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Hot Topic: How the Legal Market Continues to Change Ten Years After the Great Recession

NALP Annual Education Conference
April 26, 2018

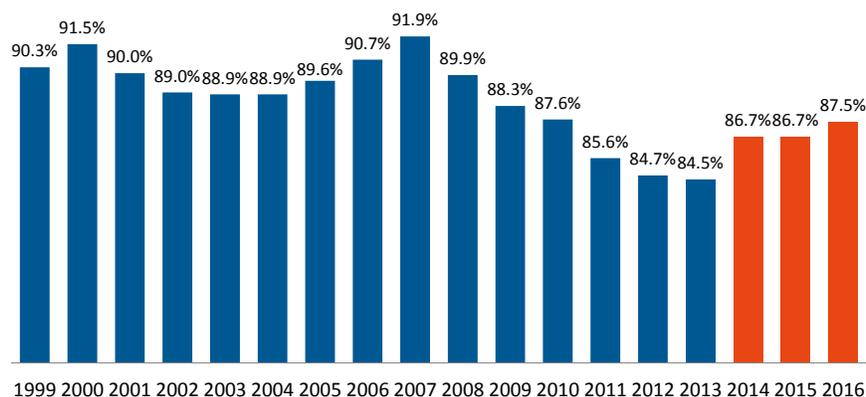
Presenter:
James Leipold, Executive Director

The Current Entry-Level Job Market

- It has been 10 years since the Great Recession
- Overall graduate employment has improved
- Class of 2016 had strongest employment rate of any class since 2007
- **But**, there are fewer private practice opportunities for law school graduates than there were before the recession
 - Class of 2016 secured the smallest overall number of jobs of any class since the Class of 2010, and the smallest number of private practice jobs since the Class of 1996
- Loss in private practice jobs offset by growth in JD Advantage jobs including emerging jobs like compliance, legal technology
- Government, Public Interest, Judicial Clerkship markets remain steady
- For the third year in a row, actual number of jobs obtained went down in every sector except the largest law firms of 500 or more lawyers
- The number of entry-level jobs at the largest firms is still off by about 1,000 positions compared to 2008
- Entry-level recruiting at the largest firms has slowed over the last two recruitment seasons for Classes of 2018, 2019



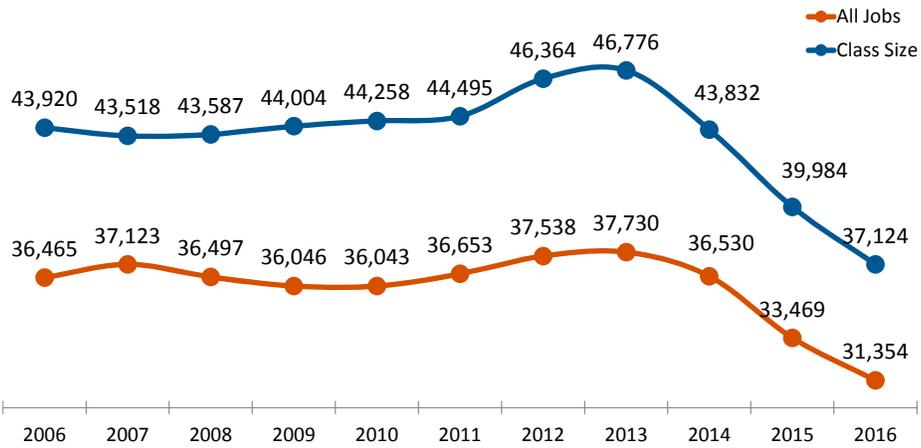
Law Graduate Employment Rate Nine/Ten Months After Graduation: 1999 – 2016



NOTE: Beginning with the Class of 2014, employment status information was collected as of March 15, rather than February 15, as it had been in prior years.

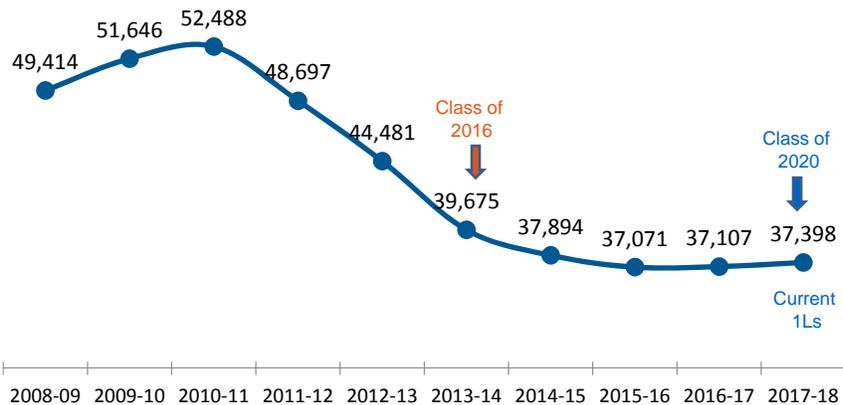
Source: NALP's Jobs & JDs, Classes of 1999 - 2016

Total Number of Jobs Reported (Class Size vs. All Jobs)



Sources: All jobs figures come from NALP's *Jobs & JDs, Classes* of 2006 – 2016, Class size figures come from the ABA Section of Legal Education and Admissions to the Bar.

1L Enrollment at ABA Approved Law Schools



Source: ABA Section of Legal Education and Admissions to the Bar

Overview of Entry-Level Jobs by Sector 2006 – 2016

Total # of Jobs Reported	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Graduating Class Size	43,920	43,518	43,587	44,004	44,258	44,495	46,364	46,776	43,832	39,984	37,124
All Jobs	36,465	37,123	36,497	36,046	36,043	36,653	37,538	37,730	36,530	33,469	31,354
Employment Rate	90.7%	91.9%	89.9%	88.3%	87.6%	85.6%	84.7%	84.5%	86.7%	86.7%	87.5%
Jobs by Sector											
Education	624	651	831	1,262	1,351	1,052	1,026	986	768	646	586
Business	5,160	5,223	4,887	4,861	5,446	6,442	6,701	6,935	6,584	5,769	4,887
Government	4,290	4,366	4,329	4,092	4,601	4,255	4,556	4,341	4,441	4,117	3,804
Judicial Clerkships	3,587	3,656	3,517	3,125	3,346	3,315	3,355	3,393	3,370	3,353	3,300
Public Interest	1,982	2,159	1,982	2,043	2,428	2,687	2,705	2,698	2,686	2,359	2,156
Law Firms Total	20,340	20,611	20,525	20,145	18,329	17,666	19,042	19,272	18,587	17,168	16,601
Solo Practitioners	552	576	685	1,058	1,039	1,059	964	933	816	575	467
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51 – 100 Lawyers	1,118	1,133	1,026	912	766	888	861	868	797	811	803
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251 – 500 Lawyers	1,713	1,815	1,691	1,468	1,101	891	1,001	1,067	1,091	1,069	1,007
501+ Lawyers	4,027	4,745	5,193	5,156	3,750	2,856	3,636	3,980	3,952	4,007	4,238
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101 – 250 Lawyers	1,724	1,688	1,579	1,402	1,018	1,010	1,054	1,043	1,090	961	948
251 – 500 Lawyers	1,713	1,815	1,691	1,468	1,101	891	1,001	1,067	1,091	1,069	1,007
501+ Lawyers	4,027	4,745	5,193	5,156	3,750	2,856	3,636	3,980	3,952	4,007	4,238
Unknown	1,453	1,133	906	928	892	460	359	290	257	254	212



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NOTE: Red figures are historic lows for the period shown, and blue figures are historic highs for the period shown.
Source: NALP's Jobs & JDs, Classes of 2006 - 2016

Overview of Entry-Level Jobs by Sector 2006 – 2016

Total # of Jobs Reported	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Graduating Class Size	43,920	43,518	43,587	44,004	44,258	44,495	46,364	46,776	43,832	39,984	37,124
All Jobs	36,465	37,123	36,497	36,046	36,043	36,653	37,538	37,730	36,530	33,469	31,354
Employment Rate	90.7%	91.9%	89.9%	88.3%	87.6%	85.6%	84.7%	84.5%	86.7%	86.7%	87.5%
Jobs by Sector											
Education	624	651	831	1,262	1,351	1,052	1,026	986	768	646	586
Business	5,160	5,223	4,887	4,861	5,446	6,442	6,701	6,935	6,584	5,769	4,887
Government	4,290	4,366	4,329	4,092	4,601	4,255	4,556	4,341	4,441	4,117	3,804
Judicial Clerkships	3,587	3,656	3,517	3,125	3,346	3,315	3,355	3,393	3,370	3,353	3,300
Public Interest	1,982	2,159	1,982	2,043	2,428	2,687	2,705	2,698	2,686	2,359	2,156
Law Firms Total	20,340	20,611	20,525	20,145	18,329	17,666	19,042	19,272	18,587	17,168	16,601
Solo Practitioners	552	576	685	1,058	1,039	1,059	964	933	816	575	467
2 – 10 Lawyers	6,481	6,461	6,479	6,749	7,160	7,570	8,193	8,087	7,670	6,780	6,264
11 – 25 Lawyers	1,969	1,875	1,730	1,526	1,632	1,847	1,888	1,921	1,870	1,758	1,724
26 – 50 Lawyers	1,303	1,185	1,236	946	971	1,085	1,086	1,083	1,044	953	938
51 – 100 Lawyers	1,118	1,133	1,026	912	766	888	861	868	797	811	803
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251 – 500 Lawyers	1,713	1,815	1,691	1,468	1,101	891	1,001	1,067	1,091	1,069	1,007
501+ Lawyers	4,027	4,745	5,193	5,156	3,750	2,856	3,636	3,980	3,952	4,007	4,238
Unknown	1,453	1,133	906	928	892	460	359	290	257	254	212



the national association of law placement

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Overview of Entry-Level Jobs by Sector 2006 – 2016

Total # of Jobs Reported	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Graduating Class Size	43,920	43,518	43,587	44,004	44,258	44,495	46,364	46,776	43,832	39,984	37,124
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Total # of Jobs Reported	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Graduating Class Size	43,920	43,518	43,587	44,004	44,258	44,495	46,364	46,776	43,832	39,984	37,124
All Jobs	36,465	37,123	36,497	36,046	36,043	36,653	37,538	37,730	36,530	33,469	31,354
Employment Rate	90.7%	91.9%	89.9%	88.3%	87.6%	85.6%	84.7%	84.5%	86.7%	86.7%	87.5%
Jobs by Sector											
Education	624	651	831	1,262	1,351	1,052	1,026	986	768	646	586
Business	5,160	5,223	4,887	4,861	5,446	6,442	6,701	6,935	6,584	5,769	4,887
Government	4,290	4,366	4,329	4,092	4,601	4,255	4,556	4,341	4,441	4,117	3,804
Judicial Clerkships	3,587	3,656	3,517	3,125	3,346	3,315	3,355	3,393	3,370	3,353	3,300
Public Interest	1,982	2,159	1,982	2,043	2,428	2,687	2,705	2,698	2,686	2,359	2,156
Law Firms Total	20,340	20,611	20,525	20,145	18,329	17,666	19,042	19,272	18,587	17,168	16,601
Solo Practitioners	552	576	685	1,058	1,039	1,059	964	933	816	575	467
2 – 10 Lawyers	6,481	6,461	6,479	6,749	7,160	7,570	8,193	8,087	7,670	6,780	6,264
11 – 25 Lawyers	1,969	1,875	1,730	1,526	1,632	1,847	1,888	1,921	1,870	1,758	1,724
26 – 50 Lawyers	1,303	1,185	1,236	946	971	1,085	1,086	1,083	1,044	953	938
51 – 100 Lawyers	1,118	1,133	1,026	912	766	888	861	868	797	811	803
101 – 250 Lawyers	1,724	1,688	1,579	1,402	1,018	1,010	1,054	1,043	1,090	961	948
251 – 500 Lawyers	1,713	1,815	1,691	1,468	1,101	891	1,001	1,067	1,091	1,069	1,007
501+ Lawyers	4,027	4,745	5,193	5,156	3,750	2,856	3,636	3,980	3,952	4,007	4,238
Unknown	1,453	1,133	906	928	892	460	359	290	257	254	212



the national association of law placement

NOTE: Red figures are historic lows for the period shown, and blue figures are historic highs for the period shown.

Source: NALP's Jobs & JDs, Classes of 2006 - 2016

Overview of Entry-Level Jobs by Sector 2006 – 2016

Total # of Jobs Reported	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Graduating Class Size	43,920	43,518	43,587	44,004	44,258	44,495	46,364	46,776	43,832	39,984	37,124
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251 – 500 Lawyers	1,713	1,815	1,691	1,468	1,101	891	1,001	1,067	1,091	1,069	1,007
501+ Lawyers	4,027	4,745	5,193	5,156	3,750	2,856	3,636	3,980	3,952	4,007	4,238
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the national association of law placement

NOTE: Red figures are historic lows for the period shown, and blue figures are historic highs for the period shown.

Source: NALP's Jobs & JDs, Classes of 2006 - 2016

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Unknown	1,453	1,133	906	928	892	460	359	290	257	254	212



We advance law careers

NOTE: Red figures are historic lows for the period shown, and blue figures are historic highs for the period shown. Source: NALP's Jobs & JDs, Classes of 2006 - 2016



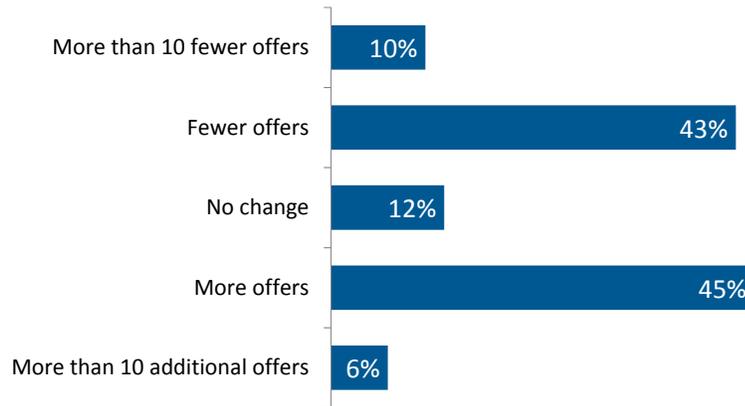
We advance law careers

Fall 2017 Recruiting Data



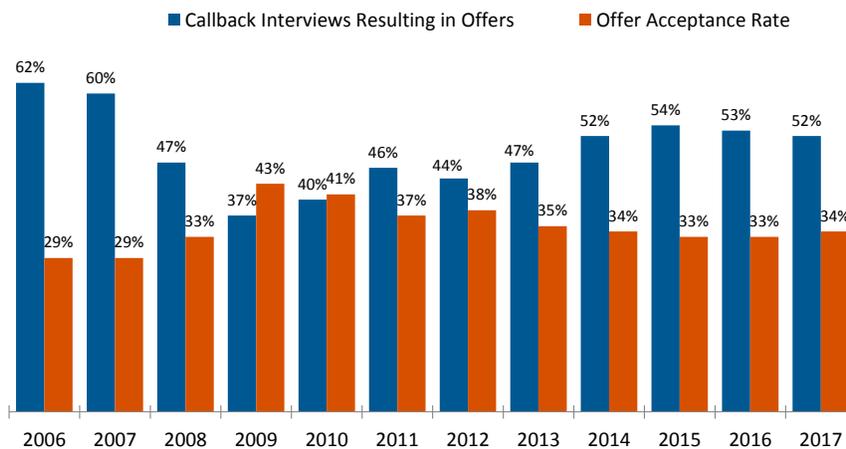
We advance law careers

Change in Number of Offers for Summer Associate Positions: Fall 2017 offers for Summer 2018 spots (Class of 2019) compared to previous year



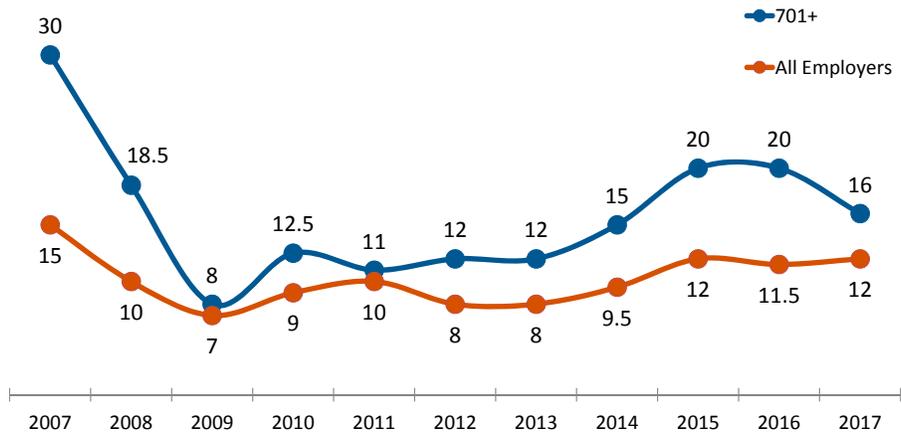
Source: NALP's Perspectives on Law Student Recruiting, 2017.

Offer and Yield Rates for Summer Programs for Rising 2Ls (Classes of 2008 - 2019)



Source: NALP's Perspectives on Law Student Recruiting, 2006-17.

Median Number of Offers Extended to Rising 2Ls for Summer Programs



Source: NALP's Perspectives on Law Student Recruiting, 2007 - 2017.

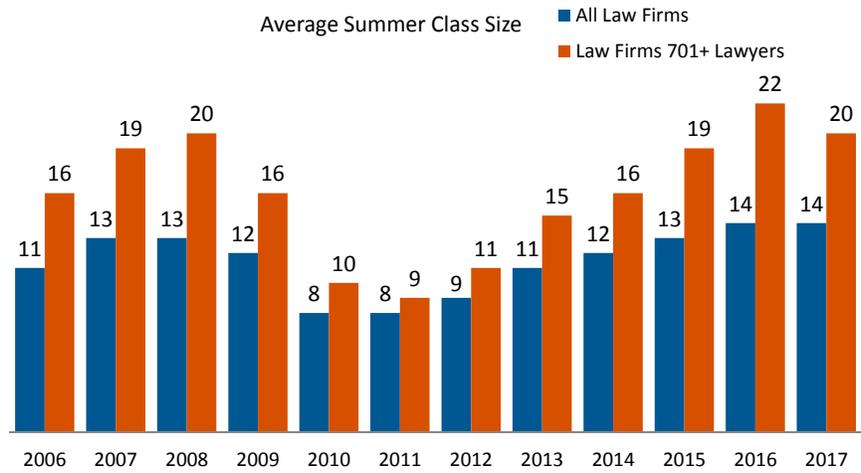
Range in Number of Offers Extended for Summer Programs, by Firm Size

	<u>2016</u>	<u>2017</u>
100 or fewer	1 – 16	1 – 33
101 – 250	1 – 57	1 – 51
251 – 500	1 – 243	1 – 243
501 – 700	1 – 261	1 – 270
701 +	1 – 565	1 – 486



Source: NALP's Perspectives on Law Student Recruiting 2016 - 2017.

Law Firm Summer Program Class Size



Source: NALP's Perspectives on Fall Law Student Recruiting, 2005 - 2017.

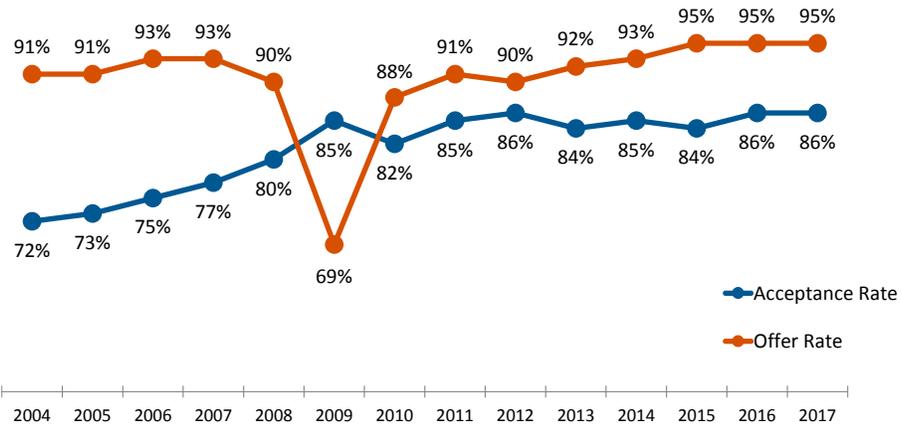
Range in Law Firm Summer Program Class Size

	<u>Class Size</u>
34%	1 – 3
37%	4 – 10
12%	11 – 20
10%	21 – 50
7%	51 – 189



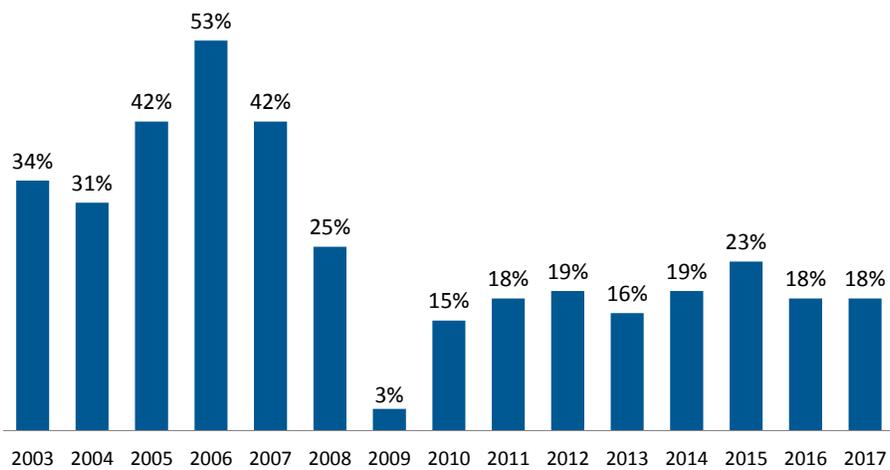
Source: NALP's Perspectives on Law Student Recruiting 2017.

Outcomes of Summer Programs



Source: NALP's Perspectives on Law Student Recruiting, 2004 - 2017.

Fall Recruiting of 3Ls As Reported by Law Firms



Source: NALP's Perspectives on Law Student Recruiting, 2003 - 2017.

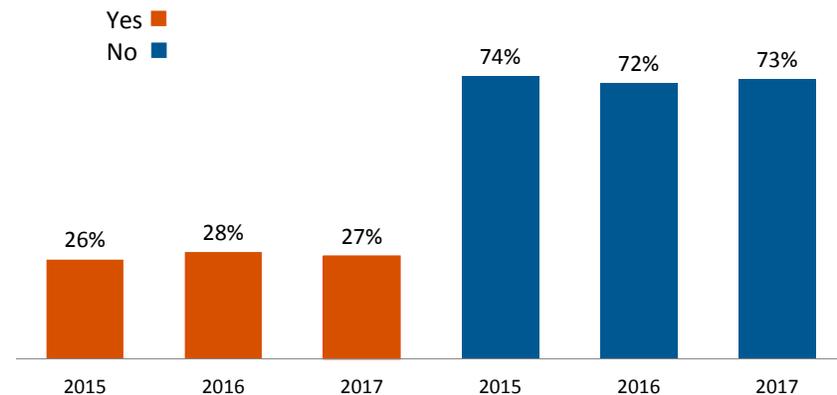
Pre-OCI offers as reported by law schools

- 92 of 128 schools reported pre-OCI activity in 2017 (up from 84 last year).
- 60% reported an increase in the number of employers engaging in early outreach activities compared with 2016.
- 42 schools reported that one or more of their students received at least one pre-OCI offer for 2L summer employment (down from 50 last year).
- Of those schools that track this information, the number of pre-OCI offers on a particular campus ranged from a low of 1 to a high of 40.
- For about half of the schools tracking this information, the number of pre-OCI offers was 10 or fewer.
- However, 28 schools reported no pre-OCI offers and 19 schools either were not tracking the data or did not know.



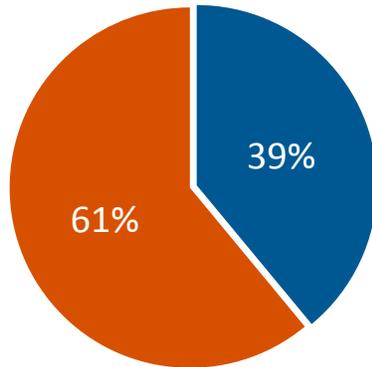
Source: NALP's Perspectives on Law Student Recruiting, 2017.

Did Your Firm Make Any Offers Before OCI Started?



Source: 2015-2017 Survey of Legal Employers on Recruiting. 2017 data based on 357 total responses (95 offices reported making early offers).

Offers Made Before OCI



■ Accepted, 39%

■ Declined, 61%

These accept and decline rates are **exactly the same as last year**; the accept rate compares with an overall acceptance rate of 34%

Median Number of Offers: 3 (up from 2)
Average Number of Offers: 8 (up from 6)

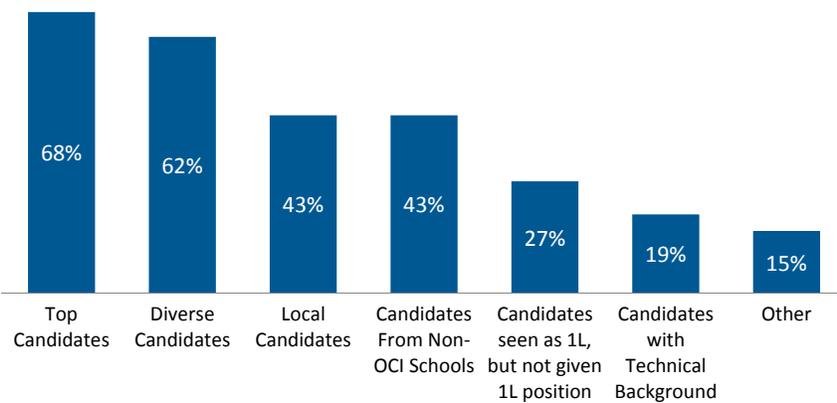
92 offices collectively reported 744 pre-OCI offers (up from 601 in 2016, and 370 in 2015)



Source: 2017 Survey of Legal Employers on Recruiting.
Based on 357 total responses (95 offices reported making early offers, and 92 reported the number of offers made).

Offers Made Before OCI

To whom were these offers made?



Source: 2017 Survey of Legal Employers on Recruiting. Based on 95 responses.

Post-OCI recruiting as reported by schools

- 60% of schools reported that one or more employer who participated in their OCI program returned to solicit additional 2L candidates for their 2018 summer program after the completion of OCI.
- Of the 71 schools that reported that employers returned post-OCI, the average number of employers who came back was 6 and the median number was 2.



Source: NALP's *Perspectives on Law Student Recruiting*, 2017.

Post-OCI recruiting as reported by firms

- 16% of firms reported that they reached out to schools to solicit more 2L candidates after the completion of the school's OCI program, down from 24% last year.
- Of the firms that reported that they returned to schools post-OCI, the median number of schools contacted was 3.
- 70% of firms that reported they returned to schools post-OCI contacted 3 or fewer schools, although one firm reported contacting 24 schools post-OCI.



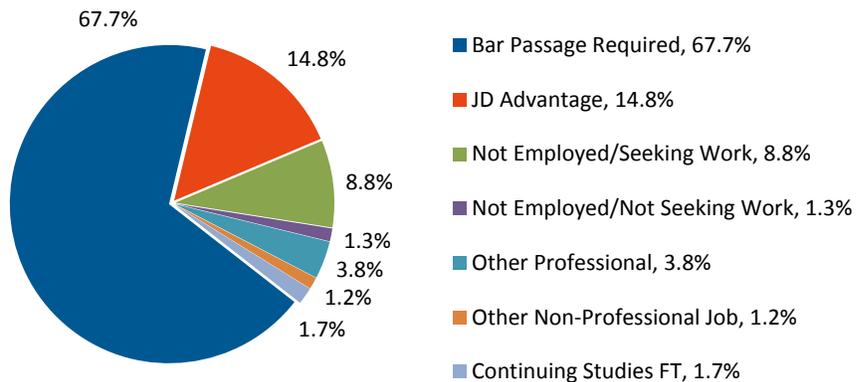
Source: 2017 *Survey of Legal Employers on Recruiting*.



Employment and Salaries of New Law School Graduates: Class of 2016



Employment Outcomes for the Class of 2016: Employment Status, All Graduates



Number of Graduates: 35,815



NOTE: Jobs for which an offer has been accepted but for which the start date is deferred, and jobs for which job type, e.g. Bar Passage Required, was not specified, account for 0.67% and 0.04% of graduates, respectively, but are not shown on the chart.

Source: NALP's *Jobs & JDs*, Class of 2016

Law Graduate Employment Status: 2007 - 2016

Job Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Bar Passage Req'd	76.9%	74.7%	70.8%	68.4%	65.4%	64.4%	64.4%	66.3%	66.6%	67.7%
JD Advantage	7.7%	8.1%	9.2%	10.7%	12.5%	13.3%	13.8%	14.8%	14.5%	14.8%
Other Professional	5.1%	4.9%	5.4%	5.6%	5.3%	4.9%	4.7%	4.2%	4.2%	3.8%
Other Non-Prof.	1.3%	1.3%	1.8%	1.9%	1.9%	1.8%	1.6%	1.4%	1.4%	1.2%
Continuing Studies	2.3%	2.4%	3.1%	2.9%	2.3%	2.1%	1.8%	1.6%	1.7%	1.7%
Seeking Job	4.1%	5.4%	6.0%	6.2%	9.6%	10.8%	11.2%	9.7%	9.6%	8.8%
Not Seeking Job	1.7%	2.3%	2.7%	3.2%	2.5%	2.1%	1.7%	1.3%	1.3%	1.3%



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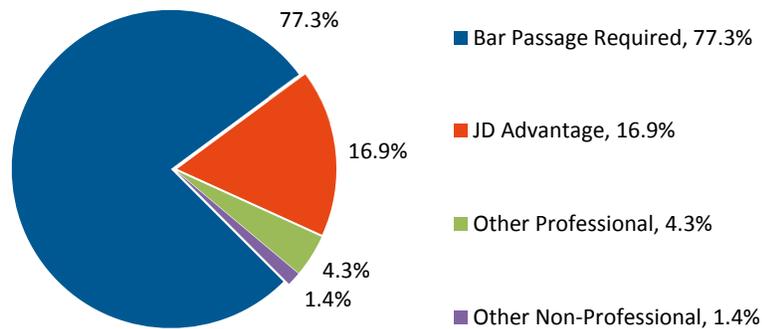
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Source: NALP's Jobs & JDs, Classes of 2007 - 2016

Employment Outcomes for the Class of 2016: Job Types of those Employed



Number of Jobs: 31,354



NOTE: Jobs for which job type, e.g. Bar Passage Required, was not specified account for 0.04% of jobs but are not shown on the chart.

Source: NALP's *Jobs & JDs*, Class of 2016

Percentage of Graduates with of Full-time, Long-term, Bar Passage Required Jobs

- Class of 2008: 68%
- Class of 2009: 62%
- Class of 2010: 60%
- **Class of 2011: 57%**
- Class of 2012: 58%
- Class of 2013: 59%
- Class of 2014: 62%
- Class of 2015: 63%
- **Class of 2016: 65%**



JD Advantage Jobs: 2006 – 2016

	2006	2008	2010	2012	2014	2016
Total # of Jobs	36,465	36,497	36,043	37,538	36,530	31,354
Total # of JDA Jobs	3,194	3,277	4,387	5,877	6,228	5,311
Total # JDA Jobs in Business	1,531	1,473	1,591	2,628	3,118	2,537

Note: For the years 2006-2010 these jobs were classified as JD Preferred, and for the years 2012-2016 they were classified as JD Advantage. The total number of jobs includes a small number of jobs for which job type is not reported.



Source: NALP's Jobs & JDs, Classes of 2006 - 2016

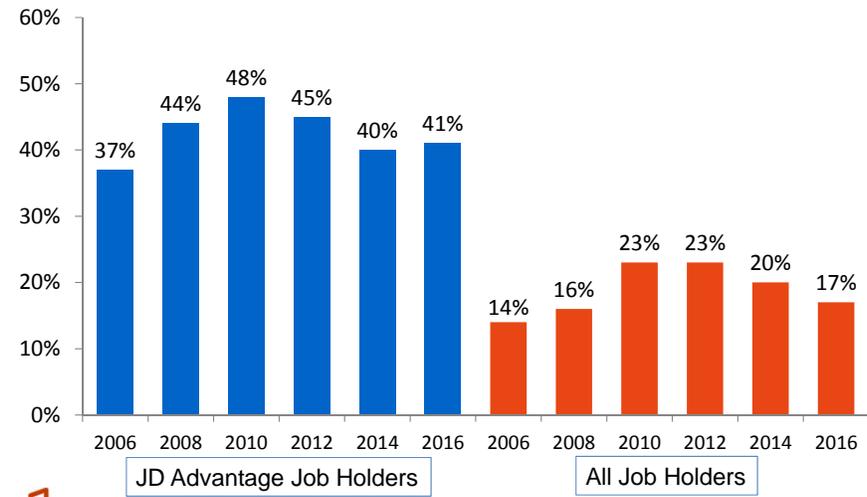
Range in Number of JD Advantage Jobs by Law School

100 + JDA Jobs	1 School
50-100 JDA Jobs	22 Schools
25-49 JDA Jobs	60 Schools
11-24 JDA Jobs	84 Schools
10 or < JDA Jobs	32 Schools



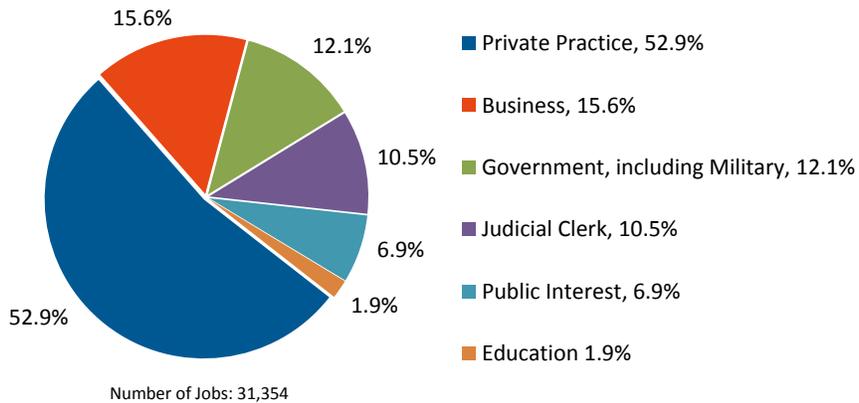
Source: NALP's Jobs & JDs, Class of 2016

Percentage of JD Advantage Job Holders Still Seeking Other Employment, Compared to All Job Holders



Source: Jobs & JDs, Classes of 2006-2016

Employment Outcomes for the Class of 2016: Employer Type



NOTE: The category for employer type unknown, accounting for 0.06% of jobs, is not shown.

Source: NALP's Jobs & JDs, Class of 2016

Law Graduate Employer Type: 2007-2016

Employer Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Private Practice	55.5%	56.2%	55.9%	50.9%	49.5%	50.7%	51.1%	50.9%	51.3%	52.9%
Business	14.1%	13.4%	13.5%	15.1%	18.1%	17.9%	18.4%	18.0%	17.2%	15.6%
Gov't, Incl. Military	11.7%	11.8%	11.4%	12.8%	11.9%	12.1%	11.5%	12.2%	12.3%	12.1%
Judicial Clerkships	9.8%	9.6%	8.7%	9.3%	9.3%	8.9%	9.0%	9.2%	10.0%	10.5%
Public Interest	5.8%	5.4%	5.7%	6.7%	7.5%	7.2%	7.1%	7.3%	7.1%	6.9%
Education	1.8%	2.3%	3.5%	3.7%	3.0%	2.7%	2.6%	2.1%	1.9%	1.9%



Source: NALP's Jobs & JDs, Classes of 2007 - 2016

Law Graduate Employer Type: 2007-2016

Employer Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Private Practice	55.5%	56.2%	55.9%	50.9%	49.5%	50.7%	51.1%	50.9%	51.3%	52.9%
Business	14.1%	13.4%	13.5%	15.1%	18.1%	17.9%	18.4%	18.0%	17.2%	15.6%
Gov't, Incl. Military	11.7%	11.8%	11.4%	12.8%	11.9%	12.1%	11.5%	12.2%	12.3%	12.1%
Judicial Clerkships	9.8%	9.6%	8.7%	9.3%	9.3%	8.9%	9.0%	9.2%	10.0%	10.5%
Public Interest	5.8%	5.4%	5.7%	6.7%	7.5%	7.2%	7.1%	7.3%	7.1%	6.9%
Education	1.8%	2.3%	3.5%	3.7%	3.0%	2.7%	2.6%	2.1%	1.9%	1.9%



Source: NALP's Jobs & JDs, Classes of 2007 - 2016

Law Graduate Employer Type: 2007-2016

Employer Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Private Practice	55.5%	56.2%	55.9%	50.9%	49.5%	50.7%	51.1%	50.9%	51.3%	52.9%
Business	14.1%	13.4%	13.5%	15.1%	18.1%	17.9%	18.4%	18.0%	17.2%	15.6%
Gov't, Incl. Military	11.7%	11.8%	11.4%	12.8%	11.9%	12.1%	11.5%	12.2%	12.3%	12.1%
Judicial Clerkships	9.8%	9.6%	8.7%	9.3%	9.3%	8.9%	9.0%	9.2%	10.0%	10.5%
Public Interest	5.8%	5.4%	5.7%	6.7%	7.5%	7.2%	7.1%	7.3%	7.1%	6.9%
Education	1.8%	2.3%	3.5%	3.7%	3.0%	2.7%	2.6%	2.1%	1.9%	1.9%



Source: NALP's Jobs & JDs, Classes of 2007 - 2016

Law Graduate Employer Type: 2007-2016

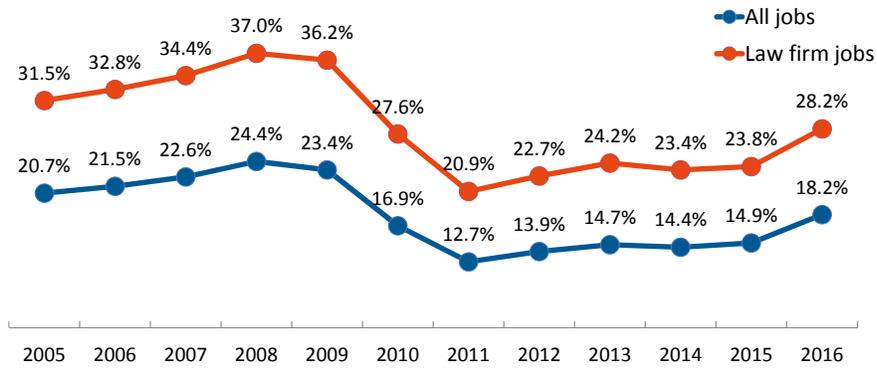
Employer Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Private Practice	55.5%	56.2%	55.9%	50.9%	49.5%	50.7%	51.1%	50.9%	51.3%	52.9%
Business	14.1%	13.4%	13.5%	15.1%	18.1%	17.9%	18.4%	18.0%	17.2%	15.6%
Gov't, Incl. Military	11.7%	11.8%	11.4%	12.8%	11.9%	12.1%	11.5%	12.2%	12.3%	12.1%
Judicial Clerkships	9.8%	9.6%	8.7%	9.3%	9.3%	8.9%	9.0%	9.2%	10.0%	10.5%
Public Interest	5.8%	5.4%	5.7%	6.7%	7.5%	7.2%	7.1%	7.3%	7.1%	6.9%
Education	1.8%	2.3%	3.5%	3.7%	3.0%	2.7%	2.6%	2.1%	1.9%	1.9%



Source: NALP's Jobs & JDs, Classes of 2007 - 2016

Jobs Obtained via OCI

Percentage of Jobs Obtained through Fall OCI, 2005 - 2016



Source: NALP's Jobs & JDs reports for the Classes of 2005 - 2016.

Bimodal Starting Salary Distribution for the Class of 2016

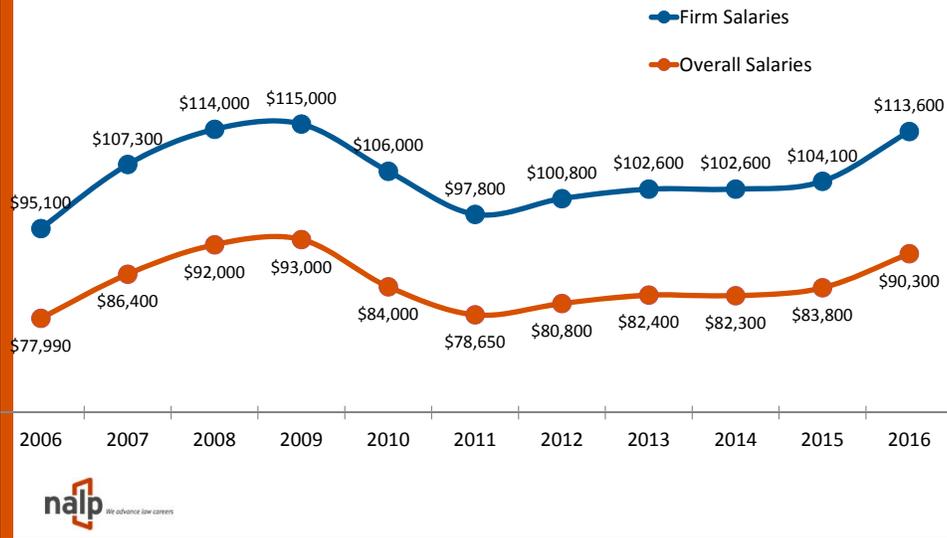


Note: Graph is based on 20,226 salaries reported for full-time jobs lasting a year or more—a few salaries above \$205,000 are excluded from the graph for clarity, but not from the percentage calculations. The left-hand peaks of the graph reflect salaries of \$40,000 to \$65,000, which collectively accounted for not quite half of reported salaries. The right-hand peak shows that salaries of \$180,000 accounted for almost 16% of reported salaries. For purposes of this graph, all reported salaries were rounded to the nearest \$5,000.

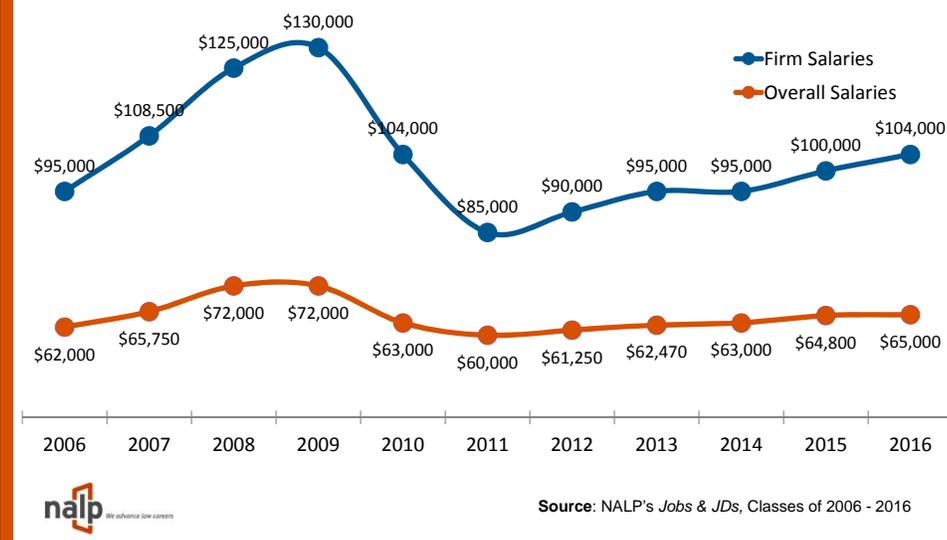


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Mean Salaries (Overall vs. Firm)



Median Salaries (Overall vs. Firm)



Median & Mean Starting Salaries for JD Advantage Jobs: 2006 - 2016

All Jobs	2006	2008	2010	2012	2014	2016
Median Salary	\$62,000	\$72,000	\$63,000	\$61,000	\$63,000	\$65,000
Mean Salary	\$78,000	\$92,000	\$84,000	\$81,000	\$82,000	\$90,500

JDA Jobs	2006	2008	2010	2012	2014	2016
Median Salary	\$55,000	\$60,000	\$52,000	\$57,000	\$60,000	\$60,000
Mean Salary	\$62,000	\$65,500	\$60,000	\$64,500	\$66,000	\$70,000

Note: Salaries are rounded to the nearest \$500.



Source: NALP's Jobs & JDs, Classes of 2006 - 2016

Private Practice Employment Class of 2016

Employment in Law Firms by Size of Firm		
Size of Firm	Percent of Private Practice Jobs	Subtotals
Solo	2.8%	
1 – 10*	37.7%	
11 – 25	10.4%	
26 – 50	5.7%	56.6%
51 – 100	4.8%	
101 – 250	5.7%	
251 – 500	6.1%	
501+	25.5%	42.1%
Unknown	1.3%	

** Includes graduates whose employer is a solo practitioner.



Source: NALP's Jobs and JDs, Class of 2016

Private Practice Employment by Law Firm Size: 2009 - 2016

	2009	2010	2011	2012	2013	2014	2015	2016
Solo*	5.3%	5.7%	6.0%	5.1%	4.8%	4.4%	3.4%	2.8%
1 – 10**	33.5%	39.1%	42.9%	43.0%	42.0%	41.3%	39.5%	37.7%
11 – 25	7.6%	8.9%	10.5%	9.9%	10.0%	10.1%	10.2%	10.4%
26 – 50	4.7%	5.3%	6.1%	5.7%	5.6%	5.6%	5.6%	5.7%
51 – 100	4.5%	4.2%	5.0%	4.5%	4.5%	4.3%	4.7%	4.8%
101 – 250	7.0%	5.6%	5.7%	5.5%	5.4%	5.9%	5.6%	5.7%
251 - 500	7.3%	6.0%	5.0%	5.3%	5.5%	5.9%	6.2%	6.1%
501+	25.6%	20.5%	16.2%	19.1%	20.7%	21.3%	23.3%	25.5%
Unknown	4.6%	4.9%	2.6%	1.9%	1.5%	1.4%	1.5%	1.3%

*Graduates who started their own practice

** Includes graduates whose employer is a solo practitioner



Source: NALP's Jobs & JDs, Classes of 2009 - 2016

Private Practice Employment by Law Firm Size: 2009 - 2016

	2009	2010	2011	2012	2013	2014	2015	2016
Solo*	5.3%	5.7%	6.0%	5.1%	4.8%	4.4%	3.4%	2.8%
1 – 10**	33.5%	39.1%	42.9%	43.0%	42.0%	41.3%	39.5%	37.7%
11 – 25	7.6%	8.9%	10.5%	9.9%	10.0%	10.1%	10.2%	10.4%
26 – 50	4.7%	5.3%	6.1%	5.7%	5.6%	5.6%	5.6%	5.7%
51 – 100	4.5%	4.2%	5.0%	4.5%	4.5%	4.3%	4.7%	4.8%
101 – 250	7.0%	5.6%	5.7%	5.5%	5.4%	5.9%	5.6%	5.7%
251 - 500	7.3%	6.0%	5.0%	5.3%	5.5%	5.9%	6.2%	6.1%
501+	25.6%	20.5%	16.2%	19.1%	20.7%	21.3%	23.3%	25.5%
Unknown	4.6%	4.9%	2.6%	1.9%	1.5%	1.4%	1.5%	1.3%

*Graduates who started their own practice

** Includes graduates whose employer is a solo practitioner



Source: NALP's Jobs & JDs, Classes of 2009 - 2016

Private Practice Employment by Law Firm Size: 2009 - 2016

	2009	2010	2011	2012	2013	2014	2015	2016
Solo*	5.3%	5.7%	6.0%	5.1%	4.8%	4.4%	3.4%	2.8%
1 – 10**	33.5%	39.1%	42.9%	43.0%	42.0%	41.3%	39.5%	37.7%
11 – 25	7.6%	8.9%	10.5%	9.9%	10.0%	10.1%	10.2%	10.4%
26 – 50	4.7%	5.3%	6.1%	5.7%	5.6%	5.6%	5.6%	5.7%
51 – 100	4.5%	4.2%	5.0%	4.5%	4.5%	4.3%	4.7%	4.8%
101 – 250	7.0%	5.6%	5.7%	5.5%	5.4%	5.9%	5.6%	5.7%
251 - 500	7.3%	6.0%	5.0%	5.3%	5.5%	5.9%	6.2%	6.1%
501+	25.6%	20.5%	16.2%	19.1%	20.7%	21.3%	23.3%	25.5%
Unknown	4.6%	4.9%	2.6%	1.9%	1.5%	1.4%	1.5%	1.3%

*Graduates who started their own practice

** Includes graduates whose employer is a solo practitioner



Source: NALP's Jobs & JDs, Classes of 2009 - 2016

Starting Salaries in Private Practice Class of 2016

Median Starting Salaries by Size of Law Firm	
Firm Size	Starting Salary
1 – 10	\$55,000
11 – 25	\$65,000
26 – 50	\$75,000
51 – 100	\$90,000
101 – 250	\$115,000
251 - 500	\$160,000
501+	\$180,000*

*The \$180,000 salary figure accounts for 67% of salaries reported for firms of 501+ and thus is better thought of as a prevailing salary, rather than a median.



Source: NALP's Jobs and JDs, Class of 2016

Government Employment Class of 2016

Distribution of Jobs by Level of Government			
Federal	28%		
State	36%		
Local	34%		
Starting Salaries by Level of Government			
Government Level	25 th %	Median	75 th %
Federal	\$55,000	\$64,700	\$75,000
State	\$42,000	\$50,500	\$60,000
Local	\$51,000	\$60,000	\$65,000

Source: NALP's Jobs and JDs, Class of 2016



Judicial Clerkships Class of 2016

Distribution of Clerkships by Level of Government			
Federal	36%		
State	57%		
Local	6%		
Starting Clerkship Salaries by Level of Government			
Government Level	25 th %	Median	75 th %
Federal	\$59,000	\$62,000	\$65,000
State	\$47,000	\$49,000	\$55,000
Local	\$38,000	\$45,000	\$49,000

Source: NALP's Jobs and JDs, Class of 2016



Public Interest Employment Class of 2016

Distribution of Jobs in Public Interest	
Public Defender	32%
Legal Services	31%
Policy/Advocacy	18%
Community Organization	5%
Other Public Interest	14%

Starting Salaries for Public Interest Jobs		
25 th %	Median	75 th %
\$44,500	\$48,500	\$56,000

Source: NALP's Jobs and JDs, Class of 2016



Employment in Business Class of 2016

- 16% of all jobs taken by law school graduates
 - 24% Required Bar Passage
 - 52% Reported as JD Advantage
 - 17% Reported as “Other Professional”
 - 7% Reported as “Non-professional” or Unknown

Starting Salaries for Jobs in Business and Industry		
25 th %	Median	75 th %
\$57,000	\$70,000	\$92,000

Source: NALP's Jobs and JDs, Class of 2016



Employment in Business Class of 2016

Employer Type

Banking/Finance	11.0%
Accounting	6.9%
Health Care	6.5%
Legal Temp Agency	6.2%
Technology (non-law)	6.1%
Insurance	4.8%
Entertainment/Sports Mgt.	3.6%
Management Consulting	3.4%
Legal Technology	2.2%
Legal Process Outsourcers	2.1%
Other	47.2%



Source: NALP's Jobs and JDs, Class of 2016

Employment in Business Class of 2016

Job Type

In-House	13.9%
Compliance	10.6%
Management	8.1%
Consulting	6.4%
Tax Associate	4.9%
Marketing/PR	4.4%
Self-employed	3.9%
Law Clerk/Paralegal	3.9%
Temporary Legal	3.8%
E-discovery	1.6%
Other	37.9%



Source: NALP's Jobs and JDs, Class of 2016

Top Ten Job Types Among JD Advantage Jobs in Business

Top 10 JDA Job Types in Business		
Job Type	Number of Jobs	% of all Business JDA Jobs
1. Compliance	468*	18.4%
2. Consulting	262	10.3%
3. Management	210	8.3%
4. Tax Associate	166	6.5%
5. Law Clerk/Paralegal	163	6.4%
6. Marketing	108	4.3%
7. Self-Employed	83	3.3%
8. Temp. Attorney	60	2.4%
9. E-Discovery	36	1.4%
10. Landman	22	0.9%



*Of the Compliance jobs, 160 were in Banking & Finance, 51 were in Healthcare, and 35 were in Technology.

Source: NALP's Jobs and JDs, 2016

Employment in Education Class of 2016

Job Type	Percentage	
College/University/Other	25%	
College/University Administration	12%	
Law School Fellow/Research Assistant or Other Temporary Position	20%	
Law School/Other	11%	
Elementary/Secondary Teacher	18%	
All Other	15%	
Starting Salaries for Academic Jobs		
25 th %	Median	75 th %
\$42,000	\$50,000	\$62,000



Source: NALP's Jobs and JDs, Class of 2016

Law School Funded Jobs: 2011 - 2016

All Jobs	2011	2012	2013	2014	2015	2016
Total Jobs	1,735	1,575	1,701	1,445	935	758
% of all Jobs	4.9%	4.2%	4.5%	4.0%	2.8%	2.4%

FT, LT, Bar Passage	2011	2012	2013	2014	2015	2016
Total Jobs (Full-time, Long-term, Bar Passage Req.)	132	420	743	800	628	381
% of All School Funded Jobs (Full-time, Long-term, Bar Passage Req.)	7.6%	26.7%	43.7%	55.4%	65.8%	50.3%



Source: NALP's Jobs & JDs, Classes of 2011 - 2016

Geography and Employment Class of 2016

Top 10 Cities for Jobs by Percent	
City	Percent of all Jobs
1. New York City	10.40%
2. Washington, DC	5.30%
3. Chicago	3.69%
4. Los Angeles	2.54%
5. Houston	2.11%
6. Boston	2.06%
7. Atlanta	1.66%
8. San Francisco	1.49%
9. Dallas	1.27%
10. Miami	1.24%

Source: NALP's Jobs and JDs, 2016



Employer Type by Gender Class of 2016

	<u>Men</u>	<u>Women</u>
Private Practice	54.5%	51.4%
Government	12.0%	12.2%
Business/Industry	16.8%	14.1%
Clerkships	10.2%	11.0%
Public Interest	4.7%	9.1%
Education	1.7%	2.1%



Source: NALP's Jobs and JDs, 2016

Employer Type by Minority Status Class of 2016

	<u>Minorities</u>	<u>Non-Minorities</u>
Private Practice	50.7%	53.7%
Government	13.0%	12.0%
Business/Industry	16.9%	15.0%
Clerkships	7.9%	11.7%
Public Interest	9.1%	6.0%
Education	2.5%	1.7%



Source: NALP's Jobs and JDs, 2016

First Job in Private Practice by Race/ Ethnicity Class of 2016

White:	53.7%
Black:	38.9%
Hispanic/Latino:	54.9%
Asian/PI:	57.6%
Am. Indian:	41.2%
Multi-racial:	50.2%

Source: NALP's Jobs and JDs, 2016



Employer Type by LGB(T) Status Class of 2016

	<u>LGB(T)</u>	<u>Class as a Whole</u>
Private Practice	44.5%	52.9%
Government	12.9%	12.1%
Business/Industry	13.1%	15.6%
Clerkships	12.0%	10.5%
Public Interest	14.6%	6.9%
Education	3.0%	1.9%

Source: NALP's Jobs and JDs, 2016



Employer Type by Disability Status Class of 2016

	<u>Disability</u>	<u>Class as a Whole</u>
Private Practice	40.9%	52.9%
Government	13.7%	12.1%
Business/Industry	20.7%	15.6%
Clerkships	9.6%	10.5%
Public Interest	11.5%	6.9%
Education	3.7%	1.9%



Source: NALP's Jobs and JDs, 2016

Employer Type by Veteran Status Class of 2016

	<u>Veteran</u>	<u>Class as a Whole</u>
Private Practice	40.8%	52.9%
Government	30.3%	12.1%
Business/Industry	15.2%	15.6%
Clerkships	7.3%	10.5%
Public Interest	5.4%	6.9%
Education	1.0%	1.9%



Source: NALP's Jobs and JDs, 2016

The Demographics of JD Advantage Jobs: Percent of Jobs Taken by Race & Ethnicity

	<u>JD Advantage</u>	<u>Bar Passage Required</u>
All Grads	16.9%	77.3%
White	15.3%	79.4%
Black/African American	27.0%	62.3%
Hispanic/Latino	19.6%	75.7%
Asian/Pacific Islander	18.2%	77.6%
Native American	19.3%	75.4%
Multiracial	20.2%	73.3%



Source: NALP's Jobs and JDs, 2016

The Demographics of JD Advantage Jobs: Percent of Jobs Taken by LGB(T), Disability, and Veteran Status

	<u>JD Advantage</u>	<u>Bar Passage Required</u>
LGB	18.1%	77.0%
Disability	23.7%	67.1%
Veteran	21.6%	70.5%
All Grads	16.9%	77.3%



Source: NALP's Jobs and JDs, 2016

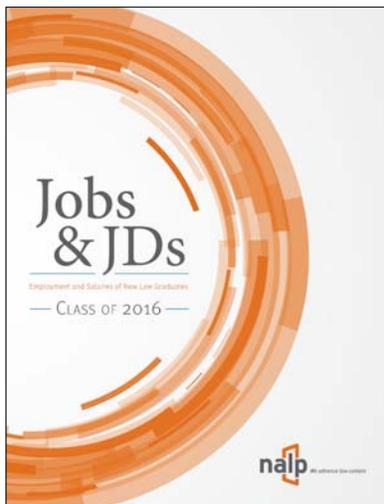
Women and Minorities at Law Firms in 2017 — Nationwide by Type of Attorney

	ASIAN		BLACK		HISPANIC	
	Total %	% Women	Total %	% Women	Total %	% Women
Partners	3.31%	1.23%	1.83%	0.66%	2.40%	0.73%
Associates	11.40%	6.52%	4.28%	2.42%	4.57%	2.23%
Other Lawyers	5.54%	3.00%	2.59%	1.46%	3.31%	1.57%

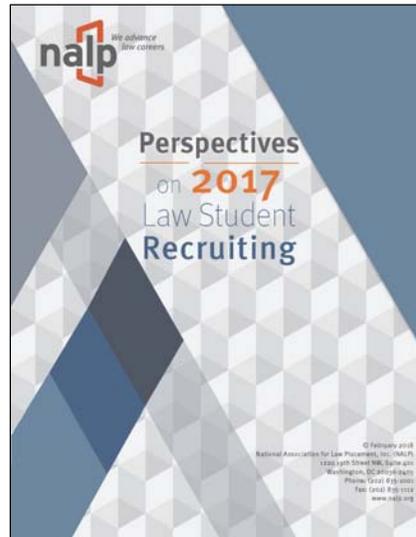


Source: NALP Directory of Legal Employers 2017

NALP's Annual Employment Report and Salary Survey



NALP's Perspectives on 2017 Fall Recruiting



NALP's 2017 Report on Diversity in US Law Firms



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