



HARVARD  
GRADUATE SCHOOL OF EDUCATION

*Career Services Office*

# GRADUATE PLANS REPORT

Class of 2018

HGSE Career Services  
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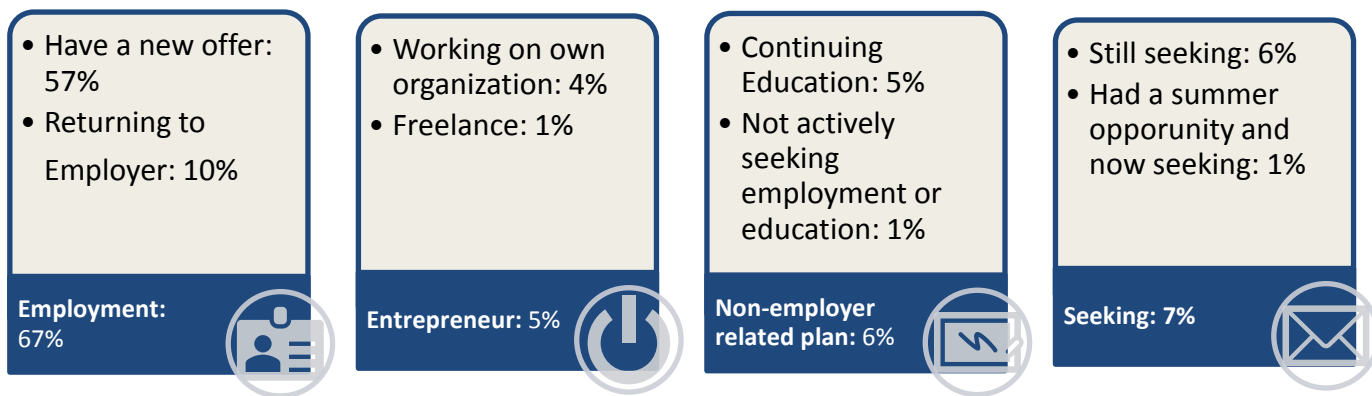
## Overview and Highlights

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 25<sup>th</sup>-75<sup>th</sup> 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**



## Sector/Function Overview

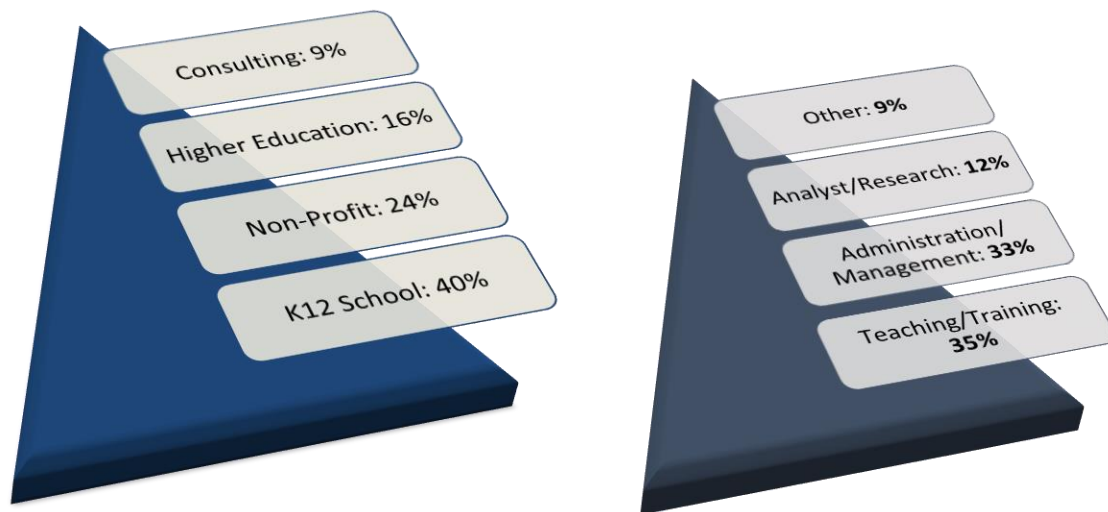
Industries of interest to HGSE graduates consistently show fast or steady growth through 2026. The [Bureau of Labor Statistics](#) notes that the major industry sectors of professional and business services, which encompasses consulting, as well as health care and social assistance will show strong output 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:

|   | <a href="#">Industries with the fastest growing wage and salary</a> | <a href="#">Industries with the largest wage and salary growth</a> | <a href="#">Industries with the fastest growing output</a> | <a href="#">Industries with the largest output growth</a> |
|---|---|--|--|---|
| Non-Profit Individual & Family Services                           | x   | x  |  |   |
| Management, Scientific & Technical Consulting Services            | x   | x  |  |   |
| Software Publishers   | x   |  | x  | x   |
| Non-Profit Museums, Historical Sites, & Similar Institutions      | x   |  | x  |   |
| Junior Colleges, Colleges, Universities, and Professional Schools |   | x  |  |   |

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:

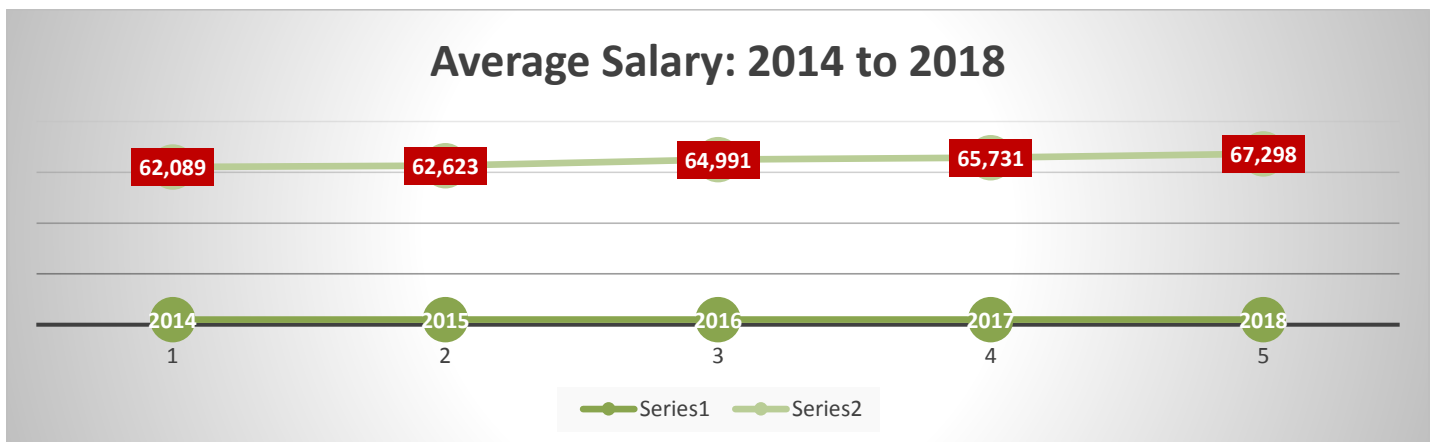
- Management Analysts
- Elementary School Teachers
- Teachers and Instructors, all other
- Software Developers

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

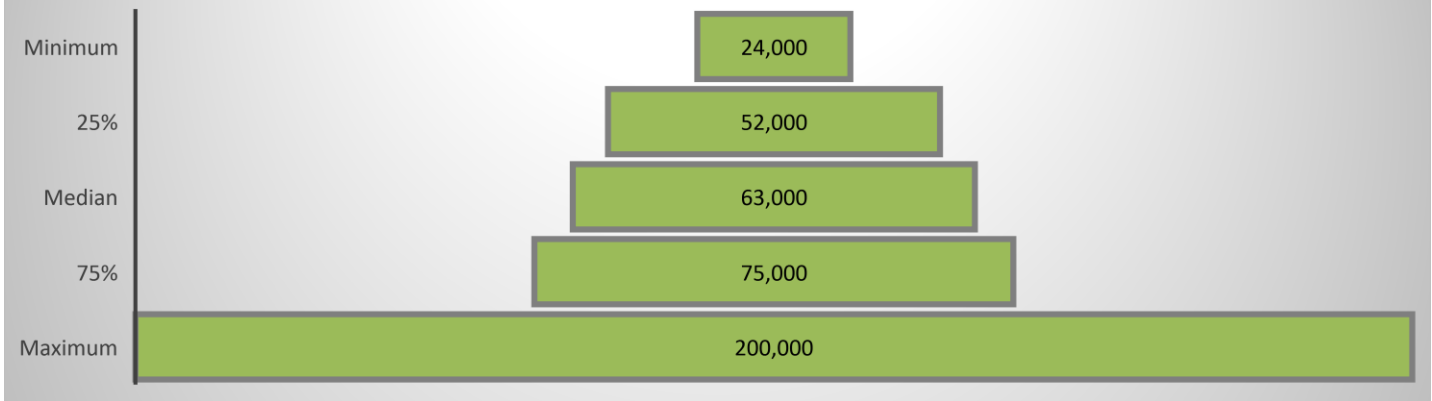
- Training and development managers
- Education administrators
- Social and community service managers
- Clinical, counseling, and school psychologists
- Counselors, social workers, and other community and social service specialists
- Instructional coordinators

## 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.*)



## 2018 Salary Range: Ed.M Students



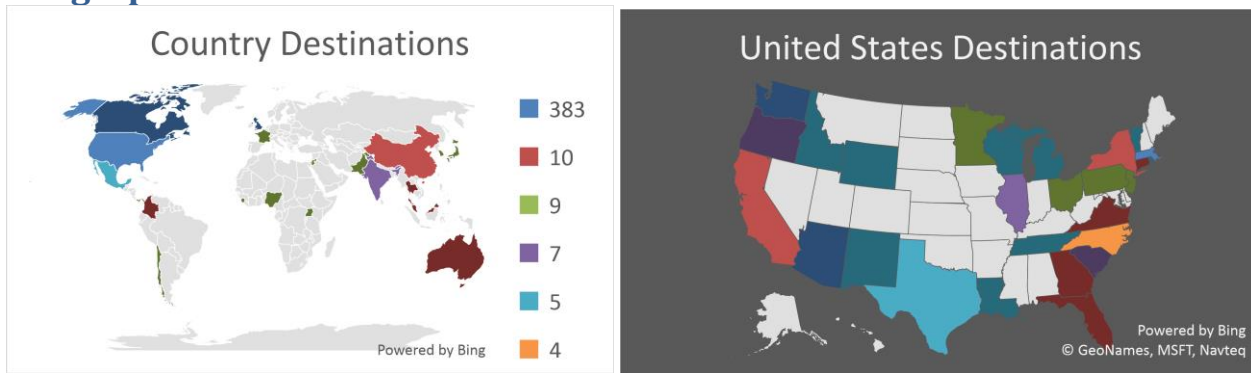
## Entering Position Level



[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

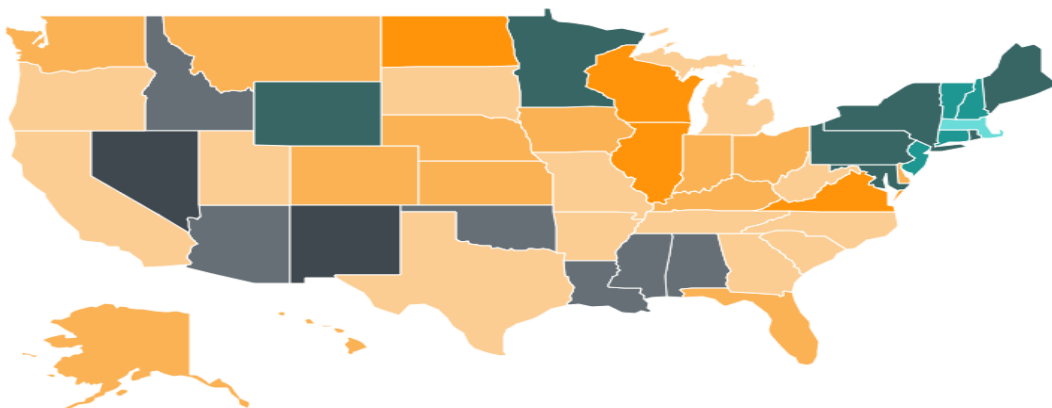
Massachusetts, the state with the highest number of HGSE graduates, has an unemployment rate under 4% which is slightly lower than the national rate. The labor force participation rate is at its highest level in 10 years. The state has added over 63,000 jobs in the past year in multiple sectors including 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.

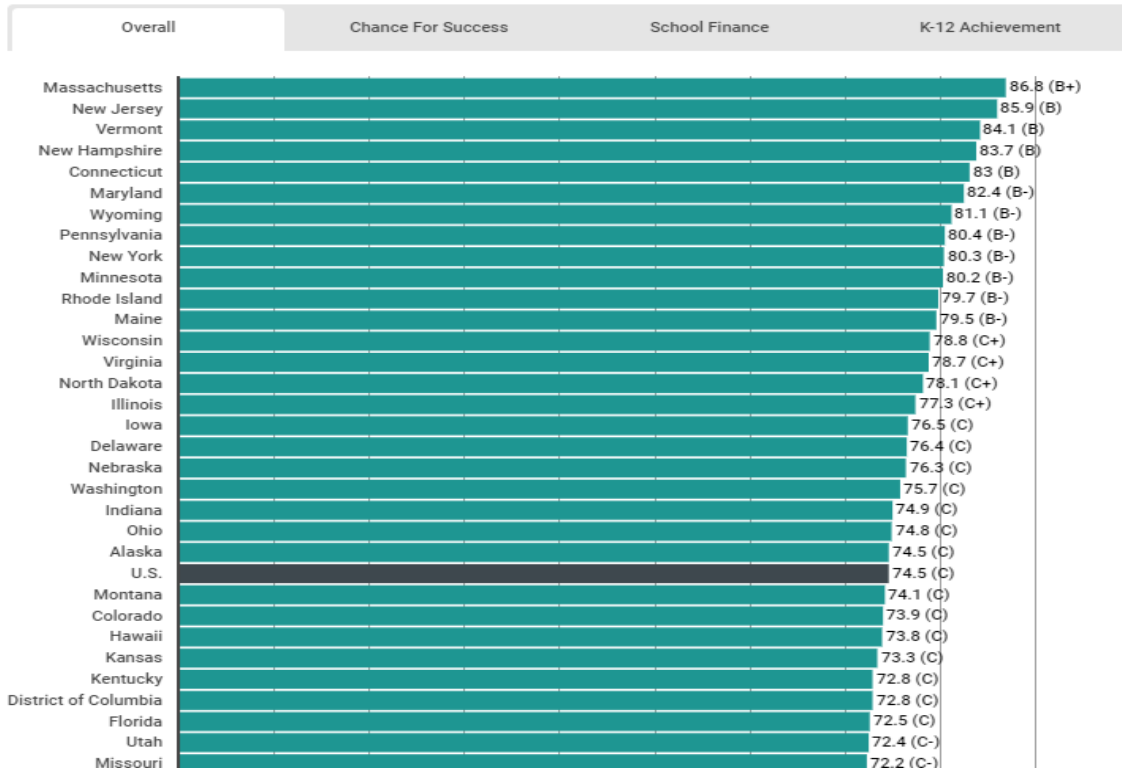
### Education Week Quality Counts 2018 Ranking:



> Hover over a state to see its overall score and results in each of the three report-card categories: Chance for Success (2018), School Finance (2018), and K-12 Achievement (last updated in 2016).



Education Week Quality Counts 2018 Ranking (continued):



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/> 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.

According to *US News & World Report*, California, Massachusetts, and Texas rank in the top 10 of the publication’s best economy ranking. <https://www.usnews.com/news/best-states/rankings/economy> Colorado is mentioned in both reports as having one of the strongest economies in the country.

**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:

| License  | Completers | Focus Area   | Breakdown |
|--|------------|--------------|-----------|
| Reading Specialists  | 4          |              |           |
| School Guidance Counselors   | 7          |              |           |
| School Social Worker/School Adjustment Counselors  | 3          |              |           |
| Teachers (middle and high school license)  | 18         | Biology      | 1         |
|  |            | Chemistry    | 0         |
|  |            | English      | 5         |
|  |            | Gen. Science | 0         |
|  |            | History      | 9         |
|  |            | Math         | 1         |
|  |            | Physics      | 2         |
| School Principals<br><br>*most add grade levels to have a K-12 license or go out of state where licenses generally become K-12 automatically | 23         |              |           |

**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

### Government/Public Administration

Ministry of Education, Singapore  
US Air Force

### Healthcare/Human Services

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

### Media/Publishing/Technology

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

Google  
Lexia Learning  
LearnLaunch Institute  
Extension Engine  
Microsoft TEALS  
BrainCo

### Nonprofit/Philanthropy/NGO

Harlem Children's Zone  
The Jewish Museum  
The Posse Foundation

### International or Independent PreK-12 School

Beauvoir School  
Korea International School Jeju  
Gilmour Academy  
Beijing Royal School  
North Shore Country Day School

### Public PreK-12 School

School District of Philadelphia  
Springfield Public Schools  
Boston Public Schools  
Orange County Public Schools  
Chicago Public Schools  
DC Public Schools

Education Development Center  
Education Resource Strategies  
Ideo  
McKinsey  
Monitor Deloitte  
SRI International  
WestEd

### 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

Office of the State Superintendent of Education  
Smithsonian Institution  
US Department of Education  
US Department of Labor  
US Senate - Office of Senator Warren  
USAID

#### Healthcare/Human Services

Beth Israel Deaconess Medical Center  
Boston Children's Hospital  
Massachusetts General Hospital  
McLean Hospital  
North Suffolk Mental Health Association  
The May Institute

#### Higher Education

Arizona State University  
Auburn University  
Colgate University  
Colorado College  
Emory University  
Harvard University  
LSU College of Engineering  
Massachusetts Institute of Technology  
Northwestern University  
Pennsylvania State University  
The University of Chicago  
University of Arkansas in Little Rock  
University of California, Berkeley  
University of Florida  
University of Oregon

#### International or Independent PreK-12 School

ACS Athens  
American School of Quito  
Avenues: The World School  
Beauvoir: The National Cathedral Elementary School  
Beijing Keystone Academy  
Bridge International Academies  
Casablanca American School  
CREE Colegio  
Cristo Rey Dallas  
Daewon International School of Qingdao  
Deerfield Academy  
Eaglebridge International School  
Hillbrook School  
Phillips Exeter Academy  
Pierrepoint School  
Shanghai American School  
St. George's School

The Eton School  
The International School, Bangalore  
Yongsan International School of Seoul

#### Media/Publishing/Technology

Amplify  
Coursera  
Curriculum Associates  
edX  
Ellevation Education  
FableVision Studios  
Google  
IXL Learning  
McGraw Hill  
Microsoft  
Panorama Education  
PBS  
Pearson  
Scholastic  
Sesame Workshop  
Udemy  
WGBH

#### Nonprofit/Philanthropy/NGO

Abdul Jameel Latif Poverty Action Lab  
American Repertory Theater  
Art Resource Collaborative  
Boston Children's Museum  
Brooklyn Autism Center  
Children's Defense Fund

Citizen Schools  
City Year  
Detroit Institute of Arts  
FHI 360  
Harlem Children's Zone  
J-PAL  
New Visions for Public Schools  
Save the Children  
Teach for America  
Teach for Ghana  
The Jack Kent Cooke Foundation  
UNESCO  
UNICEF  
World Bank  
World Learning

#### Public PreK-12 School

Atlanta Public Schools  
Baltimore City Public Schools  
Boston Public Schools

Cambridge Public Schools  
 Chicago Public Schools  
 DC Public Schools  
 Denver Public Schools  
 Lexington Public Schools  
 Miami-Dade Public Schools  
 Milton Public Schools  
 Minneapolis Public Schools  
 Montgomery County Public Schools

New York City Department of Education  
 Oakland Unified School District  
 Orleans Parish School Board/New Orleans Public Schools  
 San Francisco Unified School District  
 Tucson Unified School District  
 UP Education Network

### 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.

| <u>Organization</u>        | <u>Industry</u>                     | <u>EdLD/ SDP/ other HGSE partner?</u> | <u>Student Interest Organization?</u> |
|----------------------------|-------------------------------------|---------------------------------------|---------------------------------------|
| Abt Associates             | Consulting                          |                                       | X                                     |
| Boston Children's Hospital | Health Care/ Human Services         |                                       |                                       |
| Boston Public Schools      | Public Pre-K12 School               | X                                     | X                                     |
| Broad Residency            | Non-Profit/ Philanthropy/ NGO       |                                       | X                                     |
| Cambridge Public Schools   | Public Pre-K12 School               | X                                     | X                                     |
| Carney Sandoe              | Private/ Independent PreK-12 School |                                       |                                       |
| Catholic Relief Services   | Non-Profit/ Philanthropy/ NGO       |                                       |                                       |
| CELT                       | Consulting                          |                                       |                                       |
| CEPR                       | Higher Education                    |                                       | X                                     |
| Chelsea Public Schools     | Public Pre-K12 School               | X                                     | X                                     |
| City Year                  | Non-Profit/ Philanthropy/ NGO       |                                       | X                                     |
| Curriculum Associates      | Media/ Publishing/ Technology       |                                       |                                       |
| Dallas ISD                 | Public Pre-K12 School               |                                       |                                       |
| DC Public Schools          | Public Pre-K12 School               | X                                     | X                                     |

|                                     |                                  |   |   |
|-------------------------------------|----------------------------------|---|---|
| EDC                                 | Non-Profit/<br>Philanthropy/ NGO |   | X |
| Education Pioneers                  | Non-Profit/<br>Philanthropy/ NGO |   | X |
| Eduventures                         | Consulting                       |   | X |
| ERS                                 | Consulting                       |   | X |
| Hartford Public Schools             | Public Pre-K12<br>School         | X |   |
| Harvard University                  | Higher Education                 |   | X |
| HGSE                                | Higher Education                 |   | X |
| Ingenius Prep                       | Consulting                       |   |   |
| Jobs for the Future                 | Non-Profit/<br>Philanthropy/ NGO | X | X |
| Lawrence Public Schools             | Public Pre-K12<br>School         |   |   |
| Lexington Public Schools            | Public Pre-K12<br>School         |   |   |
| Los Angeles Unified School District | Public Pre-K12<br>School         | X | X |
| MDRC                                | Non-Profit/<br>Philanthropy/ NGO |   | X |
| Microsoft TEALS                     | Media/ Publishing/<br>Technology |   | X |
| Montgomery Co. Schools              | Public Pre-K12<br>School         |   |   |
| NYC Dept of Education               | Public Pre-K12<br>School         | X | X |
| Oxfam                               | Non-Profit/<br>Philanthropy/ NGO |   |   |
| Plan International                  | Non-Profit/<br>Philanthropy/ NGO |   |   |
| School District of Philadelphia     | Public Pre-K12<br>School         | X |   |
| Six Red Marbles                     | Media/ Publishing/<br>Technology |   |   |
| Somerville Public Schools           | Public Pre-K12<br>School         | X |   |
| The Met School                      | Public Pre-K12<br>School         |   |   |
| UP Education Network                | Non-Profit/<br>Philanthropy/ NGO |   |   |
| Urban Teachers                      | Non-Profit/<br>Philanthropy/ NGO | X | X |
| WGBH Education Foundation           | Media/ Publishing/<br>Technology |   | X |