



# Disparate Outcomes: Another Look at NALP's Employment and Salary Data

Free Member Webinar  
October 12, 2022

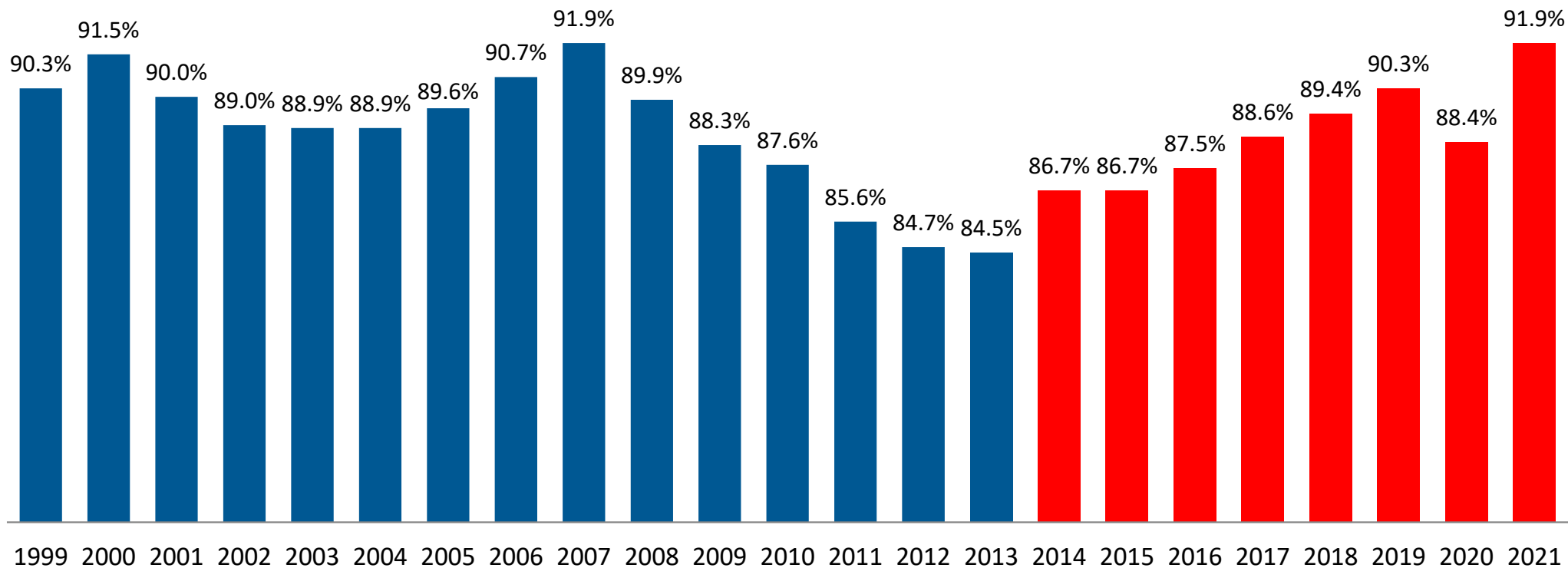
Presenters:

James Leipold, Executive Director

Danielle Taylor, Director of Research

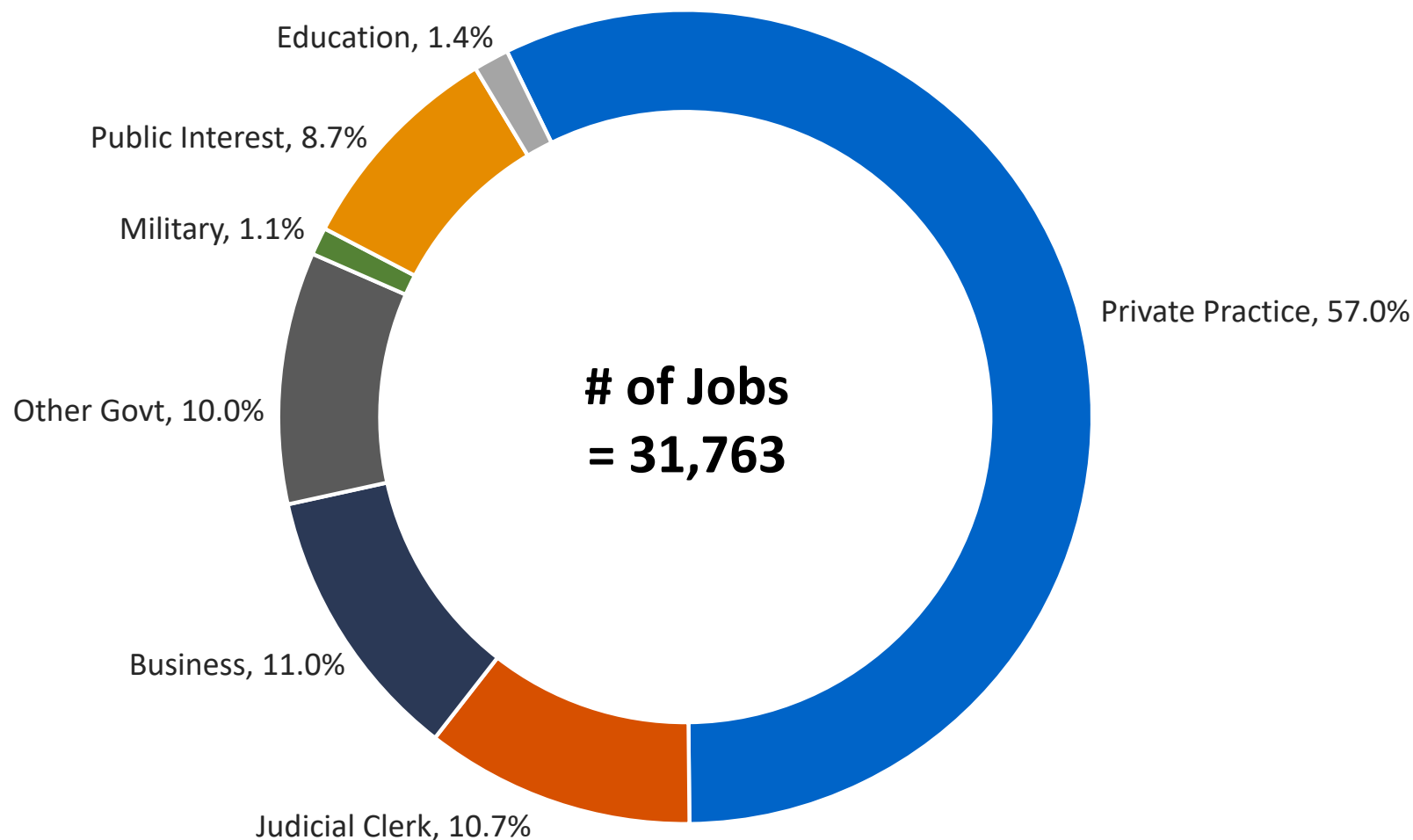


# Law Graduate Employment Rate Nine/Ten Months After Graduation: 1999 – 2021



**NOTE:** Beginning with the Class of 2014, employment status information was collected as of March 15, rather than February 15, as it had been in prior years.

# Employment Outcomes for the Class of 2021: Employer Type



# Key Employment Metrics by Graduate Demographics for the Class of 2021

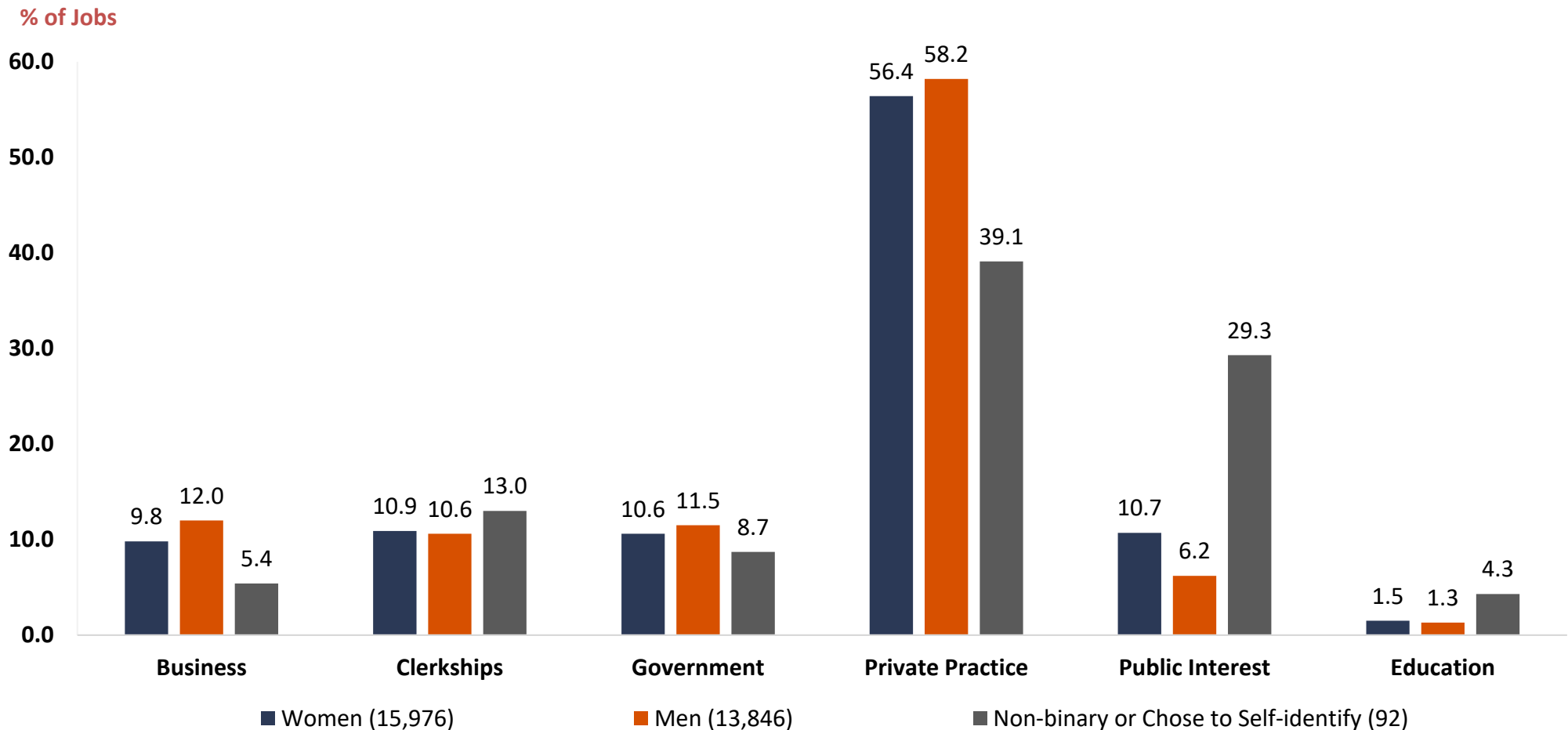
## All Graduates:

Number of Graduates with Known Employment Status:	34,562
Total Employed (%):	91.9%
% Employed in a Bar Passage Required/Anticipated Job:	78.2%
Median Salary	\$80,000

## Top 3 Employer Types for Employed Grads:

1. Private Practice	57.0%
2. Government	11.1%
3. Business	11.0%

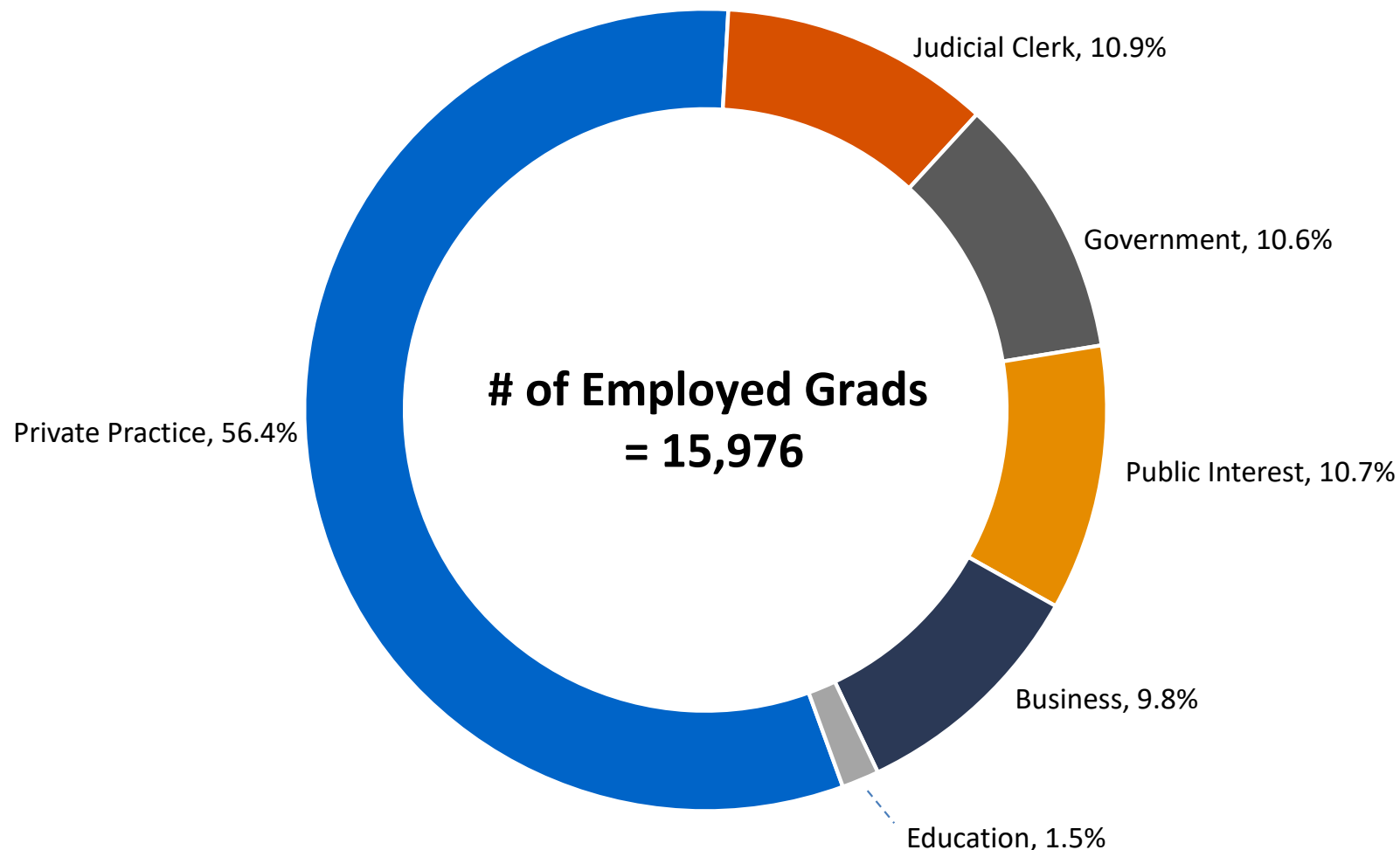
# Differences in Employment Type by Gender for the Class of 2021



Note: Figures are based on all jobs. Figures in parentheses indicate the number of graduates represented. The women category includes graduates reporting a gender identity of woman or trans woman and the men category includes graduates reporting a gender identity of man or trans man. The percentages do not add up to 100% by gender because the unknown employer type is not shown.

# 2021 Key Employment Metrics by Graduate Demographics - Women

## Employer Types - Women Graduates



# 2021 Key Employment Metrics by Graduate Demographics

Compared to  
Graduates Overall

## Graduates who are Women:

Number of Graduates with Known Employment Status:

17,289

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

53.2%

Total Employed (%):

92.4%

↑0.5

% Employed in a Bar Passage Required/Anticipated Job:

79.6%

↑1.4

Median Salary

\$75,000

↓ \$5,000

## Top 3 Employer Types for Employed Grads:

1. Private Practice

56.4%

↓0.6

2. Judicial Clerkships

10.9%

↑0.2

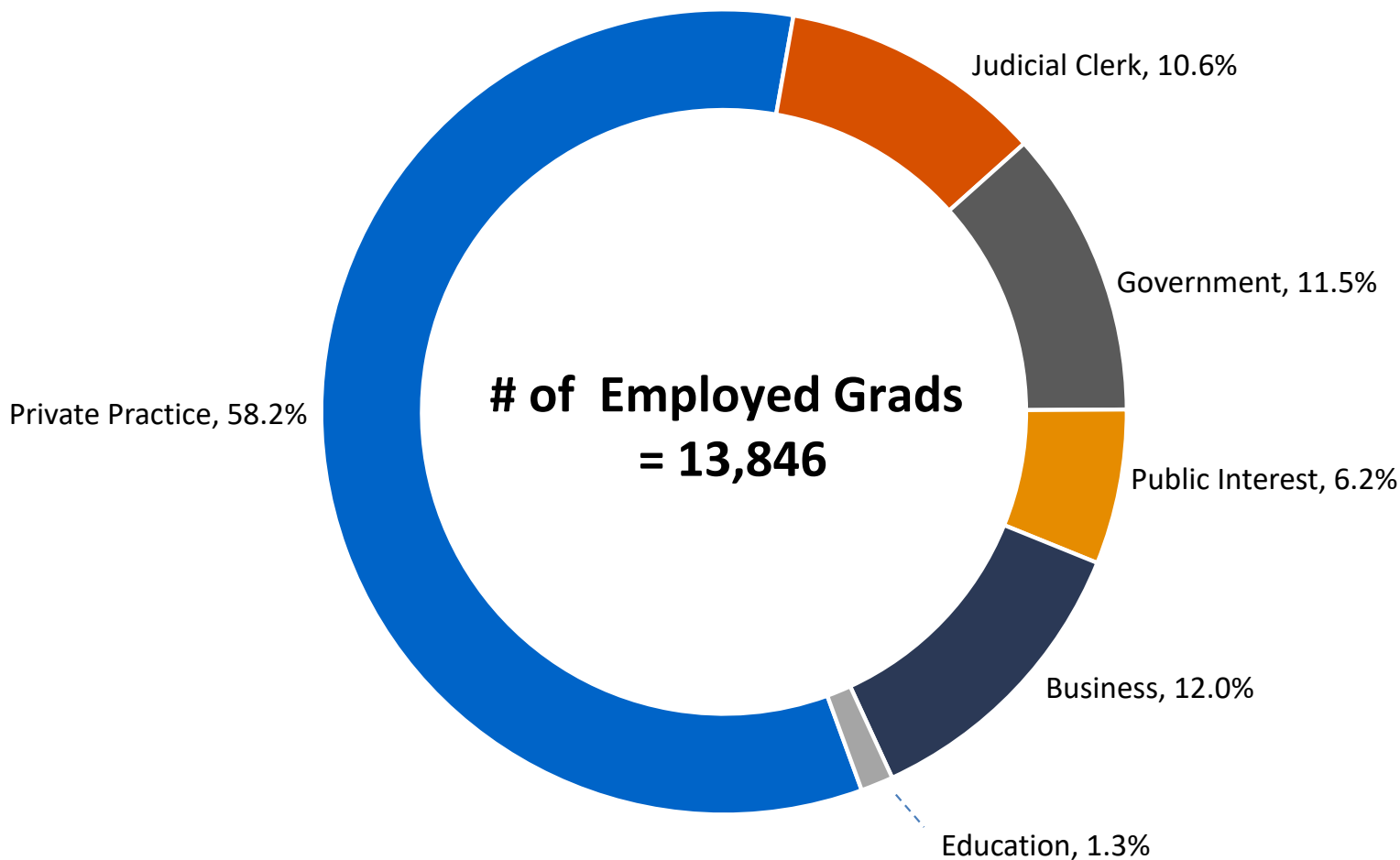
3. Public Interest

10.7%

↑2.0

# 2021 Key Employment Metrics by Graduate Demographics - Men

## Employer Types - Men 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.

# 2021 Key Employment Metrics by Graduate Demographics

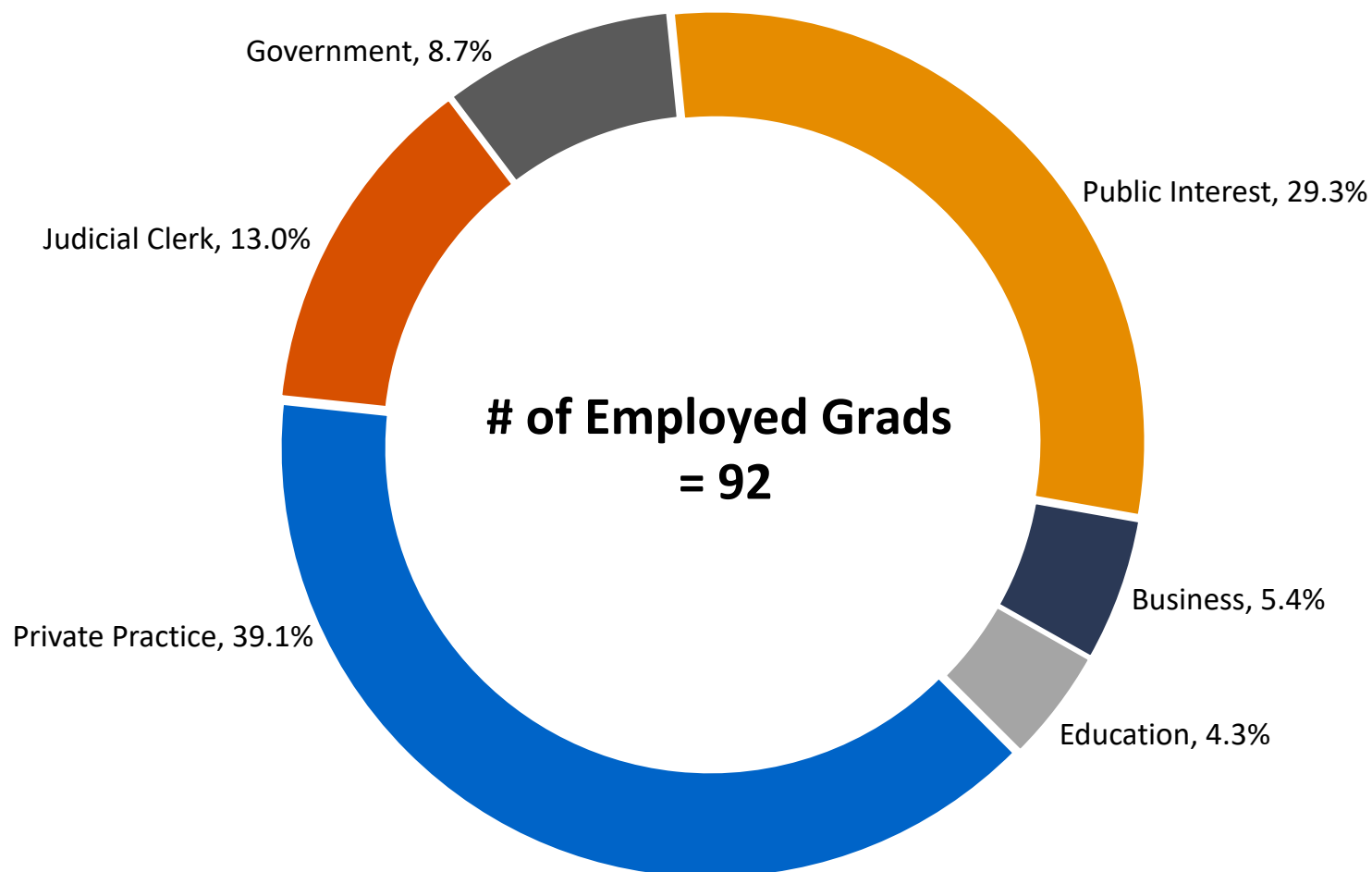
Compared to  
Graduates Overall

## Graduates who are Men:

Number of Graduates with Known Employment Status:	15,093	
% of All Graduates who Reported Gender (regardless of employment status):	46.5%	
Total Employed (%):	91.7%	↓0.2
% Employed in a Bar Passage Required/Anticipated Job:	77.5%	↓0.7
Median Salary	\$80,000	≡
<b>Top 3 Employer Types for Employed Grads:</b>		
1. Private Practice	58.2%	↑1.2
2. Business	12.0%	↑1.0
3. Government	11.5%	↑0.4

# 2021 Key Employment Metrics by Graduate Demographics – Non-binary Graduates

## Employer Types - Non-binary Graduates



Note: Also includes graduates who chose to self-identify their gender. 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.

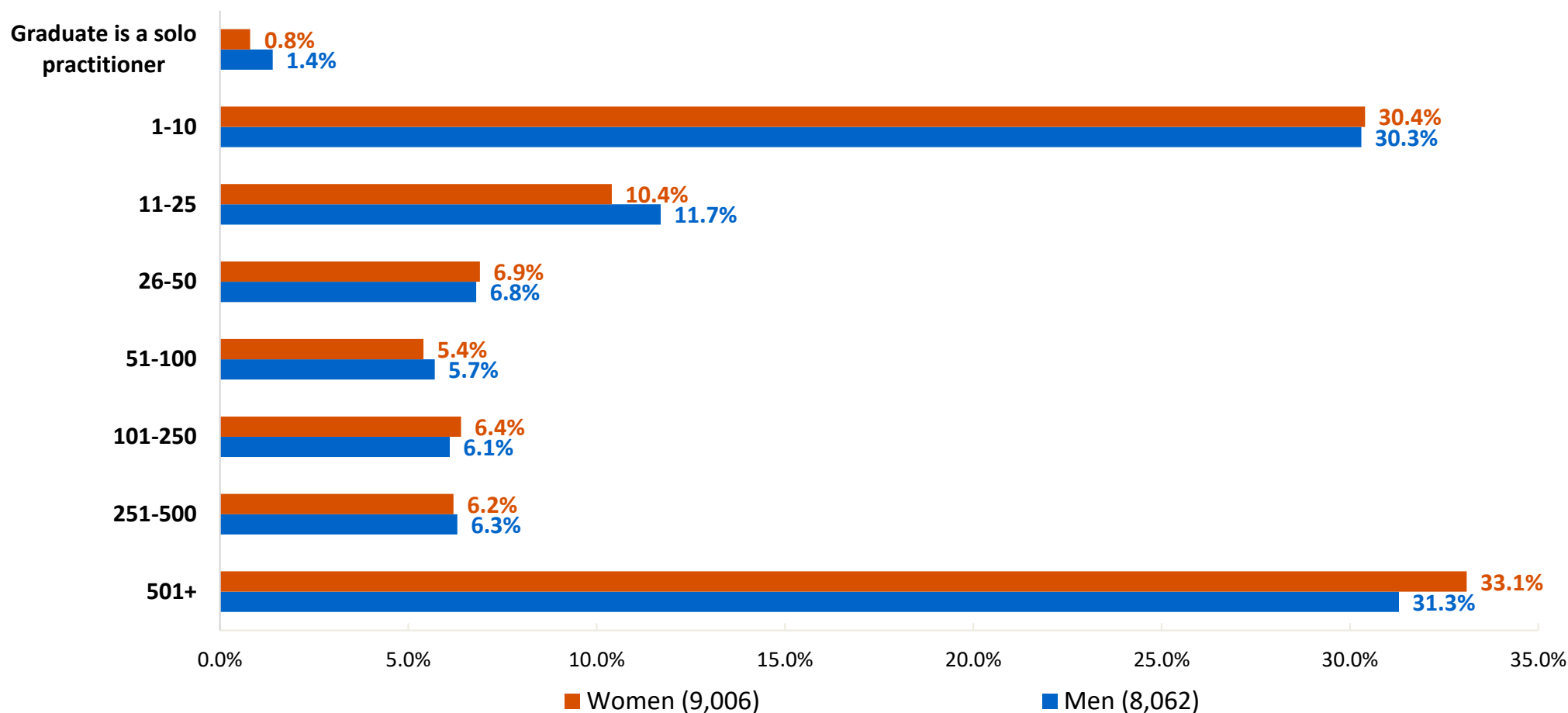
# 2021 Key Employment Metrics by Graduate Demographics

Compared to  
Graduates Overall

## Graduates who are Non-binary or Chose to Self-identify:

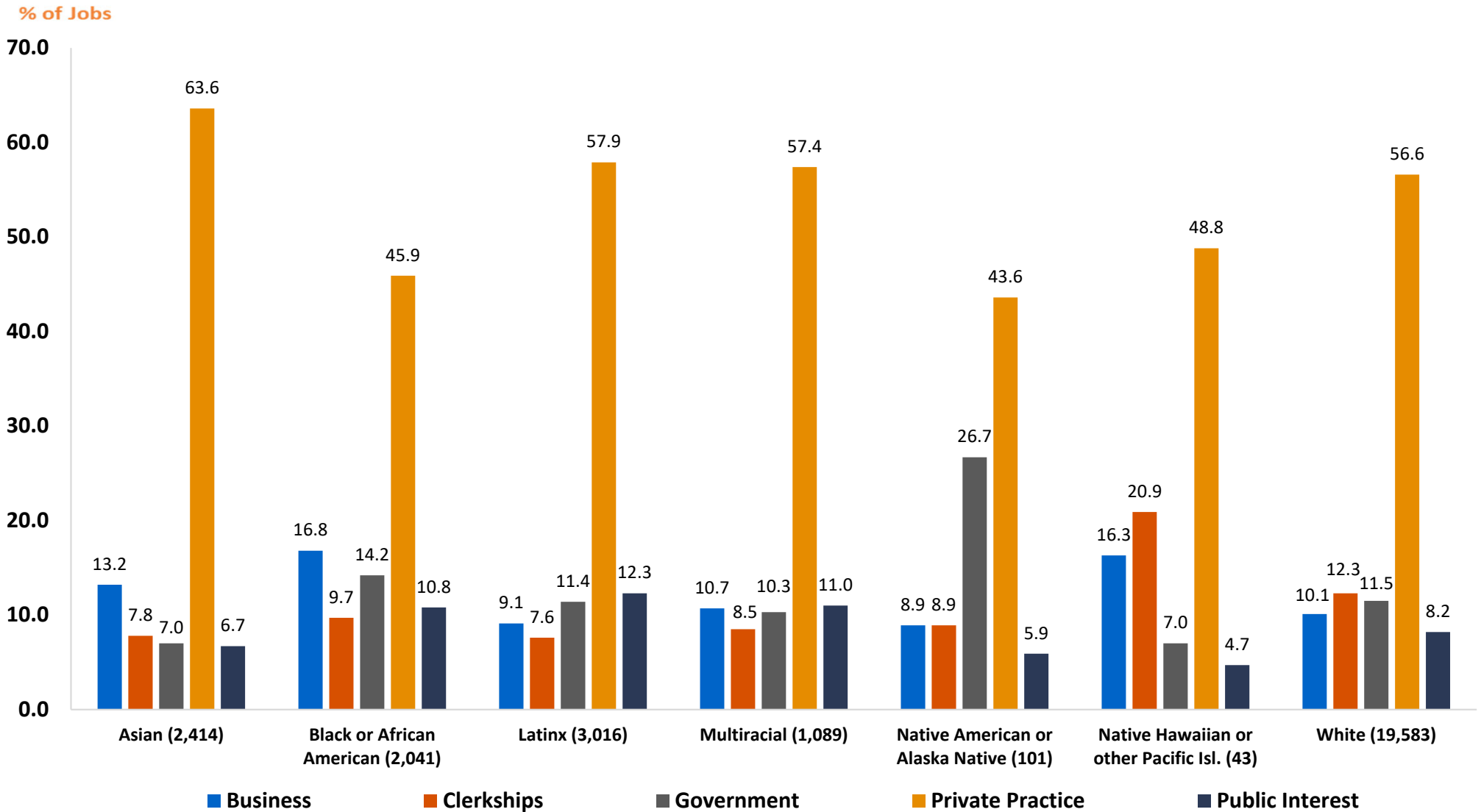
Number of Graduates with Known Employment Status:	109	
% of All Graduates who Reported Gender (regardless of employment status):	0.3%	
Total Employed (%):	84.4%	↓7.5
% Employed in a Bar Passage Required/Anticipated Job:	67.9%	↓10.3
Median Salary	\$66,726	↓\$13,274
<b>Top 3 Employer Types for Employed Grads:</b>		
1. Private Practice	39.1%	↓17.9
2. Public Interest	29.3%	↑20.6
3. Judicial Clerkships	13.0%	↑2.3

# Employment in Private Practice by Gender and Size of Law Firm, Class of 2021



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. The women category includes graduates reporting a gender identity of woman or trans woman and the men category includes graduates reporting a gender identity of man or trans man. Data for non-binary graduates or those who chose to self-identify their gender are not shown due to the small number of observations within private practice. The percentages do not add up to 100% by gender because the unknown employer type is not shown.

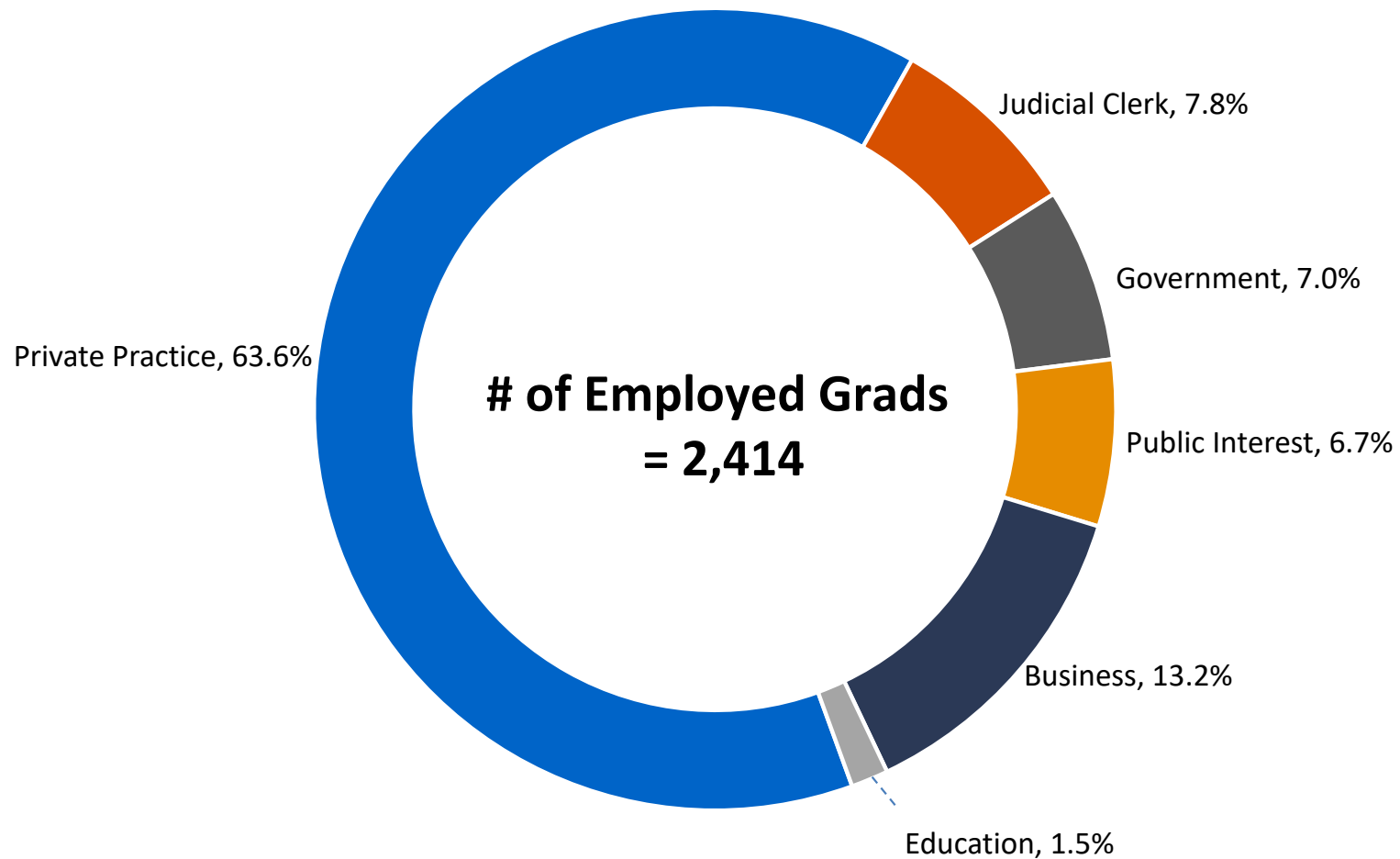
# Differences in Employment Type by Race/Ethnicity, Class of 2021



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.

# 2021 Key Employment Metrics by Graduate Demographics – Asian Graduates

## 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.

# 2021 Key Employment Metrics by Graduate Demographics

Compared to  
Graduates Overall

## Asian Graduates:

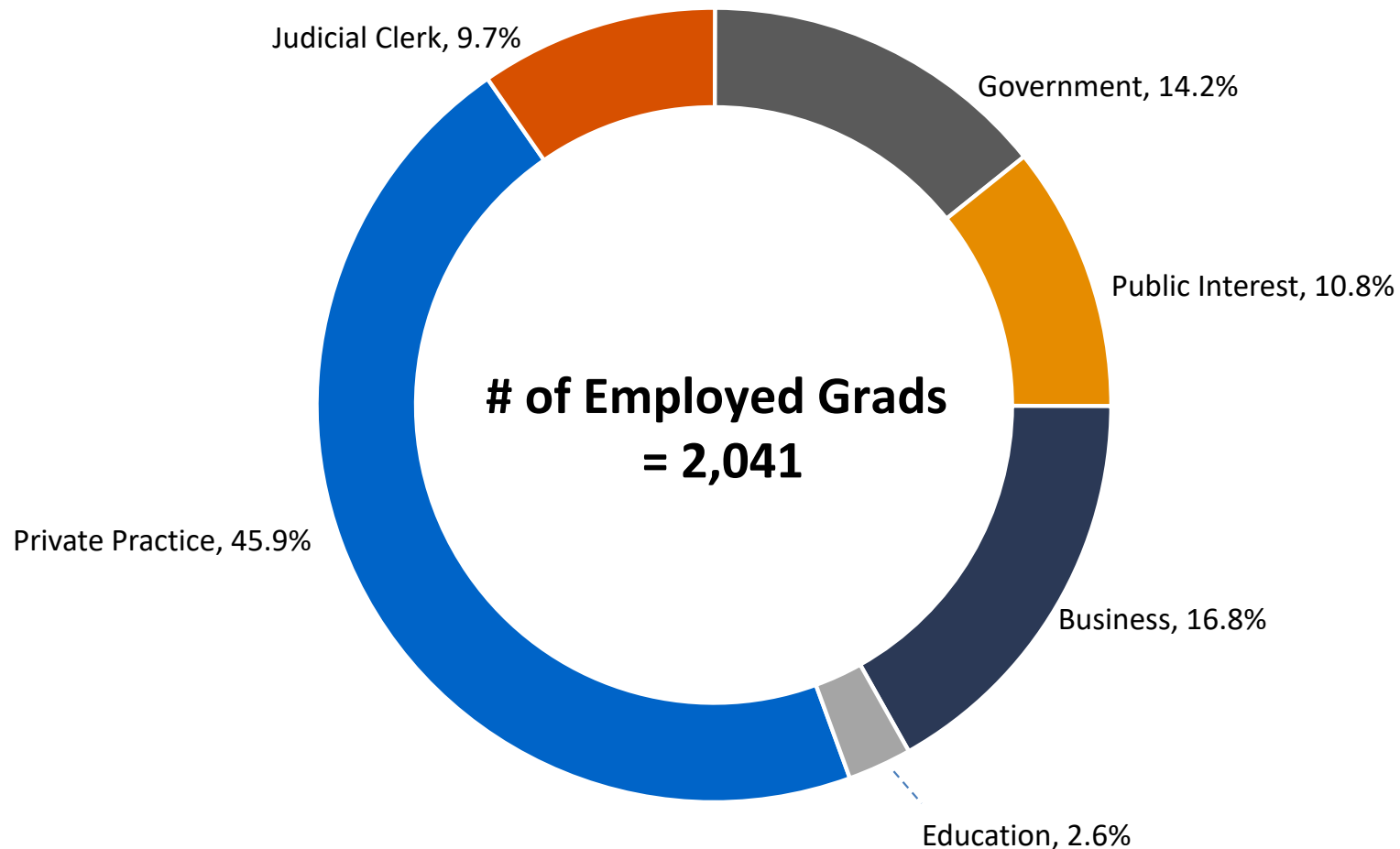
Number of Graduates with Known Employment Status:	2,674	
% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	8.7%	
% Women	5.2%	
% Men	3.3%	
Total Employed (%):	90.3%	↓1.6
% Employed in Bar Passage Required/Anticipated Job:	75.8%	↓2.4
Median Salary	\$125,000	↑\$45,000

## Top 3 Employer Types for Employed Grads:

1. Private Practice	63.6%	↑6.6
2. Business	13.2%	↑2.2
3. Judicial Clerkships	7.8%	↓2.9

# 2021 Key Employment Metrics by Graduate Demographics – Black or African American Graduates

## 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.

# 2021 Key Employment Metrics by Graduate Demographics

Compared to  
Graduates Overall

## Black or African American Graduates:

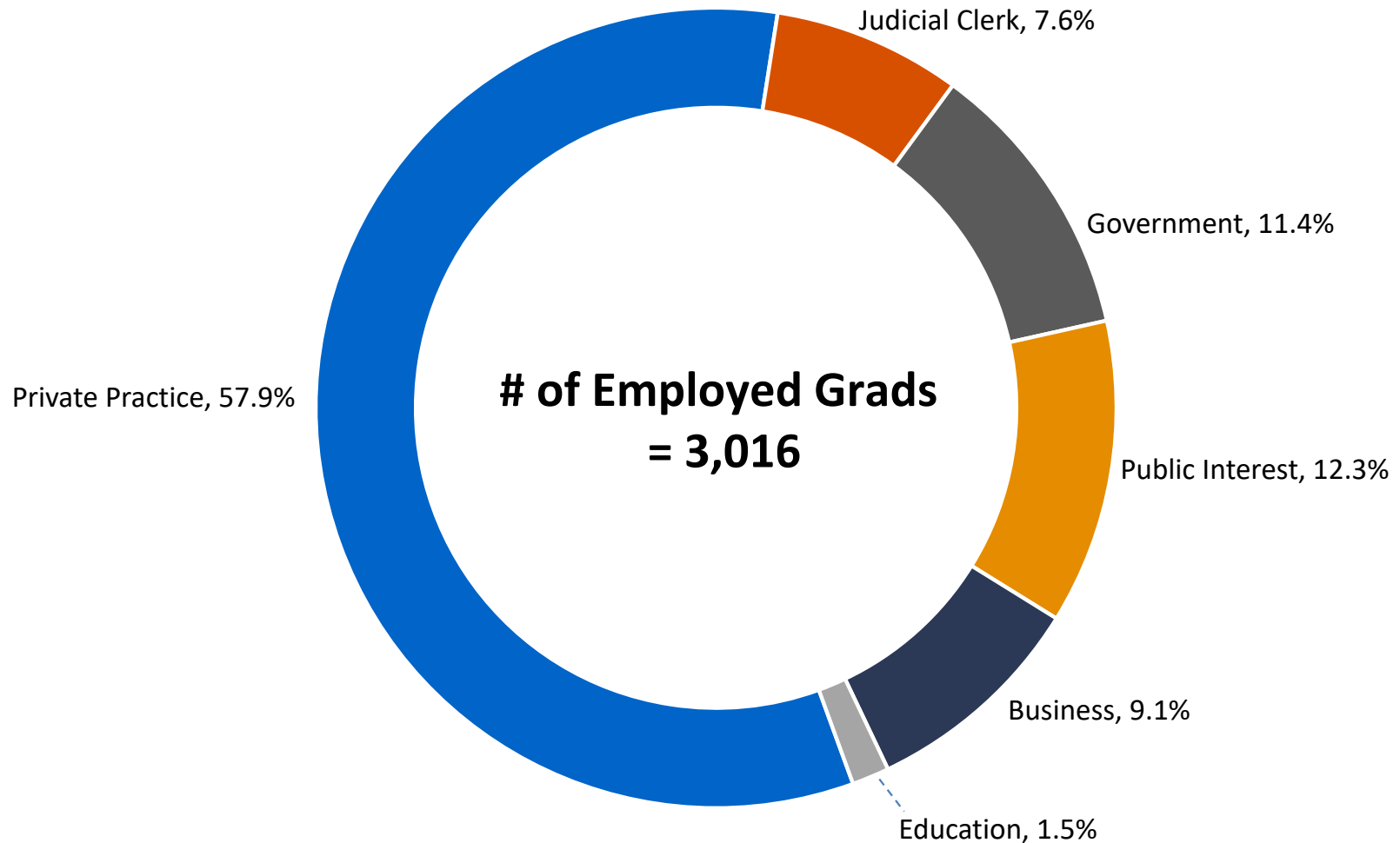
Number of Graduates with Known Employment Status:	2,303	
% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	7.5%	
% Women	4.6%	
% Men	2.7%	
Total Employed (%):	88.6%	↓3.3
% Employed in Bar Passage Required/Anticipated Job:	65.9%	↓12.3
Median Salary	\$82,000	↑\$2,000

## Top 3 Employer Types for Employed Grads:

1. Private Practice	45.9%	↓11.1
2. Business	16.8%	↑5.8
3. Government	14.2%	↑3.1

# 2021 Key Employment Metrics by Graduate Demographics – Latinx Graduates

## 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.

# 2021 Key Employment Metrics by Graduate Demographics

Compared to  
Graduates Overall

## Latinx Graduates:

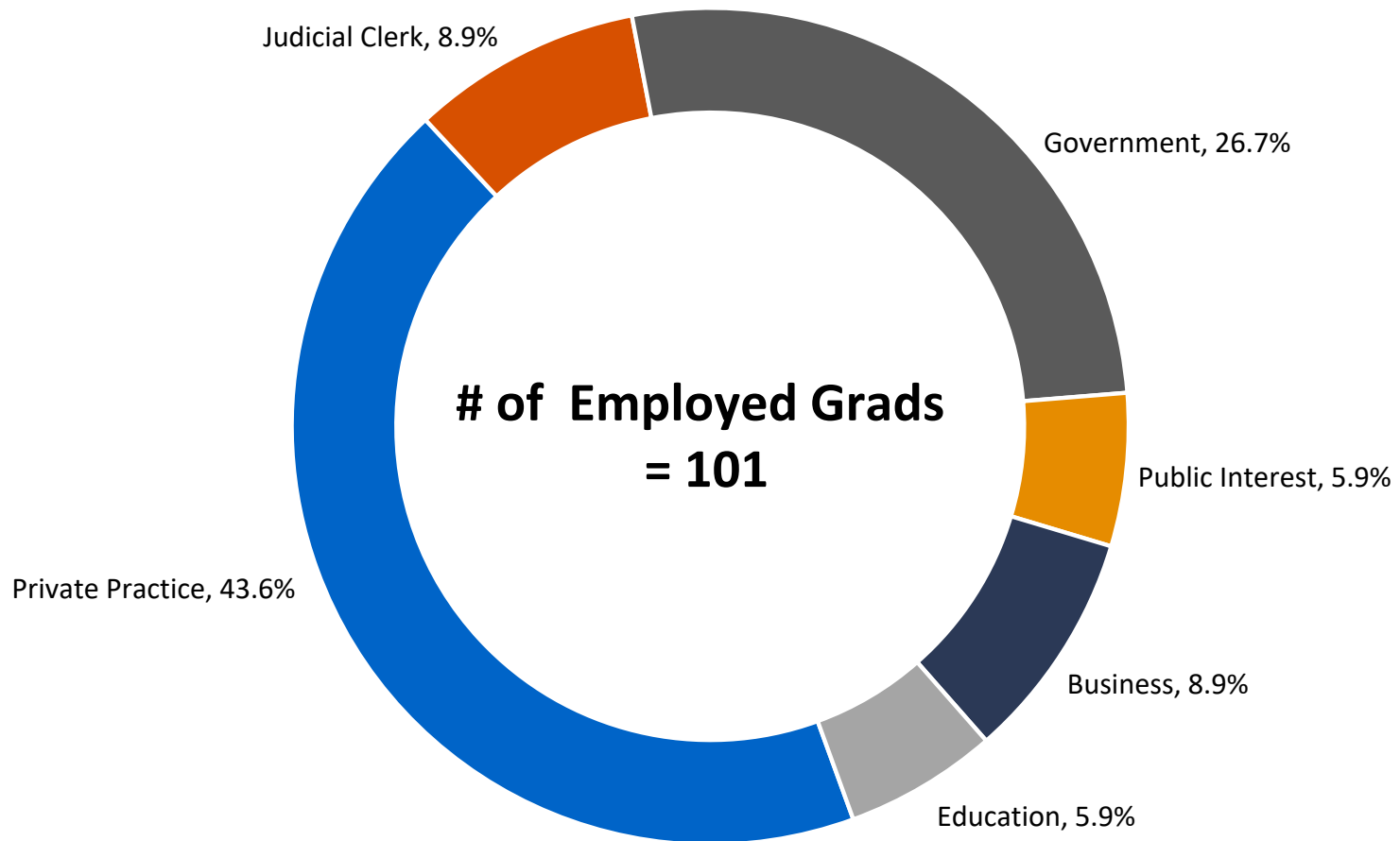
Number of Graduates with Known Employment Status:	3,325	
% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	10.9%	
% Women	6.2%	
% Men	4.3%	
Total Employed (%):	90.7%	↓1.2
% Employed in Bar Passage Required/Anticipated Job:	77.2%	↓1.0
Median Salary	\$75,000	↓\$5,000

## Top 3 Employer Types for Employed Grads:

1. Private Practice	57.9%	↑0.9
2. Public Interest	12.3%	↑3.6
3. Government	11.4%	↑0.3

# 2021 Key Employment Metrics by Graduate Demographics – Native American or AK Native Graduates

## Employer Types - Native American or AK 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.

# 2021 Key Employment Metrics by Graduate Demographics

Compared to  
Graduates Overall

## Native American or Alaska Native Graduates:

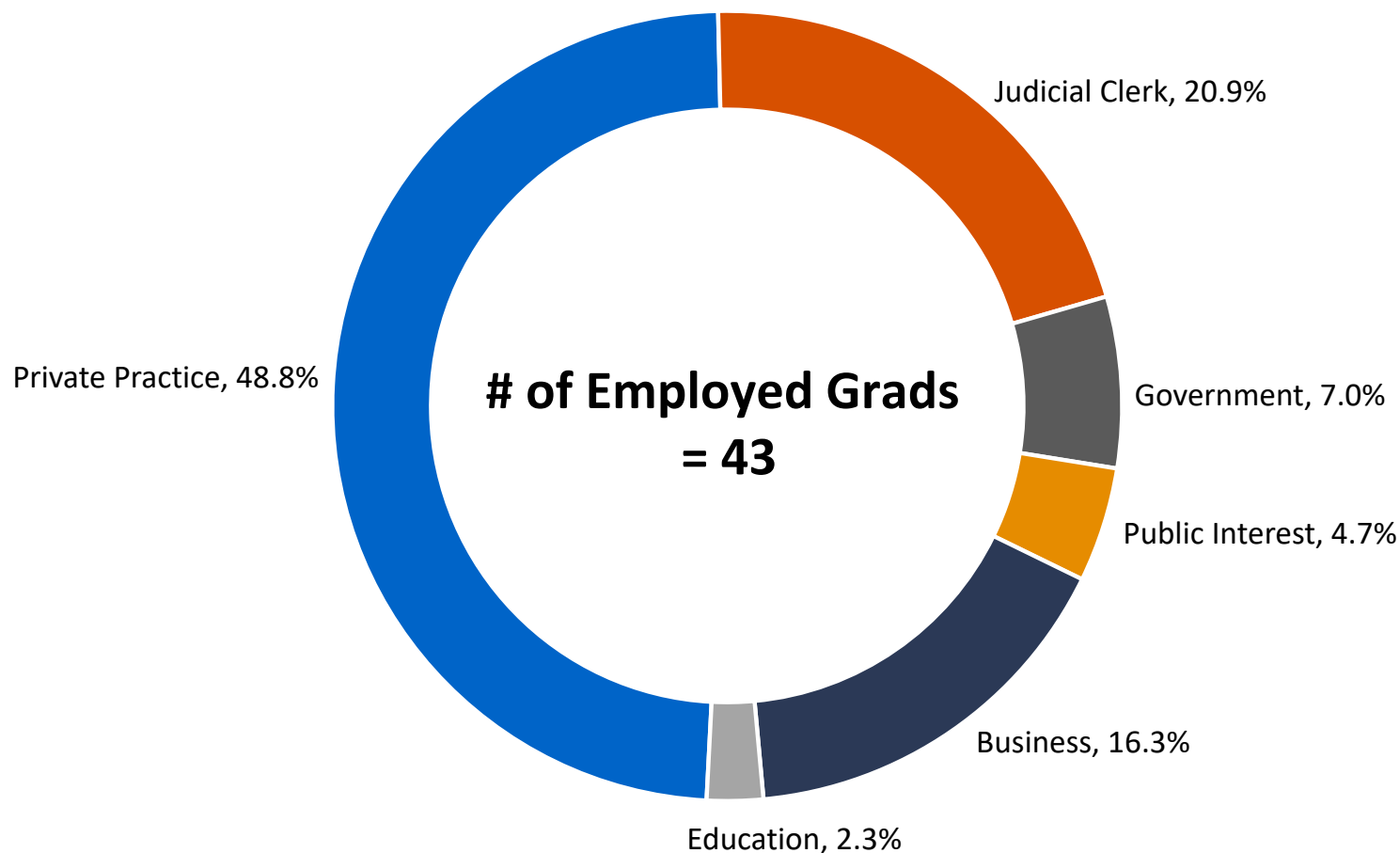
Number of Graduates with Known Employment Status:	114	
% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	0.4%	
% Women	0.2%	
% Men	0.2%	
Total Employed (%):	88.6%	↓3.3
% Employed in Bar Passage Required/Anticipated Job:	69.3%	↓8.9
Median Salary	\$70,000	↓\$10,000

## Top 3 Employer Types for Employed Grads:

1. Private Practice	43.6%	↓13.4
2. Government	26.7%	↑15.6
3. Business/Judicial Clerkships (tie)	8.9%	↓2.1 / ↓1.8

# 2021 Key Employment Metrics by Graduate Demographics – Native HI or other PI Graduates

## Employer Types - Native HI or other PI 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.

# 2021 Key Employment Metrics by Graduate Demographics

Compared to  
Graduates Overall

## Native Hawaiian or Pacific Islander Graduates:

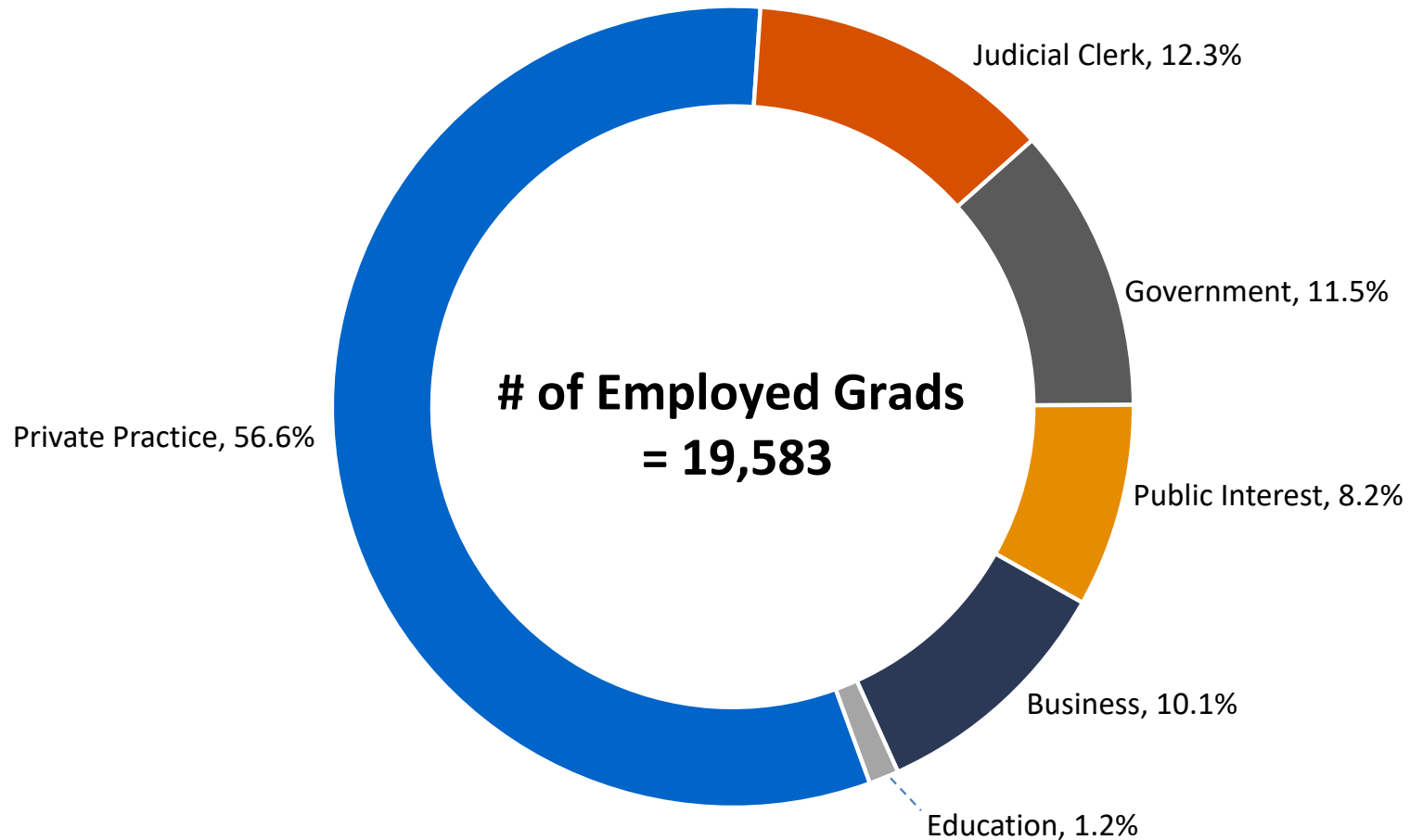
Number of Graduates with Known Employment Status:	53	
% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	0.2%	
% Women	0.1%	
% Men	0.1%	
Total Employed (%):	81.1%	↓10.8
% Employed in Bar Passage Required/Anticipated Job:	58.5%	↓19.7
Median Salary	\$86,900	↑\$6,900

## Top 3 Employer Types for Employed Grads:

1. Private Practice	48.8%	↓8.2
2. Judicial Clerkships	20.9%	↑10.2
3. Business	16.3%	↑5.3

# 2021 Key Employment Metrics by Graduate Demographics – White/Caucasian Graduates

## 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.

# 2021 Key Employment Metrics by Graduate Demographics

Compared to  
Graduates Overall

## White/Caucasian Graduates:

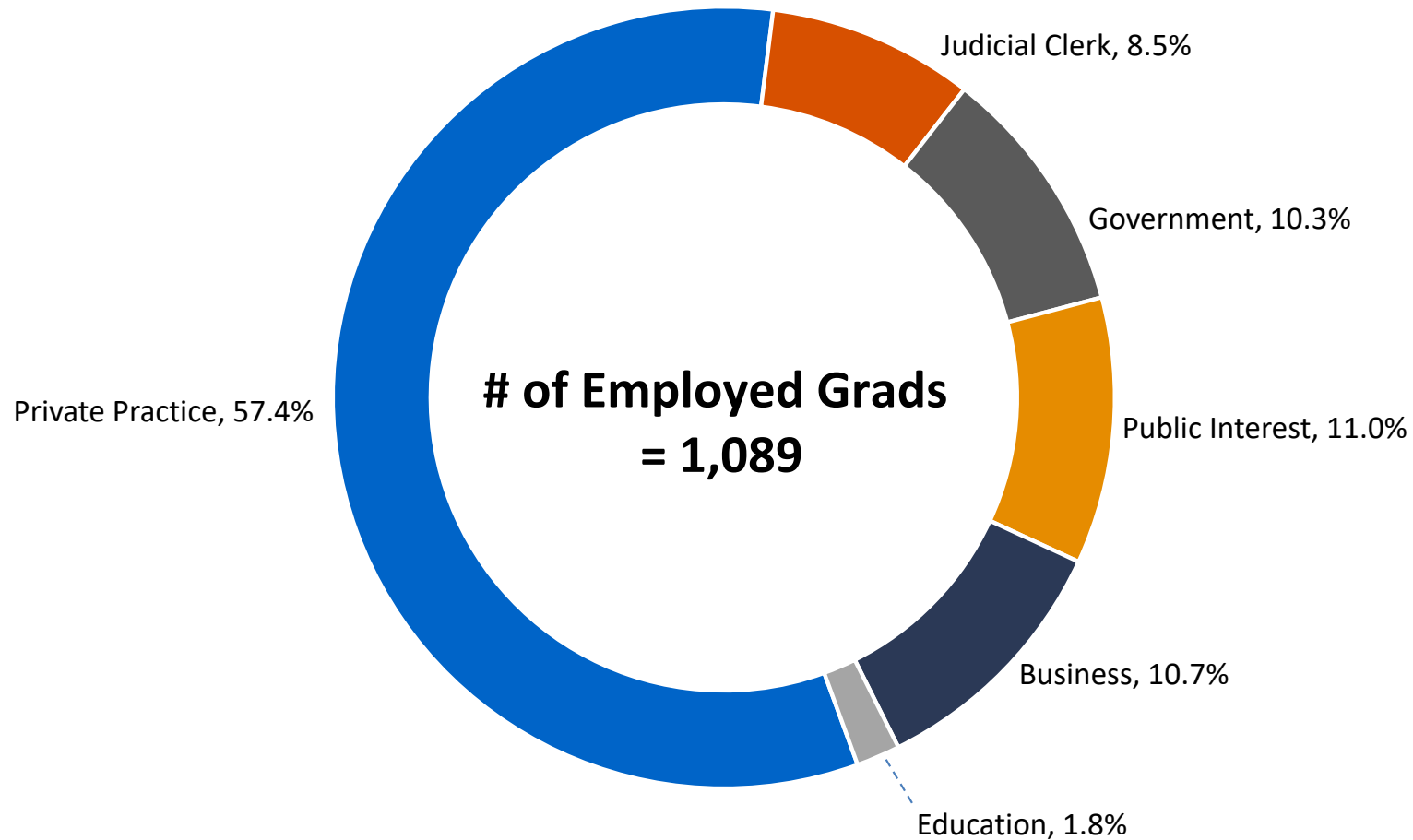
Number of Graduates with Known Employment Status:	21,028	
% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	68.5%	
% Women	33.4%	
% Men	32.9%	
Total Employed (%):	93.1%	↑1.2
% Employed in Bar Passage Required/Anticipated Job:	81.0%	↑2.8
Median Salary	\$75,000	↓\$5,000

## Top 3 Employer Types for Employed Grads:

1. Private Practice	56.6%	↓0.4
2. Judicial Clerkships	12.3%	↑1.6
3. Government	11.5%	↑0.4

# 2021 Key Employment Metrics by Graduate Demographics – Multiracial Graduates

## 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.

# 2021 Key Employment Metrics by Graduate Demographics

Compared to  
Graduates Overall

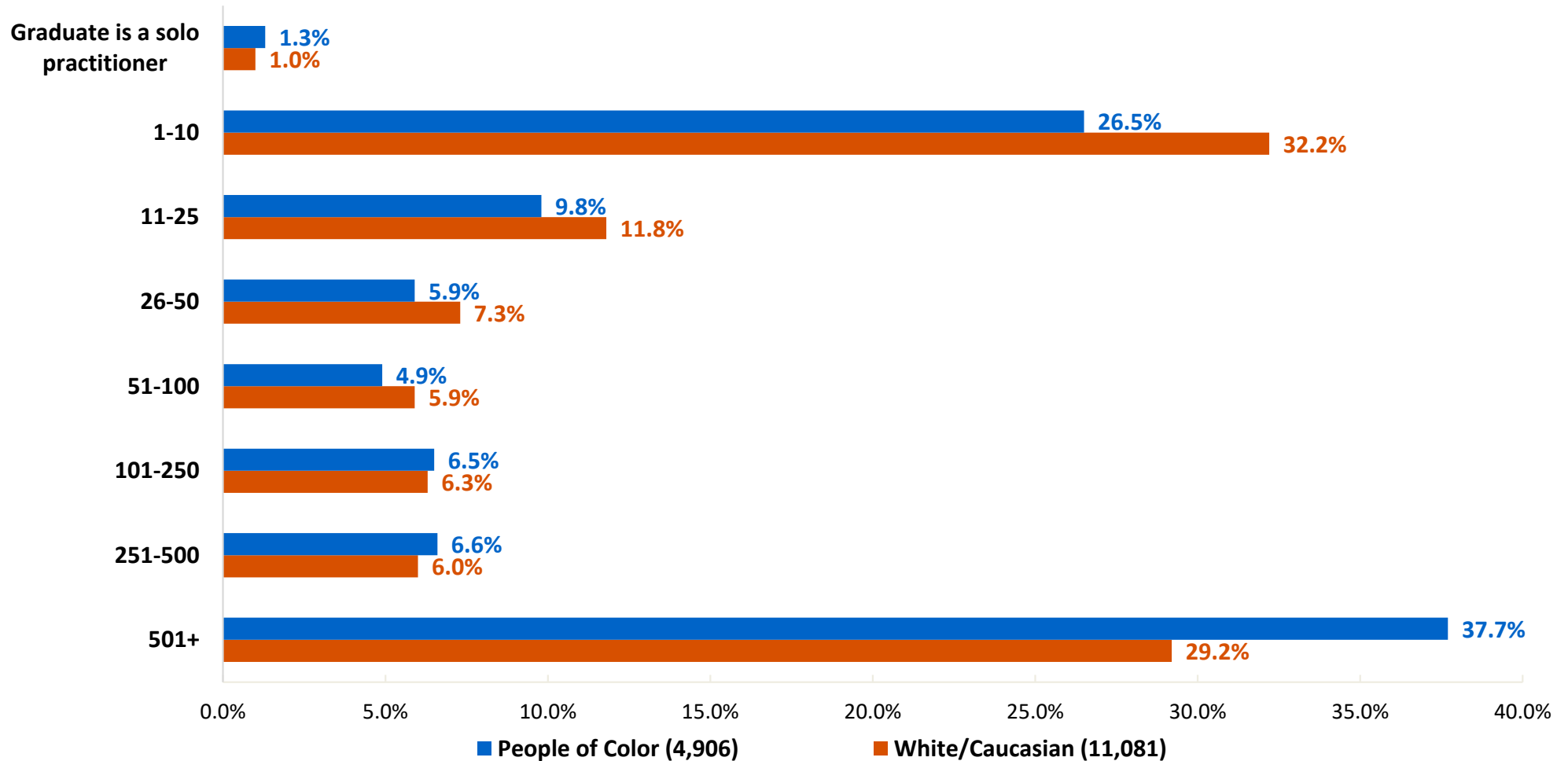
## Multiracial Graduates:

Number of Graduates with Known Employment Status:	1,175	
% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	3.8%	
% Women	2.1%	
% Men	1.6%	
Total Employed (%):	92.7%	↑0.8
% Employed in Bar Passage Required/Anticipated Job:	78.6%	↑0.4
Median Salary	\$86,000	↑\$6,000

## Top 3 Employer Types for Employed Grads:

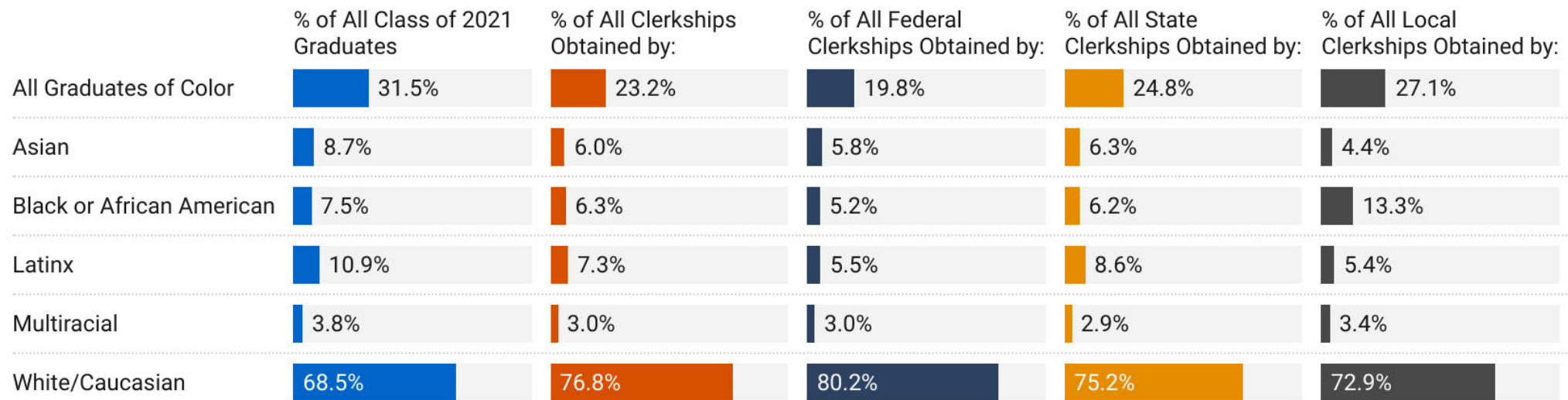
1. Private Practice	57.4%	↑0.4
2. Public Interest	11.0%	↑2.3
3. Business	10.7%	↓0.3

# Employment in Private Practice by Race/Ethnicity and Size of Law Firm, Class of 2021



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.

# Representation of Graduates of Color in Clerkships, Class of 2021



Note: Percentages are calculated based upon graduates reporting race/ethnicity. Graduates of color includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or 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.

# Clerkships by Graduate Demographics

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

Compared to  
Graduates Overall

<b>Clerkships overall:</b>	<b>10.7%</b>
1. State	6.1%
2. Federal	3.8%
3. Local	0.7%

\* A small number (17) of tribal and international level of court clerkships are not shown separately but are included in the overall clerkship percentage.

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

<b>Clerkships overall:</b>	<b>8.4%</b>	<b>↓2.3</b>
1. State	5.1%	<b>↓1.0</b>
2. Federal	2.5%	<b>↓1.3</b>
3. Local	0.6%	<b>↓0.1</b>

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

# Clerkships by Graduate Demographics

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

Compared to  
Graduates Overall

<b>Clerkships overall:</b>	<b>9.7%</b>	<b>↓1.0</b>
1. State	5.5%	↓0.6
2. Federal	2.8%	↓1.0
3. Local	1.3%	↑0.6

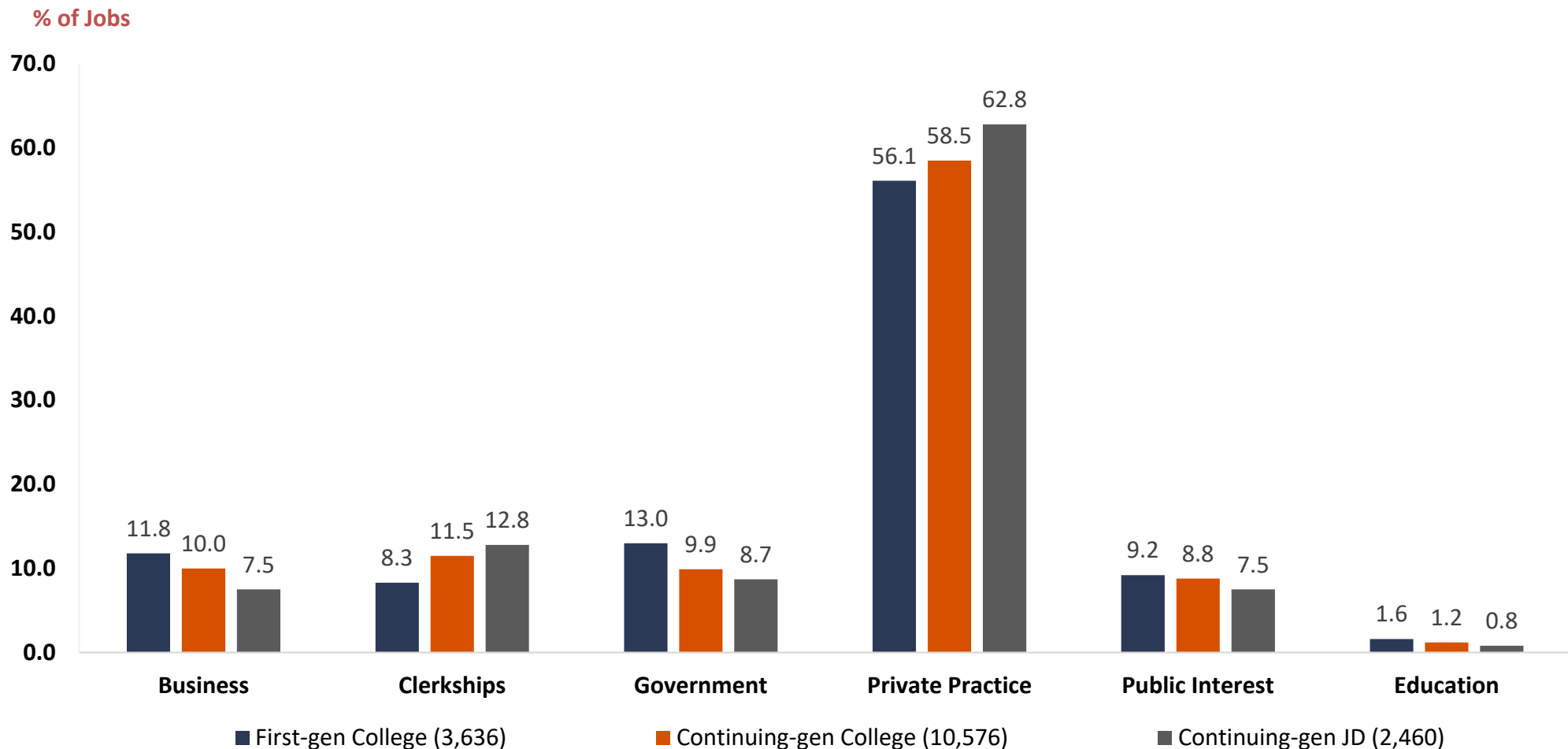
## Percentage of Latinx Graduates in Each Type of Clerkship:

<b>Clerkships overall:</b>	<b>7.6%</b>	<b>↓3.1</b>
1. State	5.1%	↓1.0
2. Federal	2.0%	↓1.8
3. Local	0.4%	↓0.3

## Percentage of Asian Graduates in Each Type of Clerkship:

<b>Clerkships overall:</b>	<b>7.8%</b>	<b>↓2.9</b>
1. State	4.7%	↓1.4
2. Federal	2.7%	↓1.1
3. Local	0.4%	↓0.3

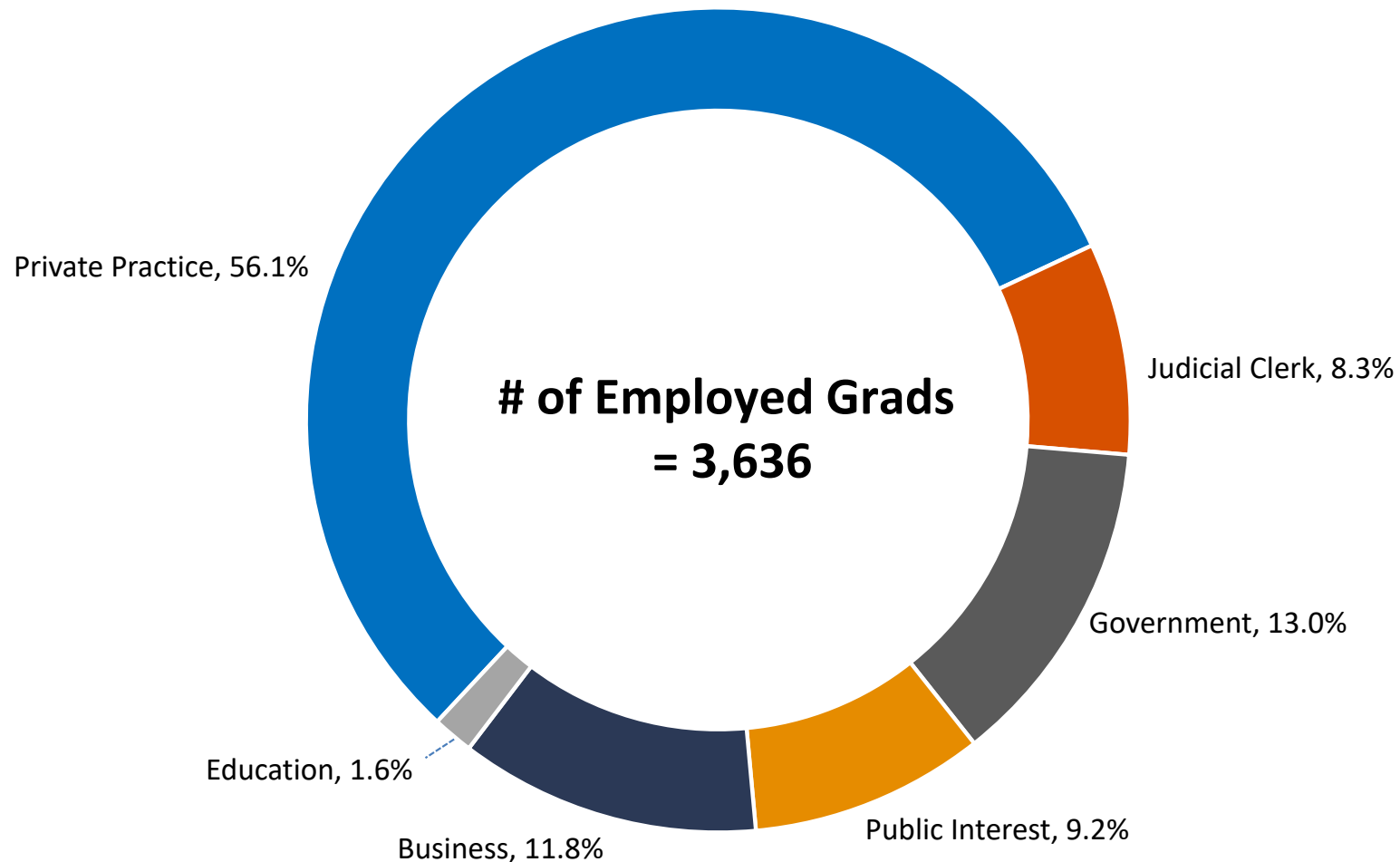
# Differences in Employment Type by Level of Parental Education for the Class of 2021



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.

# 2021 Key Employment Metrics by Graduate Demographics – First-generation College Students

## Employer Types - First-generation College Students



Note: Includes both full-time and part-time jobs. First-generation college students refers to parental education and includes graduates who do not have a parent/guardian with a bachelor's degree or higher. Percentages do not add up to 100% because the category for unknown employer type is not shown.

# 2021 Key Employment Metrics by Graduate Demographics

Compared to  
Graduates Overall

## Graduates who are First-gen College Students:

Number of Graduates with Known Employment Status:

3,967

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

22.1%

Total Employed (%):

91.7%

↓0.2

% Employed in a Bar Passage Required/Anticipated Job:

76.3%

↓1.9

Median Salary

\$75,000

↓ \$5,000

## Top 3 Employer Types for Employed Grads:

1. Private Practice

56.1%

↓0.9

2. Government

13.0%

↑1.9

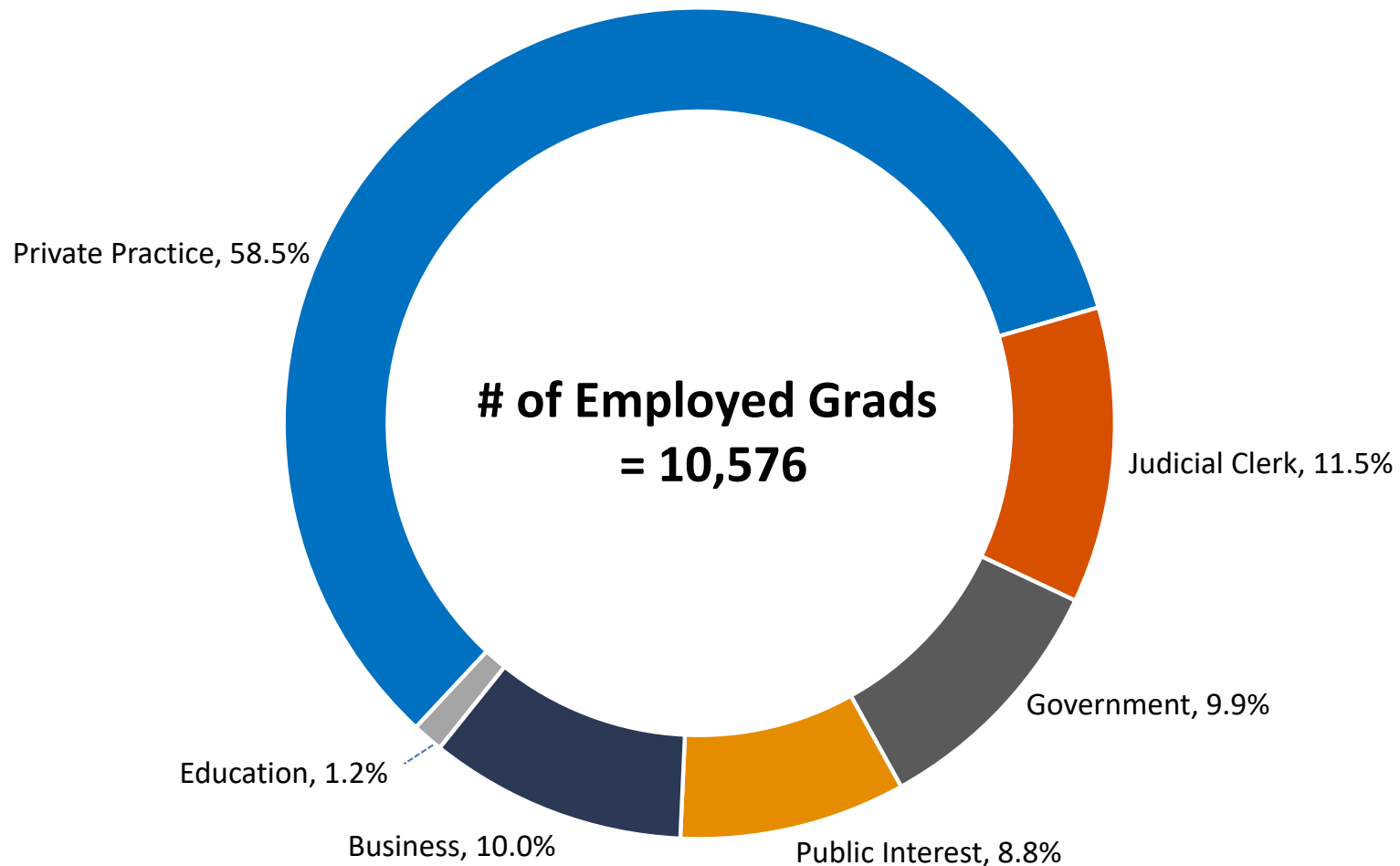
3. Business

11.8%

↑0.8

# 2021 Key Employment Metrics by Graduate Demographics – Continuing-gen College Students

## Employer Types – Continuing-gen College Students (Parents w/o a JD)



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

# 2021 Key Employment Metrics by Graduate Demographics

## Graduates who are Continuing-gen College Students (Parents without a JD):

Compared to  
Graduates Overall

Number of Graduates with Known Employment Status:

11,295

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

63.3%

Total Employed (%):

93.6%

↑1.7

% Employed in a Bar Passage Required/Anticipated Job:

81.7%

↑3.5

Median Salary

\$82,500

↑\$2,500

### Top 3 Employer Types for Employed Grads:

1. Private Practice

58.5%

↑1.5

2. Judicial Clerkships

11.5%

↑0.8

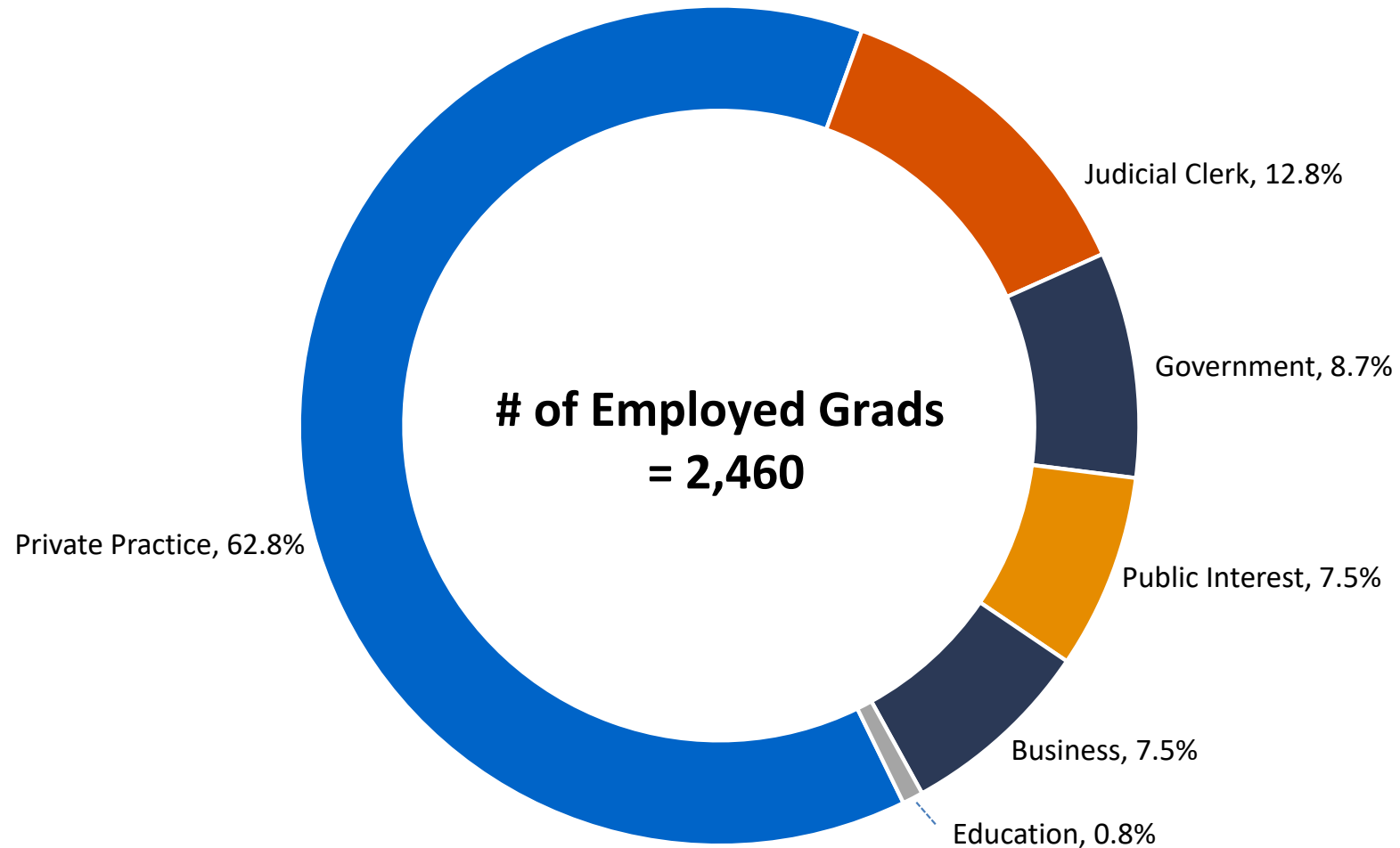
3. Business

10.0%

↓1.0

# 2021 Key Employment Metrics by Graduate Demographics – Continuing-generation JD Students

## Employer Types - Continuing-generation JD Students



Note: Includes both full-time and part-time jobs. Continuing-generation JD students refers to parental education and includes graduates with at least one parent/guardian with a JD degree. Percentages do not add up to 100% because the category for unknown employer type is not shown.

# 2021 Key Employment Metrics by Graduate Demographics

## Graduates who are Continuing-gen JD Students:

Compared to  
Graduates Overall

Number of Graduates with Known Employment Status:

2,593

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

14.4%

Total Employed (%):

94.9%

↑3.0

% Employed in a Bar Passage Required/Anticipated Job:

86.3%

↑8.1

Median Salary

\$90,000

↑ \$10,000

## Top 3 Employer Types for Employed Grads:

1. Private Practice

62.8%

↑5.8

2. Judicial Clerkships

12.8%

↑2.1

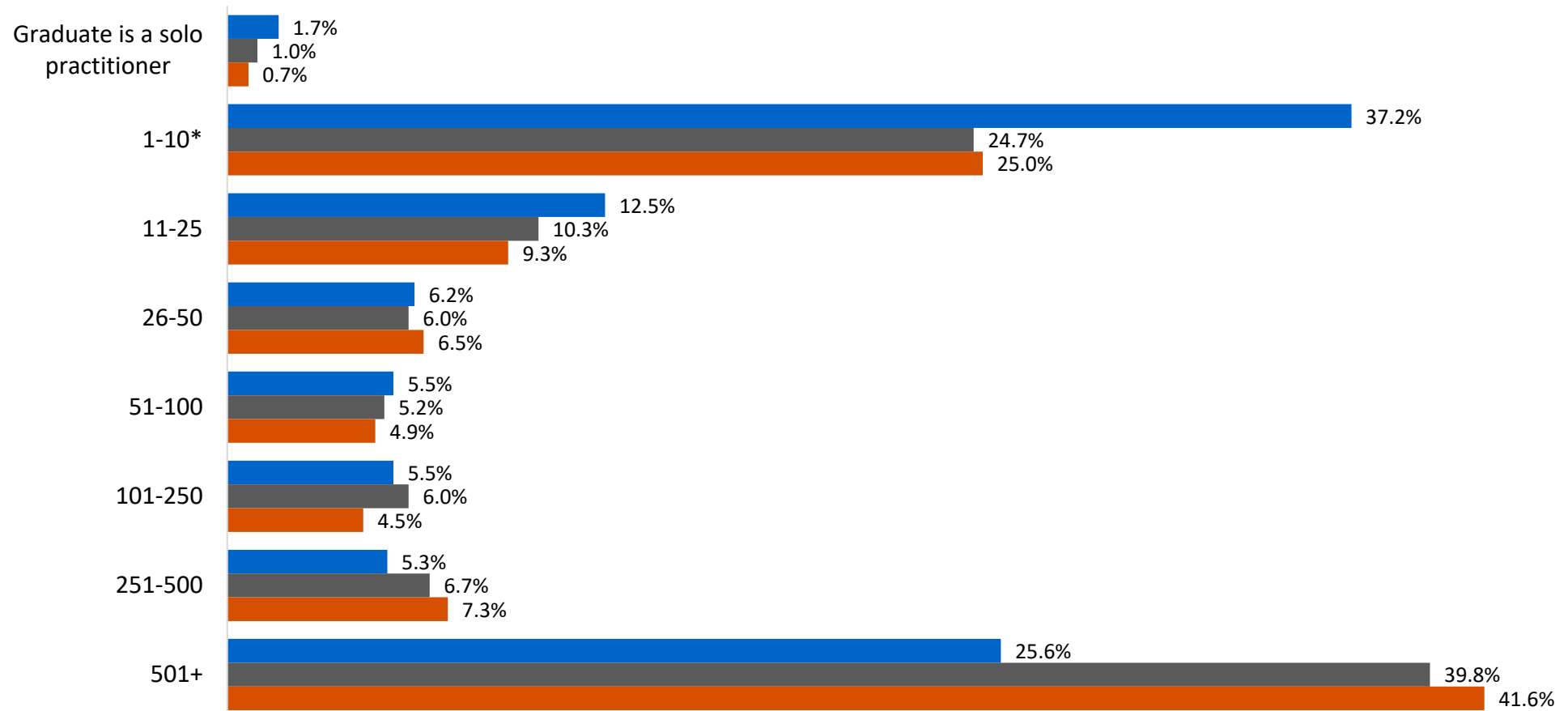
3. Government

8.7%

↓2.4

# Employment in Private Practice by Parental Education and Size of Law Firm, Class of 2021

## By # of Attorneys



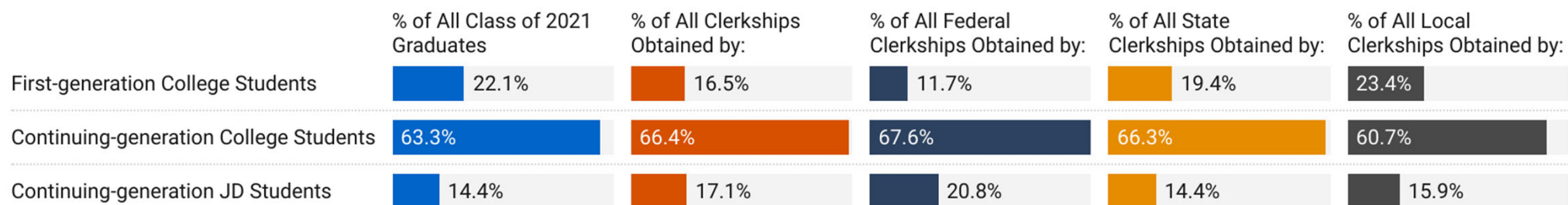
■ First-generation College Students (2,041) ■ Continuing-generation College Students (Parents without a JD) (6,188) ■ Continuing-generation JD Students (1,544)



\*Includes graduates working for a solo practitioner.

Source: NALP's Jobs & JDs, Class of 2021

# Representation by Level of Parental Education in Clerkships, Class of 2021



Note: Percentages are calculated based upon graduates reporting parental education data. Percentages by type of clerkship 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.

# Clerkships by Level of Parental Education and Court Level, Class of 2021

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

<b>Clerkships overall:</b>	<b>10.7%</b>
1. State	6.1%
2. Federal	3.8%
3. Local	0.7%

\* A small number (17) of tribal and international level of court clerkships are not shown separately but are included in the overall clerkship percentage.

# Clerkships by Level of Parental Education and Court Level, Class of 2021

## Percentage of First-gen College Students in Each Type of Clerkship:

		Compared to Graduates Overall
<b>Clerkships overall:</b>	<b>8.3%</b>	<b>↓2.4</b>
1. State	5.2%	↓0.9
2. Federal	2.4%	↓1.4
3. Local	0.7%	≡

## Percentage of Continuing-gen College Students (Parents w/o a JD) in Each Type of Clerkship:

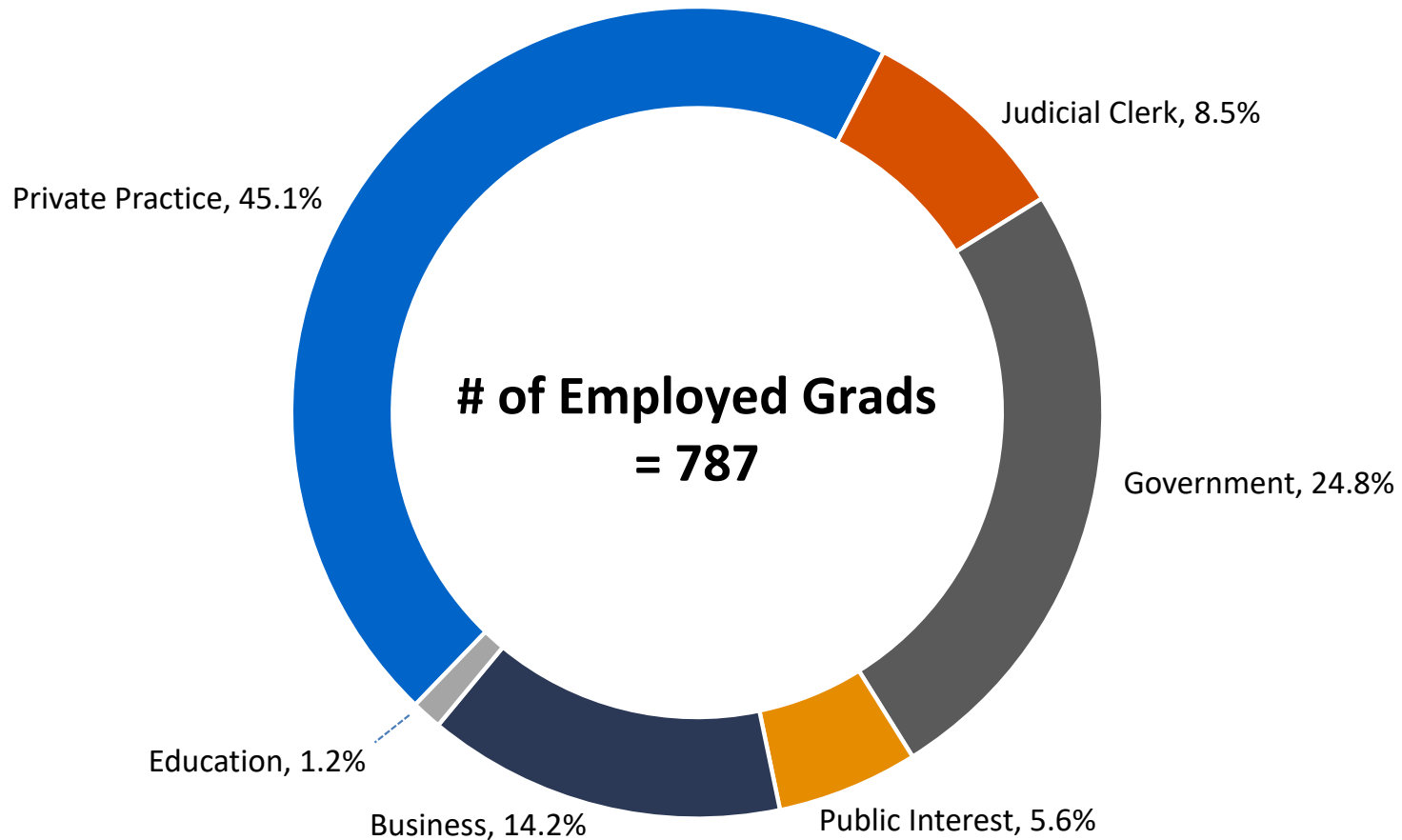
<b>Clerkships overall:</b>	<b>11.5%</b>	<b>↑0.8</b>
1. State	6.1%	≡
2. Federal	4.7%	↑0.9
3. Local	0.6%	↓0.1

## Percentage of Continuing-gen JD Students in Each Type of Clerkship:

<b>Clerkships overall:</b>	<b>12.8%</b>	<b>↑2.1</b>
1. Federal	6.3%	↑2.5
2. State	5.7%	↓0.4
3. Local	0.7%	≡

# 2021 Key Employment Metrics by Graduate Demographics – Military Veterans

## Employer Types - Graduates Who Are 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. The vast majority (93%) of reported veterans are veterans of the U.S. military.

# 2021 Key Employment Metrics by Graduate Demographics

Compared to  
Graduates Overall

## Graduates who are Military Veterans:

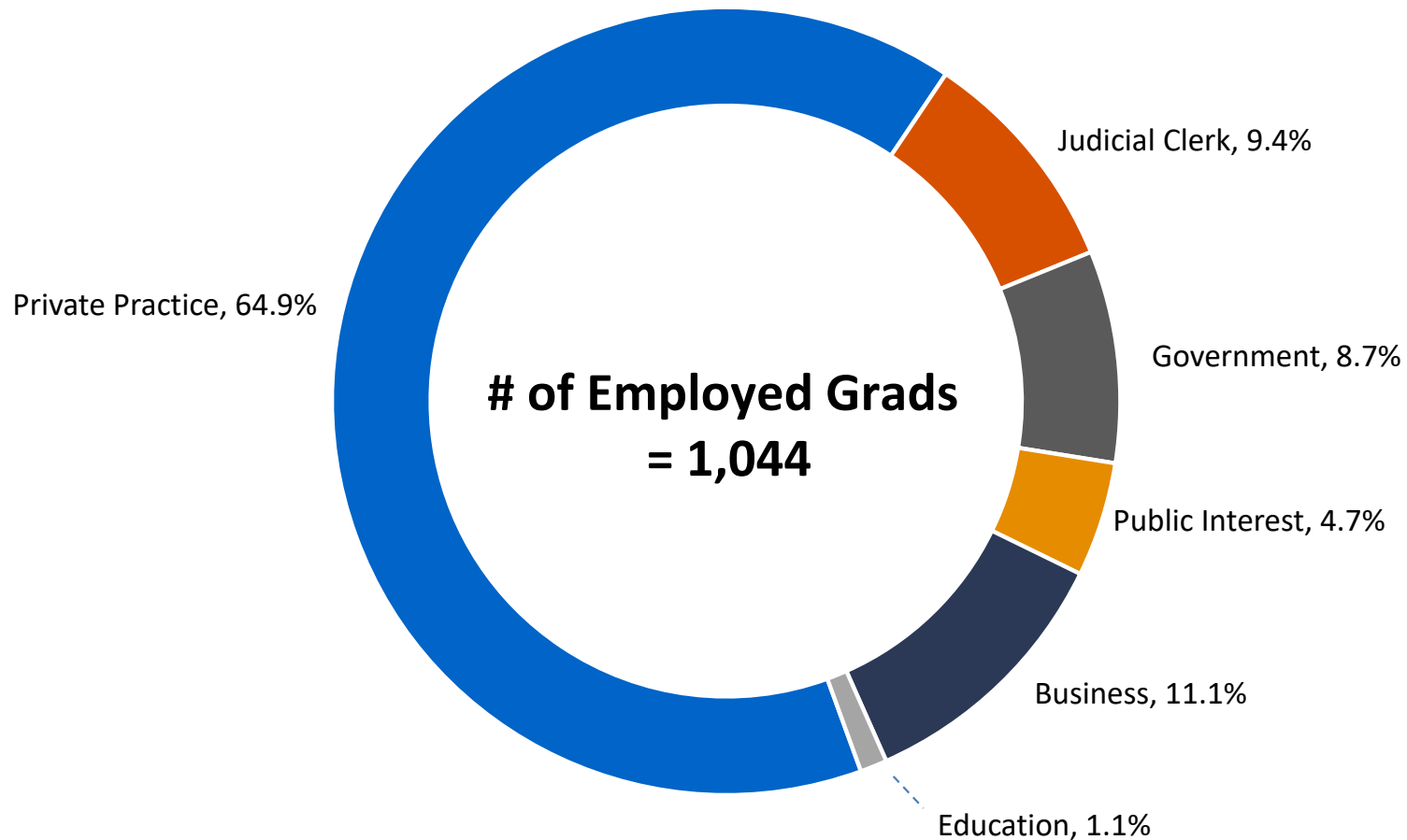
Number of Graduates with Known Employment Status:	890	
Total Employed (%):	89.1%	↓2.8
% Employed in a Bar Passage Required/Anticipated Job:	68.7%	↓9.5
Median Salary	\$82,500	↑\$2,500

## Top 3 Employer Types for Employed Grads:

1. Private Practice	45.1%	↓11.9
2. Government	24.8%	↑13.7
3. Business	14.2%	↑3.2

# 2021 Key Employment Metrics by Graduate Demographics – Transfer Students

## Employer Types - Graduates Who Were 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.

# 2021 Key Employment Metrics by Graduate Demographics

Compared to  
Graduates Overall

## Graduates who were Transfer Students:

Number of Graduates with Known Employment Status:

1,116

% of All Graduates who Reported Transfer Status (regardless of employment status):

4.0%

Total Employed (%):

93.9%

↑2.0

% Employed in a Bar Passage Required/Anticipated Job:

82.0%

↑3.8

Median Salary

\$120,000

↑\$40,000

## Top 3 Employer Types for Employed Grads:

1. Private Practice

64.9%

↑7.9

2. Business

11.1%

↑0.1

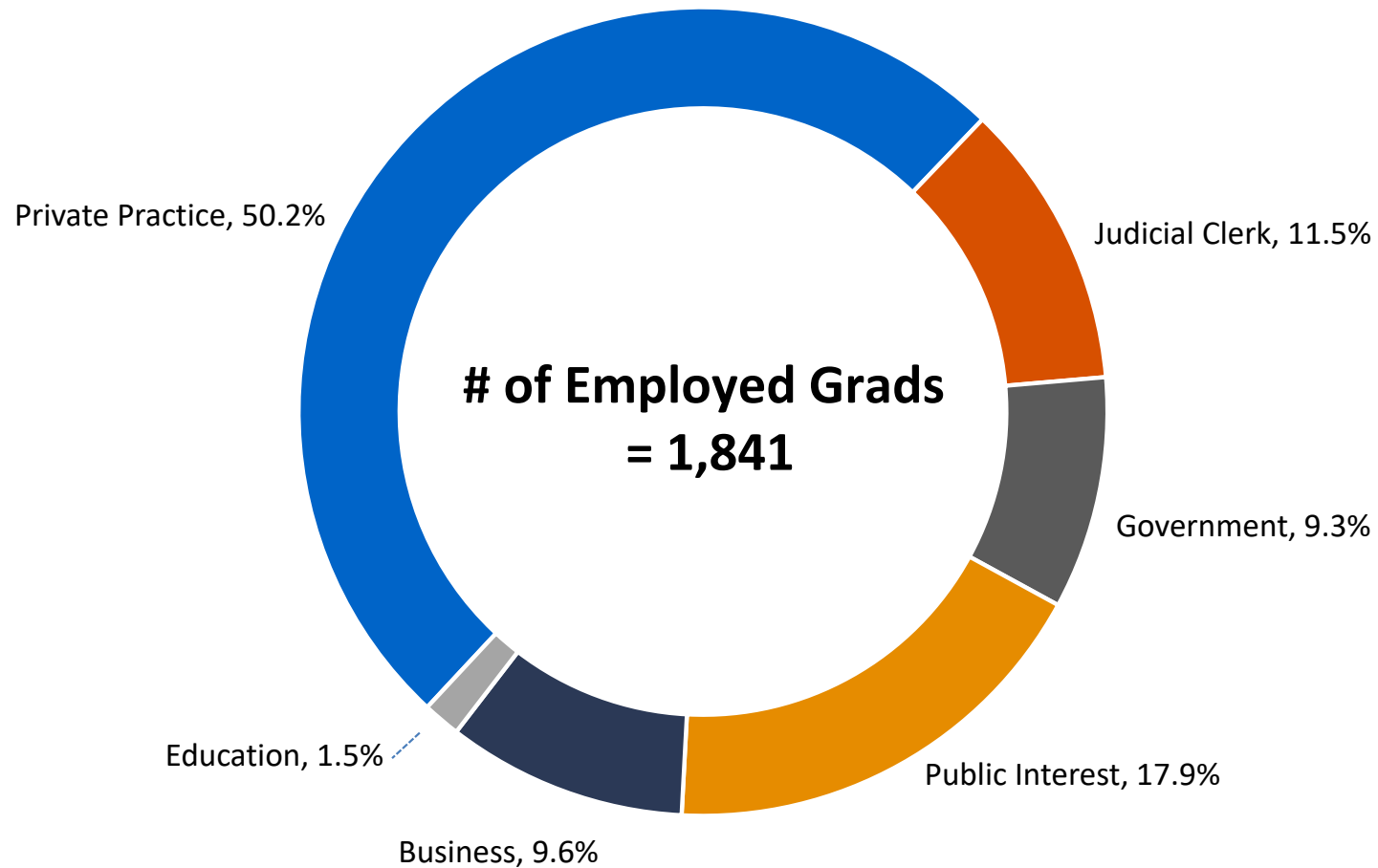
3. Judicial Clerkships

9.4%

↓1.3

# 2021 Key Employment Metrics by Graduate Demographics – LGBTQ Graduates

## Employer Types - Graduates Identifying as LGBTQ



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.

# 2021 Key Employment Metrics by Graduate Demographics

Compared to  
Graduates Overall

## Graduates Identifying as LGBTQ

Number of Graduates with Known Employment Status:

1,963

% of All Graduates who Reported LGBTQ Status (regardless of employment status):

11.3%

Total Employed (%):

93.8%

↑1.9

% Employed in a Bar Passage Required/Anticipated Job:

80.0%

↑1.8

Median Salary

\$75,000

↓\$5,000

## Top 3 Employer Types for Employed Grads:

1. Private Practice

50.2%

↓6.8

2. Public Interest

17.9%

↑9.2

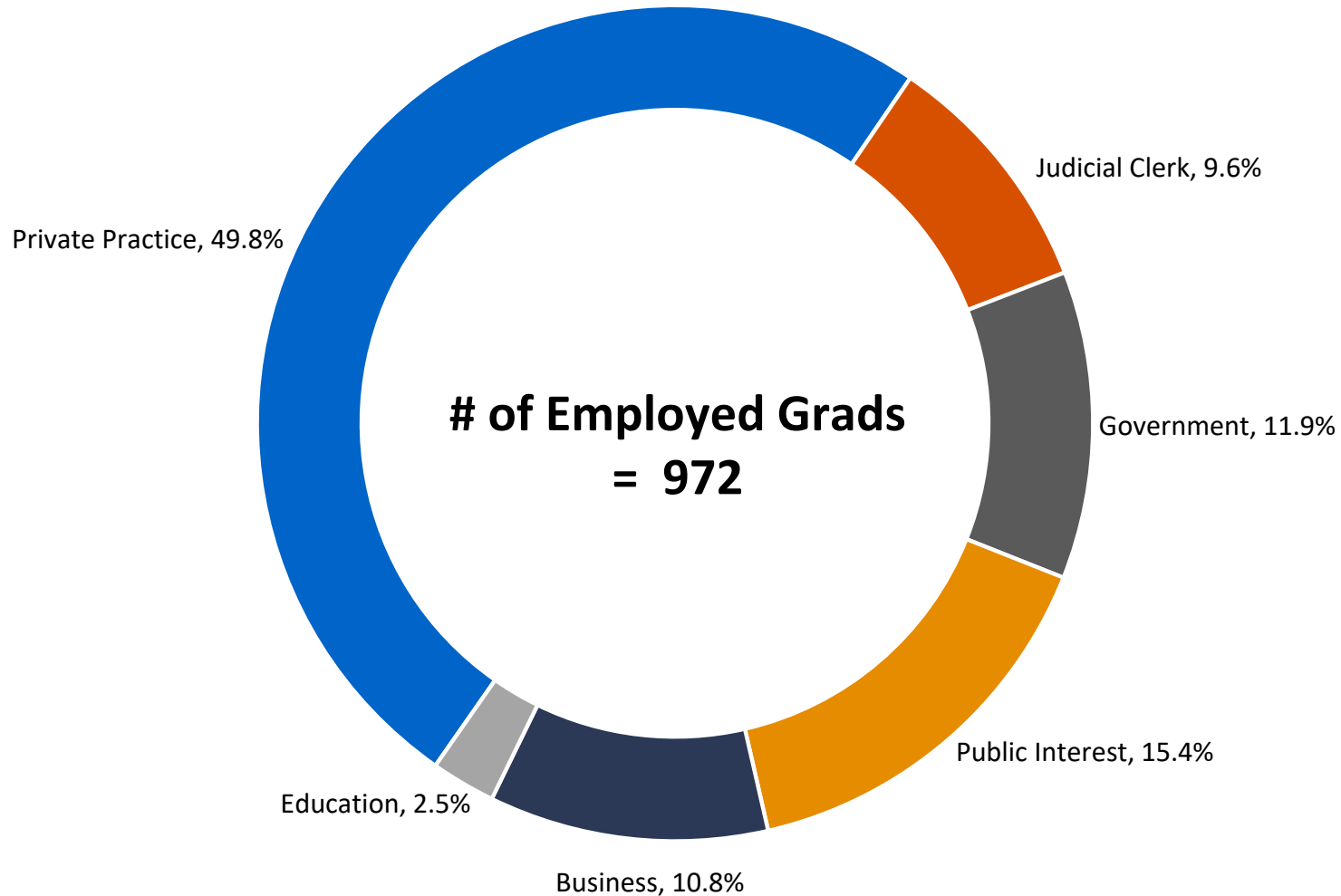
3. Judicial Clerkships

11.5%

↑0.8

# 2021 Key Employment Metrics by Graduate Demographics – Graduates with Disabilities

## Employer Types - Graduates with Disabilities



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.

# 2021 Key Employment Metrics by Graduate Demographics

Compared to  
Graduates Overall

## Graduates with Disabilities:

Number of Graduates with Known Employment Status:

1,133

% of All Graduates who Reported Disability Status (regardless of employment status):

5.5%

Total Employed (%):

85.8%

↓6.1

% Employed in a Bar Passage Required/Anticipated Job:

69.2%

↓9.0

Median Salary

\$72,500

↓ \$7,500

## Top 3 Employer Types for Employed Grads:

1. Private Practice

49.8%

↓7.2

2. Public Interest

15.4%

↑6.7

3. Government

11.9%

↑0.8

# For More Detailed Demographic Data

- Class of 2021 *Jobs & JDs* will be released on **Wednesday, October 19** and available for purchase at: [www.nalp.org/bookstore](http://www.nalp.org/bookstore)
- Includes detailed employment and salary outcomes data by gender, race/ethnicity, age at graduation, level of parental education, and program type (full-time/part-time).
- Also includes data for transfer students, military veterans, and graduates with disabilities.

# We Now Have Time for Your Questions!

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