



YEP Voices 2015: Mapping the Young Education Professional's Career Pathway

EXECUTIVE SUMMARY

"YEP Voices: Mapping the Young Education Professional's Career Pathway" is the second annual report from the Young Education Professionals (YEP), capturing the voice and perspectives of over 550 young education professionals from all sectors – policy, practice, and research – in all corners of the country.

The focus of this year's report is on our members' current career and professional aspirations: How do they access jobs? What do they most value in their careers? How long do they plan to stay in their current positions? Where do they see themselves in the future? What skills do they need to be prepared to take their next steps?

YEP's mission is to support and connect the next generation of education leaders – those who will be leading schools, running education-focused non-profits, serving as elected officials, innovating new education technology, and taking on other leadership roles in the years ahead. Through this survey and report, we aim to amplify young education professionals' collective voice and have their needs and interests heard by those in a position to better support tomorrow's education leaders.

Some of the key findings include:

- **Young education professionals find satisfaction in their jobs when they work in positive work environments and find opportunities to grow.** Over half of the respondents ranked "positive work culture" as the *most* important factor in their job satisfaction. Also highly ranked were "opportunity for growth," the ability to have a "positive social impact," and the jobs' "subject matter."
- **Young education professionals typically stay in their positions for one to three years, and many left their previous positions when they could not find growth opportunities or simply because they wanted to change professions.** Looking ahead, about 45% of respondents plan to leave their jobs within three years, with 15% planning to leave in the next year.
- **Today's education professionals want to be tomorrow's leaders, and they are looking for opportunities to grow their leadership and management skills.** Nearly 40% selected "organizational management" as one of the three skills they most want or need to develop to advance in their careers, with "policy knowledge" and "entrepreneurship" as the next two most valued skills.
- **Just about all young education professionals plan to stay in education in the next decade.** However, about two-thirds plan to shift careers within the field, with only 40% and 30% of those in "practice" or "administration" planning to stay in those sectors in the next ten years.
- **Those professionals with graduate degrees overwhelmingly found graduate school to be useful in helping them secure and prepare for their jobs.** Around 90% of respondents with graduate degrees found graduate school helpful in both getting and preparing them for their jobs. This held true across all degree programs, from Masters in Teaching and Education to Masters in Public Administration and Business.