

**California Western School of Law**  
**Class of 2021 Summary Report**

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
<b>Total Reported = 207</b>							
<b>Gender Reported:</b>							
Women	117	57.6	56	64,918	79,605	92,500	78,462
Men	86	42.4	33	70,000	80,000	85,000	80,437
<b>Subtotal</b>	<b>203</b>	<b>100.0</b>					
<b>Race Reported:</b>							
People of Color	93	49.2	48	65,000	79,605	85,100	77,865
White/Caucasian	96	50.8	41	64,836	80,800	90,000	80,495
<b>Subtotal</b>	<b>189</b>	<b>100.0</b>					
<b>Gender &amp; Race Reported:</b>							
Women of Color	58	31.2	30	65,000	74,625	85,000	76,591
Men of Color	33	17.7	17	66,000	80,000	89,000	79,988
White/Caucasian Women	51	27.4	25	64,836	85,000	100,000	80,727
White/Caucasian Men	44	23.7	15	70,000	80,000	85,000	81,307
<b>Subtotal</b>	<b>186</b>	<b>100.0</b>					
<b>Employment Status Known:</b>							
Bar Passage Required/Anticipated	122	59.8	81	66,000	80,000	85,200	80,556
JD Advantage	41	20.1	10	48,750	61,500	89,000	66,579
Other Professional	6	2.9	.	.	.	.	.
Other Position	1	0.5	.	.	.	.	.
Enrolled in Graduate Studies	2	1.0	.	.	.	.	.
Start date after March 15, 2022	5	2.5	.	.	.	.	.
Not Employed-Seeking	24	11.8	.	.	.	.	.
Not Employed-Not Seeking	3	1.5	.	.	.	.	.
<b>Subtotal</b>	<b>204</b>	<b>100.0</b>					
Note: Categories with no graduates reported are not shown. At least 5 salaries are required for each salary analysis. The women category includes graduates reporting a gender identity of woman or trans woman and the men category includes graduates reporting a gender identity of man or trans man. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

Table prepared by NALP, August 2022

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			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
<b>Total Employed or Enrolled in Graduate Studies:</b>							
Enrolled in Graduate Studies	2	1.0	.	.	.	.	.
Employed	170	83.3	91	65,000	80,000	89,000	79,020
<b>Subtotal</b>	<b>172</b>	<b>84.3</b>					
<b>Employment by Sector:</b>							
Private Sector	120	70.6	60	65,000	80,500	95,000	82,643
Public Sector	50	29.4	31	62,500	74,250	80,799	72,006
<b>Subtotal</b>	<b>170</b>	<b>100.0</b>					
<b>Full-time or Part-time Job Status:</b>							
Bar Passage Required/Anticipated: Full-time	118	69.4	81	66,000	80,000	85,200	80,556
Bar Passage Required/Anticipated: Part-time	4	2.4	.	.	.	.	.
JD Advantage: Full-time	35	20.6	10	48,750	61,500	89,000	66,579
JD Advantage: Part-time	6	3.5	.	.	.	.	.
Other Professional: Full-time	1	0.6	.	.	.	.	.
Other Professional: Part-time	5	2.9	.	.	.	.	.
Other Position: Part-time	1	0.6	.	.	.	.	.
<b>Subtotal</b>	<b>170</b>	<b>100.0</b>					
<b>Employment Categories:</b>							
Education	3	1.8	.	.	.	.	.
Business	24	14.1	6	63,000	77,500	93,000	75,433
Judicial Clerk	5	2.9	.	.	.	.	.
Private Practice	96	56.5	54	65,000	81,750	95,000	83,444
Government	24	14.1	15	65,000	79,210	81,000	75,408
Public Interest	18	10.6	11	60,000	66,000	80,000	67,414
<b>Subtotal</b>	<b>170</b>	<b>100.0</b>					
Note: Categories with no graduates reported are not shown. At least 5 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 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
<b>Education Jobs:</b>							
JD Advantage	2	66.7	.	.	.	.	.
Other Professional	1	33.3	.	.	.	.	.
<b>Subtotal</b>	<b>3</b>	<b>100.0</b>					
<b>Business Jobs:</b>							
Bar Passage Required/Anticipated	6	25.0	.	.	.	.	.
JD Advantage	12	50.0	.	.	.	.	.
Other Professional	5	20.8	.	.	.	.	.
Other Position	1	4.2	.	.	.	.	.
<b>Subtotal</b>	<b>24</b>	<b>100.0</b>					
<b>Private Practice Jobs:</b>							
Bar Passage Required/Anticipated	81	84.4	52	72,500	83,750	97,500	84,904
JD Advantage	15	15.6	.	.	.	.	.
<b>Subtotal</b>	<b>96</b>	<b>100.0</b>					
<b>Government Jobs:</b>							
Bar Passage Required/Anticipated	17	70.8	13	71,060	79,210	80,800	75,548
JD Advantage	7	29.2	.	.	.	.	.
<b>Subtotal</b>	<b>24</b>	<b>100.0</b>					
<b>Judicial Clerkships:</b>							
Federal	2	40.0	.	.	.	.	.
State	3	60.0	.	.	.	.	.
<b>Subtotal</b>	<b>5</b>	<b>100.0</b>					
Note: Categories with no graduates reported are not shown. At least 5 salaries are required for each salary analysis. 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
<b>Public Interest Jobs:</b>							
Bar Passage Required/Anticipated	13	72.2	10	61,000	69,500	80,000	68,155
JD Advantage	5	27.8	.	.	.	.	.
<b>Subtotal</b>	<b>18</b>	<b>100.0</b>					
<b>Size of Law Firm (by # of Attorneys):</b>							
1-10	52	54.2	25	62,500	75,000	82,500	75,290
11-25	19	19.8	12	65,000	80,000	85,000	76,979
26-50	7	7.3	5	85,000	90,000	110,000	97,000
51-100	5	5.2	.	.	.	.	.
101-250	8	8.3	6	85,000	95,000	110,000	101,667
501+	3	3.1	.	.	.	.	.
Solo practitioner	2	2.1	.	.	.	.	.
<b>Subtotal</b>	<b>96</b>	<b>100.0</b>					
<b>Type of Law Firm Job:</b>							
Associate/Entry-level Attorney	76	79.2	49	75,000	85,000	100,000	85,714
Staff Attorney	2	2.1	.	.	.	.	.
Law Clerk	18	18.8	.	.	.	.	.
<b>Subtotal</b>	<b>96</b>	<b>100.0</b>					
Note: Categories with no graduates reported are not shown. At least 5 salaries are required for each salary analysis. 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
<b>Jobs Taken by Region:</b>							
Mid-Atlantic	1	0.6	.	.	.	.	.
South Atlantic	3	1.8	.	.	.	.	.
W South Central	2	1.2	.	.	.	.	.
Mountain	11	6.5	7	60,000	71,060	80,000	72,128
Pacific	152	89.4	82	65,000	80,000	90,000	79,654
Non-US locations	1	0.6	.	.	.	.	.
<b>Subtotal</b>	<b>170</b>	<b>100.0</b>					
<b>Location of Jobs:</b>							
In-State	148	87.1	80	65,000	80,000	89,500	79,546
Out of State	22	12.9	11	64,836	75,000	80,000	75,195
<b>Subtotal</b>	<b>170</b>	<b>100.0</b>					
<b># States and Territories with Employed Grads:</b>							
	13	.	.	.	.	.	.
<b>Total #</b>	<b>13</b>	.					
Note: Categories with no graduates reported are not shown. At least 5 salaries are required for each salary analysis. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

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	Number Reported	% of Reported
<b>Source of Job:</b>		
On-campus interview (OCI) program	5	3.9
Internship/externship experience	19	14.8
Responded to career services office job posting	22	17.2
Job posted online or in print	26	20.3
Clerkship application process or OSCAR	1	0.8
Returned to or continued with pre-law school employer	9	7.0
Referral	24	18.8
Started own practice or business	2	1.6
Self-initiated contact/networking	15	11.7
Temp agency	2	1.6
Other	3	2.3
<b>Subtotal</b>	<b>128</b>	<b>100.0</b>
<b>Timing of Job Offer:</b>		
Before graduation	44	28.8
After graduation	109	71.2
<b>Subtotal</b>	<b>153</b>	<b>100.0</b>
<b>Search Status of Employed Grads:</b>		
Seeking a different job	35	23.8
Not seeking a different job	112	76.2
<b>Subtotal</b>	<b>147</b>	<b>100.0</b>
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)
<b>Duration of Jobs by Employer Type:</b>		
Education	1	2
Business	14	10
Judicial Clerk	5	.
Private Practice	83	13
Government	19	5
Public Interest	15	3
<b>Total Reported</b>	<b>137</b>	<b>33</b>
<b>Total Number of Jobs Reported as Funded by Law School:</b>		
	3	.
<b>Total Reported</b>	<b>3</b>	<b>.</b>
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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