Each year, Swarthmore College Career Services partners with Institutional Research, Admissions, Alumni Relations & Academic Success to survey graduating students on their post graduation outcomes.

The Class of 2023 includes 391 students who graduated between December 2022 and May 2023. Data was collected for up to six months after graduation, with a response rate of 84.4% (329 responses). With information gathered from LinkedIn and other campus sources, including faculty members, there are known outcomes for 368 graduates, for a total knowledge rate of 94.1%.

This report was prepared by Andres Perez Correa ’22, Marketing & Engagement Coordinator.
Known Outcomes

Responses: 368

71.8% of graduates interacted with Career Services while at Swarthmore.
Responses: 209

82.1% of the class with known outcomes are employed, pursuing further education, or doing service.

How Outcomes Align with Expectations
Responses: 186

26.3% of those working felt their plans exceeded expectations.

37.5% of those continuing education felt their plans exceeded expectations.

All Graduates

391 Students received degrees in the Class of 2023

Working or Volunteering: 55.2%
Continuing Education: 22.0%
Seeking Employment or Continuing Education: 16.6%
Not Seeking: 0.3%
Unknown: 5.9%
Student Experience While at Swarthmore

73.2% completed an internship.
Responses: 299

1 was the average number of completed internships.

67% indicated being involved in at least one research opportunity
Responses: 282

73.2% received career-related encouragement
Responses: 205

Responses: 314

Consolidated Internship Industries

- Education: 24.2%
- Technology: 12.7%
- Non-Profit: 12.4%
- Financial Services: 8.6%
- Government: 6.1%
- Start-up: 4.8%
- Consulting: 4.1%
- Sports / Hospitality / Camps: 3.5%
- Other: 3.5%
- Healthcare: 3.2%
- Engineering & Construction: 2.9%
- Marketing & PR: 2.5%
- Media / Journalism / Entertainment: 2.5%
- Legal Services: 1.9%
- Design & Arts: 1.9%
- Chemicals / Gasses: 1.3%
- Consumer Products & Retail: 1.3%
- Pharmaceuticals / Biotechnology: 1.0%
- Publishing / Printing: 1.0%
- Energy / Natural Resources / Utilities: 0.6%

How Prepared Graduates Feel for Next Endeavor
Responses: 167

Very Prepared: 58.7%
Somewhat Prepared: 37.7%
Not Prepared: 3.8%

“[Career Services] helped me greatly through the job application process. The mock interview I did with [them] helped me tremendously in my ability to do interviews well and to work through my nervousness.”

- Social Science Major
Working

Employment Type
Responses: 210

- Organization: 90.5%
- Fellowship: 6.2%
- Temporary/Contract Work Assignment: 2.9%
- Entrepreneur: 0.5%

Full-Time vs. Part-Time Work
Responses: 207

- Full-Time: 96.1%
- Part-Time: 3.9%

$81,296 was the average starting salary.
See page 9 for more information.

Top Hiring Employers By Industry

Consulting
1. Boston Consulting Group (BCG) (3)
2. AlphaSights (2)
3. Analysis Group, Inc. (2)

Education
1. Swarthmore College (4)
2. University of Chicago (3)
3. University of Pennsylvania (3)

Financial Services
1. Citi (3)
2. Chatham Financial (2)
3. JPMorgan Chase & Co. (2)

Healthcare
1. Children’s Hospital of Philadelphia (6)
2. Penn Medicine (2)

Technology
1. Amazon (5)
2. Fast Enterprises (3)
3. Palantir Technologies (3)

5 graduates received Fulbright Grants.
Working

Industry Breakdown

Responses: 207

- Technology: 18.4%
- Education: 16.9%
- Financial Services: 15.5%
- Consulting: 9.7%
- Healthcare: 9.2%
- Government & Politics: 8.2%
- Non-Profit: 4.8%
- Engineering & Manufacturing: 4.3%
- Research/Think Tank/National Laboratory: 3.9%
- Journalism, Publishing & PR: 2.4%
- Sports & Recreation: 1.4%
- Legal: 1.4%
- Other: 3.9%

Working

Job Function Breakdown
Responses: 199

- Research: 25.1%
- Engineering: 22.1%
- Finance: 14.6%
- Consulting: 8.5%
- Education / Teaching / Training: 7.0%
- Administrative: 5.5%
- Data & Analytics: 4.0%
- Paralegal: 3.0%
- Product / Project Management: 3.0%
- Writing / Editing: 2.0%
- Other: 1.5%
- Marketing & PR: 1.5%
- Political Organizing / Lobbying: 1.0%
- Actuary: 1.0%
- Healthcare: 0.5%

Number of responses
Working

Domestic Employment Location

Responses: 179

International Employment Location

- Spain (4)
- Japan (2)
- Albania
- Australia
- India
- Kazakhstan
- Kenya
- Malaysia
- Mozambique
- Nigeria
- Paraguay
- People’s Republic of China
- Senegal
- Singapore
- South Korea
- United Arab Emirates
- Vietnam

10.5% of graduates with identified locations are working abroad.

8% of domestic graduates are working abroad.

21.4% of international graduates are working abroad.

Top U.S. Cities

#1 Philadelphia (32)  #1 New York City (32)  #2 Boston (13)  #3 Chicago (9)  #4 Seattle (8)

Region Breakdown

West Coast 17.9%  Southwest 11.2%  Midwest 3.4%  Southeast 6.1%  Northeast 61.5%
Working

Offer & Start Dates Timeline

Offer Date Responses: 151
Start Date Responses: 160

Graduates who received offers before January 2023 were primarily working in industries with earlier recruiting including: Consulting, Financial Services and Technology.

98% of graduates with known offer dates received offers by graduation.

How Graduates Found their Opportunity

Responses: 165

- External Job Board: 17.6%
- Non-Swarthmore Contact: 15.8%
- Swarthmore Contacts: 15.8%
- Return Offer: 15.2%
- Career Services: 13.9%
- Other: 12.1%
- Organization/Company Website: 9.7%

"...I studied abroad one semester with SIT and it inspired me to pursue my master's program with SIT."

- STEM Major
### Full-Time Employment*

**Median Starting Salary:** $75,000  
**Average Starting Salary:** $81,296  
**Starting Salary Range:** $23,738 – $215,000

**33.9%** of respondents received a **signing bonus**.

**7.8%** of respondents received additional compensation (e.g. housing assistance or relocation).

### Starting Salaries by Industry

**Responses: 115**

<table>
<thead>
<tr>
<th>Industry</th>
<th>Median</th>
<th>Average</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting (13)</td>
<td>$87,000</td>
<td>$77,962</td>
<td>$42,000 – $125,000</td>
</tr>
<tr>
<td>Education (17)</td>
<td>$48,000</td>
<td>$49,747</td>
<td>$24,757 – $72,000</td>
</tr>
<tr>
<td>Engineering &amp; Manufacturing (5)</td>
<td>$79,000</td>
<td>$81,120</td>
<td>$72,000 – $93,600</td>
</tr>
<tr>
<td>Financial Services (22)</td>
<td>$80,000</td>
<td>$96,910</td>
<td>$62,000 – $200,000</td>
</tr>
<tr>
<td>Government &amp; Politics (6)</td>
<td>$51,500</td>
<td>$52,556</td>
<td>$45,000 – $61,335</td>
</tr>
<tr>
<td>Healthcare (13)</td>
<td>$47,500</td>
<td>$51,850</td>
<td>$30,000 – $90,000</td>
</tr>
<tr>
<td>Journalism, Publishing &amp; PR (2)**</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Legal (1)**</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Non-Profit (3)**</td>
<td>-</td>
<td>$49,000</td>
<td>-</td>
</tr>
<tr>
<td>Research/Think Tank/National Laboratory (3)**</td>
<td>-</td>
<td>$69,244</td>
<td>-</td>
</tr>
<tr>
<td>Technology (26)</td>
<td>$120,000</td>
<td>$119,351</td>
<td>$23,738 – $215,000</td>
</tr>
</tbody>
</table>

*Stipends less than $20,000 not reported.  
** Fewer than 3 reported salaries were not published to maintain confidentiality.  
ª Those with 3 reported salaries have only average salaries to maintain confidentiality.
# Full-Time Employment*

## Starting Salaries by Job Function

*Responses: 115

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Median</th>
<th>Average</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actuary (1)**</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Administrative (4)</td>
<td>$62,000</td>
<td>$59,750</td>
<td>$35,000 - $80,000</td>
</tr>
<tr>
<td>Consulting (11)</td>
<td>$92,000</td>
<td>$84,000</td>
<td>$45,000 - $100,000</td>
</tr>
<tr>
<td>Data &amp; Analytics (4)</td>
<td>$76,005</td>
<td>$69,752</td>
<td>$42,000 - $85,000</td>
</tr>
<tr>
<td>Education / Teaching / Training (3)*</td>
<td>-</td>
<td>$37,086</td>
<td>-</td>
</tr>
<tr>
<td>Engineering (32)</td>
<td>$116,000</td>
<td>$117,685</td>
<td>$52,000 - $215,000</td>
</tr>
<tr>
<td>Finance (18)</td>
<td>$85,000</td>
<td>$94,306</td>
<td>$50,000 - $180,000</td>
</tr>
<tr>
<td>Healthcare (1)**</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Marketing &amp; PR (2)**</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Other (1)**</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Paralegal (3)*</td>
<td>-</td>
<td>$48,333</td>
<td>-</td>
</tr>
<tr>
<td>Political Organizing / Lobbying (2)**</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Product / Project Management (3)*</td>
<td>-</td>
<td>$88,133</td>
<td>-</td>
</tr>
<tr>
<td>Research (30)</td>
<td>$48,000</td>
<td>$52,212</td>
<td>$30,000 - $88,000</td>
</tr>
</tbody>
</table>

*Stipends less than $20,000 not reported.

**Fewer than 3 reported salaries were not published to maintain confidentiality.

ªThose with 3 reported salaries have only average salaries to maintain confidentiality.

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"[My professor] assisted me in getting my first internship my Freshman Summer, which was foundational in me acquiring subsequent internships that eventually let to me interning at Netflix my Junior Summer (which then segwayed into the return offer I’m now taking)."

- STEM Major

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careercenter.swarthmore.edu
Continuing Education

Refers to any continuing study such as grad programs as well as post-baccalaureate programs, 9th semester teaching practicum and certificate programs

Degree Level
Responses: 84

- Masters: 41.7%
- Doctorate: 41.7%
- Non-Degree Seeking*: 15.5%
- Associates: 1.2%

*Non-degree programs include: language immersion, advanced certificate, 9th semester, etc.

78.7% of respondents pursuing a Masters or Ph.D participated in at least one research opportunity.
Responses: 61

Fields of Study Breakdown
Responses: 83

- Science (non-medical): 21.7%
- Education: 15.7%
- Humanities: 14.5%
- Social Science: 14.5%
- Engineering: 9.6%
- Medicine: 9.6%
- Law: 8.4%
- Architecture: 3.6%
- Business: 1.2%
- Statistics: 1.2%

"...[My professors] have [encouraged] me want to pursue public policy/international development at some point after graduation."
- Social Science major

careercenter.swarthmore.edu
Continuing Education

Refers to any continuing study such as grad programs as well as post-baccalaureate programs, 9th semester teaching practicum and certificate programs

Top Institutions

1. Swarthmore College (9)
2. Columbia University (4)
3. Sidney Kimmel Medical College (4)
4. Stanford University (4)
5. University of Pennsylvania (4)
6. Harvard University (3)
7. University of California, Berkeley (3)
8. University of Washington (3)
9. Villanova University (3)
10. Carnegie Mellon University (2)
11. Consortium of Advanced Studies Abroad (CASA) (2)
12. Gateway Seminary (2)
13. Massachusetts Institute of Technology (2)
14. Northwestern University (2)
15. University of Michigan (2)
16. University of North Carolina, Chapel Hill (2)
17. University of Rochester (2)

46% of respondents who are working or volunteering are not sure whether or not to enroll in graduate or professional school.

Responses: 137

49.6% of respondents who are working or volunteering intend to eventually enroll in graduate or professional school.

Responses: 137

Plans of Pursuing Graduate School Among Employed Graduates by Industry

Responses: 136

- Consulting
- Education
- Engineering & Manufacturing
- Financial Services
- Government & Politics
- Healthcare
- Journalism, Publishing & PR
- Legal
- Non-Profit
- Other
- Research/Think Tank/National Laboratory
- Sports & Recreation
- Technology

Number of responses

Number of responses