

Class of 2023 National Summary Report

| | Number Reported | % of Reported | Full-time Long-term Salaries | | | | |
|--|-----------------|---------------|------------------------------|-----------------------------|--------------------------------------|-----------------------------|----------------|
| | | | # with Salary | 25 th Percentile | Median (50 th Percentile) | 75 th Percentile | Mean (Average) |
| Total Grads Class of 2023 | 35,215 | | | | | | |
| Total Reported to NALP | 34,670 | | | | | | |
| Gender Reported | 31,647 | 100.0 | | | | | |
| Women | 17,382 | 54.9 | 11,132 | \$70,000 | \$87,000 | \$195,000 | \$119,596 |
| Men | 14,031 | 44.3 | 8,893 | 70,000 | 90,000 | 205,000 | 123,663 |
| Non-binary or Chose to Self-identify* | 234 | 0.7 | 154 | 65,000 | 75,000 | 170,000 | 108,378 |
| Race Reported | 30,585 | 100.0 | | | | | |
| People of Color | 10,125 | 33.1 | 6,115 | 72,340 | 100,000 | 215,000 | 130,481 |
| White/Caucasian | 20,460 | 66.9 | 13,493 | 69,107 | 85,000 | 175,000 | 116,162 |
| Gender & Race Reported | 29,530 | 100.0 | | | | | |
| Women of Color | 6,067 | 20.5 | 3,651 | 72,000 | 100,000 | 215,000 | 129,839 |
| Men of Color | 3,683 | 12.5 | 2,255 | 73,000 | 100,000 | 215,000 | 130,768 |
| Non-binary/Chose to Self-identify People of Color* | 80 | 0.3 | 55 | 69,579 | 81,882 | 215,000 | 127,999 |
| White/Caucasian Women | 10,219 | 34.6 | 6,888 | 68,000 | 82,000 | 165,000 | 113,179 |
| White/Caucasian Men | 9,341 | 31.6 | 6,127 | 70,000 | 88,500 | 185,000 | 119,973 |
| White/Caucasian Non-binary/Chose to Self-identify* | 140 | 0.5 | 88 | 65,000 | 73,924 | 89,000 | 97,804 |
| Employment Status Known | 34,392 | 100.0 | | | | | |
| Bar Passage Required/Anticipated | 28,228 | 82.1 | 20,276 | 70,000 | 90,000 | 215,000 | 123,681 |
| JD Advantage | 2,693 | 7.8 | 1,227 | 60,000 | 80,000 | 100,100 | 90,930 |
| Other Professional | 692 | 2.0 | 214 | 69,438 | 90,544 | 130,000 | 158,808 |
| Other Position | 233 | 0.7 | 24 | 40,000 | 49,500 | 67,500 | 64,080 |
| Employed – Job Type Unknown | 13 | 0.0 | — | — | — | — | — |
| Employed – Start Date After March 15, 2024 | 202 | 0.6 | — | — | — | — | — |
| Enrolled in Graduate Studies | 329 | 1.0 | — | — | — | — | — |
| Not Employed/Seeking | 1,723 | 5.0 | — | — | — | — | — |
| Not Employed/Not Seeking | 279 | 0.8 | — | — | — | — | — |
| Total Employed or Continuing Studies | 32,188 | 93.6 | | | | | |
| Enrolled in Graduate Studies | 329 | 1.0 | — | — | — | — | — |
| Employed | 31,859 | 92.6 | 21,741 | 70,000 | 90,000 | 205,000 | 122,112 |
| Employment by Sector | 31,842 | 99.9 | | | | | |
| Private Sector | 21,131 | 66.3 | 14,228 | 85,000 | 145,000 | 215,000 | 149,686 |
| Public Sector | 10,711 | 33.6 | 7,513 | 60,000 | 69,300 | 75,968 | 69,894 |
| Full-time/Part-time Jobs | 31,851 | 100.0 | | | | | |
| Bar Passage Required/Anticipated – FT | 28,037 | 88.0 | — | — | — | — | — |
| Bar Passage Required/Anticipated – PT | 189 | 0.6 | — | — | — | — | — |
| JD Advantage – FT | 2,351 | 7.4 | — | — | — | — | — |
| JD Advantage – PT | 338 | 1.1 | — | — | — | — | — |
| Other Professional – FT | 560 | 1.8 | — | — | — | — | — |
| Other Professional – PT | 132 | 0.4 | — | — | — | — | — |
| Other Position – FT | 98 | 0.3 | — | — | — | — | — |
| Other Position – PT | 135 | 0.4 | — | — | — | — | — |
| Job Type Unknown – FT | 1 | 0.0 | — | — | — | — | — |
| Job Type Unknown – PT | 10 | 0.0 | — | — | — | — | — |
| Employment Categories | 31,859 | 100.0 | | | | | |
| Education | 457 | 1.4 | 233 | 50,000 | 61,000 | 75,000 | 67,368 |
| Business | 2,583 | 8.1 | 1,230 | 80,000 | 95,000 | 120,000 | 115,941 |
| Judicial Clerkships | 3,324 | 10.4 | 2,531 | 57,000 | 67,000 | 74,000 | 66,472 |
| Private Practice | 18,548 | 58.2 | 12,998 | 89,500 | 165,000 | 215,000 | 152,879 |
| Government | 3,835 | 12.0 | 2,526 | 65,000 | 73,500 | 80,000 | 75,025 |
| Public Interest | 3,095 | 9.7 | 2,223 | 60,000 | 66,620 | 75,000 | 68,226 |
| Unknown Type | 17 | 0.1 | — | — | — | — | — |
| Education Jobs | 457 | 100.0 | | | | | |
| Bar Passage Required/Anticipated | 98 | 21.4 | 63 | 50,000 | 64,500 | 70,500 | 64,516 |
| JD Advantage | 269 | 58.9 | 149 | 50,000 | 60,000 | 75,000 | 67,740 |
| Other Professional | 81 | 17.7 | 17 | 60,000 | 70,000 | 107,000 | 80,475 |
| Other Position | 9 | 2.0 | — | — | — | — | — |
| Business Jobs | 2,583 | 100.0 | | | | | |
| Bar Passage Required/Anticipated | 771 | 29.8 | 469 | 83,000 | 95,700 | 112,000 | 103,110 |
| JD Advantage | 1,173 | 45.4 | 613 | 75,000 | 94,000 | 123,000 | 108,867 |
| Other Professional | 447 | 17.3 | 138 | 72,000 | 100,000 | 150,000 | 193,878 |
| Other Position | 190 | 7.4 | 10 | 45,000 | 49,500 | 70,000 | 75,868 |
| Job Type Unknown | 2 | 0.1 | — | — | — | — | — |
| Private Practice Jobs | 18,548 | 100.0 | | | | | |
| Bar Passage Required/Anticipated | 17,996 | 97.0 | 12,888 | 90,000 | 165,000 | 215,000 | 153,618 |
| JD Advantage | 531 | 2.9 | 105 | 45,000 | 54,288 | 70,000 | 65,946 |
| Other Professional | 16 | 0.1 | 5 | — | 80,000 | — | 73,024 |
| Other Position | 3 | 0.0 | — | — | — | — | — |
| Job Type Unknown | 2 | 0.0 | — | — | — | — | — |
| Government Jobs | 3,835 | 100.0 | | | | | |
| Bar Passage Required/Anticipated | 3,240 | 84.5 | 2,247 | 65,000 | 73,500 | 79,980 | 73,839 |
| JD Advantage | 466 | 12.2 | 229 | 60,000 | 71,984 | 94,000 | 81,124 |
| Other Professional | 110 | 2.9 | 43 | 70,000 | 91,087 | 130,000 | 106,649 |
| Other Position | 18 | 0.5 | 7 | — | 50,000 | — | 61,856 |
| Job Type Unknown | 1 | 0.0 | — | — | — | — | — |

| | Number Reported | % of Reported | Full-time Long-term Salaries | | | | |
|------------------------------------|-----------------|---------------|------------------------------|-----------------------------|--------------------------------------|-----------------------------|----------------|
| | | | # with Salary | 25 th Percentile | Median (50 th Percentile) | 75 th Percentile | Mean (Average) |
| Judicial Clerkships | 3,324 | 100.0 | | | | | |
| Federal Clerkships | 1,194 | 35.9 | 970 | \$69,656 | \$73,115 | \$78,592 | \$74,038 |
| State Clerkships | 1,940 | 58.4 | 1,444 | 55,267 | 60,000 | 67,000 | 61,892 |
| Local Clerkships | 182 | 5.5 | 113 | 53,000 | 59,000 | 65,374 | 60,445 |
| Tribal Clerkships | 2 | 0.1 | — | — | — | — | — |
| International Clerkships | 5 | 0.2 | — | — | — | — | — |
| Unknown Clerkships | 1 | 0.0 | — | — | — | — | — |
| Public Interest Jobs | 2,983 | 100.0 | | | | | |
| Bar Passage Required/Anticipated | 2,795 | 90.3 | 2,078 | 60,000 | 66,950 | 75,000 | 68,017 |
| JD Advantage | 250 | 8.1 | 131 | 54,000 | 63,300 | 80,000 | 70,541 |
| Other Professional | 38 | 1.2 | 11 | 55,000 | 75,000 | 95,000 | 82,791 |
| Other Position | 11 | 0.4 | — | — | — | — | — |
| Job Type Unknown | 1 | 0.0 | — | — | — | — | — |
| Size of Firm (# of lawyers) | 18,548 | 100.0 | | | | | |
| Solo Practitioner | 186 | 1.0 | — | — | — | — | — |
| 1- 10 | 5,005 | 27.0 | 2,512 | 65,000 | 75,000 | 90,000 | 79,393 |
| 11-25 | 2,035 | 11.0 | 1,285 | 75,000 | 85,000 | 100,000 | 91,283 |
| 26-50 | 1,333 | 7.2 | 878 | 80,000 | 95,000 | 115,000 | 101,933 |
| 51-100 | 1,144 | 6.2 | 810 | 90,000 | 110,000 | 150,000 | 121,698 |
| 101-250 | 1,224 | 6.6 | 892 | 100,000 | 136,500 | 180,000 | 142,456 |
| 251-500 | 1,216 | 6.6 | 980 | 150,000 | 190,000 | 215,000 | 179,219 |
| 501+ | 6,368 | 34.3 | 5,635 | 215,000 | 215,000 | 225,000 | 209,233 |
| Unknown Size | 37 | 0.2 | — | — | — | — | — |
| Type of Law Firm Job | 18,458 | 100.0 | | | | | |
| Associate/Entry-Level Attorney | 17,176 | 93.1 | 12,488 | 90,000 | 170,000 | 215,000 | 155,824 |
| Staff Attorney | 129 | 0.7 | 82 | 65,000 | 85,000 | 100,000 | 89,254 |
| Law Clerk | 862 | 4.7 | 321 | 55,000 | 70,000 | 85,000 | 75,628 |
| Paralegal | 179 | 1.0 | 40 | 51,000 | 60,000 | 72,900 | 63,808 |
| Patent Agent | 7 | 0.0 | 5 | — | 110,000 | — | 113,200 |
| Manager/Administrator | 51 | 0.3 | 18 | 57,500 | 76,500 | 130,000 | 115,757 |
| Other Non-Attorney Position | 54 | 0.3 | 13 | 45,000 | 54,000 | 65,000 | 62,432 |
| Jobs Taken by Region | 31,786 | 100.0 | | | | | |
| New England | 1,822 | 5.7 | 1,217 | 70,000 | 86,000 | 215,000 | 121,885 |
| Mid-Atlantic | 6,808 | 21.4 | 5,232 | 74,000 | 119,250 | 215,000 | 142,738 |
| E. North Central | 3,540 | 11.1 | 2,406 | 67,389 | 80,994 | 165,000 | 112,882 |
| W. North Central | 1,454 | 4.6 | 981 | 65,000 | 75,000 | 100,000 | 91,975 |
| South Atlantic | 7,245 | 22.8 | 4,789 | 65,000 | 80,000 | 160,000 | 112,079 |
| E. South Central | 1,135 | 3.6 | 659 | 58,000 | 70,000 | 100,000 | 93,840 |
| W. South Central | 3,175 | 10.0 | 1,990 | 72,000 | 90,000 | 190,000 | 120,617 |
| Mountain | 1,754 | 5.5 | 1,155 | 67,200 | 80,000 | 100,000 | 94,003 |
| Pacific | 4,591 | 14.4 | 3,182 | 80,000 | 110,000 | 215,000 | 136,837 |
| U.S. Territories | 37 | 0.1 | 29 | 58,000 | 60,000 | 70,000 | 62,122 |
| Foreign/International | 225 | 0.7 | 75 | 51,000 | 101,000 | 215,000 | 136,660 |
| Location of Jobs | 31,786 | 100.0 | | | | | |
| In-State | 20,687 | 65.1 | 13,943 | 70,000 | 88,000 | 170,000 | 116,209 |
| Out-of-State | 11,099 | 34.9 | 7,772 | 70,000 | 95,000 | 215,000 | 132,696 |

* The non-binary or chose to self-identify category also includes graduates who selected multiple gender identities.

Notes: Salary figures are only reported for graduates employed in full-time, long-term jobs. Salaries for graduates in law firm solo practice have been excluded from the analysis. Private sector includes jobs in law firms and business. All other jobs are considered public sector except those with an unknown employer, which are not included in either sector. Private practice includes 204 jobs with public interest law firms. The total number of graduates, as reported by the ABA, includes schools in Puerto Rico. NALP's dataset includes data reported from 191 out of 192 ABA-accredited law schools outside of Puerto Rico. NALP accepted edits from law schools about their graduates through June 14, 2024 (as long as the information was still accurate as of the March 15, 2024 employment status date). New information received after June 14 is not reflected in this report.

Census Regions

| | |
|------------------|------------------------------------|
| New England | CT, MA, ME, NH, RI, VT |
| Mid-Atlantic | NJ, NY, PA |
| E. North Central | IL, IN, MI, OH, WI |
| W. North Central | IA, KS, MN, MO, ND, NE, SD |
| South Atlantic | DC, DE, FL, GA, MD, NC, SC, VA, WV |
| E. South Central | AL, KY, MS, TN |
| W. South Central | AR, LA, OK, TX |
| Mountain | AZ, CO, ID, MT, NM, NV, UT, WY |
| Pacific | AK, CA, HI, OR, WA |

Class of 2023 National Summary Report Job Characteristics by Employer Type

| Employer Type | % Short-term | % Part-time |
|---------------------|--------------|-------------|
| Education | 14.9 | 15.5 |
| Business | 6.3 | 11.3 |
| Public Interest | 2.1 | 0.2 |
| Judicial Clerkships | 0.7 | 1.6 |
| Government | 1.4 | 1.5 |
| Private Practice | 2.3 | 2.3 |
| Total | 1.8 | 2.5 |

Note: Percentages are based on jobs for which the information was provided and thus the number of jobs for each employer type is less than the number shown on the first page. The unknown employer category is not shown separately, but is included in the total. Short-term jobs last less than one year.

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| | Number Reported | % of Reported |
|---|-----------------|---------------|
| Source of Job | 24,613 | 100.0 |
| On-campus interview (OCI) program | 5,362 | 21.8 |
| Self-initiated/networking | 4,288 | 17.4 |
| Referral | 3,224 | 13.1 |
| Career services' job posting | 3,006 | 12.2 |
| Internship/externship experience | 2,329 | 9.5 |
| Job posted online or in print | 2,102 | 8.5 |
| Returned to or continued with pre-law school employer | 1,042 | 4.2 |
| Clerkship application process or OSCAR | 1,026 | 4.2 |
| Job fair/consortia | 692 | 2.8 |
| Started own practice/business | 283 | 1.1 |
| Temp agency or legal search consultant | 76 | 0.3 |
| Other | 1,183 | 4.8 |
| Timing of Job Offer | 27,991 | 100.0 |
| Before graduation | 20,646 | 73.8 |
| After graduation | 7,345 | 26.2 |
| Search Status of Employed Grads | 25,026 | 100.0 |
| Seeking a different job | 1,821 | 7.3 |
| Not seeking a different job | 23,205 | 92.7 |

Note: Figures are based on jobs for which the item was reported, and thus counts do not add up to the total number of jobs. Timing of job offer figures exclude any graduates starting their own law firm practice.