



2015 Ed.M. Graduate Plans Report

Overview and Highlights

While the US economy has steadily recovered and strengthened over the past few years, this year has seen a slowdown in job creation and declines in job openings and wages stemming from slow growth in Europe and Asia. However, the unemployment rate remained steady in the September 2015 jobs report at 5.1%, which is lower than 2014 rates overall. The education sector tends to be dependent on local and state budgets so HGSE students' employment prospects can be shaped by their region of interest. Most students are interested in Massachusetts, New York, California, Illinois and Washington DC.

The length of graduates' job search is within expectations of sector standards. Time to hire for the top 3 sectors (higher education, k12 schools and non-profit organizations) typically lies between 60-120 days. 81% of students indicated that their searches lasted four months or less. Search length is influenced by several hidden variables such as the time graduates actively began the job search, the level of sustained focus throughout the search, and personal situations that may have imposed limits on the job search. The chart below summarizes the status of students three months after graduation. Student response rate was 100%.

Total Number of Graduating Students:

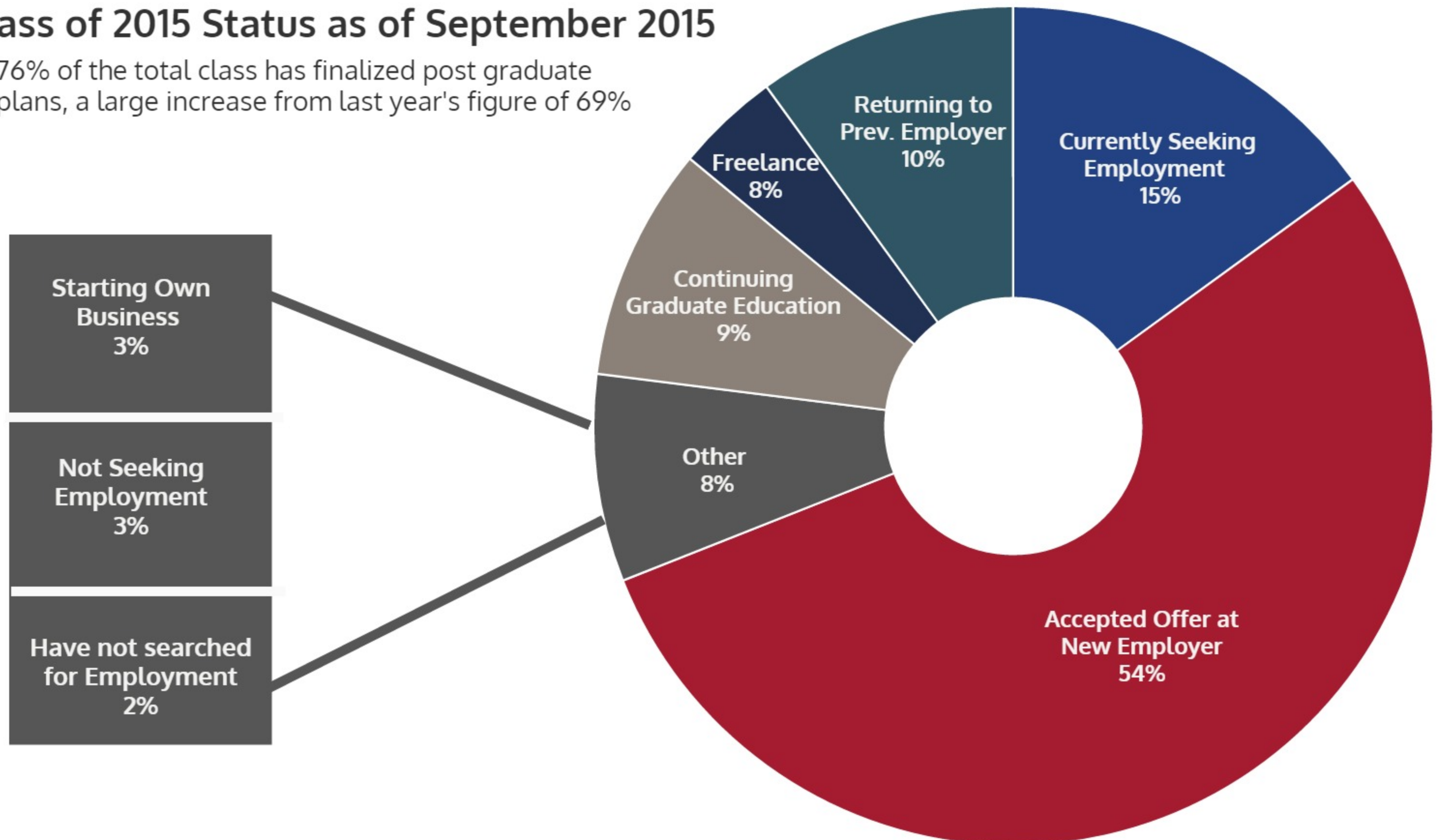
- 42** Doctor of Education (Ed.D.)
- 24** Doctor of Education Leadership (Ed.L.D.)
- 12** Certificate of Advanced Study (C.A.S.)
- 624** Master of Education (Ed.M.)

3 Largest Ed.M. Programs:

- Education Policy and Management **76**
- Human Development and Psychology **78**
- International Education Policy **86**

Class of 2015 Status as of September 2015

76% of the total class has finalized post graduate plans, a large increase from last year's figure of 69%





Function/ Sector Overview

HGSE students find jobs in a variety of sectors that impact education, many of which are among the fastest growing sectors according to the Bureau of Labor Statistics. These include management consulting, software publishers, higher education and other educational services. This could explain the increases over last year of students entering nonprofits, higher education, and media/technology organizations.

Similarly, many functions that HGSE students enter map to occupations with higher than average 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.

Other BLS functions relating to post HGSE careers:

Training and Development Specialists – Average salary: \$61,530

Management Analysts – Average salary: \$90,860

Survey Researchers - Average salary: \$54,730

Post Secondary Education Administrators – Average salary: \$101,910

*includes Dean and Director level;

most HGSE graduates would start in the range of \$50,000-65,000.

This year's class showed an increase in the analyst/researcher and teaching/training functions.

Fast growing BLS functions aligning to common HGSE graduate occupations:

Education Administrators, Elementary and Secondary School: Average salary: \$91,780

Social and Community Service Managers: Average salary: \$67,730

Fundraisers: Average salary: \$56,840

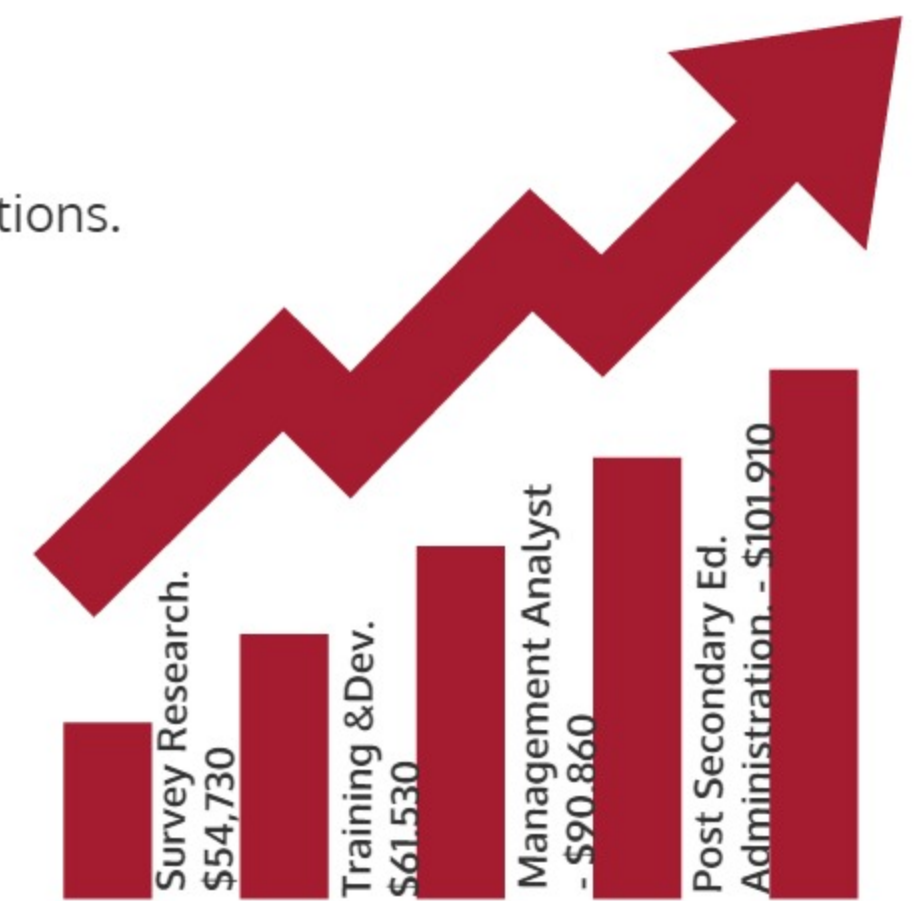
Public Relations Specialists: Average salary: \$64,050

Social Science Research Assistants: Average salary: \$43,070

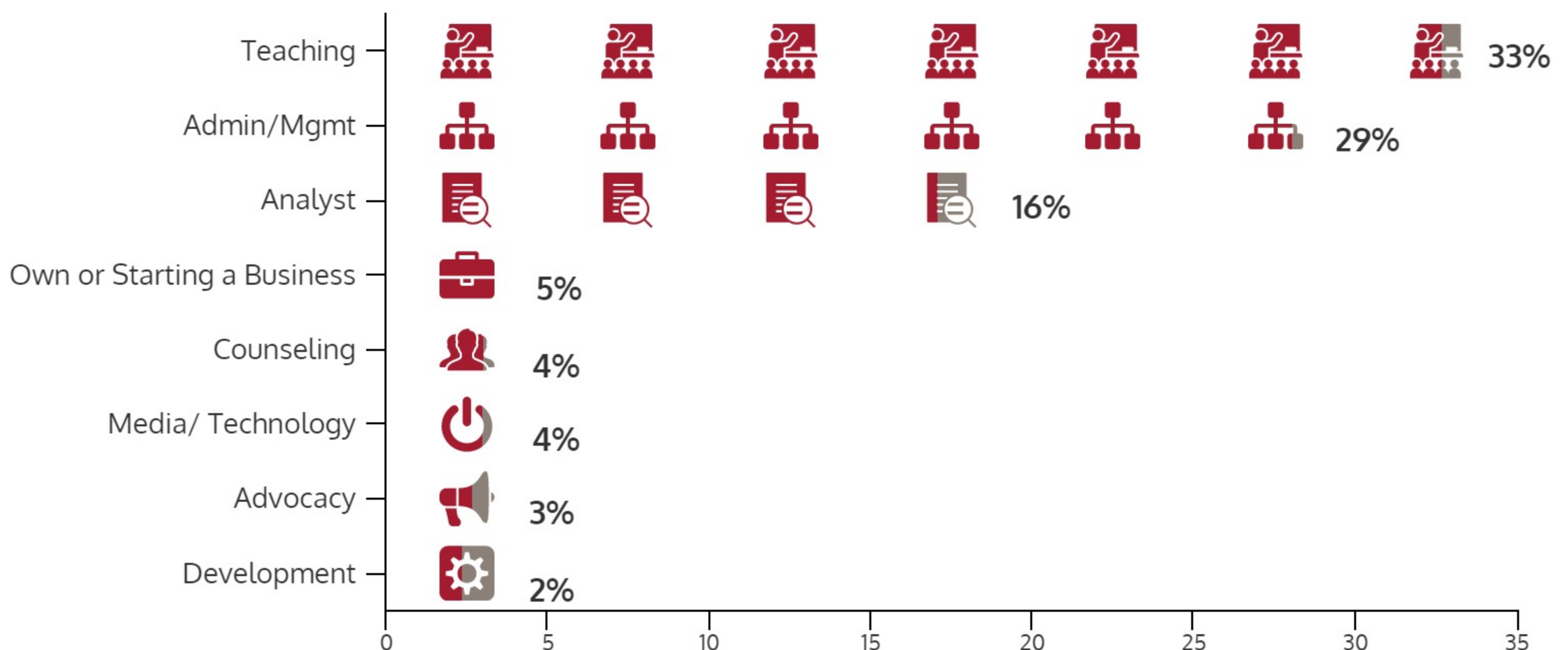
Educational, Guidance, School, and Vocational Counselors: Average salary: \$56,040

Instructional Coordinators: Average salary: \$64,040

Teachers, Elementary/Middle/Secondary School: Average salary: \$56,830 - \$59,330



Function



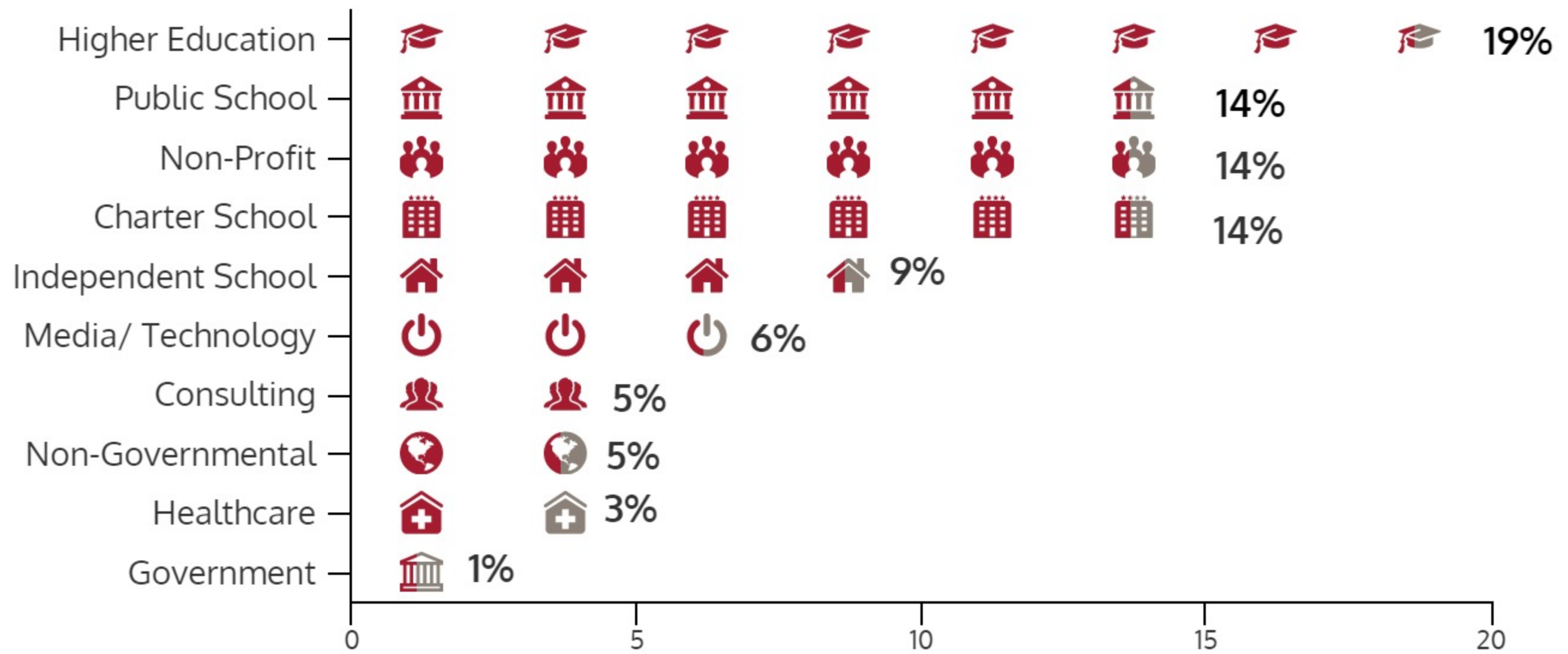
Career Services

HGSE sector/function breakdown:

Overall, we saw a slight decrease in employment in the following sectors: public schools and independent schools, consulting, and government. There was a slight increase in the nonprofit, higher education, charter school, media/technology, NGO and health sectors.

This year's class had a slight increase in the teaching/training, analyst/researcher, entrepreneur, advocacy and development functions and a slight decrease in the administration/management, technology/production and counseling/human services functions.

Sector Overview

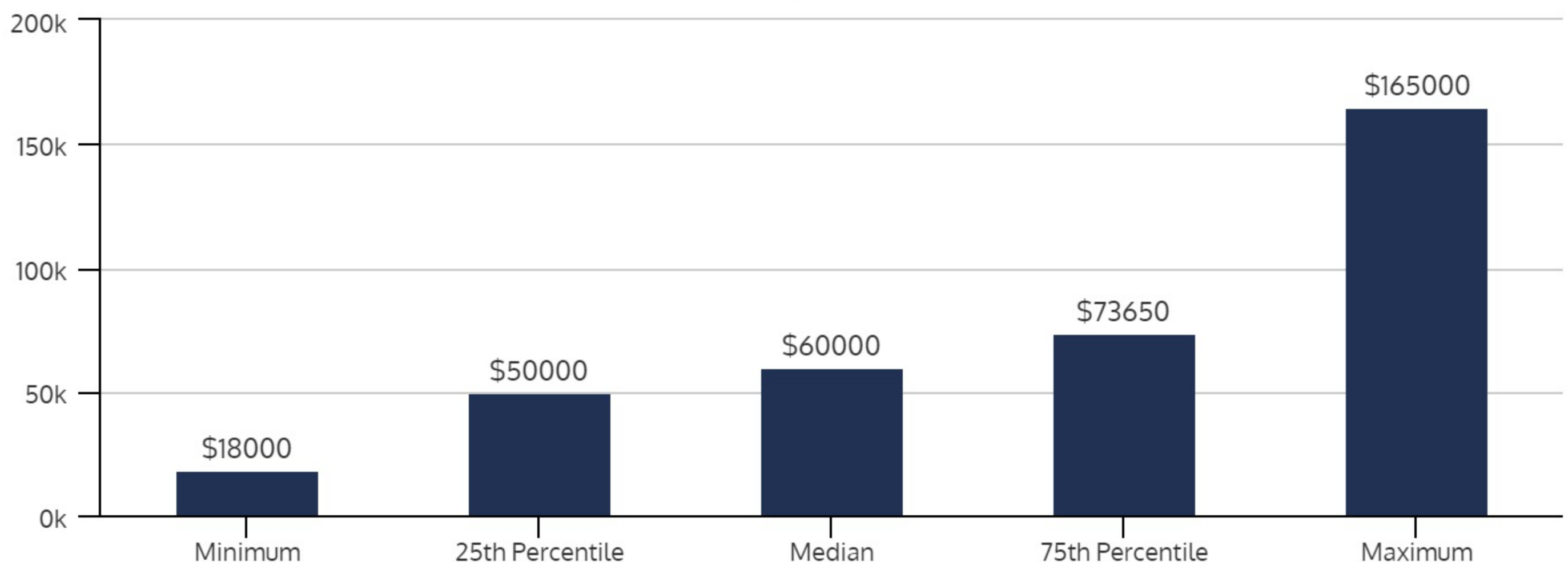


For a list of partial organizations by sector (and previous years' lists) as well as a list of sample functional titles, please see addedums 1 and 2 at the end of this report.

Ed.M. Salary Data Class of 2015

The data below represents information provided by 212 respondents reporting full time, US-based salary data, which is 62% of those reporting US-based employment offers. The mean full time, US-based salary was \$62,623 with salaries ranging from a low of \$18,000 to a high of \$165,000 Our 25-75 percentile range was \$50,000-\$73,650. This may be a reflection of the class profiles. In fall 2014, nearly 75% of students came in with less than five years of experience. Salary ranges between 50k-70k are common starting salaries for entry to mid-level positions. N.B. – 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.

Salary Data



Mean Salary 2010-2015



Geographic Data

Students' geographic patterns of employment showed a large percentage remained in the Northeast, which includes New England, New York, New Jersey and Pennsylvania. This reflects recruiting patterns of employers as organizations tend to recruit from schools in their geographic area. In our fall Student Employment Interests Survey, students show slightly more diversity of geographic interests but ultimately tended to remain in the Northeast.

Our data this year also shows many students got jobs outside the US, which might indicate many international students return to their home countries.

Students are mainly interested in Massachusetts, California, New York, Illinois and Washington, DC.

The Massachusetts economy is strong and outpacing the nation in employment, wages, and consumer spending. The state's unemployment rate is lower than the national average. The technology industry is one factor in the state's strong economic standing. Education and Health Services gained 18,300 (+2.5%) jobs.

California's unemployment rate has dropped to 5.9% in September. This is the first time the state's unemployment rate has been below 6% since November 2007. Over the past year, California has had healthy employment growth, led by growth in the technology sector, professional and technical services (including IT consulting) and construction. There is also a high demand for teachers since the state is facing a teacher shortage; budgets are rebounding after the recession and districts need to fill vacancies created by earlier layoffs. Also, fewer students are in teacher preparation programs because as the economy increases, they have more career options in higher paying fields.

New York has seen strong growth since 2009. New York's statewide unemployment rate decreased from 5.2% to 5.1% in September 2015, reaching its lowest level since April 2008. Private educational and health services added the most jobs (+54,800) of any major industry sector over the past year. However, because New York state has a high number of schools of education, there is a glut of teacher candidates becoming certified in non-high need areas. Teaching and other district jobs may be difficult to secure. This is reflected in our data as the majority of teaching jobs in the Northeast region of the US were in Massachusetts versus New York.

The Illinois employment outlook in 2015 was not as strong as recovery and growth was slower than in other areas of the country. The state has struggled with revenue and budget deficits, which has affected Chicago Public Schools, the largest employer of HGSE students in the state. The state's unemployment rate is 5.6%, higher than the US national rate.

Washington, DC's unemployment rate is higher than the national average at 6.8% and the area faces declines in Federal government spending. New job growth will come from other sectors such as professional and business services and education. Education is a priority in the city's budget and the district will see a 3.4% budget increase, higher student enrollment and new school openings.



Key Factors Influencing Selection of Position

Consistently the top considerations for career choice are the mission of the organization, the ability to grow in their career and the organizations culture. Demonstrably lower considerations include autonomy, job security and the prestige of the organization.

Internship Information

Forty nine 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 search, a faculty member and CSO's Hired job/internship database. Students had experiences in a wide variety of organizations and sectors including*:

- | | |
|--------------------------------------|---|
| Boston Ballet | Jumpstart for Young Children |
| Boston Children's Hospital | Malden High School |
| Boston Public Schools, Human Capital | MGH Institute of Health Professions |
| Bunker Hill Community College | MIT Media Lab |
| Cambridge Public Schools | Museum of Fine Arts |
| Center for Assessment | New England Board of Higher Education |
| Citizen Schools | Program in Education, Afterschool & Resiliency, McLean Hospital |
| Codman Academy | Rennie Center for Education Research & Policy |
| Excel Academy Charter School | Save the Children |
| Goodman Research Group | Six Red Marbles |
| Harvard Law School Admissions | South Asia Institute |
| HarvardX | UNICEF |
| Institute of Contemporary Art | WGBH |
| Jumpstart for Young Children | |
| Malden High School | |

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

Career Services Recruitment Programs

Employer engagement increased during the 2015 AY over the previous year with 236 organizations participating in on-campus recruiting activities, 88% as a result of CSO's direct outreach. In particular, employer participation in our fall Charter School Fair and spring Social Impact Expo increased by 67% and 28% respectively. About 75% of students attending recruiting events became interested or very interested in applying to the organizations. Expos are cited as one of the most helpful resources for students getting jobs. Of the students who have a job with a new employer, 51% of those jobs are with employers that participated in PERC or Expos.

We pursued a proactive outreach strategy starting over the summer 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 a number of 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 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, Teacher Education (graduate and undergraduate programs). In total, 94 primary licenses were granted with an additional 91 as add-ons, resulting in 185 total licenses. The primary licenses were as follows:

- Reading Specialist: 6
- School Social Work/Guidance Counselor: 12
- Principal: 44
- Biology: 3
- Chemistry: 1
- English: 12
- History: 9
- Physics: 1
- General Science: 1
- Math: 5



Addendum 1: Sample Functional Titles of This Year's Class

Administration/Management
Assistant Director of Financial Aid
Clinical Research Coordinator
Dean of Curriculum and Instruction
Director of Arts Programs
Director of Student Services
Partnerships Coordinator
Principal
Program Manager
Project Manager, Digital Learning Initiative

Advocacy/Communications
Affiliate Marketing Associate
Digital Marketing Specialist
Government Affairs Coordinator
Marketing Manager

Analyst/Researcher
Assistant Data Analyst
Consultant
Outcomes Analyst
Program Analyst
Research Analyst
Research Officer

Counseling/Human Services
Case Manager
College Counselor
School Counselor

Development/Fundraising
Annual Giving Associate
Assistant Director, Leadership Gifts
Capital Campaign Consultant
District Partnership Associate

Teaching/Training
Education Policy Trainer
Family Engagement Coach
Instructional Coach
Manager, Teacher and Leadership Development
Math Interventionist
Program Manager, Employee and Organization Development
Teacher

Technology/Production
Application Developer
Digital Production Assistant
Instructional Designer
Interactive Media Producer, Education
Science Curriculum Designer

Addendum 2: Sample organizations where students found positions in 2015

Charter Schools
Achievement First
DC Prep
Excel Academy Charter Schools
KIPP
Leadership Public Schools
UNO Charter School Network
Uplift Education

Consulting/Research Firms
Abt Associates
Dalberg Global Development Advisors
Eduventures
Heidrick & Struggles
McKinsey
RAND Corporation
Rennie Center for Education Research and Policy
Strategic Education Research Partnership (SERP)

Government/Public Administration
City of Cambridge
Smithsonian Institution

Healthcare/Human Services
Boston Children's Hospital
Capital District Health
Center for Law, Brain and Behavior
Massachusetts General Hospital
McLean Hospital
OpenPediatrics

Higher Education
Arizona State University
Boston University
Harvard University
Houston Community College
LSU College of Engineering
Massachusetts Institute of Technology
Northeastern University
Tufts University
UC Berkeley
University of Colorado, Boulder

International PreK-12 School
Casablanca American School
City Language School at Amicita
School of the Arts, Singapore

Career Services

Media/Publishing/Techology
Antiques Roadshow
Curriculum Associates
Electronic Frontier Foundation
IXL Learning
KQED
Pearson
Udemy
WGBH

NonProfit/Philanthropy/NGO
Boston Children's Museum
Brooklyn Museum
Families First Parenting Programs
Institute of International Education
Inter-American Development Bank
JPAL
Lumina Foundation
MetroSquash
Norwegian Refugee Council
Prep for Prep
Teach for America
Teach for Ghana
The Duke Endowment
UNICEF
United Way
William Penn Foundation

Private/Independent PreK-12 School
Deerfield Academy
Noble and Greenough
Tehiyah Day School
The Buckley School
The Eton School
The Field School
The Park School

Public PreK-12 School
Boston Public Schools
Chicago Public Schools
Denver Public Schools
Fort Worth ISD
Fremont Unified School District
Fulton County Schools
Miami-Dade Public Schools
Minneapolis Public Schools
New York City Department of Education
Newark Public Schools
San Francisco Unified School District

For additional context, included below is a partial list of where students were hired in 2013 and 2014:

Charter Schools
Alpha Public Schools
Boston Collegiate Charter School
DC Prep
KIPP Bay Area Schools
KIPP New Orleans Schools
Noble Network of Charter Schools
Uncommon Schools
Uplift Education

Consulting/Research Firms
American Institutes for Research
Education Advisory Board
Education Development Center
Eduventures
McKinsey
MDRC
Monitor Deloitte
SRI International
Creative Associates

Government/Public Administration
CT State Department of Education
Department of the Treasury
Louisiana Department of Education
Massachusetts Department of Elementary & Secondary Education
Massachusetts Department of Early Education & Care
Ministry of Education (Singapore)
Office of the State Superintendent of Education
US Department of Education
US Senate - Office of Senator Warren
USAID

Healthcare/Human Services
McLean Hospital
North Suffolk Mental Health Association

Higher Education
Columbia University
Duke University
Harvard University
Northwestern University
Pennsylvania State University
University of Oregon
Wellesley College
Massachusetts Institute of Technology

Career Services

International PreK-12 School
 Avenues: The World School
 Beijing Keystone Academy
 Bridge International Academies
 Shanghai American School

Media/Publishing/Techology
 Dropbox
 edX
 Google
 Pearson
 PBS
 Scholastic
 Sesame Workshop
 Six Red Marbles

NonProfit/Philanthropy/NGO
 Children's Aid Society
 Children's Defense Fund
 Citizen Schools
 City Year
 FHI 360
 Harlem Children's Zone
 McKnight Foundation
 Save the Children
 World Bank

Private/Independent PreK-12 School
 Acera: The Massachusetts School of Science, Creativity & Leadership
 Beauvoir: The National Cathedral Elementary School
 Connelly School of the Holy Child
 Greenhill School
 Hathaway Brown School
 Phillips Exeter Academy
 Ventana School
 Verde Valley School

Public PreK-12 School
 Baltimore City Public Schools
 Boston Public Schools
 Chicago Public Schools
 Denver Public Schools
 DC Public Schools
 San Francisco Unified School District
 Orleans Parish School Board/New Orleans Public Schools
 Cambridge Public Schools

Addendum 3: CSO's Strategic Organization List

This chart 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. The fourth column shows whether the organization was of high interest to students on our fall survey.

Organization	On CSOs Priority Outreach List?	EdLD/ SDP/ other HGSE partner?	Student Interest Organization?
Abt Associates	x		x
Achievement First	x	x	x
Achievement Network	x	x	x
BELL (Building Educated Leaders For Life)	x		x
Boston Public Schools	x	x	x
Boys and Girls Clubs of America	x		x
CalWest	x		
Cambridge Public Schools	x	x	x
Carney Sandoe	x		
Charlotte-Mecklenburg Schools	x	x	x
Chelsea Public Schools	x		x
Chicago Public Schools	x	x	x
Citizen Schools	x	x	x
City Year	x		x

	On CSOs Priority Outreach List?	Ed.L.D/ SDP/ other HGSE partner?	Student Interest Organization?
Organization			
Cleveland Metropolitan District	x	x	
CNA Corporation	x		x
Coursera	x		x
Curriculum Associates	x		
Dallas Independent School District	x	x	
DC Public Schools (DCPS)	x	x	x
Education First	x		
Education Pioneers	x		x
Education Resource Strategies	x		
Eduventures, Inc.	x		x
edX	x		x
Fairfax County Public Schools	x		x
Hartford Public Schools	x	x	
Harvard Graduate School of Education	x		x
Harvard Medical School	x		
Harvard T. H. Chan School of Public Health	x		
HGSE Development and Alumni Relations	x		
Horizons for Homeless Children	x		x
Houston Independent School District	x	x	x
KIPP Foundation	x		x
Lawrence Public Schools	x	x	
Lexington Public Schools	x		
Los Angeles Unified School District	x	x	x
Lowell Public Schools	x		
Massachusetts Department of Elementary & Secondary Education	x	x	
Massachusetts Preparatory Network	x		
McGraw-Hill	x		x
Montgomery County Public Schools	x	x	x
New Leaders	x	x	x
Newark Public Schools	x		x
Ounce of Prevention Fund	x		
Pearson	x		x
RMC Research	x		
San Francisco Unified School District	x	x	x
Six Red Marbles	x		
Summer Search	x		x
Teach For All, Inc.	x		
Teach For America	x	x	x

Organization	On CSOs Priority Outreach List?	Ed.L.D/ SDP/ other HGSE partner?	Student Interest Organization?
Teach Plus	x		x
The Future Project	x		
The Met - A Big Picture Learning School	x	x	
The School District of Philadelphia	x	x	
Third Plateau	x		x
Uncommon Schools	x		x
United Way of Mass. Bay	x		
UP Education Network	x		x
Uplift Education	x	x	x
Urban Teacher Center	x	x	x
WestEd	x		x
WGBH Educational Foundation	x		x
Wiley	x		x
WorldTeach	x		x
Year Up, Inc.	x	x	x
YES Prep Public Schools	x		x