



Post-Graduation Activities Report

Luther College Class of 2023

Introduction

“Class of 2023” refers to those students who graduated July 1, 2022- June 30,2023; most of whom (79.6%) graduated in May 2023. The data collection process for this report took place from May 2023 to January 2024. Data were gathered primarily through the Luther College First Destination Survey, followed by contacts with academic departments, and surveying LinkedIn December 2023-January 2024. Through these efforts, Luther College achieved a knowledge rate of **67.1%**, with data on **257** out of **383** graduates. This rate includes all data from reliable and verifiable sources.

Post-Graduation Activities

Post-college activities of the 2023 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 (12.1%); participating in a volunteer or service program (2.7%); planning to continue education but not yet enrolled (0.8%); still seeking employment (6.6%); serving in the U.S. military (0%); 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 (90.7%) or part-time (9.3%), 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.

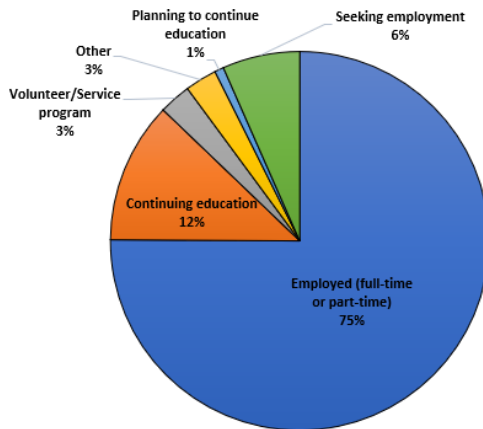


Figure 1. Categorization of First Destination Activities of 2023 Graduates

Quick Facts



Knowledge rate for 2023 Luther College graduates was 67.1%

93.0% of 2023 graduates reported being employed, continuing their education, or not intentionally seeking employment or continuing education by December 31, 2023

85% of Luther College graduates who were employed reported that their current position is related to their career goals



Graduates Pursuing Further Education

Among the 2023 graduates who elected to attend graduate or professional school (12.1%), as shown in **Figure 2**, the largest percentage (51.7%) 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.), other doctoral degree, PhD, law, and Master of Business Administration (MBA). Iowa, Minnesota, and Illinois were top destination states for students pursuing studies in graduate or professional school, with 21%, 14%, and 14% respectively. The remaining 51% of surveyed students are pursuing their graduate studies in one of eight other states, as demonstrated in **Figure 3**. Two countries abroad also span the outreach of 2023 graduates pursuing further education.

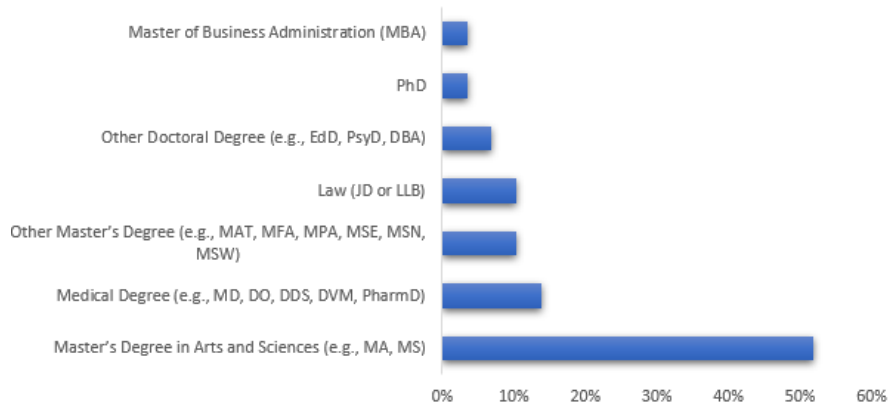


Figure 2. Distribution of higher education degrees being pursued by 2023 graduates.

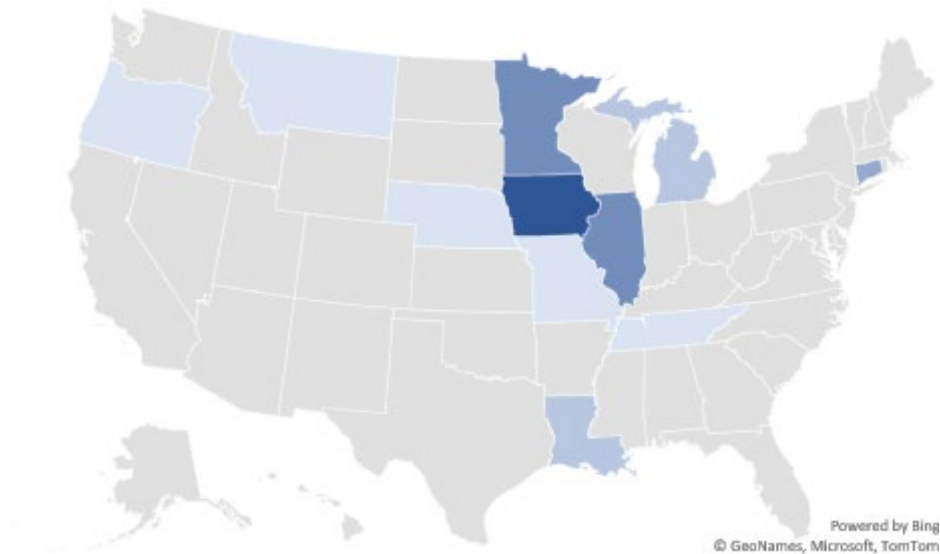


Figure 3. Representation of domestic destinations for 2023 graduates continuing their education. A higher concentration of 2023 graduates pursued higher education in Iowa, Minnesota, and Illinois, as signified by the darker blue tone.



Employment Activities

When asked about the primary status of grads' full-time and part-time employment, the majority of the class of 2023 reported working for an employer or organization, describing 90.2% 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 (4.7%) was the next most common status for the 2023 respondents.

Type of Employment	Number of Graduates
Employed Freelance	2
Working as an Entrepreneur	0
Temporary/Contract Work	8
Internship or Fellowship	9
Employer/Organization	174
Total Respondents	193

Geographic Location of Employment

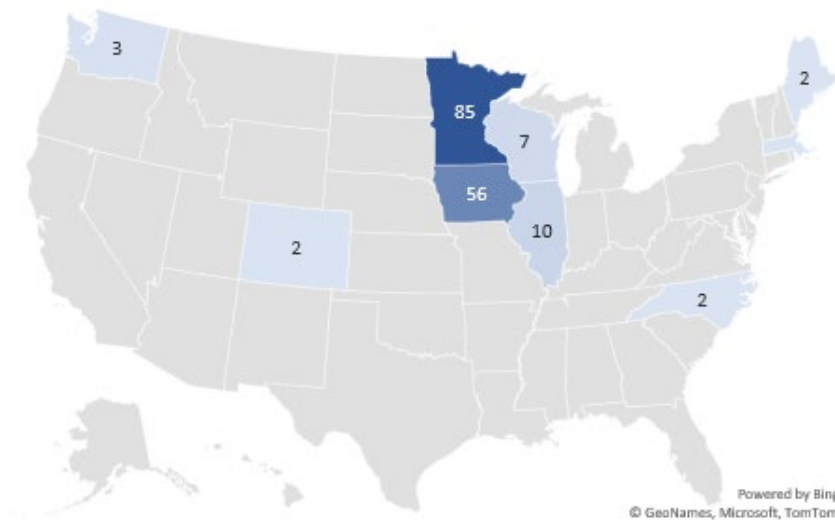


Figure 4. The top ten states 2023 graduates established employment in. The numbers in the highlighted states represents the number of graduates. Not pictured, Washington D.C-which attracted two Luther graduates

For those students who joined the workforce, the location of employment spans the nation. **Figure 4** shows the top 10 destinations of employed 2023 graduates. Minnesota was the top destination for 2023 graduates, attracting 44.0% of the employed class. Iowa was next most popular, with 29.0%. Illinois attracted 5.2% of graduates, Wisconsin 3.6%. The remaining 18.2% of employed graduates found employment outside of this four-state region, including seven international countries.

Selected Employers

Graduates pursued employment across a wide variety of regional, national, and international organizations. From Google to The Rockefeller Center to foreign embassies, 2023 Luther graduates' interests span industries. **Table 2** highlights organizations that attracted multiple 2023 graduates. The list is not exhaustive, but does provide a snapshot.

Employer	Number of Graduates
Mayo Clinic	11
Other Hospitals and Clinics	21
Minnesota Schools	18
Iowa Schools	8
Schools in Other States	11
Luther College	5
Conservation/Sustainability Focused, Non-service	4
Data/Software/IT Focused	13
AmeriCorps Branch • 3	6
Fulbright Program	3



Volunteer Service

2.7% of the class of 2023 pursued volunteer service as their initial career path after leaving Luther. Nine Luther graduates chose to volunteer in a service program, with 75.0% 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, 23% are working in the state of Iowa while 77% accepted employment in another state (**Table 3**). Of the Iowa residents enrolled in graduate school, 20% are attending an Iowa institution while 80% 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	23%	48%	2%	27%
Minnesota	30%	43%	1%	26%
Wisconsin	44%	0%	11%	45%
Other	29%	44%	7%	20%

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	20%	0%	0%	80%
Minnesota	25%	25%	0%	50%
Wisconsin	0%	0%	0%	100%
Other	25%	25%	0%	50%

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 2023 calendar year was **6.6%**, up from **5.5%** in 2022. The U.S. unemployment rate for May 2023 was **3.7%**.

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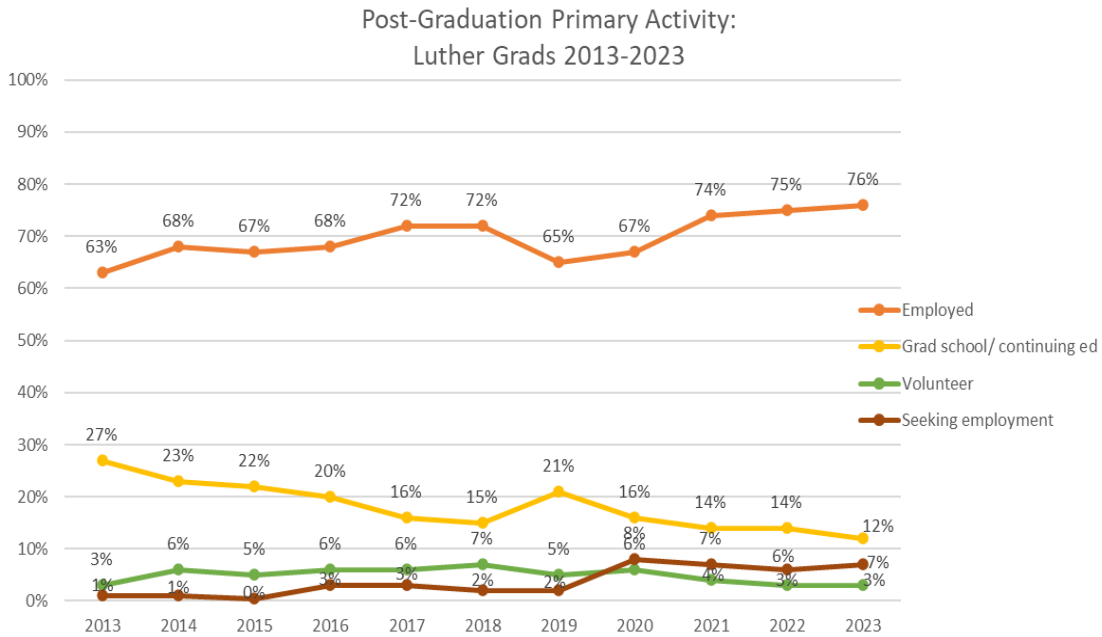


Figure 5. Trends of post-undergraduate activities of Luther graduates over a ten-year period. Employment, continuing education, volunteer/service, and those still seeking employment are highlighted.

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 2023 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.*

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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	10	91%	9 (100%)	--	--	--	--	--	--	1 (10%)
Allied Health	8	5	63%	3 (60%)	1 (20%)	--	--	--	--	--	1 (20%)
Anthropology	7	2	29%	1 (50%)	--	1 (50%)	--	--	--	--	--
Art	7	5	71%	2 (40%)	1 (20%)	--	--	--	2 (40%)	--	--
Biology	37	25	68%	16 (64%)	1 (4%)	6 (24%)	1 (4%)	--	1 (4%)	--	--
Chemistry	8	2	25%	2 (10%)	--	--	--	--	--	--	--
Classics	0	0	--	--	--	--	--	--	--	--	--
Communication Studies	10	6	60%	5 (83%)	--	1 (17%)	--	--	--	--	--
Computer Science	17	12	71%	11 (92%)	--	1 (8%)	--	--	--	--	--
Data Science	21	14	67%	9 (65%)	1 (7%)	2 (14%)	--	--	2 (14%)	--	--
Economics	8	7	88%	5 (71%)	--	--	--	--	2 (29%)	--	--
Elementary Education	13	12	92%	12 (100%)	--	--	--	--	--	--	--
English	22	12	55%	6 (50%)	2 (17%)	3 (25%)	--	--	1 (8%)	--	--
Environmental Studies	13	9	69%	6 (67%)	--	--	2 (22%)	--	1 (11%)	--	--
Exercise Science	5	3	60%	3 (100%)	--	--	--	--	--	--	--
French	4	1	25%	1 (100%)	--	--	--	--	--	--	--
German	3	2	67%	1 (50%)	--	--	--	--	1 (50%)	--	--
Global Health	5	4	80%	2 (50%)	--	--	1 (25%)	--	1 (25%)	--	--
Health/Health Promotion	3	0	0%	--	--	--	--	--	--	--	--
History	11	9	82%	4 (45%)	1 (11%)	2 (22%)	--	--	2 (22%)	--	--
Interdisciplinary (Indiv.)	3	2	67%	1 (50%)	1 (50%)	--	--	--	--	--	--
Identity Studies	0	--	--	--	--	--	--	--	--	--	--
International Studies	7	4	57%	2 (50%)	1 (25%)	--	1 (25%)	--	--	--	--
Management	31	26	84%	19 (73%)	1 (4%)	3 (11%)	--	--	--	2 (8%)	1 (4%)
Mathematics/Math Statistics	14	9	64%	8 (89%)	--	1 (11%)	--	--	--	--	--
Music	20	15	75%	5 (33%)	3 (20%)	6 (40%)	--	--	1 (7%)	--	--
Music Education	13	9	69%	6 (67%)	--	1 (11%)	--	--	2 (22%)	--	--
Neuroscience	8	6	75%	3 (50%)	--	2 (33%)	1 (17%)	--	--	--	--
Nordic Studies	3	3	100%	2 (67%)	1 (33%)	--	--	--	--	--	--
Nursing	31	19	61%	18 (95%)	--	--	--	--	1 (5%)	--	--
Philosophy	6	5	83%	1 (20%)	1 (20%)	1 (20%)	--	--	2 (40%)	--	--
Physics	5	3	60%	1 (33%)	--	2 (67%)	--	--	--	--	--
Political Science	19	11	58%	5 (46%)	3 (27%)	3 (27%)	--	--	--	--	--
Psychology	23	18	78%	11 (61%)	2 (11%)	2 (11%)	1 (6%)	--	--	2 (11%)	--
Religion	1	0	0%	--	--	--	--	--	--	--	--
Social Work	14	11	79%	8 (73%)	1 (9%)	2 (18%)	--	--	--	--	--
Sociology	9	5	56%	3 (60%)	--	--	1 (20%)	--	--	--	1 (20%)
Spanish	3	2	67%	1 (50%)	--	--	1 (50%)	--	--	--	--
Theatre	5	3	60%	3 (100%)	--	--	--	--	--	--	--
Theatre/Dance	1	0	0%	--	--	--	--	--	--	--	--
Visual Communication	15	13	87%	10 (77%)	--	--	--	--	2 (15%)	--	1 (8%)
Women's & Gender Studies	0	0	--	--	--	--	--	--	--	--	--
TOTALS	444	304	68%	205	21	39	9	0	21	4	5

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