Each year, Career Services surveys graduating students to learn of their post-graduation plans. This report summarizes information reported by December 2013, May 2014, and August 2014 graduates of the School of Social Policy and Practice. Responses were collected between May 2014 and January 2015.

**SURVEY RESPONSES**

Total number of degrees given: 215

- MSW recipients: 147
- MSNPL recipients: 34
- MSSP recipients: 26
- DSW recipients: 5
- PHD recipients: 3

Surveys returned: 140
Response Rate: 65%

**CAREER PLANS**

- Full-time Employment - 60%
- Part-time Employment - 11%
- Continuing Current Employment - 6%
- Full-time Graduate Studies - 3%
- Temporary Employment - 3%
- Other - 4%
- Still Seeking - 14%

**Geographical Breakdown of Accepted Jobs**

- Mid-Atlantic (including Philadelphia): 80%
- Northeast (including New York): 6%
- South: 3%
- West: 5%
- Midwest: 1%
- International: 5%
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>
</tr>
</thead>
<tbody>
<tr>
<td>Online Job Board or Internet listing, not related to Career Services</td>
<td>22%</td>
</tr>
<tr>
<td>An agency where you completed field placement/internship</td>
<td></td>
</tr>
<tr>
<td>During First Year: 20%</td>
<td></td>
</tr>
<tr>
<td>During Second Year: 65%</td>
<td></td>
</tr>
<tr>
<td>During Third Year: 15%</td>
<td></td>
</tr>
<tr>
<td>Personal contact from a family member, friend, etc.</td>
<td>14%</td>
</tr>
<tr>
<td>Faculty Contact</td>
<td>6%</td>
</tr>
<tr>
<td>Current or prior employer, not related to field placement/internship</td>
<td>5%</td>
</tr>
<tr>
<td>Penn Career Services job board</td>
<td>5%</td>
</tr>
<tr>
<td>Unsolicited letter/call to employer</td>
<td>3%</td>
</tr>
<tr>
<td>Career Services e-mail distribution list posting</td>
<td>8%</td>
</tr>
<tr>
<td>Professional Association’s Career Services, conference or job fair</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>10%</td>
</tr>
</tbody>
</table>

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

Salary Information for Full-time Positions

- Average Salary: $47,189
- Salary Range: $20,000 - $106,000
- Median: $45,000
- Mode: $55,000

- Average Salary, Masters Recipients: $46,052
- Average Salary, Doctoral Recipients: N/A*

Average Salary by Job Function*

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Average Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Case Management/Clinical Practice</td>
<td>$46,144</td>
</tr>
<tr>
<td>Case Management</td>
<td>$41,598</td>
</tr>
<tr>
<td>Clinical Practice</td>
<td>$41,683</td>
</tr>
<tr>
<td>Community Organizing/Advocacy</td>
<td>N/A*</td>
</tr>
<tr>
<td>Fundraising/Development</td>
<td>N/A*</td>
</tr>
<tr>
<td>Management/Administration</td>
<td>$40,500</td>
</tr>
<tr>
<td>Policy Analysis/Research</td>
<td>$45,200</td>
</tr>
<tr>
<td>Program Development</td>
<td>$54,750</td>
</tr>
<tr>
<td>Teaching/Academic</td>
<td>N/A*</td>
</tr>
<tr>
<td>Other</td>
<td>$51,667</td>
</tr>
</tbody>
</table>

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

POSITIONS ACCEPTED

Job Function of Positions Accepted

- Case Management/ Clinical Practice 15%
- Clinical Practice 26%
- Management/ Administration 11%
- Program Development 11%
- Policy Analysis/Research 7%
- Fundraising/ Development 2%
- Community Organizing/ Advocacy 1%
- Teaching/ Academic 2%
- Other 11%
*Dual-degree recipients
**Indicated “Continuing Current Employment”

Case Management

Master of Social Work
Archdiocese of Philadelphia/Catholic Social Services, High School, Social Worker, Philadelphia, PA
DaVita SOURCE, Renal Social Worker MSW, Philadelphia, PA
Defender Association of Philadelphia, Child Advocate, Child Advocate Social Worker, Philadelphia, PA
The Glen Mills Schools, Respite Specialist, Glenn Mills, PA
Main Line Health, Social Work/Case Management, Social Worker, Wynnewood, PA
Penn Medicine, Social Work, Social Worker, Philadelphia, PA
Penn Presbyterian Medical Center, Social Worker, Philadelphia, PA
Philadelphia Children’s Alliance, Victim Services, Victim Advocate, Philadelphia, PA
Philadelphia Corporation for Aging, Service Coordinator 1, Philadelphia, PA
School District of Philadelphia, Office of Student Rights and Responsibilities, Student Disciplinary Hearing Officer, Philadelphia, PA
St. Luke’s University Hospital, Case Management, Case Manager, Allentown, PA*
Support Center for Child Advocates, Social Work, Child Advocate Social Worker, Philadelphia, PA*
Support Center for Child Advocates, Social Work, Child Advocate Social Worker, Philadelphia, PA
Temple Health System, Episcopal Campus, Behavioral Health Case Manager/Social Worker, Philadelphia, PA
Turning Points for Children, Case Manager, Philadelphia, PA
Veterans Multi-Service Center, Position not indicated, Philadelphia, PA

Master of Science in Non-Profit Leadership
Big Brothers Big Sisters, School Based Program, Program Coordinator, Philadelphia, PA

Master of Science in Social Policy
Bethanna, Treatment Foster Care Social Worker, Southampton, PA

Case Management/Clinical Practice

Master of Social Work
Chicago Collegiate Charter School, Student Supports, School Social Worker, Chicago, IL
Chichester School District, Elementary Schools, Social Worker, Aston, PA
Community Treatment Solutions, Intensive Clinical Services, Staff Clinician, Moorestown, NJ
Friends Hospital, Social Services, Social Worker, Philadelphia, PA
Hahnemann University Hospital, Case Management, Medical Social Worker, Philadelphia, PA
Helen O. Dickens Center for Women, OB/GYN, Perinatal Social Worker, Philadelphia, PA
Hospice by the Bay, Social Worker, San Francisco, CA
Lutheran Settlement House, Senior Center, Social Worker, Philadelphia, PA
Mirmont Treatment Center, Admissions, Counselor, Media, PA
Nemours/A. I. duPont Hospital for Children, Social Work, Pulmonology Social Worker, Wilmington, PA
Penn Memory Center, Social Worker and Health Educator, Philadelphia, PA
Pennsylvania Hospital, Clinical Resource Management & Social Work, Social Worker, Philadelphia, PA
St. Christopher’s Hospital for Children, Social Work, Social Worker, Philadelphia, PA
St. Gabriel's Hall, Drug and Alcohol Residential Treatment Facility, Clinical Therapist, Audubon, PA
The Village, Clinical, Admissions Coordinator, Philadelphia, PA
Uncommon Schools, North Star Academy of Newark, School Social Worker, Newark, NJ
Wordsworth, CUA 10, Case Manager Supervisor, Philadelphia, PA

Clinical Practice

Doctorate in Clinical Social Work
Collaborative Care, Psychotherapist, Abington, PA

Master of Social Work
Belmont Center for Comprehensive Treatment, Social Worker, Philadelphia, PA
Child and Family Focus, Family Based Mental Health Services, Therapist, Valley Forge, PA
Child and Family Focus, Family Based Mental Health Services, Therapist, Valley Forge, PA
Child Guidance Resource Centers, Autistic Children Support, Lead Counselor, Philadelphia, PA
Crozer Keystone, Social Worker (Outpatient therapist for children), Chester, PA
Easter Seals Bay Area, Behavior Interventionist, Burlingame, CA
Einstein Healthcare Network, Belmont Northeast, Psychotherapist, Philadelphia, PA
Equinox, Inc., Behavioral Health, Clinician, Albany, NY
Franklin Family Services, BHRS/Outpatient Therapy, Behavioral Specialist Consultant/Mobile Therapist and Individual Outpatient Therapist, Chambersburg, PA
Gift of Life Family House, Social Work, Part-time Social Worker, Philadelphia, PA
Greater Philadelphia Health Action, Mental Health Counselor, Philadelphia, PA
Keystone Care, Social Work, Medical Social Worker, Wyndmoor, PA
Kidspeace Corporation, Outpatient Therapist, Allentown, PA
Lutheran Settlement House, Bilingual Domestic Violence Program, Domestic Violence Counselor, Philadelphia, PA
Mazzoni Center, Open Door Counseling, Intake Specialist/Therapist, Philadelphia, PA
NHS Human Services, Outpatient, Outpatient Therapist, Philadelphia, PA
Northeast Community Center for Behavioral Health, Adult Therapist, Philadelphia, PA
Northeast Treatment Centers, Outpatient Drug and Alcohol, Counselor, Philadelphia, PA
Penndel Mental Health Center, Outpatient Therapist, Langhorne, PA
Penndel Mental Health Center, Outpatient, Outpatient Therapist, Penndel, PA
Philadelphia Medical Examiner's Office, Bereavement Support Services, Bereavement Care Provider, Philadelphia, PA
Princeton House Behavioral Health, Moorestown, Primary Therapist, Moorestown, NJ
Pyramid Alternatives, Outpatient, Bilingual counselor, Pacifica, CA
Resources for Human Development, Mastery Charter, Therapist, Philadelphia, PA
South Bay Mental Health Center, Outpatient therapy, Staff Therapist, Malden, MA
Wediko Children's Services, Clinical Supervisor, Windsor, NH
Women's Therapy Center/Friends Hospital, Associate Therapist/Social Worker PRN, Philadelphia, PA
Wordsworth, Residential Treatment Facility, Clinical Therapist, Philadelphia, PA
Community Organizing/Advocacy

Master of Science in Non-Profit Leadership
GIZ, Outreach, Outreach & Linkages Officer, Lahore, Pakistan

Fundraising

Master of Science in Non-Profit Leadership
Lucile Packard Foundation for Children’s Health, Foundation Relations, Associate Director of Foundation Relations, Palo Alto, CA

Master of Science in Social Policy
Maternity Care Coalition, Development, Development & Volunteer Associate, Philadelphia, PA

Management/Administration

Master of Science in Non-Profit Leadership
Nonprofit Technology Resource, Volunteer Coordinator, Philadelphia, PA
Spark Philadelphia, Managing Director, Philadelphia, PA**
State of Delaware, Governor’s Office, Program Manager, Wilmington, DE**

Master of Science in Social Policy
Guangzhou Baiyun International Airport Co., Ltd., Human Resources, Management Trainee, Guangzhou, China

Master of Social Work
Camden Coalition of Healthcare Providers, Care Management Initiatives, Social Work Manager, Camden, NJ
City of Philadelphia Mural Arts Program, Employment Opportunities Manager, Philadelphia, PA
Employee Network Inc. (ENI), Social Project Manager, Vestal, NY
Fairmount Ventures, Project Manager, Philadelphia, PA
Maternity Care Coalition, HMO Outreach, Program Manager, Philadelphia, PA
Ministry of Social and Family Development (Singapore), Children in Care, Assistant Manager, Singapore
Southern New Hampshire University, Career Services, Career Advisor, Manchester, NH
University of Pennsylvania, Center for the Advanced Study of India, Assistant Director, Philadelphia, PA

Policy Analysis/Research

Master of Science in Non-Profit Leadership
SEER Interactive, Data Scientist, Philadelphia, PA

Master of Science in Social Policy
DC Public Schools, Central Office, Policy Analyst, Washington, DC
Mathematica Policy Research, Human Services, Research Assistant/Programmer, Princeton, NJ
Philadelphia Works, Research, Policy and Innovation, Research Analyst, Philadelphia, PA
Master of Social Work
ACLU, Legislative Office, Assistant to Chief of Staff, Washington, DC
American Health Care Association, Research Associate, Washington, DC
NorthEast Treatment Centers, Quality Assurance, CUA 7 Quality Assurance Specialist, Philadelphia, PA
University of Pennsylvania, Department of Family Medicine and Community Health, Senior Research Coordinator, Philadelphia, PA

Program Development

Master of Science in Non-Profit Leadership
Genesys Works, Measurement and Effectiveness, Program Standardization Lead/Strategic Initiatives Manager, Houston, TX
Institute of Contemporary Art, Administrative Coordinator, Philadelphia, PA
Self Help for the Elderly, Information & Assistance Specialist /Program Assistant, San Francisco, CA

Master of Science in Social Policy
Noble Medical, Consultant, Bryn Mawr, PA
YouthBuild Philadelphia Charter School, Training and Placement Coordinator, Philadelphia, PA

Master of Social Work
American Cancer Society, Health Initiatives Representative - Quality of Life Services, Philadelphia, PA
Episcopal Community Services, Programming, Manager, ECS Employment Center, Philadelphia, PA
Project HOME, Honickman Learning Center Comcast Technology Labs, Philadelphia, PA
Southwest Council, Prevention Specialist, Ryland, NJ
Starfinder Foundation, Youth Programming, Camp Coordinator, Philadelphia, PA
University of Pennsylvania, Family Medicine and Community Health, Academic Program Coordinator, Philadelphia, PA
Wordsworth, Stoneleigh Emerging Leader Fellow, Philadelphia, PA

Teaching/Academic

Ph.D.
New York University, Silver School of Social Work, Assistant Professor, New York, NY
University of Toronto, Factor-Inwentash Faculty of Social Work, Assistant Professor, Toronto, Canada

Other

Master of Science in Non-Profit Leadership
Nanny, Philadelphia, PA
The Nature Conservancy, Philanthropy Intern, Charlottesville, VA
University of Pennsylvania, Bioengineering, Specialist for Communications & Outreach, Philadelphia, PA

Master of Science in Social Policy
Ceisler Media and Issue Advocacy, Associate, Harrisburg, PA
ADVICE FROM YOUR PEERS

My advice to current students is to take full advantage of your experiences in field placements. Learn all that you can. Ask questions. Meet people that work at the agency and take initiative to learn skills you can benefit from in the long run. Many agencies hire their interns and if you show interest early, you may later be considered for a job opportunity.

I accepted a per diem position at my first field placement site and continued to maintain my relationship with the staff and my supervisor. I treated every internship and field placement as a potential job or as a connection to a job. Although I was hesitant to ask for help searching for jobs and internships from my field placement supervisors, I did so anyway and they proved to be very helpful. One piece of advice: you do not need to find your dream job right away. I am keeping an open mind and feel comfortable knowing that my MSW and MSSP degrees will help me maintain flexibility in the job search.

Network, network, network. It's never too soon to begin. And don't be ashamed to use your network when job searching! You worked hard to build it for a reason! Remember, a lot of the internships we have staff individuals who have 10+ years of experience and multiple licenses. Don't be surprised if you don't get interviews for those positions. That said, you don't have to settle. You will be spending 40+ hours a week, potentially, at a place of employment, you deserve to be happy even if it isn't your “job”. When interviewing, know information about the organization and have questions to ask.

Utilize your coworkers at field placements to learn about opportunities, trainings and job openings. Network as often as possible and take advantage of the career services that Penn has to offer. Begin the job search early and update your resume and cover letter well before graduation so you are prepared to start the applications!

Networking was key for me in my second-year field placement in my MSW program and has resulted in all the job offers I have received.

I networked at both of my field placements, which resulted in a permanent position offer.

Get creative with where you look, network, and spend quality time on your cover letter with each application.
Networking is the key! I haven’t received an official offer yet but am expecting to hear back from an agency. An alumnus from the MSW program introduced me to his supervisor and I got an interview opportunity. It is likely that I will get the position. I will definitely recommend students use the mock interview services at Career Services.

I found my job through a posting for a part time position. During my interview for the part-time position I hit it off with the interviewer and she worked to find me a full time position at the hospital.

Don’t give up!!!!!!

I got very lucky - our field advisor found out about an open position and asked if any professors had students they would recommend. So my advice would be to get close to professors and make it clear what you are interested in/looking for!

I started very early, aimed for exactly what I wanted, and utilized faculty support. I was flexible in terms of location.

I tried to submit as many resumes and applications as I could to organizations that advertised open positions that were closely related to what it was I wanted to do for a job/career. Much of the time, I did not get responses or selected for positions. I often received emails indicating that other candidates were selected and I was not considered. For every 30 applications I submitted, I heard back from 1 or 2 indicating further interest or rejection. I found that it is important to submit as many applications as possible to yield the best potential results, as tedious as the process is. I utilized free public career websites such as Indeed, Monster, and CareerBuilder to indicate that I was in search of a job and advertised my resume which yielded daily and weekly relevant local job openings to my email directly which was very helpful for me. The interviews I have been on were panel interviews of 3 or 4 individuals. I have been asked incredibly difficult questions, both general and clinical. I have found that they always ask, 'why do you want to work at this organization?' and 'describe your weaknesses/ strengths.' I utilized websites for social service interview questions to prepare and they were very helpful.

In sum: 1. Find a therapy you really enjoy and are interested in. 2. Find someone who is an expert in that therapy who is willing to share their thoughts. 3. Network, network, network! Pick a few things to always mention when meeting people, like your interest in a type of therapy (most legitimate resources come from others willing to help, and sometimes from the most random people!). 4. Research an internship that is most likely to hire.

Don’t give up, and buy or rent a suit to do interviews in! Even if the workplace isn’t a formal environment.

Take any interview you can get. Apply to as many jobs as you can. And it’s never too early to start networking, and there’s no such thing as too much networking.

1. Start early! I started applying in January. 2. Stay organized! Create a spreadsheet that has the job location, job title, date you applied, and how you applied (online application, paper application, or email). 3. Even apply to jobs you don’t think you’re qualified for!
Persistence is key. Keep a spreadsheet to help you keep track of things and make sure to follow up with agencies after your initial outreach. Don't be discouraged by salary, the reported salary for my full-time position is admittedly disappointing; however I'm easily able to supplement it with a per-diem fee-for-service position. This gives the ability to do the agency work with the population I'm most passionate about as well as make more money on the side and keep up on diagnostic changes in the mental health field.