

NALP 2021 ANNUAL EDUCATION CONFERENCE

ESG, CORPORATE RESPONSIBILITY AND SUSTAINABILITY-

THE BRIDGE BETWEEN PUBLIC INTEREST AND THE PRIVATE SECTOR

Wednesday, April 28, 2021

I. INTRODUCTION

ESG/Corporate Responsibility and Sustainability is a significant growth area for career service professionals and law students to consider. Opportunities can be found across industry sectors and in a variety of organizational types and touch on important environmental and social issues such as climate change, living wages, access to drinkable water, gun violence, Me Too Movement, Black Lives Matter and e-cigarette/vaping, just to name a few. This is a career path that bridges the gap between public interest and the private sector.

II. ESG, CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABILITY- THE ECO-SYSTEM AND PLAYERS

a. Definitions-

- i. ESG (framework)
- ii. Corporate Social Responsibility and Sustainability (outcome)
- iii. Importance and relevance in today's world

b. ESG eco-system-

- i. Institutional Investors
- ii. Issuers/Corporations
- iii. Non-profits
- iv. Sustainability framework/standard setting organizations (e.g. SASB)
- v. Regulators (e.g. SEC)


c. Stakeholder paradigm-

Shift from shareholders to broader set of stakeholders

d. Frameworks/Metrics-

- i. SASB, GRI, UN Sustainable Development Goals
- ii. TFCD, CDP, CDSB

- III. REAL WORLD EXAMPLES OF EACH- THE “E”, THE “S” AND THE “G”**
 - a. Indigenous people/cultural heritage/mining/project financing
 - b. DE&I investor shareholder proposals
 - c. Proxy contests
- IV. BRIDGE BETWEEN PUBLIC INTEREST AND PRIVATE SECTOR**
 - Panelists’ roles and backgrounds
- V. CAREER PATHS/TRAJECTORIES FOR LAW STUDENTS**
 - i. Career paths
 - 1. Types of roles
 - 2. Organizations:
 - a. Regulatory agencies
 - b. Corporate in-house
 - c. Law Firms
 - d. Consulting organizations
 - e. Non-profits
 - f. NGOs
 - g. Activist Investor organizations
 - h. Industry based trade associations
 - ii. Skills/competencies in addition to a JD
 - iii. Recommended courses
 - iv. Other resources
 - 1. 21st Century Capitalism (*see attached*)
 - 2. Sustainable Business Job Search Resources Compiled-2021
 - v. Raising awareness with students
- VI. NALP JDA DATA PRESENTATION- (*See Attached*)**



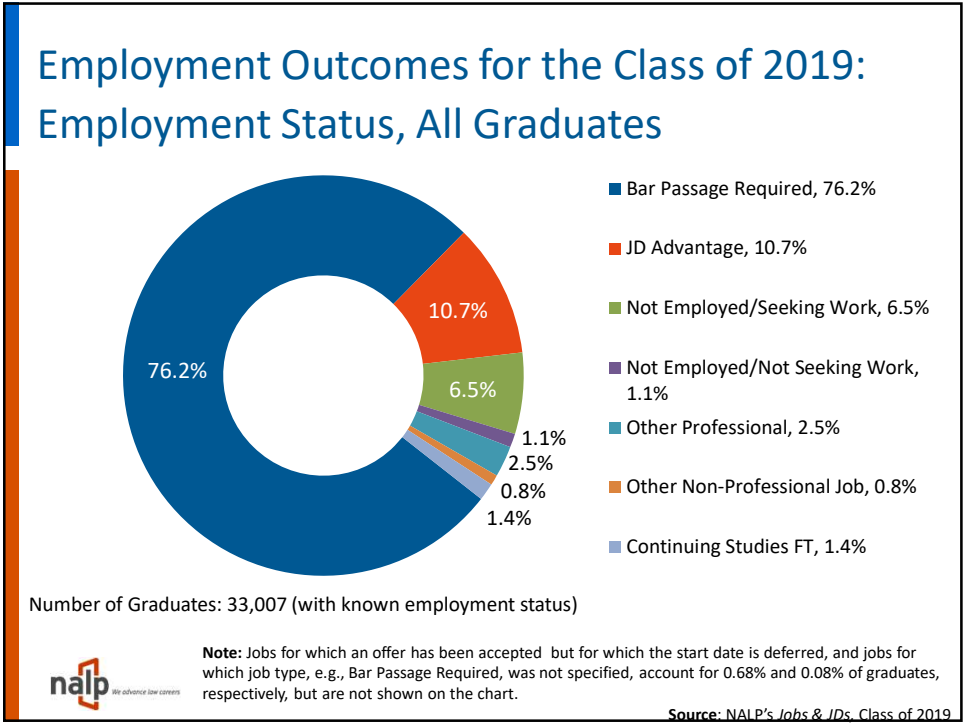
NALP believes in fairness, facts and the power of a diverse community. We work every day to be the best career services, recruitment, and professional development organization in the world because we want the lawyers and law students we serve to have an ethical recruiting system, employment data they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

1



What Do We Know About JD Advantage Jobs?

2



3

Law Graduate Employment Status: 2007 – 2019 (in percentages)

Job Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
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	72.8	76.2
JD Advantage	7.7	8.1	9.2	10.7	12.5	13.3	13.8	14.8	14.5	14.8	12.3	12.5	10.7
Other Professional	5.1	4.9	5.4	5.6	5.3	4.9	4.7	4.2	4.2	3.8	3.3	3.0	2.5
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	1.1	0.8
Continuing Studies	2.3	2.4	3.1	2.9	2.3	2.1	1.8	1.6	1.7	1.7	1.6	1.4	1.4
Seeking Job	4.1	5.4	6.0	6.2	9.6	10.8	11.2	9.7	9.6	8.8	7.7	7.2	6.5
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	1.2	1.1

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

Source: NALP's *Jobs & JDs, Classes of 2007 – 2019*

4

JD Advantage Jobs: 2006 – 2018, 2019

	2006	2008	2010	2012	2014	2016	2018	2019
% of Grads in JDA Jobs	7.9%	8.1%	10.7%	13.3%	14.8%	14.8%	12.5%	10.7%
% of Jobs that are JDA	8.8%	9.0%	12.2%	15.7%	17.1%	16.9%	13.9%	11.8%
Total # of Jobs	36,465	36,497	36,043	37,538	36,530	31,354	29,953	29,804
Total # of JDA Jobs	3,194	3,277	4,387	5,877	6,228	5,311	4,178	3,521
Total # JDA Jobs in Business	1,531	1,473	1,591	2,628	3,118	2,537	2,020	1,679

Note: For the years 2006-2010 these jobs were classified as JD Preferred, and for the years 2012-2019 they were classified as JD Advantage. The total number of jobs includes a small number of jobs for which job type is not reported.

Blue figures represent high figures for the period.



Source: NALP's Jobs & JDs, Classes of 2006 - 2019

5

Percentage of All Jobs that are Bar Passage Required vs. JD Advantage: 2006 – 2018, 2019

All Jobs	2006	2008	2010	2012	2014	2016	2018	2019
% of Jobs that are BPR	84.0%	83.9%	79.1%	76.3%	76.5%	77.4%	81.5%	84.4%
% of Jobs that are JDA	8.9%	9.1%	12.3%	15.7%	17.1%	16.9%	14.0%	11.8%

Note: For the years 2006-2010 these jobs were classified as JD Preferred, and for the years 2012-2019 they were classified as JD Advantage. Jobs of an unknown type were excluded for this analysis.



Source: NALP's Jobs & JDs, Classes of 2006 - 2019

6

Percentage of Jobs in **Business** that are Bar Passage Required vs. JD Advantage: 2006 – 2018, 2019

Business Jobs	2006	2008	2010	2012	2014	2016	2018	2019
% of Jobs that are BPR	34.8%	33.3%	32.2%	29.2%	27.3%	24.0%	25.5%	29.3%
% of Jobs that are JDA	30.1%	30.5%	29.6%	39.3%	47.4%	51.9%	52.2%	50.0%

Note: For the years 2006-2010 these jobs were classified as JD Preferred, and for the years 2012-2019 they were classified as JD Advantage. Jobs of an unknown type were excluded for this analysis.



Source: NALP's Jobs & JDs, Classes of 2006 - 2019

7

Percentage of Jobs in **Law Firms** that are Bar Passage Required vs. JD Advantage: 2006 – 2018, 2019

Law Firm Jobs	2006	2008	2010	2012	2014	2016	2018	2019
% of Jobs that are BPR	96.2%	96.9%	94.3%	93.2%	93.1%	91.8%	94.1%	95.2%
% of Jobs that are JDA	3.4%	2.8%	5.2%	6.2%	6.6%	7.7%	5.6%	4.6%

Note: For the years 2006-2010 these jobs were classified as JD Preferred, and for the years 2012-2019 they were classified as JD Advantage. Jobs of an unknown type were excluded for this analysis.



Source: NALP's Jobs & JDs, Classes of 2006 - 2019

8

Percentage of Jobs in **Government** that are Bar Passage Required vs. JD Advantage: 2006 – 2018, 2019

Government Jobs	2006	2008	2010	2012	2014	2016	2018	2019
% of Jobs that are BPR	81.4%	80.4%	74.3%	71.0%	71.9%	72.4%	76.1%	79.6%
% of Jobs that are JDA	11.5%	12.6%	17.9%	22.8%	22.3%	21.7%	18.0%	15.6%

Note: For the years 2006-2010 these jobs were classified as JD Preferred, and for the years 2012-2019 they were classified as JD Advantage. Jobs of an unknown type were excluded for this analysis.



Source: NALP's Jobs & JDs, Classes of 2006 - 2019

9

Percentage of Jobs in **Public Interest** that are Bar Passage Required vs. JD Advantage: 2006 – 2018, 2019

Public Interest Jobs	2006	2008	2010	2012	2014	2016	2018	2019
% of Jobs that are BPR	85.9%	81.7%	76.1%	76.9%	77.5%	78.7%	81.6%	85.3%
% of Jobs that are JDA	10.0%	13.6%	18.1%	18.4%	18.0%	17.5%	15.3%	12.2%

Note: For the years 2006-2010 these jobs were classified as JD Preferred, and for the years 2012-2019 they were classified as JD Advantage. Jobs of an unknown type were excluded for this analysis.



Source: NALP's Jobs & JDs, Classes of 2006 - 2019

10

Percentage of Jobs in Education that are Bar Passage Required vs. JD Advantage: 2006 – 2018, 2019

Education Jobs	2006	2008	2010	2012	2014	2016	2018	2019
% of Jobs that are BPR	16.4%	20.6%	33.3%	17.9%	20.8%	14.4%	17.4%	19.7%
% of Jobs that are JDA	40.8%	44.3%	39.7%	49.0%	50.4%	47.4%	52.3%	52.6%

Note: For the years 2006-2010 these jobs were classified as JD Preferred, and for the years 2012-2019 they were classified as JD Advantage. Jobs of an unknown type were excluded for this analysis.



Source: NALP's Jobs & JDs, Classes of 2006 - 2019

11

Distribution of JDA Jobs by Full-Time/Part-Time and Long-Term/Short-Term Status, Within Each Sector, Class of 2019

	Full-Time/ Long-Term	Part-Time/ Long-Term	Full-Time/ Short-Term	Part-Time/ Short-Term
All JDA Jobs	80%	7%	7%	6%
JDA Jobs in Business	86%	4%	6%	4%
JDA Jobs in Law Firms	64%	17%	7%	12%
JDA Jobs in Government	85%	3%	9%	3%
JDA Jobs in Public Interest	78%	5%	10%	7%
JDA Jobs in Education	75%	4%	8%	13%



Source: NALP's Jobs & JDs, Class of 2019

12

Top Six Job Types for JD Advantage Jobs in Business, Class of 2019

Top 6 JDA Job Types in Business		
Job Type	Number of Jobs	% of all Business JDA Jobs
1. Compliance	292	17.4%
2. Tax Associate	156	9.3%
3. Consulting	147	8.8%
4. Management	133	7.9%
5. Law clerk or paralegal	119	7.1%
6. Marketing	79	4.7%

Note: Business jobs with a job type of "other" accounted for 35.5% of all JD Advantage jobs in business.



Source: NALP's Jobs & JDs, Class of 2019

13

Top Six Employer Types for JD Advantage Jobs in Business, Class of 2019

Top 6 Employers for JDA Jobs in Business		
Kind of Employer	Number of Jobs	% of all Business JDA Jobs
1. Banking/Finance	219	13.0%
2. Accounting	202	12.0%
3. Technology/Legal Tech.	200	11.9%
4. Healthcare	118	7.0%
5. Management Consulting	88	5.2%
6. Real estate	85	5.1%

Note: Business jobs with an employer type of "other" accounted for 26.5% of all JD Advantage jobs in business.



Source: NALP's Jobs & JDs, Class of 2019

14

Distribution of JD Advantage Jobs in Government by Employer Type, Class of 2019

Government Jobs that are JD Advantage		
Employer Type	Number of Jobs	% of All Gvt JDA Jobs
Federal Executive Agency	137	23.5%
Federal Other	66	11.3%
Federal Legislative	37	6.3%
Federal Military Non-JAG	14	2.4%
State Executive Agency	72	12.3%
State Other	51	8.7%
State Legislative	37	6.3%
State Court Non-Clerk	28	4.8%
Local Other	57	9.8%
Local Executive Agency	40	6.9%
Local Court Non-Clerk	13	2.2%



Source: NALP's Jobs & JDs, Class of 2019

15

Distribution of JD Advantage Jobs in Public Interest by Employer Type, Class of 2019

Public Interest Jobs that are JD Advantage		
Employer Type	Number of Jobs	% of All PI JDA Jobs
Policy/Advocacy	120	41.4%
Other Public Interest	67	23.1%
Legal Services	62	21.4%
Community Education/Organization	38	13.1%



Source: NALP's Jobs & JDs, Class of 2019

16

Median & Mean Starting Salaries for All Jobs vs. JD Advantage Jobs: 2006 – 2018, 2019

All Jobs	2006	2008	2010	2012	2014	2016	2018	2019
Median Salary	\$62,000	\$72,000	\$63,000	\$61,000	\$63,000	\$65,000	\$70,000	\$72,500
Mean Salary	\$78,000	\$92,000	\$84,000	\$81,000	\$82,000	\$90,500	\$98,000	\$100,500

JDA Jobs	2006	2008	2010	2012	2014	2016	2018	2019
Median Salary	\$55,000	\$60,000	\$52,000	\$57,000	\$60,000	\$60,000	\$65,000	\$65,000
Mean Salary	\$62,000	\$65,500	\$60,000	\$64,500	\$66,000	\$70,000	\$76,500	\$77,000

Note: Salaries are rounded to the nearest \$500.
 Blue figures represent high figures for the period.
 Red figures represent low figures for the period.



Source: NALP's Jobs & JDs, Classes of 2006 - 2019

17

Median Starting Salaries for JD Advantage Jobs in Government: 2012 – 2019

JDA Jobs	2012	2013	2014	2015	2016	2017	2018	2019
All JDA Jobs	\$52,000	\$51,500	\$52,000	\$53,000	\$55,000	\$59,500	\$60,000	\$61,000
Federal	\$62,000	\$60,000	\$58,500	\$53,500	\$60,000	\$61,500	\$63,500	\$69,000
State	\$41,000	\$42,000	\$45,000	\$48,000	\$48,500	\$55,000	\$52,500	\$53,000
Local	\$56,000	\$50,000	\$50,000	\$55,000	\$59,500	\$60,000	\$66,000	\$58,000
By Kind of Job:								
Executive Agency	\$56,000	\$57,500	\$57,500	\$55,000	\$60,000	\$62,000	\$63,500	\$64,000
Legislative	\$45,000	\$42,000	\$43,000	\$50,000	\$55,000	\$52,000	\$55,000	\$56,000
Courts (not clerk)	\$33,500	\$38,000	\$37,000	\$43,000	\$48,000	\$36,000	\$40,500	\$44,500
Other Military	\$50,000	\$49,000	\$59,500	\$52,000	\$52,000	\$64,000	\$75,000	\$85,000
Other Govt. Job	\$57,500	\$47,500	\$50,000	\$53,000	\$52,500	\$62,500	\$60,000	\$60,000

Note: Salaries are rounded to the nearest \$500. Blue figures represent high figures for the period.
 Red figures represent low figures for the period.



Source: NALP's Jobs & JDs, Classes of 2012 - 2019

18

Median Starting Salaries for JD Advantage Jobs in Business by Type of Job: 2012 – 2019

JDA Jobs	2012	2013	2014	2015	2016	2017	2018	2019
All JDA Jobs	\$65,000	\$65,500	\$68,000	\$70,000	\$70,000	\$75,000	\$75,000	\$78,000
Consulting	\$72,000	\$72,500	\$70,500	\$75,000	\$80,000	\$87,000	\$85,000	\$92,500
Compliance	NC	NC	\$65,500	\$65,000	\$67,000	\$70,000	\$75,000	\$75,000
Management	\$72,500	\$80,000	\$84,500	\$82,000	\$87,500	\$95,000	\$95,000	\$100,000
Marketing	\$65,000	\$65,000	\$62,000	\$68,000	\$75,000	\$75,000	\$79,000	\$80,000
Tax Associate	NC	NC	NC	\$74,000	\$74,000	\$75,000	\$80,000	\$80,000
Self-employed	\$75,000	\$70,000	\$74,000	\$70,000	\$67,500	\$100,000	\$80,000	\$122,500
Law clerk/ paralegal	NC	NC	NC	\$53,500	\$48,500	\$55,000	\$58,000	\$60,500
Other business job	\$50,000	\$65,000	\$65,000	\$65,000	\$68,000	\$70,000	\$70,000	\$72,000

NC: Not collected

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

Blue figures represent high figures for the period.

Red figures represent low figures for the period.



Source: NALP's Jobs & JDs, Classes of 2012 - 2019

19

Median Starting Salaries for JD Advantage Jobs in Business by Employer Type: 2012 – 2019

JDA Jobs	2012	2013	2014	2015	2016	2017	2018	2019
Accounting	\$70,000	\$72,000	\$70,000	\$72,500	\$74,000	\$78,000	\$80,000	\$80,000
Association or Campaign	\$66,500	\$64,000	\$61,500	\$48,000	\$62,500	\$84,000	\$70,000	\$80,000
Banking/Finance	\$65,000	\$66,000	\$70,000	\$72,500	\$74,500	\$75,500	\$80,000	\$80,000
Entertainment/ Sports Mgt.	\$45,000	\$55,000	\$52,500	\$50,000	\$50,000	\$55,500	\$60,000	\$55,000
Healthcare	NC	NC	NC	NC	\$68,000	\$70,500	\$73,000	\$72,500
Insurance	\$57,500	\$59,000	\$60,000	\$68,000	\$67,500	\$65,000	\$75,000	\$80,000
Mgt. consulting	\$80,000	\$80,000	\$75,000	\$87,500	\$101,000	\$110,000	\$100,000	\$100,000
Real estate	NC	NC	NC	NC	NC	\$74,000	\$60,000	\$65,000
Retail	NC	NC	NC	NC	NC	\$71,500	\$60,000	\$70,000
LPO	NC	NC	\$44,000	\$62,500	\$50,000	-	\$60,000	\$50,500
Legal tech. co.	NC	NC	\$60,000	\$60,000	\$58,000	\$57,000	\$65,000	\$70,000
Other tech	NC	NC	\$75,000	\$72,500	\$76,000	\$83,500	\$84,000	\$81,000
Legal Temp Agency	\$50,000	\$52,000	\$52,000	\$50,000	\$60,000	\$49,000	\$58,000	\$48,000
Other Business	\$65,000	\$65,000	\$65,000	\$65,000	\$70,000	\$72,000	\$72,000	\$75,000



NC: Not collected

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

Source: NALP's Jobs & JDs, Classes of 2012 - 2019

20

Distribution of JD Advantage Jobs by Region Compared to All Jobs, Class of 2019

Distribution of Jobs by US Census Bureau Region		
Region	Percent of JDA Jobs	Percent of All Jobs
New England	5.9%	4.8%
Mid-Atlantic	13.3%	20.8%
East North Central	14.2%	11.4%
West North Central	4.1%	5.1%
South Atlantic	25.4%	22.3%
East South Central	2.9%	3.6%
West South Central	8.3%	10.3%
Mountain	5.3%	5.7%
Pacific	18.0%	14.6%

Note: Figures in BLUE indicate regions that have a larger share of JD Advantage jobs than jobs overall. Jobs in U.S. territories and outside of the U.S. are not shown.



Source: NALP's Jobs & JDs, Class of 2019

21

Contact Information

Danielle Taylor
 Director of Research, NALP
 dtaylor@nalp.org



22



23