

Graduate First-Destination Outcomes Report for the Class of 2025

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 2025

(All Degree Levels)

2,067 TOTAL GRADUATES

(IUP had accurate contact information for all 2,067.)

2,067 RECENT GRADUATES SURVEYED

12% SURVEY RESPONSE RATE

(256/2,067 graduates)

46% TOTAL KNOWLEDGE RATE

(944/2,067 graduates for whom we have reliable, verifiable data)

97% OF RECENT GRADUATES FOR WHOM DATA WAS GATHERED ARE PRODUCTIVE.

(913/944 graduates)

86% OF SURVEY RESPONDENTS ARE CONSIDERED TO BE PRODUCTIVE.

(225/256 graduates responding to survey)

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

(108/126 graduates responding to survey question)

58% (97) OF RESPONDENTS REPORTED SALARY INFORMATION, AND THE AVERAGE INCOME WAS \$59,800.

Definitions: Class of 2025

August 2024, December 2024, and May 2025 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 post-graduation statuses.

Survey Response Rate:

The percentage of surveyed graduates who responded to the survey.

Continuing Education Locations

(This is not a comprehensive list.)

- Arizona State University
- Carlow University*
- Carnegie Mellon University
- Chatham University*
- Colorado State University
- Duquesne University*
- George Washington University
- Indiana University of Pennsylvania (IUP)*
- Johns Hopkins University
- Kent State University*
- Messiah University
- Mississippi State University
- Palmer College of Chiropractic*
- Pennsylvania State University
- Pennsylvania Western University*
- Queen Mary University of London
- Seton Hill University
- Shippensburg University of Pennsylvania*
- Thomas Jefferson University
- University of Akron
- University of Cincinnati
- University of Connecticut
- University of Florida
- University of Miami
- University of Pittsburgh*
- West Chester University of Pennsylvania*
- Western Illinois University
- Widener University* | School of Law*

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

Select Employers Hiring IUP Graduates

(This is not a comprehensive list.)

- Adelphi*
- ADP, Inc.
- Allegheny Health Network*
- Amazon*
- American Eagle Outfitters, Inc.
- Aramark*
- BDO *
- BNY Mellon*
- Boyer & Ritter, LLC
- Childrens Hospital of Pittsburgh
- Chubb
- Cintas
- Commonwealth of Pennsylvania*
- Concurrent Technologies Corporation
- Deloitte
- DHL Supply Chain*
- Diamond Pharmacy*
- Dick's Sporting Goods
- Dollar Bank*
- Dräger
- Enterprise Mobility*
- Erie Insurance*
- Exxon Mobil Corporation*
- F.N.B. Corporation
- Federated Homes
- FirstEngery Corp.
- Geisinger Health System
- Giant Eagle, Inc.
- Gilbane Building Company*
- Hensel Phelps*
- Highmark Health*
- Independence Health System*
- Indiana Regional Medical Center*
- JPMorganChase
- Leybold USA Inc.
- M.C. Dean, Inc.*
- Meta
- National Park Service
- Naval Supply Systems Command*
- Nexus Solutions, Inc*
- Northrop Grumman Corporation
- PA Department of Human Services
- PA Department of Military and Veterans Affairs
- PA Department of Transportation
- Penn State Hershey Medical Center
- PITT OHIO
- PNC/PNC Financial Services*
- RJ Lee Group, Inc.
- S&T Bank*
- Sheetz*
- Sisterson & Co. LLP
- Smith, Lewis, Chess & Company, LLP
- State Farm Insurance Companies
- The Hershey Company*
- Trumbull Corporation*
- Total Quality Logistics (TQL)
- United Parcel Services (UPS)
- University of Pittsburgh Medical Center* (UPMC)
- United States Steel Corporation
- WellSpan Health
- WJAC-TV*
- Zelenkofske Axelrod, LLC*

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 2025 was prepared by members of the Career and Professional Development Center team:

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