



LaGUARDIA | **CU**
COMMUNITY COLLEGE | **NY**

2024-25 Cap & Gown Survey **Complete Results**

March 2026

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Executive Summary

The *2024-25 Cap & Gown Survey* is an annual survey conducted across CUNY institutions to understand graduates' career readiness and post-completion plans. Graduates from the college who completed their degrees in the Fall 2024 and Spring 2025 semesters are eligible to complete the survey. The survey is available as part of the student's degree completion checklist on CUNYFirst.

LaGuardia had a completion rate of 19.4% compared to CUNY-Wide Community Colleges (CUNY-CCs) at 28.3%. LaGuardia had the lowest completion rate of all the community colleges in the system.

In total there were 14 questions divided over four sections including:

- Employment Status (8 questions)
- Industry and Job Role (1 question)
- Career Preparation (3 questions)
- Subsequent Education Plans (2 questions)

Just under half of students had post-completion employment lined up at the time of graduation, with many students staying in the same job that they had while enrolled, with some receiving a raise or promotion upon completion of their degree. Of graduates in the survey, 81% indicated that their annual salary would be below the living wage for New York City, which requires further exploration by the college, since a living wage is an intentional focus. Importantly, nearly all graduates intend to stay in the state or region, contributing to the economic development of the area.

There was a noticeable increase in graduates indicating that they have participated in career development activities while enrolled, especially in the use of the Career Services on campus. Participation in internships (paid or unpaid) was up compared to prior years. There were also indications that there may be some changes in the ways in which students use websites to look for a job, with more focus on certain professional network sites and direct-to-employer websites compared to aggregated job search engines.

The college's promotion of transfer for students appears to have had an impact on this cohort of graduates. There was a significant increase in the number of students indicating that they were already enrolled at another institution at the time of survey completion.

In all, there have been notable gains in several aspects of the Cap & Gown survey. Overall employment outcomes were higher than in past years, but there is still room to improve. Likewise, participation in career development and intent-to-transfer sections both showed significant gains in certain crucial areas.

2024-25 Cap & Gown Graduation Survey

Information About this Report

This report is a full and complete analysis of available data from the Cap & Gown Survey, administered for graduates from the 2024-25 academic year. The data are made available to the college from the City University of New York (CUNY) via the Office of Applied Research, Evaluation, and Data Analytics (OAREDA) in a dashboard on CUNY Insights.

The data for LaGuardia Community College were compiled by the Office of Institutional Research and Effectiveness (OIRE) based upon available data from the CUNY Insights Dashboards.

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Overview of the Cap & Gown Survey

The 2024-25 Cap & Gown Survey is an annual survey conducted across CUNY institutions to understand students' career readiness and post-completion plans. Graduating students have an opportunity to share their experiences in academic coursework, career services, and other areas important to the success of students.

Graduates from the college who completed their degrees in the Fall 2024 and Spring 2025 semesters are eligible to complete the survey. The survey is open to students who have applied for graduation in a particular semester and has one of the following Degree Checkout Statuses: Approved (AP), In Progress (IP), Pending (PN), or Awarded (AW). The survey results reported here only report on students who actually graduated that semester, and only those who actually completed the survey. The survey is accessible in a student's [CUNYFirst portal](#). The survey is available as part of the student's degree completion checklist as the "Graduation Survey" in CUNYFirst.

In total there were 14 questions divided over four sections including:

- Employment Status (8 questions)
- Industry and Job Role (1 question)
- Career Preparation (3 questions)
- Subsequent Education Plans (2 questions)

While Employment Status and Industry and Job Role were two distinct sections in the survey, they will be reported together as their results are related to one another. These will be reported collectively in the Employment Status section.

Where appropriate, comparisons will be made to CUNY-wide (all-student) responses as a means of understanding where LaGuardia's results were in comparison to the entire system. However, it is important to note that every institution is different, although CUNY is one system. Each institution has its own mission, identity, and culture that makes it unique.

Additionally, longitudinal perspectives are provided for LaGuardia students as a whole and by credential to understand trends in the data.

Segmentation of Responses

The data made available to the college included CUNY-wide data and college specific data. The data were filterable by degree type and graduation term. Demographic data were not made available to the college. This

report will show results for CUNY community colleges (CUNY-CCs) with graduates in Associate of Science, Associate of Arts, Associate of Applied Sciences, and Certificate programs to keep the comparison equal for institutions. Importantly, the number of participants responding as having completed a certificate was below the reporting threshold ($N=10$) and will not be reported individually for the college; the aggregated percentages for CUNY-CCs and LaGCC Students include certificate responses.

LaGuardia Administration and Response Rates

Of the seven community colleges in CUNY (including only students graduating in an AA/AS, AAS, and certificate programs), response rates ranged from a low of 19.4% to a high of 35.7%, and CUNY-CC overall response rate was 28.3%. LaGuardia had a completion rate of 19.4%; 1,877 graduates qualified to partake in the survey, and 364 completed the survey. 4 participants began the survey but did not complete all questions, their responses are included in the results. LaGuardia had the lowest completion rate of community colleges in the system.

Note that LaGuardia follows 12/6 schedule, where the fall and spring semesters are broken into two sessions (Fall Session I, Fall Session II, Spring Session I, and Spring Session II). Fall Session I begins in early September and runs through December, Fall Session II begins in January and lasts until late February, Spring Session I begins in March and goes through May, and Spring Session II runs from June to August. When comparing the data to CUNY-overall, the 12/6 schools have graduates in Fall (Session I and II) and Spring (Session I and II), while non-12/6 schools include Fall, Spring, and Summer sessions.

The table below shows a comparison of response rates for CUNY-CCs (AA/AS or AAS graduates).

Table 1 Response Rates for CUNY-CCs (with AA/AS, AAS, and Certificate Graduates)

College	Invited	Completed	Response Rate
Community Colleges	10,115	2,866	28.3%
LaGuardia Community College	1,877	364	19.4%
Bronx Community College	3,243	1,159	35.7%
Borough of Manhattan Community College	895	294	32.8%
Guttman Community College	144	37	25.7%
Hostos Community College	804	225	28.0%
Kingsborough Community College	1,693	486	28.7%
Queensborough Community College	1,459	301	20.6%

Reporting the Data

Of respondents from LaGuardia, 306 indicated that they were earning an AA or AS, 48 were earning an AAS, and 10 were completing a certificate. For a population to be reported in the results, there needed to be more than 10 respondents. Because the certificate responses were not above this threshold, they will not be reported upon separately; they will, however, be included in the aggregated student data.

Responses will include an All-LaGuardia Student comparison to the CUNY-CC average, followed by a breakdown of the results by AA/AS, AAS, and certificates. AA and AS degrees are considered “transfer” degrees, and thus the results are reported together.

Data Rounding

Importantly, the data for the survey presented in this report use simple rounding where fractions are rounded up if the values are 0.50 to 0.99, and rounded down if the values are 0.01 to 0.499. Therefore, there may be some questions where the data might not add up to 100% exactly.

Employment Status

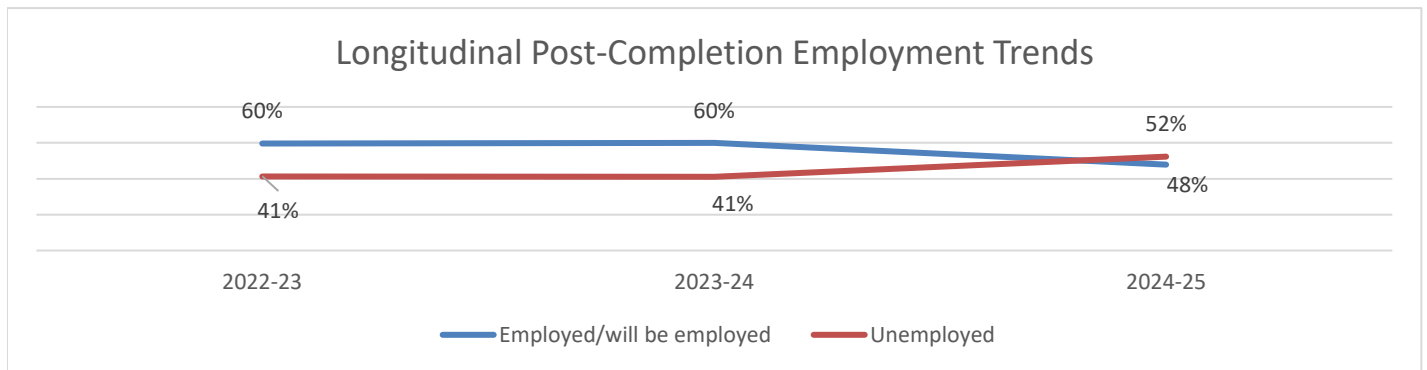
This section asked graduates about their employment status upon graduation. There were a total of eight (8) questions in this section.

For the following question, graduates were asked about their employment status at graduation. The results showed that 48% of graduates at LaGuardia expected to be working at graduation, compared to 54% of CUNY-CC respondents. The AAS degree is intentionally a career-oriented degree, which means that it would be expected that AAS graduates (43%) would have higher expected employment outcomes than the AA/AS (49%), which are intended as transfer programs. Combining the results of the expected employment outcomes with the results from the *Subsequent Education Plans* will provide some potential context to these number.

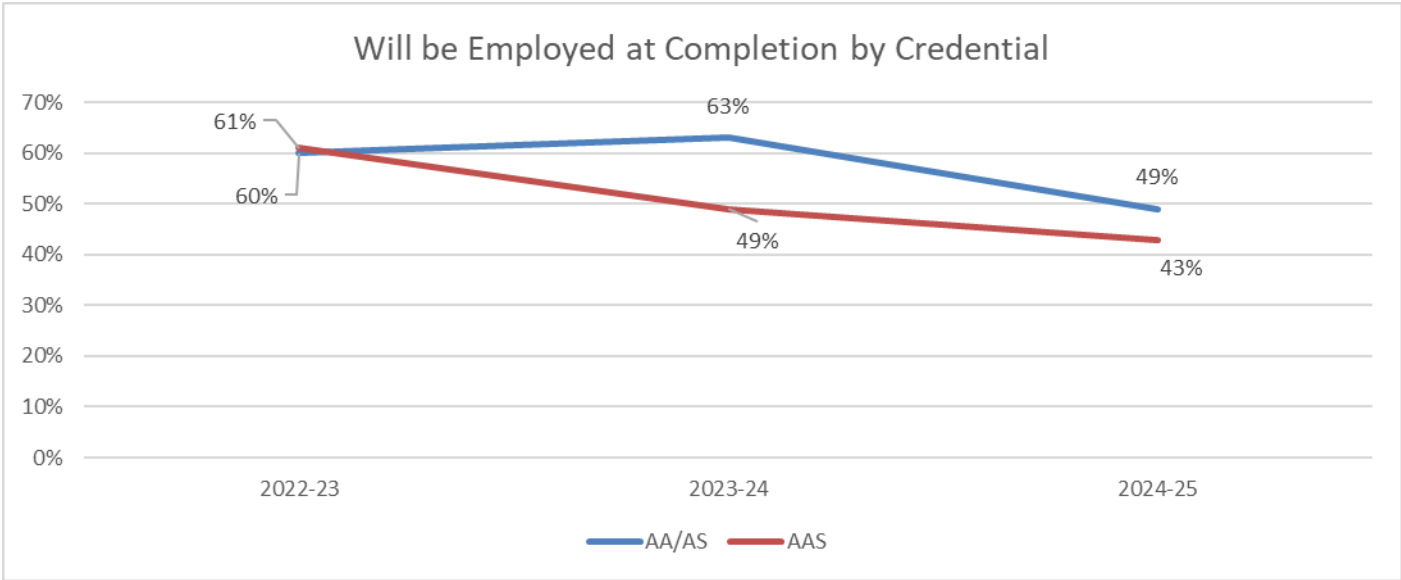
15% of LaGuardia graduates indicated that they will not seek employment compared to 12% CUNY-CC wide. These students may have completed a degree for personal enrichment and were not intending to continuing for transfer or employment.

Employment Status	CUNY-CC	LaGCC Grads	AA/AS	AAS
Employed/Will be Employed	54%	48%	49%	43%
Unemployed	48%	52%	52%	57%
Unemployed, Not Seeking Employment	12%	15%	16%	8%

Looking at the data for graduates over time, there has been a shift in the percentage declaring that they are unemployed at graduation. The aggregated (all LaGCC student) rates were 41% in 2022-23 and 2023-24 and rose to 52% for the 2024-25 cohort. In an increasingly competitive work environment given current economic circumstances, it is important for the college to help students to engage as early as possible in career-related development opportunities. This report will show that gains have been made in certain areas, but the longitudinal results of graduated students reporting that they will be unemployed at graduation is concerning.



Longitudinally, the percentage of AAS graduates indicating that they were employed at the time of completion has been declining since 2022-23, going from 61% to 43% in 2024-25. For the AA/AS students, the rate was 60% in 2022-23 and fell to 49% in 2024-25. While immediate employment is not necessarily possible for everyone, especially where a credential might be require before working, graduates who do not have employment lined up may be on the job market for some time. Shortening the length of time that a graduate is on market benefits the studen and could also likely impact whether the student is working in the field in the long-term.



22% of LaGuardia graduates indicated that they would be working more than one job, compared to 25% for CUNY-CC graduates. Slightly higher AAS (at 25%) said they would be working more than one job.

Will you be working more than one job for pay AFTER GRADUATION?	CUNY-CC	LaGCC Grads	AA/AS	AAS
No	77%	78%	78%	75%
Yes	25%	22%	22%	25%

Longitudinally, the rates from 2024-25 were similar in 2022-23 and 2023-24.

55% of LaGuardia graduates indicated that they would be working more than 35 hours per week (all jobs combined, if applicable), compared to 56% across CUNY-CCs. There is a disparity among AA/AS and AAS graduates at the college with 58% of AA/AS graduates indicating that they would be working 35 or more hours, while 35% of AAS graduates indicated this.

How many hours total a week will you work in ALL JOBS?	CUNY-CC	LaGCC Grads	AA/AS	AAS
1-10 hrs	7%	5%	3%	10%
11-20 hrs	14%	15%	14%	20%
21-35 hrs	27%	25%	24%	35%
35+ hrs	56%	55%	58%	35%

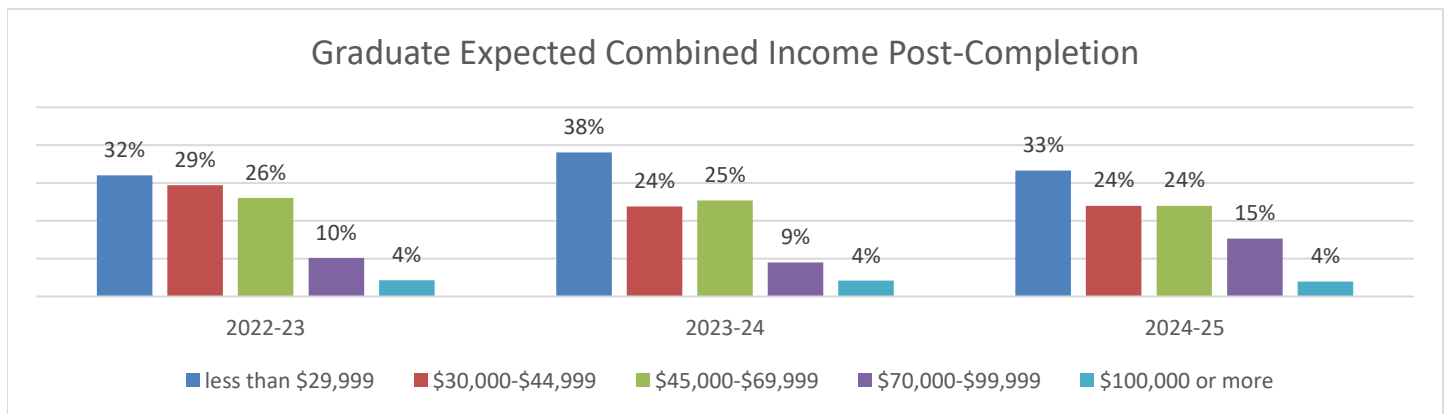
According to the [Living Wage Calculator](#), a tool produced by the *Living Wage Institute*, a living wage job for a single adult with no children would be above \$79,477 for the City of New York. The survey did not apply a living wage to the breakdown of the results, so a direct comparison is not possible; however, the bottom three response options are clearly outside of a living wage; therefore, with some nuance, this will be applied to the analysis. Of LaGuardia graduates, 81% indicated that they would earn less than a living wage; 88% of CUNY-CC graduates similarly indicated a below-living wage job. It is important to note that there are a variety of factors at play here, including what graduates’ intended long-term goals are and if they aspire to transfer post-completion; therefore, the results need to be viewed in the totality of responses on the survey.

Slightly better results showed for graduates who were in AAS degrees, again primarily a career-oriented degree where 75% indicated that they would have a below-living wage job. As will be seen later in the survey, many AAS graduates intend to transfer to complete a bachelor’s degree post-completion, so there is some

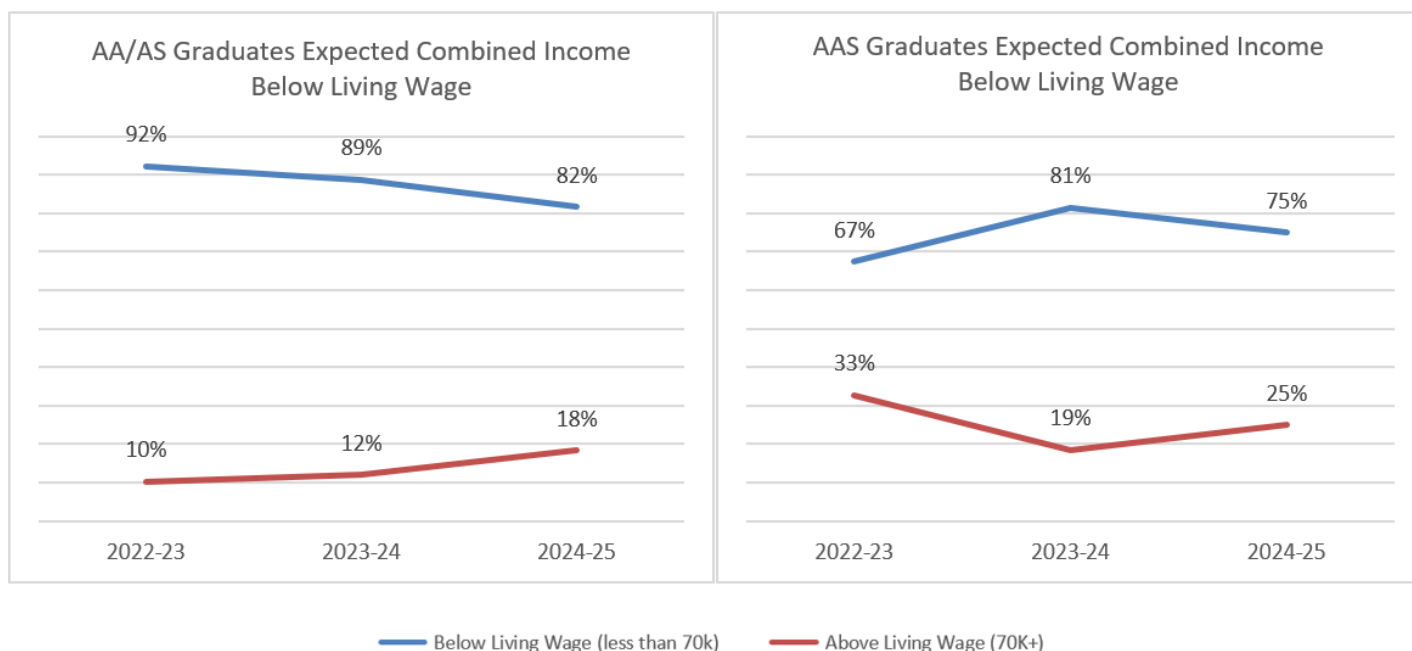
noise in the data that is not readily understood in the available aggregated data. More on this will be discussed in the *Subsequent Education Plans* section.

What will be your annual income from ALL JOBS combined?	CUNY-CC	LaGCC Grads	AA/AS	AAS
less than \$29,999	36%	33%	34%	35%
\$30,000-\$44,999	28%	24%	25%	20%
\$45,000-\$69,999	24%	24%	22%	20%
\$70,000-\$99,999	11%	15%	15%	15%
\$100,000 or more	5%	4%	3%	10%

Although the aggregated rate of lower-than-living-wage jobs was high in 2024-25, there are clear improvements compared to the prior two years. Rates among the lowest band increased among 2023-24 graduates, but came back down in 2024-25. The 2024-25 salary bands are similar to those in 2022-23. Although there appears to be some stabilizing in the economic outlook, this should continue to be monitored.



As above, the proxy for living wage jobs uses a cut-off of \$70,000 because of the way that the survey questions were asked, even though the living wage is closer to \$80,000. What is clear is that most of the students expect to earn below a living wage. There are differences between the AA/AS and AAS degrees. In 2022-23, the expectation that graduates would earn above a living wage was 10%, compared to 18% in 2024-25. AAS were at 33% in 2022-23 compared to 35% in 2024-25. The AA/AS degrees made gains, while the AAS lost. The converse is also true, that AA/AS graduates from 2022-23 decreased in expectations of working below minimum wage; the AAS were higher in 2024-25 compared to 2022-23. In terms of “being better off”, the AA/AS graduates were better off in 2024-25 than 2022-23 graduates, and the AAS were worse off.



Of LaGuardia graduates, 51% said that their degree was directly related to their intended job post-completion, compared to 54% for CUNY-CCs. 60% of AAS graduated from the college said “yes”, and 48% for AA/AS. For the career-oriented AAS degree, most of the graduates are/will be working in their field at graduation.

Is this job related to your major while at CUNY?	CUNY-CC	LaGCC Grads	AA/AS	AAS
No, not at all	49%	49%	51%	40%
Yes, directly related	24%	23%	21%	30%
Yes, partially related	30%	28%	27%	30%

80% of LaGuardia graduates said that they were employed at the time of graduation compared to 82% of CUNY-CC graduates. Of these the college’s graduates 5% said that they received a promotion as a result of attaining their degree, compared to 4% CUNY-CC wide. AAS graduates showed a personal economic boost of 17% having received a raise or promotion upon completion.

LaGuardia-wide, 22% said that they received a new job after completion compared to 20% for CUNY-CCs; 39% of AAS graduates said that they started a new job as a result of completing their degree, and 18% among AA/AS graduates. As would be expected, more AAS graduates started a new job as a result of their degree compared to the AA/AS graduates (who are more likely to transfer).

Were you employed in this job while enrolled at CUNY?	CUNY-CC	LaGCC Grads	AA/AS	AAS
Yes, but I've received a promotion / pay raise now that I have a degree	4%	5%	4%	17%
Yes, I am at the same job	78%	75%	79%	56%
No, this is a new job I'm starting	20%	22%	18%	39%

The survey results do not provide information about a student’s job prior to starting at the college, nor whether they intended to remain in a job that was unrelated to their eventual degree, so some caution should be applied to the following information. 36% of LaGuardia graduates indicated that their post-completion job required an associate degree or higher (with 15% actually indicating that a bachelor’s degree or higher was the minim job requirement). 31% of CUNY-CC graduates said that their post-completion employment required an associate’s degree or higher and of those, 12% required a bachelor’s degree or higher.

65% of AAS graduates said that their post-completion employment required above an associate’s degree, with 15% requiring a bachelor’s degree or above.

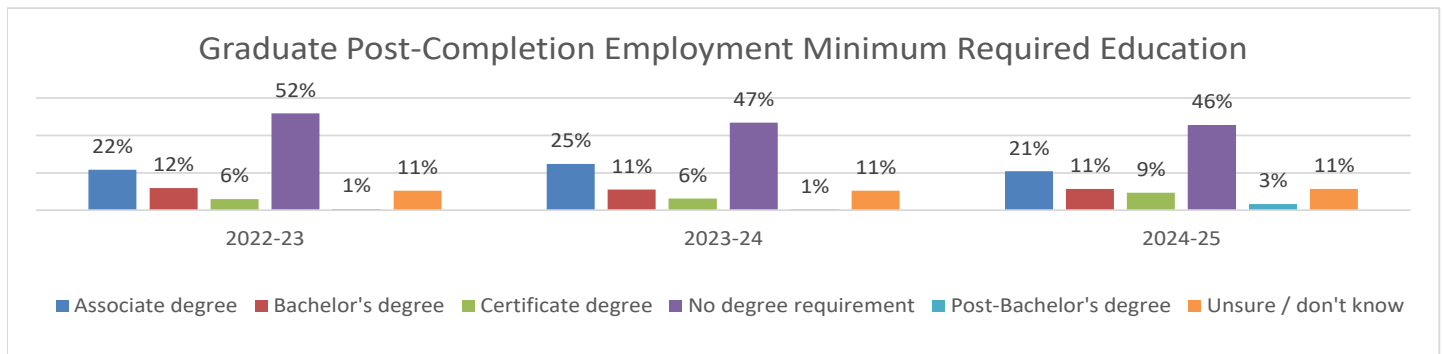
Of AA/AS graduates, 14% were in positions that required more than an associate degree, and for AAS it was 15%. 17% of AA/AS and 50% of AAS graduates were in roles that require an associate degree.

The results showed that of AA/AS graduates, their post-completion employment was in a role that required a certificate degree (7%) or no degree requirement (50%); 15% of the AAS were in a role that required a certificate, and 15% had no degree requirement. It is unclear whether “no degree requirement” indeed did not require a degree or if the student was unaware. However, if the goal is to ensure that the degree that students earn should have some impact on their economic mobility, this should continue to be monitored.

What degree, if any, is required for this job?	CUNY-CC	LaGCC Grads	AA/AS	AAS
Post-Bachelor's degree	1%	3%	3%	5%
Bachelor's degree	11%	11%	11%	10%
Associate degree	19%	21%	17%	50%
Certificate degree	9%	9%	7%	15%
No degree requirement	53%	46%	50%	15%
Unsure / don't know	11%	11%	11%	15%

NOTE: The AAS percentage adds up to more than 100%, which is not a rounding error or a transposition error. Please use some discretion when looking at this metric.

Although, as above, it will be important for the college to continue to monitor the results showing that some of the jobs held by graduates required less than an associate degree, there were clear gains for graduates in 2024-25 compared to the prior two graduate-cohorts. 52% of 2022-23 graduates said that there were no degree requirements for the jobs they held, and this was down to 46% in 2024-25.



In Fall of 2024, the timeframe in which the Cap & Gown survey began, LaGuardia students came from all five boroughs, with 69% of students living in Queens, 14% in Brooklyn, 7% in the Bronx, and 6% in Manhattan. While the college did have students from Staten Island, the percentage was less than 1%. 48% of graduates indicated that their job was located in Queens, which was higher among AAS graduates. Aside from Queens, the second highest location for AA/AS graduates was from Manhattan at 29%, followed by Brooklyn at 10%. The second highest location for AAS graduates was in Manhattan, followed by the Bronx at 10%.

Importantly, 89% of graduates plan to work within the City, while 96% plan to stay within the state or region. Therefore, LaGuardia’s graduates plan to have a continued impact on the local economy.

Where is this job located?	CUNY-CC	LaGCC Grads	AA/AS	AAS
Bronx	15%	5%	3%	10%
Brooklyn	23%	9%	10%	0%
Manhattan	32%	26%	29%	15%
Queens	19%	48%	47%	55%
Staten Island	2%	1%	1%	5%
Connecticut	0%	0%	0%	0%
Long Island	3%	3%	2%	5%
New Jersey	1%	1%	0%	5%
Other inside NY State	3%	3%	4%	0%
Other U.S. State	2%	4%	4%	5%
Outside of the US	0%	0%	0%	0%

Across all LaGuardia graduates, the highest sector where graduates were employed was Healthcare Support Occupations at 18% were in Healthcare Support Occupations, followed by Educational Instruction and Library Occupations at 14%, and Office and Administrative Support Occupations at 10%. For AAS graduates, a larger proportion of them were working in Healthcare Practitioners and Technical Occupations professions compared to the overall population.

Which Job Category best represents the work you do?	LaGCC Grads	AA/AS	AAS
Architecture and Engineering Occupations	0%	3%	0%
Arts, Design, Entertainment, Sports, and Media Occupations	4%	0%	6%
Building and Grounds Cleaning and Maintenance Occupations	1%	1%	0%
Business and Financial Operations Occupations	6%	7%	0%
Community and Social Service Occupations	4%	3%	6%
Computer and Mathematical Occupations	1%	1%	0%
Construction and Extraction Occupations	1%	1%	0%
Educational Instruction and Library Occupations	14%	15%	17%
Food Preparation and Serving Related Occupations	7%	8%	0%
Healthcare Practitioners and Technical Occupations	8%	3%	33%
Healthcare Support Occupations	19%	18%	17%
Installation, Maintenance, and Repair Occupations	1%	2%	0%
Legal Occupations	1%	2%	0%
Life, Physical, and Social Science Occupations	2%	3%	0%
Management Occupations	4%	4%	6%
Military Specific Occupations	2%	17%	6%
Office and Administrative Support Occupations	10%	10%	11%
Personal Care and Service Occupations	4%	4%	6%
Protective Service Occupations	1%	2%	0%
Sales and Related Occupations	9%	10%	0%
Transportation and Material Moving Occupations	3%	3%	6%
Architecture and Engineering Occupations	0%	3%	0%

NOTE: The following sectors did not have any graduates reporting employment in the sector, and these are removed from the table for this year: Farming, Fishing, and Forestry Occupations; and Production Services.

Employment Status General Findings

For AAS graduates, 43% of these graduates said that they were employed upon graduation, 57% of these graduates indicated that they did not have an employment opportunity lined up. While it can take time for graduates to find employment after completion, having opportunities to engage with employers/prospective employers can have a major impact on the length of time required to find employment. Additionally, for AAS graduates, a large number indicated that they were expecting to work below a full-time level (65%). Graduates sometimes start in positions to gain experience and, while their immediate employment after graduation might have fewer hours, their prospects likely improve after some time in the role. What this points to is a need to track students more longitudinally after degree completion to understand their employment

outcomes. While there are some opportunities to do this through the OIRE, it is important to systematize the process of tracking graduates.

Since the college emphasizes ensuring that students can enter a living wage job, this is an area for further exploration. While the AAS graduates are likely first into the world of work, the AA and AS students are eventually expected to enter employment whether directly after completing LaGuardia or after transferring and completing a bachelor’s degree. It is important to note that students have different goals upon entering the college, and enough time needs to pass to understand the wage and employment outcomes of graduates. While the college tracks students roughly four years after completion to understand their wage outcomes, the likelihood of students getting a good job immediately upon completion increases the chance that, four years later, students can be employed in a living-wage sustaining position.

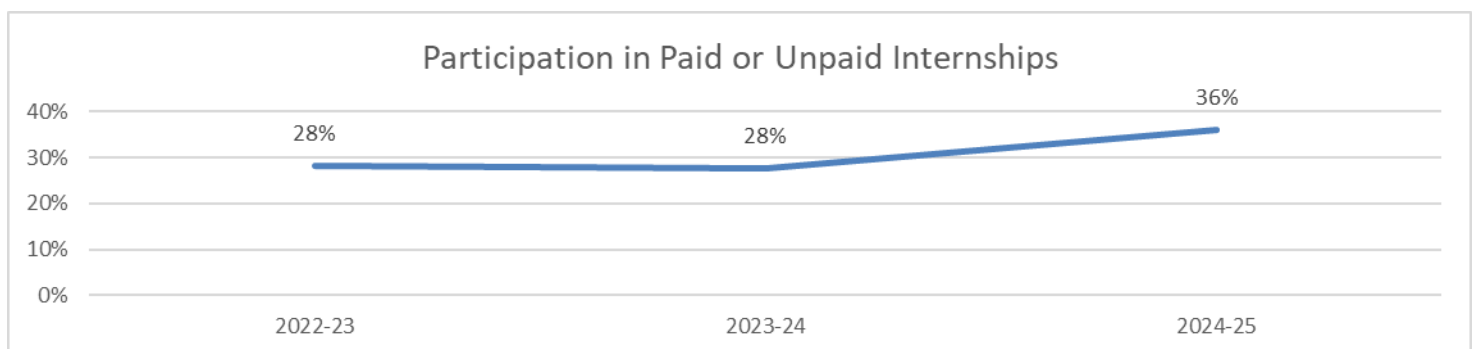
What the results demonstrate is that career-focused education needs to be embedded in the learning experience for students. While not every student is coming to earn a degree and immediately enter into employment at graduation, a career path needs to be emphasized throughout the degree (transfer and career-oriented programs). Advising efforts focused on increasing career-awareness, as well as embedded work in the first-year seminar (FYS) and reinforced throughout a student’s program can ensure that students see themselves on a path (even if they intend to transfer after graduation). Helping students to recognize potential pathways for their future would benefit them even in transferring to bachelor’s degree programs.

Career Preparation

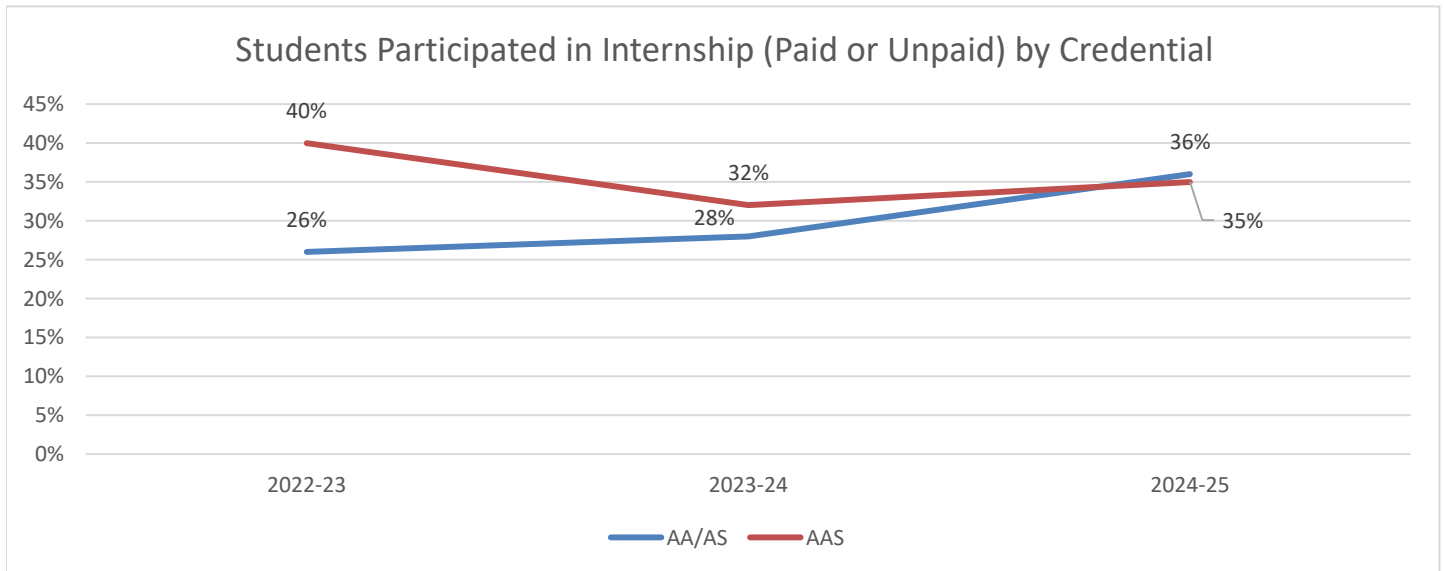
This section asked students about their engagement with career development activities on campus and other means by which they inform themselves about career opportunities. Importantly, the college and CUNY have set goals for increasing participation in internship opportunities. LaGuardia’s results showed that 36% of the aggregated graduates in 2024-25 participated in some form of internship opportunity (paid or unpaid) compared to 27% for CUNY-CCs.

Participation in Internship Opportunities (paid or unpaid).	CUNY-CC	LaGCC Grads	AA/AS	AAS
Paid or Unpaid	27%	36%	36%	35%

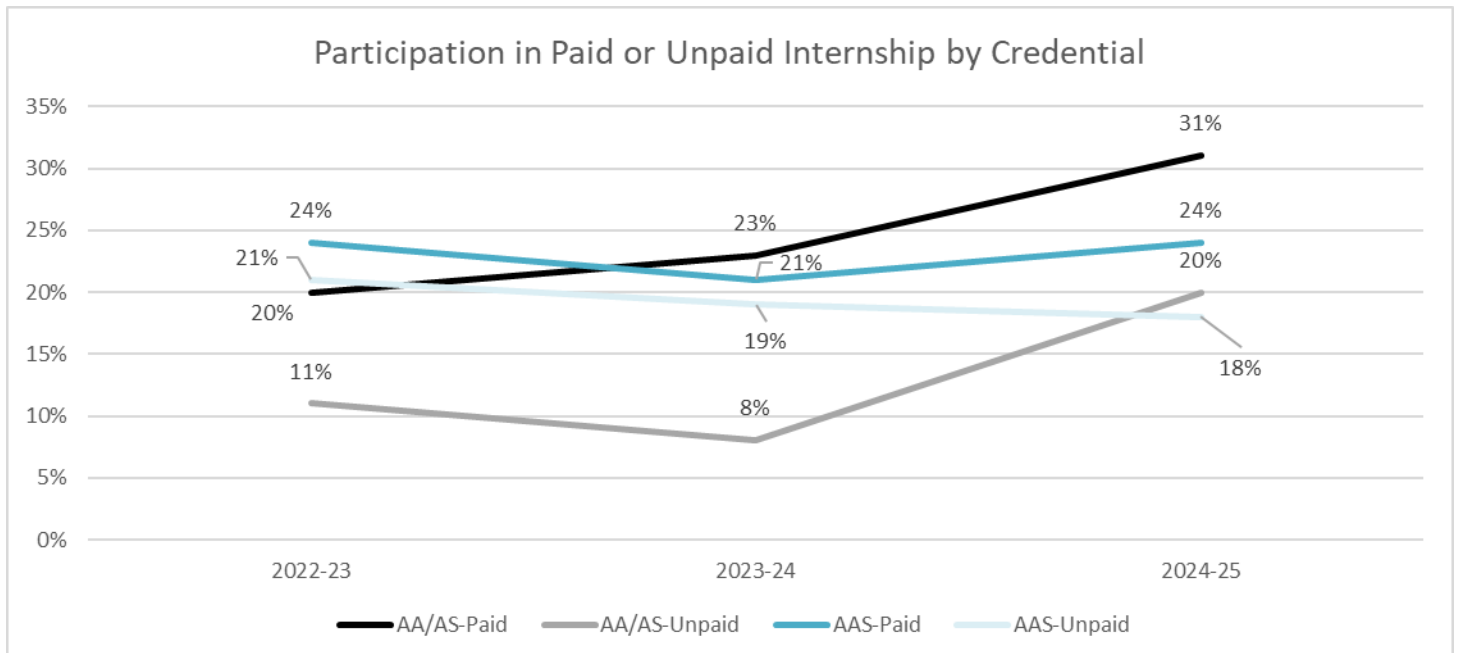
While higher than the CUNY average, the college notes that these kinds of learning opportunities are important to help students gain experience and to grow professionally in a safe environment. LaGuardia has seen a marked increase in participation in internships as shown below. Averaging 28% in 2022-23 and 2023-24, the 2024-25 internship participation rate was 8% points higher than in prior years. Therefore, we hope to see these numbers increase in the future.



Gains in internship participation (paid or unpaid) were largely made with the AA/AS graduates (going from 26% participation in 2022-23 to 36% in 2024-25). For AAS students, the 2022-23 graduates reported a 40% participation rate, which fell in 2023-24 (32%) and levelled off for the 2024-25 graduates (35%). The AAS programs are more likely to have embedded internships within the curriculum, so it would be expected that the AAS participation would be higher for that population. This is an area for further exploration.



For AA/AS graduates, participation in both paid and unpaid internships rose from 2022-23 to 2024-25, with paid going from 20% in 2022-23 to 31% in 2024-25; unpaid went from 11% in 2022-23 to 20% in 2024-25. AAS graduates, as noted above, had a decline in overall internship participation from 2022-23 to 2024-25; most of the decline was in unpaid internships (from 21% in 2022-23 to 18% in 2024-25), paid internships for the AAS students were at 24% in 2022-23 and 2024-25.



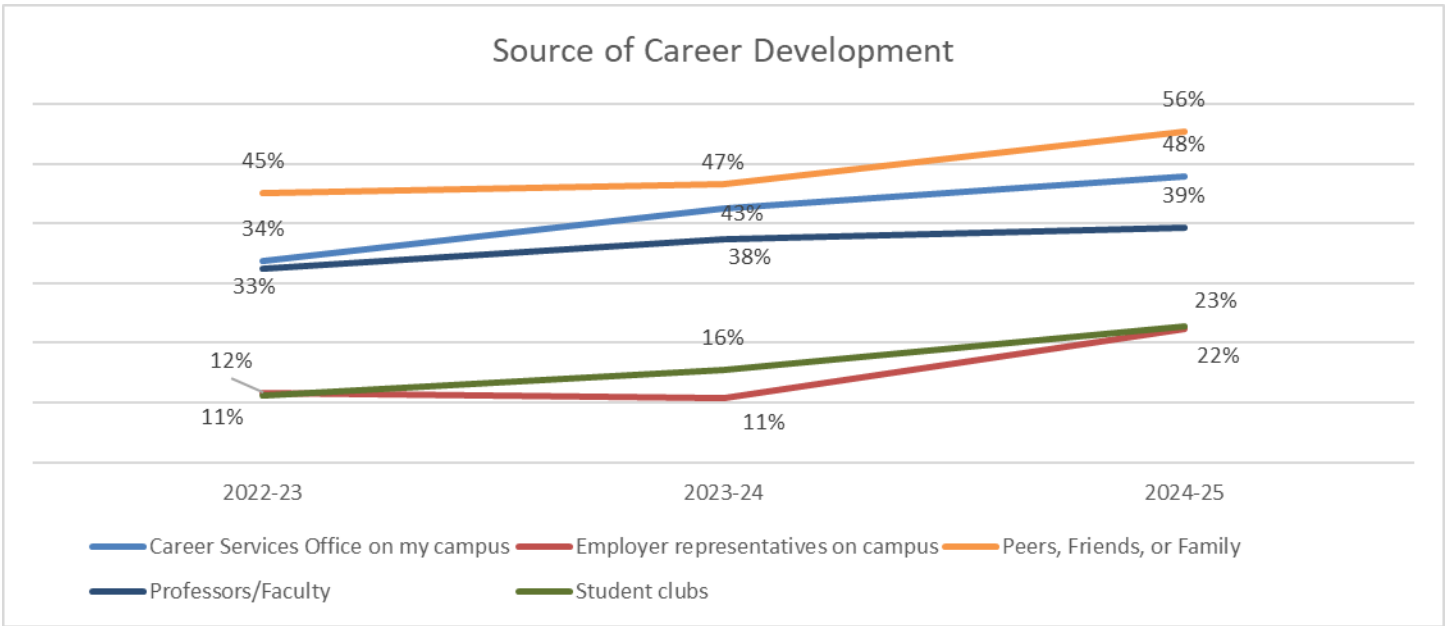
On all measures of participation in career development activities, LaGuardia was higher than the CUNY-CC average. Participation in on-campus employment opportunities was quite high for the college, among AA/AS and AAS students (25% participated in this at the college compared to 14% at CUNY-CCs). This follows concerted efforts to increase the availability and opportunities for on-campus employment, and this should be celebrated.

Did you participate in the following types of activities while a student at this college? (Select all that apply)	CUNY-CC	LaGCC Grads	AA/AS	AAS
Paid internship	18%	30%	31%	24%
Unpaid internship	15%	20%	20%	18%
Apprenticeship	5%	13%	14%	4%
Campus or university-based leadership	9%	16%	17%	12%
Campus or university-based work	14%	25%	24%	29%
Civic engagement	7%	14%	14%	8%
Clinical preparation/practicum	7%	16%	14%	18%
Community service/volunteerism	14%	20%	22%	14%
Cooperative education	5%	14%	14%	10%
Overseas or domestic applied learning	4%	12%	13%	4%
Research/field study	12%	22%	24%	8%
Service learning	7%	15%	16%	10%
Study abroad	5%	12%	13%	6%
I have not participated in any of the above.	60%	58%	59%	47%

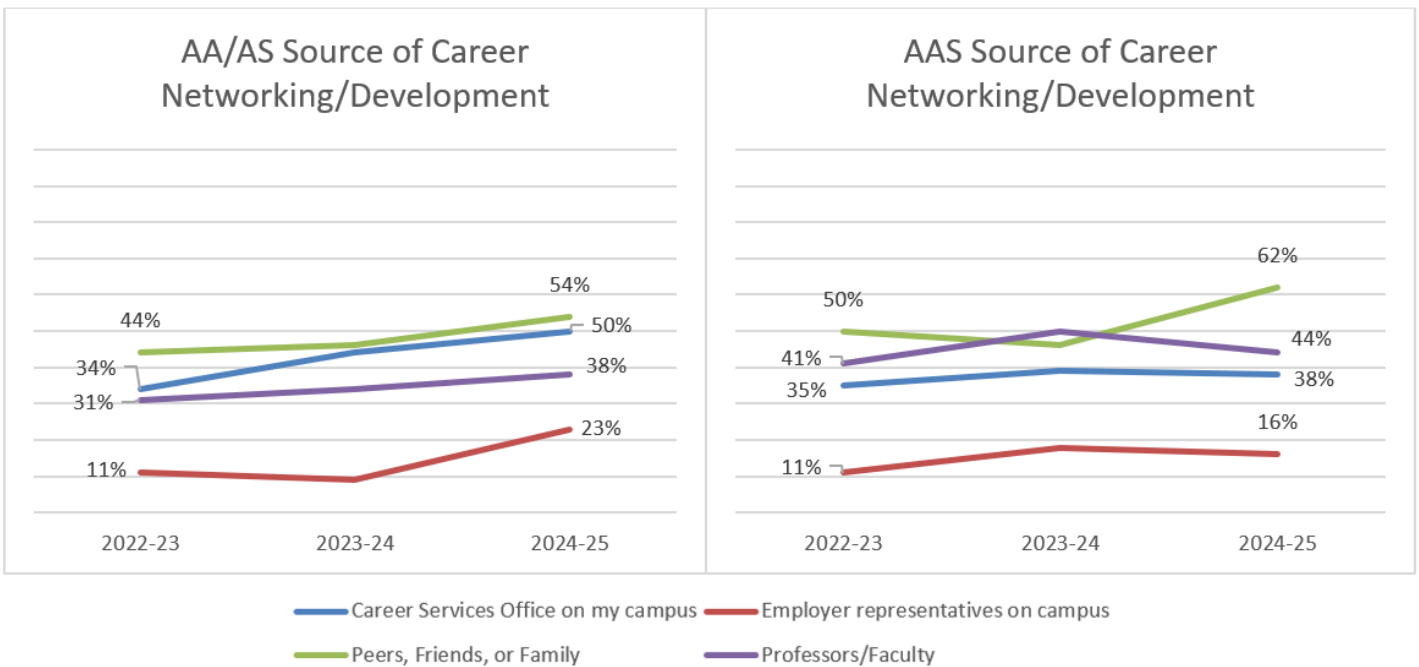
On all measures, the college had a higher rate of students using career-based opportunities and workshops. 48% of respondent-graduates said that they had used the Career Services office on campus (AA/AS were at 50% and AAS was at 38%). AAS graduates appear to have participated less in college-based opportunities, instead opting to use career-focused websites on their own; however, they did engage their network (peers, friends, or family and professors/faculty) more in exploring career opportunities.

What sources of information about job/professional opportunities and career workshops did you use? (Check all that apply).	CUNY-CC	LaGCC Grads	AA/AS	AAS
Career Services Office on my campus	35%	48%	50%	38%
Employer representatives on campus	12%	22%	23%	16%
Employer website	38%	43%	41%	46%
Job search websites	55%	56%	59%	40%
LinkedIn	49%	56%	57%	48%
Peers, Friends, or Family	49%	56%	54%	62%
Professors/Faculty	31%	39%	38%	44%
Social media	36%	38%	39%	30%
Student clubs	16%	23%	24%	14%

When removing employer websites and social media, there were clear gains in 2024-25 compared to prior years. Students took more advantage of the Career Services office (from 34% in 2022-23 to 48% in 2024-25). Likewise, when engaging with social networks, there were clear gains (peers, friends, or family went from 45% in 2022-23 to 56% in 2024-25; faculty went from 33% to 39%). Student clubs also had gains, going from 11% to 23%, showing that more concerted efforts to promote clubs and to help them engage with their student-constituents more effectively are paying off. Employer representatives also saw gains, going from 12% to 22%, a result of efforts to increase career fairs, speakers in classes and program events.

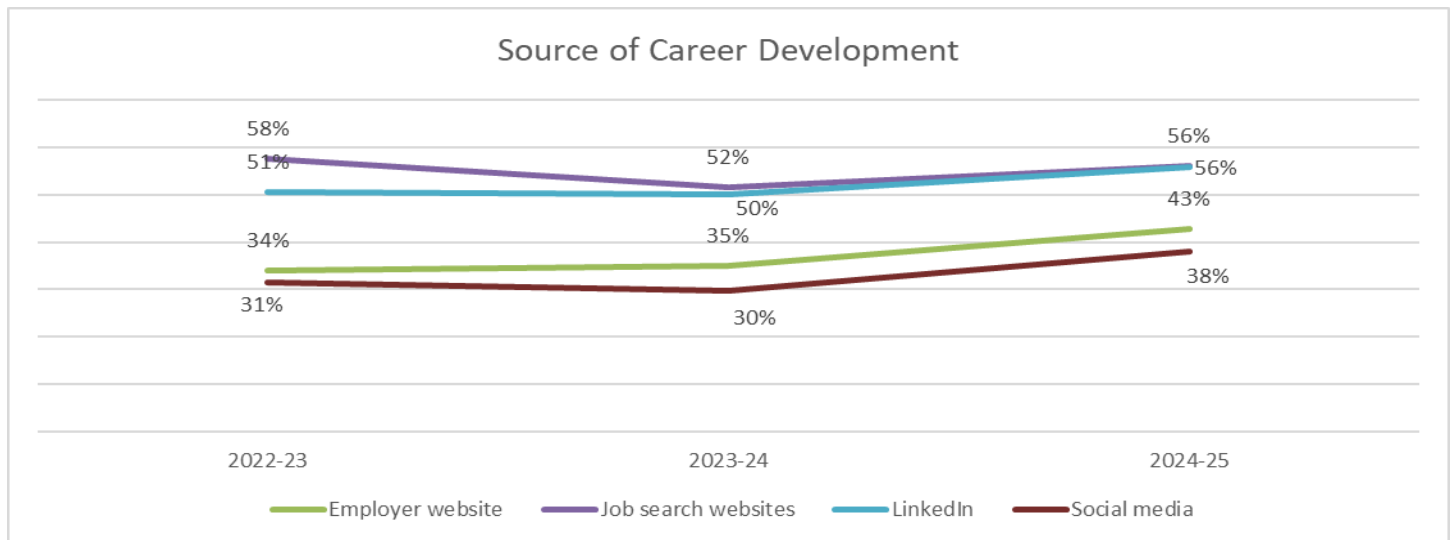


When looking longitudinally at the AA/AS and AAS graduates, there are clear distinctions in the use of the Career Services office(s). There was a steady increase for AA/AS students from 34% in 2022-23 to 50% in 2024-25; for AAS students, the number was largely flat at 35% in 2022-23 and 38% in 2024-25. Both groups tend to use peers, friends, or family to find jobs, with AAS having a higher overall rate across all years. The use of professors to find a job was high for both (38% for AA/AS and 44% for AAS in 2024-25). Interestingly, the AA/AS graduates had a higher use of on-campus employer representatives while enrolled (from 11% in 2022-23 to 23% in 2024-25) and AAS had more nominal gains (from 11% in 2022-23 to 16% in 2024-25). AAS would be expected to have more opportunities to engage with employers while enrolled, so this should be explored.



Students have continued to engage with job search/employer websites and social media over time, but there have been some notable changes over time. There were dips in most measures in 2023-24, with some recovery for all measures in 2024-25. What is clear is that there have been some changes in the way that students look for a job on these sites. The use of aggregated job search websites was down in 2024-25 (56%)

compared to 2022-23 (58%), and the use of direct-to-employer websites was up (34% in 2022-23 to 43% in 2024-25). LinkedIn has become more prevalent for graduates (51% in 2022-23 to 56% in 2024-25). Social media sites were likewise up (31% in 2022-23 to 38% in 2024-25).



Career Preparation General Findings

Gains have clearly been made in participation in internship opportunities. As this is a focus for the college, it will be increasingly important to monitor this metric over time and to continue the efforts around increasing participation in these important career-learning opportunities. Interestingly, the AAS students participated less in campus-based career opportunities/workshops than their AA/AS counterparts. It will be important to monitor and make efforts to ensure that these activities are accessible to students who might have work schedules that conflict with common times that these activities might be offered, or to find innovative ways to provide similar resources to those who cannot be on campus. It might be helpful for the relevant offices that offer these opportunities to engage in strategic thinking that allows them to think of new and innovate efforts that could be piloted.

Importantly, graduates say that they are engaging in career development opportunities offered by the college, and these numbers are overall on the rise. Graduates’ intentional use of the Career Services department on campus was up 14 percentage points in 2024-25 compared to 2022-23. This change is notable and shows that concerted efforts on campus through the Career Services & Center for Career & Professional Development (CCPD) departments are having an impact. It should be noted that the rate of use of the Career Services area(s) were at 48% in 2024-25, so there is still room for improvement here.

Interesting, there appear to be some changes in how students engage in finding post-completion employment. In particular, the family, friends, and peer groups are important for students to leverage when finding a job. The strength of a student’s social network is important, and it would be important to understand the quality of those social networks in supporting students. These are things that will need to continue to be explored in the future to see if these trends hold. This also serves as an interesting point of engagement for faculty and career services teams moving forward.

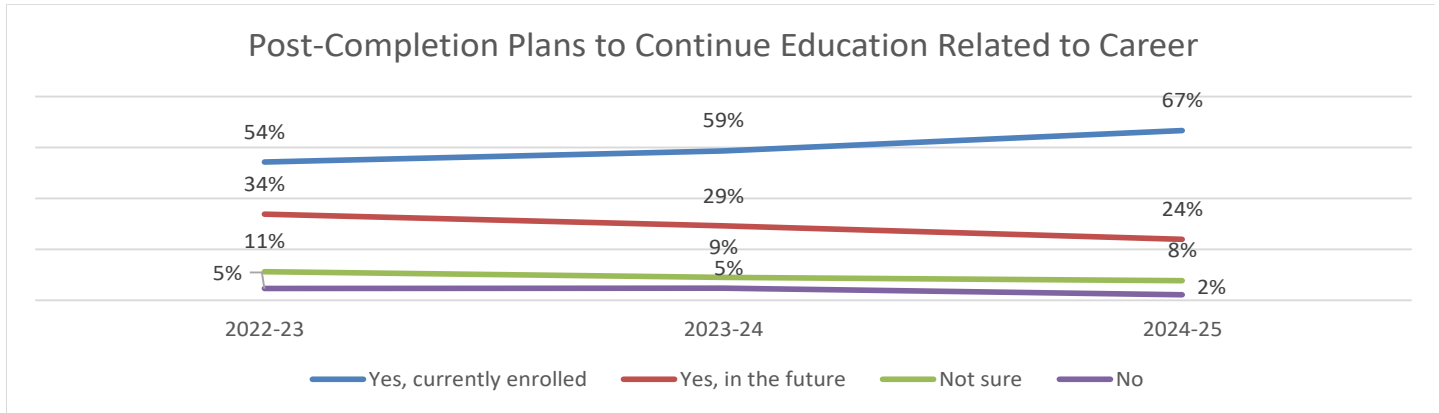
Subsequent Education Plans

LaGuardia graduates had overall similar rates in their intent to continue their education compared to CUNY-CCs. 91% of LaGuardia graduates in the survey said that they intended to continue their education, similarly CUNY-CCs had 91%. 67% of LaGuardia graduates said that they were already enrolled in further education

compared to 52% for CUNY-CCs. 68% of the AA/AS graduates said that they were already enrolled in further education. AAS students showed a high level of intent to participate in further education (54% were already enrolled and 36% intend to enroll in the future), at similarly high levels to AA/AS students. This propensity to be already enrolled may suggest that AAS students are using the degree as a means of transfer, as opposed to applying its career-oriented intent. This is something that the college needs to further explore.

Do you plan to pursue additional education such as another degree or classes related to your career?	CUNY-CC	LaGCC Grads	AA/AS	AAS
Yes, currently enrolled	52%	67%	68%	54%
Yes, in the future	39%	24%	23%	36%
Not sure	11%	8%	7%	10%
No	4%	2%	2%	4%

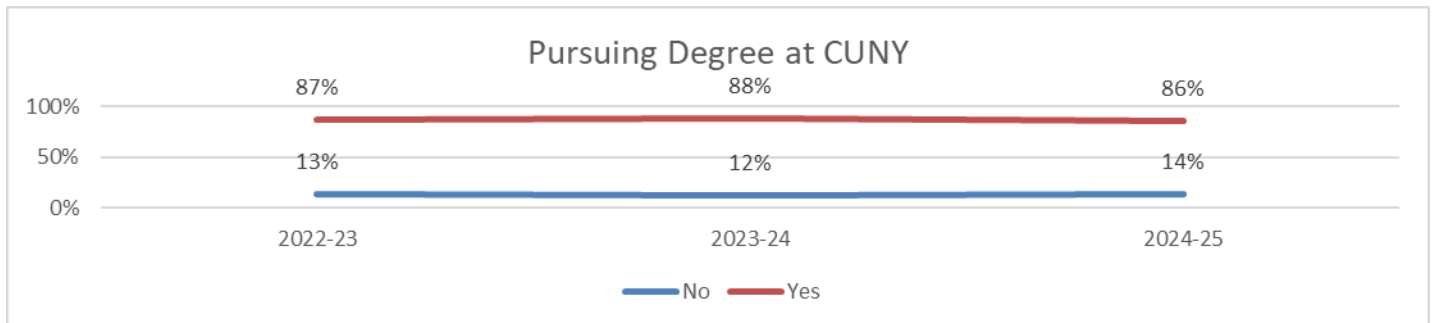
Comparing the overall LaGuardia graduate responses over time, it appears that they are more intent on transferring after completing their degree than in past years. It is notable that the “yes, currently enrolled” percentage has increased each year from 2022-23 on. Notably, the Transfer Office was closed in 2022-23, but the college has still seen a steady increase in the percentage of students immediately enrolling in, or with active intentions to continue on to additional education. This once again speaks to the intentional and systematic efforts on campus around advising and career communities, and this should be celebrated.



Over time, students who have an interest in continuing their education wish to do so at a CUNY institution.

Do you plan to attend a CUNY college for this degree or classes?	CUNY-CC	LaGCC Grads	AA/AS	AAS
No	16%	14%	10%	28%
Yes	85%	86%	90%	72%

Over time, the interest in pursuing a degree at CUNY has remained largely flat, but it is important to note that this percentage is still high. It would be important to try to understand the rationale for students who indicated “no.” This might be a helpful area to understand programming that could be offered within CUNY to continue to engage students.



Subsequent Education Plans General Findings

There were gains in getting students to think of their transfer pathways, and students are taking advantage of them. It is important to evaluate whether the AAS degree is increasingly serving as a transfer degree.

It is notable that the respondents to the survey showed that they were already enrolled in further education post-completion. In fact, in 2024-25 this rate was 13% higher compared to 2022-23. Students are clearly making their intent to transfer earlier than in the past. It is also important to note that there are eager graduates out there who are interested in continuing their education, and most of them are interested in doing so at CUNY schools.

Summary of Findings

For some context, 364 students completed the entire survey, 306 were graduating with an AA/AS (21.7% response rate), 48 AAS (11.7%), and 10 certificates (18.9%). Therefore, the responses are a small sub-set of the overall graduate population. Therefore, caution should be applied to the AAS and certificates when looking at the data. However, trends from prior years still show that the 2024-25 graduates had similarities to prior years. With that, decision-making including this data should bring in other context/evidence beyond just these survey results because of the small sample size and the low participation rate. It is imperative that the college work to increase the participation rate in this survey moving forward. With that disclaimer, some general findings can be stated.

Findings from the survey showed that 48% of all students, 49% of AA/AS graduates, and 43% of AAS graduates had employment lined up at graduation. 75% of all students were employed in this job prior to completion of their degree at the college, and an additional 5% received a pay raise as a result of their degree, and the remainder were starting a new job post-completion. 81% indicated that their annual salary would be below the living wage for New York City. This was an improvement over the prior two years included in the longitudinal results, but still an area for development. Most students reported that their job was related to their degree from the college (51% of all respondents, 48% of AA/AS, and 60% of AAS). Importantly, 96% of Laguardia graduates in the survey said that they planned to remain in the state or region, contributing to the economic development of the area. Healthcare Support Occupations led the way with the most students being employed in this sector, followed by Educational Instruction and Library Occupations (14%), and Office and Administrative Support Occupations (10%).

There was a noticeable increase in graduates indicating that they have participated in career development activities while enrolled, especially in the use of the Career Services on campus (48% percent used these services in 2024-25 compared to 34% in 2022-23). Participation in internships (paid or unpaid) was up at 36% in 2024-25 compared to 28% for the prior two years, although the increases were not equally distributed across the AA/AS and AAS credentials. There were also longitudinal changes in the ways in which students use websites to look for a job, with more focus on certain professional network sites and direct-to-employer websites compared to aggregated job search engines.

The college has made concerted efforts to promote transfer among students, including specific efforts in first year seminar courses, career communities, and advising (faculty and professional advisors), and the survey results indicate that these efforts have made an impact. 67% of respondents said that they were already enrolled in continued education at the time of graduation, rates were highest among AA/AS (68%), but the AAS already enrolled rate was also high (54%). The overall rate was 13 percentage points higher in 2024 compared to 2022-23.

In all, there have been notable gains in aspects of the Cap & Gown survey. Overall employment outcomes were higher than in past years, but there is still room for improvement. Likewise, participation in career development and intent-to-transfer sections both showed significant gains in certain crucial areas.

Appendix A: Aggregated Responses Comparing Laguardia to CUNY-CCs

The following are overall, all student responses to the sections of the survey to provide an overall comparison. The CUNY-CC content shows response rates in aggregate across all CUNY community colleges.

Employment Status			
Employment Status	CUNY-CC	LaGCC Grads	
<i>Employed/Will be Employed</i>	54%	48%	
<i>Unemployed</i>	48%	52%	
<i>Unemployed, Not Seeking Employment</i>	11%	15%	
Will you be working more than one job for pay AFTER GRADUATION?	CUNY-CC	LaGCC Grads	
No	77%	78%	
Yes	25%	22%	
How many hours total a week will you work in ALL JOBS?	CUNY-CC	LaGCC Grads	
1-10 hrs	7%	5%	
11-20 hrs	14%	15%	
21-35 hrs	27%	25%	
35+ hrs	56%	55%	
What will be your annual income from ALL JOBS combined?	CUNY-CC	LaGCC Grads	
less than \$29,999	36%	33%	
\$30,000-\$44,999	28%	24%	
\$45,000-\$69,999	24%	24%	
\$70,000-\$99,999	11%	15%	
\$100,000 or more	5%	4%	
Is this job related to your major while at CUNY?	CUNY-CC	LaGCC Grads	
No, not at all	49%	49%	
Yes, directly related	24%	23%	
Yes, partially related	30%	28%	
Were you employed in this job while enrolled at CUNY?	CUNY-CC	LaGCC Grads	
Yes, but I've received a promotion / pay raise now that I have a degree	4%	5%	
Yes, I am at the same job	78%	75%	
No, this is a new job I'm starting	20%	22%	
What degree, if any, is required for this job?	CUNY-CC	LaGCC Grads	
Post-Bachelor's degree	1%	3%	
Bachelor's degree	11%	11%	
Associate degree	19%	21%	
Certificate degree	9%	9%	
No degree requirement	53%	46%	
Unsure / don't know	11%	11%	

Where is this job located?	CUNY-CC	LaGCC Grads
Bronx	16%	5%
Brooklyn	23%	9%
Manhattan	32%	26%
Queens	19%	48%
Staten Island	2%	1%
Connecticut	0%	0%
Long Island	3%	3%
New Jersey	1%	1%
Other inside NY State	3%	3%
Other U.S. State	2%	4%
Outside of the US	0%	0%
Which Job Category best represents the work you do?		LaGCC Grads
Architecture and Engineering Occupations		0%
Arts, Design, Entertainment, Sports, and Media Occupations		4%
Building and Grounds Cleaning and Maintenance Occupations		1%
Business and Financial Operations Occupations		6%
Community and Social Service Occupations		4%
Computer and Mathematical Occupations		1%
Construction and Extraction Occupations		1%
Educational Instruction and Library Occupations		14%
Farming, Fishing, and Forestry Occupations		0%
Food Preparation and Serving Related Occupations		7%
Healthcare Practitioners and Technical Occupations		8%
Healthcare Support Occupations		19%
Installation, Maintenance, and Repair Occupations		1%
Legal Occupations		1%
Life, Physical, and Social Science Occupations		2%
Management Occupations		4%
Military Specific Occupations		2%
Office and Administrative Support Occupations		10%
Personal Care and Service Occupations		4%
Production Occupations		0%
Protective Service Occupations		1%
Sales and Related Occupations		9%
Transportation and Material Moving Occupations		3%

Career Preparation			
Which Job Category best represents the work you do?	CUNY-CC	LaGCC Grads	
Paid or Unpaid	27%	36%	
Which Job Category best represents the work you do?	CUNY-CC	LaGCC Grads	
Paid internship	18%	30%	
Unpaid internship	15%	20%	
Apprenticeship	5%	13%	
Campus or university-based leadership	9%	16%	
Campus or university-based work	14%	25%	
Civic engagement	7%	14%	
Clinical preparation/practicum	7%	16%	
Community service/volunteerism	14%	20%	
Cooperative education	5%	14%	
Overseas or domestic applied learning	4%	12%	
Research/field study	12%	22%	
Service learning	7%	15%	
Study abroad	5%	12%	
I have not participated in any of the above.	60%	58%	
What sources of information about job/professional opportunities and career workshops did you use? (Check all that apply).	CUNY-CC	LaGCC Grads	
Career Services Office on my campus	35%	48%	
Employer representatives on campus	12%	22%	
Employer website	38%	43%	
Job search websites	55%	56%	
LinkedIn	49%	56%	
Peers, Friends, or Family	49%	56%	
Professors/Faculty	31%	39%	
Social media	36%	38%	
Student clubs	16%	23%	
Subsequent Education			
Do you plan to pursue additional education such as another degree or classes related to your career?	CUNY-CC	LaGCC Grads	
Yes, currently enrolled	52%	67%	
Yes, in the future	39%	24%	
Not sure	11%	8%	
No	4%	2%	
Do you plan to attend a CUNY college for this degree or classes?	CUNY-CC	LaGCC Grads	
No	16%	14%	
Yes	85%	86%	

Appendix B: Cap & Gown Action Plan

I. College Team

College: LaGuardia Community College

Planning Team Members (Name/Title/Office):

- Kevin Martin, Dean of Institutional Effectiveness
- Emad Nassar, Senior Director of Institutional Research and Assessment

Date of Plan Completion: 03/03/2026

III. Action Plan, including Alignment with Existing Efforts

As part of the action plan, the following will be enacted over the next fiscal year. The plan and outcomes will be revisited as part of next year’s Cap & Gown Survey. It is important to note that, since the Cap & Gown Survey is done every year, efforts are intended to be additive and evolve as needed over time. So, while the plan is built around a fiscal year, it should be viewed as a living document that carries on from year-to-year. Because this report was compiled several months after the new year began, the action plan below focuses on efforts by the Office of Institutional Research and Effectiveness (OIRE). Future years will additionally focus on specific efforts underway for relevant offices.

Action Item and Responsible Office	Responsible Office	Timeline	Resources	Intended Outcomes
<p>A. Monitor Results of the Cap & Gown Survey</p> <ul style="list-style-type: none"> • Improve participation rates among graduates • Add LaGuardia specific questions to the survey to gain further insights 	Office of Institutional Research and Effectiveness (OIRE) and collaborative efforts with Marketing/Communications and Academic Affairs	<ul style="list-style-type: none"> • FY 2026: Form a taskforce to identify strategies to improve response rates; Identify up to 5 additional questions to include in the FY 2027 survey to further/better understand areas of concern in the survey. Define a communication strategy to increase completion rates for the college. 	Communication Plans (with relevant offices that could impact the results) to increase participation	<p>PARTICIPATION RATE: The communication plan is intended to identify specific actions and teams that could help improve the completion rate. Ideally, LaGuardia will achieve a rate similar to the results from the 2022-23 graduates at 26%.</p> <p>ADDITIONAL QUESTIONS: Work with the Division heads on defining up to five additional questions for the survey to be used in FY 2027.</p>

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