



First Destination 2021

Undergraduate Students

FIRST DESTINATION SURVEY CAMPUS RESULTS



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FDS SERVICES

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ABOUT FDS

OVERVIEW

Founded in 2017, The Career Leadership Collective quickly found a niche as the premier consultancy for higher education related to increased capacity on campus around career development and career outcomes data. Having done business with over 1,000 colleges and universities in their first three years, The Collective helps upper administrators and career leaders to thoughtfully weave career development into the campus fabric.

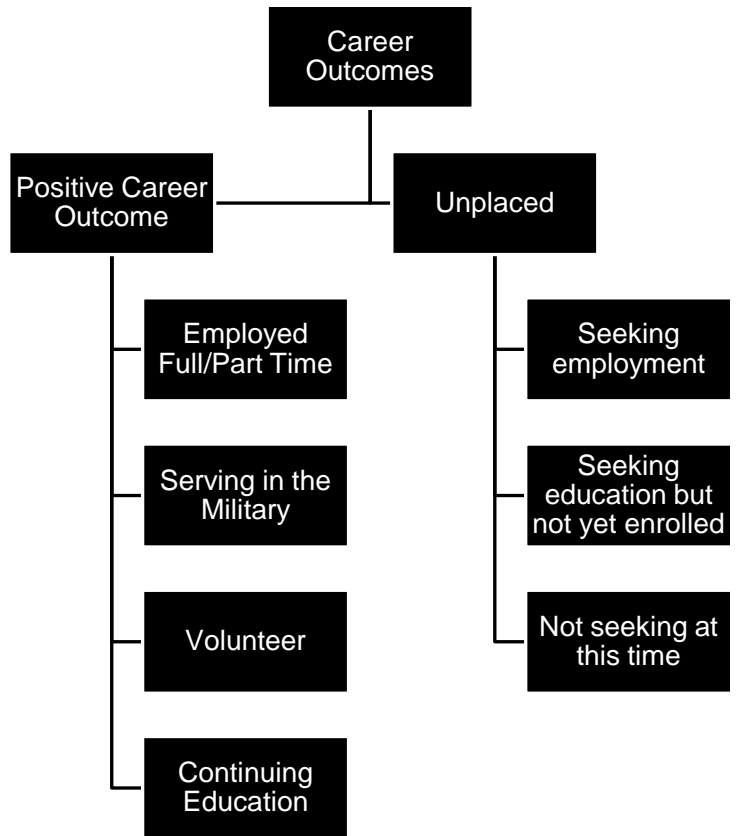
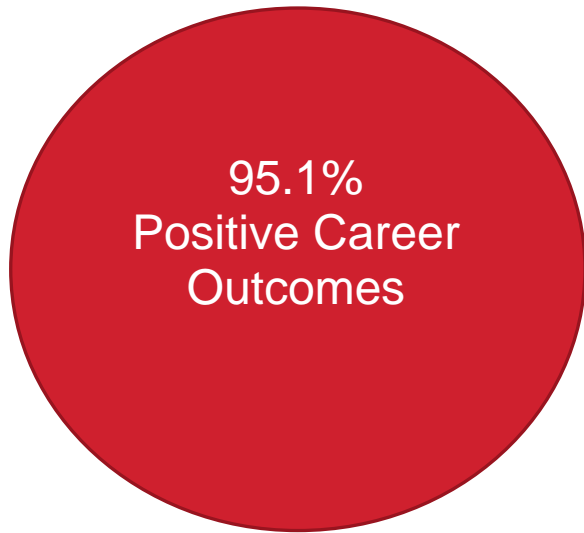
YOUR FDS DELIVERABLES

Each FDS partner school receives the following:

1. **Unit Data File:** Contains all campus raw survey data separated into responses, scraped data, and custom questions.
2. **LinkedIn Data File:** Contains additional information about your graduates. This information was integrated into the Unit Data File and contributes to your knowledge rate. The data file is included in case your campus would like to explore further.
3. **Campus report (this document):** This report contains institutional data for all questions in the dataset.
4. **Internal Dashboard:** Created for you to identify trends, growth areas, and success stories. We do not recommend making the complete, private dashboard available to the public.
5. **Slide deck:** Contains a visual presentation of campus highlights and key data points, designed as a started slide deck for sharing with stakeholders.

EXECUTIVE SUMMARY

UNDERGRADUATE SNAPSHOT



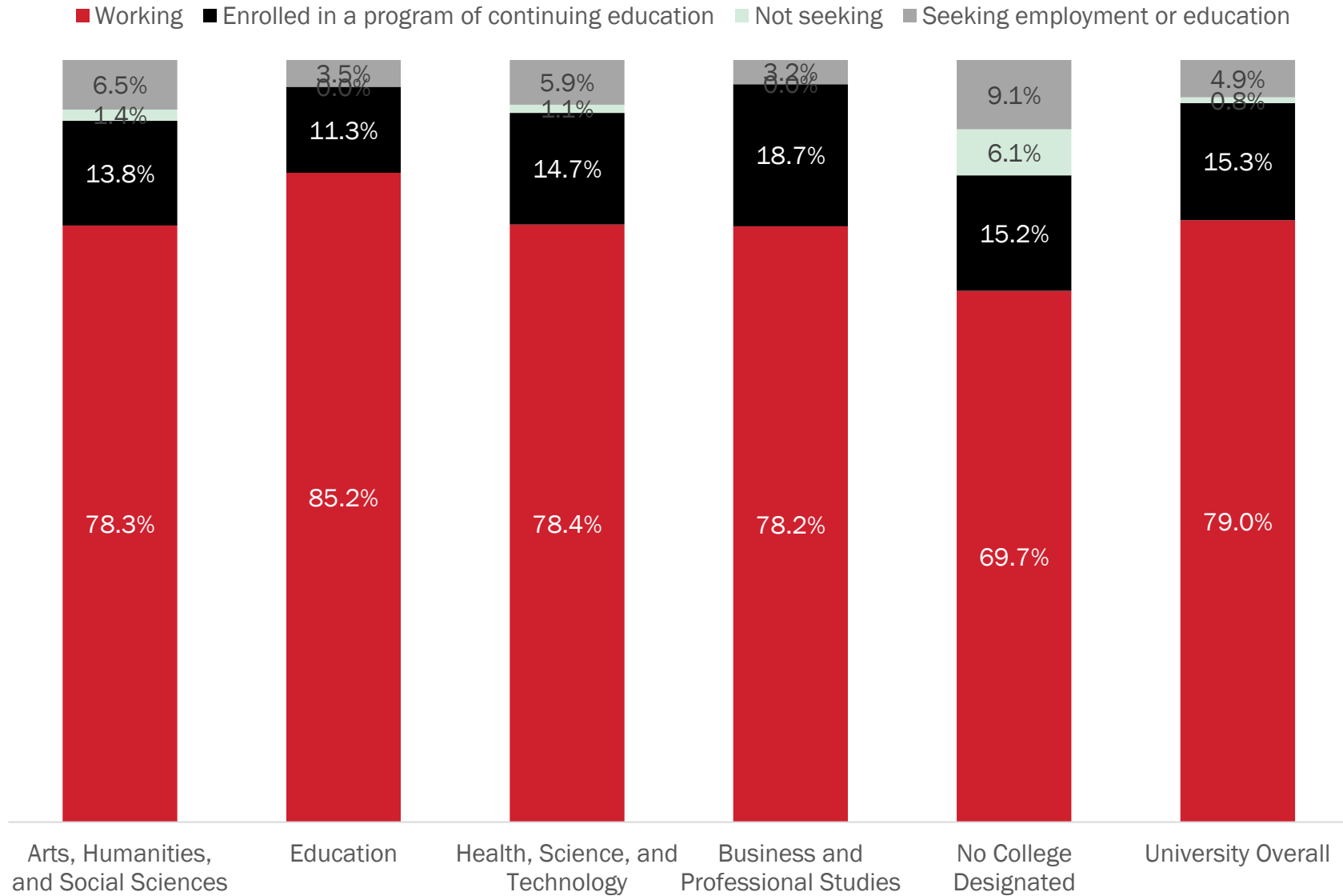
OVERALL CAREER OUTCOMES BY TYPE

| | Count | Percent |
|------------------------------|-------|---------|
| Employed full-time | 710 | 70.7% |
| Continuing education | 154 | 15.3% |
| Employed part-time | 68 | 6.8% |
| Seeking employment | 41 | 4.1% |
| Volunteer service | 2 | 0.2% |
| Seeking continuing education | 8 | 0.8% |
| Not seeking | 8 | 0.8% |
| Military service | 13 | 1.3% |
| Grand Total | 1004 | |

Overall Career outcome by Type and school (count)

| | Arts, Humanities, and Social Sciences | Education | Health, Science, and Technology | Business and Professional Studies | No College Designated | Total |
|-----------------------------------|---|------------|---------------------------------------|---|--------------------------|-------------|
| Employed full time | 89 | 118 | 272 | 211 | 20 | 710 |
| Employed part time | 17 | 3 | 18 | 30 | | 68 |
| Continuing education | 19 | 16 | 55 | 59 | 5 | 154 |
| Not seeking at this time | 2 | | 4 | | 2 | 8 |
| Volunteer or service program | 1 | | 1 | | | 2 |
| Planning to continue education | 1 | 1 | 4 | 1 | 1 | 8 |
| Seeking employment | 8 | 4 | 18 | 9 | 2 | 41 |
| Serving in the U.S. Military | 1 | | 3 | 6 | 3 | 13 |
| Total | 138 | 142 | 375 | 316 | 33 | 1004 |

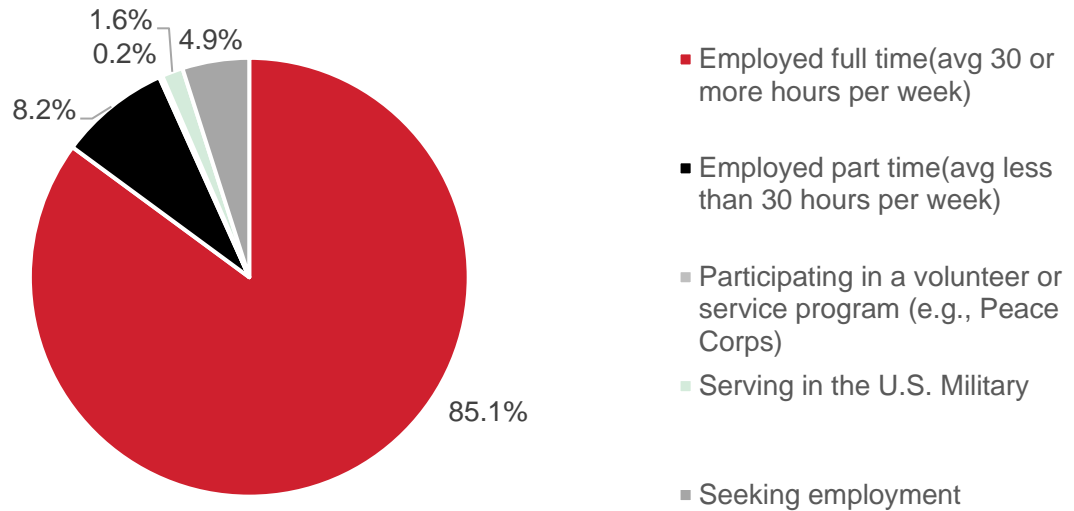
Overall Career outcome by Type and school (percent)



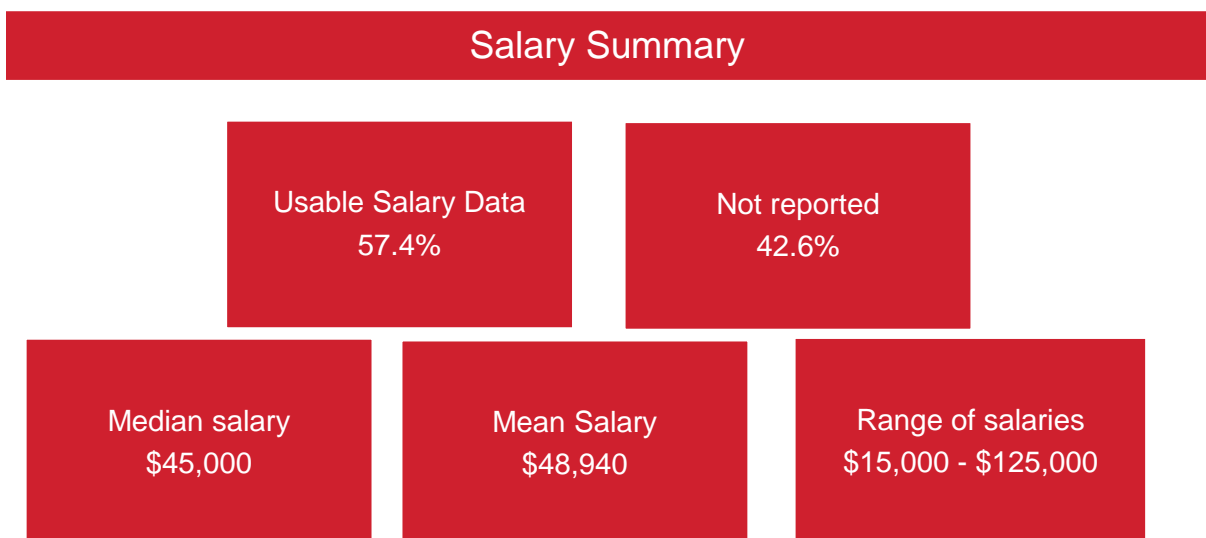
FIRST DESTINATION OUTCOMES

FDS Services asks graduates to report details about their primary post-graduation status, whether they are working, continuing education, still seeking, or another pathway.

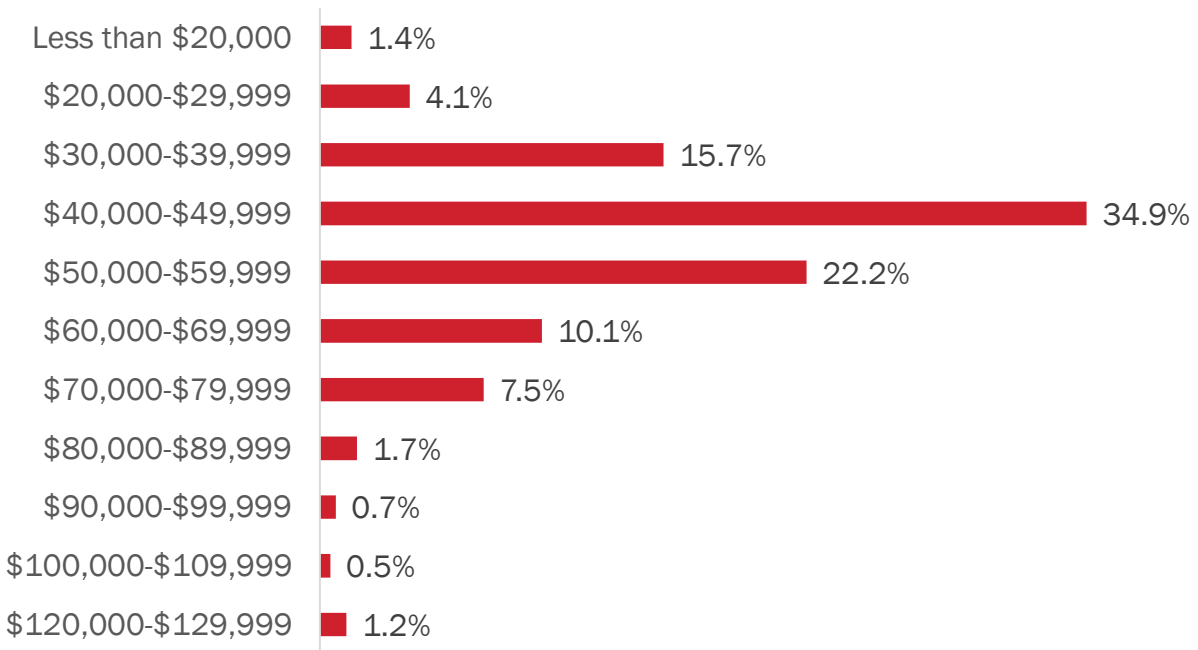
EMPLOYMENT DETAILS



Annual Salary Information



Overall Salary Distribution



Salary By School

| | Usable salary data | Not reported | Median Salary | Average Salary | Salary Range |
|--|--------------------|--------------|---------------|----------------|----------------------|
| All Undergraduates (n=710) | 57.4% | 42.6% | \$45,000 | \$48,940 | \$15,000-\$125,000 |
| Arts, Humanities, and Social Sciences (n=90) | 55.6% | 44.4% | \$40,000 | \$41,000 | \$15,000-\$90,000 |
| Education (n=118) | 54.2% | 45.8% | \$40,000 | \$39,453 | \$15,000-\$75,000 |
| Health, Science, and Technology (n=275) | 57.1% | 42.9% | \$55,000 | \$54,873 | \$15,000 - \$125,000 |
| Business and Professional Studies (n=217) | 60.4% | 39.6% | \$45,000 | \$49,275 | \$15,000-\$125,000 |
| No college designated (n=23) | 56.5% | 45.0% | \$50,000 | \$51,154 | \$25,000 - \$75,000 |

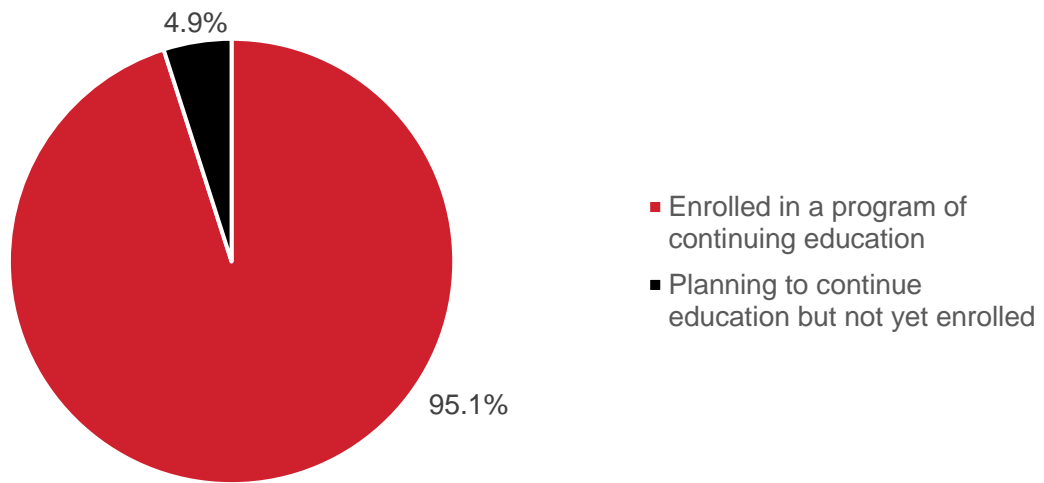
Top Employers

(For a full list of employers and job titles see Appendix A and B)

| Employer | Count |
|-----------------------------------|-------|
| University of Central Missouri | 24 |
| Cerner | 11 |
| Amazon | 8 |
| United States Air Force | 7 |
| United States Army | 7 |
| Independence School District | 7 |
| Blue Springs R-IV School District | 7 |
| Kiewit Corporation | 6 |
| Raytown C-2 School District | 6 |
| Children's Mercy Hospital | 6 |
| Black & Veatch | 6 |
| North Kansas City Hospital | 5 |
| Walmart | 5 |
| Warrensburg R-VI School District | 5 |
| Saint Luke's Health System | 5 |
| Holden R-III School District | 5 |
| Centerpoint Medical Center | 5 |
| Compass Health Network | 5 |

CONTINUING EDUCATION DETAILS

Enrolled in Continuing Education vs. Planning to Enroll



Top institutions

(For a full list of institutions see Appendix C)

| Institution | Count |
|------------------------------------|-------|
| University of Central Missouri | 91 |
| University of Missouri-Columbia | 7 |
| Missouri State University | 5 |
| University of Missouri-Kansas City | 5 |
| University of Kansas | 4 |
| University of Missouri | 4 |
| Avila University | 2 |
| San Diego State University | 2 |
| Audencia Business School | 2 |
| Rockhurst University | 2 |
| Ozarks Technical Community College | 2 |

DEMOGRAPHICS

| College | | |
|---|-----|-------|
| College of Arts, Humanities, and Social Sciences | 138 | 13.7% |
| College of Education | 142 | 14.1% |
| College of Health, Science, and Technology | 375 | 37.4% |
| Harmon College of Business and Professional Studies | 316 | 31.5% |
| No College Designated | 33 | 3.3% |

| Degree | | |
|----------------------------|-----|-------|
| Bachelor of Science | 552 | 55.0% |
| Bachelor of Sci in Bus Adm | 136 | 13.5% |
| Bachelor of Science in Ed | 129 | 12.8% |
| BA/BS | 92 | 9.2% |
| Bachelor of Fine Arts | 32 | 3.2% |
| Bachelor of Social Work | 26 | 2.6% |
| Bachelor of Arts | 22 | 2.2% |
| Bachelor of Music Educ | 8 | 0.8% |
| Bachelor of Music | 7 | 0.7% |

| Major | Count | Percent |
|--------------------------------|-------|---------|
| Accountancy | 28 | 2.8% |
| Actuarial Science & Statistics | 5 | 0.5% |
| Agriculture | 17 | 1.7% |
| Anthropology | 3 | 0.3% |
| Art & Design | 15 | 1.5% |
| Art Education | 5 | 0.5% |
| Athletic Training | 3 | 0.3% |
| Automotive Tech Management | 4 | 0.4% |
| Aviation | 5 | 0.5% |
| Big Data Analytics | 1 | 0.1% |
| Biology | 29 | 2.9% |
| Chemistry | 1 | 0.1% |
| Child & Family Development | 18 | 1.8% |
| COE Physical Education | 12 | 1.2% |
| Communication & DMP | 37 | 3.7% |
| Communication Disorders | 11 | 1.1% |
| Computer Information Systems | 4 | 0.4% |
| Computer Science | 37 | 3.7% |
| Construction Management | 17 | 1.7% |
| Criminal Justice | 58 | 5.8% |
| Crisis & Disaster Management | 14 | 1.4% |
| Cybersecurity | 12 | 1.2% |
| Design & Drafting Technology | 17 | 1.7% |
| Dietetics | 7 | 0.7% |
| Economics | 4 | 0.4% |
| Elementary & Early Childhood | 66 | 6.6% |
| Engineering Technology | 12 | 1.2% |
| English | 5 | 0.5% |
| Entrepreneurship | 5 | 0.5% |
| Fashion | 8 | 0.8% |
| Finance | 30 | 3.0% |
| Health Studies | 20 | 2.0% |
| History | 8 | 0.8% |
| Hospitality Management | 1 | 0.1% |
| | | |

| Major | Count | Percent |
|-----------------------------------|-------|---------|
| Hotel & Restaurant Admin | 2 | 0.2% |
| International Business | 4 | 0.4% |
| Kinesiology | 27 | 2.7% |
| Management | 33 | 3.3% |
| Marketing | 26 | 2.6% |
| Mathematics | 2 | 0.2% |
| Middle School Education | 17 | 1.7% |
| Modern Languages | 7 | 0.7% |
| Music | 9 | 0.9% |
| Music Education | 8 | 0.8% |
| Musical Theatre | 3 | 0.3% |
| Networking Technology | 3 | 0.3% |
| NS Individualized Majors | 2 | 0.2% |
| Nursing | 64 | 6.4% |
| Occupational Education | 6 | 0.6% |
| Philosophy | 1 | 0.1% |
| Political Science | 17 | 1.7% |
| Professional Photography | 1 | 0.1% |
| Professional Pilot | 14 | 1.4% |
| Psychology | 35 | 3.5% |
| Public Relations | 12 | 1.2% |
| Radiologic Technology | 9 | 0.9% |
| Safety Sciences | 26 | 2.6% |
| Secondary Education | 26 | 2.6% |
| Social Work | 26 | 2.6% |
| Sociology | 4 | 0.4% |
| Software Engineering | 4 | 0.4% |
| Special Education | 15 | 1.5% |
| Sport Management | 20 | 2.0% |
| Studio Art | 8 | 0.8% |
| Systems Engineering Technology | 3 | 0.3% |
| Technology Management | 10 | 1.0% |
| Theatre | 8 | 0.8% |
| University Studies | 33 | 3.3% |

RECOMMENDATIONS

After assessing your FDS survey results, The Career Leadership Collective recommends the following for your campus:

WHAT YOU CAN DO NEXT

1. **EDUCATE YOUR CAMPUS:** Create your slide deck and/or video overview of the results to share across campus.
2. **SHARE SUCCESSES EXTERNALLY:** Embed successes from the findings into your External Career Outcomes webpage. See example here: <https://www.careerleadershipcollective.com/outcomes-example>
3. **ADAPT YOUR PRACTICES:** You have incredible insights about how you can adapt your practices toward a high likelihood of career mobility for your graduates. We encourage you to gather a campus working group to discuss how you can embed high impact career practices across the campus.

HOW WE CAN HELP YOUR CAMPUS USE YOUR RESULTS

1. **STAKEHOLDER PRESENTATION ON FDS DATA:** The Collective staff are available to provide a virtual presentation of your FDS results to key stakeholders. For example, presentation of FDS highlights to your President's cabinet, Board of Trustees, Deans, etc.
2. **FURTHER DATA ANALYSIS OR VISUALIZATION CONSULTING:** The Collective can provide consultation on strategic use of your data, including providing additional analytics to help you effectively tell a story with your data, and decide which data to display on external or public websites. For example, combining additional institutional data on interactions with your career center or engagement with high impact practices while a student, combining with FDS data, or digging deeper into demographics or peer comparisons.
3. **HIGH IMPACT CAREER MOBILITY PRACTICE CONSULTING:** The Collective can provide consulting services that use your NACM and First Destination Survey results to help university leaders weave career development into the fabric of campus experience. For example, leveraging FDS data to help transform the co-curricular experience of students, such as student employment or residence life programming. In addition, FDS data consulting can help analyze curricular areas of success and areas of improvement, by individual colleges, academic units, and areas of study.
4. **ALUMNI OUTCOMES:** The Collective team can assist your campus by surveying your Alumni via our NACM Services. Learn more at <https://www.careerleadershipcollective.com/nacm>

APPENDIX A: LIST OF EMPLOYERS

| Employer | Count |
|---------------------------------------|-------|
| University of Central Missouri | 24 |
| Cerner | 11 |
| Amazon | 8 |
| Blue Springs R-IV School District | 7 |
| Independence School District | 7 |
| United States Air Force | 7 |
| United States Army | 7 |
| Black & Veatch | 6 |
| Children's Mercy Hospital | 6 |
| Kiewit Corporation | 6 |
| Raytown C-2 School District | 6 |
| Centerpoint Medical Center | 5 |
| Compass Health Network | 5 |
| Holden R-III School District | 5 |
| North Kansas City Hospital | 5 |
| Saint Luke's Health System | 5 |
| Walmart | 5 |
| Warrensburg R-VI School District | 5 |
| Grain Valley R-V School District | 4 |
| H&R Block | 4 |
| Kansas City Public Schools | 4 |
| Pleasant Hill R-III School District | 4 |
| Raymore-Peculiar R-II School District | 4 |
| Sedalia School District 200 | 4 |
| University of Kansas Health System | 4 |
| Belton School District 124 | 3 |
| Burns & McDonnell | 3 |
| Favorite Healthcare Staffing | 3 |
| Garmin Ltd. | 3 |
| Geico | 3 |
| HCA Healthcare | 3 |
| Hy-Vee | 3 |
| Johnson County Emergency Management | 3 |

| Lee's Summit R-VII School District | 3 |
|---|-------|
| Northwestern Mutual | 3 |
| Odessa R-VII School District | 3 |
| Employer | Count |
| Research Medical Center | 3 |
| Smithville School District | 3 |
| United States Department of Agriculture | 3 |
| Adrian R-III School District | 2 |
| Alhonna Resort & Marina | 2 |
| Aon | 2 |
| Archie R-V School District | 2 |
| Aya Healthcare | 2 |
| Belton Regional Medical Center | 2 |
| BKD | 2 |
| Center School District 58 | 2 |
| Clinton School District 124 | 2 |
| Columbia Public School District | 2 |
| Commerce Bank | 2 |
| Concordia R-II School District | 2 |
| Concrete Strategies | 2 |
| Contegra Construction | 2 |
| Culver's | 2 |
| D-3 Technologies | 2 |
| Enterprise | 2 |
| Ernst & Young | 2 |
| FedEx | 2 |
| Fisheating Creek Outpost | 2 |
| Golden Valley Memorial Health Care | 2 |
| Hogan Preparatory Academy | 2 |
| Instacart | 2 |
| John Knox Village | 2 |
| Kansas University Medical Center | 2 |
| KC Magazine | 2 |
| Key Bank Real Estate Corporation | 2 |

| | |
|---|---|
| Knob Noster R-VIII School District | 2 |
| Lockton Company | 2 |
| Mercy Hospital | 2 |
| Missouri Department of Conservation | 2 |
| Missouri Department of Social Services | 2 |
| Mosaic Life Care | 2 |
| North Point Logistics | 2 |
| Olathe Health | 2 |
| Omaha Public Schools | 2 |
| Polarize Products | 2 |
| Republic Finance | 2 |
| Rockwood School District | 2 |
| Senior Benefit Services | 2 |
| Shelter Insurance | 2 |
| Social Security Administration | 2 |
| State of Missouri | 2 |
| Sweet Ridge Elementary School | 2 |
| Thompson Thrift Construction | 2 |
| United States Department of Homeland Security | 2 |
| United States Postal Service | 2 |
| University of Kansas | 2 |
| University of Missouri Hospital | 2 |
| University of Missouri-Columbia | 2 |
| University of Missouri-Healthcare | 2 |
| Van-Far R-1 School District | 2 |
| Veterans United Home Loans | 2 |
| Webster Groves School District | 2 |
| Western Missouri Medical Center | 2 |
| 1Path | 1 |
| 29 Clothing Store | 1 |
| 2A Marketing | 1 |
| 54th Street Grill | 1 |
| A Lending Hand Senior Solutions | 1 |
| Abbott Laboratories | 1 |
| Abillities LLC | 1 |

| | |
|---|---|
| Accord Group | 1 |
| Acumen | 1 |
| AdventHealth Kansas City | 1 |
| Aetna Health Insurance | 1 |
| Aflac | 1 |
| Ag Solutions Group | 1 |
| AIG | 1 |
| Air Evac Lifeteam | 1 |
| Air National Guard | 1 |
| Alstom | 1 |
| Altec Industries | 1 |
| Ameren | 1 |
| American Shamen | 1 |
| American Water | 1 |
| AmeriCorp | 1 |
| Ames Construction | 1 |
| Amethyst Design Marketing | 1 |
| Anheuser-Busch | 1 |
| Anthony J. Madonia & Associates LTD | 1 |
| Antra, Inc. | 1 |
| Applied Behavior Services, LLC | 1 |
| APS Solutions | 1 |
| Archer Daniels Midland | 1 |
| ARCO/Murray National Construction Company | 1 |
| Areocharter | 1 |
| Arrow Rock Lyceum Theatre | 1 |
| Arsenal Business Growth | 1 |
| Arthur Center Community Health | 1 |
| Artic | 1 |
| Ascend Hospice | 1 |
| Ascend Learning | 1 |
| Associated Wholesale Groceries | 1 |
| Autism From the Start | 1 |
| Bank of America | 1 |
| Bayer Leverkusen | 1 |
| Beacon Building Products | 1 |
| Bethel Home Health Care | 1 |
| BHS, Inc. | 1 |
| BJC Healthcare | 1 |

| | |
|-----------------------------------|---|
| Black & McDonald Limited | 1 |
| Blue Springs Ford | 1 |
| Blue Valley School District | 1 |
| Bluescope Buildings North America | 1 |
| Boone County Courthouse | 1 |
| Booneville School District | 1 |
| Boonville Police Department | 1 |
| Bothwell Regional Hospital | 1 |
| Boulevard Brewing Company | 1 |
| Boxes, Inc. | 1 |
| Brookdale Senior Living | 1 |
| BRR Architecture | 1 |
| Bswift LLC | 1 |
| BTMD Holdings | 1 |
| Buckle | 1 |
| Buffalo Wild Wings | 1 |
| Bunceton R-IV School District | 1 |
| Burrell Behavioral Health | 1 |
| C.R. England | 1 |
| Cabinet Masters | 1 |
| Cafe Dolce | 1 |
| Call Foster Adoption Connect | 1 |
| Cambridge Academy | 1 |
| Camdenton R-III School District | 1 |
| Campus Health | 1 |
| CarMax | 1 |
| Casville School District | 1 |
| Cass Country Health Department | 1 |
| Cass County Sheriff's Office | 1 |
| Cedar County Memorial Hospital | 1 |
| Center for Disease Control | 1 |
| Center for Human Services | 1 |
| Central investment | 1 |
| Centric Construction | 1 |
| Ceva Sante Animale | 1 |
| Chapman Animal Clinic | 1 |
| Charter and Go | 1 |
| Chief of Staff KC | 1 |
| Child Advocacy Center | 1 |

| | |
|---|---|
| Children's Division, Missouri Department of Social Services | 1 |
| Chilhowee School District | 1 |
| Chubb Insurance | 1 |
| CI Select | 1 |
| Cincinnati Insurance | 1 |
| City of Lee's Summit | 1 |
| City Year | 1 |
| CK Enterprises, Inc. | 1 |
| Clayco Construction | 1 |
| Clear Technology Consulting LLC | 1 |
| Co Mo Electric | 1 |
| Colby Capital | 1 |
| Cole Camp R-I School District | 1 |
| Cole County R-V School District | 1 |
| Colorado Christian University | 1 |
| Columbia Police Department | 1 |
| Community First Bank | 1 |
| CommunityAmerica Credit Union | 1 |
| Compensation Benefit Planning | 1 |
| Comprehensive Mental Health | 1 |
| Computer Share | 1 |
| Computer Software | 1 |
| Core & Shell Building Company | 1 |
| Cornerstone Church | 1 |
| Cornerstones of Care | 1 |
| Courtesy Loans | 1 |
| COVID Control Center | 1 |
| CRB Group | 1 |
| Creative Planning | 1 |
| CS Humphrey & Co LLC | 1 |
| CSG | 1 |
| Cushman & Wakefield | 1 |
| CVS | 1 |
| DaVita Dialysis | 1 |
| Dell's Powersports | 1 |
| Denali | 1 |
| Department of Homeland Security | 1 |
| DH Restoration | 1 |



| | |
|--|---|
| Diagnostic Imaging Center | 1 |
| Diakonos Counseling | 1 |
| Diamond Ruby Studios | 1 |
| Digital Division Group | 1 |
| Digital Sound Systems, Inc. | 1 |
| Dillard's | 1 |
| Dockery Corporation | 1 |
| Dollar Tree | 1 |
| Don Julian Builders | 1 |
| Drive Social Media | 1 |
| Drivonics | 1 |
| Duchesne Catholic High School | 1 |
| East Lynne School District | 1 |
| EC Sports Warehouse | 1 |
| Edward Jones | 1 |
| EHealth | 1 |
| Element, LLC | 1 |
| Emery Sapp and Sons | 1 |
| Emery Valley Farms | 1 |
| Enterprise Holding | 1 |
| Enterprise Resilience | 1 |
| Environmental Resources Management | 1 |
| Envoy Air | 1 |
| Ervin Cable Construction | 1 |
| Eudora School District | 1 |
| Eurofins | 1 |
| Evans Drug | 1 |
| Evolent Health | 1 |
| Ewing Marion Kauffman School | 1 |
| Excel Utility Contractors | 1 |
| Express Car Wash | 1 |
| Expression Behavioral Healthcare | 1 |
| Extreme Gymnastics | 1 |
| Family Dollar Dollar Tree Distribution Center 14 | 1 |
| Family Farm | 1 |
| FanThreeSixty | 1 |
| Federal Deposit Insurance Corporation | 1 |
| Federal Public Defender for the District of South Dakota | 1 |

| | |
|---|---|
| and the District of North Dakota | |
| Fidelity Talentsource | 1 |
| Fire Department of Independence | 1 |
| Fire Protection District 2 | 1 |
| Firestone Complete Auto Care | 1 |
| First Advantage | 1 |
| First Baptist Christian Academy - Moss Bluff | 1 |
| First United Baptist Church | 1 |
| Fitzgibbon Memorial Hospital | 1 |
| Focus Workforce Management | 1 |
| Food People TV | 1 |
| Fox C-6 School District | 1 |
| Franklin County Schools | 1 |
| Freelance Digital Illustrator | 1 |
| Gage's Custom Spraying | 1 |
| Gahr Trucking & Equipment | 1 |
| Gallatin R-V School District | 1 |
| Garver | 1 |
| Gateway Grizzlies | 1 |
| Gateway YMCA | 1 |
| Gayden Design | 1 |
| Gelbach Farms | 1 |
| Genesis Health Club | 1 |
| Georgia Southern University | 1 |
| GLMV Architecture | 1 |
| Global Sports Analytics | 1 |
| Goove Jones | 1 |
| Grandview C-4 School District | 1 |
| Great Big Catering | 1 |
| Greater Kansas City Coalition to End Homelessness | 1 |
| Grey Manufacturing | 1 |
| Grimwood Arts | 1 |
| Guadalupe Centers | 1 |
| HealthTrust Workforce Solutions | 1 |
| Heartland Financial Group | 1 |
| Hello Big Idea | 1 |
| Hemp Haven | 1 |
| Hensel Phelps | 1 |
| Herc Rentals | 1 |

| | |
|---|---|
| Herzig Engineering | 1 |
| HHM Facility Management | 1 |
| Hickman Mills C-1 School District | 1 |
| Hillcrest Ministries | 1 |
| Hinduja Global Solutions Limited | 1 |
| HME, Inc. | 1 |
| HNTB | 1 |
| Holden Railroad | 1 |
| Honeywell | 1 |
| Hoods CPA | 1 |
| Houston Independent School District | 1 |
| Huvepharma | 1 |
| Hyland | 1 |
| Hyvee Arena | 1 |
| IHop | 1 |
| Imaging for Women | 1 |
| Impact Sign & Lighting | 1 |
| Infosys | 1 |
| Integrity Inspired Solutions | 1 |
| Internal Revenue Service | 1 |
| Inter-State Studio & Publishing Company | 1 |
| IQVIA | 1 |
| J. W. Bommarito Construction | 1 |
| Jackson County Children's Division | 1 |
| Jackson County Sherrif's Office | 1 |
| James B. Nutter & Company | 1 |
| Jamestown C-I School District | 1 |
| JE Dunn Construction | 1 |
| JFI Digital | 1 |
| Joe Machens | 1 |
| Johnson County Board of Services | 1 |
| Johnson County Central Dispatch | 1 |
| Johnson County Community College | 1 |
| Johnson County, Missouri | 1 |
| Jonkman Construction | 1 |
| Jostens | 1 |

| | |
|--|---|
| JPMorgan Chase | 1 |
| Kansas City Bone and Joint | 1 |
| Kansas City International Airport | 1 |
| Kansas City Royals | 1 |
| Kansas City VA Medical Center | 1 |
| Kay Jewelers | 1 |
| KC Pre-K Co-Operative | 1 |
| Keefe Clothing | 1 |
| Keeley Construction | 1 |
| Kindred Bioscience | 1 |
| Kindred Hospital | 1 |
| King's Chef Buffet | 1 |
| Knit-Rite | 1 |
| KPMG | 1 |
| Kuakini Medical Center | 1 |
| KVC Behavioral Healthcare | 1 |
| KVC Niles Children's Psychiatric Care Hospital | 1 |
| Lafayette County Health Department | 1 |
| Lake Lotawana Association | 1 |
| Langdon and Emmeson Law Firm | 1 |
| Lee Health | 1 |
| Lee's Summit Parks and Recreation | 1 |
| Leeton R-X School District | 1 |
| Leidos | 1 |
| Lemount Community Bank | 1 |
| Lexi J Wellness | 1 |
| Lexington R-V School District | 1 |
| LIA | 1 |
| Liberty Hospital | 1 |
| Liberty Mutual | 1 |
| Life Unlimited | 1 |
| Lincoln County R-III School District | 1 |
| Lindbergh Schools | 1 |
| Lithko Contracting | 1 |
| Lockton Affinity Insurance | 1 |
| Lululemon | 1 |
| Lutheran Bible Translators | 1 |
| Lutheran Senior Services | 1 |

| | |
|--|---|
| MACH Resources | 1 |
| Main Event Entertainment | 1 |
| Mama's on the Hill | 1 |
| Marina 27 | 1 |
| Marquette University | 1 |
| Marriott | 1 |
| Marshall Police Department | 1 |
| Marshall Public Schools | 1 |
| McDonald's | 1 |
| Meadville R-IV School District | 1 |
| Merle's American Tavern | 1 |
| Metro West Fire Protection District | 1 |
| MFA, Inc. | 1 |
| MHC Kenworth Company | 1 |
| Miami Seaquarium | 1 |
| Mid-America Sports Construction | 1 |
| Midwest Block and Brick | 1 |
| Milbank Manufacturing Company | 1 |
| Missouri Department of Revenue | 1 |
| Missouri Highway Patrol | 1 |
| Missouri Orthopaedic Institute | 1 |
| Missouri Soil & Water Conservation Districts | 1 |
| MiTek, Inc. | 1 |
| Mix Foundation | 1 |
| Moonstone Theatre Company | 1 |
| Morgan County R-I School District | 1 |
| Murphy-Hoffman Company | 1 |
| Nabholz Corporation | 1 |
| New City Preschool | 1 |
| New Haven School District | 1 |
| New Trails Early Learning Center | 1 |
| Newburg R-II School District | 1 |
| Nike | 1 |
| NMN Associates | 1 |
| Nogin | 1 |
| Norborne R-VIII School District | 1 |
| North Independence Correctional Office | 1 |

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|---|---|
| Nutrition, Inc. | 1 |
| Oak Grove Parks and Recreation | 1 |
| Oak Grove Police Department | 1 |
| Off Broadway Shoe Warehouse | 1 |
| Old Glory Market | 1 |
| Olsson Associates | 1 |
| Osage Beach Fire Protection District | 1 |
| Osage County R-III School District | 1 |
| Our Lady of Lourdes Interparish School | 1 |
| Overland Park Fire Department | 1 |
| Overland Park Regional Medical Center | 1 |
| Overland Park Speciality Vet Clinic | 1 |
| Ozarks Technical Community College | 1 |
| P.F.C | 1 |
| Page Communications | 1 |
| Paramount Health Chiropractic | 1 |
| Park Hill School District | 1 |
| Philadelphia Insurance Companies | 1 |
| Piedmont Regional Education School District | 1 |
| Pilot Grove Co-Op Elevator | 1 |
| Pineapple Learning Child Center | 1 |
| Pink Gorilla Roofing | 1 |
| Pizza Hut | 1 |
| Platte City Sheriffs Office | 1 |
| Poneroy Technologies | 1 |
| Powell Gardens | 1 |
| Private Contractor | 1 |
| Private Nanny | 1 |
| Pro Athlete | 1 |
| Progressive Insurance | 1 |
| Public Health Department | 1 |
| Putnam County R-I School District | 1 |
| Quaker Windows | 1 |

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|------------------------------------|---|
| Ray County Health Department | 1 |
| RE/MAX Heritage | 1 |
| Reconciliation Services | 1 |
| Rediscover Mental Health | 1 |
| Redstone Logistics | 1 |
| Redwood Logistics | 1 |
| Reinsurance Group of America | 1 |
| Restart, Inc. | 1 |
| Restore Hyper Wellness | 1 |
| Resurrection Fitness | 1 |
| Retail Success | 1 |
| Retina Associates | 1 |
| Richmond R-XVI School District | 1 |
| RISE Community Services | 1 |
| River City Construction | 1 |
| River City Laboratory | 1 |
| Robinhood | 1 |
| Royal Contracting Solutions LLC | 1 |
| RSDS | 1 |
| RSM US LLP | 1 |
| Ryan Transportation | 1 |
| Sacred Heart Catholic Preschool | 1 |
| Sacred Heart School | 1 |
| Safe Academy | 1 |
| SAIC | 1 |
| Saint Brendan Catholic School | 1 |
| Saint John's Mercy Hospital | 1 |
| Saint Joseph Water Protection | 1 |
| Saint Louis County | 1 |
| Saint Louis Public Schools | 1 |
| Saint Luke's Crittenton Fostercare | 1 |
| Salon | 1 |
| Salt Water Gift Shop | 1 |
| Samuel U. Rodgers Health Center | 1 |
| Schneider Electric | 1 |
| SCOR | 1 |
| Sedalia Democrat | 1 |
| Self Employed | 1 |

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|--|---|
| Self-Employed | 1 |
| Sellstate Realty | 1 |
| SeniorVu | 1 |
| Shamrock Trading Corporation | 1 |
| Shell Oil Company | 1 |
| Sherwood Cass R-VIII School District | 1 |
| Shoe Sensation | 1 |
| Sigma Sigma Sigma National Headquarters | 1 |
| Sitex Environmental | 1 |
| Six Flags | 1 |
| Skybore Airline Academy | 1 |
| SMR Group Ltd | 1 |
| South Callaway County R-II School District | 1 |
| South Central Career Center | 1 |
| Southern Center for Human Rights | 1 |
| Specialized Home Care | 1 |
| Spring Venture Group | 1 |
| Springfield R-XII Public Schools | 1 |
| SS&C Technologies | 1 |
| Stahl Speciality | 1 |
| Starbucks | 1 |
| Start-Up Company | 1 |
| State Fair Community College | 1 |
| State of Missouri Emergency Agency | 1 |
| String Quartet | 1 |
| Stumpff HomeWorks, LLC | 1 |
| Summit, Creating Connections, All of Everybody | 1 |
| Sun Prairie Area School District | 1 |
| Superior Bowen | 1 |
| SVI Headstart | 1 |
| Swope Health Services | 1 |
| T & J Services | 1 |
| Target | 1 |
| TD Ameritrade | 1 |
| TechSur Solutions LLC | 1 |
| Tetuan Express | 1 |
| Texas Construction | 1 |



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|---|---|
| The Bayfront Inn | 1 |
| The City of Olathe | 1 |
| The Hermannhof | 1 |
| The Learning Garden Child Development Center | 1 |
| The Navigators | 1 |
| The Schoolhouse Childcare LLC | 1 |
| Thisai Logistics | 1 |
| Tico Productions LLC/Tico Sports | 1 |
| Tiny Treasures Children's Center | 1 |
| Tom and Jerry's Restaurant | 1 |
| Total Home Renovations | 1 |
| Travelers Insurance | 1 |
| Truman Library | 1 |
| Truman Medical Center Lakewood | 1 |
| Truman State University | 1 |
| Trusted Transportation Company | 1 |
| T-Shotz | 1 |
| Twister Sports | 1 |
| Tyler Technologies | 1 |
| Tyson Foods | 1 |
| UA Local 45 Plumbers & Pipefitters | 1 |
| Unitas Global LLC | 1 |
| United States Federal Government | 1 |
| United States Fish and Wildlife Service | 1 |
| United States Marine Corps | 1 |
| United States Marine Corps Reserve | 1 |
| United States Postal Services | 1 |
| Universal Background Screening | 1 |
| University Health Kansas City | 1 |
| University of Missouri Extension | 1 |
| University of Missouri–Kansas City School of Medicine | 1 |
| University of Saint Thomas | 1 |
| Urban Paw | 1 |

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|--|---|
| Urban Scholastic Center | 1 |
| Urgent Care | 1 |
| ValueHealth, LLC | 1 |
| Versona | 1 |
| Veterans United | 1 |
| Victoria's Secret | 1 |
| Victor's Detailing Service | 1 |
| Virtual Networx, Inc. | 1 |
| Volkswagen of Lee's Summit | 1 |
| Wadsworth Construction | 1 |
| Wallstreet Group | 1 |
| Warren County Planning and Zoning | 1 |
| Warrensburg Police Department | 1 |
| Warsaw R-IX School District | 1 |
| Weigand Farms | 1 |
| Wentzville R-IV School District | 1 |
| Whiteman Air Force Base-Child Development Center | 1 |
| Wilson Toellner & Associate, LLC | 1 |
| Winters Insurance | 1 |
| Wren Solutions | 1 |
| Wyatt Media | 1 |
| Young Life | 1 |
| YRC Freight | 1 |
| ZettaLogix | 1 |

APPENDIX B: LIST OF JOB TITLES

| Job title | Count |
|---------------------------------|-------|
| Teacher | 105 |
| Registered Nurse | 45 |
| Owner | 8 |
| Flight Instructor | 7 |
| Project Engineer | 7 |
| Accountant | 6 |
| Assistant Manager | 6 |
| 2nd Lieutenant | 5 |
| Associate Software Engineer | 5 |
| Nurse | 5 |
| Radiologic Technologist | 5 |
| Sales Associate | 5 |
| Software Developer | 5 |
| Software Engineer | 5 |
| Special Education Teacher | 5 |
| Substitute Teacher | 5 |
| Account Manager | 4 |
| Area Manager | 4 |
| Art Teacher | 4 |
| Case Manager | 4 |
| Customer Service Representative | 4 |
| Delivery Driver | 4 |
| Graphic Designer | 4 |
| Manager | 4 |
| Mechanical Designer | 4 |
| Police Officer | 4 |
| Server | 4 |
| Deputy Director | 3 |
| Digital Marketing Coordinator | 3 |
| Field Engineer | 3 |
| Financial Representative | 3 |
| Firefighter | 3 |
| Insurance Agent | 3 |
| Nanny | 3 |
| Paraprofessional | 3 |
| Recruiter | 3 |
| Safety Engineer | 3 |
| Sales Representative | 3 |
| Second Lieutenant | 3 |

| Job title | Count |
|--|-------|
| Team Leader | 3 |
| Unknown | 3 |
| Actuarial Student | 2 |
| Administrative Assistant | 2 |
| Assistant Branch Manager | 2 |
| Associate Account Manager | 2 |
| Bar Manager | 2 |
| Bartender | 2 |
| Behavior Technician | 2 |
| Brand Manager | 2 |
| Case Worker | 2 |
| Certified Flight Instructor | 2 |
| Certified Nursing Assistant | 2 |
| Certified Personal Trainer | 2 |
| Civil Engineering Technician | 2 |
| Custodian | 2 |
| Customer Service Associate | 2 |
| Family Advocate | 2 |
| Field Project Engineer | 2 |
| Financial Advisor | 2 |
| Human Resources Assistant | 2 |
| Illustrator | 2 |
| Integrated Health Specialist | 2 |
| Interior Designer | 2 |
| Intern | 2 |
| Investigator | 2 |
| Learning Ambassador | 2 |
| Music Teacher | 2 |
| Operations Analysts | 2 |
| Order Selection | 2 |
| Project Coordinator | 2 |
| Project Manager | 2 |
| Quality Control Inspector/Safety Officer | 2 |
| Registered Behavior Technician | 2 |
| Safety Coordinator | 2 |
| Safety Specialist | 2 |
| Sales Development Rep | 2 |
| Sales Manager | 2 |

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|-------------------------------------|---|
| Sergeant | 2 |
| Service Technician | 2 |
| Social Media Coordinator | 2 |
| Social Worker | 2 |
| Superintendent | 2 |
| System Engineer | 2 |
| Technician | 2 |
| Vet Assistant | 2 |
| .NET Developer | 1 |
| 4-H Youth Program Associate | 1 |
| Account Administrator | 1 |
| Account Analyst | 1 |
| Account Coordinator | 1 |
| Account Representative | 1 |
| Account Supervisor | 1 |
| Accounting Assistant | 1 |
| Accounting Clerk | 1 |
| Accounts Receivable Specialist | 1 |
| Acting Store Manager | 1 |
| Actress | 1 |
| Actuarial Analyst | 1 |
| Addiction Recovery Technician | 1 |
| Administrative Director | 1 |
| Administrative Manager | 1 |
| Admissions Counselor | 1 |
| All Star Cheer Director | 1 |
| AmeriCorps Member | 1 |
| Apprentice Keeper II | 1 |
| Army Recruiter | 1 |
| Assembler | 1 |
| Assistant Director | 1 |
| Assistant Teacher | 1 |
| Associate | 1 |
| Associate Safety Specialist | 1 |
| Associate Scientist | 1 |
| Associate Underwriter | 1 |
| Audit Associate | 1 |
| Auditor | 1 |
| Auto Engineer | 1 |
| Aviation Product Support Specialist | 1 |
| Band Director | 1 |

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|-------------------------------------|---|
| Bank Examiner | 1 |
| Bank Teller | 1 |
| Behavior Interventionist | 1 |
| BI Strategic Analyst | 1 |
| Bio Processing Scientist | 1 |
| Border Patrol Agent | 1 |
| Branch Office Administrator | 1 |
| Brokerage Operations Representative | 1 |
| Canine Analyst | 1 |
| Cardiac CATH Lab Technician | 1 |
| Care Assistant | 1 |
| Carrier Sales Representative | 1 |
| Cashier | 1 |
| Cashiering Associate | 1 |
| Certified Nurses Aid | 1 |
| Chemical Salesman | 1 |
| Child Abuse and Neglect Invest | 1 |
| Children's Division Worker | 1 |
| Chiropractic Assistant | 1 |
| Choir Director | 1 |
| Claims Generalist Associate | 1 |
| Claims Representative | 1 |
| Classroom Assistant | 1 |
| Client Analyst | 1 |
| Client and Meeting Coordinator | 1 |
| Client Connection Specialist | 1 |
| Client Resolution Specialist | 1 |
| Clinical Case Manager | 1 |
| Clinical Research Technician | 1 |
| Clinical Supervisor | 1 |
| Clothing and Sales Specialist | 1 |
| Cloud Engineer | 1 |
| Cloud Support Analyst 1 | 1 |
| Coach | 1 |
| Collector | 1 |
| Communications Director | 1 |
| Community Health Specialist | 1 |
| Community Health Worker | 1 |
| Configuration Analyst | 1 |
| Construction Laborer | 1 |
| Consultant | 1 |

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|---|---|
| Contract Specialist | 1 |
| Cooling and Heating Specialist | 1 |
| Coordinator, Print Production | 1 |
| Corporate Support Coordinator | 1 |
| Courier | 1 |
| Court Clerk | 1 |
| Court Research Specialist | 1 |
| Crew Manager | 1 |
| Crew Member | 1 |
| Crime Analysts | 1 |
| Crop Trak Consultant | 1 |
| Cultivator | 1 |
| Customer Experience Rep | 1 |
| Customer Service Manager | 1 |
| Data Entry Clerk | 1 |
| Data Entry Specialist | 1 |
| Data Labeler | 1 |
| Data Loss Prevention Ops | 1 |
| Database Developer | 1 |
| Deputy Auditor | 1 |
| Detective | 1 |
| Dietary Aide | 1 |
| Digital Marketing Communications Specialist | 1 |
| Digital Procurement Rep | 1 |
| Director | 1 |
| Director of Agent Services | 1 |
| Director of Marketing | 1 |
| Director of Sales | 1 |
| Director of Valley Kids | 1 |
| Dispatcher | 1 |
| District IT Specialist | 1 |
| District Specialist | 1 |
| Dog Groomer | 1 |
| Donor Relations Associate | 1 |
| Drafter Technician | 1 |
| E5 Sergeant | 1 |
| Early Childhood Teacher | 1 |
| Early Childhood Teacher Assistant | 1 |
| Educator | 1 |
| EHS Coordinator | 1 |
| Electrical CAD Technician | 1 |

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|--|---|
| Electronic Assembler | 1 |
| Engineering Design Technician | 1 |
| Engineering Technician | 1 |
| Entry Level Delivery Driver | 1 |
| Environmental Compliance Administrator | 1 |
| Estimator/Project Manager Assistant | 1 |
| Event Coordinator | 1 |
| Executive Assistant | 1 |
| Experience Rep | 1 |
| Facilities Supervisor | 1 |
| Facility Manager | 1 |
| Farm Hand | 1 |
| Farmer | 1 |
| Field Enumerator | 1 |
| Field Safety Manager | 1 |
| Field Service Technician | 1 |
| Field Staff | 1 |
| Finance Assistance | 1 |
| Financial Analyst | 1 |
| Financial Relationship Consult | 1 |
| Financial Service Rep - Broker | 1 |
| Fire Investigator | 1 |
| Flight Nurse | 1 |
| Foster care Case Manager | 1 |
| Fraud Specialist | 1 |
| Freelancer | 1 |
| Front Desk | 1 |
| Frontend Web Developer | 1 |
| Gardener | 1 |
| Gen Ops Engineer | 1 |
| General Manager | 1 |
| German Teacher | 1 |
| Graduate Assistant | 1 |
| Grain Merchandising Trainee | 1 |
| Graphic UX Designer | 1 |
| Grocery Deliverer | 1 |
| Groundskeeper | 1 |
| Guest Services Agent | 1 |
| Hall Director | 1 |
| Hardware Production Coordinator | 1 |

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|---------------------------------|---|
| Head Choir Director | 1 |
| Head Engineer | 1 |
| Health Program Representative | 1 |
| Healthcare Interior Designer | 1 |
| Help Desk Support | 1 |
| Highway Patrol Officer | 1 |
| Home Buying Assistant | 1 |
| Hospice Social Worker | 1 |
| Hospitality Events Staff | 1 |
| Hourly Employee | 1 |
| HR Generalists | 1 |
| HSE Coordinator | 1 |
| Human Relations Officer | 1 |
| Human Resources Specialist | 1 |
| IIS/FRS Specialist | 1 |
| Immigration Services Officer | 1 |
| In Home Sales Representative | 1 |
| In School Suspension Supervisor | 1 |
| Industrial Hygiene Technician | 1 |
| Information Security Analyst | 1 |
| Information Specialist | 1 |
| Information Specialist I | 1 |
| Innkeeper | 1 |
| Inside Account Executive | 1 |
| Insider Sales Agent | 1 |
| Instructional Aid | 1 |
| Instructional Assistant | 1 |
| Instructor | 1 |
| Insurance Adjuster | 1 |
| Insurance Administrator | 1 |
| Insurance Broker | 1 |
| Insurance Claims Specialist | 1 |
| Insurance Quoting Specialist | 1 |
| Intake Specialist | 1 |
| Integrate Health Professional | 1 |
| Integrated Avionics Technician | 1 |
| IT Recruiter | 1 |
| IT Support | 1 |
| Janitor | 1 |
| Jr. Account Coordinator | 1 |
| Junior Drafter | 1 |

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|--------------------------------|---|
| Junior Java Developer | 1 |
| Junior Photographer | 1 |
| Junior Software Engineer | 1 |
| Lab Technologist | 1 |
| Laborer | 1 |
| Landlord | 1 |
| Law Enforcement | 1 |
| Lead | 1 |
| Lead Caterer | 1 |
| Lead Preschool Teacher | 1 |
| Lead Programmer | 1 |
| Lead Rotational Program | 1 |
| Lead Teacher | 1 |
| Lead Tutoring Supervisor | 1 |
| Lead Videographer | 1 |
| Leadership Consultant | 1 |
| Legal Assistant | 1 |
| Letter Carrier & Instructor | 1 |
| Librarian | 1 |
| Licensed Specialist | 1 |
| Lieutenant | 1 |
| Line Therapist | 1 |
| Loan Specialist | 1 |
| Logistics Coordinator | 1 |
| Long Term Substitute | 1 |
| Mail Handler | 1 |
| Maintenance | 1 |
| Maintenance Tool Supervisor | 1 |
| Mammographer | 1 |
| Management Training | 1 |
| Manager/Social Media Creator | 1 |
| Marketing Assistant | 1 |
| Marketing Coordinator | 1 |
| Marketing Director | 1 |
| Mechanic Tech | 1 |
| Mechanical CAD Technician | 1 |
| Mechanical Engineer Technician | 1 |
| Medical Assistant | 1 |
| Medical Coordinator | 1 |
| Medical Technician | 1 |
| Mental Health Specialist | 1 |
| Mental Health Technician | 1 |

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|------------------------------|---|
| Mobility Specialist | 1 |
| MRI Technologist | 1 |
| Nail Technician | 1 |
| National Service Advisor | 1 |
| Nurse Assistant | 1 |
| O1 Second Lieutenant | 1 |
| Office Manager | 1 |
| Online Grocery Pickup | 1 |
| Online Shopper | 1 |
| Operating Room Nurse | 1 |
| Operation Support Specialist | 1 |
| Operations Engineer | 1 |
| Operations Manager | 1 |
| Outreach & Access Specialist | 1 |
| Owner/Director | 1 |
| PACE Management | 1 |
| Package Handler | 1 |
| Paraeducator | 1 |
| Paramedic-Firefighter | 1 |
| Partner Services Manager | 1 |
| Patient Safety Technician | 1 |
| Patrolman | 1 |
| Payroll Administrator | 1 |
| Penetration Tester | 1 |
| Performer | 1 |
| Personal Banker | 1 |
| Personal Banker 1 | 1 |
| Personal Care Assistant | 1 |
| Personal Shopper | 1 |
| Pharmacy Technician | 1 |
| Photographer | 1 |
| Physical Education Teacher | 1 |
| Physical Trainer | 1 |
| Pilot | 1 |
| Pilot Instructor | 1 |
| Planning and Zoning Admin | 1 |
| Player | 1 |
| Preconstruction Engineering | 1 |
| Private Contractor | 1 |
| PRN | 1 |
| Probation Officer | 1 |
| Probational Officer | 1 |
| Production Setup | 1 |

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|--|---|
| Professional Basketball Player | 1 |
| Program Coordinator | 1 |
| Program Expert | 1 |
| Program Supervisor | 1 |
| Project Safety Manager | 1 |
| ProSales Associate | 1 |
| Public Assistance Specialist | 1 |
| Public Health Specialist | 1 |
| Public Health Technician | 1 |
| Public Relations and Marketing Coordinator | 1 |
| Public Relations Coordinator | 1 |
| Public Relations Specialist | 1 |
| QC Bacteriology Technician | 1 |
| Quality Assurance Inspector | 1 |
| Quality Supervisor | 1 |
| Radio Technician | 1 |
| Radiology Technical Assistant | 1 |
| Rail Design Technician | 1 |
| Real Estate Appraiser Trainee | 1 |
| Recreation Coordinator | 1 |
| Registrar's Office | 1 |
| Reinsurance Associate | 1 |
| Rental Manager | 1 |
| Reporter | 1 |
| Research Assistant | 1 |
| Research Technician | 1 |
| Resource Assistant | 1 |
| Resource Development Advocate | 1 |
| Resource Teacher | 1 |
| Retail Property Manager | 1 |
| Revenue Accountant | 1 |
| Ring Leader | 1 |
| Risk Control Consultant | 1 |
| Safety and Health Advisor | 1 |
| Safety and Risk Associate | 1 |
| Safety and Security Specialist | 1 |
| Safety Consultant | 1 |
| Safety Director | 1 |
| Safety Specialist I | 1 |
| Safety Supervisor | 1 |
| Sales | 1 |

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|--------------------------------|---|
| Sales Academy Associate | 1 |
| Sales Consultant | 1 |
| Sales Specialist | 1 |
| School Based Specialist | 1 |
| Self-Checkout Host | 1 |
| Senior Consultant | 1 |
| Senior Systems Engineer | 1 |
| Service Advocate | 1 |
| Set-Up Specialist | 1 |
| Shift Manager | 1 |
| Software Engineer I | 1 |
| Spatial Data Coordinator | 1 |
| Special Procedure Technologist | 1 |
| Sreet Manager | 1 |
| Staff | 1 |
| Staff Accountant | 1 |
| Staff Associate | 1 |
| Staff Auditor | 1 |
| Store Manager | 1 |
| Strength Trainer | 1 |
| Structural Engineering Tech | 1 |
| Student Support Specialist | 1 |
| SU Facilities Athletic Fields | 1 |
| SU KMOS-TV | 1 |
| SU Marketing Promotions | 1 |
| SU Student Wellness RC | 1 |
| Supervisor | 1 |
| Support Agent | 1 |
| Support Staff | 1 |
| Surge Specialist | 1 |
| Switcher | 1 |
| System Administrator | 1 |
| System Specialist | 1 |

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|-------------------------------|---|
| Talent Scout | 1 |
| Targeted Case Manager | 1 |
| Tax Associate | 1 |
| Teacher Assistant | 1 |
| Team Trainer | 1 |
| Technical Analyst | 1 |
| Technical Services Manager | 1 |
| Technical Solution Analyst | 1 |
| Technical Solutions Analyst I | 1 |
| Technology Support Specialist | 1 |
| Telecommunications Engineer | 1 |
| Tele-communicator | 1 |
| Temporary Worker | 1 |
| Temporary, Flight Instructor | 1 |
| Temporary-Perle Grounds | 1 |
| Testing Specialist | 1 |
| Travel Registered Nurse | 1 |
| Traveling Recruiter | 1 |
| Underwriter Trainee | 1 |
| Video & Content Coordinator | 1 |
| Video Scouting Intern | 1 |
| Videographer | 1 |
| Virtual Design Construction | 1 |
| Visual Merchandiser | 1 |
| Visual Sales Manager | 1 |
| Voice Actor | 1 |
| Waitress | 1 |
| Water Patrol Officer | 1 |
| Wildlife Biologist | 1 |
| Worker | 1 |
| Youth Community Support | 1 |
| Youth Pastor | 1 |
| Youth Service Worker | 1 |

APPENDIX C: LIST OF INSTITUTIONS OF CONTINUING EDUCATION

| Institution | Count |
|------------------------------------|-------|
| University of Central Missouri | 91 |
| University of Missouri-Columbia | 7 |
| Missouri State University | 5 |
| University of Missouri-Kansas City | 5 |
| University of Kansas | 4 |
| University of Missouri | 4 |
| Avila University | 2 |
| San Diego State University | 2 |
| Audencia Business School | 2 |
| Rockhurst University | 2 |
| Ozarks Technical Community College | 2 |
| University of Arizona | 1 |
| Doane University | 1 |
| Claremont University | 1 |
| Elmhurst University | 1 |
| Webster University | 1 |
| Howard University | 1 |
| University of Colorado | 1 |
| Hutchinson Community College | 1 |
| University of Louisville | 1 |
| Iowa State University | 1 |
| University of South Alabama | 1 |

| | |
|------------------------------------|---|
| Kanakuk Institute | 1 |
| Southwest Baptist University | 1 |
| Maryville University | 1 |
| Central Methodist University | 1 |
| Barnes-Jewish College | 1 |
| University of Connecticut | 1 |
| Arizona State University | 1 |
| University of Kansas Health System | 1 |
| Research Medical Center | 1 |
| Creighton University | 1 |
| Baylor University | 1 |
| East Tennessee State University | 1 |
| Saint Louis University | 1 |
| University of Tennessee | 1 |
| Briar Cliff University | 1 |
| Eastern Kentucky University | 1 |
| Simmons College | 1 |



THE CAREER LEADERSHIP
COLLECTIVE