

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*.

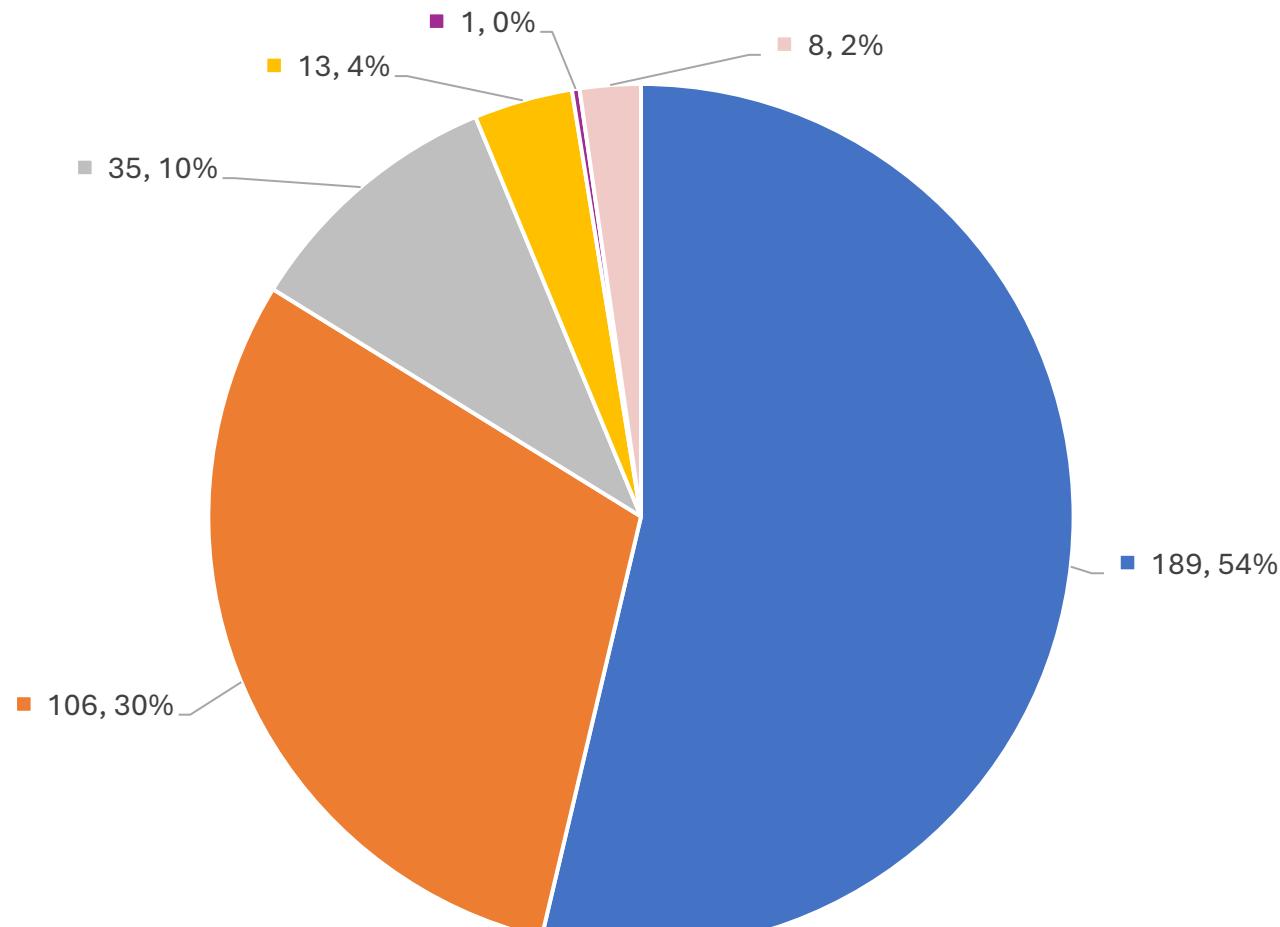
Employment

- 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
- Eurosor, 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



■ Commissioned ■ Employed ■ Graduate School ■ Seeking ■ Volunteering ■ Unreported/Not Seeking

Graduate and Professional School Data

2024-2025 OCS Cohort

VMI Major	Degree	Institution	Program
Top 25 Programs*			
International Studies	Masters	Georgetown University	
Top 75 Programs*			
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	
Other Programs*			
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
Crosexis Precision Glass, Inc.
Duffie Boatworks
Eurosor, 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. Due 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.