

Why Law Firms Are Pivoting to Employment Law in 2026

A practical guide to why firms are expanding into employment law and where the growth opportunities are.

The Personal Injury Market is Shifting. **Are You?**

For years, Personal Injury (PI) has been the gold standard for contingency-based growth. However, rising lead costs and aggressive regulatory shifts have changed the landscape.

As California lawmakers continue to expand workplace protections and increase enforcement, relying on a single practice area has become a significant business risk.

The most successful firms are pivoting now to stay ahead of the market.

The table below identifies the most lucrative employment case types that align perfectly with the contingency-based revenue models PI firms already master.

Case Type	Typical Revenue Model	Why PI Firms Love It
Wrongful Termination	Contingency	High emotional damages; similar to "Pain & Suffering" logic.
Wage & Hour Class Actions	Contingency / Statutory Fees	One "hook" lead can turn into 50+ plaintiffs.
Private Attorneys General Act (PAGA) (California Specific)	Civil Penalties	High-volume "regulatory" litigation that scales rapidly.
Discrimination /Harassment	Contingency	Strong narrative-driven cases that often settle pre-trial.

Employment Law by the Numbers

162M

Employed individuals in the United States as of February 2026

1 in 5

Employees experience workplace misconduct

26K+

Employment law cases filed in federal courts in 2025

6 Reasons to Expand

01



Strong Case Volume

Workplace misconduct affects 1 in 5 employees. While other practice areas fluctuate with the economy, employment disputes remain a constant, reliable source of litigation.

02



Broad Client Demand

Your current PI database is a goldmine. Your injured clients likely have workplace issues they haven't disclosed yet.

03



Low Competition

Most employment firms are small and lack a strong level of marketing. This creates an opportunity for established firms entering the space with a strong advantage from the start.

04



Stable Cashflow

Wrongful termination and discrimination claims are often handled on a contingency basis. This is a familiar revenue model for many law firm practices already. Contingency-based models mean your current cash-flow logic stays the same.

05



Growth Opportunities

Each new workplace law in 2026 is a direct new cause of action and a fresh revenue stream for your firm.

06



Strategic Risk Diversification

Protect your firm from a "PI-only" dependency. Diversifying into Employment Law secures your business against regulatory volatility and specific fee caps affecting traditional cases.

Build Your Team in Under 3 Days

We provide the infrastructure so you can provide the expertise.

Day 1

Selection & Matching of Pre- Vetted Specialists

Hire paralegals and intake pros with verified Employment Law backgrounds.

Day 2

Technical Integration and Workflow Automation

We give you the "Employment Law Playbook" for your CRM.

Day 3

Go-Live & Scale.

Launch your Employment Law division with the ability to scale up or down based on case volume—zero overhead, zero friction..

Ready to See the Blueprint in Action?

Join **Hamid Kohan** for an exclusive deep dive into the 2026 Employment Law Expansion.

Date: April 29, 2026

Time: 10:30 AM PDT

What You'll Get:

The exact staffing models used by the top 1% of California firms.



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