Each year, Career Services surveys graduating students to learn of their post-graduation plans. This report summarizes information reported by December 2010, May 2011, and August 2011 graduates of the School of Social Policy and Practice. Responses were collected between May 2011 and January 2012.

SURVEY RESPONSES

- Total number of degrees given: 224
- MSW recipients: 162
- MSNPL recipients: 25
- MSSP recipients: 23
- DSW recipients: 7
- PHD recipients: 7
- Surveys Returned: 145
- Response Rate: 65%

CAREER PLANS

- Full Time Employment: 63%
- Part Time Employment: 6%
- Continuing Current Employment: 6%
- Full-time Graduate Studies: 1%
- Temporary Employment: 9%
- Other: 3%
- Still Seeking: 12%

Geographical Breakdown of Accepted Jobs

- Mid-Atlantic (including Philadelphia): 68%
- Northeast (including New York): 6%
- South: 17%
- West: 4%
- Midwest: 3%
- International: 2%
JOB OFFER SUMMARY

Source of Offer
89% 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>28%</td>
</tr>
<tr>
<td>An agency where you completed field placement/internship</td>
<td></td>
</tr>
<tr>
<td>During First Year: 15%</td>
<td></td>
</tr>
<tr>
<td>During Second Year: 70%</td>
<td></td>
</tr>
<tr>
<td>During Third Year: 4%</td>
<td></td>
</tr>
<tr>
<td>Year Not Listed: 11%</td>
<td></td>
</tr>
<tr>
<td>Contact from a family member, friend, teacher, etc.</td>
<td>12%</td>
</tr>
<tr>
<td>Faculty Contact</td>
<td>9%</td>
</tr>
<tr>
<td>Current or prior employer, not related to field placement/internship</td>
<td>7%</td>
</tr>
<tr>
<td>Penn Career Fair</td>
<td>4%</td>
</tr>
<tr>
<td>Newspaper ad or publication subscription</td>
<td>3%</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>2%</td>
</tr>
<tr>
<td>Placement Agency/Headhunter</td>
<td>2%</td>
</tr>
<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>1%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</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: $46,643
- Salary Range: $30,000 - $130,000
- Median: $41,576
- Mode: $40,000

Average Salary, Masters Recipients: $45,087
Average Salary, Doctoral Recipients: $65,833

**Average Salary by Job Function***

- Case Management/Clinical Practice: $42,992
- Case Management: $44,963
- Clinical Practice: $41,007
- Community Organizing/Advocacy: N/A
- Fundraising/Development: $51,333
- Management/Administration: $50,025
- Policy Analysis/Research: $44,578
- Program Development: $45,936
- Teaching/Academic: $66,000
- Other: N/A

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

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**POSITIONS ACCEPTED**

Job Function of Positions Accepted

- Case Management/Clinical Practice: 18%
- Case Management: 19%
- Clinical Practice: 18%
- Community Organizing/Advocacy: 3%
- Fundraising/Development: 5%
- Management/Administration: 8%
- Policy Analysis/Research: 11%
- Program Development: 12%
- Teaching/Academic: 3%
- Other: 3%
Directory of Employers who Hired SP2 Graduates

Case Management/Clinical Practice

**Master of Social Work**

Bancroft, Social Worker, Haddonfield, NJ
Belmont, Social Services, Social Worker/Case Manager, Philadelphia, PA
Bethany Christian Services, Domestic Infant Adoption, Pregnancy Counselor, Elkins Park, PA
The Center for Autism, Pre-kindergarten, Mental Health Professional, Philadelphia, PA
Children’s Hospital of Philadelphia, Community Education, Transition Social Worker, Philadelphia, PA
Delaware Guidance Services for Children and Youth, Child Priority Response, Crisis Clinician, Wilmington, DE
Delta Community Supports, Adoption, Adoption Social Worker, Glenside, PA
Grand View Hospital, Hospice and Home Care, Social Worker, Sellersville, PA
Hospital of the University of Pennsylvania, Medical Surgical Unit, Medical Social Worker, Philadelphia, PA
Joseph J. Peters Institute, Adult Partial Hospitalization, Group Therapist, Philadelphia, PA
Kids Peace, Hospital, Clinician, Orefield, PA
Natchaug Hospital, Child/Adolescent Inpatient Unit, Primary Therapist, Mansfield Center, CT
Northampton County Children, Youth & Families Division, Child Protective Services, Caseworker II, Easton, PA
Penn Wissahickon Hospice, Hospice Social Worker, Philadelphia, PA
Philadelphia FIGHT, Lax Clinic Case Management, Comprehensive Risk Counselor, Philadelphia, PA
Regional Institute for Children & Adolescents- Baltimore, Admissions, Admission Coordinator, Baltimore, MD
Sexual Minority Youth Assistance League, Programs, Mental Health Program Specialist, Washington, DC
St. Gabriel’s Hall, Clinical Department, Clinical Therapist, Audubon, PA
Vive, Inc., Clinical Department, Therapeutic Mentor, Philadelphia, PA
WES Health System, Family Based Therapy, Therapist III, Philadelphia, PA

DSW

West Chester Area School District, Pupil Services, Counselor, West Chester, PA

Case Management

**Master of Social Work**

Atlantic Health System, Newton Medical Center, Social Services, Social Worker, Newton, NJ
Cooper University Hospital, Care Management, Social Worker PRN, Camden, NJ
Defender Association of Philadelphia, Child Advocacy Unit, Social Worker, Philadelphia, PA
District of Columbia Government, Child and Family Services, Social Worker, Washington, DC
Drexel University College of Medicine/College of Healing Hurt People, College of Medicine/College of Healing Hurt People, Social Worker, Philadelphia, PA
Family Mosaic Project, Public Health/Community Behavioral Health Services, Family Advocate, San Francisco, CA
Greater Philadelphia Health Action, Admissions, Intake Worker, Philadelphia, PA
Henry Street Settlement, Good Companions Senior Center, Social Worker, New York, NY
Luzerne County Children & Youth Services, Adolescent Unit, Caseworker II, Wilkes-Barre, PA
Northside Hospital, Case Management/Social Services, Social Worker, Atlanta, GA
Our Lady of Lourdes Medical Center, Emergency Department, Site Coordinator, HIV Counseling and Testing Department, Camden, NJ
Penn Presbyterian Medical Center, Clinical Resource Management and Social Work, Medical Social Work, Philadelphia, PA
Philadelphia Children's Alliance, Victim Services, Victim Advocate, Philadelphia, PA
Philadelphia Corporation for Aging, Older Adult Protective Services, Investigator, Philadelphia, PA
Philadelphia Department of Human Services, Intake, Social Worker II, Philadelphia, PA
Prevention Point Philadelphia, Case Manager, Philadelphia, PA
Rose Medical Center, Case Management, LSW Case Manager, Denver, CO
San Francisco Department of Public Health, Housing and Urban Health, Social Worker, San Francisco, CA
Scan Health Plan, Special Needs Plan, Special Needs Plan Specialist, Long Beach, CA
Seaside Heights School District, Child Study Team, School Social Worker, Seaside Heights, NJ
Urban Promise, Summer Intern, Camden, NJ

Clinical Practice

Master of Social Work
Aquila of Delaware, Intensive Outpatient Therapy, Intensive Outpatient Therapist, Wilmington, DE
Astor Services, Partial Hospital Program, Social Worker, Poughkeepsie, NY
Brandywine Counseling and Community Services, Medically Assisted Treatment, Counselor, Wilmington, DE
Capitol Hill Village, Director of Volunteer and Social Services, Washington, DC
Catholic Charities, Residential Treatment Center, Clinician II, Bridgewater, NJ
COMHAR, Outpatient and Specialized Services, Fee-for-Service Therapist, Philadelphia, PA
Community Treatment Solutions, Clinical, Staff Clinician, Bridgeton, NJ
Crider Health Center, Partnership with Family, Care Coordinator/Mental Health Specialist, St. Louis, MO
Drueeding Center, Residential Services, Therapist, Philadelphia, PA
Esperanza Health Center, Behavioral Health Consultant, Philadelphia, PA
Fairmount Behavioral Health System, Partial Hospital Program, Therapist, Roxborough, PA
Foundations Behavioral Health, Acute Inpatient, Therapist, Doylestown, PA
Guide Program, Inc., School Mental Health, Therapist, Gaithersburg, MD
Holcomb Behavioral Health Systems, Family Based Clinician/Therapist, Philadelphia, PA
Princeton Healthcare System, Behavioral Health, Adolescent Dual Diagnosis Primary Therapist, Princeton, NJ
Princeton House Behavioral Health, Child and Adolescent, Mental Health Associate, Hamilton, NJ
Riverside Correctional Facility, Intern, Philadelphia, PA
South Jersey Healthcare, Mental Health, IOP/APC Therapist, Bridgeton, NJ
Thomas Jefferson University, Psychiatry, Therapist, Philadelphia, PA
Tree of Life Behavioral Services, Clinical Staff, Psychotherapist/Quality Control Supervisor, Philadelphia, PA
Valley Cities Counseling and Consultation, Children and Family: Developmental and Disabilities Team, Clinician II, Auburn, WA

Community Organizing/Advocacy

Master of Social Work
American Civil Liberties Union, Government and Community Relations Associate, Charleston, WV
Philadelphia FIGHT, Institute for Community Justice, Curriculum Development Coordinator, Philadelphia, PA
University of Pennsylvania, Greenfield Intercultural Center, Program Assistant, Philadelphia, PA

Fundraising

Master of Science in Non-Profit Leadership
Philadelphia Film Society, Development/Marketing, Development & Marketing Director, Philadelphia, PA
Universal Companies, Marketing and Fund Development Manager, Philadelphia, PA

Master of Social Work
AIDS Fund, Assistant Volunteer/Event Coordinator, Philadelphia, PA
Children’s Hospital of Philadelphia Foundation, Development, Development Associate for Clinical Support, Philadelphia, PA
Congreso de Latinos Unidos, Health Promotion and Wellness, Development Associate, Philadelphia, PA
Management/Administration

**Master of Science in Non-Profit Leadership**
Sustainable Business Network of Greater Philadelphia, Membership, Membership Associate, Philadelphia, PA
Variety Club Camp, Managing Director, Worcester, PA

**Master of Science in Social Policy**
Pepper Hamilton L.L.P, Health Effects Litigation, Paralegal, Philadelphia, PA

**Master of Social Work**
EDSI, Program Manager, Hyattsville, MD
EDSI, West Philadelphia EARN Center, Program Director, Philadelphia, PA
Federal Public Defender, Capital Habeas Unit, Mitigation Investigator, Wilmington, DE
Minneapolis Jewish Federation, Campaign, Young Adult Outreach & Engagement Manager, Minnetonka, MN
United Communities Southeast Philadelphia, Community-Based Case Management, Supervisor, Philadelphia, PA
University of Pennsylvania, Psychology, Grants Manager, Philadelphia, PA

Policy Analysis/Research

**Master of Science in Social Policy**
American Dental Education Association, Center for Educational Policy and Research, Research Assistant, Washington, DC
Laura and John Arnold Foundation, Public Accountability Initiatives, Policy and Research Analyst, Houston, TX
Rebecca Project for Human Rights, Policy Consultant, Washington, DC
University of Pennsylvania, School of Social Policy and Practice/Department of Psychiatry in the Perelman School of Medicine, Data Coordinator, Philadelphia, PA
Virginia Department of Juvenile Justice, Research and Evaluation, Research Analyst, Richmond, VA

**Master of Social Work**
American Civil Liberties Union of Pennsylvania, Project Associate, Philadelphia, PA
Arabella Philanthropic Investment Advisors, Analyst, Washington, DC
Pennsylvania Council of Children, Youth, and Family Services, Membership Services Specialist, Philadelphia, PA
Pennsylvania Prison Society, Policy, Research Fellow, Philadelphia, PA
People's Emergency Center, Policy Analyst, Philadelphia, PA
University of Pennsylvania, School of Social Policy and Practice, Emergency Care Policy Research Group, Clinical Research Coordinator, Philadelphia, PA

**Ph.D.**
Federal Government, Health and Human Services, Office of Inspector General, Program Analyst, Philadelphia, PA

Program Development

**Master of Science in Non-Profit Leadership**
BuildOn, Program and Trek Coordinator, Stamford, CT
Creighton University, Student Activities/Leadership, Student Life Director Encuentro Dominicano, Licey, Dominican Republic
In Search of Genius, Chicago, IL
University of Pennsylvania Law School, Toll Public Interest Center, Programs Coordinator, Philadelphia, PA
Master of Science in Social Policy
DC School Reform Now, Development and Project Manager, Washington, DC
Dee Norton Lowcountry Children's Center, Executive Director, Charleston, SC
National Retail Federation, Program Coordinator, Washington, DC
UpLift Solutions, Associate Director, Westville, NJ

Master of Social Work
Department of Human Services, Education Support Center, Education Liaison Coordinator, Philadelphia, PA
Einstein Health Network, A Better Start, Health Educator, Philadelphia, PA
Microsoft China, Legal and Corporate Affairs, Senior Consultant, Community Affairs, Beijing, PRC
Project H.O.M.E., Development/Homeless & Residential Services, Program Evaluator, Philadelphia, PA
Thomas Jefferson University, Child and Family Studies Research Programs, Clinical Research Coordinator,
Philadelphia, PA
University of Pennsylvania, Family Medicine, Senior Project Manager, Philadelphia, PA

Teaching/Academic

DSW/Ph.D.
The Richard Stockton College of New Jersey, Social and Behavioral Sciences, Tenure Track Assistant Professor, Galloway, NJ
Simmons College, Social Work, Assistant Professor, Boston, MA
University of Pennsylvania, Perelman School of Medicine, Lecturer, Philadelphia, PA
University of Tennessee at Knoxville, College of Social Work, Assistant Professor, Knoxville, TN

Other

Master of Social Work
Exxon Mobil, Treasurer, Financial Analyst, Dallas, TX
Memorial Sloan-Kettering Cancer Center, Radiology, Medical Secretary, New York, NY
Metlife, Metrics Consultant, Bridgewater, NJ
University of Pennsylvania, Counseling Intern & Research Assistant, Philadelphia, PA

ADVICE FROM YOUR PEERS

Network, network, network. It really does work. I got my job by contacting the executive director on a whim. I didn't know if they even had any social work openings. Turns out they did and now I'm employed at an agency I really believe in.

Only apply for jobs you would realistically want to have. Don't just apply to every single listing you see because in the end, if you're offered a job, you want to be satisfied taking it. If you have a specialization (Home and School Visitor, PAC Program, etc.) that you want to follow don't settle for jobs that disable you from doing so. Don't worry about the salary. As long as you're getting benefits everything will be okay. Remember, we are (mostly) eligible for the Income Based Repayment Loan Program, and if we wanted to make a lot of money we wouldn't have gone into social work to begin with. Know the loan repayment programs and what you're eligible for. Take a job that will make you happy, feel rewarded, and that you'll want to wake up and go to every day. Be okay sitting in patience and waiting, everything happens for a reason and the right job will come to you.

My strategy was to not stress about the search at all. I made connections with people I already knew in the field I wanted to work in as well as people I found through searching different agencies that do work similar to my interest. I sent these people my resume, told them a bit about my career goals and aspirations, and asked them to let me
You know if they knew of any opportunities. Several sent me job postings when something came their way and I applied to the ones I thought I would like. I was very relaxed in the interview process. I did not put on a show or try to sell myself beyond the skills I know I possess. I was honest and real and made a connection with the people interviewing me, which made it seem like more of a simple conversation rather than a scary interview. When I was offered the position at a certain salary that was good, but I felt I could get more, I did not accept it right away. I asked for time to think it over and was able to negotiate for $5,000 more than the starting offer. So the best advice I can give people is to relax and know your worth!

Follow up after submitting online applications. Be persistent. Send emails and don’t be afraid to call the recruiters. Visit Career Services to have your resume and cover letter reviewed before graduating. Find an advanced year field placement that you love and that will support you in your job search. Build your network, cultivate relationships, and stay connected!

Get to know your faculty members and keep in touch with them after you finish their courses.

While I was completing my last semester of the Master of Social Work program, I submitted applications to agencies that I was familiar with. In addition, I attended the One Child, Many Hands conference at Penn at which I volunteered. During the conference, I was able to network and set up meetings with individuals that worked in and near my area of interest. Networking, persistence, and patience helped me find permanent employment after graduation.

Do not get discouraged when you don’t hear back from emails, phone calls, or resume/application submissions. Try to find an internship (even unpaid, if necessary) while you are looking for a job! It is always acceptable to be "job hunting" while in an internship. And, you can develop contacts in the internship. This is what I did the summer after graduation--and I got a job by the end of August! When submitting resumes/cover letters, do not just submit to the email address provided. Try to reach out to someone individually via email or phone call as well. This might be someone that you know within the organization to which you are applying, someone who may have contacts within that particular organization, or perhaps just somebody you find on the organization website who you find something in common with!

I would recommend taking the LSW exam as soon as possible. It helped tremendously that I was licensed during my job search.

Prepared April 2012