



October 2025

TO: Law School Career Services Offices  
FROM: Nikia L. Gray, Executive Director  
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**DEADLINE FOR SUBMITTING  
YOUR DATA TO NALP:**

**April 10, 2026**

SUBJECT: 2025 NALP Employment Report and Salary Survey (ERSS)

We are writing to notify you that the instructional materials and resources for NALP’s Class of 2025 Employment Report and Salary Survey (ERSS) are now available on the NALP website at: [www.nalp.org/erssinfo](http://www.nalp.org/erssinfo). In addition, NALP has also released the Class of 2026 survey and FAQs document so that schools can begin planning for the subsequent class year data collection.

Collecting and reporting this consumer information remains one of the most important endeavors that we undertake together each year. As legal career professionals, both individually and collectively, we have a responsibility to provide prospective law students and their families with accurate and comprehensive information about their realistic employment prospects after graduation. That responsibility can only be met by reporting individual student employment outcomes to both the Council of the Section of Legal Education and Admissions to the Bar of the ABA (the Council) and NALP on an annual basis. For the Class of 2024, 188 Council-accredited law schools in the U.S. submitted employment status data for 37,815 graduates, providing information on more than 97% of all graduates. With your help, we again look forward to being able to report similar coverage for the Class of 2025.

**Submission Deadline**

The deadline for submitting employment data for the Class of 2025 is **Friday, April 10, 2026**, to allow you time to submit your data to the Council by its deadline of Tuesday, March 31 and then submit your data to NALP before attending the Annual Education Conference (AEC), taking place from April 14-17 in Hollywood, FL.

The employment status date for the Class of 2025 is **Monday, March 16, 2026**, because March 15 falls on a weekend in 2026. Per the Council definition of employed, graduates must have commenced their employment by March 16 to be counted as employed. If they have accepted a job offer that will start after March 16, and they are not working in another temporary job in the meantime, then they must be counted as “Employed – Start date after March 16” in both the Council and NALP data sets, with limited exceptions as noted in the Council’s Employment Protocols under Data Protocol 201(d).

### Updates for the Class of 2025

Below is a summary of the changes that were implemented for the Class of 2025. More detailed information on these updates is included in the *What's New for the Class of 2025* document and in the *Changes for the Class of 2025* video.

In response to the recent revision of the federal government's race/ethnicity categories, NALP's reporting options have been modified. These changes include:

- A new reporting category has been added for graduates who identify as "Middle Eastern or North African."
- The "Latinx" category has been renamed to "Hispanic or Latino/a/x."
- The "Native Hawaiian or other Pacific Islander" category has been renamed to "Native Hawaiian or Pacific Islander."
- The "White/Caucasian" category has been renamed to "White."

### Updates for the Class of 2026

Below is a summary of the changes that will be implemented beginning with next year's data collection for the Class of 2026. More information about these updates is included in *the Changes for the Class of 2026* video.

- Due to a recent presidential executive order eliminating the program, the "Presidential Management Fellow (PMF)" response option under **Type of Government Job** has been removed.
- A "Prefer not to respond" option was added for the **LGBTQ+ Status** item.
- Under the **Law School Funded** item, graduates are instructed to consult with their career office if they are unsure if their position is funded by the law school.

### NALP and the Council

In a few instances, NALP and Council definitions will continue to diverge. We try to keep these variances to a minimum, but in some cases the differences are unavoidable. Most notably, NALP does not require reporting of information as to the terms of the job — that is, whether it is full-time or part-time and whether it is long-term or short-term for graduates where that information is not known. In cases where

this information is truly unknown for a graduate, it can be left blank for NALP reporting purposes. For Council purposes, the lesser value is reported in these circumstances (i.e., part-time and/or short-term).

Secondly, during NALP's review process many law schools will receive a follow-up email with questions about their submission that may result in changes to a graduate record(s). It is a law school's responsibility to reach out to the Council about any changes that also impact their Council reporting. Likewise, any changes identified during the Council's Random Graduate Review, and before NALP's national dataset closes in mid-June, should be communicated to NALP.

Lastly, in previous years, NALP and the Council had separate definitions for law school funded positions. Beginning with the Class of 2025, the Council has modified its definition so that it is now aligned with NALP's. Please see the Council's *Employment Protocols for the Class of 2025* for additional information.

### **General Instructions and Guidelines for the Class of 2025**

The Class of 2025 will be the **52nd** consecutive law school graduating class documented by NALP's annual ERSS. Throughout this time, law school participation in the ERSS has allowed NALP to provide comprehensive, reliable, and authoritative information on the employment of new law school graduates. We are committed to continuing to provide this vital information and we understand that **you play the most important role in this process**. NALP's extraordinary track record to date has only been possible because of your efforts to track down your graduates and your willingness to provide information — on a confidential basis — to NALP. **Your participation is essential to ensure that the ERSS remains the premier source of information** on the employment experiences of new law school graduates.

Survey results will be published in *Jobs & JDs: Employment and Salaries of New Law Graduates — Class of 2025*, in the *NALP Bulletin+*, and on the NALP website. Law schools, legal employers, lawyers, the media, and prospective students all utilize this resulting research. Your law school's information will also be available in your school report, which all participating NALP member schools automatically receive. Remember that your information is confidential. No information that identifies schools or individuals is published or released by NALP. To ensure the highest possible quality data:

- *Read the instruction booklet and the separate enclosure, Guidelines for Surveying Your Graduates*, regardless of the format you use to submit your data. The instructional booklet provides important definitions, guidelines, and answers to common questions.

- *Submit a record for each graduate*, even if you have no information beyond demographics. This is vital to determining survey quality and coverage. The only exception is that you do not need to report on a graduate who is deceased.
- *Report employment status as of March 16, 2026*, using the most current information you have. For some graduates, this status will be different than at graduation. A December (or 6-month) survey is highly recommended, preferably for all graduates, but at a minimum for graduates for whom you have no information, for graduates who were not employed at the time of an earlier survey, and for those known to be in a temporary situation or position and/or seeking a different position than the one held at the time of an earlier survey. Of course, you may update your own internal reports even after submitting them to NALP; however, be aware that they will no longer match the information submitted.
- *Review all of the information provided by your graduates and follow up if you have questions*. Your critical review and professional judgment contribute to survey integrity. Also review the final individual records for each graduate for completeness and accuracy before your submission to NALP.
- *Refer to the enclosed data submission information sheet for instructions on how to submit your data*. Return the data submission information sheet regardless of the method used to submit your data. This sheet not only provides NALP with a contact person should we have questions regarding your data, but also helps document survey response and coverage.
- *If you become aware of any changes to a graduate's record after April 10 (for information that was still current as of March 16), contact NALP as soon as possible* and we will do our best to accommodate any changes through **Friday, June 12, 2026**. In order to publish the national results and provide your school-specific report in a timely manner, we are unable to accept any changes after this date.

If you have questions about how to create the file for NALP from your system vendor, contact your vendor for assistance. If your school does not use a vendor product such as Symplicity or 12twenty for your employment reporting, see the "ASCII Specifications" document for additional information on how to create your Class of 2025 file. NALP can also provide a reporting template upon request.

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Please help NALP provide timely, comprehensive reporting by submitting your data on time. NALP cannot guarantee that submissions received after the reporting deadline will be incorporated into our national dataset.

If you have any questions about the survey, contact [research@nalp.org](mailto:research@nalp.org).

**The deadline to submit your data to NALP is Friday, April 10, 2026**