

College of Arts and Sciences

Undergraduate Class of 2021

Career Plans 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 the 1,479 College of Arts and Sciences undergraduates who received their degrees from August 2020–May 2021. Students were surveyed up to six months from their graduation date, with a 57% response rate. Additional information was collected via LinkedIn and other sources, bringing the total **knowledge rate** up to **80%**, a total of 1,188 known graduate outcomes.

Sections

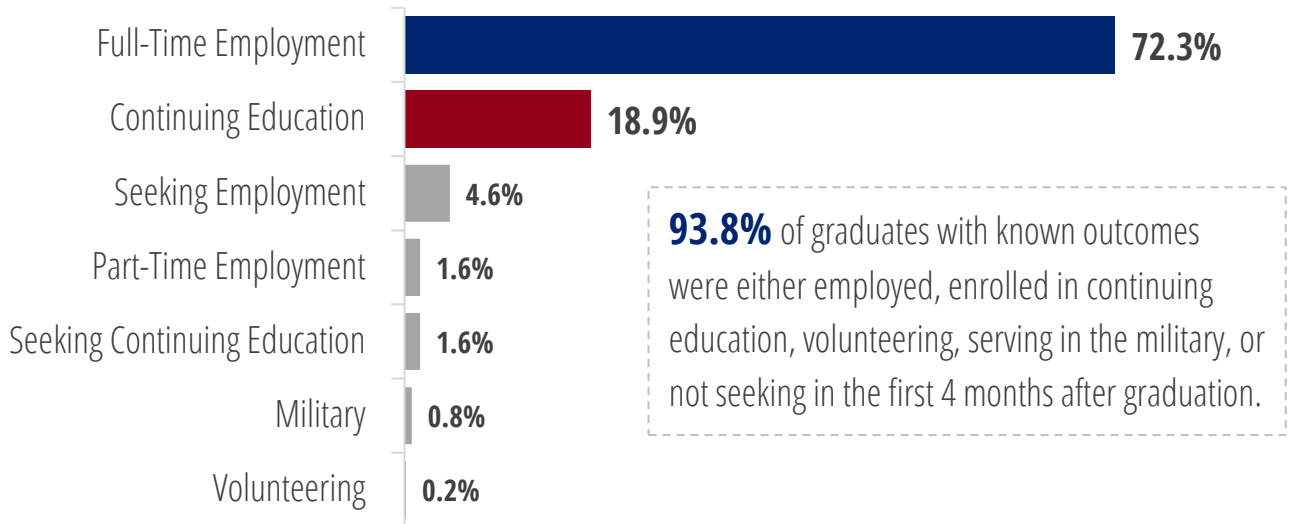
1. **Post-Graduation Plans**
2. **Full-Time Employment**
3. Industries & Top Hiring Employers
4. Job Function
5. Geography
6. Job Offers & Hiring Timeline
7. Salary & Bonuses
8. **Continuing Education**
9. Graduate Programs & Degree Level
10. **First Destinations by Major ***

**Coming soon!*

CLASS OF 2021, COLLEGE OF ARTS & SCIENCES

Post-Graduation by the Numbers

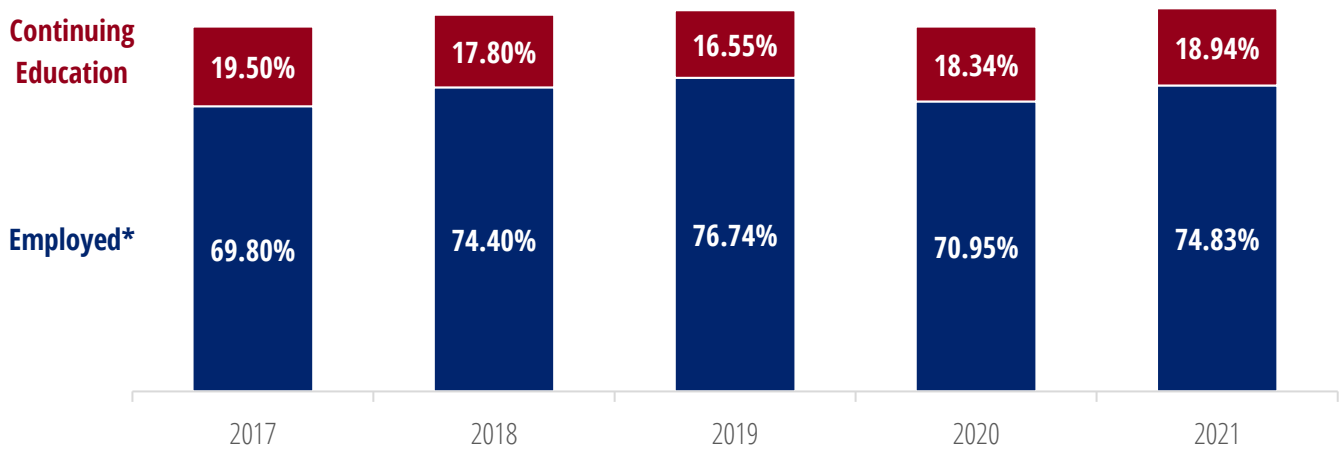
Known Outcomes 1,188 responses



All Graduates 1,479 students



Post-Graduation: 5 Year Trends



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

Full-Time Employment

Top Hiring Employers by Industry

Consulting

1. McKinsey & Company (19)
2. Boston Consulting Group (BCG) (14)
3. PricewaterhouseCoopers (PwC) (7)

Education

1. University of Pennsylvania (26)
2. Teach For America (7)
3. Success Academy Charter Schools (NY) (6)

Financial Services

1. JPMorgan Chase & Co. (22)
2. Goldman Sachs (18)
3. Morgan Stanley (11)

Healthcare

1. Penn Medicine (17)
2. Children's Hospital of Philadelphia (4)
3. Massachusetts General Hospital (3)
Northwell Health (3)

Non-Profit & Government

1. Fulbright Program - U.S. Department of State (3)
National Institutes of Health (3)
U.S. House of Representatives (3)

Technology

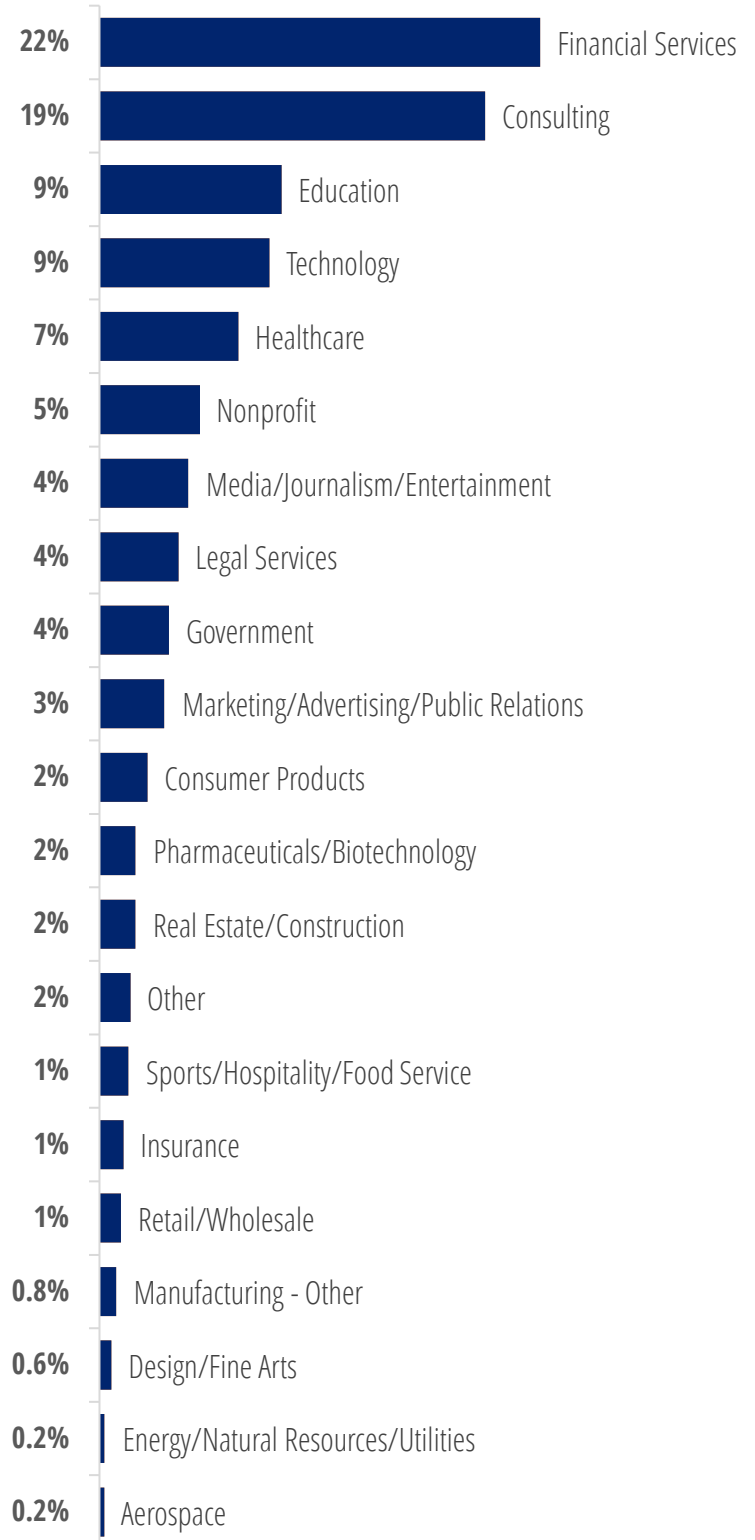
1. Facebook (7)
2. Google, Inc. (5)
3. Amazon (4)

Other

1. Anheuser-Busch (5)
2. McMaster-Carr (4)
3. IL MAKIAGE (3)
Paul, Weiss, Rifkind, Wharton & Garrison LLP (3)
United Talent Agency (3)

Employment by Industry

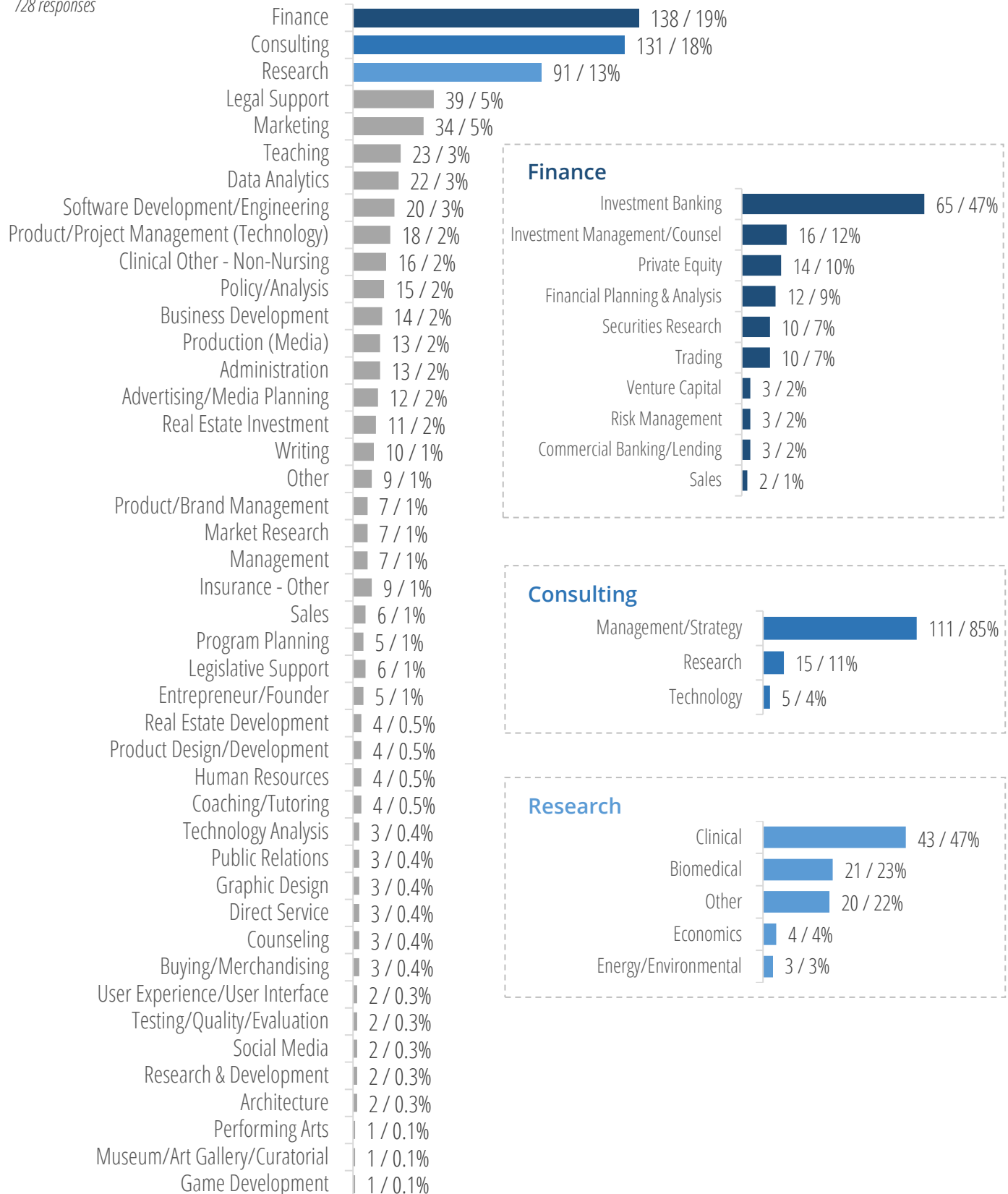
828 responses



Full-Time Employment

Employment by Job Function

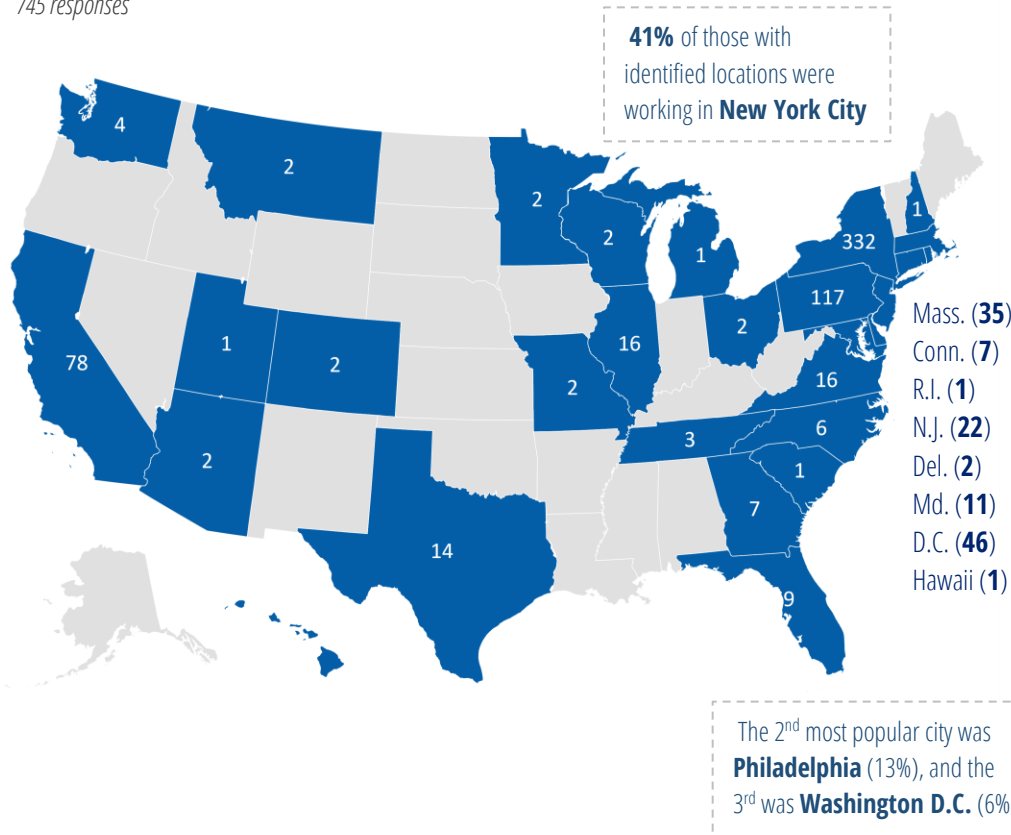
728 responses



Full-Time Employment

Employment by State

745 responses



Internationally

3% of those with identified locations

20 students in 8 countries

- Bulgaria
 - Canada (3) *
 - China (3) *
 - Egypt
 - Germany *
 - Hong Kong (4)
 - Israel *
 - Japan (3) *
 - Jordan *
 - Malaysia (2)
 - Mexico *
 - Netherlands (2)
 - Nigeria *
 - Pakistan (2)
 - Panama
 - Philippines
 - Portugal *
 - South Korea (6) *
 - Spain *
 - United Kingdom (2) *
- *Includes U.S. citizens working abroad*

International Students

Of the 120 respondents working full-time who identified as foreign nationals, 88 (73%) were employed in the U.S.

U.S. Employers of Foreign Nationals

Consulting

- APPRISE Incorporated
- Bain & Company
- EY
- Hamilton Place Strategies
- McKinsey & Company
- PwC - Strategy&
- The Brattle Group
- Trinity Life Sciences

Financial Services

- Ares Management Corporation
- Bank of America

- Bellwether Asset Management
- Citi
- Evercore
- Goldman Sachs
- Jane Street
- JPMorgan Chase & Co.
- JRI America, Inc.
- Kohlberg Kravis & Roberts & Co. Inc.
- Natixis CIB Americas
- NuVerse Advisors LLC
- PJT Partners

- Point72
- Robinhood
- Silver Lake
- UBS

Technology

- Technology
- Facebook
- Google, Inc.
- Mastercard
- Microsoft
- Mobility

Other

- ASA Properties

- Beyond Conflict
- Cuneo, Gilbert & LaDuca, LLP
- Digitas Health
- Evamere Entertainment
- Harvard University
- Health Federation of Philadelphia
- IL MAKIAGE
- Johnson & Johnson
- Ladder Insurance
- Latham & Watkins
- Meyerson & O'Neill

- Noble People
- Northwell Health
- Penn Medicine
- Regeneron
- Remarkable Foods
- Restaurant Brands International (RBI) - Burger King, Tim Hortons & Popeyes
- The Brookings Institution
- Tomujin Academy
- University of Pennsylvania
- Wigdor LLP

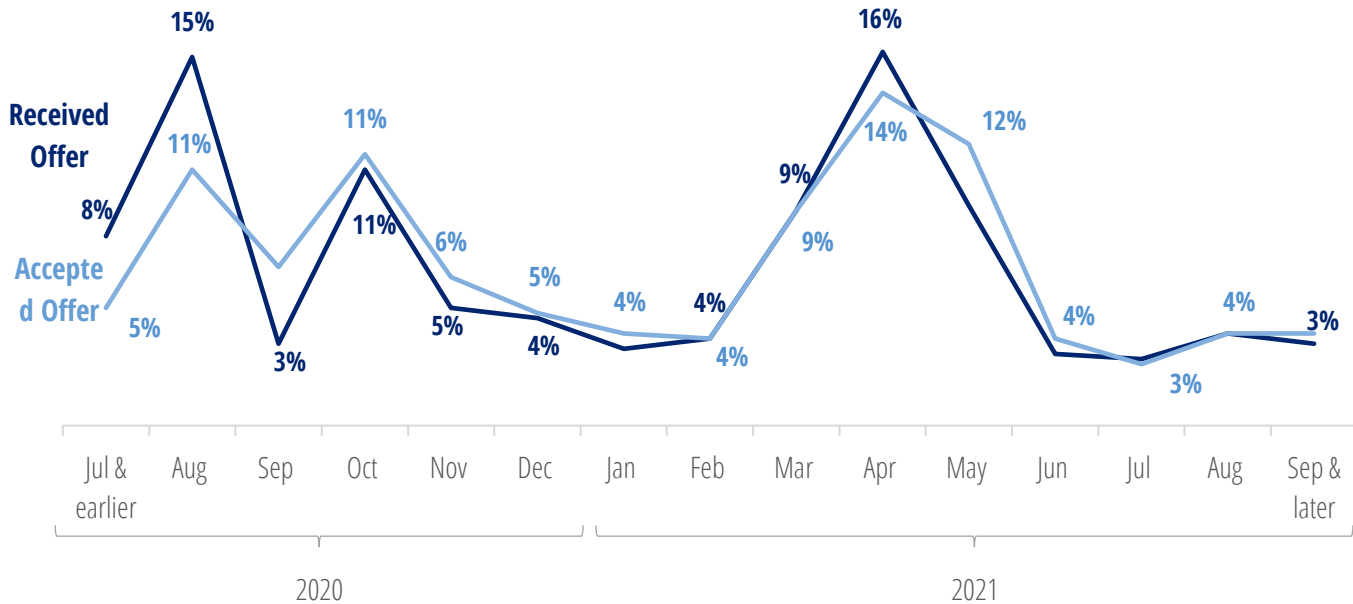
Full-Time Employment

Hiring Timeline

470 responses

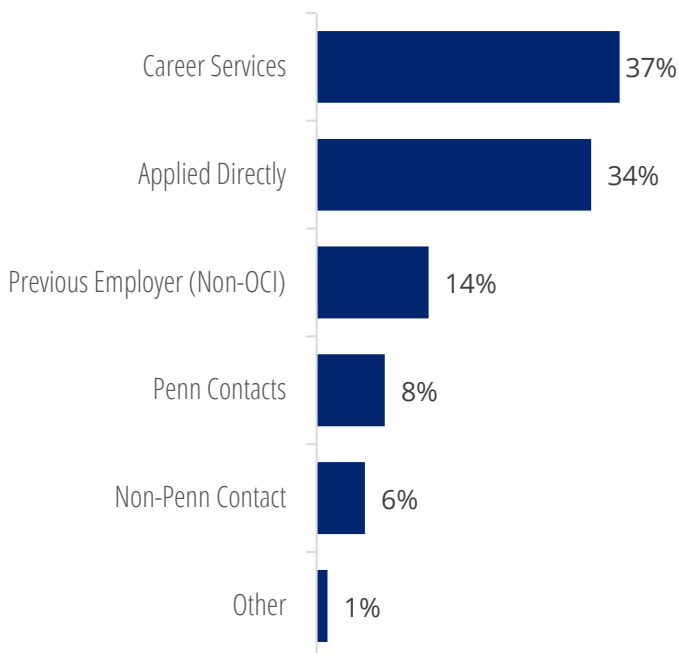
Graduates who **accepted offers before January** were primarily working in **early recruiting industries** like Finance, Consulting, and Technology.

Most other industries (Education, Entertainment, Government, Healthcare, Marketing, Non-Profits, etc.) **start hiring graduates in the spring semester.**

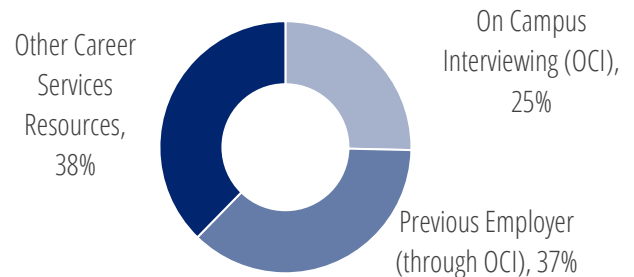


How They Heard About the Job

372 responses



37% of full-time opportunities were found through **Career Services.**



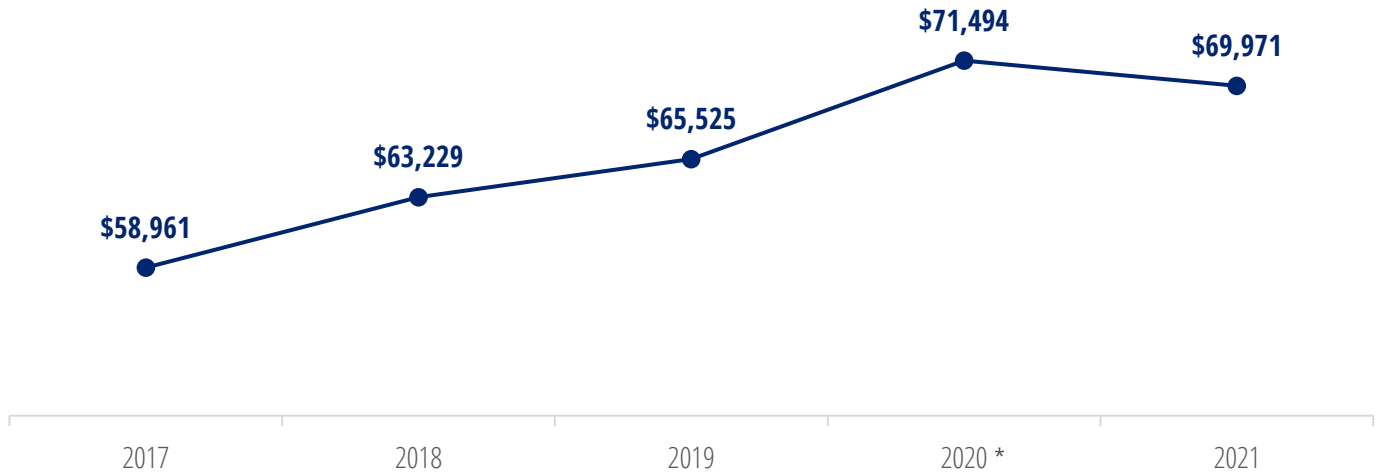
27% accepted return offers from a previous employer, primarily in **Financial Services.**

23% accepted offers from **On Campus Interviews** (through a previous employer or through OCI directly).

14% heard about the opportunity through **word of mouth** (via a connection at or outside of Penn).

Full-Time Employment

Average Starting Salary



* Respondents in 2020 who reported their salary were disproportionately working in higher paying industries (like Financial Services, Consulting, Technology), resulting in a higher overall average & median.

	Respondents	Average	Median	Range	
CAS	357	\$69,971	\$70,000	\$20,800	\$208,000
CAS Only	311	\$67,115	\$65,000	\$20,800	\$208,000
Women	188	\$62,934	\$60,000	\$20,800	\$140,000
Men	123	\$73,506	\$75,000	\$30,000	\$208,000
CAS/NUR – Dual Degree	0	-	-	-	-
Women	0	-	-	-	-
Men	0	-	-	-	-
CAS/SEAS – Dual Degree	2	\$157,500	\$157,500	\$115,000	\$200,000
Women	0	-	-	-	-
Men	2	\$157,500	\$157,500	\$115,000	\$200,000
CAS/WH – Dual Degree	44	\$86,182	\$87,750	\$60,000	\$115,000
Women	24	\$85,750	\$86,000	\$60,000	\$115,000
Men	20	\$86,700	\$89,250	\$70,000	\$100,000

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

*Stipends less than \$20,000 not reported.

Continuing Education

Top Graduate Schools Accepting by Discipline

Law

1. University of Pennsylvania (6)
2. George Washington University (4)
Harvard University (4)
4. New York University (3)
Temple University (3)

Medicine

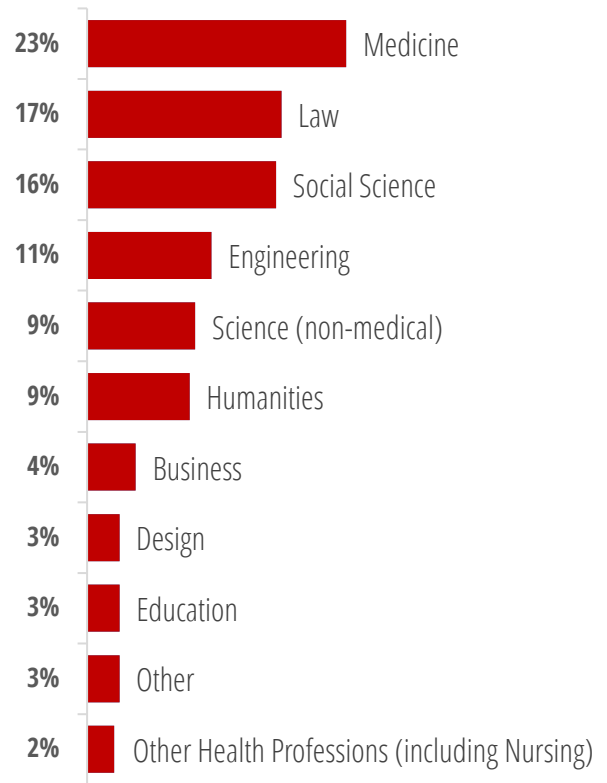
1. University of Pennsylvania (21)
2. Columbia University (3)
Johns Hopkins University (3)
Northwestern University (3)
5. Temple University (2)

Other Programs

1. University of Pennsylvania (44)
2. University of Oxford (10)
3. University of Cambridge (6)
4. Columbia University (4)
New York University (4)
Yale University (4)

Continuing Education by Field of Study

213 responses



Continuing Education Degree Level

214 responses

