

THE COLLEGE OF NEW JERSEY CLASS OF 2021 FIRST DESTINATION SUMMARY



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The following report details the post-graduation activity of The College of New Jersey's (TCNJ) Class of 2021. Individuals who were awarded a bachelor's degree in August 2020, December 2020, January 2021 and May 2021 were contacted to complete the survey through email and LinkedIn.

Data was available for 797/1,650 (48.3%) of Class of 2020 graduates. In alignment with the National Association of Colleges and Employers (NACE)¹, data were also collected through self-reported information from the School of Engineering, data through the National Student Clearinghouse, and from LinkedIn. Graduates who reported prior to graduation that they were seeking opportunities, but did not provide a verifiable update during the survey collection period. These students are not included in this outcomes data. The percentage of the graduating class with known career outcomes is the knowledge rate. The term "knowledge rate", according to NACE, is used to defined the number of graduates for which an institution has reasonable and verifiable data concerning the post-graduation career activities.

Throughout this summary, data are presented on a college-wide level and by school. This year there were four (4) graduates who were officially conferred degrees under Interdisciplinary Studies. Their results are also broken out, where appropriate.

Knowledge Rate

The Class of 2021 consisted of 1719 bachelor's degree recipients based on official data provided by The Office of Records and Registration. Among these eligible graduates, we were able to secure data on 993 or 57.8%.

Below is the knowledge rate breakdown by school.

Knowledge Rate College-Wide

KNOWLEDGE RATE	COUNT	PERCENT
KNOWLEDGE	993	57.8%
NOT REPORTED	726	42.2%
TOTAL ELIGIBLE	1719	100.00%

Knowledge Rate by School

KNOWLEDGE RATE BY SCHOOL	KNOWLEDGE	ELIGIBLE	KNOWLEDGE RATE
School of the Arts and Communication	58	206	28.2%
School of Business	301	343	87.8%
School of Education	125	199	62.8%
School of Engineering	145	154	94.2%
School of Engineering - TCED	8	8	100.0%
School of Humanities and Social Sciences	170	370	45.9%
School of Nursing and Health Sciences	119	185	64.3%
School of Science	67	250	26.8%
Interdisciplinary	0	4	0.0%
TOTAL	993	1719	57.8%

1: National Association of Colleges and Employers (NACE) (2019), Standards and Protocols for the Collection and Dissemination of Graduation Students Initial Career Outcomes Information for Undergraduates. Retrieved from: <https://www.nacweb.org/job-market/graduate-outcomes/first-destination/standards-and-protocols/>

Outcome Rate

The percentages in this section are based on the 993 graduates for which we have data. As a result of the information obtained, employment, continuing education, military, and volunteer outcomes are available for 86.9% (863/993) of the Class of 2021. The group with confirmed plans define the term "Outcome Rate". We opted to use the term "Continuing Education" to align with NACE Standards and Protocols for the Collection and Dissemination of Graduation Students Initial Career Outcomes Information for Undergraduates (2019). Accordingly, continuing education defines "those who have been accepted to and plan to matriculate into a program of further study. This includes graduate school or specialized training", (NACE, 2019, pg.7). Data indicates 0.2% (2/993) are not employed and not searching for a job; this group constitutes those defined as "Not Seeking". Data also shows 12.9% (128/993) are not employed and currently searching for a job; this group constitutes those defined as "Still Seeking".

Outcome Rate by College-Wide

OUTCOME RATE	COUNT	PERCENTAGE
OUTCOME	863	86.9%
STILL SEEKING	128	12.9%
NOT SEEKING	2	0.2%
Grand Total	993	100.0%

Outcome Rate by School

OUTCOME RATE BY SCHOOL - COUNT	TCNJ-WIDE	Arts & Communication	Business	Education	Engineering	Engineering - TCED	Humanities & Social Sciences	Nursing & Health Sciences	Science
OUTCOME	86.9%	82.8%	88.4%	78.4%	94.5%	100.0%	87.1%	79.0%	95.5%
STILL SEEKING	12.9%	15.5%	11.6%	21.6%	4.8%	0.0%	12.9%	21.0%	4.5%
NOT SEEKING	0.2%	1.7%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
RESPONSE COUNT	993	58	301	125	145	8	170	119	67

Primary Outcome

Class of 2021 graduates were asked to indicate their primary plans after graduation within the first year after graduation. Below is the breakdown of those plans across TCNJ as a whole, as well school based on the 993 respondents. The term "employed" refers to students indicating full-time or part-time employment, "continuing education" refers to students pursuing graduate or professional school, or further study (i.e. certificate), "military" refers to students pursuing military service, "volunteer" refers to those participating in a volunteer or service program (i.e. Peace Corps of AmeriCorps), "not seeking" refers to students not attending graduate school nor seeking employment, "still seeking" refers to students actively searching for employment.

Primary Outcome by School

PRIMARY OUTCOME COLLEGE-WIDE	COUNT	PERCENTAGE
EMPLOYED	647	65.2%
CONTINUING EDUCATION	208	20.9%
STILL SEEKING	128	12.9%
VOLUNTEER	4	0.4%
MILITARY	3	0.3%

NOT SEEKING	2	0.2%
FELLOWSHIP	1	0.1%
Grand Total	993	100.0%

Primary Outcome by School

PRIMARY OUTCOME BY SCHOOL	TCNJ-WIDE	Arts & Communication	Business	Education	Engineering	Engineering - TCED	Humanities & Social Sciences	Nursing & Health Sciences	Science
EMPLOYED	65.2%	65.5%	86.4%	38.4%	79.3%	100.0%	38.8%	63.9%	53.7%
CONTINUING EDUCATION	20.9%	15.5%	1.7%	40.0%	14.5%	0.0%	47.1%	12.6%	41.8%
STILL SEEKING	12.9%	15.5%	11.6%	21.6%	4.8%	0.0%	12.9%	21.0%	4.5%
VOLUNTEER	0.4%	1.7%	0.0%	0.0%	0.0%	0.0%	0.6%	1.7%	0.0%
MILITARY	0.3%	0.0%	0.3%	0.0%	0.7%	0.0%	0.6%	0.0%	0.0%
NOT SEEKING	0.2%	1.7%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%
FELLOWSHIP	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%
TOTAL	65.2%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
RESPONSE COUNT	993	58	301	125	145	8	170	119	67

Employment Trends

Among the 993 respondents, 647, or 65.2%, reported employment as their primary outcome and 553, or 85.5% reported full-time employment. Throughout this section are details on the employment trends of the Class of 2021 reporting full-time employment.

Top Employers

Among graduates employed full-time, 552 reported employer name, which includes 417 unique organizations across the education, healthcare and services, financial services, pharmaceutical, manufacturing, government, consulting, media and entertainment, and other industries. Below are employers hiring 3 or more graduates.

EMPLOYER NAME		
ADP	Johnson & Johnson Family of Companies	PricewaterhouseCoopers (PwC)
AT&T	JPMorgan Chase & Co.	Rancocas Valley Regional High School District
Atlantic Health System	KPMG LLP	Raytheon Technologies
Bank of America	Lockheed Martin	Stonefield Engineering & Design
Bristol Myers Squibb	Management Planning, Inc. ("MPI")	UPS (United Parcel Service)
Children's Hospital of Philadelphia	Merck & Co., Inc.	PricewaterhouseCoopers (PwC)
Critical Response Group Inc.	MJH Life Sciences	Rancocas Valley Regional High School District
Deloitte	Monroe Township Public School	
EY LLP	PGIM	

Employer Industry Breakdown

Below is the breakdown of the 553 graduates reporting full-time employment and their employer organization's industry. The top three industries include financial services (accounting, investment banking, insurance, and commercial banking), education (K-12 education, higher education, and other education), and healthcare and services (healthcare and social assistance).

Employer Industry Breakdown (continued)

INDUSTRY	
Financial Services	18.8%
Education	13.9%
Healthcare & Services	11.0%
Manufacturing	8.1%
Architecture, Real Estate & Construction	6.9%
Media & Marketing	5.8%
Technology	5.8%
Pharma & Medical Devices	5.4%
Government, Law & Politics	4.7%
Professional Services	4.0%
Other Industries	3.8%
Food, Beverage & CPG	2.2%
Arts, Entertainment & Recreation	2.0%
Non-Profit	1.8%
Retail Stores & Trade	1.8%
Transportation & Logistics	1.8%
Hospitality	0.9%
Energy	0.7%
Agriculture & Natural Resources	0.5%
Grand Total	100.0%

Employed Full-Time Salary and Offer Trends College-Wide

Among the 553 reporting full-time employment, 315 reported their salary. Below is the average based on all reporting, as well as the median based on the 50th percentile. The Class of 2021 salary median of \$57,883 compared to the Class of 2020 median salary, which was \$57,720.

SALARY TRENDS TCNJ-WIDE	TCNJ-Wide
Salary Average	\$69,201
Salary Median	\$57,883
Salary Range	\$2,000 - \$4,000,000
Salary Report Count	315

Employed Full-Time Salary and Offer Trends by School

SALARY TRENDS BY SCHOOL	Arts & Communication	Business	Education	Engineering	Engineering - TCED	Humanities & Social Sciences	Nursing & Health Sciences	Science	TCNJ-Wide
Salary Average	\$46,162	\$92,290	\$49,967	\$65,257	\$57,381	\$47,935	\$61,343	\$52,172	\$69,201
Salary Median	\$45,500	\$60,000	\$52,220	\$65,000	\$57,637	\$45,006	\$62,703	\$50,594	\$57,883
Salary Range	\$21,000 - \$75,000	\$2,000 - \$4,000,000	\$30,000 - \$61,000	\$30,000 - \$135,000	\$52,000 - \$62,250	\$25,000 - \$100,000	\$29,120 - \$86,840	\$20,800 - \$89,000	\$2,000 - \$4,000,000
Salary Report Count	29	113	13	73	4	34	22	27	315

*Not included since less than 3 reported

Career Preparation for Employment

Among those in full-time roles, 318 provided information regarding the level of career preparation. 63.8% (203/318) reported above average to excellent career preparation, and 96.2%(306/318) felt average to excellent career preparation.

CAREER PREPARATION	Arts & Communication	Business	Education	Engineering	Engineering - TCED	Humanities & Social Sciences	Nursing, Health & Exercise Science	Science	TCNJ-Wide
Excellent	23.3%	21.1%	46.2%	14.3%	25.0%	33.3%	40.0%	18.5%	23.0%
Above Average	20.0%	40.4%	23.1%	53.2%	50.0%	30.3%	60.0%	37.0%	40.9%
Average	43.3%	35.1%	30.8%	27.3%	25.0%	36.4%	0.0%	44.4%	32.4%
Below Average	13.3%	1.8%	0.0%	5.2%	0.0%	0.0%	0.0%	0.0%	3.1%
Poor	0.0%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Response Count	30	114	13	77	4	33	20	27	318

Continuing Education Trends

Among the 993 respondents, 208, or 20.9%, reported continuing education as their primary outcome. Throughout this section are details on the continuing education and graduate schools trends of the Class of 2021. The data in this section reflects information received from the National Student Clearinghouse, in addition to self-reported information.

CONTINUING EDUCATION BY SCHOOL	TCNJ-Wide	Arts & Communication	Business	Education	Engineering	Humanities & Social Sciences	Nursing & Health Sciences	Science
COUNT	208	9	9	50	21	80	15	28
PERCENT	20.9%	15.5%	1.7%	40.0%	14.5%	47.1%	12.6%	41.8%

Continuing Education Degree Level

202 of 208 reported their degree level for their program of continuing education. 98% (198/202) are enrolled in a master's or doctoral degree program. The other degrees where graduates are enrolled include 1.0% (2/202) in a non-degree seeking program, 1.0% (2/202) in a bachelor's program or certificate program.

DEGREE LEVEL BY SCHOOL	TCNJ-Wide	Arts & Communication	Business	Education	Engineering	Humanities & Social Sciences	Nursing, Health & Exercise Science	Science
Masters	74.8%	88.9%	60.0%	100.0%	65.0%	74.7%	60.0%	42.9%
Doctorate	23.3%	11.1%	40.0%	0.0%	30.0%	22.7%	33.3%	57.1%
Non-Degree Seeking	1.0%	0.0%	0.0%	0.0%	0.0%	2.7%	0.0%	0.0%
Bachelors	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%	0.0%
Certificate	0.5%	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Response Count	202	9	5	50	20	75	15	28

Continuing Education Preparation for Graduate School

Among the 208 reporting continuing education, 110 provided rated whether they felt TCNJ prepared them for graduate school. 79.1% felt above average to excellent preparation, or 96.4% average to excellent preparation for graduate school.

GRADUATE SCHOOL PREPARATION	TCNJ-Wide	Arts and Communication	Business	Education	Engineering	Humanities & Social Sciences	Nursing & Health Sciences	Science
Excellent	38.2%	33.3%	0.0%	66.7%	38.9%	35.3%	42.9%	28.0%
Above Average	40.9%	66.7%	100.0%	16.7%	33.3%	52.9%	42.9%	32.0%
Average	17.3%	0.0%	0.0%	16.7%	22.2%	5.9%	14.3%	36.0%
Below Average	2.7%	0.0%	0.0%	0.0%	5.6%	2.9%	0.0%	4.0%
Poor	0.9%	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Continuing Education Institutions

All 208 graduates continuing education reported their institution name. Class of 2021 are attending 79 institutions for their continuing education programs. Below are among the institutions where 3 or more are attending.

INSTITUTIONS	COUNT
The College of New Jersey	74
Rutgers University – New Brunswick	17
Seton Hall University	7
Villanova University	6
University of Pennsylvania	4
New York University	4
Columbia University	4
Wake Forest University	3
Drexel University	3
Montclair University	3