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Class of 2021 First Destination Survey – Executive Summary

ABOUT THE SURVEY

The purpose of the annual First Destination Survey is to capture information on Messiah University’s alumni employment and graduate school status within six to nine months of graduation. For the purpose of this survey, the "Class of 2021" is defined as anyone who graduated in December 2020, May 2021, or August 2021.

Statistics provided are based on information received through a variety of methods. An electronic survey was distributed in May via email. Graduating seniors who had confirmed their post-graduation plans were asked to complete the survey during the cap and gown distribution in May. Follow-up emails were then sent in October, November, and December to alumni who had not yet responded to the survey. In January, individual academic departments were contacted via phone or email, and a request was made to all Messiah University educators for any additional information on graduates whose status remained unknown. Finally, information on non-responders was gathered from updated professional profiles on social media sites such as LinkedIn. It is important to note that the collection process and reporting summary of results adheres to the professional guidelines set forth by NACE (the National Association for Colleges and Employers).

Through this extensive process, we obtained a 78% knowledge rate for the Class of 2021. "Knowledge rate" is defined by NACE as the "percent of graduates for which an institution has reasonable and verifiable information concerning the graduates' post-graduation career activities."

This report aims to provide summary highlights and a breakdown by academic department of the post-graduate activity for the Class of 2021.
GENERAL SUMMARY

Graduates of the Class of 2021 were asked to identify their primary status 6 to 9 months after graduation.

Of the 78% for whom we have verifiable data, 99% report being employed or in a graduate or professional program within 6 to 9 months after graduation (78% secured employment and 21% indicated graduate or professional school).

The statistics for Messiah University graduates compare favorably to the most recent national averages reported by the National Association of Colleges and Employers (NACE) in their "First Destination for the College Class of 2019" report. (Please note: the national Class of 2020 data from NACE will not be available until the summer of 2021). The following statistics show the national averages for the primary activity of the Class of 2019 as reported by NACE: 58.6% employment (compared to 78% for Messiah graduates); 21.1% graduate-level programs (compared to 21% for Messiah graduates); and 17.5% seeking (compared to 1% for Messiah graduates).
GEOGRAPHIC DESTINATIONS

The geographic destinations for the Class of 2021 spanned the United States as well as international locations. In the U.S., the Mid-Atlantic continues to be the strongest draw for Messiah University graduates, constituting approximately 86.9% of the graduates. International destinations totaled 1.5% and included Malaysia, China, and Singapore.

The Mid-Atlantic continues to be the strongest draw for Messiah University graduates, constituting approximately 86.9% of the responding graduates. The top four destinations are Pennsylvania, Maryland, New York and Virginia.
EMPLOYMENT INFORMATION

78% of the Class of 2021 reported employment as their primary status following graduation. Graduates who are in full-time work, part-time work, and missions/volunteer service are considered employed for the purpose of this survey. The chart below shows the breakdown of the types of employment for the Class of 2021. The survey also included an optional question about the average starting salary. Of the 489 graduates for which we obtained responses and verifiable information, 71 graduates answered this question; of these, 86% reported starting salaries between $30,000 and $70,000. The mean salary was $50,130.

Please note: the following definitions were used:

**Full-time**- 30+ hours/week; includes post-graduate internships, fellowships, entrepreneur experience, freelance, contract work

**Part-time**- less than 30 hours/week; includes all activities listed above

**Missions/Volunteer Service**- includes positions that are unpaid, self-funded, or have a stipend; the military is also included
INDUSTRY REPRESENTATION OF GRADUATES
The top three industries reported include 1) Education 2) Nursing/Healthcare and 3) Business/Accounting/Financial Services.

Industry Representation by Percentage

- Science/Research: 3.2%
- Religious/Ministry Organization: 3.0%
- Nursing/Healthcare: 8.4%
- Government: 1.6%
- Engineering: 9.5%
- Education: 18.6%
- Computer/IT: 4.6%
- Communications/Media: 4.6%
- Business/Accounting/Financial Services: 15.9%
- Athletics/Recreation/Sports: 5.4%
- Arts/Music/Entertainment: 0%
EMPLOYERS OF THE CLASS OF 2021

Below is a sample of specific employers from the various industries employing Messiah graduates:

| ABC Children’s Center                          | Carson Scholars Fund                     |
| ABC27 HWTM                                      | Case Management Unit                     |
| ABF Freight                                     | Catoctin High School                     |
| Actualize Consulting                            | CCIM                                      |
| AHRC New York City                              | Cedar Point Amusement Park               |
| Alexandria Center School District               | Center for Champions of PA               |
| Alliance Defending Freedom                      | Central MS                                |
| Amazon                                         | Charm City Helicopters                   |
| Ambassador Advisors, LLC                        | Chestnut Hill Springside Camps           |
| Amber Hill Therapy Centers                      | Chick-fil-A                              |
| American Foundation                             | Children’s Hospital of Philadelphia      |
| Americorps                                     | China Overseas America Inc.              |
| Aquah                                          | Chinese YMCA at Hong Kong                |
| Arizona Nurses Association                      | CHL Systems                              |
| Army- Aberdeen Proving Ground                   | Christian School of York                |
| Arundel Christian School                        | Cigna                                     |
| Asplundh                                        | CIMS                                     |
| Associated Otolaryngologists of Pennsylvania    | Clark Associates                         |
| Backus Hospital                                 | Clean Vapor LLC                          |
| Bergmann                                        | Clinical Information Management Systems   |
| Bermudian Springs School District               | COBYS                                    |
| Bethany Christian Services                      | Coldspark Media                          |
| Biglerville School District                     | Colliers Engineering & Design            |
| BLM Group                                       | Colorado Adventure Center                |
| Boyer & Ritter LLC                              | Columbia Gas of PA                       |
| Brethren Volunteer Service                      | Commonwealth Charter Academy             |
| Brilliant Eart                                  | Community General Osteopathic Hospital   |
| BSI, LLC                                        | Conewago Township Elementary School      |
| Butterfly Affects                               | Conserving Carolina                      |
| CACI International Inc                         | Cougar Excel Academy in Harrisburg       |
| Calabrese Management                            | Coyne PR                                 |
| Camp Highroad                                   | Cumberland Valley School District        |
| Candoris                                        | Dallastown Area School District          |
| Canon Capital Management Group                  | Dance Academy XIV                        |
| Canon-McMillan School District                  | Davis Piano Studio                       |
| Capital Area Intermediate Unit                  | Deloitte Consulting                      |
| Carlisle School District                        | Delta Development Group, Inc.            |
| Carnegie Free Library                           | Department of Navy                       |
Department of Treasury Internal Revenue Service
Digital Harrisburg Initiative
Diversified Treatment Alternative Center
Doodle Bugs! Children’s Learning Academy
DPS Group Global
Dreamland Stage Company
Duke Health
Eastern University
Eastern York School District
Eco Shield
Eden Christian Academy
ELIC
Episcopal Service Corps
Ettain Group
Eurofins Lancaster Laboratories
Evans Bank
Eventide Asset Management
Everly Health Solutions
F&M Trust
Falls Church Anglican Fellows/Center for Public Justice
Family-Based Therapy
Flinchbaugh Engineering
Frederick County Public Schools
Frederick Ward Associates
Freed Maxick CPAs
Gap Veterinary Associates Inc.
Garden Spot MS
Geisinger Medical Center
General Dynamics - Electric Boat
Georgetown Animal Hospital
Glass Entertainment Group
Grandview Church
Greystone Public House
Ground Breaking Exteriors, LLC
Hamilton & Musser
Harmony Christian School
Harrisburg Christian School
Harrisburg Regional Chamber & CREDC
Health is Wellness
Herkon & Right Angle Entertainment
Hershey Gardens
Hillside Children’s Center
Holiday Inn
Homex
Hope International
Horizon
Howard County General Hospital
IGI Global
IHS Global
Independent Support Services, Inc.
Inova Health System
Intermediate Unit 5
International Service Center
ISATEC Sdn Bhd
JBA Offroad
JFC Global
Johns Hopkins Applied Physics Laboratory
Johns Hopkins Medicine, Suburban Hospital
Johnson Controls
Johnson Matthey
JPL
JS First Sdn. Mhd.
K Novinger Jewelry Design
Katapult Engineering
Kelly Education
Kennedy Krieger Institute
Kinder Care
KPMG
LA Fitness
Lamp House Films
Lamphouse Films
Lancaster Behavioral Health Hospital
Lancaster County Timber Frames Inc.
Lancaster Cupcake
Lancaster Design
Lancaster EMS
Lancaster Mennonite School
Lebanon County
Lehigh Valley Health Network
LifeGuide Financial Group
Lincoln International School
Linkbank
Little Leaves Behavioral Services
Lockhead Martin
Lower Dauphin
Stambaugh Ness CPA
Steckbeck Engineering and Surveying
Stewart's Slate Roofing & Painting
Stewertstown Elementary School
Stoney Creek Valley Farm
Summer Fun Days
Sunrise Logistcs Inc.
Sussex Christian School
T W Ponessa
TE Connectivity
Telesoft Inc.
Tender Years
The Arc of Cumberland & Perry Counties
The Bar
The Fellows Initiative
The George Washington University
The Goddard School
The Hanover Insurance Group
The HIVE ETOWN
The Mix
Trader Joe's
Tri-County Family Medicine
TrueShine
TWR International
U-Gro Learning Center
UKM Transit
United Chemical Technologies
United Way of Lancaster
University of Maryland Medical Center
University of North Carolina Medical Center
University of Pennsylvania School of Medicine
UPMC
UPMC Harrisburg
UPMC Pinnacle
UPMC West Shore
Upper Darby Hardware
Upper Perkiomen School District
UPS
USA Spares Inc.
Valley Forge Baptist Academy
Valley Forge Educational Services
Valley Railroad Company
Valley Youth House
Vanguard
Veoneer
Villages Elementary of Lady Lake
Vineyards at Hershey
Voorhees High School
Waltz Vineyards Estate Windery
Washington Health System Wilfred R. Cameron
Wellness Center
Washington Heights Elementary School
WebFX
WellSpan Health
WellSpan Health York Hospital
WellSpan Results Fitness
WellSpan York Hospital
West York Area School District
Wildwood Community Association
Willow Valley Communities
Wilmington Christian School
Wilmington Savings Fund Society
Wilson Area IS
Wilson Consulting Group
Winvale
WSP USA
Yeehe
YMCA
YouTube
Zoo America / Hershey Resorts & Entertainment
20% of the Class of 2021 identify graduate or professional school as their primary activity following graduation. The following graph displays fields of study which represent graduate and professional programs attended by these Messiah University graduates. The top three fields include 1) Sciences (Biology, Physical and Health Professions) 2) Education/Social Science/Government and 3) Humanities.
## GRADUATE SCHOOLS FOR THE CLASS OF 2021

The Class of 2021 received acceptance to a wide variety of graduate and professional programs. Below is a sample of specific colleges and universities:

<p>| Alvernia University                           | Life University                        |
| Arcadia University                            | Luther Seminary                        |
| Bethany Seminary                              | Merrimack College                      |
| Case Western Reserve University               | Messiah University                     |
| Catholic University                           | Montclair State University             |
| Chatham University                            | New York Institute of Technology       |
| Cornell University                            | Penn State Hershey                      |
| Cranbrook                                     | Penn State School of Medicine          |
| DeSales University                            | Porter and Chester                     |
| Drexel University                             | Regent University School of Law        |
| Duke University                               | Ross University                        |
| Duke-NUS Medical School                       | Shipensburg University                 |
| Eastern University                            | SUNY at Buffalo                        |
| Edinboro University                           | Syracuse University                    |
| Erikson Institute                             | Temple University                      |
| Florida State University                      | Thomas Jefferson University            |
| Fordham University                            | Towson University                      |
| George Washington University Milken Institute | University of Delaware                 |
| Georgetown University                         | University of Albany                   |
| Hardin-Simmons University                     | University of Baltimore                |
| Indiana University Bloomington                | University of Colorado Boulder         |
| Indiana University of Pennsylvania            | University of Virginia                 |
| Iowa State University                         | UT Southwestern                        |
| Johns Hopkins                                 | Virginia Tech                          |
| Lancaster Bible College School of Counseling  | West Chester University                |
| Lehigh University                             | Western New England University         |
| Liberty University                            | William and Mary Law School            |</p>
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% Based on 489 Respondents: **78%** Employed, **21%** Advanced Degree, **1%** Still Seeking/Other
## APPENDIX: SUMMARY OF POST-GRADUATE ACTIVITY FOR THOSE WITH SECONDARY MAJORS WHO RESPONDED TO THE SURVEY*

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SPECIFIC DESTINATIONS BY ACADEMIC DEPARTMENT

Includes all full-time, part-time, and graduate school responses.
*denotes a student’s secondary major

Art and Design

DIGITAL MEDIA
Digital Coordinator, Alliance Defending Freedom
Circulation Clerk, Carnegie Free Library
Marketing Coordinator, K Novinger Jewelry Design
Designer, JPL

ART HISTORY

STUDIO ART
UPS, Carlisle, Pennsylvania
Graphic Designer, Coldspark Media, Pittsburgh, Pennsylvania
Cranbrook, 2D Design
Architextual Drafter, Lancaster Design, New Holland, Pennsylvania
Events and Content Coordinator, Lancaster Cupcake, Lancaster, Pennsylvania

Graphic Designer, Penn State Medical, Bainbridge, Pennsylvania
Marketing Assistant, Martin’s Potato Rolls, Pennsylvania

Biblical and Religious Studies

BIBLICAL AND RELIGIOUS STUDIES
Development Associate, Delta Development Group, Inc., Camp Hill, Pennsylvania
Development Associate, Delta Development Group, Inc.

CHRISTIAN MINISTRIES
Special Education TA, St. Paul VI Catholic High School, Chantilly, Virginia
Program’s Director, Camp Highroad
Dallas Search and Rescue, Dallas, Texas
Youth Director, Grandview Church, Lancaster, Pennsylvania
Intern, River Valley Ranch, Manchester, Maryland
Johns Hopkins, Masters in Communication with a concentration in Corporate and Nonprofit Organizations, District of Columbia
Assistant, The HIVE ETOWN
Sales Lead, REI
Biological Sciences

BIOLOGY
Penn State School of Medicine, Masters of Public Health Masters, Hershey, Pennsylvania
Assistant Conservatory Horticulturist, Hershey Gardens, Hershey, Pennsylvania
Messiah University, Masters in Healthcare Leadership Masters, Mechanicsburg, Pennsylvania
Medical Lab Assistant, Lake Forrest, California
DeSales University, Physician Assistant M.S., Center Valley, Pennsylvania
Medical Scribe, Clinical Information Management Systems, Pennsylvania
Medical Assistant, Associated Otolaryngologists of Pennsylvania, Camp Hill, Pennsylvania
Communications and Education Associate, Conserving Carolina, Hendersonville, North Carolina
Penn State Hershey, Public Health M.S., Hershey, Pennsylvania
Research Technologist 1, Penn State College of Medicine, Hershey, Pennsylvania
Penn State Hershey College of Medicine, Doctor of Medicine, Hershey, Pennsylvania
cGMP Operator, Rapa Therapeutics
General Lab Technician, UPMC
Medical Scribe, CIMS, Harrisburg, Pennsylvania
Pre-Veterinary Intern, Gap Veterinary Associates Inc
Head Softball Club Coach, Dragons, Morristown, New Jersey
Medical Scribe, Martinsville Family Medicine, Martinsville, Virginia
Drexel University, Microbiology and Immunology M.S., Philadelphia, Pennsylvania

BIOPSYCHOLOGY
Human Research Technologist, Penn State College of Medicine
Messiah University, Occupational Therapy M.S.O.T., Mechanicsburg, Pennsylvania
Chatham University, Doctorate of Occupational Therapy OTD, Pittsburgh, Pennsylvania
Medical Assistant, UPMC

ENVIRONMENTAL SCIENCE
Zoo Educator Aid, Zoo America / Hershey Resorts & Entertainment, Hershey, Pennsylvania

MOLECULAR BIOLOGY
Associate Scientist, Eurofins Lancaster Laboratories, Lancaster, Pennsylvania
Biotechnology Analyst, JS First Sdn. Bhd., Kuala Lumpur, Malaysia

SUSTAINABILITY STUDIES
Farm/Advocacy Organization Intern, Makana O'Kalani Farms, Harrisonburgh, Virginia
Pool Operator and Manager, Wildewood Community Association
Business

ACCOUNTING
Audit Associate, RKL LLP, Lancaster, Pennsylvania
Staff Accountant, Freed Maxick CPAs
Auditing Associate, RKC, Lancaster, Pennsylvania
Staff Accountant, Stambaugh Ness CPA
Sales Cashier/Barista
Associate, RKL LLP, Lancaster, Pennsylvania
Staff Accountant, Canon Capital Management Group
Tax Associate, RKL, York, Pennsylvania
Staff Accountant, Stambaugh Ness CPA
Audit Staff, EY
Accounting tax associate, RKL, Lancaster, Pennsylvania
Small Business Associate, RKL
Staff Accountant, Simon Lever
Audit Associate, KPMG, Harrisburg, Pennsylvania
Staff Accountant, Hamilton & Musser
Federal Audit Associate, KPMG US, Washington, District of Columbia
Staff Accountant, KPMG
Staff Accountant, KPMG
Tax Staff Accountant, McKonly & Asbury, Camp Hill, Pennsylvania
Staff Accountant, KPMG
Project Coordinator, Messiah University
Loan Processor, MidAtlantic Farm Credit

BUSINESS ADMINISTRATION
Eventide Asset Management, Boston, Massachusetts
Messiah University, MBA, Mechanicsburg, Pennsylvania
Sales & Marketing Manager, Holiday Inn, Mechanicsburg, Pennsylvania
Billing Specialist, Asplundh, Willowgrove, Pennsylvania
Supply Chain Intern, Clark Associates, Lancaster, Pennsylvania
Linehaul Supervisor, ABF Freight, Carlisle, Pennsylvania
Sales Rep, Eco Shield, Tampa, Florida
Solution Analyst, Deloitte Consulting, Mechanicsburg, Pennsylvania
Porter and Chester, Electrical Education License, Waterbury, Connecticut
Small Business Owner, Ground Breaking Exteriors, LLC, Mechanicsburg, Pennsylvania
Management & Sales Trainee, Sherwin-Williams, Carlisle, Pennsylvania
Marketing & Promotion Coordinator, Walt Vineyards Estate Winery
Sales Data Analyst, NewDay
Truckload Coverage Representative, NAPA Transportation Inc.
Restaurant Manager, Greystone Public House
Area Manager Human Resources, Cedar Point Amusement Park
Field Manager, TrueShine
Customer Care Representative, Raymour & Flanigan Furniture and Mattresses
ECONOMICS
Sales Lead, REI, Mechanicsburg, Pennsylvania
Revenue Officer, Department of Treasury Internal Revenue Service

FINANCE
Commercial Loans, Mid PENN Bank, Camp Hill, Pennsylvania
Client Service Associate, Ambassador Advisors, LLC, Lancaster, Pennsylvania
Credit Analyst, MidPenn Bank
Senior Consultant, Actualize Consulting
Corporate & Investor Relations Officer, Linkbank, Camp Hill, Pennsylvania

INTERNATIONAL BUSINESS
Registered Behavior Technician, Butterfly Affects, Raleigh, North Carolina
Social Media Marketing Manager, Chick-fil-A
Crew Member and Section Leader, Trader Joe’s, Rochester, New York
Global Talent Acquisition, OcBang, San Jose, California
Business Analyst, Candoris, Annville, Pennsylvania

MARKETING
Admissions Counselor, Messiah University, Mechanicsburg, Pennsylvania
Marketing Coordinator, Ollie’s, Harrisburg, Pennsylvania
Customer Care Agent, Brilliant Earth
Messiah University, Education M.ED., Mechanicsburg, Pennsylvania
Logistics Management Specialist, Department of Navy, Mechanicsburg, Pennsylvania
Jr. Account Strategist, WebFX, Harrisburg, Pennsylvania
Conductor, Valley Railroad Company, Essex, Connecticut
Logistics Coordinator, Sunrise Logistics Inc.

Chemistry and Biochemistry

BIOCHEMISTRY
Farm Laborer, Stoney Creek Valley Farm, Dauphin, Pennsylvania
Duke-NUS Medical School, Doctor of Medicine MD, Singapore, I do not reside in the United States
Covid Screener & Office Assistant, Tri-County Family Medicine, Wayland, New York
Penn State College of Medicine, Medical Doctor M.D., Hershey, Pennsylvania
Ross University, DVM, St. Kitt Island, New Jersey
Emergency Medical Technician, Lancaster EMS, Lancaster, Pennsylvania
Medical Scribe, Scribe America, Hershey, Pennsylvania
Cornell University, BMCB Ph.D., Ithaca, New York
University of Virginia, Chemistry Ph.D., Charlottesville, Virginia

CHEMISTRY
Research Tech, Maya Clinic
R&D Chemist I, Johnson Matthey, Devon, Pennsylvania
Communication

BROADCASTING AND MEDIA PRODUCTION
Production Assistant, ABC27 HWTM, Harrisburg, Pennsylvania
Western New England University, Sports leadership and coaching M.S., Springfield, Massachusetts

COMMUNICATION
Communications Associate, Calabrese Management
Communications Specialist, Arizona Nurses Association, Tempe, Arizona
Administrative Assistant, Vanguard
Administrative Assistant, Georgetown Animal Hospital, Georgetown, Delaware
Media Tech, IGI Global
Marketing Coordinator, F&M Trust

DIGITAL MEDIA
Head Editor, YouTube
Graphic Designer, Minutemen Press of Stroudsburg

FILM AND MEDIA ARTS
Outdoor Guide, Peak 7 Adventures, Spokane, Washington
Film Production Coordinator, Lamp House Films, Lancaster, Pennsylvania
Freelance Editor, Lamphouse Films
Post Production Assistant, Glass Entertainment Group, Bala-Cynwyd, Pennsylvania

JOURNALISM
TWR Asia Marketing and Communications Executive, TWR International, Cary, North Carolina

PUBLIC RELATIONS
Internship, Vineyards at Hershey, Hershey, Pennsylvania
Communications Specialist, National Christian Foundation
Faith Journey Process Assistant, IHS Global, Phoenixville, Pennsylvania
Assistant to the President, IHS Global, Phoenixville, Pennsylvania
Skilled Trades Recruiter, JFC Global
Program Expansion Coordinator, Carson Scholars Fund, Townson, Maryland
Advancement Associate, Lancaster Mennonite School
**Computer and Information Science**

**COMPUTER AND INFORMATION SCIENCE**
- Associate Consultant, ISATEC Sdn Bhd, Petaling Jaya
- Assembler, United Chemical Technologies, Bristol, Pennsylvania
- Web Developer Intern, Digital Harrisburg Initiative
- Solutions Analyst, Deloitte, Mechanicsburg, Pennsylvania
- Associate Application Engineer, The Hanover Insurance Group
- Service Desk Agent, Lumen Technologies
- Implementation Specialist, Everly Health Solutions
- IT Intern, Ribbon Communications
- Computer Programmer, Sportsmans Deals
- Software Engineer, CACI International Inc
- Application Engineer, Vanguard
- IT Tech, Penn Tech Deployments, Duncannon, Pennsylvania
- Software Developer, Katapult Engineering, Dillsburg, Pennsylvania
- Web Developer, USA Spares Inc
- Solution Analyst - Software Development, Deloitte, Mechanicsburg, Pennsylvania
- Software Engineer, Homex
- Product Support Specialist, Teleosoft Inc, York, Pennsylvania
- Project Manager, Yeehe, Beijing

**Education**

**EDUCATION CERTIFICATION: GRADES PRE-K-4**
- 2nd Grade Teacher, Northern Elementary School, Dillsburg, Pennsylvania
- 6th Grade ELA teacher, Dallastown Area School District, Dallastown, Pennsylvania
- Preschool Teacher, U-Gro Learning Center
- Pre-K Teacher, Tender Years, Mechanicsburg, Pennsylvania
- 1st Grade Teacher, Pennsylvania Steam Academy, Harrisburg, Pennsylvania
- Substitute for NTSD, Northern Tioga SD, Westfield, Pennsylvania
- 3rd Grade Teacher, Northern Elementary School, Dillsburg, Pennsylvania
- 3rd Grade Teacher, Seeds of Faith Christian Academy
- Virtual Teacher
- Kindergarten Teacher, Alexandria Center School District
- 6th Grade ELA/Social Studies Teacher, Harmony Christian School, Middletown, New York
- Kindergarten Teacher, Villages Elementary of Lady Lake, Lady Lake, Florida
- 1st Grade Teacher, Spring Ridge Elementary
- Kindergarten Teacher, Eastern York School District, York, Pennsylvania
- Cumberland Valley Elementary Teacher, Cumberland Valley School District, Cumberland Valley, Pennsylvania
- 2nd Grade Teacher, New Covenant Christian School, Lebanon, Pennsylvania
- Substitute Teacher, North Penn School District, Landsdale, Pennsylvania
- Admissions Counselor, Eastern University, St David’s, Pennsylvania
EDUCATION CERTIFICATION: GRADES 4-8
6-8th Grade Math Teacher, Christian School of York, York, Pennsylvania
8th Grade Math Teacher, Bermudian Springs School District, York Springs, Pennsylvania
6th Grade English Teacher, Millville School District, Millville, New Jersey
Elementary PE Teacher, Eden Christian Academy, Pittsburgh, Pennsylvania
8th Grade Math Teacher, Mountain View Middle School, Pennsylvania
Math Instructor, Mathnasium of Hershey, Hershey, Pennsylvania

DUAL CERTIFICATION: ELEMENTARY EDUCATION AND SPECIAL EDUCATION
2nd Grade Teacher, Sussex Christian School, Sussex, New Jersey
4th Grade Teacher, West Shore School District, Camp Hill, Pennsylvania
2nd Grade Teacher, Conewago Township Elementary School, Mechanicsburg, Pennsylvania
K-12 Autistic Support, Miller Heights Elementary School, Bethlehem, Pennsylvania
Intensive Learning Support, Northern Middle School, Northern York County School District
Long Term First Grade Substitute, Upper Perkiomen School District
Care Worker in Group Home, The Arc of Cumberland & Perry Counties, Carlisle, Pennsylvania
Youth Worker, Hillside Children’s Center, Auburn, New York
1st Grade Teacher, Stewartstown Elementary School
Elementary Teacher, School District of Lancaster, Lancaster, Pennsylvania

Engineering

BIOMEDICAL ENGINEERING
UT Southwestern, Prosthetics & Orthotics

CIVIL ENGINEERING
Associate Professional, SCS Engineering
Water Resource Engineer, Bergmann, Horsheads, New York
Graduate Civil Engineer, Wilson Consulting Group
Bridge Engineer, NTM Engineering
Entry Level Structural Engineer, SAI Consulting Engineers, Lemoyne, Pennsylvania
Junior Engineer, North Woods Engineering, Saranac Lake, New York
Engineering Technician, CCJM, Hunt Valley, Maryland
Civil Engineer, Frederick Ward Associates, Bel Air, Pennsylvania
Engineering Associate, Steckbeck Engineering and Surveying, Pennsylvania
Site Civil Engineer, Colliers Engineering & Design
Mechanical Engineer: Vessel Design, Johnson Controls, Waynesboro, Pennsylvania
Draftsmen, Mease Engineering P.C., Quakertown, Pennsylvania
Project Engineer, Clean Vapor LLC
Design Engineer, Pine Hill Trailers

COMPUTER ENGINEERING
TECDP Full-Time Analyst, Cigna, Bloomfield, Connecticut
Engineering Test Conductor, NASA, Goddard, Maryland

ELECTRICAL ENGINEERING
**ENVIRONMENTAL ENGINEERING**
Environmental Engineer, BLM Group

**MECHANICAL ENGINEERING**
Project Engineer, Precision Customs Components, York, Pennsylvania
Junior Engineer, Flinchbaugh Engineering, York, Pennsylvania
Design Engineer, UKM Transit, Harleysville, Pennsylvania
Designer/Project Engineer, Lancaster County Timber Frames Inc, York, Pennsylvania
Engineer in Virginia Beach Fellows Program, Virginia Beach, Virginia
Vehicle Integration Engineer, Veoneer
Junior Mechanical Engineer, DPS Group Global
Mechanical Engineering, Army- Aberdeen Proving Ground, Aberdeen, Maryland
Manufacturing Engineer, CHL Systems, Souderton, Pennsylvania
Project Technician, Willow Valley Communities, Willow Street, Pennsylvania
Associate Field Engineer 1, Columbia Gas of PA, York, Pennsylvania
Mechanical Engineer, Lockheed Martin, Orlando, Florida
Assistant Structural Engineer, WSP USA
Mechanical Engineer, NAWCAD, Lexington Park, Maryland
Engineering Coordinator, MSI, LLC
Mechanical Engineer, JBA Offroad, Sounderton, Pennsylvania
RADAR Systems Engineer, Johns Hopkins Applied Physics Laboratory, Laurel, Maryland
Mechanical Engineering Intern, CACI International Inc
Rotational Mechanical Engineer, TE Connectivity, Middletown, Pennsylvania

**English**

**ENGLISH**
Online Publication Assistant Fellowship, Sojourners Magazine, Washington, District of Columbia
Refugee English Ministry, ELIC, Fort Collins, Colorado
Publishing Assistant, PA Counseling Services, Pennsylvania
Editorial Books, Stackpole Books
Team Member, Chick-fil-A
Syracuse University, Masters of Library Sciences M.S., Syracuse, New York
Newsletter Editor, On Earth Peace, New Windsor, Maryland

**ENGLISH W/ SECONDARY TEACHING**
SUNY at Buffalo, Communication Disorders and Sciences M.A., Buffalo, New York
Middle School Teacher, Marshall School, Harrisburg, Pennsylvania
English Teacher, Cumberland Valley School District, Cumberland Valley, Pennsylvania
High School English Teacher, Cougar excel Academy in Harrisburg, Harrisburg, Pennsylvania
9th Grade English Teacher, South Western School District, Hanover, Pennsylvania
Health, Nutrition, and Exercise Science

ADVENTURE EDUCATION
Rafting Guide, Colorado Adventure Center, Idaho Springs, Colorado
Experienced Guide, Colorado Adventure Center, Idaho Springs, Colorado
Student Intern, American Foundation
Raft Guide, Colorado Adventure Center, Denver, Colorado
Teacher Assistant for Rock Climbing Instructor Courses, Messiah University
Camp Instructor, Chinese YMCA at Hong Kong, Hong Kong,

APPLIED HEALTH SCIENCE
Emergency Department Technician, Duke Health, Durham, North Carolina
Rehab Technician, WellsSpan Health
Penn State School of Medicine Hershey
Teacher, Valley Forge Baptist Academy, Collegeville, Pennsylvania
Exercise Specialist, Washington Health System Wilfred R. Cameron Wellness Center, Washington, Pennsylvania
Donor Care Admin Assistant, Hope International, Winston Salem, North Carolina
Messiah University, MOT Masters, Mechanicsburg, Pennsylvania
Thomas Jefferson University, MSOT
Arcadia University, DPT
Messiah, Occupational Therapy M.S., Mechanicsburg, Pennsylvania
Arcadia University, Doctor of physical therapy DPT, Glenside, Pennsylvania
Duke University, DPT Ph.D., Durham, North Carolina
Strength and Conditioning Coach and Lacrosse Coach, Northern HS
Life University, Doctor of Chiropractic M.D. / D.C., Georgia, Georgia
Liberty University, Early Childhood Education M.A., Virginia
Medical Scribe, CIMS, Lemoyne, Pennsylvania
Messiah University, Occupational Therapy Masters, Mechanicsburg, Pennsylvania
Camp Counselor, AHRC New York City, Fast Jewitt, New York
PPAS Rec Cyc, Penn State Health
Wellness Counselor, Horizon, Buffalo, New York
Messiah University, Occupational Therapy M.S., Mechanicsburg, Pennsylvania
Hardin Simmons-Texas
New York Institute of Technology, Occupational Therapy M.S., Long Island, New York
Personal Trainer, LA Fitness, Camp Hill, Pennsylvania
Arcadia University, DPT
Messiah University, Intercollegiate Athletic Leadership M.A., Mechanicsburg, Pennsylvania
Messiah University, Masters of Occupational Therapy M.A., Mechanicsburg, Pennsylvania
Messiah University, OT
Community Health Worker, Sadler Health Center
Alvernia University, Occupational Therapy, Pennsylvania
University of Delaware, Ph.D. Kinesiology and Applied Physiology
Electrocardiograph Technician, Pediatric Cardiology of Maryland
Health, Fitness, and Human Performance Industry, WellSpan Results Fitness
Physical Therapy Aid, Madden and Gilbert
Director, Health is Wellness, Bozeman, Montana
Thomas Jefferson University, MSOT
Rehab Tech, Amber Hill Therapy Centers, Jefferson, Maryland
Arcadia University, Physical Therapy DPT, Glenside, Pennsylvania
Business Relations, Linkbank, Camp Hill, Pennsylvania
Messiah University, DPT, Mechanicsburg, Pennsylvania
Thomas Jefferson University, MSOT

ATHLETIC TRAINING
AT Physician Extender, OIP Camp Hill
Athletic Trainer, Lower Dauphin
Messiah University, Athletic Training M.A., Mechanicsburg, Pennsylvania
Messiah University, Higher Education Intercollegiate Athletic Leadership, Mechanicsburg, Pennsylvania
Graduate Assistant, Messiah University

HEALTH & PHYSICAL EDUCATION K-12
HPE Teacher, Garden Spot MS

NUTRITION AND DIETETICS
Dietetic Intern, Messiah University / Wellspan Health, York, Pennsylvania
Dietetic Internship, Messiah University, Mechanicsburg, Pennsylvania
Messiah University, Dietetic internship N/A, Mechanicsburg, Pennsylvania
Messiah University, Dietetics Intern

SPORT MANAGEMENT
Messiah University, Intercollegiate Athletic Leadership Masters, Mechanicsburg, Pennsylvania
Indiana University of Pennsylvania, Masters of Sport Science M.A., Indiana, Pennsylvania
Messiah University, Intercollegiate Athletic Leadership w/ Concentration in Higher Education Masters, Mechanicsburg, Pennsylvania
Messiah University, Intercollegiate Sport Leadership, Mechanicsburg, Pennsylvania
Slate Roofer and Painter, Stewart’s Slate Roofing & Painting, Delta, Pennsylvania

History

HISTORY
Swim Instructor, YMCA, Fredrick, Maryland
Support Operation Specialist, FBI, Huntsville, Alabama
Substitute Teacher, Mechanicsburg, Pennsylvania
Project Assistant, The Mix, Lancaster, Pennsylvania

HISTORY WITH SECONDARY TEACHING CERTIFICATION
8th Grade US History Teacher, Carlisle School District, Carlisle, Pennsylvania
Human Development and Family Science

HUMAN DEVELOPMENT AND FAMILY SCIENCE
Life Skills Counselor, Valley Youth House
Toddler Teacher, ABC Children's Center, State College, Pennsylvania
George Washington University Milken Institute School of Public Health, Public Health with Health Policy Concentration
Midwestern University, Speech Language Pathology M.S., Chicago, Illinois
Liberty University, Mental Health Clinical Counseling M.A., Virginia
Behavioral Health Technician, PA Counseling Services, Dauphin County, Pennsylvania
Adoption Caseworker, COBYS, Leola, Pennsylvania
Towson University, Child Life Program M.A., Towson, Maryland
Educational Paraprofessional, Capital Area Intermediate Unit
Children and Youth Caseworker, Service Access and Management Inc., Wellsboro, Pennsylvania
Lancaster Bible College Professional School of Counseling, Behavioral Health Technician with TW Ponessa
West Chester University, School Counseling M. Ed., West Chester, Pennsylvania
Lead Infant Teacher, Doodle Bugs! Children's Learning Academy, Mars, Pennsylvania
Program Coordinator, Center for Champions of PA, Harrisburg, Pennsylvania
Preschool Teacher, Kinder Care, Lancaster, Pennsylvania
Administrative Clerk, International Service Center
Shippensburg University, School Counseling MA, Shippensburg, Pennsylvania
Activities Assistant, Providence Place Senior Living, Lancaster, Pennsylvania
Behavioral Health Technician, Diversified Treatment Alternative Center
Messiah University, MOT Mechanicsburg, Pennsylvania
Supports Coordinator, Case Management Unit, Harrisburg, Pennsylvania
Messiah University, Masters in Counseling M.A., Mechanicsburg, Pennsylvania
Erikson Institute, Child Development with Concentration in Child Life M.S., Chicago, Illinois
Intensive Foster Care Case Worker, LUK, Inc., Massachusetts

Mathematics, Physics, and Statistics

ACTUARIAL SCIENCE
Credit Analyst, Linkbank, Camp Hill, Pennsylvania
Georgetown University, Data Science for Public Policy M.S., Georgetown, District of Columbia

MATHEMATICS
Analyst, LifeGuide Financial Group
Messiah University, Education
Iowa State University, Statistics, Aimes, Iowa

MATHEMATICS WITH SECONDARY TEACHING DEGREE
High School Math Teacher, Oley Valley High School, Oley, Pennsylvania
Lehigh University, Mathematics Ph.D., Bethlehem, Pennsylvania
High School Mathematics Teacher, Northern York County School District, Dillsburg, Pennsylvania

PHYSICS
Modern Languages

CHINESE BUSINESS
Administrative Assistant, China Overseas America Inc., New York City, New York

FRENCH
English Teaching Assistant Program, Montpellier
Teacher, Frederick County Public Schools, Frederick, Maryland

SPANISH
Operations Area Manager, Amazon, Middletown, Pennsylvania
Indiana University Bloomington, Linguistics M.A., Bloomington, Indiana

SPANISH WITH K-12 TEACHING CERTIFICATE
Spanish Teacher, South Western School District, Hanover, Pennsylvania
3rd Grade ELA Teacher, Lincoln International School, Guadalajara

Music

MUSIC

MUSIC EDUCATION
K-12 Music Teacher, Harrisburg Christian School, Harrisburg, Pennsylvania
Instrumental Music Teacher, Wilmington Christian School, Hockessin, Delaware
Band Director, Mount Union Area School District
Children's Ministry Director, Christ Church at Grove Farms, Sewickley, Pennsylvania
Music Teacher, Central MS
Music Teacher, Biglerville School District, Biglerville, Pennsylvania
West Chester University
Building Substitute, Kelly Education, Bradford, Pennsylvania
Band/Orchestra/Choir Instructor, Owatin Creek Elementary School
Violin/Viola Teacher, Menchey School of Music, Lancaster, Pennsylvania
University of Colorado Boulder, M.M. Trumpet Performance M. M., Boulder, Colorado
High/Middle School Choir Director, West York Area School District, West York, Pennsylvania
Private Piano/Music Instructor

MUSIC PERFORMANCE
Florida State University, Piano Performance & Pedagogy M.A, Tallahassee, Florida

MUSIC AND WORSHIP
Family Business Co-Owner, Staffing Services Solutions, Baltimore, Maryland
SEVEN Band Member, Messiah, Mechanicsburg, Pennsylvania
Nursing

Registered Nurse, Penn State Health Hampden Medical Center, Enola, Pennsylvania
Registered Nurse, Children's Hospital of Philadelphia, Philadelphia, Pennsylvania
Registered Nurse, UPMC Harrisburg Hospital, Harrisburg, Pennsylvania
Registered Nurse, UPMC Pinnacle Carlisle, Carlisle, Pennsylvania
Registered Nurse, Penn State Holy Spirit Medical Center, Camp Hill, Pennsylvania
Registered Nurse, Wellspan Health York Hospital, York, Pennsylvania
Registered Nurse, Hershey Medical Center, Hershey, Pennsylvania
Registered Nurse, Penn State Health, Hershey, Pennsylvania
Registered Nurse, UPMC, Pittsburg, Pennsylvania
UPMC Pinnacle Staff Nurse L&D, UPMC Pinnacle, Harrisburg, Pennsylvania
Registered Nurse, Inova Health System, Fairfax, Virginia
Registered Nurse, Lehigh Valley Health Network, East Stroudsburg, Pennsylvania
Registered Nurse, UPMC West Shore Hospital, Pennsylvania
Registered Nurse on Oncology Unit, Community General Osteopathic Hospital, Harrisburg, Pennsylvania
Registered Nurse, UPMC, Harrisburg, Pennsylvania
Emergency Department Nurse, UPMC West Shore, West Shore, Pennsylvania
Registered Nurse, Backus Hospital, Norwich, Connecticut
Medical Surgical ICU Nurse, UPMC Harrisburg, Harrisburg, Pennsylvania
Registered Nurse, UPMC, Harrisburg, Pennsylvania
Registered Nurse, University of Maryland Health System, Towson, Maryland
Graduate Nurse, Kennedy Krieger Institute, Baltimore, Maryland
Registered Nurse, Kennedy Krieger Institute, Baltimore, Maryland
Nurse, Howard County General Hospital, Columbia, Maryland
Registered Nurse, UPMC Harrisburg Hospital, Harrisburg, Pennsylvania
Registered Nurse, UPMC Harrisburg, Harrisburg, Pennsylvania
Registered Nurse, UPMC, Harrisburg, Pennsylvania
Registered Nurse, UPMC, Williamsport, Pennsylvania
Registered Nurse, Wellspan York Hospital ICU, York, Pennsylvania
Registered Nurse, UPMC Harrisburg, Harrisburg, Pennsylvania
Registered Nurse, UPMC Harrisburg, Harrisburg, Pennsylvania
Registered Nurse, University of North Carolina Medical Center, Chapel Hill, Pennsylvania
Registered Nurse, Wellspan York Hospital, York, Pennsylvania
Registered Nurse, University of Maryland Medical Center, Baltimore, Maryland
Registered Nurse, UPMC, Harrisburg, Pennsylvania
Registered Nurse - NICU, UPMC Pinnacle Harrisburg Hospital, Harrisburg, Pennsylvania
Registered Nurse, Cardiac ICU, Geisinger Medical Center, Danville, Pennsylvania
Resident Nurse, Johns Hopkins Medicine, Suburban Hospital, Bethesda, Maryland
Peace and Conflict Studies

Owner, Small Pottery Business, Self-Employed, Portland
University of Baltimore, Law JD, Baltimore, Maryland
Student Support Specialist, Intermediate Unit 5, Gettysburg, Pennsylvania
Brethren Volunteer Service, Washington, District of Columbia
Tour Manager, Charm City Helicopters, Baltimore, Maryland
Team Leader NCCC, Americorps
Bethany Seminary, M. Div M. Div, Indiana
Shalom Project, Lancaster, Pennsylvania
Luther Seminary, Justice and Reconciliation M.Div, St. Paul, Minnesota

Philosophy

Tax Associate, Boyer & Ritter LLC
Catholic University, Sacred Theology Baccalaureate of Sacred Theology, Washington, District of Columbia
Hardware store employee, Upper Darby Hardware, Upper Darby, Pennsylvania

Politics and International Relations

POLITICS AND INTERNATIONAL RELATIONS
Personal Banker, Wilmington Savings Fund Society
Vice President Commercial Real Estate Lending, Evans Bank
Corps Member, Episcopal Service Corps, Harrisburg, Pennsylvania
Communications/Public Affairs Fellow, Falls Church Anglican Fellows/Center for Public Justice, Falls Church, Virginia
Consultant, Winvale
William and Mary Law School, J.D., Williamsburg, Virginia

Psychology

BIOPSYCHOLOGY
Human Research Technologist, Penn State College of Medicine
Messiah University, Occupational Therapy M.S.O.T., Mechanicsburg, Pennsylvania
Chatham University, Doctorate of Occupational Therapy OTD, Pittsburgh, Pennsylvania
Registered Behavior Technician, Milagre Kids School, Lansdale, Pennsylvania
Medical Assistant, UPMC
Thomas Jefferson University, Occupational Therapy MS, Philadelphia, Pennsylvania
PSYCHOLOGY
Eastern University, School Psychology M.S., Saint Davids, Pennsylvania
Messiah University, Clinical Mental Health Counseling M.A., Mechanicsburg, Pennsylvania
Montclair State University, Masters in Counseling Clinical Mental Health Track M.A, Montclair, New Jersey
Merrimack College, Clinical Mental Health Counseling M.S., North Andover, Massachusetts
Special Education Instructional Assistant, Frederick County Public Schools
West Chester University, Psychology M. S., West Chester, Pennsylvania
Behavioral Health Specialist, Harrisburg, Pennsylvania
Messiah University, Master of Occupational Therapy M.S., Mechanicsburg, Pennsylvania
Messiah University, Occupational Therapy
Registered Behavior Technician (RBT), Little Leaves Behavioral Services, Ashburn, VA, Virginia
Direct Support Professional, Independent Support Services, Inc.
Messiah University, MOT M.S., Mechanicsburg, Pennsylvania
Behavioral Health Technician, T.W. Ponessa, York, Pennsylvania
Classroom Aide, Valley Forge Educational Services, Malvern, Pennsylvania
Registered Behavioral Technician, Spectrum of Hope

Social Work
Northern Tier Youth Program Manager, New Hope Ministries, Mechanicsburg, Enola, Lemoyne, Pennsylvania
Executive Assistant, Pennsylvania Governor's Office, Harrisburg, Pennsylvania
Bethany Christian Services, Pennsylvania
Community Initiatives Intern, United Way of Lancaster, Lancaster, Pennsylvania
Shippensburg, Social Work MSW, Shippensburg, Pennsylvania
Edinboro University, Social Work M.S.W, Edinboro, Pennsylvania
Fordham University, Masters in Social Work MSW, New York, New York
University of Albany, Social Work MSW, Albany, New York
Temple University, Social Work MSW, Philadelphia, Pennsylvania

Sociology
CRIMINAL JUSTICE
Deputy Sheriff, Lebanon County, Pennsylvania
Regent University School of Law, Law J.D., Virginia Beach, Virginia

SOCIOLOGY
Luther Seminary, Master of Divinity
Summer Help, Aqua, Feasterville, Pennsylvania
Stage Manager & Teaching Artist, Dreamland Stage Company, Nantucket, Massachusetts
Behavioral Health Associate, Lancaster Behavioral Health Hospital
Receptionist, La Plata physical therapy and Wellness, La Plata, Maryland
Theatre and Dance

DANCE
Dance teacher, Dance Academy XIV, Shippensburg, Pennsylvania
Performer, Herkon & Right Angle Entertainment, LA, California

DIGITAL MEDIA
Audio Visual Technician, The George Washington University

MUSICAL THEATRE
Moravian College, Performance Creation
Preschool Teacher, The Goddard School, Harrisburg, Pennsylvania

THEATRE
Camp Counselor, Summer Fun Days, Monroe, Connecticut
Account Coordinator, Coyne PR
Producer, The Bar, Kuala Lumpur
Case Western Reserve University, Acting M.F.A, Cleveland, Ohio