

Post-Graduation Activities Report

Luther College Class of 2025

Introduction

“Class of 2025” refers to those students who graduated July 1, 2024- June 30, 2025; most of whom (**76.8%**) graduated in May 2025. The data collection process for this report took place from May 2025 to January 2026. Data were gathered primarily through the Luther College First Destination Survey, followed by contacts with academic departments, and surveying LinkedIn December 2025-January 2026. Through these efforts, Luther College achieved a knowledge rate of **65.2%**, with data on **230** out of **353** graduates. This rate includes all data from reliable and verifiable sources.

Post-Graduation Activities

Post-college activities of the 2025 graduates were divided into seven categories: employed, which includes full-time and part-time employment (**76.5%**); accepted/enrolled in graduate school or another program of continuing education (**16.5%**); participating in a volunteer or service program (**2.2%**); planning to continue education but not yet enrolled (**0.4%**); still seeking employment (**4.3%**); serving in the U.S. military (**0.0%**); and other activities, such as freelance, entrepreneur, or planned gap year (**0.0%**). 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 (**95.5%**) or part-time (**4.5%**), 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.

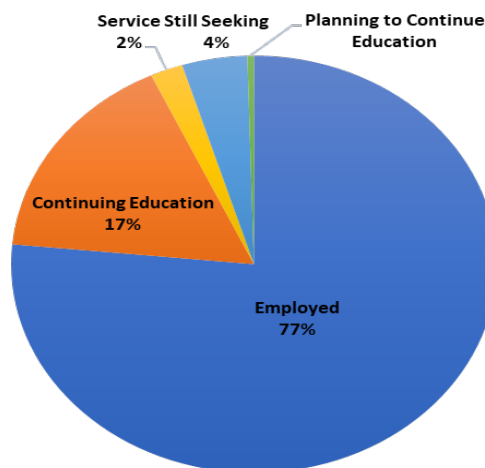


Figure 1. Categorization of First Destination Activities of 2025 Graduates

Quick Facts

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Response rate for 2025
Luther College graduates
was 65.2%

95.2% of 2025 graduates
reported being employed,
continuing their
education, or not
intentionally seeking
employment or
continuing education by
December 31, 2025

87.0% 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 2025 graduates who elected to attend graduate or professional school (**16.5%**), as shown in **Figure 2**, the largest percentage (**42.1%**) 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, MSW, etc.), PhD, and law. Iowa, Minnesota, and Wisconsin were top destination states for students pursuing studies in graduate or professional school, with **32%**, **26%**, and **13%** respectively. The remaining **29%** of surveyed students are pursuing their graduate studies in one other country and ten other states, as demonstrated in **Figure 3**.

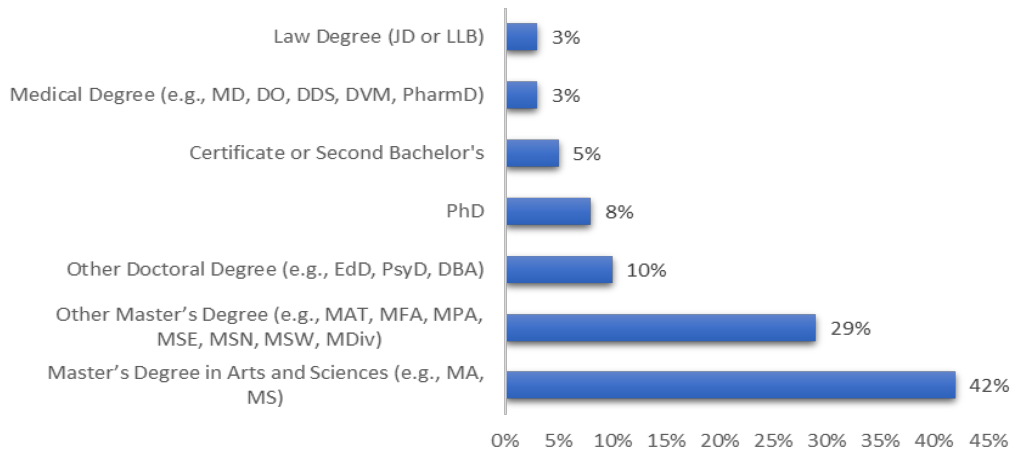


Figure 2. Distribution of higher education degrees being pursued by 2025 graduates.

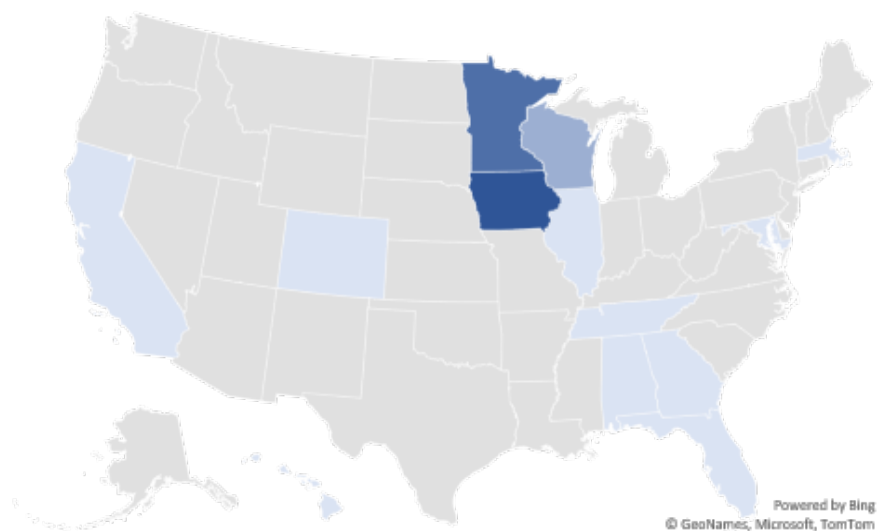


Figure 3. Representation of domestic destinations for 2025 graduates continuing their education. A higher concentration of 2025 graduates pursued higher education in Iowa, Minnesota, and Wisconsin, as signified by the darker blue tone.

Employment Activities

When asked about the primary status of grads' full-time and part-time employment, the majority of the class of 2025 reported working for an employer or organization, describing **88.1%** of respondents. Other full- time and part-time employment statuses fall under the other categories listed in **Table 1**. Internships or fellowships (**7.4%**) were the next most common status for the 2025 respondents.

Table 1. Type of Full-time and Part-time Employment of 2025 Graduates

Type of Employment	Number of Graduates
Temporary/Contract Work	8
Internship or Fellowship	13
Employer/Organization	155
Total Respondents	176

Geographic Location of Employment

For those students who joined the workforce, the location of employment spans the nation. **Figure 4** shows the top destinations of employed 2025 graduates. Minnesota was the top destination for 2025 graduates, attracting **40.3%** of the employed class. Iowa was next most popular, with **26.7%**. Wisconsin attracted **5.7%** of graduates, Illinois **4.0%**. The remaining **23.3%** of employed graduates found employment outside of these four-states, including three international countries.

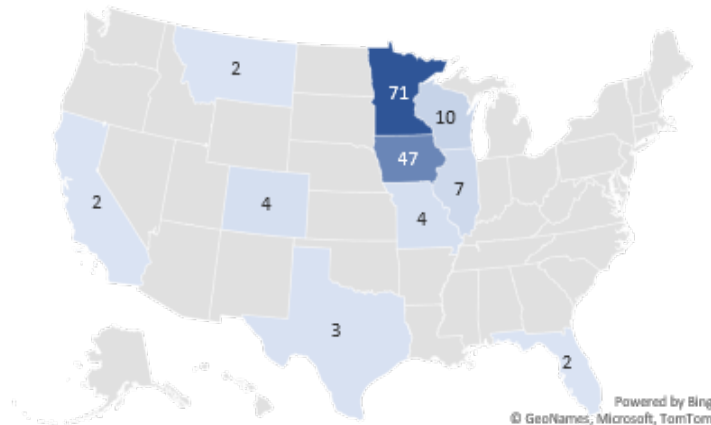


Figure 4. The top states 2025 graduates established employment in. The numbers in the highlighted states represents the number of graduates.

Selected Employers

Graduates pursued employment across a wide variety of regional, national, and international organizations. Luther graduates' interests span industries. **Table 2** highlights the top job sectors that attracted 2025 graduates. Graduates also landed in the following sectors: sales and marketing, higher education, and volunteer service. Mayo Clinic in Rochester, MN remained the top employer of 2025 grads (n=22).

Table 2. Top Job Sectors of 2025 Graduates

Sector	Percent of Graduates
Healthcare	24.5%
K-12 Education	10.9%
Financial Services	7.3%
Nonprofit, social services	7.3%
Scientific & Technical Services	5.7%
Sports, Leisure & Recreation	5.7%
Hospitality, Food & Beverage Services	4.7%
Technology & Software	4.2%
Creative & Media Fields	2.6%
Conservation, Sustainability, Environmental	2.1%

Volunteer Service

2.2% of the class of 2025 pursued volunteer service as their initial career path after leaving Luther. **Five** Luther graduates chose to volunteer in a service 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, **49%** are working in the state of Iowa while **51%** accepted employment in another state (**Table 3**). Of the Iowa residents enrolled in graduate school, **50%** are attending an Iowa institution while **50%** 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	49%	33%	0%	18%
Minnesota	19%	66%	3%	12%
Wisconsin	25%	19%	44%	12%
Other	20%	29%	2%	49%

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	50%	20%	0%	30%
Minnesota	27%	46%	9%	18%
Wisconsin	20%	0%	60%	20%
Other	25%	25%	8%	42%

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. We are also beginning to see an increase in students pursuing further education immediately post-baccalaureate. The percentage of Luther graduates still seeking employment by the end of the 2025 calendar year was **4.3%**, up from **2.8%** in 2024. The U.S. unemployment rate for May 2025 was **4.2%**.

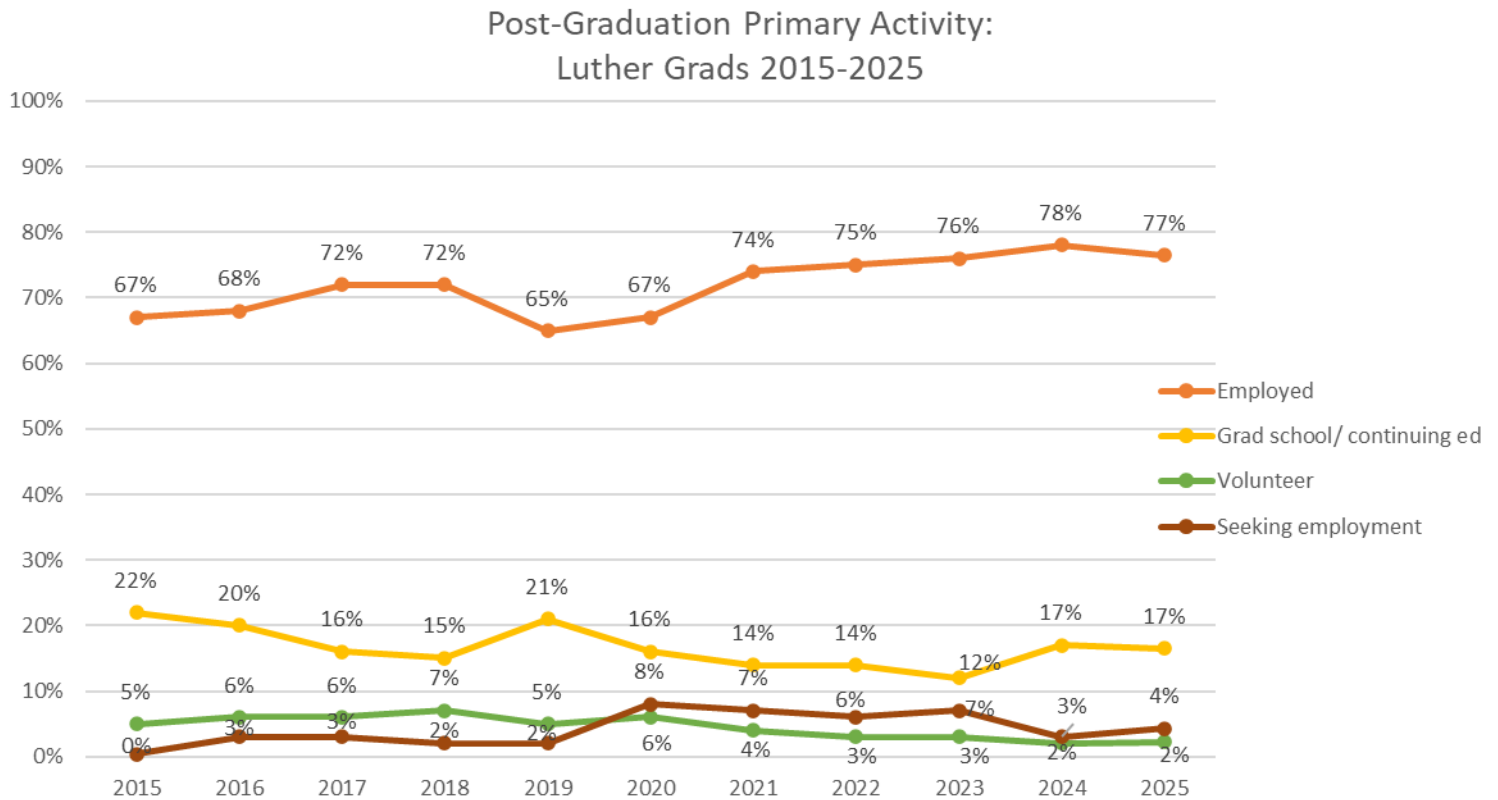


Figure 5. Trends of post-undergraduate activities of Luther graduates over a ten-year period. Employment, continuing education, volunteer/service, and those still seeking employment are highlighted.



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 2025 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.

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	8	73%	8 (100%)	--	--	--	--	--	--	--
Anthropology	6	4	67%	2 (50%)	1(25%)	1(25%)	--	--	--	--	--
Art	5	2	40%	1(50%)	--	1(50%)	--	--	--	--	--
Biology	24	19	79%	15 (79%)	--	3(16%)	1(5%)	--	--	--	--
Chemistry	13	10	77%	8(80%)	--	2(20%)	--	--	--	--	--
Communication Studies	12	7	58%	5(72%)	--	1(14%)	--	--	1(14%)	--	--
Computer Science	13	8	62%	6(75%)	1(12.5%)	1(12.5%)	--	--	--	--	--
Data Science	16	10	63%	7(70%)	--	3(30%)	--	--	--	--	--
Economics	13	4	31%	3(75%)	1(25%)	--	--	--	--	--	--
Elementary Education	10	7	70%	7(100%)	--	--	--	--	--	--	--
English	10	6	60%	2(33%)	1(17%)	--	--	--	3(50%)	--	--
Environmental Studies	15	12	80%	6(50%)	2(17%)	1(8%)	1(8%)	--	2(17%)	--	--
Exercise Science	30	15	50%	7(47%)	--	7(47%)	1(6%)	--	--	--	--
French	0	NA	--	--	--	--	--	--	--	--	--
German	3	2	67%	1(50%)	--	1(50%)	--	--	--	--	--
Global Health	3	2	67%	1(50%)	--	1(50%)	--	--	--	--	--
History	8	5	63%	1(20%)	1(20%)	1(20%)	1(20%)	--	1(20%)	--	--
Interdisciplinary (Indiv.)	1	1	100%	--	--	1(100%)	--	--	--	--	--
Identity Studies	3	3	100%	2(67%)	--	1(33%)	--	--	--	--	--
International Studies	9	4	44%	3(75%)	--	--	--	--	1(25%)	--	--
Law & Values	7	3	43%	1(33%)	1(33%)	1(33%)	--	--	--	--	--
Management	29	17	59%	16(94%)	--	1(6%)	--	--	--	--	--
Mathematics/Statistics	9	6	67%	2(33%)	--	3(50%)	1(17%)	--	--	--	--
Music	17	11	65%	3(27%)	--	7(64%)	1(9%)	--	--	--	--
Music Education	16	11	69%	10(91%)	--	--	--	--	1(9%)	--	--
Neuroscience	10	8	80%	7(88%)	--	1(12%)	--	--	--	--	--
Nordic Studies	12	8	67%	7(88%)	--	1(12%)	--	--	--	--	--
Nursing	33	33	100%	33(100%)	--	--	--	--	--	--	--
Physics	4	3	75%	1(33%)	--	2(67%)	--	--	--	--	--
Political Science	14	9	64%	6(67%)	1(11%)	--	1(11%)	--	1(11%)	--	--
Psychology	21	14	67%	10(71%)	--	4(29%)	--	--	--	--	--
Religion	2	1	50%	1(100%)	--	--	--	--	--	--	--
Social Work	13	8	62%	6(75%)	--	1(12.5%)	--	--	--	1(12.5%)	--
Sociology	3	2	67%	1(50%)	1(50%)	--	--	--	--	--	--
Spanish	7	5	71%	4(80%)	1(20%)	--	--	--	--	--	--
Theatre	4	2	50%	2(100%)	--	--	--	--	--	--	--
Visual Communication	18	7	39%	5(71%)	--	2(29%)	--	--	--	--	--
TOTALS	424	277	65%	222	29	51	7	1	5	1	2

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