Next Destination Report
Class of 2020 Undergraduates

83% of the Class of 2020 reported positive career outcomes – employed or attending graduate/professional school – within 6 months of graduation. Knowledge rate for the Class of 2020 is 79% compared to the national average, which is 65%. (NACE, 2019)


N=1,652 surveyed. (Knowledge rate: 79%. National average is 65% – NACE, 2019.)

94% of those employed reported their career interests align very well/somewhat well with their work.

EMPLOYED FULL TIME: 41%
JOB SEEKING: 12%
APPLYING TO GRADUATE/PROFESSIONAL SCHOOL: 4%
EMPLOYED PART TIME: 5%
ATTENDING GRADUATE/PROFESSIONAL SCHOOL: 36%
OTHER (Neither job seeking, going to grad school, nor working): 2%

#1 BEST PUBLIC SCHOOLS FOR INTERNSHIPS
by Princeton Review

#14 BEST PUBLIC CAREER SERVICES
by Princeton Review
Average Salaries

Reported by W&M Class of 2020

Average overall full-time salary: $66,626
National mean salary: $55,260

Mean full-time salary for BBA: $69,671
Mean full-time salary for Arts & Sciences: $70,774

INDUSTRIES

- Business Careers: $74,200
- Creative Careers: $58,200
- Public Service Careers: $88,153
- Education Careers: $36,564
- STEM Careers: $55,310

Top Employers

The Class of 2020 reported 371 unique employers. Below are employers who hired 4 or more members:

- Accenture
- AlphaSights
- BofA Securities
- Booz | Allen | Hamilton
- Capital One
- CGI
- City Year
- Deloitte
- Epic
- EY
- JPMorgan Chase & Co.
- KCIC
- KPMG
- Leidos
- Sentara
- William & Mary
Top Graduate/Professional Schools

36% of the undergraduate Class of 2020 matriculated to 61 distinct graduate/professional programs. Those enrolling 4 or more students:

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 2020.

- 68 First Professional Degree*
- 60 Doctoral Degree
- 243 Master’s Degree
- 76 Graduate Program, Unspecified
- 43 Post-Baccalaureate Certification or Coursework

* Includes law and medicine

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/.
First 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: 143
- MID-ATLANTIC: 674
- WEST: 48
- SOUTH: 24
- SOUTHWEST: 26
- SOUTHEAST: 86
- MIDWEST: 41
- REMOTE: 13
- UNKNOWN: 3

**INTERNATIONAL**
- EUROPE: 11
- NORTH AMERICA, OTHER: 3
- SOUTH AMERICA: 1
- AFRICA: 1
- ASIA: 9
Student Engagement

One of the keys to successful career planning is an early start. The Cohen Career Center 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, 2020 to June 30, 2021.

2,680 TOTAL ADVISING CONTACTS
2,558 VIRTUAL APPOINTMENTS
122 IN-PERSON APPOINTMENTS

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

13 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 FUNDED 13
AWARDED MORE THAN $29,000

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

Externships & Career Chats

218 students participated in Externships and Career Chats which allowed them to network and gain exposure to industries of interest at 39 unique sites.

STUDENTS PARTICIPATED 218
SITES/EMPLOYERS 39
**Mock Interviews**

48 unique students participated in practice interviews with career advisors, employers, alumni, and industry volunteers which included parents and community partners.

**Big Interview**

442 students used Big Interview -- a free, online interview preparation service for W&M students. Big Interview is paid for and provided by Cohen Career Center.

**Programs**

Programs are hosted year round by the Cohen Career Center 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.

**Cohen-Produced Newsletters**

- **8** types of newsletter
- **149** total issues
- **403,280** circulation

 Students may subscribe and have access to all newsletters regardless of major, class year, or interest.
Experiential Learning

Experiential Learning by Academic Cluster

14% ARTS & HUMANITIES

34% BUSINESS

19% NATURAL SCIENCES & TECHNOLOGY

33% SOCIAL SCIENCES

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 2020. To the right are those sites with 2 or more responses from this cohort.
**Recruiting Engagement**

Total employer/grad school engagements (in-person and virtual):

- 5,494

Total student engagements (in-person and virtual):

- 7,615

*Numbers represent all touchpoints between recruiters and students, not unique values. Total includes fairs, information sessions, interview days, OCR employers, externship sites, and employer mock interviews.

**Annual Recruitment Events***

<table>
<thead>
<tr>
<th>Event Type</th>
<th>MEET THE FIRMS 2020</th>
<th>2021 CAREER DIVERSITY EXPO</th>
</tr>
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<tbody>
<tr>
<td>Students</td>
<td>267</td>
<td>19</td>
</tr>
<tr>
<td>Employers</td>
<td>35</td>
<td>27</td>
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<table>
<thead>
<tr>
<th>Event Type</th>
<th>GRADUATE &amp; PROFESSIONAL SCHOOL FAIR 2020</th>
<th>K-12 RECRUITMENT DAY</th>
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</thead>
<tbody>
<tr>
<td>Students</td>
<td>23</td>
<td>38</td>
</tr>
<tr>
<td>Representatives</td>
<td>62</td>
<td>44</td>
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<table>
<thead>
<tr>
<th>Event Type</th>
<th>CONSORTIUM FAIRS*</th>
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<tbody>
<tr>
<td>2020 NYRC IN NEW YORK</td>
<td>2021 GOVERNMENT, EDUCATION &amp; NONPROFIT CAREER FAIR AT GEORGETOWN UNIVERSITY IN DC</td>
</tr>
<tr>
<td>W&amp;M Students</td>
<td>Employers</td>
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<tr>
<td>44</td>
<td>15</td>
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<table>
<thead>
<tr>
<th>Event Type</th>
<th>INFORMATION SESSIONS</th>
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<tbody>
<tr>
<td>Sessions</td>
<td>287</td>
</tr>
<tr>
<td>Unique Employers</td>
<td>94</td>
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<tr>
<td>Students/alumni</td>
<td>1,437</td>
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</table>

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

On-Campus Recruiting Schedules 40
Interviews Conducted 285

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 Cohen Career Center hosts a number of trips where students from any academic background can attend site visits and gain in-depth industry exposure.

W&M WALL STREET TRIP (VIRTUAL)
13 EMPLOYERS
76 ALUMNI
23 STUDENTS

SCIENCE CAREERS EXPO (VIRTUAL)
21 EMPLOYERS
124 STUDENTS

DAY IN DC (VIRTUAL)
59 EMPLOYERS/PANELISTS
2 KEYNOTE SPEAKERS
95 STUDENTS

CREATIVE CAREERS (VIRTUAL)
18 ALUMNI/PANELISTS
84 STUDENTS

TECHTREK (VIRTUAL)
11 ALUMNI/PANELISTS
30 STUDENTS

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

*Due to global pandemic, trips were moved to virtual format.