

# Graduate First-Destination Outcomes Report for the Class of 2023

Every year, the IUP Career and Professional Development Center collects information about the postgraduation activities and statuses of that year's graduating class. For the best knowledge rate, we administered an online survey and conducted internet searches to verify data.

The National Association of Colleges and Employers defines the knowledge rate as the percent of graduates for whom the institution has reliable and verifiable information regarding postgraduation status. This report includes survey response results, as well as knowledge-rate data.

Demonstrating the first-destination success of our graduates is worthwhile. Colleges and universities are scrutinized for the return on investment they provide, largely because of economic challenges and inflation in the US, the cost of higher education, and the demands families/consumers face to meet these costs. We work diligently to stay abreast of the latest trends in workforce development to provide programs and services that contribute to IUP's mission and efforts in academic support, student retention and persistence, enrollment management, and return on educational investment.

It's important to note that we cannot easily measure the total positive effects of a college education, just as indicators of success are not employment and earnings alone. Certainly, as the NACE First-Destination Survey Standards and Protocols document states, "the most significant and substantive outcomes occur over the lifetime of the individual graduate."

Respectfully,



Tammy Manko, EdD  
Executive Director, IUP Career and  
Professional Development Center

## HIGHLIGHTS OF THE CLASS OF 2023

(All Degree Levels)

### 2,121 TOTAL GRADUATES

(IUP had accurate contact  
information for all 2,121.)

### 2,121 RECENT GRADUATES SURVEYED

### 27% SURVEY RESPONSE RATE

(565/2,121 graduates)

### 48% TOTAL KNOWLEDGE RATE

(1,010/2,121 graduates for whom  
we have reliable, verifiable data)

### 91% OF RECENT GRADUATES FOR WHOM DATA WAS GATHERED ARE PRODUCTIVE.

(914/1,010 graduates)

### 83% OF SURVEY RESPONDENTS ARE CONSIDERED TO BE PRODUCTIVE.

(469/565 graduates responding  
to survey)

### 90% OF SURVEY RESPONDENTS ARE EMPLOYED IN A FIELD OF THEIR CHOICE.

(254/282 graduates responding  
to survey question)

### 64% (248) OF RESPONDENTS REPORTED SALARY INFORMATION, AND THE AVERAGE INCOME WAS \$55,950.

## Definitions: Class of 2023

August 2022, December 2022, and May 2023 graduates

### Productive:

The percentage of graduates falling into any of the following categories:

- employed full-time or part-time
- pursuing additional education full-time or part-time
- serving in the military or other service organization
- not seeking employment or additional education

### Total Knowledge Rate:

The percentage of graduates for whom we have reliable and verifiable information regarding postgraduation status

### Survey Response Rate:

The percentage of surveyed graduates who responded to the survey



## Continuing Education Locations

- Auburn University
- Bellarmine University
- Carlow University\*
- Carnegie Mellon University\*
- Chatham University\*
- Florida International University
- Hofstra University
- Indiana University of Pennsylvania (IUP)\*
- International Institute of Prosthetics and Orthotics
- Jacksonville University
- Kent State University
- Lake Erie College of Osteopathic Medicine
- La Salle University
- Lebanon Valley College
- Life University
- New York University
- Ohio State University
- Pennsylvania State University\*
- Penn West University\*
- Robert Morris University\*
- Rush University
- Saint Vincent College\*
- Seton Hill University
- Shenandoah University
- Slippery Rock University\*
- State University of New York (SUNY)
- University of Georgia
- University of Massachusetts Amherst
- University of North Carolina (UNC) Wilmington
- University of Pittsburgh\*
- University of Southern Maine
- West Chester University of Pennsylvania
- West Virginia University (WVU)
- Widener University

\*Indicates educational institutions that participated in on-campus recruitment and/or consortium job fairs

## Select Employers Hiring IUP Graduates

(This is not a comprehensive list.)

- Adelphi\*
- Allan Myers, Inc.\*
- Allegheny County Department of Human Services\*
- Allegheny Health Network\*
- Amazon\*
- Aramark\*
- AXA XL
- BDO USA, LLP
- BNY Mellon\*
- CaroMont Health
- Chataqua Institution
- Cintas\*
- Citizens Bank
- City Brewing Company
- Cleveland Clinic\*
- CNB Bank\*
- Commonwealth of Pennsylvania\*
- Dedicated Nursing Associates\* (DNA)
- Dell Technologies
- DHL\*
- Dick's Sporting Goods
- Duke University Health System
- Duquesne Light Company
- Enterprise\*
- Excelsior/Independence Health\*
- EY
- Fastenal\*
- First Commonwealth Bank\*
- F.N.B. Corporation
- FORVIS\*
- Geisinger Medical Center\*
- The GIANT Company
- The Hershey Company\*
- Highmark Health\*
- Indiana Regional Medical Center\* (IRMC)
- Ingersoll Rand
- Insight Global
- JLG Industries, Inc.
- JPMorgan Chase & Co.
- Kuzneski Insurance Group
- M.C. Dean, Inc.\*
- Naval Nuclear Laboratory\*
- Naval Supply Systems Command\*
- New Directions Mental Health
- Northrop Grumman
- PA Department of Education
- PA Department of Transportation
- PA Game Commission
- PJ Dick, Inc.
- PLS Logistics Services\*
- PNC Financial Services\*
- S&T Bank\*
- Sheetz\*
- Sherwin-Williams Company\*
- Total Quality Logistics (TQL)
- University of Pittsburgh Medical Center\* (UPMC)
- US Department of Defense\*
- The Walt Disney Company
- Wesley Family Services\*
- Workpartners\*
- WPXI-TV
- ZOLL Medical Corporation

**NOTE:** Other employers represent a wide array of industries, including school districts, universities, health systems, financial institutions, and hospitality organizations.

\* Indicates employers who participated in on-campus recruitment or consortium job fairs

## Helping Students Become Successful

To advance the success of IUP graduates, the Career and Professional Development Center provides multiple opportunities for students and alumni to engage in career education and professional development programs and activities, including but not limited to:

- mock interviews
- etiquette dinners
- presentations/workshops
- career coaching
- résumé reviews
- cover letter reviews
- internship/job search assistance
- graduate school application guidance
- professional networking events
- career/job and internship fairs
- on-campus interviews/recruitment
- career and major exploration
- The Washington Center
- Disney College Program

While some degrees are clearly in higher demand in the workforce, IUP students are provided opportunities to learn the value of, and how to leverage, transferable skills and soft skills to complement their classroom experience. Ultimately, the students who master these lessons will be most effective in the workplace. According to current research, employers seek these skills in employees:

- critical thinking and problem solving
- collaboration across networks and teamwork
- leadership with ability to influence others
- technical knowledge related to job
- agility and adaptability
- ability to plan, organize, and prioritize work
- initiative, entrepreneurialism, work ethic, and professionalism
- effective verbal and written communication skills
- proficiency with computer software programs
- ability to access and analyze information
- curiosity and imagination

The Graduate First-Destination Outcomes Report for the Class of 2023 was prepared by members of the Career and Professional Development Center team.

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