



# Post-Graduation Activities Report

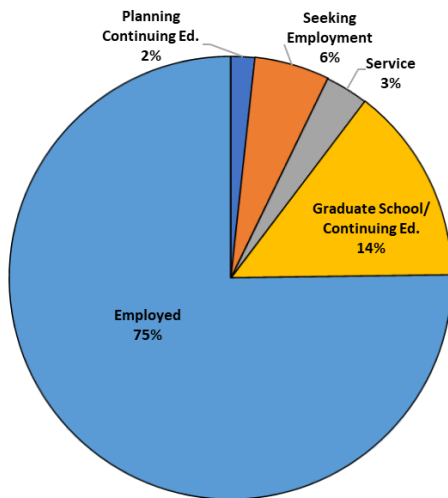
Luther College Class of 2022

## Introduction

“Class of 2022” refers to those students who graduated July 1, 2021- June 30,2022; most of whom (75.7%) graduated in May 2022. The data collection process for this report took place from May 2022 to January 2023. Data were gathered primarily through the Luther College First Destination Survey, followed by contacts with academic departments, and surveying LinkedIn December 2022-January 2023. Through these efforts, Luther College achieved a response rate of 82.8%, with data on 347 out of 419 graduates. This rate includes all data from reliable and verifiable sources.

## Post-Graduation Activities

Post-college activities of the 2022 graduates were divided into seven categories: employed, which includes full-time and part-time employment (75.2%); accepted/enrolled in graduate school or another program of continuing education (14.4%); participating in a volunteer or service program (3.2%); planning to continue education but not yet enrolled (1.7%); still seeking employment (5.5%); 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 (87.4%) or part-time (12.6%), 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. Avenues 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 2022 Graduates

## Quick Facts



Response rate for 2022 Luther College graduates was 82.8%

92.8% of 2022 graduates reported being employed, continuing their education, or not intentionally seeking employment or continuing education by December 31, 2022

79% of Luther College graduates who were employed reported that their current position is related to their career goals

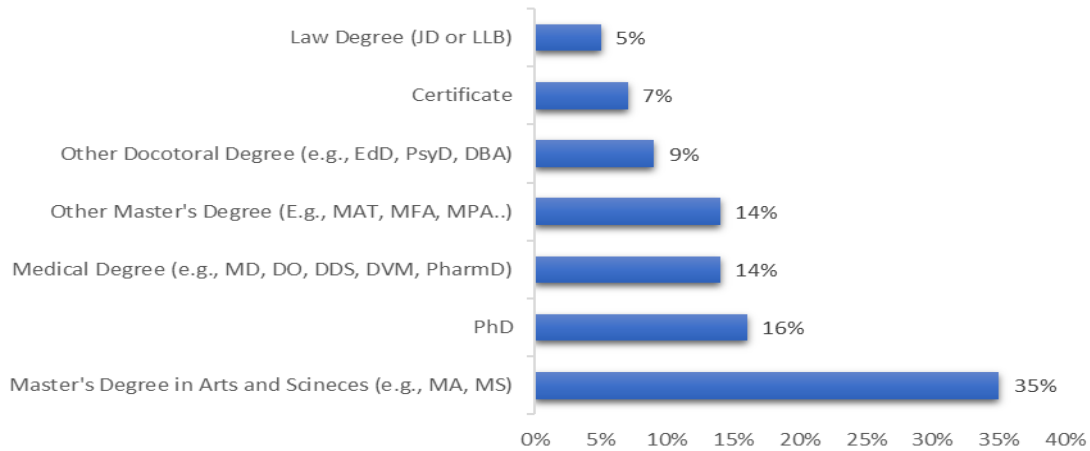


## Career Goals: Are Graduates Doing What They Want to Do?

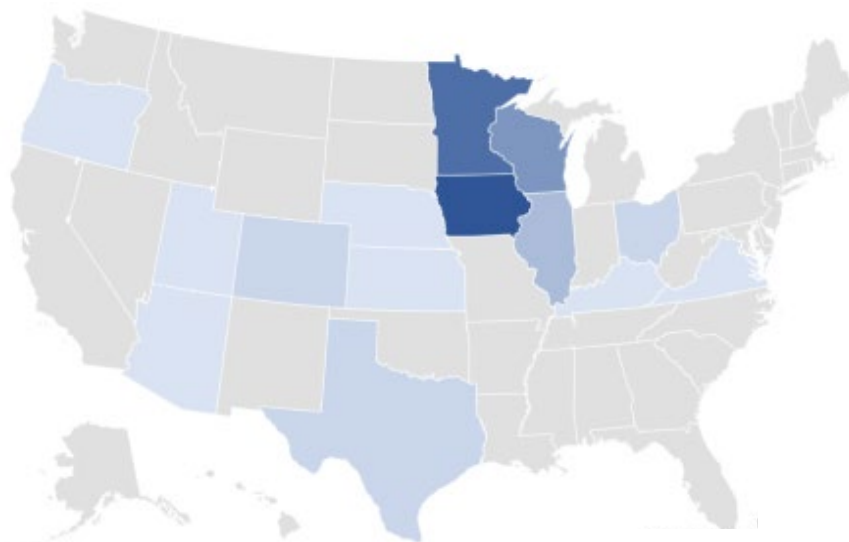
When asked if their position was related to their career goals, **79%** of employed 2022 graduates responded affirmatively. COVID-19 influenced plans after Luther, with **26%** of graduates responding they needed to pivot into a different direction than initially planned or had greater difficulty finding positions to apply for (see Impact of COVID-19 addendum).

## Graduates Pursuing Further Education

Among the 2022 graduates who elected to attend graduate or professional school (**14%**), as shown in **Figure 2**, the largest percentage (**35%**) 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. No students who responded are pursuing a Master of Business Administration (MBA). Graduates also enrolled in certificate programs. Iowa, Minnesota, and Wisconsin were top destination states for students pursuing studies in graduate or professional school, with **24%**, **20%**, and **14%** respectively. The remaining **42%** of surveyed students are pursuing their graduate studies in one of eleven other states, as demonstrated in **Figure 3**. Three countries abroad also span the outreach of 2022 graduates pursuing further education.



**Figure 2.** Distribution of higher education degrees being pursued by 2022 graduates.



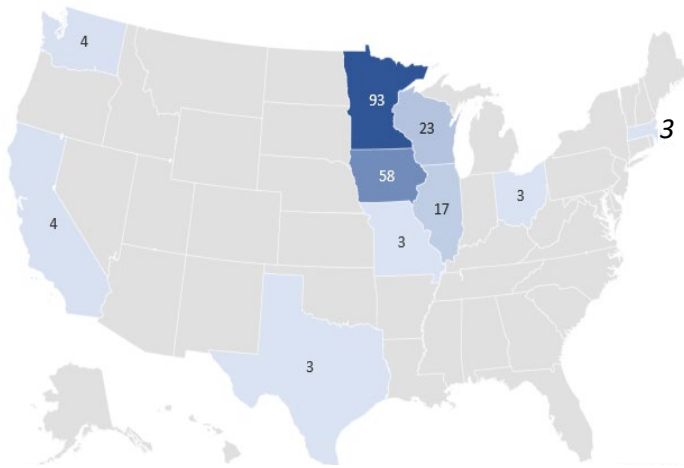
**Figure 3.** Representation of domestic destinations for 2022 graduates continuing their education. A higher concentration of 2022 graduates pursued higher education in Iowa, Minnesota, Wisconsin and Illinois, as signified by the darker blue tone.



## Employment Activities

When asked about the primary status of grads' full-time and part-time employment, the majority of the class of 2022 reported working for an employer or organization, describing **87.4%** of respondents. Other full-time and part-time employment statuses fall under the other categories listed in **Table 1**. Participating in a postgraduate internship or fellowship (**6.1%**) was the next most common status for the 2022 respondents.

Type of Employment	Number of Graduates
Employed Freelance	4
Working as an Entrepreneur	0
Temporary/Contract Work	13
Internship or Fellowship	16
Employer/Organization	228
<b>Total Respondents</b>	<b>261</b>



**Figure 4.** The top ten states 2022 graduates established employment in. The numbers in the highlighted states represents the number of graduates.

## Geographic Location of Employment

For those students who joined the workforce, the location of employment spans the nation. **Figure 4** shows the top 10 destinations of employed 2022 graduates. Minnesota was the top destination for 2022 graduates, attracting **33.9%** of the class that shared destination location. Iowa was next most popular, with **23.0%**. Wisconsin attracted **9.1%** of graduates, Illinois **6.7%**. The remaining **27.3%** of employed graduates found employment outside of this four-state region, including six international countries

## Selected Employers

Graduates pursued employment across a wide variety of regional, national, and international organizations, with **68.6%** working in the private sector and **31.4%** in the public sector. A slight majority of Luther graduates report working at a not-for-profit business (**53.5%**) than at a for-profit business (**46.5%**). From Google to The Rockefeller Center to foreign embassies, 2022 Luther graduates' interests span industries. **Table 2** highlights organizations that attracted multiple 2022 graduates. The list is not exhaustive, but does provide a snapshot of organizations where graduates land.

Employer	Number of Graduates
Mayo Clinic	22
University of Iowa Hospitals and Clinics	6
Other Hospitals and Clinics	24
Minnesota Schools	10
Iowa Schools	9
Wisconsin Schools	6
Schools in Other States	9
Luther College	10
Conservation/Sustainability Focused, Non-service	12
Green Iowa AmeriCorps	5
Deloitte & Touche (financial consulting)	3
Fastenal (data analyst/software development)	3



## Volunteer Service

3.2% of the class of 2022 pursued volunteer service as their initial career path after leaving Luther. **Eleven** Luther graduates chose to volunteer in a service program, with **54.5%** 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, **52%** are working in the state of Iowa while **48%** accepted employment in another state (**Table 3**). Of the Iowa residents enrolled in graduate school, **42%** are attending an Iowa institution while **58%** 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	52%	24%	7%	17%
Minnesota	7%	72%	10%	11%
Wisconsin	25%	25%	45%	5%
Other	14%	14%	5%	67%

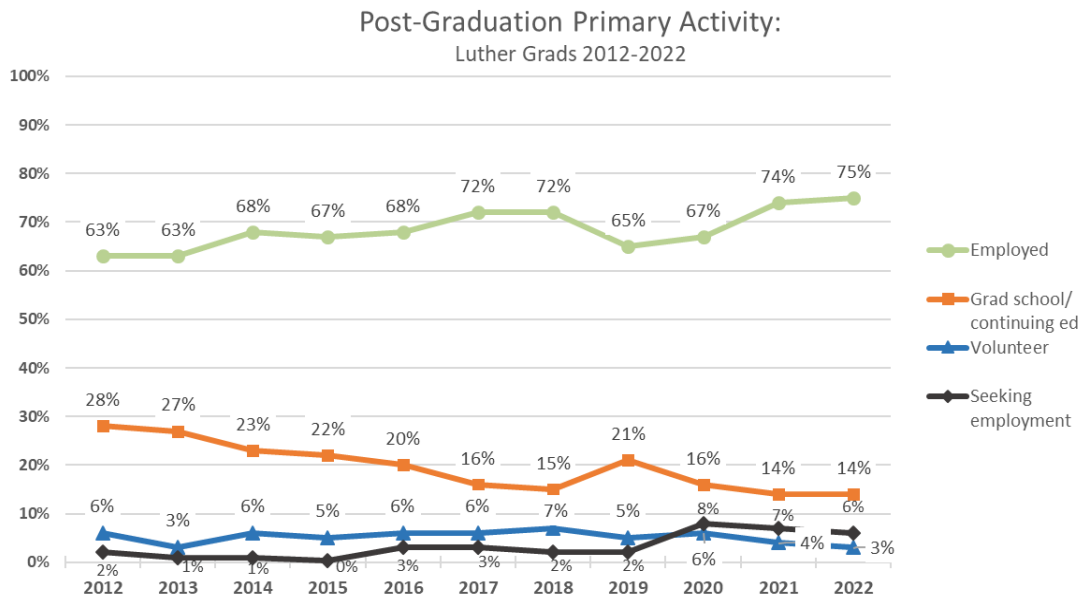
**Table 4. Migration of Graduates Residency as a Percentage-Continuing Education**

Graduates State of Residency	Program Location of Graduates			
	Iowa	Minnesota	Wisconsin	Other State/Country
Iowa	42%	10%	10%	38%
Minnesota	7%	47%	13%	33%
Wisconsin	20%	0%	60%	20%
Other	11%	11%	0%	78%

## 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 post-undergraduate has declined (**Figure 5**). The percentage of Luther graduates still seeking employment by the end of the 2022 calendar year was **5.5%**, down from **6.7%** in 2021. The U.S. unemployment rate for May 2022 was **3.6%**.

## 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.

### 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 2022 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](mailto: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	23	18	78%	16 (88%)	--	1 (6%)	--	--	1 (6%)	--	--
Allied Health	8	7	88%	2 (29%)	1 (14%)	3 (43%)	--	--	1 (14%)	--	--
Anthropology	5	5	100%	2 (40%)	2 (40%)	1 (20%)	--	--	--	--	--
Art	10	7	70%	3 (42%)	2 (29%)	2 (29%)	--	--	--	--	--
Athletic Training	2	2	100%	--	--	2 (100%)	--	--	--	--	--
Biology	36	28	78%	17 (61%)	--	8 (29%)	2 (7%)	--	1 (3%)	--	--
Chemistry	14	10	71%	4 (40%)	--	5 (50%)	--	--	--	1 (10%)	--
Classics	2	1	50%	1 (100%)	--	--	--	--	--	--	--
Communication Studies	16	13	81%	10 (77%)	2 (15%)	--	--	--	1 (8%)	--	--
Computer Science	13	13	100%	9 (70%)	2 (15%)	--	--	--	2 (15%)	--	--
Dance	1	1	100%	1 (100%)	--	--	--	--	--	--	--
Data Science	14	10	71%	9 (90%)	--	--	--	--	1 (10%)	--	--
Economics	10	9	90%	6 (67%)	1 (11%)	--	--	--	--	2 (22%)	--
Elementary Education	21	19	90%	16 (84%)	1 (5%)	--	--	--	2 (11%)	--	--
English	24	15	63%	10 (66%)	--	3 (20%)	1 (7%)	--	--	1 (7%)	--
Environmental Studies	14	13	93%	5 (38%)	3 (23%)	1 (8%)	2 (15%)	--	1 (8%)	1 (8%)	--
Exercise Science	5	4	80%	--	1 (25%)	2 (50%)	--	--	1 (25%)	--	--
French	7	5	71%	3 (60%)	1 (20%)	1 (20%)	--	--	--	--	--
German	3	1	33%	--	--	--	--	--	1 (100%)	--	--
Global Health	4	3	75%	1 (33%)	--	--	2 (67%)	--	--	--	--
Health/Health Promotion	4	3	75%	1 (33%)	1 (33%)	1 (33%)	--	--	--	--	--
History	12	6	50%	2 (33%)	--	2 (33%)	--	--	2 (33%)	--	--
Interdisciplinary (Indiv.)	4	3	75%	2 (67%)	1 (33%)	--	--	--	--	--	--
Identity Studies	2	2	100%	1 (50%)	--	--	--	--	1 (50%)	--	--
International Studies	6	6	100%	5 (83%)	--	--	1 (17%)	--	--	--	--
Management	30	25	83%	22 (88%)	2 (8%)	--	--	--	1 (4%)	--	--
Mathematics/Math Statistics	8	8	100%	5 (63%)	1 (12%)	2 (25%)	--	--	--	--	--
Music	16	13	81%	5 (38%)	3 (23%)	2 (15%)	1 (8%)	--	1 (8%)	1 (8%)	--
Music Education	21	21	100%	21 (100%)	--	--	--	--	--	--	--
Neuroscience	7	6	86%	5 (83%)	1 (17%)	--	--	--	--	--	--
Nordic Studies	8	7	88%	4 (58%)	1 (14%)	1 (14%)	--	--	1 (14%)	--	--
Nursing	40	39	98%	38 (97%)	--	1 (3%)	--	--	--	--	--
Philosophy	3	3	100%	1 (33%)	--	--	1 (33%)	--	1 (33%)	--	--
Physical Ed.	2	2	100%	--	--	1 (50%)	--	--	1 (50%)	--	--
Physics	2	2	100%	--	--	2 (100%)	--	--	--	--	--
Political Science	18	14	78%	8 (57%)	1 (7%)	3 (21%)	2 (14%)	--	--	--	--
Psychology	30	24	80%	11 (46%)	3 (13%)	8 (33%)	1 (4%)	--	1 (4%)	--	--
Religion	3	3	100%	1 (33%)	--	1 (33%)	1 (33%)	--	--	--	--
Social Work	15	14	93%	5 (36%)	--	5 (36%)	1 (7%)	--	2 (14%)	1 (7%)	--
Sociology	8	8	100%	5 (63%)	--	2 (25%)	1 (12%)	--	--	--	--
Spanish	3	3	100%	--	1 (33%)	1 (33%)	1 (33%)	--	--	--	--
Theatre	9	9	100%	5 (56%)	4 (44%)	--	--	--	--	--	--
Visual Communication	17	13	76%	9 (69%)	3 (23%)	--	--	--	1 (8%)	--	--
Women's & Gender Studies	1	1	100%	1 (100%)	--	--	--	--	--	--	--
<b>TOTALS</b>	<b>501</b>	<b>419</b>	<b>83%</b>	<b>272 (65%)</b>	<b>38 (9%)</b>	<b>61 (14%)</b>	<b>17 (4%)</b>	<b>--</b>	<b>24 (6%)</b>	<b>7 (2%)</b>	<b>--</b>

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