

Study of Law School Alumni Employment *and* Satisfaction



Webinar – September 22, 2020

Employment Outcomes Three Years After Graduation



Slide 1

FH1

Is the spacing off on Outcomes?

Fiona Hornblower, 9/17/2020

Agenda

- Introduction & Background
- Methodology
- Highlights for Class of 2016 Results
- Comparison to *After the JD* research
- Data uses, tools and implications
- Sample participant report
- Next Study: Class of 2017

Introduction & Background

- NALP and the NALP Foundation developed this survey in 2013 to provide data on employment, career satisfaction, or the return on investment in legal education beyond that assessed at the 10 month reporting mark.
- Beta study among the Class of 2010, which was significantly affected by the recession and its aftermath.
- Conducted annually since then.
- Expanded in 2017 to include Canadian law schools.

Methodology

- All ABA accredited law schools invited to participate via solicitation to their Deans in the Fall of 2019.
- 32 U.S. and Canadian law schools agreed to participate in the study by distributing the survey instrument to their Class of 2016 graduates.
- Each school's primary contact received a unique survey link to share with their alumni, as well as a study distribution guide including tips and best practices for survey distribution and alumni follow-up.
- The results reflect the aggregate information collected from over 2,000 alumni responses:
 - 1,652 alumni from 27 U.S. law schools
 - 409 alumni from five Canadian law schools

**Research Findings
Class of 2016
Three Years
After Graduation**

**Study of Law School
Alumni Employment
and Satisfaction**

Class of 2016

**Employment Outcomes
Three Years After Graduation**

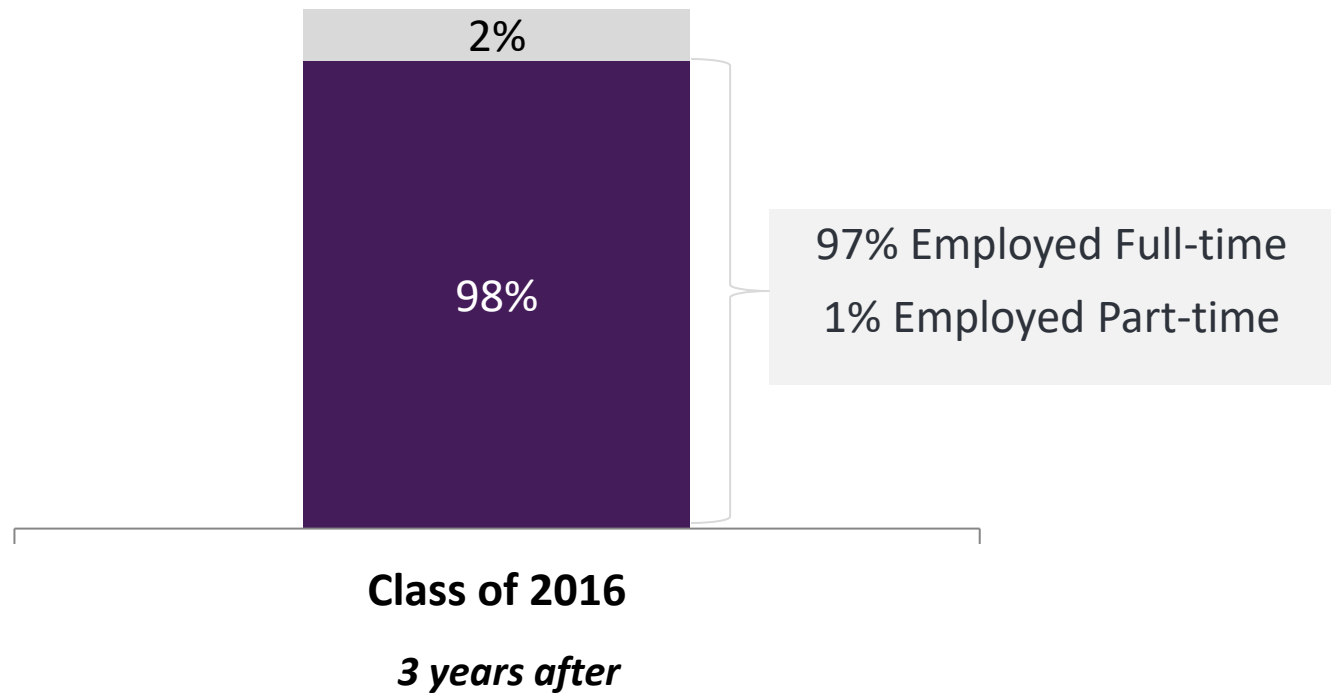
*Conducted by NALP and the NALP Foundation
for Law Career Research and Education*



Class of 2016

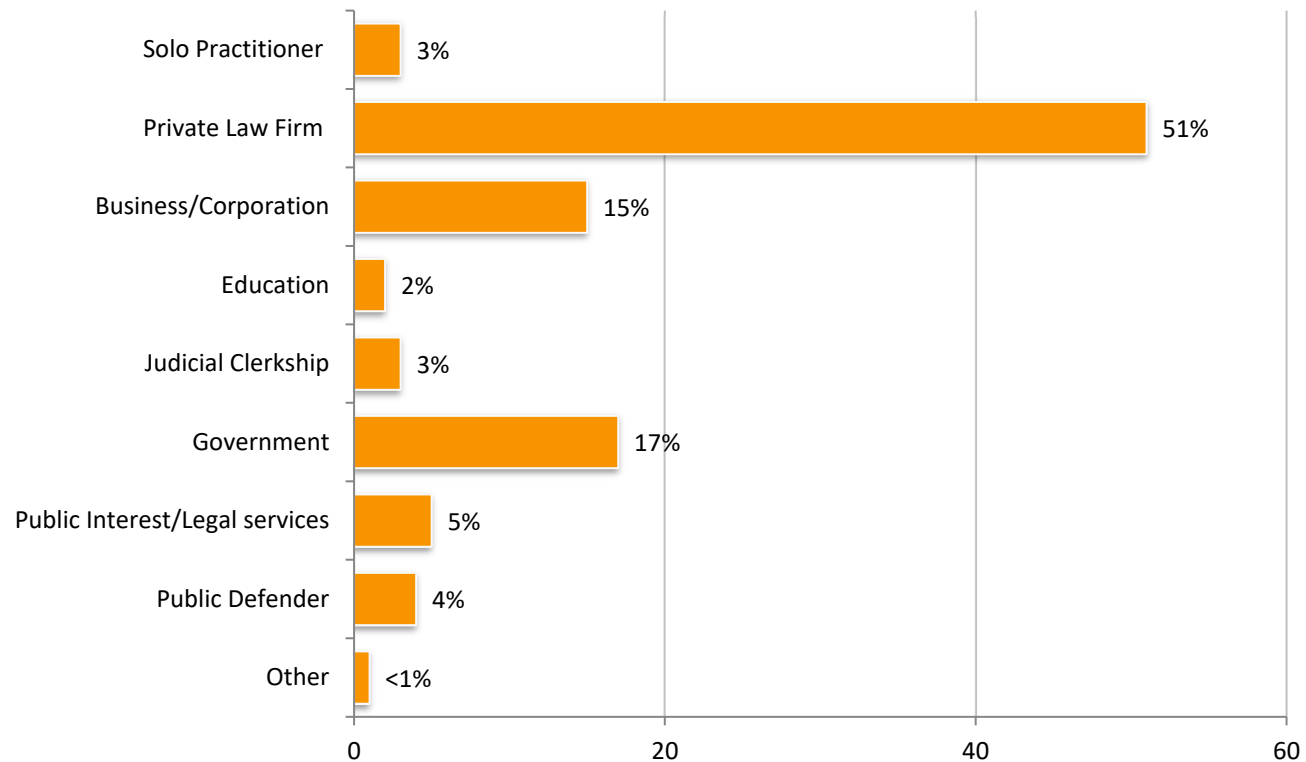
Employment Status at Time of Survey

■ Employed ■ Not Employed



Class of 2016

Current Work Setting

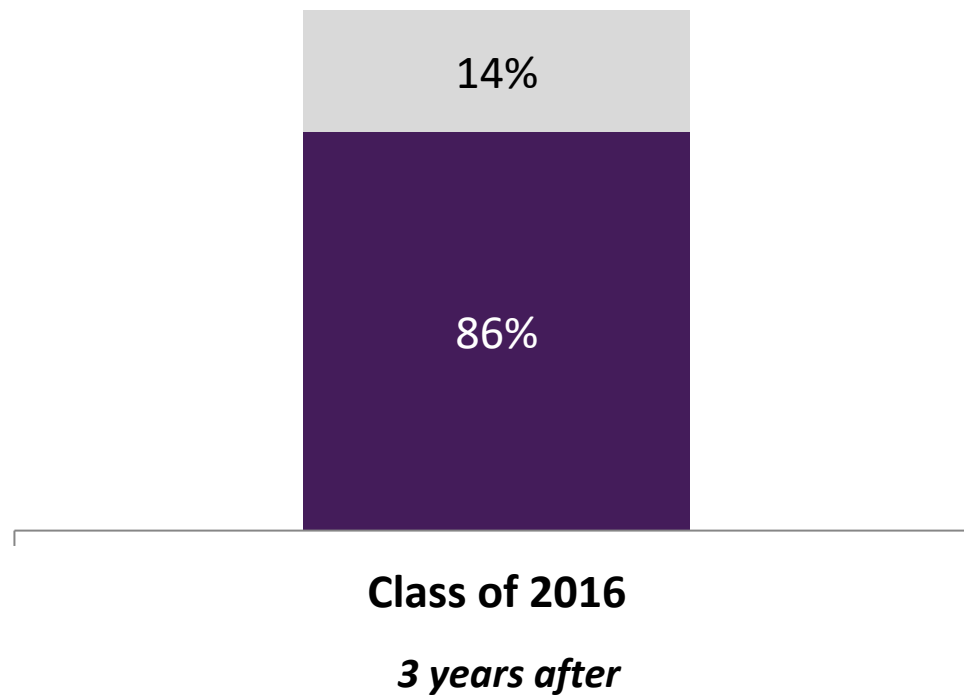


Percents may not sum to 100 because more than one course could be indicated.

Class of 2016

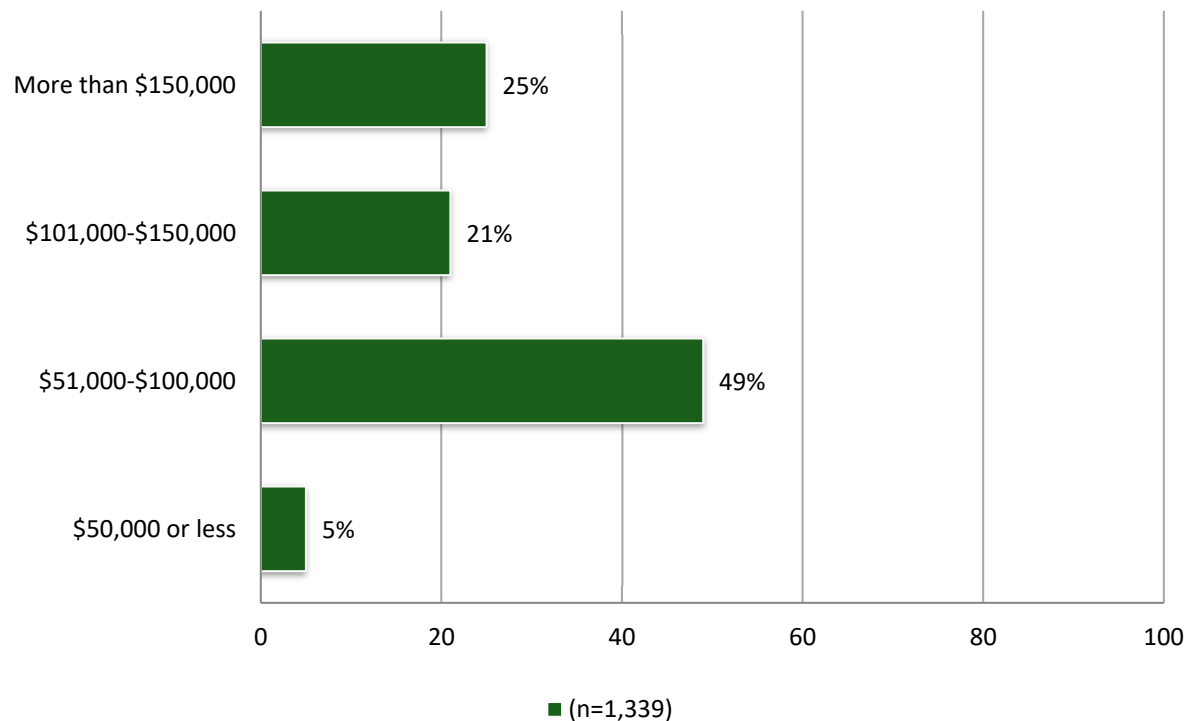
Whether Practice Law

■ Practicing Law ■ Not Practicing Law



Class of 2016

Total Annual Compensation* by Employed Respondents



**Note: Total annual compensation figures are based on respondents employed in full-time, long-term jobs lasting more than one year. Total annual compensation includes salary, bonus, and profit sharing.*

Class of 2016

Total Annual Compensation* by Current Work Setting

Class of 2016	\$50,000 or less	\$51,000-\$100,000	\$101,000-\$150,000	More than \$150,000
Business/Corporation	4%	40%	34%	22%
Education	15%	85%	0%	0%
Judicial Clerk	11%	67%	22%	0%
Solo Practitioner	24%	47%	26%	3%
Private Law Firm	2%	36%	22%	40%
Government	6%	76%	16%	1%
Public Interest	6%	94%	0%	0%
Legal Services	17%	83%	0%	0%
Public Defender	14%	82%	4%	0%

Base: Employed respondents. May not sum to 100% due to rounding.

**Note: Total annual compensation figures are based on respondents employed in full-time, long-term jobs lasting more than one year.*

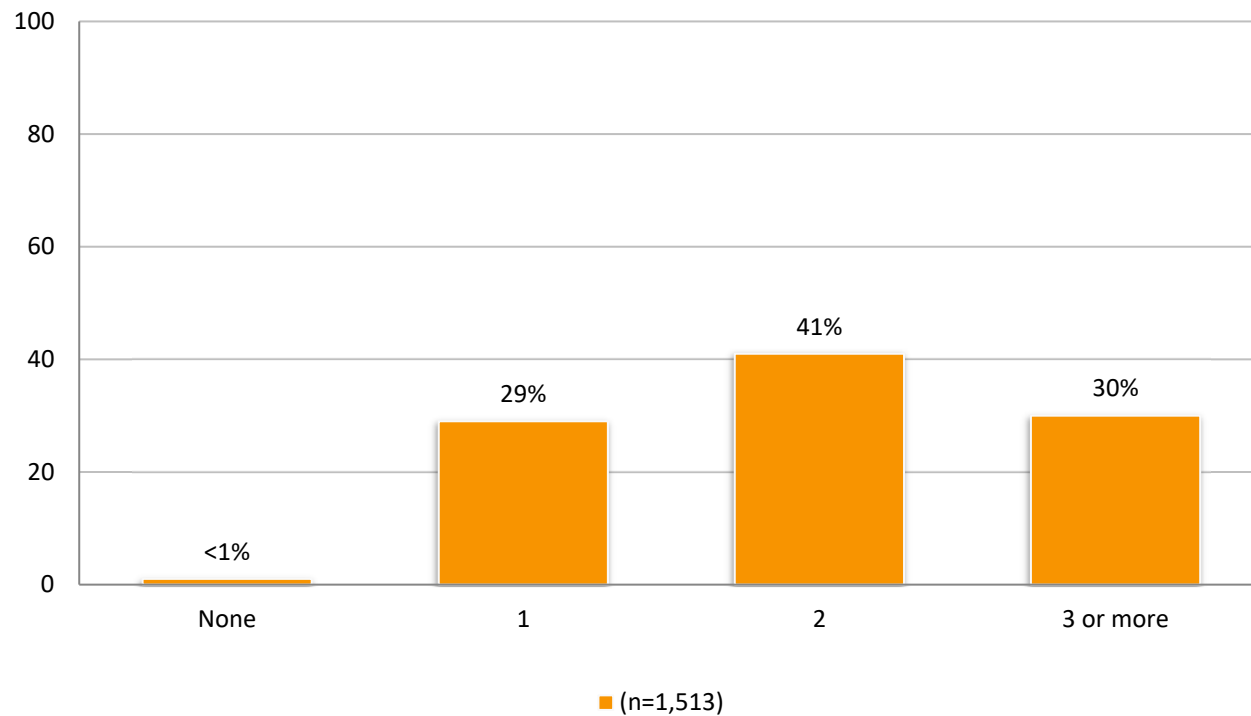
Class of 2016

Total Annual Compensation* by Law School Rank**				
Class of 2016	\$50,000 or less	\$51,000-\$100,000	\$101,000-\$150,000	More than \$150,000
Top 1-20 (n=184)	1%	15%	16%	68%
Top 21-50 (n=308)	2%	42%	26%	30%
Top 51-100 (n=294)	4%	63%	18%	15%
Other (n=553)	8%	56%	21%	14%

Base: Employed respondents. May not sum to 100% due to rounding.
**Note: Total annual compensation figures are based on respondents employed in full-time, long-term jobs lasting more than one year.*
*** Source: 2019 U.S. News and World Report.*

Class of 2016

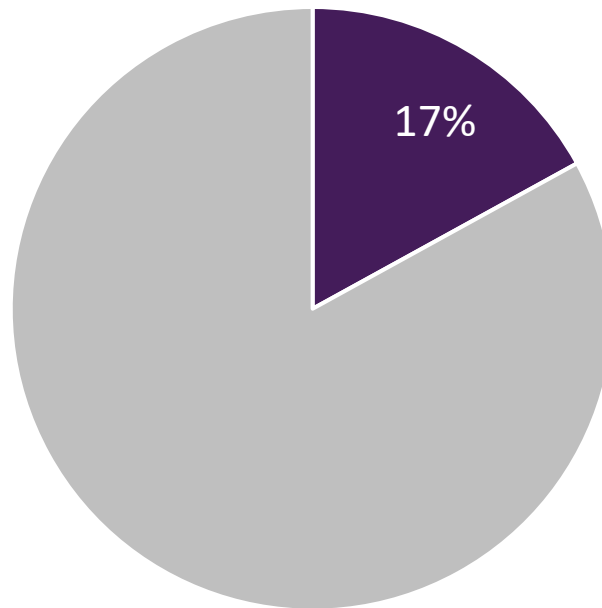
Total Number of Jobs Held Since Graduation



Percents may not sum to 100 due to rounding.

Class of 2016

Actively Seeking Another Job



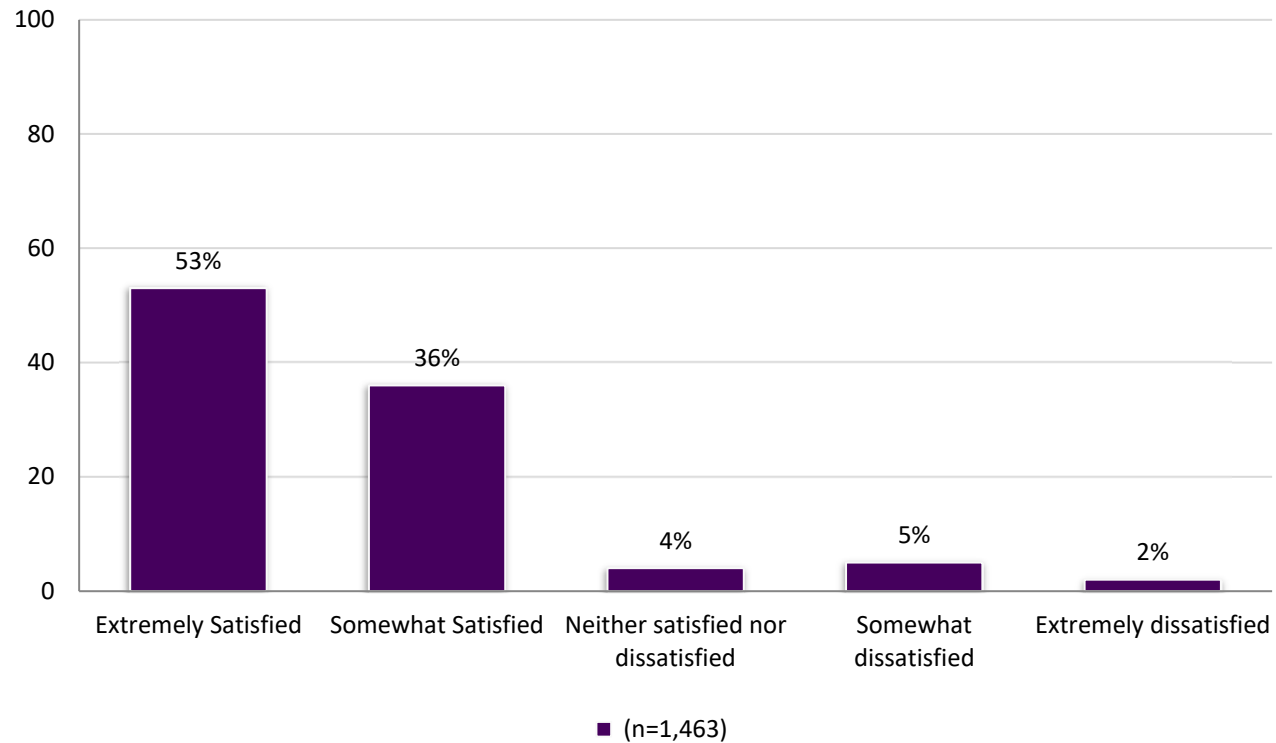
(n=1,475)

Class of 2016

Whether Actively Seeking Another Job by Current Work Setting		
Class of 2016	Yes	No
Business/Corporation (n=228)	15%	85%
Education (n=28)	18%	82%
Judicial Clerk (n=38)	29%	71%
Solo Practitioner (n=42)	26%	74%
Private Law Firm (n=752)	15%	85%
Government (n=251)	18%	82%
Public Interest (n=42)	26%	74%
Legal Services (n=27)	19%	81%
Public Defender (n=55)	9%	91%
<i>Base: Currently employed.</i>		

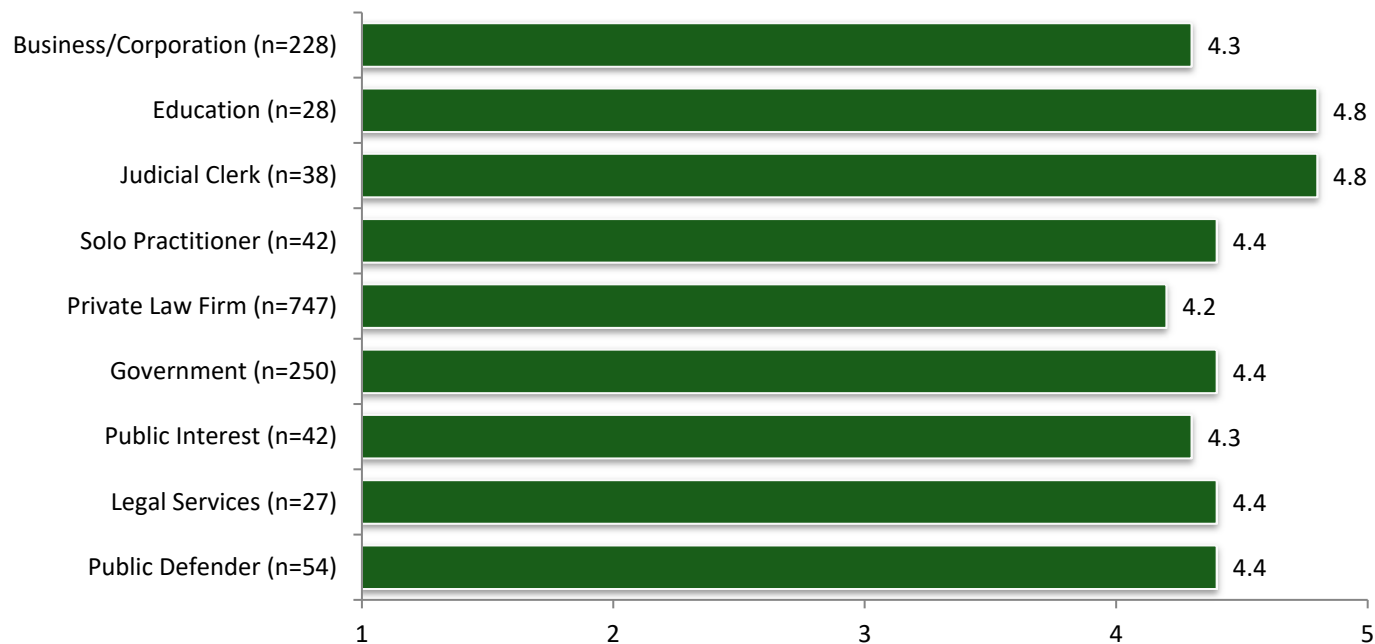
Class of 2016

Overall Satisfaction with Current Job



Class of 2016

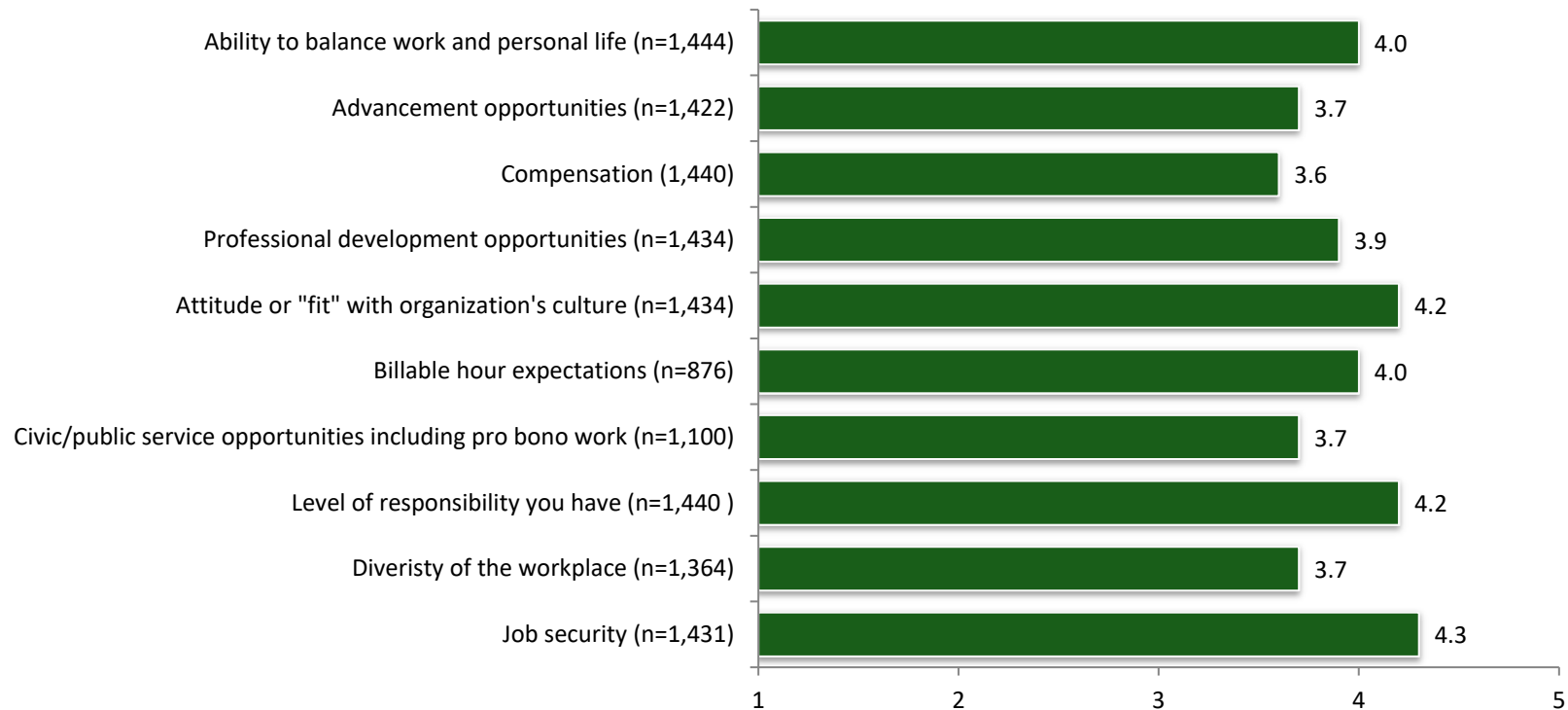
Overall Satisfaction with Current Job (Mean Score) – by Current Work Setting



On a 5-point scale where 5 equals “extremely satisfied” and 1 equals “extremely dissatisfied.”

Class of 2016

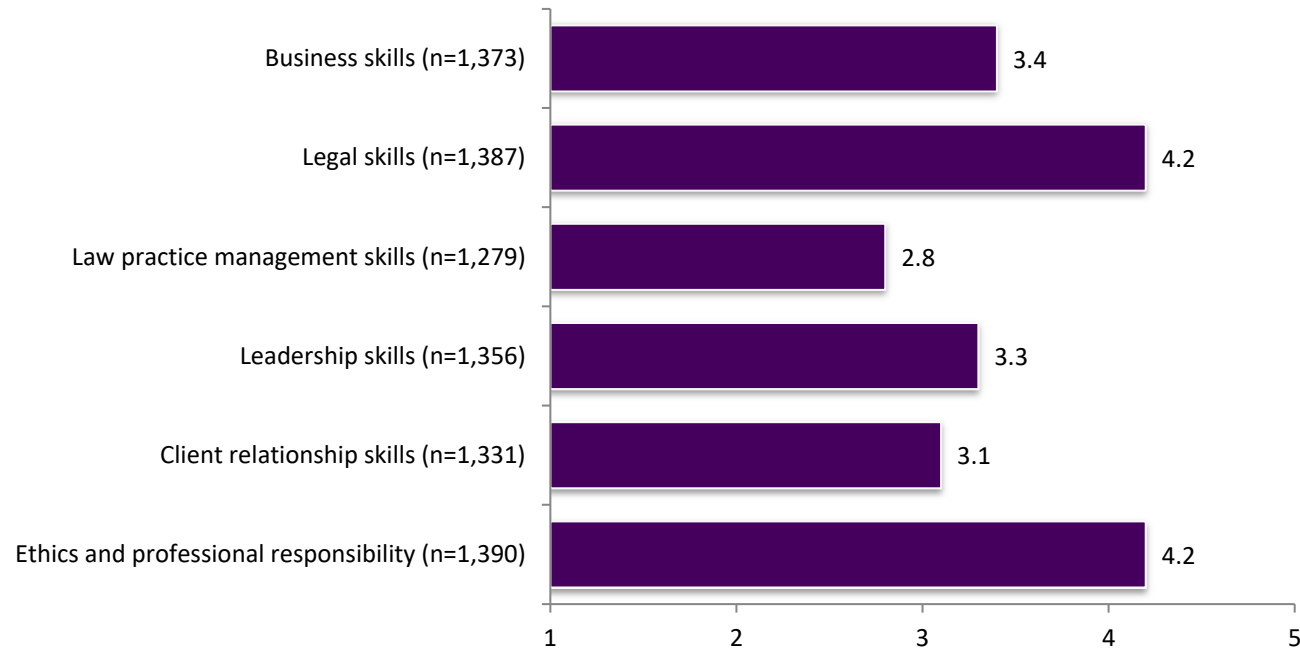
Overall Satisfaction with Aspects of Current Job Mean Score



On a 5-point scale where 5 equals "extremely satisfied" and 1 equals "extremely dissatisfied."

Class of 2016

Overall Satisfaction with Law School Skills-Based Preparation Mean Score



On a 5-point scale where 5 equals "extremely satisfied" and 1 equals "extremely dissatisfied."

Class of 2016

Satisfaction with Extent Law School Prepared by Current Work Setting (Mean)

Class of 2016	Business/ Corp.	Education	Judicial Clerkship	Solo	Private Law Firm	Gov.	Public Interest	Legal Services	Public Defender
Business	3.4	3.6	3.6	3.3	3.3	3.5	3.1	3.4	3.1
Legal	4.0	4.3	4.4	4.1	4.2	4.3	3.8	4.1	3.9
Law Practice Management	2.9	3.4	3.0	2.8	2.8	2.9	2.7	3.0	2.5
Leadership	3.1	3.4	3.6	3.0	3.2	3.4	3.1	3.3	3.2
Client Relationship	3.1	3.5	3.1	3.2	3.0	3.3	3.1	3.6	3.3
Ethics and Professional Responsibility	4.2	4.1	4.4	4.2	4.2	4.2	3.5	4.0	4.0

Base: Employed respondents. On a 5-point scale where 5 equals "extremely satisfied" and 1 equals "extremely dissatisfied."

Class of 2016

Satisfaction with Extent Law School Prepared by law school rank** (Mean)

Class of 2016	Top 20	Top 21-50	Top 51-100	Other
Business	3.4	3.3	3.3	3.4
Legal	4.2	4.2	4.1	4.1
Law Practice Management	2.8	2.7	2.7	3.0
Leadership	3.4	3.3	3.1	3.3
Client Relationship	3.2	3.1	3.0	3.1
Ethics and Professional Responsibility	4.0	4.2	4.1	4.2

Base: Employed respondents. On a 5-point scale where 5 equals "extremely satisfied" and 1 equals "extremely dissatisfied."

***Source: 2019 U.S. News and World Report.*

Experiential Opportunities

"I'm a new family law attorney but a lot of law school classes do not prepare you to be a lawyer. Clinics and externships during law school give you the experience and education about what it's actually like being a lawyer."

-Non-minority female, solo practitioner

"Specific courses like clinics and advanced legal research have been pivotal as I have directly applied what I learned in practice."

-Minority female, practicing lawyer, private law firm with 2-10 lawyers

"Clinics help a lot with meeting clients and working on real problems".

-Non-minority male, practicing lawyer, private law firm with 251-500 lawyers

Experiential Opportunities

“The clinics and internships I was able to obtain gave me exposure which ultimately led me to my current position.”

-Minority female, professional (non-lawyer), business or corporation

“Since I work in the public interest, the most important part [sic] of my law school preparation were the practical skills I gained from my year-long clinic and my semester-long externship, as well as my summer internships, which were invaluable for both practical skill-building and networking.”

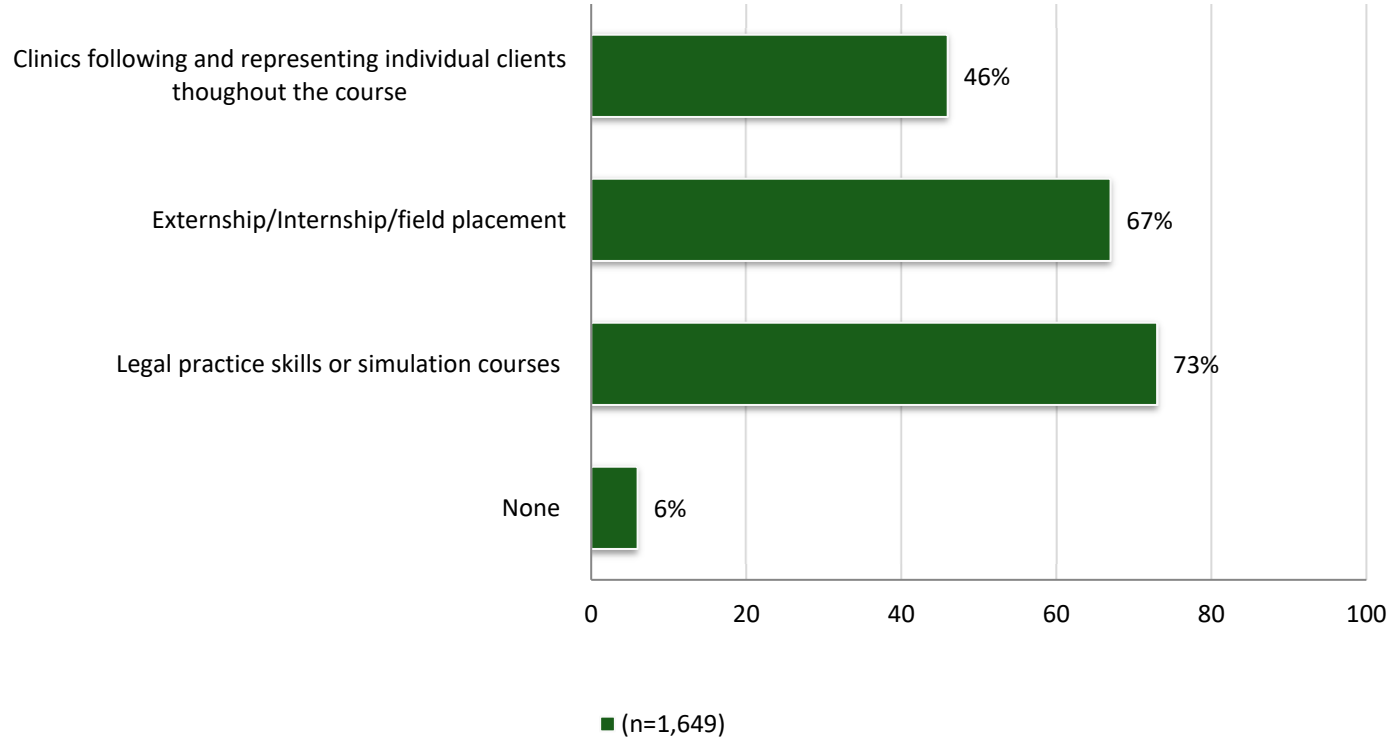
-Non-minority female, practicing lawyer, public interest

“My clinic and my evidence class completely shaped and helped to define my career.”

-Non-minority female, practicing lawyer, public defender

Class of 2016

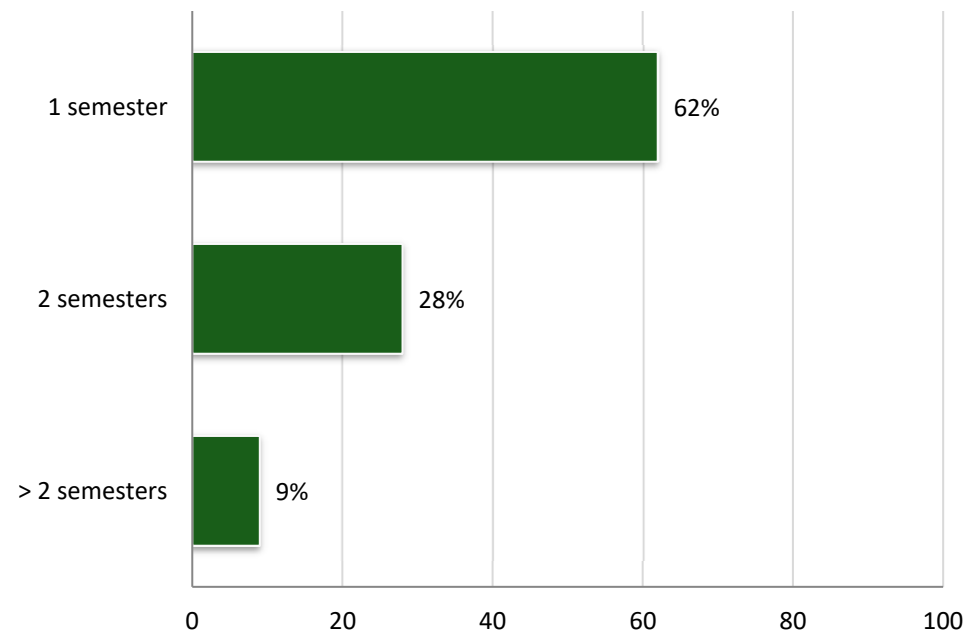
Participation in Experiential Opportunities During Law School



Percents may not sum to 100 because more than one course could be indicated.

Class of 2016

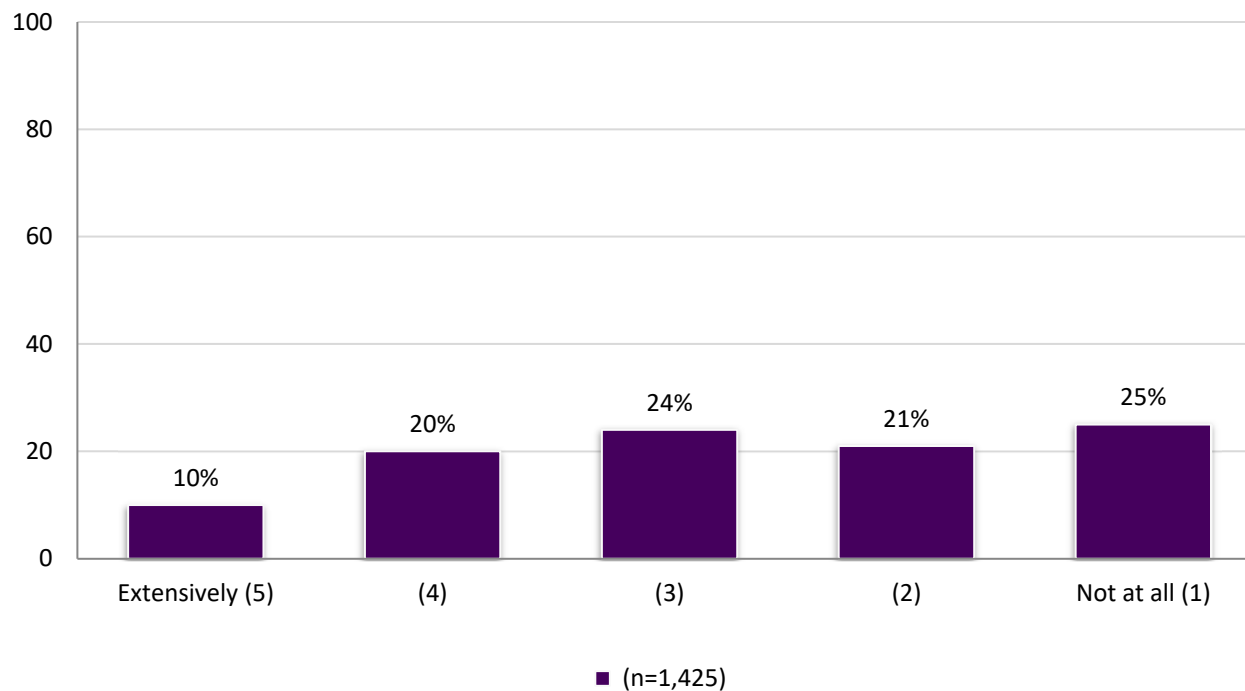
Length of Clinic Participation



Note: Figures based on 876 respondents who participated in one or more clinics and answered this question. Percentages may not sum to 100 due to rounding.

Class of 2016

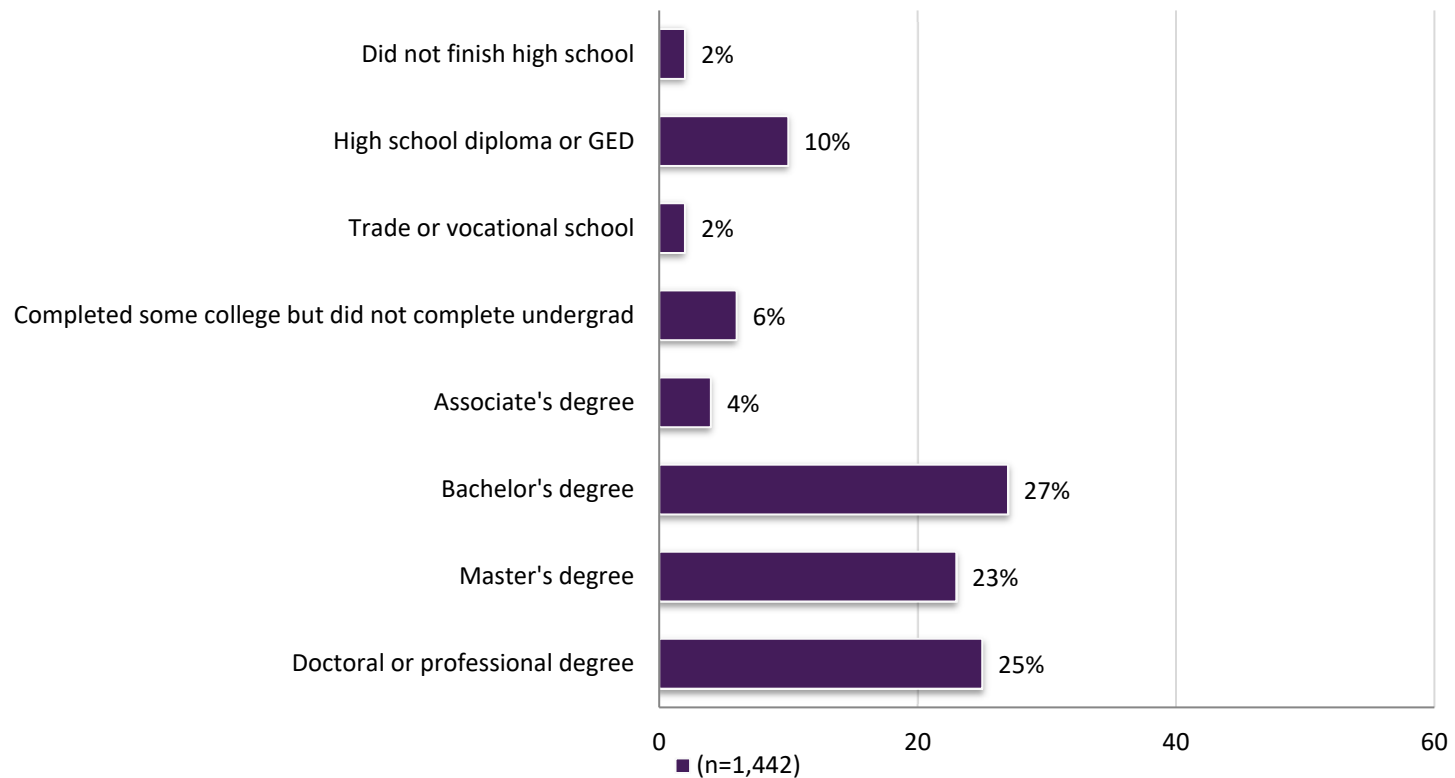
Frequency of Experiential Opportunities as Topics During Employment Interviews for Current Job



On a 5-point scale where 5 equals "extensively" and 1 equals "not at all."

Class of 2016

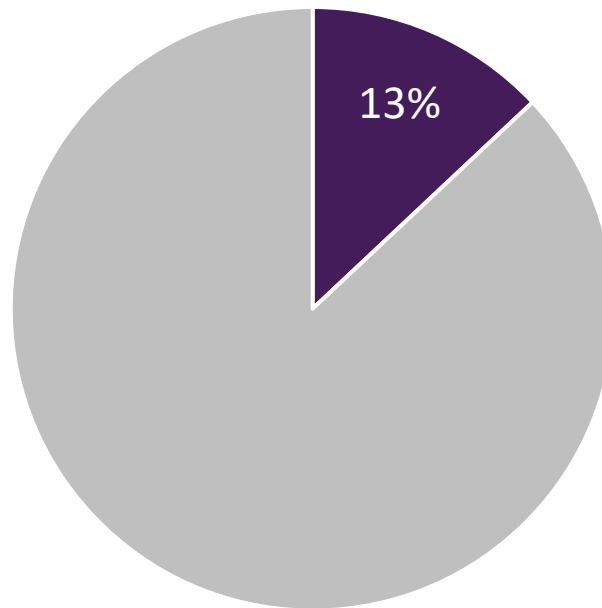
Highest Level of Education Completed by Either Parent/Guardian



Percents may not sum to 100 because more than one course could be indicated.

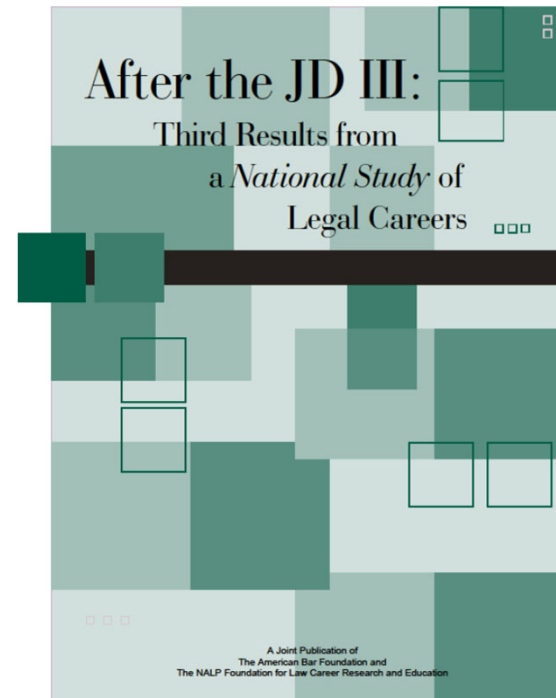
Class of 2016

One or More Parent or Guardian Have a JD



(n=1,444)

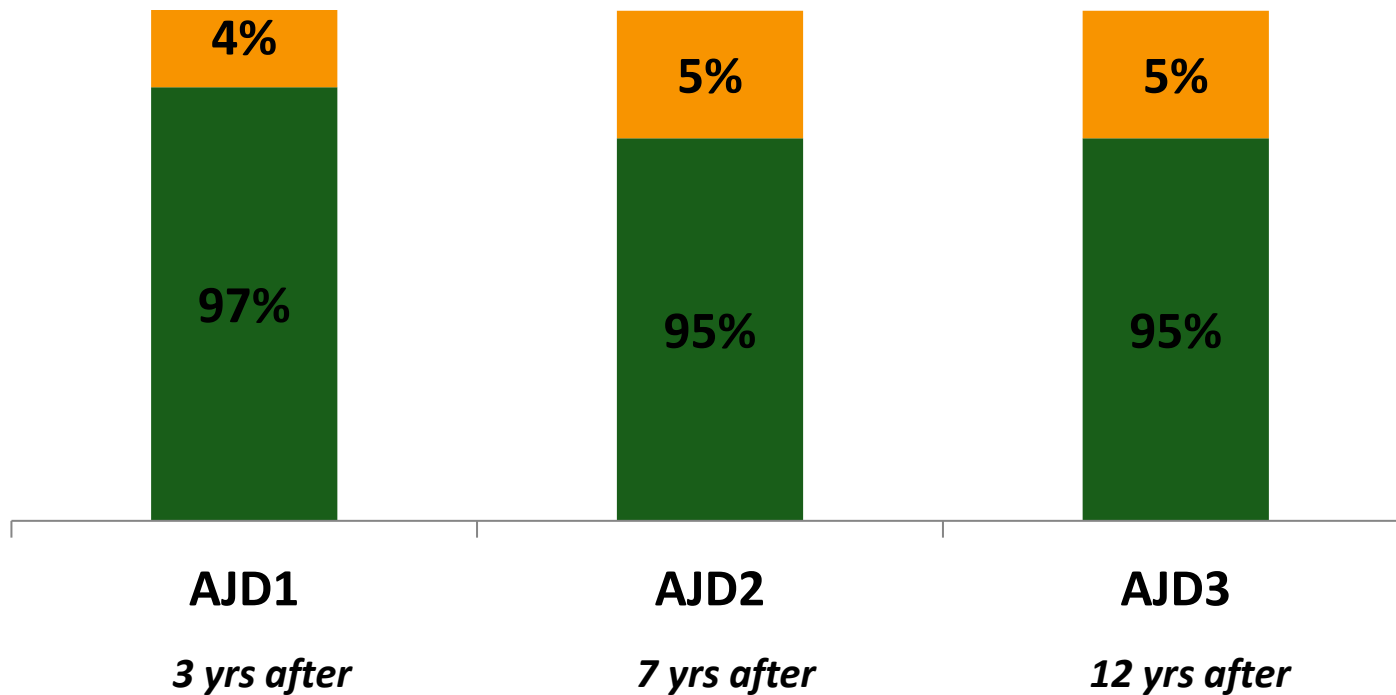
After the JD Study



After the JD Class of 2000

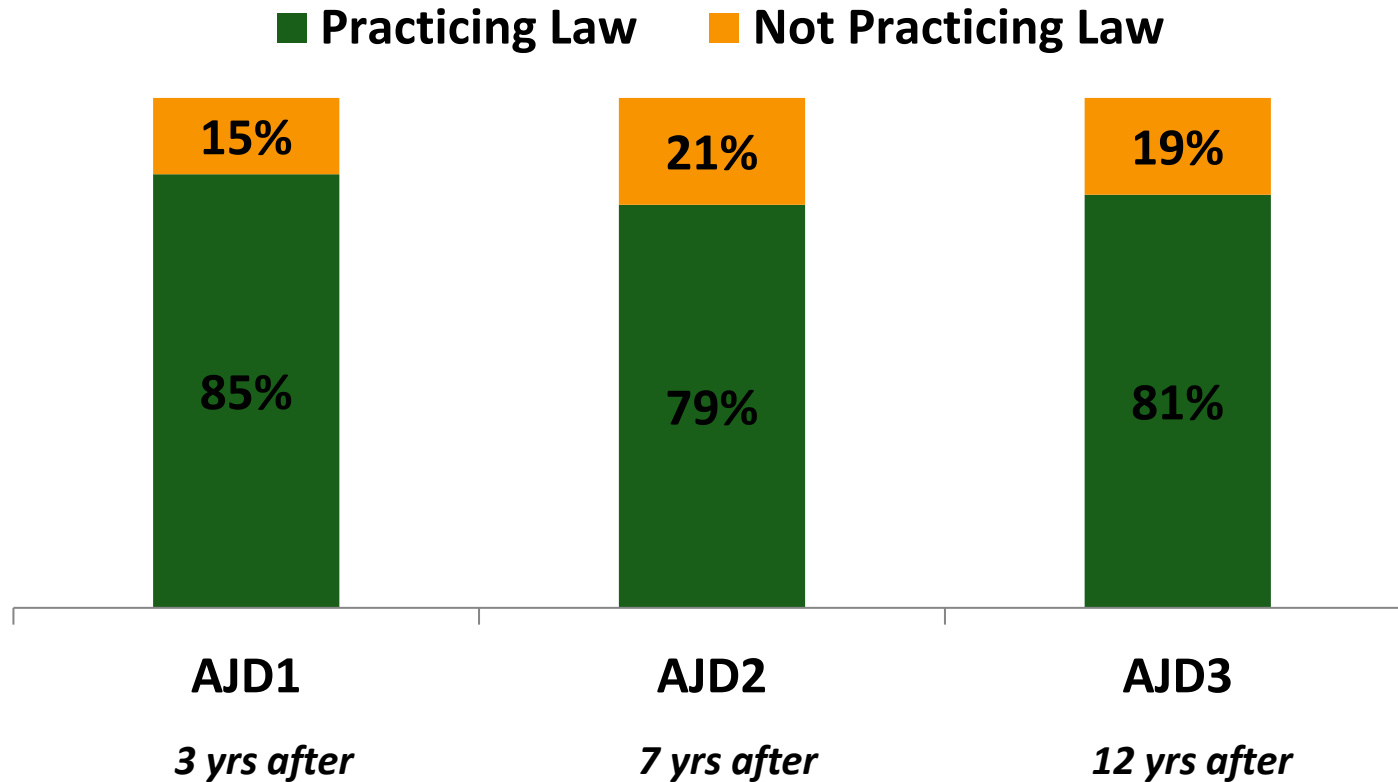
Employed at Time of Survey

■ Employed ■ Not Employed

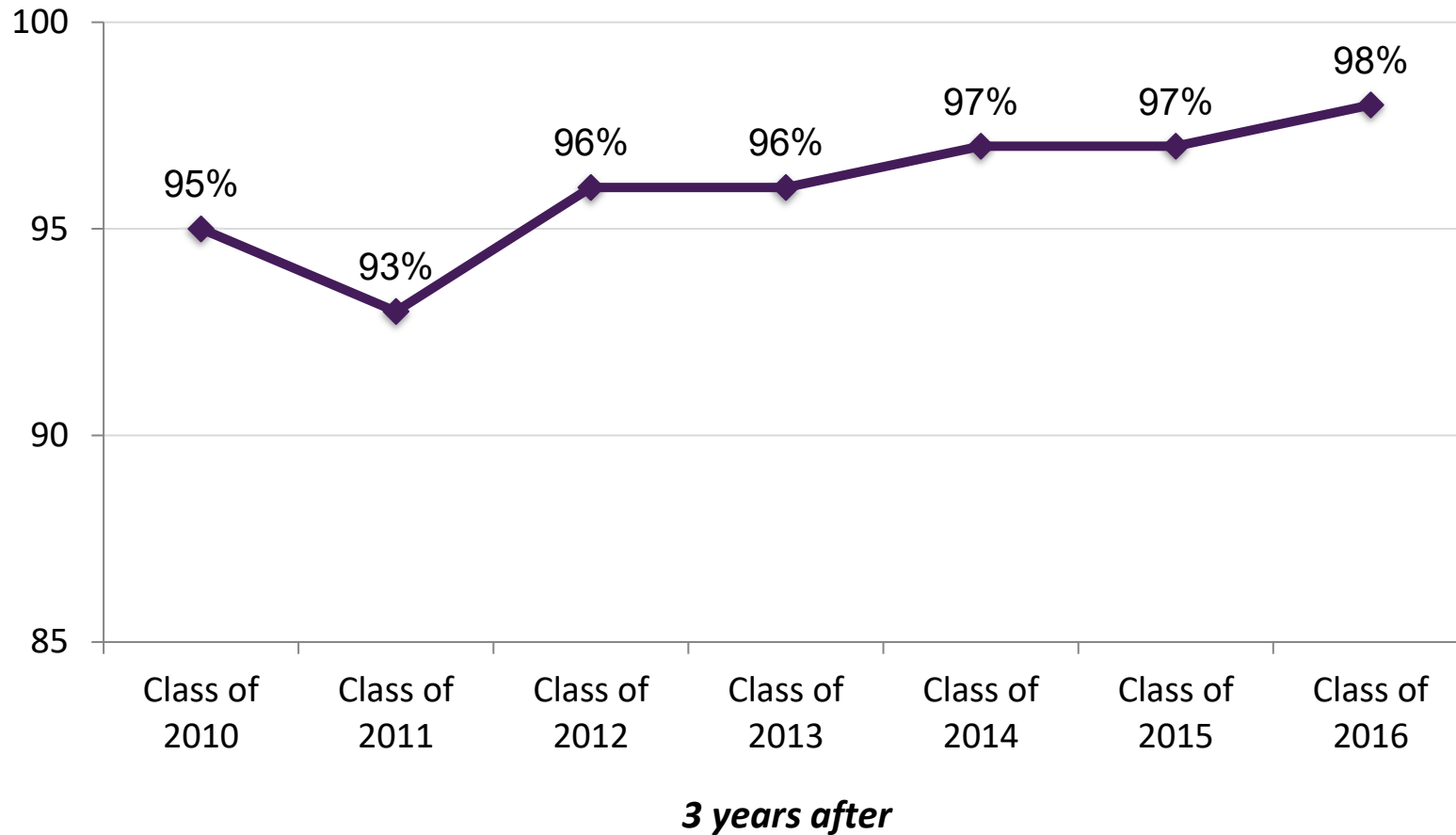


After the JD Class of 2000

Whether Practicing Law

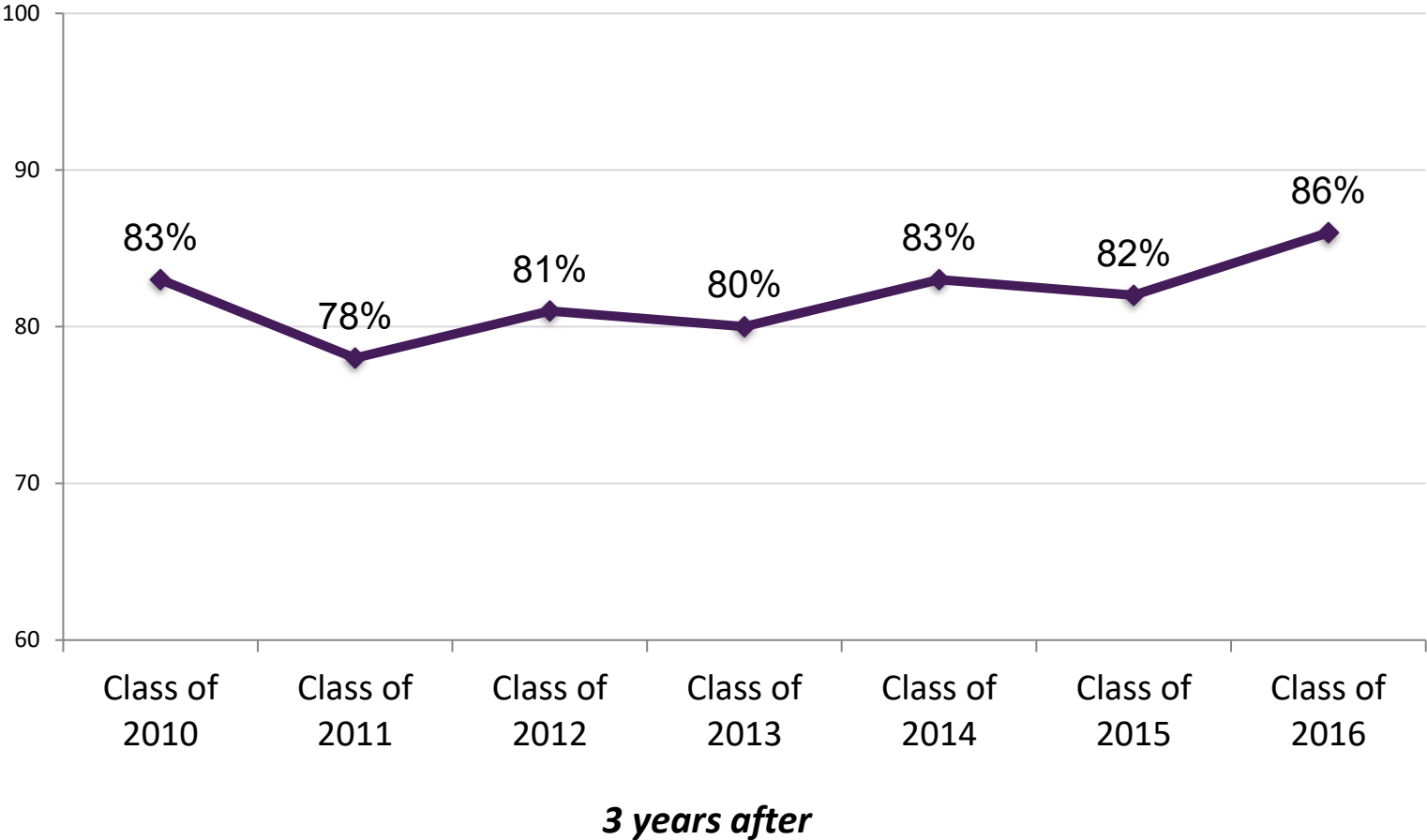


Employed at Time of Survey (Three Years After Graduation) Class of 2010 – Class of 2016



Practicing Law Three Years After Graduation

Class of 2010 – Class of 2016



Comparison of Results US and Canadian Graduates

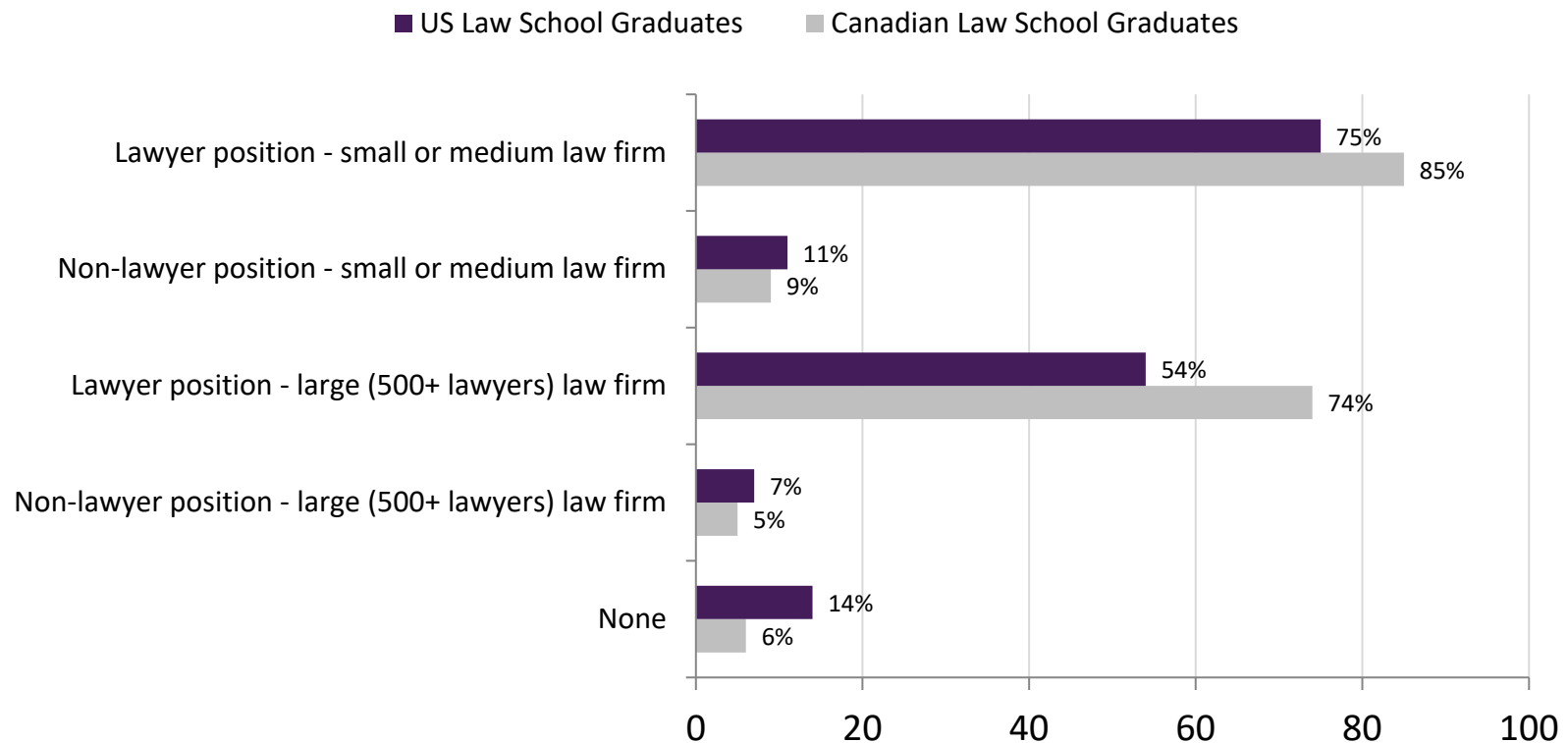
Class of 2016

Current Work Setting – Employed Respondents		
	US Law School Graduates	Canadian Law School Graduates
Solo practitioner	3%	2%
Private law firm	51%	66%
Business/Corporation	15%	12%
Education	2%	<1%
Judicial clerkship	3%	1%
Federal government	4%	5%
State/Provincial/Local government	12%	5%
Other government	<1%	<1%
Legal services	2%	1%
Public Defender	4%	--
Public Prosecutor	--	3%
Public interest	3%	3%
Other	<1%	1%

Base: Employed respondents. May not sum to 100% due to rounding.

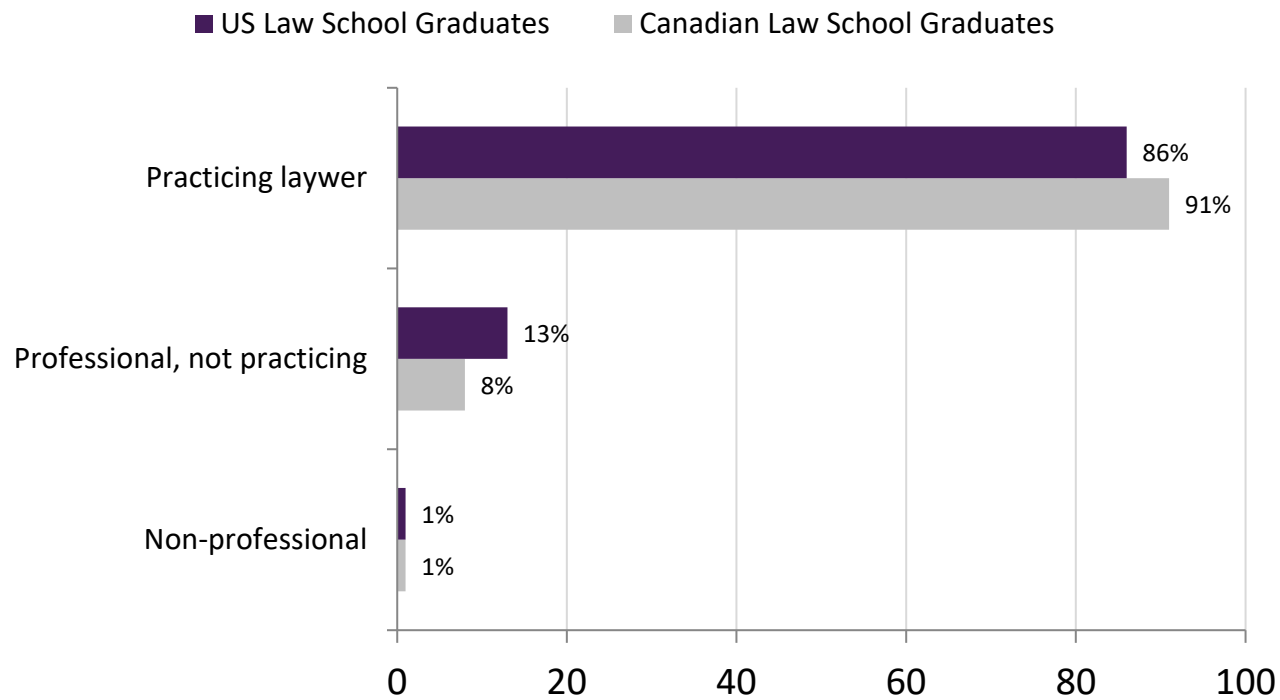
Class of 2016

Positions Applied For



Class of 2016

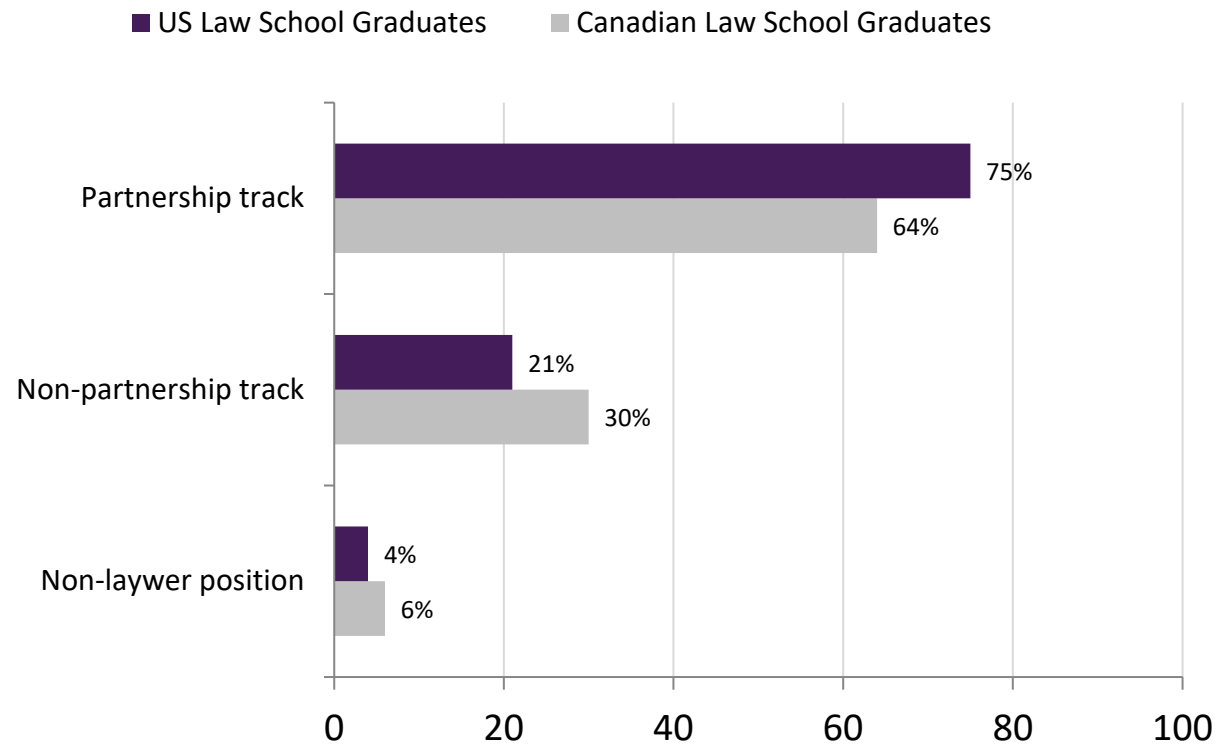
Career Track



Base: Employed respondents. May not sum to 100% due to rounding.

Class of 2016

Career Trajectory



Base: Current work setting is private law firm. May not sum to 100% due to rounding.

Using the Study Data

- Curricular assessment and planning
- Benchmarking
- Alumni Engagement
 - Study participation/connectivity opportunity
 - Reporting to alumni by Deans, Alumni Office
- Custom reports

Sample Participant Report

----- Class of 2016 -----

Current Position	All Participating U.S. Schools	Law School XYZ
	(n=1,475)	(n=100)
<i>Employed Respondents</i>		
Practicing lawyer	86%	75%
Professional (non-lawyer)	13%	20%
Non-professional	1%	5%

Note: May not sum to 100% due to rounding.

----- Class of 2016 -----

Desired Career Track	All Participating U.S. Schools	Law School XYZ
	(n=741)	(n=90)
<i>Current Work Setting is Private Law Firm</i>		
Partnership track	75%	85%
Non-partnership track	21%	10%
Non-lawyer position	3%	5%

Note: May not sum to 100% due to rounding.

----- Class of 2016 -----

Primary Area of Practice	All Participating U.S. Schools	Law School XYZ
	(n=789)	(n=95)
<i>Current Work Setting is Solo Practitioner or Private Law Firm</i>		
Litigation	63%	80%
Regulatory	4%	0%
Transactional	25%	10%
Other	7%	0%
N/A (not in lawyer position)	1%	5%

Note: May not sum to 100% due to rounding.

Next Study: Class of 2017

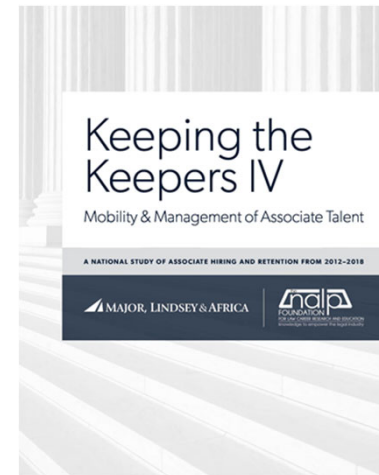
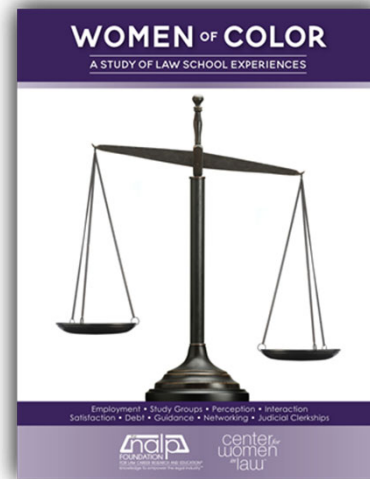
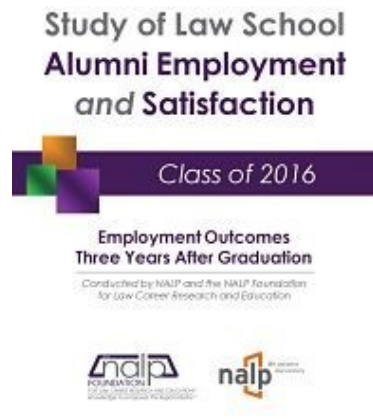
- Invitations launched September 9th.
- School participation deadline: **October 15, 2020.**
- Survey link open to participating schools' alumni until **December 15, 2020.**
- Participating schools receive:
 - a school-specific report with proprietary data, and
 - a report with aggregated data from all participating schools.
- Your individual school's data will remain confidential and will only be reported to you.
- New questions added to this year's survey re impact of the COVID-19 pandemic and economic downturn.

Next Study: Class of 2017

- Participation level and pricing options:
 - 3-year participation (\$1,200 per year)
 - 2-year participation (\$1,400 per year)
 - 1-year participation (\$1,500)
- Complete the online participation form.
- Questions about participation? Contact Jennifer Mandery at jmandery@nalpfoundation.org.

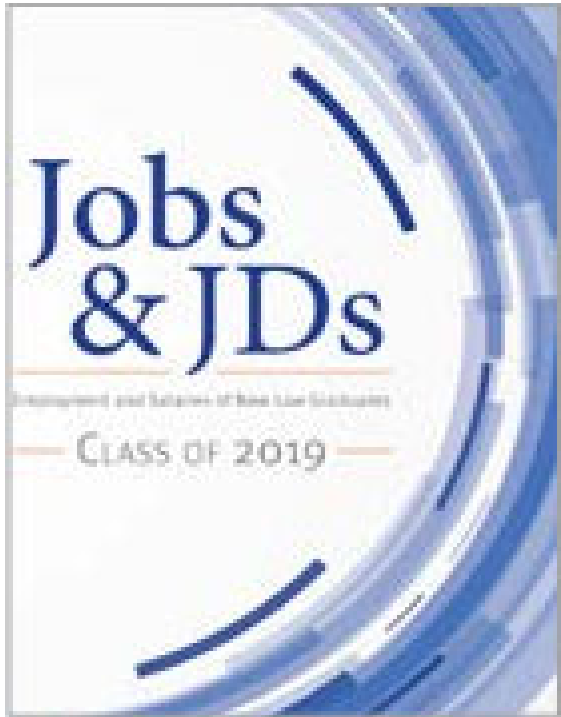
The NALP Foundation & NALP Publications

NALP Foundation Research



Additional NALP Foundation research publications can be found at: <https://www.nalpfoundation.org/bookstore>.

NALP Research



Jobs & JDs, NALP's hallmark annual research report, presents the most comprehensive analysis of the types of employment and salaries obtained by the Class of 2019. The publication has an anticipated release date of October 2020.

NALP has extended the pre-order deadline for webinar participants until **Friday, September 25**. NALP members can save \$21 off the regular order price by submitting a pre-order form available at: <https://www.nalp.org/classof2019>.

Additional NALP research can be found at: <https://www.nalp.org/research>.

Questions

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