STANDARD 4.7 Ability of Completers to be hired

To assess Standard 4.7, SOLES uses the Exit and Alumni surveys. At completion of the program, students receive an exit survey. The following data represent three years, 2015-18 for three programs: Multiple and Single Subject and Special Education.

To begin our inquiry we looked at the exit survey and the level of agreement candidates reported regarding their overall satisfaction. We looked specifically at the statement that asks “I believe that my program provided me with a good preparation for my career.” The statement uses a five-point scale: 5 = Strongly Agree, 4 = Agree, 3 = Neutral, 2 = Disagree, 1 = Strongly Disagree

Figure 1A of the exit survey data for the Single Subject from years 2016-2018 shows that students responded to the statement below the benchmark score of 4. The three-year average is 3.7. Whereas, the three-year average for Multiple Subject graduates is 4.2 and the three-year average for Special Education is 4.5.
Despite the reporting a three-year average of 3.7 of satisfaction with career preparation, 95% of the Single Subject alumni respondents reported that they were employed in the field.

Though more than 50% of alumni survey respondents reporting that they found employment within three months of graduation, the USD Career Development Center survey indicated that SOLES students in general wanted more career and job-search assistance. To help support the job search process, the following Action Plan has been put in place for the 2017-2018 and 2018-2019 academic year: Our Academic Programs Manager sends announcements for all Job Fairs and/or Career assistance on a continuous basis throughout the academic year and our Field Experience Office now initiates job fairs with local districts each spring and sends reminders regarding local job fairs which have been sent out to full time student teachers.
Alumni Survey

The 2017 SOLES Alumni Survey was sent to graduates from AY 2012-2013 through AY 2016-2017. One focus of the SOLES Alumni Survey is to gain insights into the employment experiences of past graduates. Over 86% of alumni from the Multiple Subject Credential, Single Subject Credential, and Special Education Credential programs indicated experience positive job/career changes upon graduating from SOLES. Over 95% of the graduates from these three programs stated that they sought a new job/position as a result of the degree they received from SOLES. In addition, over 95% of the graduates from these three programs are currently employed in their field of study (See Figures 2A-C). Taken together, these data points show that SOLES alumni experience positive job-related outcomes as a result of their degrees. The three graphs below depict breakdowns for the employment experiences of each of these three programs.

Figure 2A. Multiple Subject Credential, Alumni Employment

- **Exp. Positive Job / Career Change (n = 43)**: 86%
- **Sought a New Job/Position (n = 42)**: 95%
- **Currently Employed in Field of Study (n = 41)**: 98%

Figure 2B. Single Subject Credential, Alumni Employment

- **Exp. Positive Job / Career Change (n = 44)**: 89%
- **Sought a New Job/Position (n = 42)**: 95%
- **Currently Employed in Field of Study (n = 42)**: 95%
Alumni Survey data show that 82% of Multiple Subject Credential alumni found a job within three months of graduation from their program. In addition, 93% of Single Subject Credential alumni and 82% of Special Education credential alumni found a job within three months of graduation from their respective programs, (See Figures 3A-C). This data indicate that the vast majority of graduates from the SOLES credential programs are employed. The following three graphs show the breakdown of graduates’ time to job attainment for the three aforementioned programs.
Alumni Survey Multiple Subject Credential
Figure 3A. Graduates' Time to Job Attainment (N=44)

- On or Before Graduation / Stayed With Current Org: 42.6%
- 1 month: 5.0%
- 3 months: 5.0%
- 6 months: 24.8%
- 9 months: 13.9%
- 12 months: 5.0%
- 12+ months: 5.0%
- I did not find a job: 5.0%