

# 10<sup>th</sup> Year Career Development Report Class of 2007 April 2018

In this report, the Career Development Office offers a snapshot of the employment experiences of the members of the Class of 2007 (“the Class”) in their first ten years since graduating from YLS.

The data in this report was compiled from multiple sources.<sup>1</sup> First employment information was provided from members of the Class to CDO nine months after graduation.<sup>2</sup> Information about first non-clerkship employment incorporates the results of CDO’s Post-Clerkship Employment Survey sent to all graduates who clerked immediately after graduation.<sup>3</sup> Information about the Class five years after graduation is based on responses to CDO’s 5<sup>th</sup> Year Career Development Survey, as well as based upon independent research conducted by CDO.<sup>4</sup> Information about the Class ten years after graduation is based on responses to CDO’s 10<sup>th</sup> Year Career Development Survey, as well as independent research by CDO.<sup>5</sup>

## First Employer Type

Judicial clerkships and law firms were the most popular first employment choices of the Class. Smaller percentages commenced their careers in public interest (9.7%), government (5.9%), academia (3.2%), and business (4.3%). In terms of post-clerkship employment, 60% of the Class worked for law firms in their first non-clerkship position, while 29% worked in either public interest or government.

Class of 2007	First Job After Graduation <sup>6</sup>	First Non-Clerkship Job
Law Firms	35.5%	60%
Judicial Clerkship	41.1%	--
Public Interest	9.7%	15%
Government	5.9%	14%
Academia <sup>7</sup>	3.2%	5%
Business	4.3%	6%

<sup>1</sup> Due to rounding, totals may not equal 100%.

<sup>2</sup> 100% of the Class responded.

<sup>3</sup> 96% of clerks responded.

<sup>4</sup> 64% of the Class responded, although not every respondent answered every question. Through independent research, CDO obtained employment information from an additional 35% of the Class beyond the 64% who responded to the 5th Year Survey.

<sup>5</sup> 51% of the Class responded, although not every respondent answered every question. Through independent research, CDO obtained information about current employment type and geographic location from an additional 27% of the Class.

<sup>6</sup> This data reflects first job choices (9 months after graduation) for graduates known to be employed and is rounded to the nearest tenth, as per current ABA requirements. For all other percentages in this report, we have rounded to the nearest half or one. For the Class of 2007, an additional 2% of members of the Class pursued an advanced degree immediately after graduation or upon concluding their clerkships; these graduates are not reflected in this chart.

<sup>7</sup> Academia includes teaching, research, academic fellowships and academic administration.

## Employer Type Progression

In comparing first non-clerkship employment with employment five and ten years after graduation, we see a progression away from law firm practice toward academia and business.

Class of 2007	First Non-Clerkship Job	5 Years After Graduation	10 Years After Graduation
Law Firms	60%	40%	26.5%
Public Interest	15%	14%	17%
Government	14%	19%	13.5%
Academia	5%	15%	20%
Business	6%	12%	20.5%
Other	--	--	2%

Not factoring judicial clerkships, 56.5% of 10<sup>th</sup> Year Survey respondents have worked for a public service employer (not-for-profit organization or government) at some point in the ten years since graduation. With respect to judicial clerkships, CDO's clerkship tracking informs us that 51% of the Class has clerked for a judge at some point in the ten years since graduation. At the time at which this 10<sup>th</sup> Year Survey was administered, three graduate members of the Class were clerking; in the above table, their jobs ten years after graduation are included in the "other" category.

## Employer Type Progression and Gender

Among 10<sup>th</sup> Year Survey respondents, ten years after graduation, higher percentages of women than men are in public interest (23.5% vs. 10.5%), mirroring results from the 10<sup>th</sup> Year Survey for the Class of 2010. Higher percentages of men respondents reported being in government and academia than women respondents (for government, 17% v. 12.5%; and for academia, 26% v. 15.5%). Among respondents very nearly the same amount of men as women are at law firms (25% v. 23%) and in business (21.5% v. 20.5%).

Class of 2007	At Graduation		5 Years After Graduation		10 Years After Graduation	
	Women	Men	Women	Men	Women	Men
Law Firms	33.5%	37.5%	35%	33%	25%	23%
Judicial Clerkship	43%	40.5%	2%	4%	3%	1.5%
Public Interest	12.5%	7%	20%	9%	23.5%	10.5%
Academia	2.5%	4%	12%	22%	15.5%	26%
Government	7%	5%	25%	16%	12.5%	17%
Business	2.5%	6%	6%	16%	20.5%	21.5%

Other	--	--	--	--	--	--
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## Employment Locations

In their first jobs post-graduation, 57% of the Class worked in three locations: New York, Washington, DC, and California (including all cities). Based upon survey responses and independent research, ten years after graduation, 61% of the Class continues to work in these three locations. However, among that cohort a slightly higher percentage now work in California than in New York (22.5% vs. 20.5%, as compared with 15% v. 26% upon graduation).

Top 3 Employment Locations	At Graduation	5 Years After Graduation	10 Years After Graduation
New York City	25%	26%	20.5%
Washington, D.C.	17%	20%	18%
California (including all cities)	15%	15%	22.5%

## Job Satisfaction

In the 5<sup>th</sup> and 10<sup>th</sup> Year Career Development Surveys, Class respondents were asked to indicate their overall satisfaction with their current employment. Overall, 85% of 5<sup>th</sup> Year Survey respondents said they were either satisfied or very satisfied with their current employment. Ten years after graduation, 95% of respondents reported being either satisfied or very satisfied.

Among respondents in law firms five years after graduation, 66% had reported being very satisfied or satisfied with their work, compared to 100% who reported being very satisfied or satisfied in law firms ten years after graduation. Very high (between 90% and 100%) percentages of respondents working in public interest, government, and business reported being very satisfied or satisfied both five and ten years post-graduation.

While one hundred percent of respondents working in academia reported being very satisfied or satisfied with their employment five years after graduation, only 89% of respondents working in academia ten years post-graduation reported being very satisfied or satisfied with their employment.

Class of 2007	Very Satisfied		Satisfied		Somewhat Satisfied		Not Satisfied	
	5 years	10 years	5 years	10 years	5 years	10 years	5 years	10 years
Overall Satisfaction	48%	61.5%	37%	33.5%	13%	6.5%	2%	--
Law Firms	19%	63.5%	47%	36.5%	31%	--	3%	--
Public Interest	67%	66.5%	27%	33.5%	7%	--	--	--
Government	63%	42%	29%	50%	4%	10%	4%	--

Academia	65%	77.5%	35%	11%	--	11%	--	--
Business	50%	61%	42%	33.5%	8%	5.5%	--	--

## Hours Spent Working

Overall, alumni survey respondents from the Class of 2007 seem to be working similar hours ten years after graduation as compared to five years after graduation. While 63.5% of the Class reported working 2,000 or more hours five years after graduation, 64.5% of the Class reported working that many hours ten years after graduation. The most commonly reported range of work hours for both 5<sup>th</sup> and 10<sup>th</sup> Year Career Development Survey respondents was 2,000-2,500 hours per year (44.5% and 43% respectively). The fields in which the highest percentage of respondents reported working the longest hours ten years post-graduation were government and academia, with 73.5% and 69% of respondents in these sectors of reporting that they worked over 2,000 hours, respectively.

Class of 2007	Less than 1,700 hours		1,700-1,999 hours		2,000-2,500 hours		Over 2,500 hours	
	5 years	10 years	5 years	10 years	5 years	10 years	5 years	10 years
Overall	6.5%	10%	29.5%	25.5%	44.5%	43%	19%	21.5%
Law Firms	6%	10%	24%	30%	51.5%	40%	18%	20%
Public Interest	--	9%	41.5%	36.5%	58.5%	45.5%	--	9%
Government	4%	10.5%	37.5%	15.5%	46%	68.5%	12.5%	5%
Academia	23%	23%	23%	7.5%	23%	30.5%	30.5%	38.5%
Business	--	--	25%	41%	33.5%	23.5%	41.5%	35%

## Annual Salaries

The 5<sup>th</sup> and 10<sup>th</sup> Year Career Development Surveys for the Class of 2007 provided different salary range options, making comparisons difficult. What we can report is that:

- Five years after graduation, 69% of those in law firms reported salaries over \$150,000; ten years after graduation, 62.5% of those in law firms reported earning \$250,000 or more.
- Five years after graduation, 86% of respondents working for public interest organizations reported salaries of \$30,000-\$149,999, and 53% reported salaries between \$75,000-149,999. Ten years after graduation, 91.5% reported salaries of \$60,000 or above, and 25% reported salaries ranging between \$100,000-250,000.
- Five years after graduation, 80% of respondents in government jobs reported earning between \$75,000-149,999; ten years after graduation, 83.5% of respondents reported salaries ranging between \$100,000-250,000.
- Five years after graduation, 28% of those in academia earned between \$75,000-149,999; ten years after graduation, 82.5% of respondents in academia report earning \$100,000 or more.
- Five years after graduation, 91.5% of those in business reported salaries over \$150,000; ten years after graduation, 50% of respondents reported earning \$250,000 or more.

## Pro Bono

Comparing information provided by respondents to the 10<sup>th</sup> Year and 5<sup>th</sup> Year Surveys, a smaller percentage of Class members in private sector employment reported doing pro bono work ten years post-graduation as opposed to five years out (at ten years only 66.5% reported doing any pro bono work while at five years out 94% reported doing some pro bono work). The percentage of respondents who reported doing more than 100 hours of pro bono work per year ten years post-graduation also declined from the percentage of those who reported doing more than 100 hours of pro bono work five years post-graduation (37% down to 12%).

Class of 2007	5 Years After Graduation	10 Years After Graduation
over 100 hours	37%	12%
51 - 100 hours	26%	15%
26 - 50 hours	19%	9%
1 - 25 hours	14%	30.5%
0 hours	5%	33.5%

## Number of Years with Current Employer

Just over 50% of respondents to the 10<sup>th</sup> Year Career Development Survey results reported having been with their current employers for more than five years. Another 20.5% reported having been with their current employers between 3-5 years, while 16.5% reported that they had been at their currently employers for 1-3 years, and 13% for less than one year.

## Number of Job Changes Since Graduation

Sixty-four percent of respondents to the 10<sup>th</sup> Year Career Development Survey have had two or three employers since graduation (not including judicial clerkships); 18% have had four or more employers since graduation; and 18% of respondents have had only one non-clerkship employer since graduation.

## Plans to Stay with Current Employer

With regard to how long respondents plan to stay with their current employers, 55.5% responded that they plan to stay with their current employers for over five more years. Nineteen and a half percent plan on staying 3-5 more years and 22% plan to stay 1-3 more years. Only 2.5% plan on leaving within the year.

## Retrospective

The 10<sup>th</sup> Year Career Development Survey asked, “When you graduated from YLS, in what area(s) did you envision working ten years after you graduated?” Respondents were able to select one or more choices. Forty and one-half percent selected government, 43% selected public interest, 16.5% selected law firm practice, 31.5% selected academia, and 17.5% selected business.

According to data collected both through 10<sup>th</sup> Year Survey respondents and independent CDO research, ten years post-graduation 13.5% of the Class is working in government; 17% in public interest; 26.5% at law firms; 20% in academic; and 20.5% in business.

<b>Class of 2007</b>	<b>Where did you envision working 10 years after graduation? (Select as many as apply)</b>	<b>Actual employment 10 years after graduation</b>
Law Firm	16.5%	26.5%
Government	40.5%	13.5%
Public Interest	43%	17%
Academia	31.5%	20%
Business	17.5%	20.5%
Other	N/A	2%
No Idea	10%	--

### **Use of CDO Alumni Resources**

Twenty-five percent of 10<sup>th</sup> Year Survey respondents reported using the CDO website to assist with their post-graduation career searches, and 29.5% reported having sought advice from CDO regarding career issues since graduation.