University of Vermont
Career Center

Class of 2025 Undergraduate Career Outcomes Report

Administered and

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Undergraduate 3-Year Average for the University of Vermont: Classes 2023, 2024, and 2025

We publicize our Career Outcomes as a three-year rolling average to provide the most accurate, stable, and representative picture of career success. Career outcomes can fluctuate from year to year due to factors outside of any one graduating class—such as labor market conditions, economic shifts, public health disruptions, or varying response rates. Using a three-year average smooths out these short-term variations and highlights longer-term trends, helping students, families, faculty, and partners better understand the typical outcomes our graduates achieve. This approach supports transparent, responsible reporting while avoiding overinterpretation of data from a single cohort.

Undergraduate Highlights (3 year average)

- Average number of respondents: 1,523
- Average success rate: 93.6%
- Average employment rate: 70.2%
- Average knowledge rate: 58.0%
- Average Salary: $53,537
- Average continuing Education rate: 23.5%
- About 94% of employed graduates reported they are satisfied with their position
- 62% of in-state, and 32% of out-of-state students stayed in Vermont after graduation

Three Year Average Methodology

The three-year averages are weighted by year, meaning that the averages are not strongly influenced by the number of responses in any given year.

To ensure consistent reporting,
please use this data set for website and externally facing publications.

Undergraduate Outcomes for 1 year: Class of 2025

August 2024 – May 2025 Graduates

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Class of 2025 Highlights

- Number of respondents: 1,728
- Knowledge rate: 59.8%
- Success rate: 94.4%
- 38.3% Employed remaining in Vermont
- About 95% of employed graduates reported they are satisfied or very satisfied with their position
- About 93% of employed graduates reported their position is related to their career goal

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.

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 (Knowledge Rate Sources). 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).

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 activities[1]. 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

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

Note on 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).

[1] https://www.naceweb.org/uploadedfiles/pages/advocacy/first-destination-survey-standards-and-protocols.pdf

Tables

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

College	Total # of Graduates	# of Graduates with Known Outcomes	Knowledge Rate	Employed (FT, PT, Unknown)	Participating in a volunteer or service program	Matriculating in a program of continuing education	Seeking Employment (Still Looking)	Success Rate
University Total (Unique)	2890	1728	59.8%	1135	17	476	95	94.4%
Agriculture & Life Sciences	418	265	63.4%	166	4	84	10	95.5%
Arts & Sciences	1186	596	50.3%	381	8	175	32	94.6%
Business (Grossman)	234	197	84.2%	145	0	41	8	95.9%
Education & Social Services	203	121	59.6%	69	0	50	2	98.3%
Engineering & Mathematical Sciences	332	246	74.1%	161	1	58	25	89.4%
Environment & Natural Resources (Rubenstein)	298	187	62.8%	156	4	17	10	94.7%
Nursing and Health Sciences	254	135	53.1%	69	0	57	9	93.3%
Participated in Honors College	340	200	58.8%	115	2	66	16	91.5%
Honors College Scholar	142	95	66.9%	53	1	32	9	90.5%

Table 2 – Class of 2025 Compensation by College

College	Total # of Graduates Reporting a Salary	Salary*		Bonus*	
		Mean	Median	Mean	Median
University Total (Unique)	181	$58,220	$55,000	$5,250	$2,250
Agriculture & Life Sciences	12	$42,154	$43,410	—	—
Arts & Sciences	50	$49,141	$49,026	$2,000	$2,000
Business (Grossman)	15	$63,925	$63,000	—	—
Education & Social Services	13	$48,812	$47,840	—	—
Eng & Mathematical Sciences	55	$68,272	$70,000	$3,029	$2,000
Envi & Nat Resources (RSENR)	23	$50,028	$47,840	—	—
Nursing and Health Sciences	16	$78,583	$79,040	$11,000	$10,000
Participated in Honors College	28	$50,261	$49,261	$2,250	$1,750
Honors College Scholar	7	$54,527	$55,000	$1,750	$1,750

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

Table 3 – Class of 2025 Satisfaction

College	% indicating field of employment is related to their career goals*	% satisfied or very satisfied with their position*	N
University Total (Unique)	93.2%	95.3%	278
Agriculture & Life Sciences	81.8%	93.9%	33
Arts & Sciences	89.5%	92.1%	76
Business (Grossman)	100.0%	90.9%	22
Education & Social Services	100.0%	100.0%	22
Engineering & Mathematical Sciences	96.9%	98.5%	65
Environment & Natural Resources (Rubenstein)	92.1%	94.7%	38
Nursing and Health Sciences	100.0%	100.0%	27
Participated in Honors College	86.7%	95.6%	45
Honors College Scholar	89.5%	94.7%	19

* Includes only those who selected full-time employment

Table 4 – Class of 2025 High Impact Practices by College

College	HIP Average	Capstone	Internship or Field Experience	Research	Service-Learning Course	Study Abroad	Other	N
University Total (Unique)	2.1	49.2%	66.9%	37.6%	26.7%	27.5%	3.9%	484
Ag & Life Sciences	2.1	26.5%	69.1%	45.6%	27.9%	32.4%	4.4%	68
Arts & Sciences	2.1	27.0%	63.2%	54.6%	21.7%	32.2%	6.6%	152
Business (Grossman)	2.1	60.7%	78.6%	7.1%	14.3%	35.7%	10.7%	28
Education & Social Services	2.2	25.7%	88.6%	20.0%	51.4%	34.3%	0.0%	35
Eng. & Math Sciences	2.0	80.2%	60.4%	36.6%	7.9%	15.8%	3.0%	101
Environ & Natural Resources	2.7	66.1%	81.4%	25.4%	66.1%	30.5%	1.7%	59
Nursing and Health Sciences	2.0	77.6%	55.1%	24.5%	24.5%	16.3%	2.0%	49
Participated in Honors	2.8	58.0%	75.0%	71.6%	25.0%	37.5%	4.5%	88
Honors College Scholar	3.0	69.8%	74.4%	97.7%	25.6%	27.9%	4.7%	43

Table 5 - Class of 2025 Preparedness

College	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	95.2%	97.0%	503
Agriculture & Life Sciences	2.1	95.9%	97.3%	74
Arts & Sciences	2.6	95.0%	97.5%	160
Business (Grossman)	3.7	96.4%	96.4%	28
Education & Social Services	1.9	97.1%	100.0%	35
Engin & Mathematical Sciences	3.2	94.3%	96.2%	105
Envir & Nat Resources (RSENR)	2.5	98.6%	98.6%	69
Nursing and Health Sciences	1.1	92.2%	94.1%	51
Participated in Honors College	3.2	94.5%	96.7%	91
Honors College Scholar	3.1	95.3%	97.7%	43

Table 6 – Class of 2025 Employment Location by College

	All*	
College	**N**	**% Stay in VT**
University Total (Unique)	901	38.3%
Agriculture & Life Sciences	96	42.7%
Arts & Sciences	305	36.7%
Business (Grossman)	120	23.3%
Education & Social Services	59	62.7%
Engineering & Mathematical Sciences	132	40.2%
Environment & Natural Resources (Rubenstein)	146	37.7%
Nursing and Health Sciences	54	40.7%
Participated in Honors College	102	45.1%
Honors College Scholar	44	43.2%

*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 – Top Employers

Company Name	**N**
University of Vermont	29
University of Vermont Health Network	25
Peace Corps	7
Burlington School District	6
Fidelity Investments	6
National Life Group	6
Vermont Information Processing	6
GlobalFoundries	5
The University of Vermont Medical Center	5
USDA Forest Service	5

Table 8 – Top Receiving Institutions

Institution Name	**N**
University of Vermont	181
Community College of Vermont	15
Boston University	12
Northeastern University	11
Tufts University	6
Boston College	5
University of Colorado Boulder	5
Dartmouth College	4
University of Denver	4
University of Minnesota	4