

December 2019 Undergraduate Future Plans Survey All Respondents: Overview

This overview report presents findings from all graduating seniors participating in the December 2019 Undergraduate Future Plans Survey. Additional reports on the survey methods, response rate, college results, and departmental summaries, as well as a copy of the questionnaire, are available on the [OIRP website](#).

Plans Following Graduation

As of the time they completed the survey, approximately three-fourths of students graduating in December 2019 said they would exclusively be employed or pursuing employment after graduation (75.5%), and over half said they had already secured some type of employment (51.0%). Thirty-six percent of respondents indicated that they had accepted a position that would begin after graduation (35.6%), while ten percent said they would be continuing to work in a job they had prior to graduation (9.6%) or would be starting their own business (0.9%). Five percent said they would be working as an intern (3.0%), serving in the military (1.1%), or doing paid volunteer work (0.8%).

About one-fourth of graduates said they were actively seeking employment but had not yet found a position (19.3%) or had not yet begun to search for employment but planned to do so within the coming year (5.2%).

Finally, about one-fifth of respondents indicated that they were planning on going to graduate/professional school as their primary activity in the year after graduation (14.6%) or going to graduate/professional school and working (6.9%).

Table 1: Plans Following Graduation

	N	%
Have accepted position that will begin after graduation	227	35.6
Will continue working in job I had prior to graduation	61	9.6
Have started/will be starting my own business	6	0.9
Will be working as an intern	19	3.0
Currently seeking employment	123	19.3
Have not begun to seek employment, will begin within year	33	5.2
Going to grad/prof school within the year	93	14.6
Going to grad/prof school and working	44	6.9
Taking additional undergraduate coursework	4	0.6
Military service	7	1.1
Volunteer activity	5	0.8
Starting/raising a family	0	0.0
Don't know yet	8	1.3
Other	7	1.1

Post-Graduation Employment

This section of the report provides detailed information specifically on those students who indicated they had obtained full-time employment, followed by information provided by those who said they were actively seeking employment but had not yet found a position. Finally, this section contains a brief look at those few respondents who said they had not yet begun their job search but would be doing so in the coming year.

Full-Time Employment

The vast majority of respondents who said they had secured employment after graduation indicated they would be working full-time (90.7%).

Table 2: Full- or Part-Time Employment (among those securing any type of employment)

	N	%
Full-time	312	90.7
Part-time	32	9.3

Number of Job Interviews and Job Offers

Forty percent of students securing full-time employment said they had been on interviews for one (24.1%) or two (16.5%) different positions during their most recent job search. Over half indicated having gone on interviews for three or more positions (52.2%). Over one-fifth had gone on interviews for five or more positions prior to accepting an offer (21.3%). Seven percent of graduates obtaining a full-time position indicated that they did not go on interviews prior to receiving an offer for the position in which they would be working (7.2%). The majority of this small group of indicated in the survey that they were continuing in a job they had prior to graduation or that an internship/externship had been a helpful resource in obtaining their position.

About 45 percent of the students securing full-time employment indicated that the position they accepted had been their only job offer (46.6%), while about 45 percent received one (32.8%) or two (10.7%) offers in addition to the one they accepted (43.5%). The remaining ten percent received three or more additional job offers from which to choose (10.0%).

Additional analyses (not shown here) reveal that among students securing full-time employment, just over one-fourth of those going on interviews for five or more positions reported receiving three or more job offers (27.4%).

Table 3: Number of Positions Interviewed For (full-time employees only)

	N	%
None	21	7.2
One	70	24.1
Two	48	16.5
Three	57	19.6
Four	33	11.3
Five or more	62	21.3

Table 4: Number of Job Offers (full-time employees only)

	N	%
Only job offer	135	46.6
One additional job offer	95	32.8
Two additional job offers	31	10.7
Three or more additional job offers	29	10.0

Employers

Graduates securing full-time employment were asked the name of the organization for which they would be working after graduation. Although December NC State graduates accepted jobs in 244 different companies and organizations, those hiring the greatest number of graduates were NC State University ($n=8$), Cisco Systems ($n=5$), and SAS Institute ($n=5$).

A complete list of the companies/organizations for which graduates will be working full-time can be found in Appendix A.

Industry and Occupation

More than three-fourths of graduates with full-time employment indicated that they would be working in a *private, for profit business or organization* (77.9%). An additional 16 percent indicated that they would be working for the *federal, state, or local government* (12.1%); four percent said they would be working in *academia* (3.9%). About six percent reported that they would be working in a *private, not for profit business or organization* (5.5%). Finally, about one percent said they would be *self-employed* (0.7%).

Table 5: Type of Employment (full-time employees only)

	N	%
Academic	12	3.9
Federal, state, or local government	37	12.1
Private, for profit business or organization	239	77.9
Private, not for profit business or organization	17	5.5
Self-employed	2	0.7

Students securing full-time employment were asked to select the type of industry and the job function of the position in which they would be working from a list of industries and job functions. Although graduates are heading into a wide range of industries, the most common industries in which graduates report they will be working are *engineering* (13.6%), *computer software/hardware* (7.4%), and *technology* (5.5%).

Those finding full-time employment were most likely to say they would have a job function related to *engineering* (17.6%), followed by *software development* (8.5%), *analysis* (5.6%), and *sales/technical sales* (4.9%).

Table 6: Industry (full-time employees only)

	N	%
Accounting	8	2.6
Aerospace	6	1.9
Agriculture	6	1.9
Architecture/Urban Planning	1	0.3
Arts & Entertainment	2	0.6
Automotive	2	0.6
Banking	8	2.6
Biotechnology	3	1.0
Business Services	5	1.6
Chemicals	2	0.6
Communications	1	0.3
Computer Software/Hardware	23	7.4
Construction	6	1.9
Consulting	12	3.9
Consumer Products	3	1.0
Counseling	1	0.3
Design	5	1.6
Education	5	1.6
Electronics	4	1.3
Energy	1	0.3
Engineering	42	13.6
Environment/Sustainability	3	1.0
Fashion	3	1.0
Financial Services	11	3.6
Food Science	1	0.3
Government	4	1.3
Health Care	7	2.3
Hotel, Restaurant, Hospitality	4	1.3
Human/Social Services	1	0.3
Insurance	5	1.6
International Affairs & Development	4	1.3
Legal	2	0.6
Manufacturing	10	3.2
Marketing	7	2.3
Military & Defense	8	2.6
Museums & Libraries	3	1.0

Table 6: Industry (full-time employees only), continued

	N	%
Natural Resources	2	0.6
Non-Profit/Philanthropy	3	1.0
Pharmaceutical	3	1.0
Public Relations	1	0.3
Real Estate	3	1.0
Recreation & Sports	11	3.6
Research	9	2.9
Retail/Merchandising	5	1.6
Staffing & Executive Search	2	0.6
Start-up	1	0.3
Technology	17	5.5
Telecommunications	4	1.3
Transportation	3	1.0
Travel & Tourism	2	0.6
Utilities (Public & Private)	3	1.0
Veterinary	5	1.6
Wood Products	1	0.3
Other	15	4.9

Table 7: Job Function (full-time employees only)

	N	%
Account Management	4	1.3
Accounting	9	2.9
Actuarial/Statistical & Data Analysis	2	0.7
Administrative	5	1.6
Advertising	1	0.3
Agricultural Business/Economics	1	0.3
Agronomy/Plant/Crop Science	3	1.0
Analysis	17	5.6
Animal/Veterinary	5	1.6
Animation and Gaming	1	0.3
Architecture	1	0.3
Arts/Performing Arts/Music	1	0.3
Bio/Ag Engineering	2	0.7
Construction	2	0.7
Consulting	11	3.6
Counseling - School/Agency/College	2	0.7
Creative Design/Graphic Arts	1	0.3

Table 7: Job Function (full-time employees only), *continued*

	N	%
Customer Service	5	1.6
Database Management	4	1.3
Design - Creative	1	0.3
Design - Engineering	9	2.9
Economics	1	0.3
Education/Teaching/Curriculum Development	3	1.0
Engineering	54	17.6
Environmental/Conservation	5	1.6
Exhibit Design	1	0.3
Finance	4	1.3
Food Science/Nutrition	2	0.7
Government	5	1.6
Graphic Arts	2	0.7
Horticulture/Turfgrass	1	0.3
Human Health/Medical	4	1.3
Human Resources	1	0.3
Human/Social Services	2	0.7
Information Technology/Systems	4	1.3
Laboratory Science	3	1.0
Legal/Corrections/Criminology	1	0.3
Management	10	3.3
Manufacturing/Production/Development	5	1.6
Marketing	9	2.9
Non Profit	3	1.0
Operations	5	1.6
Political Organizations/Advocacy	1	0.3
Product Development/Management	2	0.7
Project Management	7	2.3
Public Relations	1	0.3
Recreation/Sports	5	1.6
Research & Development	5	1.6
Sales/Technical Sales	15	4.9
Science - Life/Physical Science	2	0.7
Scientific Research	3	1.0
Software Development	26	8.5
Supply Chain Management/Logistics	7	2.3
Technical Writing	1	0.3

Table 7: Job Function (full-time employees only), continued

	N	%
Training & Development	1	0.3
Travel/Tourism/Hospitality	2	0.7
Veterinary	2	0.7
Web Design/Development	1	0.3
Writing/Editing/Translation	1	0.3
Other	11	3.6
Not sure	1	0.3

Relationship of Job to Academic Major and Satisfaction with Job

About 60 percent of respondents with full-time employment indicated that their job was “directly related” to their academic major (61.9%), while another 27 percent said the position was somewhat related (27.0%). Eleven percent said their job was not at all related to their major (8.1% “by choice” and 2.9% “not by choice”). Over 90 percent of respondents said they were “very satisfied” (59%) or “satisfied” (33.6%) with the job in which they will be working.

Graduates with full-time employment who said their positions were “directly related” to their majors were more likely to indicate being “very satisfied” with their job (64.2%) in comparison to those who said their job was “somewhat related” to their major (49.4%). About two-thirds of the very few respondents who said their position was unrelated to their major “by choice” report being “very satisfied” with their job (64%). Two of the nine respondents who said the position was unrelated to their major “not by choice” reported being “very satisfied” with their job (22.2%).

Table 8: Relationship of Job to Major and Satisfaction with Job (full-time employees only)

	All	Satisfaction w/ job					All
		Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	
Directly related	190	64.2%	31.6%	4.2%	0.0%	0.0%	61.9%
Somewhat related	83	49.4%	38.6%	10.8%	1.2%	0.0%	27.0%
Not at all related (by choice)	25	64.0%	28.0%	8.0%	0.0%	0.0%	8.1%
Not at all related (not by choice)	9	22.2%	44.4%	11.1%	22.2%	0.0%	2.9%
All	307	59.0%	33.6%	6.5%	1.0%	0.0%	100.0%

Job Location

December NC State graduates will be employed in over 25 different states across the country, as well as ten different countries. The majority of those who accepted a full-time job reported that they will be working in North Carolina (71.9%), with just over half working in the Research Triangle Area (e.g. Raleigh, Durham, Chapel Hill). Over one-fourth of respondents will be working outside North Carolina (28.1%), and about four percent will be working outside the U.S. (4.3%).

A complete list of the states and countries where graduates will be working can be found in Appendix B.

Table 9: Job Location (Top States of Employment; full-time employees only)

	N	%
North Carolina	218	71.9
California	6	2.0
Florida	6	2.0
Texas	6	2.0
District of Columbia	5	1.7
Virginia	5	1.7

Table 10: Job Location (In or Out of the Triangle; full-time employees only)*

	N	%
Triangle	158	52.1
Other N.C.	60	19.8
In U.S. outside N.C.	72	23.8
Outside U.S.	13	4.3

*Some respondents did not provide the name of the city in which they would be working and therefore region could not be determined.

Compensation

Students with full-time positions were asked to indicate the different ways in which they would be compensated. Three-fourths of respondents indicated that they would be getting paid a salary (75.0%), while about 22 percent will be receiving hourly wages (22.1%). About one-third of respondents said their compensation would include commission (8.7%), performance bonuses (20.8%), tips/gratuity (1.6%), and/or a stipend (3.8%). Two percent of respondents indicated that they will not receive compensation (e.g. such as in an unpaid internship; 1.6%).

Table 11: Type of Compensation (full-time employees only)*

	N	%
Salary	234	75.0
Commission	27	8.7
Performance Bonuses	65	20.8
Hourly	69	22.1
Tips/Gratuity	5	1.6
Stipend	12	3.8
Other	15	4.8
N/A - Unpaid	5	1.6

*Respondents could indicate more than one type of compensation.

Further analysis shows that graduates are receiving compensation through a variety of methods. For example, while about half of respondents with full-time employment said they would be receiving only a salary (49.8%) and 15 percent said they would be exclusively receiving hourly wages (15.3%), over one-fifth of respondents indicated that they would be receiving a salary in combination of one or more other forms of compensation (i.e. performance bonuses, commission, and/or hourly wages; 21.8%).

Table 12: Type of Compensation, Combined (full-time employees only)

	N	%
Salary only	153	49.8
Hourly only	47	15.3
Salary plus hourly	7	2.3
Salary plus commission	8	2.6
Salary plus performance bonuses	44	14.3
Salary plus commission plus performance bonuses	8	2.6
Stipend only	7	2.3
Other combinations	33	10.7

Respondents were asked to indicate their annual starting salary. NC State’s graduates with full-time employment (excluding those working in internships) report an average annual starting salary of \$55,767 (median=\$61,250). While just over ten percent of respondents said that their annual starting salary was \$80,000 or more (11.5%), over ten percent of respondents also said that their starting salary was less than \$30,000 (11.1%).

Table 13: Annual Starting Salary (full-time employees only)

	N	%
Less than \$30,000	32	11.1
\$30,000 - \$39,999	35	12.2
\$40,000 - \$49,999	34	11.8
\$50,000 - \$59,999	33	11.5
\$60,000 - \$69,999	68	23.6
\$70,000 - \$79,999	42	14.6
\$80,000 or more	33	11.5
Would prefer not answer	9	3.1
Not sure	2	0.7

One-Time Compensation: Job Offer Incentives

All respondents with full-time employment were asked about one-time incentives, including signing bonuses and company shares, which they received as part of accepting the offer for the position in which they will be employed after graduation. *Responses from those who said they “would prefer not to answer” or that they were “not sure” of the amounts have been excluded from analyses presented in the tables, but are noted in the table footnotes below.*

One-fourth of respondents with full-time employment said they had received a signing bonus (25.0%). Of those who provided the amount they received, over half reported receiving \$5,000 or more (56.0%), with 17 percent receiving \$10,000 or more (17.3%).

Five percent of respondents reported receiving company shares as part of their job offer (5.4%). Of those who received company shares and reported the estimated value of the company shares they received at the time of the job offer, just over one-third reported that the

value was less than \$10,000 (36.4%), while almost one-fifth reported that the value was \$50,000 or more (18.2%).

Table 14: Received Job Offer Incentives (full-time employees only)*

	N	%
Received signing bonus	78	25.0
Received company shares	17	5.4
None of the above	225	72.1

Table 15: Amount of Signing Bonus (among full-time employees receiving a signing bonus)

	N	%
Less than \$500	0	0.0
\$500 to \$999	0	0.0
\$1,000 to \$1,999	8	10.7
\$2,000 to \$2,999	11	14.7
\$3,000 to \$3,999	8	10.7
\$4,000 to \$4,999	6	8.0
\$5,000 to \$5,999	20	26.7
\$6,000 to \$6,999	4	5.3
\$7,000 to \$7,999	5	6.7
\$8,000 to \$8,999	0	0.0
\$9,000 to \$9,999	0	0.0
\$10,000 or more	13	17.3

*Responses of 'would prefer not to answer' (n=2) and 'not sure' (n=1) have been excluded from the table.

Table 16: Value of Company Shares (among full-time employees receiving company shares)

	N	%
Less than \$10,000	4	36.4
\$10,000 to 29,999	4	36.4
\$30,000 to \$49,999	1	9.1
\$50,000 or more	2	18.2

*Responses of 'would prefer not to answer' (n=1) and 'not sure' (n=5) have been excluded from the table.

When asked if they were offered a relocation package, 48 percent of the students with full-time jobs said that such a package was “not applicable” (47.5%). However, about one-fifth of respondents with full-time employment reported receiving a relocation package (20.5%). Unsurprisingly, offers of relocation packages were related to whether or not the employee would be working in North Carolina. About 46 percent of those who said they were working outside of North Carolina received a relocation package (45.9%), while 18 percent of those working in North Carolina outside the Triangle area received a relocation package (18.3%).

Table 17: Relocation Package and Region of Job (full-time employees only)

	All	Offered relocation package			All
		Yes	No	Not applicable	
Triangle	158	7.6%	22.8%	69.6%	52.1%
Other NC	60	18.3%	48.3%	33.3%	19.8%
Outside NC	85	45.9%	37.6%	16.5%	28.1%
All	303	20.5%	32.0%	47.5%	100.0%

Among respondents who said they would be continuing to work in a job they had prior to graduation (9.6% of all respondents; Table 1), over half indicated they would receive some sort of job promotion contingent upon receiving their degree (52.2%). About one-third said they would receive both a salary increase and a promotion/title change upon graduation (31.3%). Fifteen percent said that they would receive only a salary increase (14.6%), and six percent said they would receive only a promotion/title change (6.3%).

Table 18: Job Promotion (full-time employees continuing in a job had prior to graduation)

	N	%
Salary increase	7	14.6
Promotion/title change	3	6.3
Both a salary increase and promotion/title change	15	31.3
None of the above	23	47.9

The Job Search

Over half of those securing full-time employment said they started their most recent job search six months or more prior to graduation (54.6%), and over one-third indicated beginning their search three to five months before graduation (36.9%). The remaining nine percent of those with full-time employment said they started looking for work in the two months leading up to graduation (8.5%).

About 18 percent of students obtaining a full-time position said they received a job offer for the position in which they will be working six or more months prior to graduation (18.2%). Over one-fourth obtained the job offer three to five months before graduation (28.2%), with an additional 34 percent receiving the job offer one or two months before graduation (34.0%). The remaining 20 percent said they received their job offer within one month of graduation (19.6%).

Additional analyses reveal that, while the majority of students obtain their job offer within six months of graduation, those who start their job search early typically secure their post-graduate employment well in advance of graduation. For example, three fourths of those who started their job search 12 or more months before graduation had secured employment by 3-5 months before graduation (76.0%), while two-thirds of those who started 9-11 months before and half of those who started 6-8 months before said the same (67.6% and 53.9%, respectively).

Table 19: When Started Looking for a Job (full-time employees only)

	N	%
12 or more months before graduation	50	17.1
9-11 months before graduation	34	11.6
6-8 months before graduation	76	25.9
3-5 months before graduation	108	36.9
1-2 months before graduation	22	7.5
Less than one month before graduation	3	1.0
Not applicable	0	0.0

Table 20: When Received Accepted Job Offer (full-time employees only)

	N	%
12 or more months before graduation	11	3.8
9-11 months before graduation	7	2.4
6-8 months before graduation	35	12.0
3-5 months before graduation	82	28.2
1-2 months before graduation	99	34.0
Less than one month before graduation	57	19.6
Not applicable	0	0.0

Table 21: When received accepted offer by when began job search (among those obtaining full-time employment)

	N	%	When received accepted job offer					
			12 or more months before graduation	9-11 months before graduation	6-8 months before graduation	3-5 months before graduation	1-2 months before graduation	Less than one month before graduation
12 or more months before graduation	50	17.2%	18.0%	2.0%	28.0%	28.0%	16.0%	8.0%
9-11 months before graduation	34	11.7%	0.0%	17.6%	14.7%	35.3%	20.6%	11.8%
6-8 months before graduation	76	26.2%	0.0%	0.0%	19.7%	34.2%	28.9%	17.1%
3-5 months before graduation	106	36.6%	0.9%	0.0%	0.9%	27.4%	47.2%	23.6%
1-2 months before graduation	22	7.6%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%
Less than one month before graduation	2	0.7%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%
All	290	100.0%	3.4%	2.4%	12.1%	28.3%	34.1%	19.7%

*Responses are presented here as reported

Students were asked to indicate what resources had proven to be helpful in their job search. Forty-seven percent of graduates with full-time employment said that an *internship/externship* had been helpful in their job search (47.0%) and 28 percent reported that a *career fair at NC State* had been helpful (28.0%). About one-third of respondents reported that utilizing *internet* resources had been helpful in their job search (30.9%), including 21 percent of respondents who used *LinkedIn* (21.0%). Note that other resources may have been helpful for those who used them, but have a smaller frequency overall because fewer students used or had knowledge of that particular resource (e.g. student teaching experience). Only six percent of respondents with full-time employment indicated that they did not use any of the resources listed in Table 21.

Table 22: Helpful Resources (full-time employees only)*

	N	%
Internship/externship	145	47.0
Career fair at NC State	87	28.0
Personal connection(s) within the company	67	22.0
Internet: LinkedIn	65	21.0
Family/friends/classmates/co-workers	60	19.0
Campus or college career center	59	19.0
Applied for job via ePACK	51	16.0
On-campus interviewing	41	13.0
Internet: Other than LinkedIn	31	9.9
Faculty member or found job listing in an NC State dept	25	8.0
Co-op experience	24	7.7
Consultation with Career Counselor/Coach at NC State	21	6.7
Volunteer work	21	6.7
Professional society	21	6.7
Employer information session on campus	19	6.1
Employer found resume via ePACK	8	2.6
Student teaching experience	6	1.9
Staffing agency	5	1.6
Career fair off-campus	4	1.3
Other	20	6.4
None of the above	19	6.1

*Respondents could select more than one source

Seeking Employment

Nineteen percent of December 2019 graduates responding to the Undergraduate Future Plans Survey indicated that as of the time they completed the survey they were *currently seeking employment* (19.3%) and a smaller number (5.2%) indicated they *have not yet begun to see employment, but plan to do so within a year after graduation* (Table 1). This section of the report first looks at those who said they were actively seeking a job, and then briefly at those who had not yet begun their job search.

The Job Search

Over four-fifths of the graduates who indicated that they were looking for but had not yet found a job as of the time they completed the survey – typically within two weeks before or after graduation – said they first began looking for a job less than six months before graduation (84.4%), while about 17 percent said they waited until the month prior to graduation to begin looking.

Table 23: When Started Looking for a Job (among those seeking but not yet securing a job)

	N	%
12 or more months before graduation	4	3.3
9-11 months before graduation	1	0.8
6-8 months before graduation	14	11.6
3-5 months before graduation	55	45.5
1-2 months before graduation	26	21.5
Less than one month before graduation	21	17.4
Not applicable	0	0.0

Fifty-nine percent of graduates who indicated that they were currently seeking employment said they had gone on an interview for at least one position during their most recent job search (58.6%), with 29 percent reporting they had gone on interviews for three or more positions as of the time of the survey (28.9%).

Those who went on interviews for more positions were, unsurprisingly, more likely than those who went on interviews for fewer positions to have received at least one job offer. About one-third of respondents who had gone on interviews for three or more positions said they had received at least one job offer (31.4%), compared to just 15 percent of those who went on interviews for only one position (15.8%).

Graduates were asked to indicate why the job offer(s) they had received had not worked out. The most common reason given is that the respondent was currently in the process of considering the offer(s). Other reasons include not liking the location, the job not being a good fit, and unsatisfactory compensation.

Table 24: Number of Positions Interviewed For (among those seeking but not yet securing a job)

	N	%
Did not interview for a position	50	41.3
One position	19	15.7
Two positions	17	14.0
Three or more positions	35	28.9

Table 25: Status of Having Received Any Job Offers by Number of Positions Interviewed For (among those seeking but not yet securing a job)

	All	offers		All
		Yes	No	
Did not interview for a position	50	2.0%	98.0%	41.3%
One position	19	15.8%	84.2%	15.7%
Two positions	17	17.6%	82.4%	14.0%
Three or more positions	35	31.4%	68.6%	28.9%
All	121	14.9%	85.1%	100.0%

Type of Work Seeking

Eighty-seven percent of current job seekers said they were looking for full time work, while most of the remainder indicated they were looking for either full- or part-time work (12.2%). Almost all of those seeking employment said they were looking for a job either “directly related” (43.1%) or “somewhat related” (51.2%) to their major, with a further three percent saying that the closeness of their position to their major is irrelevant (3.3%).

Table 26: Seeking Full- or Part-Time Employment

	N	%
Full-time	107	87.0
Part-time	1	0.8
Either	15	12.2

The most common job functions job seekers were hoping to be employed doing were related to *engineering* (7.6%) and *software development* (5.1%). A smaller percentage of job seekers were looking for jobs relating to *finance*, *human/social services*, *laboratory science*, *marketing*, and *life/physical science* (4.2% each).

Table 27: Relationship of Job Seeking to Major

	N	%
Looking for position directly related to my major	53	43.1
Looking for position somewhat related to my major	63	51.2
Looking for position unrelated to my major	3	2.4
How closely position is related to major is irrelevant	4	3.3

Table 28: Job Function of Job Seeking

	N	%
Accounting	1	0.8
Actuarial/Statistical & Data Analysis	2	1.7
Administrative	1	0.8
Agricultural Business/Economics	3	2.5
Agronomy/Plant/Crop Science	2	1.7
Analysis	1	0.8
Animal/Veterinary	4	3.4
Animation and Gaming	1	0.8
Construction	1	0.8
Consulting	3	2.5
Counseling - School/Agency/College	3	2.5
Creative Design/Graphic Arts	1	0.8
Database Management	2	1.7
Design - Creative	2	1.7
Design - Engineering	2	1.7

Table 28: Job Function of Job Seeking, continued

Education/Teaching/Curriculum Development	1	0.8
Engineering	9	7.6
Environmental/Conservation	4	3.4
Finance	5	4.2
Government	1	0.8
Horticulture/Turfgrass	1	0.8
Human Health/Medical	2	1.7
Human Resources	2	1.7
Human/Social Services	5	4.2
International/NGO	1	0.8
Laboratory Science	5	4.2
Landscape Architecture	1	0.8
Legal/Corrections/Criminology	1	0.8
Management	2	1.7
Manufacturing/Production/Development	1	0.8
Marketing	5	4.2
Media/Journalism	3	2.5
Non Profit	1	0.8
Political Organizations/Advocacy	2	1.7
Product Development/Management	1	0.8
Project Management	2	1.7
Public Relations	3	2.5
Quality Assurance	1	0.8
Recreation/Sports	4	3.4
Research & Development	3	2.5
Sales/Technical Sales	2	1.7
Science - Life/Physical Science	5	4.2
Scientific Research	1	0.8
Software Development	6	5.1
Supply Chain Management/Logistics	1	0.8
Technical Writing	1	0.8
Training & Development	1	0.8
Travel/Tourism/Hospitality	1	0.8
Other	3	2.5
Not sure	2	1.7

Location of Job Seeking

Over 40 percent of respondents said they were looking for employment only in North Carolina (41.3%), while a small number limited their search to U.S. states excluding North Carolina

(9.1%). About 28 percent of respondents were open to employment anywhere in the U.S. (28.1%). The remaining 22 percent indicated that they were looking both inside and outside of the U.S. for employment opportunities (21.5%).

Table 29: Looking for Employment Inside or Outside the N.C.

	N	%
Only N.C.	50	41.3
In N.C. and other U.S. states	34	28.1
In U.S., but outside N.C.	11	9.1
Inside and outside the U.S.	26	21.5
Outside U.S. only	0	0.0

Future Job Seekers

Five percent of December 2019 graduates said that while they had not yet begun their search for employment, they planned to do so within the next year (5.2%; Table 1). When this small group of graduates was asked when they planned to begin their job search, 45 percent indicated that they would begin searching within one month of graduation (45.4%).

Table 30: When Will Begin Job Search

	N	%
Within the next couple of weeks	7	21.2
Within a month after graduation	8	24.2
Within 2-3 months after graduation	10	30.3
Within 4-6 months after graduation	5	15.2
Within 6-12 months after graduation	2	6.1
Not for at least a year	1	3.0
Not sure	0	0.0

December 2019 graduates who had not yet begun their search at graduation but planned to do so within the next year were given the option to describe in their own words their reasons for waiting (not shown here). Respondents indicated that there were multiple reasons for their wait, including *starting/wrapping up a volunteer experience, traveling, wanting to focus on academics first, and pursuing additional classes or education.*

Further Education

This section of the report provides detailed information on the further education being pursued by NC State December graduates. About one fifth of the 637 graduates who completed the December 2019 Undergraduate Future Plans Survey said they planned on going to graduate or professional school in the coming year (21.5%; Table 1).

Reasons for Attending Graduate/Professional School

Students planning to attend graduate/professional school were asked to indicate from a list of options the reasons why they had decided to pursue further education. The most common

reasons mentioned were *to enhance knowledge in a particular subject area* (71.1%), that the *chosen career field requires graduate/professional school* (60.7), and *to be able to earn a higher salary with an advanced degree* (52.6%). Seven respondents indicated that their decision to attend graduate/professional school is due to the *inability to find a job*.

Table 31: Reasons for Attending Graduate/Professional School*

	N	%
I want to enhance my knowledge in a particular subject area	96	71.1
My chosen career field requires graduate/professional school	82	60.7
I will be able to earn a higher salary with an advanced degree	71	52.6
I want to improve my marketability	49	36.3
I have been unable to find a job	7	5.2
My employer is encouraging me to attend	6	4.4
Other	11	8.1

*Respondents could select more than one reason.

Current Status for Graduate/Professional School Attendance

Of the December 2019 graduates planning on attending graduate/professional school who responded to the survey, just over one-third said they *have been accepted and know where they will be going* (35.6%), with an additional tenth reporting that they *have been accepted but are still undecided on whether they will actually attend* (8.9%). A quarter of respondents *have applied but have not yet been accepted* (24.4%). The remaining third indicated that they *have not applied, but plan to do so within the next year* (31.1%).

Table 32: Current Status for Graduate/Professional School Attendance

	N	%
Have been accepted and know where I'm going	48	35.6
Have been accepted but undecided	12	8.9
Have applied, but not yet been accepted	33	24.4
Have not applied but plan to do so within the next year	42	31.1

The remainder of this section reports on only those who indicated that they have been accepted to graduate/professional school and definitely know where they will be going ($n=48$).

School Attending

Over 90 percent of graduates who at the time of the survey knew where they would be attending school said they will be staying in North Carolina (93.8%) and three-fourths said they would be continuing at NC State (77.1%). All 48 respondents said they will be attending their first-choice school.

Table 33: Location of School Attending

	N	%
North Carolina	45	93.8
Georgia	2	4.2

	N	%
New Hampshire	1	2.1

Table 34: Name of School Attending

	N	%
NC State University	37	77.1
University of North Carolina*	4	8.4
East Carolina University	2	4.2
Georgia Institute of Technology	2	4.2
Duke University (Fuqua School of Business)	1	2.1
Elon University	1	2.1
Southern New Hampshire University	1	2.1

*includes Chapel Hill, School of Nursing, and undefined locations

Table 35: Attending First Choice School

	N	%
Yes	48	100.0
No	0	0.0

Degree Seeking

Students attending a specific graduate/professional school in the coming year were asked in what degree program they will be enrolled. The majority of students said they would be enrolled in a master's program (81.3%), followed by a doctoral degree program (10.4%).

Table 36: Type of Degree Program Enrolled In*

	N	%
Master's	39	81.3
Doctoral	5	10.4
Professional	4	8.3
Other	2	4.2

*Respondents could select more than one degree.

*Some respondents skipped this question.

NC State graduates reported seeking a wide range of master's degrees, but most commonly an MS or MAC. All survey respondents enrolling in a doctoral degree program will be pursuing a PhD. Four respondents indicated that they were enrolled in a professional program.

Table 37: Master's Degree Programs Enrolled In

	N	%
MS - Master of Science	14	35.9
MAC - Master of Accounting	5	12.8
MCS - Master of Computer Science	3	7.8
MA - Master of Arts	2	5.1

Table 37: Master's Degree Programs Enrolled In, *continued*

	N	%
ME - Master of Engineering	2	5.1
MS, ECE - Master of Science in Electrical and Computer Engineering	2	5.1
MSME - Master of Science in Mechanical Engineering	2	5.1
Master of Agricultural Extension and Education	1	2.6
MBA - Master of Business Administration	1	2.6
MCRP - Master of City and Regional Planning	1	2.6
MLA - Master of Arts in Liberal Studies	1	2.6
MQM:BA - Master of Quantitative Management in Business Analytics	1	2.6
MS - Addictions and Rehabilitation Counseling	1	2.6
MS - Computer Engineering	1	2.6
MSIE - Master of Science in Industrial Engineering	1	2.6
MT - Master of Textiles	1	2.6

Table 38: Doctoral Degree Programs Enrolled In

	N	%
PhD	5	100.0

Table 39: Professional Degree Programs Enrolled In

	N	%
DVM	1	33.3
JD	1	33.3
PharmD	1	33.3

Table 40: Other Degree Programs Enrolled In

	N	%
Graduate Certificate in Geospatial Information Science and Technology	1	50.0
BSN, RN	1	50.0

Graduate/Professional School Funding/Awards Received

Fifty-four percent of respondents who said they had been accepted to graduate/professional school and knew where they would be going indicated that they had received funding and/or awards from at least one source as part of their acceptance (54.2%). The most common type of funding was *scholarships* (27.1%), followed by *research assistantships* (18.8%).

Table 41: Graduate/Professional School Funding/Awards*

	N	%
None of the above	22	45.8
Scholarship	13	27.1
Research Assistantship	9	18.8
Teaching Assistantship	4	8.3
Honors/Award	1	2.1
Other assistantship	1	2.1

*Respondents could select more than one type of funding/award.

NC State Experiences and Resources

All graduating seniors participating in the December 2019 Undergraduate Future Plans Survey were asked about their participation in work-related experiences as well as the career-related resources they might have used while at NC State. This section of the report summarizes the information they shared about those experiences.

Work-Related Experiences

Respondents were asked whether they had participated in various work-related experiences as a student at NC State and, if so, whether the experience was helpful in securing a job offer. The most commonly reported work-related experience was an *internship* (63.2%), followed by *research with faculty* (22.8%), *volunteer work related to field of study* (22.5%), a *job in field of study* (22.0%), and/or a *class project* (21.0%).

For the most part, regardless of the type of work-related experience, students who had obtained employment or were seeking employment were positive about the helpfulness of their experience(s). *Co-ops*, *internships*, and *having a job in one's field of study* were most likely to be viewed as "very helpful" (71.2%, 63.4%, 60.2%, respectively). In contrast, over half of the small number of students who reported having an *externship* rated the experience as "not very helpful" (33.3%) or "not at all helpful" (22.2%) in securing employment.

Table 42: Participation in Work-Related Experiences*

	N	%
Internship	394	63.2%
Research w/ faculty	142	22.8%
Volunteer work related to field of study	140	22.5%
Job in field of study	137	22.0%
Class project	131	21.0%
Co-op	57	9.1%
Student teaching	38	6.1%
Practicum	20	3.2%
Externship	10	1.6%

*Respondents could select more than one experience.

Table 43: Helpfulness of Work Experiences in Securing Employment (among those having had the experience and having looked for employment)*

	Had Experience and Have Looked for Employment	Helpfulness of Experience in Securing Employment*			
	N	Very helpful	Somewhat helpful	Not very helpful	Not at all helpful
Co-op	52	71.2%	25.0%	1.9%	1.9%
Internship	372	63.4%	26.1%	7.8%	2.7%
Externship	9	33.3%	11.1%	33.3%	22.2%
Job in field of study	123	60.2%	35.0%	4.1%	0.8%
Practicum	17	29.4%	41.2%	11.8%	17.6%
Student teaching	29	34.5%	51.7%	13.8%	0.0%
Research w/ faculty	121	40.5%	39.7%	15.7%	4.1%
Class project	116	22.4%	40.5%	25.0%	12.1%
Volunteer work related to field of study	124	37.1%	41.9%	19.4%	1.6%

*Those who were not pursuing employment (e.g., because they were continuing their education or have some other plans following graduation) were given the option to select 'not applicable' when asked about the helpfulness of the work-related experience(s) they had in securing employment. Responses of 'not applicable' have been excluded from the table.

Career Service Offices

Graduating seniors were asked if they had ever used the different career service offices on campus, and, if so, how often they had used each one and how they would rate the services provided. Additional analyses (not shown here) revealed that 48 percent of respondents reported having never used any of the career service offices at NC State (48.0%).

Not surprisingly, use of the specific career centers was closely related to the college from which the student graduated, with students being more likely to have gone to the career services office in their own college when available. In addition, college career services offices typically attracted few students from outside their own college. Sixty percent or more of the students in the College of Design (Design), PCOM, and the Wilson College of Textiles (WCOT) reported going to their respective career service offices (69.2%, 62.2%, and 60.0%, respectively). Just under half of the students in the College of Agriculture and Life Sciences (CALs) reported using the career services office in their college (48.1%).

The Career Development Center was most likely to be used by those without such services in their own college, such as in the College of Engineering (COE; 51.6%), the College of Humanities and Social Sciences (HSS; 47.6%), and the College of Natural Resources (CNR; 39.6%). However, a sizeable minority of students from CALs and PCOM used the Career Development Center in replace of or in addition to their own college career services office.

Table 44: Career Service Offices Used; Overall and by College Graduated From*

	Overall	College/School								
		CALS	Design	CED	COE	CNR	HSS	COS	WCOT	PCOM
Career Development Center	40.3%	33.3%	7.7%	25.0%	51.6%	39.6%	47.6%	34.2%	25.0%	32.2%
CALS Career Services	6.7%	48.1%	0.0%	0.0%	0.6%	0.0%	0.0%	2.5%	0.0%	0.0%
Wilson College of Textiles Career Services	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%
College of Design Career Services	1.4%	0.0%	69.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Poole COM Career Development Center	10.9%	1.2%	0.0%	12.5%	2.6%	1.9%	4.0%	0.0%	0.0%	62.2%
Other	1.9%	1.2%	0.0%	0.0%	3.2%	7.5%	1.6%	0.0%	0.0%	0.0%
Total	623	81	13	8	155	53	124	79	20	90

*Respondents could select more than one career office.

Among the students who ever used the Career Development Center, the College of Design Career Services, or the Poole COM Career Development Center, around fifty-five percent said they went just once or twice (55.2%, 55.6%, and 55.9%, respectively), while those who went to the WCOT or CALS career service offices did so more frequently.

Table 45: Frequency of Use of Career Service Offices (among those ever having used the office)

	N	Frequency of Use of Career Services			
		On a regular basis	Many times	Several times	Just once or twice
Career Development Center	250	0.8%	6.0%	38.0%	55.2%
CALS Career Services	42	0.0%	14.3%	45.2%	40.5%
Wilson College of Textiles Career Services	12	8.3%	0.0%	50.0%	41.7%
College of Design Career Services	9	0.0%	11.1%	33.3%	55.6%
Poole COM Career Development Center	68	4.4%	8.8%	30.9%	55.9%

Graduating seniors were also asked to evaluate the services provided by the career services offices they had used. Ratings were largely positive—career services offices were most often rated “excellent” or “good.”

Table 46: Rating of Career Offices' Services (among those ever having used the office)

	Excellent	Good	Fair	Poor	Very Poor	N
Career Development Center	33.7%	51.0%	12.4%	2.4%	0.4%	249
CALS Career Services	40.5%	52.4%	7.1%	0.0%	0.0%	42
Wilson College of Textiles Career Services	50.0%	41.7%	8.3%	0.0%	0.0%	12
College of Design Career Services	55.6%	33.3%	11.1%	0.0%	0.0%	9
Poole COM Career Development Center	50.0%	35.3%	10.3%	2.9%	1.5%	68

Career-Related Services and Fairs

Students were asked whether or not they had used specific career-related services or resources while at NC State. Overall, a majority of students indicated that they had used ePACK, the Career Development Center's online tool for connecting students with potential employers (64.4%) and/or that they had *attended a career fair* (61.8%). Over one-third reported that they had visited *NC State's Career Development Center website* (38.5%). *Mock interviews with a career counselor or coach* were the least-used resources for both groups of graduates.

Table 46 shows differences in career resources used based on whether a student indicated that they planned to join the workforce or intended to go to graduate/professional school after graduation. While differences are generally not large, graduates pursuing employment were slightly more likely than those planning to continue their education to have used most of the career-related services asked about, most notably *presentations on resume writing, interviewing skills, etc.* (32.0% vs. 20.7%). In contrast, graduates pursuing graduate/professional school were slightly more likely to have *joined a professional society at NCSU in a career-related field* (25.9% vs. 22.8%).

Table 47: Resources Used at NC State*

	All Respondents	Accepted Job/Seeking Job/Planning to Look For Work	Attending/Planning to Attend Graduate School
ePACK	64.4%	65.2%	60.3%
Attended career fair	61.8%	63.3%	57.8%
Visited NC State Career Development Center website	38.5%	38.3%	38.8%
Presentations on resume writing, interviewing skills, etc	29.9%	32.0%	20.7%
Attended employer info sessions	25.8%	27.1%	21.6%
Spoke w/ Career Counselor/Coach	24.4%	25.3%	21.6%
Joined professional society at NCSU related to career field	23.3%	22.8%	25.9%
On-campus interviewing	18.5%	19.8%	14.7%
Mock interviews w/ Career Counselor/Coach	10.6%	11.0%	7.8%
None	13.5%	13.2%	14.7%
Total (N)	623	491	116

*Respondents could select more than one resource.

Students who said they had attended a career fair were asked which career fair(s) they had attended. Among respondents who said they had attended a career fair, either on or off campus (61.8%), students were most likely to report attending the *Engineering Career Fair* (40.3%), followed by the *PCOM Career and Internship Fair* (24.4%).

Looking at career fair attendance by the college from which a student graduated is informative. As in the case of career services centers, students were especially likely to attend career fair events affiliated with their own college. All PCOM and WCOT graduates who attended career fairs attended the career fair hosted by their respective colleges: the *Poole College of Management Career & Internship Fair* and the *Wilson College of Textiles*

Career Fair (100%). Some respondents from these colleges also chose to attend additional fairs hosted by other colleges.

Besides PCOM and WCOT, two other colleges had over 85 percent of their students report attending the career fair event held in their own college: the College of Engineering (*Engineering Career Fair*, 96.9%) and the College of Design (*College of Design Career Expo or Spring Interview Days*, 88.9%). The Engineering Career Fair attracted the widest breadth of students (i.e. students from different colleges). CALS graduates reported taking advantage of the broadest range of career fairs.

Table 48: Career Fair Attended; Overall and by College Graduated From (among those having attended any type of career fair)*

	Overall	College/School								
		CALS	Design	CED	COE	CNR	HSS	COS	WCOT	PCOM
Ag & Sciences Career Expo	12.7%	66.7%	0.0%	0.0%	0.8%	3.3%	1.9%	43.8%	0.0%	0.0%
CALS HOT Jobs Fair	2.3%	18.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
College of Design Career Expo or Spring Interview Days	2.3%	0.0%	88.9%	0.0%	0.0%	0.0%	0.0%	3.1%	0.0%	0.0%
College of Education Career Fair	0.5%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%
College of Humanities and Social Sciences Career Fair	10.6%	4.2%	0.0%	0.0%	0.8%	3.3%	65.4%	6.3%	0.0%	1.5%
College of Natural Resources Career Fair	5.7%	2.1%	0.0%	0.0%	0.0%	63.3%	0.0%	6.3%	0.0%	0.0%
College of Veterinary Medicine Career Expo	0.8%	2.1%	0.0%	0.0%	0.0%	0.0%	1.9%	3.1%	0.0%	0.0%
Engineering Career Fair	40.3%	2.1%	0.0%	66.7%	96.9%	23.3%	9.6%	28.1%	17.6%	7.5%
Graduate School Career Fair at NC State	0.5%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Health Career Expo	2.3%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	21.9%	0.0%	0.0%
Law School Fair	2.6%	2.1%	0.0%	0.0%	0.0%	0.0%	15.4%	0.0%	0.0%	1.5%
Poole College of Management Career & Internship Fair	24.4%	8.3%	0.0%	0.0%	3.1%	10.0%	21.2%	15.6%	0.0%	100.0%
Wilson College of Textiles Career Fair	4.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%	100.0%	0.0%
Career fair at another college/university	0.8%	2.1%	0.0%	0.0%	0.8%	0.0%	1.9%	0.0%	0.0%	0.0%
Career fair not affiliated with a college/university	2.9%	4.2%	11.1%	0.0%	3.1%	3.3%	5.8%	0.0%	0.0%	0.0%
Major-specific or departmental career fair	7.5%	6.3%	0.0%	0.0%	12.6%	23.3%	1.9%	3.1%	0.0%	1.5%
Other career fair at NC State	4.4%	2.1%	0.0%	0.0%	5.5%	16.7%	0.0%	6.3%	0.0%	3.0%
Don't know/Don't remember which one	2.6%	10.4%	11.1%	33.3%	0.0%	0.0%	5.8%	0.0%	0.0%	0.0%
Total (n)	385	48	9	3	127	30	52	32	17	67

*Respondents could select more than one career fair.

Closing Comments

The Undergraduate Future Plans Survey closed by asking respondents to rate their overall satisfaction with the career guidance they had received from their department and/or college while at NC State, and to reflect on how they are feeling about their future.

Over four in five December 2019 graduates said they were “very satisfied” (38.9%) or “satisfied” (43.4%) with their undergraduate program as a whole. About sixty percent of graduates said they were either “very satisfied” (24.2%) or “satisfied” (36.9%) with the career guidance they received from their academic department/college.

Overall, the graduates are excited about their futures. When asked which statement comes closest to how they were feeling about their future, over 95 percent of respondents said that they were either “very excited” (61.3%) or “fairly excited” (33.9%) about what they will be doing. When asked about how prepared they felt about their future career paths, over 90 percent of respondents said that they felt either “very prepared” (43.5%) or at least “somewhat prepared” (48%) for their future career paths.

Table 49: Satisfaction with Undergraduate Program Overall

	N	%
Very Satisfied	241	38.9
Satisfied	269	43.4
Neutral	78	12.6
Dissatisfied	25	4.0
Very Dissatisfied	7	1.1

Table 50: Satisfaction with Career Guidance from Academic Department/College

	N	%
Very Satisfied	150	24.2
Satisfied	229	36.9
Neutral	191	30.8
Dissatisfied	40	6.5
Very Dissatisfied	10	1.6

Table 51: Feelings about Future Career Path

	N	%
Very excited about what I will be doing	380	61.3
Fairly excited about what I will be doing	210	33.9
Not very excited about what I will be doing	23	3.7
Not at all excited about what I will be doing	7	1.1

Table 52: Feelings of Preparation for Future Career Path

	N	%
Very prepared	269	43.5
Somewhat prepared	297	48.0
Somewhat unprepared	41	6.6
Very unprepared	12	1.9

For more information about the Undergraduate Future Plans Survey contact:

Hannah McQueen, Assistant Director for Survey Research
Office of Institutional Research and Planning
Box 7002
NC State University
Phone: (919) 515-6438
Email: hmmcquee@ncsu.edu

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December 2019 Undergraduate Future Plans Survey Appendix A: Complete List of Employers (among those accepting full-time employment)

Table 1: Company Name

	N
A Country Veterinary Clinic	1
A state government agency.	1
ABB	2
Accenture	1
Acquire	1
Advance Auto Parts	1
Advanced Civil Design	1
Advanced Energy	1
Akram & Associates PLLC	1
Allstate	2
Almo Corporation	1
Altria	1
Amazon.com, Inc.	4
American Conservation Experience	1
Analog Devices Inc.	1
Andritz AG	1
Antea Group	1
Apex Tool Group	1
Archer Western Contractors	1
Aruza Marketing	1
Audio Advice	1
B-Cubed	1
BGI Group	1
BL Companies	1
BSH Home Appliances Co.	1
Backyard Bistro	1
Banfield Pet Hospital	1
Bank of America	2
Barbee Insurance & Associates	1
Barnhardt Manufacturing Co.	1
Barrett, Woodyard & Associates	1
Baseline Controls	1
Batch, Poore, & Williams, PC	1
Beaver Creek Resort	1

Table 1: Company Name, *continued*

	N
Berkshire Hathaway HomeServices McMillen and Associates Realty	1
Beverly Beauty Spa	1
BlackRock	1
Blaize, Inc.	1
Blu Site Solutions	1
Blue Cross and Blue Shield of North Carolina	1
Boeing	2
Boulevard Animal Hospital	1
Bumble	1
Burleson Research Technologies Inc.	1
Buttercup Veterinary Hospital	1
CACI International Inc.	2
CDM Smith	1
CITI, LLC	1
Carolina Hurricanes	1
Castle Branch, Inc.	1
Caterpillar Inc.	1
Center Church	1
Chemtreat, Inc.	1
Chick-fil-A	1
Cisco Systems	5
Clark Patterson Lee	1
Coleman Research Group	1
Collins Aerospace	1
Colony Tire	1
Coty	1
Credence Resource Management, LLC	1
Credit Suisse	4
Cree Inc.	1
Creekside Animal Clinic, PA	1
Culver Stockton College	1
DSD Group	1
Deloitte	1
Department of Commerce	1
Domtar	1
Duke Energy	1
Eastern Forest Consultants LLC	1

Table 1: Company Name, *continued*

Eastman Chemical Company	1
Eaton Corporation	1
Elliott Davis PLLC	1
Engineering Tech Associates, PA	1
Ernst & Young	4
Everest Textile USA LLC	1
Extron Electronics	2
ExxonMobil	1
FareHarbor	1
Fayetteville Endocrinology and Diabetes Clinic	1
Federal Deposit Insurance Corporation	1
Fidelity Investments	3
Frank Dail Farms, Inc.	1
Freese and Nichols, Inc.	1
Froehling & Robertson, Inc.	1
Fujifilm Diosynth Biotechnologies USA Inc.	1
Gannett Fleming	1
Garmin Ltd.	1
General Dynamics	1
Georgia-Pacific	2
HCL Technolgies	1
Herbert Scoville Jr. Peace Fellowship	1
Herbivore LLC	1
Hewlett Packard Enterprise	1
Hipp Engineering & Consulting Inc.	1
Hoke County EMS	1
Honda Aircraft Company	1
Hormone Wellness MD	1
I will be working as an Au Pair for a family in the UK	1
IBM	3
IMC Financial Markets	1
IQVIA	1
Industrial Automated Systems	1
Infosys	3
Inoku Packaging	1
Insight Global	1
International Paper	1
Invisors	1

Table 1: Company Name, *continued*

JE Dunn Construction	1
Jacobs Engineering Group	1
Java Auto Sale	1
Jet Programme	1
John Deere	1
Johnson Lambert LLP	1
KPMG	1
Kadro Solutions Inc.	1
Kaleido	1
Keyot LLC	1
Kiawah Island Golf Resort	1
Kiefer Landscaping, Inc.	1
Kimley-Horn	1
Kite Pharma	1
LDSI, Inc.	1
LT Apparel Group	1
Laber Labs	1
Learning Technologies Group PLC	1
LexisNexis	3
Lie + Loft	1
Little By Little	1
LobbyGuard Solutions LLC	1
Longent LLC	1
Lutheran Services Carolinas	1
Madison 88, Ltd.	1
Marbles Kids Museum	1
Martin Marietta Inc.	1
McMichael Mills	1
Meherrin Agricultural and Chemical Co.	1
Mercedes-Benz USA	1
MetLife	2
Morehead Planetarium and Science Center	1
Mott MacDonald	1
NC Department of Administration	1
NC State Stores	1
NC State University	8
Nash County Social Services Department	1
Nash Produce LLC	1

Table 1: Company Name, *continued*

National Institutes of Health	1
National Park Service	1
Naval Air Systems Command	3
NetApp	1
Newell Brands	1
Nike	2
North Carolina Cooperative Extension	1
North Carolina Department of Agriculture	1
North Carolina Department of Agriculture & Consumer Services	1
North Carolina Department of Transportation	2
North Carolina Museum of Natural Sciences	2
North Carolina Wildlife Resources Commission	2
Nutanix	1
Nutrien	1
Old Chatham Golf Club	1
Optum	1
Oracle Co.	1
Peace Corps	3
Pendo	1
Peoples Bank	1
Personal Care, Inc.	1
Peter Millar	1
Peterson & Smith Equine Hospital	1
Pfizer Inc.	1
Phreesia	1
Pinehurst	1
Pipeline Soccer Club	1
Planworx Architecture PA	1
Playworks	1
Plexus	2
Port City Java	1
PricewaterhouseCoopers	1
Progressive Co.	1
Project Life Movement	1
Qin's Entertainment	1
Qorvo	1
Quail Hollow Club	1
RJ Reynolds Tobacco Company	1

Table 1: Company Name, *continued*

RK&K	1
ROI Revolution	1
RS&A, Inc.	1
Racepoint Global	1
Raleigh Racquet Club Inc.	1
Ramey Kemp & Associates, Inc.	1
Red Hat	1
Republic Wireless	1
Resource Environmental Solutions	1
Reunion Marketing	1
Reynolds, Smith & Hills	1
Rolesville Parks and Recreation	1
Ruppert Landscape	1
SAS Institute	5
STM IT Solutions	1
Sandia National Laboratories	1
Savills	1
Signature 1505	1
SmashFly Technologies, Inc.	1
Sonoco	2
Southern Industrial Constructors, Inc.	1
SpaceX	1
Stanford University & Kiva	1
Stanford White	2
Static Control Components, Inc.	1
Sunrise Technologies	1
Synopsys	1
TEKsystems, Inc.	1
TekSystems, Inc.	1
Tencent	1
TerraFinna Landworks	1
The Adams Company	1
The Carolina Theatre	1
The Center for Strategic and International Studies	1
The Vanguard Group	1
The Walt Disney Company	1
The White House	1
The Wooten Company	1

Table 1: Company Name, *continued*

Three Ships	1
Timmons Group, Inc.	2
UNC Hospitals	1
Under Armour	1
United Rentals	1
United States Air Force	2
United States Army	3
United States Department of Agriculture	1
Unites States Air Force	1
Universal Orlando Resort	1
Vanasse Hangen Brustlin, Inc.	1
Verizon	4
Wake County Government	1
Wake County Public School System	1
WakeMed Health and Hospital	1
Walt Disney World Resort	1
Wells Fargo	2
Western Digital	1
WillowTree	1
WithersRavenel	1
bMx	1

December 2019 Undergraduate Future Plans Survey
Appendix B: Complete List of Countries and States in Which Graduates
Will Be Working
(among those accepting full-time employment)

Table 1: Country Will Be Working In

	N
Armenia	1
Botswana	1
China	3
Japan	1
Netherlands	1
Senegal	1
Sri Lanka	1
Thailand	1
United Kingdom	1
United States	296
Not Sure	1

Table 2: State Will Be Working In

	N
Alabama	1
Arizona	2
California	6
Colorado	2
Connecticut	1
District of Columbia	5
Florida	6
Georgia	4
Illinois	2
Kansas	1
Louisiana	3
Maryland	2
Massachusetts	3
Minnesota	1
Missouri	1
New Jersey	1
New Mexico	1
New York	2
North Carolina	218

Table 2: State Will Be Working In, *continued*

Ohio	1
Oklahoma	1
Oregon	2
Pennsylvania	1
South Carolina	3
Tennessee	3
Texas	6
Virginia	5
Washington	2
Not applicable - Multiple states	4
Not sure	5