

Class of 2019 First Destinations Report



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Methodology

A knowledge rate of 70% was achieved for the Class of 2019 (388 respondents). This fell within the guidelines of the National Association of Colleges and Employers First Destinations Task Force recommendation of a 65% - 85% knowledge rate.

Methodology:

Three sources were used to collect outcomes information from the Class of May 2019:

- **Email Outreach:** Mass email outreach was administered beginning in August 2019, and again in December 2019.
- **Phone Outreach:** Beginning January 2020, phone calls were placed with the assistance of student workers.
- **Text Outreach:** In February 2020, we conducted a round of text message outreach, with the assistance of the Division of Advancement.
- **LinkedIn:** For those who did not respond to email or phone outreach, internet searches were conducted using the professional networking platform, LinkedIn, as approved by the National Association of Colleges and Employers.

To provide context, this report will refer frequently to the National Association of Colleges and Employers First Destinations Survey, a national survey focused on the outcomes of new college graduates that uses uniform standards for data collection and reporting.

First Destinations Status

71% of the Class of 2019 reported working (Working Full-Time, Part-Time, and Volunteering), while 18% elected to continue their education.

Those who are unemployed seeking employment remained consistent from the Class of 2018, at 10%, still well below the national rate of 16.1% reported by NACE.

Status	Percentage	Respondents
Employed	71%	276
Working Full-Time	58%	224
Working Part-Time	10%	40
Volunteering	3%	12
Continuing Education	18%	68
Unemployed and Seeking Employment	10%	39
Unemployed and Not Seeking Employment	1%	4

Skidmore feels like a little family where everyone is looking out for you. The support system and relationships I have formed with my professors are incredible. Professor Fehling helped me set my pre-med path and land a coveted space in a program at Baylor College of Medicine with world-renowned surgeons. It affirmed my passion for medicine and introduced me to the field of oncology. – Kasia Dillon, 2019, Research Assistant, Dana-Farber Cancer Institute

Skidmore professors who were genuinely supportive of all of my passions ... from business to hip-hop and spoken word. I received the Wall Street Journal Award from the Management and Business Department for outstanding academic achievement and demonstrated interest in applied management throughout his career at Skidmore. In my final semester, I produced and starred in the first-ever hip-hop performance at the Zankel Music Center. – Cristian Fernandez, 2019, Business Advisory Consultant, EY

Employment: Industry Break Down

Industry classification codes are those used by the US Department of Labor.

Industry	Respondents	Percentage
Education and Training	42	17%
Science, Technology, Engineering and Mathematics	37	15%
Business Management and Administration	37	15%
Marketing, Sales and Service	33	13%
Arts, Audio/Video Technology and Communications	25	10%
Health Science	22	9%
Finance	17	7%
Government and Public Administration	10	4%
Human Services	10	4%
Law, Public Safety, Corrections and Security	7	3%
Agriculture, Food and Natural Resources	5	2%
Hospitality and Tourism	4	1%

The difference-maker was studying abroad in Freiburg, Germany, in a program focused on the European Union program. I learned about EU relations firsthand and spent my summer assisting a professor at the University of Freiburg with international criminal law research. – Amy Rowland, 2019, English Language Teacher, JET Program in Japan

Employment: Salary Overview

53% of those who reported employment shared salary information. Below is a summary of findings of those reporting Full Time Employment:

Salary Range	Respondents	Percentage of Respondents
\$9,999 or less	16	12%
\$10,000 – 19,999	11	8%
\$20,000 – 29,999	21	16%
\$30,000 – 39,999	17	13%
\$40,000 – 49,999	27	20%
\$50,000 – 59,999	17	13%
\$60,000 – 69,999	9	7%
\$70,000 – 79,999	7	5%
\$80,000 – 89,999	4	3%
\$90,000 – 99,999	-	-
\$100,000 or more	3	2%

The median salary for the Class of 2019 was \$40,000 – 49,999.

I had the chance to get a variety of hands-on, interdisciplinary experiences. In addition to completing a double major, I served as a peer mentor, director of Skidmore EMS, an admissions ambassador, president of Hillel, research assistant and as a participant in the College's First-Year Experience in London program. I've discovered over time here in my experiences and talking to people that it's completely possible to merge my diverse passions and contribute to society in an area that hasn't really been developed yet. – Jesse Epstein, 2019, Program Assistant, Skidmore in London First Year Experience

Skidmore has prepared me for my job more than I could have imagined. Since graduating in May, I started a full time position at VMware as a Partner Program Manager. My classes at Skidmore included many opportunities to manage projects and that has been ultimately helpful when managing strategic programs here at VMware. My classes have also taught me a lot about building strong relationships, which has been prominent in my role and new grad life. The Career Development Center has prepared me for networking which is a never-ending process. I am thankful to have learned early on in my college career. Overall, I have realized that I was more prepared for my job than I had thought due to all my resources and time at Skidmore and the strong enablement that VMware has provided me on top of that. – Paige Durrant, 2019, Business Development Manager, VMWare

Employment: How Respondents First Learned of Their Current Position

The Class of 2019 reported the following sources when first learning about the role that they ultimately accepted:

Where Respondents Reported Learning About Their Current Position	Respondents
Career Development Center	15%
CDC Off-Campus Recruiting Event (Career and Internship Connections, Eastern College Career Day)	5%
Handshake Database	3%
Networking with an Alum	5%
On-Campus Recruiting	2%
Faculty	7%
Non-Skidmore Affiliated Resources	46%
Database Not Affiliated with Skidmore	27%
Networking Through Other Professional Contacts	19%
Other	32%

I used Qualtrics during my first semester of college and took it with me to each of my internships afterward. By the end of college, I was good enough at using the platform that I listed it as a skill on my LinkedIn and on my resume. When I was looking for jobs, I started with companies whose products I liked to use. I looked online and saw that Qualtrics was hiring for a role that I was interested in and figured I would apply.

I believe that cultivating a culture like this takes a whole lot of patience and the right type of people. Next, I want to go back to school to get a Ph.D. in Clinical Psychology and eventually I want to get another doctorate in business. However, in the meantime, I thought it was pertinent that I worked for a company that had the type of culture I always admired while doing something that would help me build the skills I would use in the future. – Imara Joroff, 2019, Recruiting Specialist, Qualtrics

Employment: Job Titles, Employers, and Salary by Reported Industry

Below are the reported titles, employers, and salaries from the Class of 2019, organized by US Department of Labor Career Clusters:

Agriculture, Food, and Natural Resources		
Title	Employer	Salary
Assistant Manager / Rider	Brianne Goutal LLC	\$30,000 - 39,999
Trainer / Barn Manager	Driftwood Equestrian	\$20,000 - 29,999
Sierra Club	Media Intern	
Busser	Rapscallion Restaurant	\$10,000 - 19,999
Barista	Starbucks	\$10,000 - 19,999
Arts, Audio-Visual Technology, and Communications		
Title	Employer	Salary
Not Reported	Aelfie LLC	
Research Intern, Price Database Team	artnet	
Fiber Art Specialist	Darn Good Yarn	\$40,000 - 49,999
Art Director	DDB Health	
Filmmaker and Freelance Photographer	Film Production	\$30,000 - 39,999
Media Relations Assistant	FX Networks	
Financial Analyst	Gupta Media	
Videographer, Producer, Director	Home Harvest LLC	
Junior Designer	Houghton Mifflin Harcourt	
Talent Assistant	ID Public Relations	
Gallery Intern	Jack Shainman Gallery	
Not Reported	Jenni Bick Custom Journals	
Social Media Manager	KAHAL BRAIRA	
Front Desk Receptionist	KCRW	
Co-Founder	Midnight Gallery	
Production Assistant	Moda Operandi, Inc.	
Graphic Designer	Munroe Creative Partners	
Graphic Designer/ Creative Director	Primary Wavv Music	
Junior Technical Artist	Rockstar Games	\$60,000- 69,999
Intern/Production Assistant	Roger Ross Williams Productions	
Photoshoot & Styling Assistant	SilkFred.com	
Junior 2D Animator	StudioRX	\$50,000 - 59,999
Artistic Intern	The Drama League	
Intern/Consultant	Thistle Hill Weavers	\$9,999 or less
News and Broadcasting Assistant	United Talent Agency	\$50,000 - 59,999
Business, Management, and Administration		
Title	Employer	Salary
Consulting Analyst	Accenture	
Marketing Coordinator	Adway	\$9,999 or less
Project Development	AMS	
IT Support Specialist	Bottom Line	\$50,000 - 59,999
Commercial Real Estate Analyst	Capital Crossing Servicing Company	
Operations Analyst	Central New York Feeds	

Analyst, Real Estate Finance	CIT	
LandedVibe	Corporate Sponsorships Manager	
Investment Banking Analyst	Credit Suisse	\$100,000 or more
Agency Account Representative	DeBlasio Insurance Inc.	
Front of House Manager	Deschutes Brewery	\$10,000 - 19,999
CEO	Earth Fine Jewels, LLC	\$20,000 - 29,999
Management Trainee	Enterprise	\$50,000 - 59,999
FSO Business Advisory Consultant	EY	
Mid-Market Account Executive	FareHarbor	
Sr. Business Development Analyst - Transformation Office	GLOBALFOUNDRIES	
Project Coordinator	Granite Telecommunications	
Consultant	Guidehouse LLP	
Associate	Guidepoint	\$50,000 - 59,999
GIS Intern	HIP Consult	\$9,999 or less
Client Relationship Representative	IBM	
Associate Recruiter	JMJ Phillip Group	
Account Executive	Joele Frank	
Associate Healthcare Recruiter	K.A. Recruiting	
Associate, Analytics Development	Liberty Mutual Insurance	
Associate, Buy Enablement	MediaCom	
Implementation Specialist	MEDITECH	
Treasury Analyst	Omnicom	
Administrative Assistant	One Medical	
Customer Experience Associate	Package Free	
Research Associate	Raines International	\$70,000 - 79,999
Business Development Representative	Recorded Future	
Sales Development Representative	Salesforce	\$50,000 - 59,999
Catering Coordinator	Skidmore College	\$30,000 - 39,999
Toast, Inc.	Solutions Engineer	
Administrative Training Specialist	The Connecticut Women's Consortium	
Alumnae Manager	The Spence School	\$70,000 - 79,999
Chief Program Officer	Town To Table	

Education and Training

Title	Employer	Salary
Community Engagement Specialist	826 Boston	
Spanish Teacher	Academy of the City Charter School	
Educational Consultant	Apolish	
Teacher	Apple Blossom Bunch Daycare	\$20,000 - 29,999
Science and Intervention Teacher	Ascend Public Charter Schools	
Middle School Math Teacher	Ascend Public Charter Schools	\$60,000- 69,999
International Recruitment Coordinator	CIEE	\$30,000 - 39,999
Group Leader	Discovery School for Girls	\$20,000 - 29,999
Lead Kindergarten Teacher	East End Prep School	\$50,000 - 59,999
First Grade Teacher	Ethical Culture Fieldstone School	
5 th Grade Mathematics Teacher	Excel Academy	\$40,000 - 49,999
Skating Instructor	Figure Skating in Harlem	\$20,000 - 29,999

Behavior Therapist	Institute for Effective Behavior Interventions	\$10,000 - 19,999
Assistant Language Teacher	Japan Exchange and Teaching Program	
Mathematics Teacher	North Star Academy Charter School of Newark	
Junior Fellow	Princeton in Latin America	\$9,999 or less
Circulation Assistant	Roxbury Library	
Assistant Varsity Field Hockey Coach	Saratoga Springs High School	
8 th Grade Math and Science Teacher	Seattle Girls' School	\$40,000 - 49,999
Lead Teacher	Success Academy Charter Schools	\$50,000 - 59,999
Associate Teacher	Success Academy Charter Schools	
Audiovisual IT Specialist	SUNY Adirondack	\$40,000 - 49,999
Teaching Partner	Tapestry Charter School	\$20,000 - 29,999
English Second Language Teacher	TAPIF	\$9,999 or less
English Second Language Teacher	TAPIF	
8 th Grade Mathematics Teacher	The American Dream School	\$60,000- 69,999
School Intern	The Chestnut Hill School	
Assistant Studio Coordinator	The Gifford School	\$30,000 - 39,999
Teaching Fellow	The Hun School of Princeton	\$20,000 - 29,999
Level 2 Teacher	The New England Center for Children	
Assistant Teacher	The Windward School	\$40,000 - 49,999
8 th Grade ELA Teacher	Tulsa Public Schools	
English Language Assistant	UCETAM	\$9,999 or less
English Language Assistant	UCETAM	\$9,999 or less
English Language Assistant	UCETAM	\$9,999 or less
English Language Assistant	UCETAM	
Mathematics Tutor	Varsity Tutors	
English Teacher	Wakatyua	\$9,999 or less
Kindergarten Teacher	Whitehall Elementary School	\$40,000 - 49,999
Finance		
Title	Employer	Salary
Financial Consultant	AXA Advisors, LLC	
Analyst	BlackRock	\$80,000 - 89,999
Investment Sales Associate	BRG Bestreich Realty Group	
Software Integration Analyst	Brown and Brown Insurance	\$40,000 - 49,999
Analyst	Goldman Sachs	\$60,000- 69,999
PMG Analyst	Hall Capital Partners LLC	
Analyst	JST Systems	\$50,000 - 59,999
Management Development Program Associate	M&T Bank	\$60,000- 69,999
Structured Finance Hedging Analyst	Natixis	
Agent	New York Life Insurance	\$50,000 - 59,999
Financial Advisor	New York Life Insurance Company	
Financial Representative	Northwestern Mutual	\$50,000 - 59,999
Financial Analyst	NYU Langone Health Center	\$70,000 - 79,999
Executive Compensation Analyst	Pearl Meyer	

Project Administrator	Travelers Insurance	\$60,000- 69,999
Wealth Management GTP Analyst	UBS	
Investment Associate	Wilmington Trust	\$50,000 - 59,999
Government and Public Administration		
Title	Employer	Salary
Research Assistant	Columbia University	\$40,000 - 49,999
Outreach Assistant	Forward Ever Sustainable Business Alliance	\$9,999 or less
Program Associate	International Republican Institute (IRI)	\$40,000 - 49,999
Fellow	Israel Government Fellows	
Field Organizer	Mike Bloomberg 2020	\$70,000 - 79,999
Paralegal	New York County District Attorney's Office	\$40,000 - 49,999
Special Assistant	New York State Executive Chamber	
Intern	Research!America	\$20,000 - 29,999
Paralegal Specialist	US Department of Justice	\$40,000 - 49,999
Democratic Cloakroom Assistant	US Government	\$40,000 - 49,999
Health Science		
Title	Employer	Salary
Nursing Assistant	Beth Israel Lahey Health	\$20,000 - 29,999
Practice Operations Assistant	Brigham and Women's Hospital Department of Neurosurgery	\$30,000 - 39,999
EMT	CrowdRx	\$20,000 - 29,999
Research Data Specialist	Dana-Farber Cancer Institute	\$30,000 - 39,999
Research Assistant I	Dana-Farber Cancer Institute / Harvard Medical School	\$30,000 - 39,999
Research Assistant	Denise Smith - First Responder Health and Safety Lab - Skidmore College	\$30,000 - 39,999
Front Desk	Equinox	\$9,999 or less
Globus Medical	Fast Track Spine Associates	
Mental Health Worker	Four Winds Saratoga	\$30,000 - 39,999
Research Intern	Harvard T.H. Chan School of Public Health	
Research Assistant	Joslin Diabetes Center	\$30,000 - 39,999
Research Intern	Massachusetts General Hospital	\$20,000 - 29,999
Care Coordinator	Memorial Sloan Kettering Cancer Center	
Research Technician	Memorial Sloan Kettering Cancer Center	
Clinical Research Coordinator and Research Assistant	New York State Psychiatric Institute (Columbia; New York Presbyterian Hospital) Molecular Imaging Neurology Department	\$40,000 - 49,999
Scientific Associate	Novartis	\$70,000 - 79,999
Health Care Associate	Planned Parenthood Northern New England	\$20,000 - 29,999

Provider Acquisition	Quartet Health	\$50,000 - 59,999
Medical Assistant	Saint Francis Healthcare System	
Medical Scribe	Texas Heart Center	
Research Assistant	Weight Control and Diabetes Research Center (The Miriam Hospital)	\$30,000 - 39,999
Research Assistant	Women and Infant's Hospital	\$30,000 - 39,999
Hospitality and Tourism		
Title	Employer	Salary
Barista	Black Tie Catering	\$10,000 - 19,999
Front of House	Georgetown Cupcakes	
Server	Nitehawk Cinema	\$9,999 or less
Raft Guide	Wild Waters Outdoor Center	\$9,999 or less
Human Services		
Title	Employer	Salary
Human Resources Assistant	Autism Speaks	
Youth Empowerment Coordinator	Commission on Economic Opportunity	
Instructor's Assistant	Guiding Eyes for the Blind	\$30,000 - 39,999
Social Services Coordinator Intern	Kids in Need of Defense (KIND)	\$9,999 or less
Community Facilitator	Looking Upwards, Inc.	
Classroom Counselor	Manville School	\$30,000 - 39,999
Nanny	Private Residence	\$9,999 or less
Special Events Coordinator	Saratoga Bridges, NYSARC, Inc.	
Case Manager	Social Clubhouse	\$20,000 - 29,999
Youth Care Worker	The Charlton School	\$20,000 - 29,999
Law, Public Safety, Corrections, and Security		
Title	Employer	Salary
Paralegal	Ahmuty Demers & McManus	
Fellow	Center for Democracy in the Americas	\$20,000 - 29,999
Policy and Organization Intern	Florida Rights Restoration Coalition	\$20,000 - 29,999
Legal Recruiting Assistant	Gibson, Dunn & Crutcher LLP	
Litigation Paralegal	Paul, Weiss, Rifkind, Wharton & Garrison, LLP	\$40,000 - 49,999
Paralegal	Vincent J. Criscuolo & Associates	\$10,000 - 19,999
Estates Paralegal	Weitz & Luxenberg PC	
Marketing, Sales, and Services		
Title	Employer	Salary
Marketing Assistant	3Q Digital, a Harte Hanks Company	
Associate	ADP	\$60,000- 69,999
Account Coordinator	Augustinus Bader	
Account Executive	Become Healthcare Communications	\$30,000 - 39,999
Cashier	Blue Hill Co-Op	\$10,000 - 19,999

Mid-Market Business Development Associate	BounceX	\$60,000- 69,999
Sales Development Representative	BrainPOP!	
Sales Associate	Designer Revival	
Associate	IHS Markit	
Marketing Manager	InGenius Prep	
Customer Service Associate	InstaMed	\$40,000 - 49,999
Analyst	Kantar	\$60,000- 69,999
Brand Marketing Coordinator and Jewelry Designer	Lotasi Jewels, LLC	
Account Coordinator	M Booth	
Account Coordinator	M Group Strategic Communications	\$40,000 - 49,999
Manager	Madewell	
Sales Associate	Marine Layer	\$10,000 - 19,999
Assistant Copywriter	Mood Fabrics	\$20,000 - 29,999
Social Media and Marketing Intern	Poize Workwear	
Sales Professional	Premier Business Solutions	\$40,000 - 49,999
Creative Associate	Red Edge LLC	\$40,000 - 49,999
Associate Account Executive	Sam Edelman	
External Relations Assistant	Skidmore College	\$20,000 - 29,999
Retail, Skate Instructor	SoNo Ice Hoyse	\$9,999 or less
Copywriter, Online Marketing	TechTarget	
Supervisor	The Adventure Park at Sandy Spring Friends School	\$10,000 - 19,999
Associate, Global Promotions Marketing & Partnerships	The Estee Lauder Companies Inc.	
Coordinator	Vineyard Vines	\$50,000 - 59,999
Planning Associate	Wavemaker	\$40,000 - 49,999
Associate Account Executive	Yelp	
Account Executive	Yelp	
Account Executive	Yelp	
Account Executive	Yelp	
Science, Technology, Engineering, and Mathematics		
Title	Employer	Salary
Lead Outreach Associate	3Degrees Group, Inc.	
Robotics and Discrete Automation Sales	ABB	
Application Development Analyst	Accenture	\$40,000 - 49,999
Software Engineer	Airbnb	
Associate Data Scientist	Amgen	\$80,000 - 89,999
Research Assistant	Boston Children's Hospital	
Research Assistant	Boston University	\$40,000 - 49,999
Research Associate	Broad Institute	\$40,000 - 49,999
Intern	Cherry Tree Neuropsychology	
Research Assistant	Cornell University	\$40,000 - 49,999
DevOps Engineer	Deloitte	
Sales Rep	DTonomy	\$100,000 or more
Software Engineer Intern	Eager Labs	
Business Analyst	eiWorkflow Solutions LLC	\$40,000 - 49,999

Quality Assurance Tester	Epic Systems	\$50,000 - 59,999
Robotic Process Automation Engineer	GE Renewable Energy	\$80,000 - 89,999
Client Success Manager	Global-e	\$50,000 - 59,999
Senior Analyst	GlobalFoundries	\$70,000 - 79,999
Field Biologist	Great Basin Bird Observatory	\$10,000 - 19,999
Backend Software Engineer	Interspect	
Software Engineer	JPMC	\$100,000 or more
Cell Therapy Specialist	Kite Pharma	
TechStart Software Developer	Liberty Mutual Insurance	\$70,000 - 79,999
Research Technician	Memorial Sloan Kettering Cancer Center	\$40,000 - 49,999
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Research Tech	Michigan Medicine	\$20,000 - 29,999
Research Technician	Nathan Kline Institute	
Intern	New England Aquarium	
Research Assistant	NorthShore University Health System	\$20,000 - 29,999
Recruiting Specialist	Qualtrics	\$40,000 - 49,999
User Experience Engineer	Rocket Software	
Research Assistant	Salk Institute for Biological Studies	
Knowledge Worker	Sassafras Software	\$10,000 - 19,999
Research Associate	Split Biosciences	\$50,000 - 59,999
Research Associate	UNC Chapel Hill Department of Psychology	\$20,000 - 29,999
Business Development Manager	VMware	\$80,000 - 89,999
Lab Manager	WKU University	\$30,000 - 39,999

Continuing Education: Institutions

18% of the Class of 2019 selected to continue their education. Below are the institutions selected by our graduates:

American University	Providence College
Bentley University	Rhode Island School of Design
Brandeis University	Simmons University
Centenary University	Syracuse University
Clarkson University	Teachers College, Columbia University
Colorado State University	The George Washington University Law School
Columbia University (5)	The New School
Dartmouth College (4)	Tulane University
Duke University	University at Albany (3)
Englewood Hospital and Medical Center School of Radiography	University of Colorado Denver
Fullstack Academy	University of Denver
Georgetown University	University of Illinois Urbana-Champaign
Georgia Institute of Technology	University of Michigan (3)
McGill University	University of New Hampshire
Merrimack College	University of Nottingham
MGH Institute of Health Professions	University of Pennsylvania (3)
New York University (11)	University of South Carolina
Northeastern University (2)	University of Southern California (2)
Northwestern University	Washington University in St. Louis
	Yale University

Continuing Education: Disciplines

These are the respondents pursuing graduate degrees, organized by discipline:

Discipline	Degree	Institution
Aeronautical Engineering	Second Bachelor's Degree	Clarkson University
Analytics	Master's Degree	Northwestern University
Anthropology	Master's Degree	Brandeis University
Architecture	Master's Degree	Rhode Island School of Design
Architecture	Master's Degree	Georgia Institute of Technology
Arts Management	Master's Degree	American University
Behavioral Economics	Master's Degree	University of Nottingham
Biostatistics	Master's Degree	Yale University
Business	MBA	Bentley University
Business/Finance	MBA/MSF	Northeastern University
Chemistry	Ph.D.	University of Michigan
Chemistry	Ph.D.	Colorado State University
Communication and Education	Master's Degree	Columbia University in the City of New York
Communication Management	Master's Degree	University of Southern California
Community Health Education	Master's Degree	Merrimack College
Composition	Master's Degree	McGill University
Computer Science: Media and Creative Technologies	Master's Degree	University of Southern California
Counseling Psychology	Master's Degree	University of Denver
Economics	Master's Degree	Duke University
Engineering	Second Bachelor's Degree	Dartmouth College
Engineering	Second Bachelor's Degree	Dartmouth College
Engineering	Second Bachelor's Degree	Dartmouth College
Enterprise Risk Management	Master's Degree	Columbia University
Enterprise Risk Management	Master's Degree	Columbia University
Financial Engineering	Master's Degree	New York University
Genetic Counseling	Master's Degree	MGH Institute of Health Professions
Geology	Master's Degree	University of New Hampshire
Higher Education	Master's Degree	Providence College
Journalism	Master's Degree	Georgetown University
Journalism	Master's Degree	New York University
Law	JD	The George Washington University
Literacy Education (Birth-6)	Master's Degree	University at Albany
Marketing	Master's Degree	Centenary University
Material Science	Second Bachelor's Degree	Dartmouth College
Mechanical Engineering	Ph.D.	University of South Carolina
Music and Music Education	Master's Degree	Teachers College, Columbia University
Not Reported	Master's Degree	Northeastern University
Not Reported	Master's Degree	University of Illinois Urbana-Champaign
Nursing	Second Bachelor's Degree	University of Pennsylvania
Nursing	Second Bachelor's Degree	University of Pennsylvania

Nursing	Second Bachelor's Degree	New York University
Nursing	Second Bachelor's Degree	New York University
Nursing	Second Bachelor's Degree	New York University
Nursing	Second Bachelor's Degree	New York University
Post-baccalaureate	Certification	University of Colorado Denver
Psychology	Master's Degree	New York University
Psychology	Master's Degree	The New School
Public Administration	Master's Degree	Syracuse University
Public Policy	Master's Degree	University of Michigan
Quantitative Finance and Risk Management	Master's Degree	University of Michigan
Radiography	Certification	Englewood Hospital and Medical Center School of Radiography
Social Policy and Data Analytics	Master's Degree	University of Pennsylvania
Social Psychology	Master's Degree	New York University
Social Work	Master's Degree	SUNY Albany
Social Work	Master's Degree	Columbia University
Social Work	Master's Degree	University at Albany
Social Work	Master's Degree	New York University
Social Work	Master's Degree	New York University
Social Work	Master's Degree	Tulane University
Social Work	Master's Degree	Simmons University
Social Work	Master's Degree	New York University
Social Work	Master's Degree	Washington University in St. Louis
Software Engineering	Certification	Fullstack Academy
Statistics	Master's Degree	Columbia University

6% of respondents are continuing education in Ph.D. or professional degree programs. 46% continue in Master degree programs, and 17% continue into Bachelor degree programs (for example, the Dartmouth 3+2 Engineering Program, NYU Accelerated Bachelor of Science in Nursing). 5% are pursuing Certificate programs.

Experiential Education: Overview

84% of respondents reported completing at least one internship prior to graduation.

Below is the distribution of experiences of those who reported completing at least one internship prior to graduation.

Status	Respondents	Percentage
1 Internship	80	26%
2 Internships	103	34%
3 Internships	61	20%
4 Internships	40	13%
5 Internships	20	7%

Of those who completed an internship, 74% reported 2 or more. 80% of respondents reported their internship as “Very Helpful” or “Helpful” in preparing for their post-graduate career aspirations.

According to The Princeton Review 2019 Guide, Skidmore College ranked #23 for internship placement, in recognition of resources offered to students including, but not limited to, career fairs, workshops, alumni mentorships, and shadowing.

Below is the summary of the types of compensation reported in exchange for internships:

Type of Compensation	Respondents	Percentage
Academic Credit	75	28%
Paid	93	34%
Unpaid	102	38%

As the recipient of The Meg Reitman Jacob's '63 Endowed Internship, at the Tang Teaching Museum, I had the opportunity to plan, curate and promote events for the Tang. I also received funding from the Skidmore Summer Experience Fund in 2018 to intern at the Design Museum Foundation in Boston, Massachusetts. – Monica Andrews, 2019, Public Programs Associate, Shelburne Museum

Experiential Education: Internship Sites

Below are sites where graduates of the Class of 2019 completed internships:

91.3FM WYEP	Cape Cod Baseball League
A+E Networks	Capital Crossing Servicing Company LLC
Aberdeen	CAPTAIN Youth and Family Services
Academy of Television Arts & Sciences	Caroline Edwards Inc.
Accenture	CDM New York
African Leadership Academy	Celgene
AFS-USA Inc.	Center for Book Arts
AIA China	Center for Democracy in the Americas
AIM Services Inc. (2)	Center for Disability Services
Airbnb	Center for International Policy
Allied Beverage Group	Charlton Elementary School
Alvarez & Marsal	Cheryl's Lodge
American Heart Association	China Everbright Bank
Angell Animal Medical Center	Christian Healthcare Center
Antonio Delgado Campaign for Congress	Christie's
Arts By The People	Citi Orient Security
Artvest Partners	City Farm Presents
Atlantic Management Corporation	City of Philadelphia Archives
Bad Robot	City of Saratoga Springs (4)
Bain & Company	CityLife Madrid
Baltz & Company	Clinical Field Experience
Baywood Center	Commonwealth Law Group
BBH New York	Corporacion Pro-Idea
Benjamin Moore	CRE Asset Advisors
Berkshire Hathaway Home Services	Creartvt
Beth Israel Lahey Health	Credit Suisse
Betsy Olmsted Watercolor Textiles	Cummings School of Veterinary Medicine
Beyond My Battle	Cushman & Wakefield
BGC Partners	Daimler China
Biogeochemical Oceanography Lab	Dance for PD
Black Dog Designs	DBS Bank
Bodhi	DDB Health
Bold Films UK Limited	DECATHLON FRANCE
Boston College	Deloitte (2)
Boston Consulting Group	Designer Revival
Boston Health Care for the Homeless (2)	Development Counsellors International
Boston University	Dickinson College Farm
Brand 21 Marketing	Dieu Donne Paper Mill
Bravo! Vail Music Festival	DiScala and DiScala
Bray Entertainment	Division Street Elementary School
Bristol Studios	Draper
Brown University	DSG Inc.
Buffalo Audubon Society	Earth Fine Jewels
Buzzfeed	Edith Nourse Rogers Memorial Veterans Hospital
bytten inc.	Encore Vet Group
Cabot Creamery	ERG Digital Marketing Agency
Camp Ramaquois	ESPN

EVERFI
 Explore Saratoga
 EY
 Fancy Boys Theatre Company
 FCBHEALTH
 Federici Brands
 Fidelity Investments
 First Aid Beauty
 First Fairfield LLC
 First Liberties Financial
 FNU Courier Program
 Food & Water Watch
 FOUR PAWS
 Four Winds Saratoga
 Framingham Heart Study
 Fripp Island Resort and Activity Center
 Frontiers Abroad
 Fujifilm Dimatrix
 G Fitness
 Gagosian (2)
 Gareth Rhodes for Congress
 Gateway House of Peace
 GBAO
 GE Power
 Girlie Action Media & Management
 Goodworld
 Hall & Partners
 Hasbro
 Haver Analytics
 Hertog Foundation
 High Mountain Institute
 Hispanic Federation
 Hope House
 Houston Astros
 Hubei Daily Media Group
 Human Rights First and HBFIT
 Humana
 IBM (2)
 IES Vienna
 ifeel
 IHS Markit
 Imani Center for Policy and Education
 Inspira Marketing Group
 Intel Corporation
 International Rescue Committee
 Jack Morton Worldwide
 Johns Hopkins University Center for Talented Youth
 JPMC
 Jumpstart
 Kasowitz
 KCRW

Kel & Partners
 Kendo Brands, Inc.
 Kering
 Kids Empowerment
 Kwittken
 Latin American News Digest
 Latshaw Content & Marketing
 Legon Asset Management
 Lewisboro Volunteer Ambulance
 LFTmktg - Ad Agency
 Like a Boss Girls
 Lincoln Center for Performing Arts
 Maine Medical Center
 Manna Project International
 Maple Avenue Middle School
 March on Washington Film Festival
 Massachusetts General Hospital
 Massachusetts Commission on the Status of Women
 Massdrive
 MasterCard
 Mayo Performing Arts Center
 McLagan
 Meg Kelly For Mayor
 Meyer Enterprises
 Migrate America
 Mil Mujeres Legal Services
 Ministry of Transportation of Ontario
 Moda Operandi
 Mondo Strategies
 Moreau Elementary School
 Morgan Stanley
 Motion Global Ltd
 MassMutual
 Myriad Productions Inc.
 Nantucket community school
 NASA
 National Museum of Dance
 National Racing Museum
 Natixis
 NBC News
 NetSuite
 New Era Colorado
 New York City Council
 New York City Department of Transportation
 New York Musical Theater Festival
 New York Presbyterian Hospital
 New York State Assembly (2)
 New York State Psychiatric Institute
 NexSmart
 Nologo MgMt
 Novamaya

Office of New York City Council Member Ben Kallos
 Office of State Senator Daylin Leach
 Office of the Mayor of New York City
 Ogilvy & Mather
 Oklahoma History Center
 Omnicom Health Group
 One with Life Tequila
 Onward Israel
 Optimal Spaces
 OUTFRONT Media
 Outpace Systems
 Overlook Press
 PAN-CHINA (HK) CPA Limited
 Patrivalor
 PCL Construction
 Peace Corps
 Pepsi Co
 Pick N Pay
 PingAn Medical & Healthcare
 PJS Group
 PosEcon Business Promotions SL
 Postalytics
 Power of Two
 Princeton University
 Proctors Collaborative
 ProPath
 Prospect Child and Family Center (3)
 Qingting FM
 Q'PRIME
 Rallier
 RBC Capital Markets
 Realyse
 Red Cross
 Regional Emergency Medical Organization NY
 Reliance Securities Investment Trust Co. LTD
 Righteous Babe Records
 Rochester International Jewish Film Festival
 Rocket Software
 Ross School
 Sam Edelman
 Saratoga Bridges (3)
 Saratoga City Hall
 Saratoga County Prosperity Partnership
 Saratoga Economic Development Corporation
 Saratoga Hospital
 Saratoga Investment Services (2)
 Saratoga Living Magazine (3)
 Saratoga Performing Arts Center
 Saratoga PLAN
 Saratoga Saddlery
 Saratoga Senior Center

Saratoga Springs Housing Authority
 Saratoga Springs Senior Center
 Saratoga War Horse
 Schuylerville Elementary School
 Seattle Office for Civil Rights
 Serendipity Media Co., Ltd
 Shelters of Saratoga (2)
 Silverpen Productions LLC
 SimpliSafe
 Simpson Thacher & Bartlett LLP
 Skidmore College (14)
 Small Army
 Snider Fashion
 Sopexa USA
 Soteryx Corp. (3)
 Southern Company
 Sovereign Real Estate
 Spanish Commission for Refugees
 Special Olympics
 Sports Illustrated Play
 St. Clement's Catholic Primary School
 Starworks Group
 Steelhouse Corporation
 Steve Turner Contemporary Art Gallery
 Stevens Elementary School
 Stratton Magazine
 Success Academy Charter Schools
 Suffolk County District Attorney's Office
 SUNY Upstate Medical University
 Teradata
 The Advocacy Project
 The American Conservative Union
 The Center for Hope
 The Charlton School
 The Clarion Group
 The College Board
 The Door - A Center of Alternatives
 The Human Rights Media Center
 The Joyce Theater
 The Koch Institute
 The Literacy Project
 The New School
 The Office of Senator Elizabeth Warren
 The Opportunity Network
 The Taft School
 The Tang Teaching Museum
 The York Theatre Company
 TheCreativeShake
 Time2Dungeon
 Toast Inc.
 Town of Ridgefield

Travelers Insurance
Trident Fantasy Films
Trustees of the Reservation
UBS
UniCredit
United Nations Foundation
United States Senate
US Senator Charles Schumer
US Sports Camps & Nike Golf Schools
UT Southwestern
Vera Wang
Volition Farm
Volunteers Improving Neighborhood Environments
WallachBeth

Walter Eucken Institute
Wan Long Assets Evaluation
Waterford-Halfmoon Elementary School (2)
Wellington Management
Wellspring Sound
Wesley Healthcare
Westchester Green Business
Westport Arts Center
Weyco Group, Inc.
WindAid Institute
Windham Hill Farm
WSWHE BOCES (2)
Yale University Press
Zagster

Experiential Education: Sites by Major

American Studies	City Farm Presents
	ESPN
	Kwittken
	Starworks Group
	Buzzfeed
Anthropology	Latin American News Digest
	Cultural Survival in Cambridge
	Skidmore College
	AIA China
	Ronald McDonald House Charities
	LFTmktg - Ad Agency
Art	Ross School
	Oklahoma History Center
	Stratton Magazine
	FCBHEALTH
	Black Dog Designs
	Vera Wang
	Camp Ramaquois
	Benjamin Moore
	Fripp Island Resort and Activity Center
	Skidmore College
	Serendipity Media Co., Ltd
	Kel & Partners
	DDB Health
	Postalytics
	OUTFRONT Media
	Development Counsellors International
	Dieu Donne Paper Mill
Art History	The Tang Teaching Museum
	Artvest Partners
	Gagosian
	Soteryx Corp
Biology	SUNY Upstate Medical University
	Skidmore College
	Cummings School of Veterinary Medicine
	ProPath
	Boston University
Business	Righteous Babe Records
	Commonwealth Law Group
	Bodhi
	Omnicom Health Group
	Mondo Strategies
	Allied Beverage Group
	The College Board
	Saratoga City Hall
	Deloitte
	Saratoga Saddlery

	Unitoys
	Outpace Systems
	DSG Inc.
	Nantucket community school
	Berkshire Hathaway Home Services
	Stal Joppen
	PCL Construction
	Travelers Insurance
	Meyer Enterprises
	Saratoga Investment Solutions
	Brand 21 Marketing
	Inspira Marketing Group
	Simpson Thacher & Bartlett LLP
	Massachusetts General Hospital
	Steelhouse Corporation
	Bain & Company
	Sam Edelman
	China Everbright Bank
	Toast Inc.
	DBS Bank
	Saratoga Investment Services
	One with Life Tequila
	Hasbro
	Q'PRIME
	Hall & Partners
	Accenture
	Atlantic Management Corporation
	EY
	Optimal Spaces
	Earth Fine Jewels
	UBS
	Moda Operandi
	Saratoga Living
	MassMutual
	Capital Crossing Servicing Company LLC
	PosEcon Business Promotions SL
	Kering
	Encore Vet Group
	PJS Group
Chemistry	Johns Hopkins University Center for Talented Youth
	Celgene
	Brown university
	Biogeochemical Oceanography Lab
	Princeton University
	New York University
	Skidmore College Chemistry Department
	UT Southwestern
	Wesley Healthcare
Classics	Suffolk County District Attorney's Office

Computer Science	Hubei Daily Media Group
	BGC Partners
	GE Power
	The New School
	Skidmore College
	NetSuite
	Teradata
	Time2Dungeon
	Airbnb
	Deloitte
	Rocket Software
	Dance for PD
	Arts By The People
Economics	Pepsi Co
	Patrivalor
	National Racing Museum
	Motion Global Ltd
	Novamaya
	Migrate America
	Pick N Pay
	UniCredit
	WallachBeth
	Walter Eucken Institute
	Intel Corporation
	PingAn Medical & Healthcare
	Caroline Edwards Inc.
	Saratoga Springs Senior Center
	Houston Astros
	RBC Capital Markets
	Fidelity Investments
	City of Saratoga Springs
	Hertog Foundation
	Wellington Management
	McLagan
Education Studies	Skidmore College
	Schuylerville Elementary School
	Fujifilm Dimatrix
	Moreau Elementary School
	The Joyce Theater
	Special Olympics
	Division Street Elementary School
	Stevens Elementary School
English	Overlook Press
	Red Cross
	Yale University Press
	Saratoga Living Magazine
	Sat Nam babe
	Aberdeen
	IBM

	Sopexa USA
	Mil Mujeres Legal Services
	KCRW
	Girlie Action Media & Management
Environmental Sciences	Skidmore College
Environmental Studies	Skidmore Sustainability Office
	Westchester Green Business
	City of Saratoga Springs
	High Mountain Institute
	Dickinson College Farm
French	Cheryl's Lodge
Gender Studies	Seattle Office for Civil Rights
Geosciences	Skidmore College
History	Beth Israel Lahey Health
	IES Vienna
	Office of State Senator Daylin Leach
	EVERFI
	Designer Revival
Human Physiological Science	The Opportunity Network
	Federici Brands
	The Taft School
	Ministry of Transportation of Ontario
	Lewisboro Volunteer Ambulance
International Affairs	Manna Project International
	Bold Films UK Limited
	Saratoga PLAN
	Town of Ridgefield
	Spanish Commission for Refugees
	United Nations Foundation
	Center for International Policy
	CityLife Madrid
	The Literacy Project/Maestra
	Imani Center for Policy and Education
	Like a Boss Girls
	New York City Department of Transportation
	March on Washington Film Festival
Mathematics	UJA Federation of New York
	JPMC
	First Fairfield LLC
Music	Bristol Studios
	Rochester International Jewish Film Festival
Neuroscience	FNU Courier Program
	Boston Healthcare for the Homeless
	University of Virginia
	Skidmore College
	Framingham Heart Study
	Regional Emergency Medical Organization NY
	Massdrive
	Edith Nourse Rogers Memorial Veterans Hospital

	Maine Medical Center
	AIM Services Inc.
	Angell Animal Medical Center
	Boston Health Care for the Homeless Program
Philosophy	Qingting FM
	Soteryx Corp
Physics	Draper
	Daimler China
Political Science	Human Rights First and HBFIT
	US Senator Charles Schumer
	NEA
	The American Conservative Union
	Alvarez & Marsal
	New York State Assembly
	Gareth Rhodes for Congress
	Meg Kelly For Mayor
	Southern Company
	New Era Colorado
	Food & Water Watch
	GBAO
	Peace Corps
	Kids Empowerment
	United States Senate
	Office of New York City Council Member Ben Kallos
	US Senate
	Success Academy Charter Schools
	Antonio Delgado Campaign for Congress
	US Sports Camps & Nike Golf Schools
	New York City Council
Psychology	Volition Farm
	BCH
	Clinical Field Experience
	Greenberg Early Childhood Center
	New York State Psychiatric Institute
	Skidmore College
	Christian Healthcare Center
	Prospect Center for Disabilities
	Skidmore Summer Research Experience
	Saratoga Bridges
	WSWHE BOCES
	Four Winds Saratoga
	Prospect Child and Family Center
	BBH New York
	First Aid Beauty
	ifeel
	FOUR PAWS
	National Museum of Dance
	Academy of Television Arts & Sciences
Religious Studies	Saratoga Performing Arts Center

Self-Determined	Power of Two
Social Work	Saratoga Senior Center
	Shelters of Saratoga
	The Center for Hope
	Baywood Center
	Waterford-Halfmoon Elementary School
Sociology	Beyond My Battle
	Hispanic Federation
	Proctors Collaborative
	The Charlton School
Spanish	New York 6
Theater	Bad Robot
	Onward Israel
	New York Musical Theater Festival
	Volunteers Improving Neighborhood Environments Vines
	Mayo Performing Arts Center

By Major: First Destinations Titles, Employers, and Programs

American Studies		
Title/Program	Employer/Grad School	Salary
Media Relations Assistant	FX Networks	
Account Coordinator	M Booth	
Manager	Madewell	
Photoshoot & Styling Assistant	SilkFred.com	
Associate Account Executive	Yelp	
Anthropology		
Title/Program	Employer/Grad School	Salary
Middle School Math Teacher	Ascend Public Charter Schools	\$60,000- 69,999
Anthropology	Brandeis University	
Special Events Coordinator	Saratoga Bridges, NYSARC, Inc.	
Teaching Partner	Tapestry Charter School	\$20,000 - 29,999
Administrative Training Specialist	The Connecticut Women's Consortium	
Raft Guide	Wild Waters Outdoor Center	\$9,999 or less
Art		
Title/Program	Employer/Grad School	Salary
Not Reported	Aelfie LLC	
After School Teacher	AmeriCorps	
Barista	Black Tie Catering	\$10,000 - 19,999
Fiber Art Specialist	Darn Good Yarn	\$40,000 - 49,999
Art Director	DDB Health	
Architecture	Georgia Institute of Technology	
Junior Designer	Houghton Mifflin Harcourt	
Gallery Intern	Jack Shainman Gallery	
Social Media Manager	KAHAL BRAIRA	
Brand Marketing Coordinator and Jewelry Designer	Lotasi Jewels, LLC	
Graphic Designer	Munroe Creative Partners	
Graphic Designer/ Creative Director	Primary Wavv Music	
Junior Technical Artist	Rockstar Games	\$60,000- 69,999
Audiovisual IT Specialist	SUNY Adirondack	\$40,000 - 49,999
Summer Intern/consultant	Thistle Hill Weavers	\$9,999 or less
Communication Management	USC	
Art History		
Title/Program	Employer/Grad School	Salary
Research Intern, Price Database Team	artnet	
Auxiliary de conversation	Ciee	
Associate, Global Promotions Marketing & Partnerships	The Estee Lauder Companies Inc.	
Alumnae Manager	The Spence School	\$70,000 - 79,999
Biology		
Title/Program	Employer/Grad School	Salary
Research Assistant	Boston Children's Hospital	
Cell Therapy Specialist	Kite Pharma	

Research Technician	Memorial Sloan Kettering Cancer Center	\$40,000 - 49,999
Memorial Sloan Kettering Cancer Center	Research Technician	
Research Associate	Split Biosciences	\$50,000 - 59,999
Business		
Title/Program	Employer/Grad School	Salary
Robotics and Discrete Automation Sales Intern	ABB	
Consulting Analyst	Accenture	
Associate	ADP	\$60,000- 69,999
Marketing Coordinator	Adway	\$9,999 or less
Not Reported	Aelfie LLC	
Educational Consultant	Apolish	
Financial Consultant	AXA Advisors, LLC	
Account Executive	Become Healthcare Communications	\$30,000 - 39,999
Investment Sales Associate	BRG Bestreich Realty Group	
Commercial Real Estate Analyst	Capital Crossing Servicing Company LLC	
Marketing	Centenary University	
Analyst, Real Estate Finance	CIT	
Enterprise Risk Management	Columbia University	
Research Assistant	Columbia University	\$40,000 - 49,999
LandedVibe	Corporate Sponsorships Manager	
Investment Banking Analyst	Credit Suisse	\$100,000 or more
Front of house	Deschutes Brewery	\$10,000 - 19,999
Trainer / Barn Manager	Driftwood Equestrian	\$20,000 - 29,999
CEO	Earth Fine Jewels, LLC	\$20,000 - 29,999
Business Analyst	eiWorkflow Solutions LLC	\$40,000 - 49,999
Management Trainee	Enterprise	\$50,000 - 59,999
FSO Business Advisory Consultant	EY	
Mid-Market Account Executive	FareHarbor	
Legal Recruiting Assistant	Gibson, Dunn & Crutcher LLP	
Senior Analyst	GlobalFoundries	\$70,000 - 79,999
Sr. Business Development Analyst - Transformation Office	GLOBALFOUNDRIES	
Analyst	Goldman Sachs	\$60,000- 69,999
Associate	Guidepoint	\$50,000 - 59,999
Financial Analyst	Gupta Media	
PMG Analyst	Hall Capital Partners LLC	
Associate	IHS Markit	
Marketing Manager	InGenius Prep	
Analyst	JST Systems	\$50,000 - 59,999
Associate Healthcare Recruiter	K.A. Recruiting	
Associate, Buy Enablement	MediaCom	
Implementation Specialist	MEDITECH	
Production Assistant	Moda Operandi, Inc.	
Structured Finance Hedging Analyst	Natixis	
Agent	New York Life Insurance	\$50,000 - 59,999
Financial Engineering	New York University	

Financial Representative	Northwestern Mutual	\$50,000 - 59,999
Financial Analyst	NYU Langone Health Center	\$70,000 - 79,999
Treasury Analyst	Omnicom	
Social Media and Marketing Intern	Poize Workwear	
Sales Professional	Premier Business Solutions	\$40,000 - 49,999
Recruiting Specialist	Qualtrics	\$40,000 - 49,999
Research Associate	Raines International	\$70,000 - 79,999
Business Development Representative	Recorded Future	
Sales Development Representative	Salesforce	\$50,000 - 59,999
Associate Account Executive	Sam Edelman	
Toast, Inc.	Solutions Engineer	
Project Administrator	Travelers Insurance	\$60,000- 69,999
Fellow	Venture for America	
Coordinator	Vineyard Vines	\$50,000 - 59,999
Business Development Manager	VMware	\$80,000 - 89,999
UBS	Wealth Management GTP Analyst	
Investment Associate	Wilmington Trust	\$50,000 - 59,999
Account Executive	Yelp	
Chemistry		
Title/Program	Employer/Grad School	Salary
Research Associate	Broad Institute	\$40,000 - 49,999
Chemistry	Colorado State University	
Environmental Steward	Cumberland County Soil and Water Conservation District	
Intern	New England Aquarium	
Research Assistant	NorthShore University Health System	\$20,000 - 29,999
Scientific Associate	Novartis	\$70,000 - 79,999
Medical Assistant	Saint Francis Healthcare System	
Research Assistant	Salk Institute for Biological Studies	
8th Grade Math and Science Teacher	Seattle Girls' School	\$40,000 - 49,999
Medical Scribe	Texas Heart Center	
Chemistry	University of Michigan	
Biostatistics	Yale University	
Classics		
Title/Program	Employer/Grad School	Salary
Junior 2D Animator	StudioRX	\$50,000 - 59,999
Computer Science		
Title/Program	Employer/Grad School	Salary
Application Development Analyst	Accenture	\$40,000 - 49,999
Software Engineer	Airbnb	
Associate Data Scientist	Amgen	\$80,000 - 89,999
IT Support Specialist	Bottom Line	\$50,000 - 59,999
DevOps Engineer	Deloitte	
Software Engineer Intern	Eager Labs	
Robotic Process Automation Engineer	GE Renewable Energy	\$80,000 - 89,999
Backend Software Engineer	Interspect	
TechStart Software Developer	Liberty Mutual Insurance	\$70,000 - 79,999
Account Coordinator	M Group Strategic Communications	\$40,000 - 49,999
User Experience Engineer	Rocket Software	

Junior Technical Artist	Rockstar Games	\$60,000- 69,999
Quantitative Finance and Risk Management	University of Michigan	
Computer Science: Media and Creative Technologies	USC Viterbi School of Engineering	
Dance		
Title/Program	Employer/Grad School	Salary
Arts Management	American University	
Skating Instructor	Figure Skating in Harlem	\$20,000 - 29,999
Research Assistant	Joslin Diabetes Center	\$30,000 - 39,999
Social Work	New York University	
BrainPOP	Sales Development Representative	
Psychology	The New School	
Mathematics Tutor	Varsity Tutors	
Economics		
Title/Program	Employer/Grad School	Salary
Paralegal	Ahmuty Demers & McManus	
Associate Data Scientist	Amgen	\$80,000 - 89,999
Project Development	AMS	
Analyst	BlackRock	\$80,000 - 89,999
Investment Banking Analyst	Credit Suisse	\$100,000 or more
Engineering	Dartmouth College	
Material Science	Dartmouth College	
Trainer / Barn Manager	Driftwood Equestrian	\$20,000 - 29,999
Sales Rep	DTonomy	\$100,000 or more
Economics	Duke University	
Analyst	Goldman Sachs	\$60,000- 69,999
Consultant	Guidehouse	
Research Intern	Harvard T.H. Chan School of Public Health	
Software Engineer	JPMC	\$100,000 or more
Analyst	Kantar	\$60,000- 69,999
Associate, Analytics Development Program	Liberty Mutual Insurance	
Co-Founder	Midnight Gallery	
Structured Finance Hedging Analyst	Natixis	
Math Teacher	North Star Academy Charter School of Newark	
Business/Finance	Northeastern University	
Analytics	Northwestern University	
Financial Analyst	NYU Langone Health Center	\$70,000 - 79,999
Executive Compensation Analyst	Pearl Meyer	
Project Administrator	Travelers Insurance	\$60,000- 69,999
Master of Public Policy	University of Michigan	
Behavioral Economics	University of Nottingham	
Social Policy and Data Analytics	University of Pennsylvania	
Planning Associate	Wavemaker	\$40,000 - 49,999
Education Studies		
Title/Program	Employer/Grad School	Salary
Community Engagement Specialist	826 Boston	
Human Resources Assistant	Autism Speaks	

Lead Kindergarten Teacher	East End Prep School	\$50,000 - 59,999
First Grade Teacher	Ethical Culture Fieldstone School	
5th Grade Math Teacher	Excel Academy	\$40,000 - 49,999
Nursing	New York University	
Higher Education	Providence College	
Teaching Partner	Tapestry Charter School	\$20,000 - 29,999
Assistant Teacher	The Windward School	\$40,000 - 49,999
Literacy Education (Birth-6)	University at Albany	
Kindergarten Teacher	Whitehall Elementary School	\$40,000 - 49,999
English		
Title/Program	Employer/Grad School	Salary
Reading Partners Site Coordinator	AmeriCorps	
English Teacher	CIEE	
Front Desk	Equinox	\$9,999 or less
Skating Instructor	Figure Skating in Harlem	\$20,000 - 29,999
Filmmaker and Freelance Photographer	Film Production	\$30,000 - 39,999
Videographer, Producer, Director	Home Harvest LLC	
Client Relationship Representative	IBM	
Customer Service Associate	InstaMed	\$40,000 - 49,999
Not Reported	Jenni Bick Custom Journals	
Front Desk Receptionist	KCRW	
Assistant Copywriter	Mood Fabrics	\$20,000 - 29,999
Clinical Research Coordinator and Research Assistant	New York State Psychiatric Institute	\$40,000 - 49,999
Journalism	New York University	
Circulation Assistant	Roxbury Library	
Media Intern	Sierra Club	
Retail, Skate Instructor	SoNo Ice Hoyse	\$9,999 or less
Associate Teacher	Success Academy Charter Schools	
Copywriter, Online Marketing	TechTarget	
Assistant Studio Coordinator	The Gifford School	\$30,000 - 39,999
Assistant Language Teacher	UCETAM	\$9,999 or less
Account Executive	Yelp	
Environmental Science		
Title/Program	Employer/Grad School	Salary
Intern	Cherry Tree Neuropsychology	
Planning Associate	Wavemaker	\$40,000 - 49,999
Environmental Studies		
Title/Program	Employer/Grad School	Salary
Marketing Assistant	3Q Digital, a Harte Hanks Company	
Volunteer	AmeriCorps	
Teacher	Apple Blossom Bunch Daycare	\$20,000 - 29,999
Agency Account Representative	DeBlasio Insurance Inc.	
Field Biologist	Great Basin Bird Observatory	\$10,000 - 19,999
GIS Intern	HIP Consult	\$9,999 or less
Sierra Club	Media Intern	
Sustainable Agriculture Facilitator	Peace Corps	
Assistant Language Teacher	UCETAM	\$9,999 or less
French		

Title/Program	Employer/Grad School	Salary
Spanish Teacher	Academy of the City Charter School	
Group Leader	Discovery School for Girls	\$20,000 - 29,999
English Second Language Teacher	TAPIF	
Gender Studies		
Title/Program	Employer/Grad School	Salary
Health Care Associate	Planned Parenthood Northern New England	\$20,000 - 29,999
School Intern	The Chestnut Hill School	
Geosciences		
Title/Program	Employer/Grad School	Salary
Geology	University of New Hampshire	
Nursing	University of Pennsylvania	
History		
Title/Program	Employer/Grad School	Salary
Nursing Assistant	Beth Israel Lahey Health	\$20,000 - 29,999
Cashier	Blue hill Co-op	\$10,000 - 19,999
LandedVibe	Corporate Sponsorships Manager	
Sales Associate	Designer Revival	
Program Associate	International Republican Institute	\$40,000 - 49,999
Field Organizer	Mike Bloomberg 2020	\$70,000 - 79,999
8th Grade ELA Teacher	Tulsa Public Schools	
Human Physiological Sciences		
Title/Program	Employer/Grad School	Salary
Operations Analyst	Central New York Feeds	
Globus Medical	Fast Track Spine Associates	
Research Assistant	Joslin Diabetes Center	\$30,000 - 39,999
Nursing	New York University	
Nursing	New York University	
Nursing	New York University	
Nursing	New York University	
Research Assistant	Skidmore College	\$30,000 - 39,999
Supervisor	The Adventure Park at Sandy Spring Friends School	\$10,000 - 19,999
Post-baccalaureate Certificate	University of Colorado Denver	
International Affairs		
Title/Program	Employer/Grad School	Salary
Fulbright Fellow	American Indonesian Exchange Foundation	
Research Assistant	Columbia University	\$40,000 - 49,999
Israel Government Fellows Program	Fellow	
Outreach Assistant	Forward Ever Sustainable Business Alliance	\$9,999 or less
Associate	Guidepoint	\$50,000 - 59,999
Program Associate	International Republican Institute	\$40,000 - 49,999
Communications Intern	Isla Urbana	
Assistant Language Teacher	Japan Exchange and Teaching Program	
Account Executive	Joele Frank	

Analyst	JST Systems	\$50,000 - 59,999
Account Coordinator	M Booth	
Business/Finance	Northeastern University	
Junior Fellow	Princeton in Latin America	\$9,999 or less
Intern/Production Assistant	Roger Ross Williams Productions, Inc.	
Barista	Starbucks	\$10,000 - 19,999
Public Administration	Syracuse University	
Assistant Language Teacher	UCETAM	\$9,999 or less
English Language Assistant	UCETAM	\$9,999 or less
Democratic Cloakroom Assistant	US Government	\$40,000 - 49,999
Paralegal	Vincent J. Criscuolo & Associates	\$10,000 - 19,999
English teacher	Wakatyua	\$9,999 or less
Account Executive	Yelp	Not Reported
Mathematics		
Title/Program	Employer/Grad School	Salary
Software integration Analyst	Brown and Brown Insurance	\$40,000 - 49,999
Statistics	Columbia University	
Software Engineer Intern	Eager Labs	
Architecture	Georgia Institute of Technology	
Software Engineer	JPMC	\$100,000 or more
TechStart Software Developer	Liberty Mutual Insurance	\$70,000 - 79,999
Analytics	Northwestern University	
Architecture	Rhode Island School of Design	
Catering Coordinator	Skidmore College	\$30,000 - 39,999
Law	The George Washington University	
Quantitative Finance and Risk Management	University of Michigan	
Mathematics Tutor	Varsity Tutors	
Music		
Title/Program	Employer/Grad School	Salary
Classroom counselor	Manville School	\$30,000 - 39,999
Research Intern	Massachusetts General Hospital	\$20,000 - 29,999
Master's of Music in Composition	McGill University	
Research Technician	Nathan Kline Institute	
Busser	Rapscallion Restaurant	\$10,000 - 19,999
Lead Teacher	Success Academy Charter Schools	\$50,000 - 59,999
Music and Music Education	Teachers College, Columbia University	
Research Associate	UNC Chapel Hill Department of Psychology	\$20,000 - 29,999
Neuroscience		
Title/Program	Employer/Grad School	Salary
Clinic Care Coordinator	Boston Healthcare for the Homeless Program	
Research Assistant	Boston University	\$40,000 - 49,999
Practice Operations Assistant	Brigham and Women's Hospital Department of Neurosurgery	\$30,000 - 39,999
Research Assistant	Cornell University	\$40,000 - 49,999
Research Data Specialist	Dana-Farber Cancer Institute	\$30,000 - 39,999

Research Assistant I	Dana-Farber Cancer Institute / Harvard Medical School	\$30,000 - 39,999
AmeriCorps VISTA	Greater Gallatin United Way & Montana Campus Compact	
Research Intern	Massachusetts General Hospital	\$20,000 - 29,999
Research Technician	Memorial Sloan Kettering Cancer Center	\$40,000 - 49,999
Community Health Education	Merrimack College	
Genetic Counseling	MGH Institute of Health Professions	
Research Tech	Michigan Medicine	\$20,000 - 29,999
Research Technician	Nathan Kline Institute	
Social Psychology	New York University	
Provider Acquisition	Quartet Health	\$50,000 - 59,999
Intern	Research!America	\$20,000 - 29,999
Teaching Fellow	The Hun School of Princeton	\$20,000 - 29,999
Nursing	University of Pennsylvania	
Philosophy		
Title/Program	Employer/Grad School	Salary
Research Intern, Price Database Team	artnet	
Software Engineering	Fullstack Academy	
Architecture	Rhode Island School of Design	
Knowledge Worker	Sassafras Software	\$10,000 - 19,999
Social Policy and Data Analytics	University of Pennsylvania	
Physics		
Title/Program	Employer/Grad School	Salary
Aeronautical Engineering	Clarkson University	
Material Science	Dartmouth College	
Engineering	Dartmouth College	
Engineering	Dartmouth College	
Mechanical Engineering	University of South Carolina	
Political Science		
Title/Program	Employer/Grad School	Salary
Lead Outreach Associate	3Degrees Group, Inc.	
Science and Intervention Teacher	Ascend Public Charter Schools	
Mid-Market Business Development Associate	BounceX	\$60,000- 69,999
Assistant Language Teacher	Japan Exchange and Teaching Program	
Management Development Program Associate	M&T Bank	\$60,000- 69,999
Field Organizer	Mike Bloomberg 2020	\$70,000 - 79,999
Financial Advisor	New York Life Insurance Company	
Special Assistant	New York State Executive Chamber	
Math Teacher	North Star Academy Charter School of Newark	
College of Professional Studies	Northeastern University	
Litigation Paralegal	Paul, Weiss, Rifkind, Wharton & Garrison, LLP	\$40,000 - 49,999
Creative Associate	Red Edge LLC	\$40,000 - 49,999
Junior 2D animator	StudioRX	\$50,000 - 59,999

English Second Language Teacher	TAPIF	
English Second Language Teacher	TAPIF	\$9,999 or less
8th Grade Math Teacher	The American Dream School	\$60,000- 69,999
School Intern	The Chestnut Hill School	
English Language Assistant	UCETAM	
News and Broadcasting Assistant	United Talent Agency	\$50,000 - 59,999
Paralegal Specialist	US Department of Justice	\$40,000 - 49,999
Democratic Cloakroom Assistant	US Government	\$40,000 - 49,999
Psychology		
Title/Program	Employer/Grad School	Salary
Consulting Analyst	Accenture	
Augustinus Bader	Account Coordinator	
After School Teacher	AmeriCorps	
Business	Bentley University	
Assistant Manager/Rider	Brianne Goutal LLC	\$30,000 - 39,999
Practice Operations Assistant	Brigham and Women's Hospital Department of Neurosurgery	\$30,000 - 39,999
Intern	Cherry Tree Neuropsychology	
Social Work	Columbia University	
Communication and Education	Columbia University in the City of New York	
EMT	Crowdrx	\$20,000 - 29,999
Post-baccalaureate Certificate	University of Colorado Denver	
Economics	Duke University	
Radiography	Englewood Hospital and Medical Center School of Radiography	
Quality Assurance Tester	Epic Systems	\$50,000 - 59,999
Mid-Market Account Executive	FareHarbor	
Mental Health Worker	Four Winds Saratoga	\$30,000 - 39,999
Project Coordinator	Granite Telecommunications	
AmeriCorps VISTA Member	Greater Gallatin United Way & Montana Campus Compact	
Instructor's Assistant	Guiding Eyes for the Blind	\$30,000 - 39,999
Talent Assistant	ID Public Relations	
Community Facilitator	Looking Upwards, Inc.	
Classroom Counselor	Manville school	\$30,000 - 39,999
Clinical Research Coordinator and Research Assistant	New York State Psychiatric Institute (Columbia; New York Presbyterian Hospital) Molecular Imaging Neurology Department	\$40,000 - 49,999
Social Psychology	New York University	
Psychology	New York University	
Social Work	New York University	
Social Work	New York University	
BrainPOP	Sales Development Representative	
Assistant Varsity Field Hockey Coach	Saratoga Springs High School	
Case Manager	Social Clubhouse	\$20,000 - 29,999
Copywriter, Online Marketing	TechTarget	
Level 2 Teacher	The New England Center for Children	

Psychology	The New School	
Chief Program Officer	Town To Table	
Not Reported	University of Illinois Urbana-Champaign	
Research Associate	UNC Chapel Hill Department of Psychology	\$20,000 - 29,999
Counseling Psychology	University of Denver	
Fellow	Venture for America	
Research Assistant	Weight Control and Diabetes Research Center (The Miriam Hospital)	\$30,000 - 39,999
Lab Manager	WKU University	\$30,000 - 39,999
Research Assistant	Women and Infant's Hospital	\$30,000 - 39,999
Religious Studies		
Title/Program	Employer/Grad School	Salary
EMT	Crowdrx	\$20,000 - 29,999
Fulbright Fellow	American Indonesian Exchange Foundation	
Self-Determined		
Title/Program	Employer/Grad School	Salary
Outreach Assistant	Forward Ever Sustainable Business Alliance	\$9,999 or less
Care Coordinator	Memorial Sloan Kettering Cancer Center	
Social Work		
Title/Program	Employer/Grad School	Salary
International Recruitment Coordinator	CIEE	\$30,000 - 39,999
Policy and Organization Intern	Florida Rights Restoration Coalition	\$20,000 - 29,999
Behavior Therapist	Institute for Effective Behavior Interventions	\$10,000 - 19,999
Paralegal	New York County District Attorney's Office	\$40,000 - 49,999
Social Work	New York University	
Social Work	New York University	
Social Work	New York University	
Social Work	Simmons University	
Social Work	Tulane University	
Social Work	University at Albany	
Social Work	University at Albany	
Public Policy	University of Michigan	
Social Work	Washington University in St. Louis	
Sociology		
Title/Program	Employer/Grad School	Salary
Statistics	Columbia University	
Youth Empowerment Coordinator	Commission on Economic Opportunity	
Front of House	Georgetown Cupcakes	
Client Success Manager	Global-e	\$50,000 - 59,999
Associate Recruiter	JMJ Phillip Group	
Implementation Specialist	MEDITECH	

Server	Nitehawk Cinema	\$9,999 or less
Administrative Assistant	One Medical	
External Relations Assistant	Skidmore College	\$20,000 - 29,999
Youth Care Worker	The Charlton School	\$20,000 - 29,999
Law	The George Washington University	
Research Assistant	Weight Control and Diabetes Research Center (The Miriam Hospital)	\$30,000 - 39,999
Estates Paralegal	Weitz & Luxenberg PC	
Spanish		
Title/Program	Employer/Grad School	Salary
Spanish Teacher	Academy of the City Charter School	
Business	Bentley University	
Fellow	Center for Democracy in the Americas	\$20,000 - 29,999
UCETAM	English Language Assistant	
Social Services Coordinator Intern	Kids in Need of Defense (KIND)	\$9,999 or less
Junior Fellow	Princeton in Latin America	\$9,999 or less
Public Administration	Syracuse University	
English Language Assistant	UCETAM	\$9,999 or less
Paralegal	Vincent J. Criscuolo & Associates	\$10,000 - 19,999
Theater		
Title/Program	Employer/Grad School	Salary
Journalism	Georgetown University	
Nanny	Leah Herman	\$9,999 or less
Part Time Sales Associate	Marine Layer	\$10,000 - 19,999
Customer Experience Associate	Package Free	
Artistic Intern	The Drama League	

First Destinations: Status by First Generation vs. Continuing Generation

First Generation students face social, emotional, and financial challenges not always faced by Continuing Generation students. The National Association of Colleges and Employers researched First Generation student expectations for post-graduation plans, and concluded the following¹:

- 61% of First Generation students reported an interest in entering the workforce
- 22% hoped to continue their education
- 17% were planning to take time off, prior to making future plans

	First Generation	Continuing Generation
Employed	77%	70%
Full-Time	61%	57%
Part-Time	14%	10%
Volunteering	2%	3%
Continuing Education	14%	18%
Not Seeking Employment	2%	1%
Seeking Employment	7%	10%

Compared to national findings, Skidmore First Generation students are more likely to enter the workforce, by 16%, and were more likely than Continuing Generation students to secure Full-Time employment (61% vs. 57%).

Skidmore First Generation students were less likely to be seeking employment (7% vs. 10%), or continuing education (14% vs. 18%).

¹Eismann, Louisa (2016, November 1). *First-Generation Students and Job Success*, NACE Journal. <https://www.nacweb.org/job-market/special-populations/first-generation-students-and-job-success/>

First Generation Employers/Institution, Titles/Programs and Salaries

Employer/Institution	Title/Program	Salary
ABB	Robotics and Discrete Automation Sales Intern	
Academy of the City Charter School	Spanish Teacher	
Accenture	Application Development Analyst	\$40,000 - 49,999
Airbnb	Software Engineer	
Become Healthcare Communications	Account Executive	\$30,000 - 39,999
Colorado State University	Ph.D. Chemistry	
Credit Suisse	Investment Banking Analyst	\$100,000 or more
Forward Ever Sustainable Business Alliance	Outreach Assistant	\$9,999 or less
GLOBALFOUNDRIES	Sr. Business Development Analyst - Transformation Office	
InGenius Prep	Marketing Manager	
Institute for Effective Behavior Interventions	Behavior Therapist	\$10,000 - 19,999
JST Systems	Analyst	\$50,000 - 59,999
Kite Pharma	Cell Therapy Specialist	
Memorial Sloan Kettering Cancer Center	Care Coordinator	
New York State Psychiatric Institute	Clinical Research Coordinator and Research Assistant	\$40,000 - 49,999
New York University	Financial Engineering	
NYU Langone Health Center	Financial Analyst	\$70,000 - 79,999
One Medical	Administrative Assistant	
Premier Business Solutions	Sales Professional	\$40,000 - 49,999
Qualtrics	Recruiting Specialist	\$40,000 - 49,999
Saratoga Springs High School	Assistant Varsity Field Hockey Coach	
Seattle Girls' School	8th Grade Math and Science Teacher	\$40,000 - 49,999
Simmons University	Social Work	
Skidmore College	Catering Coordinator	\$30,000 - 39,999
SoNo Ice Hoyse	Retail, Skate Instructor	\$9,999 or less
Starbucks	Barista	\$10,000 - 19,999
Syracuse University	Public Administration	
The Charlton School	Youth Care Worker	\$20,000 - 29,999
The Connecticut Women's Consortium	Administrative Training Specialist	
The Spence School	Alumnae Manager	\$70,000 - 79,999
VMware	Business Development Manager	\$80,000 - 89,999
Washington University in St. Louis	Social Work	
Weitz & Luxenberg PC	Estates Paralegal	
Yelp	Account Executive	

Experiential Education: First Generation Student Findings

Creating Pathways to Excellence: The Plan for Skidmore College 2015 – 2025, “Access to the Postcollege World” challenges Skidmore to see that liberal learning practices, such as internships, are within reach for students.

First generation students (those who come from a family where neither of their parents/guardians hold a four-year degree) are an at-risk group for this type of experience. **According to NACE’s 2018 Student Survey, 45.7% of First Generation graduates reported participating in an internship.**

86% of First Generation graduates reported completing at least one internship, 41% higher than the national average. 72% of First Generation students completed 2 or more internships while at Skidmore College.

	First Generation	Continuing Generation
Participated in an Internship	86%	83%
Did Not Participate in an Internship	14%	17%

	First Generation	Continuing Generation
1 Internship	28%	26%
2 Internships	14%	37%
3 Internships	22%	20%
4 Internships	28%	11%
5 or more Internships	8%	6%

Sampling of Internship Sites of First Generation Students:

Airbnb
American Red Cross
Ayco Company
Boston Consulting Group
Cambridge University Press
Credit Suisse
Dickinson College Farm
Educational Center for the Arts

EY
NASA
Princeton University
Prospect Child and Family Center
Saratoga Springs City Hall
Shelters of Saratoga
Visa
Waterford-Halfmoon Elementary School

First Destinations: Status by Ethnicity

While unemployment rates in 2019 were at a record low, the US Bureau of Labor Statistics found that workers of color were more likely to experience unemployment than White/Caucasian job seekers.

According to the BLS Report “Labor Force Characteristics by Race and Ethnicity” (October 2019), the following populations were most likely to experience joblessness, in order:

1. Native American/Alaskan Natives
2. Black or African Americans
3. Latinx
4. Whites
5. Asian/Asian Americans

Below is a summary of post-graduate outcomes by ethnicity from the Class of 2019:

	Asian/Asian American	Black/African American	Latinx	Native American/ Alaskan Native	White/Caucasian
Employed	51%	87%	67%	83%	74%
Full-Time	44%	69%	56%	33%	61%
Part-Time	7%	17%	11%	50%	9%
Volunteering	0%	0%	0%	0%	4%
Continuing Education	43%	9%	11%	0%	14%
Not Seeking Employment	1%	0%	0%	0%	1%
Seeking Employment	5%	4%	22%	17%	10%

In Skidmore’s Class of 2019, Latinx graduates reported higher rates of employment, followed by Native American/Alaskan Native, White/Caucasian, Asian/Asian American, and Black/African American, deviating from the national findings.

Additionally, in an August 2019 report by the Economic Policy Institute titled “Black Workers Endure Persistent Racial Disparities in Employment Outcomes”, Jhacova Williams and Valerie Wilson found that black workers with a college degree are more likely to be underemployed when it comes to skill level, with 40% in a position that typically does not require a college degree.

By contrast, 84% of those reporting employment from Skidmore’s Class of 2019 were in positions requiring a BA, more than double the national average.

Students of Color: Employers/Institution, Titles/Programs and Salaries

Employer/Institution	Title/Program	Salary
Academy of the City Charter School	Spanish Teacher	
Accenture	Application Development Analyst	\$40,000 - 49,999
Accenture	Consulting Analyst	
Adway	Marketing Coordinator	\$9,999 or less
Airbnb	Software Engineer	
Apolish	Educational Consultant	
artnet	Research Intern, Price Database Team	
Ascend Public Charter Schools	Middle School Math Teacher	\$60,000- 69,999
AXA Advisors, LLC	Financial Consultant	
Become Healthcare Communications	Account Executive	\$30,000 - 39,999
Brandeis University	Anthropology	
Care Coordinator	Memorial Sloan Kettering Cancer Center	
Columbia University	Enterprise Risk Management	
Columbia University	Statistics	
Columbia University	Enterprise Risk Management	
Dana-Farber Cancer Institute / Harvard Medical School	Research Assistant I	\$30,000 - 39,999
Dartmouth College	Material Science	
Duke University	Economics	
Earth Fine Jewels, LLC	CEO	\$20,000 - 29,999
eiWorkflow Solutions LLC	Business Analyst	\$40,000 - 49,999
EY	FSO Business Advisory Consultant	
Film Production	Filmmaker and Freelance Photographer	\$30,000 - 39,999
Forward Ever Sustainable Business Alliance	Outreach Assistant	\$9,999 or less
Four Winds Saratoga	Mental Health Worker	\$30,000 - 39,999
Gibson, Dunn & Crutcher LLP	Legal Recruiting Assistant	
GLOBALFOUNDRIES	Sr. Business Development Analyst - Transformation Office	
Granite Telecommunications	Project Coordinator	
Guidepoint	Associate	\$50,000 - 59,999
InGenius Prep	Marketing Manager	
Interspect	Backend Software Engineer	
Joele Frank	Account Executive	
JPMC	Software Engineer	\$100,000 or more
Kite Pharma	Cell Therapy Specialist	
Leah Herman	Nanny	\$9,999 or less
M&T Bank	Management Development Program Associate	\$60,000- 69,999
Massachusetts General Hospital	Research Intern	\$20,000 - 29,999
Mood Fabrics	Assistant Copywriter	\$20,000 - 29,999
New York University	Financial Engineering	
New York University	Psychology	
New York University	Nursing	
Northwestern University	Analytics	
One Medical	Administrative Assistant	

Pearl Meyer	Executive Compensation Analyst	
Poize Workwear	Social Media and Marketing Intern	
Providence College	Higher Education	
Qualtrics	Recruiting Specialist	\$40,000 - 49,999
Research Technician	Memorial Sloan Kettering Cancer Center	
Research Technician	Nathan Kline Institute	
Salesforce	Sales Development Representative	\$50,000 - 59,999
Skidmore College	External Relations Assistant	\$20,000 - 29,999
Skidmore College	Catering Coordinator	\$30,000 - 39,999
Social Clubhouse	Case Manager	\$20,000 - 29,999
SoNo Ice Hoyse	Retail, Skate Instructor	\$9,999 or less
Starbucks	Barista	\$10,000 - 19,999
Syracuse University	Public Administration	
TAPIF	Teaching Fellow	\$9,999 or less
Teachers College, Columbia University	Music and Music Education	
The Connecticut Women's Consortium	Administrative Training Specialist	
The George Washington University	Law	
The New England Center for Children	Level 2 Teacher	
The Spence School	Alumnae Manager	\$70,000 - 79,999
Thistle Hill Weavers	Summer Intern/consultant	\$9,999 or less
Town To Table	Chief Program Officer	
Travelers Insurance	Project Administrator	\$60,000- 69,999
Tulane University	Social Work	
UBS	Wealth Management GTP Analyst	
University of Illinois Urbana Champagne	Master's Degree	
University of Michigan	Public Policy	
University of Michigan	Quantitative Finance and Risk Management	
University of Michigan	Ph.D. Chemistry	
University of Pennsylvania	Social Policy and Data Analytics	
University of South Carolina	Ph.D. Mechanical Engineering	
University of Southern California	Computer Science: Media and Creative Technologies	
University of Southern California	Communication Management	
Wavemaker	Planning Associate	\$40,000 - 49,999
Weitz & Luxenberg PC	Estates Paralegal	
Yale University	Biostatistics	
Yelp	Account Executive	

Experiential Education: Findings by Ethnicity

Internships have increasingly become a critical gatekeeper in many growing industries, one that often shuts out low-income and minority applicants. According to research by the National Association of Colleges and Employers, 60% of employers prefer hiring applicants with internships, with 90% stating students should have one or two internships before they graduate.

According to the Economic Policy Institute article “The Racial Wealth Gap” by Janelle Jones (Feb. 2017), median household wealth for white families is 12 times higher than that of black families. Lacking significant household wealth, families of color in particular often struggle to ensure their child does not go into debt working an unpaid internship. As a result, these students leave school with a less comprehensive resume than their peers who were able to take various internships throughout college.

Below is a summary of internship participation in the Class of 2019, by ethnicity:

	Asian/Asian American	Black/African American	Latinx	Native American/ Alaskan Native	White/Caucasian
Participated in an Internship	82%	77%	77%	83%	85%
Did Not Participate in an Internship	18%	23%	23%	17%	15%

	Asian/Asian American	Black/African American	Latinx	Native American/ Alaskan Native	White/Caucasian
1 Internship	31%	24%	13%	60%	25%
2 Internships	27%	35%	29%	0%	37%
3 Internships	24%	18%	29%	20%	19%
4 Internships	16%	18%	29%	20%	11%
5 or more Internships	2%	5%	0%	0%	8%

Sampling of Internship Sites of Students of Color:

Accenture
 Airbnb
 American Red Cross
 Boston Consulting Group
 Boston Healthcare for the Homeless
 Center for International Policy
 Commonwealth Law Group
 Deloitte
 EY
 IBM
 Intel Corporation
 LFTmktg – Ad Agency
 Maine Medical Center
 Massachusetts General Hospital

MasterCard
 New York Presbyterian Hospital
 Office of the Mayor of New York City
 Omnicom Health Group
 Peace Corps
 PepsiCo
 Sales Force
 Saratoga Springs Housing Authority
 SUNY Upstate Medical University
 The College Board
 Travelers Insurance
 Visa
 WallachBeth Capital
 Yale University Press

Satisfaction: Overall

The Class of 2019 reported satisfaction with current career plans, with 70% reporting positive feedback.

	Very Unrelated	Somewhat Unrelated	Neither Related nor Unrelated	Somewhat Related	Very Related
How related is your current occupation to your area of study?	9%	5%	9%	33%	44%
How related is your current occupation to your career goals?	7%	2%	9%	32%	50%
	Very Unsatisfied	Somewhat Unsatisfied	Neither Satisfied nor Unsatisfied	Satisfied	Very Satisfied
How satisfied are you with your current occupation?	4%	6%	20%	30%	40%

- **77%** of respondents rated their current occupation as Somewhat Related or Very Related to their **area of study**.
- **82%** of respondents rated their current occupation as Somewhat Related or Very Related to their **career goals**.
- **70%** of respondents reported **satisfaction** with their current occupation.