

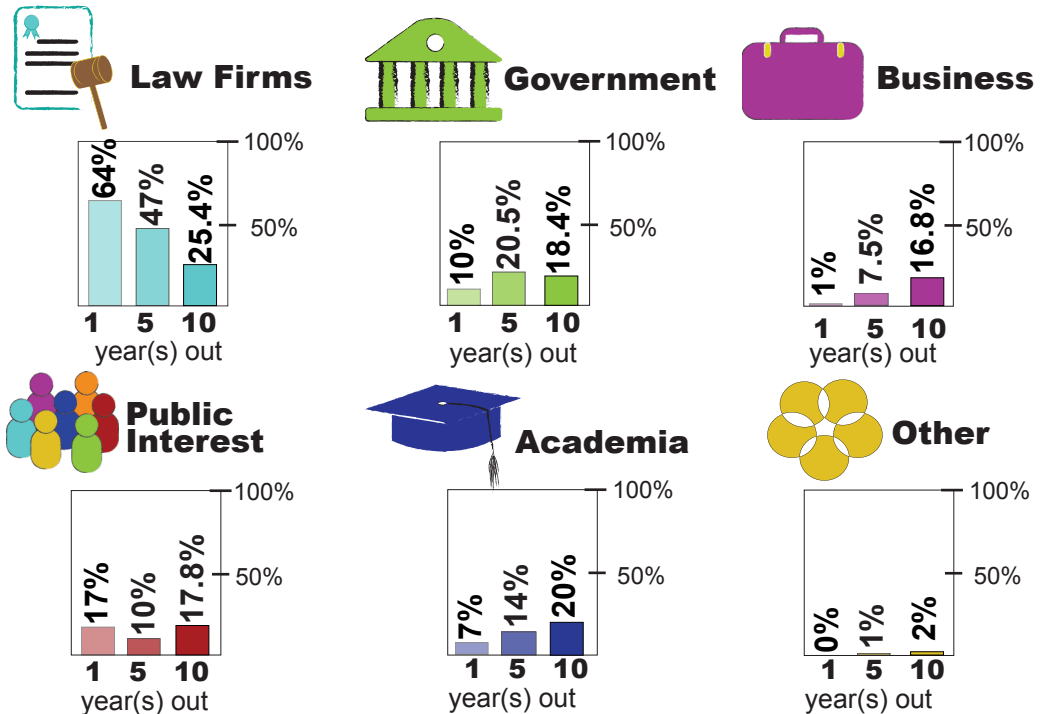
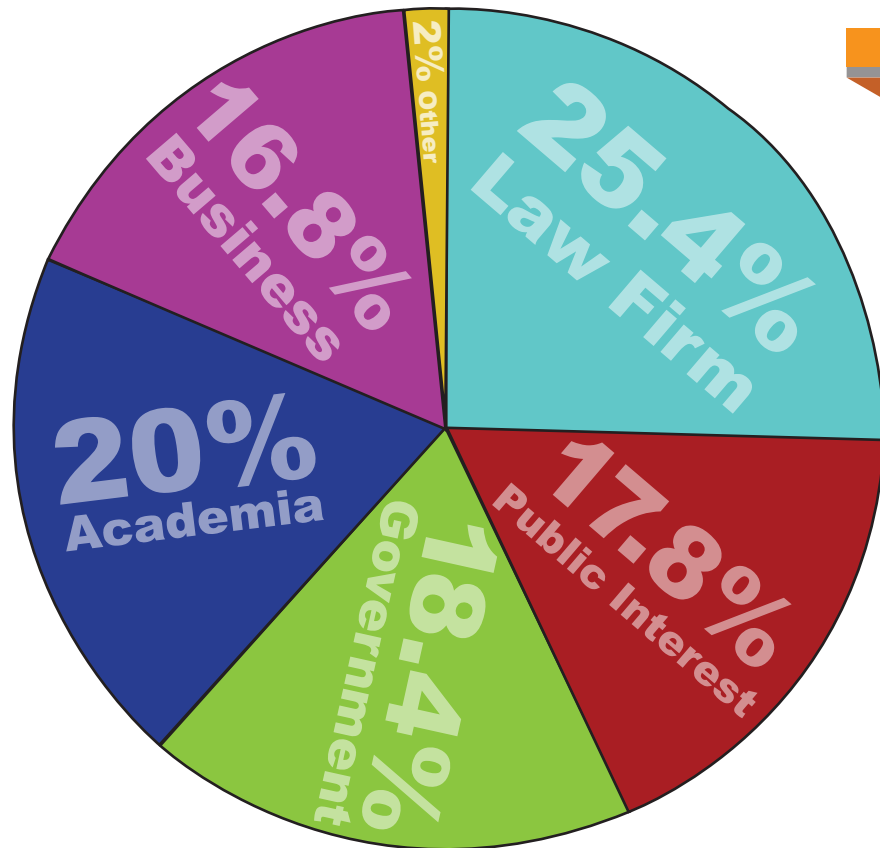
# YALE LAW SCHOOL 10th YEAR SURVEY RESULTS Class of 2011

Current employment 10 years after graduation

## Overall Job Satisfaction



## Employment 1, 5 & 10 years after graduation \*



\*This information does not include clerkships, which comprised 38.6% of the Class's first-year post-graduate employment.

**49%** respondents say that they plan to stay with their current employers for over five more years

**48.8%** have clerked for a judge at some point since graduation.

# 10<sup>th</sup> Year Career Development Report Class of 2011 January 2022

In this report, the Career Development Office offers a snapshot of the employment experiences of the members of the Class of 2011 (“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, with a third of Class members doing each respectively post-graduation. Smaller percentages commenced their careers in public interest (12.2%), government (6.1%), academia (3.6%), and business (3.6%). In terms of post-clerkship employment, 64% of the Class worked for law firms in their first non-clerkship position, while 27% worked in either public interest or government.

Class of 2011	First Job After Graduation <sup>6</sup>	First Non-Clerkship Job
Law Firms	36%	64%
Judicial Clerkship	38.6%	--
Public Interest	12.2%	17%
Government	6.1%	10%
Academia <sup>7</sup>	3.6%	7%
Business	3.6%	1%

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

<sup>2</sup> 99.5% of the Class responded.

<sup>3</sup> 98% of the class is represented.

<sup>4</sup> 58% of the Class responded, although not every respondent answered every question. Through independent research, CDO obtained employment information from an additional 42% of the Class beyond the 58% who responded to the 5<sup>th</sup> Year Survey.

<sup>5</sup> 39% 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 52% of the Class.

<sup>6</sup> As reported to the ABA, this data reflects first job choices (9 months after graduation) for graduates known to be employed. We have reflected this data exactly as reported by the ABA – rounded to the nearest tenth. For all other percentages in this report, we have rounded to the nearest half or one. For the Class of 2011, an additional 2.9% 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 reported employment five and ten years after graduation, we see a progression away from law firm practice toward government, academia and business.

Class of 2011	First Non-Clerkship Job	5 Years After Graduation	10 Years After Graduation
Law Firms	64%	47%	25.4%
Public Interest	17%	10%	17.8%
Government	10%	20.5%	18.4%
Academia	7%	14%	20%
Business	1%	7.5%	16.8%
Other	--	1%	1.6%

With respect to judicial clerkships, CDO's clerkship tracking informs us that 48.8% (100/205) of the Class has clerked for a judge at some point in the ten years since graduation.

## Type of Work

Of 10th Year Survey respondents, slightly over 68% reported practicing law in their current jobs. Of the approximate third of respondents who indicated that they were not practicing law, about 58% were working in academia, and another 20% in business.

## Employer Type Progression and Gender<sup>8</sup>

Based upon information provided by both 10<sup>th</sup> Year Survey respondents and independent research, ten years after graduation a higher percentage of men than women are in law firms (28.9% vs. 20.6%), academia (31.1% vs. 14.7%), and government (20% vs. 14.7%). A larger percentage of women than men respondents are working in business (17.7% vs. 13.3%) and public interest (32.4% vs. 4.4%).

Class of 2011	At Graduation		5 Years After Graduation		10 Years After Graduation	
	Women	Men	Women	Men	Women	Men
Law Firms	34.4%	37.3%	38%	50%	20.6%	28.9%
Judicial Clerkship	41.9%	36.3%	3%	--	--	--
Public Interest	14%	10.8%	15%	4%	32.4%	4.4%

<sup>8</sup> As per CDO policy, when the number of members of the Class who have reported that they do not identify as male or female is quite small, responses from these Class members is not included within gender-based discussions within this report, so as not to reveal personal or identifiable information about any particular individuals.

Academia	4.3%	7.8%	20%	20%	14.7%	31.1%
Government	3.2%	2.9%	13%	18%	14.7%	20%
Business	2.2%	4.9%	3%	8%	17.7%	13.3%
Other	--	--	--	--	--	2.2%

## Employment Locations

In their first jobs post-graduation, 55% of the Class worked in three locations: New York City, Washington, DC, and California (including all cities within the state). Based upon survey responses and independent research, ten years after graduation an even greater percentage of the Class, 60.6%, works in these three locations. Within this 60.6% a higher percentage of Class members now work in Washington, DC and California, while a lower percentage of Class members work in New York.

Top 3 Employment Locations	At Graduation	5 Years After Graduation	10 Years After Graduation
New York	28%	23%	18.9%
Washington, D.C.	17%	28%	22.2%
California (including all cities)	10%	18%	19.5%

## 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. Satisfaction numbers have stayed high, and largely consistent, over the past five years.

Overall, 87% of 5<sup>th</sup> Year Survey respondents reported that they were either satisfied or very satisfied with their current employment. Ten years after graduation, 92.4% of respondents reported being either satisfied or very satisfied.

Among respondents in law firms five years after graduation, 81% had reported being very satisfied or satisfied with their work, compared to 85% who reported being very satisfied or satisfied in law firms ten years after graduation. Very high (between 85% and 100%) percentages of respondents working in government, and academia reported being very satisfied or satisfied both five and ten year's post-graduation. While 100% of respondents working in business reported being very satisfied or satisfied with their employment five years after graduation, 91.7% of respondents working in business ten years post-graduation reported being very satisfied or satisfied with their employment.

Class of 2011	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	42%	57%	45%	35.4%	9.5%	3.8%	3%	3.8%
Law Firms	31%	40%	50%	45%	14.5%	15%	4%	--
Public Interest	60%	38.5%	30%	61.5%	10%	--	--	--
Government	52%	71.4%	39%	14.3%	4.5%	--	4.5%	14.3%
Academia	62.5%	79%	37.5%	21%	--	--	--	--
Business	16.7%	50%	83.3%	41.7%	--	--	--	8.3%
Other	--	100%	--	--	--	--	--	--

### Hours Spent Working

Overall, alumni survey respondents from the Class of 2010 seem to be working similar hours ten years after graduation as compared with five years after graduation. While about 75% of the Class reported working 2,000 or more hours five years after graduation, slightly more than 72 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 2,000-2,499 hours per year (47.9% and 44.7% respectively).

Class of 2011	Less than 1,700 hours		1,700-1,999 hours		2,000-2,499 hours		2,500-2,999 hours		More than 3,000 hours	
	5 years	10 years	5 years	10 years	5 years	10 years	5 years	10 years	5 years	10 years
Overall	6.3%	9.2%	18.8%	18.4%	47.9%	44.7%	27%	18.4%	--	9.2%
Law Firms	--	--	17%	20%	55.3%	40%	27.7%	20%	--	20%
Public Interest	--	16.7%	10%	8.33%	40%	50%	50%	25%	--	--
Government	14.3%	7.1%	28.6%	28.6%	33.3%	35.7%	23.8%	21.4%	--	7.1%
Academia	27.3%	17.7%	18.2%	17.7%	36.4%	41.2%	18.2%	11.8%	--	11.8%
Business		8.3%		16.7%		58.3%		16.7%		--

### Annual Salaries

The 5<sup>th</sup> and 10<sup>th</sup> Year Career Development Surveys for the Class of 2011 provided different salary range options, making comparisons difficult. What we can report is that:

- Five years after graduation, 87% of those in law firms reported salaries over \$150,000; ten years after graduation, 75% of those in law firms reported earning \$250,000 or more.
- Five years after graduation, 60% of respondents working for public interest organizations

reported salaries of \$30,000-\$74,999, and 30% reported salaries between \$75,000-149,999. Ten years after graduation, 92% reported salaries of \$60,000 or above, and 69% reported salaries ranging between \$100,000-250,000.

- Five years after graduation, 4.5% of respondents in government jobs reported earning \$30,000 - \$74, 999, 74% of respondents reported earning between \$75,000-149,999, and 17% of respondents reported earning more than \$150,000; ten years after graduation, 86% of respondents reported salaries ranging between \$100,000-250,000.
- Five years after graduation, 7% of those in academia reported earning less than \$30,000, 36% reported earning between \$30,000 - \$74,999, and 28.5% reported earning \$75,000-\$149,999; ten years after graduation, 95% of those in academia reported earning more than \$60,000, and 63% reported earning between \$100,00-\$250,000.
- Five years after graduation, 75% of those in business reported salaries over \$150,000; ten years after graduation, 100% of respondents reported earning salaries over \$100,000, and 45.5% reported earning \$250,000 or more.

### Pro Bono

The percentage of respondents who reported doing more than 100 hours of pro bono work per year ten years post-graduation decreased from the percentage of those who reported doing more than 100 hours of pro bono work five years post-graduation, moving from 29% to 11%.

Class of 2011	5 Years After Graduation	10 Years After Graduation
over 100 hours	29%	11%
51 - 100 hours	14%	14%
26 - 50 hours	20%	22%
1 - 25 hours	14%	31%
0 hours	23%	22%

### Number of Years with Current Employer

Approximately a third 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. About another fifth reported having been with their current employers between 3-5 years, while around 15% reported that they had been at their currently employers for 1-3 years, and about 30% for less than one year.

### Number of Job Changes since Graduation

Fifty-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); 28% have had four or more employers since graduation; and 17% 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, 49% responded that they plan to stay with their current employers for over five more years. Twenty percent plan on staying 3-5 more years and 17% plan to stay 1-3 more years. Only 13% 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. Slightly over thirty-eight percent selected government, just over 30% selected academia and another nearly equivalent percentage selected public interest, 23.5% selected law firm practice, and 7.4% selected business.

According to data collected both through 10<sup>th</sup> Year Survey respondents and independent CDO research, ten years post-graduation 18.4% of the Class is working in government; 17.8% in public interest; 20% in academic; 25.4% at law firms; and 16.8% in business.

<b>Class of 2011</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	23.5%	25.4%
Government	38.3%	18.4%
Public Interest	30.9%	17.8%
Academia	32.1%	20%
Business	7.4%	16.8%
Other	N/A	1.6%
No Idea	9.9%	--

## Use of CDO Alumni Resources

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