

First Destination Report: Class of 2016

In spring 2016, the Office of Career Strategy hosted the Class of 2016 First Destination Survey for Yale College. For purposes of this Report, the Class of 2016 is defined as those graduating from Yale College between July 1, 2015-June 30, 2016.

Compilation of Data

The data from this report was compiled from the 2016 First Destination Survey, which was administered by the Office of Career Strategy in May 2016. The survey was sent to 1,399 graduates in the Class of 2016 and 1,291 graduates completed the survey creating a 92.3% response rate. The Office of Career Strategy also contacted respondents six months after graduation to update their information. As a result of this survey, the Office of Career Strategy released a 2016 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 92.3% of the Class that completed the survey, 96.7% reported confirmed plans. Approximately three percent of the *total* class (3.1%) were still seeking opportunities six months after graduation.

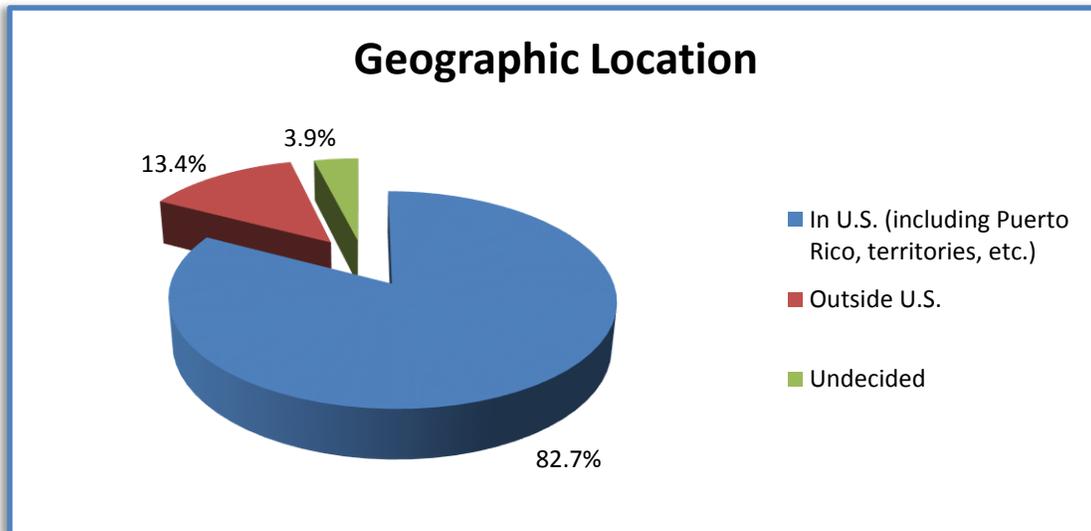
When asked about their expected plans for the fall following graduation more than three-quarters (76.3%) of respondents are working, with the next largest group (17.9%) attending graduate school. Those not attending immediately were asked if they intend to enroll in a graduate program in the future; 75.3% indicated they intend to pursue graduate school within the next five years.

Plans for Fall 2016	Class of 2016
Working for full-time/part-time/short-term position	76.3%
Attending graduate or professional school	17.9%
Independent Research	2.3%
Military service	0.8%
Not Seeking Employment or Continuing Education	2.7%

Slightly more than one percent of respondents in the Class of 2016 (1.3%) are pursuing their own entrepreneurial ventures.

Post-Graduate Locations

Approximately 13% of the Class of 2016 reside outside the United States in 51 different countries. The top countries of choice outside the U.S. are the United Kingdom, China - including Hong Kong, France, India, and Ireland. Of the respondents (82.7%) in the United States, almost three-quarters (74.2%) live in one of five states: New York, California, Connecticut, Massachusetts and Washington, D.C.



Graduate School

Of the 17.9% of respondents pursuing graduate school immediately after graduation more than half (61.4%) are pursuing a Master’s Degree or Ph.D. Among those pursuing Master’s Degrees exactly the same number are pursuing a Master’s of Science and a Master’s of Arts. Almost forty percent of those pursuing a Ph.D. will be in the physical sciences.

Graduate/Professional School Degree	Class of 2016
Master’s Degree (M.A., M.S., M.Eng., M.B.A., Other)	41.7%
Medical (e.g., MD, DO, DDS, DVM)	22.0%
Ph.D.	19.7%
Law Degree (e.g. JD or LLB)	10.8%
Other degree or certificate	5.8%

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 2016 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 2016
Finance	15.3%
Consulting	12.9%
Teaching/Curriculum Development	8.6%
Laboratory Research	6.6%
Programming / Software Development	6.4%
Project Management	6.3%
Writing / Editing	6.2%
Health Services / Healthcare	5.7%
Law	5.5%
Business Development	4.2%
Engineering	3.9%
Administrative / Support Services	3.7%
Marketing / Product Management	3.6%
Sales	1.9%
Performance - Theater	1.5%
Advertising / Public Relations	1.3%
Architecture	1.0%
Film/TV Production	1.0%
Sustainability / Social Responsibility	1.0%

Employment Choices by Industry

Looking at the choices of the Class of 2016 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 2016
Education <i>(including University research positions)</i>	16.4%
Financial Services	16.2%
Consulting	12.6%
Technology	11.2%
Healthcare/Medical/Pharmaceutical	8.6%
Law/Legal Services	5.0%
Publishing/Media/Journalism	3.3%
Government <i>(including local, state federal and military service)</i>	3.2%
Communications/Marketing/Advertising/PR	2.9%
Entertainment/Film/Television	2.8%

Employment by Industry	Class of 2016
Fine or Performing Arts	2.8%
Engineering	2.4%
Community/Social Services	1.9%
Architecture/Design/Urban Planning	1.7%
Consumer Products/Retail	1.7%
Environment	1.7%
Think Tank	1.2%
Professional Sports	1.1%
Social Enterprise/Economic Development	1.0%

Employment Choices by Sector

Approximately two-thirds (62.9%) of those working after graduation are working at a for-profit company, while almost forty percent (37.1%) are working with a non-profit organization, NGO, government or other public agency.

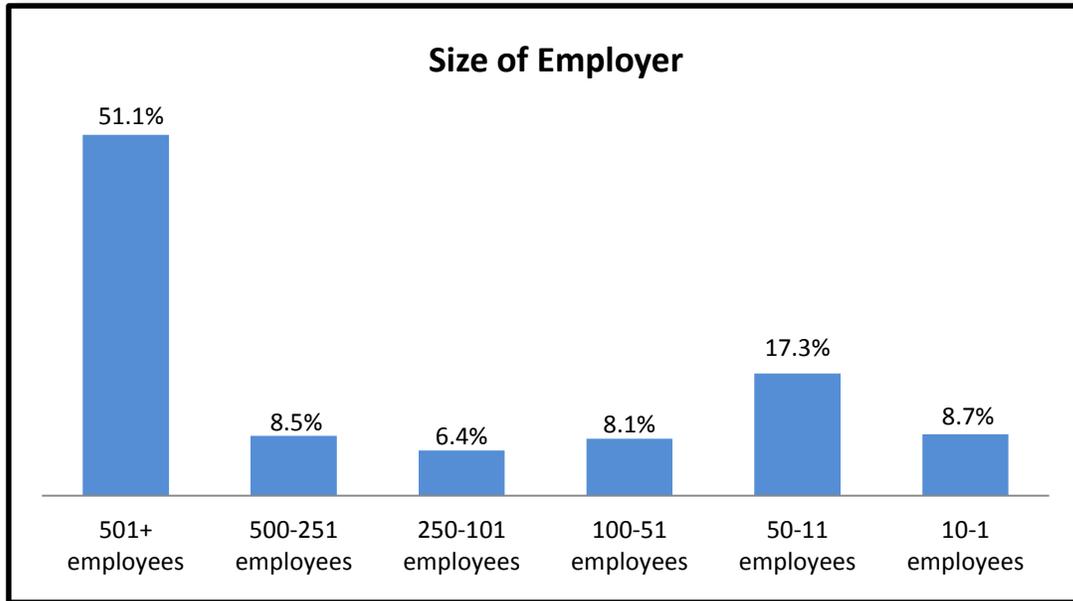
Employment by Sector	Class of 2016
For-profit corporation/company	62.9%
Non-profit organization, institution or NGO <i>(e.g., arts, human services, private universities - including Yale - and campaigns)</i>	25.8%
Government or other public institution <i>(including public schools and public universities)</i>	11.3%

Below is a list of organizations that hired the most graduates in the Class of 2016. As with the previous class, Yale was the top employer.

Yale University	McKinsey & Company
Google	Goldman Sachs
Morgan Stanley	Bain & Company
Boston Consulting Group	Deloitte - Federal Practice
Teach for America	Microsoft
Facebook	National Institute for Health

Size of First Employer

When considering the size of first destination employers, approximately half of the respondents (51.1%) chose large employers with more than 501+ employees. Thirty-four percent of respondents selected small or mid-size employers with fewer than 100 employees.



Starting Salary Range

Almost two-thirds (65.7%) of respondents reporting employment in the United States began their career making \$50,000 or more, while more than forty percent (42.1%) of respondents started with a salary at \$70,000 or more. Approximately 10.9% reported having negotiated their starting salary.

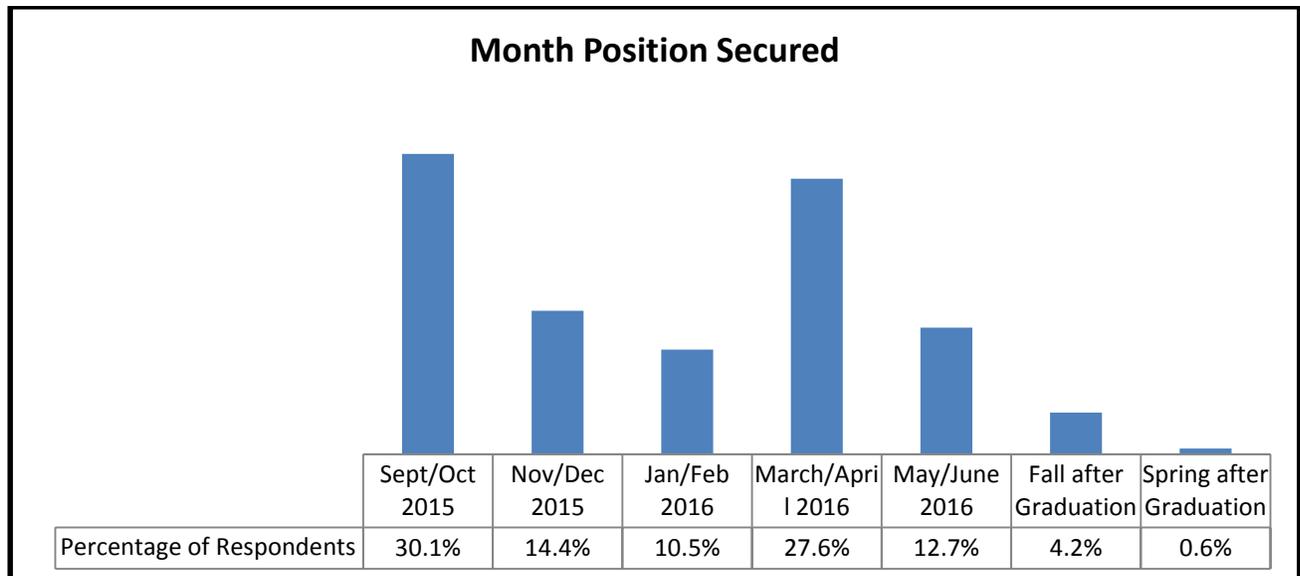
Of the highest paid respondents reporting a starting salary of \$100,000 or above, it is interesting to note that 72.9% are working for employers with 500+ employees. Among these respondents, 20.8% will be working in the financial services industry, while 66.7% will be working in the technology industry. Of those reporting salaries < \$20,000, the largest percentage (50%) are in the education industry.

Starting Salary	Class of 2016
< \$20,000	3.5%
\$20,001 - \$30,000	7.9%
\$30,001 - \$40,000	10.9%
\$40,001 - \$50,000	17.0%
\$50,001 - \$60,000	9.4%
\$60,001 - \$70,000	14.8%
\$70,001 - \$80,000	13.8%
\$80,001 - \$90,000	11.4%
\$90,001 - \$100,000	4.1%
\$100,001+	7.2%

Time of Year Secured Employment

More than half (55.5%) of respondents secured their full-time position in spring of senior year or later, and more than a quarter of the respondents (27.6%) 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 graduation date. Although the question asked when the position was secured, it is interesting to note that a small number of graduates replied with dates much later, thereby indicating they may have read the question to ask when they will begin working.



Source of Employment Opportunity

When respondents were asked how they found their position, approximately 60% (59.4%) reported a Yale resource, including faculty referrals, Yale alumni, Career Strategy resources or other Yale resources.

Source of Position	Class of 2016
Office of Career Strategy Job Posting, Internship Program or Employer Database	19.6%
Personal Contact or Family Friend	16.0%
Other Yale Resource <i>(e.g. Student Organization, Yale Centers)</i>	14.3%
Direct Application through Employer's Website	14.2%
Other Resource	4.8%
On-Campus Interview Program <i>(including positions secured in a prior year)</i>	9.4%
Networking with Yale Alumni or Peer at Yale <i>(including Yale Career Network, Yale Events in DC, NY and SF)</i>	8.7%
Faculty Referral	4.5%
Non-Yale Database <i>(e.g. idealist.org or usajobs.gov)</i>	5.6%

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, 87.6% 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 2016
Highly related to field(s) of study	37.7%
Related to field(s) of study	30.4%
Slightly related to field(s) of study	19.4%
Not related to field(s) of study	12.4%