



Preview of the Class of 2024 Employment and Salary Outcomes

Free Member Webinar
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The Class of 2024 attained many **record employment metrics**, including:



93.4%
Employment Rate



84.3%

**Employed in a Bar
Admission Required Job**



\$95,000
Median Salary



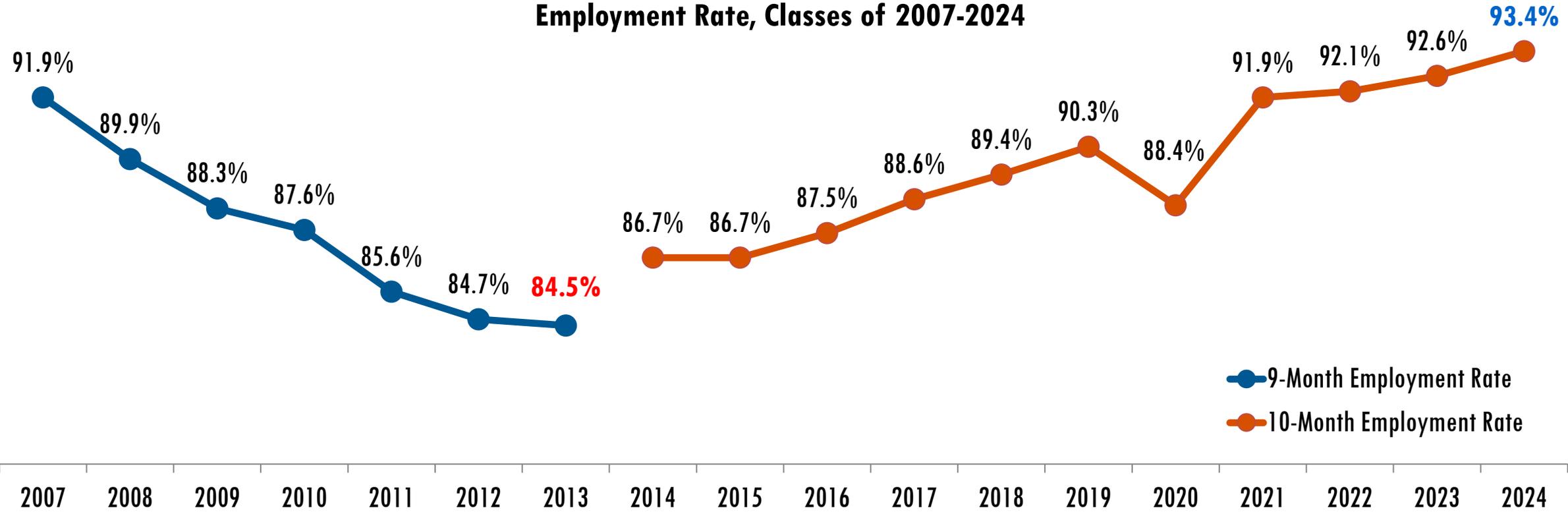
Record Low:

6.8%

**of Employed Graduates
Seeking Other Employment**

The **Employment Rate** for the Class of 2024 was the **highest ever recorded***

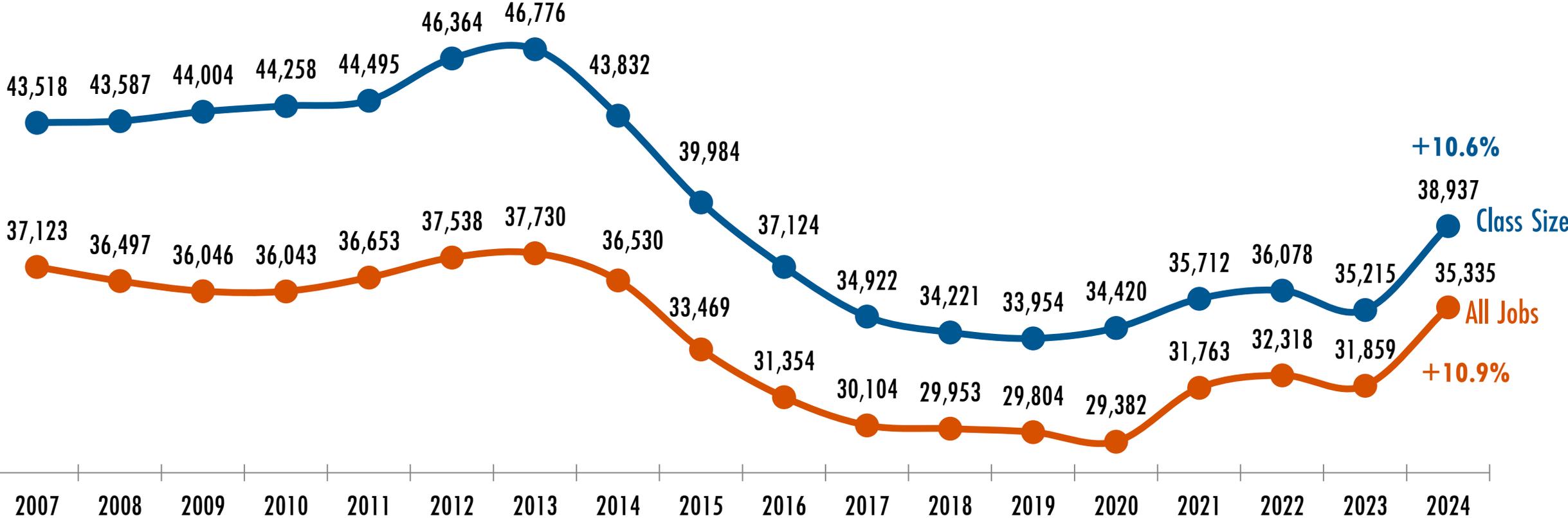
Employment Rate, Classes of 2007-2024



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. Red figures represent highs for the time period shown and blue figures represent lows. *NALP began tracking employment rates based on all graduates with a known employment status starting with the Class of 1982.

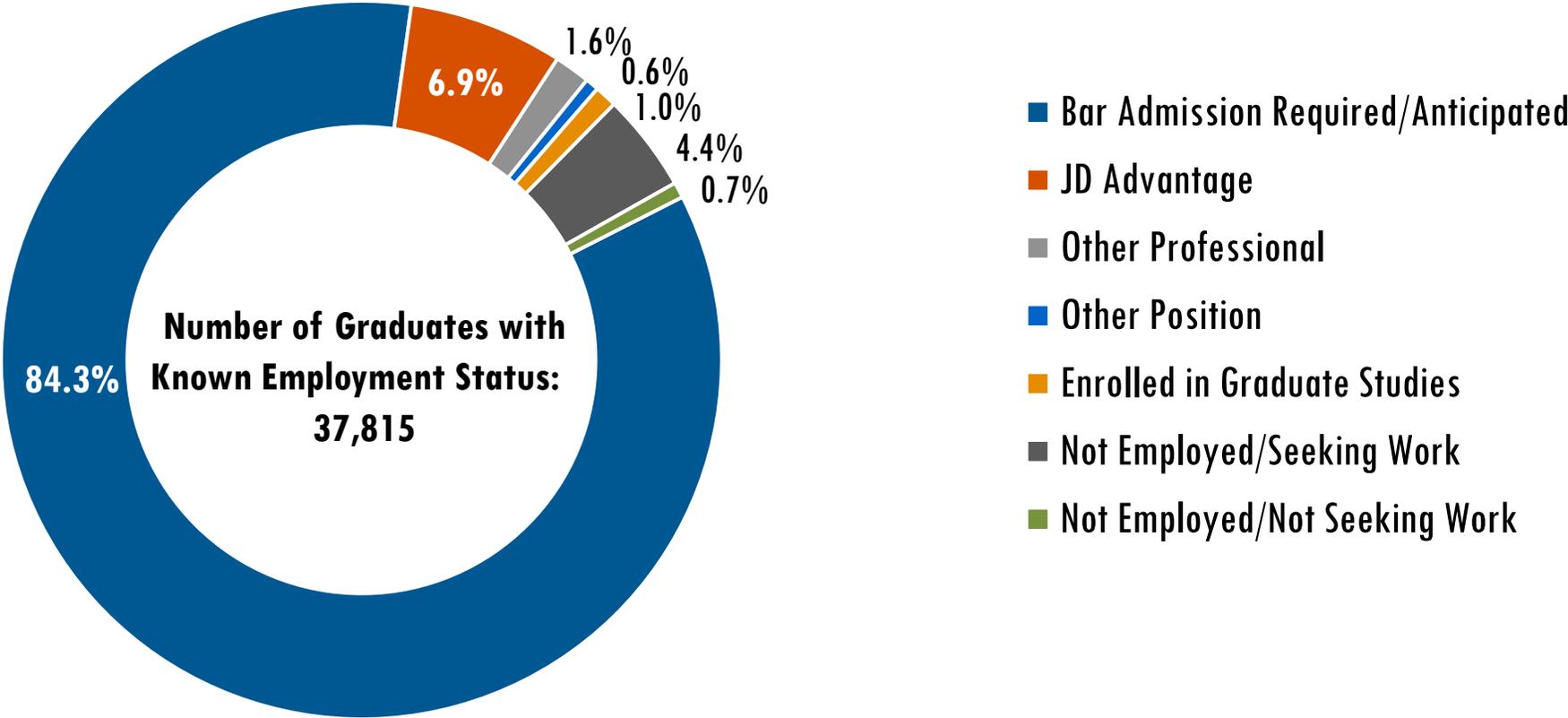
Class Size and Total Jobs Obtained both spiked for the Class of 2024 (but job growth was higher)

Graduating JD Class Sizes and Total Jobs Obtained, Classes of 2007-2024



Sources: All job figures are from NALP's *Jobs & JDs, Classes of 2007 – 2024*. Class size figures are from the ABA Section of Legal Education and Admissions to the Bar.

The percentage of graduates working in a **Bar Admission Required** job reached a new **record high** for the Class of 2024



Note: Jobs for which an offer has been accepted but for which the start date is after March 17, 2025, and jobs for which job type, e.g., Bar Admission Required/Anticipated, was not specified, account for 0.42% and 0.05% of graduates, respectively, but are not shown on the chart.

Law Graduate **Employment Status**: 2007 – 2024

(in percentages)

Status	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Bar Admission Required	76.9	74.7	70.8	68.4	65.4	64.4	64.4	66.3	66.6	67.7	71.8	72.8	76.2	74.6	78.2	79.9	82.1	84.3
JD Advantage	7.7	8.1	9.2	10.7	12.5	13.3	13.8	14.8	14.5	14.8	12.3	12.5	10.7	10.4	10.6	9.2	7.8	6.9
Other Professional	5.1	4.9	5.4	5.6	5.3	4.9	4.7	4.2	4.2	3.8	3.3	3.0	2.5	2.5	2.3	2.3	2.0	1.6
Other Position	1.3	1.3	1.8	1.9	1.9	1.8	1.6	1.4	1.4	1.2	1.2	1.1	0.8	0.8	0.7	0.7	0.7	0.6
Cont. Graduate Studies	2.3	2.4	3.1	2.9	2.3	2.1	1.8	1.6	1.7	1.7	1.6	1.4	1.4	1.4	1.2	1.0	1.0	1.0
Seeking Job	4.1	5.4	6.0	6.2	9.6	10.8	11.2	9.7	9.6	8.8	7.7	7.2	6.5	8.1	5.2	5.2	5.0	4.4
Not Seeking Job	1.7	2.3	2.7	3.2	2.5	2.1	1.7	1.3	1.3	1.3	1.3	1.2	1.1	1.2	1.1	1.0	0.8	0.7

Blue figures represent high figures for the period.
 Red figures represent low figures for the period.

As the share of graduates in **Bar Admission Required** jobs increases, employment across **other job types** typically declines

Status	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Bar Admission Required	76.9	74.7	70.8	68.4	65.4	64.4	64.4	66.3	66.6	67.7	71.8	72.8	76.2	74.6	78.2	79.9	82.1	84.3
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The percentage of graduates **continuing their education** or employed in **non-legal related jobs** is at a **record low**

Status	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Bar Admission Required	76.9	74.7	70.8	68.4	65.4	64.4	64.4	66.3	66.6	67.7	71.8	72.8	76.2	74.6	78.2	79.9	82.1	84.3
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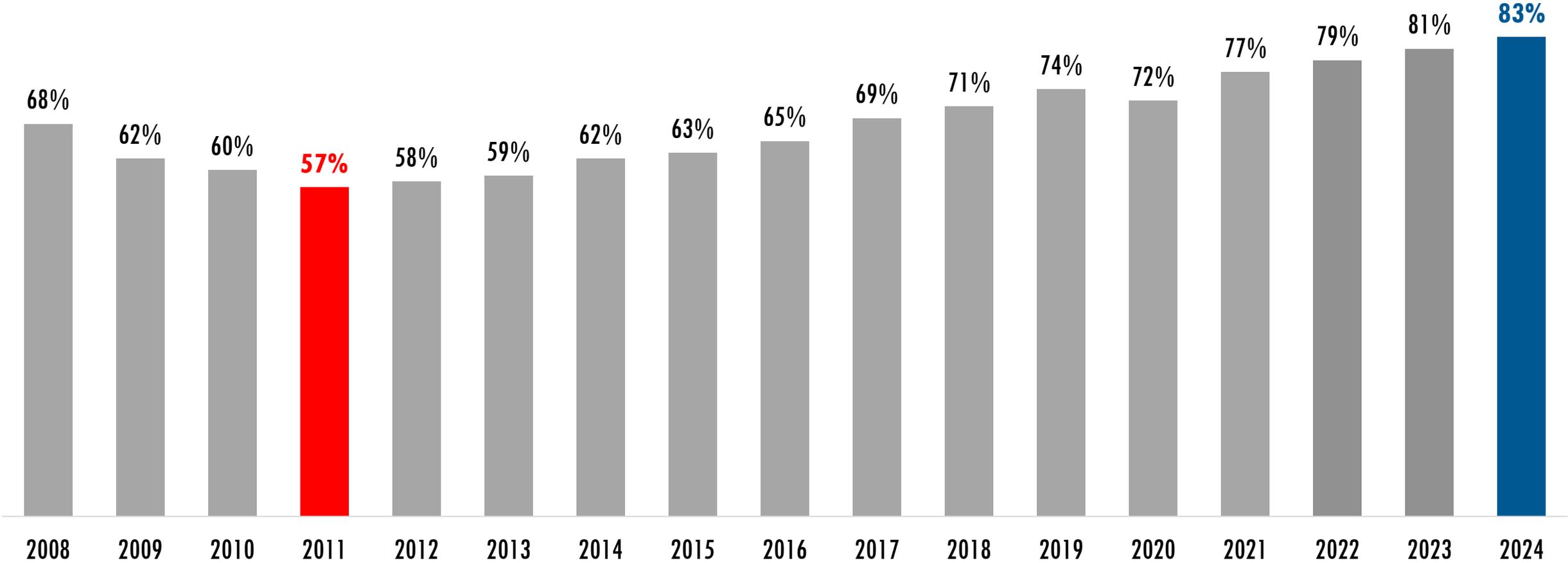
The percentage of graduates **unemployed and seeking a job** is at its lowest level since the Class of **2007**

Status	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Bar Admission Required	76.9	74.7	70.8	68.4	65.4	64.4	64.4	66.3	66.6	67.7	71.8	72.8	76.2	74.6	78.2	79.9	82.1	84.3
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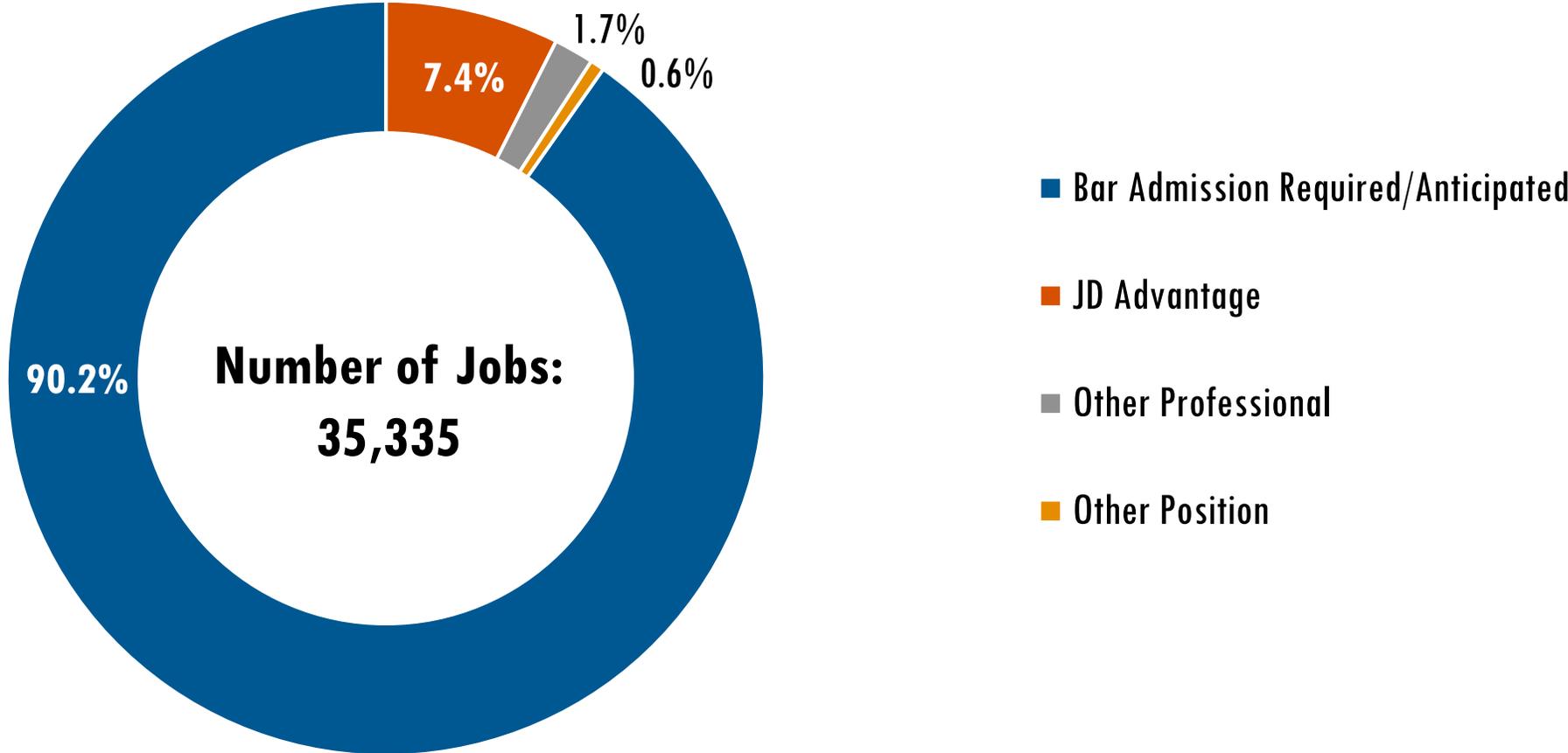
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Red figures represent low figures for the period.

The share of graduates working in a **Full-time, Long-Term Bar Admission Required Job** was also at a **record high** this year

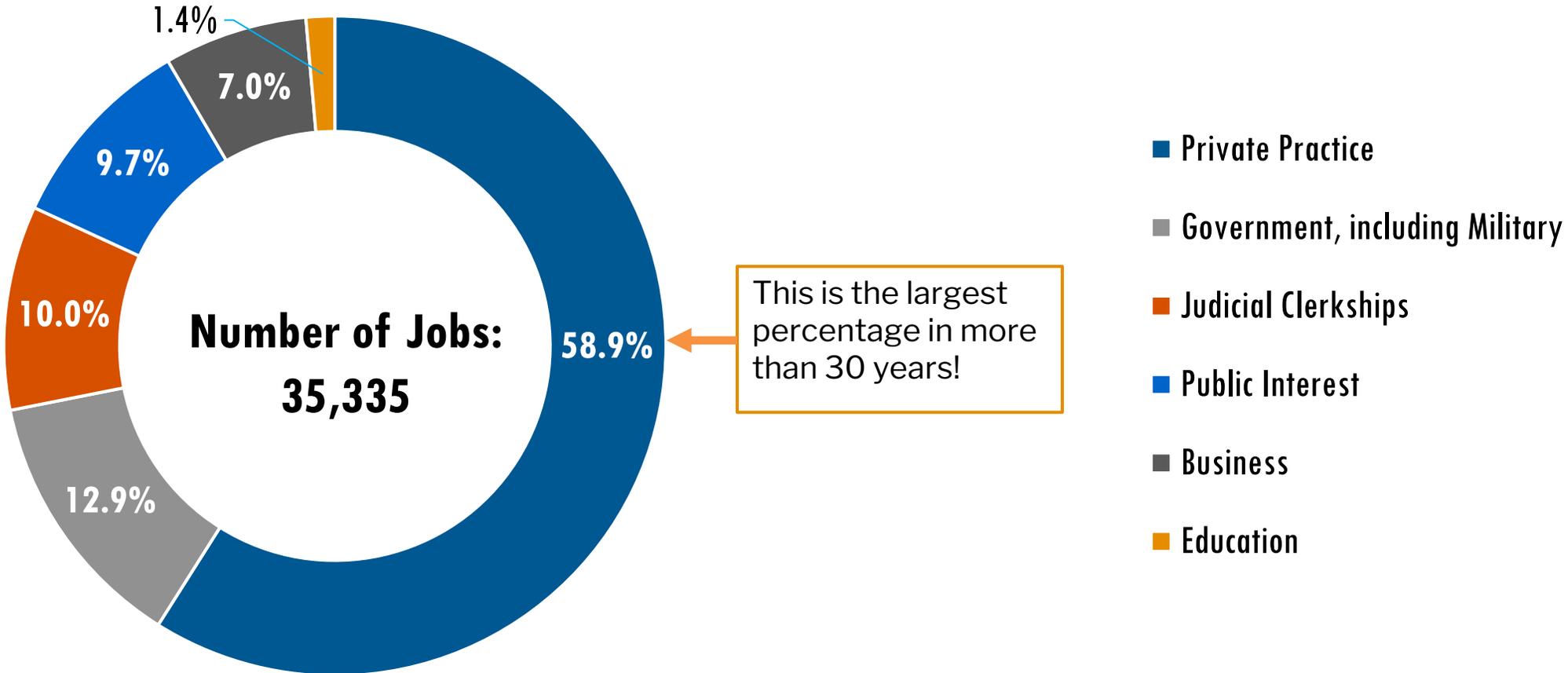


98% of employed graduates are working in jobs related to their JD degree



Note: Jobs for which job type, e.g., Bar Admission Required/Anticipated, was not specified account for 0.05% of jobs but are not shown on the chart.

Class of 2024 **Employer Types:** The majority of graduates are working in **Private Practice**

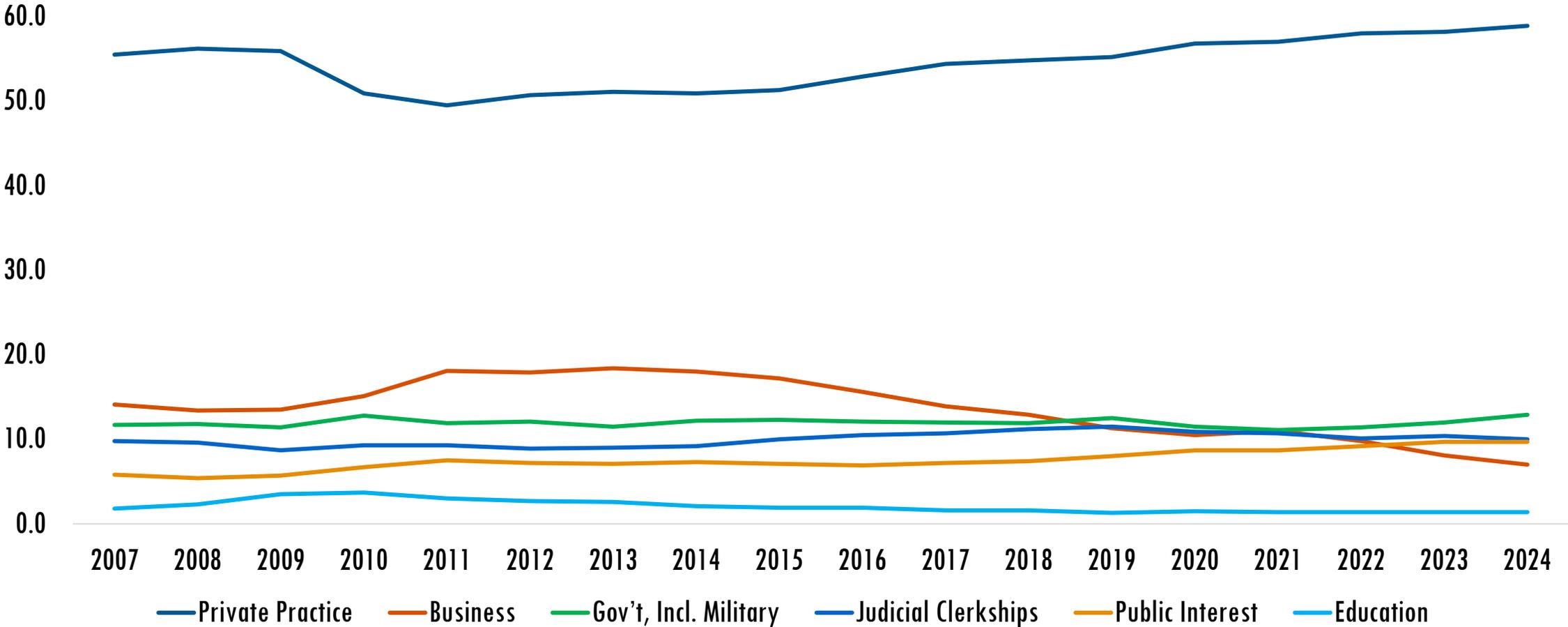


Note: Figures in this chart reflect all job types – both legal and other. For clarity, the category for unknown employer type, representing 0.07% of jobs, is not shown. Overall, 98.0% of jobs were reported as full-time.

Law Graduate **Employer Types**: 2007 – 2024 (in percentages)

Employer Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Private Practice	55.5	56.2	55.9	50.9	49.5	50.7	51.1	50.9	51.3	52.9	54.4	54.8	55.2	56.8	57.0	58.0	58.2	58.9
Business	14.1	13.4	13.5	15.1	18.1	17.9	18.4	18.0	17.2	15.6	13.9	12.9	11.3	10.5	11.0	9.8	8.1	7.0
Gov't, Incl. Military	11.7	11.8	11.4	12.8	11.9	12.1	11.5	12.2	12.3	12.1	12.0	11.9	12.5	11.5	11.1	11.4	12.0	12.9
Judicial Clerkships	9.8	9.6	8.7	9.3	9.3	8.9	9.0	9.2	10.0	10.5	10.7	11.2	11.5	10.9	10.7	10.1	10.4	10.0
Public Interest	5.8	5.4	5.7	6.7	7.5	7.2	7.1	7.3	7.1	6.9	7.2	7.4	8.0	8.7	8.7	9.2	9.7	9.7
Education	1.8	2.3	3.5	3.7	3.0	2.7	2.6	2.1	1.9	1.9	1.6	1.6	1.3	1.5	1.4	1.4	1.4	1.4

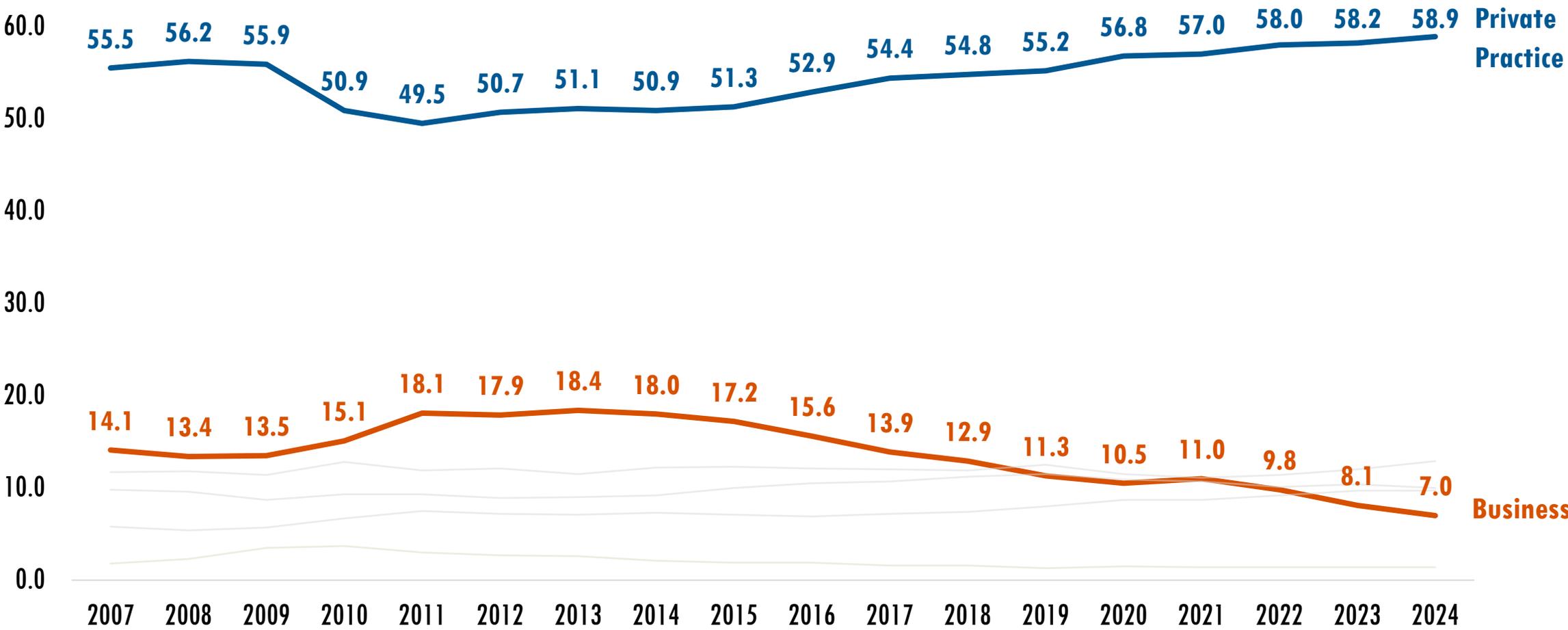
Law Graduate Employer Types: 2007 – 2024 (in percentages)



Source: NALP's Jobs & JDs, Classes of 2007 – 2024



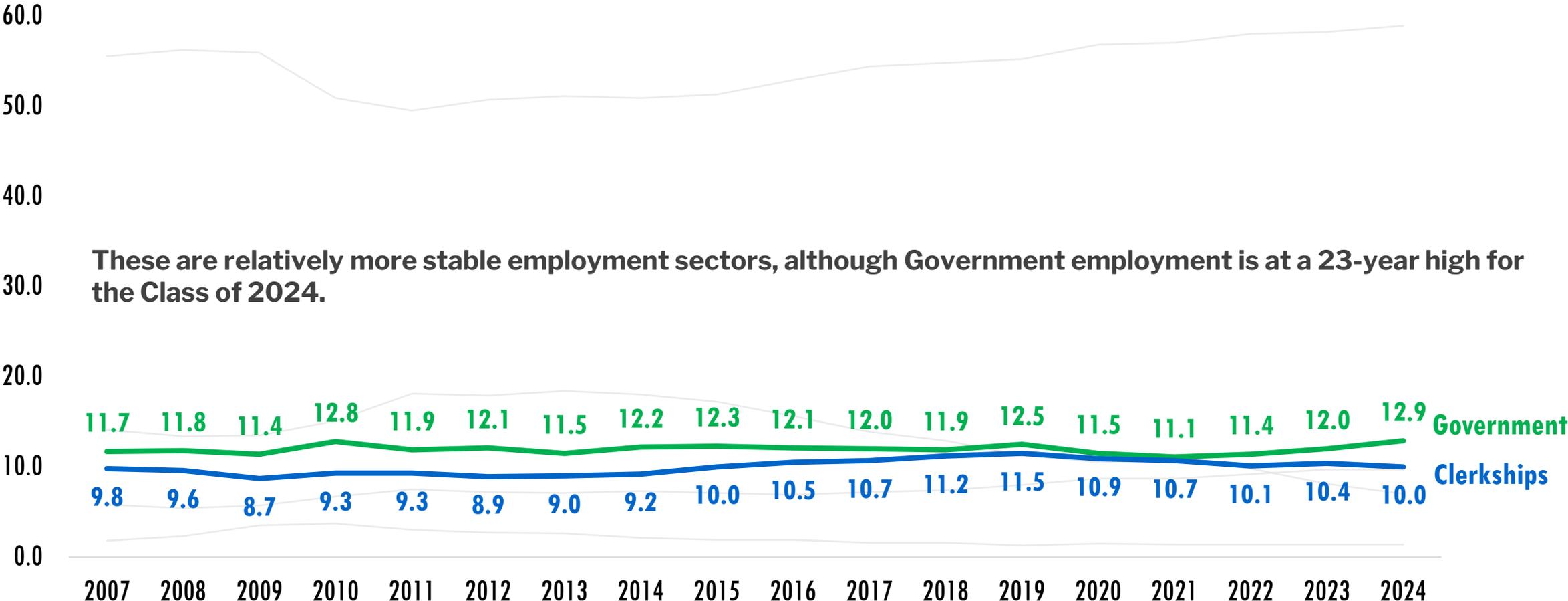
Private Practice employment is at its highest rate since **1992**, while **Business** employment is at its lowest level since **1990**



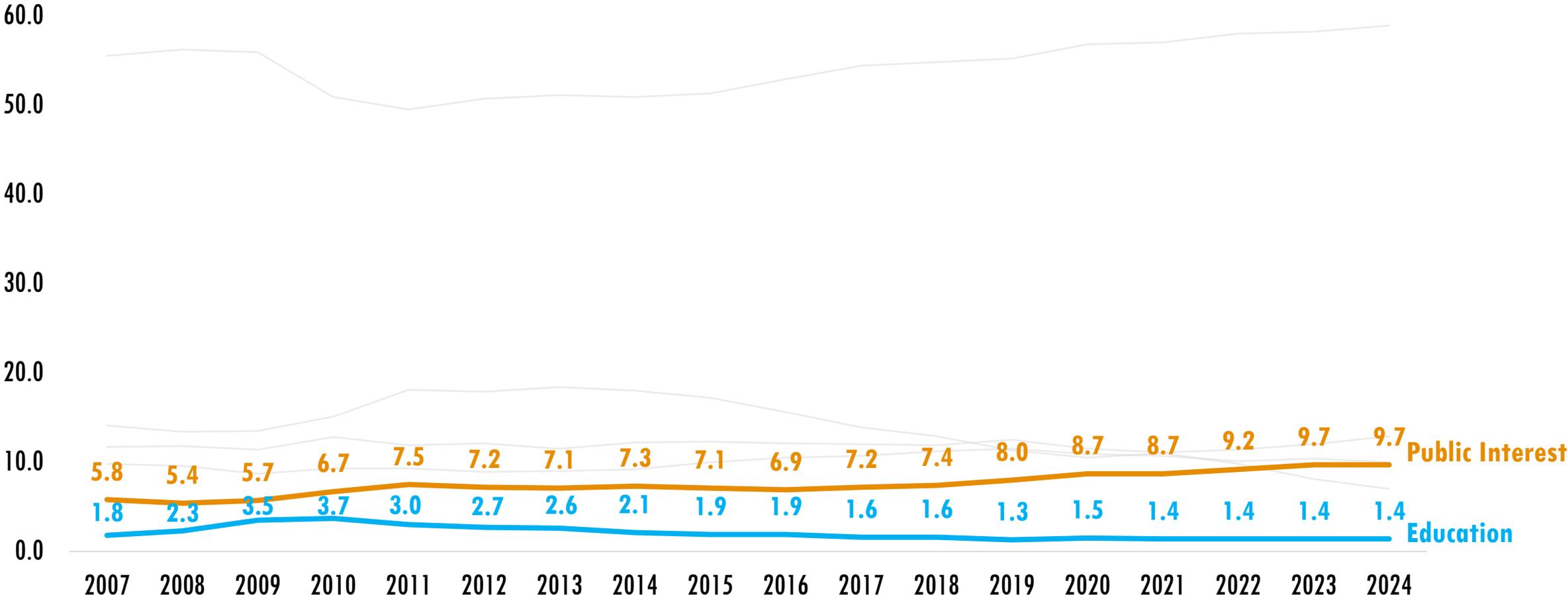
Source: NALP's Jobs & JDs, Classes of 2007 – 2024



As **Business** employment has declined, **Government** and **Clerkships** are now the **second** and **third** most common sectors



Employment in **Public Interest** is at historic levels, now the **fourth** most popular sector for new grads



Overview of Entry-Level Jobs by Sector, 2007 – 2024

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Graduating Class Size	43,518	43,587	44,004	44,258	44,495	46,364	46,776	43,832	39,984	37,124	34,922	34,221	33,954	34,420	35,712	36,078	35,215	38,937
All Jobs	37,123	36,497	36,046	36,043	36,653	37,538	37,730	36,530	33,469	31,354	30,104	29,953	29,804	29,382	31,763	32,318	31,859	35,335
Employment Rate	91.9%	89.9%	88.3%	87.6%	85.6%	84.7%	84.5%	86.7%	86.7%	87.5%	88.6%	89.4%	90.3%	88.4%	91.9%	92.1%	92.6%	93.4%
Jobs by Sector																		
Education	651	831	1,262	1,351	1,052	1,026	986	768	646	586	486	471	402	430	437	451	457	484
Business	5,223	4,887	4,861	5,446	6,442	6,701	6,935	6,584	5,769	4,887	4,179	3,877	3,369	3,092	3,487	3,159	2,583	2,474
Government	4,366	4,329	4,092	4,601	4,255	4,556	4,341	4,441	4,117	3,804	3,614	3,579	3,736	3,379	3,536	3,671	3,835	4,574
Judicial Clerkships	3,656	3,517	3,125	3,346	3,315	3,355	3,393	3,370	3,353	3,300	3,232	3,344	3,432	3,215	3,402	3,265	3,324	3,547
Public Interest	2,159	1,982	2,043	2,428	2,687	2,705	2,698	2,686	2,359	2,156	2,161	2,220	2,387	2,557	2,758	2,983	3,095	3,421
Private Practice (Total)	20,611	20,525	20,145	18,329	17,666	19,042	19,272	18,587	17,168	16,601	16,390	16,411	16,449	16,678	18,091	18,752	18,548	20,810

Note: Red figures are historic lows for the period shown, and blue figures are historic highs for the period shown. Jobs by sector do not add up to the total number of jobs obtained by the class because a small number of graduates were employed in a job for which the employer type was not known.

Class Size and Total Job figures were both higher for the Class of 2024, and the Employment Rate increased

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Graduating Class Size	43,518	43,587	44,004	44,258	44,495	46,364	46,776	43,832	39,984	37,124	34,922	34,221	33,954	34,420	35,712	36,078	35,215	38,937
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Jobs in **Education** have been relatively stable for the past several classes, while **Business** jobs have plummeted

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Graduating Class Size	43,518	43,587	44,004	44,258	44,495	46,364	46,776	43,832	39,984	37,124	34,922	34,221	33,954	34,420	35,712	36,078	35,215	38,937
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Government jobs exceeded **4,000** for the first time since the **Class of 2015**

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Clerkship numbers for the Class of 2024 were slightly above the typical range of **3,200-3,500**

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Graduating Class Size	43,518	43,587	44,004	44,258	44,495	46,364	46,776	43,832	39,984	37,124	34,922	34,221	33,954	34,420	35,712	36,078	35,215	38,937
All Jobs	37,123	36,497	36,046	36,043	36,653	37,538	37,730	36,530	33,469	31,354	30,104	29,953	29,804	29,382	31,763	32,318	31,859	35,335
Employment Rate	91.9%	89.9%	88.3%	87.6%	85.6%	84.7%	84.5%	86.7%	86.7%	87.5%	88.6%	89.4%	90.3%	88.4%	91.9%	92.1%	92.6%	93.4%
Jobs by Sector																		
Education	651	831	1,262	1,351	1,052	1,026	986	768	646	586	486	471	402	430	437	451	457	484
Business	5,223	4,887	4,861	5,446	6,442	6,701	6,935	6,584	5,769	4,887	4,179	3,877	3,369	3,092	3,487	3,159	2,583	2,474
Government	4,366	4,329	4,092	4,601	4,255	4,556	4,341	4,441	4,117	3,804	3,614	3,579	3,736	3,379	3,536	3,671	3,835	4,574
Judicial Clerkships	3,656	3,517	3,125	3,346	3,315	3,355	3,393	3,370	3,353	3,300	3,232	3,344	3,432	3,215	3,402	3,265	3,324	3,547
Public Interest	2,159	1,982	2,043	2,428	2,687	2,705	2,698	2,686	2,359	2,156	2,161	2,220	2,387	2,557	2,758	2,983	3,095	3,421
Private Practice (Total)	20,611	20,525	20,145	18,329	17,666	19,042	19,272	18,587	17,168	16,601	16,390	16,411	16,449	16,678	18,091	18,752	18,548	20,810

Note: Red figures are historic lows for the period shown, and blue figures are historic highs for the period shown. Jobs by sector do not add up to the total number of jobs obtained by the class because a small number of graduates were employed in a job for which the employer type was not known.

The number of jobs in **Public Interest** continued to grow for this class, reaching a new **all-time high**

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Graduating Class Size	43,518	43,587	44,004	44,258	44,495	46,364	46,776	43,832	39,984	37,124	34,922	34,221	33,954	34,420	35,712	36,078	35,215	38,937
All Jobs	37,123	36,497	36,046	36,043	36,653	37,538	37,730	36,530	33,469	31,354	30,104	29,953	29,804	29,382	31,763	32,318	31,859	35,335
Employment Rate	91.9%	89.9%	88.3%	87.6%	85.6%	84.7%	84.5%	86.7%	86.7%	87.5%	88.6%	89.4%	90.3%	88.4%	91.9%	92.1%	92.6%	93.4%
Jobs by Sector																		
Education	651	831	1,262	1,351	1,052	1,026	986	768	646	586	486	471	402	430	437	451	457	484
Business	5,223	4,887	4,861	5,446	6,442	6,701	6,935	6,584	5,769	4,887	4,179	3,877	3,369	3,092	3,487	3,159	2,583	2,474
Government	4,366	4,329	4,092	4,601	4,255	4,556	4,341	4,441	4,117	3,804	3,614	3,579	3,736	3,379	3,536	3,671	3,835	4,574
Judicial Clerkships	3,656	3,517	3,125	3,346	3,315	3,355	3,393	3,370	3,353	3,300	3,232	3,344	3,432	3,215	3,402	3,265	3,324	3,547
Public Interest	2,159	1,982	2,043	2,428	2,687	2,705	2,698	2,686	2,359	2,156	2,161	2,220	2,387	2,557	2,758	2,983	3,095	3,421
Private Practice (Total)	20,611	20,525	20,145	18,329	17,666	19,042	19,272	18,587	17,168	16,601	16,390	16,411	16,449	16,678	18,091	18,752	18,548	20,810

Note: Red figures are historic lows for the period shown, and blue figures are historic highs for the period shown. Jobs by sector do not add up to the total number of jobs obtained by the class because a small number of graduates were employed in a job for which the employer type was not known.

Law Firm jobs finally surpassed pre-Great Recession levels, also reaching a new record high

# of Jobs Reported	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Private Practice Total	20,611	20,525	20,145	18,329	17,666	19,042	19,272	18,587	17,168	16,601	16,390	16,411	16,449	16,678	18,091	18,752	18,548	20,810
Solo Practitioners	576	685	1,058	1,039	1,059	964	933	816	575	467	408	323	242	273	210	161	186	174
1–10 Lawyers	6,461	6,479	6,749	7,160	7,570	8,193	8,087	7,670	6,780	6,264	5,793	5,556	5,189	5,478	5,551	5,347	5,005	5,327
11–25 Lawyers	1,875	1,730	1,526	1,632	1,847	1,888	1,921	1,870	1,758	1,724	1,697	1,763	1,783	1,809	2,027	2,133	2,035	2,363
26–50 Lawyers	1,185	1,236	946	971	1,085	1,086	1,083	1,044	953	938	1,001	1,047	1,089	1,036	1,228	1,372	1,333	1,643
51–100 Lawyers	1,133	1,026	912	766	888	861	868	797	811	803	797	849	861	862	1,000	1,160	1,144	1,332
101–250 Lawyers	1,688	1,579	1,402	1,018	1,010	1,054	1,043	1,090	961	948	965	1,019	1,111	997	1,129	1,245	1,224	1,411
251–500 Lawyers	1,815	1,691	1,468	1,101	891	1,001	1,067	1,091	1,069	1,007	1,009	966	1,043	1,024	1,116	1,152	1,216	1,381
501+ Lawyers	4,745	5,193	5,156	3,750	2,856	3,636	3,980	3,952	4,007	4,238	4,610	4,773	4,961	5,079	5,745	6,145	6,368	7,126
Unknown	1,133	906	928	892	460	359	290	257	254	212	110	115	170	120	85	37	37	53

Note: Red figures are historic lows for the period shown, and blue figures are historic highs for the period shown.

Source: NALP's Jobs & JDs, Classes of 2007 – 2024

Despite record law firm employment, the number of **Solo** and **small law firm** jobs remains relatively low

# of Jobs Reported	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Private Practice Total	20,611	20,525	20,145	18,329	17,666	19,042	19,272	18,587	17,168	16,601	16,390	16,411	16,449	16,678	18,091	18,752	18,548	20,810
Solo Practitioners	576	685	1,058	1,039	1,059	964	933	816	575	467	408	323	242	273	210	161	186	174
1–10 Lawyers	6,461	6,479	6,749	7,160	7,570	8,193	8,087	7,670	6,780	6,264	5,793	5,556	5,189	5,478	5,551	5,347	5,005	5,327
11–25 Lawyers	1,875	1,730	1,526	1,632	1,847	1,888	1,921	1,870	1,758	1,724	1,697	1,763	1,783	1,809	2,027	2,133	2,035	2,363
26–50 Lawyers	1,185	1,236	946	971	1,085	1,086	1,083	1,044	953	938	1,001	1,047	1,089	1,036	1,228	1,372	1,333	1,643
51–100 Lawyers	1,133	1,026	912	766	888	861	868	797	811	803	797	849	861	862	1,000	1,160	1,144	1,332
101–250 Lawyers	1,688	1,579	1,402	1,018	1,010	1,054	1,043	1,090	961	948	965	1,019	1,111	997	1,129	1,245	1,224	1,411
251–500 Lawyers	1,815	1,691	1,468	1,101	891	1,001	1,067	1,091	1,069	1,007	1,009	966	1,043	1,024	1,116	1,152	1,216	1,381
501+ Lawyers	4,745	5,193	5,156	3,750	2,856	3,636	3,980	3,952	4,007	4,238	4,610	4,773	4,961	5,079	5,745	6,145	6,368	7,126
Unknown	1,133	906	928	892	460	359	290	257	254	212	110	115	170	120	85	37	37	53

Note: Red figures are historic lows for the period shown, and blue figures are historic highs for the period shown.

Source: NALP's Jobs & JDs, Classes of 2007 – 2024

Jobs in **Firms of 11-100** lawyers reached their highest numbers in decades, while figures were also up in **Firms of 101-500**

# of Jobs Reported	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Private Practice Total	20,611	20,525	20,145	18,329	17,666	19,042	19,272	18,587	17,168	16,601	16,390	16,411	16,449	16,678	18,091	18,752	18,548	20,810
Solo Practitioners	576	685	1,058	1,039	1,059	964	933	816	575	467	408	323	242	273	210	161	186	174
1–10 Lawyers	6,461	6,479	6,749	7,160	7,570	8,193	8,087	7,670	6,780	6,264	5,793	5,556	5,189	5,478	5,551	5,347	5,005	5,327
11–25 Lawyers	1,875	1,730	1,526	1,632	1,847	1,888	1,921	1,870	1,758	1,724	1,697	1,763	1,783	1,809	2,027	2,133	2,035	2,363
26–50 Lawyers	1,185	1,236	946	971	1,085	1,086	1,083	1,044	953	938	1,001	1,047	1,089	1,036	1,228	1,372	1,333	1,643
51–100 Lawyers	1,133	1,026	912	766	888	861	868	797	811	803	797	849	861	862	1,000	1,160	1,144	1,332
101–250 Lawyers	1,688	1,579	1,402	1,018	1,010	1,054	1,043	1,090	961	948	965	1,019	1,111	997	1,129	1,245	1,224	1,411
251–500 Lawyers	1,815	1,691	1,468	1,101	891	1,001	1,067	1,091	1,069	1,007	1,009	966	1,043	1,024	1,116	1,152	1,216	1,381
501+ Lawyers	4,745	5,193	5,156	3,750	2,856	3,636	3,980	3,952	4,007	4,238	4,610	4,773	4,961	5,079	5,745	6,145	6,368	7,126
Unknown	1,133	906	928	892	460	359	290	257	254	212	110	115	170	120	85	37	37	53

Note: Red figures are historic lows for the period shown, and blue figures are historic highs for the period shown.

Source: NALP's Jobs & JDs, Classes of 2007 – 2024

While job figures grew across nearly every firm size, the **largest increase** (in #s) came from **Firms of 501+ Lawyers**

# of Jobs Reported	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Private Practice Total	20,611	20,525	20,145	18,329	17,666	19,042	19,272	18,587	17,168	16,601	16,390	16,411	16,449	16,678	18,091	18,752	18,548	20,810
Solo Practitioners	576	685	1,058	1,039	1,059	964	933	816	575	467	408	323	242	273	210	161	186	174
1–10 Lawyers	6,461	6,479	6,749	7,160	7,570	8,193	8,087	7,670	6,780	6,264	5,793	5,556	5,189	5,478	5,551	5,347	5,005	5,327
11–25 Lawyers	1,875	1,730	1,526	1,632	1,847	1,888	1,921	1,870	1,758	1,724	1,697	1,763	1,783	1,809	2,027	2,133	2,035	2,363
26–50 Lawyers	1,185	1,236	946	971	1,085	1,086	1,083	1,044	953	938	1,001	1,047	1,089	1,036	1,228	1,372	1,333	1,643
51–100 Lawyers	1,133	1,026	912	766	888	861	868	797	811	803	797	849	861	862	1,000	1,160	1,144	1,332
101–250 Lawyers	1,688	1,579	1,402	1,018	1,010	1,054	1,043	1,090	961	948	965	1,019	1,111	997	1,129	1,245	1,224	1,411
251–500 Lawyers	1,815	1,691	1,468	1,101	891	1,001	1,067	1,091	1,069	1,007	1,009	966	1,043	1,024	1,116	1,152	1,216	1,381
501+ Lawyers	4,745	5,193	5,156	3,750	2,856	3,636	3,980	3,952	4,007	4,238	4,610	4,773	4,961	5,079	5,745	6,145	6,368	7,126
Unknown	1,133	906	928	892	460	359	290	257	254	212	110	115	170	120	85	37	37	53

Note: Red figures are historic lows for the period shown, and blue figures are historic highs for the period shown.

Source: NALP's Jobs & JDs, Classes of 2007 – 2024

The share of jobs in firms of **51+ lawyers exceeded** that of firms of **50 or fewer lawyers** for the Class of 2024

Employment in Law Firms by Size of Firm		
Size of Firm	Percent of Private Practice Jobs	Subtotals
Solo	0.8%	
1 – 10*	25.6%	
11 – 25	11.4%	
26 – 50	7.9%	45.7%
51 – 100	6.4%	
101 – 250	6.8%	
251 – 500	6.6%	
501+	34.2%	54.0%
Unknown	0.3%	

* Includes graduates whose employer is a solo practitioner.

Private Practice Employment by Law Firm Size: 2007 – 2024 (in percentages)

Firm Size	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Solo*	2.8	3.3	5.3	5.7	6.0	5.1	4.8	4.4	3.4	2.8	2.5	2.0	1.5	1.6	1.2	0.9	1.0	0.8
1–10**	31.3	31.6	33.5	39.1	42.9	43.0	42.0	41.3	39.5	37.7	35.3	33.9	31.5	32.8	30.7	28.5	27.0	25.6
11–25	9.1	8.4	7.6	8.9	10.5	9.9	10.0	10.1	10.2	10.4	10.3	10.7	10.8	10.8	11.2	11.4	11.0	11.4
26–50	5.7	6.0	4.7	5.3	6.1	5.7	5.6	5.6	5.6	5.7	6.1	6.4	6.6	6.2	6.8	7.3	7.2	7.9
51–100	5.5	5.0	4.5	4.2	5.0	4.5	4.5	4.3	4.7	4.8	4.9	5.2	5.2	5.2	5.5	6.2	6.2	6.4
101–250	8.2	7.7	7.0	5.6	5.7	5.5	5.4	5.9	5.6	5.7	5.9	6.2	6.8	6.0	6.2	6.6	6.6	6.8
251–500	8.8	8.2	7.3	6.0	5.0	5.3	5.5	5.9	6.2	6.1	6.2	5.9	6.3	6.1	6.2	6.1	6.6	6.6
501+	23.0	25.3	25.6	20.5	16.2	19.1	20.7	21.3	23.3	25.5	28.1	29.1	30.2	30.5	31.8	32.8	34.3	34.2
Unknown	5.5	4.4	4.6	4.9	2.6	1.9	1.5	1.4	1.5	1.3	0.7	0.7	1.0	0.7	0.5	0.2	0.2	0.3

* Graduates who started their own practice

** Includes graduates whose employer is a solo practitioner

Blue figures represent high figures for the period.

Red figures represent low figures for the period.

Firms of 1-10 lawyers accounted for the smallest share of law firm jobs since **1989**, while **Solos** were at an **all-time low**

Firm Size	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Solo*	2.8	3.3	5.3	5.7	6.0	5.1	4.8	4.4	3.4	2.8	2.5	2.0	1.5	1.6	1.2	0.9	1.0	0.8
1-10**	31.3	31.6	33.5	39.1	42.9	43.0	42.0	41.3	39.5	37.7	35.3	33.9	31.5	32.8	30.7	28.5	27.0	25.6
11-25	9.1	8.4	7.6	8.9	10.5	9.9	10.0	10.1	10.2	10.4	10.3	10.7	10.8	10.8	11.2	11.4	11.0	11.4
26-50	5.7	6.0	4.7	5.3	6.1	5.7	5.6	5.6	5.6	5.7	6.1	6.4	6.6	6.2	6.8	7.3	7.2	7.9
51-100	5.5	5.0	4.5	4.2	5.0	4.5	4.5	4.3	4.7	4.8	4.9	5.2	5.2	5.2	5.5	6.2	6.2	6.4
101-250	8.2	7.7	7.0	5.6	5.7	5.5	5.4	5.9	5.6	5.7	5.9	6.2	6.8	6.0	6.2	6.6	6.6	6.8
251-500	8.8	8.2	7.3	6.0	5.0	5.3	5.5	5.9	6.2	6.1	6.2	5.9	6.3	6.1	6.2	6.1	6.6	6.6
501+	23.0	25.3	25.6	20.5	16.2	19.1	20.7	21.3	23.3	25.5	28.1	29.1	30.2	30.5	31.8	32.8	34.3	34.2
Unknown	5.5	4.4	4.6	4.9	2.6	1.9	1.5	1.4	1.5	1.3	0.7	0.7	1.0	0.7	0.5	0.2	0.2	0.3

* Graduates who started their own practice

** Includes graduates whose employer is a solo practitioner

Blue figures represent high figures for the period.

Red figures represent low figures for the period.

The percentage of jobs in **Firms of 11-250** lawyers grew, while **Firms of 251-500** held steady

Firm Size	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Solo*	2.8	3.3	5.3	5.7	6.0	5.1	4.8	4.4	3.4	2.8	2.5	2.0	1.5	1.6	1.2	0.9	1.0	0.8
1-10**	31.3	31.6	33.5	39.1	42.9	43.0	42.0	41.3	39.5	37.7	35.3	33.9	31.5	32.8	30.7	28.5	27.0	25.6
11-25	9.1	8.4	7.6	8.9	10.5	9.9	10.0	10.1	10.2	10.4	10.3	10.7	10.8	10.8	11.2	11.4	11.0	11.4
26-50	5.7	6.0	4.7	5.3	6.1	5.7	5.6	5.6	5.6	5.7	6.1	6.4	6.6	6.2	6.8	7.3	7.2	7.9
51-100	5.5	5.0	4.5	4.2	5.0	4.5	4.5	4.3	4.7	4.8	4.9	5.2	5.2	5.2	5.5	6.2	6.2	6.4
101-250	8.2	7.7	7.0	5.6	5.7	5.5	5.4	5.9	5.6	5.7	5.9	6.2	6.8	6.0	6.2	6.6	6.6	6.8
251-500	8.8	8.2	7.3	6.0	5.0	5.3	5.5	5.9	6.2	6.1	6.2	5.9	6.3	6.1	6.2	6.1	6.6	6.6
501+	23.0	25.3	25.6	20.5	16.2	19.1	20.7	21.3	23.3	25.5	28.1	29.1	30.2	30.5	31.8	32.8	34.3	34.2
Unknown	5.5	4.4	4.6	4.9	2.6	1.9	1.5	1.4	1.5	1.3	0.7	0.7	1.0	0.7	0.5	0.2	0.2	0.3

* Graduates who started their own practice

** Includes graduates whose employer is a solo practitioner

Blue figures represent high figures for the period.

Red figures represent low figures for the period.

After 12 years of increases, percentage growth in **Firms of 501+** stagnated despite the record number of jobs in this firm size

Firm Size	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Solo*	2.8	3.3	5.3	5.7	6.0	5.1	4.8	4.4	3.4	2.8	2.5	2.0	1.5	1.6	1.2	0.9	1.0	0.8
1–10**	31.3	31.6	33.5	39.1	42.9	43.0	42.0	41.3	39.5	37.7	35.3	33.9	31.5	32.8	30.7	28.5	27.0	25.6
11–25	9.1	8.4	7.6	8.9	10.5	9.9	10.0	10.1	10.2	10.4	10.3	10.7	10.8	10.8	11.2	11.4	11.0	11.4
26–50	5.7	6.0	4.7	5.3	6.1	5.7	5.6	5.6	5.6	5.7	6.1	6.4	6.6	6.2	6.8	7.3	7.2	7.9
51–100	5.5	5.0	4.5	4.2	5.0	4.5	4.5	4.3	4.7	4.8	4.9	5.2	5.2	5.2	5.5	6.2	6.2	6.4
101–250	8.2	7.7	7.0	5.6	5.7	5.5	5.4	5.9	5.6	5.7	5.9	6.2	6.8	6.0	6.2	6.6	6.6	6.8
251–500	8.8	8.2	7.3	6.0	5.0	5.3	5.5	5.9	6.2	6.1	6.2	5.9	6.3	6.1	6.2	6.1	6.6	6.6
501+	23.0	25.3	25.6	20.5	16.2	19.1	20.7	21.3	23.3	25.5	28.1	29.1	30.2	30.5	31.8	32.8	34.3	34.2
Unknown	5.5	4.4	4.6	4.9	2.6	1.9	1.5	1.4	1.5	1.3	0.7	0.7	1.0	0.7	0.5	0.2	0.2	0.3

* Graduates who started their own practice

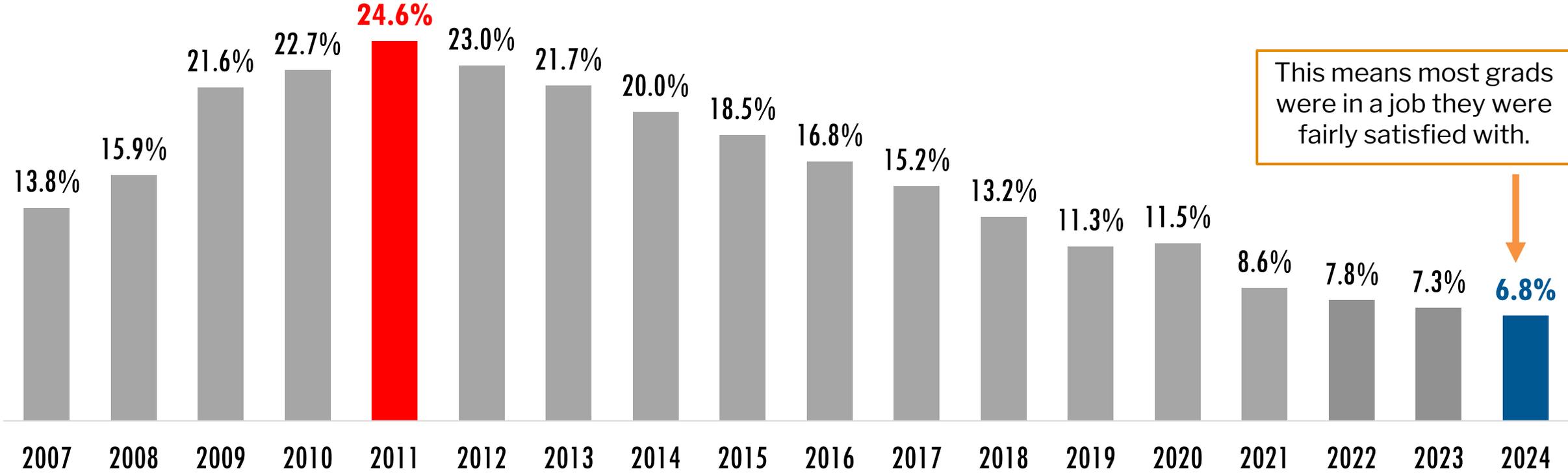
** Includes graduates whose employer is a solo practitioner

Blue figures represent high figures for the period.

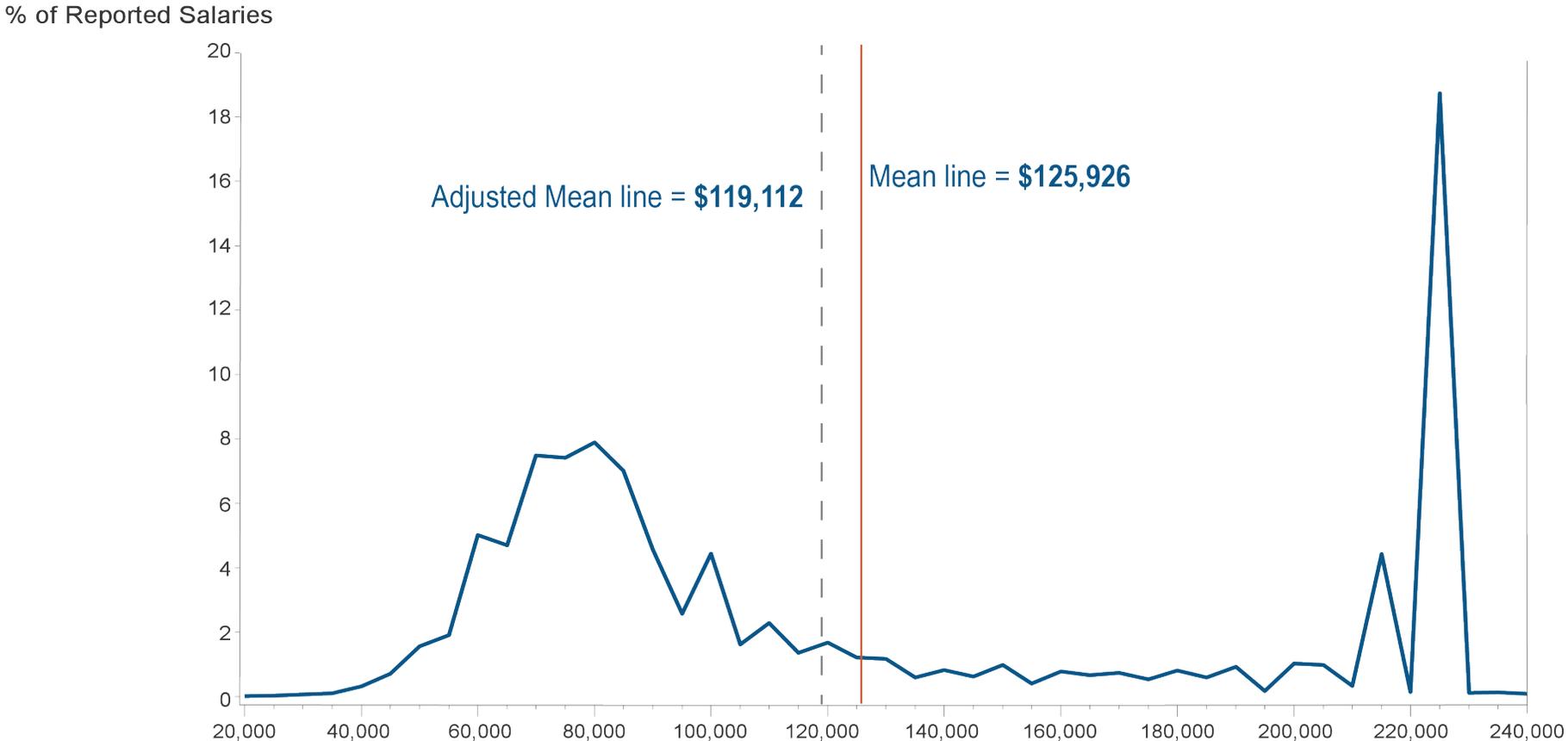
Red figures represent low figures for the period.

The percentage of employed grads **still seeking** another job was at an **all-time low** for the Class of 2024

**Percentage of Employed Grads Still Seeking Other Employment,
Classes of 2007-2024**



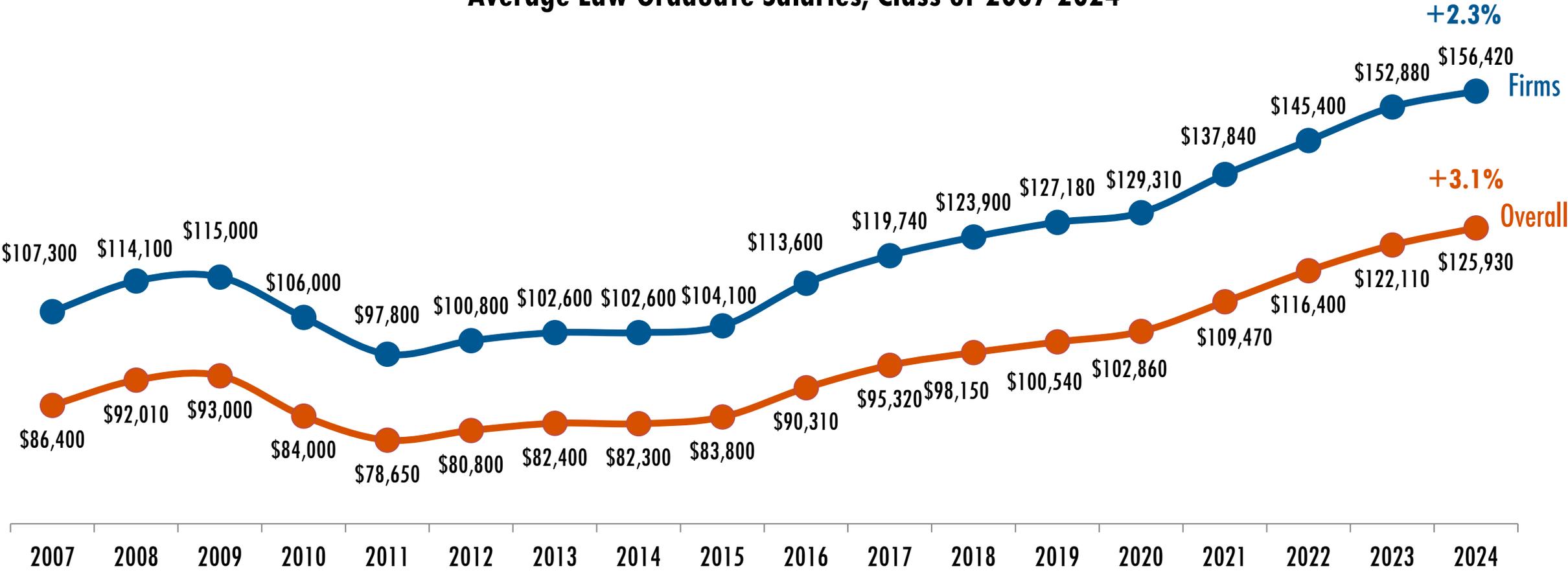
Most Class of 2024 graduates were earning a salary that was either **much higher or lower** than the **average overall salary**



Note: Graph is based on 24,937 salaries reported for full-time jobs lasting one year or more — a few salaries above \$240,000 are excluded from the graph for clarity, but not from the percentage calculations. The peak on the left-side of the graph reflects salaries of \$55,000 to \$100,000, which collectively accounted for more than half (53.0%) of reported salaries. The two peaks on the right-side of the graph show that salaries of \$215,000 accounted for 4.4% of reported salaries and salaries of \$225,000 accounted for 18.7% of reported salaries. However, more complete salary coverage for jobs at large firms heightens these right-side peaks and diminishes the left-side peak, and as a result the unadjusted mean overstates the average starting salary by an estimated 5.7%. Nonetheless, as both the unadjusted arithmetic mean and the adjusted mean show, relatively few salaries are close to either mean. For purposes of this graph, all reported salaries were rounded to the nearest \$5,000. However, the mean is based on salaries as reported and the adjusted mean reflects a weighting of those salaries.

Average Overall and Law Firm Salaries were at record levels for the Class of 2024 (but % growth is slowing)

Average Law Graduate Salaries, Class of 2007-2024



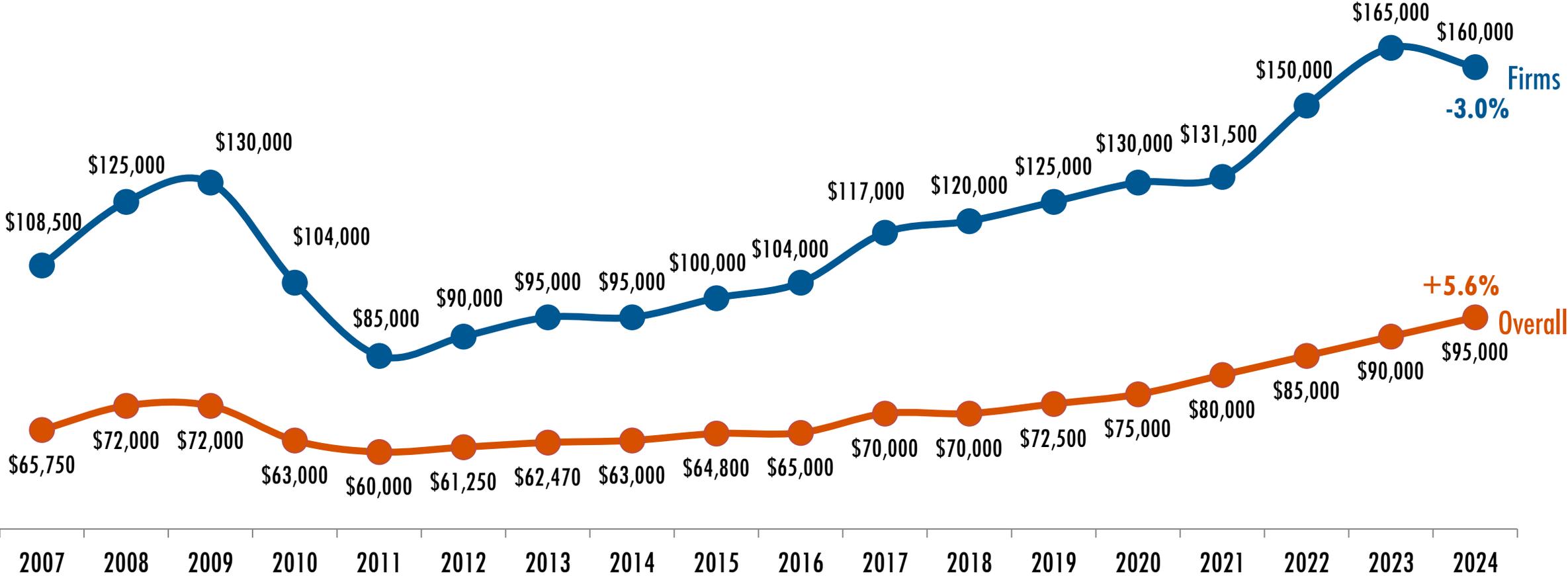
Note: Figures are rounded to the nearest \$10.

Source: NALP's Jobs & JDs, Classes of 2007 – 2024



The **Median Law Firm** salary **declined** for the first time since **2011**, but the **Overall Median** continued to **grow**

Median Law Graduate Salaries, Classes of 2007-2024



Note: Figures are rounded to the nearest \$10.

Source: NALP's Jobs & JDs, Classes of 2007 – 2024



Salaries **increased** across all **Non-Law Firm** sectors, especially in **Government** and **Public Interest**

Employer Type	Median Salary	% Change from Class of 2023
Private Practice	\$160,000	-3.0%
Business	\$100,000	+5.3%
Government	\$79,900	+8.7%
Public Interest	\$72,000	+8.1%
Judicial Clerkships	\$70,000	+4.5%
Education	\$64,000	+4.9%

Source: NALP's *Jobs & JDs*, Classes of 2023 and 2024

The **Median** salary in firms of **501+ lawyers** reached **\$225k** for the first time

Law Firm Size	Median Salary	% Change from Class of 2023
1-10 Lawyers	\$80,000	+6.7%
11-25 Lawyers	\$90,000	+5.9%
26-50 Lawyers	\$100,000	+5.3%
51-100 Lawyers	\$110,000	No change
101-250 Lawyers	\$140,000	+2.6%
251-500 Lawyers	\$185,000	-2.6%
501+ Lawyers	\$225,000	+4.7%

Source: NALP's *Jobs & JDs, Classes of 2023 and 2024*

Job Location Facts for the Class of 2024

 Most graduates (**65%**) obtained a job in the same state as their law school

 The Mid-Atlantic* region accounted for the largest share of jobs (**22%**)

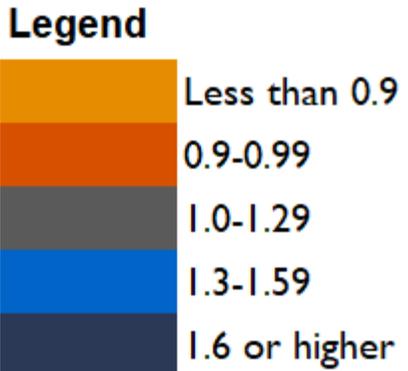
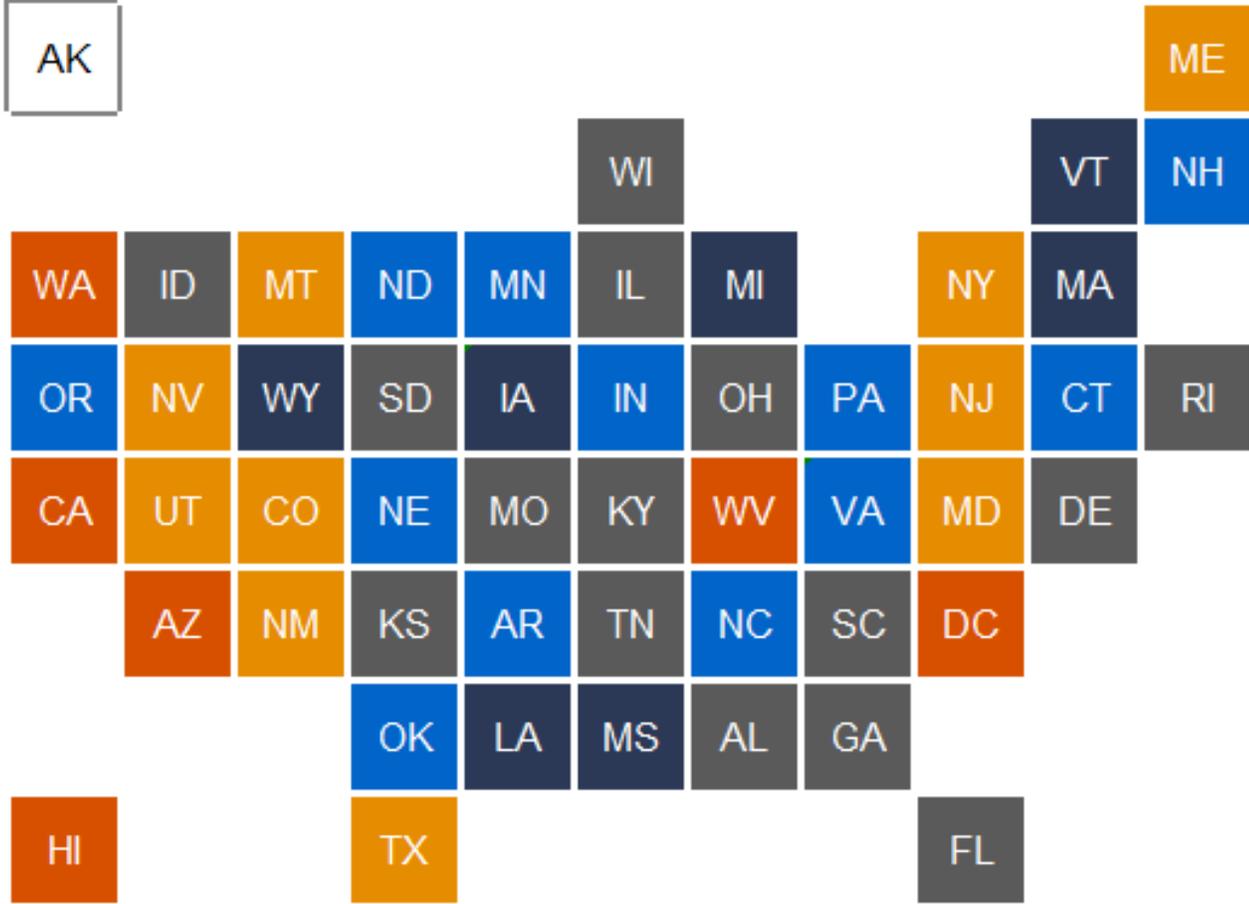
 Median and average salaries were also highest in the Mid-Atlantic* region at **\$118,500** and **\$145,545**, respectively

 Less than 1% (**0.7%**) of employed grads are working outside of the U.S.

*The Mid-Atlantic region includes NJ, NY, and PA.

Class 2024 Ratio of Graduates to Jobs:

(states in **gold** and **orange** have more entry-level jobs than grads)

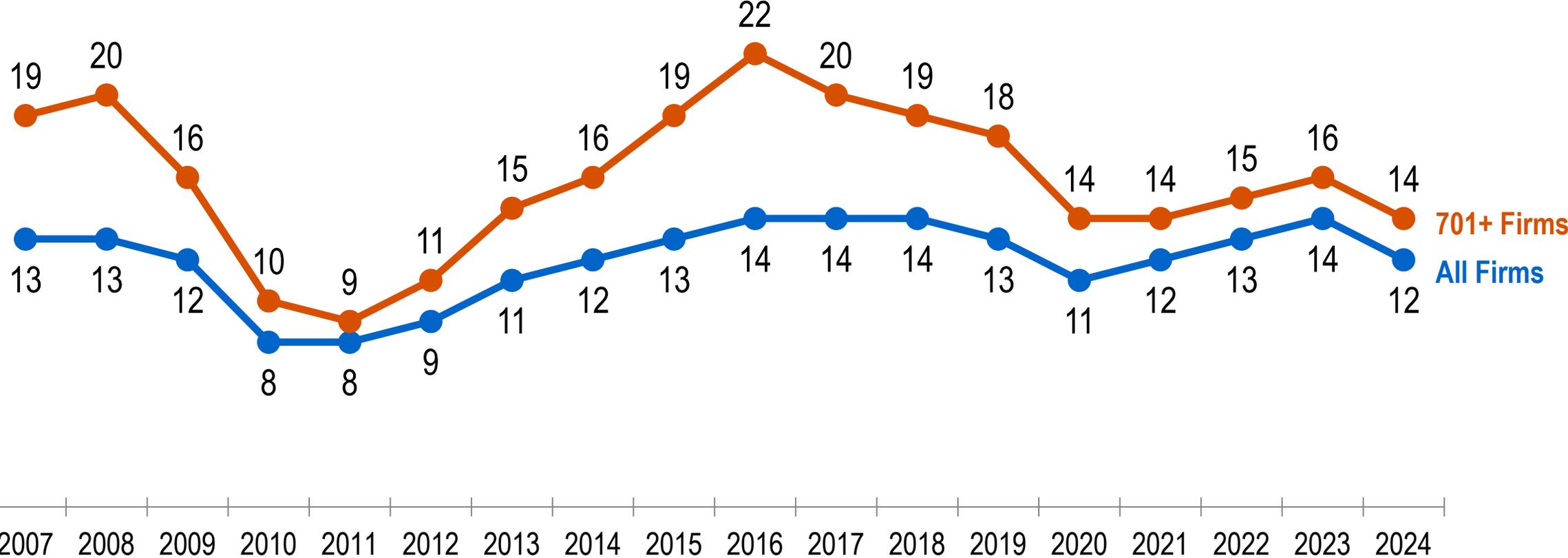


} These are more favorable markets for graduates.

Future Private Practice Employment: Insights from 2024 Law Firm Summer Associate Recruiting

For all employers, average 2L summer program class sizes fell in 2024, matching 2021's pandemic impacted figures

Average Law Firm Summer Program Class Size – 2Ls (All Employers)

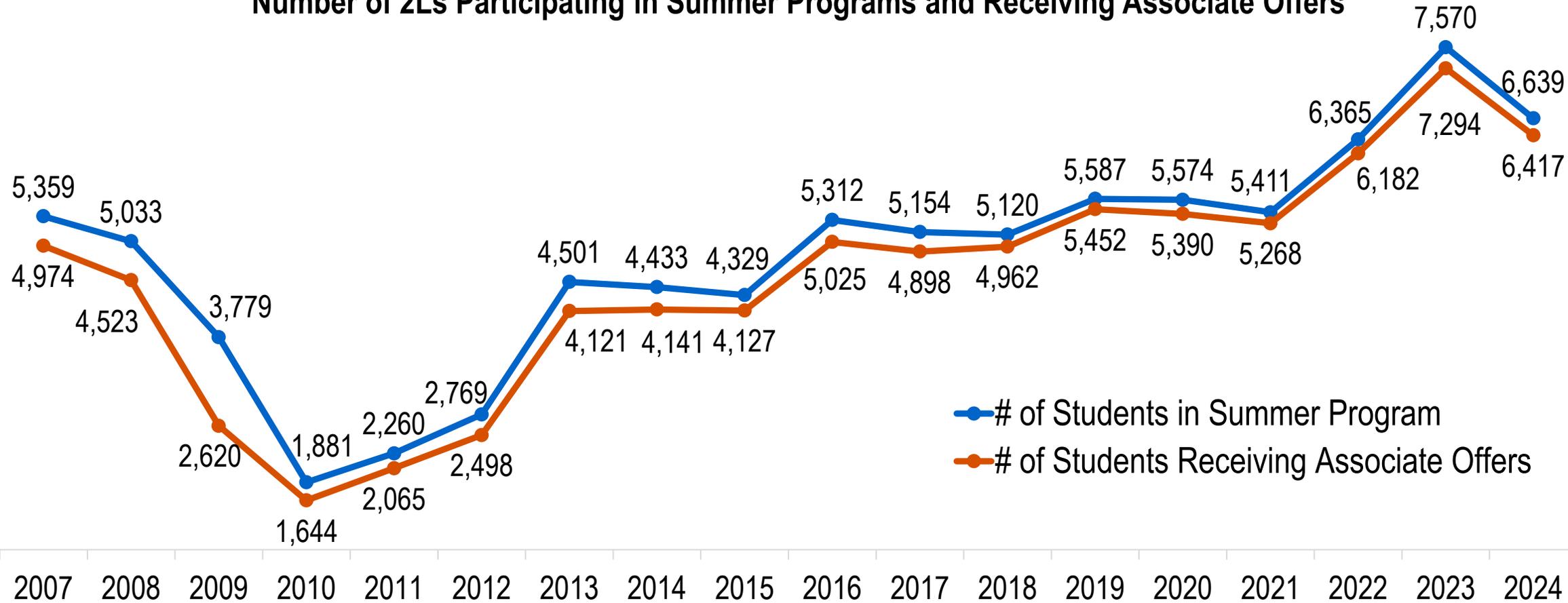


Note: Figures include a mix of both firm-wide and individual office reporting.

Source: NALP's Perspectives on Law Student Recruiting, 2007 – 2024.

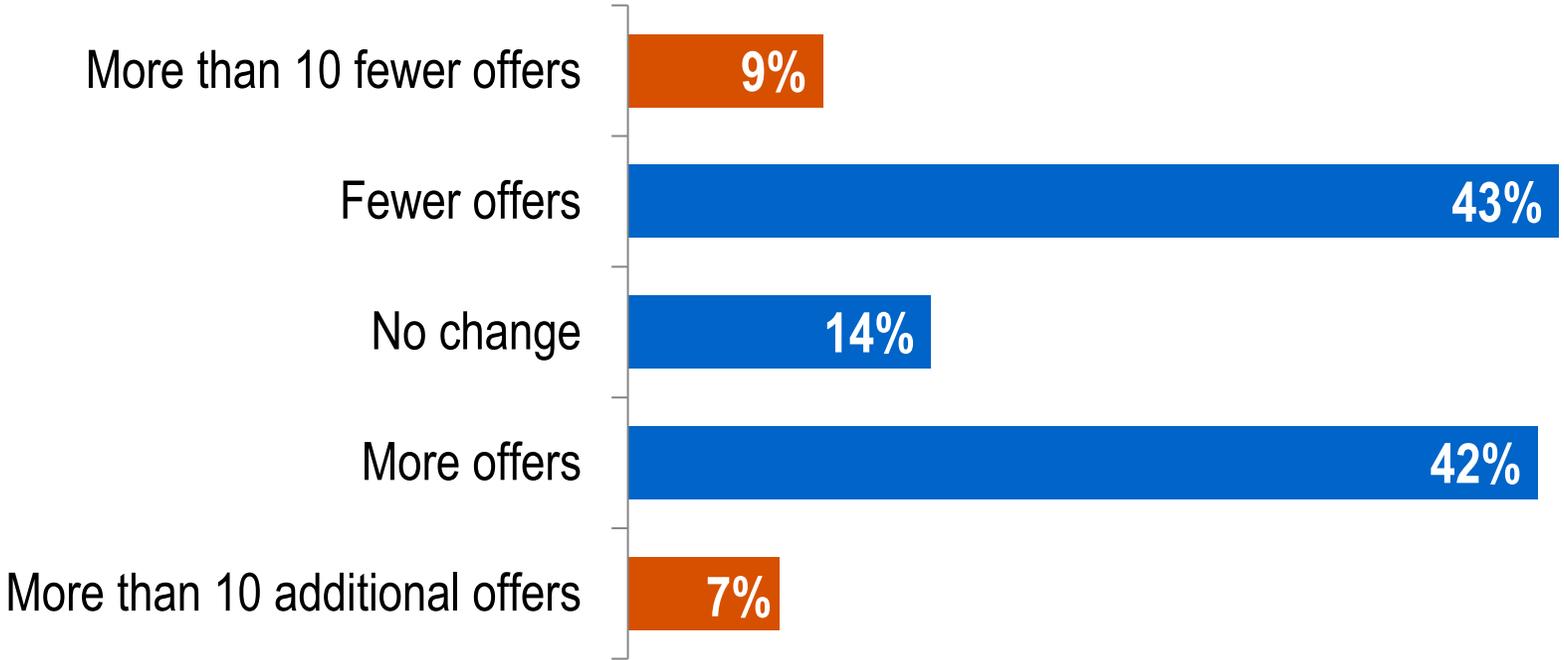
The total number of students participating in 2L summer programs and receiving associate offers declined in 2024

Number of 2Ls Participating in Summer Programs and Receiving Associate Offers



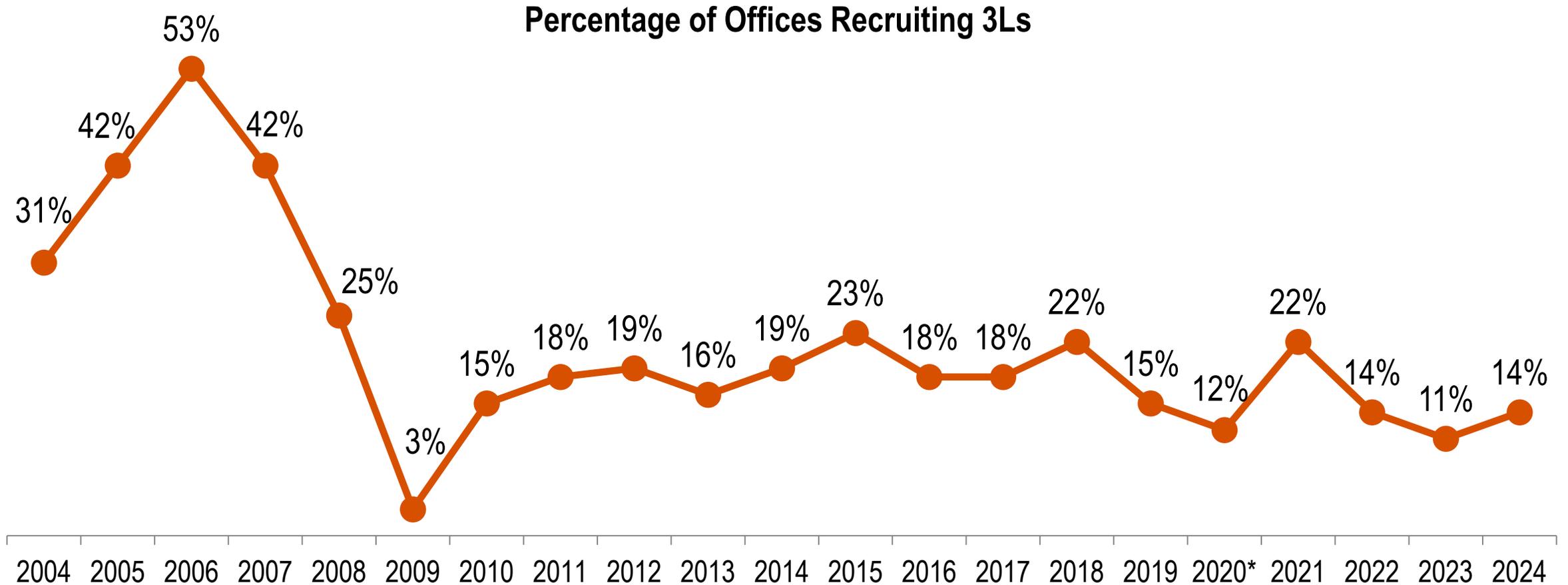
Offices were about **evenly split** between those making **more or fewer offers** for summer 2025

**Change in Offers for 2L Summer Associate Positions for Summer 2025,
Compared to Summer 2024 (in percent of offices)**



Overall, **offer volume** was essentially flat this year (**-1%**), but it is not yet known if summer 2025 class sizes were similar in size to summer 2024.

The percentage of offices **recruiting 3Ls increased** in 2024, but is still well below pre-Great Recession levels



*Recruiting extended into early 2021.

Future Public Service Employment: Potential Impacts of Federal Job Offer Recissions & the Hiring Freeze

Federal Government Hiring Freeze

- Federal hiring freeze enacted in January – extended to **October 15**
 - **Some exemptions:** including military, immigration enforcement, national security, and executive office of president

Impact on Law Students/Recent Graduates

- **Class of 2025 Graduates:** All DOJ Honors Program job offers rescinded; IRS job offers revoked, other agencies impacted as well
- Likely to be far fewer Class of 2025 grads employed by the federal government as compared to recent classes
- Many current students lost federal summer 2025 internships

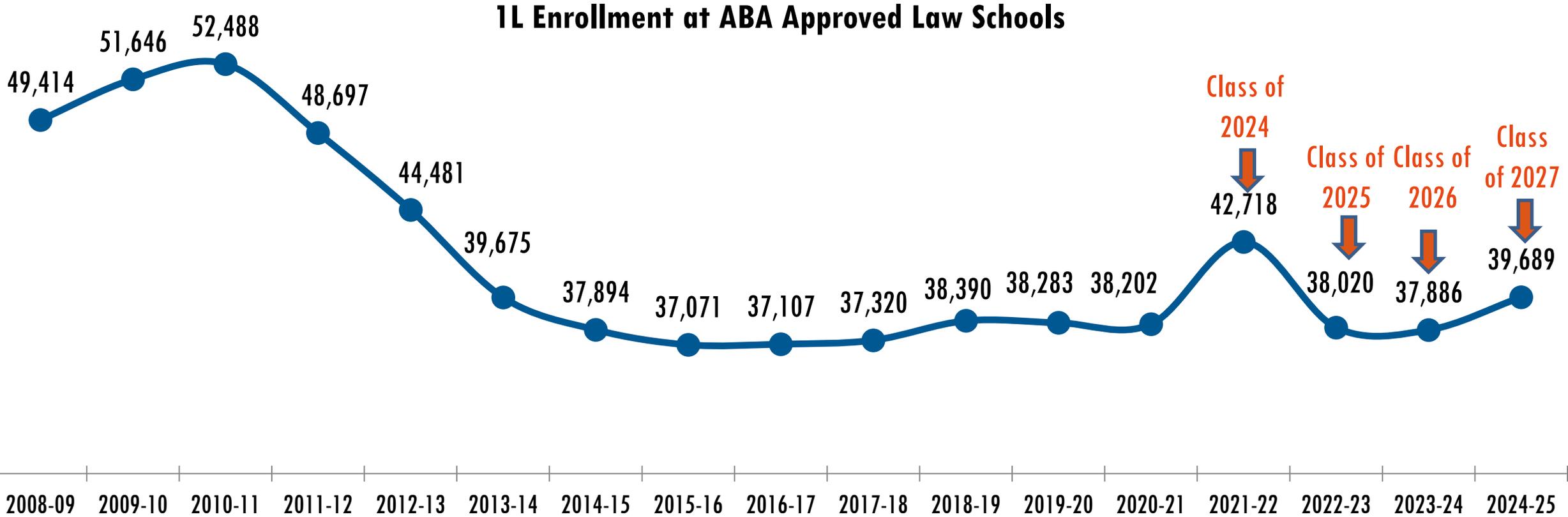
Other Federal Government Impacts

- DOGE/Fork in the Road Deferred Resignation
- Probationary employees (**Class of 2024**) lost jobs across many agencies, although some reinstated as cases work their way through the courts
- Presidential Management Fellowship (PMF) program eliminated
- Unlikely that federal hiring will soon return to previous levels
- **Public Interest** employers are also impacted by loss of federal grants
- Federal clerkships **are not impacted** by the freeze

Impact to the Market: The federal government typically accounts for about **3%** of all entry-level law graduate jobs

Class Year	Total # of Federal Government Jobs (excludes Clerkships)	Total # of Federal Agency Honors Program Positions	% Of All Entry-Level Jobs in the Federal Government
2024	1,099	317	3.1%
2023	954	252	3.0%
2022	914	192	2.8%
2021	980	165	3.1%
2020	958	212	3.3%
2019	1,030	183	3.5%
2018	946	133	3.2%

Smaller **2025 and 2026 1L classes** may help sustain entry-level employment, despite a downturn in **Big Law** and **federal hiring**



The Current Market Landscape

- Employment metrics at their near-term peaks for the Classes of 2023 and 2024 – **Maybe?**
- Large firms hired smaller summer associate classes in summer 2024 (impact on Class of 2025)
- In times of economic uncertainty, firms historically have recruited smaller classes - may impact summer 2026 hiring (Class of 2027)
- Federal government offer rescissions/hiring freeze will impact Class of 2025 and likely beyond
- Will public interest hiring be impacted by federal government spending cuts?

Where to find more information on the Class of 2024

www.nalp.org/classof2024

- Today (July 31)
 - Selected Findings, Media Release
- In the coming weeks
 - Individual school reports (as a PDF via email)
 - More detailed salary information & analyses
- In October
 - *Jobs & JDs: Class of 2024* **(51st edition)**
 - Pre-order yours today and save!

Questions?

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