

EMPLOYMENT SURVEY OF UW-MILWAUKEE GRADUATES

Class of 2008 graduates are getting jobs and finding satisfaction in their work.

It is clear that today's job market is more competitive than previous years. As UWM's class of 2008 discovered, however, there are good jobs out there, but one has to work harder and smarter to secure them. Unemployment in Milwaukee and throughout Wisconsin went from 4.2% when this class graduated to 8.7% one year later.

Despite a recessed economy, UWM graduates from 2008 continued the track record of employment success from graduating classes in 2004 and 2006. The report for the class of 2008 is very favorable as 93% were employed or in graduate school 6-9

months after graduation. There was a greater percentage of graduates going to graduate school, which is predictable given the difficulty of the market. Graduates also reported solid relationships between their work roles/responsibilities and the education they received at UW-Milwaukee. Job satisfaction is also high.

Milwaukee's job market is showing signs of improvement. With the success UWM graduates are having even in these challenging times, the future looks brighter for both UWM students and the economy to which they contribute.

*“I was going to graduate school given the economy. But after talking with people in the Career Center, **I STOPPED PAYING ATTENTION TO THE NEGATIVE REPORTS.** I found there are employers out there who want to talk with you. I interviewed with several at a Career Fair and believe I made a good choice for my first job.”*

*“UWM has so many opportunities to gain experience in research, leadership and working with others. This pays off when an employer asks you what you learned outside of your academic work. **MY STUDIES AND EXPERIENCE HERE COMPLEMENTED EACH OTHER TO MAKE MY COLLEGE EDUCATION SPECIAL.**”*

*“I knew I wanted to work in Milwaukee so I concentrated my search on area job boards. I also used my family contacts and three professors for networking. Learning that networking only works if you ask good questions paid off. I found my first job through a person I volunteered for while at UWM. **I'M EXCITED ABOUT MY FUTURE.**”*

*“**UWM PREPARED ME FOR MY CAREER.** My advisor told me to get involved in activities that relate to my major. This work taught me a lot and looked good on my resume. Even though my grades were only slightly above average, I felt confident in my interviews.”*

THE BIG PICTURE

Summarized in Table 1 is the current employment status of the class of 2008. Almost 93% were employed or in graduate/professional schools 6-9 months after graduation.

TABLE 1: GRADUATES' JOB STATUS

Category	Percent
Employed	78.0
Full-time	68.0
Part-time	10.0
Full-time grad/professional school	15.0
TOTAL employed/grad school	93.0
Unemployed—Seeking	6.5
Other—e.g. traveling, time off, unemployed, not seeking	.5
Total	100.00

***Analysis:** These data speaks strongly to the career and graduate/professional school preparation of UWM's graduates. Employers included top Fortune 500 companies, non-profits, educational institutions, and start-up companies while graduate/professional schools included Northwestern, UW-Madison, Georgetown University, Marquette University, UW-Milwaukee, City University of New York, Ohio State University and University of Minnesota among others.*

RELATIONSHIP BETWEEN JOBS AND EDUCATION

UWM graduates from 2008 showed a strong link between their degree/major and their first position—82.0% saw their degree strongly to somewhat related to their position and 18.0% stated no relationship. From comments on the surveys, however, several in this latter group stated that they realized that a college education was important in their position even though the actual work was not in their specific area of study (see Table 2).

TABLE 2: JOB/EDUCATION CORRELATION

Relationship	Percent
Directly or somewhat related	82.0
Not related	18.0

***Analysis:** Demonstrating a relationship between job/career to degree and course of study/major can be difficult due to the many variables in the campus to work transition. Job satisfaction may be derived from the overall value of a college education and therefore not directly attributable to the actual degree.*

It's clear, however, that the class of 2008 believed in the career connections from their academic work. They saw the relationship between the roles/responsibilities in their first job and their education. Their maturity due to greater part-time work experience than more conventional college students may contribute to this success. Experience also shows that many college students build their initial position into new second jobs which develop into satisfying career paths.

FINDING FULFILLMENT IN THE WORK WORLD

The vast majority of 2008 UWM graduates were satisfied with their first jobs after graduation. Nearly 84% were either extremely, very or satisfied with their positions. (see Table 3).

TABLE 3: JOB SATISFACTION FOR FULL-TIME EMPLOYEES

Satisfaction Level	Percent
Extremely satisfied	20.5
Very satisfied	31.5
Satisfied	31.5
TOTAL satisfied	83.5
Not satisfied	16.5
Total	100.00

***Analysis:** This statistic is not often seen on university graduation follow-up studies. The outcome reflects very positively on both UWM students and their institution. UWM students bring a combination of experience, workplace savvy and careful decision-making to their career transition.*

WHO IS HIRING UWM GRADUATES

UWM graduates of 2008 are employed in a wide variety of organizations across all industries. It is interesting to note that 37.0% are employed in medium or small companies, non-profit organizations, or local government (see Table 4). UWM graduates have also secured positions in Milwaukee's outstanding and familiar organizations e.g. Johnson Controls, Rockwell, Direct Supply, Kohl's, WE Energies, Miller Brewing, Harley Davidson, Kohler, GE Medical, Boeing and M&I Bank to name some (see Appendix A).

TABLE 4: TYPES OF EMPLOYERS HIRING UWM GRADUATES

Employer	Percent
Small business	9.1
Medium size company/firm	15.5
Health care organization/business	14.3
Educational institution/system	20.0
Fortune 500 corporation	8.4
Nonprofit organization	9.1
Federal government	2.6
State government	1.6
Local government	3.3
Fine arts organization	0.4
Other	15.7
Total	100.00

***Analysis:** Small and medium size employers do not typically recruit on campus or participate in campus jobs fairs. The fact that they represent almost 25% of the employers speaks to both the proactive, networking strategies of UWM students as well as building part-time jobs into full-time career positions. Fortune 500 companies represent 8.4 percent of the employers for UWM graduates—this should increase as the economy improves.*

Federal and state government organizations account for 4.2% of the employers—up from 2.4% for the class of 2006. Again, government opportunities may stand up better than private sector ones in this economic climate.

GRADUATES FIND JOBS IN WISCONSIN

A majority of the class of 2008 largely found rewarding jobs in the city and state of their university – 82.9% in Wisconsin and 69.8% in the Milwaukee metro area. Other leading states and countries where UWM graduates found positions include Arizona, Illinois, Minnesota, Maine, and Colorado; China, Germany, New Zealand and Ireland (see Table 5).

TABLE 5: WHERE GRADUATES ARE FINDING JOBS

Location	Percent
Milwaukee County	56.0
Greater Milwaukee (Ozaukee, Washington, and Waukesha counties)	14.0
TOTAL Milwaukee area	70.0
Wisconsin (outside Greater Milwaukee metropolitan area)	13.1
TOTAL Wisconsin	83.1
USA (outside of Wisconsin)	13.6
Outside USA	3.5

Analysis: UWM continues to provide leading talent for the state. With over 73,000 alumni in Wisconsin and 59,000 plus in the Milwaukee Metro Area, UWM is a major contributor to regional and state economic success.

UWM GRADUATES' SALARIES AND NATIONAL AVERAGE

UWM respondents working in full-time positions earned an average salary of \$39,564, which compares favorably to the NACE (National Association of Colleges and Employers) national follow-up survey of 2008 graduates with a mean salary of \$41,191. Salary comparisons for specific majors may be available from departments and schools/colleges. National data can be found on the NACE website – <http://www.naceweb.org>.

Analysis: Past research from the University of Wisconsin System shows this is a continuing trend. A study from 2003* showed graduates from throughout the state earned between 61 and 97 percent of national average starting salaries depending on the field.

* “The Impact of a UW Education: Myths and Reality,” University of Wisconsin System Office of Policy Analysis and Research, June 2003.

APPENDIX A SELECTED EMPLOYERS AND JOBS UWM CLASS OF 2008

PECK SCHOOL OF THE ARTS

Employer	Job Title
Elm Creative Arts School	Drama Specialist
Whitefish Bay High School	Art Teacher
Richardson Financial Group	Graphic Designer & Marketing Specialist
Fox Valley Autism Treatment Program	Autism Line Therapist
Finn Digital	Interactive Designer
Self Employed	Graphic Designer
Yorkville Elementary	Music Teacher
Danceworks	Teacher
Bon-Ton	Assistant Photographer
First State Children's Theater	Wardrobe Assistant

SCHOOL OF EDUCATION

Employer	Job Title
Milwaukee Career College	Admissions Representative
Hawaii Department of Education	Third Grade Teacher
Junta de Andalucia, Spain	Language and Culture Assistant
Child Care Matters Network	Program Administrator
Milwaukee Public Schools	Elementary, Secondary Teachers, Admin. Professionals
Whitefish Bay School District	Academic Support Specialist
Germantown School District	Special Education Program Aide
UWM Children's Center	Master Teacher of Preschool Program
Milwaukee Center for Independence	Educational Interpreter for the Deaf

COLLEGE OF LETTERS AND SCIENCE

Employer	Job Title
Nintendo of America	French Consumer Service Representative
Continental Savings Bank	Business Development Coordinator
Brady Corporation	Marketing Specialist
Florida Democratic Party	Field Organizer
Kohl's Corporation	Sales Associate
Justice 2000	Pretrial Case Manager
Creative Circle	Freelance Copywriter
Argonne National Laboratories	Research Technician
Summit Strategies Group	Capital Markets Research Analyst
La Casa de Esperanza	Energy Auditor
Zizzo Group Advertising and PR	Writer
Betty Brinn Children's Museum	Group Program Coordinator
Wiebusch and Nicholson Center for Autism	Assistant Senior Therapist
Legal Action of Wisconsin	Benefit Specialist
Americorps VISTA	Mentorship Program Coordinator
Walt Disney World	Conservation Educator
Hearst-Argyle/WISN-TV	Assignment Editor
Direct Supply, Inc.	Research & Contract Specialist
Aurora Psychiatric Hospital	Admission Coordinator
Government of Spain	North American Language and Culture Assistant
The Medical College of Wisconsin	Clinical Research Coordinator
Northwestern Mutual	Actuarial Associate

COLLEGE OF NURSING

Employer	Job Title
ProHealth Care	Registered Nurse, Neonatal Intensive Care Nurse
Columbia St. Mary's—Milwaukee	Registered Nurse-Surgery
Community Memorial Hospital	Registered Nurse
RPS Dialysis	Nurse
Wheaton Franciscan All Saints	ER Nurse
Odyssey Healthcare	Registered Nurse-Care Manager
Milwaukee Sheriff Department	RN I
Children's Hospital and Health Systems	Pediatric Reserve Nurse III Critical Care Unit
Washington County Health Department	Public Health Nurse
Centegra Health Systems	Registered Nurse-Emergency Department

COLLEGE OF HEALTH SCIENCES

Employer	Job Title
Fitness Together	Personal Trainer
Columbia St. Mary's Hospital	Fitness Coordinator
Providence Academy	Certified Athletic Trainer
National Jewish Health Center	Neuropsychometrist
Waukesha School District	Assistant Coach
William S. Middleton Memorial Veterans Hospital	Radiologic Technologist-Diagnostic
ACL Laboratories, Aurora Health Care	Cytotechnologist
Aurora West Allis Medical Center	Data Support Specialist-Quality Mgt.
Columbia St. Mary's Hospital	Certified Pharmacy Technician
Advanced Pain Management	Radiologic Technologist

SCHOOL OF ARCHITECTURE & URBAN PLANNING

<i>Employer</i>	<i>Job Title</i>
Christopher Kidd & Associates	Architectural CAD Technician
Schroeder and Holt Architects	Architectural CAD Technician
PTS	Architectural Intern
City of Madison	Planning Intern
Marshall Erdman & Associates	Design Architect 1
Supersky	AutoCad Technician
Perkins Eastman Architects	Junior Architect
Hooper Corporation	Fire Protection Designer
Wade Taylor & Associates	Architectural Drafter/Designer
Kohler Co.	Architectural Associate

SCHOOL OF INFORMATION STUDIES

<i>Employer</i>	<i>Job Title</i>
Franciscan Skemp Healthcare	Registration Clerk
QBE-Regional Insurance	Associate Programmer Analyst
Lincoln College	Residence Hall Director
Associated Bag Company	IT Support Specialist
Harley-Davidson Motor Company	SAP Quality Management Analyst
UW-Milwaukee	Intermediate Technician
Cudahy Family Library	Data Analyst
U. S. Cellular	Customer Service
Ebix, Inc.	Information System Coordinator
Milwaukee Metropolitan Sewerage District	Desktop Support Technician 1

HELEN BADER SCHOOL OF SOCIAL WELFARE

<i>Employer</i>	<i>Job Title</i>
Securitas USA	Security Officer
Milwaukee County Sheriff's Department	Deputy Sheriff
Justice 2000	Release Planning/Intake Case Manager
Wheaton Franciscan Healthcare	Security Officer
Charlotte Mecklenburg Police Dept	Police Recruit of the CMPD
Curative Care Network	Social Worker
Milwaukee P.D.	Police Sergeant
Esperanza Unida	Student Support Services Director
Autism Behavioral Network	Senior Therapist
Children's Service Society of Wisconsin	Project Home Case Worker
Balance Inc.	Group Home Manager/Case Manager
Milwaukee Public Schools	School Social Worker and MPS Tutor
Fleet Farm	Loss Prevention Investigator

SHELDON B. LUBAR SCHOOL OF BUSINESS

<i>Employer</i>	<i>Job Title</i>
Ernst & Young	Staff Accountant
Johnson Controls	Finance Leadership Associate
Wisconsin Department of Revenue	Office Auditor
M&I Wealth Management	Trade Coordinator
US Bank	Securities Processor
Davidson Marketing Group, LLC	Marketing & Public Relations Associate
Kohl's Distribution Center	HR Generalist
Perot Systems	Immigration HR Generalist
Rockwell Automation	HR Generalist
Waterstone Group	Benefits Coordinator/HR Specialist
Abbott Laboratories	Marketing Project Manager
Bon-Ton	Assistant Buyer
Brady Corporation	eMarketing Communications Specialist
GMR Marketing	Tour Coordinator
Kohler Co.	Market Research Analyst
Symx America	Health Systems Analyst
Wells Fargo	Program Associate (Leadership Pipeline Program)
GE Healthcare	Information Management Leadership Program
Johnson Controls	Project Manager
Northwestern Mutual	Systems Analyst
Harley-Davidson	Supply Chain Specialist
Kohl's Corporation	Merchandise Specialist
Miller Brewing	Supply Chain Analyst II

COLLEGE OF ENGINEERING AND APPLIED SCIENCE

<i>Employer</i>	<i>Job Title</i>
Astronautics Corporation of America	Digital Design Engineer
Boeing	Structural and Payload Design Engineer
Briggs & Stratton Corporation	Product Engineer
Bucyrus International	Design Engineer
Earth Tech	Civil Engineer
Huen Electric	Project Engineer
HUSCO International	Design Engineer
Johnson Controls Inc.	Associate Network Engineer
Trisep Solutions	Developer
Wisconsin DOT	Entry Engineer

ABOUT THIS SURVEY

Data for this survey were gathered by the UW–Milwaukee Career Development Center, in collaboration with Lubar School of Business Career Services, College of Engineering and Applied Science Career Services and University Information and Technology Services in conducting a web-based survey of graduates from December 2007, May 2008 and August 2008. Contacted through their UWM e-mail address at 1, 3 and 6 months intervals from their graduation date, a 32% response rate was achieved. A follow-up survey of non-responders by telephone found similar results and buttresses the reliability and validity of the study.



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