

An Examination Of The Impact of the College Works Internship On:

- Future Earnings
- Job Search
- Career Advancement
- Career Satisfaction

Table of Contents

Table of Contents **2**

Executive Summary 3

Study Details 4

Research Objectives 4

Study Results 5-9

Data Results 10-11

Sample Survey 12-13

Executive Summary Page 3

Study Details Page 4

Research Objectives Page 4

Study Results Pages 5-9

Data Results Pages 10-11

Sample Survey Pages 12-13

Table of Contents	2
-------------------	---

Executive Summary 3

Study Details	4
---------------	---

Research Objectives	4
---------------------	---

Study Results	5-9
---------------	-----

Data Results	10-11
--------------	-------

Sample Survey	12-13
---------------	-------

Executive Summary

- 80% or four out of five CWP Alumni earn over \$50,000 annually within the first five years of their business career.
- 45% or nearly half of CWP Alumni earn over \$75,000 annually within the first five years of their business career.
- 23% or nearly one in four CWP Alumni earns over \$100,000 annually within the first five years of their business career.
- 66% or two out of three CWP Alumni reach management level or higher within the first five years of their business career.
- 20% or one in five CWP Alumni become Vice President, President or Owner within the first five years of their business career.
- 11% or one in nine CWP Alumni become President or Owner within the first five years of their business career.
- 96% of CWP Alumni found employment within six months of graduation from College.
- 90% of CWP Alumni found employment immediately or within three months of graduation.
- 84% of CWP Alumni indicated they were satisfied with their career.
- 47% or nearly half of CWP Alumni indicated they were very satisfied with their career.
- 77% or three out of four CWP Alumni indicated they felt more satisfied with their own career when compared to their non-CWP peers.

Table of Contents	2
Executive Summary	3
<u>Study Details</u>	4
<u>Research Objectives</u>	4
Study Results	5-9
Data Results	10-11
Sample Survey	12-13

Study Details

Purpose

The study was commissioned to examine the impact of the College Works Painting (CWP) Internship on the career's of CWP Alumni after graduation. This data is of special interest to college students considering the post graduation impact of summer employment opportunities while attending a college or university.

Respondents

Respondents are past CWP Interns and District Managers with at least five years post university work experience.

Target Population and Sample Frame

The study survey was sent out via email to 976 past alumni; 774 of the emails were successfully delivered. The study was open to all past CWP Alumni with at least five years of post graduate career experience. Alumni were encouraged to share the study link with other alumni and the link was posted on the College Works Painting alumni forum. The total number of alumni responses was 173 which qualify the data for a statistically valid study exceeding $N > 30$. See Sample Survey (pages 12-13) for a copy of the survey.

About the Study - Overview

From September 26th through October 7th 2011, College Works Painting commissioned the study of past alumni. A referral link was included for forwarding to additional alumni. The survey results were collected on an anonymous basis via an online survey response platform and respondents were made aware of their anonymity. The survey was open for twelve days with two reminder emails sent to the alumni network. At survey close, 173 response surveys had been collected. Results were rounded to +/- 1% unless otherwise stated.

Study Results

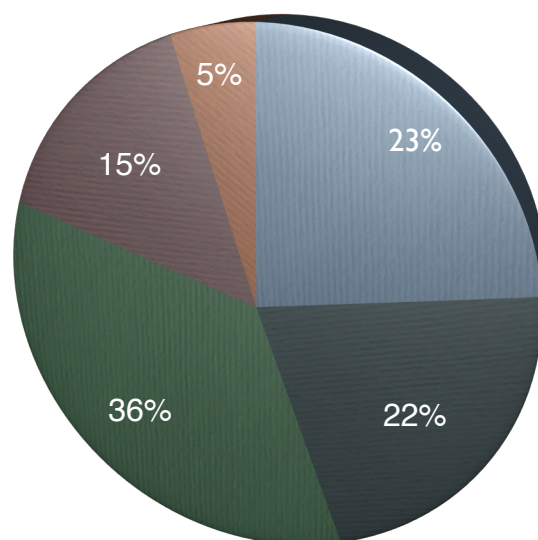
Question 1:

What was your highest annual income earned within the first 5 years of your business career, after graduation? Please include all sources of income and adjust estimate for inflation.

Table of Contents	2
Executive Summary	3
Study Details	4
Research Objectives	4
<u>Study Results</u>	<u>5-9</u>
Data Results	10-11
Sample Survey	12-13

Percent Response

- \$100k+
- \$75k - \$99k
- \$50k-\$74k
- \$25k-\$49k
- Under \$25k



Analysis* +/- 1%

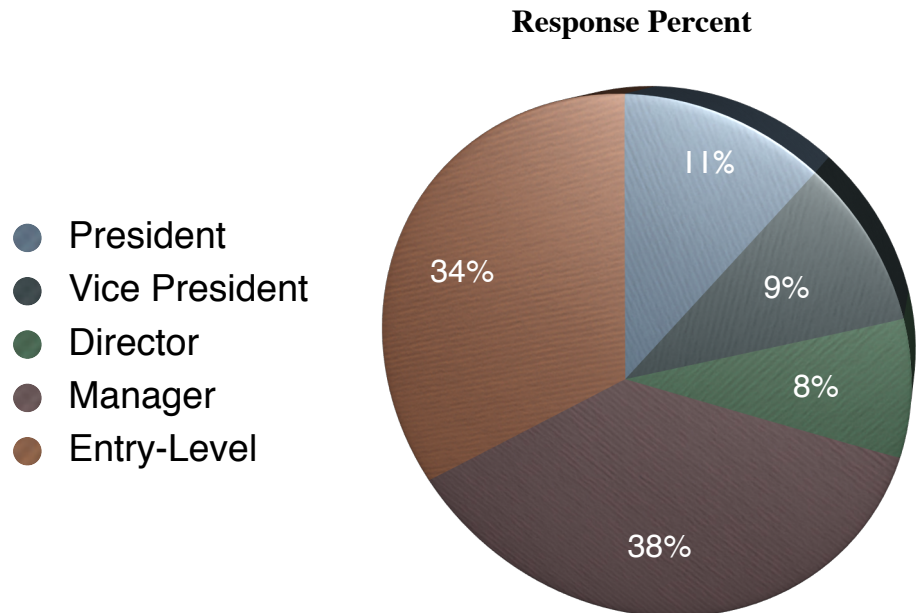
- 80% or four out of five CWP Alumni earn over \$50,000 annually within the first five years of their business career.
- 45% or nearly half of CWP Alumni earn over \$75,000 annually within the first five years of their business career.
- 23% or nearly one in four CWP Alumni earns over \$100,000 annually within the first five years of their business career.

Study Results

Question 2:

What was your highest position achieved within the first 5 years of your business career, after graduation? Please select most appropriate.

Table of Contents	2
Executive Summary	3
Study Details	4
Research Objectives	4
<u>Study Results</u>	<u>5-9</u>
Data Results	10-11
Sample Survey	12-13



Analysis

- 66% or two out of three CWP Alumni reach management level or higher within the first five years of their business career.
- 20% or one in five CWP Alumni become Vice President, President or Owner within the first five years of their business career.
- 11% or one in nine CWP Alumni become President or Owner within the first five years of their business career.

Table of Contents	2
Executive Summary	3
Study Details	4
Research Objectives	4
<u>Study Results</u>	<u>5-9</u>
Data Results	10-11
Sample Survey	12-13

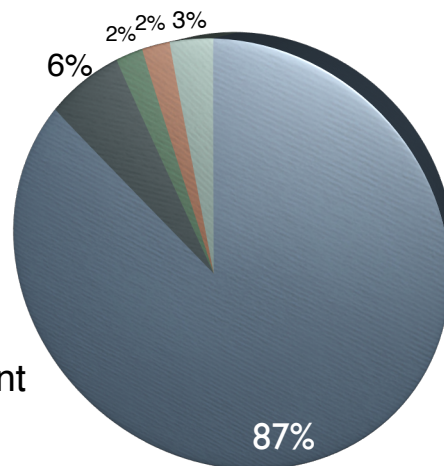
Study Results

Question 3:

How soon after graduation did you find employment?

Response Percent

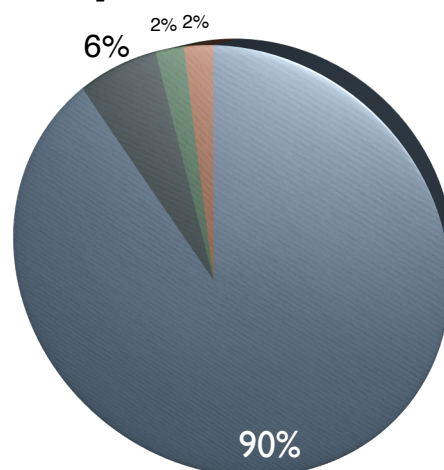
- 0-3 Months
- 3-6 Months
- 6-9 Months
- 9-12 Months
- 12 Months+
- Did Not Seek Employment



Responses of those who looked for employment.

Response Percent

- 0-3 Months
- 3-6 Months
- 6-9 Months
- 9-12 Months
- 12 Months+



Analysis

- 96% of CWP Alumni found employment within six months of graduation from College.
- 90% of CWP Alumni found employment immediately or within three months of graduation.

Study Results

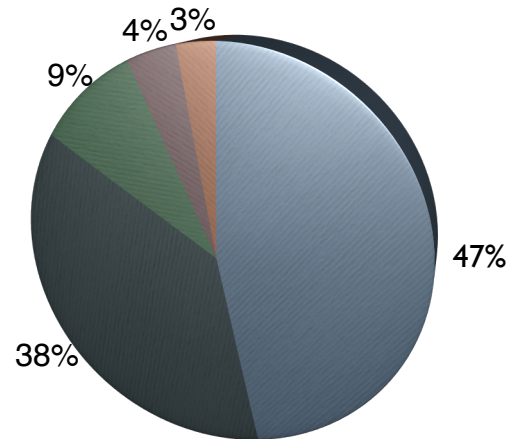
Question 4:

How satisfied are you with your career?

Table of Contents	2
Executive Summary	3
Study Details	4
Research Objectives	4
<u>Study Results</u>	<u>5-9</u>
Data Results	10-11
Sample Survey	12-13

Percent Response

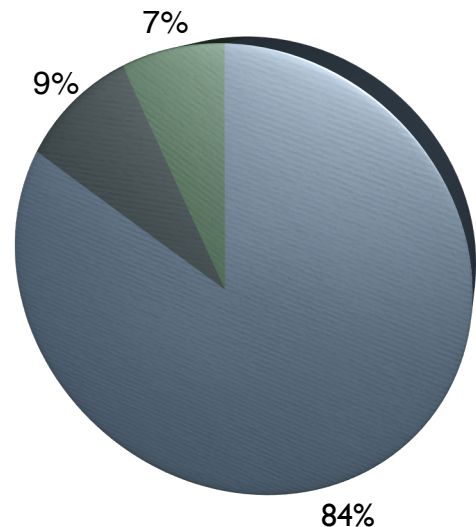
- Very Satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very Dissatisfied



Continued...

Percent Response

- Satisfied
- Neutral
- Dissatisfied



Analysis

- 84% of CWP Alumni indicated they were satisfied with their career.
- 47% or nearly half of CWP Alumni indicated they were very satisfied with their career.

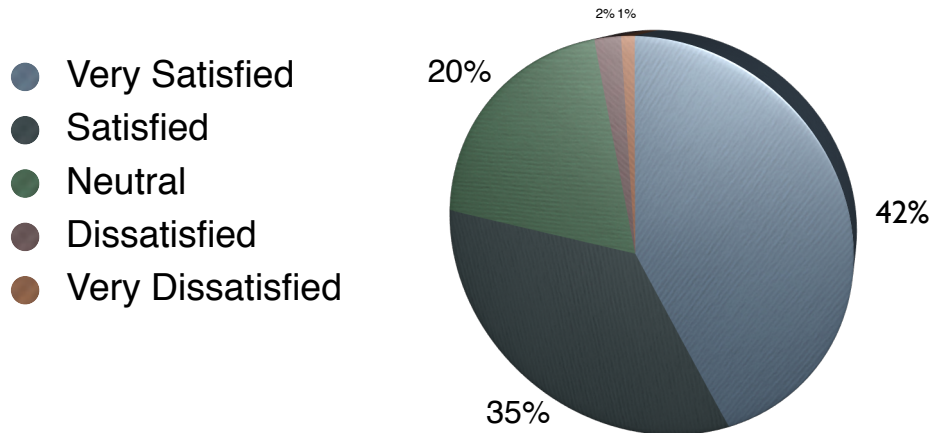
Table of Contents	2
Executive Summary	3
Study Details	4
Research Objectives	4
<u>Study Results</u>	<u>5-9</u>
Data Results	10-11
Sample Survey	12-13

Study Results

Question 5:

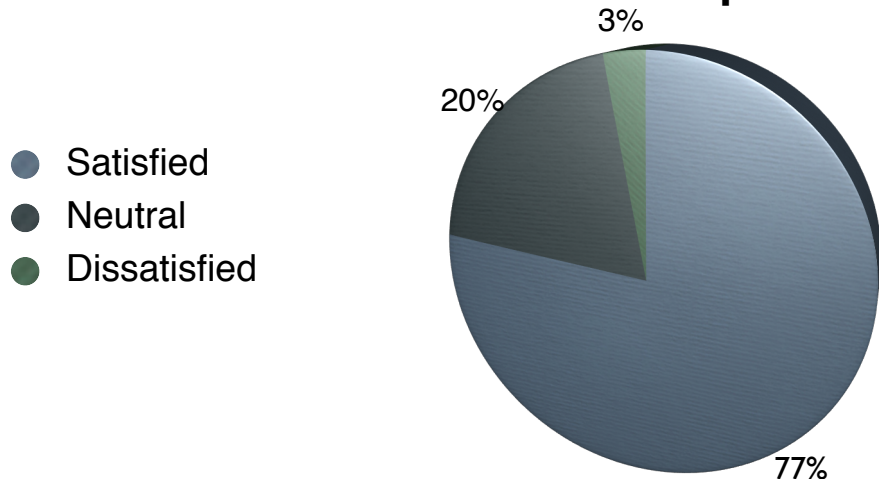
How satisfied are you with your career compared to your non College Works peers?

Percent Response



Continued...

Percent Response



Analysis

- 77% or three out of four CWP Alumni indicated they felt more satisfied with their own career when compared to their non-CWP peers.

Table of Contents	2
Executive Summary	3
Study Details	4
Research Objectives	4
Study Results	5-9
Data Results	10-11
Sample Survey	12-13

Data Results

Question 1:

What was your highest annual income earned within the first 5 years of your business career, after graduation? (Please include all sources of income and adjust estimate for inflation)

Answer Options	Response Percent	Response Count
Under \$25,000	4.62%	8
\$25,000-\$49,999	15.03%	26
\$50,000-\$74,999	35.84%	62
\$75,000-\$99,999	21.97%	38
Over \$100,000	22.54%	39
<i>answered question</i>		173
<i>skipped question</i>		0

Question 2:

What was your highest position achieved within the first 5 years of your business career, after graduation? (Please select most appropriate)

Answer Options	Response Percent	Response Count
Entry Level	34.30%	59
Manager	37.79%	65
Director	8.14%	14
Vice President	8.72%	15
President or Owner	11.05%	19
<i>answered question</i>		172
<i>skipped question</i>		1

Question 3:

How soon after graduation did you find employment?

Answer Options	Response Percent	Response Count
0-3 Months	87.28%	151
3-6 Months	5.78%	10
6-9 Months	2.31%	4
9-12 Months	0.00%	0
Over 12 Months	1.73%	3
Did not seek employment	2.89%	5
<i>answered question</i>		173
<i>skipped question</i>		0

Table of Contents	2
Executive Summary	3
Study Details	4
Research Objectives	4
Study Results	5-9
<u>Data Results</u>	<u>10-11</u>
Sample Survey	12-13

Data Results

Question 4:

How satisfied are you with your career?

Answer Options	Response Percent	Response Count
very dissatisfied	2.89%	5
dissatisfied	4.05%	7
neutral	8.67%	15
satisfied	37.57%	65
very satisfied	46.82%	81
<i>answered question</i>		173
<i>skipped question</i>		0

Question 5:

How satisfied are you with your career compared to your non CWP peers?

Answer Options	Response Percent	Response Count
very dissatisfied	1.16%	2
dissatisfied	2.33%	4
neutral	19.77%	34
satisfied	34.88%	60
very satisfied	41.86%	72
<i>answered question</i>		172
<i>skipped question</i>		0

Table of Contents	2
Executive Summary	3
Study Details	4
Research Objectives	4
Study Results	5-9
Data Results	10-11
<u>Sample Survey</u>	<u>12-13</u>

Exhibit A -Sample Survey

Question 1:

What was your highest annual income earned within the first 5 years of your business career, after graduation? Please include all sources of income and adjust estimate for inflation.

- ☐ Under \$25,000
- ☐ \$25,000-\$49,999
- ☐ \$50,000-\$74,999
- ☐ \$75,000-\$99,999
- ☐ Over \$100,000

Question 2:

What was your highest position achieved within the first 5 years of your business career, after graduation? Please select most appropriate.

- ☐ Entry Level
- ☐ Manager
- ☐ Director
- ☐ Vice President
- ☐ President or Owner

Question 3:

How soon after graduation did you find employment?

- ☐ 0-3 Months
- ☐ 3-6 Months
- ☐ 6-9 Months
- ☐ 9-12 Months
- ☐ Over 12 Months

Table of Contents	2
Executive Summary	3
Study Details	4
Research Objectives	4
Study Results	5-9
Data Results	10-11
<u>Sample Survey</u>	<u>12-13</u>

Exhibit A -Sample Survey

Question 4:

How satisfied are you with your career?

- ☐ very dissatisfied
- ☐ dissatisfied
- ☐ neutral
- ☐ satisfied
- ☐ very satisfied

Question 5:

How satisfied are you with your career compared to your non CWP peers?

- ☐ very dissatisfied
- ☐ dissatisfied
- ☐ neutral
- ☐ satisfied
- ☐ very satisfied