

Knowledge is Power!

Using Data to Raise your Profile

Common Metrics

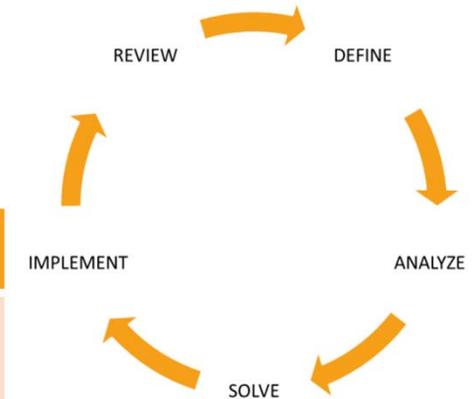
Speed-based	Do we process fast enough to effectively compete?
Quality-based	Did we gain the desired yield?
Cost-based	How cost-effective are our efforts?

Stage

Points of Analysis

Planning & Strategy	<ul style="list-style-type: none"> <input type="checkbox"/> Hiring Targets: total, school representation, geographic needs <input type="checkbox"/> Diversity: representation analysis (prior hires, law school demographics) <input type="checkbox"/> OCI: Year over year outcomes by source (OCI, job fair, write-in) <input type="checkbox"/> Callbacks: timing, # invitations, # completed interviews <input type="checkbox"/> Interviewer success: results by attorney
Decision Process	<ul style="list-style-type: none"> <input type="checkbox"/> Hiring Committee: previous year results, stats to date <input type="checkbox"/> Real-Time Stats: callbacks outstanding/completed, offers outstanding/completed, stats by school <input type="checkbox"/> Anecdotal info
Outcome Analysis	<ul style="list-style-type: none"> <input type="checkbox"/> Yield: overall, by school, by demographic, quality <input type="checkbox"/> Decline analysis: offer, callback interview <input type="checkbox"/> Offer response rates <input type="checkbox"/> Process timing analysis

Key Performance Indicators (KPIs)



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Data Resources	
NALP	<ul style="list-style-type: none"> <input type="checkbox"/> National Directory of Legal Employers (NDLE) <input type="checkbox"/> National Directory of Canadian Employers (CDLE) <input type="checkbox"/> National Directory of Law Schools (NDLS) <input type="checkbox"/> Employment Report & Salary Survey (ERSS) <input type="checkbox"/> Annual fall recruiting survey (schools & employers) <input type="checkbox"/> Canadian law student recruitment and career services surveys
The NALP Foundation	<ul style="list-style-type: none"> <input type="checkbox"/> After the JD reports <input type="checkbox"/> Associate attrition studies <input type="checkbox"/> International Directory of Lawyer Qualification (2017)
ABA	<ul style="list-style-type: none"> <input type="checkbox"/> Enrollment data <input type="checkbox"/> Employment statistics <input type="checkbox"/> Bar passage data
Additional	<ul style="list-style-type: none"> <input type="checkbox"/> Chambers Associate - Student Guide to Law Firms <input type="checkbox"/> Vault – Law Firm Rankings/Profiles

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