

5th Year Career Development Report Class of 2011 April 2017

Each spring the Career Development Office collects information about our graduates five years after their law school graduation through our 5th Year Career Development Report. The purpose of this report is to provide a snapshot of the career experiences of the members of the Class of 2011 (“the Class”) in their first five years since graduating from YLS.

*Compilation of Data*¹

The data for this report has been compiled from multiple sources. First employment information was provided from members of the Class to CDO nine months after their graduation.² Information about first non-clerkship jobs incorporates independent research and the results of CDO’s Post-Clerkship Employment Survey sent to all graduates who clerked immediately after graduation.³ Information regarding employment type and geographic location five years after graduation is based on survey responses to CDO’s 5th Year Career Development Survey (“5th Year Survey”), sent to all members of the Class in May 2016,⁴ as well as independent research by CDO.⁵ Information regarding debt burden at graduation was provided by the YLS Financial Aid Office. The remainder of the information provided in this report is based solely on the 5th Year Survey results.

First Employment: Employer Type

Judicial clerkships and law firms were the most popular first job choices of the Class. Smaller percentages commenced their careers in public interest, government, academia, or business. As so many of our graduates clerk, the chart below also includes information about the first non-clerkship job choices of those who clerked immediately upon graduation.

Class of 2011	First Job Immediately After Graduation⁶	First Non-Clerkship Job of Clerks	First Non-Clerkship Job Choice of Class
Law Firms	36%	66%	61%
Judicial Clerkship	38.6%	--	--
Public Interest	12.2%	18%	20%
Government	6.1%	7%	8%
Academia⁷	3.6%	7%	6%

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

² 99.5% of the Class responded.

³ 96% of the Class is represented.

⁴ 58% of the Class responded, although not every respondent answered every question.

⁵ Through independent research, CDO obtained employment information from an additional 42% of the Class beyond the 58% who responded to the 5th Year Survey.

⁶ 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.

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

Business	3.6%	1%	4%
Other	--	--	--

Gender Differences in Employer Type

When looking at gender and first employment choices, a higher percentage of men than women commenced their careers in law firms; five years later, a higher percentage of men than women respondents reported continuing to work at law firms. While an equal percentage of men and women worked in public interest organizations and government immediately after graduation, five years later the percentage of women was greater than men. The percentages of both men and women working in academia increased significantly from first employer at graduation to what was reported by respondents five years out.

Gender Differences in Employer Type at Graduation

Class of 2011	Women	Men
Law Firms	34.4%	37.3%
Judicial Clerkship	41.9%	36.3%
Public Interest	14%	10.8%
Government	4.3%	7.8%
Academia	3.2%	2.9%
Business	2.2%	4.9%

Gender Differences in Employer Type - Five Years after Graduation

Class of 2011	Women	Men
Law Firms	38%	50%
Judicial Clerkship	3%	--
Public Interest	15%	4%
Government	20%	20%
Academia	13%	18%
Business	3%	8%

Debt

Based on information reported to the Financial Aid office at graduation, of those graduates who borrowed money (78%), 51% reported a total debt burden of \$100,000 or more. Forty-one percent of 5th Year Survey respondents reported that their debt burden focused their employment options on higher-paying fields.

Total Debt Burden at Graduation	Class of 2011
less than \$5,000	--
\$5,000 - 24,999	2%
\$25,000 - 74,999	15%
\$75,000 - 99,999	10%
\$100,000 - 124,999	17%
\$125,000 - 149,999	16%
\$150,000 - 174,999	9%
\$175,000 - 199,999	5%
\$200,000 and over	4%
Respondents who said that their debt burden focused their employment options on higher-paying fields.	41%

Employment Five Years after YLS Graduation: Employer Type

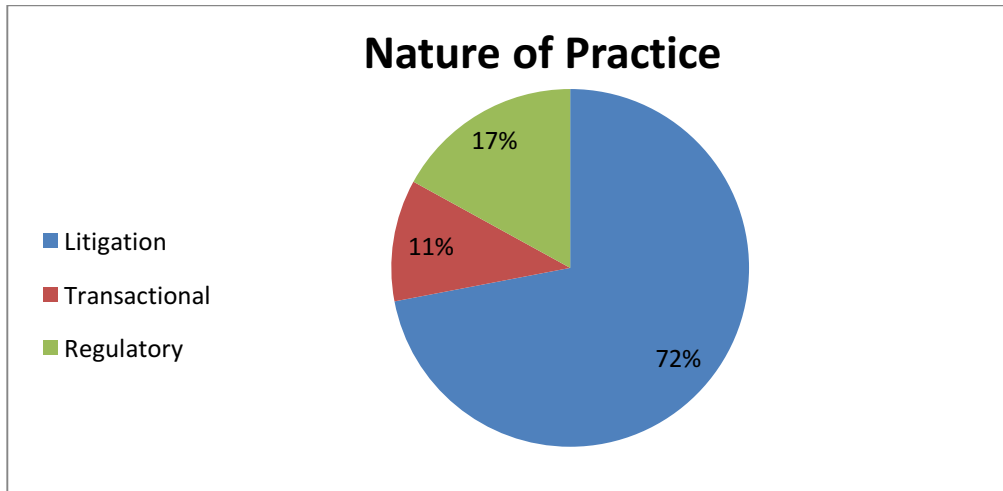
When comparing first non-clerkship job choices with where the Class is working five years after graduation, fewer graduates are with law firms and public interest organizations five years after graduation, and more graduates are in government, business, and academia.

Class of 2011	First Non-Clerkship Job Choice of Class	5 Years After Graduation
Law Firms	61%	47%
Public Interest	20%	10%
Government	8%	20.5%
Academia	6%	14%
Business	4%	7.5%
Other	--	1%

Not factoring judicial clerkships, 39% of 5th Year Survey respondents have worked for a public service employer (not-for-profit organization or government) at some point in the five years since graduation. With respect to judicial clerkships, CDO's clerkship tracking informs us that 48% percent of the Class has clerked for a judge at some point in the five years since graduation.

Nature of practice

Of survey respondents currently practicing law who indicated a practice area specialty, 72% characterize their primary focus as litigation. Eleven percent have a transactional primary focus, and seventeen percent a regulatory primary focus.



Employment Locations

Five years after graduation, more than half of the Class who responded works in New York, Washington, DC or California, with Washington, DC being the most popular location.

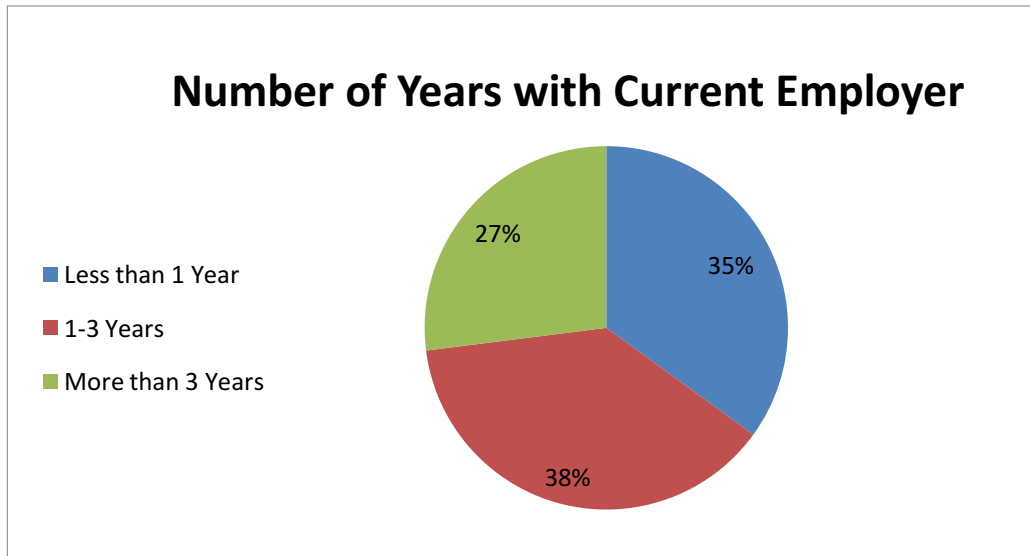
Top Three Employment Locations for Class of 2011	At Graduation	5 Years After Graduation
New York	28%	23%
Washington, D.C.	17%	28%
California (including all cities)	10%	18%

Number of Employers since Graduation

Forty percent of 5th Year Survey respondents are still in their first non-clerkship job, 39% are in their second non-clerkship job, and 21% are in their third, fourth, or fifth non-clerkship job.

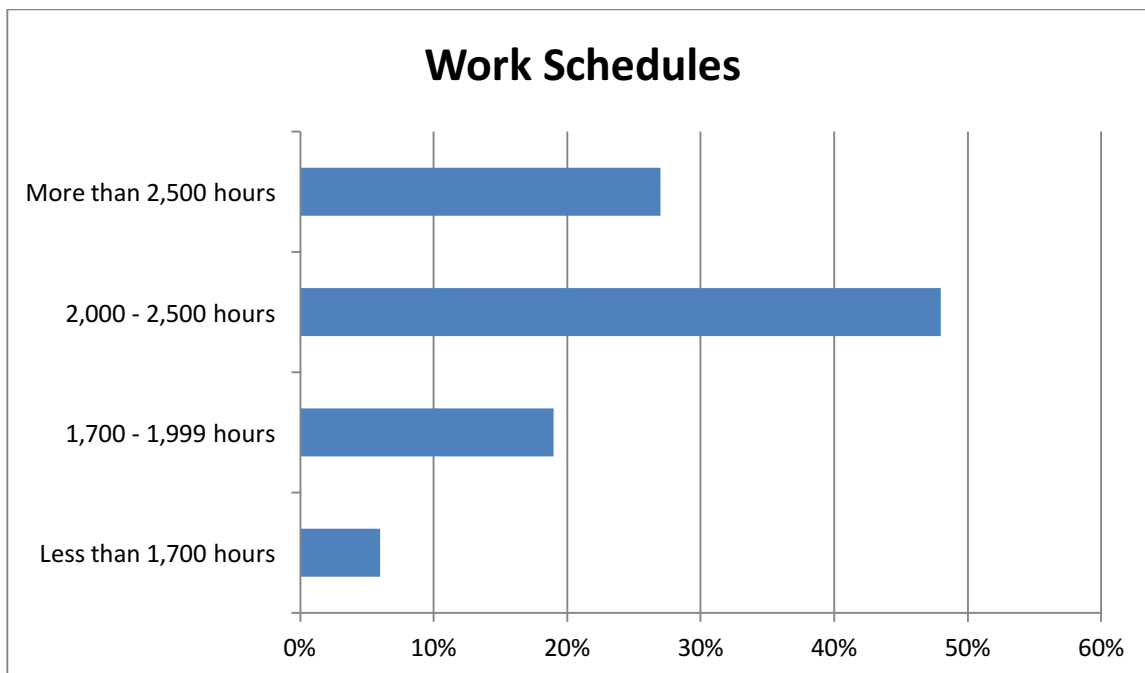
Number of Years with Current Employer

Among survey respondents, 65% have been with their current employers for one or more years, and 27% have been with their current employers for more than three years.



Work Schedules

Based on 5th Year Survey results, the most commonly reported range of work hours was 2,000-2,500 hours per year, with 48% of respondents reporting working hours in that range. Twenty-seven percent reported working more than 2,500 hours. One percent of respondents reported working part-time and one percent reported having a flexible work arrangement.



Salary

Not surprisingly, law firm and business respondents to the 5th Year Survey report the highest incomes, with 87% of those in law firms and 75% of those in business reporting salaries over \$149,999. Seventy-four percent of respondents in government report earning between \$75,000 – \$149,999. Among academics, 57% earn over \$74,999.

Class of 2011	Less than \$30,000	\$30,000 – \$74,999	\$75,000 – \$149,999	\$150,000 – \$300,000	More than \$300,000
Overall Salary	2%	14%	30%	45.5%	8%
Law Firms	--	2%	11%	72%	15%
Public Interest	--	60%	30%	10%	--
Government	4%	4.5%	74%	17%	--
Academia	7%	36%	28.5%	28.5%	--
Business	--	--	25%	50%	25%

Pro Bono

5th Year Survey respondents were asked to report their average pro bono hours per year in their current employment. Among those in the private sector, 43% reported devoting over 50 hours to pro bono per year and 23% reported devoting zero hours. This is higher than the Class of 2010 fifth year survey respondents working in the private sector, of whom 36% reported devoting over 50 hours of pro bono hours, but lower than the Class of 2009 fifth year survey respondents working in the private section, of whom 55% reported devoting over 50 hours of pro bono hours.

Class of 2011	Private Sector Respondents
over 100 hours	29%
51 - 100 hours	14%
26 - 50 hours	20%
1 - 25 hours	14%
0 hours	23%

Respondents were also asked what factors contributed most to their pro bono hours. Eighty-five percent of respondents indicated that “Personal Satisfaction” was a primary factor.

Job Satisfaction

5th Year Survey respondents were asked to indicate their overall satisfaction with their current employment. Forty-two percent of respondents are “very satisfied” with their current position while forty-five percent are “satisfied.”

Overall, law firm respondents are less satisfied than their counterparts in public interest, government, and academia (31% of those respondents in law firms are “very satisfied” compared to 60% in public interest, 52% in government, and 62.5% in academia). However, only 16.5% of respondents in business noted they were “very satisfied.” Law firm respondents from the Class of 2011 expressed higher percentage levels of job satisfaction than their counterparts in the Class of 2010 (81% of respondents from the Class of 2011 are “very satisfied” or “satisfied” compared with 73% of respondents from the Class of 2010).

Class of 2011	Very Satisfied	Satisfied	Somewhat Satisfied	Not Satisfied
Overall Satisfaction	42%	45%	9.5%	3%
Law Firms	31%	50%	14.5%	4%
Public Interest	60%	30%	10%	--
Government	52%	39%	4.5%	4.5%
Academia	62.5%	37.5%	--	--
Business	16.5%	83%	--	--

Men expressed slightly higher job satisfaction than women – 83.5% of women are either satisfied or very satisfied with their current positions compared to 92% of men.

Plans to Stay with Current Employer

With regard to how long respondents plan to stay with their current employer, the most common response was that they plan to stay for 1-3 more years, with 46% of respondents selecting that option. Twenty-three and a half percent of respondents plan on leaving their current employer within the next year and 15.5% plan on staying for more than 5 years.

Retrospective

5th Year Survey respondents were asked to indicate why they decided to attend law school. Respondents could select one or more choices. The three most popular choices were to create career options, to engage in the intellectual challenges of law, and to enter a career in public service.

Why did you attend law school? <i>(Select as many as apply)</i>	Class of 2011
To create career options	71%
To engage in the intellectual challenges of law	64%

To enter a career in public service	53%
To establish a lucrative career	20.5%
To defer making a choice about my career	13%
Other	4%

The 5th Year Survey asked respondents, “When you began law school, in what area(s) did you envision working when you graduated?” Respondents were able to select one or more choices. 56% of respondents selected government, 46% selected public interest, 44% selected law firm practice, 37.5% selected academia, and 18% selected business.

According to data collected both through 5th Year Survey respondents and independent CDO research, five years post-graduation 21% of the Class is working in government; 10% in public interest; 47% at law firms; 14% in academia; and 7.5% in business.

Class of 2011	Where did you envision working 5 years after graduation? <i>(Select as many as apply)</i>	Actual employment 5 years after graduation
Law Firm	44%	47%
Public Interest	46%	10%
Academia	37.5%	14%
Government	56%	20.5%
Business	18.5%	7.5%
Other	N/A	1%
No Idea	7%	N/A

Use of CDO Alumni Resources

Thirty-seven percent of 5th Year Survey respondents reported using the CDO website to assist with their post-graduation career searches, and 25% reported having sought advice from CDO regarding career issues since graduation.