



Post-Graduation Activities Report

Luther College Class of 2021

Introduction

“Class of 2021” refers to those students who graduated July 1, 2020- June 30,2021; most of whom (**84.4%**) graduated in May 2021. The data collection process for this report took place from May 2021 to May 2022. Data were gathered primarily through the Handshake First Destination Survey, followed by telephone calls to non-respondents, contacts with academic departments, and surveying LinkedIn December 2021-May 2022. Through these efforts, Luther College achieved a response rate of **74.9%**, with data on **298** out of **398** graduates. This rate includes all data from reliable and verifiable sources.

Post-Graduation Activities

Post-college activities of the 2021 graduates were divided into seven categories: employed, which includes full-time and part-time employment (**73.5%**); accepted/enrolled in graduate school or another program of continuing education (**14.4%**); participating in a volunteer or service program (**4.0%**); planning to continue education but not yet enrolled (**1.4%**); still seeking employment (**6.7%**); serving in the U.S. military (**0%**); and participating in none of these activities (**0%**). The percentage of graduates pursuing each of the seven categories is detailed in **Figure 1**. The “employed” category includes students who were employed either full-time (**94.3%**) or part-time (**5.7%**), 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. Another program of continuing education includes students enrolled in an undergraduate program to further their education, teaching license, or were participating in some other activity to gain the necessary credentials to enter their field of choice.

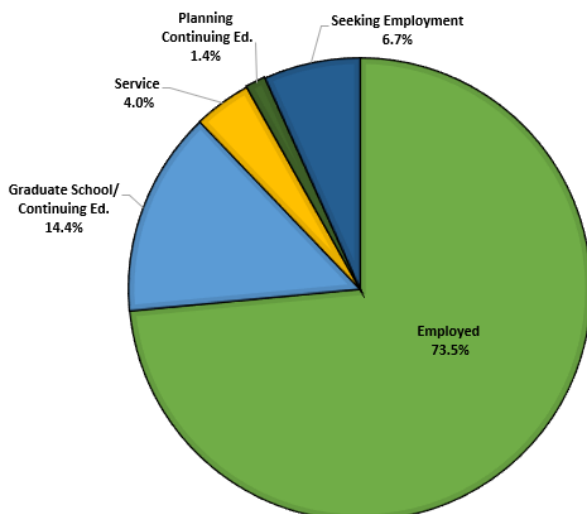


Figure 1. Categorization of First Destination Activities of 2021 Graduates

Quick Facts



Response rate for 2021 Luther College graduates was 74.9%

91.9% of 2021 graduates reported being employed, continuing their education, or not intentionally seeking employment by December 31, 2021

78% of Luther College graduates who were employed reported that their current position is related to their career goals



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

When asked if their position was related to their career goals, **78%** of employed 2021 graduates responded affirmatively. COVID-19 influenced plans after Luther, with **81%** of graduates responding they needed to pivot into a different direction than initially planned (see Impact of COVID-19 addendum).

Graduates Pursuing Further Education

Among the 2021 graduates who elected to attend graduate or professional school (**14%**), as shown in **Figure 2**, the largest percentage reported pursuing a master’s degree in arts or sciences. Other advanced degrees being sought include medical, other master’s degree (e.g., MAT, MFA, MPA, etc.), PhD, and law. Graduates also enrolled in certificate programs. Iowa, Minnesota, and Illinois were top destination states for students pursuing studies in graduate or professional school, with **19%**, **17%**, and **14%** respectively. The remaining **50%** of surveyed students are pursuing their graduate studies in one of nine other states, as demonstrated in **Figure 3**. One country abroad also spans the outreach of 2021 graduates pursuing further education.

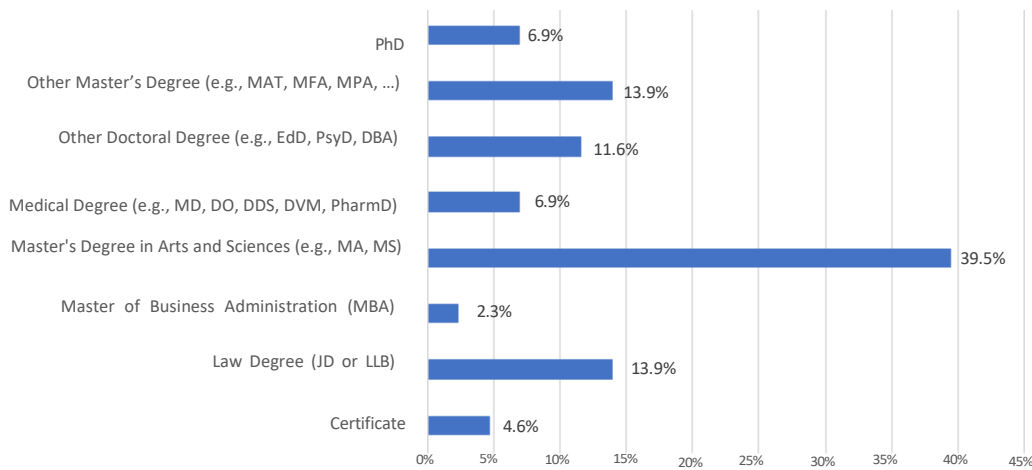


Figure 2. Distribution of higher education degrees being pursued by 2021 graduates.

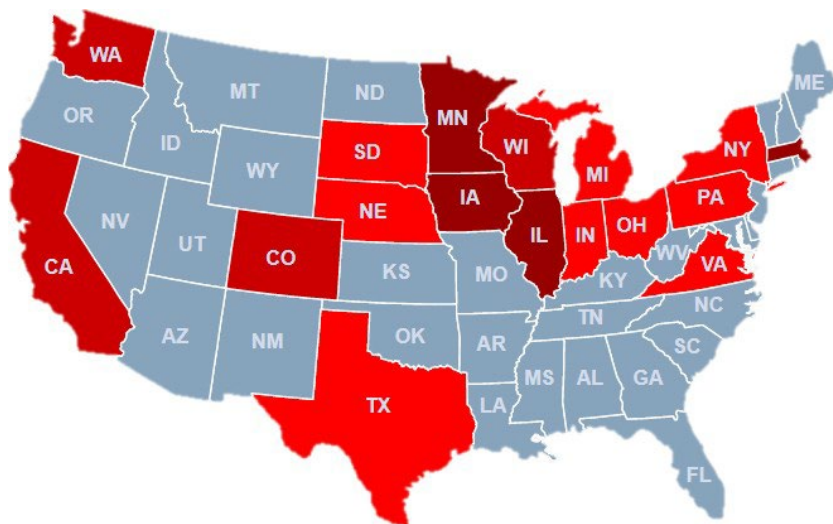


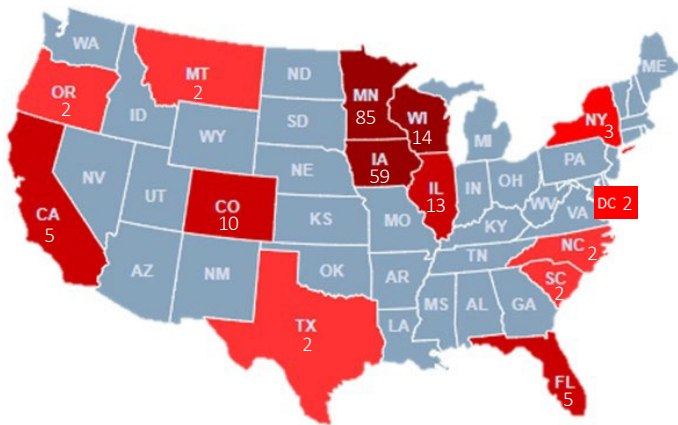
Figure 3. Representation of domestic destinations for 2021 graduates continuing their education. A higher concentration of 2021 graduates pursued higher education in Iowa, Minnesota, Illinois and Massachusetts, as signified by the darker red tone.



Employment Activities

When asked about the primary status of grads' full-time and part-time employment, the majority of the class of 2021 reported working for an employer or organization, describing **93.9%** of respondents. Other full-time and part-time employment statuses fall under the other categories listed in **Table 1**. Participating in temporary/contract work (**3.5%**) was the next most common status for the 2021 respondents.

Type of Employment	Number of Graduates
Employed Freelance	2
Working as an Entrepreneur	1
Temporary/Contract Work	8
Internship or Fellowship	3
Employer/Organization	217
Total Respondents	231



Geographic Location of Employment

For those students who joined the workforce, the location of employment spans the nation. **Figure 4** shows the top 14 destinations of employed 2021 graduates. Minnesota was the top destination for 2021 graduates, attracting **38.8%** of the class. Iowa was next most popular, with **26.9%**. Wisconsin attracted **6.4%** of graduates, Illinois **5.9%**, and Colorado **4.6%**. The remaining **17.4%** of employed graduates found employment outside of this five-state region, including three international countries.

Figure 4. The top five states 2020 graduates established employment in. The numbers in the highlighted states represents the number of graduates.

Selected Employers

Graduates pursued employment across a wide variety of regional, national, and international organizations, with **56.5%** working in the private sector and **16.1%** in the public sector. Luther graduates reported an almost even split between working at a for-profit business (**49.3%**) and not-for-profit businesses, (**50.2%**). **Table 2** highlights employers that attracted multiple graduates from the class of 2021. The list is not exhaustive, but it does provide a snapshot of where graduates are contributing.

Employer	Number of Graduates
Mayo Clinic	17
Minnesota Schools	13
Schools in Other States	10
Luther College	6
Iowa Schools	5
Wisconsin Schools	3
Unity Point Health	3
University of Iowa Hospitals and Clinics	2
College Possible	2
Green Iowa AmeriCorps	2
Hormel Foods Corporation	2
Encompass Health	2
YMCA	2



Volunteer Service

4.0% of the class of 2021 pursued volunteer service as their initial career path after leaving Luther. **Twelve** Luther graduates chose to volunteer in a service program, with **91.7%** of graduates volunteering with an AmeriCorps program.

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.” **Table 3** and **Table 4** reflect the migration of Luther graduates for employment and graduate school respectively, categorized by their respective home state, or state of residency. For example, of the Iowa residents who are employed, **60%** were working in the state of Iowa while **40%** accepted employment in another state (**Table 3**). Of the Iowa residents enrolled in graduate school, **57%** are attending an Iowa institution while **43%** enrolled in an institution in another state (**Table 4**). **Table 3** and **Table 4** also include migration data for Luther graduates from both Minnesota and Wisconsin.

Table 3. Migration of Graduates Residency as a Percentage-Employment

Graduates State of Residency	Employment Location of Graduates			
	Iowa	Minnesota	Wisconsin	Other State/Country
Iowa	60%	18%	0%	22%
Minnesota	10%	72%	6%	12%
Wisconsin	26%	32%	37%	5%
Other	18%	15%	4%	63%

Table 4. Migration of Graduates Residency as a Percentage-Continuing Education

Graduates State of Residency	Program Location of Graduates			
	Iowa	Minnesota	Wisconsin	Other State/Country
Iowa	57%	7%	0%	36%
Minnesota	0%	43%	7%	50%
Wisconsin	0%	0%	25%	75%
Other	0%	9%	0%	91%

CONCLUSION

Figure 5 summarizes ten 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 (**Figure 5**). The percentage of Luther graduates still seeking employment by the end of the 2021 calendar year was at **6.7%**, down from **7.9%** in 2020 (see Impact of COVID-19 Addendum and **Figure 6**). The U.S. unemployment rate for 2021 was **3.9%**.

Post-Graduation Activities Report

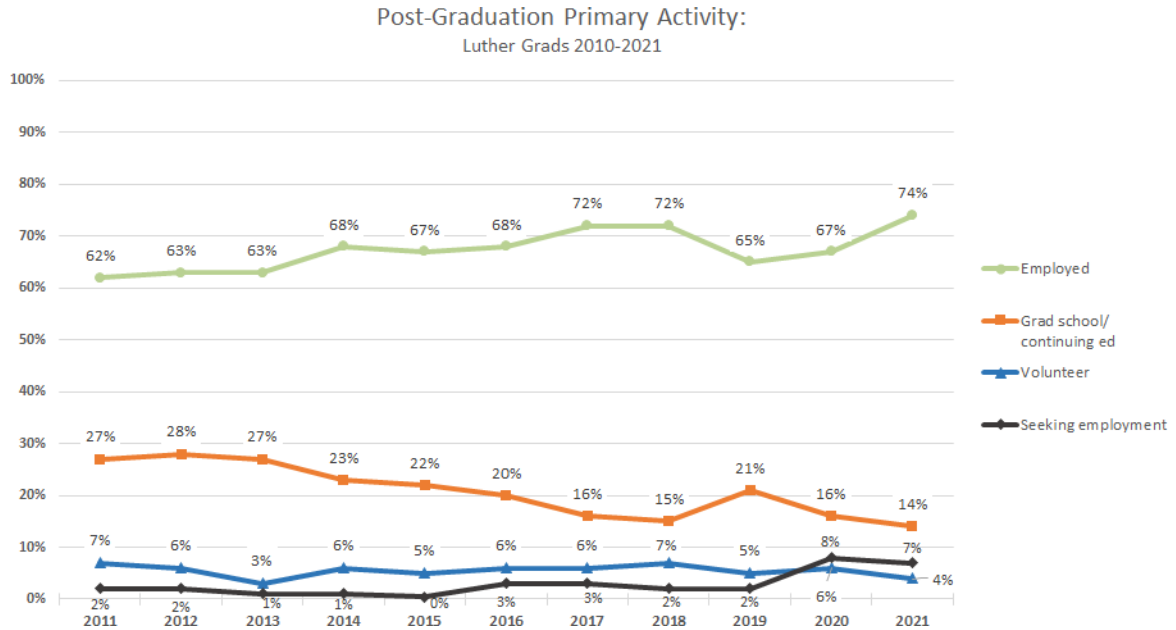


Figure 5. Trends of post-undergraduate activities of Luther graduates over a ten-year period. Employment, continuing education, volunteer/service, and those still seeking employment are highlighted.

ADDENDUM: Impact of COVID-19 on 2021 Post-Graduate Plans

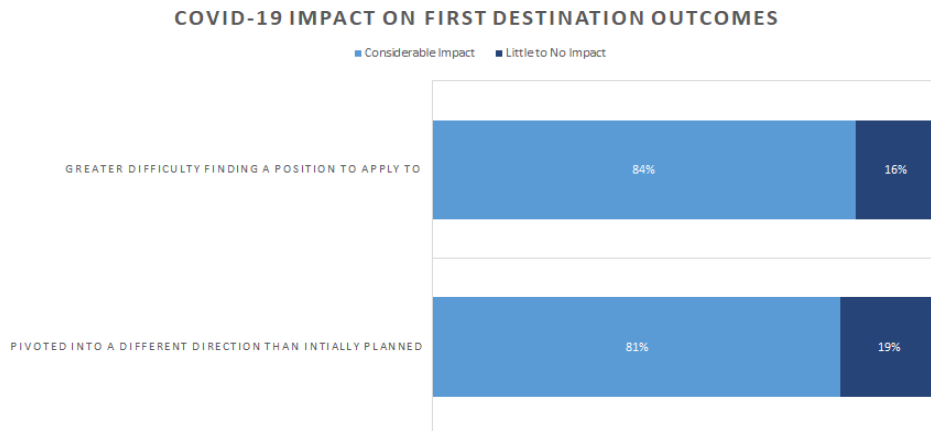


Figure 6. Demonstrates impact COVID-19 had on two pivotal factors on 2021 graduates post-graduate plans.

Post-Graduation Status According to Major

Table 5 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 2021 graduates. Raw numbers as well as percentages are included. For more information about the Luther College Career Center, please visit <http://luther.edu/career>, call 563-387-1025 or email career@luther.edu.

Post-Graduation Activities Report



Table 5. Post-Graduation Status According to Major

Major	Distribution of Majors	# Responding	% Responding	Employed Full-time	Employed Part-time	Accepted/enrolled in Graduate School or Continuing Education	Volunteer/Service Program	Serving in U.S. Military	Seeking Employment	Planning to continue education/ not yet accepted or enrolled	None of these
Accounting	15	12	80%	9 (75%)	1 (8%)	--	--	--	2 (17%)	--	--
Africana Studies	0	0	--	--	--	--	--	--	--	--	--
Anthropology	4	4	100%	3 (75%)	--	--	1 (25%)	--	--	--	--
Art	12	10	83%	8 (80%)	1 (10%)	1 (10%)	--	--	--	--	--
Athletic Training	1	1	100%	1 (100%)	--	--	--	--	--	--	--
Biblical Languages	0	0	--	--	--	--	--	--	--	--	--
Biology	32	21	66%	10 (47.6%)	2 (9.5%)	4 (19.1%)	2 (9.5%)	--	2 (9.5%)	1 (4.8%)	--
Chemistry	8	8	100%	4 (50%)	--	4 (50%)	--	--	--	--	--
Classics	2	2	100%	2 (100%)	--	--	--	--	--	--	--
Communication Studies	9	8	89%	5 (62.5%)	--	3 (37.5%)	--	--	--	--	--
Computer Science	16	14	88%	11 (79%)	--	1 (7%)	--	--	2 (14%)	--	--
Dance	4	4	100%	2 (50%)	1 (25%)	1 (25%)	--	--	--	--	--
Data Science	17	16	94%	13 (81%)	--	1 (6%)	--	--	2 (13%)	--	--
Economics	9	8	89%	7 (88%)	1 (12%)	--	--	--	--	--	--
Elementary Education	17	16	94%	15 (94%)	1 (6%)	--	--	--	--	--	--
English	16	14	88%	13 (93%)	--	--	1 (7%)	--	--	--	--
Environmental Studies	15	14	93%	9 (64.3%)	--	2 (14.3%)	3 (21.4%)	--	--	--	--
French	0	0	--	--	--	--	--	--	--	--	--
German	2	2	100%	1 (50%)	--	--	--	--	--	1 (50%)	--
Allied Health/Health	5	2	40%	1 (50%)	--	--	--	--	1 (50%)	--	--
History	11	7	64%	5 (71.4%)	--	1 (14.3%)	--	--	1 (14.3%)	--	--
INDIV-Cognitive Linguistics	1	1	100%	--	--	1 (100%)	--	--	--	--	--
Intermedia Arts	0	0	--	--	--	--	--	--	--	--	--
International Studies	6	4	67%	3 (75%)	1 (25%)	--	--	--	--	--	--
Management	33	26	79%	24 (92%)	1 (4%)	1 (4%)	--	--	--	--	--
Management Info. Systems	1	0	0%	--	--	--	--	--	--	--	--
Mathematics/Math Statistics	14	9	64%	4 (44.4%)	--	3 (33.3%)	--	--	2 (22.2%)	--	--
Music	23	15	65%	8 (53%)	--	7 (47%)	--	--	--	--	--
Music Education	7	4	57%	4 (100%)	--	--	--	--	--	--	--
Neuroscience	9	7	78%	4 (57%)	--	3 (43%)	--	--	--	--	--
Nordic Studies	4	4	100%	2 (50%)	--	1 (25%)	1 (25%)	--	--	--	--
Nursing	38	26	68%	22 (84.6%)	1 (3.8%)	--	--	--	3 (11.5%)	--	--
Philosophy	4	3	75%	1 (33%)	--	2 (67%)	--	--	--	--	--
Physical Ed.	5	3	60%	--	--	1 (33%)	--	--	1 (33%)	1 (33%)	--
Physics	7	5	71%	1 (20%)	--	3 (60%)	1 (20%)	--	--	--	--
Political Science	19	14	74%	8 (57.1%)	--	2 (14.3%)	2 (14.3%)	--	1 (7.1%)	1 (7.1%)	--
Psychology	32	20	63%	12 (60%)	2 (10%)	3 (15%)	1 (5%)	--	2 (10%)	--	--
Religion	7	6	86%	2 (33%)	--	4 (67%)	--	--	--	--	--
Russian Studies	0	0	--	--	--	--	--	--	--	--	--
Social Work	18	14	78%	8 (57%)	--	4 (29%)	1 (7%)	--	1 (7%)	--	--
Sociology	6	5	83%	5 (100%)	--	--	--	--	--	--	--
Spanish	5	5	100%	4 (80%)	--	1 (20%)	--	--	--	--	--
Theatre	8	6	75%	4 (67.7%)	--	1 (17.7%)	1 (17.7%)	--	--	--	--
Visual Communication	11	11	100%	9 (82%)	1 (9%)	1 (9%)	--	--	--	--	--
Women's & Gender Studies	2	2	100%	1 (50%)	--	1 (50%)	--	--	--	--	--
TOTALS	455	353	78%	245	13	57	14	--	20	4	--

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