

## Yale Student Athlete First Destination Report:

### Class of 2020

Yale's Office of Career Strategy (OCS) continues its strong partnership with Yale Athletics. Part of this partnership includes OCS having a dedicated career advisor to act as the Student Athlete Liaison. The Liaison offers advising appointments at Payne Whitney Gym when classes are in session. She also provides targeted workshops for athletes, creates athlete specific resources and publishes a student athlete newsletter. Along with many other Yale offices, OCS was able to offer their services through a virtual format when the pandemic hit in March 2020. OCS has created this report to identify what Yale student athletes are doing after graduation.



Yale's Office of Career Strategy created the 2020 First Destination Report based on data collected from the 2020 First Destination survey, which is the graduates' information within six months of graduation. <sup>1</sup> The OCS Student Athlete First Destination Report for the Class of 2020 was created by taking the first destination data collected for the Class of 2020 and separating out the responses from the list of student athletes provided by Yale Athletics Department.

For purposes of this report, the Class of 2020 is defined as those graduating from Yale College between July 1, 2019 to June 30, 2020. When this data was generated, there were 222 student athletes in the Class of 2020. Of those 222 athletes, 185 students answered the Office of Career Strategy's First Destination Survey which is an 84% response rate.

### Post-Graduate Plans

Of the 185 student athletes who responded to the survey, 64% of them reported as working for pay full time and 16% were planning on attending graduate or professional school. Only 7.6% of student athletes reported that they were still seeking employment six months after graduation.

When compared to the Classes of 2018 and 2019, there was a slight uptick in students seeking post-graduate employment which is likely attributed to the fact that they graduated only three months after the pandemic hit the U.S. in high numbers (March 2020). The Class of 2019 had only 2.5% of students seeking employment and Class of 2018 had 3%.

| Post-graduate Plans   | Class of 2020 Student Athletes |
|---|--------------------------------|
| Working for pay full time (including University Research positions) | 64.3%                          |
| Attending graduate or professional school                           | 16.2%                          |
| Internship (short term experience, paid or unpaid)                  | 4.3%                           |

<sup>1</sup> For a full explanation of the data collection process, 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/>

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|  |      |
|--|------|
| Working for pay part-time                      | 4.3% |
| Not seeking employment or continuing education | 0.5% |
| Other Research                                 | 0.5% |
| Service Program                                | 1.6% |
| Still seeking post-graduate employment         | 7.6% |

## **Job Function (Role)/ Industry / 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 student athletes for the Class of 2020 in each of these ways.

## **Employment Choices by Job 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. When comparing student athletes to the entire Class of 2020, 15.4% of the entire class reported working in finance while almost double (29%) that number of student athletes went into finance. This is likely due to the strong networks among student athlete alumni in the finance industry. Ten percent of the Class of 2019 reported their job function was professional athlete, compared to 6% of student athletes reporting this from the Class of 2020. The chart below represents those functions with at least 4% respondents.

| <b>Employment by Job Function (Role)</b> | <b>Class of 2020 Student Athletes</b> |
|--|---------------------------------------|
| Finance                                  | 29%                                   |
| Consulting                               | 12%                                   |
| Professional Athlete                     | 6%                                    |
| Research: Laboratory                     | 6%                                    |
| Business Development                     | 4%                                    |
| Engineering                              | 4%                                    |
| Sales                                    | 4%                                    |

## **Employment Choices by Industry**

Looking at the choices of the student athletes in the Class of 2020 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. In comparing industry choices with the larger Class of 2020, the student athletes going into financial services (33%) was also significantly higher than the overall class (16.9%). The number of student athletes going into technology stayed consistent, dropping by just one percentage from 10% in 2019 to 9% in 2020. This is a big increase from the Class of

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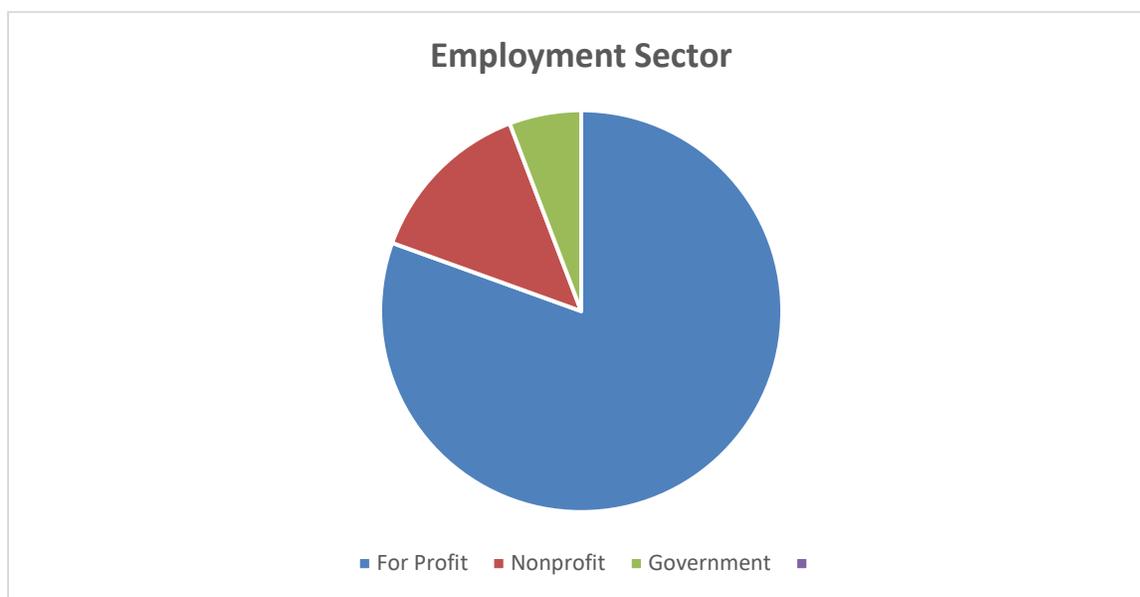
2018 which had 4.3% of student athletes going into technology. The chart below represents those industries with at least 8% respondents.

| Employment by Industry                                       | Class of 2020 Student Athletes |
|--|--------------------------------|
| Financial Services (including Real Estate and Insurance)     | 33%                            |
| Academia/Education (including University research positions) | 12%                            |
| Consulting   | 12%                            |
| Technology   | 9%                             |
| Healthcare/Medical/Pharmaceutical                            | 7%                             |
| Professional Sports  | 8%                             |

## Employment Choices by Sector

When looking at the big picture of what sector Yale's student athletes have chosen, 80% of student athletes reported their first job being in the for profit sector. This is compared to 64% of the overall Class of 2021 entering the for profit sector. This is very consistent with previous years and makes sense when almost half (45%) of the student athletes graduating in 2020 are entering the finance or consulting industry.

| Employment by Sector | Class of 2020 Student Athletes |
|----------------------|--------------------------------|
| For Profit           | 80.6%                          |
| Nonprofit            | 13.7%                          |
| Government           | 5.8%                           |



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## Postgraduate Locations

When asked about their location choices, the majority of Yale student athletes (87%) reported that they would be living in the United States after graduation. Within the U.S., 31% of these athletes are in New York which makes sense when considering the high percentage going into finance. The number of student athletes moving to California fell by half (18% in 2019) This is likely due to the pandemic beginning in Spring 2020 prior to graduation.

| State         | Class of 2020 Student Athletes |
|---------------|--------------------------------|
| New York      | 31%                            |
| Massachusetts | 9.5%                           |
| California    | 8.9%                           |
| Connecticut   | 8.9%                           |
| Florida       | 4.8%                           |
| Illinois      | 3.6%                           |

## Starting Salary Range

Almost three-fourths (73%) of student athlete respondents who are working full time in the United States began their career earning \$50,000 or more, while over 50% started with a salary of \$70,000 or more. These numbers are similar to the entire Class of 2020 which had approximately 70% (69.7%) making \$50,000 or more.

| Starting Salary      | Class of 2020 Student Athletes |
|----------------------|--------------------------------|
| < \$30,000           | 5%                             |
| \$30,001 - \$50,000  | 22%                            |
| \$50,001 - \$70,000  | 21%                            |
| \$70,001 - \$90,000  | 42%                            |
| \$90,001 - \$120,000 | 10%                            |

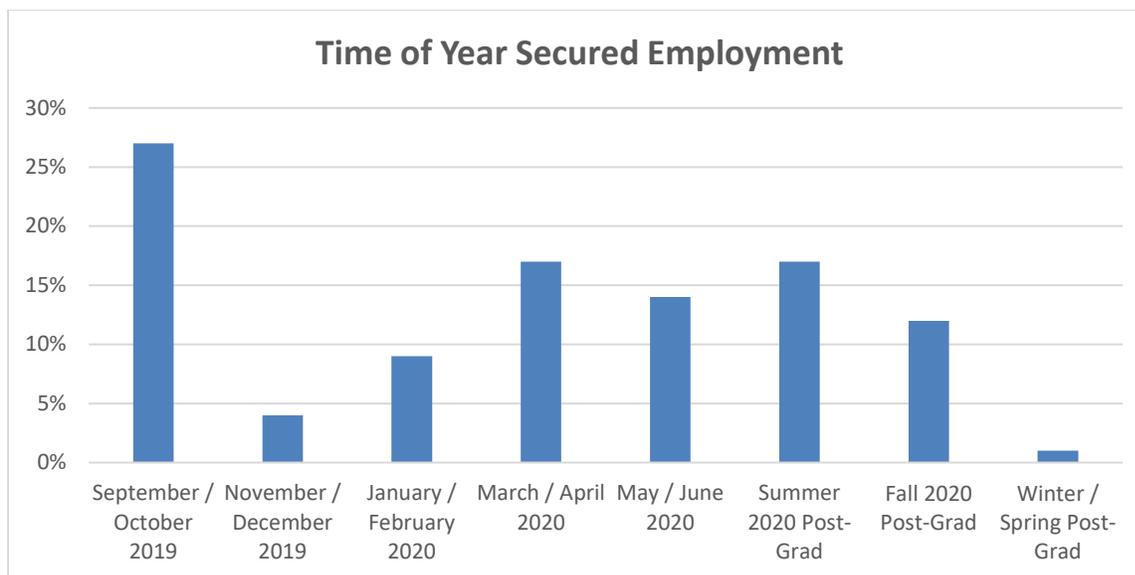
## Time of Year Secured Employment

Over sixty percent (61%) of respondents secured their full-time position in spring (March) of senior year or later. 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. What is interesting to note is that these numbers remained consistent even with the pandemic starting in March 2020.

| Time of Year Secured Employment | Class of 2020 Student Athletes |
|---------------------------------|--------------------------------|
| September / October 2019        | 27%                            |
| November / December 2019        | 4%                             |
| January / February 2020         | 9%                             |
| March / April 2020              | 17%                            |
| May / June 2020                 | 14%                            |

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| Summer 2020 after Graduation     | 17% |
| Fall 2020 after Graduation       | 12% |
| Winter / Spring After Graduation | 1%  |



## Graduate School

Of the 16% of Student Athlete respondents pursuing graduate school immediately after graduation, two-thirds are pursuing a Master’s Degree or Ph.D. (75%). When comparing to last year’s student athletes, there are 20% more students from the Class of 2020 who are pursuing a Master’s degree. There was also a 10% decrease in students pursuing Law and PhD’s from 2019 to 2020. Given the start of the pandemic in March 2020, it is safe to assume that many students opted for Master’s degrees over longer term degrees due to a number of uncertainties during that time.

| Graduate/Professional School Degree         | Class of 2020 Student Athletes |
|---|--------------------------------|
| Master’s Degree (includes MS, MA, MPH, MBA) | 72%                            |
| Other Degree or Certificate                 | 16%                            |
| Law Degree (e.g. JD or LLB)                 | 3%                             |
| Ph.D.                                       | 3%                             |
| Medical (e.g., MD, DO, DDS, DVM)            | 6%                             |

## OCS Resources

When asked “What resources were most helpful in finding this opportunity?,” a quarter of the student athletes (25.1%) reported using an OCS Resource. This includes the OCS job boards, the on campus recruiting program, a networking event or other Yale OCS recruiting event. The

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second and third most popular resources with only around one percentage point difference was using personal contacts outside of Yale followed by networking with Yale Alumni or Peers. This is not surprising as OCS strongly encourages our student athletes to utilize networking in exploring various careers and securing employment.

| <b>Top Resource for Finding Your Opportunity</b>                      | <b>Class of 2020 Student Athletes</b> |
|---|---------------------------------------|
| OCS Resource (includes Job Boards, Interview Programs, Career Fairs ) | 25.1%                                 |
| Personal Contact outside Yale   | 22.2%                                 |
| Networking with Yale Alumni or Peer                                   | 20.8%                                 |
| Direct Application through Employer's Website                         | 13.9%                                 |
| Non-Yale Database (usajobs.gov, Indeed)                               | 11.1%                                 |
| Faculty Referral  | 4.2%                                  |
| Other Yale Resource (Student Organization, Yale Centers)              | 2.8%                                  |