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Office of Institutional Research and Assessment

First Destination Survey Report Class of 2023



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EXECUTIVE SUMMARY

In 2022 Keene State College implemented a new First Destination Survey. It is intended that this survey will replace annual graduating student surveys and one year out alumni surveys administered in previous years. This report provides a summary of results for the undergraduate Class of 2023 (N = 605)¹.

Highlights Of Undergraduates

- Post -graduation information was collected on 73% (443) of the Class of 2023 undergraduate degree recipients—32 % from the full online survey and 41% using data from other sources.
- The success rate² for the Class of 2023 was 88%.
- The average salary of full-time employed undergraduate alumni was \$50,417 for the Class of 2023, a slight increase over the Class of 2022 whose average salary was \$48,994.
- More than half of those graduates who responded to the survey left KSC with an internship experience, and 40% of those received a full-time job offer from an internship organization.
- The Class of 2023 rated their satisfaction with their education at KSC and with how it prepared them for what they are doing after graduation.
 - 84% were extremely satisfied or somewhat satisfied with the education they received at KSC.
 - 74% strongly agreed or somewhat agreed their time at KSC prepared them for what they will be doing next.
 - 82% strongly agreed or somewhat agreed they are satisfied with their post-graduation plans.

¹ In this report, the Class of 2023 includes graduates awarded bachelor's degrees in August and December 2022 and May 2023 (605 students).

² "Success Rate" includes working full-time or part-time, enrolled in further education, serving in the military, and participating in a volunteer or service program such as AmeriCorps, City Year, or Peace Corps.

METHODOLOGY

Survey data was collected from KSC’s undergraduate Class of 2023, who were awarded degrees from December 2022 through May 2023 and for whom valid email addresses were available. The First Destination Survey data collection took place in three phases. First, an “early bird” online survey was administered to graduates who wished to complete the survey early. Next, the regular online survey was launched in August when graduates who had not taken the early survey were emailed an invitation to participate. Finally, for those graduates who had not taken the online survey, “knowledge rate” data was collected using phone calls, social media platforms, as well as the National Student Clearinghouse data on subsequent enrollment in other educational programs.

These efforts yielded an online survey response rate of 32% and a knowledge rate data collection rate of 41%, bringing the total of graduates for whom at least some post-graduation information was available to 73%. See Table 1 for survey response rates and Appendix 1 for the demographic profile of respondents.

Throughout this report, at the bottom of each table or graph, the “N” shown is the number of graduates who responded to the question presented in the table or graph. The percentage shown in parentheses after the N is the percentage of students who answered that question out of all students who graduated that year regardless of whether they had contact information and were sent the survey invitation. Not all respondents were asked every question. Whether a question was asked could be dependent on the response to an earlier question.

Response rates are shown in Table 1.

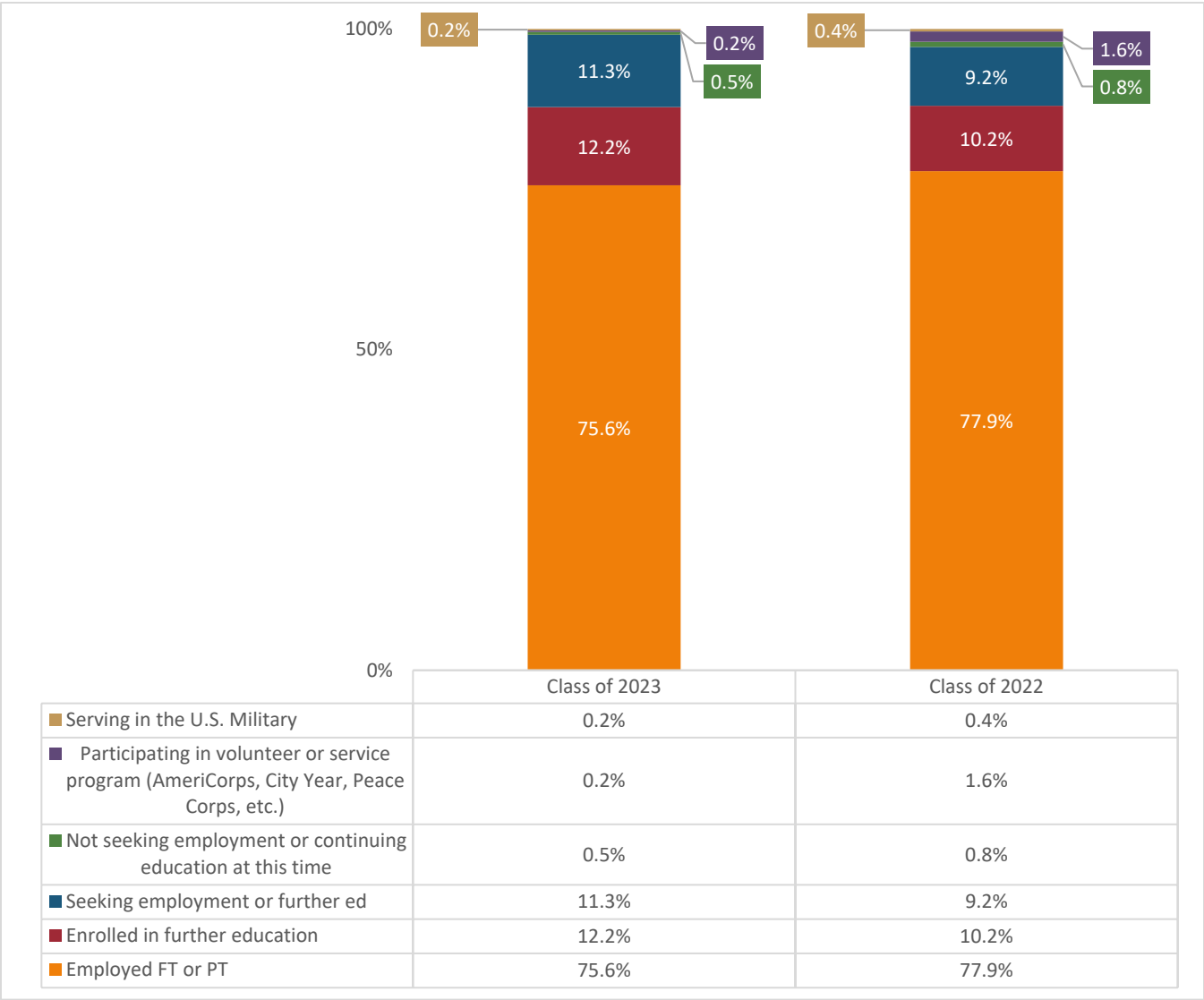
Table 1. 2023 First Destination Survey Response Rates and Knowledge Rate

	Total Graduates Surveyed	Online survey responses	Survey response rate	Knowledge rate data obtained	Total percent of graduates with data
Class of 2023					
Undergraduate	605	195	32%	41%	73%

POST-GRADUATION STATUS

More than three quarters of 2023 graduates (75.6 %) obtained employment—either full or part-time. The remaining were either enrolled in further education (12.2%) or seeking either employment or further education at the time of data collection (11.3%). Figure 1 shows greater detail in the primary status by class, along with the results from the Class of 2022 for comparison.

Figure 1. Primary Status of Undergraduates After Graduation

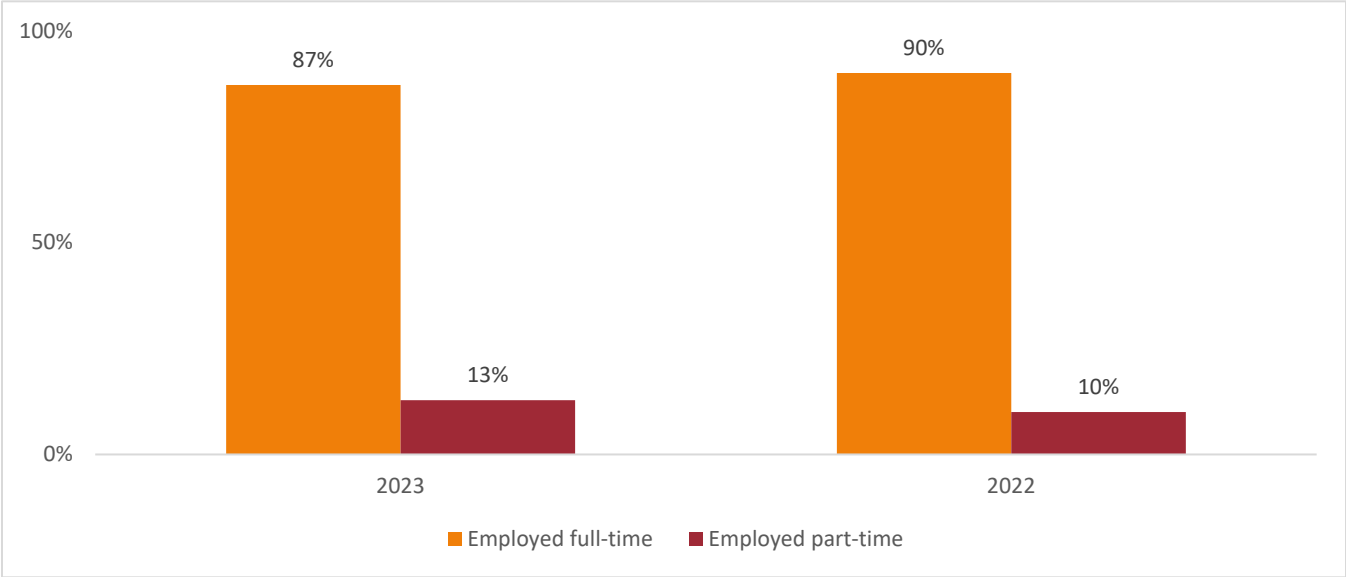


N= 443 (73%)

Compared to the 2022 graduating class, the percentage of 2023 graduates employed decreased two percentage points, while the percent of graduates enrolled in further education increased by two percentage points. (76% compared to 78% and 12% compared to 10%, respectively).

Compared to last year, there was a decrease in the percent of employed graduates who reported working full-time (87% compared to 90% in 2022).

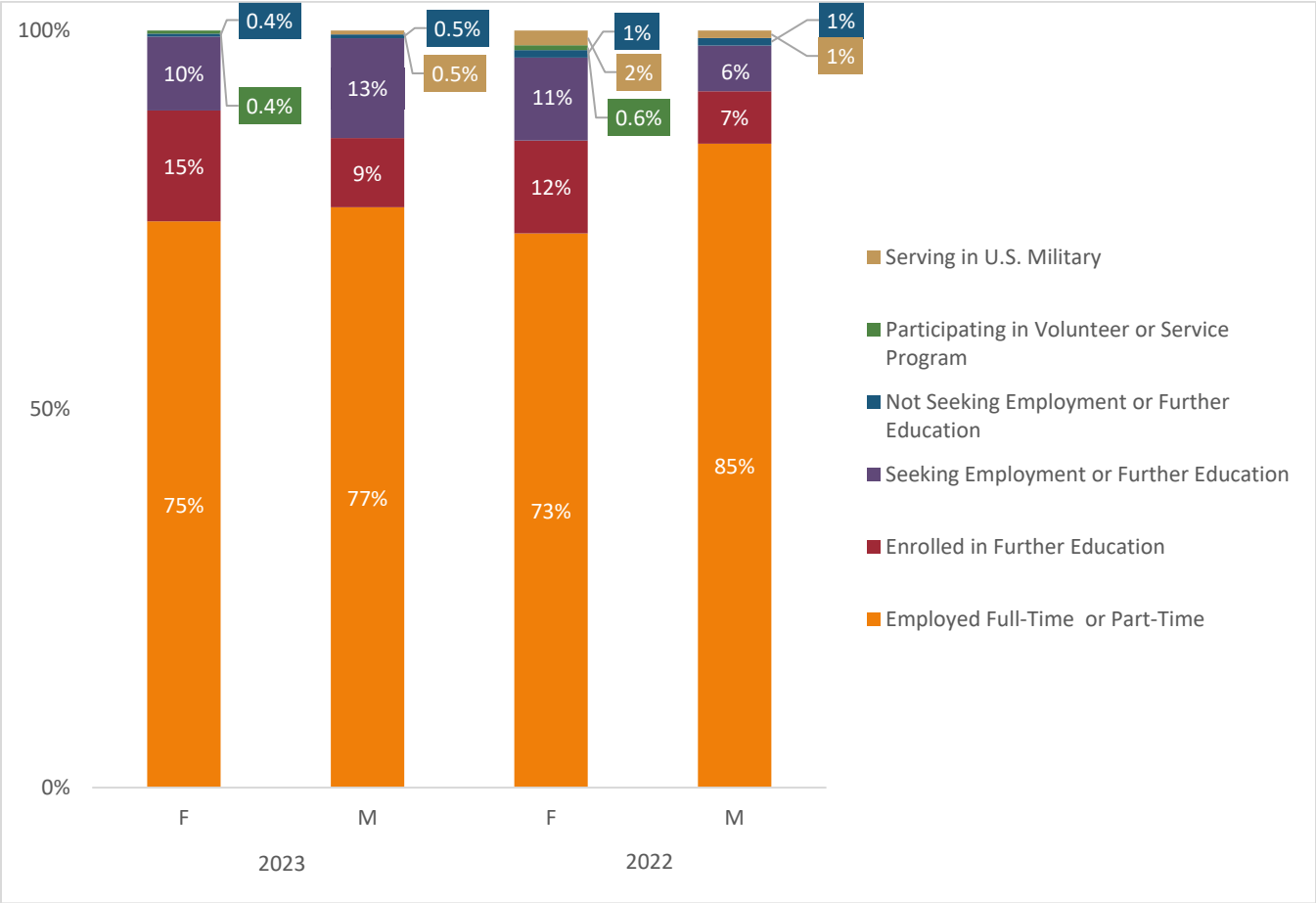
Figure 2. Full and Part-time Status of Employed Undergraduate Graduates



N=312 (52%)

Figure 3 shows the differences in post-graduation status by gender. We continue to see the trend that Men are more likely than women to be employed, and women are more likely to be enrolled in further education.

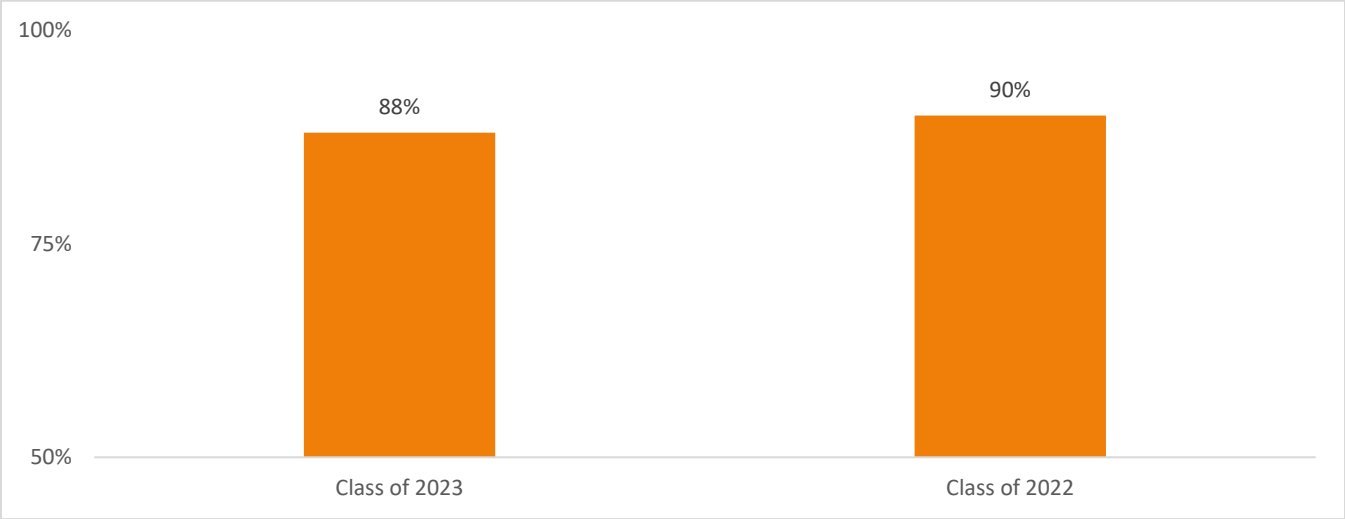
Figure 3. Primary Status Undergraduate Alumni After Graduation by Gender



N=443 (73%)

With success rate defined as those who are employed (full or part-time), volunteering or in a service program, serving in the military, or enrolled in further education, Figure 4 shows a success rate of 88% for the Class of 2023.

Figure 4. Success Rate: Percent of Undergraduate Alumni Employed or Enrolled in Further Education



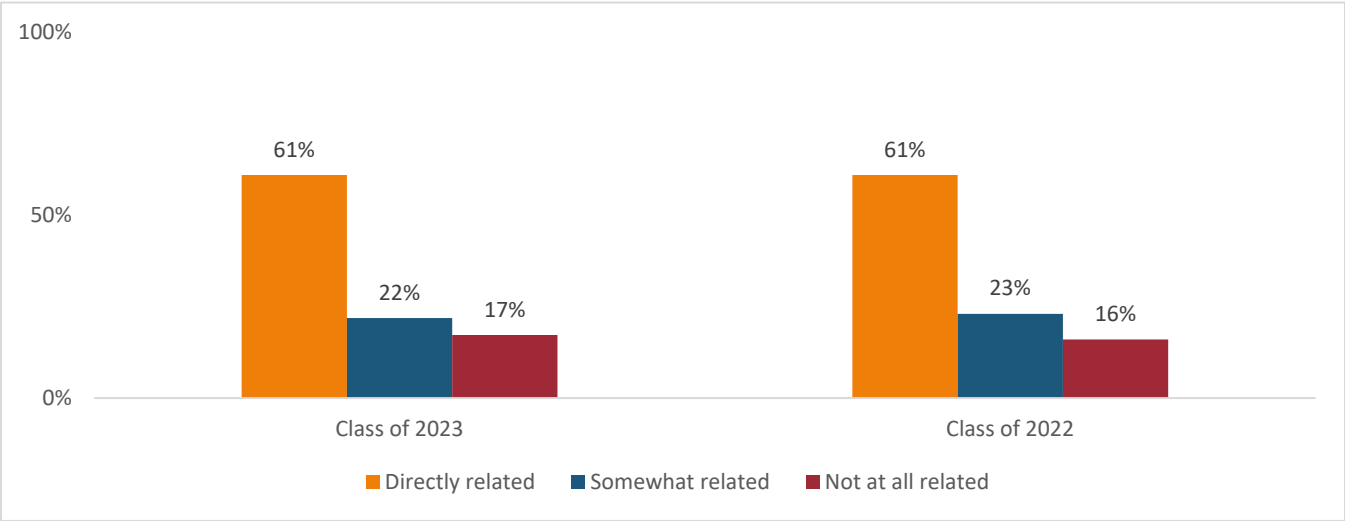
N=443 (73%)

EMPLOYMENT DETAILS – FULL TIME

Relation to Major

The majority of full-time employed undergraduates reported that their job was either directly or somewhat related to their major (Figure 5). This was consistent with what was reported by the Class of 2022.

Figure 5. Extent to which Full-Time Job is Related to Undergraduate Major

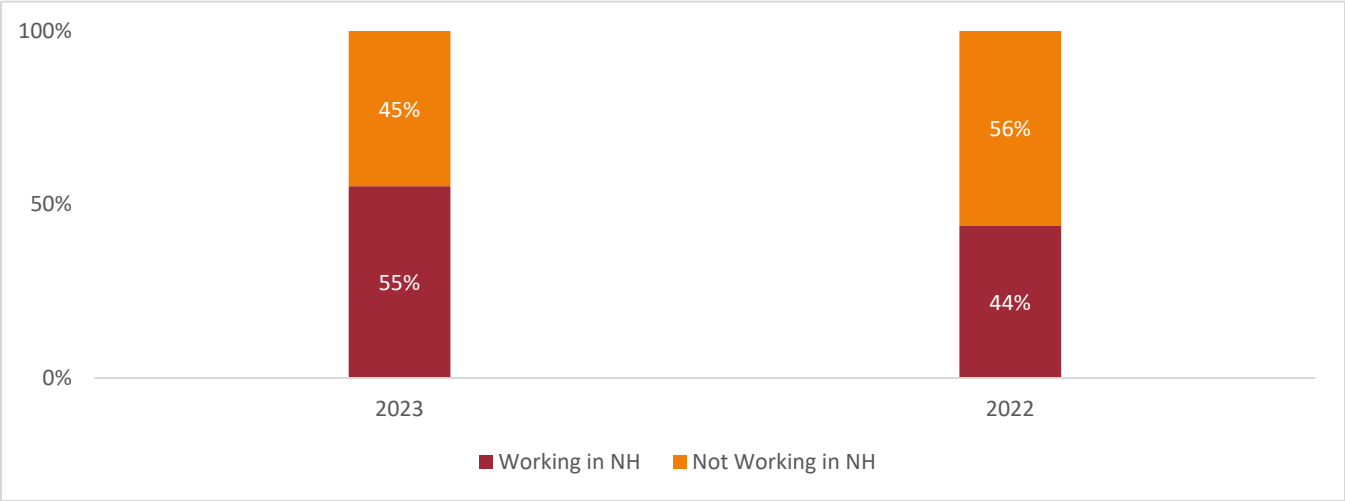


N=261 (43%)

Remaining in New Hampshire

Among those who obtained post-graduation full-time employment, more than half indicated they are working in NH (Figure 6).

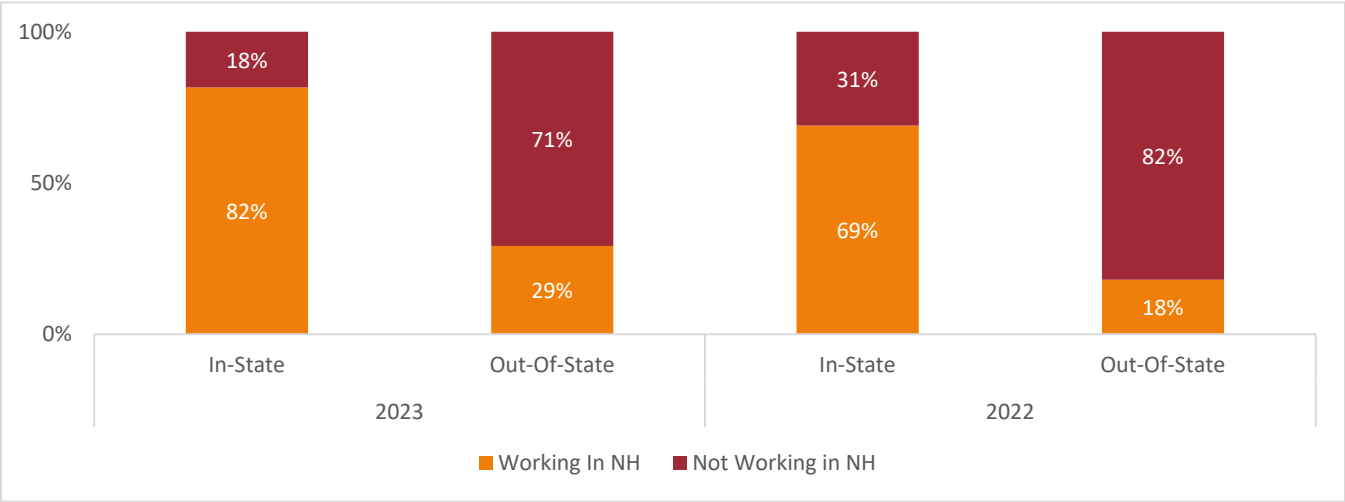
Figure 6. Percent of Full-Time Employed Undergraduate Alumni Working In NH



N=234 (39%)

Location of post-graduation full-time employment differed substantially by whether the student was an in-state or out-of-state resident at the time of graduation, with 82% of in-state students in 2023 and 69% in 2022 remaining in New Hampshire for their jobs (Figure 7).

Figure 7. Location of Undergraduate Full-Time Post-Graduation Employment by Student Residency³

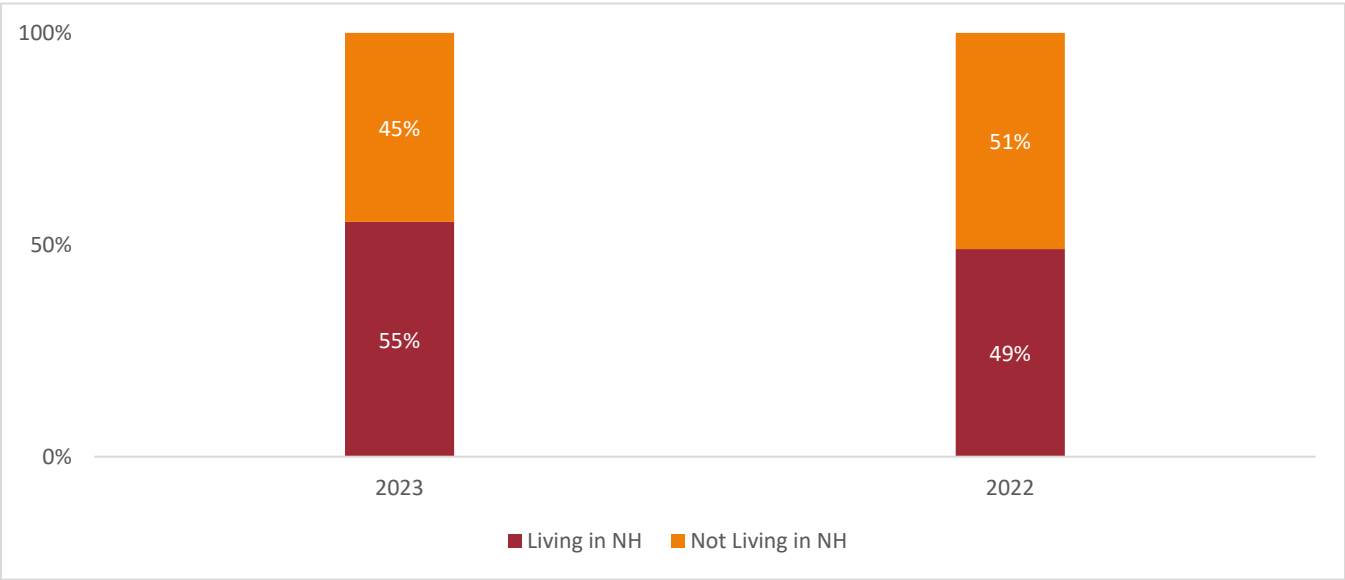


N=234 (39%)

³ New England Regional Students are included in the out-of-state counts.

Figure 8 shows that similar to alumni working in NH (Figure 6) we are also seeing an increase to more than half living in NH.

Figure 8. Percent of Full-Time Employed Undergraduate Alumni Living in NH after Graduating

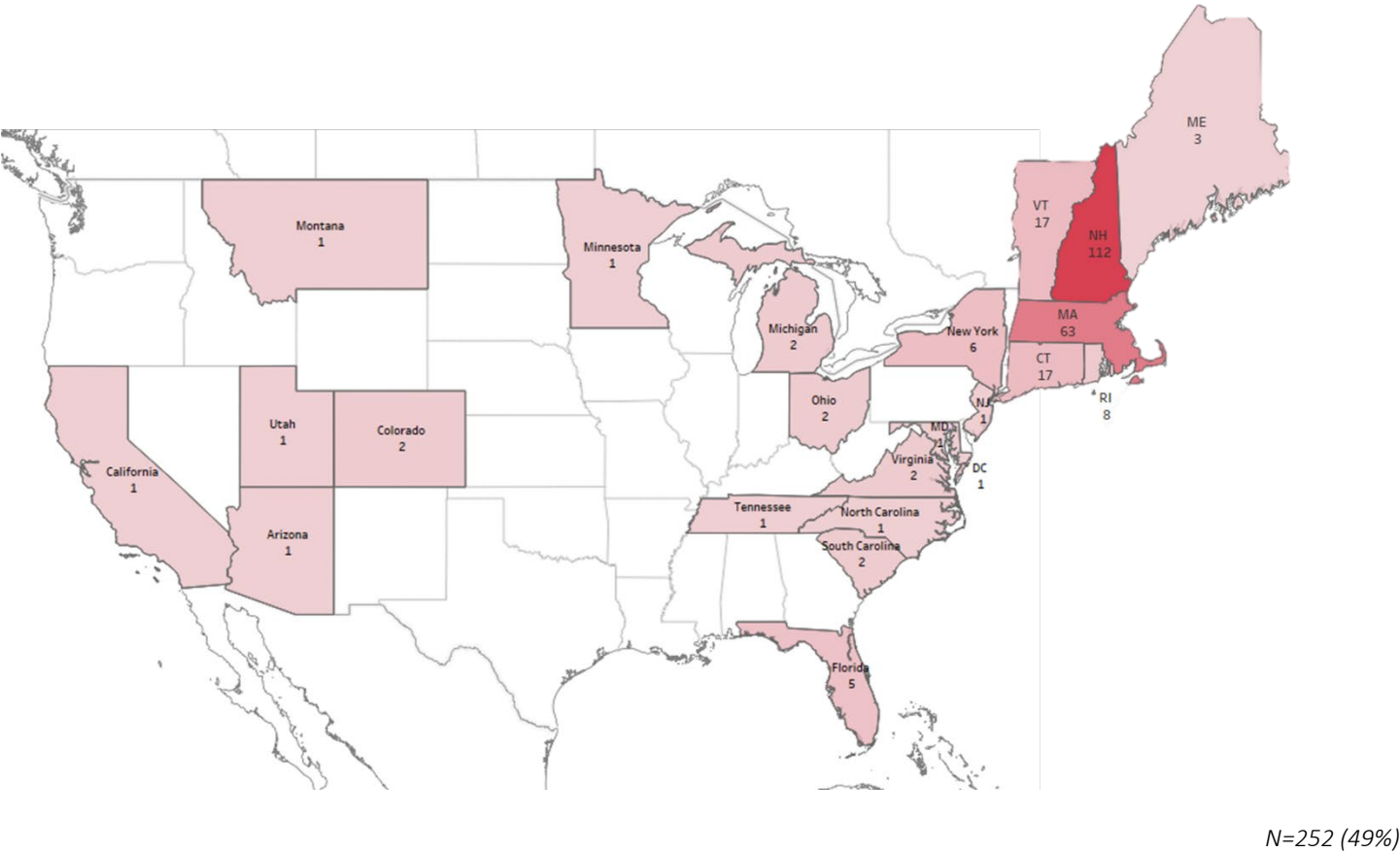


N=222 (37%)

Employers and Locations

KSC graduates typically remain in the Northeast immediately after graduation, and this held true with the undergraduate Classes of 2023. However, new alumni are working full-time in 23 states and the District of Columbia (Figure 9).

Figure 9. Locations of Full-Time Employment – Class of 2023



Graduates were found positions at hundreds of different organizations. Table 2 shows a selection of employers with the first 17 listed employing two or more graduates.

Table 2. Selected Employers – Classes of 2023

SAU 29	Brattleboro Retreat
Catholic Medical Center	C&S Wholesale Grocers
M.J. Electric	Cabot Risk Strategies
Enterprise	Cambridge Public School
SAU 1	Can-One USA
Windsor Southeast Supervisory Union	Carlisle Public Schools
SAU 81	Carris Reels, Inc.
Contractor's Risk Management	Center for Human Development
PepsiCo	Center for Life Management
SAU 93	Chadwick Financial Advisors
Clark Construction Group	Chapman Construction/Design
TG Gallagher	Cheshire County EMS
Consigli Construction Company	Cheshire Childrens Museum
Blattner Energy	City of Nashua
The Home Depot	Clinical & Support Options Inc.
Fidelity Investments	Clin-Path Diagnostics, L.L.C.
Massachusetts Child & Family Services	Colchester Police Department
3STEP Sports	Colins Aerospace Raytheon Technologies
A/Z Corporation	Concord Group Insurance
ADS Environmental Services	Concord Hospital
AdventHealth Orlando	Corporate Mechanical of New England
Amazon	Crosskey Architects
American Plumbing and Heating	DC Beane Construction and Associates
Amica Life	Design Strategy's LLC
Analytical Consulting Technology	Dimeo
Aspire Dermatology	Disney's Animal Kingdom
Auburn Filtersense	Eastern Analytical, Inc.
Avelo Airlines	Elecnor Hawkeye
Banter	Everpresent
Banwell Architects	Fairfax County Police Department
Bar Harbor Bank and Trust	Families First
Barton Associates	Foam Brewers
Baystate Medical Center	Freelance Squad
Beacon	Gene Depot Pressure Washing
Berkshire Bank	Gentle Giant Moving Company
BF Architects	Global Partners
Boston Children's Hospital	Goffstown Fire
Boston Public Schools	Granite Gorge Mountain Park
Brattleboro Housing Partnership	Granite State Glass

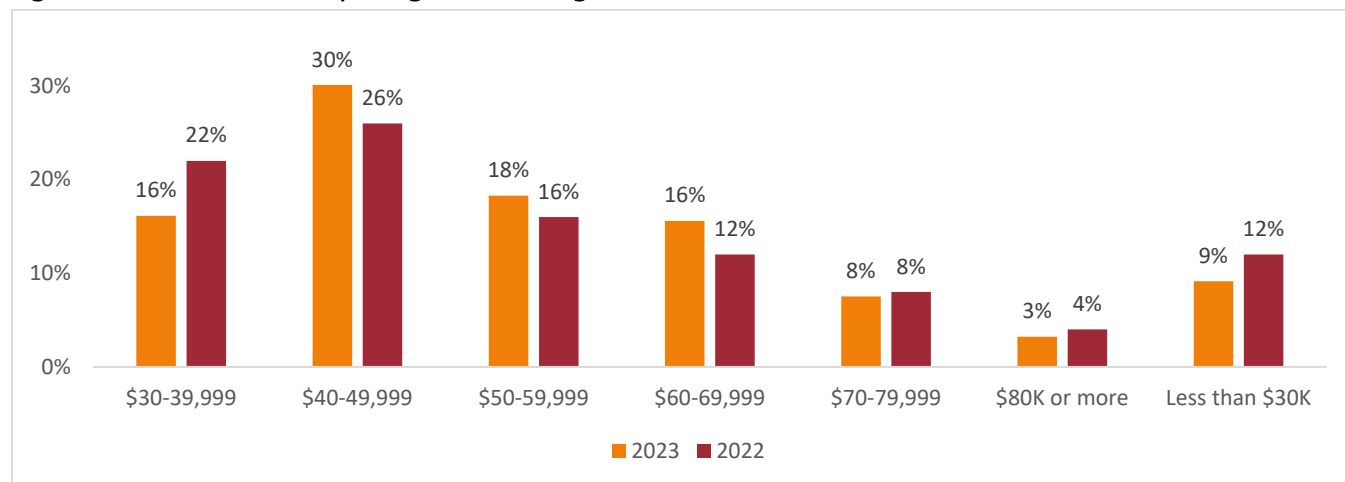
Greensource Fabrications	Monadnock Center for Violence Prevention (MCVP)
Greenwood School	Monadnock Community Hospital
GS Precision	Monadnock Food Co-op
Guidepost Montessori	Mount Auburn Hospital
Habit Risk Strategy	Natick Public Schools
HAI Architecture	Nellie's Treehouse LLC
Hannah Grimes Center for Entrepreneurship	New England Paradigm
Hanover NH CO-OP	New Pro LLC
Histowiz	Northeast Credit Union
Honeybee Hollow Children's Center	Northeast Shared Services
Hunter North	Northern Human Services
Huntington at Nashua	Northwestern Mutual
Infovista	Northwoods School District, New York
Investments Limited	Nuvance Health
Johns Hopkins All Childrens Hospital	OneDigital
Johns Hopkins Maryland	Original Gourmet
Kapiloff Insurance Agency	Pharos Academy
KCS Architects	Philadelphia Insurance Companies
Keene High School	Phillips Exeter Academy
Keene State College	Phoenix Environmental Laboratories Inc.
Key Program	Piquette & Howard Electric Service LLC.
LC Anderson	PJ Dion
Lovero Building Construction	Port City Gardens
Lowry & Associates	Portsmouth Naval Shipyard
Mabbett & Associates, Inc.	Rowse Architects
Mass-General Brigham-Wentworth Douglass Hospital	RPF Environmental
Mayor + Kennedy Architects	Safety Partners, Inc.
McLaughlin Research Corporation	Sagamore Sales & Marketing, Inc.
Medway Police Department	Saint-Gobain Performance Ceramics & Refractories
Meeting Revolution	SAU 11
Memory Blue	SAU 14
Merchants Fleet	SAU 24
MetroWest Daily News	SAU 25
MicroDAQ	SAU 42
Mid-State Health Center	SAU 5
Milestone Construction Services LLC	SAU 63
Millipore Sigma	SAU 85
Momentum Solar	SAU 92
Momentum Talent and Literary Agency	Seacoast Mental Health Center

Seven Hills Foundation	University of Vermont
Sharkninja	US Army Core of Engineers
Shawmut Design & Construction	Utica National Insurance
Sherwin Williams	UVM Medical Center
Skanska	Valley Ski and Snowboard Club
Somersworth Police Department	Valmet, inc.
Somerville Cambridge Elder Services	Vanzandt Plumbing and Heating
Stamford Public Schools	Venture Solar
Stanford Oil	Verdantas
Steven Gribbin Architects	Verizon Cooperate
Strategy RED Sports	Vermont Department of Corrections
Success Academy Charter Schools	Vermont News & Media
The Concrete Craftsman	Vision Center of Keene
The Dolben Company	W.T. Rich Company
The Hammond Lumber Company	Walden Behavioral Care
The Lincoln County News	Waypoint
The Miriam Hospital	Weston & Sampson
The Mustard Seed of Central Florida	Windham Academy Public Charter School
The Nest Infant and Toddler Development Center	Windham Central Supervisory Union
Town of Winchester	Windham Southeast Supervisory Union
Trinity Solar	Winnepesaukee Playhouse
Triumvirate Environmental Inc.	WMUR
Tufts Veterinary Emergency Treatment & Specialties	Workwise NH
Turner Construction Company	YMCA
Twin Metals Roofing	
UNFI	
Union Coffee Company	
United Construction & Forestry	
United States Antarctic Program	
University of North Carolina	

Salaries

Figure 10 shows the distribution of full-time salaries in \$10,000 ranges. The median salary for all undergraduate alumni working full-time was in the \$40,000-49,999 range for both Classes.

Figure 10. Full Time Salary Ranges of Undergraduate Alumni

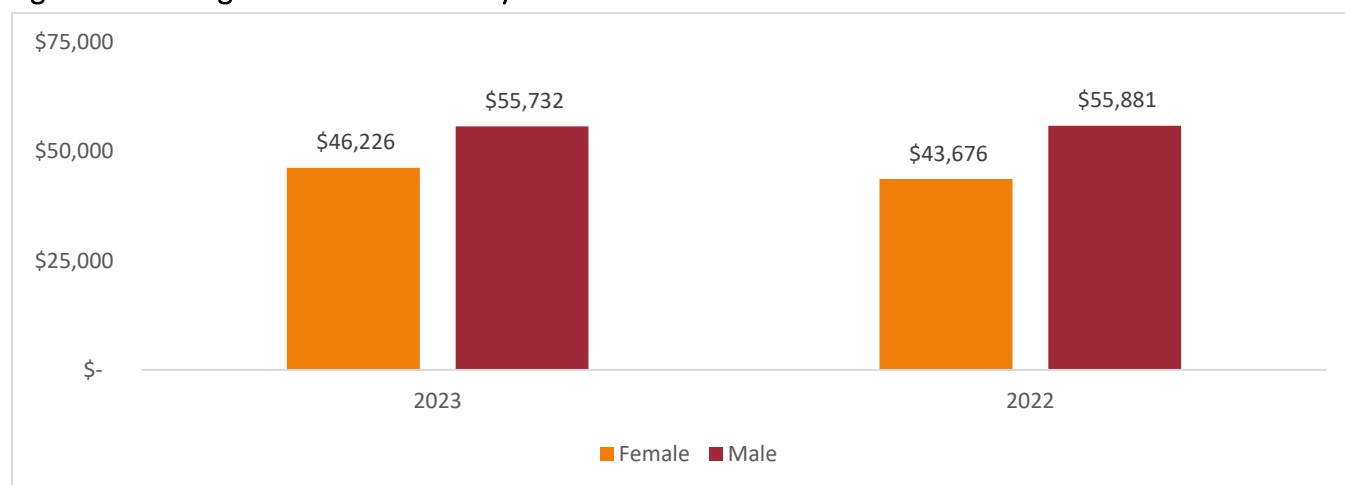


N= 188 (31%)

Gender Differences in Salary

Figure 11 shows full-time salary differences by gender, with men making roughly \$9,500 more than women on average. Note that salary differences by gender do not necessarily indicate gender bias in starting salary within the same field but may be impacted by other factors such as differences in field of study and field of employment.

Figure 11. Average Full-time Salaries by Gender



N= 186 (31%)

GRADUATE AND PROFESSIONAL SCHOOLS

After graduation, 12% of undergraduate degree recipients were enrolled in a program of further education. Table 3 presents a list of institutions where recent graduates are enrolled and the number attending each is noted where there are more than one.

Table 3. Graduate and Professional Schools

American University School of International Service
Antioch University New England
Boston Architectural College
Boston College
Boston University
Boise State University
College of Mount St. Vincent
College of Saint Scholastica
Granite State College
Kean University
Keene State College (12)
Merrimack College (2)
New England College
Plymouth State University (2)
Queen's University Belfast
Rivier University
Roger Williams University School of Law
Simmons University
Southern New Hampshire University (3)
Springfield College (2)
Tufts School of Medicine
UMass Amherst
University Of Connecticut
University of Hartford (3)
University Of Maine
University of Massachusetts – Amherst (4)
University Of Massachusetts – Lowell (2)
University of New Hampshire (4)
University of South Carolina
Wentworth
Western Connecticut State University

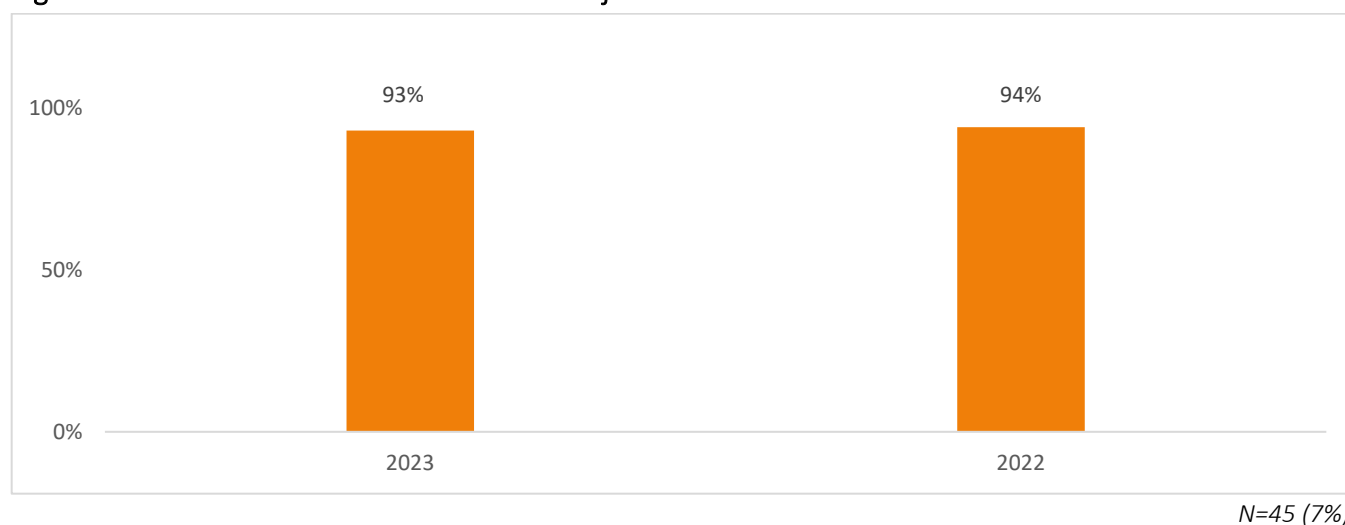
Of those continuing to graduate school, the majority are enrolled in a master's degree program or a doctoral program (Table 4).

Table 4. Degrees Being Pursued

	2023		2022	
	N	Percent	N	Percent
Master's degree	47	90%	41	82%
Doctoral degree (MD, JD, PhD, DDS, etc.)	1	2%	6	12%
Other	3	6%	3	6%
Bachelor's degree	1	2%	0	0%
Grand Total	52	100%	50	100%

Among graduates enrolled in further education 93% indicated that their programs of study were related to their undergraduate major (Figure 12).

Figure 12. Further Education is Related to Major



INTERNSHIPS

The First Destination Survey includes a series of questions asking about the number and type of internships completed while at KSC. Among the class of 2023, more than half report having at least one internship. Table 5 shows the details of those undergraduate students who had at least one internship.

Table 5. Undergraduate Graduates Internship Characteristics

	2023	2022
Percent who had:		
At least one internship	58%	57%
Any located in NH	82%	86%
Any full-time job offer	40%	34%
% accepting the offer	46%	51%

Over 100 organizations hosted KSC students for internships. Table 6 shows these organizations, and the number of students are indicated in parenthesis by class.

Table 6. Internship Organizations

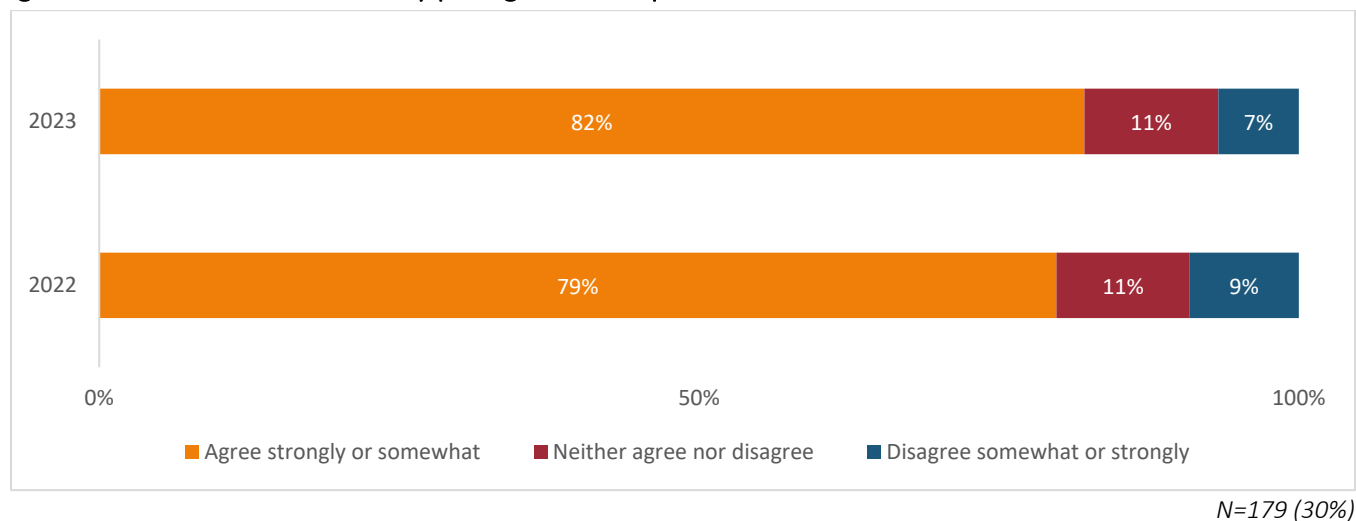
16mm Film Production	CHS Wealth Management (2)
7/11	Cincinnati Insurance Companies
Amazon	City of Keene Youth Services
Amherst Media	Clark Construction Group LLC
AMS-Osram	Corning Inc.
Anchor Insulation, Inc	Cry Baby Productions
Arts Alive	Dartmouth Hitchcock (3)
Atlantic Components	Dimeo
Beeze Tees Screen Printing	Eastman Chemical Co.
BL Companies	EHI
Brattleboro High School	Electronic Imaging Materials
Brattleboro Retreat	Environmental Health & Engineering
Brigham and Women's Hospital	Filtrine MFC
C&S Wholesale Grocers	First Light Power
Cable Components Group	Florentine Films (2)
Carris Reels, Inc.	GE Aviation
Cedarcrest Center for Children with Disabilities (3)	Genocide Watch
Cheshire Children's Museum	Gilbane Building Company
Cheshire Medical Center (10)	Global partners

GS Precisions	Plumb House Inc.
Hannah Grimes Center for Entrepreneurship	Profluence
Harris Center for Conservation Education	Reality Check
Hispanic Association on Corporate Responsibility	Red Eye Postproduction
Historical Society	reuse.us
Hitchiner Manufacturing (2)	SAU 1 (3)
Holder Construction	SAU 29 (22)
Home Healthcare, Hospice & Community Services	SAU 47
InDepthNH	SAU 60
Inside Out Athletics	SAU 83
KCS Architects (2)	SAU 92 (2)
Keene Fire department	SAU 93 (14)
Keene Sentinel	School of Architecture
Keene State College (31)	Shawmut Construction and Design (2)
League of Conservation Voters	Skanska
Lukes Consulting Engineers	Southwest Region Planning Commission
Menadena	Southwestern Community Services
Michelle Baker, Esq. Ltd.	Strawberry Banke Museum
Mirra Co	Taste for life
Monadnock Center for Violence Prevention (MCVP)	The Fieldhouse at Swanzey
Monadnock Developmental Services (5)	The Keene Center
Monadnock Family Services (3)	The Samaritans (2)
Monadnock Youth Coalition	Timken
New Hampshire Department of Homeland Security and Emergency Management	U.S. Department of State
New Hampshire State Police	United States Antarctic Program
Newport Police Department	Vanguard Renewables
NH Biomain	Village Alchemy
NH INBRE	Weaver Brothers Construction
Northwell Health Lab	Whelen Engineering
Patterns Behavioral Services	Wilder Harrier
PIDC Construction	Women in Film & Video
PLP Composites	Workwise
	WSESU (2)

SATISFACTION WITH POST-GRADUATION PLANS AND KSC EDUCATION

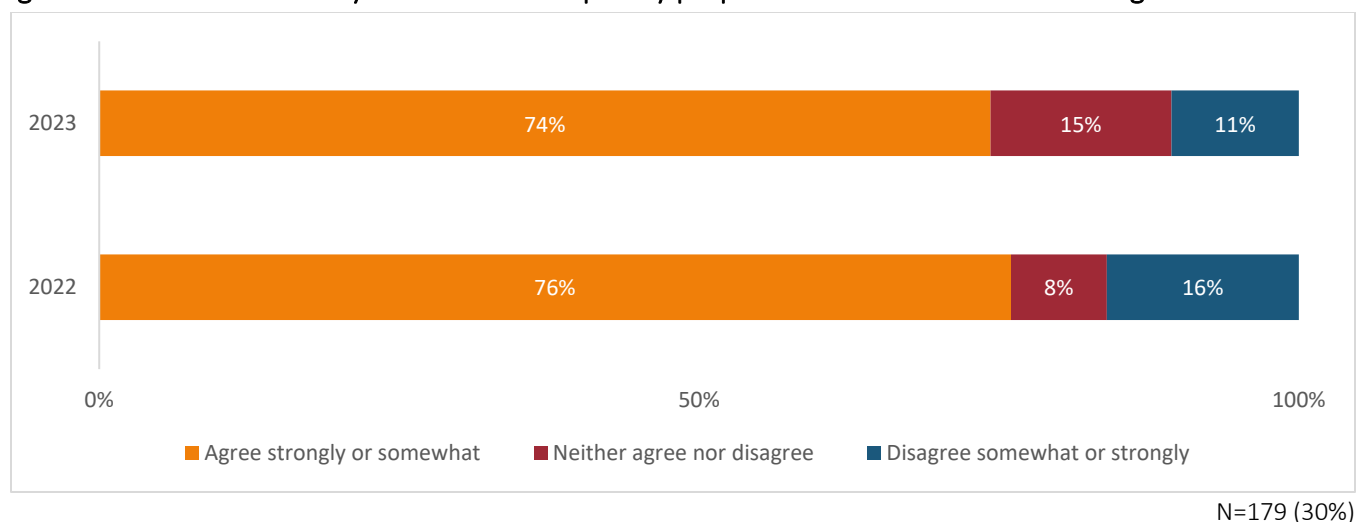
Most graduates strongly or somewhat agreed they were satisfied with their post-graduation plans (82%).

Figure 14. "I am satisfied with my post-graduation plans."



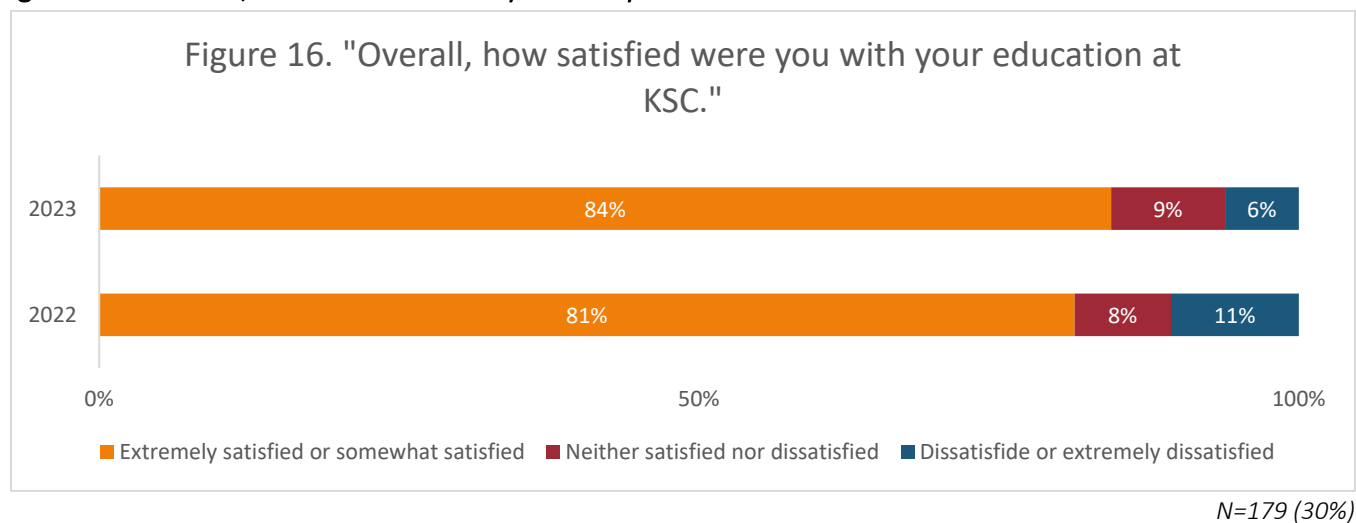
Similarly, graduates also agreed that KSC adequately prepared them for what they will be doing next with 74% that strongly or somewhat agree (Figure 15).

Figure 15. "I believe that my time at KSC adequately prepared me for what I will be doing next."



Higher percentages of graduates were satisfied with their KSC education with 84% extremely or somewhat satisfied. (Figure 16).

Figure 16. "Overall, how satisfied were you with your education at KSC."



APPENDIX A - DEMOGRAPHIC PROFILES

Profile of Class of 2023 and First Destination Survey Respondents			
	Column Percentages		
	Class of 2023	Online Survey respondents	Grads with "knowledge rate" data
Graduation Term	(N=605)	(N=195)	(N=248)
September 2022	8.3%	6.2%	8.5%
December 2022	18.2%	10.3%	22.2%
May 2023	73.6%	83.6%	69.4%
Residency			
Resident	47.9%	51.8%	42.7%
Non-resident	51.9%	48.2%	56.9%
New England Regional	0.2%	0%	0.4%
Gender			
Female	52.6%	67.2%	46.4%
Male	47.4%	32.8%	53.6%
Race/Ethnicity			
American Indian or Alaskan Native	.2%	0%	0.4%
Asian	1.8%	1.0%	2.4%
Black or African American	1.2%	1.0%	1.2%
Hawaiian/Pacific Islander	0.3%	0.0%	0.4%
Hispanic or Latino	4.5%	5.1%	4.4%
2 or more races	3.8%	3.6%	3.2%
Non-Resident Alien	.7%	0.0%	1.2%
Unknown	6.6%	5.6%	6.0%
White	81.0%	83.6%	80.6%
First Generation Status			
Yes	53.2%	48.7%	56.9%