

## 2016 ED.M. GRADUATE PLANS REPORT

### Overview and Highlights

The overall US economy is strong and HGSE student employment prospects for 2016 are similarly positive. The number of job openings in the US jumped to a record 5.871 million in July, according to the Bureau of Labor Statistics. The number of job openings throughout 2016 has been high, continuing the steady job growth since the economic recovery began in 2010. In September the unemployment rate went up slightly from 4.9% to 5% due in part to larger numbers of candidates returning to the job market to search for work, an indication of strength and optimism in the overall job market.

HGSE graduates continue to find jobs in traditional K12 education sectors and increasingly in sectors showing strong growth, such as technology and consulting. Seventy six percent of master's graduates have reported information on their post-HGSE plans. 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. Nearly three quarters of students with new jobs indicated their searches lasted four months or less, with the majority lasting 2-3 months. 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 88%.

**The total number of graduating masters students were:**

Certificate of Advanced Study (C.A.S.): 12

Master of Education (Ed.M.): 664

**Total: 676**

**Total Responses: 593**

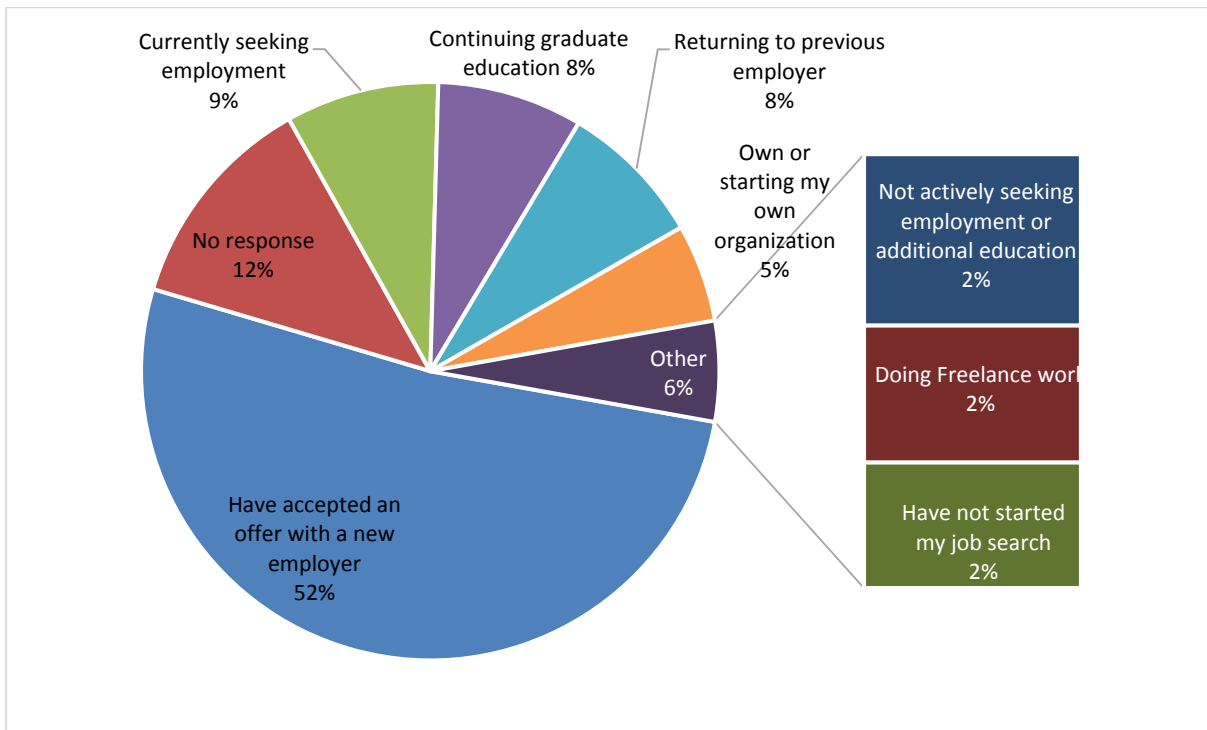
**Our 3 largest master of education programs:**

Education Policy and Management

Human Development and Psychology

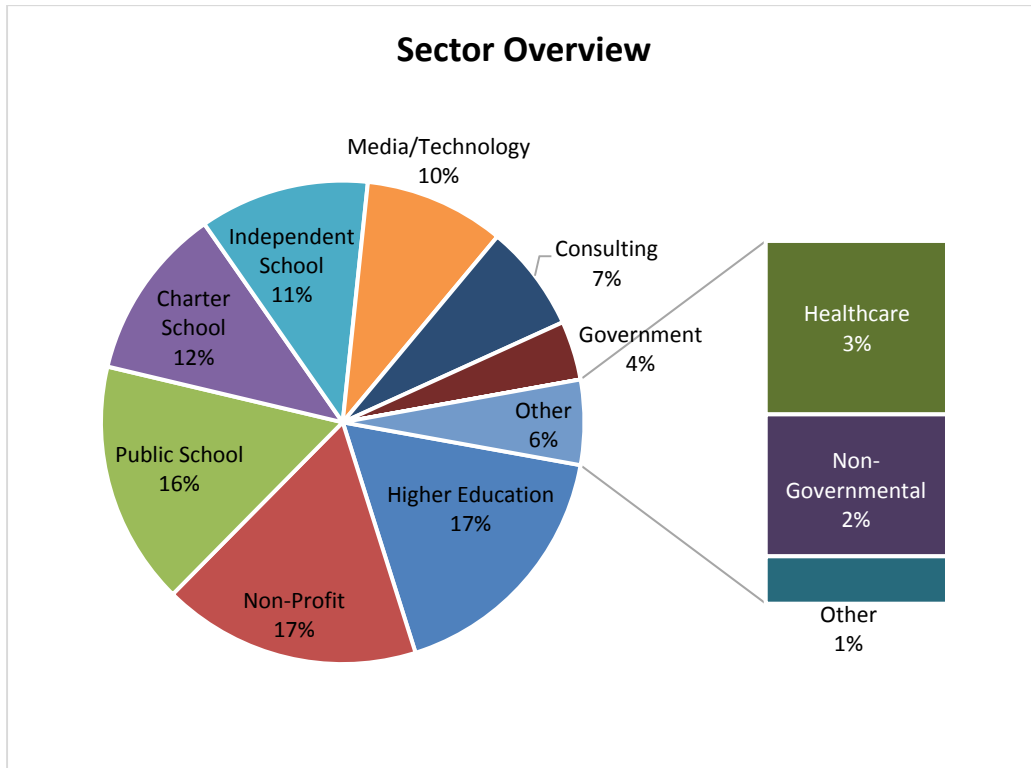
International Education Policy

### Class of 2016 Status as of September 2016



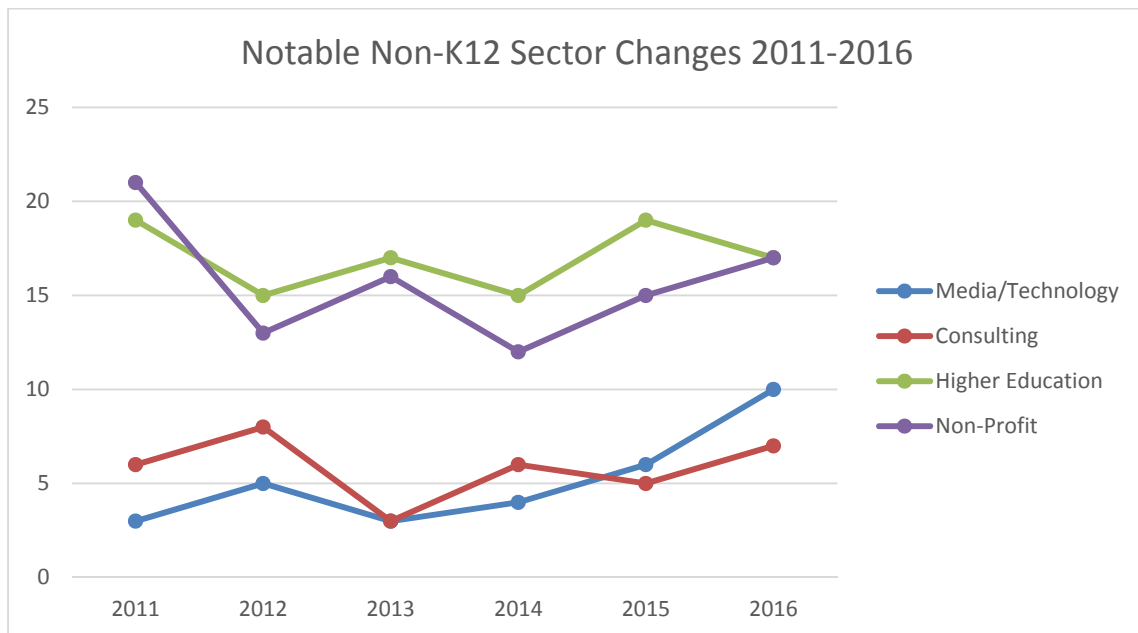
76% of reporting students have finalized post graduate plans, which is the same as last year's figure. We do not know the status of 12% of the class.

## Sector/Function 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 fast growing sectors include management consulting, private higher education and software publishers.

In looking at HGSE graduates over the past 5 years, we see that there has been an increase in or steady employment rates in these sectors. Consulting shows a slight upward trend while higher education shows growth after a dip from 2012-2014. Employment in the media/technology sector shows a pronounced increase. The nonprofit sector is another area where growth is reported; this may relate to the reported growth in the consulting sector as many nonprofits provide services to education organizations that are similar to consulting or technical assistance.



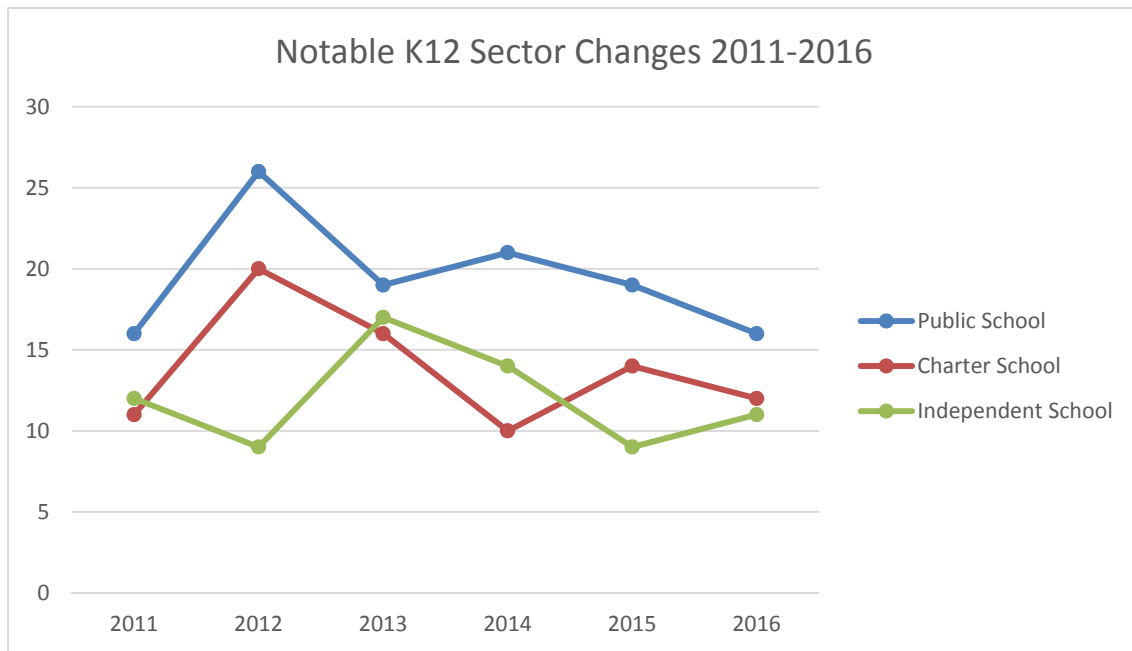
Educational technology is growing due to the increasing use of blended learning and data analytic tools to track student engagement and outcomes and personalize learning. There have been increases in spending on education technology products in K12 and higher education, and venture capitalists have been increasing investments in education technology companies that had been underfunded in the past compared to consumer technology.

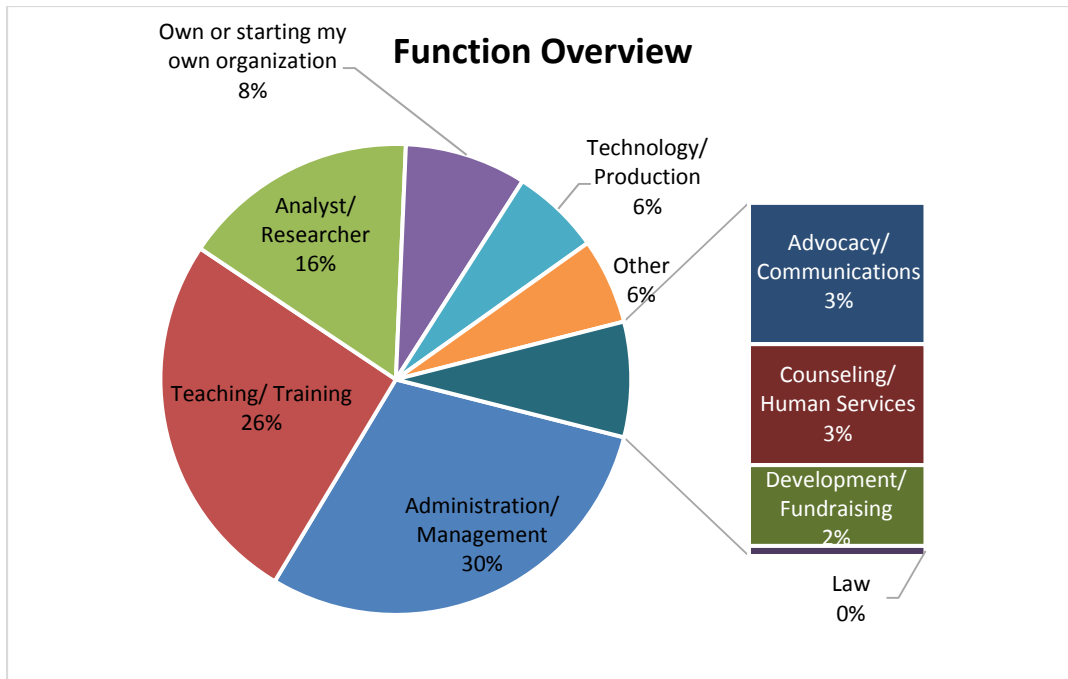
The higher education job outlook is expected to grow at a faster rate than other occupations due to increased enrollments. Instructional design roles are also increasing. According to HigherEdJobs.com in its Q1 2016 Higher Education Employment Report, higher education employment increased 0.68 percent, or about 12,500 jobs, in Q1 2016. This is the largest first quarter growth since Q1 2013 when the number of higher education jobs grew 0.84 percent, or about 15,200 jobs.

The K12 sector shows a downward trend among HGSE graduates after an uptick in this sector and teaching roles in the 2012-2013 timeframe. This may reflect national trends of teacher shortages. Not as many students are entering teacher preparation programs. Many teachers are leaving the profession and districts have hiring needs but not enough candidates in some areas.

In at least 31 states, there have been cuts to state budgets in education since the recession which has hindered schools' ability to implement reform initiatives, attract teachers with high salaries and invest in capital and technology upgrades. This can be seen primarily in states across the south, southwest, Midwest and mountain regions.

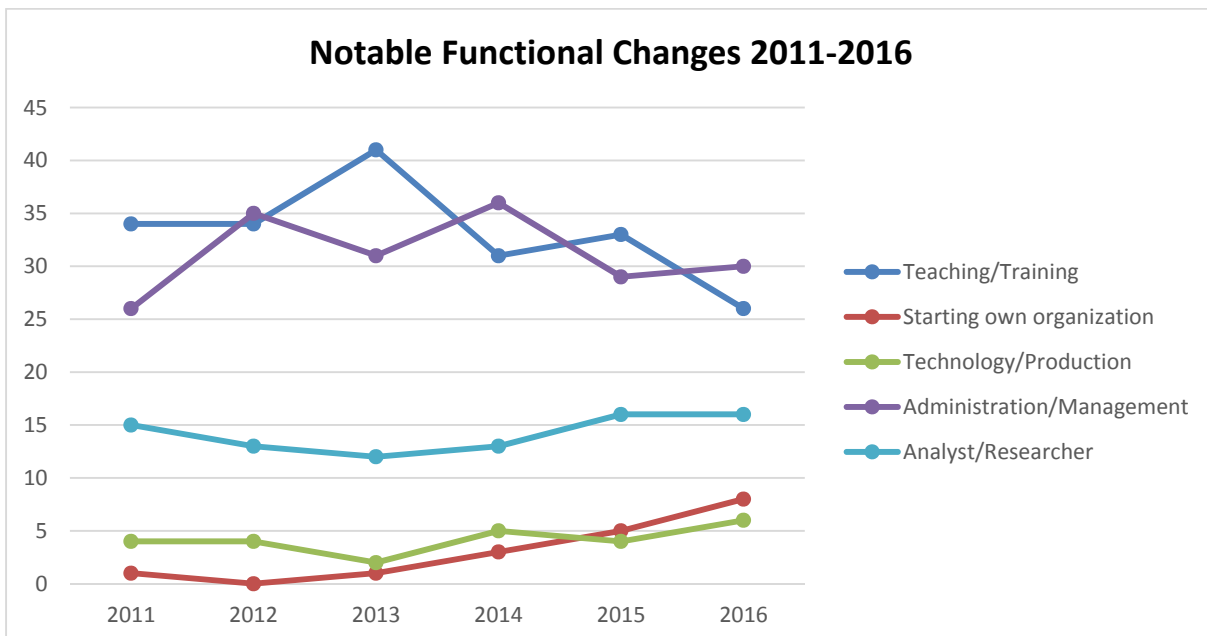
Additionally, as the economy expands, job seekers tend to seek jobs outside of schools as opportunities open in other sectors.





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.

Over the past 5 years, we have seen a slight increase in students taking analyst/researcher positions, which might be driven by the growth in roles within the consulting sector or non-profits that provide research and technical assistance. Unsurprisingly, the number of students entering technology functions has increased to correspond with the increase in employment in the technology sector. Student interest in entrepreneurship, which has grown significantly over the past five years, may also contribute to the increase in employment in the technology sector as many startups are technology-oriented. Employment in administrative/management roles has remained strong. Teaching roles have been on a downward trend after the jump in 2012-2013.



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

Occupations with faster than average growth according to the Bureau of Labor Statistics:

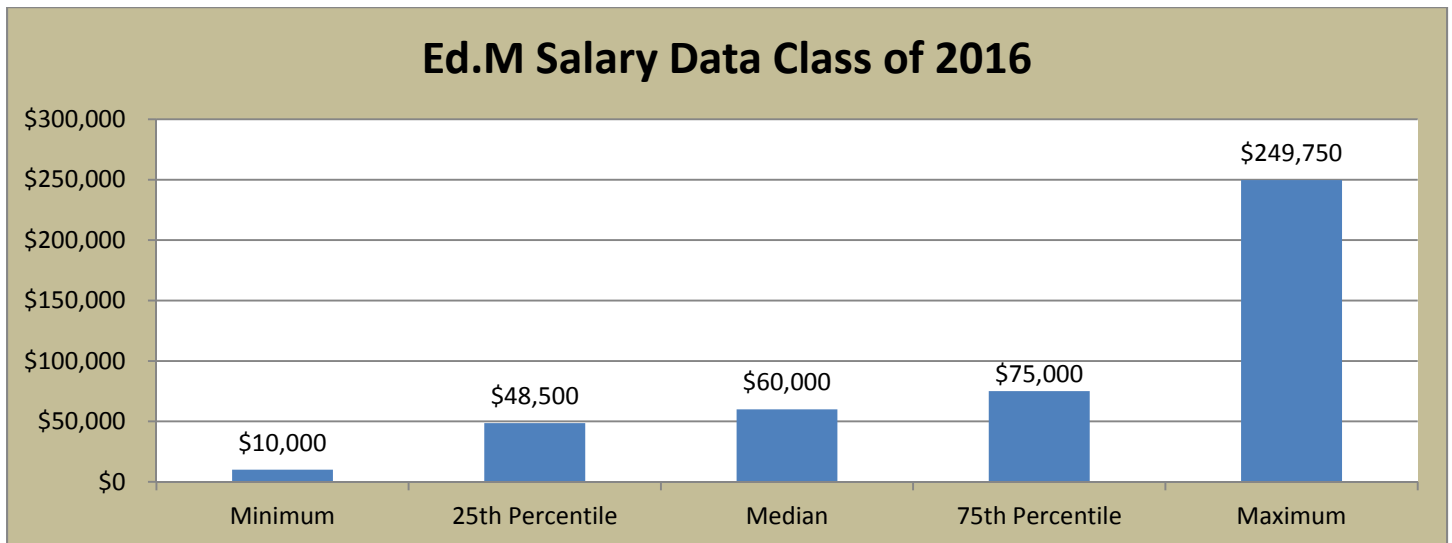
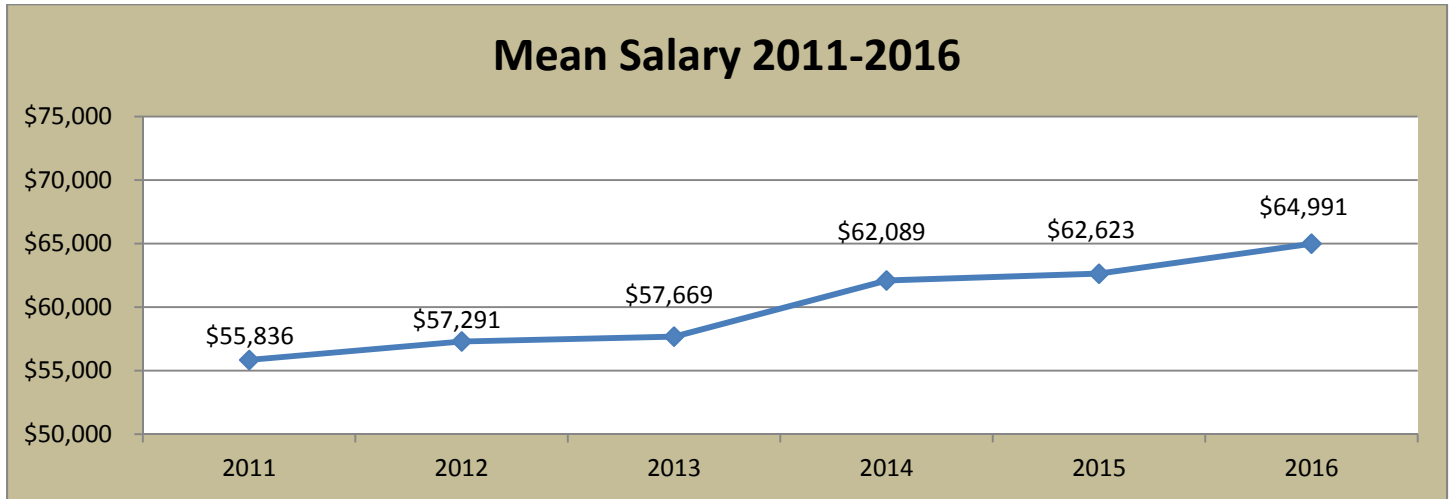
- Social and Community Service Managers: Average salary: \$69,430
- Fundraisers: Average salary: \$57,170
- Survey Researchers - Average salary: \$59,340
- Management Analysts – Average salary: \$91,770
- Clinical, Counseling, and School Psychologists – Average salary: \$76,040
- Post-Secondary Education Administrators – Average salary: \$102,610 \*includes Dean and Director level; most HGSE graduates would start in the range of \$50,000-65,000.

Other BLS occupations of interest:

- Training and Development Specialists – Average salary: \$62,460
- Education Administrators, Elementary and Secondary School: Average salary: \$92,940
- Counselors, Social Workers, and Other Community and Social Service Specialists: Average salary: \$46,170
- Public Relations Specialists: Average salary: \$65,830
- Social Science Research Assistants: Average salary: \$45,760
- Educational, Guidance, School, and Vocational Counselors: Average salary: \$56,490
- Instructional Coordinators/Curriculum Developer/Instructional Designer: Average salary: \$64,870
- Teachers, Elementary/Middle/Secondary School: Average salary: \$57,730 - \$60,440
- Training and Development Managers – Average salary: \$111,680

## Salary Data

The data below represents information provided by 241 respondents reporting full time, US-based salary data, which is 68% of those reporting US-based employment offers. The mean full time, US-based salary was \$64,991 with salaries ranging from a low of \$10,000 to a high of \$249,750. Eighty three percent of the class has 0-10 years of experience, with 61% 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 \$48,500-\$75,000 *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.*



## Geographic Data

The geographic areas where students got jobs reflect their geographic interests according to our fall 2015 Student Interest Survey and the tendency of employers to seek candidates at schools within their geographic area. This geographic pattern also reflects the education landscape across the country. A large percentage of students tended to get jobs in the Northeast, mainly in Massachusetts although a large group relocated to the New York/New Jersey/Pennsylvania area. Many students also relocated to the West Coast (namely California) and the Washington DC area. A large percentage sought work internationally.

Massachusetts and the Northeast in general have strong K12 and higher education sectors, and strong overall economies. The Massachusetts economy enjoys low unemployment, strong consumer spending and a steady pace of employers adding jobs. The state is outperforming the national economy due in large part to our high tech and knowledge-based economy.

*Education Week* ranks Massachusetts as number one overall in its Quality Counts report, which tracks key indicators and grades states on their performance and outcomes. Massachusetts was number one in categories such as Chance for Success and Academic Achievement; other New England or MidAtlantic states also received high rankings. California typically ranked in the bottom portion as did many states from the south, southwest or Midwest.

QUALITY COUNTS 2016 GRADING SUMMARY				
OVERALL GRADE	Massachusetts		How did the average state score?	
	grade	rank		
A state's overall grade is the average of the scores for the three graded categories. <b>Massachusetts: B+</b> Rank: 1 Nation: C <b>Online extra</b> Calculate your own Quality Counts grades at <a href="http://www.edweek.org/go/qc16calculate">http://www.edweek.org/go/qc16calculate</a>	<b>Chance for success (2016)</b>	<b>A-</b>	<b>1</b>	<b>C+</b>
	<b>School finance (2016)</b>	<b>B</b>	<b>12</b>	<b>C</b>
	<b>K-12 achievement (2016)</b>	<b>B</b>	<b>1</b>	<b>C-</b>

Within the higher education sector, the Northeast region (including New England and the Mid Atlantic) experienced the largest increase in advertised job postings during the first quarter of 2016, increasing 21.6 percent from the same period last year. Conversely, the South region experienced the weakest growth of all the regions, increasing only 2.5 percent due to two of its three divisions suffering declines in job postings. Job postings in the West South Central division declined by 8.1 percent and the East South Central declined by 3.3 percent.

However, Massachusetts is predicting a budget shortfall for the coming year. This plus unexpected state expenses may divert money from education. Boston Public Schools faces a budget gap and will need to make cuts in the 2017 fiscal year, which may impact hiring in the district. If a ballot question is passed by voters in November to raise the charter school cap in the state, charter organizations might hire more students than public schools in the coming years.

California's unemployment rate has dropped to 5.3% and the state has been adding jobs at a rate faster than the nation, although there has been a slight slowdown in the pace of hiring recently versus the past few years. In California's tech sector, there has been growth in the creation of startups and employment levels seen in the dot-com boom of the early 2000s. There are signs of a slight slowdown in the Bay Area economy such as increased layoffs among smaller companies, although the large companies like Apple and Google are expanding.

The CA Governor's new budget increases funding for schools and the state university system. The governor is also charter school friendly and has placed \$20 million in startup funds for new charters in the budget, fueling the continued clash between charters and reformers with the education establishment. LAUSD has seen many students move to charters which teachers cite as the reason for the district's financial problems. Oakland is also facing clashes between charters and a charter-friendly superintendent and the teacher's union. Major districts like San Francisco Unified continue to face teacher shortages due to retirements, decreased

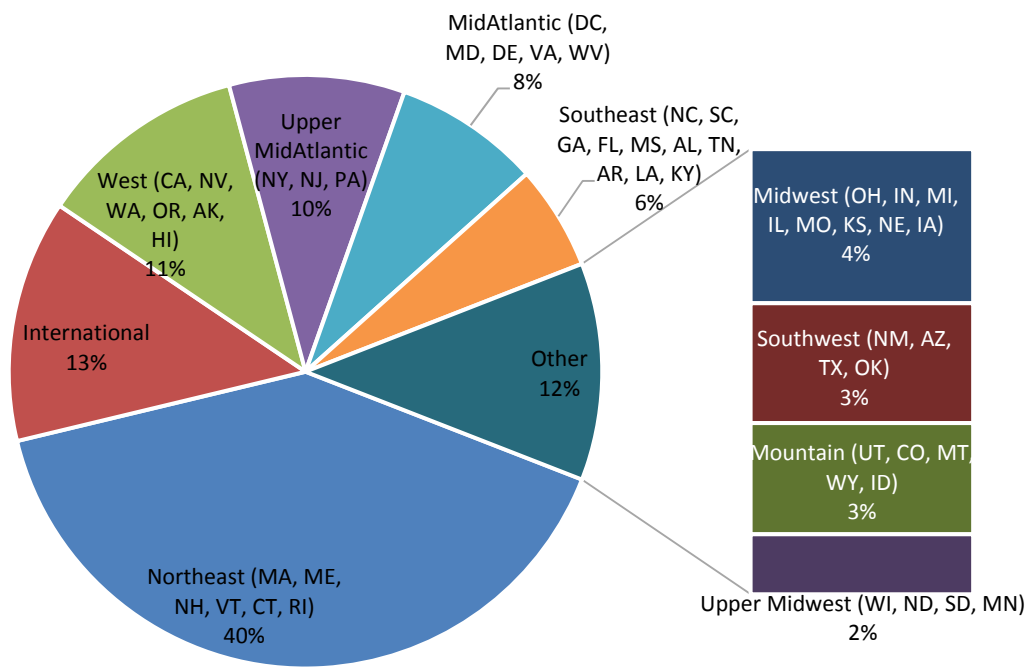
interest in the profession, and housing costs too high for stagnating teacher salaries.

In New York state, the job market for 2016, particularly in the New York City area, is strong. Growing fields in this area include management consulting and startups/tech firms. The education and healthcare industries are also predicted to expand. The state unemployment rate dropped since late 2014-early 2015.

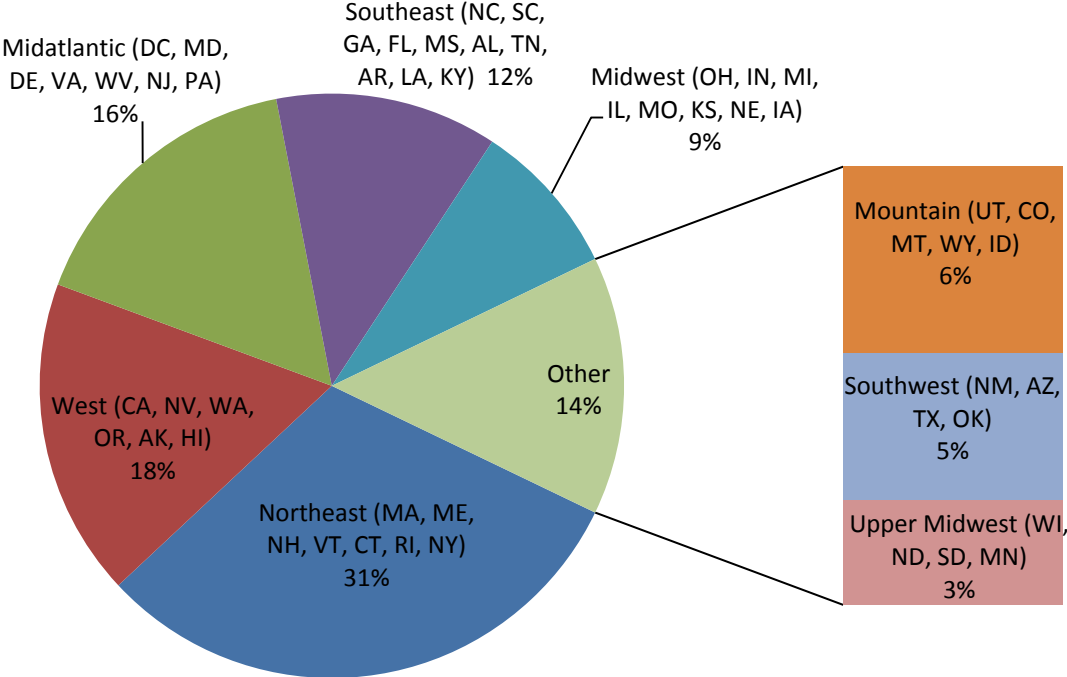
Fewer students secure jobs in other geographic areas such as the south, southwest, and MidWest. This could be due to student interest levels but also to regional education spending cuts, rising enrollments, larger class sizes and costs.

According to a ranking by WalletHub of the best and worst metropolitan areas to find jobs, many cities in Texas and California are in the top 50 out of 150, outscoring Boston and New York. However, Manpower Group reports positive employment outlooks in all 100 of the largest Metropolitan Statistical Areas (MSAs) in the United States. While some cities in states popular among HGSE grads show strong outlooks (Washington DC: 28%; Dallas: 25%; Austin 23%; San Francisco 19%; San Jose 15%; Boston 13%), other show much weaker growth (Chicago: 2%).

### Geographic areas where students got jobs



# Geographic areas of interest fall 2015



## 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, financial considerations and organizational culture. Demonstrably lower considerations include **autonomy**, **lifestyle** and the **prestige of the organization**.

## Internship Information

Nearly three quarters 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\*:

Arts Connect International	Harvard Family Research Project
Boston Children's Hospital, Center on Media and Child Health	Harvard Graduate School of Design Career Services
Boston Children's Hospital	HarvardX
Boston Public Schools	International Commission on Financing Global Education Opportunity
Boston Public Schools, Office of Human Capital	Jumpstart
Boston Public Schools, Office of Turnaround and Transformation	Learn Launch
Brain Experience Education Lab	MA Department of Early Education and Care
Brandeis University	Malden High School, Pathways Program
Buckingham Browne & Nichols School	Massachusetts General Hospital
Cambridge Public Schools	Massachusetts Joint Committee on Education
Center for Education Policy Research	Neighborhood House Charter School
Citizen Schools	St. Mark's School
Conservatory Lab Charter School	Teach Plus
Educoa	The Right Question Institute
Ellevation Education	Tobin Montessori Elementary School
FableVision Studios	UNESCO Bangkok
Goldin Foundation for Excellence in Education	UNICEF
Goodman Research Group	WGBH
Harvard Art Museums	Year Up
Harvard College Office of Student Life	
Harvard Divinity School Admissions Office	
Harvard Education Redesign Lab	

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

## Career Services Recruitment Programs

During the 2016 academic year, 200 organizations participated in on-campus recruiting activities, 88% as a result of CSO's direct outreach. In particular, employer participation in our PreK-12 Expo was our highest ever with 90 organizations represented. Employer participation in our Social Impact Expo held steady with the previous year, and various sectors were represented including nonprofit, media/technology, consulting/research, and higher education. *Nearly 80% of students attending recruiting events became interested or very interested in applying to the organizations.* Of CSO events, 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, 27% of those jobs are with employers that participated in the Periods of Employers Recruiting on Campus (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, 85 primary licenses were granted. The primary licenses were as follows:

License	Completers	Focus Area	Breakdown
Reading Specialists	6		
School guidance counselors	8		
School Social Worker/School Adjustment Counselors	3		
Teachers (middle and high school license)	34	Biology	7
		Chemistry	3
		English	9
		Gen. Science	1
		History	9
		Math	5
School Principals	34	PreK to 6	11
(most add grade levels to have k-12 license)		5 to 8	14
		9 to 12	9

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

### Administration/Management

Associate Director of Admissions  
Assistant Principal  
Professional Services Manager  
Director of Institutional Research  
Director of Intervention  
Director of School Operations  
Associate Director, Talent  
Associate Head of Lower School

### Advocacy/Communications

Associate Director of Student and Family Outreach/Digital Marketing  
Media and Community Developer  
Assistant Director / Culture Designer, Network Relations and Communications  
Media and Community Developer  
Research and Communications Manager

### Analyst/Researcher

Research Assistant  
Senior Associate Consultant  
Analyst  
Clinical Research Assistant  
Associate Consultant  
Research Associate  
Policy Analyst  
Program Data Analyst  
Strategic Planning Analyst  
Human Capital Strategy and Policy Analyst  
Strategic Data Facilitator

### Counseling/Human Services

International Education Counselor  
Social Emotional Education Teacher/School Counselor  
Academic Counselor  
Career Counselor  
Academic Advisor  
Guidance Counselor

### Development/Fundraising

Director, University Development Strategy  
Account Executive  
Associate Director of Development  
Development Coordinator  
Sales Development Representative  
Director, University Development Strategy

### Teaching/Training

Lead Teacher  
Training Solutions Manager  
Founding English Teacher  
Literacy Specialist  
ELA Teacher  
Music Teacher  
Math Teacher

### Technology/Production

Online Learning Specialist  
User Retention Manager  
Software Product Manager  
Instructional Designer  
User Experience Designer  
Learning Experience Designer  
Associate Content Producer  
User Experience Researcher  
Design Project Manager

## Addendum 2: Sample organizations where students found positions in 2016

### Charter Schools

Rocketship Education  
RePublic Schools  
Yes Prep  
Uplift Education  
Achievement First  
IDEA Public Schools  
Uncommon Schools  
KIPP  
Summit Public Schools

### Consulting/Research Firms

Bain & Company  
Gallup  
Education Resource Strategies  
Isaacson, Miller  
Global Strategy Group  
Creative Associates  
Education Advisory Board  
Education Development Center  
American Institutes for Research  
SRI International

### Government/Public Administration

Ministry of Education, Singapore  
Department of State  
US Senate Committee on Health, Education, Labor and Pensions  
Ministry of Education, Senegal  
Massachusetts Executive Office of Education  
US Senate  
Ministry of Education, Peru  
Massachusetts Department of Elementary and Secondary Education

### Healthcare/Human Services

Boston Children's Hospital  
McLean Hospital  
Kaiser Permanente  
Massachusetts General Hospital  
Beth Israel Deaconess Medical Center

### Higher Education

Princeton University  
Harvard University  
The University of Chicago  
Emory University  
Tufts University  
Colorado College  
University of Michigan  
UCLA  
University of California, Berkeley  
University of Florida

### International PreK-12 School

Nord Anglia International School of Shanghai

CREE Colegio  
YK Pao School  
Mavericks International School  
American School of Quito  
Soong Ching Ling School

### Media/Publishing/Technology

Ellevation Education  
Pearson  
Lexia Learning – A Rosetta Stone Company  
Panorama Education  
Woobo  
Peer 2 Peer University  
Coursera  
Microsoft  
Google  
Chalk Talk Solutions  
WGBH

### NonProfit/Philanthropy/NGO

American Repertory Theater  
Kids4Peace International  
Teach for America  
World Learning  
UNESCO  
Save the Children  
FHI360  
Abdul Jameel Latif Poverty Action Lab  
Center for Collaborative Education  
Urban Teachers  
New Visions for Public Schools  
Youth Villages  
Detroit Institute of Arts  
City Year  
Brooklyn Autism Center  
Art Resource Collaborative  
Boys & Girls Clubs of America

### Private/Independent PreK-12 School

Newton Country Day School  
Severn School  
St. Paul's School  
The Nueva School  
Greenhill School  
Hannah Senesh Community Day School  
St. Andrew's Episcopal School  
The Baylor School  
The Heschel School  
The Fay School

### Public PreK-12 School

Atlanta Public Schools  
Boston Public Schools  
Madison Metropolitan School District  
New York City Department of Education  
Newton Public Schools

School District of Philadelphia  
Denver Public Schools  
Oakland Unified School District  
Montgomery County Public Schools

School District of Palm Beach County  
District of Columbia Public Schools

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  
KIPP Bay Area Schools  
KIPP New Orleans Schools  
Noble Network of Charter Schools  
Uncommon Schools  
Uplift Education

Consulting/Research Firms

Abt Associates  
American Institutes for Research  
Education Development Center  
Eduventures  
McKinsey  
MDRC  
Monitor Deloitte  
RAND Corporation  
SRI International  
Creative Associates

Government/Public Administration

City of Cambridge  
CT State Department of Education  
Louisiana Department of Education  
Massachusetts Department of Elementary & Secondary Education  
Massachusetts Department of Early Education & Care  
Office of the State Superintendent of Education  
Smithsonian Institution  
US Department of Education  
US Senate - Office of Senator Warren  
USAID

Healthcare/Human Services

Boston Children's Hospital  
Massachusetts General Hospital  
McLean Hospital  
North Suffolk Mental Health Association

Higher Education

Arizona State University  
Duke University  
Harvard University  
LSU College of Engineering  
Northwestern University  
Pennsylvania State University  
University of Oregon  
Wellesley College  
Massachusetts Institute of Technology

International PreK-12 School

Avenues: The World School  
Beijing Keystone Academy  
Bridge International Academies  
Casablanca American School  
City Language School at Amicita  
Shanghai American School

Media/Publishing/Technology

edX  
Google  
Pearson  
PBS  
Scholastic  
Sesame Workshop  
Six Red Marbles  
Curriculum Associates  
IXL Learning  
Udemy  
WGBH

NonProfit/Philanthropy/NGO

Children's Aid Society  
Citizen Schools  
City Year  
FHI 360  
Harlem Children's Zone  
McKnight Foundation  
Save the Children  
Teach for America  
Teach for Ghana  
UNICEF  
World Bank

Private/Independent PreK-12 School

Beauvoir: The National Cathedral Elementary School  
Connelly School of the Holy Child  
Deerfield Academy  
Greenhill School  
Hathaway Brown School  
Phillips Exeter Academy  
The Eton School  
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  
Miami-Dade Public Schools

Minneapolis Public Schools  
New York City Department of Education

### 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.

<u>Organization</u>	<u>On CSOs Priority Outreach List?</u>	<u>From CSOs Expo outreach list?</u>	<u>EdLD/ SDP/ other HGSE partner?</u>	<u>Student Interest Organization?</u>
Abt Associates	x			x
<b>Achievement Network</b>	<b>x</b>		<b>x</b>	<b>x</b>
American Institutes for Research	x			x
BELL (Building Educated Leaders For Life)	x			x
<b>Boston Public Schools</b>	<b>x</b>		<b>x</b>	<b>x</b>
Broad Residency	x			x
C2 Technologies	x	x		
<b>Cambridge Public Schools</b>	<b>x</b>		<b>x</b>	<b>x</b>
Carney Sandoe	x	x		
<b>Chelsea Public Schools</b>	<b>x</b>		<b>x</b>	<b>x</b>
Citizen Schools	x			x
City Year	x			x
Cleveland Metropolitan School District	x		x	
Curriculum Associates	x			x
Dallas Independent School District	x		x	
<b>Denver Public Schools</b>	<b>x</b>		<b>x</b>	<b>x</b>
Education Pioneers	x			x
Education Resource Strategies	x			
Eduventures, Inc.	x			x
edX	x			x
EF Education First	x			
Families for Excellent Schools	x			x
Hartford Public Schools	x		x	
Harvard Graduate School of Education	x			x
<b>Harvard T. H. Chan School of Public Health</b>	<b>x</b>	<b>x</b>		<b>x</b>
Harvard University	x			x
Heidrick & Struggles	x			x
IBM Design	x			x

iMentor	x			
InGenius Prep	x			
Lawrence Public Schools	x			
Lexington Public Schools	x			
<b>Los Angeles Unified School District</b>	<b>x</b>		<b>x</b>	<b>x</b>
New Leaders	x			x
Ounce of Prevention	x			
Oxfam America	x			x
Playworks New England	x			x
Posse Foundation - Boston Office	x			x
<b>Prince George's County Public Schools</b>	<b>x</b>		<b>x</b>	<b>x</b>
RAND Corporation	x			x
Six Red Marbles	x			x
Somerville Public Schools	x			
Strategic Data Project	x			x
Talent Development Secondary	x			
<b>Teach for America</b>	<b>x</b>		<b>x</b>	<b>x</b>
Teaching Matters	x			
The Education Group	x			
<b>The New Teacher Project</b>	<b>x</b>		<b>x</b>	<b>x</b>
Third Plateau Social Impact Strategies	x			x
<b>UP Education Network</b>	<b>x</b>	<b>x</b>		<b>x</b>
Urban Teachers	x		x	
WestEd	x			x
WGBH	x			x
WorldTeach	x			x
Year Up	x			x