# FIRST DESTINATION – CAREER SERVICES (2024 – 2025)

Office of Institutional Research & Analysis
NORTH CAROLINA CENTRAL UNIVERSITY

# Introduction

The First Destination Survey conducted by North Carolina Central University (NCCU) is administered in fall 2024 and spring 2025. The survey gathered valuable insights from graduating seniors regarding their plans following graduation of these semesters. The survey provides a comprehensive snapshot of alumni outcomes—including their post-graduation plans, employment quality, career preparation, and alignment to field of study.

The survey data provides an opportunity for the university to use the findings to help strengthen the areas of concerned to the students. The survey covered key areas such as;

- Career services
- Please indicate at what point in your degree program you first get career-related information
- Please indicate the best description of your primary plans following graduation.
- Are you authorized to permanently work in the U.S?
- Which of the following best describes your primary status after graduation?
- If your primary status is employed full-time or employed part-time, please select the category that best describes your employment.
- How related is this employment opportunity to your major or degree?

The survey was distributed electronically via email to all eligible graduates. Multiple follow-up reminders were sent to maximize response rates. Descriptive statistics were used to summarize key outcomes, including employment rates, continuing education rates, and alignment to field of study.

## Career Services

| | M | SD | | VS | S | NSD | D | VD | DAK | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| Helpfulness of staff | 4.3 | 1.7 | Freq. | 232 | 340 | 187 | 17 | 10 | 164 | 950 |
| | | | % | 24.4 | 35.8 | 19.7 | 1.8 | 1.1 | 17.3 | 100.0 |
| Information on internships co-ops and other career-related experiences | 4.3 | 1.6 | Freq. | 226 | 354 | 179 | 39 | 11 | 141 | 950 |
| | | | % | 23.8 | 37.3 | 18.8 | 4.1 | 1.2 | 14.8 | 100.0 |
| Access to employment opportunities (such as career fairs, interviews, job listings etc.) | 4.5 | 1.6 | Freq. | 264 | 367 | 158 | 31 | 14 | 116 | 950 |
| | | | % | 27.8 | 38.6 | 16.6 | 3.3 | 1.5 | 12.2 | 100.0 |
| d. Assistance with resume preparation interviewing skills networking salary negotiations etc. | 4.3 | 1.7 | Freq. | 234 | 340 | 176 | 22 | 11 | 167 | 950 |
| | | | % | 24.6 | 35.8 | 18.5 | 2.3 | 1.2 | 17.6 | 100.0 |
| Help with self-assessment related to careers (e.g. Strong Interest Inventory MBTI Focus 2) | 4.0 | 1.8 | Freq. | 200 | 281 | 208 | 29 | 20 | 212 | 950 |
| | | | % | 21.1 | 29.6 | 21.9 | 3.1 | 2.1 | 22.3 | 100.0 |
| Availability of career resources online | 4.3 | 1.7 | Freq. | 229 | 347 | 182 | 26 | 11 | 155 | 950 |
| | | | % | 24.1 | 36.5 | 19.2 | 2.7 | 1.2 | 16.3 | 100.0 |
| Information on academic majors/minors and certifications related to my career interests | 4.3 | 1.6 | Freq. | 241 | 323 | 189 | 42 | 23 | 132 | 950 |
| | | | % | 25.4 | 34.0 | 19.9 | 4.4 | 2.4 | 13.9 | 100.0 |
| Assistance with career options in the military | 3.5 | 1.9 | Freq. | 161 | 203 | 225 | 17 | 17 | 327 | 950 |
| | | | % | 16.9 | 21.4 | 23.7 | 1.8 | 1.8 | 34.4 | 100.0 |
| Assistance with career options in volunteer organizations (e.g. Peace Corps Teach for America) | 3.8 | 1.9 | Freq. | 182 | 268 | 205 | 22 | 16 | 257 | 950 |
| | | | % | 19.2 | 28.2 | 21.6 | 2.3 | 1.7 | 27.1 | 100.0 |
| Assistance with preparing for graduate/professional school (e.g. medicine law) | 3.9 | 1.8 | Freq. | 183 | 271 | 225 | 43 | 19 | 209 | 950 |
| | | | % | 19.3 | 28.5 | 23.7 | 4.5 | 2.0 | 22.0 | 100.0 |
| Information on 'soft skills' (e.g. teamwork interpersonal skills time management etc.) | 4.2 | 1.7 | Freq. | 224 | 324 | 196 | 25 | 10 | 171 | 950 |
| | | | % | 23.6 | 34.1 | 20.6 | 2.6 | 1.1 | 18.0 | 100.0 |

| | M | SD | | VS | S | NSD | D | VD | DAK | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| needed for the work environment and how to acquire those skills. | | | | | | | | | | |
| Information on labor market data and knowledge specifically related to career interests (e.g. median pay entry-level education occupation projected growth rate etc.) | 4.0 | 1.8 | Freq. | 185 | 271 | 230 | 43 | 22 | 199 | 950 |
| | | | % | 19.5 | 28.5 | 24.2 | 4.5 | 2.3 | 20.9 | 100.0 |
| Career services overall | 4.4 | 1.6 | Freq. | 214 | 352 | 216 | 27 | 12 | 129 | 950 |
| | | | % | 22.5 | 37.1 | 22.7 | 2.8 | 1.3 | 13.6 | 100.0 |

**Key: M=Mean, SD=Standard Deviation, VS=Very satisfied=6, [S] Satisfied=5 [NSN] Neither satisfied nor dissatisfied=4 [D] Dissatisfied=3 [VD] Very dissatisfied=2 [DKA] Don't know/not applicable=1**

**Description of the Table**

***Overall Satisfaction & Top Performing Areas for the combined Career Services for 2024 – 2025.***

Career services overall earned a mean rating of 4.4 (SD = 1.6). Satisfied or very satisfied: 59.6% (352 satisfied, 214 very satisfied). Only 3.8% expressed dissatisfaction (27 dissatisfied, 12 very dissatisfied), while 22.7% were neutral, and 13.6% responded don't know / not applicable.

Access to employment opportunities (e.g. career fairs, interviews, job listings), 66.4% were Satisfied or Very Satisfied, and only 4.8% were dissatisfied or very dissatisfied. This category scored the highest mean at 4.5 (SD = 1.6).

# Career Services

Neutral responses were low at 16.6%, and don't know / not applicable was 12.2%. Helpfulness of staff, information on internships and related experiences, resume/interview or networking prep advice, and availability of online career resources all received mean scores of 4.3, with satisfaction levels ranging from 60% to 62% (S + VS percentages), and low dissatisfaction (around 3–5%), signaling consistent approval in these service areas.

Overall, NCCU's career services in 2024–2025 are performing solidly, with many components earning mean scores above 4.0 and satisfaction rates above 50–60%. Access to employment opportunities stands out as the highest rated area. However, several specialized services—particularly those related to military and volunteer careers, self-assessment, and graduate and professional school prep—receive relatively low utilization and satisfaction. Enhancing awareness, accessibility, and follow-through in these domains should be a priority to boost overall student support and outcomes.

# First time Career-Related Information

**Please indicate at what point in your degree program you first get career-related information**

| | Fall 2024 | | Spring 2025 | | Combined 2024-25 | |
|---|---|---|---|---|---|---|
| | # | % | # | % | # | % |
| Before new student orientation | 26 | 6.9% | 45 | 8.0% | 71 | 7.5% |
| At new student orientation | 24 | 6.3% | 36 | 6.4% | 60 | 6.4% |
| Freshmen year | 54 | 14.2% | 92 | 16.4% | 146 | 15.5% |
| Sophomore year | 79 | 20.8% | 144 | 25.6% | 223 | 23.7% |
| Junior year | 115 | 30.3% | 149 | 26.5% | 264 | 28.1% |
| Senior year | 35 | 9.2% | 42 | 7.5% | 77 | 8.2% |
| Never | 46 | 12.1% | 54 | 9.6% | 100 | 10.6% |
| Total | 379 | 100.0% | 562 | 100.0% | 941 | 100.0% |

**Description of table**

Students were asked to indicate at what point in their degree program they first got career-related information. From a combined total of 941 respondents (379 in Fall 2024 and 562 in Spring 2025), some 223 (23.7%) students indicated that they first got career-related information in their sophomore year. Another 264 (28.1%) students said they were in their junior year. A total of 146 (15.5%) students revealed they were in their freshman year, and 77 (8.2%) students said senior year. Just 71 (7.5%) students said before the new student orientation, and 60 (6.4%) students said at the new student orientation. Only 100 (10.6%) of the students indicated that they never received any career-related information.

**Key Patterns & Insights**

1. Most students first receive career information between sophomore and junior years:

- Combined, 487 (51.8%) students first learned about career-related services during their sophomore year (23.7%) or junior year (28.1%).

## First time Career-Related Information

- The largest portion, 264 (28.1%), began in their junior year, aligning with typical career preparation stages like internships and advanced academic planning.

2. Early exposure remains limited:

- Only 130 (13.9%) students received any information before or during orientation (7.5% + 6.4%).
- A further 15.5% began in freshman year, bringing total early exposure (pre-sophomore year) to 29.5%—less than one-third of students.

**Summary**

While the majority of students at NCCU begin receiving career-related information in their sophomore or junior years, fewer than a third do so early in their college experience. Alarmingly, over 10% report never receiving any career guidance. To help students better navigate their degree-to-career transitions, NCCU should consider earlier, structured interventions such as orientation programming, freshman seminars, and proactive advising pathways—consistent with national best practices in career preparation and student support.

# Primary Plans Following Graduation

**Please Indicate the Best Description of Your Primary Plans Following Graduation.**

| Responses | Fall 2024 | | Spring 2025 | |
|---|---|---|---|---|
| | # | % | # | % |
| I have accepted a full-time paid job related to my field of study | 47 | 12.3% | 66 | 11.6% |
| I have accepted a full-time paid job, not related to my field of study | 14 | 3.7% | 20 | 3.5% |
| I have accepted a part-time paid job | 1 | 0.3% | 4 | 0.7% |
| I will continue in my current paid job | 61 | 16.0% | 54 | 9.5% |
| I am currently seeking, or plan to seek, paid employment | 106 | 27.7% | 175 | 30.8% |
| I will be going to graduate or professional school full-time next year | 67 | 17.5% | 106 | 18.7% |
| I will be going to graduate or professional school part-time and working part-time next year | 28 | 7.3% | 58 | 10.2% |
| I will take more undergraduate courses next year | 6 | 1.6% | 4 | 0.7% |
| I am neither seeking employment nor planning on attending school next year | 2 | 0.5% | 1 | 0.2% |
| I will be entering or continuing military | 5 | 1.3% | 4 | 0.7% |
| I will be engaged in a volunteer activity (e.g., Peace Corps) | 0 | 0.0% | 3 | 0.5% |
| I will be starting or raising a family | 2 | 0.5% | 1 | 0.2% |
| I don't know yet | 23 | 6.0% | 40 | 7.0% |
| Other | 20 | 5.2% | 32 | 5.6% |
| Total | 382 | 100.0% | 568 | 100.0% |

*Description of table*

**Summary of Key Outcomes**

Below are the most common post-graduation plans reported, with counts and percentages:

- Accepted a full-time paid job related to the field of study: 47 (12.3%) in Fall, 66 (11.6%) in Spring.
- Accepted a full-time paid job not related to the field of study: 14 (3.7%) in Fall, 20 (3.5%) in Spring.
- Continuing current paid job: 61 (16.0%) in Fall, 54 (9.5%) in Spring.

## Primary Plans Following Graduation

- Currently seeking or plan to seek paid employment: 106 (27.7%) in Fall, 175 (30.8%) in Spring.
- Going to graduate or professional school full-time next year: 67 (17.5%) in Fall, 106 (18.7%) in Spring.
- Going to school part-time and working part-time next year: 28 (7.3%) in Fall, 58 (10.2%) in Spring.
- Don't know yet: 23 (6.0%) in Fall, 40 (7.0%) in Spring.
- Other, volunteer, military, family plans, or continuing undergraduate courses accounted for the remainder, each less than ~1%.

**Patterns & Trends**

Employment-Related Plans

- Combined, 113 (29.6%) accepted full-time jobs in Fall (both related and unrelated), rising slightly to 86 (15.1%) in Spring.
- Those continuing in their current paid position dropped from 61 (16.0%) to 54 (9.5%), perhaps reflecting movement into new roles.

Seeking Employment

- Students actively seeking or planning to seek paid employment comprised the largest single category: 106 (27.7%) in Fall and increasing to 175 (30.8%) in Spring—suggesting momentum in job search activity.

Graduate or Professional School

- Graduate school plans remain robust: 67 (17.5%) expect full-time study post-Fall graduation, rising to 106 (18.7%) in Spring.
- Combined graduate enrollment and work plans also increased from 28 (7.3%) to 58 (10.2%), indicating flexibility and dual goals.

# Primary Plans Following Graduation

Uncertainty & Other Plans

- Those still undecided (“I don’t know yet”) climbed modestly from 6.0% (23) to 7.0% (40).
- Only a small number reported plans such as volunteering, military, raising a family, or taking more undergraduate courses, each under 1%.

# Work Authorization

## Are you authorized to permanently work in the U.S?

| | Fall 2024 | | Spring 2025 | | Combined | |
|---|---|---|---|---|---|---|
| | # | % | # | % | # | % |
| **Yes** | 381 | 99.7% | 559 | 98.4% | 940 | 98.9% |
| **No** | 1 | 0.3% | 9 | 1.6% | 10 | 1.1% |
| **Total** | 382 | 100.0% | 568 | 100.0% | 950 | 100.0% |

**Description of table**

**Work Authorization Status Following Graduation**

Across the full combined cohort of 950 respondents, nearly all graduates reported they are authorized to work permanently in the U.S.:

- Yes: 381 (99.7%) in Fall 2024; 559 (98.4%) in Spring 2025 → Total 940 (98.9%)
- No: 1 (0.3%) in Fall; 9 (1.6%) in Spring → Total 10 (1.1%)

This overwhelmingly positive result indicates that almost all NCCU graduates hold either U.S. citizenship or lawful permanent residency at the time of graduation.

**Interpretation & Context**

High Permanent Work Eligibility

With 98.9% of graduates authorized to work permanently, NCCU's graduating population is predominantly comprised of U.S. citizens or permanent residents. This essentially eliminates visa-related barriers for the vast majority entering the workforce.

# Primary Status After Graduation

## Which of the following BEST describes your PRIMARY status after graduation?

| | Fall 2024 | | Spring 2025 | | Combined | |
|---|---|---|---|---|---|---|
| | # | % | # | % | # | % |
| Employed full time (on average 30 hours or more per week) | 200 | 52.4% | 228 | 40.1% | 428 | 45.1% |
| Employed part-time (on average less than 30 hours per week) | 33 | 8.6% | 58 | 10.2% | 91 | 9.6% |
| Participating in a volunteer or service program (e.g., Peace Corps) | 1 | 0.3% | 4 | 0.7% | 5 | 0.5% |
| Serving in the U.S. military | 7 | 1.8% | 5 | 0.9% | 12 | 1.3% |
| Enrolled in a program of continuing education | 21 | 5.5% | 68 | 12.0% | 89 | 9.4% |
| Seeking employment | 65 | 17.0% | 123 | 21.7% | 188 | 19.8% |
| Planning to continue my education, but not yet enrolled | 52 | 13.6% | 76 | 13.4% | 128 | 13.5% |
| Not seeking employment or continuing education at this time. | 3 | 0.8% | 6 | 1.1% | 9 | 0.9% |
| Total | 382 | 100.0% | 568 | 100.0% | 950 | 100.0% |

**Description of table**

**Employed full time (30+ hours/week)**

In Fall 2024, 200 (52.4%) graduates were employed full time. In Spring 2025, 228 (40.1%) graduates held full-time employment.

Across both terms combined, 428 (45.1%) graduates were employed full-time.

**Employed part-time (<30 hours/week)**

During Fall 2024, 33 (8.6%) graduates reported part-time employment. In Spring 2025, that number rose to 58 (10.2%) graduates.

Overall, 91 (9.6%) graduates were working part-time.

# Primary Status After Graduation

**Continuing education (enrolled)**

Twenty-one graduates (5.5%) in Fall 2024 were enrolled in a continuing education program. That figure increased to 68 (12.0%) graduates in Spring 2025. Combined, 89 (9.4%) graduates were pursuing further education through enrollment.

**Planning to continue education (not yet enrolled)**

In Fall 2024, 52 (13.6%) graduates intended to continue education but had not enrolled yet. In Spring 2025, 76 graduates (13.4%) fell into this category. Altogether, 128 (13.5%) graduates planned to continue their studies but were not yet enrolled.

**Seeking employment**

Sixty-five graduates (17.0%) in Fall 2024 reported actively seeking employment, and this rose to 123 (21.7%) graduates in Spring 2025. In total, 188 (19.8%) graduates were seeking employment at graduation.

**Serving in the U.S. military**

Seven graduates (1.8%) in Fall 2024 were serving in the U.S. military, compared to five graduates (0.9%) in Spring 2025. Combined, 12 (1.3%) graduates were in military service.

**Participating in a volunteer or service program**

In Fall 2024, one graduate (0.3%) was participating in a volunteer or service program. That increased slightly to four graduates (0.7%) in spring 2025. Across both terms, five graduates (0.5%) were engaged in volunteer or service activities post-graduation.

**Not seeking employment or education**

Three graduates (0.8%) in Fall 2024 indicated they were not seeking employment or continuing education. In spring 2025, six graduates (1.1%) reported the same. Overall, nine graduates (0.9%) neither pursued employment nor further education at the time of the survey.

# Primary Status of Employment After Graduation

**If your PRIMARY status is employed full time OR employed part-time, please select the category that BEST describes your employment.**

| Responses | Fall 2024 | | Spring 2025 | | Combined | |
|---|---|---|---|---|---|---|
| | # | % | # | % | # | % |
| Employed as an entrepreneur | 17 | 6.0% | 37 | 10.5% | 54 | 8.5% |
| Employed in a temporary/contract work assignment | 38 | 13.4% | 42 | 11.9% | 80 | 12.6% |
| Employed freelance | 6 | 2.1% | 11 | 3.1% | 17 | 2.7% |
| Employed in a postgraduate internship or fellowship | 22 | 7.8% | 46 | 13.0% | 68 | 10.7% |
| Employed in all other work categories | 200 | 70.7% | 217 | 61.5% | 417 | 65.6% |
| Total | 283 | 100.0% | 353 | 100.0% | 636 | 100.0% |

**Description of table**

**Employed as an entrepreneur**

In Fall 2024, 17 (6.0%) graduates reported entrepreneurial work, while in spring 2025, that rose to 37 (10.5%) graduates. Combined, 54 (8.5%) graduates pursued entrepreneurship following graduation.

**Employed in a temporary or contract work assignment**

A total of 38 graduates (13.4%) in Fall 2024 were working in temporary or contract roles; in Spring 2025, 42 graduates (11.9%) were in such positions. Overall, 80 graduates (12.6%) held temporary or contract employment.

**Employed freelance:** Six graduates (2.1%) in Fall 2024 reported freelance work, increasing to 11 graduates (3.1%) in Spring 2025. Across both terms, 17 graduates (2.7%) worked on a freelance basis.

# Primary Status of Employment After Graduation

**Employed in a postgraduate internship or fellowship**

In Fall 2024, 22 graduates (7.8%) were in postgraduate internships or fellowships, compared to 46 graduates (13.0%) in Spring 2025. A total of 68 graduates (10.7%) combined in these structured early-career roles.

**Employed in all other work categories**

The majority of employed graduates fell into other employment categories—200 graduates (70.7%) in Fall 2024 and 217 graduates (61.5%) in Spring 2025. Altogether, 417 graduates (65.6%) occupied various traditional full- or part-time roles not specified above.

# Related Employment to the Major or Degree

## How related is this employment opportunity to your major or degree?

| Responses | Spring 2024 | | Fall 2025 | | Combined | |
|---|---|---|---|---|---|---|
| | # | % | # | % | # | % |
| Unrelated | 62 | 21.5% | 83 | 22.9% | 145 | 22.3% |
| Job requires a college degree | 6 | 2.1% | 20 | 5.5% | 26 | 4.0% |
| Job does not require a college degree | 66 | 22.9% | 59 | 16.3% | 125 | 19.2% |
| Marginally related (General skills developed in my major is required on my job) | 56 | 19.4% | 64 | 17.6% | 120 | 18.4% |
| Very related (Specific knowledge from my major is required on my job) | 98 | 34.0% | 137 | 37.7% | 235 | 36.1% |
| Total | 288 | 100.0% | 363 | 100.0% | 651 | 100.0% |

**Description of table**

**Unrelated employment:** accounted for 145 (22.3%) graduates—showing their jobs had no connection to their major or degree.

**Jobs requiring a college degree** but not specifically tied to the major were held by 26 (4.0%) graduates.

**Jobs that did not require a college degree** comprised 125 (19.2%) graduates, indicating underemployment in roles that didn't demand a bachelor's credential.

**Marginally related employment**—roles utilizing general skills developed in their major—was reported by 120 (18.4%) graduates.

**Very related employment**, where specific knowledge from their major was required for the job, described 235

graduates (36.1%).

**Key Patterns and Insights**

- The largest share of employed graduates, 36.1% (235 individuals), were working in roles very closely related to their major.
- A substantial portion—22.3% (145)—were employed in fields unrelated to their academic training.
- Underemployment remains notable: 19.2% (125) of graduates were working in jobs that did not require a college degree.
- Approximately 18.4% (120) held positions that were marginally related, leveraging general rather than specific skills from their studies.
- Only 4.0% (26) reported working in jobs that required a degree but were not tied directly to their major.

# General Summary

**Overview of Key Employment and Career Data**

**Career Services Satisfaction**

- Surveys show consistent strengths in employment access, staff helpfulness, internship guidance, and resume/interview preparation, all receiving mean ratings around 4.3–4.5 out of 6.
- Lower satisfaction levels were observed for services related to military and volunteer careers, self-assessment tools, and graduate school planning, all with mean scores near 3.5–4.0.

**Timing of Career Information**

- Most students first received career information during their sophomore (23.7%) or junior year (28.1%).
- Only 29.5% received information early (before or during orientation or freshman year).
- Alarmingly, 10.6% of graduates reported **never** receiving career-related information.

**Post-Graduation Plans**

- At graduation, around 30% of students were actively seeking employment, and about 30% had secured employment (full or part time).
- Graduate school plans included 17–18% enrolling full-time and 7–10% combining part-time study with work.
- Unknown or undecided students comprised roughly 6–7% of the cohort.

**Work Authorization**

- 98.9% of respondents reported being authorized to work permanently in the

U.S., leaving just 1.1%—likely international students or those with temporary status—requiring specific support.

**Employment Quality**

- 45.1% of graduates held full-time positions (≥30 hours/week), and 9.6% worked part-time.
- An additional 9.4% were enrolled in continuing education programs.

**Employment Type**

- Among employed graduates (636 individuals):
    - 65.6% held roles categorized as "other" (traditional full-/part-time employment).
    - 12.6% had temporary or contract positions, while 10.7% engaged in postgraduate internships or fellowships.
    - 8.5% were entrepreneurs, and 2.7% worked as freelancers.

**Alignment to Major**

- 36.1% of employed graduates worked in very related roles requiring specific major-related knowledge.
- 18.4% held marginally related jobs; 22.3% were in unrelated roles; 19.2% were employed in positions not requiring a degree; and only 4.0% held jobs requiring a degree but not tied to their major.

**Top 10 Employers**

1. Amazon
2. Durham Public School

3. UNC Hospital
4. UNC Health
5. YMCA
6. NCCU
7. Johnston County
8. Duke Health
9. Walmart

Tied for 10th

Durham County Library

Target Corporation

WakeMed Hospital

Walgreens

# Insights & Recommendations

**Strategic Insights & Recommendations**

1. **Expand early exposure to career services**

   Only a minority of students receive career guidance before sophomore year. Scaling outreach through orientation and freshman-year programming could improve early alignment.

2. **Engage the job-seeking cohort (20–30%) more proactively**

   This sizable group would benefit from targeted support such as employer networking events, enhanced internship paths, and structured interviewing workshops to help convert interest into placement.

3. **Enhance alignment between majors and employment**

   Even though NCCU exceeds national averages, 60% of graduates are working in roles that don't fully align with their major. Expanding internships, fostering employer-major partnerships, and focusing advising on skill alignment would strengthen outcomes.

4. **Serve students lacking permanent work authorization**

   International students or those needing sponsorship make up 1.1% of graduates. Targeted advising on OPT/CPT, H-1B pathways, and employer-building efforts could support smoother transitions.

5. **Support emerging career pathways**

   Trends toward entrepreneurship, internships/fellowships, and contract work reflect new career models. NCCU can support these via broader programs, post-graduate fellowships, and resources tailored to flexible employment formats.