

FIRST DESTINATION OUTCOMES REPORT 2021-2022



UNIVERSITY OF WISCONSIN OSHKOSH

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, 2023.

The results for the class of 2021-2022 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 2021-2022 academic year; this includes fall 2021, spring 2022, and summer 2022 graduates. In total, 1,581 graduates are included in this report.

Overview of 2021-2022 Graduates



“UWO produces the talent that makes this region go. I am very grateful to our employers and non-profit organizations for providing internship opportunities for our students. This “real-world polish” allows us to produce great graduates who are ready to start their careers, right here in Wisconsin.” – Chancellor Andrew

Number of Graduates

1,672
students graduated with a baccalaureate degree

Overall Response Rate

94.50%
1,581 students

Career Outcome Rate

88.95%

Average Annual Starting Salary

\$54,395
67.3% reported salary

\$ \$ \$ \$

Overall response 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. Student Response Rate: 66.3% + Knowledge Rate: 25.5% = Overall Response Rate: 91.8%.

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.

Snapshot by College

	Overall Response Rate (NACE best practice target rate = 65%)		Career Outcome Rate National Average: 84.1%		Average Annual Starting Salary National Median: \$58,862	
	Class of 2020-21	Class of 2021-22	Class of 2020-21	Class of 2021-22	Class of 2020-21	Class of 2021-22
All Colleges Total	90.6%	94.5%	88.8%	89.0%	\$49,171	\$54,395
College of Business	99.7%	99.2%	94.8%	92.8%	\$47,707	\$53,798
College of Education & Human Services	93.1%	97.2%	84.6%	92.4%	\$39,940	\$41,146
College of Letters & Science	85.2%	90.7%	84.5%	82.5%	\$41,504	\$46,668
College of Nursing	93.7%	96.9%	93.6%	93.6%	\$59,784	\$67,400
Online & Continuing Education	88.4%	88.6%	100.0%	98.4%	\$68,687	\$63,697

Overview

Outcome	UWO Class of 2020-2021	UWO Class of 2021-2022	National Average Class of 2021-2022
Working (employed part-time/full-time, entrepreneur, freelance, postgraduate fellowship, other)	76.9%	76.8%	60.2%
Continuing Education (accepted to and plan to matriculate into a program of further study)	10.6%	10.7%	21.6%
Military (serving in the U.S. Armed Forces)	0.4%	0.4%	0.9%
Volunteer Service (participating in a volunteer or service program)	0.1%	0.1%	0.4%
Not Seeking (not pursuing either employment or continuing education at this time)	0.6%	0.6%	1.1%
Still Seeking (seeking employment or continuing education)	11.2%	11.3%	15.7%

National Average is based on the National Association of Colleges and Employers First Destination data for the class of 2021
 Source: <https://www.naceweb.org/uploadedfiles/files/2022/publication/free-report/first-destinations-for-the-class-of-2021.pdf>

81.96% of those with a career outcome secured their outcome

BEFORE Graduation

82.4% of students who secured an outcome prior to graduation utilized at least one Career & Professional Development resource



Yue Lee, Social Work

"My advice for students is to tough it out. Going to class, doing homework, and taking exams is going to be hard, but think about the future. The future is a paradise where you have all the money you can wish for, family members, and colleagues who respect you. All of this is only possible if you finish college. It is going to be hard to stay on track or want to quit midway but remember there are always people rooting for your success."



Job Source

Employment obtained through:

- 31.5%** Job Posting/Online Search
- 22.5%** Networking (Family & Friends, Faculty/Staff, Alumni)
- 15.6%** Internship, Clinical, Student Teaching, Field Placement
- 10.0%** Continuing Current Position/Promotion
- 9.8%** LinkedIn/Social Media
- 3.5%** Career Fair/Networking Event
- 2.8%** Handshake
- 2.1%** Unreported
- 1.2%** Career & Professional Development
- 0.6%** Recruiter/Staffing Agency
- 0.5%** Entrepreneur/Self-employed



Top Industries

- 27.2%** Healthcare
- 16.9%** Education
- 13.0%** Manufacturing
- 12.3%** Service and Management
- 5.6%** Art, Multimedia and Technology



Top Employers that Hired the Class of 2021-2022



Alexander Paasewe
Accounting & Finance



"Never expected a company like Google to directly reach out to me through Handshake's direct message. Google reached out to me in early December to ask me to apply for one of their open positions. After applying, within less than 2 days, I was sent a candidate survey. Quickly after the survey, I was scheduled for an interview and a group preparation zoom call with other candidates. After the interview, within less than 2 weeks, I was offered a full-time position. The process from beginning to end took one month. This has been one of the most seamless recruiting processes I have been a part of. For students using Handshake, I would advise them to don't be afraid to apply to companies you only imagined working for. You never know, you may be exactly who they are looking for. Would also suggest that you update your profile information with relevant experience because this makes you more attractive to employers. I would also suggest that students respond to recruiters timely and update them when you have applied for a position, event, or program."

Where are they now?

84.7% of the 2021-2022 class are working, continuing their education, serving in the military, or volunteering in Wisconsin

TOP 10 CITIES

Oshkosh	Green Bay
Appleton	Fond du Lac
Milwaukee	Waukesha
Neenah	Wausau
Madison	Kimberly

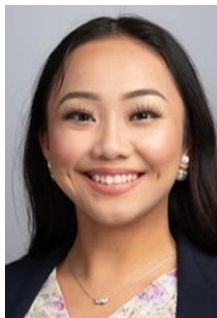
TOP COUNTIES

Winnebago	Fond du Lac
Outagamie	Waukesha
Milwaukee	Marathon
Dane	Washington
Brown	



89.3% of WI residents remained in WI after graduation

44.2% of nonresidents remained in WI after graduation



Lynda Xiong, Supply Chain Management

“Getting involved in different UW Oshkosh campus organizations helped me network with business professionals, students, and professors. The more connections you can build, the more you can advance in your career. UW Oshkosh College of Business has many great resources to help you prepare for your career, such as VMOCK SMART resume and Big Interview. These resources helped prepared me for my interviews and alleviate some anxiety I had! Never be afraid to ask questions or for help. There are many great resources and people who are more than willing to assist you! Do not be afraid to try new things and take opportunities as they come by!”

Continuing Education

Top Majors that Pursued Postgraduate School

Psychology	Human Services Leadership
Rehabilitation Science	Criminal Justice
Social Work	Elementary Education
Biology	History
Biomedical Science	Nursing

Top 5 Postgraduate Schools Attended

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

Top Postgraduate Programs

Master of Social Work (MSW)	Physical Therapy (DPT)
Clinical Mental Health/Counseling	Law Enforcement Academy
Law, Juris Doctor (JD)	Athletic Training
Education	Higher Education
Occupational Therapy	Biology



College of Business

Number of Graduates	Overall Response Rate	Career Outcome Rate
326	99.2%	92.8%

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	
91.0%	Working
6.9%	Still Seeking
1.6%	Continuing Education
0.3%	Not Seeking
0.3%	Military Service

\$53,798 Average Annual Starting Salary
71.8% reported salary

TOP EMPLOYERS THAT HIRED COB GRADUATES

- Amcor
- Oshkosh Corporation
- SECURA Insurance
- Kimberly-Clark
- SECURA Insurance
- Plexus Corp.
- Baker Tilly
- Menasha Corporation
- Miller Electric Company
- Northwestern Mutual

80.8% of those working secured their job prior to graduation

Major	Number of Graduates	Reported Outcomes	Overall Response Rate	Career Outcome Rate	% Employed	% of Reported Salaries	Average Salary
Accounting	39	37	94.9%	91.9%	83.8%	96.9%	\$56,142
Applied Computing	1	1	100.0%	100.0%	100.0%	100.0%	--
Economics	36	36	100.0%	91.7%	86.1%	83.9%	\$55,671
Finance	82	82	100.0%	92.7%	90.2%	77.0%	\$56,040
Human Resource Management	38	38	100.0%	97.3%	97.4%	78.4%	\$49,837
Information Systems	28	28	100.0%	92.9%	89.3%	88.5%	\$60,343
Interactive Web Management	5	5	100.0%	100.0%	100.0%	100.0%	\$45,693
Management	48	48	100.0%	89.6%	87.5%	52.4%	\$48,868
Marketing	75	74	98.7%	94.6%	94.6%	37.1%	\$47,457
Supply Chain Management	41	41	100.0%	97.6%	97.6%	92.5%	\$53,442

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

Oscar Morales, Finance



"My Professional Skills in Business course introduced me to networking events with employers. Through the course and events, I learned professional etiquette, networking skills, and how to optimize my LinkedIn profile to stand out to employers."

"I had the chance to attend a United States Hispanic Leadership Institute conference with my campus job with the Men of Color & Latino/a/Hispanic Initiatives. It was very inspiring to hear from all these leaders across the country and all this change they're doing, and just being surrounded by a lot of Hispanic/Latino students is very inspiring. From that conference, I gained a lot of motivation and drive to do more, which got me the opportunity to be vice president of the Gentlemen of Excellence."

"My involvement on campus and networking with employers allowed me to receive four internship opportunities. My education and work ethic turned my internship experience into a full time offer for employment."



College of Education and Human Services	Number of Graduates	Overall Response Rate	Career Outcome Rate
	267	97.2%	92.4%

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	
83.7%	Working
8.4%	Continuing Education
7.2%	Still Seeking
0.8%	Not Seeking

\$41,147 Average Annual Starting Salary
55.2% reported salary

TOP EMPLOYERS THAT HIRED COEHS GRADUATES

- Oshkosh Area School District
- Appleton Area School District
- Kimberly Area School District
- University of Wisconsin Oshkosh
- Hortonville Area School District
- Kaukauna Area School District
- Sheboygan Area School District
- TRIO Academy

66.2% of those working secured their job prior to graduation

Major	Number of Graduates	Reported Outcomes	Overall Response Rate	Career Outcome Rate	% Employed	% of Reported Salaries	Average Salary
Dual Education	6	6	100.0%	100.0%	100.0%	66.7%	\$45,500
Elementary Education	106	106	100.0%	94.3%	88.7%	46.8%	\$42,487
English as a Second Language	1	1	100.0%	100.0%	100.0%	100.0%	--
Fine Arts-Education	2	2	100.0%	--	--	--	--
German-Education	0	0	--	--	--	--	--
Human Services Leadership	54	52	96.3%	94.2%	80.8%	64.3%	\$39,489
Individually Planned Major	5	2	--	--	--	--	--
Music-Education	7	7	100.0%	100.0%	100.00%	57.1%	\$42,000
Physical Education	24	23	95.8%	91.3%	87.0%	45.0%	\$41,560
Secondary Education							
English	7	7	100.0%	100.0%	71.4%	40.0%	\$40,900
Mathematics	10	10	100.0%	80.0%	70.0%	85.7%	\$42,338
Natural Science	5	5	100.0%	100.0%	80.0%	50.0%	\$43,000
Social Science	21	19	90.5%	73.7%	63.2%	75.0%	\$36,459
Spanish Education	4	4	100.0%	--	--	--	--
Special Education	33	33	100.0%	97.0%	84.9%	60.7%	\$43,095

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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Olivia Schneider, Human Service Leadership

“Career & Professional Development played a large role in my success throughout my time on campus. From the very beginning, I attended classroom presentations, and visited the office to utilize the Career Closet. As a student working in Career & Professional Development, I was able to help coordinate several events that enhanced my experience at UW Oshkosh, including The Career Fair on the Fox and mock interviews. Connecting with employers helped to grow my professional network and encouraged professional communication. Working at Career & Professional Development allowed for flexibility with schoolwork, led to many long-lasting professional relationships with peers, and provided many opportunities to learn professional skills that have been imperative in my professional career. The time I spent with Career & Professional Development and the skills I have learned are notable and have helped lead to the confidence and professionalism that I need today as a business owner.”

College of Letters and Science

Number of Graduates	Overall Response Rate	Career Outcome Rate
722	90.7%	82.5%

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	
60.0%	Working
20.0%	Continuing Education
18.0%	Still Seeking
0.9%	Not Seeking
0.8%	Military
0.3%	Volunteering

\$46,668

Average Annual Starting Salary
56.0% reported salary

82.0% of those working secured their job prior to graduation

TOP EMPLOYERS THAT HIRED COLS GRADUATES

- | | |
|-------------------------------------|-----------------------------|
| ThedaCare | Ascension Medical Group |
| University of Wisconsin Oshkosh | Winnebago County |
| CESA 6 | Advocate Aurora Health Care |
| Fox Valley Autism Treatment Program | Oshkosh Corporation |

Major	Number of Graduates	Reported Outcomes	Overall Response Rate	Career Outcome Rate	% Employed	% of Reported Salaries	Average Salary
Anthropology	13	13	100.0%	76.9%	61.5%	66.7%	\$35,410
Art	2	2	100.0%	100.0%	--	--	--
Biology	44	38	86.4%	68.4%	34.2%	61.5%	\$39,790
Biomedical Science	24	24	100.0%	91.7%	50.0%	41.7%	\$47,144
Chemistry	6	5	83.3%	100.0%	80.0%	75.0%	\$57,333
Communication Studies	43	43	100.0%	81.4%	74.4%	62.5%	\$42,291
Computer Science	23	23	100.0%	91.3%	87.0%	65.0%	\$62,808
Criminal Justice	64	56	87.5%	78.6%	58.9%	58.8%	\$46,449
Economics	11	9	81.8%	88.9%	77.8%	71.4%	\$48,874
Electrical Engineering Technology	14	14	100.0%	100.0%	100.0%	64.3%	\$63,720
English	15	14	93.3%	85.7%	42.9%	85.7%	\$46,039
Environmental Engineering Technology	5	5	100.0%	80.0%	60.0%	66.7%	\$60,352
Environmental Studies/Health	18	16	88.9%	93.8%	87.5%	42.9%	\$43,408
Exercise and Sport Science	27	15	55.6%	73.3%	66.7%	30.0%	\$39,020
Fine Arts (2D Studio/Graphic Design)	17	15	88.2%	73.3%	66.7%	40.0%	\$37,076
French	3	3	--	--	--	--	--
Geography	3	1	--	--	--	--	--
Geology	12	8	66.7%	75.0%	62.5%	60.0%	\$76,400
German	2	2	100.0%	100.0%	--	--	--
History	20	19	95.0%	73.7%	47.4%	90.0%	\$38,510
Interactive Web Management	9	9	100.0%	100.0%	100.0%	44.4%	\$43,067
International Studies	8	7	87.5%	85.7%	57.1%	60.0%	\$33,280
Japanese Studies	3	2	--	--	--	--	--
Journalism	1	1	--	--	--	--	--

Major	Number of Graduates	Reported Outcomes	Overall Response Rate	Career Outcome Rate	% Employed	% of Reported Salaries	Average Salary
Mathematics	8	7	87.5%	85.7%	14.3%	100.0%	\$43,680
Mechanical Engineering Technology	14	14	100.0%	100.0%	100.0%	50.0%	\$74,527
Medical Technology	14	14	100.0%	92.9%	92.9%	92.3%	\$56,383
Microbiology	6	6	100.0%	83.3%	66.7%	25.0%	\$39,125
Multimedia Journalism	15	14	93.3%	85.7%	85.7%	41.7%	\$36,104
Music	14	11	78.6%	63.6%	45.5%	40.0%	\$36,400
Philosophy	9	6	66.7%	50.0%	33.3%	50.0%	\$45,000
Physics	6	5	83.3%	100.0%	80.0%	0.0%	--
Political Science	16	16	100.0%	87.5%	50.0%	12.5%	\$46,000
Psychology	85	82	96.5%	73.2%	43.9%	66.7%	\$38,968
Public Relations	20	20	100.0%	90.0%	85.0%	41.2%	\$36,108
Radiological Science	22	13	59.1%	84.6%	76.9%	30.0%	\$59,460
Radio-TV-Film	32	28	87.5%	71.4%	67.9%	68.4%	\$34,816
Rehabilitation Science	33	17	51.5%	94.1%	47.1%	37.5%	\$38,720
Religious Studies	0	0	--	--	--	--	--
Social Work	47	47	100.0%	93.6%	57.4%	55.6%	\$43,060
Sociology	11	10	90.9%	90.0%	50.0%	50.0%	\$42,600
Software Technology	2	2	--	--	--	--	--
Spanish	9	8	88.9%	100.0%	100.0%	75.0%	\$48,160
Strength and Conditioning	6	5	83.3%	100.0%	60.0%	0.0%	--
Theatre	3	3	--	--	--	--	--
Women's and Gender Studies	5	5	100.0%	80.0%	60.0%	66.7%	\$50,484

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



Nicholas Garcia, Communication Studies

"I found my job through Handshake and then later followed up with the company in person at the career fair. The most helpful to me were the classes I took later in my college career. They applied to real life and helped me tremendously. My internship in sales was also crucial. It helped enhance my communication and interpersonal skills, which I was able to use to help me in my interview and career. My advice for students is to be confident and stay confident. Network with professors. Know your advisors and build a relationship with them. It is vital!"



Mattea Peplinski, Rehabilitation Science

"I would encourage UWO students to challenge themselves with their coursework, get involved in campus activities, and create genuine relationships with their professors! My undergraduate degree at UWO has prepared me extremely well for graduate-level courses. Since my classes were taught at a high-level by experienced professionals, I am now able to convert what I learned at UWO and take it with me to grad school to be the best student I can be. Being a student-athlete in my time at UWO has also prepared me for balancing life as a graduate assistant coach at St. Cloud State University. Currently, I am coaching for the Huskies Women's Basketball team and pursuing a master's degree in Clinical Exercise Physiology. The path I took at Oshkosh has opened so many doors for opportunities as a professional in both coaching and cardiac rehab. I am incredibly grateful for everything UWO has taught me!"



Student to Professor Ratio = **22:1**

College of Nursing

Number of Graduates	Overall Response Rate	Career Outcome Rate
287	96.9%	93.6%

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	
91.0%	Working
6.5%	Still Seeking
1.8%	Continuing Education
0.4%	Not Seeking
0.4%	Military

\$67,400 Average Annual Starting Salary
92.2% reported salary


93.2% of those working secured their job prior to graduation

TOP EMPLOYERS THAT HIRED CON GRADUATES

- Advocate Aurora Health Care
- ThedaCare
- Ascension Medical Group
- UW Health
- Froedtert Health
- Unity Point Health-Meriter
- Children’s Hospital of Wisconsin
- Marshfield Clinic Health System
- SSM Health System
- Aspirus Health

Major	Number of Graduates	Reported Outcome	Overall Response Rate	Career Outcome Rate	% Employed	% of Reported Salaries	Average Salary
Nursing Accelerated	83	79	95.2%	88.6%	83.5%	83.6%	\$69,277
Nursing Collaborative	27	22	81.5%	100.0%	95.5%	90.5%	\$72,835
Nursing Traditional	179	179	100.0%	95.0%	93.9%	95.8%	\$66,139

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



Katelyn Collins, Nursing

“My biggest piece of advice to prospective or current students is to get involved in organizations and clubs on campus. Nearly every major has a club (or multiple), and they are a great way to get connected with other students with similar interests/career goals. Being connected with others is a great way to feel connected with the campus. During my time on campus, I was active in nursing clubs and the nursing honor society, the honors college club, and I was in a sorority and a Greek honors society. My four years as an undergraduate student were so memorable and fulfilled thanks to the support I received through campus involvement.”



Online and Continuing Education	Number of Graduates	Overall Response Rate	Career Outcome Rate
	70	88.6%	98.4%

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	
90.3%	Working
8.1%	Continuing Education
1.6%	Still Seeking

\$63,697 Average Annual Starting Salary
58.9% reported salary

84.6% secured their job prior to graduation

42.9% secured their job through current employer/promotion

Major	Number of Graduates	Reported Outcome	Overall Response Rate	Career Outcome Rate	% Employed	% of reported Salaries	Average Salary
Criminal Justice	6	4	66.7%	100.0%	100.0%	--	--
Fire & Emergency Response Management	13	10	76.9%	100.0%	100.0%	50.0%	\$67,139
Leadership & Organizational Studies	31	30	96.8%	96.7%	83.3%	56.0%	\$73,287
Liberal Studies	20	18	90.0%	100.0%	94.4%	64.7%	\$51,090

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

78.1% of the 2021-2022 class used at least one service provided by Career & Professional Development during their time at UW Oshkosh



96.1% would recommend Career & Professional Development to a friend

42.1% of respondents reported they completed a professional skills course

By taking the course, **84.6%** agree or strongly agree they felt **equipped** and **confident** in their ability to secure an outcome. **79.2%** agree or strongly agree they **gained professional experience** that helped them secure an outcome.

83.6%

ARE VERY SATISFIED OR SATISFIED WITH SERVICES & RESOURCES

“UWO offers many opportunities to help students. I recommend students take advantage of Career & Professional Development. The career fair provided great networking opportunities. I secured all my internships and jobs from attending the career fairs. The professional skills class was also helpful. I appreciated my resume being vetted. After my successful mock interview, I felt more confident in my resume.”
– Bree Gahagar, Computer Science, West Bend Mutual

