

First Destination Report: Class of 2020

In spring 2020, the Office of Career Strategy (OCS) hosted the Class of 2020 First Destination Survey for Yale College. For purposes of this report, the Class of 2020 is defined as those graduating from Yale College between July 1, 2019-June 30, 2020.

Compilation of Data

The 2020 First Destination Survey, administered by OCS in April 2020, was sent to 1,319 Class of 2020 graduates and 1,208 graduates' information was recorded within six months of graduation creating a 91.6% knowledge rate.¹ From the survey, OCS also released the 2020 Class List. In addition, where relevant, information about the Class of 2020 summer choices is presented.² It is important to note that not every respondent answered every question.

Post-Graduate Plans

Of the 91.6% (1,208) of the Class with known post-graduate outcomes, 91.7% reported confirmed plans. Approximately eight percent of the *total* class (8.3%) were still seeking opportunities six months after graduation. When asked about post-graduate plans, approximately three-quarters (73.5%) are employed, with the next largest group (16.6%) attending graduate school. Among those employed, 59.3% indicated they intend to pursue graduate school within the next five years.

Approximately one percent of graduates employed in the Class of 2020 are pursuing their own entrepreneurial ventures.

Confirmed Plans for Fall 2020	Class of 2020
Employed: full-time/part-time/short-term position	71.1%
Attending graduate or professional school	16.6%
Employed: Independent Research	1.1%
Employed: Military service	1.3%
Not Seeking Employment or Continuing Education	0.9%

Class of 2020: Summer Choices

Approximately twenty percent (21.2%) of the Class of 2020 completed a language program after their first year. More than 56% of the Class participated in an internship in summer 2019 after their junior year.

Activity	Summer 2019 (returning senior)	Summer 2018 (returning junior)	Summer 2017 (returning sophomore)
Total	1426	1529	1215
Internship, paid	39.8%	28.6%	20.0%
Internship, unpaid	16.3%	17.5%	15.0%
Paid job (e.g. camp counselor)	8.2%	11.7%	23.0%
Language Study	1.9%	5.6%	21.2%
Research in a laboratory	11.2%	10.0%	10.0%
Academic Study other than language	6.3%	12.2%	18.5%

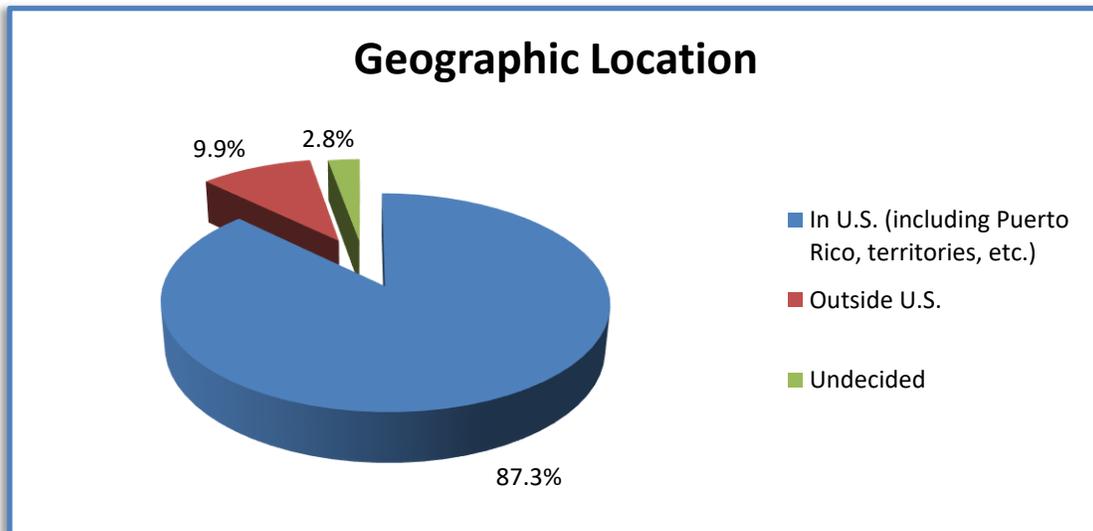
¹ For a full explanation of Knowledge Rate, see NACE First-Destination Standards and Protocols, available at: <http://www.nacweb.org/job-market/graduate-outcomes/first-destination/first-destination-standards-and-protocols-key-questions-and-answers/>.

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

Activity	Summer 2019 (returning senior)	Summer 2018 (returning junior)	Summer 2017 (returning sophomore)
Other	5.2%	6.9%	9.5%
Volunteer work	2.0%	3.0%	7.1%
Field research	5.0%	1.7%	1.6%
Performance (theater, music, dance, etc.)	1.7%	1.2%	3.0%
Research in a library	2.4%	1.4%	0.9%

Post-Graduate Locations

Less than 10% of the Class resides outside the United States in 43 countries. The top countries of choice are the United Kingdom, Canada, Switzerland, and China. Of the respondents residing in the United States, approximately seventy percent (71.2%) live in one of five states: New York, Connecticut, California, Massachusetts and Washington, D.C.



Graduate School

Of the 16.6% of respondents pursuing graduate school immediately after graduation, three-quarters (75.0%) are pursuing a Master's Degree or Ph.D.

Graduate/Professional School Degree	Class of 2020
Master's Degree (MA, MS, MEng, MBA, Other)	53.4%
Medical (e.g., MD, DO, DDS, DVM)	12.5%
Ph.D.	21.6%
Law Degree (e.g. JD or LLB)	6.7%
Other degree or certificate	5.8%

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 2020 in each of these ways.

Employment Choices by Sector

Approximately two-thirds (64.4%) of those working after graduation are working with a for-profit company, while more than one-third (35.6%) are working with a non-profit organization, NGO, government or other public agency.

Employment by Sector	Post-Graduate
For-profit corporation/company	64.4%
Non-profit organization, institution or NGO (arts, human services, campaigns, private universities -including Yale)	26.6%
Government or other public institution (including public schools and public universities)	9.0%

Employment Choices by Industry

Looking at the choices of the Class of 2020 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
Financial Services (including Real Estate and Insurance)	19.4%
Education (including University research positions)	18.1%
Consulting	13.4%
Technology	12.0%
Healthcare/Medical/Pharmaceutical	7.5%
Law/Legal Services	4.0%
Community Organizations/Social Services	3.7%
Engineering	2.4%
Government (including local, state, federal and military service)	2.1%
Political Campaigns	1.9%
Communications/Marketing/Advertising/PR	1.8%
Publishing/Media/Journalism	1.8%
Consumer Products/Retail	1.4%
Environment	1.4%
Entertainment/Film/Television	1.3%
Professional Sports	1.3%

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.³

Employment by Function (Role)	
Finance	16.5%
Consulting	13.9%
Research: Laboratory	8.3%
Research (Policy, Academic, Literary)	7.0%
Teaching/Curriculum Development	6.3%
Programming/Software Development	5.0%
Data Science/Data Analytics	4.5%
Engineering	4.0%
Law	3.9%
Project Management	3.8%
Operations	3.6%
Marketing/Product Management	3.3%
Health Services/Healthcare	3.0%
Business Development	1.8%
Advocacy/Campaigning/Lobbying	1.7%
Entrepreneur	1.7%
Office Administrative/Support Services	1.5%
Writing/Editing	1.5%

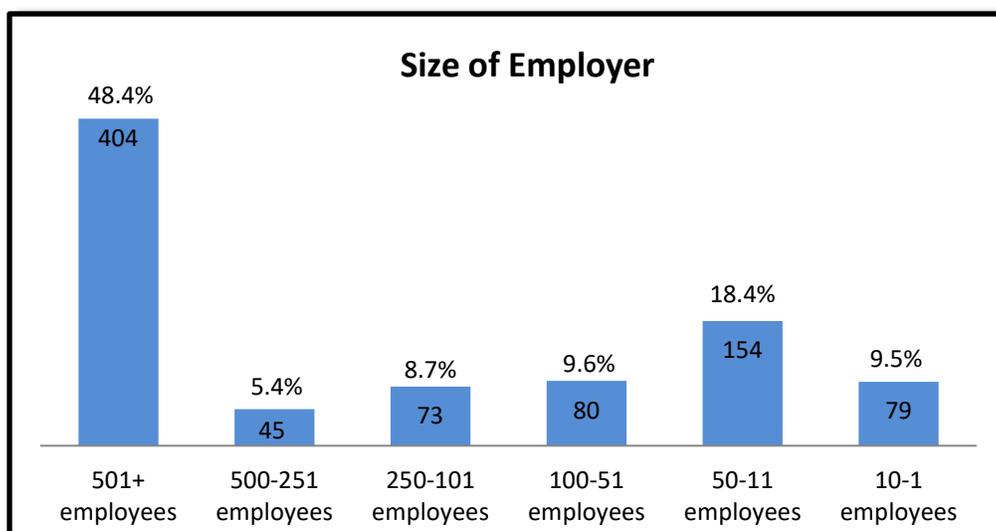
Below is a list of organizations that hired the most graduates in the Class of 2020. As with previous classes, Yale was the top employer. It is important to note that the National Institutes of Health is a primary source of funding that enables graduates to pursue various research opportunities.

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|-------------------------|-------------------------------|
| Yale University | McKinsey & Company |
| Google | National Institutes of Health |
| Teach for America | Bain & Company |
| Facebook | United States Navy |
| Boston Consulting Group | McMaster Carr Supply Company |

Size of First Employer

When considering the size of first destination employers, slightly less than half of the respondents (48.8%) chose large employers with more than 501+ employees. More than one-third (37.5%) of respondents selected small or mid-size employers with fewer than 100 employees.

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



Starting Salary Range

Among those working full-time in the United States, the Class of 2020 reported an average salary of \$72,319, an increase of almost \$4,000 compared to the prior year (Class of 2019) when the average starting salary was \$68,472.

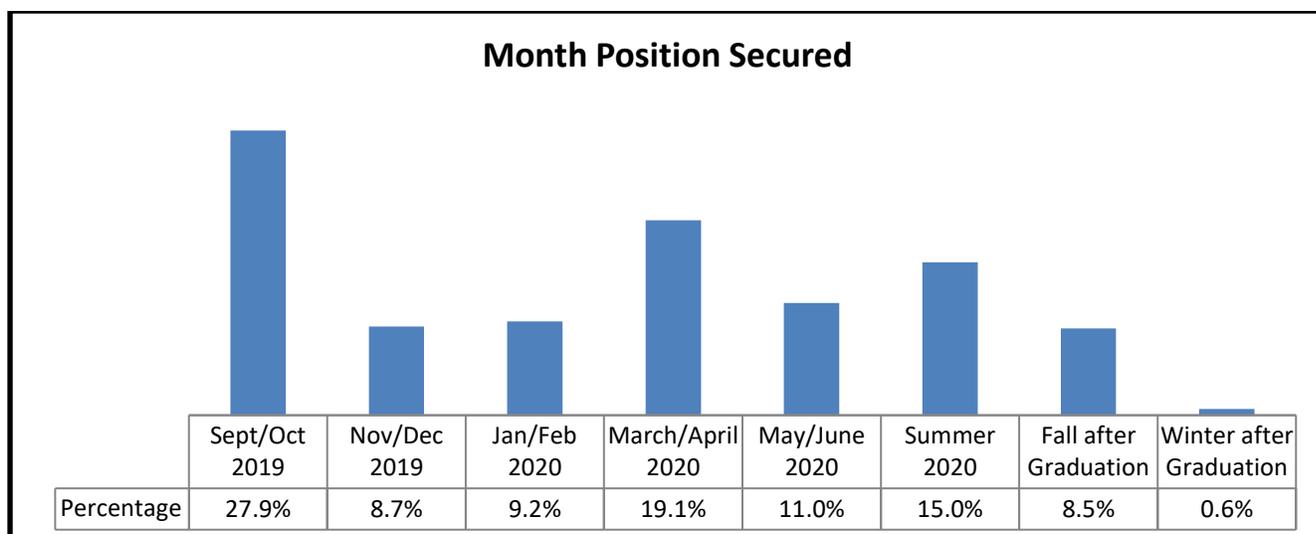
Approximately seventy percent (69.7%) of respondents reporting full-time employment in the United States began their career making \$50,000 or more, while more than fifty percent (51.5%) of respondents started with a salary at \$70,000 or more. More than ten percent (13.6%) reported a starting salary of \$100,000 or more. Approximately ten percent (9.8%) reported having negotiated their starting salary.

Of the highest paid respondents reporting a starting salary of \$100,000 or above, 23.2% will be working in the financial services industry, while 59.4% will be working in the technology industry.

Starting Salary	Class of 2020
< \$30,000	4.1%
\$30,001 - \$50,000	26.1%
\$50,001 - \$70,000	18.3%
\$70,001 - \$90,000	36.3%
\$90,001 - \$110,000	6.1%
\$110,001 - \$130,000	4.7%
\$130,001 - \$150,000	2.6%
\$150,001+	1.8%

Time of Year Secured Employment

Almost two-thirds (63.4%) of respondents secured their full-time position in spring of senior year or later, and almost twenty percent (19.1%) 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 ninety percent of respondents (91.4%) reported using OCS career resources during their time at Yale, and 61% 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 (powered by Symplicity), 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, 88.3% of respondents stated that their plans were related to their area of study.

Relation to undergraduate field(s) of study?	Class of 2020
Highly related to field(s) of study	42.1%
Related to field(s) of study	30.9%
Slightly related to field(s) of study	15.3%
Not related to field(s) of study	11.7%