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CAREER AND INTERNSHIP  
CENTER



# First Destination Career Outcomes Report



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## Career and Internship Center Mission

“The Norwich University Career and Internship Center (CIC) is a key student-service office supporting the university’s mission of developing future leaders and citizen-soldiers. The CIC supports students through the career education and life design process with the tools they need to make informed career decisions. We strive to ensure all students graduate with high levels of professionalism, self-awareness and career management competencies for career and life success. Our professional staff brings a combined 50+ years of experience and passion for empowering students through professional and personal milestones.”



Meghan Oliver, Director, Career & Internship Center



## Executive Summary

The Class of 2023 continued to see a very strong and robust labor market, especially in the STEM fields. This marked the second year we surveyed our students at six months vs. nine months. We included only the knowledge gained from survey respondents rather than including any additional data received from other on-campus sources. The Class of 2023 response rate declined significantly from the Class of 2022 from approximately 79% to 53%.

We use a variety of methods such as targeted emails to students and faculty through partnerships with the alumni office, Registrar’s office, and the academic deans, social media messaging, campus tabling, and outreach, and dedicating time at graduation rehearsal for students to complete it if they had not already done so.

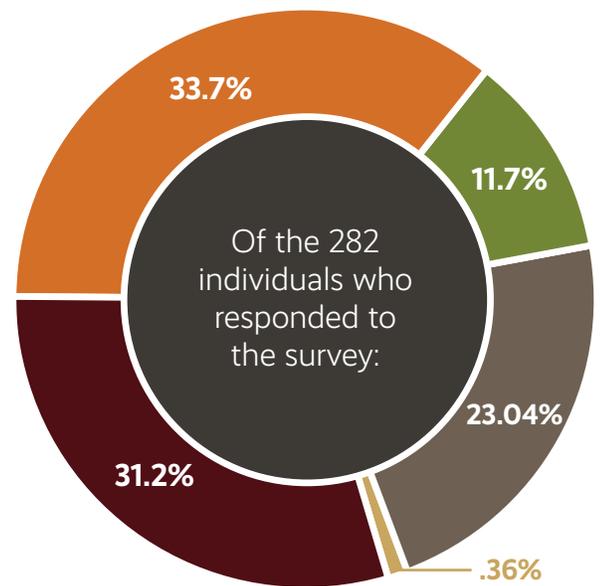
## First Destination Outcomes Overview

The First Destination Survey is completed each year by the Norwich University Career and Internship Center in compliance with the National Association of Colleges and Employers (NACE). The purpose of the first destination graduate survey is to give a snapshot of where our students are six months post-graduation.

This survey does not provide the full picture as to the career mobility of our alumni as they progress throughout their career. **Note:** This survey includes only responses from our traditional residential student population and does not include online degree completion students.

The Class of 2023 is defined as graduates from July 1, 2022 – June 30, 2023. Of the 531 new graduates from the Class of 2023, we were able to ascertain the status of 282 individuals (53%) leaving 249 (47%) unknown individuals in terms of their post-graduation plans.

- Working
- Military
- Continuing education
- Still seeking employment
- Not seeking employment

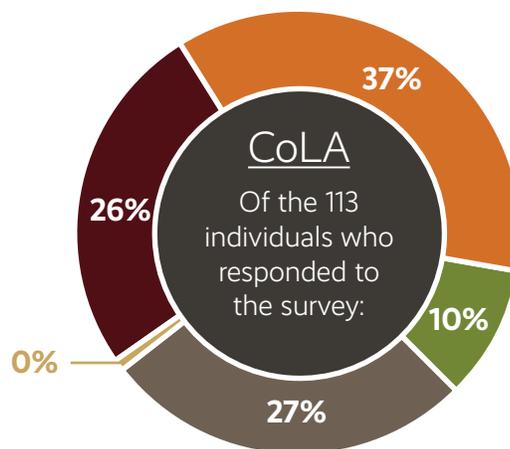


## Overview by college of where students went after graduation.

### College of Liberal Arts (CoLA)

**Majors:** Chinese, Communications, Criminal Justice, Education, English, French, German, History, International Studies, Philosophy, Political Science, Psychology, Sociology, Spanish, Studies of War & Peace

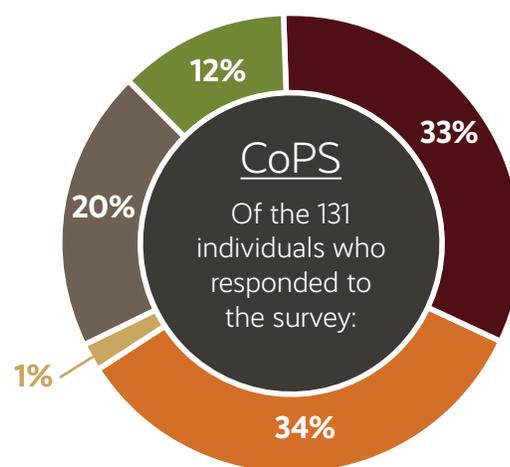
- Working
- Military
- Continuing education
- Still seeking employment
- Not seeking employment



### College of Professional Schools (CoPS)

**Majors:** Architecture, Accounting, Business Management, International Business, Computer Science, Computer Security & Information Assurance, General Engineering, Civil & Environmental Engineering, Electrical & Computer Engineering, Mechanical Engineering, Construction Management, Nursing, Nursing (Accelerated)

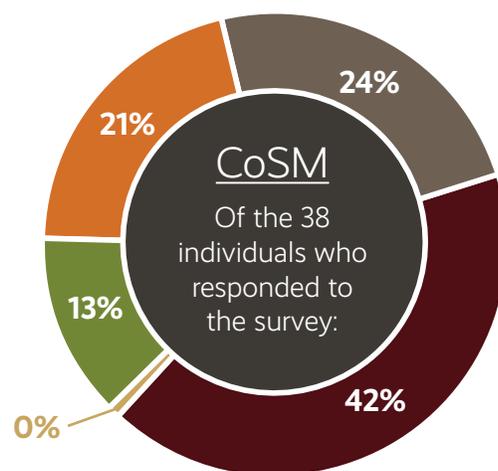
- Working
- Military
- Continuing education
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- Not seeking employment



### College of Science and Mathematics (CoSM)

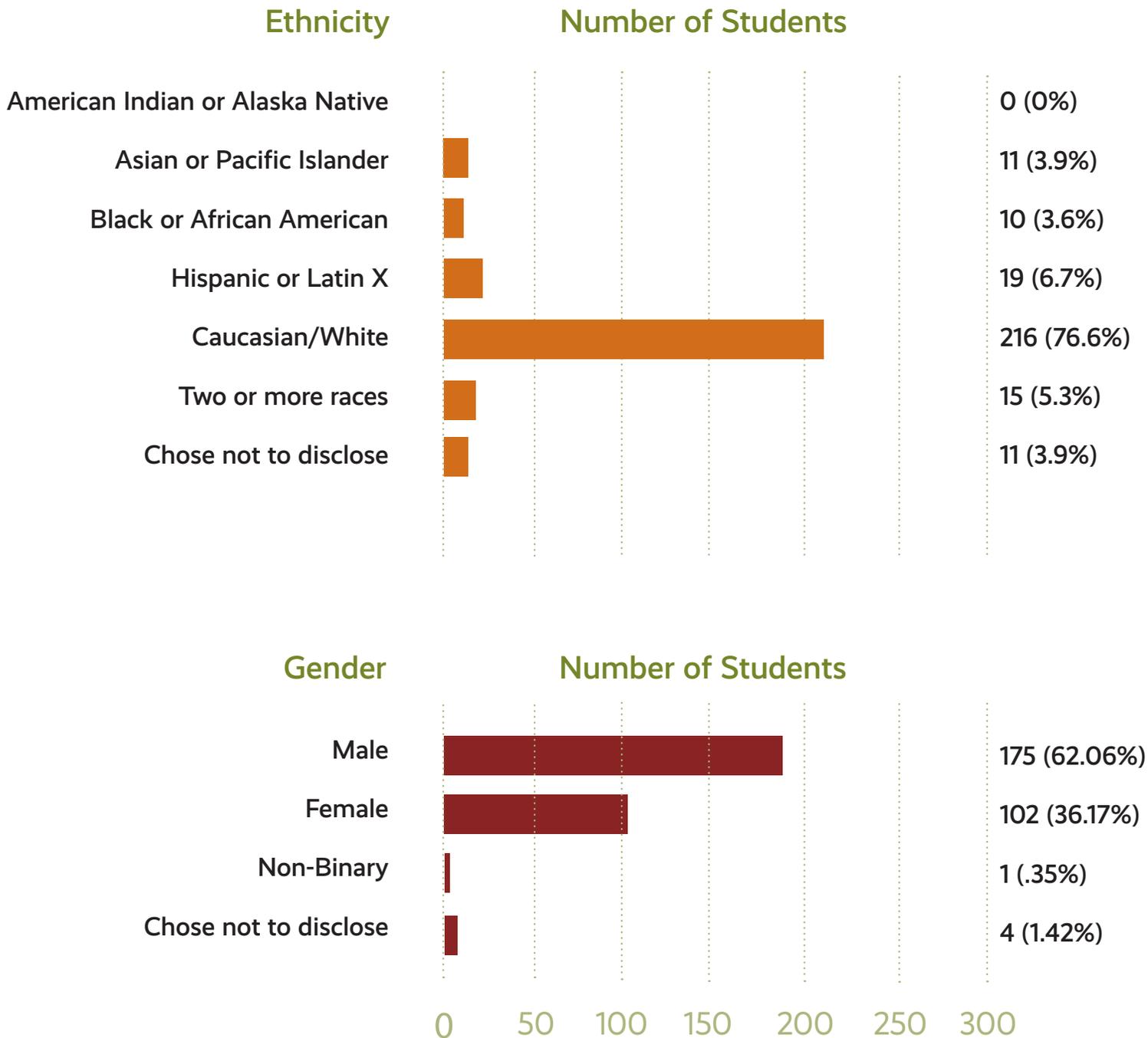
**Majors:** Athletic Training, Biology, Biochemistry, Chemistry, Environmental Science, Exercise Science, Geology, Health Science, Mathematics, Neuroscience, Physical Education, Physics

- Working
- Military
- Continuing education
- Still seeking employment
- Not seeking employment



## Demographics

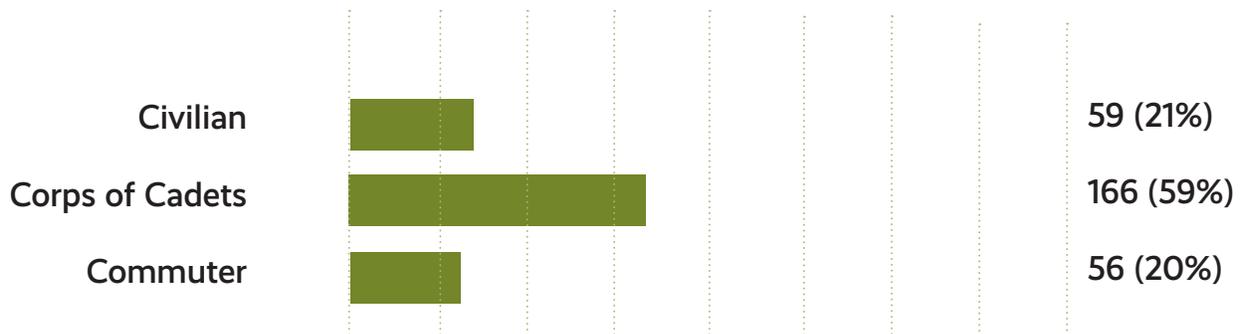
Of the 282 new graduates who responded to the survey, the following demographic information was ascertained.





### Lifestyle\*

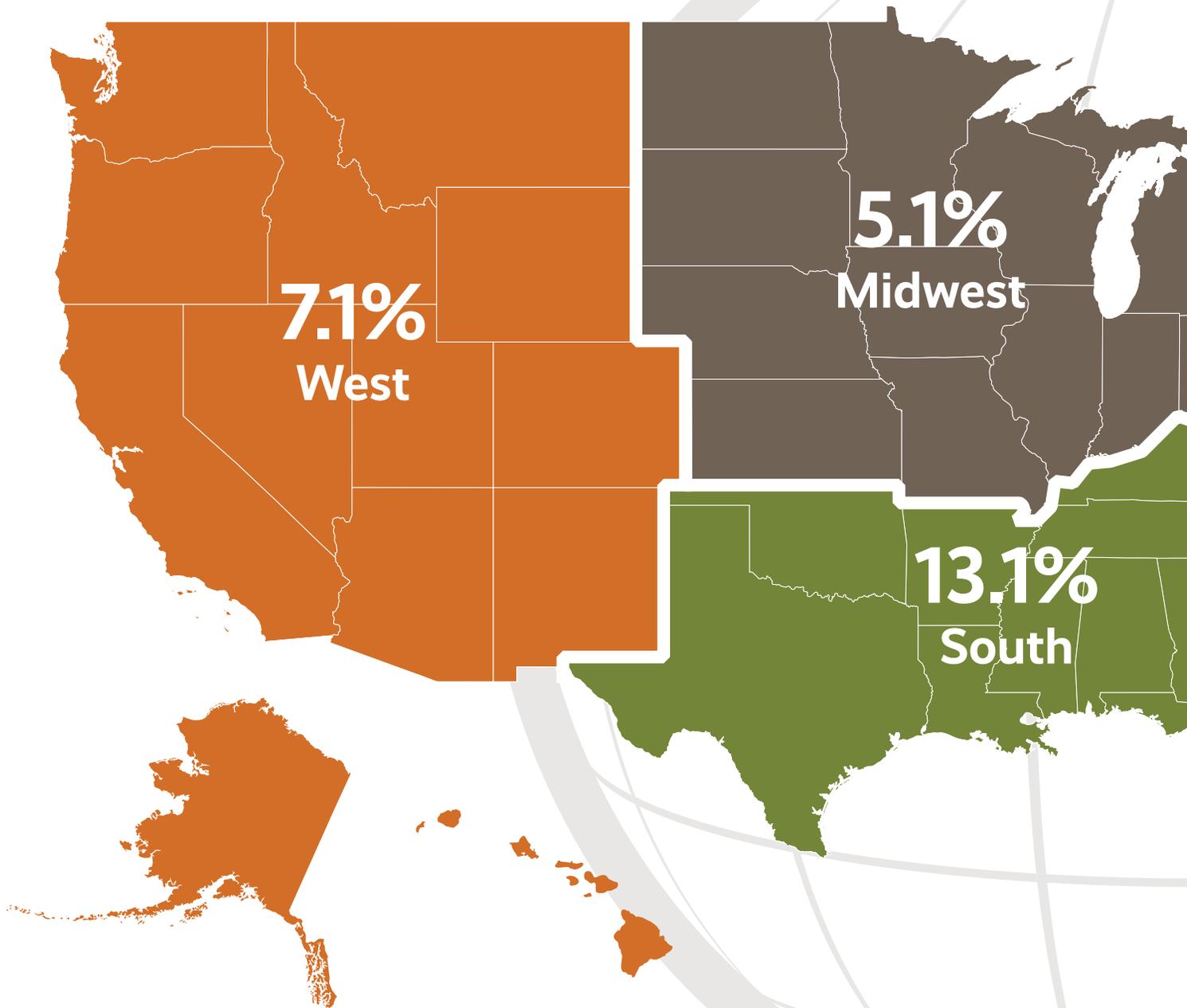
### Number of Students

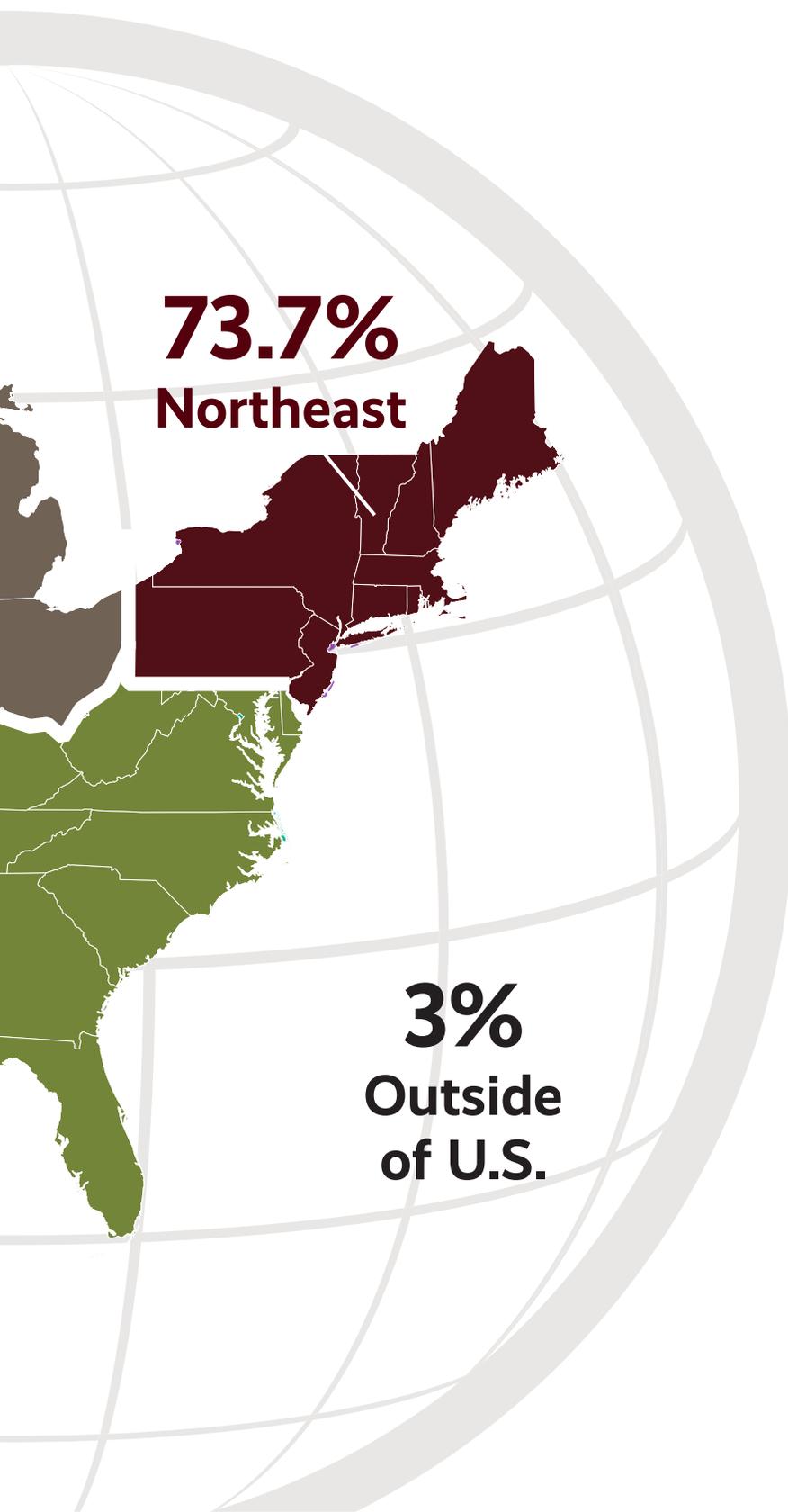


\* Note that individuals could choose more than one category

## Geographic Location

Of the total number of survey respondents, 99 (35%) identified their geographic location post-graduation.





State	Number of Students
Alabama	0
Alaska	1
Arizona	1
Arkansas	0
California	2
Colorado	1
Connecticut	9
Delaware	0
District of Columbia	1
Florida	2
Georgia	1
Hawaii	0
Idaho	0
Illinois	2
Indiana	1
Iowa	0
Kansas	0
Kentucky	0
Louisiana	0
Maine	2
Maryland	1
Massachusetts	10
Michigan	3
Minnesota	0
Mississippi	0
Missouri	0
Montana	2
Nebraska	0
Nevada	0
New Hampshire	6
New Jersey	3
New Mexico	0
New York	6
North Carolina	0
North Dakota	0
Ohio	0
Oklahoma	0
Pennsylvania	2
Rhode Island	3
South Carolina	0
South Dakota	0
Tennessee	1
Texas	1
Utah	0
Vermont	32
Virginia	4
Washington	0
West Virginia	0
Wisconsin	0
Wyoming	0

Outside U.S.	Number of Students
Canada	1
Germany	1
England	1

## Experiential Learning

**As a part of your academic curriculum, did you participate in any of the following high-impact experiences?** *Students could choose more than one.*

Of the 282 new grads who responded to this question, 167 (59%) indicated they did not participate in any experiential learning as a part of their academic curriculum. Of the 115 (41%) of the individuals who did, this is what they indicated they participated in. **Note:** Several of the individuals participated in multiple high-impact experiences so the percentages will not add up to 100%.

- Clinical Hours **26**
- Internship for credit **51**
- Practicum training **41**
- Student teaching **13**
- Summer research **30**

### Did you complete a non-credit internship outside of your academic curriculum?

- Yes – **32%**
- No – **68%**

### If you did not participate in an internship outside of your academic curriculum, please tell us why.

- Not aware of the options as an international student – **3%**
- Internship offered was unpaid – **8%**
- Lack of awareness of these opportunities – **5%**
- No available/affordable housing – **0.5%**
- No time in the academic schedule (i.e., Corps, athletics, job) – **63%**
- Planning to commission and did not think I needed the experience – **1%**
- Summer obligations (i.e., school, military, family care) – **6%**
- Transportation barrier (i.e., no license, car, reliable public transportation, money for gas/insurance) – **4%**
- Unable to secure an opportunity – **4%**
- Not required for academic program so I did not pursue one – **6%**

## If you completed an internship, what was the name of the organization?

91 (32%) individuals indicated that they participated in an internship. Below is a list of the organizations. Some organizations had more than one intern.

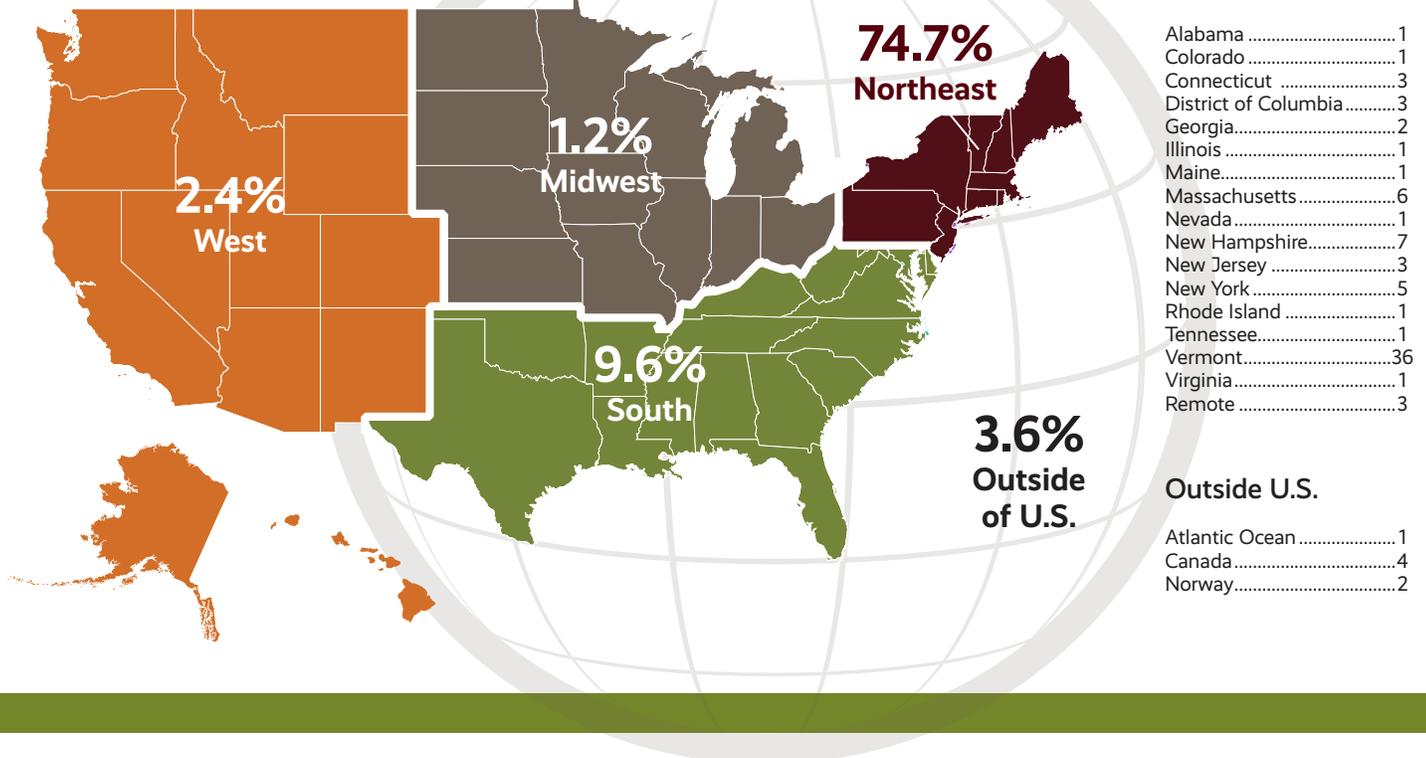
**Note:** It is possible some of the individuals who answered these questions reported on their clinical hours, practicum, student teaching or summer research in this list. Some of these employers had more than one student as an intern.

Air Force  
Amazon  
Assertive Professionals  
Aubertine and Currier  
Barre City PD  
BCA Architects and Engineers  
Bently Nevada, Baker Hughes  
Capital Soccer  
Central Vermont Medical Center  
Chamber of Commerce (Location not specified)  
Cintas  
City of UP  
Community Banks  
CVMC  
Dartmouth Hitchcock Medical Center  
Datacolor  
DEKA R&D  
DoD  
DOJ  
Draeger  
F. H. Paschen  
FAA  
Fastenal  
Game Management (Company not specified)  
General Dynamics OTS  
GZA Geoenvironmental, Inc.  
Hinesburg Police Department

Dept. Of Homeland Security  
I3  
Ideal Innovations Incorporated  
JROTC Revere High School  
Kilpatrick IT  
LAN Associates  
Lothrop  
Maine Drilling and Blasting  
Market Square Architects  
Massachusetts General Hospital  
MassMutual  
Mirmax Engineering  
Montpelier Police Department  
Nantucket Police Department  
Norwich University Counseling & Wellness Center  
Northfield Ambulance Service  
Northrop Grumman  
Norwich University (office not indicated)  
Norwich Humanities Initiative and Admissions Office  
Norwich Summer JROTC CYBER Academy  
NSA  
NUARI  
NVRH  
Old Orchard Beach Police  
Open Avenues  
Patrick Flynn Architect

Pike Industries  
Plodzik & Sanderson  
PM&A  
Polycor  
Precision Financial Services  
Professor Sean Prentiss  
Ramey Corp  
Rehab GYM  
Scott + Partners  
Student Nurse internship (Location not specified)  
Subsea 7  
Subsea 7 Norway  
Substitute Teaching  
Sullivan Museum  
Union Mutual  
United States Navy  
Velcro  
Vermont Army National Guard  
Vermont Heating and Gas  
Vietnam War Commemoration  
Watts Water Technologies  
Washington County Mental Health Services  
Williamstown Middle High school  
Woodcock Dam  
Yale New Haven Hospital

### Location of internships



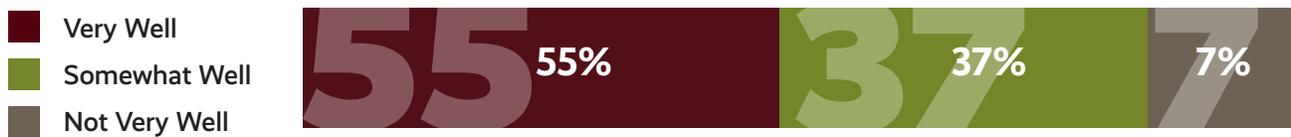
## Career Readiness

The National Association of Colleges and Employers (NACE) outlines eight core career readiness competencies for students. We are beginning to track the competencies for students participating in credit-bearing internships as well as through our First Destination Surveys. This is how students rated Norwich prepared them in the following areas:

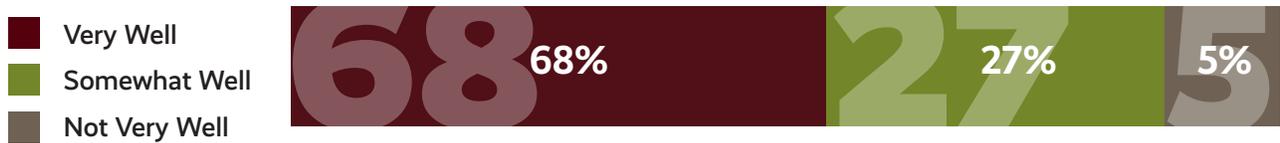
### Career & Self Development



### Communication



### Critical Thinking

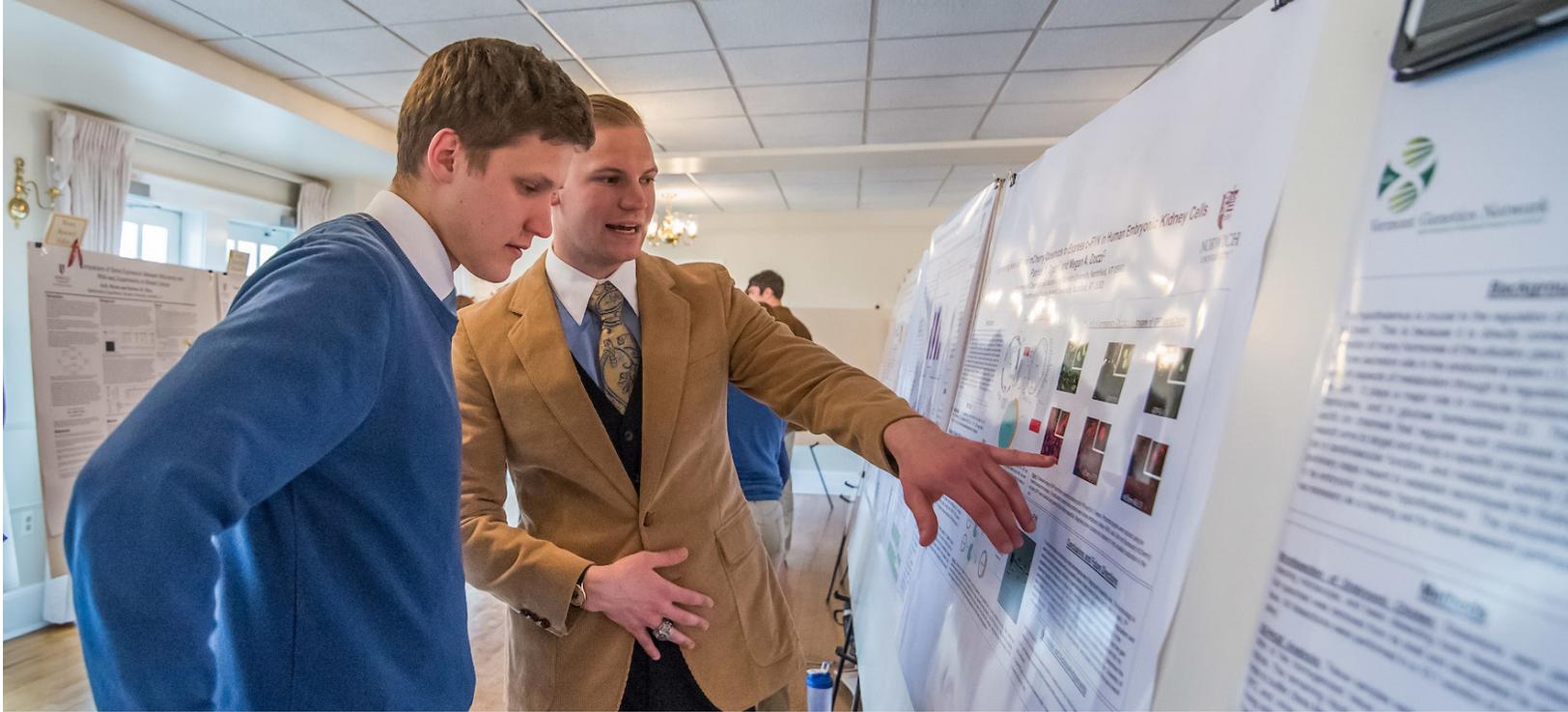


### Technology



### Leadership





### Teamwork

- Very Well
- Somewhat Well
- Not Very Well



### Professionalism

- Very Well
- Somewhat Well
- Not Very Well



### Equity & Inclusion

- Very Well
- Somewhat Well
- Not Very Well



## Individuals Entering the Workforce

This group of individuals includes new graduates whose primary status was working in the private and public sectors. This group may include individuals who entered the National Guard or reserves on a part-time basis. **A total of 88 individuals answered the following questions:**

### What best describes your employment?

- Employed by a company in the private sector – **39%**
- Employed in the local, state, or federal sector – **32%**
- Post-graduate internship – **3%**
- Temporary contract – **3%**
- Freelance – **1%**
- Other – **21%**

### What category best describes your employer's industry?

- Agriculture, food, and natural resources (forestry, fishing, hunting) – **5%**
- Architecture and construction – **13%**
- Arts, audio/video technology, entertainment, recreation, and communications – **1%**
- Business management and administration – **3%**
- Education and training – **9%**
- Finance and insurance – **6%**
- Government and public administration – **6%**
- Health science, healthcare – **24%**
- Hospitality and tourism – **2%**
- Information technology – **3%**
- Law, public safety, corrections, and security – **9%**
- Manufacturing – **0%**
- Marketing – **2%**
- Science, technology, engineering, and mathematics – **16%**
- Transportation, distribution, and logistics – **3%**

### What best describes your work modality?

- In-person – **85%**
- Hybrid – **11%**
- Remote – **3%**

### How many hours per week will you be working?

- Full-time – **97%**
- Part-time – **3%**

### Is your position related to your degree?

- Highly related – **68%**
- Somewhat related – **15%**
- Not related – **17%**

### How satisfied are you with your current employment?

- Very satisfied – **63%**
- Somewhat satisfied – **23%**
- Neither satisfied or dissatisfied – **9%**
- Somewhat dissatisfied – **2%**
- Very dissatisfied – **3%**



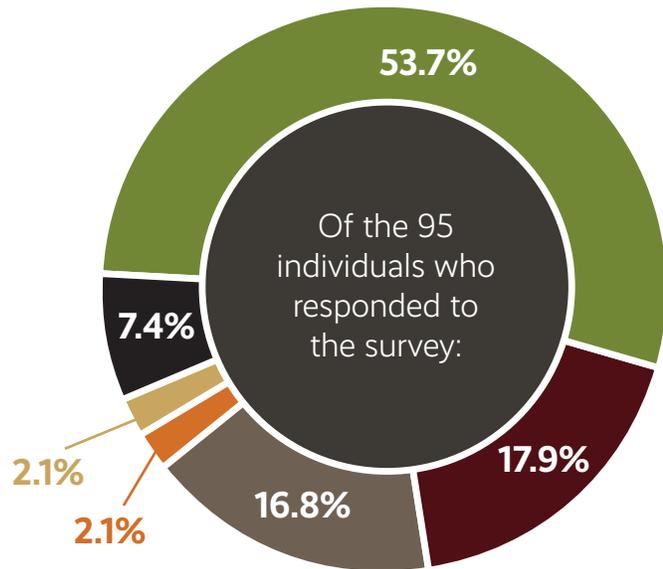
## Individuals Entering the Military

This group of individuals includes new graduates whose primary status was entering the military full-time, active duty to include Army, Navy, Air Force, Marine Corps, and Coast Guard. These numbers include both officer and enlisted ranks. Of the survey respondents, 95 (33.6%) indicated they are entering the military full-time. For a more accurate number of students who entered the military the Office of the Commandant tracks that data.

- Air Force
- Army
- Marines
- Navy
- Coast Guard
- National Guard

### What best describes your military service upon graduation?

- Commissioning – **91.6%**
- Enlisting – **8.4%**



## Salary Data

We are committed to protecting the identities of the respondents of the survey. With that in mind, we averaged the reported salaries based upon academic college rather than major. **Note:** We only included base salaries and did not factor in signing bonuses. We also reported on the respondent's primary major if they completed a dual degree.

### College of Liberal Arts (CoLA)

(Chinese, Communications, Criminal Justice, Education, English, French, German, History, International Studies, Philosophy, Political Science, Psychology, Sociology, Spanish, Studies of War & Peace)

Of the 71 respondents who graduated from the College of Liberal Arts who indicated that they were employed or entering the military 66 (93%) indicated their starting salary ranges.

Salary Range	Military	Private/Public Sector	Total
\$20,000-25,000	2.63%	10.71%	13.34%
\$25,000-30,000	5.26%	0%	5.26%
\$30,000-35,000	2.63%	3.57%	6.20%
\$35,000-40,000	15.79%	10.71%	26.50%
\$40,000-45,000	21.05%	10.71%	31.76%
\$45,000-50,000	13.16%	10.71%	23.87%
\$50,000-55,000	2.63%	7.14%	9.77%
\$55,000-60,000	2.63%	25%	27.63%
\$60,000-65,000	13.16%	10.71%	23.87%
\$65,000-70,000	13.16%	0%	13.16%
\$70,000-75,000	5.26%	3.57%	8.83%
\$75,000-80,000	2.63%	3.57%	8.83%
\$80,000-85,000	0%	0%	0%
\$85,000+	0%	3.57%	3.57%

## Salary Data

### College of Professional Schools (CoPS)

(Architecture, Accounting, Business Management, International Business, Computer Science, Computer Security & Information Assurance, General Engineering, Civil & Environmental Engineering, Electrical & Computer Engineering, Master of Architecture, Mechanical Engineering, Construction Management, Nursing, Nursing- Accelerated)

Of the 88 respondents who graduated from the College of Professional Schools, who indicated that they were employed or entering the military 78 (88.6%) indicated their starting salary ranges.

Salary Range	Military	Private/Public Sector	Total
\$20,000-25,000	8.11%	4.88%	12.99%
\$25,000-30,000	5.41%	2.44%	7.85%
\$30,000-35,000	2.70%	12.20%	14.90%
\$35,000-40,000	13.51%	2.44%	15.95%
\$40,000-45,000	24.32%	2.44%	26.76%
\$45,000-50,000	13.51%	9.76%	23.27%
\$50,000-55,000	5.41%	12.20%	19.61%
\$55,000-60,000	2.70%	14.63%	17.33%
\$60,000-65,000	8.11%	12.20%	20.31%
\$65,000-70,000	8.11%	7.32%	15.43%
\$70,000-75,000	2.70%	4.88%	7.58%
\$75,000-80,000	2.70%	7.32%	11.02%
\$80,000-85,000	2.70%	0%	2.70%
\$85,000+	0%	7.32%	7.32%

## Salary Data

### College of Science & Mathematics (CoSM)

(Athletic Training, Biology, Biochemistry, Chemistry, Environmental Science, Exercise Science, Geology, Health Science, Mathematics, Neuroscience, Physical Education, Physics)

Of the 38 respondents who graduated from the College of Science & Mathematics who indicated that they were employed or entering the military 23 (60.5%) indicated their starting salary ranges.

Salary Range	Military	Private/Public Sector	Total
\$20,000-25,000	0%	0%	0%
\$25,000-30,000	0%	0%	0%
\$30,000-35,000	0%	6.67%	6.67%
\$35,000-40,000	37.50%	6.67%	44.17%
\$40,000-45,000	0%	6.67%	6.67%
\$45,000-50,000	0%	13.33%	13.33%
\$50,000-55,000	12.50%	6.67%	19.17%
\$55,000-60,000	12.50%	6.67%	19.17%
\$60,000-65,000	25.00%	6.67%	31.67%
\$65,000-70,000	12.50%	6.67%	19.17%
\$70,000-75,000	0%	6.67%	6.67%
\$75,000-80,000	0%	13.33%	13.33%
\$80,000-85,000	0%	6.67%	6.67%
\$85,000+	0%	13.33%	13.33%

**Of the 88 individuals who indicated they were working, 81 disclosed their majors, companies, and titles.**

Major	Company	Title
Accounting	Plodzik & Sanderson	Auditor
Architecture	Lavallee Brensinger Architecture	Co-op Architect
Architecture	Peregrine Design Build	Architect/ Designer
Architecture	APD Engineers and Architects	Project Designer
Architecture	Lothrop	N/A
Biochemistry	Rothman Orthopaedics	Research Assistant
Biology	University of Vermont Medical Center	Emergency Department Technician
Civil Engineering	Pike Industries	Project Engineer
Communications	Vermont Tax Department	PVR Administration and Municipality Coridinator
Communications	Periscope Post and Audio	Intern
Communications	Walmart	Front End Coach
Computer Science	PC Construction	N/A
Computer Security & Information Assurance	Kilpatrick IT	Helpdesk Technician
Computer Security & Information Assurance	Department of Defense	N/A
Computer Security & Information Assurance	FDIC	Information Technology Examination Analyst
Computer Security & Information Assurance	SCpharma	Assistant
Computer Security & Information Assurance	N/A	Hockey Player
Computer Security & Information Assurance	Department of Defense	N/A
Computer Security & Information Assurance	Government Agency	N/A
Computer Security & Information Assurance	Department of Defense	Information Technology
Computer Security & Information Assurance	Rockland Trust	IT Risk Analyst
Computer Security & Information Assurance	Raytheon	Cyber Engineer
Computer Security & Information Assurance	FAA	Intern

Major	Company	Title
Construction Management	Whiting Turner	Field Engineer
Construction Management	Turner and Townsend	Project Analyst
Construction Management	DOT	Transportation Engineer
Construction Management	PGA	Cashier
Criminal Justice	Vermont State Police	Trooper
Criminal Justice	Insight Global	Recruiter
Criminal Justice	N/A	Lifeguard
Criminal Justice	RAND Corporation	Facility Security Specialist
Criminal Justice	Rochelle Police Department	Police Officer
Criminal Justice	Buckeye Police Department	Police Officer
Education	The Barn School	Teacher
Education	Carver Middle School	6th Grade Math Teacher
Education	Poultney Elementary School	Classroom Teacher
Education	Echo Valley Schools	Teacher
Environmental Science	Verdantas	Scientist I
Health Science	Good Measure	Waitress
Health Science	Fallon Ambulance Services	EMT
History	Fastenal	Sales Associate



Major	Company	Title
International Business	N/A	Associate Planning Member
International Business	Amazon	Area Manager
International Studies	Montana Conservation Corps	Women's Field Crew Member
International Studies	Fairfield University	Study Abroad Advisor
Management	MassMutual	Business Consultant
Management	Union Mutual	Marketing Coordinator
Management	Northrop Grumman	Project Lead
Management	Aon	Broker
Management	Hannaford	Supervisor
Management	Grasshopper Gardens	Service Advisor (Sales)
Mechanical Engineering	Watts Water Technologies	Design Engineer
Mechanical Engineering	Laerdal Medical	Product Development Intern
Mechanical Engineering	Navsea	Mechanical Engineer
Mechanical Engineering	Nolato GW Plastics	Manufacturing Quality Engineer
Neuroscience	Temple University	Lab Manager
Neuroscience	ClorDySis Solutions Inc.	Microbiologist
Nursing	N/A	Registered Nurse
Nursing	Yale New Haven Hospital	Registered Nurse
Nursing	VA	Registered Nurse
Nursing	Dartmouth Hitchcock Medical Center	Registered Nurse
Nursing	University of Vermont Medical Center	Staff Nurse I
Nursing	University of Vermont Medical Center	Registered Nurse
Nursing	LD Linestripe	Laborer
Nursing	Duke University Hospital	Cardiovascular Nurse
Nursing	Barre City Middle and Elementary School	School Nurse
Nursing	Copley Hospital	Registered Nurse
Nursing	North Country Hospital	Registered Nurse
Nursing	Griffin Hospital CT	Registered Nurse
Nursing	Northwestern Medical Center	Registered Nurse
Nursing	Copley Hospital	Registered Nurse
Political Science	NFI	Overnight Counselor
Political Science	TJX Brands	Site Supervisor - Asset Recovery and Recycling
Political Science	Department of Justice	Federal Agent

Major	Company	Title
Psychology	Sugarbush Resort	Lead Teacher
Psychology	Michigan Medicine	Research
Psychology	Walmart	Associate
Psychology	Arbetsförmedlingen	Arbetsförmedlare
Spanish	Fed Ex/Family Business	FedEx Driver/Mechanic
Studies of War & Peace	ThayerMahan	Deckhand



## Continuing Education

Of the 33 new grads who indicated they were continuing their education, 26 (78.8%) identified the college or university they would be attending.

California Western School of Law	<b>1</b>
Georgetown University	<b>1</b>
College of Merrimack	<b>1</b>
Mount Saint Mary's Seminary	<b>1</b>
Norwich University	<b>10</b>
Oxford University	<b>1</b>
Palmer Chiropractic College	<b>1</b>
Rhode Island College	<b>1</b>
Rutgers Law School	<b>1</b>
College of Saint Rose	<b>1</b>
Saint Michael's College	<b>1</b>
Suffolk or Nazareth University	<b>1</b>
University at Buffalo	<b>1</b>
University of Maine	<b>2</b>
University of Michigan	<b>1</b>
University of New England	<b>1</b>
College of Pharmacy	<b>1</b>

### What type of modality is your graduate program?

- In-person – **72.7%**
- Online – **15.2%**
- Hybrid – **12.1%**

### Academic Status

- Full-time Student – **84.8%**
- Part-time Student – **15.2%**

### While enrolled whether FT or PT, do you plan to work?

- Yes, Full-time – **18.2%**
- Yes, Part-time – **60.6%**
- No – **21.2%**



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