Next Destination Report
Class of 2021 Undergraduates

94% of the Class of 2021 reported positive career outcomes – employed or attending graduate/professional school – within 6 months of graduation. Knowledge rate for the Class of 2021 is 79% compared to the national average, which is 55%. (NACE, 2021)

52% EMPLOYED FULL TIME
36% ATTENDING GRADUATE/PROFESSIONAL SCHOOL
6% EMPLOYED PART TIME
5% JOB SEEKING
1% APPLYING TO GRADUATE/PROFESSIONAL SCHOOL
<1% OTHER (Neither job seeking, going to grad school, nor working)

N=1,556 surveyed. (Knowledge rate: 79%. National average is 55% – NACE, 2021. W&M Career Outcomes Rate: 94%).

The data collection for student career outcomes, reflected in this report, adheres to the standards and guiding principles established by the National Association of Colleges and Employers.


97% of those employed reported their career interests align very well/somewhat well with their work.
Average Salaries

Reported by W&M Class of 2021

$55,320

OVERALL FT MEAN SALARY
National Mean Salary: $55,260
(NACE Salary Survey, Summer 2021)

$68,354
MEAN FT SALARY FOR BBA

$52,341
MEAN FT SALARY FOR ARTS & SCIENCES

$67,025
BUSINESS CAREERS

$45,969
CREATIVE CAREERS

$33,120
PUBLIC SERVICE CAREERS

$38,289
EDUCATION CAREERS

$54,571
STEM CAREERS

Top Employers

The Class of 2021 reported 477 unique employers with 56 employers making multiple hires. Below are employers who hired 4 or more members:

accenture
AIDDATA
Amazon
AmeriCorps
Booz Allen Hamilton
Capital One
CGI
Deloitte
EY
Freddie Mac
Grant Thornton
JP Morgan Chase & Co.
KPMG
Teach for America
William & Mary
U.S. Army
Top Graduate/Professional Schools

36% of the undergraduate Class of 2021 matriculated to 140 distinct graduate/professional programs. Below is a sample of the 51 institutions enrolling 4 or more W&M alumni.

According to the National Student Clearinghouse, the W&M Next Destination Survey, and mined data, the following advanced degrees and certifications were sought by the Class of 2021.

- Doctoral Degree*: 108
- Master’s Degree: 260
- Medical: 24
- Post-Baccalaureate Certification or Coursework: 34

* Includes law

To learn more about salaries based on occupational field and geographic location, visit the Occupational Outlook Handbook published by the Bureau of Labor Statistics at https://www.bls.gov/ooh/.
Next Destination Geographic Distribution

Geographic locations for employment and graduate/professional school were derived from NDS respondents, the National Student Clearinghouse, and mined data.

**UNITED STATES**

- **NORTHEAST**: 170
- **MID-ATLANTIC**: 696
- **WEST**: 48
- **SOUTHWEST**: 21
- **SOUTHEAST**: 83
- **REMOTE**: 20
- **UNKNOWN**: 10

**INTERNATIONAL**

- **EUROPE**: 26
- **NORTH AMERICA, OTHER**: 2
- **SOUTH AMERICA**: 2
- **AFRICA**: 1
- **ASIA**: 10
- **AUSTRALIA**: 1
Student Engagement

One of the keys to successful career planning is an early start. The Office of Career Development & Professional Engagement delivers programs and opportunities open to all class years, majors, and areas of interest. The graphic below illustrates the number of advising contacts from July 1, 2021 to June 30, 2022.

Funding for Unpaid Summer Experience (F.U.S.E.)*

17 students were funded for participation in unpaid summer internships, allowing them to gain valuable skills and work experience in a variety of industries. (Please note, F.U.S.E. is not intended to make up for lost wages, but to allow greater access to experiential learning.)

*Students needs were greatly reduced due to sites shifting to virtual internships (COVID-19)

Externships

118 students participated in Externships which allowed them to network and gain exposure to industries of interest at 24 unique sites.
Big Interview

463 students used Big Interview — a free, online interview preparation service for W&M students. Big Interview is paid for and provided by the Office of Career Development & Professional Engagement.

Programs

Programs are hosted year round and are designed to teach students about relevant topics such as resumes, cover letters, the job search, interviews, networking, graduate and professional school, and more.

Programs include workshops, meet ups, crash courses, roundtable discussions, themed series, chats/talks, panels, virtual visits, seminars, and presentations.

Newsletters

Students may subscribe and have access to all newsletters regardless of major, class year, or interest.
In the Next Destination Survey, experiential learning was defined as applied research, internships, externships, field experience, and student employment in order to capture the most meaningful experiences reported by the Class of 2022 across their four years. To the right are those sites with 2 or more responses from this cohort.
## Annual Recruitment Events*

<table>
<thead>
<tr>
<th>Event Type</th>
<th>Fall 2021</th>
<th>Spring 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MEET THE FIRMS 2021</strong></td>
<td>232 students</td>
<td>28 employers</td>
</tr>
<tr>
<td><strong>GRADUATE &amp; PROFESSIONAL SCHOOL FAIR 2021</strong></td>
<td>9 students</td>
<td>49 representatives</td>
</tr>
<tr>
<td><strong>CAREER DIVERSITY EXPO</strong></td>
<td>20 W&amp;M students</td>
<td>18 employers</td>
</tr>
<tr>
<td><strong>K-12 RECRUITMENT DAY</strong></td>
<td>39 students</td>
<td>37 school district reps</td>
</tr>
<tr>
<td><strong>CONSORTIUM FAIRS</strong></td>
<td>14 W&amp;M students</td>
<td>20 employers</td>
</tr>
<tr>
<td><strong>2021 NYRC IN NEW YORK</strong></td>
<td>37 W&amp;M students</td>
<td>132 employers</td>
</tr>
<tr>
<td><strong>INFORMATION SESSIONS</strong></td>
<td>311 sessions</td>
<td>122 unique employers</td>
</tr>
<tr>
<td><strong>ON-CAMPUS STUDENT EMPLOYMENT FAIRS</strong></td>
<td>127 W&amp;M students</td>
<td>19 employers</td>
</tr>
<tr>
<td><strong>FALL 2021</strong></td>
<td>69 W&amp;M students</td>
<td>13 employers</td>
</tr>
<tr>
<td><strong>SPRING 2022</strong></td>
<td>326 students</td>
<td>33 employers</td>
</tr>
</tbody>
</table>

### CAREER & INTERNSHIP FAIRS

<table>
<thead>
<tr>
<th>Event Type</th>
<th>Fall 2021 (Virtual)</th>
<th>Spring 2022 (In Person)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2022 GOVERNMENT, EDUCATION &amp; NONPROFIT CAREER FAIR AT GEORGETOWN UNIVERSITY IN DC</strong></td>
<td>265 students</td>
<td>46 employers</td>
</tr>
<tr>
<td><strong>2021 NYRC IN NEW YORK</strong></td>
<td>2021 (Virtual)</td>
<td>2022 (In Person)</td>
</tr>
<tr>
<td><strong>132 employers</strong></td>
<td>14 W&amp;M students</td>
<td>13 W&amp;M students</td>
</tr>
</tbody>
</table>

### On-Campus Recruitment (OCR)*

Each fall and spring, employers set up interviews with W&M students for jobs and internships. All majors are recruited for a variety of industries.

### Recruitment Schedules

- **On-Campus Recruiting Schedules**: 40
- **Interviews Conducted**: 180

*Annual recruitment events were moved to virtual format due to the pandemic.
**TribeCareers**

TribeCareers is the hub for William & Mary students seeking opportunities. Our Employer Engagement team introduces our students to a wide variety of jobs, internships, fellowships, and other career experiences available throughout the Commonwealth, the nation, and the world.

**Signature Events***

Each year the Office of Career Development & Professional Engagement hosts a number of trips where students from any academic background can attend site visits and gain in-depth industry exposure.

A W&M WALL STREET TRIP (VIRTUAL)
11 EMPLOYERS
47 ALUMNI
18 STUDENTS

B SCIENCE CAREERS EXPO (VIRTUAL)
19 EMPLOYERS
126 STUDENTS

C DAY IN DC (VIRTUAL)
29 ALUMNI/EMPLOYERS/ PANELISTS
47 STUDENTS

D CREATIVE CAREERS (VIRTUAL)
7 ALUMNI/ PANELISTS
32 STUDENTS

E TECH TREK (VIRTUAL)
13 ALUMNI/ PANELISTS
43 STUDENTS

*Due to the continued global pandemic, trips remained in virtual formats.