

Career Success Report

2023–24 ACADEMIC YEAR

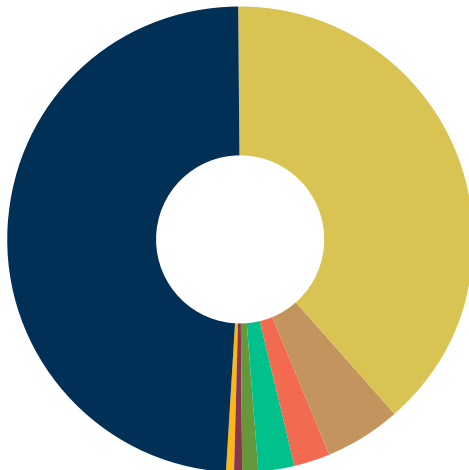


WILLIAM & MARY
CAREER DEVELOPMENT &
PROFESSIONAL ENGAGEMENT

Next Destination Report

Class of 2023 Undergraduates

94% of the Class of 2023 reported positive career outcomes – employed or attending graduate/professional school – within 6 months of graduation*. Knowledge rate for the Class of 2023 is 72% compared to the national average, which is 56%. (NACE, 2023)



49.1%

EMPLOYED FULL-TIME

38.6%

ATTENDING GRADUATE/
PROFESSIONAL SCHOOL

5.1%

EMPLOYED PART-TIME

2.7%

JOB SEEKING

2.5%

APPLYING TO GRADUATE/
PROFESSIONAL SCHOOL

1.1%

VOLUNTEER OR SERVICE
PROGRAM

0.5%

OTHER
(Neither job seeking, going
to grad school, nor working)

0.4%

MILITARY SERVICE

TOP 10

BEST PUBLIC
SCHOOLS FOR
INTERNSHIPS

by Princeton Review

#13

BEST PUBLIC
CAREER PLACEMENT

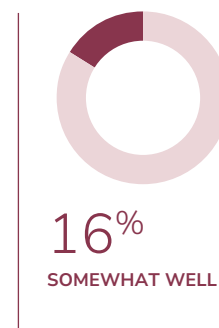
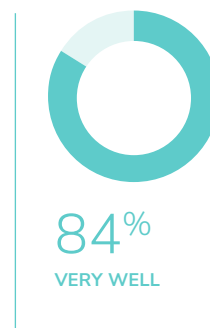
by Princeton Review

N=1,603 surveyed. (Knowledge rate: 72%. National Average is 56% - NACE, 2023. W&M Career Outcomes Rate: 94%. National Career Outcomes Rate: 85%)

The data collection for student career outcomes, reflected in this report, adheres to the standards and guiding principles established by the National Association of Colleges and Employers.

Franck, R., & The Princeton Review (2023). The Best 388 Colleges (2024 Edition). New York: Penguin Random House.

100% of those employed reported their career interests align very well/somewhat well with their work.



Average Salaries

Reported by W&M Class of 2023

* To learn more about salaries based on occupational field and geographic location, visit the Occupational Outlook Handbook published by the Bureau of Labor Statistics at <https://www.bls.gov/oooh/>.

\$77,618

OVERALL FT MEAN SALARY

National Mean Salary: \$64,291

NACE First Destinations for the College Class of 2023

\$84,064

MEAN FT SALARY FOR BBA

\$74,521

MEAN FT SALARY FOR ARTS & SCIENCES

INDUSTRIES

\$82,949

BUSINESS CAREERS

\$60,667

CREATIVE CAREERS

\$70,238

PUBLIC SERVICE CAREERS

\$47,453

EDUCATION & HUMAN SERVICES CAREERS

\$84,214

STEM CAREERS

Top Employers

The Class of 2023 reported 461 unique employers with 58 employers making multiple hires. Below are employers who hired 4 or more members:



Booz | Allen | Hamilton



Morgan Stanley

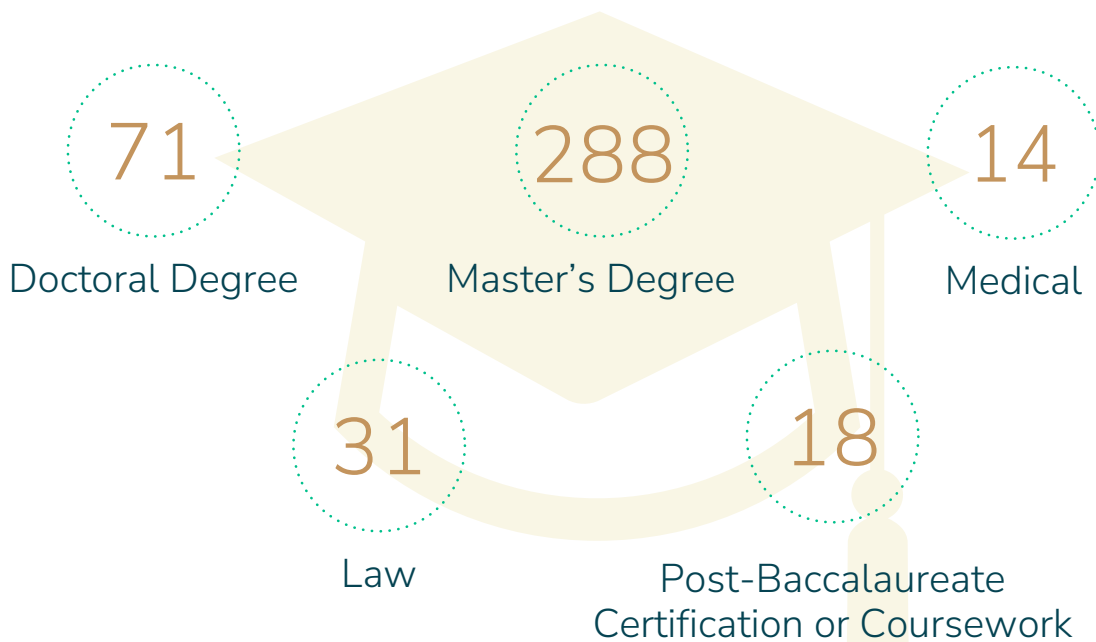


Top Graduate/Professional Schools

Approximately 39% of the undergraduate Class of 2023 matriculated into 137 distinct graduate/professional programs. Below are the 21 institutions enrolling 4 or more W&M alumni.

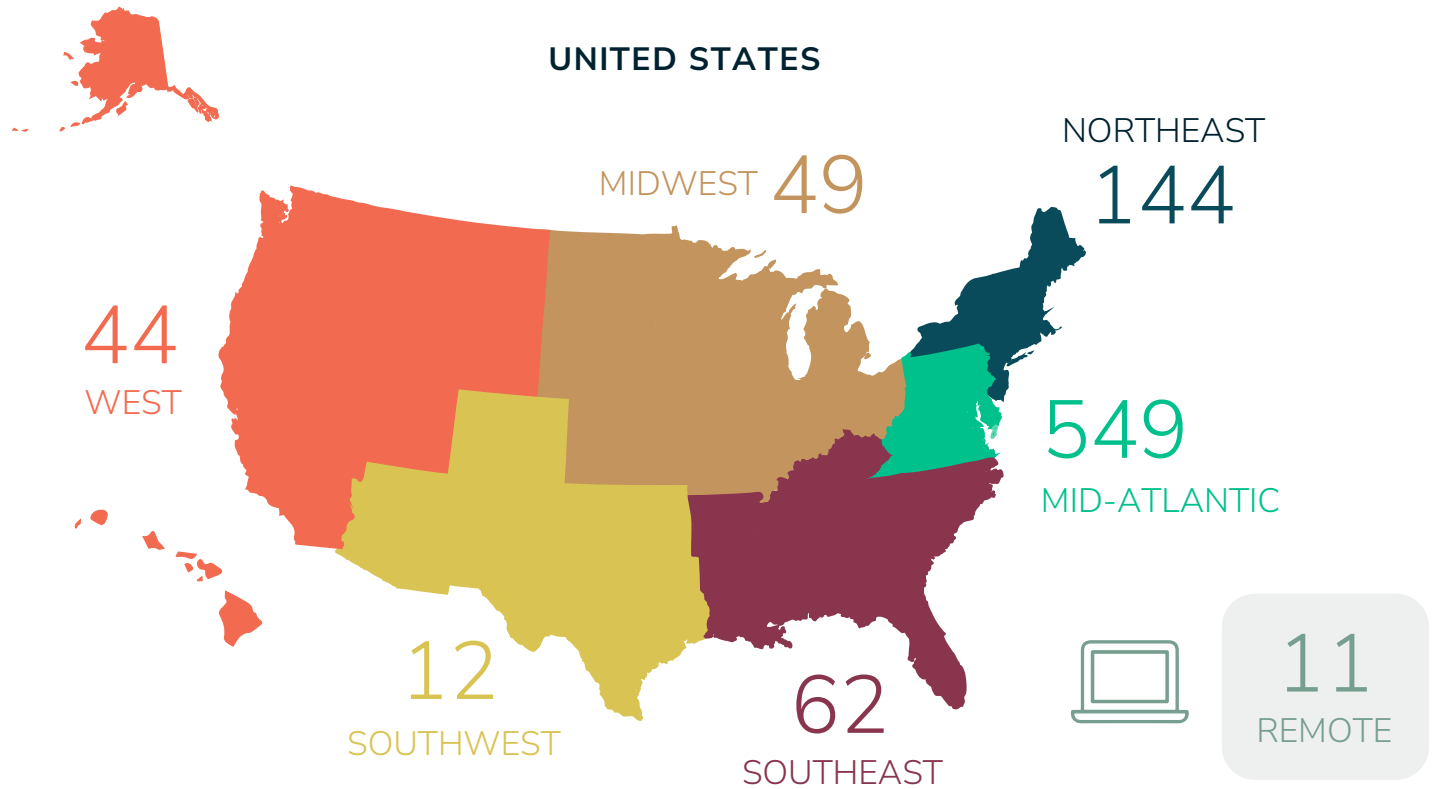


According to the National Student Clearinghouse, the W&M Next Destination Survey, and mined data, the following advanced degrees and certifications were sought by the Class of 2023.

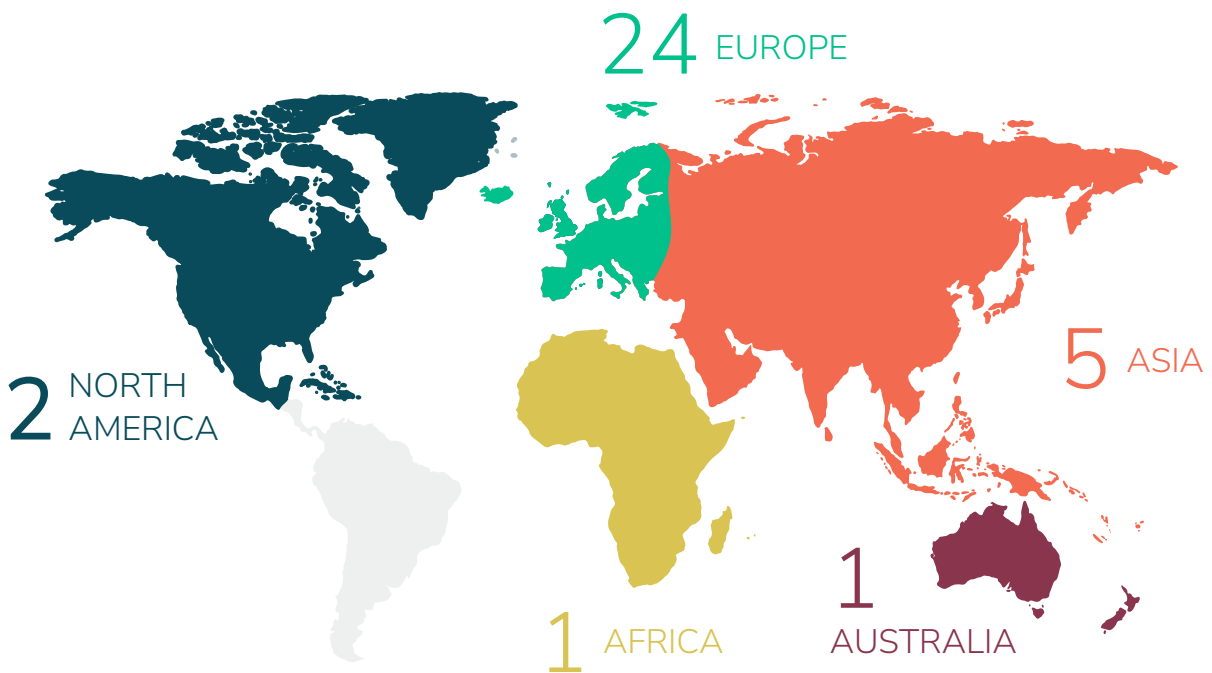


Next Destination Geographic Distribution

*Geographic locations for employment and graduate/professional school were derived from NDS respondents, the National Student Clearinghouse, and mined data.

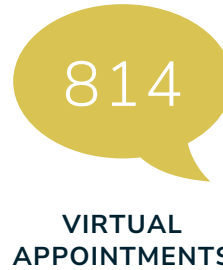


INTERNATIONAL



Student Engagement

One of the keys to successful career planning is an early start. The Office of Career Development & Professional Engagement delivers programs and opportunities open to all class years, majors, and areas of interest. The graphic below illustrates the number of advising contacts from July 1, 2023 to June 30, 2024.



Funding for Unpaid and Underfunded Student Experiences (F.U.S.E.)

90 students received funding to participate in unpaid or underfunded summer internships, allowing them to gain valuable skills and work experience in a variety of industries. (Please note, F.U.S.E. is not intended to make up for lost wages, but to allow greater access to applied learning.)



STUDENTS FUNDED 90

AWARDED MORE THAN

\$280,000



Externships

122 students participated in externships which allowed them to network and gain exposure to industries of interest at 36 unique sites.



STUDENTS PARTICIPATED 122

SITES/ EMPLOYERS

36



Big Interview

519 students used Big Interview — a free, online interview preparation service for W&M students. Big Interview is paid for and provided by the Office of Career Development & Professional Engagement.



519
STUDENTS PREPARED

Programs

The Office of Career Development & Professional Engagement hosts programs year-round which are designed to teach students about relevant topics such as resumes, cover letters, the job search, interviews, networking, graduate and professional school, and more.

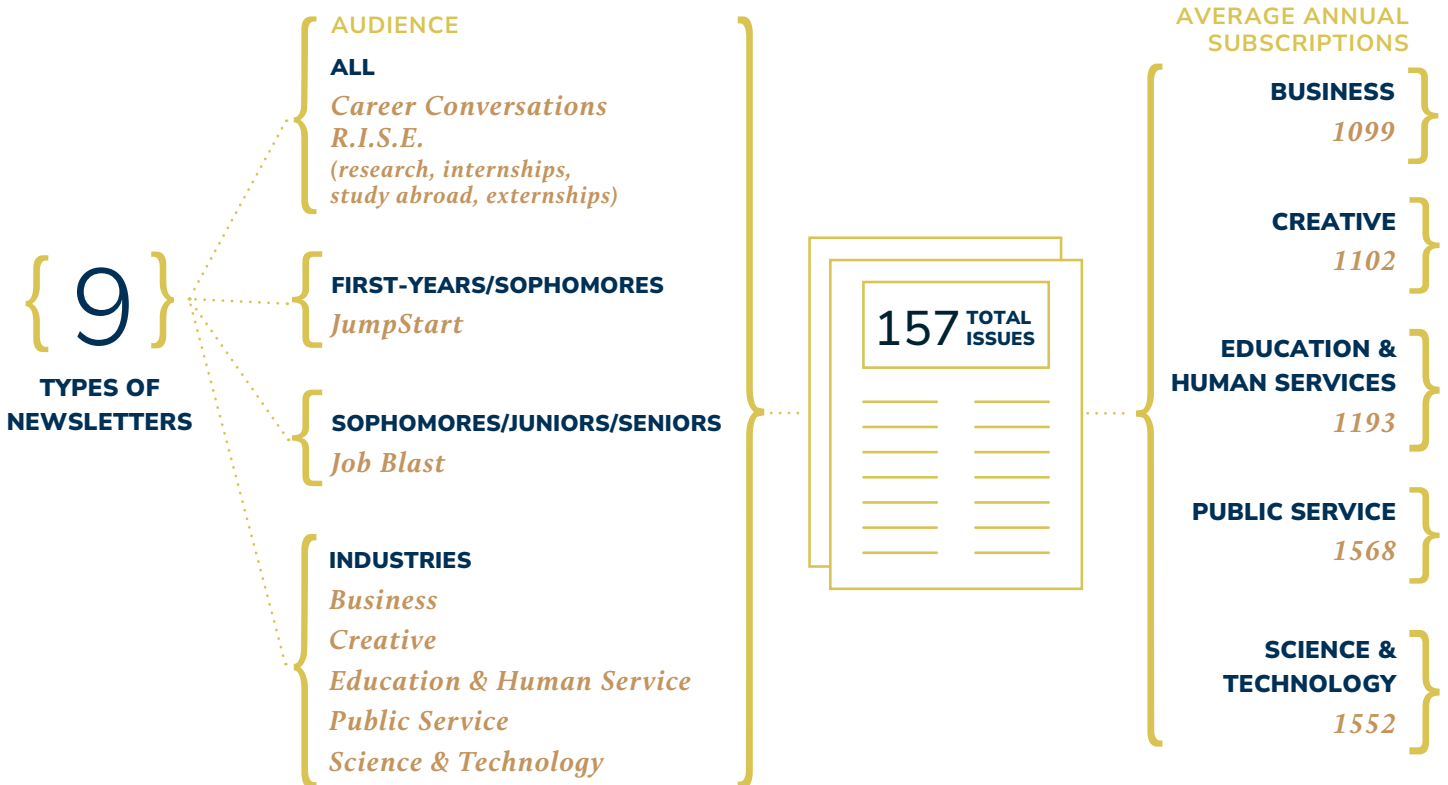
Programs include workshops, meet ups, crash courses, roundtable discussions, themed series, chats/talks, panels, virtual visits, seminars, and presentations.



5,558
STUDENT ATTENDEES

240
PROGRAMS

Newsletters



Students may subscribe and have access to all industry newsletters regardless of major, class year, or interest. We distribute all other newsletters to all students.

Applied Learning

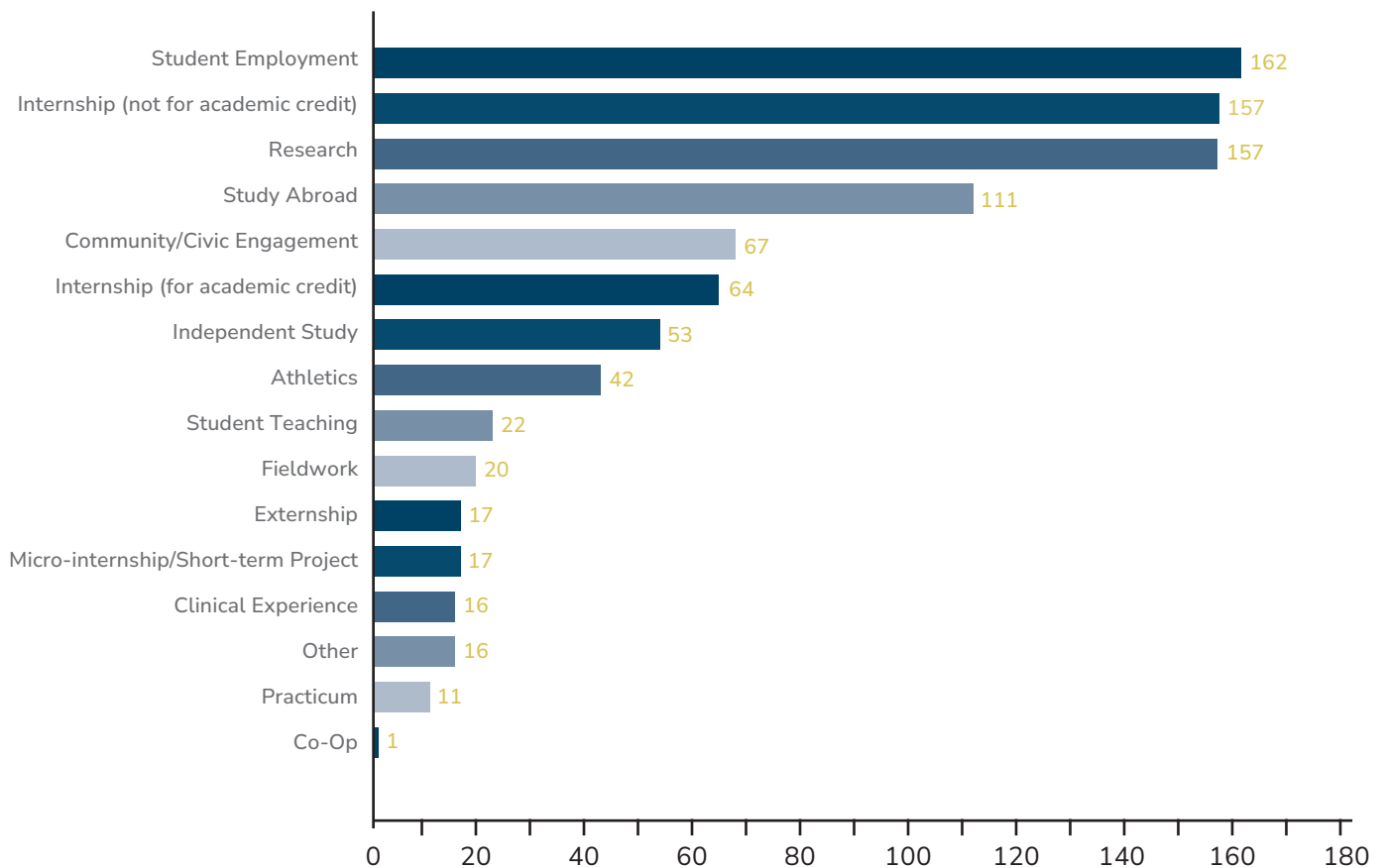
Applied learning experiences engage students in hands-on, mentored activities that activate their W&M education, sparking reflection and promoting academic, professional, and personal growth. It is framed around four key criteria:

- Clearly defined learning outcomes
- Systematic and structured supervisor/mentor feedback
- Opportunities for ongoing reflection
- Synthesis and/or application of learning

25% OF CLASS OF 2023

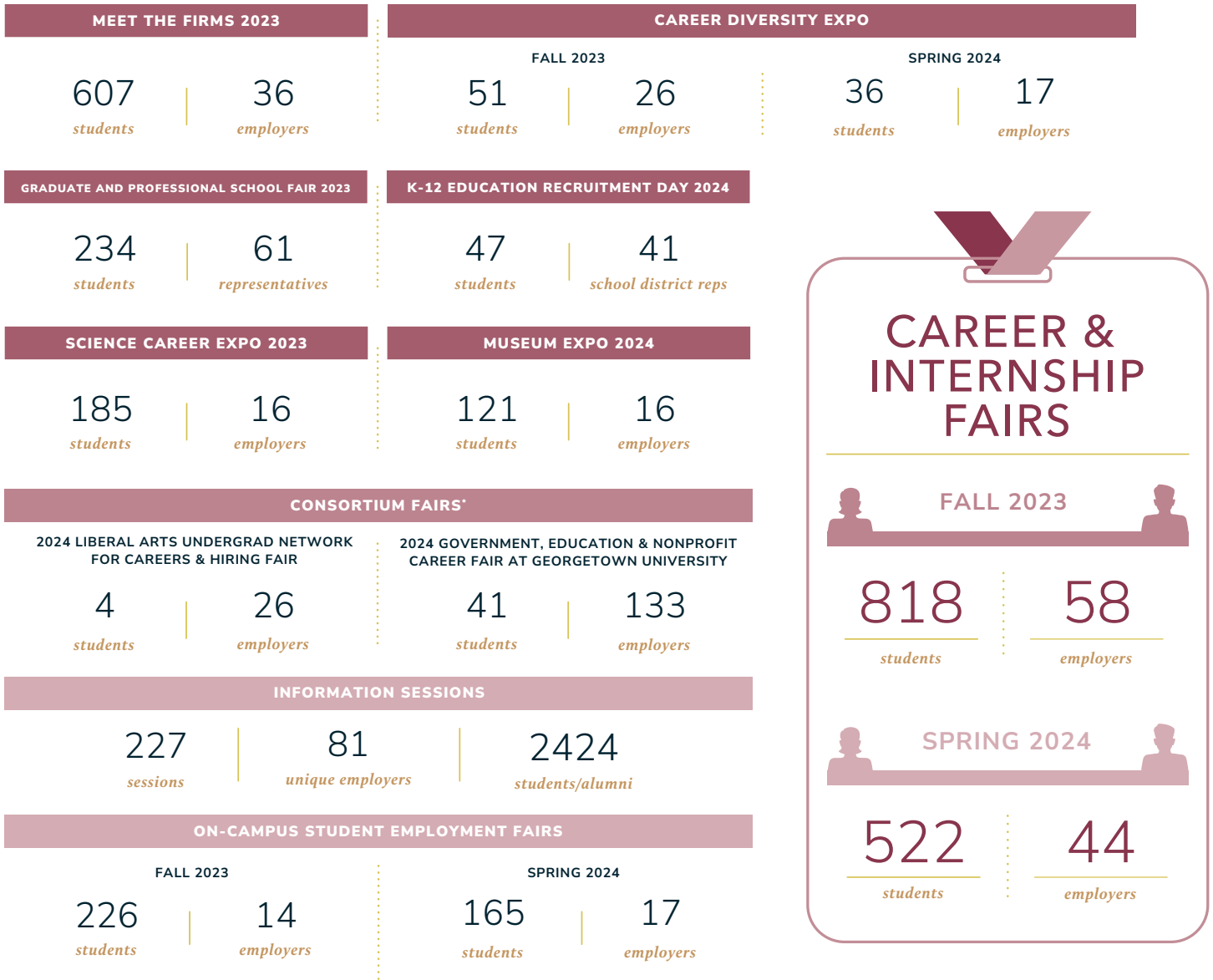
In the Next Destination Survey, 25% of the Class of 2023 reported they completed applied learning experiences, such as research, internships, externships, field experience, and student employment.

A total of 933 experiences were reported by alumni.



2023-2024 Recruiting Engagement

Annual Recruitment Events



*Annual recruitment events were hosted virtually.

On-Campus Recruitment (OCR)

Each fall and spring, organizations set up interviews with W&M students for jobs, internships, & graduate schools. All majors are recruited for a variety of industries.



ON-CAMPUS RECRUITING INTERVIEW SCHEDULES

61

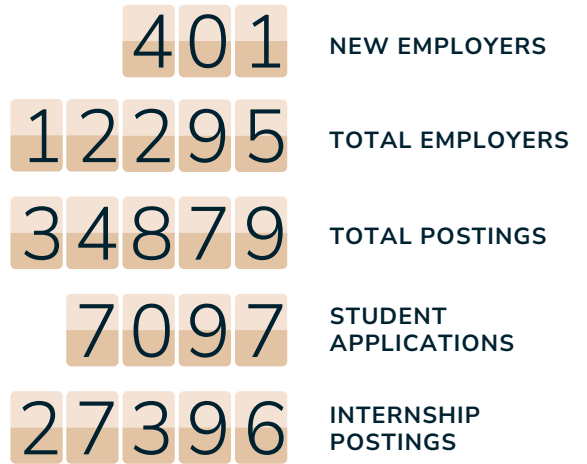
INTERVIEWS CONDUCTED

361



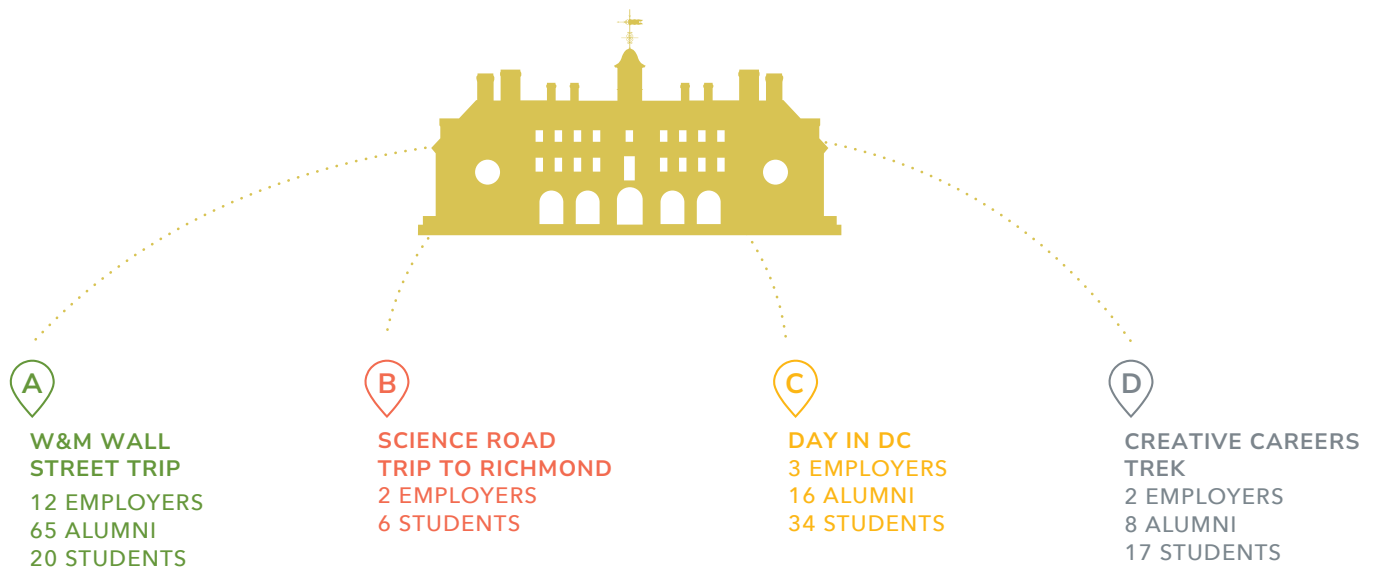
TribeCareers

TribeCareers is the hub for William & Mary students seeking opportunities. The Employer Development & Engagement team creates conditions for opportunity and introduces our students to a wide variety of jobs, internships, fellowships, and other career experiences available throughout the Commonwealth, the nation, and the world.



Signature Events

Each year the Office of Career Development & Professional Engagement hosts a number of trips, treks, & expos where students from any academic background can attend site visits and gain in-depth industry exposure.



WILLIAM & MARY

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