



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

**Free Member Webinar**

October 23, 2023

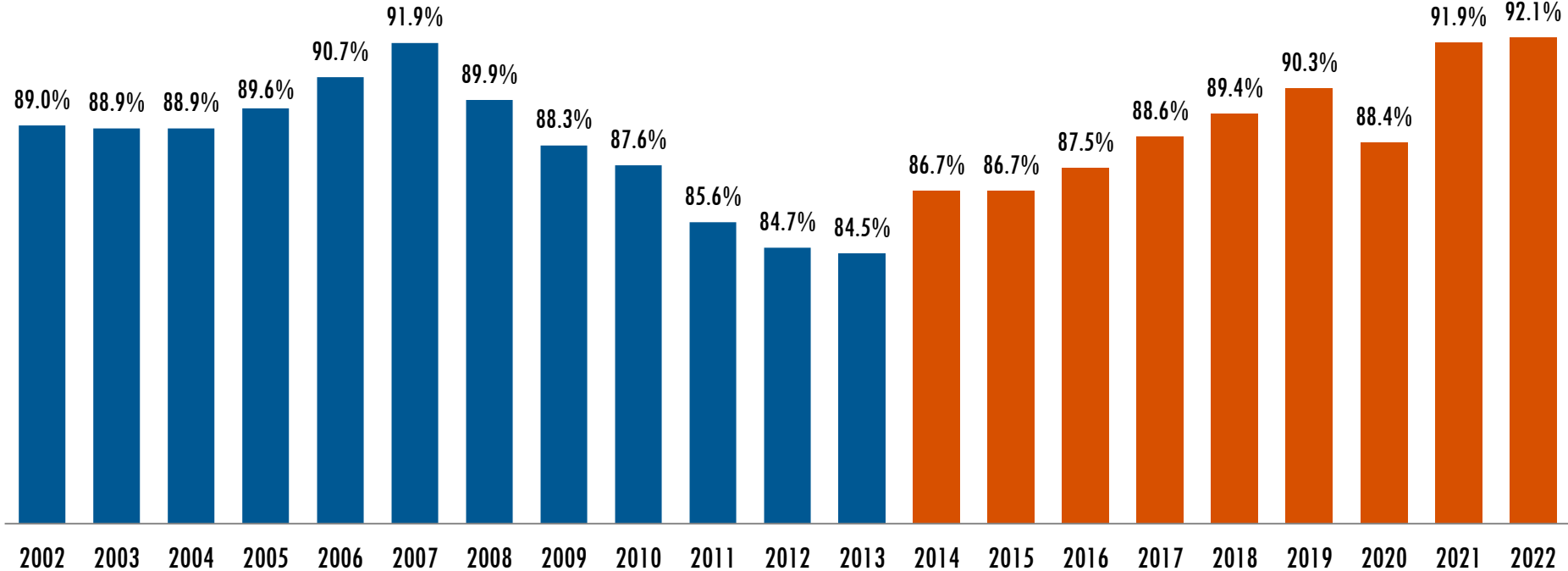
**Presenters:**

Nikia L. Gray, Executive Director

Danielle A. Taylor, Director of Research



# The **Employment Rate** for the Class of 2022 was the highest since **1987**



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. This delineation is noted in the color change from blue to orange in the bar chart.

# Key Employment Metrics for the **Class of 2022**

## All Graduates:

 Number of Graduates with Known Employment Status: 35,078

 Total Employed (%): 92.1%

 % Employed in a Bar Admission Required/Anticipated Job: 79.9%

 Median Salary \$85,000

## Top 3 Employer Types for Employed Grads:





1. Private Practice 58.0%

2. Government 11.4%

3. Judicial Clerkships 10.1%

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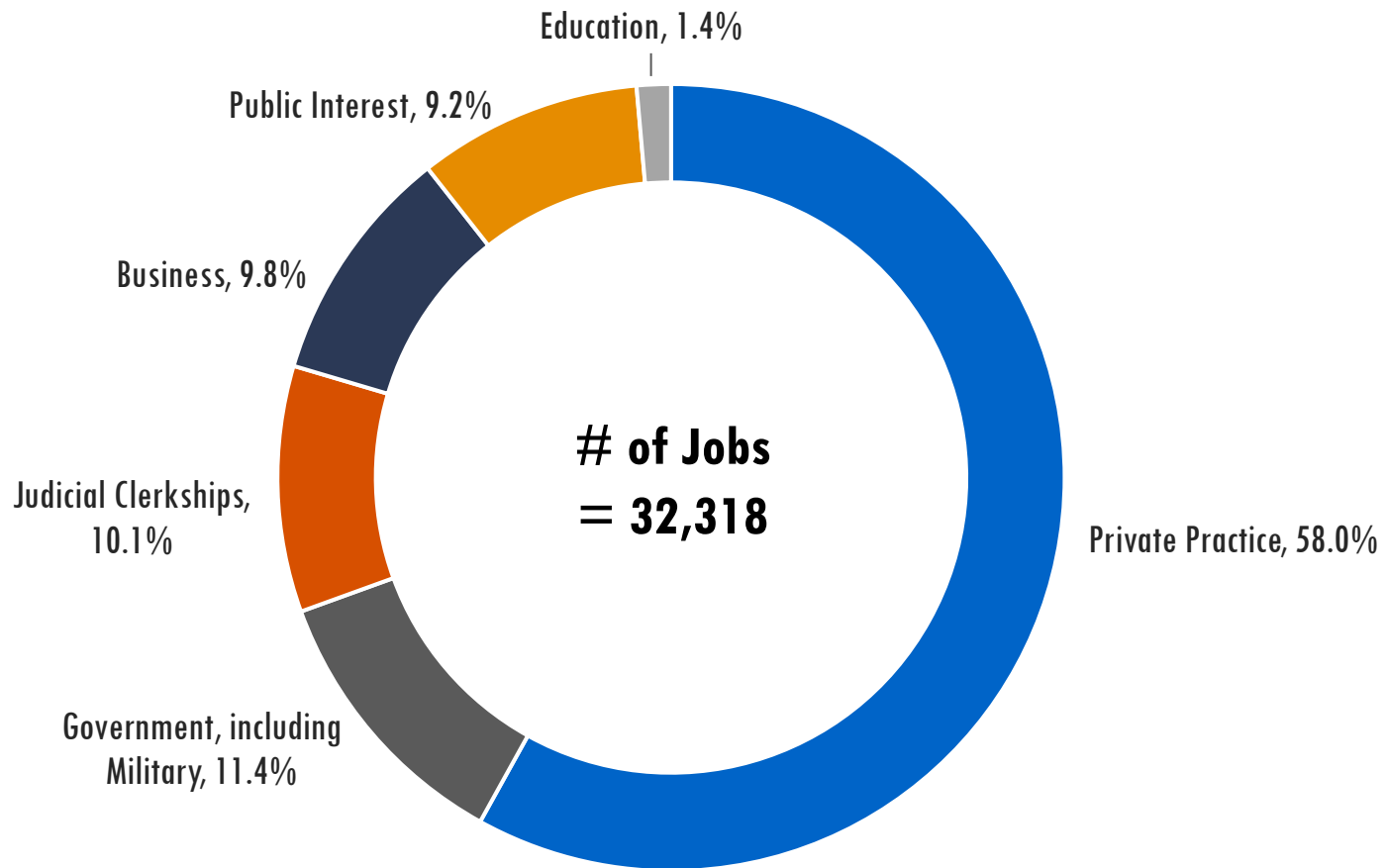
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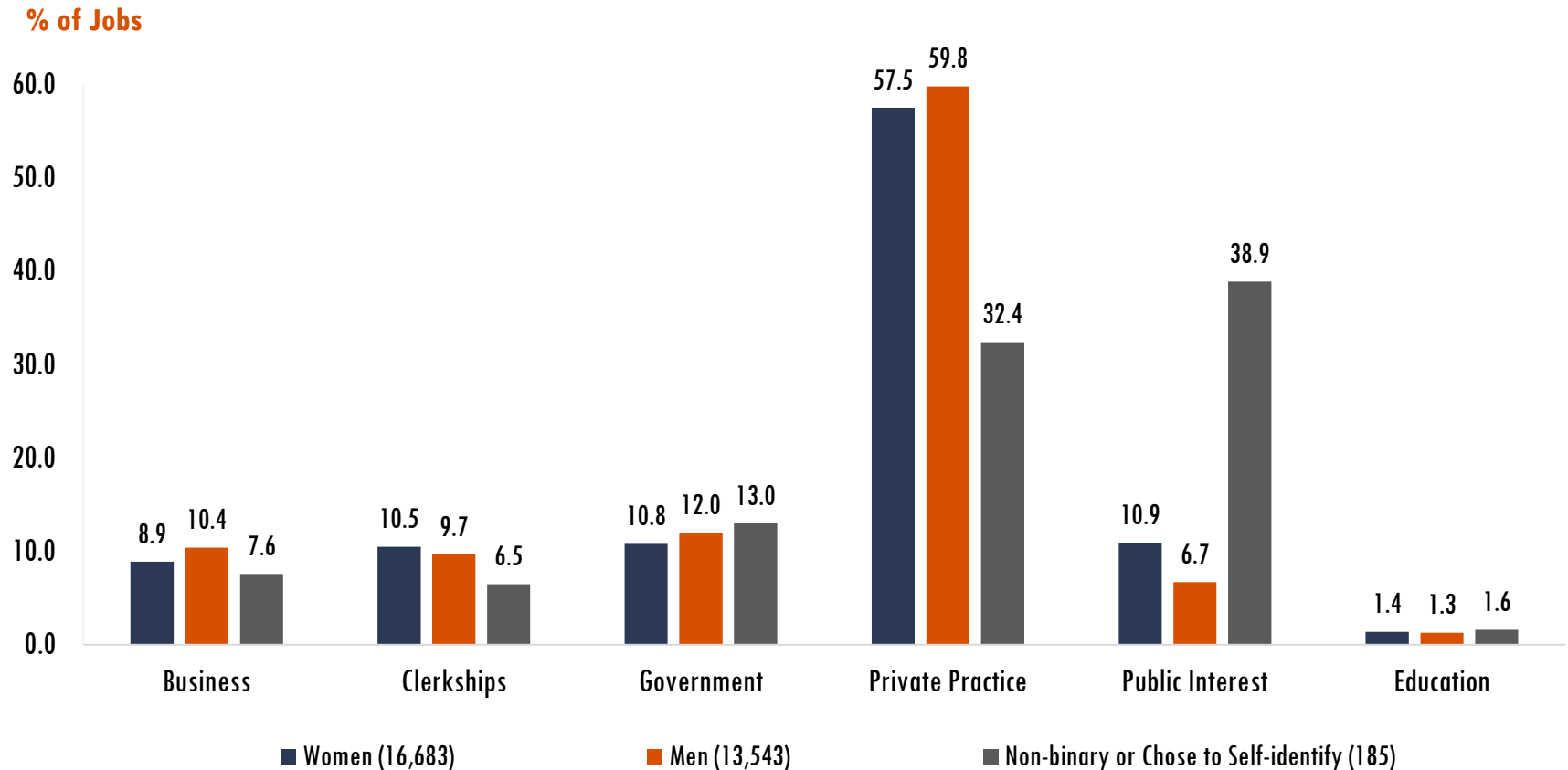
1. Private Practice	58.0%
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3. Judicial Clerkships	10.1%

# Employment Outcomes for the Class of 2022: Employer Type








Note: Figures in this chart reflect all job types – both legal and other. For clarity, the category for unknown employer type, representing 0.11% of jobs, is not shown. Overall, 97.5% of jobs were reported as full-time.

# Women and Non-binary grads took a higher % of jobs in **Public Interest**, Men took more jobs in **Law Firms**







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 2022 - Women

		Compared to Graduates Overall	
	Number of Graduates with Known Employment Status:	18,003	
	% of All Graduates who Reported Gender (regardless of employment status):	54.6%	
	Total Employed (%):	92.7%	+0.6
	% Employed in a Bar Admission Required/Anticipated Job:	81.2%	+1.3
	Median Salary	\$83,500	-\$1,500
	<b>Top 3 Employer Types for Employed Grads:</b>		
	1. Private Practice	57.5%	-0.5
	2. Public Interest	10.9%	+1.7
	3. Government	10.8%	-0.6

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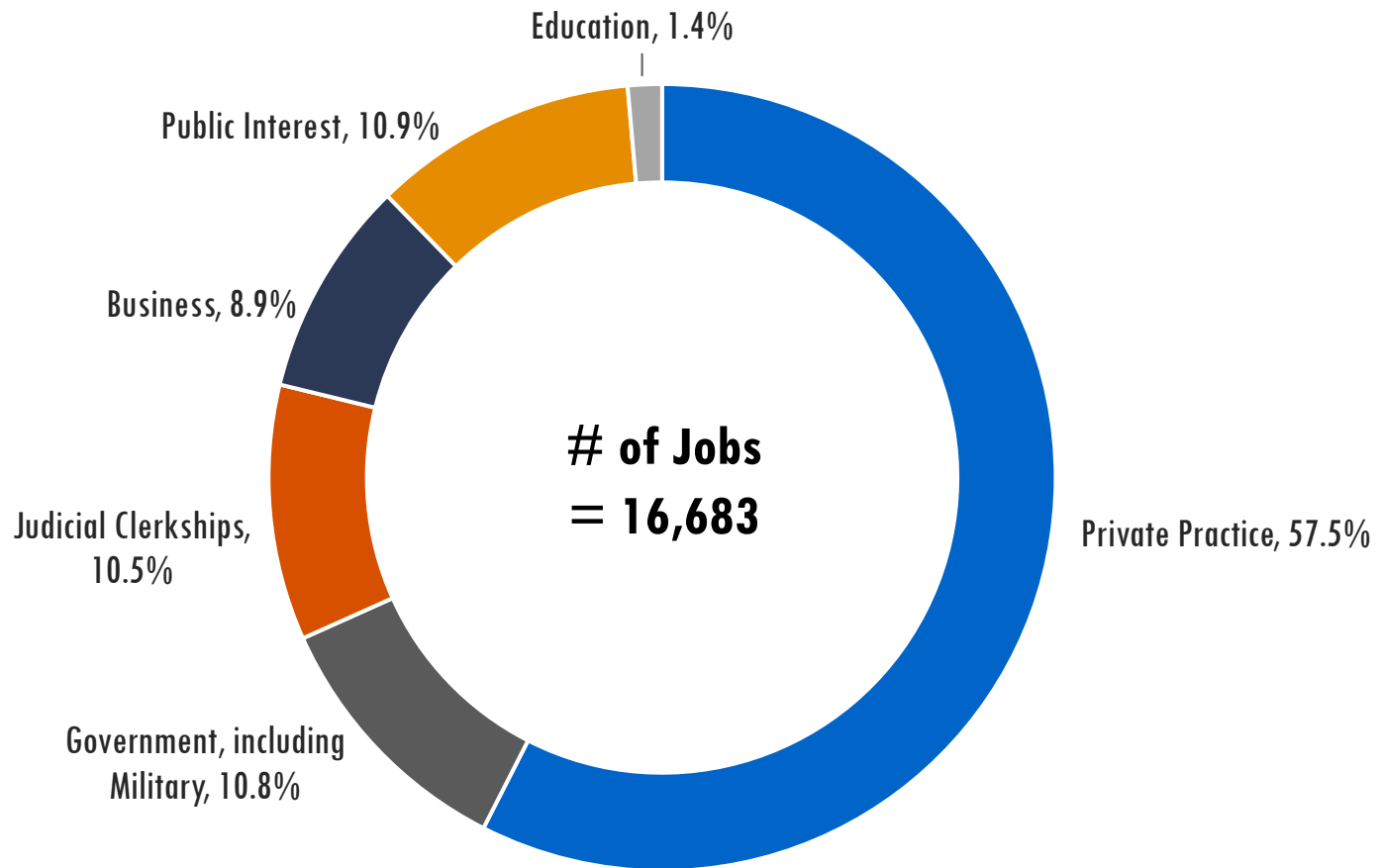
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# Class of 2022 Employer Types - Women







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 2022 - Men

		Compared to Graduates Overall
	Number of Graduates with Known Employment Status:	14,710
	% of All Graduates who Reported Gender (regardless of employment status):	44.7%
	Total Employed (%):	92.1% <span>≡</span>
	% Employed in a Bar Admission Required/Anticipated Job:	79.8% <span>-0.1</span>
	Median Salary	\$90,000 <span>+\$5,000</span>
	<b>Top 3 Employer Types for Employed Grads:</b>	
	1. Private Practice	59.8% <span>+1.8</span>
	2. Government	12.0% <span>+0.6</span>
	3. Business	10.4% <span>+0.6</span>

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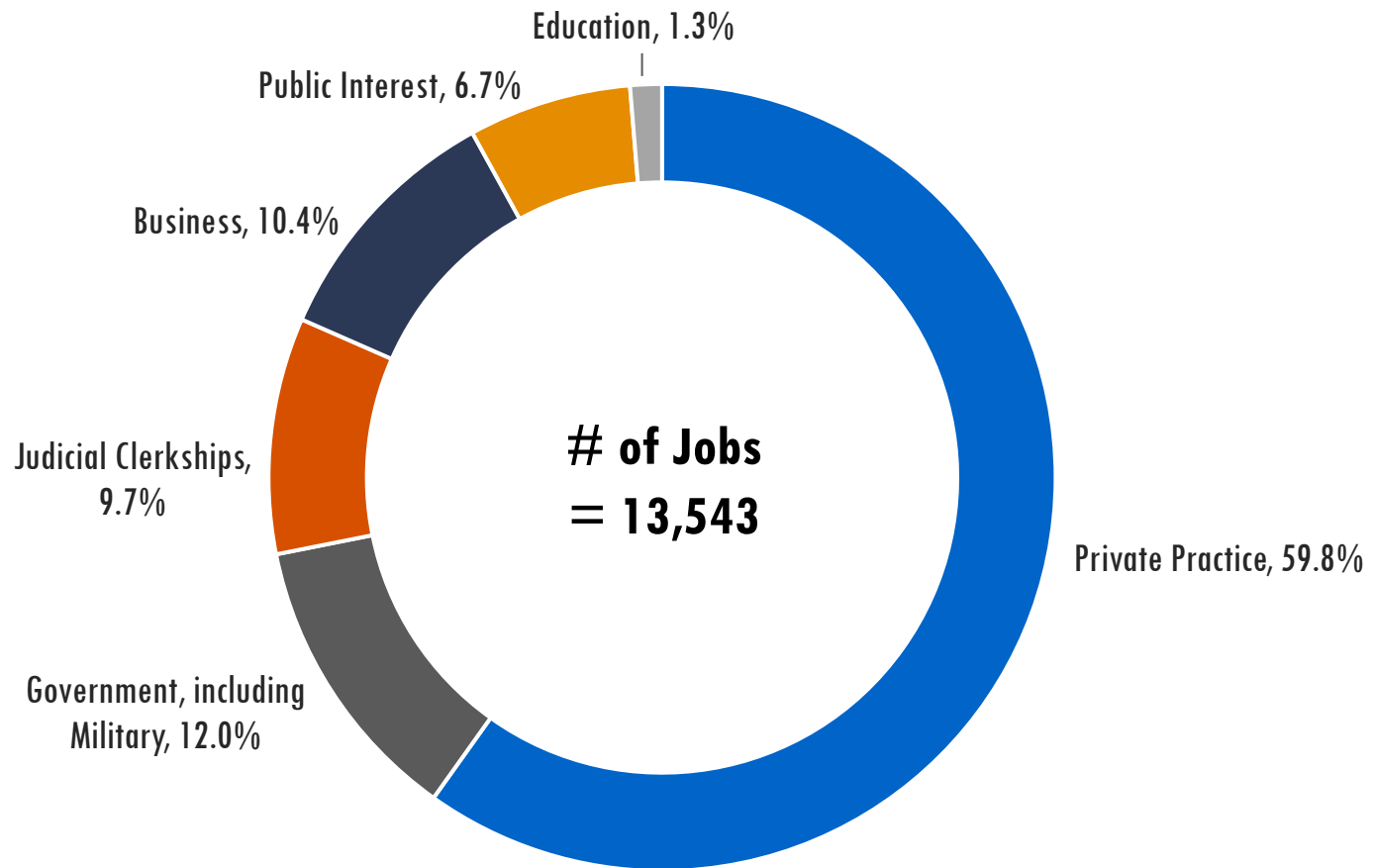
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# Class of 2022 Employer Types – Men



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# Key Employment Metrics for the Class of 2022 – Gender Non-binary or Chose to Self-identify

Compared to  
Graduates Overall

	Number of Graduates with Known Employment Status:	202	
	% of All Graduates who Reported Gender (regardless of employment status):	0.6%	
	Total Employed (%):	91.6%	-0.5
	% Employed in a Bar Admission Required/Anticipated Job:	79.2%	-0.7
	Median Salary	\$70,387	-\$14,613
	<b>Top 3 Employer Types for Employed Grads:</b>		
	1. Public Interest	38.9%	+29.7
	2. Private Practice	32.4%	-25.6
	3. Government	13.0%	+1.6

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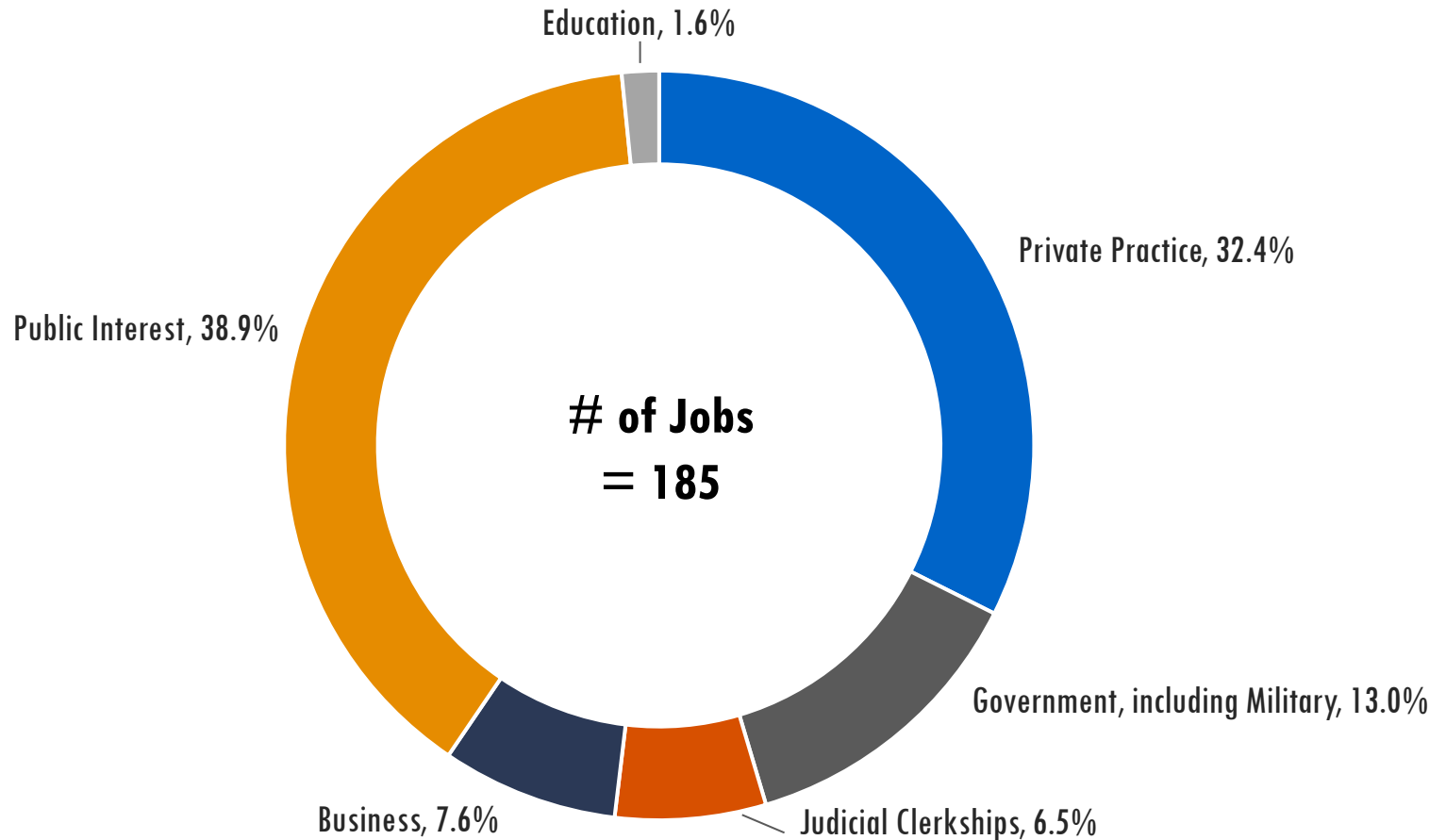
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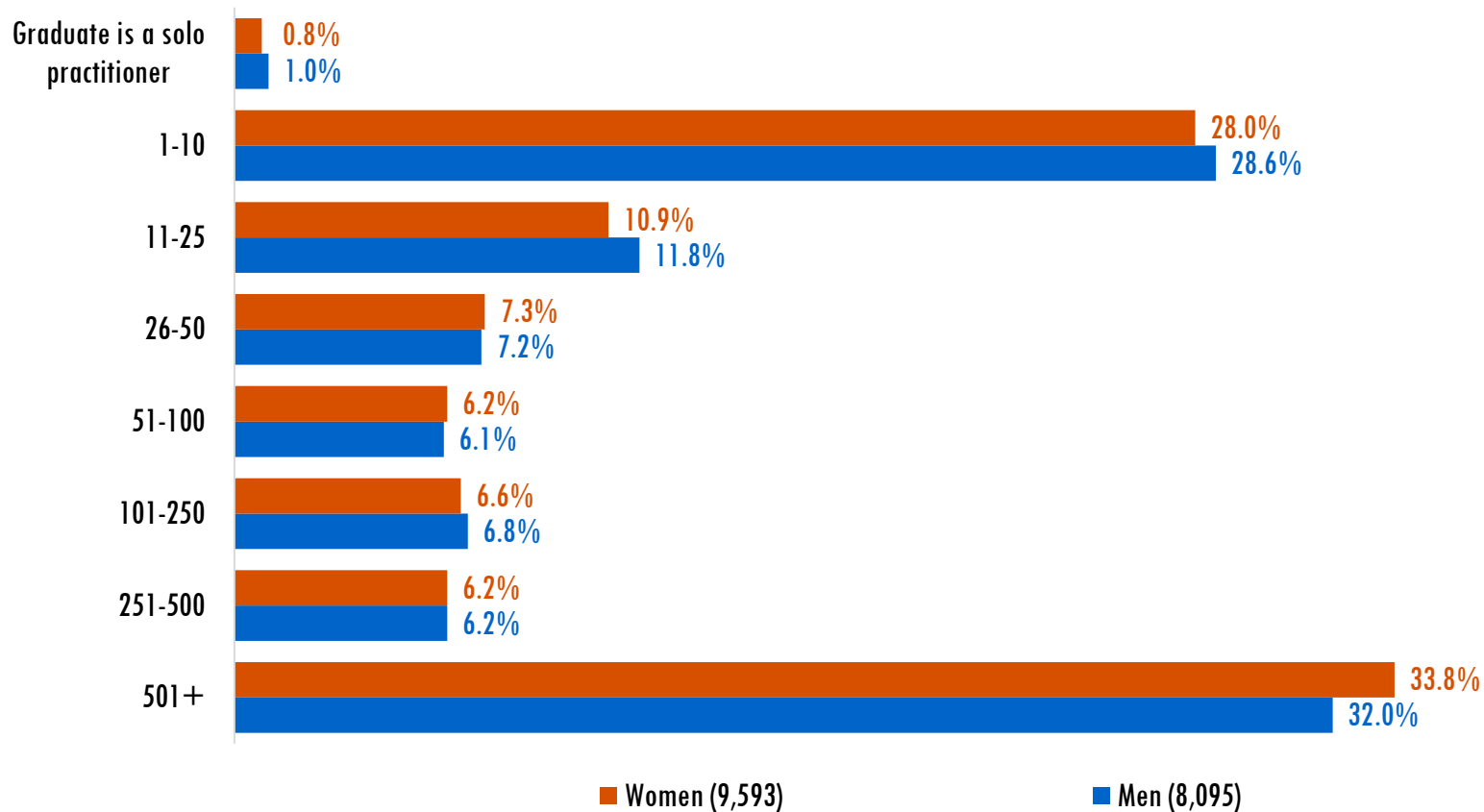
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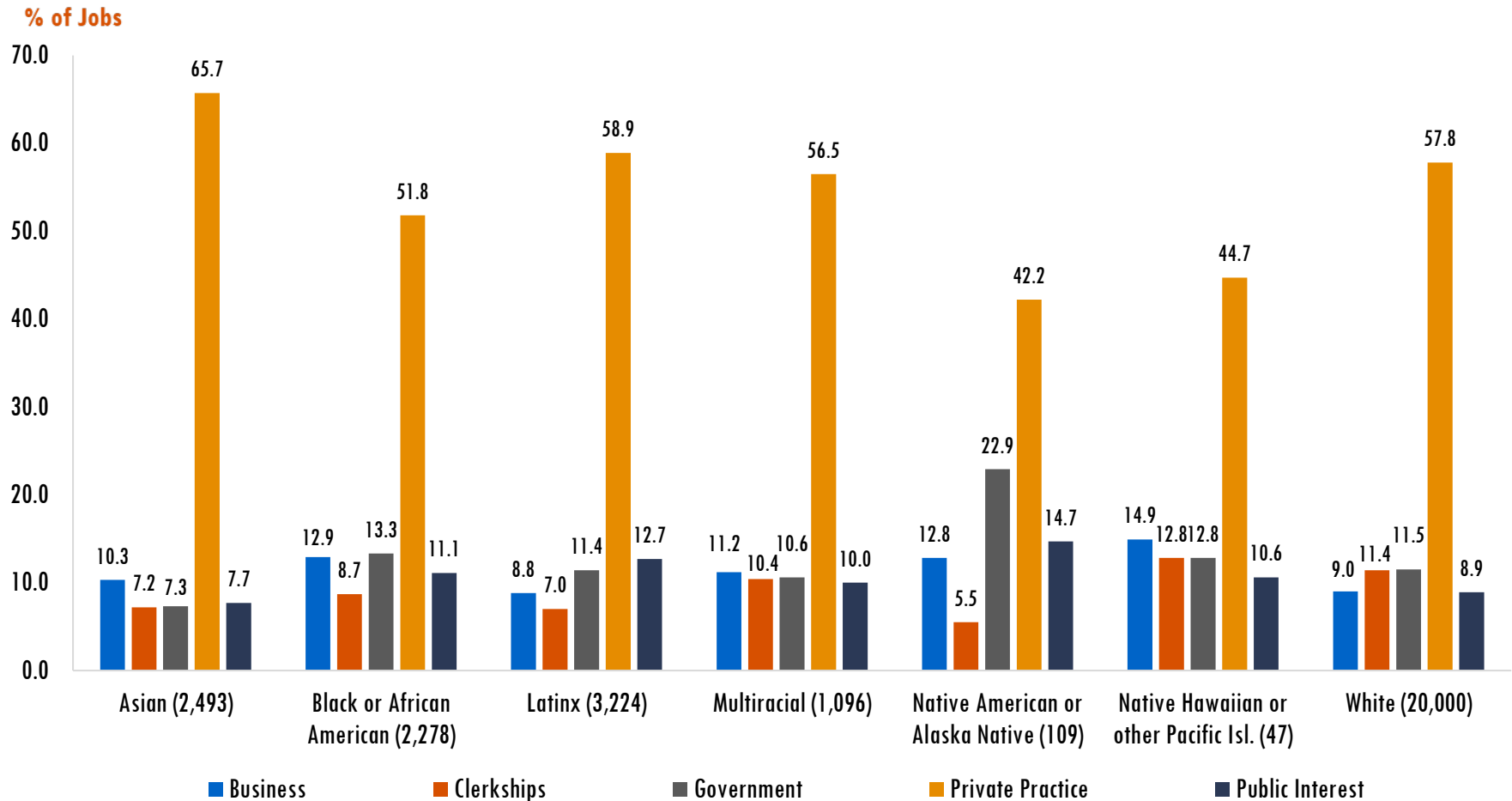


# Women are slightly more likely to work in Firms of 501+ Lawyers



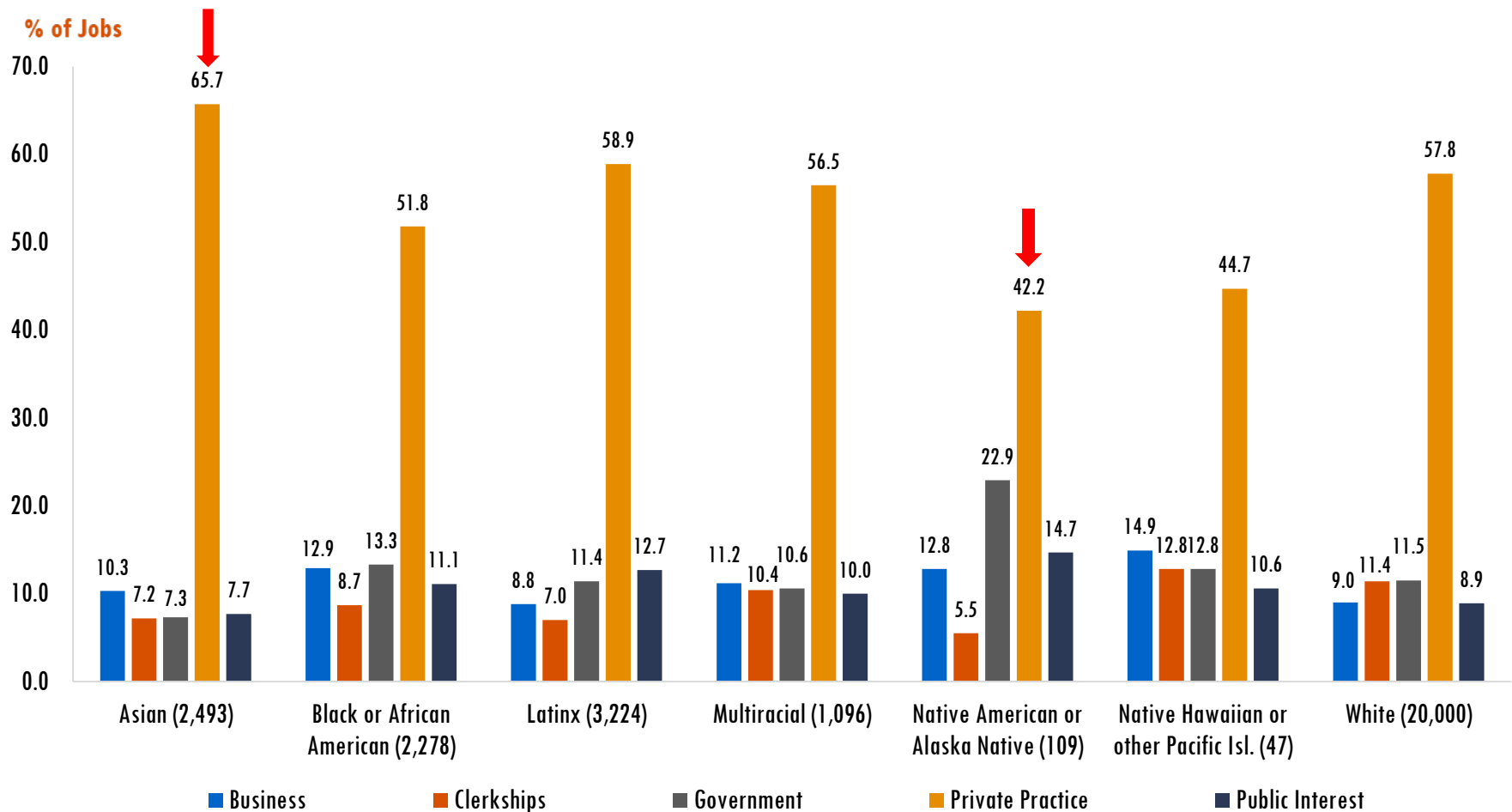
Note: Figures include full-time and part-time jobs. Percentages do not add up to 100% because the unknown size category is not shown. The 1-10 category includes graduates working for a solo practitioner. Data for non-binary graduates or those who chose to self-identify their gender are not shown due 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.

# Employment in **Private Practice** varies widely 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.






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# Key Employment Metrics for the Class of 2022 – White/Caucasian Graduates

Compared to  
Graduates Overall

	Number of Graduates with Known Employment Status:	21,402	
	% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	67.5%	
	Total Employed (%):	93.4%	+1.3
	% Employed in a Bar Admission Required/Anticipated Job:	82.7%	+2.8
	Median Salary	\$80,000	-\$5,000
	<b>Top 3 Employer Types for Employed Grads:</b>		
	1. Private Practice	57.8%	-0.2
	2. Government	11.5%	+0.1
	3. Judicial Clerkships	11.4%	+1.3

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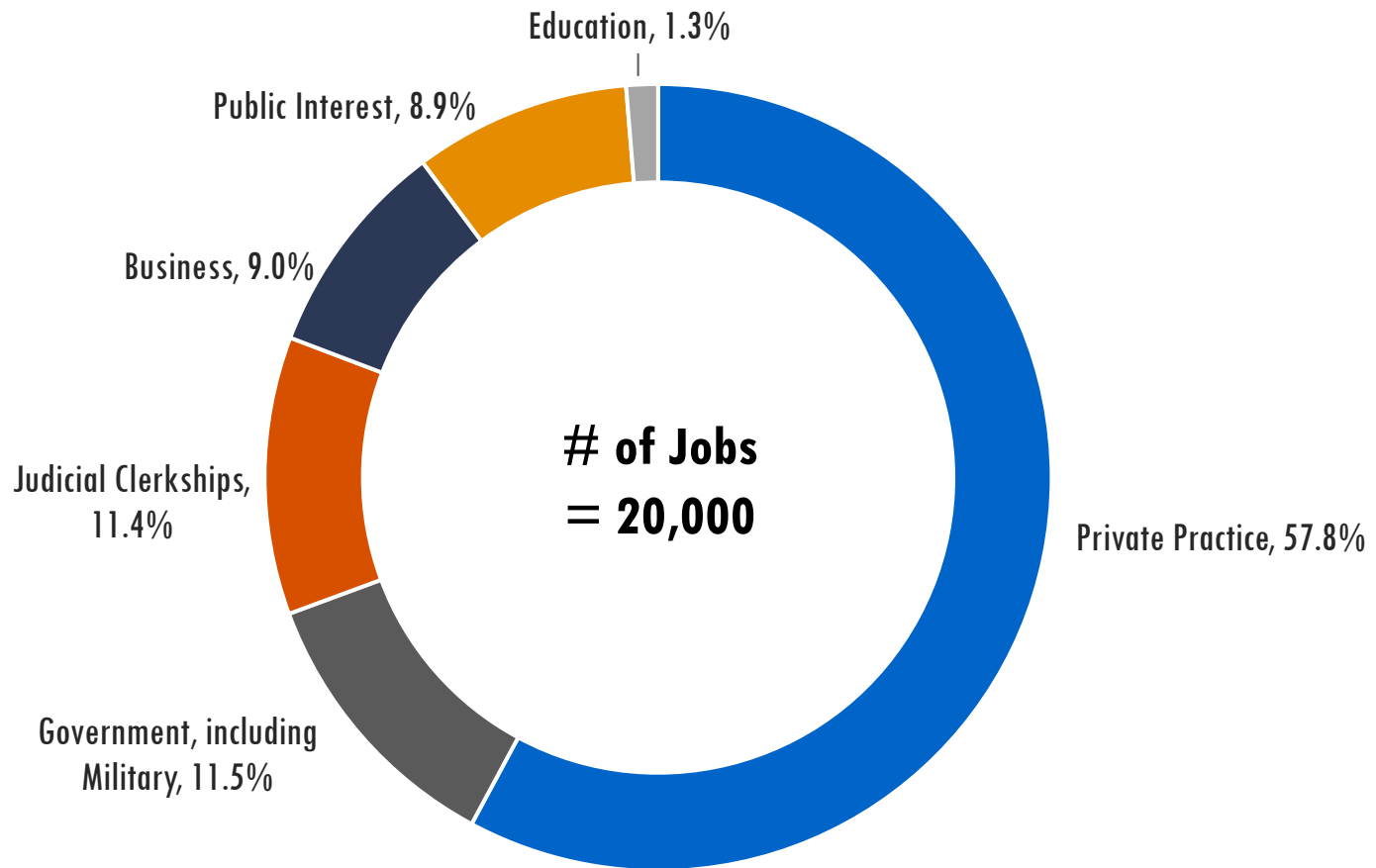
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# Key Employment Metrics for the Class of 2022 – Asian Graduates

		Compared to Graduates Overall
	Number of Graduates with Known Employment Status:	2,767
	% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	8.7%
	Total Employed (%):	90.1% <span style="color: red;">-2.0</span>
	% Employed in a Bar Admission Required/Anticipated Job:	78.0% <span style="color: red;">-1.9</span>
	Median Salary	\$170,000 <span style="color: green;">+\$85,000</span>
	<b>Top 3 Employer Types for Employed Grads:</b>	
	1. Private Practice	65.7% <span style="color: green;">+7.7</span>
	2. Business	10.3% <span style="color: green;">+0.5</span>
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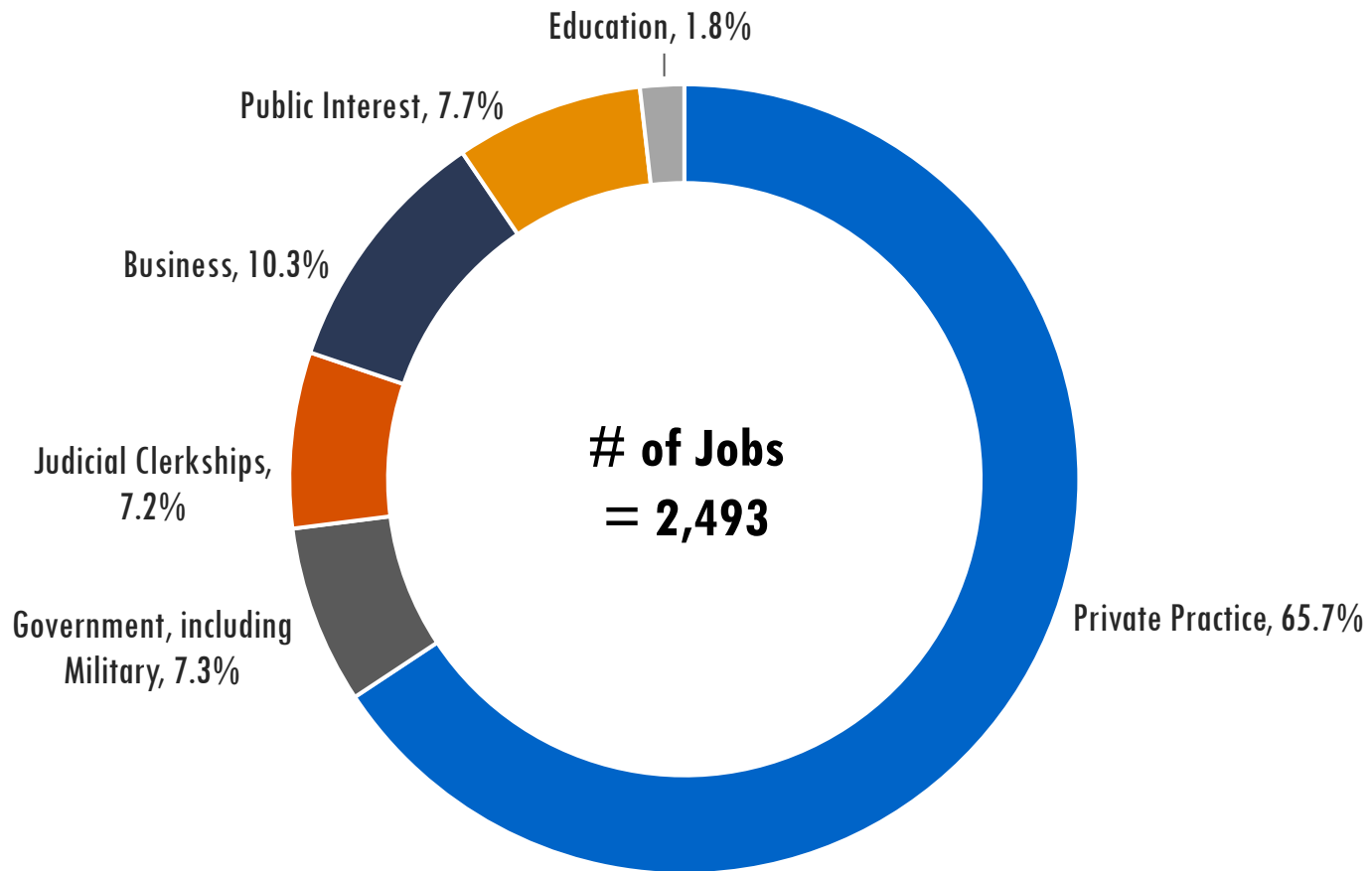
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# Key Employment Metrics for the Class of 2022 – Black or African American Graduates

Compared to  
Graduates Overall

	Number of Graduates with Known Employment Status:	2,553	
	% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	8.2%	
	Total Employed (%):	89.2%	-2.9
	% Employed in a Bar Admission Required/Anticipated Job:	70.6%	-9.3
	Median Salary	\$90,000	+\$5,000
	<b>Top 3 Employer Types for Employed Grads:</b>		
	1. Private Practice	51.8%	-6.2
	2. Government	13.3%	+1.9
	3. Business	12.9%	+3.1

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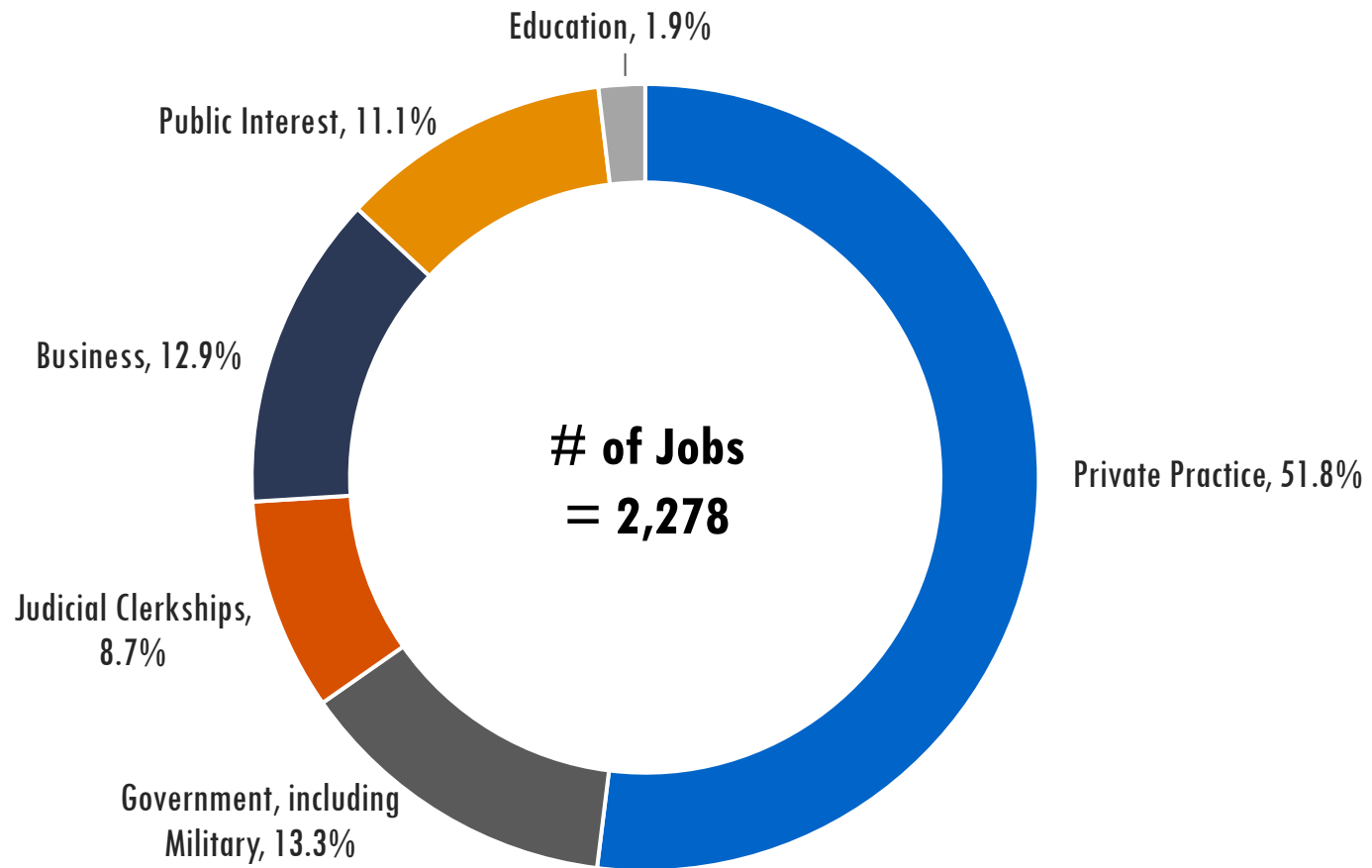
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# Class of 2022 Employer Types – Black or African American Graduates



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# Key Employment Metrics for the Class of 2022 – Latinx Graduates

Compared to  
Graduates Overall

	Number of Graduates with Known Employment Status:	3,521	
	% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	11.2%	
	Total Employed (%):	91.6%	-0.5
	% Employed in a Bar Admission Required/Anticipated Job:	79.0%	-0.9
	Median Salary	\$83,420	-\$1,580
	<b>Top 3 Employer Types for Employed Grads:</b>		
	1. Private Practice	58.9%	+0.9
	2. Public Interest	12.7%	+3.5
	3. Government	11.4%	≡

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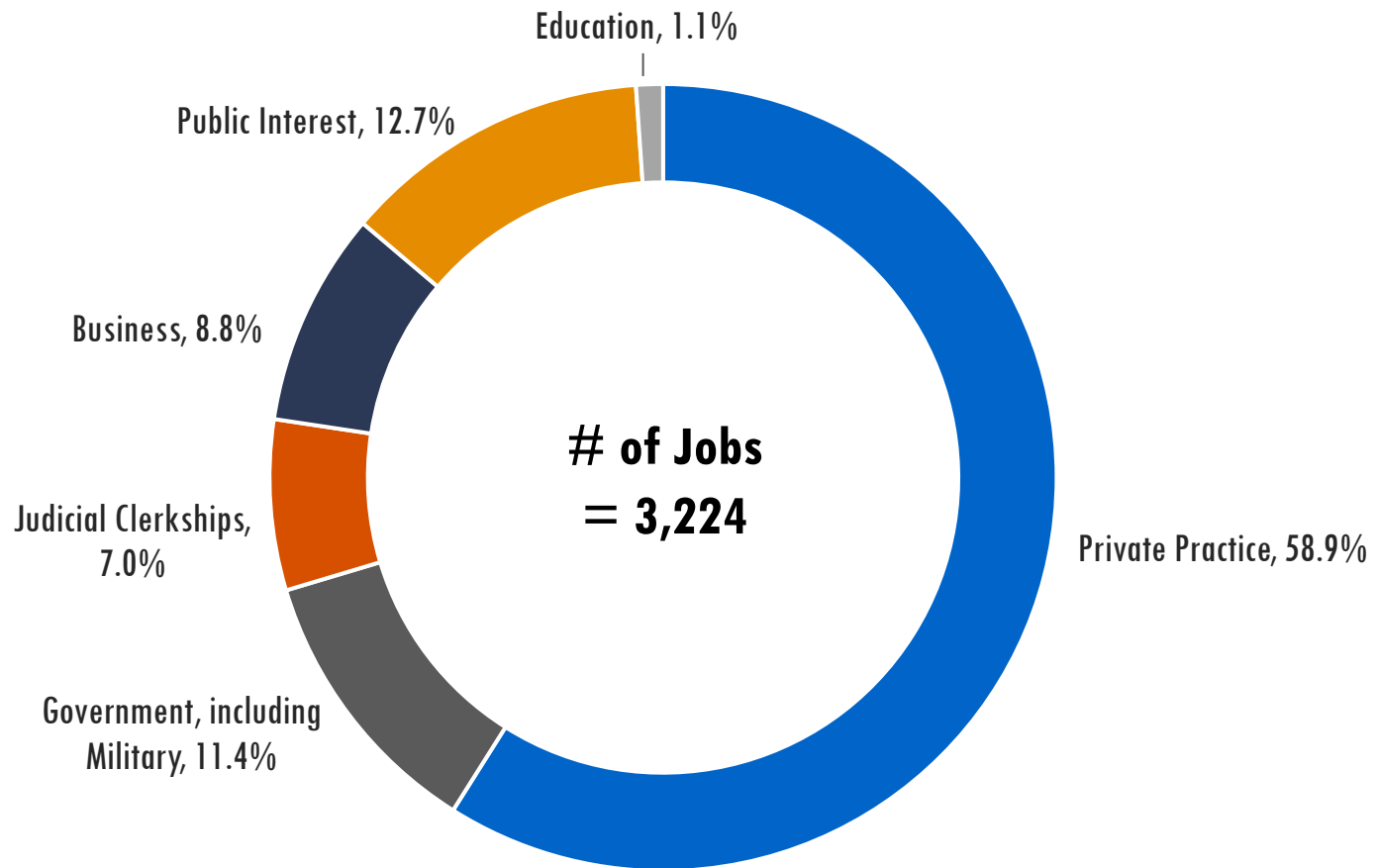
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# Key Employment Metrics for the Class of 2022 – Native American and Alaska Native Graduates

Compared to  
Graduates Overall

	Number of Graduates with Known Employment Status:	126	
	% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	0.4%	
	Total Employed (%):	86.5%	-5.6
	% Employed in a Bar Admission Required/Anticipated Job:	65.1%	-14.8
	Median Salary	\$75,000	-\$10,000
	<b>Top 3 Employer Types for Employed Grads:</b>		
	1. Private Practice	42.2%	-15.8
	2. Government	22.9%	+11.5
	3. Public Interest	14.7%	+5.5

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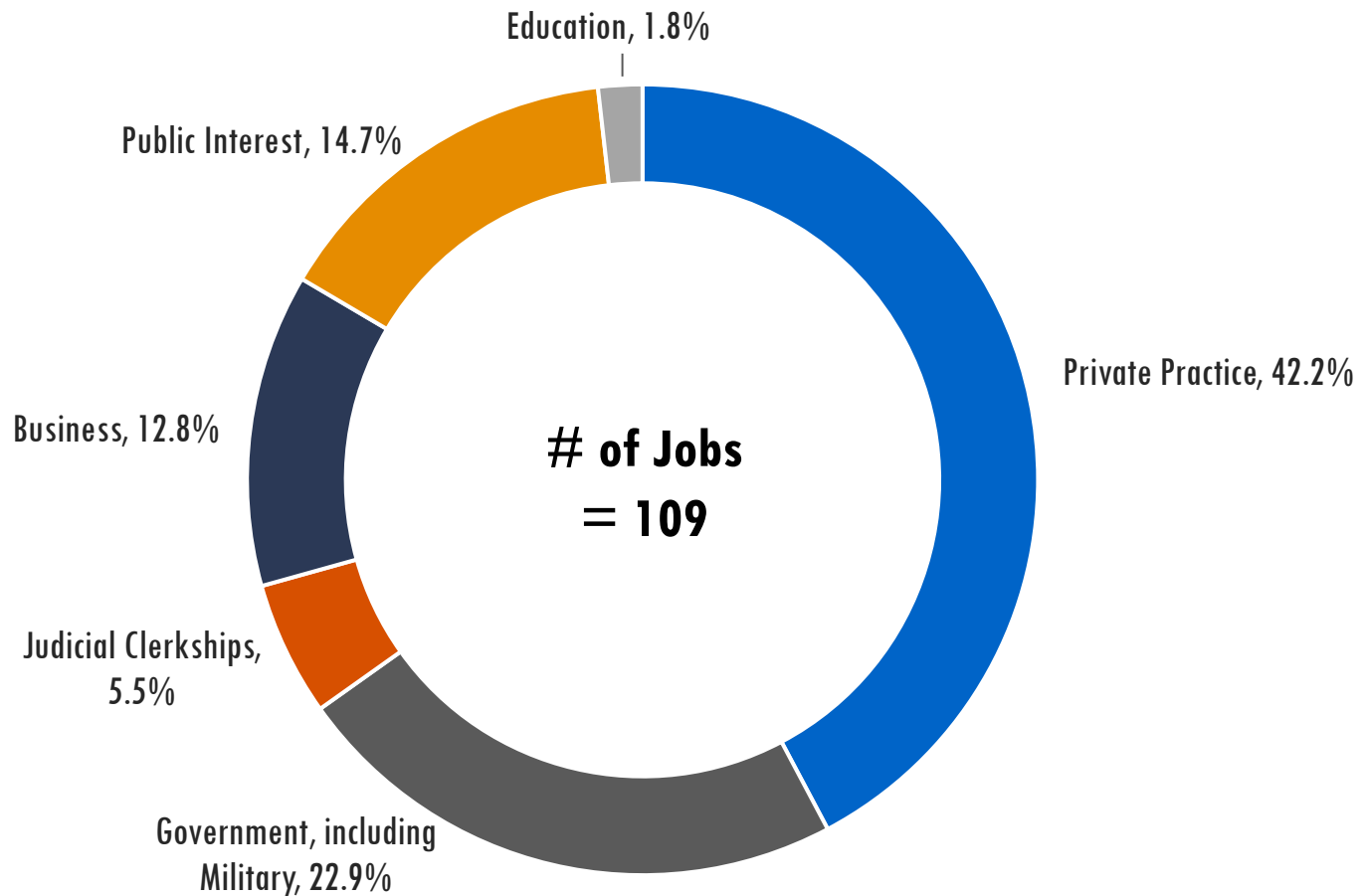
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# Class of 2022 Employer Types – Native American and Alaska Native Graduates



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# Key Employment Metrics for the Class of 2022 – Native Hawaiian/Other Pacific Islander Graduates

Compared to  
Graduates Overall

	Number of Graduates with Known Employment Status:	51	
	% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	0.2%	
	Total Employed (%):	92.2%	+0.1
	% Employed in a Bar Admission Required/Anticipated Job:	60.8%	-19.1
	Median Salary	\$83,505	-\$1,495
	<b>Top 3 Employer Types for Employed Grads:</b>		
	1. Private Practice	44.7%	-13.3
	2. Business	14.9%	+5.1
	3. Judicial Clerkships/Government (tie)	12.8% each	+2.7/+1.4

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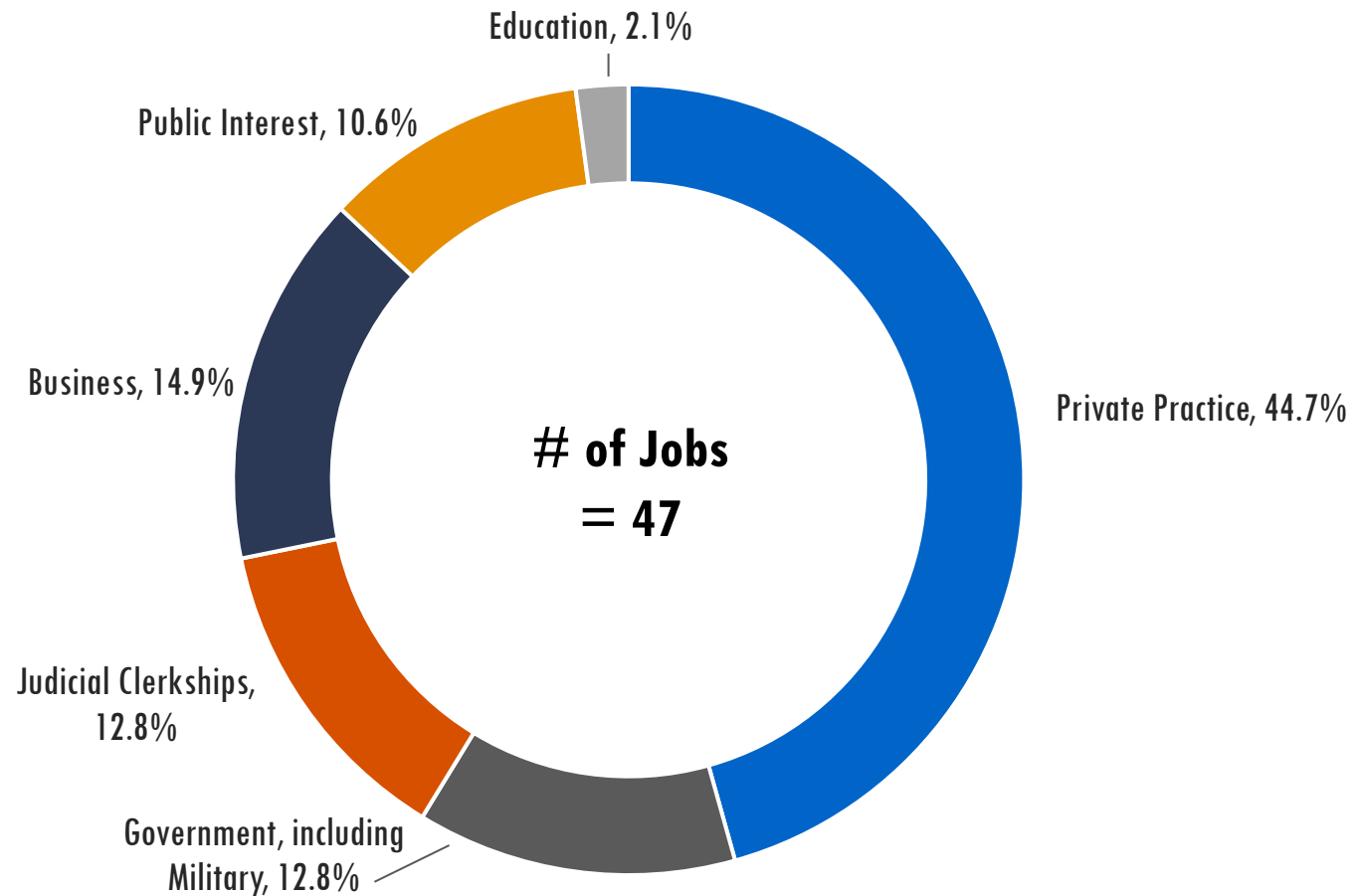
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	2. Business	14.9%	+5.1
	3. Judicial Clerkships/Government (tie)	12.8% each	+2.7/+1.4

# Class of 2022 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 2022 – Multiracial Graduates

		Compared to Graduates Overall
	Number of Graduates with Known Employment Status:	1,220
	% of All Graduates who Reported Race/Ethnicity (regardless of employment status):	3.9%
	Total Employed (%):	89.8% <span style="color: red;">-2.3</span>
	% Employed in a Bar Admission Required/Anticipated Job:	76.8% <span style="color: red;">-3.1</span>
	Median Salary	\$90,000 <span style="color: green;">+\$5,000</span>
	<b>Top 3 Employer Types for Employed Grads:</b>	
	1. Private Practice	56.5% <span style="color: red;">-1.5</span>
	2. Business	11.2% <span style="color: green;">+1.4</span>
	3. Government	10.6% <span style="color: red;">-0.8</span>

# Key Employment Metrics for the Class of 2022 – Multiracial Graduates

Compared to  
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## Top 3 Employer Types for Employed Grads:

1. Private Practice	56.5%	-1.5
2. Business	11.2%	+1.4
3. Government	10.6%	-0.8

# Key Employment Metrics for the Class of 2022 – Multiracial Graduates

Compared to  
Graduates Overall

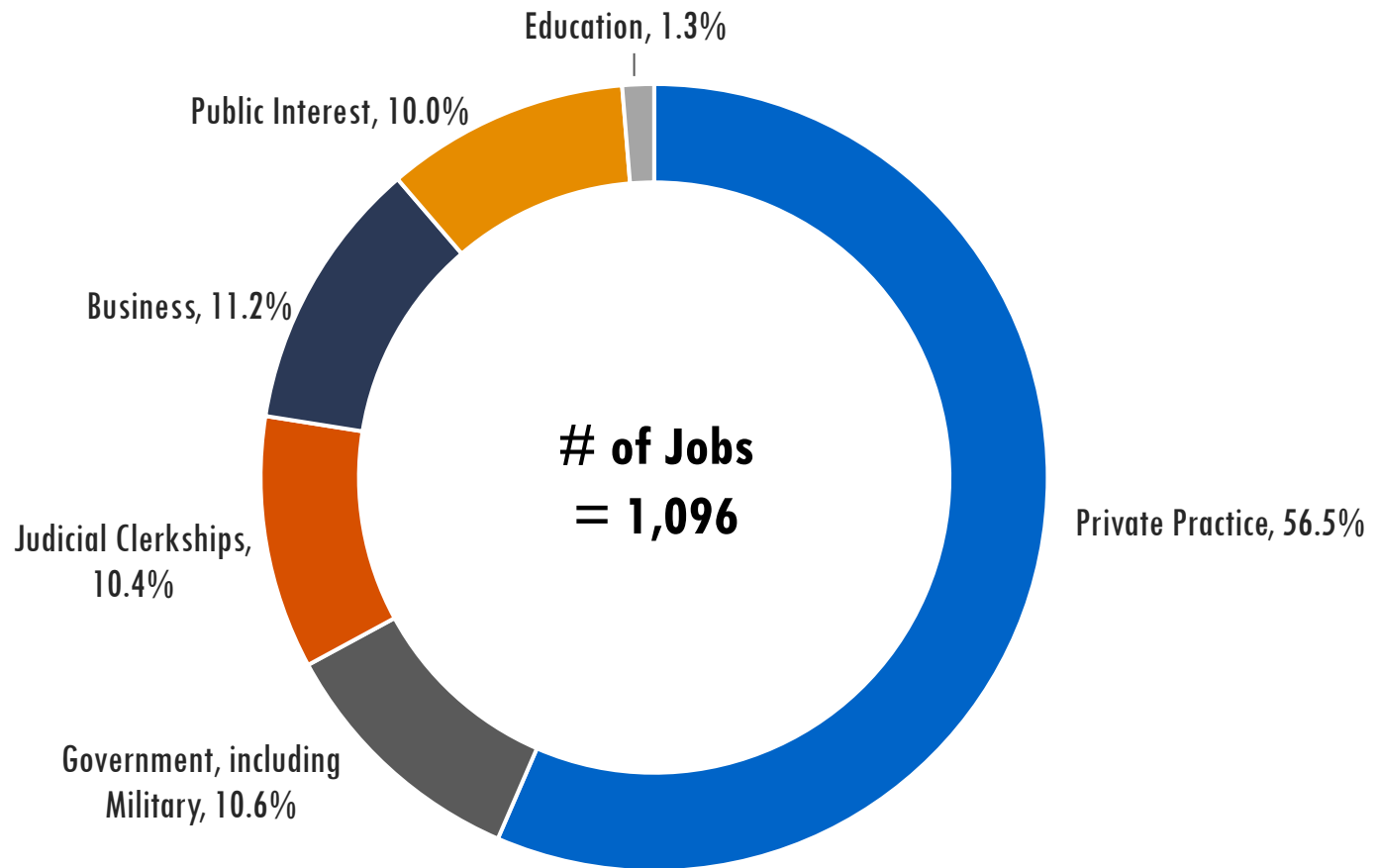
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## Top 3 Employer Types for Employed Grads:

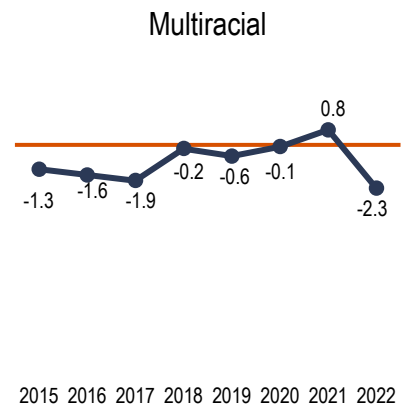
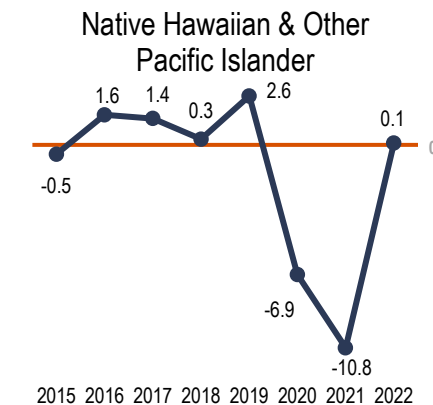
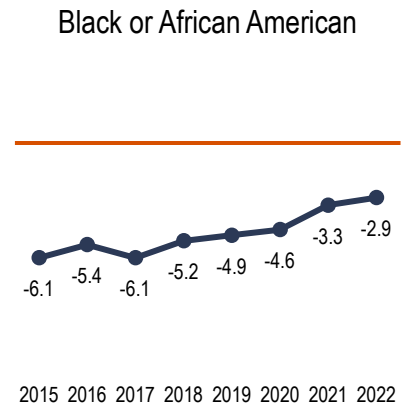
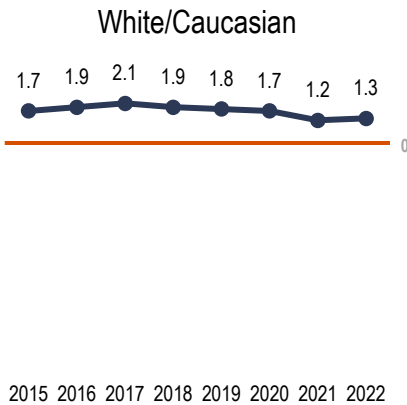
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# Class of 2022 Employer Types – Multiracial Graduates

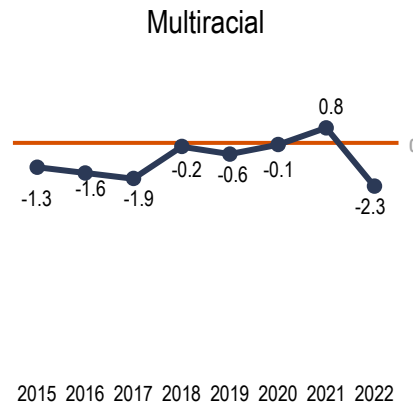
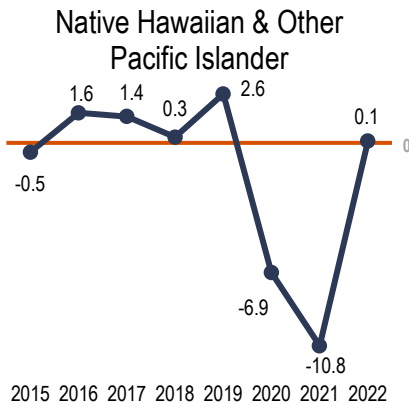
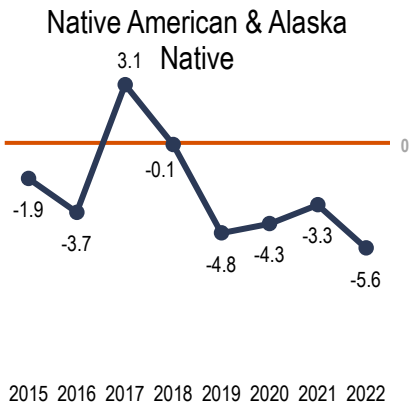
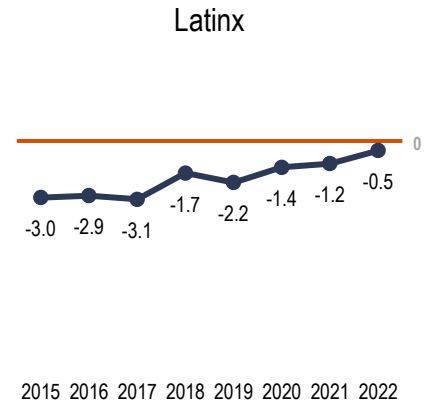
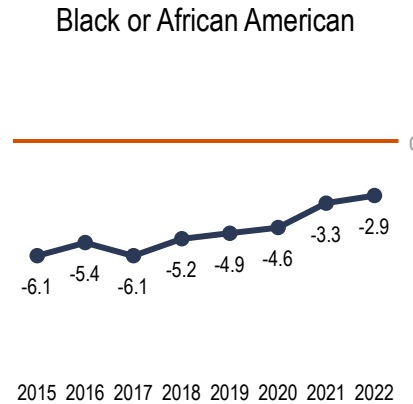
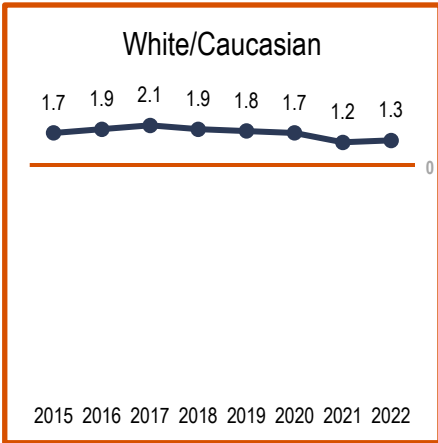


Note: Includes both full-time and part-time jobs. Percentages do not add up to 100% because the category for unknown employer type is not shown.

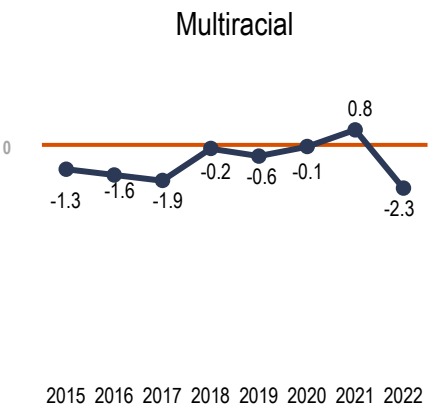
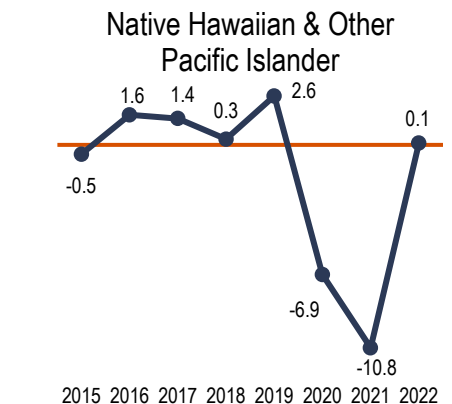
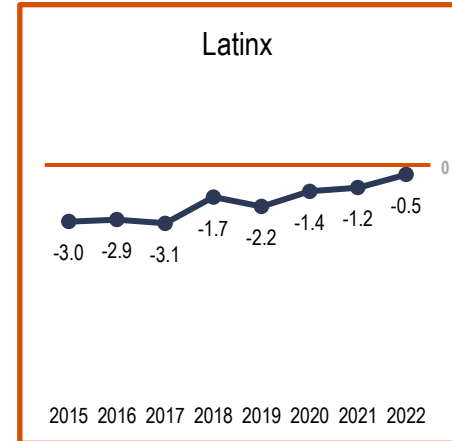
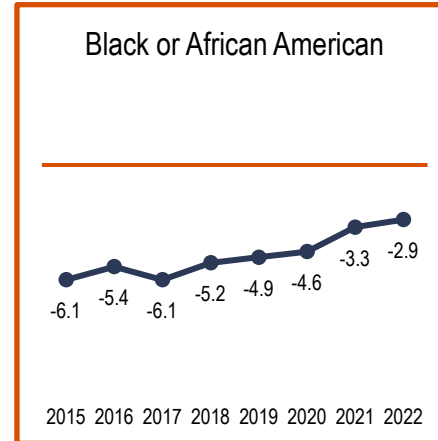
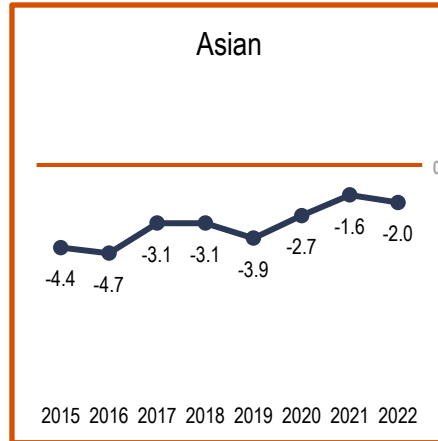
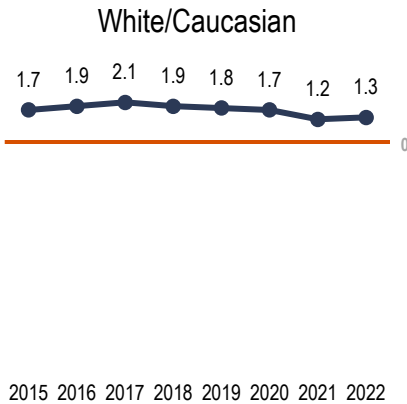
# Differences in **Employment Rates** by **Race/Ethnicity** as Compared to All Grads, 2015-2022 (in percentage points)



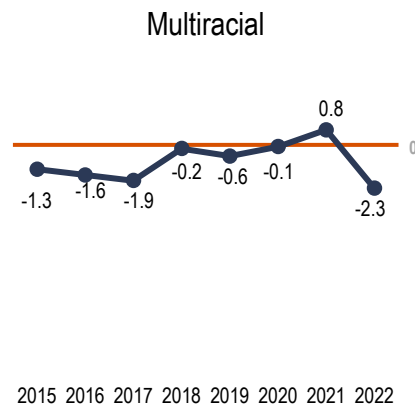
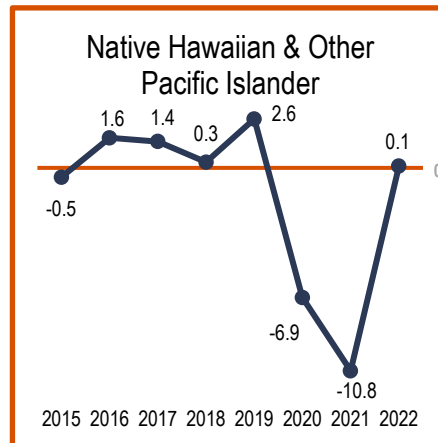
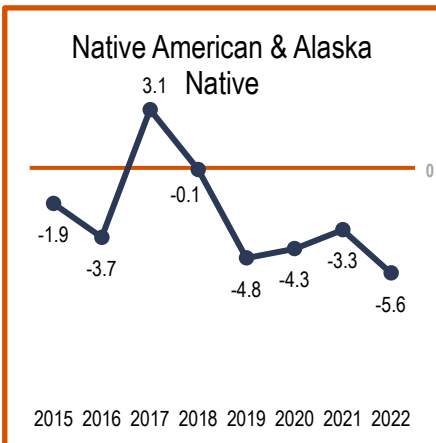
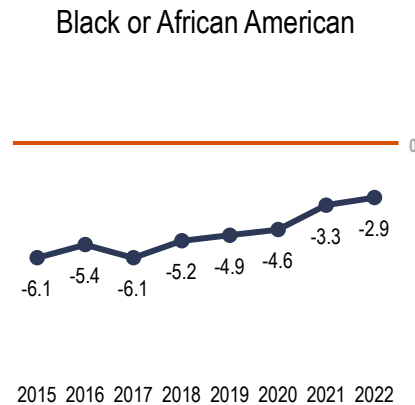
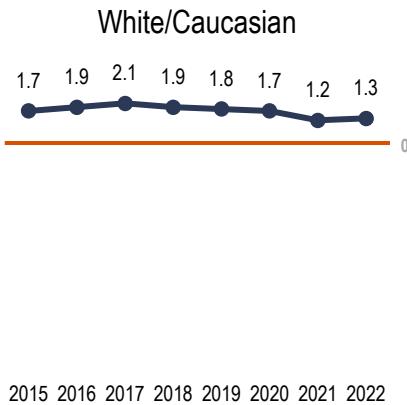
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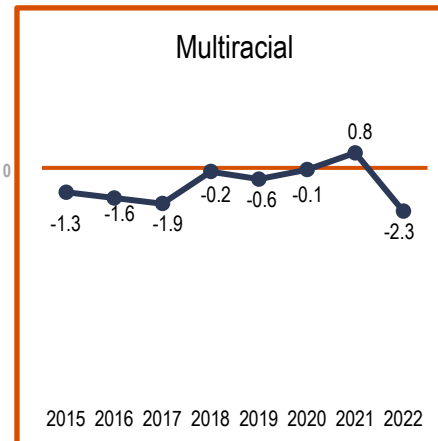
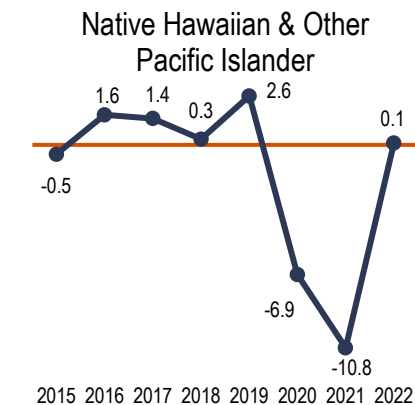
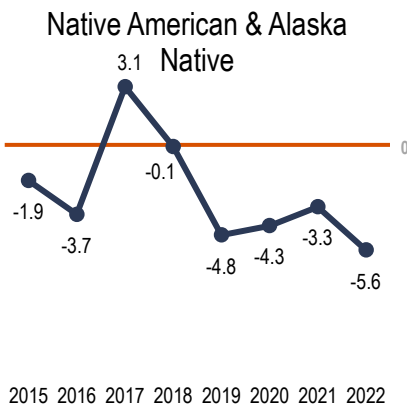
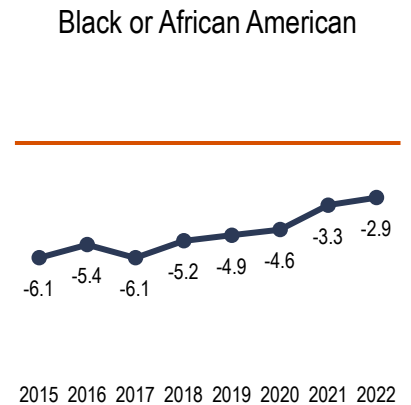
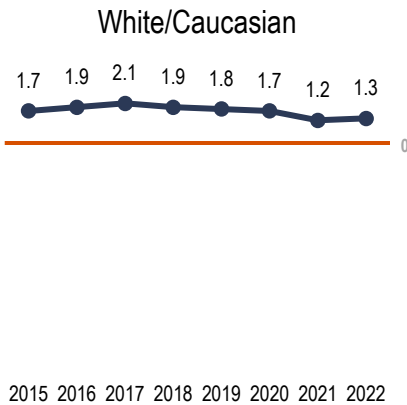
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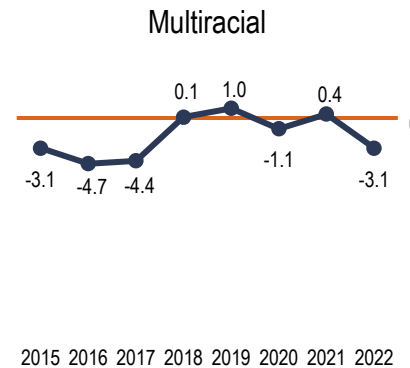
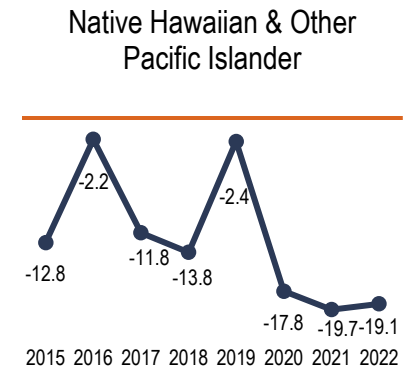
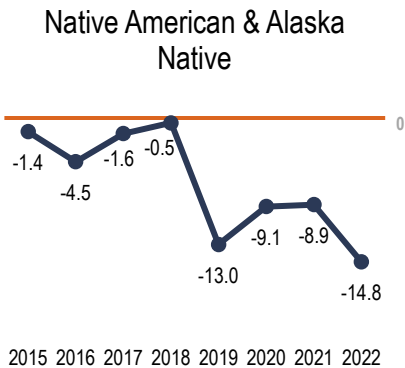
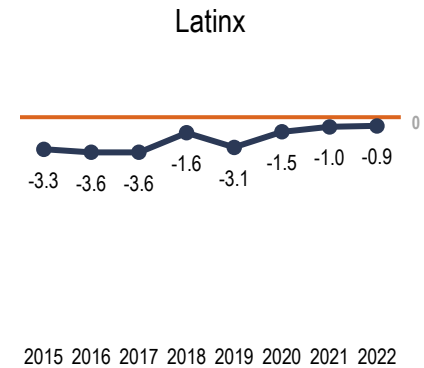
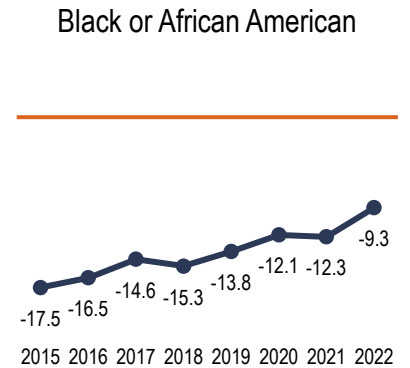
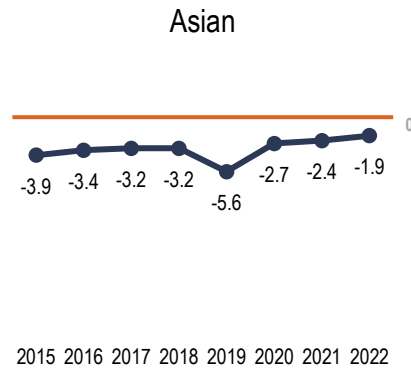
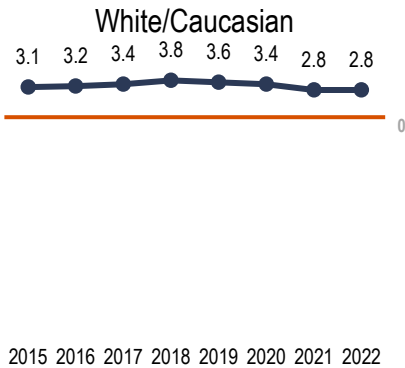
# Differences in **Employment Rates** by **Race/Ethnicity** as Compared to All Grads, 2015-2022 (in percentage points)



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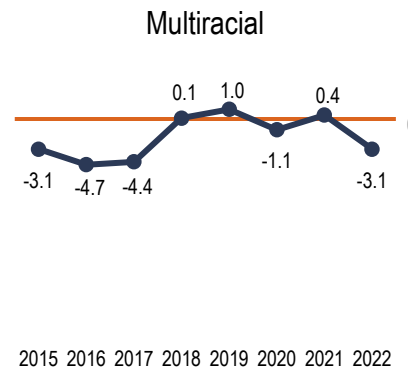
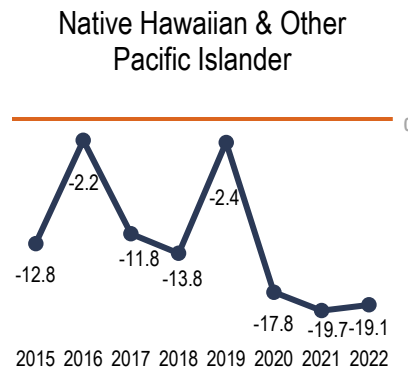
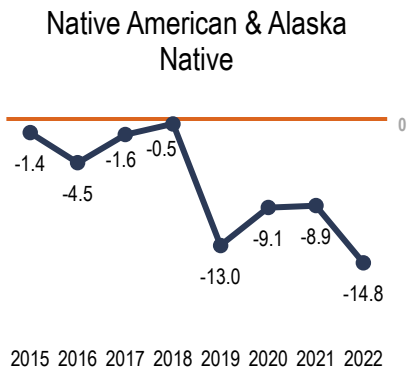
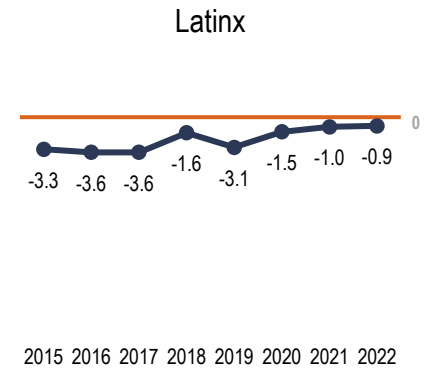
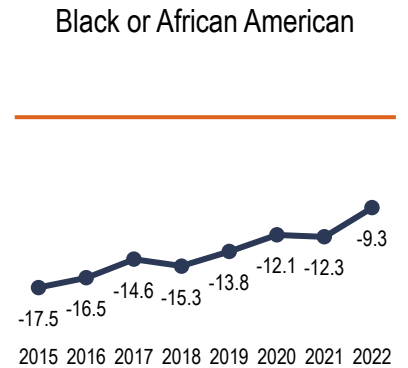
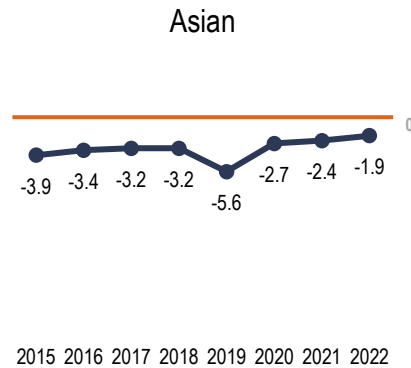
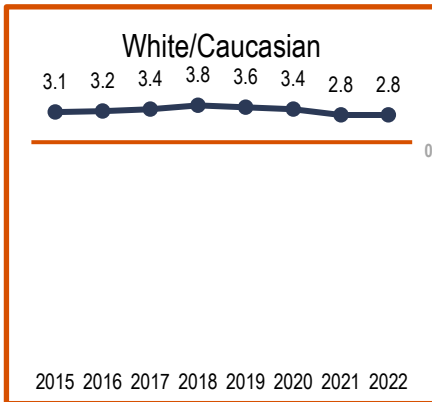


# Differences in Employment in Bar Passage Jobs by Race/Ethnicity as Compared to All Grads, 2015-2022 (in percentage points)



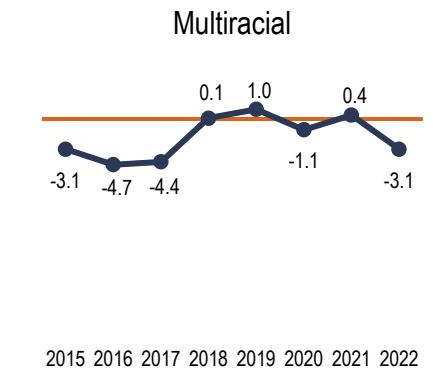
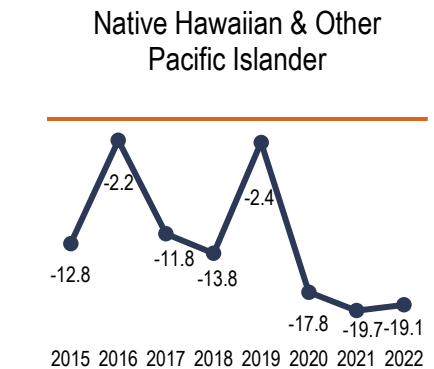
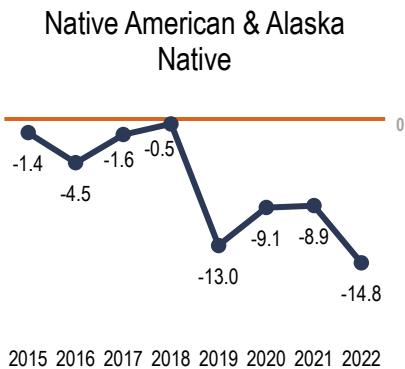
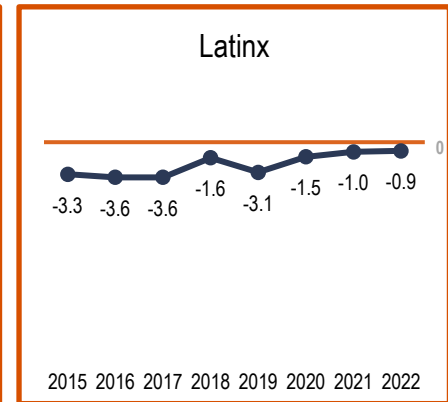
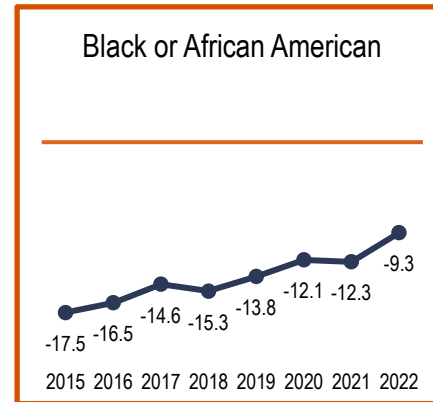
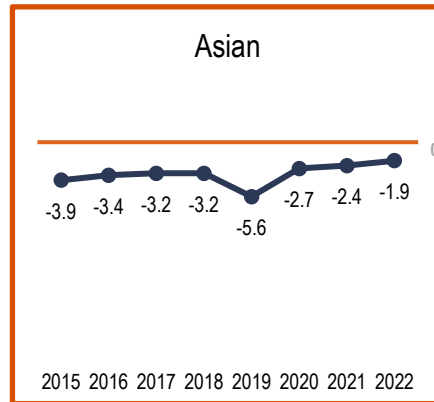
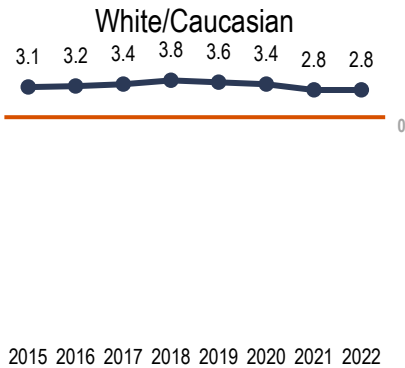
# Differences in Employment in Bar Passage Jobs by Race/Ethnicity as Compared to All Grads, 2015-2022

(in percentage points)

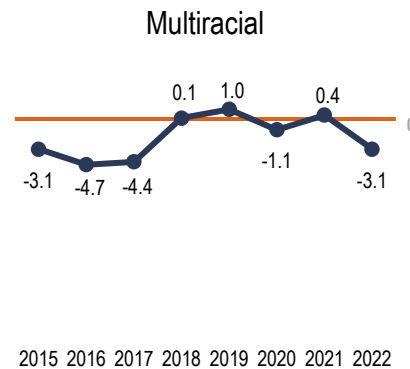
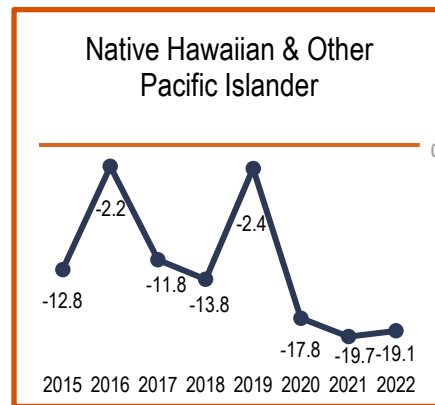
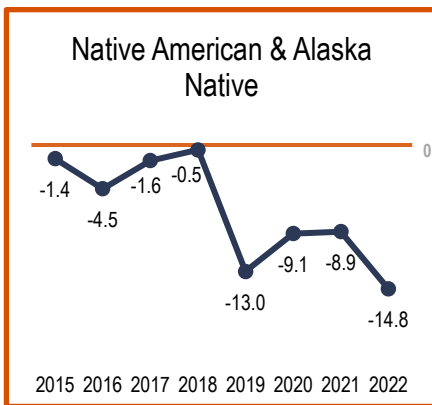
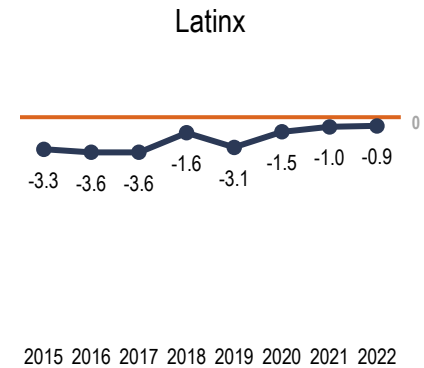
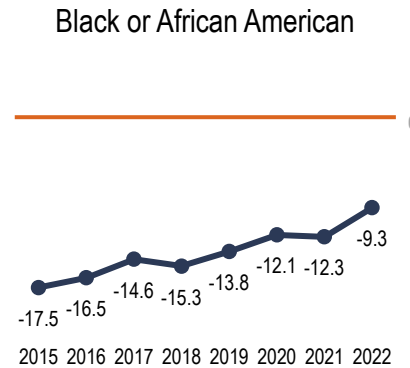
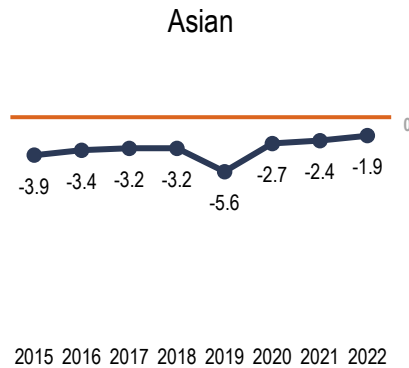
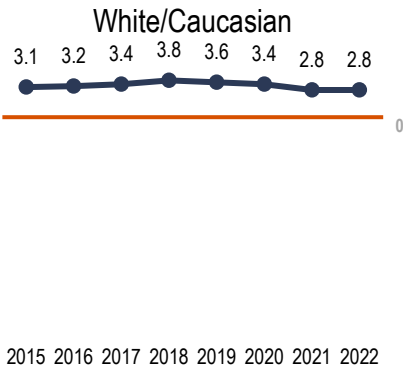


# Differences in **Employment in Bar Passage Jobs** by **Race/Ethnicity** as Compared to All Grads, 2015-2022

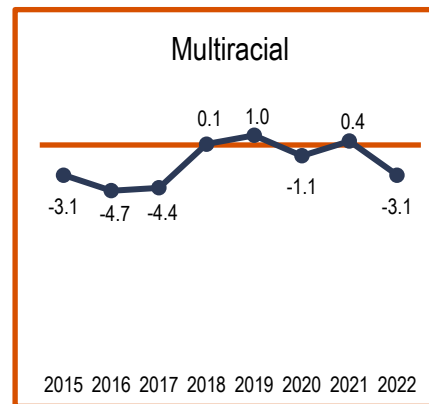
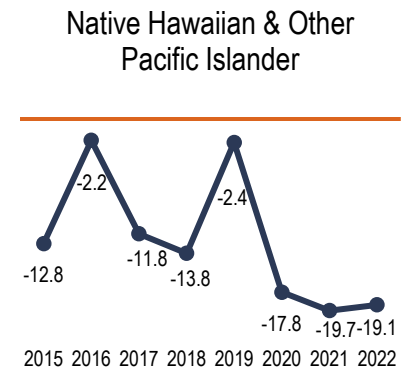
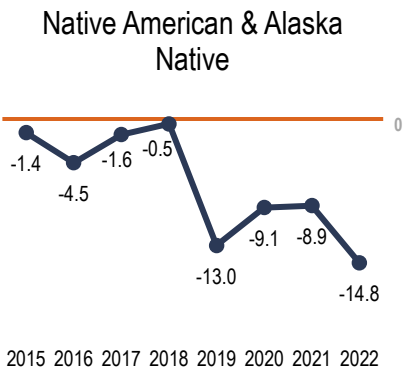
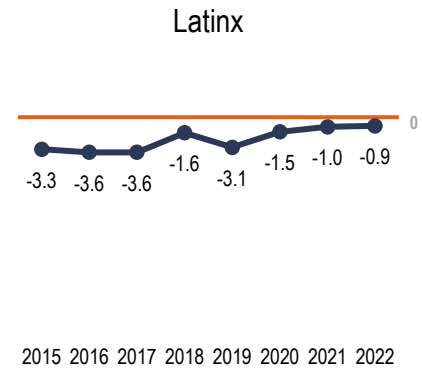
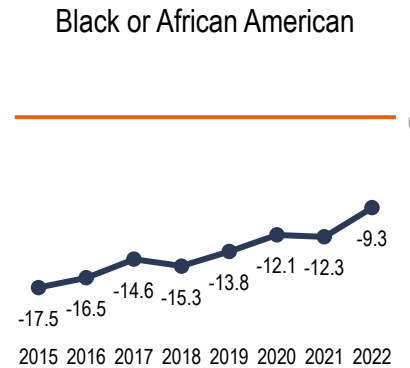
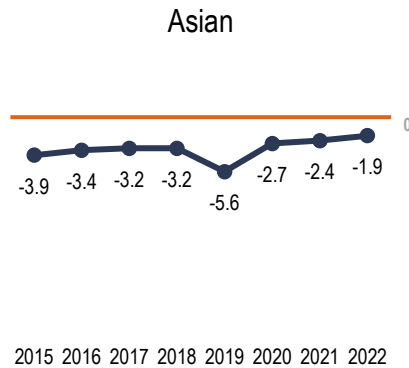
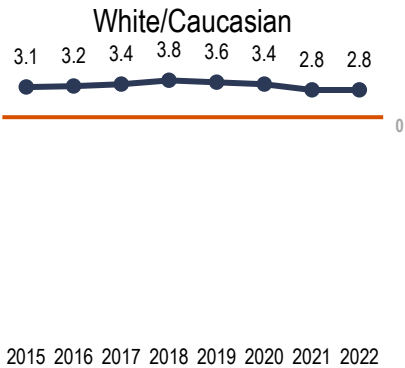
(in percentage points)



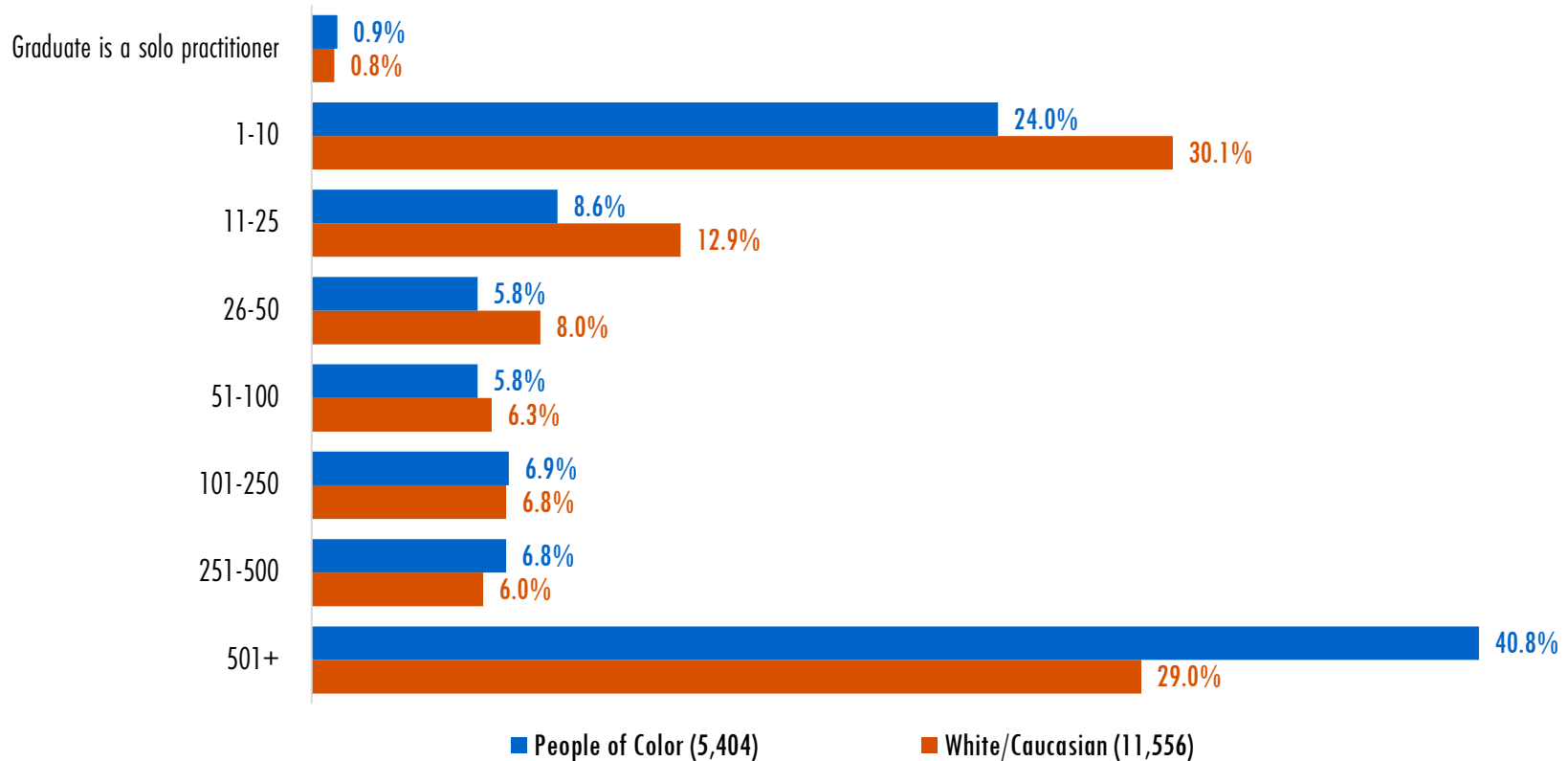
# Differences in Employment in Bar Passage Jobs by Race/Ethnicity as Compared to All Grads, 2015-2022 (in percentage points)



# Differences in Employment in Bar Passage Jobs by Race/Ethnicity as Compared to All Grads, 2015-2022 (in percentage points)

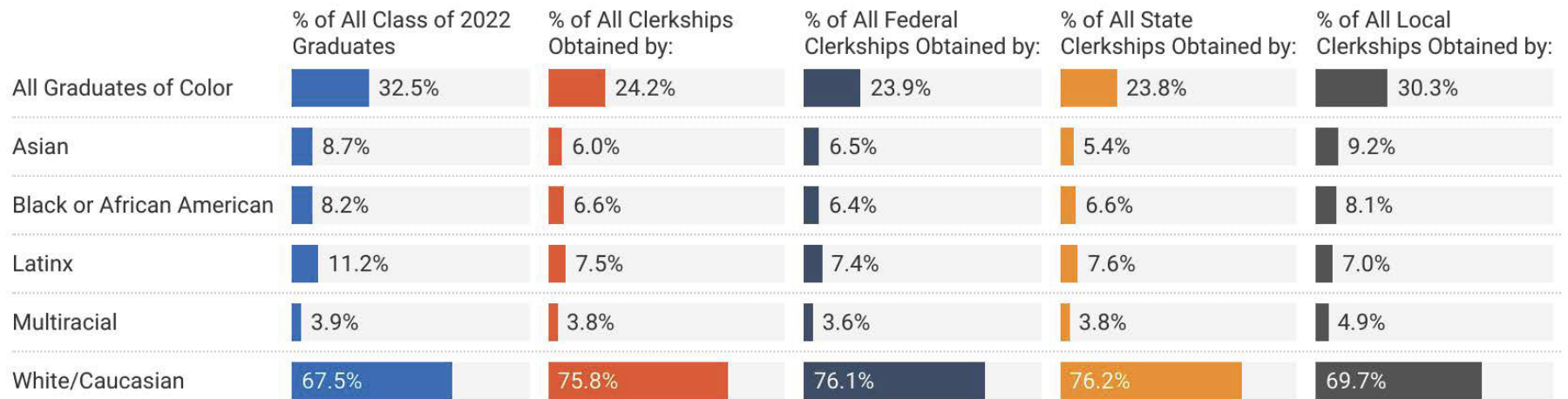


# Graduates of Color employed in Private Practice are more likely to work in **Firms of 501+ Lawyers**



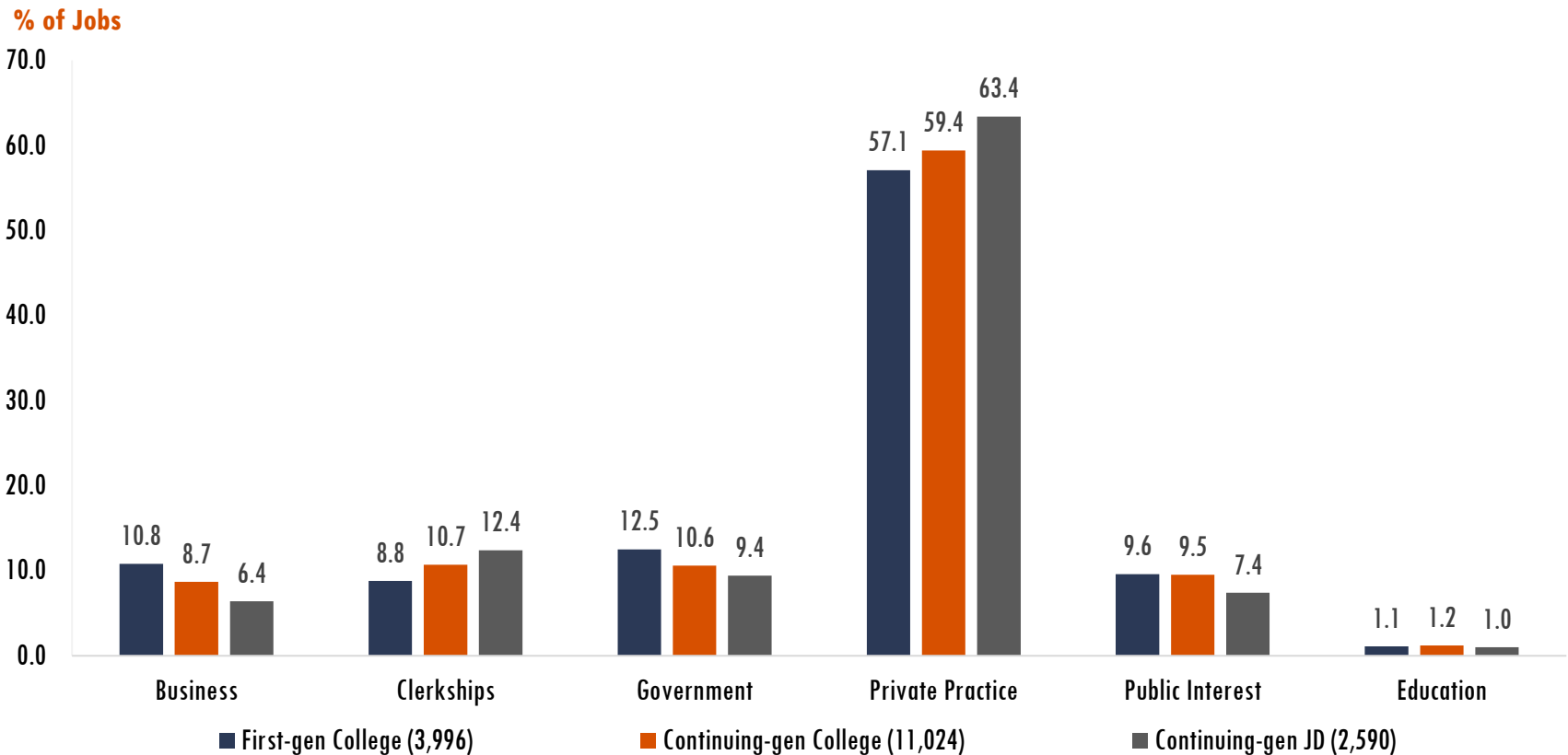
Note: Figures include full-time and part-time jobs. Percentages do not add up to 100% because the unknown size category is not shown. The 1-10 category includes graduates working for a solo practitioner. People of color includes graduates who reported a race/ethnicity of Asian, Black or African American,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

# 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 2022 – First-Generation College Students

		Compared to Graduates Overall
	Number of Graduates with Known Employment Status:	4,340
	% of All Graduates who Reported Parental Education <small>(regardless of employment status):</small>	22.9%
	Total Employed (%):	92.1%      ≡
	% Employed in a Bar Admission Required/Anticipated Job:	78.5%      -1.4
	Median Salary	\$80,000      -\$5,000
	<b>Top 3 Employer Types for Employed Grads:</b>	
	1. Private Practice	57.1%      -0.9
	2. Government	12.5%      +1.1
	3. Business	10.8%      +1.0

# Key Employment Metrics for the Class of 2022 – First-Generation College Students

Compared to  
Graduates Overall

	Number of Graduates with Known Employment Status:	4,340	
	% of All Graduates who Reported Parental Education <small>(regardless of employment status):</small>	22.9%	
	Total Employed (%):	92.1%	≡
	% Employed in a Bar Admission Required/Anticipated Job:	78.5%	-1.4
	Median Salary	\$80,000	-\$5,000







## Top 3 Employer Types for Employed Grads:

1. Private Practice	57.1%	-0.9
2. Government	12.5%	+1.1
3. Business	10.8%	+1.0

# Key Employment Metrics for the Class of 2022 – First-Generation College Students

Compared to  
Graduates Overall

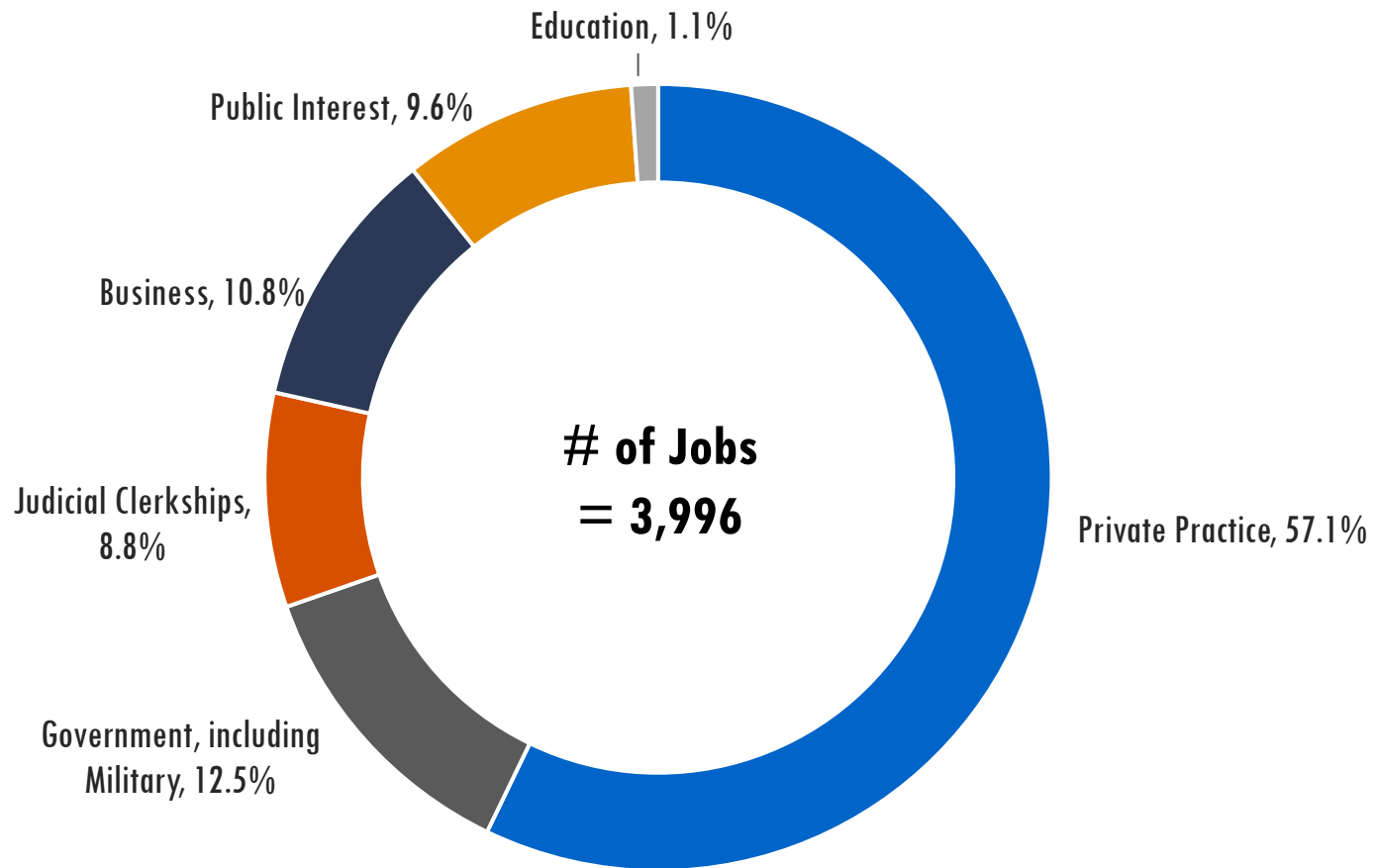
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## Top 3 Employer Types for Employed Grads:

1. Private Practice	57.1%	-0.9
2. Government	12.5%	+1.1
3. Business	10.8%	+1.0






# Class of 2022 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 2022 – Continuing-Generation College Students

Compared to  
Graduates Overall

	Number of Graduates with Known Employment Status:	11,769	
	% of All Graduates who Reported Parental Education <small>(regardless of employment status):</small>	62.5%	
	Total Employed (%):	93.7%	+1.6
	% Employed in a Bar Admission Required/Anticipated Job:	83.7%	+3.8
	Median Salary	\$90,000	+\$5,000
	<b>Top 3 Employer Types for Employed Grads:</b>		
	1. Private Practice	59.4%	+1.4
	2. Judicial Clerkships	10.7%	+0.6
	3. Government	10.6%	-0.8

# Key Employment Metrics for the Class of 2022 – Continuing-Generation College Students

Compared to  
Graduates Overall

	Number of Graduates with Known Employment Status:	11,769	
	% of All Graduates who Reported Parental Education <small>(regardless of employment status):</small>	62.5%	
	Total Employed (%):	93.7%	+1.6
	% Employed in a Bar Admission Required/Anticipated Job:	83.7%	+3.8
	Median Salary	\$90,000	+\$5,000







## Top 3 Employer Types for Employed Grads:

1. Private Practice	59.4%	+1.4
2. Judicial Clerkships	10.7%	+0.6
3. Government	10.6%	-0.8

# Key Employment Metrics for the Class of 2022 – Continuing-Generation College Students

Compared to  
Graduates Overall

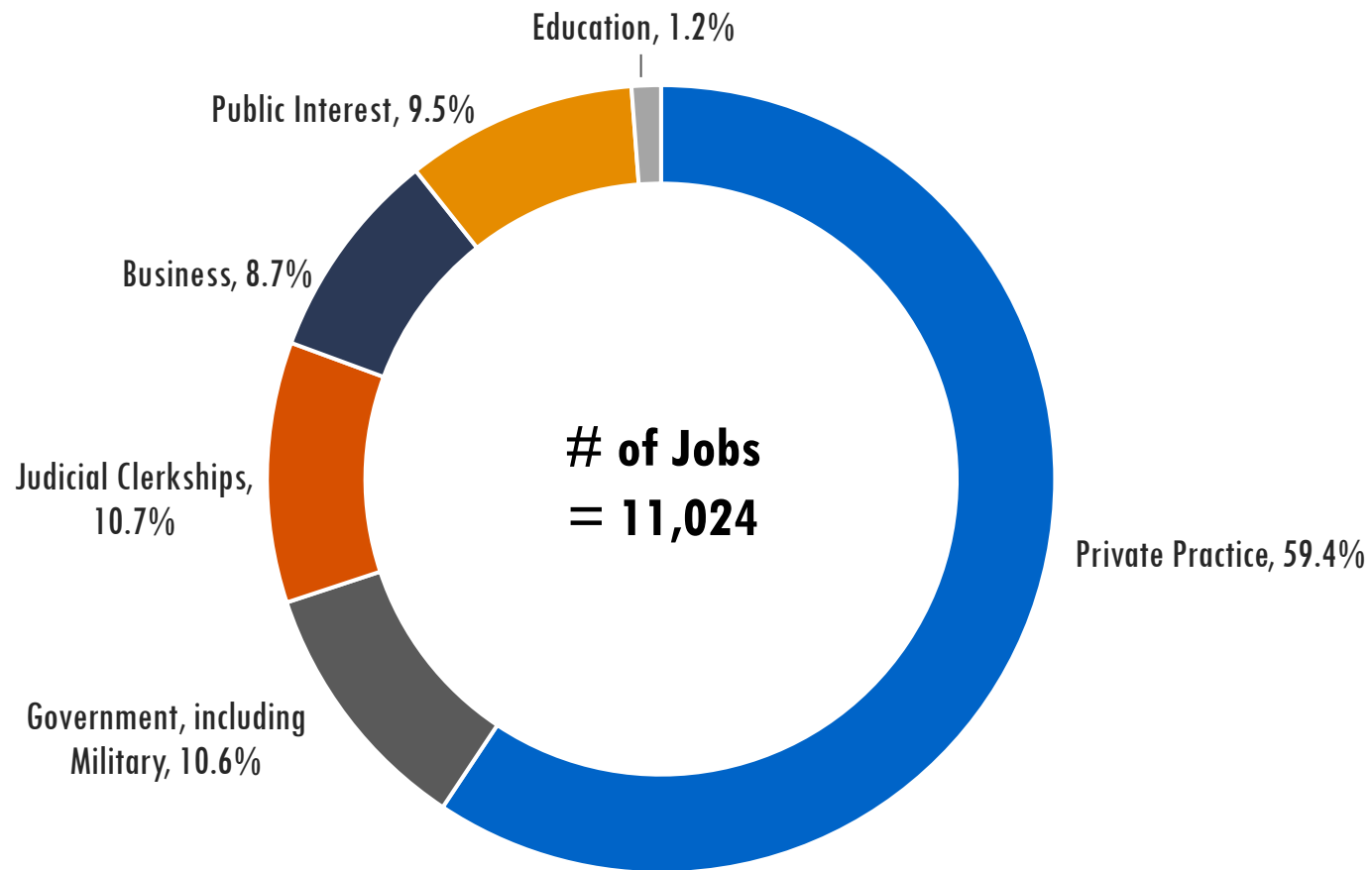
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# Class of 2022 Employer Types – Continuing-Generation College Students



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 2022 – Continuing-Generation JD Students

Compared to  
Graduates Overall

	Number of Graduates with Known Employment Status:	2,711	
	% of All Graduates who Reported Parental Education <small>(regardless of employment status):</small>	14.4%	
	Total Employed (%):	95.5%	+3.4
	% Employed in a Bar Admission Required/Anticipated Job:	87.6%	+7.7
	Median Salary	\$100,000	+\$15,000
	<b>Top 3 Employer Types for Employed Grads:</b>		
	1. Private Practice	63.4%	+5.4
	2. Judicial Clerkships	12.4%	+2.3
	3. Government	9.4%	-2.0

# Key Employment Metrics for the Class of 2022 – Continuing-Generation JD Students

Compared to  
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Compared to  
Graduates Overall

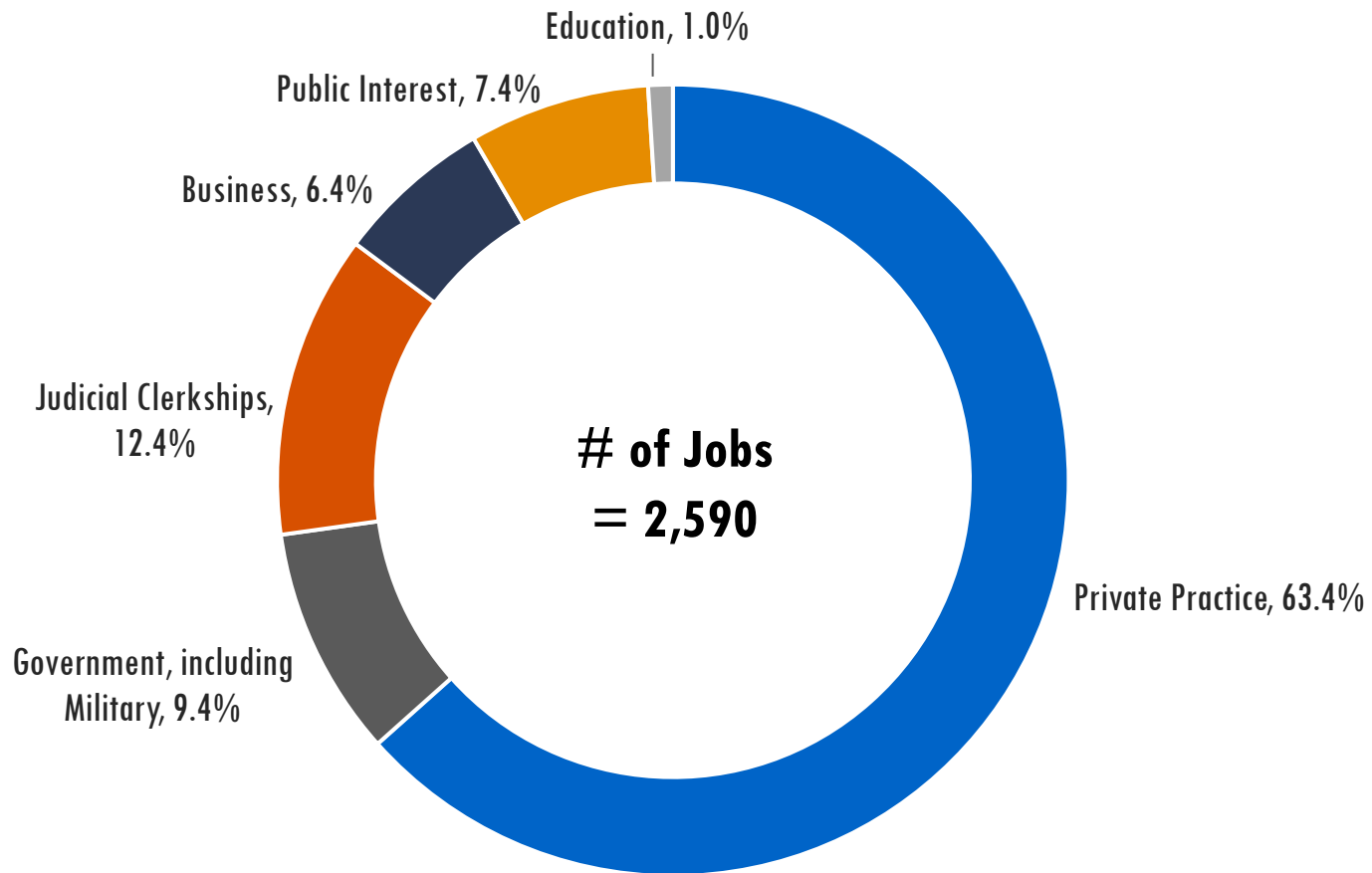
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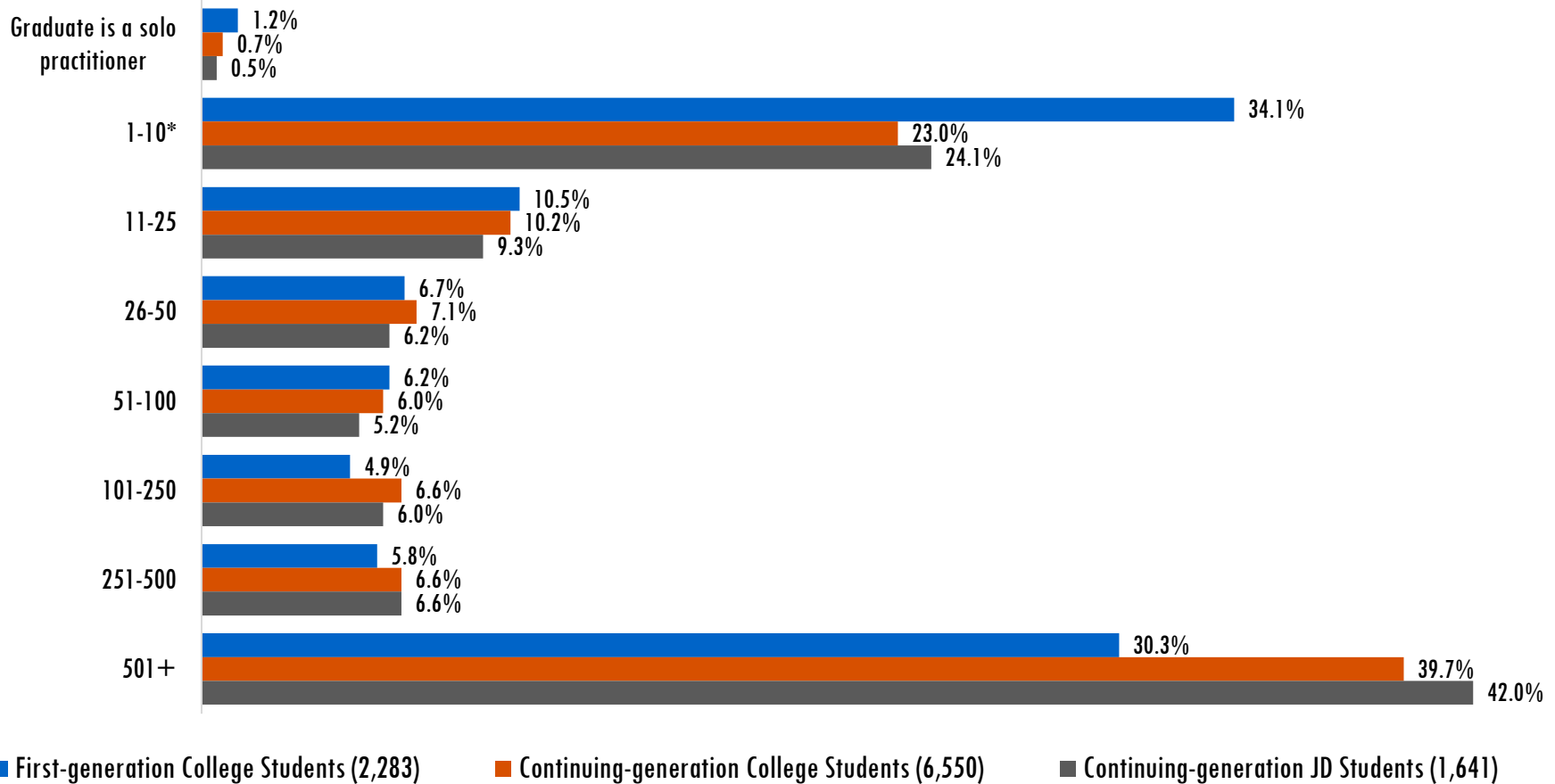
# Class of 2022 Employer Types – Continuing-Generation JD Students



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.

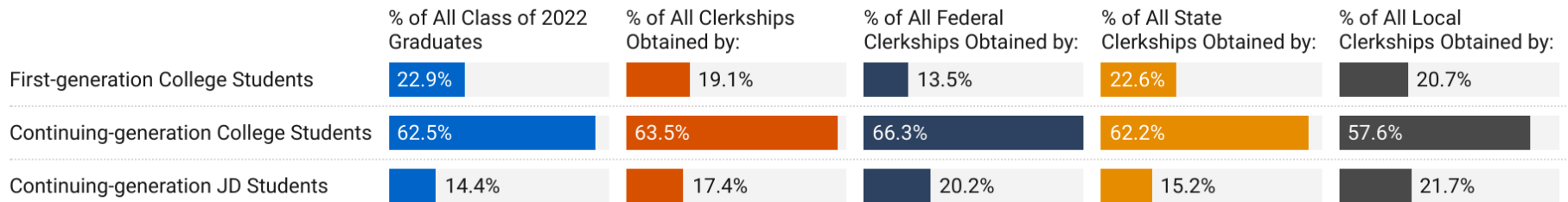
# Continuing-Gen College and JD Students are more likely to work in Firms of 501+

## By # of Lawyers








\*Includes graduates working for a solo practitioner.

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







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.

# Key Employment Metrics for the Class of 2022 – Military Veterans

		Compared to Graduates Overall
 Number of Graduates with Known Employment Status:	912	
 Total Employed (%):	91.2%	-0.9
 % Employed in a Bar Admission Required/Anticipated Job:	73.6%	-6.3
 Median Salary	\$85,000	≡
 <b>Top 3 Employer Types for Employed Grads:</b>		
1. Private Practice	47.6%	-10.4
2. Government	25.4%	+14.0
3. Business	10.6%	+0.8

# Key Employment Metrics for the Class of 2022 – Military Veterans

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Graduates Overall

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Compared to  
Graduates Overall

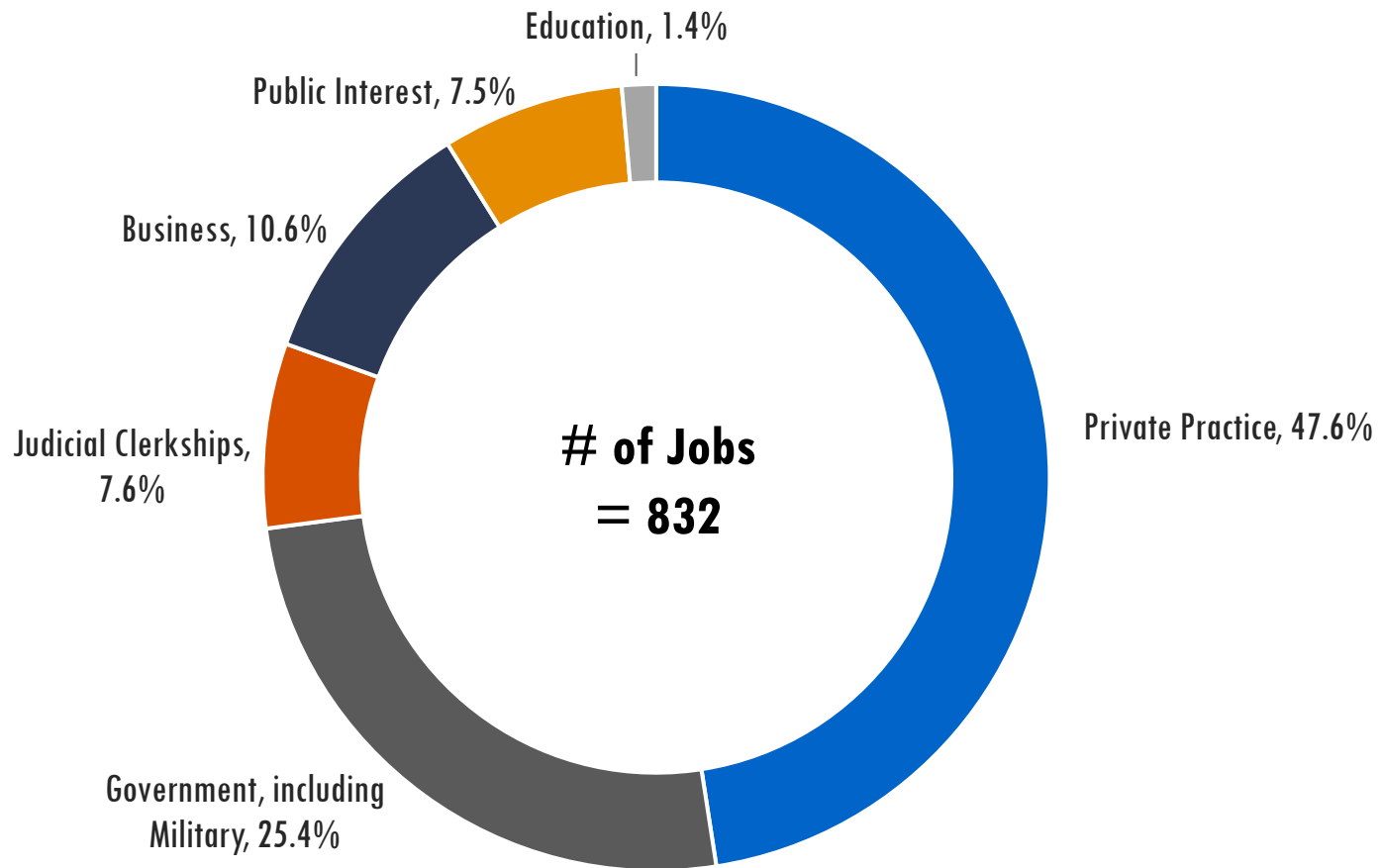
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## Top 3 Employer Types for Employed Grads:






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# Class of 2022 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. The vast majority (90%) of reported veterans are veterans of the U.S. military.

# Key Employment Metrics for the Class of 2022 – Transfer Students

		Compared to Graduates Overall
	Number of Graduates with Known Employment Status:	1,322
	% of All Graduates who Reported Transfer Status <small>(regardless of employment status):</small>	4.5%
	Total Employed (%):	93.7% <span style="color: green;">+1.6</span>
	% Employed in a Bar Admission Required/Anticipated Job:	84.0% <span style="color: green;">+4.1</span>
	Median Salary	\$160,000 <span style="color: green;">+\$75,000</span>
	<b>Top 3 Employer Types for Employed Grads:</b>	
	1. Private Practice	67.8% <span style="color: green;">+9.8</span>
	2. Government	9.2% <span style="color: red;">-2.2</span>
	3. Judicial Clerkships	8.6% <span style="color: red;">-1.5</span>

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Graduates Overall

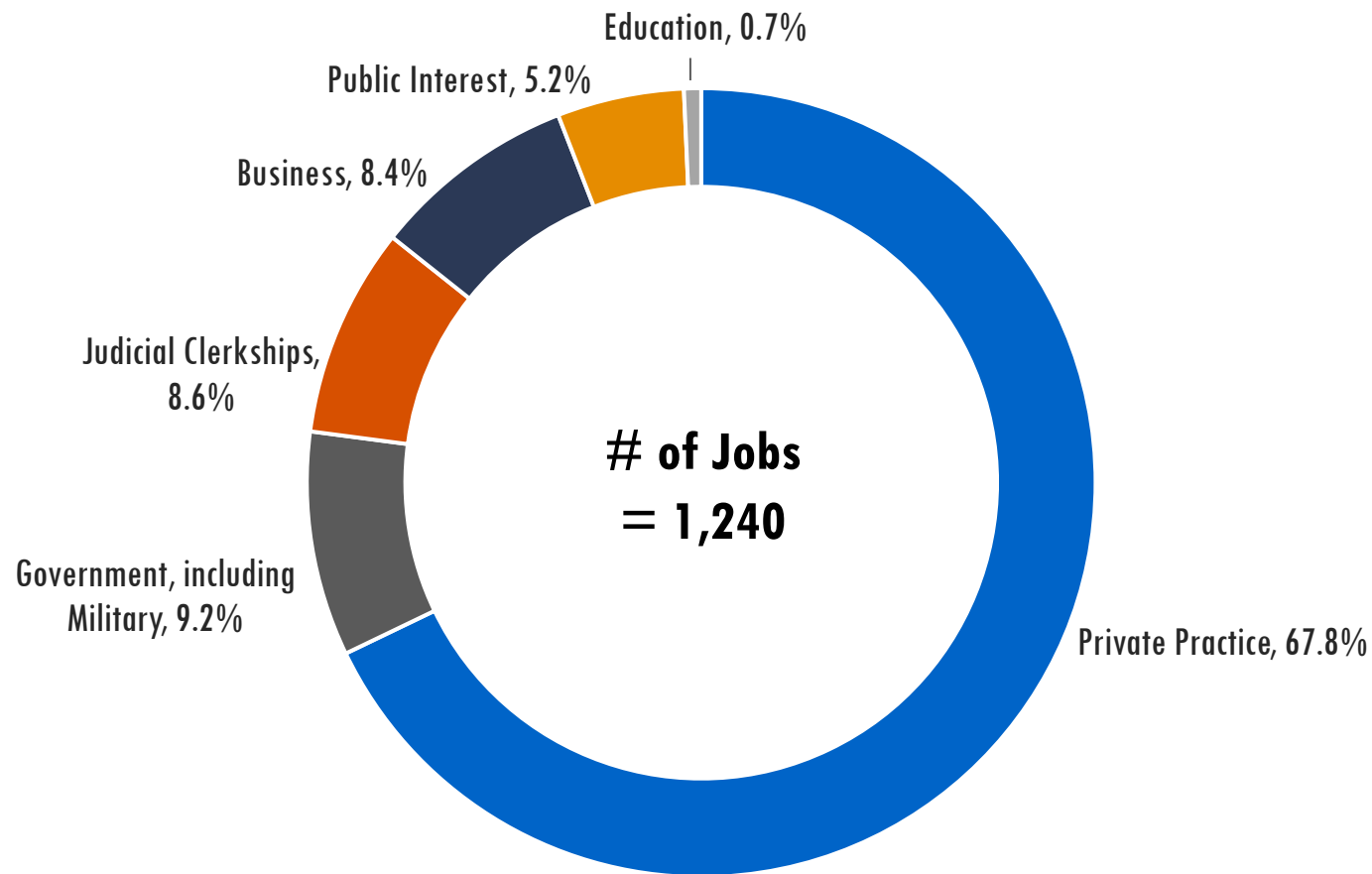
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3. Judicial Clerkships	8.6%	-1.5

# Class of 2022 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 2022 – LGBTQ Graduates

		Compared to Graduates Overall
	Number of Graduates with Known Employment Status:	2,514
	% of All Graduates who Reported LGBTQ Status <small>(regardless of employment status):</small>	14.0%
	Total Employed (%):	94.1% <span>+2.0</span>
	% Employed in a Bar Admission Required/Anticipated Job:	83.2% <span>+3.3</span>
	Median Salary	\$78,655 <span>-\$6,345</span>
	<b>Top 3 Employer Types for Employed Grads:</b>	
	1. Private Practice	47.8% <span>-10.2</span>
	2. Public Interest	20.1% <span>+10.9</span>
	3. Judicial Clerkships	12.0% <span>+1.9</span>

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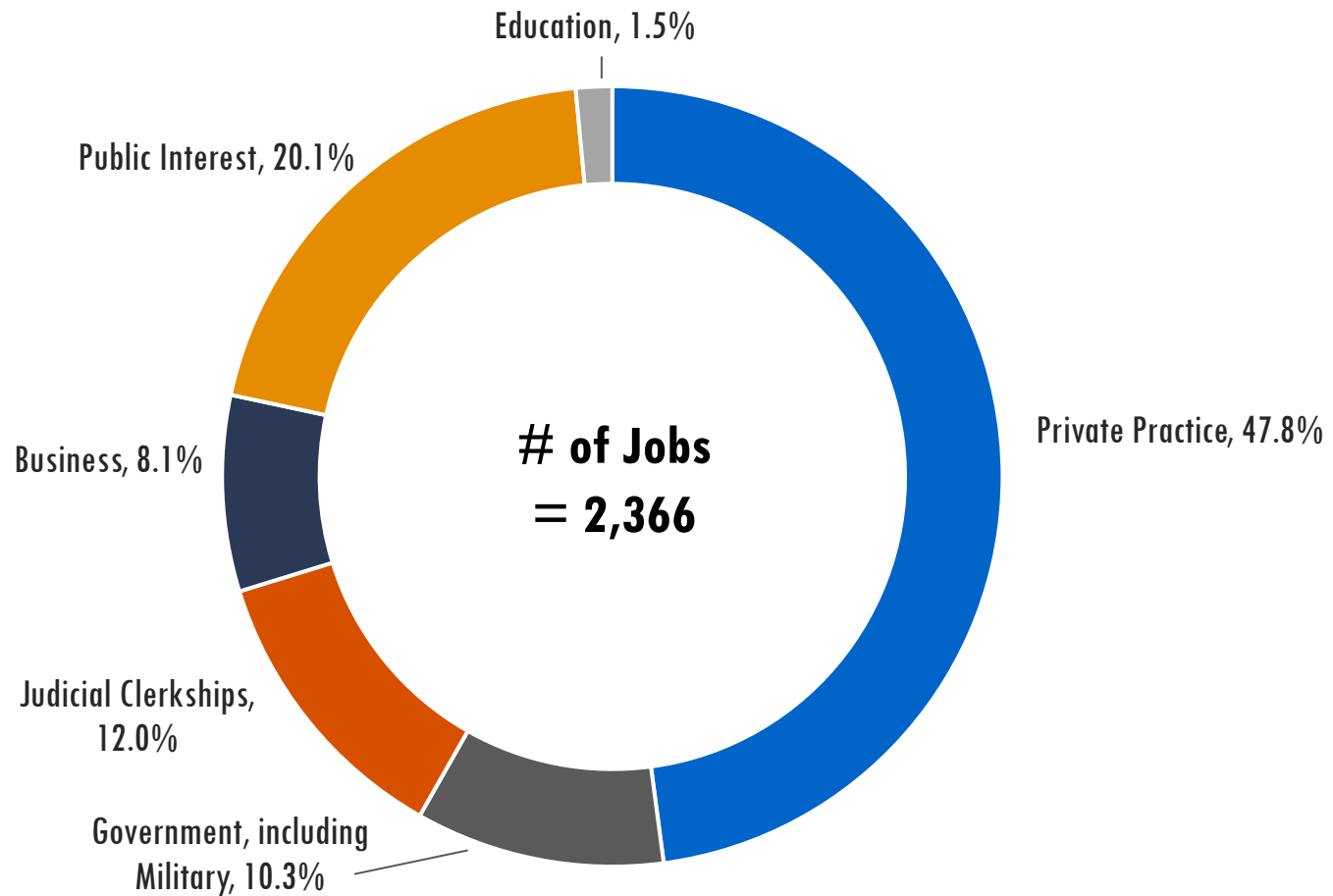
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2. Public Interest	20.1%	+10.9
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# Class of 2022 Employer Types – LGBTQ Graduates



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 2022 – Graduates with Disabilities

Compared to  
Graduates Overall

	Number of Graduates with Known Employment Status:	1,388	
	% of All Graduates who Reported Disability Status <small>(regardless of employment status):</small>	6.2%	
	Total Employed (%):	88.5%	-3.6
	% Employed in a Bar Admission Required/Anticipated Job:	73.4%	-6.5
	Median Salary	\$80,000	-\$5,000
	<b>Top 3 Employer Types for Employed Grads:</b>		
	1. Private Practice	50.2%	-7.8
	2. Public Interest	13.2%	+4.0
	3. Government	12.0%	+0.6

# Key Employment Metrics for the Class of 2022 – Graduates with Disabilities

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Compared to  
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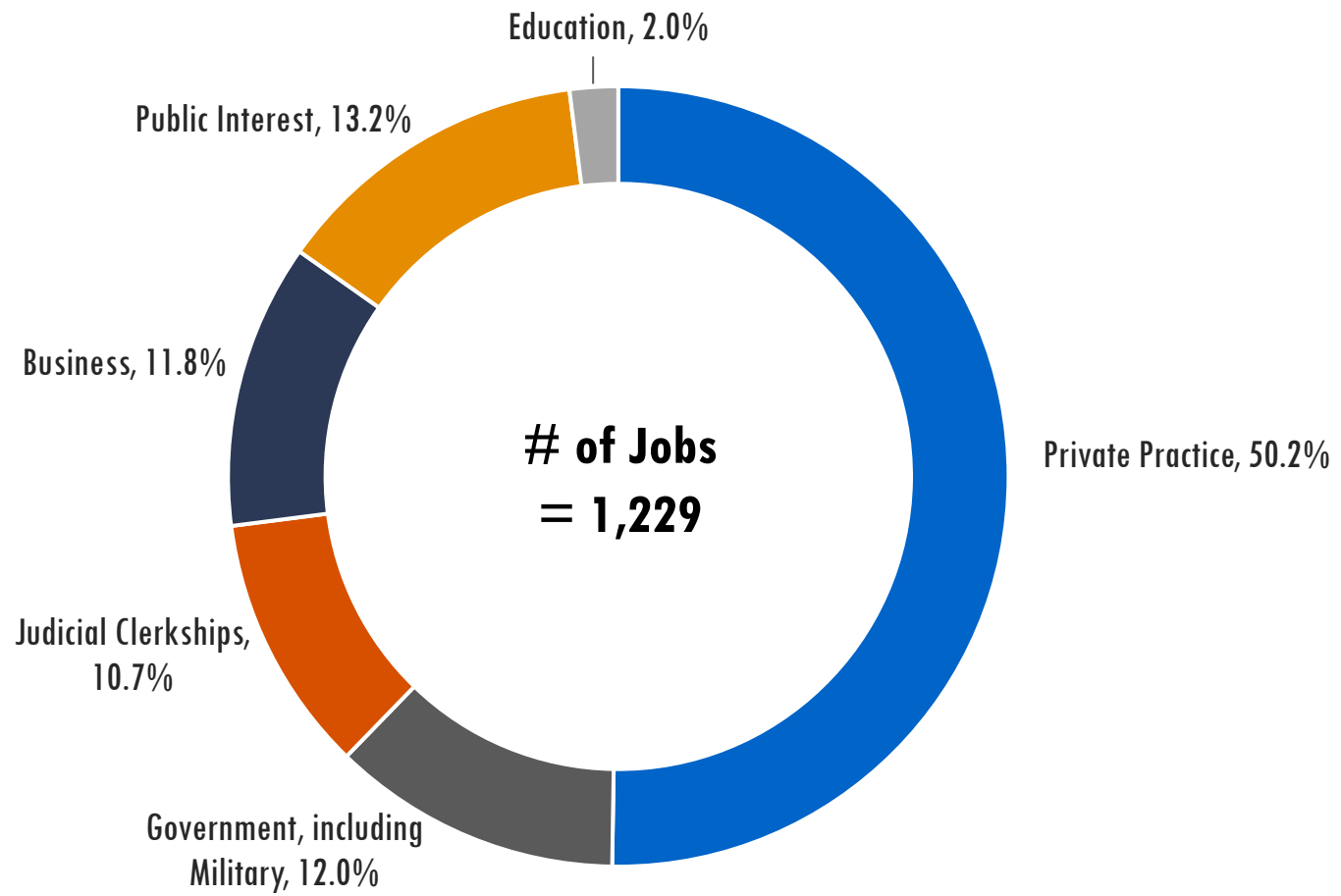
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# Class of 2022 Employer Types – Graduates with Disabilities



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For More Detailed Demographic Data



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## *Jobs & JDs*

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# Bloomberg Lunch & Learn Event – Thursday, Oct. 26 at 12:00 ET

More information available at:

[news.bloomberglaw.com/tax-insights-and-commentary/learn-how-to-navigate-new-pushback-and-challenges-to-dei-programs](https://news.bloomberglaw.com/tax-insights-and-commentary/learn-how-to-navigate-new-pushback-and-challenges-to-dei-programs)

**Insights** – Lunch & Learn

## How to Navigate the New Challenges of DEI Programs

Featuring **Sharon Jones**, chief DEI officer at Haynes and Boone, and **Nikia Gray**, executive director of NALP

**Free Virtual Event**

Oct. 26 from 12-1 p.m. ET



# We Now Have Time for Your Questions!

## Contact Information:

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