

# **Executive Summary**

## **Report on First Destinations of VMI Graduates from the 2024-2025 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 352 graduates who were awarded degrees between September 2024 and May 2025. Data was collected by the OCS from Institute offices and individual graduates.
- The status of 352 graduates was determined. The contact rate of 97% is typical for VMI but higher than that of other institutions.

## **Key Findings**

### **Commissioning**

- 189 (54%) graduates were commissioned, with 185 in the U.S. Armed Forces.
- Includes 4 International Cadets: Taiwan Republic of China Army (3 cadets); and Thailand Royal Forces (1 cadet)

### **Graduate/Professional Education**

- 35 (10%) graduates directly entered graduate and professional school programs.
- 1 graduate entered programs ranked in the top 25 by *U.S. News and World Report*.
- 5 graduates entered programs ranked in the top 75 by *U.S. News and World Report*.

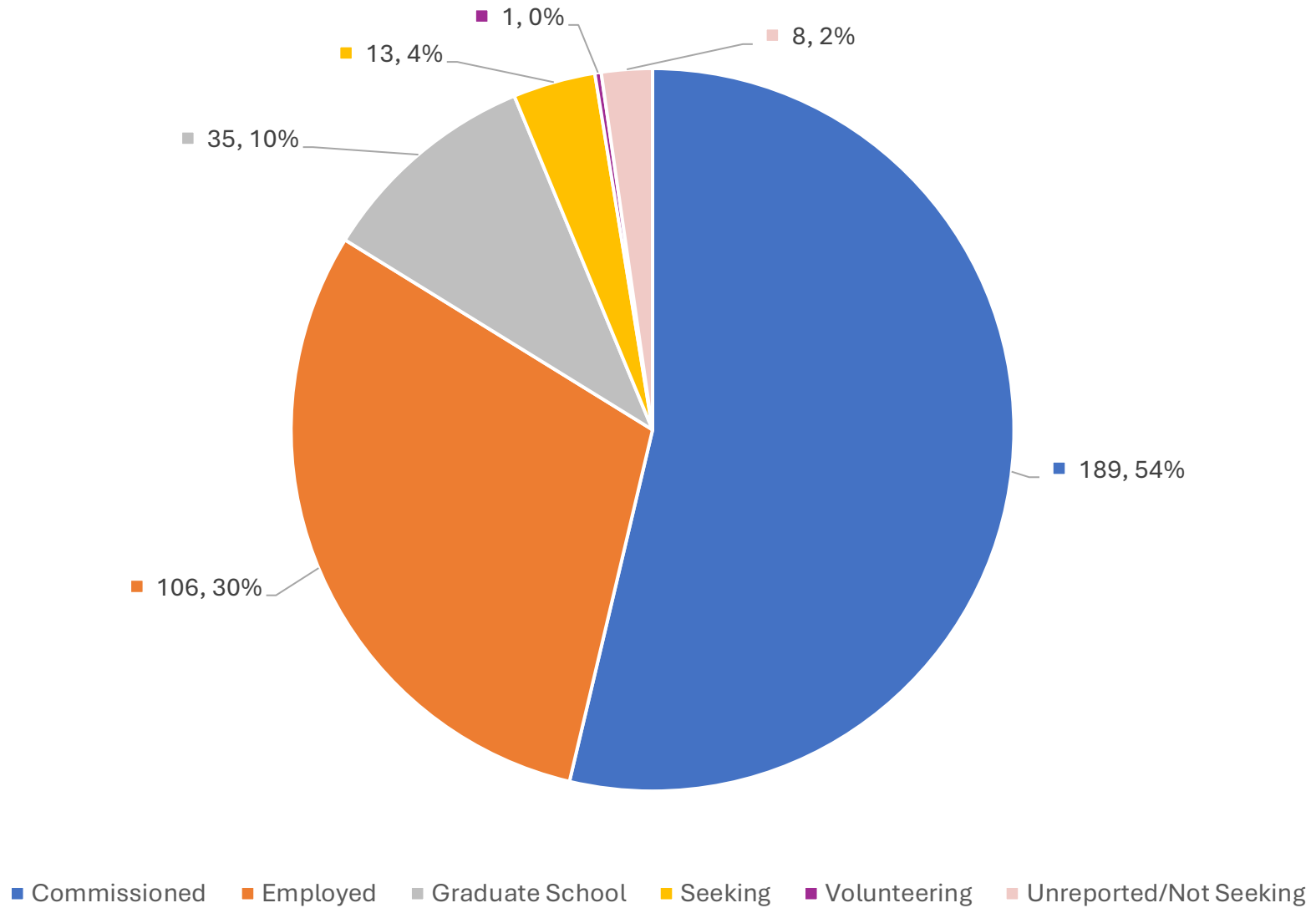
# Employment

- Graduates continue to be very successful in a competitive employment market.
- 106 (30%) employed.
- The percentage of graduates seeking employment as of 31 October is remarkably low: 3.7%.

Notable employers of the 2024-2025 class are as follows:

- AECOM
- Allen Myers
- Amazon
- CACI
- CBG Building Company
- Choice Hotels International
- Colonna's Shipyard, Inc.
- CoStar Group
- Defense Intelligence Agency
- Dominion Energy
- Dunedin Blue Jays
- General Dynamics Mission Systems
- Engineering Consulting Services (ECS)
- Estes Express Lines
- Eurosort, Inc.
- General Dynamics Mission Systems
- Hazen and Sawyer
- HITT Contracting Inc.
- Innovative Refrigeration Systems, Inc.
- Kimley-Horn
- Lockheed Martin
- Luck Stone
- Moog, Inc.
- NAVSEA
- RS&H
- S&P Global
- The Embassy of Spain in the United States – Education Office
- The Sherwin-Williams Company
- U.S. Army Combat Capabilities Development Command (DEVCOM)
- Virginia Military Institute
- Virginia State Police
- Whiting-Turner Contracting Company
- Whitman, Raquardt and Associates, LLP

## VMI Graduates During Academic Year 2024-2025



## Graduate and Professional School Data 2024-2025 OCS Cohort

VMI Major	Degree	Institution	Program
<b>Top 25 Programs*</b>			
International Studies	Masters	Georgetown University	
<b>Top 75 Programs*</b>			
Psychology	Masters	Charleston Southern University	
History	Masters	Texas A&M Bush School of Government and Public Service	
Civil Engineering	Masters	University of Virginia	
Elect/Computer Engineering	Masters	Virginia Tech	
International Studies	Juris Doctor	William and Mary – Law School	
<b>Other Programs*</b>			
Psychology	Certificate	Appalachian State University	
History / Physics	Commercial Aviation - Certificate	ATP Flight School	
Biology	Doctorate (DO)	Burrell College of Osteopathic Medicine	
Biology	Doctorate (DO)	Edward Via College of Osteopathic Medicine	
Economics and Business	Masters	James Madison University	
English	Masters	Kings College	

Psychology	Masters	Liberty University
Computer Science	Commercial Pilot Certificate	Lift Academy
Biology	Doctorate	Lincoln Memorial University
Biology	Masters	Mary Baldwin University
Biology	Certificate	North Carolina Justice Academy, Basic Law Enforcement Training
Biology	Non-Degree Seeking	Northern Virginia Community College
International Studies	Masters	Old Dominion University
Biology	Masters	Radford University
International Studies & English	Masters	Regent University School of Law
Biology	Certification	RV Technical Institute
English		Southeast State Missouri University
Civil Engineering	Masters	State University of New York System-Stony Brook University
Economics and Business	Masters	University of Salamanca
Psychology	Masters	University of Tampa
Economics and Business	Masters	University of Tennessee Chattanooga
History	Masters	University of Wyoming
Biology	Masters	Virginia Commonwealth University
Biology	Masters	Western Carolina University
Economics and Business	Masters	Winthrop University

# **Employers of Graduates in the 2024-25 OCS Cohort**

## **Agriculture**

Crighton Ranch  
Prince Landscapes

## **Civil Engineering**

Collins Engineers, Inc.  
Engineering Consulting Services (ECS)  
Hazen and Sawyer  
Hinchey & Baines, PLC  
Kimley-Horn  
Lane Engineering, LLC  
RK&K  
RS&H  
Whitman, Requardt and Associates, LLP

## **Commercial Banking & Credit**

Southern Bank

## **Computer Networking**

BEI (Business Engineering, Inc.)

## **Construction**

Allan Myers  
Baldwin Construction Management (BCM)  
HITT Contracting, Inc.  
Hobbs & Associates, Inc.  
James R. Vannoy & Sons Construction Co., Inc.  
NVR, Inc. / Ryan Homes  
Webster's Electrical LLC  
Whiting-Turner Contracting Company

## **Consumer Packaged Goods**

The Sherwin-Williams Company

## **Defense**

Air Force Civilian Service  
CACI  
Defense Intelligence Agency  
General Dynamics Mission Systems  
Hadrian Industries, Ltd.  
Lockheed Martin

## **Defense (con.t)**

Moog, Inc  
NAVSEA  
U.S. Army Combat Capabilities Development Command (DEVCOM)  
C5ISR Center

## **Design**

AECOM

## **Education**

Albemarle County Public Schools  
Fork Union Military Academy  
The Embassy of Spain in the United States - Education Office

## **Energy/Utilities**

Dominion Energy  
Shenandoah Valley Electric Cooperative

## **Engineering/Construction**

AMT Engineering  
CBG Building Company  
Industrial Turn Around Corporation (ITAC)  
KCI Technologies, Inc.  
Kiewit  
Kimley-Horn

## **Financial Services/Insurance**

Northwestern Mutual - Twin Cities  
S&P Global  
Western and Southern Life

## **Governmental Agencies**

Pathways Home  
Spotsylvania County Government

## **Health Care**

AMR  
City of Virginia Beach

## **Higher Education**

Virginia Military Institute

## **Hotels & Accommodation**

Choice Hotels International

## **HVAC**

Airedale by Modine

## **Information Technology/Technology**

Pentagon

## **Insurance**

Axon Underwriting Services, LLC  
Globe Life American Income Division:  
Serur Organization  
Northwestern Mutual

## **Internet & Software**

Amazon  
Gaazzeebo  
HOAi  
Jest Technologies  
Matterport

## **Investment/Portfolio Management**

Carson Wealth  
Clipper City Capital (Ameriprise Financial Services, LLC)  
Equitable Advisors  
Strategas Asset Management  
Vanguard

## **Law Enforcement**

Virginia State Police

## **Manufacturing**

Airedale by Modine  
Croesix Precision Glass, Inc.  
Duffie Boatworks  
Eurosort, Inc.  
Innovative Refrigeration Systems, Inc.  
Luck Stone

## **Non-Profit**

The Leadership Institute

## **Real Estate**

Compass Realty  
CoStar Group  
Hometown Realty

## **Retail Store &**

Costco Wholesale  
Leslie's Pool Supply  
Stohlman Subaru/VW dealership

## **Sports & Leisure**

Richmond FC  
Dunedin Blue Jays

## **Transportation & Logistics**

A. Duie Pyle  
Amazon Fulfillment  
Estes Express Lines  
MegaCorp Logistics  
TQL (Total Quality Logistics)

## **Other Industries**

Colonna's Shipyard, Inc.  
Mission Ridge Range and Academy  
OFC Movers

## **Industry Group Positions Accepted by Graduates in the 2024-2025 OCS Cohort**

Agriculture – 2	Higher Education – 1
Civil Engineering –13	Hotels & Accommodation - 1
Commercial Banking & Credit – 1	HVAC - 1
Computer Networking – 1	Information Technology – 2
Construction – 9	Insurance - 3
Consumer Packaged Goods – 1	Internet & Software – 6
Defense – 9	Investment/Portfolio Management – 6
Design – 1	Manufacturing – 7
Education - 3	Non-Profit – 1
Energy / Utilities - 2	Real Estate – 3
Engineering/Construction – 7	Retail Store & Sales – 3
Financial Services – 3	Sports and Leisure – 2
Governmental Agencies – 2	Transportation/Logistics – 6
Healthcare – 2	
	Other Industries – 3
Not indicated – 5	Total 106



# **Positions Accepted by Graduates in the 2024-25 OCS Cohort**

(By Industry Group)

## **Agriculture**

Ranch Hand  
Site Manager

## **Civil Engineering**

Field Engineer  
Geotechnical Project Manager  
Assistant Engineer  
Project Engineer  
Civil Analyst  
Construction Engineer Inspector  
Transportation/Water Resources Engineer  
Design Engineer  
Roadway Engineer

## **Commercial Banking & Credit**

Management Development Associate

## **Computer Networking**

Project Manager

## **Construction**

Business Owner  
Master Electrician  
Cost Accountant  
Project Engineer  
Production Supervisor  
Field Engineer

## **Consumer Packaged Goods**

Management Trainee

## **Defense**

Operations Research Analyst  
Background Investigator  
Manufacturing & Process Engineer  
Data Scientist  
GNC Modeling & Simulation Engineer  
Production Operator  
Nuclear Engineer  
Mathematician

## **Design**

Electrical Engineer

## **Education**

Middle School Science Teacher  
Teaching Assistant

## **Energy/Utilities**

Associate Engineer  
Application Specialist

## **Engineering/Construction**

Construction Inspector & Field Engineer  
Project Engineer  
Mechanical Engineer Associate  
Rational Engineer  
Civil Engineer  
Field Engineer  
Transportation Engineering Technician

## **Financial Services/Insurance**

Financial Advisor  
CLO Compliance Analyst  
Financial Representative

## **Governmental Agencies**

Municipal Supervisor  
Long Range Transportation Planner

## **Health Care**

EMT

## **Higher Education**

Regional Recruiter

## **Hotels & Accommodation**

Real Estate Asset Management Analyst

## **HVAC**

Engineer

## **Information Technology/Technology**

Stock Clerk

## **Insurance**

Junior Underwriter  
Life Insurance Agent  
Investment & Planning Analyst

## **Internet & Software**

Area Manager  
Sales Representative  
Forward Deployed Engineer  
Project Manager  
Business Development Manager

## **Investment/Portfolio Management**

Operations Associate  
Associate  
Financial Advisor  
Client Advice Services Associate

## **Law Enforcement**

State Trooper

## **Manufacturing**

Industrial Engineer  
Manufacturing Engineer  
Design Engineer  
Operations Engineer  
Quality Engineer  
Project Engineer  
Foreman Training

## **Non-Profit**

Programs Operations Coordinator

## **Real Estate**

Real Estate Agent  
Associate New Homes Construction  
Researcher

## **Retail Store & Sales**

Butcher Assistant  
Sales Associate  
Automotive Salesperson

## **Sports & Leisure**

Head Coach  
MiLB Player

## **Transportation & Logistics**

Area Manager  
Line Hall Clerk & Sales Rep  
Account Manager  
Data Analyst  
Logistics Management Trainee

## **Other Industries**

Application Specialist  
Analyst

## **2024-2025 Athletes**

### **Key Success Indicators**

- 95 Athletes graduated (December 2024 & May 2025 graduates).
- Data was obtained for 99% (94) of the cadet athletes.
- 34% (32) of the athletes commissioned.
- 43% (41) of the athletes accepted full-time employment with well-known public and private sector employers, with an average salary of \$53,060.
- 18% (17) of the athletes pursued graduate and professional education.
- 3% (3) of the athletes indicated they were still looking for employment.
- 2% (2) of the athletes were unreported or reported not seeking.