

10th Year Career Development Report Class of 2002 January 2013

In this report, the Career Development Office offers a snapshot of the employment experiences of the Class of 2002 (“the Class”) in their first ten years since graduating YLS.

The data in this report was compiled from multiple sources.¹ First employment information was provided from the Class to CDO nine months after their graduation.² 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.³ Information about the Class five years after graduation is based on responses to CDO’s 5th Year Career Development Survey.⁴ Information about the Class ten years after graduation is based on responses to CDO’s 10th Year Career Development Survey, as well as independent research by CDO.⁵

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 service (10.2%), academia (4.3%), and business (2.1%). In terms of post-clerkship employment, 72% of the Class worked for law firms in their first non-clerkship position, while 17% worked in the public sector.

Class of 2002	First Job After Graduation ⁶	First Non-Clerkship Job
Law Firms	44.9%	72%
Judicial Clerkship	38.5%	--
Public Service	10.2%	17%
Academia ⁷	4.3%	8%
Business	2.1%	3%

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 2002	First Non-Clerkship Job	5 Years After Graduation	10 Years After Graduation
Law Firms	72%	49%	32.5%
Public Service	17%	26%	29.5%
Academia	8%	14%	21.5%
Business	3%	9%	16%

¹ Due to rounding, totals may not equal 100%.

² 99% of the Class responded.

³ 81% of the Class is represented.

⁴ 60% of the Class responded, although not every respondent answered every question.

⁵ 60% 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 34% of the Class.

⁶ 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 2002, 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.

⁷ Academia includes teaching, research, academic fellowships and academic administration.

Other	--	1%	.5%
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Interestingly, not factoring judicial clerkships, 47% of the respondents to the 10th Year Career Development Survey indicate that they have worked for a public service employer at some point in the ten years since graduation. With respect to judicial clerkships, CDO's clerkship tracking informs us that 52% percent of the Class has clerked for a judge at some point in the ten years since graduation.

Employer Type Progression and Gender

Women and men from the Class are represented in similar numbers in law firm employment at graduation, five years after graduation, and ten years after graduation. Ten years after graduation, more women shift into public sector positions than men. At all three stages, men are more represented in business.

Class of 2002	At Graduation		5 Years After Graduation		10 Years After Graduation	
	Women	Men	Women	Men	Women	Men
Law Firms	46%	44%	52%	48%	30%	31%
Judicial Clerkship	34%	43%	--	--	--	--
Public Service	12%	9%	25%	29%	38%	28%
Academia	7%	2%	17%	12%	17%	19%
Business	1%	3%	6%	12%	11%	17%

Employment Locations

Ten years after graduation, half as many graduates are in New York as compared to at graduation. Slightly more graduates are in DC and California compared to at graduation.

Top 3 Employment Locations	At Graduation	5 Years After Graduation	10 Years After Graduation
New York City	40%	31%	20%
Washington, D.C.	9%	17%	12%
California (including all cities)	14%	17%	15%

Job Satisfaction

In the 5th and 10th Year Career Development Surveys, respondents were asked to indicate their overall satisfaction with their current employment. Overall, 82% of 5th Year Survey respondents said they were either satisfied or very satisfied with their current employment. Ten years after graduation, 91% of respondents were either satisfied or very satisfied. Among those in law firms five years after graduation, only 19% were very satisfied with their work, compared to 55% in law firms ten years after graduation. Conversely, the percent of respondents in public service, academia, and business responding that they are very satisfied with their work drops ten years after graduation compared to five years after graduation.

Class of 2002	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	50%	53%	32%	38%	11%	8%	6%	1%
Law Firms	19%	55%	50%	33%	19%	12%	12%	0%
Public Service	86%	55%	14%	36%	0%	6%	0%	3%
Academia	80%	68%	13%	26%	7%	5%	0%	0%
Business	70%	33%	20%	60%	10%	6%	0%	0%

Hours Spent Working

Overall, our alumni seem to be working slightly fewer hours ten years after graduation as compared to five years after graduation. While 71% of the Class reported working 2,000 or more hours five years after graduation, only 60% of the Class reported working that many hours ten years after graduation. The most commonly reported range of work hours for both 5th and 10th Year Survey respondents was 2,000-2,500 hours per year (55% and 39% respectively). Among those in law firms, five years after graduation no respondents indicated that they worked less than 1,700 hours per year; ten years after graduation, 22.5% selected that range.

Class of 2002	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	5%	14%	24%	26%	55%	39%	16%	21%
Law Firms	0%	22.5%	16%	26%	63%	29%	21%	22.5%
Public Service	7%	9%	36%	25%	46%	41%	11%	25%
Academia	7%	12%	43%	35%	43%	41%	7%	12%
Business	22%	12%	11%	17.5%	56%	53%	11%	17.5%

Annual Salaries

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

- Five years after graduation, 75% of those in law firms reported salaries over \$150,000; ten years after graduation, 88% of those in law firms earn over \$100,000, with 25% of them earning more than \$400,000.
- Five years after graduation, 63% of respondents in public interest reported earning between \$75,000-149,999; ten years after graduation, 68% of respondents in public interest report earning between \$100,000-250,000.
- Five years after graduation, 50% of those in academia earned between \$75,000-149,999; ten years after graduation, 72% of respondents in academia report earning between \$100,000-250,000.

- Five years after graduation, 67% of those in business reported salaries between \$75,000-149,999; ten years after graduation, 91% of respondents in business earn over \$100,000, with 27% of them earning more than \$400,000.

Pro Bono

The pro bono data from private sector respondents provides mixed results. Ten years after graduation, fewer members of the Class report doing no pro bono work (6% at ten years out versus 17% at five years out). However, ten years after graduation fewer respondents devote over 100 hours/year to pro bono work (3% ten years out versus 35% five years out). All in all, more respondents are doing some amount of pro bono work ten years after graduation, but they are devoting fewer hours than they did at five years after graduation.

Class of 2002	5 Years After Graduation	10 Years After Graduation
over 100 hours	35%	3%
51 - 100 hours	19%	26%
26 - 50 hours	6%	23%
1 - 25 hours	23%	42%
0 hours	17%	6%

Number of Years with Current Employer

Based on 10th Year Survey results, 38% of the Class has been with their current employer for more than five years, 21% between 3-5 years, 26% from 1-3 years and 15% of the Class has been with their current employer for less than one year.

Number of Job Changes since Graduation

Nearly 70% of respondents to the 10th Year Career Development Survey are in their second or third job since graduation (not including judicial clerkships); 24% have had four of more employers. Only 7% of respondents are still working for their first non-clerkship employer.

Plans to Stay with Current Employer

With regard to how long respondents plan to stay with their current employer, 49% responded that they plan to stay with their current employer for more than five more years. Nine percent plan on staying 3-5 more years and 31% plan to stay 1-3 more years. Only 11% plan on leaving within the year.

Retrospective

The 10th Year 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. More than half of respondents (65%) selected public service, 25% selected academia, 20% selected law firm practice and 9% selected business.

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

Class of 2002	Where will you work 10 years after graduation? (Select as many as apply)	Actual employment 10 years after graduation
Law Firm	20%	32.5%
Public Service	65%	29.5%
Academia	25%	21.5%
Business	9%	16%
No Idea	21%	N/A

Use of CDO Alumni Resources

Thirty-one percent of 10th Year Survey respondents reported using the CDO website to assist with their career search, and 30% reported having sought advice from CDO regarding career issues since graduation.