Yale University
Office of Career Strategy

ANNUAL REPORT 2017–2018
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During the 2017–18 academic year, the Office of Career Strategy (OCS) continued to provide support to students in Yale College, the Graduate School of Arts & Sciences (GSAS) and the postdoctoral scholars (postdocs), including career advising, experiential learning opportunities, event management, employer engagement, graduate and professional school advising, and data collection of summer and postgraduate activities.

The 2017 Yale College First Destination Survey continued to show strong success for graduates, with 96.6% of the class reporting confirmed plans six months after graduation,¹ again placing Yale among the highest in the nation. In addition, this past year OCS initiated a new four-year survey for the Class of 2013, which was the first class from which OCS collected First Destination data and therefore the Four-Year Out Report² served as a comparison of postgraduate choices immediately after graduation and four years later.

Supported by generous contributions from the McDougal Foundation, OCS delivered a robust portfolio for GSAS students and postdocs. The team offered an extensive array of career resources and programming, including skill-building workshops, networking opportunities, and online resources. In addition, five McDougal Graduate Career Fellows, from PhD programs in the humanities and STEM fields, helped develop new programs and resources for their peers.

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Summary of 2017–18 Engagement

OCS offered prescheduled advising appointments as well as six hours of drop-in advising every weekday. In addition to the main office at 55 Whitney Avenue, OCS maintained offices at Founders Hall, Sterling Hall of Medicine, West Campus and Payne Whitney Gym. OCS also continued to provide students with the popular online resume review service.

<table>
<thead>
<tr>
<th>STUDENT ENGAGEMENT</th>
<th>ACADEMIC YEAR 2017–2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advising Sessions/Drop-ins Scheduled</td>
<td>5,961</td>
</tr>
<tr>
<td>Undergraduates</td>
<td>4,376</td>
</tr>
<tr>
<td>Graduate Students and Postdocs</td>
<td>888</td>
</tr>
<tr>
<td>Alums</td>
<td>697</td>
</tr>
<tr>
<td>Career Development Events</td>
<td>6,325</td>
</tr>
<tr>
<td>Online Resume Review</td>
<td>776</td>
</tr>
<tr>
<td><strong>TOTAL CONTACTS</strong></td>
<td><strong>13,062</strong></td>
</tr>
</tbody>
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Carol Finke, YC ’18
Yale Women’s Tennis Team

The career services office was instrumental in helping me figure out my next steps after Yale. From learning to navigate the website to attending specific events for athletes, I was able to hone in on what I wanted to do and what steps to take. In particular, the specific counseling hours on Friday allowed me one-on-one access to have my resume edited, learn about specific opportunities based on my interests and skills, as well as talk through strategies for interviewing.
As a new generation of students begins to enter higher education, traditional methods of delivering this information, including in-person workshops, are proving somewhat ineffective. In recent years, OCS has made a conscious effort to enhance the ways we deliver information to these students, who are predominantly digital natives, to align with how they prefer to receive information: online and on their own time.

Enhanced On-line Resources and CareerBot
Between July 1, 2017 and June 30, 2018 unique visitors to the OCS website hit an all-time high with 527,268 visitors. Among the many users to the site are current students, alums, employers, family members, prospective students, and users from other institutions that link to the OCS advice. In January 2018, OCS rolled out an artificial intelligence bot on the website to help users navigate the many available resources. In just nine months since the roll out, the Bot has seen 9,059 interactions and has returned a 94% accuracy rate.

Animated Advice
With an eye toward developing effective ways to reach the students, OCS produced fourteen animated videos to capture the most essential elements of career advice on topics ranging from resume and cover letter creation to networking and navigating online career resources. Building in these new animated videos yielded a tremendous return, reaching over 6,100 viewers – a 1,595% increase in reach when
compared to the previous year’s workshop attendance numbers. The animated videos also created a 184% increase in the pageviews of other OCS videos.

**Designing Your Career @Yale**
In June 2017, OCS sent two career advisors to be trained by faculty at the Stanford Design Lab in the esteemed Designing Your Life program. The program prepared OCS advisors to create a customized program for Yale College, now known as Designing Your Career @Yale. During the 2017–18 academic year, OCS hosted four pilot Designing Your Career @Yale programs, allowing students to take proactive steps to test their interests and explore possible career futures using Design Thinking methodologies. Fifty-two applications were received, and thirty-two students completed the four-hour program.

After attending the workshop and becoming part of the collaborate peer group, 91% of respondents were Satisfied or Extremely Satisfied with the program and 100% of respondents stated there is a need for this type of program on Yale’s campus. Due to the student response, and the overall success of the program, eleven additional OCS advisors were trained to deliver the program, which will be offered more broadly during the 2018–19 year.

**Partnerships with Student Organizations & Academic Departments**
During the 2017–18 academic year, OCS implemented a new system for in-person workshops. In prior years, it was difficult to compete for limited student availability, anticipate student need by
subject, and manage limited staff bandwidth. In response to these challenges, OCS developed an online workshop request for student organizations and Yale departments to coordinate with OCS to create career-related workshops tailored to their populations.

Upon request OCS presented workshops on topics such as “Networking”, “Salary Negotiation” and “Preparing for Interviews” to the following academic departments: Physics, Computer Science, Molecular and Cellular Developmental Biology, Pediatrics, East Asian Languages and Literature, European and Russian Studies, Public Health, International and Development Economics, Philosophy, Religious Studies and Statistics. Five graduate student organizations also requested custom workshops for their members last year, including the Graduate Student Assembly and the Career Network for student Scientists and Postdocs at Yale.

OCS also continued its strong collaborative partnership with the Association of Yale Alumni (AYA) to provide the best career education for Yale students. One such collaborative event focusing on data science proved extremely popular and forced an audience cap at 150 participants. The event featured panel discussions on technology & media, financial services, bioscience & health, and consulting & strategy. Participating alums drew on their experience from 50 different organizations to share their perspective and advice.

OCS further strengthened relationships with the cultural centers, Office of LGBTQ Resources, Yale Staff Affinity Groups, Office of International Students & Scholars, and AYA special interest groups. OCS sponsored 1stGenYale’s inaugural conference, Blazing the Trail, for alums and students first in their families to attend college or graduate school, or from underserved backgrounds. This event offered students and postdocs the opportunity to connect with alums and network with employers interested in recruiting.

Expanding Online Resume Review & Scaling to Include Cover Letters
Most students engaging with OCS have a high comfort level with technology and appreciate the option to receive information online.
In response, since 2015 OCS has offered an online resume review service and since its inception more than 2,000 resumes have been processed. This past year to further support students, OCS developed several downloadable resume templates for student use, step-by-step instructions for creating a first resume, and an overview of accomplishment statements and writing tips. These materials are provided on the OCS website for students to access at any time. Building on this success, OCS further scaled its support in spring 2018 to include online cover letter reviews.

**Specialized Programming for GSAS Students & Postdocs**

In addition to specialized career counseling, OCS offers programming specifically for graduate students and postdocs considering non-faculty careers. The programming is designed to educate GSAS students and postdocs on a broad set of career paths, help them craft a professional narrative to showcase their valuable skill set, and provide the tools for a productive job search.

The academic year kicks off with two events designed to prepare students and postdocs for the fall recruiting season that begins immediately. Over the summer, Masters’ students are sent job search materials, and once on campus they participate in one-on-one resume review sessions with a career advisor. During 2017–18, more than 50% of incoming Masters’ students participated in these sessions, an increase of 46% over the previous year. In addition, OCS introduced a new 3-hour boot camp on the non-academic job search for PhD students and postdocs covering several key career resources. This new program was well-attended, with 95 attendees in late August.

Over the course of the year, OCS offers many other opportunities for GSAS students and postdocs to refine their job search toolkit. Career Labs, interactive workshops led by McDougal fellows, give graduate students and postdocs the opportunity to practice interviewing skills and polish their narrative with peers in a hands-on, informal environment.

Initiatives were also expanded for GSAS students and postdocs to learn about PhD career pathways by engaging with professionals outside the academy. The Humanities and Social Sciences
Professionalization Working Group focused on career education in informal sessions that sought to encourage the development of supportive cohorts among graduate students in the humanities and social sciences. Piloted for the first time this year by a McDougal Career Fellow, the series featured candid conversations with university administrators and outside practitioners from organizations such as the Morgan Library, the American Council of Learned Societies, and the Center for Strategic and International Studies.

Also new this year were three day-long opportunities for graduate students to visit the workplaces of firms interested in PhD talent. OCS collaborated with members of the Yale Graduate School Alumni Association, the Yale Graduate Business Society, and Princeton University Career Services to take graduate students and postdocs on site visits to biotech firms in Cambridge, MA and finance and consulting firms in New York City.

Throughout the year, OCS partnered with other GSAS student groups, campus offices, local organizations, and alum groups to further enhance opportunities for diverse career exploration, networking and job search preparation. OCS provided funding and administrative support for career-related student-run events and organized monthly meetings with representatives from over 25 graduate student organizations to share resources, gather feedback, coordinate schedules, and encourage collaborative programming. Committee members in turn play an important role in communicating timely news from OCS about events, resources and opportunities to their organizations.

Finally, working closely with the Center for Teaching and Learning and the Office of Postdoctoral Affairs, OCS coordinated the Academic Job Search series, designed to support PhD students and postdocs seeking a career in academia. Conducted throughout the year, this series advises on how to prepare teaching, research and diversity statements; e-portfolios; and academic CVs and cover letters. Last year, this series attracted an audience of over 200.
SPOTLIGHT
3-Minute Thesis Competition

Following the success of last year’s pilot competition, OCS joined forces with the McDougal Graduate Student Center and the Graduate School Alumni Association to again organize Yale’s 3-Minute Thesis Competition. Founded by the University of Queensland, this competition challenges PhD students to present their complex research projects in a clear and engaging way to a diverse audience — in just 3 minutes! This event not only showcases the important graduate work happening across campus to the broader community, but also encourages PhD students to hone a professional skill that is critical to any career path.

Over 50 PhD students representing 34 departments entered the 3-Minute Thesis Competition, a 60% increase in participation from the prior year. To help them prepare, OCS and the Graduate Writing Lab collaborated to offer students a range of resources, including the following skill-building workshops:

- Presenting Engagingly Crafting the (Short) Story of Your Research
- Presenting Engagingly Effective Delivery of Your Research
- Presenting Engagingly Effective Slides
- Presenting Engagingly Data Visualization
- Career Lab Telling Your Research Story
- Career Lab Using Your STAR Story for Presentations & Interviews
- Producing Successful Presentations with Angelika Hoffmann (Deputy Director, Corporate & Foundation Relations)
- Presenting Engagingly Effective Public Speaking
- Career Lab Refining Your Professional Narrative, Interview & 3MT Prep

The Graduate School Alumni Association is a proud co-sponsor of the Yale 3-Minute Thesis. Congratulations to the participating students in 2017-2018 working to strengthen their communications skills and develop a compelling research elevator pitch. We look forward to continuing our support and ongoing engagement in the 3-Minute Thesis program at Yale.

— Paul Bosco ’84 GSAS, Vice Chair of the Graduate School Alumni Association
These workshops were open to all graduate students interested in refining their presentation skills. In addition, participants could take advantage of special OCS advising hours, consultations with the Graduate Writing Lab’s public speaking fellow, and an innovative new software program at the Graduate Writing Lab called PitchVantage, which provides feedback on pitch, pace and other elements of public speaking in real time.

Preliminary rounds were held to select 11 finalists to compete in the championship round in front of an esteemed panel of judges: GSAS Dean Lynn Cooley; Stephen Roach, Senior Fellow at the Jackson Institute and former chairman of Morgan Stanley Asia; Devesh Raj (PhD 2001, Applied Physics), SVP of Corporate Strategy at Comcast; and Lydia Brown, Senior Producer of the daily WNPR news talk show, Where We Live. The event drew an enthusiastic crowd of 170+ members of the Yale community, including Yale College students, faculty, fellow graduate students, and GSAS alums. We gratefully acknowledge the generous support of the Graduate School Alumni Association and the time contributed by the faculty, staff andfriends of Yale who helped to judge the competition.

_I’m really glad I participated in the 3-Minute Thesis Competition. It was challenging, but fun! I really enjoyed the process of thinking about my thesis in a creative way, practicing and getting feedback from my lab members and OCS staff, and finally presenting the polished product. I hope OCS will continue to host 3-Minute Thesis Competitions in future years, because they provide good practice for public speaking and creative thinking and result in greater confidence and inspiration from other participants._

— Lydia Hoffstaetter, GSAS ’18, 2nd place finalist, 2018 3-Minute Thesis Competition
Common Good & Creative Careers

Common Good and Creative Careers (CGCC) is an OCS initiative to support Yale students interested in pursuing careers that make a difference and encourage creativity. OCS continued to support these areas during the 2017–2018 year by offering 109 programs, including industry workshops, networking events, career lunches, information sessions and more.

**CGCC Industries**

Formatting | The Arts | Education | Government | Social Enterprise | Communications

**Programming, Workshops and Speakers**

This year marked the highest number of CGCC related networking events, including a Government Networking Event, Nonprofit Networking Event, Education Networking Event, Creative Careers Fair and the newly created Common Good Careers Fair. OCS also managed the Student Public Interest Career Fair allowing upper level students to share their prior experiences with their peers.

In addition to the networking events and career fairs, the CGCC team continued to offer a plethora of workshops and speakers. The Kickoff Event, “The Art of Risk Taking,” was a high-energy interactive workshop providing students with tools on taking risks consistent with their values and developing resiliency through mindsets and strategies to handle fear, failure, rejection, and criticism. CGCC also partnered with the Yale Alumni Nonprofit Alliance (YANA) to offer the YANA Speaker Series and coordinated 14 government events sponsored through the Women in Government Program.
OCS further expanded partnerships within the Creative Career programming landscape. In one model, OCS co-sponsored events through established communication channels to reinforce relationships with university partners such as the Center for Collaborative Arts & Media (CCAM), undergraduate arts departments and programs, and student-led arts organizations. This also allows OCS to supplement professional panels and workshops with visiting artist offerings programmed elsewhere on campus.

**CREATIVE CAREERS EVENT ATTENDANCE**

Highlights included a faculty sponsored Careers in Creative Writing panel in collaboration with the Yale Creative Writing Program, a Creative Careers Fair with representatives from design, theater, creative consulting, digital media, visual arts, and arts non-profits; the fourth annual Yale Careers in Theater panel co-sponsored with Yale Drama Coalition and the Theater Studies Program; and a Hired in Hollywood online professional workshop.
**CGCC Employment Statistics**

The 2018 Summer Activities Report\(^3\) showed that arts and communications related jobs (inclusive of Publishing/Media, Entertainment/Film, Fine and Performing Arts, Architecture/Design, and Communications/Marketing/Advertising) accounted for 14.4% of all summer opportunities, continuing a trend that shows the arts/communications category remaining the first or second student outcome each year.

The First Destination Reports consistently show a significant percentage of the graduating class pursuing CGCC career paths. Similarly, in the Class of 2017 approximately 40% of graduates entered a CGCC industry after graduation.

<table>
<thead>
<tr>
<th>POST-GRADUATE EMPLOYMENT BY INDUSTRY</th>
<th>CLASS OF 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education (including University research positions)</td>
<td>14.3%</td>
</tr>
<tr>
<td>Publishing/Media/Journalism</td>
<td>4.4%</td>
</tr>
<tr>
<td>Government (including local, state, federal and military service)</td>
<td>2.4%</td>
</tr>
<tr>
<td>Communications/Marketing/Advertising/PR</td>
<td>3.1%</td>
</tr>
<tr>
<td>Entertainment/Film/Television</td>
<td>2.4%</td>
</tr>
<tr>
<td>Fine or Performing Arts</td>
<td>3.5%</td>
</tr>
<tr>
<td>Community/Social Services</td>
<td>2.1%</td>
</tr>
<tr>
<td>Architecture/Design/Urban Planning</td>
<td>1.2%</td>
</tr>
<tr>
<td>Environment</td>
<td>1.4%</td>
</tr>
<tr>
<td>Think Tank</td>
<td>1.0%</td>
</tr>
<tr>
<td>Social Enterprise/Economic Development</td>
<td>1.5%</td>
</tr>
<tr>
<td><strong>COMMON GOOD &amp; CREATIVE CAREERS INDUSTRY TOTALS</strong></td>
<td><strong>37.3%</strong></td>
</tr>
</tbody>
</table>

Further, the combination of the correlated arts and communications industries remains one of the largest categories of professional interest for students. The 2017 First Destination Report shows arts/communications represented 16.4% of all graduating students’ outcome, making the Creative Careers the most common post-grad employment category for the class of 2017.

<table>
<thead>
<tr>
<th>POST-GRAD EMPLOYMENT</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts/Communications related</td>
<td>15.8%</td>
<td>17.0%</td>
<td>14.6%</td>
<td>16.4%</td>
</tr>
<tr>
<td>Financial Services</td>
<td>16.9%</td>
<td>19.0%</td>
<td>16.2%</td>
<td>16.1%</td>
</tr>
<tr>
<td>Education/Research</td>
<td>11.9%</td>
<td>15.8%</td>
<td>16.4%</td>
<td>14.3%</td>
</tr>
<tr>
<td>Consulting</td>
<td>11.0%</td>
<td>14.6%</td>
<td>12.6%</td>
<td>11.1%</td>
</tr>
</tbody>
</table>

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SPOTLIGHT
The Domestic Summer Award

This year saw the introduction of a new funding source administered by OCS’ CGCC Team focused on bridging the funding gap for students on financial aid pursuing impact and arts-oriented summer opportunities that are traditionally unpaid or under-funded. By providing a $4,000 stipend for opportunities with non-profits, government, education, and arts organizations, this award addresses a powerful and demonstrated student need. One hundred and ninety (190) stipends were awarded to support students that likely would not have otherwise been able to consider these engagements.

Yale College seeks to prepare students to make positive and lasting impacts in every community in which they will engage throughout their lives. By creating this award, Yale enables more students to gain direct experience with organizations and individuals whose work is focused on the common good.

— Marvin Chun, Dean of Yale College

Once the DSA was announced, OCS worked to promote the award through various outreach methods and opened the application process in November 2017. During the inaugural year, most recipients were juniors (84), followed by sophomores (67) and first-years (39), which was expected as summer 2018 would be the only summer juniors would be eligible prior to graduation. The deadline to apply was May 1, allowing students to first apply for merit-based fellowships. If they did not receive another fellowship, they still had time to apply for a DSA.
Almost 60% (113) of the recipients interned with a nonprofit organization or NGO, while 28 worked within Education and 26 with a government entity. As a sub-category of the DSA, the Arts Apprenticeship Program funds undergraduates interested in arts careers to work with arts professionals through practical summer engagements. During this first summer, 23 students were approved to fund arts apprenticeships.

There were 174 organizations/artists that hired a Yale student through the DSA, and 13 DSA hosts hired more than one Yale student. DSA recipients worked across 33 U.S. states or territories. Below are a handful of examples of the important work happening thanks to the DSA:

- A Molecular, Cellular & Developmental Biology major worked at the Clinic for the Rehabilitation of Wildlife, allowing her to work alongside the Clinic’s veterinarians and provide her with the experience needed to apply to veterinary school.
- An architecture major interned at the Navajo Nation Environmental Protection Agency, furthering an interest in the ways traditional Pueblo architecture can be a source of Indigenous feminist knowledge and how community involvement in projects can lead to the architectural translation of culture.
- An Archaeology major apprenticed with Matt Brown, a well-known wood carver and traditional Japanese printmaker, to develop her appreciation of the historical context of the craft.
- A duel major in African Studies and Biomedical Engineering, worked with AdvanceAbilities Inc, a non-profit aimed at listening actively to older persons and using their input to design better walkers and shower-heads among other products.

_I would not have been able to accept my summer internship position without the Domestic Summer Award. The DSA supplements my stipend from the nonprofit organization where I am working. The DSA application was readily available on OCS and easy to fill out. The award is guaranteed, so the application process is far less stressful than a competitive grant system. I’m so grateful Yale has established this award—expenditures in the United States can be just as large as international ones._

— Caroline Heilbrun, ’19, Intern at the Environmental Defense Fund
Fostering Experiences and Empowering Students

During the summer 2018, 42.5% of activities reported by returning Yale College students were internships many fostered through the resources housed within the Office of Career Strategy, including the peer networking lists, the Class Lists, the Yale Career Network, the Yale Career Link job posting system, and the OCS career fairs and on-campus interview program.4

As part of the 2018 Summer Activities Report, OCS also asked students which OCS resources were most helpful in their search. The following OCS resources were most often cited (in order):

1. Career Advising (e.g., general advice, graduate or professional school)
2. Tools in the Yale Career Link (powered by Symplicity)
3. Tools on the OCS website, ocs.yale.edu (e.g., videos, samples, resources)
4. Professional Development (programs, internships, employer events, summer events)
5. Yale Career Network or the Yale College Peer/Class Lists

In summer 2018, OCS expanded its resources for experiential learning for all Yale College students. The weekly professional development series titled ‘Making the Most of Your Summer,’ was sent to all rising sophomores, juniors, and seniors with topics ranging from networking and LinkedIn, to reflection prompts and on-the-job tips. On average, 54% of recipients opened each email; this means nearly 2,400 students opened each message. In total, the tips were opened 3,739 times, meaning students returned repeatedly to the resources.

**Broadening the International Summer Award**

Starting in summer 2018, the Center for International and Professional Experience approved the use of the International Summer Award (ISA) for international internships approved by OCS beyond those pre-vetted. This new initiative allowed OCS to support Yale College students across a wider range of international opportunities with both ISA funding and continued professional development support.

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OCS established a process for students to submit the proposed internship to be reviewed for several key elements before being approved. OCS required international internships to be 8 weeks, full-time, and the student was asked to answer several short essay questions, including the decision-making process in choosing the internship, how the experience aligns with their professional and academic goals, and detailing the internship responsibilities.

In the inaugural summer of 2018, 23 students applied to use the ISA for an approved international internship outside those already pre-vetted by OCS and 22 were approved. Six students pursued an internship in the field of education, four in government, two in public health, and four in STEM-related fields.

The breadth of applications was an exciting start to the initiative: to name a few, students using the ISA interned at the Princeton Plasma Physics Laboratory in Greifswald, Germany; UNAIDS in Nairobi, Kenya; European Parliament in Brussels, Belgium; Yspaniola in Esperanza, Dominican Republic; and the U.S. Department of State in Beijing, China.

**Strong Partnerships for Structured Activities**

OCS continued to foster strong partnerships with employers throughout the U.S. and around the globe for Yale College students seeking both highly structured and less structured professional experiences. Students pursuing opportunities through a highly structured experience engage in career exploration and professional support through activities coordinated by Yale alums, such as networking events, tours of local organizations, and cultural events around the city.

For example, in Buenos Aires students were supported with cultural and professional events, including seminars on “Business and Social Impact” and “Community Development and Government.” Students also attended a welcome reception with Yale alums through the Yale Club of Argentina.

**Bulldogs Across America**

The Bulldogs Across America (BAA) internships were offered in six cities across the U.S. including Minneapolis, Louisville, St. Louis, New Orleans, Denver, and Houston. Through the generous support of the Yale Clubs in these cities, BAA provided mentorship for students, as well as access to social, cultural, and networking events to complement the interns’ professional internship experiences. The top industries of choice were Community Organizations Advocacy/Social Services and Academia/Education, with 69% of the positions being in the Nonprofit or Government sectors. Some of the new employers who joined the program this year include Kairos Academies (St. Louis) and Conservation Minnesota (Minneapolis).
Yale in Hollywood
Internships offered through partnership with the Yale in Hollywood Club maintained their healthy engagement in 2017–18. With many previous employer participants returning, and additional outreach capturing new opportunities, 40 alum referred opportunities were made available to Yale students.

Los Angeles Arts Internships
This newly organized, alum funded initiative created five funded summer opportunities for Yale students interested in exploring arts administration and arts non-profits in the Los Angeles area. Although this was the first year, there were strong applications both from students focused on the Los Angeles area and those grateful to see more funded internships within arts administration. This year’s opportunities included the Los Angeles County Museum of Art (LACMA), the LA Opera, the Los Angeles Master Chorale, and the American Contemporary Ballet.

Paul Block Journalism Internships
As the transferrable interest of journalism, and specifically the practice of creative non-fiction writing, fits well within the scope of Creative Careers, OCS continues to manage the long-standing and well-respected Paul Block Journalism Internship. This program works closely with faculty of the Yale Journalism Initiative to identify 10 undergraduate writers capable of taking on the equivalent of a summer staffing position at the Pittsburgh Post-Gazette or Toledo Blade. The stipend supported positions are highly sought after, and this year’s application pool was the largest in recent memory.

William F. Buckley Jr. Internships
Founded in 2010 by a group of Yale undergraduates with faculty support, the William F. Buckley, Jr. Program seeks to promote intellectual diversity on Yale's campus. Administered through OCS, its summer internships support up to five funded media and communications positions at employers that this year included the Manhattan Institute, and Foundation for Individual Rights in Education (FIRE).

Community Service Fellowships
OCS manages several fellowships that support students pursuing community service including the Yale Alumni Community Service Fellowship, the Yawkey Community Service Fellowship, the Westchester Alumni Association Fellowship, and the Yale Club of Dayton Community Service Fellowship. These fellowships offer paid eight-week community service positions and provide students with the opportunity to spend a summer developing a working understanding of nonprofit organizations.
Employers hosting students through these funding sources in summer 2018 included Start Small, Think Big in New York City, Mercy Housing in Chicago, White Memorial Conservation Center, the Environmental Defense Fund, Save the Children, the Center for Women and Enterprise, the Intentional Endowment Network, Equality Now and the iBELIEVE Foundation.

OCS enjoys a great deal of collaboration between its community and its arts-oriented components. One example of mutual benefit is demonstrated through growth in community arts opportunities supported by the existing Yale Alumni Community Service Fellowships and Yawkey Community Service Fellowships. In summer 2018, four of the positions supported students pursuing arts career opportunities at Artspace New Haven, DC Youth Orchestra, Juxtaposition Arts, and the Museum of Chinese in America.

**THE DARA REI ONISHI ‘97 FELLOWSHIP**

In conjunction with the Yale Education Studies Scholars Program, OCS coordinates the Dara Rei Onishi ‘97 Fellowship, supporting students engaging in education-related summer opportunities. Recipients of the Onishi Fellowship receive $3,500 to cover their living costs while engaged in a summer internship. In 2018, one recipient worked for the Oceans of Data Institute, a branch of the education nonprofit Education Development Center in New York City, and the second worked for the U.S. Department of Education’s Office of Elementary and Secondary Education.

**WOMEN IN GOVERNMENT FELLOWSHIP**

The Women in Government (WIG) Fellowship encourages undergraduates to pursue political careers by participating in internships with elected representatives in Congress or in other political arenas. The fellowship further enables recipients to attend the Women’s Campaign School, a five-day intensive course at Yale Law School. Each fellow receives business cards, literature on political participation, summer reflection prompts, access to special events in Washington, D.C., and programming during the academic year. An annual reflection lunch is held in September for all recipients and the program donor.

The WIG fellowship has gained tremendous popularity on campus with forty-nine recipients selected over the past six years from hundreds of applicants. In 2018, eight fellows secured internships with the U.S. Department of State, Senator Kirsten Gillibrand, Mayor Rahm Emanuel, the DC Office of Planning, Representative Ron Estes, Representative Rosa DeLauro, Senator Scott Surovell, and Representative Joaquin Castro.
Throughout the year, fourteen events were hosted, many oversubscribed, to promote the inclusion of more women in government. Events included career conversations with Ambassador Rosemary DiCarlo, Ambassador Anne Patterson, Stephanie Schmidt (YC ’02) at the U.S. Department of State, and Oregon Attorney General Ellen Rosenblum. Each selected fellow also attended dinner with the program’s founder, Dr. Eve Rice.

**PROMOTIONAL EVENTS**

- WIG Fall Dinner, Government Networking Event, Common Good Career Fair, and the CIPE Summer Opportunities Fair

**CAREER CONVERSATIONS**

- Ambassadors Rosemary DiCarlo and Anne Patterson, Stephanie Schmidt (YC ’02) Dept. of State, David Buckwald, and Oregon’s First Female Attorney General Ellen Rosenblum

**PROFESSIONAL DEVELOPMENT**

- Lobbying workshop with the Friends, Committee on National Legislation, Application Workshops, WIG Pre-Departure, and the WIG Spring Dinner with Founder Dr. Eve Rice

**Yale Summer Events**

Yale Summer Events in Washington, D.C., New York, and San Francisco offer valuable career, cultural, political, and social events for students and alums in these metropolitan areas. During the summer of 2018, these programs engaged over 800 students in 100 diverse programs. Yale students networked with Yale alums, attended career panels, and participated in conversations with renowned individuals from around the world. Highlights from summer 2018 include the Deloitte Summer Networking Event, YaleWomen sponsored events, a talk with Dr. Howard Jaffe (Yale Medical School, ’82), a program with Scott Blumenthal (Yale College, ’96), and an Alum-undergrad Tech Get-Together.
Graduate and Professional School Advising

The Yale College First Destination Survey has consistently shown that Yale College graduates pursue MA/MS and PhD graduate degrees in high numbers. Similarly, in the Class of 2017, fifteen percent of respondents attended graduate school immediately following their college graduation, with almost two-thirds (64.6%) pursuing a MA/MS or a PhD. Additionally, 79.7% of respondents not attending graduate school stated that they planned to within the next five years.

According to the Class of 2013: A Four-Year Look Report, approximately 70% of the Class of 2013 had completed or were completing some advanced degree four years after graduating from Yale College.5

During the 2017–2018 academic year, OCS again trained two Yale Graduate Student Peers to assist with advising students interested in graduate school. The Graduate Peers also delivered 11 Grad School 101 workshops in the residential colleges aimed at helping students at different stages of the graduate school application process. Topics included: I Might Be Interested in Graduate School, Connecting with Programs/Picking an Advisor, Soliciting Letters of Recommendation, Writing Personal Statements, and I’ve Gotten into Grad School—Now What?

Health Professions Advising

The Health Professions Advisory Program (HPAP) serves students and alums in Yale College, 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, veterinary medicine, and public health. Guidance is provided during the professional school 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 overall acceptance rate for first-time Yale College applicants matriculating to a health profession program in Fall 2017 was 84%, as compared to the national rate of 41%.

### Yale College Student and Alum Profile of Applicants Entering Med School, Fall 2017

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>STUDENTS APPLIED</th>
<th>STUDENTS ACCEPTED</th>
<th>PERCENT OF STUDENTS ACCEPTED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class of 2017</td>
<td>41</td>
<td>32</td>
<td>78%</td>
</tr>
<tr>
<td>Alums*</td>
<td>93</td>
<td>80</td>
<td>86%</td>
</tr>
<tr>
<td>Re-apps**</td>
<td>14</td>
<td>10</td>
<td>71%</td>
</tr>
<tr>
<td>Total</td>
<td>148</td>
<td>122</td>
<td>82%</td>
</tr>
<tr>
<td>Yale First Time Applicants</td>
<td>134</td>
<td>112</td>
<td>84%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>STUDENTS APPLIED</th>
<th>STUDENTS ACCEPTED</th>
<th>PERCENT OF STUDENTS ACCEPTED</th>
</tr>
</thead>
<tbody>
<tr>
<td>MD/PhD</td>
<td>16</td>
<td>11</td>
<td>69%</td>
</tr>
<tr>
<td>International***</td>
<td>3</td>
<td>2</td>
<td>67%</td>
</tr>
<tr>
<td>Dental</td>
<td>5</td>
<td>5</td>
<td>100%</td>
</tr>
</tbody>
</table>

* First-time applicants  
** Applied 1-3 times  
*** The national acceptance rate for international students is approximately 9%

While the data can be interpreted in a multitude of ways, here are some observations:

- The applicant process continues to be extremely competitive. This increased competitiveness is reflected in the high GPAs of both our accepted and rejected applicants. For example, for the Class of 2017, the average total GPA for accepted applicants was 3.83 and the average total GPA for alum applicants was 3.68. The average total GPA for rejected applicants was 3.64 and 3.68, respectively. The national average GPA for matriculating students is 3.71. These numbers indicate that there are many factors besides GPA that are valuable to admissions committees, and the HPAP advisors work diligently with students to convey this information.

- While the national statistics show that most entering classes have approximately 50% of students identifying as male or female, Yale has for several years had many more female applicants. Yale shows approximately the same breakdown as the national data for candidates applying with science vs. non-science majors.

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Riley Richmond, C ’18, MCDB and Navy ROTC

The advice and direction of the Health Professions team was invaluable during the medical school application process. The HPAP Director was my primary point of contact over the last four years, and she was amazingly helpful and supportive. Our meetings helped me find ways to strengthen my application and made me more confident while applying.
• Nationally, the average age of entrance to medical school is 24, indicating that many candidates are applying after college. Yale has reflected this trend with 69% of our first-time applicants applying after graduation. Before entering health professions programs, Yale College graduates take on many opportunities including, but not limited to: further education, fellowships (such as the Fulbright or Rhodes), research positions, service (such as Americorps or Teach for America), or other full-time positions across industries.

Law School Advising

OCS continued to provide robust pre-law resources for student and alums in Yale College and the Graduate School of Arts and Sciences, including individual advising, specialized drop-in hours, application workshops, first-year law school alum surveys, online workshops and visits from law school admission offices. In addition, OCS hosted the second annual Law and Legal Services Networking Event and a Career Education Workshop on Legal Careers in Public Service.

Law school applications remain steady with 283 Yale students and alums applying to law school during the 2017–18 year. Yale continues to have one of the highest admission rates to law school in the country at 90% compared to the national average rate of 76%.

Alexander Petrillo, YC ’18

Pre-law advising through OCS provides welcome stability in the often confusing and difficult law school admissions process. The advisor’s experience with and proximity to the legal landscape make for forthright and comprehensive guidance; any pre-law student can confidently and informedly navigate the process under their counsel.
The OCS Employer Relations team serves as a bridge, partnering with organizations to understand their needs and highlighting the distinct qualifications of Yale students. The diversity of Yale graduates’ career paths reinforces the need to expose students to a range of career and internship opportunities that align with their evolving interests. The Employer Relations team partners with stakeholders—students, faculty, alums, and employers—through a collaborative approach to uncover these opportunities for students.

An example of these strong partnerships is the ongoing engagement between OCS and Disney data analytics. This past year, four Yale students were awarded scholarships to attend Disney’s annual data analytics conference at Disney’s Contemporary Resort in Orlando. The four students—two from Yale College’s Applied Mathematics department, one graduate student from the Biostatistics department, and one graduate student from the International and Development Economics department—who were first introduced to the scholarship program through a career information session with Disney executives held on campus last Spring. With more than 1,300 executives, managers, and analysts from over 135 organizations and universities at the event, Yale students had the unique opportunity to learn from industry specialists about the tools and techniques to integrate advanced decision making into business processes that center on the customer experience.

**On-Campus Recruiting**

Through Yale’s On-Campus Recruiting Program (OCR), students interview with employers for full-time jobs and/or internship opportunities. This program is primarily a tool for large organizations that can anticipate their hiring needs six to eight months in advance. Although nationally, OCR has diminished as a primary recruiting tool for many employers, it remains a valuable part of the recruiting portfolio for certain industries.
Approximately 500 unique students were selected to interview with the 85 leading organizations that participated in the program. These 85 organizations represented firms from the financial services sector (44%), the consulting sector (35%) and an additional 2–4 firms from each of the following sectors: consumer products, education, healthcare, legal and technology.

**Industry Networking Events**

During the 2017–18 academic year, OCS organized 12 networking events and career fairs to encourage students to learn about different industries, as well as speak with organizations about internship and post-graduate opportunities. These events also provide employers with an effective way to engage on-campus with Yale students across various degree programs.

Further enhancing the OCS’ collaboration across Yale, the Employer Relations team worked with the Yale Science & Engineering Association and seven Yale College student organizations to host the STEM Networking Event, bringing together 39 employers to discuss and recruit for positions across functional areas. Employers ranged from Fortune 500, multi-national corporations to non-profit and governmental organizations—echoing the growing interest from students for diversified STEM opportunities. Over 500 undergraduate students attended the event alongside 178 graduate and professional degree candidates, marking this as the largest student attendance for an industry event of the 2017–2018 year.

In total, nearly 1,900 students and more than 200 employers participated in these events.

<table>
<thead>
<tr>
<th>INDUSTRY EVENT</th>
<th>DATE (2017–2018)</th>
<th>EMPLOYERS</th>
<th>YALE COLLEGE</th>
<th>GSAS/POSTDOCS</th>
<th>TOTAL STUDENTS*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advertising, Management &amp; Marketing</td>
<td>Sept. 6</td>
<td>11</td>
<td>100</td>
<td>16</td>
<td>116</td>
</tr>
<tr>
<td>Healthcare Consulting</td>
<td>Sept. 7</td>
<td>14</td>
<td>115</td>
<td>36</td>
<td>161</td>
</tr>
<tr>
<td>Consulting</td>
<td>Sept. 12</td>
<td>14</td>
<td>183</td>
<td>47</td>
<td>241</td>
</tr>
<tr>
<td>Finance</td>
<td>Sept. 13</td>
<td>24</td>
<td>140</td>
<td>35</td>
<td>184</td>
</tr>
<tr>
<td>Education</td>
<td>Sept. 14</td>
<td>22</td>
<td>43</td>
<td>12</td>
<td>57</td>
</tr>
<tr>
<td>Government</td>
<td>Sept. 15</td>
<td>11</td>
<td>146</td>
<td>20</td>
<td>168</td>
</tr>
<tr>
<td>Science, Technology, Engineering, &amp; Math</td>
<td>Sept. 26</td>
<td>39</td>
<td>593</td>
<td>156</td>
<td>681</td>
</tr>
<tr>
<td>Law &amp; Legal Services</td>
<td>Oct. 4</td>
<td>11</td>
<td>54</td>
<td>1</td>
<td>56</td>
</tr>
<tr>
<td>Nonprofit</td>
<td>Oct. 6</td>
<td>18</td>
<td>40</td>
<td>6</td>
<td>55</td>
</tr>
<tr>
<td>Start-Up &amp; Entrepreneurial</td>
<td>Oct. 12</td>
<td>13</td>
<td>22</td>
<td>7</td>
<td>32</td>
</tr>
<tr>
<td>Creative Careers Fair</td>
<td>Jan. 23</td>
<td>10</td>
<td>42</td>
<td>0</td>
<td>44</td>
</tr>
<tr>
<td>Common Good Career Fair</td>
<td>Jan. 26</td>
<td>14</td>
<td>90</td>
<td>5</td>
<td>100</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td></td>
<td>201</td>
<td>1,478</td>
<td>341</td>
<td>1,895</td>
</tr>
</tbody>
</table>

*Totals include students from Yale Professional Schools and/or Yale alumni.
**Consortium Recruiting Events**

To provide Yale students with the best access to employers, OCS partners closely with many peer institutions to offer consortium recruiting events. These events offer employers a convenient way to recruit students from multiple schools in one location.

**All-Ivy Environment & Sustainability Career Fair**

Each year, the Ivy League schools come together to produce an inspiring career fair to provide companies unparalleled access to undergraduate, graduate and PhD students with the skills and knowledge to address the complex sustainability challenges of our global economy.

**Georgetown Nonprofit & Government Career Expo**

This annual Government and Nonprofit Career Expo brings top employers to Georgetown to recruit for internships and full-time jobs in a wide range of fields in the government and nonprofit sectors. Students learn more about internships and post-graduate opportunities with the U.S. government and various nonprofits, as well as network directly with participating employers.
**DC IMPACT LINK**

Through DC Impact Link, an off-campus recruiting event organized by OCS and four other schools, graduating students travel to Washington, D.C. for in person interviews with local employers. DC Impact Link provides seniors from Yale, Swarthmore College, the University of Virginia, Brown University and Duke University the opportunity to interview with employers from the metropolitan DC area.

**DC BIOLINK**

DC BIOLink gives employers the opportunity to meet, interview and hire top biomedical, biotech, and science candidates from Yale University, Brown University, Duke University, George Washington University, John Hopkins University, Swarthmore College, the University of Pennsylvania and the University of Virginia at one convenient location in Washington, D.C.

**ENGINEERING CAREER FAIR COLLABORATIVE**

During 2017–18, OCS joined the Collaborative to offer students the opportunity to meet with representatives from 45 engineering firms across the country seeking mechanical, environmental, electrical, chemical, and biomedical engineering students for full-time and internship opportunities in innovative fields, including robotics, energy, medical devices, environmental services, transportation, and design. Thirteen Yale students and alums attended this event, which is a collaboration between Yale, Harvard, Boston University, Olin College, Tufts University, and MIT. In addition, OCS participated in the 2018 Employer Symposium hosted by MIT in early April, which provided employers with strategies to maximize their recruiting efforts.

**BIO INTERNATIONAL CONVENTION**

OCS participated in the June 2018 BIO International Convention held in Boston, the epicenter of biotech innovation. This was an opportunity to network with companies in the biotech space, both start-ups and established companies, seeking Yale talent to develop new treatments. Seven thousand companies and 18,000 attendees came together for the five-day event.
Career Services for Yale Alums

OCS remains committed to supporting alums throughout all stages of their career development. Whether alums are interested in researching opportunities, exploring a new career, furthering their education or looking to expand their professional networks, OCS has career advisors who specialize in assisting them reach their professional goals.

During the 2017–18 year, alums from 1978–2017 used a range of resources designed exclusively for them including an extensive job database and employer directory, an external career coach list, career tools, and online workshops. In addition, more than 500 alums took advantage of individual advising sessions. The Career Management Webinar Series for Alums continued to be successful with thousands of alums viewing the webinars across 5 continents.

Yale College Alum ’98
After graduating from Yale, I taught and coached for years and didn’t need or seek out any career advising. But I have reached out to alumni career advising services a few times in the last couple of years during my transition to a new career and to new jobs. Each interaction has helped me focus on my strengths, interests, and opportunities. I continue to feel comfortable scheduling alumni career appointments periodically when I would like to discuss important challenges or decisions or sometimes when I just need to figure out who to ask for a reference.