

10th Year Career Development Report

Class of 2005

October 2015

In this report, the Career Development Office offers a snapshot of the employment experiences of the members of the Class of 2005 (“the Class”) in their first ten years since graduating from YLS.

The data in this report was compiled from multiple sources.¹ First employment information was provided from members of the Class to CDO nine months after 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 interest (5.7%), government (2.6%), academia (1.5%), and business (2.6%). In terms of post-clerkship employment, 73% of the Class worked for law firms in their first non-clerkship position, while 20% worked in either public interest or government.

Class of 2005	First Job After Graduation ⁶	First Non-Clerkship Job
Law Firms	36.6%	73%
Judicial Clerkship	51%	--
Public Interest	5.7%	13%
Government	2.6%	7%
Academia ⁷	1.5%	3%
Business	2.6%	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 government, academia, and business.

Class of 2005	First Non-Clerkship Job	5 Years After Graduation	10 Years After Graduation
Law Firms	73%	52%	29%
Public Interest	13%	11%	11%
Government	7%	18%	23%

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

² 99.5% of the Class responded.

³ 78% of the Class is represented.

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

⁵ 44% 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 46% 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 2005, an additional 1% 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.

Academia	3%	12%	18%
Business	3%	5%	18%
Other	--	2%	1%

Not factoring judicial clerkships, 55% of 10th 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 56% 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 public interest. Higher percentages of women than men are in academia (28% vs. 19%) and government positions (28% vs. 23%). Higher percentages of men than women are in law firms (33% vs. 26%) and business (15% vs. 5%).

Class of 2005	At Graduation		5 Years After Graduation		10 Years After Graduation	
	Women	Men	Women	Men	Women	Men
Law Firms	33%	39%	51%	52%	26%	33%
Judicial Clerkship	56%	48%	1%	2%	--	--
Public Interest	9%	3.5%	14%	9%	13%	10%
Academia	1%	2%	9%	15%	28%	19%
Government	1%	3.5%	18%	15%	28%	23%
Business	--	4%	4%	6%	5%	15%
Other	--	--	3%	1%	--	--

Employment Locations

Ten years after graduation, fewer Class members are in New York as compared to at graduation and five years after graduation. More graduates are in California as compared to at graduation and five years after graduation. Fewer graduates are in Washington, D.C. ten years after graduation as compared to five years after graduation, although there are still more graduates there now than at graduation.

Top 3 Employment Locations	At Graduation	5 Years After Graduation	10 Years After Graduation
New York	23%	24%	16%
Washington, D.C.	16%	25%	19%
California (including all cities)	16%	16%	18%

Job Satisfaction

In the 5th and 10th Year Career Development Surveys, respondents were asked to indicate their overall satisfaction with their current employment. Overall, 79% of 5th 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 79% in law firms ten years after graduation.

Class of 2005	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	43%	58%	36%	31%	17%	11%	4%	--
Law Firms	25%	41.5%	45%	37.5%	25%	21%	5%	--
Public Interest	53%	50%	33%	50%	13%	--	--	--
Government	60%	68%	35%	18%	5%	14%	--	--
Academia	87%	78%	6.5%	22%	--	--	6.5%	--
Business	33%	44%	33%	44%	33%	11%	--	--

Hours Spent Working

Overall, alumni from the Class of 2005 seem to be working slightly fewer hours ten years after graduation as compared to five years after graduation. While 72% of the Class reported working 2,000 or more hours five years after graduation, only 65% 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 Career Development Survey respondents was 2,000-2,500 hours per year (51% and 49% respectively). The field where alumni ten years after graduation reported working the longest hours was business, with 44% working over 2,500 hours.

Class of 2005	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	8%	9%	20%	26%	51%	49%	21%	16%
Law Firms	8%	21%	15.5%	33%	57%	42%	19.5%	4%
Public Interest	15%	--	23%	50%	46%	37.5%	15%	12.5%
Government	--	4.5%	22%	4.5%	39%	77%	39%	14%
Academia	20%	7%	20%	36%	60%	36%	--	21%
Business	--	--	25%	22%	50%	33%	25%	44%

Annual Salaries

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

- Five years after graduation, 87% of those in law firms reported salaries over \$150,000; ten years after graduation, 91% of those in law firms earn \$100,000 or more, with 61% of them earning \$250,000 or more.
- Five years after graduation, 100% of respondents working for public interest organizations reported salaries of \$30,000-\$149,999, and 57% reported salaries between \$75,000-149,999. Ten

years after graduation, 89% reported salaries of \$60,000 or above, and 67% reported salaries ranging between \$100,000-250,000.

- Five years after graduation, 75% of respondents in government jobs reported earning between \$75,000-149,999; ten years after graduation, 90% of respondents reported salaries ranging between \$100,000-250,000.
- Five years after graduation, 50% of those in academia earned between \$75,000-149,999; ten years after graduation, 81% of respondents in academia report earning \$100,000 or more.
- Five years after graduation, 83% of those in business reported salaries over \$150,000; ten years after graduation, 100% of respondents in business earn over \$100,000, with 44% of them earning \$250,000 or more.

Pro Bono

Ten years after graduation, fewer graduates in private sector employment are doing pro bono work than were doing so at five years out (at ten years only 69% are doing any pro bono work while at five years out 83% were doing some pro bono work). The percentage of graduates doing more than 100 hours of pro bono work per year also declined significantly (35% down to 3%).

Class of 2005	5 Years After Graduation	10 Years After Graduation
over 100 hours	35%	3%
51 - 100 hours	20%	18%
26 - 50 hours	18%	21%
1 - 25 hours	10%	27%
0 hours	17%	30%

Number of Years with Current Employer

Based on 10th Year Career Development Survey results, 36% of Class members have been with their current employers for more than five years, 24% between 3-5 years, 29% from 1-3 years and 11% of Class members have been with their current employers for less than one year.

Number of Job Changes Since Graduation

Sixty-seven percent of respondents to the 10th Year Career Development Survey have had two or three employers since graduation (not including judicial clerkships); 18% 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, 45% responded that they plan to stay with their current employers for over five more years. Sixteen percent plan on staying 3-5 more years and 35% plan to stay 1-3 more years. Only 5% plan on leaving within the year.

Retrospective

The 10th Year Career Development Survey asked, “When you graduated from YLS, in what area(s) did you envision working ten years after you graduated?” Respondents were able to select one or more

choices. Forty-nine percent selected government, 36% selected public interest, 31% selected law firm practice, 26% selected academia, and 13% selected business.

Comparing these responses to where graduates actually work ten years after graduation demonstrates that substantially fewer graduates are in government, public interest, and academia than what they originally envisioned. There are also slightly more graduates in business, and slightly fewer in law firms, than originally anticipated.

Class of 2005	Where do you envision working 10 years after graduation? <i>(Select as many as apply)</i>	Actual employment 10 years after graduation
Law Firm	31%	29%
Government	49%	23%
Public Interest	36%	11%
Academia	26%	18%
Business	13%	18%
Other	N/A	1%
No Idea	10%	N/A

Use of CDO Alumni Resources

Thirty-two percent of 10th 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.