We advance law careers

Perspectives on 2019 Law Student Recruiting

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Executive Summary & Analysis

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Entry-level Law Firm Recruiting Activity Remains Steady, with Largest Firms Trimming Summer Program Classes

Industry data suggest that 2019 was another strong year financially for law firms, if not quite as profitable as 2018, which remains the most profitable year for law firms since before the Great Recession. Recruiting activity in 2019 was similarly robust, with offer rates coming out of summer programs reaching the second historic high in as many years. On many metrics, current Big Law recruiting volume and practices resemble those measured before the recession. On the other hand, there are differences worth noting. In particular, the market development of more early recruiting and more pre-OCI offers continues to grow, and the largest law firms continue to trim summer program size just slightly, perhaps in anticipation of a possible economic slowdown on the horizon. With so many political and financial variables uncertain, and with post-recession entry-level lawyer headcount having been regrown to a level that might prove to be sustainable (while still falling short of pre-recession highs), law firms were quick out of the gate to recruit new talent, but small summer classes were the norm for most law firm offices in 2019.

The data collected from NALP's surveys of law schools and law firms at the end of the 2019 recruiting cycle document an industry that has had five very solid, very competitive, very similar years by most measures, with this new level-set following a period of regrowth that in turn followed the tremendous contraction in recruiting activity that came with the immediate aftermath of the recession. As we have come to expect in this post-recession period, 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 35% of law firms reported visiting more campuses in 2019 compared to 2018, 29% reported visiting fewer, and 37% 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 all the major markets.

Similarly, while 47% of law firms reported making more offers for summer programs in 2019 compared with 2018, 43% reported making fewer offers. For the second year in a row, the survey 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 35% of law offices reporting that they increased the number of screening interviews by 10% or more, and 23% of law offices reporting that they decreased the number of screening interviews by 10% or more.

Significantly, the average summer program class size fell by one to 13 after having been flat at 14 for three years in a row, driven in large measure by the falling average summer program class size at the largest firms. Law offices at firms of more than 700 lawyers reported an average summer class size of just 18, down from 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 two in 2019, followed by classes of one, but 17% of summer classes were larger than 20 and six percent were larger than 50. The aggregate offer rate coming out of summer programs hit 98%, the highest rate ever measured, up from 97% in 2018 and 95% for the period 2015–2017. The acceptance rate on offers had hovered between 84% and 86% for seven years in a row, but in both 2018 and 2019 was measured at 88%, also an historic high, and significantly higher than the pre-recession norm of overall acceptance rates in the mid-seventies.

Members of the Class of 2021 — those who went through the OCI process in the summer and fall of 2019 — experienced a robust market quite similar to that experienced by the previous four classes, and with significant competition for top talent however defined. Across employers of all sizes, the median number of offers extended has been 11 or 12 for the last five years, still well below the high of 15 measured in 2007, but well above the low of seven measured in 2009. The mean number of offers however, fell to 33 after being measured at 36 in 2018 and 38 in the period 2015–2017, still more than twice the average class size of 16 measured in 2009, but suggesting less variation in summer program size with fewer outlier very large programs at the top of the market. The percentage of callback interviews that resulted in offers for summer programs fell two percentage points to 51% after having hovered between 52–54% for five years and the yield on those offers jumped by two percentage points to 37% after also having remained essentially flat (between 33% and 35%) for the last six years.

Related, for members of the Class of 2020, the extent to which firms recruited 3Ls remained low, falling seven percentage points with just 15% of offices reporting recruiting 3Ls, the lowest percentage reported since 2010. The percent of law firms recruiting 3Ls fell precipitously from 2006 to 2009, from 59% to just three percent, and has shown only modest recovery since then, bobbling between 15% and 23% in the 10 years since then.

What these data suggest is that in the more than 10 years following the Great Recession, law firms steadily rebuilt their summer programs and entry-level recruiting pipeline, but that regrowth has now definitively been capped, and in some cases firms have begun to implement a gentle taper, perhaps in anticipation of some economic uncertainty ahead. With overall law school enrollment having fallen considerably over this same period, the market for entry-level talent remains keen, with something of a race to market for so-called top talent and diverse talent driving the earliest offers ever earlier. We see law firms and law schools continuing to innovate and try new things, and will expect to see a dynamic market going into the next recruiting cycle, subject always to some tempering should economic headwinds fueled by uncertainty tamp down the robust law firm profit engine.

Introduction

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. 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 of summer/fall recruiting.

The first part of this report details recruitment activity on campus in both fall and spring and at job fairs in 2019, providing comparisons with 2018 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 2019 summer programs and of summer/fall 2019 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 post-OCI to solicit additional 2L candidates,
- the extent to which 2Ls with an offer for summer 2020 returned for a 'sell' visit, and
- the use of social media by firms.

The findings in this report are based on law school responses to NALP's "Survey of Law Schools on 2019 Recruiting" and on legal employer responses to the "Survey of Legal Employers on 2019 Recruiting." 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 current first-year (Class of 2022) students and current third-year (Class of 2020) students for summer 2020 associate positions is not included. Documentation of summer 2019 program outcomes includes only Class of 2020 graduates, and not any Class of 2019 graduates who participated in the summer 2019 program after graduation. Class of 2021 (1L) participation in the summer 2019 program is reported on separately from the 2L program in this report. Results of survey questions on lateral hiring are reported in the April 2020 *NALP Bulletin*.

— Danielle A. Taylor, NALP Director of Research

NALP Geographic Regions

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

Summer Program Outcomes and Fall Recruiting, As Reported By Firms, 1993–2019

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

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.

Chart 1: Summer Program Class Size — Median and Average Sizes, 1993–2019

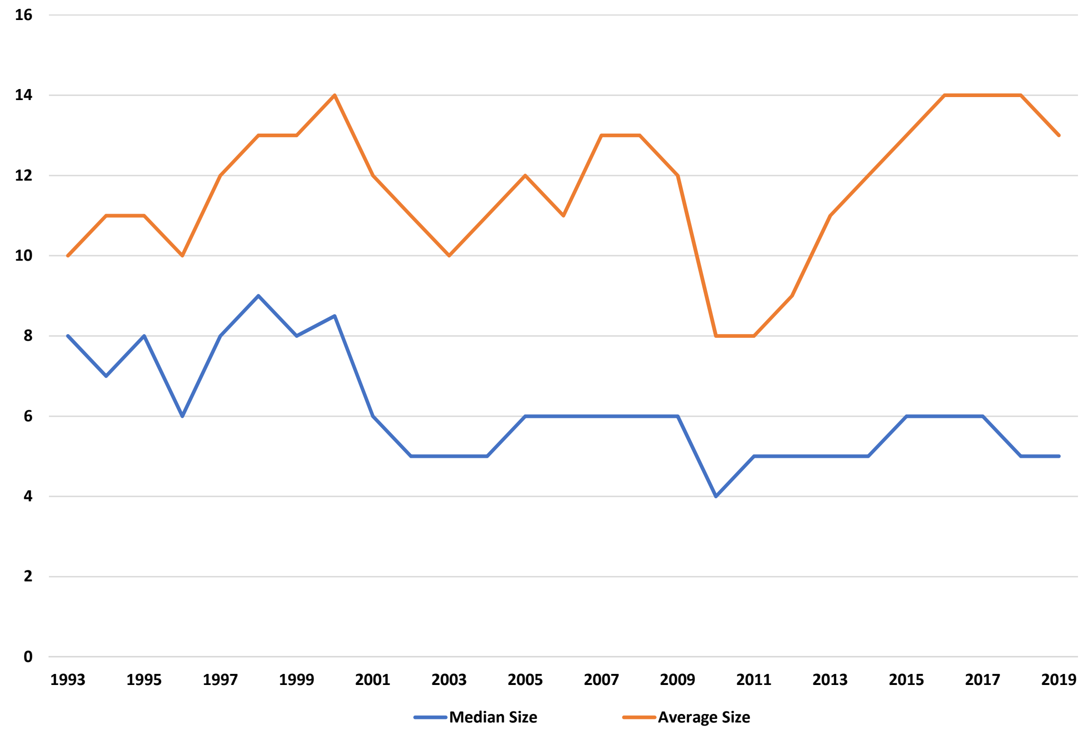


Chart 2: Summer Program Outcomes — Percentage Receiving and Accepting Offers, 1993–2019

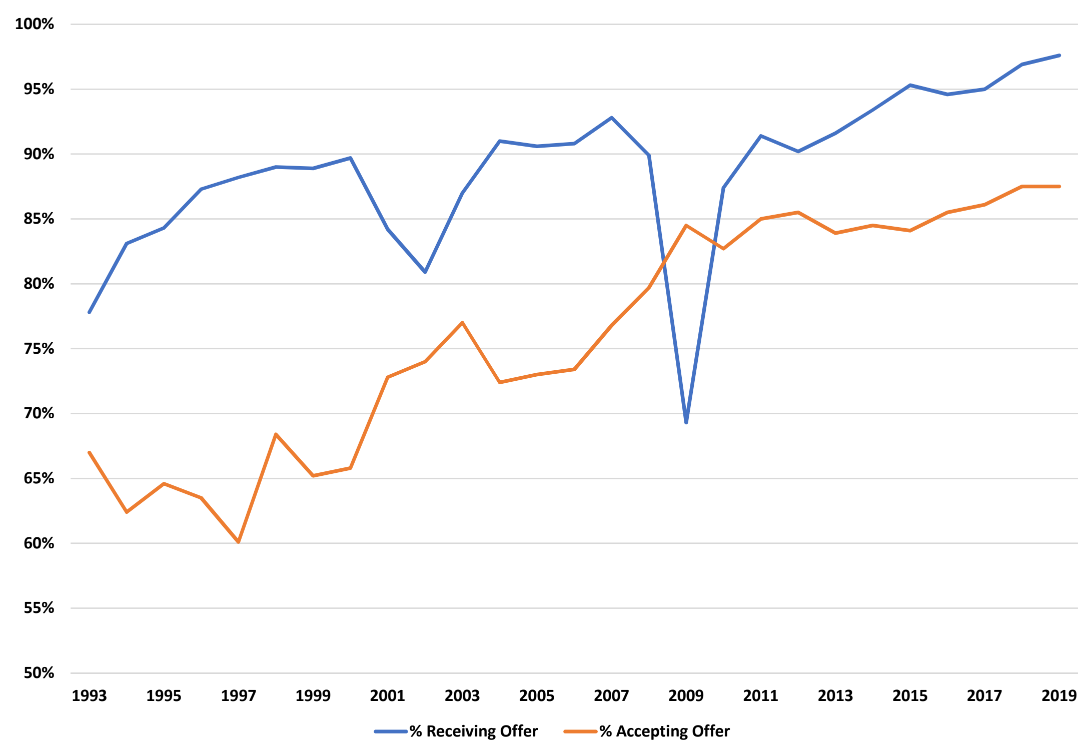


Chart 3: Fall Recruiting of 2Ls — Median and Average Number of Offers, 1993–2019

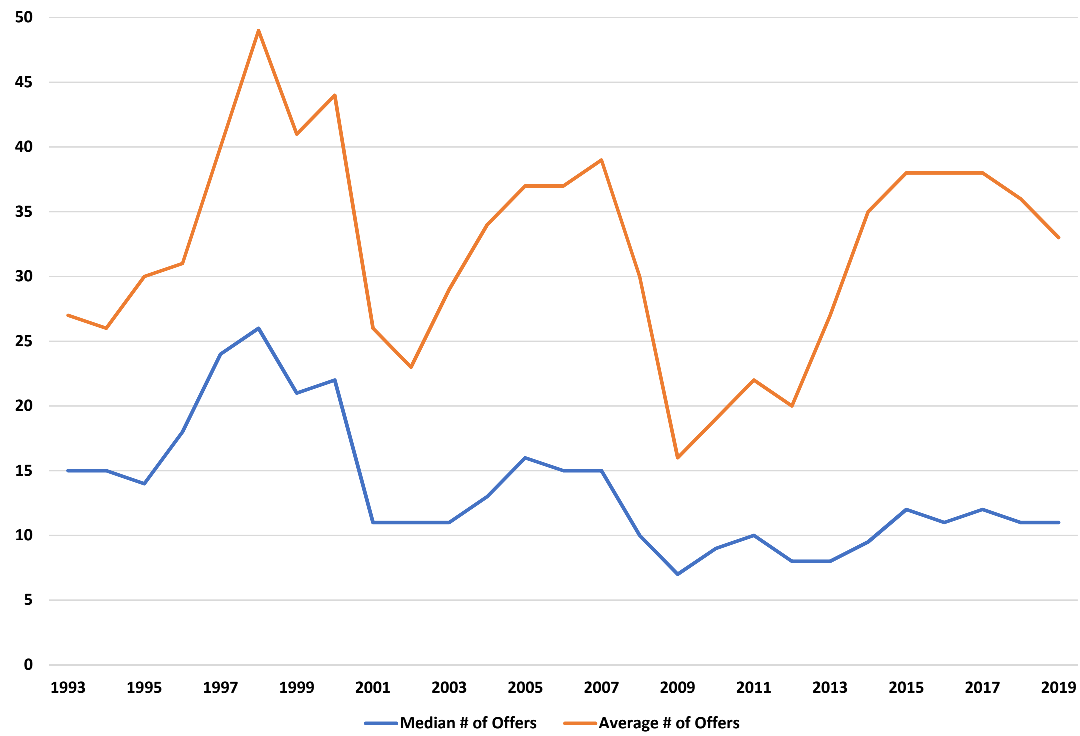
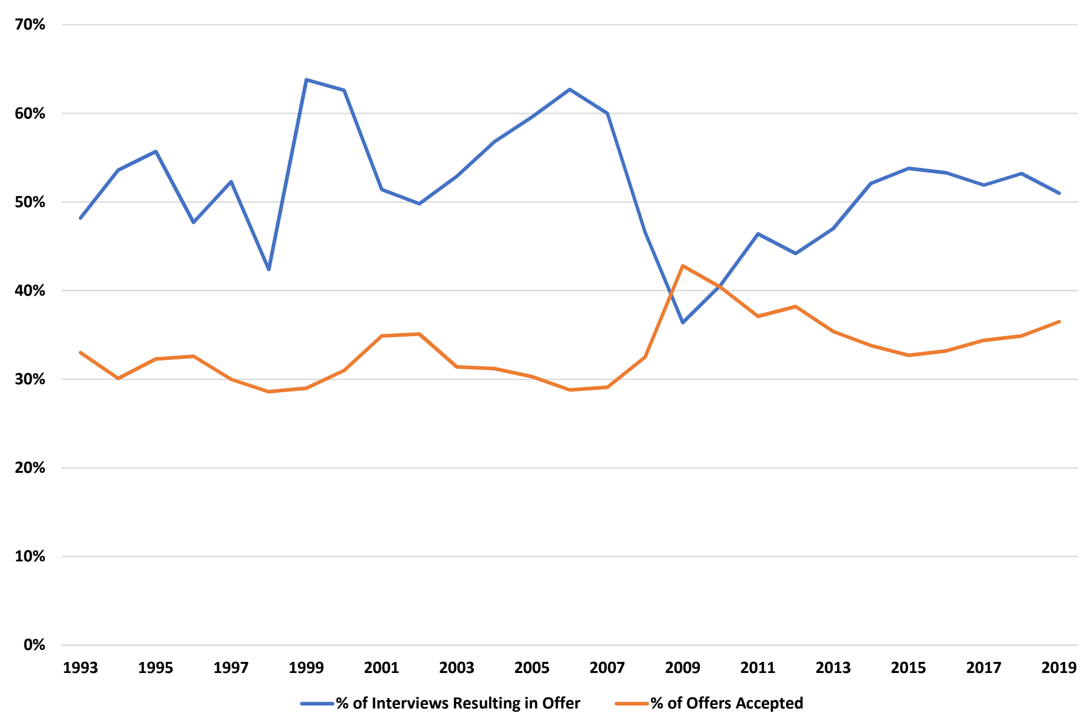


Chart 4: Fall Recruiting of 2Ls — Percentages of Interviews Resulting in Offer and of Offers Accepted, 1993–2019



2019 Recruiting Activity

Law School Perspective

A total of 132 law schools, about two-thirds 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 are generally 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 absolute numbers. Job fair participation is measured both in terms of percent change and absolute levels.

- Nearly 53% of schools reported an increase of five percent or more in the number of employers on campus in summer/fall 2019 compared with 2018. About 28% reported fairly steady numbers with changes of less than five percent in either direction, and 20% reported a decrease of five percent or more in the number of employers.
- 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 two 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 amount.
- Regional differences were evident, with schools in the West/Rocky Mountain region most likely to report an increase of five percent or more in the number of employers interviewing on campus and least likely to report a decrease of five percent or more; while those in the Midwest region were most likely to report a decrease of five percent or more. Further analyses by enrollment size show that the smallest schools with enrollment sizes of fewer than 350 students were more likely to report increases of five percent or more and schools with enrollments in the 550–750 range were most likely to report decreases of five percent or more. (See Table 1.)
- An inquiry on traditional spring on-campus activity revealed that the number of employers on campus was up by 10% or more at about 46% of schools and that a little less than one-third of schools (31%) reported a relatively constant number of employers. Schools in the West/Rocky Mountain region were most likely to report increases of 10% or more and schools in the Southeast and Northeast were most likely to report decreases of 10% or more in spring on-campus employer activity. By enrollment size, schools with enrollments of fewer than 350 students were least likely to report increases of 10% or more and schools in the 350–549 range were most likely to report increases of 10% or more. (See Table 2.)
- Of the schools that are able to track early offer activity, about 40% reported that there were no early offers to rising 2Ls for employment for summer 2020. At the vast majority of schools, the total number of pre-OCI offers received was ten or fewer, although a handful of schools reported 50 or more early offers. Other schools were not tracking the numbers and therefore, were unable to report figures. It should be noted that counts of early offers are not uniformly robust. (See Table 3.)
- Almost 58% of schools reported that OCI employers returned to campus post-OCI to solicit additional 2L candidates. Schools in the West/Rocky Mountain and schools with enrollments of more than 750 students

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were most likely to report return visits. Typically, the number of employers returning was small, though higher figures are noted for the Northeast region and for large schools. (See Table 4.) The majority of schools (51%) reported an increase of five percent or more in the number of job opportunities posted outside of OCI in 2019 compared to 2018. Schools in the Northeast were most likely to report a decrease of five percent or more and those in the Mid-Atlantic region were most likely to report an increase of five percent or more. (See Table 5.)

- Two-thirds of schools participated in five or more job fairs and 19% participated in more than 10. Regional differences continued to persist. Most schools (88%) reporting from the Mid-Atlantic region participated in five or more job fairs, while schools in the West/Rocky Mountain region, by contrast, were most likely to participate in fewer than five job fairs and only four percent of schools in the region reported participating in more than 10. When looking at school enrollment size, schools in the two largest categories of 550–750 and more than 750 students were most likely to participate in five or more job fairs.
- About 59% of schools reported no change in job fair participation. This figure was highest among schools in the Southeast region. Schools in the Mid-Atlantic and Midwest regions were most likely to report increased job fair participation. (See Table 6.)
- A new question on JD Advantage recruiting was included in this year's survey. Schools were asked to report whether they had employers coming on campus to recruit for JD Advantage jobs. Overall, 54% of schools reported that they had employers on campus to recruit for JD Advantage jobs. Schools in the Midwest were most likely to respond affirmatively to this question and schools in the Northeast were most likely to respond no. Differences were more pronounced by school sizes, with schools with enrollment sizes of fewer than 350 least likely to report JD Advantage recruiting on campus and schools with enrollments of more than 750 most likely to have JD Advantage recruiting. (See Table 7.)

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

> *"Recruiting for top candidates is getting fiercer and more competitive. Increase in fall activity to meet new 1Ls continues to evolve and become more commonplace."*

> *"We definitely saw an increase in pre-OCI activity. While we recorded the number of pre-OCI offers in this survey, we had even more pre-OCI interviews that did not result in an offer. We noticed that most students who secured pre-OCI offers still decided to participate in OCI. Most of them ended up accepting pre-OCI offers, but only after they went through OCI and received offers from other firms. Students wanted to explore all options before making such an important decision."*

> *"We experienced a much higher than usual number of cancellations during both OCI and*

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off-campus programs. Many of the cancellations were directly caused by early interview activity."

"We send resumes of the top 10% individually to Am Law 100 and 200 firms. That is the bulk of our large firm interviewing and success."

"Small and medium-sized firms come on campus to recruit 2L, 3L, and recent grads on one evening during our fall law firm reception."

"There are employers that invite submissions from our students during Fall OCI but not through the formal OCI process. These employers (typically firms) accept select resume packets of high performing students for consideration and invite students for interviews based on a review of the candidates. This typically occurs in the pre-OCI period. Additionally, alumni of the school who are well-placed at firms or in-house may invite applications from our students outside the normal Fall or Spring OCI programs."

"We also offer a Small & Midsize Firm Open House, Government and Public Interest Table Talk and JD-Advantage Table Talk. All are opportunities for employers to speak with students about employment opportunities with their organizations as a law clerk, summer associate and attorney positions."

"Although we do not have a formal spring recruiting program, we do host networking events that may include resume collections and/or ad hoc on-campus interviews per small firm requests. We work closely with small and mid-sized firms throughout the year to match students and employers in a less formal recruiting effort."

"We have an external, non-regional, job board that we link to from our 12Twenty platform. Since the overwhelming majority of our students and graduates are looking for opportunities within our region, we want to have our job board focus on this market. We did not count the job opportunities on the external job board in this survey."

Table 1. Comparison of Fall 2019 and Fall 2018 Employer Activity, As Reported by Schools (percent or number of schools in each category)

		NALP Region					Fall 2019 JD Enrollment			
	Total	Northeast	Mid-Atlantic	Southeast	Midwest	West/ Rocky Mountain	Fewer than 350	350–549	550–750	More than 750
Change in Number of Employers on Campus 2018–2019 — Interviewing for Any Kind of Job										
Decrease of 5% or More	19.8%	16.0%	25.0%	17.2%	28.1%	13.8%	21.1%	17.9%	24.4%	14.3%
Change of Less than 5%	27.5	28.0	37.5	27.6	21.9	27.6	21.1	28.2	26.7	32.1
Increase of 5–15%	22.9	32.0	18.8	24.1	25.0	13.8	15.8	20.5	24.4	28.6
Increase of More than 15%	29.8	24.0	18.8	31.0	25.0	44.8	42.1	33.3	24.4	25.0
# of Schools Reporting	131	25	16	29	32	29	19	39	45	28
Change in Number of Employers on Campus 2018–2019 — Interviewing for Summer Associate & Post-graduate Jobs										
Decrease of 5% or More	19.7%	16.0%	25.0%	11.5%	28.1%	17.9%	17.6%	21.1%	25.0%	10.7%
Change of Less than 5%	29.9	32.0	37.5	30.8	25.0	28.6	23.5	28.9	29.5	35.7
Increase of 5–15%	22.0	28.0	18.8	26.9	21.9	14.3	23.5	21.1	20.5	25.0
Increase of More than 15%	28.3	24.0	18.8	30.8	25.0	39.3	35.3	28.9	25.0	28.6
# of Schools Reporting	127	25	16	26	32	28	17	38	44	28

Note: 35 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 percent, 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 2019 ranged from 1 to 94; however, over half differed by 4 or less.

Table 2. Comparison of Spring 2019 and Spring 2018 Employer Activity, As Reported by Schools (percent or number of schools in each category)

		NALP Region					Fall 2019 JD Enrollment			
	Total	Northeast	Mid-Atlantic	Southeast	Midwest	West/ Rocky Mountain	Fewer than 350	350–549	550–750	More than 750
Decrease of 10% or More	23.7%	27.3%	25.0%	27.6%	21.4%	18.5%	25.0%	22.9%	25.0%	22.2%
Change of Less than 10%	30.5	36.4	25.0	34.5	28.6	25.9	37.5	22.9	35.0	29.6
Increase of 10–30%	15.3	0.0	8.3	20.7	17.9	22.2	18.8	31.4	7.5	3.7
Increase of More than 30%	30.5	36.4	41.7	17.2	32.1	33.3	18.8	22.9	32.5	44.4
Number of School Reporting	118	22	12	29	28	27	16	35	40	27

Table 3. 2019 Early Offer Activity, As Reported by Schools

		NALP Region					Fall 2019 JD Enrollment			
	Total	Northeast	Mid-Atlantic	Southeast	Midwest	West/ Rocky Mountain	Fewer than 350	350–549	550–750	More than 750
% of Schools Reporting None	40.4%	33.3%	42.9%	47.8%	33.3%	45.8%	69.2%	51.4%	35.1%	16.7%
% of Schools Reporting One	12.8	9.5	14.3	13.0	14.8	12.5	7.7	20.0	5.4	16.7
% of Schools Reporting 2–5	23.9	14.3	14.3	26.1	33.3	25.0	23.1	22.9	29.7	16.7
% of Schools Reporting More than 5	22.9	42.9	28.6	13.0	18.5	16.7	0.0	5.7	29.7	50.0
Cumulative Number of Early Offers Reported	776	242	144	86	194	110	9	49	377	341
Range of Early Offers Reported per School*	1-61	1-60	1-61	1-48	1-45	1-44	1-3	1-12	1-61	1-60
Number of Schools Reporting	109	21	14	23	27	24	13	35	37	24

Note: Figures exclude schools which did not report figures or noted that this information is not collected.
* For schools reporting at least one early offer.

Table 4. Employers Returning Post-OCI to Seek Additional Candidates, As Reported by Schools — 2019

		NALP Region					Fall 2019 JD Enrollment			
	All schools	Northeast	Mid-Atlantic	Southeast	Midwest	West/ Rocky Mountain	Fewer than 350	350–549	550–750	More than 750
% of Schools Reporting Post-OCI Visits	57.8%	62.5%	43.8%	46.4%	51.6%	79.3%	27.8%	51.3%	60.5%	82.1%
Median Number of Visits	3	5	2	2	2.5	4	2	2	3	8
Average Number of Visits	7	9	6	4	5	9	2	3	7	12

Note: 128 schools answered the question about return visits. Of the 74 schools reporting that employers returned post-OCI, 72 reported the number of employers with a median of 3 and an average of 7. Averages are rounded to the nearest whole number.

Table 5. Comparison of the Number of Job Opportunities Posted Outside of OCI in 2019 with 2018 (percent in each category)

		NALP Region					Fall 2019 JD Enrollment			
Number of Job Postings	Total	Northeast	Mid-Atlantic	Southeast	Midwest	West/ Rocky Mountain	Fewer than 350	350–549	550–750	More than 750
Decrease of 5% or More	27.3%	43.5%	21.4%	25.0%	30.0%	15.4%	31.3%	29.4%	20.9%	32.1%
Change of Less than 5%	21.5	4.3	14.3	32.1	26.7	23.1	18.8	14.7	27.9	21.4
Increase of 5–15%	15.7	21.7	28.6	10.7	16.7	7.7	6.3	8.8	23.3	17.9
Increase of More than 15%	35.5	30.4	35.7	32.1	26.7	53.8	43.8	47.1	27.9	28.6

Note: Figures include opportunities advertised outside of OCI, such as job postings, resume collect, etc.

Table 6. Fall 2019 Job Fair Participation, As Reported by Schools (percent or number of schools in each category)

		NALP Region					Fall 2019 JD Enrollment			
	Total	Northeast	Mid-Atlantic	Southeast	Midwest	West/ Rocky Mountain	Fewer than 350	350–549	550–750	More than 750
Number of Job Fairs or Consortia Programs										
Less than 5	33.6%	27.3%	12.5%	29.6%	42.9%	46.2%	57.1%	40.5%	25.0%	25.0%
5–10	47.1	45.5	50.0	44.4	46.4	50.0	42.9	48.6	47.7	45.8
More than 10	19.3	27.3	37.5	25.9	10.7	3.8	0.0	10.8	27.3	29.2
# of Schools Reporting	119	22	16	27	28	26	14	37	44	24
Change in Number of Job Fairs Compared with Fall 2018										
Decrease	13.9	13.6	18.8	12.0	3.7	24.0	7.7	19.4	14.3	8.3
No change	59.1	63.6	43.8	68.0	59.3	56.0	61.5	58.3	47.6	79.2
Increase	27.0	22.7	37.5	20.0	37.0	20.0	30.8	22.2	38.1	12.5
# of Schools Reporting	115	22	16	25	27	25	13	36	42	24

Table 7. 2019 JD Advantage Recruiting, As Reported by Schools (percent or number of schools in each category)

		NALP Region					Fall 2019 JD Enrollment			
School had Employers on Campus to Recruit for JD Advantage Jobs	Total	Northeast	Mid-Atlantic	Southeast	Midwest	West/ Rocky Mountain	Fewer than 350	350–549	550–750	More than 750
Yes	53.8%	48.0%	56.3%	50.0%	62.5%	51.7%	35.0%	48.7%	55.6%	71.4%
No	46.2	52.0	43.8	50.0	37.5	48.3	65.0	51.3	44.4	28.6
Number of Schools Reporting	132	25	16	30	32	29	20	39	45	28

Employer Perspective

A total of 393 employers, mostly law firms, provided information on recruiting activity. Nearly 83% of responses were from firms of more than 250 lawyers. Nationwide, the median number of schools at which employers recruited was six. Employers were more likely to increase the number of schools at which they recruited (35%) than they were to decrease the number (29%). About 37% reported no change in the number of schools. (See Tables 8-9.)

- Medians ranged from 3.5 schools at firms of 100 or fewer lawyers to seven schools at firms of 701 or more lawyers. For smaller offices, regardless of overall firm size, the median was typically three 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 and 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 one 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.

- Firms of 100 or fewer lawyers were most likely to have made no change to their school numbers (46%); however, they were also the most likely to have increased the number of schools they visited (46%). Only eight percent of small firms of 100 or fewer lawyers decreased the number of schools they visited. Firms of 501–700 lawyers were most likely to report a decrease in the number of schools (38%).

- On a regional basis, the median number of schools ranged from four in the Southeast to nine in the Northeast. Employers in the Northeast were also most likely by far to interview at nine or more schools — 50% — followed by employers in the Mid-Atlantic region — at 38%. These rates are much higher than those of employers in other regions, especially in the Southeast. The percentage of offices by region increasing the number of schools visited varied only from 29–36%. No change was most likely in the Northeast (49%), and a decrease was least likely in that region (23%). Offices in the Southeast were most likely to report a decrease in the number of schools visited compared to the previous year (32%).

- Regional averages are not necessarily indicative of activity on the part of employers in a given city within that region. For example, offices in Atlanta, Dallas, and the Miami area were more likely to have increased the number of schools visited than were offices in the region as a whole, whereas offices in Wilmington and Minneapolis were more likely to have decreased the number of schools visited compared to their region. Offices in New York City and Wilmington visited the most schools, with a median of 11 each.

- Information collected on the number of screening interviews conducted at the schools visited revealed that about 43% of employers reported a change in the number by 10% or less in fall 2019 compared with fall 2018. About 23% of employers had a decrease of more than 10% in the number of screening interviews they conducted and 35% experienced an increase of more

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than 10% in the number of screening interviews they conducted.

- These distributions varied considerably by firm size and region. For example, offices in the Northeast were more likely to have changed the number of screening interviews by 10% or less (58%) and were much less likely to report decreases of more than 10% (16%); while offices in the Southeast region were most likely to have reported a decrease of more than 10% (42%). Firms of 100 or fewer lawyers were most likely to report increases in their number of screening interviews of more than 10% (60%); while firms of 500–700 lawyers were most likely to report decreases of more than 10% (31%). (See Table 10.)

- About 32% of responding employers did not participate in any job fairs and two-thirds of employers participated in the same number of job fairs in 2018 and 2019. (See Tables 11 and 12.)

- Among firms of 100 or fewer lawyers, about 43% did not participate in any job fairs. Small offices, regardless of firm size, typically participated in fewer than two job fairs.

- On a regional basis, offices in the Northeast were most likely to participate in job fairs, with 84% doing so; conversely, offices in the Mid-Atlantic region were least likely to participate in job fairs, with only 53% participating. Offices in the Northeast were also most likely to have participated in three or more job fairs (36%). Maintaining the number of job fairs was the norm, particularly in the Midwest region, where 84% of offices 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 Wilmington, DE and the state of Missouri were more likely to participate in three or more job fairs compared with their respective regions as a whole; while offices in Charlotte, NC and San Diego, CA were more likely to indicate that they did not participate in any job fairs compared to their respective regions as a whole.

Table 8. Fall 2019 On Campus Interviewing Activity and Comparisons with Fall 2018 As Reported by Employers — By Size (in percentages except for medians and counts)

		Number of Schools Visited in 2019					Number of Schools Visited Compared to 2018		
	# of Offices	None*	1–3	4–8	9 or more	Median**	Decrease	No change	Increase
Total — All Employers	393	5.1%	24.4%	34.9%	35.6%	6.0	28.5%	36.7%	34.9%
Firms of 100 or Fewer Lawyers	14	0.0	50.0	28.6	21.4	3.5	7.7	46.2	46.2
Offices of 51–100 Lawyers	7	0.0	71.4	28.6	0.0	3.0	0.0	57.1	42.9
Firms of 101–250 Lawyers	54	3.7	18.5	57.4	20.4	6.0	27.8	35.2	37.0
Offices of 26–50 Lawyers	8	0.0	62.5	37.5	0.0	3.0	25.0	50.0	25.0
Offices of 51–100 Lawyers	6	0.0	0.0	83.3	16.7	7.0	16.7	33.3	50.0
Offices of 101–250 Lawyers	28	3.6	7.1	60.7	28.6	7.0	32.1	21.4	46.4
Firms of 251–500 Lawyers	78	12.8	28.2	29.5	29.5	6.0	35.1	33.8	31.2
Offices of 25 or Fewer Lawyers	14	28.6	71.4	0.0	0.0	2.0	28.6	35.7	35.7
Offices of 26–50 Lawyers	15	33.3	40.0	26.7	0.0	3.0	53.3	20.0	26.7
Offices of 51–100 Lawyers	12	8.3	41.7	41.7	8.3	4.0	41.7	50.0	8.3
Offices of 101-250 Lawyers	16	0.0	6.3	62.5	31.3	7.0	25.0	37.5	37.5
Offices of 251+ Lawyers	8	0.0	0.0	25.0	75.0	12.0	0.0	71.4	28.6

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		Number of Schools Visited in 2019					Number of Schools Visited Compared to 2018		
	# of Offices	None*	1–3	4–8	9 or more	Median**	Decrease	No change	Increase
Firms of 501-700 Lawyers	47	10.6	31.9	34.0	23.4	5.0	38.3	40.4	21.3
Offices of 25 or Fewer Lawyers	8	25.0	62.5	12.5	0.0	2.0	25.0	50.0	25.0
Offices of 26–50 Lawyers	13	23.1	61.5	7.7	7.7	2.0	53.8	38.5	7.7
Offices of 51–100 Lawyers	8	0.0	25.0	62.5	12.5	5.0	50.0	37.5	12.5
Offices of 101–250 lawyers	8	0.0	0.0	62.5	37.5	7.0	37.5	50.0	12.5
Firms of 701+ Lawyers	200	1.5	21.0	31.5	46.0	7.0	25.1	36.7	38.2
Offices of 25 or Fewer Lawyers	9	0.0	55.6	44.4	0.0	3.0	11.1	11.1	77.8
Offices of 26–50 Lawyers	42	7.1	52.4	33.3	7.1	3.0	26.2	47.6	26.2
Offices of 51–100 Lawyers	51	0.0	23.5	54.9	21.6	6.0	29.4	33.3	37.3
Offices of 101–250 Lawyers	42	0.0	2.4	35.7	61.9	10.0	21.4	38.1	40.5
Offices of 251+ Lawyers	39	0.0	2.6	5.1	92.3	16.0	25.6	38.5	35.9

Note: This table includes offices/firms that reported visiting at least one school in 2018 or 2019. The number of offices reporting both 2019 and 2018 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 one school in 2018 or 2019. Counts by office size within firm size do not add to the total count for the firm size because not all surveys included office size information, particularly if the survey reported for multiple or all offices.

*These employers did visit schools in 2018.

**Medians are calculated based on employers making visits in 2019.

Table 9. Fall 2019 On Campus Interviewing Activity and Comparisons with Fall 2018 As Reported by Employers — By NALP Region and City/State (in percentages except for medians and counts)

		Number of Schools Visited in 2019					Number of Schools Visited Compared to 2018		
	# of Offices	None*	1–3	4–8	9 or more	Median**	Decrease	No change	Increase
Total — All Employers	393	5.1%	24.4%	34.9%	35.6%	6.0	28.5%	36.7%	34.9%
Northeast	66	1.5	13.6	34.8	50.0	9.0	22.7	48.5	28.8
Boston	12	0.0	33.3	41.7	25.0	5.0	33.3	33.3	33.3
New York City	50	2.0	6.0	32.0	60.0	11.0	22.0	52.0	26.0
Mid-Atlantic	71	7.0	23.9	31.0	38.0	6.0	28.2	36.6	35.2
Philadelphia	5	0.0	40.0	60.0	0.0	4.0	40.0	20.0	40.0
Washington, DC/Northern VA area	45	4.4	22.2	28.9	44.4	7.0	20.0	44.4	35.6
Wilmington, DE	6	16.7	16.7	0.0	66.7	11.0	66.7	16.7	16.7
Southeast	65	7.7	43.1	36.9	12.3	4.0	32.3	35.4	32.3
Atlanta	7	14.3	28.6	42.9	14.3	4.0	28.6	14.3	57.1
Charlotte	8	12.5	37.5	50.0	0.0	4.0	37.5	62.5	0.0
Dallas	10	10.0	60.0	10.0	20.0	3.0	10.0	30.0	60.0
Houston	12	8.3	33.3	41.7	16.7	5.0	33.3	50.0	16.7
Miami/Ft. Lauderdale/ W. Palm Beach	7	14.3	57.1	14.3	14.3	3.0	28.6	14.3	57.1
Midwest	50	4.0	20.0	46.0	30.0	6.5	28.0	36.0	36.0
Chicago	22	0.0	22.7	45.5	31.8	6.5	18.2	45.5	36.4
Minneapolis	6	33.3	16.7	33.3	16.7	5.5	50.0	33.3	16.7
Missouri	7	0.0	14.3	57.1	28.6	8.0	57.1	14.3	28.6
Ohio	6	0.0	33.3	33.3	33.3	5.5	0.0	33.3	66.7
West/Rocky Mountain	95	7.4	32.6	42.1	17.9	5.0	28.7	39.4	31.9
Los Angeles & Orange County	32	0.0	34.4	53.1	12.5	5.0	18.8	56.3	25.0
San Diego	8	25.0	37.5	37.5	0.0	4.5	50.0	12.5	37.5
San Francisco	17	0.0	47.1	35.3	17.6	4.0	35.3	41.2	23.5
Seattle	5	20.0	40.0	20.0	20.0	3.5	—	—	—
Silicon Valley	12	8.3	16.7	41.7	33.3	7.0	33.3	25.0	41.7

Note: This table includes offices/firms that reported visiting at least one school in 2018 or 2019.The number of offices reporting both 2018 and 2019 information for the comparative analyses is somewhat smaller than the number shown in the first column, which is the number ofoffices/firms that reported visiting at least one school in 2018 or 2019. Dashes are indicated in the columns related to the number of schools visited compared to 2018 if the number of offices with data for both years was less than five. 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 one composite survey to cover recruiting activity in multiple cities nationwide.

*These employers did visit schools in 2018.

**Medians are calculated based on employers making visits in 2019.

Table 10. Fall 2019 Screening Interview Activity Compared with Fall 2018 As Reported by Employers

	Number of Screening Interviews in 2019 Compared to 2018			
	Decrease of More than 10%	Change of 10% or Less	Increase of More than 10%	# of Offices
Total — All Employers	22.6%	42.7%	34.7%	314
By Number of Lawyers Firm-Wide				
100 or Fewer	0.0	40.0	60.0	10
101–250	14.9	36.2	48.9	47
251–500	21.4	44.6	33.9	56
501–700	31.3	43.8	25.0	32
701+	24.9	43.8	31.4	169
By NALP Region				
Northeast	15.8	57.9	26.3	57
Mid-Atlantic	20.8	47.2	32.1	53
Southeast	41.9	30.2	27.9	43
Midwest	21.4	40.5	38.1	42
West/Rocky Mountain	22.1	35.1	42.9	77
By City/State				
Atlanta	0.0	60.0	40.0	5
Boston	20.0	50.0	30.0	10
Charlotte	66.7	16.7	16.7	6
Chicago	30.0	40.0	30.0	20
Dallas	12.5	25.0	62.5	8
Houston	71.4	0.0	28.6	7
Los Angeles & Orange County	11.1	40.7	48.1	27
New York City	16.3	62.8	20.9	43
Ohio	0.0	33.3	66.7	6
San Diego	0.0	16.7	83.3	6
San Francisco	26.7	60.0	13.3	15
Silicon Valley	66.7	11.1	22.2	9
Washington, DC/Northern VA area	17.6	50.0	32.4	34
Wilmington, DE	20.0	60.0	20.0	5

Note: This table includes offices/firms that reported having screening interviews in 2018 or 2019. 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 11. Fall 2019 Job Fair Participation and Comparisons with Fall 2018 As Reported by Employers

(in percentages except for counts)

		Number of Job Fairs/Consortia Programs Fall 2019				Job Fair Participation Compared to 2018		
	# of Offices	None	One	Two	Three or More	Increased	Decreased	Stayed the Same
Total — All Employers	395	31.9%	26.3%	17.0%	24.8%	19.8%	13.5%	66.5%
Firms of 100 or Fewer Lawyers	14	42.9	28.6	14.3	14.3	28.6	0.0	71.4
Offices of 51–100 Lawyers	7	57.1	14.3	14.3	14.3	28.6	0.0	71.4
Firms of 101–250 Lawyers	55	29.1	36.4	23.6	10.9	18.2	7.3	74.5
Offices of 26–50 Lawyers	8	87.5	0.0	0.0	12.5	12.5	25.0	62.5
Offices of 51–100 Lawyers	7	14.3	42.9	42.9	0.0	42.9	0.0	57.1
Offices of 101-–250 Lawyers	28	10.7	50.0	28.6	10.7	21.4	3.6	75.0
Firms of 251–500 Lawyers	78	37.2	19.2	17.9	25.6	19.5	18.2	62.3
Offices of 25 or Fewer Lawyers	14	85.7	7.1	7.1	0.0	7.1	7.1	85.7
Offices of 26–50 Lawyers	15	80.0	20.0	0.0	0.0	0.0	26.7	73.3
Offices of 51–100 Lawyers	12	25.0	33.3	25.0	16.7	33.3	8.3	58.3
Offices of 101–250 Lawyers	16	6.3	37.5	18.8	37.5	25.0	18.8	56.3
Offices of 251+ Lawyers	8	12.5	12.5	25.0	50.0	14.3	28.6	57.1
Firms of 501–700 Lawyers	48	39.6	29.2	10.4	20.8	16.7	18.8	64.6
Offices of 25 or Fewer Lawyers	8	87.5	12.5	0.0	0.0	0.0	50.0	50.0
Offices of 26–50 Lawyers	14	50.0	42.9	7.1	0.0	14.3	7.1	78.6
Offices of 51–100 Lawyers	8	50.0	37.5	12.5	0.0	12.5	25.0	62.5
Offices of 101–250 Lawyers	8	0.0	50.0	12.5	37.5	37.5	25.0	37.5

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	# of Offices	Number of Job Fairs/Consortia Programs Fall 2019				Job Fair Participation Compared to 2018		
		None	One	Two	Three or More	Increased	Decreased	Stayed the Same
Firms of 701+ Lawyers	200	28.0	25.5	16.5	30.0	20.5	13.0	66.0
Offices of 25 or Fewer Lawyers	9	100.0	0.0	0.0	0.0	0.0	0.0	100.0
Offices of 26–50 Lawyers	41	56.1	24.4	17.1	2.4	9.8	9.8	80.5
Offices of 51–100 Lawyers	53	30.2	50.9	7.5	11.3	18.9	13.2	67.9
Offices of 101–250 Lawyers	42	14.3	23.8	31.0	31.0	31.0	7.1	59.5
Offices of 251+ Lawyers	39	5.1	10.3	23.1	61.5	23.1	23.1	53.8

Note: Figures based on employers who interviewed on campus or participated in job fairs in either 2018 or 2019. Counts by office size within firm size do not add up to the total count for the firm size because not all surveys included office size information, particularly if they indicated that participation was for multiple offices. The number of offices for the comparative analyses is slightly smaller than the number shown in the first column.

Table 12. Fall 2019 Job Fair Participation and Comparisons with Fall 2018 As Reported by Employers — By NALP Region and City/State (in percentages except for counts)

		Number of Job Fairs/Consortia Programs Fall 2019				Job Fair Participation Compared to 2018		
	# of Offices	None	One	Two	Three or More	Increased	Decreased	Stayed the Same
Total — All Employers	395	31.9%	26.3%	17.0%	24.8%	19.8%	13.5%	66.5%
Northeast	67	16.4	31.3	16.4	35.8	19.4	19.4	59.7
Boston	13	7.7	61.5	15.4	15.4	15.4	30.8	53.8
New York City	50	20.0	22.0	16.0	42.0	22.0	18.0	58.0
Mid-Atlantic	72	47.2	25.0	15.3	12.5	20.8	8.3	70.8
Philadelphia	5	40.0	60.0	0.0	0.0	20.0	0.0	80.0
Washington, DC/ Northern VA area	45	51.1	17.8	20.0	11.1	20.0	11.1	68.9
Wilmington, DE	6	16.7	33.3	0.0	50.0	33.3	16.7	50.0
Southeast	66	42.4	30.3	13.6	13.6	19.7	13.6	66.7
Atlanta	8	12.5	37.5	50.0	0.0	25.0	12.5	62.5
Charlotte	8	75.0	25.0	0.0	0.0	0.0	12.5	87.5
Dallas	10	40.0	40.0	0.0	20.0	20.0	20.0	60.0
Houston	12	33.3	33.3	8.3	25.0	25.0	16.7	58.3
Miami/Ft. Lauderdale/ W. Palm Beach	7	42.9	42.9	0.0	14.3	42.9	14.3	42.9
Midwest	50	24.0	16.0	34.0	26.0	6.0	10.0	84.0
Chicago	22	22.7	4.5	45.5	27.3	4.5	4.5	90.9
Minneapolis	6	0.0	66.7	16.7	16.7	0.0	33.3	66.7
Missouri	7	0.0	28.6	14.3	57.1	28.6	14.3	57.1
Ohio	6	50.0	16.7	33.3	0.0	0.0	0.0	100.0
West/Rocky Mountain	95	43.2	35.8	13.7	7.4	15.8	11.6	72.6
Los Angeles & Orange County	31	58.1	35.5	3.2	3.2	12.9	9.7	77.4
San Diego	8	62.5	25.0	12.5	0.0	25.0	25.0	50.0
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 based on employers who interviewed on campus or participated in job fairs in either 2018 or 2019. The number of offices reporting both 2018 and 2019 information 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 one composite survey to cover recruiting activity in multiple cities.

Summer Program Characteristics

Almost 90% of offices reported summer programs of 8, 9, or 10 weeks, although the vast majority (71%) were reported as 10 weeks. Across all offices, summer programs ranged in length from five to 13 weeks. Overall, for offices reporting a summer program in each of the past three summers, the average length has remained at 9.7 weeks from 2017–2019. In cases where an office did report a change in summer program length, the change was typically by two weeks or less. (See Table 13.)

- On a regional basis, programs of less than 10 weeks are more common in the Southeast. The maximum of 13 weeks was reported in the Mid-Atlantic region and the minimum of five weeks was reported in the West/Rocky Mountain region.
- Ten-week programs are the most common overall and are especially prevalent in the Midwest and West/Rocky Mountain regions.
- Among offices having a summer program in at least one of the past three years or planning to in 2020, about 78% of offices held a summer program each summer from 2017 to 2019 and will do so again in 2020. This percentage is lower in firms of 251–500 lawyers, in smaller offices, and in the Southeast and West/Rocky Mountain regions. Offices having a program in each year except 2017 accounted for 4.6% of offices, followed by offices holding a program in only 2019 and 2020 at 4.2%, and offices holding a program in all years except 2018 at 3.1%. No other combination accounted for more than 3.1% of offices nationwide. (See Table 14.)

Table 13. Length of Summer 2019 Programs

	Most Common Program Lengths and % Reporting Each			Range of Lengths Reported (Weeks)		Average Length (Weeks)			
	8 Weeks	9 Weeks	10 Weeks	Minimum Length	Maximum Length	Average Length 2019	Average Length 2018	Average Length 2017	# of Offices*
Total — All Employers	6.4%	12.5%	70.7%	5	13	9.7	9.7	9.7	423
By Number of Lawyers Firm-Wide									
100 or Fewer	15.4	7.7	61.5	6	12	9.5	9.4	9.5	13
101–250	3.4	15.5	60.3	6	12	9.5	9.4	9.5	58
251–500	2.8	8.3	77.8	6	13	9.7	9.8	9.8	72
501–700	4.4	42.2	46.7	6	12	9.4	9.3	9.2	45
701+	8.1	7.7	76.2	5	12	9.8	9.9	9.8	235
By Number of Lawyers in Office									
25 or Fewer	8.6	22.9	45.7	5	12	9.1	9.5	9.8	35
26–50	10.2	14.8	68.2	6	10	9.4	9.2	9.1	88
51–100	10.3	10.3	72.2	8	12	9.8	9.9	9.6	97
101–250	3.0	15.8	74.3	6	11	9.8	9.7	9.7	101
251+	0.0	1.9	77.4	9	13	10.3	10.3	10.4	53
By NALP Region & City/State									
Northeast	8.5	7.0	69.0	8	12	10.0	10.1	10.0	71
Boston	6.7	6.7	80.0	8	11	9.9	9.9	9.8	15
New York City	5.8	7.7	67.3	8	12	10.1	10.2	10.2	52
Mid-Atlantic	5.3	16.0	64.0	6	13	9.7	9.8	9.9	75
Philadelphia	0.0	40.0	40.0	6	10	8.8	9.7	9.7	5
Washington, DC/ Northern VA area	6.4	10.6	72.3	8	13	9.9	10.0	10.1	47
Wilmington, DE	0.0	16.7	33.3	9	11	10.3	10.8	10.3	6
Southeast	4.1	16.4	58.9	6	12	9.2	9.1	8.7	73
Atlanta	14.3	42.9	42.9	8	10	9.3	8.4	8.9	7
Charlotte	0.0	12.5	50.0	6	10	8.4	8.9	8.6	8
Dallas	0.0	0.0	90.9	10	11	10.1	9.9	8.4	11
Houston	6.3	0.0	81.3	6	11	9.7	10.0	9.1	16
Miami/Ft. Lauderdale/ W. Palm Beach	0.0	50.0	37.5	9	11	9.6	9.5	9.7	8

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	Most Common Program Lengths and % Reporting Each			Range of Lengths Reported (Weeks)		Average Length (Weeks)			
	8 Weeks	9 Weeks	10 Weeks	Minimum Length	Maximum Length	Average Length 2019	Average Length 2018	Average Length 2017	# of Offices*
Midwest	7.1	10.7	76.8	8	12	9.8	9.8	9.9	56
Chicago	4.3	13.0	73.9	8	12	9.9	10.0	10.1	23
Minneapolis	0.0	12.5	87.5	9	10	9.9	9.9	10.0	8
Missouri	42.9	0.0	57.1	8	10	9.1	9.1	9.1	7
Ohio	0.0	25.0	75.0	9	10	9.8	9.8	9.8	8
West/Rocky Mountain	7.6	9.5	80.0	5	11	9.7	9.8	9.8	105
Denver	20.0	20.0	60.0	8	10	9.4	9.6	9.2	5
Los Angeles & Orange County	10.8	8.1	78.4	8	11	9.7	9.8	9.8	37
San Diego	0.0	14.3	85.7	9	10	9.9	10.0	10.0	7
San Francisco	5.0	10.0	85.0	8	10	9.8	9.8	9.8	20
Seattle	0.0	0.0	100.0	10	10	10.0	10.0	10.0	5
Silicon Valley	0.0	0.0	85.7	5	11	9.7	9.9	10.0	14

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 one 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 three most common nationwide for summer 2019. These three may not be the most common for smaller units of analysis.

*This is the number of offices that reported a summer program in 2019. 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 2017 and 2018 are based may vary from this number.

Table 14. Summer Program Trends 2017–2020

	% Holding Program in All 4 Years	% Holding Program in All Years Except 2017	% Holding Program in Only 2019 & 2020	% Holding Program in All Years Except 2018	# Reporting
Total — All Employers	77.8%	4.6%	4.2%	3.1%	454
By Number of Lawyers Firm-Wide					
100 or Fewer	85.7	7.1	0.0	0.0	14
101–250	77.8	3.2	4.8	1.6	63
251–500	67.5	7.5	3.8	5.0	80
501–700	71.4	2.0	8.2	4.1	49
701+	81.9	4.4	3.6	2.8	248
By Number of Lawyers in Office					
25 or Fewer	20.4	10.2	16.3	10.2	49
26–50	57.0	11.0	7.0	4.0	100
51–100	84.3	4.9	2.0	3.9	102
101–250	98.0	0.0	2.0	0.0	101
251+	100.0	0.0	0.0	0.0	53
By NALP Region & City/State					
Northeast	89.2	2.7	1.4	1.4	74
Boston	93.3	6.7	0.0	0.0	15
New York City	88.9	1.9	1.9	1.9	54
Mid-Atlantic	75.0	7.5	2.5	5.0	80
Philadelphia	60.0	0.0	40.0	0.0	5
Washington DC/Northern VA area	80.0	8.0	0.0	4.0	50
Wilmington, DE	66.7	0.0	0.0	16.7	6
Southeast	66.3	2.4	6.0	6.0	83
Atlanta	40.0	0.0	10.0	10.0	10
Charlotte	87.5	0.0	0.0	0.0	
Dallas	61.5	7.7	15.4	0.0	13
Houston	70.6	0.0	5.9	11.8	17
Miami/Ft. Lauderdale/ W. Palm Beach	66.7	11.1	11.1	0.0	9
Raleigh	40.0	0.0	0.0	40.0	5
Midwest	82.8	6.9	3.4	1.7	58
Chicago	73.9	17.4	8.7	0.0	23
Minneapolis	87.5	0.0	0.0	0.0	8
Missouri	100.0	0.0	0.0	0.0	7
Ohio	88.9	0.0	0.0	0.0	9

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	% Holding Program in All 4 Years	% Holding Program in All Years Except 2017	% Holding Program in Only 2019 & 2020	% Holding Program in All Years Except 2018	# Reporting
West/Rocky Mountain	69.8	6.0	7.8	2.6	116
Denver	50.0	16.7	0.0	16.7	6
Los Angeles & Orange County	78.4	13.5	8.1	0.0	37
Oregon	80.0	0.0	0.0	0.0	5
San Diego	50.0	0.0	10.0	0.0	10
San Francisco	71.4	0.0	14.3	4.8	21
Seattle	71.4	0.0	0.0	0.0	7
Silicon Valley	73.3	0.0	13.3	6.7	15

Notes: Offices/firms included in this table held, or will hold, a summer program in at least one of the four years. This table shows percentages for the four most frequently reported combinations overall, which account for 89.7% of responses. These may not be the four 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 adjacent areas. 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 one consolidated form to cover activity in offices nationwide.

Outcomes of Summer Programs & Fall Recruiting

A total of 417 employers reported information on the outcomes of their 2019 summer programs. Over half of respondents represented firms of 701 or more lawyers; however, responses from those large firms were often from small offices within the firm. About 35% of respondents were from the Northeast and Mid-Atlantic regions combined. The West/Rocky Mountain region accounted for slightly more than one-quarter (26%) of responses, the Southeast region accounted 15% of responses, and the Midwest accounted for 14%. Note that for firms submitting one survey to cover multiple or all offices, the information generally was not attributed to a city, and in some cases not even to a region if their offices were nationwide.

Outcomes of Summer 2019 Programs

Responding employers reported a combined total of 5,587 individuals from the Class of 2020 participating in their 2019 summer programs, with an overall average class size of 13 and a median class size of five. The median size ranged from three to 6.5, depending on firm size, with firms of 251–500 lawyers having the highest median class size. (See Table 15.)

The overall class size average figures for 2019 that are comparable to those compiled in prior years show that summer class sizes have returned to the levels of just prior to the recession although the average dropped slightly to 13 this year after holding steady at 14 from 2016–2018. Medians have not exceeded six since the start of this century and have usually been five or six. The median and the average class size at the largest firms of more than 700 lawyers were six and 18, respectively, dipping just a bit from a median of seven and an average of 19 for 2018. The average class size in the largest firms has been trending downward recently; dropping from an average of 22 in 2016 and 20 in 2017.

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 four and the average size was 10. For firms reporting on a firm-wide basis, the median class size was 18 and the average size was 33. The median ranged from 6.5 in firms of 101–250 lawyers to 50 in firms of 701 or more lawyers. Overall, 98% of participants received an offer for an associate position, up slightly from 97% for summer 2018 programs. 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 five summers (2015–2019) represent the highest in the quarter century that NALP has compiled comparable figures.

- Measured in terms of either the average or the median, summer class sizes were largest in 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 Silicon Valley are examples. Programs in Boston were smaller than the Northeast average, which is largely a function of New York programs.
- Average class sizes generally increased with firm size, whether looking at firm-wide reports or office-specific reports, as did offer rates for the most part. However, figures based on office-specific reports generally vary less, reflecting the fact that large multi-office firms may have individual offices which are quite small. Offer rates were highest in the Northeast and lowest in the Mid-Atlantic region. Among cities with larger programs (those with a median size of five or more), offer rates were at or near 100% in all but Atlanta.
- An offer decision had not been made as of December 1, 2019, for whatever reason, for 0.9 percent of summer program participants.

Average and median summer program sizes mask a considerable range of sizes, however, and the distribution of those sizes. (See Table 16.)

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- Overall, program sizes ranged from one to 188, but the most common program size (the mode) was two, reported by 14% of offices. Employers were about evenly split between those reporting a program of 1–3 second-years, 4–9 second-years, or 10 or more second-years. Furthermore, the 95th percentile of program sizes, that is the size delineating the top five percent of offices from the bottom 95% is just 56.
- 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 (73%), and the minimum was four; while, just one-quarter of office-specific reports had programs of 10 or more second-years.
- For office-specific reports, the minimum program size was one, regardless of firm size, and the modal value ranged from 1–4 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. About 13% of employers reported acceptance rates of 75% or less and 30% reported acceptance rates between 75% and 99.9%. More than half (56%) reported acceptance rates of 100%. The average acceptance rate was 90%. By overall firm size, the prevalence of 100% acceptance rates varied from 50% to 75%. (See Table 17.)

- On a regional basis, offices in the Northeast were least likely to report acceptance rates of 100% and offices in the Mid-Atlantic region were most likely to have reported acceptance rates of 75% or less. The average acceptance rate was lowest in the Mid-Atlantic region at 87% and was highest in the Midwest at 95%. The average acceptance rate was at or above 85% in all the cities reported here except Seattle.

Table 15. Size and Outcomes of Summer 2019 Programs

	Size of Programs		Outcomes of Programs		
	Median	Average	% of Participants Receiving Offers	% of Offers Accepted	# of Offices
Total — All Employers	5.0	13	97.6%	87.5%	417
By Number of Lawyers Firm-Wide					
100 or Fewer	3.0	4	84.3	83.7	13
101–250	4.0	5	93.9	92.1	57
251–500	6.5	10	92.0	88.2	70
501–700	5.5	11	95.7	88.5	44
701+	6.0	18	99.1	87.0	233
Firm-Wide/Multi-Office Reports					
All Firm-Wide/Multi-Office Reports	18.0	33	97.5	87.3	63
By Number of Lawyers Firm-Wide					
101–250	6.5	8	94.5	87.2	12
251–500	13.0	15	95.9	89.1	15
501–700	20.0	20	92.5	89.3	8
701+	50.0	62	98.7	86.7	26
By NALP Region					
Midwest	11.5	14	93.9	94.8	6
West/Rocky Mountain	11.5	14	98.8	76.2	6
Office-Specific Reports					
All Office-Specific Reports	4.0	10	97.6	87.7	354
By Number of Lawyers Firm-Wide					
100 or Fewer	3.0	3	91.2	77.4	11
101–250	4.0	5	93.7	94.3	45
251–500	3.0	8	90.0	87.7	55
501–700	3.5	8	97.3	88.1	36
701+	5.0	12	99.4	87.2	207
By Number of Lawyers in Office					
25 or Fewer	1.0	2	88.9	90.0	29
26–50	2.0	3	95.5	86.0	85
51–100	4.0	5	99.1	91.5	91
101–250	7.0	9	98.0	91.4	91
251+	26.0	38	97.7	85.4	48

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	Size of Programs		Outcomes of Programs		
	Median	**Average**	**% of Participants Receiving Offers**	**% of Offers Accepted**	**# of Offices**
By NALP Region & City/State					
Northeast	9.0	23	99.4	87.0	69
Boston	4.0	8	100.0	95.9	15
New York City	14.0	28	99.3	86.1	52
Mid-Atlantic	4.0	8	93.0	85.0	70
Washington, DC/ Northern VA area	4.5	10	91.6	82.7	46
Wilmington, DE	7.0	9	100.0	93.0	5
Southeast	4.0	7	96.5	86.3	65
Atlanta	5.5	8	95.7	93.3	6
Charlotte	3.5	3	92.6	88.0	8
Dallas	5.0	8	98.8	89.2	11
Houston	4.5	10	98.6	82.7	14
Miami/Ft. Lauderdale/ W. Palm Beach	2.5	3	95.2	100.0	8
Midwest	4.5	9	98.8	93.1	50
Chicago	4.0	11	100.0	91.4	23
Minneapolis	4.0	4	97.1	94.1	8
Missouri	9.0	8	100.0	95.7	6
Ohio	6.5	8	95.0	96.5	8
West/Rocky Mountain	3.0	4	97.7	90.0	99
Denver	2.0	2	100.0	100.0	5
Los Angeles & Orange County	3.0	4	98.7	91.0	37
San Diego	2.0	4	100.0	92.3	7
San Francisco	3.0	5	99.0	88.2	20
Seattle	2.0	4	100.0	86.4	5
Silicon Valley	6.0	6	98.9	90.9	14

Note: Figures reflect participation by 5,587 students in the Class of 2020 during the summer of 2019. The number of employers reporting a summer program is shown in the last column. This table excludes survey respondents that did not host a summer program for 2Ls; however, it does include offices that did not make any offers from the summer program or whose offer process was not complete as of December 1, 2019. Overall, firms reported that an offer decision had not been made for 0.9% of summer program participants. 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 one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into one survey.

Table 16. Summer 2019 Program Sizes

	% of Offices in Each Program Size Range			Range of Program Sizes Reported				Most Common Program Size (Mode) and % of Offices			
	1–3	4–9	10 or More	Min	5th percentile	95th percentile	Max	Mode	% of Offices w/ Program This Size	# of Summer 2Ls	# of Offices
Total — All Employers	36.2%	31.7%	32.1%	1	1	56	188	2	14.4%	5,587	417
Firm-Wide/Multi-Office Reports											
All Firm-Wide/ Multi-Office Reports	0.0%	27.0%	73.0%	4	5	124	188	7	6.4	2,101	63
By Number of Lawyers Firm-Wide											
101–250	0.0	83.3	16.7	4	4	16	16	4	25.0	91	12
251–500	0.0	33.3	66.7	7	7	31	31	9	20.0	220	15
501–700	0.0	12.5	87.5	8	8	31	31	No figure reported more than once		161	8
701+	0.0	0	100.0	10	11	170	188	26	7.7	1,612	26
Office-Specific Reports											
All Office-Specific Reports	42.7	32.5	24.9	1	1	39	112	2	16.9	3,486	354
By Number of Lawyers Firm-Wide											
100 or Fewer	81.8	18.2	0.0	1	1	8	8	3	36.4	34	11
101–250	42.2	51.1	6.7	1	1	10	16	4	20.0	205	45
251–500	50.9	23.6	25.5	1	1	35	54	2	25.5	451	55
501–700	50.0	27.8	22.2	1	1	26	95	1	25.0	301	36
701+	37.2	32.4	30.4	1	1	47	112	2	15.0	2,495	207

Note: Figures are based on offices/firms which reported at least one 2nd-year summer associate for summer 2019. Office -specific information includes some instances of firms with most attorneys located in one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into one survey.

Table 17. Acceptance Rates from Summer 2019 Program (percent of offices in each range of acceptance rates)

	Acceptance Rates				
	75% or Less	75.1-99.9%	100%	Average Acceptance Rate	# of Offices
Total — All Employers	13.4%	30.2%	56.3%	90.0%	410
By Number of Lawyers Firm-Wide					
100 or Fewer	25.0	0.0	75.0	81.3	12
101–250	11.3	15.1	73.6	93.3	53
251–500	11.8	27.9	60.3	91.4	68
501–700	13.6	29.5	56.8	91.2	44
701+	13.7	36.1	50.2	89.1	233
By Number of Lawyers in Office					
25 or Fewer	16.0	0.0	84.0	92.0	25
26–50	25.6	3.5	70.9	86.8	86
51–100	12.4	20.6	67.0	91.1	97
101–250	8.9	33.7	57.4	93.1	101
251+	7.5	75.5	17.0	87.5	53
By NALP Region & City/State					
Northeast	11.3	39.4	49.3	90.7	71
Boston	6.7	20.0	73.3	96.1	15
New York City	13.5	48.1	38.5	88.4	52
Mid-Atlantic	20.8	22.2	56.9	86.6	72
Washington, DC/Northern VA area	21.3	27.7	51.1	86.4	47
Wilmington, DE	20.0	20.0	60.0	90.7	5
Southeast	14.3	23.8	61.9	88.9	63
Atlanta	16.7	16.7	66.7	86.8	6
Charlotte	14.3	14.3	71.4	90.5	7
Dallas	27.3	36.4	36.4	85.9	11
Houston	14.3	28.6	57.1	89.9	14
Miami/Ft. Lauderdale/W. Palm Beach	0.0	0.0	100.0	100.0	7
Midwest	5.4	28.6	66.1	95.2	56
Chicago	8.7	30.4	60.9	94.6	23
Minneapolis	12.5	12.5	75.0	91.3	8
Missouri	0.0	42.9	57.1	95.2	7
Ohio	0.0	25.0	75.0	98.1	8

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	Acceptance Rates				
	75% or Less	**75.1-99.9%**	**100%**	**Average Acceptance Rate**	**# of Offices**
West/Rocky Mountain	16.2	19.0	64.8	90.1	105
Denver	0.0	0.0	100.0	100.0	5
Los Angeles & Orange County	13.5	13.5	73.0	93.0	37
San Diego	14.3	14.3	71.4	95.1	7
San Francisco	15.0	25.0	60.0	87.7	20
Seattle	20.0	20.0	60.0	77.1	5
Silicon Valley	21.4	35.7	42.9	89.6	14

Note: This table excludes offices that did not make any offers to their summer associates. 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.

First-Year Participation in Summer Programs

Nearly two-thirds of responding employers reported that their summer 2019 program included one or more first-year (Class of 2021) students. A few offices hosted first-years only. (See Table 18.)

- These employers collectively employed 1,015 first-years, with a median of two and an average of four overall. For firms providing firm-wide reports, the median and the average were five and eight, respectively.
- Overall, almost 92% of these first-years received an offer to return for some or all of the summer 2020 program. For office-specific reports, this figure ranged from 81% to 100% depending on firm or office size. On a regional basis for office-specific reports, offer rates were lowest in the West/Rocky Mountain region (90%) and highest in the Southeast and Northeast (96%).
- About 16% of offices employing 1Ls during the summer of 2019 reported that they conditioned the 1L employment on committing to the 2L summer as well.
- Fewer than one percent of 1Ls were given an associate offer after their 1L summer.

Table 18. Presence of First-Years in Summer 2019 Programs

	Number of 1Ls			
	Median	Average	% Receiving Offers to Return for Summer 2020	# of Offices
Total — All Employers	2.0	4	91.7%	273
Firm-Wide/Multi-Office Reports				
All Firm-Wide/Multi-Office Reports	5.0	8	88.6	56
By Number of Lawyers Firm-Wide				
101–250	2.0	2	55.6	8
251–500	4.0	6	83.3	14
501–700	6.0	9	83.8	8
701+	7.5	11	94.1	24
By NALP Region				
West/Rocky Mountain	4.5	6	78.8	6
Office-Specific Reports				
All Office-Specific Reports	2.0	3	94.0	217
By Number of Lawyers Firm-Wide				
100 or Fewer	1.0	1	100.0	9
101–250	1.0	2	87.2	26
251–500	2.0	3	90.9	33
501–700	2.0	3	97.0	23
701+	2.0	3	95.2	126
By Number of Lawyers in Office				
25 or Fewer	1.0	1	80.8	20
26–50	1.0	1	91.3	35
51–100	1.0	2	95.5	53
101–250	2.0	3	91.8	63
251+	3.0	5	97.8	38
By NALP Region & City/State				
Northeast	2.0	3	95.6	42
Boston	1.0	1	88.9	7
New York City	2.0	4	97.5	33
Mid-Atlantic	1.5	2	94.3	44
Philadelphia	1.0	2	88.9	5
Washington, DC/Northern VA area	1.0	2	96.3	26

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	Number of 1Ls			
	Median	**Average**	**% Receiving Offers to Return for Summer 2020**	**# of Offices**
Southeast	2.0	4	96.3	44
Atlanta	1.0	3	100.0	5
Charlotte	1.0	1	83.3	5
Dallas	6.0	6	93.5	5
Houston	2.0	4	96.6	14
Midwest	2.0	3	91.8	37
Chicago	1.0	2	96.3	16
Minneapolis	2.0	3	76.5	6
Missouri	5.0	5	96.6	6
Ohio	1.0	2	100.0	5
West/Rocky Mountain	2.0	2	89.6	49
Denver	1.0	1	100.0	5
Los Angeles & Orange County	1.0	2	100.0	9
San Francisco	1.5	2	88.2	10
Seattle	3.0	4	89.5	5
Silicon Valley	2.0	2	86.7	8

Note: Figures reflect participation by 1,015 students in the Class of 2021 during the summer of 2019. 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 1% 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 one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into one survey.

Hiring for Summer 2020

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 308 offices that reported both sets of figures (screening interview numbers and callback outcomes) for the same office or offices, suggest that 38% of screening interviews resulted in a callback invitation, and that just under six percent resulted in an accepted offer. This means that, on average, about 18 screening interviews are needed to result in one accepted offer. Regionally, fewer screening interviews are needed to result in one accepted offer in the Midwest and Southeast, and the most screening interviews are needed in the West/Rocky Mountain region. (See Table 19.)

Turning to yields on callbacks (a larger group of respondents reporting), 422 employers reported issuing a median of 38 and an average of 84 callback invitations each to second-year students, or a total of 34,821 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 December 1, 2019. (See Table 21.)

Seventy-eight percent of these invitations were accepted, 12% of invitations were declined or never responded to, and 10% of invitations were accepted but then canceled. Carrying the progression to the next steps of the recruiting process, 40% of callback invitations resulted in an offer and nearly 15% ended with an accepted offer. This means that almost seven callback invitations were needed to obtain one accepted offer. Fewer invitations are needed in the Southeast and the Midwest, while offices in the Northeast and in firms of 251–500 lawyers required the most. Figures for cities or states ranged from just under three callback invitations needed in Ohio to nearly 10 in Boston. (See Table 20.)

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 one office only reveals that, on a per office basis, the median number of callback invitations was 30, and that the average was 62. For firms reporting on a firm-wide basis, medians ranged from 34.5 to 418 depending on firm size.

For office-specific reports, the average and median numbers of invitations per office were highest by far in the Northeast, with a median and an average about three times that of the region with the next largest numbers, the Mid-Atlantic region. Nationwide, 78% of these callback invitations were accepted. Acceptance rates were higher in the Southeast and Midwest compared with other regions and lowest in the Northeast. (See Table 21.)

Based on figures which are comparable to those of prior years, the callback activity level, as measured by the median, which was 38 in 2019, falls within the range of 35 to 39 for the previous four recruiting seasons — 2015–2018. The median had increased to 35 in 2014, after being essentially flat at 30 in the prior five years (from 2009 to 2013), with the exception of 2011 when the number had bumped up to 33. The average number of callback invitations, 84 in 2019, is down somewhat from the range of 89 to 94 in the previous four years — 2015–2018. 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 remains below that of the 2005–2007 period, when medians ranged from 42 to 48.

- Fifty-one percent of callback interviews resulted in an offer, with a median and average of 11 and 33 offers, respectively. For offices reporting office-specific

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information, the median was eight, and the average was 24. The overall median is another metric that has varied little, remaining at either 11 or 12 since 2015. It has exceeded the historic low median of seven in 2009 every year since then, and by a substantial amount since 2015. The offer rate decreased by about two percentage points compared to 2018 (53%), but this figure has varied only between 51% and 54% in the past six years and has trended upward since its low point of 36% in 2009. Both the offer rate and the median number of offers, however, remain off from those of 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 few times since NALP began compiling these figures in 1993. In 2019, 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 West/Rocky Mountain region (44%). Offices in the Southeast made the fewest offers, with a median of five and average of nine. This compares with a median of 35 offers and an average of 68 in the Northeast, which had the highest figures. It is worth noting that the median number of offers in New York City was 46.5, down considerably when compared with 61 in 2018, 65 in 2017 and 69 in 2016, and is thus in contrast to an overall flat median. Likewise, the median number of offers in the Silicon Valley has fallen from 20 in 2015, to 17 in 2016, to 16 in 2017, to 15 in 2018, and now 12.5 in 2019. These two areas drove much of the post-recession recovery.

- Some cities and states departed from their regional norm with respect to offers made. For example, firms in Wilmington, DE and Chicago reported relatively high offer rates compared to their regions as a whole, whereas the opposite was true in a number of cities including Boston, Philadelphia, the Miami area, and Denver. Offer rates ranged from 26% in Denver, to at or near 60% in Houston and Ohio. Some of these differences reflect differences in the firm sizes typical for these areas.

- Overall, 37% of offers were accepted, up from 35% in 2018. After increasing sharply in 2009, the acceptance rate has come down since, and has been in the 33% to 37% range since 2013. The rate remains higher than rates that were typical of those from 2003–2007.

- A larger percentage of offers from offices in the Southeast were accepted — about 45% — while acceptance rates were lowest in the Northeast — about 31%. Acceptance rates varied considerably by city, with rates above 70% in Seattle and the Miami area and rates at or below 30% in San Francisco and New York City. Acceptance rates were highest at firms of 501–700 lawyers and at offices of 26–50 lawyers.

As is the case with summer program sizes, the average or median number of offers for the summer program hides a very wide range of offer numbers, from none for a few offices that interviewed second-year students and ultimately made no offers, to 561 offers. (See Table 22.)

- The most common number of offers was just one, with this figure reported by about seven percent of offices.

For a comprehensive analysis of trends in the fall recruiting measures discussed here, see the July/August 2019 NALP Bulletin article “Fall Recruiting for Summer Programs — How Much is Enough? And Has That Changed Over Time?” posted at www.nalp.org/viewbulletin/?documentID=4261&bulletinID=474 [member login required]

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Offices were about evenly distributed between those making five or fewer offers, those making 6–20 offers, and those making more than 20 offers. Additionally, the 95th percentile of offer numbers was 174, a number less than one-third of the maximum.

- The figures are, not surprisingly, higher for firm-wide/multi-office reports, with 59% of these respondents making more than 20 offers. Nearly all (92%) of the largest firms of 701+ lawyers reporting firm-wide/multi-office figures did so. The minimum number of offers in this firm size was 15.
- For office-specific reports, the smallest number of offers, when offers were made, was one, and the mode was one. This again reflects the presence of small programs at smaller offices of firms. Offices in firms of more than 700 lawyers were most likely to report more than 20 offers.

Grouping offices according to their individual acceptance rates, 34% of offices reported acceptance rates of less than 35%, 39% reported acceptance rates between 35% and 60%; and 27% reported acceptance rates of more than 60%. The average acceptance rate was 50%. (See Table 23.)

- Small offices more frequently reported acceptance rates in excess of 60%, as did offices in the Midwest. At the city and state level, average acceptance rates and the percent of offices reporting acceptance rates of more than 60% were highest in the Miami area and Ohio. In contrast, 66% of offices in New York City reported acceptance rates of less than 35%, as did half or more of offices in San Francisco and the Silicon Valley.
- Half of offices had no 'sell' visits or revisits; the remaining offices were relatively evenly split between those reporting revisits for up to 20% of offers, and those reporting revisits for more than 20% of offers. Among offices reporting one or more revisits, the average revisit percent for those offices was 25%. Firms of 500 or fewer lawyers were most likely to report no revisits. Conversely, large firms were more likely to report revisits; however, a large portion of them (45%) still reported no revisits. (See Table 24.)
- However, since large percentages are more easily achieved if the number of offers is small, figures are also presented based on the number of offers. Offices making fewer than five offers were most likely to have no revisits (82%). Nearly 92% of offices making more than 35 offers reported revisits, with an average of 18% of offers with a revisit among offices reporting at least one revisit.
- Concerning the timing of student responses to offers for a summer position, on the whole, based on over 11,600 offers for which response timing was reported, over two-thirds of responses were received within 2–22 days. About six percent of responses were received within 24 hours; however, this figure is higher in firms of 100 or fewer lawyers and in smaller offices. One-quarter of responses were received after 22 days. This figure was higher in firms of more than 700 lawyers and in larger offices of more than 250 lawyers. (See Table 25.)
- An inquiry on the use of social media to position the firm in front of students revealed that 55% of offices which recruited 2Ls for their 2020 summer program used some kind of social media. For employers responding 'yes' to the use of social media, LinkedIn was used the most (83%), followed by Facebook (62%), and Twitter (56%). Small firms of 100 or fewer lawyers were least likely to use social media (29%). (See Table 26.)

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- Almost 35% of respondents had engaged in early offer activity for their summer 2020 programs prior to the start of OCI. The number of early offers reported represents nine percent of all offers to second-year students for summer 2020 programs. These employers made a median of three offers, with 39% of all such offers accepted. [Note that for purposes of this survey, offers to 1L students to return for their 2L summer in 2020 are not included.] Regionally, employers in the Northeast region reported a median of six early offers; while all other regions had a median of two or three. Offer acceptance rates were highest in the West/Rocky Mountain region (52%) and lowest in the Northeast (35%). As to the characteristics of students targeted for early offers, most frequently it was top candidates — 79% of employers making early offers — followed by diverse candidates — 75% of employers. (See Table 27.)

- The practice of employers returning to the same campuses after the conclusion of OCI to solicit additional second-year candidates for the summer program is not widespread, reported by just one in five employers. When they did return to schools, it typically was to three schools, although the number ranged from one to 18. Employers in the West/Rocky Mountain region were most likely to report returns to campus (27%), while employers in the Southeast were least likely to make return visits (seven percent), and when they did so, they visited the fewest schools. (See Table 28.)

- Firms were also asked to provide the number of offers made the previous year (2018) for summer 2019 positions. Based on firms having a summer 2019 program and making at least one offer for summer 2020, and reporting the comparable offer number for summer 2019, the volume of offers was down by almost four percent. However, offer volumes were up for smaller firm sizes of 250 or fewer lawyers. About 43% of employers reported making fewer offers compared to last year and 47% reported making more offers. The respective figures for 2018 compared to 2017 were 40% and 49%. Offices of over 250 lawyers, which tend to have the highest offer volumes, were most likely to report fewer offers compared to last year (64%). Cities varied widely on these measures. Among those reporting at least 45 offers, volume changes ranged from a decrease of 34% in Houston to an increase of 29% in Wilmington, DE. Aggregate offer numbers in large cities such as New York City, the Washington, DC area, and Chicago were all down. Among cities in California, volume was up in the Los Angeles area, San Francisco, and Silico Valley. Regionally, the Southeast saw the biggest drop in offer volumes — down 24%. The West/Rocky Mountain region was the only region that experienced an increase in offer volumes — up 11%. (See Table 29.)

Table 19. Yields on Screening Interviews for 2020 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
Total — All Employers	77,150	38.1%	15.3%	5.5%	18.1	308
By Number of Lawyers Firm-Wide						
100 or Fewer	1,041	35.5	13.4	5.4	18.6	11
101–250	4,838	35.0	12.0	5.2	19.2	43
251–500	10,112	36.8	12.2	4.9	20.6	58
501–700	5,115	35.8	13.2	6.2	16.2	33
701+	56,044	38.8	16.4	5.6	17.8	163
By NALP Region						
Northeast	21,372	44.0	18.6	5.7	17.5	54
Mid-Atlantic	8,628	35.4	12.7	4.9	20.5	50
Southeast	3,756	33.3	11.6	5.8	17.3	46
Midwest	5,893	33.4	12.5	5.8	17.3	41
West/Rocky Mountain	8,409	32.5	11.6	4.6	21.7	77

Note: Figures are based on offices/firms which reported screening interview figures for fall 2019, and which also indicated that the coverage of figures, e.g., one office, all offices, is the same for the screening interview figures and the fall 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 20. Yields on Callback Invitations for 2020 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
Total — All Employers	34,821	11.9%	10.1%	78.0%	39.8%	14.5%	6.9	416
By Number of Lawyers Firm-Wide								
100 or Fewer	410	10.0	13.7	76.3	36.8	14.9	6.7	13
101–250	1,972	8.2	12.3	79.5	34.7	15.0	6.7	53
251–500	4,389	11.4	12.4	76.2	32.5	12.9	7.8	74
501–700	2,179	9.9	8.3	81.8	35.9	16.9	5.9	42
701+	25,871	12.5	9.6	77.9	41.8	14.5	6.9	234
By NALP Region								
Northeast	11,250	12.1	12.1	75.9	41.5	12.8	7.8	71
Mid-Atlantic	3,985	10.4	9.4	80.2	36.8	14.4	6.9	73
Southeast	1,901	9.9	6.7	83.3	36.7	17.5	5.7	71
Midwest	2,373	9.4	8.3	82.3	37.4	17.7	5.7	55
West/Rocky Mountain	3,621	8.3	11.0	80.7	35.7	13.9	7.2	104
By City/State								
Atlanta	225	7.6	9.3	83.1	33.8	17.8	5.6	9
Boston	1,022	11.4	13.8	74.8	30.6	10.6	9.5	15
Charlotte	161	5.0	3.7	91.3	29.2	11.2	8.9	7
Chicago	1,288	9.2	9.2	81.7	41.7	16.8	6.0	23
Dallas	328	7.9	9.8	82.3	38.4	16.2	6.2	12
Houston	437	12.1	6.9	81.0	47.4	18.1	5.5	14
Los Angeles and Orange County	1,214	6.0	11.4	82.5	32.5	12.5	8.0	37
Miami/Ft. Lauderdale/ W. Palm Beach	135	14.1	10.4	75.6	20.0	14.1	7.1	8
Minneapolis	165	10.3	3.6	86.1	33.9	16.4	6.1	7
New York City	10,111	12.2	11.9	75.9	42.8	13.1	7.7	52
Ohio	142	5.6	2.8	91.5	55.6	35.9	2.8	7
Philadelphia	160	8.1	4.4	87.5	30.6	18.8	5.3	5
San Diego	116	6.9	4.3	88.8	37.9	19.0	5.3	8
San Francisco	773	8.8	13.2	78.0	38.8	11.0	9.1	21
Silicon Valley	675	11.7	11.9	76.4	36.7	12.6	7.9	14
Washington DC/Northern VA area	3,053	10.5	9.2	80.3	38.6	13.5	7.4	45
Wilmington, DE	244	10.7	18.9	70.5	34.8	18.9	5.3	5

Note: Cities included in this table had at least 5 offices reporting and at least 75 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 cancelled. 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 21. Outcome of Callback Invitations to and Interviews of Class of 2021 Students for Summer 2020 Positions

	# of Callback Invitations				# of Offers Extended			
	Median	Average	% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	Median	Average	% of Offers Accepted	# of Offices
Total — All Employers	38.0	84	78.0%	51.0%	11.0	33	36.5%	422
By Number of Lawyers Firm-Wide								
100 or Fewer	24.0	32	76.3	48.2	8.0	12	40.4	13
101–250	32.0	37	79.5	43.6	8.0	12	43.4	55
251–500	31.5	59	76.2	42.7	9.0	19	39.7	75
501–700	31.0	52	81.8	43.9	10.5	19	47.1	43
701+	45.0	111	77.9	53.7	13.0	46	34.8	236
Firm-Wide/Multi-Office Reports								
All Firm-Wide/Multi-Office Reports	95.0	184	77.4	52.1	25.0	74	38.8	74
By Number of Lawyers Firm-Wide								
101–250	34.5	43	83.8	50.9	13.5	18	44.7	16
251–500	65.0	80	80.1	36.1	17.0	23	51.5	19
501–700	90.0	86	79.6	33.2	24.0	23	51.4	11
701+	418.0	407	76.4	56.4	121.0	175	36.5	26
By NALP Region								
Southeast	36.5	47	84.1	39.6	15.0	16	57.4	10
Midwest	40.0	55	81.0	35.8	12.0	16	58.0	11
West/Rocky Mountain	61.0	88	81.0	48.2	25.0	34	47.5	7
Office-Specific Reports								
All Office-Specific Reports	30.0	62	78.3	50.3	8.0	24	35.0	348
By Number of Lawyers Firm-Wide								
100 or Fewer	24.0	25	77.4	41.2	8.0	8	48.3	11
101–250	27.0	35	77.2	39.4	7.0	10	42.3	39
251–500	14.0	52	74.1	46.4	4.0	18	34.4	56
501–700	17.0	40	83.5	51.6	6.0	17	45.0	32
701+	38.0	75	78.8	51.9	10.0	31	33.7	210
By Number of Lawyers in Office								
25 or Fewer	8.0	9	82.2	36.8	1.5	3	41.2	31
26–50	15.0	18	78.0	37.6	4.0	5	45.3	84
51–100	26.0	34	78.4	41.4	7.0	11	37.1	94
101–250	47.0	68	75.7	45.3	17.0	23	37.4	88
251+	155.0	213	79.8	57.8	68.0	98	32.6	49

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	# of Callback Invitations				# of Offers Extended			
	Median	Average	% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	Median	Average	% of Offers Accepted	# of Offices
By NALP Region & City/State								
Northeast	101.0	164	75.8	54.8	35.0	68	30.8	68
Boston	47.0	68	74.8	41.0	12.0	21	34.5	15
New York City	140.5	194	75.9	56.4	46.5	83	30.5	52
Mid-Atlantic	37.5	54	80.4	46.8	11.0	20	38.4	72
Philadelphia	18.0	32	87.5	35.0	4.0	10	61.2	5
Washington, DC/ Northern VA area	48.0	68	80.3	48.1	15.5	26	35.0	47
Wilmington, DE	53.0	49	70.5	49.4	18.0	17	54.1	5
Southeast	16.0	23	82.8	45.0	5.0	9	45.2	63
Atlanta	21.0	25	83.1	40.6	3.0	8	52.6	9
Charlotte	17.0	23	91.3	32.0	6.0	7	38.3	7
Dallas	21.0	27	82.3	46.7	5.5	11	42.1	12
Houston	19.5	31	81.0	58.5	6.0	15	38.2	14
Miami/Ft. Lauderdale/ W. Palm Beach	13.5	17	75.6	26.5	2.0	3	70.4	8
Raleigh	8.0	11	85.2	43.5	4.0	4	50.0	5
Midwest	30.0	40	82.7	48.7	7.5	16	44.5	44
Chicago	42.0	56	81.7	51.0	11.0	23	40.2	23
Minneapolis	23.0	24	86.1	39.4	7.0	8	48.2	7
Ohio	10.0	20	91.5	60.8	5.0	11	64.6	7
West/Rocky Mountain	23.0	31	80.7	43.5	6.0	11	37.0	98
Denver	7.0	9	97.9	26.1	2.0	2	66.7	5
Los Angeles & Orange County	24.0	33	82.5	39.4	6.0	11	38.5	37
San Diego	12.0	15	88.8	42.7	4.0	6	50.0	8
San Francisco	23.0	37	78.0	49.8	7.0	14	28.3	21
Seattle	—	—	—	—	4.5	5	76.2	5
Silicon Valley	52.0	48	76.4	48.1	12.5	18	34.3	14

Note: Figures for callback invitations and outcomes are based on 416 employers issuing a total of 34,821 callback invitations and do not include 6 offices which did not report the number of callbacks and interviews. Figures for offers and offer outcomes are based on 422 employers making a total of 13,854 offers. Median and average offer figures are based on all employers who interviewed at least one 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 December 1. The number of offices reporting interviewing second-year students is shown in the last column. A dash in the first four columns indicates that there were less than 5 offices reporting data on callback invitations. 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 one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into one survey.

Table 22. Offers for Summer 2020 Programs

	% of Offices in Each Offer Number Range			Range of Offer Numbers Reported				Most Common Offer Number (mode) and % of Offices			
	5 or Fewer	6–20	More than 20	Minimum	5th %tile	95th %tile	Maximum	Mode	% of Offices Making this # of Offers	# of Offers	# of Offices
Total — All Employers	31.1%	35.0%	34.0%	0	1	174	561	1	6.5%	13,846	415
Firm-Wide/Multi-Office Reports											
All Firm-Wide/ Multi-Office Reports	1.4	39.7	58.9	3	7	379	561	7	5.5	5,432	73
By Number of Lawyers Firm-Wide											
101–250	6.3	68.8	25.0	3	3	63	63	7	18.8	295	16
251–500	0.0	57.9	42.1	6	6	73	73	11	15.8	441	19
501–700	0.0	36.4	63.6	6	6	36	36	No figure was reported more than once		249	11
701+	0.0	8.0	92.0	15	16	445	561	No figure was reported more than once		4,385	25
Office-Specific Reports											
All Office-Specific Reports	37.4	33.9	28.7	0	1	89	315	1	7.9	8,414	342
By Number of Lawyers Firm-Wide											
100 or Fewer	45.5	54.5	0.0	2	2	20	20	3	27.3	89	11
101–250	41.7	41.7	16.7	1	2	31	36	4	16.7	385	36
251–500	52.7	23.6	23.6	0	0	89	183	1	20.0	985	55
501–700	48.4	29.0	22.6	1	1	54	174	1	19.4	533	31
701+	30.6	34.9	34.4	0	1	117	315	4	7.7	6,422	209

Note: Figures are based on offices interviewing at least 1 second-year student for summer 2020, including a few that ultimately did not make any offers. Office-specific information includes some instances of firms with most attorneys located in one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into one survey.

Table 23. Acceptance Rates for Summer 2020 Program (percent of offices in each range of acceptance rates)

	Acceptance Rates				
	Less than 35%	35–60%	More than 60%	Average Acceptance Rate	# of Offices
Total — All Employers	34.2%	38.6%	27.2%	50.1%	412
By Number of Lawyers Firm-Wide					
100 or Fewer	23.1	53.8	23.1	51.1	13
101–250	30.9	34.5	34.5	51.5	55
251–500	22.9	37.1	40.0	58.7	70
501–700	19.0	47.6	33.3	56.5	42
701+	41.8	37.5	20.7	45.9	232
By Number of Lawyers in Office					
25 or Fewer	28.6	17.9	53.6	66.6	28
26–50	25.6	30.5	43.9	59.1	82
51–100	33.3	44.4	22.2	49.2	99
101–250	33.7	44.6	21.8	46.2	101
251+	64.2	26.4	9.4	36.9	53
By NALP Region & City/State					
Northeast	59.4	30.4	10.1	38.0	69
Boston	46.7	40.0	13.3	44.3	15
New York City	66.0	24.0	10.0	35.6	50
Mid-Atlantic	34.7	34.7	30.6	52.5	72
Philadelphia	20.0	20.0	60.0	69.0	5
Washington, DC/Northern VA area	45.7	30.4	23.9	46.9	46
Wilmington, DE	0.0	80.0	20.0	62.3	5
Southeast	16.9	46.5	36.6	58.8	71
Atlanta	0.0	50.0	50.0	63.1	8
Charlotte	33.3	66.7	0.0	43.1	6
Dallas	25.0	50.0	25.0	53.3	12
Houston	33.3	53.3	13.3	46.4	15
Miami/Ft. Lauderdale/W. Palm Beach	0.0	25.0	75.0	80.4	8
Raleigh	20.0	40.0	40.0	53.3	5

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	Acceptance Rates				
	Less than 35%	**35–60%**	**More than 60%**	**Average Acceptance Rate**	**# of Offices**
Midwest	25.5	36.4	38.2	55.2	55
Chicago	39.1	39.1	21.7	47.0	23
Minneapolis	14.3	57.1	28.6	55.8	7
Missouri	14.3	42.9	42.9	62.4	7
Ohio	12.5	12.5	75.0	67.7	8
West/Rocky Mountain	33.0	35.9	31.1	51.3	103
Denver	0.0	60.0	40.0	72.0	5
Los Angeles & Orange County	37.8	37.8	24.3	47.6	37
San Diego	12.5	25.0	62.5	72.3	8
San Francisco	55.0	30.0	15.0	39.5	20
Silicon Valley	50.0	42.9	7.1	36.7	14

Note: This table excludes offices that interviewed but then did not make any offers for summer 2020. 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 24. Return Visits by Second-Year Students with an Offer for Summer 2020

	% of Offices in Each Range of Revisit Activity			% of Offers With a Revisit*	
	No Revisits	Revisits for Up to 20% of Offers	Revisits for More than 20% of Offers	Average	Median
Total — All Employers	50.0%	26.4%	23.6%	25.4%	20.0%
By Firm Size – Number of Lawyers					
100 or Fewer	69.2	23.1	7.7	20.3	11.3
101–250	61.1	14.8	24.1	32.6	25.0
251–500	54.4	23.5	22.1	31.9	20.0
501–700	48.7	28.2	23.1	23.4	20.0
701+	45.2	29.8	25.0	23.1	19.9
By Number of Offers					
Fewer than 5	82.2	0.0	17.8	71.3	70.8
5–10	60.2	20.4	19.4	28.0	20.0
11–35	45.1	30.3	24.6	20.7	17.9
More than 35	8.1	58.1	33.7	17.8	15.9

Note: Figures for percentages of 2L students with offers returning for a sell visit are based on 402 offices/firms reporting both the number of offers and the number of return visits.

* Averages and medians are based on 201 offices/firms reporting one or more return visits.

Table 25. Response Times to Offers for 2020 Summer Programs

	% of Responses Received						
	Within 24 Hours	Within 2–7 Days	Within 8–14 Days	Within 15–22 Days	Beyond 22 Days	Never Responded	# of Offers for Which Response Timing Was Reported
Total — All Employers	6.4%	19.4%	26.4%	22.1%	24.9%	0.7%	11,614
By Number of Lawyers Firm-Wide							
100 or Fewer	9.9	21.9	27.8	27.2	12.6	0.7	151
101–250	8.7	31.1	34.4	16.3	9.2	0.3	608
251–500	7.6	24.4	30.8	18.0	17.9	1.3	1,356
501–700	7.5	25.0	27.1	23.1	16.6	0.7	759
701+	5.9	17.3	25.0	23.0	28.1	0.7	8,740
By Number of Lawyers in Office							
50 or Fewer	14.1	30.5	24.4	18.8	12.1	0.2	512
51–100	9.0	26.1	27.8	19.3	16.8	0.9	1,065
101–250	7.8	21.4	29.7	21.7	18.9	0.6	2,364
251+	4.0	13.8	23.6	24.2	33.5	0.8	5,235

Note: Figures based on 11,614 offers for which the timing of the responses was reported, representing about 84% 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 one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into one survey.

Table 26. Use of Social Media for Student Outreach

		Kinds of Social Media Used				
	% Using Social Media	Twitter	Facebook	LinkedIn	Instagram	Other
Total — All Employers	55.2%	55.9%	62.2%	82.8%	47.5%	8.4%
By Firm Size — Number of Lawyers						
100 or Fewer	28.6	25.0	25.0	75.0	0.0	25.0
101–250	58.9	48.5	45.5	90.9	39.4	15.2
251–500	52.6	37.5	55.0	95.0	17.5	0.0
501–700	45.5	50.0	60.0	90.0	40.0	0.0
701+	58.5	64.5	69.5	76.6	60.3	9.9

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 one method could be checked, percentages add up to more than 100.

Table 27a. Prevalence and Characteristics of Recruiting Prior to OCI

	% of Offices/Firms Reporting Activity Prior to OCI
Total — All Employers	34.6%
By Number of Lawyers Firm-Wide	
250 or Fewer	20.8
251–500	21.6
501–700	27.3
701+	45.1
By NALP Region	
Northeast	44.0
Mid-Atlantic	32.9
Southeast	23.8
Midwest	29.3
West/Rocky Mountain	22.4

Table 27b. Early Offer Volumes and Outcomes

	Median Number of Offers	Average Number of Offers	% of Offers Accepted
Total — All Employers	3	9.1	39.4%
By Number of Lawyers Firm-Wide			
250 or Fewer	3	2.5	22.2
251–500	2	4.8	29.9
501–700	2	5.0	50.0
701+	4	10.9	39.9
By NALP Region			
Northeast	6	19.8	35.0
Mid-Atlantic	2	3.4	38.7
Southeast	2	5.1	35.4
Midwest	3	4.0	38.2
West/Rocky Mountain	2	3.1	51.9

Note: A total of 146 offices/firms reported making offers to 2Ls for summer 2020 employment prior to the start of OCI at schools at which these offices/firms recruit. A total of 143 of these 146 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 1,298 offers, representing 9.4% of all offers to second-year students for summer 2020 programs.

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Table 27c. Students to Whom Early Offers Were Made

	% of Offices/Firms Reporting Activity Prior to OCI
Top candidates	78.8%
Diverse candidates	75.3
Local candidates	57.5
Candidates with a technical background	24.7
Candidates seen as 1Ls but who were not offered a 1L summer position	44.5
Other	13.7

Note: Percentages for students receiving early offers add up to more than 100 because more than one item could be checked. Others described include students who had who worked at the firm previously, e.g., as a paralegal, and referral candidates.

Table 28. Employers Returning to Campus after OCI to Solicit Additional 2L Candidates

	% Returning	Average # of Schools Revisited	Median # of Schools Revisited	Smallest # of Schools Reported	Largest # of Schools Reported
Total — All Employers	20.1%	3.2	3.0	1	18
Firm-Wide Reports	44.2	4.2	3.0	1	18
By Number of Lawyers Firm-Wide					
250 or Fewer	20.6	2.3	2.0	1	5
251–500	20.3	4.1	4.0	1	11
501–700	18.2	2.4	2.0	1	5
701+	20.3	3.3	3.0	1	18
By NALP Region					
Northeast	16.9	3.3	2.0	1	8
Mid-Atlantic	15.8	4.2	4.0	1	10
Southeast	6.9	1.2	1.0	1	2
Midwest	14.5	2.8	2.5	1	5
West/Rocky Mountain	27.4	2.7	2.0	1	11

Notes: A total of 423 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/all offices nationwide and so cannot be assigned to a region. They are included in the figures by firm size.

Table 29. Comparison of Offer Volumes for Summer 2020 and Summer 2019

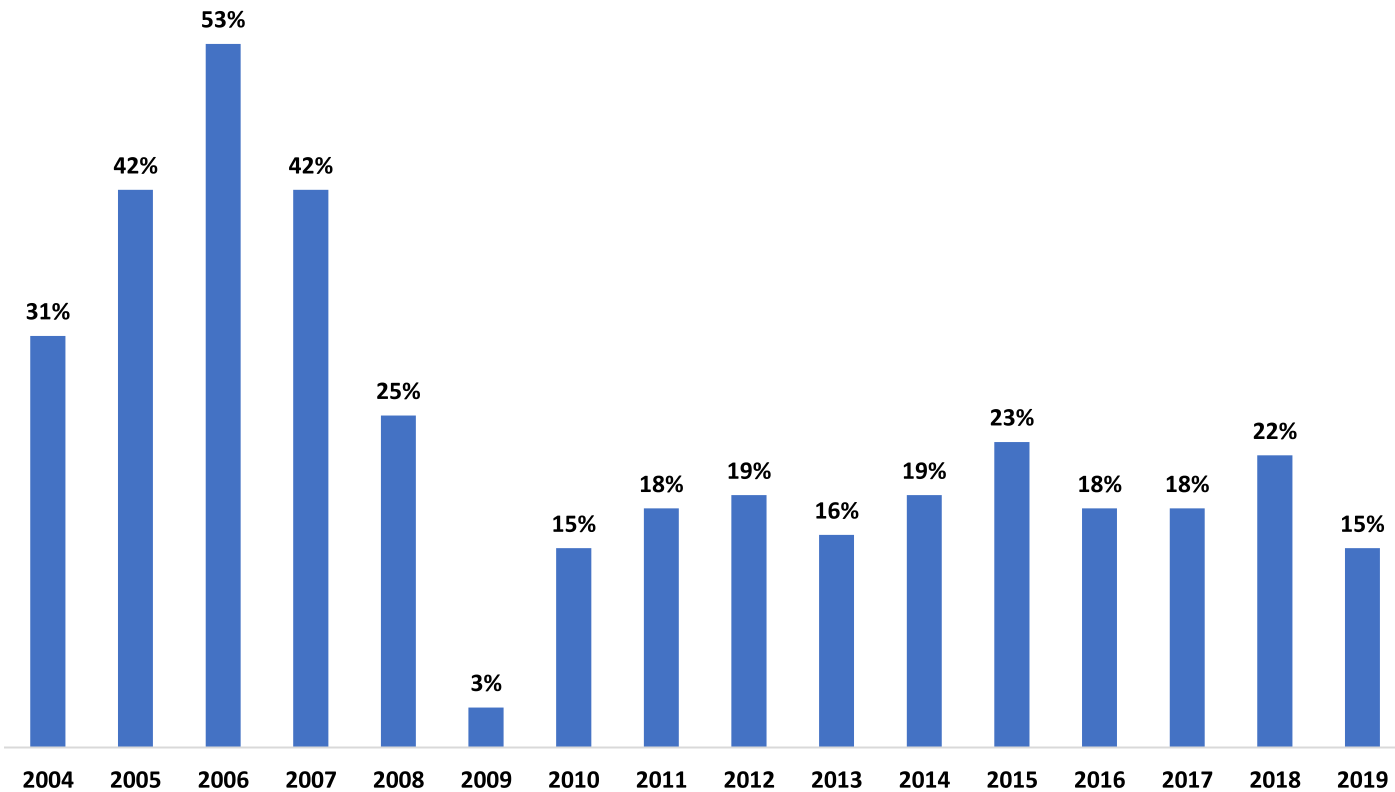
			Percent of offices making:			
	# of Offers Made in 2019	Change from 2018	Fewer Offers	Same Number of Offers	More Offers	Number of Offices
Overall Total	13,452	-3.5%	43.1%	9.6%	47.2%	394
By Number of Lawyers Firm-Wide						
100 or Fewer	125	13.6	16.7	16.7	66.7	12
101–250	683	8.9	32.1	11.3	56.6	53
251–500	1,355	-3.7	48.4	10.9	40.6	64
501–700	771	-9.6	47.5	10.0	42.5	40
701+	10,518	-3.9	44.9	8.4	46.7	225
By Number of Lawyers in Office						
50 or Fewer	508	-8.3	42.0	22.0	36.0	100
51–100	1,106	-4.5	41.7	9.4	49.0	96
101–250	2,616	-0.3	40.0	5.0	55.0	100
251+	5,602	-9.4	63.5	0.0	36.5	52
By NALP Region & City/State						
Northeast	4,656	-8.8	50.0	7.4	42.6	68
Boston	313	-5.2	33.3	20.0	46.7	15
New York City	4,317	-9.2	57.1	2.0	40.8	49
Mid-Atlantic	1,443	-11.6	45.1	8.5	46.5	71
Philadelphia	49	25.6	20.0	0.0	80.0	5
Washington, DC/Northern VA area	1,168	-14.8	46.7	4.4	48.9	45
Wilmington, DE	85	28.8	40.0	0.0	60.0	5
Southeast	670	-23.5	51.6	10.9	37.5	64
Atlanta	70	-13.6	16.7	16.7	66.7	6
Charlotte	47	-6.0	42.9	28.6	28.6	7
Dallas	123	-30.9	63.6	0.0	36.4	11
Houston	213	-34.3	80.0	6.7	13.3	15
Midwest	871	-6.9	44.4	13.0	42.6	54
Chicago	537	-10.1	52.2	13.0	34.8	23
Minneapolis	56	7.7	28.6	28.6	42.9	7
Missouri	57	-5.0	33.3	16.7	50.0	6
Ohio	90	-5.3	62.5	0.0	37.5	8
West/Rocky Mountain	1,269	10.5	34.0	13.4	52.6	97
Los Angeles & Orange County	395	6.5	27.0	16.2	56.8	37
San Francisco	298	9.6	36.8	15.8	47.4	19
Silicon Valley	247	12.3	38.5	7.7	53.8	13

Note: Figures reflect employers who had a summer program in 2019 and and will do so in 2020 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 45 offers in 2019. 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 three percent in 2009. Since then, the percentage of employers reporting 3L hiring activity has ranged from 15–23%, and in 2019, it stands at the bottom of that range (15%). Employers recruiting third-years (Class of 2020 graduates not previously working for the employer) typically made one or two offers. There were also a handful of employers that interviewed 3Ls, but ultimately made no offers. The median number of offers to third-year students was 1.5, and the 397 accepted callback invitations resulted in only 198 offers. About 78% of these offers were accepted.

Chart 5: Fall Recruiting of 3Ls As Reported by Law Firms, 2004–2019



Note: Reported as the percentage of employers reporting at least one callback invitation to a current 3L who had not previously worked for that employer.

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