

## First Destination Report: Class of 2018

In spring 2018, the Office of Career Strategy (OCS) hosted the Class of 2018 First Destination Survey for Yale College. For purposes of this Report, the Class of 2018 is defined as those graduating from Yale College between July 1, 2017-June 30, 2018.

### Compilation of Data

The data from this report was compiled from the 2018 First Destination Survey, which was administered by the Office of Career Strategy in April 2018. The survey was sent to 1,326 graduates in the Class of 2018 and 1,159 graduates' information was recorded within six months of graduation creating an 87.4% knowledge rate.<sup>1</sup> From this survey, the Office of Career Strategy released the 2018 Class List enabling graduates to stay connected. It is important to note that not every respondent answered every question. It is also notable that a very small number of respondents reported more than one destination after graduation, such as an individual working full-time while attending graduate school part-time. In addition, where relevant, information about the Class of 2018 summer choices is also presented.<sup>2</sup>

### Post-Graduate Plans

Of the 87.4% of the Class with known post-graduate outcomes, 95.2% reported confirmed plans. Approximately four percent of the *total* class (4.1%) were still seeking opportunities six months after graduation. When asked about their plans for the fall following graduation, approximately three-quarters (74.5%) of respondents are employed, with the next largest group (17.4%) attending graduate school. Those employed were asked if they intend to enroll in a graduate program in the future; 79.6% indicated they intend to pursue graduate school within the next five years.

More than one percent of graduates (1.4%) employed in the Class of 2018 are pursuing their own entrepreneurial ventures.

Plans for Fall 2018	Class of 2018
Employed: full-time/part-time/short-term position	74.5%
Attending graduate or professional school	17.4%
Employed: Independent Research	1.5%
Employed: Military service	1.0%
Not Seeking Employment or Continuing Education	0.9%

### Class of 2018: Summer Choices

The largest percentage of Class of 2018 respondents in summer 2015 (20.7%) completed summer language study programs after their first year. More than 65% of the Class participated in an internship in summer 2017 after their junior year.

Activity	Summer 2017 (returning senior)	Summer 2016 (returning junior)	Summer 2015 (returning sophomore)
Total	1208	1113	917
Internship, paid	48.3%	36.0%	15.4%
Internship, unpaid	17.3%	19.9%	13.4%

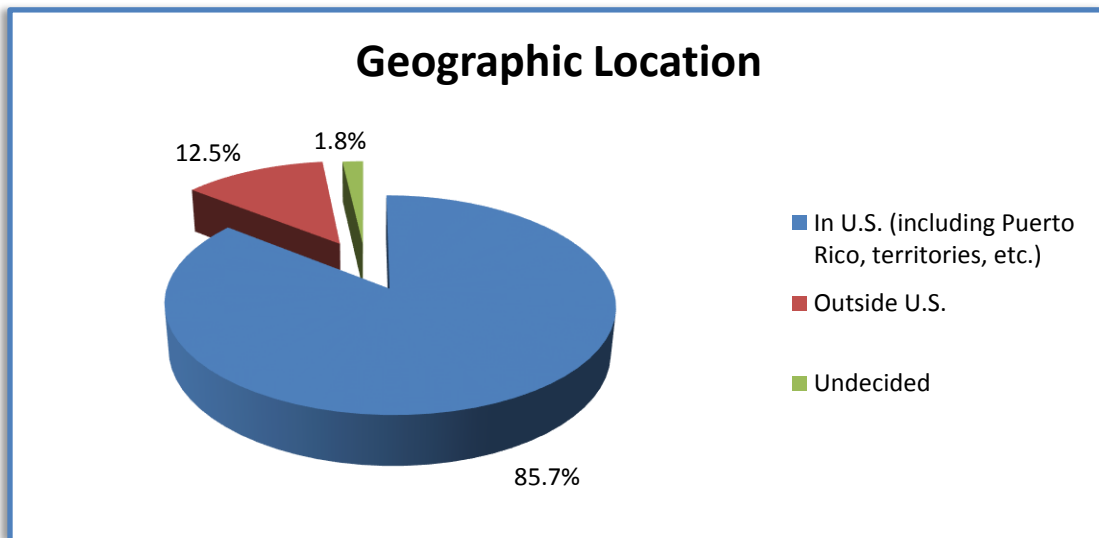
<sup>1</sup> For a full explanation of Knowledge Rate, see NACE First-Destination Standards and Protocols, available at: <http://www.naceweb.org/job-market/graduate-outcomes/first-destination-standards-and-protocols-key-questions-and-answers/>.

<sup>2</sup> OCS also hosts the Yale College Summer Activities Survey and those reports are available at: <http://ocs.yale.edu/connect/statistics>.

Activity	Summer 2017 (returning senior)	Summer 2016 (returning junior)	Summer 2015 (returning sophomore)
Paid job (e.g. camp counselor)	11.5%	15.2%	14.8%
Language Study	2.2%	8.2%	20.7%
Research in a laboratory	11.8%	11.9%	11.1%
Academic Study other than language	9.7%	18.4%	11.4%
Other	6.5%	7.9%	4.7%
Volunteer work	2.1%	2.6%	4.3%
Field research	6.4%	3.4%	1.9%
Performance (theater, music, dance, etc.)	1.5%	1.3%	1.1%
Research in a library	2.2%	1.9%	1.1%

### Post-Graduate Locations

Approximately 12% of the Class of 2018 resides outside the United States in 38 countries. The top countries of choice for respondents residing outside the U.S. are the United Kingdom, China, Japan, Germany and Singapore. Of the respondents (85.7%) residing in the United States, almost three-quarters (74.5%) live in one of five states: New York, California, Connecticut, Massachusetts and Washington, D.C.



### Graduate School

Of the 17.4% of respondents pursuing graduate school immediately after graduation more than two-thirds (67.8%) are pursuing a Master's Degree or Ph.D. Among those pursuing Master's Degrees, slightly more are pursuing a Master's of Arts than a Master's of Science.

Graduate/Professional School Degree	Class of 2018
Master's Degree (MA, MS, MEng, MBA, Other)	44.4%

Graduate/Professional School Degree	Class of 2018
Medical (e.g., MD, DO, DDS, DVM)	15.6%
PhD	23.4%
Law Degree (e.g. JD or LLB)	9.8%
Other degree or certificate	6.8%

### First Employment: Function (Role), Industry and Sector

The Office of Career Strategy strives to educate students about the difference between function, industry and sector and how to think about their career options in these terms. Students are encouraged to think about the functional area first, which is the actual job of interest, and next consider the industry and sector in which they pursue that job (a micro to macro level approach). The following analysis looks at the employment choices of the Class of 2018 in each of these ways.

#### *Employment Choices by Function (Role)*

It is notable that no single function attracts Yale graduates as a critical mass. This is consistent with the liberal arts education provided at Yale College through which students gain valuable transferable skills attractive to many roles. The chart below represents those industries with at least 10 respondents.<sup>3</sup>

Employment by Function (Role)	Post-Graduate	Summer 2017	Summer 2016	Summer 2015
Finance	15.4%	16.7%	12.8%	3.8%
Consulting	13.4%	9.9%	7.4%	2.7%
Teaching/Curriculum Development	7.9%	5.6%	9.8%	13.7%
Research (Policy, Academic, Literary)	7.5%	-	-	-
Research: Laboratory	7.1%	2.6%	3.3%	17.5% (includes all research)
Programming/Software Development	4.8%	3.6%	4.5%	5.8%
Law	4.6%	5.6%	4.2%	4.4%
Engineering	3.9%	4.3%	4.2%	1.8%
Project Management	3.6%	4.9%	6.0%	4.6%
Business Development	3.5%	3.4%	3.6%	2.9%
Health Services/Healthcare	3.2%	3.5%	3.7%	4.4%
Operations	3.2%	-	-	-
Writing/Editing	2.8%	10.6%	7.6%	4.2%
Marketing/Product Management	2.5%	4.7%	3.9%	3.1%
Office Administrative/Support Services	2.1%	8.7%	12.1%	8.4%
Arts Administration (Museums, Galleries)	1.8%	-	-	-
Military Operations	1.6%	0.4%	-	-
Broadcasting/Journalism	1.4%	0.4%	0.5%	0.2%

<sup>3</sup> Dashes (-) indicate a category that was not an available choice during that survey year.

<b>Employment by Function (Role)</b>	<b>Post-Graduate</b>	<b>Summer 2017</b>	<b>Summer 2016</b>	<b>Summer 2015</b>
Performance (Acting, Dance, Music)	1.4%	0.3%	0.5%	1.5%
Entertainment (Film/TV, Theater, Music)	1.2%	1.9%	1.9%	0.9%
Architecture/Urban Planning	1.1%	0.9%	1.3%	1.3%

### *Employment Choices by Industry*

Looking at the choices of the Class of 2018 by industry, it is again evident that Yale graduates pursue many areas and that there is no one industry that attracts Yale graduates as a critical mass. The chart below represents those industries with at least 10 respondents.

<b>Employment by Industry</b>	<b>Post-Graduate</b>	<b>Summer 2017</b>	<b>Summer 2016</b>	<b>Summer 2015</b>
Financial Services (including Real Estate and Insurance)	17.4%	19.6%	13.7%	5.5%
Education (including University research positions)	15.5%	10.6%	14.8%	14.8%
Consulting	13.3%	8.2%	4.6%	1.8%
Technology	10.7%	8.7%	8.6%	6.0%
Healthcare/Medical/Pharmaceutical	10.4%	7.1%	8.5%	1.7%
Law/Legal Services	5.3%	5.4%	4.1%	5.8%
Entertainment (Film/TV, Theater, Music, Sports)	3.3%	3.5%	2.3%	2.4%
Publishing/Media/Journalism	3.2%	4.3%	3.9%	4.4%
Government (including local, state and federal)	2.6%	5.5%	7.4%	9.7%
Consumer Products/Retail	2.4%	2.8%	2.4%	19.7%
Community/Social Services	2.2%	4.6%	5.7%	11.1%
Fine or Visual Arts (Arts practice, Museums, Galleries)	2.1%	2.6%	4.3%	4.4%
Communications/Marketing/Advertising/PR	2.0%	4.1%	4.5%	5.1%
Engineering	1.6%	2.0%	2.3%	1.5%
Think Tank	1.6%	2.7%	1.8%	-
Environment	1.5%	1.9%	2.0%	3.8%
Architecture/Design/Urban Planning	1.4%	1.7%	2.3%	1.5%

### *Employment Choices by Sector*

Approximately two-thirds (64.6%) of those working after graduation are working with a for-profit company, while more than one-third (35.4%) are working with a non-profit organization, NGO, government or other public agency.<sup>4</sup>

<b>Employment by Sector</b>	<b>Post-Graduate</b>	<b>Summer 2017</b>	<b>Summer 2016</b>	<b>Summer 2015</b>
For-profit corporation/company	64.6%	55.2%	49.2%	-

<sup>4</sup> Sector was added as a category to the Summer Activities Survey in summer 2016.

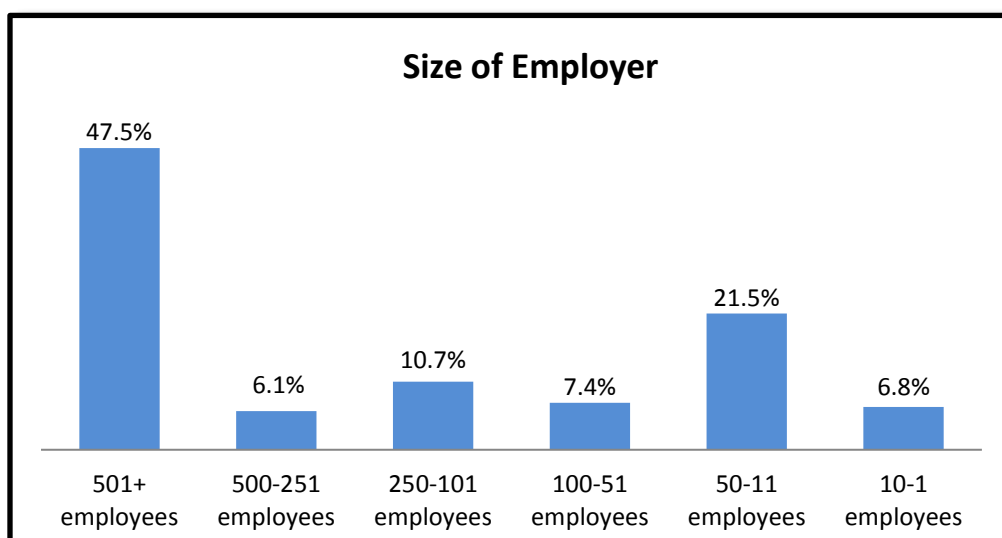
Employment by Sector	Post-Graduate	Summer 2017	Summer 2016	Summer 2015
Non-profit organization, institution or NGO (arts, human services, campaigns, private universities - including Yale)	26.4%	33.2%	36.8%	-
Government or other public institution (including public schools and public universities)	9.0%	11.6%	13.9%	-

Below is a list of organizations that hired the most graduates in the Class of 2018. As with the previous classes, Yale was the top employer.

Yale University	McKinsey & Company
Google	National Institute for Health
Teach for America	Bain & Company
Facebook	Massachusetts General Hospital
Manhattan District Attorney's Office	Microsoft
Boston Consulting Group	Goldman Sachs

### Size of First Employer

When considering the size of first destination employers, less than half of the respondents (47.5%) chose the largest employers. Approximately thirty-six percent of respondents selected small or mid-size employers with fewer than 100 employees.



### Starting Salary Range

More than two-thirds (67.6%) of respondents reporting full-time employment in the United States began their career making \$50,000 or more, while more than forty percent (44.4%) of respondents started with a salary at \$70,000 or more. More than ten percent (10.9%) reported a starting salary of \$100,000 or more. Approximately nine percent (9.2%) reported having negotiated their starting salary.

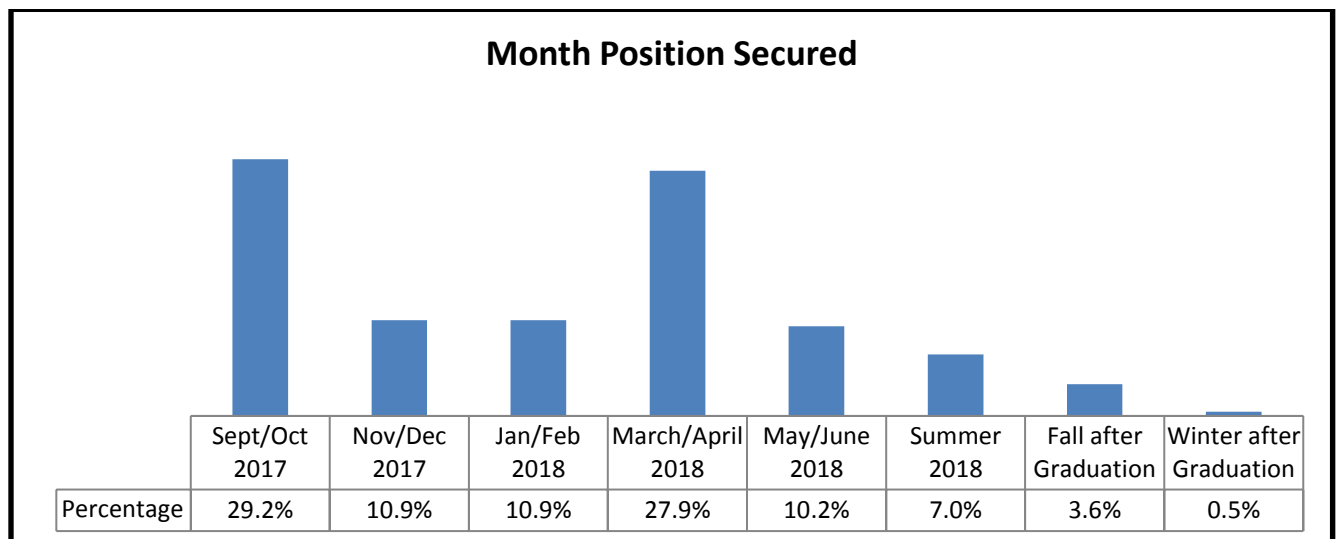
Of the highest paid respondents reporting a starting salary of \$100,000 or above, it is interesting to note that 73.7% are working for the largest size category of employers (501+ employees). Among these

respondents, 18.4% will be working in the financial services industry, while 71.1% will be working in the technology industry.

Starting Salary	Class of 2018
< \$30,000	9.7%
\$30,001 - \$50,000	26.4%
\$50,001 - \$70,000	24.6%
\$70,001 - \$90,000	28.1%
\$90,001 - \$110,000	4.0%
\$110,001 - \$130,000	6.0%
\$130,001 - \$150,000	0.6%
\$150,001 - \$170,000	0.3%
\$170,001 - \$190,000	0.0%
\$190,001 - \$210,000	0.3%

### Time of Year Secured Employment

Sixty percent (60.0%) of respondents secured their full-time position in spring of senior year or later, and almost thirty percent (27.9%) in March or April of their senior year. This figure is consistent with the large number of graduates who are employed at organizations with less than 100 employees. These smaller and mid-size organizations are unable to anticipate hiring needs months in advance, and therefore hire recent graduates closer to their employment start date.



### Source of Employment Opportunity and use of OCS Resources

When asked how they found their position, approximately 50% reported a Yale resource, including faculty referrals, Yale alums, OCS resources or other Yale resources. Respondents were also asked to identify the OCS resources they used during their time at Yale. According to the survey, the most frequently used OCS resources were meeting with a career advisor, the tools on the Yale Career Link, and the tools available through the OCS website.

### **Post-Graduate Plans and Undergraduate Field of Study**

When asked if their post-graduate plans were related to their field of study while at Yale, 85.6% of respondents stated that their plans were related to their area of study.

<b>Relation to undergraduate field(s) of study?</b>	<b>Class of 2018</b>
Highly related to field(s) of study	39.3%
Related to field(s) of study	25.4%
Slightly related to field(s) of study	20.9%
Not related to field(s) of study	14.4%

### **Staying Connected to Yale**

As part of the first destination survey, recent graduates can volunteer for the Yale College Admissions Alumni Schools Committee (ASC) and join the Yale Career Network as an alum mentor for students and peer alums. Through the Class of 2018 survey, 632 new graduates joined the ASC and 943 opted into the Yale Career Network.