GRADUATE PLANS REPORT

Class of 2018

HGSE Career Services
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Overview and Highlights

The graduate plans of the 2018 class are consistent with previous years’ classes and demonstrate HGSE’s ability to prepare students for roles and sectors that are growing and relevant to the field of education. According to the Bureau of Labor Statistics, the consulting/professional services, private higher education, software publishers, and educational support services sectors will show fast or steady growth through 2024. Increasingly, HGSE students have entered the media/technology and higher education industries, as well as the non-profit and consulting sectors – which would fall under the “educational support services” sectors and “consulting/professional services”.

Many functions that HGSE students enter map to occupations with higher than average or steady growth according to the BLS. Furthermore, their salaries align to national occupational wage data in their chosen role.

- The mean, full time, US-based salary was $67,298. The 25th-75th percentile range was $52,000-75,000, which reflects industry norms for the type of roles and levels HGSE graduates enter.
- Seventy-six percent of HGSE graduates secured jobs in the New England and New York-DC area, which has historically drawn high numbers of graduates.
- CSO career coaching and salary negotiation advising, as well as the office’s support to students obtaining educator licensure, are among the top 5 resources that assisted students’ job searches.
- Expos are cited as one of the most helpful CSO resources for students’ job searches.
- Seventy three percent of graduating students indicated that they undertook work-related experiences while at HGSE such as internships, part-time jobs or course projects with outside organizations.
- Offers were made to students throughout the year; however, April and August were peak offer times.
- Sixty-seven percent of all students sought jobs and finalized plans with an employer. Eleven percent of students have non-job seeking related plans, while seven percent of students are actively seeking employment.

The student response rate was 85%. The chart below summarizes the status of students three months after graduation. The total number of graduating master’s students: 641

<table>
<thead>
<tr>
<th>Employment: 67%</th>
<th>Entrepreneur: 5%</th>
<th>Continuing Education: 5%</th>
<th>Non-employer related plan: 6%</th>
<th>Still seeking: 6%</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Have a new offer: 57%</td>
<td>• Working on own organization: 4%</td>
<td>• Not actively seeking employment or education: 1%</td>
<td>• Had a summer opportunity and now seeking: 1%</td>
<td>• Still seeking: 6%</td>
</tr>
<tr>
<td>• Returning to Employer: 10%</td>
<td>• Freelance: 1%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Sector/Function Overview

Industries of interest to HGSE graduates consistently show fast or steady growth through 2026. The Bureau of Labor Statistics notes that the major industry sectors of professional and business services, which encompasses consulting, as well as health care and social assistance will show strong output over the next 10 years. Diving deeper, the BLS notes strong growth for the software publishing industry and steady growth in the management, scientific and technical consulting services, education services, museums and historical sites, and grantmaking/giving services and social advocacy sectors.
Fastest, largest wage and output categories:
Some of these sectors, and others of interest to HGSE graduates, are among the fastest/largest wage and output categories, as indicated in the chart below:

<table>
<thead>
<tr>
<th>Non-Profit Individual &amp; Family Services</th>
<th>Industries with the fastest growing wage and salary</th>
<th>Industries with the largest wage and salary growth</th>
<th>Industries with the fastest growing output</th>
<th>Industries with the largest output growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management, Scientific &amp; Technical Consulting Services</td>
<td>x</td>
<td>x</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Software Publishers</td>
<td>x</td>
<td>x</td>
<td></td>
<td>x</td>
</tr>
<tr>
<td>Non-Profit Museums, Historical Sites, &amp; Similar Institutions</td>
<td>x</td>
<td>x</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Junior Colleges, Colleges, Universities, and Professional Schools</td>
<td>x</td>
<td>x</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Top sectors of work and top roles at work students where students found employment:

Many functions that HGSE students enter map to roles with higher than average or steady growth, and their salaries align to national occupational wage data in their chosen function. By showing actual functions and salaries from the Bureau of Labor Statistics, we can show students how an HGSE degree aligns to the world of work and real careers. It is important for students to understand where and how the work of their academic and professional interests and issues (e.g. teacher effectiveness) are performed.
The BLS notes that the following major occupational groups show strong growth through 2026:

- Life, physical, and social science occupations
- Community and social service occupations
- Education, training, and library occupations

Specific functional roles with the most job growth include:

- Management Analysts
- Elementary School Teachers
- Teachers and Instructors, all other
- Software Developers

The BLS also notes the following functional roles as having solid growth through 2026. These are roles often sought by HGSE graduates:

- Training and development managers
- Education administrators
- Social and community service managers
- Clinical, counseling, and school psychologists
- Counselors, social workers, and other community and social service specialists
- Instructional coordinators

**Salary Data**

The data below represents information provided by 150 respondents reporting full time, US-based salary data, which is 41% of those reporting US-based employment offers. The mean full time, US-based salary was $67,298 with salaries ranging from a low of $24,000 to a high of $200,000. Eighty one percent of the class has 0-10 years of experience, with 47% falling in the entry- to early-career level (3-10 years). HGSE average salaries are within normal ranges for candidates in the early career stage. Our 25-75 percentile range was $52,000-$75,000 (Salaries for positions outside of the U.S. as well as salaries of students starting their own organizations are not reflected. Some positions may include in-kind compensation such as room and board.)
BLS average salaries for roles which many of our students enter:

- Social and Community Service Managers: Average salary: $70,530
- Fundraisers: Average salary: $59,930
- Survey Researchers - Average salary: $60,700
- Management Analysts – Average salary: $93,440
- Clinical, Counseling, and School Psychologists – Average salary: $81,330
- Post-Secondary Education Administrators – Average salary: $107,670*includes Dean and Director level; most HGSE graduates would start in the range of $50,000-65,000.
- Training and Development Specialists – Average salary: $64,700
- Education Administrators, Elementary and Secondary School: Average salary: $97,440
- Counselors, Social Workers, and Other Community and Social Service Specialists: Average salary: $48,060
- Public Relations Specialists: Average salary: $67,990
- Social Science Research Assistants: Average salary: $49,030
- Educational, Guidance, School, and Vocational Counselors: Average salary: $58,620
- Instructional Coordinators/Curriculum Developer/Instructional Designer: Average salary: $66,680
- Teachers, Elementary/Middle/Secondary School: Average salary: $60,830- $62,730
- Training and Development Managers – Average salary: $117,690
- Writers and Editors – Average salary: $70,760
Geographic Data

- The United States of America accounted for 85% of the students stating the country of their employment
- Top destinations are Massachusetts (45%), California (12%), New York (12%), Washington D.C (7%). This States account for 76% of the students stating their employment was in the United States of America

Massachusetts, the state with the highest number of HGSE graduates, has an unemployment rate under 4% which is slightly lower than the national rate. The labor force participation rate is at its highest level in 10 years. The state has added over 63,000 jobs in the past year in multiple sectors including education and professional services. In the FY2019 state budget, the Commonwealth’s investment in Chapter 70 education aid to local schools will reach an all-time high of $4.91 billion, while the Department of Children and Families and the Safe and Successful Youth Initiative, a youth violence prevention and intervention initiative operating in cities with the highest incidences of youth crime, will also see budget increases. The state’s public higher education system, however, has tended to be underfunded for several years. Boston Public Schools also builds on a trend of budget increases over the past few years in its 2019 budget.

Once again, in the Education Week Quality Counts report for 2018, New England and New York were among the top states for indicators like school finance, K12 achievement and chances for success. California and Texas were ranked in the lower half while Illinois was in the top half of states. The District of Columbia ranked in the middle. States across the south and southwest received lower marks.

*Education Week Quality Counts 2018 Ranking:*
According to a ranking by WalletHub of state economies, California, Massachusetts and DC continue to be in the top 10 with Texas and New York in the top 25. [https://wallethub.com/edu/states-with-the-best-economies/21697/](https://wallethub.com/edu/states-with-the-best-economies/21697/)

Massachusetts and California were ranked in the top 5 for the “Highest Percentage of Jobs in Hi-Tech Industries” category while California was ranked fifth in the Most Startup Activity category.


**Key Factors and Career Services Office's (CSO) Resources in Job Search Assistance and Influencing Selection of Position**

CSO career coaching and salary negotiation advising remain a top resource. Other HGSE resources in the top 5 include faculty, staff and alumni. Outside resources noted as helpful were company websites, networking platforms including LinkedIn and the Harvard Alumni Directory, and personal contacts.

Consistently the top considerations for career choice are the mission of the organization, positioning for career growth, financial considerations and organizational culture. Demonstrably lower considerations include life needs and job security.

**Internship Information**

Seventy-three percent of graduating students indicated that they undertook work-related experiences while at HGSE such as for credit and non-credit internships, part-time jobs, volunteer experiences, independent consulting, course projects with outside organizations, research and practicums for licensure granting programs. The top ways that students found these experiences were by conducting self-directed searches, a faculty member and CSO's Hired job/internship database. Students had experiences in a wide variety of organizations and sectors including*:
Abt Associates
Academy of Pacific Rim
Amigos School
Barr Foundation
Bentley University
Berklee College of Music
Bok Center
Boston Public Schools
Breakthrough Collaborative
Cambridge Public Schools
Center for Education Policy and Research
Children’s Healthwatch
City on the Hill Charter School
Citizens for Juvenile Justice
Cognita Education Initiatives
Education Development Center
Georgetown University Center for Child and Human Development
Harvard Art Museums
Harvard Business School

Jumpstart
Knovva Academy
LearnLaunch
Magic Box Productions
Massachusetts Board of Higher Education
Massachusetts Department of Early Education and Care
MIT Media Lab
Pearson
Prospect Hill Academy Charter School
Reynolds Center for Teaching & Learning & Creativity
Room2learn
School Works
Somerville Public Schools
Stages Learning
Stanford University
STARTALK Arabic Summer Academy
United Nations Association of Boston
VSA Massachusetts

*Represents a partial list. This does not guarantee future internship hiring.

Career Services Recruitment Programs
During the 2018 academic year, 184 organizations participated in on-campus recruiting activities, the vast majority as a result of CSO’s outreach. Over 90% of students indicated their needs were met at our fall and spring Periods of Employers Recruiting on Campus. Overall, there was a substantial increase in the number of information sessions, office hours, and overall student participation over last year.

Ninety-four percent of employers indicated they would definitely or probably return to the Social Impact Expo, up from 86% last year, while 95% of employers said they’d definitely or probably return to the Charter School Fair.

We pursued a proactive outreach strategy starting over the summer of 2018 and continued throughout the year to encourage employers to participate in both PERC and Expos. Our strategy focused on specific organizations that were selected due to several factors: their affiliation with key HGSE initiatives such as the EdLD program or the Strategic Data Project, their size, scope and impact in the education field, faculty relationships and student interest survey results. The chart in Addendum 3 shows CSO’s strategic organizations that participated in on-campus recruiting events as a result of CSO outreach and whether the organizations are affiliated with EdLD, SDP or other HGSE programs.

Teacher Certification
HGSE has 4 licensure-granting programs: Language and Literacy, Prevention Science and Practice/CAS in Counseling, School Leadership, and Teacher Education (graduate and undergraduate programs). In total, 55 primary licenses were granted. The primary licenses were as follows:
<table>
<thead>
<tr>
<th>License</th>
<th>Completers</th>
<th>Focus Area</th>
<th>Breakdown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading Specialists</td>
<td>4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>School Guidance Counselors</td>
<td>7</td>
<td></td>
<td></td>
</tr>
<tr>
<td>School Social Worker/School Adjustment Counselors</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teachers (middle and high school license)</td>
<td>18</td>
<td>Biology</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Chemistry</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>English</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Gen. Science</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>History</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Math</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Physics</td>
<td>2</td>
</tr>
<tr>
<td>School Principals</td>
<td></td>
<td></td>
<td>23</td>
</tr>
</tbody>
</table>

*most add grade levels to have a K-12 license or go out of state where licenses generally become K-12 automatically

**Addendum 1: Sample Functional Titles of This Year’s Class**

**Administration/Management**
- Dean of Instruction
- Head of Lower School
- Founding Principal
- Deputy Chief of Staff
- Managing Director
- National Director of Alumni Progress

**Advocacy/Communications**
- VP of Mission and Community Outreach
- Communications Coordinator

**Analyst/Researcher**
- Research Associate
- Clinical Research Specialist
- Technical Research Analyst
- Research Assistant
- Counseling/Human Services
- College Counselor
- Partner & Academic Coach
- Community Residence Counselor

**Teaching/Training**
- Lead Teacher
- Director of Leadership Development and Training
- Mathematics Teacher
- ESL Teacher
- Early Years Teacher
- International Training Advisor

**Technology/Production**
- Instructional Designer
- Online Learning Manager
- Curriculum Specialist, Elementary Literacy
Addendum 2: Sample organizations where students found positions in 2018

Charter Schools
- Ascend Public Charter Schools
- New York City Charter School of the Arts
- DSST
- Noble Network Charter Schools

Consulting/Research Firms
- District Management Group
- MDRC
- Tyton Partners
- The Broad Institute
- Abt Associates
- Boston Consulting Group
- Chemonics
- Creative Associates
- Delivery Associates

Google
- Lexia Learning
- LearnLaunch Institute
- Extension Engine
- Microsoft TEALS
- BrainCo

Nonprofit/Philanthropy/NGO
- Harlem Children's Zone
- The Jewish Museum
- The Posse Foundation

Government/Public Administration
- Ministry of Education, Singapore
- US Air Force
- City of Cambridge
- MA House of Representatives, Joint Committee on Education

Healthcare/Human Services
- McLean Hospital
- Baylor Scott & White
- Brigham and Women's Hospital
- McLean Hospital
- Brazelton Touchpoints Center, Boston Children's Hospital

Higher Education
- Wellesley College
- Stanford Graduate School of Business
- Executive Education
- Harvard Business School
- Massachusetts Institute of Technology
- Massachusetts Department of Elementary & Secondary Education
- Ministry of Education, Senegal
- Ministry of Education, Singapore

Higher Education
- Stanford Graduate School of Business
- Executive Education
- Harvard Business School
- Massachusetts Institute of Technology
- Massachusetts Department of Elementary & Secondary Education
- Ministry of Education, Senegal
- Ministry of Education, Singapore

Consulting/Research Firms
- Abt Associates
- Boston Consulting Group
- Chemonics
- Creative Associates
- Delivery Associates

For additional context, included below is a partial list of where students were hired in the past few years:

Charter Schools
- Achievement First
- Boston Collegiate Charter School
- DC Prep
- IDEA Public Schools
- KIPP Bay Area Schools
- KIPP New Orleans Schools
- Noble Network of Charter Schools
- Uncommon Schools
- Uplift Education

Consulting/Research Firms
- Abt Associates
- Boston Consulting Group
- Chemonics
- Creative Associates
- Delivery Associates

Government/Public Administration
- City of Cambridge
- MA House of Representatives, Joint Committee on Education
- Massachusetts Department of Early Education & Care
- Massachusetts Department of Elementary & Secondary Education
- Ministry of Education, Senegal
- Ministry of Education, Singapore

Healthcare/Human Services
- McLean Hospital
- Baylor Scott & White
- Brigham and Women's Hospital
- McLean Hospital
- Brazelton Touchpoints Center, Boston Children's Hospital

Higher Education
- Wellesley College
- Stanford Graduate School of Business
- Executive Education
- Harvard Business School
- Massachusetts Institute of Technology
- Massachusetts Department of Elementary & Secondary Education
- Ministry of Education, Senegal
- Ministry of Education, Singapore

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- Creative Associates
- Delivery Associates

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- Ministry of Education, Singapore

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Higher Education
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- Stanford Graduate School of Business
- Executive Education
- Harvard Business School
- Massachusetts Institute of Technology
- Massachusetts Department of Elementary & Secondary Education
- Ministry of Education, Senegal
- Ministry of Education, Singapore

Consulting/Research Firms
- Abt Associates
- Boston Consulting Group
- Chemonics
- Creative Associates
- Delivery Associates
| Office of the State Superintendent of Education | The Eton School |
| Smithsonian Institution | The International School, Bangalore |
| US Department of Education | Yongsan International School of Seoul |
| US Department of Labor | |
| US Senate - Office of Senator Warren | |
| USAID | |

| Healthcare/Human Services | Media/Publishing/Technology |
| Beth Israel Deaconess Medical Center | Amplify |
| Boston Children’s Hospital | Coursera |
| Massachusetts General Hospital | Curriculum Associates |
| McLean Hospital | edX |
| North Suffolk Mental Health Association | Ellevation Education |
| The May Institute | FableVision Studios |

| Higher Education | Google |
| Arizona State University | IXL Learning |
| Auburn University | McGraw Hill |
| Colgate University | Microsoft |
| Colorado College | Panorama Education |
| Emory University | PBS |
| Harvard University | Pearson |
| LSU College of Engineering | Scholastic |
| Massachusetts Institute of Technology | Sesame Workshop |
| Northwestern University | Udemy |
| Pennsylvania State University | WGBH |
| The University of Chicago | Nonprofit/Philanthropy/NGO |
| University of Arkansas in Little Rock | Abdul Jameel Latif Poverty Action Lab |
| University of California, Berkeley | American Repertory Theater |
| University of Florida | Art Resource Collaborative |
| University of Oregon | Boston Children’s Museum |

| International or Independent PreK-12 School | Brooklyn Autism Center |
| ACS Athens | Children's Defense Fund |
| American School of Quito | Citizen Schools |
| Avenues: The World School | City Year |
| Beauvoir: The National Cathedral Elementary School | Detroit Institute of Arts |
| Beijing Keystone Academy | FHI 360 |
| Bridge International Academies | Harlem Children's Zone |
| Casablanca American School | J-PAL |
| CREE Colegio | New Visions for Public Schools |
| Cristo Rey Dallas | Save the Children |
| Daewon International School of Qingdao | Teach for America |
| Deerfield Academy | Teach for Ghana |
| Eaglebridge International School | The Jack Kent Cooke Foundation |
| Hillbrook School | UNESCO |
| Phillips Exeter Academy | UNICEF |
| Pierrepont School | World Bank |
| Shanghai American School | World Learning |
| St. George's School | Public PreK-12 School |
| | Atlanta Public Schools |
| | Baltimore City Public Schools |
| | Boston Public Schools |
Addendum 3: CSO’s Strategic Organization List

The chart below shows CSO’s strategic organizations that participated in on-campus recruiting events and whether the organizations are affiliated with EdLD, SDP or other HGSE programs and/or whether the organization was of high interest to students on our fall survey. The chart illustrates that our recruiting efforts strengthen relationships with organizations of importance to students and HGSE.

<table>
<thead>
<tr>
<th>Organization</th>
<th>Industry</th>
<th>EdLD/ SDP/ other HGSE partner?</th>
<th>Student Interest Organization?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abt Associates</td>
<td>Consulting</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Boston Children’s Hospital</td>
<td>Health Care/ Human Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Boston Public Schools</td>
<td>Public Pre-K12 School</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Broad Residency</td>
<td>Non-Profit/ Philanthropy/ NGO</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Cambridge Public Schools</td>
<td>Public Pre-K12 School</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Carney Sandoe</td>
<td>Private/ Independent PreK-12 School</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Catholic Relief Services</td>
<td>Non-Profit/ Philanthropy/ NGO</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CELT</td>
<td>Consulting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CEPR</td>
<td>Higher Education</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Chelsea Public Schools</td>
<td>Public Pre-K12 School</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>City Year</td>
<td>Non-Profit/ Philanthropy/ NGO</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Curriculum Associates</td>
<td>Media/ Publishing/ Technology</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dallas ISD</td>
<td>Public Pre-K12 School</td>
<td></td>
<td></td>
</tr>
<tr>
<td>DC Public Schools</td>
<td>Public Pre-K12 School</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Institution</td>
<td>Sector/Type</td>
<td>Participation</td>
<td></td>
</tr>
<tr>
<td>-------------------------------------------------------</td>
<td>----------------------------------</td>
<td>---------------</td>
<td></td>
</tr>
<tr>
<td>EDC</td>
<td>Non-Profit/Philanthropy/NGO</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Education Pioneers</td>
<td>Non-Profit/Philanthropy/NGO</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Eduventures</td>
<td>Consulting</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>ERS</td>
<td>Consulting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hartford Public Schools</td>
<td>Public Pre-K12 School</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Harvard University</td>
<td>Higher Education</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>HGSE</td>
<td>Higher Education</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Ingenious Prep</td>
<td>Consulting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jobs for the Future</td>
<td>Non-Profit/Philanthropy/NGO</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Lawrence Public Schools</td>
<td>Public Pre-K12 School</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lexington Public Schools</td>
<td>Public Pre-K12 School</td>
<td></td>
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<tr>
<td>Los Angeles Unified School District</td>
<td>Public Pre-K12 School</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>MDRC</td>
<td>Non-Profit/Philanthropy/NGO</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Microsoft TEALS</td>
<td>Media/Publishing/Technology</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Montgomery Co. Schools</td>
<td>Public Pre-K12 School</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NYC Dept of Education</td>
<td>Public Pre-K12 School</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Oxfam</td>
<td>Non-Profit/Philanthropy/NGO</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Plan International</td>
<td>Non-Profit/Philanthropy/NGO</td>
<td></td>
<td></td>
</tr>
<tr>
<td>School District of Philadelphia</td>
<td>Public Pre-K12 School</td>
<td>X</td>
<td></td>
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<tr>
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