

WILLIAM
& MARY

CAREER DEVELOPMENT &
PROFESSIONAL ENGAGEMENT

OUTCOMES REPORT

Undergraduate Arts & Sciences | Class of 2024



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Methodology

NACE STANDARDS

The Office of Career Development & Professional Engagement adheres to standards for first destination survey guidelines set by the National Association of Colleges and Employers (NACE). In addition to standard questions regarding post-graduation plans (e.g., employment data, graduate/professional school data), the survey collects applied learning data, next destination alignment with career goals, and primary university career influencers.

DATA COLLECTION

The online survey is distributed to William & Mary seniors graduating in August, January, or May of the current academic year. The survey is sent initially in August; then, it is sent monthly to non-respondents and re-sent to those who indicate their status as 'job seeking' or 'applying to graduate/professional school.'

Other primary sources of data retrieval are the National Student Clearinghouse, initiatives with campus partners, and data mining via social media. Data collection closes each December following May graduation. All forms of data collection follow NACE protocols.

KNOWLEDGE RATE

Our knowledge rate is the percent of graduates for which the William & Mary Office of Career Development & Professional Engagement has reasonable and verifiable information concerning graduates' post-graduation career outcomes. Information is retrieved directly from students/recent alumni, employers, campus partners, social media, and the National Student Clearinghouse. The Office of Career Development & Professional Engagement's goal is the highest rate possible; the national average for Bachelor degrees is 55% according to NACE's First Destinations Dashboard for the Class of 2024. Outcomes are reported on conferred graduates. Information is shared in aggregate and published annually in the *Next Destination Survey Report* and the *Career Success Report*.

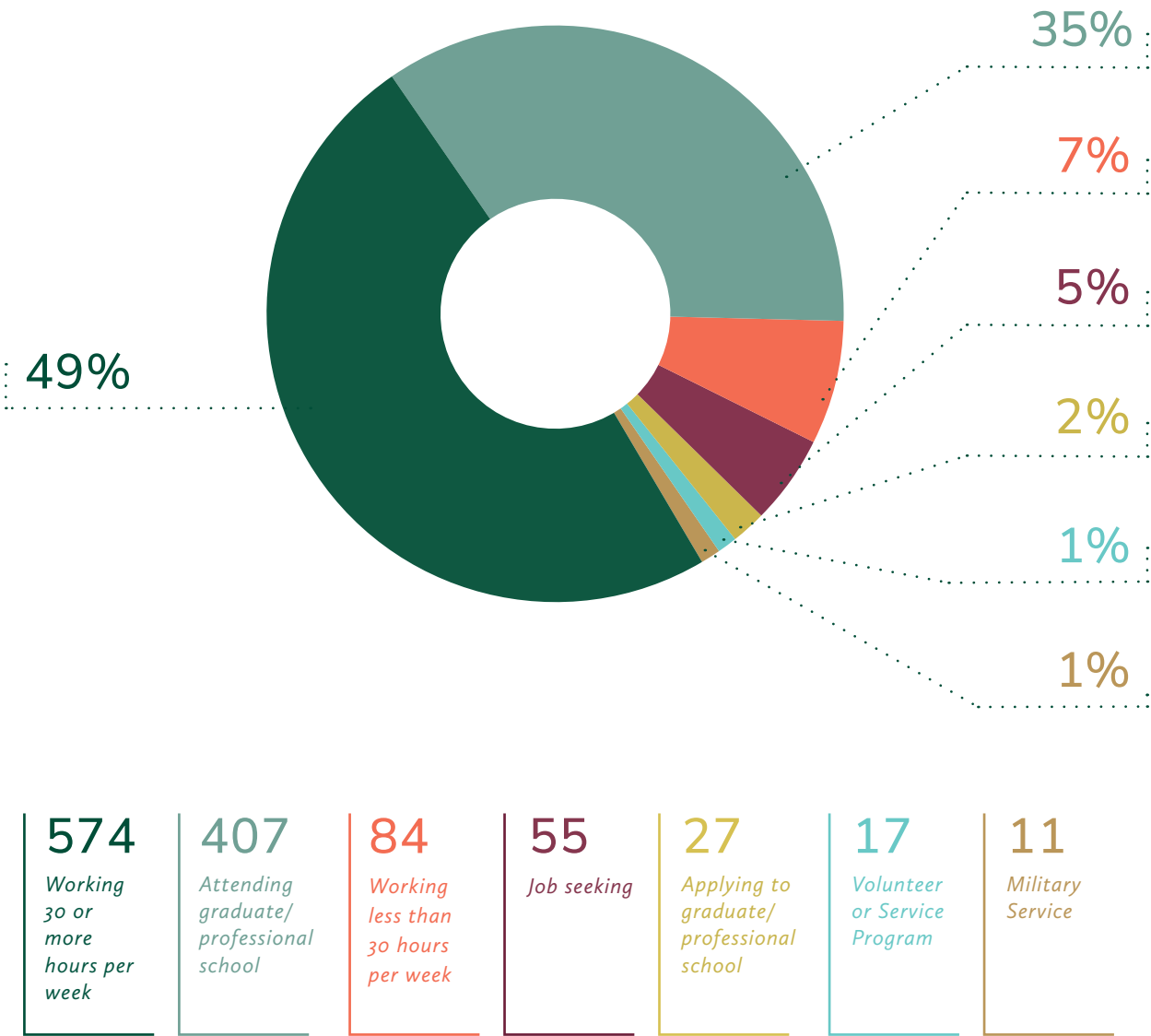
Results

Class of 2024 Major 1: A&S

Knowledge Rate: 79% (1175/1491)

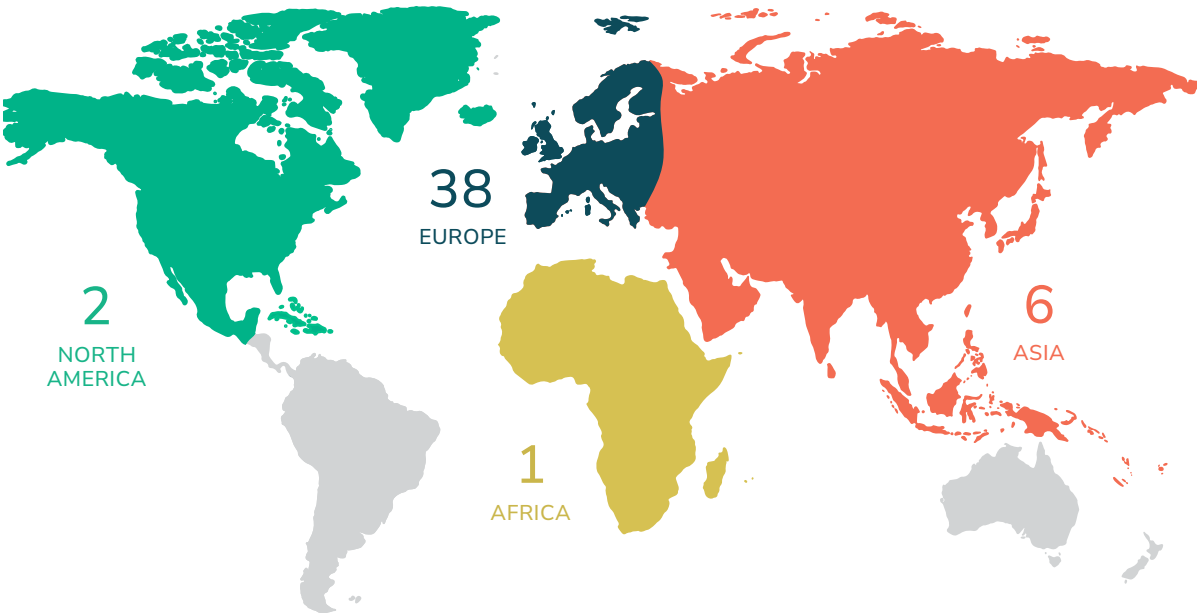
Career Outcomes Rate: 91% (1065/1175) employed or attending graduate/professional school

Next Destination Status

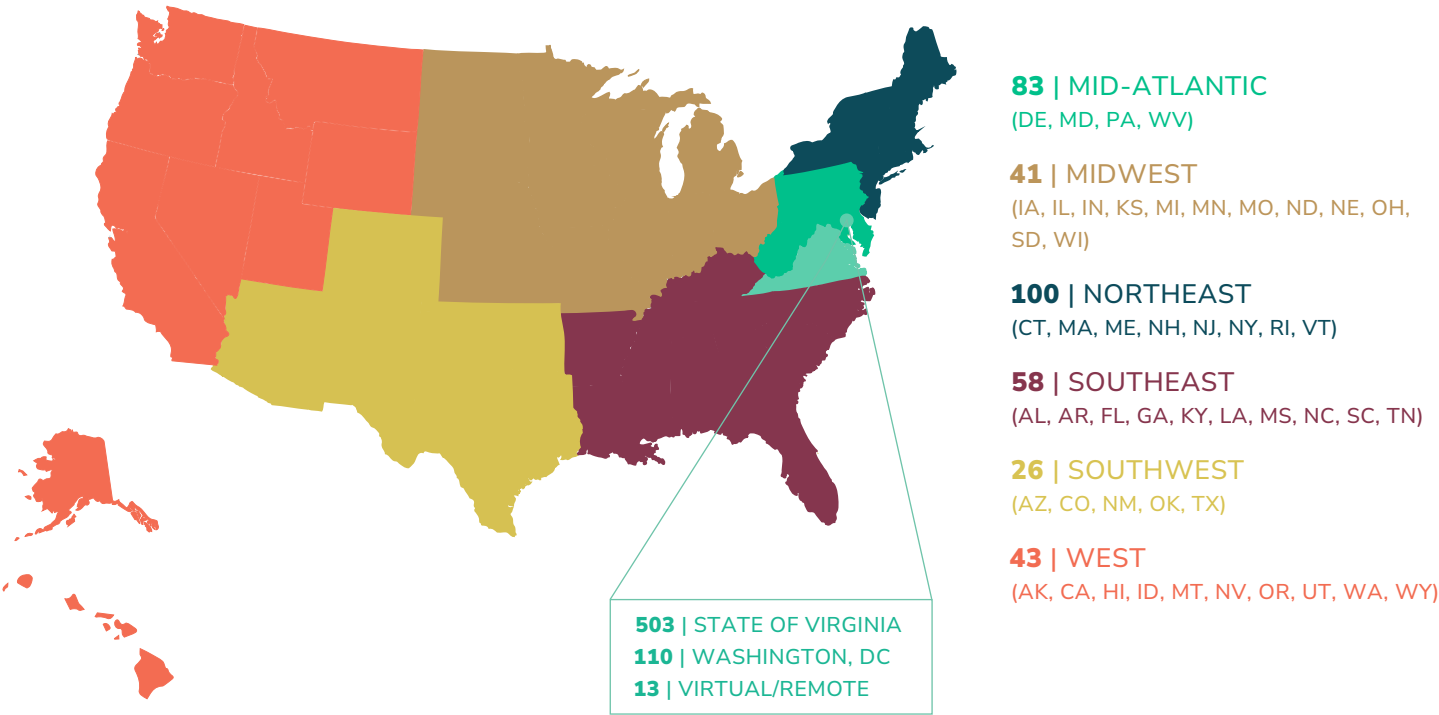


Geographic Distribution

96% (1024/1065) knowledge rate for location of employer or graduate/professional institution

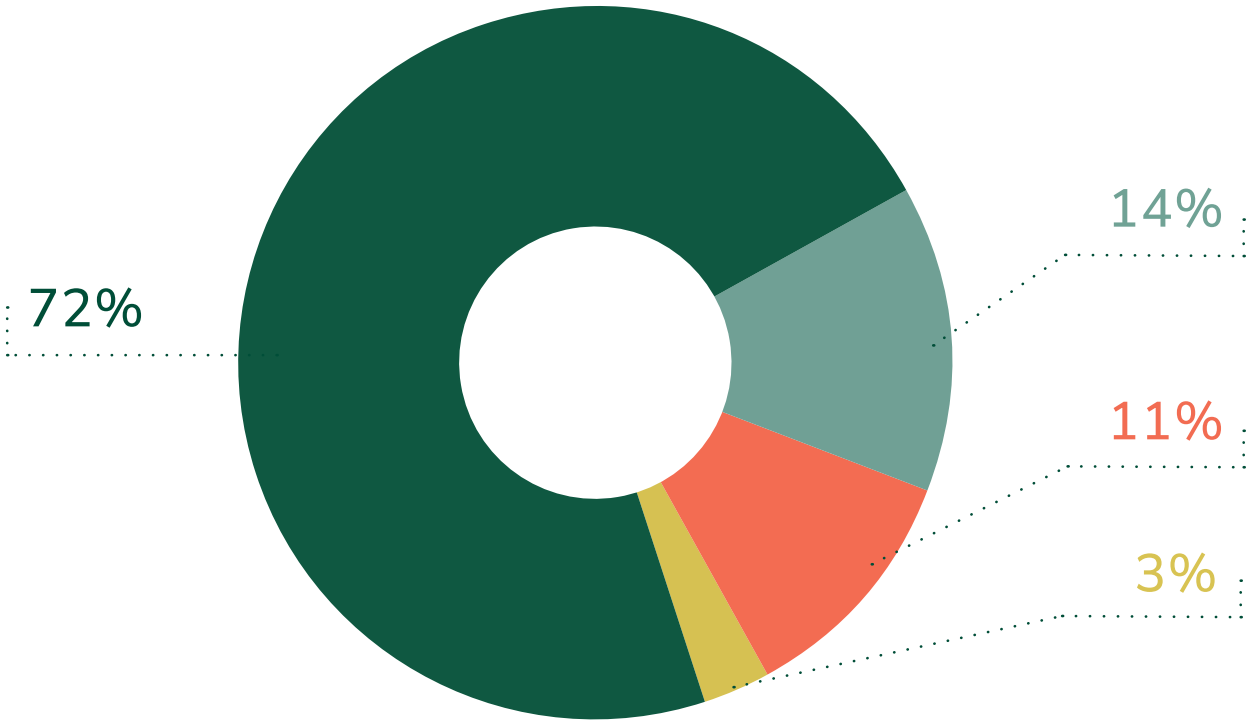


*Geographic Regions Outside of the US



Employment: Type & Title

56% of the total respondents (658) reported an employment type



476

Standard
Job

90

Post-Bacc
Internship/
Fellowship/
Research

73

Contract/
Temporary
Work

19

Entrepreneurial/
Freelance

Employment: Title or Rank

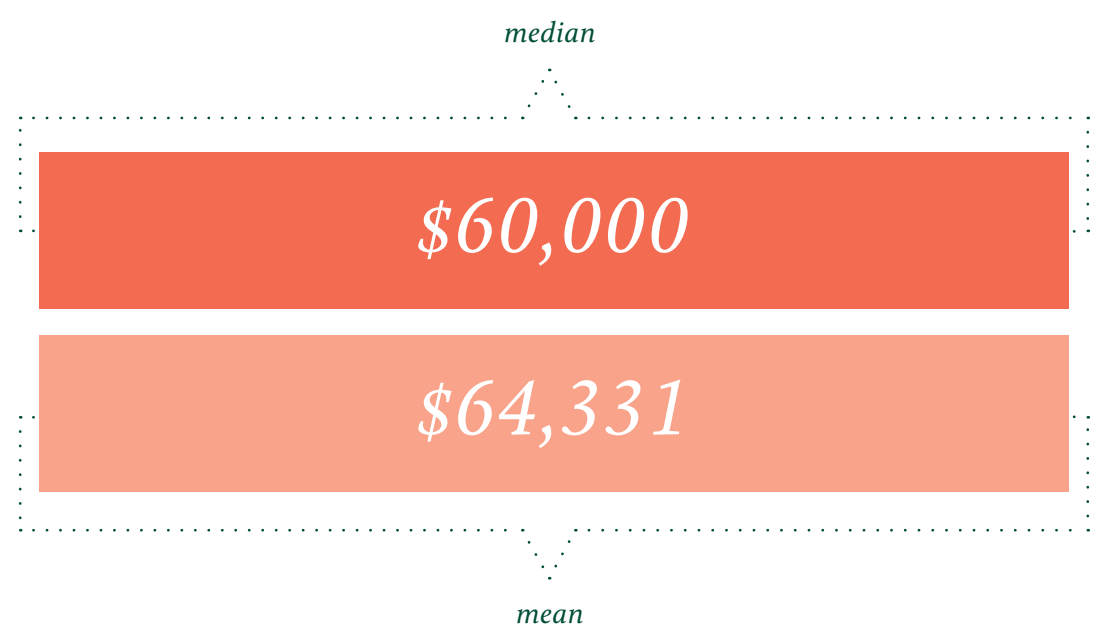
Employment titles or rank occurring 2 or more times

Administrative and Operations Coordinator	Fulbright Scholar	Program Assistant
Admissions Counselor	Geologist	Project Manager
Analyst	GIS Analyst	Registered Behavior Technician
Associate	High School Teacher	Research Analyst
Associate Software Engineer	Intern	Research Assistant
Associate Teacher	Investigator	Research Associate
Associate Underwriter	Junior Analyst	Research Coordinator
Barista	Junior Software Developer	Research Technician
Biological Science Technician	Junior Software Engineer	Sales Associate
Business Analyst	Laboratory Technician	Scribe
Certified Medical Assistant	Language and Culture Assistant	Server
Chesapeake Conservation and Climate Corps Member	Legal Administrative Assistant	Session Aide
Chief Executive Officer	Legal Assistant	Ski Instructor
Clinical Research Coordinator	Legal Intern	Software Developer
Consultant	Library Assistant	Software Engineer
Content Associate	Library Associate	Software Engineer Analyst
Cyber Security Engineer	Litigation Project Assistant	Special Assistant
Data Labeling Analyst	Marketing Intern	Strategy and Consulting Analyst
Data Scientist	Marketplace Specialist	Substitute Teacher
Elementary Teacher	Medical Assistant	Supervisor
Emergency Department Scribe	Medical Scribe	Surgical Assistant
English Tutor	Middle School Teacher	Talent Acquisition Communications Specialist
Environmental Scientist	National Institutes of Health Postbac Fellow	Teacher
Field Organizer	Operations Coordinator	Technical Consultant
Finance Associate	Paralegal	Tutor
	Patient Care Technician	Victim Witness Advocate
	Policy Analyst	

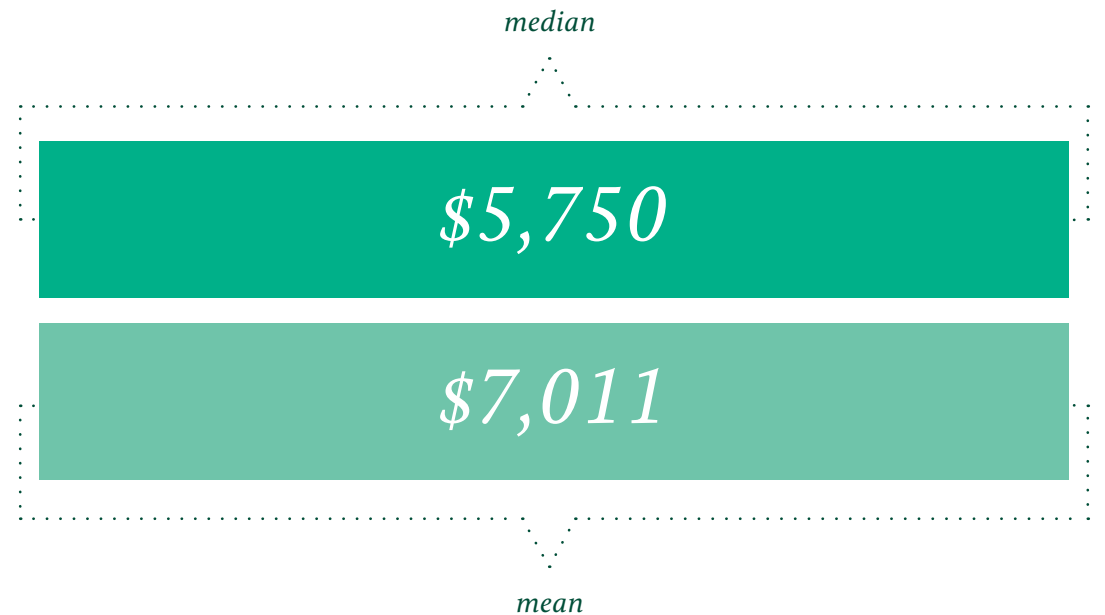
Employment: Salary & Bonus

Salary and bonus information is based on 476 responses for those with a 'standard job' (not contract, post-Bacc internship, etc.)

38% (180/476) REPORTED SALARIES

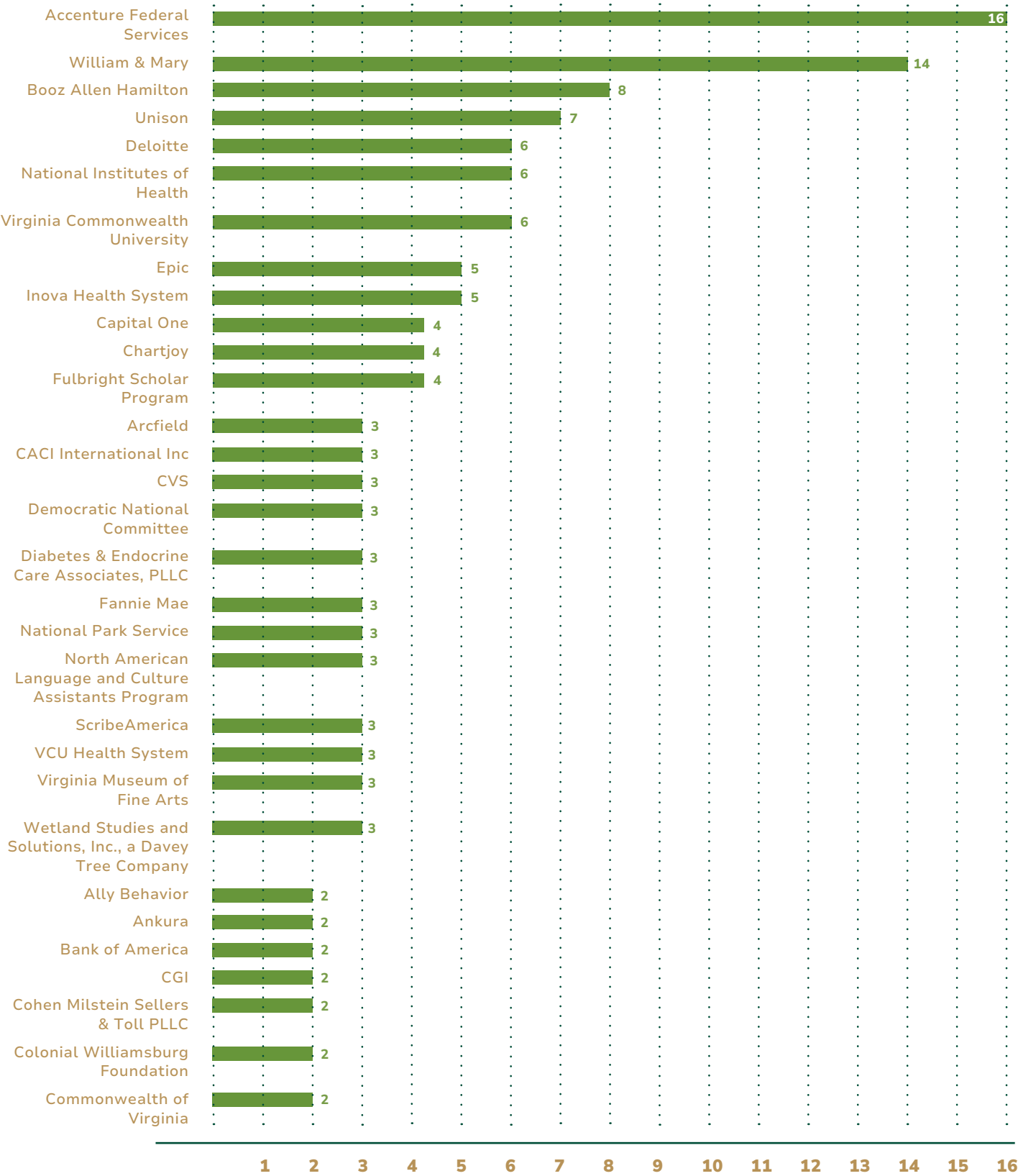


13% (61/476) REPORTED BONUSES

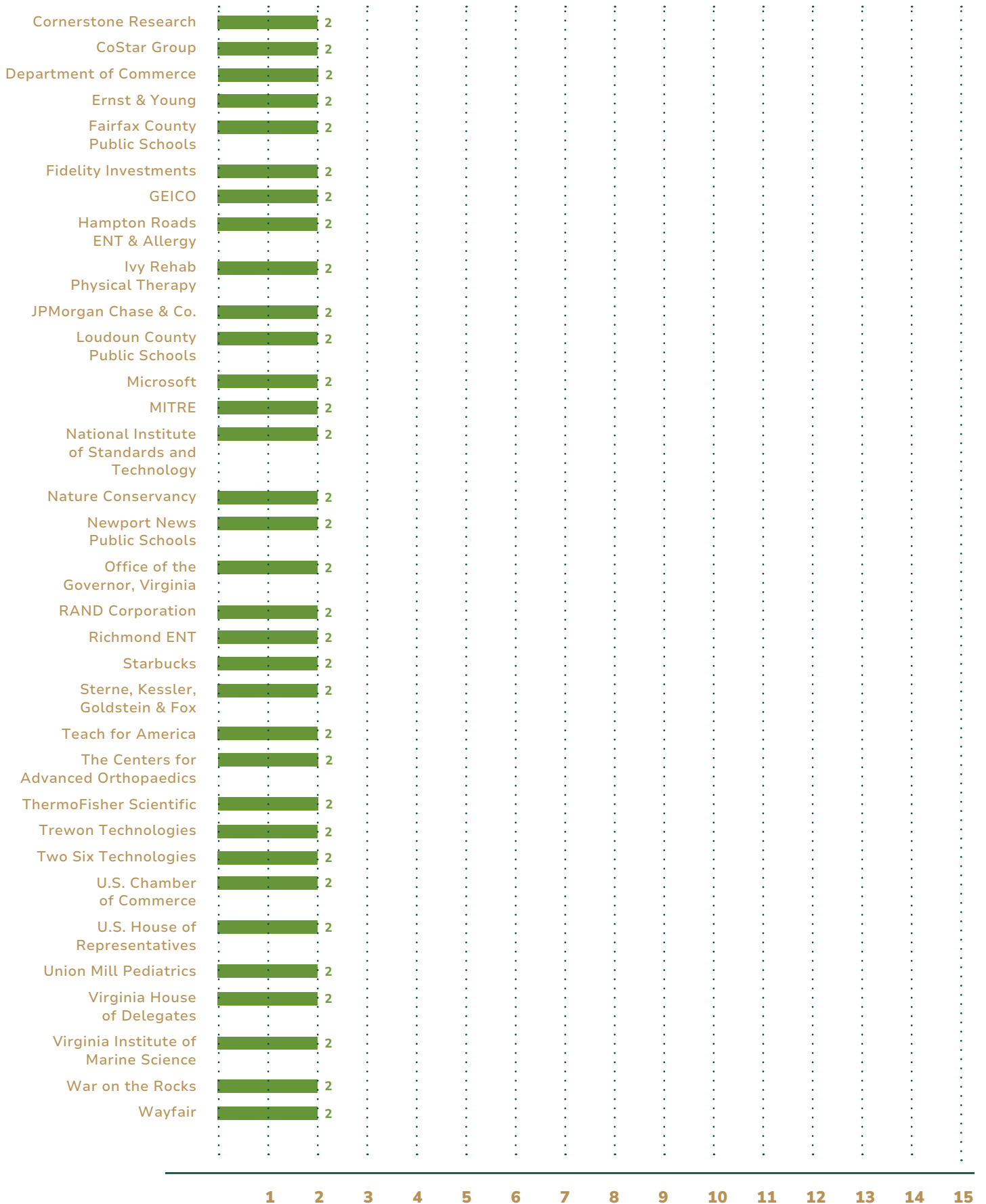


Top Employers: Arts & Sciences

Hiring 2 or more undergraduates

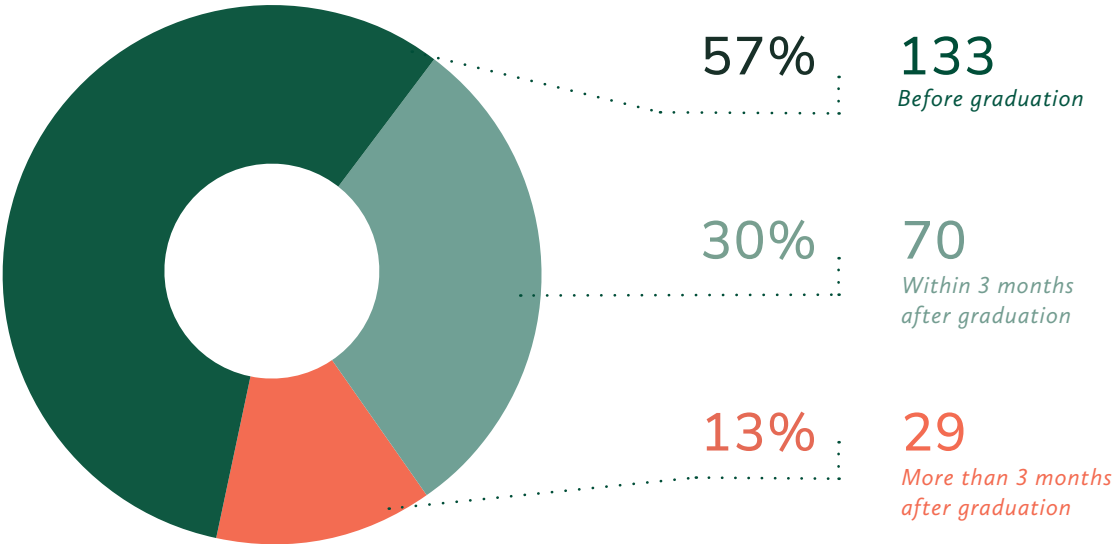


OUTCOMES REPORT — UNDERGRADUATE ARTS & SCIENCES | CLASS OF 2024



Employment

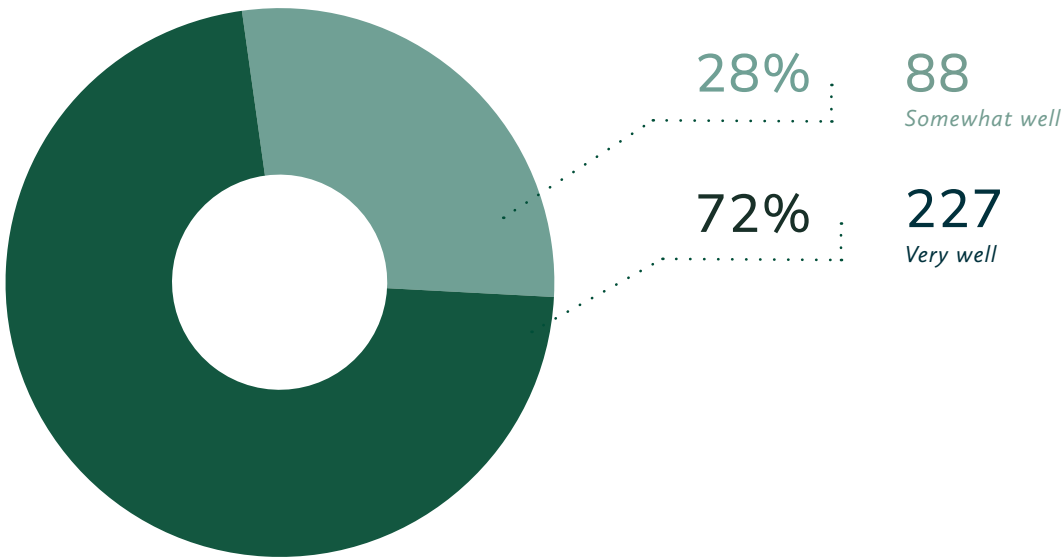
ACCEPTED EMPLOYMENT OFFER/START DATE



232 RESPONSES

ALIGNMENT WITH CAREER GOALS

100% (315/315) combined response for somewhat well and very well



315 RESPONSES

497 Unique Employers

64 Top Employers

Accenture Federal Services	Asian American Studies Collaborative	Buchanan County Public Schools	Chartjoy	Cohen Milstein Sellers & Toll PLLC
ACT Oxford	ASRC Federal	Bureau of Land Management	Chesapeake Bay Trust	Colgate University Camp
Advanced Dermatology and Cosmetic Surgery	Atlantic Food Group	Busch Gardens Williamsburg	Chesapeake Conservation and Climate Corps (Chesapeake Bay Trust)	Colonial Williamsburg
AdvanSix	Atlassian	Butterfly Effects	Chesapeake General District Court	Colonial Williamsburg Foundation
AECOM	Austin Symphony Orchestra	Byler Iaquinto Law, P.C.	Chesapeake Public Schools	Command Group
Aegean Solutions	Axiom Educators	C.J. Coakley Co, Inc.	Chesterfield County Public Schools	Commonwealth Law Group
Albemarle County Public Schools	BAE Systems, Inc.	C2 Educational Centers	Chevy Chase Surgical Associates PC	Commonwealth of Virginia
Aldersgate Christian Preschool	Bank of America	CACI International Inc	Children of Fallen Patriots Foundation	Community Crisis Services, Inc
Alexandria City Public Schools	Bat Boys Baseball LLC	Cape Cod National Seashore	Children's Institute	CompassRock International
All Elite Wrestling	Beaver Creek	Capital Area Food Bank	Chronicle Heritage	Consortium of Christian Study Centers
Ally Behavior	BeckLaw PA	Capital One	City of Charlottesville	Consulting Services Group, LLC
Ally Financial	Belcan	Carbon Cruiser	City of Fairfax	Consumer Technology Association
Alston & Bird	Benson W. Yu MD PLLC	Carilion Clinic	City of Fredericksburg, Virginia	Convergent Consulting Group
American Express	Berkeley Research Group	Carnegie Endowment for International Peace	City of Norfolk, Virginia	Cornerstone Research
Ampersand	Black Cape	Catalina Island Marine Institute	City of Philadelphia, Department of Public Health	CoStar Group
Analysis Group	Block Island Sport Shop Inc	Catholic Diocese of Arlington	City of Portsmouth, Commonwealth's Attorney's Office	Courier Newsroom
Anderson Orthopedic Research Institute	Blumont, Inc.	Catholic Diocese of Richmond	Clarity Campaign Labs	Cross Solutions LLC
Angerholzer Broz Consulting	BNY Mellon	Center for Naval Analyses	ClearView Healthcare Partners	Crowell & Moring LLP
Ankura	Bond's Escape Room	Center for Strategic and Budgetary Assessments (CSBA)	CMK Companies	Cushman & Wakefield
Apex Clean Energy	Booz Allen Hamilton	CGI		CVS
Apollo Group Consulting	Boston College			D.C. Bar
Appian	Boston National Historical Park			
APTIM	BridgePoint Healthcare			
Arcfield	Brookville High School			
Arete Consulting LLC	BrownGreer			
Ashling Restaurant and Bar	Brownstein Hyatt Farber Schreck			

D.C. Board of Elections	Eastern State Hospital	Fredericksburg & Spsylvania National Military Park	Hampton Roads ENT & Allergy	Jen Kiggans for Congress
Dana-Farber Cancer Institute	ECCO	Fukui Prefectural Government	HDR Engineering, Inc.	JPMorgan Chase & Co.
Danville-Pittsylvania Community Services	Education Week	Fulbright Scholar Program	Health and Human Resources Secretariat	K12 Coalition
Data Society	EF Education First	GEICO	Healthcare Innovation Catalysts	Kadena
DataAnnotation	Elder Research	General Dynamics	HealthEdge	Kaiser Permanente
DC Jazz Festival	Elizabeth River Project	Gentry Locke Attorneys	Helzberg Diamonds	Kannan for Virginia
DDC Public Affairs	Embassy of Greece in Washington DC	George Washington School of Medicine & Health Sciences	Henrico County Planning Department	Kent Parks and Recreation
Defense Counterintelligence and Security Agency	EnCompass LLC	Glasser & Glasser	Hirshhorn Museum and Sculpture Garden	KFF
Defense Logistics Agency	Epic	Global Environment & Technology Foundation	HKA	KidMed
Delaney Corp	Epiphany School	Global Health Policy Center	Hofstra University Athletics Department	Kilwins
Deloitte	Ernst & Young	Gloucester County Library System	HopeLink Behavioral Health	Kimley-Horn
Democracy International	ESI Group	Goel & Anderson	Hopke Harrison Inc	Kinsale Insurance
Democratic National Committee	Esri	Goldman Sachs	Howard Center for Investigative Journalism	Kitchen Table Productions
Democratic Party of Virginia	FACETS	Goose Creek Consulting	Huntsman Cancer Institute, University of Utah	Kobe City Board of Education
Department of Commerce	Fairfax County Government	Grade Potential Tutoring	ICF	Koch & Hoos LLC
Department of Homeland Security, Office of Inspector General	Fairfax County Public Schools	Grafton Integrated Health Network	Infomineo	Kopernik Global Investors, LLC
Developmental Neurolinguistics Lab	Fannie Mae	Greater Boston Legal Services	Initium Health	KRC Research
Diabetes & Endocrine Care Associates, PLLC	Fareva Richmond Inc	Greenhill School	Inova Health System	Lackey Free Clinic
Ditas Marin	FDL Dermatology	Greystones Group	International Rescue Committee	LADO International Institute
Diversity Richmond	Ferguson	Grocery Team Member Whole Foods Market	Isle of Harris Distillers Ltd.	Leesburg Presbyterian Church
Dominion Family Healthcare	Ferry Cove Shellfish	GRTC	Ivy Rehab Physical Therapy	Legacy: A Journal of American Women Writer
DTS	FHI 360	GTI Energy	James City County	Legal Defence Center
Dublin Maths	Fibertek, Inc.	Guidehouse	James River Dermatology	Leidos
Ducks Unlimited	Fidelity Investments	Hamilton	Jarvis Law PLLC	Library of Congress
Duke University	Fish and Richardson	Hampton City Schools, Virginia		Linnflux, Inc.
Dutton + Associates	Fleet Feet Richmond			LMK
EAB	Flight Adventure Park			Local Initiatives Support Corporation
	Folia Materials			Loch Harbour Group
	Folk Media Group			London Medical Group
	Food & Friends			Long Island Gastro
	Franklin Road Academy			
	Freddie Mac			
	Frederick Health			

Lonza	Montauk Historical Society	North American Language and Culture Assistants Program	Perseverance Theatre	SAIC
Los Alamos National Laboratory	Morgan Memorial Library	North Carolina State Government	PG Environmental	Samtek Inc
Loudoun County Public Schools	Morgan, Lewis & Bockius LLP	Northern Virginia Immigration Law Firm	Phaidon International	Sang Y Kim DMD, MD, PC- McLean Oral, Facial & Implant Surgery
Lythgoe Bourbon	Mulin Technology	Northrop Grumman	Piedmont Environmental Council	Saratoga Hospital
Macmillan	Museum of Illusions Washington DC	Northside Vet Clinic	Portsmouth Commonwealth's Attorney's Office	Schnabel Engineering
Magnit @ Meta	National Archives and Records Administration	NOVA Parks	Potomac Pediatrics	Schoener Music Man Camp
MailCall Office	National Institute of Standards and Technology	O Street Museum	Precarious Beer Project	School Year Abroad (SYA)
Manatt, Phelps & Phillips, LLP	National Institutes of Health	Oak Ridge Institute Science and Education	Project 26 Pennsylvania	Scoop
Maret School	National Institutes of Health/National Institute on Aging	Office of the Commonwealth's Attorney, Prince William County	Purple Strategies	ScribeAmerica
Marine Corps Community Services	National Park Service	Office of the Federal Public Defender	Quadrant Strategies	ScribeKick
Maryland Democratic Party	Nationwide Children's Hospital	Office of the Governor, Virginia	Quinn Emanuel	Scrofano Law PC
Massachusetts Executive Office for Administration and Finance (A&F)	Nature Conservancy	Office of U.S. Senator Roger Marshall	RAND Corporation	Seal Rescue Ireland
Material Measurement Laboratory (MML) at NIST	Naval Sea Systems Command	Office of Voter Registration and Elections	Reformismo 21 Partido Popular	SEI
Mathnasium	Naval Surface Warfare Center Dahlgren Division	Olde Homestead Golf Club Inc	Renewal, Inc	Senator Mark Warner's Office
Maxim healthcare	Navy	OrthoVirginia	Retina Macula Institute	Sentara Healthcare
Mayo Clinic	NCASI FOUNDATION	Otolaryngology Associates, P.C.	Revel Bikes	Shannon & Wright LLP
McKinsey & Company	NERA Economic Consulting	Pacific Northwest National Laboratory	Richard Bland College of William & Mary	Siemens Healthineers
MD Express Urgent Care	Nevada Democratic Party	Paradyme	Richmond ENT	Simmons University
Mercury Capital Management	New York Yankees/Tampa Tarpons	Patient-Centered Outcomes Research Institute (PCORI)	Riverside Center of the Performing Arts	Sirius XM
Metrigy	Newark Academy	PBS Newshour	Riverside Health System	Skadden, Arps, Slate, Meagher & Flom LLP
Metropolitan Washington Council of Governments	Newport News Public Schools	Pediatric Specialists of Virginia	Robins Foundation	Smithsonian Associates
MFS Investment Management	Newport News Shipbuilding	Perfectly Female Women's Care	Rockingham County Public Schools	Smithsonian Institution
Microsoft	Noblis		Rona and Jeffrey Abramson Foundation/Dhammajarinee Whittaya School	Smithsonian's National Zoo and Conservation Biology Institute
Middle Peninsula Northern Neck Community Services Board			Roosevelt Institute	Sojourners
MilliporeSigma			RWJ Barnabas Health	Solidcore
MITRE				Sound to Sea Environmental Education Program

South University	The Centers for Advanced Orthopaedics	U.S. Agency for International Development	Utah Shakespeare Festival	Virginia Museum of Fine Arts
SPARK Product Development LLC	The Edgar Lomax Company	U.S. Air Force Exchange	VCU Health System	Virginia Spine Institute
Special Olympics, Inc.	The Fellowship of Catholic University Students	U.S. Army DEVCOM Soldier Center	Velocity Urgent Care	Virginia State Government
St. James's Place	The Grounds Coffeehouse	U.S. Chamber of Commerce	VerbaAI	Virginia State Police
Stand Together	The Inn at Little Washington	U.S. Department of Defense	Veritas Collegiate Academy	Virginia State Senate
Stand Up Promotions	The Ivymount School	U.S. Department of Homeland Security	Verizon	Visa
Starbucks	The Jackson Clinics, LP	U.S. Federal Government	Victims of Communism Memorial Foundation	Voyage LLC
Sterne, Kessler, Goldstein & Fox	The Kellam Law Firm, PLLC	U.S. Fish and Wildlife Services	Virginia College Advising Corps	Walgreens
Stratton Mountain Resort	The Law Offices of Raoul Bustillo	U.S. Forest Service	Virginia Commonwealth University	Walsingham Academy
Stripe	The Montpelier Foundation	U.S. Geological Survey	Virginia Department of Energy	War on the Rocks
Suffolk County District Attorney's Office	The Retrospect	U.S. Government	Virginia Department of Environmental Quality	Washington University
Suffolk Public Library	The Skinny Pancake	U.S. House of Representatives	Virginia Department of Health	Washington University St. Louis
Summit Consulting LLC	The Strand Mystery Magazine	U.S. Senate Committee on Energy & Natural Resources	Virginia Department of Medical Assistance Services	Washington-Liberty High School
Sunlit Fine Jewelry	The Walt Disney Company	UNC Health	Virginia Department of Planning and Budget	Watch Hill Properties LLC
Superior Court of the District of Columbia	The Women's Foreign Policy Group	Union Mill Pediatrics	Virginia Department of Social Services	Wawa
Sure Secure Solutions	ThermoFisher Scientific	Unison	Virginia Economic Development Partnership	Wayfair
SYNERGY REHAB AND WELLNESS, PLC	Tilev Law Offices	University of Chicago	Virginia Endocrinology & Osteoporosis Center	Westat
TAPIF - Teaching Assistant Program in France	Timberline Mountain	University of Georgia, College of Pharmacy	Virginia House of Delegates	Wetland Studies and Solutions, Inc., a Davey Tree Company
Teach for America	TransPonder	University of Notre Dame	Virginia Indigent Defense Commission	Weymouth Watson
The Andy Warhol Museum	Treaty United FC	University of Pittsburgh	Virginia Information Technologies Agency	William & Mary
The Blue Ridge Center	Trewon Technologies	University of Richmond	Virginia Institute of Marine Science	Williamsburg Campus Child Care
The Blue Ridge Leader	Trident Systems Incorporated	University of Virginia		Williamsburg Flight Center
The Branch Museum of Architecture & Design	TriSource	Urban Strategies		Williamsburg James City County Public Schools
	TruGreen	US-Ukraine Veterans Bridge		WTW Associates, Inc.
	Tundra Technical Solutions			Zando
	Two Six Technologies			Zwicker & Associates P.C.

Graduate/Professional Schools: Arts & Sciences

35% (407/1175) attending graduate/professional school
96% (392/407) of graduate/professional program destinations are known

TOP GRADUATE/PROFESSIONAL SCHOOLS

2 or more undergraduates report attending

2	Brandeis University	3	New York University	2	University of Minnesota
2	Brown University	3	North Carolina State University	2	University of New England
2	Case Western Reserve University	3	Northeastern University	2	University of North Carolina at Chapel Hill
4	Columbia University	2	Ohio State University	2	University of Notre Dame
2	Coppin State University	8	Old Dominion University	12	University of Pennsylvania
3	Cornell University	2	Rice University	2	University of Pittsburgh
4	Duke University	2	Shepherd University	2	University of Richmond
3	Eastern Virginia Medical School	2	Southern College of Optometry	5	University of St Andrews
2	Emory University	2	Springfield College	2	University of Texas at Austin
12	George Mason University	6	Stanford University	2	University of Utah
9	George Washington University	2	Tufts University	2	University of Vermont
7	Georgetown University	3	University College London	16	University of Virginia
2	Georgia Institute of Technology	3	University of California - Berkeley	3	University of Washington
6	Harvard University	3	University of California - Los Angeles	3	University of Wisconsin-Madison
4	James Madison University	3	University of Colorado Boulder	5	Vanderbilt University
6	Johns Hopkins University	2	University of Illinois Urbana-Champaign	18	Virginia Commonwealth University
3	King's College London	3	University of Maryland	2	Wake Forest University
2	Liberty University	4	University of Massachusetts Amherst	2	Washington University in St. Louis
2	Longwood University			90	William & Mary
2	Mary Baldwin University			2	Yale University

140 UNIQUE GRADUATE/PROFESSIONAL SCHOOLS

Appalachian School of Law	London School of Economics and Political Science	University of Dublin, Trinity College
Association for Research into Crimes against Art	Longwood University	University of Georgia
Auburn University	Louisiana State University	University of Illinois Urbana-Champaign
Boise State University	Mary Baldwin University	University of Manchester
Boston College	Marymount University	University of Maryland
Boston University	Meredith College	University of Maryland - Baltimore County
Brandeis University	Mississippi State University	University of Maryland - College Park
Brooklyn Law School	Mount St. Mary's Seminary	University of Massachusetts Amherst
Brown University	Mountain Empire Community College	University of Miami
Bryn Mawr	National Taiwan University	University of Michigan
Case Western Reserve University	New England Law Boston	University of Minnesota
CBD College	New Mexico State University	University of Missouri, Columbia
College of Charleston	New York University	University of Nevada, Las Vegas
Colorado School of Mines	North Carolina State University	University of New England
Columbia University	Northeastern University	University of New Hampshire
Coppin State University	Northwestern University	University of North Carolina at Chapel Hill
Cornell University	Ohio State University	University of Notre Dame
Dartmouth College	Ohio University	University of Oxford
Drexel University	Old Dominion University	University of Pennsylvania
Duke University	Penn Foster College	University of Phoenix
Duquesne University	Randolph College	University of Pittsburgh
East Tennessee State University	Rappahannock Community College	University of Richmond
Eastern Mennonite University	Rice University	University of Rochester
Eastern Virginia Medical School	Sam Houston State University	University of San Diego
ECPI University	Savannah College	University of South Carolina
Edward Via College of Osteopathic Medicine	Seton Hall University	University of Southern California
Emerson College	Shepherd University	University of St Andrews
Emory University	Simmons University	University of Sussex
Gallaudet University	Southern College of Optometry	University of Texas at Austin
George Mason University	Springfield College	University of Utah
George Washington University	Stanford University	University of Vermont
Georgetown University	Stony Brook University	University of Virginia
Georgia Institute of Technology	SUNY Stony Brook University	University of Virginia's College at Wise
Germanna Community College	Syracuse University	University of Washington
Harford Community College	Tidewater Community College	University of West Florida
Harvard University	Touro University	University of Wisconsin-Madison
Hofstra University	Tufts University	University of York
Howard University	Tulane University	Vanderbilt University
Imperial College London	University College London	Virginia Commonwealth University
Jacksonville University	University of Alberta	Virginia Institute of Marine Science
James Madison University	University of California - Berkeley	Virginia Maryland College of Veterinary Medicine
Johns Hopkins University	University of California - Los Angeles	Wake Forest University
Kansas State University	University of California, Los Angeles Extension	Washington University in St. Louis
King's College London	University of Chicago	West Virginia University
Laney College	University of Colorado Boulder	William & Mary
Leiden University	University of Colorado Denver	Yale University
Liberty University	University of Connecticut	

Experiential Education: Applied Learning

Applied learning engages students beyond the classroom to apply knowledge and develop skills and values that enable them to connect their academic pursuits meaningfully with their personal and professional lives.

512

members of the class of 2024 reported participation in Applied Learning Experiences.

1264

Total number of experiences reported by the class of 2024.

2.5

Average number of experience types reported by alumni.

Applied learning happens in a range of settings across the university and across the globe. Modes of applied learning:

- Internship (for academic credit)
 - Internship (not for academic credit)
 - Athletics
 - Clinical Experience / Placement
 - Community / Civic Engagement
 - Co-op
 - Externships
 - Field Work
- Independent Study
 - Micro-internship / Short-term Project
 - Practicum
 - Research
 - Student Employment (part-time or summer job)
 - Study Abroad / Global Learning
 - Student Teaching
 - Other

Applied Learning

