

# Post-Graduation Activities Report

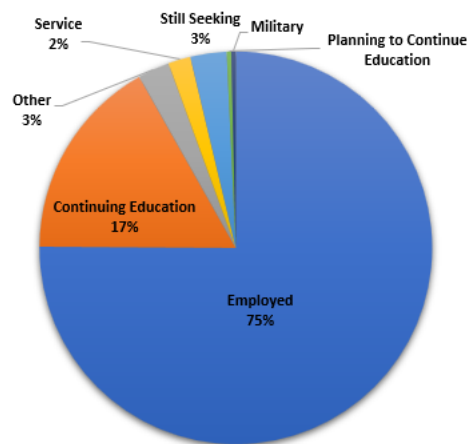
Luther College Class of 2024

## Introduction

“Class of 2024” refers to those students who graduated July 1, 2023- June 30, 2024; most of whom (**77.3%**) graduated in May 2024. The data collection process for this report took place from May 2024 to January 2025. Data were gathered primarily through the Luther College First Destination Survey, followed by contacts with academic departments, and surveying LinkedIn December 2024-January 2025. Through these efforts, Luther College achieved a knowledge rate of **78.4%**, with data on **269** out of **343** graduates. This rate includes all data from reliable and verifiable sources.

## Post-Graduation Activities

Post-college activities of the 2024 graduates were divided into seven categories: employed, which includes full-time and part-time employment (**75.1%**); accepted/enrolled in graduate school or another program of continuing education (**16.7%**); participating in a volunteer or service program (**1.9%**); planning to continue education but not yet enrolled (**0.4%**); still seeking employment (**2.8%**); serving in the U.S. military (**0.4%**); and other activities, such as freelance, entrepreneur, or planned gap year (**2.7%**). 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 (**89.6%**) or part-time (**10.4%**), 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 2024 Graduates

## Quick Facts

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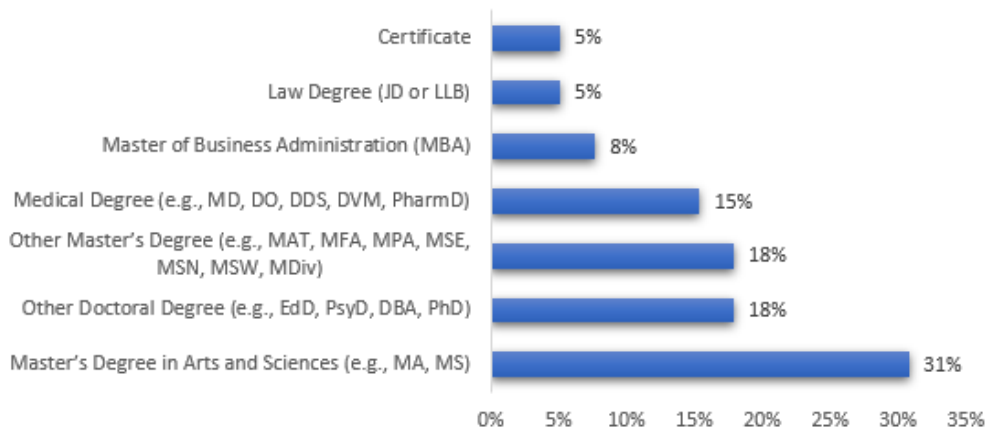
Response rate for 2022  
Luther College graduates  
was 78.4%

97.7% of 2022 graduates  
reported being employed,  
continuing their  
education, or not  
intentionally seeking  
employment or  
continuing education by  
December 31, 2024

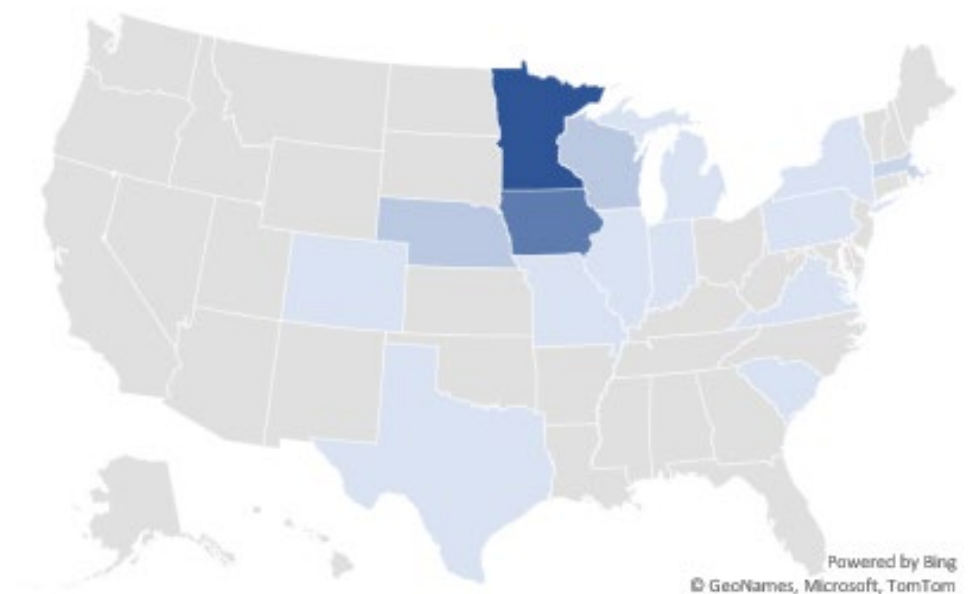
76.7% of Luther College  
graduates who were  
employed full-time  
reported that their current  
position is related to their  
career goals

## Graduates Pursuing Further Education

Among the 2024 graduates who elected to attend graduate or professional school (**16.7%**), as shown in **Figure 2**, the largest percentage (**30.8%**) 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, Master of Business Administration (MBA), and law. Minnesota, Iowa, Nebraska, and Wisconsin were top destination states for students pursuing studies in graduate or professional school, with **31%**, **23%**, and **8%** (both Nebraska and Wisconsin) respectively. The remaining **38%** of surveyed students are pursuing their graduate studies in one of eleven other states, as demonstrated in **Figure 3**.



**Figure 2.** Distribution of higher education degrees being pursued by 2024 graduates.

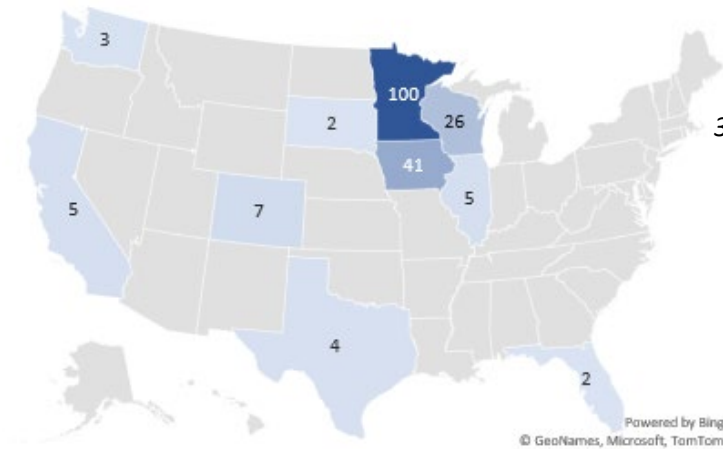


**Figure 3.** Representation of domestic destinations for 2024 graduates continuing their education. A higher concentration of 2024 graduates pursued higher education in Minnesota, Iowa, Nebraska and Wisconsin, as signified by the darker blue tone.

## Employment Activities

When asked about the primary status of grads' full-time and part-time employment, the majority of the class of 2024 reported working for an employer or organization, describing **86.3%** of respondents. Other full- time and part-time employment statuses fall under the other categories listed in **Table 1**. Temporary or contract work (**6.1%**) was the next most common status for the 2024 respondents.

Table 1. Type of Full-time and Part-time Employment of 2024 Graduates	
Type of Employment	Number of Graduates
Freelance/Entrepreneur	7
Internship or Fellowship	9
Temporary/Contract Work	13
Employer/Organization	183
<b>Total Respondents</b>	<b>212</b>



**Figure 4.** The top ten states 2024 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 2024 graduates. Minnesota was the top destination for 2024 graduates, attracting **47.2%** of the employed class. Iowa was next most popular, with **19.3%**. Wisconsin attracted **12.3%** of graduates, Colorado **3.3%**. The remaining **17.9%** of employed graduates found employment outside of these four-states, including four international countries

## Selected Employers

Graduates pursued employment across a wide variety of regional, national, and international organizations. Luther graduates' interests span industries. **Table 2** highlights the top job sectors that attracted 2024 graduates. Graduates also landed in the following sectors: data analysts, hospitality, higher education, and volunteer service. Mayo Clinic in Rochester, MN remained the top employer of 2024 grads (n=26),

Table 2. Top Job Sectors of 2024 Graduates	
Sector	Percent of Graduates
Healthcare	25.8%
K-12 Education	18.1%
Financial Services	7.7%
Business & Professional Services	6.8%
Scientific & Technical Services	6.3%
Sports, Leisure & Recreation	6.3%
Nonprofit, social services	5.9%
Environment/Conservation/Sustainability	4.1%
Technology & Software	3.6%
Creative & Media Fields	3.2%

## Volunteer Service

**1.9%** of the class of 2024 pursued volunteer service as their initial career path after leaving Luther. **Five** Luther graduates chose to volunteer in a service program, with **60.0%** 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, **46%** are working in the state of Iowa while **54%** accepted employment in another state (**Table 3**). Of the Iowa residents enrolled in graduate school, **41%** are attending an Iowa institution while **59%** 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.

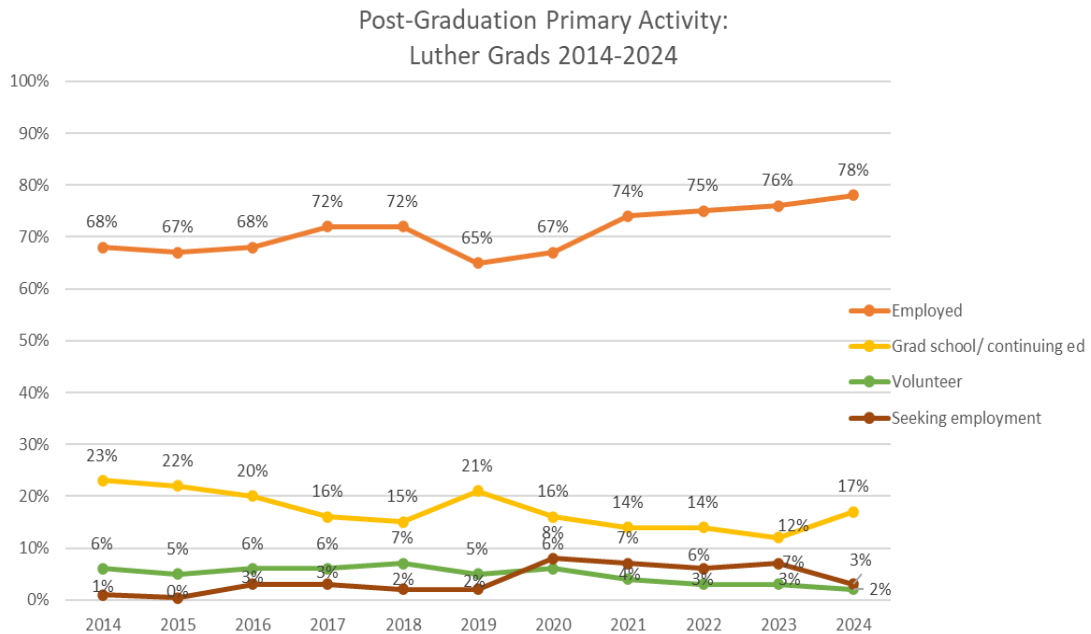
Table 3. Migration of Graduates Residency as a Percentage-Employment				
Graduates State of Residency	Employment Location of Graduates			
	Iowa	Minnesota	Wisconsin	Other State/Country
Iowa	46%	26%	12%	16%
Minnesota	8%	82%	2%	8%
Wisconsin	10%	19%	61%	10%
Other	15%	21%	9%	55%

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	41%	18%	6%	35%
Minnesota	0%	67%	0%	33%
Wisconsin	33%	0%	67%	0%
Other	14%	14%	0%	72%

## 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-baccalaureate has declined (**Figure 5**). The percentage of Luther graduates still seeking employment by the end of the 2024 calendar year was **2.8%**, down from **7.0%** in 2023. The U.S. unemployment rate for May 2024 was **4.0%**.

## 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 2024 graduates. Raw numbers, as well as percentages, are included.

For more information about the Luther College Career Center, please visit

<https://www.luther.edu/offices/student-success/career-center>, call 563-387-1025 or email [career@luther.edu](mailto:career@luther.edu).

**Table 5. Post-Graduation Status According to Major**

Major	Distribution of Majors	Responding	% Responding	Employed Full-time	Employed Part-time	Accepted/enrolled in Graduate	Volunteer/Service Program	Serving in U.S. Military	Seeking Employment	Planning to continue education	None of these
Accounting	11	9	82%	9 (100%)	--	--	--	--	--	--	--
Allied Health	7	5	71%	2 (29%)	1 (14%)	2 (29%)	--	--	--	--	--
Anthropology	6	2	33%	2 (100%)	--	--	--	--	--	--	--
Art	3	2	67%	2 (100%)	--	--	--	--	--	--	--
Biology	28	25	89%	14 (56%)	2 (8%)	9 (36%)	--	--	--	--	--
Chemistry	9	7	78%	4 (57%)	1 (14%)	2 (29%)	--	--	--	--	--
Classics	3	2	67%	1 (50%)	--	1 (50%)	--	--	--	--	--
Communication Studies	8	8	100%	5 (63%)	1 (12%)	--	--	--	--	--	2 (25%)
Computer Science	9	6	67%	4 (66%)	--	1 (17%)	1 (17%)	--	--	--	--
Data Science	10	9	90%	8 (89%)	1 (11%)	--	--	--	--	--	--
Economics	6	5	83%	3 (60%)	--	1 (20%)	--	--	1 (20%)	--	--
Elementary Education	14	14	100%	14 (100%)	--	--	--	--	--	--	--
English	10	6	60%	3 (50%)	--	3 (50%)	--	--	--	--	--
Environmental Studies	15	13	87%	10 (77%)	1 (8%)	--	2 (15%)	--	--	--	--
Exercise Science	17	10	59%	6 (60%)	3 (30%)	1 (10%)	--	--	--	--	--
French	1	1	100%	1 (100%)	--	--	--	--	--	--	--
German	6	4	67%	2 (50%)	1 (25%)	1 (25%)	--	--	--	--	--
Global Health	8	7	88%	1 (14%)	1 (14%)	4 (58%)	1 (14%)	--	--	--	--
Health/Health Promotion	1	1	100%	1 (100%)	--	--	--	--	--	--	--
History	6	4	67%	3 (75%)	--	--	--	--	1 (25%)	--	--
Interdisciplinary (Indiv.)	3	1	33%	1 (100%)	--	--	--	--	--	--	--
Identity Studies	5	5	100%	3 (60%)	1 (20%)	1 (20%)	--	--	--	--	--
International Studies	6	3	50%	3 (100%)	--	--	--	--	--	--	--
Law & Values	3	2	67%	2 (100%)	--	--	--	--	--	--	--
Management	34	28	82%	22 (79%)	2 (7%)	3 (11%)	--	--	1 (3%)	--	--
Mathematics/math Statistics	12	10	83%	8 (80%)	1 (10%)	1 (10%)	--	--	--	--	--
Music	17	7	41%	4 (58%)	--	1 (14%)	--	--	1 (14%)	1 (14%)	--
Music Education	16	16	100%	15 (94%)	--	1 (6%)	--	--	--	--	--
Neuroscience	5	3	60%	2 (67%)	--	1 (33%)	--	--	--	--	--
Nordic Studies	12	8	67%	3 (38%)	--	4 (50%)	1 (12%)	--	--	--	--
Nursing	46	41	89%	37 (90%)	4 (10%)	--	--	--	--	--	--
Philosophy	2	1	50%	--	--	1 (100%)	--	--	--	--	--
Physics	6	4	67%	1 (25%)	1 (25%)	2 (50%)	--	--	--	--	--
Political Science	13	10	77%	6 (60%)	--	3 (30%)	--	1 (10%)	--	--	--
Psychology	12	8	67%	3 (38%)	1 (12%)	4 (50%)	--	--	--	--	--
Religion	5	4	80%	--	1 (25%)	2 (50%)	1 (25%)	--	--	--	--
Social Work	12	10	83%	9 (90%)	--	1 (10%)	--	--	--	--	--
Sociology	5	5	100%	3 (60%)	1 (20%)	--	1 (20%)	--	--	--	--
Spanish	5	4	80%	3 (75%)	1 (25%)	--	--	--	--	--	--
Theatre	4	2	50%	--	1 (50%)	1 (50%)	--	--	--	--	--
Visual Communication	8	6	75%	2 (33%)	3 (50%)	--	--	--	1 (17%)	--	--
Women's & Gender Studies	0	0	--	--	--	--	--	--	--	--	--
<b>TOTALS</b>	<b>409</b>	<b>318</b>	<b>78%</b>	<b>222</b>	<b>29</b>	<b>51</b>	<b>7</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>2</b>

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