

James Madison University  
Class of 2020

**First Destination  
Career Outcomes Report**



# Executive Summary

Guided by National Association of Colleges and Employers (NACE) standards, the University Career Center (UCC) compiles data on the post-graduation pursuits of JMU graduates. For the Class of 2020, the UCC collected results from 82% of undergraduates and 55% of graduate students. Survey methodology is on slide/page 28.

For bachelor's degree recipients in the class of 2020, 88.7% of undergraduates achieved a career outcome. Of these, 60.8% went to work, 27.0% continued their education. For those without an outcome, 11.0% were still seeking employment or education, and the remainder were not engaged or not seeking. The most popular areas for undergraduates working included Virginia, Washington D.C., Maryland, and New York. For those undergraduates working in Virginia, 44% were working in Northern Virginia, 24.2% in Central Virginia, and 20.2% were working in the Shenandoah Valley. Education, the health professions and business were the most popular continuing education programs pursued.

For advanced degree recipients in the class of 2020, 95.1% achieved a career outcome. Of these, 91.4% were working, 3.6% pursued additional education. For those without a career outcome, 4.6% were still seeking. Virginia, Washington DC, and Maryland were the most popular areas for advanced degree candidates to work. Of those working in Virginia, 37.0% worked in the Shenandoah Valley, 28.7% in Northern Virginia, and 23.5% worked in Central Virginia.

Source: [www.nacweb.org/job-market/graduate-outcomes/first-destination/standards-and-protocols](http://www.nacweb.org/job-market/graduate-outcomes/first-destination/standards-and-protocols)



## Bachelor's and Advanced Degree Recipients

# Class of 2020 Career Outcomes Overview

**What we know about 78% of the Class of 2020, six months after graduation**

Primary Activity	Bachelors	Advanced Degree	All Graduates
Working	59.3%	91.4%	62.8%
Continuing Education	27.9%	3.7%	25.3%
Military	1.5%	0.0%	1.4%
<i>Total with a Career Outcome</i>	<i>88.7%</i>	<i>95.1%</i>	<i>89.5%</i>
Still Seeking (employment or education)	11.1%	4.9%	10.4%
Not Seeking (due to life events, travel, etc. )	0.2%	0.0%	0.1%
<i>Total Without a Career Outcome</i>	<i>11.3%</i>	<i>4.9%</i>	<i>10.5%</i>

The data reflects knowledge of 3,821 bachelor's degree recipients and 464 advanced degree recipients.  
Information on bachelor's degree recipients begins on slide/page 7 and slide/page 20 for advanced degree recipients.

# **Class of 2020**

## **Bachelor's Degree Recipients**

First Destination Career Outcomes

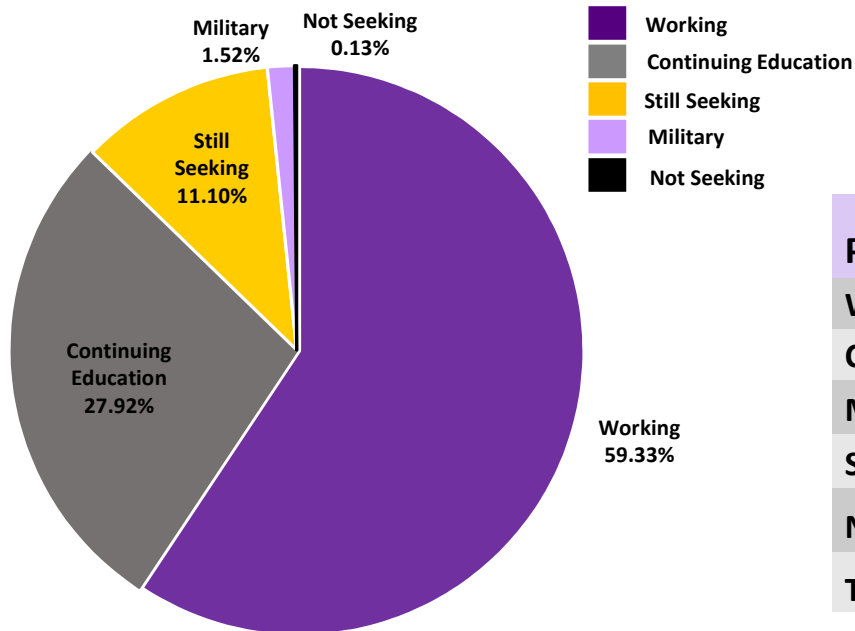
[jmu.edu/career](http://jmu.edu/career)

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# Bachelor's Degree Recipients Career Outcomes Overview

Knowledge Rate for 2020 Bachelor's Degree Recipients: 82%



Primary Activity	# of Graduates
Working	2,267
Continuing Education	1,067
Military	58
Still Seeking (employment or education)	424
Not Seeking (due to life events, travel, etc. )	5
Total Graduates (with a known primary activity)	3,821

# Bachelor's Degree Recipients

## Career Outcomes By College

College of Graduate's Primary Major	# in College	Knowledge Rate	Working	Continuing Education	Military	Still Seeking (Employment/Education)	Not Seeking (Employment/Education)
Arts and Letters	1,012	83.0%	62.4%	18.8%	2.0%	16.7%	0.1%
Health and Behavioral Studies	1,330	79.3%	50.2%	40.1%	1.5%	8.1%	0.1%
Integrated Science and Engineering	411	78.8%	71.3%	8.6%	3.1%	17.0%	0.0%
Business	1,098	86.4%	77.8%	11.0%	1.0%	9.9%	0.3%
Education	280	90.4%	12.6%	87.0%	0.00%	0.40%	0.0%
Science and Math	302	78.8%	45.0%	42.9%	0.80%	11.3%	0.0%
Visual and Performing Arts	225	72.0%	64.8%	19.8%	1.8%	13.6%	0.0%

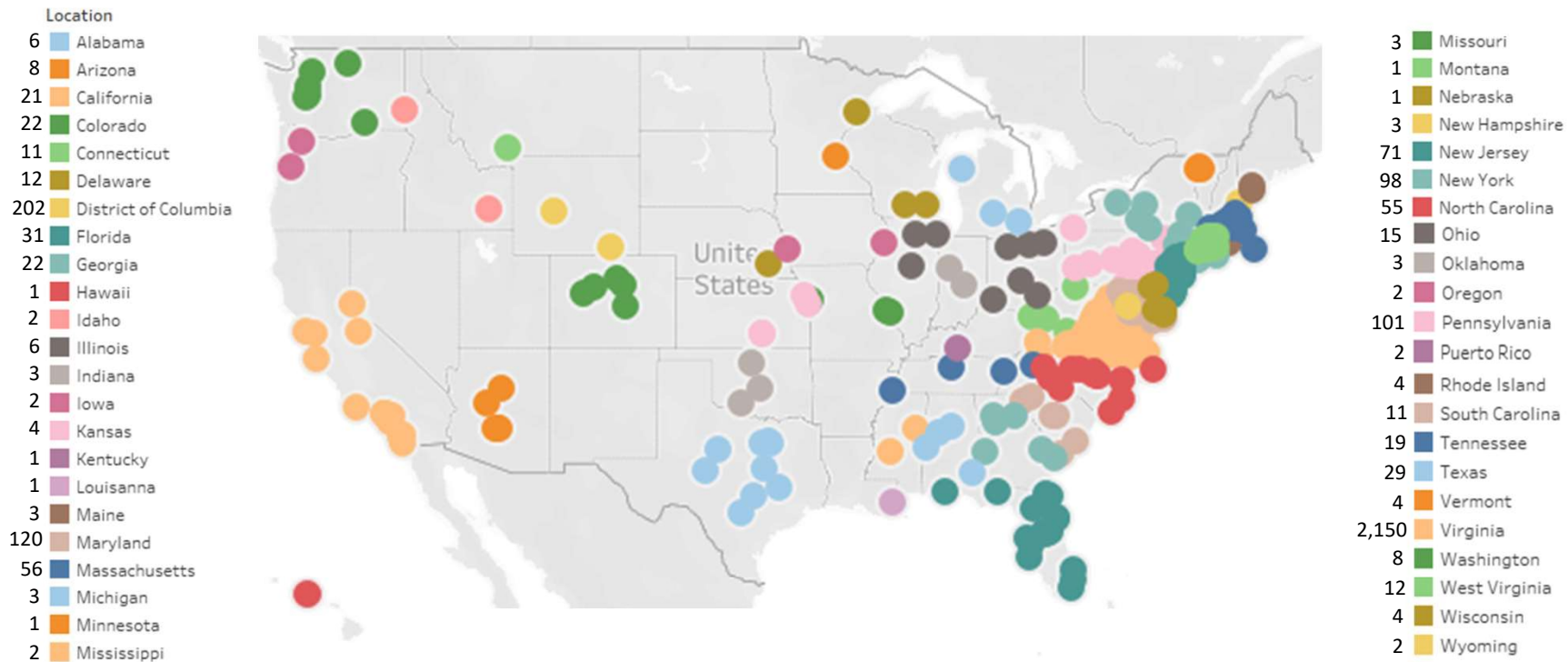
For students who completed multiple majors, data in the above chart reflects only student's first major.

The above data reflects knowledge of 3,821 undergraduates.

## Bachelor's Degree Recipients

# Locations of Graduates in the U.S.

The Class of 2020, for whom we have location information, resides in 43 states, Washington D.C., and Puerto Rico.



# Bachelor's Degree Recipients

## Locations of Graduates in Virginia

N= 2,085 (Graduates who indicated they lived in Virginia)

Regions of Virginia <sup>1</sup>	# of Graduates Per Area	% of Graduates Per Area
Central Virginia	405	19.4%
Chesapeake Bay	6	0.3%
Eastern Shore	0	0.0%
Hampton Roads	150	7.2%
Northern Virginia	703	33.7%
Shenandoah Valley <sup>2</sup>	734	35.2%
Southern Virginia	10	0.5%
Southwest Virginia	36	1.7%
Virginia Mountains	41	2.0%

<sup>1</sup>Source: [www.virginia.org/places-to-visit/regions](http://www.virginia.org/places-to-visit/regions)

<sup>2</sup>The Shenandoah Valley region includes the 434 students attending JMU graduate programs.



## Bachelor's Degree Recipients

# Locations of Graduates Abroad

There are 76 graduates residing in 24 unique countries

Top Countries for Graduate Employment Abroad	Number of Graduates Located in Each Country
China	14
Italy	11
Vietnam	7
England	7
Spain	6



# Bachelor's Degree Recipients

## Top Employers



**JMU bachelor's graduates are employed with 1,695 unique employers**

### 30+ Hires

Accenture Federal Services  
Sentara Healthcare  
Carahsoft  
U.S. Army  
James Madison University<sup>1</sup>

### 16-29 Hires

Deloitte  
Inova Health System  
UVA Health System  
Booz Allen Hamilton  
CGI Inc.  
Amazon  
EY, LLP

### 10-15 Hires

VCU Health System  
IBM  
TEKsystems  
Medstar Health  
KPMG, LLP  
Cvent, Inc.  
PPD Inc.  
Fannie Mae  
NewDay USA  
Enterprise

### 5-9 Hires

Freddie Mac	Bon Secours Health System	University of Virginia
Carilion Clinic	AmeriCorps	Aerotek
Children's Hospital of the King's Daughters	ALKU	Bloomberg Industry Group
Tom James Company	SAIC	Leidos
Techtronic Industries (TTI)	Marriot International	DRT Strategies
Grant Thornton, LLP	Ferguson Enterprises	Coalfire
Apex Systems	CoStar Group	CityWorth
Addison Group	Capital One	Cherry Bekaert, LLP
U.S. Navy	RSM US LLP	CACI International, Inc.
Merck & Co., Inc.	U.S. Air Force	Brightspot
Insight Global	Addison Group	B3 Group, Inc.
General Dynamics Information Technology	Virginia Hospital Center	Starbucks

<sup>1</sup>The high volume of students employed at James Madison University includes coordinator level positions in various offices across campus as well as teaching assistants and adjunct professor positions

N= 2,280 (Number of employed graduates indicated their employer's name)

## Bachelor's Degree Recipients

# Post Graduation Internships



**75 unique employers are hosting graduates in post-graduation internships**

Internship Organization				
2U	Communication Therapy Center	Jaunt, Inc.	Pro Sports Outlook	The Scout Guide
Access PR	Dance Place	Jennifer Wexton Congressional Office	Project GROWS	The Social Media Magnet
Advanced Physical Therapy	Diamond Equity Research	Jumpstart Social Skills	Project Retail	The Walt Disney Company
American Cancer Society	Digital-Wise	Live Nation Entertainment	Reingold Inc.	Third Way
AmeriCorps	eGreen	Manpower Group	Rhoback	Thoronka Law Offices
Atkinson Strategic Communications	Fairfax County Parks Foundation	Meredith College	Richmond Times-Dispatch	Threat Tec
Baltimore Gas & Electric	FleishmanHillard	MTX Group	RRD International, LLC	Top Floor Management
BDO USE, LLP	Gade for Virginia	Multivisionnaire Pictures	Starboard Tack Capital, LLC	University of Maryland
Bizlab	Gaines Group Architects	My Neighbor's Pantry	Staunton Public Defender's Office	UPS Capitol
Blue Ridge Legal Services	Grant Thornton, LLP	Nevadans for Steven Horsford	Suffolk County DAs Office	VCU Health Center
CGI, Inc.	Hourigan	NewCity	Temple Hill Entertainment	Virginia Criminal Sentencing
Chelsea Music Festival	IOM-UN Migration	Office of Senator Jim Rosapepe	The Counterterrorism Group	Wellness Workdays
Cherry Bakaert, LLP	ItaliaHello	Pac Team Group	The Door	Woman's Earth Alliance
Chicago Botanic Garden	James D Klote & Associates	Page Bond Gallery	The Lifestyle Agency	Wolf Trap Foundation
City of Harrisonburg	James Madison University	Prince William County Democratic Committee	The Net FW	Xdot Bearing Technologies

N=77 (number of students who indicated employment type as an internship)



## Bachelor's Degree Recipients

# Locations of Working Graduates Top U.S. States and Territories

Top 10 States and Territories	# of Graduates Employed Out of State	% of Graduates Employed Out of State
Virginia	1,372	66.5%
Washington D.C.	197	9.6%
Maryland	87	4.2%
New York	69	3.3%
Pennsylvania	55	2.7%
New Jersey	50	2.4%
North Carolina	42	2.0%
Massachusetts	30	1.5%
Texas	22	1.1%
Colorado	21	1.0%

Graduates are  
working in  
36 U.S. States,  
Washington DC,  
and Puerto Rico

N=1,945 (This represents 94.3% of the 2,062 graduates who indicated an employment location.)



## Bachelor's Degree Recipients

# Locations of Working Graduates by U.S. Region

U.S. Region <sup>1</sup>	# of Employed Graduates	% of Employed Graduates
South: Atlantic (DE, DC, FL, GA, MD, NC, SC, VA, WV)	1,771	84.3%
Northeast: Middle Atlantic (NJ, NY, PA)	174	8.3%
Northeast: New England (CT, ME, MA, NH, RI, VT)	47	2.2%
West: Mountain (AZ, CO, ID, NM, MT, UT, NV, WY)	27	1.3%
South: West Central (AR, LA, OK, TX)	26	1.2%
West: Pacific (AK, CA, HI, OR, WA)	24	1.2%
Midwest: East North Central (IN, IL, MI, OH, WI)	13	0.6%
South: East Central (AL, KY, MS, TN)	13	0.6%
Midwest: West North Central (IA, KS, MN, MO, NE, ND, SD)	7	0.3%

N= 2,102 (Number of employed bachelor's graduates who indicated living in the U.S. post-graduation)

<sup>1</sup>Source: [www2.census.gov/geo/pdfs/maps-data/maps/reference/us\\_regdiv.pdf](http://www2.census.gov/geo/pdfs/maps-data/maps/reference/us_regdiv.pdf)

# Bachelor's Degree Recipients

## Top Graduate Fields



Top 10 Graduate Program Fields of Study	# of Graduates Studying	% of Graduates Studying
Education	285	38.4%
Health Professions	187	25.2%
Business, Management, Marketing	85	11.5%
Psychology	32	4.3%
Parks, Recreation, Leisure, Fitness and Kinesiology	22	3.0%
Public Administration and Social Services	22	3.0%
Legal Professions and Studies	17	2.3%
Biological and Biomedical Sciences	15	2.0%
Social Sciences	11	1.5%
Visual and Performing Arts	10	1.3%

The data above represents information from 92.5% of reported graduate majors, programs or fields of study.

<sup>1</sup>Fields of study reported by students have been coded utilizing the State Council of Higher Education in Virginia (SCHEV) IP Coding System in order to identify and categorize similar and related majors among the plethora of majors that students report studying.

<https://nces.ed.gov/ipeds/cipcode/browse.aspx?y=56>



## Bachelor's Degree Recipients

# Top Institutions for Continuing Education

JMU graduates are pursuing continuing education at 230 Unique Institutions

434 Attending	10-24 Attending	5-9 Attending
James Madison University	University of Virginia	Georgetown University
	Radford University	Blue Ridge Community College <sup>2</sup>
	The George Washington University	Marymount University
	Liberty University	University of Maryland
	Shenandoah University	William and Mary
	Old Dominion University	New York University
	Towson University	J. Sargeant Reynolds Community College <sup>2</sup>
	Virginia Tech	John Tyler Community College <sup>1</sup>
		Drexel University
		Columbia University
		Boston University
		Tidewater Community College <sup>2</sup>
		West Virginia University
		Eastern Mennonite University

<sup>1</sup>The high volume of students attending community colleges represents students receiving additional associates degrees, certifications or licensure, many of whom are in healthcare related fields or seeking additional vocational training.

The data above represents 1,062 graduates for whom we have the name of the continuing education institution.

## Bachelor's Degree Recipients

# Locations of Graduates Continuing Education Top U.S. States and Territories



Top 10 States for Graduate Continuing Education	# of Graduates Studying	% of Graduates Studying
Virginia	735	70.5%
Pennsylvania	44	4.2%
Maryland	31	3.0%
Washington D.C.	30	2.9%
New York	29	2.9%
Massachusetts	26	2.5%
New Jersey	20	1.9%
Florida	14	1.3%
North Carolina	13	1.2%
Georgia	13	1.2%

Graduates are  
studying in 34  
U.S. States

The data above reflects 91.6% of the 1,042 graduates with location information



# **Class of 2020**

## **Advanced Degree Recipients**

First Destination Career Outcomes

[jmu.edu/career](http://jmu.edu/career)

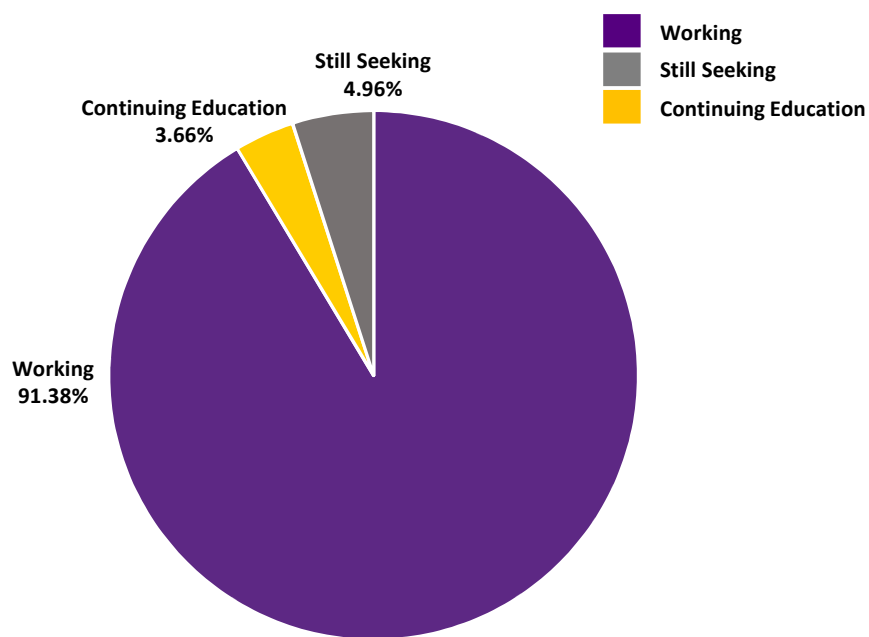
    @jmucareer

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## Graduate and Advanced Degree Recipients

# Career Outcomes Overview

Knowledge Rate for 2020 Advanced Degree Recipients: 55.6%



Primary Activity	# of Graduates
Working	424
Continuing Education	17
Military	0
Still Seeking (employment or education)	23
Not Seeking (due to life events, travel, etc. )	0
Total Graduates (with a known primary activity)	464

The UCC collected information on 464 of 834 advanced degree graduates.

## Graduate and Advanced Degree Recipients

# Career Outcomes By College

Advanced Degree Graduates' College	# in College	Knowledge Rate	Working	Continuing Education	Military	Still Seeking (Employment/Education)	Not Seeking (Employment/Education)
Arts and Letters	74	77.0%	84.2%	3.5%	0.0%	12.3%	0.0%
Health and Behavioral Studies	247	64.0%	88.0%	5.0%	0.0%	7.0%	0.0%
Integrated Science and Engineering	10	90.0%	100%	0.0%	0.0%	0.0%	0.0%
Business	124	84.7%	97.1%	0.0%	0.0%	2.9%	0.0%
Education	333	34.2%	96.5%	2.6%	0.0%	0.9%	0.0%
Science and Math	22	40.9%	22.2%	77.8%	0.0%	0.0%	0.0%
Visual and Performing Arts	24	50.0%	75.0%	16.7%	0.0%	8.3%	0.0%

For students who completed multiple majors, data in the above chart reflects students' first majors only.

The above data reflects knowledge of 464 advanced degree candidates.

## Graduate and Advanced Degree Recipients Top U.S. States and Territories

N= 375 (The data represents 93.3% of the 402 advanced graduates who indicated employment location within the U.S. )

Top 9 States for Graduates Located in the U.S.	# of Graduates Located in the U.S.	% of Graduates Located in the U.S.
Virginia	272	66.7%
Washington D.C.	31	7.71%
Maryland	17	4.23%
Pennsylvania	12	3.0%
Florida	12	3.0%
North Carolina	11	2.7%
New York	8	2.0%
New Jersey	7	1.7%
Massachusetts	5	1.2%



Graduates Located  
in 25 U.S. States &  
Washington D.C.

## Graduate and Advanced Degree Recipients

# Location of Graduates By U.S. Regions

N= 402 (Number of advanced graduates who indicated living in the U.S. post-graduation)

U.S. Region <sup>1</sup>	# of Graduates	% of Graduates
South: Atlantic (DE, DC, FL, GA, MD, NC, SC, VA, WV)	344	85.6%
Northeast: Middle Atlantic (NJ, NY, PA)	27	6.7%
Northeast: New England (CT, ME, MA, NH, RI, VT)	9	2.2%
Midwest: East North Central (IN, IL, MI, OH, WI)	6	1.5%
West: Pacific (AK, CA, HI, OR, WA)	6	1.5%
West: Mountain (AZ, CO, ID, NM, MT, UT, NV, WY)	4	1.0%
Midwest: West North Central (IA, KS, MN, MO, NE, ND, SD)	3	0.75%
South: East Central (AL, KY, MS, TN)	3	0.75%
South: West Central (AR, LA, OK, TX)	0	0.0%

<sup>1</sup>Source: [https://www2.census.gov/geo/pdfs/maps-data/maps/reference/us\\_regdiv.pdf](https://www2.census.gov/geo/pdfs/maps-data/maps/reference/us_regdiv.pdf)

# Graduate and Advanced Degree Recipients

## Locations of Graduates in Virginia

N= 268 (Graduates who indicated they lived in Virginia)

Regions of Virginia <sup>1</sup>	# of Graduates Per Area	% of Graduates Per Area
Shenandoah Valley	101	37.7%
Northern Virginia	75	28.0%
Central Virginia	62	23.1%
Hampton Roads	13	4.8%
Virginia Mountains	7	2.6%
Southern Virginia	5	1.9%
Southwest Virginia	4	1.5%
Chesapeake Bay	1	0.4%
Eastern Shore	0	0.0%

<sup>1</sup>Source: <https://www.virginia.org/places-to-visit/regions>

## Graduate and Advanced Degree Recipients

# Locations of Graduates Abroad

There are 8 advanced degree graduates residing in 6 unique countries abroad.

Countries for Graduate Employment Abroad	Number of Graduates Located in Each Country
China	2
Italy	2
France	1
Peru	1
Taiwan	1
United Arab Emirates	1



# Graduate and Advanced Degree Recipients

## Top Employers



**JMU advanced graduates are employed with 230 unique employers**

32 Hired	4-9 Hired	
James Madison University <sup>1</sup>	RSM US LLP	Chesterfield County Public Schools
	EY, LLP	Carilion Clinic
	PwC, LLP	Albemarle County Public Schools
10-15 Hired	Prince William County Public Schools	UVA Health System
Harrisonburg City Public Schools	Medstar Health	VCU Health System
Fairfax County Public Schools	Henrico County Public Schools	Virginia Military Institute
KPMG, LLP		

<sup>1</sup>The high volume of students employed at James Madison University includes coordinator level positions in various offices across campus as well as teaching assistants and adjunct professor positions

N= 422 (Number of employed students who indicated their employer name)



# JMU Career Outcomes Data Online

If you'd like to explore career outcomes data beyond what's covered in this report, we recommend using the University Career Center website.

Visit the **JMU Career Outcomes dashboard** ([www.jmu.edu/career/careeroutcomes](http://www.jmu.edu/career/careeroutcomes)) to:

- search career outcomes data by major or graduate program
- review previous career outcomes annual reports
- view longitudinal (15 years out) data on career pursuits by industry and salary ranges

Visit the **Career Guide to JMU Majors website** ([www.jmu.edu/career/careerguide](http://www.jmu.edu/career/careerguide)) to:

- see patterns of career outcomes for every major, suggesting common career paths
- explore possible industries for employment, based on major

# Methodology and Quick Facts

## Methodology

The University Career Center annually surveys each graduating class regarding their post-graduation destination. Data collection begins the semester before each graduating class will receive their degrees. Additional follow-up is conducted for six months after graduation for those who reported they were still seeking employment or graduate school upon graduation, as well as those who did not respond to the survey.

## Class of 2020 Graduate Quick Facts:

- The Class of 2020 includes those who graduated in August 2019, December 2019, and May 2020
- There were 5,492 degree recipients for the Class of 2020, including:
  - 4,658 Bachelor's degree recipients
  - 834 Advanced degree (Master's, PhD, etc.) recipients
- The total count of students per academic program may vary slightly from other sources of this information because of students with double majors. Any graduate with two majors will be counted just once, and included in the statistics for their first major.
- This report highlights the post-graduation pursuits of 4,285 graduates (78% of the total 5,492 degree recipients for the Class of 2020.). Thus our “knowledge rate” of the “first destination outcomes” for the Class of 2020 cohort is 78%.

# Definitions

- **Knowledge Rate:** a term used to describe the percentage of graduates for which the university has reasonable and verifiable information. This includes graduates who responded to a survey or who the Career Center was able to find, using reputable sources. Sources include JMU faculty and graduate program representatives, employers, the National Clearinghouse dataset of continuing education, LinkedIn, etc.
- **Career Outcome:** Graduates are considered to have a career outcome if their primary activity is one of the following: employment (full or part-time), military, continuing education, or full-time service/volunteering.
- **First Destination Outcomes:** Activities of graduates occurring within 6 months of graduation.
- **Employment:** Includes working full-time or part-time in an organization, fellowship, internship, volunteering, self-employed or freelance
- **Military:** Actively serving within a branch of the U.S. Military
- **Continuing Education:** pursuing additional education with an institution of higher education
- **Still Seeking:** Students who indicated they are actively searching for employment or a graduate school program
- **Not Seeking:** Students who indicated they were not interested in seeking employment or education (because they were taking a gap year, traveling, etc.)

# Acknowledgments

Any questions or requests for additional information from the First Destination report can be directed to:

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**3rd floor of Student Success Center (SSC)**

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