

Graduate Destination Report Class of 2025



ROCKY MOUNTAIN COLLEGE

Hiring Trends for Class of 2025:

| <u>Unemployment:</u> | <u>MT</u> | <u>US</u> | <u>Unemployment for those with Bachelor degree</u> | |
|----------------------|-----------|-----------|--|------|
| May 2024 | 3% | 4% | Fall 2024 | 2.5% |
| May 2025 | 2.8% | 4.2% | Fall 2025 | 2.8% |
| January 2026 | 3.4% | 4.3% | Source: Bureau of Labor Statistics | |

2025 Job Outlook from National Association of Colleges & Employers

- Employers planned to increase specifically hiring new graduates from the Class of 2025 by 0.6% versus the previous year
- 24.6% of employers plan to increase their overall hiring pace in Spring 2025, and 64.6% plan to maintain their hiring pace, versus the previous year



Rocky Mountain College Destination Data 2025-2021

| | 2025 | 2024 | 2023 | 2022 | 2021 |
|---|---------|---------|---------|---------|---------|
| Number of Bachelor of Science and Bachelor of Arts recipients | 154 | 149 | 168 | 150 | 148 |
| Number of graduates contacted/Response rate | 150/97% | 140/94% | 161/96% | 135/90% | 132/89% |

Graduates Contacted not every respondent answers every question, so data does not always total 100%

Destination Details

| | 2025 | 2024 | 2023 | 2022 | 2021 |
|--|------------|------------|------------|------------|------------|
| Total success rate | 98% | 99% | 93% | 94% | 99% |
| Employed | 76% | 78% | 84% | 70% | 79% |
| Continued Education | 22% | 21% | 9% | 24% | 20% |
| Employed Full Time | 59% | 66% | 77% | 65% | 72% |
| Employed Part Time | 15% | 6% | 7% | 5% | 7% |
| Employed in field | 63% | 59% | 73% | 66% | 64% |
| Unemployed, Still seeking | 1% | 1% | 2% | 3% | 1% |
| Not seeking-gap year-volunteer-mission | 1% | 1% | 2% | 2% | 0% |

Salary Information

| | 2025 | 2024 | 2023 | 2022 | 2021 |
|-------------------------|-----------|-----------|----------|-----------|-----------|
| Average starting salary | \$53,535 | \$47,380 | \$45,623 | \$47,402 | \$42,640 |
| High starting salary | \$117,800 | \$100,000 | \$95,000 | \$110,000 | \$100,000 |

Geographic Location

| | 2025 | 2024 | 2023 | 2022 | 2021 |
|---------------------------------|------|------|------|------|------|
| Respondents working in Montana | 54% | 47% | 46% | 48% | 49% |
| Respondents working in Billings | 44% | 38% | 37% | 41% | 42% |



Graduation Status by Major

Professional Studies

| Program | Graduates | Respondents | Employed In Field | Employed Out of Field | Continuing Education |
|------------------------------|------------|-------------|-------------------|-----------------------|----------------------|
| Aviation | 30 | 30 | 30 | 0 | 0 |
| Business Administration | 29 | 28 | 18 | 4 | 4 |
| Elementary Education | 4 | 4 | 3 | 0 | 1 |
| Equestrian Studies | 5 | 4 | 4 | 0 | 0 |
| Health & Human Performance * | 16 | 16 | 5 | 2 | 7 |
| Psychology | 20 | 20 | 10 | 0 | 8 |
| TOTALS | 104 | 102 | 70 | 6 | 20 |

Arts & Humanities

| Program | Graduates | Respondents | Employed In Field | Employed Out of Field | Continuing Education |
|----------------------------|-----------|-------------|-------------------|-----------------------|----------------------|
| Art/Art History | 3 | 2 | 0 | 0 | 3 |
| Communication Studies | 3 | 2 | 1 | 1 | 0 |
| English * | 3 | 3 | 1 | 1 | 1 |
| History & Social Studies * | 5 | 5 | 2 | 3 | 0 |
| Political Science | 4 | 4 | 1 | 3 | 0 |
| Sociology | 2 | 2 | 0 | 0 | 2 |
| TOTALS | 20 | 19 | 5 | 8 | 6 |

Math & Sciences

| Program | Graduates | Respondents | Employed In Field | Employed Out of Field | Continuing Education |
|-----------------------|-----------|-------------|-------------------|-----------------------|----------------------|
| Biology | 14 | 13 | 6 | 0 | 6 |
| Chemistry | 1 | 1 | 1 | 0 | 1 |
| Computer Science | 2 | 2 | 2 | 0 | 0 |
| Environmental Science | 6 | 6 | 6 | 0 | 0 |
| Geography | 3 | 3 | 3 | 0 | 0 |
| Geology | 3 | 3 | 2 | 1 | 0 |
| Mathematics | 1 | 1 | 0 | 1 | 0 |
| TOTALS | 30 | 29 | 20 | 2 | 7 |

*Includes Secondary Education in that subject



Graduates Pursuing Further Education 22%

| Graduate or Professional School | Program |
|---------------------------------------|---------------------------------------|
| Baylor University | MA in Museum Studies |
| Florence Academy of Art (Italy) | MA in Studio Art |
| Idaho College of Osteopathic Medicine | Doctor of Osteopathic Medicine |
| Rocky Mountain College | Doctor of Occupational Therapy |
| University of East London (England) | MS in Sport Psychology |
| Rocky Mountain College | Master of Physician Assistant Studies |
| University of Montana | MA in Anthropology: Linguistics |
| University of North Dakota | MS in Geography |
| Walla Walla University | Master of Social Work |
| University of Utah | Doctor of Physical Therapy |

Selected Employers of 2025 Graduates

| Employer | Location | Employer | Location |
|----------------------------------|-------------------|-----------------------------------|----------------|
| Intermountain Healthcare | Billings, MT | Montana Conservation Corps | Kalispell, MT |
| Fox 11 Sports | San Diego, CA | First Interstate Bank | Billings, MT |
| Northern Plains Resource Council | Billings, MT | Montana DNRC | Lewistown, MT |
| Enterprise Mobility | Fort Collins, CO | Altana FCU | Billings, MT |
| Rocky Mountain College | Billings, MT | Montana Fish, Wildlife & Parks | Sula, MT |
| JP Morgan Chase | St Petersburg, FL | Century 21 Hometown Brokers | Billings, MT |
| Billings Police Department | Billings, MT | Back in the Saddle Equine Therapy | Warner NH |
| Idaho Falls Parks & Recreation | Idaho Falls, ID | Glass Specialists of Billings | Billings, MT |
| Alpine Air Express | Billings, MT | Rapid City Regional Airport | Rapid City, SD |
| St. Labre Indian School | Ashland, MT | Montana Equine Medical Center | Billings, MT |
| Yellowstone Pathology Institute | Billings, MT | GRAM Northwest | Richland, WA |
| Harlem Public Library | Harlem, MT | US Bureau of Reclamation | Billings, MT |
| Stockman Bank | Billings, MT | Orgel Wealth Management | Altoona, WI |
| Joliet Public Schools | Joliet, MT | Billings Public Schools | Billings, MT |
| Corning Companies | Billings, MT | Beacon Air Group | Cody, WY |

All statistics presented are based on the number of students reporting.
Information regarding each placement is accurate to the best of the knowledge of the
Career Services Office as of April 2026

Students who only graduated from masters or doctoral programs are not included in this survey.