



University of Vermont

Career Center

Class of 2025 Graduate Career Outcomes Report

Administered and

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University Highlights

- Number of respondents: 298
- Knowledge rate: 45.4%
- Success rate: 97.0%
- 55.3% Employed remaining in Vermont
- About 96.9% of employed graduates reported they are satisfied or very satisfied with their position
- About 98.5% of employed graduates reported their position is related to their career goal

What is a Knowledge Rate?

According to the National Association of Colleges and Employers (NACE), knowledge rates in Career Outcomes surveys are defined as ‘the percent of graduates for which the institution has reasonable and verifiable information concerning the graduates’ post-graduation career activities¹. At UVM, we use a post-graduation outcomes survey to capture most of our graduates’ information as well as additional knowledge from reputable sources which capture the same information that the survey asks. The knowledge rate refers to the percentage of all UVM Undergraduate Degree Earners in a given class year for whom we have post-grad outcomes information, regardless of whether the information was obtained through the survey or through additional sources.

Knowledge Rate Sources:

Undergraduate survey (available from June 1 to December 31, 2025)

National Student Clearinghouse database

UVM PeopleSoft database

Staff and Faculty submissions

Web searches (e.g., LinkedIn, UVM Connect)

Student Handshake Profiles

In some cases, phone calls to the students

Methodology

Purpose:

The UVM Career Outcomes survey follows the NACE First-Destination survey standards and protocols with supplemental questions added to reflect the unique aspects of career preparation of The University of Vermont. The survey is designed to show current and prospective students the employment and continuing education activities of UVM’s graduates as well as to assist colleges and administrators in understanding areas of growth and improvement. This is a joint effort between the Career Center, Academic Affairs and Student Success, and the Office of Institutional Research and Assessment.

¹ <https://www.nacweb.org/uploadedfiles/pages/advocacy/first-destination-survey-standards-and-protocols.pdf>

Data Collection:

The Career Outcomes data are collected using Handshake's First Destination module, designed in collaboration with NACE for precisely this purpose. Graduates are contacted via email and prompted to take the survey within 1 month of graduation and can update their status as needed until the survey closes 7 months post-graduation. Multiple email reminders are sent out during the data collection period, to both their UVM emails and their personal emails.

The survey remains open for entries for 7 months, however we only report on destinations landed within six months. For instance, a May graduate may land a job Nov 25th but not complete the survey until Dec. 10th – this data would be included; whereas a May graduate whose job began after Dec. 1st would be excluded.

Additionally, information on graduates who have not responded to the survey is collected via other reliable sources and tracked for auditing purposes (see Knowledge Rate Sources on Page 1). Note that if a student later responds to the survey, that first-person response is the information that would be kept and prioritized over the knowledge rate collection information. This follows the collection processes outlined by the National Association of Colleges & Employers (NACE).

Representativeness

The survey respondents are compared to the non-respondent graduates to gain a sense of the representativeness of the sample.

Definitions:

- The success rate are students who are working full-time, working part-time, participating in a volunteer or service program, serving in the US military, and matriculating into continuing education divided by total number of responses to the survey
- Mean salary includes only graduates who are employed full-time by an organization (i.e. other types such as freelance work are excluded).
- Honors College Scholars-Students who completed all of their studies as part of the honors college-are included in the unit breakdowns but as a separate category after the colleges and university totals. The honors college indicators are based on institutional data and not based on students' responses about their involvement in the honors college

Important Note about Duplicate Degrees:

The number of grads from the colleges will not sum to the university total in some cases, as the university total reflects unique individuals, and the college numbers reflect students unique to that college who received a degree from that college (i.e., a student may have received a degree from CAS and another from GSB, so that student is counted once in the university total, but twice for the colleges).

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Table 1 – Class of 2025 Knowledge Rates and Career Outcomes by College

Degree Type	Total # of Graduates	# of Graduates with Known Outcomes	Knowledge Rate	Employed (FT, PT, Unknown)	Matriculating in a program of continuing education	Seeking Employment (Still Looking)	Success Rate
University Total (Unique)	656	298	45.4%	221	66	11	97.0%
Masters	488	222	45.5%	157	59	6	97.3%
Doctoral	168	79	47.0%	64	7	5	89.9%

Table 2 – Class of 2025 Compensation by College

Degree Type	Total # of Graduates Reporting a Salary	Salary*		Bonus**	
		Mean	Median	Mean	Median
University Total (Unique)	44	\$73,461	\$67,500	\$3,500	\$3,500
Masters	27	\$68,059	\$67,000	\$3,500	\$3,500
Doctoral	17	\$82,042	\$71,000	—	—

*Salary and Bonus includes only students who are working full-time or unknown-time for an organization/employer.

**Only two students reported a bonus.

Table 3 – Class of 2025 Satisfaction

Degree Type	% indicating field of employment is related to their career goals*	% satisfied or very satisfied with their position*	N
University Total (Unique)	98.5%	96.9%	65
Masters	97.9%	95.7%	47
Doctoral	100.0%	100.0%	18

* Includes only those who selected full-time employment

Table 4 – Class of 2025 High Impact Practices by College

Degree Type	HIP Average	Graduate Assistantship	Capstone	Internship or Field Experience		Service- Learning Course	Study Abroad	Other	N
				Research					
University Total (Unique)	2.1	45.9%	30.6%	51.8%	62.4%	7.1%	8.2%	4.7%	85
Masters	2.2	43.5%	38.7%	59.7%	54.8%	6.5%	9.7%	3.2%	62
Doctoral	2.0	52.2%	8.7%	30.4%	82.6%	8.7%	4.3%	8.7%	23

Table 5 - Class of 2025 Preparedness

Degree Type	Average Career Resources Used	% indicating the people and resources at UVM helped them explore their values, skills, & career interests	% indicating feeling prepared for their post grad pursuits based on UVM experience	N
University Total (Unique)	2.5	86.8%	95.6%	91
Masters	2.1	85.1%	95.5%	67
Doctoral	2.6	91.7%	95.8%	24

Table 6 – Class of 2025 Employment Location by College

Degree Type	All*	
	N	% Stay in VT
University Total (Unique)	159	55.3%
Masters	122	54.1%
Doctoral	37	59.5%

*Does not include people who have unknown location; only includes those who reported their outcome as “working” (full-time, part-time, and unknown)

Table 7 – Class of 2025 Top Employers

Company Name	N
University of Vermont	28
University of Vermont Health Network	11
Burlington School District	2
Colchester School District	2
EY	2
GlobalFoundries	2
Johnson Lambert	2
KPMG LLP	2
PwC	2
Slate Valley Unified School District	2