

Career Success Report

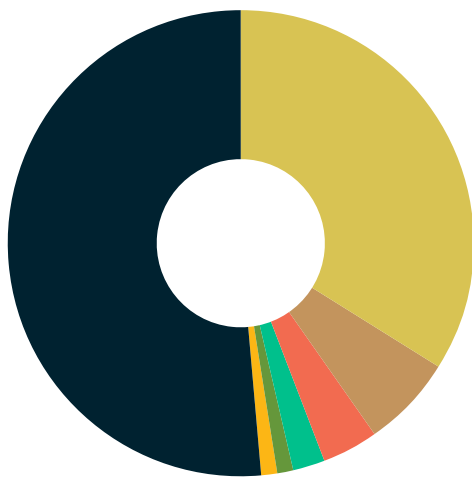
2024–25 ACADEMIC YEAR

WILLIAM & MARY
CAREER DEVELOPMENT &
PROFESSIONAL ENGAGEMENT

Next Destination Report

Class of 2024 Undergraduates

92% of the Class of 2024 reported positive career outcomes – employed or attending graduate/professional school – within 6 months of graduation. Knowledge rate for the Class of 2024 is 80% compared to the national average, which is 55%. (NACE, 2024)



51.4%

EMPLOYED FULL-TIME

33.9%

ATTENDING GRADUATE/
PROFESSIONAL SCHOOL

6.4%

EMPLOYED PART-TIME

4.1%

JOB SEEKING

2%

APPLYING TO GRADUATE/
PROFESSIONAL SCHOOL

1.3%

VOLUNTEER OR SERVICE
PROGRAM

0.9%

MILITARY SERVICE

#6

PUBLIC SCHOOLS
FOR INTERNSHIPS

by Princeton Review

#18

BEST PUBLIC
CAREER PLACEMENT

by Princeton Review

N=1,684 surveyed. (Knowledge rate: 80%. National Average is 55% - NACE, 2024. W&M Career Outcomes Rate: 92%. National Career Outcomes Rate: 85.7%)

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.

Franek, R., & The Princeton Review (2025). New York: Penguin Random House.

97% of those employed reported their career interests align very well/somewhat well with their work.



VERY WELL/
SOMEWHAT WELL



VERY WELL



SOMEWHAT WELL

Average Salaries

Reported by W&M Class of 2024

* 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/ooh/>.

\$64,890

OVERALL FT MEAN SALARY

National Mean Salary: \$66,505
(NACE First Destinations for the College Class of 2024)

State Mean Salary for Virginia: \$62,209

(Based on 4-year public institutions that submitted to the NACE Class of 2024 survey)

\$78,142

MEAN FT SALARY FOR BBA STUDENTS

\$60,000

MEAN SALARY FOR ARTS & SCIENCES STUDENTS

INDUSTRIES

\$79,924

BUSINESS CAREERS

\$44,044

CREATIVE CAREERS

\$53,529

PUBLIC SERVICE CAREERS

\$43,126

EDUCATION & HUMAN SERVICES CAREERS

\$61,377

STEM CAREERS

Top Employers

The Class of 2024 reported 565 unique employers with 78 employers making multiple hires. Below are employers who hired 4 or more members:



Booz | Allen | Hamilton



Propel Clinical



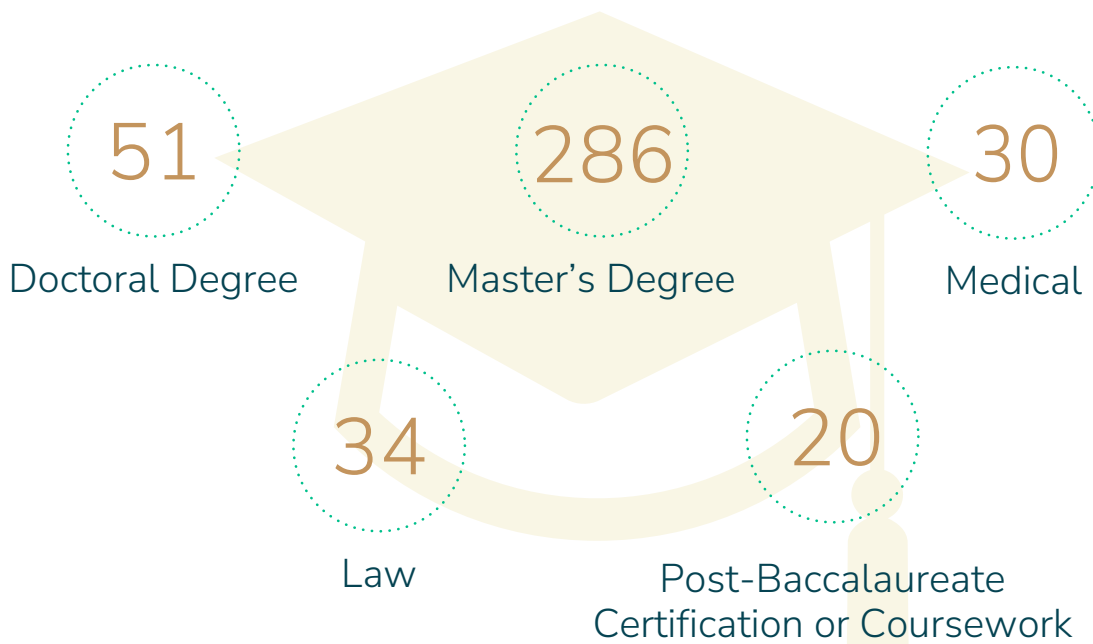
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Top Graduate/Professional Schools

Approximately 34% of the undergraduate Class of 2024 matriculated into 148 distinct graduate/professional programs. Below are the 20 institutions enrolling 4 or more W&M alumni.

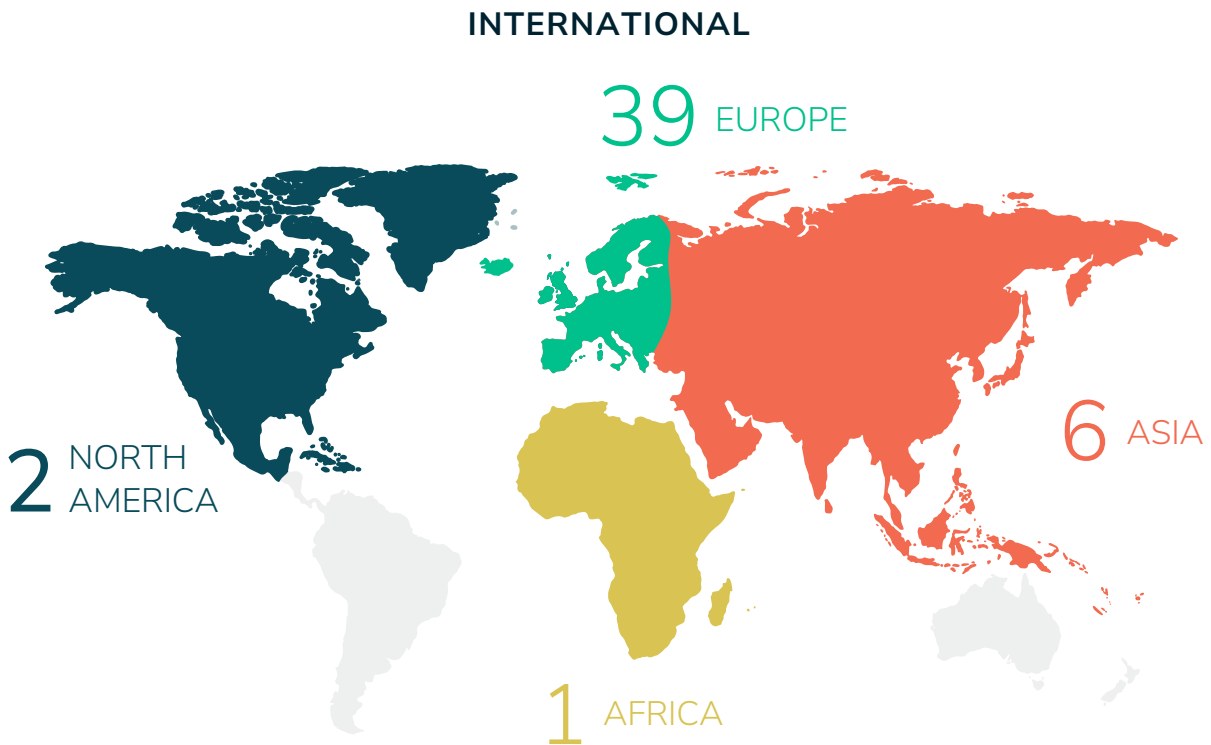
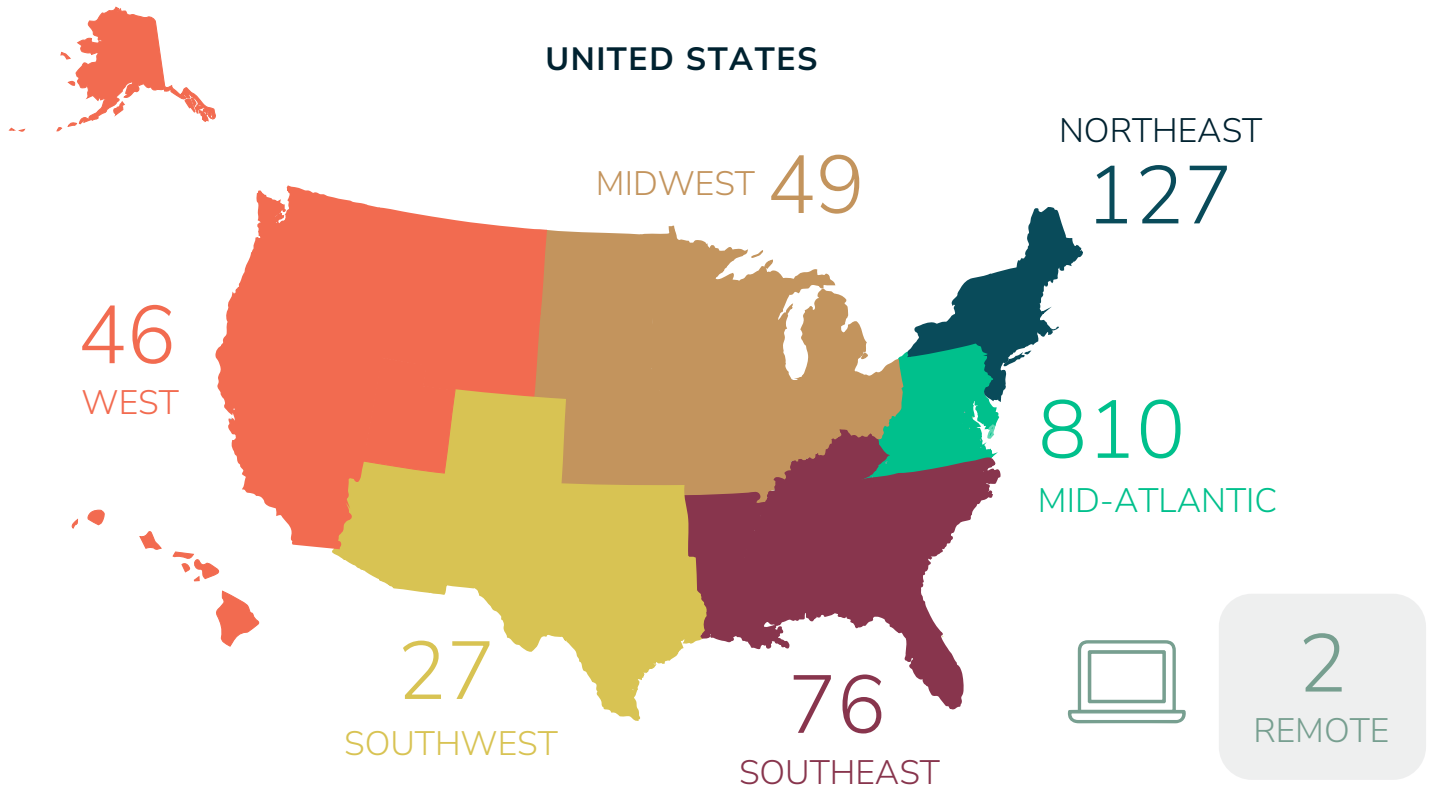


According to the National Student Clearinghouse, the W&M Next Destination Survey, and mined data, the following advanced degrees and certifications were sought by the Class of 2024.



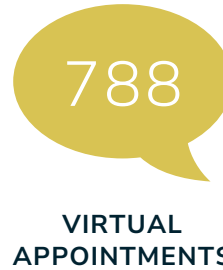
Next Destination Geographic Distribution

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



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, 2024 to June 30, 2025.



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

104 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 104

AWARDED
MORE THAN

\$322,297



Externships

115 students participated in externships which allowed them to network and gain exposure to industries of interest at 42 unique sites.



STUDENTS
PARTICIPATED 115

SITES/
EMPLOYERS 42



Big Interview

1088 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.



1,088
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.

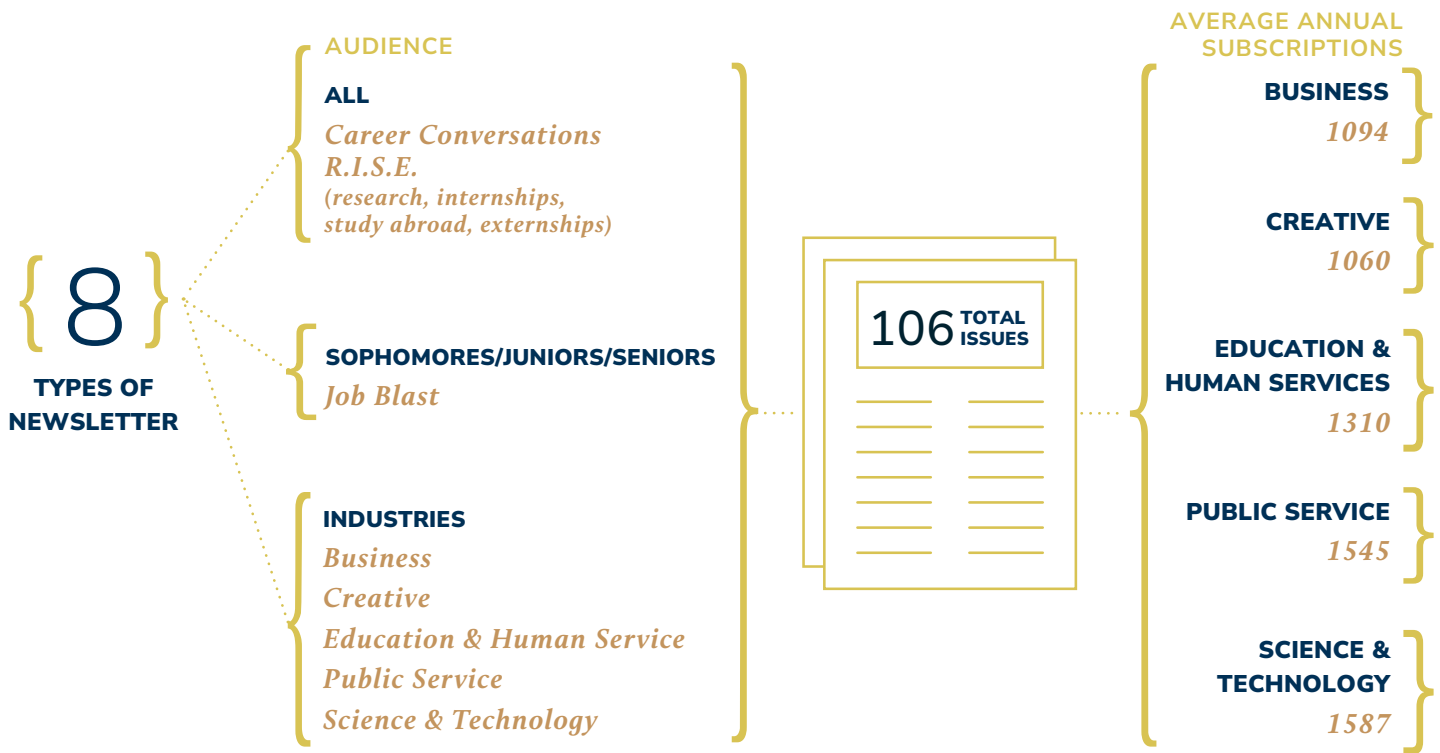
Programs include workshops, meet ups, crash courses, roundtable discussions, themed series, chats/talks, panels, virtual visits, seminars, and presentations.



3,678
STUDENT ATTENDEES

175
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

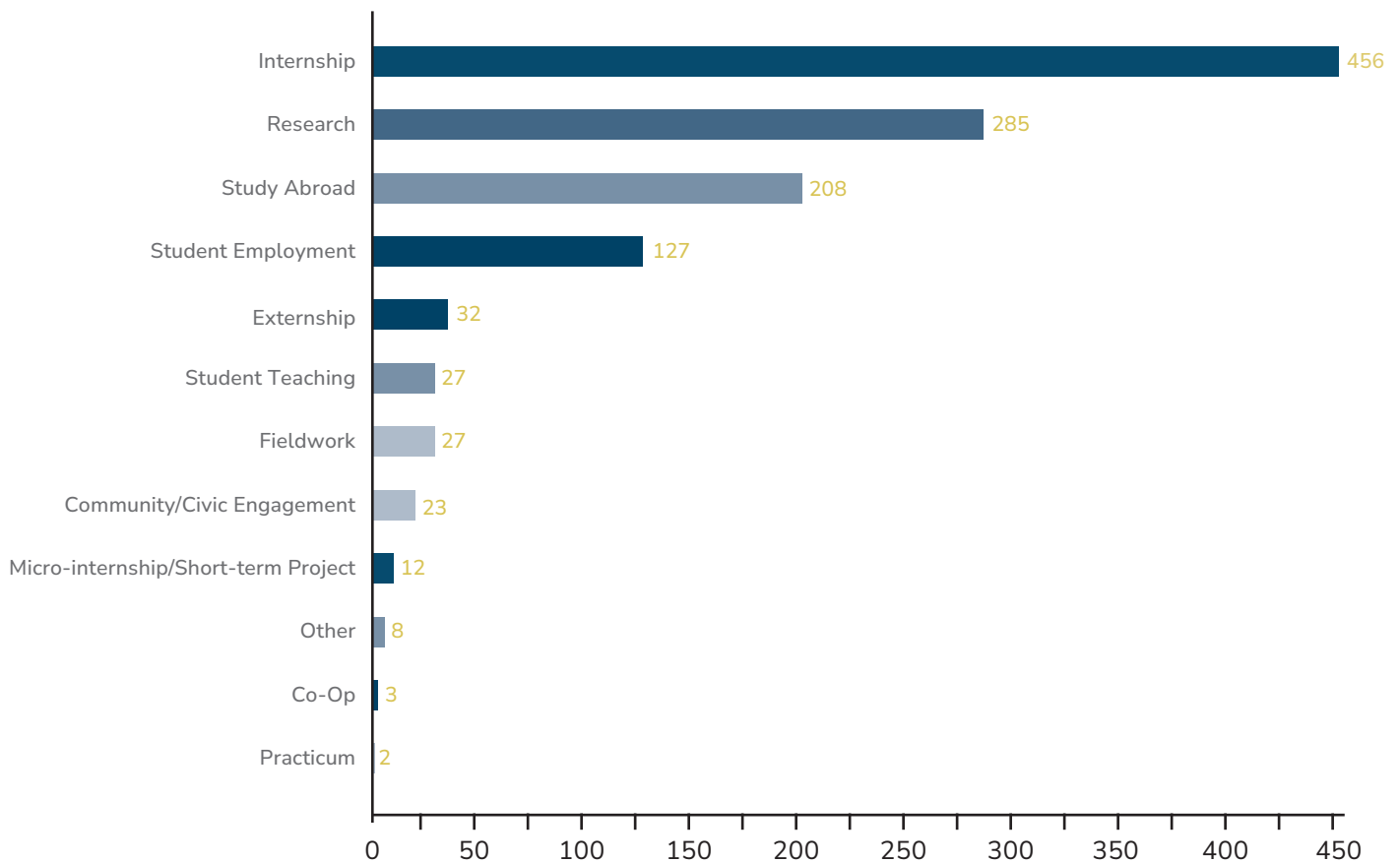
Applied learning experiences engage students in hands-on, mentored activities that activate their W&M education, sparking reflection and promoting academic, professional, and personal growth. It is framed around four key criteria:

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

34% OF CLASS OF 2024

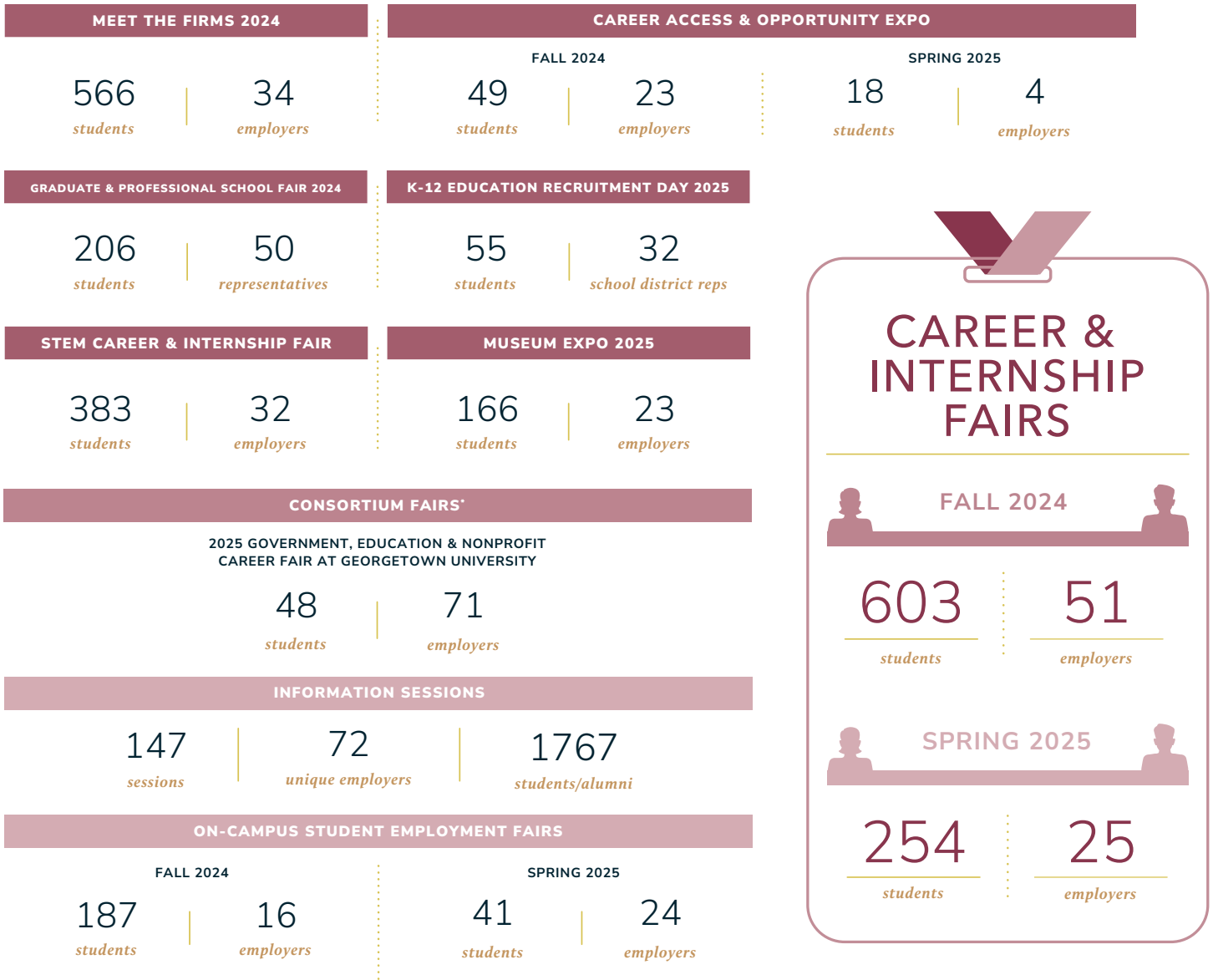
In the Next Destination Survey, 34% of the Class of 2024 reported they completed applied learning experiences, such as research, internships, externships, field experience, and student employment.

A total of 1210 experiences were reported by alumni.



2024-2025 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

40

INTERVIEWS CONDUCTED

324



TribeCareers

TribeCareers is the hub for William & Mary students seeking opportunities. The Employer Development & Engagement team create 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.

249

NEW EMPLOYERS

12801

TOTAL EMPLOYERS

30676

TOTAL POSTINGS

9889

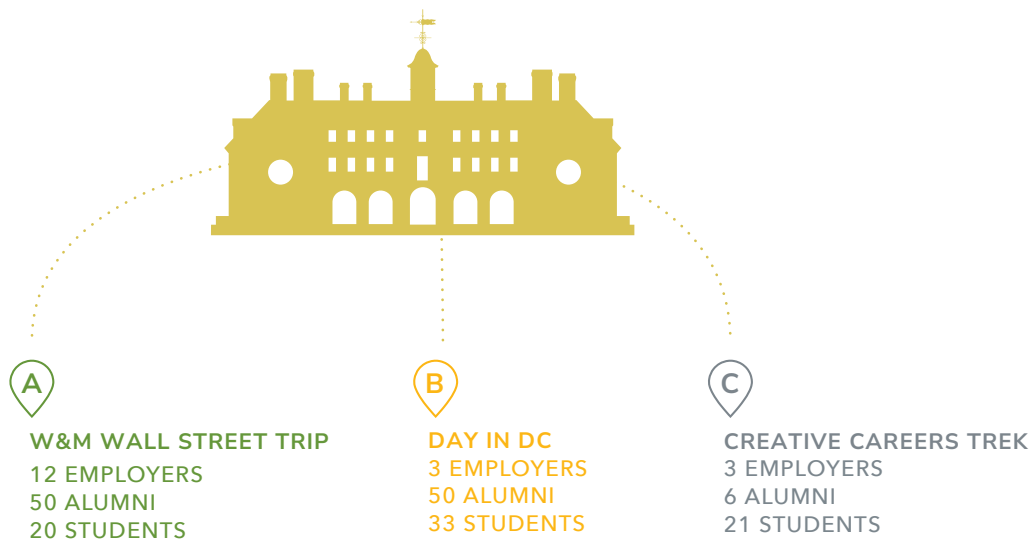
STUDENT APPLICATIONS

21563

INTERNSHIP POSTINGS

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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