



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.



The New Legal Employment Market

**North Carolina Commission on the Administration of Law and
Justice, Legal Professionalism Committee**

February 2, 2016

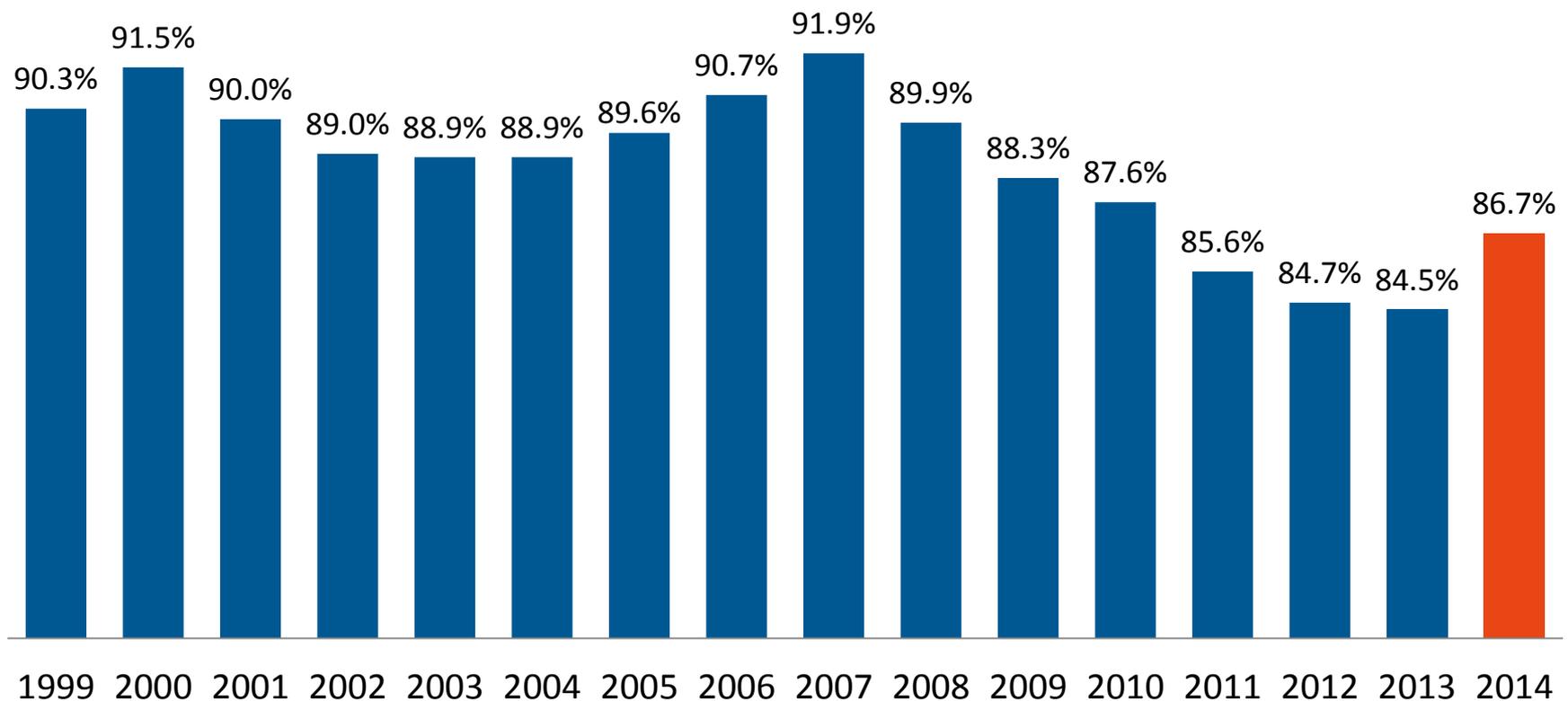
Presenter:

James Leipold, Executive Director

The Current Market Landscape

- The Impact of the Great Recession
 - More than 60,000 legal sector jobs lost 2008-09 (US BLS)
 - 8.7% of all US associates lost their jobs in 2009
 - Sector currently down more than 50,000 jobs from pre-recession high of 1.179 million in June 2007
- The Impact of Technology
 - Internet (Google, LegalZoom, etc.) has made legal information available to everyone
 - From technology assisted document to robots and artificial intelligence
 - Commoditizable work is being systematized, automated, lowering price
- The Impact of Globalization
 - Emergence of price sensitive global legal services supply chain
 - Disaggregation of legal services
 - Deregulation: e.g., UK, Australia, Canada, Washington State

Law Graduate Employment Rate Nine Months After Graduation: 1999 – 2014



Employment Outcomes for the Class of 2014

- For the first time since the onset of the recession the employment rate went up.

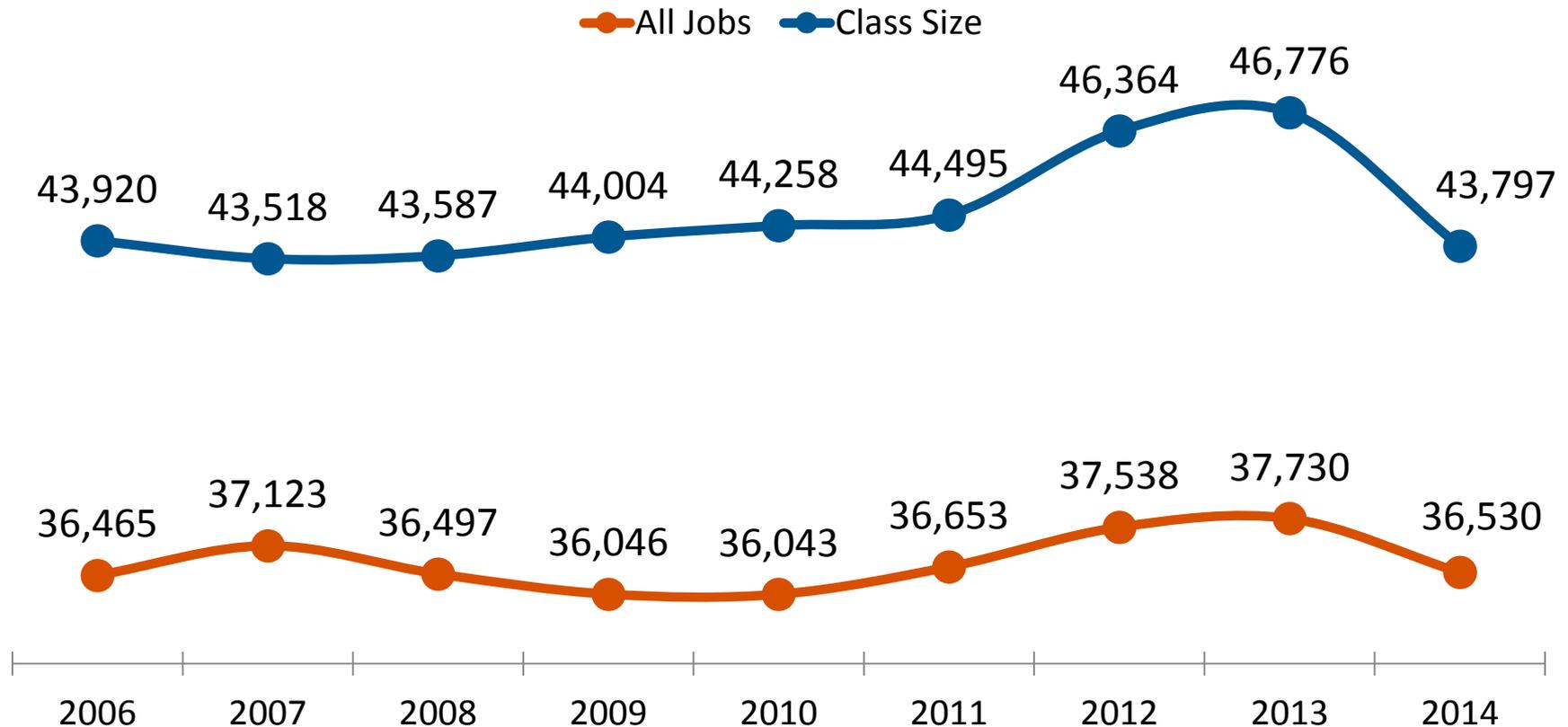
BUT

- The actual number of jobs obtained went down.

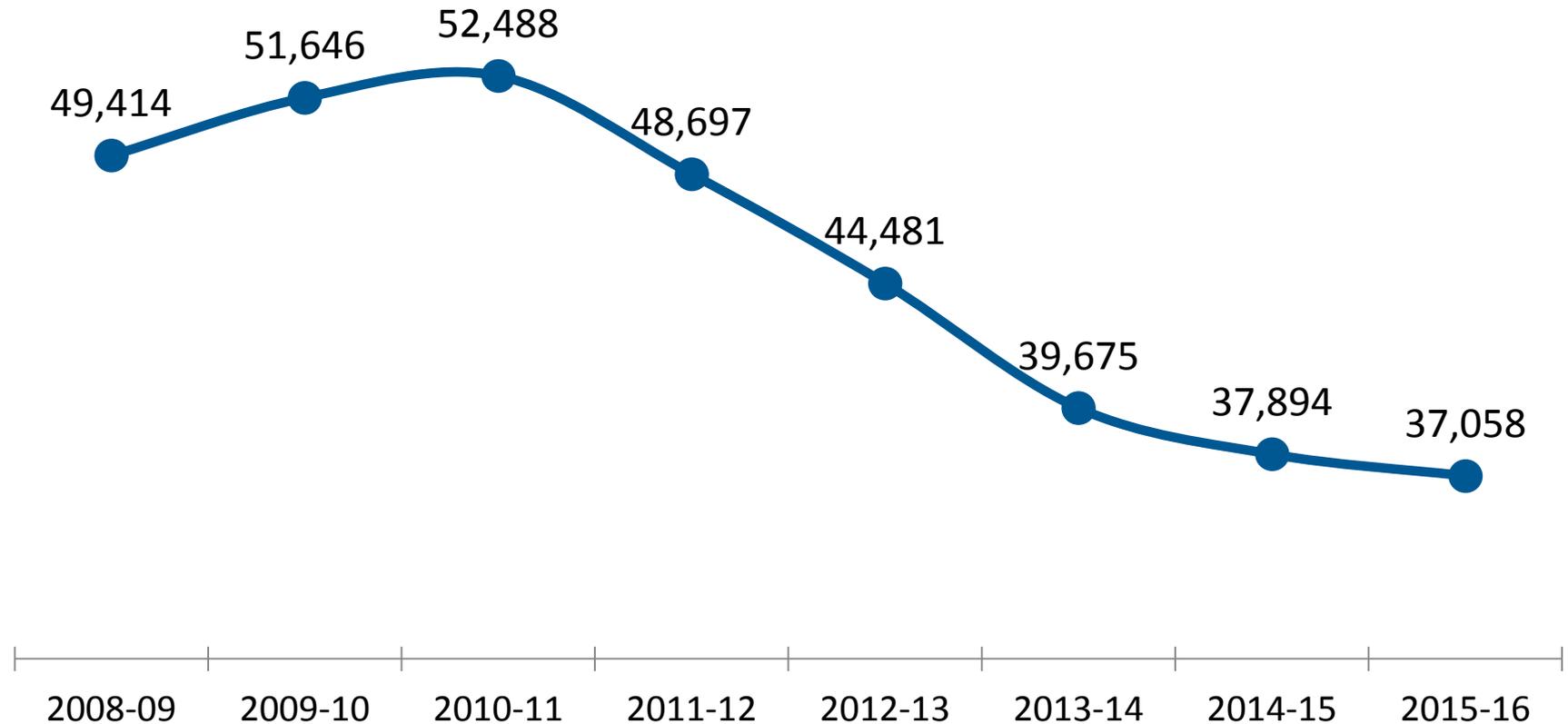
AND

- Employment status was collected one month later than it has been in the past.

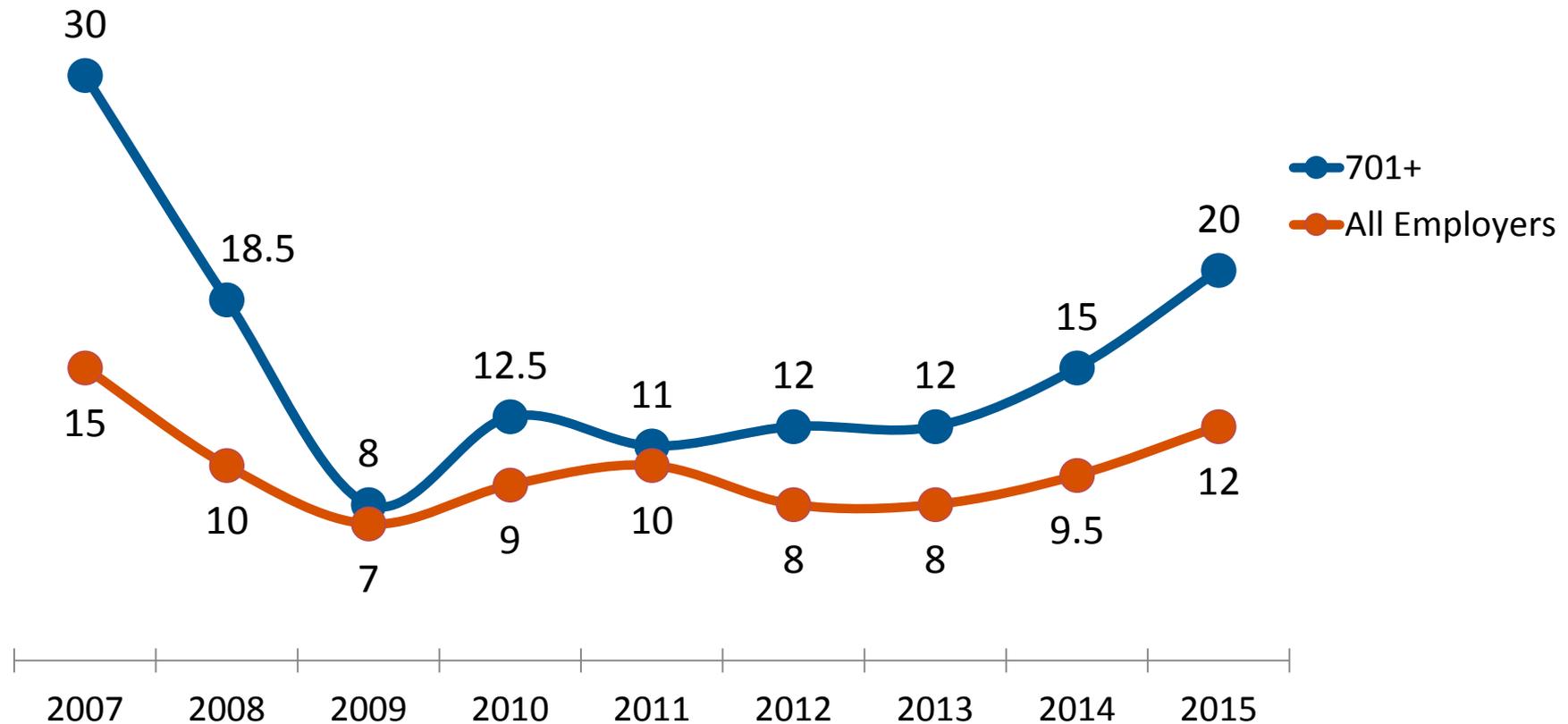
Total Number of Jobs Reported (Class Size vs. All Jobs)



1L Enrollment at ABA Approved Law Schools

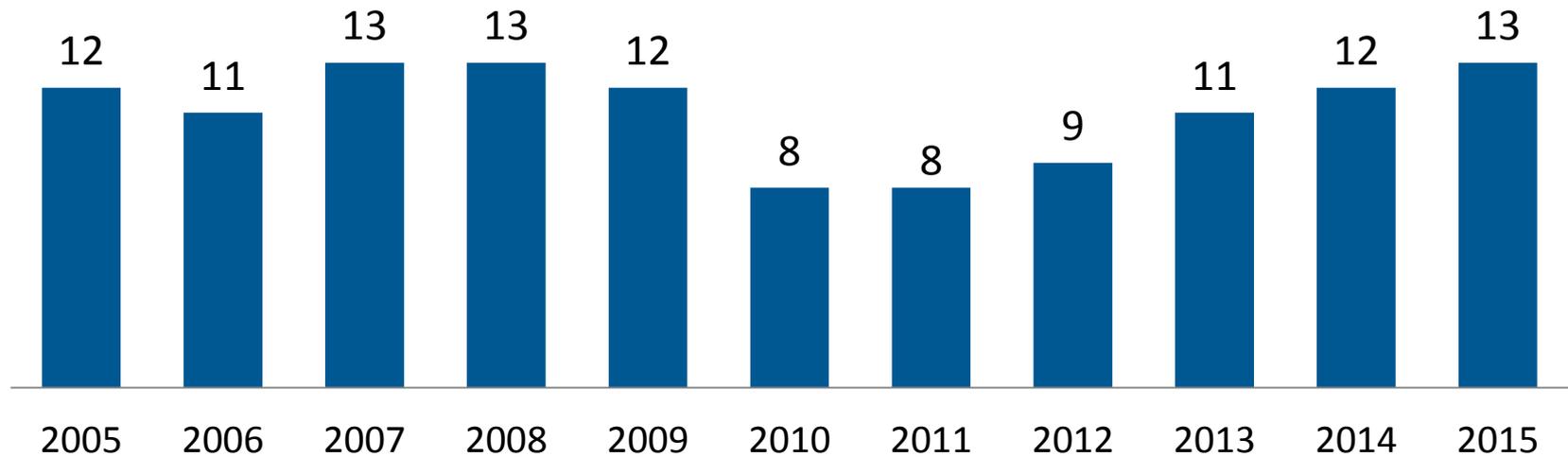


Median Number of Offers Extended to 2Ls for Summer Programs

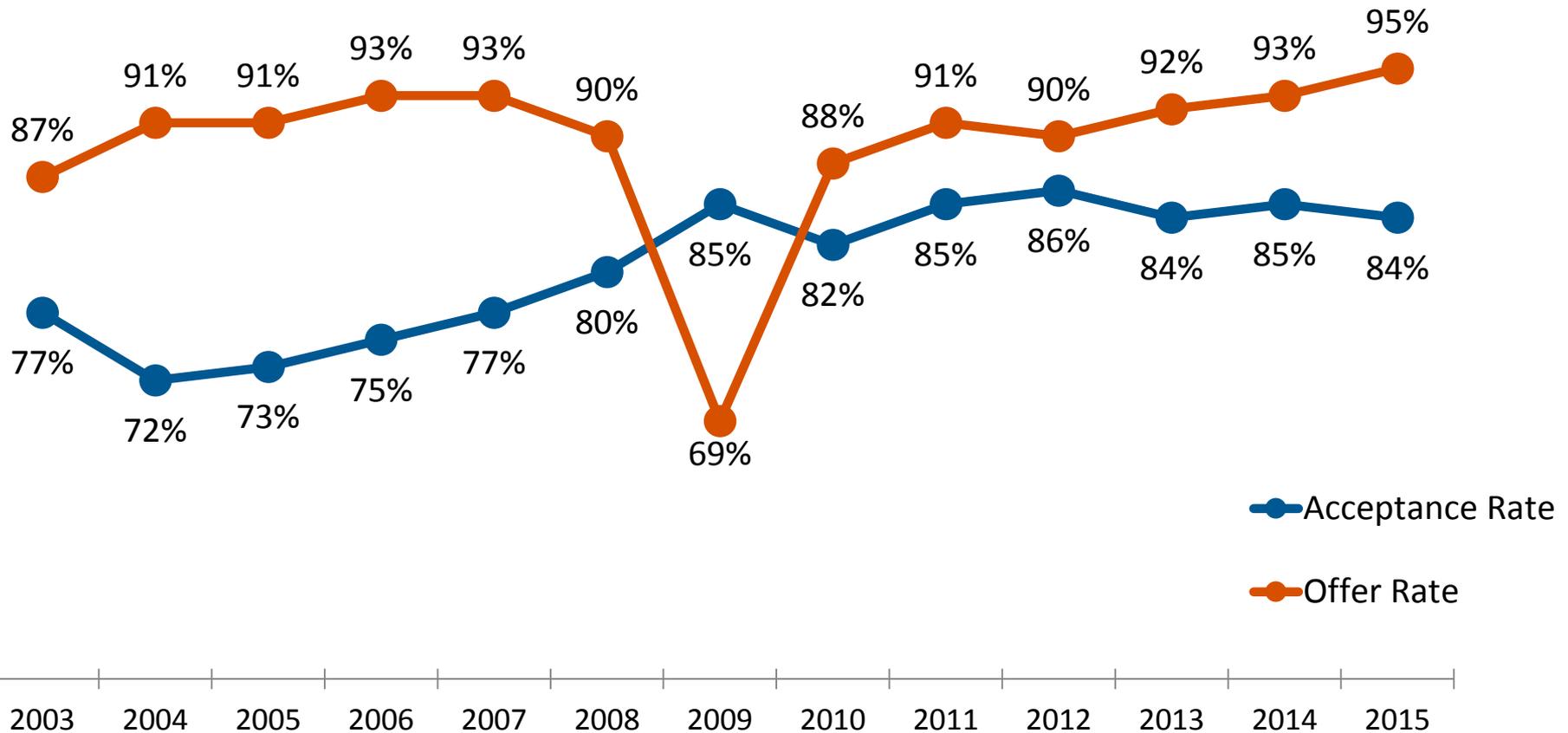


Law Firm Summer Program Class Size

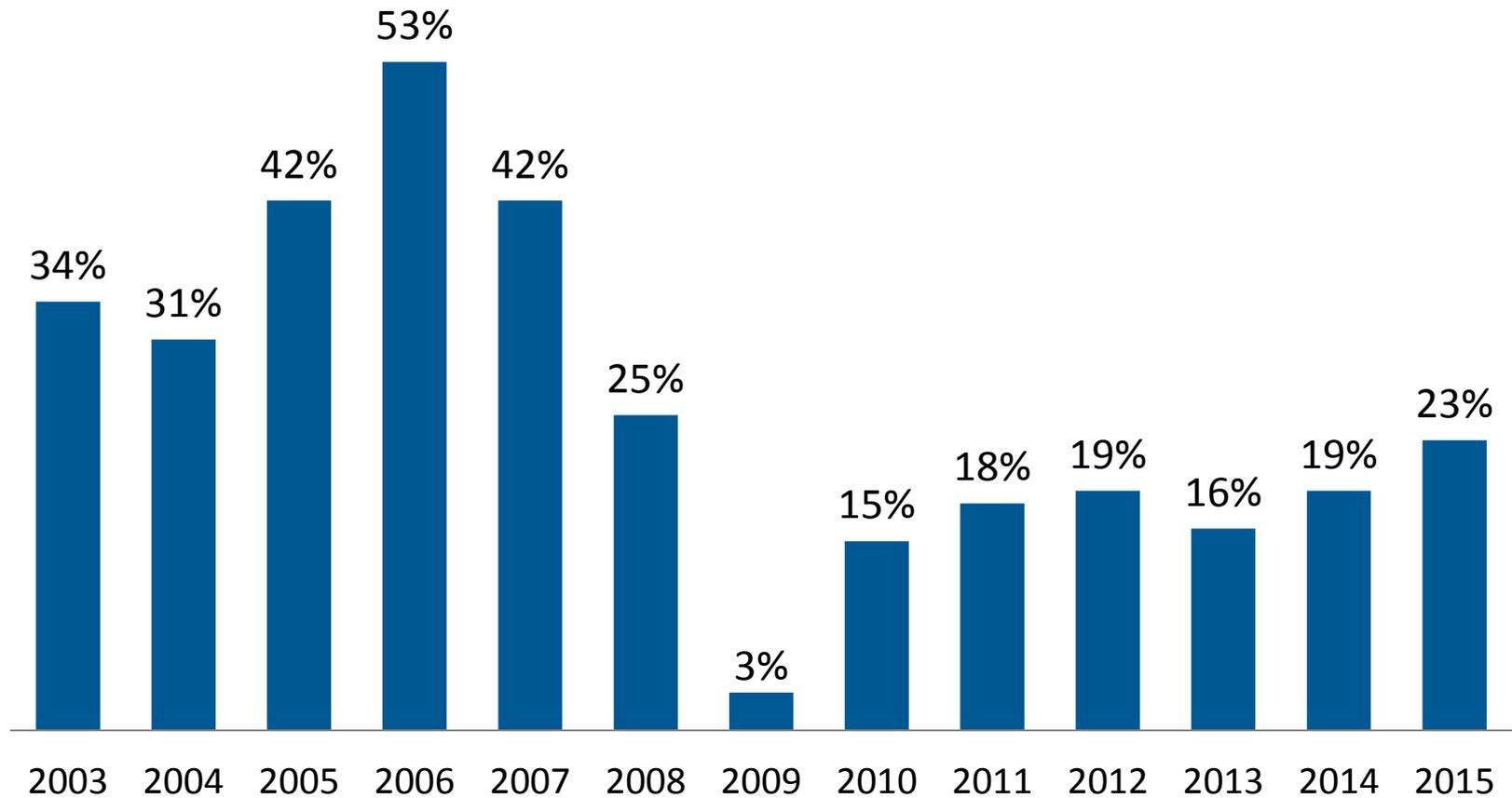
Average Class Size



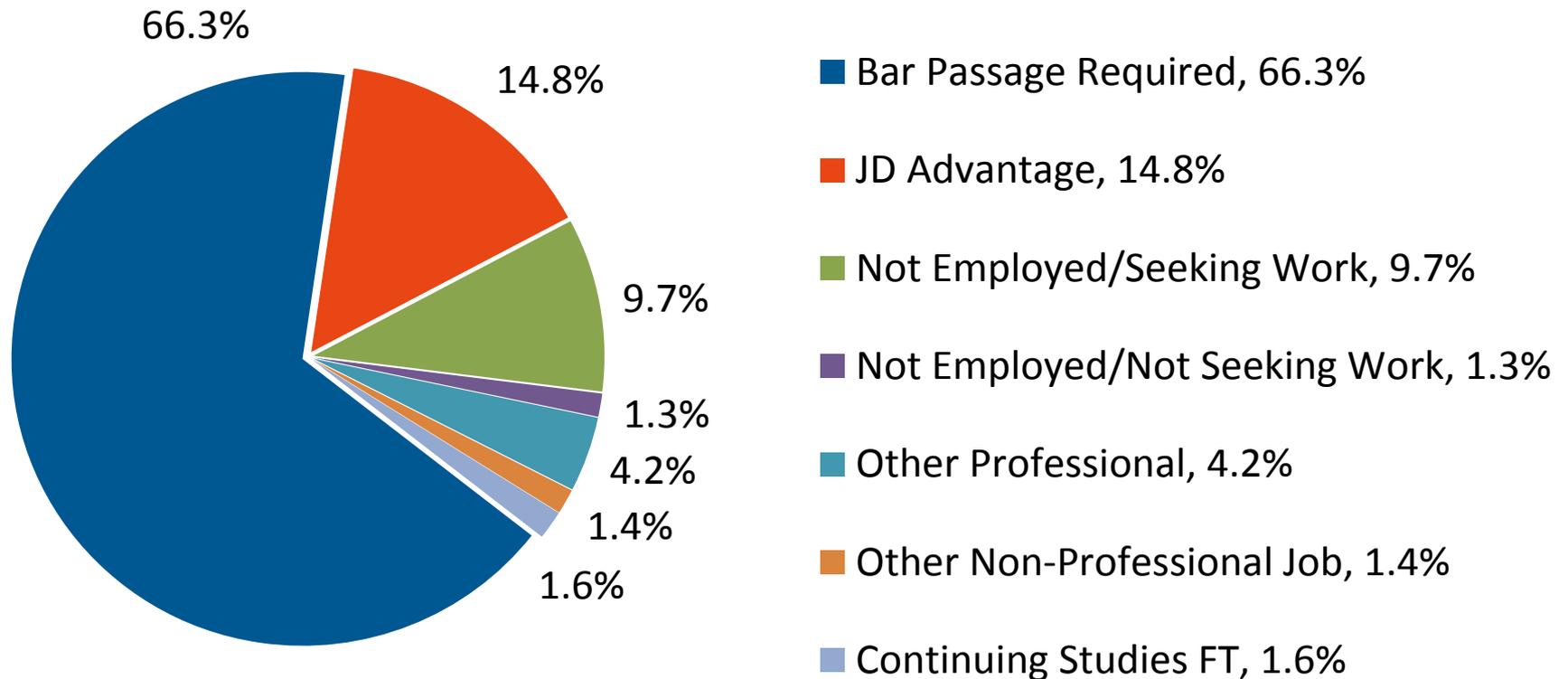
Outcomes of Summer Programs



Fall Recruiting of 3Ls As Reported by Law Firms



Employment Outcomes for the Class of 2014: Employment Status, All Graduates



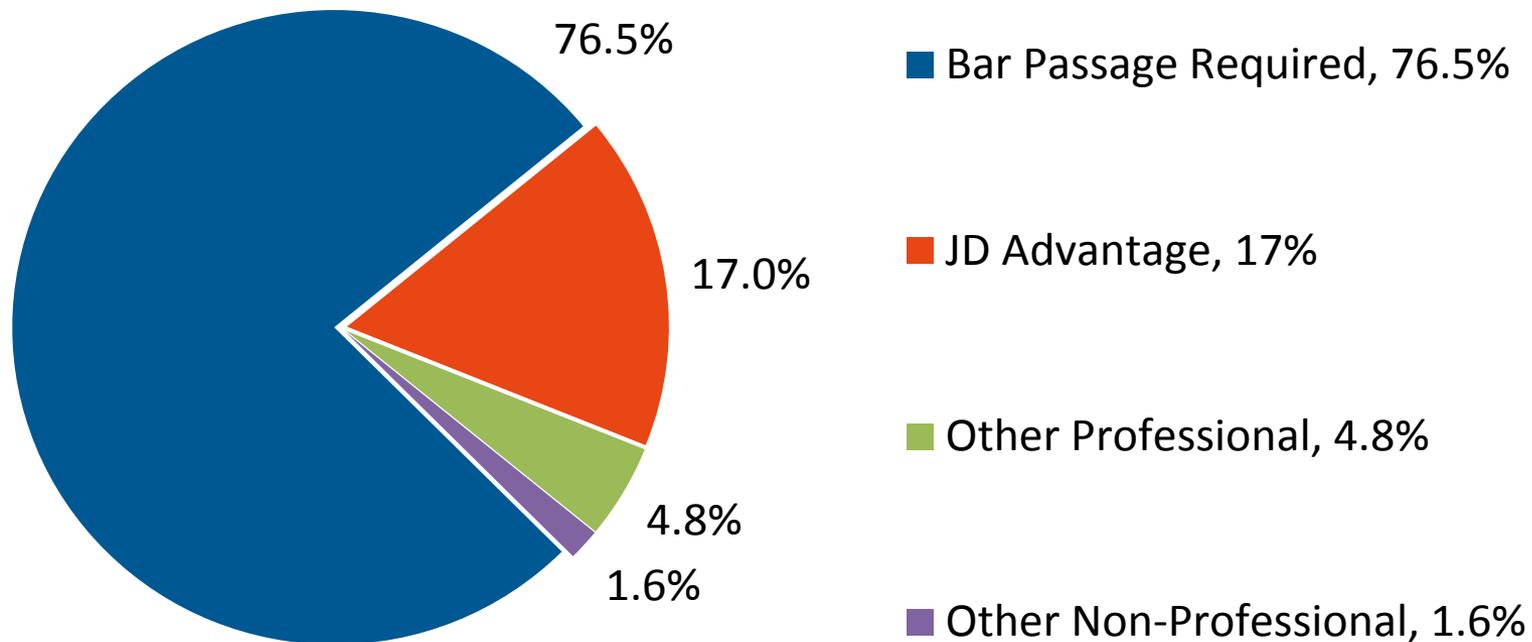
Number of Graduates: 42,139

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 0.7% and 0.04% of graduates, respectively, but are not shown on the chart.

Law Graduate Employment Status: 2007 - 2014

Job Type	2007	2008	2009	2010	2011	2012	2013	2014
Bar Passage Req'd	76.9%	74.7%	70.8%	68.4%	65.4%	64.4%	64.4%	66.3%
JD Advantage	7.7%	8.1%	9.2%	10.7%	12.5%	13.3%	13.8%	14.8%
Other Professional	5.1%	4.9%	5.4%	5.6%	5.3%	4.9%	4.7%	4.2%
Other Non-Prof.	1.3%	1.3%	1.8%	1.9%	1.9%	1.8%	1.6%	1.4%
Continuing Studies	2.3%	2.4%	3.1%	2.9%	2.3%	2.1%	1.8%	1.6%
Seeking Job	4.1%	5.4%	6.0%	6.2%	9.6%	10.8%	11.2%	9.7%
Not Seeking Job	1.7%	2.3%	2.7%	3.2%	2.5%	2.1%	1.7%	1.3%

Employment Outcomes for the Class of 2014: Job Types of those Employed

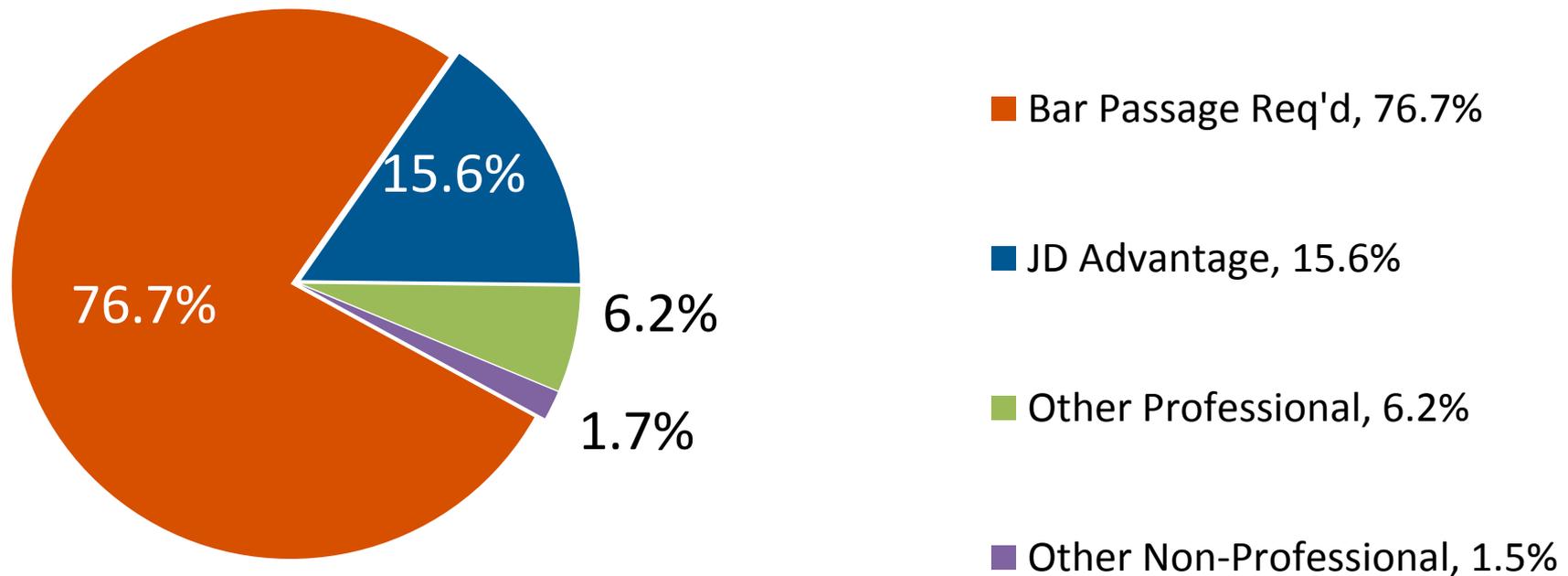


Number of Jobs: 36,530

Full-time, long-term, bar passage required

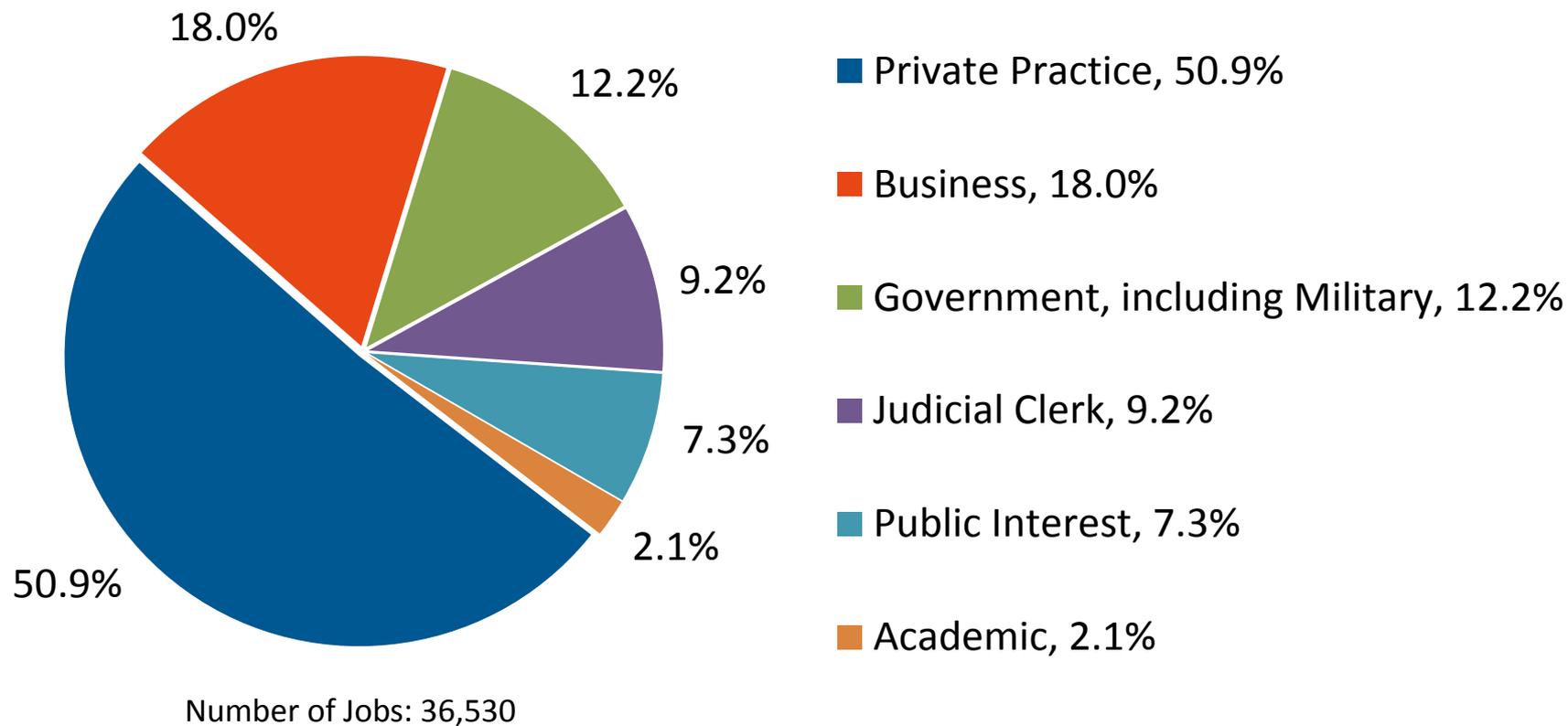
- Class of 2008: 68%
- Class of 2009: 62%
- Class of 2010: 60%
- **Class of 2011: 57%**
- Class of 2012: 58%
- Class of 2013: 59%
- **Class of 2014: 62%**

What Kinds of Jobs do Graduates From North Carolina Law Schools Take?



Number of Jobs = 1,196

Employment Outcomes for the Class of 2014: Employer Type

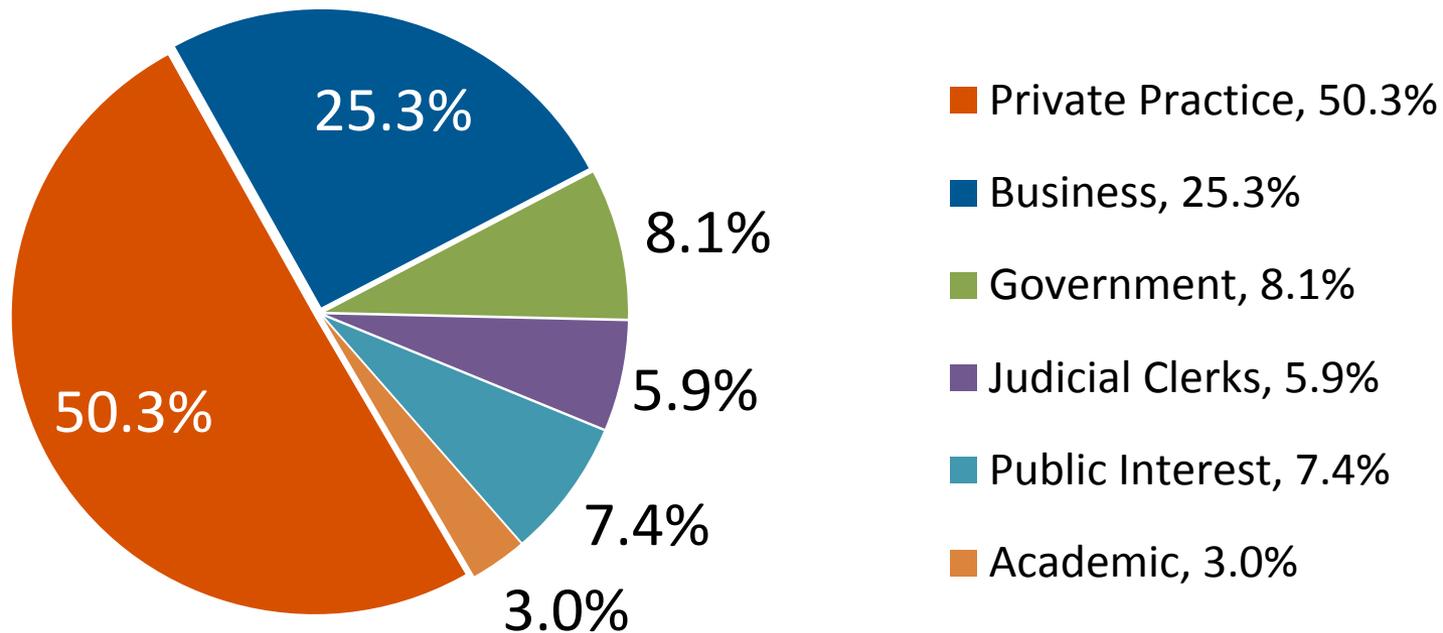


NOTE: The category for employer type unknown, accounting for 0.3% of jobs, is not shown.

Law Graduate Employer Type: 2007-2014

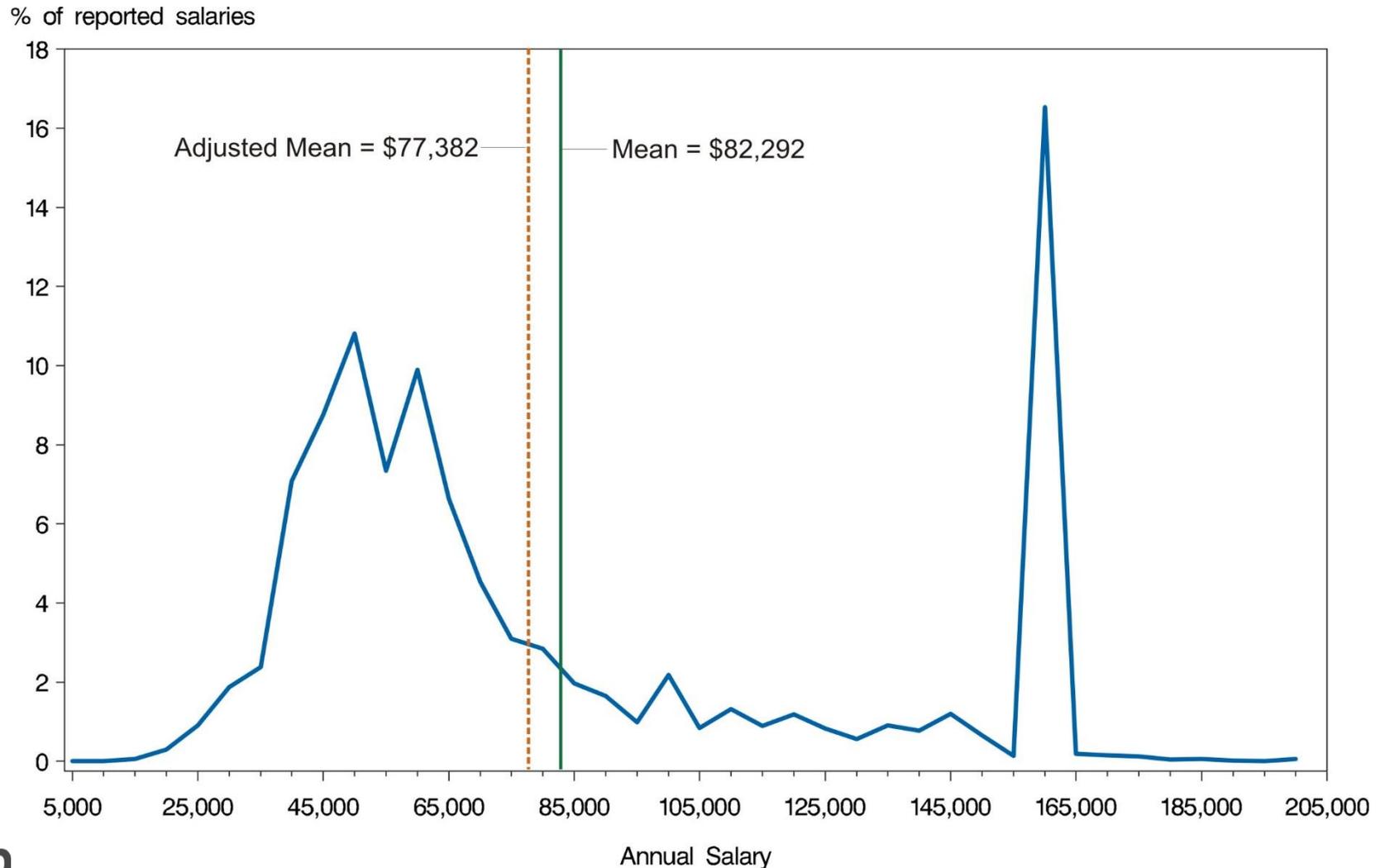
Employer Type	2007	2008	2009	2010	2011	2012	2013	2014
Private Practice	55.5%	56.2%	55.9%	50.9%	49.5%	50.7%	51.1%	50.9%
Business	14.1%	13.4%	13.5%	15.1%	18.1%	17.9%	18.4%	18.0%
Government, including military	11.7%	11.8%	11.4%	12.8%	11.9%	12.1%	11.5%	12.2%
Judicial Clerkships	9.8%	9.6%	8.7%	9.3%	9.3%	8.9%	9.0%	9.2%
Public Interest	5.8%	5.4%	5.7%	6.7%	7.5%	7.2%	7.1%	7.3%
Academic	1.8%	2.3%	3.5%	3.7%	3.0%	2.7%	2.6%	2.1%

What Kinds of Employers Hired Law Graduates in North Carolina?



Number of Jobs = 799

Bimodal Starting Salary Distribution for the Class of 2014

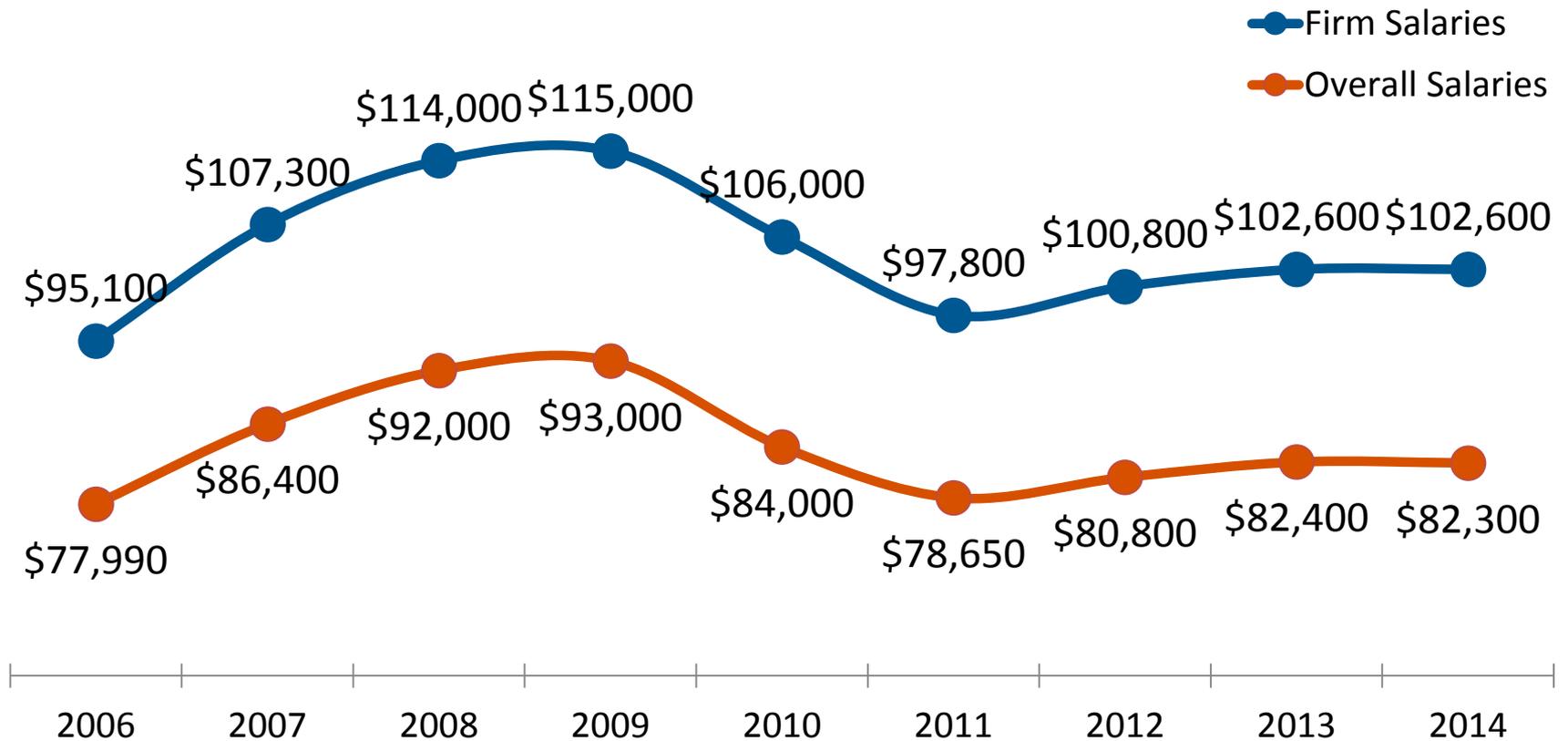


Median & Mean Starting Salaries: Classes of 2009 - 2014

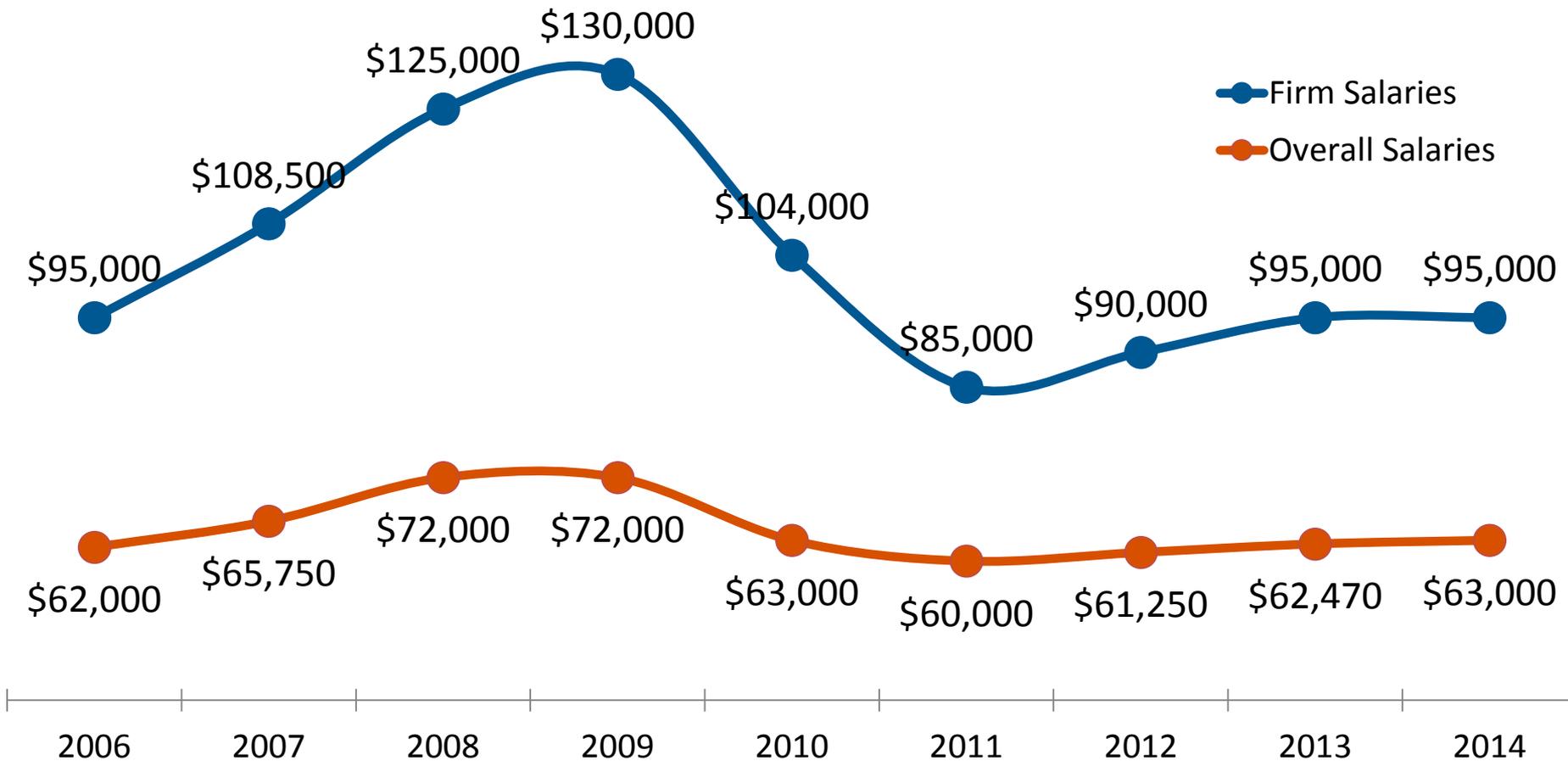
Salary	2009	2010	2011	2012	2013	2014
Median Salary	\$72,000	\$63,000	\$60,000	\$61,250	\$62,470	\$63,000
Mean Salary	\$93,000	\$84,000	\$78,650	\$80,800	\$82,400	\$82,300

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

Mean Salaries (Overall vs. Firm)



Median Salaries (Overall vs. Firm)



Starting Salaries in North Carolina Class of 2014

Median Starting Salaries	
Employer Type	Starting Salary
All Jobs	\$56,000
Private Practice	\$60,000
Business	\$68,000
Government	\$45,000
Judicial Clerkships	\$47,850
Public Interest	\$42,000

Private Practice Employment Class of 2014

Employment in Law Firms by Size of Firm		
Size of Firm	Percent of Private Practice Jobs	Subtotals
Solo	4.4%	
1 – 10*	41.3%	
11 – 25	10.1%	
26 – 50	5.6%	61.4%
51 – 100	4.3%	
101 – 250	5.9%	
251 – 500	5.9%	
501+	21.3%	37.4%
Unknown	1.4%	

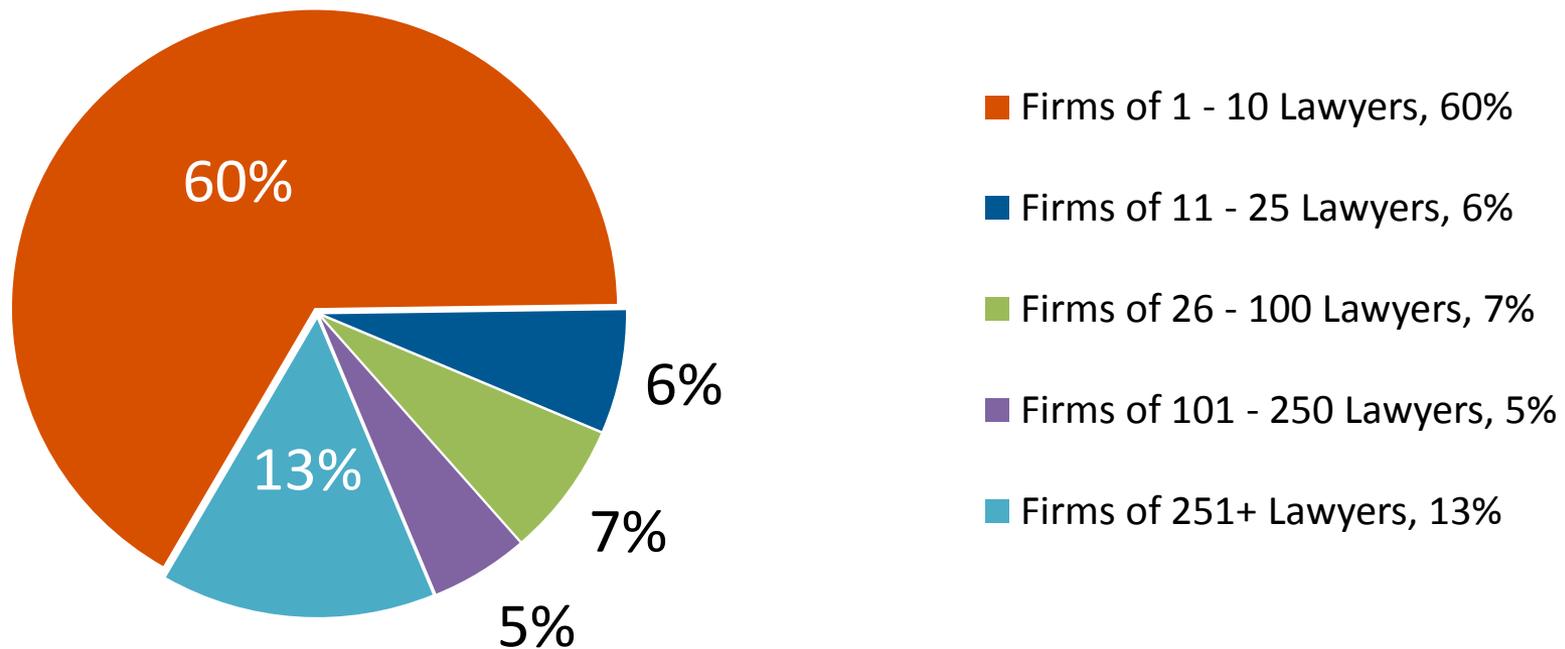
** Includes graduates whose employer is a solo practitioner.

Starting Salaries in Private Practice Class of 2014

Median Starting Salaries by Size of Law Firm	
Firm Size	Starting Salary
1 – 10	\$50,000
11 – 25	\$65,000
26 – 50	\$75,000
51 – 100	\$87,000
101 – 250	\$110,000
251 - 500	\$160,000*
501+	\$160,000*

*\$160,000 is also the prevailing salary and the 75th percentile salary for both law firm size categories and for the largest firms of more than 501 lawyers it is also the 25th percentile salary.

Distribution of Private Practice Jobs in North Carolina by Law Firm Size

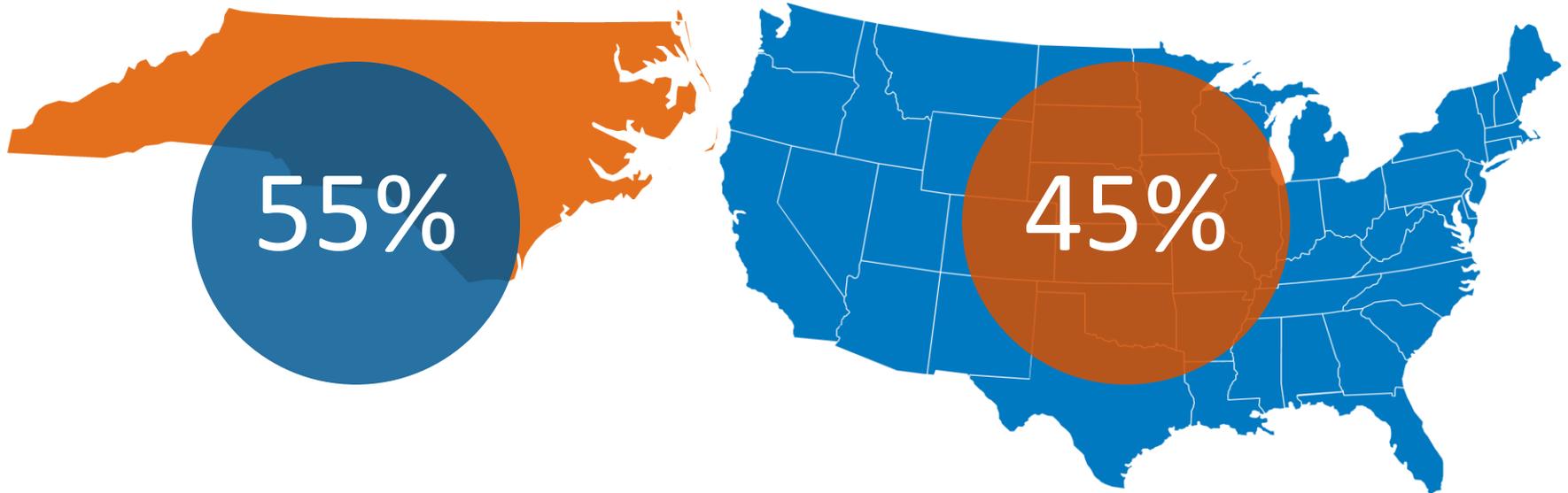


Number of Jobs = 402

Starting Salaries in Private Practice in North Carolina, Class of 2014

Median Starting Salaries by Size of Law Firm	
Firm Size	Starting Salary
1 – 10	\$48,000
11 – 25	\$65,000
26 – 50	\$70,000
51 – 100	\$72,000
101 – 250	\$115,000
251+	\$135,000

Where do NC Law School Grads Take Jobs?



% Taking Jobs in NC

% Taking Jobs Elsewhere in the US

Where Else do NC Law School Graduates Take Jobs?



New York

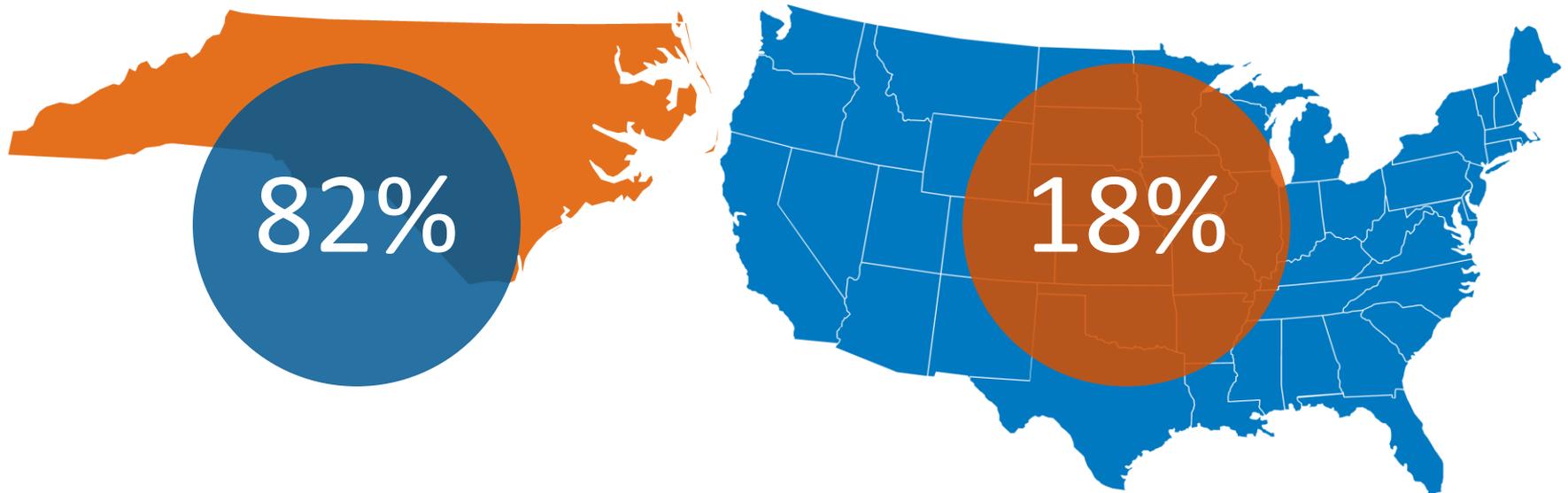


Washington, DC



South Carolina

Where do NC Employers Find Their New Law School Graduate Hires?



% of Jobs Filled by
Graduates From NC

% of Jobs Filled by Graduates
Elsewhere in the US

Where Else do NC Employers Find Their New Law School Graduate Hires?





We advance law careers