



NALP believes in fairness, facts and the power of a diverse community. We work every day to be the best career services, recruitment, and professional development organization in the world because we want the lawyers and law students we serve to have an ethical recruiting system, employment data they can trust, and expert advisers to guide and support them in every stage of their careers.

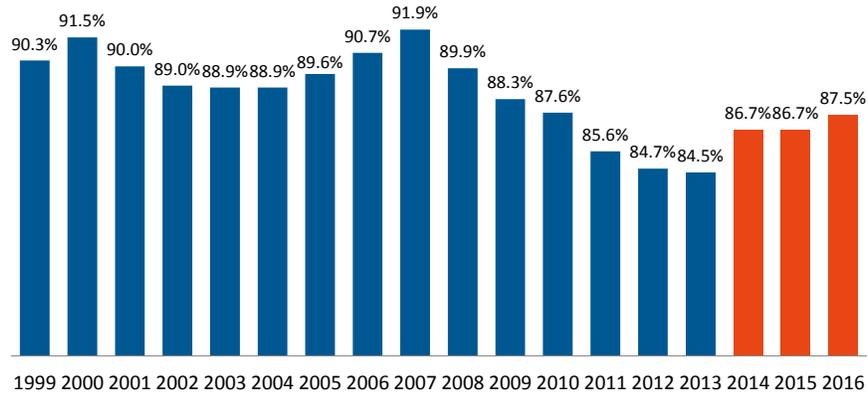


## Preview and Discussion of 2017 Recruiting Survey Results

**2018 NALP Legal Recruiting Summit**  
January 25, 2018

**Presenter:**  
James Leipold, Executive Director

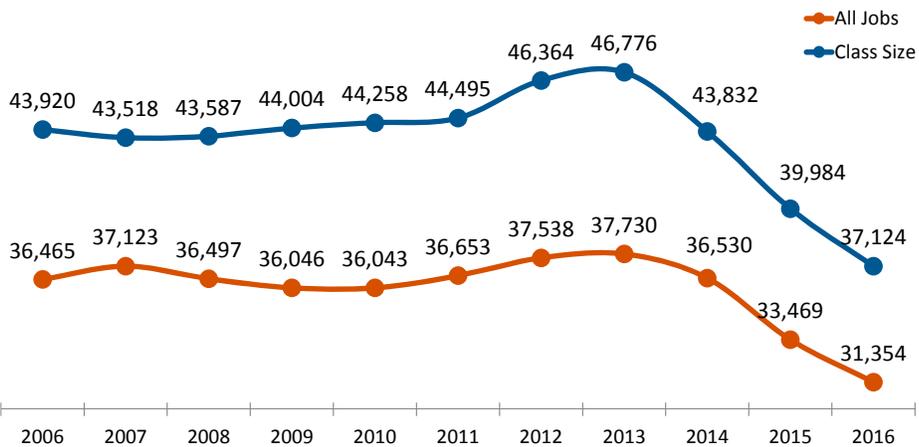
## Law Graduate Employment Rate Nine/Ten Months After Graduation: 1999 – 2016



NOTE: Beginning with the Class of 2014, employment status information was collected as of March 15, rather than February 15, as it had been in prior years.

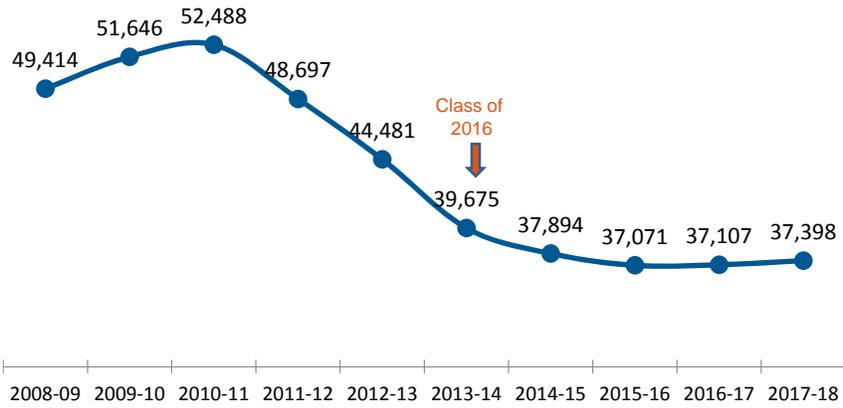
Source: NALP's Jobs & JDs, Classes of 1999 - 2016

## Total Number of Jobs Reported (Class Size vs. All Jobs)



Sources: All jobs figures come from NALP's Jobs & JDs, Classes of 2006 – 2016, Class size figures come from the ABA Section of Legal Education and Admissions to the Bar.

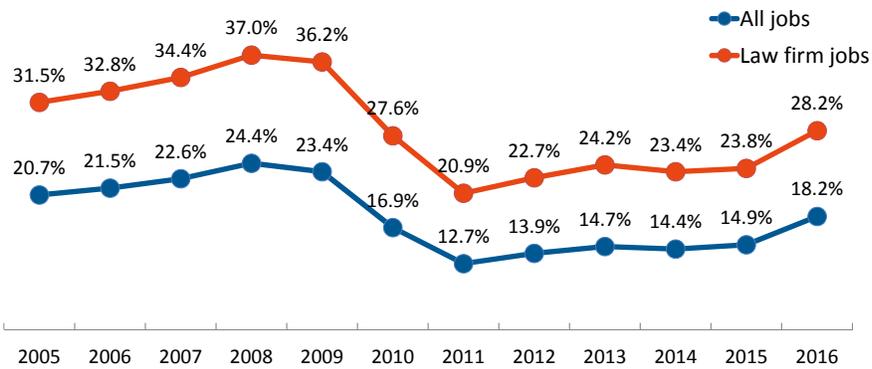
## 1L Enrollment at ABA Approved Law Schools



Source: ABA Section of Legal Education and Admissions to the Bar

## Jobs Obtained via OCI

Percentage of Jobs Obtained through Fall OCI, 2005 - 2016



Source: NALP's Jobs & JDs reports for the Classes of 2005 - 2016.

## Law Graduate Employer Type: 2007-2016

Employer Type	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Private Practice	55.5%	<b>56.2%</b>	55.9%	50.9%	<b>49.5%</b>	50.7%	51.1%	50.9%	51.3%	<b>52.9%</b>
Business	14.1%	<b>13.4%</b>	13.5%	15.1%	18.1%	17.9%	<b>18.4%</b>	18.0%	17.2%	<b>15.6%</b>
Gov't, Incl. Military	11.7%	11.8%	11.4%	12.8%	11.9%	12.1%	11.5%	12.2%	12.3%	<b>12.1%</b>
Judicial Clerkships	9.8%	9.6%	8.7%	9.3%	9.3%	8.9%	9.0%	9.2%	10.0%	<b>10.5%</b>
Public Interest	5.8%	<b>5.4%</b>	5.7%	6.7%	<b>7.5%</b>	7.2%	7.1%	7.3%	7.1%	<b>6.9%</b>
Education	<b>1.8%</b>	2.3%	3.5%	<b>3.7%</b>	3.0%	2.7%	2.6%	2.1%	1.9%	<b>1.9%</b>



Source: NALP's Jobs & JDs, Classes of 2007 - 2016

## Private Practice Employment by Law Firm Size: 2009 - 2016

	2009	2010	2011	2012	2013	2014	2015	2016
Solo*	5.3%	5.7%	6.0%	5.1%	4.8%	4.4%	3.4%	<b>2.8%</b>
1 - 10**	<b>33.5%</b>	39.1%	42.9%	<b>43.0%</b>	42.0%	41.3%	39.5%	<b>37.7%</b>
11 - 25	7.6%	8.9%	10.5%	9.9%	10.0%	10.1%	10.2%	<b>10.4%</b>
26 - 50	4.7%	5.3%	6.1%	5.7%	5.6%	5.6%	5.6%	<b>5.7%</b>
51 - 100	4.5%	4.2%	5.0%	4.5%	4.5%	4.3%	4.7%	<b>4.8%</b>
101 - 250	7.0%	5.6%	5.7%	5.5%	5.4%	5.9%	5.6%	<b>5.7%</b>
251 - 500	7.3%	6.0%	5.0%	5.3%	5.5%	5.9%	6.2%	<b>6.1%</b>
501+	<b>25.6%</b>	20.5%	<b>16.2%</b>	19.1%	20.7%	21.3%	23.3%	<b>25.5%</b>
Unknown	4.6%	4.9%	2.6%	1.9%	1.5%	1.4%	1.5%	<b>1.3%</b>

\*Graduates who started their own practice

\*\* Includes graduates whose employer is a solo practitioner



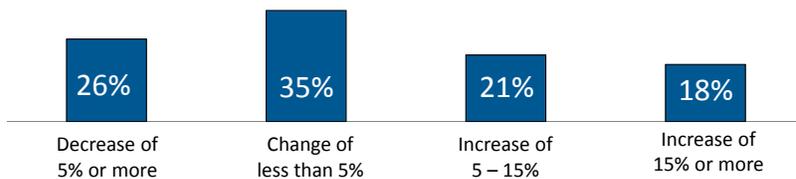
Source: NALP's Jobs & JDs, Classes of 2009 - 2016



## NALP Recruiting Survey Results – Law Schools

### National Fall On-Campus Recruiting Levels

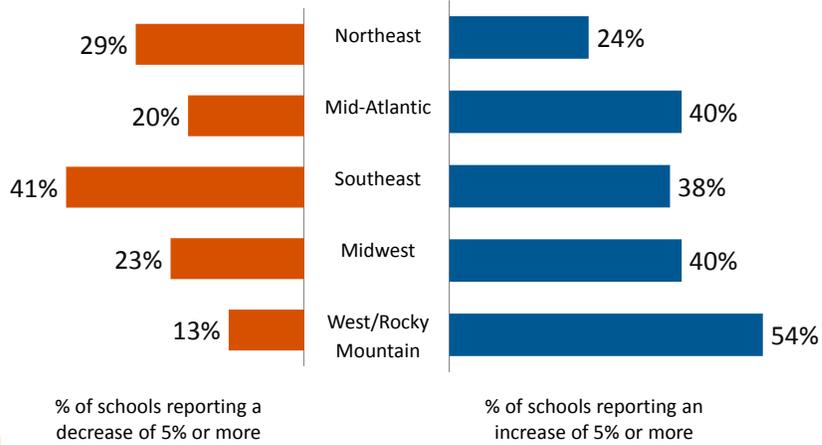
Percent of Change in the Number of Employers on Campus in the **Fall**  
(as reported by law schools)



Source: NALP's Perspectives on Law Student Recruiting, 2017. Based on 127 school responses.

## Fall On-Campus Recruiting Levels by Region

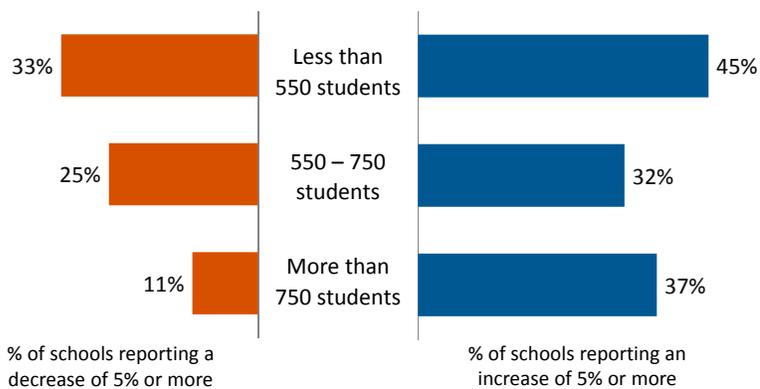
Change in Number of Employers on Campus in the Fall Compared to Previous Year by Enrollment as Reported by Schools



Source: NALP's Perspectives on Law Student Recruiting, 2017.

## Fall On-Campus Recruiting Levels by Enrollment Size

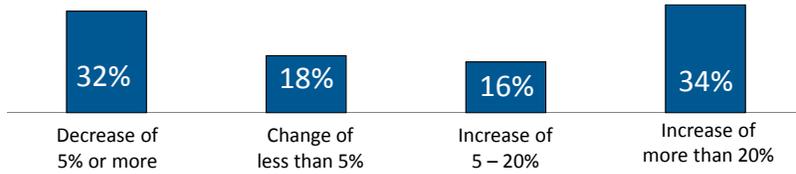
Change in Number of Employers on Campus in the Fall Compared to Previous Year by Enrollment as Reported by Schools



Source: NALP's Perspectives on Law Student Recruiting, 2017.

## Spring On-Campus Recruiting Levels

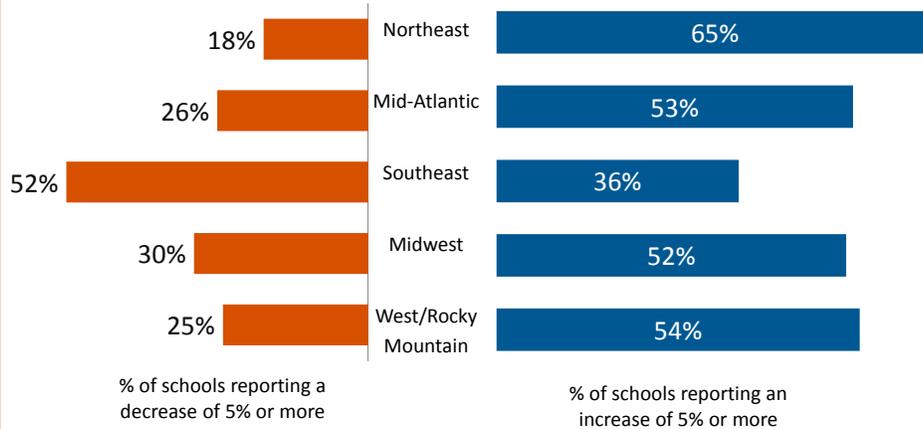
Percent of Change in the Number of Employers on Campus in the **Spring**  
(as reported by law schools)



Source: NALP's Perspectives on Law Student Recruiting, 2017. Based on 118 school responses.

## Spring On-Campus Recruiting Levels by Region

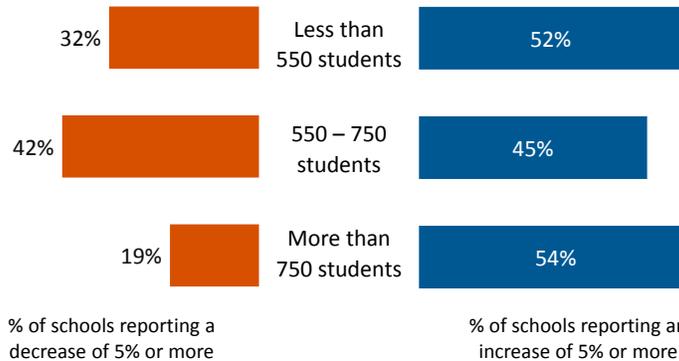
Change in Number of Employers on Campus in the Spring Compared to Previous Year  
by Enrollment as Reported by Schools



Source: NALP's Perspectives on Law Student Recruiting, 2017.

## Spring On-Campus Recruiting Levels by Enrollment Size

Change in Number of Employers on Campus in the Spring Compared to Previous Year by Enrollment as Reported by Schools



Source: NALP's Perspectives on Law Student Recruiting, 2017.

## Range in Change in Employers on Campus, Spring 2016 to Spring 2017

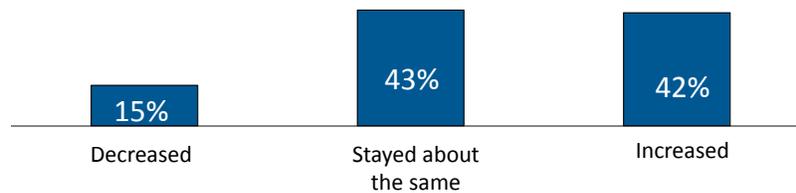
Increase of 100% or more	10 schools
Increase of 50-75%	10 schools
Increase of 25-49%	18 schools
Increase of 0-24%	19 schools
Decrease of less than 10%	12 schools
Decrease of 10-35%	17 schools
Decrease of more than 35%	11 schools



Source: NALP's Perspectives on Law Student Recruiting 2017

## Job Postings From Employers Outside of OCI

Percent of Change in the Number of Job Postings from Employers outside of OCI in 2017 compared with 2016 (as reported by law schools)



Source: NALP's Perspectives on Law Student Recruiting, 2017. Based on 120 school responses.

## Pre-OCI offers as reported by law schools

- 93 of 128 schools reported pre-OCI activity in 2017 (up from 84 last year).
- 60% reported an increase in the number of employers engaging in early outreach activities compared with 2016.
- 42 schools reported that one or more of their students received at least one pre-OCI offer for 2L summer employment (down from 50 last year).
- Of those schools that track this information, the number of pre-OCI offers on a particular campus ranged from a low of 1 to a high of 40.
- For about half of the schools tracking this information, the number of pre-OCI offers was 10 or fewer.
- However, 28 schools reported no pre-OCI offers and 19 schools either were not tracking the data or did not know.



Source: NALP's Perspectives on Law Student Recruiting, 2017.

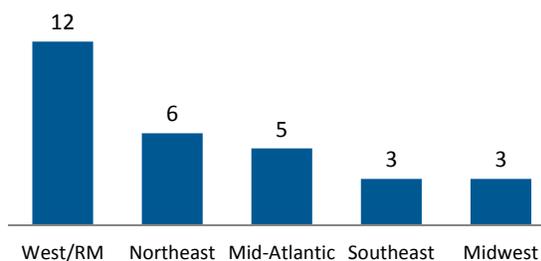
## Post-OCI recruiting as reported by schools

- 60% of schools reported that one or more employer who participated in their OCI program returned to solicit additional 2L candidates for their 2018 summer program after the completion of OCI.
- Of the 71 schools that reported that employers returned post-OCI, the average number of employers who came back was 6 and the median number was 2.



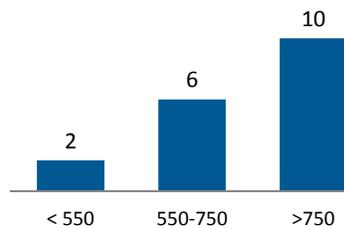
Source: NALP's Perspectives on Law Student Recruiting, 2017.

## Average Number of Employers Returning to Campus Post-OCI, by Region



Source: NALP's Perspectives on Law Student Recruiting, 2017.

## Average Number of Employers Returning to Campus Post-OCI, by School Size



Source: NALP's Perspectives on Law Student Recruiting, 2017.



## NALP Fall Recruiting Survey Results – Law Firms



## Use of Social Media for Student Outreach

- Did you use social media to reach out to students?

Yes 48%

No 52%

- If yes, what kind(s) of social media did you use?

LinkedIn 49%

Twitter 44%

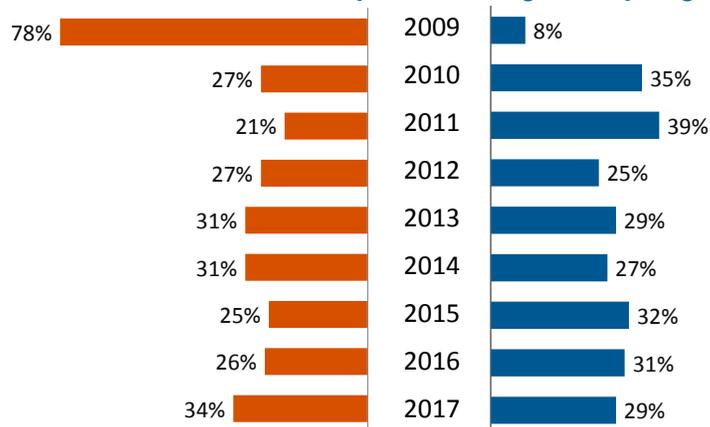
Facebook 43%

Instagram 6%

Other 3%



## National Fall On-Campus Recruiting Levels 2009-2017 As Reported by Employers



Number of schools visited:  
Percent of offices reporting a **decrease**  
in campus visits from previous year

Number of schools visited:  
Percent of offices reporting an **increase**  
in campus visits from previous year

Source: NALP's Perspectives on Law Student Recruiting, 2009 - 2017.

## Fall On-Campus Law Firm Recruiting Levels Reported by Region

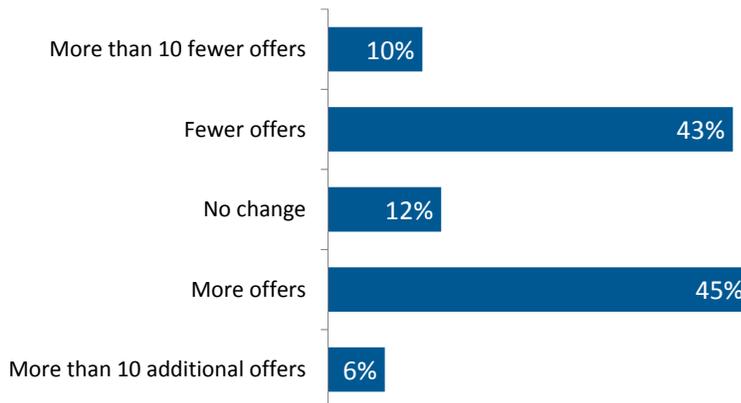
Change in Number of Schools Visited by Firms in 2017 Compared to 2016

Region	Decrease	No Change	Increase
Northeast	34%	38%	28%
Mid-Atlantic	37%	34%	29%
Southeast	33%	38%	29%
Midwest	31%	44%	25%
West/Rocky Mountain	37%	34%	29%
<b>Nationwide</b>	<b>34%</b>	<b>37%</b>	<b>29%</b>



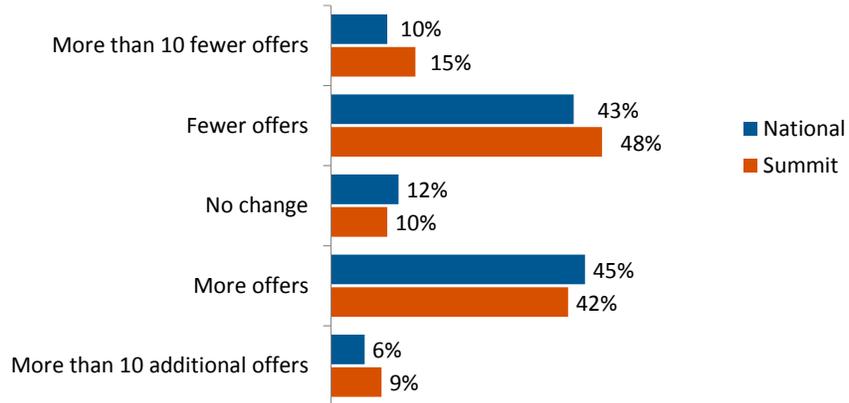
Source: NALP's Perspectives on Law Student Recruiting, 2017.

## Change in Number of Offers for Summer Associate Positions (Fall 2017 offers for Summer 2018 spots, compared to previous year)



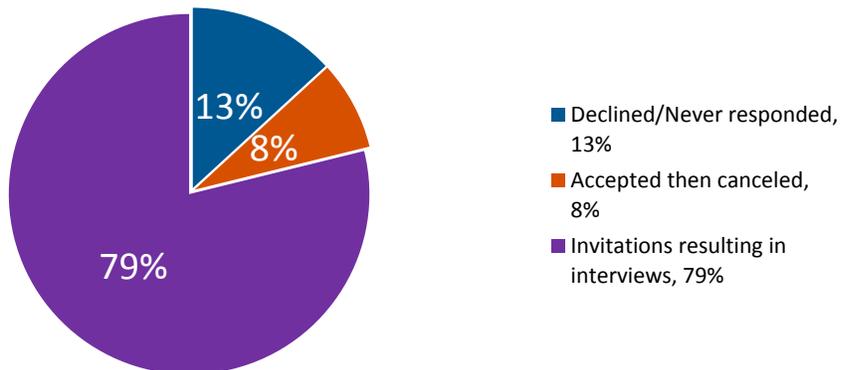
Source: NALP's Perspectives on Law Student Recruiting, 2017.

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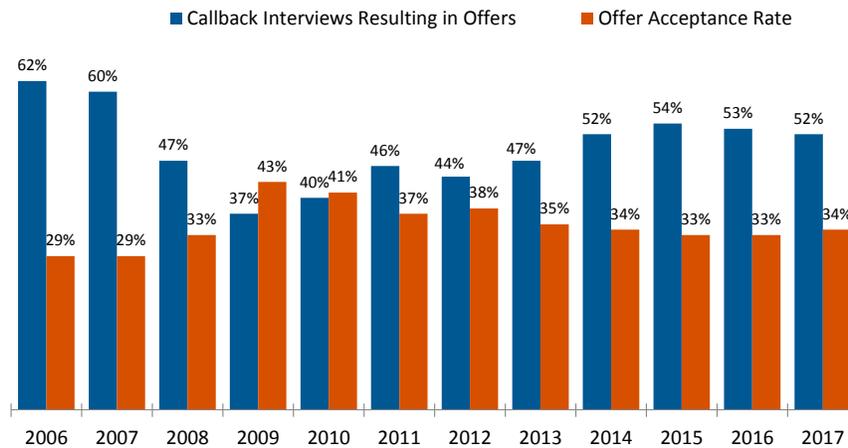
Source: NALP's Perspectives on Law Student Recruiting, 2017.

## Outcomes of Callback Invitations



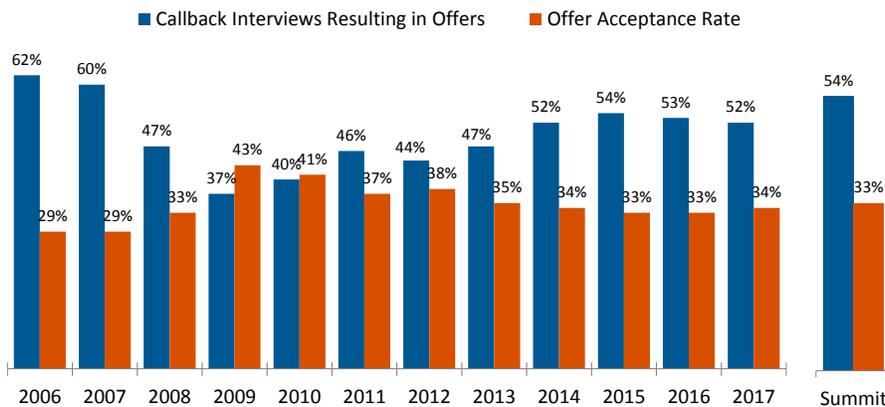
Source: 2017 Survey of Legal Employers on Recruiting.

## Offer and Yield Rates for Summer Programs for Rising 2Ls (Classes of 2008 - 2019)



Source: NALP's Perspectives on Law Student Recruiting, 2006-17.

## Offer and Yield Rates for Summer Programs for Rising 2Ls (Classes of 2008 - 2019)



Source: NALP's Perspectives on Law Student Recruiting, 2006-17.

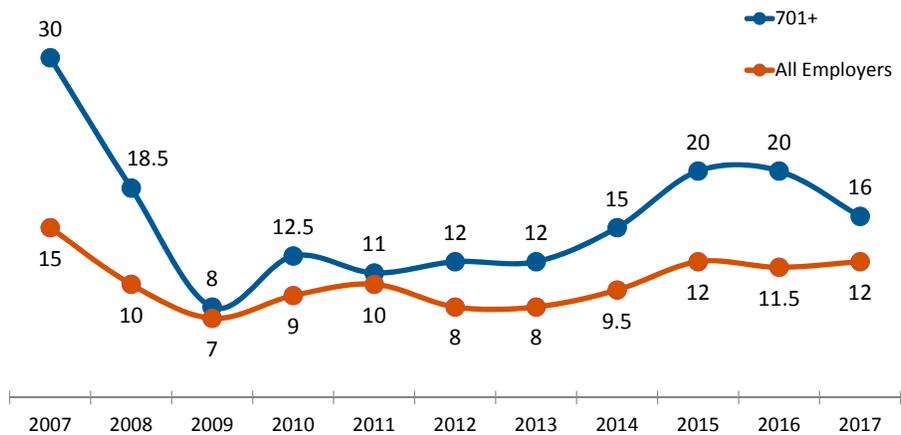
## Offers Extended to Rising 2Ls for Summer Programs

Median Number of Offers Extended											
Firm Size	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
701+	30	18.5	8	12.5	11	12	12	15	20	20	16
501 – 700	16	11	19	19	13	13	18	23	17	31.5	28
251 – 500	19	8	9	10	14.5	8.5	11	11	16.5	7	11
101 – 250	17	12	6	9	8	7	7	7	6	8	9
100 or <	4	4	4	3	4.5	5	3	3	3	4	4
All Employers	15	10	7	9	10	8	8	9.5	12	11.5	12



Source: NALP's Perspectives on Law Student Recruiting, 2007 - 2017.

## Median Number of Offers Extended to Rising 2Ls for Summer Programs



Source: NALP's Perspectives on Law Student Recruiting, 2007 - 2017.

## Range in Number of Offers Extended for Summer Programs, by Firm Size

	<u>2016</u>	<u>2017</u>
100 or fewer	1 – 16	1 – 33
101 – 250	1 – 57	1 – 51
251 – 500	1 – 243	1 – 243
501 – 700	1 – 261	1 – 270
701 +	1 – 565	1 – 486



Source: NALP's Perspectives on Law Student Recruiting 2016 - 2017.

## Return Visits Following Offers for Summer 2018 Programs

- Almost half of all offices (48%) making at least one offer for the summer 2018 program reported that no candidates with an offer returned for a “sell” visit or return visit.
- Just 19% of offers were followed by a sell visit.
- For 76% of the firms, less than 20% of candidates with an offer came back for a sell visit.

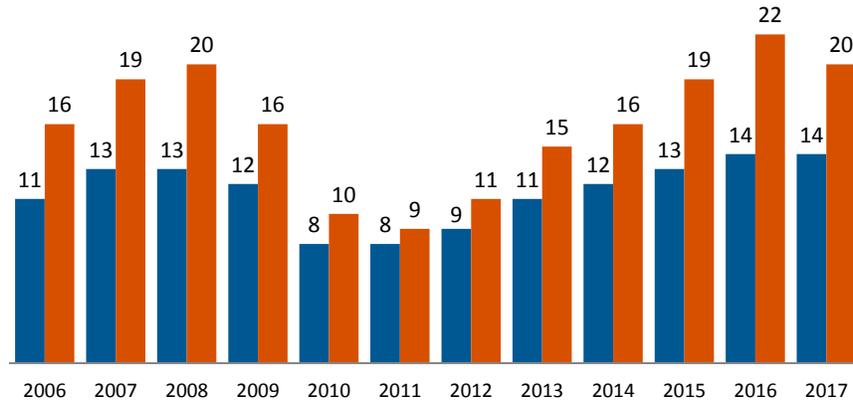


Source: NALP's Perspectives on Law Student Recruiting 2017.

## Law Firm Summer Program Class Size

Average Summer Class Size

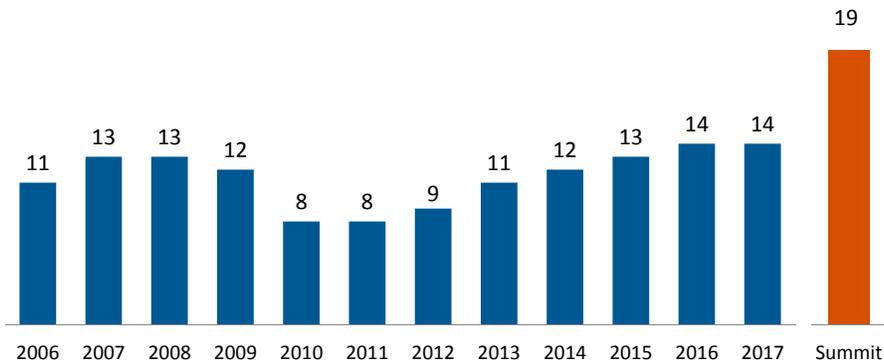
- All Law Firms
- Law Firms 701+ Lawyers



Source: NALP's Perspectives on Fall Law Student Recruiting, 2005 - 2017.

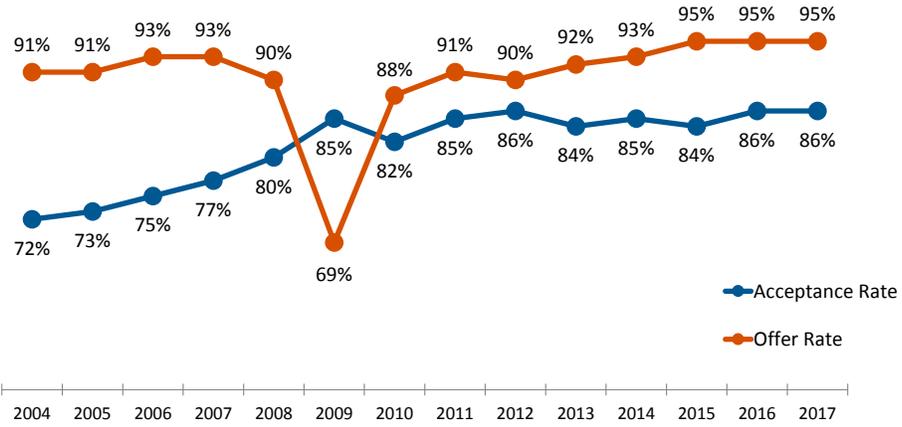
## Law Firm Summer Program Class Size

Average Class Size



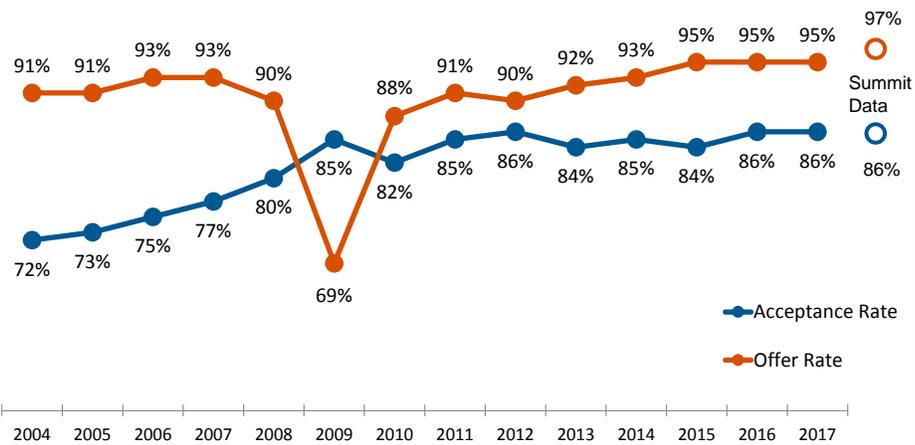
Source: NALP's Perspectives on Law Student Recruiting, 2006 - 2017.

## Outcomes of Summer Programs



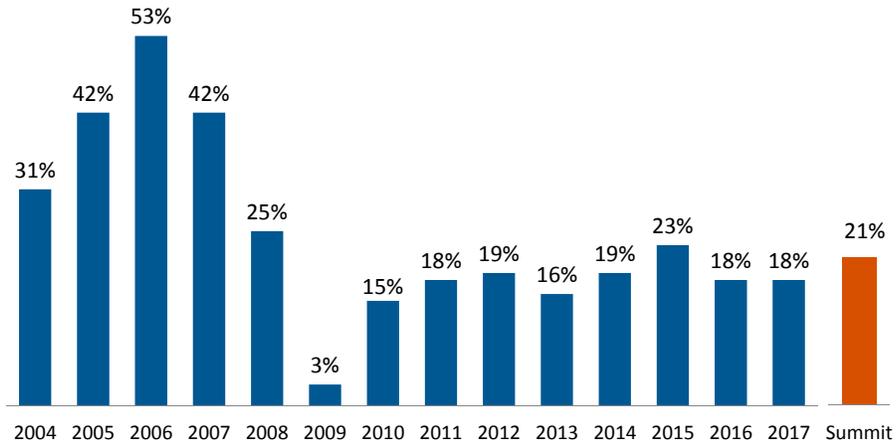
Source: NALP's Perspectives on Law Student Recruiting, 2004 - 2017.

## Outcomes of Summer Programs



Source: NALP's Perspectives on Law Student Recruiting, 2004 - 2017.

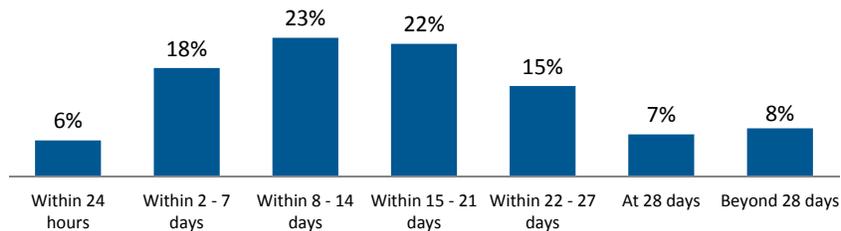
## Fall Recruiting of 3Ls As Reported by Law Firms



Source: NALP's Perspectives on Law Student Recruiting, 2004 - 2017.

## Timing of Responses to Offers for Summer Employment

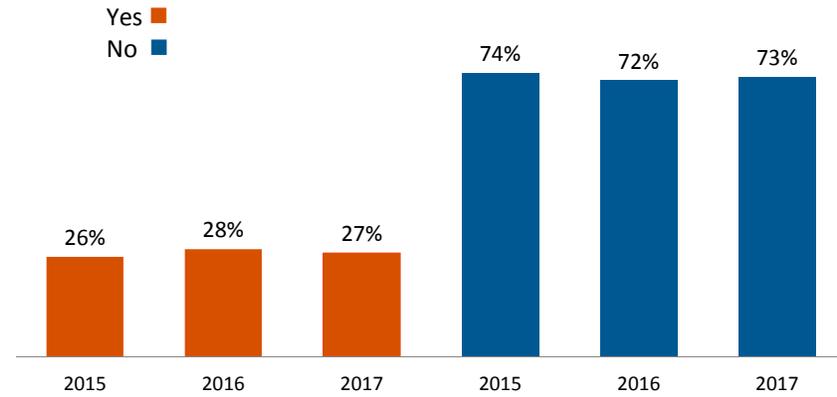
For offers made to 2Ls for summer 2018 positions, how quickly did candidates respond?



Note: Figures based on 11,949 offers for which the timing of the responses was reported, representing about 87% of all offers made by these firms' offices. For an additional 1% of offers, there was no response.

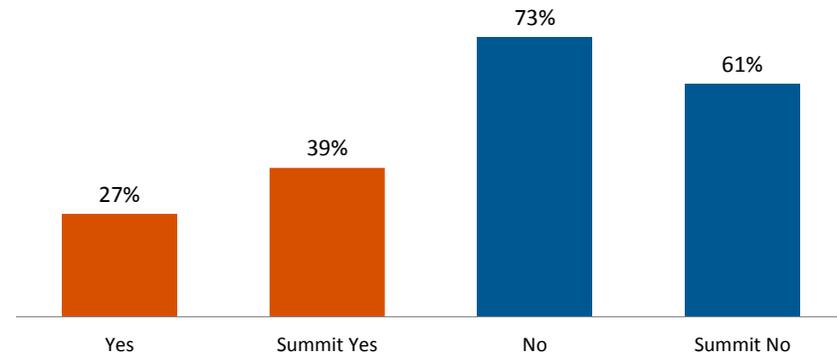


## Did Your Firm Make Any Offers Before OCI Started?



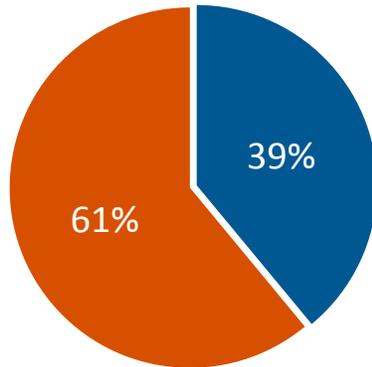
Source: 2015-2017 Survey of Legal Employers on Recruiting.  
2017 data based on 357 total responses (95 offices reported making early offers).

## Did Your Firm Make Any Offers Before OCI Started?



Source: 2017 Survey of Legal Employers on Recruiting.  
Based on 357 total responses (95 offices reported making early offers).

## Offers Made Before OCI



■ Accepted, 39%

■ Declined, 61%

These accept and decline rates are **exactly the same as last year**; the accept rate compares with an overall acceptance rate of 34% and a summit attendee acceptance rate of 33%

Median Number of Offers: 3 (up from 2)  
Average Number of Offers: 8 (up from 6)

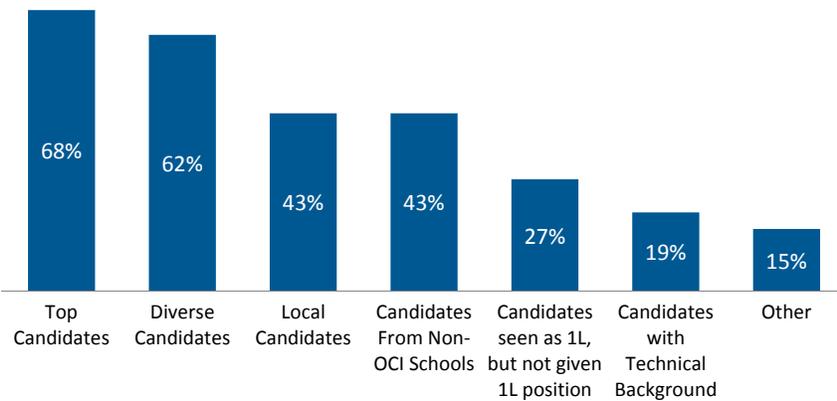
92 offices collectively reported 744 pre-OCI offers (up from 601 in 2016, and 370 in 2015)



Source: 2017 Survey of Legal Employers on Recruiting. Based on 357 total responses (95 offices reported making early offers, and 92 reported the number of offers made).

## Offers Made Before OCI

To whom were these offers made?



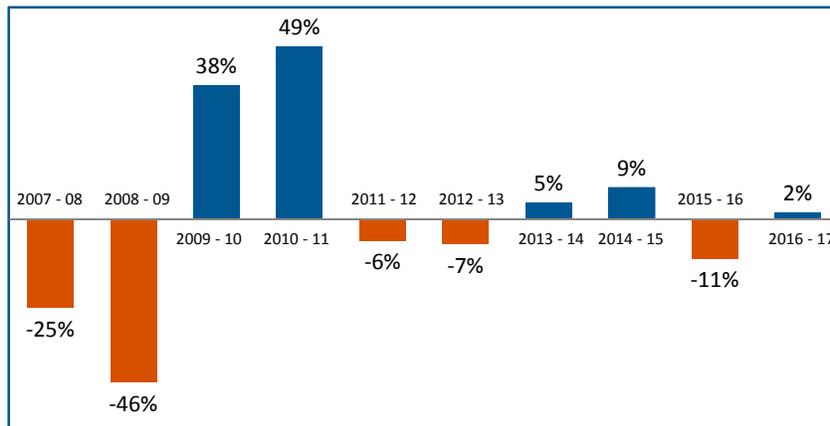
Source: 2017 Survey of Legal Employers on Recruiting. Based on 95 responses.

## Post-OCI recruiting as reported by firms

- 16% of firms reported that they reached out to schools to solicit more 2L candidates after the completion of the school's OCI program, down from 24% last year.
- Of the firms that reported that they returned to schools post-OCI, the median number of schools contacted was 3.
- 70% of firms that reported they returned to schools post-OCI contacted 3 or fewer schools, although one firm reported contacting 24 schools post-OCI.



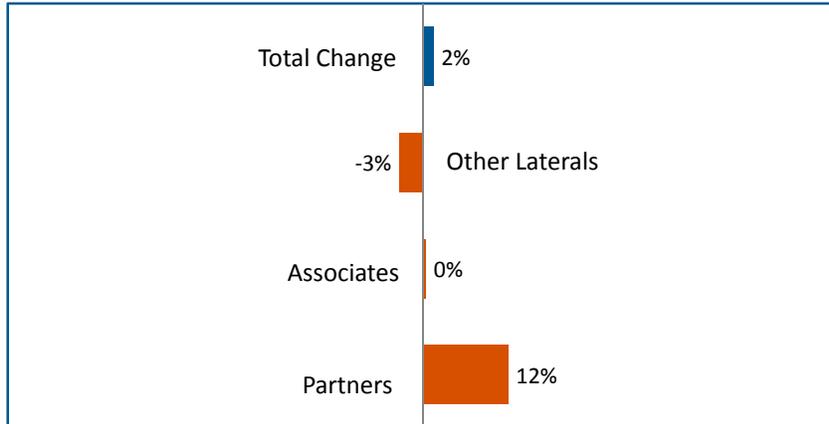
## Lateral Hiring Volume (Change From Previous Year)



Source: 2008-2017 Survey of Legal Employers on Recruiting.

## Lateral Hiring Volume (Change from 2016 to 2017)

Change in the number of lateral lawyers hired by lawyer type



Source: 2017 Survey of Legal Employers on Recruiting.

