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

- Full-Time Employment: 71.1%
- Seeking Employment: 12.8%
- Continuing Education: 9.5%
- Part-Time Employment: 2.8%
- Seeking Continuing Education: 2.8%
- Not Seeking: 0.5%
- Volunteering: 0.5%

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
- Applied Directly: 48%
- Previous Employer/Summer Internship: 19%
- Penn Contacts: 16%
- Non-Penn Contact: 9%
- Other: 6%
- Career Services Resources: 2%
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
- Crimson Education
- DC International School
- East Boston Neighborhood Health Center
- Goldman Sachs
- Ivy Talent Education
- McGraw Hill
- Monroe County Community School
- Nationalities Service Center
- Perelman Jewish Day School
- Philadelphia Chinese Academy LLC
- Tyton Partners
- UNESCO
- University of Pennsylvania
- Vanderbilt University
- 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

<table>
<thead>
<tr>
<th>Degree</th>
<th>Respondents</th>
<th>Average</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Masters</td>
<td>75</td>
<td>$64,096</td>
<td>$55,000</td>
<td>$20,000</td>
</tr>
<tr>
<td>Ph.D.</td>
<td>11</td>
<td>$82,500</td>
<td>$69,500</td>
<td>$25,000</td>
</tr>
<tr>
<td>Ed.D.</td>
<td>3</td>
<td>$130,200</td>
<td>$85,600</td>
<td>$65,000</td>
</tr>
</tbody>
</table>

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

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
2022 GRADUATE SCHOOL OF EDUCATION CAREER PLAN SURVEY REPORT

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

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 +

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

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
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, Ellensburg, Washington
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

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
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 +

[13]
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 +
- The Philadelphia School, Teacher, Philadelphia, Pennsylvania +

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