

MEMORANDUM

TO: NALP

CC: Marlon Lutfiyya, NALP Board Liaison to the Recruiting Section

FROM: Jessica Hoffer (Chapman and Cutler LLP) and Kara Barnachea (Venable LLP),
2022-23 NALP Recruiting Section Chairs

DATE: February 2, 2023

RE: NALP Recruiting Section Board Report – February 2023

Enclosed please find a report of the NALP Recruiting Section's activities for November 2022 – January 2023. The Recruiting Section has 519 total members as of February 1, 2023, which is an increase of 30 new members this past quarter.

As we move through the first quarter, our members are currently busy with 1L recruiting, planning for upcoming summer programming, and continued lateral recruiting efforts.

Our next section meeting will be on Thursday, March 16, 2023, at 11:00 a.m. PT / 1:00 p.m. CT / 2:00 p.m. ET.

2022-23 Work Groups Updates:

Below please find the updates for each of the Recruiting Section Work Groups.

I. Annual Education Conference / Bulletin Article and Webinar Planning

Vice Chair: Sonja Kent (Simpson Thacher & Bartlett)

The group continues their efforts to connect co-authors for Bulletin+ articles as well as webinar ideas and submissions. Now that the RFP process for the 2024 Annual Education Conference has opened, the group will work to solicit interest for new proposals and participants as well.

II. Environmental Scanning

Vice Chairs: Ramon Sein (William & Mary)

The work group has conducted two surveys via NALP Connect so far this year, and one in January 2023. This last survey conducted research on the economy and impact on the legal industry, including: (1) Economic outlook and hiring impacts in the current market, (2) 1L Summer Associate hiring, and (3) Changes in employer-sponsored professional development resources. We are including the work group's executive summary on the research conducted.

III. Lateral Hiring

Vice Chair: Samantha Gerstein (Venable LLP)

The work group hosted a networking group in January with a focus on 1L hiring, preparation for OCI, and partner recruiting with a focus on hiring strategies in the changing market.

IV. OCI Forms

Vice Chair: Alex Gharghoury (Brown Rudnick)

There are no additional updates. Current forms are on the NALP website: <https://www.nalp.org/forms>.

V. Recruitment Tools Evaluation

Vice Chair: Olivia Schmit (Sidley Austin LLP)

The vice chair continues to work with the DE&I work group to compile information from different assessment companies with an eye toward the functionality for Recruiting, Professional Development, and Talent Development teams. All vendors have been consulted with and work group members have demoed the software for their assigned tools. The work group will regroup to do a larger comparison/demo across all companies. From there they will draft targeted questions that will be compiled into an education guide by April. When finalized, the group will work with

the Knowledge Management Group to determine how to best distribute the information.

VI. Recruiting Director Forum

There is no update from this section as we have not been able to source a Vice Chair to lead this group.

VII. Small/Mid-Size Firms

Vice Chair: Alex Gharghoury (Brown Rudnick)

The group will host a networking reception on February 28, 2023. Following 1L recruiting, the group will focus on a potential panel presentation in March.

VIII. Federal Law Clerk Hiring

We do not have a Vice Chair to lead this group. Application for the 2024 JD class opened on January 9, 2023. Applications will be released to participating judges on June 12, 2023, and interviews can begin on June 13, 2023.

IX. Member Relations

Vice Chairs: Maria Krupinsky (Venable LLP) and Renee Nielsen (University of North Dakota)

The group continues to receive updates of new section members and send welcome emails each month. The email includes the dates and logistics of section calls and encouragement to new members to join a work group.

The group is hosting a networking reception on February 7, 2023. The vice chairs plan to have an open discussion about members plans for 1L recruiting, upcoming NALP conferences, and additional resources for members who are not able to attend the in-person conferences in February and April.

X. Communications, Social Media & Marketing

Vice Chair: Molly Isken (Paul Hastings)

The group is rolling out LinkedIn postings on schedule. Their content focus is primarily advertising upcoming section networking events, panels, and upcoming conferences.

XI. Knowledge Management

Vice Chair: Samantha Stern (Richards, Layton & Finger, P.A.)

The group has reviewed NALP archives, NALP Connect, and bulletin articles to locate resources for the section that could be updated to relate to hybrid/remote work. The vice chair has completed the audit and submitted the report to NALP and the Knowledge Management chairs. Next steps include working with the new Executive Director to determine a course of action.

Executive Summary

NALP Recruiting Section January 2023 NALP Environmental Scanning Quick Survey

Overview

In January 2023, the NALP Recruiting Section conducted environmental scanning on three topics:

1. Economic Outlook and Hiring Impacts
2. 1L Summer Associate Hiring, and
3. Employer-Sponsored Resources for Recruiting and Law School Career Services Teams

We distributed the survey through NALP Connect to members of the Recruiting, Employer Members, and Law School Members Sections. We collected responses over the course of seven days (January 18-24) from:

- 35 members
 - 32 Employer members (31 Firms and 1 City Law Department)
 - 3 School members
- I have attached an Excel file of the individual survey responses.

General Takeaways

These 35 responses are a fraction of NALP's membership and cannot be interpreted as representative of the membership. Nevertheless, these divergent responses illustrate a split in how employers are handling economic uncertainty. Approximately half of the firms who responded are maintaining the status quo for 2023 hiring of attorneys, staff and law students (1L and 2L). The other half reported a slowdown in attorney hiring with lateral associate hiring impacted the most. Most of the members who participated in the survey are receiving the same level of employer-sponsored resources for their professional development.

The Survey Responses & Takeaways by Question

Question 1: Economic Outlook and Hiring Impacts: As we begin the new year, how is the unpredictable economy (recession?) affecting your firm's plans for hiring law students, entry-level and lateral attorneys, and professional staff?

- 1 - Smaller 2023 summer associate class size
- 3 - Slowdown in lateral partner hiring
- 14 - Slowdown in lateral associate hiring
- 8 - Slowdown in staff hiring
- 16 - None
- 1 - Other (please specify) - No change in numbers of lateral positions but there is greater selectivity in which candidates are interviewed

Question 1 Takeaways:

- Half of the employers responded that the unpredictable economy has not affected their firm's hiring plans for students, attorneys, or staff.

- The other half reported a hiring slowdown for attorneys of all levels and staff. The largest share of positions negatively affected most were lateral associate positions (43%).
- Only one firm reported a smaller 2023 summer associate class size, but the small survey response pool and this one case is not necessarily indicative of the legal market.

Question 2: 1L Summer Associate Hiring: How does the number of your firm's 1L Summer Associate offers compare to last summer's number?

- 15 offices - Same number of offers
- 5 offices (3 of the same firm) reported this - Lower number of offers
- 4 offices (3 of the same firm) reported this - Higher number of offers
- Other comments re: 1L Summer Associate Hiring (text box)
 - Still in process
 - 3 - Do not engage in traditional 1L hiring
 - Unsure. I work with lateral partners

Question 2 Takeaways:

- Approximately half of the firms (47%) are giving the same number of 1L offers.
- Interestingly, almost equal numbers of firms reported a lower number of 1L offers as reported giving a higher number of 1L offers; 15% lower and 12% higher.
- Approximately 9% of the firms who responded do not hire 1L summer associates.

Question 3: Resources for Recruiting and Law School Career Services Team Members: Are you receiving the same level of employer-sponsored resources for your own professional development (i.e., conference registrations, trainings, other professional development activities) as you have previously?

- 25 - Same
- 3 - Lower level of resources
- 1 - Higher level of resources
- 1 firm - Other comments re: my professional development resources - unknown, 2023 budgets not approved yet

Question 3 Takeaways:

- Most of the members (71%) receive the same level of employer-sponsored resources (budget) for their own professional development.
- Fewer than 10% of members reported receiving a lower level of resources and one member (2%) reported receiving a higher level of resources.