



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.

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An Update on the Legal Employment Market

Member Webinar

February 5, 2020

Presenters:

Georgia Emery Gray, President
James Leipold, Executive Director

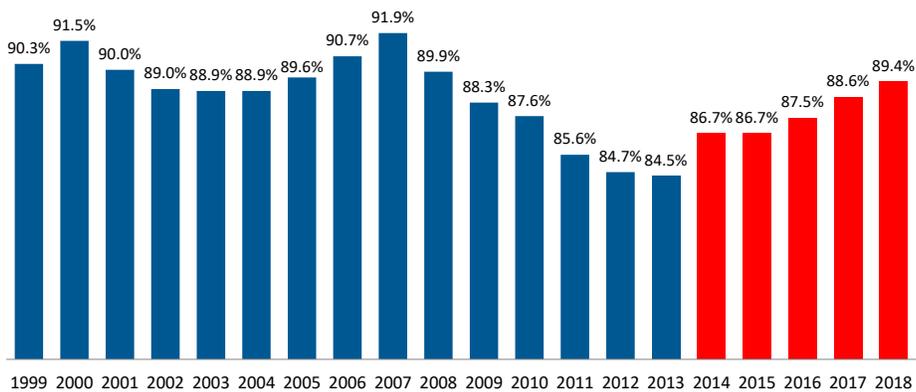
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Welcome!



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Law Graduate Employment Rate 9-10 Months After Graduation: 1999 – 2018

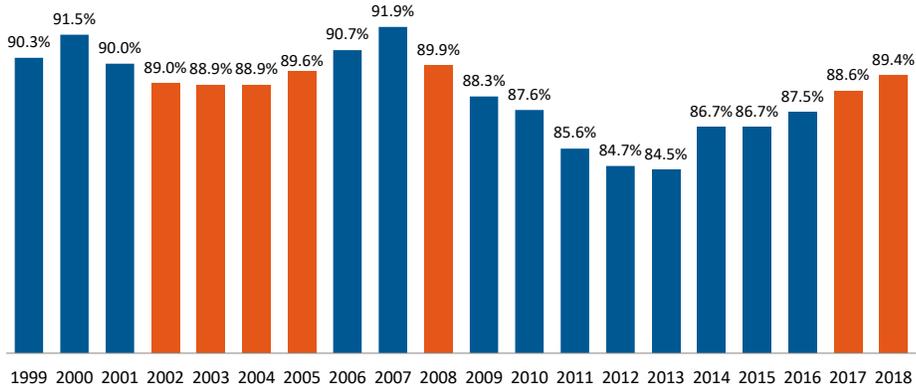


NOTE: Beginning with the Class of 2014, employment status information was collected as of March 15, rather than February 15, as it had been in prior years.

Source: NALP's Jobs & JDs, Classes of 1999 - 2018

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Law Graduate Employment Rate 9-10 Months After Graduation: 1999 – 2018

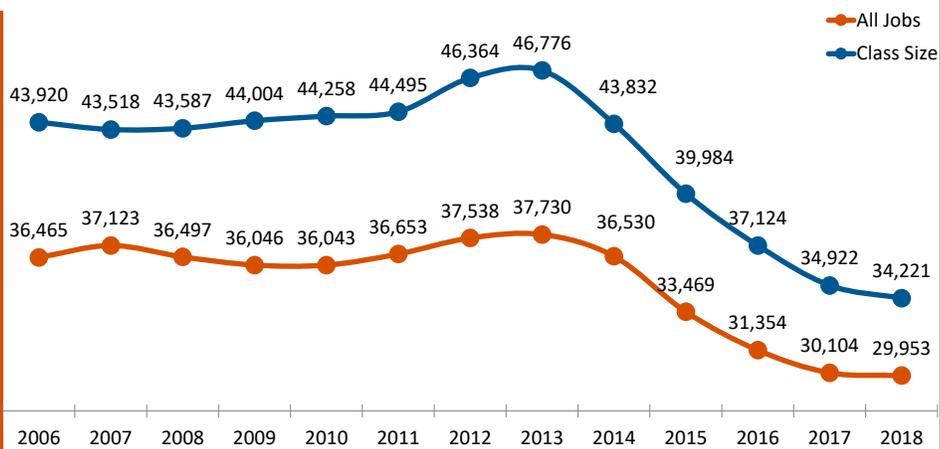


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Source: NALP's Jobs & JDs, Classes of 1999 - 2018

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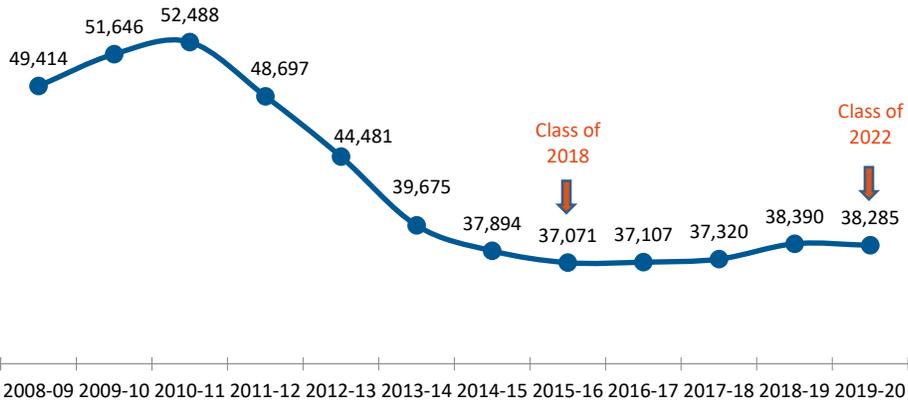
Total Number of Jobs Reported (Class Size vs. All Jobs)



Sources: All jobs figures come from NALP's Jobs & JDs, Classes of 2006 – 2018, Class size figures come from the ABA Section of Legal Education and Admissions to the Bar.

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1L Enrollment at ABA Approved Law Schools



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

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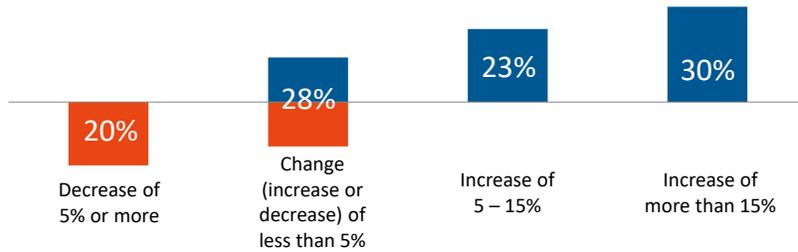
NALP Recruiting Survey Results – Law Schools



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National Fall On-Campus Recruiting Levels

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

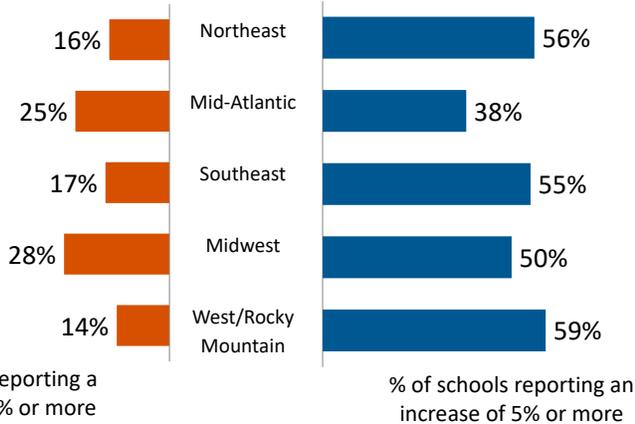


Source: NALP's Perspectives on Law Student Recruiting, 2019. Based on 131 school responses.

9

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

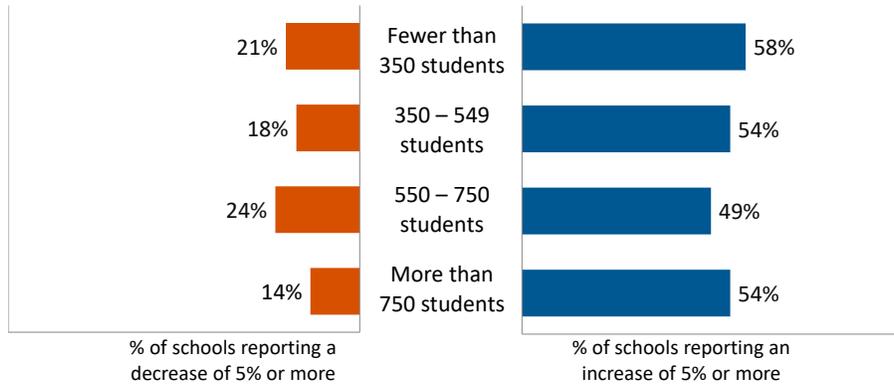


Source: NALP's Perspectives on Law Student Recruiting, 2019.

10

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

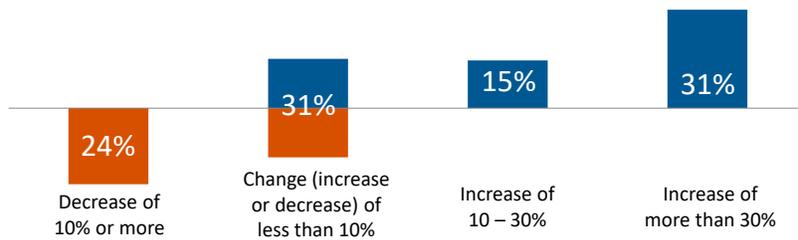


Source: NALP's Perspectives on Law Student Recruiting, 2019.

11

Spring On-Campus Recruiting Levels

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

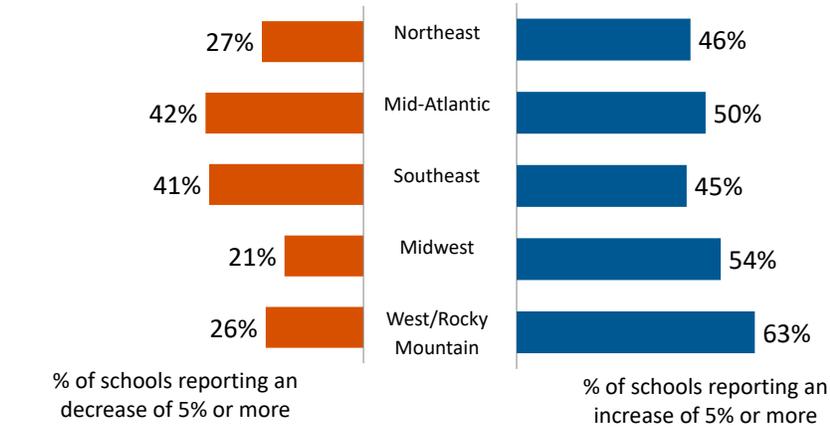


Source: NALP's Perspectives on Law Student Recruiting, 2019. Based on 118 school responses.

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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

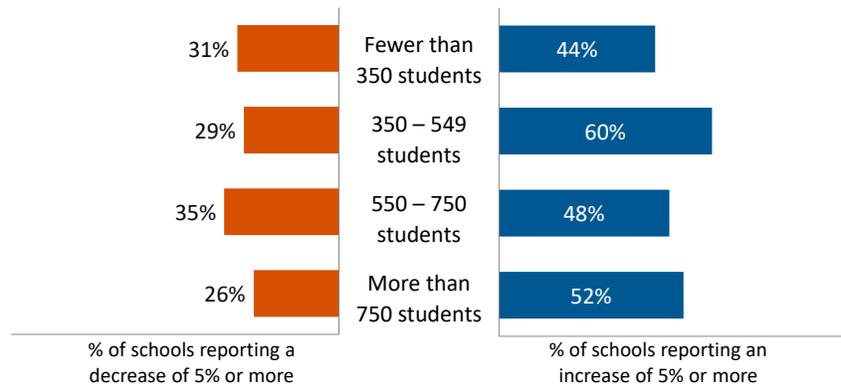


Source: NALP's Perspectives on Law Student Recruiting, 2019.

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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, 2019.

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Range in Change in Employers on Campus, Spring 2018 to Spring 2019

Increase of 99% or more	17 schools
Increase of 25-75%	24 schools
Increase of 5-24%	20 schools
Change of less than 5%	20 schools
Decrease of 5-10%	10 schools
Decrease of 11-35%	17 schools
Decrease of more than 35%	10 schools

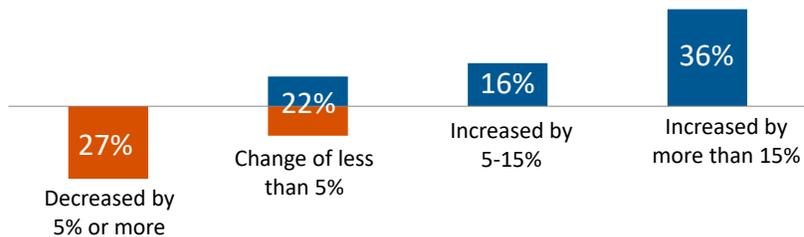


Source: NALP's Perspectives on Law Student Recruiting, 2019

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Job Opportunities Posted Outside of OCI

Change in the Number of Job Opportunities Posted Outside of OCI, e.g., direct application, resume collect, in 2019 compared with 2018



Source: NALP's Perspectives on Law Student Recruiting, 2019. Based on 121 school responses.

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Pre-OCI offers as reported by law schools

- 65 schools reported that one or more of their students received at least one pre-OCI offer for 2L summer employment (up from 57 last year, and 42 the year before).
- Of those schools that track this information, the number of pre-OCI offers on individual campuses ranged from a low of one to a high of 61.
- For almost half of the schools reporting one or more pre-OCI offers, the number of pre-OCI offers was three or fewer.
- 44 schools affirmatively reported no pre-OCI offers and 23 schools either were not tracking the data or did not know.



Source: NALP's Perspectives on Law Student Recruiting, 2019.

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Post-OCI recruiting as reported by schools

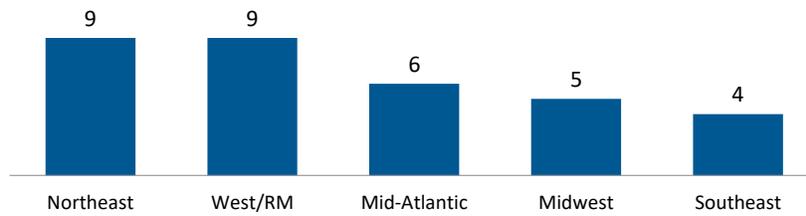
- 58% of schools reported that one or more employers who participated in their OCI program returned to solicit additional 2L candidates for their 2020 summer program after the completion of OCI. This figure is the same as last year.
- Of the 74 schools that reported that employers returned post-OCI, the average number of employers who came back was seven and the median number was three, compared with an average of seven and median of four last year.



Source: NALP's Perspectives on Law Student Recruiting, 2019.

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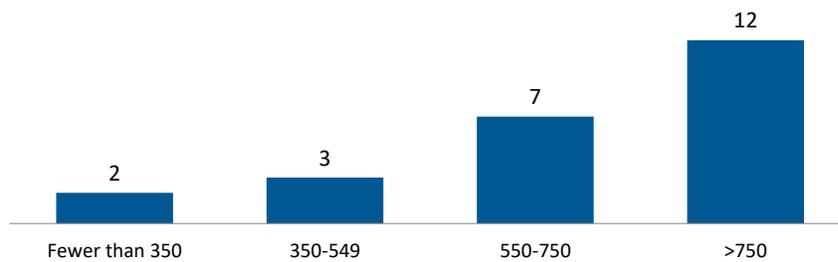
Average Number of Employers Returning to Campus Post-OCI, by Region



Source: NALP's Perspectives on Law Student Recruiting, 2019.

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

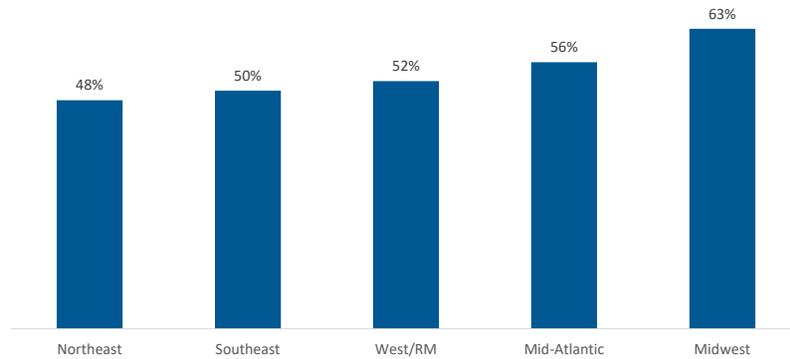


Source: NALP's Perspectives on Law Student Recruiting, 2019.

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Percent of Schools Reporting On-Campus Recruiting for JD Advantage Jobs, by Region

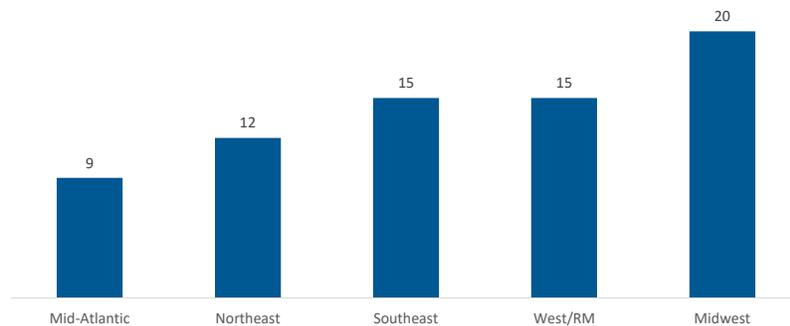
Overall, 54% of schools reported some on-campus recruiting for JD Advantage jobs



Source: NALP's Perspectives on Law Student Recruiting, 2019. Based on 132 school responses.

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Number of Schools Reporting On-Campus Recruiting for JD Advantage Jobs, by Region

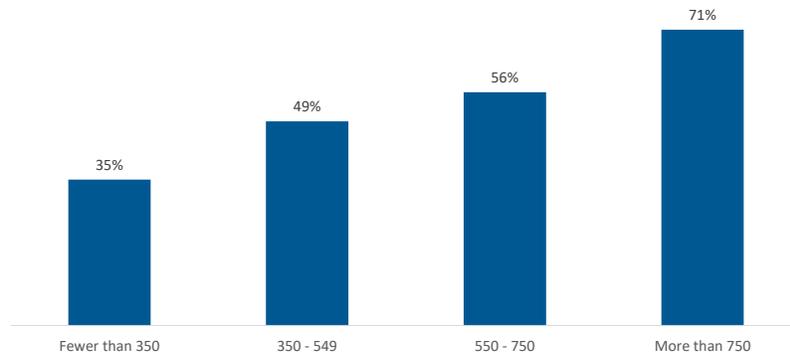


Source: NALP's Perspectives on Law Student Recruiting, 2019. Based on 132 school responses.

22

Percent of Schools Reporting On-Campus Recruiting for JD Advantage Jobs, by Enrollment

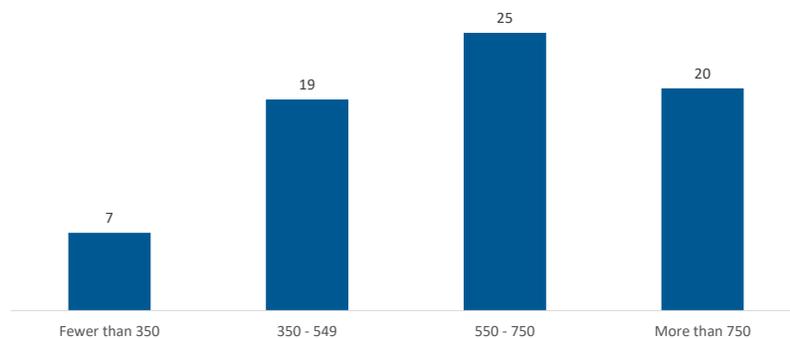
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Number of Schools Reporting On-Campus Recruiting for JD Advantage Jobs, by Enrollment



Source: NALP's Perspectives on Law Student Recruiting, 2019. Based on 132 school responses.

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NALP Fall Recruiting Survey Results – Law Firms



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Use of Social Media for Student Outreach

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

Yes 55%

No 45%

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

LinkedIn 83%

Facebook 62%

Twitter 56%

Instagram 48%

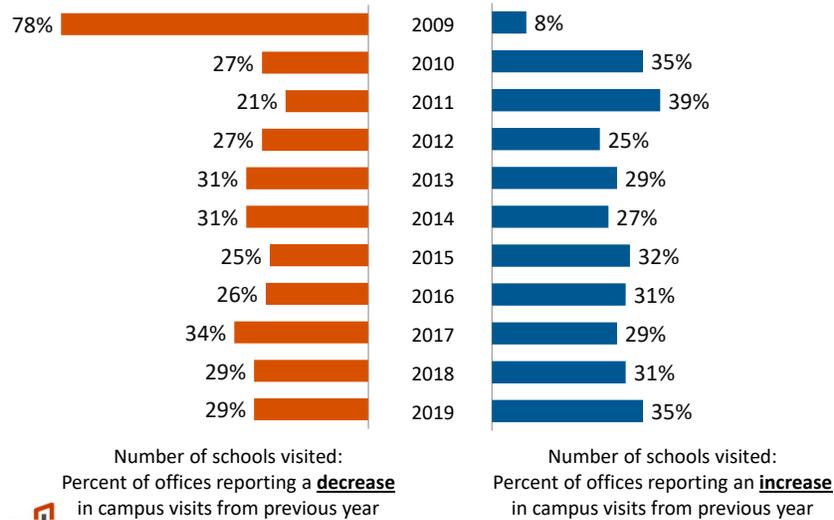
Other 8%



Source: NALP's Perspectives on Law Student Recruiting, 2019.

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National Fall On-Campus Recruiting Levels 2009-2019 As Reported by Employers



Source: NALP's Perspectives on Law Student Recruiting, 2009 - 2019.

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Fall On-Campus Law Firm Recruiting Levels Reported by Region

Change in Number of Schools Visited by Firms in 2019 Compared to 2018			
Region	Decrease	No Change	Increase
Northeast	23%	49%	29%
Mid-Atlantic	28%	37%	35%
Southeast	32%	35%	32%
Midwest	28%	36%	36%
West/Rocky Mountain	29%	39%	32%
Nationwide	29%	37%	35%



Source: NALP's Perspectives on Law Student Recruiting, 2019.

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Fall On-Campus Law Firm Recruiting Levels Reported by City

Number of Schools Visited by Firms in 2019 Compared to 2018			
City/Cities	Decrease	No Change	Increase
Boston	33%	33%	33%
New York	22%	52%	26%
Philadelphia	40%	20%	40%
Wilmington	67%	17%	17%
Washington DC	20%	44%	36%
Charlotte	38%	63%	0%
Atlanta	29%	14%	57%
Miami/Ft. Lauderdale	29%	33%	57%



Source: NALP's Perspectives on Law Student Recruiting, 2019

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Fall On-Campus Law Firm Recruiting Levels Reported by City

Number of Schools Visited by Firms in 2019 Compared to 2018			
City/Cities	Decrease	No Change	Increase
Los Angeles/Orange Co.	19%	56%	25%
San Francisco	35%	41%	24%
Silicon Valley	33%	25%	42%
San Diego	50%	13%	38%



Source: NALP's Perspectives on Law Student Recruiting, 2019

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Fall On-Campus Law Firm Recruiting Levels Reported by City

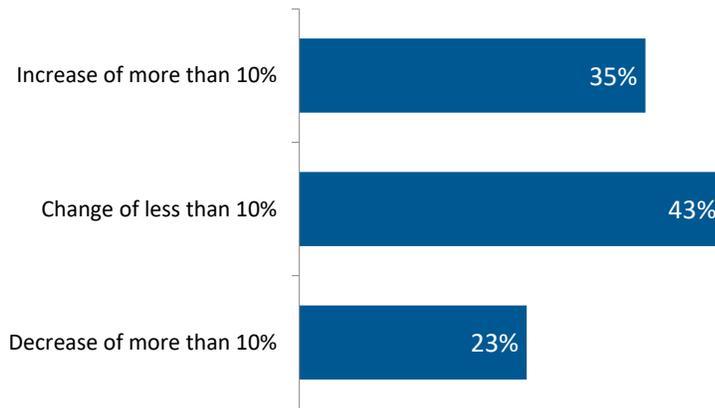
Number of Schools Visited by Firms in 2019 Compared to 2018			
City/Cities	Decrease	No Change	Increase
Houston	33%	50%	17%
Dallas	10%	30%	60%
Chicago	18%	46%	36%
Minneapolis	50%	33%	17%



Source: NALP's Perspectives on Law Student Recruiting, 2019

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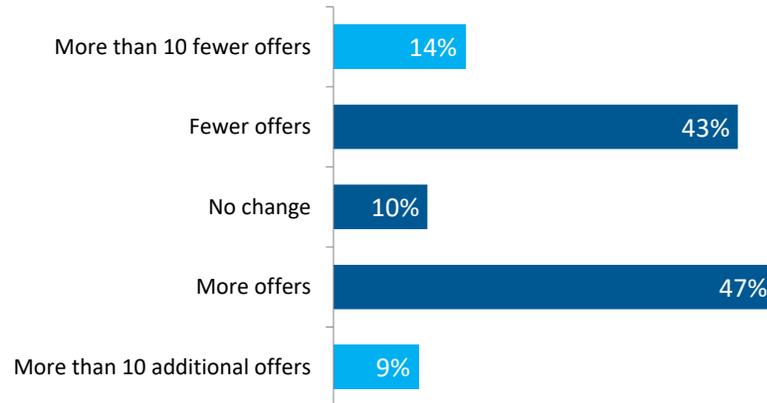
Change in Number of Screening Interviews for Summer 2020 Spots, Compared to 2019



Source: NALP's Perspectives on Law Student Recruiting, 2019.

32

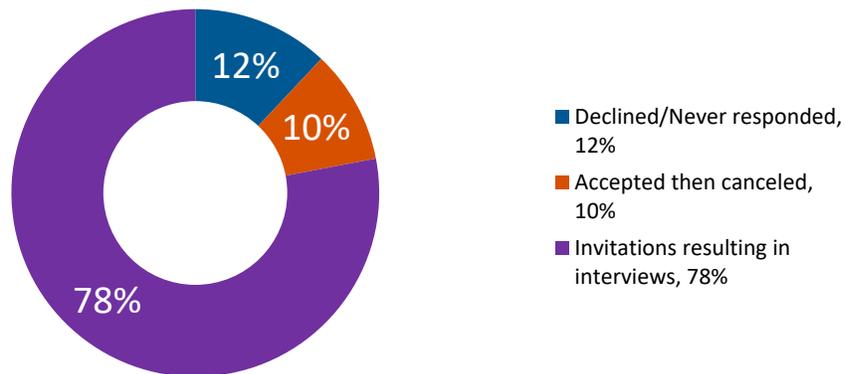
Change in Offers for Summer Associate Positions for Summer 2020, Compared to 2019



Source: NALP's Perspectives on Law Student Recruiting, 2019.

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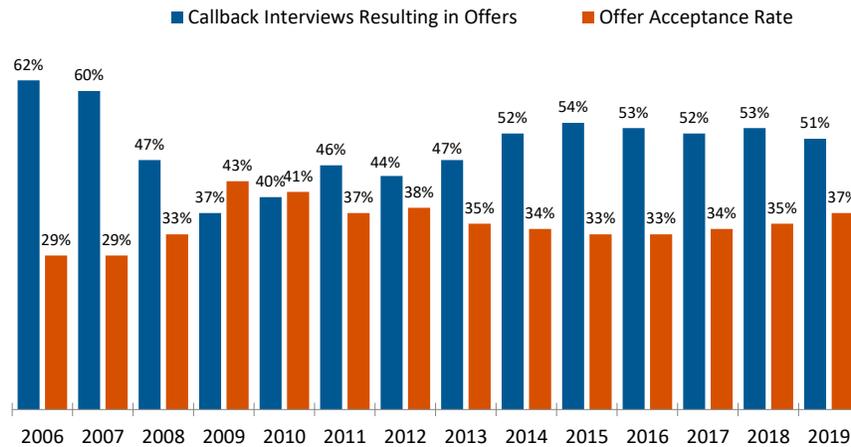
Outcomes of Callback Invitations



Source: NALP's Perspectives on Law Student Recruiting, 2019.

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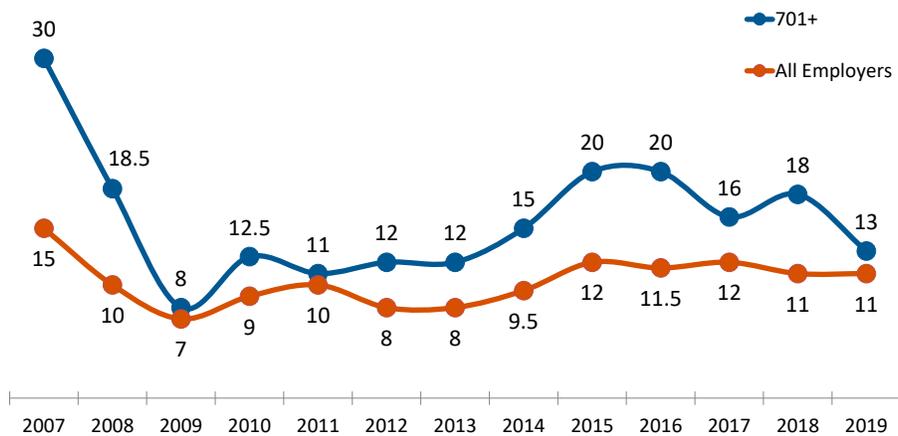
Offer and Yield Rates for Summer Programs for Rising 2Ls Over Time



Source: NALP's Perspectives on Law Student Recruiting, 2006-19.

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



Source: NALP's Perspectives on Law Student Recruiting, 2007 - 2019.

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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	2019
701+	30	18.5	8	12.5	11	12	12	15	20	20	16	18	13
501 – 700	16	11	19	19	13	13	18	23	17	31.5	28	14	10.5
251 – 500	19	8	9	10	14.5	8.5	11	11	16.5	7	11	8	9
101 – 250	17	12	6	9	8	7	7	7	6	8	9	7	8
100 or <	4	4	4	3	4.5	5	3	3	3	4	4	4	8*
All Employers	15	10	7	9	10	8	8	9.5	12	11.5	12	11	11



*Note, for law firms of 100 or fewer lawyers, the N was 13, a much smaller number than previous years, so the median of 8 may not be representative.

Source: NALP's Perspectives on Law Student Recruiting, 2007 - 2019.

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*Note, for law firms of 100 or fewer lawyers, the N was 13, a much smaller number than previous years, so the median of 8 may not be representative.

Source: NALP's Perspectives on Law Student Recruiting, 2007 - 2019.



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

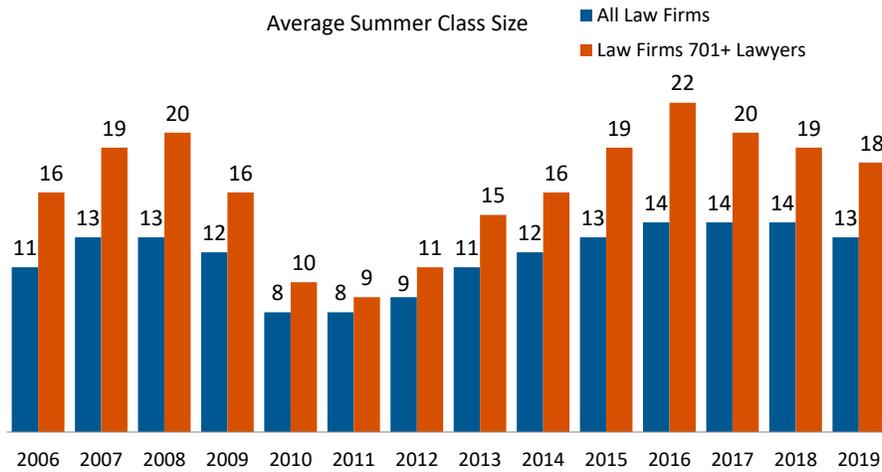
	2016	2017	2018	2019
100 or fewer	1 – 16	1 – 33	1 – 42	2 – 55
101 – 250	1 – 57	1 – 51	1 – 53	1 – 63
251 – 500	1 – 243	1 – 243	1 – 206	1 – 183
501 – 700	1 – 261	1 – 270	1 – 251	1 – 174
701 +	1 – 565	1 – 486	1 – 476	1 – 561

Source: NALP's Perspectives on Law Student Recruiting 2016 – 2019



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Law Firm Summer Program Class Size Over Time



Source: NALP's Perspectives on Fall Law Student Recruiting, 2006 - 2019.

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Range in Law Firm Summer Program Class Size

Class Size	
1 – 3	36%
4 – 10	34%
11 – 20	13%
21 – 50	11%
51 – 188	6%

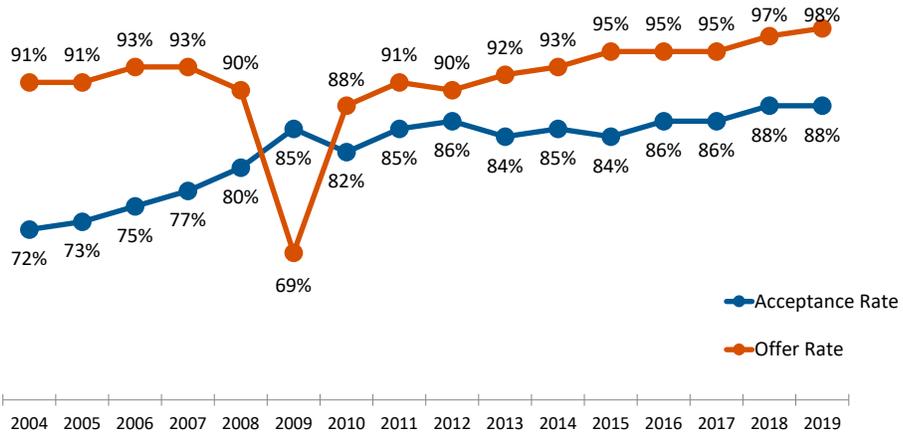
The modal (most common) summer class size was two for the summer of 2019 (14.4% of programs), followed by one (12% of programs), and then three (9.8% of programs). Last year the modal class size was one.



Source: NALP's Perspectives on Law Student Recruiting 2019.

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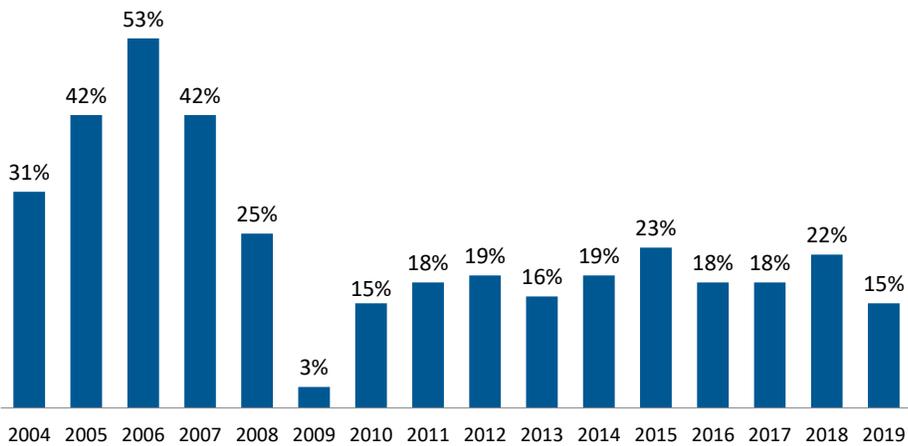
Outcomes of Summer Programs Over Time



Source: NALP's Perspectives on Law Student Recruiting, 2004 - 2019.

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

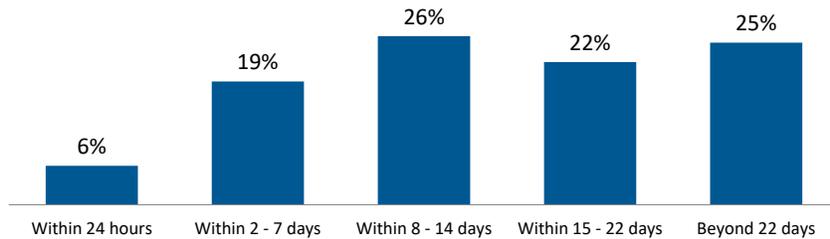


Source: NALP's Perspectives on Law Student Recruiting, 2004 - 2019.

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Timing of Responses to Offers for Summer Employment

For offers made to 2Ls for summer 2020 positions, how quickly did candidates respond?



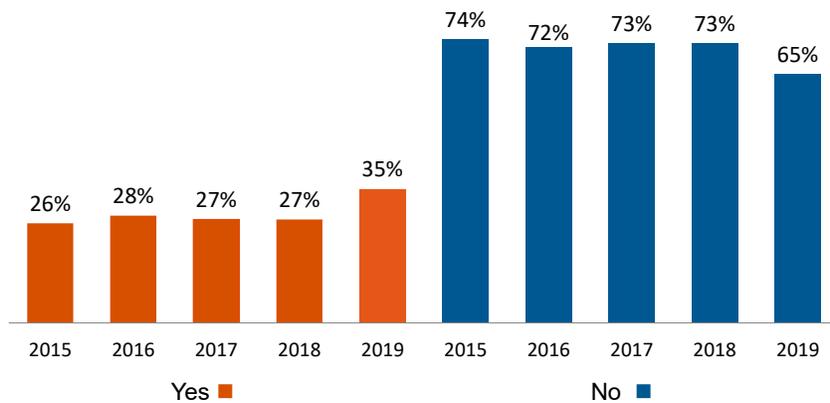
Note: Figures based on 11,614 offers for which the timing of the responses was reported, representing about 84% of all offers made by these firms' offices. For an additional 1% of offers, there was no response.



Source: NALP's Perspectives on Law Student Recruiting, 2019.

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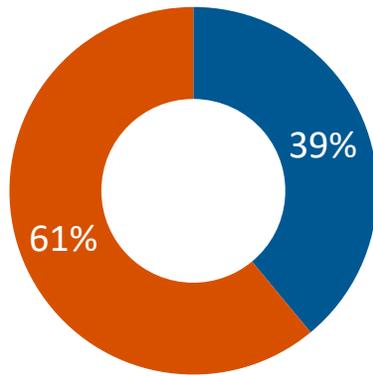
Did Your Firm Make Any Offers Before OCI Started?



Source: 2015-2019 Survey of Legal Employers on Recruiting. 2019 data based on 422 total responses (146 offices reported making early offers).

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Offers Made Before OCI



- Accepted, 39%
- Declined, 61%

These accept and decline rates are **almost exactly the same as last year**; the accept rate compares with an overall acceptance rate of 37%.

Median Number of Offers: 3
Average Number of Offers: 9

143 offices collectively reported **1,298** pre-OCI offers (up from **822** in 2018, **744** in 2017, **601** in 2016, and **370** in 2015).

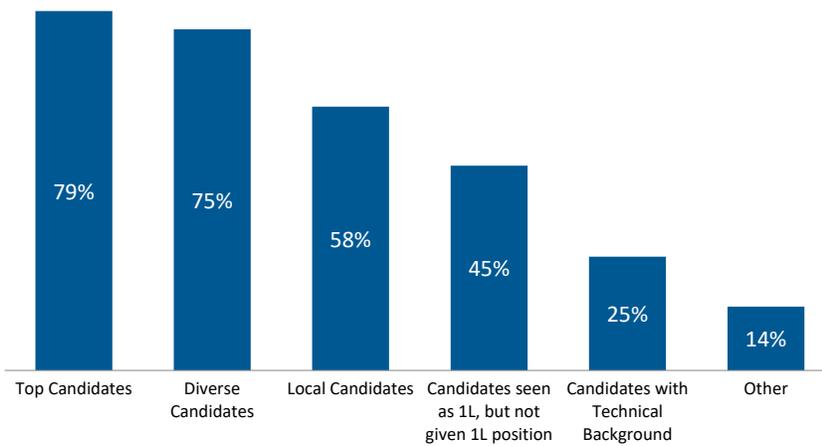


Source: 2019 Survey of Legal Employers on Recruiting.

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Offers Made Before OCI

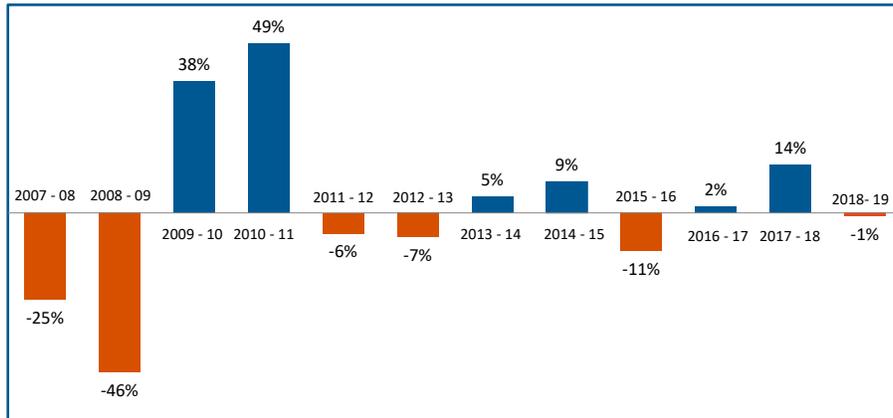
To whom were these offers made?



Source: 2019 Survey of Legal Employers on Recruiting. Based on 146 responses.

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Lateral Hiring Volume (Change From Previous Year)

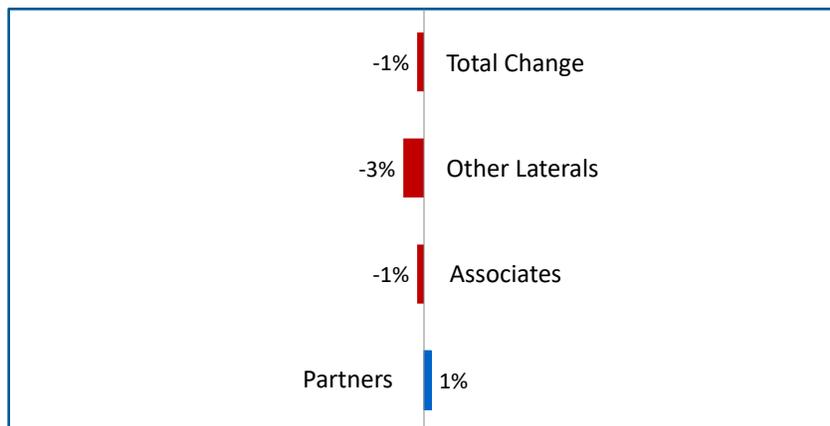


Source: 2008-2019 Survey of Legal Employers on Recruiting.

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Lateral Hiring Volume (Change from 2018 to 2019)

Change in the number of lateral lawyers hired by lawyer type



Source: 2019 Survey of Legal Employers on Recruiting.

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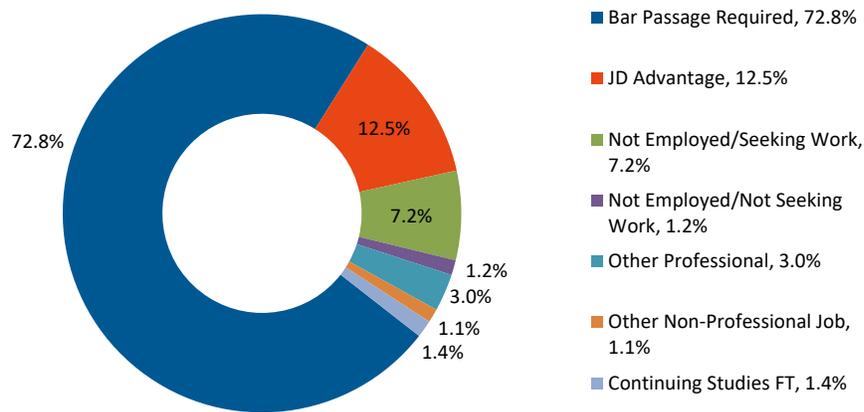


NALP Employment Report and Salary Survey Results for the Class of 2018



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Employment Outcomes for the Class of 2018: Employment Status, All Graduates



Number of Graduates: 33,510 (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 0.84% and 0.09% of graduates, respectively, but are not shown on the chart.

Source: NALP's *Jobs & JDs, Class of 2018*

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Law Graduate Employment Status: 2007 - 2018

Job Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Bar Passage Required	76.9%	74.7%	70.8%	68.4%	65.4%	64.4%	64.4%	66.3%	66.6%	67.7%	71.8%	72.8%
JD Advantage	7.7%	8.1%	9.2%	10.7%	12.5%	13.3%	13.8%	14.8%	14.5%	14.8%	12.3%	12.5%
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%
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%
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%
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%
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%



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

Source: NALP's Jobs & JDs, Classes of 2007 – 2018

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Law Graduate Employment Status: 2007 - 2018

Job Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Bar Passage Required	76.9%	74.7%	70.8%	68.4%	65.4%	64.4%	64.4%	66.3%	66.6%	67.7%	71.8%	72.8%
JD Advantage	7.7%	8.1%	9.2%	10.7%	12.5%	13.3%	13.8%	14.8%	14.5%	14.8%	12.3%	12.5%
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%
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%
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%
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%
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%



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

Source: NALP's Jobs & JDs, Classes of 2007 – 2018

56

Law Graduate Employment Status: 2007 - 2018

Job Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Bar Passage Required	76.9%	74.7%	70.8%	68.4%	65.4%	64.4%	64.4%	66.3%	66.6%	67.7%	71.8%	72.8%
JD Advantage	7.7%	8.1%	9.2%	10.7%	12.5%	13.3%	13.8%	14.8%	14.5%	14.8%	12.3%	12.5%
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%
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%
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%
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%
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%



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

Source: NALP's Jobs & JDs, Classes of 2007 - 2018

57

Law Graduate Employment Status: 2007 - 2018

Job Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Bar Passage Required	76.9%	74.7%	70.8%	68.4%	65.4%	64.4%	64.4%	66.3%	66.6%	67.7%	71.8%	72.8%
JD Advantage	7.7%	8.1%	9.2%	10.7%	12.5%	13.3%	13.8%	14.8%	14.5%	14.8%	12.3%	12.5%
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%
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%
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%
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%
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%

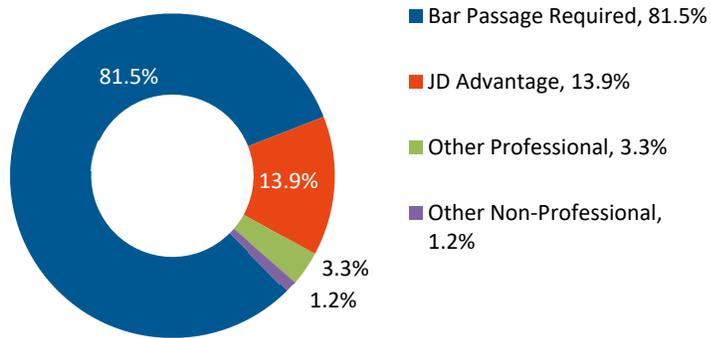


Blue figures represent high figures for the period.
Red figures represent low figures for the period.

Source: NALP's Jobs & JDs, Classes of 2007 - 2018

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Employment Outcomes for the Class of 2018: Job Types of those Employed



Number of Jobs: 29,953



NOTE: Jobs for which job type, e.g. Bar Passage Required, was not specified account for 0.1% of jobs but are not shown on the chart.

Source: NALP's Jobs & JDs, Class of 2018

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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%
- **Class of 2018: 71%**



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JD Advantage Jobs: 2006 – 2018

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

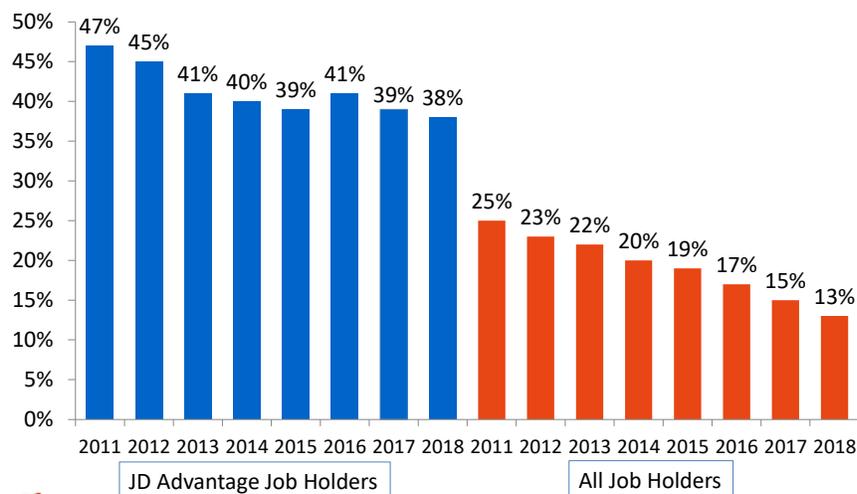
Note: For the years 2006-2010 these jobs were classified as JD Preferred, and for the years 2012-2018 they were classified as JD Advantage. The total number of jobs includes a small number of jobs for which job type is not reported.



Source: NALP's Jobs & JDs, Classes of 2006 - 2018

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



Source: NALP's Jobs & JDs, Classes of 2011-2018

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Range in Number of JD Advantage Jobs by Law School

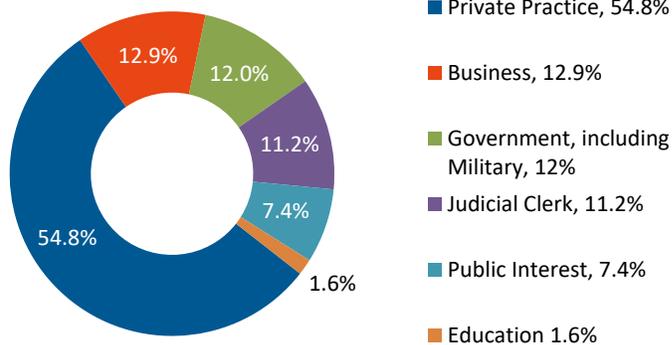
50-80 JDA Jobs	12 Schools
25-49 JDA Jobs	46 Schools
11-24 JDA Jobs	95 Schools
10 or < JDA Jobs	47 Schools



Source: NALP's *Jobs & JDs*, Class of 2018

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Employment Outcomes for the Class of 2018: Employer Type



Number of Jobs: 29,953



NOTE: Figures in this chart reflect all job types – both legal and other. For clarity, the category for unknown employer type, representing 0.17% of jobs, is not shown. Overall, 95.4% of jobs were reported as full-time.

Source: NALP's *Jobs & JDs*, Class of 2018

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Law Graduate Employer Type: 2007-2018

Employer Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Private Practice	55.5%	56.2%	55.9%	50.9%	49.5%	50.7%	51.1%	50.9%	51.3%	52.9%	54.4%	54.8%
Business	14.1%	13.4%	13.5%	15.1%	18.1%	17.9%	18.4%	18.0%	17.2%	15.6%	13.9%	12.9%
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%	11.9%
Judicial Clerkships	9.8%	9.6%	8.7%	9.3%	9.3%	8.9%	9.0%	9.2%	10.0%	10.5%	10.7%	11.2%
Public Interest	5.8%	5.4%	5.7%	6.7%	7.5%	7.2%	7.1%	7.3%	7.1%	6.9%	7.2%	7.4%
Education	1.8%	2.3%	3.5%	3.7%	3.0%	2.7%	2.6%	2.1%	1.9%	1.9%	1.6%	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 – 2018

65

Law Graduate Employer Type: 2007-2018

Employer Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Private Practice	55.5%	56.2%	55.9%	50.9%	49.5%	50.7%	51.1%	50.9%	51.3%	52.9%	54.4%	54.8%
Business	14.1%	13.4%	13.5%	15.1%	18.1%	17.9%	18.4%	18.0%	17.2%	15.6%	13.9%	12.9%
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%	11.9%
Judicial Clerkships	9.8%	9.6%	8.7%	9.3%	9.3%	8.9%	9.0%	9.2%	10.0%	10.5%	10.7%	11.2%
Public Interest	5.8%	5.4%	5.7%	6.7%	7.5%	7.2%	7.1%	7.3%	7.1%	6.9%	7.2%	7.4%
Education	1.8%	2.3%	3.5%	3.7%	3.0%	2.7%	2.6%	2.1%	1.9%	1.9%	1.6%	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 – 2018

66

Law Graduate Employer Type: 2007-2018

Employer Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Private Practice	55.5%	56.2%	55.9%	50.9%	49.5%	50.7%	51.1%	50.9%	51.3%	52.9%	54.4%	54.8%
Business	14.1%	13.4%	13.5%	15.1%	18.1%	17.9%	18.4%	18.0%	17.2%	15.6%	13.9%	12.9%
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%	11.9%
Judicial Clerkships	9.8%	9.6%	8.7%	9.3%	9.3%	8.9%	9.0%	9.2%	10.0%	10.5%	10.7%	11.2%
Public Interest	5.8%	5.4%	5.7%	6.7%	7.5%	7.2%	7.1%	7.3%	7.1%	6.9%	7.2%	7.4%
Education	1.8%	2.3%	3.5%	3.7%	3.0%	2.7%	2.6%	2.1%	1.9%	1.9%	1.6%	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 – 2018

67

Law Graduate Employer Type: 2007-2018

Employer Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Private Practice	55.5%	56.2%	55.9%	50.9%	49.5%	50.7%	51.1%	50.9%	51.3%	52.9%	54.4%	54.8%
Business	14.1%	13.4%	13.5%	15.1%	18.1%	17.9%	18.4%	18.0%	17.2%	15.6%	13.9%	12.9%
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%	11.9%
Judicial Clerkships	9.8%	9.6%	8.7%	9.3%	9.3%	8.9%	9.0%	9.2%	10.0%	10.5%	10.7%	11.2%
Public Interest	5.8%	5.4%	5.7%	6.7%	7.5%	7.2%	7.1%	7.3%	7.1%	6.9%	7.2%	7.4%
Education	1.8%	2.3%	3.5%	3.7%	3.0%	2.7%	2.6%	2.1%	1.9%	1.9%	1.6%	1.6%

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

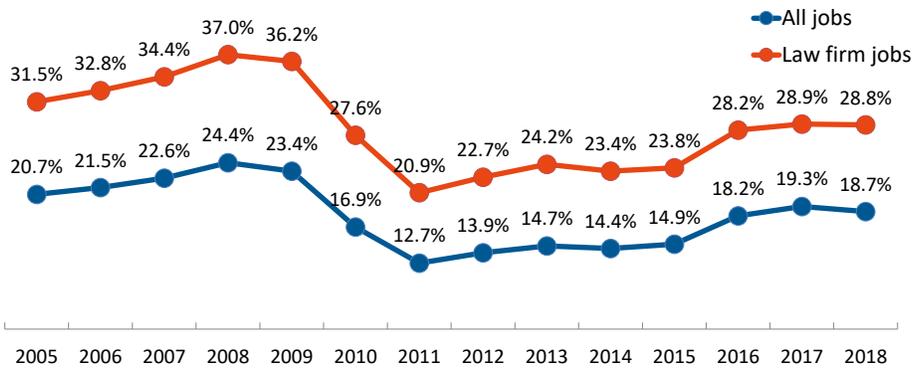


Source: NALP's Jobs & JDs, Classes of 2007 – 2018

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Jobs Obtained via OCI

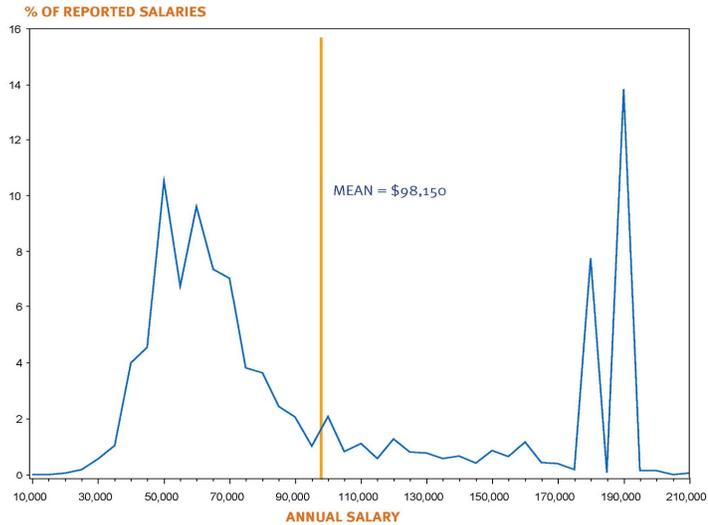
Percentage of Jobs Obtained through Fall OCI, 2005 - 2018



Source: NALP's Jobs & JDs, Classes of 2005 - 2018.

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Distribution of Reported Full-time Salaries



Note: Graph is based on 19,615 salaries reported for full-time jobs lasting a year or more—a few salaries above \$210,000 are excluded from the graph for clarity, but not from the percentage calculations. The left-hand peaks of the graph reflect salaries of \$45,000 to \$75,000, which collectively accounted for about half (49.6%) of reported salaries. The two right-hand peaks show that salaries of \$180,000 accounted for 7.7% of reported salaries and that salaries of \$190,000 accounted for 13.8% 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.

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Median & Mean Starting Salaries: Classes of 2009 - 2018

Salary	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Median Salary	\$72,000	\$63,000	\$60,000	\$61,250	\$62,470	\$63,000	\$64,800	\$65,000	\$70,000	\$70,000
Mean Salary	\$93,000	\$84,000	\$78,650	\$80,800	\$82,400	\$82,300	\$83,800	\$90,305	\$95,320	\$98,150

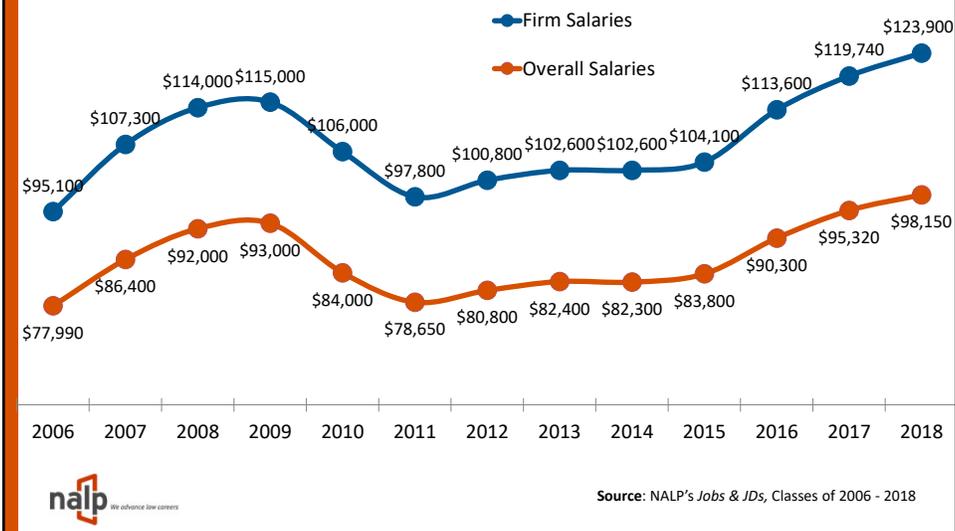
Salary	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Median Firm Salary	\$130,000	\$104,000	\$85,000	\$90,000	\$95,000	\$95,000	\$100,000	\$104,000	\$117,000	\$120,000
Mean Firm Salary	\$115,000	\$106,000	\$97,800	\$100,800	\$102,600	\$102,600	\$104,100	\$113,600	\$119,740	\$123,900



Source: NALP's Jobs & JDs, Classes of 2009 - 2018

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Mean Salaries (Firm vs. Overall)



Source: NALP's Jobs & JDs, Classes of 2006 - 2018

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Median Salaries (Firm vs. Overall)



Source: NALP's Jobs & JDs, Classes of 2006 - 2018

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Private Practice Employment Class of 2018

Employment in Law Firms by Size of Firm

Size of Firm	Percent of Private Practice Jobs	Subtotals
Solo	2.0%	
1 – 10*	33.9%	
11 – 25	10.7%	
26 – 50	6.4%	53.0%
51 – 100	5.2%	
101 – 250	6.2%	
251 – 500	5.9%	
501+	29.1%	46.4%
Unknown	0.7%	

** Includes graduates whose employer is a solo practitioner.



Source: NALP's Jobs and JDs, Class of 2018

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Private Practice Employment by Law Firm Size: 2009 - 2018

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Solo*	5.3%	5.7%	6.0%	5.1%	4.8%	4.4%	3.4%	2.8%	2.5%	2.0%
1 – 10**	33.5%	39.1%	42.9%	43.0%	42.0%	41.3%	39.5%	37.7%	35.3%	33.9%
11 – 25	7.6%	8.9%	10.5%	9.9%	10.0%	10.1%	10.2%	10.4%	10.3%	10.7%
26 – 50	4.7%	5.3%	6.1%	5.7%	5.6%	5.6%	5.6%	5.7%	6.1%	6.4%
51 – 100	4.5%	4.2%	5.0%	4.5%	4.5%	4.3%	4.7%	4.8%	4.9%	5.2%
101 – 250	7.0%	5.6%	5.7%	5.5%	5.4%	5.9%	5.6%	5.7%	5.9%	6.2%
251 - 500	7.3%	6.0%	5.0%	5.3%	5.5%	5.9%	6.2%	6.1%	6.2%	5.9%
501+	25.6%	20.5%	16.2%	19.1%	20.7%	21.3%	23.3%	25.5%	28.1%	29.1%
Unknown	4.6%	4.9%	2.6%	1.9%	1.5%	1.4%	1.5%	1.3%	0.7%	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 – 2018

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Private Practice Employment by Law Firm Size: 2009 - 2018

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Solo*	5.3%	5.7%	6.0%	5.1%	4.8%	4.4%	3.4%	2.8%	2.5%	2.0%
1 – 10**	33.5%	39.1%	42.9%	43.0%	42.0%	41.3%	39.5%	37.7%	35.3%	33.9%
11 – 25	7.6%	8.9%	10.5%	9.9%	10.0%	10.1%	10.2%	10.4%	10.3%	10.7%
26 – 50	4.7%	5.3%	6.1%	5.7%	5.6%	5.6%	5.6%	5.7%	6.1%	6.4%
51 – 100	4.5%	4.2%	5.0%	4.5%	4.5%	4.3%	4.7%	4.8%	4.9%	5.2%
101 – 250	7.0%	5.6%	5.7%	5.5%	5.4%	5.9%	5.6%	5.7%	5.9%	6.2%
251 - 500	7.3%	6.0%	5.0%	5.3%	5.5%	5.9%	6.2%	6.1%	6.2%	5.9%
501+	25.6%	20.5%	16.2%	19.1%	20.7%	21.3%	23.3%	25.5%	28.1%	29.1%
Unknown	4.6%	4.9%	2.6%	1.9%	1.5%	1.4%	1.5%	1.3%	0.7%	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 – 2018

76

Private Practice Employment by Law Firm Size: 2009 - 2018

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Solo*	5.3%	5.7%	6.0%	5.1%	4.8%	4.4%	3.4%	2.8%	2.5%	2.0%
1 – 10**	33.5%	39.1%	42.9%	43.0%	42.0%	41.3%	39.5%	37.7%	35.3%	33.9%
11 – 25	7.6%	8.9%	10.5%	9.9%	10.0%	10.1%	10.2%	10.4%	10.3%	10.7%
26 – 50	4.7%	5.3%	6.1%	5.7%	5.6%	5.6%	5.6%	5.7%	6.1%	6.4%
51 – 100	4.5%	4.2%	5.0%	4.5%	4.5%	4.3%	4.7%	4.8%	4.9%	5.2%
101 – 250	7.0%	5.6%	5.7%	5.5%	5.4%	5.9%	5.6%	5.7%	5.9%	6.2%
251 - 500	7.3%	6.0%	5.0%	5.3%	5.5%	5.9%	6.2%	6.1%	6.2%	5.9%
501+	25.6%	20.5%	16.2%	19.1%	20.7%	21.3%	23.3%	25.5%	28.1%	29.1%
Unknown	4.6%	4.9%	2.6%	1.9%	1.5%	1.4%	1.5%	1.3%	0.7%	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 – 2018

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Starting Salaries in Private Practice Class of 2018

Median Starting Salaries by Size of Law Firm	
Firm Size	Starting Salary
1 – 10	\$60,000
11 – 25	\$70,000
26 – 50	\$80,000
51 – 100	\$86,000
101 – 250	\$120,000
251 - 500	\$180,000
501+	\$190,000*

*The \$190,000 salary figure accounts for 55% of salaries reported 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 2018

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Government Employment Class of 2018

Distribution of Jobs by Level of Government			
Federal	26%		
State	37%		
Local	35%		
Starting Salaries by Level of Government			
Government Level	25 th %	Median	75 th %
Federal	\$56,000	\$68,000	\$80,000
State	\$45,000	\$52,000	\$60,000
Local	\$54,000	\$61,000	\$68,000



Note: Salaries have been rounded to the nearest \$500.
Source: NALP's *Jobs and JDs, Class of 2018*

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Judicial Clerkships Class of 2018

Distribution of Clerkships by Level of Government			
Federal	36%		
State	58%		
Local	6%		
Starting Clerkship Salaries by Level of Government			
Government Level	25 th %	Median	75 th %
Federal	\$61,000	\$65,000	\$68,000
State	\$49,000	\$51,000	\$56,000
Local	\$41,000	\$47,000	\$53,000



Note: Salaries have been rounded to the nearest \$500.
Source: NALP's *Jobs and JDs, Class of 2018*

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Public Interest Employment Class of 2018

Distribution of Jobs in Public Interest	
Public Defender	37%
Legal Services	30%
Policy/Advocacy	14%
Community Organization	4%
Other Public Interest	15%

Starting Salaries for Public Interest Jobs		
25 th %	Median	75 th %
\$45,000	\$50,500	\$60,000

Source: NALP's *Jobs and JDs, Class of 2018*



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Employment in Business Class of 2018

- 13% of all jobs taken by law school graduates
 - 26% Required Bar Passage
 - 52% Reported as JD Advantage
 - 15% Reported as “Other Professional”
 - 7% Reported as “Non-professional” or Unknown

Starting Salaries for Jobs in Business and Industry		
25 th %	Median	75 th %
\$60,000	\$75,000	\$96,000

Source: NALP's *Jobs and JDs, Class of 2018*



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Employment in Business

Class of 2018

Employer Type

Banking/Finance	11.3%
Health Care	7.4%
Retail/Hospitality	7.2%
Technology (non-law)	6.8%
Accounting	6.8%
Real Estate	5.6%
Insurance	5.4%
Legal Temp Agency	4.0%
Legal Technology	3.8%
Entertainment/Sports Mgt.	3.2%
Management Consulting	3.2%
Legal Process Outsourcers	3.0%
Association/Political Campaigns	1.0%
Other	31.1%

Technology and Legal Technology combined account for 10.6% of the jobs in Business.



Source: NALP's *Jobs and JDs, Class of 2018*

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Employment in Business

Class of 2018

Job Type

In-House	16.7%
Compliance	9.3%
Management	7.0%
Consulting	6.3%
Tax Associate	4.9%
Law Clerk/Paralegal	4.6%
Marketing/PR	4.3%
Self-employed	4.2%
Temporary Legal	2.7%
E-discovery	2.3%
Other	37.0%



Source: NALP's *Jobs and JDs, Class of 2018*

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Employment in Education Class of 2018

Job Type	Percentage	
College/University/Other	29%	
College/University Administration	13%	
Law School Fellow/Research Assistant or Other Temporary Position	19%	
Law School/Other	14%	
Elementary/Secondary Teacher	14%	
All Other	12%	
Starting Salaries for Academic Jobs		
25 th %	Median	75 th %
\$47,500	\$51,500	\$66,000



Source: NALP's *Jobs and JDs, Class of 2018*

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Law School Funded Jobs: 2011 - 2018

All Jobs	2011	2012	2013	2014	2015	2016	2017	2018
Total Jobs	1,735	1,575	1,701	1,445	935	758	609	525
% of all Jobs	4.9%	4.2%	4.5%	4.0%	2.8%	2.4%	2.0%	1.8%
FT, LT, Bar Passage	2011	2012	2013	2014	2015	2016	2017	2018
Total Jobs (FT, LT, BPR)	132	420	743	800	628	381	309	297
% of All School Funded Jobs (FT, LT, BPR)	7.6%	26.7%	43.7%	55.4%	65.8%	50.3%	50.7%	56.6%



Source: NALP's *Jobs & JDs, Classes of 2011 - 2018*

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Geography and Employment Class of 2018

Top 10 Cities for Jobs by Percent	
City	Percent of all Jobs
1. New York City	11.01%
2. Washington, DC	5.12%
3. Chicago	3.86%
4. Los Angeles	2.67%
5. Houston	2.26%
6. Boston	2.17%
7. Atlanta	1.57%
8. San Francisco	1.54%
9. Dallas	1.42%
10. Miami	1.36%

Source: NALP's *Jobs and JDs, Class of 2018*



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Comparison of Employment Outcomes for Transfer Students, Class of 2018

	All Grads	Transfers	Difference
Employment Status*			
Employed	89.4%	91.1%	+1.7
Bar Passage Req.	72.8%	74.1%	+1.3
JD Advantage	12.5%	13.8%	+1.3
Employment Sector**			
Private Practice	54.8%	60.6%	+5.8
Business	12.9%	13.5%	+0.6
Government	12.0%	9.6%	-2.4
Clerkships	11.2%	8.8%	-2.4
Public Interest	7.4%	5.6%	-1.8
Education	1.6%	1.8%	+0.2

*Figures based on graduates for whom employment status is known

**Figures based on employed graduates

Source: NALP's *Jobs and JDs, Class of 2018*



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Comparison of Private Practice Employment for Transfers, Class of 2018

Employment in Law Firms by Size of Firm		
Size of Firm	Private Practice Jobs ALL	Private Practice Jobs Transfers
Solo	2.0%	2.0%
1 – 10*	33.9%	25.4%
11 – 25	10.7%	7.7%
26 – 50	6.4%	5.8%
51 – 100	5.2%	3.3%
101 – 250	6.2%	4.1%
251 – 500	5.9%	7.2%
501+	29.1%	44.0%
Unknown	0.7%	0.6%

** Includes graduates whose employer is a solo practitioner.



Source: NALP's *Jobs and JDs, Class of 2018*

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Comparison of Median Starting Salaries for Transfers, Class of 2018

Median Salary	ALL	Transfers
All Jobs	\$70,000	\$90,000
Private Practice	\$120,000	\$180,000
Business	\$75,000	\$79,250
Government	\$60,000	\$64,500
Judicial Clerk	\$57,000	\$60,605
Public Interest	\$50,500	\$50,000
Bar Passage Required	\$72,000	\$100,000
JD Advantage	\$65,000	\$76,000



Source: NALP's *Jobs & JDs, Class of 2018*

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First Job: Comparison of Employer Type by Gender, Class of 2018

	<u>Men</u>	<u>Women</u>
Private Practice	56.2%	53.6%
Government	12.1%	11.7%
Business/Industry	14.2%	11.4%
Clerkships	10.6%	11.9%
Public Interest	5.3%	9.4%
Education	1.3%	1.7%



Source: NALP's Jobs and JDs, Class of 2018

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First Job: Comparison of Employer Type by People of Color Status, Class of 2018

	<u>People of Color</u>	<u>White/Caucasian</u>
Private Practice	53.7%	55.5%
Government	12.6%	11.6%
Business/Industry	14.1%	12.0%
Clerkships	8.5%	12.6%
Public Interest	8.9%	6.7%
Education	1.9%	1.4%



Source: NALP's Jobs and JDs, Class of 2018

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Percentage of Jobs Taken in Private Practice: Comparison by Race/ Ethnicity, Class of 2018

White:	55.5%
Black:	41.9%
Latinx:	55.5%
Asian:	61.8%
Native American:	44.0%
Multiracial:	56.7%

Source: NALP's Jobs and JDs, Class of 2018



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First Job: Comparison of Employer Type by LGBT Status, Class of 2018

	<u>LGBT</u>	<u>Class as a Whole</u>
Private Practice	47.7%	54.8%
Government	10.9%	12.0%
Business/Industry	12.0%	12.9%
Clerkships	14.1%	11.2%
Public Interest	13.8%	7.4%
Education	1.2%	1.6%

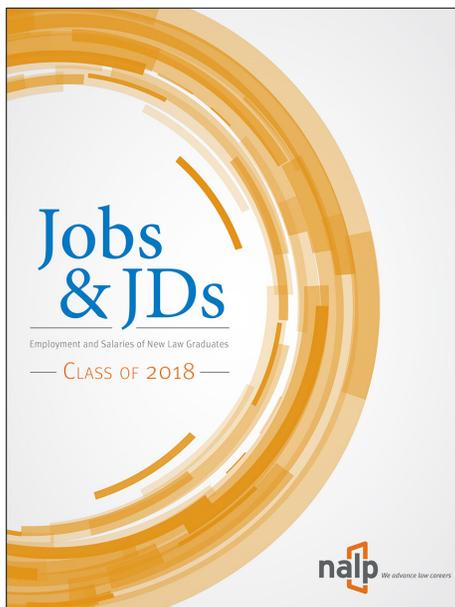
Source: NALP's Jobs and JDs, Class of 2018



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Jobs & JDs: Employment and Salaries of New Law Graduates Class of 2018

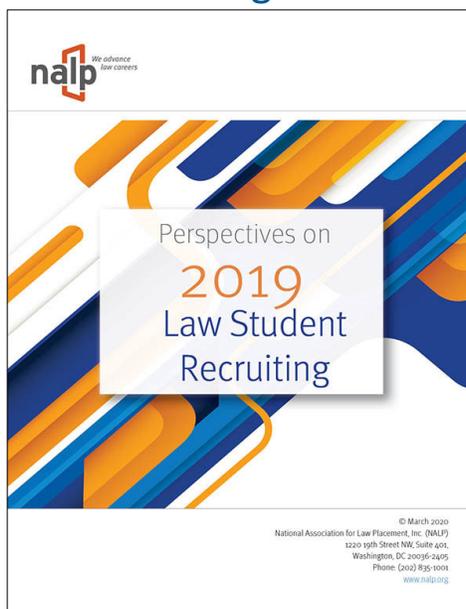
nalp.org/bookstore



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Perspectives on 2019 Fall Recruiting

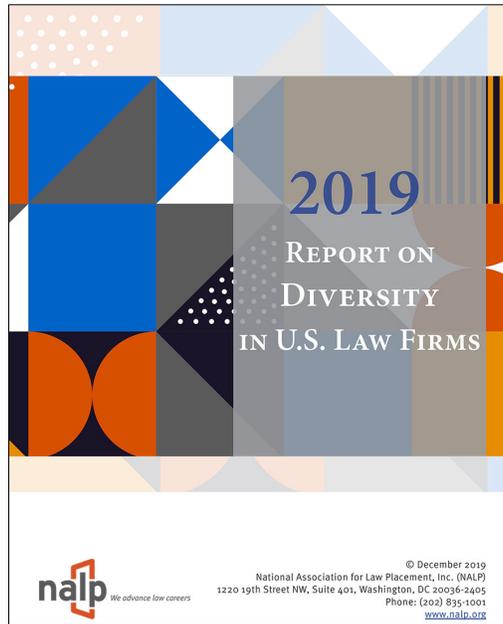
nalp.org/perspectivesonrecruiting



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NALP's 2019 Report on Diversity in US Law Firms

nalp.org/reportondiversity



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NALP's 2020 Annual Education Conference in Montreal



nalp.org/events

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We Now Have Time for Your Questions!

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