



UNIVERSITY OF WISCONSIN
OSHKOSH



First Destination Outcomes Report Class of 2020-2021

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.

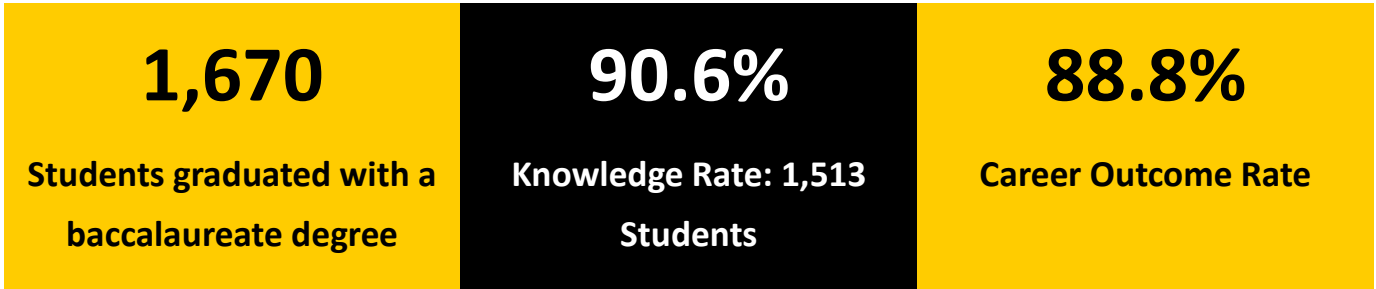
Data was collected from baccalaureate degree candidates prior to graduation and through follow up e-mails sent to graduates 3, 6, and 9 months after graduation. Graduates who had already completed the survey were invited to update their previous responses if their post-graduation status had changed. 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 the primary outcome upon graduation is reported for each individual graduate, 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, 2022.

The results for the class of 2020-2021 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 during the 2020-2021 academic year; this includes fall 2020, spring 2021, and summer 2021 graduates. In total, 1670 graduates are included in this report.

Summary

Overview of 2020-2021 Graduates

“At UW Oshkosh, we prioritize professional experiences while students are still in college. For many students this means internships, student teaching, research with faculty, or clinicals. We leverage our deep connections with organizations and businesses to pair students with valuable experiences that aligns with their passions and interests.” – Chancellor Andrew Leavitt



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

78.0%	Working
9.1%	Continuing Education
11.2%	Still Seeking
0.9%	Not Seeking
0.7%	Military Service
0.1%	Volunteer Services

77.1% of students who secured employment prior to graduation utilized at least one Career & Professional Development resource

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

83.4% of the 2020-2021 class Agree or Strongly Agree
(Based on 80.6% of respondents)

60.7%

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



\$49,171

Average Annual Starting Salary
66.1% reported salary

Snapshot by College

	Knowledge Rate (NACE best practice target rate = 65%)		Career Outcome Rate National Average: 82.4%		Average Annual Starting Salary National Median: \$56,576	
	Class of 2019-20	Class of 2020-21	Class of 2019-20	Class of 2020-21	Class of 2019-20	Class of 2020-21
All Colleges Total	92.0%	90.6%	87.4%	88.8%	\$47,629	\$49,171
College of Business	98.1%	99.7%	91.1%	94.8%	\$46,274	\$47,707
College of Education and Human Services	95.3%	93.1%	87.9%	84.6%	\$39,257	\$39,940
College of Letters & Science	88.5%	85.2%	82.4%	84.5%	\$38,341	\$41,504
College of Nursing	91.4%	93.7%	93.6%	92.9%	\$60,311	\$59,784
Online & Continuing Education	91.5%	88.4%	91.8%	100%	\$59,241	\$68,687

Overview

Outcome	UWO Class of 2019-2020	UWO Class of 2020-2021	National Average Class of 2020-2021
Working (employed part-time/full-time, entrepreneur, freelance, postgraduate fellowship, other)	77.0%	78.0%	58.6%
Continuing Education (accepted to and plan to matriculate into a program of further study)	9.0%	9.1%	21.1%
Military (serving in the U.S. Armed Forces)	0.5%	0.7%	1.0%
Volunteer Service (participating in a volunteer or service program)	0.2%	0.1%	0.6%
Not Seeking (not pursuing either employment or continuing education at this time)	0.8%	0.9%	1.2%
Still Seeking (seeking employment or continuing education)	12.6%	11.2%	17.5%

National Average is based on the National Association of Colleges and Employers First Destination data for the class of 2020
 Source: <https://www.naceweb.org/uploadedfiles/files/2021/publication/free-report/first-destinations-for-the-class-of-2020.pdf>

Job Source



Employment obtained through

- 30.3%** Job Posting/Online Search
- 18.6%** Networking (Family, Friends, Faculty/Staff, Alumni)
- 14.1%** Unreported
- 11.7%** Internship, Clinical, Student Teaching, Field Placement
- 11.7%** Continuing Current Position/Promotion
- 7.4%** LinkedIn/Social Media
- 2.9%** Career Fair/Networking Event
- 1.3%** Recruiter/Staffing Agency
- 1.2%** Career & Professional Development
- 0.8%** Entrepreneur/Self-Employed

Top Industries

- 26.8%** Healthcare
- 14.6%** Manufacturing
- 14.1%** Education
- 13.1%** Service and Management
- 8.6%** Financial Services and Accounting



Top employers that hired the class of 2020-2021



Where are they now?

TOP 10 CITIES

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

TOP COUNTIES

Winnebago	Fond du Lac
Outagamie	Waukesha
Milwaukee	Marathon
Dane	Washington
Brown	Dodge

82.9% of the 2020-2021 class are working, continuing their education, serving in the military, or volunteering in Wisconsin

- 90.0%** of WI residents remained in WI after graduation
- 29.3%** of nonresidents remained in WI after graduation

Continuing Education

Top Majors that Pursued Postgraduate School

Psychology	Human Services Leadership
Social Work	Criminal Justice
Kinesiology	Political Science
Biology	Anthropology
Rehabilitation Science	Chemistry

Top 5 Postgraduate Schools Attended

- University of Wisconsin Oshkosh
- University of Wisconsin-Milwaukee
- University of Wisconsin-Madison
- Marquette University
- Palmer College of Chiropractic

Top Postgraduate Programs

Master of Social Work (MSW)	Physical Therapy
Clinical Mental Health/Counseling	Occupational Therapy
Law, Juris Doctor (JD)	Doctor of Chiropractic
Nursing (BSN)	Music Composition
Psychology/School Psychology	Human Services Leadership



Chanler Niemi

Finance & Economics

First Destination Outcome: Mutual Fund Administrator, US Bank



"UWO has prepared me in a variety of ways for my upcoming career. It allowed me to develop and learn more about the professional world in a hands-on setting. I took a risk and applied for internships that said 'juniors only' as a freshman in college. This allowed me to get an internship earlier and grow my experience portfolio. Because I had so many different experiences, it allowed me to be a well-rounded candidate who could easily adapt to different work environments. The different hands-on opportunities set me apart from a lot of other candidates."

College of Business

Number of Graduates	Knowledge Rate	Career Outcome Rate
308	99.7%	94.8%

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.

Outcomes

- 92.2%** Working
- 5.2%** Still Seeking
- 1.3%** Not Seeking
- 0.7%** Continuing Education
- 0.7%** Military Service

\$47,707 **Average Annual Starting Salary**
74.4% reported salary

TOP EMPLOYERS THAT HIRED COB GRADUATES

- Oshkosh Corporation
- Northwestern Mutual
- J.J. Keller & Associates, Inc.
- U.S. Bank
- Amcor
- Aerotek
- Baker Tilly
- CliftonLarsonAllen LLP
- SECURA Insurance
- Enterprise Holdings

70.3% of those working secured their job prior to graduation

Major	Number of Graduates	Reported Outcomes	Knowledge Rate	Career Outcome Rate	% Employed	% of Reported Salaries	Average Salary
Accounting	30	30	100%	100%	96.7%	93.1%	\$50,754
Economics	42	42	100%	95.2%	95.2%	82.5%	\$47,883
Finance	69	69	100%	95.7%	94.2%	73.8%	\$47,944
Human Resource Management	34	34	100%	97.1%	97.1%	75.8%	\$41,338
Information Systems	27	26	96.3%	96.2%	96.2%	76.0%	\$53,558
Interactive Web Management	4	4	--	--	--	--	--
Management	52	51	98.1%	92.2%	86.3%	72.7%	\$45,827
Marketing	64	64	100%	90.6%	89.1%	63.2%	\$42,098
Supply Chain Management	39	39	100%	97.4%	89.7%	73.0%	\$57,176

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



Meghan Mieras

Human Resource Management
 First Destination Outcome: Talent Acquisition Consultant - Campus, Amcor

“Coming from out of state, my goal was to get involved as much as possible so I could connect with lots of different people. These connections always led to more opportunities and eventually got me to where I am today. Some of the opportunities I took advantage of were being a Career Resource Specialist in Career and Professional Development, being Hall Council Chair, being a Tour Guide, and attending multiple clubs and events on campus.”

Believe in yourself and your abilities. Get involved and make the most of your college journey, it goes by way too fast. Don't be afraid to take risks, some of the biggest risks lead to the greatest rewards!”

College of Education and Human Services

Number of Graduates	Knowledge Rate	Career Outcome Rate
259	93.1%	84.6%

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.

Outcomes

- 78.0%** Working
- 15.4%** Still Seeking
- 5.0%** Continuing Education
- 1.2%** Not Seeking
- 0.4%** Volunteer Services

\$39,940 Average Annual Starting Salary
61.2% reported salary

TOP EMPLOYERS THAT HIRED COEHS GRADUATES

- Oshkosh Area School District
- Appleton Area School District
- Kimberly Area School District
- Fond du Lac Area School District
- Hortonville Area School District
- Neenah Joint School District
- Berlin Area School District
- Kaukauna Area School District
- Menasha Area School District

47.8% of those working secured their job prior to graduation

Major	Number of Graduates	Reported Outcomes	Knowledge Rate	Career Outcome Rate	% Employed	% of Reported Salaries	Average Salary
Dual Education	35	34	97.1%	91.2%	85.3%	69.0%	\$40,392
Elementary Education	78	75	96.2%	82.7%	81.3%	57.4%	\$38,869
English as a Second Language	4	4	--	--	--	--	--
Fine Arts-Education	5	5	100%	80.0%	80.0%	--	--
German-Education	1	1	--	--	--	--	--
Human Services Leadership	61	52	85.2%	88.5%	71.2%	54.1%	\$40,386
Music-Education	3	3	--	--	--	--	--
Physical Education	18	15	83.3%	80.0%	80.0%	83.3%	\$43,235
Secondary Education							
English	10	10	100%	90.0%	90.0%	55.6%	\$43,371
Mathematics	7	7	100%	85.7%	85.7%	--	--
Natural Science-Broad field	8	6	75.0%	50.0%	50.0%	--	--
Social Science-Broad field	13	11	84.6%	72.7%	63.6%	--	--
Spanish Education	3	3	--	--	--	--	--
Special Education	17	17	100%	100%	88.2%	73.3%	\$39,260

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



Alyssa Sabel, Dual Licensure in Elementary and Special Education

First Destination Outcome: 4th Grade Teacher, Oakfield Elementary School

"My experience at UWOC was nothing short of amazing, especially with my time spent in the College of Education and Human Services program. COEHS gave me the opportunity to teach in multiple schools ranging from Elementary to Middle school levels as well as General Education to Special Education programs. Within my placements, I learned how to truly become an educator. Outside of my placements, the professors and supervisors I had gave me inspiration and confidence in my skills. I also had many great role models from staff and faculty. There, I learned the professionalism and research that goes beyond the classroom setting. I am extremely grateful to have made these

relationships because they helped me secure a great student teaching placement as well as a teaching job in my dream district before graduation. These people have truly made an impact on me becoming a professional, I could not have felt more ready to take on the challenges ahead of me."

College of Letters and Science

Number of Graduates	Knowledge Rate	Career Outcome Rate
748	85.2%	84.5%

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.

Outcomes

- 64.4%** Working
- 15.5%** Still Seeking
- 18.7%** Continuing Education
- 0.8%** Military Service
- 0.6%** Not Seeking

\$41,504 Average Annual Starting Salary
52.3% reported salary

TOP EMPLOYERS THAT HIRED COLS GRADUATES

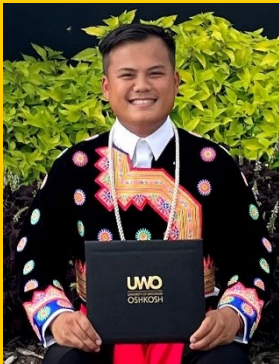
- | | |
|-------------------------------------|------------------------------|
| Aurora Health Care | Schneider |
| University of Wisconsin Oshkosh | Epic |
| Ascension | Caravel Autism Health |
| City of Oshkosh | Froedtert Health |
| Fox Valley Autism Treatment Program | Limitless Possibilities, LLC |

46.8% of those working secured their job prior to graduation

Major	Number of Graduates	Reported Outcomes	Knowledge Rate	Career Outcome Rate	% Employed	% of Reported Salaries	Average Salary
Anthropology	20	18	90.0%	83.3%	61.1%	72.7%	\$30,077
Art	1	1	--	--	--	--	--
Biology	86	70	81.4%	71.4%	51.4%	63.9%	\$34,501
Biomedical Science	5	5	100%	60.0%	0.0%	--	--
Chemistry	10	8	80.0%	100%	50.0%	--	--
Communication Studies	50	45	90.0%	80.0%	77.8%	54.3%	\$57,652
Computer Science	33	29	87.9%	93.1%	89.7%	65.4%	\$65,308
Criminal Justice	58	52	89.7%	90.4%	73.1%	57.5%	\$37,736
Economics	7	6	85.7%	100%	83.3%	--	--
Electrical Engineering Technology	11	9	81.8%	88.9%	77.8%	75.0%	\$61,873
English	18	13	72.2%	61.5%	53.8%	71.4%	\$40,060
Environmental Engineering Technology	1	1	--	--	--	--	--
Environmental Studies/Health	18	15	83.3%	80.0%	66.7%	--	--
Exercise and Sport Science	4	4	--	--	--	--	--
Fine Arts	20	17	85.0%	94.1%	94.1%	37.5%	\$41,220
French	6	6	100%	83.3%	50.0%	--	--
Geography	8	7	87.5%	85.7%	57.1%	--	--
Geology	6	3	--	--	--	--	--
German	2	1	--	--	--	--	--
History	20	16	80.0%	87.5%	75.0%	69.2%	\$34,220
Interactive Web Management	12	12	100%	83.3%	75.0%	--	--
International Studies	22	15	68.2%	86.7%	66.7%	60.0%	\$35,466
Japanese Studies	6	4	--	--	--	--	--
Journalism	5	5	100%	100%	100%	--	--
Kinesiology	50	42	84.0%	92.9%	57.1%	41.7%	\$40,392
Mathematics	9	7	77.8%	85.7%	71.4%	--	--
Mechanical Engineering Technology	9	7	77.8%	100%	100%	85.7%	\$54,250
Medical Technology	10	7	70.0%	85.7%	85.7%	--	--

Major	Number of Graduates	Reported Outcomes	Knowledge Rate	Career Outcome Rate	% Employed	% of Reported Salaries	Average Salary
Microbiology	2	2	--	--	--	--	--
Multimedia Journalism	12	11	91.7%	90.9%	90.9%	--	--
Music	12	9	75.0%	88.9%	33.3%	--	--
Philosophy	4	2	--	--	--	--	--
Physics	2	2	--	--	--	--	--
Political Science	21	21	100%	85.7%	57.1%	58.3%	\$50,087
Psychology	86	76	88.4%	76.3%	44.7%	52.9%	\$34,211
Public Relations	25	24	96.0%	100%	95.8%	43.5%	\$37,848
Radiological Science	20	13	65.0%	76.9%	76.9%	50.0%	\$52,016
Radio/TV/Film	37	28	75.7%	78.6%	78.6%	27.3%	\$36,067
Rehabilitation Science	9	8	88.9%	87.5%	0.0%	--	--
Religious Studies	1	1	--	--	--	--	--
Social Work	40	36	90.0%	91.7%	44.4%	43.8%	\$41,466
Sociology	13	10	76.9%	70.0%	50.0%	--	--
Software Technology	2	2	--	--	--	--	--
Spanish	12	11	91.7%	100%	72.7%	87.5%	\$46,612
Theatre	6	3	--	--	--	--	--
Women's and Gender Studies	5	4	--	--	--	--	--

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)
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Zenas Lee, Criminal Justice

First Destination Outcome: Northcentral Technical College 720 Police Academy
 Current: Patrol Officer, Cottage Grove Police Department

“As a first-generation student, it was very difficult to understand the concept of “college”. It is not like going to high school. Throughout your time at UW-Oshkosh, you will learn a lot about yourself. As you are finding yourself and your friend group, do not forget the reason you are there, to pursue your career.

My biggest advice for current college students is to not be discouraged to ask for help. It could be as simple as meeting with your professors once or twice a semester. Professors love it when students ask for help. If you are having trouble with essays, the Student Success Center is a great place to go to. Lastly, meet with advisors. Even though you are assigned to a specific

advisor, it does not mean you cannot see other advisors. See multiple advisors and get multiple opinions on how to proceed and succeed in your definition of college. Remember to have fun, but no one is going to finish college for you. If you have a vision, do not lose it.”

College of Nursing

Number of Graduates	Knowledge Rate	Career Outcome Rate
269	93.7%	92.9%

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.

Outcomes

- 91.7%** Working
- 7.1%** Still Seeking
- 0.8%** Continuing Education
- 0.4%** Not Seeking

\$59,784 **Average Annual Starting Salary**
81.4% reported salary

TOP EMPLOYERS THAT HIRED CON GRADUATES

- | | |
|--------------------|---------------------------------|
| Ascension | UW Health |
| ThedaCare | Marshfield Clinic Health System |
| Aurora Health Care | Mayo Clinic |
| Froedtert Health | Bellin Health |
| SSM Health System | Hospital Sisters Health System |

76.2% of those working secured their job prior to graduation

Major	Number of Graduates	Reported Outcome	Knowledge Rate	Career Outcome Rate	% Employed	% of Reported Salaries	Average Salary
Nursing Accelerated	84	74	88.1%	86.5%	85.1%	71.4%	\$62,221
Nursing BSN@Home	25	20	80.0%	100%	95.0%	47.4%	\$60,527
Nursing Traditional	161	159	98.8%	95.0%	94.3%	90.0%	\$58,772

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



Logan Ringhofer

Nursing

First Destination Outcome: Inpatient Medicine Nurse, Vanderbilt University Medical Center

When I first began my collegiate career at the University of Wisconsin Oshkosh, I had the belief that college only evolved around current class courses, growing independently, and making new friendships in the meantime. It wasn't until I met some of the most influential professors, mentors, and lifelong role models that shaped me into the individual I am today. They exemplified what true leadership looked like and motivated me to follow in their footsteps. My best advice is to stay involved, learn to demonstrate leadership skills, be active in the community and pursue involvement whenever the opportunity arises. Some of the opportunities and leadership roles I held during my

time at UWO included Vice President of the Oshkosh Student Nurses Association (OSNA), Student Council Chair of OSNA, College of Nursing (CON) committees, President of Men in Nursing (MIN), and Southern Regional Director of the Wisconsin Student Nursing Association (WSNA). While chasing your dreams during your collegiate years, stay true to yourself, but always remember to set goals and be your true self. There's nothing more motivating in college than learning to overcome your obstacles and proving to others your self-worth. The path to success isn't always easy, but in the end, will always be worth it.

Online and Continuing Education

Number of Graduates	Knowledge Rate	Career Outcome Rate
86	88.4%	100%

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.

Outcomes

- 89.5%** Working
- 3.9%** Continuing Education
- 3.9%** Military Service
- 1.3%** Not Seeking
- 1.3%** Volunteer Services

\$68,687 Average Annual Starting Salary
73.2% reported salary

88.2% secured their job prior to graduation

44.1% secured their job through current employer/promotion

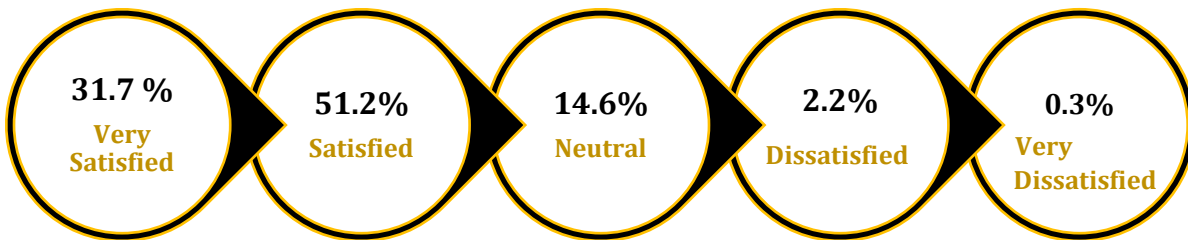
Major	Number of Graduates	Reported Outcome	Knowledge Rate	Career Outcome Rate	% Employed	% of reported Salaries	Average Salary
Criminal Justice	1	1	--	--	--	--	--
Fire & Emergency Response Management	12	11	91.7%	100%	90.9%	90.0%	\$83,198
Leadership & Organizational Studies	41	37	90.2%	100%	91.9%	61.1%	\$69,901
Liberal Studies	33	27	81.8%	100%	85.2%	87.5%	\$61,195



77.1% of the 2020-2021 class used at least one services provided by Career & Professional Development during their time at UW Oshkosh



Level of satisfaction with the career services and resources



94.6% would recommend Career & Professional Development to a friend

37.3% of respondents reported they completed a professional skills course.

By taking the course, **80.2%** agree or strongly agree they felt **equipped** and **confident** in their ability to secure an outcome. **76.6%** agree or strongly agree they **gained professional experience** that helped them secure an outcome.