

### **Race/Ethnicity and Geographic Distribution of Law Firm Jobs Taken by the Class of 2012**

September, 2013

National Association for Legal Career Professionals

<http://www.nalp.org/0913research>

Among 2012 law school graduates taking jobs in private practice, minorities are more likely than their non-minority peers to take a job in one of the 20 largest employment markets for new graduates. It is noteworthy to add that the percentage of law firm jobs in the top 20 largest cities has eroded from 49% in 2008 to 42.4% today. The research also found that specific minority groups are more strongly represented in certain areas, for example Asian/Pacific Islanders are strongly represented in the Bay Area, while Hispanics are strongly represented in the Miami area.

### **Younger Managers Rise in the Ranks**

June, 2013

Ernst & Young

<http://www.ey.com/US/en/Issues/Talent-management/Talent-Survey-The-generational-management-shift>

Ernst & Young published the results of its survey on generational shifts in the workplace. The survey opened in late June and had 1,215 managers and non-manager respondents. The two leading challenges identified across generations were: 1) managing different work expectations; and 2) the lack of comfort with younger employees managing older employees. The study found, among other things, baby boomers identified benefits as the perk that matter most to them, Generation X employees emphasized work flexibility, and Generation Y employees valued promotions. Interestingly, women employees across all generations valued flexibility more when compared to men; however, men were more likely to say they would leave a job if it did not offer a flexible schedule.