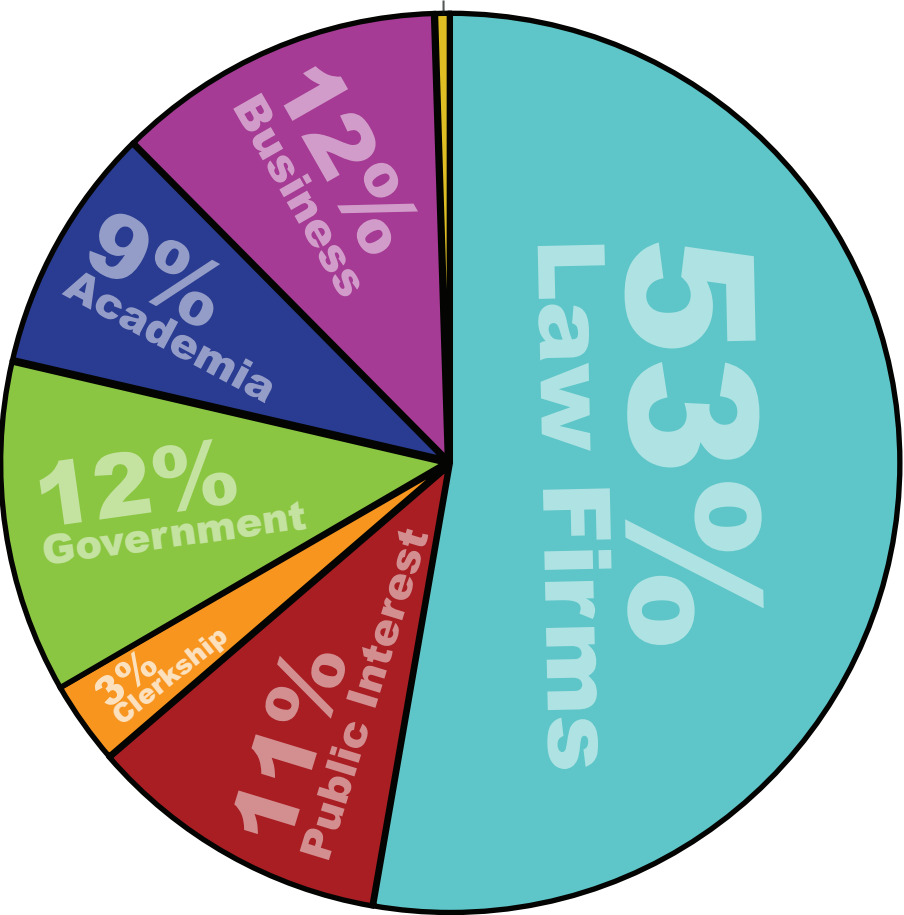


YALE LAW SCHOOL 5th YEAR SURVEY RESULTS Class of 2016

Current employment 5 years after graduation

Percentages based on total number of grads for which we collected data on sector

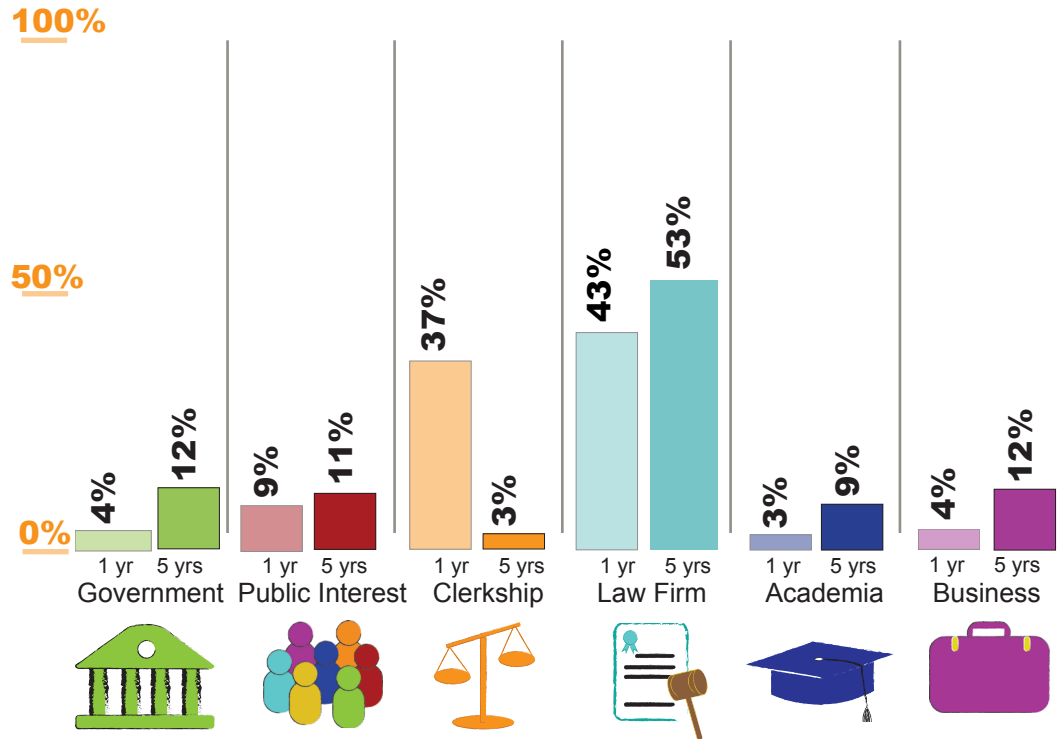
.5% Other



Overall Job Satisfaction



First and Fifth Year Employment



25%

have worked in the public interest at some point since graduation (not including judicial clerkships)

55%

have clerked for a judge at some point in the 5 years since graduation

83%

are practicing law; of those **70%** work in litigation

5th Year Career Development Report Class of 2016 January 2022

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 2016 (“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 by 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, which was sent to all graduates who clerked.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 2021,⁴ 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, and together comprised nearly 80% 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 over two-thirds of the Class.

Class of 2016	First Job Immediately After Graduation⁶	First Non-Clerkship Job of Clerks	First Non-Clerkship Job Choice of Class
Law Firms	42.8%	69%	69%
Judicial Clerkship	37.1%	--	--
Public Interest	9.3%	17%	19.5%
Government	4.1%	7%	4%
Academia⁷	2.6%	4%	3%

¹ Due to rounding, totals within the tables contained within this report may not equal 100%.

² 99.5% of the Class responded.

³ 98% of the Class is represented.

⁴ 38% of the Class responded, although not every respondent answered every question.

⁵ Through independent research, CDO obtained employment information from an additional 55% of the Class beyond the 38% 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.

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

Business	4.1%	1%	4%
Other	--	1%	.5%

Gender Differences in Employer Type⁸

When looking at gender and first employment choices as compared with gender and the employment choices of those members of the Class who responded to the 5th Year Survey: A slightly higher percentage of women than men commenced their careers in law firms; five years later, a slightly higher percentage of men than women reported to CDO that they continued to work at law firms. A nearly equivalent percentage of women and men worked at public interest organizations immediately after graduation, five years later among members of the Class who provided employment information to CDO, the percentage of women working at public interest organizations was higher than the percentage of men. The percentage of men working in business was higher than that of women at graduation, a trend that continued among 5th Year Survey respondents five years out.

Gender Differences in Employer Type at Graduation

Class of 2016	Women	Men
Law Firms	44.7%	41.7%
Judicial Clerkship	38.8%	36.1%
Public Interest	9.4%	9.3%
Government	2.4%	4.6%
Academia	3.5%	1.9%
Business	1.2%	6.5%

Gender Differences in Employer Type - Five Years after Graduation

Class of 2016	Women	Men
Law Firms	44.4%	48.7%
Judicial Clerkship	--	7.7%
Public Interest	22.2%	7.7%
Government	19.4%	12.8%
Academia	8.3%	7.7%
Business	5.6%	15.4%

Debt

⁸ 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.

Based on information reported to the Financial Aid office at graduation, of those graduates who borrowed money (68.5%), 51% reported a total debt burden that fell between \$100,000 and \$174,999, and 73% reported a total debt burden of \$100,000 or more. Thirty-nine 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 2016
less than \$5,000	--
\$5,000 - 24,999	2.88%
\$25,000 - 74,999	9.35%
\$75,000 - 99,999	15.11%
\$100,000 - 124,999	12.95%
\$125,000 - 149,999	21.58%
\$150,000 - 174,999	16.55%
\$175,000 - 199,999	11.51%
\$200,000 and over	10.07%
5th Year Survey respondents who said, five years out, that their debt burden focused their employment options on higher-paying fields.	39%

Employment Five Years after YLS Graduation: Employer Type

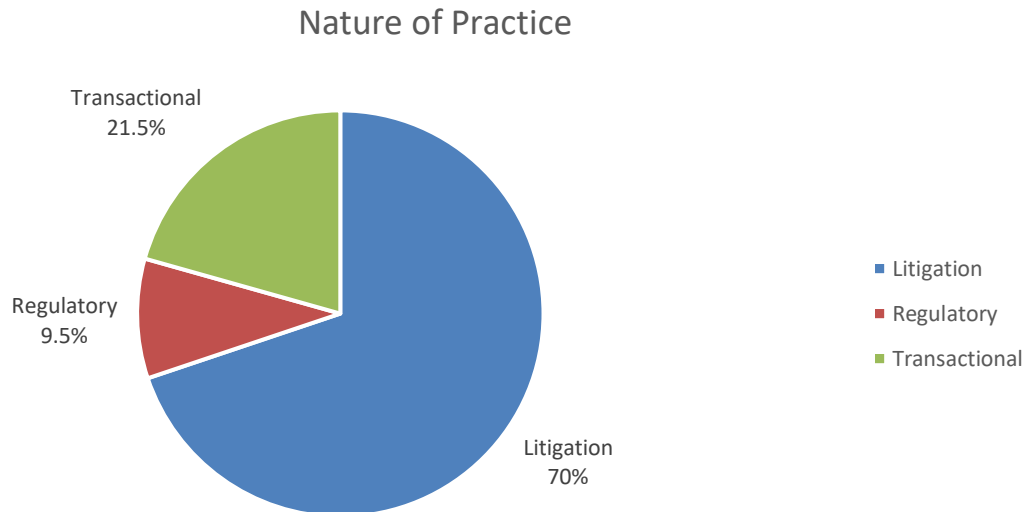
When comparing first non-clerkship job choices with where members of Class are working five years after graduation, fewer graduates are now working for law firms and public interest organizations, and more graduates are in government, business, and academia. Nonetheless, more than half (52.6%) of respondents were working at law firms half a decade after graduating from law school.

Class of 2016	First Non-Clerkship Job Choice of Class	5 Years After Graduation
Law Firms	69%	53%
Public Interest	19.5%	11%
Judicial Clerkship	--	3%
Government	4%	12%
Academia	3%	9%
Business	4%	12%
Other	.5%	.5%

With respect to judicial clerkships, CDO’s clerkship tracking informs us that about 55% of the Class has clerked for one or more judges at some point in the five years since graduation.

Type of Work

Approximately 83% of survey respondents reported practicing law in their current jobs. Among respondents practicing law, 70% are litigators, 21.5% are transactional lawyers, and 9.5% work in the regulatory space.



Of the 17% of respondents who indicated that they were not practicing law, 31% are in academia, 31% are in business, 31% are in government, and 7% are in public interest.

Employment Locations

Upon graduation, the employment locations of three quarters 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, data collected from survey responses as combined with the office’s independent research indicates that just under three quarters of Class members continue to work in New York, Washington, DC or California, with New York continuing to be the most popular location.

Top Three Employment Locations for Class of 2016	At Graduation	5 Years After Graduation
New York	32.5%	30%
Washington, D.C.	20.5%	27.5%
California (including all cities)	12%	14%

Number of Employers since Graduation

Forty-two and a half percent of 5th Year Survey respondents are still in their first non-clerkship jobs, 42.5% are in their second non-clerkship jobs, and 16.5% are in their third, fourth, or fifth non-clerkship

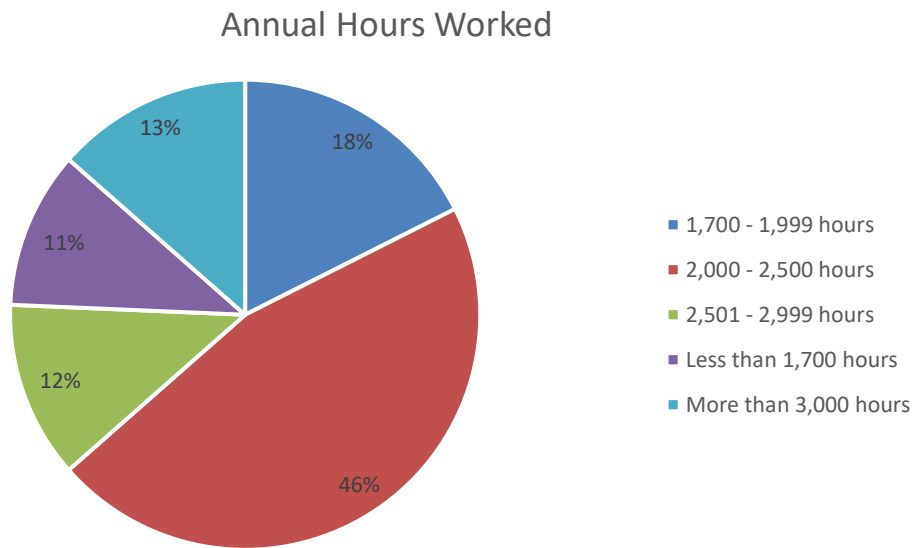
jobs.

Number of Years with Current Employer

Among survey respondents, 79% have been with their current employers for one or more years, and 28% a piece have been with their current employers for more than three years. An additional 21% of survey respondents reported having been with their current employers for less than a single year.

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 about 46% of respondents reporting working hours in that range. Slightly over 25.5% of survey respondents reported working more than 2,500 hours.



Salary

5th Year Survey respondents working at law firms reported the highest incomes, with 91% of those in law firms reporting salaries of \$150,000 or above. One hundred percent of respondents in government and nearly three quarters of respondents working for public interest employers reported earning between \$75,000 and \$149,999. Half of respondents working for business employers reported receiving salaries between \$150,000 and \$300,000. Among academics, 66.5% reported earning over \$74,999.

Class of 2016	< \$30,000	\$30,000 - \$74,999	\$75,000 - \$149,999	\$150,000 - \$300,000	\$300,001 - 499,999	\$500,000 - 999,999
Overall Salary	--	8%	44.5%	24.5%	21.5%	1.5%
Law Firms	--	--	9%	39.5%	48.5%	3%
Public Interest	--	27.5%	73%	--	--	--
Govt.	--	--	100%	--	--	--

Academia	--	33.5%	50%	17%	--	--
Business	--	12.5%	37.5%	50%	--	--

Pro Bono

5th Year Survey respondents were asked to report their average pro bono hours per year in their current employment. Among respondents in the private sector, about 38.5% reported devoting over 50 hours to pro bono per year. This percentage is lower than those that were given by Class of 2015 5th Year Survey respondents working in the private sector, of whom 57% reported devoting over 50 hours of pro bono hours.

Class of 2016	Private Sector Respondents
over 100 hours	20.5%
51 - 100 hours	18%
26 - 50 hours	9%
1 - 25 hours	18%
0 hours	34%

Respondents were also asked what factors contributed most to their pro bono hours. Just over 79% of respondents who answered this question indicated that “Personal Satisfaction” was a factor.

Job Satisfaction

5th Year Survey respondents were asked to indicate their overall satisfaction with their current employment. Seventy-nine percent of respondents reported being either “very satisfied” or “satisfied” with their current positions, with nearly half expressing that they were “very satisfied.”

Overall, respondents working for law firms reported that they were less satisfied than their counterparts working in public interest and government, academia, and business (approximately 66% of those respondents in law firms reported being “very satisfied” or “satisfied,” compared to nearly 91% in public interest, 95% in government, 100% in academia, and 75% in business). Law firm respondents from the Class of 2016 expressed lower percentage levels of job satisfaction than their counterparts in the Class of 2015 (approximately 66% of respondents working for law firms from the Class of 2016 reported being “very satisfied” or “satisfied” compared with 77% of respondents working for law firms from the Class of 2015).

Class of 2016	Very Satisfied	Satisfied	Somewhat Satisfied	Not Satisfied
Overall Satisfaction	38.2%	40.8%	18.4%	2.6%

Law Firms	28.6%	37.1%	31.4%	2.9%
Public Interest	27.3%	63.6%	9.1%	--
Government	75%	18.8%	6.3%	--
Academia	33.3%	66.7%	--	--
Business	25%	50%	12.5%	12.5%

Both men and women within the Class who responded to the survey expressed high rates of job satisfaction – 75% of women reported being either satisfied or very satisfied with their current positions, as did just over 82% of men.

Plans to Stay with Current Employer

With regard to how long survey respondents reported planning to stay with their current employers, the most common response was that they planned to stay for 1-3 more years, with nearly 40% of respondents selecting that option. Almost 22% of respondents reported planning to leave their current employers within the next year, and roughly 21% reported planning to stay with their current employers for more than 5 additional years.

Retrospective

5th Year Survey respondents were asked to indicate why they had initially 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? (Select as many as apply)	Class of 2016
To create career options	73%
To engage in the intellectual challenges of law	51%
To enter a career in public service	55%
To establish a lucrative career	25%
To defer making a choice about my career	6%
Other	5%

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. Approximately 61% of respondents selected government, just over 47% selected public interest, about 39% selected law firm practice, almost 32% selected academia, and nearly 11% selected business.

According to data collected both through 5th Year Survey respondents and independent CDO research, five years post-graduation: About 15% of the Class is working in government; 15.4% in public interest; 53% at law firms; 8.5% in academia; and 12% in business.

	Where did you envision working 5 years after graduation? <i>(Select as many as apply)</i>	Actual employment 5 years after graduation
Law Firm	39.47%	53%
Public Interest	47.37%	11%
Academia	37.58%	8.5%
Government	60.53%	15.4%
Business	10.53%	12%
Other	--	.5%
No Idea	3.95%	N/A

Use of CDO Alumni Resources

Slightly over 30% of 5th Year Survey respondents reported using the CDO website to assist with their post-graduation career searches, and about 19% reported having sought advice from CDO regarding career issues since graduation.