

# Graduate First-Destination Outcomes Report for the Class of 2024

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 2024

(All Degree Levels)

### 2,145 TOTAL GRADUATES

(IUP had accurate contact  
information for all 2,145.)

### 2,145 RECENT GRADUATES SURVEYED

### 15% SURVEY RESPONSE RATE

(310/2,145 graduates)

### 42% TOTAL KNOWLEDGE RATE

(900/2,145 graduates for whom  
we have reliable, verifiable data)

### 93% OF RECENT GRADUATES FOR WHOM DATA WAS GATHERED ARE PRODUCTIVE.

(841/900 graduates)

### 82% OF SURVEY RESPONDENTS ARE CONSIDERED TO BE PRODUCTIVE.

(253/310 graduates responding  
to survey)

### 88% OF SURVEY RESPONDENTS ARE EMPLOYED IN A FIELD OF THEIR CHOICE.

(123/140 graduates responding  
to survey question)

### 53% (107) OF RESPONDENTS REPORTED SALARY INFORMATION, AND THE AVERAGE INCOME WAS \$56,397.

## Definitions: Class of 2024

August 2023, December 2023, and May 2024 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 statuses.

### Survey Response Rate:

The percentage of surveyed graduates who responded to the survey.

## Continuing Education Locations

(This is not a comprehensive list.)

- ATP Flight School
- Carnegie Mellon University
- Chatham University\*
- Duquesne University\*
- East Carolina University
- Gannon University
- Indiana University of Pennsylvania (IUP)\*
- Indiana University South Bend
- Lynn University
- Michigan State University
- Montclair State University
- North Carolina State University
- Penn West University
- PGA's PGM Associate Program
- Robert Morris University\* (RMU)
- Rutgers University New Brunswick
- Seton Hill University\*
- State University of New York (SUNY)
- University of Akron
- University of Baltimore
- University of Colorado, Boulder
- University of North Carolina at Chapel Hill
- University of Pittsburgh\*
- University of Road Island
- University of Tennessee
- Yale Law School

\*Indicates educational institutions that participated in on-campus recruitment.

## Select Employers Hiring IUP Graduates

(This is not a comprehensive list.)

- Adelphi\*
- ADP
- Allegheny Health Network\*
- Amazon\*
- Aramark\*
- AXA XL
- BDO USA, LLP \*
- BNY Mellon\*
- Cintas\*
- Childrens Hospital of Pittsburgh
- Cleveland Clinic\*
- Commonwealth of Pennsylvania\*
- Dedicated Nursing Associates\* (DNA)
- Deloitte
- DHL\*
- Dick's Sporting Goods
- Duke University Health System
- Enterprise Mobility\*
- Excela/Independence Health\*
- EY\*
- E.N.B. Corporation
- Federated Homes
- FedEx
- First Commonwealth Bank\*
- Giant Eagle
- Highmark Health\*
- Indiana Regional Medical Center\* (IRMC)
- InFirst Bank
- Insight Global
- JLG Industries, Inc.
- Johns Hopkins Medicine
- M.C. Dean, Inc.\*
- Merakey
- NAI Burns Scalo
- Naval Supply Systems Command\*
- Nemacon Resort and Spa
- New York Life Insurance Company
- Northwind Engineering, LLC\*
- PA Department of Corrections
- Pittsburgh Pirates
- PJ Dick-Trumbull-Lindy\*
- PLS Logistics Services\*
- PNC Financial Services\*
- PPG\*
- S&T Bank\*
- Sheetz\*
- Siemens Energy\*
- S.R. Snodgrass, P.C.\*
- State Farm
- Stitch Fix
- The GIANT Company
- The Hershey Company\*
- The Walt Disney Company
- Total Quality Logistics (TQL)
- United Energy Services
- University of Pittsburgh Medical Center\* (UPMC)
- WJAC-TV\*
- Zimmer Biomet Apex Surgical

NOTE: Other employers include various school districts\*, universities\*, health systems\*, financial institutions\*, hospitality organizations\*, and a wide array of those in other industries.

\* Indicates employers who participated in on-campus recruitment.

## 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 2024 was prepared by members of the Career and Professional Development Center team:

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