

National Association for Law Placement

# **PERSPECTIVES ON** **2020-21** **LAW STUDENT RECRUITING**



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*NALP values and intentionally strives for a diverse leadership.*

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# Executive Summary & Analysis

BY JAMES LEIPOLD, EXECUTIVE DIRECTOR

## Entry-level Law Firm Recruiting Survives Pandemic Interruptions, Delays, but Offer Rates, Number of Offers, and Average Summer Program Class Sizes All Fall, with Some Numbers Approaching Post-Great Recession Era Figures

The COVID-19 pandemic dramatically altered the course of the 2020 law firm recruiting season, but law firms, law schools, and law students persevered, and a competitive recruiting season for summer 2021 was concluded during the winter of 2021 instead of the summer and fall of 2020, with virtually all of it being conducted remotely with online tools, rather than through traditional on-campus interviewing and in-person call backs. Amidst the pandemic interruptions and uncertainties there was an overall net decline in recruiting activity. Schools reported fewer employers interviewing students for summer programs and law firms reported recruiting at fewer campuses for summer programs, and both median and average offer numbers fell. Many large law firms reported significant revenue and profit gain figures for 2020, though at the onset of the pandemic there was considerable uncertainty about what the demand for legal services would be and how deeply the pandemic-recession would affect law firm bottom lines, which may account for some of the conservative approach firms seemed to take in shaping summer 2021 programs.

In addition, nearly all the numbers for the 2020-21 recruiting cycle need some sort of an asterisk or a footnote to explain that because of the pandemic, they are not exactly comparable to the data from the years that preceded 2020, and likely will not be comparable to the years that follow. There is a story that emerges, however, despite the asterisks, and that is one of both resilience and caution. Firms made conservative decisions about future talent at a moment when the future was uncertain. In retrospect, some of those decisions may prove to have been too conservative, and indeed we see

that some of the figures measured in this recruiting cycle approach some of the low water marks reached in the immediate aftermath of the Great Recession, but by flexing hard and leaning into a new timeline and new technology, large law firms and law schools were able to complete the annual dance of recruitment, offer, and acceptance, despite the syn-copated rhythm that must have felt at times a bit like a game of musical chairs.

Also, while the recruiting season was both longer, and off-cycle compared to previous years, a higher percentage of firms made more of early recruiting and the overall proportion of all offers that were early offers continues to grow, even as the size of summer program class size continues to come down. And it is important to bear in mind that while national figures reflect some conservative approaches to recruiting, there continues to be widespread dispersion and segmentation in the market, with some firms reporting increased recruiting activity and large classes even as other firms report scaled-back recruiting activity and small summer classes. This is consistent with the dispersion and market segmentation in law firm performance generally that has been described for many years now by industry observers.

For instance, while about 42% of law firms reported visiting fewer campuses in 2020 compared to 2019, 24% reported visiting more, and 33% reported visiting the same number of schools compared to the previous year. These variations were not confined geographically and were measured in all regions and

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all the major markets. (“Visiting,” of course, needs to be qualified, and as used here reflects the number of campuses where law firms conducted screening interviews, understanding that nearly all those screening interviews were conducted virtually, rather than through actual on-campus interviews.)

Similarly, while 56% of law firms reported making fewer offers for summer 2021 programs compared with summer 2020, 33% reported making more offers. For the third year in a row, we also asked firms to report the change in the number of screening interviews they conducted for summer associate positions, and those responses also showed similar variations, with 46% of law offices reporting that they decreased the number of screening interviews by more than 10%, and 23% of law offices reporting that they increased the number of screening interviews by more than 10%.

Significantly, for summer 2020, the average summer program class size fell by 2 to 11 after having fallen to 13 in 2019, and having been flat at 14 from 2016-2018, driven at least in part by shrinking summer class sizes at the largest firms. Law offices at firms of more than 700 lawyers reported an average summer class size of just 14, down from 18 in 2019, 19 in 2018, 20 in 2017, and 22 in 2016. Summer program class sizes, of course, vary a great deal, but the average is helpful in gauging national change. The most common summer class size was just 2 in 2020, followed by classes of 1, but 12% of summer classes were larger than 20 (down from 17% the year before) and 4% were larger than 50 (down from 6% the year before). The aggregate offer rate coming out of summer programs was 97%, down from 98% the previous year, which was the highest rate ever measured, and the same as the offer rate measured in 2018. The acceptance rate on offers had hovered between 84% and 86% from 2011-2017, but for 3 years in a row now, in 2018, 2019, and 2020 the acceptance rate was measured at 88%, an historic high, and significantly higher than the pre-Great Recession norm of overall acceptance rates in the mid-seventies range.

Members of the Class of 2022, those who went through the (virtual) OCI process in the late fall of 2020 and early winter of 2021, experienced a somewhat softer market than that experienced by the previous 5 classes, although it was fast-paced and there was still significant competition for top talent however defined. Across employers of all sizes, the median

number of offers extended fell to 8 from 11 and had been measured at 11 or 12 offers for 5 years running. The mean number of offers fell to 29 from 33 in 2019, 36 in 2018, and 38 in the period 2015-2017. The percentage of callback interviews that resulted in offers for summer programs fell to 50%, down from 51% the previous year and after having hovered between 52-54% for 5 years. The yield on those offers jumped by nearly 5 full percentage points, to just over 41%, a figure eclipsed only by the yield of 43% measured in 2009.

Related, for members of the Class of 2021, the extent to which firms recruited 3Ls fell to the second lowest figure ever measured with just 12% of offices reporting recruiting 3Ls. In both 2019 and 2010 15% of firms reported recruiting 2Ls, and those figures stand against a high of 53% in 2006 and an all-time low of just 3% in 2009.

Because of the delayed (virtual) OCI season for the Class of 2022, NALP is reporting out this data just as the (still virtual but back to a July/August timeframe) OCI season for the Class of 2023 gets underway. As this report goes to press, the market for lateral associates remains red hot, reflecting the robust market for legal services that drove record large law firm profits in 2020. Whether that will translate into a return to somewhat larger summer classes, an increase in the number of screening interviews, higher offer rates, or even a bump in the number of law firms that recruit 3Ls remains to be seen. If nothing else, it is almost certain that both the number and percent of offers for summer programs that occur outside of the traditional OCI framework will continue to grow as the virtual interviewing tools now available give law firms even more flexibility and control in the ways that they reach out to students.

Given the many difficulties faced globally between March of 2020 and the present, and the need to qualify the recruiting data from this year with a series of footnotes that explain its anomalous nature, care should be taken to not read too deeply into the market drop measured in this report, as it does not necessarily indicate a softening recruiting market that will be sustained over time. In fact, word on the street is that the July/August 2021 recruiting cycle for summer associate positions for members of the Class of 2023 is already off to a rollicking start.

# Introduction

Due to changes in the timing of OCI for the 2020-21 recruiting cycle, NALP’s typical fall recruiting surveys were split into 2 collection timeframes. This report includes the combined analyses from the Survey of Legal Employers on Summer Outcomes and First-Year Associate Plans, administered in fall 2020, and the 2 Surveys of Law Schools and Legal Employers on 2020-21 Recruiting, administered in spring 2021.

As a service to members and the legal profession, NALP reports on the level of employer activity on campus, employer and school participation in job fairs, and the outcomes of summer programs and recruiting.

Recruiting experiences are a topic of great importance both to law schools and to legal employers, particularly as activity in the employment market for entry-level and summer associates is affected by the economy as a whole, and in this most recent year by the impacts of the COVID-19 pandemic. The pandemic led to numerous changes in this year’s recruiting cycle, with OCI dates shifting from a more typical July/August timeframe to — in many cases, January/February — and most interviews took place virtually.

The first part of this report details recruitment activity for summer 2021 on campus (in most cases virtually) and at job fairs, providing comparisons with the summer 2020 recruiting cycle from the perspective of both schools and employers. The second part provides information on summer program characteristics. The third part of the report provides information on the outcomes of summer 2020 programs and of summer 2021 recruiting for both second-year summer

associates and entry-level associates not previously employed by that employer, as well as information related to that process including:

- timing of responses to offers,
- early OCI activity,
- the extent to which employers returned to campus (in-person or virtually) post-OCI to solicit additional 2L candidates,
- the use of social media by firms, and
- the use of assessment tools in the recruiting process.

In some tables, overall figures for all summer programs — both those that occurred in 2020 and those that were originally planned but canceled due the COVID-19 pandemic — are presented. Subsequent tables report out information separately for summer programs that were held and summer programs that were canceled. Throughout the report, the terms “firm,” “office,” and “employer” are used interchangeably.

Note: As in prior years, this report does not document every aspect of recruiting nor does it include every category of hires. Hiring of first-year (Class of 2023) students and third-year (Class of 2021) students for summer 2021 associate positions are not included. Documentation of summer 2020 program outcomes includes only Class of 2021 graduates, and not any Class of 2020 graduates who participated in the summer 2020 program after graduation. Class of 2022 (1L) participation in the summer 2020 program is reported on separately from the 2L program in this report. Results of survey questions on lateral hiring are covered in a July/August 2021 *NALP Bulletin+* article.

— Danielle A. Taylor, NALP Director of Research

## NALP Geographic Regions

Region	States Included
Northeast	CT, MA, ME, NH, NY, RI, VT
Mid-Atlantic	DC, DE, MD, NJ, PA, VA
Southeast	AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX, WV
Midwest	IA, IL, IN, KS, MI, MN, MO, NE, ND, OH, SD, WI
West/Rocky Mountain	AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY

**Table 1. Summer Program Outcomes and Fall Recruiting, 1993-2020  
As Reported by Firms**

Year	Summer Programs				Fall Recruiting of 2Ls			
	Median Size	Average Size	% Receiving Offer	% Accepting Offer	Median # of Offers	Average # of Offers	% of Interviews Resulting in Offer	% of Offers Accepted
2020	5	11	96.7%	87.8%	8*	29*	50.0%*	41.2%*
2019	5	13	97.6	87.5	11	33	51.0	36.5
2018	5	14	96.9	87.5	11	36	53.2	34.9
2017	6	14	95.0	86.1	12	38	51.9	34.4
2016	6	14	94.6	85.5	11	38	53.3	33.2
2015	6	13	95.3	84.1	12	38	53.8	32.7
2014	5	12	93.4	84.5	9.5	35	52.1	33.8
2013	5	11	91.6	83.9	8	27	47.0	35.4
2012	5	9	90.2	85.5	8	20	44.2	38.2
2011	5	8	91.4	85.0	10	22	46.4	37.1
2010	4	8	87.4	82.7	9	19	40.6	40.4
2009	6	12	69.3	84.5	7	16	36.4	42.8
2008	6	13	89.9	79.7	10	30	46.6	32.5
2007	6	13	92.8	76.8	15	39	60.0	29.1
2006	6	11	90.8	73.4	15	37	62.7	28.8
2005	6	12	90.6	73.0	16	37	59.6	30.3
2004	5	11	91.0	72.4	13	34	56.8	31.2
2003	5	10	87.0	77.0	11	29	52.9	31.4
2002	5	11	80.9	74.0	11	23	49.8	35.1
2001	6	12	84.2	72.8	11	26	51.4	34.9
2000	8.5	14	89.7	65.8	22	44	62.6	31.0
1999	8	13	88.9	65.2	21	41	63.8	29.0
1998	9	13	89.0	68.4	26	49	42.4	28.6
1997	8	12	88.2	60.1	24	40	52.3	30.0
1996	6	10	87.3	63.5	18	31	47.7	32.6
1995	8	11	84.3	64.6	14	30	55.7	32.3
1994	7	11	83.1	62.4	15	26	53.6	30.1
1993	8	10	77.8	67.0	15	27	48.2	33.0

\*Figures for 2020 include recruiting that took place through spring 2021 for summer 2021 programs.

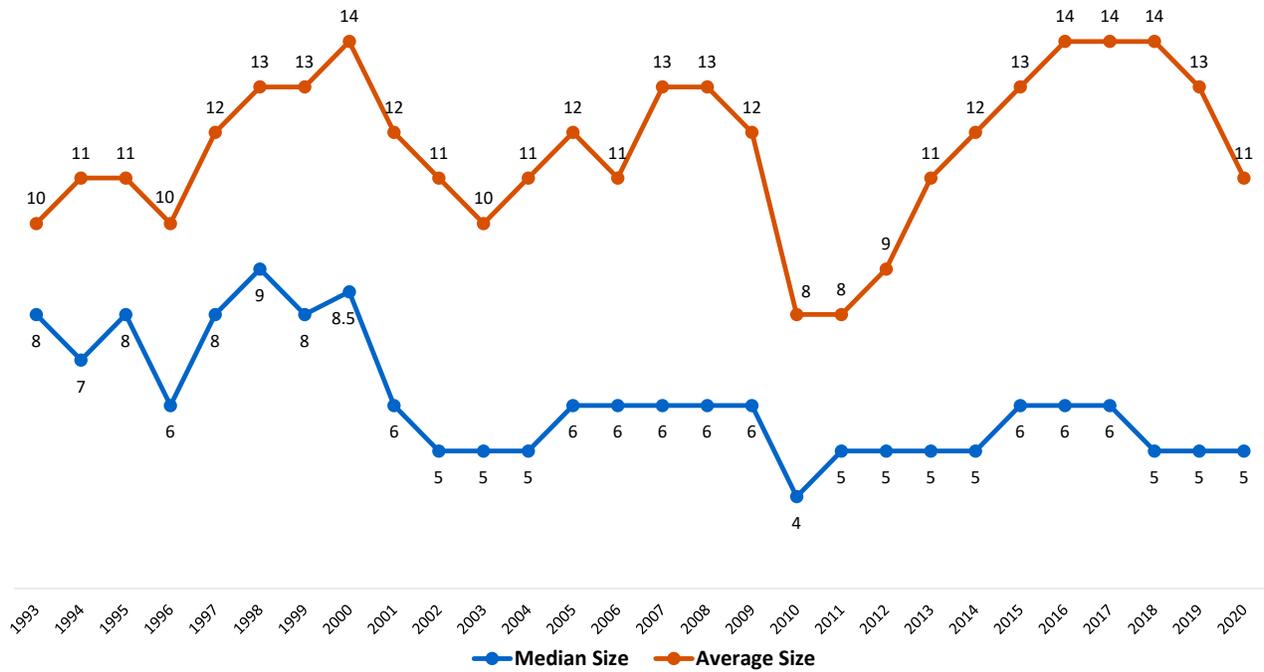
Note: The figures presented in this table provide key measures of second-year summer programs held at law firms in these years and key measures of recruiting for the second-year summer program for the following summer. These figures have been compiled from NALP's annual survey of employers on their summer program and fall recruiting activity. NALP has collected comparable information on this topic since 1993. Figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time.

**Table 2. Total Number of Second-Years Participating in Summer Programs and Receiving Offers, 2007-2020  
As Reported by Firms**

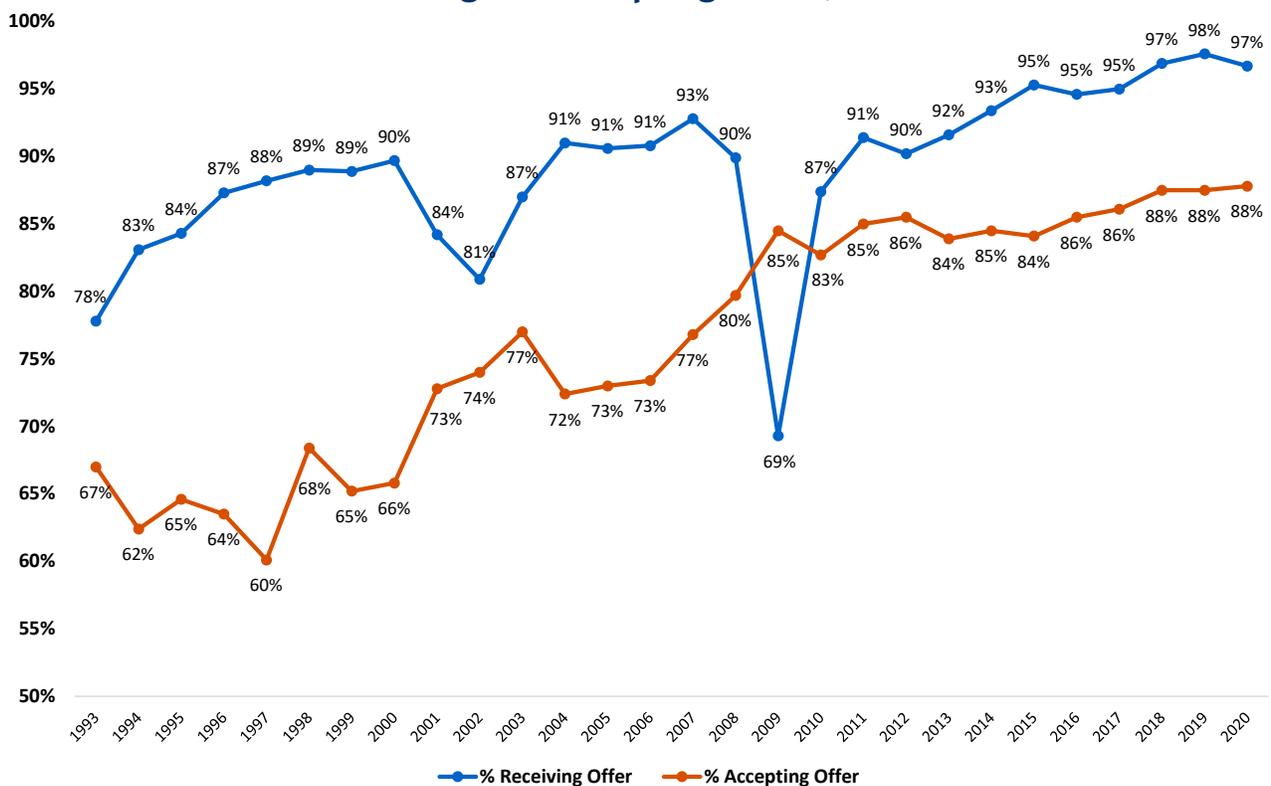
<b>Year</b>	<b># of Students in Summer Program</b>	<b># of Students Receiving Associate Offers</b>	<b># of Offices</b>
<b>2020</b>	5,574*	5,390*	510*
<b>2019</b>	5,587	5,452	417
<b>2018</b>	5,120	4,962	367
<b>2017</b>	5,154	4,898	373
<b>2016</b>	5,312	5,025	373
<b>2015</b>	4,329	4,127	335
<b>2014</b>	4,433	4,141	363
<b>2013</b>	4,501	4,121	410
<b>2012</b>	2,769	2,498	305
<b>2011</b>	2,260	2,065	278
<b>2010</b>	1,881	1,644	242
<b>2009</b>	3,779	2,620	307
<b>2008</b>	5,033	4,523	374
<b>2007</b>	5,359	4,974	425

\* Figures for 2020 include both offices that hosted a summer program and those that originally planned to host a summer program, but canceled it due to the COVID-19 pandemic. Figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time.

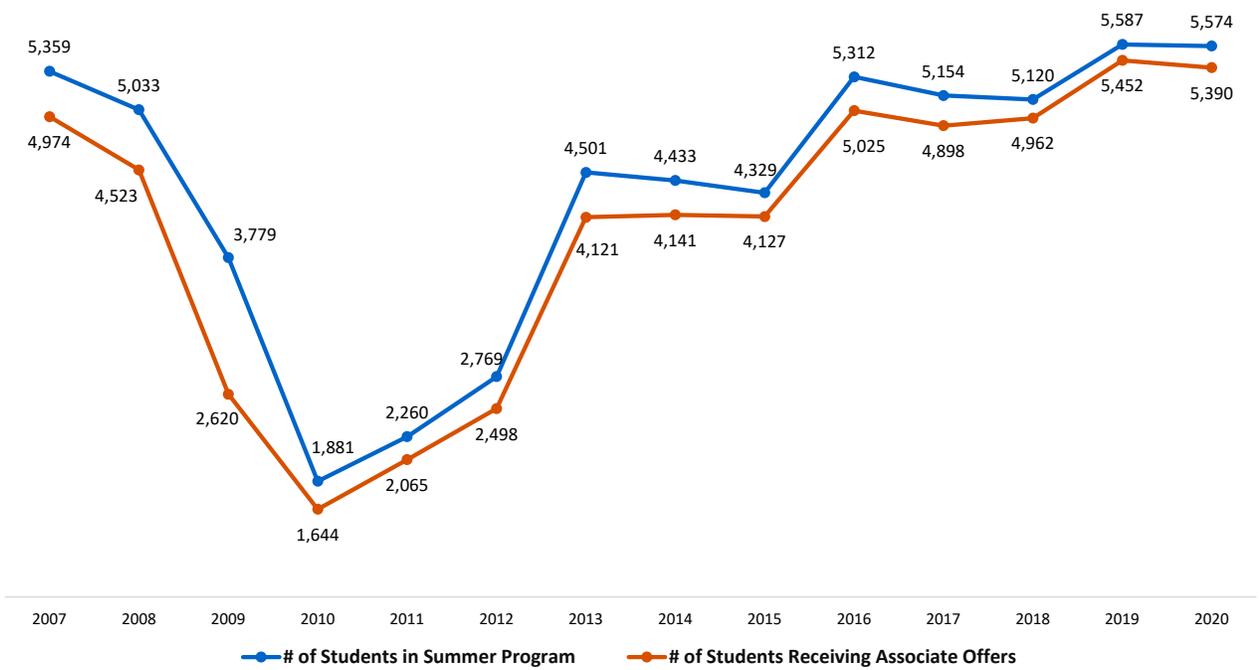
**Chart 1. Summer Programs – Median and Average Class Sizes, 1993-2020**



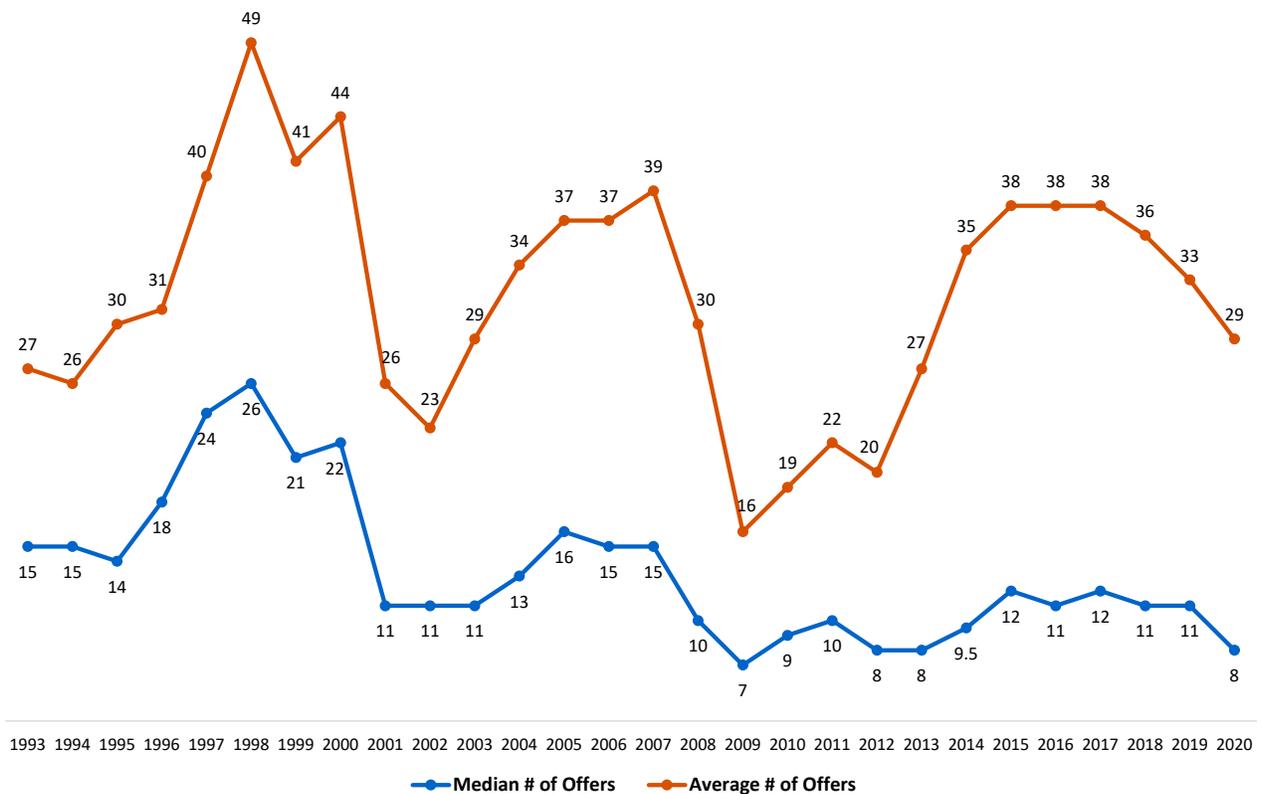
**Chart 2. Summer Program Outcomes – Percentage of Summer Associates Receiving and Accepting Offers, 1993-2020**



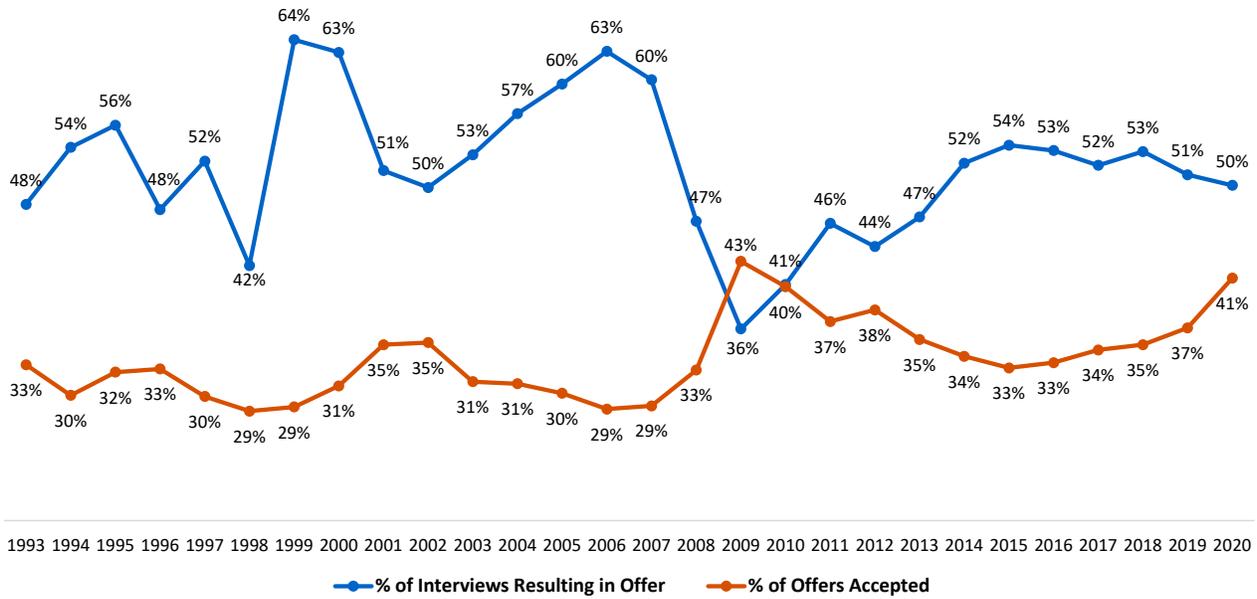
**Chart 3. Total Number of Second-Years Participating in Summer Programs and Receiving Offers, 2007-2020**



**Chart 4. Fall Recruiting of 2Ls – Median and Average Number of 2L Offers for Summer Associate Positions, 1993-2020**



**Chart 5. Fall Recruiting of 2Ls**  
**Percentage of Interviews Resulting in Offers to 2Ls and**  
**Percentage of Offers Accepted, 1993-2020**





# 2020-21 Recruiting Activity

# Law School Perspective

A total of 117 law schools, or approximately 60% of NALP's U.S. law school members, participated in the school survey; however, some did not answer every question, so individual table analyses may vary and generally are based on somewhat smaller counts.

Because schools do not count employers on a uniform basis, only percentage changes in employer activity were measured, and not total figures. Job fair participation is measured both in terms of percent change and the number of job fairs reported.

In previous years, the number of employers participating in fall and spring OCI were reported out separately by schools within the survey. Due to changes in the timing of OCI for the 2020-21 recruiting cycle, there was no differentiation between fall and spring OCI this year and all employers were reported in aggregate for the entire recruiting cycle from fall 2020–spring 2021.

- More than three-quarters of schools (76.1%) reported a decrease of 5% or more in the number of employers coming on campus (either in-person or virtually) for the 2020-21 recruiting cycle as compared with 2019-20. Approximately 29% of law schools reported a decrease of more than 30%. About 11% reported fairly steady numbers with changes of less than 5% in either direction, and just 13% of schools reported an increase of 5% or more in the number of employers recruiting during OCI.
- Schools were asked to report both the number of employers interviewing specifically for summer associate and post-graduate jobs, and the total number of employers participating in OCI

regardless of the kind of job being offered. The 2 sets of figures were the same in most cases; in other words, employers on campus were largely recruiting only for summer associate and post-graduate jobs. Where the figures did diverge it was generally by just a small number of employers.

- Regional differences were evident, with schools in the Midwest region most likely to report a decrease of 5% or more in the number of employers interviewing on campus and least likely to report an increase of 5% or more; while those in the West/Rocky Mountain region were the most likely to report an increase of 5% or more. Further analyses by enrollment size show that the smallest schools with enrollment sizes of fewer than 350 JD students were slightly less likely to report decreases of 5% or more in the number of employers compared to schools with 350 or more JD students. However, these smaller schools were also the most likely group to report large decreases of more than 30% in the number of employers recruiting. (See Table 3.)
- Of schools that are able to track early offer activity, just over one-quarter (26%) reported that there were no early offers to 2Ls for employment for summer 2021, compared to 40% of schools for summer 2020. The total number of early offers reported by law schools in the 2020-21 recruiting cycle was 937, up from 776 in the previous cycle. Despite the increase in early offers, at the majority of schools the total number of pre-OCI offers received was 10 or fewer, although a

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handful of schools reported 60 or more early offers. Other schools were not tracking these data; and therefore, were unable to report figures. It should be noted that counts of early offers are not uniformly robust. (See Table 4.)

- Half of schools reported that OCI employers returned (in-person or virtually) post-OCI to solicit additional 2L candidates in the 2020-21 recruiting cycle, down from 58% for the previous cycle. Schools in the West/Rocky Mountain region and schools with enrollments of more than 750 students were most likely to report return visits. Typically, the number of employers returning was small, though higher figures are noted for schools with larger enrollments (See Table 5.)
- The majority of schools (53%) reported a decrease of 5% or more in the number of job opportunities posted outside of OCI in calendar year 2020 as compared to 2019. One-quarter of law schools reported a change of less than 5% in either direction. Schools in the Northeast were most likely to report a decrease of 5% or more while small schools of fewer than 350 JD students were most likely to report an increase of 5% or more in job postings. (See Table 6.)
- More than half (55%) of schools participated in 5 or more job fairs (in-person or virtually) and 15% participated in more than 10. Regional differences continued to persist. Most schools (71%) reporting from the Mid-Atlantic region participated in 5 or more job fairs, while schools in the Midwest, by contrast, were most likely to participate in fewer than 5 job fairs. None of the schools in the West/Rocky Mountain region participated in more than 10 job fairs. When

looking at school enrollment size, schools of more than 750 students were most likely to participate in 5 or more job fairs.

- Just under half (46%) of schools reported no change in job fair participation as compared to the 2019-20 recruiting cycle. This figure was highest among schools in the West/Rocky Mountain region and for schools with more than 750 students. Regionally, schools in the Mid-Atlantic and West/Rocky Mountain regions were most likely to report increased job fair participation. By enrollment size, law schools of 350-549 students reported the highest percentage of schools with an increase in job fair participation. (See Table 7.)
- Schools were also asked to report whether they had any employers coming to campus (in-person or virtually) to recruit for JD Advantage jobs during the time period from Jan. 1, 2020 through March 1, 2021. Overall, 43% of schools reported that they had employers on campus recruiting for JD advantage jobs, down from 54% for the 2019 calendar year. Schools in the Southeast were most likely to respond affirmatively to this question and schools in the Northeast were most likely to respond no. Differences were also noted by school size, with schools with enrollment sizes of fewer than 350 JD students least likely to report JD Advantage recruiting on campus and schools with enrollments of 350-549 students most likely to have JD Advantage recruiting. (See Table 8.)

Comments provided by schools on job opportunities beyond those specifically counted as OCI or a job posting, as well as on the recruiting season in general offer some additional perspective. The following

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comments, which may have been edited for clarity or greater anonymity, are representative of those received.

- *“It was very disappointing to hear that Big Law initially wanted to see two semesters of grades and then they were busy recruiting/accepting resumes all of fall 2020 for both 1Ls and 2Ls. When grades were finally released in early January, our students were told that there were extremely limited slots OR that offers were already given out. The only way offers were given out that soon is that firms were making offers off of one semester of grades or no grades (as in the case with 1Ls). Going forward, I will be advising students to start applying with what they have as early as websites post. It seems like the days of formal and organized recruiting calendars are going out the window.”*
- *“Our Fall OCI was very robust and successful in spite of COVID and despite the fact that all but a few employers conducted initial interviews remotely. Several employers have stated that they are seriously considering the continuation of remote interviews in the future due to cost savings and convenience. Others have commented that they will be back in person.”*
- *“COVID-19 and the move to January OCI this year definitely impacted our school. We are still collecting OCI results data but believe hiring from this program will be down from prior years. We have moved our OCI programs back to the summer months (July and August 2021).”*
- *“Student recruiting has been down during the pandemic, but graduate recruiting picked up and has stayed up.”*
- *“We continued our broader outreach and advertising of our OCI offerings in 2020, however, the pandemic drastically changed employers’ hiring practices and timelines. We shifted our focus to identifying non-traditional and short-term or part-time employment opportunities to fill that gap. Our outreach included a big push for resume collections from small firms and remote opportunities.”*
- *“As a result of the cancellation of many summer programs and positions due to the pandemic, the office worked with faculty to create legal research fellow positions for summer 2020 and 2021.”*
- *“Our approach to recruiting/OCIs has always been working to create a flexible and supportive, and dynamic environment where we can provide responsive and adaptive interviewing experiences for our students and employers. We offer recruiting year-round, on-request, and run specialized programming (JAG week, prosecutor/public defender week, etc.). Given the pandemic, this year we focused on employer requests for interviews, targeted outreach to alumni and solo/small firms to request interviews, marketing of specialized internships, and virtual informational programming to keep students engaged.”*
- *“We circulated information about diversity scholarships in the fall. This year we circulated application information on 82 separate diversity fellowships via our law school website.”*
- *“We have seen an uptick in employer sponsored diversity programs and internships, scholarships, and summer positions.”*

**Table 3. Comparison of Employer Activity in the 2019-20 and 2020-21 Recruiting Cycles, As Reported by Schools**

*(percent or number of schools in each category)*

	Total	NALP Region					Fall 2020 JD Enrollment			
		Northeast	Mid-Atlantic	Southeast	Midwest	West Rocky Mountain	Fewer than 350	350-549	550-750	More than 750
<b>Change in Number of Employers on Campus* 2019-20 – 2020-21 — Interviewing for Any Kind of Job</b>										
Decrease of More than 30%	29.2%	27.8%	20.0%	13.3%	53.6%	27.3%	41.7%	30.6%	28.6%	23.3%
Decrease of 15.1%-30.0%	30.1	27.8	33.3	40.0	17.9	31.8	0.0	27.8	34.3	40.0
Decrease of 5.0-15.0%	16.8	22.2	20.0	16.7	10.7	18.2	25.0	19.4	14.3	13.3
Change of Less than 5%	10.6	11.1	13.3	13.3	10.7	4.5	16.7	5.6	11.4	13.3
Increase of 5% or More	13.3	11.1	13.3	16.7	7.1	18.2	16.7	16.7	11.4	10.0
# of Schools Reporting	113	18	15	30	28	22	12	36	35	30
<b>Change in Number of Employers on Campus* 2019-20 – 2020-21 — Interviewing for Summer Associate and Post-Graduate Jobs</b>										
Decrease of More than 30%	29.1	23.5	20.0	10.7	53.6	31.8	36.4	34.3	28.6	20.7
Decrease of 15.1%-30.0%	31.8	29.4	33.3	46.4	21.4	27.3	27.3	25.7	34.3	37.9
Decrease of 5.0-15.0%	16.4	23.5	20.0	17.9	7.1	18.2	9.1	20.0	14.3	17.2
Change of Less than 5%	10.9	11.8	13.3	10.7	14.3	4.5	9.1	5.7	14.3	13.8
Increase of 5% or More	11.8	11.8	13.3	14.3	3.6	18.2	18.2	14.3	8.6	10.3
# of Schools Reporting	110	17	15	28	28	22	11	35	35	29

Note: NALP did not differentiate between fall and spring recruiting cycles in this year's survey due to the impact of the COVID-19 pandemic on the timing of OCI for the 2020-21 cycle. Overall, 27 schools reported a total number of employers that differed from the number of employers reported as interviewing exclusively for summer associate and post-graduate positions in one or both years. However, the changes largely fall into the same category, e.g., change of less than 5%, for both types of employers. The difference in the number of total employers and employers interviewing exclusively for summer associate and post-graduate positions reported for 2020-21 ranged from 1 to 102; however, over half differed by 5 or less.

\* Includes employers interviewing either in-person or virtually.

**Table 4. 2020-21 Recruiting Cycle Early Offer Activity, As Reported by Schools**

	Total	NALP Region					Fall 2020 JD Enrollment			
		Northeast	Mid-Atlantic	Southeast	Midwest	West/Rocky Mountain	Fewer than 350	350-549	550-750	More than 750
<b>% of Schools Reported None</b>	26.1%	28.6%	14.3%	34.8%	16.7%	35.3%	36.4%	37.9%	17.9%	16.7%
<b>% of Schools Reporting One</b>	9.8	0.0	14.3	8.7	16.7	5.9	0.0	13.8	17.9	0.0
<b>% of Schools Reporting 2-5</b>	27.2	7.1	42.9	21.7	41.7	17.6	27.3	37.9	32.1	8.3
<b>% of Schools Reporting More than 5</b>	37.0	64.3	28.6	34.8	25.0	41.2	36.4	10.3	32.1	75.0
<b>Cumulative # of Early Offers Reported</b>	937	189	241	181	224	102	42	87	283	525
<b>Range of Early Offers Reported per School*</b>	1-89	2-37	1-89	1-60	1-65	1-26	2-11	1-20	1-60	3-89
<b>Number of School Reporting</b>	92	14	14	23	24	17	11	29	28	24

Note: Early offers are offers received by 2Ls prior to the start of the official OCI program, but do not include offers from employers with whom students were employed during their 1L summer. Figures exclude schools that did not report early offer numbers or noted that this information is not collected.

\* For schools reporting at least 1 early offer.

**Table 5. Employers Returning Post-OCI to Seek Additional Candidates, As Reported by Schools – 2020-21 Recruiting Cycle**

	All schools	NALP Region					Fall 2020 JD Enrollment			
		Northeast	Mid-Atlantic	Southeast	Midwest	West/Rocky Mountain	Fewer than 350	350-549	550-750	More than 750
<b>% of Schools Reporting Post-OCI Visits</b>	50.0%	52.9%	47.1%	44.8%	42.9%	65.2%	8.3%	51.4%	45.7%	70.0%
<b>Median Number</b>	3	2	3	3	2	3.5	3	2	3.5	10
<b>Average Number</b>	6	7	7	5	4	6	3	2	6	9

Note: A total of 114 schools answered the question about return visits. Of the 57 schools reporting that employers returned post-OCI, 55 reported the number of employers with a median of 3 and an average of 6. Averages are rounded to the nearest whole number.

**Table 6. Comparison of the Number of Job Opportunities Posted Outside of OCI in 2020 with 2019**

*(percent in each category)*

Number of Job Postings	Total	NALP Region					Fall 2020 JD Enrollment			
		Northeast	Mid-Atlantic	Southeast	Midwest	West/Rocky Mountain	Fewer than 350	350-549	550-750	More than 750
<b>Decrease of More than 25%</b>	14.8%	29.4%	6.3%	11.5%	15.4%	13.0%	20.0%	11.1%	12.1%	20.7%
<b>Decrease of 5%-25%</b>	38.0	35.3	50.0	42.3	30.8	34.8	20.0	44.4	39.4	34.5
<b>Change of Less than 5%</b>	25.0	17.6	25.0	23.1	26.9	30.4	30.0	16.7	30.3	27.6
<b>Increase of 5%-25%</b>	11.1	5.9	6.3	11.5	15.4	13.0	10.0	16.7	6.1	10.3
<b>Increase of More than 25%</b>	11.1	11.8	12.5	11.5	11.5	8.7	20.0	11.1	12.1	6.9

Note: Figures include opportunities advertised outside of OCI, such as job postings, resume collect, etc. Data are reported by calendar year.

**Table 7. Job Fair Participation, 2020-21 Recruiting Cycle As Reported by Schools**

(percent or number of schools in each category)

	Total	NALP Region					Fall 2020 JD Enrollment			
		Northeast	Mid-Atlantic	Southeast	Midwest	West/Rocky Mountain	Fewer than 350	350-549	550-750	More than 750
<b>Number of Job Fairs or Consortia Programs Students Participated In*</b>										
Less than 5	44.6%	46.7%	28.6%	44.4%	57.7%	36.8%	66.7%	54.3%	40.6%	28.0%
5-10	40.6	40.0	57.1	29.6	26.9	63.2	33.3	42.9	25.0	60.0
More than 10	14.9	13.3	14.3	25.9	15.4	0.0	0.0	2.9	34.4	12.0
# of Schools Reporting	101	15	14	27	26	19	9	35	32	25
<b>Change in Number of Job Fairs Compared with the 2019-20 Recruiting Cycle</b>										
Decrease	36.6	33.3	35.7	51.9	38.5	15.8	55.6	40.0	37.5	24.0
No change	45.5	40.0	50.0	44.4	38.5	57.9	33.3	34.3	50.0	60.0
Increase	17.8	26.7	14.3	3.7	23.1	26.3	11.1	25.7	12.5	16.0
# of Schools Reporting	101	15	14	27	26	19	9	35	32	25

\* Includes in-person or virtual job fair participation.

**Table 8. 2020-21 JD Advantage Recruiting, As Reported by Schools**

(percent or number of schools in each category)

School had Employers on Campus to Recruit for JD Advantage Jobs	Total	NALP Region					Fall 2019 JD Enrollment			
		Northeast	Mid-Atlantic	Southeast	Midwest	West/Rocky Mountain	Fewer than 350	350-549	550-750	More than 750
<b>Yes</b>	42.7%	27.8%	29.4%	54.8%	42.9%	47.8%	25.0%	48.6%	43.2%	41.9%
<b>No</b>	57.3	72.2	70.6	45.2	57.1	52.2	75.0	51.4	56.8	58.1
<b>Number of Schools Reporting</b>	117	18	17	31	28	23	12	37	37	31

Note: Figures include any JD Advantage recruiting that occurred on campus (in-person or virtually) between January 1, 2020 - March 1, 2021.

# Employer Perspective

A total of 317 employers, mostly law firms, provided information on recruiting activity. Nearly 87% of responses were from firms of more than 250 lawyers. Nationwide, the median number of schools at which employers recruited was 6. Employers were more likely to decrease the number of schools at which they recruited (42%) than they were to increase the number (24%). One-third of employers reported no change in the number of schools. (See Tables 9-10.)

- Medians ranged from 4 schools at firms of 501-700 lawyers to 7 schools at firms of 101-250 lawyers, 251-500 lawyers, and 701 or more lawyers. For smaller offices, regardless of overall firm size, the median was typically 4 or fewer schools. It should be kept in mind; however, that firm or office size does not always correlate with the number of schools visited, because multi-office firms vary a great deal in how their OCI programs are structured. For example, in some firms each office conducts its own visits; therefore, the number of schools visited by that office may be relatively low, even though the firm as a whole may visit many schools. Other firms may split up the school visits, with each office responsible for visiting a few schools, but interviewing on behalf of multiple, or all offices, again resulting in lower numbers per office. In other firms, all visits are done by a single office, resulting in fairly large OCI numbers. All of these structures and more are present in the data reported in these tables, as is some composite firm-wide reporting, covering activity at all offices nationwide.
- Offices in firms of 100 or fewer lawyers were most likely to have made no change to their school numbers (54%) and offices in firms of more than 700 lawyers were most likely to report an increase in their school numbers (29%). Only 7% of offices in firms of 501-700 lawyers increased their number of schools visited.
- On a regional basis, the median number of schools ranged from 4 in the Southeast to 10.5 in the Northeast. Employers in the Northeast were also by far the most likely to interview at 9 or more schools (54%), followed by employers in the Mid-Atlantic region at 39%. These rates are much higher than those of employers in other regions, particularly as compared to the Southeast. The percentage of offices by region increasing the number of schools visited ranged from 15-30%. Offices in the Southeast (47%) and Midwest (49%) were most likely to report a decrease in the number of schools visited compared to the previous year.
- Regional averages are not necessarily indicative of activity on the part of employers in a given city or state within that region. For example, offices in Boston and Dallas were more likely to have increased the number of schools visited than were offices in their respective region as a whole; whereas offices in Ohio, Denver, and the Silicon Valley were more likely to have decreased the number of schools visited compared to their regions. Offices in New York City visited the most schools, with a median of 12.
- Information collected on the number of screening interviews conducted at the schools visited revealed that about 31% of employers experienced a change in the number by 10% or less for summer 2021 programs as compared to summer 2020. About 46% of employers had a decrease of more than 10% in their number of screening interviews and approximately 23% experienced an increase of more than 10% in their number of screening interviews.

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- These distributions varied considerably by firm size and region. For example, offices in the Mid-Atlantic region were more likely to have changed their number of screening interviews by 10% or less (46% of offices). Offices in the Southeast region were most likely to have reported a decrease of more than 10% in their screening interviews (67% of offices), while those in the Midwest were most likely to report an increase of more than 10% in their screening interviews (28% of offices). By firm size, firms of 100 or fewer lawyers were most likely to have experienced increases in their number of screening interviews of more than 10% (29% of offices); while firms of 501-700 lawyers were most likely to have experienced decreases of more than 10% (64% of offices). (See Table 11.)
- More than one-third (34%) of responding employers did not participate in any job fairs and over half (52%) of employers participated in the same number of job fairs for the summer 2021 recruiting cycle as compared to the summer 2020 cycle. (See Tables 12-13.)
- Among firms of 100 or fewer lawyers, about 46% did not participate in any job fairs. Small offices, regardless of firm size, typically participated in fewer than 2 job fairs.
- On a regional basis, offices in the Northeast were most likely to participate in job fairs, with 81% doing so. Conversely, offices in the West/Rocky Mountain region were least likely to participate in job fairs, with only 49% participating. Offices in the Northeast were also the most likely to have participated in 3 or more job fairs (34%). Maintaining the number of job fairs was the norm, particularly in the Mid-Atlantic region, where nearly two-thirds of offices (65%) reported the same amount of job fair participation compared to the prior year.
- Again, regional norms are not necessarily indicative of activity within a given city or state. For example, offices in New York City, Atlanta, and Chicago were more likely to participate in 3 or more job fairs compared with their respective regions as a whole; while offices in Michigan, Ohio, and Denver were more likely to indicate that they did not participate in any job fairs compared to their respective regions.

**Table 9. On Campus Interviewing Activity (in-person or virtually) for Summer 2021 and Comparisons with Recruiting for Summer 2020 As Reported by Employers – By Size**

*(in percentages except for medians and counts)*

	# of Offices	Number of Schools Visited for the Summer 2021 Recruiting Cycle					Number of Schools Visited Compared to the Summer 2020 Recruiting Cycle		
		None*	1-3	4-8	9 or more	Median**	Decrease	No Change	Increase
<b>Total – All Employers</b>	<b>317</b>	<b>4.7%</b>	<b>24.3%</b>	<b>34.7%</b>	<b>36.3%</b>	<b>6.0</b>	<b>42.4%</b>	<b>33.2%</b>	<b>24.4%</b>
<b>Firms of 100 or Fewer Lawyers</b>	13	0.0	38.5	38.5	23.1	5.0	30.8	53.8	15.4
Offices of 51-100 Lawyers	8	0.0	50.0	50.0	0.0	3.5	25.0	62.5	12.5
<b>Firms of 101-250 Lawyers</b>	29	6.9	6.9	55.2	31.0	7.0	27.6	48.3	24.1
Offices of 101-250 Lawyers	15	13.3	0.0	66.7	20.0	7.0	26.7	60.0	13.3
<b>Firms of 251-500 Lawyers</b>	44	6.8	25.0	38.6	29.5	7.0	51.2	32.6	16.3
Offices of 26-50 Lawyers	6	0.0	33.3	66.7	0.0	4.0	16.7	66.7	16.7
Offices of 51-100 Lawyers	8	12.5	62.5	25.0	0.0	2.0	57.1	28.6	14.3
Offices of 101-250 Lawyers	6	0.0	16.7	50.0	33.3	7.0	66.7	33.3	0.0
Offices of 251+ Lawyers	8	0.0	0.0	37.5	62.5	12.5	37.5	25.0	37.5
<b>Firms of 501-700 Lawyers</b>	27	7.4	44.4	22.2	25.9	4.0	48.1	44.4	7.4
Offices of 26-50 Lawyers	8	12.5	62.5	12.5	12.5	3.0	12.5	87.5	0.0

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	# of Offices	Number of Schools Visited for the Summer 2021 Recruiting Cycle					Number of Schools Visited Compared to the Summer 2020 Recruiting Cycle		
		None*	1-3	4-8	9 or more	Median**	Decrease	No Change	Increase
<b>Firms of 701+ Lawyers</b>	204	3.9	23.0	32.4	40.7	7.0	42.6	28.4	28.9
Offices of 25 or Fewer Lawyers	13	15.4	76.9	7.7	0.0	2.0	46.2	15.4	38.5
Offices of 26-50 Lawyers	45	6.7	46.7	42.2	4.4	3.5	37.8	33.3	28.9
Offices of 51-100 Lawyers	54	3.7	24.1	53.7	18.5	6.0	40.7	35.2	24.1
Offices of 101-250 Lawyers	43	2.3	7.0	32.6	58.1	10.0	48.8	20.9	30.2
Offices of 251+ Lawyers	31	0.0	0.0	6.5	93.5	15.0	45.2	25.8	29.0

Note: This table includes office/firms that reported visiting at least 1 school in the recruiting cycle for summer 2020 and/or the recruiting cycle for summer 2021. The number of offices reporting both summer 2020 and summer 2021 information for the comparative analyses is somewhat smaller than the number shown in the first column, which is the number of offices/firms that reported visiting at least 1 school in either recruiting cycle. Counts by office size within firm size do not add up to the total count for the firm size because office size information is not included for surveys that reported multi-office or firm-wide data.

\* These employers did visit schools for the summer 2020 recruiting cycle.

\*\*Medians are calculated based on employers making visits for the summer 2021 recruiting cycle.

**Table 10. On Campus Interviewing Activity (in-person or virtually) for Summer 2021 and Comparisons with Recruiting for Summer 2020 As Reported by Employers – By NALP Region and City/State**

*(in percentages except for medians and counts)*

	# of Offices	Number of Schools Visited for the Summer 2021 Recruiting Cycle					Number of Schools Visited Compared to the Summer 2020 Recruiting Cycle		
		None*	1–3	4–8	9 or more	Median**	Decrease	No change	Increase
<b>Total – All Employers</b>	<b>317</b>	<b>4.7%</b>	<b>24.3%</b>	<b>34.7%</b>	<b>36.3%</b>	<b>6.0</b>	<b>42.4%</b>	<b>33.2%</b>	<b>24.4%</b>
<b>Northeast</b>	57	1.8	14.0	29.8	54.4	10.5	35.1	35.1	29.8
Boston	12	0.0	16.7	50.0	33.3	7.5	8.3	33.3	58.3
New York City	41	0.0	9.8	24.4	65.9	12.0	41.5	34.1	24.4
<b>Mid-Atlantic</b>	46	6.5	30.4	23.9	39.1	7.0	42.2	35.6	22.2
Washington, DC/ Northern VA area	31	3.2	25.8	22.6	48.4	8.5	43.3	36.7	20.0
<b>Southeast</b>	55	10.9	41.8	40.0	7.3	4.0	47.3	38.2	14.5
Dallas	12	16.7	33.3	50.0	0.0	5.0	41.7	33.3	25.0
Houston	15	0.0	60.0	26.7	13.3	3.0	53.3	33.3	13.3
Miami/Ft. Lauderdale/ W. Palm Beach	6	0.0	33.3	66.7	0.0	4.5	50.0	33.3	16.7
Other areas in Florida	5	20.0	80.0	0.0	0.0	1.5	—	—	—
<b>Midwest</b>	47	10.6	19.1	46.8	23.4	5.0	48.9	34.0	17.0
Chicago	22	4.5	9.1	54.5	31.8	6.0	27.3	50.0	22.7
Michigan	6	0.0	50.0	33.3	16.7	3.5	50.0	16.7	33.3
Missouri	6	33.3	0.0	66.7	0.0	6.0	—	—	—
Ohio	7	28.6	28.6	28.6	14.3	4.0	71.4	28.6	0.0
<b>West/Rocky Mountain</b>	74	0.0	29.7	40.5	29.7	6.0	36.5	33.8	29.7
Denver	6	0.0	83.3	16.7	0.0	2.5	66.7	16.7	16.7
Los Angeles & Orange County	30	0.0	23.3	46.7	30.0	5.0	30.0	36.7	33.3
San Francisco	14	0.0	28.6	35.7	35.7	6.5	35.7	35.7	28.6
Silicon Valley	8	0.0	37.5	12.5	50.0	8.5	50.0	37.5	12.5

Note: This table includes office/firms that reported visiting at least 1 school in the recruiting cycle for summer 2020 and/or the recruiting cycle for summer 2021. The number of offices reporting both summer 2020 and summer 2021 information for the comparative analyses is somewhat smaller than the number shown in the first column, which is the number of offices/firms that reported visiting at least 1 school in either recruiting cycle. Dashes are included in the columns related to the number of schools visited compared to the summer 2020 recruiting cycle if the number of offices with data for both years was less than 5. Specific city information may include firms which recruit for additional offices in other cities and/or a few offices in suburban locations. City figures generally do not include offices that submitted a single composite survey to cover recruiting activity in multiple cities nationwide. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

\*These employers did visit schools for the summer 2020 recruiting cycle.

\*\*Medians are calculated based on employers making visits for the summer 2021 recruiting cycle.

**Table 11. Screening Interview Activity for the Summer 2021  
Recruiting Cycle Compared with Summer 2020  
As Reported by Employers**

	Number of Screening Interviews for Summer 2021 Compared to Summer 2020			# of Offices
	Decrease of More than 10%	Change of 10% or Less	Increase of More than 10%	
<b>Total – All Employers</b>	<b>45.8%</b>	<b>30.9%</b>	<b>23.3%</b>	<b>249</b>
<b>By Number of Lawyers Firm-Wide</b>				
100 or Fewer	42.9	28.6	28.6	7
101-250	33.3	42.9	23.8	21
251-500	48.3	34.5	17.2	29
501-700	63.6	22.7	13.6	22
701+	44.7	30.0	25.3	170
<b>By NALP Region</b>				
Northeast	42.0	34.0	24.0	50
Mid-Atlantic	37.8	45.9	16.2	37
Southeast	67.6	13.5	18.9	37
Midwest	34.4	37.5	28.1	32
West/Rocky Mountain	44.6	30.8	24.6	65
<b>By City</b>				
Boston	50.0	16.7	33.3	12
Chicago	27.8	44.4	27.8	18
Dallas	55.6	11.1	33.3	9
Denver	83.3	0.0	16.7	6
Houston	77.8	11.1	11.1	9
Los Angeles & Orange County	34.6	26.9	38.5	26
New York City	37.8	40.5	21.6	37
San Francisco	61.5	23.1	15.4	13
Silicon Valley	50.0	37.5	12.5	8
Washington, DC/ Northern VA area	37.0	48.1	14.8	27

Note: This table includes offices/firms that reported having screening interviews for both the summer 2021 and summer 2020 recruiting cycles. Specific city information may include firms which recruit for additional offices in other cities, and/or a few offices in suburban locations. City figures generally do not include offices that submitted composite figures to cover recruiting activity in multiple cities nationwide.

**Table 12. Job Fair Participation (in-person or virtually) for the Summer 2021 Recruiting Cycle Compared with Summer 2020 As Reported by Employers**  
*(in percentages except for counts)*

	# of Offices	Number of Job Fairs/Consortia Programs for the Summer 2021 Recruiting Cycle				Job Fair Participation Compared to the Summer 2020 Recruiting Cycle		
		None	One	Two	Three or More	Increased	Decreased	Stayed the Same
<b>Total – All Employers</b>	<b>323</b>	<b>34.1%</b>	<b>31.3%</b>	<b>18.0%</b>	<b>16.7%</b>	<b>11.8%</b>	<b>36.5%</b>	<b>51.7%</b>
<b>Firms of 100 or Fewer Lawyers</b>	13	46.2	46.2	0.0	7.7	15.4	38.5	46.2
Offices of 51-100 Lawyers	8	37.5	62.5	0.0	0.0	25.0	37.5	37.5
<b>Firms of 101-250 Lawyers</b>	30	23.3	30.0	33.3	13.3	13.3	33.3	53.3
Offices of 101-250 Lawyers	17	17.6	17.6	52.9	11.8	11.8	35.3	52.9
<b>Firms of 251-500 Lawyers</b>	46	39.1	32.6	10.9	17.4	15.2	41.3	43.5
Offices of 26-50 Lawyers	8	62.5	37.5	0.0	0.0	12.5	12.5	75.0
Offices of 51-100 Lawyers	8	50.0	50.0	0.0	0.0	12.5	25.0	62.5
Offices of 101-250 Lawyers	6	33.3	50.0	0.0	16.7	0.0	66.7	33.3
Offices of 251+ Lawyers	8	12.5	25.0	25.0	37.5	25.0	50.0	25.0
<b>Firms of 501-700 Lawyers</b>	29	37.9	37.9	10.3	13.8	0.0	37.9	62.1
Offices of 26-50 Lawyers	9	66.7	22.2	0.0	11.1	0.0	22.2	77.8
Offices of 51-100 Lawyers	6	50.0	50.0	0.0	0.0	0.0	33.3	66.7
<b>Firms of 701+ Lawyers</b>	205	33.2	29.3	19.5	18.0	12.2	35.6	52.2
Offices of 25 or Fewer Lawyers	14	78.6	14.3	7.1	0.0	21.4	28.6	50.0
Offices of 26-50 Lawyers	44	54.5	36.4	4.5	4.5	13.6	25.0	61.4
Offices of 51-100 Lawyers	56	35.7	39.3	25.0	0.0	19.6	30.4	50.0
Offices of 101-250 Lawyers	43	25.6	30.2	23.3	20.9	4.7	48.8	46.5
Offices of 251+ Lawyers	31	6.5	16.1	32.3	45.2	9.7	22.6	67.7

Note: Figures are based on employers that interviewed on campus or participated in job fairs for either the summer 2021 or summer 2020 recruiting cycles. Counts by office size within firm size do not add up to the total count for the firm size because office size information is not included for surveys that reported multi-office or firm-wide data. The number of offices for the comparative analyses is slightly smaller than the number shown in the first column.

**Table 13. Job Fair Participation (in-person or virtually) for the Summer 2021 Recruiting Cycle Compared with Summer 2020 As Reported by Employers – By NALP Region and City/State**

*(in percentages except for counts)*

	# of Offices	Number of Job Fairs/Consortia Programs for the Summer 2021 Recruiting Cycle				Job Fair Participation Compared to the Summer 2020 Recruiting Cycle		
		None	One	Two	Three or More	Increased	Decreased	Stayed the Same
<b>Total – All Employers</b>	<b>323</b>	<b>34.1%</b>	<b>31.3%</b>	<b>18.0%</b>	<b>16.7%</b>	<b>11.8%</b>	<b>36.5%</b>	<b>51.7%</b>
<b>Northeast</b>	59	18.6	30.5	16.9	33.9	22.0	32.2	45.8
Boston	13	15.4	61.5	23.1	0.0	7.7	38.5	53.8
New York City	42	14.3	23.8	16.7	45.2	26.2	26.2	47.6
<b>Mid-Atlantic</b>	46	37.0	43.5	17.4	2.2	6.5	28.3	65.2
Washington, DC/ Northern VA area	30	33.3	46.7	16.7	3.3	3.3	30.0	66.7
<b>Southeast</b>	57	45.6	35.1	15.8	3.5	15.8	38.6	45.6
Atlanta	5	0.0	60.0	20.0	20.0	0.0	20.0	80.0
Dallas	13	38.5	38.5	23.1	0.0	23.1	38.5	38.5
Houston	15	40.0	46.7	13.3	0.0	26.7	40.0	33.3
Miami/Ft. Lauderdale/W. Palm Beach	6	50.0	16.7	16.7	16.7	0.0	66.7	33.3
Other areas in Florida	5	60.0	40.0	0.0	0.0	40.0	0.0	60.0
<b>Midwest</b>	49	32.7	32.7	20.4	14.3	6.1	36.7	57.1
Chicago	22	4.5	31.8	36.4	27.3	9.1	22.7	68.2
Michigan	7	100.0	0.0	0.0	0.0	0.0	42.9	57.1
Missouri	6	33.3	33.3	16.7	16.7	0.0	83.3	16.7
Ohio	7	57.1	28.6	14.3	0.0	14.3	14.3	71.4
<b>West/Rocky Mountain</b>	74	51.4	24.3	17.6	6.8	10.8	33.8	55.4
Denver	7	85.7	0.0	14.3	0.0	14.3	42.9	42.9
Los Angeles & Orange County	29	58.6	27.6	13.8	0.0	6.9	27.6	65.5
San Francisco	14	42.9	28.6	21.4	7.1	14.3	42.9	42.9
Silicon Valley	9	33.3	22.2	33.3	11.1	0.0	55.6	44.4
San Francisco	18	27.8	50.0	11.1	11.1	11.1	0.0	88.9
Seattle	5	40.0	20.0	20.0	20.0	20.0	20.0	60.0
Silicon Valley	12	16.7	33.3	41.7	8.3	25.0	16.7	58.3

Note: Figures are based on employers that interviewed on campus or participated in job fairs for either the summer 2021 or summer 2020 recruiting cycles. Counts by office size within firm size do not add up to the total count for the firm size because office size information is not included for surveys that reported multi-office or firm-wide data. The number of offices for the comparative analyses is slightly smaller than the number shown in the first column. Specific city information may include firms which recruit for additional offices in other cities and/or a few offices in suburban locations. City figures generally do not include offices that submitted a single composite survey to cover recruiting activity in multiple cities. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

# Summer Program Characteristics

In light of the COVID-19 pandemic, legal employers made substantial modifications to their summer 2020 programs. While some law firms canceled their summer programs outright, many others made the decision to continue with shortened programs, and in most cases, held these programs virtually.

For those offices that held a summer 2020 program, the vast majority (86%) were entirely virtual programs, 6% were wholly in-person programs, and 8% were a hybrid version with a mix of some in-person and some virtual programming. In a May 2020 NALP survey, 40% of offices at that time had hoped to hold a hybrid program but based on the results of this survey it is evident that most were unable to move beyond a virtual environment. (See Table 14.)

Summer programs were also shorter in 2020. In last year's *Perspectives on 2019 Law Student Recruiting*, the average summer program length in 2019 was 9.7 weeks and 10 weeks was the mostly commonly reported length (71% of offices). In 2020, the overall average summer program length was just 5.6 weeks. Averages varied by the format of summer programs. The average length for in-person programs was 5.2 weeks, the average for virtual programs was 5.6 weeks, and the average for hybrid programs was 6.7 weeks. Overall, the most popular program length was 6 weeks (28% of offices), followed by 5 weeks (26% of offices). Across all offices, summer programs ranged from 2 to 12 weeks in length. (See Table 15.)

- On a regional basis, programs in the Southeast were the shortest in length, averaging 5.3 weeks. With an average of 6.0 weeks, programs in the Midwest were the longest.
- Six-week programs were the most common overall in 2020 and were most prevalent in the West/Rocky Mountain region (37% of offices).
- By firm size, small firms of 100 or fewer lawyers had the longest average summer 2020 program (6.9 weeks) and firms of more than 700 lawyers had the shortest average summer program (5.3 weeks).
- Among offices holding a summer program in at least 1 of the past 3 years (or in the case of 2020, originally planning to hold a summer program), 74% of offices held a summer program each summer from 2018 to 2020. This percentage is lower in firms of 251-500 lawyers, in smaller offices, and in the Southeast region. Offices hosting a program in 2018 and 2019 and that originally planned but canceled a 2020 program accounted for 11% of offices, followed by offices holding a program in only 2019 and 2020 at 6%, and offices holding a program only in 2020 at 5%. These 4 scenarios are the most common nationwide, but not necessarily for smaller units of analysis, particularly cities. (See Table 16.)

**Table 14. Format of Summer 2020 Programs**

(For those offices that hosted a summer 2020 program)

	Percentage of Offices by Format Type			
	100% Virtual	100% In-Person	Hybrid Model*	# of Offices
<b>Total – All Employers</b>	<b>86.3%</b>	<b>5.8%</b>	<b>7.9%</b>	<b>466</b>
<b>By Number of Lawyers Firm-Wide</b>				
100 or Fewer	56.3	6.3	37.5	16
101-250	58.8	17.6	23.5	34
251-500	82.5	2.5	15.0	80
501-700	77.8	7.9	14.3	63
701+	94.5	4.8	0.7	273
<b>By Number of Lawyers in Office</b>				
25 or Fewer	83.1	10.2	6.8	59
26-50	83.3	4.9	11.8	102
51-100	89.3	6.3	4.5	112
101-250	83.0	7.0	10.0	100
251+	100.0	0.0	0.0	49
<b>By NALP Region and City/State</b>				
<b>Northeast</b>	94.4	0.0	5.6	71
Boston	93.8	0.0	6.3	16
New York City	98.1	0.0	1.9	52
<b>Mid-Atlantic</b>	88.3	6.5	5.2	77
New Jersey	80.0	20.0	0.0	5
Philadelphia	87.5	0.0	12.5	8
Washington, DC/ Northern VA area	92.2	2.0	5.9	51
<b>Southeast</b>	84.6	6.7	8.7	104
Atlanta	75.0	12.5	12.5	8
Austin	83.3	0.0	16.7	6
Charlotte	71.4	14.3	14.3	7
Dallas	81.8	4.5	13.6	22
Houston	92.3	3.8	3.8	26
Miami/Ft. Lauderdale/ W. Palm Beach	100.0	0.0	0.0	11

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Percentage of Offices by Format Type				
	100% Virtual	100% In-Person	Hybrid Model*	# of Offices
<b>Midwest</b>	73.6	13.9	12.5	72
Chicago	92.9	3.6	3.6	28
Columbus	40.0	40.0	20.0	5
Minneapolis	87.5	12.5	0.0	8
St. Louis	80.0	0.0	20.0	5
<b>West/Rocky Mountain</b>	91.1	2.7	6.3	112
Denver area	100.0	0.0	0.0	9
Los Angeles & Orange County	92.3	2.6	5.1	39
San Diego	83.3	0.0	16.7	6
San Francisco	87.0	8.7	4.3	23
Seattle	80.0	0.0	20.0	5
Silicon Valley	100.0	0.0	0.0	18

\* A hybrid model includes some mix of in-person and virtual programming.

Note: Specific city information may include offices in a few suburban locations, or firms where most attorneys are in that city. However, it generally does not include firms which submitted a single survey for multiple offices nationwide. These firms are also excluded from regional analyses. Information by region does include firms submitting a firm-wide form but whose offices are predominantly or wholly in that region.

**Table 15. Length of Summer 2020 Programs**

(for those offices that hosted a summer 2020 program)

	Most Common Program Lengths and % Reporting Each			Range of Lengths Reported (Weeks)		Average Length (Weeks)			# of Offices*
	4.0 Weeks	5.0 Weeks	6.0 Weeks	Minimum Length	Maximum Length	Average Length 2020	Average Length 2019	Average Length 2018	
<b>Total – All Employers</b>	<b>18.1%</b>	<b>26.0%</b>	<b>28.4%</b>	<b>2</b>	<b>12</b>	<b>5.6</b>	<b>9.7</b>	<b>9.7</b>	<b>465</b>
<b>By Format of Summer 2020 Program</b>									
100% Virtual	19.2	25.2	26.9	2	12	5.6	9.8	9.8	401
100% In-person	18.5	48.1	29.6	4	7	5.2	9.5	9.4	27
Hybrid model	5.4	18.9	43.2	4	10	6.7	9.6	9.5	37
<b>By Number of Lawyers Firm-Wide</b>									
100 or Fewer	18.8	12.5	12.5	3	12	6.9	9.5	9.6	16
101-250	26.5	29.4	17.6	2	10	5.6	9.3	9.3	34
251-500	10.0	47.5	25.0	3	12	5.6	9.8	9.7	80
501-700	6.3	14.3	54.0	4	10	6.6	9.7	9.7	63
701+	22.1	22.8	25.7	2	10	5.3	9.8	9.8	272
<b>By Number of Lawyers in Office</b>									
25 or Fewer	10.3	32.8	34.5	2	10	5.6	9.3	9.4	58
26-50	18.6	25.5	26.5	2	10	5.8	9.6	9.6	102
51-100	18.8	23.2	30.4	2	10	5.7	9.8	9.8	112
101-250	22.0	21.0	28.0	2	10	5.3	9.7	9.7	100
251+	22.4	28.6	18.4	2	12	5.6	10.2	10.2	49
<b>By NALP Region and City/State</b>									
<b>Northeast</b>	19.7	23.9	26.8	2	12	5.8	10.0	10.0	71
Boston	12.5	12.5	31.3	2	10	5.9	10.1	10.1	16
New York City	23.5	29.4	23.5	2	12	5.7	10.0	10.0	51
<b>Mid-Atlantic</b>	19.5	23.4	26.0	2	11	5.8	9.7	9.8	77
New Jersey	60.0	0.0	20.0	4	7	5.0	9.0	NA	5
Philadelphia	25.0	25.0	37.5	4	8	5.5	9.0	9.5	8
Washington, DC/ Northern VA area	17.6	25.5	25.5	2	11	5.7	10.0	10.0	51

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	Most Common Program Lengths and % Reporting Each			Range of Lengths Reported (Weeks)		Average Length (Weeks)			# of Offices*
	4.0 Weeks	5.0 Weeks	6.0 Weeks	Minimum Length	Maximum Length	Average Length 2020	Average Length 2019	Average Length 2018	
<b>Southeast</b>	19.2	29.8	22.1	2	10	5.3	9.3	9.2	104
Atlanta	0.0	37.5	25.0	3	10	6.1	9.1	8.8	8
Austin	0.0	16.7	33.3	2	10	5.3	NA	NA	6
Charlotte	14.3	42.9	14.3	3	9	5.3	9.3	9.3	7
Dallas	9.1	36.4	22.7	2	10	5.5	9.7	9.5	22
Houston	11.5	42.3	19.2	2	10	5.4	9.8	9.8	26
Miami/ Ft. Lauderdale/ W. Palm Beach	54.5	9.1	9.1	2	9	4.9	9.3	9.4	11
<b>Midwest</b>	22.2	22.2	26.4	2	10	6.0	9.8	9.8	72
Chicago	25.0	28.6	17.9	2	10	5.4	9.8	9.9	28
Columbus	20.0	20.0	20.0	4	10	7.0	9.8	9.7	5
Minneapolis	12.5	12.5	25.0	4	10	7.1	9.9	9.9	8
St. Louis	0.0	80.0	0.0	5	8	5.6	9.2	9.2	5
<b>West/Rocky Mountain</b>	13.5	25.2	36.9	2	12	5.5	9.8	9.8	111
Denver area	33.3	22.2	33.3	4	8	5.3	9.6	9.9	9
Los Angeles & Orange County	17.9	25.6	30.8	2	10	5.5	9.7	9.7	39
San Diego	0.0	16.7	66.7	5	10	6.5	9.9	9.9	6
San Francisco	18.2	27.3	36.4	2	10	5.0	9.8	9.8	22
Seattle	0.0	20.0	60.0	3	6	5.2	10.0	10.0	5
Silicon Valley	5.6	22.2	44.4	2	10	5.8	9.9	10.1	18

\*This is the number of offices that reported a summer program in 2020. Average summer program length for each year is based on offices reporting a program for that year; thus, the number of offices on which the averages for 2018 and 2019 are based may vary from this number.

Note: Specific city information may include offices in a few suburban locations, or firms where most attorneys are in that city. State information may include consolidated information reported by firms whose offices are primarily in that state. However, it generally does not include firms which submitted a single survey for multiple offices nationwide. These firms are also excluded from regional analyses. Information by region does include firms submitting a firm-wide form but whose offices are predominantly or wholly in that region. The summer program lengths reported in this table are the 3 most common nationwide for summer 2020. These 3 may not be the most common for smaller units of analysis.

NA indicates that there were less than 5 observations in a particular year in order to report data for that city/state.

**Table 16. Summer Program Trends 2018-2020**

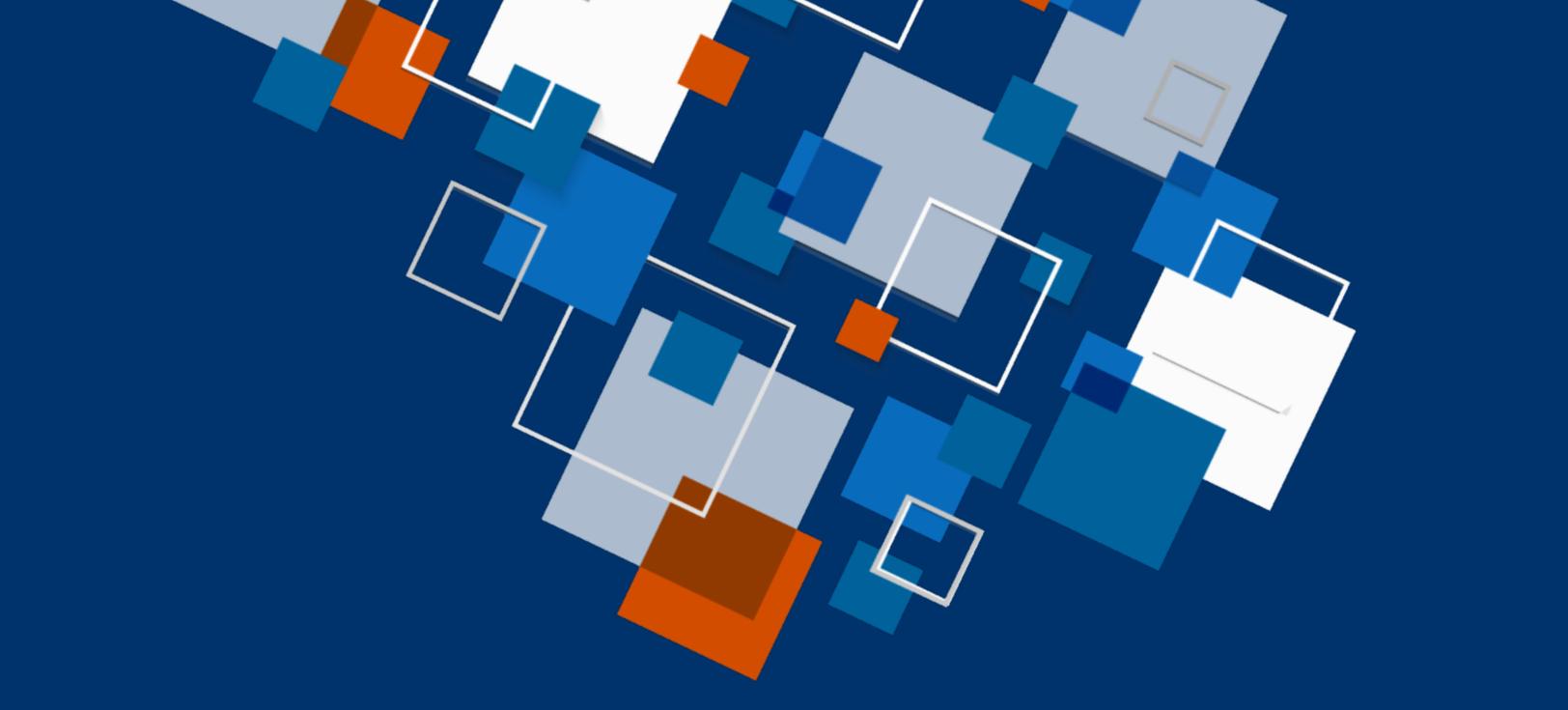
	<b>% Holding Program in All 3 Years</b>	<b>% Holding Program in 2018 &amp; 2019, Planned but Canceled 2020 Program</b>	<b>% Holding Program in 2019 and 2020 Only</b>	<b>% Holding Program in 2020 Only</b>	<b># of Offices</b>
<b>Total – All Employers</b>	<b>74.3%</b>	<b>10.6%</b>	<b>6.3%</b>	<b>4.7%</b>	<b>537</b>
<b>By Number of Lawyers Firm-Wide</b>					
100 or Fewer	81.3	0.0	6.3	12.5	16
101-250	67.3	24.5	2.0	0.0	49
251-500	56.1	20.6	10.3	6.5	107
501 -700	74.6	0.0	9.0	10.4	67
701+	81.5	7.7	5.0	3.0	298
<b>By Number of Lawyers in Office</b>					
25 or Fewer	39.0	15.6	18.2	15.6	77
26-50	63.3	8.3	11.7	5.8	120
51-100	88.1	5.1	3.4	3.4	118
101-250	81.5	16.0	1.7	0.8	119
251+	98.0	2.0	0.0	0.0	50
<b>By NALP Region and City/State</b>					
<b>Northeast</b>	79.8	11.9	2.4	3.6	84
Boston	80.0	10.0	0.0	0.0	20
New York City	81.4	10.2	3.4	5.1	59
<b>Mid-Atlantic</b>	74.7	12.1	3.3	6.6	91
New Jersey	50.0	16.7	16.7	16.7	6
Philadelphia	60.0	20.0	10.0	10.0	10
Washington DC/ Northern VA area	85.5	3.6	1.8	5.5	55
Wilmington	50.0	16.7	0.0	16.7	6
<b>Southeast</b>	66.4	3.5	12.4	8.8	113
Atlanta	33.3	16.7	8.3	16.7	12
Austin	66.7	0.0	0.0	33.3	6
Charlotte	100.0	0.0	0.0	0.0	7
Dallas	73.9	4.3	13.0	0.0	23
Houston	74.1	0.0	14.8	7.4	27
Miami/Ft. Lauderdale/ W. Palm Beach	54.5	0.0	27.3	9.1	11

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	% Holding Program in All 3 Years	% Holding Program in 2018 & 2019, Planned but Canceled 2020 Program	% Holding Program in 2019 and 2020 Only	% Holding Program in 2020 Only	# of Offices
<b>Midwest</b>	79.1	15.1	3.5	1.2	86
Chicago	70.6	17.7	8.8	2.9	34
Columbus	83.3	16.7	0.0	0.0	6
Indianapolis	60.0	40.0	0.0	0.0	5
Minneapolis	88.9	11.1	0.0	0.0	9
St. Louis	83.3	16.7	0.0	0.0	6
<b>West/Rocky Mountain</b>	71.9	10.9	9.4	3.1	128
Denver area	66.7	0.0	22.2	0.0	9
Los Angeles & Orange County	71.7	13.0	10.9	2.2	46
San Diego	62.5	25.0	0.0	0.0	8
San Francisco	68.0	8.0	12.0	8.0	25
Seattle	57.1	28.6	0.0	14.3	7
Silicon Valley	83.3	0.0	11.1	0.0	18

Notes: Offices/firms included in this table held, or in the case of 2020 planned to hold, a summer program in at least 1 of the 3 years. This table shows percentages for the 4 most frequently reported combinations overall, which account for 95.9% of responses. These may not be the 4 most frequently reported combinations for smaller units of analysis.

This table includes both firm-wide and office-specific reports. City information may include offices in a few suburban locations, or firms where most attorneys are in that city. State information may include consolidated information reported by firms whose offices are primarily in that state. However, regional and city-specific figures generally do not include offices which reported a single consolidated form to cover activity in offices nationwide.



# Outcomes of Summer Programs & Fall/Winter Recruiting

A total of 510 employers reported information on the outcomes of their 2020 summer programs, which includes both summer programs that were held and those that were canceled due to the COVID-19 pandemic. Over half of respondents represented firms of more than 700 lawyers; however, responses from those large firms were often from small offices within the firm. For office-specific reports, about 36% of respondents were from the Northeast and Mid-Atlantic regions combined. The West/Rocky Mountain region accounted for one-quarter (25%) of responses, the Southeast region accounted for 22% of responses, and the Midwest accounted for 17%. Note that for firms submitting a single survey to cover multiple or all offices, the information generally was not attributed to a city, and in many cases not even to a region if their offices were nationwide.

# Outcomes of Summer 2020 Programs

Responding employers reported a combined total of 5,574 individuals from the Class of 2021 participating (or in the case of canceled programs, originally planning to participate) in their 2020 summer programs, with an overall average class size of 11 and a median class size of 5. The median size ranged from 3 to 5, depending on firm size, with firms of 101 to 250 lawyers and firms of more than 700 lawyers having the highest median class size. (See Table 17.) The overall average and median class sizes were the same for summer programs that were held; however, the median size by firm size ranged from 3.0 to 6.5 for these programs. For canceled summer programs, the average class size was 8 and the median was 4. (See Tables 18 and 19.)

The overall class size average figure has been trending downward for the past 2 years. After reaching pre-Great Recession levels from 2015-2018, the average has now dropped below those levels of just prior to the Great Recession. Medians have not exceeded 6 since the start of this century and have usually been 5 or 6. The median and the average class size at the largest firms of more than 700 lawyers in 2020 were 5 and 14, respectively, dropping from a median of 6 and an average of 18 for 2019. The average class size in the largest firms has been trending downward recently as well; after reaching an average of 22 in 2016.

Distinguishing between firms that submitted a composite survey to cover activity in multiple or all offices from those that submitted a survey pertaining to that office only reveals that, on a per office basis, the median class size was 4 and the average size was 8. For firms reporting on a firm-wide basis, the median class size was 17 and the average size was 37. The

median ranged from 7 in firms of 101-250 lawyers to 63 in firms of more than 700 lawyers.

Overall, 97% of participants received an offer for an associate position, down slightly from 98% for summer 2019 programs. However, the reporting status date for this year's survey was October 1 as compared to December 1 in 2019 which may contribute to the slightly lower rate. In total, firms reported that they had not yet made an offer decision for 1.8% of all summer program participants as of October 1, 2020, which is twice the rate as compared to 2019 when the reporting status date was December 1. Nationally, the offer rate has been at or above 90% since 2011, after falling precipitously to 69% in 2009. The offer rates from summer programs for the past 5 summers (2016-2020) represent the highest in the quarter century that NALP has compiled comparable figures.

The overall offer acceptance rate from summer 2020 as of October 1 was 88%, the same as in 2019. Acceptance rates were higher for summer programs that were held (88%) as compared to those that were canceled (86%). A new metric included in this year's report is the percentage of students who accepted an associate offer and also spent their 1L summer with the office/firm. Across all offices, nearly 12% of students accepting an associate offer also spent their 1L summer with the office/firm.

- Offer rates for summer 2020 programs that were held (97%) were higher than for summer 2020 programs that were canceled (93%).
- Measured in terms of either the average or the median, summer class sizes were largest in

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the Northeast and smallest in the West/Rocky Mountain region.

- Some cities with relatively large firms, but certainly not all, had summer programs which, on average, were larger than for their respective region as whole. New York City and Dallas are examples. Programs in Boston were smaller than the Northeast average, which is largely a function of New York programs.
- Offer rates were highest in the West/Rocky Mountain and Northeast regions and lowest in the Mid-Atlantic region.

Average and median summer program sizes mask a considerable range of sizes, however, and the distribution of those sizes. (See Table 20.)

- Overall, program sizes ranged from 1 to 226, but the most common program size (the mode) was 2, reported by 16% of offices. Nearly 43% of employers reported a class size of 1 to 3 students. Furthermore, the 95th percentile of program sizes, that is the size delineating the top 5% of offices from the bottom 95% is just 38.
- Of course, these figures vary a great deal depending on whether the information was reported for all or multiple offices of the firm, or for a single office. For multi-office reports, the size of most programs was 10 or more (77%), and the mode was 7; while, just 22% of office-specific reports had programs of 10 or more second-years.
- For office-specific reports, the minimum program size was 1 and the modal value ranged from 1 to 4 depending

on firm size. The modal value reflects numerous small programs at smaller offices of large firms.

A final perspective on summer outcomes is provided by examining the distribution of acceptance rates for each of the offices that reported this information. This procedure, unlike that of the previous analysis, which is based on volumes, gives equal weight to each office. For example, the acceptance rate for a small office has equal weight with that of a very large office. Nearly 18% of employers reported acceptance rates of 75% or less and 23% reported acceptance rates between 75.1% and 99.9%. Nearly 60% of offices reported acceptance rates of 100%. The average acceptance rate was 88%. By overall firm size, the prevalence of 100% acceptance rates varied from 56% to 80%. (See Table 21.)

- On a regional basis, offices in the Mid-Atlantic region were least likely to report acceptance rates of 100% and were also most likely to have reported acceptance rates of 75% or less. Additionally, the average acceptance rate was lowest in the Mid-Atlantic region at 82% and was highest in the Northeast at 92%. The average acceptance rate was at or above 80% in all the cities/states reported here except Minneapolis, Seattle, and New Jersey.
- The average acceptance rate was higher for offices that held a summer 2020 program (89%) as compared to those that canceled their summer 2020 program (85%). Only 16% of offices that held their summer program reported an acceptance rate of 75% or less compared to 26% of canceled programs. (See Tables 22 and 23.)

**Table 17. Summer 2020 Program Class Sizes and Outcomes for All Offices**

*(Includes outcomes of both summer programs that were held and those that were canceled due to the COVID-19 pandemic)*

	Size of Program		% of Participants Receiving Offers	% of Offers Accepted	% of Acceptances Who Spent 1L Summer with Office/Firm	# of Offices
	Median	Average				
<b>Total — All Employers</b>	<b>5.0</b>	<b>11</b>	<b>96.7%</b>	<b>87.8%</b>	<b>11.5%</b>	<b>510</b>
<b>By Number of Lawyers Firm-Wide</b>						
100 or Fewer	4.0	5	84.7	82.0	6.0	16
101-250	5.0	6	87.7	88.4	13.1	47
251-500	3.0	8	93.7	89.1	16.3	102
501-700	3.0	7	88.4	88.4	22.6	62
701+	5.0	14	99.1	87.5	9.4	283
<b>FIRM-WIDE/MULTI-OFFICE REPORTS</b>						
All Firm-Wide/ Multi-Office Reports	17.0	37	96.6	89.0	9.1	53
<b>By Number of Lawyers Firm-Wide</b>						
101-250	7.0	7	79.7	89.8	11.3	10
251-500	15.0	17	90.6	91.3	16.2	15
501-700	21.5	21	89.5	91.9	27.5	6
701+	63.0	76	98.9	88.4	6.5	20
<b>By NALP Region</b>						
West/Rocky Mountain	15.0	15	100.0	91.3	16.0	7
<b>OFFICE-SPECIFIC REPORTS</b>						
All Office-Specific Reports	4.0	8	96.8	87.1	12.9	457
<b>By Number of Lawyers Firm-Wide</b>						
100 or Fewer	4.0	5	84.3	81.4	6.3	14
101-250	5.0	5	90.6	88.0	13.7	37
251-500	2.0	7	95.0	88.2	16.4	87
501-700	3.0	5	87.9	87.0	20.5	56
701+	5.0	9	99.2	86.9	11.3	263
<b>By Number of Lawyers in Office</b>						
25 or Fewer	1.0	2	97.1	78.2	27.8	66
26-50	2.0	3	94.6	84.5	18.4	109
51-100	4.0	5	97.3	90.2	18.7	115
101-250	7.5	9	97.7	86.5	16.4	118
251+	23.0	31	96.3	87.3	6.1	49

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	Size of Program		% of Participants Receiving Offers	% of Offers Accepted	% of Acceptances Who Spent 1L Summer with Office/Firm	# of Offices
	Median	Average				
<b>By NALP Region and City/State</b>						
<b>Northeast</b>	8.0	18	97.6	88.5	5.1	78
Boston	5.0	7	100.0	92.8	10.7	17
New York City	11.0	22	97.3	88.0	4.5	57
<b>Mid-Atlantic</b>	4.5	7	94.9	81.1	11.4	86
New Jersey	2.5	2	92.9	84.6	9.1	6
Philadelphia	7.0	8	98.7	76.9	15.0	10
Washington, DC/ Northern VA area	5.5	8	93.8	81.4	11.4	54
Wilmington	9.0	8	100.0	83.3	0.0	5
<b>Southeast</b>	3.0	6	97.1	86.3	30.8	102
Atlanta	3.0	8	100.0	90.9	18.6	10
Charlotte	4.0	5	100.0	81.8	22.2	7
Dallas	6.0	7	98.0	89.9	41.0	22
Houston	3.5	7	98.9	87.0	37.5	26
Miami/Ft. Lauderdale/ W. Palm Beach	2.0	3	92.9	100.0	3.8	11
<b>Midwest</b>	5.0	7	95.9	89.8	15.5	79
Chicago	5.0	9	98.6	89.0	5.8	33
Columbus	2.5	3	100.0	88.2	40.0	6
Indianapolis	7.0	6	90.3	92.9	26.9	5
Minneapolis	3.0	4	93.3	78.6	18.2	8
St. Louis	7.5	7	100.0	100.0	45.0	6
<b>West/Rocky Mountain</b>	3.0	4	97.7	88.3	13.7	112
Denver area	2.0	3	92.6	92.0	26.1	9
Los Angeles & Orange County	3.0	4	100.0	92.7	9.2	43
San Diego	2.0	3	100.0	96.2	20.0	8
San Francisco	3.0	5	100.0	79.3	6.8	22
Seattle	3.0	4	93.5	82.8	41.7	7
Silicon Valley	3.5	5	98.9	89.5	14.3	16

Note: Figures reflect participation by 5,574 students in the Class of 2021 during the summer of 2020. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. The number of employers reporting a summer program is shown in the last column. This table include both offices that hosted a summer program and those that originally planned to host a summer program, but canceled it due to the COVID-19 pandemic. It does include offices that did not make any offers from the summer program or whose offer process was not complete as of October 1, 2020. Overall, firms reported that an offer decision had not been made for 1.8% of summer program participants. Firms also reported that 7.6% of 2Ls with offers had not responded or a response was still pending as of October 1, 2020. Average figures are rounded to the nearest whole number. Following the first section where overall and figures by firm size include both firm-wide and office-specific reporting, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. However, office-specific information includes some instances of firms with most attorneys located in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating 2 geographically adjacent offices into a single survey.

**Table 18. Summer 2020 Program Class Sizes and Outcomes for Offices that Held a Program**

*(Excludes summer 2020 programs that were canceled due to the COVID-19 pandemic)*

	Size of Program		% of Participants Receiving Offers	% of Offers Accepted	% of Acceptances Who Spent 1L Summer with Office/Firm	# of Offices
	Median	Average				
<b>Total – All Employers</b>	<b>5.0</b>	<b>11</b>	<b>97.0%</b>	<b>88.0%</b>	<b>11.5%</b>	<b>450</b>
<b>By Number of Lawyers Firm-Wide</b>						
100 or Fewer	4.0	5	84.7	82.0	6.0	16
101-250	6.5	6	93.5	88.6	13.5	34
251-500	3.5	9	94.0	89.5	15.2	78
501-700	3.0	7	88.4	88.4	22.6	62
701+	5.5	14	99.1	87.7	9.6	260
<b>FIRM-WIDE/MULTI-OFFICE REPORTS</b>						
All Firm-Wide/ Multi-Office Reports	20.0	39	97.4	89.4	9.1	44
<b>By Number of Lawyers Firm-Wide</b>						
101-250	7.5	8	95.2	89.8	11.3	8
251-500	17.0	19	93.2	90.6	13.8	11
501-700	21.5	21	89.5	91.9	27.5	6
701+	66.0	77	98.9	89.0	6.6	17
<b>By NALP Region</b>						
West/Rocky Mountain	14.0	15	100.0	92.0	12.3	6
<b>OFFICE-SPECIFIC REPORTS</b>						
All Office-Specific Reports	4.0	8	96.9	87.2	12.7	406
<b>By Number of Lawyers Firm-Wide</b>						
100 or Fewer	4.0	5	84.3	81.4	6.3	14
101-250	5.5	6	92.8	88.0	14.4	26
251-500	2.0	8	94.4	89.1	15.7	67
501-700	3.0	5	87.9	87.0	20.5	56
701+	5.0	10	99.2	86.9	11.2	243
<b>By Number of Lawyers in Office</b>						
25 or Fewer	1.0	1	97.4	81.1	25.0	52
26-50	2.0	3	95.5	84.6	19.5	98
51-100	5.0	5	97.2	90.1	18.7	109
101-250	8.0	10	97.9	86.5	17.0	99
251+	23.0	31	96.3	87.3	6.0	48

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	Size of Program		% of Participants Receiving Offers	% of Offers Accepted	% of Acceptances Who Spent 1L Summer with Office/Firm	# of Offices
	Median	Average				
<b>By NALP Region and City/State</b>						
<b>Northeast</b>	9.0	20	97.5	88.3	4.8	68
Boston	6.0	7	100.0	92.3	10.4	15
New York City	16.0	24	97.3	87.9	4.4	51
<b>Mid-Atlantic</b>	5.0	8	94.8	81.5	11.5	75
New Jersey	3.0	2	91.7	90.9	10.0	5
Philadelphia	5.0	6	98.0	77.6	21.1	8
Washington, DC/ Northern VA area	6.5	9	93.7	81.3	11.1	50
<b>Southeast</b>	3.0	6	96.9	86.8	30.5	97
Atlanta	3.0	8	100.0	96.7	10.3	8
Charlotte	4.0	5	100.0	81.8	22.2	7
Dallas	6.0	7	98.0	89.8	41.7	21
Houston	3.5	7	98.9	87.0	37.5	26
Miami/Ft. Lauderdale/W. Palm Beach	2.0	3	92.9	100.0	3.8	11
<b>Midwest</b>	5.0	7	95.6	90.0	15.3	67
Chicago	5.0	10	98.5	89.2	5.4	27
Columbus	3.0	3	100.0	93.3	35.7	5
Minneapolis	3.0	3	91.7	81.8	22.2	7
St. Louis	7.0	6	100.0	100.0	56.7	5
<b>West/ Rocky Mountain</b>	3.0	4	98.8	88.9	13.9	99
Denver area	2.0	3	92.6	92.0	26.1	9
Los Angeles & Orange County	3.0	4	100.0	94.0	10.3	37
San Diego	2.0	3	100.0	100.0	22.2	6
San Francisco	3.0	5	100.0	80.4	5.8	20
Seattle	1.0	5	100.0	84.0	42.9	5
Silicon Valley	3.5	5	98.9	89.5	14.3	16

Note: Figures reflect participation by 5,082 students in the Class of 2021 during the summer of 2020. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. The number of employers reporting a summer program is shown in the last column. This table includes only offices that still hosted a summer program in 2020; however, it does include offices that did not make any offers from the summer program or whose offer process was not complete as of October 1, 2020. Overall, firms reported that an offer decision had not been made for 1.6% of summer program participants. Firms also reported that 7.4% of 2Ls with offers had not responded or a response was still pending as of October 1, 2020. Average figures are rounded to the nearest whole number. Following the first section where overall and figures by firm size include both firm-wide and office-specific reporting, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. However, office-specific information includes some instances of firms with most attorneys located in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating 2 geographically adjacent offices into a single survey.

**Table 19. Summer 2020 Program Class Sizes and Outcomes for Offices that Canceled their Program**

*(Only includes summer 2020 programs that were canceled due to the COVID-19 pandemic)*

	Planned Size of Program		% of Students Receiving Offers	% of Offers Accepted	% of Acceptances Who Spent 1L Summer with Office/Firm	# of Offices
	Median	Average				
<b>Total – All Employers</b>	<b>4.0</b>	<b>8</b>	<b>93.3%</b>	<b>85.6%</b>	<b>12.2%</b>	<b>60</b>
<b>By Number of Lawyers Firm-Wide</b>						
101-250	5.0	5	67.2	87.8	11.1	13
251-500	3.0	5	91.6	86.7	23.1	24
701+	4.0	13	99.3	84.9	7.9	23
<b>FIRM-WIDE/MULTI-OFFICE REPORTS</b>						
All Firm-Wide/ Multi-Office Reports	12.0	29	91.3	86.3	9.2	9
<b>OFFICE-SPECIFIC REPORTS</b>						
All Office-Specific Reports	3.0	4	95.6	84.9	15.6	51
<b>By Number of Lawyers Firm-Wide</b>						
101-250	4.0	4	83.7	87.8	11.1	11
251-500	3.0	4	98.8	82.9	20.6	20
701+	3.0	5	99.0	85.4	13.4	20
<b>By Number of Lawyers in Office</b>						
25 or Fewer	2.0	2	96.4	70.4	36.8	14
26-50	3.0	3	87.9	82.8	8.3	11
51-100	2.0	3	100.0	94.1	18.8	6
101-250	6.0	8	96.6	86.8	12.8	19
<b>By NALP Region and City/State</b>						
<b>Northeast</b>	4.5	5	97.9	95.7	11.1	10
New York City	5.5	6	97.0	93.8	10.0	6
<b>Mid-Atlantic</b>	2.0	5	96.0	77.1	10.8	11
<b>Southeast</b>	2.0	5	100.0	73.9	41.2	5
<b>Midwest</b>	3.5	5	98.1	88.7	17.0	12
Chicago	3.0	4	100.0	85.7	11.1	6
<b>West/Rocky Mountain</b>	3.0	4	88.9	83.3	12.5	13
Los Angeles & Orange County	3.0	5	100.0	87.1	3.7	6

Note: Figures reflect 492 students in the Class of 2021 who would have participated in a summer program during the summer of 2020. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. The number of employers reporting a summer program is shown in the last column. This table includes only offices that originally hired for a summer program in 2020, but canceled the program due to the COVID-19 pandemic. These figures include offices that did not make any offers from the summer program or whose offer process was not complete as of October 1, 2020. Overall, firms reported that an offer decision had not been made for 3.7% of students. Firms also reported that 9.6% of 2Ls with offers had not responded or a response was still pending as of October 1, 2020. Average figures are rounded to the nearest whole number. Following the first section where overall and figures by firm size include both firm-wide and office-specific reporting, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. However, office-specific information includes some instances of firms with most attorneys located in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating 2 geographically adjacent offices into a single survey.

**Table 20. Summer 2020 Program Sizes**

*(Includes sizes of both summer programs that were held and those that were canceled due to the COVID-19 pandemic)*

	% of Offices in Each Program Size Range			Range of Program Sizes Reported				Most Common Program Size (Mode) and % of Offices		# of Summer 2Ls	# of Offices
	1-3	4-9	10 or More	Min	5th Percentile	95th Percentile	Max	Mode	% of Offices with Program This Size		
<b>Total – All Employers</b>	<b>42.5%</b>	<b>29.6%</b>	<b>27.8%</b>	<b>1</b>	<b>1</b>	<b>38</b>	<b>226</b>	<b>2</b>	<b>15.8%</b>	<b>5,574</b>	<b>510</b>
<b>FIRM-WIDE/MULTI-OFFICE REPORTS</b>											
All Firm-Wide/ Multi-Office Reports	5.7	17.0	77.4	1	2	152	226	7	7.5	1,973	53
<b>By Number of Lawyers Firm-Wide</b>											
101-250	12.5	62.5	25.0	2	2	14	14	7	30.0	74	10
251-500	0.0	9.1	90.9	7	7	32	32	12	20.0	254	15
501-700	0.0	0.0	100.0	16	16	24	24	No figure reported more than once		124	6
701+	0.0	0.0	100.0	12	13	214	226	13, 20, and 59	10.0 each	1,519	20
<b>OFFICE-SPECIFIC REPORTS</b>											
All Office-Specific Reports	46.8	31.1	22.1	1	1	26	120	2	17.3	3,601	457
<b>By Number of Lawyers Firm-Wide</b>											
100 or Fewer	35.7	57.1	7.1	2	2	17	17	3 and 4	28.6 each	70	14
101-250	32.4	59.5	8.1	1	1	12	14	3 and 4	13.5 each	202	37
251-500	59.8	19.5	20.7	1	1	30	92	1	27.6	597	87
501-700	64.3	21.4	14.3	1	1	22	46	1	25.0	306	56
701+	41.4	31.6	27.0	1	1	28	120	2	16.0	2,426	263

Note: Figures are based on offices/firms that reported at least one 2L summer associate for summer 2020, either in a summer 2020 program that was held or was canceled due to the COVID-19 pandemic. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. Office-specific information includes some instances of firms with most attorneys located in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating 2 geographically adjacent offices into a single survey.

**Table 21. Acceptance Rates from All Summer 2020 Programs**

*(Includes both summer programs that were held and those that were canceled due to the COVID-19 pandemic)*

	Percentage of Offices in Each Range of Acceptance Rates			Average Acceptance Rate	# of Offices
	Acceptance Rates				
	75% or less	75.1-99.9%	100%		
<b>Total – All Employers</b>	<b>17.5%</b>	<b>22.9%</b>	<b>59.6%</b>	<b>88.3%</b>	<b>503</b>
<b>By Number of Lawyers Firm-Wide</b>					
100 or Fewer	20.0	0.0	80.0	91.7	15
101-250	20.0	20.0	60.0	87.0	45
251-500	17.6	18.6	63.7	86.3	102
501-700	19.7	16.4	63.9	88.9	61
701+	16.4	27.5	56.1	89.0	280
<b>By Number of Lawyers in Office</b>					
25 or Fewer	26.6	1.6	71.9	81.1	64
26-50	21.7	4.7	73.6	86.4	106
51-100	12.2	13.0	74.8	92.5	115
101-250	21.2	26.3	52.5	88.5	118
251+	10.2	67.3	22.4	89.2	49
<b>By NALP Region and City/State</b>					
<b>Northeast</b>	11.4	35.4	53.2	91.5	79
Boston	11.8	29.4	58.8	91.7	17
New York City	12.5	39.3	48.2	90.7	56
<b>Mid-Atlantic</b>	29.5	20.5	50.0	82.4	88
New Jersey	33.3	0.0	66.7	75.0	6
Philadelphia	30.0	10.0	60.0	84.1	10
Washington, DC/ Northern VA area	27.8	22.2	50.0	84.8	54
Wilmington	20.0	20.0	60.0	89.7	5
<b>Southeast</b>	17.3	12.5	70.2	88.7	104
Atlanta	10.0	20.0	70.0	95.6	10
Charlotte	28.6	14.3	57.1	88.8	7
Dallas	13.6	31.8	54.5	84.6	22
Houston	15.4	7.7	76.9	90.1	26
Miami/Ft. Lauderdale/ W. Palm Beach	0.0	0.0	100.0	100.0	11

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Percentage of Offices in Each Range of Acceptance Rates					
Acceptance Rates					
	75% or less	75.1-99.9%	100%	Average Acceptance Rate	# of Offices
<b>Midwest</b>	19.2	21.8	59.0	85.9	78
Chicago	21.2	30.3	48.5	84.6	33
Columbus	16.7	16.7	66.7	89.3	6
Indianapolis	20.0	20.0	60.0	90.5	5
Minneapolis	37.5	12.5	50.0	68.3	8
St. Louis	0.0	0.0	100.0	100.0	6
<b>West/ Rocky Mountain</b>	15.1	13.4	71.4	91.0	119
Denver area	11.1	0.0	88.9	95.6	9
Los Angeles & Orange County	7.0	9.3	83.7	95.6	43
San Diego	0.0	12.5	87.5	98.2	8
San Francisco	27.3	9.1	63.6	84.7	22
Seattle	28.6	14.3	57.1	78.6	7
Silicon Valley	25.0	25.0	50.0	87.0	16

Note: This table excludes offices that did not make any offers to their summer associates. Both offices that hosted a summer program for 2Ls and those that originally planned to host a summer program for 2Ls, but canceled it due to the COVID-19 pandemic are included. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. The table also includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. These figures reflect acceptance rates as of October 1, 2020. Firms reported that 7.6% of 2Ls with offers had not responded or a response was still pending as of October 1, 2020.

**Table 22. Acceptance Rates from Summer 2020 Programs that Were Held**

*(Excludes summer 2020 programs that were canceled due to the COVID-19 pandemic)*

	Percentage of Offices in Each Range of Acceptance Rates			Average Acceptance Rate	# of Offices
	Acceptance Rates				
	75% or less	75.1-99.9%	100%		
<b>Total – All Employers</b>	<b>16.4%</b>	<b>24.0%</b>	<b>59.6%</b>	<b>88.8%</b>	<b>446</b>
<b>By Number of Lawyers Firm-Wide</b>					
100 or Fewer	20.0	0.0	80.0	91.7	15
101-250	17.6	23.5	58.8	88.0	34
251-500	14.1	19.2	66.7	87.9	78
501-700	19.7	16.4	63.9	88.9	61
701+	15.9	28.7	55.4	89.0	258
<b>By Number of Lawyers in Office</b>					
25 or Fewer	22.0	0.0	78.0	84.2	50
26-50	20.8	4.2	75.0	86.5	96
51-100	11.9	13.8	74.3	92.5	109
101-250	21.2	28.3	50.5	88.1	99
251+	10.4	68.8	20.8	88.9	48
<b>By NALP Region and City/State</b>					
<b>Northeast</b>	11.4	38.6	50.0	91.3	70
Boston	13.3	33.3	53.3	90.6	15
New York City	11.8	41.2	47.1	91.1	51
<b>Mid-Atlantic</b>	26.3	22.4	51.3	84.5	76
New Jersey	20.0	0.0	80.0	80.0	5
Philadelphia	25.0	0.0	75.0	86.1	8
Washington, DC/ Northern VA area	28.0	24.0	48.0	85.6	50
<b>Southeast</b>	16.2	13.1	70.7	88.8	99
Atlanta	0.0	25.0	75.0	98.6	8
Charlotte	28.6	14.3	57.1	88.8	7
Dallas	14.3	33.3	52.4	83.9	21
Houston	15.4	7.7	76.9	90.1	26
Miami/Ft. Lauderdale/ W. Palm Beach	0.0	0.0	100.0	100.0	11

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Percentage of Offices in Each Range of Acceptance Rates					
Acceptance Rates					
	75% or less	75.1-99.9%	100%	Average Acceptance Rate	# of Offices
<b>Midwest</b>	16.7	25.8	57.6	86.1	66
Chicago	18.5	37.0	44.4	84.9	27
Columbus	0.0	20.0	80.0	97.1	5
Minneapolis	28.6	14.3	57.1	68.6	7
St. Louis	0.0	0.0	100.0	100.0	5
<b>West/Rocky Mountain</b>	15.2	11.4	73.3	91.3	105
Denver area	11.1	0.0	88.9	95.6	9
Los Angeles & Orange County	8.1	5.4	86.5	95.9	37
San Diego	0.0	0.0	100.0	100.0	6
San Francisco	25.0	10.0	65.0	86.5	20
Seattle	20.0	20.0	60.0	76.7	5
Silicon Valley	25.0	25.0	50.0	87.0	16

Note: This table excludes offices that did not make any offers to their summer associates. Only offices that still held a summer program for 2Ls in 2020 are included in the table. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. The table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. These figures reflect acceptance rates as of October 1, 2020. Firms reported that 7.4% of 2Ls with offers had not responded or a response was still pending as of October 1, 2020.

**Table 23. Acceptance Rates from Summer 2020 Programs that Were Canceled**

*(Only includes summer 2020 programs that were canceled due to the COVID-19 pandemic)*

Percentage of Offices in Each Range of Acceptance Rates					
Acceptance Rates					
	75% or less	75.1-99.9%	100%	Average Acceptance Rate	# of Offices
<b>Total – All Employers</b>	<b>26.3%</b>	<b>14.0%</b>	<b>59.6%</b>	<b>84.7%</b>	<b>57</b>
<b>By Number of Lawyers Firm-Wide</b>					
101-250	27.3	9.1	63.6	83.8	11
251-500	29.2	16.7	54.2	81.2	24
701+	22.7	13.6	63.6	88.9	22
<b>By Number of Lawyers in Office</b>					
25 or Fewer	42.9	7.1	50.0	70.2	14
26-50	30.0	10.0	60.0	85.2	10
51-100	16.7	0.0	83.3	91.7	6
101-250	21.1	15.8	63.2	90.5	19
<b>By NALP Region and City/State</b>					
<b>Northeast</b>	11.1	11.1	77.8	92.6	9
New York City	20.0	20.0	60.0	86.7	5
<b>Mid-Atlantic</b>	50.0	8.3	41.7	69.0	12
<b>Southeast</b>	40.0	0.0	60.0	86.7	5
<b>Midwest</b>	33.3	0.0	66.7	84.7	12
Chicago	33.3	0.0	66.7	83.3	6
<b>West/Rocky Mountain</b>	14.3	28.6	57.1	88.4	14
Los Angeles & Orange County	0.0	33.3	66.7	94.3	6

Note: This table excludes offices that did not make any offers to their summer associates. Only offices that canceled their summer program for 2Ls in 2020 are included in the table. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. The table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. These figures reflect acceptance rates as of October 1, 2020. Firms reported that 9.6% of 2Ls with offers had not responded or a response was still pending as of October 1, 2020.

# First-Year Participation in Summer Programs

About two-thirds of responding employers reported that their summer 2020 program included 1 or more first-year (Class of 2022) students. A few offices hosted first-years only. (See Table 24.)

- These employers collectively employed (or in the case of canceled summer 2020 programs, had planned to employ) 1,051 first-years, with a median of 2 and an average of 3 overall. For firms providing firm-wide reports, the median and the average were 5 and 7, respectively.
- Overall, 92% of these first-years received an offer to return for some or all of the summer 2021 program. For office-specific reports, this figure ranged from 83% to 96% depending on firm or office size. On a regional basis for office-specific reports, offer rates were lowest in the Mid-Atlantic region (91%) and highest in the Southeast (95%). Offer rates to return were higher for offices that hosted a summer 2020 program (93%) in

comparison to summer programs that were canceled (88%). (See Tables 25 and 26.)

- A new metric included in this year's report is the percentage of first-years accepting the offer to return next summer. Overall, 63% accepted an offer to return. For office-specific reports, this figure ranged from 46% to 80% depending on firm or office size. Regionally, acceptance rates were lowest in the Northeast (44%) and highest in the Southeast (72%). Acceptance rates were higher for summer programs that were canceled (65%) as compared to those that were held (63%).
- About 15% of offices reported that they conditioned the 1L employment on committing to the 2L summer as well.
- Fewer than 0.5% of 1Ls were given an associate offer after their 1L summer.

**Table 24. Presence of First-Years in All Summer 2020 Programs**

*(Includes both summer programs that were held and those that were canceled due to the COVID-19 pandemic)*

	Number of 1Ls		% Receiving Offers to Return for Summer 2021	% Accepting Offer to Return for Summer 2021	# of Offices
	Median	Average			
<b>Total – All Employers</b>	<b>2.0</b>	<b>3</b>	<b>92.4%</b>	<b>63.0%</b>	<b>347</b>
<b>FIRM-WIDE/MULTI-OFFICE REPORTS</b>					
All Firm-Wide/ Multi-Office Reports	5.0	7	90.8	65.7	47
<b>By Number of Lawyers Firm-Wide</b>					
101-250	1.0	2	45.5	80.0	7
251-500	3.5	4	88.1	78.8	14
501-700	9.5	10	88.1	59.6	6
701+	8.0	10	95.6	62.9	18
<b>By NALP Region</b>					
West/Rocky Mountain	3.0	4	82.8	79.2	7
<b>OFFICE-SPECIFIC REPORTS</b>					
All Office-Specific Reports	2.0	2	93.1	61.9	300
<b>By Number of Lawyers Firm-Wide</b>					
100 or Fewer	1.5	2	83.3	70.0	8
101-250	1.0	2	84.3	69.5	31
251-500	2.0	3	92.5	72.6	51
501-700	1.0	2	90.9	80.0	33
701+	2.0	3	95.2	55.1	177
<b>By Number of Lawyers in Office</b>					
25 or Fewer	1.0	1	94.7	52.8	28
26-50	1.0	2	82.8	58.4	60
51-100	1.0	2	95.7	72.9	82
101-250	2.0	3	94.6	66.0	90
251+	3.0	4	93.1	45.9	40

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	Number of 1Ls		% Receiving Offers to Return for Summer 2021	% Accepting Offer to Return for Summer 2021	# of Offices
	Median	Average			
<b>By NALP Region and City/State</b>					
<b>Northeast</b>	2.0	3	91.9	43.5	52
Boston	1.0	1	87.5	64.3	11
New York City	2.0	3	93.2	41.3	39
<b>Mid-Atlantic</b>	2.0	2	90.6	48.1	45
Philadelphia	2.0	2	81.3	38.5	7
Washington, DC/ Northern VA area	1.0	2	93.5	44.2	24
<b>Southeast</b>	2.0	4	95.2	72.1	66
Atlanta	2.0	2	94.1	75.0	7
Charlotte	1.0	2	80.0	87.5	6
Dallas	3.0	4	98.7	77.0	17
Houston	3.0	5	97.1	67.3	19
<b>Midwest</b>	1.0	2	91.3	69.0	67
Chicago	1.0	2	94.3	57.6	23
Columbus	1.0	1	66.7	100.0	5
Minneapolis	1.0	2	89.5	47.1	9
St. Louis	4.0	5	95.8	78.3	5
<b>West/Rocky Mountain</b>	1.0	2	93.7	61.9	70
Denver area	1.0	1	70.0	85.7	8
Los Angeles & Orange County	1.0	1	90.3	67.9	21
San Diego	1.0	2	100.0	80.0	7
San Francisco	1.5	2	100.0	54.2	14
Silicon Valley	2.0	2	95.5	33.3	11

Note: Figures reflect 1,051 students in the Class of 2022 who participated in a summer 2020 program or who were to participate in a summer 2020 program that was canceled due to the COVID-19 pandemic. The number of employers reporting that their summer program included 1Ls is shown in the last column and may include 1L programs specifically for diversity candidates and/or programs in cooperation with or sponsored by bar associations or similar organizations. The percentage of 1Ls receiving offers does not include a small number who received an offer for an associate position after their 1L summer. Fewer than 0.5% of 1Ls were reported as receiving an associate offer. The number of offices figure includes a few offices that hosted 1Ls only. Average figures are rounded to the nearest whole number. Following the overall total shown in the first line, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. Office-specific information includes some instances of firms with most attorneys in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating 2 geographically adjacent offices into a single survey.

**Table 25. Presence of First-Years in Summer 2020 Programs that Were Held**

*(Excludes summer 2020 programs that were canceled due to the COVID-19 pandemic)*

	Number of 1Ls		% Receiving Offers to Return for Summer 2021	% Accepting Offer to Return for Summer 2021	# of Offices
	Median	Average			
<b>Total – All Employers</b>	<b>2.0</b>	<b>3</b>	<b>92.8%</b>	<b>62.8%</b>	<b>313</b>
<b>FIRM-WIDE/MULTI-OFFICE REPORTS</b>					
All Firm-Wide/ Multi-Office Reports	5.0	7	91.6	66.8	38
<b>By Number of Lawyers Firm-Wide</b>					
101-250	1.0	2	62.5	80.0	5
251-500	3.5	4	90.5	86.8	10
501-700	9.5	10	88.1	59.6	6
701+	8.0	11	95.0	63.4	15
<b>By NALP Region</b>					
West/Rocky Mountain	2.5	4	81.0	76.5	6
<b>OFFICE-SPECIFIC REPORTS</b>					
All Office-Specific Reports	2.0	2	93.3	61.3	275
<b>By Number of Lawyers Firm-Wide</b>					
100 or Fewer	1.5	2	83.3	70.0	8
101-250	1.0	3	87.3	72.9	22
251-500	2.0	3	91.2	68.9	42
501-700	1.0	2	90.9	80.0	33
701+	2.0	3	95.2	55.2	170
<b>By Number of Lawyers in Office</b>					
25 or Fewer	1.0	1	94.1	46.9	26
26-50	1.0	2	85.0	55.9	53
51-100	1.0	2	95.6	72.4	79
101-250	2.0	3	94.3	66.7	77
251+	3.0	4	93.1	45.9	40
<b>By NALP Region and City/State</b>					
<b>Northeast</b>	2.0	3	92.9	42.7	46
Boston	1.5	2	93.3	64.3	10
New York City	2.0	3	92.8	39.8	36

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	Number of 1Ls		% Receiving Offers to Return for Summer 2021	% Accepting Offer to Return for Summer 2021	# of Offices
	Median	Average			
<b>Mid-Atlantic</b>	1.5	2	89.7	45.7	42
Philadelphia	2.0	2	72.7	25.0	5
Washington, DC/ Northern VA area	1.0	2	93.5	44.2	24
<b>Southeast</b>	2.0	4	95.5	73.1	64
Atlanta	1.5	2	90.9	100.0	6
Charlotte	1.0	2	80.0	87.5	6
Dallas	3.0	4	98.7	77.0	17
Houston	3.5	6	98.1	67.3	18
<b>Midwest</b>	1.0	2	90.3	68.8	60
Chicago	1.0	2	93.9	58.1	21
Minneapolis	1.0	2	86.7	53.8	8
<b>West/Rocky Mountain</b>	1.0	2	94.6	58.1	63
Denver area	1.0	1	70.0	85.7	8
Los Angeles & Orange County	1.0	1	96.0	62.5	18
San Diego	1.0	2	100.0	77.8	5
San Francisco	1.5	2	100.0	54.2	14
Silicon Valley	2.0	2	95.5	33.3	11

Note: Figures reflect 957 students in the Class of 2022 who participated in a summer 2020 program. It excludes students from offices that canceled their summer 2020 program due to the COVID-19 pandemic. The number of employers reporting that their summer program included 1Ls is shown in the last column and may include 1L programs specifically for diversity candidates and/or programs in cooperation with or sponsored by bar associations or similar organizations. The percentage of 1Ls receiving offers does not include a small number who received an offer for an associate position after their 1L summer. Fewer than 0.5% of 1Ls were reported as receiving an associate offer. The number of offices figure includes a few offices that hosted 1Ls only. Average figures are rounded to the nearest whole number. Following the overall total shown in the first line, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. Office-specific information includes some instances of firms with most attorneys in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating 2 geographically adjacent offices into a single survey.

**Table 26. Presence of First-Years in Summer 2020 Programs that Were Canceled**

*(Only includes summer 2020 programs that were canceled due to the COVID-19 pandemic)*

	Number of 1Ls		% Receiving Offers to Return for Summer 2021	% Accepting Offer to Return for Summer 2021	# of Offices
	Median	Average			
<b>Total – All Employers</b>	<b>2.0</b>	<b>3</b>	<b>88.3%</b>	<b>65.1%</b>	<b>34</b>
<b>FIRM-WIDE/MULTI-OFFICE REPORTS</b>					
All Firm-Wide/Multi-Office Reports	4.0	5	85.7	58.3	9
<b>OFFICE-SPECIFIC REPORTS</b>					
All Office-Specific Reports	1.0	2	90.4	70.2	25
<b>By Number of Lawyers Firm-Wide</b>					
101-250	1.0	2	73.3	54.5	9
251-500	2.0	2	100.0	90.5	9
701+	1.0	2	93.8	53.3	7
<b>By Number of Lawyers in Office</b>					
26-50	1.0	2	69.2	77.8	7
101-250	2.0	2	96.9	61.3	13
<b>By NALP Region</b>					
Northeast	1.0	2	77.8	57.1	6
Midwest	1.0	2	100.0	71.4	7
West/Rocky Mountain	2.0	2	86.7	92.3	7

Note: Figures reflect 94 students in the Class of 2022 who were to have participated in a summer 2020 program that was canceled due to the COVID-19 pandemic. The number of employers reporting that their summer program included 1Ls is shown in the last column and may include 1L programs specifically for diversity candidates and/or programs in cooperation with or sponsored by bar associations or similar organizations. There were zero 1Ls in canceled programs who received an offer for an associate position after their 1L summer. The number of offices figure includes a few offices that hosted 1Ls only. Average figures are rounded to the nearest whole number. Following the overall total shown in the first line, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Office-specific information includes some instances of firms with most attorneys in 1 location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating 2 geographically adjacent offices into a single survey.

# Class of 2020 First-Year Associate Plans

For offices with Class of 2020 first-year associates, January 2021 was the most popular start month reported (48%), followed by October 2020 (18%), and November 2020 (15%). Just over 3% of offices had not yet determined their first-year start dates as of October 1, 2020. No offices reported a start month beyond February 2021. In a survey conducted in June 2020 by NALP, only half of offices had determined their first-year associate start dates at that time and of those that had, January 2021 was the most popular start month (62% of offices). (See Table 27.)

For offices that adjusted their first-year associate start months, 55% offered stipends or other cash payments and 50% offered salary advances to these associates. In the June 2020 NALP survey, of those offices that had already deferred their start dates, 69% were offering a stipend or other cash payment as part of their deferral package. (See Tables 28 and 29.)

- While January 2021 was the most frequently reported start month overall, firms of 100 or fewer lawyers were

most likely to report October 2020 as their start month (50% of offices). Firms of 501-700 lawyers were most likely to report January (65% of offices).

- The prevalence of stipends varied by firm size. Offices in firms of 101-250 lawyers were least likely to offer stipends (32% of offices), while offices in firms of 251-500 lawyers were most likely to offer stipends (68% of offices). Regionally, the Northeast reported the lowest percentage of offices offering stipends (49% of offices) and the Midwest reported the highest percentage of offices offering stipends (64% of offices).
- The prevalence of salary advances also varied by firm size. None of the offices in firms of 100 or fewer lawyers offered a salary advance, while 60% of offices in firms of 101-250 lawyers offered salary advances. By region, offices in the Midwest were least likely to offer salary advances (25% of offices) and offices in the Northeast were most likely to offer salary advances (64% of offices).

**Table 27. Start Months for Class of 2020 First-Year Associates**

*(For those offices with Class of 2020 first-year associates)*

	Percentage of Offices Reporting the Following Start Months							# of Offices
	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021	Not Yet Determined	
<b>All Offices</b>	<b>7.1%</b>	<b>18.1%</b>	<b>14.8%</b>	<b>1.6%</b>	<b>47.5%</b>	<b>7.7%</b>	<b>3.2%</b>	<b>493</b>
<b>By Number of Lawyers Firm-Wide</b>								
100 or Fewer	35.7	50.0	7.1	0.0	7.1	0.0	0.0	14
101-250	32.6	10.9	17.4	4.3	32.6	0.0	2.2	46
251-500	11.5	25.0	5.2	0.0	57.3	0.0	1.0	96
501-700	5.6	13.0	5.6	9.3	64.8	0.0	1.9	54
701+	0.4	16.3	19.8	0.4	45.2	13.4	4.6	283
<b>By Number of Lawyers in Office</b>								
25 or Fewer	2.0	18.4	6.1	2.0	61.2	10.2	0.0	49
26-50	7.8	15.5	15.5	1.0	47.6	9.7	2.9	103
51-100	1.7	19.5	20.3	2.5	44.1	10.2	1.7	118
101-250	8.2	15.6	14.8	2.5	48.4	6.6	4.1	122
251+	3.9	21.6	17.6	0.0	45.1	3.9	7.8	51
<b>By Region and City/State</b>								
<b>Northeast</b>	2.2	32.2	8.9	1.1	44.4	4.4	6.7	90
Boston	0.0	35.0	10.0	0.0	45.0	5.0	5.0	20
New York City	3.0	29.9	7.5	1.5	46.3	4.5	7.5	67
<b>Mid-Atlantic</b>	6.5	12.9	17.2	1.1	50.5	5.4	6.5	93
New Jersey	0.0	20.0	40.0	0.0	40.0	0.0	0.0	5
Philadelphia	7.7	7.7	23.1	0.0	53.8	0.0	7.7	13
Pittsburgh	0.0	33.3	33.3	0.0	16.7	16.7	0.0	6
Washington, DC/ Northern VA area	3.7	13.0	13.0	1.9	55.6	5.6	7.4	54
Wilmington	20.0	20.0	0.0	0.0	60.0	0.0	0.0	5
<b>Southeast</b>	11.7	16.0	12.8	3.2	41.5	13.8	1.1	94
Atlanta	0.0	0.0	33.3	0.0	66.7	0.0	0.0	9
Charlotte	12.5	12.5	12.5	0.0	25.0	37.5	0.0	8
Dallas	0.0	19.0	14.3	9.5	42.9	14.3	0.0	21
Houston	4.5	22.7	9.1	4.5	45.5	9.1	4.5	22
Miami/Ft. Lauderdale/ W. Palm Beach	9.1	27.3	18.2	0.0	36.4	9.1	0.0	11
Raleigh	60.0	0.0	20.0	0.0	0.0	20.0	0.0	5

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Percentage of Offices Reporting the Following Start Months								
	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021	Not Yet Determined	# of Offices
<b>Midwest</b>	10.3	13.8	14.9	2.3	49.4	8.0	1.1	87
Chicago	0.0	21.9	18.8	3.1	40.6	12.5	3.1	32
Cincinnati	20.0	0.0	20.0	0.0	60.0	0.0	0.0	5
Detroit	0.0	40.0	20.0	0.0	20.0	20.0	0.0	5
Kansas City	16.7	0.0	0.0	0.0	83.3	0.0	0.0	6
Minneapolis	22.2	0.0	11.1	11.1	55.6	0.0	0.0	9
St. Louis	33.3	0.0	0.0	0.0	66.7	0.0	0.0	6
Wisconsin	20.0	0.0	20.0	0.0	20.0	40.0	0.0	5
<b>West/Rocky Mountain</b>	5.5	16.5	18.9	0.8	49.6	7.1	1.6	127
Denver area	20.0	0.0	0.0	0.0	80.0	0.0	0.0	10
Los Angeles & Orange County	0.0	18.4	16.3	0.0	55.1	8.2	2.0	49
Phoenix	50.0	0.0	16.7	0.0	33.3	0.0	0.0	6
San Diego	0.0	12.5	37.5	0.0	37.5	12.5	0.0	8
San Francisco	0.0	16.7	25.0	4.2	37.5	12.5	4.2	24
Seattle	14.3	14.3	14.3	0.0	42.9	14.3	0.0	7
Silicon Valley	0.0	26.3	26.3	0.0	47.3	0.0	0.0	19

Note: For offices with staggered start dates, the earliest start month was reported. No offices reported a start date beyond February 2021. Specific city information may include offices in a few suburban locations.

**Table 28. Prevalence of Stipends or Other Cash Payments for Associates in Offices That Adjusted Class of 2020 First-Year Associate Start Dates**

	% of Offices That Offered Stipends or Other Cash Payments	# of Offices
<b>Total – All Employers</b>	<b>55.5%</b>	<b>422</b>
<b>By Number of Lawyers Firm-Wide</b>		
100 or Fewer	50.0	8
101-250	32.3	31
251-500	68.2	88
501-700	66.0	50
701+	51.8	245
<b>By Number of Lawyers in Office</b>		
25 or Fewer	61.7	47
26-50	54.7	86
51-100	54.0	100
101-250	58.5	106
251+	51.2	43
<b>By NALP Region and City/State</b>		
<b>Northeast</b>	<b>48.7</b>	<b>76</b>
Boston	47.1	17
New York City	50.0	56
<b>Mid-Atlantic</b>	<b>57.6</b>	<b>85</b>
New Jersey	40.0	5
Philadelphia	30.8	13
Pittsburgh	80.0	5
Washington, DC/Northern VA area	58.3	48
Wilmington	100.0	5
<b>Southeast</b>	<b>52.6</b>	<b>78</b>
Atlanta	62.5	8
Charlotte	66.7	6
Dallas	47.4	19
Houston	50.0	20
Miami/Ft. Lauderdale/W. Palm Beach	71.4	7
<b>Midwest</b>	<b>63.5</b>	<b>74</b>
Chicago	58.6	29
Cincinnati	80.0	5
Kansas City	80.0	5
Minneapolis	57.1	7
<b>West/Rocky Mountain</b>	<b>55.1</b>	<b>107</b>
Denver area	88.9	9
Los Angeles & Orange County	56.1	41
San Diego	57.1	7
San Francisco	42.9	21
Seattle	66.7	6
Silicon Valley	50.0	16

Note: An additional 69 offices with first-year associates (14.1% of all responding offices) indicated that this question was not applicable because they did not adjust their start dates. Specific city information may include offices in a few suburban locations.

**Table 29. Prevalence of Salary Advances to Associates in Offices That Adjusted Class of 2020 First-Year Associate Start Dates**

	% of Offices That Offered Salary Advances	# of Offices
<b>Total – All Employers</b>	<b>50.5%</b>	<b>416</b>
<b>By Number of Lawyers Firm-Wide</b>		
100 or Fewer	0.0	8
101-250	60.0	30
251-500	50.0	84
501-700	35.4	48
701+	54.1	246
<b>By Number of Lawyers in Office</b>		
25 or Fewer	52.2	46
26-50	48.8	84
51-100	54.0	100
101-250	44.7	103
251+	62.8	43
<b>By NALP Region and City/State</b>		
<b>Northeast</b>	64.5	76
Boston	70.6	17
New York City	64.3	56
<b>Mid-Atlantic</b>	45.9	85
New Jersey	0.0	5
Philadelphia	38.5	13
Pittsburgh	40.0	5
Washington, DC/Northern VA area	56.3	48
Wilmington	20.0	5
<b>Southeast</b>	61.5	78
Atlanta	50.0	8
Charlotte	50.0	6
Dallas	75.0	20
Houston	70.0	20
Miami/Ft. Lauderdale/W. Palm Beach	28.6	7
<b>Midwest</b>	25.0	68
Chicago	21.4	28
Cincinnati	20.0	5
Minneapolis	20.0	5
<b>West/Rocky Mountain</b>	52.3	107
Denver area	33.3	9
Los Angeles & Orange County	52.4	42
San Diego	71.4	7
San Francisco	66.7	21
Seattle	20.0	5
Silicon Valley	56.3	16

Note: An additional 71 offices with first-year associates (14.6% of all responding offices) indicated that this question was not applicable because they did not adjust their start dates. Specific city information may include offices in a few suburban locations.

# Hiring for Summer 2021

Employers were asked to report the anticipated format of their summer 2021 programs. In summer 2020, over 86% of summer programs were completely virtual in format and just 6% were entirely in-person. For summer 2021, the percentage of offices reporting an entirely virtual program fell to 53% and those offering a wholly in-person program rose slightly to 8%. About one-third (34%) anticipated a hybrid summer 2021 program with some in-person and some virtual programming. Another 5% had not yet determined their summer program format at the time of survey completion. (See Table 30.)

Information on screening interview numbers was used to link, where possible, screening interview numbers with outcomes further down the line for the recruiting season process. These analyses, based on 251 offices that reported both sets of figures (screening interview numbers and callback outcomes) for the same office or offices, suggest that 37% of screening interviews resulted in a callback invitation, and that just over 6% resulted in an accepted offer. This means that, on average, about 16 screening interviews are needed to result in 1 accepted offer. Regionally, fewer screening interviews are needed to result in 1 accepted offer in the Northeast, and the highest number of screening interviews are needed in the West/Rocky Mountain and Mid-Atlantic regions. (See Table 31.)

Turning to yields on callbacks (a larger group of respondents reporting), 347 employers reported issuing a median of 30 and an average of 75 callback invitations each to second-year students, or a total of 25,918 callback invitations. Figures are based on offices that had interviewed at least one 2L, even if the process ended with no offers being made, or none had been made as of April 1, 2021. (See Table 33.)

Approximately 78% of these invitations were accepted, 10% of invitations were declined or never responded to, and 12% of invitations were accepted but then canceled. At the next stage of the recruiting process, 39% of callback invitations resulted in an offer and 16% resulted in an accepted offer. This means that more than 6 callback invitations were needed to obtain 1 accepted offer. Fewer invitations are needed in the Southeast and firms of 501-700 lawyers, while offices in the Northeast and in firms of 251-500 lawyers required the most. Figures for cities or states ranged from just over 3 callback invitations needed in San Diego to more than 7 needed in Los Angeles/Orange County, New York City, and San Francisco. (See Table 32.)

- Looking at more detailed findings on outcomes of callback invitations and interviews and distinguishing between firms that submitted a composite survey to cover activity in multiple or all offices from those that submitted a survey pertaining to 1 office only reveals that, on a per office basis, the median number of callback invitations was 26, and that the average was 59. For firms reporting on a firm-wide basis, medians ranged from 36.5 to 278, depending on firm size, and the average number of callback invitations ranged from 46 to 346.
- For office-specific reports, the average and median numbers of invitations per office were, by far, the highest in the Northeast, with a median and an average about 2 to 3 times that of the region with the next largest numbers, the Mid-Atlantic region. Nationwide, 78% of these callback invitations were accepted. Regionally, acceptance rates were highest in the Southeast (86%) and lowest in the Northeast (75%). (See Table 33.)

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Based on figures which are comparable to those of prior years, the callback activity level, as measured by the median, which was 30 for the 2020-21 recruiting cycle, dropped below the range of 35 to 39 for the previous 4 recruiting seasons (2016-2019) and was more in line with the figures seen from 2009-2013. The median had increased to 35 in 2014, after being essentially flat at 30 in the prior 5 years (from 2009-2013), with the exception of 2011 when the number had bumped up to 33. The average number of callback invitations, 75 for the 2020-21 recruiting cycle, is down from the range of 84 to 94 in the previous 4 years (2016-2019). It is important to note; however, that averages can be pushed up by firm-wide reports or especially large programs. By the more moderated measure of the median, activity has remained below that of the 2005-2007 period, when medians ranged from 42 to 48.

- Overall, half of callback interviews resulted in an offer, with a median and average of 8 and 29 offers, respectively. For offices reporting office-specific information, the median was 7, and the average was 23. The overall median experienced a dip for the 2020-21 recruiting cycle, after remaining relatively steady at either 11 or 12 from 2015-2019. However, it still remains slightly above the historic low median of 7 from 2009. The offer rate for the 2020-21 recruiting cycle (50%) decreased by about 1 percentage point compared to 2019 (51%), but this figure has varied only between 50-54% in the past 7 years and remains much higher than the low point of 36% from 2009. Both the offer rate and the median number of offers, however, remain off from their respective figures from 2005-2007, when the offer rate was about 60% and the median number of offers was 15 or 16. Prior to 2008, offer rates had only fallen below 50% a handful of times since NALP began compiling these figures in 1993. For the 2020-21 recruiting cycle, the percentage of callback interviews resulting in an offer generally increased with firm size for office-specific reports.
- For offices reporting office-specific information, the percentage of callback interviews resulting in an offer was lowest for offices in the Southeast region (38%). Offices

in the Southeast also made the fewest offers, with a median of 4 and average of 7. This compares with a median of 31.5 offers and an average of 62 in the Northeast, which had the highest figures. It is worth noting that the median number of offers in New York City was 55, up from 46.5 last year, but still down when compared with figures ranging from 61 to 69 from 2016-2018. In contrast, the median figure in the Silicon Valley has fallen steadily from 20 in 2015, to now just 10 for the 2020-21 recruiting cycle. These 2 areas drove much of the post-Great Recession recovery.

- Some cities and states departed from their regional norm with respect to offers made. For example, firms in Houston, San Diego, and San Francisco had relatively high offer rates compared to their regions as a whole, whereas the opposite was true in a number of cities including Boston, the Miami area, and Denver. Offer rates ranged from 26% in Denver to 56% in Chicago. Some of these differences reflect differences in the firm sizes typical for these areas.
- Overall, 41.2% of offers were accepted, up from 36.5% in 2019. After increasing sharply in 2009, the

For a comprehensive analysis of trends in the total number of 2Ls participating in summer programs, total 2L offer volume for summer programs, and the total number of callback interviews extended, see the June 2020 *NALP Bulletin* article “How Have Summer Program Trends Compared to the Entry-Level Big Law Job Market?” posted at: [www.nalp.org/o62oresearch](http://www.nalp.org/o62oresearch).

acceptance rate had declined to a range of 33%-37% during the 2013-2019 time period. However, the nearly 5-percentage-point spike this year for the 2020-21 recruiting cycle resulted in the highest acceptance rate since 2009 when it was 42.8%.

- For office-specific reports, a larger percentage of offers from offices in the Southeast were accepted — about 60% — while acceptance rates were lowest in the Northeast — approximately 34%. Acceptance rates varied considerably by location, with rates at or above 75% in Charlotte, Florida, and Ohio, and rates below 40% in New York City and San Francisco. Acceptance rates were highest at firms of 100 or fewer lawyers and at offices of 25 or fewer lawyers.

As is the case with summer program sizes, the average or median number of offers for the summer program conceals a very wide range of offer numbers, from none for a few offices that interviewed second-year students and ultimately made no offers, to a maximum of 421 offers. (See Table 34.)

- The most common number of offers was 3, with this figure reported by about 9% of offices. Approximately 38% of employers made 5 or fewer offers, 34% made 6-20 offers, and 29% made more than 20 offers. The 95th percentile of offer numbers was 129, a number less than one-third of the maximum.
- The figures are, not surprisingly, higher for firm-wide/multi-office reports, with 52% of these respondents making more than 20 offers. The vast majority (89%) of the largest firms of more than 700 lawyers reporting firm-wide/multi-office figures did so. The minimum number of offers made in this firm size was 5.
- For office-specific reports, the smallest number of offers, when offers were made, was 1, and the mode was 3. This again reflects the presence of small programs at smaller offices of firms. Offices in firms of 251-500 lawyers were most likely to report making more than 20 offers.

When grouping offices according to their individual acceptance rates, 21% reported acceptance rates of less than 35%, 42% reported acceptance rates between 35%-60%, and 38% reported acceptance rates of more than 60%. The average acceptance rate on a per office basis was 57% (See Table 35.)

- Offices of 26-50 lawyers more frequently reported acceptance rates in excess of 60%, as did offices in the Southeast. At the city and state level, average acceptance rates were highest in Missouri and in locations in Florida outside of the Miami area. All offices in Atlanta, Charlotte, and Missouri reported acceptance rates above 60%. In contrast, 60% of offices in the Silicon Valley and 53% of offices in New York City reported acceptance rates of less than 35%. Just 10% of offices in the Silicon Valley and 11% of offices in San Francisco reported acceptance rates above 60%.
- Concerning the timing of student responses to offers for a summer position, on the whole, based on over 8,300 offers for which response timing was reported, nearly 70% of responses were received within 14 days. Another 20% were received within 15-22 days and 10% of responses came in after 22 days. By firm size, firms of 101-250 lawyers received the highest percentage of responses within 14 days (83%), while firms of more than 700 lawyers received the lowest percentage of responses within 14 days (68%). (See Table 36.)
- An inquiry into the use of social media to position the firm in front of students revealed that 61% of offices that recruited 2Ls for their 2021 summer program used some kind of social media. For employers responding “yes” to the use of social media, LinkedIn was used by nearly all offices (97%), followed by Instagram (47%), Twitter (46%), and Facebook (36%). Offices in firms of 101-250 lawyers were least likely to use social media (32%), while offices in firms of more than 700 lawyers were most likely to use it (68%). (See Table 37.)
- In a new survey item this year, employers were asked about their use of non-interview assessment tools in the

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summer 2021 recruiting process. Just 12% of employers reported using such tools. Firms with more than 700 lawyers (16%) and employers located in the West/Rocky Mountain region (19%) were most likely to use non-interview assessment tools. (See Table 38.)

- In total, 42% of employers engaged in early offer activity for their summer 2021 programs prior to the start of OCI. The number of early offers reported represents 10.5% of all offers to second-year students for summer 2021 programs. These employers made a median of 3 offers and 52% of all such offers were accepted. (Note that for purposes of this survey, offers to 1L students to return for their 2L summer in 2021 are not included.) Regionally, employers in the Northeast region reported a median of 10 early offers, while all other regions had a median of 3 or fewer early offers. Offer acceptance rates were highest in the Southeast region (65%) and lowest in the Northeast (43%). As to the characteristics of students targeted for early offers, most frequently it was top candidates — 78% of employers making early offers — followed closely by diverse candidates — 77% of employers. In terms of diverse candidates, 74% of employers made early offers to candidates of color, 42% of employers made offers to LGBTQ candidates, 37% made offers to first-generation college students, and just 4% made offers to candidates with disabilities. (See Table 39.)
- The practice of employers returning to the same campuses (in-person or virtually) after the conclusion of OCI to solicit additional second-year candidates for the summer program is not widespread, reported by just 14% of employers for the summer 2021 recruiting cycle. When employers did return to schools, it typically was to 3 schools, although the number ranged from 1 to 26. Employers in the West/Rocky Mountain region were most likely to report returns to campus (19%), while employers in the Southeast were least likely to make return visits (9%). Employers making return visits in the

Midwest returned to the fewest number of schools, while employers in the Mid-Atlantic region returned to the highest number of schools. (See Table 40.)

- Firms were also asked to provide the number of offers made the previous year (2019) for summer 2020 positions. The volume of offers for summer 2021 programs was down by almost 13% for firms with a summer 2021 program that made at least one 2L offer for summer 2021, and also reporting comparable offer numbers for summer 2020. However, declines in offer volumes were not universal. Offer volume was up by nearly 63% in firms of 100 or fewer lawyers, although the total number of offers made was still shy of 100 in this firm size. Offer volumes were also up by 6% in offices of 50 or fewer lawyers. About 56% of employers reported making fewer offers compared to last year and 33% reported making more offers. The respective figures for summer 2020 compared to summer 2019 were 43% and 47%. Offices of over 250 lawyers, which tend to have the highest offer volumes, were most likely to report fewer offers compared to last year (62%). Cities and states varied widely on these measures. Among those reporting at least 25 offers and with at least 5 offices reporting data, volume changes ranged from a decrease of 52% in Missouri to an increase of 8% in the Miami area. Aggregate offer numbers in large cities such as New York City, the Washington, DC area, Los Angeles/Orange County, and Chicago were all down, but for the most part declines were in the single digits for these cities with the exception of Los Angeles/Orange County. Besides the Miami area, the Silicon Valley was the only other city that saw an aggregate increase in offer volumes, albeit by just 2%. Regionally, the Northeast saw the smallest total decline in offer volumes for summer 2021 compared to summer 2020 (-6%), while the Southeast experienced the largest aggregate decline in volume (down 32%). (See Table 41.)

Table 30. Format of Summer 2021 Programs

	Percentage of Offices by Format Type				# of Offices
	100% Virtual	100% In-Person	Hybrid Model*	Not Yet Determined	
<b>Total – All Employers</b>	<b>52.8%</b>	<b>8.1%</b>	<b>33.8%</b>	<b>5.3%</b>	<b>358</b>
<b>By Number of Lawyers Firm-wide</b>					
100 or Fewer	0.0	23.1	53.8	23.1	13
101-250	38.7	12.9	38.7	9.7	31
251-500	48.0	10.0	38.0	4.0	50
501-700	69.0	3.4	24.1	3.4	29
701+	56.6	6.8	32.3	4.3	235
<b>By Number of Lawyers in Office</b>					
25 or Fewer	40.9	22.7	36.4	0.0	22
26-50	53.3	9.3	34.7	2.7	75
51-100	51.6	6.6	31.9	9.9	91
101-250	49.4	8.9	36.7	5.1	79
251+	83.3	2.4	14.3	0.0	42
<b>By NALP Region and City/State</b>					
<b>Northeast</b>	69.8	3.2	20.6	6.3	63
Boston	71.4	0.0	14.3	14.3	14
New York City	71.1	2.2	22.2	4.4	45
<b>Mid-Atlantic</b>	64.9	10.5	17.5	7.0	57
Philadelphia	60.0	20.0	0.0	20.0	5
Washington, DC/ Northern VA area	76.9	2.6	17.9	2.6	39
<b>Southeast</b>	32.8	13.4	50.7	3.0	67
Atlanta	28.6	14.3	42.9	14.3	7
Charlotte	40.0	20.0	40.0	0.0	5
Dallas	37.5	6.3	50.0	6.3	16
Houston	43.8	18.8	37.5	0.0	16
Miami/Ft. Lauderdale/W. Palm Beach	0.0	16.7	83.3	0.0	6
Other areas in Florida	80.0	0.0	20.0	0.0	5
Raleigh/Durham area	0.0	20.0	80.0	0.0	5

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Percentage of Offices by Format Type					
	100% Virtual	100% In-Person	Hybrid Model*	Not Yet Determined	# of Offices
<b>Midwest</b>	28.0	16.0	46.0	10.0	50
Chicago	36.4	13.6	45.5	4.5	22
Michigan	14.3	14.3	42.9	28.6	7
Missouri	16.7	16.7	33.3	33.3	6
Ohio	0.0	37.5	62.5	0.0	8
<b>West/Rocky Mountain</b>	62.9	4.5	30.3	2.2	89
Denver	87.5	0.0	0.0	12.5	8
Los Angeles & Orange County	62.5	3.1	31.3	3.1	32
San Diego	50.0	0.0	50.0	0.0	6
San Francisco	72.2	5.6	22.2	0.0	18
Silicon Valley	72.7	9.1	18.2	0.0	11

\* A hybrid model includes some mix of both in-person and virtual programming.

Note: Specific city information may include offices in a few suburban locations, or firms where most attorneys are in that city. However, it generally does not include firms which submitted a single survey for multiple offices nationwide. These firms are also excluded from regional analyses. Information by region does include firms submitting a firm-wide form but whose offices are predominantly or wholly in that region.

**Table 31. Yields on Screening Interviews for 2021 Summer Programs**

	Total # of Screening Interviews Reported	% Resulting in a Callback Invitation	% Resulting in an Offer	% Resulting in an Accepted Offer	# of Screening Interviews Needed to Result in One Accepted Offer	# of Offices
<b>Total – All Employers</b>	<b>57,567</b>	<b>37.3%</b>	<b>15.0%</b>	<b>6.1%</b>	<b>16.3</b>	<b>251</b>
<b>By Number of Lawyers Firm-Wide</b>						
100 or Fewer	731	31.5	10.3	5.3	18.7	8
101-250	2,536	36.8	11.2	5.0	19.8	19
251-500	5,703	38.4	12.6	4.5	22.2	27
501-700	3,129	38.9	16.9	8.4	11.9	23
701+	45,468	37.2	15.5	6.2	16.0	174
<b>By NALP Region</b>						
Northeast	17,992	47.7	19.7	6.7	14.9	48
Mid-Atlantic	7,293	30.3	12.1	5.1	19.6	39
Southeast	2,455	26.9	9.5	6.1	16.4	36
Midwest	4,198	27.9	12.0	5.4	18.4	27
West/Rocky Mountain	9,872	28.0	10.8	5.1	19.6	70

Note: Figures are based on offices/firms that reported screening interview figures for summer 2021 recruiting and that also indicated that the coverage of figures, e.g., a single office, all offices, is the same for both the screening interview and recruiting figures. This is intended to compare, as much as possible, screening offer numbers that correspond to resulting call-back invitation numbers. Figures in this table are reported at broad levels to mitigate instances where this correspondence may not be exact.

**Table 32. Yields on Callback Invitations for 2021 Summer Programs**

	Total # of Callback Invitations Reported	% Declined	% Accepted then Canceled	% Resulting in a Callback Interview	% Resulting in an Offer	% Resulting in an Accepted Offer	# of Invitations Needed to Result in One Accepted Offer	# of Offices
<b>Total – All Employers</b>	<b>25,918</b>	<b>10.1%</b>	<b>11.6%</b>	<b>78.3%</b>	<b>39.2%</b>	<b>16.1%</b>	<b>6.2</b>	<b>347</b>
<b>By Number of Lawyers Firm-Wide</b>								
100 or Fewer	392	7.4	11.5	81.1	25.5	14.0	7.1	13
101-250	1,253	11.7	9.6	78.8	27.9	13.8	7.2	31
251-500	2,889	10.0	15.2	74.8	31.4	12.6	7.9	43
501-700	1,299	5.5	12.5	82.0	41.8	21.2	4.7	29
701+	20,085	10.4	11.1	78.5	41.1	16.4	6.1	231
<b>By NALP Region</b>								
Northeast	9,889	10.9	13.6	75.5	41.2	13.9	7.2	63
Mid-Atlantic	3,129	7.2	11.3	81.4	38.4	15.9	6.3	55
Southeast	1,371	6.3	7.5	86.2	33.0	19.9	5.0	62
Midwest	1,802	10.1	9.2	81.2	37.8	19.0	5.3	47
West/Rocky Mountain	3,229	10.7	11.5	77.9	38.0	17.7	5.7	88
<b>By City/State</b>								
Atlanta	181	2.8	6.6	90.6	33.1	23.2	4.3	7
Boston	689	8.3	7.5	84.2	36.0	17.1	5.8	14
Charlotte	61	0.0	9.8	90.2	32.8	24.6	4.1	5
Chicago	1,076	9.5	12.0	79.3	44.6	19.7	5.1	20
Dallas	295	4.1	11.2	84.7	29.5	18.6	5.4	14
Denver	111	3.6	6.3	90.1	23.4	17.1	5.8	8
Houston	444	7.2	7.7	85.1	38.3	18.5	5.4	15
Los Angeles & Orange County	927	8.2	11.9	79.9	27.5	14.1	7.1	31
Michigan	87	4.6	8.0	87.4	32.2	19.5	5.1	5
Miami/Ft. Lauderdale/W. Palm Beach	107	13.1	5.6	81.3	24.3	18.7	5.4	6
New York City	8,378	10.1	15.3	74.6	41.2	13.6	7.4	43
Ohio	205	6.8	2.0	91.2	31.2	24.4	4.1	8
Philadelphia	390	6.9	10.3	82.8	36.9	15.4	6.5	5
San Diego	78	1.3	10.3	88.5	47.4	30.8	3.3	6
San Francisco	756	16.1	11.6	72.2	37.4	13.6	7.3	18
Silicon Valley	470	12.3	17.9	69.8	34.5	15.1	6.6	11
Washington, DC/Northern VA area	2,432	7.9	11.4	80.6	39.7	15.9	6.3	38

Note: Cities included in this table had at least 5 offices reporting and at least 60 call-back invitations reported. A few offices reported the number offers and their outcomes, but not the number of callback invitations and their outcomes; therefore, they are not included here. The decline category includes call-back invitations for which no response was received. In some cases, tracking does not distinguish between declines and acceptances which were subsequently canceled. In these instances, all outcomes were reported as declines to avoid double-counting. This table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide.

**Table 33. Outcome of Callback Invitations to and Interviews of Class of 2022 Students for Summer 2021 Positions**

	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
<b>Total – All Employers</b>	<b>30.0</b>	<b>75</b>	<b>78.3%</b>	<b>50.0%</b>	<b>8.0</b>	<b>29</b>	<b>41.2%</b>	<b>350</b>
<b>By Number of Lawyers Firm-Wide</b>								
100 or Fewer	18.0	30	81.1	31.4	4.0	8	55.0	13
101-250	28.0	40	78.8	35.5	8.0	11	49.4	31
251-500	28.0	67	74.8	42.0	6.0	21	41.6	44
501-700	24.0	45	82.0	51.0	5.0	19	50.6	29
701+	31.0	87	78.5	52.3	10.0	36	40.1	233
<b>FIRM-WIDE/MULTI-OFFICE REPORTS</b>								
All Firm-Wide/Multi-office Reports	71.5	167	79.6	51.3	23.0	67	44.2	52
<b>By Number of Lawyers Firm-Wide</b>								
101-250	36.5	46	76.5	36.8	8.5	13	46.1	12
251-500	56.0	68	80.0	31.1	16.5	17	61.2	12
501-700	75.0	79	84.4	42.9	25.5	29	49.1	6
701+	278.0	346	79.5	55.4	92.0	147	42.5	20
<b>By NALP Region</b>								
Midwest	62.0	50	87.3	26.4	11.0	12	58.6	5
West/Rocky Mountain	30.0	122	83.6	69.7	10.0	64	49.8	7
<b>OFFICE-SPECIFIC REPORTS</b>								
All Office-specific Reports	26.0	59	77.7	49.4	7.0	23	39.7	298
<b>By Number of Lawyers Firm-Wide</b>								
100 or Fewer	21.0	33	80.7	30.1	4.0	8	52.8	11
101-250	27.0	37	80.6	34.5	8.0	10	52.0	19
251-500	20.5	67	73.0	46.2	4.5	23	36.0	32
501-700	15.0	36	80.6	55.9	4.0	16	51.3	23
701+	28.0	64	78.1	50.8	8.0	25	38.8	213
<b>By Number of Lawyers in Office</b>								
25 or Fewer	11.0	11	82.8	42.2	4.0	4	50.6	20
26-50	15.0	21	74.3	37.3	3.0	6	46.8	72
51-100	20.5	28	77.8	37.9	5.0	8	46.4	88
101-250	40.0	62	76.2	45.3	13.0	21	43.5	76
251+	160.0	206	79.0	57.1	61.0	93	36.0	41

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	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
<b>By NALP Region &amp; City/State</b>								
<b>Northeast</b>	86.5	153	75.4	53.6	31.5	62	34.1	60
Boston	47.0	49	84.2	42.8	16.0	18	47.6	14
New York City	152.0	195	74.6	55.2	55.0	80	33.0	43
<b>Mid-Atlantic</b>	40.5	57	81.3	47.5	14.5	22	41.2	54
Philadelphia	32.0	78	82.8	44.6	15.0	29	41.7	5
Washington, DC/ Northern VA area	46.5	64	80.6	49.2	18.0	25	40.0	38
<b>Southeast</b>	15.0	21	85.9	38.0	4.0	7	59.8	60
Atlanta	26.0	26	90.6	36.6	4.0	9	70.0	7
Charlotte	11.0	12	90.2	36.4	4.0	4	75.0	5
Dallas	14.5	21	84.7	34.8	4.0	6	63.2	14
Houston	15.0	30	85.1	45.0	4.0	11	48.3	16
Miami/Ft. Lauderdale/W. Palm Beach	20.0	18	81.3	29.9	3.5	4	76.9	6
Other areas in Florida	6.0	6	80.0	33.3	2.0	2	87.5	5
<b>Midwest</b>	22.5	37	80.2	50.2	6.5	15	49.5	42
Chicago	39.0	54	79.3	56.3	9.5	24	44.2	20
Michigan	15.0	17	87.4	36.8	5.0	6	60.7	5
Ohio	13.0	26	91.2	34.2	4.0	8	78.1	8
<b>West/Rocky Mountain</b>	22.0	30	76.2	42.1	6.0	10	46.1	82
Denver	14.5	14	90.1	26.0	3.0	3	73.1	8
Los Angeles & Orange County	25.0	30	79.9	34.4	6.0	8	51.4	31
San Diego	13.5	13	88.5	53.6	4.0	6	64.9	6
San Francisco	27.5	42	72.2	51.8	11.0	16	36.4	18
Silicon Valley	42.0	43	69.8	49.4	10.0	15	43.8	11

Note: Figures for callback invitations and outcomes are based on 347 employers issuing a total of 25,918 callback invitations and do not include 3 offices that did not report the number of callbacks and interviews. Figures for offers and offer outcomes are based on 350 employers making a total of 10,222 offers. Median and average offer figures are based on all employers who interviewed at least 1 second-year student, even though a few ultimately made no offers as a result of callback invitations, or had not yet completed their second-year hiring as of April 1, 2021. The number of offices reporting interviewing second-year students is shown in the last column. Averages are rounded to the nearest whole number. Following the overall total shown in the first line, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. However, office-specific information includes some instances of firms with most attorneys in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating 2 geographically adjacent offices into a single survey.

**Table 34. Offers for Summer 2021 Programs**

	% of Offices in Each Offer Number Range			Range of Offer Numbers Reported				Most Common Offer Number (mode) and % of Offices		# of Offers	# of Offices
	5 or Fewer	6–20	More than 20	Minimum	5th %tile	95th %tile	Maximum	Mode	% of Offices Making this # of Offers		
<b>Total – All Employers</b>	<b>37.6%</b>	<b>33.8%</b>	<b>28.6%</b>	<b>0</b>	<b>1</b>	<b>129</b>	<b>421</b>	<b>3</b>	<b>9.2%</b>	<b>10,222</b>	<b>346</b>
<b>FIRM-WIDE/MULTI-OFFICE REPORTS</b>											
All Firm-Wide/ Multi-Office Reports	16.0	32.0	52.0	0	2	343	421	6, 7	6.0% each	3,415	50
<b>By Number of Lawyers Firm-Wide</b>											
101–250	33.3	50.0	16.7	0	0	46	46	4, 10	16.7% each	154	12
251–500	18.2	54.5	27.3	1	1	43	43	19	18.2	185	11
501–700	0.0	33.3	66.7	7	7	62	62	No figure was reported more than once		171	6
701+	5.3	5.3	89.5	5	5	421	421	51	10.5	2,894	19
<b>OFFICE-SPECIFIC REPORTS</b>											
All Office-Specific Reports	41.2	34.1	24.7	0	1	107	365	3	10.5	6,737	296
<b>By Number of Lawyers Firm-Wide</b>											
100 or Fewer	72.7	18.2	9.1	3	3	42	42	3	36.4	89	11
101-250	31.6	52.6	15.8	0	0	31	31	2, 8, 9	10.5% each	196	19
251-500	51.6	16.1	32.3	1	1	111	180	1	22.6	723	31
501-700	65.2	13.0	21.7	1	1	48	147	3	21.7	372	23
701+	36.3	38.2	25.5	0	1	108	365	3	9.9	5,357	212

Note: Figures are based on offices interviewing at least 1 second-year student for summer 2021, including a few that ultimately did not make any offers. Office-specific information includes some instances of firms with most attorneys located in 1 location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating 2 geographically adjacent offices into a single survey.

**Table 35. Acceptance Rates for Summer 2021 Program**

(percent of offices in each range of acceptance rates)

	Acceptance Rates			Average Acceptance Rate	# of Offices
	Less than 35%	35–60%	More than 60%		
<b>Total – All Employers</b>	<b>20.5%</b>	<b>41.9%</b>	<b>37.6%</b>	<b>57.2%</b>	<b>346</b>
<b>By Number of Lawyers Firm-Wide</b>					
100 or Fewer	0.0	38.5	61.5	71.2	13
101-250	10.3	44.8	44.8	62.3	29
251-500	20.9	39.5	39.5	57.0	43
501-700	13.8	41.4	44.8	63.6	29
701+	23.7	42.2	34.1	55.1	232
<b>By Number of Lawyers in Office</b>					
25 or Fewer	15.8	52.6	31.6	60.1	19
26-50	18.1	33.3	48.6	62.6	72
51-100	22.5	31.5	46.1	61.6	89
101-250	14.3	49.4	36.4	55.5	77
251+	45.2	47.6	7.1	39.4	42
<b>By NALP Region and City/State</b>					
<b>Northeast</b>	45.2	33.9	21.0	45.4	62
Boston	30.8	38.5	30.8	51.0	13
New York City	53.3	31.1	15.6	41.4	45
<b>Mid-Atlantic</b>	19.6	46.4	33.9	55.9	56
Philadelphia	0.0	40.0	60.0	63.9	5
Washington, DC/Northern VA area	28.2	51.3	20.5	48.9	39
<b>Southeast</b>	4.8	27.0	68.3	73.1	63
Atlanta	0.0	0.0	100.0	77.9	7
Charlotte	0.0	0.0	100.0	80.8	5
Dallas	0.0	28.6	71.4	77.7	14
Houston	18.8	37.5	43.8	58.7	16
Miami/Ft. Lauderdale/W. Palm Beach	0.0	33.3	66.7	77.8	6
Other areas in Florida	0.0	20.0	80.0	90.0	5

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	Acceptance Rates			Average Acceptance Rate	# of Offices
	Less than 35%	35–60%	More than 60%		
<b>Midwest</b>	8.7	50.0	41.3	61.2	46
Chicago	20.0	65.0	15.0	47.5	20
Michigan	0.0	66.7	33.3	58.1	6
Missouri	0.0	0.0	100.0	90.9	6
Ohio	0.0	25.0	75.0	79.7	8
<b>West/Rocky Mountain</b>	23.0	46.0	31.0	53.8	87
Denver	12.5	12.5	75.0	74.6	8
Los Angeles & Orange County	12.5	56.3	31.3	57.7	32
San Diego	16.7	16.7	66.7	61.4	6
San Francisco	38.9	50.0	11.1	39.3	18
Silicon Valley	60.0	30.0	10.0	36.5	10

Note: This table excludes offices that interviewed but then did not make any offers for summer 2021. This table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide.

**Table 36. Response Times to Offers for 2021 Summer Programs**

	% of Responses Received						# of Offers for Which Response Timing Was Reported
	Within 24 Hours	Within 2–7 Days	Within 8–14 Days	Within 15–22 Days	Beyond 22 Days	Never Responded	
<b>Total – All Employers</b>	<b>9.9%</b>	<b>26.0%</b>	<b>33.6%</b>	<b>19.7%</b>	<b>10.4%</b>	<b>0.5%</b>	<b>8,302</b>
<b>By Number of Lawyers Firm-Wide</b>							
100 or Fewer	18.0	26.0	33.0	20.0	3.0	0.0	100
101-250	16.4	36.4	29.9	11.4	5.6	0.3	341
251-500	9.0	27.3	34.6	20.2	7.6	1.4	847
501-700	13.2	26.6	33.1	19.9	6.9	0.4	478
701+	9.3	25.2	33.7	20.0	11.3	0.4	6,536
<b>By Number of Lawyers in Office</b>							
50 or Fewer	13.1	35.0	31.7	14.6	5.4	0.2	426
51-100	17.5	30.1	34.1	13.6	4.5	0.2	627
101-250	10.6	29.3	31.8	19.5	8.3	0.5	1,584
251+	6.2	22.0	32.5	24.3	14.3	0.7	3,729

Note: Figures based on 8,302 offers for which the timing of the responses was reported, representing about 81% of all offers reported. Among survey respondents providing timing information, nearly all accounted for the timing of all responses to offers. Office-specific information includes some instances of firms with most attorneys located in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating 2 geographically adjacent offices into a single survey.

**Table 37. Use of Social Media for Student Outreach**

	% Using Social Media	Kinds of Social Media Used				
		Twitter	Facebook	LinkedIn	Instagram	Other
<b>Total – All Employers</b>	<b>61.2%</b>	<b>45.7%</b>	<b>36.1%</b>	<b>96.8%</b>	<b>46.6%</b>	<b>1.4%</b>
<b>By Firm Size — Number of Lawyers</b>						
100 or Fewer	38.5	80.0	60.0	100.0	20.0	0.0
101-250	32.3	60.0	30.0	90.0	40.0	0.0
251-500	56.0	25.0	53.6	85.7	53.6	0.0
501-700	57.1	12.5	12.5	93.8	18.8	6.3
701+	67.8	50.6	35.0	99.4	49.4	1.3

Note: Figures for types of social media used are based on 238 offices/firms which reported using social media to position their firm in front of students. Others mentioned include blogs, podcasts, and Youtube. Since more than 1 method could be checked, percentages add up to more than 100.

**Table 38. Prevalence of the Use of Non-Interview Assessment Tools in the Recruiting Process for Summer Programs**

	<b>% of Offices/Firms Reporting Use of Non-Interview Assessment Tools</b>
<b>Total – All Employers</b>	<b>12.4%</b>
<b>By Number of Lawyers Firm-Wide</b>	
100 or Fewer	7.7
101-250	3.3
251-500	6.0
501-700	6.9
701+	15.8
<b>By NALP Region</b>	
Northeast	14.5
Mid-Atlantic	13.8
Southeast	7.1
Midwest	4.0
West/Rocky Mountain	18.7

Note: Figures are based on a total of 363 offices/firms that responded to the question regarding the use of assessment tools. Examples of assessment tools reported by employers included writing samples, Suited, Thine, and Pymetrics.

**Table 39a. Prevalence and Characteristics of Recruiting Prior to OCI**

<b>% of Offices/Firms Reporting Activity Prior to OCI</b>	
<b>Total – All Employers</b>	<b>42.0%</b>
<b>By Number of Lawyers Firm-Wide</b>	
100 or Fewer	7.7
101-250	25.8
251-500	40.0
501-700	34.5
701+	47.3
<b>By NALP Region</b>	
Northeast	49.2
Mid-Atlantic	46.6
Southeast	45.7
Midwest	38.0
West/Rocky Mountain	29.7

**Table 39b. Early Offer Volumes and Outcomes**

	<b>Median Number of Offers</b>	<b>Average Number of Offers</b>	<b>% of Offers Accepted</b>
<b>Total – All Employers</b>	3	7.1	52.1%
<b>By Number of Lawyers Firm-Wide</b>			
250 or Fewer	3	4.2	68.4
251–500	2	5.2	40.4
501–700	1.5	4.1	68.3
701+	3	7.9	52.0
<b>By NALP Region</b>			
Northeast	10	14.6	42.5
Mid-Atlantic	3	3.3	58.4
Southeast	1.5	3.2	65.3
Midwest	2	5.2	56.4
West/Rocky Mountain	1	2.4	57.1

Note: A total of 153 offices/firms reported making offers to 2Ls for summer 2021 employment prior to the start of OCI at schools at which these offices/firms recruit. A total of 151 of these 153 offices/firms also reported their number of early offers and acceptances. For purposes of this survey, early OCI does not include 1Ls who will return for some or all of their 2L summer. Collectively these offices reported making 1,069 offers, representing 10.5% of all offers to second-year students for summer 2021 programs.

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**Table 39c. Students to Whom Early Offers Were Made**

	<b>% of Offices/Firms Reporting Activity Prior to OCI</b>
Top candidates	78.4%
Diverse candidates*	77.1
Candidates of color	73.9
LGBTQ candidates	42.5
Candidates who are first-generation college students	36.6
Candidates with disabilities	3.9
Local candidates	52.9
Candidates seen as 1Ls but who were not offered a 1L summer position	47.1
Candidates with a technical background	27.5
Other	15.7

Note: Percentages for students receiving early offers add up to more than 100% because more than 1 item could be checked. Other candidates described include students who had worked at the firm previously (e.g., as a paralegal), referral candidates, military veterans, and candidates who declined a 1L offer.

\* Offices were classified as making offers to diverse candidates if they made offers to at least 1 of the following candidate groups: candidates of color, LGBTQ candidates, first-generation college students, and/or candidates with disabilities.

**Table 40. Employers Returning to Campus after OCI to Solicit Additional 2L Candidates**

	<b>% Returning</b>	<b>Average # of Schools Revisited</b>	<b>Median # of Schools Revisited</b>	<b>Smallest # of Schools Reported</b>	<b>Largest # of Schools Reported</b>
<b>Total – All Employers</b>	<b>13.7%</b>	<b>3.8</b>	<b>3.0</b>	<b>1</b>	<b>26</b>
<b>Firm-Wide Reports</b>	18.8	8.7	6.0	1	26
<b>By Number of Lawyers Firm-Wide</b>					
250 or Fewer	6.8	4.0	4.0	2	6
251–500	6.0	1.0	1.0	1	1
501–700	3.4	3.0	3.0	3	3
701+	17.9	4.0	3.0	1	26
<b>By NALP Region</b>					
Northeast	12.7	3.5	3.5	1	6
Mid-Atlantic	12.3	4.5	4.0	1	11
Southeast	9.0	3.5	2.5	1	9
Midwest	10.2	1.8	2.0	1	3
West/Rocky Mountain	19.1	2.7	3.0	1	6

Notes: A total of 357 firms/offices answered the question as to whether they returned to campus for additional candidates. Figures on the number of schools to which employers returned are based on schools that returned to campus. The line labeled "Firm-Wide Reports" includes firms of all sizes that reported results for multiple offices or all offices nationwide and so cannot be assigned to a region except in a few instances in which a firm is wholly located within a region. They are included in the figures by firm size.

**Table 41. Comparison of Offer Volumes for Summer 2021 and Summer 2020**

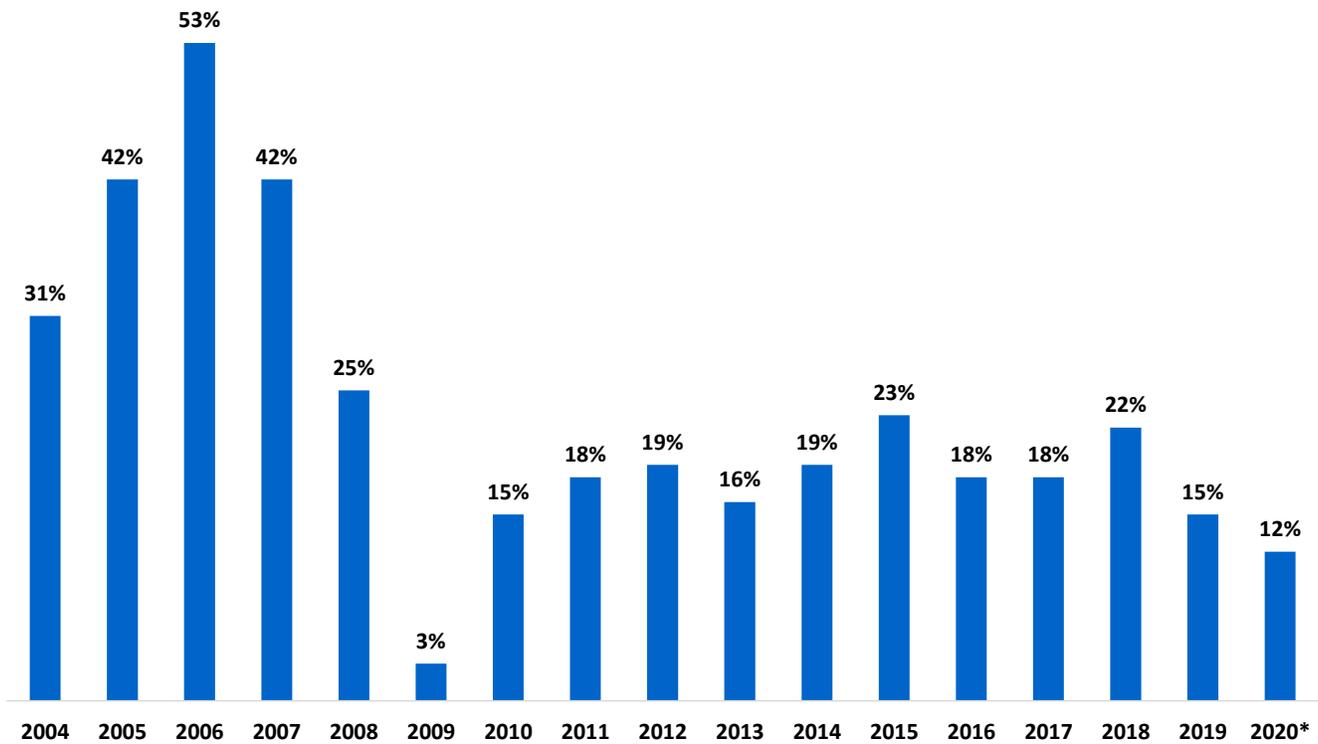
	# of Offers Made for Summer 2021	Change from Summer 2020	Percent of Offices Making			# of Offices
			Fewer Offers	Same Number of Offers	More Offers	
<b>Overall Total</b>	<b>10,215</b>	<b>-12.9%</b>	<b>56.5%</b>	<b>10.7%</b>	<b>32.9%</b>	<b>356</b>
<b>By Number of Lawyers Firm-Wide</b>						
100 or Fewer	96	62.7	16.7	33.3	50.0	12
101-250	350	-23.9	74.2	12.9	12.9	31
251-500	929	-22.5	62.0	14.0	24.0	50
501-700	540	-23.6	60.7	7.1	32.1	28
701+	8,300	-10.7	54.5	8.9	36.6	235
<b>By Number of Lawyers in Office</b>						
50 or Fewer	532	6.2	42.3	14.4	43.3	97
51-100	717	-23.9	55.1	15.7	29.2	89
101-250	1,657	-15.0	59.5	10.1	30.4	79
251+	4,145	-5.4	61.9	0.0	38.1	42
<b>By NALP Region &amp; City/State</b>						
<b>Northeast</b>	4,077	-6.3	52.4	9.5	38.1	63
Boston	248	-38.6	64.3	7.1	28.6	14
New York City	3,811	-2.9	48.9	11.1	40.0	45
<b>Mid-Atlantic</b>	1,247	-13.5	59.6	10.5	29.8	57
Philadelphia	144	-39.5	60.0	20.0	20.0	5
Washington, DC/ Northern VA area	1,010	-6.4	56.4	7.7	35.9	39
<b>Southeast</b>	454	-31.6	53.0	13.6	33.3	66
Atlanta	60	-28.6	57.1	14.3	28.6	7
Dallas	84	-36.4	66.7	0.0	33.3	15
Houston	174	-26.0	50.0	25.0	25.0	16
Miami/Ft. Lauderdale/W. Palm Beach	26	8.3	16.7	33.3	50.0	6
<b>Midwest</b>	678	-14.1	51.0	18.4	30.6	49
Chicago	490	-4.1	54.5	18.2	27.3	22
Michigan	50	-43.2	42.9	14.3	42.9	7
Missouri	31	-51.6	66.7	16.7	16.7	6
Ohio	64	-20.0	50.0	25.0	25.0	8
<b>West/Rocky Mountain</b>	1,248	-13.3	55.1	9.0	36.0	89
Denver	26	-16.1	62.5	0.0	37.5	8
Los Angeles & Orange County	618	-13.2	50.0	15.6	34.4	32
San Diego	37	-9.8	50.0	16.7	33.3	6
San Francisco	283	-14.2	61.1	5.6	33.3	18
Silicon Valley	162	1.9	54.5	9.1	36.4	11

Note: Figures reflect employers who had a summer program in 2020 and will do so in 2021 and reported offer numbers for both years. This table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. Cities or states shown in the table are those where offices collectively reported at least 25 offers for summer 2021. The number of employers reporting is shown in the last column.

# Third-Year Hiring

Third-year hiring has increased modestly since the recession, when the percentage of employers recruiting third-year students dropped to just 3% in 2009. From 2010-2019, the percentage of employers reporting 3L hiring activity ranged from 15 to 23%. However, for the 2020-21 recruiting cycle, 3L hiring fell to 12%, the lowest it has been since 2009. Employers recruiting third-years (Class of 2021 graduates not previously working for the employer) typically made 1 or 2 offers. There were also a handful of employers that interviewed 3Ls, but ultimately made no offers. The median number of offers made to third-year students was 1 offer, and the 258 accepted callback invitations resulted in 212 offers. About 82% of these offers were accepted. Another 4% had not received a response or a response was still pending as of April 1, 2021.

**Chart 6. Fall Recruiting of 3Ls As Reported by Law Firms, 2004 – 2020**



Note: Reported as the percentage of employers reporting at least 1 callback invitation to a current 3L who had not previously worked for that employer. The 2020 recruiting cycle took place through spring 2021.

