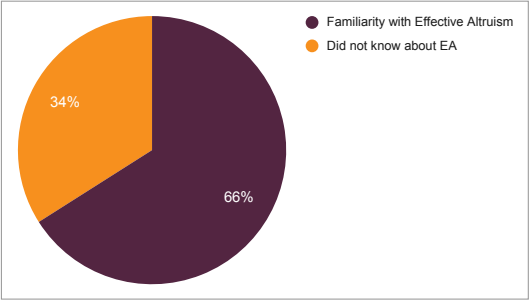


AAC Placements Trends

Total number of people analysed: **33**

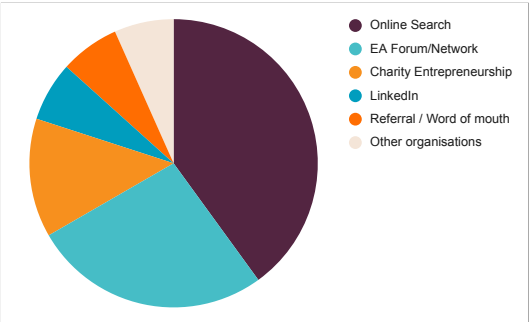
Familiarity with Effective Altruism		
	Number of individuals	Percentage
Previous interest/involvement in EA	11	33%
Charity Entrepreneurship Founder	4	12%
Follows 80,000 hours	7	21%
Familiarity with Effective Altruism	22	66%
Did not know about EA		34%
Found about EA through AAC course	2	-%

73% of our ICAPs had some sort of interest, knowledge or interaction with EA before getting their new role.



How our placements found out about AAC		
Channel	Number of individuals	Percentage
Online Search	6	18%
EA Forum/Network	4	12%
Charity Entrepreneurship	2	6%
LinkedIn	1	3%
Referral / Word of mouth	1	3%
Other organisations	1	3%
Total	15	45%

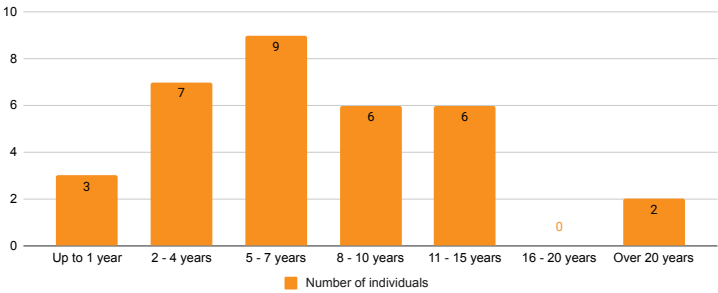
Main channels: online search, EA network and CE. I suspect more people heard about us through LinkedIn but they don't remember. Many of the "online search" responses were quite ambiguous



Years of work experience before AA	COUNTA of Years of work experience before AA
0	2
1	1
2	1
3	3
4	3
5	2
6	4
7	3
8	3
9	1
10	2
11	4
14	1
15	1
23	1
34	1
Grand Total	33

Years of work experience before AA role			
Years of work	Number of individuals	Percentage	
Up to 1 year	3	9%	
2 - 4 years	7	21%	
5 - 7 years	9	27%	
8 - 10 years	6	18%	
11 - 15 years	6	18%	
16 - 20 years	0	0%	
Over 20 years	2	6%	
Total	33	100%	

Years of work experience before role in animal advocacy

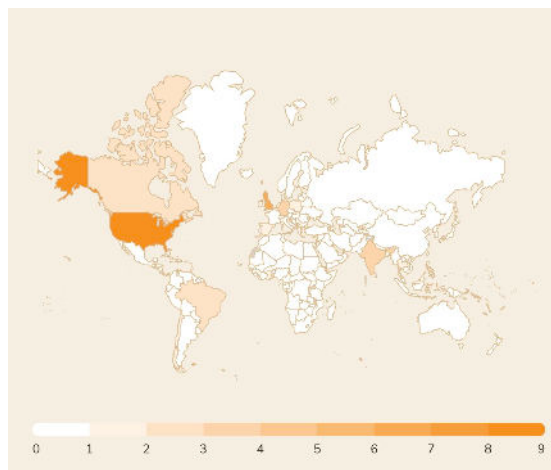


Volunteer experience

[Grouped] Volunteer experience	COUNTA of [Grouped] V	Percentage	[Grouped] Volunteer experience	AVERAGE of Years of work experience before AA
No	12	36%	No	6.5
Yes, AA	16	48%	Yes, AA	7.1
Yes, direct care	2	6%	Yes, direct care	22.5
Yes, not AA	3	9%	Yes, not AA	8.7
Grand Total	33	100%	Grand Total	7.9
Volunteer experience	21	64%	Avg Yes	8.8

Geographic locations

Country	COUNTA of Country
Belgium	1
Brazil	2
Canada	2
Chile	1
Estonia	1
Germany	3
Ghana	1
India	3
Netherlands	1
Poland	1
Spain	1
Thailand	1
UK	6
US	9
Grand Total	33



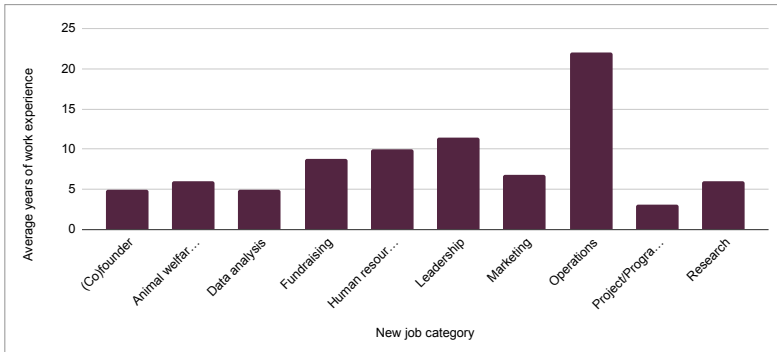
Organisations where we placed people

Organisation	COUNTA of Organisation
Animal & Vegan Advocacy (AVA) Summit	1
Animal Alliance Asia	1
Animal Charity Evaluators	2
Animal Ethics	1
Animal Law Foundation	1
Animal Policy International	2
Animal Think Tank	1
Animal Welfare League Ghana	1
Aquatic Animal Alliance / Aquatic Life Institute	1
Eurogroup For Animals	1
Factory Farming Awareness Coalition	1
Faunalytics	1
Fish Welfare Initiative	1
Four Paws	1
Good Food Institute	1
Humane Society International India	1
Mercy For Animals	1
New Roots Institute	1
Piscivita	1
ProVeg International	3
Rethink Priorities	1
Sentience - Politik für Tiere	1
Shrimp Welfare Project	2
Tälist	1
The Humane League	1
Upstream Policies	1
Veganuary US	1
Wild Animal Initiative	1
Grand Total	33

New roles categories

New job category (number of individuals + average years to get AA job)

[Grouped] New job category	COUNTA of [Grouped] New job category	% of individuals in each field	[Grouped] New job category	AVERAGE of Years of work experience before AA
(Co)founder	5 [1]	15%	(Co)founder	5
Animal welfare science	1	3%	Animal welfare science	6
Data analysis	1	3%	Data analysis	5
Fundraising	7	21%	Fundraising	9
Human resources	1	3%	Human resources	10
Leadership	2	6%	Leadership	12
Marketing	5	15%	Marketing	7
Operations	3	9%	Operations	22
Project/Program management	6	18%	Project/Program management	3
Research	2	6%	Research	6
Grand Total	33	100%	Grand Total	8

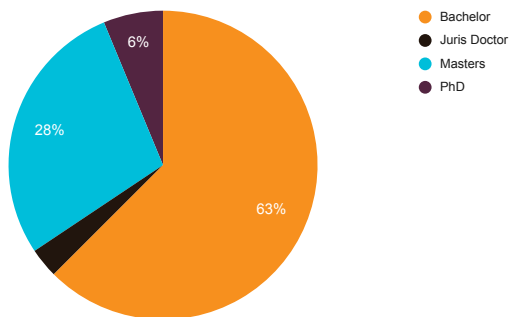


EDUCATIONAL BACKGROUND

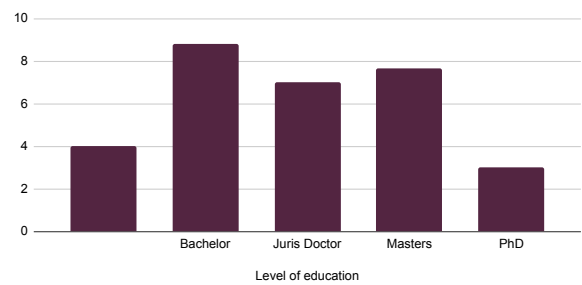
Level of education

Level of education	COUNTA of Level of education	Percentage	Level of education	AVERAGE of Years of work experience before AA	Almost all placements had a university degree, mostly bachelors. This doesn't seem to make a big difference in years to get a job (about 1 year per higher degree), but more for PhD. But there were only 2 PhDs, both animal-related
	0	0%		4	
Bachelor	20	63%	Bachelor	9	
Juris Doctor	1	3%	Juris Doctor	7	
Masters	9	28%	Masters	8	
PhD	2	6%	PhD	3	
Grand Total	32	100%	Grand Total	8	

Level of education of AAC's placements



Years of experience before AA role for each level of education

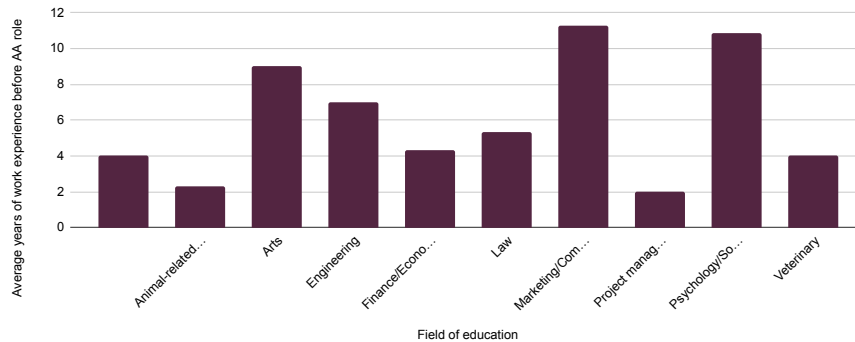


Field of education (number of individuals + average years to get AA job)

[Grouped] Field of education	COUNTA of [Grouped] Field of education	% of individuals in each field	[Grouped] Field of education	AVERAGE of Years
Animal-related fields	3	9%	Animal-related fields	2
Arts	2	6%	Arts	9
Engineering	3	9%	Engineering	7
Finance/Economics/Politics/Bu	3	9%	Finance/Economics/Politics	4
Law	3	9%	Law	5
Marketing/Communications/Job	7	21%	Marketing/Communications	11
Project management	1	3%	Project management	2
Psychology/Sociology/Philosophy	9	27%	Psychology/Sociology/Philosophy	11
Veterinary	1	3%	Veterinary	4
Grand Total	32	97%	Grand Total	8

The most common degrees are marketing and psychology/sociology/philosophy. But these were also the ones that took the longest to get a job.

Average years of work experience before getting a role in animal advocacy per field of studies



Field of education in relation to new job field in animal advocacy

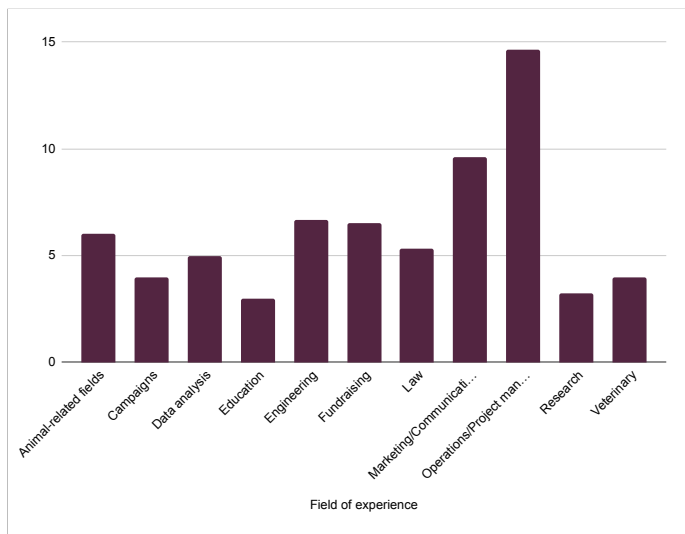
[Grouped] New job category	[Grouped] Field of education	COUNTA of [Grouped] Field of education	[Grouped] Field of education	[Grouped] New job category	COUNTA of [Grouped] New job category
(Co)funder		0	(Co)funder		1
Engineering		1	Total		1
Finance/Economics/Politics		1	Animal-related field: Animal welfare sci		1
Psychology/Sociology/Phil		1	Fundraising		1
Veterinary		1	Project/Program n		1
(Co)funder Total		4	Animal-related fields Total		3
Animal welfare science	Animal-related fields	1	Arts	Fundraising	2
Animal welfare science Total		1	Arts Total		2
Data analysis	Finance/Economics/Politics	1	Engineering	(Co)funder	1
Data analysis Total		1	Fundraising		1
Fundraising	Animal-related fields	1	Leadership		1
Arts		2	Engineering Total		3
Engineering		1	Finance/Economics (Co)funder		1
Marketing/Communicatio		2	Data analysis		1
Psychology/Sociology/PI		1	Marketing		1
Fundraising Total		7	Finance/Economics/Politics/Business		3
Human resources	Marketing/Communications	1	Law	Marketing	1
Human resources Total		1	Operations		1
Leadership	Engineering	1	Project/Program n		1
Marketing/Communicatio		1	Law Total		3
Leadership Total		2	Marketing/Commun Fundraising		2
Marketing	Finance/Economics/Politics	1	Human resources		1
Law		1	Leadership		1
Marketing/Communications		2	Marketing		2
Psychology/Sociology/Phil		1	Project/Program n		1
Marketing Total		5	Marketing/Communications/Journalism		7
Operations	Law	1	Project manager Project/Program n		1
Psychology/Sociology/Phil		2	Project management Total		1
Operations Total		3	Psychology/Sociolo (Co)funder		1
Project/Program management	Animal-related fields	1	Fundraising		1
Law		1	Marketing		1
Marketing/Communications		1	Operations		2
Project management		1	Project/Program n		2
Psychology/Sociology/Phil		2	Research		2
Project/Program management Total		6	Psychology/Sociology/Philosophy Total		9
Research	Psychology/Sociology/Phil	2	Veterinary	(Co)funder	1
Research Total		2	Veterinary Total		1
Grand Total		32	Grand Total		33

WORK EXPERIENCE

Field of experience (number of individuals + average years to get AA job)

[Grouped] Area of expertise	COUNTA of [Grouped] Area of expertise	% of individuals in each field	[Grouped] Area of expertise	AVERAGE of Years of work experience before AA
Animal-related fields	1	3%	Animal-related fields	6
Campaigns	1	3%	Campaigns	4
Data analysis	1	3%	Data analysis	5
Education	1	3%	Education	3
Engineering	3	9%	Engineering	7
Fundraising	4	12%	Fundraising	7
Law	3	9%	Law	5
Marketing/Communications/Journalism	8	24%	Marketing/Communications/Journalism	10
Operations/Project management	6	18%	Operations/Project management	15
Research	4	12%	Research	3
Veterinary	1	3%	Veterinary	4
Grand Total	33	100%	Grand Total	8

It seems like the most common areas of expertise are also the ones that take the longest to get an AA job?



Field of experience relation to new AA job category

[Grouped] New job category	[Grouped] Area of expertise	COUNTA of New job category	[Grouped] Area of expertise	[Grouped] New job category	COUNTA of New job category
(Co)founder	Campaigns	1	Animal-related field: Animal welfare science	(Co)founder	1
	Engineering	1	Animal-related fields Total		1
	Operations/Project management	1	Campaigns	(Co)founder	1
	Research	1	Campaigns Total		1
	Veterinary	1	Data analysis	Data analysis	1
(Co)founder Total		5	Data analysis Total		1
Animal welfare science	Animal-related fields	1	Education	Project/Program management	1
Animal welfare science Total		1	Education Total		1
Data analysis	Data analysis	1	Engineering	(Co)founder	1
Data analysis Total		1		Leadership	1
Fundraising	Fundraising	4		Research	1
	Marketing/Communications/Journalism	2	Engineering Total		3
	Operations/Project management	1	Fundraising	Fundraising	4
Fundraising Total		7	Fundraising Total		4
Human resources	Operations/Project management	1	Law	Marketing	1
Human resources Total		1		Operations	1
Leadership	Engineering	1		Project/Program management	1
	Marketing/Communications/Journalism	1	Law Total		3
Leadership Total		2	Marketing/Communications/Journalism		2
Marketing	Law	1		Leadership	1
	Marketing/Communications/Journalism	4		Marketing	4
Marketing Total		5		Project/Program management	1
Operations	Law	1	Marketing/Communications/Journalism	(Co)founder	1
	Operations/Project management	2		Fundraising	1
Operations Total		3		Human resources	1
Project/Program management	Education	1		Operations	2
	Law	1		Project/Program management	1
	Marketing/Communications/Journalism	1	Operations/Project management Total		6
	Operations/Project management	1	Research	(Co)founder	1
	Research	2		Project/Program management	2
Project/Program management Total		6		Research	1
Research	Engineering	1	Research Total		4
	Research	1	Veterinary	(Co)founder	1
Research Total		2	Veterinary Total		1
Grand Total		33	Grand Total		33