

Luther College Assessments and Institutional Research

Post Graduation Activities Report

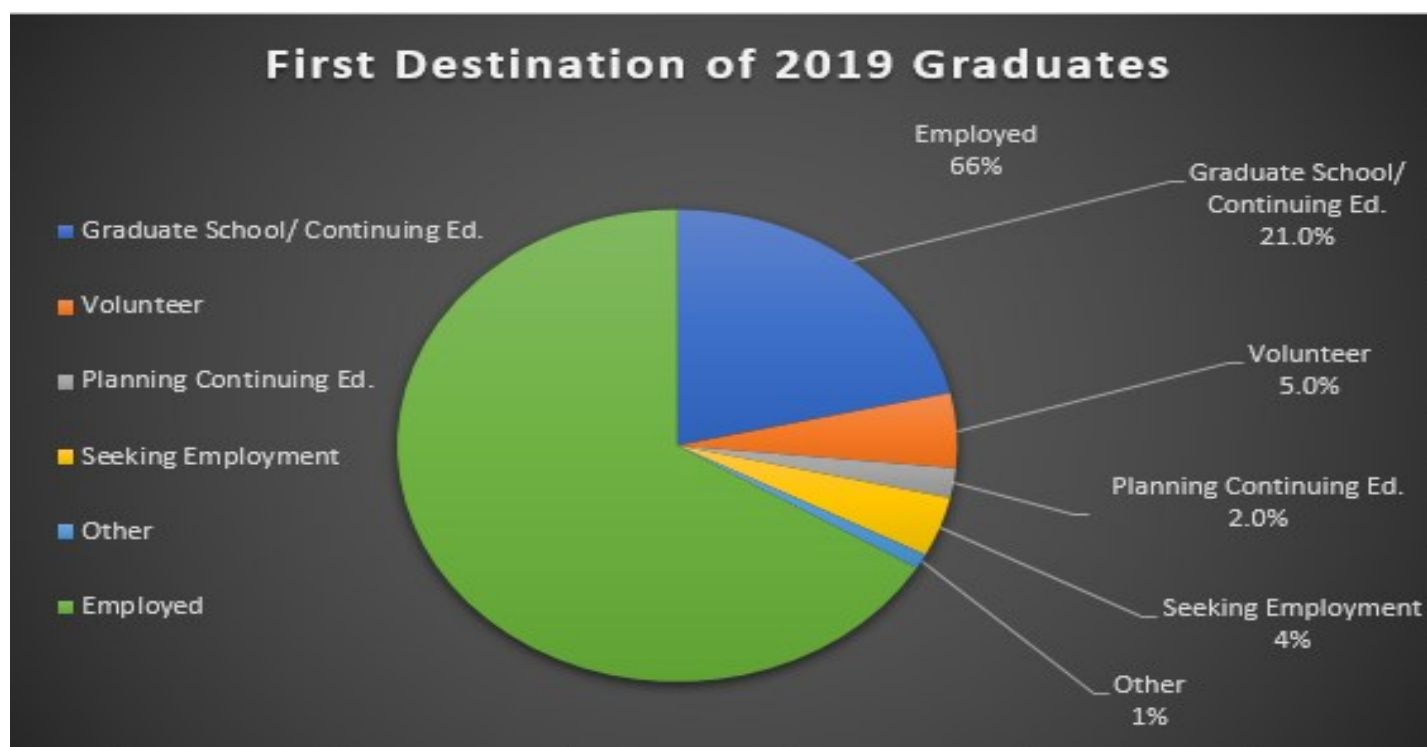
Luther College Class of 2019



Introduction

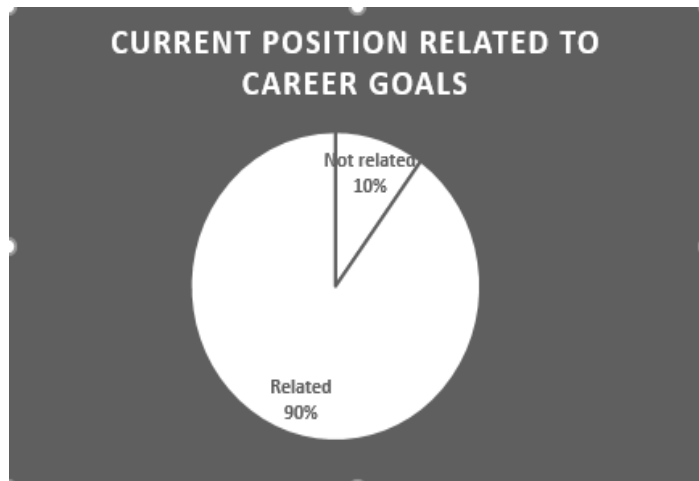
“Class of 2019” refers to those students who graduated July 1, 2018 – June 30, 2019, most of whom (88.3%) graduated in May, 2019. The data collection process for this report took place from September 2019 to December 2019. Data were gathered primarily through the Higher Education Data Sharing (HEDS) First Destination Survey, followed by telephone calls to non-respondents, contacts with academic departments, and surveying social media in December 2019. Through these efforts, Luther College achieved a response rate of 77.3%, with data on 378 out of 489 graduates. This rate includes all data from reliable and verifiable sources

Post Graduation Activities



Post-college activities of the 2019 graduates were divided into eight categories: The “employed” category includes students who were employed either full-time (93%) or part-time (7%), both of which include internships and fellowships. Per the U.S. Department of Labor, full-time employment is defined as working a minimum of 30 hours per week. Students in a “program of continuing education” 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.

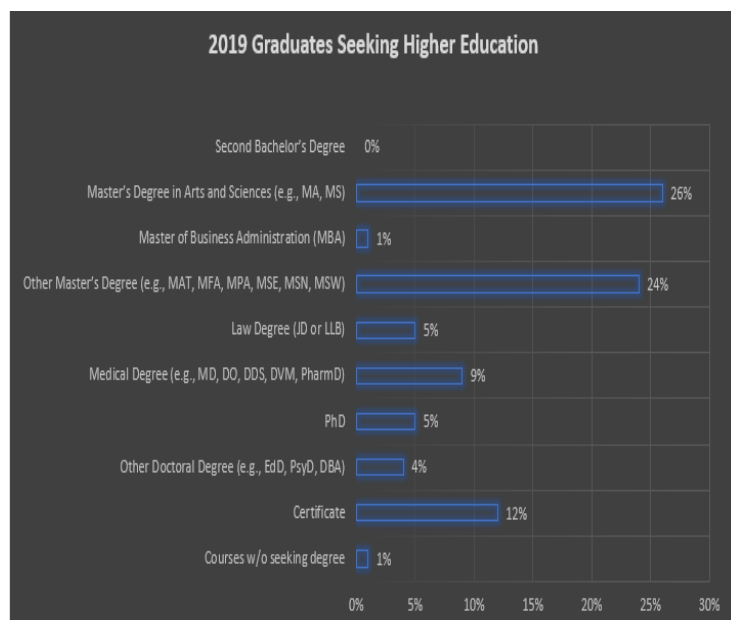
Career Goals: Are Graduates Doing What They Want to Do?



Quick Facts

1. Response rate for 2019 Luther College Graduates was 77.3% .
2. 94.2% of 2019 Graduates reported being employed, continuing their education, or not intentionally seeking employment by December 31, 2019.
3. 89.4% of Luther College graduates who were employed reported that their current position is related to their career goals.

Graduates Pursuing Further Education



Top Graduate School Destinations

University of Iowa	5
University of Denver	3
Des Moines University	3
University of Minnesota	2
Uni. of Wisconsin Madison	2

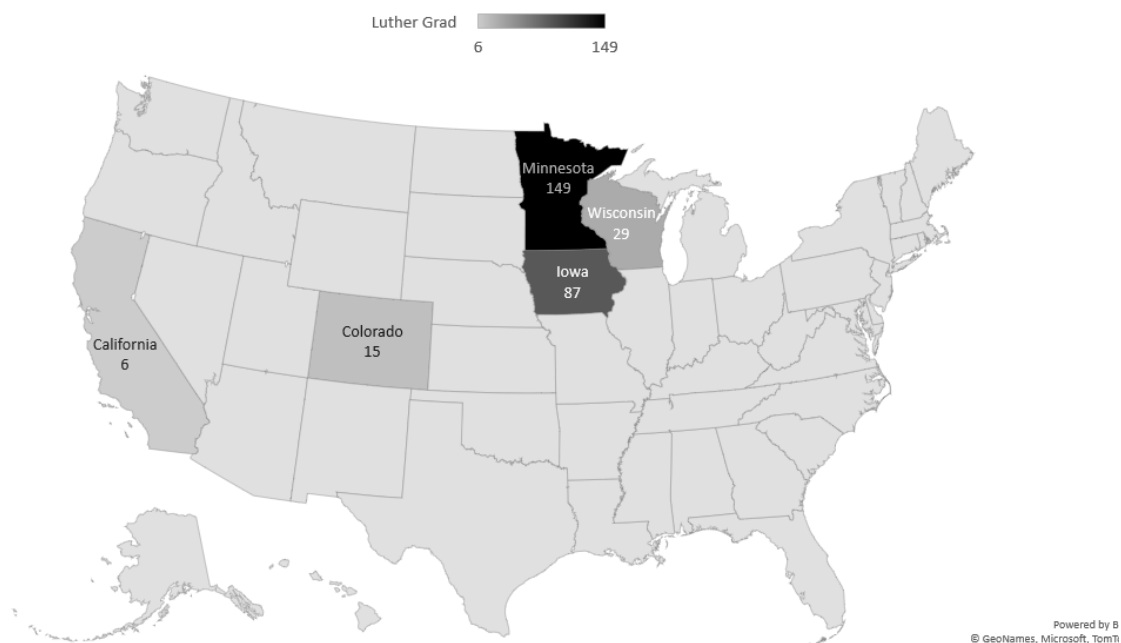
Employment Activities

Statuses of Full-time and Part-time Employment

When asked about the primary status of grads' full-time and part-time employment, the largest employment activity for the class of 2018 was being hired by an employer or organization, describing 83% of respondents. Other full-time and part-time employment statuses fall under the other categories listed on the right. Temporary/contract work (8.5%) and participating in an internship or fellowship (6%) were the next most common statuses for the 2019 respondents.

Employed freelance	2
Working as an entrepreneur	3
Temporary/contract work	17
Internship or fellowship	12
None of the above, hired by an employer	166
Total respondents:	200

Top Geographical Location of Employment



Selected Employers

Graduates pursued employment across a wide variety of regional, national, and international organizations, with **69.5%** working in the private sector and **30.5%** in the public sector. While most report working in for-profit businesses (55%), 45% are employed at not-for-profit enterprises. The table highlights a few of the employers, followed by the number of Luther graduates hired. The list is not exhaustive, but it does provide a snapshot of where grads are contributing.

Selected Employers of 2019 Graduates—Number of Hires

Mayo Clinic-----	17
Luther College-----	6
Rubaiyat -----	2
Medtronic -----	3
Tennyson Center for Children -----	2
CliftonLarsonAllen -----	2
Principal Financial Group -----	2
Fraser -----	2
Stone Arch Bridge Group -----	2
Toppling Goliath Brewery-----	2

Volunteer Service

5.3% of the class of 2019 pursued volunteer service as their initial career path after leaving Luther. **Nine** Luther graduates chose to volunteer with AmeriCorps programs. **Five** graduates are serving with the Lutheran Volunteer Corps and **two** with the Young Adults in Global Mission. Other graduates fill a variety of volunteer positions across the country and around the world.

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 drain.” These tables 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, **73%** were working in the state of Iowa while **27%** 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 tables also include migration data for Luther graduates from both Minnesota and Wisconsin.

STATE OF RESIDENCY OF STUDENTS	LOCATION OF EMPLOYMENT			
	Iowa	Minnesota	Wisconsin	Other
Iowa	73%	17%	2%	8%
Minnesota	11%	75%	8%	6%
Wisconsin	11%	25%	64%	0%
Other	9%	11%	0%	80%

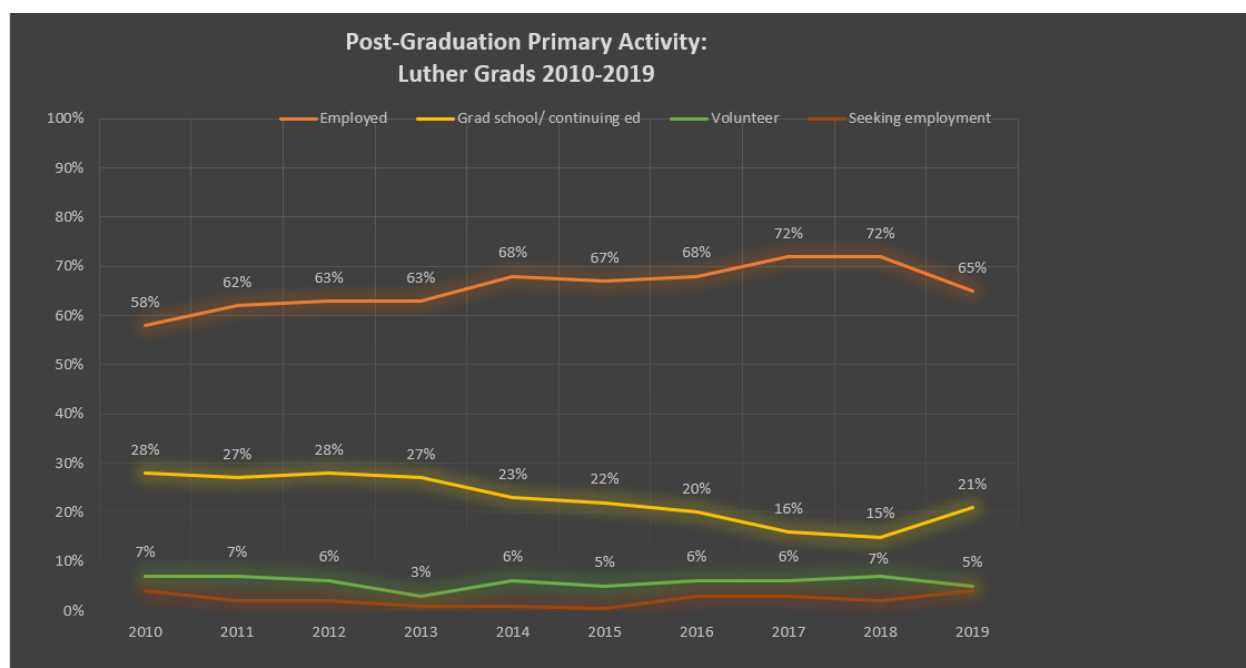
STATE OF RESIDENCY OF STUDENTS	LOCATION OF GRADUATE SCHOOL			
	Iowa	Minnesota	Wisconsin	Other
Iowa	52%	8%	8%	32%
Minnesota	8%	56%	8%	28%
Wisconsin	9%	0%	27%	64%
Other	6%	6%	0%	88%

Final Thoughts

In today’s society, we are surrounded by numbers and statistics. We use this information to make and/or justify decisions. Therefore, it is very easy and tempting to examine and use ‘numbers’ as one of the sole pieces of information in the career decision-making process. If only it was that simple! Pinning down a career, like the selection of a major, is a difficult process. Many factors need to be considered in the selection process, some of which end up being very difficult to quantify. Ultimately, the selection of one’s life work is really about the identification of one’s self, values, interests, gifts, and passions. The discovery of one’s sense of vocation is a process that data cannot capture. Rather, it’s a process that will evolve in our graduates’ lives over time. It also involves the feeling of being called to work and serving in sometimes unpredictable ways. Charts, graphs, and numbers simply cannot capture this.

CONCLUSION

Based on nine years of survey data, Luther graduates have successfully found employment, entered graduate school, and sought volunteer opportunities, regardless of economic conditions. The proportion of those choosing to enter the workforce as a first destination has risen while those entering graduate school immediately has declined (see graph). The percentage of Luther graduates still seeking employment by the end of the 2019 calendar year was at **4.49%**; the U.S. unemployment rate for 2019 was **3.68%**.



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 majors they obtained; therefore, the distribution of majors listed in the table *does not* correspond to the number of 2019 graduates. Raw numbers as well as percentages are included.

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	% Response	Employed Full Time		Employed Full Time		Employed Part Time		Accepted in Graduate School		Accepted in Graduate School		Volunteer/Service Program		Serving in U.S. Military		Seeking Employment		Planning To Continue education		None of the Options	
Accounting	19	17	89%	16	94%	0	0%		0%	0	0%		0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Africana Studies	1	1	100%	1	100%	0	0%	0	0%	0	0%		0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Anthropology	7	5	71%	1	20%	0	0%	1	20%	1	20%		0%	0	0%	0	0%	1	20%	0	0%	0	0%	
Art	8	6	75%	5	83%	1	17%	0	0%	0	0%		0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Athletic Training	5	4	80%	2	50%	0	0%	2	50%	0	0%		0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Biology	50	39	78%	14	36%	1	3%	13	33%	1	3%		1	3%	3	8%	1	3%	0	0%	0	0%		
Chemistry	10	7	70%	3	43%	0	0%	3	43%	0	0%		0	0%	0	0%	0	0%	0	0%	0	0%		
Classics	5	5	100%	2	40%	0	0%	0	0%	0	0%		0	0%	1	20%	1	20%	0	0%	0	0%		
Communications	17	14	82%	9	64%	2	14%	0	0%	0	0%		0	0%	2	14%	0	0%	0	0%	0	0%		
Computer Science	21	14	67%	10	71%	0	0%	1	7%	0	0%		0	0%	2	14%	0	0%	0	0%	0	0%		
Dance	3	1	33%	0	0%	0	0%	1	100%	0	0%		0	0%	0	0%	0	0%	0	0%	0	0%		
Data Science	15	14	93%	13	93%	0	0%	0	0%	0	0%		0	0%	0	0%	0	0%	0	0%	0	0%		
Economics	9	8	89%	4	50%	0	0%	1	13%	0	0%		0	0%	1	13%	0	0%	0	0%	0	0%		
Elementary Education	23	16	70%	15	94%	0	0%	0	0%	0	0%		0	0%	0	0%	0	0%	0	0%	1	6%		
English	17	15	88%	9	60%	0	0%	1	7%	1	7%		0	0%	1	7%	1	7%	0	0%	0	0%		
Environmental Science	12	10	83%	4	40%	1	10%	2	20%	2	20%		0	0%	0	0%	0	0%	0	0%	0	0%		
French	3	3	100%	1	33%	0	0%	1	33%	0	0%		0	0%	0	0%	0	0%	0	0%	0	0%		
German	2	1	50%	1	100%	0	0%	0	0%	0	0%		0	0%	0	0%	0	0%	0	0%	0	0%		
Health	12	9	75%	5	56%	1	11%	1	11%	0	0%		0	0%	0	0%	0	0%	0	0%	2	22%		
History	13	10	77%	3	30%	0	0%	4	40%	0	0%		1	10%	0	0%	0	0%	0	0%	0	0%		
International Studies	12	10	83%	4	40%	1	10%	1	10%	0	0%		0	0%	0	0%	0	0%	0	0%	0	0%		
Management	60	46	77%	33	72%	5	11%	2	4%	0	0%		0	0%	2	4%	0	0%	1	2%	0	0%		
Mathematics	11	9	82%	7	78%	0	0%	1	11%	0	0%		0	0%	0	0%	0	0%	0	0%	0	0%		
Mathematics/Science	7	6	86%	5	83%	0	0%	1	17%	0	0%		0	0%	0	0%	0	0%	0	0%	0	0%		
Music	50	42	84%	21	50%	3	7%	12	29%	1	2%		0	0%	1	2%	0	0%	1	2%	0	0%		
Neuroscience	10	9	90%	7	78%	0	0%	1	11%	1	11%		0	0%	0	0%	0	0%	0	0%	0	0%		
Nordic Studies	9	9	100%	2	22%	1	11%	2	22%	2	22%		0	0%	1	11%	0	0%	0	0%	0	0%		
Nursing	34	27	79%	24	89%	1	4%	0	0%	0	0%		0	0%	2	7%	0	0%	0	0%	0	0%		
Philosophy	5	5	100%	3	60%	0	0%	1	20%	1	20%		0	0%	0	0%	0	0%	0	0%	0	0%		
Physical Education	19	15	79%	4	27%	0	0%	7	47%	1	7%		0	0%	0	0%	0	0%	0	0%	0	0%		
Physics	7	7	100%	5	71%	0	0%	2	29%	0	0%		0	0%	0	0%	0	0%	0	0%	0	0%		
Political Science	27	24	89%	15	63%	1	4%	5	21%	2	8%		0	0%	0	0%	0	0%	0	0%	0	0%		
Psychology	44	33	75%	12	36%	1	3%	14	42%	4	12%		0	0%	0	0%	0	0%	0	0%	0	0%		
Religion	6	6	100%	3	50%	1	17%	1	17%	1	17%		0	0%	0	0%	0	0%	0	0%	0	0%		
Social Work	17	14	82%	7	50%	0	0%	6	43%	0	0%		0	0%	1	7%	0	0%	0	0%	0	0%		
Sociology	7	5	71%	2	40%	0	0%	1	20%	2	40%		0	0%	0	0%	0	0%	0	0%	0	0%		
Spanish	11	11	100%	6	55%	0	0%	3	27%	0	0%		0	0%	0	0%	0	0%	0	0%	0	0%		
Theatre	7	7	100%	6	86%	0	0%	1	14%	0	0%		0	0%	0	0%	0	0%	0	0%	0	0%		
Women and Gender Studies	1	1	100%	0	0%	0	0%	1	100%	0	0%		0	0%	0	0%	0	0%	0	0%	0	0%		
Total	596	485	81%	284		20		93		20			2		17		4		5					

Note: Students with more than one major are counted in each major of conferred degree