# Employment Rates

## Description

The Employment Rate reflects the percentage of recent graduates who report full- or part-time work, including employment in ministry, education, military chaplaincy, nonprofit service, or the broader workforce. Because many CCBS students are older adults already engaged in ministry or long-term careers, employment outcomes may reflect ongoing vocational stability rather than initial job placement.

## Methodology

The Employment Rate is collected through the annual Survey of Recent Graduates and reflects the percentage of graduates employed full- or part-time at the time of the survey. Because many CCBS students are adult learners already serving in ministry or other careers, this measure captures overall employment rather than first-time job placement. CCBS evaluates results using an 80% minimum threshold and a 90% aspirational goal. The rate is based on graduates answering "yes" to the question: "Are you currently working in a church/ministry position OR do you anticipate starting within the next six months?"

## Overall Employment Rate Results

| Reporting Year | Cohort Size | Employment Rate |
|---|---|---|
| 2022–23 | 25 | 60% |
| 2023–24 | 29 | 69% |
| 2024–25 | 23 | 93% |
| 2025-26 | 21 | 78% |
| **4-Year Avg** | **24.5** | **75%** |

*Percentage of all responding graduates employed full- or part-time in any occupation.*

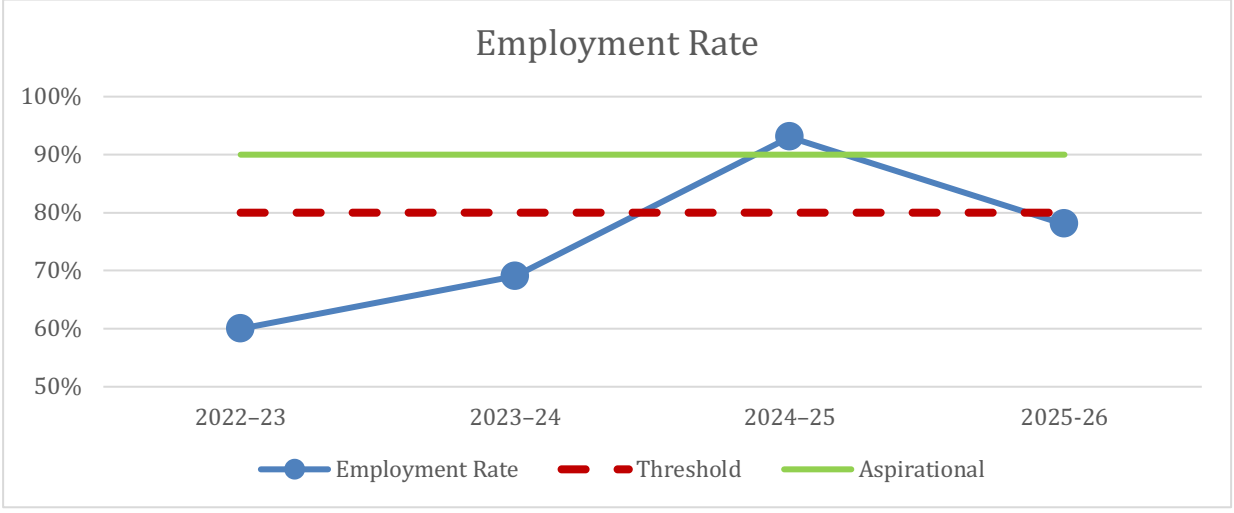
## Summary

The 2025–26 employment rate of 78% falls slightly below the institutional threshold of 80% and remains below the aspirational goal of 90%. Although this represents a decline from the unusually strong 2024–25 result, it is above the four-year average of 75% and indicates generally stable vocational engagement among recent graduates.

**Employment Rate**: 78%

**4-Year Average**: 75%

**Threshold**: 80%
**Aspirational Goal**: 90%




Updated: 8/5/2026

## M.Div. Professional Employment Rate Results

| Reporting Year | M.Div Graduates | Available for Employment[1] | Employed in Program-Related Positions[2] | Professional Employment Rate |
|---|---|---|---|---|
| 2022-23 | 1 | 1 | 1 | 100% |
| 2023-24 | n/a | n/a | n/a | n/a |
| 2024-25 | 3 | 3 | 2 | 66% |
| 2025-26 | 4 | 4 | 3 | 75% |
| **4-Year Avg** | **2.6** | **2.6** | **2** | **80%** |

*The M.Div. Professional Employment Rate measures the percentage of responding graduates available for employment who report current paid employment in ministry or another occupation related to the professional purposes of the M.Div. program. Because CCBS serves many adult students who are already employed in ministry before graduation, this measure reflects both continued vocational service and new employment following degree completion.*

[1] "Available for Employment" excludes graduates who report that they are retired and not seeking work, unable to work, or continuing their education full-time and not seeking employment.

[2] "Program-related Positions" include pastoral or church ministry, chaplaincy, missions or parachurch, Christian non-profit leadership, theological or ministry education, or other positions for which the M.Div. provides relevant professional preparation. Vocational Christian service is not counted as employment. Bi-vocational graduates may be counted when they hold a paid ministry-related position, even if it is not their primary employment.

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