

# 2023-2024 FIRST DESTINATION SURVEY REPORT



## Career & Professional Development

### EXECUTIVE SUMMARY

The First Destination Survey (FDS) Report is prepared annually by Career & Professional Development (CPD) using the guidelines developed by the National Association of Colleges and Employers (NACE). The Outcomes Success Rate for students earning degrees between July 1, 2023 and June 30, 2024 is 93.8%. Data was collected on 1,279 of the 1,764 graduates in the class of 2023-2024 resulting in a Knowledge Rate of 72.5%. NACE recommends a 65% Knowledge Rate, which we exceeded by 7.5%.

### FIRST DESTINATION SURVEY INTERACTIVE TOOL

This is the second year the FDS data is available online to view as an interactive tool. Stakeholders can generate customized reports in seven categories: Summary (outcomes success data), Salaries, Cities & Employers, Internships, Graduate Education (continuing education), Volunteering, and Location (geographic heatmap).

### SUMMARY DATA

The total number of students in this graduating class include:

- 1,764 undergraduate and graduate students.<sup>1</sup>
- 1,133 undergraduate students.
- 633 graduate students.

### OUTCOMES SUCCESS RATE

The Outcomes Success Rate is composed of the following outcomes categories: working, continuing education, volunteering, military, and not seeking. The 93.8% Outcomes Success Rate was obtained by combining these categories.

- 93.8% Outcomes Success Rate for undergraduate and graduate students.
- 91.7% Outcomes Success Rate for undergraduate students.
- 97.8% Outcomes Success Rate for graduate students.

The 6.2% Still Seeking Rate accounts for those graduates not reporting a favorable outcome. Career & Professional Development strives to ensure that graduating students achieve an annual Still Seeking Rate that is no more than three percentage points above the average national unemployment rate in December of the graduating class year when we are required to stop collecting data. The national unemployment rate in December 2024 was 4.1% so

the Gonzaga University Still Seeking Rate of 6.2% is 2.1% higher than the national unemployment rate.

### EMPLOYMENT RATE

The Employment Rate is the percentage of graduates working in part-time or full-time positions. The First Destination Survey Report includes employment information for some respondents that were employed in the same role prior to starting their education. This is particularly true for graduate students.

- 76.9% Employment Rate for undergraduate and graduate students.
- 68.2% Employment Rate for undergraduate students.
- 92.9% Employment Rate for graduate students.

### CONTINUING EDUCATION RATE

The Continuing Education Rate is the percentage of graduates enrolled in an additional educational experience after completing their degrees at Gonzaga University. The Continuing Education Rate for 2023-2024 is 15.1%. This is a .7% decrease from the 2022-2023 rate of 15.8%.

- 15.1% Continuing Education Rate for undergraduate and graduate students.
- 21.3% Continuing Education Rate for undergraduate students.
- 3.8% Continuing Education Rate for graduate students.

## VOLUNTEERING RATE

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The Volunteering Rate is the percentage of graduates accepted into a service-related organization.

- **0.9% Volunteering Rate for undergraduate and graduate students.**
- **1.2% Volunteering Rate for undergraduate students.**
- **0.2% Volunteering Rate for graduate students.**

## MILITARY RATE

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The Military Rate is the percentage of graduates who entered into the United States Armed Forces.

- **0.6% Military Rate for undergraduate and graduate students.**
- **0.6% Military Rate for undergraduate students.**
- **0.7% Military Rate for graduate students.**

## NOT SEEKING RATE

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The Not Seeking Rate is the percentage of graduates not seeking employment or entering a continuing education program. Reasons can include taking time off, traveling, and taking a gap year.

- **0.3% Not Seeking Rate for undergraduate and graduate students.**
- **0.4% Not Seeking Rate for undergraduate students.**
- **0.2% Not Seeking Rate for graduate students.**

## STILL SEEKING RATE

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The Still Seeking Rate is the percentage of graduates seeking employment or acceptance into a continuing education program.

- **6.2% Still Seeking Rate for undergraduate and graduate students.**
- **8.3% Still Seeking Rate for undergraduate students.**
- **2.2% Still Seeking Rate for graduate students.**

## GEOGRAPHIC INFORMATION

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Top cities are reported as 'Metropolitan Statistical Areas,' using guidelines set by the U.S. Census Bureau.

- **With 221 graduates naming Spokane as their First Destination city, Spokane earned the Top City designation.**
- **Seattle earned the #2 designation with 190 graduates.**

## SALARY INFORMATION

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Salary calculations are based on hourly and annual wage information converted into United States dollar values where applicable; monthly volunteer stipends are not included.

- **The average salary for the 2023-2024 graduating class (both undergraduate and graduate students) is \$82,439. This is an increase of \$10,607 from 2022-2023 which was \$71,832.**
- **The average salary for the undergraduate students is \$71,166. This is an increase of \$6,026 from 2022-2023 which was \$65,140.**
- **The average salary for the graduate students is \$107,383. This is a decrease of \$3,053 from 2022-2023 which was \$110,436.**

## TOP EMPLOYERS

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The top 10 employers/organizations that hired Zags are:

- **Providence Health & Services / Swedish (25)**
- **Gonzaga University (24)**
- **Deloitte (13)**
- **University of Washington (10)**
- **Moss Adams (9)**
- **Boeing (8)**
- **Microsoft (7)**
- **KPMG (6)**
- **PwC (6)**
- **Seattle Children's Hospital (6)**

## DATA COLLECTION STRATEGIES

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Career & Professional Development employed a variety of data collection methods to achieve the 72.5% Knowledge Rate for this year's report:

- **Surveying students in person at events, programs, and in classrooms.**
- **Surveying students via an online survey tool.**
- **Surveying students via telephone after graduation.**
- **Employing the assistance of colleges, schools, departments, faculty, staff, and administrators to obtain and/or verify first destination information.**
- **Conducting online research on social media sites and organizational web pages.**
- **Obtaining graduate school attendance information from the National Student Clearinghouse (StudentTracker) database.**

## EMPLOYER ENGAGEMENT

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To obtain a list of 428 employers/organizations engaging with Career & Professional Development in 2023-2024, please access the downloadable document on the FDS interactive tool at the bottom of the page on the FDS 2024 reporting website.

## ACKNOWLEDGEMENTS

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- Dr. Molly Ayers, Assistant Dean, Center for Community Engagement, for providing data related to graduates in volunteer service.
- Administrators, academic deans, academic department chairs, faculty and staff for providing information related to the first destinations of our graduates.
- The Gonzaga University Career & Professional Development Team
  - Myles Anders, Operations & Research Specialist
  - Katherine Brackmann, Associate Director, Academic Engagement
  - Jonathan Byers, Director, Career Education
  - Kareena Byrd, Career Services Manager, SEAS
  - Patty Hetu-Tkacik, Recruiter-in-Residence
  - Vicki Hucke, Assistant Director, Employer Engagement
  - Erin Shields, Director, Alumni & Employer Engagement
  - Molly Spilker, Office Assistant
  - Sandra Vargas, Career Development Facilitator

If you have any questions regarding this report or if you would like to learn about using the online interactive FDS tool, please contact me at [angle@gonzaga.edu](mailto:angle@gonzaga.edu) or 509-313-4234.

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<sup>1</sup> Duplicate degrees removed