

## First Destination Report: Class of 2019

In spring 2019, the Office of Career Strategy (OCS) hosted the Class of 2019 First Destination Survey for Yale College. For purposes of this report, the Class of 2019 is defined as those graduating from Yale College between July 1, 2018-June 30, 2019.

### Compilation of Data

The 2019 First Destination Survey, administered by OCS in April 2019, was sent to 1,339 Class of 2019 graduates and 1,213 graduates' information was recorded within six months of graduation creating a 90.6% knowledge rate.<sup>1</sup> From the survey, OCS also released the 2019 Class List. The report presents results as percentages, and where relevant, information about the Class of 2019 summer choices is presented.<sup>2</sup> 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.

### Post-Graduate Plans

Of the 90.6% of the Class with known post-graduate outcomes, 96.5% reported confirmed plans. Approximately three percent of the *total* class (3.2%) were still seeking opportunities six months after graduation. When asked about post-graduate plans, approximately three-quarters (74.7%) are employed, with the next largest group (16.9%) attending graduate school. Among those employed, 80.4% indicated they intend to pursue graduate school within the next five years.

Approximately one percent of graduates employed in the Class of 2019 are pursuing their own entrepreneurial ventures.

Plans for Fall 2019	Class of 2019
Employed: full-time/part-time/short-term position	74.7%
Attending graduate or professional school	16.9%
Employed: Independent Research	2.6%
Employed: Military service	1.1%
Not Seeking Employment or Continuing Education	1.2%

### Class of 2019: Summer Choices

Almost a quarter (22.1%) of the Class of 2019 completed a summer language program after their first year. More than 50% of the Class participated in an internship in summer 2018 after their junior year.

Activity	Summer 2018 (returning senior)	Summer 2017 (returning junior)	Summer 2016 (returning sophomore)
Total	1474	1219	1101
Internship, paid	38.6%	35.8%	20.2%
Internship, unpaid	14.6%	21.9%	17.3%
Paid job (e.g. camp counselor)	10.6%	14.3%	23.9%
Language Study	1.4%	8.9%	22.1%
Research in a laboratory	10.5%	14.0%	12.3%

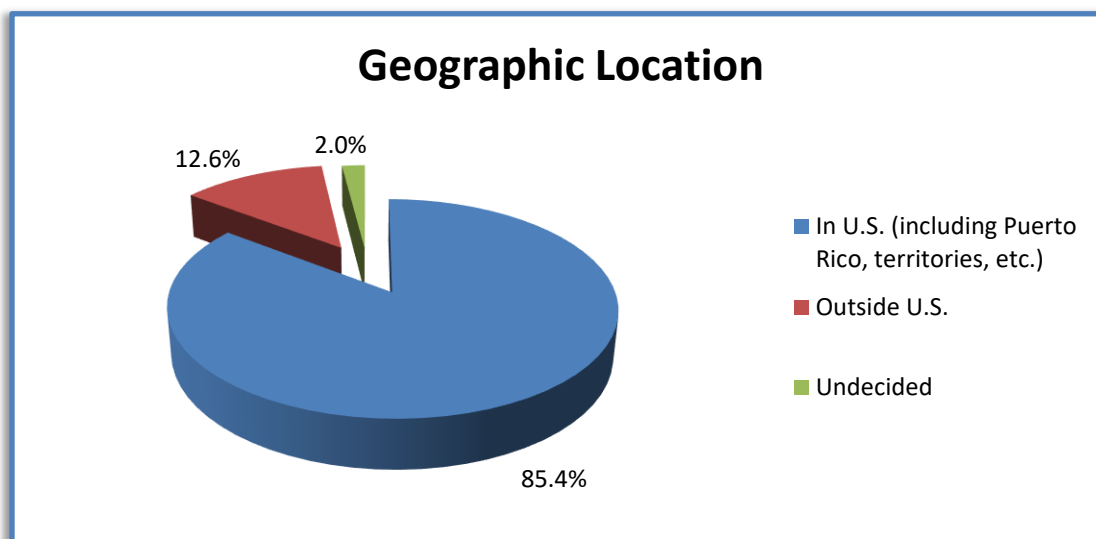
<sup>1</sup> For a full explanation of Knowledge Rate, see NACE First-Destination Standards and Protocols, available at: <http://www.nacweb.org/job-market/graduate-outcomes/first-destination/first-destination-standards-and-protocols-key-questions-and-answers/>.

<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 2018 (returning senior)	Summer 2017 (returning junior)	Summer 2016 (returning sophomore)
Academic Study other than language	7.5%	16.1%	15.9%
Other	5.1%	7.1%	7.5%
Volunteer work	1.8%	4.1%	5.0%
Field research	4.8%	3.1%	1.0%
Performance (theater, music, dance, etc.)	1.8%	2.1%	1.9%
Research in a library	3.3%	2.0%	0.7%

### Post-Graduate Locations

More than 12% of the Class of 2019 resides outside the United States in 48 countries. The top countries of choice are the United Kingdom, China, Germany and Taiwan. Of the respondents (85.4%) residing in the United States, almost three-quarters (73.8%) live in one of five states: New York, California, Connecticut, Massachusetts and Washington, D.C.



### Graduate School

Of the 16.9% of respondents pursuing graduate school immediately after graduation more than two-thirds (67.9%) are pursuing a Master's Degree or Ph.D.

Graduate/Professional School Degree	Class of 2019
Master's Degree (MA, MS, MEng, MBA, Other)	44.2%
Medical (e.g., MD, DO, DDS, DVM)	19.1%
Ph.D.	23.7%
Law Degree (e.g. JD or LLB)	6.0%
Other degree or certificate	7.0%

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

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 2019 in each of these ways.

### *Employment Choices by Sector*

Approximately two-thirds (64.0%) of those working after graduation are working with a for-profit company, while more than one-third (36.0%) are working with a non-profit organization, NGO, government or other public agency.

Employment by Sector	Post-Graduate
For-profit corporation/company	64.0%
Non-profit organization, institution or NGO (arts, human services, campaigns, private universities -including Yale)	24.8%
Government or other public institution (including public schools and public universities)	11.2%

### *Employment Choices by Industry*

Looking at the choices of the Class of 2019 by industry, it is 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.

Employment by Industry	Post-Graduate	Summer 2018	Summer 2017	Summer 2016
Financial Services (including Real Estate and Insurance)	16.9%	22.7%	16.5%	7.1%
Education (including University research positions)	16.6%	14.9%	14.4%	22.4%
Consulting	12.7%	7.3%	4.0%	2.4%
Technology	12.4%	11.5%	11.1%	8.1%
Healthcare/Medical/Pharmaceutical	7.5%	5.1%	8.0%	10.2%
Government (including local, state, federal and military service)	4.1%	4.8%	8.0%	6.8%
Law/Legal Services	3.7%	5.9%	6.0%	5.8%
Community/Social Services	2.5%	4.8%	6.4%	8.6%
Publishing/Media/Journalism	2.4%	4.8%	2.0%	2.1%
Engineering	2.3%	4.3%	3.1%	1.5%
Entertainment/Film/Television	2.3%	2.2%	1.9%	1.9%
Consumer Products/Retail	2.2%	0.6%	3.5%	6.8%
Professional Sports	2.0%	0.6%	0.6%	2.3%
Communications/Marketing/Advertising /PR	1.9%	1.9%	4.0%	2.6%
Arts Administration	1.4%	4.5%	5.8%	4.3%
Architecture/Design/Urban Planning	1.3%	1.9%	1.9%	1.7%
Environment	1.3%	1.9%	2.6%	3.8%
Industrial/Manufacturing	1.2%	0.2%	0.3%	1.7%

*Employment Choices by Function (Role)*

It is also 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 functions with at least 10 respondents.<sup>3</sup>

Employment by Function (Role)	Post-Graduate	Summer 2018	Summer 2017	Summer 2016
Finance	15.4%	19.2%	14.6%	6.7%
Consulting	14.3%	9.6%	5.6%	3.3%
Research: Laboratory	8.7%	2.8%	4.9%	4.2%
Programming/Software Development	6.7%	8.2%	6.6%	4.4%
Teaching/Curriculum Development	6.7%	6.5%	8.8%	20.5%
Engineering	5.9%	6.2%	4.9%	2.7%
Research: Policy, Academic, Literary	5.9%	12.5%	-	-
Law	3.8%	4.6%	4.8%	5.0%
Operations	3.3%	2.4%	3.3%	2.7%
Project Management	3.2%	2.8%	5.8%	5.9%
Entertainment (Film/TV, Theatre, Music)	2.9%	2.1%	1.9%	2.7%
Business Development	2.7%	3.6%	5.0%	2.9%
Writing/Editing	2.5%	5.2%	8.7%	6.1%
Health Services/Healthcare	2.4%	1.9%	4.4%	5.6%
Marketing/Product Management	2.2%	2.2%	5.5%	7.3%
Professional Athlete	1.5%	0.0%	-	-
Advocacy/Campaigning/Lobbying	1.3%	2.2%	-	-
Arts Administration (Museums, Galleries)	1.3%	1.6%	1.8%	-
Entrepreneur	1.3%	0.6%	-	-
Office Administrative/Support Services	1.3%	5.0%	11.7%	14.0%
Sales	1.2%	0.8%	1.9%	5.9%

Below is a list of organizations that hired the most graduates in the Class of 2019. As with previous classes, Yale was the top employer. It is important to note that the Fulbright Program and the National Institute of Health are primarily sources of funding that enable graduates to pursue specific areas of interest, often in research or teaching.

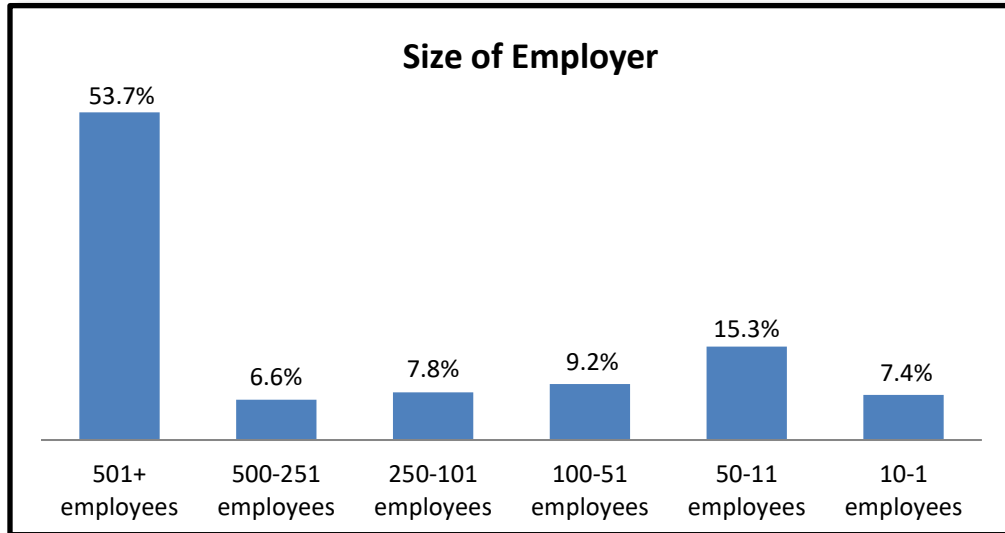
Yale University  
 Google  
 Teach for America  
 Facebook  
 Fulbright Program  
 Boston Consulting Group

McKinsey & Company  
 National Institute for Health  
 Bain & Company  
 United States Navy  
 McMaster Carr Supply Company  
 Goldman Sachs

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

### Size of First Employer

When considering the size of first destination employers, slightly more than half of the respondents (53.7%) chose large employers with more than 501+ employees. Approximately one-third (31.9%) of respondents selected small or mid-size employers with fewer than 100 employees.



### Starting Salary Range

The Class of 2019 reported an average salary of \$68,472, an increase of almost \$3,000 compared to the prior year (Class of 2018) when the average starting salary was \$65,642.

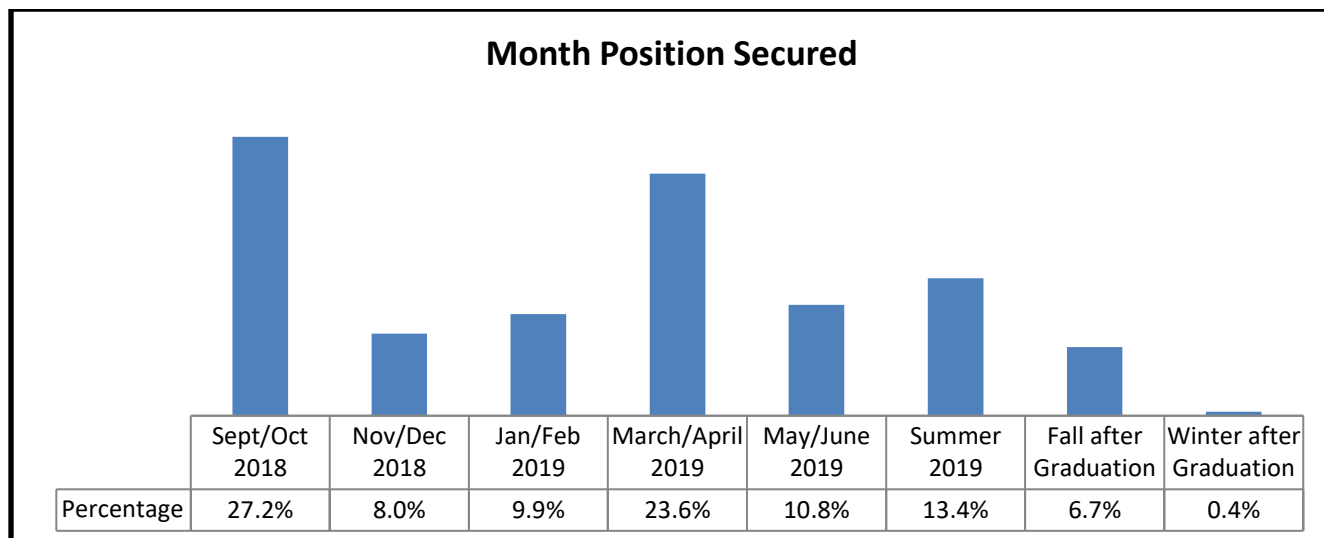
Approximately seventy percent (71.1%) of respondents reporting full-time employment in the United States began their career making \$50,000 or more, while more than fifty percent (52.9%) of respondents started with a salary at \$70,000 or more. More than ten percent (11.7%) reported a starting salary of \$100,000 or more. Greater than ten percent (10.7%) reported having negotiated their starting salary.

Of the highest paid respondents reporting a starting salary of \$100,000 or above, 68.3% are working for employers with 501+ employees. Among these highest salary respondents, 16.7% will be working in the financial services industry, while 66.7% will be working in the technology industry.

Starting Salary	Class of 2019
< \$30,000	9.0%
\$30,001 - \$50,000	22.9%
\$50,001 - \$70,000	21.7%
\$70,001 - \$90,000	33.2%
\$90,001 - \$110,000	6.4%
\$110,001 - \$130,000	4.7%
\$130,001 - \$150,000	1.8%
\$150,001+	0.4%

### Time of Year Secured Employment

Almost two-thirds (64.8%) of respondents secured their full-time position in spring of senior year or later, and almost a quarter (23.6%) 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

More than eighty-five percent of respondents (85.5%) reported using OCS career resources during their time at Yale, and more than 53% reported finding their post-graduate opportunity directly through a Yale resource, including faculty referrals, Yale alums, OCS or other Yale resources. 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, 87.0% of respondents stated that their plans were related to their area of study.

Relation to undergraduate field(s) of study?	Class of 2019
Highly related to field(s) of study	44.3%
Related to field(s) of study	25.7%
Slightly related to field(s) of study	17.0%
Not related to field(s) of study	13.0%

### Staying Connected to Yale

As part of the first destination survey, graduates can volunteer for the Yale College Admissions Alumni Schools Committee (ASC) and join the Yale Career Network as an alum mentor. Through the Class of 2019 survey, 669 new graduates joined the ASC and 959 opted into the Yale Career Network.