


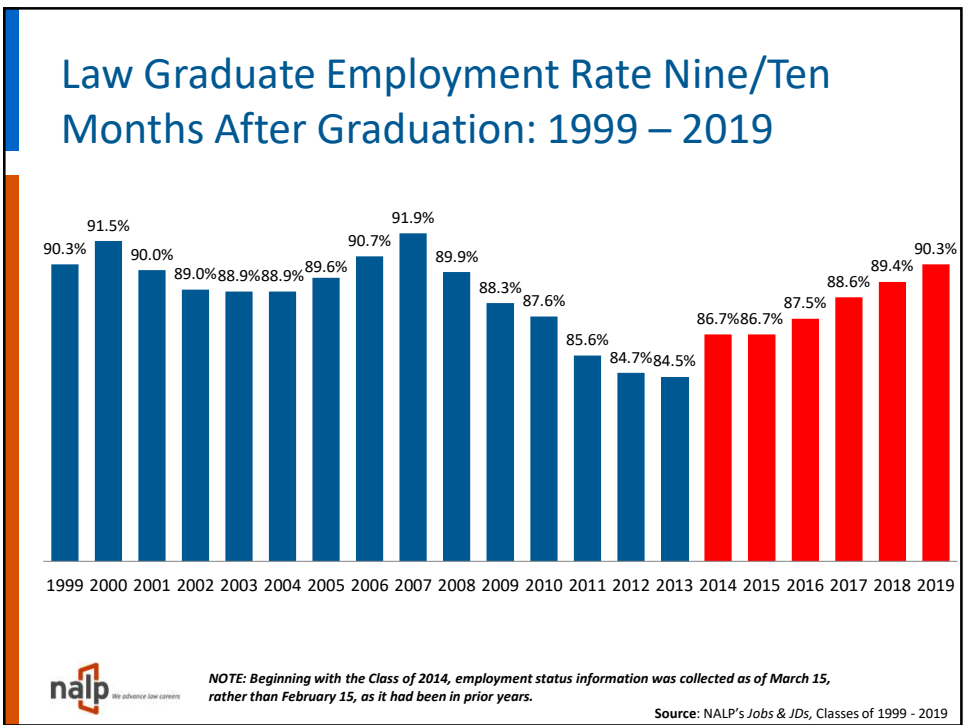
Disparate Outcomes: A New Look at NALP's Employment and Salary Data

Free Member Webinar
October 29, 2020

Presenters:
James Leipold, Executive Director
Danielle Taylor, Director of Research

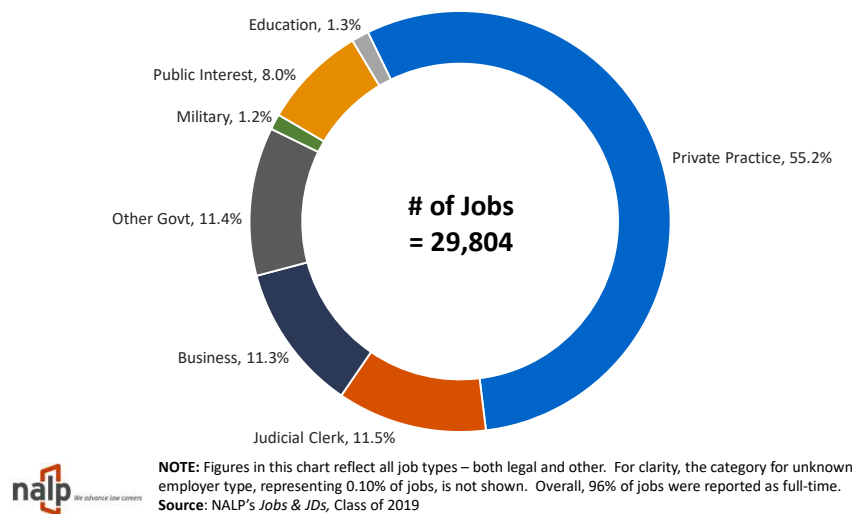


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Employment Outcomes for the Class of 2019: Employer Type



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Key Employment Metrics by Graduate Demographics for the Class of 2019

All Graduates:

Number of Graduates with Known Employment Status:	33,007
Total Employed (%):	90.3%
% Employed in a Bar Passage Required/Anticipated Job:	76.2%
Median Salary	\$72,500

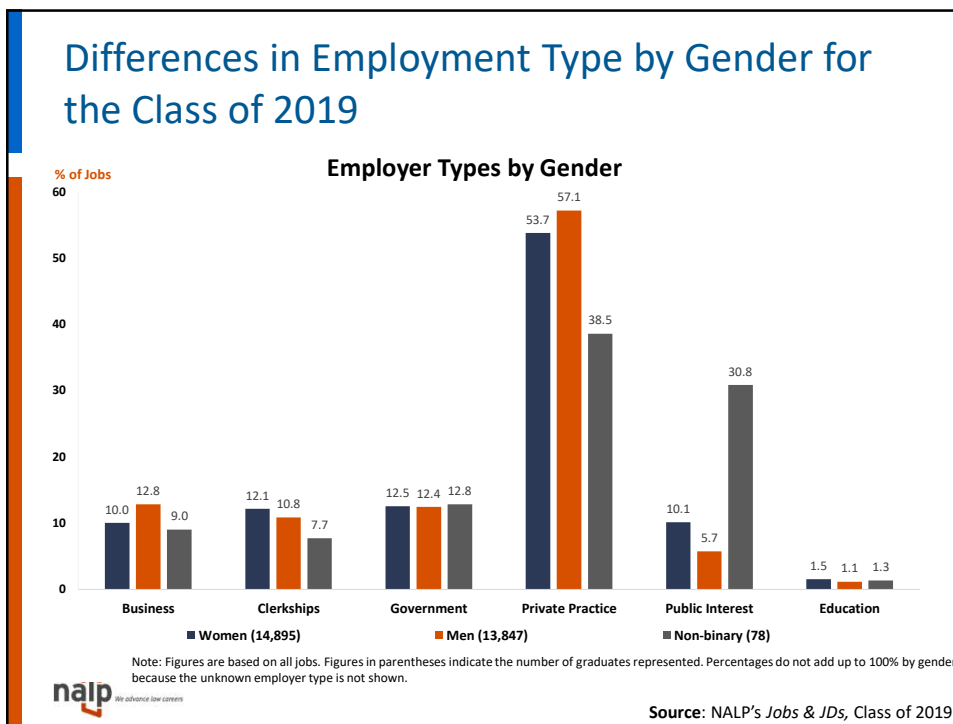
Top 3 Employer Types for Employed Grads:

1. Private Practice	55.2%
2. Government	12.5%
3. Judicial Clerkships	11.5%

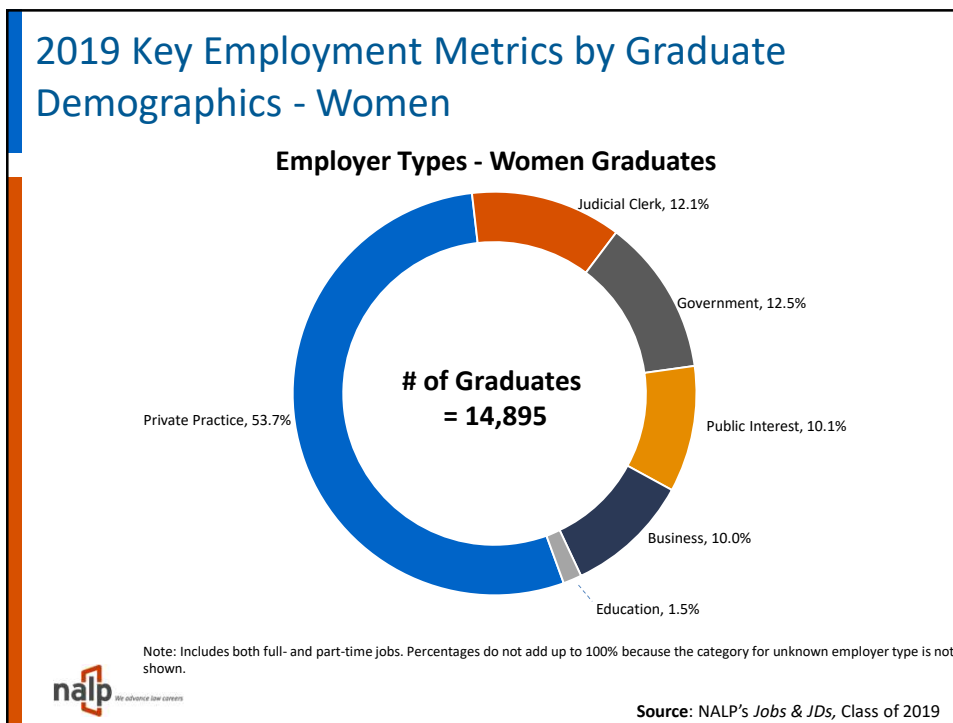


Source: NALP's *Jobs & JDs*, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics

Graduates who are Women:

		Compared to Graduates Overall
Number of Graduates with Known Employment Status:	16,477	
% of All Graduates that Reported Gender (regardless of employment status):	51.5%	
Total Employed (%):	90.6%	↑0.3
% Employed in a Bar Passage Required/Anticipated Job:	77.2%	↑1.0
Median Salary	\$70,000	↓ \$2,500
Top 3 Employer Types for Employed Grads:		
1. Private Practice	53.7%	↓1.5
2. Government	12.5%	=
3. Judicial Clerkships	12.1%	↑0.6

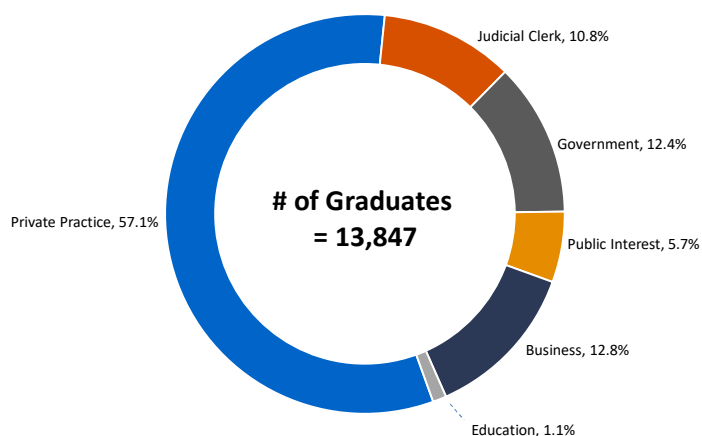


Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics - Men

Employer Types - Men Graduates



Note: Includes both full- and part-time jobs. Percentages do not add up to 100% because the category for unknown employer type is not shown.



Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics

		Compared to Graduates Overall
Graduates who are Men:		
Number of Graduates with Known Employment Status:	15,399	
% of All Graduates that Reported Gender (regardless of employment status):	48.2%	
Total Employed (%):	90.3%	=
% Employed in a Bar Passage Required/Anticipated Job:	75.5%	↓0.7
Median Salary	\$75,000	↑\$2,500
Top 3 Employer Types for Employed Grads:		
1. Private Practice	57.1%	↑1.9
2. Business	12.8%	↑1.5
3. Government	12.4%	↓0.1

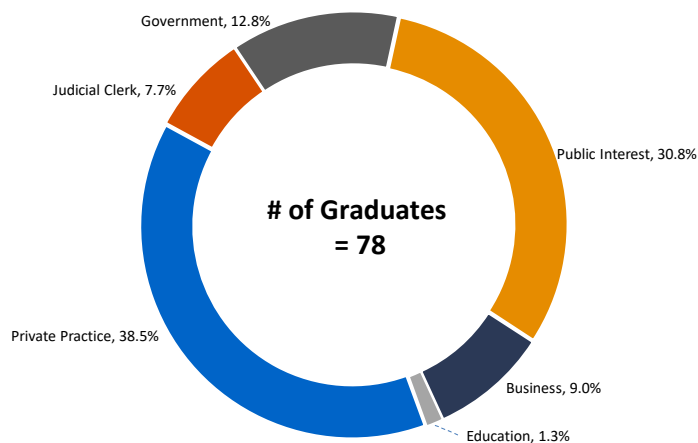


Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics – Non-binary Graduates

Employer Types - Non-binary Graduates



Note: Includes both full- and part-time jobs. Percentages do not add up to 100% because the category for unknown employer type is not shown.



Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics

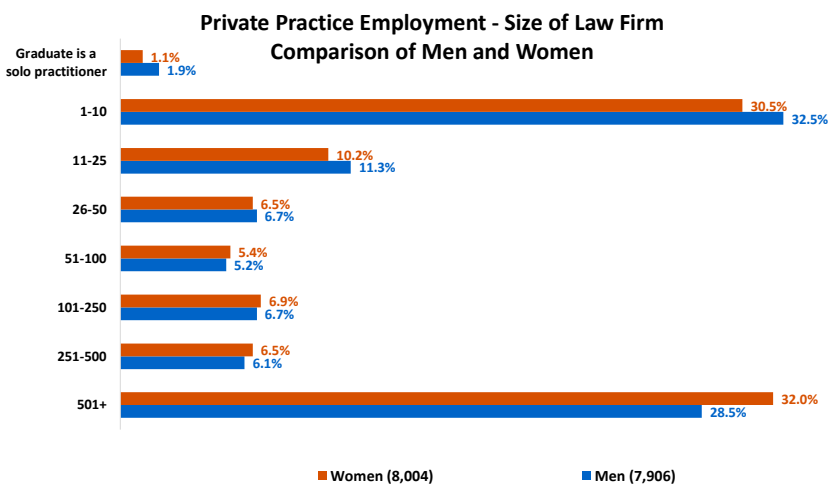
		Compared to Graduates Overall
Graduates who are Non-binary:		
Number of Graduates with Known Employment Status:	88	
% of All Graduates that Reported Gender (regardless of employment status):	0.3%	
Total Employed (%):	88.6%	↓1.7
% Employed in a Bar Passage Required/Anticipated Job:	68.2%	↓8.0
Median Salary	\$67,500	↓\$5,000
Top 3 Employer Types for Employed Grads:		
1. Private Practice	38.5%	↓16.7
2. Public Interest	30.8%	↑22.8
3. Government	12.8%	↑0.3



Source: NALP's Jobs & JDs, Class of 2019

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Employment in Private Practice by Gender and Size of Law Firm, Class of 2019

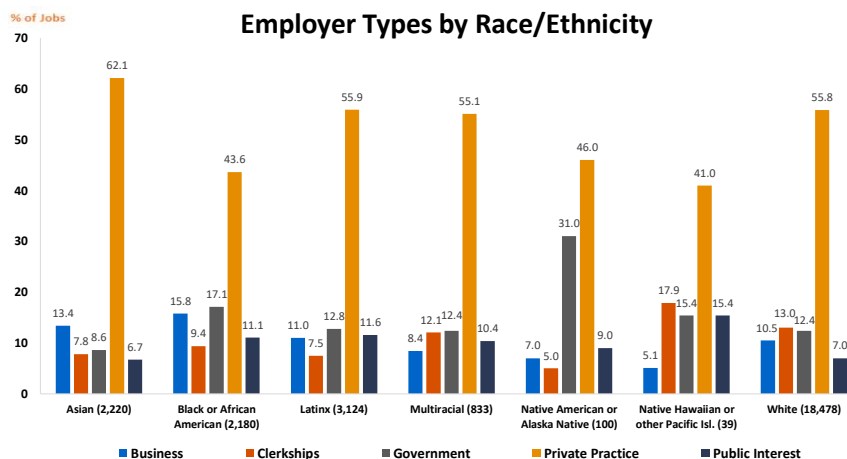


Note: Figures include full-time and part-time jobs. Percentages do not add up to 100% because the unknown size category is not shown. The 1-10 category includes graduates working for a solo practitioner. Data for non-binary graduates are not shown due to the small number of observations within private practice.

Source: NALP's Jobs & JDs, Class of 2019

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Differences in Employment Type by Race/Ethnicity, Class of 2019



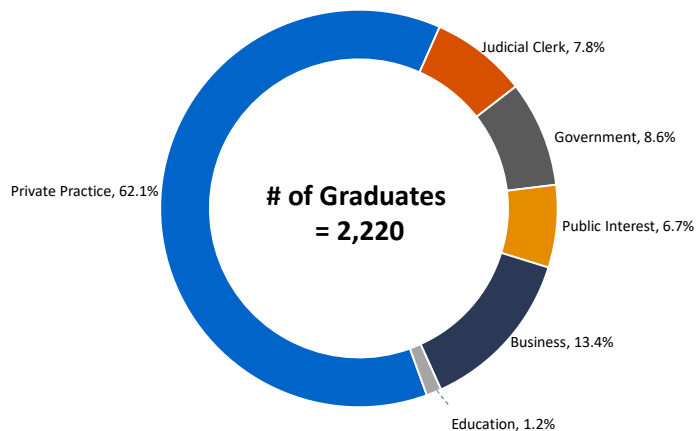
Note: Figures are based on all jobs. Figures in parentheses indicate the number of graduates represented. For clarity, not all employer types are shown on the graph.

Source: NALP's *Jobs & JDs*, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics – Asian Graduates

Employer Types - Asian Graduates



Note: Includes both full- and part-time jobs. Percentages do not add up to 100% because the category for unknown employer type is not shown.

Source: NALP's *Jobs & JDs*, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics

Compared to Graduates Overall

Asian Graduates:

Number of Graduates with Known Employment Status:	2,545	
% of All Graduates that Reported Race/Ethnicity (regardless of employment status):	8.5%	
% Women	5.0%	
% Men	3.5%	
Total Employed (%):	86.4%	↓3.9
% Employed in Bar Passage Required/Anticipated Job:	70.6%	↓5.6
Median Salary	\$125,000	↑\$52,500
Top 3 Employer Types for Employed Grads:		
1. Private Practice	62.1%	↑6.9
2. Business	13.4%	↑2.1
3. Government	8.6%	↓3.9

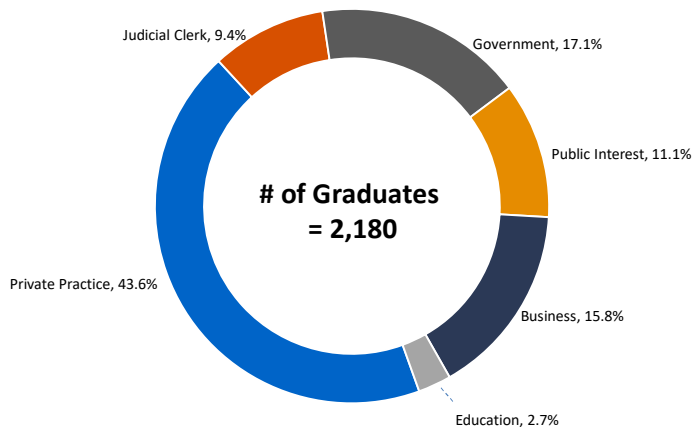


Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics – Black or African American Graduates

Employer Types - Black or African American Graduates



Note: Includes both full- and part-time jobs. Percentages do not add up to 100% because the category for unknown employer type is not shown.

Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics

Compared to Graduates Overall

Black or African American Graduates:

Number of Graduates with Known Employment Status:	2,552	
% of All Graduates that Reported Race/Ethnicity (regardless of employment status):	8.7%	
% Women	5.6%	
% Men	3.1%	
Total Employed (%):	85.4%	↓4.9
% Employed in Bar Passage Required/Anticipated Job:	62.4%	↓13.8
Median Salary	\$70,000	↓\$2,500

Top 3 Employer Types for Employed Grads:

1. Private Practice	43.6%	↓11.6
2. Government	17.1%	↑4.6
3. Business	15.8%	↑4.5

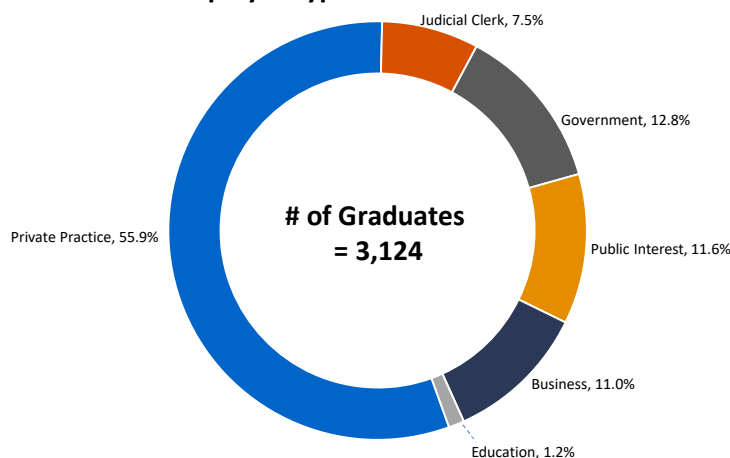


Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics – Latinx Graduates

Employer Types - Latinx Graduates



Note: Includes both full- and part-time jobs. Percentages do not add up to 100% because the category for unknown employer type is not shown.



Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics

Compared to Graduates Overall

Latinx Graduates:

Number of Graduates with Known Employment Status:	3,547	
% of All Graduates that Reported Race/Ethnicity (regardless of employment status):	11.9%	
% Women	6.7%	
% Men	5.2%	
Total Employed (%):	88.1%	↓2.2
% Employed in Bar Passage Required/Anticipated Job:	73.1%	↓3.1
Median Salary	\$70,000	↓\$2,500

Top 3 Employer Types for Employed Grads:

1. Private Practice	55.9%	↑0.7
2. Government	12.8%	↑0.3
3. Public Interest	11.6%	↑3.6

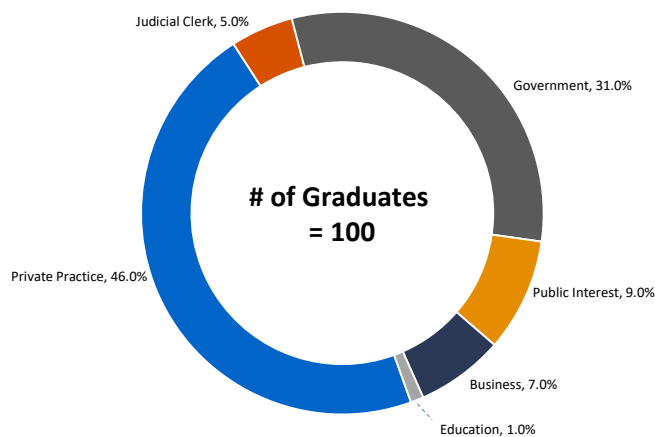


Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics – Native American or AK Native Graduates

Employer Types - Native American or AK Native Graduates



Note: Includes both full- and part-time jobs. Percentages do not add up to 100% because the category for unknown employer type is not shown.



Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics

Compared to Graduates Overall

Native American or Alaska Native Graduates:

Number of Graduates with Known Employment Status:	117	
% of All Graduates that Reported Race/Ethnicity (regardless of employment status):	0.4%	
% Women	0.2%	
% Men	0.2%	
Total Employed (%):	85.5%	↓4.8
% Employed in Bar Passage Required/Anticipated Job:	63.2%	↓13.0
Median Salary	\$65,000	↓\$7,500

Top 3 Employer Types for Employed Grads:

1. Private Practice	46.0%	↓9.2
2. Government	31.0%	↑18.5
3. Public Interest	9.0%	↑1.0

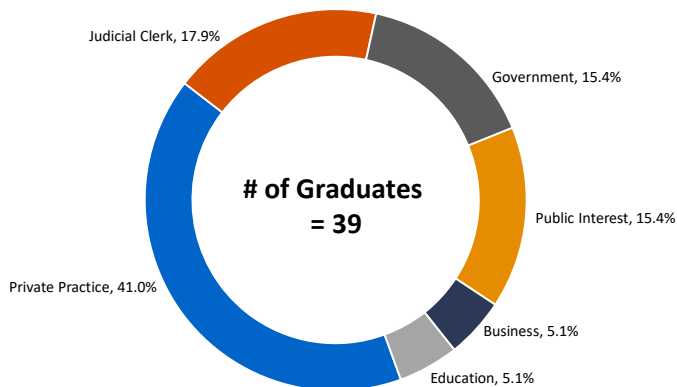


Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics – Native HI or other PI Graduates

Employer Types - Native HI or other PI Graduates



Note: Includes both full- and part-time jobs. Percentages do not add up to 100% because the category for unknown employer type is not shown.



Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics

Compared to Graduates Overall

Native Hawaiian or Pacific Islander Graduates:

Number of Graduates with Known Employment Status:	42	
% of All Graduates that Reported Race/Ethnicity (regardless of employment status):	0.14%	
% Women	0.07%	
% Men	0.07%	
Total Employed (%):	92.9%	↑2.6
% Employed in Bar Passage Required/Anticipated Job:	73.8%	↓2.4
Median Salary	\$62,000	↓\$10,500

Top 3 Employer Types for Employed Grads:

1. Private Practice	41.0%	↓14.2
2. Judicial Clerkships	17.9%	↑6.4
3. Government/Public Interest (tie)	15.4%	↑2.9/7.4

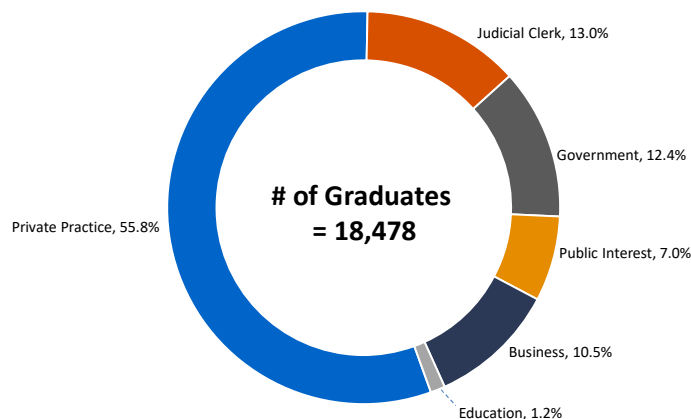


Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics – White/Caucasian Graduates

Employer Types - White/Caucasian Graduates



Note: Includes both full- and part-time jobs. Percentages do not add up to 100% because the category for unknown employer type is not shown.

Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics

Compared to Graduates Overall

White/Caucasian Graduates:

Number of Graduates with Known Employment Status:	20,060	
% of All Graduates that Reported Race/Ethnicity (regardless of employment status):	67.2%	
% Women	32.2%	
% Men	34.8%	
Total Employed (%):	92.1%	↑1.8
% Employed in Bar Passage Required/Anticipated Job:	79.8%	↑3.6
Median Salary	\$71,000	↓\$1,500
Top 3 Employer Types for Employed Grads:		
1. Private Practice	55.8%	↑0.6
2. Judicial Clerkships	13.0%	↑1.5
3. Government	12.4%	↓0.1

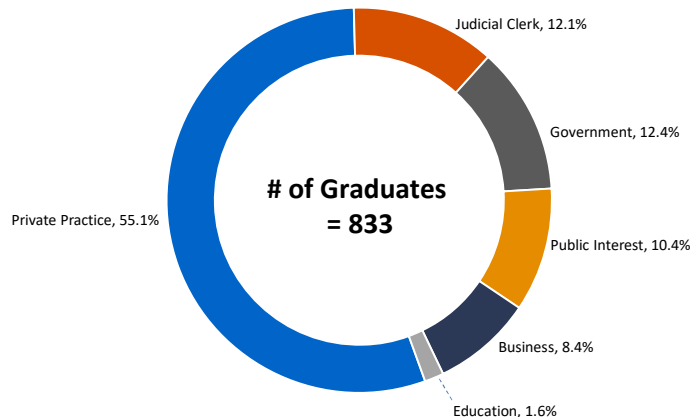


Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics – Multiracial Graduates

Employer Types - Multiracial Graduates



Note: Includes both full- and part-time jobs. Percentages do not add up to 100% because the category for unknown employer type is not shown.

Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics

Compared to Graduates Overall

Multiracial Graduates:

Number of Graduates with Known Employment Status:	929	
% of All Graduates that Reported Race/Ethnicity (regardless of employment status):	3.1%	
% Women	1.8%	
% Men	1.3%	
Total Employed (%):	89.7%	↓0.6
% Employed in Bar Passage Required/Anticipated Job:	77.2%	↑1.0
Median Salary	\$75,000	↑\$2,500

Top 3 Employer Types for Employed Grads:

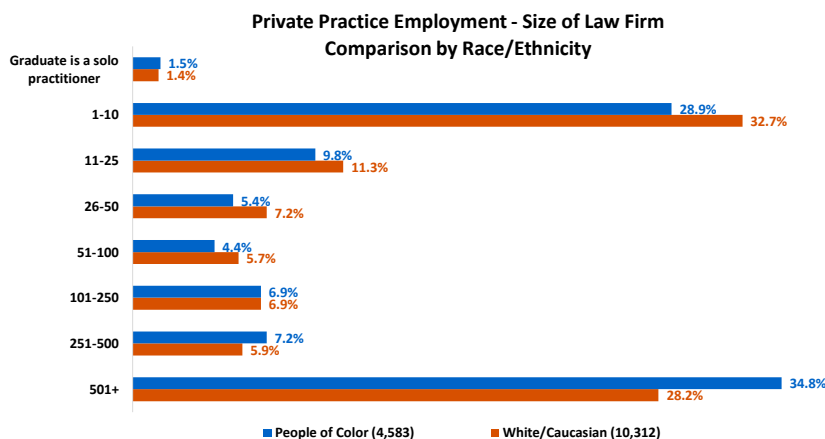
1. Private Practice	55.1%	↓0.1
2. Government	12.4%	↓0.1
3. Judicial Clerkships	12.1%	↑0.6



Source: NALP's Jobs & JDs, Class of 2019

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Employment in Private Practice by Race/Ethnicity and Size of Law Firm, Class of 2019



Note: Figures include full-time and part-time jobs. Percentages do not add up to 100% because the unknown size category is not shown. The 1-10 category includes graduates working for a solo practitioner. People of color includes graduates who reported a race/ethnicity of Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, or selected two or more races.



Source: NALP's Jobs & JDs, Class of 2019

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Clerkships by Graduate Demographics

Percentage of All Employed Graduates in Each Type of Clerkship*:

Compared to
Graduates Overall

Clerkships overall:	11.5%	
1. State	6.7%	
2. Federal	4.1%	
3. Local	0.7%	

* A small number of other and unknown level of government clerkships are not shown separately but are included in the overall clerkship percentage.

Percentage of All Graduates of Color* in Each Type of Clerkship:

Clerkships overall:	8.5%	↓3.0
1. State	5.2%	↓1.5
2. Federal	2.7%	↓1.4
3. Local	0.6%	↓0.1

* Graduates of color includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial graduates.



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Clerkships by Graduate Demographics

Percentage of Black or African American Graduates in Each Type of Clerkship:

Compared to
Graduates Overall

Clerkships overall:	9.4%	↓2.1
1. State	6.6%	↓0.1
2. Federal	2.1%	↓2.0
3. Local	0.6%	↓0.1

Percentage of Latinx Graduates in Each Type of Clerkship:

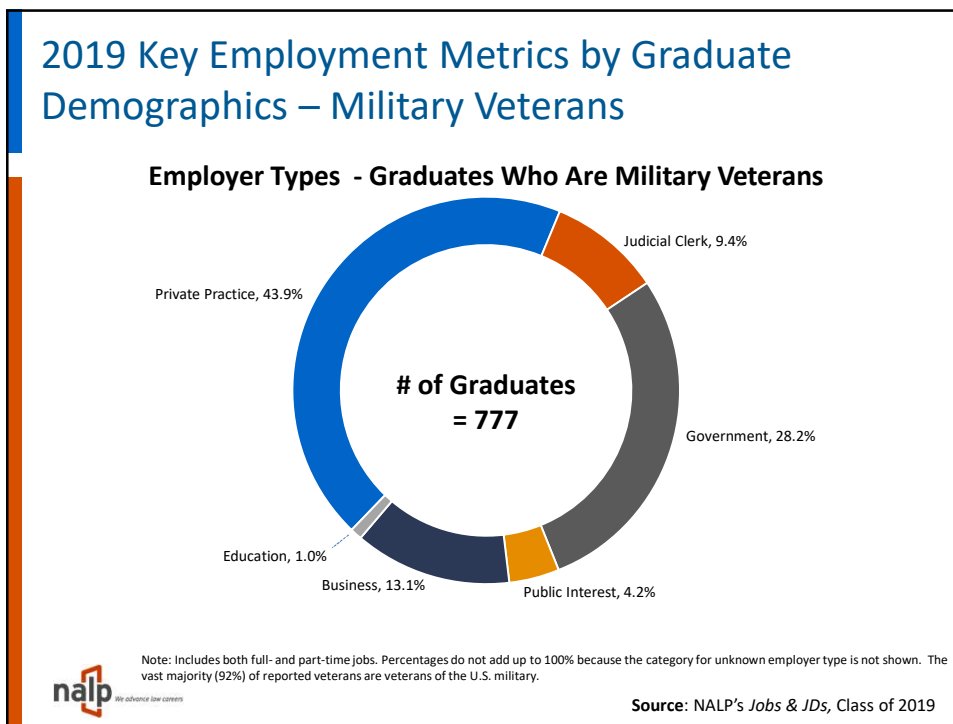
Clerkships overall:	7.5%	↓4.0
1. State	4.0%	↓2.7
2. Federal	2.8%	↓1.3
3. Local	0.6%	↓0.1

Percentage of Asian Graduates in Each Type of Clerkship:

Clerkships overall:	7.8%	↓3.7
1. State	4.4%	↓2.3
2. Federal	3.0%	↓1.1
3. Local	0.4%	↓0.3



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2019 Key Employment Metrics by Graduate Demographics

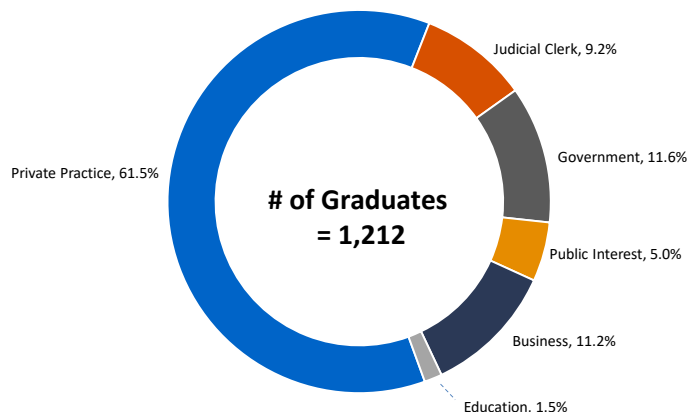
		Compared to Graduates Overall
Graduates who are Military Veterans:		
Number of Graduates with Known Employment Status:	866	
Total Employed (%):	89.7%	↓0.6
% Employed in a Bar Passage Required/Anticipated Job:	68.1%	↓8.1
Median Salary	\$75,000	↑\$2,500
Top 3 Employer Types for Employed Grads:		
1. Private Practice	43.9%	↓11.3
2. Government	28.2%	↑15.7
3. Business	13.1%	↑1.8

Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics – Transfer Students

Employer Types - Graduates Who Were Transfer Students



Note: Includes both full- and part-time jobs. Percentages do not add up to 100% because the category for unknown employer type is not shown.



Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics

Graduates who were Transfer Students:

		Compared to Graduates Overall
Number of Graduates with Known Employment Status:	1,368	
% of All Graduates that Reported Transfer Status (regardless of employment status):	4.6%	
Total Employed (%):	88.6%	↓1.7
% Employed in a Bar Passage Required/Anticipated Job:	73.8%	↓2.4
Median Salary	\$85,000	↑\$12,500

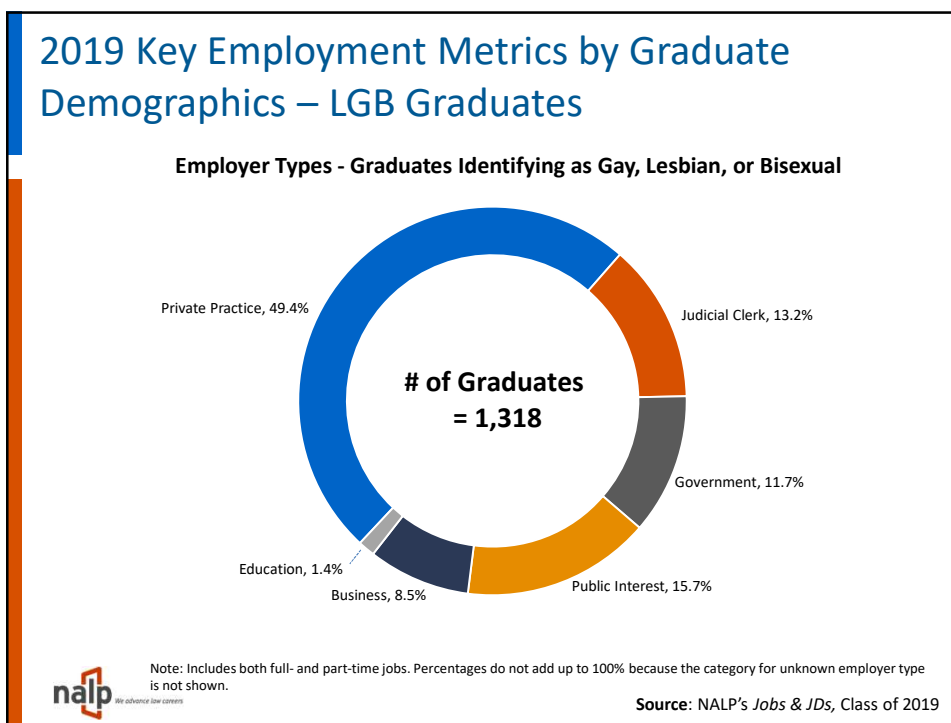
Top 3 Employer Types for Employed Grads:

1. Private Practice	61.5%	↑6.3
2. Government	11.6%	↓0.9
3. Business	11.2%	↓0.1



Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics

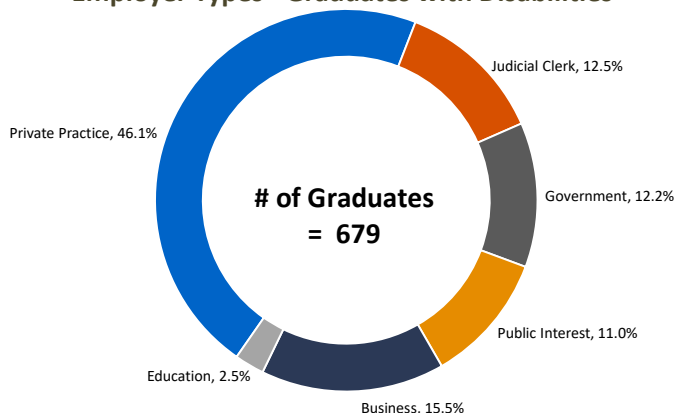
		Compared to Graduates Overall
Graduates Identifying as Lesbian, Gay, or Bisexual:		
Number of Graduates with Known Employment Status:	1,453	
% of All Graduates that Reported Sexual Orientation (regardless of employment status):	7.3%	
Total Employed (%):	90.7%	↑0.4
% Employed in a Bar Passage Required/Anticipated Job:	77.9%	↑1.7
Median Salary	\$70,000	↓\$2,500
Top 3 Employer Types for Employed Grads:		
1. Private Practice	49.4%	↓5.8
2. Public Interest	15.7%	↑7.7
3. Judicial Clerkships	13.2%	↑1.7

Source: NALP's *Jobs & JDs*, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics

Employer Types - Graduates with Disabilities



Note: Includes both full- and part-time jobs. Percentages do not add up to 100% because the category for unknown employer type is not shown.

Source: NALP's Jobs & JDs, Class of 2019

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2019 Key Employment Metrics by Graduate Demographics

Graduates with Disabilities:

		Compared to Graduates Overall
Number of Graduates with Known Employment Status:	800	
% of All Graduates that Reported Disability Status (regardless of employment status):	4.1%	
Total Employed (%):	84.9%	↓5.4
% Employed in a Bar Passage Required/Anticipated Job:	64.1%	↓12.1
Median Salary	\$68,000	↓ \$4,500

Top 3 Employer Types for Employed Grads:

1. Private Practice	46.1%	↓9.1
2. Business	15.5%	↑4.2
3. Judicial Clerkships	12.5%	↑1.0



Source: NALP's Jobs & JDs, Class of 2019

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For more detailed demographic data

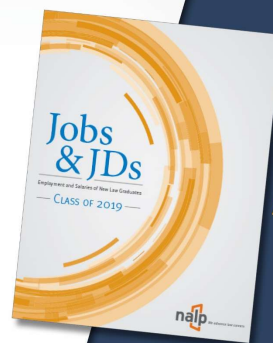
Jobs & JDs

Employment and Salaries of
New Graduates, Class of 2019

Jobs & JDs is the most comprehensive analysis of the types of employment and salaries obtained by the Class of 2019.

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This year's report features an **expanded demographics** section and **additional data visualizations**.



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We Now Have Time for Your Questions!

Contact Information:

James Leipold
Executive Director
jleipold@nalp.org

Danielle Taylor
Director of Research
dtaylor@nalp.org



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