



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.



An Update on the Legal Employment Market

Member Webinar
February 13, 2018

Presenters:

David Montoya, President
James Leipold, Executive Director

The Current Entry-Level Job Market

- It has been 10 years since the Great Recession
- Overall graduate employment has improved
- Class of 2016 had strongest employment rate of any class since 2007
- **But**, there are fewer private practice opportunities for law school graduates than there were before the recession
- Loss in private practice jobs offset by growth in JD Advantage jobs including emerging jobs like compliance, legal technology
- Government, Public Interest, Judicial Clerkship markets remain steady
- **But**, Class of 2016 secured the smallest overall number of jobs of any class since the Class of 2010, and the smallest number of private practice jobs since the Class of 1996
- For the third year in a row, actual number of jobs obtained went down in every sector except the largest law firms of 500 or more lawyers
- The number of entry-level jobs at the largest firms is still off by about 1,000 positions compared to 2008
- Entry-level recruiting at the largest firms has slowed over the last two recruitment seasons for Classes of 2018, 2019



Source: NALP

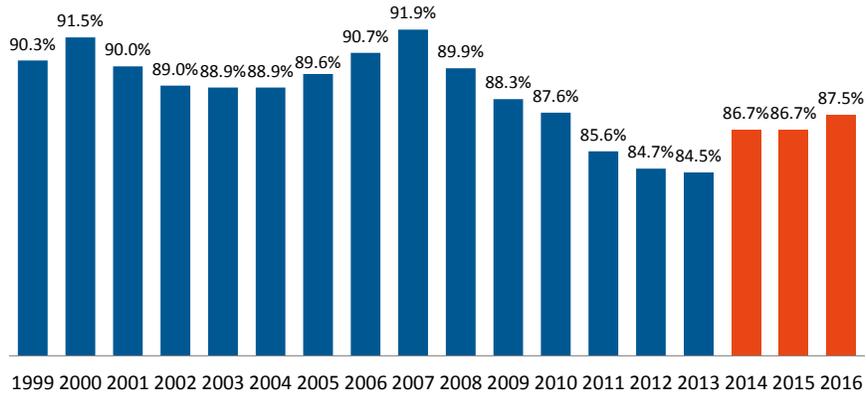
The Current Big Law Firm Landscape

- 2017 saw modest law firm revenue growth driven by rate hikes
 - Rate hikes have been the main driver of growth since recession
- Expenses outpacing revenue growth
 - Driven largely by associate salary hikes
- Lawyer headcount, and leverage, continue to grow
 - Equity partner numbers remain flat
- **Dispersion** (some firms win and some firms lose) and **volatility** (performance of individual firms varies year to year) continue to be the primary characteristics of the current law firm landscape
 - AmLaw 50 firms continue to out-perform rest of industry
- Continued modest growth expected for 2018, continued consolidation
- Firms will face increased competition from alternative legal service providers, globally from the Big Four, and from clients themselves
- Firms face cost and risk of managing cybersecurity
- Predict growth of lower cost lawyers
- Nonetheless, law remains a profitable and resilient business that will likely continue to experience modest growth



Source: Citi Hildebrandt 2018 Client Advisory

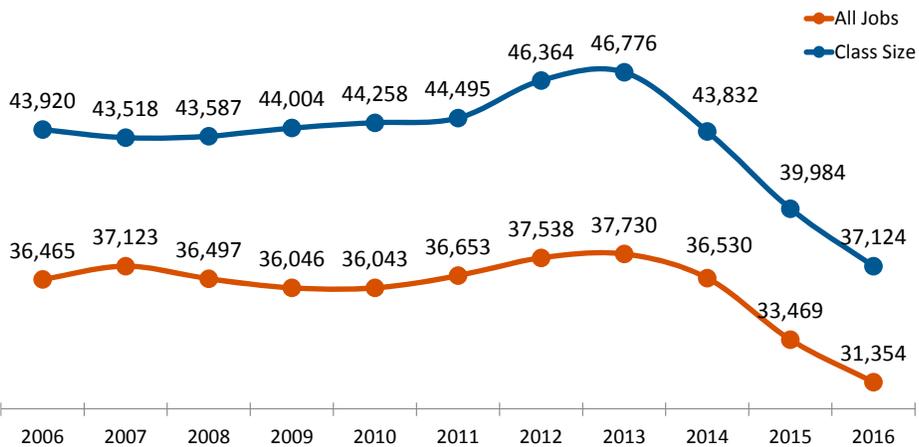
Law Graduate Employment Rate Nine/Ten Months After Graduation: 1999 – 2016



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.

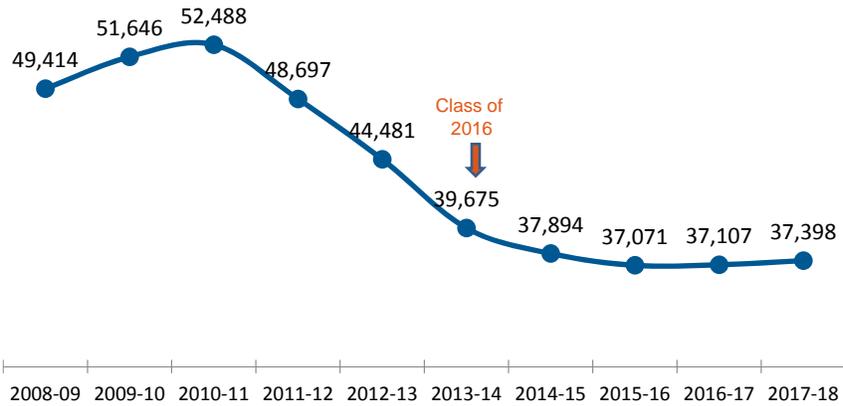
Source: NALP's Jobs & JDs, Classes of 1999 - 2016

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



Sources: All jobs figures come from NALP's Jobs & JDs, Classes of 2006 – 2016, Class size figures come from the ABA Section of Legal Education and Admissions to the Bar.

1L Enrollment at ABA Approved Law Schools



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

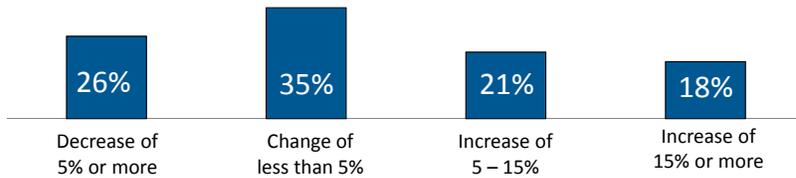


NALP Recruiting Survey Results – Law Schools



National Fall On-Campus Recruiting Levels

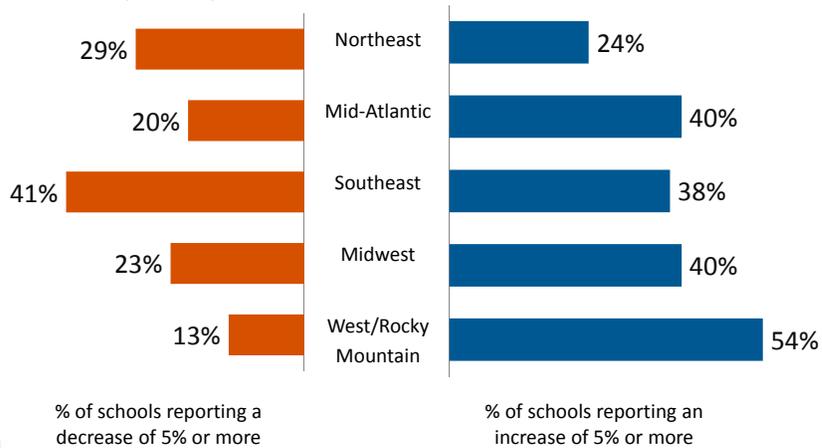
Percent of Change in the Number of Employers on Campus in the **Fall**
(as reported by law schools)



Source: NALP's Perspectives on Law Student Recruiting, 2017. Based on 127 school responses.

Fall On-Campus Recruiting Levels by Region

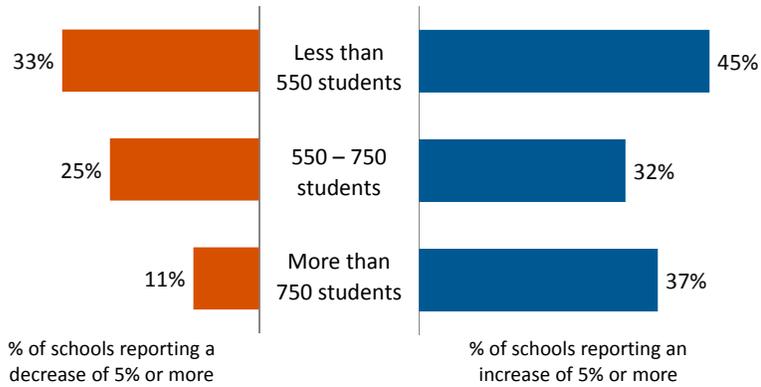
Change in Number of Employers on Campus in the Fall Compared to Previous Year by Enrollment as Reported by Schools



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

Fall On-Campus Recruiting Levels by Enrollment Size

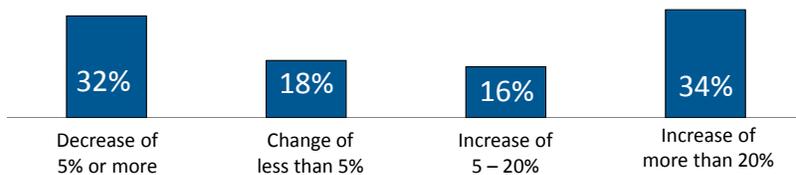
Change in Number of Employers on Campus in the Fall Compared to Previous Year by Enrollment as Reported by Schools



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

Spring On-Campus Recruiting Levels

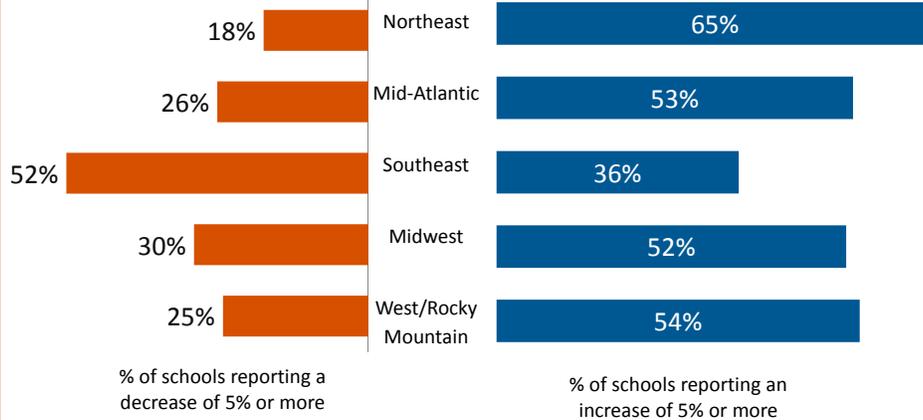
Percent of Change in the Number of Employers on Campus in the **Spring** (as reported by law schools)



Source: NALP's Perspectives on Law Student Recruiting, 2017. Based on 118 school responses.

Spring On-Campus Recruiting Levels by Region

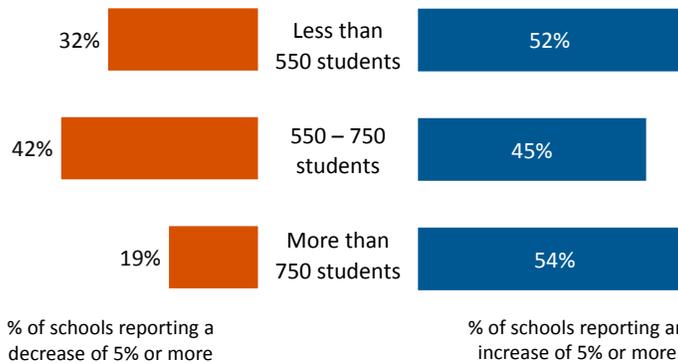
Change in Number of Employers on Campus in the Spring Compared to Previous Year by Enrollment as Reported by Schools



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

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, 2017.

Range in Change in Employers on Campus, Spring 2016 to Spring 2017

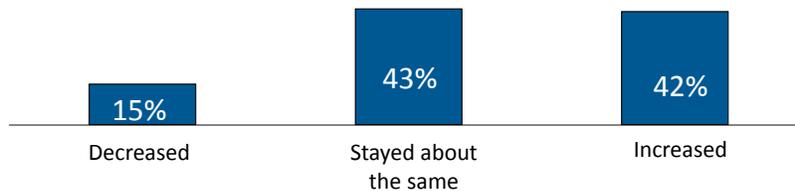
Increase of 100% or more	10 schools
Increase of 50-75%	10 schools
Increase of 25-49%	18 schools
Increase of 0-24%	19 schools
Decrease of less than 10%	12 schools
Decrease of 10-35%	17 schools
Decrease of more than 35%	11 schools



Source: NALP's Perspectives on Law Student Recruiting 2017

Job Postings From Employers Outside of OCI

Percent of Change in the Number of Job Postings from Employers outside of OCI in 2017 compared with 2016 (as reported by law schools)



Source: NALP's Perspectives on Law Student Recruiting, 2017. Based on 120 school responses.

Pre-OCI offers as reported by law schools

- 92 of 128 schools reported pre-OCI activity in 2017 (up from 84 last year).
- 60% reported an increase in the number of employers engaging in early outreach activities compared with 2016.
- 42 schools reported that one or more of their students received at least one pre-OCI offer for 2L summer employment (down from 50 last year).
- Of those schools that track this information, the number of pre-OCI offers on a particular campus ranged from a low of 1 to a high of 40.
- For about half of the schools tracking this information, the number of pre-OCI offers was 10 or fewer.
- However, 28 schools reported no pre-OCI offers and 19 schools either were not tracking the data or did not know.



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

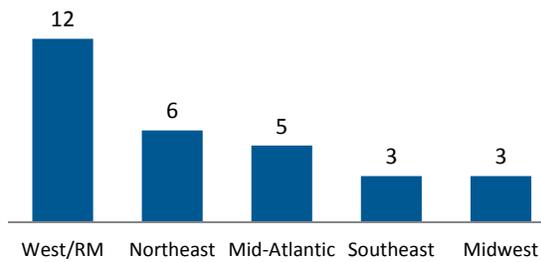
Post-OCI recruiting as reported by schools

- 60% of schools reported that one or more employer who participated in their OCI program returned to solicit additional 2L candidates for their 2018 summer program after the completion of OCI.
- Of the 71 schools that reported that employers returned post-OCI, the average number of employers who came back was 6 and the median number was 2.



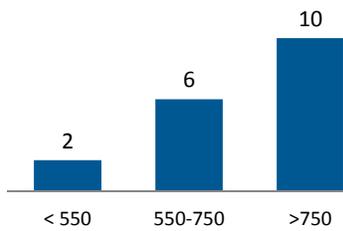
Source: NALP's *Perspectives on Law Student Recruiting*, 2017.

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



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

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



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



NALP Fall Recruiting Survey Results – Law Firms



Use of Social Media for Student Outreach

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

Yes 48%

No 52%

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

LinkedIn 68%

Facebook 67%

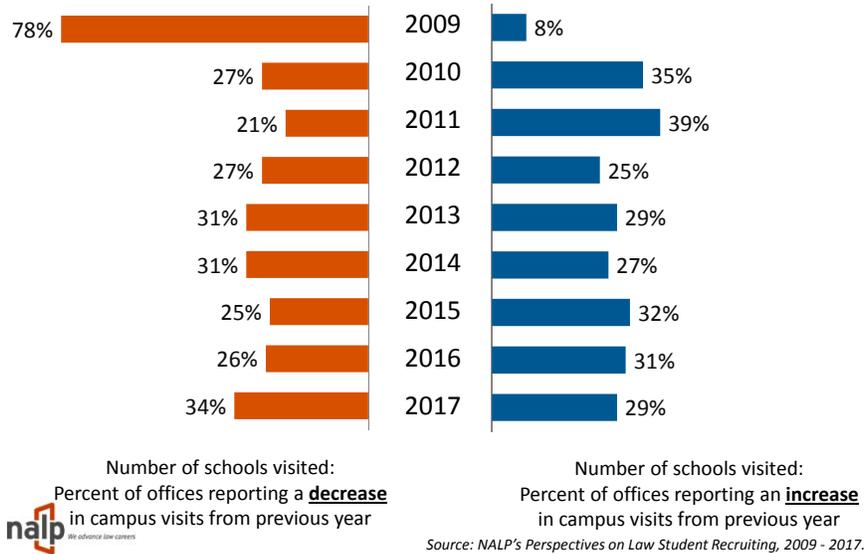
Twitter 65%

Instagram 21%

Other 8.5%



National Fall On-Campus Recruiting Levels 2009-2017 As Reported by Employers



Fall On-Campus Law Firm Recruiting Levels Reported by Region

Change in Number of Schools Visited by Firms in 2017 Compared to 2016			
Region	Decrease	No Change	Increase
Northeast	34%	38%	28%
Mid-Atlantic	37%	34%	29%
Southeast	33%	38%	29%
Midwest	31%	44%	25%
West/Rocky Mountain	37%	34%	29%
Nationwide	34%	37%	29%



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

Fall On-Campus Law Firm Recruiting Levels Reported by City

Number of Schools Visited by Firms in 2017 Compared to 2016			
City/Cities	Decrease	No Change	Increase
Boston	54%	46%	0%
New York	26%	34%	40%
Wilmington	40%	40%	20%
Washington DC	37%	29%	34%
Charlotte	60%	0%	40%
Raleigh/Durham	40%	60%	0%



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

Fall On-Campus Law Firm Recruiting Levels Reported by City

Number of Schools Visited by Firms in 2017 Compared to 2016			
City/Cities	Decrease	No Change	Increase
Atlanta	44%	22%	33%
Miami	20%	60%	20%
Houston	25%	33%	42%
Dallas	8%	58%	33%
Chicago	22%	50%	28%
Minneapolis	20%	40%	40%



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

Fall On-Campus Law Firm Recruiting Levels Reported by City

Number of Schools Visited by Firms in 2017 Compared to 2016			
City/Cities	Decrease	No Change	Increase
Los Angeles	39%	25%	36%
San Francisco	23%	54%	23%
Silicon Valley	50%	40%	10%
San Diego	60%	0%	40%
Phoenix	20%	20%	60%
Seattle	33%	67%	0%



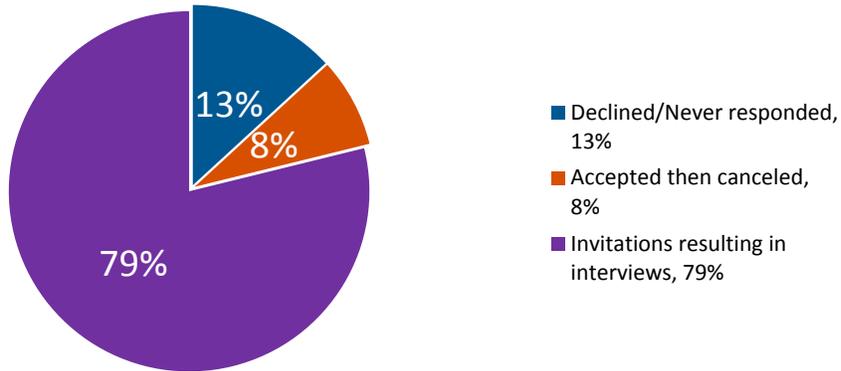
Source: NALP's Perspectives on Law Student Recruiting, 2017

Change in Number of Offers for Summer Associate Positions (Fall 2017 offers for Summer 2018 spots, compared to previous year)



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

Outcomes of Callback Invitations



Source: 2017 Survey of Legal Employers on Recruiting.

Outcomes of Summer Callback Invitations for 2018 Summer Programs

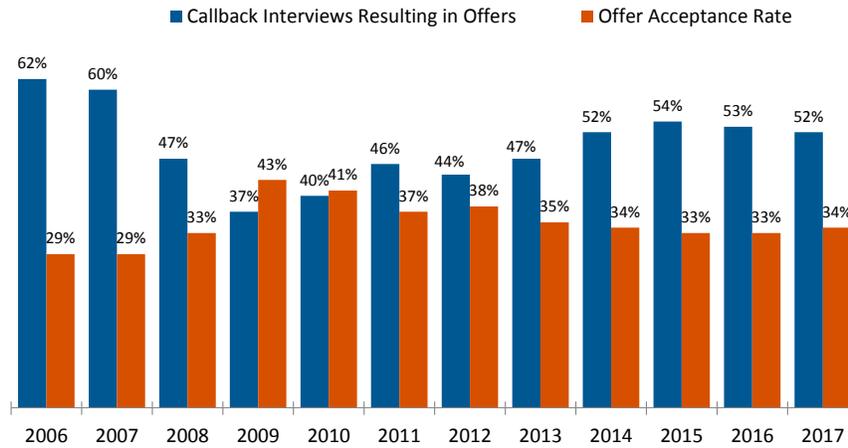
Outcomes of Summer Callback Invitations for 2018 Summer Programs

Total # Callback Invitations Reported	% Declined or No Response	% Accepted then Canceled	% Resulting in Interviews	% Resulting in Offers	% Resulting in Acceptance	# of Invitations Needed to Result in One Accepted Offer
33,628	13.2%	8.4%	78.5%	40.7%	14.0%	7.1



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

Offer and Yield Rates for Summer Programs for Rising 2Ls (Classes of 2008 - 2019)



Source: NALP's Perspectives on Law Student Recruiting, 2006-17.

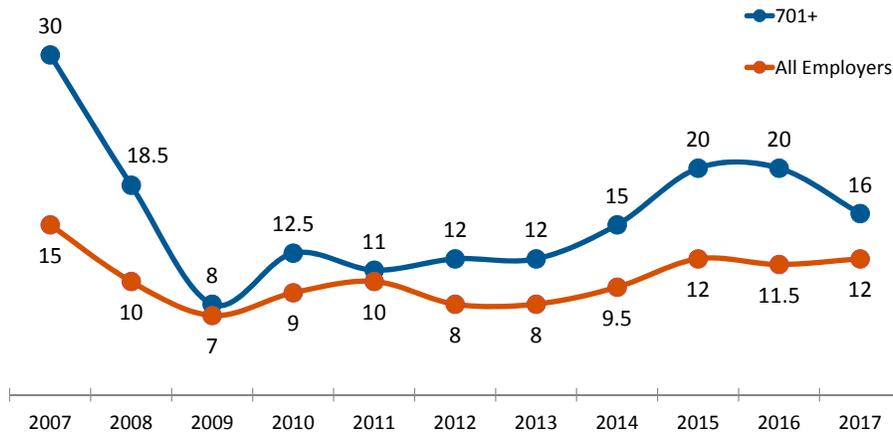
Offers Extended to Rising 2Ls for Summer Programs

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



Source: NALP's Perspectives on Law Student Recruiting, 2007 - 2017.

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



Source: NALP's Perspectives on Law Student Recruiting, 2007 - 2017.

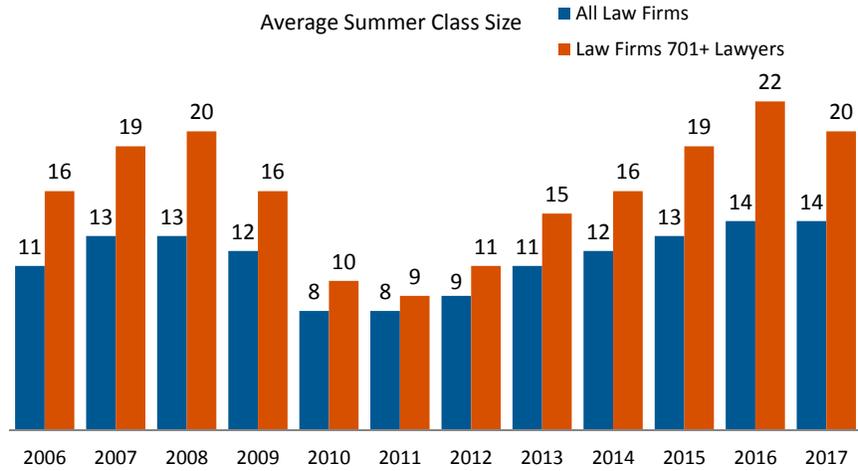
Range in Number of Offers Extended for Summer Programs, by Firm Size

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



Source: NALP's Perspectives on Law Student Recruiting 2016 - 2017.

Law Firm Summer Program Class Size



Source: NALP's Perspectives on Fall Law Student Recruiting, 2005 - 2017.

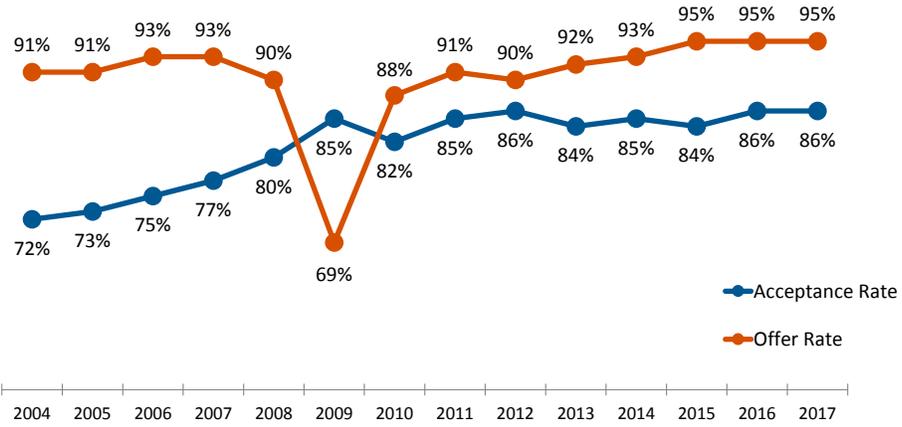
Range in Law Firm Summer Program Class Size

	<u>Class Size</u>
34%	1 – 3
37%	4 – 10
12%	11 – 20
10%	21 – 50
7%	51 – 189



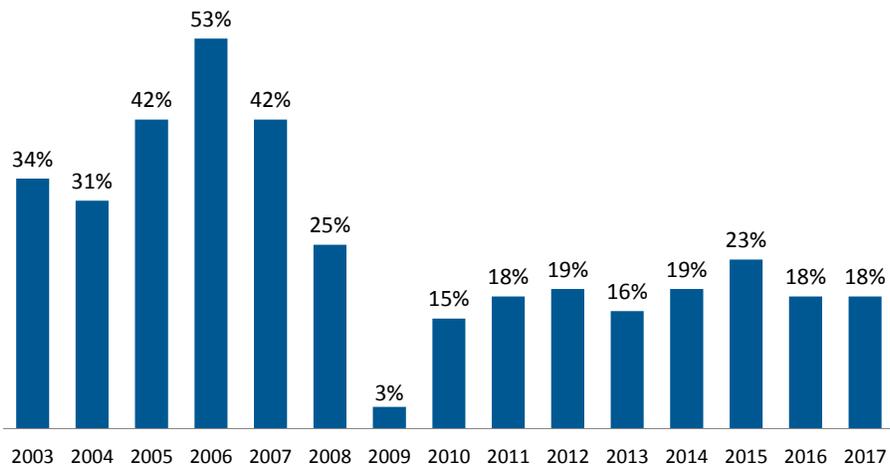
Source: NALP's Perspectives on Law Student Recruiting 2017.

Outcomes of Summer Programs



Source: NALP's Perspectives on Law Student Recruiting, 2004 - 2017.

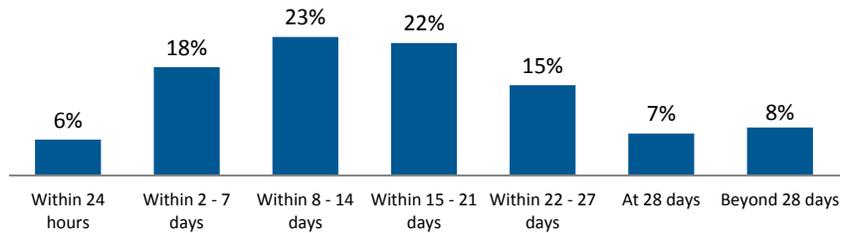
Fall Recruiting of 3Ls As Reported by Law Firms



Source: NALP's Perspectives on Law Student Recruiting, 2003 - 2017.

Timing of Responses to Offers for Summer Employment

For offers made to 2Ls for summer 2018 positions, how quickly did candidates respond?

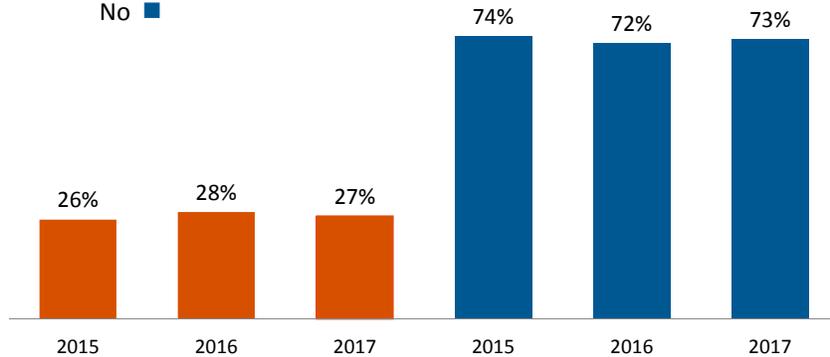


Note: Figures based on 11,970 offers for which the timing of the responses was reported, representing about 87% of all offers made by these firms' offices. For an additional 1% of offers, there was no response.



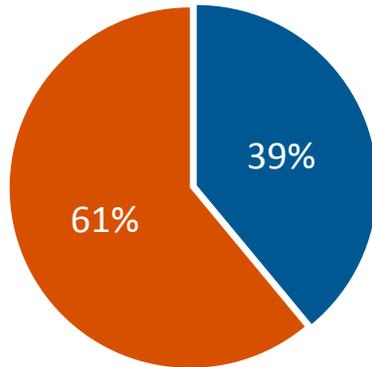
Did Your Firm Make Any Offers Before OCI Started?

Yes ■
No ■



Source: 2015-2017 Survey of Legal Employers on Recruiting. 2017 data based on 357 total responses (95 offices reported making early offers).

Offers Made Before OCI



■ Accepted, 39%

■ Declined, 61%

These accept and decline rates are **exactly the same as last year**; the accept rate compares with an overall acceptance rate of 34%

Median Number of Offers: 3 (up from 2)
Average Number of Offers: 8 (up from 6)

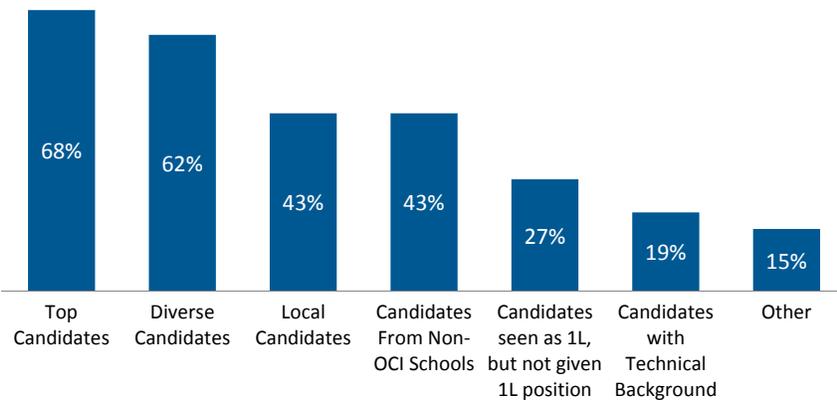
92 offices collectively reported 744 pre-OCI offers (up from 601 in 2016, and 370 in 2015)



Source: 2017 Survey of Legal Employers on Recruiting. Based on 357 total responses (95 offices reported making early offers, and 92 reported the number of offers made).

Offers Made Before OCI

To whom were these offers made?



Source: 2017 Survey of Legal Employers on Recruiting. Based on 95 responses.

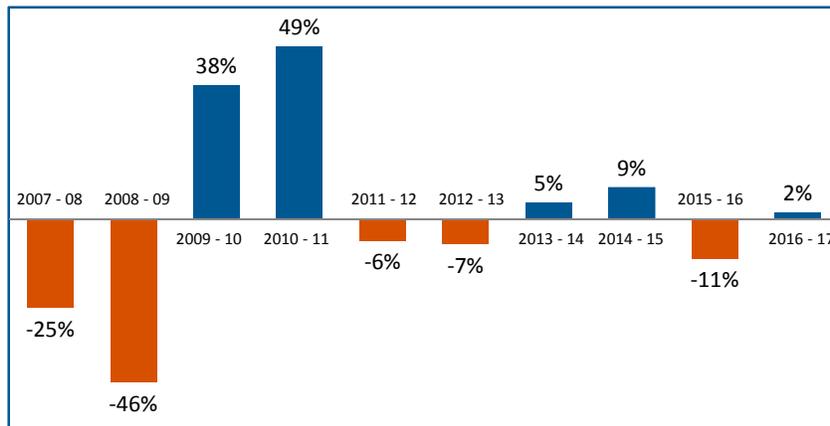
Post-OCI recruiting as reported by firms

- 16% of firms reported that they reached out to schools to solicit more 2L candidates after the completion of the school's OCI program, down from 24% last year.
- Of the firms that reported that they returned to schools post-OCI, the median number of schools contacted was 3.
- 70% of firms that reported they returned to schools post-OCI contacted 3 or fewer schools, although one firm reported contacting 24 schools post-OCI.



Source: 2017 Survey of Legal Employers on Recruiting.

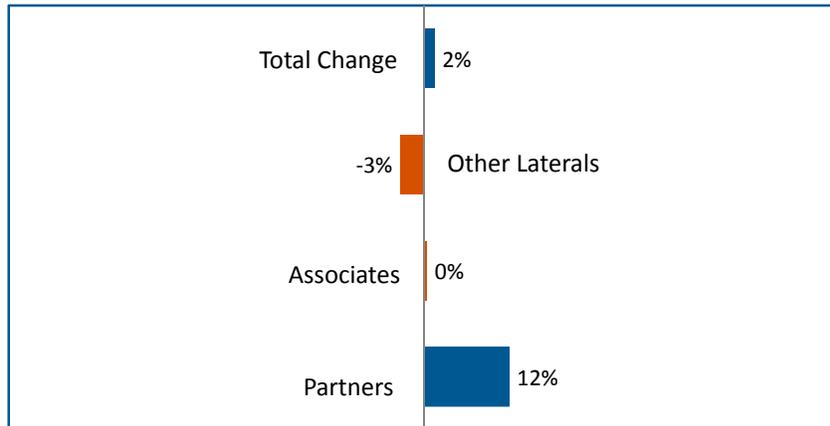
Lateral Hiring Volume (Change From Previous Year)



Source: 2008-2017 Survey of Legal Employers on Recruiting.

Lateral Hiring Volume (Change from 2016 to 2017)

Change in the number of lateral lawyers hired by lawyer type



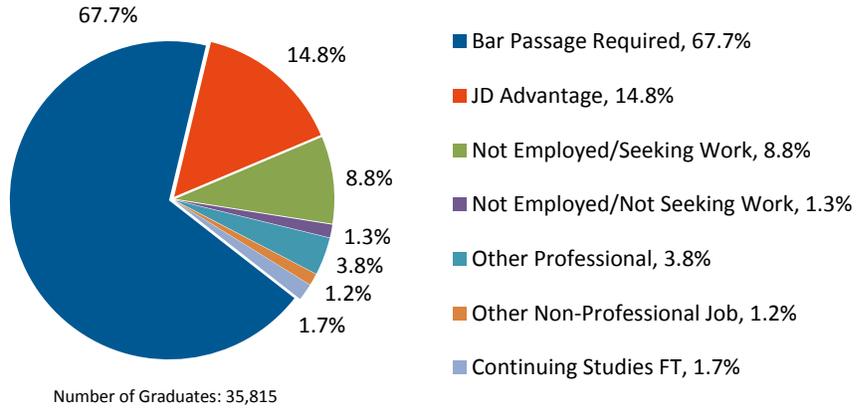
Source: 2017 Survey of Legal Employers on Recruiting.



NALP Employment Report and Salary Survey Results for the Class of 2016



Employment Outcomes for the Class of 2016: Employment Status, All Graduates



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 0.67% and 0.04% of graduates, respectively, but are not shown on the chart.

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

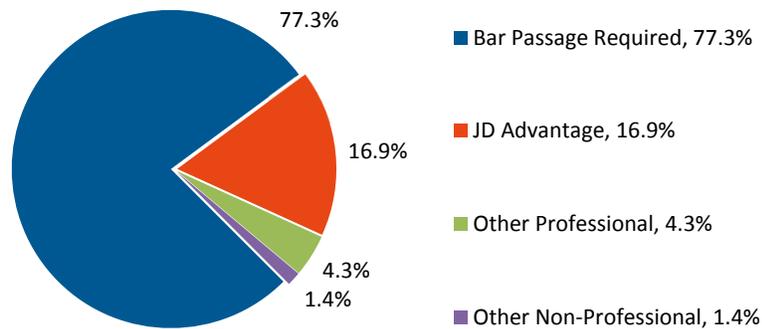
Law Graduate Employment Status: 2007 - 2016

Job Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Bar Passage 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 Job	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

Percentage of Graduates with of 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%**



JD Advantage Jobs: 2006 – 2016

	2006	2008	2010	2012	2014	2016
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

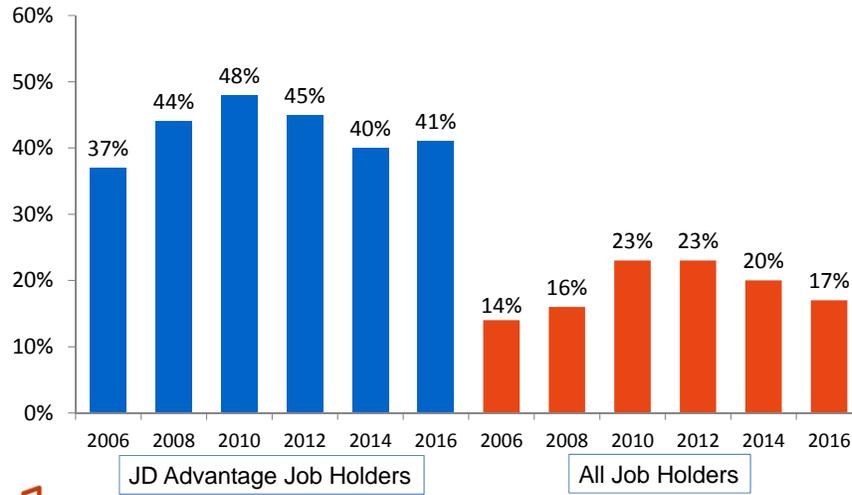
Range in Number of JD Advantage Jobs by Law School

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



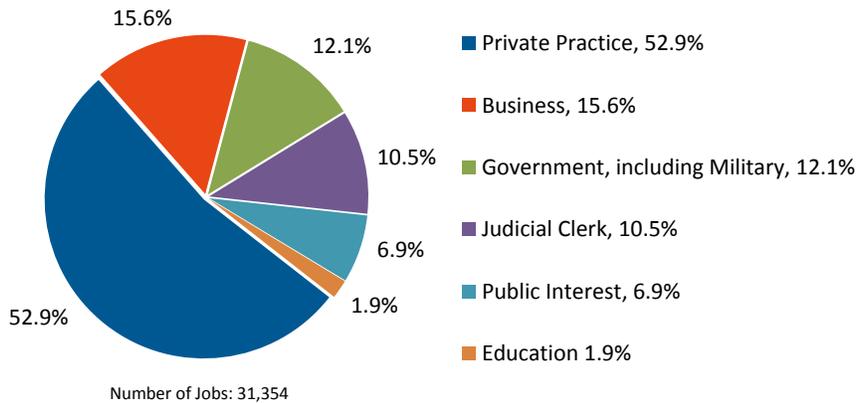
Source: NALP's Jobs & JDs, Class of 2016

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



Source: Jobs & JDs, Classes of 2006-2016

Employment Outcomes for the Class of 2016: Employer Type



NOTE: The category for employer type unknown, accounting for 0.06% of jobs, is not shown.

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

Law Graduate Employer Type: 2007-2016

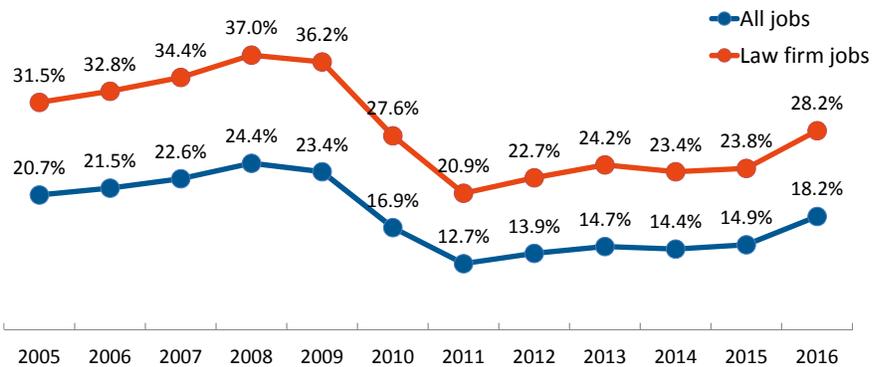
Employer Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Private Practice	55.5%	56.2%	55.9%	50.9%	49.5%	50.7%	51.1%	50.9%	51.3%	52.9%
Business	14.1%	13.4%	13.5%	15.1%	18.1%	17.9%	18.4%	18.0%	17.2%	15.6%
Gov't, Incl. Military	11.7%	11.8%	11.4%	12.8%	11.9%	12.1%	11.5%	12.2%	12.3%	12.1%
Judicial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



Source: NALP's Jobs & JDs, Classes of 2007 - 2016

Jobs Obtained via OCI

Percentage of Jobs Obtained through Fall OCI, 2005 - 2016



Source: NALP's Jobs & JDs reports for the Classes of 2005 - 2016.

Bimodal Starting Salary Distribution for the Class of 2016



Note: Graph is based on 20,226 salaries reported for full-time jobs lasting a year or more—a few salaries above \$205,000 are excluded from the graph for clarity, but not from the percentage calculations. The left-hand peaks of the graph reflect salaries of \$40,000 to \$65,000, which collectively accounted for not quite half of reported salaries. The right-hand peak shows that salaries of \$180,000 accounted for almost 16% of reported salaries. For purposes of this graph, all reported salaries were rounded to the nearest \$5,000.



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Median & Mean Starting Salaries: Classes of 2009 - 2016

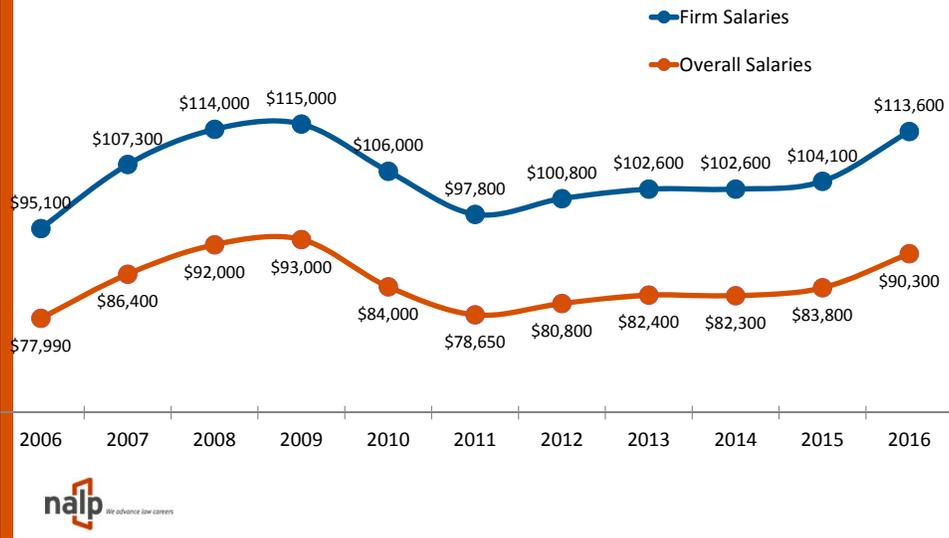
Salary	2009	2010	2011	2012	2013	2014	2015	2016
Median Salary	\$72,000	\$63,000	\$60,000	\$61,250	\$62,470	\$63,000	\$64,800	\$65,000
Mean Salary	\$93,000	\$84,000	\$78,650	\$80,800	\$82,400	\$82,300	\$83,800	\$90,305

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

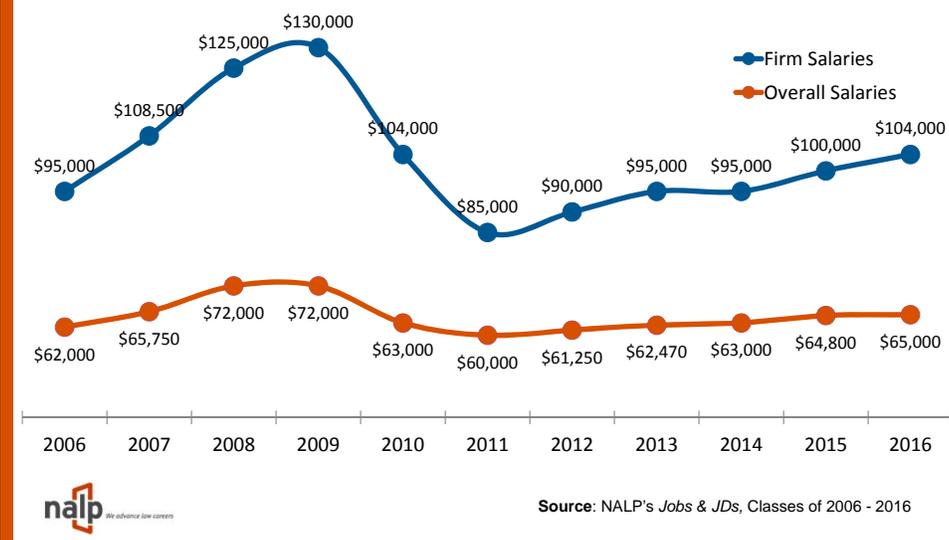


Source: NALP's Jobs & JDs, Classes of 2009 - 2016

Mean Salaries (Overall vs. Firm)



Median Salaries (Overall vs. Firm)



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

Private Practice Employment Class of 2016

Employment in Law Firms by Size of Firm		
Size of Firm	Percent of Private Practice Jobs	Subtotals
Solo	2.8%	
1 – 10*	37.7%	
11 – 25	10.4%	
26 – 50	5.7%	56.6%
51 – 100	4.8%	
101 – 250	5.7%	
251 – 500	6.1%	
501+	25.5%	42.1%
Unknown	1.3%	

** Includes graduates whose employer is a solo practitioner.



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

Private Practice Employment by Law Firm Size: 2009 - 2016

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

*Graduates who started their own practice

** Includes graduates whose employer is a solo practitioner



Source: NALP's Jobs & JDs, Classes of 2009 - 2016

Starting Salaries in Private Practice Class of 2016

Median Starting Salaries by Size of Law Firm	
Firm Size	Starting Salary
1 – 10	\$55,000
11 – 25	\$65,000
26 – 50	\$75,000
51 – 100	\$90,000
101 – 250	\$115,000
251 - 500	\$160,000
501+	\$180,000*

*The \$180,000 salary figure accounts for 67% of salaries reported for firms of 501+ and thus is better thought of as a prevailing salary, rather than a median.



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

Government Employment Class of 2016

Distribution of Jobs by Level of Government			
Federal	28%		
State	36%		
Local	34%		
Starting Salaries by Level of Government			
Government Level	25 th %	Median	75 th %
Federal	\$55,000	\$64,700	\$75,000
State	\$42,000	\$50,500	\$60,000
Local	\$51,000	\$60,000	\$65,000

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



Judicial Clerkships Class of 2016

Distribution of Clerkships by Level of Government			
Federal	36%		
State	57%		
Local	6%		
Starting Clerkship Salaries by Level of Government			
Government Level	25 th %	Median	75 th %
Federal	\$59,000	\$62,000	\$65,000
State	\$47,000	\$49,000	\$55,000
Local	\$38,000	\$45,000	\$49,000

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



Public Interest Employment Class of 2016

Distribution of Jobs in Public Interest	
Public Defender	32%
Legal Services	31%
Policy/Advocacy	18%
Community Organization	5%
Other Public Interest	14%

Starting Salaries for Public Interest Jobs		
25 th %	Median	75 th %
\$44,500	\$48,500	\$56,000

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



Employment in Business Class of 2016

- 16% of all jobs taken by law school graduates
 - 24% Required Bar Passage
 - 52% Reported as JD Advantage
 - 17% Reported as “Other Professional”
 - 7% Reported as “Non-professional” or Unknown

Starting Salaries for Jobs in Business and Industry		
25 th %	Median	75 th %
\$57,000	\$70,000	\$92,000

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



Employment in Business Class of 2016

Employer Type

Banking/Finance	11.0%
Accounting	6.9%
Health Care	6.5%
Legal Temp Agency	6.2%
Technology (non-law)	6.1%
Insurance	4.8%
Entertainment/Sports Mgt.	3.6%
Management Consulting	3.4%
Legal Technology	2.2%
Legal Process Outsourcers	2.1%
Other	47.2%



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

Employment in Business Class of 2016

Job Type

In-House	13.9%
Compliance	10.6%
Management	8.1%
Consulting	6.4%
Tax Associate	4.9%
Marketing/PR	4.4%
Self-employed	3.9%
Law Clerk/Paralegal	3.9%
Temporary Legal	3.8%
E-discovery	1.6%
Other	37.9%



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

Employment in Education Class of 2016

Job Type	Percentage	
College/University/Other	25%	
College/University Administration	12%	
Law School Fellow/Research Assistant or Other Temporary Position	20%	
Law School/Other	11%	
Elementary/Secondary Teacher	18%	
All Other	15%	
Starting Salaries for Academic Jobs		
25 th %	Median	75 th %
\$42,000	\$50,000	\$62,000



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

Law School Funded Jobs: 2011 - 2016

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

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



Source: NALP's Jobs & JDs, Classes of 2011 - 2016

Geography and Employment Class of 2016

Top 10 Cities for Jobs by Percent	
City	Percent of all Jobs
1. New York City	10.40%
2. Washington, DC	5.30%
3. Chicago	3.69%
4. Los Angeles	2.54%
5. Houston	2.11%
6. Boston	2.06%
7. Atlanta	1.66%
8. San Francisco	1.49%
9. Dallas	1.27%
10. Miami	1.24%

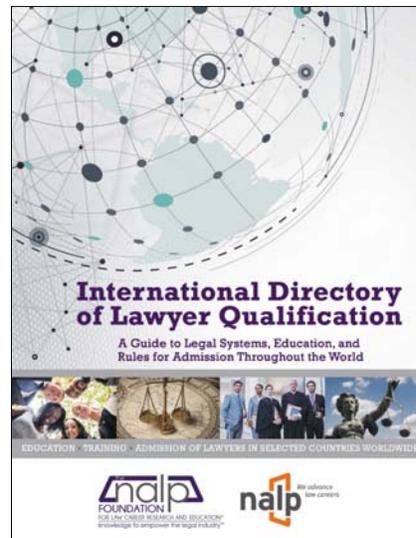
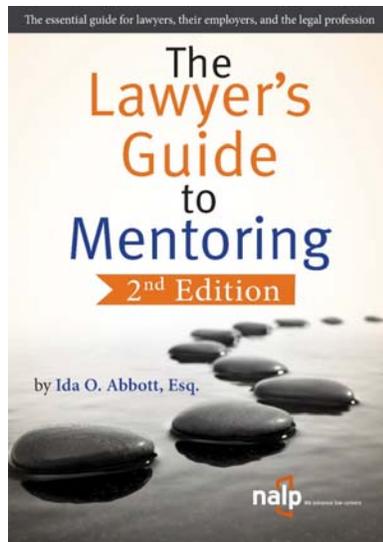
Source: NALP's Jobs and JDs, 2016



Perspectives on 2017 Fall Recruiting



New NALP Resources





We Now Have Time for Your Questions!

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