



# OUR VIRTUAL REALITY: Public Interest Hiring Post-COVID-19

# INTRODUCTIONS

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What did Equal Justice Works see at their Career Fair?



# CCF By the Numbers

	2018	2019	2020
Number of Employers	212	218	177
Number of Unique Jobs & Internships Posted	364	377	264
Jobs v. Internships Proportion	36% FT/64% Intern	37% FT/63% Intern	28% FT / 72% Intern
Number of Students (Registered)	2308	2478	2716
Number of Students (Attended)	1390	1493	~2500 logged in
Number of Law Schools Represented	138	147	168
Number of Applications (Total)	12,784	12,645	10,414
Number of Applications (Average per position)	35	34	39
Number of Interviews	3,352	3,578	3,671

# CCF20: Employer Feedback

- Prescheduled Interviews
  - Appreciated the opportunity to interview students that were more geographically diverse
  - Students felt more comfortable/more relaxed than they sometimes do in the crowded ballroom
- Table Talk/Employer Information Sessions
  - Low turnout as compared to in-person event (missing the foot traffic)
  - Would likely need to structure/advertise it differently

## Likelihood of Hiring from CCF

■ Very Likely   ■ Somewhat Likely   ■ Not At All Likely   ■ Unsure   ■ N/A



# CCF20: Student Feedback

- Prescheduled Interviews
  - Some felt that the virtual nature changed the importance of these interviews (more like screenings than they would've felt in-person)
- Table Talk/Employer Information Sessions
  - Didn't feel comfortable with the format/structure (employers were available in limited blocks, not always present during their scheduled times, difficult to have these more casually-interested conversations)
- Other feedback
  - Students seemed more likely to pop into their interview and then leave (missing the networking/community atmosphere and programming)
    - 21% of students attended conference sessions as compared to 35% in 2019

# What does the future of the Conference & Career Fair look like?

- Conference & Career Fair 2021 will be fully virtual
- Beyond 2021 - will have virtual component (at the very least) going forward
- Virtual is more accessible
  - Less cost prohibitive on both employers/students/LSPs
  - Helpful to individuals with hearing difficulties, social anxieties
- At the same time, we recognize that there is the element of community that's hard to recreate when we're not in person

What was the Law Department's Experience?



# NYC Law Department Summer Hiring

## Summer 2019

Total Interns – 57

- 1Ls – 26
- 2Ls – 31

## Timing of Offers

9/1 – 12/31/18 : 23

1/1 – 2/28/19: 29

3/1 – 3/31/19: 5

## Summer 2021

Total Interns – 28

- 1Ls – 7
- 2Ls – 21

## Timing of Offers

9/1 – 12/31/20 : 10

1/1 – 2/28/21: 10

3/1 – 3/31/21: 8

# NYC Law Department Entry Hiring

## Entry 2019

Total Hires - 66

- Former Summer Interns – 29
- 3L Candidates – 37

## Timing of Offers

Prior to 12/31/18: 57

1/1 – 3/31/19: 8

4/1 – 8/1/19: 1

## Entry 2021

Total Hires – 20 (so far)

- Former Summer Interns– 16
- 3L Candidates – 4

## Timing of Offers

Prior to 12/31/20 : 17

1/1 – 3/31/21: 3

4/1 – 8/1/21: TBD

# EFFECTS OF HIRING TIMELINE CHANGES

## Timing

- Fall Events – Candidates not ready
- Spring – Too many candidates all at once

Easier to find interviewers earlier in season, burn out later in the season

## Why were students waiting?

- Anxiety/Lack of Early Focus
- Waiting for Grades
- Waiting for Firms

# VIRTUAL TABLE TALKS AND INTERVIEWS

## Preparedness and Professionalism

- Students seemed less prepared
- Application materials were not as strong
- Lack of knowledge of us and themselves
- Professionalism issues in interview scheduling and withdrawals
- The students who were professional and knowledgeable stood out

## Table talk and virtual OCI went smoothly and our attorneys preferred

- The events were quieter, easier to pace and attend
- Automatic list of who attorneys met
- But I miss meeting students in person

# What is Different from a Law School Perspective?

- Hiring Timeline
- Student Engagement
- Lessons learned from shift to virtual Interviews & table talk

# HIRING TIMELINE: “Normal” Year

1Ls: Begin applying Dec. 1 at many law schools.

2Ls:

- BigLaw: OCI in July/Aug.
- PIPS: Apply in August and wrap up search by January.

Post-grad: Bridge Fellowships from Aug-Dec., hired in January

# 2020-21 Hiring Timeline: What Changed?

- Bar exams in October pushed Bridge fellowships later, so hiring at some public sector offices moves beyond March 2021.
- BigLaw OCI timing shifted.

# BigLaw Hiring: Moved from July/Aug to Jan. 2021

## Impact?

- Many 2Ls waited to apply for PIPS positions (Jan/Feb 2021)
- Some PIPS Employers waited
- This pushed 2L hiring AND 1L hiring timelines later.

# PIPS Employer Considerations

- Some Regional PIPS Interview fairs were moved back.
- Decision around Remote vs. In-Office summer
  - Caused some student applications to come later, after hearing about this decision.

# Student Engagement: What Did We Notice?

- Overall, students remained engaged throughout the fall.
- Pandemic fatigue: Zoom fatigue/anxiety led to less engagement with career office for some.
- Less resilience in the application process.
- Remote vs. in-office considerations

# Lessons Learned from Shift to Virtual Interviews/Table Talk

- Review application documents before they're submitted.
- Students, Employers & CSOs generally like virtual PIPS Day.
- Employer feedback about Table Talk
  - Timing of slots (15 mins vs. 10 mins.)
  - Pick your platform wisely! (and offer practice session for employers)

# Thank you!

Feel Free to Contact Us!

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