

# **Executive Summary**

## **Report on First Destinations of VMI Graduates from the 2023-2024 Academic Year**

### **Context**

- Annually, the Office of Career Services (OCS) investigates the first destination career status of graduates receiving degrees during the previous 12 months.
- The target population, referred to herein as the OCS Cohort, comprised all 388 graduates who were awarded degrees between September 2023 and May 2024. Data were collected by the OCS from Institute offices and individual graduates.
- The status of 386 graduates was determined. The contact rate of 99.5% is typical for VMI but higher than that of other institutions.

# Key Findings

## Commissioning

- 207 (53.4%) graduates were commissioned, with 202 in the U.S. Armed Forces.
- Includes 5 International Cadets: Taiwan Republic of China Army (3 cadets); and Thailand Royal Forces (2 cadets)

## Graduate/Professional Education

- 38 (9.8%) graduates directly entered graduate and professional school programs.
- 2 graduates entered programs ranked in the top 25 by *U.S. News and World Report*.
- 3 graduates entered programs ranked in the top 75 by *U.S. News and World Report*.

# Employment

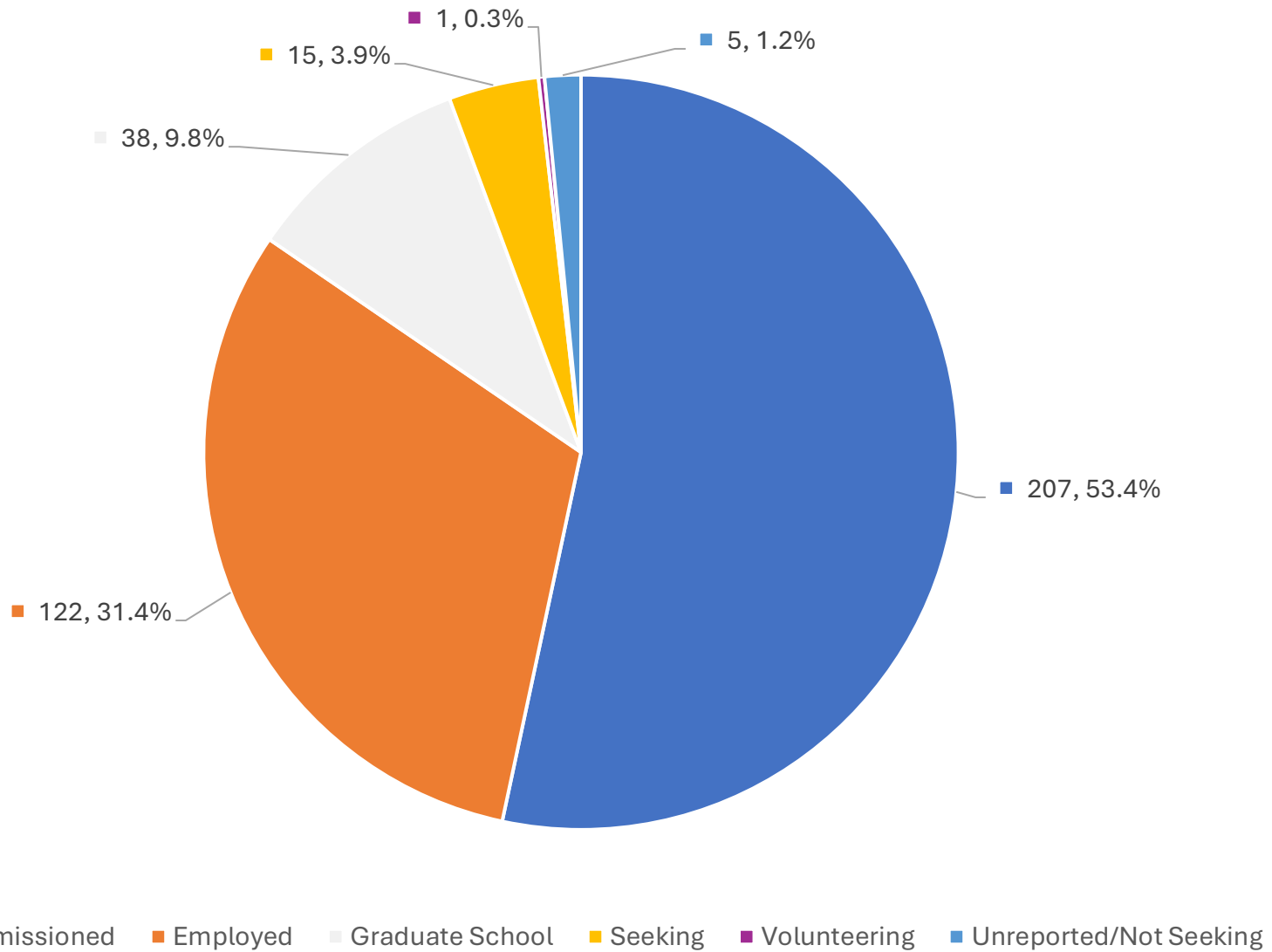
- Graduates continue to be very successful in a competitive employment market.
- The percentage of graduates seeking employment as of 31 October is remarkably low: 3.9%.
- Notable employers of the 2023-2024 class are as follows:

Braun Intertech  
BWX Technologies, Inc.  
C5ISR Center Research and Technology  
Integration (RTI) Directorate  
CACI  
Defense Intelligence Agency  
Department of Justice  
Dominion Energy  
General Dynamics, Electric Boat  
Federal Reserve Bank of Richmond  
Gateway Engineers  
Indiana Department of Environmental  
Management (IDEM)  
John Hopkins University – Lab Tech  
Kimley-Horn  
Kjellstrom + Lee Construction  
Luck Stone  
National Security Agency (NSA)

NAVFAC Mid-Atlantic  
Northrop Grumman Corporation  
Patriot Solutions Group LLC  
Peace Corps  
Prudential Advisors  
Rather & Kittrell Wealth Management  
Skanska  
SSTI  
Systecon North America  
TekSynap  
U.S. Army Combat Capabilities Development  
Command (DEVCOM)  
U.S. Secret Service  
Virginia Military Institute  
Virginia State Police  
Whitman, Requardt & Associates, LLP  
Wiley|Wilson  
WM Jordan Company

- Among cadets who reported accepted employment offers, the average salary was \$65,618, higher than the national average of \$63,721.

## VMI Graduates During Academic Year 2023-2024



## Graduate and Professional School Data 2023-2024 OCS Cohort

VMI Major	Degree	Institution – Program
<b>Top 25 Programs*</b>		
International Studies	Juris Doctor	University of Notre Dame
Chemistry/International Studies	Juris Doctor	University of Virginia-Law School
<b>Top 75 Programs*</b>		
Mechanical Engineering	Masters	Virginia Tech
Civil Engineering	Masters	University of Virginia
Psychology	Juris Doctor	William and Mary – Law School
<b>Other Programs*</b>		
Psychology	Doctorate	Bowling Green State University
Civil Engineering	Masters	Eastern Kentucky
Biology	Masters	Eastern Kentucky University
Civil Engineering	Masters	Emory & Henry College
Psychology	Doctorate	Florida Institute of Technology

Biology	Masters	Glenville State College
Psychology	Masters	Jacksonville State University
Psychology	Masters	Kennesaw State University
Economics and Business	Masters	Lees-McRae College
English	Masters	Liberty University
English	Masters	Missouri Western State University
Psychology	Masters	Purdue University
International Studies	Juris Doctor	Regent University
Biology	Masters	Rutgers University-New Brunswick
History	Masters	Southern New Hampshire University
Biology	Masters	University of California San Francisco
Physics	Masters	University of Kentucky
Civil Engineering	Masters	University of Maine
Applied Mathematics	Masters	University of Maryland
International Studies	Juris Doctor	University of Nebraska-College of Law
International Studies	Masters	University of Nottingham
Economics & Business	Masters	University of the Incarnate Word
International Studies	Masters	University of Wyoming
Mechanical Engineering	Masters	Virginia Commonwealth University

# **Employers of Graduates in the 2023-24 OCS Cohort**

## **Accounting**

ADP, LLC

## **Advertising, Marketing/Media**

Bell Digital Agency  
ESPN

## **Aerospace**

Northeastern Electronics Co., Inc.  
Northrop Grumman Corporation

## **Architecture and Planning**

Clark Nexsen  
Page Southerland Page, Inc.  
WileyWilson

## **Commercial Banking & Credit**

Atlantic Union Bank  
NewDay USA

## **Defense**

BWX Technologies, Inc.  
C5ISR Center Research and  
Technology Integration (RTI)  
Directorate  
CACI  
Defense Intelligence Agency  
General Dynamics Electric Boat  
NAVFAC Mid-Atlantic  
Patriot Solutions Group LLC  
Systecon North America  
U.S. Army Combat Capabilities  
Development Command (DEVCOM)

## **Education**

Airfield 4-H Center  
Henrico County VA Public Schools  
John Hopkins University  
Orange County Public Schools  
Virginia Military Institute  
Virginia College Advising Corps

## **Energy/Utilities**

Dominion Energy  
H-S International

## **Engineering/Construction**

A.H. Beck Foundation Company  
Braun Intertec  
Breedon Construction  
Bruce Howard Contracting  
Clark Construction Group  
eTEC Mechanical Corporation  
Fortune Johnson  
Gateway Engineers  
Kimley-Horn  
Kjellstrom + Lee Construction  
Skanska  
Remodel USA  
Structural Group, Inc.  
STV  
Turner Construction Company  
W. M. Jordan Company, Inc.  
Whitman, Requardt and Associates, LLP  
WSP

## **Environmental Services**

EMSL Analytical, Inc.  
Indiana Department of Environmental  
Waste Connections

## **Financial Services/Insurance**

Federal Reserve Bank of Richmond  
Prudential Advisors  
Unique Capital Management  
Virginia Asset Management LLC

## **Food and Beverage**

Doug's Fish Fry

## **Governmental Agencies**

Defense Intelligence Agency  
Department of Justice  
National Security Agency (NSA)  
U.S. State Department  
U.S. Secret Service

## **Health Care**

Blue Ridge Pathologists  
Clinch Construction Group  
Comber Physical Therapy  
LifeNet  
Gameday Men's Health  
Liberty Point Behavioral Healthcare  
Novant Health, Inc.  
UV Health System

## **Information Technology/Technology**

Techotics  
TekSynap

## **Internet & Software**

Gaazzeebo LLC

## **Insurance**

AO International  
Intact Insurance  
Kinsale Insurance

## **International Affairs**

Peace Corps (Volunteering)

## **Investment/Portfolio Management**

Civitas Growth Partners  
Rather & Kittrell Wealth Management  
United Western Group

## **Legal**

O'Hagan Meyer

## **Manufacturing**

Croesix Precision Glass, Inc.  
Hoover & Strong  
Huntington Ingalls Mission Systems  
Unmanned Systems  
Luck Stone  
Super Radiator Coils

## **Non-Profit**

SSTI

## **Public Safety/Law Enforcement**

Duck Surf Rescue  
Virginia Beach Fire Department  
Virginia State Police

## **Real Estate**

Alluvium Partners LLC

## **Religious Work**

Church of the Nativity  
Fellowship of Catholic University  
Students (FOCUS)

## **Retail Stores**

Dollar General  
Snow Fox

## **Sales & Marketing**

Amazon Fulfillment  
ProTrade Steel

## **Sports & Leisure**

Major League Baseball (MLB)

## **Transportation & Logistics**

Best Logistics Group  
Norfolk Tug Company  
TQL (Total Quality Logistics)

## **Wholesale Trade**

Spectrum Hulett Group  
Wesco

## **Other Industries**

SteerBridge Strategies

## Industry Group Positions Accepted by Graduates in the 2023-2024 OCS Cohort

Accounting – 1	Internet & Software – 1
Advertising, Media, and Marketing –2	Insurance – 3
Aerospace – 2	International Affairs – 1
Architecture & Planning – 3	Investment/Portfolio Management – 3
Commercial Banking & Credit – 2	Legal – 1
Defense – 9	Manufacturing – 5
Education – 6	Non-Profit – 1
Energy/Utilities – 2	Public Safety/Law Enforcement - 3
Engineering/Construction – 18	Real Estate – 1
Environmental Services – 2	Religious Work – 2
Financial Services/Insurance – 4	Retail Stores – 2
Food and Beverage – 1	Sales & Marketing – 2
Governmental Agencies – 5	Sports and Leisure – 1
Health Care – 8	Transportation/Logistics – 4
Information Technology/Technology – 2	Wholesale/Trade - 2
	Other Industries – 1
Not indicated – 9	total 109



# **Positions Accepted by Graduates in the 2023-24 OCS Cohort**

## **(By Industry Group)**

### **Accounting**

Assistant District Manager

### **Advertising, Marketing/Media**

Marketing Associate  
Sports Broadcaster

### **Aerospace**

Engineering Technician  
Software Engineer

### **Architecture and Planning**

Bridge Inspector  
Mechanical Engineer  
Engineer

### **Commercial Banking & Credit**

Account Executive

### **Defense**

Engineer  
Security  
Computer Scientist  
Cyber Operations Engineer  
Design Engineer  
Civil Engineer  
Junior Analyst  
Mechanical Engineer  
Physicist

### **Education**

Staff Coordinator  
Substitute Teacher  
Lab Tech  
Maintenance  
Regional Recruiter  
Commandants Assistant  
Baseball Coach  
Advisor

### **Energy/Utilities**

Offshore Wind Technician  
Marketing

### **Engineering/Construction**

Field Engineer  
Civil/Geotech Engineer  
Project Manager  
Crew Leader  
Project Controls Analyst  
Engineering Assistant  
Roadway Design Engineer  
Civil Analyst  
Sales Rep  
Project Engineer  
Bridge Engineer  
Highway Engineer  
Mechanical Engineer

### **Environmental Services**

Laboratory Technician  
Environmental Manager  
Assistant District Manager

### **Financial Services/Insurance**

Discover Analyst  
Financial Analyst  
Financial Advisor

### **Food and Beverage**

Sales

### **Governmental Agencies**

Intern  
Computer Scientist  
NSA Police Officer Trainee  
Police Officer

### **Health Care**

Telemetry Technician  
Physical Therapy Technician  
Import Coordinator  
Administration  
Mental Health Specialist  
Surgical Technologist  
Medical Scribe

### **Information Technology/Technology**

Range Operator  
Accountant

### **Internet & Software**

CEO & Founder

### **Insurance**

Sales Rep  
Software Developer  
Associate Underwriter

### **International Affairs**

Volunteer

### **Investment/Portfolio Management**

Private Equity Analyst  
Associate Advisor  
Analyst

### **Legal**

Paralegal

### **Manufacturing**

Manufacturing Engineer  
Staff Accountant  
Engineering Technician  
Foreman Trainee  
Sales Application Engineer

### **Non-Profit**

Safety Engineer

### **Public Safety/Law Enforcement**

Crew Chief  
Fire Fighter Recruiter  
State Trooper

### **Real Estate**

Analyst

### **Religious Work**

Assistant to the Pastor  
Missionary

### **Retail Stores**

Sales

### **Sales & Marketing**

Area Manager  
Trading Representative

### **Sports & Leisure**

Baseball Player

### **Transportation & Logistics**

Account Manager  
Logistics Account Executive

### **Wholesale Trade**

Sales Rep

### **Other Industries**

Project Analyst

# **2023-2024 Athletes**

## **Key Success Indicators**

- 129 Athletes graduated.
- Data was obtained for 99.2% (128) of the cadet athletes.
- 40.3% (52) of the athletes commissioned.
- 40.3% (52) of the athletes accepted full-time employment with well-known public and private sector employers, with an average salary of \$57,541.64
- 15.5% (20) of the athletes pursued graduate and professional education.
- 2.3% (3) of the athletes indicated they were still looking for employment.
- 1.6% (2) of the athletes were unreported or reported not seeking.

