

CLASS OF 2023

FIRST DESTINATION SURVEY



Executive Summary & Full Report



CAREER AND
PROFESSIONAL
DEVELOPMENT CENTER

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Class of 2023 First Destination Survey – Executive Summary

ABOUT THE SURVEY

The purpose of the annual First Destination Survey is to capture information on Messiah University's alums' employment and graduate school status within six to nine months of graduation. For the purpose of this survey, the "Class of 2023" is defined as anyone who graduated in December 2022, May 2023, or August 2023.

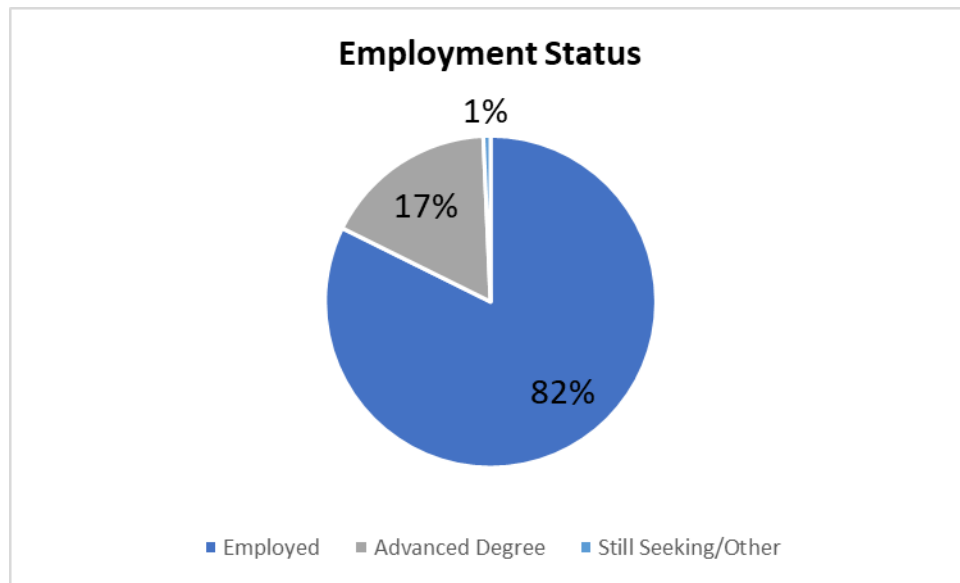
Statistics provided are based on information received through a variety of methods. An electronic survey was distributed in May via email. Graduating seniors who had confirmed their post-graduation plans were asked to complete the survey during the cap and gown distribution in May. Follow-up emails were then sent in October, November, and December to alums who had not yet responded to the survey. In January, individual academic departments were contacted via phone or email, and a request was made to all Messiah University educators for any additional information on graduates whose status remained unknown. Finally, information on non-responders was gathered from updated professional profiles on social media sites such as LinkedIn. It is important to note that the collection process and reporting summary of results adheres to the professional guidelines set forth by NACE (the National Association for Colleges and Employers).

Through this extensive process, we obtained a 77% knowledge rate for the Class of 2023. "Knowledge rate" is defined by NACE as the "percent of graduates for which an institution has reasonable and verifiable information concerning the graduates' post-graduation career activities."

This report aims to provide summary highlights and a breakdown by academic department of the post-graduate activity for the Class of 2023.

GENERAL SUMMARY

Graduates of the Class of 2023 were asked to identify their **primary status** 6 to 9 months after graduation.

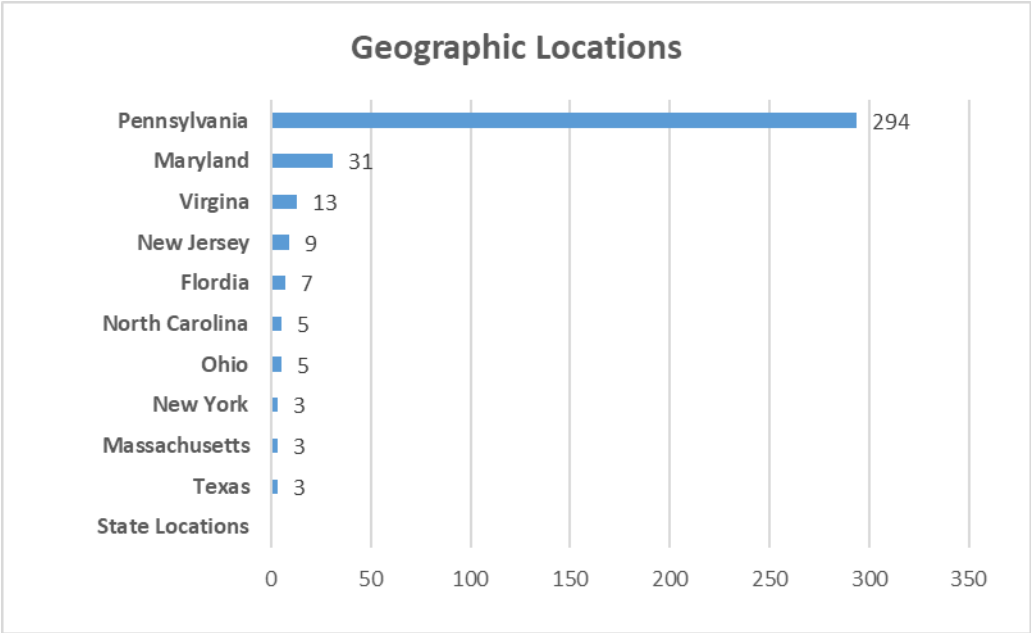


Of the 77% for whom we have verifiable data, 99% report being employed or in a graduate or professional program within 6 to 9 months after graduation (82% secured employment, and 17% indicated graduate or professional school).

The statistics for Messiah University graduates compare favorably to the most recent national averages reported by the National Association of Colleges and Employers (NACE) in their "First Destination for the College Class of 2022" report. (Please note: the national Class of 2023 data from NACE will not be available until the summer of 2024). The following statistics show the national averages for the primary activity of the Class of 2022 as reported by NACE: **64% employment (compared to 82% for Messiah graduates); 19.4% graduate-level programs (compared to 17% for Messiah graduates); and 16.6% seeking (compared to 1% for Messiah graduates).**

GEOGRAPHIC DESTINATIONS

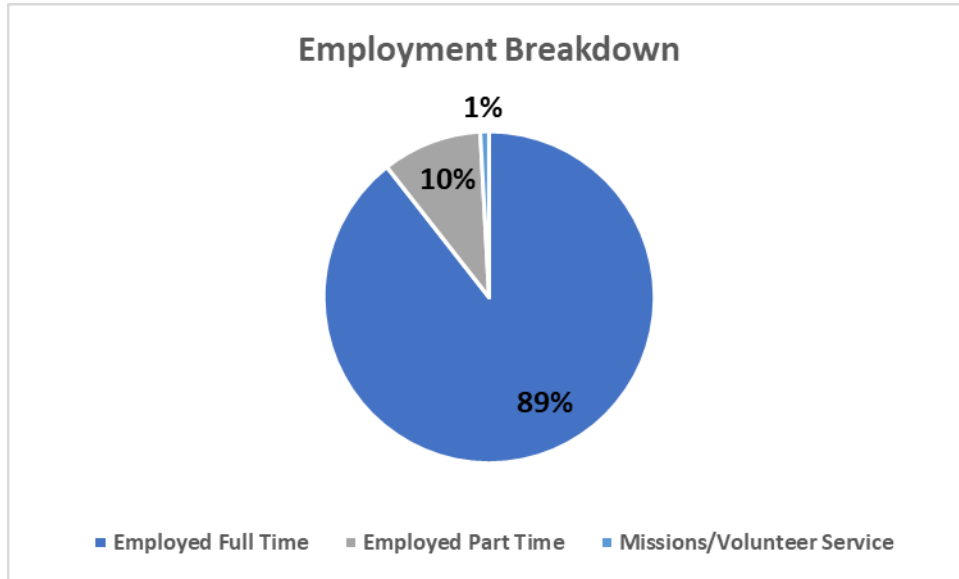
The geographic destinations for the Class of 2023 spanned the United States as well as international locations. In the US, the Mid-Atlantic continues to be the strongest draw for Messiah University graduates, constituting approximately 82% of the graduates.



The Mid-Atlantic continues to be the strongest draw for Messiah University graduates, constituting approximately 82% of the responding graduates. The top four destinations are Pennsylvania, Maryland, Virginia, and New Jersey.

EMPLOYMENT INFORMATION

82% of the Class of 2023 reported employment as their primary status following graduation. Graduates in full-time work, part-time work, and missions/volunteer service are considered employed for the purpose of this survey. The chart below shows the breakdown of the types of employment for the Class of 2023.



Please note: the following definitions were used:

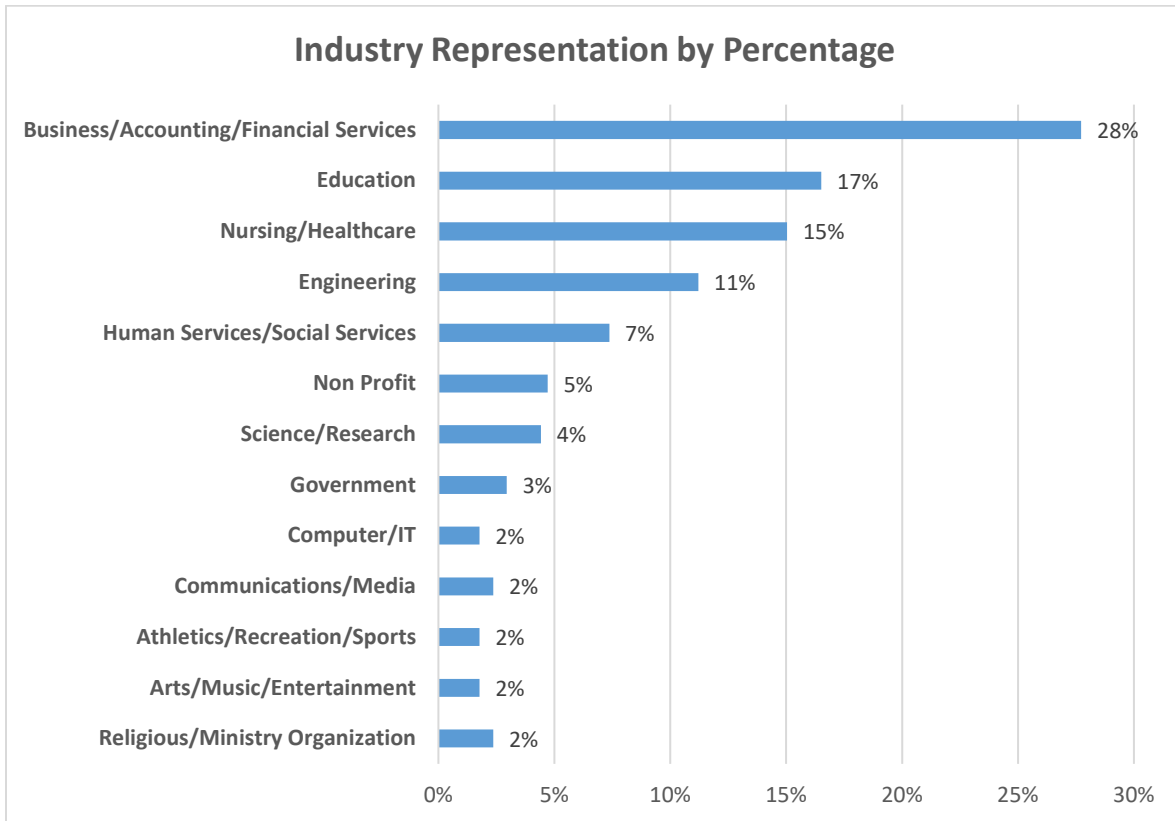
Full-time- 30+ hours/week; includes post-graduate internships, fellowships, entrepreneur experience, freelance, and contract work

Part-time- less than 30 hours/week; includes all activities listed above

Missions/Volunteer Service- includes positions that are unpaid, self-funded, or have a stipend; the military is also included

INDUSTRY REPRESENTATION OF GRADUATES

The top three industries reported include 1) Business/Accounting/Financial Services 2) Education 3) Nursing/Healthcare.



EMPLOYERS OF THE CLASS OF 2023

Below is a sample of specific employers from the various industries employing Messiah graduate

13 STRIPES FITNESS	CAEDC
1SEO	CAITLIN'S SMILES
2R CONSULTING GROUP	CAMP HILL UMC
A3 MERCH	CAMP SONSHINE
ACELA	CANNONBALL MOMENTS
ACUITY ADVISORS AND CPAS	CAPITAL AREA THERAPIST RIDING ASSOCIATION
AGILITI HEALTH	CARLISLE CONSTRUCTION MATERIALS
AINSWORTH	CARROLLWOOD FLORIST
ALCON	CASE NEW HOLLAND
ALICIA SETTLE/ SETTLERS DESIGN CO.	CATHERINE HERSHEY SCHOOL
ALVERNIA UNIVERSITY	CEDAR CREST HIGH SCHOOL
AMAZON WEB SERVICES	CEDAR KNOLL BUILDERES
AMCHAM MALAYSIA	CENTROID CNC
AMERICHoice FEDERAL CREDIT UNION	CHAPEL POINTE AT CARLISLE
APTAGEN LLC	CHARLES SCHWAB
ATI CORPORATION	CHATHAM FINANCIAL
BAKER CHIROPRACTIC SPORT & SPINE CLINIC	CHICK-FIL-A
BALTIMORE ORIOLES	CHOP
BARN THEATRE SCHOOL	CHURCH WORLD SERVICE
BEATNATION	CLARE MEDICAL OF NEW JERSEY
BERNARDO WEALTH PLANNING	CLARK NATIONAL ACCOUNTS
BIOTECHNIQUE	COALITIN FOR CHRISTIAN OUTREACH
BLBC	COATESVILLE COUNTRY CLUB
BOWMAN & COMPANY CPAS	CODONLS STATE PARK
BOYER & RITTER, LLC	COLLABERA
BOYERTOWN SCHOOL DISTRICT	COMMERCIAL FLOORING PROFESSIONALS
BRETHREN HOUSING ASSOCIATION	CONDUCTIVE TECHNOLOGIES
BRETHREN VILLAGE RETIREMENT HOME	CONNECTICUT INSTITUTE FOR REFUGEE AND IMMIGRANTS
BUREAU OF RECLAMATION	CONRAD SIEGEL
	COURSEVECTOR

CROSSROADS MIDDLE SCHOOL
CROSSSTATE CREDIT UNION ASSOCIATION
CTSHC
CUMBERLAND COUNTY CHILDREN AND YOUTH SERVICES
CUMBERLAND VALLEY SCHOOL DISTRICT
DAUPHIN COUNTY SOCIAL SERVICES FOR CHILDREN AND YOUTH
DELOITE
DIAKON
DIGITAL HARRISBURG
DOUBLING GAP CENTER
DOYLESTOWN HOSPITAL
DRAYER PHYSICAL THERAPY INSTITUTE
EASTERN VIRGINIA MEDICAL SCHOOL
EATING RECOVERY CENTER
ECOLOGICAL FIELD SERVICES
EDEN PARK PEDIATRIC ASSOCIATES
EDWIN L. HEIM COMPANY
ELMWOOD PARK ZOO
ELUCIDA COMMUNICATIONS
ENTERPRISE HOLDINGS
EPIC SYSTEMS
ESSEX CINEMAS
EUROFINS
EVAPCO
EVROFSRS LANCASTER LABORATORIES
EY
FIDELITY INVESTMENTS
FIRST CHOICE HOME BUYERS
FIRSTRUST FINANCIAL RESOURCES
FLOUR MARINE PROPULSION
FUNDACION BRETHREN Y UNIDA
GANNETT FLEMING

GEISINGER
GENESIS ENGINEERING SOLUTIONS INC.
GLASSICAL DESIGNS
GOLDMAN SACHS & CO.
HAAS PRITNING CO., INC.
HAMILTON AND MUSSER
HAMPTON BEHAVIORAL HEALTH CENTER
HANOVER MIDDLE SCHOOL
HARRISBURG AREA YMCA
HDC MIDATLANTIC
HEALTHY NINOS HONDURAS
HELPING HANDS FAMILY
HELPING UP MISSION
HERHSEY MEDICAL CENTER
HIGHMARK INC
HILL TOP ACADEMY
HILLCREST ELEMENTARY
HIVE GROUP
HOPE INTERNATIONAL
HOPEWELL CITY SCHOOLS
HOWARD COUNTY PUBLIC SCHOOLS
HRG
INDIANA UNIVERSITY OF PENNSYLVANIA
INOVA
INTANDEM FINANCIAL
INTUIDEX
ION INVESTMENT GROUP, LLC
IRON FORGE ELEMENTARY
IU 13
JAMES BUCHANAN MIDDLE SCHOOL
JAMES F. BAUGHER ELEMENTARY SCHOOLS
JOHNS HOPKINS HEALTHCARE
JOHNS HOPKINS HOWARD COUNTY

KANSAS DEPARTMENT OF WILDLIFE & PARKS
KATAPULT ENGINEERING
KPMG
KRATOS DEFENSE AND SECURITY SOLUTIONS
LA VIDA CENTER FOR OUTDOOR EDUCATION AND LEADERSHIP
LANCASTER GENERAL
LANDIS COMMUNITIES
LARSON & KELLETT
LAUREL LIFE
LEANN RILEY REAL ESTATE
LEHIGH HANSON
LIFEGUIDE FINANCIAL ADVISORS
LINKBANK
LION CARE AT BETHESDA MISSION
LITTLE LEAVES BEHAVIORAL SERVICES
LIVING UNLIMITED INC.
LOGOS ACADMEY
LOREI ORTHODONTICS
MANITOWOC CRANES
MARY FORD EARLY LEARNING AND FAMILY CENTER
MARYLAND DEPARTMENT OF TRANSPORTATION
MASSMUTUAL
MATHHEWS PLAYHOUSE
MAXWELL CREATIVE CO.
MCKONLY & ASBURY
MECHANICSBURG AREA SCHOOL DISTRICT
MEDFORD VILLAGE COUNTRY CLUB
MEDSTAR FRANKLIN SQUARE HOSPITAL
MEDSTAR WASHINGTON HOSPITAL CENTER
MESSIAH CHURCH OF YORK
MESSIAH UNIVERSITY
MICROCHIP TECHNOLOGY
MID PENN BANK

NAPA TRANSPORTATION
NAWCD WOLF
NEW OXFORD ELEMENTARY
NORTH CAROLINA STATE UNIVERSITY
NORTHROP GRUMMAN
NOTHERN YORK SCHOOL DISTRICT
NTM ENGINEERING
NUTEC
OAK POLICY GROUP
OFFICE FOR CHEMICAL, BIOLOGICAL, RADIOLOGICAL AND
NUCLEAR DEFENSE
PA COUNSELING SERVICES
PA HOUSE OF REPRESENTATIVES
PA MENTOR
PARAGON
PASA SUSTAINABLE AGRICULTURE
PATRICIO ENTERPRISES
PCC
PEACE PROMISE
PENN MEDICINE LANCASTER GENERAL HEALTH
PENN STATE
PENN STATE COLLEGE OF MEDICINE
PENN STATE HERSHEY
PETS ER LANCASTER
PHYSICIAN ASSOCIATED
PINKSTON
PIXEL+BRICK
POWER TRAIN SPORTS AND FITNESS
PPI
PRECISION CUSTOM COMPONENTS
PRESTONWOOD CHRISTIAN ACADEMY
PROPHASYS
PROTIVITI

PSECU
PWC MALAYSIA
RAINBOW'S END YOUTH SERVICES
RED LION CHRISTIAN ACADEMY
RIVER VALLEY RANCH
ROCKETOWN
ROVISYS BUILDING TECHNOLOGIES
RSM US LLP
SAGGIO TECHNOLOGY
SAI CONSULTING ENGINEERS
SAINT JOSEPH'S CATHOLIC ACADEMY
SALT 'N LIGHT YOUTH MINISTRY
SCHWEB DESIGN
SEI
SELCKET MEDICAL
SELINGROVE ELEMENTARY
SHADY GROVE FERTILITY
SHAULL ELEMENTARY
SHERWIN WILLIAMS
SIGHT & SOUND THEATRE
SIMON LEVER CPAS
SNYDERS PAINT STORE INC
SOCCER SHOTS HARRISBURG & YORK
SOUTH MIDDLETON SCHOOL DISTRICT
SOUTH SHORE CHRISTIAN ACADEMY
SOUTHAMPTON TOWNSHIP SCHOOLS
STARKINDLER INK
STEELTON-HIGHSPIRE SCHOOL DISTRICT
STEVENSON ELEMENTARY
STV INC
SUSQUEHANNA VALLEY CHURCH
SYNERGY ASSET MANAGEMENT
TAIT
TANEYTOWN ELEMENTARY
TARGET
TCO FLY SHOP
TEEN ARTS GUILD
TENABLE
TENDER YEARS, INC.
THE BENEFACOR GROUP
THE FACTORY MINISTRIES
THE GODDARD SCHOOL
THE HERSHEY COMPANY
THE MEETING HOUSE U.S.
THE PULSE
THE SIGNATRY
THE WALT DISNEY COMPANY
THOMAS W. HOLTZMAN ELEMENTARY SCHOOL
TIMOTHY CHRISTIAN SCHOOL
TJX
TRINITY FINANCIAL PARTNERS
TROUT CPA
TW PONESSA & ASSOCIATES
TWO BRIDGES CATERING
U.S. ARMY
U.S. FISH AND WILDLIFE SERVICE
U.S. GEOLOGICAL SURVEY
U-GRO LEARNING CENTERS
UNION CAFE
UPMC
US GOVERNMENT
USG
VANGUARD
VERBAL BEGINNINGS LLC
VIRGINIA BEACH CITY SCHOOLS
VISTA AUTISM SERVICES

WBAC

WEBFX

WEBTEK

WEGMANS

WELLSPAN

WEST SHORE CHRISTIAN ACADEMY

WGAL 8

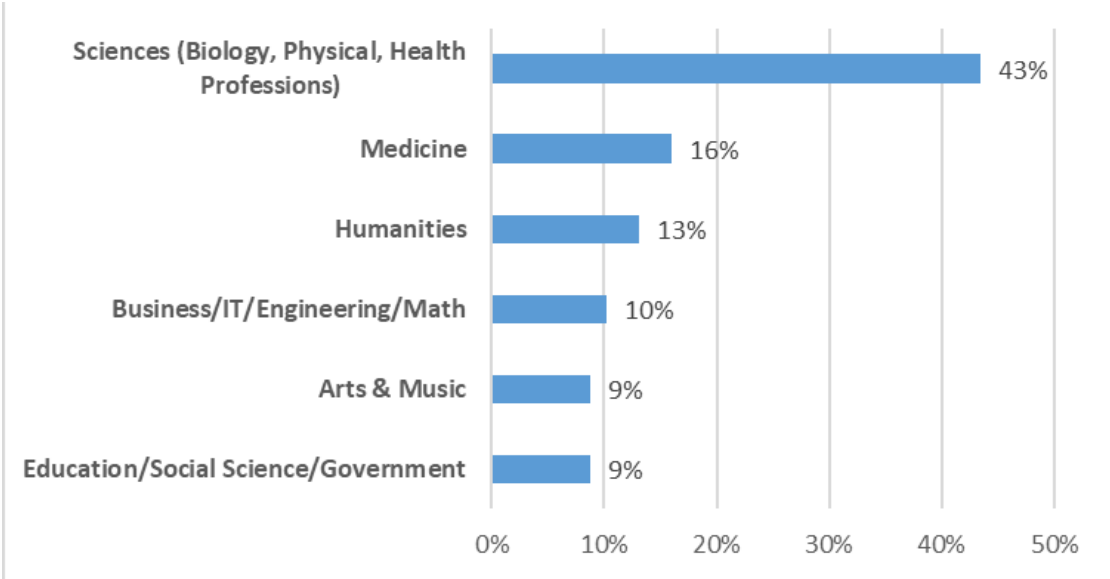
WHERE THE WILD THINGS PLAY

WORLD RELIEF

YORK WELLSPAN HOSPITAL

GRADUATE & PROFESSIONAL SCHOOL INFORMATION

17% of the Class of 2023 identify graduate or professional school as their primary activity following graduation. The following graph displays fields of study representing graduate and professional programs that Messiah University graduates attended. The top three fields include 1) Sciences (Biology, Physical and Health Professions) 2) Medicine 3) Humanities.



GRADUATE SCHOOLS FOR THE CLASS OF 2023

The Class of 2023 received acceptance to a wide variety of graduate and professional programs. Below is a sample of specific colleges and universities:

American University	Unicersiti Sains Malaysia
Arcadia University	University of Cincinnati
Bowling Green State University	University of Connecticut
Brigham Young University	University of Denver
Drexel University	University of Mississippi
East Strousburg University	University of Nebraska
Eastern Mennonite University	University of Pennsylvania School of Veterinary Medicine
Eastern University	University of Virginia
Geisinger Commonwealth School of Medicine	USF Marsai College of Medicine
Gwynedd Mercy University	Villanova University
Lake Erie College of Osteopathic Medicine	Wheaton College
Lancaster Bible College	William Paterson University
Lebanon Valley College	Youngstown State University
Liberty University	
Messiah University	
Millersville University	
Oklahoma City University	
Palm Beach University	
Penn State University	
Salus University	
Seton Hill University	
Shippensburg University	
Southeastern Baptist Theological Seminary	
The Catholic University of America	
The Johns Hopkins University	
The Ohio State University	
Thomas Jefferson University	
Townson University	

SUMMARY OF POST-GRADUATE ACTIVITY BY SCHOOL/ACADEMIC DEPARTMENT					
see pg. 20 for data on students' secondary majors					
**Majors that are now discontinued, renamed or redistributed into existing programs.					
ACADEMIC DEPT/MAJOR	EMPLOYED	ADVANCED DEGREE	STILL SEEKING/OTHER	STATUS UNKNOWN	TOTAL
SCHOOL OF THE ARTS					
<i>Department of Art and Design</i>					
Art Education	1	1	0	0	2
Art History	0	0	0	2	2
Studio Art	5	0	0	6	11
Graphic Design	2	0	0	1	3
Digital Media (visual arts concentration)	1	0	0	1	2
<i>Department of Music</i>					
Music	0	0	0	2	2
Music Business	1	0	0	0	1
Music Education	3	4	0	4	11
Music Performance	0	0	0	0	0
Music and Worship	1	0	0	1	2
<i>Department of Theatre and Dance</i>					
Dance	2	0	0	2	4
Musical Theatre	2	0	0	1	3
Theatre	1	0	0	0	1
SCHOOL OF BUSINESS, EDUCATION AND SOCIAL SCIENCES					
<i>Department of Education</i>					
Education Certification Grades Pre K-4	19	0	0	6	25
Education Certification Grades 4-8	4	0	0	1	5
Educational Studies	1	0	0	0	1
Education Dual Cert. Pre K-4 & Special Ed.	9	1	0	2	12

ACADEMIC DEPT/MAJOR	EMPLOYED	ADVANCED DEGREE	STILL SEEKING/OTHER	STATUS UNKNOWN	TOTAL
<i>Department of Human Development and Family Science</i>					
Family & Consumer Sciences Education	2	0	0	0	2
Child and Youth Services	0	0	0	0	0
Human Development & Family Science	13	4	0	4	21
<i>Department of Business</i>					
Accounting	15	0	0	2	17
Business Administration	22	2	0	7	31
Economics	2	1	0	0	3
Economic Development	1	0	0	0	1
International Business	3	0	0	1	4
Marketing	11	0	0	0	11
Finance	15	1	0	0	16
<i>Department of Psychology</i>					
Psychology	11	8	1	4	24
Biopsychology	2	0	0	1	3
<i>Department of Social Work</i>					
Social Work	7	3	0	1	11
Human Services	0	0	0	0	0
<i>Department of Sociology</i>					
Criminal Justice	1	0	0	1	2
Sociology	1	0	0	0	1
Sociology and Anthropology	1	0	0	2	3
SCHOOL OF SCIENCE, ENGINEERING AND HEALTH					
<i>Department of Biological Sciences</i>					
Biology	7	7	0	3	17
Biology w/ Teaching Cert.	0	0	0	0	0
Biomedical Art & Design	1	0	0	0	1

Biopsychology	1	1	0	0	2
Environmental Science	5	0	0	1	6
Molecular Biology	2	3	0	2	7
ACADEMIC DEPT/MAJOR	EMPLOYED	ADVANCED DEGREE	STILL SEEKING/OTHER	STATUS UNKNOWN	TOTAL
<i>Department of Chemistry and Biochemistry</i>					
Biochemistry	0	1	1	0	2
Biochemistry ACS Certified	1	0	0	1	2
Chemistry	1	0	0	1	2
Chemistry w/ Teacher Cert.	0	0	0	0	0
Chemistry ACS Certified	1	0	0	0	1
<i>Department of Computer & Information Science</i>					
Computer & Information Science	8	1	0	7	16
Cybersecurity	8	0	0	1	9
<i>Department of Engineering</i>					
Biomedical Engineering	8	2	0	1	11
Electrical Engineering	10	0	0	1	11
Civil Engineering	6	0	0	1	7
Engineering	2	0	0	2	4
Mechanical Engineering	11	0	0	4	15
<i>Department of Health, Nutrition, and Exercise Science</i>					
Adventure Education	1	0	0	0	1
Applied Health Science	8	24	0	8	40
Athletic Training	0	0	0	0	0
Health & Phys. Ed K-12	2	0	0	4	6
Nutrition & Dietetics	3	1	0	1	5
Sport Management	3	0	0	1	4
<i>Department of Mathematics, Physics, and Statistics</i>					
Actuarial Science	1	1	0	0	2
Mathematics	2	0	0	1	3

Math with teaching certification	1	0	0	0	1
Physics	1	1	0	0	2
Physics w/teaching certification	0	0	0	0	0
Digital Media	2	0	0	2	4
ACADEMIC DEPT/MAJOR	EMPLOYED	ADVANCED DEGREE	STILL SEEKING/OTHER	STATUS UNKNOWN	TOTAL
Department of Nursing					
Nursing	41	0	1	0	42
RN-BSN	1	1	0	1	3
SCHOOL OF THE HUMANITIES					
Department of Biblical and Religious Studies					
Biblical & Religious Studies	0	0	0	0	0
Christian Ministries	4	0	0	2	6
Christian Ministries and Leadership	2	0	0	1	3
Youth Ministries	1	1	0	0	2
Department of Communication					
Broadcasting and Media Production	2	0	0	0	2
Broadcasting and Journalism	1	0	0	0	1
Communication	8	0	0	2	10
Digital Media (Digital Video & Story conc.)	4	0	0	1	5
Film & Media Arts	2	0	0	2	4
Journalism	0	0	0	0	0
Public Relations	9	1	0	2	12
Department of English					
English	2	1	0	8	11
English w/ Teaching Certification	3	0	0	3	6
Department of History					
History	2	0	0	3	5

History w/ Teaching Certification	3	0	0	1	4
ACADEMIC DEPT/MAJOR	EMPLOYED	ADVANCED DEGREE	STILL SEEKING/OTHER	STATUS UNKNOWN	TOTAL
Department of Modern Languages					
Chinese Business	0	0	0	0	0
Chinese Studies	0	0	0	0	0
French	0	0	0	0	0
German	0	0	0	0	0
Spanish	2	0	0	0	2
Spanish Business	0	0	0	0	0
Spanish w/ Teaching Certification	0	0	0	1	1
Department of Philosophy					
Philosophy	1	0	0	0	1
Department of Politics & International Relations					
Politics & International Relations	4	0	0	1	5
Interdisciplinary Majors					
Humanities Ethnic & Area Studies	0	0	0	0	0
Peace & Conflict Studies	0	1	0	0	1
Individualized Majors					
Sustainability Studies	1	0	0	0	1
Marketplace Ministry	0	0	0	0	0
Adult Degree Program					
Buisness (BBA)	1	0	0	4	5
TOTALS	349	72	3	126	550
% Based on 550 Respondents	63%	13%	1%	23%	

APPENDIX: SUMMARY OF POST-GRADUATE ACTIVITY FOR THOSE WITH SECONDARY MAJORS WHO RESPONDED TO THE SURVEY*

SECONDARY MAJOR	EMPLOYED	ADVANCED DEGREE	SEEKING EMPLOYMENT	TOTAL
Business Administration	2	0	0	2
Computer & Information Science	1	0	0	1
Dance	0	1	0	1
Digital Marketing	24	3	0	27
Economics	1	0	0	1
Finance	1	0	0	1
HU Peace and Conflict Studies	1	0	0	1
Marketing	1	0	0	1
Music and Worship	1	0	0	1
Nutrition and Dietetics	0	1	0	1
Philosophy	0	0	0	0
Psychology	1	0	0	1
TeachEng/ Speakrs Other Lang	9	0	0	9