

**California Western School of Law
Class of 2023 Summary Report**

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Reported = 181							
Gender Reported:							
Women	112	67.9	34	80,000	90,500	100,000	93,673
Men	53	32.1	13	92,844	102,000	127,000	111,257
Subtotal	165	100.0					
Race Reported:							
People of Color	61	38.6	15	80,000	91,000	120,000	98,168
White/Caucasian	97	61.4	31	80,000	95,222	110,000	98,668
Subtotal	158	100.0					
Gender & Race Reported:							
Women of Color	45	29.0	12	79,250	83,508	96,000	91,293
Men of Color	16	10.3	.	.	.	.	.
White/Caucasian Women	62	40.0	21	80,000	95,222	106,000	94,732
White/Caucasian Men	32	20.6	10	75,000	97,249	125,000	106,934
Subtotal	155	100.0					
Employment Status Known:							
Bar Passage Required/Anticipated	92	53.5	45	80,000	95,222	110,000	98,650
JD Advantage	40	23.3	.	.	.	.	.
Other Professional	3	1.7	.	.	.	.	.
Other Position	1	0.6	.	.	.	.	.
Enrolled in Graduate Studies	4	2.3	.	.	.	.	.
Employed-Start Date after March 15, 2024	1	0.6	.	.	.	.	.
Not Employed-Seeking	26	15.1	.	.	.	.	.
Not Employed-Not Seeking	5	2.9	.	.	.	.	.
Subtotal	172	100.0					
Note: Categories with no graduates reported are not shown. At least five salaries are required for each salary analysis. The non-binary or chose to self-identify category also includes graduates who selected multiple gender identities. Salaries are reported only for full-time, long-term positions. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

Table prepared by NALP, July 2024

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Total Employed or Enrolled in Graduate Studies:							
Enrolled in Graduate Studies	4	2.3
Employed	136	79.1	47	80,000	95,222	110,000	98,537
Subtotal	140	81.4					
Employment by Sector:							
Private Sector	98	72.1	33	80,000	100,000	120,000	103,523
Public Sector	38	27.9	14	80,000	91,922	96,000	86,784
Subtotal	136	100.0					
Full-time or Part-time Job Status:							
Bar Passage Required/Anticipated: Full-time	92	67.6	45	80,000	95,222	110,000	98,650
JD Advantage: Full-time	38	27.9	.	.	.	.	.
JD Advantage: Part-time	2	1.5	.	.	.	.	.
Other Professional: Full-time	3	2.2	.	.	.	.	.
Other Position: Part-time	1	0.7	.	.	.	.	.
Subtotal	136	100.0					
Employment Categories:							
Education	2	1.5	.	.	.	.	.
Business	9	6.6	.	.	.	.	.
Judicial Clerkships	3	2.2	.	.	.	.	.
Private Practice	89	65.4	32	80,000	100,000	122,500	103,945
Government	24	17.6	9	80,015	91,000	94,497	86,417
Public Interest	9	6.6	.	.	.	.	.
Subtotal	136	100.0					
<p>Note: Categories with no graduates reported are not shown. At least five salaries are required for each salary analysis. Private sector includes jobs in law firms and business. All other jobs are considered public sector. Employment by sector does not include graduates for whom employer type was not reported. Salaries are reported only for full-time, long-term positions. Salaries for graduates in law firm solo practice have been excluded from the analysis.</p>							

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Education Jobs:							
JD Advantage	2	100.0
Subtotal	2	100.0					
Business Jobs:							
Bar Passage Required/Anticipated	1	11.1
JD Advantage	7	77.8	.	.	.	.	.
Other Position	1	11.1	.	.	.	.	.
Subtotal	9	100.0					
Private Practice Jobs:							
Bar Passage Required/Anticipated	66	74.2	32	80,000	100,000	122,500	103,945
JD Advantage	23	25.8	.	.	.	.	.
Subtotal	89	100.0					
Government Jobs:							
Bar Passage Required/Anticipated	16	66.7	8	79,258	90,500	93,671	84,470
JD Advantage	6	25.0	.	.	.	.	.
Other Professional	2	8.3	.	.	.	.	.
Subtotal	24	100.0					
Judicial Clerkships:							
State	2	66.7	.	.	.	.	.
Local	1	33.3	.	.	.	.	.
Subtotal	3	100.0					
Note: Categories with no graduates reported are not shown. At least five salaries are required for each salary analysis. Salaries are reported only for full-time, long-term positions. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

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			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Public Interest Jobs:							
Bar Passage Required/Anticipated	6	66.7	.	.	.	.	.
JD Advantage	2	22.2	.	.	.	.	.
Other Professional	1	11.1	.	.	.	.	.
Subtotal	9	100.0					
Size of Law Firm (by # of Attorneys):							
1-10	55	61.8	19	75,000	96,000	110,000	94,013
11-25	9	10.1	.	.	.	.	.
26-50	10	11.2	.	.	.	.	.
51-100	5	5.6	.	.	.	.	.
101-250	6	6.7	.	.	.	.	.
501+	4	4.5	.	.	.	.	.
Subtotal	89	100.0					
Type of Law Firm Job:							
Associate/Entry-level Attorney	58	65.2	25	80,000	100,000	125,000	106,540
Staff Attorney	1	1.1	.	.	.	.	.
Law Clerk	27	30.3	6	80,000	93,000	104,000	98,292
Paralegal	2	2.2	.	.	.	.	.
Other Non-attorney Position	1	1.1	.	.	.	.	.
Subtotal	89	100.0					
Note: Categories with no graduates reported are not shown. At least five salaries are required for each salary analysis. Salaries are reported only for full-time, long-term positions. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

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	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Jobs Taken by Region:							
New England	1	0.7	.	.	.	.	.
Mid-Atlantic	1	0.7	.	.	.	.	.
South Atlantic	6	4.4	.	.	.	.	.
W South Central	1	0.7	.	.	.	.	.
Mountain	5	3.7	.	.	.	.	.
Pacific	122	89.7	43	80,000	96,000	110,000	100,926
Subtotal	136	100.0					
Location of Jobs:							
In-State	120	88.2	43	80,000	96,000	110,000	100,926
Out of State	16	11.8	.	.	.	.	.
Subtotal	136	100.0					
# States and Territories with Employed Grads:							
	12	.	.	.	.	.	.
Total #	12	.					
Note: Categories with no graduates reported are not shown. At least five salaries are required for each salary analysis. Salaries are reported only for full-time, long-term positions. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

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	Number Reported	% of Reported
Source of Job:		
On-campus interview (OCI) program	2	3.7
Internship/externship experience	11	20.4
Responded to career services office job posting	5	9.3
Non-career services office job posting	7	13.0
Returned to or continued with pre-law school employer	8	14.8
Referral	8	14.8
Self-initiated contact/networking	9	16.7
Other	4	7.4
Subtotal	54	100.0
Timing of Job Offer:		
Before graduation	25	39.1
After graduation	39	60.9
Subtotal	64	100.0
Search Status of Employed Grads:		
Seeking a different job	15	21.7
Not seeking a different job	54	78.3
Subtotal	69	100.0
Note: Figures are based on jobs for which the item was reported, and thus may not add to the total number of jobs. Timing of job offer figures exclude any graduates starting their own practice.		

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	Number of Jobs Reported as:	
	Long-term (1+ years)	Short-term (Less than 1 year)
Duration of Jobs by Employer Type:		
Education	2	.
Business	9	.
Judicial Clerkships	3	.
Private Practice	89	.
Government	24	.
Public Interest	9	.
Total Reported	136	.
Note: Figures for job duration are based on jobs for which the item was reported, and thus may not add to the total number of jobs. The count of jobs funded by the law school is a total, regardless of duration.		

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