

First Destination Report

2018 Master's Graduates

Department of Legal Studies



2019 July

Introduction

Each year, CEU's Career Services Office (CSO) prepares and administers an annual First Destination Survey (FDS) to gather data and report on the employment situation of master's graduates roughly six months after graduation. CEU's Institutional Research Office (IRO) provides extensive support in terms of survey data analysis and reporting. This is in line with higher education best practices. It also aligns with the CSO [mission](#) of contributing to institution-wide efforts to ensure CEU graduates are prepared to transform their CEU experience into meaningful professional engagement and that the university is prepared to communicate about the impact of a CEU education.

This document contains a department-specific report based on responses of 2018 Department of Legal Studies graduates to the 2018 First Destination Survey.

Of note, this is the second year that the CSO employed a single mechanism to survey all CEU master's graduates, an outcome of the 2017 integration of CEU's former three Career Services Offices (central CEU Career Services Office, SPP Career Services Office, and Business School Career Services Office). The process this year included a thorough review and revision of the survey with input from IRO. Additionally, survey-related outreach to 2018 master's graduates involved additional steps to increase the survey response rate. Finally, and again in line with best practices in the field, this year's data-gathering and reporting process included, for the first time, additional steps to expand the overall knowledge rate. This report therefore includes data beyond the information gathered through the 2018 First Destination Survey (FDS).

Methodology

The 2018 FDS was conducted from January to April 2019. The online survey gathered details about graduates' employment status (employed, engaged in continuing studies, seeking employment) and about the experiences and challenges they faced in accessing the job market and planning for the future. CSO received a list of 553 master's graduates from the Alumni Relations Office (ARO) for the purpose of sending out personalized survey completion invitations. CSO followed up with repeat reminders, including a personalized reminder from department heads. A final email from CSO invited non-responders to complete an abridged version of the FDS or "mini-survey" that included only the most fundamental questions for outcomes reporting and yielded an additional 22 responses. Finally, in order to increase the overall knowledge rate regarding employment outcomes for 2018 master's graduates, CSO also integrated data gathered from other sources, such as information obtained by ARO colleagues, direct contact with alumni and through research on platforms such as LinkedIn. Thanks to these efforts, the overall knowledge rate regarding the first career outcomes of 2018 master's graduates is 80%, while the survey response rate is 68%.

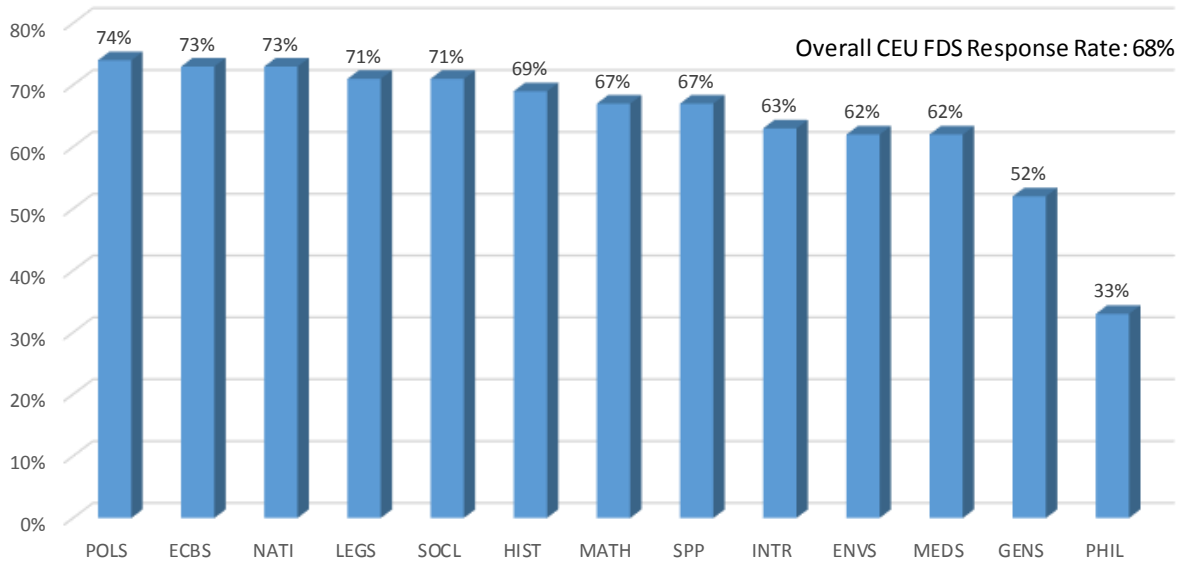
Observations

The overall CEU FDS response rate of 68% for the 2018 First Destination Survey represents a 16% jump compared to the 2017 FDS response rate of 52% (which was in line with previous CEU destination surveys). Several factors likely contributed to this increase. Starting with the 2017/18 academic year, CSO introduced dedicated career advisors or "Program Liaisons" (PLs) for all CEU master's students. PLs serve as points of contact with and career advisors to CEU master's students on specific academic programs. One hypothesis linked to the introduction of the PL model was that by encouraging students to engage with a designated professional and by developing a more personalized communications approach, engagement rates including FDS response rates would increase. The invitation from department heads to complete the survey, which was introduced this year, led to a significant boost in responses (10% increase), as did the innovation

of the mini-survey. Factoring in the overall 80% knowledge rate, the Career Services Offices is able to present fundamental employment data regarding 28% more fresh graduates than in 2017.

A note: Due to the introduction this year of information gathered via multiple sources, including the annual First Destination Survey as well as other channels, the discussion at times refers to data linked to the overall knowledge rate and at times to data gathered solely through the survey.

The chart below shows the overall response rates across CEU departments (only FDS).



The FDS **response rate of 71% for LEGS graduates** reflects responses received from 41 of 58 individuals who graduated from LEGS master’s programs in 2018. This is three percent higher than the overarching institutional response rate, and a 14% increase compared to the LEGS response rate from the 2017 FDS. Additionally, it was possible to collect basic information regarding another 4 graduates, resulting in an overall **knowledge rate of 78%** for the most foundational questions, including current employment status, location of employment/studies, institution/organization, and job title/academic program.

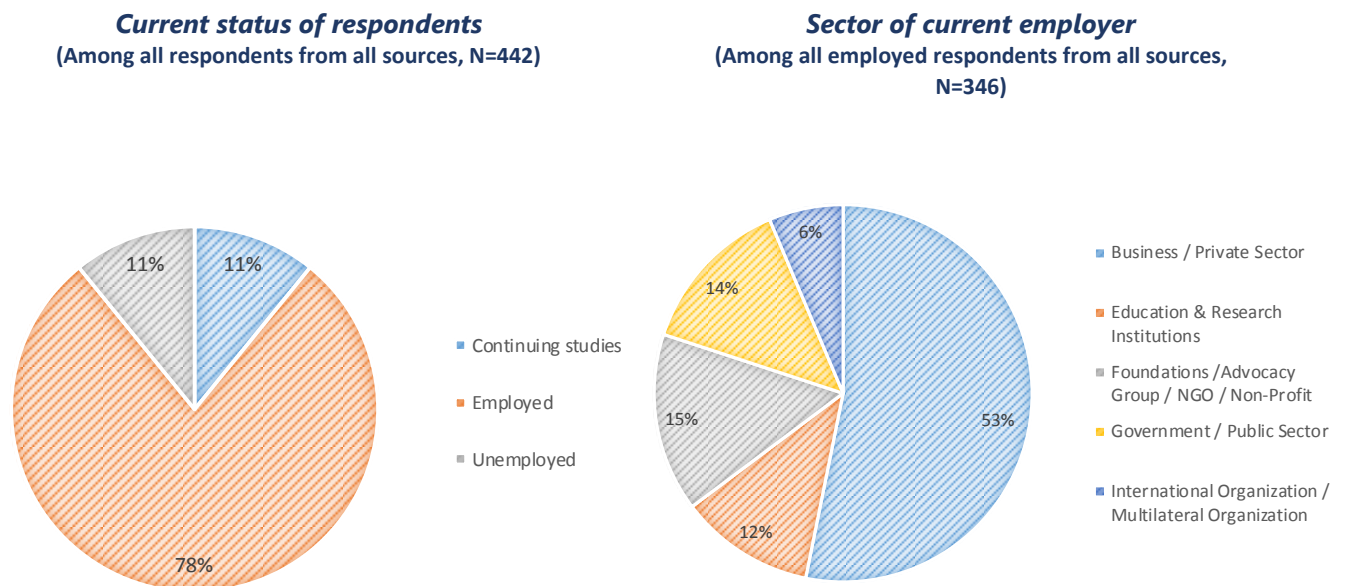
Response rate – Department of Legal Studies	
Total number of 2018 "fresh grads" received from ARO	58
Total number of responses to FDS	41
Percentage of fresh grads who responded to FDS	71%
Total knowledge rate	78%

Short summary of overall results across CEU

Across CEU, 78% of 2018 master's graduates about whom CSO was able to gather first destination knowledge were employed at the time of the survey and information-gathering period. An additional 11% were enrolled in a program of further study, while 11% were unemployed. (These figures are in line with responses received via the 2017 FDS survey and previous surveys.) Among "employed" individuals, 53% are employed in business/private sector, 15% in the NGO sector, 14% in government/public sector, 12% at an educational or research institution, and 6% at an international/multilateral organization. (Within this broader institution-wide breakdown, employer sector distribution actually varies a good deal from department to department.)

59% are working in their home country, 41% in a different country.

Among employed 2018 FDS respondents, 70% report being "very satisfied" or "satisfied" with their position, and 82% report that the role is relevant to their CEU degree.



Among individuals pursuing further study, 67% are engaged in doctoral studies, while 31% are pursuing another degree at the master's level. 2% are enrolled in a certificate program.

87% of 2018 FDS respondents engaged in continuing studies are studying either a social science or humanities subject. 77% report being "very satisfied" or "satisfied" with their current course of study. 77% also report that they are "very well prepared" for this course of study thanks to their CEU experience.

Results for LEGS Graduates

comprised of data gathered via 2018 FDS responses and through additional sources ("knowledge rate")

Employment status

Employment status of respondents	N	%
Employed	37	82%
Continuing studies	2	4%
Unemployed	6	13%
Total	45	100%

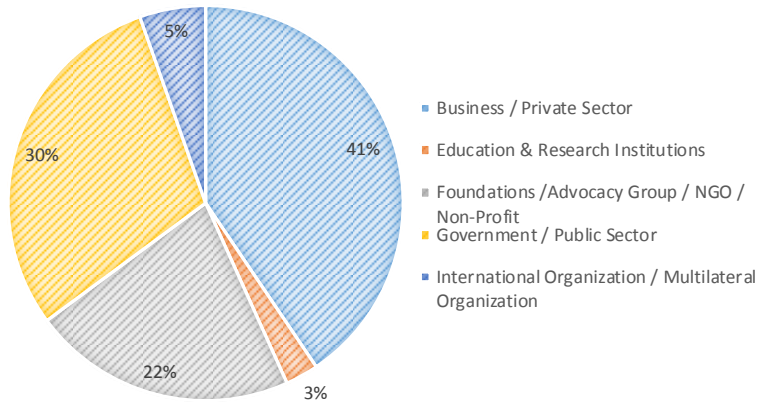
Previous work experience of respondents*	N	%
Less than 1 year	15	36%
1-2 years	11	27%
3-5 years	7	17%
6-10 years	4	10%
More than 10	0	0%
Na/undisclosed	4	10%
Total	41	100%

*Optional question: figures in table include answers from all categories of respondents (employed, unemployed, continuing studies)

For employed individuals, N of 37 indicates the information is from the overall knowledge rate, and N of 34 indicates only responses gathered through FDS.

Primary employment status of employed respondents	N	%
Employed on a pay-roll	24	70%
Employed as an intern/trainee/volunteer	4	12%
Employed in a professional, academic or research fellowship	4	12%
Employed as an entrepreneur	1	3%
Freelance/self-employed	1	3%
Total	34	100%

Figure 1: Sector of current employer
 (Among all employed individuals from all sources, N=37)



Employment is located in country of primary citizenship	N	%
Yes	30	81%
No	7	19%
Total	37	100%

Satisfaction with current employer	N	%
Very satisfied	10	29%
Satisfied	22	65%
Neutral	0	0%
Dissatisfied	1	3%
Very dissatisfied	1	3%
Total	34	100%

Gross monthly salary (including benefits)	N	%
Not paid	1	3%
Less than \$1000	9	26%
\$1,001-\$1,500	12	35%
\$1,501-\$2,000	5	15%
\$2,001-\$2,500	3	9%
\$2,501-\$3,500	2	6%
\$3,501-\$4,500	0	0%
Above \$4,500	1	3%
Not indicated	1	3%
Total	34	100%

Employment is related to CEU degree and subject of study	N	%
Directly related	15	44%
Somewhat related	11	32%
Not related	6	18%
Na/undisclosed	2	6%
Total	34	100%

If employment is relevant, level of preparation from CEU degree for current position	N	%
Very well prepared	16	62%
Moderately prepared	9	35%
Not at all prepared	1	3%
Total	26	100%

Time between graduation and securing current employment	N	%
Accepted a position prior to graduation	7	21%
Less than 1 month from graduation	8	23%
1 - 2 months from graduation	5	15%
3 - 4 months from graduation	9	26%
More than 4 months from graduation	3	9%
Na/undisclosed	2	6%
Total	34	100%

Factors that influenced choice to accept role (multiple responses possible)	N	%
Interest in the content of the work	21	62%
Commitment to company/organization's mission / values / goals	18	53%
Stepping stone towards 'dream job'	16	47%
Desire to develop specific skills	14	41%
Overall compensation	8	24%
Flexibility	6	18%
Location	6	18%
Quality of management	6	18%
Immediate financial needs	5	15%
Training program	3	9%
Personal/family considerations	3	9%

Employed Respondents – Selected Employers

Alliance Law Firm	Kalikova and Associates Law Firm
Aman Assefa & Associates Law Office	Medical Protection Society
Belgrade Centre for Human Rights	Mehrteab Leul & Associates
Stabilization Support Services (Canadian Federally Incorporated Non-Profit Organization)	Meininger
Central European University (CEU)	MFB Hungarian Development Bank Plc.
Cliff Legal Service, Inc.	National Revenue Authority
Constitutional Court of Georgia	Relevans Law Firm
Constitutional Court of Spain	Shapr3D Zrt.
Ensenada Center for Scientific Research and Higher Education (CISECE)	State of Berlin
European Parliament	Subjective Values Foundation
Food and Agricultural Organization of the United Nations (FAO)	SunBreath Corp. Legal Services LLC
Global Message Services (GMS)	Supreme Court of India
Human Rights Club	Ministry of Foreign Affairs of the Kyrgyz Republic
Human Rights Education and Monitoring Center	TransferWise
Institute for Labour and Family Research	Transparency International in BiH
International Medical Corps	Vodafone Roaming Services
Jimeno Cope David & Associates Law Offices	Yandex LLC
Jurisdicción Especial para la Paz (JPA - Special Jurisdiction for Peace)	Živković Samardžić Law Office

Employed Respondents – Selected positions

Accountability Officer	Lawyer
Accreditation Assistant	Legal Researcher & Analyst
Associate	Leading Specialist
Associate Lawyer	Legal Counsel
Claims Assistant	Legal Trainee
Director of Legal and Corporate Affairs	Liaison Officer
Fellowship in Constitutional Doctrine	Project Assistant
Front Desk Associate	Robert Schuman Trainee
HR Assistant	Senior Legal Adviser
Human Rights Expert	Senior Legal Counsel
Junior Lawyer	Senior Manager - International Relations Expert
Junior Legal Officer	Social Media and Content Manager
Junior Partner	Strategic Litigation Lawyer
KYC Specialist	Trainee Attorney

Respondents who are continuing their studies

2 LEGS respondents to the 2018 First Destination Survey indicated their current status as “engaged in continuing study”. One is engaged in a PhD program, while the other is engaged in another master’s program. Both of them are studying a subject within the social sciences.

Educational institutions where LEGS respondents to the 2018 First Destination Survey are studying are:

- Central European University (CEU)
- University of Amsterdam