

First Destination Report: Class of 2015

In 2015, the Office of Career Strategy hosted the Class of 2015 First Destination Survey for Yale College. For purposes of this Report, the Class of 2015 is defined as those graduating from Yale College between July 1, 2014-June 30, 2015.

Compilation of Data

The data from this report was compiled from the 2015 First Destination Survey and summarizes the plans of graduates six months after graduation. The survey was sent to 1,241 graduates in the Class of 2015 and 1,126 graduates completed the survey creating a 90.7% response rate. As a result of this survey, the Office of Career Strategy released a 2015 Class List to enable graduates to remain in touch after graduation.

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

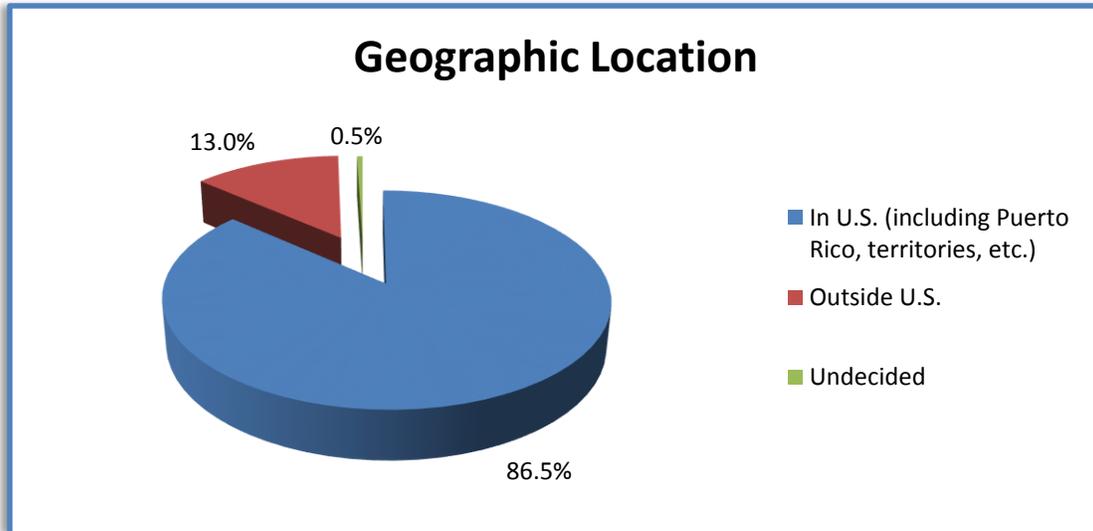
Of the 90.7% of the Class that completed the survey, 98.2% reported confirmed plans. Less than two percent of respondents (1.8%) were still seeking opportunities six months after graduation.

When asked about their expected plans for the fall following graduation more than three-quarters (76.0%) of respondents are working, with the next largest group (20.0%) attending graduate school. Those not attending immediately were asked if they intend to enroll in a graduate program in the future; 78.1% indicated they intend to pursue graduate school within the next five years.

Plans for Fall 2015	Class of 2015
Working for full-time/part-time/short-term position	76.0%
Attending graduate or professional school	20.0%
Independent Research (including scholarships/fellowships such as Rhodes and Fulbright)	3.2%
Traveling/Family and Other Caregiving	0.3%
Volunteer activity (not for pay)	0.3%
Military service	0.2%

Post-Graduate Locations

Approximately 13% of the Class of 2015 reside outside the United States in 47 different countries. The top countries of choice for respondents residing outside the U.S. are the United Kingdom, China, Singapore, Israel, and Japan. Of the respondents (86.5%) residing in the United States, almost three-quarters (74.4%) live in one of five states: New York, California, Connecticut, Massachusetts and Washington, D.C.



Graduate School

Of the 20.0% of respondents pursuing graduate school immediately after graduation more than half (51.7%) are pursuing a Master’s Degree or Ph.D. Among those pursuing Master’s Degrees slightly more are pursuing a Master’s of Science than a Master’s of Arts. More than forty percent of those pursuing a Ph.D. will be in the physical sciences.

Graduate/Professional School Degree	Class of 2015
Master’s Degree (M.A., M.S., M.Eng., M.B.A., Other)	31.4%
Medical (e.g., MD, DO, DDS, DVM)	28.0%
Ph.D.	20.3%
Law Degree (e.g. JD or LLB)	13.0%
Other degree or certificate	7.2%

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. In particular, 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 2015 in each of these ways.

Employment Choices by Function (Role)

It is notable that there is no single function that 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 the functional areas with at least 10 respondents.

Employment by Function (Role)	Class of 2015
Consulting	15.7%
Finance	15.7%
Research	12.8%
Teaching / Education	10.1%
Programming / Software Development	5.6%
Marketing / Product Management	5.5%
Project Management	4.5%
Writing / Editing	4.4%
Administrative / Support Services	4.0%
Business Development	3.7%
Law	3.2%
Engineering	3.0%
Sales	1.8%
Performance - Theater	1.5%
Advertising / Public Relations	1.3%
Health Services / Healthcare	1.3%

Employment Choices by Industry

Looking at the choices of the Class of 2015 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.

Employment by Industry	Class of 2015
Financial Services	19.1%
Education (including University research positions)	15.8%
Consulting	14.6%
Technology	10.0%
Healthcare/Medical/Pharmaceutical	6.2%
Publishing/Media/Journalism	4.8%
Communications/Marketing/Advertising/PR	3.7%
Entertainment/Film/Professional Sports	3.3%
Law/Legal Services	3.2%
Fine or Performing Arts	2.9%
Government (including local, state and federal)	2.8%
Architecture/Design/Urban Planning	2.3%
Public Policy/Politics/Campaigns	2.3%
Consumer Goods/Retail	2.0%

Employment by Industry	Class of 2015
Community/Social Services	1.9%
Environment	1.8%
Energy	1.5%
Engineering	1.5%

Employment Choices by Sector

More than half (67.8%) of those working after graduation are working at a for-profit company, while approximately thirty percent (29.6%) are working with a non-profit organization, NGO, government or other public agency.

Employment by Sector	Class of 2015
For-profit corporation/company	67.8%
Non-profit organization, institution or NGO (e.g., arts/human services/international organizations)	20.7%
Government or other public institution or agency	8.9%
Self-employed in own business or freelance (include preforming)	2.7%

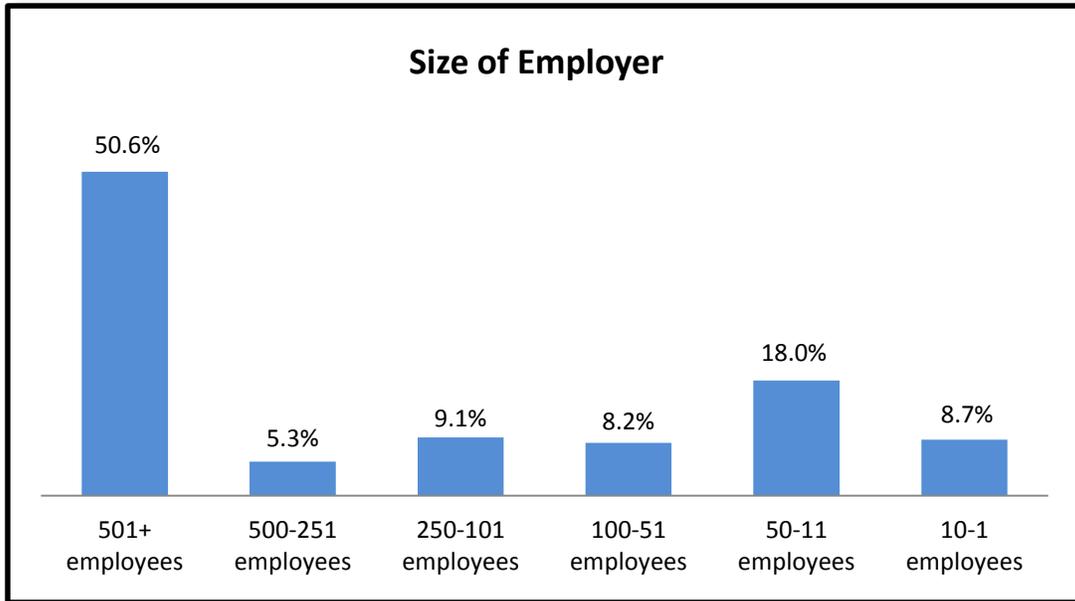
Below is a list of organizations that hired the most graduates in the Class of 2015. As with the previous class, Yale was the top employer.

Yale University
Bain & Company
Goldman Sachs
Google

McKinsey & Company
Teach For America
Boston Consulting Group
Amazon

Size of First Employer

When considering the size of first destination employers, approximately half of the respondents (50.6%) chose large employers with more than 501+ employees. Thirty-five percent of respondents selected small or mid-size employers with fewer than 100 employees.



Starting Salary Range

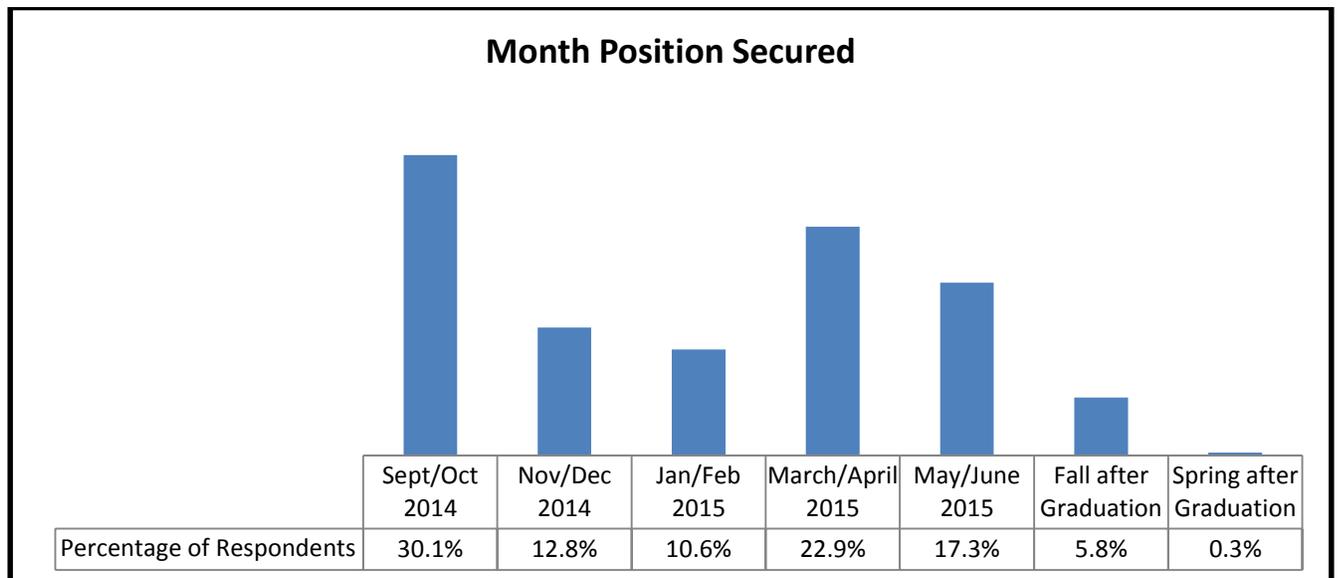
Almost two-thirds (65.3%) of respondents reporting employment in the United States began their career making more than \$50,000, while almost forty percent (39.4%) of respondents started with a salary over \$70,000. Approximately 10.7% reported having negotiated their starting salary.

Of the highest paid respondents reporting a starting salary of \$100,000 or above, it is interesting to note that 73% are working for employers with 500+ employees. Among these respondents, less than 25% will be working in the financial services industry, while almost 60% will be working in the technology industry. Of those reporting salaries < \$20,000, the largest percentage, are pursuing roles in teaching/education.

Starting Salary	Class of 2015
< \$20,000	2.3%
\$20,001 - \$30,000	8.6%
\$30,001 - \$40,000	12.5%
\$40,001 - \$50,000	10.7%
\$50,001 - \$60,000	11.5%
\$60,001 - \$70,000	14.1%
\$70,001 - \$80,000	15.9%
\$80,001 - \$90,000	10.9%
\$90,001 - \$100,000	3.9%
\$100,001+	9.6%

Time of Year Secured Employment

More than 57% of respondents secured their full-time position in spring of senior year or later, and almost a quarter of the respondents (22.9%) 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 graduation date. It is notable that a small number of students reported securing their position in the spring after graduation, indicating they may have read the question to ask when they would begin working.



Source of Employment Opportunity

When respondents were asked how they found their position, 60.2% reported through a Yale resource, including faculty referrals, Yale alumni, Career Strategy resources or other Yale resources. Approximately 18% found their position through a source not listed. Largest among those sources in the 'Other' category were direct applications through an organization's website.

Source of Position	Class of 2015
Office of Career Strategy Job Posting/ Employer Database	19.8%
Other	18.1%
Family Friend or Contact	13.8%
On Campus Interview Program	12.5%
Other Yale Resource (e.g. student groups, Yale Center, friend at Yale)	9.8%
Non-Yale Database (e.g. idealist.org or usajobs.gov)	7.8%
Networking with Yale Alumni	7.5%
Faculty Referral	7.2%
Yale Career Fair or Networking Night	3.5%

Area of Employment Relationship to Undergraduate Field of Study

When asked if their area of employment was related to their field of study while at Yale, 87.3% of respondents stated that their job was related to their area of study.

Is the area in which you are employed related to your undergraduate field(s) of study?	Class of 2015
Highly related to field(s) of study	39.0%
Related to field(s) of study	27.5%
Slightly related to field(s) of study	20.8%
Not related to field(s) of study	12.8%