

What's in a Degree?

Graduate Students' Perceptions of Public Service Careers

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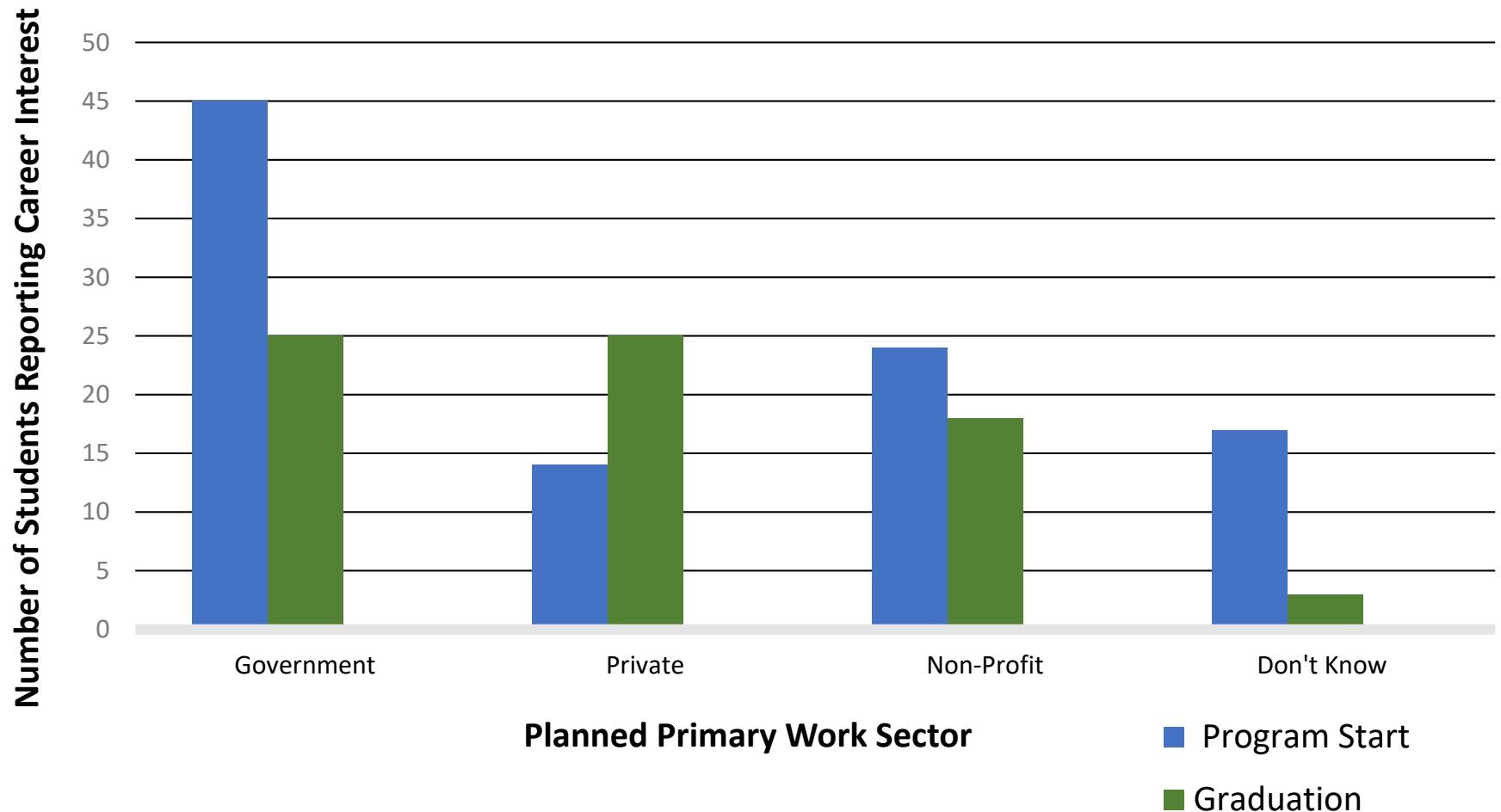


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Students in MPA Programs Become Less Interested in Public Sector Work Over the Course of their Graduate Career



It's easy blame the decline on structural problems in the public sector:

Congress rushes to avert shutdown amid hopeful signs from Trump

By JOHN BRESNAHAN, SARAH FERRIS and
MELANIE ZANONA | 02/13/2019 12:20 PM
EST | Updated 02/13/2019 09:24 PM EST

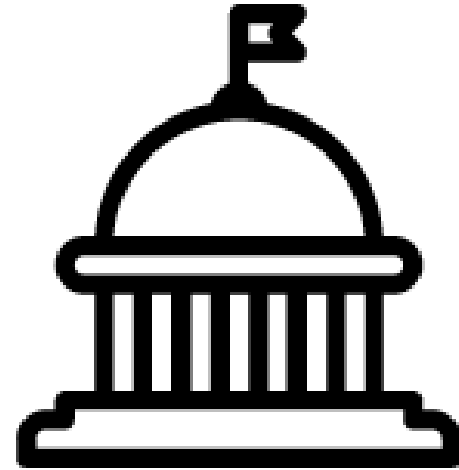
Anxiety growing over Millennials in government workforces

**Government
Executive**

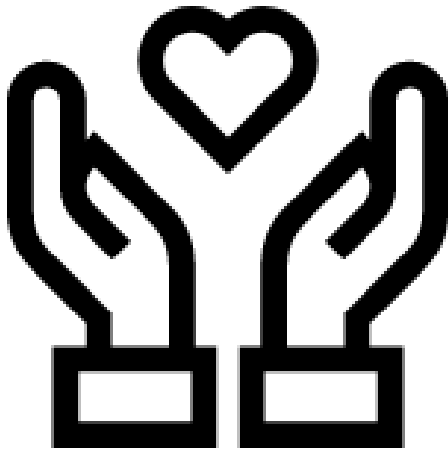
Why My Generation Isn't Serving in Government

By Nicholas Wu
September 10, 2018

***'We Didn't Get Ph.D.s Just to Sit Around':
Civil Servants' Good Will Erodes***



But, what if the state of the Public Sector isn't the whole story?



Graduate Students!
Professional Students!
Interested in a
Public Service Career?

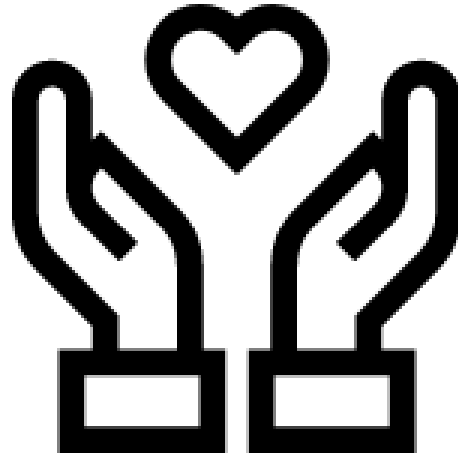


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University of Pennsylvania survey
about career motivation
ENTER TO WIN \$25 AMAZON GIFT CARD

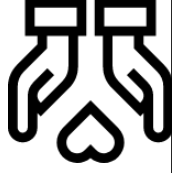
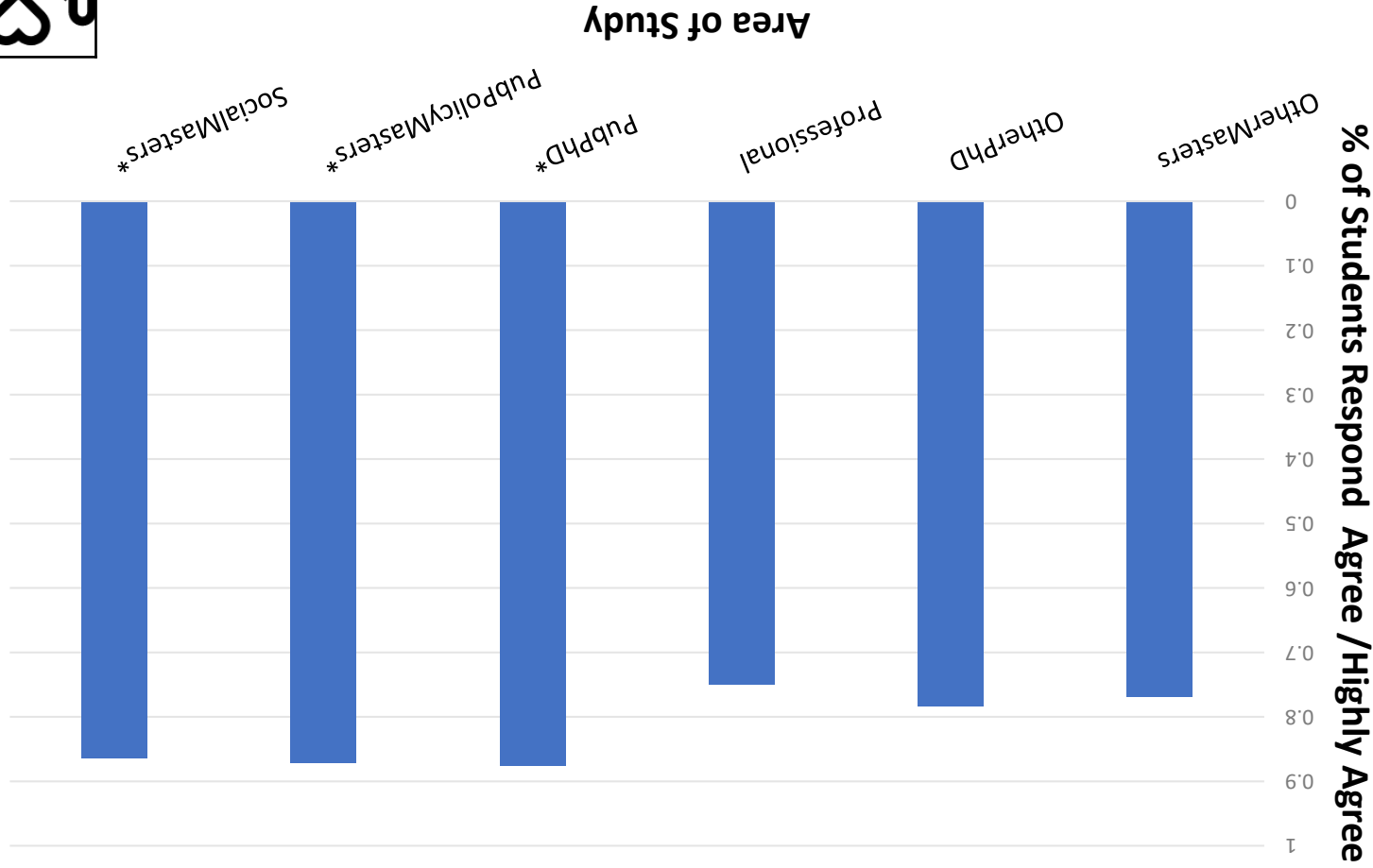
bit.ly/gradpubservice

Public Service Motivation



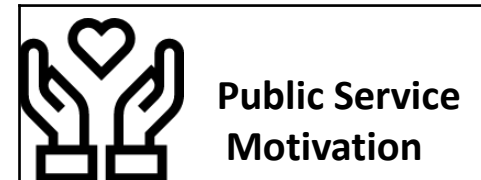
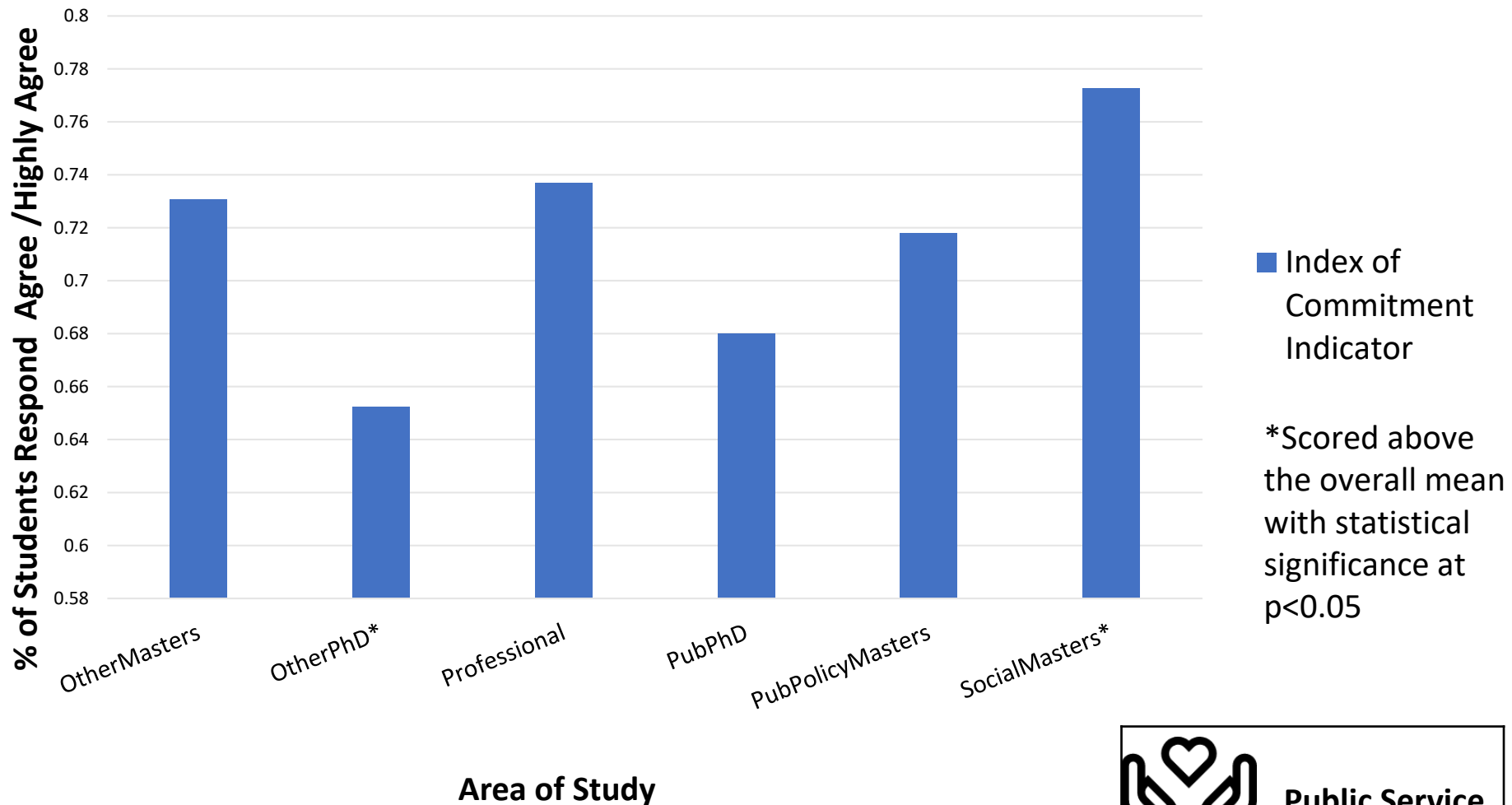
How do students' individual outlook on the world shape their education and career choices?

Students in degree programs traditionally associated with public sector work had higher levels of attraction to policy making

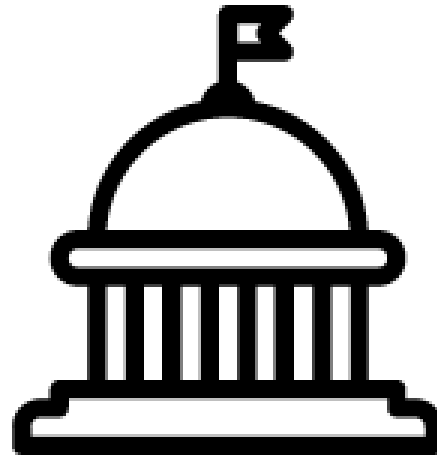


**Public Service
Motivation**

Commitment to Government Service Varied Across Areas of Study

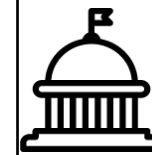
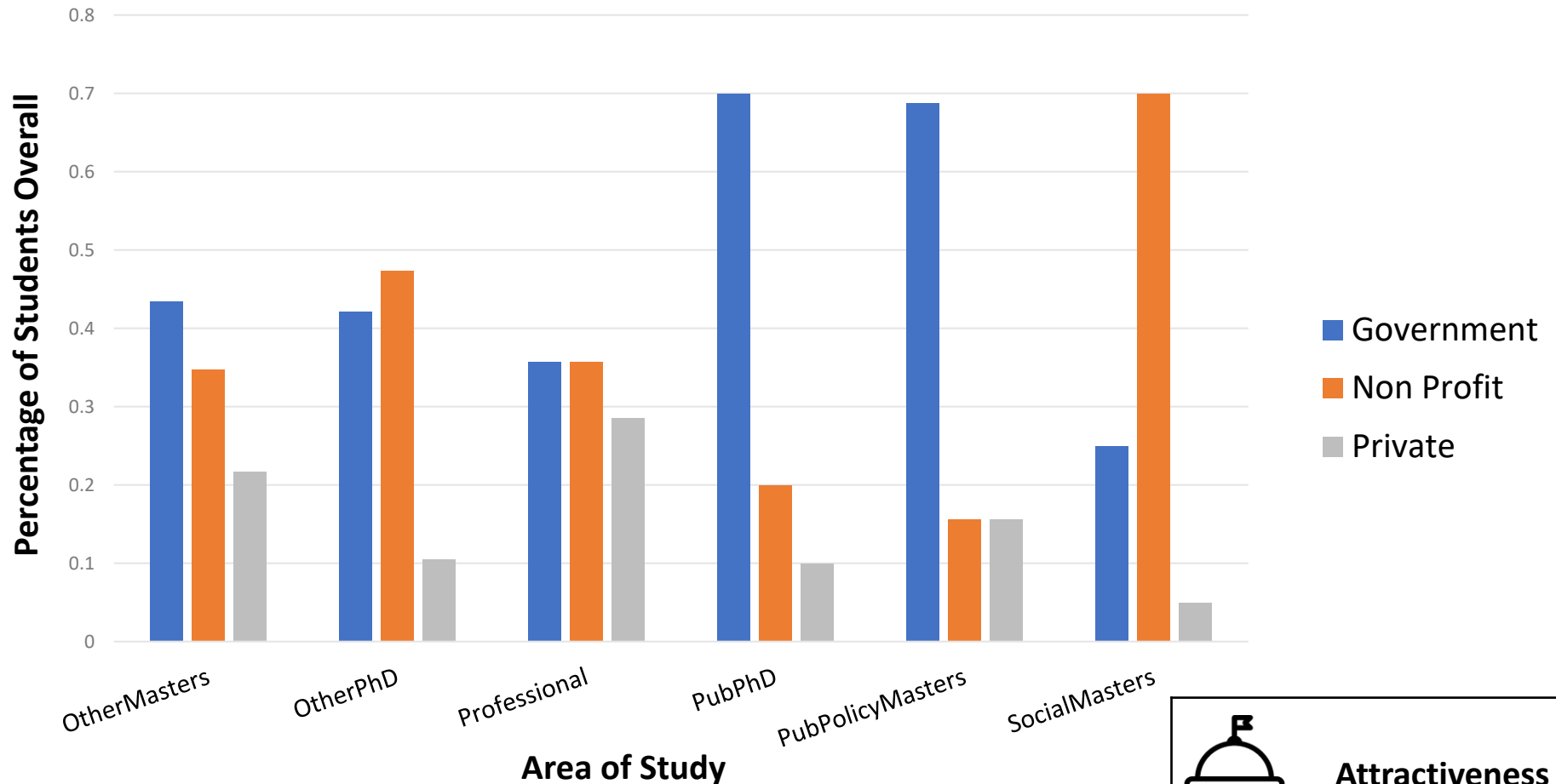


Attractiveness of Government



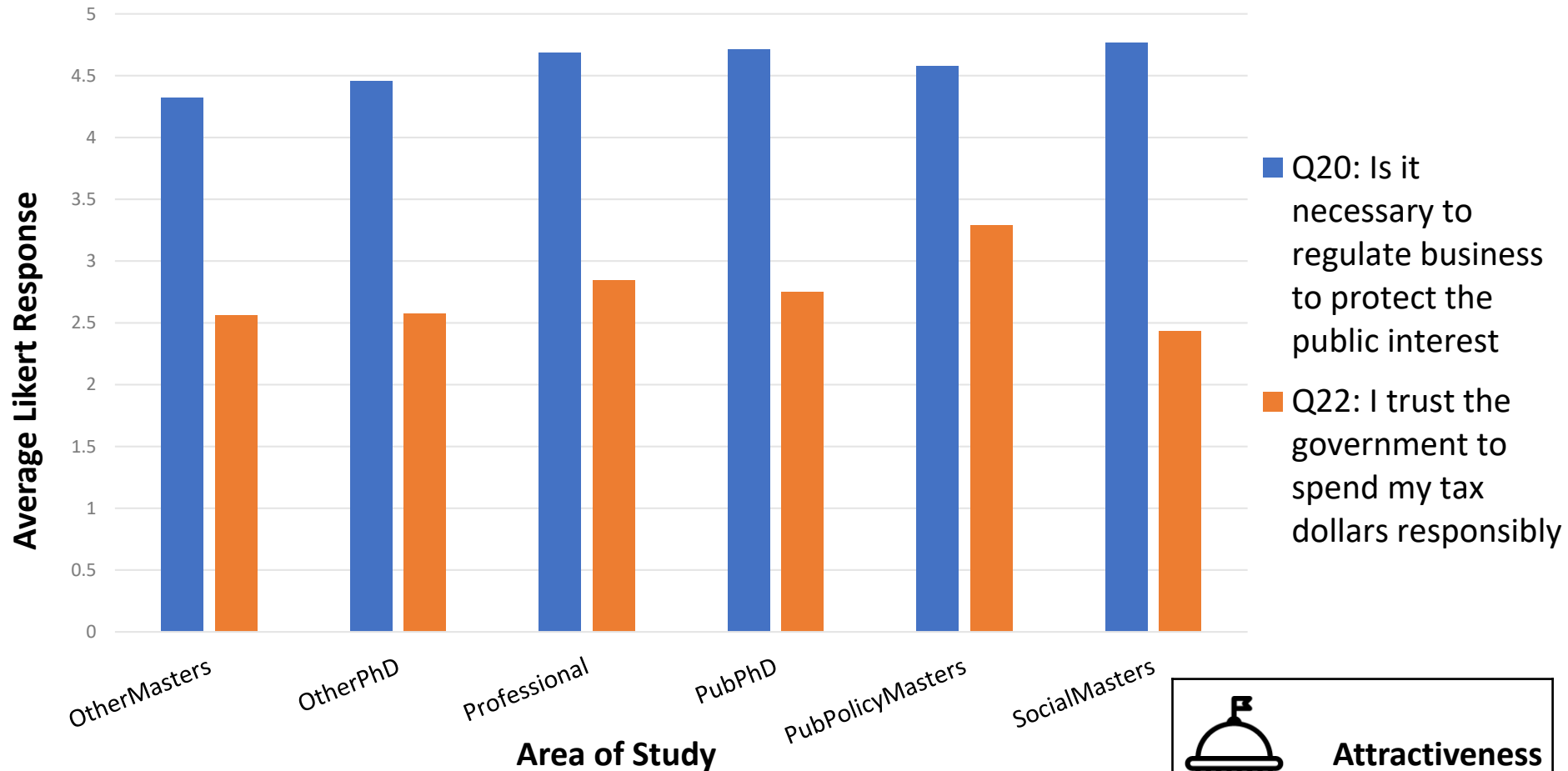
How do students' views on our largest public institution influence their perception of public sector work?

Public Policy Masters and Ph.D. Students are More Likely to Rate Gov't the Most Effective Institution for Solving Public Problems



Attractiveness
of Government

**Figure 5: Students Trust Government's Regulatory Authority
More than Spending Authority**



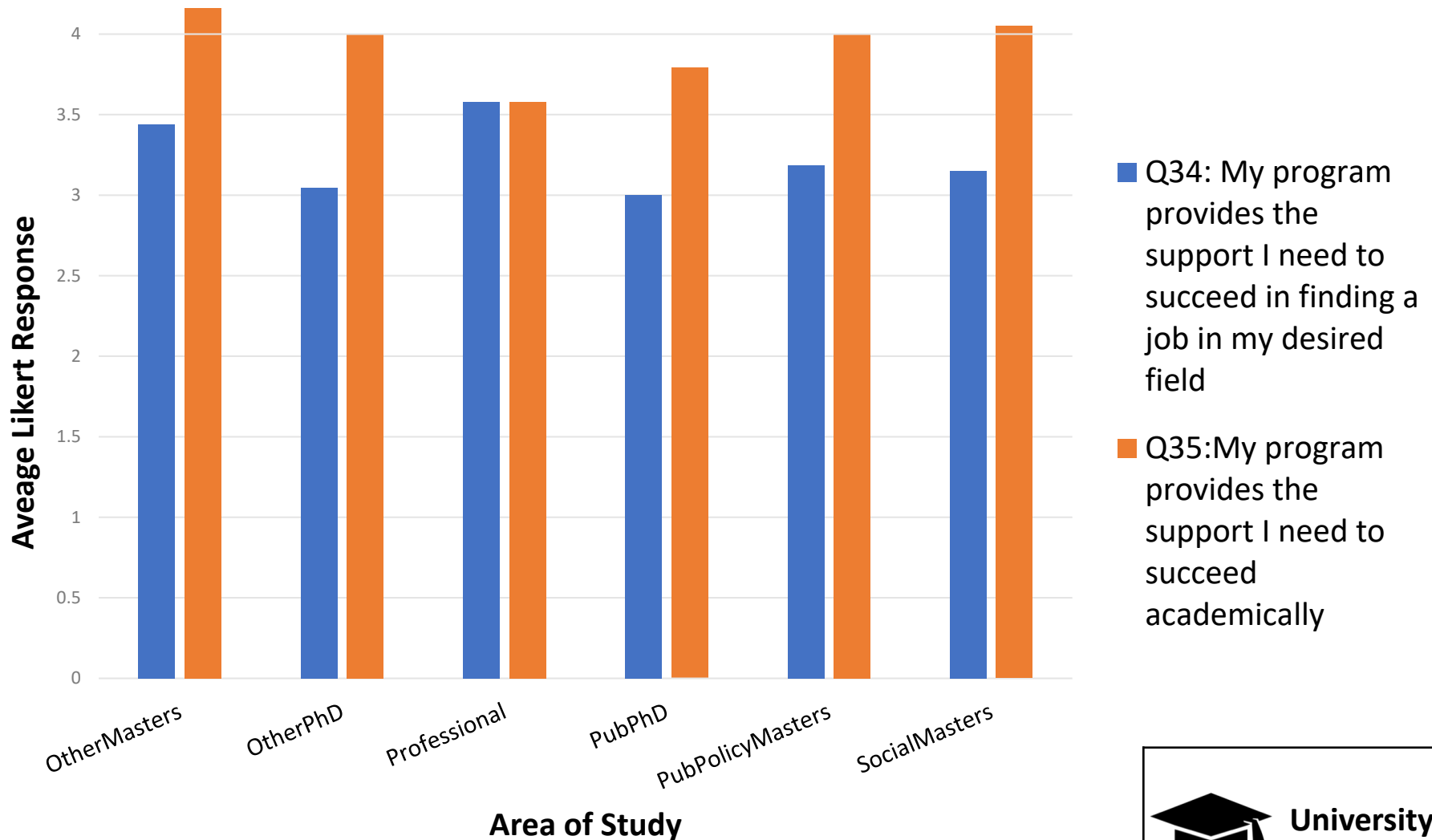
University Investment



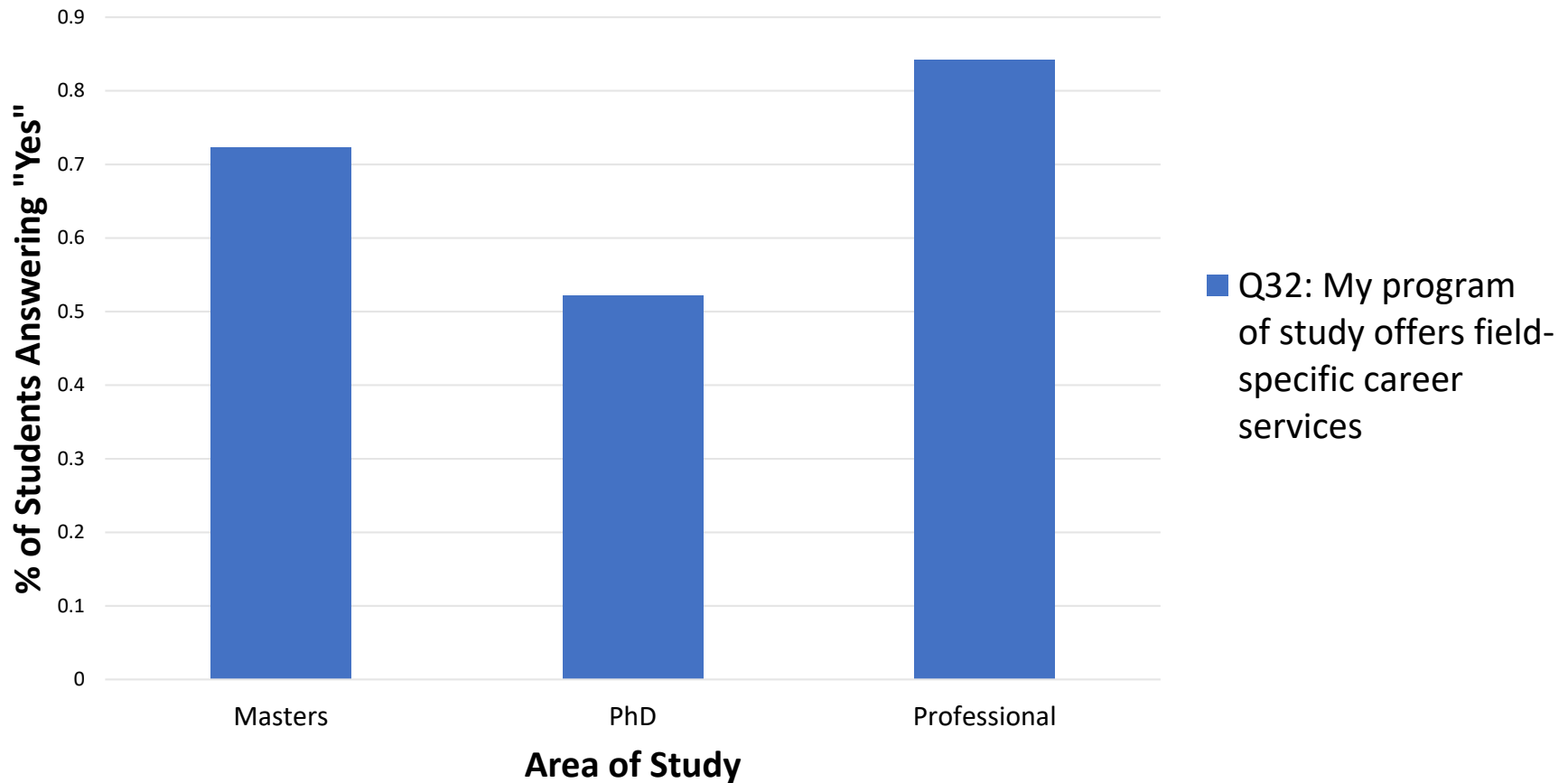
How does your university's institutional investment in your program shape your career choices?

Most Graduate Students Think Their Program's Academic Support is Better Than Career Support

4.5



Ph.D. Students are Less Likely to Have Access to Career Services as Compared to Masters Students

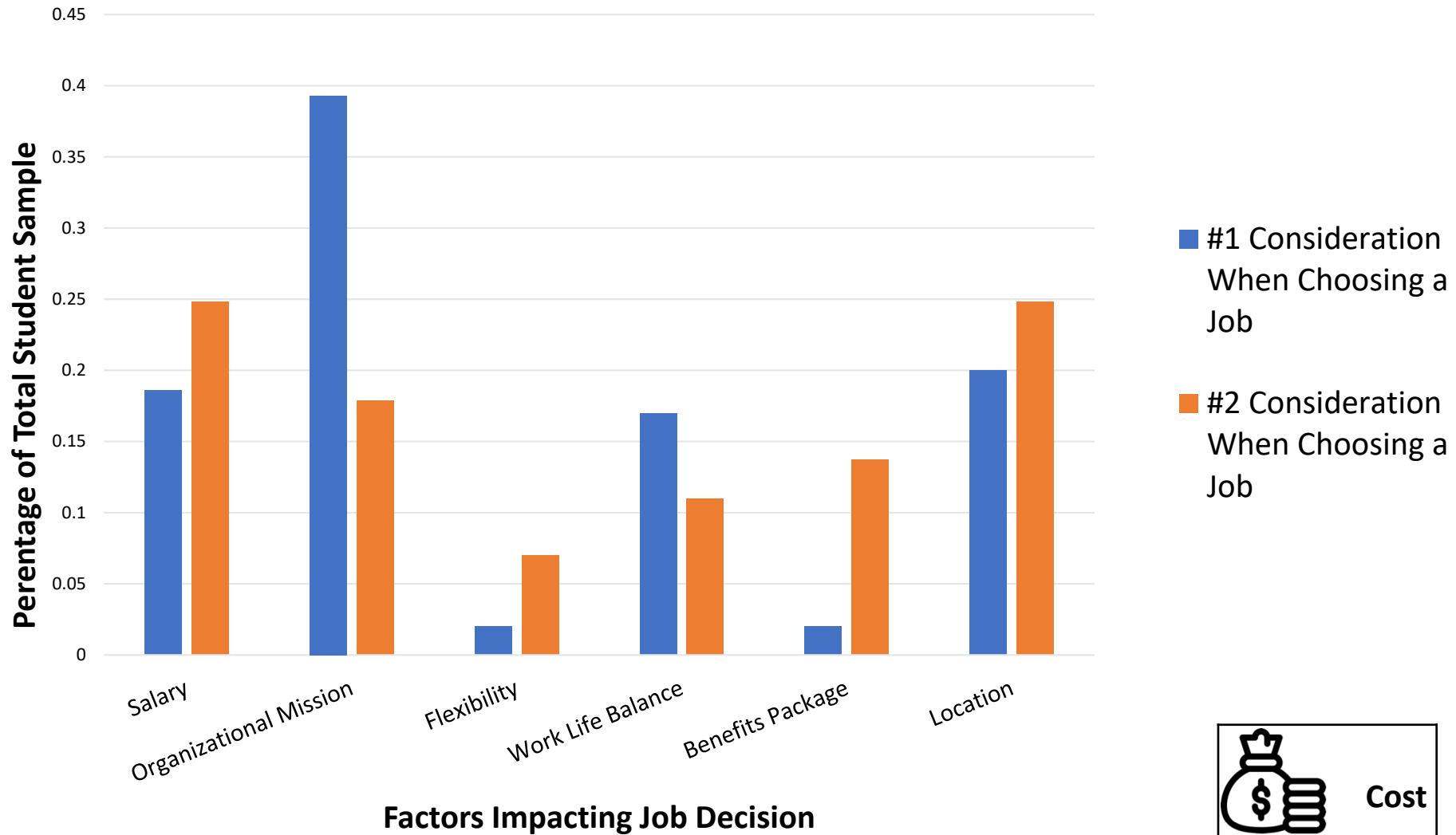


Cost



How do you define “cost”,
and how does the cost of
your degree and subsequent
salary effect career decision
making?

Organizational Mission is Overwhelmingly Student's #1 Consideration When Choosing a Job



In the Job Market, Students Seek a “Return on Investment” in their Graduate Education

Students are very concerned about recouping the financial and time costs of their education, **regardless of if they have loans**



Students expressed willingness to take lower-paying jobs if they received “return” in other ways, such as **training or a positive workplace culture**



Recommendations

Public sector organizations should emphasize their organizational culture and growth opportunities when recruiting millennial workers.

