

# 10<sup>th</sup> Year Career Development Report

## Class of 2004

### November 2014

In this report, the Career Development Office offers a snapshot of the employment experiences of the members of the Class of 2004 (“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.<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 (4.5%), government (3.4%), academia (2.3%), and business (2.3%). In terms of post-clerkship employment, 76% of the Class worked for law firms in their first non-clerkship position, while 16% worked in either public interest or government.

Class of 2004	First Job After Graduation <sup>6</sup>	First Non-Clerkship Job
Law Firms	44.6%	76%
Judicial Clerkship	42.9%	--
Public Interest	4.5%	7%
Government	3.4%	9%
Academia <sup>7</sup>	2.3%	4%
Business	2.3%	4%

### 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 all other sectors of practice.

Class of 2004	First Non-Clerkship Job	5 Years After Graduation	10 Years After Graduation
Law Firms	76%	55%	38%
Public Interest	7%	4%	10%
Government	9%	19%	24%

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

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

<sup>3</sup> 76% of the Class is represented.

<sup>4</sup> 58% of the Class responded, although not every respondent answered every question.

<sup>5</sup> 49% 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 42% 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 2004, an additional 3% 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.

Academia	4%	14%	11%
Business	4%	4%	14%
Other	--	4%	3%

Not factoring judicial clerkships, 55% 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 55% of the Class has clerked for a judge at some point in the ten years since graduation.

### Employer Type Progression and Gender

Ten years after graduation, women and men from the Class are represented in similar numbers in law firm employment, public interest, and business. Ten years after graduation, more women than men are in academia (16% vs. 8%), while more men than women are in government positions (32% vs. 25%).

Class of 2004	At Graduation		5 Years After Graduation		10 Years After Graduation	
	Women	Men	Women	Men	Women	Men
Law Firms	48%	41%	66%	48%	34%	32%
Judicial Clerkship	40%	45%	--	2%	--	--
Public Interest	3.5%	5%	2%	7%	11%	11%
Academia	3.5%	1%	13%	15%	16%	8%
Government	1%	6%	15%	24%	25%	32%
Business	3.5%	2%	4%	4%	14%	16%

### Employment Locations

Ten years after graduation, fewer Class members are in New York as compared to immediately after graduation, although there are more graduates in New York now as compared to five years after graduation. More graduates are also in DC and California as compared to at graduation.

Top 3 Employment Locations	At Graduation	5 Years After Graduation	10 Years After Graduation
New York City	32%	22%	27%
Washington, D.C.	15%	25%	19%
California (including all cities)	14%	16%	19%

### Job Satisfaction

In the 5<sup>th</sup> and 10<sup>th</sup> Year Career Development Surveys, respondents were asked to indicate their overall satisfaction with their current employment. Overall, 78% of 5<sup>th</sup> Year Survey respondents said they were either satisfied or very satisfied with their current employment. Ten years after graduation, 89% of respondents were either satisfied or very satisfied. Among those in law firms five years after graduation, 70% were very satisfied or satisfied with their work, compared to 85% in law firms ten years after graduation.

Class of 2004	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	45%	57%	33%	32%	18%	8%	4%	2%
Law Firms	37%	41%	33%	44%	25%	15%	5%	--
Public Interest	50%	78%	25%	11%	25%	--	--	11%
Government	60%	45%	30%	41%	10%	9%	--	5%
Academia	64%	90%	29%	10%	7%	--	--	--
Business	25%	75%	25%	17%	25%	8%	25%	--

### Hours Spent Working

Overall, alumni from the Class of 2004 seem to be working slightly fewer hours ten years after graduation as compared to five years after graduation. While 70% of the Class reported working 2,000 or more hours five years after graduation, only 61% 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% and 40% respectively). The field where alumni ten years after graduation reported working the longest hours was business, with 36% working over 2,500 hours.

Class of 2004	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	9%	8%	21%	31%	44%	40%	26%	21%
Law Firms	4%	12%	23%	35%	47%	38%	26%	15%
Public Interest	--	--	--	67%	50%	22%	50%	11%
Government	--	--	14%	33%	57%	43%	29%	24%
Academia	25%	14%	42%	--	25%	57%	8%	29%
Business	25%	--	--	18%	50%	45%	25%	36%

### Annual Salaries

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

- Five years after graduation, 71% of those in law firms reported salaries over \$150,000; ten years after graduation, 100% of those in law firms earn over \$100,000, with 27% of them earning more than \$400,000.
- Five years after graduation, 100% of respondents working for public interest organizations reported salaries between \$30,000-74,999. Ten years after graduation, 89% reported salaries of \$60,000 or above, and 33% reported salaries ranging between \$100,000-250,000.

- Five years after graduation, 100% of respondents in government jobs reported earning between \$75,000-149,999; ten years after graduation, 82% of respondents reported salaries ranging between \$100,000-250,000.
- Five years after graduation, 54% of those in academia earned between \$75,000-149,999; ten years after graduation, 100% of respondents in academia report earning between \$100,000-250,000.
- Five years after graduation, 75% of those in business reported salaries over \$150,000; ten years after graduation, 100% of respondents in business earn over \$100,000, with 42% of them earning more than \$400,000.

## Pro Bono

Ten years after graduation, far fewer graduates in private sector employment are doing pro bono work than were doing so at five years out (at ten years only 61% are doing any pro bono work while at five years out 93% were doing some pro bono work). The percentage of graduates doing more than 100 hours of pro bono work per year also declined significantly (from 38% down to 5%)

Class of 2004	5 Years After Graduation	10 Years After Graduation
over 100 hours	38%	5%
51 - 100 hours	23%	18%
26 - 50 hours	23%	15%
1 - 25 hours	9%	23%
0 hours	7%	38%

## Number of Years with Current Employer

Based on 10<sup>th</sup> Year Career Development Survey results, 42% of Class members have been with their current employers for more than five years, 14% between 3-5 years, 23% from 1-3 years and 20% of Class have been with their current employers for less than one year.

## Number of Job Changes since Graduation

57% 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 15% 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. Thirteen percent plan on staying 3-5 more years and 28% plan to stay 1-3 more years. Only 11% plan on leaving within the year.

## Retrospective

The 10<sup>th</sup> Year Career Development Survey asked, “When you began law school, in what area(s) did you envision working ten years after you graduated?” Respondents were able to select one or more choices. Forty-five percent selected government, 26% selected academia, 30% selected law firm practice, 30% selected public interest and 15% selected business.

Comparing these responses to where graduates actually work ten years after graduation demonstrates that more graduates are in law firms and fewer graduates are in public service and academia than what they originally envisioned.

<b>Class of 2004</b>	<b>Where will you work 10 years after graduation? (Select as many as apply)</b>	<b>Actual employment 10 years after graduation</b>
Law Firm	30%	38%
Government	45%	24%
Public Interest	30%	10%
Academia	26%	11%
Business	15%	14%
Other	--	3%
No Idea	12%	N/A

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

Twenty-nine percent of 10<sup>th</sup> Year Survey respondents reported using the CDO website to assist with their post-graduation career searches, and 28% reported having sought advice from CDO regarding career issues since graduation.