

GRADUATE FIRST-DESTINATION REPORT FOR THE CLASS OF 2021



Every year, the IUP Career and Professional Development Center collects information about the post-graduation activities and the statuses of that year's graduating class. For the best knowledge rate, we administered an online survey and conducted internet searches to find and verify additional data.

The National Association of Colleges and Employers defines the knowledge rate as the percent of graduates for whom the institution has reliable and verifiable information regarding graduates' post-graduation statuses. This report includes survey response results as well as knowledge-rate data.

Demonstrating the first-destination success of our graduates is worthwhile. Colleges and universities are scrutinized for the return on investment they provide to students because of economic challenges and inflation in the US, the cost of higher education, and the demands families/consumers face to meet these costs. The pandemic made it decidedly more necessary to remain abreast of trends in workforce development to provide programs and services that contribute to IUP's mission, academic support, student retention and persistence, enrollment management, and return on educational investment.

It's important to note that we cannot easily measure the total positive effects of a college education, just as indicators of success are not employment and earnings alone. Certainly, as the NACE First-Destination Survey Standards and Protocols document states, "the most significant and substantive outcomes occur over the lifetime of the individual graduate."

Respectfully,

A handwritten signature in black ink, appearing to read 'Tammy Manko'.

Tammy Manko, EdD
Director

HIGHLIGHTS

OF THE CLASS OF 2021 (ALL DEGREE LEVELS)

2,342

TOTAL GRADUATES
(IUP HAD ACCURATE CONTACT INFORMATION FOR 2,310)

2,310

RECENT GRADUATES SURVEYED

19%

SURVEY RESPONSE RATE
(440 GRADUATES RESPONDED TO THE SURVEY)

30%

TOTAL KNOWLEDGE RATE
(697 GRADUATES FOR WHOM WE HAVE RELIABLE, VERIFIABLE DATA)

86%

OF RECENT GRADUATES FOR WHOM DATA WAS GATHERED ARE PRODUCTIVE (602 GRADUATES)

78%

OF SURVEY RESPONDENTS ARE CONSIDERED TO BE PRODUCTIVE (345 GRADUATES/RESPONDENTS)

88%

OF RESPONDENTS ARE EMPLOYED IN A FIELD OF THEIR CHOICE (149 GRADUATES/RESPONDENTS)

DEFINITIONS: Class of 2021

August 2020, December 2020, and May 2021 graduates

Productive:

The percentage of graduates falling into any of the following categories:

- employed full-time or part-time
- pursuing additional education full-time or part-time
- serving in the military or other service organization
- not seeking employment or additional education

Total Knowledge Rate:

The percentage of graduates for whom we have reliable and verifiable information regarding post-graduation statuses.

Survey Response Rate:

The percentage of surveyed graduates who responded to the survey.

Continuing Education Locations

(This is not a comprehensive list.)

- Auburn University
- Baylor University
- Boston Conservatory
- Brandeis University
- California University of Pennsylvania*
- Carlow University*
- Cedar Crest College*
- Chatham University*
- Clarion University of Pennsylvania*
- Duquesne University*
- Gannon University
- Indiana University of Pennsylvania (IUP)*
- Johns Hopkins University
- Kent State University
- Kutztown University of Pennsylvania*
- Lake Erie College of Osteopathic Medicine*
- Loyola University Maryland
- Medical Sales College
- Messiah University
- Montclair State University
- Nova Southeastern University
- Ohio Northern University
- Pennsylvania State University*
- Seton Hill University*
- SUNY-Stony Brook
- Temple University*
- Thiel College
- University of Akron School of Law
- University of Delaware
- University of Dundee
- University of Pittsburgh*
- University of Pittsburgh School of Medicine
- University of Plymouth
- University of the Sciences
- Virginia Tech
- Wake Forest Baptist Health Network
- West Virginia University

*Indicates educational institutions that participated in on-campus recruitment and/or consortium job fairs.

Select Employers Hiring IUP Graduates

(This is not a comprehensive list.)

- 1st Summit Bank
- ADP, Inc*
- Allegheny Health Network
- Amazon*
- BDO USA*
- Commonwealth of Pennsylvania*
- Dedicated Nursing Associates*
- DHL Supply Chain*
- Enterprise Holdings*
- Excelsa Health*
- First Commonwealth Bank*
- GEICO
- Geisinger*
- Giant Eagle, Inc.
- Highmark Health*
- Indiana Regional Medical Center
- Indiana University of Pennsylvania
- KPMG
- Naval Supply Systems Command*
- Pittsburgh Public Schools
- PNC*
- PPG*
- PSECU
- Quest Diagnostics
- S&T Bank*
- Sheetz*
- Sherwin-Williams Company*
- Tesla
- The Andy Warhol Museum
- University of Pittsburgh Medical Center*
- UPMC Children's Hospital of Pittsburgh
- URBN
- Walt Disney World
- Wayfair
- WellSpan Health

* Indicates employers who participated in on-campus recruitment and/or consortium job fairs.

For graduates who reported salary information (138), the average annual income was \$50,372.

Helping Students Become Successful

To advance the success of IUP graduates, the Career and Professional Development Center provides multiple opportunities for students and alumni to engage in career education and professional development programs and activities, including, but not limited to:

- mock interviews
- etiquette dinners
- presentations/workshops
- career coaching
- résumé reviews
- cover letter reviews
- internship/job search assistance
- graduate school preparation
- professional networking events
- career/job and internship fairs
- on-campus interviews/recruitment
- career and major exploration
- The Washington Center
- Disney College Program



While some degrees are clearly in higher demand in the workforce, IUP students are provided opportunities for learning about the value of, and how to leverage, transferable skills and soft skills to complement their classroom experience. Ultimately, the students who master these lessons will be most effective in the workplace. According to current research, employers seek these skills in employees:

- critical thinking and problem solving
- teamwork and collaboration across networks
- leadership with the ability to influence others
- technical knowledge related to the job
- agility and adaptability
- ability to plan, organize, and prioritize work
- initiative, entrepreneurialism, work ethic, and professionalism
- effective verbal, written, and non-verbal communication skills
- proficiency with computer software programs
- accessing and analyzing information
- curiosity and imagination

The Graduate First-Destination Outcomes Report for the Class of 2021 was prepared by members of the **Career and Professional Development Center** team.

- Audrey Patterson
- Bill Zimmerman
- Sheila Gardner
- Tammy Manko
- Career Development Advocates (undergraduate student employees)