



NALP believes in fairness, facts and the power of a diverse community. We work every day to be the best career services, recruitment, and professional development organization in the world because we want the lawyers and law students we serve to have an ethical recruiting system, employment data they can trust, and expert advisers to guide and support them in every stage of their careers.

1



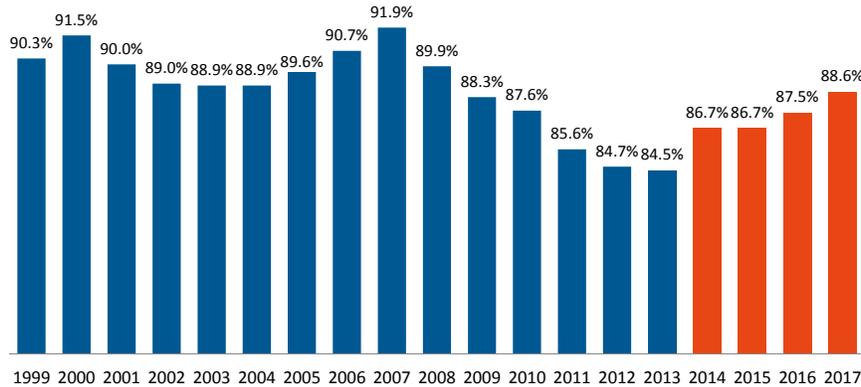
An Update on the Legal Employment Market

NALP Annual Education Conference
April 11, 2019

Presenter:
James Leipold, Executive Director

2

Law Graduate Employment Rate Nine/Ten Months After Graduation: 1999 – 2017

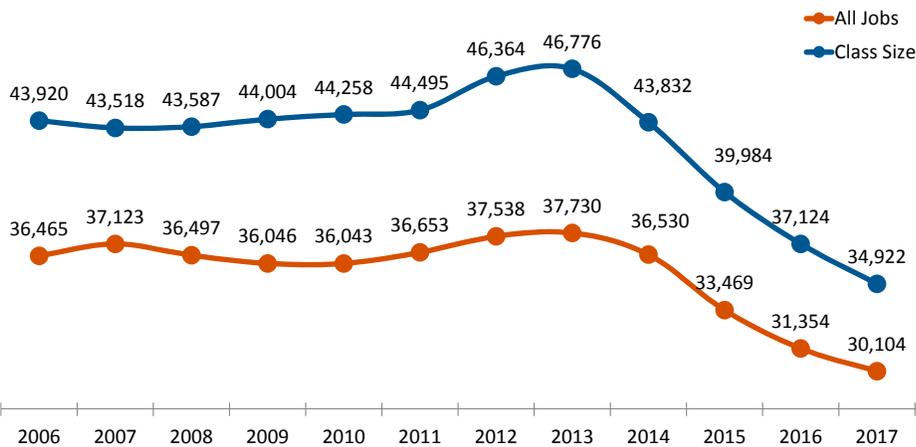


NOTE: Beginning with the Class of 2014, employment status information was collected as of March 15, rather than February 15, as it had been in prior years.

Source: NALP's Jobs & JDs, Classes of 1999 - 2017

3

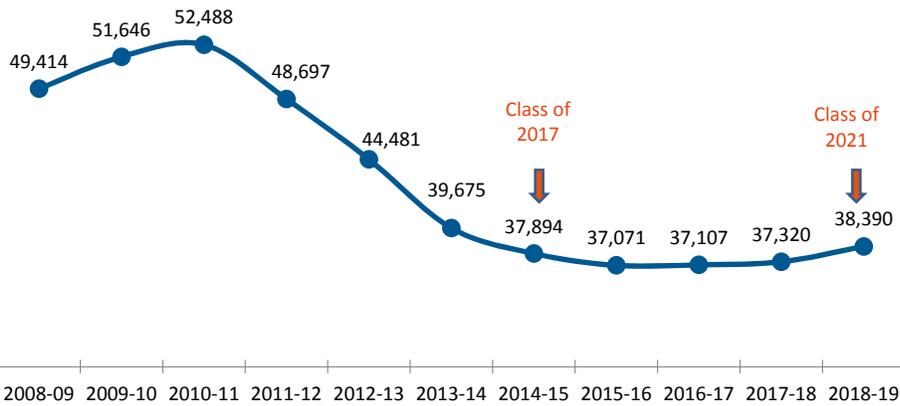
Total Number of Jobs Reported (Class Size vs. All Jobs)



Sources: All jobs figures come from NALP's Jobs & JDs, Classes of 2006 – 2017, Class size figures come from the ABA Section of Legal Education and Admissions to the Bar.

4

1L Enrollment at ABA Approved Law Schools



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

5



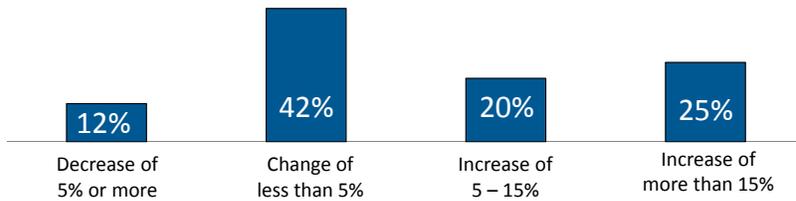
NALP Recruiting Survey Results – Law Schools



6

National Fall On-Campus Recruiting Levels

Percent of Change in the Number of Employers on Campus in the **Fall**
(as reported by law schools)

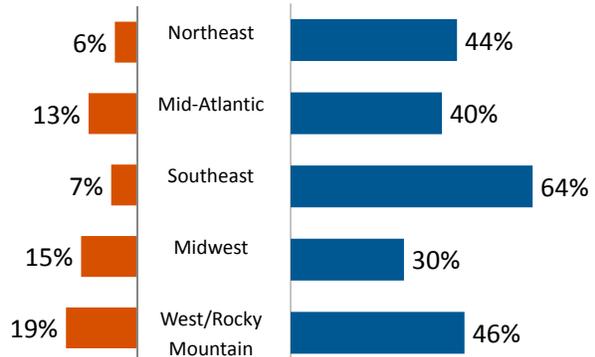


Source: NALP's Perspectives on Law Student Recruiting, 2018. Based on 114 school responses.

7

Fall On-Campus Recruiting Levels by Region

Change in Number of Employers on Campus in the Fall Compared to Previous Year by Region as Reported by Schools

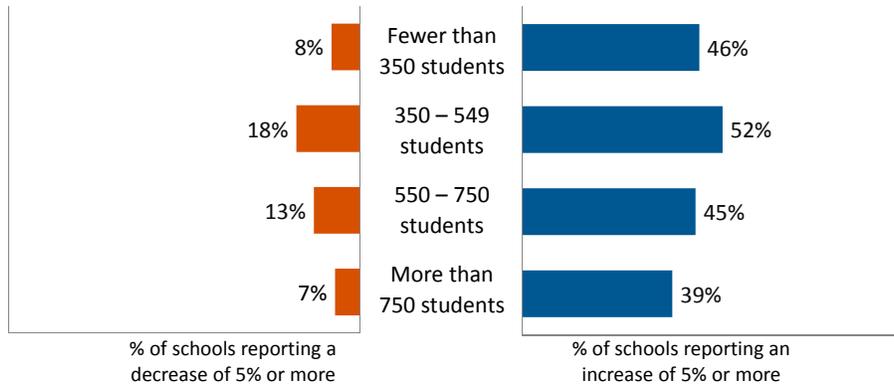


Source: NALP's Perspectives on Law Student Recruiting, 2018.

8

Fall On-Campus Recruiting Levels by Enrollment Size

Change in Number of Employers on Campus in the Fall Compared to Previous Year by Enrollment as Reported by Schools

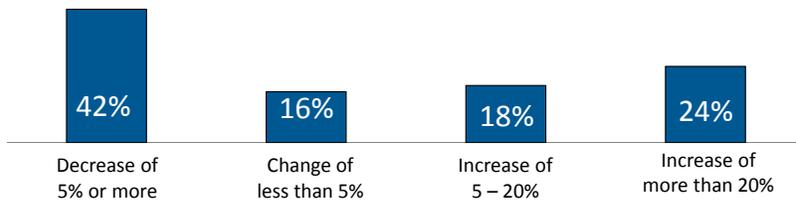


Source: NALP's Perspectives on Law Student Recruiting, 2018.

9

Spring On-Campus Recruiting Levels

Percent of Change in the Number of Employers on Campus in the **Spring** (as reported by law schools)

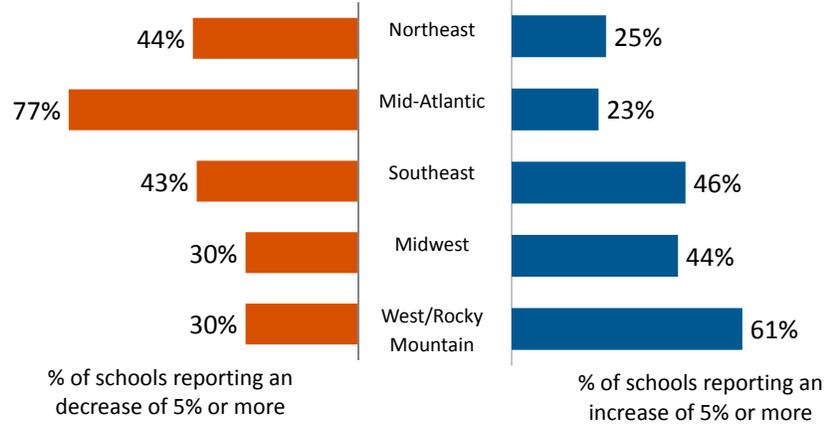


Source: NALP's Perspectives on Law Student Recruiting, 2018. Based on 103 school responses.

10

Spring On-Campus Recruiting Levels by Region

Change in Number of Employers on Campus in the Spring Compared to Previous Year by Region as Reported by Schools

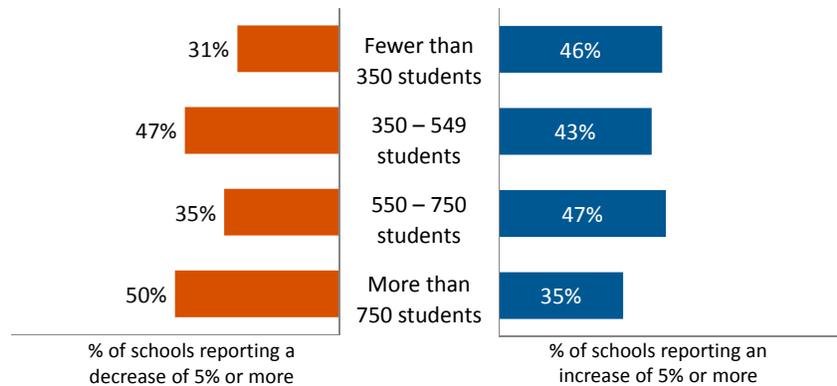


Source: NALP's Perspectives on Law Student Recruiting, 2018.

11

Spring On-Campus Recruiting Levels by Enrollment Size

Change in Number of Employers on Campus in the Spring Compared to Previous Year by Enrollment as Reported by Schools

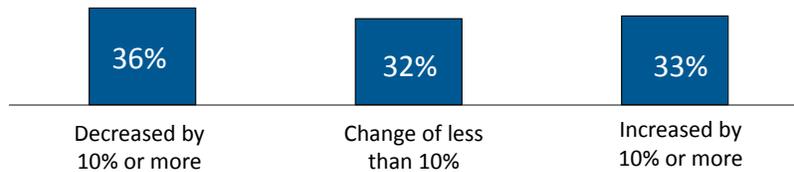


Source: NALP's Perspectives on Law Student Recruiting, 2018.

12

Job Opportunities Posted Outside of OCI

Change in the Number of Job Opportunities Posted Outside of OCI, e.g., direct application, resume collect, in 2018 compared with 2017



Source: NALP's Perspectives on Law Student Recruiting, 2018. Based on 101 school responses.

13

Pre-OCI offers as reported by law schools

- 57 schools reported that one or more of their students received at least one pre-OCI offer for 2L summer employment (up from 42 last year, and 50 the year before).
- 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 57.
- For about half of the schools reporting 1 or more pre-OCI offers, the number of pre-OCI offers was 3 or fewer.
- 37 schools affirmatively reported no pre-OCI offers and 21 schools either were not tracking the data or did not know.



Source: NALP's Perspectives on Law Student Recruiting, 2018.

14

Post-OCI recruiting as reported by schools

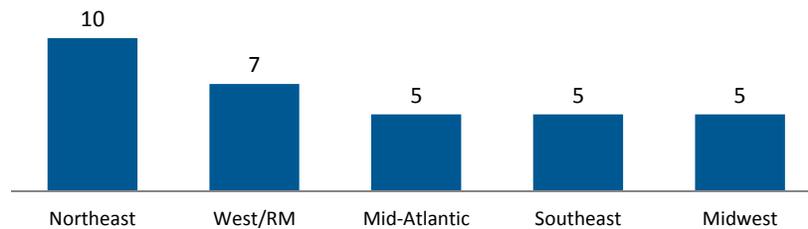
- 58% of schools reported that one or more employer that participated in their OCI program returned to solicit additional 2L candidates for their 2019 summer program after the completion of OCI, compared with 60% the previous year.
- Of the 66 schools that reported that employers returned post-OCI, the average number of employers that came back was 7 and the median number was 4, compared with an average of 6 and median of 2 last year.



Source: NALP's Perspectives on Law Student Recruiting, 2018.

15

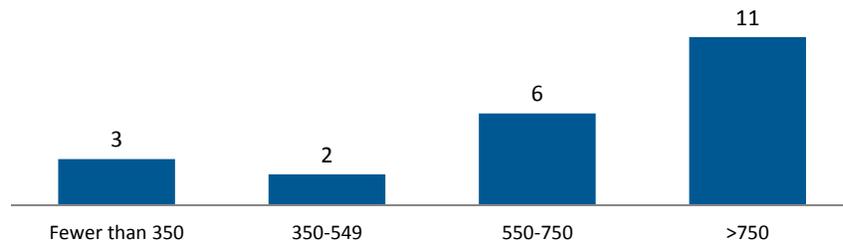
Average Number of Employers Returning to Campus Post-OCI, by Region



Source: NALP's Perspectives on Law Student Recruiting, 2018.

16

Average Number of Employers Returning to Campus Post-OCI, by School Size



Source: NALP's Perspectives on Law Student Recruiting, 2018.

17



NALP Fall Recruiting Survey Results – Law Firms



18

Use of Social Media for Student Outreach

- Did you use social media to reach out to students?

Yes 56%, up from 48% last year
 No 44%

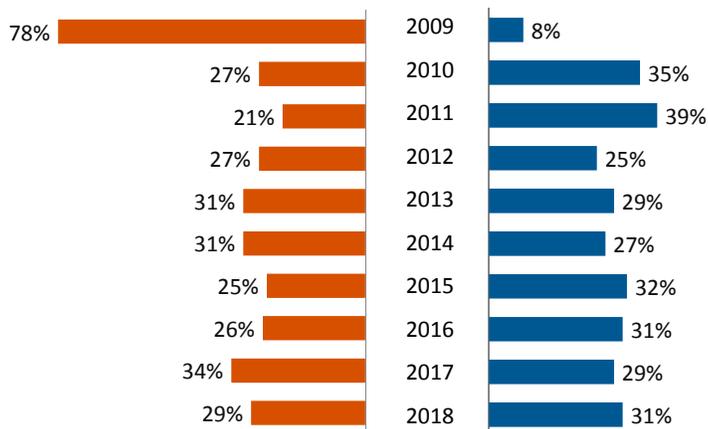
- If yes, what kind(s) of social media did you use?

LinkedIn	75%
Twitter	59%
Facebook	58%
Instagram	39%
Other	4%



19

National Fall On-Campus Recruiting Levels 2009-2018 As Reported by Employers



Number of schools visited:
 Percent of offices reporting a **decrease**
 in campus visits from previous year

Number of schools visited:
 Percent of offices reporting an **increase**
 in campus visits from previous year



Source: NALP's Perspectives on Law Student Recruiting, 2009 - 2018.

20

Fall On-Campus Law Firm Recruiting Levels Reported by Region

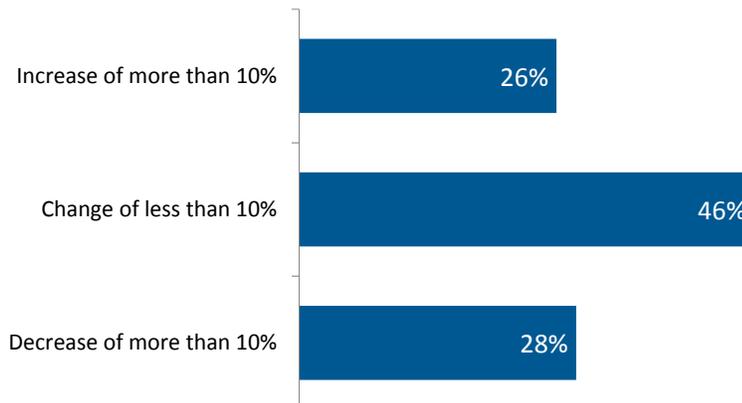
Change in Number of Schools Visited by Firms in 2018 Compared to 2017			
Region	Decrease	No Change	Increase
Northeast	31%	37%	32%
Mid-Atlantic	35%	32%	33%
Southeast	29%	42%	29%
Midwest	19%	53%	29%
West/Rocky Mountain	30%	42%	28%
Nationwide	29%	39%	31%



Source: NALP's Perspectives on Law Student Recruiting, 2018.

21

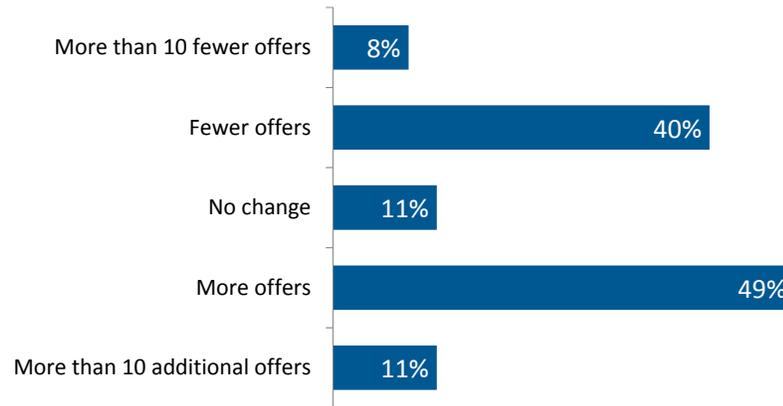
Change in Number of Screening Interviews for Summer 2019 spots, compared to 2018



Source: NALP's Perspectives on Law Student Recruiting, 2018.

22

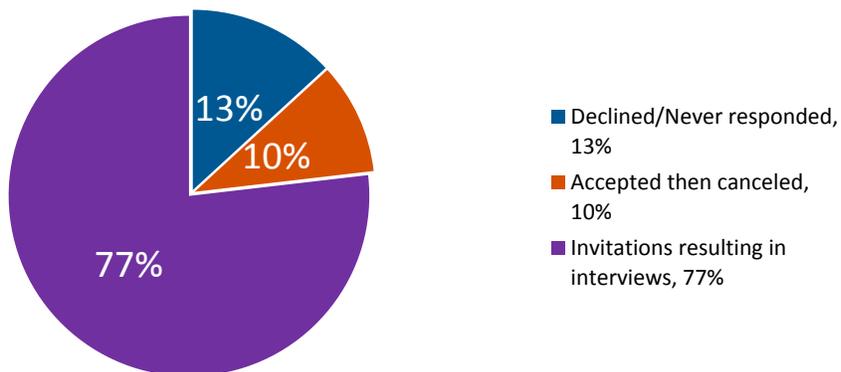
Change in Offers for Summer Associate Positions for Summer 2019, compared to 2018



Source: NALP's Perspectives on Law Student Recruiting, 2018.

23

Outcomes of Callback Invitations



Source: 2018 Survey of Legal Employers on Recruiting.

24

Outcomes of Callback Invitations

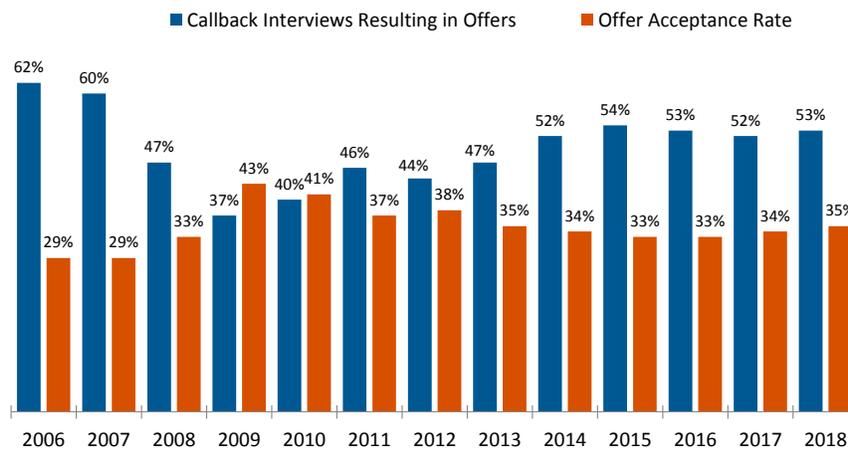
Outcomes of Summer Callback Invitations for 2019 Summer Programs						
Total # Callback Invitations Reported	% Declined or No Response	% Accepted then Canceled	% Resulting in Interviews	% Resulting in Offers	% Resulting in Acceptance	# of Invitations Needed to Result in One Accepted Offer
33,857	13%	10%	77%	41%	14%	7



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

25

Offer and Yield Rates for Summer Programs for Rising 2Ls Over Time



Source: NALP's Perspectives on Law Student Recruiting, 2006-18.

26

Offers Extended to Rising 2Ls for Summer Programs Over Time

Median Number of Offers Extended												
Firm Size	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
701+	30	18.5	8	12.5	11	12	12	15	20	20	16	18
501 – 700	16	11	19	19	13	13	18	23	17	31.5	28	14
251 – 500	19	8	9	10	14.5	8.5	11	11	16.5	7	11	8
101 – 250	17	12	6	9	8	7	7	7	6	8	9	7
100 or <	4	4	4	3	4.5	5	3	3	3	4	4	4
All Employers	15	10	7	9	10	8	8	9.5	12	11.5	12	11



Source: NALP's Perspectives on Law Student Recruiting, 2007 - 2018.

27

Offers Extended to Rising 2Ls for Summer Programs Over Time

Median Number of Offers Extended												
Firm Size	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
701+	30	18.5	8	12.5	11	12	12	15	20	20	16	18
501 – 700	16	11	19	19	13	13	18	23	17	31.5	28	14
251 – 500	19	8	9	10	14.5	8.5	11	11	16.5	7	11	8
101 – 250	17	12	6	9	8	7	7	7	6	8	9	7
100 or <	4	4	4	3	4.5	5	3	3	3	4	4	4
All Employers	15	10	7	9	10	8	8	9.5	12	11.5	12	11



Source: NALP's Perspectives on Law Student Recruiting, 2007 - 2018.

28

Offers Extended to Rising 2Ls for Summer Programs Over Time

Median Number of Offers Extended												
Firm Size	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
701+	30	18.5	8	12.5	11	12	12	15	20	20	16	18
501 – 700	16	11	19	19	13	13	18	23	17	31.5	28	14
251 – 500	19	8	9	10	14.5	8.5	11	11	16.5	7	11	8
101 – 250	17	12	6	9	8	7	7	7	6	8	9	7
100 or <	4	4	4	3	4.5	5	3	3	3	4	4	4
All Employers	15	10	7	9	10	8	8	9.5	12	11.5	12	11



Source: NALP's Perspectives on Law Student Recruiting, 2007 - 2018.

29

Offers Extended to Rising 2Ls for Summer Programs Over Time

Median Number of Offers Extended												
Firm Size	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
701+	30	18.5	8	12.5	11	12	12	15	20	20	16	18
501 – 700	16	11	19	19	13	13	18	23	17	31.5	28	14
251 – 500	19	8	9	10	14.5	8.5	11	11	16.5	7	11	8
101 – 250	17	12	6	9	8	7	7	7	6	8	9	7
100 or <	4	4	4	3	4.5	5	3	3	3	4	4	4
All Employers	15	10	7	9	10	8	8	9.5	12	11.5	12	11



Source: NALP's Perspectives on Law Student Recruiting, 2007 - 2018.

30

Offers Extended to Rising 2Ls for Summer Programs Over Time

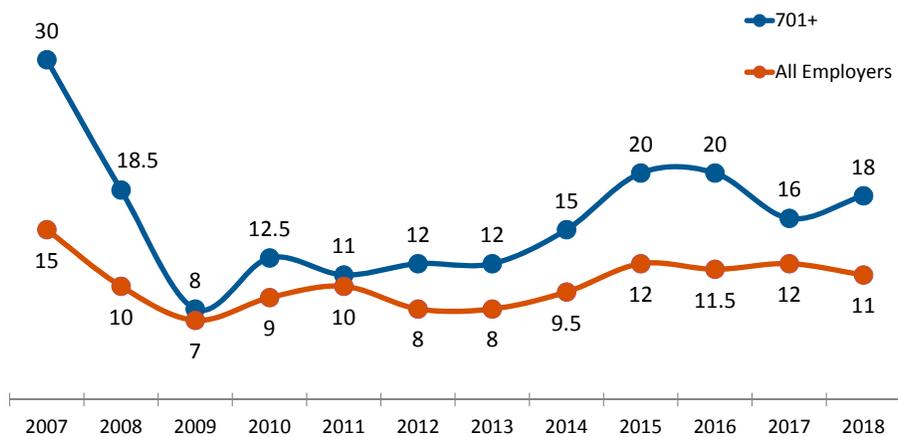
Median Number of Offers Extended												
Firm Size	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
701+	30	18.5	8	12.5	11	12	12	15	20	20	16	18
501 – 700	16	11	19	19	13	13	18	23	17	31.5	28	14
251 – 500	19	8	9	10	14.5	8.5	11	11	16.5	7	11	8
101 – 250	17	12	6	9	8	7	7	7	6	8	9	7
100 or <	4	4	4	3	4.5	5	3	3	3	4	4	4
All Employers	15	10	7	9	10	8	8	9.5	12	11.5	12	11



Source: NALP's Perspectives on Law Student Recruiting, 2007 - 2018.

31

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



Source: NALP's Perspectives on Law Student Recruiting, 2007 - 2018.

32

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

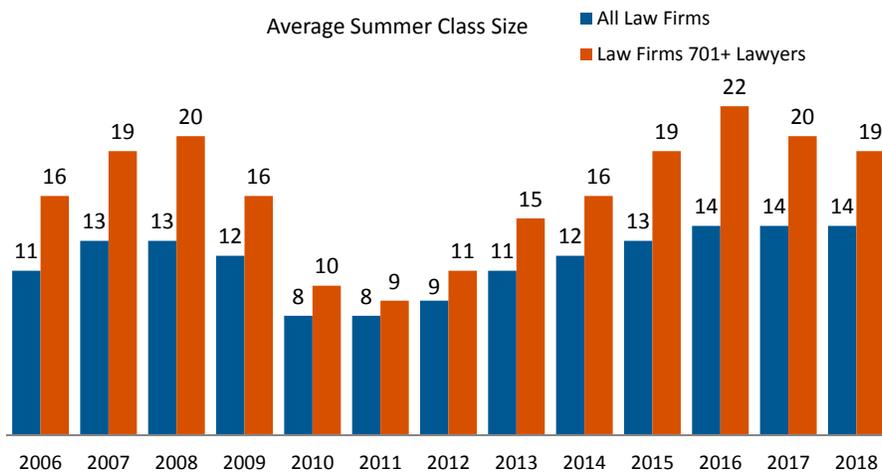
	<u>2016</u>	<u>2017</u>	<u>2018</u>
100 or fewer	1 – 16	1 – 33	1 – 42
101 – 250	1 – 57	1 – 51	1 – 53
251 – 500	1 – 243	1 – 243	1 – 206
501 – 700	1 – 261	1 – 270	1 – 251
701 +	1 – 565	1 – 486	1 – 476



Source: NALP's Perspectives on Law Student Recruiting 2016 – 2018

33

Law Firm Summer Program Class Size Over Time



Source: NALP's Perspectives on Fall Law Student Recruiting, 2006 - 2018.

34

Range in Law Firm Summer Program Class Size

Class Size	
1 – 3	34%
4 – 10	34%
11 – 20	15%
21 – 50	11%
51 – 194	6%

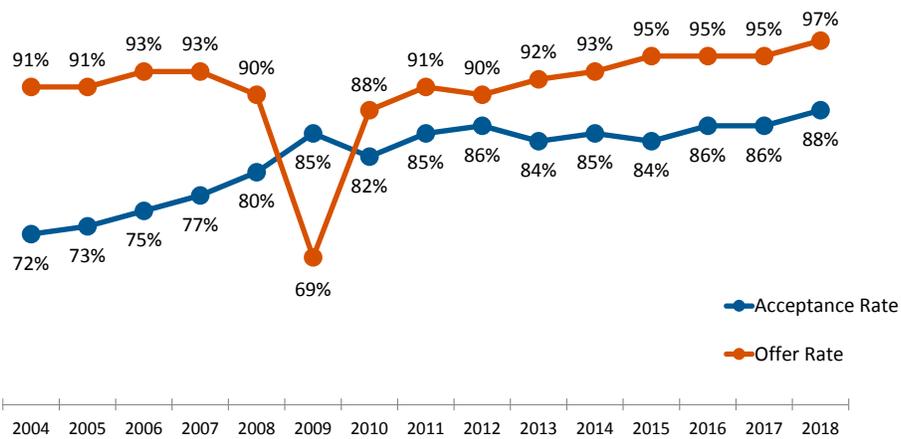
The modal (most common) summer class size actually fell to 1 for the summer of 2018 (12.8% of programs), followed by 2 (12% of programs), and then 3 (9.5% of programs). Last year the modal class size was 2.



Source: NALP's Perspectives on Law Student Recruiting 2018.

35

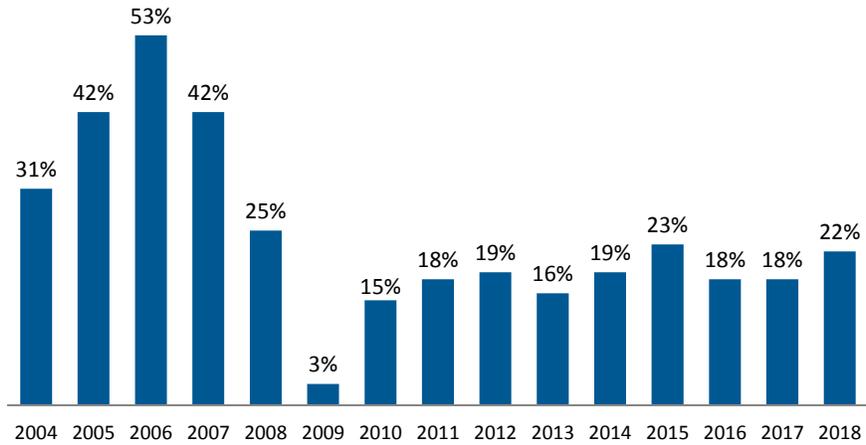
Outcomes of Summer Programs Over Time



Source: NALP's Perspectives on Law Student Recruiting, 2004 - 2018.

36

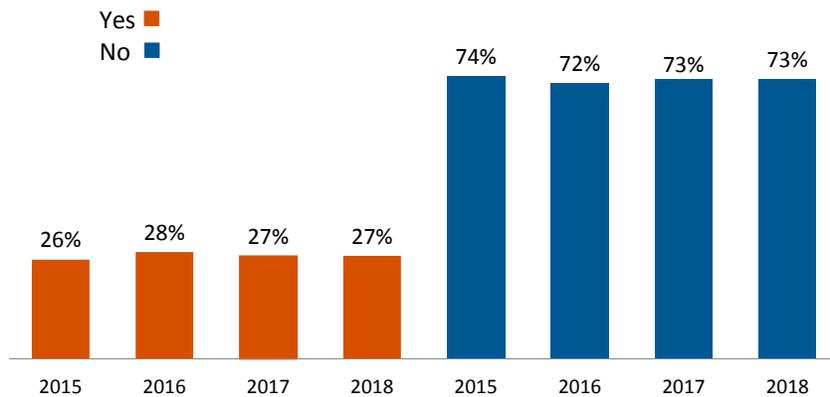
Fall Recruiting of 3Ls As Reported by Law Firms, Over Time



Source: NALP's Perspectives on Law Student Recruiting, 2004 - 2018.

37

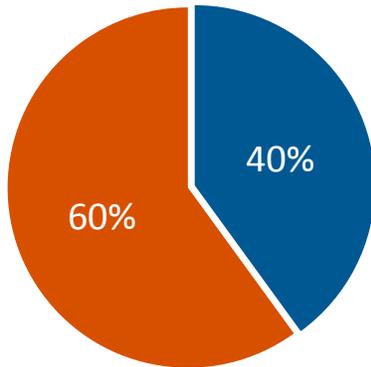
Did Your Firm Make Any Offers Before OCI Started?



Source: 2015-2018 Survey of Legal Employers on Recruiting.
2018 data based on 386 total responses (105 offices reported making early offers).

38

Offers Made Before OCI



■ Accepted, 40%

■ Declined, 60%

These accept and decline rates are **almost exactly the same as last year**; the accept rate compares with an overall acceptance rate of 35%.

Median Number of Offers: 3
Average Number of Offers: 8

98 offices collectively reported 822 pre-OCI offers (up from 744 in 2017, 601 in 2016, and 370 in 2015).

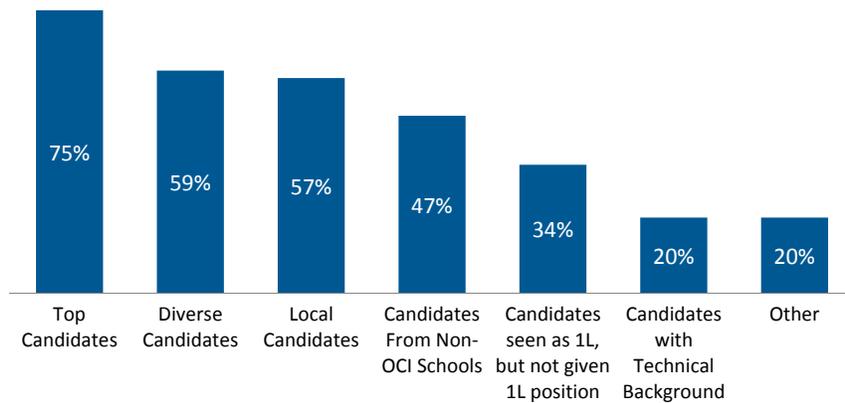


Source: 2018 Survey of Legal Employers on Recruiting.

39

Offers Made Before OCI

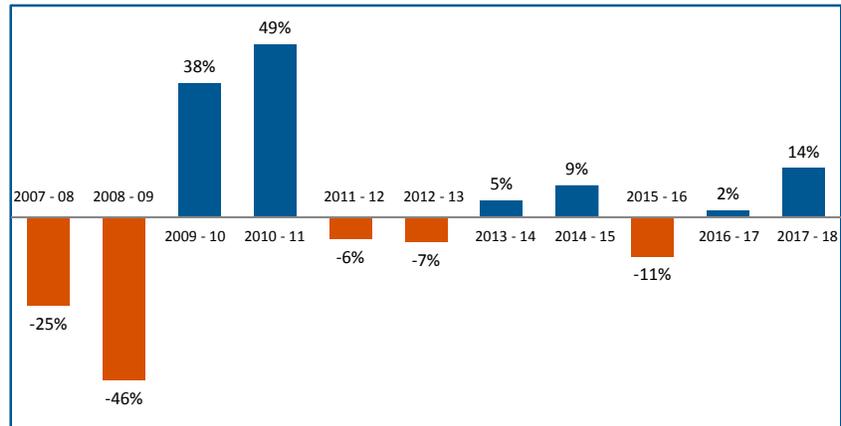
To whom were these offers made?



Source: 2018 Survey of Legal Employers on Recruiting. Based on 105 responses.

40

Lateral Hiring Volume (Change From Previous Year)

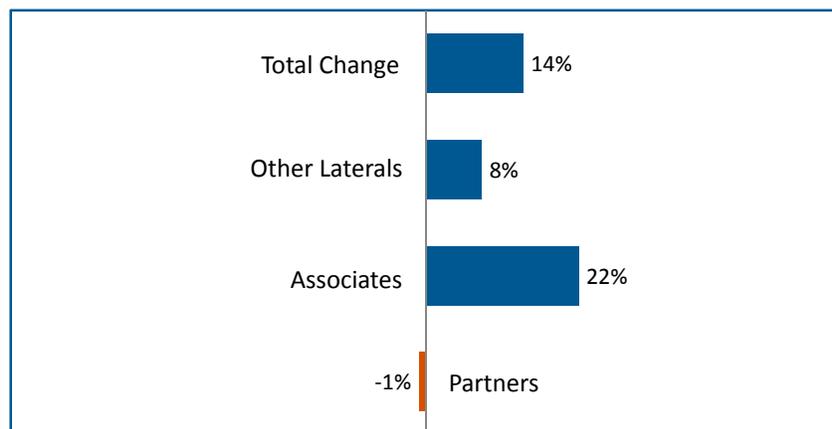


Source: 2008-2018 Survey of Legal Employers on Recruiting.

41

Lateral Hiring Volume (Change from 2017 to 2018)

Change in the number of lateral lawyers hired by lawyer type



Source: 2018 Survey of Legal Employers on Recruiting.

42



Survey for Law Students Who Interviewed With Law Firms for Summer 2019



43

Top Influences For Selecting Employers

What **resources** most influenced your decision about which employers to apply to for screening interviews for a 2L summer 2019 job during Fall 2018 OCI?



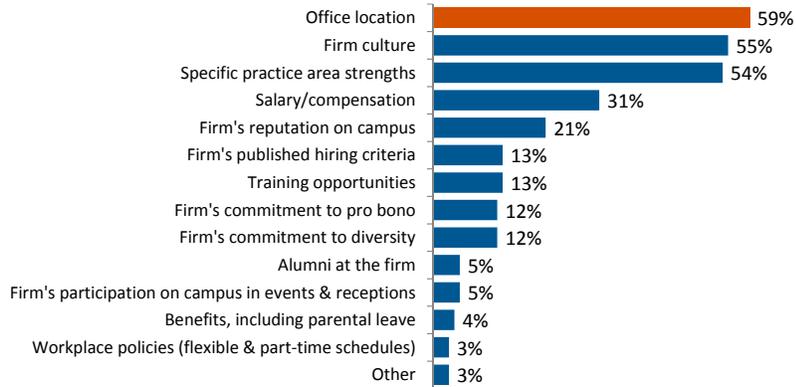
Multiple responses permitted. Based on 926 responses.



44

Top Influences For Selecting Employers

What **factors** most influenced your decision about which employers to apply to for screening interviews for a 2L summer 2019 job during Fall 2018 OCI?

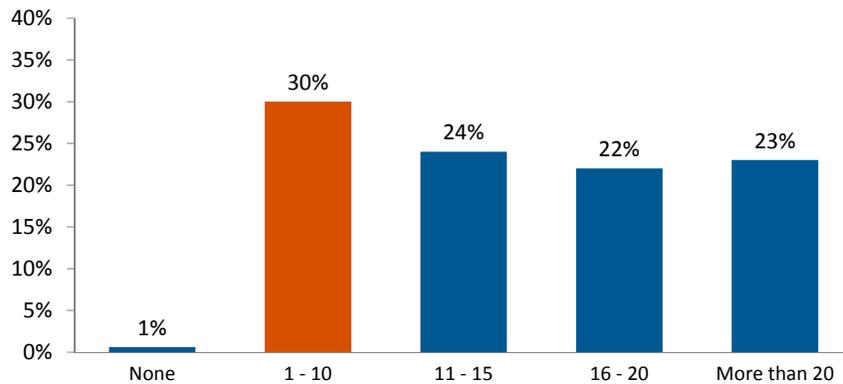


Multiple responses permitted. Based on 926 responses.

45

Total Number of Screening Interviews

How many screening interviews did you have in total?

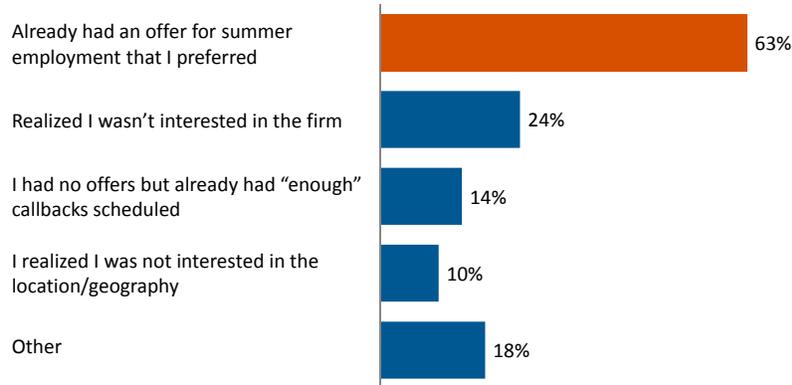


Based on 926 responses.

46

Declining Callback Invitations

If you declined one or more callback invitation(s), why did you decline it/them?

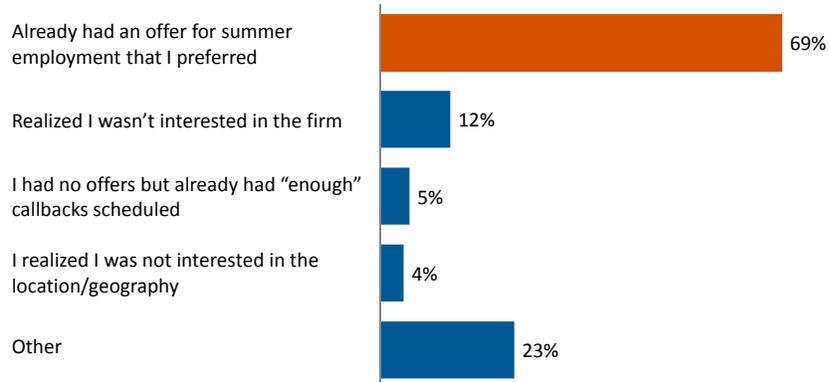


Multiple responses permitted. Based on 520 responses.

47

Canceling Callback Invitations

If you *cancel*ed one or more callback invitation(s) that you had previously scheduled, why did you cancel it/them?

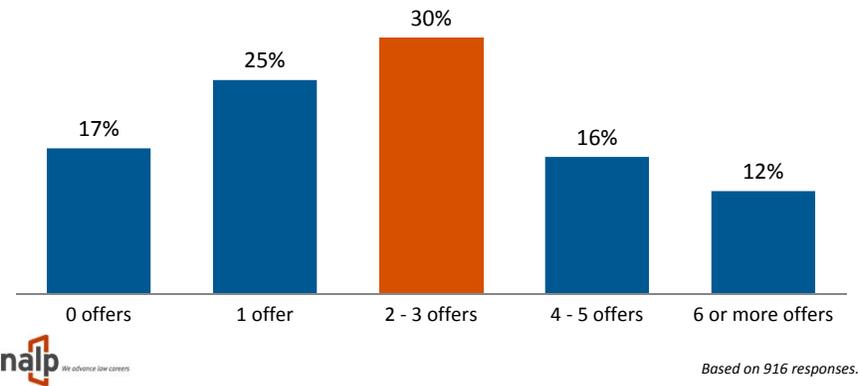


Multiple responses permitted. Based on 520 responses.

48

Summer Associate Employment Offers

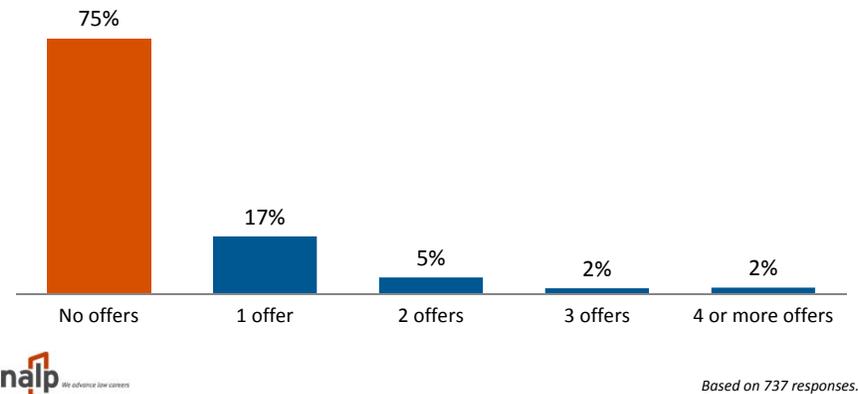
How many offers for summer associate employment did you receive?



49

Summer Associate Employment Offers

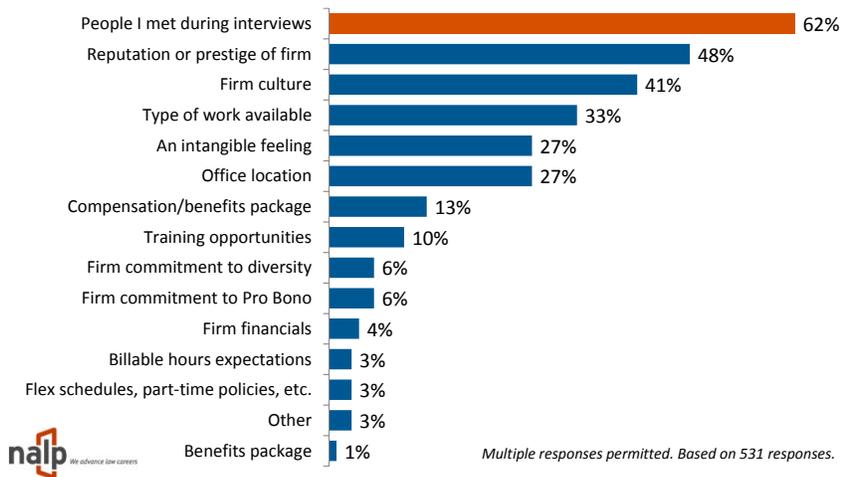
How many offers, if any, were extended prior to the start of the OCI program at your school?



50

Top Influences For Offer Acceptance

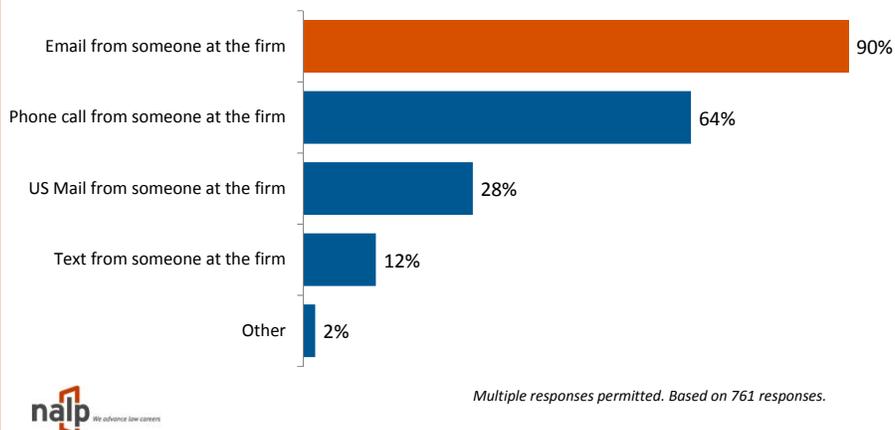
If you received multiple offers, what most influenced your decision about which offer to accept?



51

Student Expectations

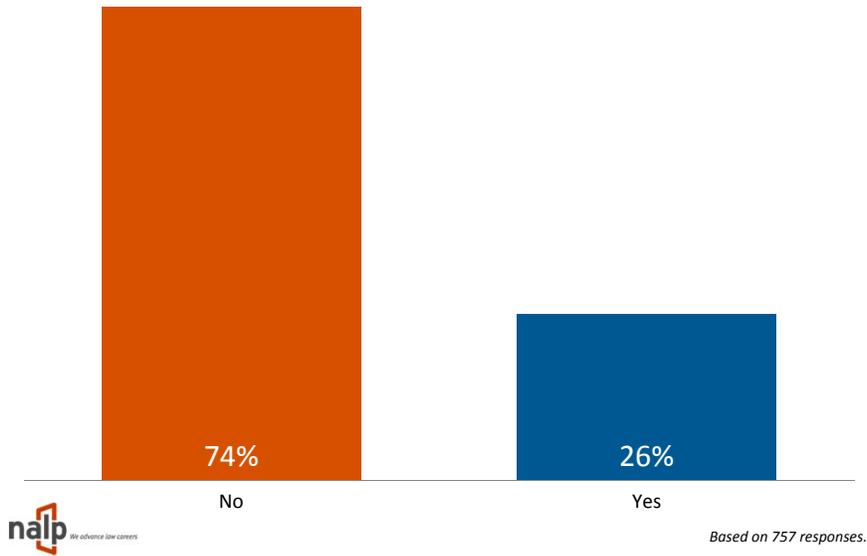
Following an offer, what sort of communication and/or follow-up from the firm would be welcome or expected?



52

Social Media

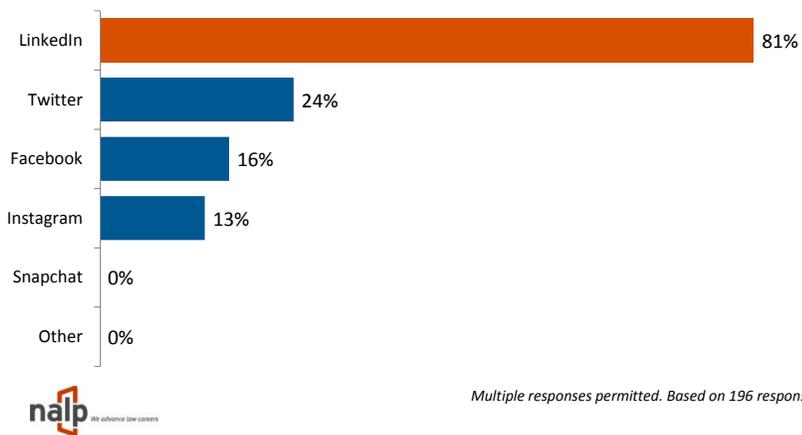
Did you follow any of the firms you were interested in on social media?



53

Social Media

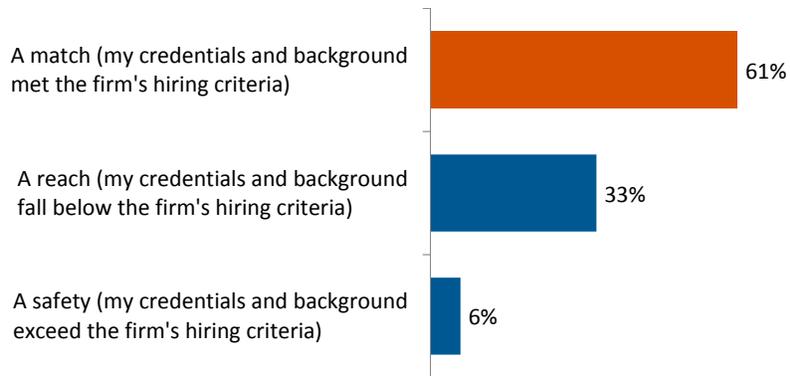
If yes, which platform did you use to follow these firms? Multiple responses were allowed.



54

Calculated Odds Prior to Acceptance

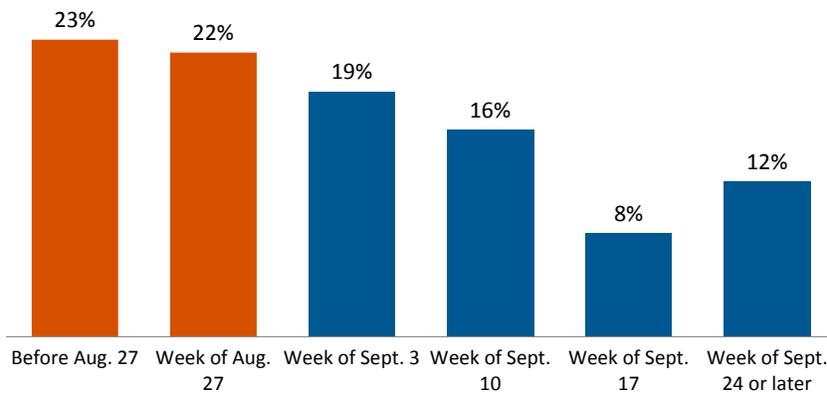
For the employer with which you ultimately accepted an offer for summer associate employment, did you previously perceive that employer to be:



Based on 748 responses.

55

When Was the Offer Accepted?



Based on 584 responses.

56

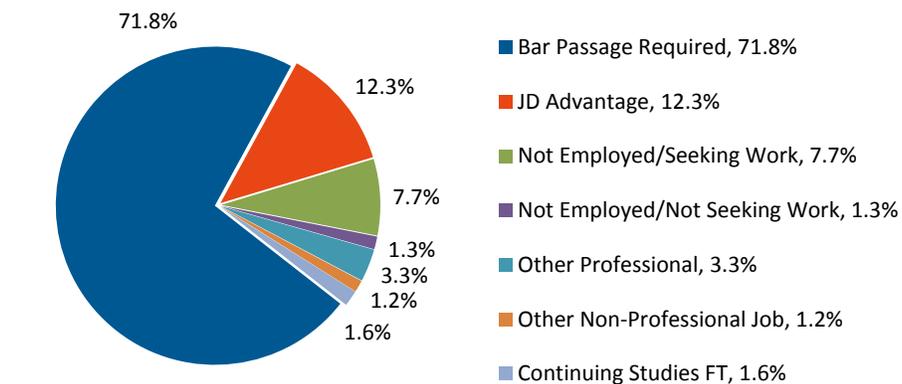


NALP Employment Report and Salary Survey Results for the Class of 2017



57

Employment Outcomes for the Class of 2017: Employment Status, All Graduates



Number of Graduates: 33,966 (with known employment status)



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 0.83% and 0.07% of graduates, respectively, but are not shown on the chart.

Source: NALP's Jobs & JDs, Class of 2017

58

Law Graduate Employment Status: 2007 - 2017

Job Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Bar Passage Req'd	76.9%	74.7%	70.8%	68.4%	65.4%	64.4%	64.4%	66.3%	66.6%	67.7%	71.8%
JD Advantage	7.7%	8.1%	9.2%	10.7%	12.5%	13.3%	13.8%	14.8%	14.5%	14.8%	12.3%
Other Professional	5.1%	4.9%	5.4%	5.6%	5.3%	4.9%	4.7%	4.2%	4.2%	3.8%	3.3%
Other Non-Prof.	1.3%	1.3%	1.8%	1.9%	1.9%	1.8%	1.6%	1.4%	1.4%	1.2%	1.2%
Continuing Studies	2.3%	2.4%	3.1%	2.9%	2.3%	2.1%	1.8%	1.6%	1.7%	1.7%	1.6%
Seeking Job	4.1%	5.4%	6.0%	6.2%	9.6%	10.8%	11.2%	9.7%	9.6%	8.8%	7.7%
Not Seeking Job	1.7%	2.3%	2.7%	3.2%	2.5%	2.1%	1.7%	1.3%	1.3%	1.3%	1.3%



Blue figures represent high figures for the period.
Red figures represent low figures for the period.

Source: NALP's Jobs & JDs, Classes of 2007 – 2017

59

Law Graduate Employment Status: 2007 - 2017

Job Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Bar Passage Req'd	76.9%	74.7%	70.8%	68.4%	65.4%	64.4%	64.4%	66.3%	66.6%	67.7%	71.8%
JD Advantage	7.7%	8.1%	9.2%	10.7%	12.5%	13.3%	13.8%	14.8%	14.5%	14.8%	12.3%
Other Professional	5.1%	4.9%	5.4%	5.6%	5.3%	4.9%	4.7%	4.2%	4.2%	3.8%	3.3%
Other Non-Prof.	1.3%	1.3%	1.8%	1.9%	1.9%	1.8%	1.6%	1.4%	1.4%	1.2%	1.2%
Continuing Studies	2.3%	2.4%	3.1%	2.9%	2.3%	2.1%	1.8%	1.6%	1.7%	1.7%	1.6%
Seeking Job	4.1%	5.4%	6.0%	6.2%	9.6%	10.8%	11.2%	9.7%	9.6%	8.8%	7.7%
Not Seeking Job	1.7%	2.3%	2.7%	3.2%	2.5%	2.1%	1.7%	1.3%	1.3%	1.3%	1.3%



Blue figures represent high figures for the period.
Red figures represent low figures for the period.

Source: NALP's Jobs & JDs, Classes of 2007 – 2017

60

Law Graduate Employment Status: 2007 - 2017

Job Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Bar Passage Req'd	76.9%	74.7%	70.8%	68.4%	65.4%	64.4%	64.4%	66.3%	66.6%	67.7%	71.8%
JD Advantage	7.7%	8.1%	9.2%	10.7%	12.5%	13.3%	13.8%	14.8%	14.5%	14.8%	12.3%
Other Professional	5.1%	4.9%	5.4%	5.6%	5.3%	4.9%	4.7%	4.2%	4.2%	3.8%	3.3%
Other Non-Prof.	1.3%	1.3%	1.8%	1.9%	1.9%	1.8%	1.6%	1.4%	1.4%	1.2%	1.2%
Continuing Studies	2.3%	2.4%	3.1%	2.9%	2.3%	2.1%	1.8%	1.6%	1.7%	1.7%	1.6%
Seeking Job	4.1%	5.4%	6.0%	6.2%	9.6%	10.8%	11.2%	9.7%	9.6%	8.8%	7.7%
Not Seeking Job	1.7%	2.3%	2.7%	3.2%	2.5%	2.1%	1.7%	1.3%	1.3%	1.3%	1.3%



Blue figures represent high figures for the period.
Red figures represent low figures for the period.

Source: NALP's Jobs & JDs, Classes of 2007 – 2017

61

Law Graduate Employment Status: 2007 - 2017

Job Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Bar Passage Req'd	76.9%	74.7%	70.8%	68.4%	65.4%	64.4%	64.4%	66.3%	66.6%	67.7%	71.8%
JD Advantage	7.7%	8.1%	9.2%	10.7%	12.5%	13.3%	13.8%	14.8%	14.5%	14.8%	12.3%
Other Professional	5.1%	4.9%	5.4%	5.6%	5.3%	4.9%	4.7%	4.2%	4.2%	3.8%	3.3%
Other Non-Prof.	1.3%	1.3%	1.8%	1.9%	1.9%	1.8%	1.6%	1.4%	1.4%	1.2%	1.2%
Continuing Studies	2.3%	2.4%	3.1%	2.9%	2.3%	2.1%	1.8%	1.6%	1.7%	1.7%	1.6%
Seeking Job	4.1%	5.4%	6.0%	6.2%	9.6%	10.8%	11.2%	9.7%	9.6%	8.8%	7.7%
Not Seeking Job	1.7%	2.3%	2.7%	3.2%	2.5%	2.1%	1.7%	1.3%	1.3%	1.3%	1.3%

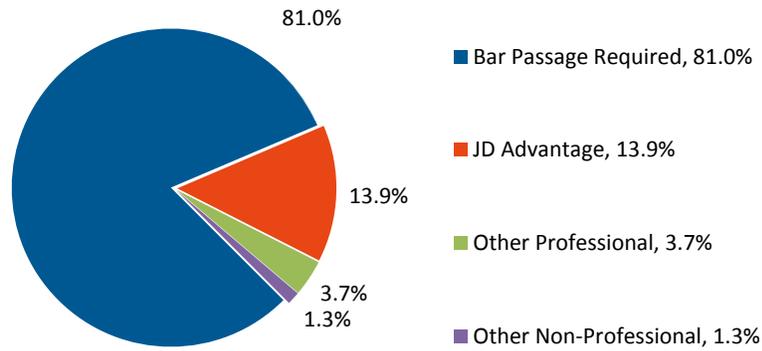


Blue figures represent high figures for the period.
Red figures represent low figures for the period.

Source: NALP's Jobs & JDs, Classes of 2007 – 2017

62

Employment Outcomes for the Class of 2017: Job Types of those Employed



Number of Jobs: 31,104



NOTE: Jobs for which job type, e.g. Bar Passage Required, was not specified account for 0.08% of jobs but are not shown on the chart.

Source: NALP's *Jobs & JDs, Class of 2017*

63

Percentage of Graduates with 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%
- **Class of 2017: 69%**



64

JD Advantage Jobs: 2011 – 2017

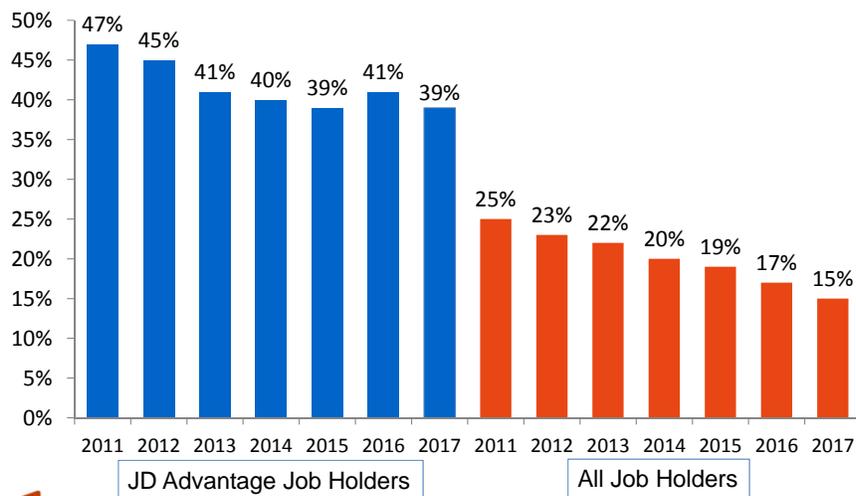
	2011	2012	2013	2014	2015	2016	2017
Total # of Jobs	35,653	37,538	37,730	36,530	33,469	31,354	30,104
Total # of JDA Jobs	5,214	5,877	6,154	6,228	5,592	5,311	4,193
JDA Jobs as % of all jobs	14.6%	15.7%	16.3%	17.0%	16.7%	16.9%	13.9%
Total # JDA Jobs in Business	2,396	2,628	2,936	3,118	2,816	2,537	2,075

Source: NALP's Jobs & JDs, Classes of 2011 - 2017



65

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



Source: Jobs & JDs, Classes of 2006-2017

66

Range in Number of JD Advantage Jobs by Law School

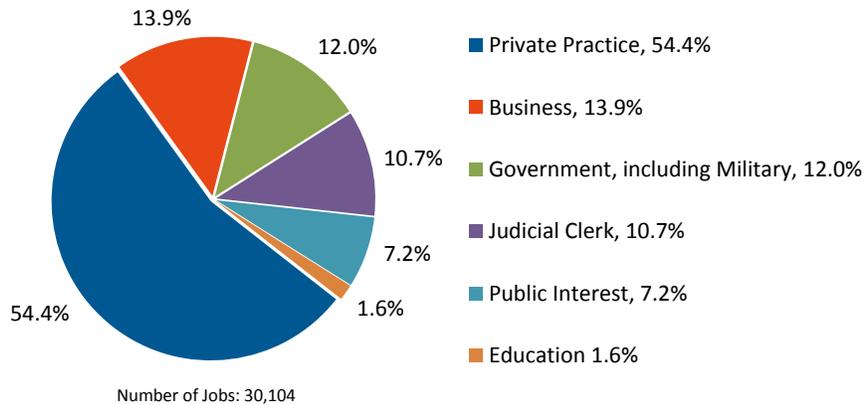
50+ JDA Jobs	13 Schools
20-49 JDA Jobs	70 Schools
11-19 JDA Jobs	63 Schools
10 or fewer JDA Jobs	55 Schools



Source: NALP's *Jobs & JDs, Class of 2017*

67

Employment Outcomes for the Class of 2017: Employer Type



NOTE: Figures in this chart reflect all job types – both legal and other. For clarity, the category for unknown employer type, representing 0.14% of jobs, is not shown. Overall, 94% of jobs were reported as full-time.

Source: NALP's *Jobs & JDs, Class of 2017*

68

Law Graduate Employer Type: 2007-2017

Employer Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Private Practice	55.5%	56.2%	55.9%	50.9%	49.5%	50.7%	51.1%	50.9%	51.3%	52.9%	54.4%
Business	14.1%	13.4%	13.5%	15.1%	18.1%	17.9%	18.4%	18.0%	17.2%	15.6%	13.9%
Gov't, Incl. Military	11.7%	11.8%	11.4%	12.8%	11.9%	12.1%	11.5%	12.2%	12.3%	12.1%	12.0%
Judicial Clerkships	9.8%	9.6%	8.7%	9.3%	9.3%	8.9%	9.0%	9.2%	10.0%	10.5%	10.7%
Public Interest	5.8%	5.4%	5.7%	6.7%	7.5%	7.2%	7.1%	7.3%	7.1%	6.9%	7.2%
Education	1.8%	2.3%	3.5%	3.7%	3.0%	2.7%	2.6%	2.1%	1.9%	1.9%	1.6%



Blue figures represent high figures for the period.
Red figures represent low figures for the period.

Source: NALP's Jobs & JDs, Classes of 2007 – 2017

69

Law Graduate Employer Type: 2007-2017

Employer Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Private Practice	55.5%	56.2%	55.9%	50.9%	49.5%	50.7%	51.1%	50.9%	51.3%	52.9%	54.4%
Business	14.1%	13.4%	13.5%	15.1%	18.1%	17.9%	18.4%	18.0%	17.2%	15.6%	13.9%
Gov't, Incl. Military	11.7%	11.8%	11.4%	12.8%	11.9%	12.1%	11.5%	12.2%	12.3%	12.1%	12.0%
Judicial Clerkships	9.8%	9.6%	8.7%	9.3%	9.3%	8.9%	9.0%	9.2%	10.0%	10.5%	10.7%
Public Interest	5.8%	5.4%	5.7%	6.7%	7.5%	7.2%	7.1%	7.3%	7.1%	6.9%	7.2%
Education	1.8%	2.3%	3.5%	3.7%	3.0%	2.7%	2.6%	2.1%	1.9%	1.9%	1.6%



Blue figures represent high figures for the period.
Red figures represent low figures for the period.

Source: NALP's Jobs & JDs, Classes of 2007 – 2017

70

Law Graduate Employer Type: 2007-2017

Employer Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Private Practice	55.5%	56.2%	55.9%	50.9%	49.5%	50.7%	51.1%	50.9%	51.3%	52.9%	54.4%
Business	14.1%	13.4%	13.5%	15.1%	18.1%	17.9%	18.4%	18.0%	17.2%	15.6%	13.9%
Gov't, Incl. Military	11.7%	11.8%	11.4%	12.8%	11.9%	12.1%	11.5%	12.2%	12.3%	12.1%	12.0%
Judicial Clerkships	9.8%	9.6%	8.7%	9.3%	9.3%	8.9%	9.0%	9.2%	10.0%	10.5%	10.7%
Public Interest	5.8%	5.4%	5.7%	6.7%	7.5%	7.2%	7.1%	7.3%	7.1%	6.9%	7.2%
Education	1.8%	2.3%	3.5%	3.7%	3.0%	2.7%	2.6%	2.1%	1.9%	1.9%	1.6%



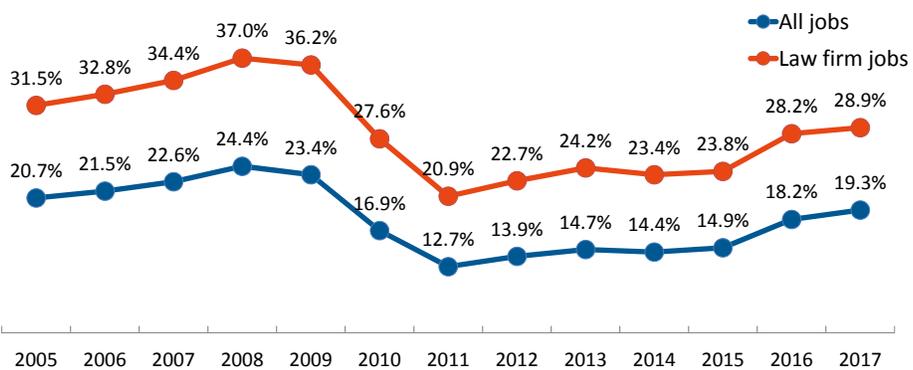
Blue figures represent high figures for the period.
Red figures represent low figures for the period.

Source: NALP's Jobs & JDs, Classes of 2007 - 2017

71

Jobs Obtained via OCI

Percentage of Jobs Obtained through Fall OCI, 2005 - 2017

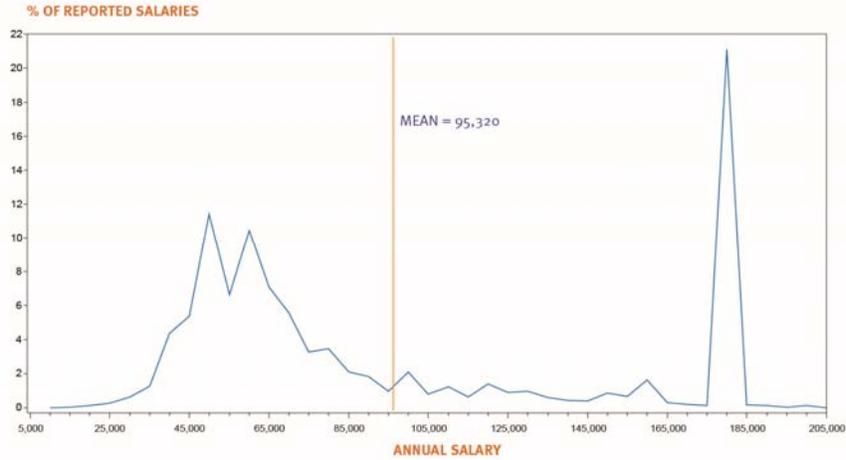


Source: NALP's Jobs & JDs, Classes of 2005 - 2017.

72

Bimodal Starting Salary Distribution for the Class of 2017

Distribution of Reported Full-time Salaries



Note: Graph is based on 39,719 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 \$70,000, which collectively accounted for just over half of reported salaries. The right-hand peak shows that salaries of \$180,000 accounted for 21% of reported salaries. For purposes of this graph, all reported salaries were rounded to the nearest \$5,000. However, the mean is based on salaries as reported.

©NALP 2018
www.nalp.org

73

Median & Mean Starting Salaries: Classes of 2009 - 2017

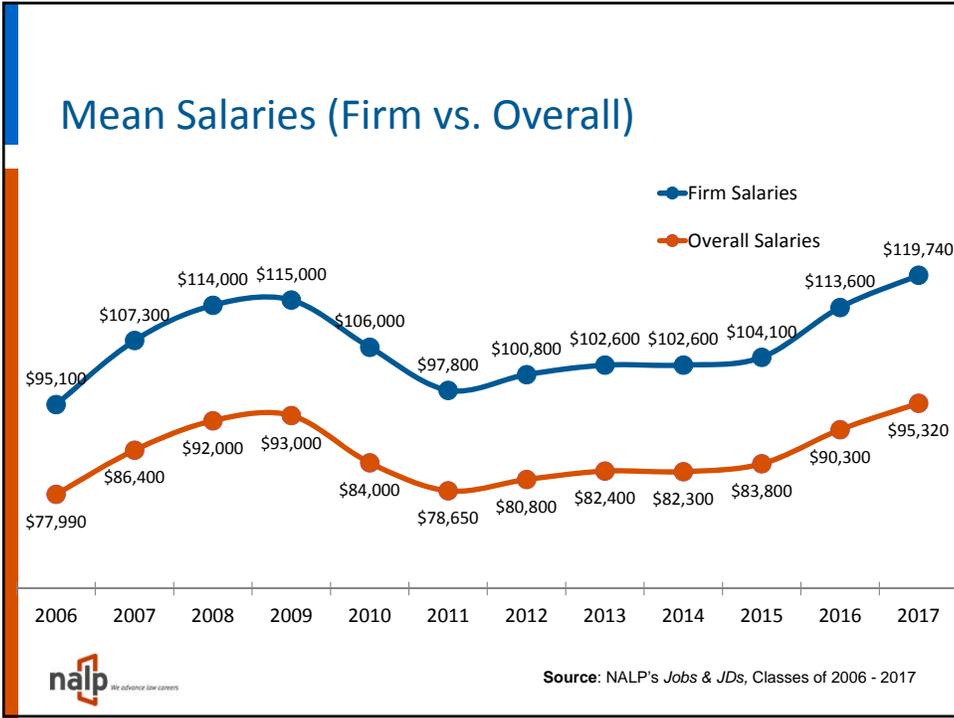
Salary	2009	2010	2011	2012	2013	2014	2015	2016	2017
Median Salary	\$72,000	\$63,000	\$60,000	\$61,250	\$62,470	\$63,000	\$64,800	\$65,000	\$70,000
Mean Salary	\$93,000	\$84,000	\$78,650	\$80,800	\$82,400	\$82,300	\$83,800	\$90,305	\$95,320

Salary	2009	2010	2011	2012	2013	2014	2015	2016	2017
Median Law Firm Salary	\$130,000	\$104,000	\$85,000	\$90,000	\$95,000	\$95,000	\$100,000	\$104,000	\$117,000
Mean Law Firm Salary	\$115,000	\$106,000	\$97,800	\$100,800	\$102,600	\$102,600	\$104,100	\$113,600	\$119,740

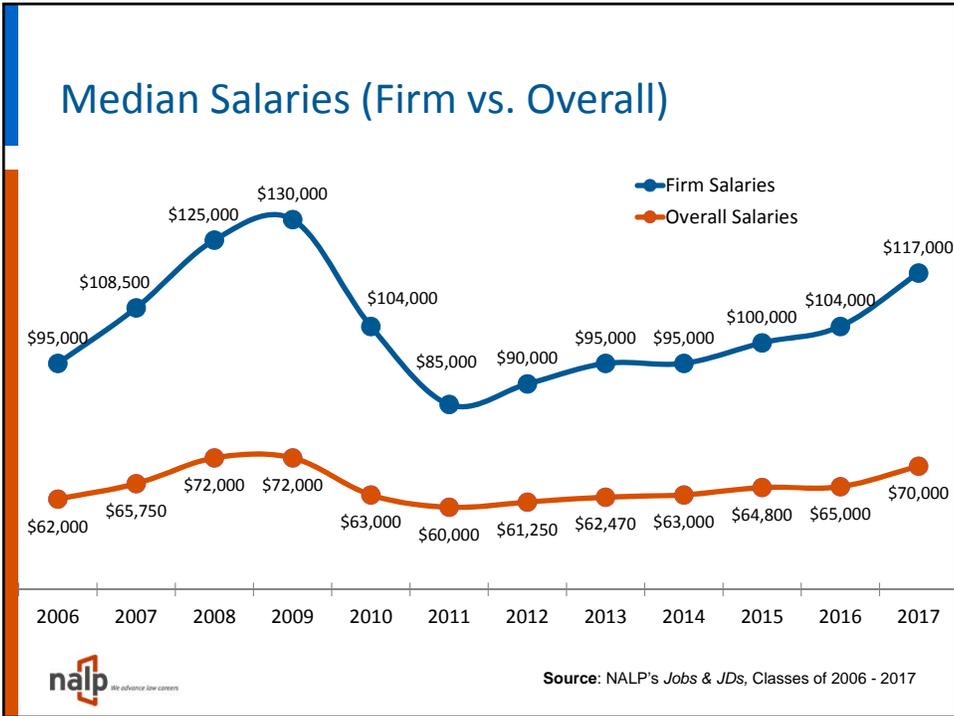


Source: NALP's Jobs & JDs, Classes of 2009 - 2017

74



75



76

Private Practice Employment Class of 2017

Employment in Law Firms by Size of Firm		
Size of Firm	Percent of Private Practice Jobs	Subtotals
Solo	2.5%	
1 – 10*	35.3%	
11 – 25	10.3%	
26 – 50	6.1%	54.2%
51 – 100	4.9%	
101 – 250	5.9%	
251 – 500	6.2%	
501+	28.1%	45.1%
Unknown	0.7%	

** Includes graduates whose employer is a solo practitioner.



Source: NALP's Jobs and JDs, Class of 2017

77

Private Practice Employment by Law Firm Size: 2009 - 2017

	2009	2010	2011	2012	2013	2014	2015	2016	2017
Solo*	5.3%	5.7%	6.0%	5.1%	4.8%	4.4%	3.4%	2.8%	2.5%
1 – 10**	33.5%	39.1%	42.9%	43.0%	42.0%	41.3%	39.5%	37.7%	35.3%
11 – 25	7.6%	8.9%	10.5%	9.9%	10.0%	10.1%	10.2%	10.4%	10.3%
26 – 50	4.7%	5.3%	6.1%	5.7%	5.6%	5.6%	5.6%	5.7%	6.1%
51 – 100	4.5%	4.2%	5.0%	4.5%	4.5%	4.3%	4.7%	4.8%	4.9%
101 – 250	7.0%	5.6%	5.7%	5.5%	5.4%	5.9%	5.6%	5.7%	5.9%
251 - 500	7.3%	6.0%	5.0%	5.3%	5.5%	5.9%	6.2%	6.1%	6.2%
501+	25.6%	20.5%	16.2%	19.1%	20.7%	21.3%	23.3%	25.5%	28.1%
Unknown	4.6%	4.9%	2.6%	1.9%	1.5%	1.4%	1.5%	1.3%	0.7%

*Graduates who started their own practice

** Includes graduates whose employer is a solo practitioner



Blue figures represent high figures for the period.
Red figures represent low figures for the period.

Source: NALP's Jobs & JDs, Classes of 2009 – 2017

78

Private Practice Employment by Law Firm Size: 2009 - 2017

	2009	2010	2011	2012	2013	2014	2015	2016	2017
Solo*	5.3%	5.7%	6.0%	5.1%	4.8%	4.4%	3.4%	2.8%	2.5%
1 – 10**	33.5%	39.1%	42.9%	43.0%	42.0%	41.3%	39.5%	37.7%	35.3%
11 – 25	7.6%	8.9%	10.5%	9.9%	10.0%	10.1%	10.2%	10.4%	10.3%
26 – 50	4.7%	5.3%	6.1%	5.7%	5.6%	5.6%	5.6%	5.7%	6.1%
51 – 100	4.5%	4.2%	5.0%	4.5%	4.5%	4.3%	4.7%	4.8%	4.9%
101 – 250	7.0%	5.6%	5.7%	5.5%	5.4%	5.9%	5.6%	5.7%	5.9%
251 - 500	7.3%	6.0%	5.0%	5.3%	5.5%	5.9%	6.2%	6.1%	6.2%
501+	25.6%	20.5%	16.2%	19.1%	20.7%	21.3%	23.3%	25.5%	28.1%
Unknown	4.6%	4.9%	2.6%	1.9%	1.5%	1.4%	1.5%	1.3%	0.7%

*Graduates who started their own practice
 ** Includes graduates whose employer is a solo practitioner



Blue figures represent high figures for the period.
 Red figures represent low figures for the period.

Source: NALP's Jobs & JDs, Classes of 2009 – 2017

79

Private Practice Employment by Law Firm Size: 2009 - 2017

	2009	2010	2011	2012	2013	2014	2015	2016	2017
Solo*	5.3%	5.7%	6.0%	5.1%	4.8%	4.4%	3.4%	2.8%	2.5%
1 – 10**	33.5%	39.1%	42.9%	43.0%	42.0%	41.3%	39.5%	37.7%	35.3%
11 – 25	7.6%	8.9%	10.5%	9.9%	10.0%	10.1%	10.2%	10.4%	10.3%
26 – 50	4.7%	5.3%	6.1%	5.7%	5.6%	5.6%	5.6%	5.7%	6.1%
51 – 100	4.5%	4.2%	5.0%	4.5%	4.5%	4.3%	4.7%	4.8%	4.9%
101 – 250	7.0%	5.6%	5.7%	5.5%	5.4%	5.9%	5.6%	5.7%	5.9%
251 - 500	7.3%	6.0%	5.0%	5.3%	5.5%	5.9%	6.2%	6.1%	6.2%
501+	25.6%	20.5%	16.2%	19.1%	20.7%	21.3%	23.3%	25.5%	28.1%
Unknown	4.6%	4.9%	2.6%	1.9%	1.5%	1.4%	1.5%	1.3%	0.7%

*Graduates who started their own practice
 ** Includes graduates whose employer is a solo practitioner



Blue figures represent high figures for the period.
 Red figures represent low figures for the period.

Source: NALP's Jobs & JDs, Classes of 2009 – 2017

80

Starting Salaries in Private Practice Class of 2017

Median Starting Salaries by Size of Law Firm	
Firm Size	Starting Salary
1 – 10	\$58,000
11 – 25	\$67,500
26 – 50	\$78,000
51 – 100	\$90,000
101 – 250	\$120,000
251 - 500	\$180,000*
501+	\$180,000*

*The \$180,000 salary figure accounts for 51% of salaries reported for firms of 251-500, and 81% of salaries for firms of 501+ and thus is better thought of as a prevailing salary, rather than a median, for these size firms.



Source: NALP's Jobs and JDs, Class of 2017

81

Government Employment Class of 2017

Distribution of Jobs by Level of Government	
Federal	27%
State	36%
Local	36%

Starting Salaries by Level of Government			
Government Level	25 th %	Median	75 th %
Federal	\$55,000	\$66,000	\$80,000
State	\$44,000	\$51,000	\$60,000
Local	\$52,000	\$60,000	\$65,000

Source: NALP's Jobs and JDs, Class of 2017



82

Judicial Clerkships Class of 2017

Distribution of Clerkships by Level of Government			
Federal	36%		
State	58%		
Local	5%		

Starting Clerkship Salaries by Level of Government			
Government Level	25 th %	Median	75 th %
Federal	\$60,000	\$62,000	\$66,000
State	\$48,000	\$50,000	\$56,000
Local	\$41,000	\$47,000	\$50,000

Source: NALP's Jobs and JDs, Class of 2017



83

Public Interest Employment Class of 2017

Distribution of Jobs in Public Interest	
Public Defender	35%
Legal Services	32%
Policy/Advocacy	15%
Community Organization	4%
Other Public Interest	14%

Starting Salaries for Public Interest Jobs		
25 th %	Median	75 th %
\$45,000	\$50,000	\$57,000

Source: NALP's Jobs and JDs, Class of 2017



84

Employment in Business Class of 2017

- 14% of all jobs taken by law school graduates
 - 27% Required Bar Passage
 - 50% Reported as JD Advantage
 - 15% Reported as “Other Professional”
 - 8% Reported as “Non-professional” or Unknown

Starting Salaries for Jobs in Business and Industry

25 th %	Median	75 th %
\$60,000	\$75,000	\$100,000

Source: NALP's Jobs and JDs, Class of 2017



85

Employment in Business Class of 2017

Employer Type

Banking/Finance	12.2%
Technology (non-law)	7.2%
Retail/Hospitality	6.9%
Health Care	6.5%
Accounting	5.8%
Real Estate	5.7%
Insurance	5.6%
Legal Temp Agency	5.0%
Entertainment/Sports Mgt.	3.8%
Management Consulting	3.1%
Legal Technology	2.7%
Association/Political Campaigns	1.7%
Legal Process Outsourcers	1.5%
Other	32.4%

Technology and Legal Technology combined account for 9.6% of the jobs in Business.



Source: NALP's Jobs and JDs, Class of 2017

86

Employment in Business Class of 2017

Job Type

In-House	15.7%
Compliance	9.7%
Management	7.4%
Consulting	6.6%
Self-employed	4.7%
Temporary Legal	4.3%
Tax Associate	4.1%
Marketing/PR	4.1%
Law Clerk/Paralegal	3.7%
E-discovery	1.3%
Other	38.0%



Source: NALP's Jobs and JDs, Class of 2017

87

Employment in Education Class of 2017

Job Type	Percentage	
College/University/Other	31%	
College/University Administration	13%	
Law School Fellow/Research Assistant or Other Temporary Position	21%	
Law School/Other	13%	
Elementary/Secondary Teacher	12%	
All Other	10%	
Starting Salaries for Academic Jobs		
25 th %	Median	75 th %
\$45,000	\$50,000	\$65,000



Source: NALP's Jobs and JDs, Class of 2017

88

Law School Funded Jobs: 2011 - 2017

All Jobs	2011	2012	2013	2014	2015	2016	2017
Total Jobs	1,735	1,575	1,701	1,445	935	758	609
% of all Jobs	4.9%	4.2%	4.5%	4.0%	2.8%	2.4%	2.0%

FT, LT, Bar Passage	2011	2012	2013	2014	2015	2016	2017
Total Jobs (Full-time, Long-term, Bar Passage Req.)	132	420	743	800	628	381	309
% of All School Funded Jobs (Full-time, Long-term, Bar Passage Req.)	7.6%	26.7%	43.7%	55.4%	65.8%	50.3%	50.7%



Source: NALP's Jobs & JDs, Classes of 2011 - 2017

89

Geography and Employment Class of 2017

Top 10 Cities for Jobs by Percent	
City	Percent of all Jobs
1. New York City	10.78%
2. Washington, DC	5.18%
3. Chicago	3.68%
4. Los Angeles	2.78%
5. Houston	2.19%
6. Boston	2.02%
7. Atlanta	1.66%
8. San Francisco	1.64%
9. Dallas	1.33%
10. Miami	1.25%

Source: NALP's Jobs and JDs, 2017



90

Comparison of Employment Outcomes for Transfer Students, Class of 2017

	<u>All Grads</u>	<u>Transfers</u>	<u>Difference</u>
Employment Status*			
Employed	88.6%	90.1%	+1.5
Bar Passage Req.	71.8%	76.4%	+4.6
Employment Sector**			
JD Advantage	12.3%	11.7%	- 0.6
Private Practice	54.4%	59.6%	+5.2
Business	13.9%	12.4%	- 1.5
Government	12.0%	11.1%	- 0.9
Clerkships	10.7%	9.2%	- 1.5
Public Interest	7.2%	6.2%	- 1.0
Education	1.6%	1.2%	- 0.4

*Figures based on graduates for whom employment status is known

**Figures based on employed graduates

Source: NALP's Jobs and JDs, 2017



91

Comparison of Private Practice Employment for Transfers, Class of 2017

Employment in Law Firms by Size of Firm		
Size of Firm	Private Practice Jobs ALL	Private Practice Jobs Transfers
Solo	2.5%	1.8%
1 – 10*	35.3%	32.2%
11 – 25	10.3%	9.8%
26 – 50	6.1%	5.0%
51 – 100	4.9%	4.4%
101 – 250	5.9%	4.6%
251 – 500	6.2%	5.6%
501+	28.1%	36.7%
Unknown	0.7%	0.4%

** Includes graduates whose employer is a solo practitioner.

Source: NALP's Jobs and JDs, Class of 2017



92

Comparison of Median Starting Salaries for Transfers, Class of 2017

Median Salary	ALL	Transfers
All Jobs	\$70,000	\$76,000
Private Practice	\$117,000	\$150,000
Business	\$75,000	\$67,810
Government	\$60,000	\$59,000
Judicial Clerk	\$56,750	\$53,810
Public Interest	\$50,000	\$50,400
Education	\$50,000	\$55,000
Bar Passage Required	\$70,000	\$80,000
JD Advantage	\$65,000	\$65,000
Other Professional	\$65,000	\$52,500



Source: NALP's
Jobs & JDs,
Class of 2017

93

First Job: Comparison of Employer Type by Gender, Class of 2017

	<u>Men</u>	<u>Women</u>
Private Practice	55.6%	53.4%
Government	11.8%	12.2%
Business/Industry	15.2%	12.4%
Clerkships	10.6%	11.0%
Public Interest	5.3%	9.1%
Education	1.4%	1.8%



Source: NALP's Jobs and JDs, Class of 2017

94

First Job: Comparison of Employer Type by Minority Status, Class of 2017

	<u>Minorities</u>	<u>Non-Minorities</u>
Private Practice	52.2%	55.2%
Government	13.2%	11.6%
Business/Industry	15.5%	13.3%
Clerkships	7.8%	12.1%
Public Interest	9.1%	6.3%
Education	2.0%	1.4%



Source: NALP's Jobs and JDs, Class of 2017

95

Percentage of Jobs Taken in Private Practice: Comparison by Race/ Ethnicity, Class of 2017

White:	55.2%
Black:	40.4%
Hispanic/Latino:	56.3%
Asian/PI:	59.3%
Am. Indian:	49.5%
Multi-racial:	49.6%



Source: NALP's Jobs and JDs, Class of 2017

96

First Job: Comparison of Employer Type by LGB(T) Status, Class of 2017

	<u>LGB(T)</u>	<u>Class as a Whole</u>
Private Practice	48.5%	54.4%
Government	10.1%	12.0%
Business/Industry	12.1%	13.9%
Clerkships	13.4%	10.7%
Public Interest	13.9%	7.2%
Education	1.9%	1.6%



Source: NALP's Jobs and JDs, Class of 2017

97



98