

GOING THE DISTANCE
#nalpANNUAL



**A Conversation with the
Innovating Talent Acquisition (ITA)
Work Group**



APRIL 13 -16, 2016 • BOSTON, MA

Today's Agenda

- Introduction and Background
- ITA Research Findings
- Ideas for Innovations
- Innovation Workshop
- Discussion & Questions

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Members of the ITA Work Group

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The ITA Work Group



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OUR CHARGE WAS
NOT TO
FIX AUGUST !



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Quick Primer – Antitrust Impact

A group of institutions can never come together and agree to abide by limits to an otherwise free and competitive market.

2009-2011 Commission

- NALP's Commission on Recruiting in the Legal Profession proposed a January "kick-off" date to alleviate August compression.

Response

- Antitrust concerns were raised. Any agreement by NALP member institutions to limit the competition for talent among institutions that compete with one another would be an antitrust violation.

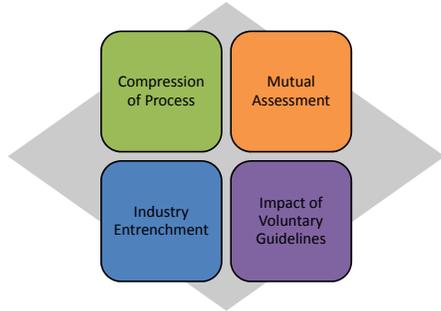
NALP's Role

- NALP cannot be a forum for competitors in the market to come together and agree amongst themselves to limit the market.

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Our work... First – Identify the Issues



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Industry Interviews Who Did We Talk With?

- Accounting
- Banking/Financial Services
- Management Consulting
- Retail
- Consumer Products
- Energy
- Engineering
- Pharmaceutical
- Entertainment/Communication
- Health Care
- Insurance
- Technology

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Industry Interviews What Did We Want to Learn About?

- Summer Programs**
 - Do they exist? Are they the main source of entry-level hires?
- Hiring Process**
 - What is your recruitment timeline? What is the nature, extent and duration of your interactions before formal interviewing? Do schools partner with you to facilitate?
- Interviewing**
 - When do you begin formal interviews? Are there guidelines that govern the timeline? What methods do you use to assess candidates?
- Offer Process**
 - How long do offers stay open? Are there guidelines that govern this?
- Measuring Success**
 - What metrics do you use to evaluate the process? Is your process working?

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What did we learn?



Greater

- Engagement periods
- Assessment tools
- Use of technology
- Resources
- Role of recruiting professionals
- Role of student organizations

Fewer

- Guidelines/Regulations
- Offer holding periods

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What Translates?

Suggestions for Innovation

- Enhanced role of recruiting professionals
- Larger recruiting team
- Greater involvement of lawyers in the process
- Multi-school job fairs
- Evaluation of the “offer hold” period
- Enhanced tracking of and information collection from first year students



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What Translates?

Suggestions for Innovation, cont'd

- First-year student interaction parameters
- Broader period of engagement with law students
- Pre-OCI interviewing and guidelines surrounding that engagement
- Alternative methods to 2L hiring, generally



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Innovation Workshop

Topics of Discussion

- New Interview Methods/Assessment Tools
- Technology
- Alternatives to OCI
- Engagement of Students

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Discussion Feedback – Technology



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Discussion Feedback – Alternatives to 2L OCI



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Discussion Feedback – Broader Student Engagement



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Discussion Feedback – Interview Methods/Assessment



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QUESTIONS?

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