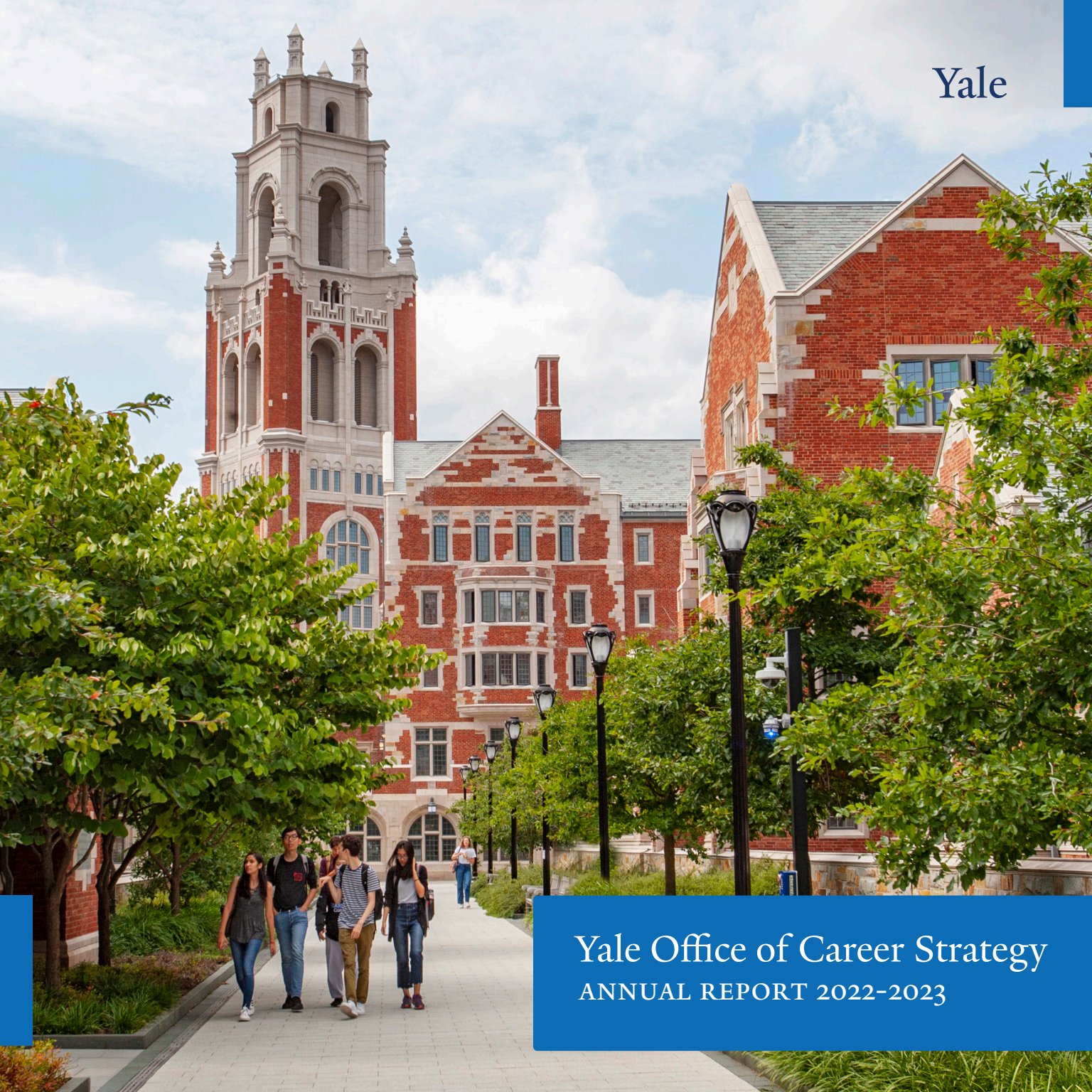

Yale

Yale Office of Career Strategy

ANNUAL REPORT 2022-2023

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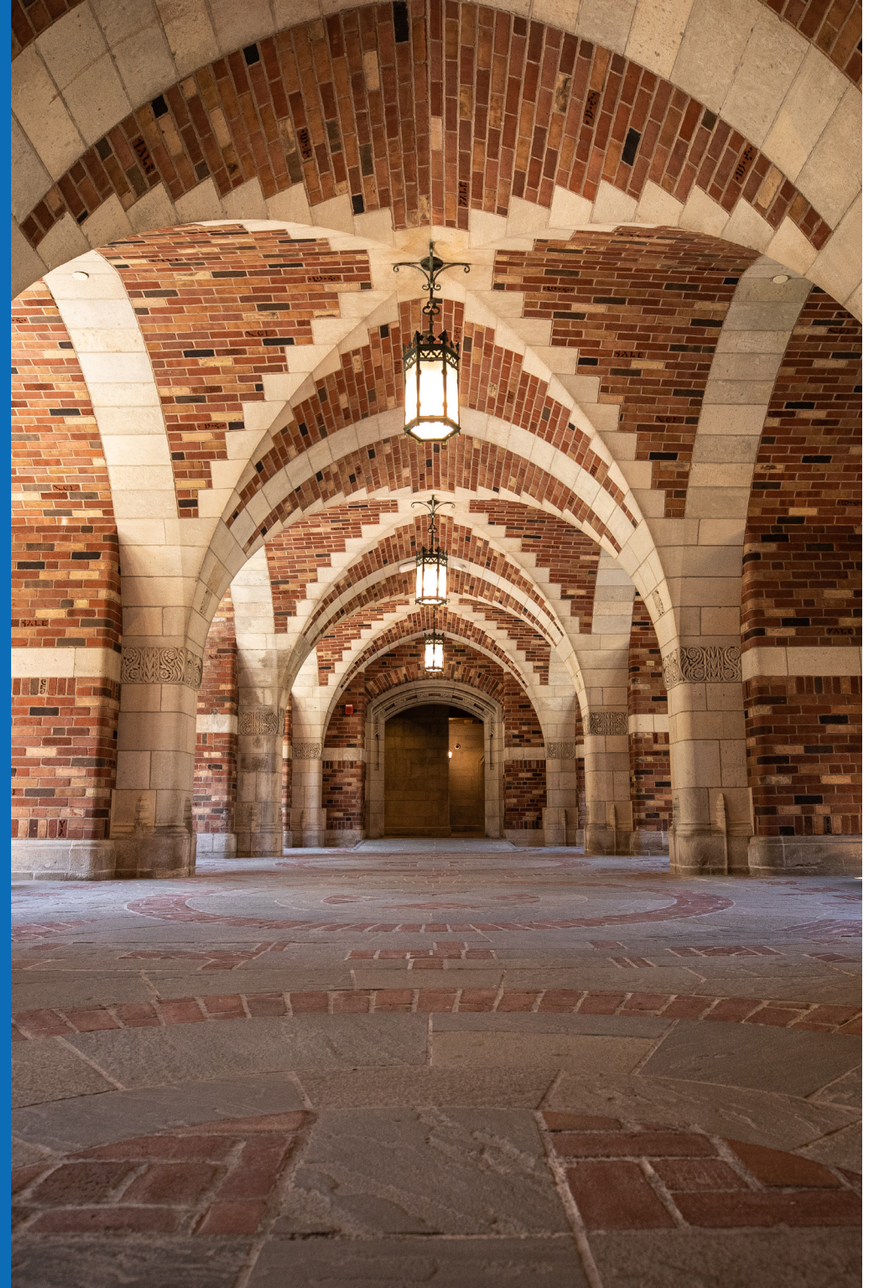

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The Year in Review

During the 2022-23 academic year, the Office of Career Strategy (OCS) experienced high engagement with students, alums, postdocs, employers, and Yale colleagues. OCS grew faculty partnerships and joint programming and furthered Yale's mission to share our expertise and resources with the world through a new online career assessment tool.

Overview of Student and Alum Engagement

ENGAGEMENT	2022-2023
Advising/Quick Questions Sessions	6,010
Undergraduates	4,466
Graduate Students and Postdocs	701
Alums	843
Career Development Event Attendance	4,982
Online Resume Reviews (unique users)	1,144*
Online Interview Preparation (unique users)	1,048**
CareerShift Usage (unique users)	1,247***
TOTAL CONTACTS	**14,431**

** These Unique Users conducted 3,145 resume scans*
*** These Unique Users conducted 2,883 mock interviews/preparation sessions*
****These Unique Users conducted a total of 31,757 searches.*

Designing Your Career Online Tool to Share Yale's Resources

This past year, thanks to a gift from the Hastings Foundation, OCS scaled its existing programs and launched an online assessment tool to work across the breadth of student interests. By enlisting the help of several key partners, this new tool, Designing Your Career, incorporates design-thinking principles and is available to the world, not just Yale students and alums.

The Stanford Life Design Lab was an excellent thought partner through this process, as well as Stanford's ITS team and their contract experts, who assisted OCS in purchasing a license to use their original work and build something unique for Yale. OCS is thrilled to further Yale's mission to share its resources beyond campus. Within five months of its launch, there were 5,084 visitors to the tool and 3,288 active users.

Career Strategy Support for Graduate Students and Postdocs

OCS provides robust resources aimed at advancing the career and professional development of graduate students in the Graduate School of Arts and Sciences (GSAS) and Yale postdoctoral scholars. We partner closely with colleagues in the graduate school, the Office of Postdoctoral Affairs, and other University offices to provide specialized career support that recognizes their advanced training and expertise.

Two designated Ph.D. career advisers oversee programming designed for graduate students and postdocs, many of whom have had limited exposure to roles outside academia. Through individual consultations and workshops, OCS helps students assess areas of fit; identify diverse career options; develop professional development strategies; review and polish job application materials; practice interview and negotiation skills; and assess offers.

In addition, a collaborative team of graduate students, employed part-time as McDougal Fellows, act as OCS ambassadors designing and executing workshops and other programs of interest for their peers. Their programming showcases Yale alums and other practitioners who provide insight into how they leveraged their education to craft fulfilling careers beyond the academy. Among the diverse careers featured this year were roles in the gaming industry, user experience, academic administration, museums and libraries, biotech, science education, venture capital, and entrepreneurial pursuits.

Expanding Experiential Learning Opportunities

An equally important priority is to offer programming for students and postdocs to gain exposure to different work functions and build professional skills. This past year, a series of ideation workshops were created for Ph.D. and postdocs, offering a chance to gain practical experience by creatively brainstorming team-based solutions to real challenges posed by clients in higher education, biotechnology, and economic development.

In 2022-23, OCS re-introduced on-site job treks for graduate students and postdocs, fostering the opportunity to meet professionals at their workplaces and learn about work culture, career diversity, and recruitment processes. OCS arranged visits to the offices of McKinsey, Bain, The Morgan Library & Museum, Whitney Museum of American Art, and Gallagher & Associates.

Beyond job treks, OCS organized the annual 3-Minute Thesis (3MT) Competition to showcase Yale Ph.D. students' ability to communicate their dissertation research clearly and engagingly to the public in just 3-minutes. This year's 10 finalists across the five GSAS divisions delivered their presentations live to an in-person and virtual audience of more than 350 students, faculty, alums, and members of the Yale community.

Finally, OCS introduced a pilot leadership development program to a cohort of GSAS student group leaders, called the Career Development Leaders Program (CDLP). This program provides Ph.D. students with the resources to maximize their impact across the graduate school, and the opportunity to collaborate with other student leaders. OCS arranged monthly professional development programming for CDLP members involving partnerships with the GSAS Registrar's and Dean's Office, and the Poorvu Center for Teaching and Learning. The CDLP program concluded with a certificate ceremony honoring each participant's commitment.

Common Good & Creative Careers

Common Good and Creative Careers (CGCC) supports Yale students interested in pursuing careers that make a difference and encourage creativity. CGCC aims to ensure that every Yale student exploring a career in non-profit, government, education, social enterprise, the arts, and communications is aware of OCS resources and services. During the 2022-23 year, this important work continued in the following ways:

- **Professional Development Reimbursement Program:** This program was expanded for juniors and seniors to be reimbursed for costs up to $400 associated with interview travel and other career-related engagements, including conferences, associations, career subscriptions, and registration fees for graduate and professional school entrance exams.
- **CGCC Peer Networking Event:** Often a favorite at Yale, this event invites upper-level students to represent their summer employers and discuss their experiences with their peers. Held annually at Dwight Hall, the event drew 175+ attendees.
- **CGCC Coffee Chats:** This series continued for students to meet individually or in small groups with an alum to discuss their work and career path. Participating employers included: the Federal Trade Commission; Artist Year; NAACP Legal Defense and Educational Fund; Innocence Project; JPAL; Autentike Advisors; Penguin Random House; and Netflix.
- **CGCC in the Classroom:** This new initiative offered Yale faculty programming for their classroom, such as The Internship & Job Search for Environmental Studies Majors; CGCC at Yale Theater Studies Orientation with DUS; Internships & Fellowships for the Human Rights Scholars Program; and Networking at Conferences Workshop with the Yale Department of Music Faculty & Professional Development Committee.

Creative Careers

The creative industries experienced another year of significant student exploration, and OCS furthered our goal of expanding student awareness of our Creative Careers-focused advising and resources. Specific advising for Creative Careers is not available in many career offices, and OCS' continued branding and outreach efforts, relationships with student organizations, cross-university partnerships with faculty and peer programs, and the development of innovative programming, boosted awareness and word-of-mouth referrals.

Creative Career advising maintained a high volume, with 519 specialized advising sessions throughout the academic year. OCS also enjoyed an increasingly high proportion of alum appointments, setting a record of 18% of total Creative Career advising for the year, a service that benefits from virtual advising, and provides an invaluable resource for young alums.

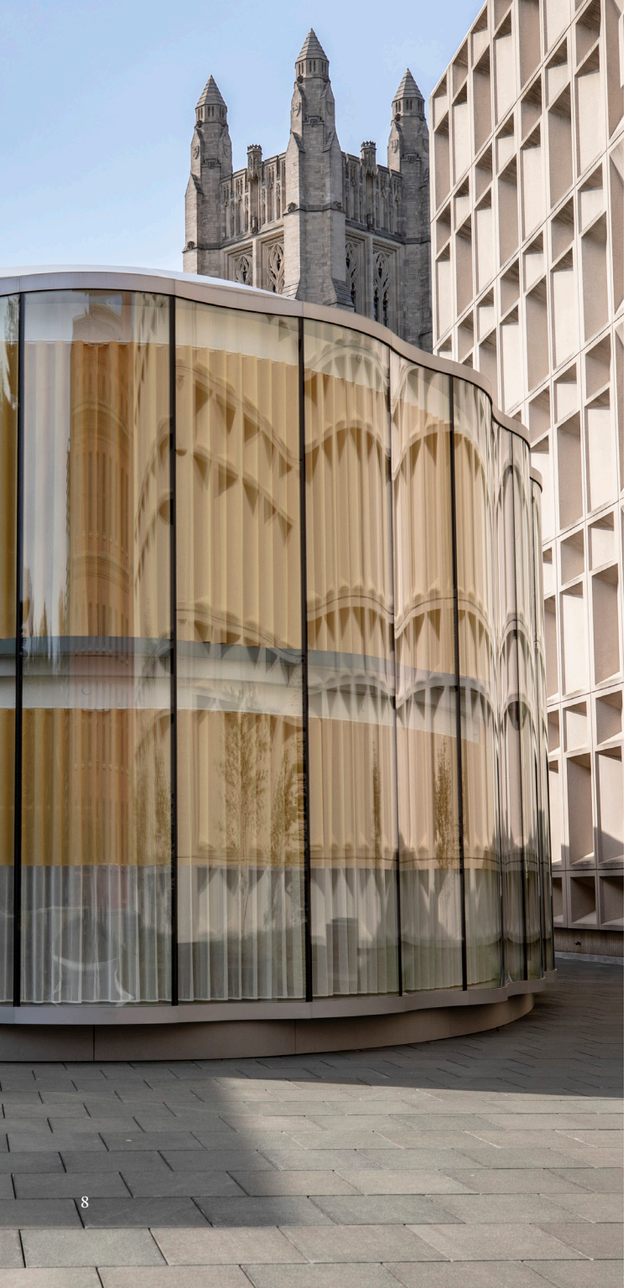
TOP INDUSTRIES FOR SUMMER ACTIVITY	2020	2021	2022
Education/Research	17.4%	18.1%	15.1%
Financial Services	13.4%	13.1%	14.4%
Creative Careers	*12.0%*	*12.7%*	*13.0%*
Technology	8.0%	10.4%	11.2%
Healthcare/Medical/ Pharmaceutical	7.8%	7.5%	8.5%

Tracking Arts Opportunity Trends

The combination of the arts and communications industries, the OCS-defined Creative Careers, remains one of the largest categories of professional interest for students seeking summer and post-grad opportunities. According to the 2022 Yale College Summer Activities Survey, Creative Career-related jobs, including Publishing/Media, Entertainment/ Film, Fine and Visual Arts, Arts Administration, Architecture/ Design, Communications/Marketing/Advertising, Theater/ Performing Arts, and Professional Sports, accounted for 13% of summer opportunities, the third most common category for summer internships.

TOP INDUSTRIES FOR POST-GRADS	2020	2021	2022
Financial Services	19.4%	22.9%	16.9%
Education/Research	18.1%	16.9%	15.6%
Technology	12.0%	12.5%	14.1%
Consulting	13.4%	11.0%	12%
Creative Careers	*8.3%*	*9.0%*	*11.1%*

Similarly, the 2022 Yale College First Destination Survey showed another uptick in arts/media choices with 11.1% of all surveyed graduates having outcomes within the Creative Career industries, retaining its spot as the fifth most popular post-grad employment industry.



STEMConnect supports Yale students and postdocs interested in careers related to science research, technology, engineering, and data science/statistics. Our mission is to connect students to advising resources, alums for networking, employer events, job search workshops, and more. During the 2022-23 academic year, OCS developed more effective student outreach and continued to cultivate faculty relationships in the School of Engineering & Applied Sciences (SEAS) and across campus. Highlights include:

- **Partnership with Poorvu Center's STEM Navigators Program:** Through this new initiative, OCS led multiple workshops for 40+ students, including the Technical Interview, Resumes & Professional Correspondence, and Networking in STEM.
- **Expanded Technical Mock Interviews in Computer Science and Engineering:** The team hired one graduate and one undergraduate student to host mock interviews, enabling 28 students to complete 32 practice interviews.
- **Further SEAS Partnership:** OCS embedded the Outcomes Data Visualization and Labor Market Insights tools onto the SEAS undergraduate academic web page, further bridging academics and careers together for the benefit of the students.
- **STEMConnect in the Classroom:** Partnerships with faculty yielded customized presentations to the BME Sophomore Seminar and MENG Special Projects classes to help prepare students for career choices, career readiness, and job search.
- **"Community First" Campaign:** This editorial change to the STEMConnect online communities led to a 59% increase in the number of community page views, and a 35% increase in the number of students subscribed to a STEMConnect community.
- **Targeted "SEAS Your Career" Newsletters:** Sent to approximately 1,200 subscribed students, these six customized newsletters included topics such as OCS services, jobs & internship opportunities, events, and career development tips.

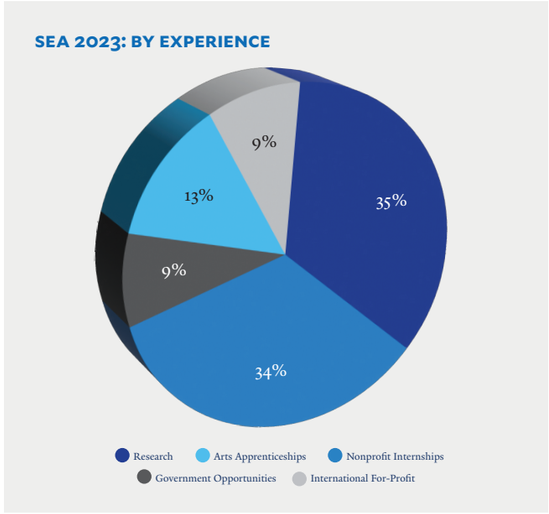
Support for Professional Experiences

OCS continued to support students through the career search and increased our guidance around navigating the now normal remote/hybrid workplace.

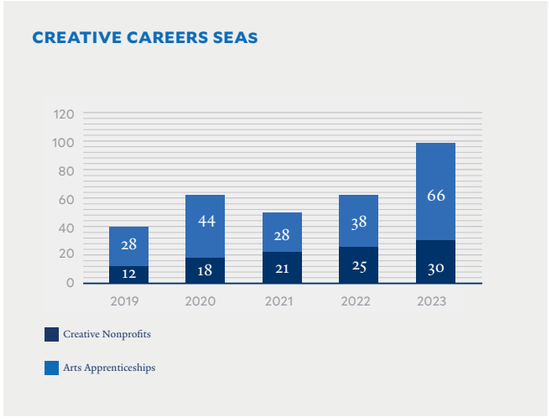
Summer Experience Award (SEA)

Since its inception just five years ago, the SEA has provided 2,150 awards to Yale College students on financial aid, supporting unpaid or underpaid internships with nonprofit organizations, government entities, arts apprenticeships, and research experiences.

During the summer of 2023, the SEA granted 462 student awards, a 25% increase over 2022. Research experiences accounted for the highest percentage at 35% followed by nonprofit internships at 34%. Nearly 70% of 2023 SEA recipients were first-year or sophomore students, a continued trend of students strategically using the award early in their academic careers.



A sub-category of the SEA is funding for Arts Apprenticeships and Non-profit Arts engagements. These apprenticeships focus on experiential learning opportunities that put undergraduates interested in arts careers in direct contact with working professionals through extensive and practical summer mentoring. The Non-profit Arts positions are drawn directly from arts industries that align with the non-profit sector, specifically theater, publishing, arts administration, community arts, and arts policy. In the summer of 2023, the SEA supported an unprecedented 96 arts-related projects, including 66 Arts Apprenticeships and 30 Non-profit Arts opportunities.



Community Service Fellowships

The Yale Alumni Community Service Funded Internship and the Yawkey Community Service Fellowship fund eight-week community service positions, providing students with the opportunity to develop a working understanding of non-profit organizations. OCS provides pre-departure advising appointments and group check-in meetings.

Yale Alumni Community Service Funded Internship: OCS collaborates with Yale Alumni Clubs that fund this program. In the summer of 2023, five fellows worked across a variety of non-profit organizations, including the MinKwon Center for Community Action, Advocates for Human Rights, and A Wider Circle.

This internship has been a transformative journey, expanding my empathy and understanding through direct engagement with marginalized communities. Canvassing provided unique insights into diverse perspectives, sharpening my communication skills, and cultivating a sensitivity to complex conversations. Crafting social media infographics highlighted the power of effective communication, while voter registration efforts underscored the importance of civic engagement. This experience has solidified my commitment to social advocacy, equipping me with invaluable skills and perspectives that will shape my future career in creating positive and inclusive societal change.

- Jabiah Suhrawardhy, Yale College '26

strangers is very beneficial for one's happiness, and despite all my accomplishments this summer, that is what I am most grateful for having experienced. As someone who has been painfully shy my entire life, I have become more comfortable talking to people and engaging with small talk everywhere I go. At the heart of good community organizing is listening to others and being driven by a genuine desire to learn others' stories. This is a skill I have gained that I will take with me and cherish forever.

- Gabriella Fernando, Yale College '24

Yawkey Community Service Fellowship: Now in its eighth year, this fellowship is funded through the generosity of the Yawkey Foundation. In the summer of 2023, 11 students were funded to work with non-profit organizations including Elm Shakespeare Company, St. Joseph Parenting Center, and Battenkill Valley Health Center. These fellows will join past awardees at an annual event in the spring to share their experiences with future applicants.

This internship helped me grow immensely as a person. I worked alongside very gifted community organizers and learned their techniques to engage and empower people impacted by a common issue. Community organizers often say that talking to

Yale in Hollywood

As part of a long-running, alum-led, OCS-coordinated internship program for students seeking summer opportunities in the entertainment industry, Yale in Hollywood (YiH) internships were limited in 2023 by a historic talent strike within the industry, and the program offered only three positions. In response to the reduction in opportunities, the YiH committee programmed a series of well-attended weekly industry panels throughout the summer.

Paul Block Journalism Internships

With a full slate of in-person newspaper assignments, this funded journalism internship program continued in a healthy form. Although a union strike led to a cancellation

of opportunities at the Pittsburgh Post-Gazette, the Toledo Blade saw healthy applications during the fall cycle, and the Sacramento Bee and Milwaukee Journal-Sentinel enjoyed phenomenal interest during the spring. Overall, 51 student applications resulted in eight funded internships at award-winning papers.

Thank you to the Paul Block Journalism Fellowship for this opportunity. This experience is something that I will never forget, and I am especially thankful to have been in Toledo. It is a beautiful city, and as I expressed in my reflection column in The Blade, there is work left to do. And all I want is to know and write more.

- Isa Dominguez, Yale College '26

Buckley Media & Public Policy Internships

Sponsored by the William F. Buckley, Jr. Program, and administered through OCS, this summer internship supports up to five funded media and communications positions. With a slight shuffling of partners through the Buckley program, positions were filled with the New Criterion, the National Review, and the Calvin Coolidge Presidential Foundation. OCS is hopeful to return to a full slate of 4-5 partners in the next year.

I owe much to National Review. The people taught me to write with clarity, balance, and passion, all while cultivating an environment that encourages young writers to grow as people. It is heartening to see Bill Buckley's legacy alive and well.

- Sahar Tartak, Yale College '26

Applying to Graduate & Professional School

The OCS First Destination survey results consistently show that Yale College graduates pursue MA/MS and Ph.D. graduate degrees in high numbers. Most recently, 17.9% of the Class of 2022 planned to attend graduate school immediately after graduation with approximately half of those students pursuing a master's degree or a Ph.D.

Among those employed, 74.7% indicated they intend to pursue graduate school within the next five years, which is a 5-percentage point increase over the class of 2021 respondents.

OCS continued to offer our graduate school application resources, and hired two Yale graduate student peer advisors who added value in the following ways:

- Conducted individual advising and statement reviews for students and alums who were interested in graduate school.
- Delivered two Grad School 101 workshops to help students and alums navigate the stages of the graduate school application process. Workshops covered the following:
  - I might be interested in Graduate School
  - Connecting with programs and potential advisors
  - Soliciting letters of recommendation
  - Writing personal statements (co-presented with the Writing Center)
  - I've gotten into grad school – now what?
- Delivered workshops on Developing Your Personal Statement and Interviewing.
- Presented with the Fellowship's Office, Applying to (and Funding!) Graduate School.

Health Professions Advising

The Health Professions Advisory Program (HPAP) serves undergraduates and alums of Yale College, graduate students in the Graduate School of Arts & Sciences, and post-doctoral associates interested in pursuing careers in the health professions, including but not limited to allopathic, osteopathic, dental,

CLASS YEAR	ATTENDING GRADUATE SCHOOL	PURSUING MA/MS OR PH.D.	PLANNING TO ATTEND GRAD SCHOOL WITHIN 5 YEARS
2018	17.4%	67.8%	79.6%
2019	16.9%	67.9%	80.4%
2020	16.6%	75.0%	59.3%
2021	17.3%	75.3%	69.8.%
2022	17.9%	52.6%	74.7%

veterinary medicine, and public health. Guidance is provided during the application process and information is available about post-baccalaureate pre-medical programs for those who elect to complete their science pre-requisite courses after college.

The Health Professions Applicant Preparation process is well-established and receives positive feedback from students who appreciate the dedicated advising. A current Yale Medical School student (and Yale College Alum) was hired during the 22-23 academic year to field questions from first-year students regarding their interests in the Health Professions. The inaugural program led to 37 student appointments. Additionally, starting in April 2023 the program added MCAT strategy advising sessions and expanded offerings to all Yale College class years. Both the MCAT Strategy sessions and the Health Professions "Quick Questions" will run for the 2023-24 academic year.

HPAP partners with peer institutions each spring semester to offer informational webinars with various medical programs so students can anticipate changes for the upcoming cycle, including how schools manage their application processes. Some health profession programs are offering an in-person interview option, but the majority are continuing virtually because it is cost-effective, equitable, and convenient for both the applicants and the interviewers.

Yale College Student and Alums Profile of Applicants Entering Med School, Fall 2022

CATEGORY	STUDENTS APPLIED	STUDENTS ACCEPTED	% OF STUDENTS ACCEPTED
Class of 2022	45	40	88%
Alums*	105	85	81%
Reapplicants**	19	12	63%
Total	169	137	81%
Yale First-Time Apps	150	125	83%

CATEGORY	STUDENTS APPLIED	STUDENTS ACCEPTED	% OF STUDENTS ACCEPTED
MD/Ph.D.	16	10	63%
International***	4	4	100%
Dental	1	1	100%

**1st-time applicants **Applied 1-3 times ***The national matriculated rate for international students is approximately 1.5%*

The overall acceptance rate for first-time Yale College applicants matriculating to a medical health profession program in Fall 2022 was 83%, as compared to the national rate of 41%.

Law School Advising

OCS provides a range of pre-law services for students and alums of Yale College and the Graduate School of Arts and Sciences, including individual advising, law school panels, job and internship postings, networking events, and online resources. As shown in the chart below, 291 students and alums applied to law school during the 2022- 23 academic year.

TIME APPLIED	NUMBER OF APPLICANTS
Senior Year	50
1-3 years after Graduation	141
3+ years after Graduation	95
Other*	5
Total	291

** Note: Applicants not identifying in any of the three categories.*

The average GPA for Yale students and alums applying to law school during this admission cycle was 3.7 compared to the national average of 3.41. The average LSAT score (120-180) for Yale applicants was 169, while the national average was 155. Yale continues to have one of the highest admission rates to law school at 81% compared to the national average of 70%.

Employer Relations

During the 2022-23 academic year, OCS conducted numerous recruiting events, including consortium events in collaboration with peer institutions. The events catered to diverse sectors, including Information Technology, Professional Services, Financial Services, Pharmaceuticals, and Sustainability. In total, 489 employers registered for networking events, attracting an attendance of 1,461 students. The STEM Networking event at Yale recorded the highest student turnout, with 475 attendees. In addition, the Employer Relations cohort worked closely with employers to publicize an additional 167 individual employer events held throughout the year.

In line with our strategic initiatives, Employer Relations diversified the pool of employers engaging with our students on-campus and virtually. This effort engaged new Common Good and Creative Careers (CGCC) employers eager to share their internships and post-graduate opportunities, resulting in the CGCC networking event growing 44% in employer attendance.

One success worth highlighting is Endeavor Global, a non-profit that supports entrepreneurs with the potential for economic and social impact in their regions. Co-founded by Linda Rottenberg YLS ’93, the organization hosted coffee chats in the Spring, focusing on their internships. Guided discussions, spearheaded by Carlos Romero Jantacomma ’22, culminated in four Yale students hired for summer internships.

In a continued effort to bridge academia and industry, the team organized campus visits and job treks to a diverse range of organizations, including Boehringer Ingelheim (BI), which hosted 30 graduate students. BI also engaged on campus with 45 of Yale’s postdoctoral scholars, through an event that featured eight distinguished research scientists.

Recruiting and Networking Events

To support employers with their unique recruiting needs, OCS offers targeted networking events/career fairs to give students a more personal experience. Four in-person networking events across industries were held on campus and connected 93 employers with 849 students.

YALE OCS INDUSTRY EVENT	EMPLOYERS	STUDENTS
Finance	16	112
Consulting	17	192
STEM	31	481
Common Good & Creative Careers	29	64
Totals	**93**	**849**

Consortium Recruiting Events

Collaborative recruiting events offer the ability to connect with a broader range of employers, and Yale students have enjoyed wonderful success through partnerships with other colleges and universities.

- **Engineering Career Fair Collaborative:** Students connected with representatives from 36 engineering firms recruiting for full-time and internship opportunities in robotics, energy, medical devices, environmental services, transportation, and design.
- **IMPACTlink:** This event provided graduating seniors the opportunity to interview with 20 employers in the Washington D.C. area.
- **Georgetown Government & Non-profit Career Expo:** 111 employers recruited for internships and full-time jobs across the government and non-profit sectors with 138 Yale students in attendance.
- **All-Ivy Environmental & Sustainable Development Career Fair:** This collaboration provides organizations unparalleled access to undergraduate, graduate, and Ph.D. students with the skills to address the complex sustainability challenges of our global economy. Eighty-five employers registered and 80 Yale students attended the event, meeting with organizations such as The Nature Conservancy, EBI Consulting, Buro Happold, S&P Global, the Alaska Fellows Program, and Arcadis.
- **LAUNCH Recruiting Consortium:** The Liberal Arts Undergrad Network for Careers & Hiring (LAUNCH) Consortia event offered seniors an opportunity to interview with 28 employers seeking talent for legal, marketing, and research opportunities.
- **Ivy+ Just-in-Time Career Fair:** The third annual virtual event continued to focus on just-in-time recruiting and was coordinated with 12 peer schools and 240 recruiters across 104 employers. Approximately 1,000 students attended, including 85 Yale students.

On-Campus Recruiting

Through On-Campus Recruiting (OCR), students interview with employers for full-time jobs and internship opportunities. This program is primarily a tool for large organizations that can anticipate their hiring needs six to eight months in advance. Although OCR programs have diminished nationally as a primary recruiting tool for many employers, they remain a valuable part of the recruiting portfolio for specific industries.

The OCR program enabled 27 organizations to interview students both in-person and virtually for the 2022-23 academic year. These organizations are predominately from the consulting and financial services sectors.

Career Strategy for Alums

OCS continues to be committed to supporting alums of Yale College and the Graduate School of Art and Sciences, as well as the Postdocs throughout all stages of their career development. During the 2022-23 academic year, OCS offered a range of alum services and resources including a dedicated career advisor. In addition, alums have access to OCS online resources, such as an external career coach directory, customized newsletters, interactive resume and interview tools, an employer database, and current job opportunities. OCS continues to experience an increase in alums utilizing OCS's resources and services who graduated between 1980 and 2023.

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