

**Yale College First Destinations: A Four-Year Report**  
*Classes of 2013, 2014, 2015 and 2016*

In 2013, the Office of Career Strategy (OCS), which was at that time Undergraduate Career Services, assumed management of the First Destination Survey for Yale College, and since then has produced an annual report presenting the range of post-graduate activities pursued by Yale College students. Each individual First Destination Report is available on the OCS website. This report brings together the post-graduate data collected in 2013, 2014, 2015 and 2016 and discusses trends identifiable during this time span.

The First Destination Surveys are sent to each graduating class prior to Commencement, and OCS continues to collect responses until six months after graduation, at which time the report is written. In total, 4,724 graduates reported their first destinations through the respective 2013-2016 surveys, giving an overall response rate of 90.4% during this four-year period.

It is important to note that not every respondent answered every question. It is also the case that a very small number of respondents reported more than one destination after graduation; for example, a graduate might work full-time while attending graduate school part-time.

**Post-Graduate Plans**

When looking at choices of Yale College graduates over these four years, an increase in those working after graduation and a parallel decline in those pursuing independent research is evident. During this time the United States economy was continuing to recover from a recession, which may account for this trend. Also during this four-year span, there was a slight spike in students pursuing graduate studies in the Class of 2015, which can be attributed to a boost in medical school applications that year as students hurried to apply before changes were made to the medical school entrance exams.

<b>Immediate Post-Graduate Plans</b>	<b>Class of 2013</b>	<b>Class of 2014</b>	<b>Class of 2015</b>	<b>Class of 2016</b>
Working for Full-time/Part-time/Short-term Position	72.6%	74.2%	76.0%	76.3%
Attending Graduate or Professional School	18.3%	17.0%	20.0%	17.9%
Independent Research	4.9%	4.3%	3.2%	2.3%
Military Service	0.3%	0.1%	0.2%	0.8%
Not Seeking Employment or Continuing Education	3.9%	4.4%	0.6%	2.7%

Beginning with the Class of 2014, OCS asked graduates who were working immediately after graduation if they intend to return to graduate school within five years of graduating. It is interesting to note the slow decline in graduates planning to return for higher education.

	<b>Class of 2014</b>	<b>Class of 2015</b>	<b>Class of 2016</b>
Graduates Intending to Pursue Graduate School within Five Years	82.2%	78.1%	75.3%

**Post-Graduate Locations**

Over this four-year period, there was an increase in the number of students choosing employment opportunities and graduate school in the United States. Across all four years, the most popular destinations in the U.S. were the same five states: New York, California, Connecticut, Massachusetts, and Washington, D.C. Of the opportunities reported abroad during these four years, the top two countries of choice were consistently the United Kingdom and China. It is notable that a significant number of graduates residing in the United Kingdom are pursuing graduate school.

Location	Class of 2013	Class of 2014	Class of 2015	Class of 2016
U.S. (and territories)	82.4%	82.7%	86.5%	82.7%
Abroad	14.5%	14.3%	13.0%	13.4%
Unsure	3.1%	3.0%	0.5%	3.9%

### Graduate School

Of the graduates immediately pursuing higher education, the largest percentage each year pursued a Master's Degree, followed by a medical degree. As previously discussed, the decline in 2016 graduates pursuing medical school can be attributed to the 2015 changes in the medical school entrance exam (MCAT), and the large number of graduates choosing to apply before those changes took place.

Graduate/Professional School Degree	Class of 2013	Class of 2014	Class of 2015	Class of 2016
Master's Degree (M.A., M.S., M.Eng., M.B.A., Other)	36.7%	35.6%	31.4%	41.7%
Medical (e.g., MD, DO, DDS, DVM)	27.6%	24.0%	28.0%	22.0%
Ph.D.	16.8%	20.2%	20.3%	19.7%
Law Degree (e.g. JD or LLB)	9.7%	9.1%	13.0%	10.8%
Other degree or certificate	9.2%	11.1%	7.2%	5.8%

### First Employment: Sector, Industry and Function (Role)

OCS 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 in each of these ways.

#### *Employment Choices by Sector*

Yale's strong commitment to service can be seen among the choices of graduates during this four-year period. Approximately a third of each graduating class chose to work with a non-profit organization, NGO, government or other public agency immediately after graduation. It is important to note that the generous financial aid offered by Yale College, and low student debt upon graduating, are key factors allowing recent graduates to pursue these careers immediately after graduation. The Class of 2016 saw a significant increase with more than 37% of the class pursuing these roles. This boost may be explained by an increasing number of students seeking positions with political campaigns and non-profit organizations during the 2016 national election.

<b>Employment by Sector</b>	<b>Class of 2013</b>	<b>Class of 2014</b>	<b>Class of 2015</b>	<b>Class of 2016</b>
For-profit corporation/company	63.3%	62.6%	67.8%	62.9%
Non-profit organization, institution or NGO <i>(e.g., arts, human services, private universities, including Yale, and campaigns)</i>	21.0%	21.4%	20.7%	25.8%
Government or other public institution <i>(including public schools and public universities)</i>	12.6%	11.9%	8.9%	11.3%

How graduates report entrepreneurial ventures has changed over the past four years as data collection has come in line with new national guidelines. Originally, graduates working as freelance employees and those starting their own business were grouped in one category. Beginning with the Class of 2016, those groups were separated for reporting purposes.

	<b>Class of 2013</b>	<b>Class of 2014</b>	<b>Class of 2015</b>	<b>Class of 2016</b>
Freelance/Entrepreneurial Ventures	3.0%	4.2%	2.7%	1.3% Entrepreneurial ventures only

#### *Employment Choices by Industry*

Looking at the choices of graduates by industry, it is evident that graduates pursue many areas and that there is no one industry that attracts Yale graduates as a critical mass. The choices for “Industry” have changed over the past four years as data collection has come in line with new national guidelines, resulting in the combination of some prior categories and the addition of new categories. The chart below represents industries with at least 10 respondents.

<b>Employment by Industry</b>	<b>Class of 2013</b>	<b>Class of 2014</b>	<b>Class of 2015</b>	<b>Class of 2016</b>
Education <i>(including University research positions)</i>	12.5%	11.9%	15.8%	16.4%
Financial Services	14.8%	16.9%	19.1%	16.2%
Consulting	11.6%	11.0%	14.6%	12.6%
Technology	8.0%	8.8%	10.0%	11.2%
Healthcare/Medical/Pharmaceutical	5.8%	5.2%	6.2%	8.6%
Law/Legal Services	3.9%	5.8%	3.2%	5.0%
Publishing/Media/Journalism	4.6%	4.3%	4.8%	3.3%
Government <i>(including local, state federal and military service)</i>	4.8%	3.8%	2.8%	3.2%
Communications/Marketing/Advertising/PR	3.3%	3.4%	3.7%	2.9%
Entertainment/Film/Television	1.9%	1.9%	3.3%	2.8%
Fine or Performing Arts	4.3%	3.9%	2.9%	2.8%

<b>Employment by Industry</b>	<b>Class of 2013</b>	<b>Class of 2014</b>	<b>Class of 2015</b>	<b>Class of 2016</b>
Engineering	1.0%	1.3%	1.5%	2.4%
Community/Social Services	1.2%	1.2%	1.9%	1.9%
Architecture/Design/Urban Planning	2.5%	2.3%	2.3%	1.7%
Consumer Products/Retail	2.0%	0.8%	2.0%	1.7%
Environment	1.3%	1.8%	1.8%	1.7%
Think Tank	-	-	-	1.2%
Professional Sports	-	-	-	1.1%
Social Enterprise/Economic Development	-	-	-	1.0%

*Employment Choices by Function (Role)*

It is again notable that no single function attracts Yale graduates as a critical mass, which is consistent with the Yale College liberal arts education through which students gain valuable transferable skills which are sought after for many positions. The chart below represents the functional areas with at least 10 respondents.

<b>Employment by Function (Role)</b>	<b>Class of 2013</b>	<b>Class of 2014</b>	<b>Class of 2015</b>	<b>Class of 2016</b>
Finance	9.5%	13.9%	15.7%	15.3%
Consulting	13.5%	12.4%	15.7%	12.9%
Teaching/Curriculum Development	9.0%	9.8%	10.1%	8.6%
Laboratory Research	14.9%	16.2%	12.8%	6.6%
Programming / Software Development	2.6%	3.1%	5.6%	6.4%
Project Management	2.6%	4.4%	4.5%	6.3%
Writing / Editing	2.8%	4.7%	4.4%	6.2%
Health Services / Healthcare	1.8%	2.6%	1.3%	5.7%
Law	3.2%	5.3%	3.2%	5.5%
Business Development	2.8%	4.3%	3.7%	4.2%
Engineering	1.9%	2.2%	3.0%	3.9%
Administrative / Support Services	3.5%	3.8%	4.0%	3.7%
Marketing / Product Management	1.2%	3.8%	5.5%	3.6%
Sales	1.0%	1.6%	1.8%	1.9%
Performance - Theater	1.0%	2.0%	1.5%	1.5%
Advertising / Public Relations	1.1%	1.4%	1.3%	1.3%
Architecture	1.1%	1.2%	1.0%	1.0%
Film/TV Production	1.9%	1.0%	0.6%	1.0%
Sustainability / Social Responsibility	-	1.3%	0.1%	1.0%

## Size of First Employer

When considering the size of first destination employers, consistently about half of the respondents chose large employers with more than 501+ employees. There does seem to be a slow trend towards more graduates choosing these largest employers. This could be attributed to the improving economy between 2013 and 2016, resulting in larger employers hiring more. This may also be attributed to a generation of students that grew up during the economic downturn of 2008 and may be more risk adverse with their first employment choices.

Location	Class of 2013	Class of 2014	Class of 2015	Class of 2016
501+ employees	44.5%	49.5%	50.6%	51.1%
500-251 employees	4.1%	5.4%	5.3%	8.5%
250-101 employees	10.6%	7.4%	9.1%	6.4%
100-51 employees	9.4%	8.6%	8.2%	8.1%
50-11 employees	21.2%	19.6%	18.0%	17.3%
10-1 employees	10.2%	9.5%	8.7%	8.7%

## Starting Salaries

Fewer graduates in 2016 started at the lowest salary levels while more began careers at the highest salary ranges. This may be attributed to the improving economy as well as the trend of graduates choosing larger employers, which often pay higher salaries. The dip among some of the higher salary ranges for the Class of 2016 compared to 2015 was probably caused by the larger number of graduates in that class working with a non-profit organization, NGO, government or other public agency.

Starting Salary	Class of 2013	Class of 2014	Class of 2015	Class of 2016
< \$20,000	10.6%	6.7%	2.5%	3.5%
\$20,001 - \$30,000	11.9%	8.5%	8.6%	7.9%
\$30,001 - \$40,000	16.3%	15.2%	12.5%	10.9%
\$40,001 - \$50,000	13.5%	14.0%	10.7%	17.0%
\$50,001 - \$60,000	8.3%	11.2%	11.5%	9.4%
\$60,001 - \$70,000	13.1%	16.2%	14.1%	14.8%
\$70,001 - \$80,000	13.5%	11.6%	15.9%	13.8%
\$80,001 - \$90,000	5.2%	8.5%	10.9%	11.4%
\$90,001 - \$100,000	1.9%	3.9%	3.9%	4.1%
\$100,001+	5.7%	4.3%	9.6%	7.2%

The chart below further reflects the rising starting salaries for Yale College graduates in the United States over these four years.

Starting Salary	Class of 2013	Class of 2014	Class of 2015	Class of 2016
\$50,000 or more	47.8%	55.6%	65.3%	65.7%
\$70,000 or more	26.3%	28.2%	39.4%	42.1%
\$100,000 or more	5.7%	7.5%	9.8%	10.5%

Of the respondents reporting a starting salary of \$100,000 or above, the two highest paying industries were consistently financial services and technology. The extent to which technology has surpassed financial services in regards to salary over this four-year period is notable

Industry <i>(Starting salary of \$100K or more)</i>	Class of 2013	Class of 2014	Class of 2015	Class of 2016
Financial Services	54.8%	28.9%	24.3%	20.8%
Technology	32.3%	55.3%	59.5%	66.7%

### Time of Year Employment was Secured

Consistently more than half of graduates secured their full-time position in spring of senior year or later, and approximately a quarter in March or April of their senior year. This figure is consistent with the large number of graduates employed at organizations with less than 100 employees, which hire recent graduates closer to graduation.

Month Position Secured	Class of 2013	Class of 2014	Class of 2015	Class of 2016
September/October	23.1%	26.1%	30.1%	30.1%
November/December	14.4%	12.3%	12.8%	14.4%
January/February	10.7%	10.6%	10.6%	10.5%
March/April	27.0%	24.8%	22.9%	27.6%
May/June	18.2%	21.6%	17.3%	12.7%
Fall after Graduation	5.9%	4.2%	5.8%	4.2%
Spring after Graduation	0.7%	0.4%	0.3%	0.6%

### Source of Employment Opportunity

When respondents were asked how they found their position, approximately 60% each year reported finding their position through a Yale resource, including OCS resources, Yale career fairs, faculty referrals, Yale alumni or other Yale resources. This question was modified starting with the Class of 2016 to include a choice for “Direct Application through Employer’s Website,” which previously was the source most often cited as “Other Resource.”

Source of Position	Class of 2013	Class of 2014	Class of 2015	Class of 2016
Office of Career Strategy Job Posting, Internship Program or Employer Database	20.8%	24.8%	19.8%	19.6%

Source of Position	Class of 2013	Class of 2014	Class of 2015	Class of 2016
Personal Contact or Family Friend	15.2%	15.9%	13.8%	16.0%
Other Yale Resource (e.g. Student Organization, Yale Centers)	7.6%	6.6%	9.8%	14.3%
Direct Application through Employer's Website	-	-	-	14.2%
Other Resource	15.9%	16.4%	18.1%	4.8%
On-Campus Interview Program (including positions secured in a prior year)	12.7%	11.2%	12.5%	9.4%
Networking with Yale Alumni or Peer at Yale (including Yale Career Network, Yale Events in DC, NY and SF)	8.9%	8.4%	7.5%	8.7%
Faculty Referral	9.3%	6.7%	7.2%	4.5%
Non-Yale Database (e.g. idealist.org or usajobs.gov)	6.6%	7.2%	7.8%	5.6%
Yale Career Fair or Industry/Networking Event	3.0%	2.8%	3.5%	2.8%

### 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, the majority of respondents consistently stated that their job was related to their area of study. It is important to note that this question was changed starting with the Class of 2015 to include four answer choices.

Is the area in which you are employed related to your undergraduate field(s) of study?	Class of 2013	Class of 2014	Class of 2015	Class of 2016
Highly related to field(s) of study	21.6%	19.1%	39.0%	37.7%
Related to field(s) of study	40.0%	42.6%	27.5%	30.4%
Slightly related to field(s) of study	-	-	20.8%	19.4%
Not related to field(s) of study	38.5%	38.3%	12.8%	12.4%

### Conclusion

This report is rich with information about the choices of Yale College graduates and also shows the exceptional opportunities available to them. In recent years 82% of college graduates nationally were employed or in graduate school six months after graduation.<sup>1</sup> In comparison, looking at Yale College graduates in the Class of 2015 and Class of 2016, 98.2% and 96.7%, respectively, were employed or in graduate school.

Of further significance are the diverse sector, industry and function choices of Yale College graduates. Over the past decade there has been strong press discussing 'career funneling,' the concept that top college students are allegedly being funneled into specific industries. When considering that no one industry attracts a critical mass of Yale graduates; combined with the fact that consistently a third of each graduating class choose to work with a non-profit organization, NGO, government or other public agency, it is evident that 'career funneling' has not taken shape at Yale.

<sup>1</sup> NACE First Destination Survey: Class of 2015, <http://www.naceweb.org/job-market/graduate-outcomes/first-destination/class-of-2015/>

Yale's commitment to service continues to thrive with these four classes as graduates began careers across the globe that will improve our world. Graduates interested in world health issues not only pursued traditional research opportunities, but also choose organizations such as the Center for Autism Research, the Global Health Corps, the Ministry of Health in Ethiopia, and the Policy Department at the Centers for Disease Control and Prevention. Many graduates interested in education started a teaching career, while others decided to pursue policy roles at such organizations as Zawadi Africa and City Year. Each of these four years had multiple graduates join the Smithsonian Institution, the staff teams at the U.S. House of Representatives and U.S. Senate, and the Lawyers Committee for Civil Rights Under the Law.

The education provided by Yale College to these graduates has opened unique opportunities early in their careers, which will only continue to grow as they progress.