



Survey of Legal Employers on 2023 Recruiting

SURVEY DUE DATE:

November
9
2023

If you have questions, please contact Danielle Taylor, NALP's Research Director, at (202) 835-1001 or research@nalp.org.

As always, your data are completely confidential. No information about your organization specifically or that could be attributed to your organization will be published.

ABOUT THE SURVEY

Each year NALP asks your office/firm to provide information about the outcomes of your summer program and recruiting. The information that you report enables NALP to provide the critical benchmark information that you want and need on all these topics. Findings from this survey will be published in *Perspectives on 2023 Law Student Recruiting*, providing you with the only benchmark resource available on this important topic. The survey asks for outcomes as of **November 1, 2023**; however, you need not wait to complete the survey if you have final figures before that date.

If you use one of the commercially available recruiting packages, such as FloRecruit, viGlobal (vi by Aderant) or Lawcruit, you already have easy access to most of the information needed to complete this survey. Please contact your provider if you have any questions about reporting capabilities.

As always, your data are completely confidential and will only be reported in aggregate. No information about your organization specifically or that could be attributed to your organization will be published. **Please submit data for U.S. offices only.**

HOW TO COMPLETE THE SURVEY

Complete the survey online at: <https://survey.vovici.com/se/17CFEB6032F45916>

This PDF has been made available to assist in compiling your figures; however, **all data must be submitted directly via the online survey.**

If you will be submitting a survey for more than one office, submit the first survey, email or print/save a copy of the report for your records, and then open, complete, and submit as many subsequent surveys as needed by pasting the survey link into a new browser window.

Thank you for helping NALP to compile the only comprehensive report on recruitment activity. Your time and willingness to complete this survey helps to ensure a comprehensive report.

SPECIAL NOTE TO MULTI-OFFICE FIRMS

This survey is being distributed to all offices of your organization reflected in NALP's database. NALP strongly encourages you to submit a separate survey for each office. **Office-specific surveys will provide the most consistent and comparable information for the analyses from this survey and allows for the reporting of city-specific information, one of the most valuable, and sought-after, features of NALP's reporting on recruiting.** If office-specific information is not possible, please indicate where requested that the figures are for multiple offices. Also, if an activity occurred in an office or offices other than that submitting the survey, please specify in which office(s) the activity occurred where requested.

1. Is someone from your office registered or planning to register to attend the 2024 NALP Legal Recruiting Summit?

Yes (If yes, please read the note below and provide the information requested)

No, or unknown at this time (Proceed to Section I of the Survey).

Special note to NALP Legal Recruiting Summit attendees: As noted when you registered, completion of this survey is required for attending the Summit.

2. Please provide the name of the person attending the Summit as a cross-check with Summit attendees:

SECTION I: LENGTH AND OUTCOMES FOR YOUR SUMMER 2023 PROGRAM

Please answer the following questions about your summer program for 2Ls in 2023.

SUMMER 2023: (for 2L students graduating in 2024)

1. Did you host a summer program for 2Ls in 2023?

Yes (Please also answer question #2)

No (Skip to question #11 of this section if your office had a 1L summer program in 2023, otherwise skip to Section II)

2. If yes to question #1, how long was the program? (Please report the full length of the program, not a minimum requirement.)

_____ weeks

Outcomes for 2Ls

Please provide the following information about 2L summer 2023 associates, i.e., students who will graduate in December 2023 or May 2024 and who worked for your office/firm during summer 2023 (or summer 2022 as a 1L and received an offer for an associate position at that time). It is highly encouraged to report office-specific information to the extent possible.

- Do not include 1L summer associates, i.e., students who will graduate in 2025 in the figures reported in questions #3-10 below. Report 1Ls, if any, in questions #11-21.
- Do not include post-graduate 3Ls who worked for your office last summer after graduating in 2023.
- If your office has not finished making offers, report the number who have received offers and the outcomes as of **November 1, 2023**. Any students for whom your office has not yet made an offer decision should be reported in question #5.
- In a multi-office firm where a student may have spent the summer in one office but received an offer from another office, the student and their response should be counted by the office where they spent the summer.
- In a multi-office firm where a student may have split time between two offices of the firm, count the student only once. (It does not matter in which office.)

3. Number of students in program: _____

4. Number receiving offers to return as associates: _____

5. Number of students for whom your office/firm has not yet made an offer decision: _____

Outcomes as of November 1, 2023 (acceptances, declines, and number whose response is still pending (questions #6-8) must add up to the number of offers reported above in question #4).

6. Number accepting offers: _____

7. Number declining offers: _____

8. Number who received an offer but whose response is still pending: _____

- 8a. If your office reported any students with a pending response in question #8 above, how many of those students have not yet responded to your offer because they received a judicial clerkship offer? _____
9. Of those in your summer program who accepted an offer for full-time employment (reported in question #6 above), how many had also spent their 1L summer with your office/firm? _____
10. Of those students reported in question #9 (**students who accepted an offer for full-time employment and also spent their 1L summer with your office/firm**), how many participated in a 1L diversity program at your office/firm? _____

Outcomes for 1Ls

In questions #11-18, please report data for all 1L students who participated in your 2023 summer 1L program. In questions #19-21, please report data specifically for any 1L students reported in questions #11-18 who participated in a diversity program at your office. It is highly encouraged to report office-specific information to the extent possible

11. Did your summer 2023 program include 1Ls (students who will graduate in 2025) for all or part of the summer?
- Yes (Answer questions #12-22 below)
- No (Skip to question #22 in this section of the survey)
12. If yes to question #11, how many 1Ls worked this past summer? _____
13. How many 1Ls received an offer for an associate position without having to return for summer 2024? (Do not count these individuals, if any, in questions #14-17 below.) _____
14. How many 1Ls received offers to return for all or part of summer 2024? _____

Outcomes as of November 1, 2023 (Acceptances, declines, and number whose response is still pending (questions #15-17) must add up to the number of offers reported above in question #14).

15. Number accepting offers: _____
16. Number declining offers: _____
17. Number who received an offer but whose response is still pending: _____
18. Does your office/firm condition offers to 1Ls for summer employment upon agreement to return for the 2L summer?
- Yes
- No
19. How many of your 1Ls (regardless of whether they received an offer to return) participated in a 1L diversity program at your office/firm? _____
20. How many of your 1Ls who participated in a 1L diversity program (reported in question #19 above), received an offer to return for all or part of summer 2024? _____

21. How many of those 1Ls who participated in a 1L diversity program and received an offer to return for all or part of summer 2024 (reported in question #20 above), accepted the offer to return? _____

22. The figures reported in Section I reflect our program(s) at:

A single office (*Specify which one if different from the office submitting the survey*) or the firm has only one office:

All offices (*Only select if all offices of your firm hosted a summer 2023 program*)

Multiple, but not all offices (*Specify which offices, all of which should have hosted a summer 2023 program*):

SECTION II: SUMMER/FALL 2023 RECRUITING METHODS

Note: If your office/firm did not recruit and interview rising second-year law students in summer/fall 2023, please skip to Section VI of the survey. It is highly encouraged to report office-specific information to the extent possible.

1. Will your office be hosting a summer program for 2Ls in 2024? (Answer “yes” if your office recruited for a summer program, but did not have any accepted offers.)

Yes (*Proceed to question #2 below*)

No (*Skip to Section VI if your office recruited 3L students in fall 2023 for associate positions, otherwise skip to Section VII*)

2. What recruitment methods did your office utilize to interview rising 2L students (who had not previously worked for you during their 1L summer) for 2024 summer associate positions? Select all that apply.

Law school career office interview program (e.g., OCI)

Law school resume collect

Direct application to your office/firm

Job fairs/career conferences

Internal referrals

Client referrals

Other (please describe): _____

3. Did your office/firm use non-interview assessment tools in the recruiting process for your summer 2024 2L program? Examples include personality assessments, psychometric assessments, competency assessments, and other commercially available assessments.

Yes

No

SECTION III: RECRUITING FOR 2LS VIA LAW SCHOOL CAREER OFFICE INTERVIEW PROGRAMS (E.G., OCI)

As applicable, please include data on the recruitment of rising 2L students conducted through law school career office interview programs for the two most recent recruiting cycles. **Do not include data on any recruiting that took place outside of a law school career office interview program.** That information will be collected separately in Section IV of the survey. If your office/firm did not recruit via a law school career office interview program for 2024 2L summer programs, please skip to Section IV. It is highly encouraged to report office-specific information to the extent possible.

- For the most recent two recruiting cycles, report the number of schools at which your office conducted on-campus interviews (in-person or virtually)* of rising 2L students (who had not previously worked for your office during their 1L summer) for summer associate positions **at your office**. If none, enter "0."

**Please include any schools at which students were interviewed for 2L summer associate positions in your office, even if the lawyers conducting the interviews were from a different office of your firm. Do not include schools for which interviews were consortia or job-fair based.*

Recruiting cycle for 2023 2L summer program: _____

Recruiting cycle for 2024 2L summer program: _____

- Report the total number of 2L screening interviews conducted (in-person or virtually) **at the schools reported in question #1** for your office*

Recruiting cycle for 2023 2L summer program: _____

Recruiting cycle for 2024 2L summer program: _____

**Please include the total number of screening interviews conducted for 2L summer associate positions in your office, regardless of the office locations of the lawyer(s) conducting the interviews.*

- If your office reported screening interviews for the 2024 recruiting cycle in question #2 above, what percentage of your screening interviews took place **virtually**?

0% (All of our screening interviews were in-person)

1-25%

26-50%

51-75%

76-99%

100% (All of our screening interviews were virtual)

- The figures reported in questions #1-3 of Section III reflect recruiting activity for:

A single office (Specify which one if different from the office submitting the survey) or the firm has only one office:

All offices

Multiple, but not all offices (Specify which offices):

Recruiting Outcomes for 2Ls (students graduating in 2025 for summer 2024 program) Who Interviewed via a Law School Career Office Interview Program (e.g., OCI)

Please report summer/fall 2023 recruiting outcomes only for **second-year (2Ls) students who interviewed via a law school career office interview program** (i.e., the recruiting cycle for your summer 2024 program for 2Ls who have not worked for your organization previously as a summer associate). It is highly encouraged to report office-specific information to the extent possible.

- Do not include current 2L (Class of 2025) students who interviewed for a 2024 2L summer program outside of a law school career office interview program. These interviews and outcomes will be collected separately within the survey in Section IV.
- Do not include current 1L (Class of 2026) students whom you may have interviewed.
- Do not include current 2L (Class of 2025) students who worked for your office previously as a 1L summer associate.
- Do not include current 3L (Class of 2024) students whom you may have interviewed for a 2024 summer associate position.
- Do not include any graduates from classes prior to 2024 whom you may have interviewed for an entry-level position.
- If your office has not completed making offers as of **November 1**, please report the number you have made and the outcomes. Questions #6-8 should add up to the number of extended callback invitations reported in question #5. Count each student only once in questions #6-8.
- If your organization makes offers after the on-campus interview and does not issue callback invitations, please leave questions #5-9 blank and report only the number of offers made and the outcomes in questions #10-13.
- **Note: You need not wait until November 1** to complete this survey if you have final figures before that day.

5. Number of callback invitations extended (*Should equal the sum of questions #6-8 below*): _____
6. Number of callback invitations declined (*Also include here any invitations to which you received no response*): _____
7. Number of callback invitations accepted and subsequently canceled (*Also include here any students who withdrew after scheduling a callback*): _____
8. Number of callback interviews conducted: _____
9. If your office reported callback interviews in question #8 above, what percentage of your callback interviews took place virtually?
 - 0% (*All of our callback interviews were in-person*)
 - 1-25%
 - 26-50%
 - 51-75%
 - 76-99%
 - 100% (*All of our callback interviews were virtual*)
10. Number of offers made (*Should equal the sum of questions #11-13 below*): _____
11. Number of offers accepted: _____
12. Number of offers declined: _____
13. Number of offers with no response or response pending: _____

Timing of 2L Offers

14. How many of your office’s 2L summer offers were made in each time period below? **Counts should add up to the total number of offers reported in question #10 above.** Please enter “0” if no responses were made in a time period. Please only include offers that were made as a result of recruiting that took place via a law school career office interview program.

- Prior to June 2023: _____
- During June 2023: _____
- During July 2023: _____
- During August 2023: _____
- September 2023 or Later: _____

Timing of Responses to 2L Offers

15. How many responses to offers to 2Ls were received in each time period below? **Counts should add up to the total number of offers reported in question #10 above and will be inclusive of declines, acceptances, and any offers to which you did not receive a response.** Please enter “0” if no responses were received in a time period. Please only include offers that were made as a result of recruiting that took place via a law school career office interview program.

- Within 24 hours: _____
- Within 2-7 days: _____
- Within 8-14 days: _____
- Within 15-22 days: _____
- Beyond 22 days: _____
- Never responded/response pending (*Should be the same as the figure reported in question #13 above*): _____

Prior Year Data

16. Looking back at the last recruiting cycle, i.e., recruiting for the summer 2023 program, how many offers were made to 2Ls (Class of 2024) for your summer 2023 program via recruiting that took place through a law school career office interview program (e.g., OCI)?

- Do not include 2L (Class of 2024) students who interviewed for a 2023 2L summer program outside of a law school career office interview program.
- Do not include 1L (Class of 2025) students whom you may have interviewed in these figures.
- Do not include 2L (Class of 2024) students who worked for you previously as a 1L summer associate in these figures.

17. The figures reported in questions #5-16 of Section III reflect recruiting activity for

A single office (*Specify which one if different from the office submitting the survey*) or the firm has only one office:

All offices

Multiple, but not all offices (*Specify which offices*): _____

SECTION IV: RECRUITING FOR 2LS OUTSIDE OF A LAW SCHOOL CAREER OFFICE INTERVIEW PROGRAM

As applicable, please include data on the recruitment and interviewing of rising 2L students conducted outside of a law school career office interview program for the two most recent recruiting cycles. This could include interviewing that took place from sources such as, but not limited to, direct application to your law office, resume collects, internal or client referrals, and job fairs/career conferences. **Do not include any recruiting that took place as part of a law school career office interview program (e.g., OCI).** Those figures, as applicable, should have been reported earlier in Section III. If your office/firm did not recruit outside of a law school career office interview program for 2024 2L summer programs, please skip to Section V. It is highly encouraged to report office-specific information to the extent possible.

- For the most recent two recruiting cycles, report the number of schools from which your office conducted interviews (in-person or virtually)* of rising 2L students (who had not previously worked for your office/firm during their 1L summer) for summer associate positions **at your office**. If none, enter "0."

**Please include any schools from which students were interviewed for 2L summer associate positions in your office, even if the lawyers conducting the interviews were from a different office of your firm. Do not include any interviewing that took place as part of a law school career office interview program.*

Recruiting cycle for 2023 2L summer program: _____

Recruiting cycle for 2024 2L summer program: _____

- Report the total number of 2L candidates who interviewed for your office*:

**Please include all candidates who were interviewed for 2L summer associate positions in your office, even if the lawyers conducting the interviews were from a different office of your firm. Do not include any candidates who interviewed as part of a law school career office interview program.*

Recruiting cycle for 2023 2L summer program: _____

Recruiting cycle for 2024 2L summer program: _____

- Report the total number of 2L candidates who made it to the final round of interviews for your office and an interview was conducted*:

Recruiting cycle for 2023 2L summer program: _____

Recruiting cycle for 2024 2L summer program: _____

**In offices that only conduct one round of interviews, the total number of candidates who interviewed (reported in question #2) and the total number of candidates who made it to the final round of interviews will be the same. Please include all candidates who made it to the final round of interviews for 2L summer associate positions in your office, even if the lawyers conducting the interviews were from a different office of your firm. Do not include any candidates who interviewed as part of a law school career office interview program.*

- If your office reported final round interview figures for the 2024 recruiting cycle in question #3 above, what percentage of these interviews took place **virtually**?

0% (All of our final round interviews were in-person)

1-25%

26-50%

51-75%

76-99%

100% (All of our final round interviews were virtual)

5. Report the **number of job fairs or career conferences** at which interviews were conducted (in-person or virtually) for your office*. If none, enter "0."

Recruiting cycle for 2023 2L summer program: _____

Recruiting cycle for 2024 2L summer program: _____

* Please include counts of all job fairs/career conferences where interviews for your office took place, even if the lawyers conducting the interviews were from a different office of your firm.

6. The figures reported in questions #1-5 of Section IV reflect recruiting activity for:

A single office (Specify which one if different from the office submitting the survey) or the firm has only one office:

All offices

Multiple, but not all offices (Specify which offices): _____

Recruiting Outcomes for 2Ls (students graduating in 2025 for summer 2024 program) Who Interviewed Outside of a Law School Career Office Interview Program

Please report summer/fall 2023 recruiting outcomes only for **second-year (2Ls) students who interviewed outside of a law school career office interview program** (i.e., the recruiting cycle for your summer 2024 program for 2Ls who have not worked for your organization previously as a summer associate). It is highly encouraged to report office-specific information to the extent possible.

- Do not include current 2L (Class of 2025) students who interviewed for a 2024 2L summer program via a law school career office interview program. These interviews and outcomes should have been reported separately in Section III of the survey.
- Do not include current 1L (Class of 2026) students whom you may have interviewed.
- Do not include current 2L (Class of 2025) students who worked for your office previously as a 1L summer associate.
- Do not include current 3L (Class of 2024) students whom you may have interviewed for a 2024 summer associate position.
- Do not include any graduates from classes prior to 2024 whom you may have interviewed for an entry-level position.
- If your office has not completed making offers as of **November 1**, please report the number you have made and the outcomes. Questions #8-10 should add up to the number of extended callback invitations reported in question #7. Count each student only once in questions #8-10.
- If your organization makes offers after the initial interview and does not issue callback invitations, please leave questions #7-10 blank and report only the number of offers made and the outcomes in questions #11-14.
- **Note: You need not wait until November 1** to complete this survey if you have final figures before that day.

7. Number of callback invitations extended (Should equal the sum of questions #8-10 below): _____

8. Number of callback invitations declined (Also include here any invitations to which you received no response): _____

9. Number of callback invitations accepted and subsequently canceled (Also include here any students who withdrew after scheduling a callback): _____

10. Number of callback interviews conducted: _____

11. Number of offers made (Should equal the sum of questions #12-14 below): _____

12. Number of offers accepted: _____

13. Number of offers declined: _____

14. Number of offers with no response or response pending: _____

15. If your office reported offers in question #11 above, to whom were these offers made? (Check all that apply.)

Top candidates

Candidates of color

LGBTQ+ candidates

Candidates who are first-generation college students

Candidates with disabilities

Candidates who are military veterans

Timing of 2L Offers

16. How many of your office’s 2L summer offers were made in each time period below? **Counts should add up to the total number of offers reported in question #11 above.** Please enter “0” if no responses were made in a time period. Please only include offers that were made as a result of recruiting that took place outside of a law school career office interview program.

Prior to June 2023: _____

During June 2023: _____

During July 2023: _____

During August 2023: _____

September 2023 or Later: _____

Timing of Responses to 2L Offers

17. How many responses to offers to 2Ls were received in each time period below? **Counts should add up to the total number of offers reported in question #11 above and will be inclusive of declines, acceptances, and any offers to which you did not receive a response.** Please enter “0” if no responses were received in a time period. Please only include offers that were made as a result of recruiting that took place outside of a law school career office interview program.

Within 24 hours: _____

Within 2-7 days: _____

Within 8-14 days: _____

Within 15-22 days: _____

Beyond 22 days: _____

Never responded/response pending (Should be the same as the figure reported in question #14 above): _____

Prior Year Data

18. Looking back at the last recruiting cycle, i.e., recruiting for the summer 2023 program, how many offers were made to 2Ls (Class of 2024) for your summer 2023 program via recruiting that took place **outside** of a law school career office interview program (e.g., OCI)?

- Do not include 2L (Class of 2024) students who interviewed for a 2023 2L summer program as part of a law school career office interview program.
- Do not include 1L (Class of 2025) students whom you may have interviewed in these figures.
- Do not include 2L (Class of 2024) students who worked for you previously as a 1L summer associate in these figures.

19. The figures reported in questions #7-18 of Section IV reflect recruiting activity for:

A single office (*Specify which one if different from the office submitting the survey*) or the firm has only one office:

All offices

Multiple, but not all offices (*Specify which offices*): _____

SECTION V: SUMMER ASSOCIATE SCHOLARSHIPS

1. Does your office have a law school tuition scholarship program for summer associates?

Yes, for 1L summer associates

Yes, for 2L summer associates

Yes, for both 1L and 2L summer associates

No (*Skip to Section VI*)

2. If your office has a scholarship program, are scholarships available exclusively to diverse* candidates?

**Please respond based on how your law office/firm defines diverse candidates.*

Yes

No

3. If your office offers a scholarship program, does it require a separate application in addition to the summer associate application?

Yes

No

SECTION VI: RECRUITING FOR 3LS (STUDENTS GRADUATING IN 2024 FOR ASSOCIATE POSITIONS)

- In summer/fall 2023, did your office recruit 3Ls (Class of 2024 students) who had not worked for you previously for associate positions?
 Yes (Please complete questions #2-4 below)
 No (Skip to Section VII)
- How many offers for associate positions did you extend to 3Ls (Class of 2024 students)? Enter "0" if you conducted interviews, but did not extend any offers to 3L students. _____
- How many of the offers reported in question #2 above were accepted? Enter "0" if none of your 3L offers were accepted. _____
- The figures reported in questions #1-3 of Section VI reflect recruiting activity for:
 A single office (Specify which one if different from the office submitting the survey) or firm has only one office:

 All offices
 Multiple, but not all offices (Specify which ones): _____

VII. ORGANIZATION DEMOGRAPHICS

Please provide the information requested below so that NALP may check for duplicate information, group responses appropriately for analysis, and follow up if there are questions concerning your data. **Unidentified surveys will not be used.**

Organization: _____

City: _____ State: _____

Firm size for law firms only (# of lawyers):

100 or fewer	101-250	251-500
501-701	701-1,000	1,001+

Office size for law firms only (# of lawyers):

25 or fewer	26-50	51-100
101-250	251-500	501+

Name of person completing the survey (in case follow up is needed): _____

Email address of person completing the survey (in case follow up is needed): _____

Use this space for any comments on any aspects of recruiting:

FOR REVIEW PURPOSES ONLY

SUBMIT YOUR COMPLETED SURVEY TO NALP BY November 9, 2023

Enter your responses via the online survey at: <https://survey.vovici.com/se/17CFEB6032F45916>.

Thank you for helping NALP compile the only report on recruitment activity. Your time and willingness to contribute to this report really make a difference.

THANK YOU!

DUE NOVEMBER 9, 2023