

A group of five young professionals, three men and two women, are standing outdoors on a brick-paved area. They are all dressed in business attire. From left to right: a man in a grey blazer and dark tie, a woman in a dark blue suit, a man in a white shirt and patterned tie, a woman in a black top and patterned skirt, and a man in a pinstriped suit. They are all smiling and looking towards the camera. The background shows green trees and a modern building.

# 2016 YEAR UP ALUMNI SURVEY EXECUTIVE SUMMARY

IN PARTNERSHIP WITH  
April 2017







## ICF AUTHORS

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Garrett Warfield, Matt McCann, and Siena Butterfield at Year Up provided expert leadership for design and administration of the alumni survey and the vision for this report.

The authors wish to thank Enzo Ferroggiaro, Rebecca Gorin, and Monaé McGhee at ICF for their assistance with data management and report development.

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If you have any questions about the Year Up 2016 Alumni Survey, please reach out to Garrett Warfield at [GWarfield@YearUp.org](mailto:GWarfield@YearUp.org).

## INTRODUCTION

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In April 2016, Year Up commissioned ICF, a Fairfax, VA, based consulting group, to help develop and analyze results from a survey of its alumni. The purpose of the study was to explore the extent to which alumni are engaged in professional careers and higher education and have achieved economic self-sufficiency. The evaluation was guided by four primary evaluation questions developed in partnership with Year Up staff:

1. Since leaving Year Up, how have alumni fared in terms of employment and wages?
2. Are alumni pursuing and completing post-secondary education and training opportunities?
3. How are alumni continuing to engage with Year Up and what ongoing support do they need?
4. Do alumni feel that they've achieved stability and self-sufficiency in their lives? How do they compare to others?

## Methodology & Respondent Analysis

Year Up's 2016 National Alumni Survey targeted all 9,479 alumni from graduating classes of July 2002 through July 2016. Year Up distributed the electronic survey via email and through a web link, and offered incentives such as VISA gift cards and a dinner with Year Up Founder and CEO Gerald Chertavian. The survey ran from October 2016 through January 2017. See [Appendix B](#) for full survey questions.

Year Up received 2,784 complete, unique responses, representing a response rate of 29%.

- Most respondents replied to survey links sent to their email on record with Year Up (86%).
- The majority of the respondents were from 2014-2016 cohorts (65%), which represent 52% of the overall pool of alumni.
- For most sites, response was proportionate to that site's contribution to the overall pool of alumni, with the most variation coming from Boston and San Francisco (Boston had 21% of respondents and 26% of the alumni pool; San Francisco had 17% of respondents and 12% of the alumni pool).
- Response was proportionate by channel, with 91% of respondents coming from Core programs and 8% coming from the college-based Professional Training Corps (PTC) programs.
- Response rate for females was stronger than males, with females contributing 47% of responses despite representing only 38% of the alumni pool (49% of respondents were male, representing 57% of the alumni pool).
- Response was proportionate by race, with the most variation among Black or African American respondents (47% of respondents and 51% of the alumni pool).
- Respondents were more likely to have earned a full-time job related to their Year Up training by four months after graduation (61% of respondents and 52% of the alumni pool).

See Appendix A for response rates by survey collector approaches and a complete respondent analysis.

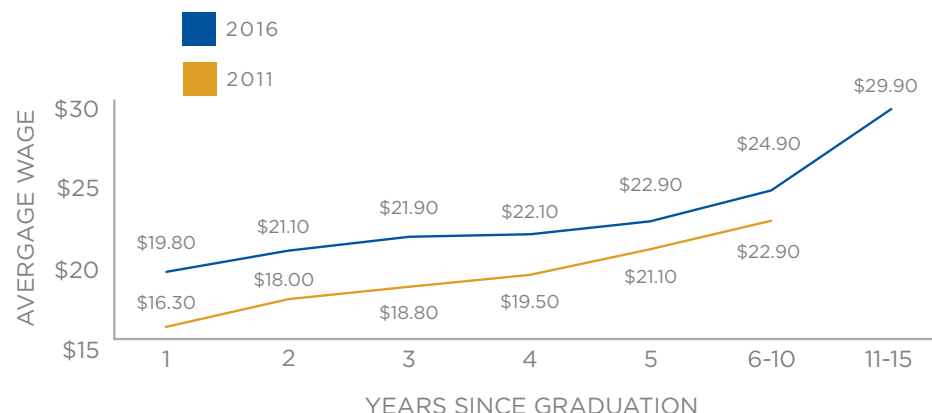
ICF analyzed the survey responses in conjunction with Year Up administrative data to answer the research questions above and perform sub-analyses among specific groups of alumni. ICF also included contextual data throughout the report from sources including 2015 Gallup and Federal Reserve System surveys of U.S. households, 2011-2015 American Community Survey 5-Year Estimates, the Bureau of Labor Statistics, and the Georgetown University Center on Education and the Workforce. These data sources combined provide a clear picture of how Year Up alumni are faring.

## WAGES

Comparing wage data from the 2011 and 2016 surveys, alumni are earning stronger wages than ever.

- Alumni employed one year after graduating from Year Up in 2016 make on average \$20 per hour, whereas alumni employed one year after graduating in 2011 made \$16 per hour. This compares favorably to an average wage of \$17 for individuals with some college or an associate's degree and \$25 for those with bachelor's degree nationally.
- While some of the wage growth between 2011 and 2016 can be attributed to the economic recovery (64%, based on an assumption of 2.2% annual wage growth<sup>1</sup>) about a third of the difference (36%) appears to be organic growth.
- As in 2011, pay continues to improve as alumni progress in their careers.

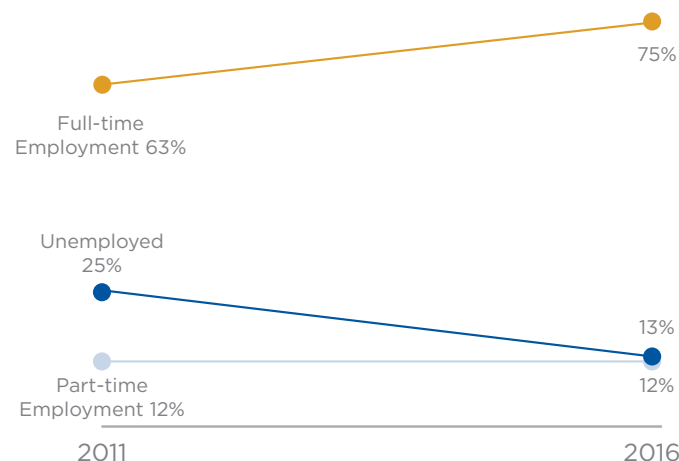
Since graduation year, alumni wages have increased in 2016 compared to 2011. (adjusted for inflation)



## EMPLOYMENT

- Alumni in 2016 are more likely to be employed full-time than in 2011 (75% compared to 63%) and less likely to be unemployed (13% compared to 25%). This compares favorably to national averages (14% unemployment among people 20-24 years old and people 25-29 years old).<sup>2</sup>
- Alumni of Core programs are more likely to be employed full-time than PTC alumni (76% compared to 58%) and less likely to be unemployed (12% compared to 22%). Core alumni are earning consistently higher wages than PTC alumni regardless of years since graduation (\$20.30 compared to \$16.90 one year since graduation, and \$22.25 compared to \$14.70 three years since graduation).<sup>3</sup>

Full-time employment increased and unemployment dropped from 2011 to 2016.



<sup>1</sup>Center on Budget and Policy Priorities. (2017). Chart Book: The Legacy of the Great Recession. <http://www.cbpp.org/research/economy/chart-book-the-legacy-of-the-great-recession>

<sup>2</sup>National wage and unemployment data from the U.S. Census Bureau 2011-2015 American Community Survey Estimates, <https://factfinder.census.gov/>

<sup>3</sup>Sample size for PTC alumni (N=150) was considerably lower than for Core alumni (N=2,084).

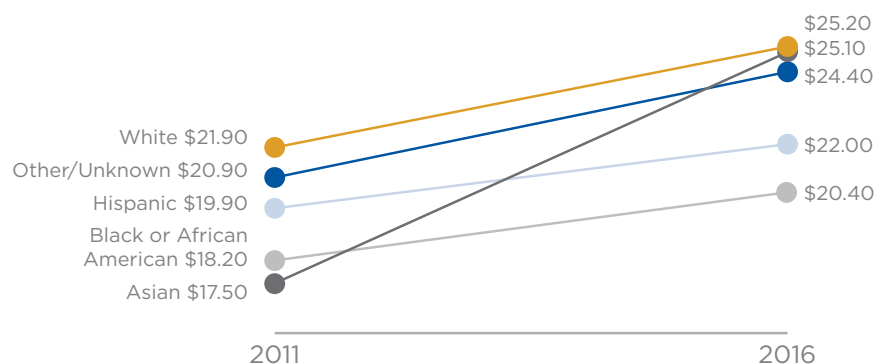


## WAGE AND EMPLOYMENT DIFFERENCES

Although full-time employment rates and wages increased across the board for all alumni from 2011 to 2016, White, Asian, and male alumni experienced more significant improvements.

- The racial employment gap has grown from 1% to 7% for Black alumni and 1% to 3% for Hispanic alumni since 2011.
- The racial wage gap for Black alumni has grown from \$3.70 to \$4.80 and for Hispanic alumni from \$2.00 to \$3.20. Yet this is on par with the national average wage gap for Blacks in 2016 (\$4.80), and half the national wage gap for Hispanics (\$6.20).<sup>4</sup>
- The gender wage gap between male and female alumni has increased from \$1.50 in 2011 to \$2.20 in 2016, though this disparity still compares favorably to a national gender wage gap of \$4.30 in 2016.
- The employment gap between male and female alumni has decreased from 8% in 2011 to 0% in 2016, comparing favorably to a national gender employment gap of 11% in 2016.

2016 wages increased more substantially for White and Asian alumni than for Black and Hispanic alumni since 2011.

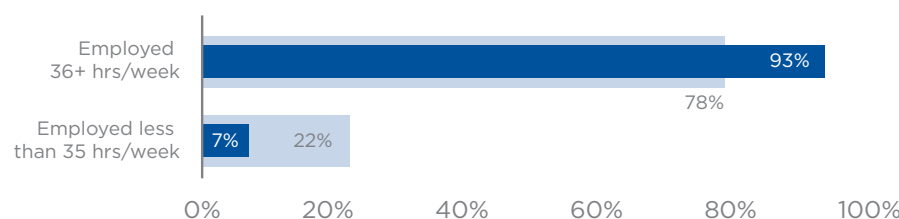


National research indicates that workers who secure employment in a field related to their career and technical education certification earn more than their peers who find employment in other fields. The alumni survey data supports this finding: alumni employed in the field of their Year Up track (“track-aligned”) are more likely to be employed full-time and earn higher wages.<sup>5</sup>

- Track-aligned alumni are more likely to be employed full-time (93% compared to 78% for non-track-aligned alumni).
- Among those employed full-time, track-aligned alumni earn on average \$4.90 more per hour than those not employed in a field that correlates with their Year Up training track (\$25.90 compared to \$21.00).

■ TRACK-ALIGNED  
■ NON TRACK-ALIGNED

Track-aligned alumni fared better in acquiring full-time employment than non track-aligned alumni.



<sup>4</sup>National wage and employment data by race and gender from the U.S. Department of Labor Bureau of Labor Statistics, <https://www.bls.gov/news.release/wkyeng.t07.htm> and <https://www.bls.gov/opub/reports/race-and-ethnicity/2015/home.htm>

<sup>5</sup>Carnevale, A., Rose, S., & Hanson, A. (June 2012). Certificates: Gateway to Gainful Employment and College Degrees. Center on Education and the Workforce, Georgetown University. Available online at: <http://bit.ly/19lykht>.

## EDUCATION

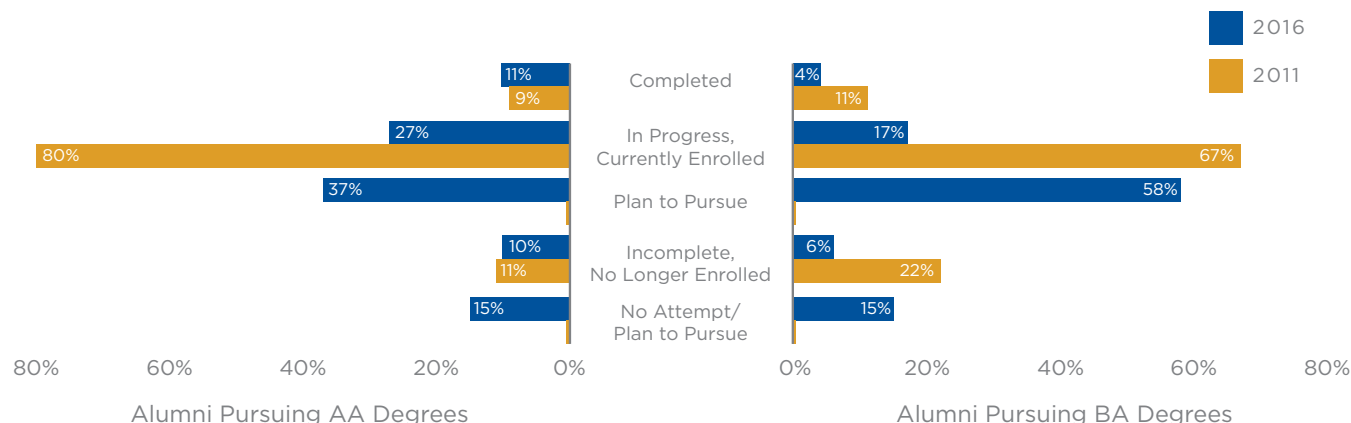
While few alumni have completed their AA or BA, more than half plan to pursue those degrees.

- 70% of alumni are pursuing or have pursued additional training or certification, including 11% who have completed an AA degree and 27% of those who are in progress to get an AA degree.
- While only 2% of alumni are currently enrolled in a Master's program, 55% plan to pursue a Master's degree.
- Among the alumni with AA, BA, and MA degrees, it took them, on average, three years, five years, and six years after completing Year Up, respectively, to complete those degrees.

EMPLOYMENT STATUS	EDUCATION STATUS	% OF ALL ALUMNI	AVERAGE HOURLY EARNINGS		
Full-time (75%)	BA completion or above	3%	\$30.30	\$23.00 FT jobs average	\$21.90 All jobs average
	AA completion	7%	\$24.00		
	Some education/training less than AA <sup>6</sup>	24%	\$24.00		
	No further education	41%	\$21.90		
Part Time (12%)	BA completion or above	<1%	\$14.00	\$14.40 PT jobs average	
	AA completion	1%	\$16.10		
	Some education/training less than AA	3%	\$15.00		
	No further education	8%	\$13.90		
Unemployed (13%)	BA completion or above	<1%	N/A		
	AA completion	1%			
	Some education/training less than AA	4%			
	No further education	8%			

- While a relatively small proportion of the alumni survey respondents (3%) completed a BA degree or above, their average hourly wages for full-time work (\$30.30) were notably higher than alumni employed full-time with an AA or some education/training (\$24.00) and for those with no further education (\$21.90).

In 2016, alumni are less likely be enrolled in AA or BA programs than alumni were in 2011.



<sup>6</sup>“Some education/training less than AA” includes alumni who stopped out of pursuing an AA or who pursued/ are pursuing vocational training and/or a certificate.

## ENGAGEMENT WITH YEAR UP

Year Up supports alumni through specific programming and networking opportunities. A significant portion of alumni continue to engage with Year Up after graduation.

- Of recent alumni (graduated July 2015 - July 2016), 46% engage with Year Up at least once a year since graduating. Among all alumni, 42% engage at least once a year.
- 93.4% of respondents are satisfied with Year Up. The proportion of those satisfied with Year Up remains relatively high (>90%) across almost all graduating classes
- Financial education is the most requested service among alumni (60%), followed by professional certifications (46%), and professional development such as leadership training and professional coaching (44%).

## QUALITY OF LIFE

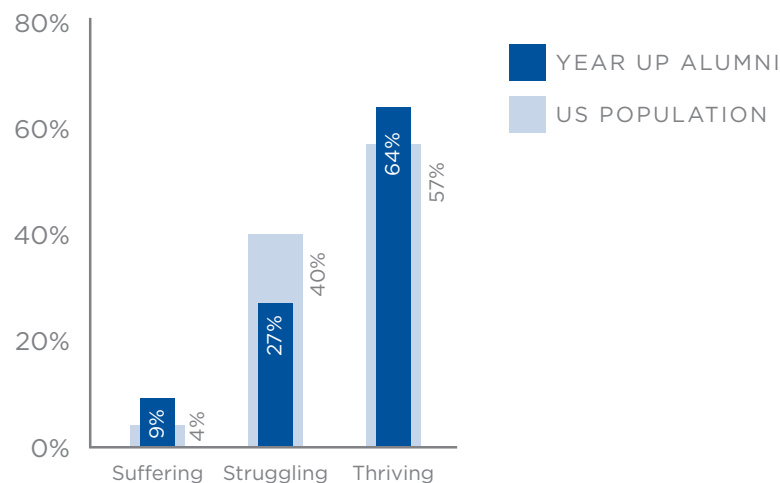
Alumni responses about their quality of life and financial situations can be benchmarked against those of the general U.S. population and peers in similar income brackets.<sup>7</sup>

- Alumni are more likely to consider themselves “thriving” than the general U.S. population, and also more likely to consider themselves to be “suffering,” according to benchmark data from a 2015 Gallup survey.<sup>8</sup>
- Alumni employed in Cybersecurity and Software Development tend to rate their life evaluation highest, while alumni in Customer Service and Sales rate it lowest.
- Recent grads (2015-2016) feel more optimistic about their lives than slightly older graduates (2013-2014) despite higher unemployment rates.

When asked about how well they are managing financially, alumni self-assessment compares favorably with low-income families nationally<sup>9</sup> according to benchmark data from a survey by the Federal Reserve System in 2015.<sup>10</sup>

- 72% of alumni say they are “living comfortably” or “doing okay” compared to 69% of the general U.S. population and 51% of low-income families.
- Alumni employed in the fields of QA and Marketing (92%, 91%) were most likely to say they were “living comfortably” or “doing okay,” while alumni in the fields of Customer Service and Sales (65%, 53%) were least likely to make this assessment.

Many Year Up Alumni feel they are faring better than the U.S. population.



<sup>7</sup>Full text for the alumni survey is included in Appendix B.

<sup>8</sup>Gallup (2016). Understanding How Gallup Uses the Cantril Scale. <http://www.gallup.com/poll/122453/understanding-gallup-uses-cantril-scale.aspx>

<sup>9</sup>The average wage for employed alumni was \$22/hour, which translates to roughly \$44,000 annually; the Federal Reserve Board defined low-income families as earning under \$40,000 annually. Larrimore, J., Dodini, S., & Thomas, L. (May 2016). Report on the Economic Well-Being of U.S. Households in 2015. Board of Governors of the Federal Reserve System. <https://www.federalreserve.gov/2015-report-economic-well-being-us-households-201605.pdf>

<sup>10</sup>Id.

## APPENDIX A:

### Survey Administration and Respondent Analysis Details

Year Up's 2016 National Alumni Survey targeted all 9,479 alumni from the classes of July 2002 through July 2016. Year Up used a variety of collector approaches and incentives to connect alumni with the survey opportunity.

- On 10/10/2016, Year Up opened two email collectors in Survey Monkey utilizing email addresses from the Salesforce-based “Student Email,” and “Student Email 2” fields. Email collectors excluded any alumni who had ever unsubscribed from Year Up communications via Constant Contact (N=400) and those without valid emails on record in Salesforce. If a student had two emails on record, Year Up messaged them on both accounts. We messaged 6,263 on one email account and 2,684 alumni on two email accounts. In total, Year Up messaged 8,947 (or 94% of the overall 9,479 alumni) with at least one email.
- Unique, confidential identification numbers from Salesforce were embedded in email collectors and used for matching Survey Monkey responses back to administrative Salesforce data throughout the survey campaign.
- Our initial emails communicated that there were 26 award-incentives for any alumni who completed the survey, including 25 VISA gift cards (two \$250 gift cards, eight \$100 gift cards, and fifteen \$50 gift cards) and one grand prize dinner with Gerald Chertavian.
- On 10/26/2016, Year Up opened a third email collector targeting only four alumni who provided updated email addresses to staff members for one-off direct solicitation of survey responses.
- On 11/18/2016, Year Up opened a general web link collector that was primarily shared through various social media channels (e.g., LinkedIn, Facebook), including those belonging to Gerald Chertavian, the Year Up Alumni Relations Team, national and local alumni boards, and other staff members. Several Year Up all-staff emails encouraged staff to share the link with alumni in their networks.
- On 12/16/2016, Year Up opened a new web link collector that was administered using BulkSMS software to text the web link directly to alumni cell phones. This text campaign targeted 6,688 alumni who had not yet completed the survey and who had a seemingly valid cell phone on record in Salesforce.
- In late-December, Year Up offered six early-awards in the form of \$50 VISA gift cards (in addition to original 25 gift cards) to incentivize survey completion before the end of the year.
  - Three award winners were randomly selected and officially announced from among the 2,057 alumni who had completed the survey by 12/11/2016.
  - Year Up sent reminders via email collectors to alumni who had not yet completed the survey, congratulating and thanking the first three award winners and indicating that another three \$50 VISA gift cards winners would be selected from among the first 50 people to complete the survey within three days.
  - 158 additional responses were generated via email collectors during those three days, and three award winners were randomly selected from among the first 50 respondents.
- After initial communication using a specific collector, Year Up sent four periodic reminders via email and one via SMS during the remainder of the campaign to encourage responses from any alumni who had not yet completed the survey.
- On 1/9/2017, Year Up officially closed the survey. The 25 final gift card and one grand-prize award winners were randomly selected from 2,577 unique respondents who completed the entire survey and could be matched to Salesforce records; other respondents who had only partially completed the survey or who couldn't be matched to Salesforce were excluded from this drawing.
- Once ICF researchers received the survey data, we removed incomplete and duplicate responses, resulting in a final response tally of 2,784. Table 2 below shows the response rate by collector approach.



**Table 1: Response rates by collector approach**

Mode	Email 1	Email 2	Email 3	General web Link	Text web link	Total
Alumni targeted	8,887	2,744	4	N/A	6,688	9,479
Raw responses received	2,185	340	1	140	341	3,007
Partial records removed	40	11	0	13	6	70
Duplicate records removed	30	43	0	60	18	151
Complete responses	2,115 (76%)	286 (10%)	1 (<1%)	73 (3%)	309 (11%)	2,784

ICF analyzed how the characteristics of respondents compared to those of non-respondents, as summarized in the Introduction and displayed in Table 2.

**Table 2: Alumni survey respondents**

Baseline Variable	All Alumni (n=9479)		Respondents (n=2784)		Non-respondents (n=6695)		Significance for Raw p-value	Significance for Adjusted p-value (Bonferroni)
	Count	Percent	Count	Percent	Count	Percent		
Race								
Asian	747	7.9	278	10.0	469	7.0	***	***
White	514	5.4	155	5.6	359	5.4		
Black or African American	4836	51.0	1295	46.5	3541	52.9	***	***
Hispanic or Latino	2332	24.6	745	26.8	1587	23.7	***	**
Other/Unknown	378	4.0	113	4.1	265	4.0		
Two or More Races	298	3.1	115	4.1	183	2.7	***	***
Gender								
Male	5372	56.7	1376	49.4	3996	59.7	***	***
Female	3567	37.6	1307	46.9	2260	33.8	***	***
Channel								
Core	8638	91.1	2531	90.9	6107	91.2		
PTC	668	7.0	209	7.5	459	6.9		
Site								
Atlanta	782	8.2	169	6.1	613	9.2	***	***
Bay Area (San Francisco)	925	9.8	369	13.3	556	8.3	***	***
Bay Area (Silicon Valley)	222	2.3	109	3.9	113	1.7	***	***
Boston	2472	26.1	586	21.0	1886	28.2	***	***
Chicago	494	5.2	154	5.5	340	5.1		
HASBRO	12	0.1	5	0.2	7	0.1		
NCR (Arlington)	1203	12.7	316	11.4	887	13.2	**	
New York	1422	15.0	407	14.6	1015	15.2		
Providence	805	8.5	295	10.6	510	7.6	***	***
Puget Sound (Belltown)	474	5.0	165	5.9	309	4.6	***	
PTC—Arizona	76	0.8	23	0.8	53	0.8		
PTC—Baltimore	233	2.5	57	2.0	176	2.6	*	
PTC—Bellevue	28	0.3	14	0.5	14	0.2	**	

Baseline Variable	All Alumni (n=9479)		Respondents (n=2784)		Non-respondents (n=6695)		Significance for Raw p-value	Significance for Adjusted p-value (Bonferroni)
	Count	Percent	Count	Percent	Count	Percent		
PTC—Jacksonville	45	0.5	15	0.5	30	0.4		
PTC—NOVA (Woodbridge)	25	0.3	12	0.4	13	0.2	**	
PTC—Philadelphia	102	1.1	38	1.4	64	1.0	*	
PTC—South Florida (Miami)	159	1.7	50	1.8	109	1.6		
<b>4-Month Positive Outcomes</b>								
Student 4-Month Positive Full-time Job Outcome	4885	51.5	1708	61.4	3177	47.5	***	***
Student 4-Month Positive Outcome	7718	81.4	2439	87.6	5279	78.8	***	***
<b>Cohort</b>								
2002–2006	359	3.8	65	2.3	294	4.4	***	***
2007–2011	2177	23.0	399	14.3	1778	26.6	***	***
2012	927	9.8	211	7.6	716	10.7	***	***
2013	1112	11.7	292	10.5	820	12.2	**	
2014	1455	15.3	462	16.6	993	14.8	**	
2015	1601	16.9	581	20.9	1020	15.2	***	***
2016	1848	19.5	774	27.8	1074	16.0	***	***
Source: Year Up Alumni Survey 2016								
Significance at the ***0.01 level; **0.05 level; *0.10 level								
Reference: Analysis done using SAS multi-test procedure (PROC MULTITEST): <a href="http://support.sas.com/documentation/cdl/en/statug/63347/HTML/default/viewer.htm#statug_multtest_sect005.htm">http://support.sas.com/documentation/cdl/en/statug/63347/HTML/default/viewer.htm#statug_multtest_sect005.htm</a>								

## APPENDIX B:

### Questions for 2016 Alumni Survey

#### Introduction

Thank you for your willingness to participate in the 2016 Year Up Alumni Survey.

The following survey will take approximately 5-10 minutes to complete. By completing this survey, you will be helping us better serve our alumni and gain a deeper understanding of alumni experiences after graduation.

Your privacy is very important to us, and the data we collect will be protected and kept confidential. Only Year Up staff and our research partner will view your responses. Any results shared outside Year Up will not use your name and will not identify any individuals. Your participation in this survey is voluntary and you may discontinue the survey at any time.

If you have any questions about the survey, or about Year Up, please contact us at [AlumniRelations@YearUp.org](mailto:AlumniRelations@YearUp.org).

Q.1 Please provide your full name

Q.1a First name: \_\_\_\_\_

Q.1b Last name: \_\_\_\_\_

Q.2 What's the best email address to reach you at? A current email address will help us stay in touch with periodic emails about resources and news important to the Year Up alumni network.

Q.3 What year did you graduate from Year Up? (Drop Down Menu) (2002-2016)

Q.4 Did you graduate in the summer or winter?

Q.5 Which Year Up site did you graduate from? Please note that Professional Training Corps (PTC) sites can be found at the bottom of the list. (Drop Down Menu)

## Your Quality of Life Since Graduation

The next few questions ask about your quality of life since graduating from Year Up.

Q.6 Please imagine a ladder with steps numbered from zero at the bottom to ten at the top. Suppose we say that the top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you. On which step of the ladder would you say you personally feel you stand at this time, assuming that the higher the step the better you feel about your life, and the lower the step the worse you feel about it? Which step comes closest to the way you feel?

\_\_\_\_\_ (number between 0 and 10, or formatted as a scale/thermometer)

Q.7 Which of the following best describes how well you are managing financially?

- Living comfortably
- Doing okay
- Just getting by
- Finding it difficult to get by

## Your Career

The next few questions ask about your current employment status. If you have more than one employer, please focus on the job that makes up the most of your work hours in the week.

Q.8 What is your current employment status?

- Employed 35+ hours a week
- Employed less than 35 hours a week
- Currently not employed [Skip to Q14]

Q.9 How would you describe your current employment?

- Permanent
- Contract or temporary position only
- Other, please specify: \_\_\_\_\_

Q.10 Please provide the name of your current employer: \_\_\_\_\_ (If you are self-employed, please write "self")

Q.11 What is your title at this job? \_\_\_\_\_

Q.12 Which of the following employment fields best fits this position?

- Anti-money Laundering Compliance
- Business Operations
- Customer Service
- Cybersecurity
- Data Analytics
- IT Desktop/Helpdesk/Network Support
- Finance/Accounting (Financial Operations)
- Marketing
- Project Management
- Sales
- Software Development (Programming)
- Software Quality Assurance (QA)
- Other (please specify): \_\_\_\_\_

Q.13 Please provide either your current hourly wage or yearly salary for this job or position: (Note: You only need to provide one or the other, not both. Please do not use dollar signs or commas.)

Annual Salary \$\_\_\_\_\_ [Limit field to numbers 0-200,000]

Hourly Wage: \$\_\_\_\_\_ [Limit field to numbers 0-100]



Q.14 Since graduating Year Up, have you been unemployed for a time period longer than 4-months?

- Yes
- No [SKIP TO Q16]

Q.15 Which of the following best describes what led to your unemployment? (Select all that apply.)

- Difficulty finding a job after graduating from Year Up
- Family reasons (for example, maternity/paternity leave, caring for a child or adult dependent)
- Personal illness, injury, or medical problems
- Pursuing education or training
- Laid off due to budget cuts/economic downturn
- Let go due to performance issues
- Chose to leave due to difficulty of job demands
- None of the above
- Other, please explain: \_\_\_\_\_

Q.16 In the past year, have you experienced any of the following? (Select all that apply)

- Received a promotion
- Received a cost of living salary increase
- Received a raise, beyond a cost of living increase
- Moved to a higher paying job
- Moved to a lower paying job
- Changed jobs by choice
- Changed jobs due to contract position ending
- Left job without another job in place
- Was laid off
- None of the above

Q.17 Overall, how satisfied are you with your career progress since graduating from Year Up?

Very dissatisfied   Dissatisfied   Neither satisfied nor dissatisfied   Satisfied   Very satisfied   N/A – I graduated too recently to tell

Q.18 Which of the following best describes your career progress since graduating from Year Up?

- My career has been on a consistent upward climb. There may have been a few setbacks along the way, but I've received fairly consistent promotions, raises, and/or increased job responsibility.
- My career has leveled off. I may have received promotions or raises in the past, but my professional growth has stalled.
- My career has not progressed. I have encountered consistent challenges such as lack of promotions, limited raises, and overall job dissatisfaction.
- N/A - I graduated too recently to tell.

Please provide any additional details you'd like us to know about your career progress or goals.

---

## Your Educational Background

The next few questions ask about your educational attainment since graduating from Year Up.

Q.19 Have you pursued or are you pursuing any of the following since graduating Year Up? (Select all that apply)

- Two year, four year, or graduate degree (for example, AA, BA, MA.)
- Certification in a field related to my Year Up training (for example, A+, Network+, CPA, Series 5/Series 7)
- Certification in a field unrelated to my Year Up training
- Vocational training in a field related to my Year Up training (for example, programming class, sales training)
- Vocational training in a field unrelated to my Year Up training (e.g., HVAC)
- None of the above
- Other (please specify): \_\_\_\_\_

Please indicate whether you plan to or have completed any of the following degrees in the next few questions, including Associate's Degree (AA), Bachelor's Degree (BA or BS), Master's Degree, or Doctorate (PhD, JD, or MD).

Q.20 Associate's Degree (AA)

- Have not attempted and do not plan to pursue
- Plan to pursue
- In progress, currently enrolled
- Incomplete, no longer enrolled
- Completed

Q.20a In what year did you complete your Associate's Degree? (Drop Down Menu) (1990-2016)

Q.21 Bachelor's Degree (BA or BS)

- Have not attempted and do not plan to pursue
- Plan to pursue
- In progress, currently enrolled
- Incomplete, no longer enrolled
- Completed

Q.21a In what year did you complete your Bachelor's Degree? (Drop Down Menu) (1990-2016)

Q.22 Master's Degree

- Have not attempted and do not plan to pursue
- Plan to pursue
- In progress, currently enrolled
- Incomplete, no longer enrolled
- Completed

Q.22a In what year did you complete your Master's Degree? (Drop Down Menu) (1990-2016)

Q.23 Doctorate (PhD, JD, or MD)

- Have not attempted and do not plan to pursue
- Plan to pursue
- In progress, currently enrolled
- Incomplete, no longer enrolled
- Completed

Q.23a In what year did you complete your Doctorate? (Drop Down Menu) (1990-2016)

Engaging with Year Up

The next few questions ask about your engagement with Year Up since graduation.

Q.24 Since graduating from Year Up, about how often have you attended Year Up or Year Up alumni organized events?

- More than once a year
- Once a year
- Once every 2 or more years
- Never

Q.25 Have you done any of the following since graduating from Year Up? (Select all that apply.)

- Kept in touch with my Year Up advisor/coach or other Year Up staff members
- Served as a mentor to a Year Up participant
- Worked with Year Up staff to look for a job
- Worked with Year Up staff to plan my education
- Used YUPRO services
- Attended a Year Up event
- Referred a student to Year Up
- Referred a company to Year Up
- Volunteered or spoken at Year Up or a Year Up event
- Made a financial donation to Year Up
- Managed or supervised Year Up interns or alumni
- None of the above
- Other, please specify: \_\_\_\_\_

Q.26 Since graduating from Year Up, about how often have you been involved in volunteer or community work outside of Year Up? This includes unpaid work through or for an organization.

- More than once a year
- Once a year
- Once every 2 or more years
- Never

Q.27 What types of services do you think Year Up should consider providing for alumni? Please select the top three services that are most important to you.

- Assistance in finding childcare
- Assistance in finding housing
- Financial education (personal budgeting, buying a home, completing benefit or employment forms, signing up for health insurance, etc.)
- College advising
- Mental health counseling referrals
- Professional certifications
- Professional development (leadership training, professional coaching, negotiation, career planning, mentor and volunteer opportunities, etc.)
- Resume and job search support
- Transportation support
- Other (please specify): \_\_\_\_\_

Q.28 How likely is it that you would recommend Year Up to a friend or colleague

Not at all likely

Extremely likely

0 1 2 3 4 5 6 7 8 9 10

Q.29 Is there anything else you'd like us to know about your experience since graduating from Year Up?

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