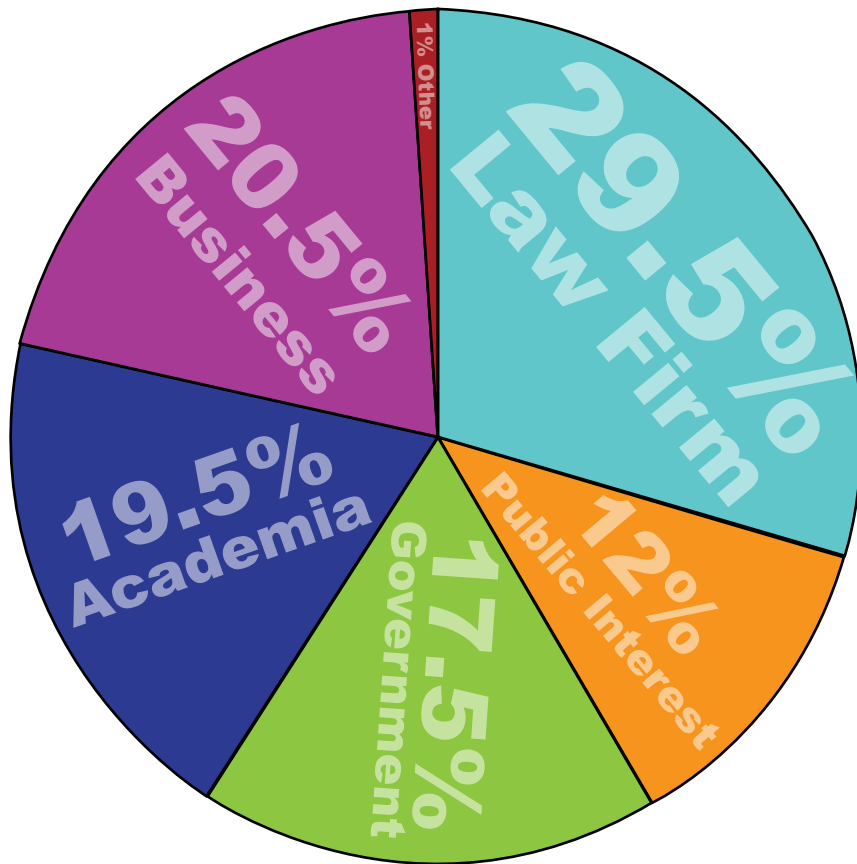


# YALE LAW SCHOOL 10th YEAR SURVEY RESULTS Class of 2008

Current employment 10 years after graduation



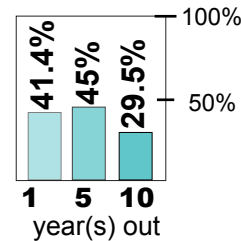
## Overall Job Satisfaction



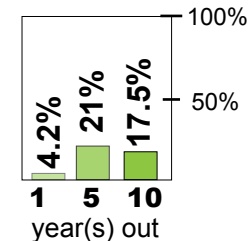
## Employment 1, 5 & 10 years after graduation



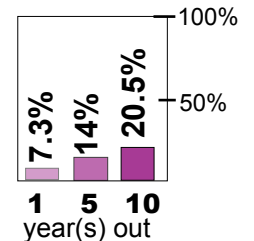
**Law Firms**



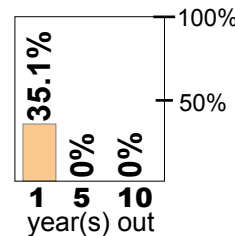
**Government**



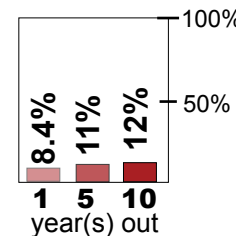
**Business**



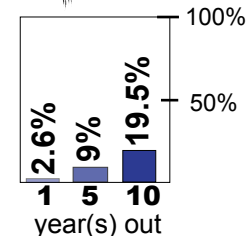
**Clerkship**



**Public Interest**



**Academia**



**53.5%**

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

**50%**

have clerked for a judge at some point since graduation.

**71.5%**

of those practicing law are litigators

## 10<sup>th</sup> Year Career Development Report Class of 2008 January 2018

In this report, the Career Development Office offers a snapshot of the employment experiences of the members of the Class of 2008 (“the Class”) in their first ten years since graduating from YLS.

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

### 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 (8.4%), government (4.2%), academia (2.6%), and business (7.3%). In terms of post-clerkship employment, 63% of the Class worked for law firms in their first non-clerkship position, while 29% worked in either public interest or government.

| Class of 2008         | First Job After Graduation <sup>6</sup> | First Non-Clerkship Job |
|-----------------------|---|-------------------------|
| Law Firms             | 41.4%                                   | 63%                     |
| Judicial Clerkship    | 35.1%                                   | --                      |
| Public Interest       | 8.4%                                    | 14%                     |
| Government            | 4.2%                                    | 11%                     |
| Academia <sup>7</sup> | 2.6%                                    | 5%                      |
| Business              | 7.3%                                    | 8%                      |

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

<sup>2</sup> 99.5% of the Class responded.

<sup>3</sup> 99% of clerks responded.

<sup>4</sup> 65% of the Class responded, although not every respondent answered every question.

<sup>5</sup> 45% 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 44% of the Class.

<sup>6</sup> 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.

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

## 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 academia and business.

| Class of 2008   | First Non-Clerkship Job | 5 Years After Graduation | 10 Years After Graduation |
|-----------------|-------------------------|--------------------------|---------------------------|
| Law Firms       | 63%                     | 45%                      | 29.5%                     |
| Public Interest | 14%                     | 11%                      | 12%                       |
| Government      | 11%                     | 21%                      | 17.5%                     |
| Academia        | 5%                      | 9%                       | 19.5%                     |
| Business        | 8%                      | 14%                      | 20.5%                     |
| Other           | --                      |                          | 1%                        |

Not factoring judicial clerkships, 53.5% of 10<sup>th</sup> 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 50% of the Class has clerked for a judge at some point in the ten years since graduation.

## Employer Type Progression and Gender

Among 10<sup>th</sup> Year Survey respondents, ten years after graduation, a higher percent of men than women are in public interest (13% vs. 9%) and business (22.5% vs. 15%). Among respondents nearly equivalent percentages of women and men are at law firms and government (law firms are 35% vs 34% and for government, 19% vs. 17.5%). More women than men are reported to be in academia (23.5 vs. 9.5%).

| Class of 2008      | At Graduation |       | 5 Years After Graduation |       | 10 Years After Graduation |       |
|--------------------|---------------|-------|--------------------------|-------|---------------------------|-------|
|                    | Women         | Men   | Women                    | Men   | Women                     | Men   |
| Law Firms          | 47.5%         | 36.5% | 34.5%                    | 36.5% | 35%                       | 34%   |
| Judicial Clerkship | 31%           | 38%   | --                       | --    | --                        | --    |
| Public Interest    | 12%           | 5.5%  | 15.5%                    | 8.5%  | 9%                        | 13%   |
| Academia           | 3.5%          | 2%    | 17.5%                    | 8.5%  | 23.5%                     | 9.5%  |
| Government         | 3.5%          | 6.5%  | 25%                      | 30.5% | 17.5%                     | 19%   |
| Business           | 2.5%          | 11%   | 7.5%                     | 15%   | 15%                       | 22.5% |
| Other              | --            | --    | --                       | --    | --                        | 2%    |

## Employment Locations

In their first jobs post-graduation, 58% of the Class worked in three locations: New York City, Washington, DC, and California (including all cities). Based upon survey responses and independent research, ten years after graduation, 58.5% of the Class continues to work in these three locations. A higher percentage continue to work in New York than Washington D.C. or California (23.5% vs. 20.5% and 14.5%, as compared with 26% vs. 15% and 17% upon graduation).

| Top 3 Employment Locations        | At Graduation | 5 Years After Graduation | 10 Years After Graduation |
|-----------------------------------|---------------|--------------------------|---------------------------|
| New York City                     | 26%           | 19%                      | 23.5%                     |
| Washington, D.C.                  | 15%           | 27%                      | 20.5%                     |
| California (including all cities) | 17%           | 18%                      | 14.5%                     |

## Job Satisfaction

In the 5<sup>th</sup> and 10<sup>th</sup> Year Career Development Surveys, Class respondents were asked to indicate their overall satisfaction with their current employment. Overall, 93% of 5<sup>th</sup> Year Survey respondents said they were either satisfied or very satisfied with their current employment. Ten years after graduation, 88.5% of respondents reported being either satisfied or very satisfied.

Among respondents in law firms five years after graduation, 88% had reported being very satisfied or satisfied with their work, compared to 80.5% who reported being very satisfied or satisfied in law firms ten years after graduation. Very high (between 90% and 100%) percentages of respondents working in public interest, government, and Academia reported being very satisfied or satisfied both five and ten years post-graduation.

While one hundred percent of respondents working in business reported being very satisfied or satisfied with their employment five years after graduation, only 88.5% of respondents working in academia ten years post-graduation reported being very satisfied or satisfied with their employment.

| Class of 2008        | 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 | 54%            | 59%      | 39%       | 29.5%    | 3%                 | 10%      | 4%            | 1%       |
| Law Firms            | 30%            | 45%      | 58%       | 35.5%    | 9%                 | 16%      | 3%            | 3%       |
| Public Interest      | 64%            | 60%      | 29%       | 30%      | 7%                 | 10%      | --            | --       |
| Government           | 65%            | 75%      | 35%       | 25%      | --                 | --       | --            | --       |
| Academia             | 53%            | 69%      | 47%       | 23%      | --                 | 8%       | --            | --       |
| Business             | 69%            | 59%      | 31%       | 29.5%    | --                 | 12%      | --            | --       |
| Other                | --             | 100%     | --        | --       | --                 | --       | --            | --       |

## Hours Spent Working

Overall, alumni survey respondents from the Class of 2008 seem to be working similar hours ten years after graduation as compared to five years after graduation. While 76% of the Class reported working 2,000 or more hours five years after graduation, 70% of the Class reported working that many hours ten years after graduation. The most commonly reported range of work hours for both 5<sup>th</sup> and 10<sup>th</sup> Year Career Development Survey respondents was 2,000-2,500 hours per year (53% and 40% respectively). The fields in which the highest percentage of respondents reported working the longest hours ten years post-graduation were academia and Law Firms, with 90% and 80.5% of respondents in these sectors of reporting that they worked over 2,000 hours, respectively.

| Class of 2008   | Less than 1,700 hours |          | 1,700-1,999 hours |          | 2,000-2,499 hours |          | 2,500-2,999 hours |          | More than 3,000 hours |          |
|-----------------|-----------------------|----------|-------------------|----------|-------------------|----------|-------------------|----------|-----------------------|----------|
|                 | 5 years               | 10 years | 5 years           | 10 years | 5 years           | 10 years | 5 years           | 10 years | 5 years               | 10 years |
| Overall         | 2.5%                  | 11%      | 20.5%             | 19%      | 53.5%             | 40%      | 23%               | 20.5%    | N/A                   | 9.5%     |
| Law Firms       | --                    | 16%      | 10.5%             | 3%       | 60.5%             | 51.5%    | 29%               | 22.5%    | N/A                   | 6.5%     |
| Public Interest | 7%                    | 10%      | 43%               | 50%      | 35.5%             | 20%      | 14%               | 10%      | N/A                   | 10%      |
| Government      | --                    | 6.5%     | 27%               | 33.5%    | 54%               | 33.5%    | 19%               | 26.5%    | N/A                   | --       |
| Academia        | 9%                    | --       | 9%                | 10%      | 72.5%             | 60%      | 9%                | 20%      | N/A                   | 10%      |
| Business        | 12.5%                 | 12%      | 37.5%             | 23.5%    | 62.5%             | 23.5%    | 41.5%             | 17.5%    | N/A                   | 23.5%    |

## Annual Salaries

The 5<sup>th</sup> and 10<sup>th</sup> Year Career Development Surveys for the Class of 2008 provided different salary range options, making comparisons difficult. What we can report is that:

- Five years after graduation, 100% of those in law firms reported salaries over \$150,000; ten years after graduation, 65.5% of those in law firms reported 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 27% reported salaries between \$75,000-149,999. Ten years after graduation, 100% reported salaries of \$60,000 or above, and 40% reported salaries ranging between \$100,000-250,000.
- Five years after graduation, 89% of respondents in government jobs reported earning between \$75,000-149,999; ten years after graduation, 87.5% of respondents reported salaries ranging between \$100,000-250,000.
- Five years after graduation, 40% of those in academia earned between \$75,000-149,999; ten years after graduation, 83.5% of respondents in academia report earning \$100,000 or more.
- Five years after graduation, 86% of those in business reported salaries over \$150,000; ten years after graduation, 56% of respondents reported earning \$250,000 or more.

## Pro Bono

Comparing information provided by respondents to the 10<sup>th</sup> Year and 5<sup>th</sup> Year Surveys, a larger percentage of Class members in private sector employment reported doing pro bono work ten years post-graduation as opposed to five years out (at ten years 70% reported doing any pro bono work while at five years out 65% reported doing some pro bono work). The percentage of respondents who reported doing more than 100 hours of pro bono work per year ten years post-graduation also increased from the percentage of those who reported doing more than 100 hours of pro bono work five years post-graduation (15% up to 18%).

| Class of 2008  | 5 Years After Graduation | 10 Years After Graduation |
|----------------|--------------------------|---------------------------|
| over 100 hours | 15%                      | 18%                       |
| 51 - 100 hours | 15%                      | 14%                       |
| 26 - 50 hours  | 12%                      | 10%                       |
| 1 - 25 hours   | 23%                      | 28%                       |
| 0 hours        | 35%                      | 30%                       |

## Number of Years with Current Employer

Fifty percent of respondents to the 10<sup>th</sup> Year Career Development Survey results reported having been with their current employers for more than five years. Another 20.5% reported having been with their current employers between 3-5 years, while 20.5% reported that they had been at their currently employers for 1-3 years, and 8% for less than one year.

## Number of Job Changes Since Graduation

Sixty-three and one half percent of respondents to the 10<sup>th</sup> Year Career Development Survey have had two or three employers since graduation (not including judicial clerkships); 19.5% have had four or more employers since graduation; and 17% 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, 44% responded that they plan to stay with their current employers for over five more years. Twenty and a half percent plan on staying 3-5 more years and 29% plan to stay 1-3 more years. Only 6% plan on leaving within the year.

## Retrospective

The 10<sup>th</sup> 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-six percent selected government, 35.5% selected public interest, 34.5% selected law firm practice, 25% selected academia, and 16% selected business.

According to data collected both through 10<sup>th</sup> Year Survey respondents and independent CDO research, ten years post-graduation 17.5% of the Class is working in government; 12% in public interest; 29.5% at law firms; 19.5% in academic; and 20.5% in business.

| Class of 2008   | Where did you envision working 10 years after graduation?<br><i>(Select as many as apply)</i> | Actual employment 10 years after graduation |
|-----------------|---|---|
| Law Firm        | 34.5%   | 29.5%                                       |
| Government      | 46%   | 17.5%                                       |
| Public Interest | 35.5%   | 12%   |
| Academia        | 25%   | 19.5%                                       |
| Business        | 16%   | 20.5%                                       |
| Other           | N/A   | 1%  |
| No Idea         | 1%  | --  |

### Use of CDO Alumni Resources

Twenty-two and one-half percent of 10<sup>th</sup> Year Survey respondents reported using the CDO website to assist with their post-graduation career searches, and 16% reported having sought advice from CDO regarding career issues since graduation.