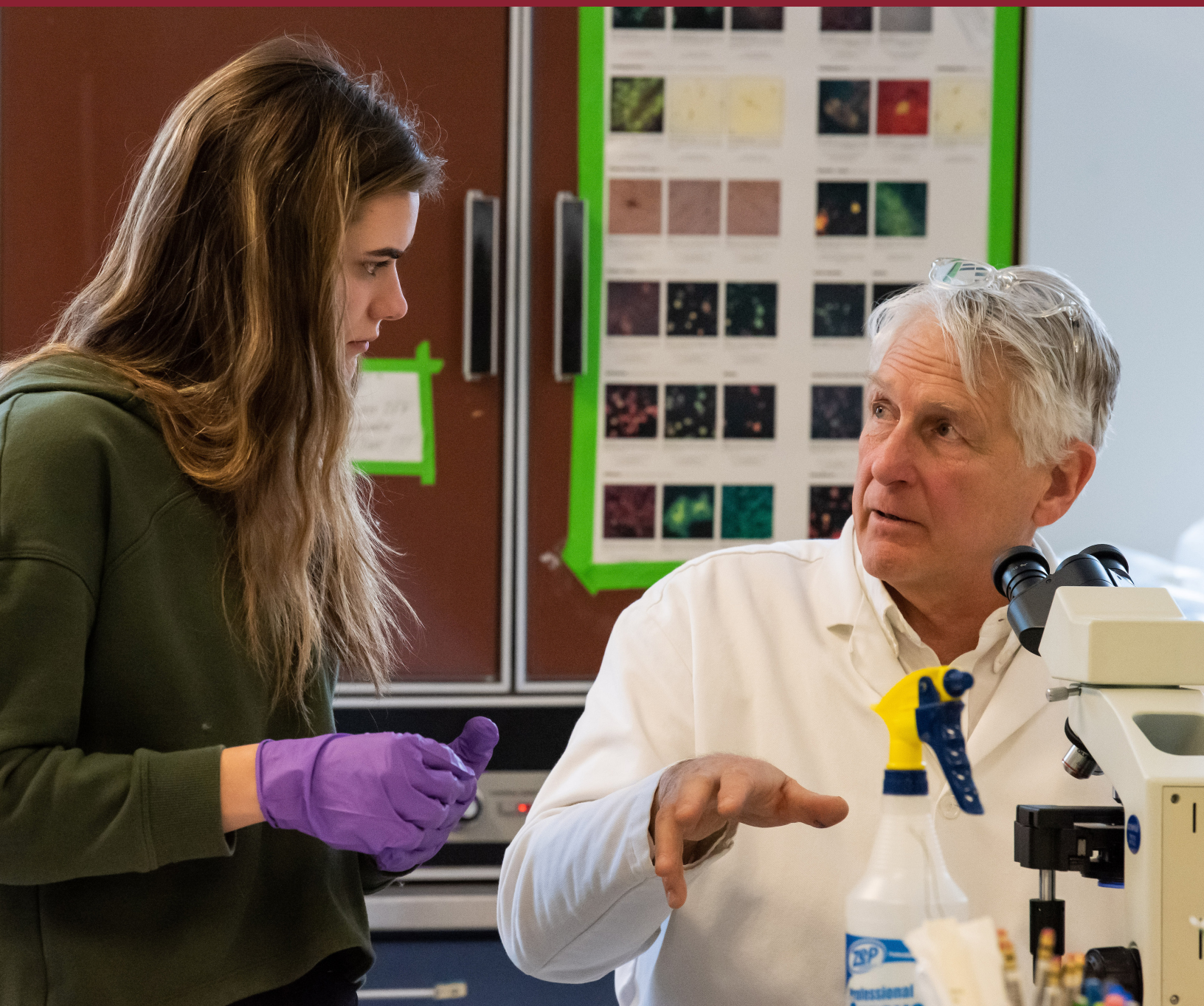




NORWICH<sup>™</sup>  
UNIVERSITY  
CENTER FOR CAREER READINESS

# First Destination Career Outcomes Report



2024



NORWICH<sup>™</sup>  
UNIVERSITY  
CENTER FOR CAREER READINESS

## Center for Career Readiness Mission

“The Norwich University Center for Career Readiness (CCR) 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, Center for Career Readiness



## Executive Summary

The First Destination Survey is administered each year by the Norwich University Center for Career Readiness in compliance with the best practices from the National Association of Colleges and Employers (NACE). The purpose of the First Destination Survey is to give a snapshot of where our students are six months after graduation.

We begin outreach to fall graduates in December and continue throughout the spring semester to ascertain post-graduation plans. We include only the knowledge gained from the survey respondents and do not include additional data received from other campus sources. This is to ensure the numbers are accurate and consistent throughout the report.

The Class of 2024 continued to see a steady labor market upon graduation and within the six months’ post-graduation, but also showed a slowing trend compared to recent years. The Class of 2024 response rate decreased from the Class of 2023 from approximately 53% to 47%. This class was in their first year when the COVID-19 pandemic hit, creating a challenging landscape to begin their college experience. This will mark the last year we will be including the questions related to the COVID-19 pandemic and if it impacted their career plans while at Norwich.

The CCR uses a variety of methods to collect the data 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, as well as dedicating time at graduation rehearsal for students to complete it if they had not already done so.

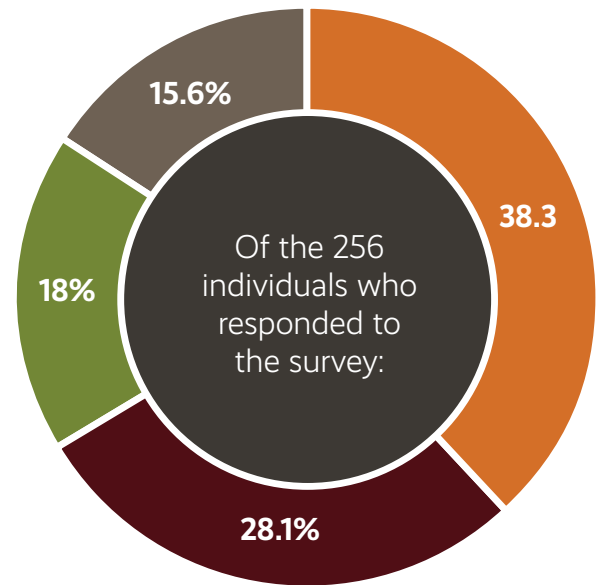
## First Destination Outcomes Overview

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 2024 is defined as graduates from July 1, 2023 – June 30, 2024. Of the 543 new graduates from the Class of 2024, we were able to ascertain the status of 256 individuals (47%) leaving (53%) unknown individuals in terms of their post-graduation plans.

**Note:** The number of students who contract into the armed forces from the Commandant's office is not included in the results of this survey as it would skew numbers. The number below, which indicates military, is derived from the respondents of this survey.

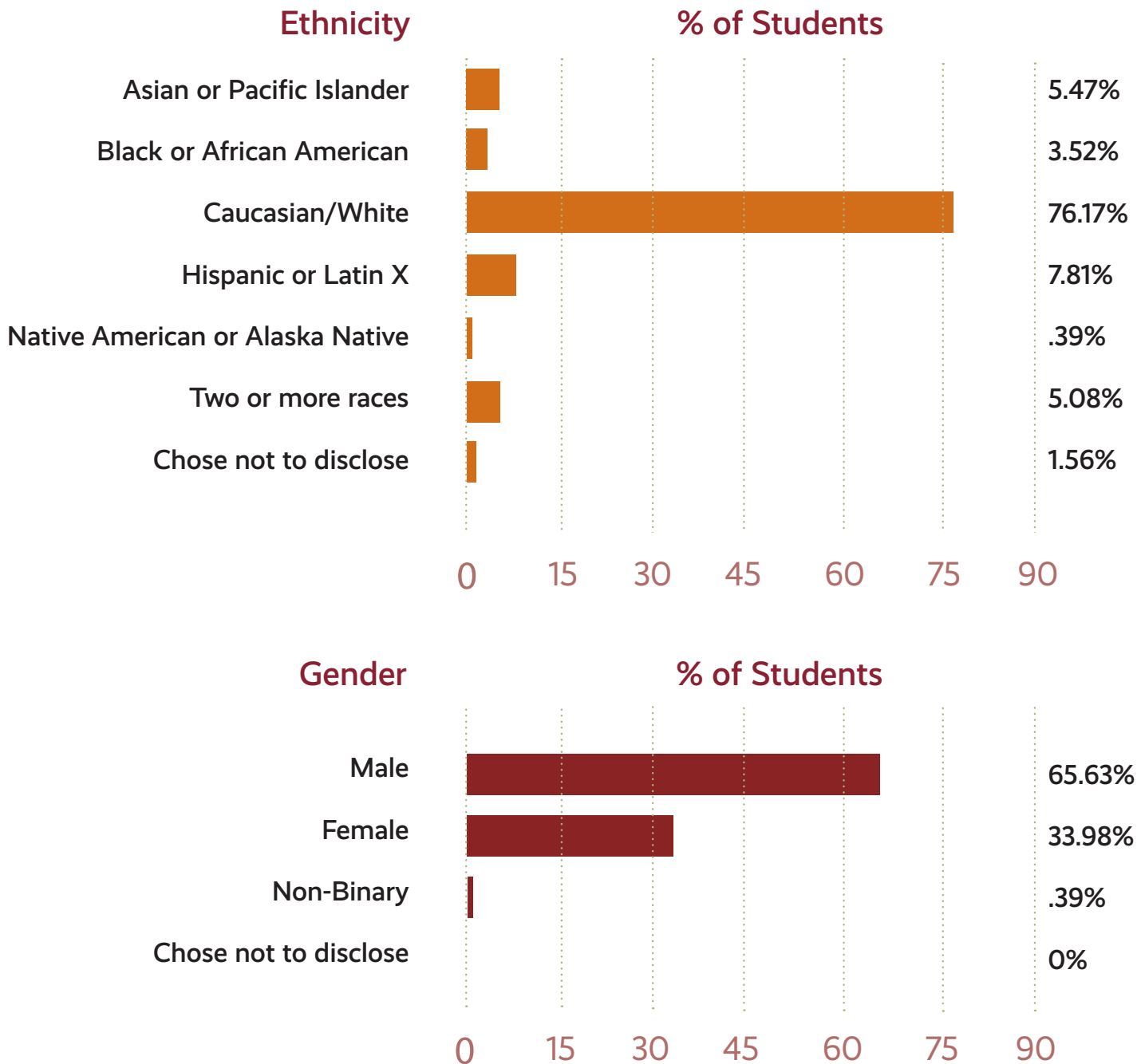
- Working
- Military
- Continuing education
- Still seeking employment

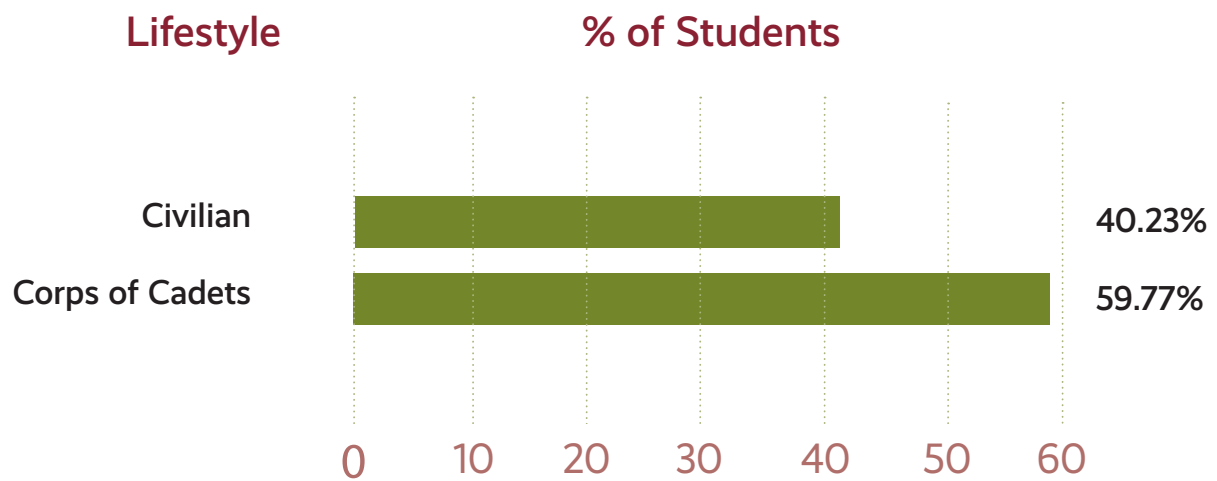




## Demographics

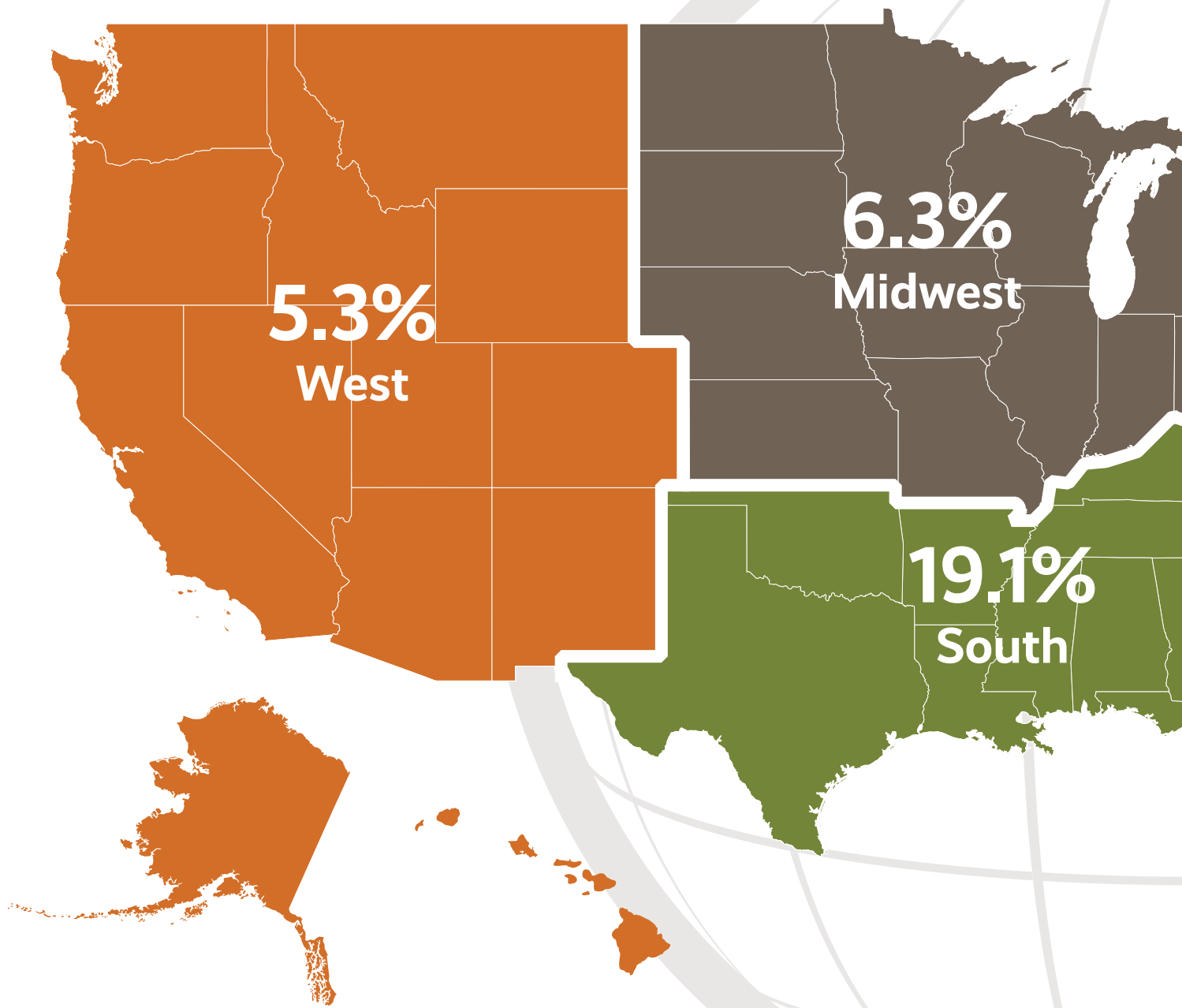
Of the 256 new graduates who responded to the survey, the following demographic information was ascertained.



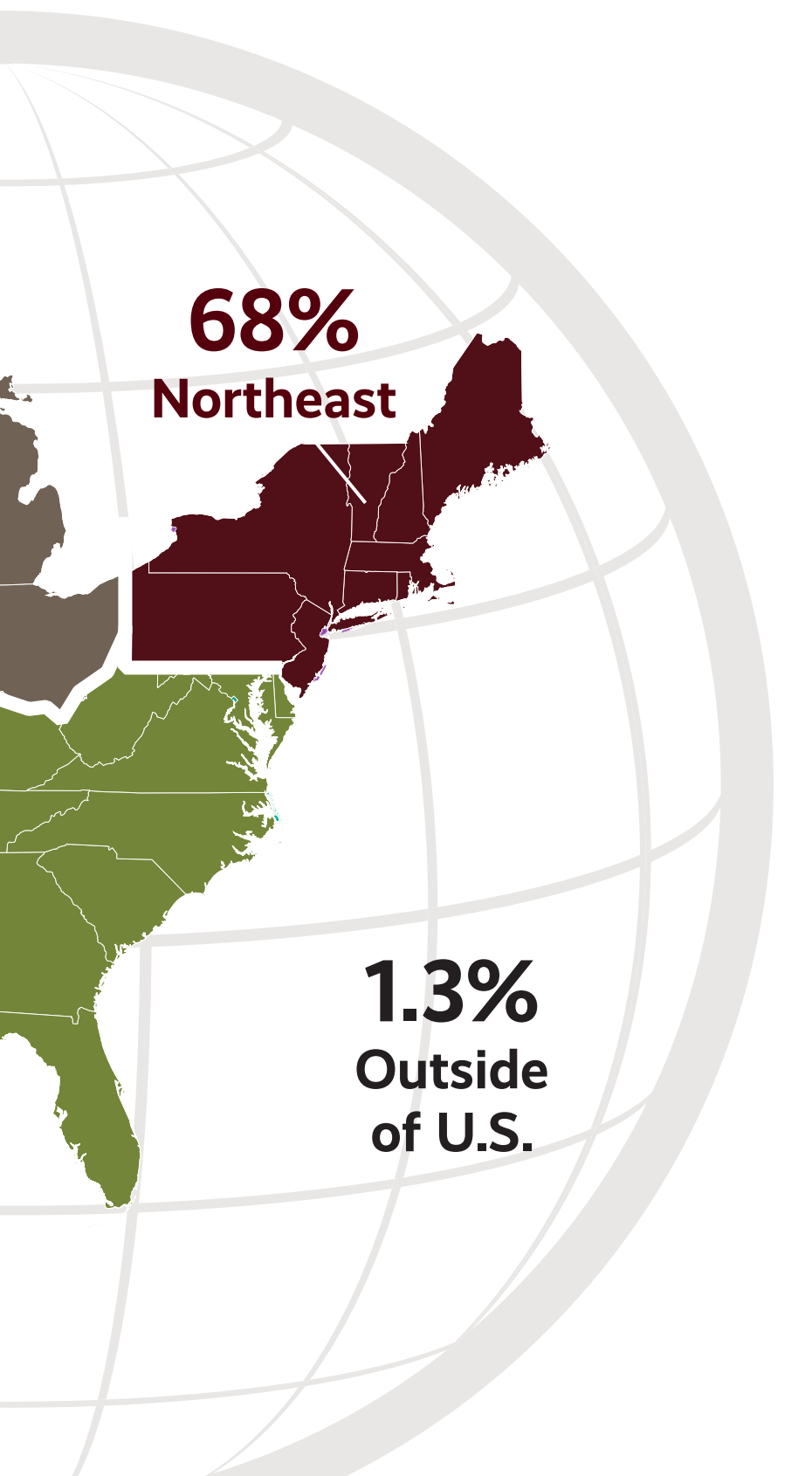


## Geographic Location

Of the total number of survey respondents, 256 identified their geographic location after graduation.







State	Number of Students
Alabama	2
Alaska	0
Arizona	3
Arkansas	1
California	6
Colorado	2
Connecticut	13
Delaware	2
District of Columbia	1
Florida	10
Georgia	2
Hawaii	1
Idaho	1
Illinois	4
Indiana	1
Iowa	0
Kansas	0
Kentucky	1
Louisiana	0
Maine	2
Maryland	5
Massachusetts	44
Michigan	1
Minnesota	0
Mississippi	0
Missouri	0
Montana	0
Nebraska	1
Nevada	0
New Hampshire	26
New Jersey	13
New Mexico	1
New York	20
North Carolina	7
North Dakota	0
Ohio	4
Oklahoma	1
Pennsylvania	12
Rhode Island	3
South Carolina	1
South Dakota	1
Tennessee	3
Texas	6
Utah	0
Vermont	42
Virginia	9
Washington	1
West Virginia	0
Wisconsin	0
Wyoming	0

Outside U.S.	Number of Students
Canada	1
Puerto Rico	1
Unknown	1

## Experiential Learning

As a part of your academic curriculum, did you participate in any of the following experiential learning opportunities? Students could choose more than one.

Of the survey respondents, 138 (53.09%) indicated they did not participate in any experiential learning as a part of their academic curriculum. Of the 118 (46.09%) 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%.

• Academic research	<b>71</b>
• Clinical hours	<b>18</b>
• Cyber Leadership Development Program	<b>11</b>
• Government Service or Global Leadership Academy	<b>3</b>
• Internship for credit	<b>35</b>
• Practicum training	<b>27</b>
• Student teaching	<b>12</b>
• None	<b>138</b>

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

- Yes – **30%**
- No – **70%**

### If you did not participate in an internship outside of your academic curriculum, please tell us why. **NOTE:** Respondents could choose more than one.

- Not aware of the options as an international student – **4**
- Internship offered was unpaid – **26**
- Lack of awareness of these opportunities – **34**
- No available/affordable housing – **11**
- No time in the academic schedule (i.e., Corps, athletics, job) – **118**
- Planning to commission and did not think I needed the experience – **22**
- Summer obligations (i.e., school, military, family care) – **62**
- Transportation barrier (i.e., no license, car, reliable public transportation, money for gas/insurance) – **17**
- Unable to secure an opportunity – **18**
- Not required for academic program so I did not pursue one – **37**

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

Of the 78 individuals who 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.

AECOM	Geobarns, LLC	Ronald Robson
Ai3	Griffiss Institute	Russula Corporation
Aloha Camp	Henrico	Professor Sean Prentiss
Barre City Police Department	Homeland Security Investigations	Secret Service
Barre Probation and Parole	Internado Ejecutivo Luis A Ferré /	Southern New Hampshire Medical Center
Buildings and General Services	Temple of Understanding Internship at the UN	Space Force, Air Force
C&S Companies	John Kidder	State of Vermont DOT/GPI
Captain Amy Florentino	Johnson and Lambert LLP/National Life Group	Sunset Valley Construction
CGRS	Larson Design Group	TEI Rock Drills
Professor Charles Snow	Law Internship	The Bureau of Reclamation
Children's Minnesota	Law Office of Brian Amones/Martin, Deleany	Town of Fairfield CT
City of Fayetteville	and Ricci Law Group/Meadow Hill Consulting	Trident Project Managers/NorthPoint Construction
Consulting Municipal Engineers,	Moseley Architects	Uprise Partners
Cape May County Municipal Authority	NASA Research Grant	US Army
CTLT	National Security Agency	US Government
Department of Justice	New Hampshire Department of Transportation	UVM Medical Center
DMS Machining and Fabrication	Nordson	Vermont Dam Safety Program/Aldrich & Elliott/ DuBois & King Inc.
Duke STAR Program	Norwich Human Resources	Vermont Fish and Wildlife
Dustin Construction	Norwich University (departments not disclosed)	Vermont State Police
Dynapower	Novo Nordisk/ASMPT AEI	Visit Tuscany
ECI	NU AI Center	VT Department of Transportation
Gallagher, Flynn, and Co	NUARI	Wake Robin
General Dynamics	Physical Therapy Apprentice	Whiting-Turner Contracting Company
General Dynamics Land Systems	Prolytix	Zetier
General Dynamics - OTS	Right Trak Design	

## Location of your internship if in person. (78 individuals responded to this question).

Colorado	2.56%
Connecticut	5.13%
Delaware	1.28%
Florida	1.28%
Georgia	1.28%
Idaho	1.28%
Maine	2.56%
Maryland	1.28%
Massachusetts	5.13%
Michigan	1.28%
Minnesota	1.28%
New Hampshire	6.41%
New Jersey	1.28%
New Mexico	1.28%
New York	5.13%
North Carolina	5.13%
Pennsylvania	2.56%
Rhode Island	1.28%
Vermont	42.31%
Virginia	5.13%
Washington, DC	2.56%
Outside the US	2.56%

### What is the modality of your internship?

- In-person – **82%**
- Online – **9%**
- Virtual/Remote – **9%**

### Was the internship paid?

- Yes – **83%**
- No – **17%**

### Did you receive an offer of employment from any of your internships?

- Yes – **50%**
- No – **50%**

### Did you accept the offer?

- Yes – **56%**
- No – **18%**
- Pending – **18%**

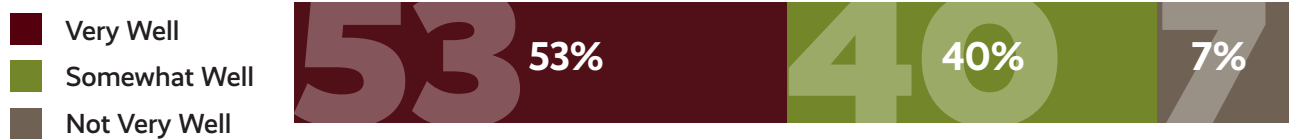
### What prevented you from accepting the offer?

- Received another offer – **30%**
- Location – **20%**
- Not the modality I preferred – **20%**
- Other – **30%**

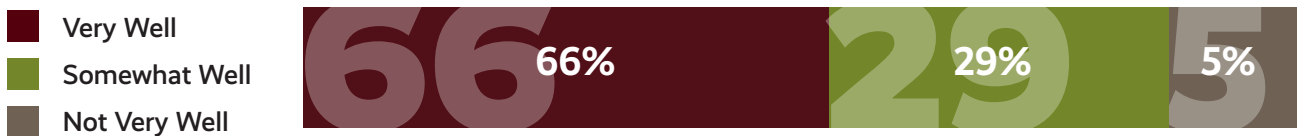
## Career Readiness

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 how Norwich prepared them in the following areas:

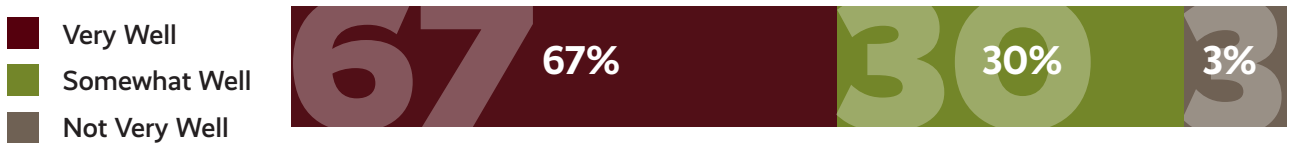
### Career & Self Development



### Communication



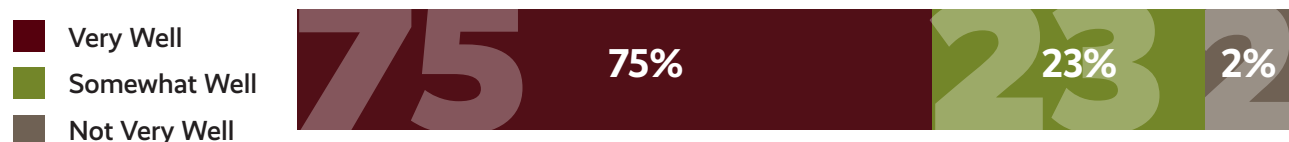
### Critical Thinking



### Technology



### Leadership



# Career Readiness

## 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



## Career Readiness

This is an additional question we added to the NACE competencies as we have heard from many students that they want more skills in financial literacy.

### Basic Financial Literacy

- Very Well
- Somewhat Well
- Not Very Well



### Would you feel more prepared for the workforce if career education were integrated into your curriculum?

- Yes
- No
- Maybe



### Did you utilize the services that the Center for Career Readiness offers?

- Yes
- No



### If yes, how satisfied were you with our services? *(Note: 71 individuals answered this question.)*

- Very Satisfied
- Somewhat Satisfied
- Neither Satisfied nor Dissatisfied
- Somewhat Dissatisfied
- Very Dissatisfied (0%)



### Do you feel that the pandemic impacted your career plans?

*(NOTE: These students were freshmen when the pandemic started.)*

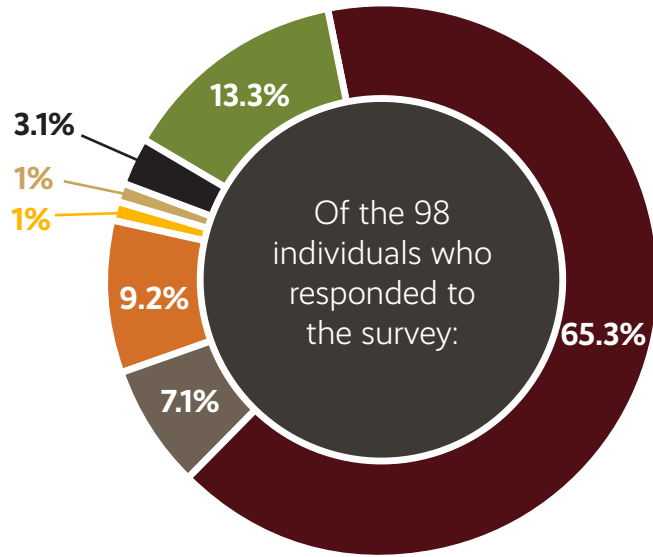
- Yes
- No
- Somewhat (0%)



## Individuals Entering the Military

This group of individuals includes new graduates whose primary status was entering the military full-time, active duty including Army, Navy, Air Force, Space Force, Marine Corps, Coast Guard or National Guard (FT). These numbers include both officer and enlisted ranks. Of the survey respondents, 98 (38.28%) 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.

- Active Guard Reserve
- Air Force
- Army
- Marines
- Navy
- Space Force
- Coast Guard



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

- Commissioning – **91%**
- Enlisting – **9%**



## 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 72 individuals answered the following questions:**

### What best describes your employment?

- Employed by a company in the private sector – **42%**
- Employed in the local, state, or federal sector – **32%**
- Post-graduate internship – **3%**
- Temporary contract – **3%**
- Freelance – **3%**
- Other – **18%**

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

- Agriculture, food, and natural resources (forestry, fishing, hunting) – **2%**
- Architecture and construction – **3%**
- Business management and administration – **1%**
- Education and training – **1%**
- Finance and insurance – **2%**
- Government and public administration – **3%**
- Health science, healthcare – **6%**
- Hospitality and tourism – **1%**
- Information technology – **1%**
- Law, public safety, corrections, and security – **1%**
- Manufacturing – **1%**
- Retail – **1%**
- Science, technology, engineering, and mathematics – **3%**
- Transportation, distribution, and logistics – **1%**
- Industry not listed – **4%**



### What best describes your work modality?

- In-person – **86%**
- Hybrid – **11%**
- Remote – **2%**

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

- Full-time – **89%**
- Part-time – **11%**

### Is your position related to your degree?

- Highly related – **58%**
- Somewhat related – **24%**
- Not related – **18%**

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

- Very satisfied – **67%**
- Somewhat satisfied – **24%**
- Neither satisfied or dissatisfied – **8%**
- Somewhat dissatisfied – **1%**
- Very dissatisfied – **0%**



**Of the 28.13% students who indicated they were employed, 70 individuals disclosed their majors, companies, and titles.**

Major	Company	Title
Accounting	Johnson Lambert	Audit Staff 1
Civil Engineering	NH Department of Transportation	Civil Engineer
Civil Engineering	VT Department of Transportation	Civil Engineer 1
Civil Engineering	Dubois & King Inc.	Staff Engineer
Civil Engineering	ECI	Civil Engineer
Civil Engineering	Barton & Loguidice	Engineer I
Civil Engineering	Earthwise Farm and Forest	Farm Hand
Civil Engineering	Dustin Construction	Project Engineer
Communications	Bryce Resort	Hospitality Management
Communications	The Bureau of Reclamation	Public Affairs Specialist
Computer Security - Info Assur	Starr Insurance	Associate
Computer Security - Info Assur	US Government	Employee
Computer Security - Info Assur	U.S. Securities and Exchange Commission	Intern
Computer Security - Info Assur	Zetier	Cyber Engineer
Computer Security - Info Assur	N/A	N/A
Construction Management	City of Fayetteville	Project Manager
Construction Management	Sweeney Enterprises	Owner
Construction Management	DC Beane	Field Engineer
Construction Management	N/A	N/A
Construction Management	United States Secret Service	Special Agent
Construction Management	Engelberth Construction	Project Engineer
Criminal Justice	Genesis Marine	Able Bodied Seaman
Criminal Justice	Law Enforcement	N/A
Criminal Justice	Vagabond Taproom	Bartender
Criminal Justice	Advanced Enterprise Solutions	Data Technician/Analyst
Criminal Justice	UBS	Unknown
Criminal Justice	Vermont State Police	Patrolman
Criminal Justice	Weymouth Police Department	Police officer
Criminal Justice	Home Depot	Associate

Major	Company	Title
Criminal Justice & Political Science	Department of Justice	N/A
Education	Barre Town Middle and Elementary School	Long-term substitute
Electrical & Computer Engineering	Air Force Materiel Command (Civilian Service)	Electronics Engineer
Electrical & Computer Engineering	Millennium Control Systems	Electrical Engineer
Electrical & Computer Engineering	BL Companies	Staff Engineer
Health Science	DPW	Landscaping
Health Science	Robert Firmstone	Lifeguard
Health Science	Mulligans	Expo/Runner
History	N/A	Project Engineer
International Business	Valet Park of America	Captain
International Studies	Pike County District Attorney	Justice Opioid Crisis Coordinator
Management	Keiser University	Admissions Counselor
Management	National Life	Contracting Specialist
Management	Ghilani Electric	Electrical Apprentice
Management	Brian Callahan Company	N/A

*Continued on next page*





Major	Company	Title
Mathematics	National Life Insurance	Actuarial Student
Mechanical Engineering	General Dynamics	Test Supervisor
Mechanical Engineering	National Guard	Staff Officer
Mechanical Engineering	Henrico	Engineer
Mechanical Engineering	Portsmouth Naval Shipyards	Nuclear Engineer
Mechanical Engineering	Novo Nordisk	Associate Facilities Engineer
Nursing	Mass General Hospital	Registered Nurse
Nursing	Southern New Hampshire Medical Center	Registered Nurse
Nursing	Conway Medical Center	Registered Nurse
Nursing	Springfield Hospital	Registered Nurse
Nursing	Dartmouth Hitchcock Medical Center	Registered Nurse
Nursing	University of Vermont Medical Center	Psychiatry Nurse
Nursing	Hospital	Registered Nurse
Nursing	Dartmouth	Registered Nurse
Nursing	University of Vermont Medical Center	Registered Nurse
Nursing	VA in White River Junction	Registered Nurse
Nursing	Dartmouth Hitchcock Medical Center	Registered Nurse
Nursing	UC Health	RN Resident
Nursing	Tenent Healthcare	Registered Nurse
Nursing	Abrazo West	Registered Nurse
Physical Education	Pleasantville High School	Teaching
Political Science	Congress	Paid Intern
Psychology	St. Luke's United Health Network	Emergency Technician
Psychology	State of Vermont Psychiatric Care Facility	Mental Health Specialist
Spanish	Williamson County Parks and Recreation	Seasonal Park Ranger
Studies in War and Peace	Ace Hardware	Sales Associate

## Continuing Education

Of the 40 new grads who indicated they were continuing their education; below is a breakdown of what schools they will be attending.

Boston University	1
Clarkson University	1
Clemson University	1
Cosmetology School	1
Florida Institute of Technology	1
Kyoto University of Advanced Sciences	1
New York University Steinhardt	1
Norwich University	15
Oswegol	1
Quinnipiac University	1
Richardson School of Law	1
Rogers University	1
RPI	1
Southern New Hampshire University	1
Springfield College	1
Tennessee Wesleyan University	1
University of Tennessee	1
University of Vermont	2
Waiting on acceptances to schools	1

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

- In-person – **82.5%**
- Online – **17.5%**

### Academic Status

- Full-time Student – **90%**
- Part-time Student – **10%**



## Salary Data

The University combined the College of Science and Mathematics with the College of Liberal Arts into the College of Arts and Sciences. 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.

Of the total number of respondents 155 who provided their salary ranges, 72 were in the College of Arts and Sciences (CoAS) and 83 were in the College of Professional Schools (CoPS).

### College of Arts & Sciences

Majors include, Athletic Training, Biology, Biochemistry, Chemistry, Chinese, Communications, Criminal Justice, Education, English, Environmental Science, Exercise Science, French, Geology, German, Health Science, History, International Studies, Mathematics, Neuroscience, Philosophy, Physical Education, Physics, Political Science, Psychology, Sociology, Spanish, Studies of War & Peace.

Salary Range	Military	Private/Public Sector	Total
\$20,000-25,000	2.78%	5.56%	8.34%
\$25,000-30,000	5.56%	2.78%	8.34%
\$30,000-35,000	4.17%	4.17%	8.34%
\$35,000-40,000	4.17%	1.39%	5.56%
\$40,000-45,000	11.11%	2.78%	13.89%
\$45,000-50,000	9.72%	0%	9.72%
\$50,000-55,000	9.72%	4.17%	13.89%
\$55,000-60,000	1.39%	0%	1.39%
\$60,000-65,000	11.11%	1.39%	12.50%
\$65,000-70,000	4.17%	1.39%	5.56%
\$70,000-75,000	0%	2.78%	2.78%
\$75,000-80,000	1.39%	5.56%	6.95%
\$80,000-85,000	1.39%	1.39%	2.78%
\$85,000+	0%	0%	0%

## Salary Data

### College of Professional Schools (CoPS)

Majors include, Architecture, Accounting, Business Management, International Business, Computer Science, Computer Security & Information Assurance, General Engineering, Civil & Environmental Engineering, Electrical & Computer Engineering, Mechanical Engineering, Construction Management, and Nursing.

Salary Range	Military	Private/Public Sector	Total
\$20,000-25,000	0%	1.20%	1.20%
\$25,000-30,000	4.82%	0%	4.82%
\$30,000-35,000	0%	0%	0%
\$35,000-40,000	3.61%	0%	3.61%
\$40,000-45,000	9.64%	2.41%	12.05%
\$45,000-50,000	6.02%	0%	6.02%
\$50,000-55,000	6.02%	3.61%	9.63%
\$55,000-60,000	2.41%	1.20%	3.61%
\$60,000-65,000	6.02%	8.43%	14.45%
\$65,000-70,000	2.41%	9.64%	12.05%
\$70,000-75,000	3.61%	7.23%	10.84%
\$75,000-80,000	1.20%	8.43%	9.63%
\$80,000-85,000	0%	2.41%	2.41%
\$85,000+	0%	7.23%	7.23%



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