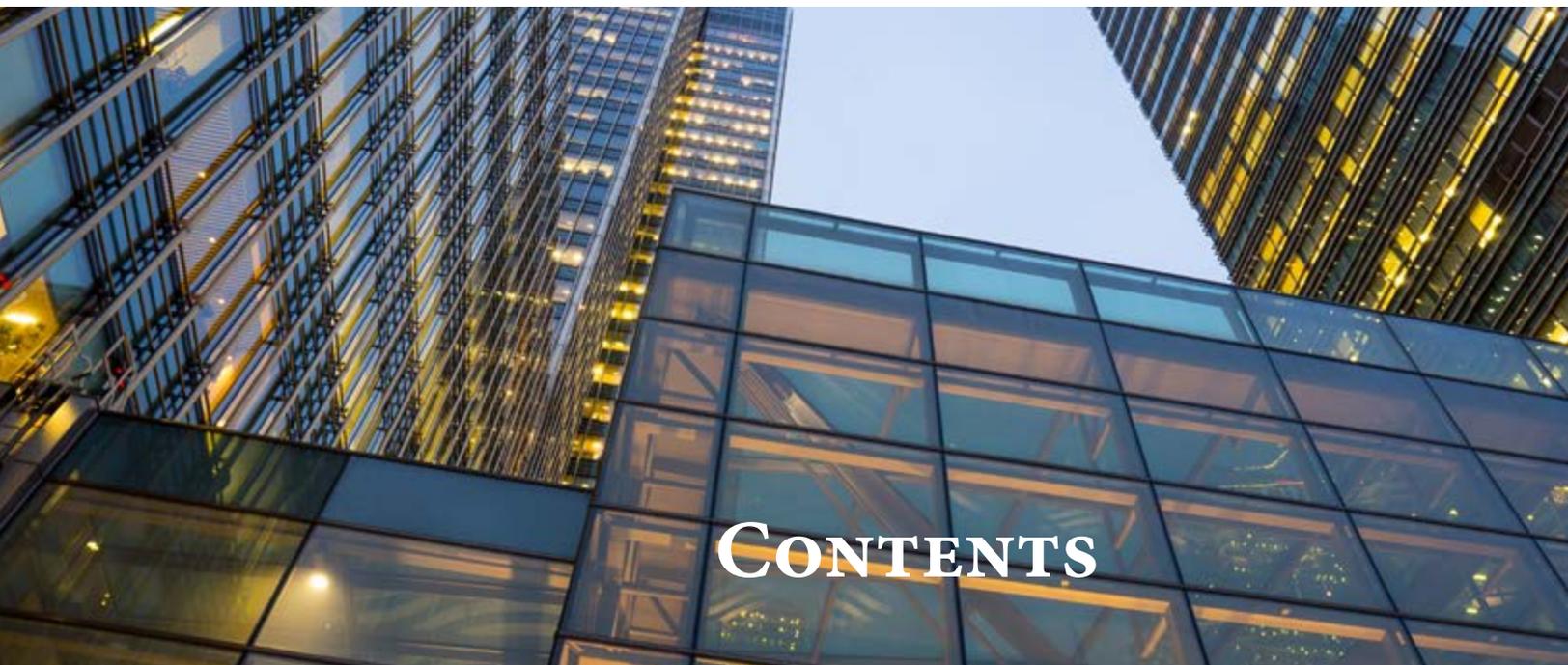




# Jobs & JDs Employment for the Class of 2020

## SELECTED FINDINGS

Overall Median Salaries Rise and Private Practice Employment Remains Strong for the Class of 2020, Even as Other Key Employment Metrics Decline Due to the Pandemic



## CONTENTS

- 2** Commentary and Analysis by James G. Leipold, Executive Director
- 4** A Summary of the Findings by Danielle A. Taylor, Director of Research
- 10** Jobs & JDs Pre-Order Form

## CLASS OF 2020 EMPLOYMENT AND SALARY OUTCOMES SHOW PANDEMIC EFFECT, BUT REMAIN STRONG, IN SOME CASES SURPRISINGLY SO

Commentary and Analysis by James G. Leipold, Executive Director

Members of the Class of 2020 faced innumerable hurdles in their quest to cross the finish line, graduate from law school, take the bar exam, and begin their first jobs in the midst of the COVID-19 pandemic. Their last semester of law school was suddenly virtual. Their graduations were virtual. Their bar exams were disrupted, delayed, and for many, were ultimately completed online. In some cases, employment opportunities that had been secured before graduation disappeared as employers of all sorts grappled with the impact of the pandemic, the shutdown of entire parts of the economy, social distancing and quarantine requirements, and the onset of a related recession. The good news is that despite all of that, the employment outcomes and salary findings for members of the Class of 2020 are remarkably strong, and although in many cases they fall short of the highwater marks notched by the Class of 2019, they showcase a resilient job market for new law school graduates. To the extent that the employment profile is somewhat weaker than that of the previous class, it is not likely to mark the beginning of a downward trend in the numbers, but instead is likely to be a pandemic-related blip, with stronger numbers following for the Classes of 2021 and 2022 as the economy around us generally and the legal economy specifically have been booming as the pent-up demand from the pandemic-lockdown's end has been unleashed. In fact, the only real and foreseeable risk factor for the employment picture for law school graduates is the threat of rising graduating class size. While the most recent enrollment numbers will not be available until fall, every indication is that the incoming Class of 2024 is considerably larger than the seven classes that have preceded it. First-year enrollment has remained below 39,000 since the fall of 2015, but is poised to exceed that this fall, possibly by a considerable amount. That is potentially a self-inflicted wound for the legal academy as the job market for law school graduates as it exists today cannot

likely support healthy employment outcomes for an entering class above 40,000.

At 88.4%, down just 1.9 percentage points from the rate measured for the Class of 2019, the overall employment rate is still higher than the employment rates measured for every class from 2009 forward, with the exception of the last three years when it was measured at 88.6% (2017), 89.4% (2018), and 90.3% (2019). Jobs for which bar passage is required fell 1.6 percentage points to 74.6% but remained higher than the rate measured in each of the ten years prior to that. Remarkably, while jobs that were reported to be full-time, long-term, and bar passage required fell by 1.9 percentage points to 72.4% from 74.3%, the figure for the Class of 2020 is the second highest level ever recorded. In another show of the strength of the job market for law school graduates, jobs in private practice rose by 1.6 percentage points to 56.8%, the highest percent measured in 15 years and well within the historic norms of 55-58% that prevailed for 30 years prior to the Great Recession.

The overall number of jobs obtained by the class fell, however, for the seventh year in a row, even though the graduating class size ticked up by 466 to 34,420. At just 29,382, the overall number of jobs secured by the class is the smallest number recorded in modern times and has fallen by 8,348 since 2013. So, while the overall drop in the employment rate can be explained by many pandemic-related facts, the small jump in graduating class size also likely had some impact and suggests that significantly larger classes on the horizon could provide an enormous challenge.

The data show that for the seventh year in a row the actual number of jobs obtained was flat or went down in every sector except the largest law firms of more than

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500 lawyers, the smallest law firms of 1–10 lawyers, and public interest. Overall, the number of jobs in private practice rose by a modest 229, to 16,678, having grown modestly for the last three years, but that number is still smaller by 3,933 than the number of private practice jobs obtained by the Class of 2007. Jobs with the largest law firms of more than 500 lawyers decreased by more than 2,300 between 2008 and 2011, but with the Class of 2020 very nearly matches that 2008 peak again, with 5,079 jobs, just 114 jobs short of the historic high reached just before the Great Recession. Jobs with law firms of more than 500 lawyers now account for 31% of all private practice jobs. But offsetting that growth, firms with between 101 and 500 lawyers only provide just over half the number of jobs they did before the Great Recession. At the other end of the scale, jobs with law firms of 1 – 10 lawyers rebounded a bit from a historic low reached last year, adding 289 jobs for a total of 5,478 jobs, representing almost 33% of all private practice jobs.

One of the noteworthy features of the employment patterns for the Class of 2020 is the continued dramatic decrease in the number of jobs secured in business, both as a percent of all jobs and as a raw number. The percent of graduates securing jobs in business has fallen by nearly eight full percentage points in just seven years, from the historic high of 18.4% measured in 2013 to just 10.5% for the Class of 2020. More remarkable in some ways is the drop in the actual number of jobs taken in business, just 3,092, down more than 3,800 jobs from the 6,935 jobs in business secured by the Class of 2013. To find a comparable number, you have to go all the way back to the Class of 1994 when there were just about 3,200 jobs taken in the business sector. And, while business has long been the second most common destination for law graduates after law firms, jobs in business fell to the fourth most common destination for the second year in a row, behind both government jobs and judicial clerkships. Similarly, the percentage of graduates taking jobs that are classified as JD Advantage jobs nearly doubled during the Great Recession, from 7.7% of graduates for whom employment status is known in 2007 to 14.8% in both 2014 and 2016. That figure has now fallen back nearly four and a half percentage points in four years to just

10.4% for the Class of 2020. This suggests that despite the growth of new JD Advantage opportunities in areas like compliance, many law graduates prefer bar passage required jobs when they can be found.

By contrast, other employment sectors have remained remarkably steady, immune in some ways from the up and downs of a turbulent economy. For instance, the number of judicial clerkships secured by graduates has varied from only 3,100 to 3,500 since 2008. For this class, the actual number of clerkships was 3,215, comfortably within that range, and was measured this year at just shy of 11% of all jobs secured. The government sector beyond clerkships has also been a remarkably steady source of jobs for law school graduates before, during, and after the recession, with the percentage of graduates employed in government hovering between 11% and 13% for more than twenty years, and coming in this year at 11.5%, with 3,379 jobs, the smallest number measured since before the Great Recession. Jobs in public interest as a percentage of all jobs have gradually ticked up over the last four years, and were measured at 8.7% of all jobs, the highest percent ever reported, but the actual number of public interest jobs, at 2,557, remains below the historic high of 2,705 secured by the Class of 2012, and remains higher than it was before the Great Recession in part because law schools continue to fund post-graduate fellowship opportunities that allow students to work in the public interest setting immediately following graduation. Both the number and percent of school-funded jobs ticked up this year, reflecting the defensive position of schools in the face of an uncertain job market.

Jobs in education are outliers in some ways, and usually make up a small percentage of the jobs secured by law school graduates. However, the number of jobs in education more than doubled during the Great Recession, with many law schools hiring their own graduates to work on campus temporarily. The percent and number of those jobs ticked up just slightly this year from what were near historic lows, to just 430 jobs representing 1.5% of all jobs. Similarly, the number of graduates starting out as solo practitioners has traditionally been very small, but nearly doubled following the recession. For the Class

*continued on page 4*

continued from page 3

of 2020, a near record low number of solo practice jobs were reported, just 273 nationwide compared to 242 for the previous class and dramatically fewer than the 1,059 reported for the Class of 2011. For the Class of 2020, jobs as solo practitioners represented less than one percent of all jobs and just 1.6% of all private practice jobs.

The weakness in the job market for the Class of 2020, to the extent there was some, can be seen in the increased unemployment rate. The fall of the overall employment rate is mirrored, not surprisingly, by a parallel jump in those unemployed ten months after graduation. The overall unemployment rate rose 1.7 percentage points, to 9.3%, and those who were unemployed but still seeking work rose more quickly, to 8.1% from 6.5% the year before, but remains well below the 11.2% who reported being unemployed and still seeking work from the much larger Class of 2013, still a modern high for that figure. There is no doubt that pandemic-related delays in the bar examination and start dates for new jobs had some impact on this jump in the number and percent of students still seeking work ten months after graduation.

Another marker of strength in the job market for new law school graduates is that starting salaries have continued to rise. The mean salary for the Class of 2020 rose 2.3% from the previous year, to \$102,858, an historic high, eclipsing for the fourth year in a row the pre-recession high mean salary of \$93,000 measured for the Class of 2009. The median salary for the Class of 2020 also rose to an historic high, to \$75,000, eclipsing the pre-recession high of \$72,000 measured for the Class of 2009 for the second year in a row. Also, for the fourth year in a row, the mean law firm salary eclipsed the pre-recession high measured in 2009, rising 1.7% to \$129,309, another

historic high, reflecting the prevalence of the modal starting salary of \$190,000 for many offices of the largest law firms. (These numbers of course were measured prior to the recent runup of starting associate salaries at some large law firms to \$205,000 – that hike will begin to be reflected in the salaries for the Class of 2021.) The median law firm salary rose by 4%, to \$130,000, finally matching the median law firm starting salary of \$130,000 measured for the Class of 2009.

What conclusions can we draw from these data?

Certainly, at a minimum, things were not nearly as bad as we had imagined they might be one year ago as we grappled with the onset of the pandemic. The job market for law school graduates remained remarkably resilient in the face of an unprecedented global public health crisis. It helped, no doubt, that the actual recession caused by the pandemic was short, lasting just two months. And certainly, it helped that the largest law firms found 2020 to be an incredibly profitable year, notwithstanding the challenges they faced. The modest downturn in demand for legal services in the first half of 2020 was offset by the enormous cost-savings associated with the shutdown, and demand for services surged in the second half of the year. The largest law firms have added more than 2,200 jobs in the last nine years, and fueled by overall private practice growth, students from the Class of 2020 were able to secure jobs at a higher rate than many had predicted. That is good news for law schools, law school graduates, and the legal profession as a whole, and barring any unforeseen bumps in the road, there is reason to be cautiously optimistic for the employment outcomes for the Class of 2021. ■

## About NALP

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## OVERALL MEDIAN SALARIES RISE AND PRIVATE PRACTICE EMPLOYMENT REMAINS STRONG FOR THE CLASS OF 2020, EVEN AS OTHER KEY EMPLOYMENT METRICS DECLINE DUE TO THE PANDEMIC

A Summary of the Findings by Danielle A. Taylor, Director of Research

After the Class of 2019 achieved historic highs not seen since prior to the Great Recession for multiple key employment metrics, the Class of 2020 garnered a lower overall employment rate, as well as a smaller share of graduates employed in bar passage required jobs as compared to last year. However, at \$75,000, the Class of 2020 nabbed the highest median salary on record and the share of employed graduates in private practice was at a level not seen since 2003.

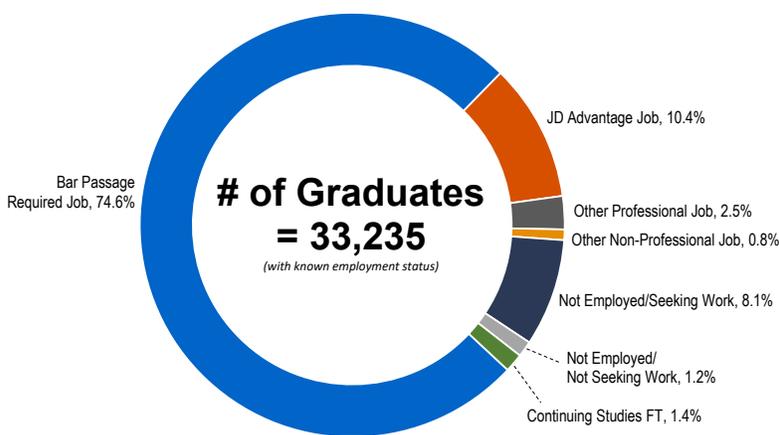
The overall employment rate for the Class of 2020 tumbled by nearly two percentage points, to 88.4% of graduates for whom employment status was known, compared with 90.3% for the Class of 2019 — halting a pattern of four consecutive years of employment rate growth for the classes of 2016-2019. However, the employment rate

remains above that of rates observed from 2009-2016 in the aftermath of the Great Recession. This year was the first time since the Class of 2013 that the total number of graduates increased, up by about 470 graduates for the Class of 2020 according to the ABA. Even though there was an uptick in the number of Class of 2020 graduates, the total number of jobs fell by about 420 jobs compared to last year due to the lower employment rate. This is the seventh year in a row in which the total number of jobs obtained declined; however, in previous years this drop was mostly attributed to the lower number of graduates.

With the Class of 2014, NALP began measuring the employment rate of law graduates as of March 15, or ten months after a typical May graduation. Previously employment status had been measured as of February 15, an

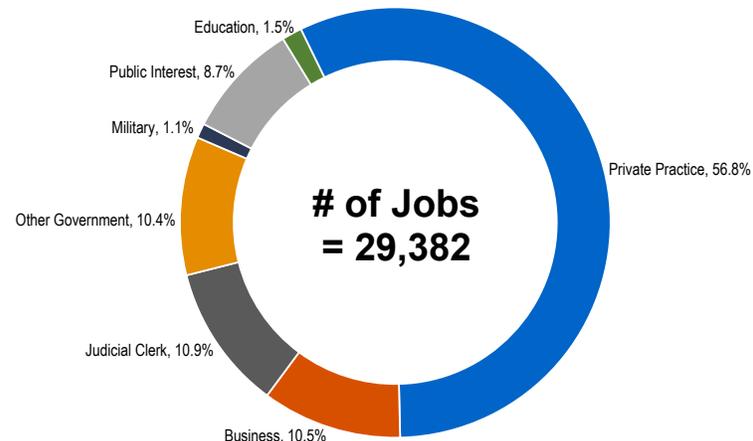
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**Employment Status**  
Class of 2020 — as of March 15, 2021



Note: Jobs for which an offer has been accepted but for which the start date is deferred, and jobs for which type, e.g. bar passage required, was not specified, account for 0.94% and 0.08% of graduates, respectively, but are not shown in the chart.

**Employment Types**  
Class of 2020 — as of March 15, 2021



Note: Figures in this chart reflect all job types - both legal and other. For clarity, the category for unknown employer type, representing, 0.11% of jobs, is not shown. Overall, 95.2% of jobs were reported as full-time.

*continued from page 5*

important distinction when making comparisons with employment rates prior to 2014. Analyses of these data for the Class of 2020 (measured in March of 2021) reveal an employment rate that receded this year by 1.9 percentage points to 88.4% after previously increasing by nearly six percentage points over the 2013-2019 period.

The employment rate was not the only employment metric to weaken for the Class of 2020. After jumping 3.4 percentage points to 76.2% for the Class of 2019 — and reaching its highest level since the Class of 2007 — the percentage of graduates employed in bar passage required jobs fell by 1.6 percentage points for the Class of 2020. However, at 74.6%, it remains above the rates observed for the Classes of 2009-2018. The continued growth of jobs in private practice helped to lessen the overall decline in the percentage of bar passage required jobs this year.

Some of the 74.6% of graduates for whom employment status was known and who obtained a job for which bar passage was required were reported as working part-time; consequently, the percentage employed in a full-time job requiring bar passage was 73.3%, a 2.0 percentage point decrease from last year. Further, because some of these jobs will last less than one year, the percentage employed full-time in jobs requiring bar passage and lasting at least one year was 72.4%, down 1.9 percentage points from 2019, but still above the percentages observed for the classes of 2008-2018.

An additional 10.4% of graduates obtained jobs for which a JD provides an advantage in obtaining the job, or may even be required, but for which bar passage is not required. (These are often described as law-related jobs.) This figure is down by 0.3 percentage points in comparison to last year and is at its lowest level since the Class of 2009 when it was 9.2%.

The percentage of graduates employed in other capacities was 3.3%, unchanged from 2019. The unemployment rate, counting both graduates still seeking a job and those not seeking, rose for the Class of 2020, increasing 1.7 percentage points from 7.6% for the Class of 2019 to 9.3%. Of the remaining graduates for whom employment status was known, 0.9% had accepted a job as of March 15, 2021, but had not yet started that job, and 1.4% of the 2020 graduates were enrolled in graduate studies.

Following an eight-year decline, the percentage of jobs reported as part-time increased this year to 4.8% compared to just 3.7% of jobs for the Class of 2019. However, the Class of 2020 figure is on par with those observed in 2007 and the years immediately prior, where about 5% of jobs were part-time in nature. Just two percent (2.0%) of jobs were both temporary (defined as lasting less than one year) and part-time, compared with 1.5% for 2019. Despite this uptick, the percentage of part-time, temporary jobs in 2020 remains below the 2.7 - 2.8% figures observed for the classes of 2013-2016.

*continued on page 7*

# 72.4%

Of graduates\* were employed in a full-time, long-term bar passage required job.

*\*with known employment status*

# 95.2%

Of jobs were full-time.

# 30.5%

Of law firm jobs were in firms of more than 500 lawyers.

# 36.5%

Of all law firm salaries were reported as \$190,000.

continued from page 6

### Share of Employed Grads in Private Practice Continues to Rise, with Entry-Level Job Growth in both the Smallest and Largest Firm Sizes

Additional analyses of the employment data for the Class of 2020 reveal that nearly 57% (56.8%) of employed graduates obtained a job in private practice, an increase of 1.6 percentage points over the previous year, and the highest this percentage has been since 2003. For most of the more than 45 years for which NALP has collected employment information, the percentage of jobs in law firms has been in the 55-58% range and has been below 55% during only two time periods — prior to 1981 and from 2010-2018.

In addition to the growth in the percentage of law firm jobs, the overall total number of jobs in the sector rose for the third year in a row, after declining from 2014-2017. Despite private practice jobs increasing by nearly 230 jobs compared to the previous year, employment in this sector is still down by more than 3,900 total jobs when compared to the Class of 2007.

This rise in the total number of law firm jobs can be attributed to an increase in both jobs at small firms of 1-10 lawyers, which grew by about 290 jobs, and in jobs at the largest firms — those with more than 500 lawyers — which increased by about 120 jobs, pushing their share of law firm jobs up slightly, from 30.2% of law firm jobs in 2019 to 30.5% in 2020. This compares with only 16.2% of law firm jobs in the largest firms in 2011 and 19.1% in 2012 and is even higher than their pre-recession levels of over 25% in 2008 and 2009. However, the number of jobs taken in firms of more than 500 lawyers is still off by about 100 jobs from the levels reached in 2008 and 2009. At the other end of the spectrum, jobs in the smallest firms of 1-10 lawyers (which includes graduates working for a solo practitioner) accounted for 32.8% of law firm jobs, up from 31.5% in 2019, reversing a seven-year dip from 2013-2019 in the share of private practice jobs in this firm size. Despite this increase, the percentage of jobs in the smallest firms is at its second lowest level since 2002. Though the number of jobs in the smallest firms have been at their lowest levels since the Great Recession over the past two

class years, firms of 1-10 continue to be the single largest share of the law firm jobs taken by law school graduates. The number exceeds the number of jobs in the largest firms by approximately 8%, up from about 5% last year due to greater growth in the number of jobs in the smallest firms. For the Class of 2020, a difference of about 400 jobs separated the two firm sizes, compared to just over a 200-job gap for the Class of 2019. By contrast, from 2011 to 2013, the number of jobs in firms of 1-10 lawyers was more than double the number of jobs in the largest firms.

### Median Overall Salaries and Law Firm Salaries Were Up, but Salaries Were Stagnant in Some Employment Sectors

Salary information was provided for 68.0% of the jobs reported as full-time and lasting at least one year. The national median salary for the Class of 2020 based on these reported salaries grew to an all-time high of \$75,000, up 3.4% compared to the Class of 2019. However, after

continued on page 8

Table 1. Median Starting Salaries 2008–2020

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Change 2019 – 2020
Overall Median	\$72,000	\$72,000	\$63,000	\$60,000	\$61,245	\$62,467	\$63,000	\$64,800	\$65,000	\$70,000	\$70,000	\$72,500	\$75,000	+ 3.4%
Law Firm Median	\$125,000	\$130,000	\$104,000	\$85,000	\$90,000	\$95,000	\$95,000	\$100,000	\$104,000	\$117,000	\$120,000	\$125,000	\$130,000	+ 4.0%

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reaching \$72,000 in 2008 and 2009, median salaries declined in the aftermath of the Great Recession and only exceeded the 2008-2009 median for the first time in 2019. Despite the recent rebound in median salaries, the overall median salary for the Class of 2020 only surpasses the 2008-2009 median by 4.2%. The national mean salary for the Class of 2020 was \$102,858, up 2.3% when compared to \$100,540 for the Class of 2019. Salaries of \$190,000 accounted for more than one in five (21.3%) of the full-time long-term salaries reported, up from 20.0% for the Class of 2019.

The effect of the continued growth in the percentage of \$190,000 salaries is also seen in the national median salary at law firms, which, based on reported salaries, grew by \$5,000 to \$130,000, an improvement of 4.0% in comparison to the Class of 2019, and finally again matching the all-time high median salary recorded for the Class of 2009. This is the sixth consecutive year in which law firm median salaries have increased over the previous year. (See Table 1.) Salaries of \$190,000 accounted for 36.5% of reported law firm salaries, compared to about 35% for the Class of 2019.

Median salaries in other sectors were relatively flat, with the exception of judicial clerkships, which increased by 3.4% from \$58,000 in 2019 to \$60,000 for the Class of 2020 and government positions, which increased by 2.5% to \$64,000 this year. In business, the median salary

was unchanged at \$80,000, and in education the median salary grew by just \$89 from \$55,000 last year to \$55,089 this year. The median salary at public interest organizations, which includes legal services providers and public defenders, was \$55,000 in 2020, up just 1.2% compared to \$54,325 in 2019.

### Other Key Findings from *Jobs & JDs: Employment and Salaries of New Law School Graduates — Class of 2020*

- Overall, 4.8% of jobs were part-time and such jobs were found in all employment sectors but were especially prevalent in education settings where nearly one-third of jobs were part-time (32.6%), followed by business at 12.7%. Just over 4% (4.3%) of public interest jobs were reported as part-time, a figure that while higher than last year when it was 2.9%, has overall trended downward in recent years, as fewer of these jobs are short-term or part-time opportunities funded by law schools.
- Information collected on law school funded jobs reveals that both the number and percentage of jobs reported as funded by the graduate's law school were up compared with the Class of 2019, at 1.7% of jobs and 488 jobs, compared with 408 jobs (1.4% of jobs) for 2019, but the 2020 figure is still less than one-third of the number of law school funded jobs reported for the Class of 2013. For 2020, nearly two-thirds (66.0%) of these jobs were reported as bar passage required; 25.8% were reported as part-time, and 37.3% were reported as lasting less than one year. Since 2011, when NALP began tracking such funding, these jobs

# 11.5%

Of employed graduates continued to seek another job.

have generally become increasingly bar passage required, full-time, and long-term (lasting at least one year), though this may have peaked in 2015, at two-thirds of law school funded jobs. For 2020, half (50.0%) of funded jobs fell into this category, compared with less than 8% in 2011, but down from nearly 61% last year. Most funded jobs were in public interest, government, and education settings.

- The total number of public interest jobs, which includes jobs as public defenders and in legal services offices, remains higher than it was prior to 2009, in no small part because of the presence of law school-funded jobs in this sector, which accounted for 11.2% of all public interest jobs taken by the Class of 2020. After nine consecutive years of declines from 2011-2019, the number of jobs in education increased slightly from 402 jobs in 2019 to 430 this year, driven by an increase in the number of law school funded jobs in this sector. However, this year's figure is about one-third of the total number of education jobs reported during the peak years of 2009 and 2010. School-funded jobs accounted for more than one in five (22.3%) of all education jobs, with the vast majority of education funded jobs being research assistant/fellow positions (81.3%).
- Employment in business declined to 10.5%, down from 11.3% in 2019 and

continued on page 9

continued from page 8

now stands at its lowest percentage in nearly 30 years, since the Class of 1992. Business has fallen from being the second most popular employment sector for new law graduates in recent years to the fourth most frequently reported sector for the Classes of 2019 and 2020. About three in ten (28.9%) business jobs were reported as requiring bar passage, and nearly half (48.3%) were reported as jobs for which a JD was an advantage.

- Three percent (3.0%) of these business jobs represent graduates working for agencies that place individuals in temporary legal, law clerk, or paralegal jobs, up from an all-time low of 2.3% for the Class of 2019. The percentage for 2020 translates to about 90 jobs, and despite the slight uptick from last year, this figure remains far below the 700 temporary jobs in this category reached in 2011.
- Two new business job types were collected for the first time in 2020 — contract manager/analyst and privacy/cybersecurity analyst or officer. They accounted for 4.0% and 0.9% of all business job types, respectively.
- Public service jobs, including military and other government jobs, judicial clerkships, and public interest positions, accounted for 31.1% of jobs taken by employed graduates, down one percentage point from 2019 when they comprised 32.1% of all jobs. Although this percentage had remained relatively stable for nearly four decades, at 26-30%, it is worth noting that despite the small dip this year, the percentage has been above 30% for the last three years. While the share of jobs in government and judicial clerkships was down this year, public interest organizations, including public defenders,

accounted for 8.7% of jobs, up from 8.0% in 2019, and percentages ranging from 6.9% to 7.5% from 2011-2018.

- Although the percentage of jobs accounted for by judicial clerkships has fluctuated somewhat, and stood at 10.9% in 2020, the number of clerkship opportunities has remained relatively steady since 2010, with between 3,200 and 3,450 jobs reported.
- Of employed graduates from the Class of 2020, 11.5% were seeking a different job, up slightly from 11.3% last year and halting an eight-year decline in this percentage from 2012-2019, following an all-time high of 24.6% for the Class of 2011. At 11.5% for the Class of 2020 the share of graduates still seeking a different job is relatively low; however, the extent to which employed graduates are seeking a different job varies by the kind of job held. For example, nearly four in ten (39.4%) graduates with a job for which a JD was an advantage were seeking a different job, compared to just 6.3% of those with a job requiring bar passage.
- The number of graduates setting up their own solo law practice after law school increased just slightly for the Class of 2020, after reaching a historic low for the Class of 2019. In 2020, solo practitioners accounted for 1.6% of law firm jobs and 0.9% of all jobs, compared with 1.5% and 0.8%, respectively, for the Class of 2019. However, the total number of solo practitioners remains low — at approximately 275 in 2020 — a figure that is about one-quarter of the number of graduates going into solo practice for the Classes of 2009-2011.

There is much more to discover about the most recent developments in law school graduate employment. How did graduates of color, women, and first-generation college students from the Class of 2020 fare? Which cities and states offer the most employment opportunities, and where should graduates look for the best paying jobs? NALP's comprehensive *Jobs & JDs: Employment and Salaries of New Law School Graduates — Class of 2020* will answer these questions and more about the employment experiences of new law graduates and serve as a valuable resource and planning tool. This report is the only resource of its kind. To order a copy of the full *Jobs & JDs — Class of 2020* report, to be published in October 2021, email or mail a copy of the form on page 10 of these findings.

## PRE-ORDER FORM



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The market for recent law graduates is changing, and *Jobs & JDs — Employment and Salaries of New Law Graduates* is the most comprehensive source of information on those changes. How are law firm opportunities shifting for new law graduates in the Class of 2020? Which geographic markets provided the most jobs? Where did the graduates who are not practicing law find jobs? How do employment findings vary by gender and race/ethnicity?

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