

First Destinations, Classes of 2021-2025

Office of Institutional Effectiveness. Last updated March 11th, 2026

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Population & Calculation

The data in this report reflects bachelors-level graduates of Earlham College from the academic years of 2020-2021 to 2024-2025. Rates were calculated for each class. The reported Earlham rates are the averages of the rates of the five graduating classes.

National Comparison Data

All national comparison data is from the [First Destinations for the College Class of 2024: Findings and Analysis](#) report, published by the National Association of Colleges and Employers (NACE) in November 2025. See graph of [Earlham’s data](#) on pg. 4 and graph of [national comparison](#) data on pg. 5.

Knowledge Rate

On average, we know the 6-month, post-graduation outcome statuses for 76% of Earlham College graduates. In comparison, the overall national knowledge rate is 55%, and the national knowledge rate for private not-for-profit institutions is 72%.

Outcomes

Career Outcome Rate

Among Earlham graduates with an outcome other than “not seeking”,¹ approximately 87% are employed, volunteering, or pursuing further education within six months of graduation.

Nationally, 86% of students with an outcome other than “not seeking” are employed, continuing education, volunteering, or have joined the military within six months of graduating. At private, not-for-profit institutions, 92% of students with an outcome other than “not seeking” are employed, continuing education, volunteering, or have joined the military within six months of graduation.

Outcome Types

The rates for graduates who are employed, continuing their education, volunteering, have joined the military, or are still seeking an outcome are based on the number of graduates with a known outcome, *including* those not seeking.²

Continuing Education Outcomes

Among Earlham graduates with a known outcome status, 27% are continuing their education within six months of graduation. On average, 66% of those continuing their education are seeking a master-level degree. The other graduates include those seeking doctorates, post-baccalaureate certificates, and second bachelor degrees. The top 4 institutions where recent Earlham graduates pursued further education are: Earlham College (Graduate Programs in Education & the Earlham School of Religion), Indiana University, University of Minnesota, and University of North Carolina.

Nationally, 23% of graduates with a known outcome status are continuing their education within six months of graduation. At private not-for-profit institutions, 24% of graduates with a known outcome status are continuing their education within six months of graduation.

Employment Outcomes

Among Earlham graduates with a known outcome status, 55% are employed within six months of graduation. Nationally, 60% of graduates with a known outcome status are employed within six months of graduation. At private not-for-profit institutions, 66% of graduates with a known outcome status are employed within six months of graduation.

Service & Volunteer Outcomes

Among Earlham graduates with a known outcome status, 4% are volunteering/engaged in service within six months of graduation. The top service sites/organizations for recent Earlham graduates are: Quaker Voluntary Service, AmeriCorps/AmeriCorps VISTA, City and Southwest Conservation Corps. Students in these positions are often compensated with room, board, and a stipend.

¹ The “career outcome rate” excludes graduates not seeking an outcome. Graduates who respond “not seeking” may be taking a gap year, traveling, taking care of a sick relative, or other non-career outcomes.

² For example, the employed rate is (# employed)/ (# employed + # continuing education + # volunteering + # joined the military + # still seeking + # not seeking).

Nationally, 0.4% of graduates with a known outcome status are volunteering/engaged in service within six months of graduation. At private not-for-profit institutions, 0.5 % of graduates with a known outcome status are volunteering/engaged in service within six months of graduation.

Still Seeking Outcomes

Among Earlham graduates with a known outcome status, 13% are still seeking education, employment, military, or service/volunteer outcomes within six months of graduation.

Nationally, 14% of graduates with a known outcome status are still seeking education, employment, military, or service/volunteer outcomes within six months of graduation. At private not-for-profit institutions, 7% of graduates with a known outcome status are still seeking education, employment, military, or service/volunteer outcomes within six months of graduation.

Not Seeking an Outcome

Among Earlham graduates with a known outcome status, 1% are not seeking a career outcome within six months of graduation. This includes students who are traveling, taking a gap year, and taking care of sick relatives.

Nationally and at private not-for-profit institutions, 1% of graduates with a known outcome status are not seeking a career outcome within six months of graduation.³

Outcome Locations

Earlham College graduates pursue careers, education, and service opportunities all over the world. Among all graduates who reported a location from the classes of 2021-2025, 91% were pursuing opportunities in 46 U.S. states & territories (including the U.S. Virgin Islands) and 9% were in 26 countries around the world (excluding the U.S.).

The top 5 U.S. states where Earlham graduates were employed/continuing education/volunteering are: Indiana, Ohio, Pennsylvania, New York, and Illinois.

The top 5 countries (excluding the U.S.) where Earlham graduates were employed/continuing education/volunteering are: Japan, England, Canada, Trinidad & Tobago, and Morocco

[Report continues on next page]

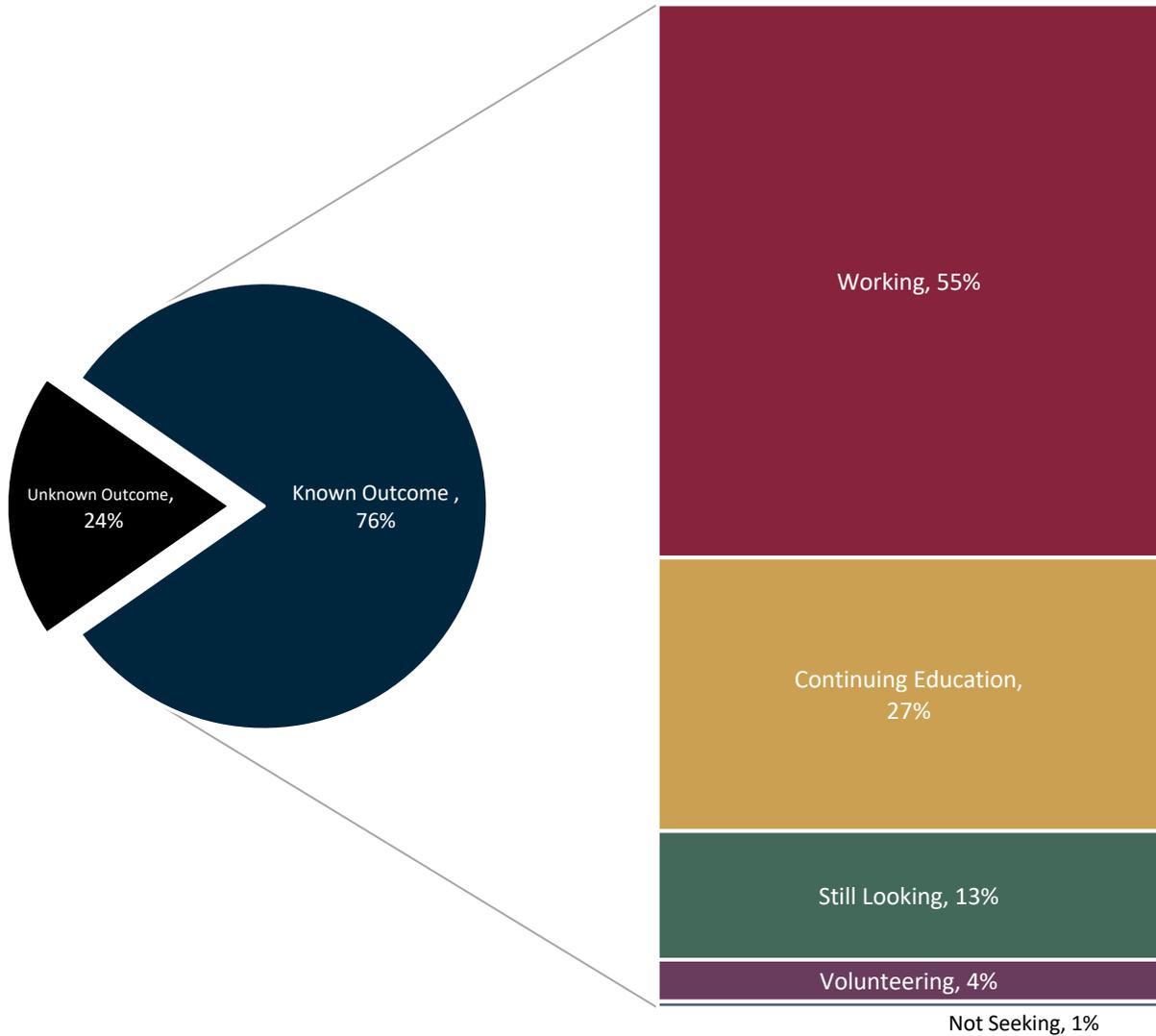
³ For non-for-profit institutions, this value was not available in NACE's report. It was calculated by subtracting 100 from %employed+ %service + %military + %continuing education + %still seeking.

Outcome Graphs⁴

Earlham Graph, Classes of 2021-2025

Of the 76% Earlham College students we have first destination information from, over half secured employment and over a quarter are continuing education.

Earlham College-First Destination Outcomes, Classes 2021-2025 Office of Institutional Effectiveness



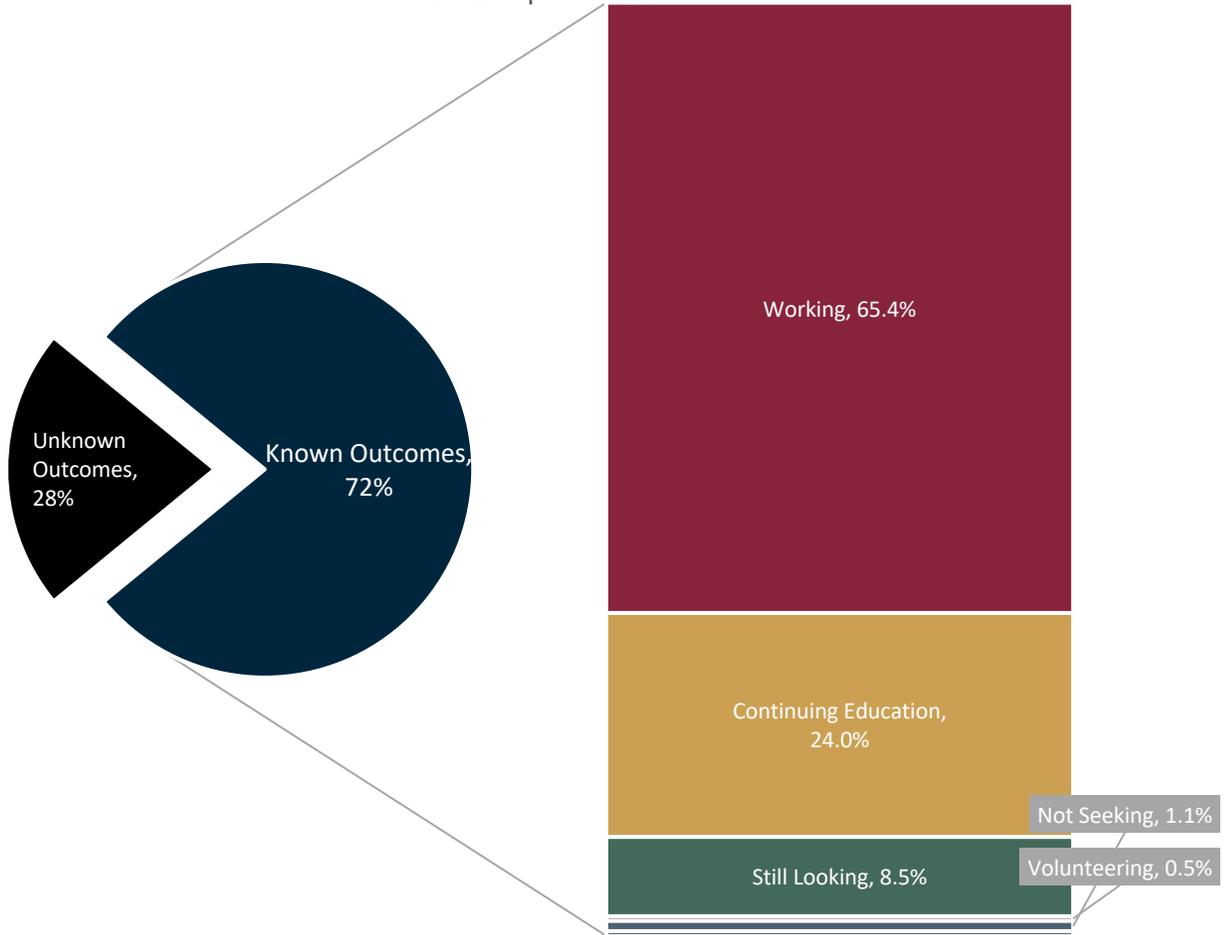
⁴ Note that the “[Career Outcome Rate](#)” excludes students who are “not seeking” and is calculated as (employed + volunteer/service + continuing education)/ (employed + volunteer/service + continuing education + still seeking).

NACE Graph, Class of 2024

Nationally, of the 72% students from private not-for-profit institutions with known outcomes, 66% are employed and 24% are continuing education.

First Destination Outcomes, Class of 2024- Private Not-for Profit Institutions

NACE Report 2024



[End of report]