



Survey of Legal Employers on 2021 Recruiting

SURVEY DUE DATE:

November
12
2021

If you have questions, please contact Danielle Taylor, NALP's Research Director, at (202) 835-1001 or dtaylor@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 provide content for NALP's "Legal Hiring Wrap-up" presentation, a self-contained program available in winter 2022, and will be published in *Perspectives on 2021 Law Student Recruiting*, providing you with the only benchmark resource available on this important topic. The survey asks for outcomes as of **November 1, 2021**; however, you need not wait until then if you have final figures before that date.

If you use one of the commercially available recruiting packages, such as viDesktop 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.

HOW TO COMPLETE THE SURVEY

Complete the survey online at: <https://survey.vovici.com/se/17CFEB60797C986C>.

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 contribute to this report help 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 us to report 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 such as lateral hiring 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 to attend the 2022 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 Part 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:

PART I: HISTORY AND LENGTH OF SUMMER PROGRAMS

In order to measure summer program activity over the past three years, please answer the following questions about your summer programs for 2Ls in 2019, 2020 and 2021.

If possible, please report office-specific information, rather than firm-wide or multi-office information. This will enable NALP to compile city-specific analyses on summer programs and will allow for the most consistent and comparable analyses of these data.

SUMMER 2019: (for 2L students graduating in 2020)

1. Did you host a summer program for 2Ls in 2019?

Yes (please also answer question #2)

No (skip to question #3 in this section of the survey)

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

_____ weeks

SUMMER 2020: (for 2L students graduating in 2021)

3. Did you host a summer program for 2Ls in 2020?

Yes (please also answer question #4)

No (skip to question #5 in this section of the survey)

4. If yes to question #3, how long was the program? (Please report the full length of the program, not a minimum requirement.)

_____ weeks

SUMMER 2021: (for 2L students graduating in 2022)

5. Did you host a summer program for 2Ls in 2021?

Yes (please also answer questions #6 and #7)

No (skip to Part II of the survey if you had a 1L summer, otherwise skip to Part III)

6. If yes to question #5, how long was the program? (Please report the full length of the program, not a minimum requirement.)

_____ weeks

7. What was the format of your 2021 summer program?

100% in-person

100% virtual

Hybrid (some in-person, some virtual)

PART II: OUTCOMES FOR YOUR SUMMER 2021 PROGRAM

Outcomes for 2Ls

Please provide the following information about 2L summer 2021 associates, i.e., students who will graduate in December 2021 or May 2022 and who worked for your office/firm during summer 2021 (or summer 2020 as a 1L and received an offer for an associate position at that time.)

- Do not include 1L summer associates, i.e., students who will graduate in 2023 in the figures reported in questions #1-7 below. Report 1Ls, if any, in questions #8-16.
- Do not include post-graduate 3Ls who worked for you last summer after graduating in 2021.
- If you have not finished making offers, report the number who have received offers and the outcomes as of **November 1, 2021**.
- In a multi-office firm where a student may have spent the summer in one office (either in-person or virtually) 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 (either in-person or virtually), count the student only once. (It does not matter in which office.)

1. Number of students in program: _____
2. Number receiving offers to return as associates: _____
3. Number of students for whom an offer decision has not been made: _____

Outcomes as of November 1, 2021 (acceptances, declines, and number not responding or pending (questions #4-6) must add up to the number of offers reported above in question #2).

4. Number accepting offers: _____
5. Number declining offers: _____
6. Number not responding or response pending: _____
7. Of those in your summer program who accepted an offer for full-time employment (reported in question #4 above), how many had also spent their 1L summer with your office/firm? _____

Outcomes for 1Ls

8. Did your summer 2021 program include 1Ls (students who will graduate in 2023) for all or part of the summer?
 Yes (answer questions #9-17 below)
 No (skip to question #17 in this section of the survey)
9. If yes to question #8, how many 1Ls worked this past summer? _____
10. How many 1Ls received an offer for an associate position without having to return for summer 2022? (Do not count these individuals, if any, in questions #11-14 below.) _____
11. How many 1Ls received offers to return for all or part of summer 2022? _____

Outcomes as of November 1, 2021 (acceptances, declines, and number not responding or pending (questions #12-14) must add up to the number of offers reported above in question #11).

12. Number accepting offers: _____

13. Number declining offers: _____

14. Number not responding or response pending: _____

15. Do you condition offers to 1Ls for summer employment upon agreement to return for the 2L summer?

Yes

No

16. How many of your 1Ls (regardless of whether they received an offer to return) were part of a diversity fellowship program? _____

17. The figures reported in Part II 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 2021 program)

Multiple, but not all offices (specify which offices, all of which should have hosted a summer 2021 program):

PART III: FALL 2021 RECRUITING

Note: If you did not recruit and interview current second-year and/or third-year law students in fall 2021, please skip to Part IV of the survey.

If applicable, please include any 3L Class of 2021 recruiting for associate positions in your "recruiting cycle for summer 2021 program" counts and any 3L Class of 2022 recruiting for associate positions in your "recruiting cycle for summer 2022 program" counts in questions #1-3 below.

1. Report the number of schools at which lawyers from your office conducted on-campus interviews (in-person or virtually)* either for your office specifically or on behalf of other offices as well. If none, enter "0."

**Do not count any additional schools at which lawyers from other offices at your firm may have recruited on your behalf or at which your interview program was canceled. Also do not include schools for which interviews were consortia or job-fair based.*

Recruiting cycle for 2021 summer program: _____

Recruiting cycle for 2022 summer program: _____

2. Regardless of which office the screening interview was for, report the total number of screening interviews (for 2Ls and 3Ls) conducted (in-person or virtually) **at the schools reported in question #1.***

Recruiting cycle for 2021 summer program: _____

Recruiting cycle for 2022 summer program: _____

** This figure may include interviews for positions at other offices of your firm and not just your office.*

3. Report the number of job fairs or consortia at which lawyers from your office conducted interviews (in-person or virtually). If none, enter "0."

Recruiting cycle for 2021 summer program: _____

Recruiting cycle for 2022 summer program: _____

4. Regardless of how many offices the lawyers were interviewing on behalf of, do the figures reported in questions #1-3 of this section reflect activity by lawyers from:

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 2023 for summer 2022 program)

5. Will your office be hosting a summer program for 2Ls in 2022? (Answer “yes” if you recruited for a summer program, but did not have any accepted offers.)

Yes (please complete questions #6–15 below)

No (skip to question #16 in this section)

Please report fall 2021 recruiting outcomes, i.e., the recruiting cycle for your summer 2022 program, including both on-campus (conducted in-person or virtually) and those who applied through other means, for current second-year students (2Ls) **who have not worked for your organization previously**.

- Do not include current 1L (Class of 2024) students whom you may have interviewed.
- Do not include current 2L (Class of 2023) students who worked for you previously as a 1L summer associate.
- Do not include current 3L (Class of 2022) students whom you may have interviewed for a 2022 summer associate position.
- Do not include any graduates from classes prior to 2022 whom you may have interviewed for an entry-level position.
- If you have not completed making offers as of **November 1**, please report the number you have made and the outcomes. Questions #7-9 should add up to the number of extended callback invitations reported in question #6. Count each student only once in questions #7-9.
- If your organization makes offers after the on-campus interview and does not issue callback invitations, please leave questions #6-9 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.

6. Number of callback invitations extended (should equal the sum of questions #7-9 below): _____

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

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

9. Number of callback interviews conducted: _____

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 Responses to 2L Offers

14. 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.

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

15. Looking back at last recruiting cycle, i.e., recruiting for the summer 2021 program, how many offers were made to 2Ls (Class of 2022) for your summer 2021 program?

- Do not include 1L (Class of 2023) students whom you may have interviewed in these figures.
- Do not include 2L (Class of 2022) students who worked for you previously as a 1L summer associate in these figures.

Recruiting Outcomes for 3Ls (students graduating in 2022 for associate positions)

16. Did your office recruit 3Ls (Class of 2022 students) who had not worked for you previously for associate positions?

Yes (please complete questions #17 – 24 below)

No (skip to question #25 in this section)

Please report fall 2021 recruiting outcomes, including both on-campus (conducted in-person or virtually) and those who applied through other means, for current third-year students (3Ls), i.e., Class of 2022 students, **who have not worked for your organization previously.**

- Do not include current 1L (Class of 2024) students whom you may have interviewed.
- Do not include current 2L (Class of 2023) students who worked for you previously as a 1L summer associate.
- Do not include current 3L (Class of 2022) students whom you may have interviewed for a 2022 summer associate position.
- Do not include any graduates from classes prior to 2022 whom you may have interviewed for any entry-level position.
- If you have not completed making offers as of **November 1**, please report the number you have made and the outcomes. Questions #18-20 should add up to the number of extended callback invitations reported in question #17. Count each student only once in questions #18-20.
- If your organization makes offers after the on-campus interview and does not issue callback invitations, please leave questions #17-20 blank and report only the number of offers made and the outcomes in questions #21-24.
- **Note: you need not wait until November 1** to complete this survey if you have final figures before that day.

17. Number of callback invitations extended (should equal the sum of questions #18-20 below): _____

18. Number of callback invitations declined (*also include here any invitations to which you received no response*): _____
19. Number of callback invitations accepted and subsequently canceled (*also include here any students who withdrew after scheduling a callback*): _____
20. Number of callback interviews conducted: _____
21. Number of offers made (*should equal the sum of questions #22-24 below*): _____
22. Number of offers accepted: _____
23. Number of offers declined: _____
24. Number of offers with no response or response pending: _____

Recruiting Prior to OCI

25. Did your office make any offers to rising 2L students (**who had not previously worked for you during their 1L summer**) for 2022 summer associate positions prior to the start of OCI **at any of the schools at which you recruit**?

Yes (*please complete questions #26-28 below*)

No (*skip to question #29 in this section*)

26. If yes to question #25, to whom were these early offers made? (*Check all that apply.*)

Candidates of color

LGBTQ candidates

Candidates with disabilities

Candidates who are first-generation college students

Candidates with a technical background

Local candidates

Top candidates

Candidates seen as 1Ls, but who were not offered a 1L summer position

Other (please specify): _____

Please report the following figures about offers extended before OCI to rising 2L students who had not previously worked for you:

27. How many offers were extended before OCI? _____

28. How many of these pre-OCI offers were accepted? _____

Additional Outreach

29. Did your office reach out to any law schools to solicit more 2L candidates after the completion of the school’s OCI program?

Yes (please complete question #30 below)

No (please skip to question #31 in this section)

30. If yes to question #29, how many schools did you reach out to? _____

31. The figures reported in questions #5-30 of Part III 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): _____

Assessment Tools for Recruiting

32. Did your office/firm use non-interview assessment tools in the recruiting process for your summer 2022 program? Examples include writing assessments, personality assessments, psychometric assessments, competency assessments, and other commercially available assessments.

Yes (please complete questions #33-34 below)

No (survey will skip to question #35)

33. If yes in question #32, what types of tools are you using?

Internally developed assessment tool(s)

Third-party assessment tool(s)

Both internally developed and third-party assessment tools

34. How long has your office/firm been using non-interview assessment tools for summer associate recruiting?

1 year (used for the first time during the recruiting process for the summer 2022 associate program)

2 years

3 years

More than 3 years

35. If no in question #32, is your office/firm considering the use of non-interview assessment tools in the recruiting process for your summer 2023 associate program?

Yes

No

IV. 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+	

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

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

Does your office/firm have a formal remote work policy that has been implemented or updated since the COVID-19 pandemic began (*implemented or updated after March 1, 2020*)?

- Yes
- No

If yes, as lawyers return to the office, how does remote work for entry-level associates under the new policy compare to the policy in place prior to the COVID-19 pandemic?

- Entry-level associates can work remotely more often under the new policy
- Entry-level associates can work remotely about the same amount of time as before
- Entry-level associates can work remotely less often under the new policy

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): _____

SUBMIT YOUR COMPLETED SURVEY TO NALP BY November 12, 2021

Enter your responses via the online survey at: <https://survey.vovici.com/se/17CFEB60797C986C>.

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 12, 2021