Social Policy and Practice
Career Plans Survey
Class of 2013

SURVEY RESPONSES

Total number of degrees given: 215
MSW recipients: 151
MSNPL recipients: 18
MSSP recipients: 24
DSW recipients: 16
PHD recipients: 6
Surveys returned: 143
Response Rate: 67%

Each year, Career Services surveys graduating students to learn of their post-graduation plans. This report summarizes information reported by December 2012, May 2013, and August 2013 graduates of the School of Social Policy and Practice. Responses were collected between May 2013 and February 2014.

CAREER PLANS

Geographical Breakdown of Accepted Jobs

Mid-Atlantic (including Philadelphia): 68%
Northeast (including New York): 14%
South: 7%
West: 3%
Midwest: 1%
International: 6%
JOB OFFER SUMMARY

Source of Offer

69% of respondents indicated the source of their job offer:

<table>
<thead>
<tr>
<th>Source of Offer</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Online Job Board or Internet listing, not related to Career Services</td>
<td>24%</td>
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<tr>
<td>An agency where you completed field placement/internship</td>
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<tr>
<td>- During First Year: 29%</td>
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<td>- During Second Year: 57%</td>
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<td>- During Third Year: 10%</td>
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<td>Contact from a family member, friend, teacher, etc.</td>
<td>18%</td>
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<tr>
<td>Faculty Contact</td>
<td>7%</td>
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<tr>
<td>Current or prior employer, not related to field placement/internship</td>
<td>5%</td>
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<tr>
<td>Penn Career Fair</td>
<td>0%</td>
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<tr>
<td>Newspaper ad or publication subscription</td>
<td>1%</td>
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<tr>
<td>Unsolicited letter/call to employer</td>
<td>1%</td>
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<tr>
<td>Career Services e-mail distribution list posting</td>
<td>2%</td>
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<tr>
<td>Placement Agency/Headhunter</td>
<td>1%</td>
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<tr>
<td>Professional Association’s Career Services, conference or job fair</td>
<td>2%</td>
</tr>
<tr>
<td>Career Services On-campus Recruiting</td>
<td>0%</td>
</tr>
<tr>
<td>Other</td>
<td>18%</td>
</tr>
</tbody>
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Date of Offer

This graph only includes data from respondents who secured new employment – not those who indicated “Continuing Current Employment.”

![Bar chart showing the distribution of job offer dates]

- Before graduation date: 48%
- Within 1-2 months of graduation: 42%
- 3-4 months after graduation: 6%
- 5+ months after graduation: 3%
SALARY SUMMARY

Salary Information for Full-time Positions

Average Salary: $45,218
Salary Range: $30,000 - $120,000
Median: $42,000
Mode: $45,000

Average Salary, Masters Recipients: $42,000
Average Salary, Doctoral Recipients: N/A

Average Salary by Job Function*

Case Management/ Clinical Practice: $39,213
Case Management: $41,328
Clinical Practice: $42,778
Community Organizing/ Advocacy: N/A
Fundraising/ Development: $48,200
Management/ Administration: $48,571
Policy Analysis/ Research: $44,428
Program Development: $43,314
Teaching/ Academic: $57,000
Other: $70,333

* Salary statistics not released if less than 3 salaries were reported.

POSITIONS ACCEPTED

Job Function of Positions Accepted
Directory of Employers who Hired SP2 Graduates

Case Management/Clinical Practice

**Master of Social Work**
ActionAIDS, Direct Service, Medical Case Manager, Philadelphia, PA
Bethanna, Treatment Foster Care Social Worker, Southampton, PA
Cancer Care Connection, Cancer Resource Coach, Newark, DE
Children's Hospital of Philadelphia, PA Ventilator Assisted Children's Home Program, Social Worker Philadelphia, PA
Friends Hospital, General Adult Unit, Clinical Social Worker, Philadelphia, PA
Garfield Park Academy, Social Work, School Social Worker, Willingboro, NJ
Good Shepherd Services, Neighborhood Family Empowerment Center, Case Planner, New York, NY
Hospital of the University of Pennsylvania, Abramson Cancer Center, Oncology Patient Navigator Philadelphia, PA
Intercultural Family Services, Inc., Social Worker, Philadelphia, PA
Kings County District Attorney’s Office, Truancy/Crime Prevention, Back on Track ReStart Academy Counselor, Brooklyn, NY
Kings County District Attorney’s Office, Victim Services Unit, DHH Counselor/Advocate, Brooklyn, NY
Turning Points for Children, Child Welfare, In Home Protective Services Social Worker, Philadelphia, PA

Case Management

**Master of Social Work**
CCTC, School Based, Care Coordinator, Philadelphia, PA
CHOICE, Counselor/Educator, Philadelphia, PA
Crestview Nursing Center, Social Services, Social Services Specialist, Langhorne, PA
Defenders Association, Child Advocacy Unit, Child Advocate Social Worker, Philadelphia, PA
Genesis Healthcare, PowerBack Rehabilitation, Social Services, Social Service Specialist, Philadelphia, PA
Green Door, Community Support Worker, Washington, DC
Hall Mercer Community Mental Health Center, Targeted Case Management, Intensive Case Manager, Philadelphia, PA
Hospital of the University of Pennsylvania, Clinical Resource Management and Social Work, Neurology Social Worker, Philadelphia, PA
MHM Correctional Services, Social Work, Licensed Social Worker, Philadelphia, PA
Morris Hills High School, Special Services, School Social Worker, Rockaway, NJ
Philadelphia Legal Assistance, Consumer Law, Paralegal, Philadelphia, PA
Premier Home Care Services, Inc., Operations and Intake, Social Worker, New York, NY
Riverside Community Care, Masters Level Intensive Care Coordinator, Needham, MA
Scholar Academies, Kendertonton Elementary, Social Worker, Philadelphia, PA
Tabor Children's Services, Foster Care, Treatment Foster Care Social Worker, Philadelphia, PA
Women Against Abuse, Domestic Violence Specialist, Philadelphia, PA

Clinical Practice

**Master of Social Work**
Children's Crisis Treatment Center, Outpatient Therapist, Philadelphia, PA
Children's Home of Reading, Specialized Residential Treatment, Specialized Residential Treatment Facility Clinician, Reading, PA
COMHAR, Outpatient Services, Therapist, Philadelphia, PA
Congreso, Adolescent Drug & Alcohol Therapist, Philadelphia, PA
Contact Lifeline, Sexual Assault Services, Therapist, Wilmington, DE
Emory University, Counseling & Psychological Services, Post-Masters Fellowship, Atlanta, PA
Greater Philadelphia Health Action, Behavioral Health, Counselor, Philadelphia, PA
HELP/PSI, Social Work, Case Manager, New York, NY
JKF Behavioral Health Center, Substance Abuse Unit, Therapist, Philadelphia, PA
KIPP Philadelphia Schools, Social Worker, Philadelphia, PA
Lower Merion Counseling Services, Outpatient, Therapist, Bryn Mawr, PA
Main Line Health, Social Worker, Philadelphia, PA
Project Hope, Crisis Counselor, New York, NY
Resources for Human Development, Children's Clinical Services, School Based Outpatient Therapist, Philadelphia, PA
Saint Gabriel's Hall Clinic, Drug and Alcohol Clinical Therapist, Audubon, PA
The Children's Aid Society, Bronx-Family Youth Intervention Program, Functional Family Therapist, Bronx, NY
Thomas Jefferson University Hospital, Intensive Outpatient Program for Substance Abuse, Psychotherapist, Philadelphia, PA
United Methodist Family Services, Therapist, Centreville, VA
United States Air Force, Mental Health Clinic, Clinical Social Worker, Bossier City, LA
University of Pennsylvania, Licensed Social Worker, Philadelphia, PA
Whetstone Academy, Clinical, Therapist, Mountain Rest, SC

Community Organizing/Advocacy

Master of Social Work
Greater Philadelphia Coalition Against Hunger, Senior Hunger Outreach Coordinator, Philadelphia, PA
Lutheran Settlement House, Medical Advocate, Philadelphia, PA
Planned Parenthood Southeastern Pennsylvania, Community Resources Manager, Philadelphia, PA

Fundraising

Master of Science in Non-Profit Leadership
The Board of Pensions of the Presbyterian Church (U.S.A.), Funds Development, Administrator, Philadelphia, PA
Community Music School, Development, Assistant to the Executive Director, Allentown, PA
Travis Manion Foundation, Development, Development Associate, Doylestown, PA

Master of Science in Social Policy
Democratic National Committee, Digital, Email Campaigner, Washington, DC

Master of Social Work
Jewish Federation, Renaissance Group, Development Officer, Philadelphia, PA
Publicolor, Development, Membership & Development Coordinator, New York, NY
University of Pennsylvania, School of Social Policy and Practice, Development and Alumni Relations, Grant Writer/Special Projects Coordinator, Philadelphia, PA

Management/Administration

Master of Science in Non-Profit Leadership
CCS Fundraising, Directing, Associate Director, New York, NY
Legacy Youth Tennis and Education Operations, Director of Capacity Building, Philadelphia, PA
The West Foundation, Program Officer, Indianapolis, IN
Master of Science in Social Policy
Virtua Health, Administration, Project Manager, Malton, NJ

Master of Social Work
Bethesda Project, Program Coordinator, Philadelphia, PA
CHAMP, Community Learning Operations Officer, Lusaka, Zambia
National Association of Social Workers, Pennsylvania Chapter, Policy and Communication, Director of Policy and Communication, Camp Hill, PA
New York Organ Donor Network, Family Services, Family Services Coordinator, New York, NY
St. Joseph Center, Mental Health, Clinician/PR Coordinator, Los Angeles, CA

DSW
The Fortune Society, David Rothenberg Center For Public Policy, Senior Director, Long Island City, NY

Policy Analysis/Research

Master of Science in Non-Profit Leadership
National Philanthropic Trust, Communications, Intern, Jenkintown, PA

Master of Science in Social Policy
Children's Hospital of Philadelphia Research Institute, General Pediatrics, Research Associate, Philadelphia, PA
The Donahue Institute, Research Analyst, Shrewsbury, MA
Philadelphia Education Fund, Research & Evaluation, Research Analyst & Data Manager, Philadelphia, PA
Public Citizens for Children and Youth, Early Childhood, Consultant, Philadelphia, PA
School District of Philadelphia, Research and Evaluation, Research Assistant, Philadelphia, PA
Singapore Ministry of Defense, Policy, Staff Officer, Singapore, Singapore
Singapore Public Service Commission, Civil Servant, Singapore, Singapore

Master of Social Work
Center for Autism and Developmental Disabilities Research and Epidemiology, Biobehavioral Health Sciences, Research Coordinator, Philadelphia, PA
Hospital of the University of Pennsylvania, Emergency Department, Research Assistant, Philadelphia, PA
Ideas42, Analyst, New York, NY
Raabta Consultants, Evaluation Analyst, Pakistan
University of Pennsylvania, Medical Ethics and Health Policy, Research Assistant, Philadelphia, PA
University of Pennsylvania, Mixed Methods Research Lab, Research Assistant, Philadelphia, PA

Program Development

Master of Science in Non-Profit Leadership
Hillel, Programming, Program Director, Santa Barbara, CA

Master of Social Work
Children's Hospital of Philadelphia, Child Development Research Division, Senior Clinical Research Assistant, Philadelphia, PA
Children's Hospital of Philadelphia, Child Development, Autism Integrative Care Coordinator, Philadelphia, PA
Children's Hospital of Philadelphia, Social Work and Family Relations/Services, Family Centered Care Program Coordinator, Philadelphia, PA
Children's Hospital of Philadelphia, Community Education, Social Worker, Philadelphia, PA
Exploited Children's Help Organization, Victim Services Coordinator, Louisville, KY
Journey's Way, Geriatric Counseling, Coordinator of Touching Lives Over 55, Philadelphia, PA
Lutheran Settlement House, Domestic Violence, Medical Advocacy Supervisor, Philadelphia, PA
National Alliance of State & Territorial AIDS Directors (NASTAD), Associate of Health Equity, Washington, FL
State Representative Vanessa Lowery Brown's District Office, Intern Supervisor, Philadelphia, PA
University of Pennsylvania, School of Social Policy and Practice, Goldring Reentry Initiative, Associate Director, Philadelphia, PA
Veterans Administration, CHERP/CEPACT, Program Specialist/Research Coordinator, Philadelphia, PA

Teaching/Academic

Master of Social Work
University of Pennsylvania, Perelman School of Medicine, ITMAT Education Programs, Program Coordinator Philadelphia, PA
University of Pennsylvania, School of Social Policy and Practice, Teaching Assistant - Puerto Rico Class Fajardo, Puerto Rico
Williamsburg County School District, Teacher, Hemingway, SC

Ph.D.
Richard Stockton College, Social Work, Assistant Professor, Galloway, NJ
University of Haifa, School of Social Work, Assistant Professor, Haifa, Israel
West Chester University, Graduate School of Social Work, Assistant Professor, West Chester, PA

Other

Master of Science in Non-Profit Leadership
Greenpeace Southeast Asia, Governance Liaison & Internal Communications Officer

Master of Science in Social Policy
9News-KUSA News, Producer, Denver, CO
The Enterprise Center, Capital Corporation, Philly Food Innovation Loan Fund Officer, Philadelphia, PA
The InterSector Project, Researcher and Writer, New York, NY
University of Pennsylvania, LGBT Center, Student Historian, Philadelphia, PA

Master of Social Work
PowerBack Rehabilitation, Social Work, Social Worker/Discharge Planner, Philadelphia, PA
Cambridge Leadership Associates, Consultant, New York, NY

Ph.D.
University of Pennsylvania, School of Social Policy and Practice, Philadelphia, PA

ADVICE FROM YOUR PEERS

Take your internship seriously, as if it is your job.

My job strategy: I worked part time in a slightly different field after giving myself some much needed time to relax. I presented at a panel in my field. I worked part time for my previous field placement for several months before receiving the full time position—a position that I had proposed the program create. Advice: Network frequently and aggressively, but with grace. Have someone else look at your resume—actually, have several someones look at it. Know that a single type-o may mean your entire application is thrown by the wayside: be thorough, do your research, celebrate small victories, and don't get discouraged.
Interning/volunteering at a place you're interested in working, or even a place that works within the field you’re interested in, is a good way to meet people and network, and sometimes land a job from it. This way, people get to know you and your work ethic. I have used this strategy twice now for both of my full-time jobs I’ve had in my relatively short career and because I did this, I did not have interviews for either of them. And they actually held the positions for me and did not really advertise them.

**It definitely is a long process. Don't get discouraged if it takes a few months. Don't accept your first offer just because it is an offer. You want to make sure it is a good fit. Also, I was much more successful in my search once I had my SW license and was living where I wanted to work.**

Be persistent. I applied to the same organization three different times before receiving an offer.

I looked at the staff bios on the agency's website and found that the clinical director was an SP2 alum. I sent my resume and cover letter to her rather than to HR. At my second interview the recruiting officer told me that she had 600 resumes and mine got to the top of the pile because it was forwarded to her from the clinical director.

I would say networking is key. Show interest in your field placement, make connections and be flexible.

**It is surely a tough job market right now, and I have found that employment is more likely to occur if you maintain your contacts from field placement; write thank you notes to your supervisors at the end of your term. Make yourself known to the agency, keeping in contact with professors, supervisors, Jen Jones, and Anne Weiss. You never know where an opportunity could be!**

Make it known to your field placement early on that you are interested in a job with them. Always network and make it known that you are looking for a job.

I started applying for positions as early as February. I have an excel spreadsheet that allows me to document the date I applied, the position I applied for, job location, contact information for the organization and additional notes. I also make note of follow ups. In my networking endeavors a number of people have stated that they prefer business cards over resumes. I am in the process of getting business cards. I took the position I am presently in for work experience and networking opportunities. I've used idealist, opportunityknocks.org, Penn's job postings, monster, craigslist, LinkedIn, higheredjobs.com, philagov, usajobs and specific agency job boards.

Start early with contacts- don't wait and be consistently vigilant. Give yourself a lot of options. Reach out to a specific person- find a contact. It'll much more likely lead to a response. However, don't knock general posts- it's how I got employed. Use both.

**Networking is key. The Networking workshop gave me more confidence and has given me more leads than if I was solely applying through online databases. All of the interviews and potential opportunities have so far begun because I contacted someone I vaguely knew. I also have applied for part-time and per diem jobs even though I am looking for full time just so I can at least get my foot in the door.**

Start connecting with any and all people in the field during your second year and put yourself out there in any and all ways possible.