Each year, Career Services surveys graduating students to learn of their post-graduation plans. This report summarizes information reported by December 2011, May 2012, and August 2012 graduates of the School of Social Policy and Practice. Responses were collected between May 2012 and January 2013.

**SURVEY RESPONSES**

Total number of degrees given: 210

- MSW recipients: 156
- MSNPL recipients: 20
- MSSP recipients: 22
- DSW recipients: 8
- PHD recipients: 4

Surveys returned: 117
Response Rate: 56%

**CAREER PLANS**

- Full-time Employment: 56%
- Part-time Employment: 9%
- Continuing Current Employment: 10%
- Full-time Graduate Studies: 4%
- Self-Employed: 3%
- Temporary Employment: 6%
- Other: 3%
- Still Seeking: 9%

**Geographical Breakdown of Accepted Jobs**

- Mid-Atlantic (including Philadelphia): 67%
- Northeast (including New York): 9%
- South: 12%
- West: 5%
- Midwest: 5%
- International: 2%
JOB OFFER SUMMARY

Source of Offer
79% of respondents indicated the source of their job offer:

<table>
<thead>
<tr>
<th>Source of Offer</th>
<th>Percentage</th>
</tr>
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<tbody>
<tr>
<td>Online Job Board or Internet listing, not related to Career Services</td>
<td>25%</td>
</tr>
<tr>
<td>An agency where you completed field placement/internship</td>
<td>16%</td>
</tr>
<tr>
<td>During First Year: 27%</td>
<td></td>
</tr>
<tr>
<td>During Second Year: 73%</td>
<td></td>
</tr>
<tr>
<td>Contact from a family member, friend, teacher, etc.</td>
<td>23%</td>
</tr>
<tr>
<td>Faculty Contact</td>
<td>4%</td>
</tr>
<tr>
<td>Current or prior employer, not related to field placement/internship</td>
<td>8%</td>
</tr>
<tr>
<td>Penn Career Fair</td>
<td>2%</td>
</tr>
<tr>
<td>Newspaper ad or publication subscription</td>
<td>2%</td>
</tr>
<tr>
<td>Unsolicited letter/call to employer</td>
<td>1%</td>
</tr>
<tr>
<td>Career Services e-mail distribution list posting</td>
<td>2%</td>
</tr>
<tr>
<td>Placement Agency/Headhunter</td>
<td>1%</td>
</tr>
<tr>
<td>Professional Association’s Career Services, conference or job fair</td>
<td>0%</td>
</tr>
<tr>
<td>Career Services On-campus Recruiting</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>15%</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.”

- Before graduation date: 33%
- Within 1-2 months of graduation: 47%
- 3-4 months after graduation: 13%
- 5+ months after graduation: 7%
**SALARY SUMMARY**

*Salary Information for Full-time Positions*

Average Salary: $46,792  
Salary Range: $20,000 - $149,000  
Median: $42,500  
Mode: $40,000

Average Salary, Masters Recipients: $46,486  
Average Salary, Doctoral Recipients: $52,000

**Average Salary by Job Function***

- Case Management/Clinical Practice: $42,551
- Case Management: $42,496
- Clinical Practice: $42,650
- Community Organizing/Advocacy: N/A
- Fundraising/Development: $36,000
- Management/Administration: $47,553
- Policy Analysis/Research: $55,909
- Program Development: $50,000
- Teaching/Academic: N/A
- Other: $51,750

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

**POSITIONS ACCEPTED**

*Job Function of Positions Accepted*

- Case Management/Clinical Practice: 12%
- Case Management: 13%
- Clinical Practice: 22%
- Community Organizing/Advocacy: 3%
- Fundraising/Development: 4%
- Management/Administration: 10%
- Policy Analysis/Research: 16%
- Program Development: 10%
- Teaching/Academic: 3%
- Other: 7%
Directory of Employers who Hired SP2 Graduates

Case Management/Clinical Practice

**Master of Social Work**

Child and Family Focus, Family Based Mental Health Services-Hatboro, Family Based Mental Health Services Therapist, Hatboro, PA
Children's Service, Inc., Foster Care, Social Worker, Philadelphia, PA
Community Education Centers, Inc., Bo Robinson Assessment Center, Program Counselor, Trenton, NJ
Hospital of the University of Pennsylvania, Social Work, Social Worker, LSW, Philadelphia, PA
Hospital of the University of Pennsylvania, Social Work, Medical Social Worker, Philadelphia, PA
Joan Karnell Cancer Center, Social Work, Social Work Navigator, Philadelphia, PA
KIPP DC, KIPP College Prep, School Social Worker, Washington, DC
Lutheran Settlement House, Bilingual Domestic Violence Program, Lead Counselor/Advocate, Philadelphia, PA
Presbyterian Children’s Village, Residential Treatment, Residential Therapist, Rosemont, PA
University of California, San Francisco, Psychiatry - Division of Substance Abuse and Addiction Medicine, Social Work Associate, San Francisco, CA
University of Cincinnati Medical Center, Care Management, Social Worker, Cincinnati, OH
Via of the Lehigh Valley, Community Connections, Community Specialist, Bethlehem, PA

**Case Management**

**Master of Social Work**

About Families CEDARR Center, Clinician, Pawtucket, RI
Access Services, Children's Crisis Support, Family Engagement Services Coordinator, Fort Washington, PA
Ayuda, Social Services, Clinical Case Manager, Washington, DC
Cayuga Medical Center at Ithaca, Behavioral Services, Social Worker, Ithaca, NY
Defender Association of Philadelphia, Child Advocacy Unit, Child Advocate Social Worker, Philadelphia, PA
Foundations for Home & Community, Social Work, Social Worker, Washington, DC
Hahnamann University Hospital, Case Management, Social Worker, Philadelphia, PA
Harlem Children's Zone, Family Empowerment Program, Senior Caseworker, New York, NY
Mayo Clinic Florida, Case Management, PRN Social Worker, Jacksonville, FL
Parsippany-Troy Hills School District, Special Services, Social Worker, Parsippany-Troy Hills, MO
Salvation Army, Reed House, Case Manager, Philadelphia, PA
St. Francis Country House, Social Services, Social Worker, Darby, PA
Women Against Abuse, Transitional Housing, Case Manager, Philadelphia, PA

**Clinical Practice**

**Master of Social Work**

AtlantiCare, Child and Adolescent Outpatient, Therapist, Egg Harbor Township, NJ
Beech Brook, Community Based Services, Case Manager Therapist, Cleveland, OH
Children's Crisis Treatment Center, Child Stability and Well-Being Program, Lead Clinician, Philadelphia, PA
COMHAR, Outpatient Services, Psychotherapist, Philadelphia, PA
COMHAR, Outpatient Services, Psychotherapist, Philadelphia, PA
Defenders Association of Philadelphia, Child Advocate Unit, Child Advocate Social Worker, Philadelphia, PA
Eagleville Hospital, Counseling, Therapist, Eagleville, PA
Greater Philadelphia Health Action, Al-Assist Behavioral Health Department, Clinical Counselor, Philadelphia, PA
MedStar Washington Hospital Center, Clinical Resource Management, Clinical Social Worker, Washington, DC
Northwestern Human Services, Outpatient Clinic, Therapist, Philadelphia, PA
Northwestern Human Services, Outpatient Mental Health, Therapist, Sharon Hill, PA
Ohio Rehabilitation Services, Bureau of Vocational Rehabilitation, Vocational Rehabilitation Counselor, Painesville, OH
Private Practice, Therapist, Annapolis, MD
Project Transition, Psychiatric Rehab Counseling, Psychiatric Rehabilitation Counselor, Philadelphia, PA
Resources for Human Development, Children's Services, School-based Therapist, Philadelphia, PA
Thomas Jefferson University Substance Abuse Programs, Psychiatry, Substance Abuse Counselor, Philadelphia, PA
Victim Services Center, Counseling, Counselor, Norristown, PA
Wayside Youth & Family Support Network, Home Base Program, Home Base Family Clinician, Malden, MA
Women Against Abuse, Behavioral Health Services, Therapist, Philadelphia, PA
YMCA, Urban Services, Clinical Intern, San Francisco, CA

DSW
University of Pennsylvania, Counseling and Psychological Services (CAPS), Doctor of Social Work, Philadelphia, PA

Community Organizing/Advocacy

Master of Social Work
Hebrew Immigrant Aid Society (HIAS), Advocacy, Policy Associate, Washington, DC
Interfaith Center of Greater Philadelphia, Youth Programs, Walking the Walk Group Leader, Philadelphia, PA
Public Citizens for Children and Youth (PCCY), Health, Health Policy Associate, Philadelphia, PA

Fundraising

Master of Science in Non-Profit Leadership
NOVI, Founder, Philadelphia, PA

Master of Social Work
ArtWell, Program and Development Associate, Philadelphia, PA
Boys & Girls Clubs of Greater Salt Lake, Development, Development Associate, Salt Lake City, UT
Esperanza, Development, Development Assistant, Philadelphia, PA

Management/Administration

Master of Science in Non-Profit Leadership
Travis Manion Foundation, Executive Director, Doylestown, PA

Master of Science in Social Policy
Louisville Metro, Criminal Justice Commission, Public Protection Coordinator, Louisville, KY

Master of Social Work
AIDS Action Committee, Client Services, Residential Contract Manager, Boston, MA
City of Philadelphia, Department of Human Services, Program Analyst, Philadelphia, PA
Community Behavioral Health, Clinical, Clinical Care Manager, Philadelphia, PA
Einstein Medical Center, Medicine, HIV Linkage and Retention Coordinator, Philadelphia, PA
Holy Trinity, Religious Education, Administrative Assistant, Washington, DC
Lutheran Settlement House, Program Manager, Philadelphia, PA
Second Genesis, Quality, Quality Specialist, Silver Spring, MD
Women In Transition, LifeLine Coordinator, Philadelphia, PA
Policy Analysis/Research

**Master of Science in Non-Profit Leadership**
Johns Hopkins University, Center for Civil Society Studies, Visiting Researcher, Baltimore, MD

**Master of Science in Social Policy**
Children's Literacy Initiative, Professional Development Services and Innovation, Research and Evaluation Assistant, Philadelphia, PA
Delaware Center for Justice, Advocacy Coordinator, Wilmington, DE
Out of School Time Resource Center, Research, Research Coordinator, Philadelphia, PA
Public Financial Management, Budget & Management Consulting, Analyst, Philadelphia, PA
Research for Action, Policy Analysis, Senior Research Assistant, Philadelphia, PA

**Master of Social Work**
Accenture, Consulting, Consultant, Washington, DC
American Civil Liberties Union of Pennsylvania, Reproductive Freedom Project, Project Associate, Philadelphia, PA
ChildFocus, Inc., Senior Associate, Washington, DC
Penn Medicine, Center for Sleep & Respiratory Neurobiology, Clinical Research Assistant, Philadelphia, PA
The Reinvestment Fund, Policy Solutions, Policy Intern, Philadelphia, PA
University of Pennsylvania, Psychiatry/Addictions, Research Technician, Philadelphia, PA
University of Pennsylvania, School of Medicine, Research Assistant, Philadelphia, PA
University of Pennsylvania, School of Social Policy and Practice, Research Coordinator, Philadelphia, PA

**DSW**
Turnaround For Children, Education/Mental Health Field Staff, Social Work Consultant, New York, NY

**Ph.D.**
McGrew Consulting, Independent Consultant, Philadelphia, PA

Program Development

**Master of Science in Non-Profit Leadership**
Education Pioneers, Fellow, Chicago, IL
International Bridges to Justice, Legal, Legal and Development Officer, Singapore, Singapore
Safe Place Child Advocacy Center, Executive Director, Brattleboro, VT
University of Pennsylvania, The Wharton School, Small Business Development Center, Associate Director, Philadelphia, PA

**Master of Science in Social Policy**
CommonHealth ACTION, Institute for Public Health Innovation, Program Associate, Washington, DC

**Master of Social Work**
City of Philadelphia, Department of Human Services, Social Worker, Philadelphia, PA
District 1199C Training & Upgrading Fund, Youth Department, Youth Program Coordinator, Philadelphia, PA
Fairmount Behavioral Health, Inpatient Psychiatric Hospital, Licensed Social Worker, Philadelphia, PA
Philadelphia FIGHT, Education, Prevention and Education Associate, Philadelphia, PA
University of Pennsylvania, School of Social Policy and Practice, Administrative Coordinator, Philadelphia, PA
Teaching/Academic

Ph.D.
Hebrew University, Social Work, Lecturer, Jerusalem, Israel
Salem State University, Social Work, Assistant Professor, Salem, MA
University of Pennsylvania, Family Medicine & Community Health, Instructor, Philadelphia, PA

Other

Master of Science in Social Policy
Center for Health Care Strategies, Inc., Communications, Communications Associate, Hamilton Square, NJ
United States Federal District Court, District Court Judge, Law Clerk, Seattle, WA

Master of Social Work
Berks County Children and Youth, Intake, Child Abuse Investigator, Reading, PA
Edith Nourse Rogers Memorial Veterans Hospital, Psychosocial Rehabilitation and Recovery, Psychosocial Rehabilitation, Bedford, MA
University of Pennsylvania, School of Social Policy & Practice, Electronic Publishing Specialist, Philadelphia, PA
University of Pennsylvania Law School, Dean's Office, Administrative Assistant, Philadelphia, PA

ADVICE FROM YOUR PEERS

My professors helped me so much in my job searching. I got my current job from my teacher’s recommendation. Make the fullest use of your field placement. Even though they do not have an opening for you, they can recommend you to some other people or some other places. My other job offer is the place where one staff of my second-year field placement informed me of. Make the fullest use of Career Services.

Staying connected with professors is essential! They went to social work school and have connections in various fields and know people in agencies who are more able to give you a sense of openings than any job search. Also, a recommendation from one former friend from school to another for a job beats sending your resume into the ether along with dozens of others for one job opening. I found that it was the best way to get my name on the top of the pile. And start early, but not too early. After spring break is the time to start really polishing your resume and making sure to ask for help with it from professors and people that have been in the position to hire people before, and get more than one opinion. And write thank you notes!

I graduated in May 2012 and started working a Fee For Service position in July 2012. I did not receive a full-time job offer until February 2013. I went on almost 30 interviews during this time period. It is important to stay positive and hang in there. Do not get depressed or discouraged. It will all come in time. Although my journey was long, the position I obtained was one of the top choices of all the positions I had interviewed for during this period.

Use your connections.

Work on your resume and cover letter over a long period of time. Start early and get a "style" that fits you, but that isn't too extreme. Have different people look at you resume, look at examples online (PENN and other sites like Purdue were great), and look at samples in books. Get nice paper! Always, ALWAYS send “thank you”s after interviews and keep in touch with your supervisors and other contacts, because they may have leads for jobs for the future!
Make sure that you take advantage of all the career services at UPENN. Go in and meet with a counselor to learn about all of them and to get your resume edited. Contact alumni, professors, and area organizations in the field that you are interested in and meet with them for an informational lunch or site visit to their work. It is good to start to get your name out there and to get some advocates on your side. When applying, just make sure it is something that will help progress your career. It may not be your dream job but make sure that it allows you to build on your research skills and obtain some content knowledge in the field you enjoy. Good luck.

I was very much interested in obtaining employment at my second year internship and vocalized that to my supervisor and the director of social work. I had an interview and was hired prior to graduation. I believe networking and viewing an internship as a real job are the most important factors to obtaining employment.

START EARLY, way earlier than you would think. Utilize the connections you have and be open to anything, because you never know what "anything" might turn into!

It's true that you should network and meet as many people as you can, as you never know where it will lead. I reached out to many people who worked in the fields I was interested in, and asked them to put me in touch with others, etc. I would also say that really selling your best skills and greatest accomplishments in your cover letter and resume, especially those that make you different from most candidates, are the things that catch employers' interest. For me, months after I met certain people at an agency I had always admired, I saw a job posting, and they remembered that I went out of my way to meet them, and I am certain it helped me get the interview.

The job search was very challenging. I found it helpful to reach out to my network and ask if anybody knew of any openings. I also made a point to set up a few informational interviews. I would tell a current student to continue making connections throughout the program, and then once applying for jobs, the student can begin reaching out to his or her network as a preliminary step. A book I recommend to read during the job search process is "What Color is Your Parachute?"

Informational interviews and networking were incredibly helpful!

I cold called/emailed various agencies I was interested in work for to see if I could set up an in-person "informational interview". Two agencies answered and met with me during an adoption conference. These "informational interviews" led to actual interviews later that week and then a job offer on the spot. It was helpful that I went out in person to meet with them, and also helpful that I knew a lot of the same people in the field I was interested in working in.

Network extensively! I found my job through a contact I met three years ago - it was really coincidental that the organization was looking just as I was graduating. Don't be afraid to negotiate with the prospective employer.