Overall Outcomes

Post-Graduation Plans

- Full-Time Employment (61%)
- Currently Seeking Employment (30%)
- Pursuing Further Education (2%)
- Part-Time Employment (2%)
- Military Service (2%)
- Other (3%)

Career Preparation

- 100% Complete internships
- >60% Complete multiple internships
- >84% Receive job offers from their internship provider

Data shown in this report was self-reported by College of IST undergraduate students for the summer 2023-spring 2024 Required Internship Registration Report and Post-Graduation Surveys (at the time of graduation).
Full-Time Employment (All Majors)

$76,543
Average starting salary*

$7,453
Average signing bonus

53%
Reported a signing bonus

Top Employment Locations
- PA (47%)
- VA (16%)
- NY (8%)
- DC (7%)
- TX (3%)
- CT, MA, MD, NJ (2%)
- CA, CO, FL, IL, WV, International (1%)

Top Employment by Industry
- Consulting (38%)
- Government/Defense (18%)
- Banking/Finance (10%)
- Pharma/Health Care/Insurance (6%)
- Research & Development (5%)
- Building/Manufacturing (5%)
- Food/Beverage (4%)
- Transportation (3%)
- Software/Technology (6%)
- Other (5%)

Top Hiring Companies

*Starting salaries were self-reported by students who opt-in to complete the Post-Graduation Survey. Starting salaries vary based on position, company, and location.
Internships (All Majors)

$22.27/hr

Average intern salary

Top Employment Locations
- PA (52%)
- VA (5%)
- DC (2%)
- NY (8%)
- MD (3%)
- FL (2%)
- International (7%)
- TX (3%)
- Other (9%)
- NJ (7%)
- CA (2%)

Experience Format
- In-Person (47%)
- Remote (28%)
- Hybrid (25%)

Successful Internship Search Method
- Networking through friends and family (41%)
- Company/other online posting (19%)
- LinkedIn (11%)
- On-campus event (10%)
- Using full-time position (10%)
- Nittany Lion Careers (6%)
- Military or ROTC (2%)
- Other (1%)
- Email (<1%)
- Previous internship (<1%)

Top Hiring Companies
- PennState Applied Research Laboratory
- Lockheed Martin
- EY
- PwC
- Deloitte
- KPMG
- Merck
- Highmark Health
- Erie Insurance
- PennState Information Technology

Average intern salary

Top Employment Locations

Experience Format

Successful Internship Search Method

Top Hiring Companies
Cybersecurity Analytics and Operations

$82,814  $8,017  $24.08/hr

Average starting salary*  Average signing bonus  Average intern salary

Top Hiring Companies

Lockheed Martin  Deloitte  EY

Penn State Applied Research Laboratory  pwc  KPMG

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Data Sciences (Applied Data Sciences option)

$75,900  $9,375  $21.06/hr
Average starting salary* Average signing bonus Average intern salary

Top Hiring Companies

Deloitte  Minitab  PennState Applied Research Laboratory
Booz | Allen | Hamilton  Raytheon  Bank of America

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Enterprise Technology Integration

$76,286  $5,625  $21.64/hr
Average starting salary* Average signing bonus Average intern salary

Top Hiring Companies

PennState Applied Research Laboratory  KPMG  MERCK
RSM  EY  ORACLE

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**Human-Centered Design and Development**

$62,406  
Average starting salary*

$7,500  
Average signing bonus

$21.48/hr  
Average intern salary

**Top Hiring Companies**

- CROWDSTRIKE
- Johnson & Johnson
- PennState Information Technology
- PNC BANK
- SHEETZ
- Uniescort Consulting Inc.

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Starting salaries were self-reported by students who opt-in to complete the Post-Graduation Survey. Starting salaries vary based on position, company, and location.

**Information Sciences and Technology**

* $71,938 Average starting salary*
* $6,000 Average signing bonus
* $21.83/hr Average intern salary

**Top Hiring Companies**

- Merck
- Department of State
- Penn State Applied Research Laboratory
- Bryan Health
- EY
- Highmark Health

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Security and Risk Analysis

$65,509
Average starting salary*

$5,033
Average signing bonus

$20.41/hr
Average intern salary

Top Hiring Companies

Booz | Allen | Hamilton

KPMG

BRAUN

NAVSUP

NAV SUP SYSTEMS COMMAND

pwc

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Career Solutions and Corporate Engagement

The Office of Career Solutions and Corporate Engagement in the Penn State College of Information Sciences and Technology offers resources, programs, and services to help the college’s students reach their ultimate career goals. Career Solutions team members support students by providing professional guidance, offering career development services, and helping them overcome challenges encountered in their internship and full-time job searches. The team also connects employers with the college to align programs with industry needs and with students to promote internship and full-time career opportunities within their organizations.

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The publication is available in alternative media on request.

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