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 the 477 School of Engineering and Applied Science undergraduates who received their degrees from August 2019–May 2020. Students were surveyed up to six months from their graduation date, with a 47% response rate. Additional information was collected via LinkedIn and other sources, bringing the total knowledge rate up to 85%, a total of 404 known graduate outcomes. However, given the pandemic, we realize some offers may have been delayed or rescinded.

Sections

1. Post-Graduation Plans
2. Full-Time Employment
3. Industries & Top Hiring Employers
4. Job Function
5. Geography
6. Job Offers & Hiring Timeline
7. Salary & Bonuses
8. Continuing Education
9. Graduate Programs & Degree Level
10. First Destinations by Major *

* Coming soon!
Post-Graduation by the Numbers

**Known Outcomes**  
404 responses

- Full-Time Employment: 69.3%
- Continuing Education: 23.0%
- Seeking Employment: 4.7%
- Part-Time Employment: 2.7%
- Not Seeking: 0.2%

**95.3%** of graduates were either employed, enrolled in continuing education, volunteering, serving in the military, or not seeking in the first 6 months after graduation.

**All Graduates**  
477 students

- Full-Time Employment: 59%
- Continuing Education: 19%
- Unknown: 15%

**Post-Graduation: 5 Year Trends**

**Employed***:
- 2016: 76.45%
- 2017: 75.71%
- 2018: 58.10%
- 2019: 72.95%
- 2020: 72.03%

**Continuing Education**:
- 2016: 20.50%
- 2017: 18.93%
- 2018: 37.50%
- 2019: 23.50%
- 2020: 23.02%

*Employed includes full-time employed, part-time employed, military service and volunteer service.

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*Employed includes full-time employed, part-time employed, military service and volunteer service.
Full-Time Employment

Top Hiring Employers by Industry

**Consulting**
1. Boston Consulting Group (BCG) (5)
3. Bain & Company (3)
4. Novetta (2)
   - PricewaterhouseCoopers (PwC) (2)

**Financial Services**
1. Goldman Sachs (7)
2. Capital One (5)
3. Bridgewater Associates (4)
4. Evercore (3)
   - JPMorgan Chase & Co. (3)

**Technology**
1. Microsoft (18)
2. Facebook (17)
3. Amazon (9)
4. Google, Inc. (8)
5. Apple (4)
   - Bloomberg (4)
   - Mastercard (4)
   - Palantir Technologies (4)

**Other**
1. AlphaThera (2)
   - Anheuser-Busch (2)
   - Merck & Co., Inc. (2)
   - Skydio (2)
   - University of Pennsylvania (2)

Employment by Industry

*277 responses*

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technology</td>
<td>39%</td>
</tr>
<tr>
<td>Financial Services</td>
<td>19%</td>
</tr>
<tr>
<td>Consulting</td>
<td>11%</td>
</tr>
<tr>
<td>Pharmaceuticals/Biotechnology</td>
<td>6%</td>
</tr>
<tr>
<td>Engineering</td>
<td>3%</td>
</tr>
<tr>
<td>Media/Journalism/Entertainment</td>
<td>3%</td>
</tr>
<tr>
<td>Consumer Products</td>
<td>3%</td>
</tr>
<tr>
<td>Other</td>
<td>3%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>2%</td>
</tr>
<tr>
<td>Energy/Natural Resources/Utilities</td>
<td>2%</td>
</tr>
<tr>
<td>Electronics/Robotics</td>
<td>1%</td>
</tr>
<tr>
<td>Sports/Hospitality/Food Service</td>
<td>1%</td>
</tr>
<tr>
<td>Nonprofit</td>
<td>1%</td>
</tr>
<tr>
<td>Government</td>
<td>1%</td>
</tr>
<tr>
<td>Education</td>
<td>1%</td>
</tr>
<tr>
<td>Automotive</td>
<td>1%</td>
</tr>
<tr>
<td>Aerospace</td>
<td>1%</td>
</tr>
<tr>
<td>Insurance</td>
<td>1%</td>
</tr>
<tr>
<td>Publishing/Printing</td>
<td>1%</td>
</tr>
</tbody>
</table>
Full-Time Employment

Employment by Job Function

266 responses

- Software Development/Engineering: 114 (43%)
- Consulting: Management/Strategy: 22 (8%)
- Research & Development: 17 (6%)
- Data Analytics: Data Analytics: 14 (5%)
- Data Analytics: Data Science: 11 (4%)
- Finance: Investment Banking: 10 (4%)
- Research: Biomedical: 9 (3%)
- Technology Analysis: 6 (2%)
- Consulting: Technology: 5 (2%)
- Animation: 4 (2%)
- Energy Exploration and Production: 4 (2%)
- Teaching: 4 (2%)
- Testing/Quality/Evaluation: 4 (2%)
- Consulting: Research: 3 (1%)
- Entrepreneur/Founder: 3 (1%)
- Finance: Investment Management/Counsel: 3 (1%)
- Management: 3 (1%)
- Product/Brand Management: 3 (1%)
- Product/Project Management (Technology): 3 (1%)
- Administration: 2 (1%)
- Business Development: 2 (1%)
- Finance: Financial Planning & Analysis (non-bnkg): 2 (1%)
- Finance: Private Equity: 2 (1%)
- Finance: Securities Research: 2 (0.8%)
- Finance: Venture Capital: 2 (0.8%)
- Game Development: 2 (0.8%)
- Web Design/Development: 2 (0.8%)
- Advertising/Media Planning: 1 (0.4%)
- Direct Service: 1 (0.4%)
- Finance: Risk Management: 1 (0.4%)
- Finance: Trading: 1 (0.4%)
- Legal Support: 1 (0.4%)
- Manufacturing: 1 (0.4%)
- Product Design/Development: 1 (0.4%)
- Research: Other: 1 (0.4%)
Full-Time Employment

Employment by State

267 responses

International Students

Of the 43 respondents working full-time who identified as foreign nationals, 40 (93%) were employed in the U.S.

U.S. Employers of Foreign Nationals

Consulting
- Bain & Company
- Boston Consulting Group (BCG)
- End-to-End Analytics
- McKinsey & Company

Financial Services
- AQR Capital Management
- BlackRock
- Bridgewater Associates
- Cantor Fitzgerald
- Evercore
- Goldman Sachs
- Morgan Stanley

Technology
- Amazon
- Bloomberg
- Facebook
- Fair Square Financial
- Google, Inc.
- Latch

Other
- Microsoft
- Nvidia
- Palo Alto Networks
- Snap Inc.
- Uber
- IL MAKIAGE
- Nuro
- Radian
- University of Pennsylvania
**Full-Time Employment**

**Hiring Timeline**
145 responses

- **Accepted Offer**: 32% in August, 30% in October, 21% in November, 13% in December, 4% in January, 4% in February, 4% in March, 4% in April, 1% in May, 2% in June, 2% in July, 1% in August, 0% in September, 3% in September & later.

- **Received Offer**: 4% in July & earlier, 2% in August, 6% in September, 6% in October, 2% in November, 4% in December, 3% in January, 5% in February, 3% in March, 3% in April, 1% in May, 2% in June, 2% in July, 1% in August, 0% in September, 3% in September & later.

**80%** of graduates working full-time **accepted offers before January**, primarily working in **early recruiting industries** like Technology, Finance, and Consulting.

**Offer Method**
130 responses

- **Career Services**: 47%
- **Applied Directly**: 26%
- **Previous Employer (Non-OCI)**: 18%
- **Non-Penn Contact**: 5%
- **Penn Contacts**: 2%
- **Other**: 2%

**47%** of full-time opportunities were found through Career Services.

- **Previous Employer (through OCI)**: 37%
- **On Campus Interviewing (OCI)**: 37%
- **Other Career Services Resources**: 25%

**35%** accepted return offers from previous employers, primarily in **Technology** and **Financial Services**.

**35%** accepted offers from **On Campus Interviews** (through a previous employer or through OCI directly).
### Full-Time Employment

**Average Starting Salary**

<table>
<thead>
<tr>
<th></th>
<th>Respondents</th>
<th>Average</th>
<th>Median</th>
<th>Range</th>
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</thead>
<tbody>
<tr>
<td><strong>SEAS</strong></td>
<td>140</td>
<td>$100,653</td>
<td>$90,000</td>
<td>$26,000</td>
</tr>
<tr>
<td>SEAS Only</td>
<td>95</td>
<td>$97,514</td>
<td>$90,000</td>
<td>$26,000</td>
</tr>
<tr>
<td>Women</td>
<td>47</td>
<td>$90,803</td>
<td>$85,000</td>
<td>$26,000</td>
</tr>
<tr>
<td>Men</td>
<td>48</td>
<td>$104,086</td>
<td>$110,000</td>
<td>$59,222</td>
</tr>
<tr>
<td>SEAS/CAS – Dual Degree</td>
<td>6</td>
<td>$111,833</td>
<td>$123,000</td>
<td>$72,000</td>
</tr>
<tr>
<td>Women</td>
<td>3</td>
<td>$131,333</td>
<td>$126,000</td>
<td>$123,000</td>
</tr>
<tr>
<td>Men</td>
<td>3</td>
<td>$92,333</td>
<td>$82,000</td>
<td>$72,000</td>
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<tr>
<td>SEAS/Nursing – Dual Degree</td>
<td>0</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Women</td>
<td>0</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Men</td>
<td>0</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>SEAS/Wharton – Dual Degree</td>
<td>39</td>
<td>$106,579</td>
<td>$90,000</td>
<td>$63,000</td>
</tr>
<tr>
<td>Women</td>
<td>11</td>
<td>$106,964</td>
<td>$93,600</td>
<td>$63,000</td>
</tr>
<tr>
<td>Men</td>
<td>28</td>
<td>$106,429</td>
<td>$90,000</td>
<td>$80,000</td>
</tr>
</tbody>
</table>

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

Top Graduate Schools Accepted by Discipline

**Engineering**
1. University of Pennsylvania (62)
2. Massachusetts Institute of Technology (2)
   - Harvard University (2)

**Medicine**
1. University of Pennsylvania (1)
   - New York University (1)

**Other**
1. Harvard University (2)
2. Eberhard Karls University of Tubingen (1)
   - Imperial College Business School (1)
   - Princeton University (1)
   - Stanford University (1)
   - University of Cambridge (1)
   - University of Notre Dame (1)
   - University of Southern California (1)
   - University of Tennessee, Knoxville (1)

Continuing Education by Field of Study

<table>
<thead>
<tr>
<th>Field of Study</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering</td>
<td>86%</td>
</tr>
<tr>
<td>Science (non-medical)</td>
<td>5%</td>
</tr>
<tr>
<td>Business</td>
<td>3%</td>
</tr>
<tr>
<td>Medicine</td>
<td>2%</td>
</tr>
<tr>
<td>Law</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>1%</td>
</tr>
<tr>
<td>Social Science</td>
<td>1%</td>
</tr>
</tbody>
</table>

Continuing Education Degree Level

<table>
<thead>
<tr>
<th>Degree Level</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Masters</td>
<td>77%</td>
</tr>
<tr>
<td>Doctorate</td>
<td>23%</td>
</tr>
</tbody>
</table>

87 responses