

## 5<sup>th</sup> Year Career Development Report Class of 2012 April 2018

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 2012 (“the Class”) in their first five years since graduating from YLS.

### *Compilation of Data*<sup>1</sup>

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.<sup>2</sup> 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.<sup>3</sup> Information regarding employment type and geographic location five years after graduation is based on survey responses to CDO’s 5<sup>th</sup> Year Career Development Survey (“5th Year Survey”), sent to all members of the Class in May 2017,<sup>4</sup> as well as independent research by CDO.<sup>5</sup> 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 5<sup>th</sup> Year Survey results.

### **First Employment: Employer Type**

Judicial clerkships and law firms were the most popular first job choices of the Class, and together comprised over 75% of the total first employers for members 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. As shown below, law firms constituted the first non-clerkship job choice for nearly two-thirds of the Class.

<b>Class of 2012</b>	<b>First Job Immediately After Graduation<sup>6</sup></b>	<b>First Non-Clerkship Job of Clerks</b>	<b>First Non-Clerkship Job Choice of Class</b>
<b>Law Firms</b>	35.8%	67.5%	63%
<b>Judicial Clerkship</b>	41%	--	--
<b>Public Interest</b>	11.3%	16%	18%
<b>Government</b>	3.3%	15%	9.5%

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

<sup>2</sup> 99% of the Class responded.

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

<sup>4</sup> 55% of the Class responded, although not every respondent answered every question.

<sup>5</sup> Through independent research, CDO obtained employment information from an additional 32% of the Class beyond the 55% who responded to the 5<sup>th</sup> Year Survey.

<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 2012, 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.

<b>Academia<sup>7</sup></b>	4.2%	--	4.5%
<b>Business</b>	4.2%	--	4%
<b>Other</b>	--	1%	.5%

### *Gender Differences in Employer Type<sup>8</sup>*

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. More women than men worked in public interest organizations and government immediately after graduation as well as five years later. The percentage of men working in academia increased from first employer at graduation to what was reported by respondents five years out while the percentage of women only slightly changed.

### **Gender Differences in Employer Type at Graduation**

<b>Class of 2012</b>	<b>Women</b>	<b>Men</b>
<b>Law Firms</b>	31%	39%
<b>Judicial Clerkship</b>	43%	41%
<b>Public Interest</b>	16.5%	6%
<b>Government</b>	4%	3%
<b>Academia</b>	3%	6%
<b>Business</b>	3%	5%

### **Gender Differences in Employer Type - Five Years after Graduation**

<b>Class of 2012</b>	<b>Women</b>	<b>Men</b>
<b>Law Firms</b>	48%	60%
<b>Judicial Clerkship</b>	3.5%	--
<b>Public Interest</b>	18%	6%
<b>Government</b>	18%	9%
<b>Academia</b>	3.5%	10.5%
<b>Business</b>	8.5%	14.5%

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

<sup>8</sup> As 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.

### *Debt*

Based on information reported to the Financial Aid office at graduation, of those graduates who borrowed money (82%), 58.5% reported a total debt burden that fell between \$100,000 and \$174,999, and 71.5% reported a total debt burden of \$100,000 or more. Forty-six percent of 5<sup>th</sup> Year Survey respondents reported that their debt burden focused their employment options on higher-paying field

<b>Total Debt Burden at Graduation</b>	<b>Class of 2012</b>
<b>less than \$5,000</b>	--
<b>\$5,000 - 24,999</b>	5.5%
<b>\$25,000 - 74,999</b>	15%
<b>\$75,000 - 99,999</b>	8%
<b>\$100,000 - 124,999</b>	21.5%
<b>\$125,000 - 149,999</b>	23%
<b>\$150,000 - 174,999</b>	14%
<b>\$175,000 - 199,999</b>	7.5%
<b>\$200,000 and over</b>	5%
<b>Respondents who said, five years out, that their debt burden focused their employment options on higher-paying fields.</b>	<b>46%</b>

## Employment Five Years after YLS Graduation: Employer Type

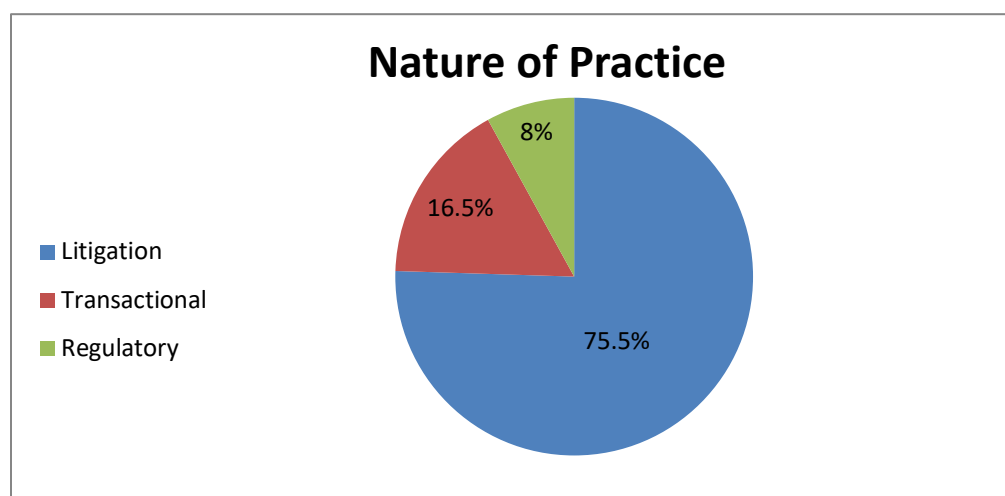
When comparing first non-clerkship job choices with where the Class is working five years after graduation, fewer graduates are now working for law firms and public interest organizations, and more graduates are in government, business, and academia. Nonetheless, slightly over half of respondents did report still working at law firms half a decade after graduating from law school.

Class of 2012	First Non-Clerkship Job Choice of Class	5 Years After Graduation
Law Firms	63%	54%
Public Interest	18%	10.5%
Government	9.5%	13%
Academia	4.5%	7.5%
Business	4%	12%
Other	.5%	2%

Not factoring judicial clerkships, 32% of 5<sup>th</sup> 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 53% 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, 75.5% characterize their primary focus as litigation. Sixteen and one-half percent have a primarily transactional focus, and 8% a primarily regulatory focus.



### *Employment Locations*

Upon graduation, the employment locations of over half of the Class fell in three locations: New York, Washington, DC, and California (including all cities), with New York being the most popular location. Five years after graduation, more than half of survey respondents as well as members of the Class about

whom we were able to confirm employment verification independently work in New York, Washington, DC or California, with New York being the most popular location. In fact, given the data five years out, in terms of raw numbers slightly more members of the Class now work in these three cities than upon graduation.

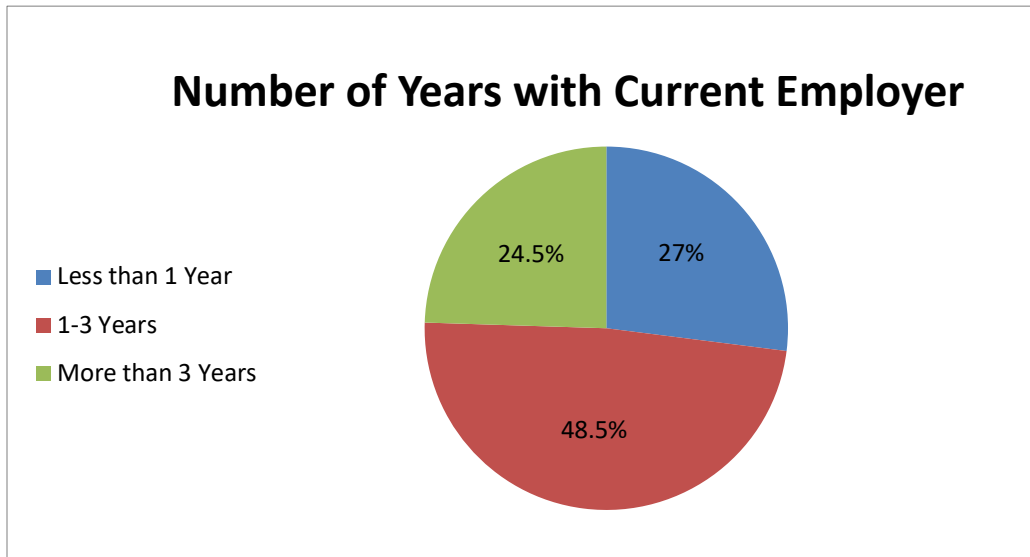
Top Three Employment Locations for Class of 2012	At Graduation	5 Years After Graduation
New York	29%	34%
Washington, D.C.	12.5%	23%
California (including all cities)	12%	14%

**Number of Employers Since Graduation**

Thirty and one-half percent of 5<sup>th</sup> Year Survey respondents are still in their first non-clerkship job, 51% are in their second non-clerkship job, and 18% are in their third, fourth, or fifth non-clerkship job.

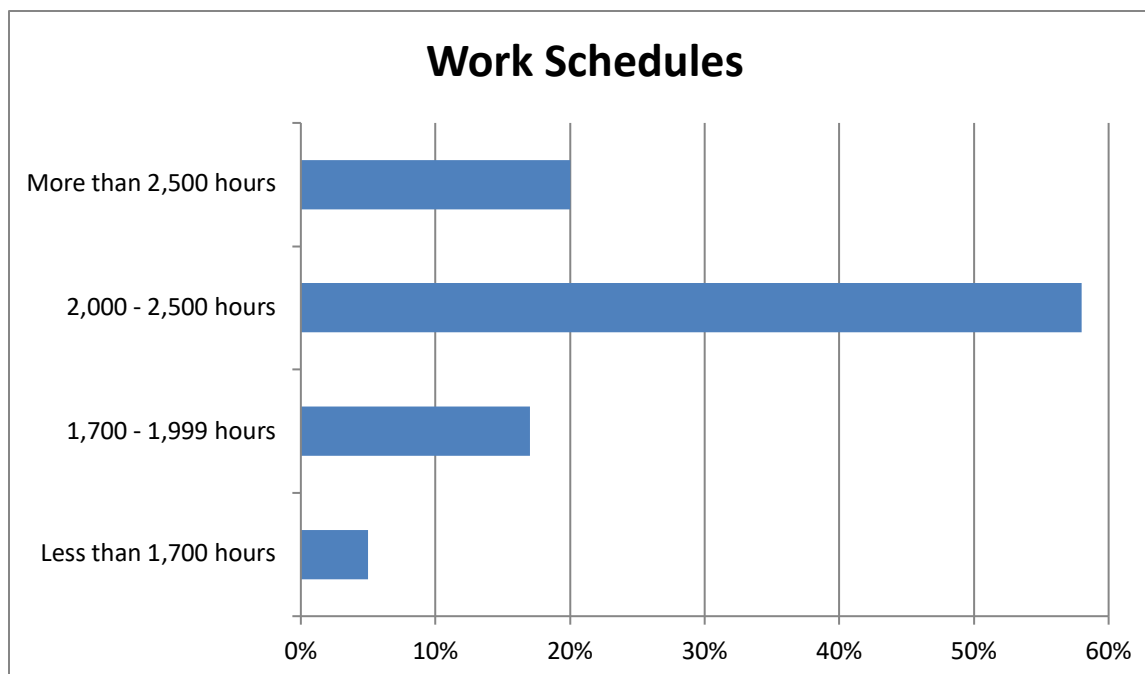
**Number of Years with Current Employer**

Among survey respondents, 75.5% have been with their current employers for one or more years, and 24.5% have been with their current employers for more than three years.



**Work Schedules**

Based on 5<sup>th</sup> Year Survey results, the most commonly reported range of work hours was 2,000-2,500 hours per year, with 58.5% of respondents reporting working hours in that range. Twenty and one-half percent reported working more than 2,500 hours. Less than one percent of respondents reported having a flexible work arrangement.



### Salary

Not surprisingly, law firm and business respondents to the 5<sup>th</sup> Year Survey report the highest incomes, with 90.5% of those in law firms and 84.5% of those in business reporting salaries over \$149,999. Ninety-two percent of respondents in government report earning between \$75,000 – \$149,999. Among academics, 33% earn over \$74,999.

Class of 2012	Less than \$30,000	\$30,000 – \$74,999	\$75,000 – \$149,999	\$150,000 – \$300,000	More than \$300,000
<b>Overall Salary</b>	--	14.5%	30%	39.5%	15.5%
<b>Law Firms</b>	--	2%	7.5%	63.5%	27%
<b>Public Interest</b>	--	57%	35.5%	7%	--
<b>Government</b>	--	8.5%	92%	--	--
<b>Academia</b>	--	66.5%	16.5%	16.5%	--
<b>Business</b>	--	7.5%	7.5%	61.5%	23%

### Pro Bono

5<sup>th</sup> Year Survey respondents were asked to report their average pro bono hours per year in their current employment. Among those in the private sector, 49.5% reported devoting over 50 hours to pro bono per year and 12% reported devoting zero hours. This is higher than the Class of 2011 fifth year survey respondents working in the private sector, of whom 43% reported devoting over 50 hours of pro bono hours, and the Class of 2010 fifth year survey respondents working in the private section, of whom 36% reported devoting over 50 hours of pro bono hours.

<b>Class of 2011</b>	<b>Private Sector Respondents</b>
<b>over 100 hours</b>	24%
<b>51 - 100 hours</b>	25.5%
<b>26 - 50 hours</b>	18%
<b>1 - 25 hours</b>	19.5%
<b>0 hours</b>	12%

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

### *Job Satisfaction*

5<sup>th</sup> Year Survey respondents were asked to indicate their overall satisfaction with their current employment. Fifty-eight and one-half percent of respondents are “very satisfied” with their current position while thirty-four percent are “satisfied.”

Overall, law firm respondents are less satisfied than their counterparts in public interest, government, academia, and business (45.5% of those respondents in law firms are “very satisfied” compared to 73.5% in public interest, 71% in government, 85.5% in academia, and 60% in business). Law firm respondents from the Class of 2012 expressed very slightly higher percentage levels of job satisfaction than their counterparts in the Class of 2011 (84% of respondents from the Class of 2012 are “very satisfied” or “satisfied” compared with 81% of respondents from the Class of 2011).

<b>Class of 2012</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Somewhat Satisfied</b>	<b>Not Satisfied</b>
<b>Overall Satisfaction</b>	58.5%	34%	7.5%	--
<b>Law Firms</b>	45.5%	38.5%	15.5%	--
<b>Public Interest</b>	73.5%	26.5%	--	--
<b>Government</b>	71%	29%	--	--
<b>Academia</b>	85.5%	14%	--	--
<b>Business</b>	60%	40%	--	--

Men and women expressed essentially the same job satisfaction as women – 92% of women are either satisfied or very satisfied with their current positions compared to 92.5% 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 39.5% of respondents selecting that option. Thirteen percent of respondents plan on leaving their current employers within the next year and 24.5% plan on staying with their current employers for more than 5 years.

### **Retrospective**

5<sup>th</sup> 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.

<b>Why did you attend law school? (Select as many as apply)</b>	<b>Class of 2012</b>
<b>To create career options</b>	64%
<b>To engage in the intellectual challenges of law</b>	53.5%
<b>To enter a career in public service</b>	58%
<b>To establish a lucrative career</b>	16%
<b>To defer making a choice about my career</b>	6%
<b>Other</b>	9%

The 5<sup>th</sup> 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. 58.5% of respondents selected government, 46% selected public interest, 29.5% selected law firm practice, 30% selected academia, and 10% selected business.

According to data collected both through 5<sup>th</sup> Year Survey respondents and independent CDO research, five years post-graduation 13% of the Class is working in government; 10.5% in public interest; 54% at law firms; 7.5% in academia; and 12% in business.

<b>Class of 2011</b>	<b>Where did you envision working 5 years after graduation? (Select as many as apply)</b>	<b>Actual employment 5 years after graduation</b>
<b>Law Firm</b>	29.5%	54%
<b>Public Interest</b>	46%	10.5%
<b>Academia</b>	30%	7.5%
<b>Government</b>	58.5%	13%
<b>Business</b>	10%	12%



<b>Other</b>	N/A	2%
<b>No Idea</b>	6.5%	N/A

**Use of CDO Alumni Resources**

Forty-two and one-half percent of 5<sup>th</sup> Year Survey respondents reported using the CDO website to assist with their post-graduation career searches, and 23.5% reported having sought advice from CDO regarding career issues since graduation.