

May 2020 Undergraduate Future Plans Survey All Respondents: Overview

This overview report presents findings from all graduating seniors participating in the May 2020 Undergraduate Future Plans Survey. Additional reports on the survey methods, college results, and departmental summaries, as well as a copy of the questionnaire, are available on the [ISA website](#).

The May 2020 Future Plans Survey population consists of 3,756 college seniors who had applied to graduate and were conferred degrees in the May semester. Of those graduates, 2,111 degree recipients submitted a completed survey for an overall response rate of 56.2%.

Plans Following Graduation

As of the time they completed the survey, approximately two-thirds of students said they would be exclusively employed or pursuing employment after graduation (67.4%), and 40 percent said they had already secured some type of employment (39.9%). Twenty-eight percent of respondents indicated that they had accepted a position that would begin after graduation (28.2%), while eight percent would be continuing to work in a job they had prior to graduation (6.6%) or would be starting their own business (1.2%). Four percent said they would be working as an intern (2.1%), serving in the military (1.2%), or doing paid volunteer work (0.6%).

Over one-fourth of graduates said they were actively seeking employment but had not yet found a position (25.8%), or had not yet begun to search for employment but planned to do so within the coming year (1.7%).

Finally, about 30 percent of respondents indicated that they were planning on going to graduate/professional school as their primary activity in the year after graduation (30.2%). This includes 24 percent of respondents who said that graduate/professional school was their only primary plan (23.5%) for after graduation. Another seven percent said that they planned on attending graduate school and working, excluding paid work that they will perform as part of their program, such as research or teaching assistantships (6.7%).

Table 1: Plans Following Graduation (N=2,111)

	N	%
Have accepted position that will begin after graduation	595	28.2
Will continue working in job I had prior to graduation	140	6.6
Have started/will be starting my own business	26	1.2
Will be working as an intern	45	2.1
Currently seeking employment	544	25.8
Have not begun to seek employment, will begin within year	36	1.7
Going to grad/prof school within the year	497	23.5
Going to grad/prof school and working	142	6.7
Taking additional undergraduate coursework	10	0.5
Military service	25	1.2
Volunteer activity	12	0.6
Starting/raising a family	2	0.1
Don't know yet	28	1.3
Other	9	0.4

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 (90.9%).

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

	N	%
Full-time	817	90.9
Part-time	82	9.1

Number of Job Interviews and Job Offers

Forty percent of students securing full-time employment said they had been on interviews for one (20.8%) or two (19.8%) different positions during their most recent job search. Half indicated having gone on interviews for three or more positions (49.9%). Over one-fifth of students had gone on interviews for five or more positions prior to accepting an offer (22.3%). Interestingly, one in ten graduates who obtained a full-time position indicated that they did not go on interviews prior to receiving an offer for the position in which they will be working (9.5%).

Fifty-six percent of the students securing full-time employment indicated that the position they accepted had been their only offer (56.4%), while about 37 percent received one (27.9%) or two (9.3%) offers in addition to the one they accepted. The remaining six percent received three or more additional job offers from which to choose (6.4%).

Additional analyses (not shown here) reveal that among students securing full-time employment, just over one-fifth of those going on interviews for five or more positions reported receiving three or more job offers (21.4%).

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

	N	%
None	72	9.5
One	157	20.8
Two	149	19.8
Three	140	18.6
Four	68	9.0
Five or more	168	22.3

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

	N	%
Only job offer	420	56.4
One additional job offer	208	27.9
Two additional job offers	69	9.3
Three or more additional job offers	48	6.4

Employers

Graduates securing full-time employment were asked the name of the organization for which they would be working after graduation. Although May NC State graduates accepted jobs in approximately 530 different companies and organizations, those hiring the greatest number of graduates were Cisco Systems ($n=16$) and the United States Air Force ($n=10$).

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* (76.5%). Thirteen percent indicated they would be working for the *federal, state, or local government* (12.7%). Four percent said they would be working in academia (4.2%), and an additional four percent indicated they would be working in a *private, not for profit business or organization* (4.0%). About three percent said they would be self-employed (2.6%).

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

	N	%
Academic	34	4.2
Federal, state, or local government	103	12.7
Private, for profit business or organization	620	76.5
Private, not for profit business or organization	32	4.0
Self-employed	21	2.6

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 industry in which graduates report they will be working is *engineering* (12.2%), followed by *computer software/hardware* (8.3%), *health care* (5.7%), and *technology* (5.1%).

Those finding full-time employment were most likely to say they would have a job whose primary function is *engineering* (19.5%), followed by *software development* (9.0%).

Table 6: Industry (full-time employees only)

	N	%
Accounting	6	0.7
Advertising	1	0.1
Aerospace	16	2.0
Agriculture	19	2.3
Architecture/Urban Planning	15	1.8
Arts & Entertainment	5	0.6
Automotive	5	0.6
Banking	20	2.5
Biotechnology	20	2.5
Business Services	12	1.5
Chemicals	9	1.1
Communications	6	0.7
Computer Software/Hardware	67	8.3
Construction	20	2.5
Consulting	29	3.6

	N	%
Consumer Products	4	0.5
Counseling	1	0.1
Design	10	1.2
Education	25	3.1
Electronics	2	0.2
Energy	10	1.2
Engineering	99	12.2
Entrepreneurial/Venture Capital	2	0.2
Environment/Sustainability	10	1.2
Faith Based	6	0.7
Fashion	6	0.7
Financial Services	31	3.8
Food Science	2	0.2
Government	24	3.0
Health Care	46	5.7
Hotel, Restaurant, Hospitality	4	0.5
Human/Social Services	5	0.6
Insurance	6	0.7
International Affairs & Development	1	0.1
Landscape Architecture	4	0.5
Legal	3	0.4
Manufacturing	27	3.3
Marketing	5	0.6
Materials - Plastics, Metals, Ceramics	2	0.2
Media	1	0.1
Military & Defense	38	4.7
Museums & Libraries	1	0.1
Natural Resources	3	0.4
Non-Profit/Philanthropy	6	0.7
Pharmaceutical	29	3.6
Public Policy	1	0.1
Real Estate	7	0.9
Recreation & Sports	8	1.0
Research	12	1.5
Retail/Merchandising	16	2.0
Staffing & Executive Search	3	0.4
Start-up	4	0.5
Technology	41	5.1

	N	%
Telecommunications	4	0.5
Trade	1	0.1
Transportation	3	0.4
Travel & Tourism	2	0.2
Utilities (Public & Private)	4	0.5
Veterinary	9	1.1
Wood Products	6	0.7
Other	26	3.2
Not sure	1	0.1

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

	N	%
Account Management	9	1.1
Accounting	10	1.2
Actuarial/Statistical & Data Analysis	5	0.6
Administrative	7	0.9
Advertising	1	0.1
Agricultural Business/Economics	3	0.4
Agronomy/Plant/Crop Science	5	0.6
Analysis	33	4.1
Animal/Veterinary	11	1.4
Architecture	12	1.5
Arts/Performing Arts/Music	1	0.1
Bio/Ag Engineering	8	1.0
Buying/Purchasing	5	0.6
Construction	9	1.1
Consulting	34	4.2
Counseling - School/Agency/College	4	0.5
Creative Design/Graphic Arts	1	0.1
Customer Service	9	1.1
Database Management	3	0.4
Design - Creative	13	1.6
Design - Engineering	35	4.3
Economics	1	0.1
Education/Teaching/Curriculum Development	26	3.2
Engineering	157	19.5
Environmental/Conservation	7	0.9
Extension/Education	1	0.1

	N	%
Finance	17	2.1
Food Science/Nutrition	1	0.1
Fundraising/Development	1	0.1
Government	9	1.1
Graphic Arts	1	0.1
Horticulture/Turfgrass	3	0.4
Human Health/Medical	27	3.3
Human Resources	10	1.2
Human/Social Services	4	0.5
Illustration	1	0.1
Information Technology/Systems	19	2.4
International/NGO	2	0.2
Laboratory Science	5	0.6
Landscape Architecture	3	0.4
Legal/Corrections/Criminology	1	0.1
Management	13	1.6
Manufacturing/Production/Development	19	2.4
Marketing	17	2.1
Non Profit	3	0.4
Operations	10	1.2
Political Organizations/Advocacy	1	0.1
Product Development/Management	13	1.6
Project Management	22	2.7
Public Relations	4	0.5
Quality Assurance	5	0.6
Recreation/Sports	3	0.4
Religion/Ministry	2	0.2
Research & Development	12	1.5
Sales/Technical Sales	30	3.7
Science - Life/Physical Science	4	0.5
Scientific Research	7	0.9
Software Development	73	9.0
Supply Chain Management/Logistics	8	1.0
Technical Writing	1	0.1
Training & Development	5	0.6
Travel/Tourism/Hospitality	3	0.4
User Interface/User Experience Design	1	0.1
Veterinary	6	0.7

	N	%
Web Design/Development	2	0.2
Writing/Editing/Translation	1	0.1
Other	19	2.4
Not sure	9	1.1

Relationship of Job to Academic Major and Satisfaction with Job

Two-thirds of respondents with full-time employment indicated that their job was “directly related” to their academic major (66.7%), while another 26 percent said the position was “somewhat related” (26.0%). Seven percent said their job was not at all related to their major (5.3% “by choice” and 2.0% “not by choice”). Over 90 percent of respondents said they were “very satisfied” (60.5%) or “satisfied” (32.9%) with the job in which they will be working.

Almost all respondents who said that their job was “directly related” to their major were “very satisfied” (64.2%) or “satisfied” (33.0%) with the job in which they will be working. Over half of the respondents whose jobs were “somewhat related” to their major indicated being “very satisfied” (54.5%), and another 34 percent reported being “satisfied”. Nine of the sixteen respondents who said the position was unrelated to their major “not by choice” reported being “very satisfied” (60.5%) or “satisfied” (12.5%) with their job, while three respondents said they felt “dissatisfied” or “very dissatisfied” with their job.

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

	All		Satisfaction w/ job				
			Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
Directly related	537	66.7%	64.2%	33.0%	2.0%	0.7%	0.0%
Somewhat related	209	26.0%	54.5%	34.0%	10.0%	1.4%	0.0%
Not at all related (by choice)	43	5.3%	48.8%	34.9%	16.3%	0.0%	0.0%
Not at all related (not by choice)	16	2.0%	43.8%	12.5%	25.0%	6.3%	12.5%
All	805	100.0%	60.5%	32.9%	5.3%	1.0%	0.2%

Job Location

May 2020 NC State graduates will be employed in 41 different states across the U.S. as well as in thirteen different countries. Two-thirds of those who accepted a full-time job reported they will be working in North Carolina (67%), with just under half working in the Research Triangle area (46.8%). Over 30 percent of respondents will be working outside of North Carolina but within the United States (31.1%).

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

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

	N	%
North Carolina	531	67.0
Virginia	33	4.2
South Carolina	17	2.1
California	16	2.0
Wisconsin	16	2.0

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

	N	%
Triangle	369	46.8
Other N.C.	158	20.1
In U.S. outside N.C.	245	31.1
Outside U.S.	16	2.0

*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, and sometimes multiple, ways in which they would be compensated. Over three-fourths of respondents indicated that they would be getting paid a salary (77.1%), while about 21 percent will be receiving hourly wages (20.7%). Seventeen percent of respondents said their compensation would include performance bonuses (17.1%). Less common responses include being paid through a stipend (5.9%), through commission (5.8%), and/or through tips/gratuities (0.9%). Just over one percent of respondents said that they will not receive compensation (e.g., such as in an unpaid internship; 1.3%).

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

	N	%
Salary	630	77.1
Hourly	169	20.7
Performance Bonuses	140	17.1
Stipend	48	5.9
Commission	47	5.8
Tips/Gratuity	7	0.9
Other	19	2.3
Unpaid	11	1.3

*Respondents could indicate more than one type of compensation.

Further analysis shows that while two-thirds of graduates with full-time employment will be receiving only a salary (55.0%), and 15 percent only hourly wages (14.9%), a sizable number of graduates are receiving compensation through a variety of methods. For example, about one in five graduates with full-time employment said they would be earning a salary in combination with one or more other forms of compensation (e.g., hourly, commission, performance bonuses; analysis not shown).

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

	N	%
Salary only	443	55.0
Hourly only	120	14.9
Salary plus hourly	24	3.0
Salary plus commission	22	2.7
Salary plus performance bonuses	92	11.4
Salary plus commission plus performance bonuses	10	1.2
Stipend only	18	2.2
Other combinations	77	9.6

Respondents were asked to indicate their annual starting salary. NC State's May 2020 graduates with full-time employment (excluding those working in internships) report an average (mean) annual salary of \$57,437 (median=\$61,250). While just under ten percent of respondents said that their annual starting salary was \$80,000 or more (9.3%), the same percentage of respondents also said that their starting salary was less than \$30,000 (9.3%).

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

	N	%
Less than \$30,000	70	9.3
\$30,000 - \$39,999	76	10.1
\$40,000 - \$49,999	95	12.7
\$50,000 - \$59,999	114	15.2
\$60,000 - \$69,999	142	18.9
\$70,000 - \$79,999	150	20.0
\$80,000 or more	70	9.3
Would prefer not answer	18	2.4
Not sure	15	2.0

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.* Over one-fourth of respondents with full-time employment said they had received a signing bonus (28.2%). Of those who provided the amount they received, over 60 percent reported receiving \$5,000 or more (60.1%), with 16 percent receiving \$10,000 or more (16.4%).

Seven percent of respondents reported receiving company shares as part of their job offer (6.6%). Of those who received company shares and reported the estimated value of the company shares they received at the time of the job offer, two-fifths reported that the value was less than \$10,000 (39.1%), while just over one third reported that the value was \$50,000 or more (34.8%).

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

	N	%
Received signing bonus	230	28.2
Received company shares	54	6.6
None of the above	552	67.6

*Respondents could indicate more than one type of incentive.

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

	N	%
Less than \$500	2	0.9
\$500 to \$999	3	1.3
\$1,000 to \$1,999	9	4.0
\$2,000 to \$2,999	25	11.1
\$3,000 to \$3,999	20	8.8
\$4,000 to \$4,999	8	3.5
\$5,000 to \$5,999	69	30.5
\$6,000 to \$6,999	10	4.4
\$7,000 to \$7,999	15	6.6
\$8,000 to \$8,999	5	2.2
\$9,000 to \$9,999	0	0.0
\$10,000 or more	37	16.4

**Responses of 'would prefer not to answer' (n=17) and 'not sure' (n=6) have been excluded from analysis.

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

	N	%
Less than \$10,000	9	39.1
\$10,000 to 29,999	3	13.0
\$30,000 to \$49,999	3	13.0
\$50,000 or more	8	34.8

**Responses of 'would prefer not to answer' (n=7) and 'not sure' (n=21) have been excluded from analysis.

When asked if they were offered a relocation package, 42 percent of students with full-time jobs said that such a package was “not applicable” (42.2%). However, about one-fourth of respondents with full-time employment reported receiving a relocation package (26.5%). Unsurprisingly, offers of relocation packages are related to whether or not the employee would be working in North Carolina. Sixty percent of those who said they were working outside of North Carolina received a relocation package (60.4%), while twenty-four percent of those working in North Carolina but outside the Triangle area received a relocation package (23.7%).

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

Region of Job	Offered relocation package		
	Yes	No	Not applicable
Triangle	3.8%	26.1%	70.1%
Other NC	23.7%	44.2%	32.1%
Outside NC	60.4%	30.8%	8.8%
All	26.5%	31.3%	42.2%

Among respondents who said they would be continuing to work in a job they had prior to graduation (6.6% of all respondents; Table 1), 37 percent indicated that they would be receiving both a salary increase and a promotion/title change upon receiving their degree (37.0%). One in five said that they would receive just a salary increase (21.0%), and one in six said they would receive just a promotion/title change (16.0%), contingent upon receiving their bachelor's degree.

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

	N	%
Salary increase	21	21.0
Promotion/title change	16	16.0
Both a salary increase and promotion/title change	37	37.0
None of the above	26	26.0

The Job Search

Over one-fourth of May 2020 graduates reported that they started their most recent job search a year or more prior to graduation (26.1%), and over three-fourths indicated that they began their search half a year or more before graduation (78.8%). Another one in six said they started their search three to five months before graduation (16.6%). The remaining five percent said they started looking for work in the two months leading up to graduation (4.6%).

Forty-four 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 before graduation (43.8%). One-fourth of students obtained the offer three to five months before graduation (25.7%), and the remaining 31 percent said they received their job offer within two months of graduation (30.5%).

Additional analyses show 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, 88 percent of those who started their job search 12 or more months before the May 2020 graduation period had secured employment at least 3-5 months prior to graduation (88.3%), while less than two-thirds of those who started 6-8 months before said the same (64.9%).

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

	N	%
12 or more months before graduation	197	26.1
9-11 months before graduation	212	28.1
6-8 months before graduation	186	24.6
3-5 months before graduation	125	16.6
1-2 months before graduation	28	3.7
Less than one month before graduation	7	0.9

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

	N	%
12 or more months before graduation	47	6.3
9-11 months before graduation	96	12.8
6-8 months before graduation	185	24.7
3-5 months before graduation	192	25.7
1-2 months before graduation	125	16.7
Less than one month before graduation	103	13.8

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

When started looking for job	All		When received accepted job offer					
	N	%	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	196	26.5%	19.4%	27.6%	26.0%	15.3%	6.1%	5.6%
9-11 months before graduation	210	28.3%	0.0%	17.6%	40.0%	24.8%	10.0%	7.6%
6-8 months before graduation	185	25.0%	1.1%	1.6%	24.9%	37.3%	21.1%	14.1%
3-5 months before graduation	118	15.9%	4.2%	0.0%	1.7%	33.9%	39.0%	21.2%
1-2 months before graduation	26	3.5%	0.0%	0.0%	0.0%	0.0%	23.1%	76.9%
Less than one month before graduation	6	0.8%	0.0%	0.0%	0.0%	16.7%	16.7%	66.7%
All	741	100.0%	6.1%	12.7%	24.7%	25.9%	16.9%	13.8%

*Responses are presented here as reported. Interestingly, a small handful students reported receiving their job offer before starting their job search.

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 29 percent reported that a *career fair at NC State* had been helpful (29.4%). Just under one-fourth of respondents also indicated that *personal connections within the company* (23.6%), *LinkedIn* (23.5%), and *family/friends/classmates/co-workers* (23.1%) had been helpful in the job search.

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 five percent of respondents with full-time employment indicated that they did not use any of the resources listed in Table 21 (4.7%).

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

	N	%
Internship/externship	384	47.0
Career fair at NC State	240	29.4
Personal connection(s) within the company	193	23.6
Internet: LinkedIn	192	23.5
Family/friends/classmates/co-workers	189	23.1
Campus or college career center	131	16.0
Applied for job via ePACK	121	14.8
On-campus interviewing	86	10.5
Internet: Other than LinkedIn	70	8.6
Co-op experience	61	7.5
Consultation with Career Counselor/Coach at NC State	57	7.0
Volunteer work	52	6.4
Employer information session on campus	48	5.9
Faculty member or found job listing in an NC State dept	48	5.9
Professional society	43	5.3
Student teaching experience	29	3.5
Employer found resume via ePACK	25	3.1
Career fair off-campus	18	2.2
Staffing agency	12	1.5
Other	46	5.6
None of the above	38	4.7

*Respondents could select more than one resource.

Seeking Employment

About one in four May 2020 graduates responding to the Undergraduate Future Plans Survey indicated that as of the time they completed the survey they were *currently seeking employment* (25.8%), and a smaller percentage (1.7%) indicated they *have not yet begun to seek 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

Two-thirds 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 from the start of finals period until two weeks after the commencement ceremony – said they first began looking for a job less than

six months before graduation (64.3%), while about 12 percent said they waited until the month prior to graduation to begin looking (11.9%).

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

	N	%
12 or more months before graduation	27	5.0
9-11 months before graduation	42	7.8
6-8 months before graduation	124	23.0
3-5 months before graduation	176	32.7
1-2 months before graduation	106	19.7
Less than one month before graduation	64	11.9

Sixty-three 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 (63.2%), with about one in four reporting having gone on interviews for three or more positions as of the time of the survey (24.4%).

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. Twenty-nine percent of respondents who had gone on interviews for three or more positions said they had received at least one job offer (29.2%), compared to just 15 percent of those who went on interviews for only one position (14.6%).

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 company/organization was *not a good fit*. Other reasons include *not liking the location* and *unsatisfactory compensation*. A small handful of respondents also said that they were *currently considering the offer(s)*.

In addition to the reasons mentioned above, May 2020 graduates faced the unique pressures of job seeking during the COVID-19 pandemic. Nine of the current job seekers who had received a job offer but had not yet secured a position wrote that COVID-19 was the reason that they had not yet secured employment. For some, the offer of employment was rescinded. Others said that the start date of their potential position had been pushed back or was left undetermined, which led to their hesitation in accepting the offer.

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

	N	%
None	196	36.8
One position	103	19.3
Two positions	104	19.5
Three or more positions	130	24.4

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		Received any job offers	
	N	%	Yes	No
Did not interview for a position	195	36.7%	4.6%	95.4%
One position	103	19.4%	14.6%	85.4%
Two positions	104	19.5%	20.2%	79.8%
Three or more positions	130	24.4%	29.2%	70.8%
All	532	100.0%	15.6%	84.4%

Type of Work Seeking

Ninety-three percent of current job seekers said they were looking for full-time work (92.6%), while most of the remainder indicated they were looking for either full- or part-time work (6.6%). Four respondents reported that they were looking for part-time work (0.7%). Almost all of those seeking employment said they were looking for a job either “directly related” (45.8%) or “somewhat related” (48.2%) to their major, with a further five percent saying that the closeness of the position to their major is irrelevant (4.8%).

Table 26: Seeking Full- or Part-Time Employment

	N	%
Full-time	504	92.6
Part-time	4	0.7
Either	36	6.6

Table 27: Relationship of Job Seeking to Major

	N	%
Looking for position directly related to my major	249	45.8
Looking for position somewhat related to my major	262	48.2
Looking for position unrelated to my major	7	1.3
How closely position is related to major is irrelevant	26	4.8

The most common job functions job seekers were hoping to be employed doing were related to *engineering* (14.9%), *education/teaching/curriculum development* (8.8%), and *marketing* (6.1%).

Table 28: Job Function of Job Seeking

	N	%
Account Management	1	0.2
Accounting	5	0.9
Actuarial/Statistical & Data Analysis	2	0.4
Administrative	2	0.4
Agricultural Business/Economics	4	0.7

	N	%
Agronomy/Plant/Crop Science	3	0.6
Analysis	15	2.8
Animal/Veterinary	17	3.2
Architecture	4	0.7
Arts/Performing Arts/Music	2	0.4
Bio/Ag Engineering	6	1.1
Buying/Purchasing	5	0.9
Construction	1	0.2
Consulting	6	1.1
Counseling - School/Agency/College	1	0.2
Creative Design/Graphic Arts	5	0.9
Customer Service	3	0.6
Database Management	1	0.2
Design - Creative	23	4.3
Design - Engineering	10	1.9
Economics	1	0.2
Education/Teaching/Curriculum Development	47	8.8
Engineering	80	14.9
Environmental/Conservation	18	3.4
Extension/Education	1	0.2
Film/Video	1	0.2
Finance	8	1.5
Food Science/Nutrition	1	0.2
Government	2	0.4
Graphic Arts	4	0.7
Horticulture/Turfgrass	3	0.6
Human Health/Medical	13	2.4
Human Resources	9	1.7
Human/Social Services	5	0.9
Information Technology/Systems	7	1.3
International/NGO	4	0.7
Laboratory Science	8	1.5
Landscape Architecture	1	0.2
Legal/Corrections/Criminology	9	1.7
Management	6	1.1
Manufacturing/Production/Development	10	1.9
Marketing	33	6.1
Media/Journalism	7	1.3

	N	%
Non Profit	6	1.1
Operations	2	0.4
Political Organizations/Advocacy	1	0.2
Product Development/Management	10	1.9
Project Management	2	0.4
Public Administration/Policy	2	0.4
Public Relations	3	0.6
Publishing/Print	1	0.2
Quality Assurance	2	0.4
Recreation/Sports	7	1.3
Research & Development	15	2.8
Sales/Technical Sales	7	1.3
Science - Life/Physical Science	8	1.5
Scientific Research	10	1.9
Software Development	19	3.5
Soil/Environmental Science	3	0.6
Supply Chain Management/Logistics	11	2.0
Travel/Tourism/Hospitality	3	0.6
User Interface/User Experience Design	4	0.7
Veterinary	1	0.2
Web Design/Development	1	0.2
Writing/Editing/Translation	4	0.7
Other	11	2.0
Not sure	10	1.9

Location of Job Seeking

Thirty-six percent of respondents said they were looking for employment only in North Carolina (35.9%), while a small number limited their search to the U.S. states excluding North Carolina (3.7%). About two in five job-seeking graduates indicated that they were open to employment anywhere in the U.S. (41.9%). Seventeen percent said they were looking both inside and outside the U.S. for employment opportunities (17.2%), and seven graduates were exclusively looking for employment outside the U.S. (1.3%).

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

	N	%
Only N.C.	194	35.9
Any place in the U.S.	226	41.9
In U.S., but outside N.C.	20	3.7
Inside and outside the U.S.	93	17.2
Outside U.S. only	7	1.3

Future Job Seekers

Two percent of May 2020 graduates said that while they had not yet begun their search for employment, they planned to do so within the next year (1.7%; Table 1). When this small group of graduates was asked when they planned to begin their job search, 60 percent indicated that they would begin searching within one month of graduation.

Table 30: When Will Begin Job Search

	N	%
Within the next couple of weeks	9	30.0
Within a month after graduation	9	30.0
Within 2-3 months after graduation	7	23.3
Within 4-6 months after graduation	2	6.7
Within 6-12 months after graduation	3	10.0
Not for at least a year	0	0.0

May 2020 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 *waiting for job-related travel opportunities to open; wanting to concentrate on academics first; and wanting to focus on caring for their or their family's health.*

Respondents also had the option to write-in a response to the question about why they were waiting to start looking for a job. Ten respondents explicitly mentioned the COVID-19 pandemic in their response. Of these, about half expressed concern about their prospects on the job market and expressed a wish to wait and see if things would improve; others mentioned health concerns as a reason for waiting.

Further Education

This section of the report provides detailed information on the further education being pursued by NC State May graduates. About one-third of the 2,111 graduates who completed the May 2020 Undergraduate Future Plans Survey said they planned on going to graduate or professional school in the coming year (30.2%; 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* (72.3%), that *the chosen career field requires graduate/professional school* (68.7%), *to be able to earn a higher salary with an advanced degree* (62.8%), and *to improve marketability* (52.8%).

Table 31: Reasons for Attending Graduate/Professional School*

	N	%
I want to enhance my knowledge in a particular subject area	418	72.3
My chosen career field requires graduate/professional school	400	68.7
I will be able to earn a higher salary with an advanced degree	351	62.8
I want to improve my marketability	283	52.8
I have been unable to find a job	27	5.4
My employer is encouraging me to attend	16	3.3
Other	33	6.7

*Respondents could select more than one reason.

Current Status for Graduate/Professional School Attendance

Of the May 2020 graduates planning on attending graduate/professional school who responded to the survey, three-fourths said they *have been accepted and know where they will be going* (76.0%), with an additional three percent reporting that they *have been accepted but are still undecided on where or whether they will actually attend* (3.0%). Seven percent *have applied, but have not yet been accepted* (7.3%), and fourteen percent *have not yet applied, but plan to do so within the next year* (13.7%).

Table 32: Current Status for Graduate/Professional School Attendance

	N	%
Have been accepted and know where I'm going	482	76.0
Have been accepted but undecided	19	3.0
Have applied, but not yet been accepted	46	7.3
Have not applied but plan to do so within the next year	87	13.7

The remainder of this section reports only on those who indicated that they have been accepted to graduate/professional school and definitely know where they will be going ($n=482$).

School Attending

Over two-thirds of graduates who at the time of the survey knew where they would be attending school said they will be staying in North Carolina (68.3%) and 46 percent said they would be continuing at NC State (45.7%). Eighty-eight percent of respondents said they will be attending their first choice school (88.0%).

A full list of school names and locations can be found in Appendix C.

Table 33: Location of School Attending (top 5 most commonly mentioned)

	N	%
North Carolina	329	68.3
California	14	2.9
Virginia	13	2.7
Georgia	12	2.5
Pennsylvania	12	2.5

Table 34: Name of School Attending (top 6 most commonly mentioned)

	N	%
NC State University	220	45.7
University of North Carolina at Chapel Hill	39	8.1
Duke University	13	2.7
Campbell University	9	1.9
East Carolina University	9	1.9
Wake Forest University	9	1.9

Table 35: Attending First Choice School

	N	%
Yes	424	88.0
No	58	12.0

Degree Seeking

Students attending a specific graduate/professional school in the coming year were asked in what degree program they will be enrolled. Two-thirds of students said they would be enrolled in a master’s program (65.8%), while 19 percent said they would be enrolled in a doctoral degree program (18.5%). The remaining 19 percent said they would be enrolled in either a professional degree program (15.8%) or some other type of program (3.1%).

NC State graduates reported seeking a wide range of master’s degrees, but most commonly an MS. Of the graduates who said they would be enrolled in a doctoral program, all but one indicated they would be pursuing a PhD. Forty-three graduates said they are enrolled in professional degree programs, most commonly in a DVM or JD program. Sixteen graduates chose the “other degree” response option, and indicated they were seeking degrees such as a bachelor’s in architecture or a nursing degree.

A full list of degrees that graduates are seeking can be found in Appendix D.

Table 36: Type of Degree Program Enrolled In*

	N	%
Master's	317	65.8
Doctoral	89	18.5
Professional	76	15.8
Other	15	3.1

*Respondents could select more than one degree.

*Some respondents skipped this question.

Table 37: Master's Degree Programs Enrolled In (top five most commonly mentioned)

	N	%
MS – Master of Science	144	45.9
MAC – Master of Accounting	29	9.2
MA – Master of Arts	24	7.6
MR – Master of Economics	20	6.4
ME – Master of Engineering, General	18	5.7

Table 38: Doctoral Degree Programs Enrolled In

	N	%
EdD	1	0.9
PhD	93	98.9

Table 39: Professional Degree Programs Enrolled In (top five most commonly mentioned)

	N	%
DVM	22	28.9
JD	21	27.6
PharmD	9	11.8
MD	8	10.5
DPT	5	6.6

Table 40: Other Degree Programs Enrolled In

	N	%
BArch	8	50.0
Nurse	2	12.5
Medical Technologist (MT)	1	6.3
Anesthesiologist Assistant	1	6.3
ABSN	1	6.3
Post Baccalaureate Pre-Medicine Certificate	1	6.3
Paralegal Certificate	1	6.3
FNP	1	6.3

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 (54.4%; analysis not shown). The most common type of funding was *scholarships* (23.4%), followed by *research assistantships* (16.0%) and *teaching assistantships* (13.5%).

Table 41: Graduate/Professional School Funding/Awards*

	N	%
Scholarship	113	23.4
Research Assistantship	77	16.0
Teaching Assistantship	65	13.5
Fellowship	55	11.4
Honors/Award	16	3.3
Other assistantship	27	5.6
None of the above	220	45.6

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

NC State Experiences and Resources

All graduating seniors participating in the May 2020 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 experiences seniors reported having were an *internship* (65.5%), followed by *research with a faculty member* (29.7%), a *class project* (25.1%), *volunteer work related to the field of study* (23.9%), and/or a *job in their field of study* (20.9%).

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" by those who had the experience and who had sought employment (66.9%, 56.6%, and 54.5%, respectively). Students were less likely to say that a class project was "very helpful" (17.4%) or "somewhat helpful" (43.4%) in securing a job offer.

Table 42: Participation in Work-Related Experiences*

	N	%
Internship	1,331	65.5%
Research w/ faculty	604	29.7%
Class project	510	25.1%
Volunteer work related to field of study	485	23.9%
Job in field of study	424	20.9%
Student teaching	264	13.0%
Co-op	134	6.6%
Practicum	93	4.6%
Externship	38	1.9%

*Respondents could select more than one experience.

Table 43: Participation in Work-Related Experiences*

	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
Internship	1,174	56.6%	30.9%	9.7%	2.7%
Research w/ faculty	497	47.7%	33.6%	14.5%	4.2%
Class project	438	17.4%	43.4%	26.3%	13.0%
Volunteer work related to field of study	407	33.4%	45.7%	12.8%	8.1%
Job in field of study	374	54.5%	32.9%	9.6%	2.9%
Student teaching	218	29.4%	50.9%	15.1%	4.6%
Co-op	130	66.9%	25.4%	5.4%	2.3%
Practicum	81	37.0%	39.5%	18.5%	4.9%
Externship	32	31.3%	28.1%	25.0%	15.6%

*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 analysis.

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 just under two-thirds of respondents reported having used at least one of the career service offices at NC State during their undergraduate career (62.8%).

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. Eighty-two percent of students in the Wilson College of Textiles reported using their college’s career services (TEX; 81.4%); almost three-fourths of Poole College of Management students also reported using the career services in their respective college (PCOM; 73.2%). Over half of the students in the College of Design (Design) and the College of Life Sciences (CALs) used the career service centers in their college (59.0% and 54.0%, respectively).

The Career Development Center was most likely to be used by those without such services in their own college, such as by those in the College of Engineering (COE; 60.7%), the College of Humanities and Social Sciences (HSS; 59.5%), the College of Natural Resources (CNR; 54.2%), and the College of Sciences (COS; 50.4%). The Career Development Center was also visited by a sizeable minority of students from CALs, PCOM, and TEX, instead of or in addition to their own college career service centers.

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

	Overall	College/School								
		CALS	Design	CED	COE	CNR	HSS	COS	TEX	PCOM
Career Development Center	47.8%	33.8%	13.3%	21.1%	60.7%	54.2%	59.5%	50.4%	30.2%	33.1%
CALS Career Services	6.6%	54.0%	0.0%	0.0%	0.0%	2.8%	1.9%	3.6%	1.2%	0.4%
Wilson College of Textiles Career Services	3.5%	0.0%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	81.4%	0.4%
College of Design Career Services	2.6%	0.0%	59.0%	0.0%	0.0%	0.0%	0.3%	0.4%	0.0%	0.4%
PCOM Career Development Center	11.3%	1.9%	2.4%	2.8%	0.6%	5.6%	2.2%	1.2%	2.3%	73.2%
Other	3.9%	1.9%	1.2%	7.0%	4.8%	9.3%	5.1%	3.6%	2.3%	0.7%
Total	2,031	213	83	71	631	107	316	252	86	272

*Respondents could select more than one career service office.

Among the students who ever used the CALs Career Services, two-thirds report doing so “just once or twice” (65.2%). Between 50 and 60 percent of students who used the Career Development Center, the PCOM Career Development Center, and the College of Design Career Services also report doing so “just once or twice” (59.0%, 58.3%, and 51.9%, respectively). In contrast, students who used the Wilson College of Textiles Career Services most commonly report doing so “several times” (45.8%).

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

	On a regular basis	Many times	Several times	Just once or twice	N
Career Development Center	1.8%	5.5%	33.8%	59.0%	968
CALS Career Services	3.0%	6.7%	25.2%	65.2%	135
Wilson College of Textiles Career Services	4.2%	22.2%	45.8%	27.8%	72
College of Design Career Services	1.9%	13.5%	32.7%	51.9%	52
PCOM Career Development Center	3.1%	7.0%	31.6%	58.3%	228

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.” The CALS Career Services in particular was rated as “excellent” by over half of the students who ever used the office (51.1%).

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

	Excellent	Good	Fair	Poor	Very Poor	N
Career Development Center	32.9%	48.5%	15.7%	2.4%	0.5%	967
CALS Career Services	51.1%	38.5%	9.6%	0.0%	0.7%	135
Wilson College of Textiles Career Services	40.3%	47.2%	9.7%	2.8%	0.0%	72
College of Design Career Services	26.9%	44.2%	19.2%	7.7%	1.9%	52
PCOM Career Development Center	39.0%	44.7%	14.0%	2.2%	0.0%	228

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 (70.3%), and/or that they *attended a career fair* (68.3%). Thirty-eight percent reported attending *presentations of resume writing, interviewing skills, etc.* (37.8%), and one-third of students said that they attended *employer info sessions* (33.2%). *Mock interviews with a career counselor or coach* were the least-used resources for students who planned to join the workforce and/or planned to attend graduate/professional school alike.

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 through *on-campus interviewing* (27.0% vs. 17.5%). In contrast, graduates pursuing further education were slightly more likely to have *spoken with a career counselor or coach* (30.9% vs. 26.5%) and/or to have *joined a professional society at NC State related to their career field* (30.9% vs. 28.2%).

Table 47: Resources Used at NC State*

	All Respondents	Accepted Job/Seeking Work/Planning to Look for Work	Attending/Planning to Attend Grad School
ePACK	70.3%	71.4%	68.0%
Attended career fair	68.3%	69.9%	64.7%
Visited NC State Career Development Center website	43.8%	43.9%	43.1%
Presentations on resume writing, interviewing skills, etc.	37.8%	37.4%	37.8%
Attended employer info sessions	33.2%	35.8%	27.6%
Joined professional society at NC State related to career field	29.0%	28.2%	30.9%
Spoke with Career Counselor/Coach	27.8%	26.5%	30.9%
On-campus interviewing	24.0%	27.0%	17.5%
Mock interviews w/ Career Counselor/Coach	11.5%	12.3%	10.2%
None of the Above	7.9%	7.5%	8.5%
Total (N)	2,031	1,420	566

*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 (68.3%; Table 47), students were most likely to report attending the *Engineering Career Fair* (47.0%), followed by the *PCOM Career and Internship Fair* (21.1%).

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. For example, over 95 percent of the students in TEX, PCOM, and COE who attended career fairs attended the career fair hosted by their respective colleges (98.8%, 96.9%, and 96.2%, respectively). Some respondents from these colleges also chose to attend additional fairs hosted by other colleges.

The *Engineering Career Fair* and the *PCOM Career and Internship Fair* attracted the widest breadth of students (i.e. students from different colleges). HSS 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	TEX	PCOM
Ag & Sciences Career Expo	8.4%	49.5%	0.0%	5.6%	0.5%	10.4%	3.8%	38.2%	1.3%	0.9%
CALS HOT Jobs Fair	1.2%	11.0%	0.0%	0.0%	0.0%	0.0%	0.6%	3.6%	0.0%	0.0%
College of Design Career Expo or Spring Interview	3.5%	0.0%	87.0%	0.0%	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%
College of Education Career Fair	0.4%	0.0%	0.0%	11.1%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%
College of Humanities and Social Sciences Career Fair	10.0%	2.8%	1.9%	11.1%	0.0%	2.6%	76.1%	7.3%	0.0%	0.9%
College of Natural Resources Career Fair	4.4%	1.8%	0.0%	0.0%	0.4%	66.2%	0.6%	4.5%	0.0%	0.0%
College of Veterinary Medicine Career Expo	0.7%	5.5%	0.0%	0.0%	0.0%	1.3%	0.0%	2.7%	0.0%	0.0%
Engineering Career Fair	47.0%	22.0%	1.9%	55.6%	96.2%	26.0%	9.4%	23.6%	16.3%	4.8%
Graduate School Career Fair at NC State	1.4%	2.8%	0.0%	0.0%	0.5%	1.3%	3.1%	7.3%	0.0%	0.0%
Health Career Expo	2.9%	4.6%	0.0%	5.6%	0.4%	1.3%	3.1%	22.7%	1.3%	0.0%
Law School Fair	1.5%	0.0%	0.0%	0.0%	0.4%	3.9%	8.2%	0.9%	0.0%	0.9%
Poole College of Management Career & Internship Fair	21.1%	5.5%	3.7%	5.6%	1.4%	7.8%	14.5%	11.8%	17.5%	96.9%
Wilson College of Textiles Career Fair	6.1%	0.0%	3.7%	0.0%	0.4%	0.0%	0.6%	0.0%	98.8%	0.4%
Departmental or major-specific career fair	10.6%	18.3%	5.6%	0.0%	13.7%	11.7%	6.3%	10.0%	1.3%	7.5%
Other career fair at NC State	5.3%	9.2%	1.9%	5.6%	5.6%	9.1%	1.9%	7.3%	0.0%	5.3%
Career fair at another college/university	1.3%	2.8%	0.0%	0.0%	1.6%	0.0%	0.6%	3.6%	0.0%	0.4%
Career fair not affiliated with a college/university (e.g., specific employer, city wide)	3.2%	1.8%	0.0%	16.7%	3.1%	11.7%	3.8%	6.4%	1.3%	0.0%
Don't know/Don't remember which one	2.3%	11.0%	7.4%	0.0%	0.2%	2.6%	1.3%	8.2%	0.0%	0.9%
Total	1,388	109	54	18	554	77	159	110	80	227

*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.

Just under nine in ten May 2020 graduates who responded to the survey said they were “very satisfied” (45.2%) or “satisfied” (42.8%) with their undergraduate program as a whole. Two-

thirds of respondents indicated that they were “very satisfied” (24.2%) or “satisfied” (43.5%) with the career guidance that they received from their academic department and/or college.

Table 49: Satisfaction with Undergraduate Program Overall

	N	%
Very Satisfied	925	45.2
Satisfied	876	42.8
Neutral	179	8.7
Dissatisfied	59	2.9
Very Dissatisfied	8	0.4

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

	N	%
Very Satisfied	495	24.2
Satisfied	889	43.5
Neutral	512	25.0
Dissatisfied	126	6.2
Very Dissatisfied	23	1.1

Overall, the graduates report positive feelings about their future career paths. When asked which statement comes closest to how they were feeling about their future, 95 percent of respondents said that they were either “very excited” (63.2%) or “fairly excited” (31.5%) 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” (45.6%) or at least “somewhat prepared” (47.5%) for their future career paths.

Table 51: Feelings about Future Career Path

	N	%
Very excited about what I will be doing	1,294	63.2
Fairly excited about what I will be doing	646	31.5
Not very excited about what I will be doing	95	4.6
Not at all excited about what I will be doing	13	0.6

Table 52: Feelings of Preparation for Future Career Path

	N	%
Very prepared	934	45.6
Somewhat prepared	972	47.5
Somewhat unprepared	118	5.8
Very unprepared	23	1.1

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May 2020 Undergraduate Future Plans Survey

Appendix A: Complete List of Employers (among those accepting full-time employment)

Table 1: Company Name

	N
10X Consulting Group	1
310 Architecture + Interiors	1
3M	1
9miles Media	1
AB InBev	1
ABB	3
ABS Global	1
AECOM	2
AFL	1
AFRY Management Consulting	1
ARCO Design/Build	1
Abercrombie & Fitch	1
Accenture	6
Acorn Climbing, L.L.C.	1
Adidas	1
Adobe	1
Advance Auto Parts	1
Adventure Treks	1
Agri-Waste Technology, Inc.	1
Ajinomoto Health & Nutrition North America, Inc.	1
Albemarle Corporation	2
Aldi	2
All 4	1
All American Speakers All American Entertainment	1
All Animals Veterinary Hospital	1
Allscripts	2
Altec Industries, Inc.	3
Amazon	7
AmeriCorps NCCC	1
AmeriCorps VISTA	2
American Engineering	1
American Enterprise Institute (AEI)	1

Table 1: Company Name, *continued*

	N
American Tower Corporation	2
Ames Construction, Inc.	1
Analog Devices Inc.	1
Anderson-Negele	1
Andre Johnson Architect	1
Aqualis	1
Arabella Advisors	1
Asali Desserts & Cafe	1
Assa Abloy	1
Atex Technologies, Inc.	2
Atlas Engineering Inc	1
AvL Technologies	1
AveXis	3
Awin	1
BAE Systems	1
BASF	1
BB&T	1
BMW	1
BP	1
Bain Dermatology	1
Baltimore Center Stage	1
Balzer & Associates, Inc.	3
Bank of America	3
Bankers Life	1
Barings	1
Barley - The Liquor Order Guide	1
Barringer Construction	1
Barry-Wehmiller Design Group, Inc.	3
Beaufort County School District	1
BeautySmart	1
Becton, Dickinson and Company (BD)	1
Belk	1
Bell Partners Inc.	1
Berkshire Theatre Group	1
Berry Global, Inc	1
Beta Technologies	1

Table 1: Company Name, *continued*

	N
BioAgilytix Labs	2
BioMedomics Inc	2
Biogen	3
Black & Veatch	1
Blue Cross and Blue Shield	1
Blue Force Technologies	1
BofA Securities	1
Bonnie Acre Ranch	1
Bordeaux Construction Company, Inc	1
Boston Golf Club	1
Brasfield & Gorrie	1
BrightView	1
Brunswick Veterinary Clinic	1
Bureau of Labor Statistics	1
Burn Boot Camp	1
CACI International Inc.	1
COLLAB, LLC	2
CRA International	1
CRB	2
CSL Plasma	1
Cabarrus County Schools	1
Cal-Maine Foods, Inc.	1
Capitol Financial Solutions	1
CaptiveAire Systems	1
Cargill	1
Carolina Asthma & Allergy Center	1
Carolina Civilworks Inc.	1
Carolina Mudcats	1
Carrier Global	1
Cary Dermatology	1
Cary Medical Clinic	1
Catalyst Church	1
Caterpillar Inc.	1
Centene Corporation	1
Central Dermatology Center	1
Charles Aris Inc.	1

Table 1: Company Name, *continued*

	N
Charles Schwab Corporation	1
Charlie Hardy Designs	1
Cisco Systems	16
City of Graham	1
Clarkston Consulting, Inc.	1
Cline Design Associates	2
Coleridge Elementary School	1
College Advising Corps	1
Collier Research Corporation	2
Collins Aerospace	1
Comcast Corporation	1
Community Food Lab	1
Confidential	1
Confluent	1
Consolidated Electrical Distributors, Inc.	1
Corporation Service Company (CSC)	1
Coty	1
Covance Inc.	1
Credit Suisse	6
Cree Inc.	6
Crenshaw Consulting Engineers, Inc.	2
Crescent Family Practice	1
Cru	1
Cumberland County Schools	1
Cummins	1
Cypress Semiconductor Corporation	1
D. R. Horton	1
DEECO Inc.	1
Dahlia's Floral Design & Vintage Decor	1
Defense Intelligence Agency	1
Dell EMC	3
Dell Technologies	1
Deloitte	4
Deloitte Touche Tohmatsu LLC (DTT)	1
Department of Defense	1
Department of Justice	1

Table 1: Company Name, *continued*

	N
Design Group	2
Deutsche Bank	2
Development & Construction Insight, LLC	1
Device Magic	1
Dewberry	1
Dillard Drive Middle School	1
Dominion Energy	3
Dragonfly Pond Works	1
Drye McGlamery Engineering, PLLC	1
Duke	2
Duke Clinical Research Institute	1
Duke Energy	1
Duke University	1
Duke University Health System	1
Duke University Medical Center	1
Durham VA Health Care System	1
E & J Gallo Winery	2
E.W. Process (Emory Wilson Process)	1
EF Education First	1
EVOKE Studio Architecture	1
EYP Architecture & Engineering	1
EarthOptics, Inc.	1
Eastern Turf Maintenance	1
Eastman Chemical Company	2
Eaton Corporation	3
Ecolab	1
Edwards Lifesciences	1
Element Genomics, Inc.	1
Eliada	1
Ellinwood + Machado Structural Engineers	1
Enplas Corporation	1
Environmental 360	1
Environmental Protection Agency	2
Enviva Biomass	1
Epes Transport System, LLC	1
Epic	5

Table 1: Company Name, *continued*

	N
Epic Systems	9
Ernst & Young	7
Evergy	1
ExxonMobil	1
FM Global	1
Facebook	1
Fentress Architects	1
Fidelity investments	7
Financial Symmetry Inc.	3
First Carolina Bank	1
First Citizens Bank	1
First Command Financial Planning	1
Five Star Senior Living	1
Flair Data Systems	1
Fleet Readiness Center East	1
Food and Drug Administration	1
Foothill Farm	1
Ford Motor Company	1
Frank T. Williams Farms	1
Fujifilm	1
Fujifilm Diosynth Biotechnologies USA Inc.	1
GRH Development Resources	1
Galloway Ridge	1
Garmin Ltd.	2
Geisinger Medical Group	1
Gelbert, Fullbright & Randolph Forestry Consultants, PLLC	1
General Dynamics Mission Systems	1
General Electric	2
General Electric - GE Aviation	1
General Motors	1
Gilbarco Veeder-Root	2
GlaxoSmithKline	3
Glidden Point Oyster Farm	1
Global Data Consortium Inc.	1
Glory Days Grill	1
Goldman Sachs	2

Table 1: Company Name, *continued*

	N
Google	1
Grant Thornton International	1
HCL Technologies - HCL America	2
HIRE Strategies LLC	1
HNTB	1
Halma plc	1
Hanes Geo Components Inc.	1
Hey Clinic for Scoliosis and Spine Care	1
Highfill Infrastructure Engineering	1
Hillrom	1
Hilti	1
Hilton Worldwide Holdings Inc.	1
Howard/Stein-Hudson Associates, Inc.	1
Huami Xi	1
Hugh Creed Associates, Inc.	1
Hummingbird Creative Group	1
Huneycutt Farms	1
Huntington Ingalls Industries	1
Hyster-Yale Materials Handling	1
IBM	3
IHS Markit	3
IPS-Integrated Project Services, LLC	1
IQVIA	1
Infosys	5
Insight Global	1
Institute for Medical Research	1
Interfaith Food Shuttle	1
International Paper	6
Invisors	1
Issuer Direct Corporation	1
Itron	1
J.P. Thomas & Co., Inc.	1
Jensen Hughes	1
Jilasoan	1
John Deere	1
John R. McAdams Company, Inc.	1

Table 1: Company Name, *continued*

	N
Johnson & Johnson	2
Jones Lang LaSalle Incorporated	1
Jumby Bay Hawksbill Project	1
KBI Biopharma Inc.	1
Kansas City Chiefs	1
Kentucky Equine Management Internship	1
Key Tech, Inc.	1
Kimley-Horn	5
Kingsley Associates, Inc.	1
Knoxville Catholic High School	1
Kohl's	2
Kymanox	1
LEAD NC	3
LPL Financial	1
Labcorp	1
Labyrinth Solutions, Inc.	1
Langdon & Company, LLP	1
Laster Orthodontics	1
Lead For America	1
Leidos	3
Lenovo	3
LexisNexis	6
Liang Kuan Textile	1
Lithios Apps	1
Local Government Federal Credit Union	1
Lockheed Martin Corporation	1
Longent LLC	1
Longwood Gardens	1
Lowe's Companies, Inc.	2
Lucky Clays Farm	1
MAKO Medical	2
MCA Services	3
MHC Kenworth	1
MYCA Materials Handling	1
Macy's	1
Magne Shade by Hunckler Fabrication	1

Table 1: Company Name, *continued*

	N
Manhattan Associates	1
Marauder Sportfishing Charters	1
Mark Spain Real Estate	1
Mathis Landscapes	1
McAdams Civil Engineering	1
McGill Associates	2
Meals on Wheels	1
MedServe	1
Medline Industries	1
Medserve	1
Medtronic	1
MemoryCare	1
Mentor Graphics	1
Merck	9
MetLife	2
Microsoft	8
Mohawk Industries	1
Morning Times	1
Murphy Family Ventures	1
My Hot Lunchbox	1
NASA	2
NC Cooperative Extension	1
NC State University	3
NC State University - Department of Applied Ecology	1
NC State University - Department of Civil, Construction, and Environmental Engineering	1
NC State University - Department of Crops and Soil Science / Central East AG Supply Inc	1
NCWorks Career Center	1
NVIDIA	1
Nalco Water	1
Narvara	1
National Institute of Environmental Health Sciences (NIEHS)	3
National Institutes of Health	2
National Oceanic and Atmospheric Administration	1
National Park Service	1
National Security Agency (NSA)	1

Table 1: Company Name, *continued*

	N
Naval Air Systems Command (NAVAIR)	9
Naval Air Warfare Center Aircraft Division (NAWCAD)	1
Naval Sea Systems Command (NAVSEA)	2
Neomonde	1
NetApp	2
New Direction Family Law	1
New Relic	1
New Western Acquisitions	1
Newell Brands	1
Newmark Knight Frank	1
Newport News Shipbuilding	6
Nfinity	1
Nike	3
Norfolk Naval Shipyard	2
North Carolina Army National Guard	1
North Carolina Business Committee for Education (NCBCE)	1
North Carolina Democratic Party	1
North Carolina Department of Administration	1
North Carolina Department of Health and Human Services	2
North Carolina Department of Public Instruction	1
North Carolina Department of Transportation	2
North Carolina General Assembly	1
North Carolina Republican Senate Caucus	1
North Carolina Wildlife Resources Commission	1
North Carolina Zoo	1
North Hills Implant & Oral Surgery	1
Northrop Grumman	6
Northwest Cabarrus High School	1
Novo Nordisk	1
Novozymes	1
Nutanix	1
Office of the Comptroller of the Currency (OCC)	1
Omron	1
Open Intelligence	1
Optum	1
Oracle Co.	1

Table 1: Company Name, *continued*

	N
Outschool, Inc. / NC State Extension	1
PCL Construction	1
PNC	1
PNC Financial Services Group, Inc.	1
Palmetto Pet Hospital	1
Parker Hannifin - LORD Corporation	1
Peace Corps	2
Pendergraph Machines	1
Pendo	1
Pentair	1
PepsiCo	1
Pfizer Inc.	2
Phreesia	3
Pilgrim's Pride	1
Planned Systems International Inc	1
Precision Nutrient Management	1
Premier Lawns, LLC	1
PricewaterhouseCoopers	1
Primary Medical Care	1
Procter & Gamble	1
Progress Rail	1
Prometheus Group	3
Proteios	1
Provantage Corporate Solutions LLC	1
Pyxus International, Inc.	1
Q2 Solutions	1
Qualtrics	1
Quartet Veterinary Specialty & Emergency Hospital	1
RJ Reynolds Tobacco Company	1
RMF Engineering	2
RODE Architects Inc	1
ROI Revolution	2
RTI International	2
Raleigh Skin Surgery Center PLLC	1
Rand-Whitney Container SE LLC	1
Randolph County School Systems	1

Table 1: Company Name, *continued*

	N
Raymond	1
Raytheon Technologies Corporation	3
Red Hat	6
Reedy Creek Elementary School	1
Regions Bank	2
Relias	1
Renaissance Care Home	1
Resource Management Service, LLC	1
Richards Chiropractic	1
Rio Tinto	1
Rock Slide USA	1
Rodgers Builders, Inc.	2
RoviSys	6
Roy Cooper for North Carolina Governor	1
SABIC	1
SAS Institute	4
SEEZ	1
SGA Gymnastics	1
SPEVCO, Inc.	1
SWIR Vision Systems	1
Salesforce	1
Sandbar Oyster Company	1
Sappi	1
Sargent & Lundy, L.L.C.	1
Saudi Aramco	1
Schmalz Inc.	1
Schneider Electric	1
Schubert Group	1
Sensified	1
Serco	1
Serge	1
Sheetz	1
Siemens	3
Signalscape, Inc.	1
Silver Gallery International	1
Six Forks Animal Hospital	1

Table 1: Company Name, *continued*

	N
Skanska USA Building Inc.	2
Slack Technologies	1
Smithfield Foods	1
Soholux Realty	1
Solenis	1
Southern Garden Inc	1
Spirit AeroSystems	1
Spring Arbor of Cary	1
Stanly County Schools	1
Staples	1
Starbucks	1
Stephen Owens Agency	1
Storr Office Environments	1
Strategic Behavioral Health	1
Student Action with Farmworkers	1
Summer Consultants, Inc.	2
Summerfield Zoo	1
Summit Endocrine & Diabetes	1
Surprise.com	1
Surry County Schools	1
Sweet AF	1
Syneos Health	1
Syngenta	1
Synopsys	1
TE Connectivity	1
TJX Companies	1
Target Corporation	2
Teach For America	4
Teachers Insurance and Annuity Association (TIAA)	1
TeamLogic IT	1
Teleflex Inc.	1
Tenacity AmeriCorps	1
Terra Green Precision Landscapes	1
Texas A&M Forest Service	1
Texas Instruments	1
The Aya Center	1

Table 1: Company Name, *continued*

	N
The Counter Terrorism Group	1
The Dog Knowledge	1
The Select Group	1
The Summit Church	1
The Vanguard Group	2
Thermo Fisher Scientific	3
Thomas, Judy and Tucker, P.A.	1
ThoughtWorks	1
TightLines Designs Inc	1
Timken Company	1
Town of Cary	1
Truist	2
UL LLC	1
UNC Chapel Hill	1
UNC Chapel Hill University Recreation	1
Union County Public Schools	1
United States Agency for International Development	1
United States Air Force	10
United States Army	4
United States Coast Guard	1
United States Department of Defense	1
United States Marine Corps	1
United States Navy	9
United States Patent and Trademark Office	1
United Therapeutics Corporation	1
University of Georgia	1
University of Michigan	1
VINES Architecture	1
VPT, Inc.	1
Vadum	1
Vannoy Construction	1
Venture for America	1
Verizon	1
Veterans Health Administration	1
Veterinary Specialty Hospital of the Carolinas	1
Vintage Church	1

Table 1: Company Name, *continued*

	N
Virginia Department of Forestry	1
Vital Private Limited	1
Volvo Group	1
WK Dickson & Co., Inc.	1
Wake County Communications Office	1
Wake County Public School System	3
Wake County Public School System - Kingswood Elementary School	1
Wake Forest Dermatology	1
Walmart	1
Walnut Street Animal Hospital	1
Weaver Street Market	1
Wells Fargo	3
Wells Global LLC	1
WestRock	2
Weyerhaeuser	1
Willye Leigh	1
Wolfspeed	3
Woodington Middle School	1
Woodland Heights Elementary School	1
Workplace Options	1
Wrigglesworth Enterprises	1
Wyrick Robbins Yates & Ponton LLP	1
Xerox	1
Z. Smith Reynolds Foundation	1
Zootastic Park	1
insightsoftware Inc.	1
nCino	1

May 2020 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
Antigua	1
Benin	1
China	1
Germany	1
Italy	1
Japan	1
Pakistan	1
Saudi Arabia	2
Taiwan	1
Timor-Leste	1
Uganda	1
United Kingdom	1
United States	794
Not Sure	2

Table 2: State Will Be Working In

	N
Alabama	2
Arizona	1
California	16
Colorado	6
Connecticut	1
Delaware	1
District of Columbia	5
Florida	12
Georgia	13
Hawaii	1
Illinois	8
Indiana	2
Iowa	1
Kansas	2
Kentucky	2

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

	N
Louisiana	2
Maine	2
Maryland	13
Massachusetts	8
Michigan	3
Minnesota	1
Mississippi	2
Missouri	2
Montana	1
New Hampshire	1
New Jersey	2
New York	8
North Carolina	531
Ohio	5
Oklahoma	2
Oregon	4
Pennsylvania	10
Rhode Island	1
South Carolina	17
Tennessee	4
Texas	14
Utah	2
Vermont	1
Virginia	33
Washington	6
West Virginia	1
Wisconsin	16
Not applicable - Multiple states	11
Not applicable - Working remotely	1
Not sure	15

**May 2020 Undergraduate Future Plans Survey
Appendix C: Graduate/Professional Schools Students Will Be Attending
(among those having been accepted and planning on enrolling)**

Table 1: Name of School Attending

	N
American University of Caribbean School of Medicine	1
Appalachian State University	4
Auburn University	1
Barry University	1
Boston College	1
Boston University	1
Bowling Green State University	1
Campbell University	9
Carnegie Mellon University	2
Case Western Reserve University	1
Clemson University	1
Colorado State University	3
Columbia Theological Seminary	1
Columbia University	5
Cornell University	1
Dartmouth College	1
Drexel University	1
Duke University	13
ETH Zurich	1
East Carolina University	9
Emory University	3
Florida International University	1
Florida State University	1
George Mason University	1
Georgetown University	2
Georgia Institute of Technology	4
Georgia State University	1
Gwynedd Mercy University	1
Harvard University	2
High Point University	1
Illinois State University	1
Indiana University - Bloomington	1

Table 1: Name of School Attending, *continued*

	N
Iowa State University	1
James Madison University	1
Kansas State University	1
King Abdullah University of Science and Technology	4
Lenoir Rhyne University	3
Liberty University	1
Maryland Institute College of Art	1
Massachusetts Institute of Technology	1
Meredith College	5
Methodist University	1
Michigan State University	2
NC State University	220
New England Law Boston	1
North Carolina Central University	1
North Greenville University	1
Northwestern University	1
Nova Southeastern University	1
Pennsylvania State University	2
Purdue University	2
Ross University School of Veterinary Medicine	1
SUNY	1
SUNY at Buffalo	1
Southeastern Baptist Theological Seminary	2
St. Bonaventure University	1
Stanford University	4
Temple University	1
The George Washington University	2
The University of Alabama at Birmingham	1
Thomas Jefferson University	1
Towson University	1
Tulane University	2
University of Arizona	2
University of British Columbia	1
University of California, Berkeley	3
University of California, Davis	2
University of California, Los Angeles	2

Table 1: Name of School Attending, *continued*

	N
University of California, Santa Barbara	1
University of Colorado Boulder	3
University of Edinburgh	1
University of Florida	2
University of Georgia	3
University of Illinois at Chicago	1
University of Illinois at Urbana-Champaign	5
University of Kentucky	1
University of Maryland	3
University of Maryland, College Park	1
University of Miami	1
University of Michigan	1
University of Minnesota, Twin Cities	2
University of Nebraska, Lincoln	1
University of Nevada, Reno	1
University of New England	1
University of North Carolina at Chapel Hill	39
University of North Carolina at Charlotte	2
University of North Carolina at Greensboro	2
University of North Carolina at Pembroke	1
University of North Carolina at Wilmington	4
University of Oregon	1
University of Oxford	1
University of Pittsburgh	2
University of Richmond	2
University of Sheffield	1
University of South Carolina	2
University of Southern California	1
University of Tennessee	2
University of Texas at Austin	4
University of Utah	1
University of Vermont	1
University of Virginia	2
University of Washington	1
University of Wisconsin-Madison	6
University of Wyoming	1

Table 1: Name of School Attending, *continued*

Vanderbilt University	1
Virginia Commonwealth University	1
Virginia Polytechnic Institute and State University	4
Wake Forest University	9
Wake Technical Community College	2
Washington University in St. Louis	1
Wayne Community College	1
West Chester University of Pennsylvania	1
Winston-Salem State University	1
Winthrop University	1

May 2020 Undergraduate Future Plans Survey
Appendix D: Complete List of Degrees Students are Pursuing
(among those having been accepted and planning on enrolling)

Table 1: Master's Degree Program Enrolled In

	N
MA – Master of Arts	24
MAC – Master of Accounting	29
MAEd – Master of Education	12
MAT – Master of Teaching	5
March – Master of Architecture	1
MBA – Master of Business Administration	4
MCRP – Master of City and Regional Planning	2
ME – Master of Engineering, General	18
MFA – Master of Fine Arts	2
MHS – Master of Health Science	1
MLA – Master of Landscape Architecture	2
MLIS – Master of Library Science	1
MM – Master of Management	5
MMDS – Master of Molecular Diagnostic Science	1
MPH – Master of Public Health	12
MR – Master of Economics	20
MS – Master of Science	144
MSA – Master of School Administration	1
MSEH – Master of Environmental Health	1
MSME – Master of Mechanical Engineering	3
MSN – Master of Nursing	1
MSOT – Master of Occupational Therapy	3
MSW – Master of Social Work	16
Other	6

Table 2: Doctoral Degree Program Enrolled In

	N	%
EdD	1	0.9
PhD	93	98.9

Table 3: Professional Degree Program Enrolled In

	N
DDS	4
DO	3
DPM	1
DPT	5
DVM	22
JD	21
MD	8
OD	1
PA	2
PharmD	9

Table 4: Other Degree Program Enrolled In

	N
ABSN	1
Anesthesiologist Assistant	1
BArch	8
FNP	1
Medical Technologist (MT)	1
Nurse	2
Paralegal Certificate	1
Post Baccalaureate Pre-Medicine Certificate	1