



**Blue Skies Ahead:  
Weathering the Chaos of Law Firm  
Summer Programs**

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**New Normal/State of Recruitment**

- What is different?
  - Compressed Timeframe between Summer Program and “Fall” Recruiting
  - #MeToo era
  - Increased focus on wellness
  - Adapting to generational differences
- We’ll discuss how this “New Normal” has changed our Summer Programs and what effect has it had on traditional OCI

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**Recruiting Department Structure**

- Legal Talent vs. Recruiting Departments
- Other ways of Allocating/Sharing Resources
  - Share assistants with other departments (HR/Recruiting)
  - Hire temps
  - Hire undergrad summer interns
  - Utilize office resources

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### Changes to Summer Program

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- Basic Logistics
- Training/Evaluation/Feedback
- Events
- Health and Wellness
- Time Management

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### Basic Logistics

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- Dates
- Length
- Splits
- Judicial Clerkship Interviews
- Timing of Decision

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### Training/Evaluations/Feedback

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- Who plans/executes summer training?
- What is the system of evaluating summer associates?
- How are summer associates given feedback?
- How do we get feedback from the summer associates?
- How do we give them a “real” work experience?

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## Events

- Number of events
- Number of weekend events
- Less focus on events with alcohol
- Summer only events
- Lunch policy
- #MeToo impact

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## Health and Wellness

- ABA pledge
- Wellness events
  - Wellness week or weekly wellness events
- Office initiatives
  - Massage, fresh fruit day, yoga, therapist, jeans Friday
- Agile working/Personal time
  - Flex schedule

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## Effect on OCI

- Overlap between summer program and OCI
- Summer callback interviews
- Specific callback days/nights
- Fewer OCI schedules
- IP recruiting
- 1L hiring

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### Questions? Comments?

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- What other positive changes have you made to your summer program?
- What is your recruiting department doing to help themselves weather the chaos of the season?

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