



# CREATING A BETTER SYSTEM

THE INSTITUTE FOR THE FUTURE OF LAW PRACTICE

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## Sometimes an industry gets stuck in an unproductive pattern.

Consider the dramatically different evolution of the medical versus the legal fields. In the early 1930s, house calls by doctors were 40% of doctor-patient meetings. By 1980, it was only 0.6%. What changed over the last century is a dramatic shift in the efficacy of medicine. Around the doctor has grown a medical system that includes a vast array of specially trained healthcare workers.

Unfortunately, the legal field remains stuck in the “house-call” era.

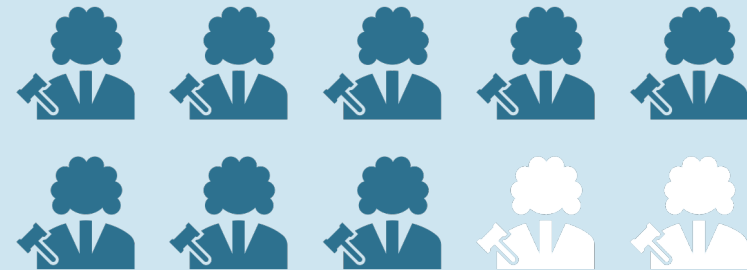
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Source: Helen Kao, et al., "The Past, Present, and Future of House Calls," 25 *Clinics in Geriatric Medicine* 19–34 (2009).

Today, in the United States, fewer than 1 in 10 healthcare workers have a medical degree. In contrast, nearly 8 in 10 legal service workers have a law degree.



**1 in 10** healthcare workers have a medical degree



**8 in 10** legal service workers have a law degree

Which credentialing model best serves the needs of society?

In healthcare, there are well-developed career paths along the entire educational spectrum.



### High School Diploma + On The Job Training

Nursing Assistants	1,450,960
Other Healthcare Sup Workers	88,990
Opticians, Dispensing	72,250
Psychiatric Aides	56,910
Medical Equipment Preparers	55,610
Ophthalmic Medical Technicians	52,890
Orderlies	50,100
Physical Therapist Aide	47,260
Occupational Therapy Aides	7,700
Hearing Aid Specialists	7,680

### Associates Degree

LP & LV Nurses	701,690
Medical Assistants	673,660
EMTs & Paramedics	257,210
Medical Records & Health Info Techs	208,650
Radiologic Technologists	205,590
Phlebotomists	125,280
Other Health Technologists	125,270
Surgical Technologists	110,160
Massage Therapists	105,160
Physical Therapy Assistants	94,250
Psychiatric Technicians	71,360
Diagnostic Medical Sonographers	71,130
Cardiovascular Technologists & Tech	56,560
Medical Transcriptionists	53,730
Occ. Therapy Assistants	42,660
MRI Technologists	38,540
Dietetic Techs	33,540
Other Healthcare Prac. & Techs	32,680
Nuclear Medicine Technologists	18,810
Radiation Therapists	18,260
Therapists, All Other	11,950
Respiratory Therapy Techs	9,090

### Bachelors Degree

Registered Nurses	2,951,960
Clinical Lab. Technologists Techs	321,220
Occ. Health & Safety Specialists	88,390
Athletic Trainers	26,890
Recreational Therapists	18,840
Occ. Health & Safety Tech.	18,020
Exercise Physiologists	6,740

### Masters or Doctorate

Physical Therapists	228,600
Nurse Practitioners	179,650
Speech-Language Pathologists	146,900
Occupational Therapists	126,900
Physician Assistants	114,710
Nurse Anesthetists	43,520
Other Diagnosing Practitioners	36,680
Audiologists	13,300
Podiatrists	9,500
Orthotists and Prosthetists	8,830
Nurse Midwives	6,250
Genetic Counselors	2,640

### MD or DO Degree

Physicians	954,000
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Sources: Number of MDs or DOs from Federation of State Medical Boards (2016); all other occupations from Bureau of Labor Statistics (2018).



In healthcare, a vast network of credentialing bodies fill a gap between education and practice.



In legal services, there are only two career paths. These roles are insufficient to create a system.



Associates Degree

Paralegals and Legal Assistants	309,940
All other Legal Support Workers	43,150

JD Degree

Lawyers	1,352,027
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At IFLP, we believe the legal industry is massively under-credentialed. The place to start is a focus on process, measurement, technology, and systems.

In the long run, few of these jobs will require JDs. Yet, we must evolve within the existing culture. If funded, IFLP can be an effective first mover.

Sources: Number of licensed, active lawyers from American Bar Association (2019); paralegals, legal assistants, and other legal support workers from the Bureau of Labor Statistics (2018).

# How well is the current system working?

# 86%

of low-income Americans with a civil legal problem receive inadequate or no legal help

LEGAL SERVICES CORPORATION, THE JUSTICE GAP (2017)

# 76%

of all civil cases in state courts have at least one self-represented litigant

NATIONAL CONFERENCE OF STATE COURTS, THE LANDSCAPE OF CIVIL LITIGATION IN STATE COURTS, (2015).

# 2=2

The typical small firm lawyer spends almost as much time per day looking for legal work (2.0 hours) as performing legal work (2.3 hours)

CLIO, LEGAL TRENDS REPORT (2017).



Lawyers and law firms are caught in a pattern of “consensual neglect” where no one takes responsibility for the industry’s bleak statistics

THOMPSON REUTERS, REPORT ON THE STATE OF THE LEGAL MARKET (2018)

## The Bi-Modal Distribution

“The legal profession ... seems to fall into two very distinct groups. I always knew that law had different career tracks with varying levels of income, but I never realized how striking the pattern was.”

Greg Mankiw, Harvard University

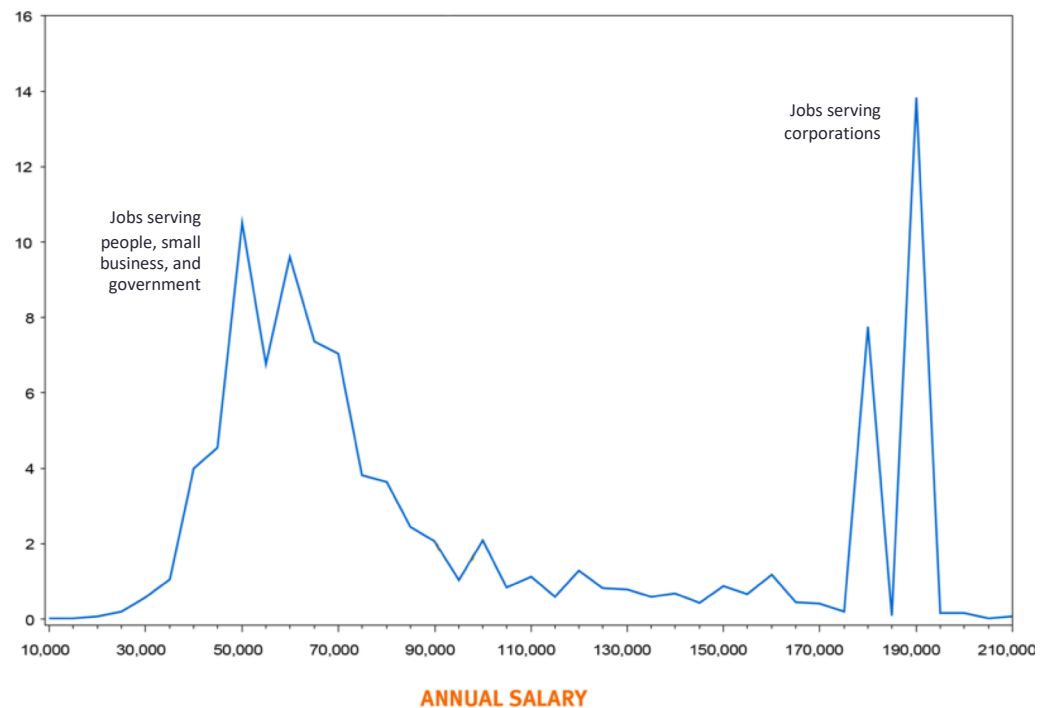


Source:

Greg Mankiw, Robert M. Beren Professor of Economics at Harvard University, commenting the legal profession's bi-modal distribution, "Bi-Modality," Greg Mankiw's Blog, July 10, 2008.

## Distribution of Reported Full-Time Salaries, Class of 2018

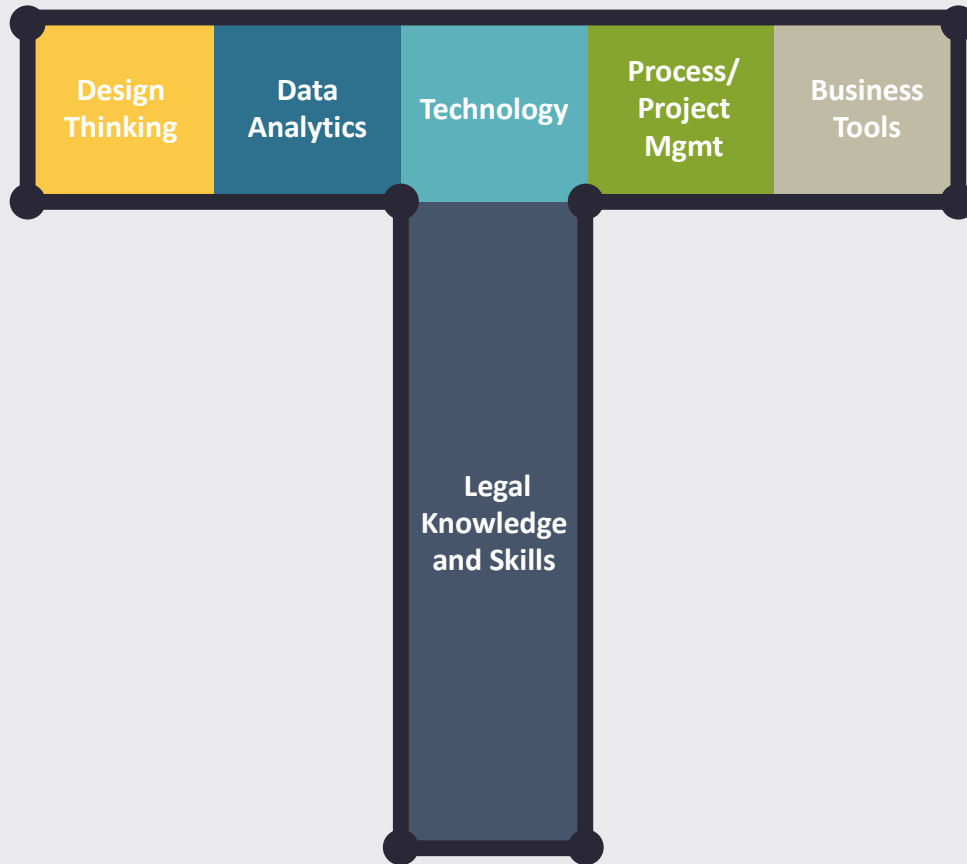
% OF REPORTED SALARIES



The legal field is dysfunctional because its education is based upon elitence and prestige rather than the content of its curriculum and the needs of end users.

The clearest evidence is the “bi-modal” distribution of lawyer starting salaries, which has become more extreme with each passing year. Law grads in the left mode will struggle to repay their student debt.





## Educating inside a dysfunctional industry

The following students are first-generation college graduates who are, based on lack of pedigree, in the left mode. Yet IFLP's curriculum and field placement had a profound impact on their future careers.

IFLP's T-shaped curriculum provides foundational knowledge in allied disciplines. Remarkably, the equivalent of one 300-level course can dramatically change the value of a law degree.



IFLP '19

Southern University Law Center '21

- First-generation college graduate
- 7-month IFLP intern at Cummins, Inc. ('19)
- 10-week IFLP intern at Kean Miller ('20)
- Currently IP intern with Taft Stettinius

## Trezell Ragas

Trezell grew up in rural Louisiana. When she was 12, Hurricane Katrina hit her hometown. “My family lost everything. For three months, we were homeless. We had to live in a church a few hours away.”

As a 1L at Southern, one of six Historically Black law schools, her Chancellor, John Pierre, encouraged her to apply to IFLP.

“I sought out IFLP as a way in. Am Law 200 firms don’t come to interview at my school. I found the curriculum very rigorous ... Law school is heavy on theory. In contrast, IFLP helps you understand the business aspects of law, and that’s so important for young lawyers who want to make it in this rapidly changing industry.”

“When I become a partner or GC, I’m not going to factor in GPA or law school [in hiring decisions]. In my own experience, qualified attorneys come from everywhere. I’ll use the same metrics as IFLP, looking at background, skills, and aptitude to be successful. .... It’s about grit and hustle. You can be as or more successful than anyone else if the doors are open to you.”



IFLP '18

Indiana Law '21

- First-generation college graduate
- Non-traditional student, LGBTQ, married
- Interned at Chapman and Cutler
- Associate at goodcounsel, Chicago

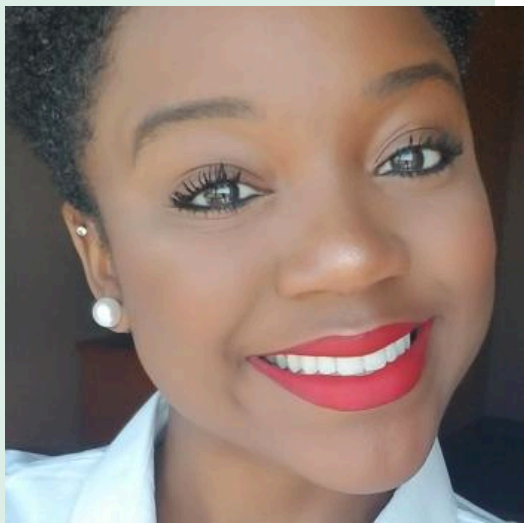
## Elmer Thoreson

Elmer is the son of construction worker in Valparaiso, Indiana. He has been supporting himself since high school.

“I didn’t get a big law internship offer for my 2L summer despite several interviews. I looked around at my peers who did have offers, and the common factor was they had attorneys in their family or network.”

“goodcounsel was looking for an attorney with business and document automation skills, which isn’t easy to find. Ordinarily, they’d never hire an associate directly out of law school. But because of the unique skills and practice experience gained through IFLP, they made an exception for me. I can honestly say, I got my dream job because of IFLP.”

“Law is very selective and I was an outsider. That’s why I think law has such a problem with diversity and inclusion. Firms talk about finding a candidate that’s the right ‘fit,’ but they have no idea what would make a good employee. What they are really looking for—and this could be completely subconscious—is someone who is as similar to them as possible.”



IFLP '19

Southern University Law Center '20

- First-generation college graduate
- 7-month Intern at Cisco
- JD/MPA Candidate
- Focused on employment law

## Arnedia Wallace

Arnedia is one of six children, growing up in a small village in Louisiana with approximately 150 residents.

“We didn’t have a lot of money, so my mother would tell us we had to do well in school. I brought home straight A’s in sixth grade, and she said, ‘Now I know that if you’re working your hardest you can do this’ and that became the standard for me.”

“Before IFLP, I had a very limited view of what I could do with a law degree. I thought working for a law firm was the only option. I didn’t understand how I could leverage my degree and work in say, legal operations. I didn’t even know that was a thing. Now I’m even interviewing for some tech-based companies, which I’m more confident applying for because of my IFLP training in data analytics and Lean Six Sigma.”

“IFLP really sees law students as individuals, as whole persons and as professionals. They provide opportunities to students that otherwise wouldn’t have them. IFLP is so intentional about seeing what students are capable of doing and molding them to do better.”



This is an industry hungry for what we're doing.

Legal Professionals organization



(2,500 legal professions—half of its members have a law degree)

Organizations seeking programming for their professionals



Law schools participating in the program



Employers seeking IFLP interns





At IFLP, we believe that education should create opportunities to do important work.

We have a track record of outstanding results with precious little funding.

We ask for your support in helping us scale our mission-based work.

