



Disparate Outcomes: A Closer Look at NALP's Class of 2023 Employment and Salary Data

NALP Member Webinar
October 23, 2024

Presenters:

Nikia Gray, Executive Director

Danielle Taylor, Director of Research & Chief Data Strategist

Oksana Poulis, Research Analyst



Class of 2023 National Figures

Key Employment Metrics for the **Class of 2023**

All Graduates:

 Number of Graduates with Known Employment Status: 34,392

 Total Employed (%): 92.6%

 % Employed in a Bar Admission Required/Anticipated Job: 82.1%

 Median Salary \$90,000

Top 3 Employer Types for Employed Grads:





1. Private Practice 58.2%

2. Government 12.0%

3. Judicial Clerkships 10.4%

Key Employment Metrics for the **Class of 2023**

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	Number of Graduates with Known Employment Status:	34,392
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	% Employed in a Bar Admission Required/Anticipated Job:	82.1%
	Median Salary	\$90,000







Top 3 Employer Types for Employed Grads:

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Key Employment Metrics for the **Class of 2023**

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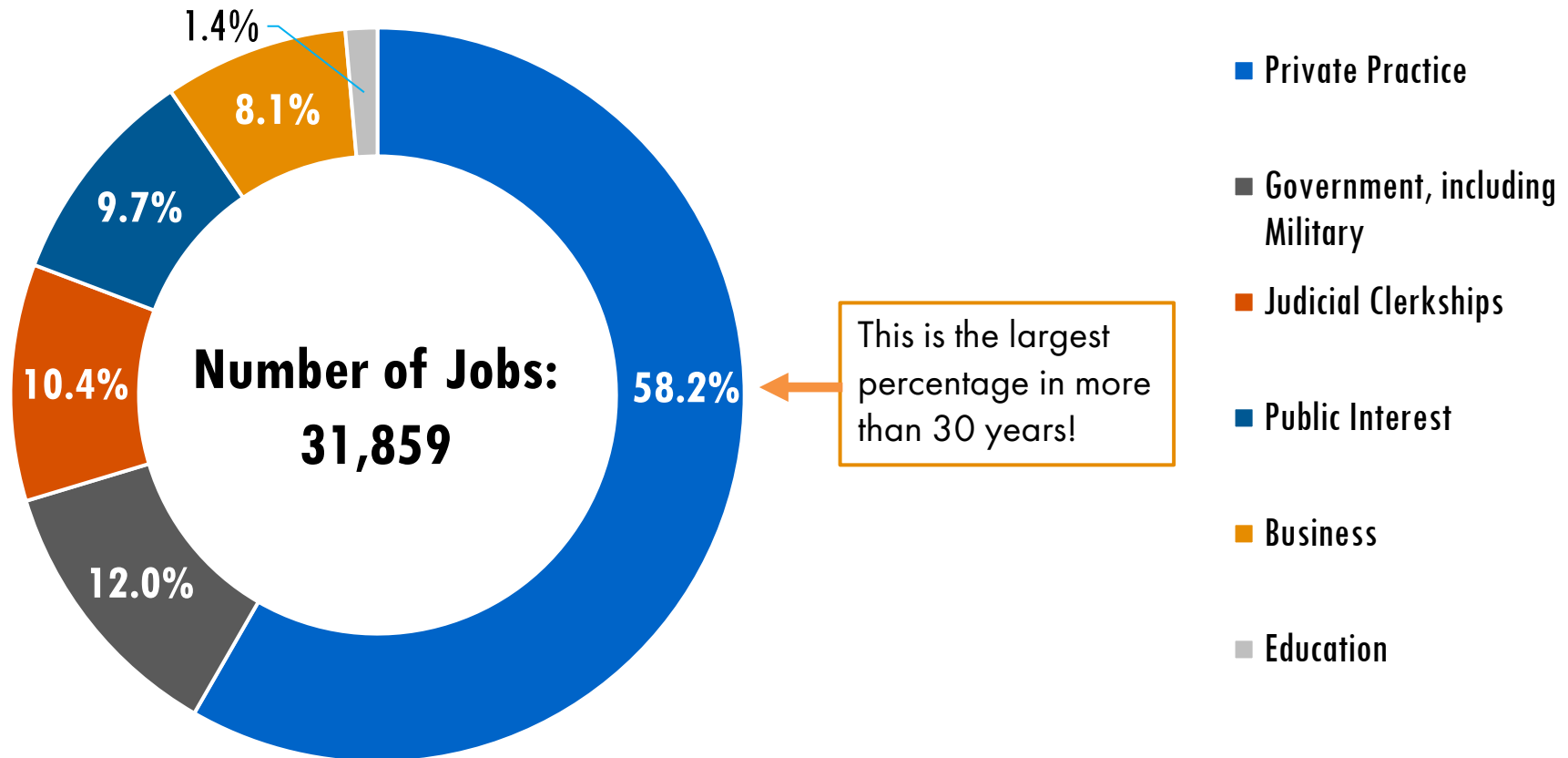
	Number of Graduates with Known Employment Status:	34,392
	Total Employed (%):	92.6%
	% Employed in a Bar Admission Required/Anticipated Job:	82.1%
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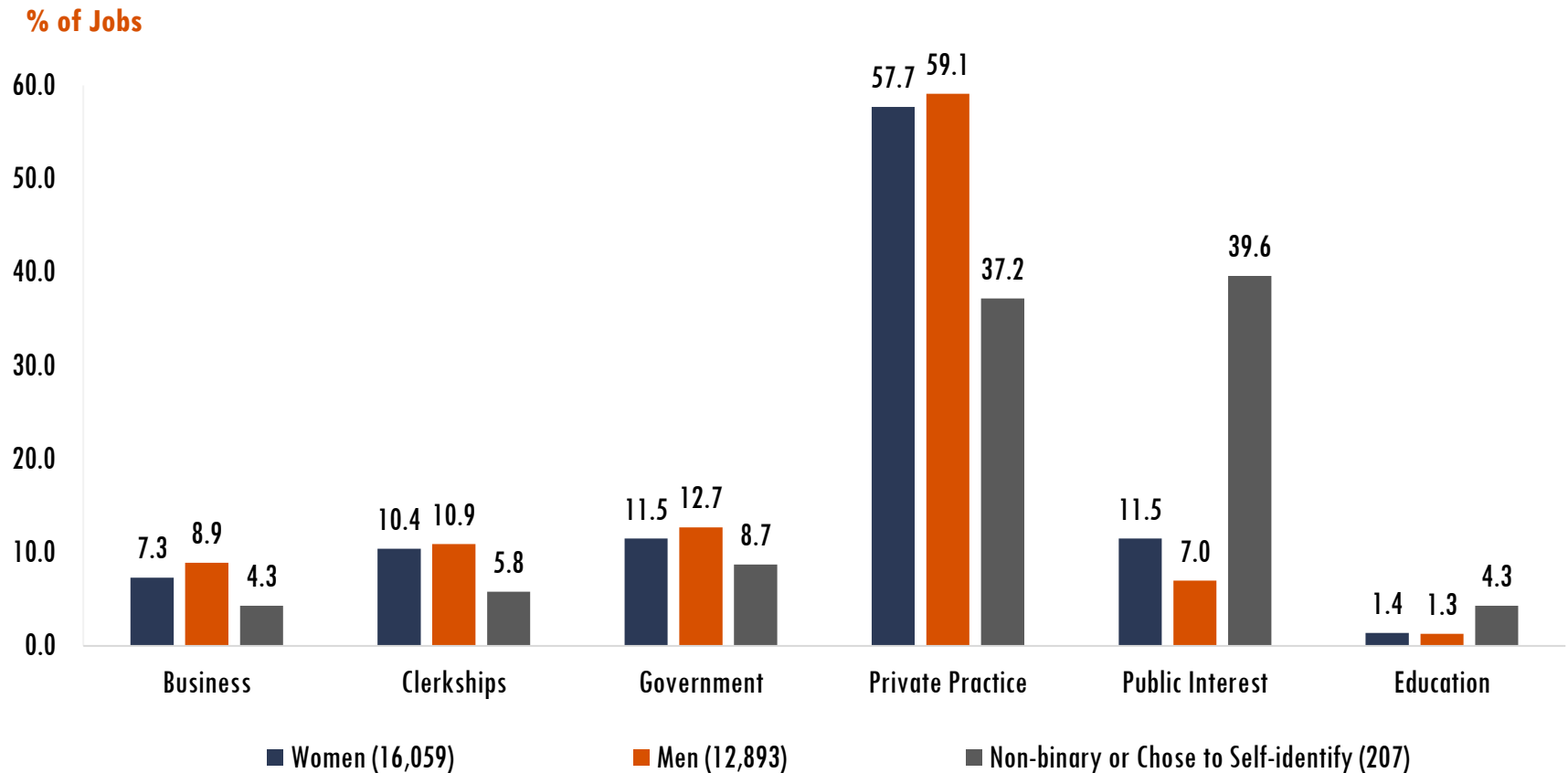
Employment Outcomes for the Class of 2023: Employer Type



Note: Figures in this chart reflect all job types – both legal and other. For clarity, the category for unknown employer type, representing 0.05% of jobs, is not shown. Overall, 97.5% of jobs were reported as full-time.






Data by Gender

Women and Non-binary grads more likely to work in Public Interest, Men more likely to work in a Law Firm







Note: Figures are based on all jobs. Figures in parentheses indicate the number of graduates represented. The non-binary or chose to self-identify category also includes graduates who selected multiple gender identities. The percentages do not add up to 100% by gender because the unknown employer type is not shown.

Key Employment Metrics for the Class of 2023 - Women

		Compared to Graduates Overall
	Number of Graduates with Known Employment Status:	17,287
	% of All Graduates who Reported Gender (regardless of employment status):	54.9%
	Total Employed (%):	92.9% +0.3
	% Employed in a Bar Admission Required/Anticipated Job:	83.1% +1.0
	Median Salary	\$87,000 -\$3,000
	Top 3 Employer Types for Employed Grads:	
	1. Private Practice	57.7% -0.5
	2. Government/Public Interest (tie)	11.5% each -0.5/+1.8
	3. Judicial Clerkships	10.4% ≡

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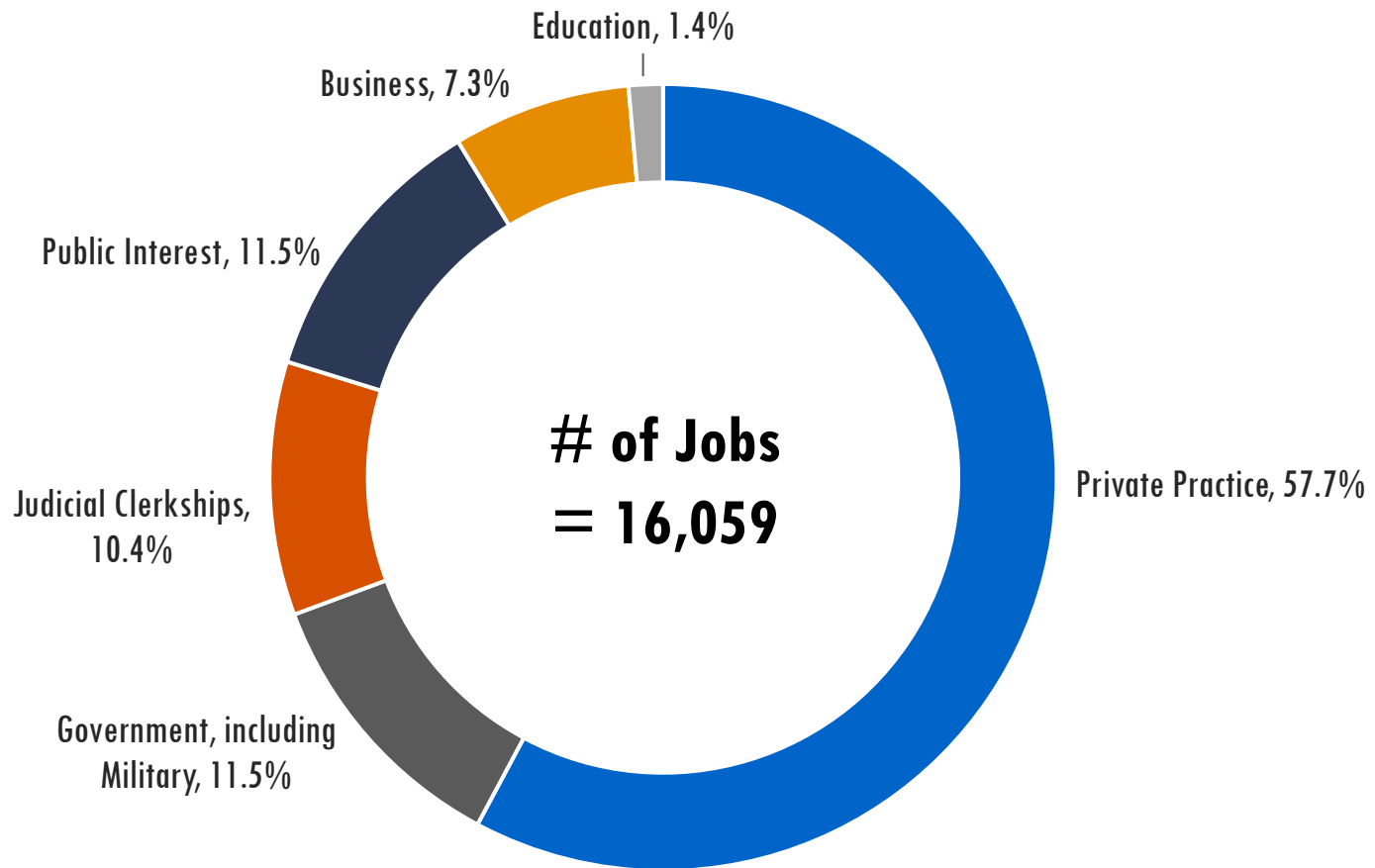
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Class of 2023 Employer Types - Women







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

Key Employment Metrics for the Class of 2023 - Men

		Compared to Graduates Overall
	Number of Graduates with Known Employment Status:	13,923
	% of All Graduates who Reported Gender (regardless of employment status):	44.3%
	Total Employed (%):	92.6% ≡
	% Employed in a Bar Admission Required/Anticipated Job:	81.7% -0.4
	Median Salary	\$90,000 ≡
	Top 3 Employer Types for Employed Grads:	
	1. Private Practice	59.1% +0.9
	2. Government	12.7% +0.7
	3. Judicial Clerkships	10.9% +0.5

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Top 3 Employer Types for Employed Grads:

1. Private Practice	59.1%	+0.9
2. Government	12.7%	+0.7
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Key Employment Metrics for the Class of 2023 - Men

Compared to
Graduates Overall

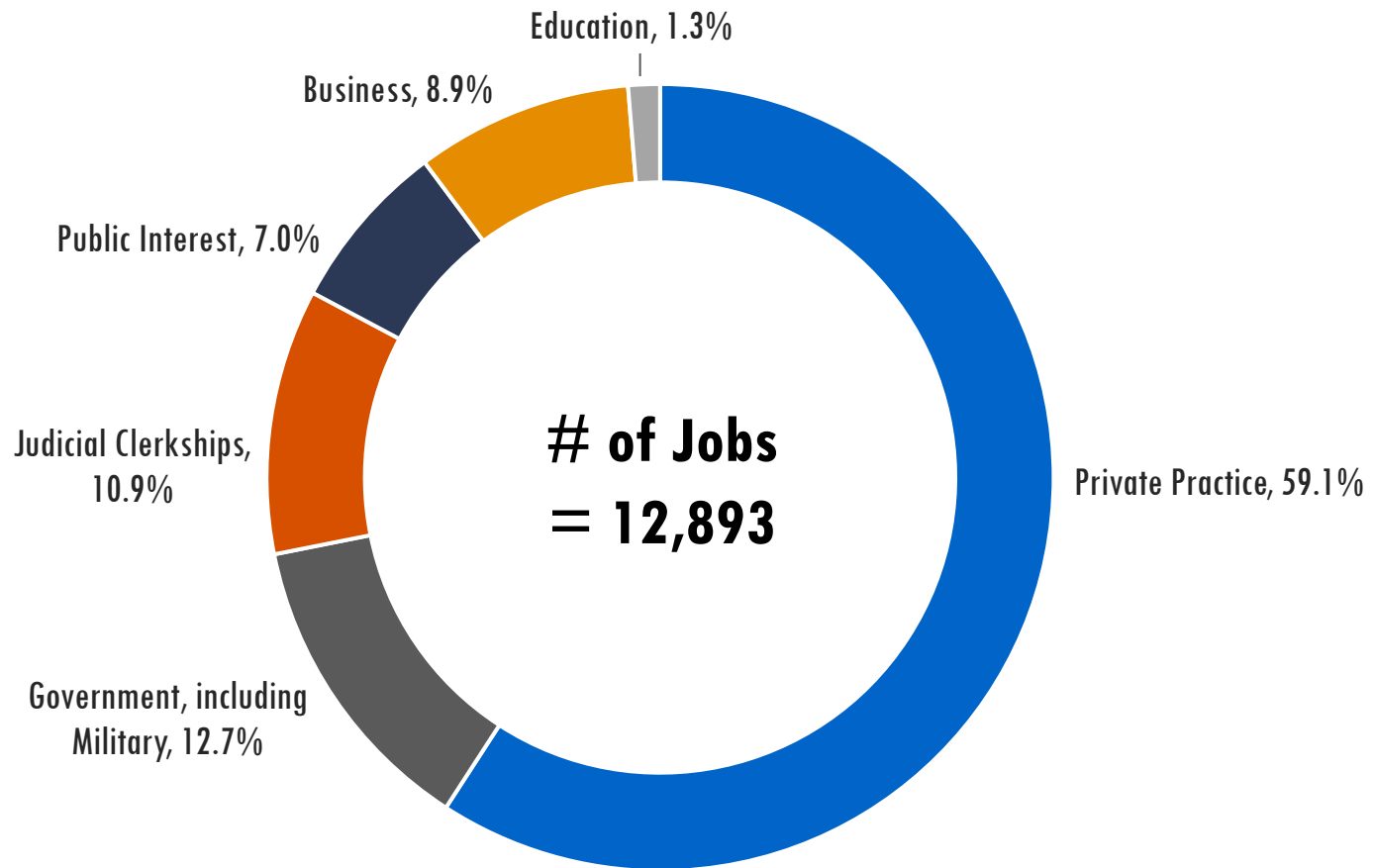
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3. Judicial Clerkships	10.9%	+0.5






Class of 2023 Employer Types - Men



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





Key Employment Metrics for the Class of 2023 – Gender Non-binary or Chose to Self-identify

Compared to
Graduates Overall

	Number of Graduates with Known Employment Status:	233	
	% of All Graduates who Reported Gender (regardless of employment status):	0.7%	
	Total Employed (%):	88.8%	-3.8
	% Employed in a Bar Admission Required/Anticipated Job:	75.1%	-7.0
	Median Salary	\$75,000	-\$15,000
	Top 3 Employer Types for Employed Grads:		
	1. Public Interest	39.6%	+29.9
	2. Private Practice	37.2%	-21.0
	3. Government	8.7%	-3.3

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Top 3 Employer Types for Employed Grads:

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2. Private Practice	37.2%	-21.0
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Note: The non-binary or chose to self-identify category also includes graduates who selected multiple gender identities.

Source: NALP's Jobs & JDs, Class of 2023

Key Employment Metrics for the Class of 2023 – Gender Non-binary or Chose to Self-identify

Compared to
Graduates Overall

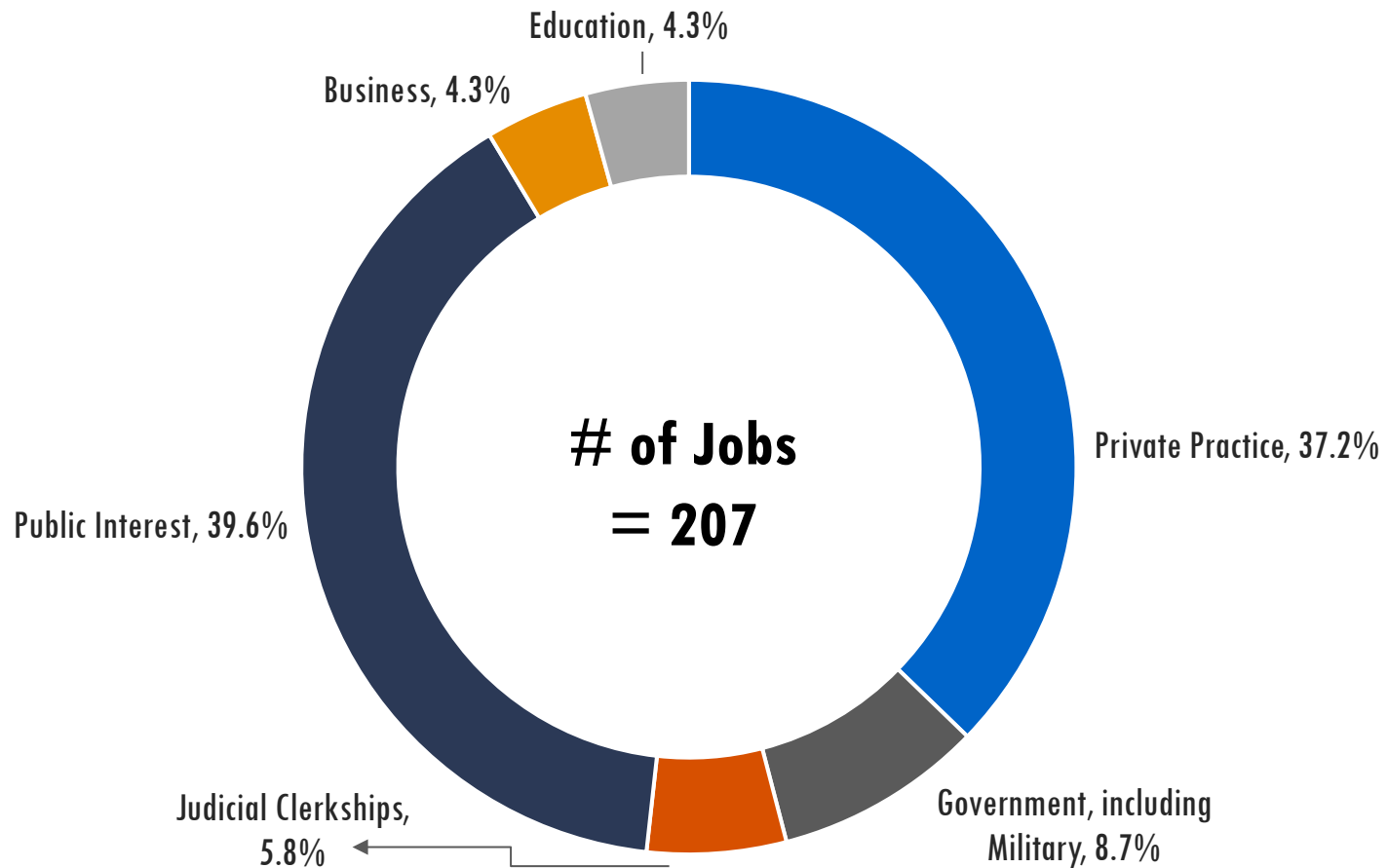
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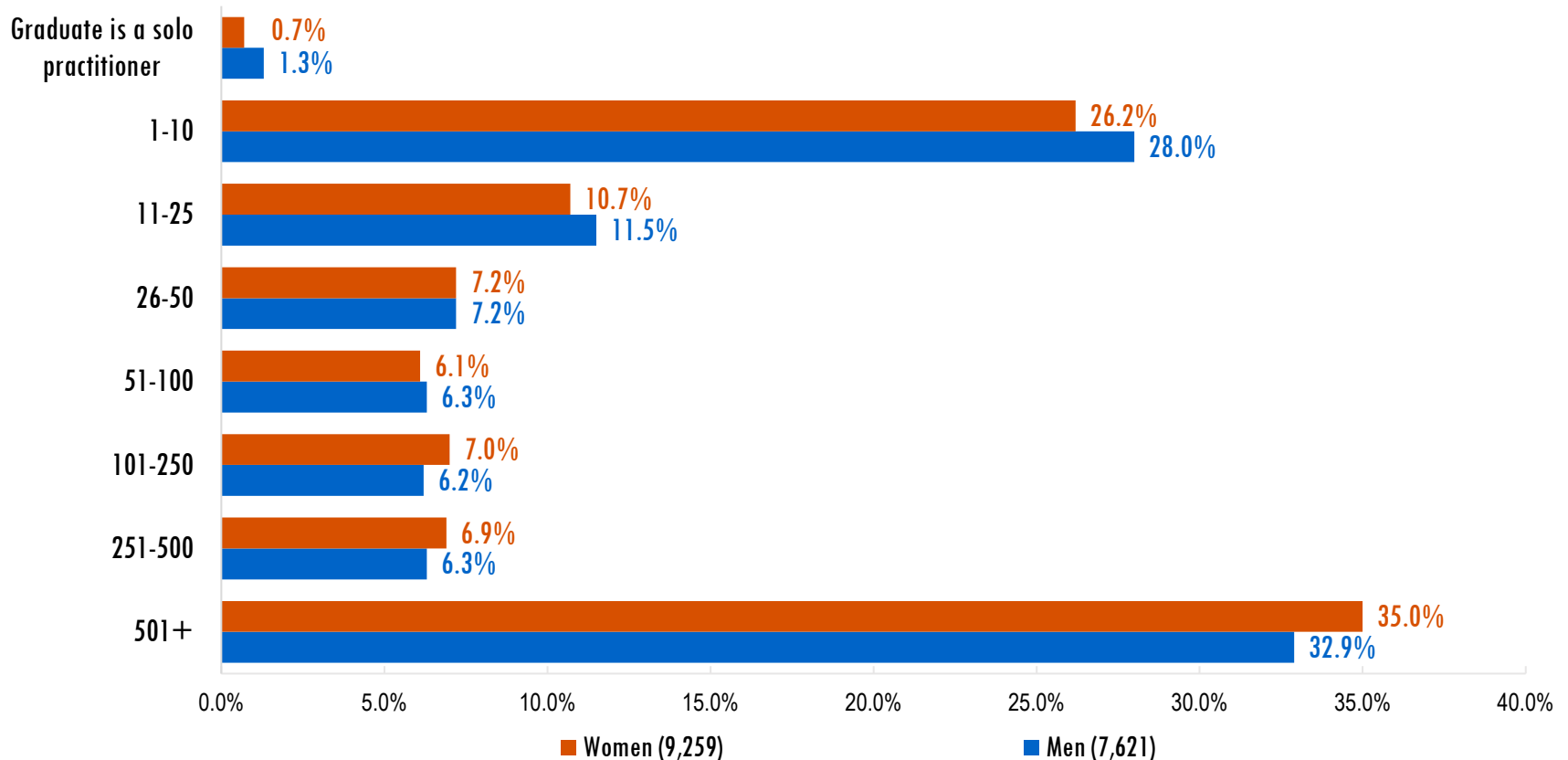
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Class of 2023 Employer Types - Gender Non-binary or Chose to Self-identify



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

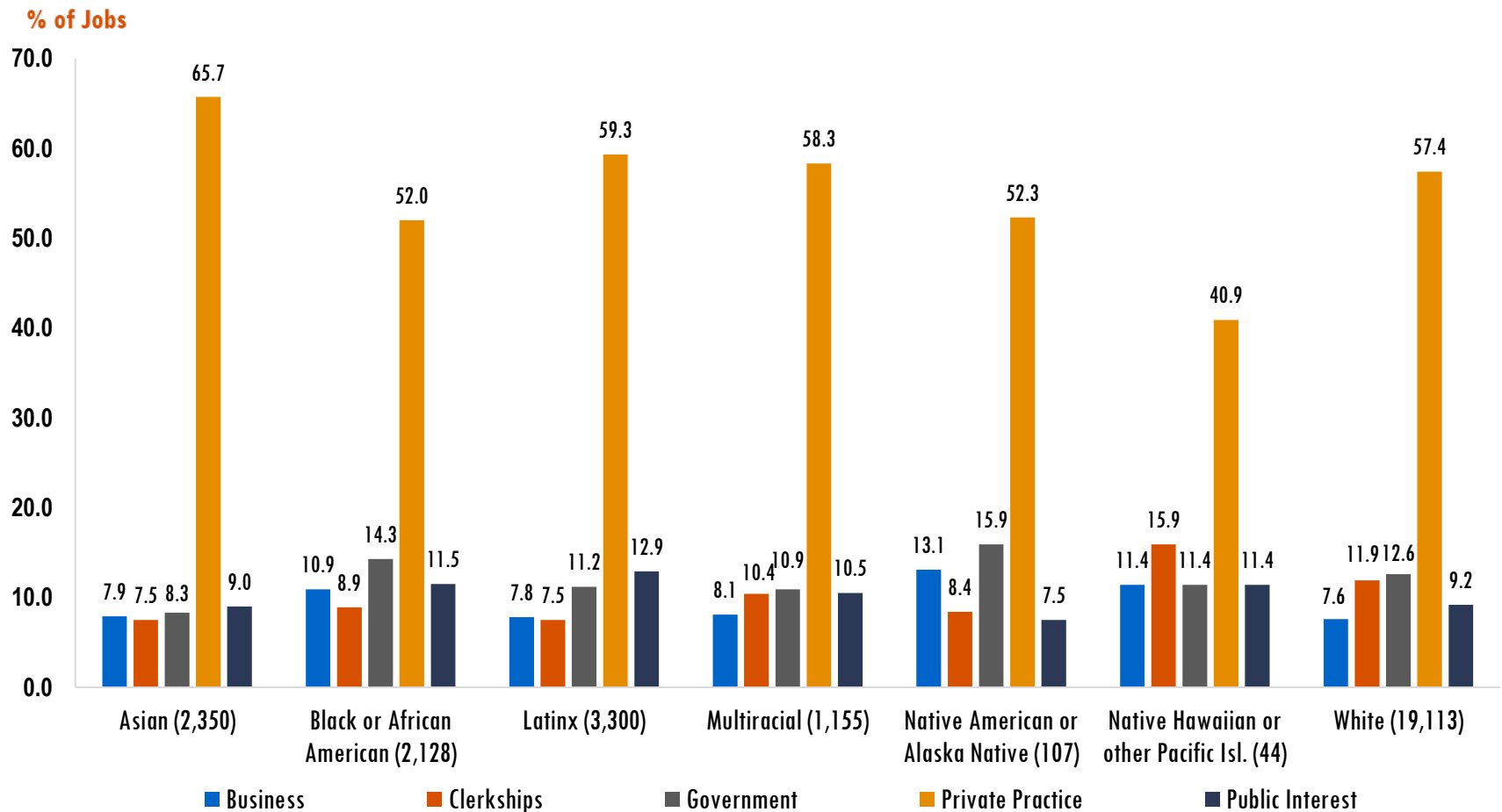
Women are slightly more likely to work in Firms of 501+ Lawyers



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 or those who chose to self-identify their gender are not shown due to the small number of graduates within private practice. The percentages do not add up to 100% by gender because the unknown firm size is not shown.

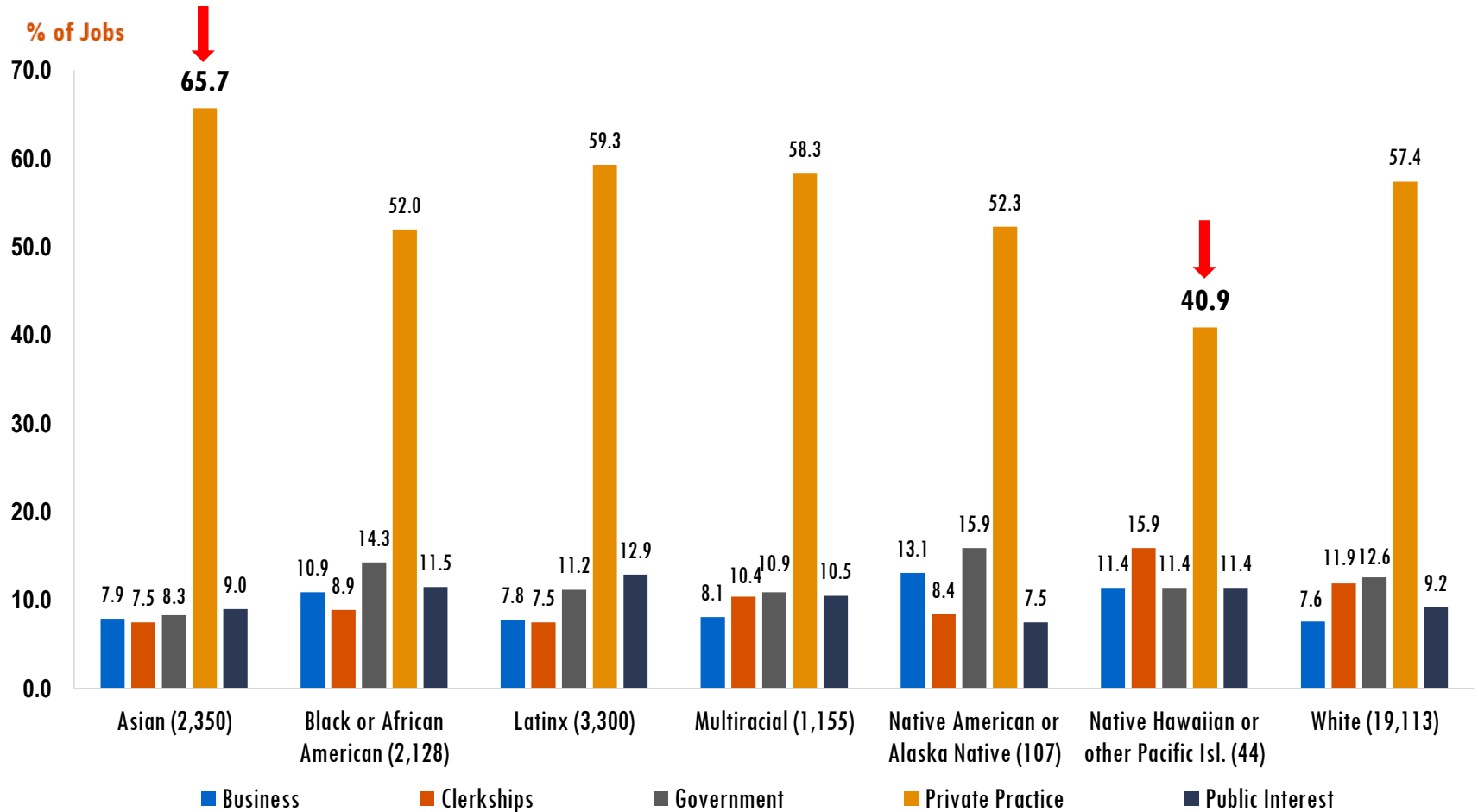
Data by Race/Ethnicity

Class of 2023 Employer Types by **Race/Ethnicity**



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.






Employment in **Private Practice** varies considerably by **Race/Ethnicity**



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.





Key Employment Metrics for the Class of 2023 – White/Caucasian Graduates

Compared to
Graduates Overall

	Number of Graduates with Known Employment Status:	20,331	
	% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	66.9%	
	Total Employed (%):	94.0%	+1.4
	% Employed in a Bar Admission Required/Anticipated Job:	84.4%	+2.3
	Median Salary	\$85,000	-\$5,000
	Top 3 Employer Types for Employed Grads:		
	1. Private Practice	57.4%	-0.8
	2. Government	12.6%	+0.6
	3. Judicial Clerkships	11.9%	+1.5

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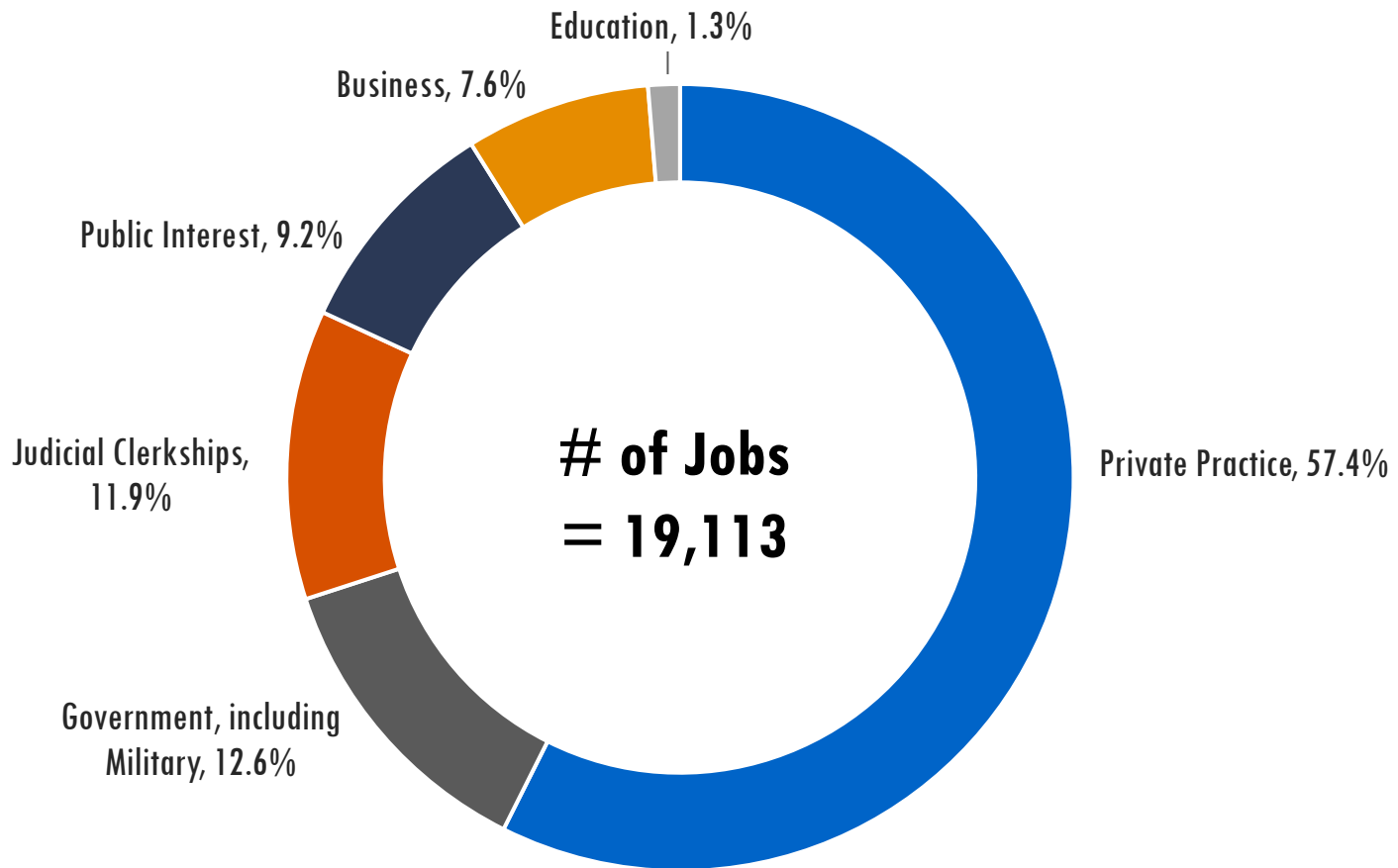
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Class of 2023 Employer Types - White/Caucasian Graduates







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

Key Employment Metrics for the Class of 2023 – Asian Graduates

		Compared to Graduates Overall
	Number of Graduates with Known Employment Status:	2,598
	% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	8.5%
	Total Employed (%):	90.5% -2.1
	% Employed in a Bar Admission Required/Anticipated Job:	80.8% -1.3
	Median Salary	\$170,000 +\$80,000
	Top 3 Employer Types for Employed Grads:	
	1. Private Practice	65.7% +7.5
	2. Public Interest	9.0% -0.7
	3. Government	8.3% -3.7

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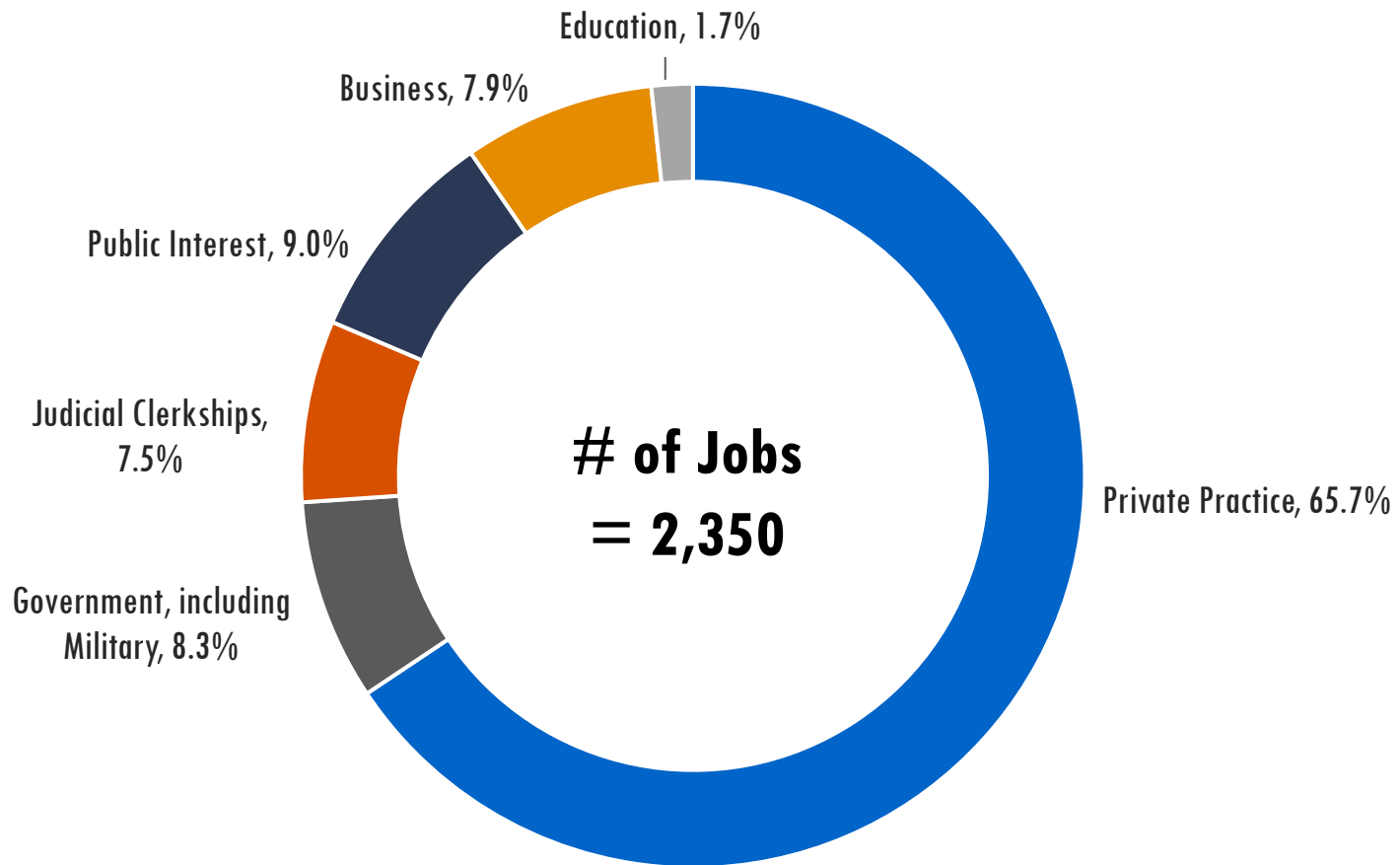
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	Median Salary	\$170,000	+\$80,000



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2. Public Interest	9.0%	-0.7
3. Government	8.3%	-3.7






Class of 2023 Employer Types - Asian Graduates



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





Key Employment Metrics for the Class of 2023 – Black or African American Graduates

Compared to
Graduates Overall

	Number of Graduates with Known Employment Status:	2,396	
	% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	7.9%	
	Total Employed (%):	88.8%	-3.8
	% Employed in a Bar Admission Required/Anticipated Job:	72.9%	-9.2
	Median Salary	\$97,250	+\$7,250
	Top 3 Employer Types for Employed Grads:		
	1. Private Practice	52.0%	-6.2
	2. Government	14.3%	+2.3
	3. Public Interest	11.5%	+1.8

Key Employment Metrics for the Class of 2023 – Black or African American Graduates

Compared to
Graduates Overall

	Number of Graduates with Known Employment Status:	2,396	
	% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	7.9%	
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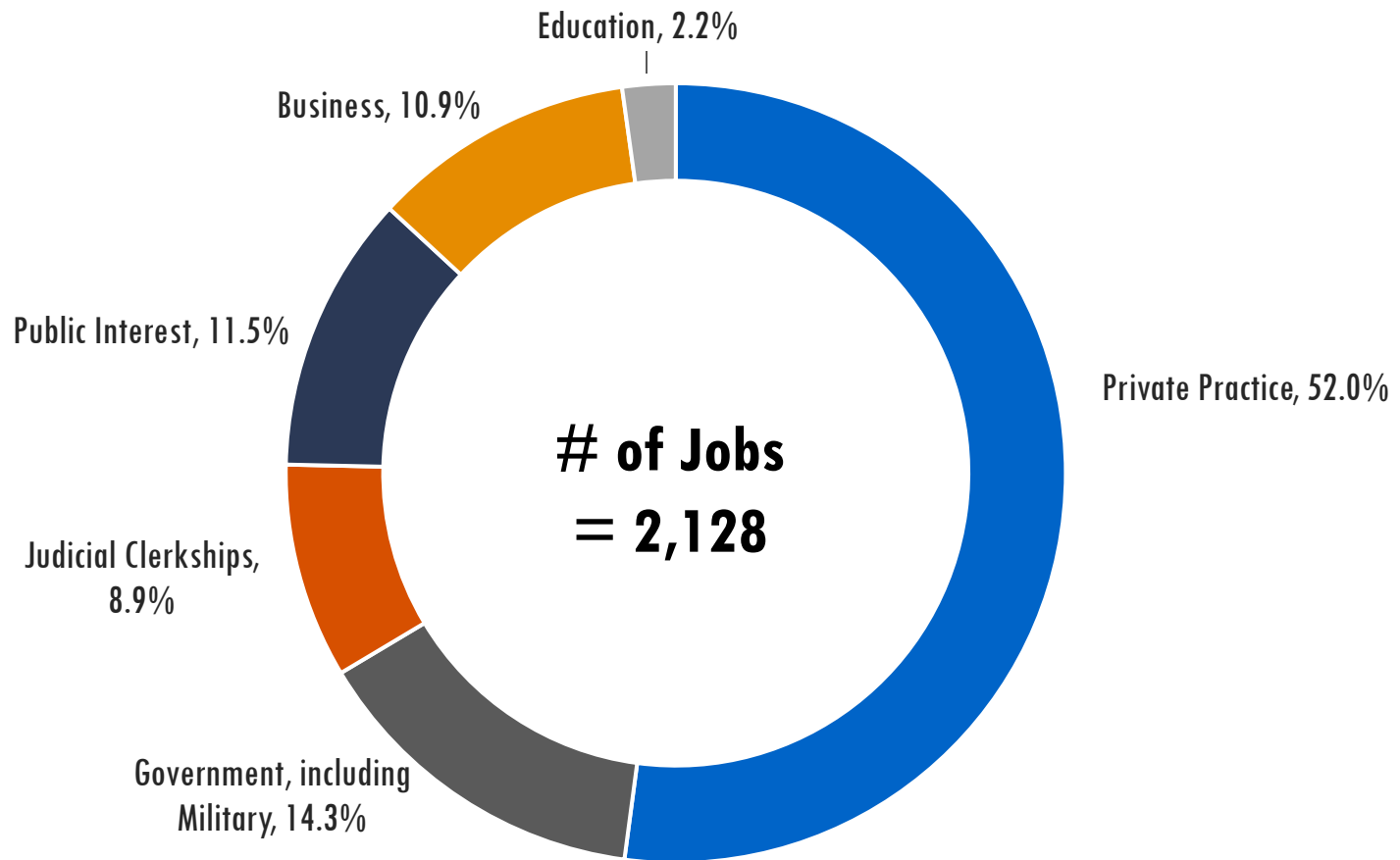
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Class of 2023 Employer Types - Black or African American Graduates



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

Key Employment Metrics for the Class of 2023 – Latinx Graduates

Compared to
Graduates Overall



Number of Graduates with Known Employment Status:

3,616

% of All Graduates who Reported Race/Ethnicity (regardless of employment status):

11.9%



Total Employed (%):

91.3%

-1.3



% Employed in a Bar Admission Required/Anticipated Job:

80.3%

-1.9



Median Salary

\$90,000

≡



Top 3 Employer Types for Employed Grads:

1. Private Practice

59.3%

+1.1

2. Public Interest

12.9%

+3.2





3. Government

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-0.8

Key Employment Metrics for the Class of 2023 – Latinx Graduates

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	Total Employed (%):	91.3%	-1.3
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	Median Salary	\$90,000	≡








Top 3 Employer Types for Employed Grads:

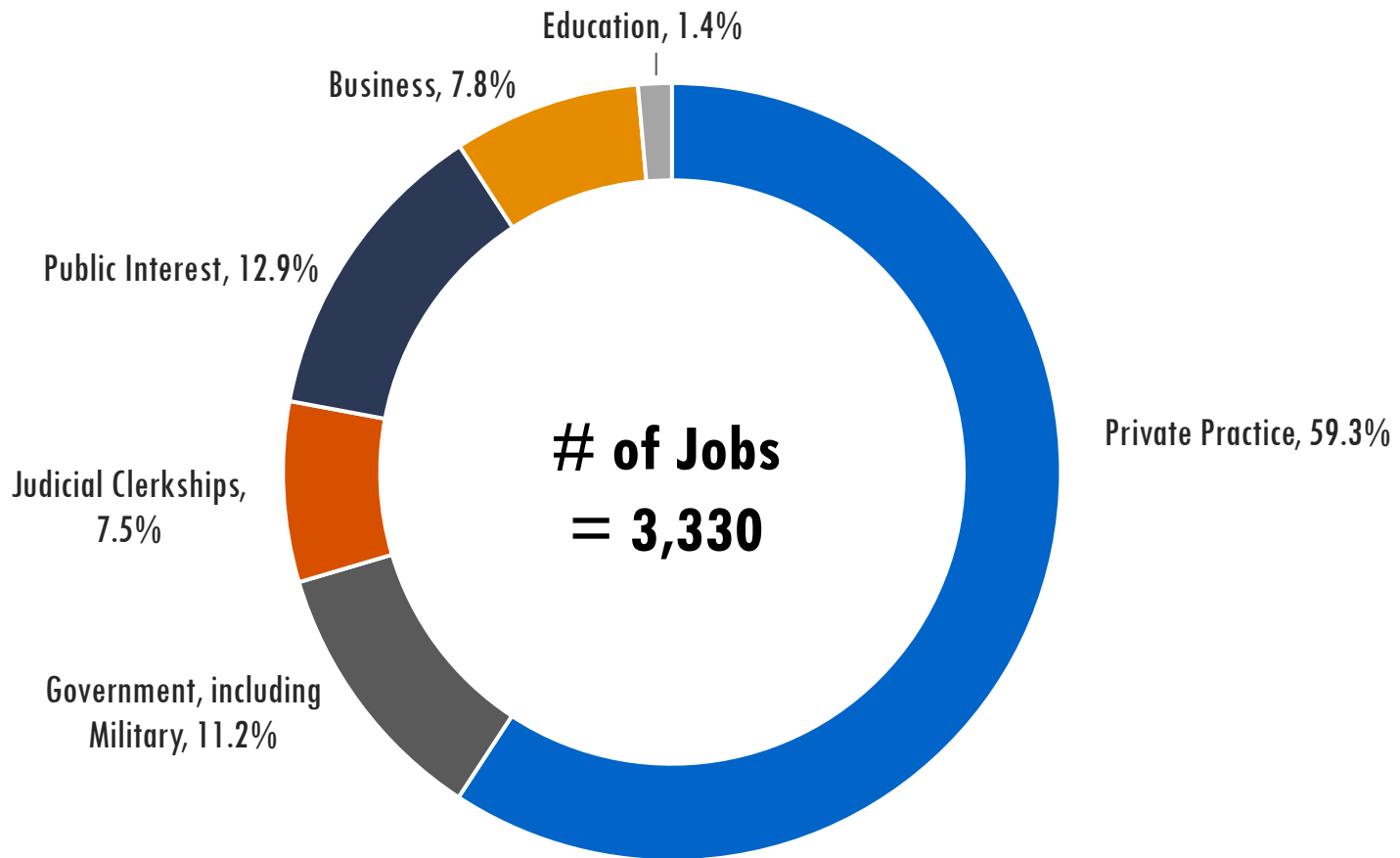
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2. Public Interest	12.9%	+3.2
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	Total Employed (%):	91.3%	-1.3
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	Median Salary	\$90,000	≡
	Top 3 Employer Types for Employed Grads:		
	1. Private Practice	59.3%	+1.1
	2. Public Interest	12.9%	+3.2
	3. Government	11.2%	-0.8






Class of 2023 Employer Types - Latinx Graduates



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





Key Employment Metrics for the Class of 2023 – Native American and Alaska Native Graduates

Compared to
Graduates Overall

	Number of Graduates with Known Employment Status:	122	
	% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	0.4%	
	Total Employed (%):	87.7%	-4.9
	% Employed in a Bar Admission Required/Anticipated Job:	73.0%	-9.1
	Median Salary	\$90,000	≡
	Top 3 Employer Types for Employed Grads:		
	1. Private Practice	52.3%	-5.9
	2. Government	15.9%	+3.9
	3. Business	13.1%	+5.0

Key Employment Metrics for the Class of 2023 – Native American and Alaska Native Graduates

Compared to
Graduates Overall

	Number of Graduates with Known Employment Status:	122	
	% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	0.4%	
	Total Employed (%):	87.7%	-4.9
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Key Employment Metrics for the Class of 2023 – Native American and Alaska Native Graduates

Compared to
Graduates Overall

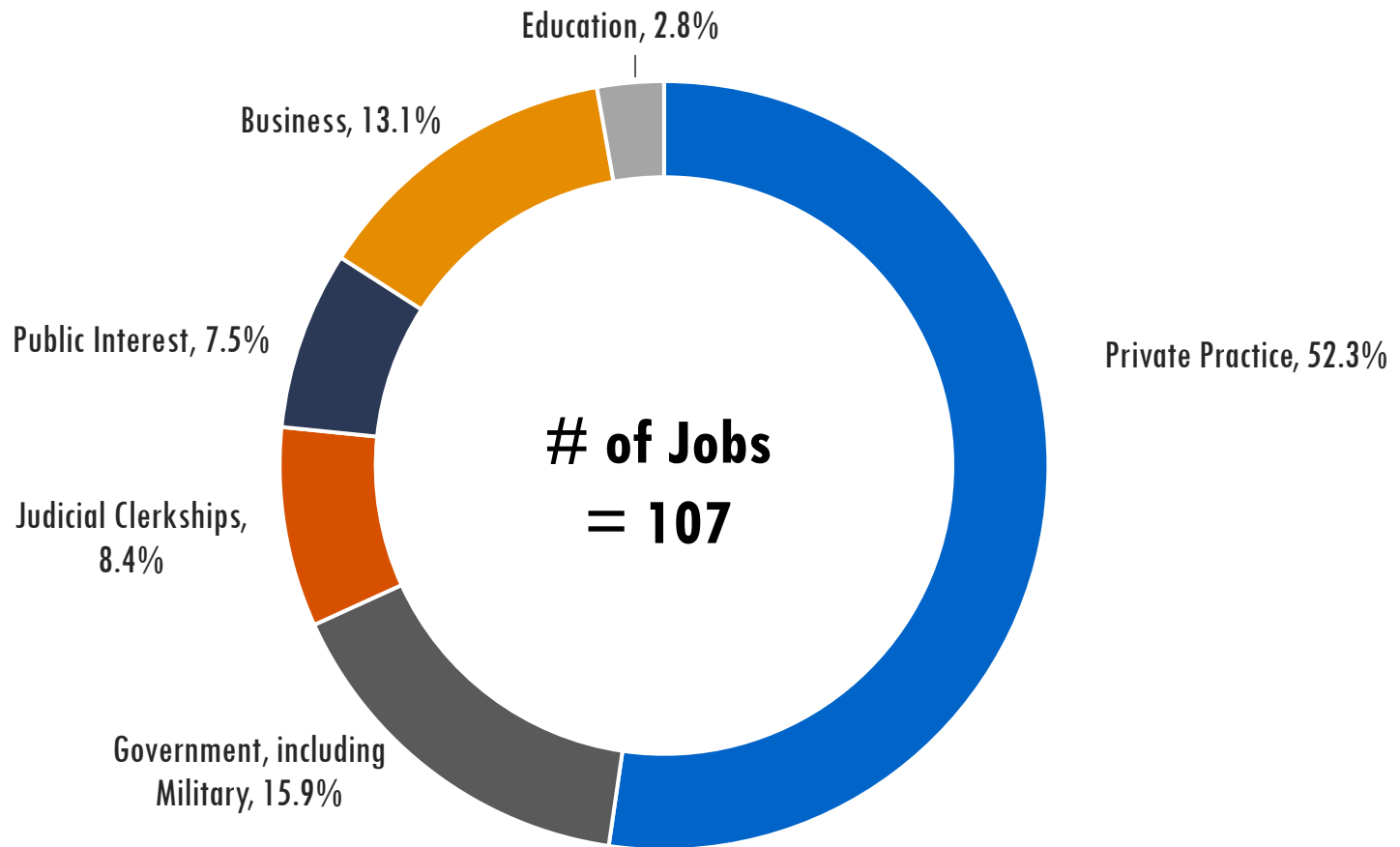
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3. Business	13.1%	+5.0






Class of 2023 Employer Types - Native American and Alaska Native Graduates



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





Key Employment Metrics for the Class of 2023 – Native Hawaiian/Other Pacific Islander Graduates

Compared to
Graduates Overall

	Number of Graduates with Known Employment Status:	48	
	% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	0.2%	
	Total Employed (%):	91.7%	-0.9
	% Employed in a Bar Admission Required/Anticipated Job:	66.7%	-15.4
	Median Salary	\$75,000	-\$15,000
	Top 3 Employer Types for Employed Grads:		
	1. Private Practice	40.9%	-17.3
	2. Judicial Clerkships	15.9%	+5.5
	3. Business/Government/Public Interest (tie)	11.4% each	+3.3/-0.6/+1.7

Key Employment Metrics for the Class of 2023 – Native Hawaiian/Other Pacific Islander Graduates

Compared to
Graduates Overall

	Number of Graduates with Known Employment Status:	48	
	% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	0.2%	
	Total Employed (%):	91.7%	-0.9
	% Employed in a Bar Admission Required/Anticipated Job:	66.7%	-15.4
	Median Salary	\$75,000	-\$15,000








Top 3 Employer Types for Employed Grads:

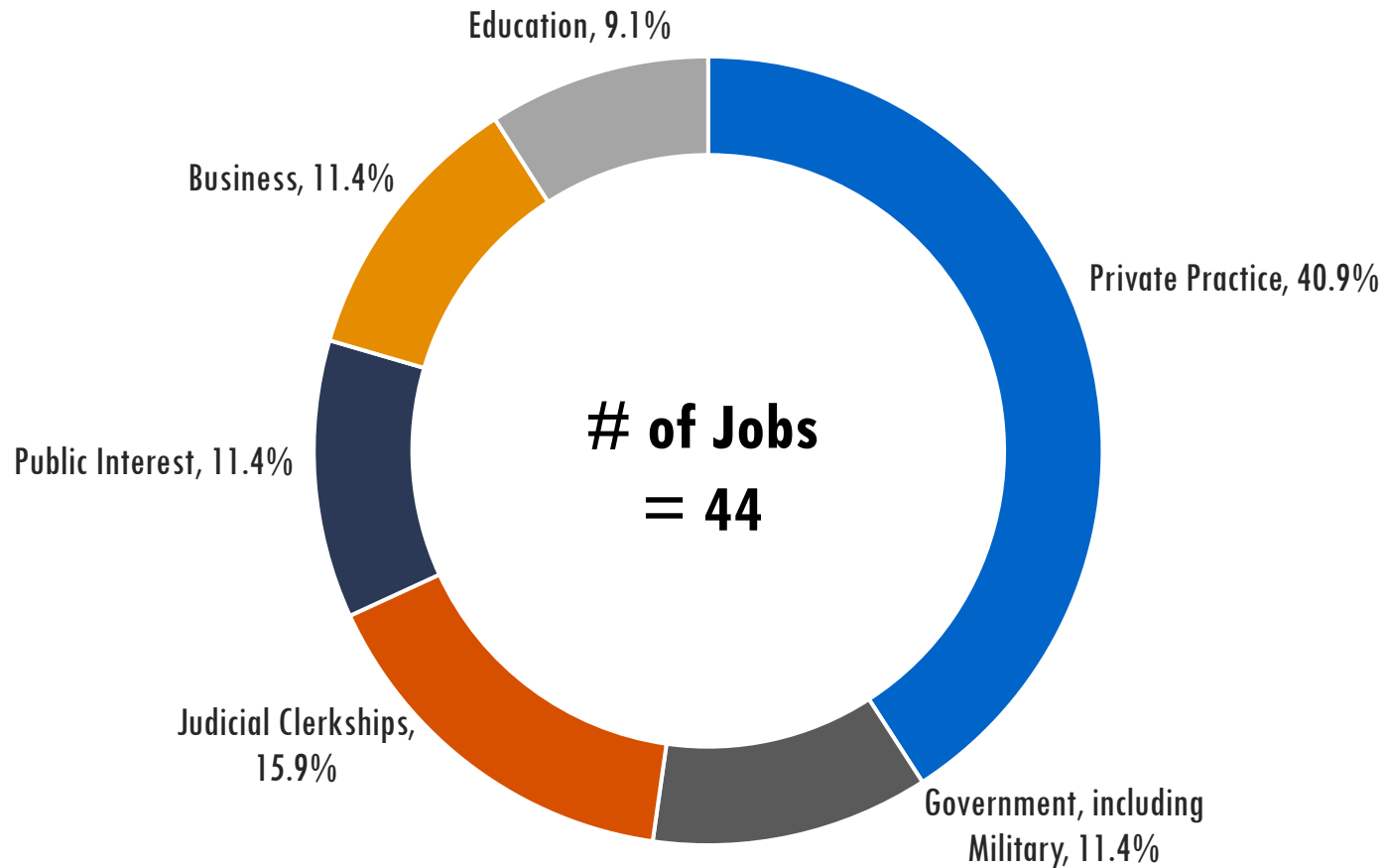
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Class of 2023 Employer Types - Native Hawaiian/Other Pacific Islander Graduates



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





Key Employment Metrics for the Class of 2023 – Multiracial Graduates

Compared to
Graduates Overall

	Number of Graduates with Known Employment Status:	1,268	
	% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	4.2%	
	Total Employed (%):	91.1%	-1.5
	% Employed in a Bar Admission Required/Anticipated Job:	80.8%	-1.3
	Median Salary	\$95,000	+\$5,000
	Top 3 Employer Types for Employed Grads:		
	1. Private Practice	58.3%	+0.1
	2. Government	10.9%	-1.1
	3. Public Interest	10.5%	+0.8

Key Employment Metrics for the Class of 2023 – Multiracial Graduates

Compared to
Graduates Overall

	Number of Graduates with Known Employment Status:	1,268	
	% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	4.2%	
	Total Employed (%):	91.1%	-1.5
	% Employed in a Bar Admission Required/Anticipated Job:	80.8%	-1.3
	Median Salary	\$95,000	+\$5,000







Top 3 Employer Types for Employed Grads:

1. Private Practice	58.3%	+0.1
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Key Employment Metrics for the Class of 2023 – Multiracial Graduates

Compared to
Graduates Overall

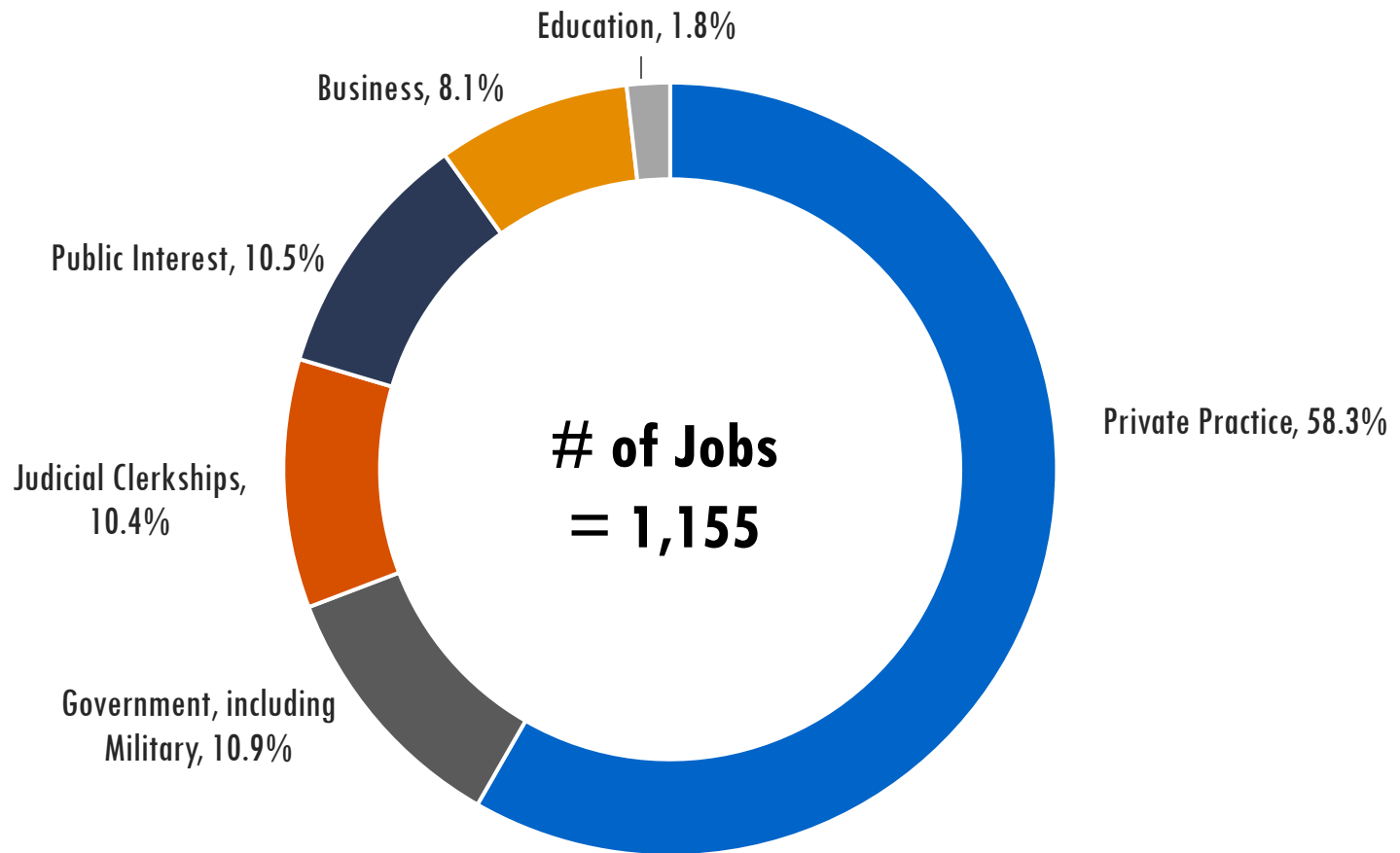
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Top 3 Employer Types for Employed Grads:

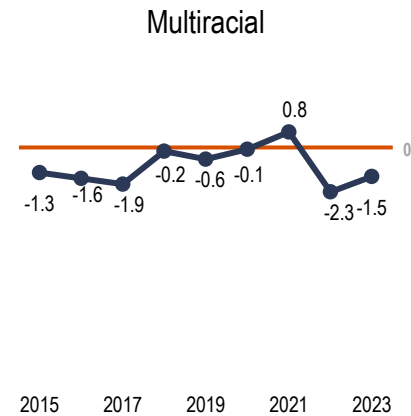
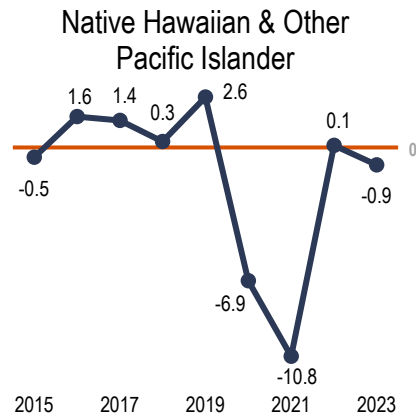
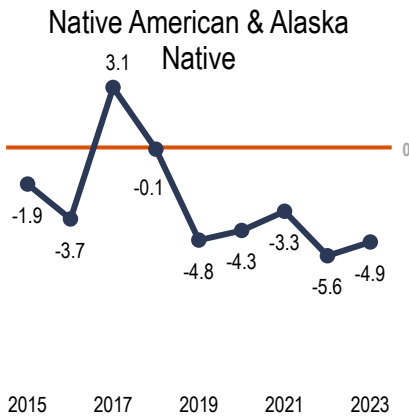
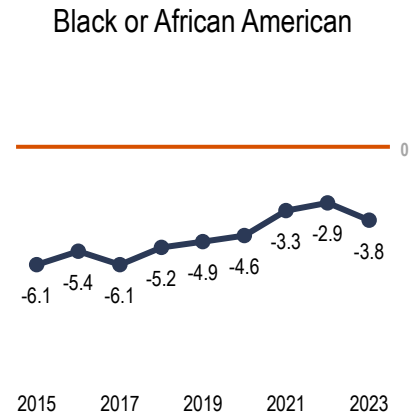
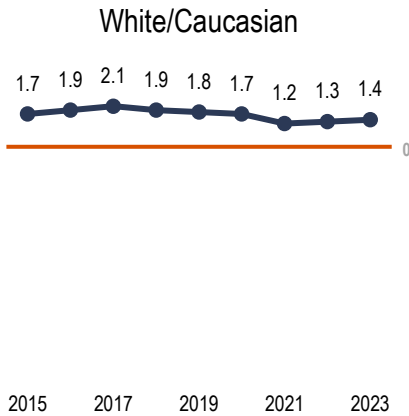
1. Private Practice	58.3%	+0.1
2. Government	10.9%	-1.1
3. Public Interest	10.5%	+0.8

Class of 2023 Employer Types - Multiracial Graduates

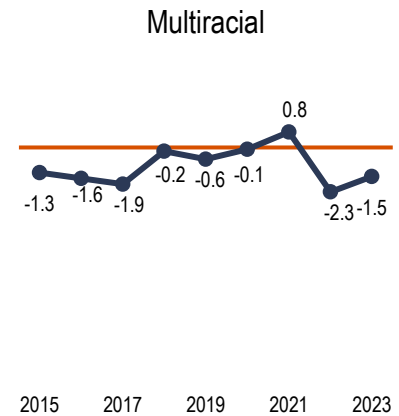
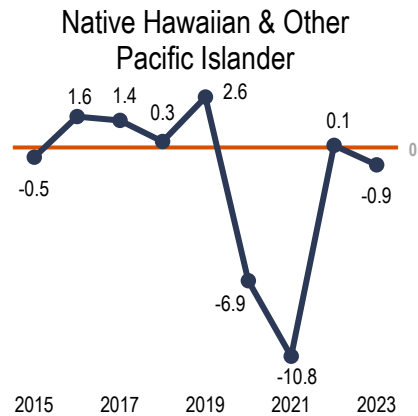
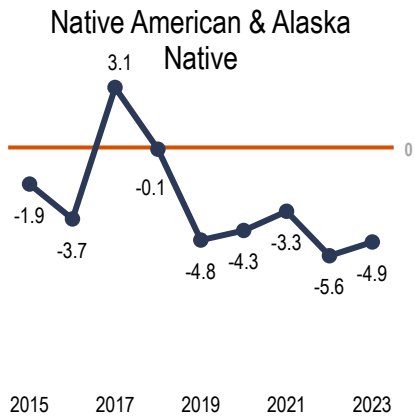
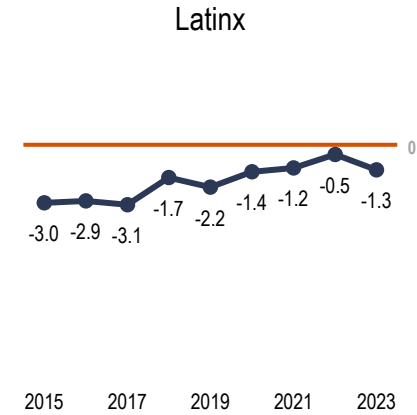
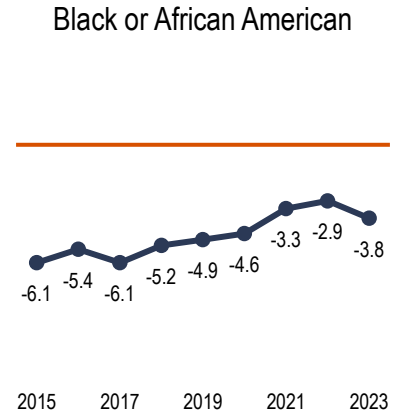
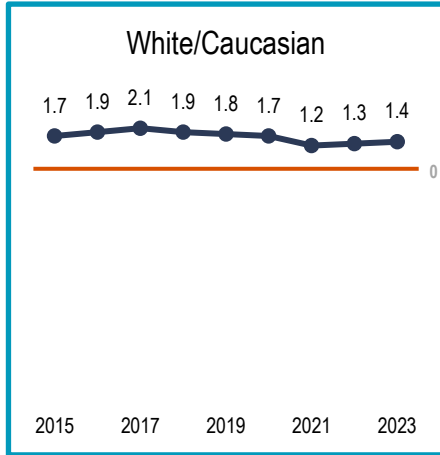


Note: Includes both full-time and part-time jobs. Percentages do not add up to 100% because the category for unknown employer type is not shown.

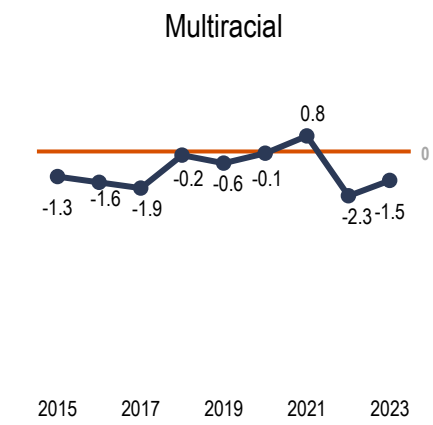
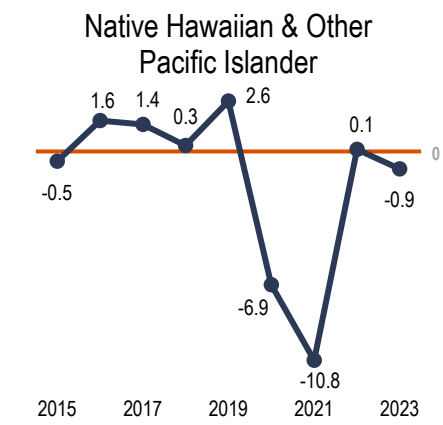
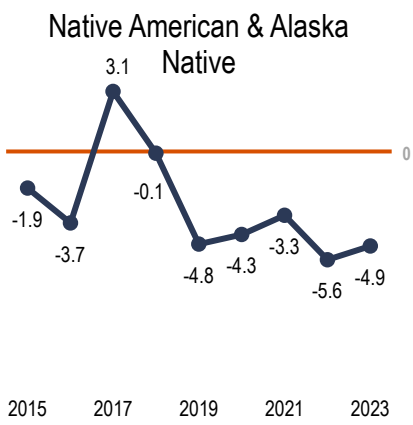
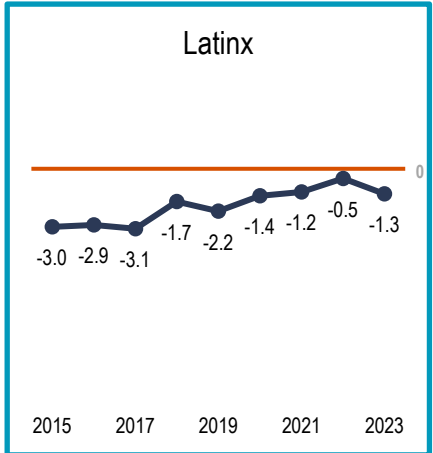
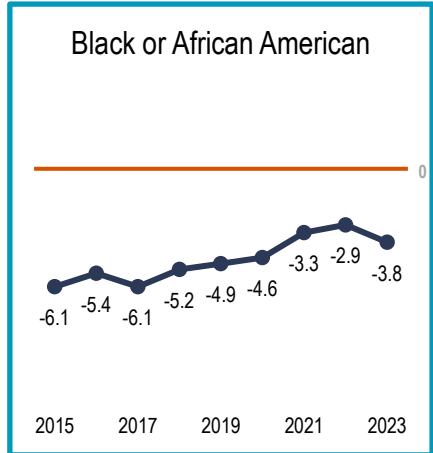
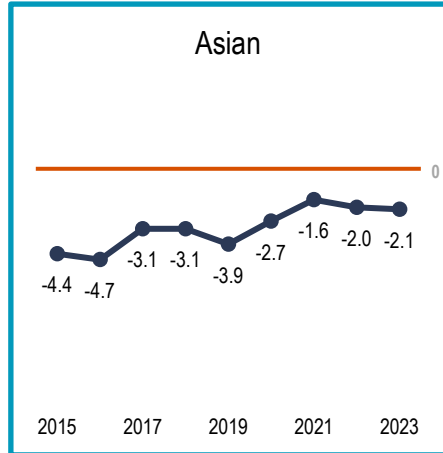
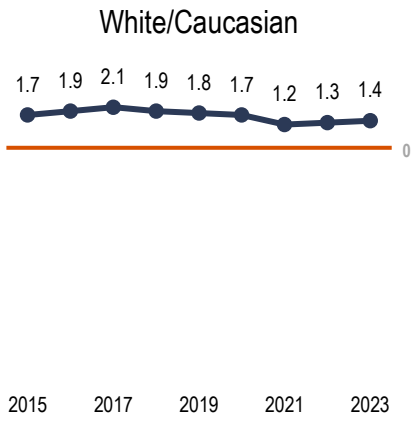
Differences in **Employment Rates** by **Race/Ethnicity** as Compared to All Grads, 2015-2023 (in percentage points)



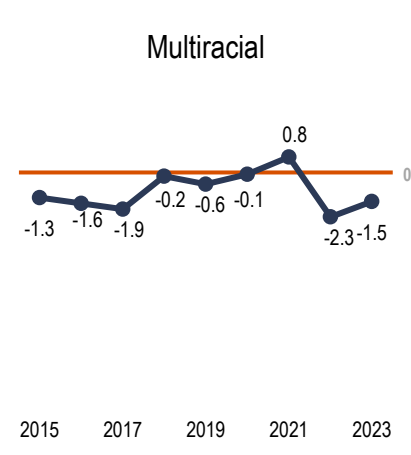
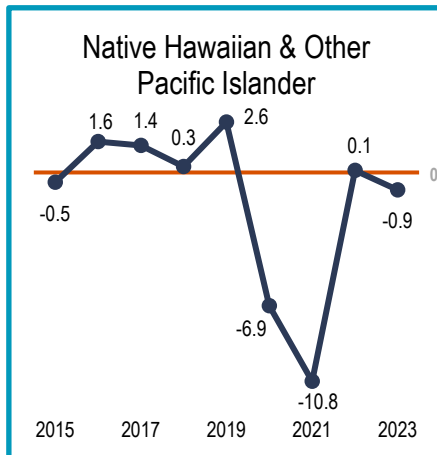
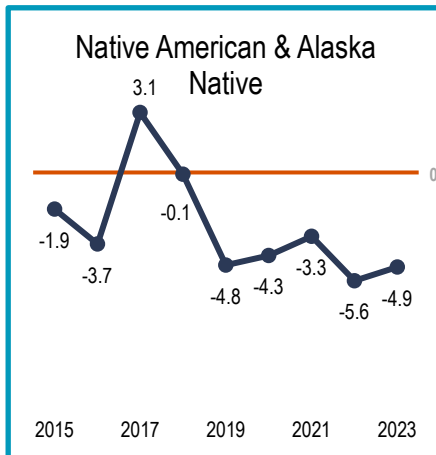
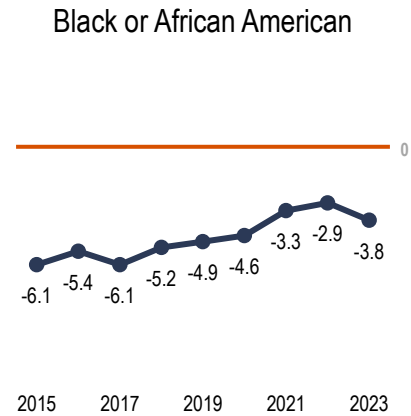
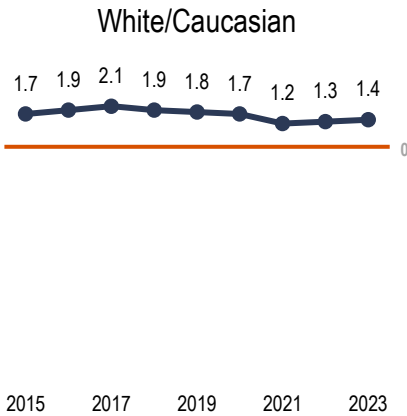
The **Employment Rate** for **White** grads has consistently been **1-2 points higher** than the class overall



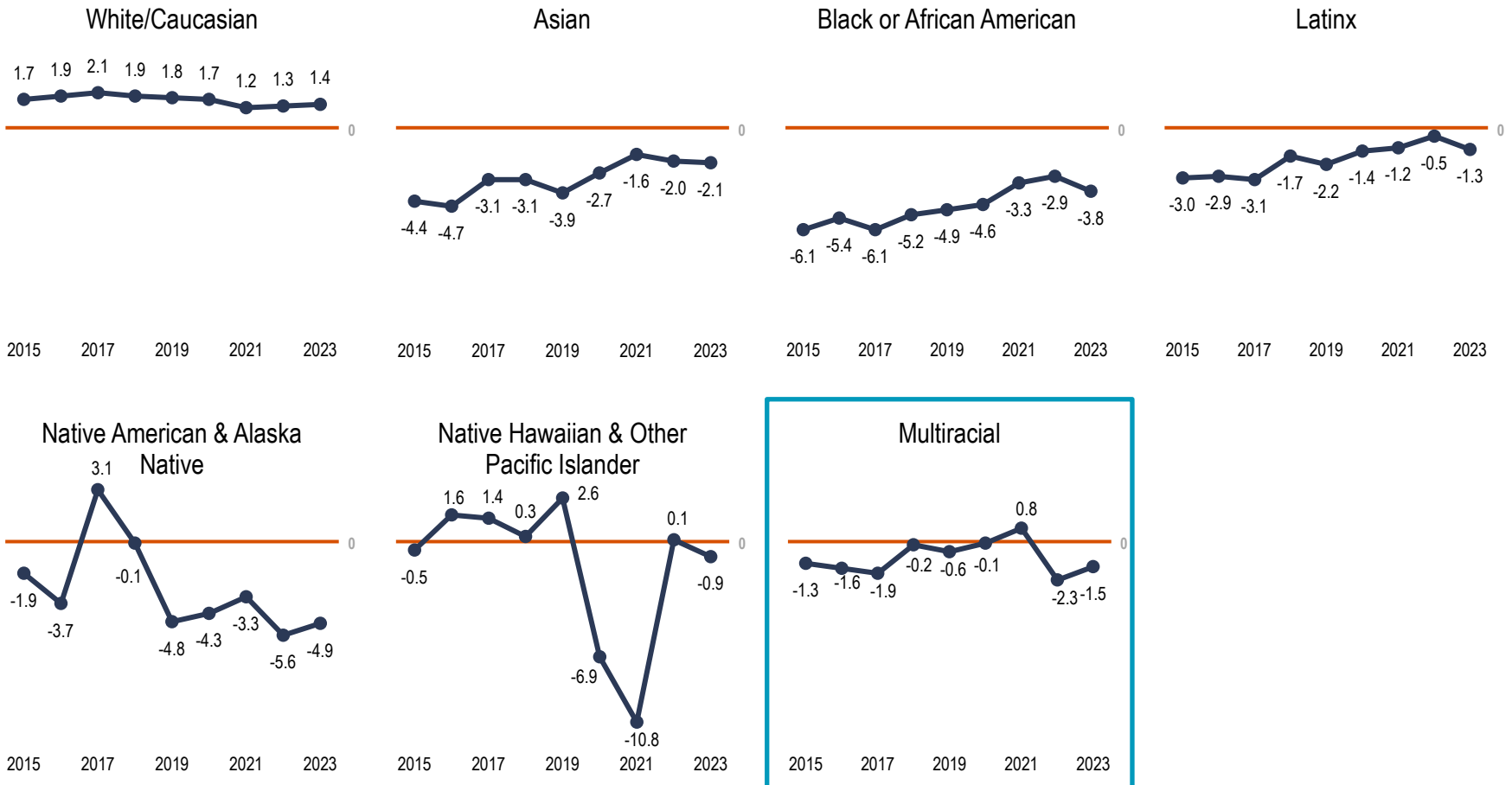
Gaps in the **Employment Rate** for **Asian, Black, and Latinx** grads were **narrowing**, but **grew** in 2023



Employment Rate gaps are largest for Native American and Alaska Native graduates



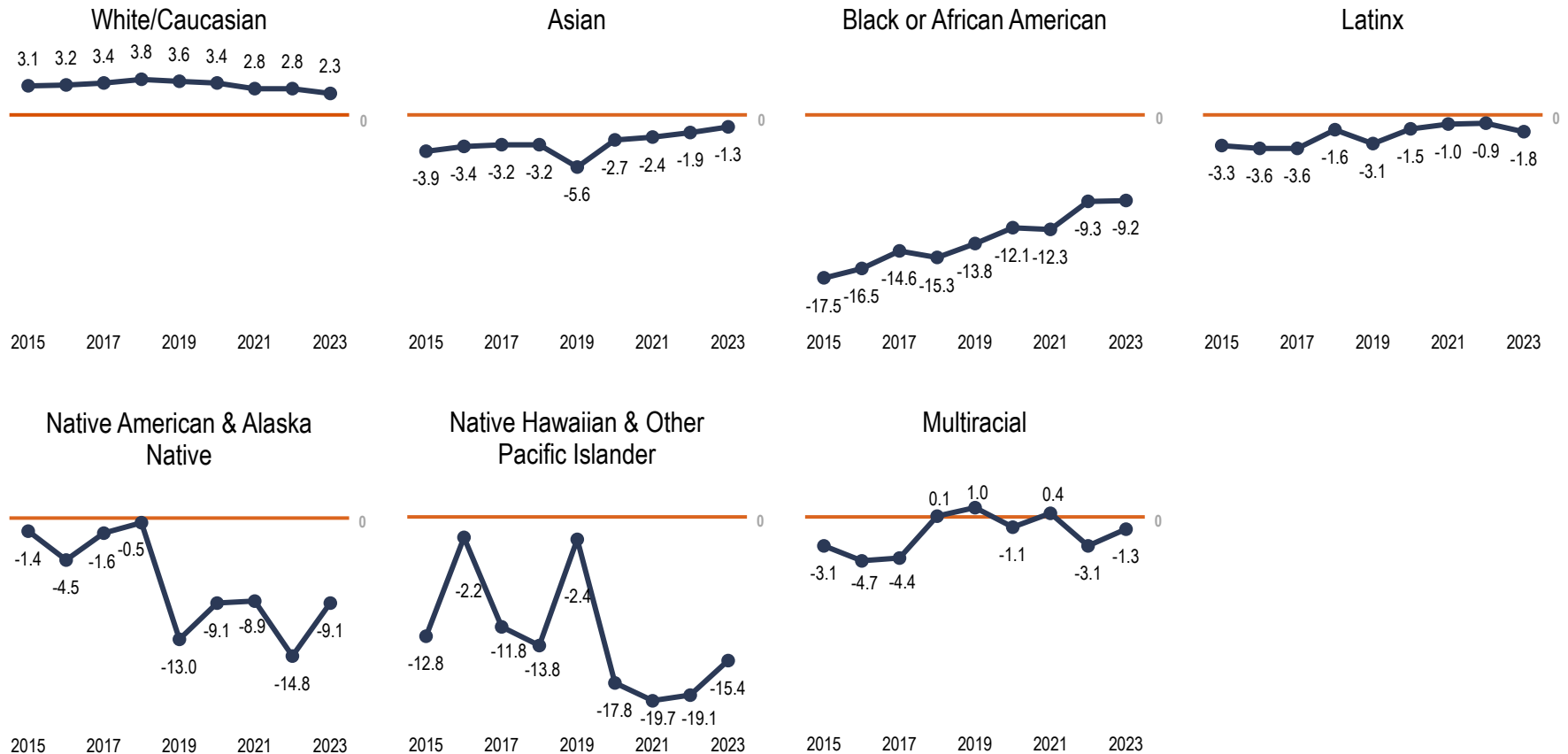
The **Employment Rate** for **Multiracial** grads has been somewhat **lower** than the class for the last two years



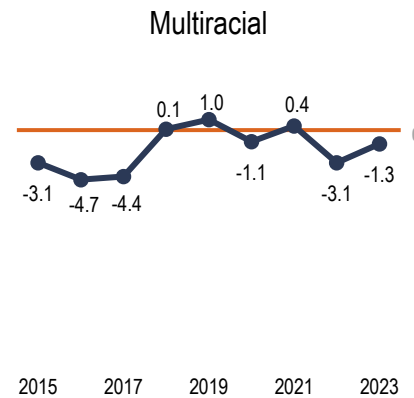
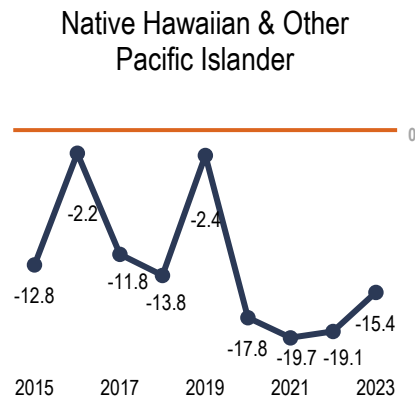
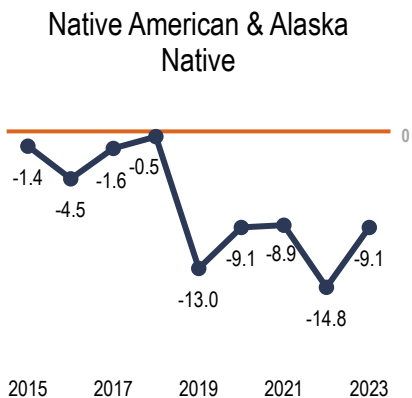
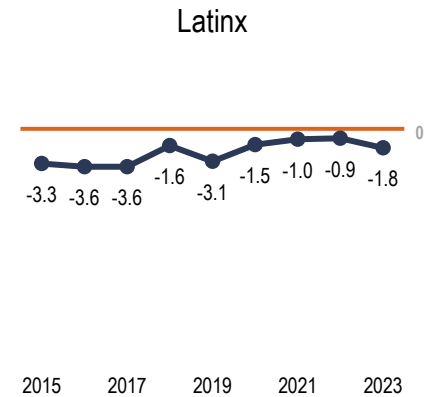
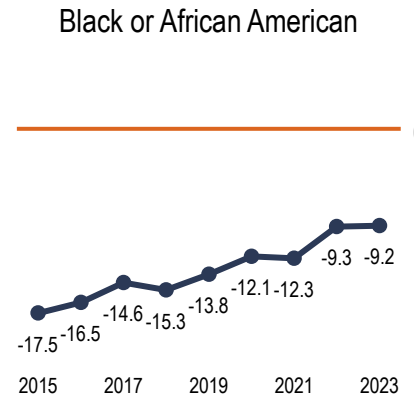
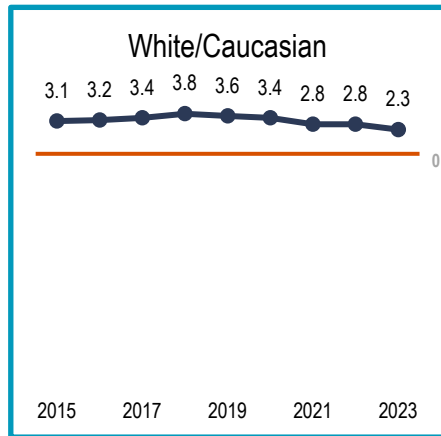
Note: A positive number indicates that the employment rate was higher as compared to graduates overall and a negative number indicates that the employment rate was lower as compared to graduates overall.

Differences in Employment in Bar Passage Jobs by Race/Ethnicity as Compared to All Grads, 2015-2023

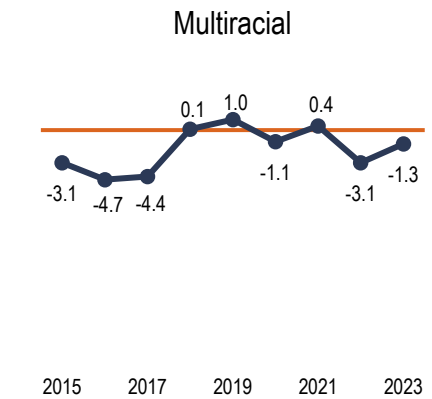
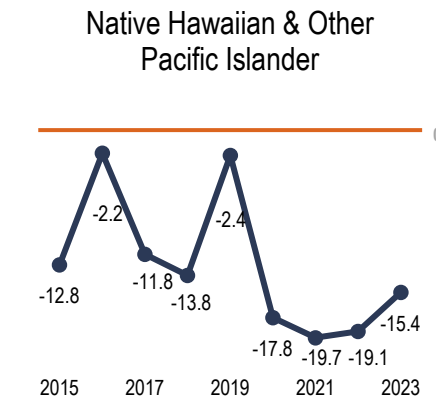
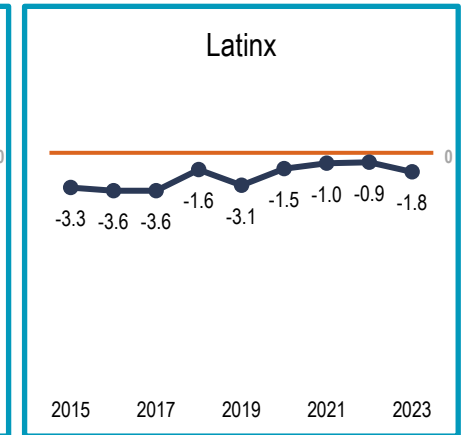
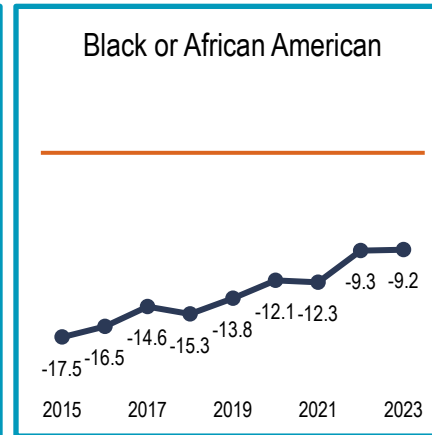
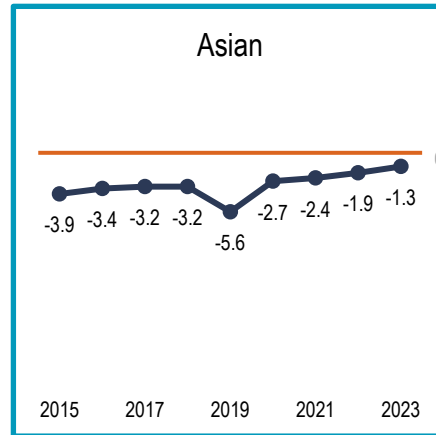
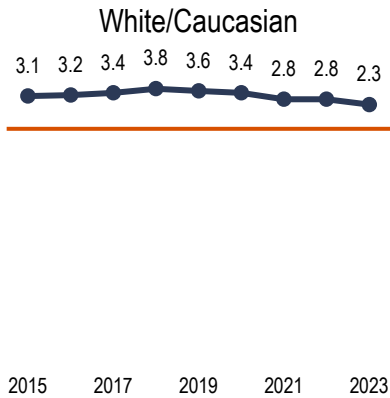
(in percentage points)



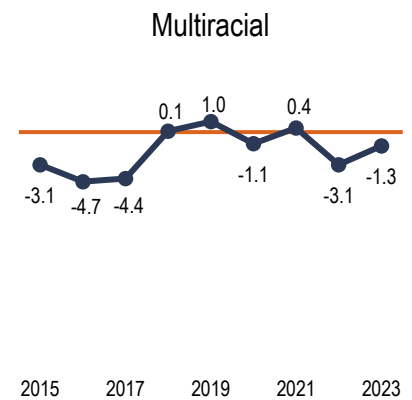
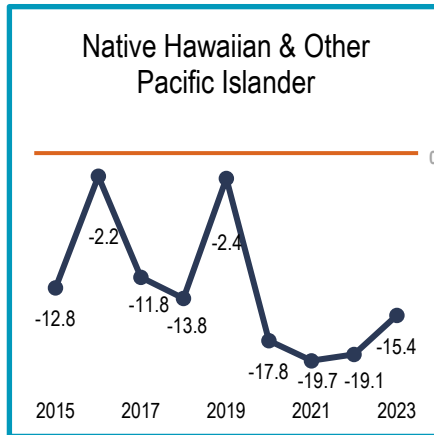
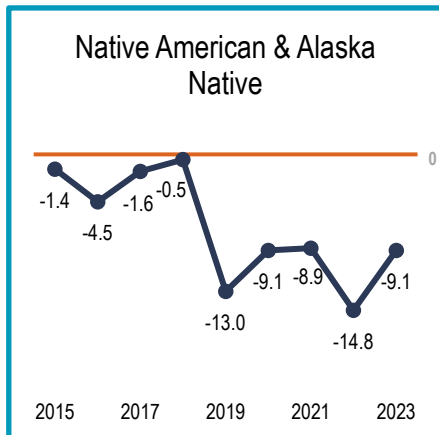
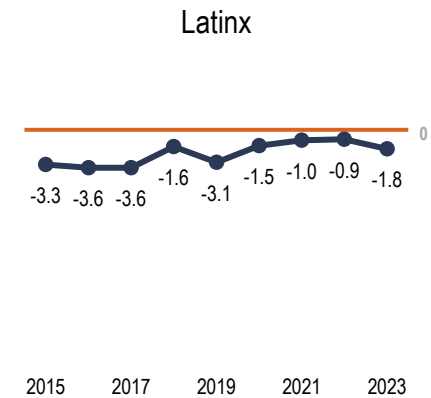
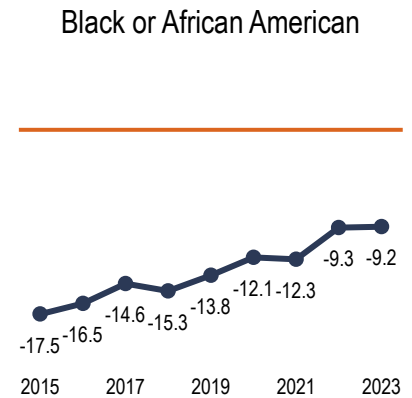
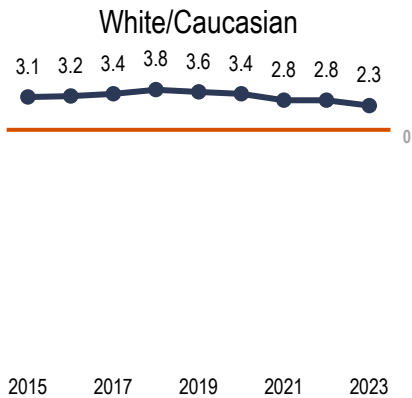
The **BPR Employment Rate** is higher for **White** grads, but the differential decreased this year



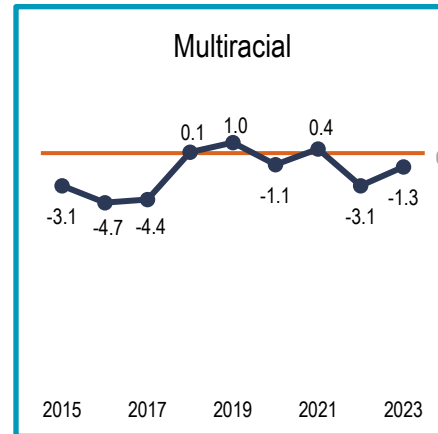
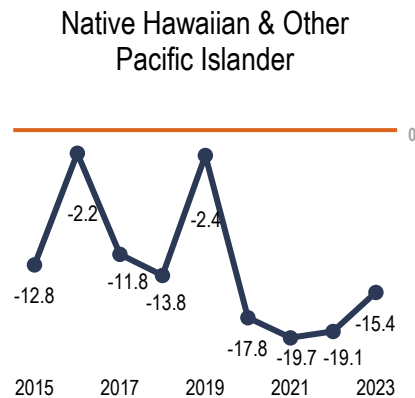
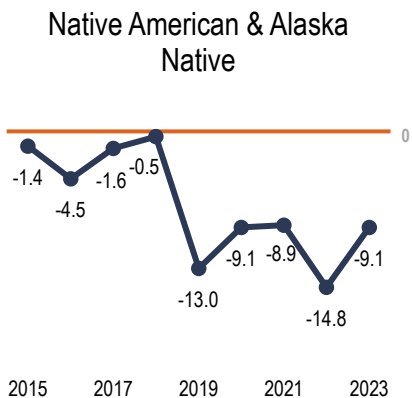
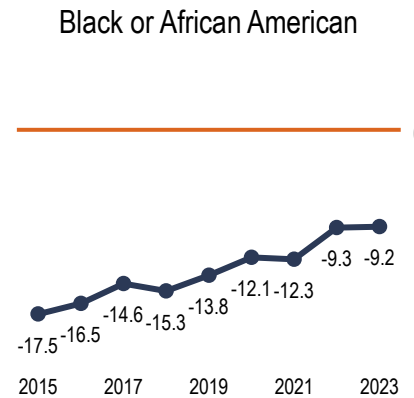
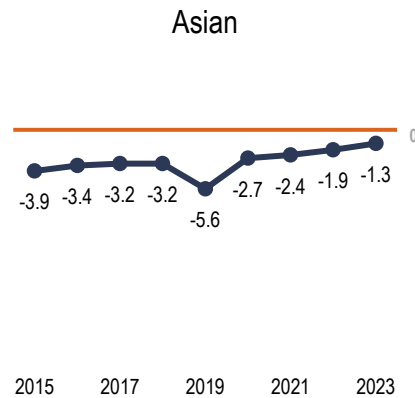
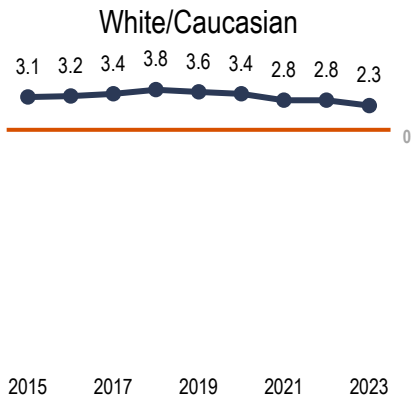
Gaps in the **BPR Employment Rate** have overall narrowed for **Asian, Black, and Latinx** grads (but increased for Latinx grads in 2023 and remain large for Black grads)



Gaps in the **BPR Employment Rate** had been widening for **Native and Indigenous** grads, but **decreased** in 2023 (but along with Black graduates, gaps remain among the largest for these grads)

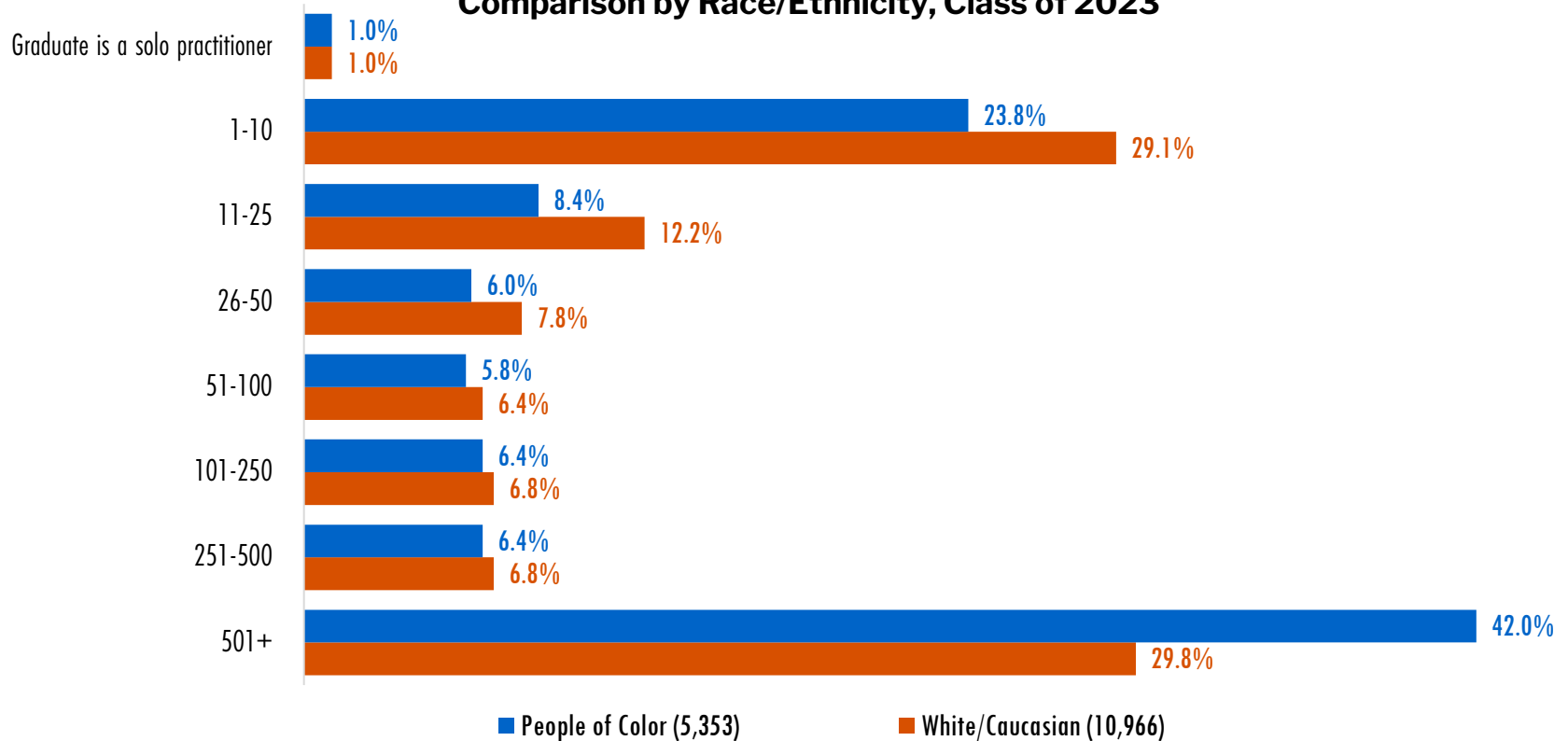


After a downward turn last year, the **BPR Employment Rate** gap narrowed for **Multiracial** grads in 2023



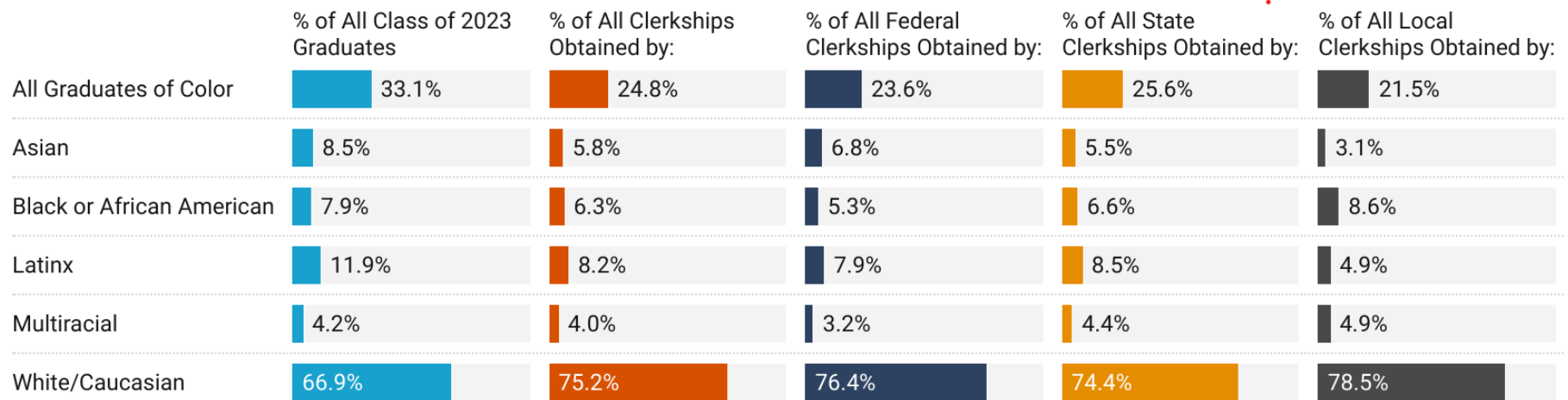
Graduates of Color employed in Private Practice are more likely to work in **Firms of 501+ Lawyers**

**Private Practice Employment – Size of Law Firm
Comparison by Race/Ethnicity, Class of 2023**



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 Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, or selected two or more races.

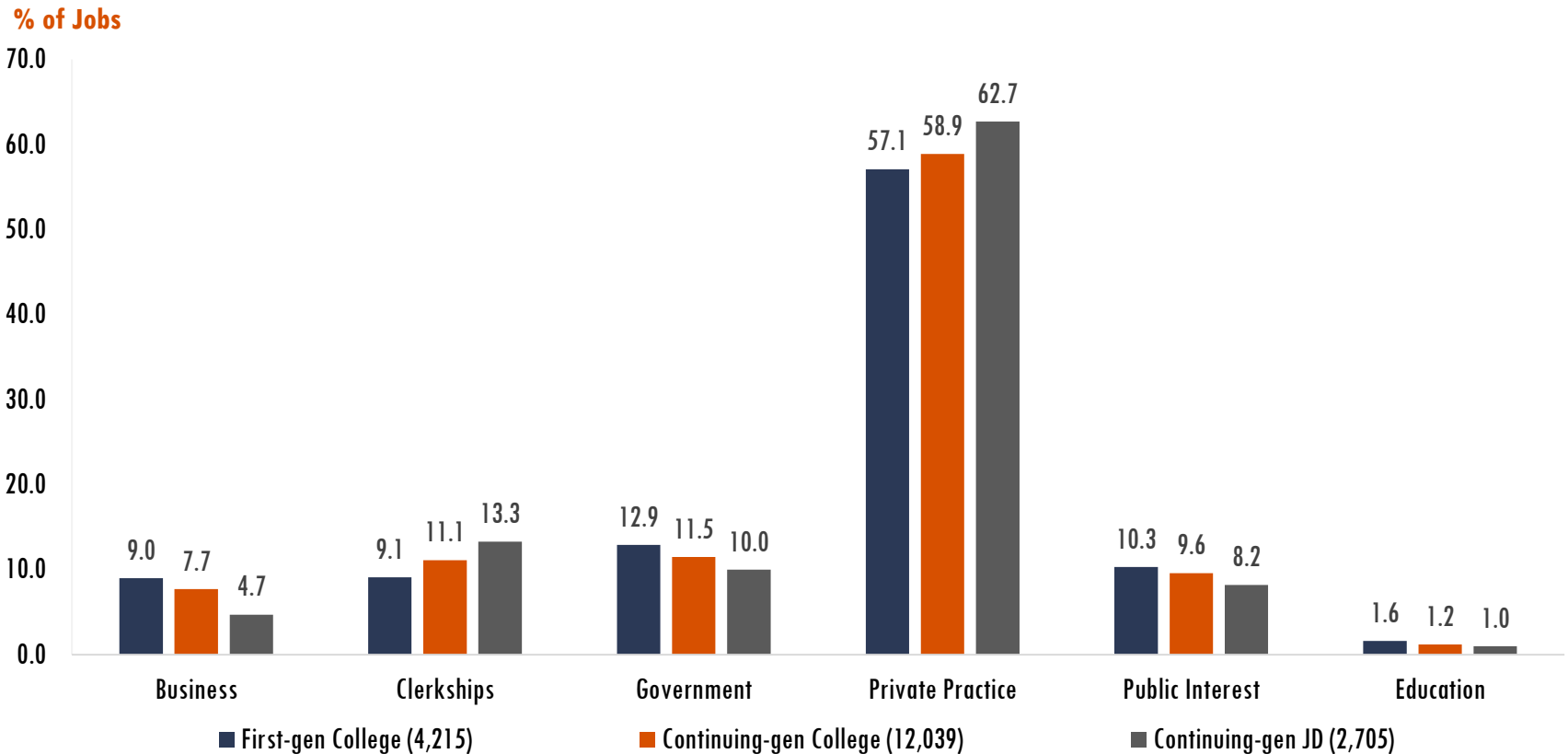
Graduates of Color are underrepresented within Judicial Clerkships at every court level



Note: Percentages are calculated based upon graduates reporting race/ethnicity. Graduates of color includes Asian, Black or African American, Latinx, Native American, Alaska Native, Native Hawaiian, other Pacific Islander, and multiracial graduates. A small number of tribal, international level court clerkships are not shown separately, but are included in the overall clerkship percentages. Due to the small number of Native American, Alaska Native, Native Hawaiian, and other Pacific Islander graduates employed in judicial clerkships, data are not reported out separately.

Data by Highest Level of Parental/Guardian Education

Employment in **Private Practice** and **Clerkships** increases with higher levels of **Parental Education**



Note: Figures are based on all jobs. Figures in parentheses indicate the number of graduates represented. First-generation college students are defined as graduates who do not have at least one parent or guardian with a bachelor's degree or higher degree. Continuing-generation college students are graduates who have at least one parent or guardian with a bachelor's degree or higher, but whose parents/guardians all lack a JD degree. Continuing-generation JD graduates have at least one parent or guardian with a JD degree. The percentages do not add up to 100% by parental education because the unknown employer type is not shown.

Key Employment Metrics for the Class of 2023 – First-Generation College Students

Compared to
Graduates Overall



Number of Graduates with Known Employment Status:

4,579

% of All Graduates who Reported Parental Education (regardless of employment status):

22.5%



Total Employed (%):

92.1%

-0.5



% Employed in a Bar Admission Required/Anticipated Job:

79.8%

-2.3



Median Salary

\$85,000

-\$5,000



Top 3 Employer Types for Employed Grads:

1. Private Practice

57.1%

-1.1

2. Government

12.9%

+0.9





3. Public Interest

10.3%

+0.6

Key Employment Metrics for the Class of 2023 – First-Generation College Students

Compared to
Graduates Overall

	Number of Graduates with Known Employment Status:	4,579	
	% of All Graduates who Reported Parental Education <small>(regardless of employment status):</small>	22.5%	
	Total Employed (%):	92.1%	-0.5
	% Employed in a Bar Admission Required/Anticipated Job:	79.8%	-2.3
	Median Salary	\$85,000	-\$5,000







Top 3 Employer Types for Employed Grads:

1. Private Practice	57.1%	-1.1
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3. Public Interest	10.3%	+0.6

Key Employment Metrics for the Class of 2023 – First-Generation College Students

Compared to
Graduates Overall

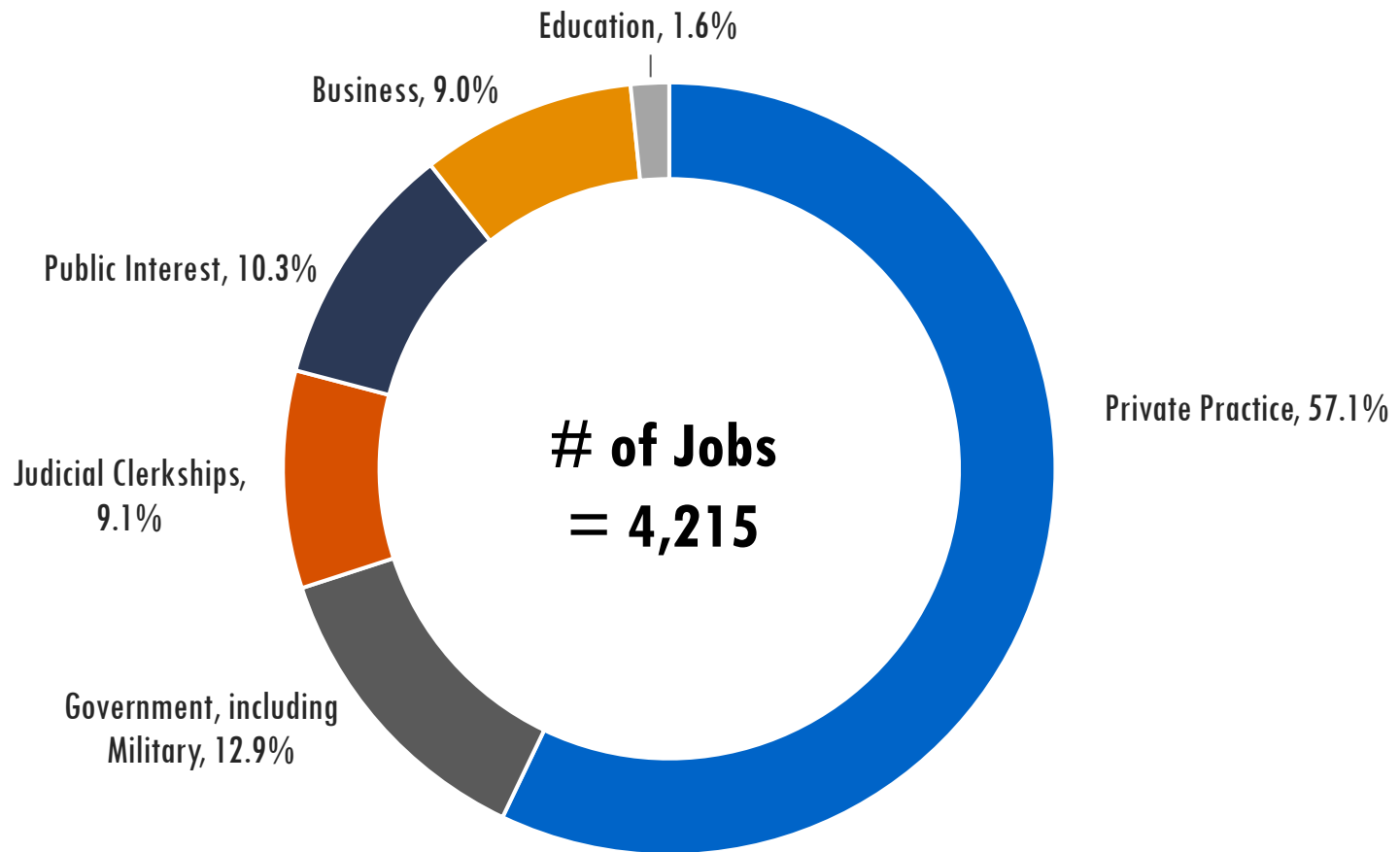
	Number of Graduates with Known Employment Status:	4,579	
	% of All Graduates who Reported Parental Education <small>(regardless of employment status):</small>	22.5%	
	Total Employed (%):	92.1%	-0.5
	% Employed in a Bar Admission Required/Anticipated Job:	79.8%	-2.3
	Median Salary	\$85,000	-\$5,000



Top 3 Employer Types for Employed Grads:

1. Private Practice	57.1%	-1.1
2. Government	12.9%	+0.9
3. Public Interest	10.3%	+0.6

Class of 2023 Employer Types - First-Generation College Students



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

Key Employment Metrics for the Class of 2023 – Continuing-Generation College Students

Compared to
Graduates Overall



Number of Graduates with Known Employment Status: 12,835

% of All Graduates who Reported Parental Education (regardless of employment status): 63.4%



Total Employed (%): 93.8% +1.2



% Employed in a Bar Admission Required/Anticipated Job: 84.5% +2.4



Median Salary \$90,000 ≡



Top 3 Employer Types for Employed Grads:





1. Private Practice 58.9% +0.7

2. Government 11.5% -0.5

3. Judicial Clerkships 11.1% +0.7

Key Employment Metrics for the Class of 2023 – Continuing-Generation College Students

Compared to
Graduates Overall

	Number of Graduates with Known Employment Status:	12,835	
	% of All Graduates who Reported Parental Education <small>(regardless of employment status):</small>	63.4%	
	Total Employed (%):	93.8%	+1.2
	% Employed in a Bar Admission Required/Anticipated Job:	84.5%	+2.4
	Median Salary	\$90,000	≡







Top 3 Employer Types for Employed Grads:

1. Private Practice	58.9%	+0.7
2. Government	11.5%	-0.5
3. Judicial Clerkships	11.1%	+0.7

Key Employment Metrics for the Class of 2023 – Continuing-Generation College Students

Compared to
Graduates Overall

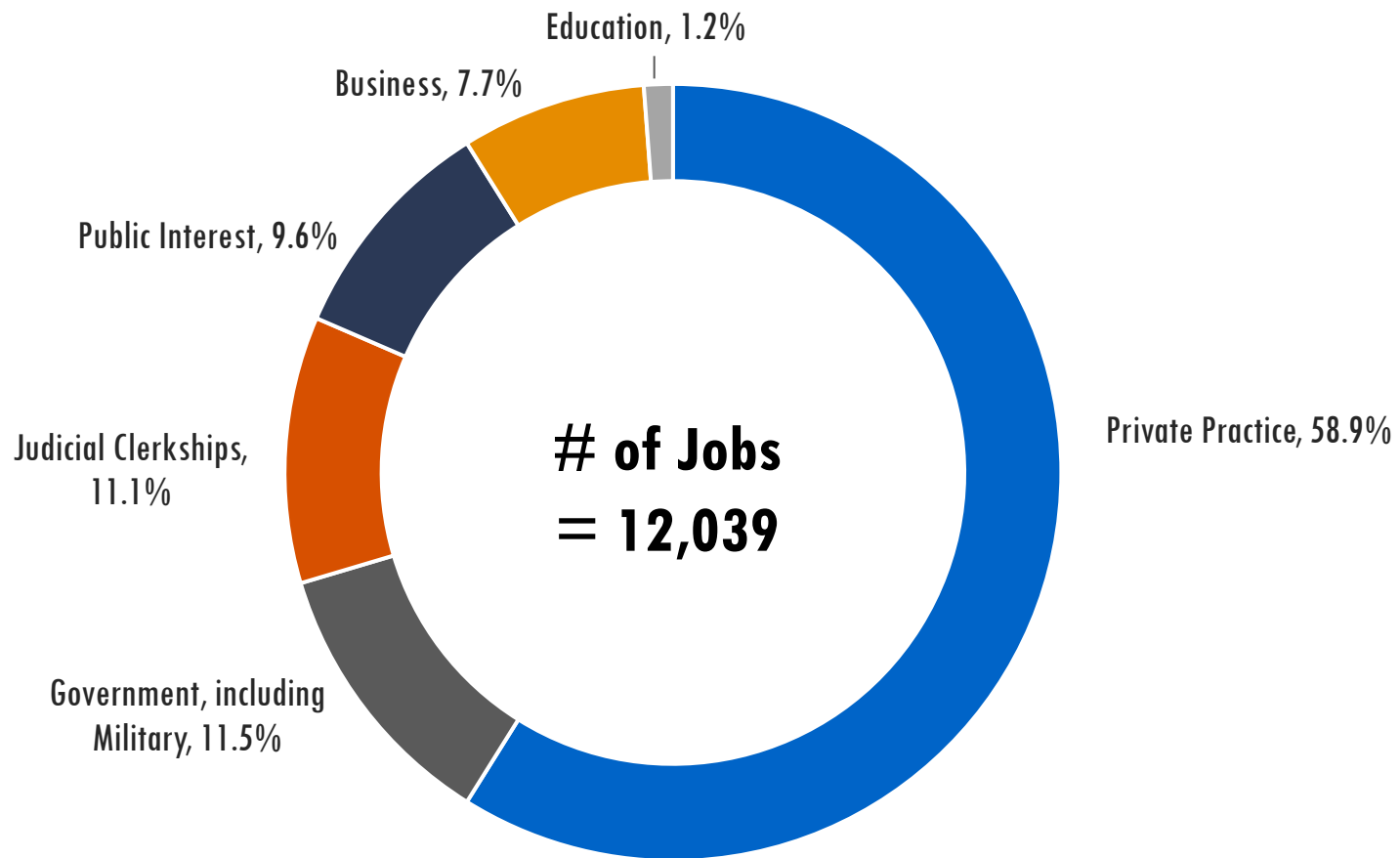
	Number of Graduates with Known Employment Status:	12,835	
	% of All Graduates who Reported Parental Education <small>(regardless of employment status):</small>	63.4%	
	Total Employed (%):	93.8%	+1.2
	% Employed in a Bar Admission Required/Anticipated Job:	84.5%	+2.4
	Median Salary	\$90,000	≡



Top 3 Employer Types for Employed Grads:

1. Private Practice	58.9%	+0.7
2. Government	11.5%	-0.5
3. Judicial Clerkships	11.1%	+0.7






Class of 2023 Employer Types - Continuing-Generation College Students



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





Key Employment Metrics for the Class of 2023 – Continuing-Generation JD Students

Compared to
Graduates Overall

	Number of Graduates with Known Employment Status:	2,836	
	% of All Graduates who Reported Parental Education <small>(regardless of employment status):</small>	13.7%	
	Total Employed (%):	95.4%	+2.8
	% Employed in a Bar Admission Required/Anticipated Job:	89.0%	+6.9
	Median Salary	\$100,000	+\$10,000
	Top 3 Employer Types for Employed Grads:		
	1. Private Practice	62.7%	+4.5
	2. Judicial Clerkships	13.3%	+2.9
	3. Government	10.0%	-2.0

Key Employment Metrics for the Class of 2023 – Continuing-Generation JD Students

Compared to
Graduates Overall

	Number of Graduates with Known Employment Status:	2,836	
	% of All Graduates who Reported Parental Education <small>(regardless of employment status):</small>	13.7%	
	Total Employed (%):	95.4%	+2.8
	% Employed in a Bar Admission Required/Anticipated Job:	89.0%	+6.9
	Median Salary	\$100,000	+\$10,000







Top 3 Employer Types for Employed Grads:

1. Private Practice	62.7%	+4.5
2. Judicial Clerkships	13.3%	+2.9
3. Government	10.0%	-2.0

Key Employment Metrics for the Class of 2023 – Continuing-Generation JD Students

Compared to
Graduates Overall

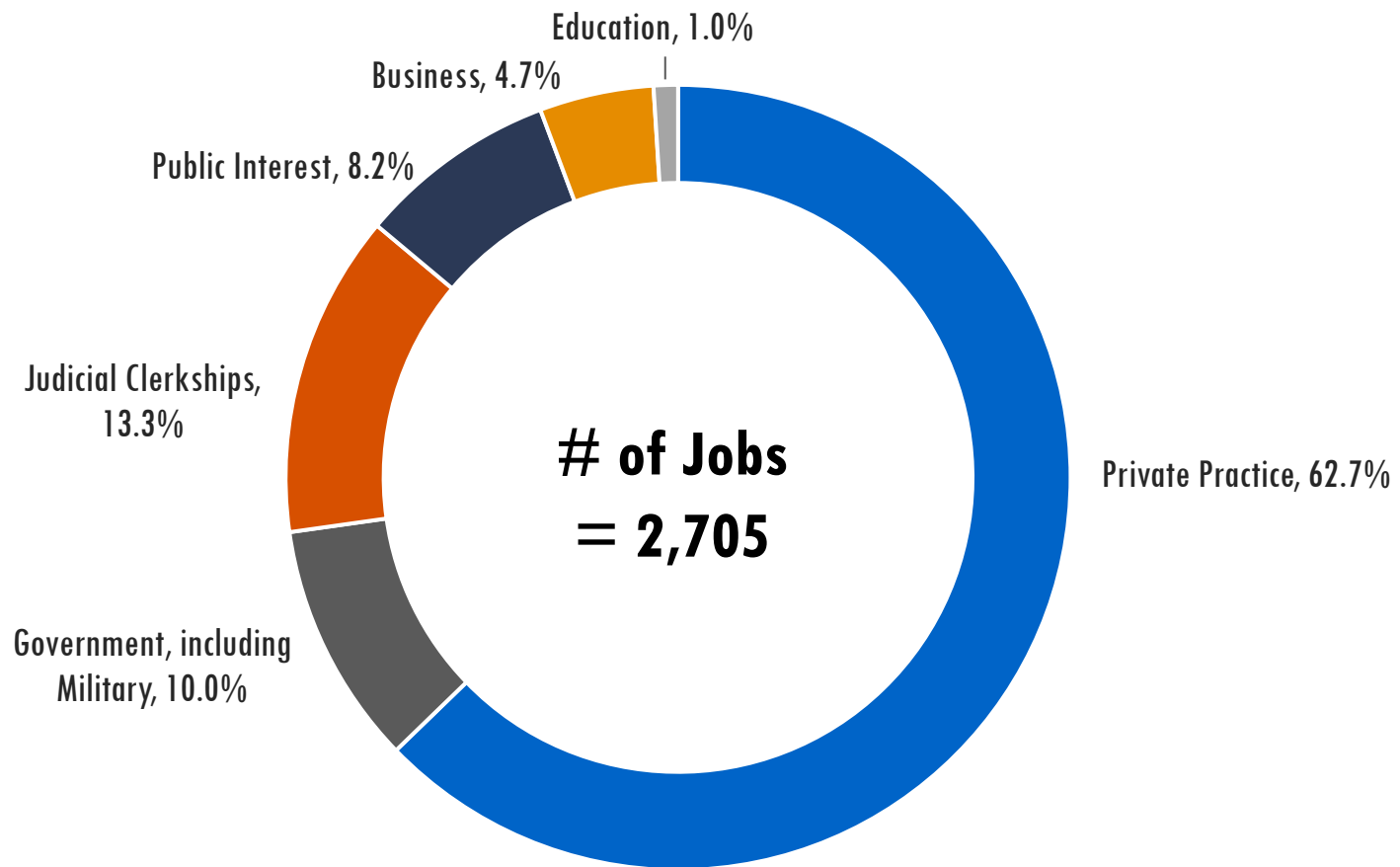
	Number of Graduates with Known Employment Status:	2,836	
	% of All Graduates who Reported Parental Education <small>(regardless of employment status):</small>	13.7%	
	Total Employed (%):	95.4%	+2.8
	% Employed in a Bar Admission Required/Anticipated Job:	89.0%	+6.9
	Median Salary	\$100,000	+\$10,000



Top 3 Employer Types for Employed Grads:

1. Private Practice	62.7%	+4.5
2. Judicial Clerkships	13.3%	+2.9
3. Government	10.0%	-2.0

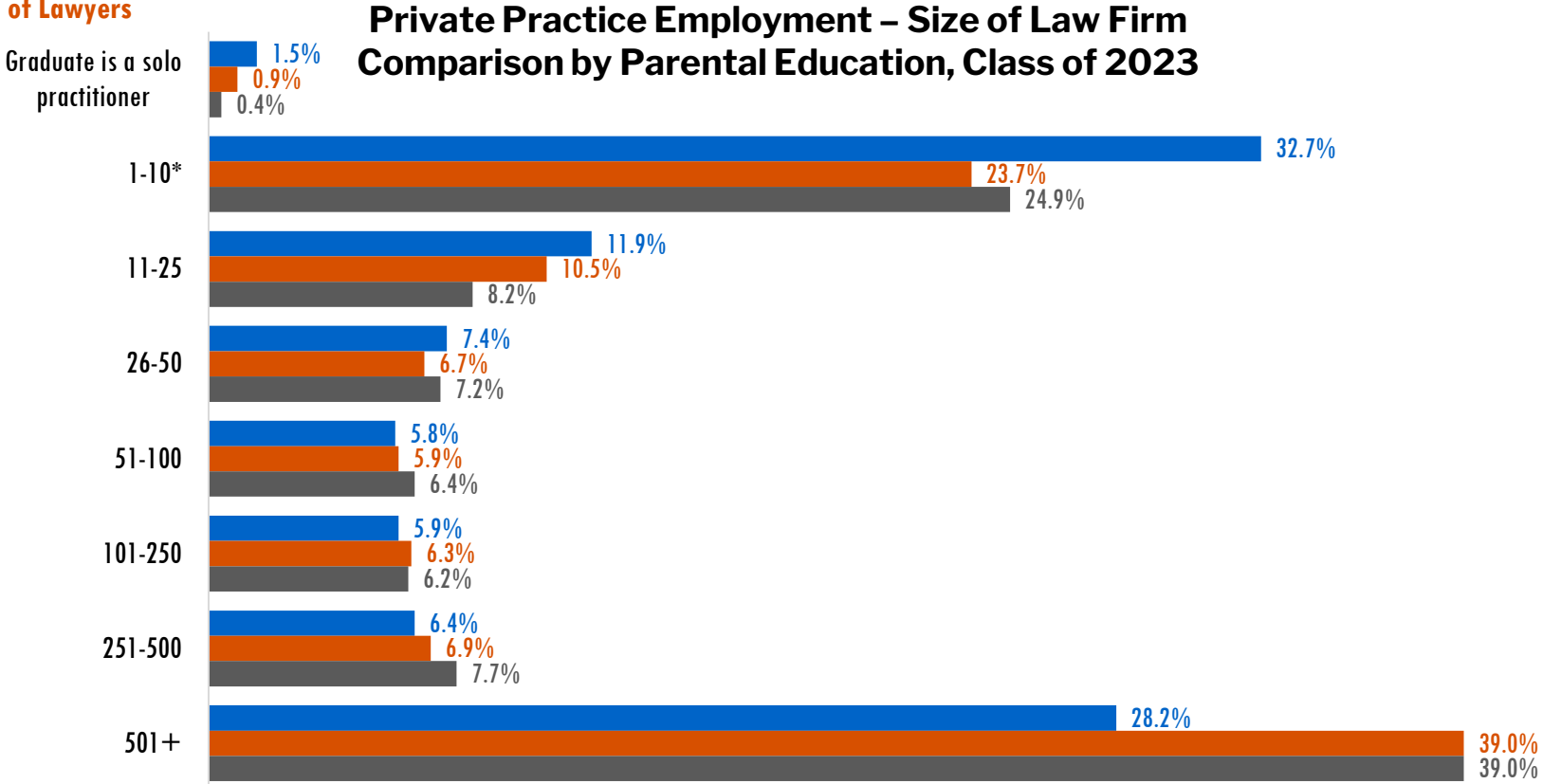
Class of 2023 Employer Types - Continuing-Generation JD College Students



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

First-gen college students are **less likely** to work in firms of **501+**, **more likely** to work in **1-10** firm size

By # of Lawyers



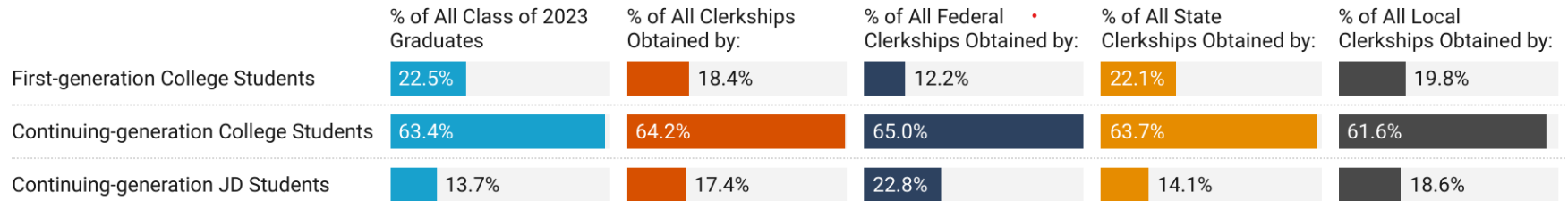
■ First-generation College Students (2,406) ■ Continuing-generation College Students (7,092) ■ Continuing-generation JD Students (1,697)

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.



Source: NALP's Jobs & JDs, Class of 2023






First-gen College Students are underrepresented within Clerkships, particularly **Federal Clerkships**



Note: Percentages are calculated based upon graduates reporting parental education data. Percentages may not add up to 100% because a small number of graduates reported information for only one of the two parental/guardian education items. A small number of tribal and international level of court clerkships are not shown separately but are included in the overall clerkship percentages.





Other Graduate Demographics

Key Employment Metrics for the Class of 2023 – Military Veterans

		Compared to Graduates Overall
 Number of Graduates with Known Employment Status:	851	
 Total Employed (%):	92.2%	-0.4
 % Employed in a Bar Admission Required/Anticipated Job:	75.1%	-7.0
 Median Salary	\$90,000	≡
 Top 3 Employer Types for Employed Grads:		
1. Private Practice	47.8%	-10.4
2. Government	23.8%	+11.8
3. Business	10.0%	+1.9

Key Employment Metrics for the Class of 2023 – Military Veterans

Compared to
Graduates Overall






	Number of Graduates with Known Employment Status:	851	
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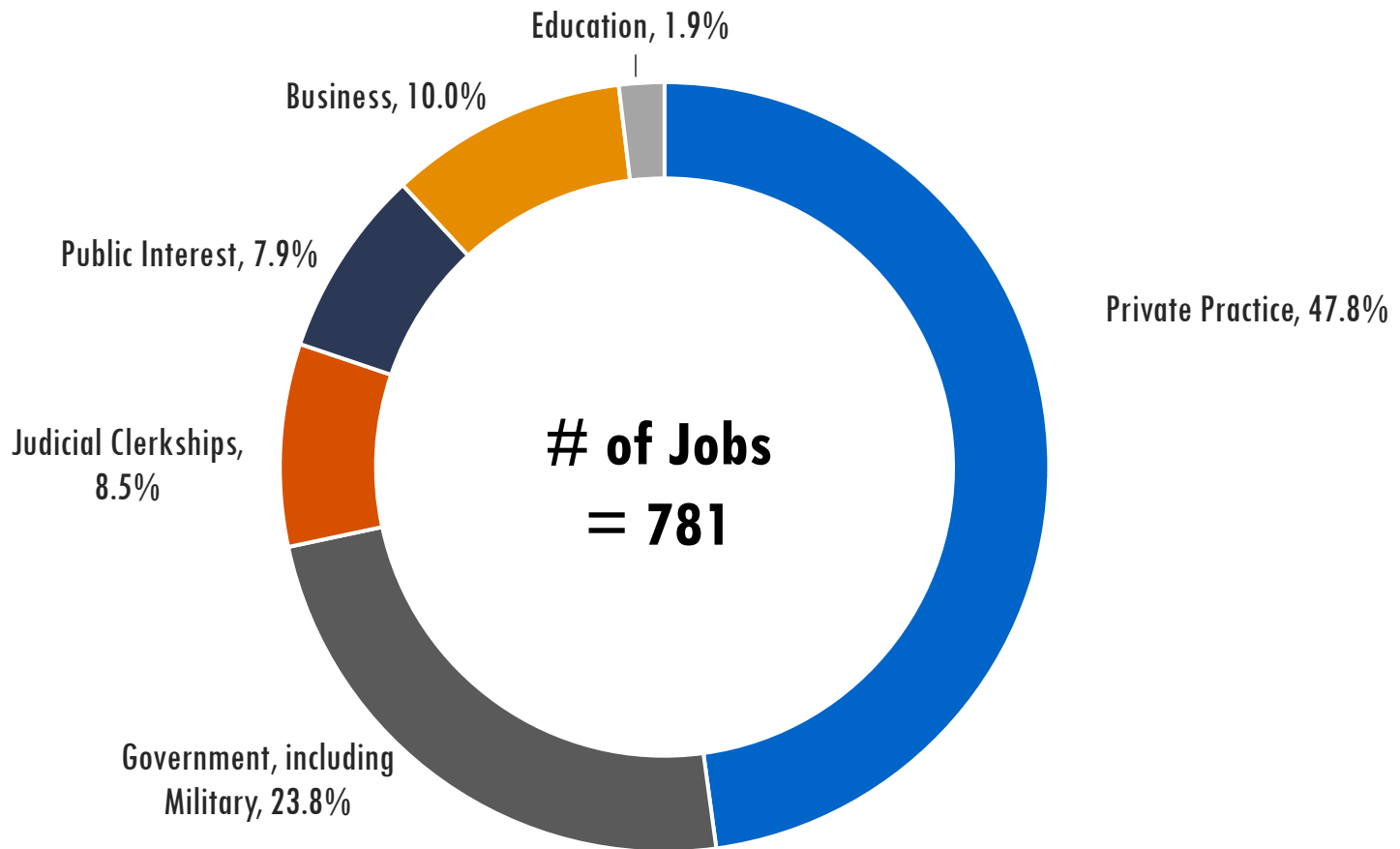
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Class of 2023 Employer Types - Military Veterans







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

Key Employment Metrics for the Class of 2023 – Transfer Students

		Compared to Graduates Overall
	Number of Graduates with Known Employment Status:	1,163
	% of All Graduates who Reported Transfer Status <small>(regardless of employment status):</small>	3.8%
	Total Employed (%):	94.7% +2.1
	% Employed in a Bar Admission Required/Anticipated Job:	86.7% +4.6
	Median Salary	\$145,000 +\$55,000
	Top 3 Employer Types for Employed Grads:	
	1. Private Practice	66.5% +8.3
	2. Government	10.7% -1.3
	3. Judicial Clerkships	9.3% -1.1

Key Employment Metrics for the Class of 2023 – Transfer Students

Compared to
Graduates Overall

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Key Employment Metrics for the Class of 2023 – Transfer Students

Compared to
Graduates Overall

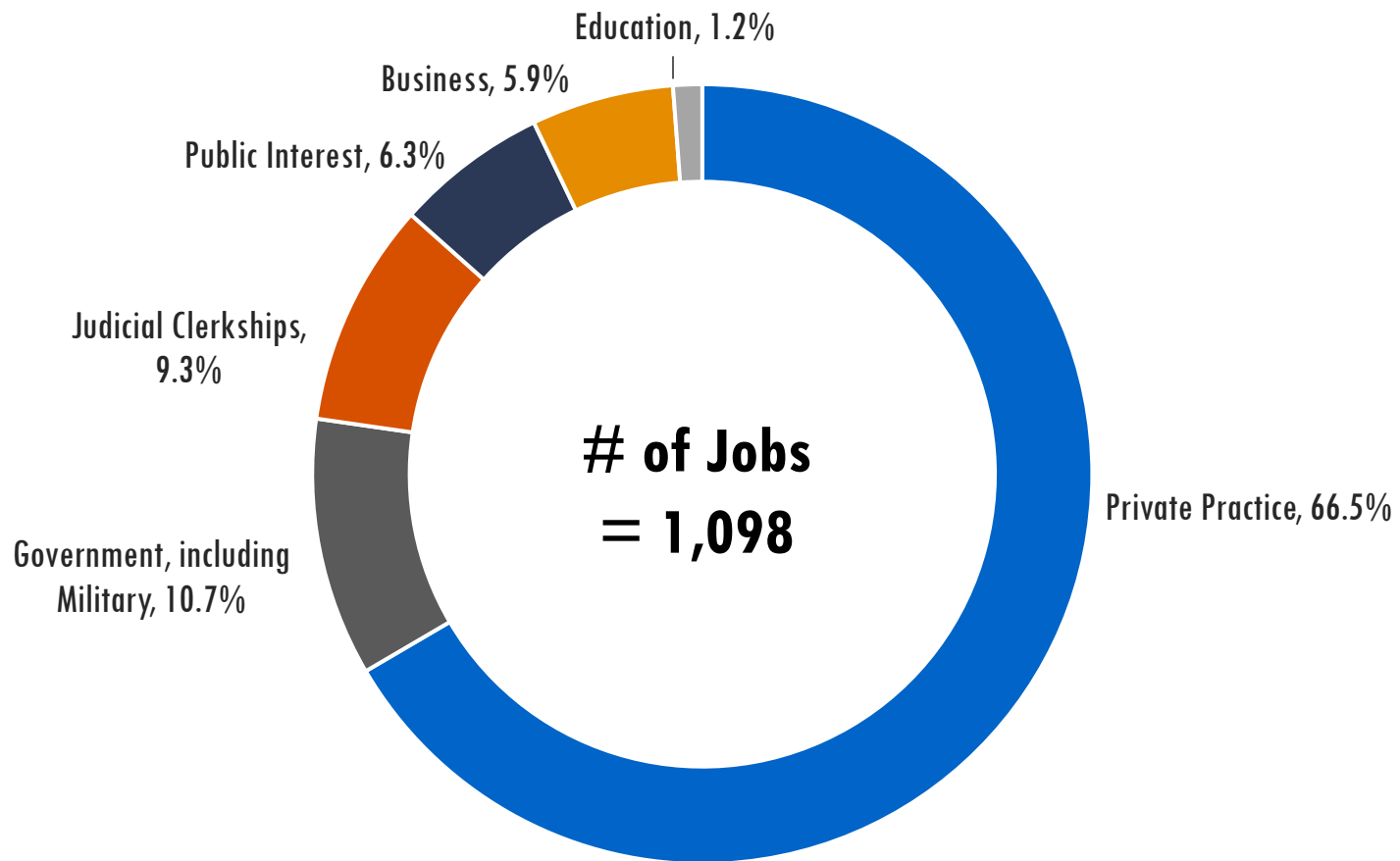
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3. Judicial Clerkships	9.3%	-1.1

Class of 2023 Employer Types - Transfer Students







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

Key Employment Metrics for the Class of 2023 – LGBTQ+ Graduates

		Compared to Graduates Overall
	Number of Graduates with Known Employment Status:	2,865
	% of All Graduates who Reported LGBTQ+ Status <small>(regardless of employment status):</small>	15.1%
	Total Employed (%):	93.8% +1.2
	% Employed in a Bar Admission Required/Anticipated Job:	84.5% +2.4
	Median Salary	\$81,023 -\$8,977
	Top 3 Employer Types for Employed Grads:	
	1. Private Practice	48.5% -9.7
	2. Public Interest	20.7% +11.0
	3. Judicial Clerkships	12.2% +1.8

Key Employment Metrics for the Class of 2023 – LGBTQ+ Graduates

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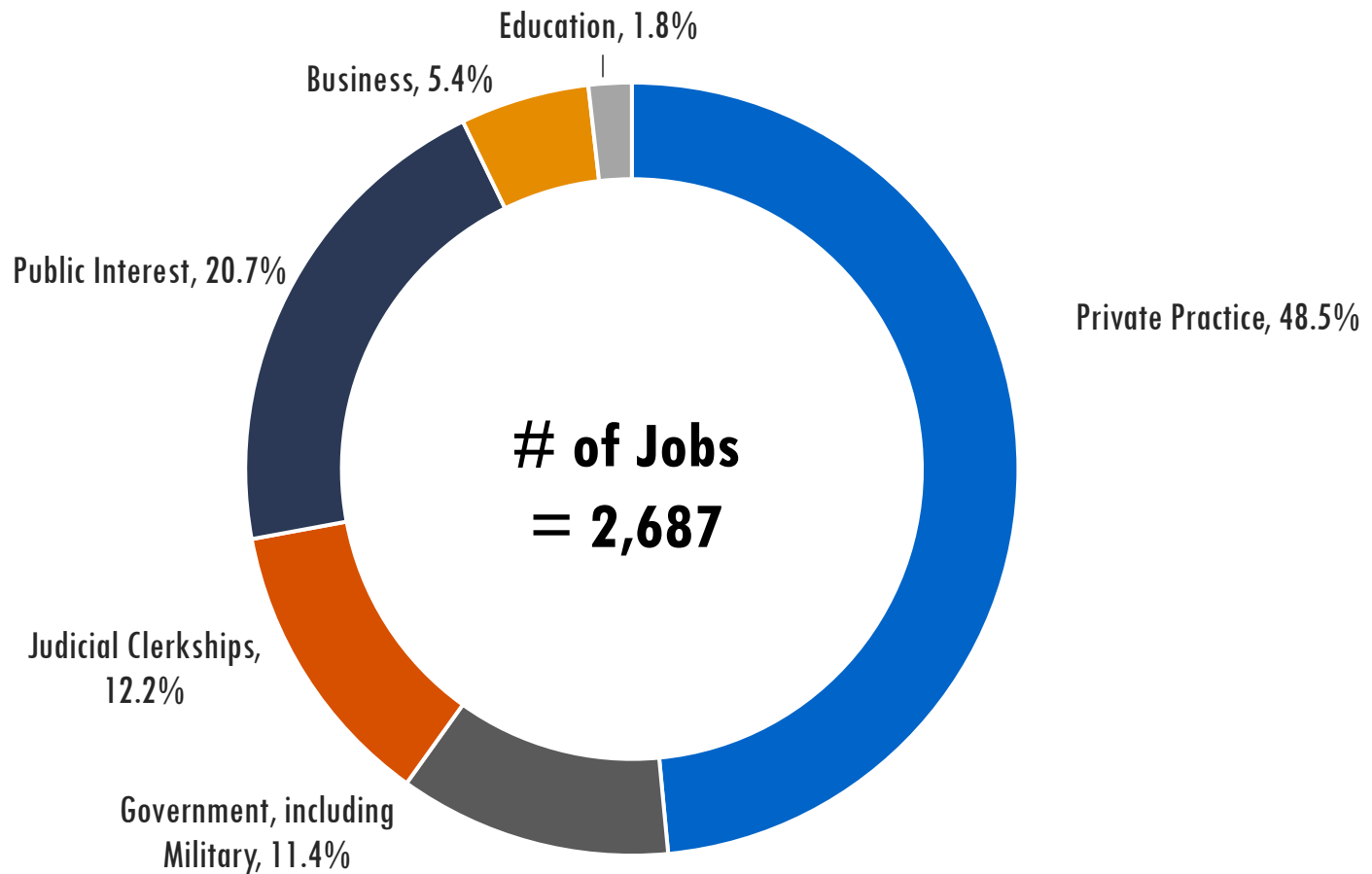
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Class of 2023 Employer Types - LGBTQ+ Students



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





Key Employment Metrics for the Class of 2023 – Graduates with Disabilities

Compared to
Graduates Overall

	Number of Graduates with Known Employment Status:	1,641	
	% of All Graduates who Reported Disability Status (regardless of employment status):	7.3%	
	Total Employed (%):	89.8%	-2.8
	% Employed in a Bar Admission Required/Anticipated Job:	77.4%	-4.7
	Median Salary	\$80,769	-\$9,231
	Top 3 Employer Types for Employed Grads:		
	1. Private Practice	51.2%	-7.0
	2. Public Interest	14.7%	+5.0
	3. Government	12.9%	+0.9

Key Employment Metrics for the Class of 2023 – Graduates with Disabilities

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Compared to
Graduates Overall

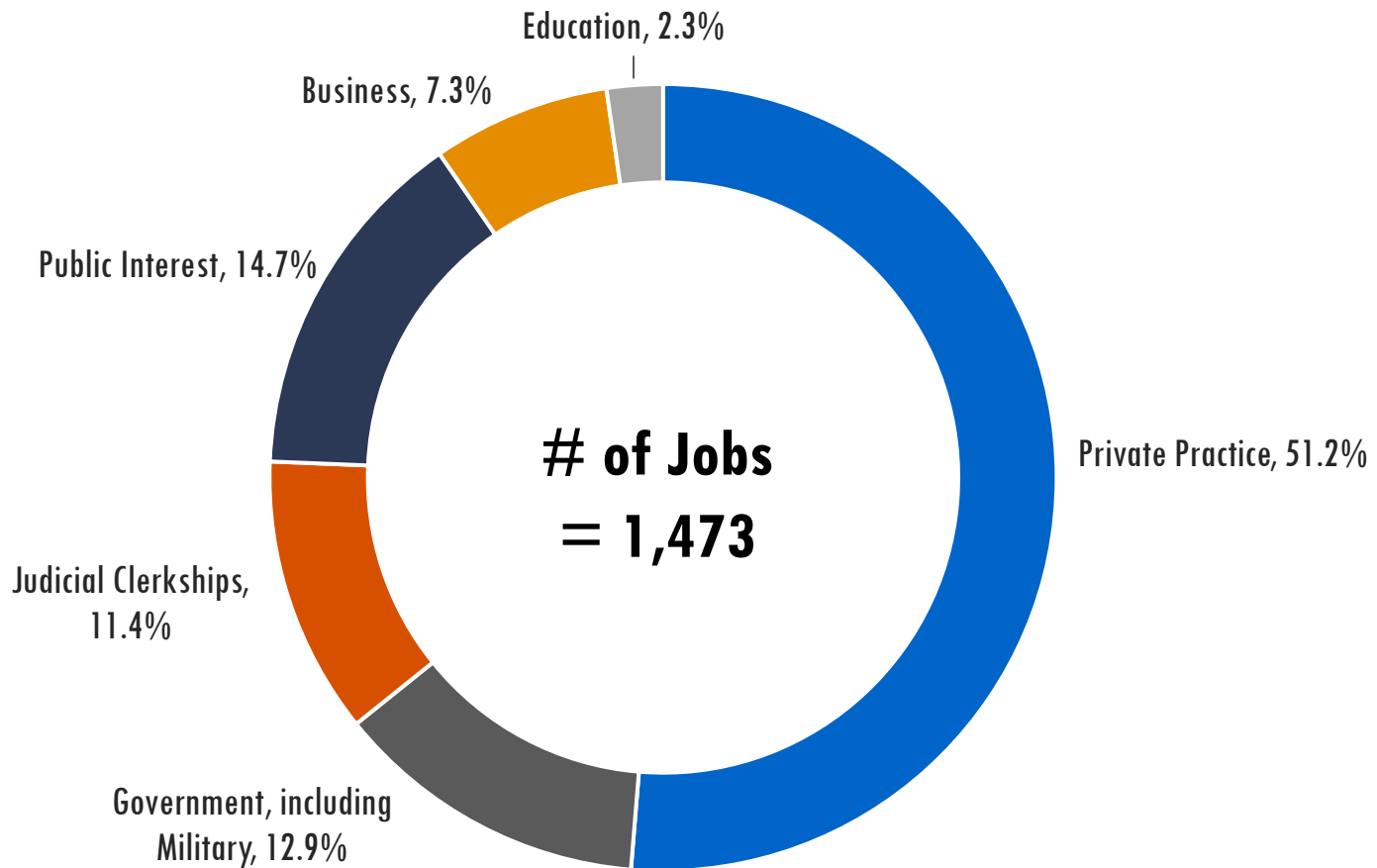
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Class of 2023 Employer Types - Graduates with Disabilities



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For More Detailed Demographic Data

50th EDITION *Jobs & JDs* Employment and Salaries of New Graduates, Class of 2023

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Questions?

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