



Graduate School of Education

2022 Career Plan Survey Report

Methodology

Career Services at the University of Pennsylvania annually surveys graduating students to provide a snapshot of their post-graduation plans.

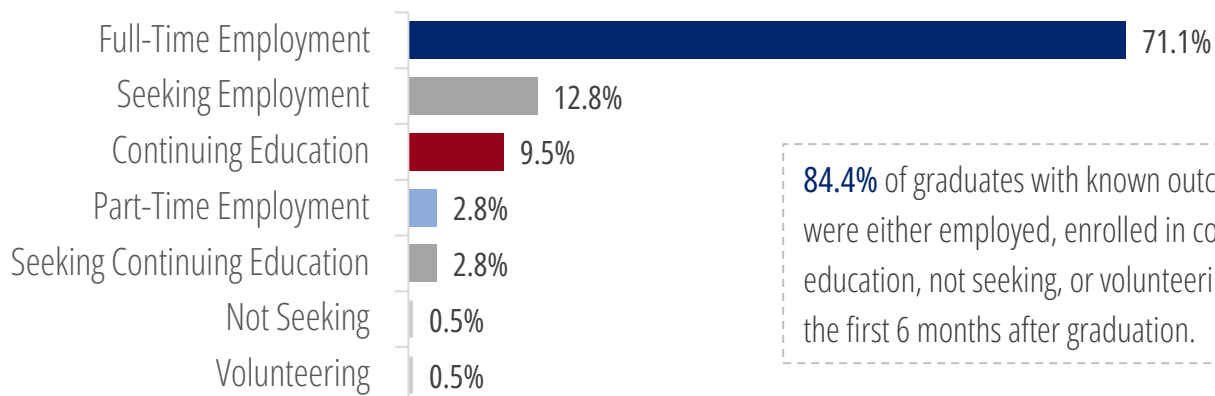
This report looks at 748 Graduate School of Education graduates who received their degrees between August 2021–May 2022. Students were surveyed up to six months from their graduation date, with a 22% response rate. Additional information was then collected via LinkedIn and other sources, bringing the total **knowledge rate** up to 28%, a total of 211 known graduate outcomes.

Sections

1. **Post-Graduation by the Numbers**
2. Outcomes, Full-Time Job Offers, & Hiring Timeline
3. **Full-Time Employment**
4. Geography & U.S. Employers of International Students
5. **Positions & Salaries by Program**
6. **Continuing Education**
7. Schools & Programs

Post-Graduation by the Numbers

211 responses



84.4% of graduates with known outcomes were either employed, enrolled in continuing education, not seeking, or volunteering within the first 6 months after graduation.

Full-Time Employment

89% of graduates who were not continuing previous employment received their offers **within 2 months of graduation**.

International Students

21 responses

Continuing Previous Employment (3)
 Before graduation (10)
 Within 1-2 months of graduation (3)
 Within 3-4 months of graduation (2)
 5 months or more after graduation (3)

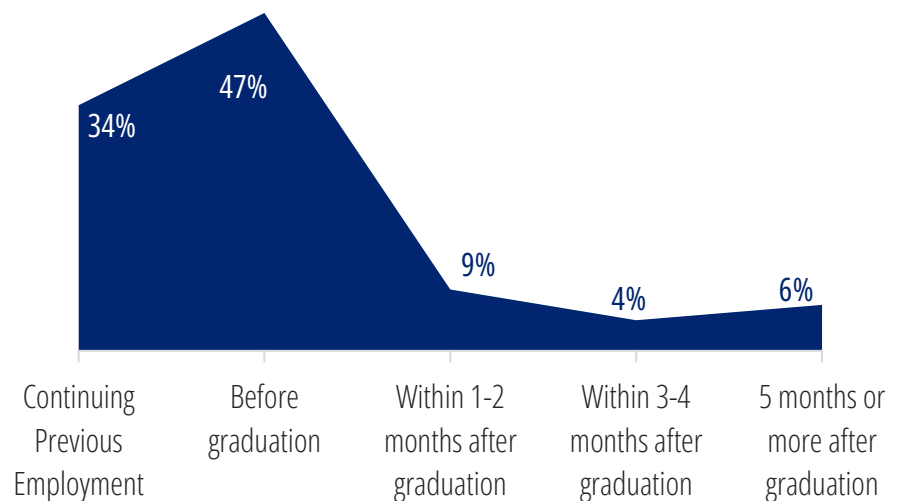
48% received their offer after applying directly to the organization.

19% received their offer from a previous employer.

25% heard about the opportunity through word of mouth (via a connection at or outside of Penn).

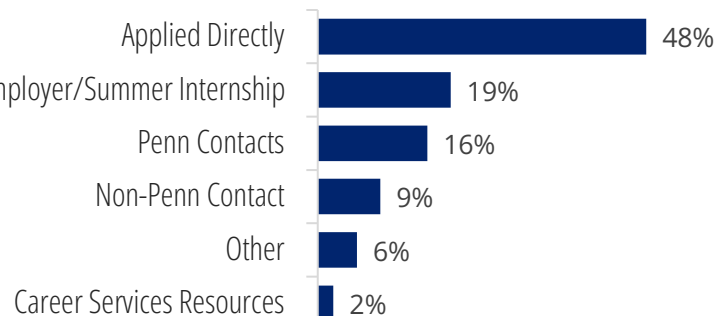
Date of Job Offer

94 responses



Most Impactful Strategy Leading to Offer

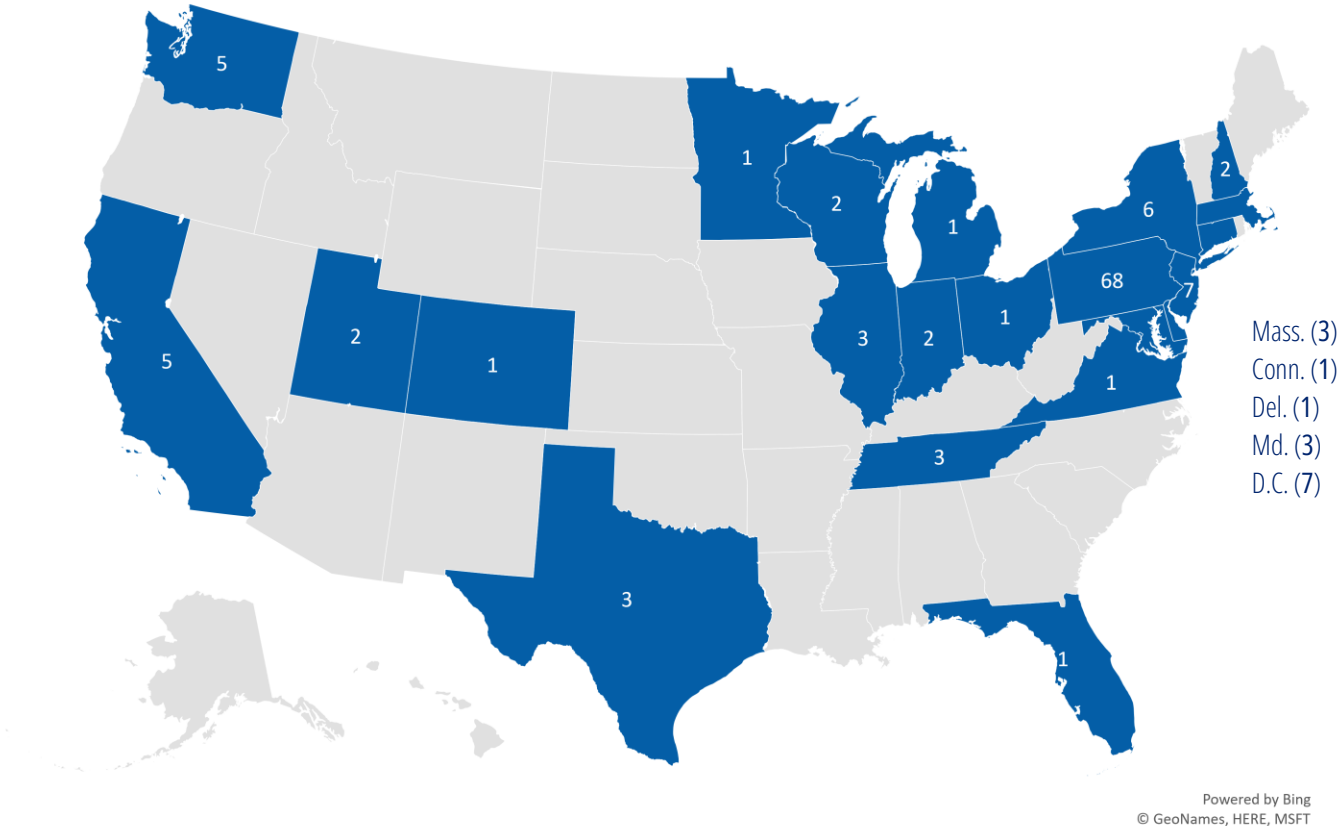
88 responses



Full-Time Employment

Employment by State

129 responses



International Students

Of the 59 survey respondents who identified as foreign nationals, 30 (51%) reported they were employed full-time and 16 (27%) reported they were employed full-time in the U.S.

U.S. Employers of Foreign Nationals

Central Washington University	Nationalities Service Center
Crimson Education	Perelman Jewish Day School
DC International School	Philadelphia Chinese Academy LLC
East Boston Neighborhood Health Center	Tyton Partners
Goldman Sachs	UNESCO
Ivy Talent Education	University of Pennsylvania
McGraw Hill	Vanderbilt University
Monroe County Community School	Youth Eastside Services

Internationally

18 students in 9 countries
 12% of those who reported their location

Canada
 China (7)
 France
 Guatemala
 India
 Spain
 Sweden (2)
 Taiwan (3)
 United Kingdom

Positions & Salaries by Program

Positions accepted by 2022 graduates are listed by program and include employer, position title, and location. Salary averages and ranges by program are included if 3 or more full-time employed graduates indicated their annual salary in their responses.

Salaries by Degree

	Respondents	Average	Median	Range	
Masters	75	\$64,096	\$55,000	\$20,000	\$215,000
Ph.D.	11	\$82,500	\$69,500	\$25,000	\$150,000
Ed.D.	3	\$130,200	\$85,600	\$65,000	\$240,000

COUNSELING AND MENTAL HEALTH SERVICES - MASTERS

Full-Time Employment

Silver Hill Hospital, Residential Counselor, *New Canaan, Connecticut*

Short-Term Work/Internships Held by Respondents During Degree Program

- University of Pennsylvania

EDUCATION ENTREPRENEURSHIP - MASTERS

Full-Time Employment

Deloitte, Senior Consultant, *Los Angeles, California*

MORTAR, Expansion Manager, *Cincinnati, Ohio*

+ Continuing Previous Employment

EDUCATION POLICY - MASTERS

Full-Time Employment

Carat USA, Analyst, Strategy & Insights, *Detroit, Michigan*

Ed Direction, Improvement Coach, *Salt Lake City, Utah* +

Family Equality Council, Director of Family, Equity, and Justice, *New York City, New York*

ICF, Education Research Analyst, *Rockville, Maryland*

Latham & Watkins, Associate, *Washington, District of Columbia*

M&T Bank, Talent Strategy (Execute Associate Program), *Baltimore, Maryland*
 New Jersey Department of Education, Education Data Analyst, *Trenton, New Jersey*
 Skadden, Arps, Slate, Meagher & Flom LLP, Associate, *Wilmington, Delaware*
 The William and Flora Hewlett Foundation, Program Fellow, *Menlo Park, California*
 University of California, Berkeley School of Optometry, Coordinator, *Berkeley, California*

+ Continuing Previous Employment

Median Salary: \$123,500 (based on 6 reported full-time salaries)

Average Salary: \$142,833 | Salary Range: \$85,000 - \$215,000

Short-Term Work/Internships Held by Respondents During Degree Program

- Citigroup
- Consortium of Policy Research in Education
- CPRE
- Kelley Drye & Warren LLP
- Latham & Watkins LLP
- Lumina Foundation
- Senator Cappelletti Office
- University of Pennsylvania - Penn Leads the Vote

EDUCATION, CULTURE, AND SOCIETY - MASTERS

Full-Time Employment

CCATE, Youth Leadership and Research Manager, *Norristown, Pennsylvania* +
 Central Washington University, Director, Diversity and Equity Center, *Ellensburg, Washington*
 Delaware County Intermediate Unit (DCIU), Coordinator of Teaching & Learning, *Morton, Pennsylvania*

EDUCATION, CULTURE, AND SOCIETY - PH.D.

Full-Time Employment

Rutgers University, Center for Latin American Studies, Postdoctoral Fellow, *New Brunswick, New Jersey*
 University of Pennsylvania - Annenberg School for Communication, Postdoctoral Fellow, *Philadelphia, Pennsylvania*

EDUCATIONAL LEADERSHIP - ED.D. (MID-CAREER DOCTORATE)

Full-Time Employment

Girls Inc. of the Washington, Executive Director, *Washington, District of Columbia*

EDUCATIONAL LINGUISTICS – PH.D.

Full-Time Employment

Illinois State University, Assistant Professor of TESOL & Applied Linguistics, *Normal, Illinois*

Swarthmore College, Visiting Assistant Professor, *Swarthmore, Pennsylvania*

University of Pennsylvania, Lecturer, *Philadelphia, Pennsylvania*

+ Continuing Previous Employment

HIGHER EDUCATION - MASTERS

Full-Time Employment

Albers School of Business and Economics at Seattle University, Manager, Experiential Programs & Career Adviser, *Seattle, Washington*

American Institutes for Research, Research Associate, *Philadelphia, Pennsylvania*

Columbia University, Assistant Director of Undergraduate Career Development, *New York City, New York*

Holland & Knight LLP, Associate Attorney, *Philadelphia, Pennsylvania* +

Princeton University, Program Coordinator - Princeton Student Agencies, *Princeton, New Jersey* +

Temple University, Assistant Director of Admissions, *Philadelphia, Pennsylvania*

Temple University College of Science & Technology, Assistant Director of Student Professional Development, *Philadelphia, Pennsylvania* +

Thomas Jefferson University, Admissions Counselor, *Philadelphia, Pennsylvania*

University of Pennsylvania, Academic Advisor, *Philadelphia, Pennsylvania* +

University of Pennsylvania, Assistant Director of Admissions, *Philadelphia, Pennsylvania*

University of Pennsylvania, Associate Director of JD/MBA Admissions, *Philadelphia, Pennsylvania*

University of Pennsylvania, Enrollment Specialist, *Philadelphia, Pennsylvania* +

University of Pennsylvania, Staff Assistant to the Deputy Provost & Coordinator of Doctoral Programs, *Philadelphia, Pennsylvania* +

University of Pennsylvania - School of Social Policy & Practice, Program Coordinator, *Philadelphia, Pennsylvania*

University of Pennsylvania - The Wharton School, Admission Advisor and Operations Coordinator, *Philadelphia, Pennsylvania* +

Median Salary: \$60,819 (based on 11 reported full-time salaries)

Average Salary: \$73,347 | Salary Range: \$50,000 - \$205,000

Short-Term Work/Internships Held by Respondents During Degree Program

- HIAS
- Holland & Knight
- Research Assistant
- University of Pennsylvania - Development and Alumni Relations
- University of Pennsylvania - Graduate School of Education
- University of Pennsylvania - Graduate School of Education, Office of Admissions & Financial Aid
- University of Pennsylvania - Graduate School of Education's Office of Career and Professional Development

Short-Term Work/Internships Held by Respondents During Degree Program

(continued)

- University of Pennsylvania - Law School Office of Career Strategy
- University of Pennsylvania - Office of General Counsel
- University of Pennsylvania - Penn Abroad
- University of Pennsylvania - Penn Carey Law
- University of Pennsylvania - Penn Carey Law Office of Graduate Programs
- University of Pennsylvania - Wharton Doctoral Programs Office
- University of the Sciences

HIGHER EDUCATION - PH.D.

Full-Time Employment

Karolinska Institute, Postdoctoral Fellow, *Stockholm, Sweden*

University of Wisconsin - Madison, Assistant Professor (Tenure-Track), *Madison, Wisconsin*

Short-Term Work/Internships Held by Respondents During Degree Program

- MDRC
- National Student Clearinghouse

HIGHER EDUCATION MANAGEMENT EXECUTIVE DOCTORATE - ED.D.

Full-Time Employment

The White House, White House Fellow, *Washington, District of Columbia*

University of Florida, Senior Assistant Provost, *Gainesville, Florida* +

University of Pennsylvania, Senior Associate Director of Admissions, *Philadelphia, Pennsylvania* +

+ Continuing Previous Employment

INDEPENDENT SCHOOL TEACHING RESIDENCY - MASTERS

Full-Time Employment

Kent Denver School, Mathematics Teacher, *Englewood, Colorado*

My Medic, Ecommerce Marketing Manager, *Salt Lake City, Utah*

St Paul's School - Concord, N.H., High School Math Teacher, *Concord, New Hampshire* +

St Paul's School - Concord, N.H., Humanities Faculty, *Concord, New Hampshire* +

Short-Term Work/Internships Held by Respondents During Degree Program

- Independent School Teacher Residency - St. Paul's School
- St. Paul's School Teaching Fellowship

INTERCULTURAL COMMUNICATION - MASTERS

Full-Time Employment

DC International School, Chinese Teacher, *New Washington, Indiana* +
University of Pennsylvania, Program Coordinator, *Philadelphia, Pennsylvania*
University of Pennsylvania - Netter Center, Garden Manager and Afterschool Educator, *Philadelphia, Pennsylvania*

Short-Term Work/Internships Held by Respondents During Degree Program

- Bytedance (2)
- Center for Parent and Teen Communication
- Moder Patshala
- University of Pennsylvania - Netter Center for Community Partnerships

INTERDISCIPLINARY STUDIES IN HUMAN DEVELOPMENT - MASTERS

Full-Time Employment

Beth Israel Lahey Health, Manager
Crimson Education, Regional Team Lead, *Dallas, Texas*
The Goddard School, Lead Preschool Teacher, *Philadelphia, Pennsylvania*

Short-Term Work/Internships Held by Respondents During Degree Program

- Beijing Normal University
- Penn Community Engagement
- Tencent Technology Company
- University of Pennsylvania - Graduate School of Education (2)
- University of Pennsylvania - Urban Teaching Apprenticeship Program (UTAP)

INTERDISCIPLINARY STUDIES IN HUMAN DEVELOPMENT - PH.D.

Full-Time Employment

International Rescue Committee, Director, Strategic Initiatives and Early Childhood Development, *New York* +

INTERNATIONAL EDUCATIONAL DEVELOPMENT - MASTERS

Full-Time Employment

Crimson Education, Operations & Community Lead

Educate Girls, Manager, *Mumbai, India*

FHI 360, Regional Program Officer, English Access Microscholarship Program, *Washington, District of Columbia*

Huron Consulting, Consulting Analyst, *Chicago, Illinois*

Indiaspora, Global Programs Coordinator, *Houston, Texas*

NSPCC, Implementation Relationships Manager, *London, United Kingdom*

PWC, Experienced Associate

Tyton Partners, Analyst, *Boston, Massachusetts*

UNESCO, Trainee, *New York City, New York*

UNICEF USA, ECD Consultant, *New York City, New York*

University of Pennsylvania, Research Assistant, *Chicago, Illinois*

+ Continuing Previous Employment

Median Salary: \$61,250 (based on 4 reported full-time salaries)

Average Salary: \$56,575 | Salary Range: \$28,800 - \$75,000

Short-Term Work/Internships Held by Respondents During Degree Program

- FHI 360 (2)
- McNulty Leadership Programme
- Minnesota International NGO Network
- Results for Development (EdTech Hub)
- UNESCO (2)
- UNESCO Bangkok
- UNESCO Institute for Lifelong Learning
- UNESCO International Institute for Capacity Building in Africa
- United Nations Children Fund (UNICEF) (2)
- United Nations Children Fund (UNICEF) Jamaica
- World Learning

LEARNING SCIENCES AND TECHNOLOGIES - MASTERS

Full-Time Employment

Academy, Social Science Teacher, *Beijing, China*

Perelman Jewish Day School, Educational Technology Coordinator, *Philadelphia, Pennsylvania*

Tencent, Product Manager, *Shenzhen, China* +

Median Salary: \$45,000 (based on 3 reported full-time salaries)

Average Salary: \$39,667 | Salary Range: \$24,000 - \$50,000

Short-Term Work/Internships Held by Respondents During Degree Program

- Tencent

LEARNING SCIENCES AND TECHNOLOGIES - PH.D.

Full-Time Employment

University of Wisconsin - Madison, Assistant Professor, *Madison, Wisconsin*

MEDICAL EDUCATION - MASTERS

Full-Time Employment

Children's Hospital of Philadelphia, Assistant Professor of Clinical Pediatrics, *Philadelphia, Pennsylvania* +

+ Continuing Previous Employment

Children's Hospital of Philadelphia, Fellow, *Philadelphia, Pennsylvania* +

University of Pennsylvania - School of Dental Medicine, Assistant Clinical Faculty, *Philadelphia, Pennsylvania* +

Median Salary: \$75,000 (based on 3 reported full-time salaries)

Average Salary: \$101,667 | Salary Range: \$30,000 - \$200,000

PENN CLO (CHIEF LEARNING OFFICER) EXECUTIVE DOCTORATE - ED.D.

Full-Time Employment

Federal Government Employment (Civilian Corps/Federal Government Employees), Industrial-Organizational Psychologist, *Washington, District of Columbia* +

PROFESSIONAL COUNSELING - MASTERS

Full-Time Employment

Bucks County Community College, Guidance Counselor, *Newtown, Pennsylvania*

Central Washington University, Mental Health Counselor, *Ellensburg, Washington*

Intercultural Family Services, Inc., Outpatient Clinician, *Philadelphia, Pennsylvania*

School District of Philadelphia, School Counselor, *Philadelphia, Pennsylvania*

School District of Philadelphia, Secondary School Counselor, *Philadelphia, Pennsylvania*

St. Peter's School, School Counselor, *Philadelphia, Pennsylvania*

Vanderbilt University, Social Justice and Inclusion Counselor, *Nashville, Tennessee*

Youth Eastside Services, Youth and Family Therapist, *Bellevue, Washington*

Median Salary: \$61,152 (based on 5 reported full-time salaries)

Average Salary: \$59,410 | Salary Range: \$53,500 - \$64,000

Short-Term Work/Internships Held by Respondents During Degree Program

- Arcadia University
- Elwyn
- Elwyn Outpatient
- Henry C. Lea School
- Norristown Area School District
- Philly Couple & Sex Therapy
- Robeson High School
- School District of Philadelphia
- Science Leadership Academy
- The Consortium

READING/WRITING/LITERACY - MASTERS

Full-Time Employment

CIEE Council on International Educational Exchange, English Language Assistant, *Madrid, Spain*

Independence Charter School West, Lead 4th Grade Teacher, *Philadelphia, Pennsylvania*

Ivy Talent Education, Councilor, *Boston, Massachusetts*

Kang Chiao, English Teacher and Administrator, *Taipei, Taiwan*

Moorestown Friends School, Prekindergarten Teacher, *Moorestown, New Jersey*

The Episcopal Academy, 4th Grade Teacher, *Newtown Square, Pennsylvania*

The Philadelphia School, 4-5 Grade Teacher, *Philadelphia, Pennsylvania*

Median Salary: \$51,650 (based on 3 reported full-time salaries)

Average Salary: \$52,383 | Salary Range: \$49,500 - \$56,000

Short-Term Work/Internships Held by Respondents During Degree Program

- Mastery Thomas Charter High School
- Pine Road
- Spring Garden K-8 School
- TAL Education Group
- The Learning Lamp
- Uplift Center for Grieving Children

READING/WRITING/LITERACY - PH.D.

Full-Time Employment

Teachers College Columbia University, Postdoctoral Fellow, *New York, New York*

SCHOOL AND MENTAL HEALTH COUNSELING (EXECUTIVE PROGRAM) - MASTERS

Full-Time Employment

O'Leary Counseling, Licensed Associate Counselor (Mental Health Therapist), *Barrington, New Jersey*

University of Pennsylvania, *Philadelphia, Pennsylvania*

Short-Term Work/Internships Held by Respondents During Degree Program

- The Starting Point of N.J.
- University of Pennsylvania - Office of Student Services
- Y.A.L.E. School

TEACHING, LEARNING, AND LEADERSHIP - MASTERS

Full-Time Employment

Philadelphia Chinese Academy LLC, Early Childhood Teacher, *Philadelphia, Pennsylvania* +
 Severn School, Fifth Grade Teacher, *Severna Park, Maryland*

+ Continuing Previous Employment

Short-Term Work/Internships Held by Respondents During Degree Program

- Philadelphia Chinese Academy

TEACHING, LEARNING, AND TEACHER EDUCATION - ED.D.

Full-Time Employment

University of Pennsylvania - Graduate School of Education, Research Specialist, *Philadelphia, Pennsylvania* +

Short-Term Work/Internships Held by Respondents During Degree Program

- University of Pennsylvania

TEACHING, LEARNING, AND TEACHER EDUCATION - PH.D.

Full-Time Employment

DISCUSS Research Project, Postdoctoral Fellow, *Philadelphia, Pennsylvania*

McGraw Hill, Sr Data Scientist, *Philadelphia, Pennsylvania*

Neumann University, Qualitative Methodologist - Faculty, *Aston Township, Pennsylvania*

Teaching English to Speakers of Other Languages (TESOL) - MASTERS

Full-Time Employment

Internships China, Middle School Teacher, *Shanghai, China*

Monroe County Community School Corporation, K-6 ENL Teacher, *Bloomington, Indiana*

Nationalities Service Center, Vocational ESL Liaison, *Philadelphia, Pennsylvania*

NYU Shanghai Library, Library Assistant, *Shanghai, China*

Pacific American School, Secondary English Teacher, *Hsinchu County, Taiwan*

St. Catherine University, International Student Services Coordinator, *St Paul, Minnesota*
 United World College Changshu China, English Intern, *Changshu, China*

Median Salary: \$26,455 (based on 4 reported full-time salaries)

Average Salary: \$28,602 | Salary Range: \$20,000 - \$41,500

Short-Term Work/Internships Held by Respondents During Degree Program

- Garces Foundation
- HIAS PA
- Philadelphia Chinese Academy
- Temple University WELL Program
- University of Pennsylvania - Community PEDAL (2)
- University of Pennsylvania - PEDAL Program (2)

URBAN TEACHING APPRENTICESHIP PROGRAM - MASTERS

Full-Time Employment

Allegheny Health Network, Behavioral Health Educator, *Pittsburgh, Pennsylvania*

Chicago Public Schools, English Teacher

CITIC Capital, Risk Manager, *Beijing, China*

D.C. Public Schools (District of Columbia Public Schools), High School Social Studies Teacher, *Washington, District of Columbia*

Education Quality and Accountability Office, Data Analyst, *Toronto, Canada*

EJM School, Teacher, *Paris, France*

Freedom Schools Camden Dream Center, Intern, *Camden, New Jersey*

Gen. George A. McCall School, Kindergarten Teacher, *Philadelphia, Pennsylvania*

Goldman Sachs, New Analyst, *Dallas, Texas*

John Welsh Elementary School, 6th Grade Math and Science Teacher, *Philadelphia, Pennsylvania*

Juniata Park Academy, 4th Grade Teacher - All Subjects

Pacific Ridge School, Mathematics Teacher, *Carlsbad, California*

Philadelphia Public School District, Teacher, *Philadelphia, Pennsylvania* +

Russell Byers Charter School, Teacher, *Philadelphia, Pennsylvania*

Sacred Heart Cathedral Preparatory, Social Studies Teacher, *San Francisco, California* +

School District of Philadelphia, Elementary Teacher, *Philadelphia, Pennsylvania*

School District of Philadelphia, Health Teacher, *Philadelphia, Pennsylvania*

School District of Philadelphia, High School Biology Teacher, *Philadelphia, Pennsylvania* +

School District of Philadelphia, High School Social Studies Teacher, *Philadelphia, Pennsylvania*

School District of Philadelphia, High School Social Studies Teacher, *Philadelphia, Pennsylvania*

School District of Philadelphia, High School Teacher, *Philadelphia, Pennsylvania* +

School District of Philadelphia, Math Teacher, *Philadelphia, Pennsylvania*

School District of Philadelphia, Secondary Social Studies/ELA Teacher, *Philadelphia, Pennsylvania*

School District of Philadelphia, Social Studies Teacher, *Philadelphia, Pennsylvania*

+ Continuing Previous Employment

School District of Philadelphia, Teacher, *Philadelphia, Pennsylvania*

School District of Philadelphia, Teacher, *Philadelphia, Pennsylvania*

Spotsylvania County VA Public Schools, Middle School English Teacher, *Fredericksburg, Virginia*

Valor Academy Middle School, Teacher

Washington Latin Public Charter School, Teacher, *Washington, District of Columbia*

Wissahickon Charter School, Nursery Teacher, *Philadelphia, Pennsylvania*

Median Salary: \$49,917 (based on 22 reported full-time salaries)

Average Salary: \$51,882 | Salary Range: \$27,384 - \$85,000

Short-Term Work/Internships Held by Respondents During Degree Program

- Amazon Web Services
- Beacon China
- Beijing Normal University
- Kensington Health Sciences Academy (2)
- McCall Elementary and Middle School
- Philadelphia Public Schools
- Philadelphia School District
- School District of Philadelphia (4)
- SDP
- SLA Beeber
- University of Pennsylvania - Department of Medicine
- University of Pennsylvania - Urban Teaching Apprenticeship Program (UTAP)
- Walter B. Saul High School (2)

URBAN TEACHING RESIDENCY PROGRAM - MASTERS

Full-Time Employment

Liguori Academy, High School Teacher, *Philadelphia, Pennsylvania* +

Mastery Charter Schools, Early Childhood Teacher, *Philadelphia, Pennsylvania* +

Memphis Rise Academy, Teacher, *Memphis, Tennessee* +

School District of Philadelphia, Algebra 2 Teacher, *Philadelphia, Pennsylvania* +

The Philadelphia School, Teacher, *Philadelphia, Pennsylvania* +

+ Continuing Previous Employment

Median Salary: \$54,500 (based on 3 reported full-time salaries)

Average Salary: \$54,050 | Salary Range: \$50,450 - \$57,200

Continuing Education

Degree programs in which 2022 graduates have reported they are enrolled are listed alphabetically by university and include degree level and program name.

CUNY Graduate School and University Center, Doctorate, Critical Psychology
Harvard University, Doctorate, Education, Human Development, Learning & Teaching
Montclair State University, Doctorate, Clinical Psychology
New York University, Doctorate, International Education
New York University, Masters, Media Culture
New York University, Masters, Special Education
UNC Eshelman School of Pharmacy, Doctorate, Pharmaceutical Sciences
University of California, Berkeley, Doctorate, Education
University of California, Los Angeles (UCLA), Doctorate, Human Development and Psychology
University of Cambridge, Masters, Classics
University of Maryland, Doctorate, Clinical Psychology
University of North Carolina, Chapel Hill, Doctorate
University of Pennsylvania, Masters, Counseling and Mental Health Services
University of Pennsylvania, Masters, Education Policy
University of Pennsylvania, Masters, Professional Counseling
University of Pennsylvania, Masters, Reading/Writing/Literacy
University of Pittsburgh, Masters, Special Education
University of San Francisco, Doctorate, Law
University of Wisconsin-Madison, Doctorate, Educational Policy Studies