Overall, in FY2020, Core Theme 4 increased sharply by 14 percentage points. This resulted from two indicator outcomes that rose sharply 4.1.2 (alum participation in community engagement programs) and 4.2.1 (students who utilized career counseling and services). These indicators achieve a 98% of the indicator goal or higher.

Two indicators dropped during this same time frame. Both indicators may remain flat or even decline more in FY2021 due to the continuing effects of COVID on the community and economy.

**4.1.1** The percentage of students participating in course-based community engagement as reported by Banner dropped by three percent. This result is also a result of the COVID-19 Pandemic and the State of Idaho’s shutdown in Spring 2020.

**4.1.3** One of the most significant numbers reported in the mission fulfillment matrix is the increase of students still looking for employment after graduation. The number grew from 25% to 35% in 2020. While Idaho’s economy remained moderately strong, companies, except health care facilities, were not seeking to hire new employees.