

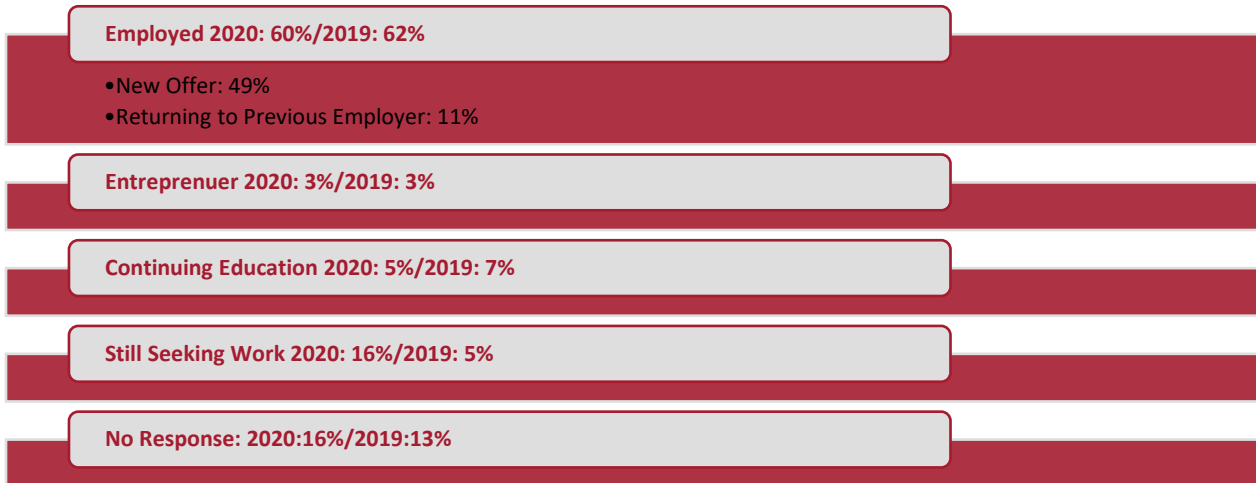


GRADUATE PLANS FOR THE CLASS OF 2020

Total Students: 660

Ed.M CLASS OF 2020 RESPONSES:

The pandemic's economic shock has several implications that affected near-term decisions and will have a lasting impact on students' careers. Although most students found employment, many of those students accepted plan B positions. Many students paused their job searches due to personal circumstances but have recently reopened their searches.



COMPENSATION:

Wage freezes and pay cuts were common across the education sectors. Although salary negotiations were encouraged, success rates were lower than expected.

Minimum	• 2020: 28,000 • 2019: 20,000
25th percentile	• 2020: 53,500 • 2019: 50,500
Median	• 2020: 65,000 • 2019: 63,000
Mean	• 2020: 50,291 • 2019: 68,289
75th percental	• 2020: 78,250 • 2019: 82,500
Maximum	• 2020: 165,000 • 2019: 150,000

OFFER TIMING:

Compared to previous years, offers were later than usual. At graduation, 14% of students had an offer compared with 50% in 2019. Most offers came in August, September, and October.

The timing of the pandemic shutdown was during the prime recruiting season for many educational institutions. Unemployment for the U.S. jumped from 4.4% in March to 14.7% in April. Over the last few months, unemployment has steadily declined but is nowhere near the pre-pandemic economy.

STILL SEEKING CONTINUING SERVICES:

The staff are holding Job search diagnostic appointments for those still seeking positions to determine where there is difficulty in finding employment. Challenges include having too broad or too narrow of a focus for jobs, not customizing applications, application not reaching the appropriate contacts, structuring their time, and interviewing skills. The staff has met with 52% of still-seeking students and is continuing outreach to those seeking job search groups on Hub.

ECONOMIC CONTEXT:

Over the last few months, unemployment has steadily declined but is nowhere near the pre-pandemic economy. The sectors of interest have all been impacted in a variety of ways.

- The PK12 sector experienced an immediate need to close schools and pivot to new models focused on remote work. These additional strains on schools resulted in some districts, independent schools, and charter schools pausing hiring. Public schools' impact resulted from state funding shifts on school resources based on how much individual cash states had on hand before the pandemic, the duration of the crisis, and the level of reliance a particular school district had on state funding.
- Higher education institutions experienced hiring and wage freezes starting in April and many continuing through the summer of 2012.
- A few exempt categories included COVID-19 related positions, indirect care, research, and mission essential personnel or jobs fully funded by grants.
- The non-profit sector, with a focus on direct service to constituents, was hit particularly hard due to lost revenue from programs, and the cancellation of fundraising resulted in layoffs and furloughs.
- Among the hardest hit were childcare organizations, performing arts organizations, and museums. According to a John Hopkins 2020 Non-profit Employment Report during the initial pandemic lockdown, non-profits had 13% of jobs disappeared at an estimated 1.6 million non-profit workers.
- The government sector grew in Federal employment that needed extra support for the coronavirus and 500,000 temporary workers for the Census Bureau. State and local governments lost approximately 1.5 million jobs from March to June; however, most were furloughs or temporary layoffs. Education jobs accounted for nearly two-thirds of the decline.
- The consulting sector declined in the U.S. by 15%. Niche firms that had approved grants before the pandemic were still hiring.
- The media and technology sectors were the one bright spot. The five areas that experienced a boom in hiring were related to healthcare, commerce, remote meetings, working from home, and education in the post-pandemic world.