



Post-Graduation Activities Report

Luther College Class of 2016 – The Career Center

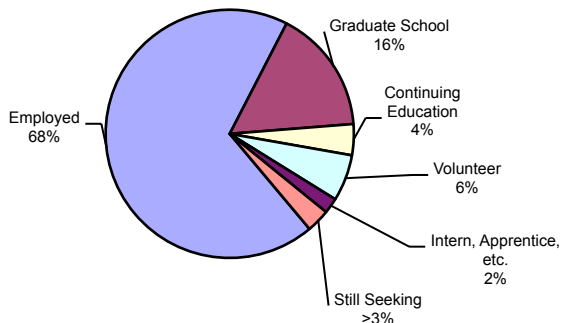
Introduction

The data collection process for this report took place from May 2016 to December 2016. For those students who had solidified their plans prior to graduation, the Career Center received their information in May 2016. For students who were still unsure about their plans, data were gathered through a survey in November 2016, followed by telephone calls, emails and surveying social media in December 2016. Through these efforts, Luther College had a survey response rate of 67.3% and a knowledge rate of 24.5%, totaling 91.8%. Knowledge rate included reliable and verifiable outcome information from faculty, employers and social media.

Post-Graduation Activities

Post-college activities of the 2016 graduates were divided into ten categories: employed, which includes full-time and part-time employment (68%); enrolled in a graduate/professional school (16%); enrolled in continuing education (4%); participating in a volunteer or service program (6%); involved in an internship, student teaching or apprentice program (2%); planning to attend graduate school but not yet enrolled (.6%); still seeking employment (3%), serving in the U.S. military (0%) and not seeking employment at this time (.4%). A few categories deserve further explanation. Students in the “continuing education” category were enrolled in an undergraduate program to further their education, for example, to obtain a teaching license, or were participating in some other activity to gain the necessary credentials to enter their field of choice. The “employed” category includes students who were employed either full-time (93%) or part-time (7%). Per the U.S. Department of Labor, full-time employment is defined by working a minimum of 30 hours per week.

First Destination of 2016 Graduates



Quick Facts



Response rate for the survey of May 2016 Luther College graduates was 91.8%

86% of Luther College graduates in May 2016 reported that their employment was related to their career goals.

66% of Luther College May 2016 graduates participated in one or more out-of-classroom learning activities, defined as the following: internship for credit, internship not for credit, campus-based research and off campus-based research, practicums, clinicals, and/or student teaching experiences.

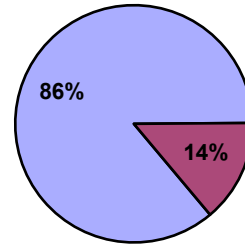
At the time survey data were gathered, 95.3% of responding May 2016 Luther College graduates were employed full-time or part-time, attending graduate or professional school, volunteering, or continuing their education.



Career Goals: Are Graduates Doing What They Want to Do?

When asked if their employment was related to their career goals, 86% of employed May 2016 graduates responded affirmatively. If one includes those in graduate school and those continuing their education, this percentage jumps to 90%.

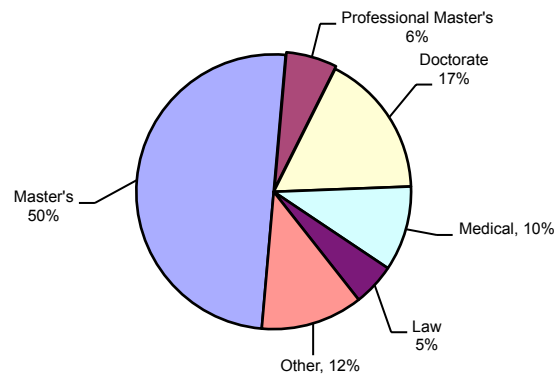
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Graduates Pursuing Further Education

Among the 2016 graduates who elected to attend graduate or professional school, the largest percentage (50%) reported pursuing a master's degree. Other advanced degrees being sought include medical (10%), doctorate (17%), professional master's (6%), law (5%) and other degrees (12%). Iowa and Minnesota were top destination states for students pursuing graduate or professional school studies, with 30% and 19% respectively. Wisconsin followed with 14%, and Nebraska and Kansas each attracted 4% of our students pursuing graduate study. The remaining 29% of surveyed students elected to continue their graduate studies in one of 12 other states, as well as six institutions abroad.

2016 Graduates Seeking Higher Education



Top Graduate School Destinations

Approximately 49% of the respondents were attending graduate school at one of the institutions listed in the table at the right. Six also reported studying overseas, with three attending institutions in England, one in Holland, and one in the Caribbean.

Top Graduate School Destinations	
University of Iowa	12
University of Minnesota-Twin Cities	9
University of Wisconsin-Madison	5
Drake University	3
University of Kansas	3
Creighton	2
Mercy College of Health Sciences	2
University of South Dakota	2



Employment Activities

The largest single career path for the class of 2016 was Education/Teaching, with 15% of Luther graduates pursuing jobs in that field. Business/Finance/Banking (12%), Nursing (10%), Merchandising/Sales/Marketing (9%), Medicine/Health-related occupations (9%), Accounting (5%), Social Services (5%), Sports/Recreation (5%) and Computing/Info Systems (4%) round out the list of the top career paths. The table to the right summarizes the initial career paths pursued by 2016 graduates.

Employment Activities Summary of Career Paths

Education/Teaching/Administration	15%
Business/Finance/Banking	12%
Nursing	10%
Medicine/Health-related Occupations	9%
Merchandising/Sales/Marketing	9%
Accounting	5%
Social Services	5%
Sports/Recreation	5%
Computing/Info Systems	4%
Hotel/Restaurant/Catering	3%
Consulting	2%
Insurance	2%
Arts-Performaing/Creative	2%
Other/Various	19%

Geographic Location of Employment

For those students who decided to join the workforce, the location of employment spans the nation. Minnesota was the top destination for May 2016 graduates, attracting 48% of the class. Iowa earned second place, with 26%. Wisconsin is home to 8% of graduates, Illinois 4%, and Colorado 2%. The remaining 10% of employed graduates found employment outside the five-state region.

Selected Employers

Students pursued employment across a wide variety of regional, national, and international organizations. The table highlights a few of the employers arranged by broad industry groupings, followed by the number of Luther graduates they hired. The list is not exhaustive, but it does provide a snapshot of where Luther graduates are contributing.

Selected Employers of 2016 Graduates – Number of Hires			
Business:		Social Sciences/Education:	
Best Buy-----	3	Iowa Schools-----	10
EY-----	3	Minnesota Schools-----	18
Hormel-----	3	Wisconsin Schools-----	6
Deloitte-----	2	Colorado Schools-----	3
Sciences:		Technology:	
Mayo Clinic-----	17	IBM-----	4
University of Iowa Hospitals & Clinics-----	6	Epic-----	1
Abbott Northwest Hospital-----	4	Fareway-----	1
Mercy Medical Center-----	3	Google-----	1
Unity Point Health-----	3	Thomson Reuters-----	1



Volunteer Service

Six percent of the class of 2016 pursued volunteer service as their initial career path after leaving Luther. To be classified in this category, students must have committed to at least 10 months of consecutive service. Ten Luther graduates chose to volunteer with Americorps, Green Corps, Opportunity Corps or Food Corps, serving primarily in Iowa and Minnesota. Ten students were selected to volunteer with the Lutheran Volunteer Corps. Four graduates chose to serve with the ELCA (two in Jerusalem, one in Cambodia and one in Madagascar). Three additional students chose to serve abroad in the following organizations: Peace Corps (going to Santo Domingo, Dominican Republic), Young Adults in Global Mission (going to Jerusalem), and Our Little Brothers and Sisters (Dominican Republic). Other graduates chose a variety of regional nonprofits across the country.

Migration of Iowa/Non-Iowa Residents

For several years Iowa legislators have focused on the migration of college-educated individuals. Graduates who pursue employment or graduate school in and out of Iowa are commonly referred to as “brain gain/brain

RESIDENCY OF STUDENTS	LOCATION OF EMPLOYMENT			
	Iowa	Wisconsin	Minnesota	Another State/Country
Iowa	79%	0%	16%	5%
Minnesota	6%	2%	91%	1%
Wisconsin	0%	82%	18%	0%
Other	3%	0%	0%	97%

drain”. The charts above and below reflect the migration of Luther graduates for employment and graduate school, categorized by their respective home state, or state of residency. For example, of the Iowa residents who are employed, 79% were working in the state of Iowa while 21% accepted employment in another state. Of the Iowa residents enrolled in graduate school, 52% are attending an Iowa institution while 48% enrolled in an institution in another state. The charts also include migration data for Luther graduates from both Minnesota and Wisconsin.

Graduate School Migration

RESIDENCY OF STUDENTS	LOCATION OF GRADUATE SCHOOL			
	Iowa	Wisconsin	Minnesota	Another State/Country
Iowa	75%	0%	10%	15%
Minnesota	17%	11%	50%	22%
Wisconsin	25%	44%	12%	19%
Other	0%	0%	8%	92%

Applied Learning

Of May 2016 Luther graduates, 66% engaged in one or more internships, student teaching, discipline-related research or other clinical/practicum experiences while at Luther. In general, these experiences occur after the freshman year, primarily during the junior and senior years, and are taken as a part of a student’s course of study (for credit), as a supplement to one’s studies (non-credit), or both. Some programs at Luther have a required applied learning component as part of the degree program, such as Education, Nursing, Social Work and Women & Gender Studies.



CONCLUSION

The Class of 2016 graduated as the U.S. economy's unemployment rate has gradually improved from a 5.7% rate January 2015 to 4.9% as of January 2016. Based on eight years of survey data, Luther graduates have consistently found employment, entered graduate school, and sought volunteer opportunities at the same rate, regardless of economic conditions.

ADDENDUM: *Post-Graduation Status According to Major*

The table on the last page summarizes the data that contributed to this report. The table is organized according to majors. Students who majored in more than one area are represented in each of the major they obtained; therefore, the distribution of majors listed in the table *does not* correspond to the number of 2016 graduates. Raw numbers are in boldface and outside of the parentheses in each category, when available.

For more information about the Luther College Career Center, please visit <http://career.luther.edu> or call 563-387-1025.



POST-GRADUATION STATUS ACCORDING TO MAJOR

Major	Distribution of Majors	# Responding	% Responding	Seeking Advanced Degrees	Employed FT	Employed PT	Continuing Education	Internship, Apprenticeship, or Student or Teaching	Plan to attend Grad School but not yet enrolled	Volunteer	Still Seeking	Not Seeking Employment
Accounting	25	25	100%	2 (8%)	21 (84%)	-	-	1 (4%)	1 (4%)	-	-	-
Africana Studies	0	0	-	-	-	-	-	-	-	-	-	-
Anthropology	12	10	83%	3 (30%)	3 (30%)	-	-	-	-	2 (20%)	2 (20%)	-
Art	17	15	88%	3 (20%)	7 (47%)	2 (13%)	2 (13%)	-	1 (7%)	-	-	-
Athletic Training	5	5	100%	-	3 (60%)	2 (40%)	-	-	-	-	-	-
Biblical Languages	0	0	-	-	-	-	-	-	-	-	-	-
Biology	95	88	93%	24 (27%)	40 (46%)	6 (7%)	2 (2%)	1 (1%)	-	2 (2%)	10 (11%)	3 (3%)
Chemistry	17	15	88%	6 (40%)	7 (46%)	-	-	1 (7%)	-	-	-	1 (7%)
Classics/Greek/Latin	3	2	67%	1 (50%)	1 (50%)	-	-	-	-	-	-	-
Communication Studies	25	25	100%	-	18 (72%)	-	-	1 (4%)	-	3 (12%)	3 (12%)	-
Computer Science	17	15	88%	2 (13%)	12 (80%)	-	1 (7%)	-	-	-	-	-
Dance	4	4	100%	2 (50%)	1 (25%)	1 (25%)	-	-	-	-	-	-
Economics	14	12	86%	1 (8%)	10 (84%)	1 (8%)	-	-	-	-	-	-
Elementary Education	17	17	100%	1 (6%)	14 (82%)	-	1 (6%)	1 (6%)	-	-	-	-
English	27	22	81%	2 (9%)	11 (50%)	3 (13%)	-	-	-	4 (18%)	1 (5%)	1 (5%)
Environmental Studies	12	11	92%	1 (9%)	5 (46%)	1 (9%)	-	-	-	4 (36%)	-	-
French	4	4	100%	-	1 (25%)	-	-	-	-	2 (50%)	1 (25%)	-
German	1	1	100%	-	1 (100%)	-	-	-	-	-	-	-
Health/Health Education	20	19	95%	-	16 (84%)	-	-	-	-	2 (11%)	1 (5%)	-
History	15	14	93%	3 (21%)	4 (29%)	-	5 (36%)	-	-	2 (14%)	-	-
Intermedia Arts	2	1	50%	-	1 (100%)	-	-	-	-	-	-	-
International Studies	19	15	79%	1 (7%)	12 (79%)	-	-	-	-	1 (7%)	-	1 (7%)
Management	73	72	99%	4 (7%)	62 (86%)	-	1 (1%)	2 (3%)	1 (1%)	1 (1%)	-	1 (1%)
Mathematics/Math Statistics	29	26	90%	6 (23%)	13 (50%)	2 (7.5%)	1 (4%)	1 (4%)	-	2 (7.5%)	1 (4%)	-
Music	52	41	79%	8 (20%)	24 (59%)	1 (2%)	4 (10%)	1 (2%)	-	1 (2%)	1 (2%)	1 (2%)
Nordic Studies	1	1	100%	-	1 (100%)	-	-	-	-	-	-	-
Nursing	30	29	97%	0%	28 (97%)	1 (3%)	-	-	-	-	-	-
Philosophy	8	3	38%	-	3 (100%)	-	-	-	-	-	-	-
Physical Ed.	8	3	38%	1 (33%)	2 (67%)	-	-	-	-	-	-	-
Physics	9	5	56%	2 (40%)	1 (20%)	1 (20%)	-	-	-	-	1 (20%)	-
Political Science	21	17	81%	4 (24%)	10 (59%)	1 (6%)	-	-	-	2 (11%)	-	-
Psychology	50	44	88%	11 (25%)	17 (39%)	4 (9%)	3 (7%)	1 (2%)	-	2 (5%)	5 (11%)	1 (2%)
Religion	17	12	71%	2 (17%)	6 (50%)	-	-	-	-	2 (17%)	2 (17%)	-
Russian Studies	2	2	100%	-	2 (100%)	-	-	-	-	-	-	-
Social Work	19	19	100%	2 (10.5%)	11 (58%)	2 (10.5%)	-	-	-	4 (21%)	-	-
Sociology	5	5	100%	-	3 (60%)	1 (20%)	-	-	-	1 (20%)	-	-
Spanish	18	18	100%	1 (5.5%)	12 (67%)	-	1 (5.5%)	-	-	4 (22%)	-	-
Theatre	3	3	100%	-	3 (100%)	-	-	-	-	-	-	-
Women's & Gender Studies	1	0	0%	-	-	-	-	-	-	-	-	-
TOTALS												

Note: Data includes students with more than one major.