

LIFE BEYOND THE SQUARE

UNDERGRADUATE CLASS OF 2022



NYU

Wasserman Center
for Career Development



NYU

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EXECUTIVE SUMMARY

The New York University Wasserman Center for Career Development conducted its annual Life Beyond the Square survey of associates and baccalaureate graduates, which encompasses those whose degrees were conferred between July 1, 2021 and June 30, 2022. Employment and enrollment in continuing education information was collected through December 31, 2022. The timetable to collect student outcomes six months after degree conferral is consistent with the National Association of Colleges and Employers' (NACE) First Destination Survey's revised Standards and Protocols. The following represents the major findings for the Class of 2022.

➤ Data for Life Beyond the Square 2022 were collected via Handshake, a Qualtrics survey, and phone banking. Student supplied responses were supplemented using industry standard professional networking sites, including LinkedIn. Information was collected from **5,129 out of 6,731** undergraduate students who graduated between Summer 2021 and Spring 2022, which represents **76.2%** of the Class of 2022.

➤ **93.6%** were employed, enrolled in a graduate or continuing education program, or both during the data collection period. Of those who secured a post-graduation opportunity, **72.9%** were working, **19.9%** were continuing their education, and **.8%** were both working and attending school.

➤ The overall mean annual salary was **\$75,336**,¹ an increase of **5.9%** from the mean salary for the Class of 2021. Top average starting salaries by industry were Investment Banking (**\$100,040**), Internet & Software (**\$95,129**), Electronic & Computer Hardware (**\$91,598**), Computer Networking (**\$91,200**), and Investment / Portfolio Management (**\$89,763**).

➤ **96.2%** secured employment in **41 states** within the United States. **79.1%** of those employed domestically were working in the tristate area (NY, NJ, CT) and **73.5%** were located in New York City. Outside of the Northeast, California was the most popular state for employment (**7.9%**). Graduates were working in **38 countries**, with China/Hong Kong, South Korea, and the United Kingdom as the top three global locations.

Graduates secured employment across **70 industries**. The most popular industries in which graduates secured opportunities include **Healthcare** (10.8%), **Internet & Software** (8.7%), **Movies, Music, and TV** (7.9%), **Investment Banking** (7.7%), and **Advertising, Marketing & PR** (4.8%).

Of those who enrolled directly in graduate or continuing education programs, the top general areas of study were: **Business** (17.0%), **Arts and Social Sciences** (14.7%), **Computer Science and Technology** (11.0%), **Life Sciences** (7.9%), and **Law** (5.9%).

5.3% of respondents indicated that they secured their position as a promotion from a previous role, while **21.4%** reported that the role was a return offer from an internship.

90.7% of the Class of 2022 used Wasserman Center resources while enrolled in their NYU program. Wasserman Center Resources include but are not limited to 1:1 career coaching appointments, career education and recruitment events, career fairs, and Handshake's job board.

56.4% of respondents secured their positions during their NYU program of study. An additional **25.7%** secured their position within three months of graduation. This brings the total percentage of students securing work within 3 months to **82.1%**.

The share of graduates who held an internship during their NYU program had a positive outcomes rate that was **12.4 points** higher than those who did not.



OVERVIEW

Since the 1990s, The Wasserman Center for Career Development has conducted the annual Life Beyond the Square survey to understand the post-graduation outcomes of NYU undergraduates. The data collected are used to determine key statistics that will be meaningful to current and prospective students, including average salaries and the most popular choices for both employment and graduate or continuing education enrollment. The Wasserman Center also uses the findings to create an employer engagement strategy and to inform the programs and resources offered to students each year. The survey is routinely conducted over a 6-month period following graduation in accordance with the National Association of Colleges and Employers' (NACE) First Destination Survey Standards and Protocols.

The target population consisted solely of individuals who, based on the official records of university data and student information systems, were awarded an associate's or bachelor's degree in September 2021, January 2022, or May 2022 from the following schools:

- College of Arts and Science
- Gallatin School of Individualized Study
- Global Liberal Studies
- Leonard N. Stern School of Business
- Rory Meyers College of Nursing
- School of Professional Studies
- Silver School of Social Work
- Steinhardt School of Culture, Education, and Human Development
- Tandon School of Engineering
- Tisch School of the Arts



METHODOLOGY

Graduates were invited to the Life Beyond the Square survey via Handshake's internal messaging system and received regularly scheduled reminders until the survey closed on December 31, 2022. The Wasserman Center for Career Development also implemented two phone banks to reach out to recent graduates in Summer 2022 and Fall 2022, as well as two text messaging campaigns. For those who did not respond to either the emails or phone inquiries, NACE-approved professional networking sites such as LinkedIn were used to obtain data regarding post-graduation status. Additionally, the Wasserman Center included data from Handshake, the National Student Clearinghouse, the Office of Global Services, PeopleSync, and outcomes information reported by faculty, staff, and employers.

After the data collection period closed, datasets from each source were merged and cleaned using Python and Excel. After completing data validation and cleaning procedures, data from 5,129 of the 6,731 graduates were analyzed. Thus, Wasserman was able to report post-graduate outcomes information for 76.2% of the Class of 2022.

Throughout the analyses, "missing values" (i.e., questions that the respondents did not answer) were omitted, as were "Unsure" or "Unknown" responses for most calculations. As illustrated in several charts, the total percentage does not always equal 100% due to rounding. Some questions can only be reported using specific data sources (e.g., salary data is typically only available through survey responses). Where there is nuance requiring the data source, we have reported and notated the sole source. Additionally, Institutional Research Board (IRB) guidelines prohibit us from requiring respondents to answer all questions, so the number of responses to each question varies.

DEMOGRAPHICS

Responses By Gender ²		
	Report Sample	Graduating Class
Woman	59.3%	58.8%
Man	39.6%	40.0%
Non-binary	1.0%	0.9%
Not Available	0.1%	0.3%

Responses By Race/Ethnicity ³		
	Report Sample	Graduating Class
American Indian / Alaskan Native	0.1%	0.1%
Asian/Pacific Islander	16.0%	15.5%
Black / African American	8.2%	7.9%
Hispanic / Latino	14.4%	14.8%
Multiracial ⁴	3.7%	3.7%
Native Hawaiian / Other Pacific Islander	0.1%	0.1%
White	22.2%	22.9%
International Students	20.3%	20.8%
Not Available	14.9%	14.2%

Responses By International/Domestic Status ⁵		
	Report Sample	Graduating Class
Domestic	73.0%	72.2%
International	26.7%	27.5%
Not Available	0.3%	0.3%

STATE OF THE JOB MARKET FOR RECENT GRADUATES



The economy has recovered significantly from the pandemic-induced recession of 2020 and unemployment rates are relatively low.⁶ Though recovery is well underway, the Class of 2022's educational experiences and first destination outcomes are undoubtedly tied to the aftershocks of pandemic-era policies and corporate risk management strategies.

The pandemic hit when many members of the Class of 2022 were preparing for summer internships after their second year of college. As a result, students had access to fewer experiential learning opportunities between 2020 and 2021,⁷ with certain fields, including hospitality and performing arts, essentially grinding to a halt.⁸ Competition for a limited number of internships⁹ meant that many students nationally missed opportunities to develop job-related and soft skills. Despite these challenging circumstances, a majority of NYU's Class of 2022 succeeded in securing these coveted opportunities. In fact, 71.9% of this year's respondents (n=1,937) reported holding an internship during their NYU program. The share of graduates who held an internship during their NYU program had a positive outcomes rate that was 12.4 points higher than those who did not.



71.9%

Held an internship while
at NYU



The federal government's unprecedented stimulus and relief packages in 2020 and 2021 helped ease financial strain on organizations and workers and stabilized the economy.¹⁰ While these interventions were a lifeline for individuals, small businesses, and large corporations and brought the unemployment rate down, they may have contributed to ongoing labor shortages in the United States. According to the US Chamber of Commerce, the US economy added 4.5 million jobs in 2022, though there are 2.8 million fewer Americans participating in the workforce now than there were in February 2020.¹¹ In an effort to attract and retain workers during the "Great Resignation," employers increased their hiring projections and raised wages.¹²

While the number of open positions points to 2022 being a "job seekers' market," the openings were concentrated in a small number of industries. Lower-wage jobs in service and service-adjacent industries, including restaurants and food service, retail, and tourism, made up a disproportionate share of job losses in 2020 and job postings in 2021 and 2022.¹³ Conversely, in 2022 tech industry leaders acknowledged that they overestimated their growth potential in 2020 and 2021, and course corrected for over hiring through mass layoffs, hiring freezes, and rescinding offers.¹⁴ Beginning in July 2022, thousands of workers, including recent graduates who were hired mere weeks earlier, were terminated from Amazon, Meta, Microsoft, Salesforce, and Zoom, among others.¹⁵ Layoffs in finance and in media followed.¹⁶ While the overall unemployment rate remained remarkably low throughout 2022, the rate for recent college graduates was slightly higher than that of all workers.¹⁷ Recent college graduates found themselves in a tough position: overqualified for a large swath of the open positions that constitute the hiring boom, yet not skilled enough for the more desirable and higher-paying roles in their preferred industries.¹⁸

Despite the overall strength of the job market, recent college graduates have faced a mixed bag of opportunities. The uncertainty in the market, not preceded by an actual downturn, continues to challenge economists, company and institutional leaders, career centers, and job seekers.¹⁹ With all that in mind, we're proud of the efforts of the Class of 2022. This group of recent graduates persevered despite missing out on key internship and experiential learning opportunities. 93.6% of them are working, in school, or both, and we are confident of the positive impact they will make in the world.



93.6%

*of this graduating class are
now working, in school, or
both*

56.4%

*secured their
employment before
graduation*

Of the 93.6%:

72.9%

Working

19.9%

*Graduate
School*

.8%

*Working &
School*

Outcomes Rate By School²¹

School	Percentage
College of Arts and Science	93.2%
Gallatin School of Individualized Study	92.4%
Global Liberal Studies	95.2%
Leonard N. Stern School of Business	96.2%
Rory Meyers College of Nursing* ²²	90.3%
School of Professional Studies	94.6%
Silver School of Social Work ²³	100.0%
Steinhardt School of Culture, Education, and Human Development	96.1%
Tandon School of Engineering	93.8%
Tisch School of the Arts	91.4%

OUTCOMES

We are pleased to report that 93.6% (n=4,773) of this graduating class are now working, in school, or both. Of the 93.6%, 72.9% are working (compared with 76.9% last year), 19.9% are in school (down from 21.9% last year), and .8% are both working and in school (down from 1.2% last year). An additional 325 graduates (6.4% of respondents) indicated that they were still seeking employment or continuing education. Based on historical trends, we anticipate this year's overall outcomes rate to be on par with or higher than the national average for private institutions with over 20,000 students as reported by NACE.²⁰



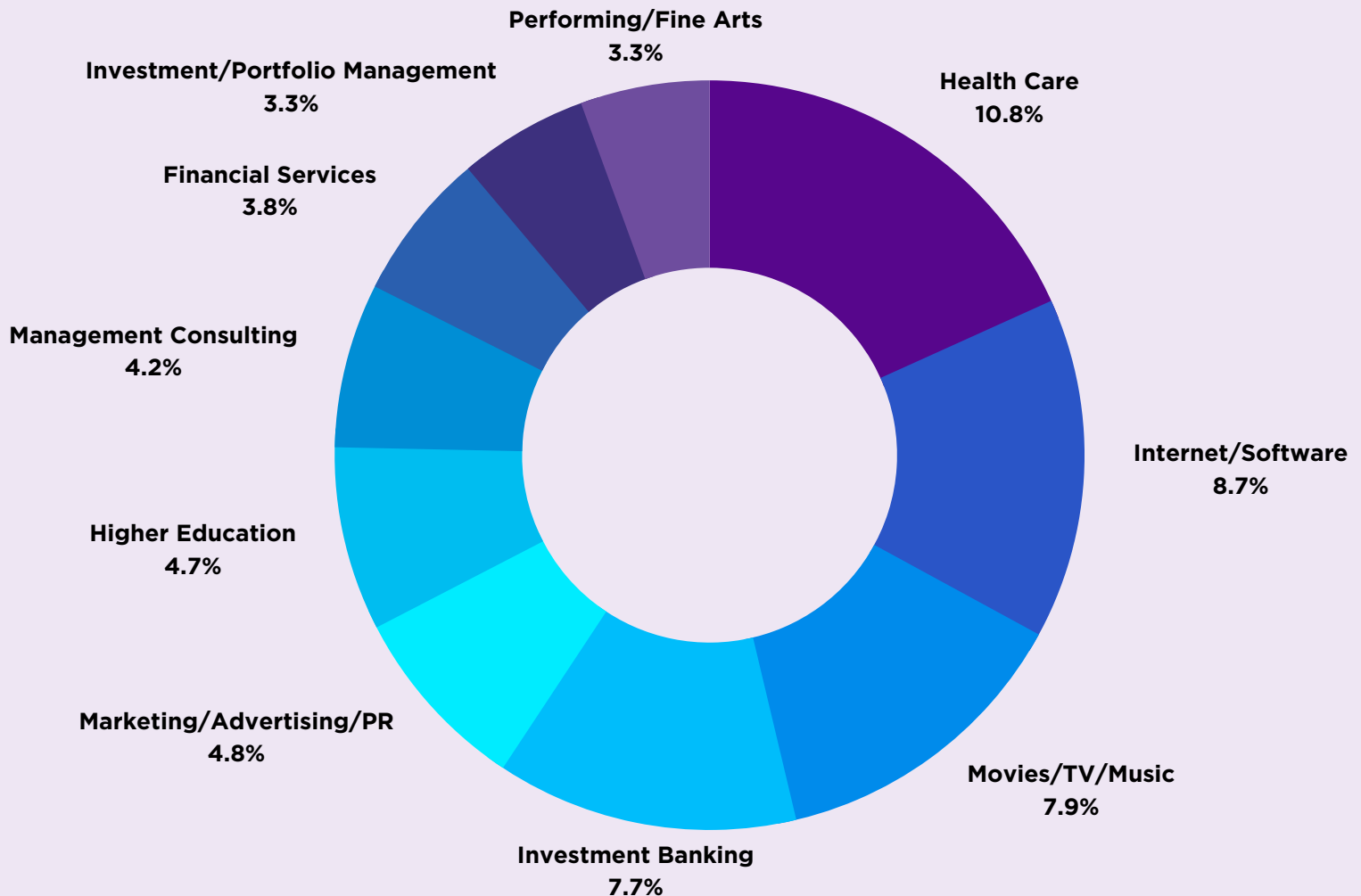
51.9%

*received 2 or
more job offers*

NUMBER OF JOB OFFERS

Rising wages and access to remote job markets led a record 50.5 million people to quit their role for another role in 2022, versus 47.8 million in 2021.²⁴ More job seekers translated to increased competition for work in 2022. This trend is corroborated by research conducted by LinkedIn and Handshake. According to a LinkedIn study, the number of active job applicants on the platform was 19% higher in October 2022 than it was a year earlier.²⁵ Additionally, job seekers using LinkedIn submitted 22% more applications in October 2022 than October 2021. Similarly, Handshake reported a 19% increase in the number of job applicants using the platform, and a 6% jump in applications submitted per applicant from October 2021 to October 2022.²⁶ Handshake's data also suggests that after a surge in job openings at the beginning of 2022, job growth has since slowed to a level more in line with the beginning of 2021.²⁷ Despite the increased competition and drop in open positions, 51.9% (n=915) of graduates reported receiving two or more job offers, an increase of 7% since the last time this information was collected in 2020.

TOP 10 INDUSTRIES



EMPLOYER INDUSTRIES

Graduates secured employment across 70 industries, with the largest shares going into Healthcare (10.8%), Internet & Software (8.7%), Movies, Music, and TV (7.9%), Investment Banking (7.7%), and Advertising, Marketing, and PR (4.8%).

ACCORDING TO HANDSHAKE there were more jobs posted on Handshake in every industry in 2022 than in 2021.²⁸ Handshake also reports that job postings slowed over the course of the year, and they slowed for some industries, such as technology and healthcare, more than others (e.g., retail stores). By April the number of jobs created each month was roughly at 2021 levels. Notably, the April 2022 JOLTS report published by the Bureau of Labor Statistics indicated that the majority of job openings were concentrated in just a handful of industries, including professional and business services, education, health services, trade, transportation, utilities, leisure, hospitality, government, and manufacturing.²⁹ Further, many of the openings were low-wage jobs that do not require a degree; it's no surprise that these industries seem to be less desirable for recent college graduates.³⁰ The Handshake report likewise points to increased competition for roles within media and marketing, tech, and financial services. This disparity between the types of positions recent graduates were looking for and what was available to them underscores one of the challenges for recent graduates seeking employment in 2022.



TIME TO SECURE EMPLOYMENT

NYU graduates who secured their employment during the first quarter of 2022 experienced a very different labor market than those who were still seeking past April 2022. The first few months of 2022 appeared to be a golden time for job seekers; job postings were up,³¹ wages continued to climb,³² and increased negotiating power³³ gave candidates the ability to ask for perks like flexible work hours or remote work.³⁴ 56.4% (n=1,101) of the Class of 2022 (a marked increase from last year's 47.9%) secured their employment before or during this period. The number of job postings peaked in March 2022, and the subsequent slowdown led to a quick tightening of the job market.³⁵ An additional 25.7% of NYU graduates secured their role within three months of graduation, and a further 14.1% secured their position between three and six months after graduation. The deceleration in the job market coincided with the timetable for students to apply for positions in industries that tend to hire in the late spring leading up to graduation, such as media and communications, non-profits, and the arts. Students interested in roles in finance, big tech, and other industries that typically recruit on an earlier timeline, were less affected.

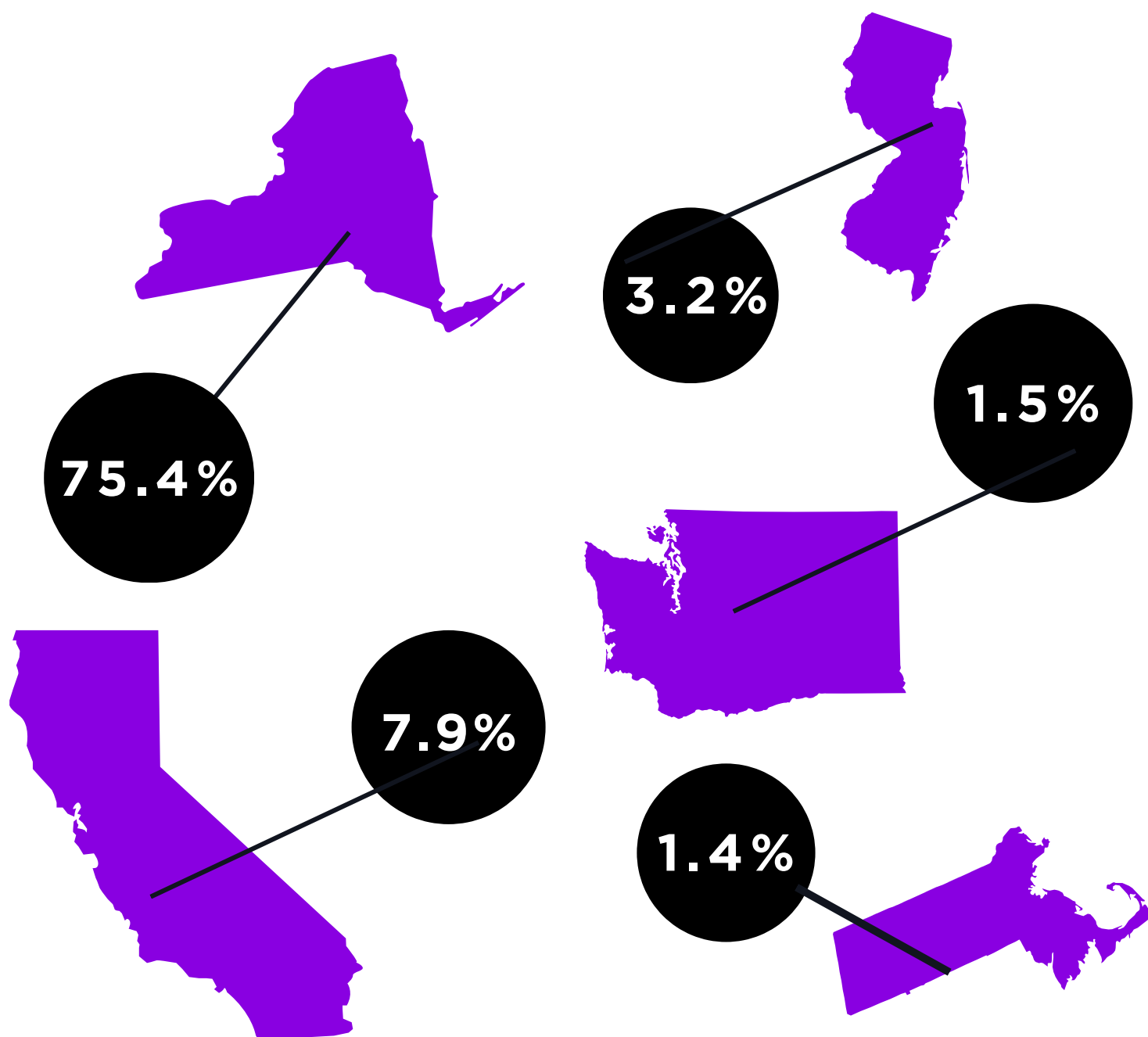
EMPLOYMENT LOCATIONS

Of graduates who are working, 96.2% (n=3,528) are in the United States, with the majority (79.1%) of those staying in the tri-state area (NY, CT & NJ). 138 graduates of the Class of 2022 are working outside of the US versus 207 in the Class of 2021. 85.6% (n=623) of employed international students are working in the United States, an increase over last year's 74.1%.

Discussing employment location in 2022 requires a mention of the significant rise of hybrid and fully remote work. According to a Gallup study, 26% of employees within the US whose job can be done remotely work fully remotely.³⁶ Another 53% of this group work in a hybrid capacity. Moreover, recent college graduates appear to view remote work as beneficial to their personal wellbeing, and according to a PwC Workplace Pulse Survey, about half of Gen Z and millennial employees would be "willing to give up 10% or more of their future earnings in exchange for the option to work virtually from almost anywhere."³⁷

The job market appears to be stratified for remote and on-site work. Researchers at LinkedIn report that more than 50% of applications submitted on the platform in October 2022 were for remote roles, while the share of remote job postings on LinkedIn during that period fell to 14% from a peak of 20% in February 2022.³⁸ We see a similar trend playing out on Handshake: remote jobs constituted about 11.5% of full-time roles posted to the platform in 2022, but 20.7% of all applications submitted by NYU applicants were for remote positions. As the labor market swings back towards favoring employers, Gen Z will experience an increasingly competitive field for remote work, and may need to return to more traditional offices more often.





TOP 5 STATES WITH THE HIGHEST SHARE OF WORKING GRADUATES

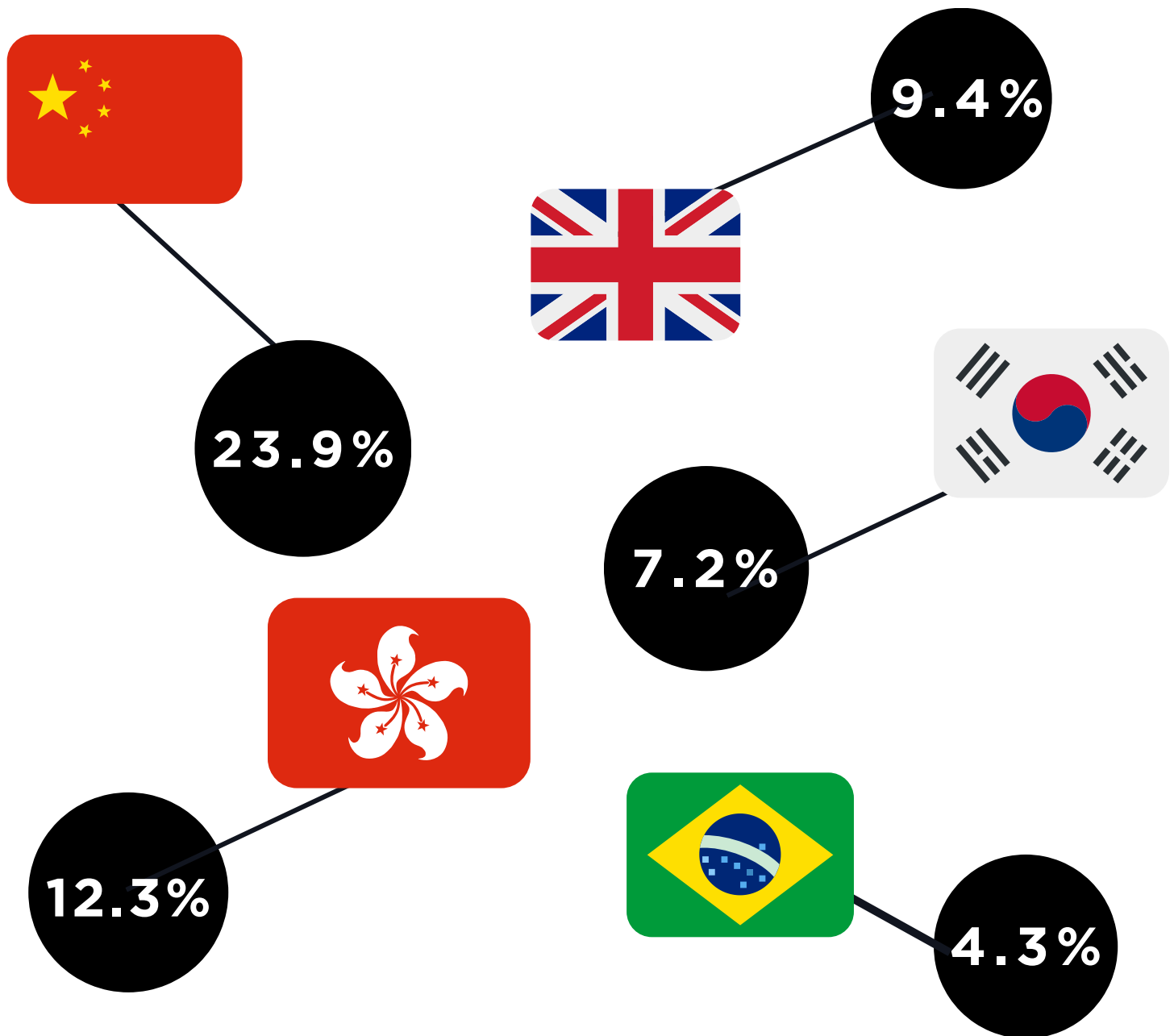
New York

California

New Jersey

Washington

Massachusetts



TOP 5 GLOBAL LOCATIONS WITH THE HIGHEST SHARE OF WORKING GRADUATES

China

Hong Kong

United Kingdom

South Korea

Brazil



SALARIES

The average starting salary for the Class of 2022 was \$75,336, up from \$71,128 in 2021, and \$67,546 in 2020. The average bonus, on the other hand, is down to \$9,567 from last year's \$11,976. Experts agree that the low unemployment rate throughout 2021 and 2022 caused employers to raise base pay to attract workers.³⁹ Not surprisingly, wages grew the most in industries that had trouble attracting workers. Fields that experienced worse labor shortages and saw the greatest salary gains in 2022 included restaurant and food services, leisure and hospitality, and entertainment.⁴⁰ Among our graduates, we see this translate to significantly higher salaries in 2022 for those who identify as women and non-binary, and for graduates from Tisch, Gallatin, Global Liberal Studies, and SPS. While this wage growth story looks positive, it is complicated by inflation. While wages grew nationally in nominal terms throughout 2022, real wage growth has been negative, as wages have not kept up with inflation.

Mean Salary By Gender	
Gender	Mean
Woman	\$72,148
Man	\$79,608
Non-Binary	\$74,288

Mean Salary by International Status	
Domestic	\$74,872
International	\$77,637

Mean Salary By School	
School	Mean
College of Arts and Science	\$68,953
Gallatin School of Individualized Study	\$63,094
Global Liberal Studies	\$55,925
Leonard N. Stern School of Business	\$90,915
Rory Meyers College of Nursing	\$99,895
School of Professional Studies	\$73,689
Silver School of Social Work*	\$50,493
Steinhardt School of Culture, Education, and Development	\$57,058
Tandon School of Engineering	\$84,160
Tisch School of the Arts	\$54,424

**Note: N=9. Only 9 responses from the Silver School of Social Work*

Top 20 Mean Salary By Industry

Industry	Mean
Investment Banking	\$100,400
Internet & Software	\$95,129
Electronic & Computer Hardware	\$91,598
Computer Networking	\$91,200
Investment & Portfolio Management	\$89,763
Commercial Banking & Credit	\$87,685
Automotive	\$85,000
Engineering & Construction	\$85,000
Energy	\$85,000
Financial Services	\$83,235
Scientific and Technical Consulting	\$82,636
Healthcare	\$82,498
Management Consulting	\$82,194
Aerospace	\$81,000
Utilities and Renewable Energy	\$79,333
Accounting	\$78,281
Real Estate	\$76,676
Information Technology	\$76,277
Manufacturing	\$74,650
Insurance	\$74,025

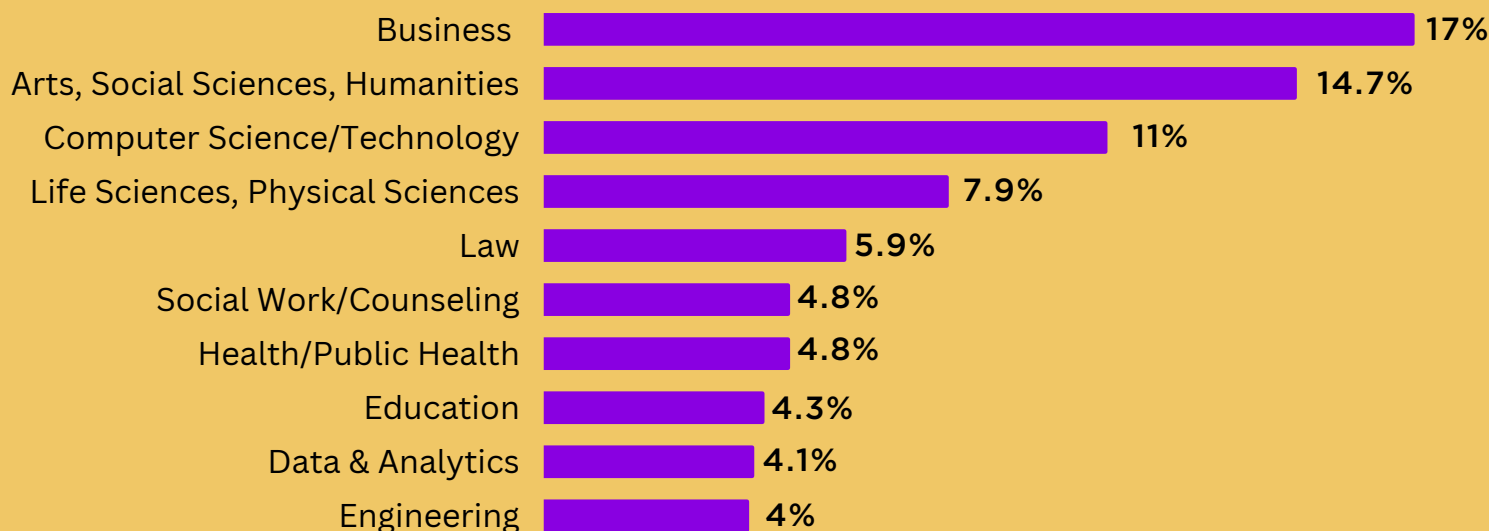


CONTINUING EDUCATION INFORMATION

Overall, 19.9% of Class of 2022 graduates are enrolled in a continuing education program full-time or pursuing a degree program while working, down slightly from last year's 22%. For those currently not attending a post-bachelor's program, 41.5% reported intentions to enroll in graduate or professional school in the next five years, a significant increase over last year's 36.9%. National Student Clearinghouse also reported a slight decrease in undergraduate and graduate enrollment in fall 2022, indicating that pandemic-related increases in enrollment may be over.⁴¹

Continuing Education Enrollment by School	
School	Percentage
College of Arts and Science	31.6%
Gallatin School of Individualized Study	14.2%
Global Liberal Studies	19.0%
Leonard N. Stern School of Business	3.8%
Rory Meyers College of Nursing	1.4%
School of Professional Studies	17.5%
Silver School of Social Work	59.3%
Steinhardt School of Culture, Education, and Development	27.3%
Tandon School of Engineering	26.3%
Tisch School of the Arts	5.2%

The top 10 areas of study for those continuing education are listed below by the percentage of those enrolled.



NOTE: STUDENTS WHO INDICATED THEY WERE IN GRADUATE OR PROFESSIONAL SCHOOL BUT DID NOT PROVIDE DETAILS ABOUT WHAT THEY WERE STUDYING WERE EXCLUDED FROM THE ABOVE CALCULATIONS.



ENGAGEMENT WITH THE WASSERMAN CENTER

The NYU student experience stands apart from peer institutions for the depth and breadth of the opportunities that open doors beyond NYU. Within the Wasserman Center alone, students can access a variety of in-person, virtual, and on-demand offerings including 1:1 career coaching, employer-led recruitment events, skill building workshops, industry focused career panels and boot camps, networking and mentorship opportunities, career fairs, and a job and internship board. A large majority of the Class of 2022, 90.7%, used one or more Wasserman Center resources during their NYU program.⁴² An even larger share of the students who are working, 94.0%, used at least one Wasserman resource during their program.



90.7%

Used one or more Wasserman
Center resources during their
NYU program

CONCLUSION



While many members of the Class of 2022 returned to campus for their final year at NYU, there is no doubt that the pandemic impacted their post-graduation plans in myriad ways. Nevertheless, this cohort of graduates remained engaged and motivated. 90.7% accessed the Wasserman Center for a career coaching appointment, employer event, career education workshop, or to utilize a variety of on-demand job search tools. Of the graduates for whom we have outcomes information 93.6% were found to be either working, in school, or both following graduation. Healthcare and Internet and Software remain the top two industries for NYU recent graduates, followed by Movies, Music, and TV, Investment Banking, and Advertising, Marketing and PR. NYU graduates who are continuing their education are doing so in business, the arts and social sciences, computer science and technology, physical sciences, and law, among other fields.

While the Class of 2022 outcomes showed that NYU students are well prepared to enter the workforce and are competitive for graduate school admissions, the data highlighted several areas where the Wasserman Center can prioritize support. For example, we can continue to cultivate adaptability for a changing workforce by helping students understand the value of career readiness competencies and articulate the transferable skills they gain throughout their NYU education. Students who can envision using their skill sets in a range of industries will be better positioned to adapt to changes in the job market and secure employment across diverse fields. The Wasserman Center's Violet Ready Skills framework serves as a vehicle to introduce students to the concept of transferable skills.⁴³ The Violet Ready Skills were developed based on the NACE competencies, and continue to be refined according to our employer partners' feedback.⁴⁴ In the 2021-2022 academic year undergraduate students practiced these skills in over 200 career education workshops, classroom presentations, and panel events. Through a university-wide Career Advising Network and deep campus partnerships, we can reach more students by embedding Violet Ready Skills in classroom and extracurricular activities.⁴⁵ Considering the rapidly changing workforce landscape, the Wasserman Center will continue to consult with employers about their desired skills and qualifications, and look for ways to provide students with innovative opportunities to develop them.



Another theme that emerged from our data concerns work location. NYU graduates and their peers are leaning into remote work, while many employers continue to prefer staff to work in-person. This chasm over where work happens, as well as Gen Z's attitude towards work-life balance, indicates that employers who offer hybrid or remote work may be more attractive to recent graduates. The Wasserman Center will continue to work with Handshake to improve access to these employers and roles on their job platform, explore ways employers from various industries have addressed different modalities of workplace functions, and prepare students to successfully navigate hybrid work environments and adapt to the ever-changing work landscape.

As we settle into a new workplace paradigm, the Wasserman Center will continue to partner with academic departments, employers, and the entire University community to support students and alumni through strategically planned initiatives, career education programming, and development of and connections to resources to ensure success.

NOTES



1. This mean is taken from 1,464 salaries disclosed by recent graduates.
2. The figures reported in these tables are for individuals with at least one data source. Multiple data sources may be combined within the data set to provide complete information.
3. Categories per U.S. Department of Education
4. Identified as selecting “two or more races” in the student information system.
5. In NYU’s internal database, ‘International’ is its own Race/Ethnicity category.
6. “The Labor Market for Recent College Graduates,” Federal Reserve Bank of New York, 2022, <https://www.newyorkfed.org/research/college-labor-market/index#/unemployment>.
7. “Handshake’s 2020 Campus to Career Report”, Handshake, 2021, https://go.joinhandshake.com/rs/390-ZTF-353/images/Handshake_CampusToCareerReport2020.pdf?aliId=eyJjoiWERTORGNWIWOHNHJIJ2WSIsInQiOiIwZ2pOTW00ZlFzaINwbzdjMEVGTVhRPT0ifQ%253D%253D.
8. Luka Vidovic, “Industries Most and Least Impacted by COVID-19 from a Probability of Default Perspective - January 2022 Update,” S&P Global Homepage, February 11, 2022, <https://www.spglobal.com/marketintelligence/en/news-insights/blog/industries-most-and-least-impacted-by-covid-19-from-a-probability-of-default-perspective-january-2022-update>.
9. Allison Martin, “The Pandemic Made Internships Hypercompetitive,” CNBC, August 26, 2021, <https://www.cnbc.com/2021/08/26/the-pandemic-made-internships-hypercompetitive.html>.
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11. Stephanie Ferguson and Isabella Lucy, “America Works Data Center,” U.S. Chamber of Commerce, 2023, <https://www.uschamber.com/workforce/america-works-data-center>.
12. Reem Nadeem, “Majority of U.S. Workers Changing Jobs Are Seeing Real Wage Gains,” Pew Research Center’s Social & Demographic Trends Project (Pew Research Center, July 28, 2022), <https://www.pewresearch.org/social-trends/2022/07/28/majority-of-u-s-workers-changing-jobs-are-seeing-real-wage-gains/>.
13. “Robust Covid Relief Achieved Historic Gains against Poverty and Hardship, Bolstered Economy,” Testimony of Sharon Parrott, President, Center on Budget and Policy Priorities, Before the House Committee on the Budget, June 14, 2022, <https://www.cbpp.org/research/poverty-and-inequality/robust-covid-relief-achieved-historic-gains-against-poverty-and-0>.

14. Sheila Dang, "U.S. Tech Companies Yank Job Offers, Leaving College Grads Scrambling," Reuters, June 22, 2022, <https://www.reuters.com/business/us-tech-companies-yank-job-offers-leaving-college-grads-scrambling-2022-06-22/>.
15. Avery Hartmans, Samantha Delouya, and Bethany Biron, "Goldman Sachs Plans to Cut Thousands of Workers. Here Are the Other Major US Companies That Have Made Cuts in 2022, from Amazon to Twitter.," Business Insider, December 2022, <https://www.businessinsider.com/layoffs-sweeping-the-us-these-are-the-companies-making-cuts-2022-5>.
16. Financial firms that experienced layoffs include Goldman Sachs, Citi, Morgan Stanley, among others. Vox Media, BuzzFeed, and Gannett were among the media companies that announced layoffs in 2022.
17. "The Labor Market for Recent College Graduates," Federal Reserve Bank of New York, 2022, <https://www.newyorkfed.org/research/college-labor-market/index#/unemployment>.
18. Juliana Kaplan and Madison Hoff, "The Class of 2022 Is Being Presented with the Most Open Jobs in History. But They Aren't the Jobs Gen Zers Want.," Business Insider, June 12, 2022, <https://www.businessinsider.com/class-2022-graduates-job-market-opportunities-low-pay-high-standards-2022-6>.
19. "Probability of US Recession Remains Elevated," The Conference Board, March 2023, <https://www.conference-board.org/research/economy-strategy-finance-charts/CoW-Recession-Probability>.
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21. 31 respondents indicated that they were not seeking employment or continuing education during the survey period. These students were removed from the career outcomes calculations, per NACE guidelines.
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