

EMPLOYMENT SURVEY OF UW-MILWAUKEE GRADUATES

Class of 2010 graduates know “what it’s going to take”

President of Mequon, Wisconsin’s **General Metal Works**, Mary Isbister, states in a 2010 **Milwaukee Journal Sentinel** editorial, *“I’m one of those eternal optimists. This challenging economy is giving all of us a time to step back and say, OK, that opportunity we’re thinking about, what’s it going to take?”*

The UW-Milwaukee Class of 2010 has responded to President Isbister’s challenge. They have persevered in a tough economy and seen their work—and their UWM education—pay off. Although facing a job market somewhat better than their colleagues from the Class of 2009, who saw the worst job market for college graduates in 25 years, the class of 2010 still encountered double digit (10.2%) unemployment in both Milwaukee and Wisconsin while the National Association of Colleges and Employers (NACE) reported that employers were cutting opportunities by 7% compared to the Class of 2009.

So, parents, colleagues, friends, relatives and UWM can be very proud of this class and the career success they demonstrated. The picture is even brighter for the Class of 2011 as NACE reports 13.5% more opportunities than 2010—and a recent **Manpower** study showed Milwaukee as the #3 metropolitan area in the country for job potential.

Eighty-eight percent (88%) of 2010 graduates were employed or in graduate school within three to nine months following their commencement ceremony. Among those graduates working, 74% said their degrees and jobs were directly or somewhat related to their education. Seventy seven percent (77%) of the graduates were satisfied with their first positions after graduation. Of all the jobs secured by graduates, 89% were in Wisconsin.

This follow-up study provides a snapshot of the job search success of the Class of 2010. Their continued success depends on many factors. Strategies such as leveraging contacts, translating part-time work to full-time options, using proven job search resources, managing careers through professional development and intelligent networking, and being persistent in their efforts are all managed by the job seeker. Other factors like the state of the economy, timing, competition and luck are not. The key for all job seekers is not to dwell on either hopeful or discouraging statistics as they provide the “20,000 foot view” or the big picture. The ground level view is what’s important i.e. the opportunities, organizations and contacts which match job seeker strengths, skills, goals and experiences. This is where the real work is required—work which can pay off in long term career success.

“UWM did a good job preparing me for the ups and downs of job hunting. I was able to work through the turndowns and am happy to report I now have a job which I enjoy and challenges me.

NOT TAKING THE “NO’S” PERSONALLY WAS AN IMPORTANT PIECE OF ADVICE MY ADVISER GAVE ME.”

“MY FIRST JOB IS VERY SATISFYING. *It’s related to my major in some ways but more importantly, it allows me to use skills like persuasive writing, critical thinking, being a contributing member of a team and leading through example which I developed through course work and activities at UWM.”*

“I came to UWM totally undecided about my future. Advisers and professors reassured me that if I take a variety of courses while doing some research on majors and careers, that I’d find my path. They were right! I also realize that developing my career is something I’ll be working on my whole life.

UWM GOT ME STARTED IN THE RIGHT WAY.”

“I DON’T HAVE A GREAT JOB YET BUT I’M CONFIDENT I WILL. *My education at UWM gave me a good academic foundation including valuable leadership training in my activities. My present job has the potential to turn into a long term career opportunity.”*

THE BIG PICTURE

Table 1 summarizes the current career and graduate school status for the Class of 2010. At 6-9 months after graduation, 88% were employed or in graduate school (11% in graduate school); 9 % were still job seeking which compares favorably to the approximate unemployment rate in Milwaukee and Wisconsin.

The class of 2010 had a slightly different employment profile than the class of 2008 and 2006—88% employed or in graduate school compared to 92% and 93% respectively. This is not a significant difference given the poorer job market compared to those previous years. Additionally, it takes longer to secure employment in a struggling economy and therefore this study would show more favorable outcomes 12-15 months after graduation. The percentage of students in part-time jobs compared to full-time was also larger—16% compared to 10%—which also reflects the more challenging economic climate.

Numbers and percentages going to graduate school were also less which demonstrates good decision-making by UWM students. Postponing employment for additional study unless it is directly in line with established career goals is not usually advised in a poor economy. Graduate schools for UWM's class of 2010 included: University of Wisconsin-Milwaukee, Medical College of Wisconsin, University of Michigan, Washington University, University of Minnesota, University of Oregon, University of Wisconsin-Madison, University of Virginia Law, and Colorado State University.

TABLE 1: GRADUATES' JOB STATUS

Category	Percent
Employed	77.0
Full-time	61.0
Part-time	16.0
Full-time grad/professional school	11.0
TOTAL employed/grad school	88.0
Unemployed—Seeking	9.0
Other—e.g. traveling, time off, unemployed, not seeking	3.0
Total	100.0

RELATIONSHIP BETWEEN JOBS AND EDUCATION

Seventy-four percent (74%) of the survey respondents saw the relationship between their education and the roles and responsibilities they have in their first job. This is good news for UWM as one of its core missions is to prepare students for meaningful work. Even in the 26% who stated their position is not related to their education, several comments on the survey indicated that they realized the value of their education and that their existing job was a stepping stone to a more satisfying opportunity in the future. In this economy, it would be expected that a lower percentage of graduates would not find their ideal positions and must be patient for their second or third jobs as part of successful career management. It also may address the maturity of UWM graduates as even though

their positions may not be ideal, they are grateful to have a job and see it as a place to learn, grow and develop their longer range career.

TABLE 2: JOB/EDUCATION CORRELATION

Relationship	Percent
Directly or somewhat related	74.0
Not related	26.0
Total	100.0

JOB SATISFACTION

UWM graduates from the class of 2010 were slightly less satisfied with their first jobs than the class of 2008—77% compared to 83.5%. Again, given the more challenging economic times and job market, this is to be expected. This is still an impressive statistic and reflects well on the career applications of UWM curricula and programs. Job satisfaction is a difficult outcome to define as it can encompass complex aspects of job duties, work culture, colleagues, compensation and supervisor relationships. Individuals find satisfaction from work from many and varied sources. That said, it is clear the class of 2010 UWM graduates are generally pleased with their jobs and undoubtedly working to make their situation even better.

TABLE 3: JOB SATISFACTION FOR FULL-TIME EMPLOYEES

Satisfaction Level	Percent
Extremely satisfied	22.0
Very satisfied	25.0
Satisfied	30.0
TOTAL satisfied	77.0
Not satisfied	23.0
Total	100.0

WHO IS HIRING UWM GRADUATES

National research shows that Fortune 500 companies have decreased their hiring of college graduates although increasing their recruitment of interns. At UWM, this decrease was by only 2.4%–6% compared to 8.4% in 2008. The Wisconsin and Milwaukee job markets continue to be stronger than most in the country, largely due to medium size and small companies as well as healthcare organizations performing well in their industries. UWM graduates took advantage of these opportunities as 47% of the survey respondents secured positions with organizations like Sinai Medical Hospital, American Homecare, Milwaukee Admirals, Starline Trucking, Hays Company, Steins and Shopko.

Additionally, greater numbers of graduates—almost 20%—found jobs in non profits and government including Danceworks, Wisconsin Community Services, State of Wisconsin DNR, Milwaukee County, Goodwill, City of Madison Parks Department. Milwaukee's top companies continued to hire UWM graduates including Harley Davidson, M&I, Northwestern Mutual, Johnson Controls, GE Healthcare, Rockwell Automation and Kohls to name some.

TABLE 4: TYPES OF EMPLOYERS HIRING UWM GRADUATES

Employer	Percent
Small business	14.0
Medium size company/firm	21.0
Health care organization/business	12.0
Educational institution/system	15.0
Fortune 500 corporation	6.0
Nonprofit organization	12.0
Federal government	2.0
State government	3.0
Local government	4.0
Fine arts organization	2.0
Other	9.0
Total	100.00

GRADUATES FIND JOBS IN WISCONSIN

A majority of the class of 2010 largely found rewarding jobs in the city and state of their university—89% in Wisconsin and 74% in the Milwaukee metro area. Other leading states and countries where UWM graduates found positions include Texas, Illinois, Minnesota, and Colorado; China, Germany, Russia, Japan, Sweden, and Ireland. 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.

TABLE 5: WHERE GRADUATES ARE FINDING JOBS

Location	Percent
Milwaukee County	58.0
Greater Milwaukee (Ozaukee, Washington, and Waukesha counties)	16.0
TOTAL Milwaukee area	74.0
Wisconsin (outside Greater Milwaukee metropolitan area)	15.0
TOTAL Wisconsin	89.0
USA (outside of Wisconsin)	9.0
Outside USA	2.0
Total	100.0

APPENDIX A
SELECTED EMPLOYERS AND JOBS
UWM CLASS OF 2010

COLLEGE OF HEALTH SCIENCES

Employer	Job Title
Wheaton Franciscan Health Care	Computed Tomography (CT) Technologist
Aurora Health Care	IT Security Analyst
Self-employed	Yoga Therapist
Los Lunas Schools	Teacher/Athletic Trainer
Bloodcenter of Wisconsin	Medical Laboratory Scientist
Monroe Clinic	Diagnostic Medical Sonographer
Aurora St Luke's Medical Center	Medical Technologist-Transfusion Services
Medical College of Wisconsin	Resident Curriculum Coordinator
St. Luke's Medica Center	Occupational Therapist

COLLEGE OF LETTERS AND SCIENCE

Employer	Job Title
Milwaukee Police Department	911 Emergency Specialist
Allo Chocolat	Chocolatier
Northwestern Mutual	Disability Income Underwriting Specialist
Centre Internationale d'Etudes Pedagogiques	Language Assistant
Pediatric Psychology Associates	Line Therapist
Enterprise Magazines, Inc.	Senior Account Executive
WFRV TV Channel 5 News	Web Producer
Wisconsin Veterinary Referral Center	Certified Veterinary Technician Trainer/Teacher
Office of the Wisconsin Governor	Legal Assistant
Metropolitan Milwaukee Fair Housing Council	Investigator
Boy Scouts of America	District Executive
English First	Corporate Teacher
Kohler Company	Sr. Sales Manager The American Club at Riverbend
Wheaton Franciscan Healthcare	Clinical Laboratory Lead
Nintendo of America	French Consumer Service Representative
Brady Corporation	Marketing Specialist
Kohl's Corporation	Sales Associate
Betty Brinn Children's Museum	Group Program Coordinator
Direct Supply, Inc.	Research & Contract Specialist
The Medical College of Wisconsin	Clinical Research Coordinator
Northwestern Mutual	Actuarial Associate
Clonex Development Laboratories	Research Specialist
GE Healthcare	Validation Technician
Harley-Davidson Motor Company	Communications Specialist
JPMorgan Chase Bank	Sales & Service Associate

SHELDON B. LUBAR SCHOOL OF BUSINESS

Employer	Job Title
Bloomberg LP	Analyst Generalist
Ernst & Young	Staff Auditor
Grunau Company	Project Accountant
Johnson Controls	Accountant
Kohler Company	Accounting Clerk
KPMG	Audit Associate
PricewaterhouseCoopers	Assurance Associate
BMW Financial	Financial Customer Service Rep & Processor
Coach Corporate	Financial Analyst
Farmers Insurance	Reserve Agent
FedEx Services	Account Executive
JPMorgan Chase	Risk Mitigation Specialist
Kohl's Corporation	Merchandise Specialist
Northwestern Mutual	Financial Representative
Northwestern Mutual – Corporate Offices	Document Conversion Associate
Piggly Wiggly Midwest	Logistic Supervisor
Robert W. Baird	Business Development Analyst
Social Security Administration	Claims Representative
The Bon-Ton Stores	Assistant Merchandise Planner
US Bank	Personal Banker

COLLEGE OF ENGINEERING & APPLIED SCIENCES

Employer	Job Title
ACS Group	Application Engineer
Activision Quality Assurance	Quality Engineer
American Superconductor	Electrical Engineer
Bucyrus International	Design Engineer
Johnson Controls Inc.	Global Supplier Quality Engineer
Kohler Company	CAD Design Analyst
Modine Manufacturing Company	Application Engineer
Oshkosh Corporation	Industrial Engineer
The Boeing Company	Materials and Processing Engineer
Wisconsin Department of Transportation	Civil Engineer

COLLEGE OF NURSING

<i>Employer</i>	<i>Job Title</i>
Froedtert Memorial Lutheran Hospital	Staff, RN
Aurora	Pharmacy Technician
Watertown Regional Medical Center	Registered Nurse
Aurora	Registered Nurse, ICU
Aurora St. Luke's Medical Center	Staff RN, Surgical ICU
North Kansas City Hospital	Registered Nurse
Westosha Central High School	School Nurse
Columbia St. Mary's	Registered Nurse
Children's Hospital and Health System	Pediatric Nurse
St. Francis Hospital	Registered Nurse

SCHOOL OF ARCHITECTURE & URBAN PLANNING

<i>Employer</i>	<i>Job Title</i>
Buckley Companies	Architectural Consultant
The Urban Studio	Architectural Intern
University Information Technology Services UITS	Assistant Project Manager
Tincher Realty	Construction/Maintenance
Findorff	Project Engineer
Leslie Jones & Associates	Intermediate Designer
Fastenal	Sales Support
Sun Prairie Area School District	Art Educator
BPI - Blueprints, Inc.	Reprographic Production Assistant
The RBA Group	Architectural Intern
Kahler Slater	Architectural Intern

SCHOOL OF INFORMATION STUDIES

<i>Employer</i>	<i>Job Title</i>
Penzey's Spices	Manager
UW Milwaukee SOIS	Teaching Assistant
United States Air Force	Airman First Class, USAF- Aircraft Electrician
QBE-Regional Insurance	Associate Programmer Analyst
Harley-Davidson Motor Company	SAP Quality Management Analyst
U.S. Cellular	Customer Service
Blood Center of Wisconsin	Corporate Software Trainer
Manpower Global	Help Desk Technician
GE Healthcare	Business Information Coordinator
Northwestern Mutual	Technical Services Representative
Rockwell Automation	Employment Information Systems Support

HELEN BADER SCHOOL OF SOCIAL WELFARE

<i>Employer</i>	<i>Job Title</i>
Children's Hospital	Case Manager
Fidelity Information Services (FIS)	Chargeback Dispute Analyst
Infinite Gymnastics	Director
Bureau of Milwaukee Child Welfare	Initial Assessment Social Worker
Transitional Living Services Inc.	Mental Health Case Manager
Integrated Family Services	On-going Case Manager
Children's Service Society of Wisconsin	Safety Service Case Manager
Managed Health Services	Social Services Specialist
University Information Technology Services	Student Human Resources Manager
Balance Inc.	Group Home Manager/Case Manager
Fleet Farm	Loss Prevention Investigator

PECK SCHOOL OF THE ARTS

<i>Employer</i>	<i>Job Title</i>
Suite Partners	Art Director/Graphic Artist
Artistry by Jarrod	Owner/Operator
Hartford Stage	Properties Artisan
International School of Trieste, Italy	Upper School Lead Art Teacher
The Museum of Flight	Youth Educator
Malone University	Adjunct Guitar Instructor
Pevnick Design	Design and Studio Assistant
Hartford Stage Company	Properties Artisan
Elm Creative Arts School	Drama Specialist
First State Children's Theater	Wardrobe Assistant
Skylight Opera Theater	Assistant Box Office Manager

SCHOOL OF EDUCATION

<i>Employer</i>	<i>Job Title</i>
Franklin Elementary School West Allis	2nd Grade Teacher
Sheboygan YMCA	Childcare Teacher
Early View Academy	HS Science Teacher
Milwaukee Public Schools	Paraprofessional
Wauwatosa School District	Social Studies Teacher
UW-Milwaukee	Program Assistant
Oregon School District	Science Teacher
Kenosha Unified School District	Special Education Teacher
Indian Community School	Language and Culture Teacher
Arthritis Foundation	Community Development Specialist
Oak Creek Franklin School District	Special Education Teacher

ABOUT THIS SURVEY

Data for this survey was 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 2009, May 2010 and August 2010. Contacted through their UWM e-mail address at 1, 3 and 6 months intervals from their graduation date, a 29% response rate was achieved. All percentages are rounded up or down to nearest whole percentage point.

For additional information about UWM graduates and job success, refer to the **Schools/Colleges, Majors and Employment of UWM Graduates 2004-2010 Database** located on the CDC homepage - www.cdc.uwm.edu. Click on **Resources**.



Career Development Center
Division of Student Affairs

PO Box 413
Milwaukee, WI 53201-0413
Thomas Bachhuber, Ed.D.
tombach@uwm.edu, 414 229-5064
www.uwm.edu/Dept/CDC