# FIRST DESTINATION SURVEY

# CLASS OF 2023

Office of Student Persistence Research &

Nevada Career Studio

University of Nevada, Reno


## ABSTRACT

Formerly the Career Outcomes Survey, the First Destination Survey provides insight into students' outcomes within six months of graduating.



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## Executive Summary

The Class of 2023 First Destination survey (formerly the Career Outcomes survey) captures information on University of Nevada, Reno (UNR) students' post-graduation outcomes. The Class of 2023 includes results from students graduating in August 2022, December 2022, and May 2023.

## Method

The First Destination survey complied with the National Association of Colleges and Employers' (NACE) Standards and Protocols for questions and timing, as well as with the National Standard for Career Outcomes Data Collection, defined by GradLeaders Research. Three cycles of the survey opened a month before each graduation (August 2022, December 2022, and May 2023) and remained open for six-months after graduation.

NACE Standards allow for the collection of career outcomes data from a variety of additional sources to the survey instrument, including institutional records, LinkedIn profiles, or information reported to the Nevada Career Studio outside of the survey instrument. Therefore, the knowledge rate comprises both self-report survey data and administrator-entered data.

*Note: The graduate outcomes reported are not representative of all graduates. Self-selection to take the survey and administrative-entries, which collect information on graduates that is available online (i.e. LinkedIn), do not represent a random sample of graduates. As such, trends and comparisons from year to year should be interpreted with caution as they are not generalizable to all graduates.*

## Major Findings

The knowledge rate for all three phases of the 2023 First Destination Survey was 59% (2,731 of 4,612 eligible graduates with bachelor's, master's, or doctoral/professional degrees). Approximately, 36% of graduates responded by survey and 23% were collected through administrator-entered entries.

- Primary Outcomes
  - 69% reported that they were working full- or part-time after graduation (Figure 1)
  - 81% reported a positive career outcome (employed, volunteering, military, or continuing education) (Table 5)
- Full-time Employment Outcomes
  - 87% of working graduates were working full-time (Table 7)
    - 71% of all graduates are working full-time in Nevada (Figure 7)
    - 60% of all graduates are working in the Greater Reno Area
  - Of the bachelor's degree recipients working full-time in Nevada (Figure 15)
    - 87% of Nevada residents stayed in Nevada for work
    - 49% of out-of-state residents stayed in Nevada for work
- Continuing Education Outcomes
  - 11% of all graduates are continuing their education (Figure 1)
  - 13% of bachelor's degree recipients are continuing their education (Figure 8)
  - 55% of bachelor's degree recipients who reported continuing their education are re-enrolled at the University of Nevada, Reno (Figure 17)

# First Destination Survey Class of 2023

## Introduction

The Nevada Career Studio at the University of Nevada, Reno (UNR) conducted the First Destination Survey (formerly the Career Outcome Survey) of students who graduated within the 2022-2023 academic year at all degree levels. The purpose of this survey is to assess the impact of graduates' education at UNR on career trajectories. Use of a common platform and adherence to survey protocols set by National Association of Colleges and Employers' (NACE) allows some comparisons between UNR graduates' outcomes and those of similar institutions.

## Methods

The Integrated Postsecondary Education Data System (IPEDS) defines the Class of 2023 as extending from July 1, 2022 until June 30, 2023. Questions and timing of the survey are consistent with the NACE First-Destination Standards and Protocols. Three cycles of the survey open a month before each graduation (August 2022, December 2022, and May 2023) and remain open six-months post-graduation. Graduates receive survey reminders via email that encourage them to update their responses if their employment status changes. Many recipients respond at the point of graduation and do not take the opportunity to update their responses.

NACE Standards allow for the collection of career outcomes data from a variety of additional sources, including institutional records for re-enrolled students, a student's update to a LinkedIn profile, or information that a student reported to the Nevada Career Studio outside of the survey instrument. Administrative-entries are conducted at the time of survey closing. Approximately, 26% of Class of 2023 responses were captured using administrator-entered methods.

The knowledge rate is a measure of direct survey responses combined with administrator-entered responses to certain questions divided by eligible graduates. Administrator-entered responses include information scraped from internet sites such as Linkedin and google searches. Phone surveys were also conducted for a percentage of participants. The knowledge rate for the Class of 2023 was 59% (2,731 of 4,612 total eligible graduates).

*Note: The graduate outcomes reported are not representative of all graduates. Self-selection to take the survey and administrative-entries, which collect information on graduates that is available online (i.e. LinkedIn), do not represent a random sample of graduates. As such, trends and comparisons from year to year should be interpreted with caution as they are not generalizable to all graduates.*

### Brief history of the survey

The Class of 2023 is the seventh year capturing post-graduation outcomes, and the fourth year using the streamlined version of the survey. Over the last five years, data were collected within a six-month timeframe instead of the year-long timeframe of previous iterations. This may result in slightly different findings for the Classes of 2019 to 2023 compared to the Classes of 2016 to 2018. The switch increased consistency with NACE standards, improving the validity of comparisons to NACE (our benchmark data).

# Participants

## Sample

A total of 4,612 eligible students graduated between August 2022 and May 2023[1]. Graduates with only certificates or minors were excluded. Eligibility is based on unique students not degrees awarded, as such students who earn more than one degree during this time period are only counted once.

## Knowledge Rate

Known career outcomes are derived from both direct survey responses and administrator-entered responses to certain questions. Survey and administrator-entered entries each make-up roughly 59% of the information available on graduates. Table 1 shows the knowledge rate for Class of 2023 by degree level. The survey response rate was 36%; with administrator-entered data (23%), the overall knowledge rate was 59% (2,731 of 4,612 total eligible graduates). This is higher than the rate in 2022, but more comparable to historical rates (Class of 2019's = 59%; Class of 2020's = 53%; Class of 2021 = 44%; Class of 2022 = 55%).

TABLE 1: Source for the overall Knowledge Rate by Degree Level

*n = 2,731 (59% of eligible graduates)*

| Degree Level | Survey Responses | Administrator Entry | Knowledge Rate | Total Graduates | Knowledge Rate |
|---|---|---|---|---|---|
| Bachelor's | 1190 | 752 | 1942 | 3313 | 59% |
| Master's | 376 | 238 | 614 | 1036 | 59% |
| Doctoral/Professional | 102 | 73 | 175 | 263 | 67% |
| **Degree Total** | 1668 | 1063 | 2731 | 4612 | **59%** |

## Knowledge Rate by College, Gender, & Race

Proportionally, the Knowledge Rate by college, gender, and race averaged about 57% per group. Notably, the School of Journalism and College of Business achieved a 69% and 73% Knowledge Rate respectively (Table 2). The Knowledge Rate is essentially the same for women and men (Table 3). Likewise, the Knowledge Rate for each race and ethnic group averaged about 62%; the highest rate is observed for Black or African American at 77% (up from 50% in 2022) and the lowest for Native American or Alaskan Native students at 48% (Table 4). The data source split for Black or African American is roughly half (n = 46 ~ 53% survey and n = 41 ~ 47% administrative-entry). The data source split for Native American or Alaskan Native students is roughly 2/3rds (n = 11 ~ 69% survey and n = 5 ~31% Administrative-entry).

[1] Counts may not align with institutional reporting as the University of Nevada, Reno officially reports number of degrees obtained and this report counts individual graduates eligible for survey participation.

TABLE 2: Proportion of degree recipients by source and All Graduates by college

*n = 2,731 (59% of eligible graduates)*

| College | Survey Responses | Administrative Entry | Knowledge Rate | Total Graduates | Knowledge Rate |
|---|---|---|---|---|---|
| Ag, Biotech & NR | 126 | 22 | 148 | 251 | **59%** |
| Business | 252 | 394 | 646 | 882 | **73%** |
| Public Health | 139 | 110 | 249 | 414 | **60%** |
| Education | 136 | 47 | 183 | 348 | **53%** |
| Engineering | 165 | 165 | 330 | 543 | **61%** |
| Journalism | 42 | 23 | 65 | 93 | **70%** |
| Liberal Arts | 215 | 143 | 358 | 643 | **56%** |
| Medicine | 36 | 46 | 82 | 154 | **53%** |
| Nursing | 70 | 31 | 101 | 238 | **42%** |
| Provost's Office | 38 | 20 | 58 | 108 | **54%** |
| Science | 338 | 42 | 380 | 654 | **58%** |
| Social Work | 111 | 20 | 131 | 284 | **46%** |
| **Grand Total** | **1668** | **1063** | **2731** | **4612** | **59%** |

TABLE 3: Proportion of degree recipients by source and All Graduates by Gender

*n = 2,731 (59% of eligible graduates)*

| Gender | Survey | Admin | Graduates | Knowledge Rate |
|---|---|---|---|---|
| Women | 1082 | 516 | 2670 | 60% |
| Men | 586 | 547 | 1942 | 58% |
| **Grand Total** | **1668** | **1063** | **4612** | **59%** |

TABLE 4: Proportion of degree recipients by source and All Graduates by Race

*n = 2,731 (59% of eligible graduates)*

| Race or Ethnicity | Survey | Admin | Graduates | Knowledge Rate |
|---|---|---|---|---|
| American Indian or Alaskan Native | 12 | 4 | 25 | 64% |
| Asian | 140 | 87 | 394 | 58% |
| Black or African American | 50 | 37 | 139 | 63% |
| Hispanic or Latinx | 330 | 206 | 944 | 57% |
| Pacific Islander | 10 | | 16 | 63% |
| Multi-Ethnic | 123 | 81 | 335 | 61% |
| White | 905 | 576 | 2531 | 59% |
| Unknown | 35 | 23 | 82 | 71% |
| Non-U.S. Resident | 63 | 49 | 146 | 77% |
| **Grand Total** | **1668** | **1063** | **4612** | **59%** |

# Results for All Degree Levels

## Post-Graduation Outcomes for All Degree Levels

Results for all degree levels include those graduating with a bachelor's, master's, doctoral/professional degree (does not include those with certificates or minors).

Figure 1 displays post-graduation outcomes for Class of 2023. Most degree recipients are working as their primary status[2] (69%), followed by still looking for employment or education (19%), and continuing their education (11%). See comparisons to previous years below for details about differences in this year's data.

FIGURE 1: Primary post-graduation status

*n = 2,731 (59% of eligible graduates)*

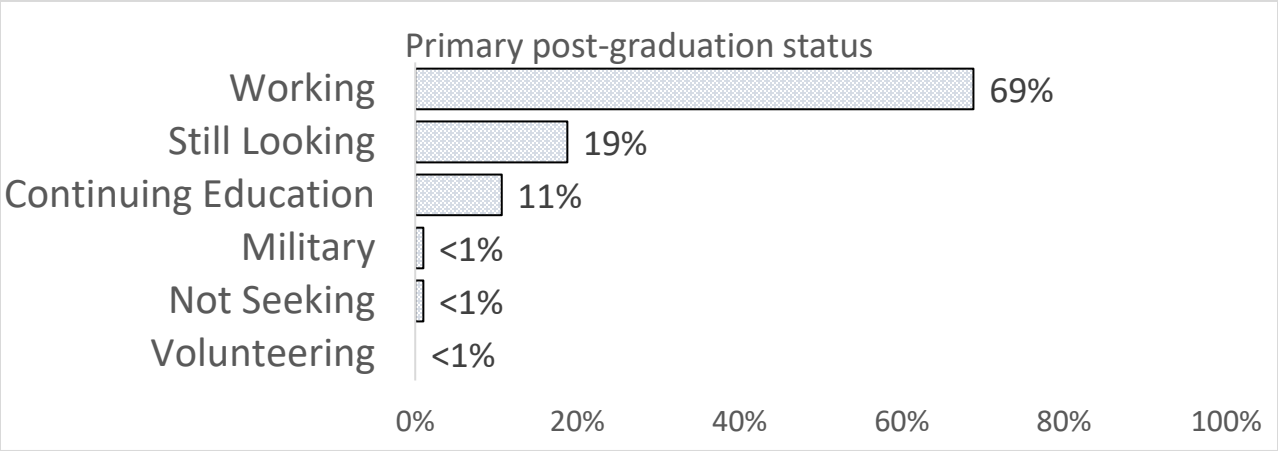



Table 5 displays post-graduation *positive* outcomes for Class of 2023 by Race or Ethnicity. Also included in this table is a count of unavailable post-graduation data for reference.

TABLE 5: Primary post-graduation Positive Outcomes by Race or Ethnicity

*n = 2708 (59% of eligible graduates)*

| Race or Ethnicity | Positive Outcome | Reporting Graduates | Data Unavailable | Eligible Graduates |
|---|---|---|---|---|
| American Indian or Alaskan Native | 13 | 16 | 9 | 25 |
| Asian | 179 | 226 | 168 | 394 |
| Black or African American | 70 | 87 | 52 | 139 |
| Hispanic or Latinx | 433 | 529 | 415 | 944 |
| Pacific Islander | 5 | 10 | 6 | 16 |
| Multi-Ethnic | 165 | 204 | 131 | 335 |
| White | 1186 | 1468 | 1063 | 2531 |
| Unknown | 48 | 57 | 25 | 82 |
| Non-U.S. Resident | 97 | 111 | 35 | 146 |
| **Grand Total** | **2196** | **2708** | **1904** | **4612** |

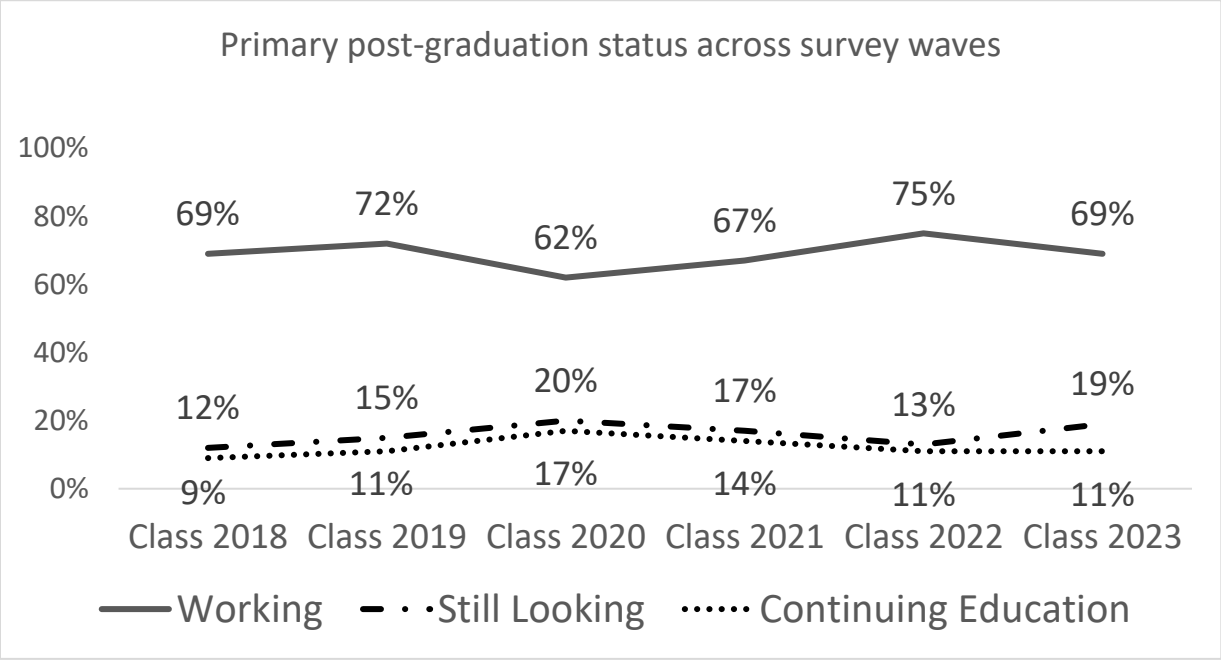
[2] For purposes of this report, "working" was set as the primary status over "continuing education" though it is possible for a graduate to be doing both; as such, continuing education may be slightly under-counted.

### Previous year comparisons

Figure 2 displays and compares post-graduation outcomes since 2018. The Class of 2023 shows a decrease in working outcome compared to 2022 (-6%). There was no change in the percent of students continuing their education between 2022 and 2023, However there was an increase in the percent who reported they are still looking for work (+6%).

FIGURE 2: Primary post-graduation status across survey waves

*n = 2,731 (59% of eligible graduates)*




## Career Outcomes Rate for all Degree Levels

The Career Outcomes Rate was 81% overall. The Career Outcomes Rate is defined by NACE as the number of graduates who are working plus those engaged in volunteering or military, plus those accepted into an educational program divided by the total number of graduates for whom an outcome is known minus those not seeking an outcome.

Table 6 reports the Career Outcomes Rate by degree level. As the degree level increases, so does the Career Outcomes Rate, indicating a positive outcome.

TABLE 6: Career Positive Outcomes Rate by degree level and class

*n = 2,731 (59% of eligible graduates)*

| Degree Level | Class of 2019 | Class of 2020 | Class of 2021 | Class of 2022 | Class of 2023 |
|---|---|---|---|---|---|
| Bachelor's | 85% | 79% | 82% | 86% | 77% |
| Master's | 89% | 86% | 83% | 89% | 89% |
| Doctoral/Professional | 93% | 90% | 91% | 91% | 93% |
| **Overall** | **86%** | **80%** | **82%** | **87%** | **81%** |

## Employment Outcomes for all Degree Levels

Table 7 displays employment intensity for graduates who are "working" as a primary status. Employment intensity was available for 100% of working graduates (n = 1874 or 41% of graduates). Intensity includes employment that is full-time (87% of those working) and part-time (13% of those working). It is crossed with employment type: in an organization, temporary/contract work/freelance, entrepreneur/self-employment, internships/fellowships, and military service. Most working degree recipients are employed full-time by an organization.

TABLE 7: Breakdown of primary work status by employment intensity (full-time & part-time)

*n = 1,874 (41% of eligible graduates)*

| Employment Intensity by employment type | Percent | Total |
|---|---|---|
| **Full-Time n = 1,634** | **87%** | |
| Employed by an Organization | 79% | 1488 |
| Temporary/Contract Work/Freelance | 4% | 67 |
| Faculty(tenure and non-tenure) | 3% | 51 |
| Entrepreneur/Self-Employed | <1% | 15 |
| Internships/Fellowships/Post-doc | <1% | 7 |
| Military | <1% | 6 |
| **Part-time n = 246** | **13%** | |
| Employed by an Organization | 11% | 210 |
| Temporary/Contract Work/Freelance | 1% | 26 |
| Faculty(tenure and non-tenure) | 1% | 7 |
| Entrepreneur/Self-Employed | <1% | 3 |
| Internships/Fellowships/Post-doc | <1% | 0 |
| Military | <1% | 0 |

### Full-Time Employment Outcomes for All Degree Levels

In the employment section of the survey, participants who were employed full-time were prompted to report on the timing of their job search, their salary, and other compensation. They also were prompted to report whether they continued to work in Reno or elsewhere, the relatedness of their occupation to future career goals, and their satisfaction with their position.

Of participants indicating full-time work, a majority (70%) started their employment search at least one month or more prior to graduation (Table 8).

### TABLE 8: Timing of job search for full-time employment

*n = 654 (14% of eligible graduates)*

| Timing of Job Search | % Full-Time Employed | # Full-Time Employed |
|---|---|---|
| 1 month or more prior to graduation | 70% | 457 |
| At or around graduation | 13% | 83 |
| 1 month or more after graduation | 17% | 114 |
| Total | 100% | 654 |

Table 9 displays the range of salaries reported by 699 graduates working full-time, as well as the average salaries for each degree level. As degree level increases, so does the average reported salary.

### TABLE 9: Reported Salaries by degree level for full-time employment

*n = 699 (26% of eligible graduates)*

| Degree Level | Salary Range (Min to Max) | Median | Average Salary | Count |
|---|---|---|---|---|
| Bachelor's | $15k - $600k | $47,840 | $53,614 | 435 |
| Master's | $20k - $300k | $63,000 | $73,803 | 205 |
| Doctoral/Professional | $40k – $240k | $80,000 | $89,190 | 59 |
| **Overall** | $15k – $600k | $55,000 | $62,245 | 699 |

Participants were asked to provide the name and industry of their employer if they indicated that they worked full-time. These industry categories were further collapsed into 10 broad industry categories. Healthcare, Education and Business are the top industries employing the Class of 2023. These three industries employ a little more than half (54%) of the nearly 1,500 graduates for whom a full-time employer is known (Table 10).

## TABLE 10: Percentage of full-time employment by industry

*n = 1,480 (32% of eligible graduates)*

| Broad Industry | Percent of Graduates | Example Job Titles | Sample Full-Time Employers |
|---|---|---|---|
| **Healthcare & Healthcare Services** | 19% | Counselor, Therapist, Nurse, Medical Assistant, Clinical Staff, Health Coordinator, Patient Care Analyst, Social Worker, Behavior Tech | Renown Health, Carson Tahoe Health, Reno Orthopedic Center, Kaiser Permanente, Northern Nevada Medical Center, Nevada System of Higher Education, St Mary's |
| **Education & Research** | 19% | Lead Teacher, Staff Instructor, Education Specialist, Science Writer, Project Manager, Communications Officer | Clark County School District, Truckee Meadows Community College, Nevada System of Higher Education, Washoe County School District, University of California System |
| **Business, Finance, Consulting & Retail** | 16% | Account Manager, Analyst, Advisor, Logistics Specialist, Operations Supervisor, Financial Analysis, Auditor, Social Media Manager | Insight Global, Scheels, Western Nevada Supply, Deloitte, Enterprise Holdings, Figure, IGT, ITS Logistics, Patagonia, Sierra Nevada Corporation, Charles Schwab & Company |
| **Public Policy, Service, & International Affairs** | 14% | Analyst, Health Caseworker, Program Manager, Statistician, Safety and Emergency Coordinator | City of Reno, City of Sparks, High Sierra Industries, Nevada Department of Health & Human Services, Department of Veteran Affairs, State of Nevada, Washoe County |
| **Engineering, Manufacturing, & Energy** | 13% | Engineer, Analyst, Sales, Technician, Structural Designer, Supervisor | Tesla, Lumos & Associates, Northrop Grumman Corporation, NV Energy, Panasonic, Sierra Nevada Corporation, Kimley-Horn |
| **Hospitality, Athletics, Recreation, & Other** | 7% | Digital Editor, Customer Service, Sport Instructor, Service Industry Positions, Chef, Bartender | Atlantis Casino Resort Spa, Grand Sierra Resort, Caesars Entertainment, Grand Sierra Resort, Dutch Bros Coffee, Reno Aces, Starbucks Coffee Company |
| **Computer & Information Sciences** | 6% | Software Developer, Product Analyst, Data Engineer, Software Engineer | Coupa Software, Amazon, IGT, Microsoft, VadaTech, Intuit, Inc., Light & Wonder |
| **Science, Biotech, & Pharmaceuticals** | 3% | Lab Technician, Research Analyst, Environmental Scientist, Energy Advisor | Charles River Laboratories, Hamilton Company, Great Basin Institute, Broadbent and Associates |
| **Agriculture, Mining, & Natural Resources** | 2% | Researcher, Animal Keeper, Metallurgical Engineer, Natural Resource Specialist | USDA Forest Service, Nevada Gold Mines, California Department of Fish and Wildlife |
| **Communications, Media, & Fine Arts** | 1% | Graphic Designer, Editor, Photographer, Reporter, Producer, Writer | KTVN 2 News, Tahoe Shakespeare Festival, Nevada Museum of Art |

Figure 3 and 4 displays ratings of relatedness of current employment to career goals for graduates who are working full-time. Most respondents to this question (86% of 720) rated their current employment as somewhat or very related to their career goals. This is higher than the Class of 2022 (81%), 2021 (71%) and the Class of 2020 (76%) and matches the Class of 2019 at 86%. No Opinion was 2%

FIGURE 3: Proportion rating employment as related to career goals for graduates working full-time

*n = 720 (16% of eligible graduates)*

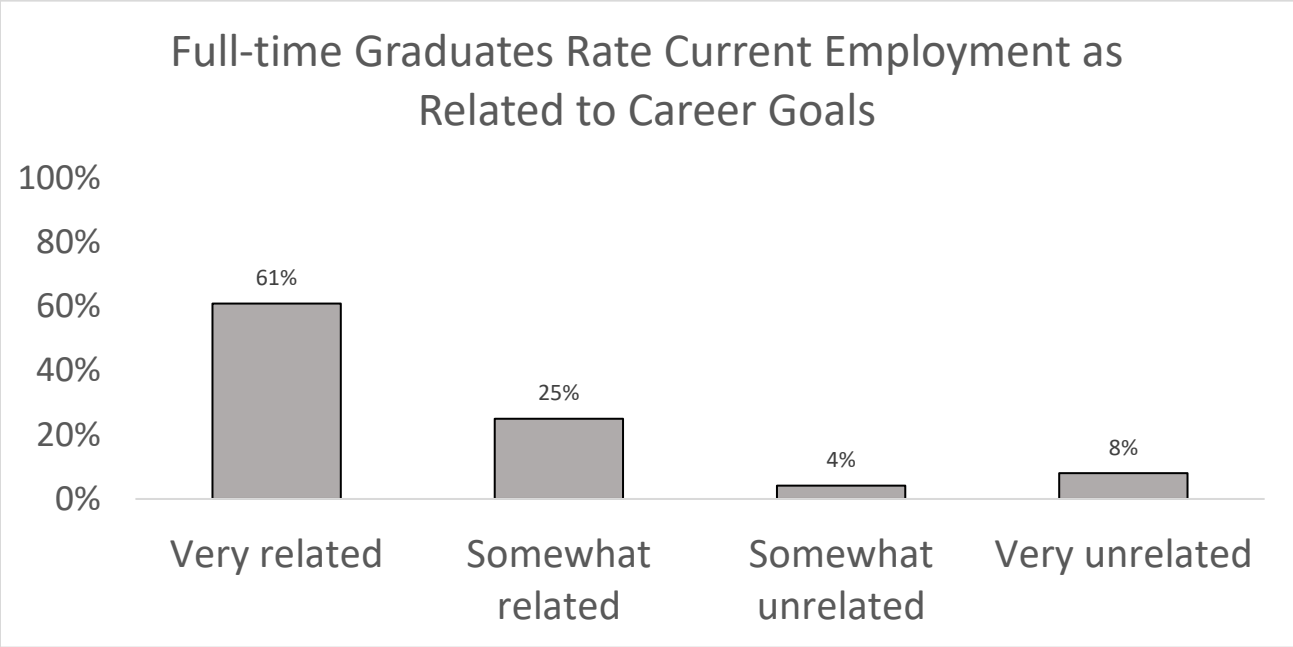



FIGURE 4: Proportion rating employment as related to career goals for graduates working full-time

*n = 720 (16% of eligible graduates)*

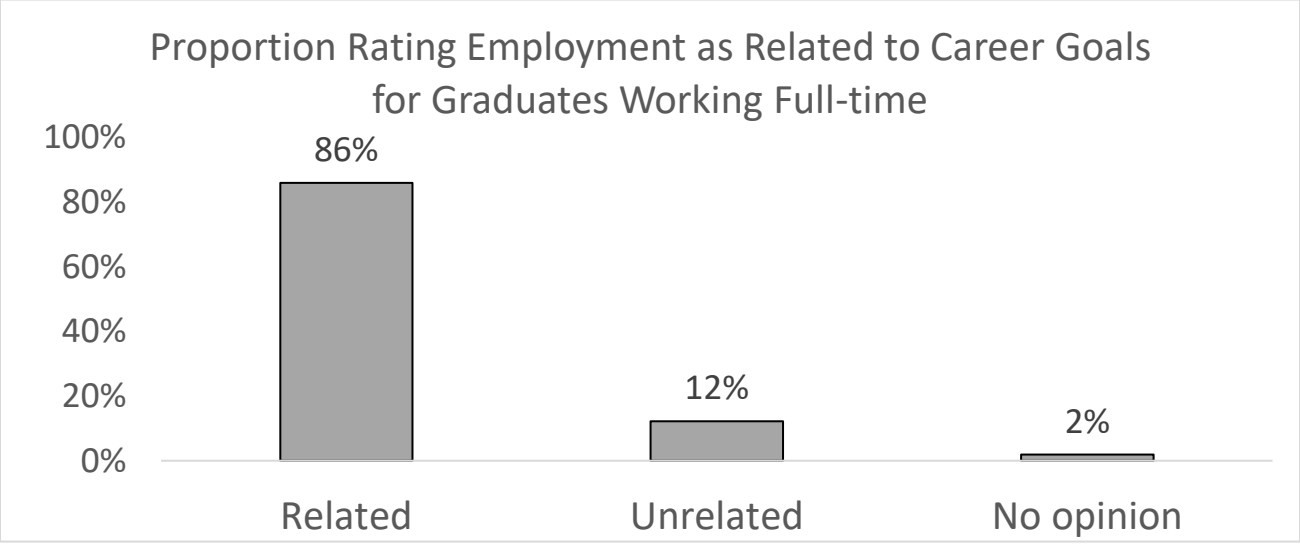


Figure 5 and 6 displays satisfaction with current employment for graduates who are working full-time. Most respondents to this question (90% of 646) reported being somewhat or very satisfied with their employment. This is higher than findings from the Class of 2022 (84%), the Class of 2021 (59%) and the Class of 2020 (79%); and is higher than was reported by the Class of 2019 at 86%. No opinion was 4%

FIGURE 5: Proportion satisfied with current employment for graduates working full-time

*n = 646 (14% of eligible graduates)*

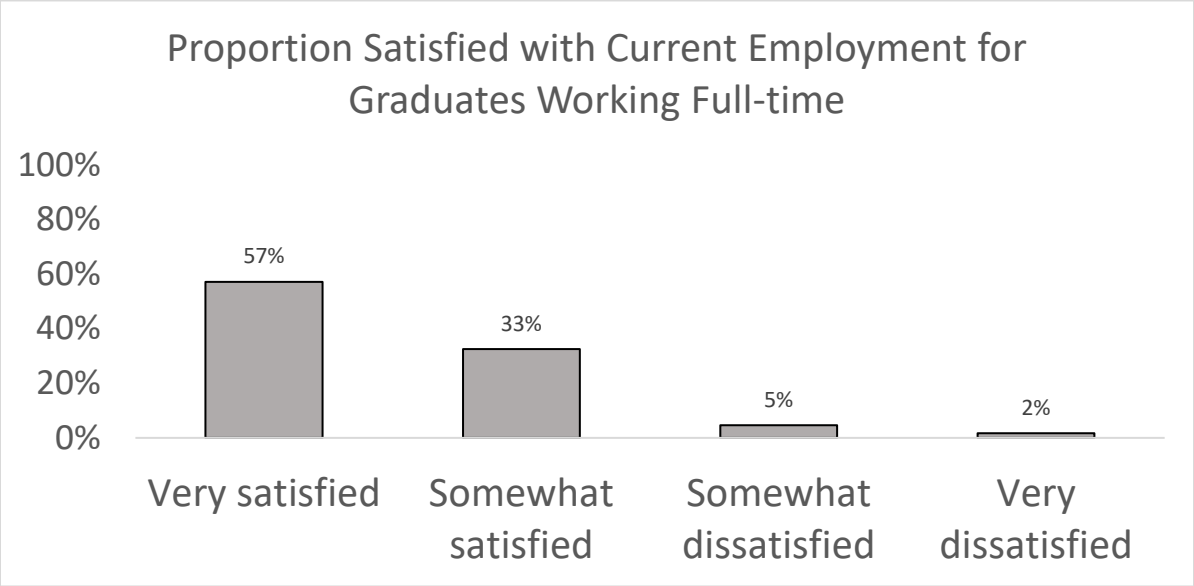
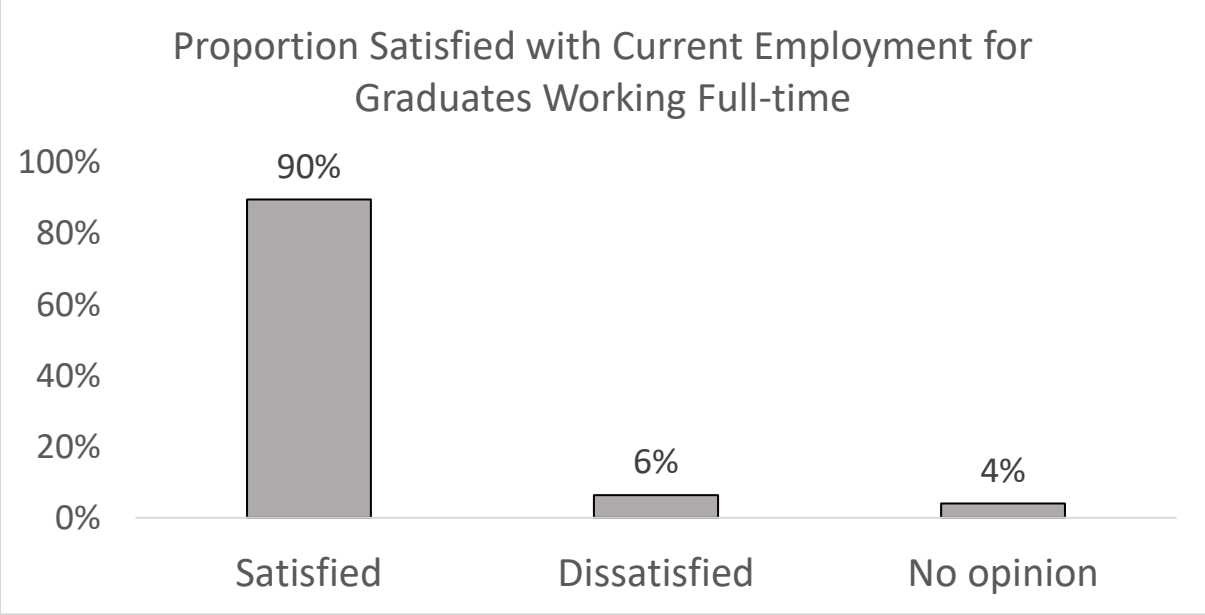



FIGURE 6: Proportion satisfied with current employment for graduates working full-time

*n = 646 (14% of eligible graduates)*



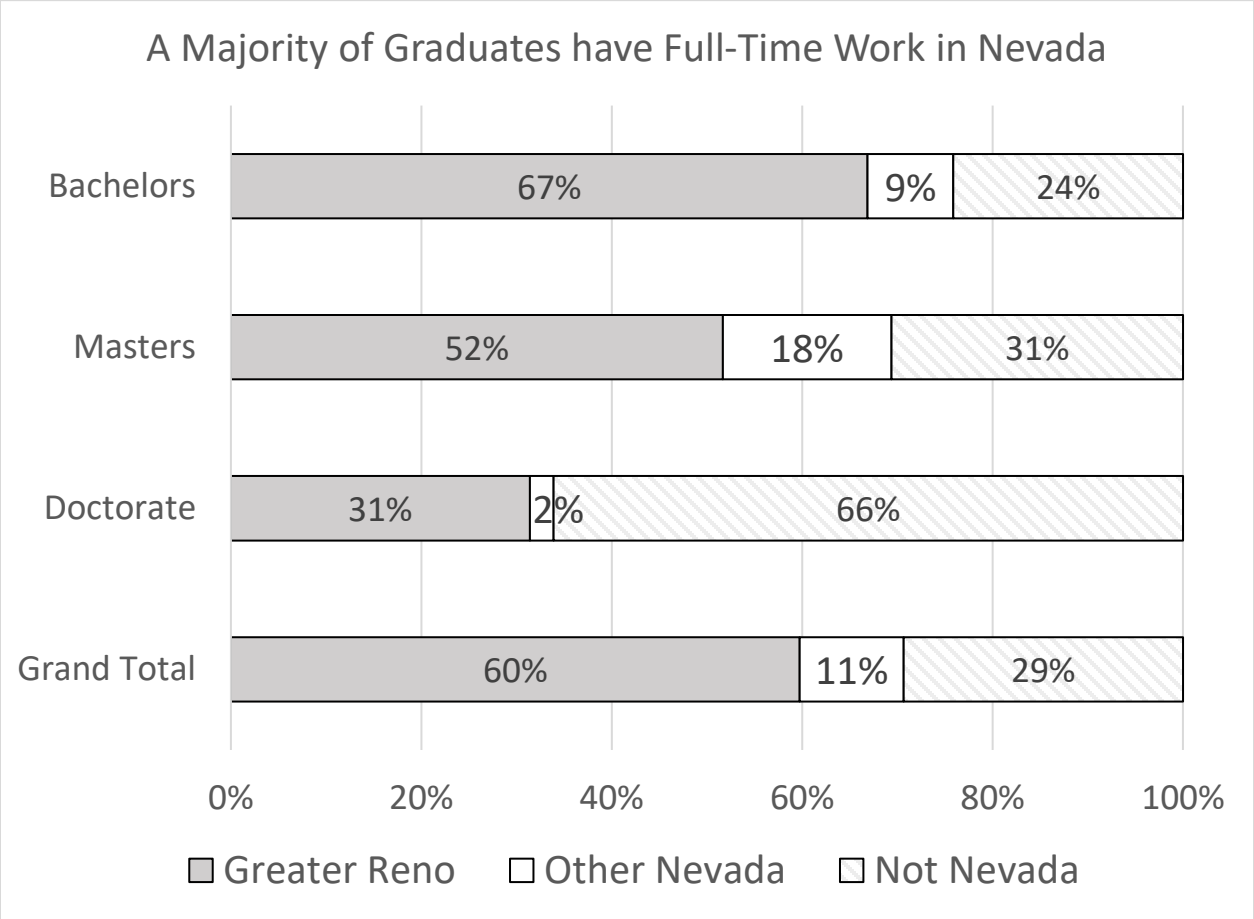
## Employment Location for all Degree Levels

Figure 7 displays the percentage of graduates working in Nevada, and in the Greater Reno Area[3], specifically. Approximately, 71% of graduates from all degree levels are working in Nevada full-time; 60% are working in the Greater Reno Area. However, the proportion in the Greater Reno Area differs substantially from the Nevada total.

The percentage of total graduates staying in the greater Reno area for full-time work is slightly up in 2023 at 60%. This bucked the trend when compared to the downward trend captured over previous years (Total percentages were 66%, 64%, 59%, and 53% for the Classes of 2019, 2020, 2021, and 2022, respectively)

FIGURE 7: Survey participants reporting full-time work in Nevada and Greater Reno Area[4]

*n = 1496 (32% of eligible graduates)*




[3] The Greater Reno Area includes Carson City, Dayton, Fallon, Fernley, Incline Village, Reno, Spanish Springs, Sparks, Stead, and Verdi

# Results for Bachelor's Degree Graduates

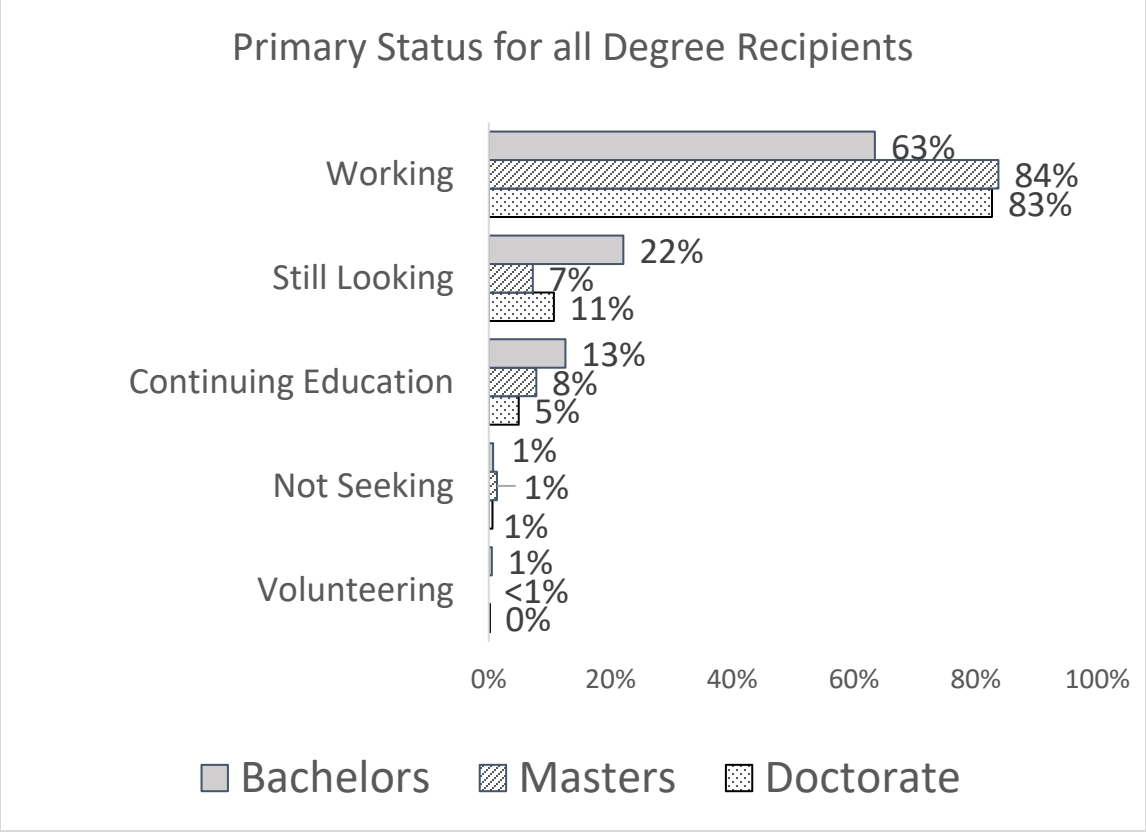
## Post-Graduation Outcomes for Bachelor's Degree Compared to Other Graduates

In the 2023 cycle, degree recipients completing bachelor's degrees (63%) indicated they were working (full or part time) as their primary status and is down from 2022 (-11%; 74%). This is followed by 22% for those who indicated they were still looking for work. This is an increase from 2022 (+8%; 14%). Approximately, 13% indicated they were continuing their education.

Figure 8 displays primary outcomes for students graduating with bachelor's degrees compared those graduating with master's or doctoral/professional degrees. Students who earned a bachelor's degree were noticeably less likely to be working compared to students who had earned master's or doctoral degrees. Of the 63% bachelor's degree recipients who reported working 84% of those reported full-time work and 16% reported part-time work.

FIGURE 8: Primary status for all degree recipients

*n = 2,731 (59% of eligible graduates)*




### Comparisons to Previous Years

When comparing outcomes for bachelor's degree recipients, the class of 2023 has a lower percentage of bachelor's degree recipients currently working than the class of 2022 (74%). However, 2023 (63%) does not stray too far from previous years; 2021 (65%), 2020 (58%), and 2019 (70%).

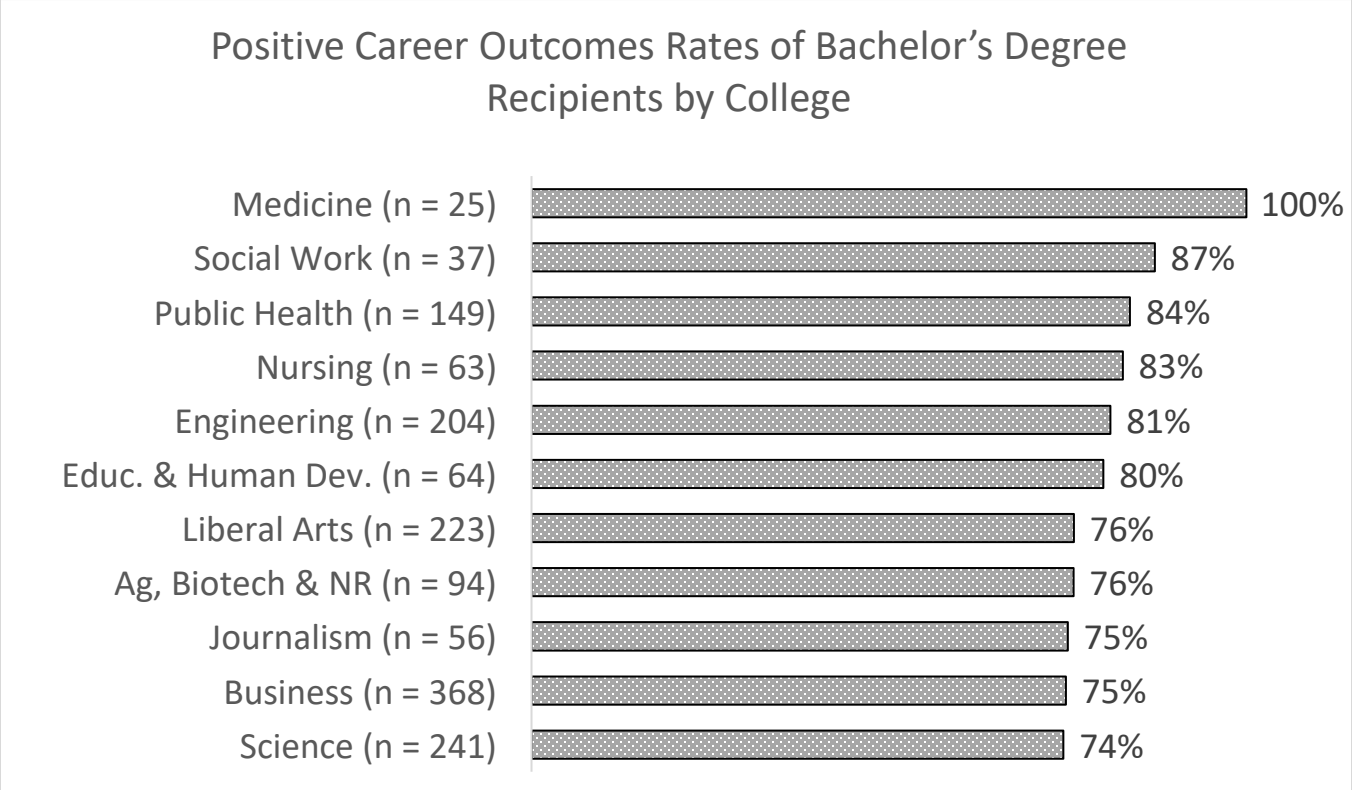
## Career Outcomes Rate for Bachelor's Degree Graduates

The class of 2023 bachelor's degree graduates had a Positive Career Outcomes Rate of 78%.

Most bachelor's degree recipients reported positive outcomes. Figure 9 displays the highest Career Outcomes Rates for the Class of 2023 occurred for graduates of the College of Medicine[4] (100%) followed by Social Work (87%). Public Health, (84%) Nursing, (83%) Engineering, (81%) and Education (80%) also stand out with positive outcomes over 80%. Though still notably positive, the College of Science had the lowest Career Outcomes Rate at 74% for bachelor's degree recipients.

FIGURE 9: Positive Career Outcomes Rates for bachelor's degree recipients by College

*n = 1954 (58% of eligible bachelor's Degree recipients)*




## Full-Time Employment Outcomes for Bachelor's Degree Graduates

Of those bachelor's degree recipients indicating full-time work, the majority (67%) indicated they started their job search at least one month prior to graduation. Approximately, 15% indicated they started their employment search at or around graduation, and 18% indicated they started their employment search one month or more after graduation (Table 11).

[4] The main body of these bachelor degree recipients comprised of a Speech Pathology cohort

TABLE 11: Timing of job search for bachelor's degree recipients

*n = 416 (12% of eligible bachelor's degree recipients)*

| Timing of Job Search | % Full-Time Employed | # Full-Time Employed |
|---|---|---|
| One month or more prior to graduation | 67% | 277 |
| At or around graduation | 15% | 61 |
| One month or more after graduation | 18% | 76 |
| Total | 100% | 415 |

## Average Salaries for Bachelor's Degree Graduates

Table 12 displays average reported salaries for 443 full-time survey respondents who earned a bachelor's degree by college. Graduates of the School of Nursing and graduates of the College of Engineering reported the highest average salaries.

TABLE 12: Reported salaries for full-time employed bachelor's degree recipients by college

*n = 443 (13% of eligible bachelor's degree recipients)*

| College | Salary Range | Average Salary | Median | # Graduates |
|---|---|---|---|---|
| Ag, Biotech & NR | $15k-80k | **$ 39,549** | $37,440 | **45** |
| Business | $20k-100k | **$ 54,228** | $50,786 | **74** |
| Educ. & Human Dev. | $28k-100k | **$ 43,286** | $39,500 | **26** |
| Engineering | $31k-148k | **$ 70,381** | $70,500 | **73** |
| Journalism | $32k-53k | **$ 42,003** | $41,600 | **13** |
| Liberal Arts | $19k-600k[5] | **$ 54,862** | $43,680 | **58** |
| Medicine | $30k-35k | **$ 32,500** | *N/A* | **2** |
| Nursing | $18k-131k | **$ 74,936** | $72,800 | **29** |
| Interdisciplinary | $29k-71k | **$ 49,914** | $49,907 | **4** |
| Public Health | $23k-98k | **$ 48,739** | $42,000 | **24** |
| Science | $15k-118k | **$ 45,581** | $41,600 | **79** |
| Social Work | $30k-64k | **$ 41,260** | $39,760 | **8** |
| Overall | $15k-600k | **$ 53,615** | $47,778 | **435** |

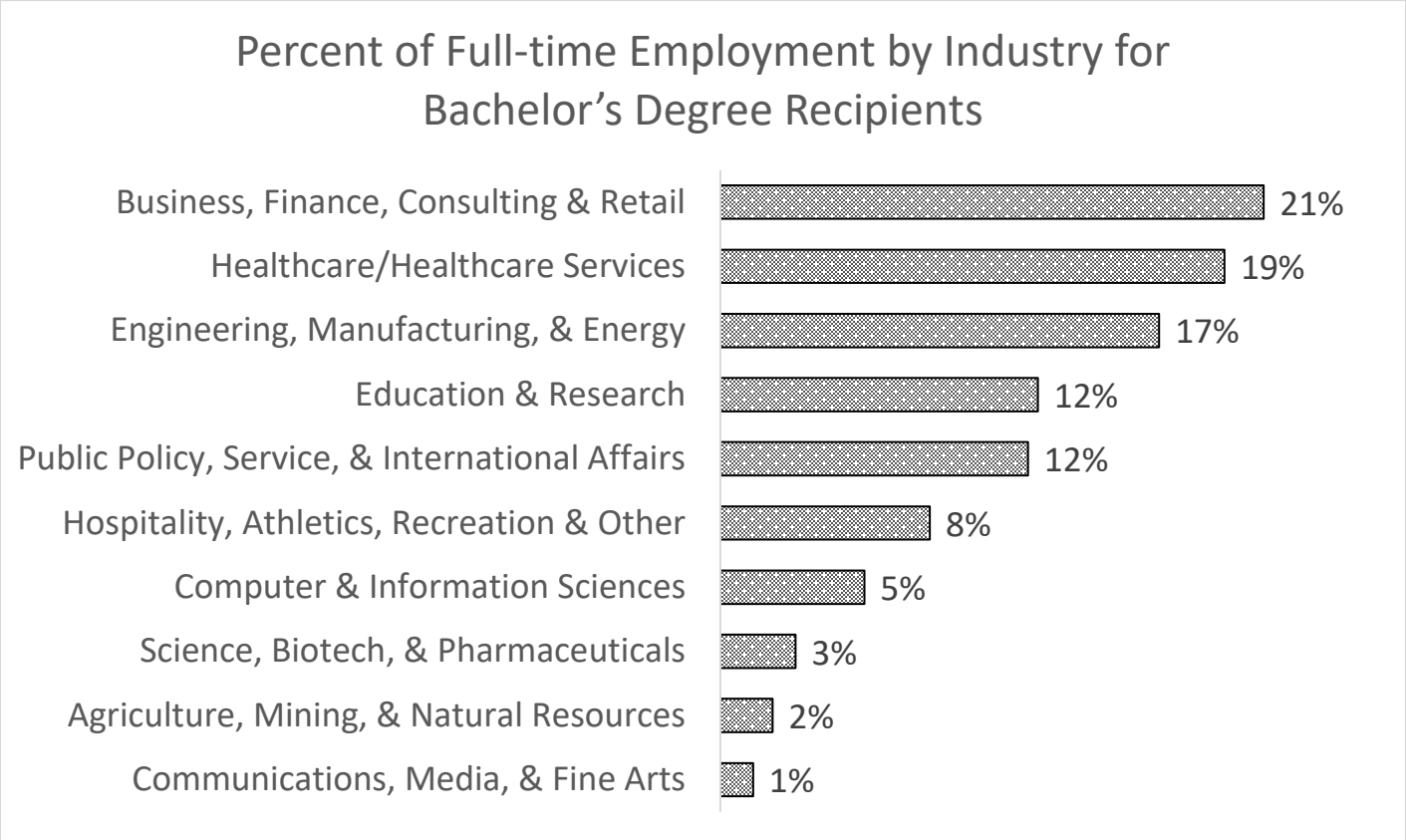
## Industry Categories

The top three industry categories for full-time employed bachelor's degree recipients were Business, Finance, Consulting, & Retail (21%), followed by Healthcare/Healthcare Service (19%) and then by Engineering, Manufacturing, & Energy (17%); (Figure 10).

[5] This salary outlier is verified as accurate although it is atypical for the college of Liberal Arts

FIGURE 10: Percent of full-time employment by industry for bachelor's degrees

*n = 802 (24% of eligible bachelor's degree recipients)*



**Relatedness and Satisfaction of Employment**

Bachelor's degree recipients reporting they worked full-time were asked to rate the relatedness of their current employment to their overall career goals. Most degree recipients (81%) rated their current employment as somewhat or very related to their career goals (Figure 11). This was similar to 2022 (80%). No opinion was 2%. Using the same data, Figure 12 shows a disaggregated view.

FIGURE 11: Percent rating employment as related to career goals for bachelor's recipients

*n = 451 (14% of eligible bachelor's degree recipients)*

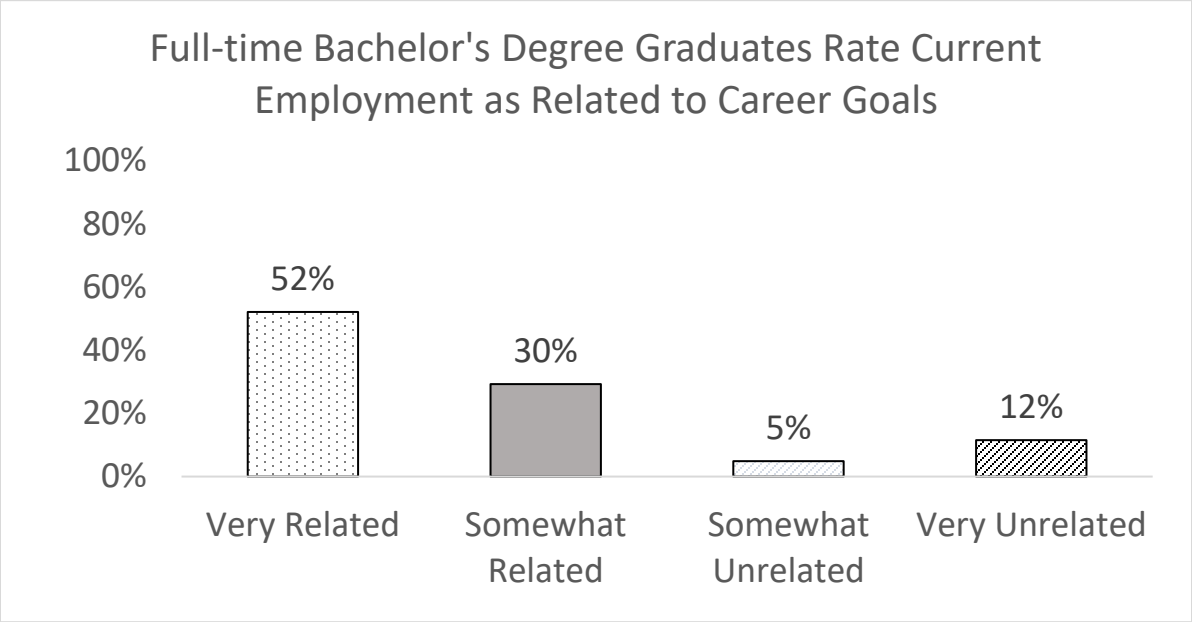
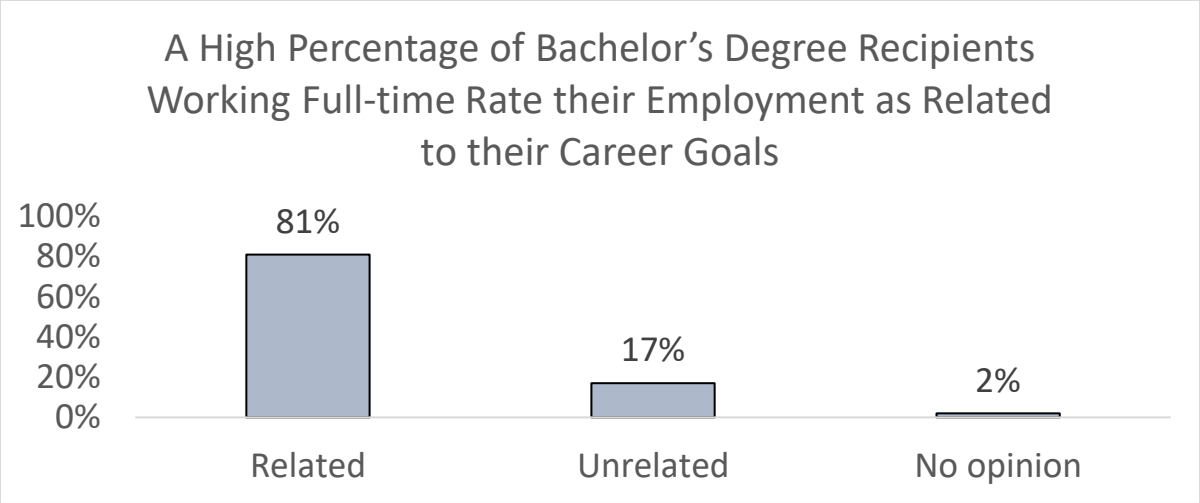



FIGURE 12: Percent rating employment as related to career goals for bachelor's recipients

*n = 451 (14% of eligible bachelor's degree recipients)*



Bachelor's degree recipients indicating they worked full-time were asked to rate their level of satisfaction with their current employment. A strong majority of recipients reported being somewhat or very satisfied (88%) (Figure 13). This is a similar return to 2020 levels where 90% of recipients reported being satisfied with their current employment and is a departure from 2021 where 57% of recipients reported being somewhat or very satisfied. No opinion was 5% Using the same data, Figure 14 shows a disaggregated view.

FIGURE 13: Percent satisfied with current full-time employment for bachelor's recipients

*n = 403 (12% of eligible bachelor's degree recipients)*

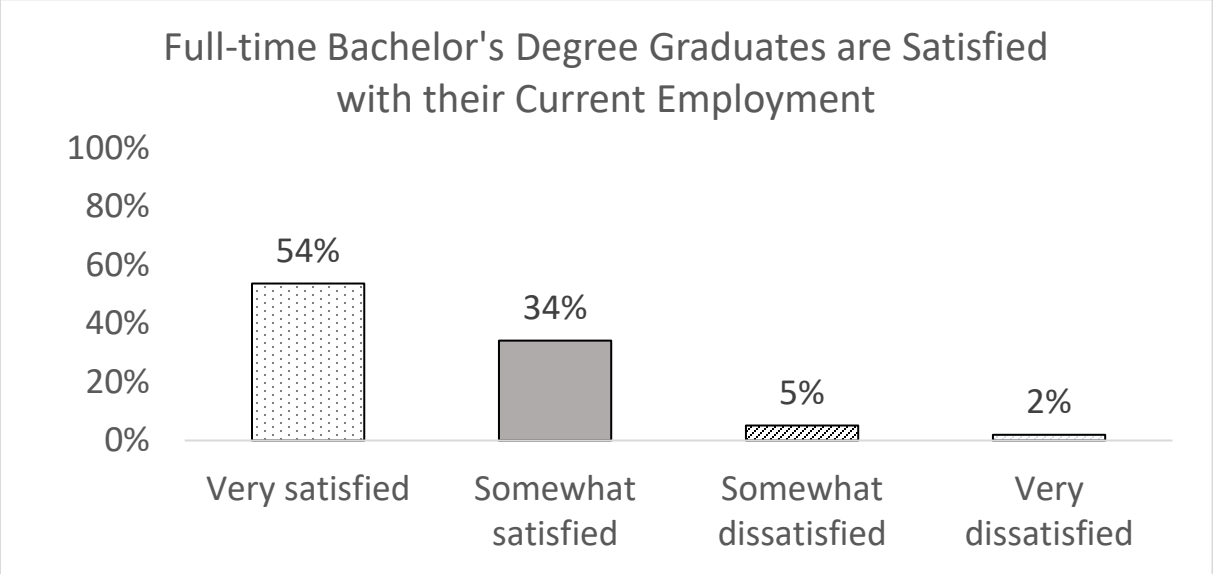
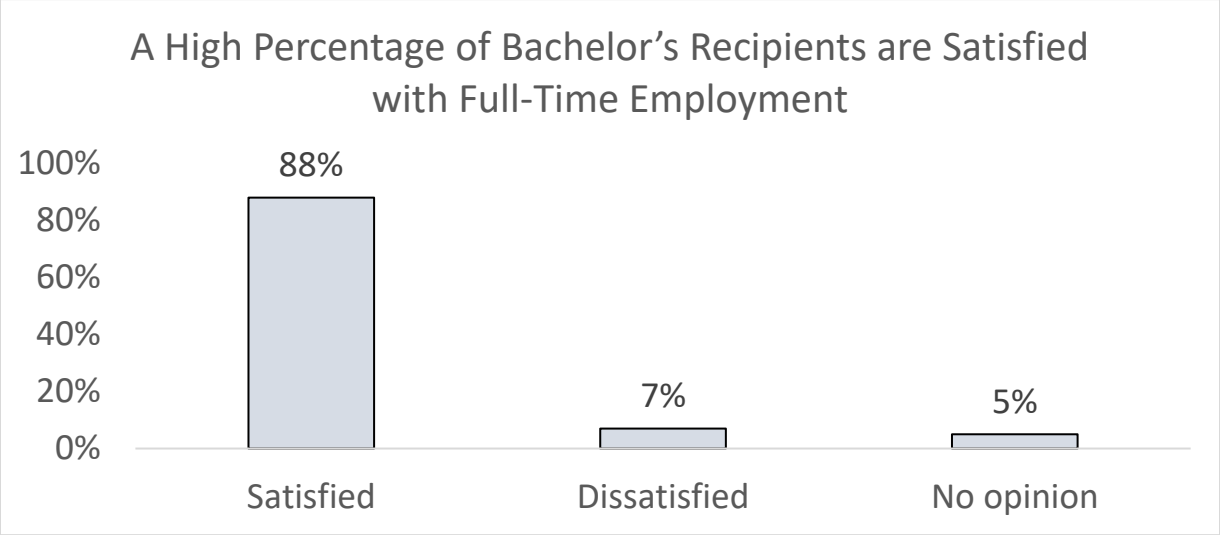



FIGURE 14: Percent satisfied with current full-time employment for bachelor's recipients

*n = 403 (12% of eligible bachelor's degree recipients)*



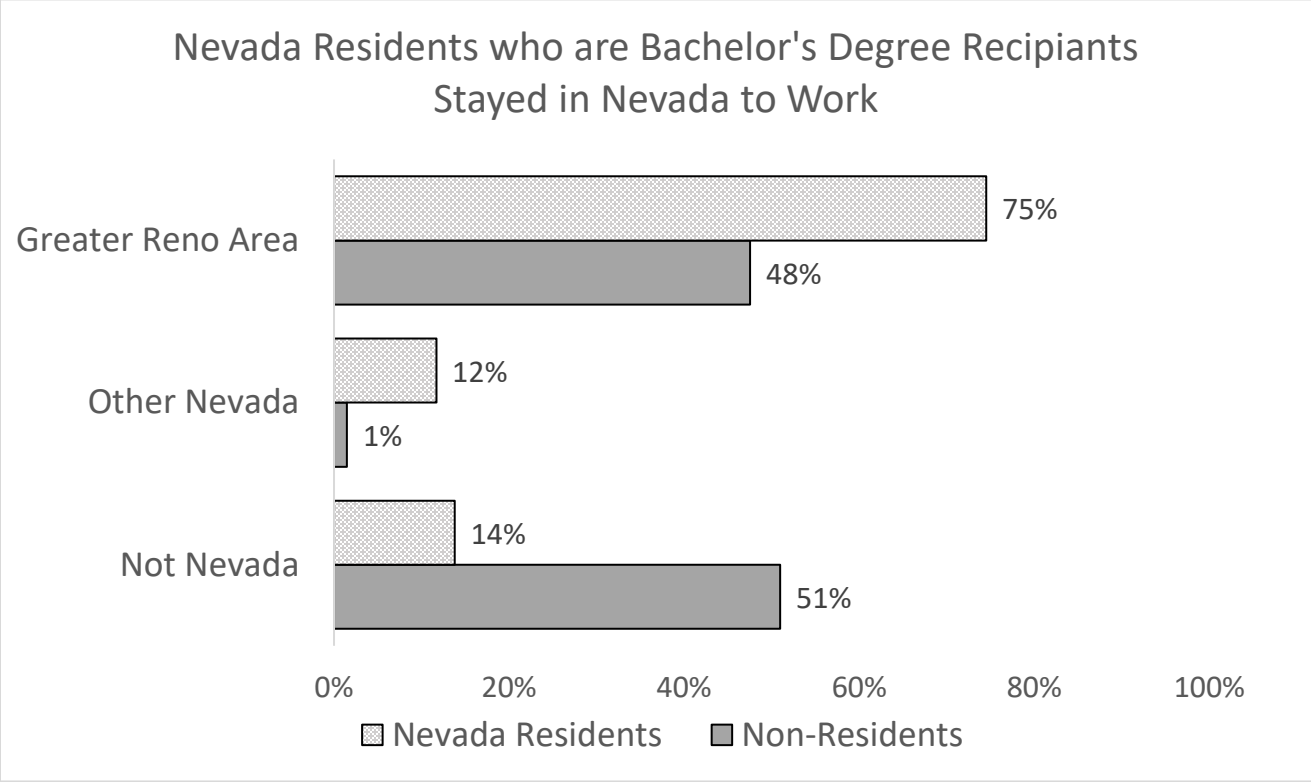
## Employment Location for Bachelor's Degree Graduates

For the Class of 2023 approximately 87% of Nevada residents granted bachelor's degrees stayed in Nevada to work full-time after graduation; 75% are working in the Greater Reno Area.

Approximately, 49% of bachelor's degree graduates originally from another state stayed in Nevada for full-time work after graduation; 51% have full-time work outside of Nevada. (Figure 15)

FIGURE 15: Employment locations for bachelor's degree recipients working full-time by residency

*n = 871 (26% of eligible bachelor's degree recipients)*

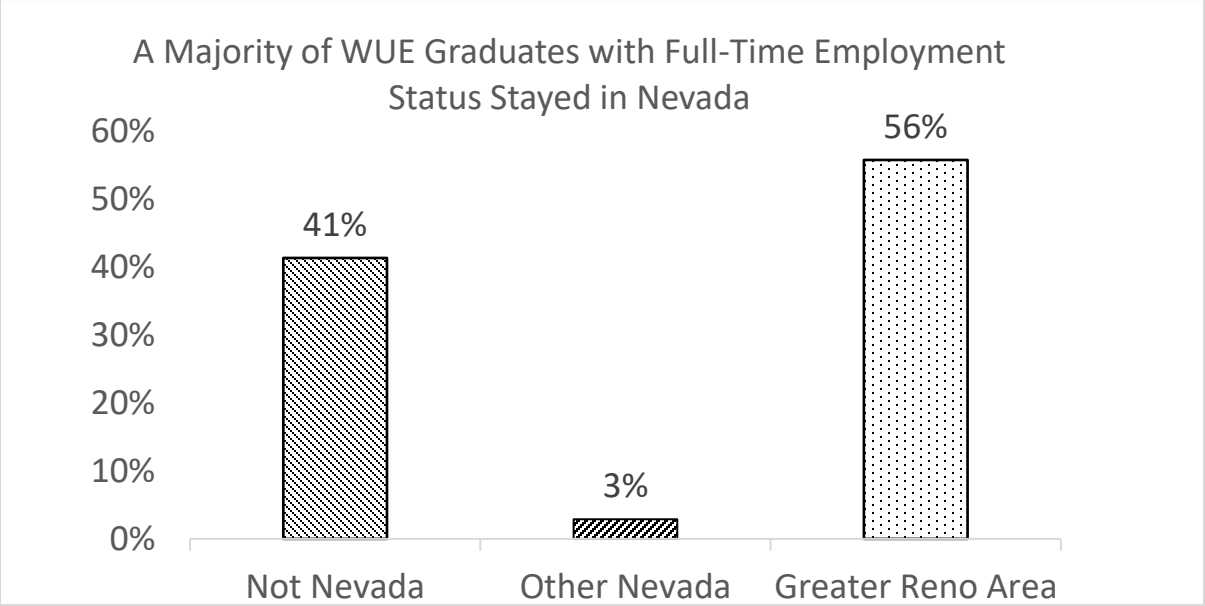


### Employment Location of WUE Recipients

Figure 16 shows employment locations for students originally from neighboring states who participated in the Western Undergraduate Exchange (WUE).[6] Approximately, 59% (n = 104) of WUE graduates reported working full-time in Nevada with 56% staying in the Greater Reno Area. The class of 2023 show an increase in percentage when compared to the class of 2022 (44% in the Greater Reno Area and 46% working full-time in Nevada).

FIGURE 16: Location of WUE Graduates who have full-time employment

*n = 104 (3% of eligible bachelor's degree recipients)*




## Continuing Education Outcomes for Bachelor's Degree Graduates

In the 2023 class cycle, 60% of graduated Bachelor's degree students enrolled in further education in the state of Nevada. This is up from the Class of 2022 wherein 49% stayed in Nevada for continued higher education. For another comparison, the class of 2020 had 80% continue education in Nevada. Figure 17 displays the percentage of continuing education students by location of institution for those accepted to an institution of higher education. [7]

[6] The Western Undergraduate Exchange (WUE) is a tuition-reciprocity agreement coordinated by the Western Interstate Commission for Higher Education (WICHE). WUE enables students from WICHE states to enroll in more than 150 participating two- and four-year public institutions at 150 percent of the enrolling institution's resident tuition.

[7] An additional 200 students re-enrolled at the University of Nevada Reno after receiving their bachelor degrees during the 2023 cycle. While internal institutional data sources (not survey data/admin entry) can confirm these re-enrollments they are not however, included in Figure 17. Adding these students would inflate the percentage of UNR reenrollments (~75%) and without access to similar internal data representation from other institutions, may present a potentially inaccurate picture of student graduates continuing education choices.

FIGURE 17: Institution for continuing education for bachelor's degree recipients

*n = 250 (7% of eligible bachelor's degree recipients)*

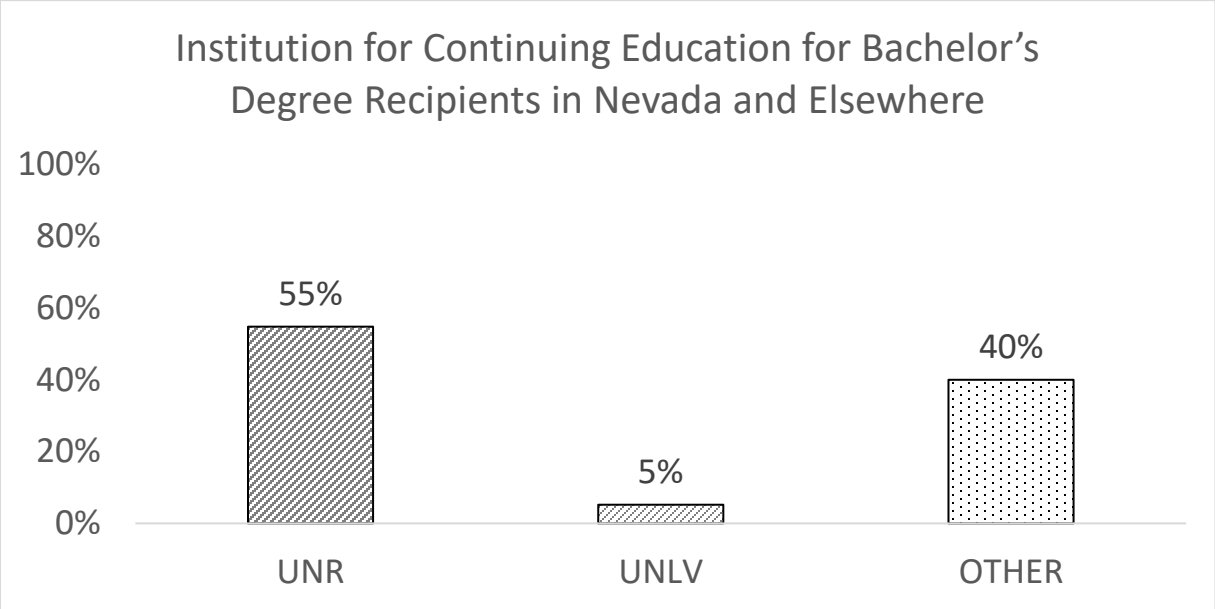
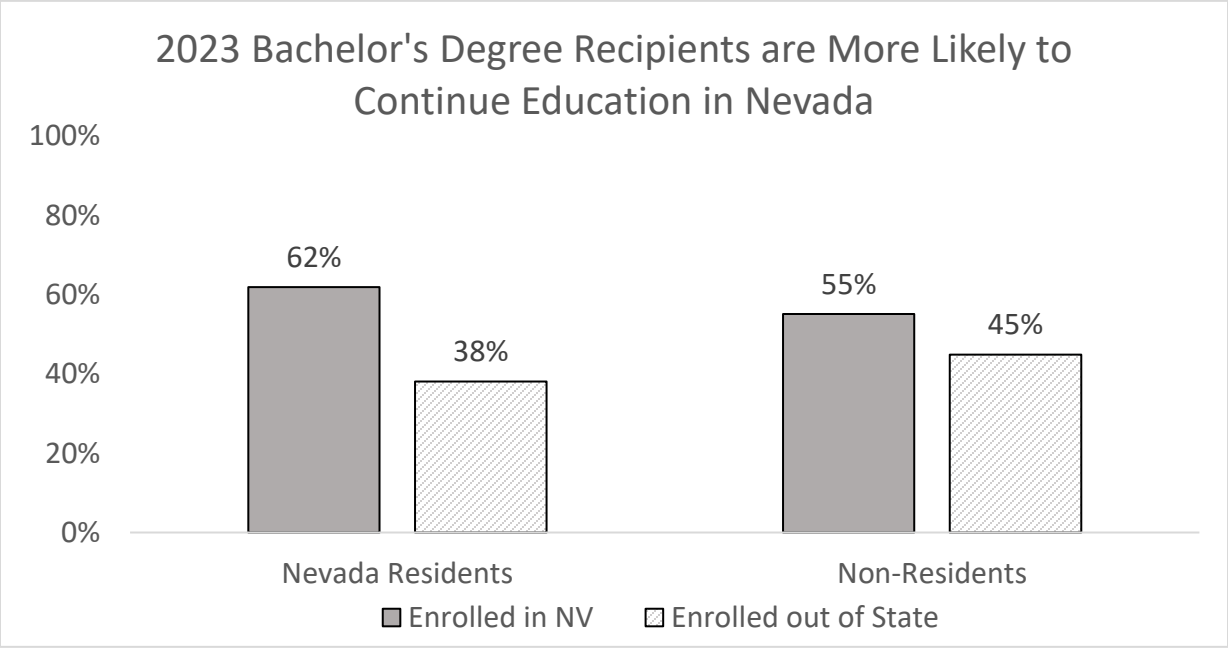



Figure 18 shows that bachelor's recipients who are Nevada residents were more likely to be continuing their education in Nevada (62%) versus another state (38%). Non-residents of Nevada degree recipients, in a reversal from 2022 (46%), were more likely to report continuing their education in Nevada (55%).

FIGURE 18: Location for continuing education for bachelor's degree recipients by state origin

*n = 246 (7% of eligible bachelor's degree recipients)*



# Appendix

## Definitions

| | |
|---|---|
| *Admin-Entered Data:* | NACE Standards allow for the collection of career outcomes data from various indirect sources, including students' updates to their LinkedIn profiles and information that students report to the Career Studio outside the survey instrument |
| *Career Outcomes Rate:* | According to NACE Standards, the number of graduates who are employed in any category (full-time work, part-time work, entrepreneurs, contract work, freelancing, or post-graduate fellowships or internships), plus those engaged in full-time service or military, plus those accepted into an educational program divided by the number of students for whom an outcome is known |
| *Class of 2023:* | Students who graduated between July 1, 2022 and June 30, 2023, as defined by the Integrated Postsecondary Education Data System (IPEDS) |
| *Full-Time Work:* | Traditional employment (a graduate works for one employer with a relatively steady schedule, a defined wage/salary, and benefits); entrepreneurship; contract/temporary work; freelance work; post-graduate fellowships or internships |
| *Greater Reno Area:* | Carson City, Incline Village, Reno, Spanish Springs, Sparks, Stead, and Sun Valley |
| *Institution Types:* | Defined by IPEDS 2018 Standards |
| *Far West:* | Nevada, California, Oregon, Washington, Alaska, and Hawaii |
| *Large:* | Total enrollment greater than or equal to 10,201 |
| *Knowledge Rate:* | The percentage of the graduating class for whom an outcomes destination is known and were eligible to receive the survey |
| *NACE:* | National Association of Colleges and Employers |
| *NACE Standards:* | NACE Standards and Protocols for Undergraduate First-Destination Surveys and the NACE Standards and Protocols for the Collection and Dissemination of Graduating Student Initial Career Outcome Information for Advanced Degree Candidates |
| *Students:* | UNR students who graduated with a bachelors, masters, or doctorate in the Class of 2023 |
| *Survey Participants:* | Students for whom a first-destination outcome is known, whether through a direct survey response or through admin-entered data |