Summary
Each year, North Central College publishes First Destination Outcomes for the prior year’s graduating class as one of many indicators of perceived value, student achievement and institutional effectiveness. This annual assessment gathers information about undergraduate student employment, service and continuing education within 6 months of graduating with their bachelor’s degree. Results of the survey are used by the Office of Career Development to benchmark against regional and national trends and are sought after by a number of other internal and external stakeholders. The following report includes highlights from the North Central College Class of 2018 First Destination Survey.

Methodology
A total of 669 students that graduated between September 2017 and June 2018 were included in this survey cohort. An initial survey was provided to all students just prior to graduation with follow-up surveys and research for graduates missing data up to 6 months after. Surveys were made available online and in paper format. Follow-up included emailed and phone surveys as well as data sources including student records, alumni records, LinkedIn, and input from parents, staff and faculty.

Standards and Protocols
North Central College has adopted the National Association of Colleges and Employers (NACE) Standards and Protocols for survey design, data collection, and trend reporting. NACE is the preeminent national organization focused on the employment of the college educated. These standards and protocols define the terms for each graduating class, reporting categories, timeline for data collection, and appropriate data sources. Incorporating these standards and protocols allows us to benchmark against nearly 300 schools using these same guidelines. Summary data for the Class of 2018 was provided to NACE to contribute to the tracking and sharing of national trends.

Knowledge Rate
Self-reported information from survey responses and follow-up data collection yielded a Knowledge Rate of 90%. The term “Knowledge Rate” defines the percent of graduates for which the institution has reasonable and verifiable information concerning the graduates’ post-graduation career activities. This rate is significantly above the NACE recommended target of 65%.

Outcome Rate
The North Central College Class of 2018 Outcome Rate is 92%. The term “Outcome Rate” refers to the percentage of graduates who are employed (full time or part time), participating in a program of voluntary service, serving in the U.S. Armed Forces, and/or enrolled in a program of continuing education. Calculation of this percentage compares the number of graduates within these categories against all graduates for whom we were able to gather information. In those cases where a graduate reported more than one activity, only the primary activity was included in the calculation. Graduates that reported that they were not currently seeking employment or continuing education were not included in the calculation.

Supplemental Assessment
The 2018 First Destination Survey included items beyond those established by NACE standards. These supplemental efforts were intended to gather additional information from students regarding their graduate school acceptance, participation in internships and student teaching, investment satisfaction, and relevance of their outcome to their major. These additional items were not included in follow-up surveys and are presented as results from a sample population. These items may vary from previous or future reports depending on institutional needs.
Tabin Vrba
Major - Accounting
Internship - PWC
First Destination - PWC

Valarie Owino
Major - Chemical Microscopy
First Destination - Western Michigan Cooley Law School

"I had a few mentors which helped me figure out what I wanted to do. Through the Political Science department and the Leadership Ethics and Values Program, there were pathways for me to get to networks for experience in the real world."

- Valarie Owino
Class of 2018
Outcomes

Outcome Rate - 92%

92% of the Class of 2018 are either employed (full or part-time), attending graduate school, participating in post graduate volunteer or service activities, or serving in the military.

Outcomes are derived from a 2018 Knowledge Rate of 90%. Knowledge Rate is the percent of students for which we have reasonable and verifiable information. Outcomes do not include the 20 students who reported that they were not seeking post-graduate opportunities at the time they were surveyed.
Jack Billings
Major - Computer Science
Internship - Next Capital Group
First Destination - Full Stack Developer at Next Capital Group

Mia Narcisi
Major - Exercise Science
Internships - Schaumburg Boomers Baseball Club, Chicago Bears Football Club, Chicago Blackhawks Hockey Club, KPMG Women's PGA Championship
First Destination - Sales Coordinator at PGA of America

“North Central helped me get involved and developed me into a more proactive person in achieving my career goals. They did a good job educating me, pushing me to get internships and work in the sport industry, make connections through the Sports Management Association conference.”
- Mia Narcisi
Top Ten Employment Fields
Full-Time Only

Business Administration/HR/Management 16%
Accounting/Banking/Finance/Insurance/Actuarial Science 16%
Healthcare Service (Mental/Physical) 14%
K-12 Education 12%
Sales/Marketing 9%
Technology/Information/Computer Science 9%
Government 5%
Exercise Science/Fitness 4%
Sciences (Chemistry/Biology/Physics/Environmental) 3%
Arts & Entertainment 3%

Reported Annual Base Salary
Full-Time Only

Over $60K 12%
$51K - $60K 7%
$41K - $50K 27%
$31K - $40K 38%
$21K - $30K 17%
Less than $20k 2%

Mean Salary $48,592

"The Department of Finance helped me achieve my career goals. My professor’s advice, lectures, and mentorship often included his personal experiences. Having experienced faculty that worked in industry was a heavy contributing factor for me achieving my career goals." - Jesus Ponce
Claire Svela
Major - History
First Destination - Master of Business Administration at the University of Wisconsin, Milwaukee

Kelsy Lamartina
Major - Biochemistry
First Destination - Doctor of Pharmacy at the University of Illinois College of Pharmacy

“The faculty have created such a welcoming and fostering environment in the sciences and will do whatever it takes to help you reach your full potential. My advisor was able to answer my questions and guide me through what I need to do to be successful and take the next steps towards my career goals.”

- Kelsy Lamartina
Internships and Student Teaching

Internships provide opportunities for hands-on training and enhance career readiness skills. In some cases, a student’s internship develops into an offer for full-time employment.

49% of the Class of 2018 participated in an internship or student teaching during their four years in college. (6% Student Teaching)

75% of students who responded to this question reported that these opportunities provided skills and experiences that helped them obtain their first job.

28% of students that responded to this question received job offers from their internship site.

“North Central offered classes that taught me real world applications and not just technical skills. Internships were pushed therefore I learned from actual professionals in the field that taught me the professional side of the industry.” – Kat Kazmierski
Mikayla Strasser
Major - Psychology
Internship - Carle Curtis Psychology Clinic
First Destination - Master of Education at the University of Illinois at Chicago

Evangeline Tuohy
Major - Music Education and Secondary Education
Student Teaching - Lincoln Jr. High School
First Destination - Instrumental Music Teacher at Schaumburg School District 54

“The Education department has a good reputation and a very rigorous program where I was able to experience each level from k-12. It was excellent preparation for the student teaching position I got into, where I got a great letter of recommendation for my first job.”

- Evangeline Tuohy
Graduate Programs
Acceptance & Graduate Schools

North Central College graduates were accepted or are currently attending 34 graduate schools across the country. 20% of total graduates applied to attend graduate school for the 2018-2019 academic year.
*This does not include other forms of continuing education.

88% of students who responded to this question were accepted into post-graduate programs.
*This does not include 25 pending applicants at the time of survey.

Top 5 Graduate Schools

<table>
<thead>
<tr>
<th>School</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>North Central College</td>
<td>23</td>
</tr>
<tr>
<td>Northern Illinois University</td>
<td>3</td>
</tr>
<tr>
<td>Aurora University</td>
<td>2</td>
</tr>
<tr>
<td>University of Illinois Urbana-Champaign</td>
<td>2</td>
</tr>
<tr>
<td>Lewis University</td>
<td>2</td>
</tr>
</tbody>
</table>

"My faculty guided me in the right direction to find an internship. I had a change of heart with my career and the college helped me redefine my future and get into graduate school."
- Suzannah Wenzel
Satisfaction with Post-Grad Plans

82% of the members of the Class of 2018 who responded to this question stated that they are either highly satisfied or satisfied with the investment they made in North Central in relation to their employment or other post graduate plans.

Relation to Field of Study

Graduates report the degree to which their outcome is connected to their undergraduate field of study.

Employment Relation to Field of Study

Not Related 17%

Somewhat Related 26%

Very Related 58%

Graduate Program Relation to Field of Study

Not Related 3%

Somewhat Related 33%

Very Related 64%
Internship Sites

30 North
95.9 The River
Accounting Firm
Activa Physical Therapy
Adrenaline Fundraising
Adrenaline Sports Management
Adtalem Global Education
Aidi
Alliance Physical Therapy
American Academy of Sleep Medicine
Ansburg & Company
Aramark
Argonne National Laboratory
Ascendigo in Colorado
AthleticPro Physical Therapy
ATI Physical Therapy
Aurora University
Autumn Leaves
BDI Playhouse Children’s Therapy
Belladonnas Comedy
BKD, LLP
BMO Harris Bank
Brickstreet Mutual Insurance
Buehler YMCA
Bulls Sox Academy
BXB Solutions
Cabot Microelectronics
Calamos Investments
Carl Buddig and Company
Carle Curtis psychology clinic
Caterpillar
Chasers Laser Tag
Chicago Area Runners Association
Chicago Bandits
Chicago Bears
Chicago Blackhawks
Chicago Buzz Marketing
Chicago Fire
Chicago Office of Technology
Chicago Pedal Boats
Chicago Sky
City Of West Chicago
Claire’s
Cloudgate Theatre
College Aid Planners
College Fashionista
College of Dupage
ComEd
Community Access Naperville
Connor & Gallagher
OneSource
ConVerge
Cumulus Media - Chicago
Date2tri Paratriathlon Club
Deloitte New Zealand
Diamond Edge Academy
Dr. Susan Myket and Associates
DS Containers Inc.
Dulce Nombre Elementary School, San Jose, Costa Rica
DuPage Children’s Museum
DuPage County Courthouse
DuPage Medical Group
Ecogym in Plainfield
Edward Jones Investments
Edward-Elmhurst Health and Fitness Center
Excel Foundry and Machine
F.H. Paschen
Fermilab
Fitness Protection Program
Fluence Automation
FONA International & JobGraffe
Fysical Therapy
Balance Centers of Naperville
G&D Integrated
Game Day USA
Gaskill Creative
Gateway Foundation
Gawea Yoga
Glenbard West High School
GO2 Partner
Grayhill, Inc.
Green Path green clinic
Greenhouse Theatre Center
H4 Training
Heritage Professional Associates
Hinsdale Orthopaedics
Hinsdale Wellness House
Hometown Fitness
Hub Group
IDEX Laboratory
Illinois Department of Human Services
Illinois Department of Natural Resources
Illinois Department on Aging (DoA)
Infogix
Irving and Associates
ITS Marketing
Iwate University’s affiliated kindergarten
Jonathan Wesley Inc.
JP Morgan Chase
JSS Summer Internship
June Media, Inc.
Junior/Senior Scholars Program
Kane County Cougars
KPMG Women’s PGA Championship
Kyoto Gakuen Junior/Senior High School
Lake Forest College
Launch Digital Marketing
Lauterbach & Amen
Law Offices of Anna Stanley-Kahirman
Little Friends
Location Finders International
Lou Malnati’s
Loyola University Medical Center
Marbella Tours
Marriott and Chicago Steel
McCrone Associates Inc
McHenry County Substance Abuse Coalition
Men in Black Pest Control Services
Mid-America Real Estate Group
Miss Amazing
Molecular Imaging
Monroe County Library System
MVP Chicago
NAMI DuPage
Naperville Central High School
Naperville Community Television
Naperville Running Company
Naperville Running Company
NASA
National Renewable Energy Lab
Internship Sites

NCC Office of Ministry And Service
Newberry Library
NextCapital Group Inc
North Central College
Northern Illinois University
NorthWest Community Wellness Center
Northwestern Medicine
Northwestern University
Oswego High School
Over the Edge Fitness Gym
OWP Pharmaceuticals
Paragon Marketing
Pekin Insurance
Phigenics, LLC
Plainfield North High School
Play Ball USA
Polyform Products
Preferred Home Healthcare
PricewaterhouseCoopers
Principal Marketing
PT Solutions
QCS Purchasing
Recharge Counseling
Renz Addiction Center
RFK
River Trails School District
Rockford Rivets
Ruckus Strategic Partnership Consulting
Schaumburg Boomers Baseball Club
Scherer Executive Advisors
Showplace Productions
Skich LLP
Six Flags Great America
Slupik & Associates
Specialty Insurance Group
Sports Information Department
St. Thomas Hospice grief camp
State Farm
Susan Amulet & Associates
Susan S. Lewis, Ltd.
Sybaris Clubs International
The Art Institute of Chicago
The Bridge Teen Center
The Field Museum
The Homer Law Firm
The Labs
The McCrone Group, Inc.
The Other Theatre
The Village of Niles
Thermo Fisher Scientific
Treehouse Pediatric Therapy
Trimaco Radenchich, CPA
U.S. Cellular
UMarketing
United States Liability Insurance
United States Securities and Exchange Commission
University of Tennessee - Sports Nutrition Intern
USI Insurance Services
USSSAB
VelocityEHS
Verde Solutions
Village of Schaumburg
Vital Voices Global Partnership
Walk On
Western Michigan University Football
Whiteside County Public Transportation
Windy City Bulls
Wintrust Financial Corporation
Wolters Kluwer
Workspace Digital
World Financial Group
YMCA
Youtech & Associates
Zurich American Insurance Co
Full-Time Employers

21 TWELVE
3D Exhibits
ADP
Adtalem Global Education
Advanced resources
Aerotek
Agor Behavioral Health Services Inc.
ALDI
Amazon
AmeriCorps NCCC
Anicca Float Club
Anne Fox Elementary School
School District 54
Antech
Arlington Heights School District 25
Arris International
Association Management Center
Associations Development Solutions
Athletico
ATI Physical Therapy
Auxiant
Baxter
Bay Area Community Resources
BCV
Bear Paddle Swim School
Bloomington Eye Professionals
Blue Cross Blue Shield of Illinois
Bob Rogers Travel
Boeing
Brickstreet Mutual Insurance
Bright Horizons
Bronzan + Bratton Birich
Brookfield Properties
Burbank School District 111, McCord Elementary
By Your Side Autism Services
CH Robinson
Cabot Microelectronics
Caesars Entertainment
Calamos Investments
Capital Forensics, Inc.
Carl Buddig and Company
CartonCraft Inc
Caterpillar
Chicago Fire
Chicago Golf Club
Chicago Heights Steel
Chicago Public Schools
Chicago White Sox
Chicagoland Smile Group
Chick Fil A
CNA Insurance
ComPsych
Computershare
Costco Wholesale
Country Donuts
Coyote Logistics
Custom Plastics
Daiko Steel
Darien Park District
Dealer Inspire
Delnor Hospital
Denver Broncos
Despir Logistics
District 146
District 203
DRW Strategic Solutions
DS Containers Inc.
DuPage Medical Group
DWA
East Aurora District 131
Echo Global Logistics
Eclipse Telecom
Education Unlimited
Edward Jones
EF Education First
Einstein Elementary School, Schaumburg IL
Engis
Enterprise
eProcess
Epsycorp
First Harvest Financial
First Northern Credit Union
Flossmoor School District 161
Follett Higher Education Group
FONA International & JobGiraffe
Freedom Marketing
Freeman Elementary School
Fulbright Spain
Furst-McNess Company
Galleli Real Estate
Gaspero & Gaspero, Attorneys at Law, P.C.
Glassdoor
Glen Ellyn Park District
Glen Lerner Injury Attorneys
Grand Prairie Elementary
Gray Hunter Stenn LLP
Greater Florida Area Employee Benefits
Green Drop LTD
Greenheart Travel
H4 Training
Hammerschmidt School
Hands on Technology
Hapag-Lloyd AG
Hearst Publications
HGS
Hiawatha Elementary School
Hinsdale Orthopaedics
Hitchcock Design Group
Holy Trinity Catholic School
Homer Environmental, LLC
Homer Glen District 33C
IFF
Indian Prairie School District 204
Infojix
Instec
Intertek
Iquvia
Itera
It’s A Bling Thing
JPMorgan Chase & Co.
JC Guitar
Jewish Child and Family Services
Johns Intermediate School
Jones Lang Lasalle
K-12 Teachers alliance
Key Mortgage Services
Kirkland & Ellis
LA Fitness
Full-Time Employers

Lake Forest College
Lakeview Nursing & Rehab Center
LaSalle Network
Lauterbach & Amen
Learfield Sports
Liberty Mutual
Lincoln Elementary School
Little friends
Livia Italian Eatery
Location Finders International
Lorenzo's Formal Wear & Sunrise Cleaners
LS2 Helmets US
LW Meyer
M Block and Sons
Martin Engineering
McAninch Arts Center
McCrone
McDonald's Corporate
MediaOcean
Medico America
Men in Black Pest Control Services
Mentice
Mercy Hospital and Medical Center
Michaels Uniform Company
Mid-America Real Estate
Midlands Technical College
Molvado Company Store
MoneySmart
Morgan Stanley
Morse Electric
NaCo Water
NAPA Auto Parts
Naperville North High School
Naperville Running Company
National Material LP
NCSA
Neighborhoods.com
NextCapital Group Inc
Nissin International
North Central College
North Shore Hospital
Northern Public Radio
Northern Trust
NSA Media
Officite
Okaya USA
Orbus Exhibit & Display Group
Osco Drug
Oswego Park District
Ottawa Savings Bank
OVC Lawyer Marketing
Panacea Allergy, Asthma, and Immunology
Pax8
PECO Pallet, Inc.
PGA of America
Pietrini Elementary School
Plainfield School District
PNC Bank
PolyOne Corporation
Potters Place
Precision Digital Solutions
Price Waterhouse Coopers
Pro Mold and Die
Quantum Marketing
ReMax Professionals
Richland School District
Rochelle CCSD #231
Rockford Rivets
RR Donnelley
Rush University
SAGA Innovations
San Diego Tourism Authority
Schaumburg School District 54
ScribeAmerica
Sevan Multi-Site Solutions
Showplace Productions
Sidney Health Center
Signature Fitness Club
Sikich LLP
Slupik & Associates
Sport Court Midwest
Sports Info Solutions
Spring Ave Elementary
St. Charles Trading
Starbucks
State Farm
Static Nails
SWC Technology Partners
Sycamore Integrated Health
teck pak inc
The Buona Companies
The Mark Travel Corporation
The Will Group
Timber Ridge Middle School
TMC
TopBloc
Total Nurses Network
TQL
Transportation Alliance Bank
TransUnion
Triad Stage Theatre
U.S. Customs and Border Protection,
Chicago Laboratory
United States Drug Testing Laboratories
University of Texas-Southwestern Medical Center
UPS
UPS
US Bank
USDF
VelocityEHS
Victor Envelope
Vital Voices Global Partnership
Warehouse Direct
Washington Jr High School
Whole Foods
William E. Young Elementary School
Windy City Bulls
Wintrust Financial Corporation
Yelp
YMCA
Yorkville 11S
Zacks Investment Research
Zurich American Insurance Co.
Graduate Schools and Programs

**Graduate Schools**
- Adler University
- Aurora University
- Ball State University
- Colorado State University, College of Business
- DePaul University
- Des Moines University
- Eastern Illinois University
- Elmhurst College
- Garrett Evangelical Theological Seminary
- Keller Graduate School
- Kettering College
- Loyola University Chicago
- Marquette University
- Medical College of Wisconsin
- National Louis University
- North Central College
- Northern Illinois University
- Olive Nazarene University
- Palmer College of Chiropractic
- Roosevelt University
- Rosalind Franklin University of Medicine and Science
- Ross Medical School
- University of Illinois at Chicago - College of pharmacy
- University of California: Santa Barbara
- University of Illinois Springfield
- University of Illinois Urbana-Champaign
- University of Limerick
- University of Mississippi
- University of Montana Missoula
- University of New Mexico
- University of St Augustine for Health Sciences
- University of Wisconsin-Milwaukee
- Washington University in St Louis
- Western Illinois University

**Graduate Programs**
- Accounting (Taxation)
- Clinical Mental Health Counseling
- DPA
- DPT
- ESL Endorsement
- Graduate Studies in Higher Education, Master's Degree
- Leadership Studies - Sports Leadership
- M.A. Sport Management
- M.D.
- M.S., in Human Health and Performance Exercise Science
- MA in Clinical Mental Health
- MA of Organizational Leadership
- Master of Arts in I/O Psychology
- Master of Divinity with a concentration in LGBT+ Studies
- Master of Leadership Studies
- Master of Liberal Arts: Writing, Editing and Publishing
- Master of Marketing
- Master of Occupational Therapy
- Master of Science in Anesthesiology
- Master of Science in Biomedical Sciences
- Master of Spanish
- Master of Sports Leadership
- Masters in ABA
- Masters in English
- Masters in School Psychology
- Masters in Social Work
- MBA
- MBA-Accounting
- MBA-Healthcare Administration
- MBA-Management Focus
- MD
- MS
- MS in Exercise Science
- OTD
- PhD in organic chemistry
- PharmD
- PhD
- PhD in Biology
- PsyD in Clinical Psychology