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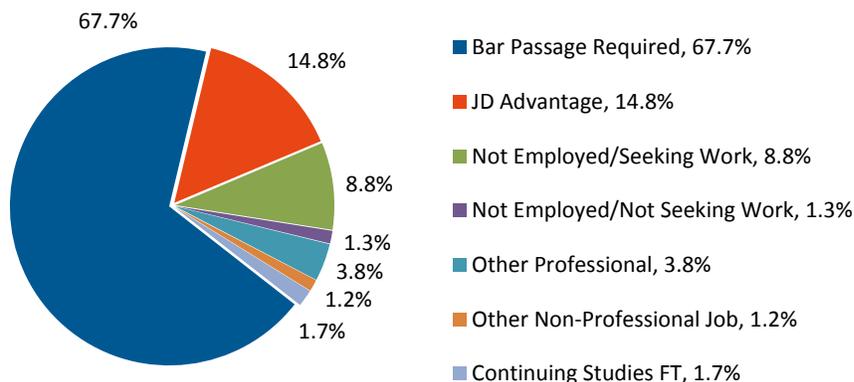
Summit on Emerging Careers for Law Grads: What Do We Know About JD Advantage Jobs?

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Presenter:
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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 0.69% and 0.04% of graduates, respectively, but are not shown on the chart.

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

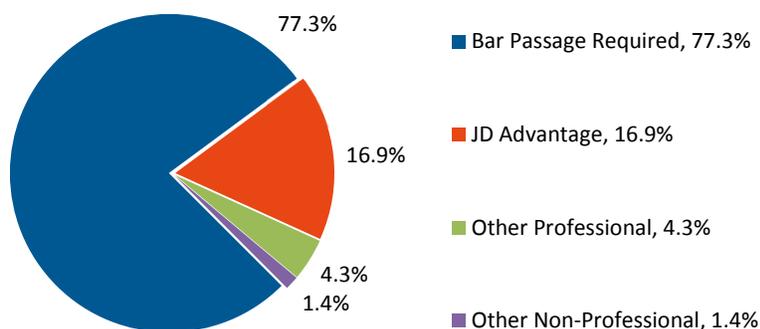
Law Graduate Employment Status: 2007 - 2016

Job Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Bar Pass. 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	1.7%	2.3%	2.7%	3.2%	2.5%	2.1%	1.7%	1.3%	1.3%	1.3%



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

JD Advantage Jobs: 2006 – 2016

	2006	2008	2010	2012	2014	2016
% of Grads in JDA Jobs	7.9%	8.1%	10.7%	13.3%	14.8%	14.8%
% of Jobs that are JDA	8.8%	9.0%	12.2%	15.7%	17.0%	16.9%
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 All Jobs that are Bar Passage Required versus JD Advantage: 2006 – 2016

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

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. Jobs of an unknown type were excluded for this analysis.



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

Percentage of Jobs in **Business** that are Bar Passage Required versus JD Advantage: 2006 – 2016

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

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. Jobs of an unknown type were excluded for this analysis.



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

Percentage of Jobs in **Law Firms** that are Bar Passage Required versus JD Advantage: 2006 – 2016

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

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. Jobs of an unknown type were excluded for this analysis.



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

Percentage of Jobs in **Government** that are Bar Passage Required versus JD Advantage: 2006 – 2016

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

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. Jobs of an unknown type were excluded for this analysis.



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

Percentage of Jobs in **Public Interest** that are Bar Passage Required versus JD Advantage: 2006 – 2016

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

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. Jobs of an unknown type were excluded for this analysis.



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

Percentage of Jobs in Education that are Bar Passage Required versus JD Advantage: 2006 – 2016

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

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. Jobs of an unknown type were excluded for this analysis.



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

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

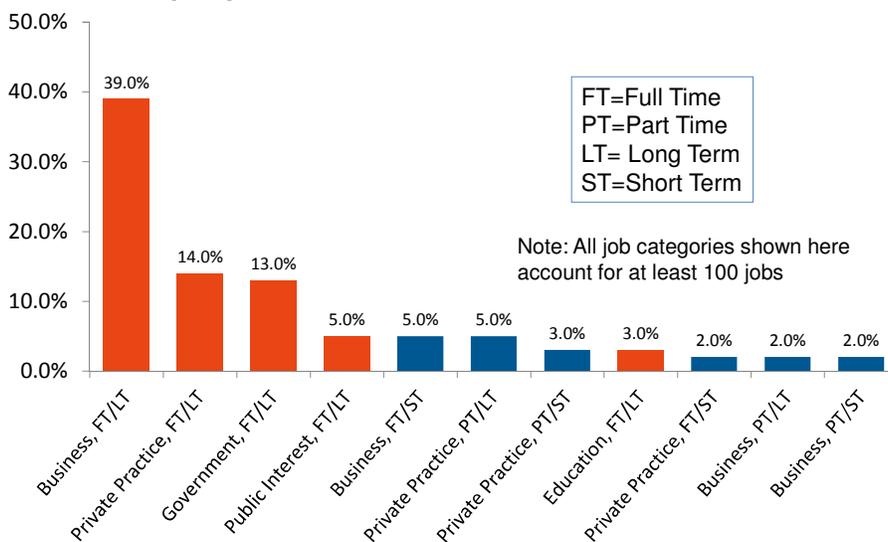
Distribution of JDA Jobs by Full-Time/Part-Time and Long-Term/Short-Term Status, Within Each Sector, Class of 2016

	Full-Time/ Long-Term	Part-Time/ Long-Term	Full-Time/ Short-Term	Part-Time/ Short-Term
All JDA Jobs	75%	8%	10%	8%
JDA Jobs in Business	82%	4%	11%	4%
JDA Jobs in Law Firms	58%	19%	9%	14%
JDA Jobs in Government	82%	5%	9%	4%
JDA Jobs in Public Interest	72%	6%	11%	12%
JDA Jobs in Education	64%	3%	11%	23%



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

Distribution of JDA Jobs by Characteristics and Employment Sector, Class of 2016



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

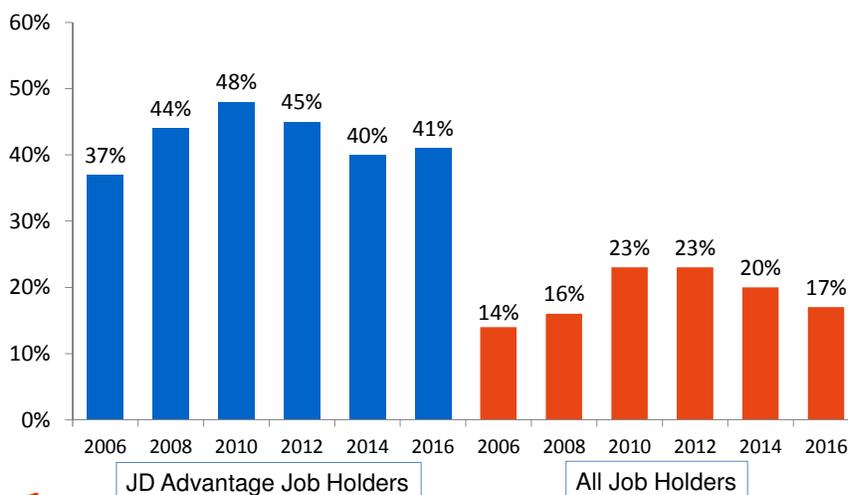
Percentage of Jobs that are School Funded: 2012, 2014, 2016

	2012	2014	2016
Bar Passage Required Jobs	4%	4%	2%
JD Advantage Jobs	7%	5%	4%



Source: NALP's *Jobs & JDs*, Classes of 2012, 2014, 2016

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



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

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 & JDs, 2016

Top Ten Employers for JD Advantage Jobs in Business

Top 10 Employers for JDA Jobs in Business		
Kind of Employer	Number of Jobs	% of all Business JDA Jobs
1. Banking/Finance	382	15.1%
2. Accounting	238	9.4%
3. Technology/Legal Tech.	223	8.8%
4. Legal Temp Agency	175	6.9%
5. Healthcare	165	6.5%
6. Management/Consulting	126	5.0%
7. Insurance	107	4.2%
8. Entertainment/Sports	95	3.7%
9. Legal Process Outsourcer	55	2.2%
10. Association/Political Campaign	41	1.6%



Source: NALP's Jobs & JDs, 2016

Distribution of JD Advantage Jobs in Law Firms, by Job Type

Law Firm Jobs that are JD Advantage		
Job Type	Number of Jobs	% of All Firm JDA Jobs
Law Clerk	925	74.2%
Paralegal	174	14.0%
Other Non-Attorney Position	91	7.3%
Manager/Administrator	26	2.1%
Patent Agent	12	1.0%



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

Distribution of JD Advantage Jobs in Government, by Employer Type

Government Jobs that are JD Advantage		
Employer Type	Number of Jobs	% of All Gvt JDA Jobs
Federal Executive Agency	131	15.8%
Federal Other	105	12.7%
Federal Legislative	41	5.0%
Federal Military Non-JAG	28	3.4%
State Executive Agency	98	11.9%
State Other	97	11.7%
State Legislative	81	9.8%
State Court Non-Clerk	36	4.4%
Local Other	86	10.4%
Local Legislative	10	1.2%
Local Court Non-Clerk	9	1.1%



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

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

Public Interest Jobs that are JD Advantage		
Employer Type	Number of Jobs	% of All PI JDA Jobs
Policy/Advocacy	167	44.2%
Other Public Interest	97	25.7%
Legal Services	57	15.1%
Community Education/Organization	56	14.8%



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

The Demographics of JD Advantage Jobs: Percent of Jobs Taken by Gender

	<u>Men</u>	<u>Women</u>
Bar Passage Required	77.1%	77.7%
JD Advantage	17.1%	16.8%



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

The Demographics of JD Advantage Jobs: Percent of Jobs Taken by Minority Status

	<u>Minority</u>	<u>Non-Minority</u>
Bar Passage Required	72.4%	79.4%
JD Advantage	21.2%	15.3%



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

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

	<u>JD Advantage</u>	<u>Bar Passage Required</u>
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%
All Grads	16.9%	77.3%



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

The Demographics of JD Advantage Jobs: Percent of Jobs Taken by Age

<u>Age</u>	<u>JD Advantage</u>	<u>Bar Passage Required</u>
20 - 25	13.7%	82.9%
26 - 30	16.7%	78.4%
31 - 35	22.0%	67.0%
36 - 40	24.7%	60.7%
41 - 45	28.8%	53.5%
46+	25.5%	46.1%
All Grads	16.9%	77.3%



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

JD Advantage Jobs by Region

JD Advantage Jobs by US Census Bureau Region		
Region	Number of Jobs	States Included
New England	308	CT, ME, MA, NH, RI, VT
Mid-Atlantic	708	NJ, NY, PA
North East Central	725	IL, IN, MI, OH, WI
West North Central	251	IA, KS, MN, MO, NE, ND, SD
South Atlantic	1,404	DE, DC, FL, GA, MD, NC, SC, VA, WV
East South Central	165	AL, KY, MS, TN
West South Central	406	AR, LA, OK, TX
Mountain	296	AZ, CO, ID, MT, NV, NM, UT, WY
Pacific	914	AK, CA, HI, OR, WA



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

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

Distribution of Jobs by US Census Bureau Region		
Region	Percent of JDA Jobs	Percent of All Jobs
New England	5.8%	5.0%
Mid-Atlantic	13.4%	19.9%
North East Central	13.7%	12.0%
West North Central	4.8%	5.2%
South Atlantic	26.6%	22.8%
East South Central	3.1%	3.7%
West South Central	7.7%	9.8%
Mountain	5.6%	6.0%
Pacific	17.3%	14.4%



Figures in **RED** indicate regions that have a larger share of JD Advantage jobs than jobs as a whole.

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

Job Sources for JD Advantage Jobs Compared to All Jobs

Job Source	JD Advantage Jobs	All Jobs
Self Initiated	20.6%	18.4%
Fall OCI	2.8%	18.2%
Referral	22.3%	17.1%
CSO Job Listing	15.3%	15.7%
Pre-Law School Employer	9.9%	5.5%
Self-Employed	3.0%	2.9%
Job Fair/Consortia	0.7%	2.1%
All Other	25.4%	20.2%



Source: NALP's Jobs & JDs, 2016

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