graduation component of the university's first destination survey for the Class of 2023, generally receiving close to a 17% response rate from undergraduate students and a 21% response rate from graduate students. The career center follows the National Association of College's and Employers (NACE) first destination survey standards and protocols. The class is comprised of all students, undergraduate and graduate, who completed degree requirements fall of 2022, spring of 2023 and summer of 2023.

However, the overall response rate of the 2022-23 first destination survey dropped significantly from 26.6% to 17.9% overall. In reviewing the response rate by college and academic term, no single factor stood out as a cause in this decline. Rather, response rates were lower each term and, in each college, when compared to the prior year. The process, timing, and survey itself also remained unchanged, presenting no obvious explanation for the decline.

Of the 1,479 first destination surveys that were received for the class, 450 of those respondents were from the College of Business. Three-hundred sixty-three surveys were received for graduates of the college's undergraduate programs, representing a 32% response rate, and 87 were received from college's graduate programs, representing 42% response rate.

It should also be noted that these survey results represent graduate's plans at the time of graduation. If a graduate has multiple statuses following graduation (such as working while also taking graduate coursework) they are asked to identify which they consider to be their primary role, which is what is reported below.

Bachelor's Degree Recipients First Destination Data

Class of 2022-23 First Destination Statistics - Bachelor's Degree Recipients									
	Applied Arts	Business Admin.	Education	Fine Arts & Comm.	Health Professions	Liberal Arts	Science & Engineering	University College	All
Number of Graduates	1,065	1,129	799	1,090	435	1,206	966	125	6,816
Number of Respondents	159	363	136	135	49	175	136	13	1,166
Response Rate	15%	32%	17%	12%	11%	15%	14%	10%	17%
Primary Reported Status Following Graduation									
Working	55%	56%	65%	55%	55%	41%	55%	54%	54%
Continuing Education	14%	12%	10%	5%	18%	22%	18%	8%	14%
Military	2%	1%	0%	0%	0%	2%	1%	0%	1%
Volunteering	1%	1%	1%	0%	0%	1%	0%	0%	1%
Still Looking	1%	0%	1%	1%	0%	2%	0%	0%	1%
Not Seeking	28%	31%	23%	39%	27%	33%	26%	38%	30%
Grand Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Additional Activities While Earning Degree									
Cooperative Education	1%	1%	1%	4%	0%	1%	4%	13%	2%
Faculty-Led Research	6%	2%	4%	4%	12%	13%	20%	0%	7%
Internship	44%	43%	64%	48%	26%	35%	34%	25%	43%
Voluntary work	13%	13%	12%	6%	29%	18%	19%	13%	14%
Part-time job	63%	73%	73%	73%	53%	72%	70%	88%	71%
Full-time job	38%	32%	28%	32%	44%	24%	32%	63%	32%
<i>Reflects student's primary college at the time of graduation.</i>									

First Destination Statistics - Bachelor's Degree Recipients – Class of 2023 Comparison with Class of 2022						
	All Colleges – Class of 2022	All Colleges – Class of 2023	% Increase	College of Business – Class of 2022	College of Business – Class of 2023	% Increase
Number of Graduates	6,982	6,816	-2%	1,159	1,129	-3%
Number of Respondents	1,752	1,166	-33%	621	363	-42%
Response Rate	25%	17%	-8%	54%	32%	-22%
Primary Reported Status Following Graduation						
Working	52%	54%	2%	53%	56%	3%
Continuing Education	12%	14%	2%	10%	12%	2%
Military	0%	1%	1%	0%	1%	1%
Volunteering	0%	1%	1%	0%	1%	1%
Still Looking	35%	1%	-34%	35%	0%	-35%
Not Seeking	1%	30%	29%	1%	31%	30%
Grand Total	100%	100%	-----	100%	100%	-----
Additional Activities While Earning Degree						
Cooperative Education	-----*	2%	-----	-----*	1%	-----
Faculty-Led Research	-----*	7%	-----	-----*	2%	-----
Internship	30%	43%	13%	29%	43%	14%
Voluntary work	22%	14%	-8%	17%	13%	-4%
Part-time job	58%	71%	13%	61%	73%	12%
Full-time job	26%	32%	6%	28%	32%	4%
<i>Reflects student's primary college at the time of graduation.</i>						
<i>* NOTE: data was not collected in these areas in the AY22 survey</i>						

For Continuing Education Destination - Bachelor's Degree Recipients – see attached **appendix 3.1**

Master's and Doctoral Degree Recipients First Destination Data

Class of 2022-23 First Destination Statistics - Master's & Doctoral Degree Recipients								
	Applied Arts	Business Admin.	Education	Fine Arts & Comm.	Health Professions	Liberal Arts	Science & Engineering	All
Number of Graduates	205	208	374	68	142	273	233	1,503
Number of Respondents	34	87	68	6	19	42	57	313
Response Rate	17%	42%	18%	9%	13%	15%	24%	21%
Primary Reported Status Following Graduation								
Working	76%	72%	82%	100%	53%	52%	56%	69%
Continuing Education	3%	5%	4%	0%	5%	5%	18%	7%
Military	0%	0%	0%	0%	0%	0%	0%	0%
Volunteering	0%	0%	0%	0%	0%	2%	0%	0%
Still Looking	21%	23%	13%	0%	42%	40%	26%	24%
Not Seeking	0%	0%	0%	0%	0%	0%	0%	0%
Grand Total	100%	100%	100%	100%	100%	100%	100%	100%
Additional Activities While Earning Degree								
Cooperative Education	0%	3%	0%	0%	0%	0%	2%	2%
Faculty-Led Research	7%	8%	12%	20%	14%	17%	40%	16%
Internship	68%	59%	52%	40%	64%	47%	33%	52%
Voluntary work	36%	13%	23%	0%	21%	27%	14%	20%
Part-time job	54%	42%	38%	60%	36%	67%	48%	47%
Full-time job	43%	42%	54%	40%	21%	57%	26%	43%
<i>Reflects student's primary college at the time of graduation.</i>								

First Destination Statistics - Master's & Doctoral Degree Recipients – Class of 2023 Comparison with Class of 2022						
	All Colleges – Class of 2022	All Colleges – Class of 2023	% Increase	College of Business – Class of 2022	College of Business – Class of 2023	% Increase
Number of Graduates	1,508	1,503	-0.33%	246	208	-15%
Number of Respondents	506	313	-38%	156	87	-44%
Response Rate	34%	21%	-13%	63%	42%	-21%
Primary Reported Status Following Graduation						
Working	69%	69%	0%	78%	72%	-6%
Continuing Education	6%	7%	1%	1%	5%	4%
Military	0%	0%	0%	0%	0%	0%
Volunteering	1%	0%	-1%	0%	0%	0%
Still Looking	24%	24%	0%	21%	23%	2%
Not Seeking	0%	0%	0%	0%	0%	0%
Grand Total	100%	100%	-----	100%	100%	-----
Additional Activities While Earning Degree						
Cooperative Education	-----*	2%	-----	-----*	3%	-----
Faculty-Led Research	-----*	16%	-----	-----*	8%	-----
Internship	38%	52%	14%	39%	59%	20%
Voluntary work	19%	20%	1%	15%	13%	-2%
Part-time job	40%	47%	7%	33%	42%	9%
Full-time job	41%	43%	2%	46%	42%	-4%
<i>Reflects student's primary college at the time of graduation.</i>						
<i>* NOTE: data was not collected in these areas in the AY22 survey</i>						

For **Continuing Education Destination - Master's/Doctoral Degree Recipients** – see attached **appendix 3.2**

For **College of Education First Destination Survey – Employers** – see attached **appendix 3.3**

4. Trends and Goals

TRENDS

Staff identified several trends within the area of career services, nationwide as well as circumstances at the university that are unique to the Texas State career center. Below are some of the trends identified during the 2022-2023 academic year.

Virtual Appointments Continue to Appeal to Students: Even though students are fully engaged in on-campus instruction and our department's staff had fully returned to the office, students still showed significant interest in engaging in one-on-one appointments virtually rather than in-person. More than half (55%) of our pre-scheduled appointments this year were hosted virtually, at the request of the student or alum.

Job Market Continued to be Strong: The job market for part-time and entry-level jobs remained strong throughout the 2023 academic year. Employers continued to show heightened interest in recruiting at fairs, information sessions, classroom presentations, and professional development events. Employer attendance at career fairs was also high with several fairs requiring an employer waiting list. In fact, employer engagement was up by 53% and the number of employers attending fairs was up by 14% compared to the prior year.

In addition, nearly 111,000 individual job postings were posted and viewable to students on Handshake during the academic year, representing a 15% increase over last year. Employers, eager for student attention, sought more specialized methods to connect to students, specifically by requesting classroom and student organization engagement.

Career Fair Attendance: During the 2022-23 academic year, 5,307 non-unique students attended 17 career fairs/events, representing a 51% increase over the prior year. While some of this increase may be attributed to the addition of the two new engineering career fairs, it seems mainly to be the result of greater numbers of students/alumni participating in all fairs compared to the year prior. It is important to note that the comparison year of 2021-22 was not a historically strong year in terms of fair participation, marking the return of in-person career fairs following a year of virtual fairs in 2020-21. While we expect fair attendance to remain high, we do not anticipate seeing a similar percentage increase in fair participation next year.

Artificial Intelligence Support for Resumes and Interviews: We did see the use of the drop-off/asynchronous document reviews decline by 11.3% this past year. While some of this decrease may be the result of the displacement of the physical Career Services office this past year due to our renovation, it is more likely that the adoption of Quinncia, the department's AI resume and interview feedback platform, replaced the drop-off service in many instances as it provides a more convenient and immediate method for students to receive feedback. More than 2,000 resumes were reviewed using the Quinncia platform during the 2022-23 academic year. Like the traditional resume drop-off service in 2021-22, the majority of resumes submitted for review through Quinncia stemmed from classroom assignments.

COLLEGE OF BUSINESS CAREER READINESS GOALS FOR 2023-24

As mentioned earlier in the report, unfortunately, Corbin Johnson left the university in September of 2023 and the position is currently being filled, in an acting capacity once again, by Ross Wood until a new Career Educator and College Liaison for the McCoy College of Business is hired. With this full-time position absence in mind, the College of Business Career Educator/Liaison is still pursuing the following goals over the 2023-2024 academic year.

Increase Career Advising/Counseling Survey Response Rate: It has long been the practice to survey students and alumni following career counseling/advising appointments. However, it was observed that the response rate of 5% is probably too low to draw many meaningful conclusions from these results. Therefore, the goal is to alter the way

in which the post-appointment surveys are disseminated, such as frequency and delivery method, to lead to an improved response rate next year.

Increase First Destination Surveys Response Rate: The career center staff plan to work directly with the colleges to develop a comprehensive plan to reverse the lower overall College of Business response rate for the 2023-24 survey.

Increase Classroom and Student Organization Presentations: Though the classroom and student organization presentations did decrease slightly this past academic year, it is the ongoing goal to increase the number of classroom and student organization presentations even more to better maximize the outreach efforts of the college's Career Educator with a goal of increasing presentations to 40+ throughout the college. A career prep workshop series will also be created to be more proactive in providing career presentation topics rather than just waiting to be invited into the classroom to present. These workshops will target student organizations to help provide professional development opportunities. Tabling within the McCoy building and increased collaboration with the McCoy Student Success Center is also planned to increase student engagement and Career Services visibility.

Marketing the use of career topic class presentations and the "Don't Cancel Class" option to faculty will continue with the goal of increasing faculty partnerships and to provide a service to faculty that may need to attend conferences, trainings or are too ill to teach.

Also, once staff are assigned to presentations, we will continue to reach out directly to the presentation requestors to hold a pre-presentation meeting to ensure that the requested presentation is appropriately targeted to the specific needs of the intended audience.

Increase College of Business Handshake (online job and student engagement platform) Activity: Continue to increase Handshake activity from College of Business students. The more active and involved students are within Handshake, to include active searching for jobs and completing their Handshake profiles, the more students will learn about on-campus/off-campus jobs, internships, and full-time job opportunities that are available. Also, active students and robust profiles tend to attract more employer attention, which in turn, will bring more opportunities to College of Business students.

The career educator/liaison will seek more opportunities to partner with the various College of Business departments and the McCoy Student Success Center to market and encourage more Handshake activity. The student engagement in Handshake increase will be measured by logins and profile completion.

Introduce College of Business Students to Self-Service Professional Headshots: The Career Center space on the 5th floor of the LBJ Student Center will be adding a photo booth which will offer students and faculty the opportunity to take headshot photos for use in their LinkedIn profile and/or for other professional needs. We will market this service to students this coming year with a goal of increased student engagement in Handshake measured by headshot appointment logins.

This new enhanced headshot capability compliments well the newly renovated career facility, which houses 22 staff offices, 3 dedicated in-person and virtual interview rooms, 2 conference/group interview spaces, 2 presentation and meeting spaces, a drop-in career advising space, and an expanded career closet with two dedicated dressing rooms.

5. Appendix

Career Fair Employer Attendees of Interest for College of Business Students (sampling) – *appendix 2.1*

Career Fair Employer Attendees of Interest for McCoy College of Business Students (sampling)

10Fold Communications	Kenan Advantage Group
49 Financial	Kiewit
A&C Plastics Inc.	Kohl's
ABA-South Texas ProBAR	LB Foster Company
ABC Supply Co. Inc.	Lehigh Hanson
Academy Sports+Outdoors	Lennar Corporation
Actalent	Level 10 Construction
Action Behavior Centers	Literacy First
Advanced Micro Devices (AMD)	Lithko Contracting
Airrosti	LogicMonitor
AlertMedia Inc	Lower Colorado River Authority (LCRA)
Allen & Allen Co.	LPL Financial
Alleyton Resource	M/I Homes - Residential Home Builder
Alta Marketing	Malitz Construction, Inc.
Amdocs	Manhattan Construction Company
American Constructors	Marcum LLP
AMLI Residential	Martin Marietta
Angi	Matthews Real Estate Investment Services
Apex Tool Group	McCarthy Building Companies, Inc.
Applied Materials	memoryBlue
Applied Research Laboratories - UT Austin	Merit Advisors
ARL Research Associateship Program	MGC Contractors
Arrive Logistics	Microchip Technology Inc.
AT&T	Mission and Installation Contracting Command
ATX Glazing	Multiview
Audacy, Inc.	Municipal Accounts & Consulting, L.P.
AUI Partners	Mustang Cat
Austin Commercial	MW Builders
Austin Police Department	My Education Solutions
Baker Concrete Construction	NetWorth Realty
Bartlett Cocke General Contractors	Northwestern Mutual
Benchmark International	Office of the Governor
Berridge Manufacturing	Oncor
Bill.com	OneStar Foundation AmeriCorps VISTA Program
Billd LLC	OutboundEngine
Biogen	Pacific Office Automation
Blackburn Homes	Parkland Health & Hospital System
Brasfield & Gorrie	Paycom

Bridgepoint Consulting
 Brookfield Properties
 BSA LifeStructures
 Buckeye International, Inc.
 Buckle
 Builders FirstSource
 Byrne Construction Services
 C.C. Zamora Construction Inc
 Cadence McShane Construction
 CalPortland
 CalTech
 Camden Property Trust
 CAPSHER Technology, Inc
 Cash Construction Company, Inc.
 CBG Building Company
 CBI Group
 CDPC Sales Team
 Ceco Concrete Construction
 Cedar Point
 CEMEX
 CenterPoint Energy
 Central Builders, Inc.
 CG Victory
 CGI
 Charles Schwab & Company
 Chesmar Homes
 Christensen Building Group, LLC
 Cintas Corporation
 Circle Ten Council, Boy Scouts of America
 City of Austin - Corporate Human Resource Dept.
 City of Austin - Parks & Recreation Department
 City of Austin, Office of the City Auditor
 City Year
 Civiltude
 Collabera
 College Forward
 Commercial Metals Company
 Community Action Inc. of Central Texas
 Consolidated Electrical Distributors, Inc.
 Control Panels USA Inc.
 Corrections Software Solutions
 Council on Foreign Relations
 CP&Y, an STV Company

PCL
 PDR
 Penske Truck Leasing
 Performance Contracting, Inc.
 Performance Truck
 Perry Homes
 Plano Police Department
 Platform9
 PMG
 POOLCORP
 Powerhouse
 PPD, part of Thermo Fisher Scientific
 Premier Roofing Company
 Prudential Overall Supply
 Publicis Sapient
 Qualia
 Quanta Services, Inc.
 QuinStreet
 Raba Kistner, Inc.
 Rand Group, LLC
 Randolph-Brooks Federal Credit Union
 Rausch Coleman Homes
 Rauxa
 RDO Equipment Co.
 ReconMR
 Redwood Logistics
 Republic Finance
 Republic National Distributing Company
 Restek, Inc.
 Riley Decker Companies
 Rise Energy
 Rogers-O'Brien Construction
 Ryan Companies
 S. Watts Group, Inc.
 Samsung Austin Semiconductor
 San Antonio Police Department
 Saratoga Homes
 Satterfield & Pontikes Construction
 Schlumberger
 ScribeAmerica
 SEDALCO
 ServiceNow
 Sherwin-Williams Company

Created Woman
 Crossland Construction
 D.R. Horton, Inc.
 Dashiell Corporation
 David Weekley Homes
 Dell Technologies
 DISH
 Doeren Mayhew
 Dollar General
 Dominion Aesthetic Technologies, Inc.
 DPR Construction
 Drees Homes
 Dun & Bradstreet
 Empire Communities
 Enduro Composites
 Engen Contracting, Inc.
 Enterprise Holdings
 Enterprise Precast Concrete
 Equitable Advisors
 Ethos Group
 EY LLP
 Fathom5
 FDM Group
 Federal Aviation Administration (FAA)
 Federal Deposit Insurance Corporation
 Ferguson Enterprises, LLC.
 First United Bank
 Flintco
 Ford Audio-Video, LLC
 Forrest General Hospital
 Game Seven Staffing LLC.
 Garney Construction
 Gartner
 Gary Job Corps/Adams & Associates
 GEICO
 Gerdau
 Girlstart
 GLG
 GoHealth
 Goosehead Insurance
 Grainger
 Granite
 Greater Metroplex Interiors

SHI International Corp
 SkillStorm
 Skybeck
 Smith & Associates
 Social Solutions
 Southern Glazer's Wine & Spirits
 Southwest Research Institute
 SpawGlass
 Specialist Staffing Group (SThree)
 Stanley Black & Decker
 Strategic Financial Group
 StreetLights Residential
 Structural Group, Inc.
 Structure Tone Southwest
 Summit Electric Supply
 Sunbelt Rentals
 SUNDT
 Suntec Concrete
 SWBC
 Takeda Pharmaceuticals
 Talroo
 Target
 Taylor Morrison
 Teach For America
 Teacher Retirement System of Texas
 Techtronic Industries, NA (TTI)
 Tellepsen
 Texas Commission on Environmental Quality
 Texas Comptroller of Public Accounts
 Texas Comptroller of Public Accounts-Audit
 Texas Department of Banking
 Texas Department of Public Safety
 Texas Department of Transportation
 Texas Health and Human Services Commission
 Texas Mutual Insurance Company
 Texas Parks & Wildlife Department
 Texas State University, Engineering Technology
 The Hershey Company
 The Porter Co.
 The Zebra
 Tidal Basin Government Consulting Firm
 Tokyo Electron U.S. Holdings, Inc.
 Toll Brothers

Grifols	TQL (Total Quality Logistics)
Group 1 Automotive, Inc.	Travis County
GVEC	Tri-County Behavioral Healthcare
Harvey-Cleary Builders	Trimble, Inc.
HCSS	Trinity Property Consultants
Health Advocate	Turner Construction Company
H-E-B	U.S. Department of State
Hensel Phelps	U.S. Fish and Wildlife Service
Highland Homes	Uline
Hilcorp Energy Company	Ultra Electronics
Hill & Wilkinson General Contractors	United Rentals, Inc.
Hispanic Association of Colleges and Universities (HACU)	United States Secret Service
HMT Engineering & Surveying	United Way for Greater Austin
Hoar Construction	University Federal Credit Union
Holcim US	UT at Arlington, Enterprise Development
Holden Roofing	Upbring
Holtzman Partners, LLP	Vaask
Infineon Technologies	Vanguard
InkJet Inc	Vaughn Construction
Insight Global	Vendition
Integral Care	Verkada
Integrated Real Estate Group (Integrated Senior Lifestyles)	Vitesco Technologies
Internal Revenue Service (IRS)	Vulcan Materials Company
JE Dunn Construction	Webber
Joeris General Contractors Ltd.	WellSky
Jordan Ford	Whiting-Turner Contracting Company
K Hovnanian Homes	Wisenbaker Builder Services, Inc
KB Home	Yardi Systems
KCWX-TV	Yates Engineers and Construction
Keller North America, Inc.	Zachry Construction Corporation

Continuing Education Destination - Bachelor's Degree Recipients – *appendix 3.1*

Business	
Continuing Education Destination - Bachelor's Degree Recipients	Count
Google Career Certificates	1
Data Analyst	1
Houston Community College	1
Ps	1
Paul Mitchell	1
Cosmetology	1

Tarrant County College District	1
EMT	1
Texas A&M University-Corpus Christi	2
Accounting	1
Health Administration	1
Texas State University	35
Accounting	22
Data Analytics	1
Human Resources	1
Informatics Data Mining	1
Law And Business (JD/MBA)	1
Marketing Research and Analysis	2
Masters Business Administration	5
Quantitative Finance and Economics	1
Tax Accounting	1
Texas Tech University	1
Finance	1
Texas Woman's University	1
Masters Business Administration	1
University of Houston law center	1
Law JD	1
Grand Total	44

The above data reflects student's continuing education destinations and the advanced degree they are seeking.

Continuing Education Destination - Master's/Doctoral Degree Recipients – appendix 3.2

Business	
Continuing Education Destination - Graduate Degree Recipients	Count
Florida International University	1
Finance	1
Texas State University	1
Material Science Engineering and Commercialization	1
University of Saint Mary	1
Law	1
University of Texas-Dallas	1
PhD in Public Affairs	1
Grand Total	4

The above data reflects student's continuing education destinations and the advanced degree they are seeking.

College of Education First Destination Survey - Employers – *appendix 3.3*

List of Employers Identified on First Destination Survey for AY23

Business Administration

3M	Cherry Bekaert
4Life Wealth Advisors	Chick-Fil-A
ABC Supply Co. Inc.	Chick-fil-A of Kyle
Activision Blizzard	Cintas Corporation
ADKF	City of San Antonio
ADP	City of San Marcos
ADT - Safe Haven	Cognizant
AIG	Community Action, Inc.
Alamo Group	Cracker Barrel Old Country Store
AlertMedia Inc	CrowdStrike
Allstate	Dell Technologies
Amazon	Deloitte
Amazon Fulfillment Center	Discovery Land Company
Amegy Bank	DISH
Annapurna Labs (an Amazon Company)	DOZ, LLC
Apple	Dun & Bradstreet
ArfaMomin Corp.	El Bajio Mexican Food
Armanino LLP	Ensign Group, Inc
Arrive Logistics	Enterprise Holdings
Atlas Copco North America (SC)	Everyware
Austin Aquatics and Sports Academy	Expedia Group
Austin Film Festival	EY LLP
Austin Traffic Signal Construction Company, Inc.	Farmers Insurance
Austin Woman Magazine	Fastenal Company
Baxter medical	FedEx Office
Bell & McCoy Lighting and Controls - Austin	FedEx Supply Chain
Berkshire Hathaway Homestate Companies	FERGUSON
Best Buy Corporate	Fisher, Herbst & Kemble, PC
BMS Construction	Five12
Boon-Chapman	Fortinet
Cameron International, (a Schlumberger Company)	Francesca's
Camp Young Judaea Texas	Frost Bank
Capital Metro	Gartner
Caraday Healthcare	Goosehead Insurance
Caterpillar Inc.	GPAC
CC - FactSet	Grant Thornton
Charles Schwab & Company	Groundswell Health

HCA Healthcare
 HDCPA
 HEB
 H-E-B
 H-E-B Texas Grocery
 Henry Schein
 Hilton
 Houston garden center
 Impactable
 Insperity
 J Carver
 J&M Jewelry
 JPMorgan Chase & Co.
 JR Holloway, LLC
 JW Marriott Hill Country Resort & Spa
 KPMG LLP
 KPMG US
 L3Harris Technologies
 Lake | Flato Architects
 Lands' End
 Lifetime Fitness
 LiveOak Living Community
 Loews Hotels & Co
 LogicMonitor
 LPF PLLC
 Macer Interests
 Malwarebytes
 Marathon Petroleum Company
 Marriott International, Inc
 McCoy's Building Supply
 Mensor
 Michael Kors
 Multiband Global
 N/A
 Nike, Inc.
 Nolan Transportation Group
 Novogradac & Company LLP
 Office of Rep. Lance Gooden, US House
 of Representatives- Congressman
 Office of the State Comptroller
 OHT Partners
 Oldham Goodwin
 Olive Garden

Omni Hotels
 Oracle
 Oscar
 Parallon
 Peace Corps
 Peace Corps - UT Austin
 Pecan Street
 Penguin Random House
 Perry Homes
 Picnik
 Pitaya
 PKF Texas
 Plum Creek Golf Course
 PricewaterhouseCoopers (PwC)
 Puroclean
 Q2 Software, Inc.
 REMAX CORNERSTONE REALTY
 Ridout, Barrett & Co. , P.C.
 RingCentral
 RPS Retirement Plan Advisors
 RSM US LLP
 Rubrik
 Ryan, LLC.
 Safety Vision, LLC
 Saint Paul's Outreach
 Sam's Club
 Satterfield & Pontikes Construction
 Sherwin-Williams Company
 Sky Candy
 Skyhawks Sports Academy
 Specified In+Ex
 Spectrum
 Spurs Sports & Entertainment
 St. Dominic Savio Catholic High School
 Stoddard
 Sullivan Financial Services, LLC
 Tabner
 Target
 Tasksuite
 Teacher Retirement System of Texas
 Teachers of Tomorrow
 Tesla
 Texas Commission on Environmental Quality

Texas Department of Transportation
Texas Health & Racquet Club
Texas State Auditor's Office
Texas State University - Academics: Management
Texas State University - Athletics
Texas State University - Human Resources
Texas State University - Texas School Safety Center
Texas State University - TRIO
TexDoor
The Home Depot
The Reynolds Company
The University of Texas at Austin
Tiff's Treats
Tom James Company
TQL (Total Quality Logistics)
Travelers
Trinity Real Estate Investment Services

Troon - Kissing Tree Golf Club
TTI Power Equipment
Undisclosed
United Rentals
United Rentals, Inc.
Unity
University Federal Credit Union
UPS (United Parcel Service)
USAA
Velocity Credit Union
Visa, Inc.
Walmart
Weaver
Wells Fargo
Wells Fargo
Whitley Penn