

# FIRST DESTINATION OUTCOMES REPORT CLASS OF 2018-2019



The First Destination Survey is administered annually by University of Wisconsin Oshkosh Career & Professional Development using Handshake. The survey asks baccalaureate degree graduates to identify primary post-graduation outcome status. The survey content and procedures follow the National Association of Colleges and Employers (NACE) standards.

Data was collected from baccalaureate degree candidates prior to graduation and through follow up e-mails sent to graduates 3, 6, and 9 months after graduation. Graduates who had already completed the survey were invited to update their previous responses if their post-graduation status had changed. Outcome information was also collected from campus community members, telephone calls, and web research. It is important to note that not all respondents answered every question. It is also notable that only one outcome is reported, such as an individual working full-time while attending graduate school part-time is reported only once as either working or continuing education. Data was collected through March 31, 2020.

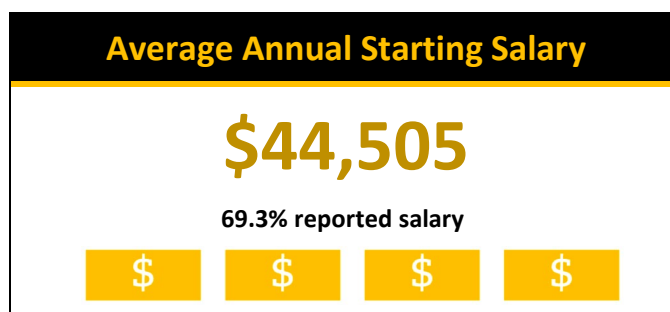
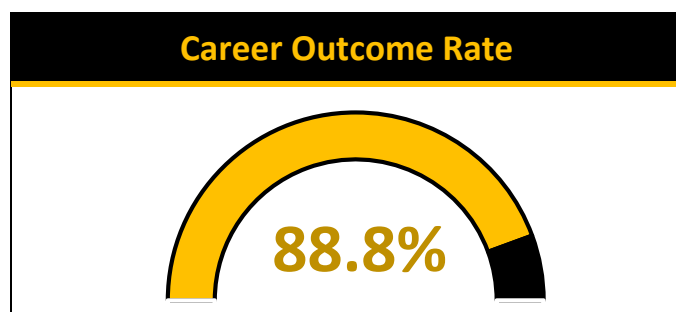
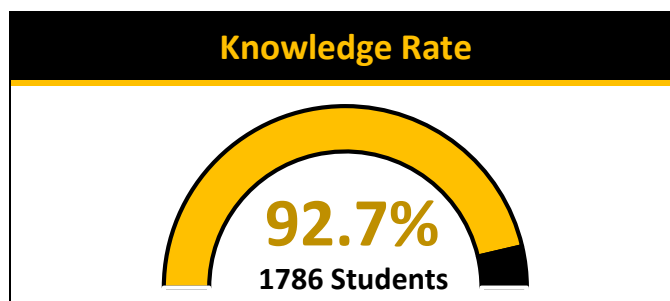
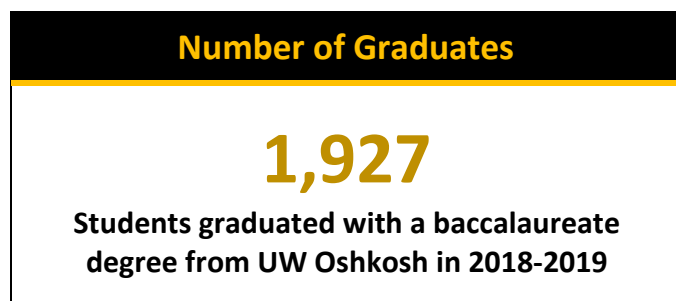
The results for the class of 2018-2019 presented in this report include students who were on the official graduation list and awarded a bachelor's degree from the University of Wisconsin Oshkosh (Oshkosh campus) during the 2018-2019 academic year; this includes fall 2018, spring 2019, and summer 2019 graduates. In total, 1927 graduates are included in this report.

## SUMMARY

	Knowledge Rate (NACE best practice target rate = 65%)		Career Outcome Rate			Average Annual Starting Salary		
	Class of 2017-18	Class of 2018-19	Class of 2017-18	Class of 2018-19	National Average	Class of 2017-18	Class of 2018-19	National Median
<b>All Colleges Total</b>	91%	92.7%	88.5%	88.8%	85.7%	\$43,485	\$44,505	\$49,725
<b>College of Business</b>	98%	98.4%	95.0%	95.6%		\$43,648	\$44,983	
<b>College of Education and Human Services</b>	95%	96.4%	88.5%	89.4%		\$36,908	\$35,872	
<b>College of Letters &amp; Science</b>	88%	91.7%	83.4%	83.5%		\$35,814	\$36,559	
<b>College of Nursing</b>	95%	90.6%	92.4%	92.4%		\$57,454	\$59,564	
<b>Online &amp; Continuing Education</b>	72%	75.0%	98.6%	95.8%		\$58,508	\$52,052	

National Average is based on the National Association of Colleges and Employers First Destination data for the class of 2018  
 Source: <https://www.naceweb.org/uploadedfiles/files/2019/publication/free-report/first-destinations-for-the-class-of-2018.pdf>

## OVERVIEW OF 2018-2019 GRADUATES

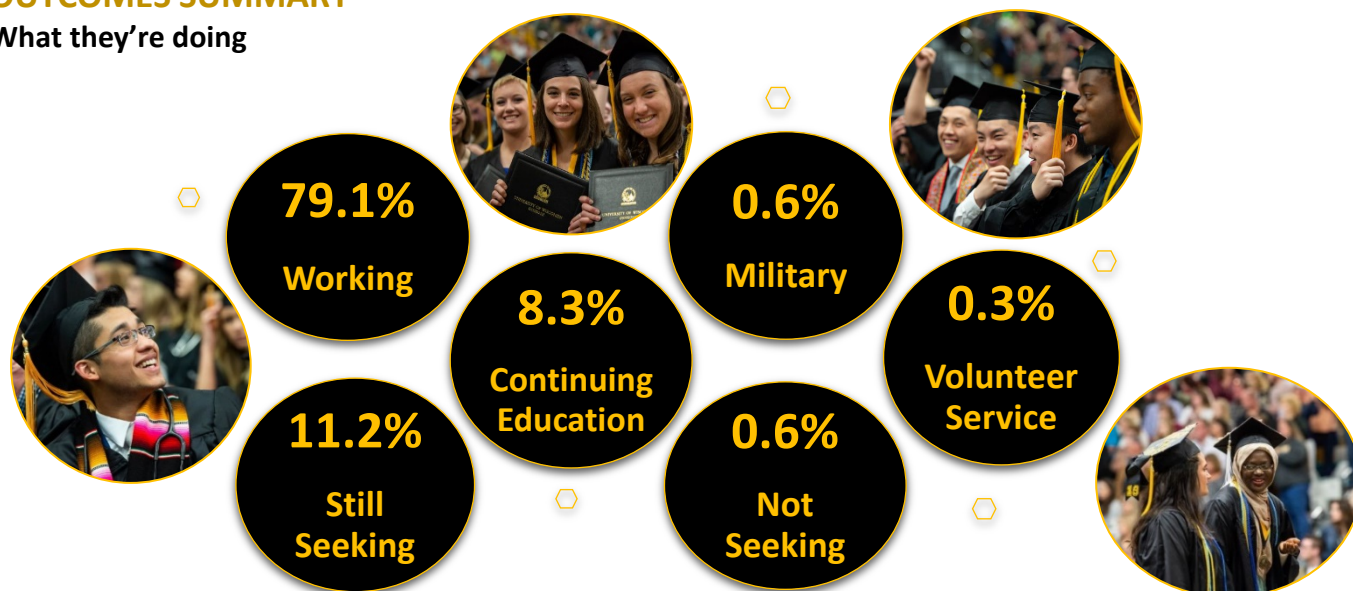


**Knowledge rate** is defined as the percentage of graduates reported or identified by UW Oshkosh for which a post-graduation outcome is known. It includes the sum of all the employment categories (i.e., full-time, part-time, entrepreneur, freelance, postgraduate fellowship, other), military service, volunteer service, continuing education, not seeking an outcome, and the number of students still seeking an outcome.

**Career outcome rate** includes employed (full-time, part-time, entrepreneur, freelance, postgraduate fellowship, other), military service, volunteer service (e.g., Peace Corps, mission work), continuing education, and not seeking.

## OUTCOMES SUMMARY

What they're doing



Outcome	Class of 2017-2018	Class of 2018-2019	National Average
<b>Working</b> (employed part-time/full-time, entrepreneur, freelance, postgraduate fellowship, other)	78.0%	79.1%	63.5%
<b>Continuing Education</b> (accepted to and plan to matriculate into a program of further study)	9.2%	8.3%	19.2%
<b>Military</b> (serving in the U.S. Armed Forces)	0.6%	0.6%	0.8%
<b>Volunteer Service</b> (participating in a volunteer or service program)	0.4%	0.3%	0.9%
<b>Not Seeking</b> (not pursuing either employment or continuing education at this time)	0.3%	0.6%	1.5%
<b>Still Seeking</b> (seeking employment or continuing education)	11.5%	11.2%	14.1%

**71.3% of those working secured their position BEFORE graduation**

↳ **79.8%** of students who secured employment prior to graduation utilized at least one Career & Professional Development resource. ←



*"Attending UW Oshkosh helped me fulfill a life-long dream; to become an elementary teacher. As a non-traditional student, I encourage everyone to get involved on campus. My involvement in Kappa Delta Pi and other student organizations not only gave me valuable leadership skills, but made it possible to travel, meet new friends, and network within my field. Take advantage of all the services offered to you at Career and Professional Development! The help they provide with resume writing, mock interviews, and job searching is invaluable. I highly recommend talking to your professors; they are a great resource for you. Never be afraid to be who you are, stay true to yourself. Surround yourself with those that are supportive and always remember, in the end, we only regret the chances we didn't take."*

- **Cindy Perkins**, Elementary Education  
 First Destination Outcome: 5th Grade Teacher, Rosendale-Brandon School District

### CLASS SPOTLIGHT

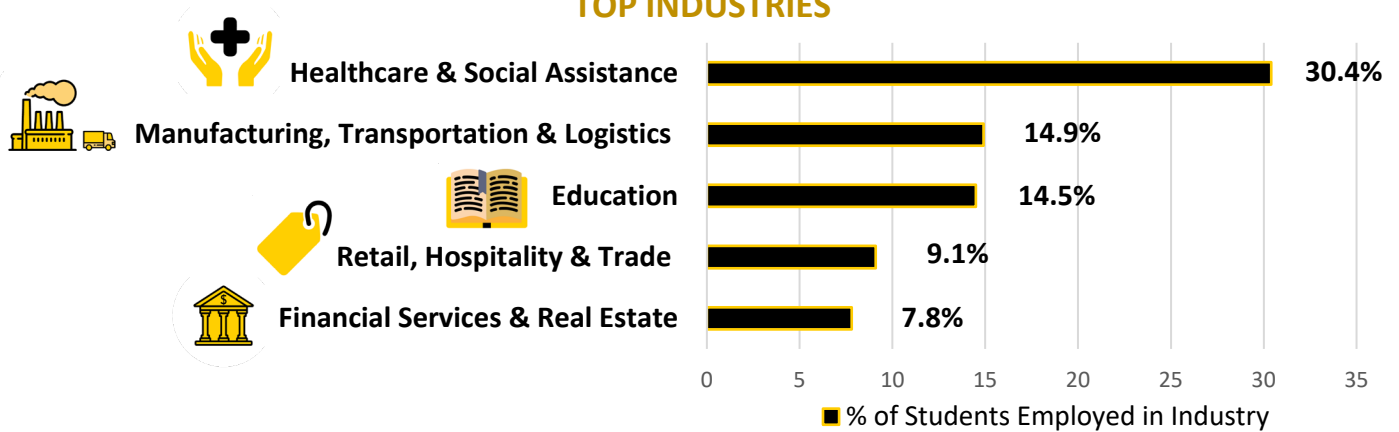


## JOB SOURCE

### Employment obtained through

<b>30.4%</b> Job Posting/Online Search	<b>5.8%</b> Career Fair/Networking Event
<b>17.1%</b> Networking (Family & Friends, Faculty/Staff, Alumni)	<b>5.0%</b> LinkedIn/Social Media
<b>16.8%</b> Unreported	<b>3.3%</b> Career & Professional Development
<b>10.6%</b> Current Employer/Promotion	<b>1.1%</b> Entrepreneur/Self-employed
<b>9.3%</b> Internship, Clinical, Student Teaching, Field Placement	<b>0.6%</b> Recruiter

## TOP INDUSTRIES



## WHERE ARE THEY NOW?

### TOP 10 CITIES

Oshkosh	Green Bay
Appleton	Fond du Lac
Milwaukee	Chicago
Madison	Menasha
Neenah	Waukesha

### TOP COUNTIES

Winnebago County	Brown County
Outagamie County	Waukesha County
Milwaukee County	Sheboygan County
Dane County	Ozaukee County
Fond du Lac County	Washington County

**84.6%** of the 2018-2019 class are working, continuing their education, serving in the military, or volunteering in Wisconsin



**89.8%** of WI residents remained in WI after graduation

**35.1%** of nonresidents remained in WI after graduation

## TOP EMPLOYERS THAT HIRED THE CLASS OF 2018-2019



## CONTINUING EDUCATION

8.3% of the class of 2018-2019 are continuing their education

### Top 5 Postgraduate Schools Attended

University of Wisconsin Oshkosh  
 University of Wisconsin Milwaukee  
 Concordia University of Wisconsin  
 University of Wisconsin Madison  
 Marquette University



### Top 10 Postgraduate Programs

Clinical Mental Health/Counseling  
 Master of Social Work  
 Juris Doctor of Law  
 Psychology/Experimental Psychology  
 Physical Therapy  
 English  
 Higher Education/Student Affairs  
 Kinesiology  
 Medical Doctor  
 Occupational Therapy

### Top 10 Majors that Pursued Postgraduate School

Psychology	English
Kinesiology	Human Services Leadership
Biology	Criminal Justice
Social Work	Anthropology
History	Education



*"I attribute my academic success to the professors, resources, and opportunities UW Oshkosh has provided during my undergraduate career. Be proactive: Go to office hours and email professors when you have questions. Get involved: Join clubs, organizations, and societies you are interested in as well as strive for leadership positions within those organizations. Do research: Engaging in research will help grow your personal and professional development, gain a mentor, and contribute to the literature. Embrace challenges: embrace challenges rather than avoid them. Celebrate: It is important to celebrate and acknowledge all successes no matter how big or small they may be. Be curious: This is your time to ask questions, be willing to be wrong, and be open to new insights and opinions. Say yes to opportunities: No experience or opportunity you take on is ever wasted."*

- **Amy Hodel**, Psychology

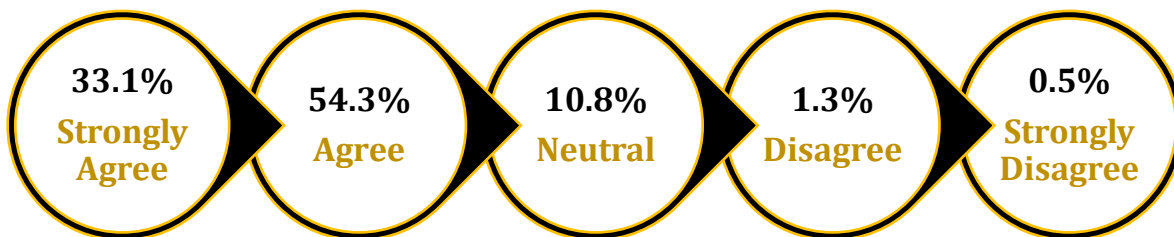
### CLASS SPOTLIGHT

First Destination Outcome: Occupational Therapy Doctoral Student, Huntington University

**"My undergraduate experience at UW Oshkosh prepared me for the next step in my career path."**

**87.4%** of the 2018-2019 class Agree or Strongly Agree

(Based on 99.6% of respondents)



### CLASS SPOTLIGHT

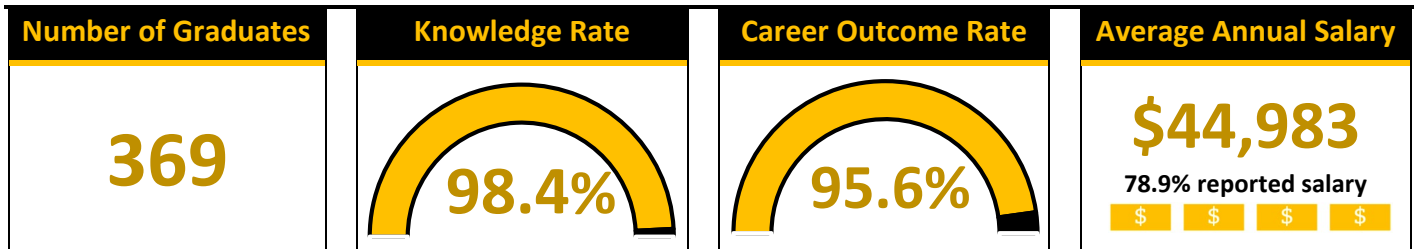


*"Throughout my nursing program, I felt like I was constantly comparing myself to my peers. It was a tough journey, but it taught me so much about life. I would encourage all of you to seek help from your professors, peers, and to use resources that are available to you. Remember to give your mom a call and know that it is okay to cry. At the end of the day, you are only human so give yourself a break from studying. Lastly, go have some fun with your friends, but don't forget what your priorities are."*

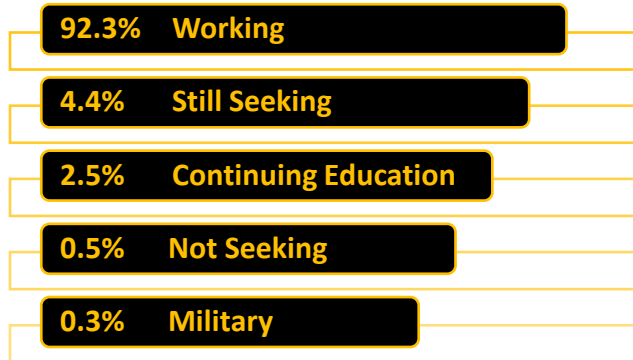
- **Gao Seng Yang**, Nursing

First Destination Outcome: Registered Nurse, Gundersen Health System

## OUTCOMES FOR COLLEGE OF BUSINESS



Number of Graduates: The total number of students that graduated from the college. Graduates receiving multiple degrees are counted only once in their primary college.



**35.8%** received a job offer as a result of an internship they had with the employer

**81.5%** of those working secured their job prior to graduation

### TOP EMPLOYERS THAT HIRED COB GRADUATES

Oshkosh Corporation	SECURA Insurance
Plexus Corporation	Pierce Manufacturing, Inc.
Mercury Marine	Thrivent Financial
Bemis Company, Inc.	U.S. Bank
Baker Tilly	Northwestern Mutual

### OUTCOMES BY MAJOR

Major	Number of Graduates	Reported Outcomes	Knowledge Rate	Career Outcome Rate	% Employed	% of Reported Salaries	Average Salary
Accounting	37	37	100%	100%	100%	75.7%	\$48,915
Economics	42	41	97.6%	97.6%	87.8%	80.6%	\$44,765
Finance	91	90	98.9%	95.6%	92.2%	77.1%	\$45,641
Human Resource Management	38	37	97.4%	100%	91.9%	94.1%	\$42,661
Information Systems	23	22	95.7%	100%	100%	77.3%	\$48,131
Interactive Web Management	4	--	--	--	--	--	--
Management	49	47	95.9%	91.5%	85.1%	82.5%	\$44,856
Marketing	91	90	98.9%	90.0%	90.0%	69.1%	\$40,669
Supply Chain Management	60	59	98.3%	100%	98.3%	84.7%	\$50,742

Number of Graduates: Graduates receiving multiple majors are reported in each major group

-- Not Reported (Data is only reported if there were 5 or more responses)

Respondents may not have provided data for all categories

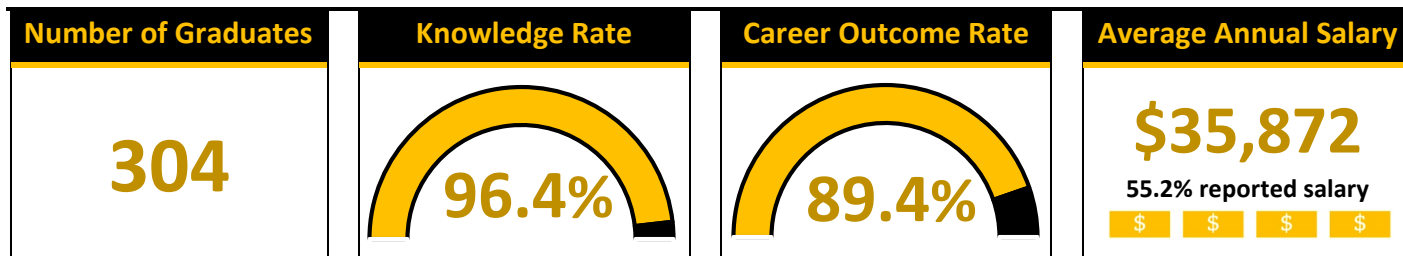


*"Have a vision of where you want to be but realize the path to get there may change or present itself in ways you will not anticipate. Prior to graduation, I was faced with two options, one was safe and one was a bit risky with a larger reward. After discussing with one of my professors, he helped me realize that if I took the risk and it didn't work out, I would be fine. He said the first few years out of school is one of the best times to take a risk! This was one of the best pieces of advice I received because it put me at ease and reminded me that nothing is permanent. Your major(s) and first job out of school do not necessarily define you. There is always opportunity to change your mind or follow a different path. Take risks and don't stress too much about life after graduation. Seek advice from your professors, they are incredible resources and want to see you succeed! I have received countless words of wisdom from my professors that I will continue to use throughout my career."*

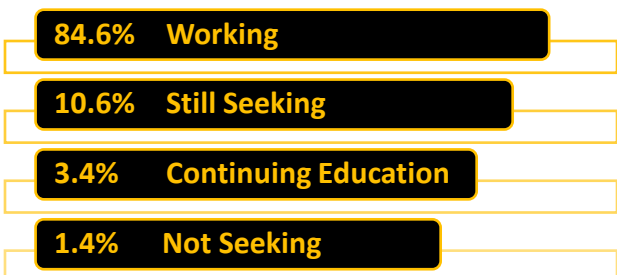
### CLASS SPOTLIGHT

- **Megan Higgins**, Human Resources Management & Economics  
First Destination Outcome: Human Resources Generalist, Encapsys

## OUTCOMES FOR COLLEGE OF EDUCATION AND HUMAN SERVICES



Number of Graduates: The total number of students that graduated from the college. Graduates receiving multiple degrees are counted only once in their primary college.



**11.7%** received a job offer as a result of an internship they had with the employer

**47.6%** of those working secured their job prior to graduation

### TOP EMPLOYERS THAT HIRED COEHS GRADUATES

- Oshkosh Area School District
- Appleton Area School District
- Menasha Joint School District
- Green Bay Area Public School District
- Berlin Area School District
- UW Oshkosh
- Neenah Joint School District
- YMCA

### OUTCOMES BY MAJOR

Major	Number of Graduates	Reported Outcomes	Knowledge Rate	Career Outcome Rate	% Employed	% of Reported Salaries	Average Salary
Dual Education	55	53	96.4%	94.3%	92.5%	49.0%	\$38,930
Elementary Education	65	63	96.9%	87.3%	85.7%	51.9%	\$37,305
English as a Second Language	4	--	--	--	--	--	--
Fine Arts-Education	5	5	100%	80.0%	80.0%	--	--
Human Services Leadership	91	87	95.6%	86.2%	78.2%	66.2%	\$33,053
Music-Education	3	--	--	--	--	--	--
Physical Education	25	25	100%	84.0%	76.0%	47.4%	\$36,829
Secondary Education							
English	5	5	100%	100%	100%	--	--
Mathematics	6	6	100%	100%	83.3%	--	--
Natural Science-Broad field	11	11	100%	90.9%	81.8%	66.7%	\$35,738
Social Science-Broad field	14	14	100%	100%	100%	50.0%	\$33,903
Spanish Education	4	--	--	--	--	--	--
Special Education	17	16	94.1	87.5%	87.5%	64.3%	\$33,095

Number of Graduates: Graduates receiving multiple majors are reported in each major group

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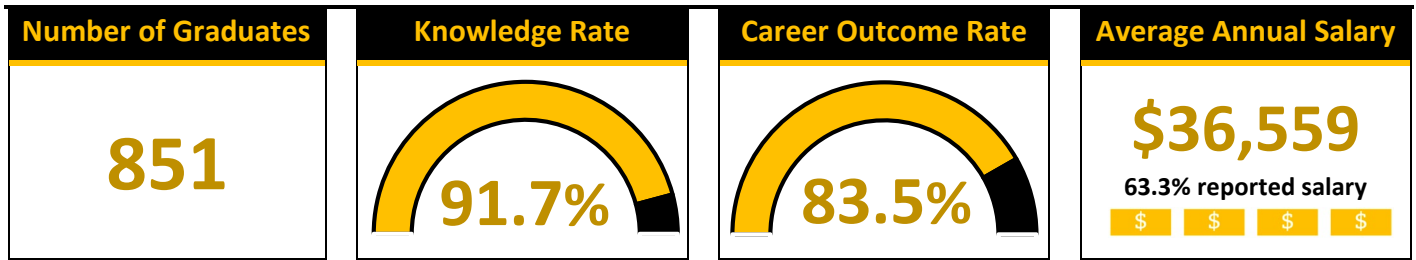
*"The Christine Ann was one of the places I interned at during my undergrad. Completing an internship here is what opened my eyes and heart to a community I didn't know I would grow such passion for; victims of domestic abuse. I am so thankful I utilized Career & Professional Development, as I received tremendous help editing my resume and preparing for interviews through mock interviews. Do not settle on your first job offer, keep searching until you find what your heart speaks to. Finding a job in the "real world" is much like looking at colleges after high school, you'll get a gut feeling on where you belong."*

- **Baleigh Tolksdorf**, Human Services Leadership

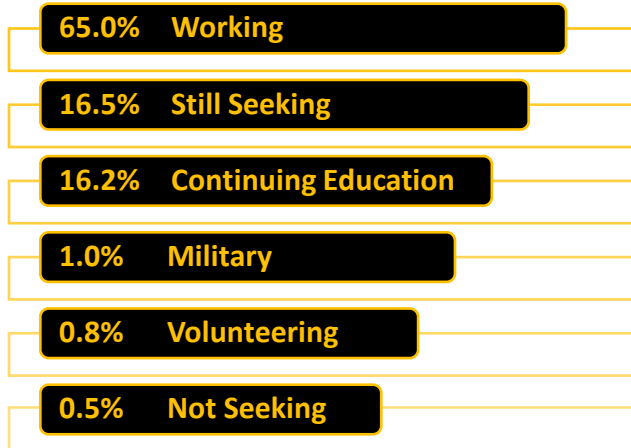
First Destination Outcome: Youth Advocate, Christine Ann Domestic Abuse Services

### CLASS SPOTLIGHT

## OUTCOMES FOR COLLEGE OF LETTERS AND SCIENCE



Number of Graduates: The total number of students that graduated from the college. Graduates receiving multiple degrees are counted only once in their primary college.



**14%** received a job offer as a result of an internship they had with the employer

**67.8%** of those working secured their job prior to graduation

### TOP EMPLOYERS THAT HIRED COLS GRADUATES

- |                                  |                    |
|----------------------------------|--------------------|
| Aurora Health Care               | SECURA Insurance   |
| UW Oshkosh                       | ThedaCare          |
| WI Dept. of Corrections          | Thrivent Financial |
| Fox Valley Autism Treatment      | Faith Technologies |
| Marshfield Clinic Health Systems | Ascension          |

### OUTCOMES BY MAJOR

Major	Number of Graduates	Reported Outcomes	Knowledge Rate	Career Outcome Rate	% Employed	% of Reported Salaries	Average Salary
Anthropology	11	11	100%	63.6%	18.2%	--	--
Art	3	--	--	--	--	--	--
Athletic Training	2	--	--	--	--	--	--
Biology	93	90	96.8%	82.2%	64.4%	65.5%	\$34,956
Chemistry	16	15	93.8%	80.0%	73.3%	63.6%	\$34,955
Communication Studies	44	42	95.5%	92.9%	90.5%	71.1%	\$41,083
Computer Science	31	28	90.3%	96.4%	92.9%	65.4%	\$60,462
Criminal Justice	68	64	94.1%	68.8%	60.9%	66.7%	\$36,261
Economics	23	20	87.0%	90.0%	75.0%	56.3%	\$42,969
Engineering Technology	23	19	82.6%	84.2%	84.2%	81.3%	\$49,608
English	26	23	88.5%	87.0%	56.5%	--	--
Environmental Studies/Health	18	16	88.9%	81.3%	68.8%	54.5%	\$30,883
Fine Arts	18	14	77.8%	71.4%	64.3%	--	--
French	4	--	--	--	--	--	--
Geography	6	5	83.3%	80.0%	60.0%	--	--
Geology	11	9	81.1%	77.8%	33.3%	--	--
German	4	--	--	--	--	--	--
History	30	27	90.0%	77.8%	48.1%	--	--
Interactive Web Management	7	7	100%	100%	100%	85.7%	\$34,789
International Studies	25	23	92.0%	87.0%	60.9%	77.8%	\$31,658
Japanese Studies	2	--	--	--	--	--	--
Journalism	13	13	100%	92.3%	84.6%	--	--



Major	Number of Graduates	Reported Outcomes	Knowledge Rate	Career Outcome Rate	% Employed	% of Reported Salaries	Average Salary
Kinesiology	92	79	85.9%	89.9%	64.6%	67.3%	\$35,344
Mathematics	6	6	100%	66.7%	16.7%	--	--
Medical Technology	12	11	91.7%	100%	100%	100%	\$52,620
Microbiology	4	--	--	--	--	--	--
Multimedia Journalism	14	12	85.7%	91.7%	83.3%	50.0%	\$37,304
Music	10	7	70.0%	85.7%	85.7%	--	--
Philosophy	4	--	--	--	--	--	--
Physics	4	--	--	--	--	--	--
Political Science	21	19	90.5%	89.5%	63.2%	84.6%	\$32,584
Psychology	103	97	94.2%	86.6%	49.5%	64.6%	\$29,395
Public Relations	27	27	100%	92.6%	92.6%	64.0%	\$32,970
Radiological Science	23	21	91.3%	81.0%	66.7%	35.7%	\$43,485
Radio/TV/Film	49	47	95.9%	72.3%	68.1%	50.0%	\$26,399
Religious Studies	5	--	--	--	--	--	--
Social Work	46	46	100%	82.6%	52.2%	83.3%	\$34,463
Sociology	12	11	91.7%	90.9%	72.7%	75.0%	\$34,240
Spanish	25	23	92.0%	69.6%	60.9%	71.4%	\$32,495
Theatre	5	--	--	--	--	--	--
Urban Planning	1	--	--	--	--	--	--
Women's and Gender Studies	4	--	--	--	--	--	--

Number of Graduates: Graduates receiving multiple majors are reported in each major group

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### CLASS SPOTLIGHT

*"Take advantage of every opportunity you can whether that be an internship, job shadowing, volunteering or taking classes related to what you would like to do in the future. When I started college, I wanted to work in sports. So, I tailored my internships to reflect that and volunteered for the Super Bowl's social media hub in Phoenix, ran social media for ASU's student section and interned for the Sheboygan A's baseball team as a digital communications specialist. Through those internships and volunteer opportunities, I concluded sports was not the career path I wanted to follow. I searched high and low for what I wanted to do, eventually landing on a public relations internship at the Milwaukee County Zoo. There I was able to hone my writing skills, shadow the PR director, and learn about animals and zoos. Through this internship and a connection at the Phoenix Zoo, I landed my current position as the Digital Communications Specialist. Whether you know what you want to do or have no clue, put yourself out there and try different internships. Take risks and take advantage of the classes UW Oshkosh has to offer. Through hard work and determination you may just land your dream job."*

- **McKenna Niscke**, Public Relations

First Destination Outcome: Digital Communications Specialist, Phoenix Zoo



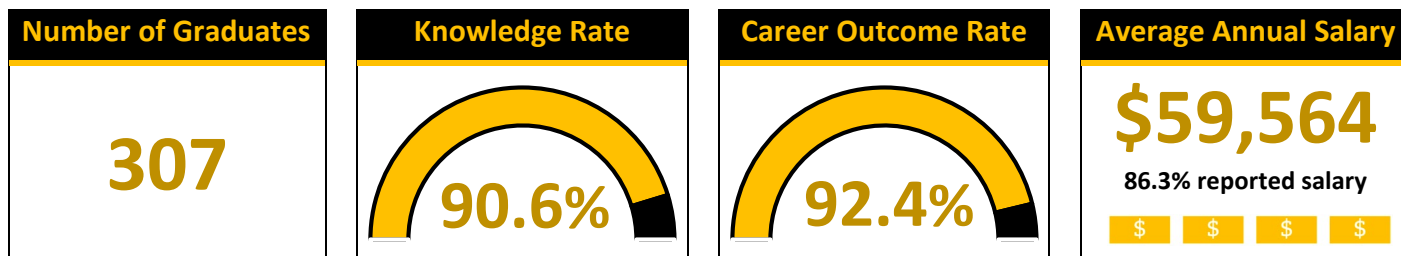
### CLASS SPOTLIGHT

*"I fail more than most people try. I fail almost enthusiastically because I learn so much from failing, and I have never let that discourage me. Refer to famous photographer Henri Cartier-Bresson - "Your first 10,000 photographs are your worst." or Thomas Edison - "I haven't failed; I have only found 10,000 ways that won't work". If you are like me, a dreamer, a visionary, you must understand failure is a stepping-stone to success. "We are all faced with a series of great opportunities brilliantly disguised as impossible situations"- Charles Swindoll. Moving to the most expensive city in the U.S. and fighting for a spot as a designer in the most competitive place for my craft seemed IMPOSSIBLE. I just moved and knew I would make it. Be fierce, hyper-focused, and scrappy. Ask yourself, How far are you willing to go? How hard will you push yourself? How hard will you compete? Bring your A game every time. There's always someone who will work harder, wake up earlier, and push themselves way farther -- be that person."*

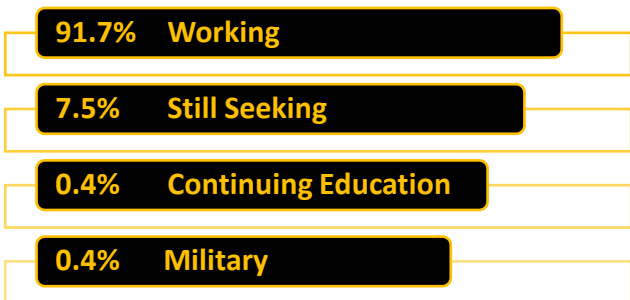
- **Nick Pierson**, Fine Arts (Graphic Design)

First Destination Outcome: Marketing Designer, Styleseat

## OUTCOMES FOR COLLEGE OF NURSING



Number of Graduates: The total number of students that graduated from the college. Graduates receiving multiple degrees are counted only once in their primary college.



**82%** of those working secured their job prior to graduation

**26.7%** received a job offer as a result of an internship they had with the employer

### TOP EMPLOYERS THAT HIRED CON GRADUATES

ThedaCare	SSM Health System
Aurora Health Care	Marshfield Clinic Health System
Froedtert Hospital	Agnesian Health Care
Ascension	Children's Hospital of Wisconsin
UW Health	Mayo Clinic

### OUTCOMES BY MAJOR

Major	Number of Graduates	Reported Outcome	Knowledge Rate	Career Outcome Rate	% Employed	% of Reported Salaries	Average Salary
Nursing Accelerated	87	73	83.9%	82.2%	80.8%	83.3%	\$61,022
Nursing Collaborative	43	29	67.4%	100%	100%	72.4%	\$68,134
Nursing Traditional	177	176	99.4%	95.5%	94.9%	89.8%	\$57,878

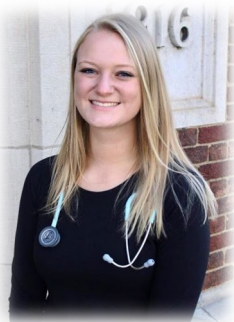
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UW Oshkosh ranks in the **97<sup>th</sup>** percentile of the U.S. nursing schools according to Nursing Schools Almanac.



### CLASS SPOTLIGHT

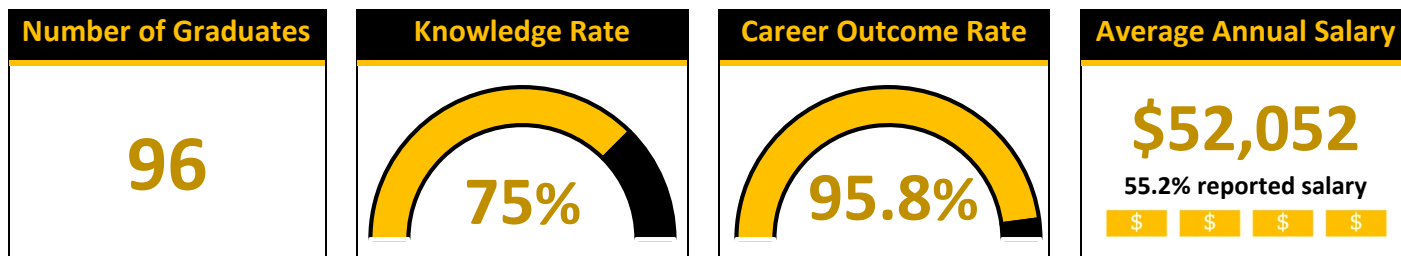
*"My experience at UW-Oshkosh has set me up for a lifetime of success. Throughout my years on campus, I took advantage of anything I could to better myself. The career center provides many opportunities to network with companies to either gain experience or possible employment post-graduation. The student REC is a great place to work out, de-stress, and build confidence in yourself physically and mentally. The counseling center is also another place I utilized to talk to counselors about how I was doing mentally.*

*Obtaining a degree is not a walk in the park so it is important to find balance with school and life without losing yourself to the stress. Make sure to take time for yourself and always give your best. If you need help, seek help. Get involved, meet as many people as you can, and build relationships. I met so many amazing people at UW O who have influenced me into who I am today. Knowing what is out there and taking advantage of the resources available to you will set you up for a successful career."*

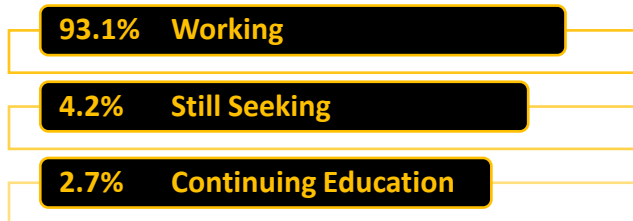
- **Jessa Hahn**, Nursing

First Destination Outcome: Registered Nurse, Froedtert Health

## OUTCOMES FOR ONLINE AND CONTINUING EDUCATION



Number of Graduates: The total number of students that graduated from the college. Graduates receiving multiple degrees are counted only once in their primary college.



**94%** secured their job prior to graduation

**50.7%** secured their job through current employer/promotion

### OUTCOMES BY MAJOR

Major	Number of Graduates	Reported Outcome	Knowledge Rate	Career Outcome Rate	% Employed	% of reported Salaries	Average Salary
Criminal Justice	2	--	--	--	--	--	--
Leadership & Organizational Studies	31	24	77.4%	95.8%	95.7%	59.1%	\$47,985
Liberal Studies	49	38	77.6%	94.7%	97.2%	45.7%	\$51,663
Fire & Emergency Response Management	14	8	57.1%	100%	100%	87.5%	\$60,927

Number of Graduates: Graduates receiving multiple majors are reported in each major group

-- Not Reported (Data is only reported if there were 5 or more responses)

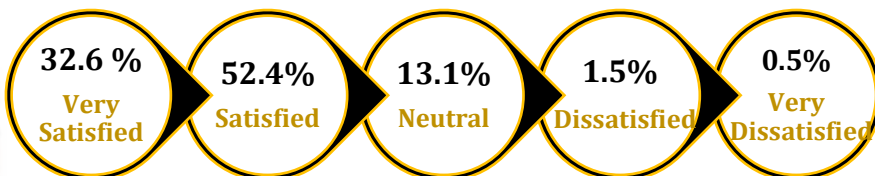
Respondents may not have provided data for all categories

## CAREER & PROFESSIONAL DEVELOPMENT

**79.3%** of the 2018-2019 class used at least one services provided by Career & Professional Development during their time at UW Oshkosh

- 72.9%** Connected with a Career Advisor/Used the Career Closet
- 46.7%** Attended a Career Fair
- 50.7%** Attended an Event/Program

Level of satisfaction with the career services and resources



**96.5%** would recommend Career & Professional Development to a friend

**28.4%** of respondents reported they completed a professional skills course.

By taking the course, **77.4%** agree or strongly agree they felt **equipped** and **confident** in their ability to secure an outcome. **72.8%** agree or strongly agree they **gained professional experience** that helped them secure an outcome.

