National Association for Law Placement

PERSPECTIVES ON 2022 LAW STUDENT RECRUITING

NALP values and intentionally strives for a diverse leadership.

National Association for Law Placement, Inc.
1220 19th Street NW, Suite 510
Washington, DC 20036-2425
Phone: (202) 835-1001
www.nalp.org

Contents

Executive Summary & Analysis

BY NIKIA L. GRAY, EXECUTIVE DIRECTOR

Pandemic Trends Continue to Influence Competition for Entry-Level Legal Talent

The 2022 law firm recruiting season was an interesting one, being both robust and competitive, albeit possibly tinged by the threat of recession. At a high level, the data indicates that an overwhelming majority of U.S. law firms either maintained or increased their recruiting activities compared with last year, a fact that is made notable as the 2021 recruiting cycle was itself particularly strong compared to prior years. Over 81% of law firms reported visiting the same number or more law schools compared to 2021 and over 69% reported conducting relatively the same number or more screening interviews. However, despite sustaining a heightened level of activity for a second year in a row, fewer offers were made for students to join summer 2023 programs, with the number of offers decreasing by nearly 2% compared with those made for the 2022 program. In most years, a 2% decrease would not be overly remarkable, but recall that summer 2023 2Ls are in the Class of 2024, which had an entering class size that was almost 12% larger than the Class of 2023. Thus, the dip in offers coupled with the larger class size may ultimately translate into a decline in the share of graduates working in private practice for the 2024 class, or at least a drop in the share of graduates working in the largest firms.

The data does not definitively tell us why fewer offers were made but two factors stand out as possibly playing a role. In 2022 a record number of students participated in summer programs and received offers to join as entry-level associates in fall 2023. Over 6,300 2Ls participated in 2022 summer programs, with almost 6,200 receiving offers. This represents an increase of over 17% for both figures compared with 2021 and an all-time high since the Great Recession. Knowing that there would be a greater number of entry-level associates joining them in fall 2023, some firms may have projected having fewer entry-level associate needs in 2024 and therefore planned for smaller 2023 summer programs. Overlayed with this is the fact that last year was an increasingly challenging year for law firms. By the third quarter of year 2022, when most recruiting activities for summer associates occur, many firms had started to see a significant reduction in their hours. This, combined with the salary raises and increased lateral hiring seen in late 2021 and early 2022, resulted in many firms ending Q4 overleveraged and ultimately culminated in the layoffs that dominated the news cycle over the last few weeks of the year. Those firms that were particularly adept at reading the market may have chosen to pull back on their summer associate hiring in anticipation of challenging economic times ahead. Either way, however, what is clear is that the entry-level job market in the private sector is currently not growing fast enough to absorb the additional students in the Class of 2024 and that unless there is a strong 3L hiring market this year — which seems unlikely given recent trends — a greater percentage of these students may need to look at other market segments for employment after graduation.

Another perspective is that the new methodologies that emerged during the pandemic continue to be implemented by law firms despite many schools and firms having moved closer to a pre-pandemic state of operations. As predicted last year, the on-campus interview (OCI) screening process remained overwhelmingly virtual, with more than 93% of screening interviews taking place virtually and over two-thirds

(continued on page 5)

(continued from page 4)

of offices reporting that they conducted all their screening interviews virtually. Further, the preference for virtual interviews was not limited to screening interviews. Overall, 77% of callback interviews took place virtually, with nearly half of all offices reporting that they conducted all their callbacks virtually. Although it had been surmised that the prevalence of virtual interviewing may entice firms to visit more schools given that it requires no travel, little correlation between the two factors is distinguishable from the data. Offices in Washington DC/Northern Virginia, for example, conducted more than 99% of their screening interviews virtually but only 17.6% indicated that they increased the number of schools visited. Conversely, offices in Ohio conducted only 33% of their screening interviews virtually — the lowest out of any location reported — but 71% indicated that they had increased the number of schools visited. This was the highest out of any location reported. Thus, the ease in which virtual interviews can be conducted does not appear, at least from the present data, to factor greatly in a firm's decision whether to visit additional schools during OCI.

Another trend we saw emerge over the past few years that continued to gain strength this most recent recruiting cycle was the prevalence of pre-OCI offers (or "precruiting"). Firms reported making more early offers than ever before — 3,145 offers total, representing 23.3% of all offers to 2Ls for summer 2023 programs. This is nearly twice the number of early offers made in 2021, when firms made a total of only 1,771 early offers, representing 12.3% of all 2L offers. Further, firms shifted who they targeted through early offers this year as well and in favor of top candidates over diverse candidates. In 2021, an equal number of firms who made early offers reported targeting top candidates as those who reported making such offers to diverse candidates (79%). This past recruiting cycle those numbers overwhelmingly favored top candidates, with nearly 90% of offices reporting making early offers to top candidates and only 68% reporting making early offers to diverse candidates. This shift toward using early offers to target top students over diverse students is somewhat surprising given that increasing diversity of summer associate programs and it is too soon to tell whether it is a one-time anomaly or signs of a growing trend. It is also premature to assume, if it is a trend, how it will affect the diversity of law firm summer associate programs, and relatedly entry-level associate classes. While it is plausible that, if sustained over time, the shift toward using early offers to target top students over diverse students could mean that we'll see less diverse summer programs in the future. It is equally plausible that firms are using other mechanisms to attract diverse candidates or are focusing their recruiting efforts of diverse candidates at the 1L level, who will then return to the firm the following year as 2Ls.

This then brings us to 1L diversity fellowships — another recent phenomenon and one to watch going forward. Overall, 55% of the 2022 1L summer associates were diversity fellows, which is the same percentage as 2021 but the numbers are very different as firms employed over 50% more 1L associates in 2022 than 2021. In terms of actual numbers, more than 900 of the 1,665 1L students who participated in 2022 summer programs were 1L diversity fellows. Relatedly, a new metric this year is the percentage of students accepting an associate offer who were 1L diversity fellows at their firm. Overall, approximately 350 of the 5,500 2L summer associates accepting associate jobs had been 1L diversity fellows at their firm during the summer of 2021 — just over 6%. Notably and as mentioned, the 1L summer class was smaller in 2021 than 2022, being just 1,103 students, of whom 606 (55%) were 1L diversity fellows. Thus, the greater number of 1L diversity fellows in 2022 may eventually translate into a greater number of these students accepting associate offers next year, even if the overall percentage doesn't change. It could also mean that the dramatic increase in size of the 1L class and the use of 1L diversity fellowships is an indication that the shift in early offers favoring top students is a longer-term trend as firms utilize their 1L summer program more heavily to meet their diversity goals.

Taking an industry-wide perspective, it has become clear that the recruiting days of yore are not returning and that the developments born out of the pandemic are our new recruiting normal. However, as an increasing number of reports issued these past few weeks have announced falling partner profits, softening hours, and excess capacity at law firms mingled with projections of record rate increases and bullish growth for 2023, the only solid prediction one can make about the upcoming recruiting cycle is that it won't be dull.

Introduction

BY DANIELLE A. TAYLOR, NALP DIRECTOR OF RESEARCH

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 overall, and as we saw in the 2020 and 2021 recruiting cycles, by global events such as the COVID-19 pandemic and the national dialogue around racial justice issues. Some of the transformations brought about by the pandemic, such as virtual interviewing, seem here to stay as evidenced by NALP's newest metrics this year on the format of screening and callback interviews. Precruiting activity, while still concentrated in the Northeast region, grew at an accelerated pace during the 2022 recruiting cycle.

As a service to our members and the legal profession, NALP annually reports on the level of employer activity on campuses, employer participation in job fairs, and the outcomes of summer programs and recruiting. The first part of this report details recruitment activity for summer 2023 on campus (both in-person and virtually) and at job fairs, providing comparisons with the summer 2022 recruiting cycle from the perspective of employers. The second part provides information on summer program characteristics. The final section of the report provides information on the outcomes of summer 2022 programs and of summer 2023 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,
- the format of interviews,
- early OCI activity,
- the extent to which employers returned to campus (in-person or virtually) post-OCI to solicit additional 2L candidates and,
- the use of assessment tools in the recruiting process.

The findings in this report are based on legal employer responses to the *Survey of Legal Employers on 2022 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 statistics of first-year (Class of 2025) students and third-year (Class of 2023) students for summer 2023 associate positions are not included. Documentation of summer 2022 program outcomes includes only Class of 2023 graduates, and not any Class of 2022 graduates who participated in the summer 2022 program after graduation. Class of 2024 (1L) participation in the summer 2022 program is reported on separately from the 2L program in this report.

NALP Geographic Regions

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

Table 1. Summer Program Outcomes and Fall Recruiting, 1993-2022

(as reported by firms)

	Summer Programs				Fall Recruiting of 2Ls			
Year	Median Size	Average Size	% Receiving Offer	% Accepting Offer	Median # of Offers	Average # of Offers	% of Interviews Resulting in Offer	% of Offers Accepted
2022	5	13	97.1%	89.3%	9	28	52.2%	41.3%
2021	5	12	97.4	88.9	10	31	57.8	37.3
2020	5	11	96.7	87.8	8*	29*	50.0*	41.2*
2019	5	13	97.6	87.5	11	33	51.0	36.5
2018	5	14	96.9	87.5	11	36	53.2	34.9
2017	6	14	95.0	86.1	12	38	51.9	34.4
2016	6	14	94.6	85.5	11	38	53.3	33.2
2015	6	13	95.3	84.1	12	38	53.8	32.7
2014	5	12	93.4	84.5	9.5	35	52.1	33.8
2013	5	11	91.6	83.9	8	27	47.0	35.4
2012	5	9	90.2	85.5	8	20	44.2	38.2
2011	5	8	91.4	85.0	10	22	46.4	37.1
2010	4	8	87.4	82.7	9	19	40.6	40.4
2009	6	12	69.3	84.5	7	16	36.4	42.8
2008	6	13	89.9	79.7	10	30	46.6	32.5
2007	6	13	92.8	76.8	15	39	60.0	29.1
2006	6	11	90.8	73.4	15	37	62.7	28.8
2005	6	12	90.6	73.0	16	37	59.6	30.3
2004	5	11	91.0	72.4	13	34	56.8	31.2
2003	5	10	87.0	77.0	11	29	52.9	31.4
2002	5	11	80.9	74.0	11	23	49.8	35.1
2001	6	12	84.2	72.8	11	26	51.4	34.9
2000	8.5	14	89.7	65.8	22	44	62.6	31.0
1999	8	13	88.9	65.2	21	41	63.8	29.0
1998	9	13	89.0	68.4	26	49	42.4	28.6
1997	8	12	88.2	60.1	24	40	52.3	30.0
1996	6	10	87.3	63.5	18	31	47.7	32.6
1995	8	11	84.3	64.6	14	30	55.7	32.3
1994	7	11	83.1	62.4	15	26	53.6	30.1
1993	8	10	77.8	67.0	15	27	48.2	33.0

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

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

Table 2. **Total Number of Second-Years Participating in Summer Programs and Receiving Offers, 2007-2022**

(as reported by firms)

Year	# of Students in Summer Program	# of Students Receiving Associate Offers	# of Offices
2022	6,365	6,182	503
2021	5,411	5,268	466
2020	5,574*	5,390*	510*
2019	5,587	5,452	417
2018	5,120	4,962	367
2017	5,154	4,898	373
2016	5,312	5,025	373
2015	4,329	4,127	335
2014	4,433	4,141	363
2013	4,501	4,121	410
2012	2,769	2,498	305
2011	2,260	2,065	278
2010	1,881	1,644	242
2009	3,779	2,620	307
2008	5,033	4,523	374
2007	5,359	4,974	425

* Figures for 2020 include both offices that hosted a summer program and those that originally planned to host a summer program, but canceled it due to the COVID-19 pandemic.

Note: Figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time.

Chart 1. **Summer Programs — Median and Average Class Sizes, 1993–2022**

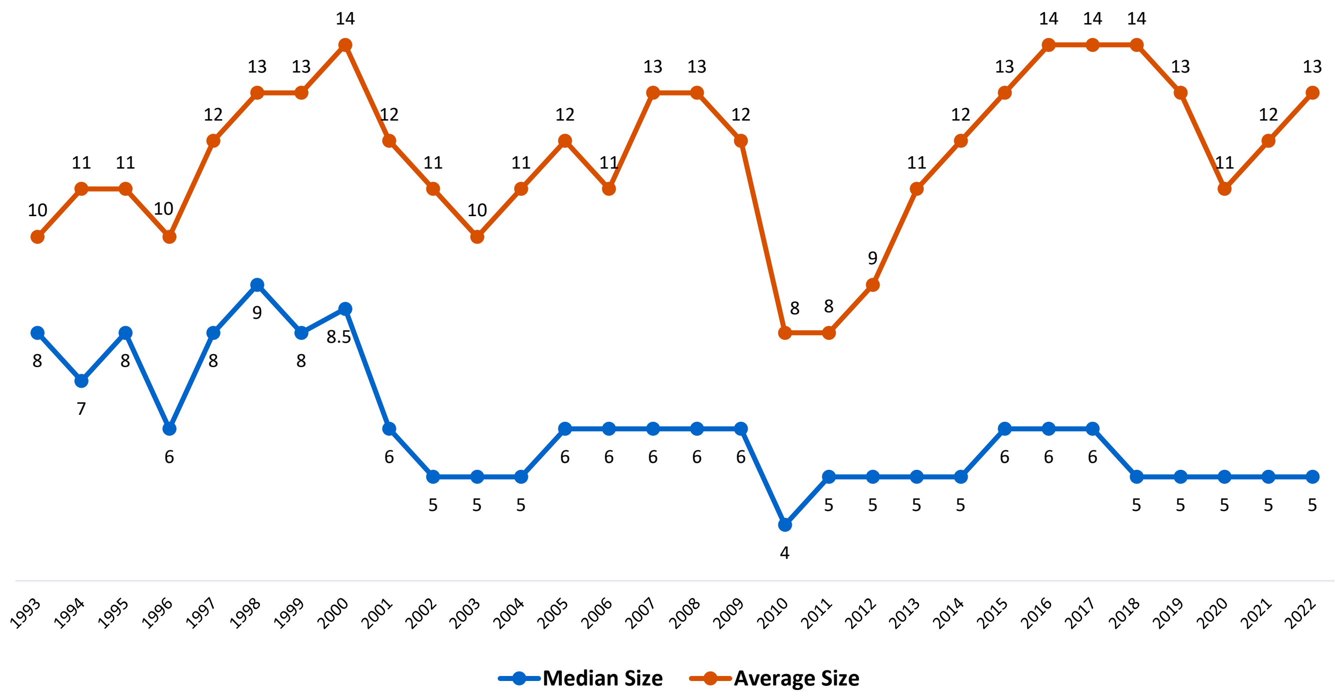


Chart 2. **Summer Program Outcomes — Percentage of Summer Associates Receiving and Accepting Offers, 1993–2022**

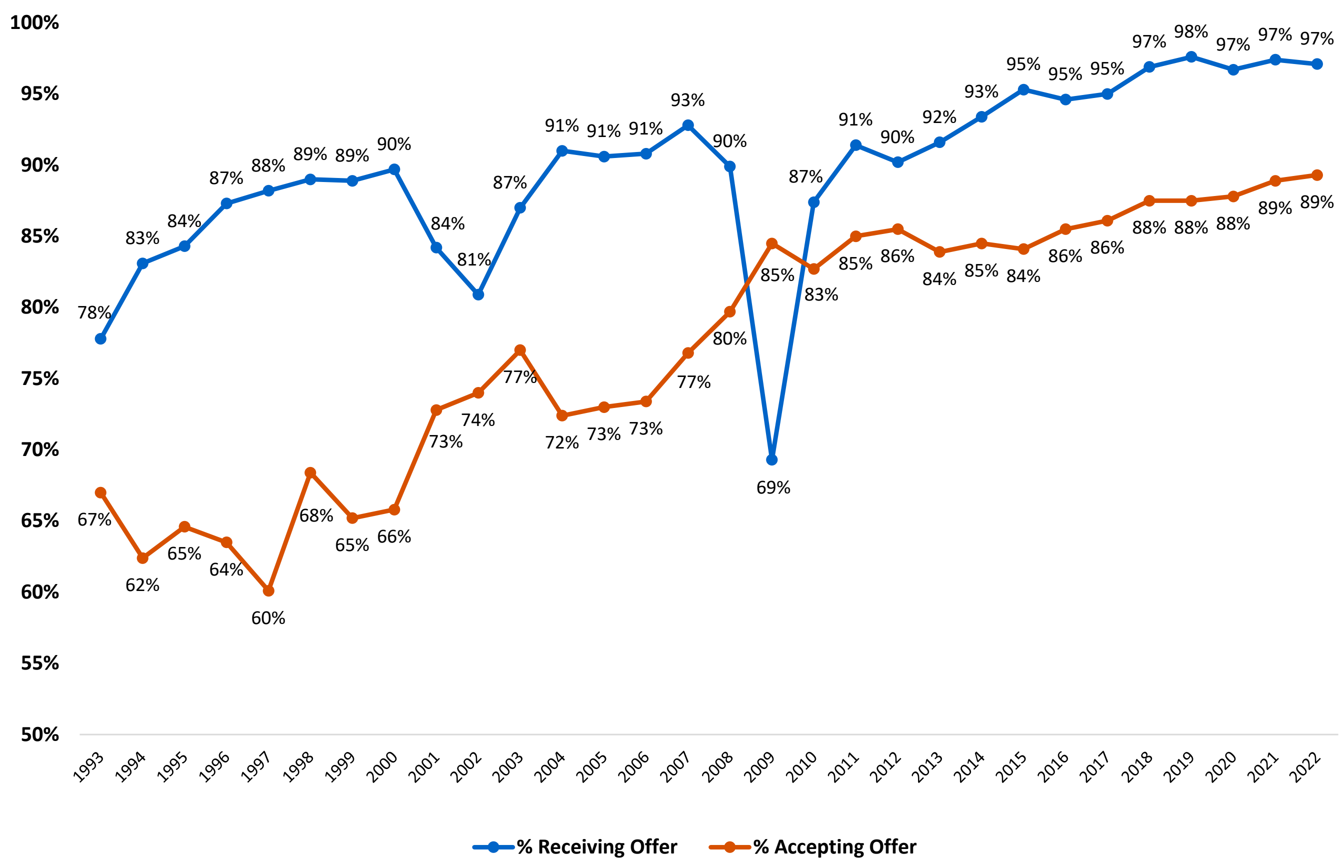


Chart 3. Total Number of Second-Years Participating in Summer Programs and Receiving Offers, 2007–2022

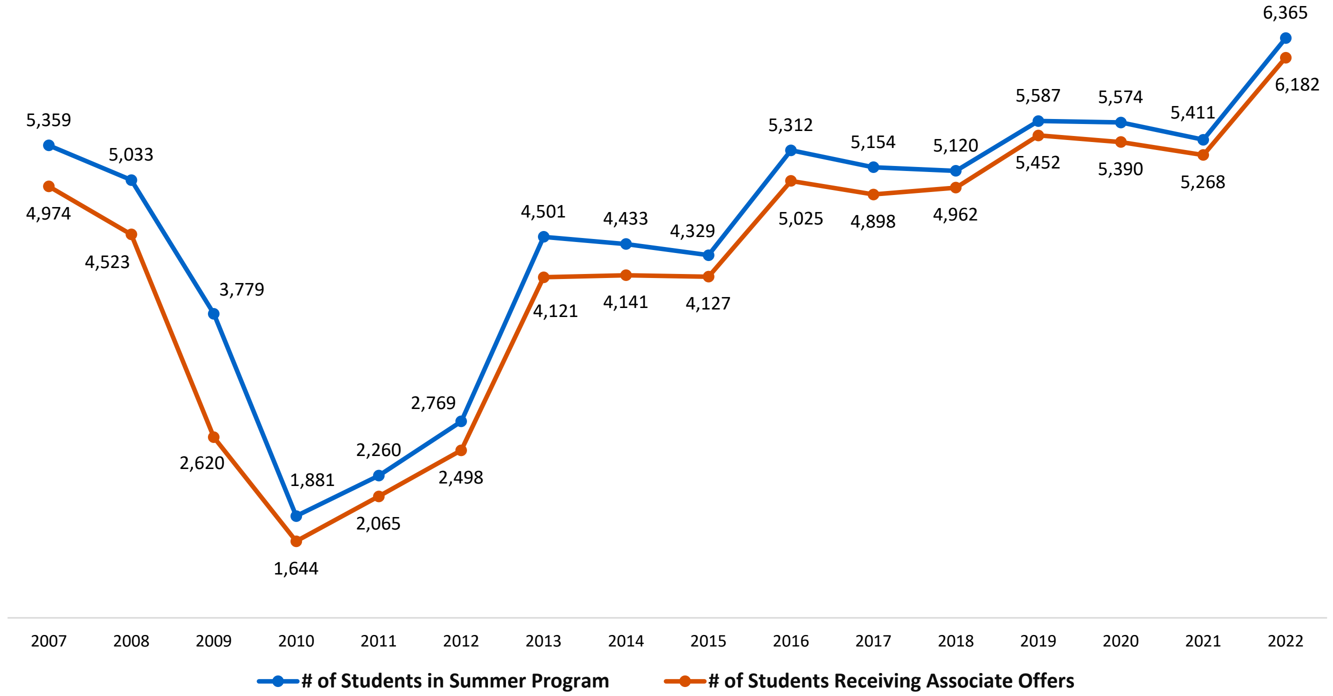


Chart 4. Fall Recruiting of 2Ls — Median and Average Number of 2L Offers for Summer Associate Positions, 1993–2022

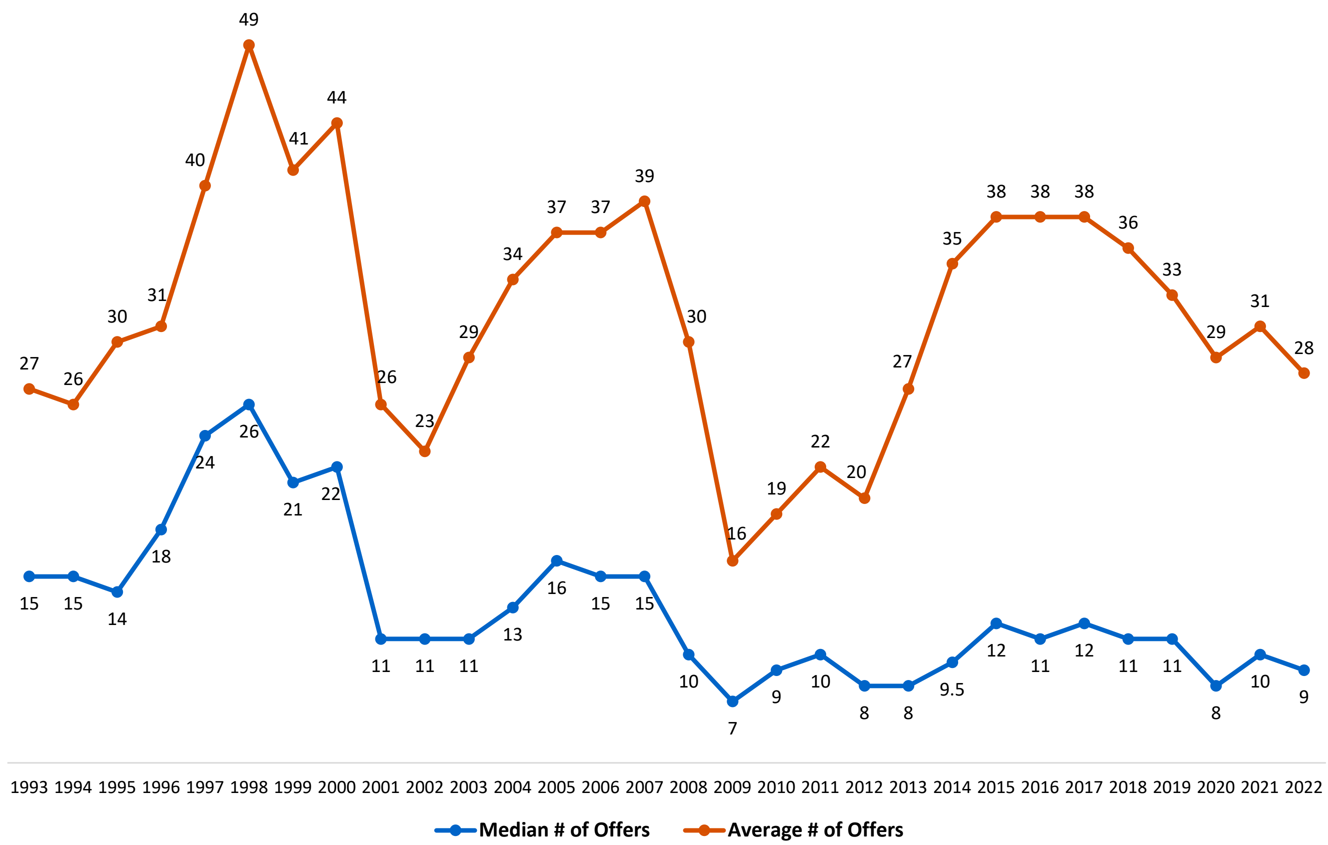
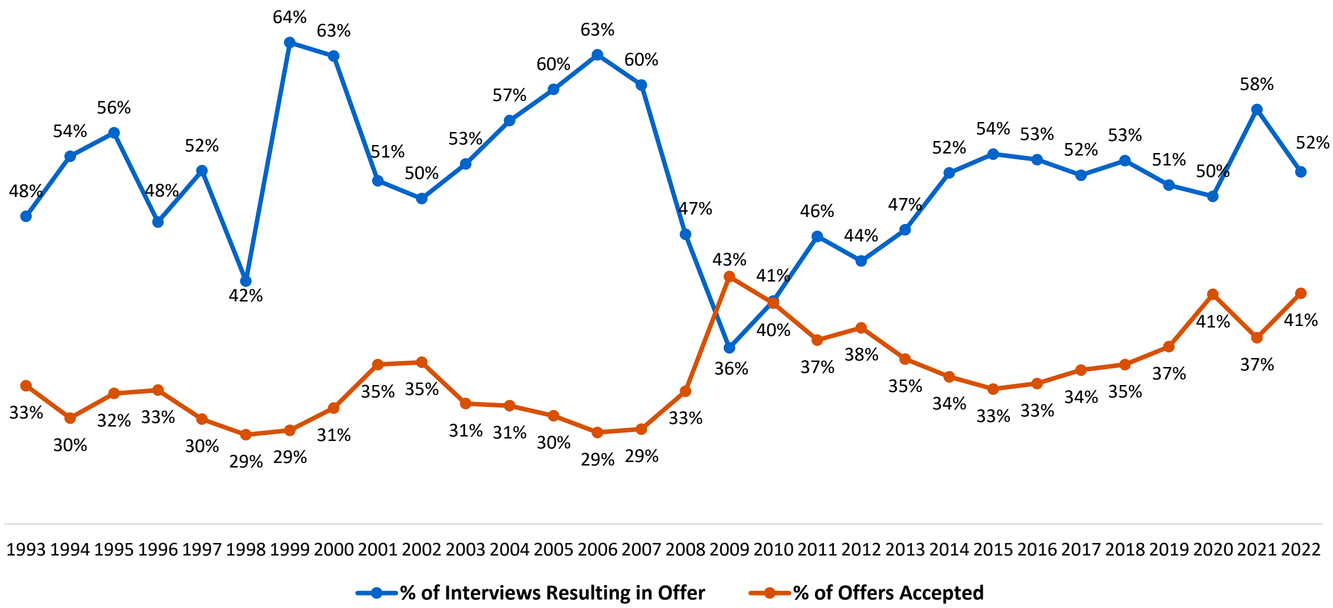


Chart 5. Fall Recruiting of 2Ls — Percentage of Interviews Resulting in Offers to 2Ls and Percentage of Offers Accepted, 1993–2022



2022 Recruiting Activity

Employer Perspective

A total of 410 employers, mostly law firms, provided information on recruiting activity. The vast majority of responses (86%) were from firms of more than 250 lawyers. Nationwide, the median number of schools at which employers recruited was 6, down from 7 in fall 2021. However, employers were much more likely to report an increase in the number of schools at which they recruited (42%) than they were to report a decrease in the number of schools (19%). More than 39% of employers reported no change in the number of schools visited. (See Tables 3-4.)

- By firm size, medians ranged from 4 schools at firms of 501-700 lawyers to 9 schools at firms of 251-500 lawyers. For smaller offices, regardless of overall firm size, the median was typically 4 or fewer schools. It should be kept in mind; however, that firm or office size does not always correlate with the number of schools visited, because multi-office firms vary a great deal in how their OCI programs are structured. For example, in some firms each office conducts its own visits; therefore, the number of schools visited by that office may be relatively low, even though the firm as a whole may visit many schools. Other firms may split up the school visits, with each office responsible for visiting a few schools, but interviewing on behalf of multiple, or all offices, again resulting in lower numbers per office. In other firms, all visits are done by a single office, resulting in fairly large OCI numbers. All of these structures and more are present in the data reported in these tables, as is some composite firm-wide reporting, covering activity at all offices nationwide.

- Offices in firms of 101-250 lawyers were most likely to have made no change to their school numbers (55%) and offices in firms of 251-500 lawyers were most likely to report an increase in their school numbers (48%). One-quarter of firms with more than 700 lawyers decreased their school visits.

- On a regional basis, the median number of schools visited ranged from 4 in the Southeast to 9 in the Northeast. Employers in the Northeast were also the most likely to interview at 9 or more schools (51% of offices). The percentage of offices increasing the number of schools visited ranged from 21% in the Mid-Atlantic region to 55% in the Midwest. Offices in the West/Rocky Mountain region were the most likely to report no change in the number of schools visited (50% of offices) and offices in the Mid-Atlantic region were the most likely to report a decrease in school visits (32% of offices).

- Regional averages are not necessarily indicative of activity on the part of employers in a given city or state within that region. For example, offices in Boston and San Diego were more likely to have decreased the number of schools visited than were offices in their respective region as a whole; whereas offices in Dallas and the Silicon Valley were more likely to have increased the number of schools visited compared to their regions. Offices in New York City visited the most schools, with a median of 10.

- Information collected on the number of screening interviews that took place at the schools visited show that approximately 33% of employers conducted a relatively stable number of screening interviews (a change of 10% or less in the number) for summer 2023 programs as compared to summer 2022. About 31% of employers had a decrease of more than 10% in their number of screening interviews, and 36% reported an increase of more than 10% in their number of screening interviews.

(continued on page 14)

(continued from page 13)

- These distributions varied considerably by firm size and region. For example, offices in the Mid-Atlantic region were more likely to have relatively stable screening interview numbers that changed by 10% or less (45% of offices). Offices in the Southeast and Midwest were most likely to have reported an increase of more than 10% in their screening interviews (48% of offices); although schools in the Southeast were also most likely to report a decrease of more than 10% in their screening interviews (35% of offices). By firm size, firms of 101-250 were most likely to have experienced an increase of more than 10% in their number of screening interviews (43% of offices); while firms of more than 700 lawyers were most likely to report a decrease of more than 10% (35% of offices). Screening interview numbers were most stable in firms of 100 or fewer lawyers. (See Table 5.)

- A new inquiry of legal employers this year regarded the format of their screening interviews. Overall, more than 93% of screening interviews took place virtually and two-thirds of offices reported that all of their screening interviews were virtual in format. Just 2.5% of offices held all of their screening interviews in-person. Firms in the Northeast had the highest percentage of virtual screening interviews (99%), while firms in the Southeast had the lowest percentage of virtual screening interviews (78%). However, percentages varied widely by city/state. For example, just 33% of screening interviews with Ohio offices took place virtually, while 100% of screening interviews with Austin and Charlotte offices were virtual in format. (See Table 6.)

- More than 37% of responding employers did not participate in any job fairs and 65% of employers participated in the same number of job fairs for the summer 2023 recruiting cycle as compared to the summer 2022 cycle. Small offices, regardless of firm size, typically participated in fewer than 2 job fairs. (See Tables 7-8.)

- On a regional basis, offices in the Midwest were most likely to participate in job fairs, with 72% doing so. Conversely, offices in the Mid-Atlantic region were least likely to participate in job fairs, with fewer than half participating. Offices in the Northeast and Midwest were the most likely to have participated in 3 or more job fairs (20%). Maintaining the same number of job fairs was the norm, particularly in the Northeast region, where almost three-fourths of employers reported the same number of job fairs compared to the prior recruiting cycle.

- Again, regional norms are not necessarily indicative of activity within a given city or state. For example, offices in Dallas and Seattle were more likely to participate in 3 or more job fairs compared with their respective regions as a whole; while offices in Austin and San Diego were more likely to indicate that they did not participate in any job fairs compared to their respective regions.

Table 3. On-Campus Interviewing Activity (in person or virtually) for Summer 2023 and Comparisons with Recruiting for Summer 2022 as Reported by Employers — By Size

(in percentages except for medians and counts)

		Number of Schools Visited for the Summer 2023 Recruiting Cycle					Number of Schools Visited for the Summer 2022 Recruiting Cycle		
	# of Offices	None*	1-3	4-8	9 or More	Median**	Decrease	No Change	Increase
Total — All Employers	**410**	**0.5%**	**26.9%**	**36.4%**	**36.2%**	**6.0**	**18.8%**	**39.3%**	**42.0%**
Firms of 100 or Fewer Lawyers	13	0.0	30.8	30.8	38.5	6.0	15.4	53.8	30.8
Offices of 51-100 Lawyers	7	0.0	28.6	28.6	42.9	6.0	14.3	57.1	28.6
Firms of 101-250 Lawyers	43	0.0	25.6	46.5	27.9	6.0	7.5	55.0	37.5
Offices of 25 or Fewer Lawyers	5	0.0	60.0	40.0	0.0	3.0	0.0	80.0	20.0
Offices of 26-50 Lawyers	5	0.0	40.0	40.0	20.0	4.0	0.0	60.0	40.0
Offices of 101-250 Lawyers	15	0.0	26.7	53.3	20.0	5.0	14.3	42.9	42.9
Firms of 251-500 Lawyers	69	1.4	25.7	22.9	50.0	9.0	10.1	42.0	47.8
Offices of 25 or Fewer Lawyers	8	0.0	87.5	12.5	0.0	1.5	0.0	42.9	57.1
Offices of 26-50 Lawyers	12	7.7	38.5	53.8	0.0	4.0	7.7	61.5	30.8
Offices of 51-100 Lawyers	7	0.0	57.1	28.6	14.3	3.0	0.0	57.1	42.9
Offices of 101-250 Lawyers	12	0.0	16.7	25.0	58.3	9.5	0.0	50.0	50.0
Offices of 251+ Lawyers	6	0.0	0.0	33.3	66.7	10.0	16.7	66.7	16.7

(continued on page 16)

(continued from page 15)

Table 3. **On-Campus Interviewing Activity (in person or virtually) for Summer 2023 and Comparisons with Recruiting for Summer 2022 as Reported by Employers — By Size**

(in percentages except for medians and counts)

		Number of Schools Visited for the Summer 2023 Recruiting Cycle					Number of Schools Visited for the Summer 2022 Recruiting Cycle		
	# of Offices	None*	1-3	4-8	9 or More	Median**	Decrease	No Change	Increase
Firms of 501-700 Lawyers	45	0.0%	48.9%	22.2%	28.9%	4.0	9.3%	44.2%	46.5%
Offices of 26-50 Lawyers	12	0.0	83.3	8.3	8.3	2.0	0.0	66.7	33.3
Offices of 51-100 Lawyers	10	0.0	60.0	30.0	10.0	3.0	0.0	33.3	66.7
Offices of 101-250 Lawyers	7	0.0	28.6	42.9	28.6	6.0	0.0	66.7	33.3
Offices of 251+ Lawyers	5	0.0	20.0	20.0	60.0	9.0	40.0	20.0	40.0
Firms of 701+ Lawyers	240	0.4	23.2	41.5	34.9	6.0	25.1	34.0	40.9
Offices of 25 or Fewer Lawyers	31	0.0	54.8	38.7	6.5	3.0	6.7	36.7	56.7
Offices of 26-50 Lawyers	57	0.0	45.6	47.4	7.0	4.0	22.2	38.9	38.9
Offices of 51-100 Lawyers	53	0.0	20.8	54.7	24.5	5.0	30.8	36.5	32.7
Offices of 101-250 Lawyers	52	1.9	1.9	56.6	39.6	8.0	35.8	30.2	34.0
Offices of 251+ Lawyers	23	0.0	0.0	0.0	100.0	16.0	26.1	34.8	39.1

Note: This table includes office/firms that reported visiting at least one school in the recruiting cycle for summer 2022 and/or the recruiting cycle for summer 2023. The number of offices reporting both summer 2022 and summer 2023 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 either recruiting cycle. Counts by office size within firm size do not add up to the total count for the firm size because office size information is not included for surveys that reported multi-office or firm-wide data; and for office-specific reporting, office size data is only reported if there were a minimum of at least 5 offices of that size.

* These employers did visit schools for the summer 2022 recruiting cycle.

**Medians are calculated based on employers making visits for the summer 2023 recruiting cycle.

Table 4. On-Campus Interviewing Activity (in person or virtually) for Summer 2023 and Comparisons with Recruiting for Summer 2022 as Reported by Employers — by NALP Region and City/State

(in percentages except for medians and counts)

		Number of Schools Visited for the Summer 2023 Recruiting Cycle					Number of Schools Visited for the Summer 2022 Recruiting Cycle		
	# of Offices	None*	1-3	4-8	9 or More	Median**	Decrease	No Change	Increase
Total — All Employers	**410**	**0.5%**	**26.9%**	**36.4%**	**36.2%**	**6.0**	**18.8%**	**39.3%**	**42.0%**
Northeast	58	1.7	11.9	35.6	50.8	9.0	16.9	42.4	40.7
Boston	11	0.0	36.4	36.4	27.3	5.0	27.3	36.4	36.4
New York City	38	2.6	5.1	35.9	56.4	10.0	15.4	43.6	41.0
Mid-Atlantic	54	0.0	29.6	46.3	24.1	6.0	32.1	47.2	20.8
Pennsylvania	7	0.0	42.9	42.9	14.3	4.0	42.9	28.6	28.6
Washington, DC/ Northern VA area	34	0.0	17.6	50.0	32.4	7.0	29.4	52.9	17.6
Southeast	80	1.2	35.8	40.7	22.2	4.0	21.8	37.2	41.0
Atlanta	6	0.0	16.7	50.0	33.3	6.5	0.0	50.0	50.0
Austin	5	0.0	80.0	0.0	20.0	2.0	20.0	40.0	40.0
Charlotte	6	0.0	50.0	16.7	33.3	4.0	33.3	33.3	33.3
Dallas	12	7.7	15.4	61.5	15.4	5.0	30.8	15.4	53.8
Houston	15	0.0	33.3	53.3	13.3	4.0	35.7	42.9	21.4
Miami/Ft. Lauderdale/W. Palm Beach	9	0.0	33.3	44.4	22.2	5.0	22.2	44.4	33.3
Other areas in Florida	7	0.0	100.0	0.0	0.0	3.0	28.6	42.9	28.6
Midwest	64	0.0	28.1	37.5	34.4	5.0	16.1	29.0	54.8
Chicago	31	0.0	12.9	51.6	35.5	6.0	17.2	34.5	48.3
Michigan	6	0.0	50.0	33.3	16.7	3.5	0.0	33.3	66.7
Ohio	7	0.0	42.9	28.6	28.6	4.0	0.0	28.6	71.4
Wisconsin	5	0.0	40.0	20.0	40.0	5.0	40.0	20.0	40.0
West/Rocky Mountain	102	0.0	38.2	43.1	18.6	4.5	11.2	50.0	38.8
Denver area	9	0.0	77.8	11.1	11.1	2.0	0.0	66.7	33.3
Los Angeles and Orange County	33	0.0	33.3	51.5	15.2	4.0	15.2	54.5	30.3
San Diego	5	0.0	0.0	100.0	0.0	6.0	20.0	40.0	40.0
San Francisco	16	0.0	25.0	43.8	31.3	7.0	13.3	40.0	46.7
Seattle	6	0.0	66.7	16.7	16.7	2.0	0.0	66.7	33.3
Silicon Valley	6	0.0	16.7	66.7	16.7	4.0	0.0	40.0	60.0

Note: This table includes office/firms that reported visiting at least one school in the recruiting cycle for summer 2022 and/or the recruiting cycle for summer 2023. The number of offices reporting both summer 2022 and summer 2023 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 either recruiting cycle. Specific city information may include firms which recruit for additional offices in other cities and/or a few offices in suburban locations. City figures generally do not include offices that submitted a single composite survey to cover recruiting activity in multiple cities nationwide. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

*These employers did visit schools for the summer 2022 recruiting cycle.

**Medians are calculated based on employers making visits for the summer 2023 recruiting cycle.

Table 5. Screening Interview Activity for the Summer 2023 Recruiting Cycle Compared with Summer 2022 as Reported by Employers

	Number of Screening Interviews for Summer 2023 Compared to Summer 2022			
	Decrease of More than 10%	Change of 10% or Less	Increase of More than 10%	# of Offices
Total — All Employers	**30.7%**	**32.8%**	**36.4%**	**332**
By Number of Lawyers Firm-Wide				
100 or Fewer	18.2	45.5	36.4	11
101-250	20.0	36.7	43.3	30
251-500	31.6	33.3	35.1	57
501-700	15.6	43.8	40.6	32
701+	35.1	29.7	35.1	202
By NALP Region				
Northeast	33.3	42.2	24.4	45
Mid-Atlantic	29.8	44.7	25.5	47
Southeast	34.9	17.5	47.6	63
Midwest	30.8	21.2	48.1	52
West/Rocky Mountain	27.1	37.6	35.3	85
By City/State				
Atlanta	0.0	20.0	80.0	5
Boston	44.4	11.1	44.4	9
Charlotte	50.0	0.0	50.0	6
Chicago	40.0	16.0	44.0	25
Dallas	50.0	0.0	50.0	10
Denver area	33.3	33.3	33.3	6
Houston	61.5	0.0	38.5	13
Los Angeles and Orange County	30.0	43.3	26.7	30
Miami/Ft. Lauderdale/ W. Palm Beach	20.0	40.0	40.0	5
Michigan	33.3	33.3	33.3	6
New York City	29.0	51.6	19.4	31
Ohio	0.0	33.3	66.7	6
Other areas in Florida	33.3	33.3	33.3	6
San Diego	40.0	20.0	40.0	5
San Francisco	21.4	35.7	42.9	14
Seattle	16.7	66.7	16.7	6
Washington, DC/ Northern VA area	32.3	51.6	16.1	31

Note: This table includes offices/firms that reported having screening interviews for both the summer 2023 and summer 2022 recruiting cycles. Specific city information may include firms that 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. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

Table 6. Percentage of Screening Interviews for the Summer 2023 Recruiting Cycle That Took Place Virtually as Reported by Employers

	% of Screening Interviews that Were Virtual	# of Offices
Total — All Employers	**93.4%**	**400**
By Number of Lawyers Firm-Wide		
100 or Fewer	88.8	12
101-250	86.2	41
251-500	88.5	69
501-700	87.9	43
701+	95.5	235
By NALP Region		
Northeast	99.1	57
Mid-Atlantic	98.0	54
Southeast	77.6	80
Midwest	83.3	61
West/Rocky Mountain	95.5	102
By City/State		
Atlanta	68.5	6
Austin	100.0	5
Boston	99.1	11
Charlotte	100.0	6
Chicago	92.4	30
Dallas	68.1	12
Denver area	89.6	9
Houston	73.7	15
Los Angeles and Orange County	99.9	33
Miami/Ft. Lauderdale/W. Palm Beach	94.8	9
Michigan	61.4	7
New York City	99.7	38
Ohio	33.0	7
Other areas in Florida	91.8	7
Pennsylvania	95.0	8
San Diego	93.0	5
San Francisco	99.9	16
Seattle	95.1	6
Silicon Valley	86.5	5
Washington, DC/Northern VA area	99.2	33
Wisconsin	80.1	5

Note: This table includes offices/firms that reported having screening interviews for the summer 2023 recruiting cycle and reported the format (virtual or in-person) of those interviews. Cities/states included in this table had at least 5 offices reporting and at least 100 screening interviews reported. Specific city information may include firms that 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. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area. Overall, 66.0% of offices reported that all of their screening interviews took place virtually and 2.5% reported that all of their screening interviews were in-person.

Table 7. Job Fair Participation (in person or virtually) for the Summer 2023 Recruiting Cycle Compared with Summer 2022 as Reported by Employers — by Size

(in percentages except for counts)

		Number of Job Fairs/Consortia Programs for the Summer 2023 Recruiting Cycle				Job Fair Participation Compared to the Summer 2022 Recruiting Cycle		
	# of Offices	None	One	Two	Three or More	Increased	Decreased	Stayed the Same
Total — All Employers	**418**	**37.3%**	**28.0%**	**15.3%**	**19.4%**	**21.6%**	**13.0%**	**65.4%**
Firms of 100 or Fewer Lawyers	14	35.7	28.6	35.7	0.0	21.4	0.0	78.6
Offices of 51-100 Lawyers	7	14.3	42.9	42.9	0.0	14.3	0.0	85.7
Firms of 101-250 Lawyers	44	36.4	34.1	13.6	15.9	11.6	9.3	79.1
Offices of 25 or Fewer Lawyers	5	100.0	0.0	0.0	0.0	0.0	0.0	100.0
Offices of 26-50 Lawyers	5	60.0	0.0	40.0	0.0	20.0	20.0	60.0
Offices of 101-250 Lawyers	16	25.0	37.5	6.3	31.3	18.8	12.5	68.8
Firms of 251-500 Lawyers	75	34.7	25.3	16.0	24.0	27.0	12.2	60.8
Offices of 25 or Fewer Lawyers	10	60.0	40.0	0.0	0.0	20.0	0.0	80.0
Offices of 26-50 Lawyers	15	66.7	33.3	0.0	0.0	20.0	13.3	66.7
Offices of 51-100 Lawyers	8	50.0	25.0	25.0	0.0	25.0	12.5	62.5
Offices of 101-250 Lawyers	12	25.0	33.3	25.0	16.7	16.7	8.3	75.0
Offices of 251+ Lawyers	6	33.3	0.0	0.0	66.7	50.0	0.0	50.0
Firms of 501-700 Lawyers	46	41.3	30.4	8.7	19.6	18.2	2.3	79.5
Offices of 26-50 Lawyers	13	61.5	30.8	7.7	0.0	30.8	0.0	69.2
Offices of 51-100 Lawyers	10	60.0	30.0	0.0	10.0	0.0	0.0	100.0
Offices of 101-250 Lawyers	7	42.9	14.3	14.3	28.6	33.3	0.0	66.7
Offices of 251+ Lawyers	5	0.0	60.0	20.0	20.0	0.0	20.0	80.0

(continued on page 21)

(continued from page 20)

Table 7. Job Fair Participation (in person or virtually) for the Summer 2023 Recruiting Cycle Compared with Summer 2022 as Reported by Employers — by Size

(in percentages except for counts)

		Number of Job Fairs/Consortia Programs for the Summer 2023 Recruiting Cycle				Job Fair Participation Compared to the Summer 2022 Recruiting Cycle		
	# of Offices	None	One	Two	Three or More	Increased	Decreased	Stayed the Same
Firms of 701+ Lawyers	239	37.7%	27.2%	15.5%	19.7%	22.3%	16.7%	60.9%
Offices of 25 or Fewer Lawyers	32	78.1	15.6	3.1	3.1	13.3	6.7	80.0
Offices of 26-50 Lawyers	55	56.4	29.1	10.9	3.6	15.4	11.5	73.1
Offices of 51-100 Lawyers	52	36.5	42.3	11.5	9.6	23.1	23.1	53.8
Offices of 101-250 Lawyers	53	24.5	32.1	22.6	20.8	24.5	18.9	56.6
Offices of 251+ Lawyers	23	8.7	17.4	30.4	43.5	26.1	30.4	43.5

Note: Figures are based on employers that interviewed on campus or participated in job fairs for either the summer 2023 or summer 2022 recruiting cycles. Counts by office size within firm size do not add up to the total count for the firm size because office size information is not included for surveys that reported multi-office or firm-wide data; and for office-specific reporting, office size data is only reported if there were a minimum of at least 5 offices of that size. The number of offices for the comparative analyses is slightly smaller than the number shown in the first column.

Table 8. Job Fair Participation (in person or virtually) for the Summer 2023 Recruiting Cycle Compared with Summer 2022 as Reported by Employers — by NALP Region and City/State *(in percentages except for counts)*

		Number of Job Fairs/Consortia Programs for the Summer 2023 Recruiting Cycle				Job Fair Participation Compared to the Summer 2022 Recruiting Cycle		
	# of Offices	None	One	Two	Three or More	Increased	Decreased	Stayed the Same
Total — All Employers	**418**	**37.3%**	**28.0%**	**15.3%**	**19.4%**	**21.6%**	**13.0%**	**65.4%**
Northeast	59	39.0	25.4	15.3	20.3	13.8	12.1	74.1
Boston	12	33.3	50.0	16.7	0.0	25.0	0.0	75.0
New York City	38	44.7	18.4	13.2	23.7	13.2	15.8	71.1
Mid-Atlantic	57	50.9	26.3	12.3	10.5	19.3	14.0	66.7
Pennsylvania	8	37.5	25.0	37.5	0.0	37.5	0.0	62.5
Washington, DC/ Northern VA area	36	50.0	27.8	8.3	13.9	19.4	16.7	63.9
Southeast	82	40.2	29.3	20.7	9.8	20.3	13.9	65.8
Atlanta	8	25.0	37.5	37.5	0.0	12.5	12.5	75.0
Austin	5	80.0	0.0	20.0	0.0	0.0	20.0	80.0
Charlotte	6	50.0	33.3	16.7	0.0	33.3	0.0	66.7
Dallas	14	14.3	50.0	14.3	21.4	42.9	7.1	50.0
Houston	15	33.3	20.0	40.0	6.7	26.7	13.3	60.0
Miami/Ft. Lauderdale/W. Palm Beach	9	44.4	33.3	11.1	11.1	0.0	37.5	62.5
Other areas in Florida	7	85.7	0.0	14.3	0.0	14.3	0.0	85.7
Midwest	65	27.7	35.4	16.9	20.0	17.5	14.3	68.3
Chicago	31	19.4	29.0	25.8	25.8	17.2	17.2	65.5
Michigan	6	50.0	50.0	0.0	0.0	33.3	0.0	66.7
Minneapolis	5	20.0	40.0	40.0	0.0	0.0	20.0	80.0
Ohio	7	42.9	57.1	0.0	0.0	14.3	0.0	85.7
Wisconsin	5	40.0	40.0	20.0	0.0	0.0	20.0	80.0
West/Rocky Mountain	102	50.0	36.3	8.8	4.9	23.2	11.1	65.7
Denver area	9	55.6	44.4	0.0	0.0	44.4	0.0	55.6
Los Angeles and Orange County	32	59.4	37.5	3.1	0.0	18.8	6.3	75.0
San Diego	6	66.7	33.3	0.0	0.0	0.0	33.3	66.7
San Francisco	16	12.5	62.5	12.5	12.5	46.7	13.3	40.0
Seattle	6	50.0	16.7	16.7	16.7	33.3	0.0	66.7
Silicon Valley	7	42.9	42.9	14.3	0.0	16.7	50.0	33.3

Note: Figures are based on employers that interviewed on campus or participated in job fairs for either the summer 2023 or summer 2022 recruiting cycles. The number of offices for the comparative analyses is slightly smaller than the number shown in the first column. Specific city information may include firms which recruit for additional offices in other cities and/or a few offices in suburban locations. City figures generally do not include offices that submitted a single composite survey to cover recruiting activity in multiple cities. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

Summer Program Characteristics

Overall, 502 employers hosted a summer 2022 program and reported the length of their program. The average summer 2022 program length was 9.8 weeks, up slightly from 9.5 weeks in summer 2021. Nearly 4 in 5 offices (79%) reported that their summer 2022 program was 10 weeks in length. Across all offices, summer programs ranged from 6 to 13 weeks. (See Table 9.)

- On a regional basis, summer program lengths were fairly similar, but there was more variation among individual cities and states. Areas in North Carolina outside of Charlotte had the shortest average program length of 7.8 weeks, followed by offices in New Jersey (8.6 weeks).
- By firm size, offices in firms of more than 700 lawyers had the longest average summer 2022 program (9.9 weeks) and firms of 101-250 lawyers had the shortest average program length (9.3 weeks).
- Among the 538 offices holding a summer program in 2022 and/or planning to host a summer 2023 program, 87% of offices reported that they held a summer program in 2022 and were planning to do so again in 2023. This percentage is lower in firms of 100 or fewer lawyers, in smaller offices, and in the Southeast region. Offices that hosted a summer program in 2022, but were not planning to do so in 2023, accounted for 6% of offices, and an additional 7% of offices did not host a program in 2022, but were planning to do so in 2023. Again, these percentages vary widely by city/state. (See Table 10.)

Table 9. **Length of Summer 2022 Programs**

	Most Common Program Lengths and % Reporting Each			Range of Lengths Reported (Weeks)			
	8 Weeks	9 Weeks	10 Weeks	Minimum Length	Maximum Length	Average Length (Weeks)	# of Offices
Total — All Employers	**4.2%**	**11.6%**	**79.3%**	**6**	**13**	**9.8**	**502**
By Number of Lawyers Firm-Wide							
100 or Fewer	13.3	6.7	66.7	6	12	9.5	15
101-250	9.8	15.7	54.9	6	13	9.3	51
251-500	8.0	9.2	78.2	8	12	9.8	87
501-700	8.0	24.0	66.0	6	10	9.5	50
701+	1.0	9.7	86.6	6	11	9.9	299
By Number of Lawyers in Office							
25 or Fewer	5.0	18.3	65.0	6	12	9.6	60
26-50	2.7	15.5	77.3	6	13	9.7	110
51-100	4.0	6.9	88.1	8	11	9.9	101
101-250	4.4	10.6	83.2	6	10	9.7	113
251+	0.0	2.5	82.5	9	12	10.2	40
By NALP Region and City/State							
Northeast	3.8	10.3	78.2	8	11	9.9	78
Boston	0.0	11.1	88.9	9	10	9.9	18
New York City	4.0	6.0	78.0	8	11	10.0	50
Mid-Atlantic	0.0	21.6	73.0	6	12	9.8	74
New Jersey	0.0	60.0	20.0	6	10	8.6	5
Philadelphia	0.0	40.0	60.0	9	10	9.6	5
Washington, DC/ Northern VA area	0.0	8.3	87.5	9	12	10.0	48
Southeast	4.9	10.8	73.5	6	11	9.4	102
Atlanta	11.1	44.4	33.3	8	11	9.4	9
Austin	0.0	0.0	87.5	7	10	9.6	8
Charlotte	0.0	14.3	85.7	9	10	9.9	7
Dallas	5.6	5.6	88.9	8	10	9.8	18
Houston	0.0	9.5	81.0	6	10	9.6	21
Miami/Ft. Lauderdale/W. Palm Beach	0.0	11.1	88.9	9	10	9.9	9
Other areas in Florida	0.0	0.0	100.0	10	10	10.0	10
Other areas in North Carolina	20.0	20.0	20.0	6	10	7.8	5

(continued on page 25)

(continued from page 24)

Table 9. **Length of Summer 2022 Programs**

	Most Common Program Lengths and % Reporting Each			Range of Lengths Reported (Weeks)			
	8 Weeks	9 Weeks	10 Weeks	Minimum Length	Maximum Length	Average Length (Weeks)	# of Offices
Midwest	0.0%	8.1%	89.2%	9	11	9.9	74
Chicago	0.0	2.9	94.1	9	11	10.0	34
Cleveland	0.0	0.0	100.0	10	10	10.0	5
Minneapolis	0.0	20.0	80.0	9	10	9.8	5
Wisconsin	0.0	0.0	100.0	10	10	10.0	6
West/Rocky Mountain	8.5	10.8	80.0	8	13	9.7	130
Denver area	22.2	11.1	66.7	8	10	9.4	9
Los Angeles and Orange County	0.0	11.6	86.0	9	13	10.0	43
San Diego	0.0	22.2	77.8	9	10	9.8	9
San Francisco	0.0	8.7	91.3	9	10	9.9	23
Seattle	28.6	0.0	71.4	8	10	9.4	7
Silicon Valley	0.0	0.0	100.0	10	10	10.0	9

Note: Specific city information may include offices in a few suburban locations, or firms where most lawyers are in that city. State information may include consolidated information reported by firms whose offices are primarily in that state. However, it generally does not include firms which submitted a single survey for multiple offices nationwide. These firms are also excluded from regional analyses. Information by region does include firms submitting a firm-wide form but whose offices are predominantly or wholly in that region. The summer program lengths reported in this table are the 3 most common nationwide for summer 2022. These 3 may not be the most common for smaller units of analysis. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area. Other areas in North Carolina includes locations reported outside of Charlotte.

Table 10. Summer Programs in 2022 and 2023

	% Holding Program in both 2022 and 2023	% Holding Program Only in 2022	% Holding Program Only in 2023	# of Offices
Total — All Employers	**87.4%**	**6.1%**	**6.5%**	**538**
By Number of Lawyers Firm-Wide				
100 or Fewer	76.5	11.8	11.8	17
101-250	88.9	5.6	5.6	54
251-500	78.7	13.8	7.4	94
501 -700	83.9	5.4	10.7	56
701+	90.9	3.8	5.4	317
By Number of Lawyers in Office				
25 or Fewer	64.0	16.0	20.0	75
26-50	82.5	4.8	12.7	126
51-100	93.3	4.8	1.9	104
101-250	93.0	5.2	1.7	115
251+	95.0	5.0	0.0	40
By NALP Region and City/State				
Northeast	91.4	4.9	3.7	81
Boston	100.0	0.0	0.0	18
New York City	92.3	3.8	3.8	52
Mid-Atlantic	85.0	8.8	6.3	80
New Jersey	83.3	16.7	0.0	6
Philadelphia	80.0	20.0	0.0	5
Pittsburgh	80.0	0.0	20.0	5
Washington DC/ Northern VA area	91.7	8.3	0.0	48
Wilmington	33.3	16.7	50.0	6
Southeast	83.2	7.1	9.7	113
Atlanta	100.0	0.0	0.0	9
Austin	80.0	0.0	20.0	10
Charlotte	87.5	0.0	12.5	8
Dallas	81.8	0.0	18.2	22
Houston	81.8	13.6	4.5	22
Miami/Ft. Lauderdale/ W. Palm Beach	66.7	8.3	25.0	12
Other areas in Florida	70.0	30.0	0.0	10
Other areas in North Carolina	80.0	20.0	0.0	5

(continued on page 27)

(continued from page 26)

Table 10. Summer Programs in 2022 and 2023

	% Holding Program in both 2022 and 2023	% Holding Program Only in 2022	% Holding Program Only in 2023	# of Offices
Midwest	85.0%	7.5%	7.5%	80
Chicago	94.3	2.9	2.9	35
Cleveland	100.0	0.0	0.0	5
Detroit area	60.0	0.0	40.0	5
Minneapolis	71.4	0.0	28.6	7
Wisconsin	66.7	33.3	0.0	6
West/Rocky Mountain	87.1	5.7	7.1	140
Denver area	72.7	9.1	18.2	11
Los Angeles & Orange County	95.5	2.3	2.3	44
San Diego	100.0	0.0	0.0	9
San Francisco	100.0	0.0	0.0	23
Seattle	75.0	12.5	12.5	8
Silicon Valley	66.7	8.3	25.0	12

Notes: Offices/firms included in this table held, or will hold, a summer program in at least one of the two years listed.

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. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area. Other areas in North Carolina includes locations reported outside of Charlotte.

Outcomes of Summer Programs & Fall Recruiting

A total of 503 employers reported information on the outcomes of their 2022 summer programs. Nearly 60% of respondents represented firms of more than 700 lawyers; however, responses from those large firms were often from small offices within the firm. For office-specific reports, about 34% of respondents were from the Northeast and Mid-Atlantic regions combined. The West/Rocky Mountain region accounted for 28% of responses, the Southeast region accounted for 22% of responses, and the Midwest accounted for 15%. Note that for firms submitting a single survey to cover multiple or all offices, the information generally was not attributed to a city, and in many cases not even to a region if their offices were located across the country.

Outcomes of Summer 2022 Programs

Responding employers reported a combined total of 6,365 students from the Class of 2023 participating in their 2022 summer programs, with an overall average class size of 13, up from 12 in summer 2021. The median number of students was 5, which it has been for each summer class since 2018. The median size ranged from 3 to 5, depending on firm size, with firms of 251-500 lawyers and firms of more than 700 lawyers having the largest median class size. (See Table 11.)

After being stable at 14 from 2016-2018, the average summer class size fell to 13 in 2019 and 11 in 2020, before increasing to 12 in 2021 and to 13 in 2022. Medians have not exceeded 6 since the start of this century and have usually been 5 or 6. The median and the average class size at the largest firms of more than 700 lawyers in 2022 were 5 and 15, respectively. Despite a small uptick from 14 in summer 2021, the average class size in the largest firms has overall been trending downward in recent years; after reaching an average of 22 in 2016.

Distinguishing between firms that submitted a composite survey to cover activity in multiple or all offices from those that submitted a survey pertaining to that office only reveals that, on a per office basis, the median class size was 4 and the average size was 10. For firms reporting on a firm-wide basis, the median class size was 16.5 and the average size was 28. For firm-wide reporting, the median ranged from 6 in firms of 101-250 lawyers to 43.5 in firms of more than 700 lawyers.

Overall, 97% of participants received an offer for an associate position, the same as in 2021. Additionally, employers reported that they had not yet made an offer decision for 0.6% of all summer program participants as of November 1, 2022. Nationally, the offer rate has been at or above 90% since 2011, after falling precipitously to 69% in 2009. The offer rates from summer programs for the past 5 summers (2018-2022) represent the highest in the 30 years that NALP has compiled comparable figures.

The overall offer acceptance rate from summer 2022 as of November 1 was 89%, also relatively unchanged from 2021. This is the highest acceptance rate on record since NALP began collecting this information in 1993. Across all offices, nearly 11% of students accepting an associate offer also spent their 1L summer with the office/firm, down from 12% last year.

- Measured in terms of either the average or the median, summer class sizes were largest in the Northeast and smallest in the Southeast and West/Rocky Mountain regions.

- 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 City programs.

(continued on page 30)

(continued from page 29)

- Offer rates were highest in the Midwest and Northeast regions, both at or above 99%, and lowest in the Mid-Atlantic region (93%).

Average and median summer program sizes mask a considerable range of sizes, however, and the distribution of those sizes. (See Table 12.)

- Overall, program sizes ranged from 1 to 257, but the most common program size (the mode) was 2, reported by 18% of offices. Overall, 40% of employers reported a class size of 1 to 3 students. Furthermore, the 95th percentile of program sizes, that is the size delineating the top 5% of offices from the bottom 95% is just 53.

- 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 (66% of offices), and the mode was 9; while just 24% of office-specific reports had programs of 10 or more second-years.

- For office-specific reports, program sizes ranged from 1 to 155 and the modal value ranged from 1 to 3 depending on firm size. The modal value reflects numerous small programs at smaller offices of large firms.

- A new metric collected in this year's survey is the percentage of all students accepting an associate offer who were 1L diversity fellows at the firm. Overall, just over 6% were 1L diversity fellows. In other words, of the approximately 5,500 2L summer associates accepting an associate offer, about 350 of them were 1L diversity fellows at their firm. However, this percentage varied widely by city and state. For example, 0% of students accepting an associate offer were 1L diversity fellows in San Diego and in locations in Florida outside of the Miami area. In contrast, 40% of students accepting an associate offer were 1L diversity fellows in locations in North Carolina outside of Charlotte.

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. Approximately 13% of employers reported acceptance rates of 75% or less and 24% reported acceptance rates between 75.1% and 99.9%. More than 62% of offices reported acceptance rates of 100%. The average acceptance rate was 90%. (See Table 13.)

- By overall firm size, the prevalence of 100% acceptance rates varied from 54% to 80% of firms. The average acceptance rate ranged from 85% at firms of 501-700 lawyers to 94% in firms of 100 or fewer lawyers.

- On a regional basis, offices in the Northeast were least likely to report acceptance rates of 100%, while offices in the West/Rocky Mountain region were the most likely to have reported acceptance rates of 75% or less. Additionally, the average acceptance rate was lowest in the West/Rocky Mountain region at 88%. The average acceptance rate was at or above 80% in all the cities/states reported except in Cleveland and locations in North Carolina outside of Charlotte.

Table 11. Summer 2022 Program Class Sizes and Outcomes

	Size of Program						
	Median	Average	% of Participants Receiving Offers	% of Offers Accepted	% of Acceptances Who Spent 1L Summer with Office/Firm	% of Acceptances Who Were 1L Diversity Fellows	# of Offices
Total — All Employers	**5.0**	**13**	**97.1%**	**89.3%**	**10.6%**	**6.4%**	**503**
By Number of Lawyers Firm-Wide							
100 or Fewer	3.0	4	90.8	93.2	5.5	1.8	15
101-250	4.0	5	92.8	83.7	14.4	8.8	51
251-500	5.0	10	93.5	90.6	13.4	7.3	87
501-700	4.0	11	96.8	87.3	22.3	11.5	50
701+	5.0	15	98.2	89.5	8.7	5.6	300
FIRM-WIDE/MULTI-OFFICE REPORTS							
All Firm-Wide/Multi-Office Reports	16.5	28	96.8	89.1	14.1	8.0	82
By Number of Lawyers Firm-Wide							
101-250	6.0	7	92.9	80.0	18.3	12.5	20
251-500	16.0	19	96.5	91.8	14.4	7.8	25
501-700	26.0	26	95.1	88.8	33.9	14.9	8
701+	43.5	57	97.6	89.1	11.1	6.8	26
By NALP Region							
Northeast	9.0	11	98.7	96.1	9.6	9.6	7
Southeast	18.0	19	96.7	88.4	36.9	8.5	8
Midwest	9.0	12	97.3	94.4	24.5	18.6	9
West/Rocky Mountain	9.5	12	97.0	87.4	13.7	7.9	14
OFFICE-SPECIFIC REPORTS							
All Office-Specific Reports	4.0	10	97.3	89.4	8.6	5.4	421
By Number of Lawyers Firm-Wide							
100 or Fewer	3.0	5	92.7	94.1	6.3	2.1	12
101-250	3.0	4	92.8	87.5	10.7	5.4	31
251-500	2.0	6	89.6	89.0	12.1	6.6	62
501-700	3.0	8	97.9	86.3	15.1	9.4	42
701+	5.0	12	98.4	89.7	7.5	5.0	274

(continued on page 32)

(continued from page 31)

Table 11. Summer 2022 Program Class Sizes and Outcomes

	Size of Program						
	Median	Average	% of Participants Receiving Offers	% of Offers Accepted	% of Acceptances Who Spent 1L Summer with Office/Firm	% of Acceptances Who Were 1L Diversity Fellows	# of Offices
By Number of Lawyers in Office							
25 or Fewer	1.0	2	95.7%	86.4%	15.8%	11.8%	58
26-50	2.0	3	92.9	91.6	14.5	9.5	110
51-100	4.0	5	98.0	88.7	11.3	7.9	102
101-250	9.0	11	96.9	90.1	11.7	6.2	112
251+	34.0	49	98.2	88.9	4.7	3.3	39
By NALP Region and City/State							
Northeast	11.0	25	99.4	90.1	3.4	3.0	71
Boston	8.0	13	99.2	92.3	6.0	5.1	18
New York City	13.0	31	99.4	89.7	2.9	2.6	50
Mid-Atlantic	6.0	8	93.3	86.0	9.6	7.9	74
New Jersey	1.5	2	100.0	100.0	8.3	8.3	6
Philadelphia	11.0	10	98.1	96.1	12.2	10.2	5
Washington, DC/ Northern VA area	7.0	10	92.1	83.3	8.1	6.1	48
Southeast	3.0	5	96.1	90.9	22.4	7.1	94
Atlanta	3.0	5	95.9	93.6	13.6	6.8	9
Austin	2.0	5	100.0	84.2	9.4	6.3	8
Charlotte	6.0	5	97.3	94.4	17.6	17.6	7
Dallas	6.5	9	95.7	91.6	26.8	7.7	18
Houston	4.0	7	98.7	92.5	28.7	5.1	21
Miami/Ft. Lauderdale/W. Palm Beach	2.0	3	92.3	100.0	16.7	4.2	9
Other areas in Florida	2.0	2	100.0	90.5	0.0	0.0	10
Other areas in North Carolina	2.0	3	92.3	41.7	60.0	40.0	5
Midwest	4.0	8	99.0	90.3	8.8	5.8	65
Chicago	5.0	11	99.2	88.9	5.4	3.9	34
Cleveland	6.0	7	97.2	91.4	3.1	3.1	5
Minneapolis	2.0	4	100.0	90.0	27.8	27.8	5
Wisconsin	3.0	4	100.0	100.0	23.1	7.7	6

(continued on page 33)

(continued from page 32)

Table 11. Summer 2022 Program Class Sizes and Outcomes

	Size of Program						
	Median	Average	% of Participants Receiving Offers	% of Offers Accepted	% of Acceptances Who Spent 1L Summer with Office/Firm	% of Acceptances Who Were 1L Diversity Fellows	# of Offices
West/Rocky Mountain	3.0	5	94.7%	88.0%	11.8%	9.2%	116
Denver area	3.0	4	90.0	94.4	32.4	32.4	9
Los Angeles and Orange County	3.0	4	93.3	90.0	8.0	6.2	43
San Diego	3.0	3	96.8	93.3	0.0	0.0	9
San Francisco	3.0	7	96.0	82.8	9.2	5.0	23
Seattle	3.0	6	95.0	89.5	26.5	20.6	7
Silicon Valley	5.0	11	96.9	84.9	5.1	5.1	9

Note: Figures reflect participation by 6,365 students in the Class of 2023 during the summer of 2022. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. The number of employers reporting a summer program is shown in the last column. This table excludes survey respondents that did not host a summer program for 2Ls; however, it does include offices with summer programs that did not make any offers from the program or whose offer process was not complete as of November 1, 2022. Overall, firms reported that an offer decision had not been made for 0.6% of summer program participants. Firms also reported that 4.4% of 2Ls with offers had not responded or a response was still pending as of November 1, 2022. 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 lawyers located in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area. Other areas in North Carolina includes locations reported outside of Charlotte.

Table 12. Summer 2022 Program Sizes

	% of Offices in Each Program Size Range			Range of Program Sizes Reported:				Most Common Program Size (Mode) and % of Offices		# of Summer 2Ls	# of Offices
	1-3	4-9	10 or More	Min	5th Percentile	95th Percentile	Max	Mode	% of Offices with Program This Size		
Total — All Employers	**40.0%**	**29.0%**	**31.0%**	**1**	**1**	**53**	**257**	**2**	**18.1%**	**6,365**	**503**
FIRM-WIDE/MULTI-OFFICE REPORTS											
All Firm-Wide/ Multi-Office Reports	7.3	26.8	65.9	1	3	82	257	9	9.8	2,321	82
By Number of Lawyers Firm-Wide											
101-250	20.0	65.0	15.0	1	2	18	18	4, 9	15.0 each	140	20
251-500	0.0	16.0	84.0	8	9	46	48	9, 13	12.0 each	479	25
501–700	0.0	12.5	87.5	9	9	53	53	No figure reported more than twice		206	8
701+	0.0	11.5	88.5	5	8	188	257	No figure reported more than twice		1,486	26
OFFICE-SPECIFIC REPORTS											
All Office-Specific Reports	46.3	29.5	24.2	1	1	36	155	2	21.1	4,044	421
By Number of Lawyers Firm-Wide											
100 or Fewer	66.7	25.0	8.3	2	2	20	20	2, 3	33.3 each	55	12
101–250	51.6	35.5	12.9	1	1	12	19	1	32.3	138	31
251–500	58.1	22.6	19.4	1	1	21	38	2	27.4	364	62
501–700	57.1	21.4	21.4	1	1	14	114	2	31.0	329	42
701+	40.5	31.8	27.7	1	1	47	155	2	18.2	3,158	274

Note: Figures are based on offices/firms that reported at least one 2L summer associate for summer 2022. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. Office-specific information includes some instances of firms with most lawyers located in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey.

Table 13. Acceptance Rates from Summer 2022 Programs

(percent of offices in each range of acceptance rates)

	Percentage 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%**	**24.2%**	**62.3%**	**90.3%**	**499**
By Number of Lawyers Firm-Wide					
100 or Fewer	13.3	6.7	80.0	94.1	15
101-250	12.2	8.2	79.6	90.3	49
251-500	15.3	21.2	63.5	90.4	85
501-700	18.0	28.0	54.0	85.3	50
701+	12.3	28.0	59.7	91.0	300
By Number of Lawyers in Office					
25 or Fewer	17.2	0.0	82.8	87.1	58
26-50	15.7	0.9	83.3	90.9	108
51-100	15.7	12.7	71.6	91.1	102
101-250	11.5	36.3	52.2	90.4	113
251+	7.5	75.0	17.5	89.1	40
By NALP Region and City/State					
Northeast	10.3	46.2	43.6	91.0	78
Boston	16.7	33.3	50.0	90.3	18
New York City	10.0	54.0	36.0	89.8	50
Mid-Atlantic	12.2	24.3	63.5	91.4	74
New Jersey	0.0	0.0	100.0	100.0	6
Philadelphia	0.0	40.0	60.0	96.8	5
Washington, DC/ Northern VA area	19.1	25.5	55.3	87.8	47
Southeast	13.0	17.0	70.0	91.6	100
Atlanta	11.1	11.1	77.8	93.4	9
Austin	37.5	12.5	50.0	81.8	8
Charlotte	0.0	28.6	71.4	96.3	7
Dallas	11.1	27.8	61.1	93.7	18
Houston	0.0	23.8	76.2	96.5	21
Miami/Ft. Lauderdale/W. Palm Beach	0.0	0.0	100.0	100.0	9
Other areas in Florida	10.0	0.0	90.0	96.0	10
Other areas in North Carolina	60.0	0.0	40.0	53.3	5

(continued on page 36)

(continued from page 35)

Table 13. **Acceptance Rates from Summer 2022 Programs**
(percent of offices in each range of acceptance rates)

	Percentage of Offices in Each Range of Acceptance Rates				
	Acceptance Rates				
	75% or Less	75.1-99.9%	100%	Average Acceptance Rate	# of Offices
Midwest	13.5%	20.3%	66.2%	90.6%	74
Chicago	17.6	23.5	58.8	89.0	34
Cleveland	20.0	40.0	40.0	76.5	5
Minneapolis	40.0	0.0	60.0	80.0	5
Wisconsin	0.0	0.0	100.0	100.0	6
West/Rocky Mountain	16.3	8.5	75.2	88.4	129
Denver area	11.1	11.1	77.8	94.1	9
Los Angeles and Orange County	20.9	2.3	76.7	89.5	43
San Diego	11.1	11.1	77.8	87.7	9
San Francisco	17.4	17.4	65.2	81.8	23
Seattle	0.0	14.3	85.7	97.5	7
Silicon Valley	33.3	0.0	66.7	84.3	9

Note: This table excludes offices that did not make any offers to their summer associates. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. The table also includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area. Other areas in North Carolina includes locations reported outside of Charlotte. These figures reflect acceptance rates as of November 1, 2022. Firms reported that 4.4% of 2Ls with offers had not responded or a response was still pending as of November 1, 2022.

First-Year Participation in Summer Programs

Nearly 4 out of 5 responding employers reported that their summer 2022 program included one or more first-year (Class of 2024) students. A few offices hosted first-years only. (See Table 14.)

- These employers collectively employed 1,665 first-years, with an overall median of 2 and an average of 4 1Ls. For firms providing firm-wide reports, the median and the average were 7 and 10, respectively.

- Overall, 94% of these first-years received an offer to return for some or all of the summer 2023 program, a new all-time high. For office-specific reports, this figure ranged from 86% to 99% depending on firm or office size.

- More than 73% of offers to first-years to return for summer 2023 were accepted. For office-specific reports, this figure ranged from 58% to 75% depending on firm or office size. Regionally, acceptance rates were lowest in the Northeast (65%) and highest in the Southeast and West/Rocky Mountain regions (76%).

- Overall, 55% of reported summer 2022 first-years were diversity fellows, unchanged from summer 2021. For office-specific reports, the percentage of first-years who were diversity fellows range from 53% to 67% depending on firm or office size. Regionally, the Southeast had the smallest share of 1Ls who were diversity fellows (29%), while the Northeast (77%) and Mid-Atlantic (78%) regions had the largest proportion.

- About 11% of offices reported that they conditioned the 1L employment on committing to the 2L summer as well.

- Fewer than 0.7% of 1Ls were given an associate offer after their 1L summer.

Table 14. Presence of First-Year Students in Summer 2022 Programs

	Number of 1Ls					
	Median	Average	% Receiving Offers to Return for Summer 2023	% Accepting Offer to Return for Summer 2023	% of All 1Ls Who Were Diversity Fellows	# of Offices
Total — All Employers	**2.0**	**4**	**93.8%**	**73.1%**	**55.0%**	**398**
FIRM-WIDE/MULTI-OFFICE REPORTS						
All Firm-Wide/ Multi-Office Reports	7.0	10	90.8	74.2	51.6	75
By Number of Lawyers Firm-Wide						
101–250	2.0	4	74.1	58.1	53.4	16
251–500	6.0	7	90.3	75.3	45.7	24
501–700	11.5	13	89.5	66.0	52.4	8
701+	10.5	15	93.8	77.5	54.0	26
By NALP Region						
Northeast	2.0	3	88.2	66.7	76.5	6
Southeast	16.0	16	87.0	66.0	31.3	7
Midwest	4.0	5	81.0	79.4	69.0	8
West/Rocky Mountain	2.5	4	90.4	70.2	63.5	12
OFFICE-SPECIFIC REPORTS						
All Office-Specific Reports	2.0	3	96.1	72.3	57.7	323
By Number of Lawyers Firm-Wide						
100 or Fewer	2.0	2	86.4	57.9	59.1	9
101–250	1.0	2	89.8	68.2	59.2	22
251–500	1.0	2	93.7	74.2	54.7	44
501–700	2.0	3	93.6	67.6	53.2	35
701+	2.0	3	97.7	73.5	58.8	213
By Number of Lawyers in Office						
25 or Fewer	1.0	1	93.3	64.3	63.3	27
26-50	1.0	2	91.9	68.1	57.7	77
51-100	2.0	3	98.6	74.9	54.8	83
101-250	3.0	3	95.1	71.1	53.3	102
251+	5.0	6	98.1	74.9	67.3	34

(continued on page 39)

(continued from page 38)

Table 14. Presence of First-Year Students in Summer 2022 Programs

	Number of 1Ls					
	Median	Average	% Receiving Offers to Return for Summer 2023	% Accepting Offer to Return for Summer 2023	% of All 1Ls Who Were Diversity Fellows	# of Offices
By NALP Region and City/State						
Northeast	2.0	4	96.4%	64.6%	77.0%	56
Boston	2.0	3	100.0	74.4	79.5	13
New York City	2.0	4	96.8	62.0	76.1	42
Mid-Atlantic	2.0	2	95.3	70.7	77.5	55
Philadelphia	3.0	3	100.0	85.7	92.9	5
Washington, DC/Northern VA area	2.0	2	96.6	75.3	73.9	36
Southeast	2.0	4	96.9	76.0	29.2	72
Atlanta	2.0	3	100.0	84.6	69.2	5
Austin	4.0	4	93.3	71.4	13.3	7
Charlotte	1.0	2	100.0	78.6	92.9	8
Dallas	3.5	7	97.4	72.8	26.5	18
Houston	2.0	5	96.2	80.0	23.1	17
Miami/Ft. Lauderdale/W. Palm Beach	1.0	2	92.3	91.7	7.7	6
Midwest	2.0	3	95.6	72.3	58.8	54
Chicago	1.5	2	98.3	67.8	61.7	28
Minneapolis	2.0	3	90.5	52.6	76.2	7
West/Rocky Mountain	1.0	2	95.3	75.6	68.6	85
Denver area	1.0	2	86.7	69.2	93.3	10
Los Angeles and Orange County	1.0	2	100.0	76.7	76.7	27
San Diego	1.5	2	100.0	72.7	45.5	6
San Francisco	3.0	3	100.0	73.0	64.9	13
Seattle	2.0	3	81.3	92.3	100.0	6
Silicon Valley	1.0	3	96.8	76.7	41.9	11

Note: Figures reflect 1,665 1L students in the Class of 2024 who participated in a summer 2022 program. The number of employers reporting that their summer program included 1Ls is shown in the last column and may include 1L programs specifically for diversity candidates and/or programs in cooperation with or sponsored by bar associations or similar organizations. The percentage of 1Ls receiving offers does not include a small number who received an offer for an associate position after their 1L summer. Fewer than 0.7% 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 lawyers in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey. These figures reflect acceptance rates as of November 1, 2022. Firms reported that 2.0% of 1Ls with offers had not responded or a response was still pending as of November 1, 2022.

Hiring for Summer 2023

Information on screening interview numbers was used to link, where possible, screening interview figures with outcomes later in the recruiting cycle. These analyses, based on 343 offices that reported both sets of figures (screening interview numbers and callback outcomes) for the same office or offices, suggest that 41% of screening interviews resulted in a callback invitation, and that just under 7% resulted in an accepted offer. This means that, on average, about 15 screening interviews are needed to result in one accepted offer. By firm size, fewer screening interviews are needed to result in one accepted offer in firms of 501-700 lawyers, while the most are needed in firms of 100 or fewer lawyers. Regionally, fewer screening interviews are needed to result in one accepted offer in the Northeast, and the highest number of screening interviews are needed in the West/Rocky Mountain region. (See Table 15.)

This year's survey included new information about the format of callback interviews. Overall, 77% of all callback interviews took place virtually, and 48% of offices reported that all of their callback interviews were virtual in format. Less than 10% of offices reported that all of their callback interviews took place in-person. Smaller firms of 250 or fewer lawyers had the smallest share of virtual callback interviews (66%) and the largest firms of more than 700 lawyers had the highest proportion of virtual callback interviews (78%). These percentages varied widely by region with just 41% of callback interviews taking place virtually in the Southeast, compared to 85% in the Northeast region. Variations were even greater by individual city/state, with the percentage of virtual callback interviews ranging from just 8% in Atlanta offices to 94% in Seattle offices. (See Table 16.)

Turning to yields on callbacks (a larger group of respondents reporting), 484 employers reported offering a median of 29 and an average of 69 callback invitations each to second-year students, or a total of 33,280 callback invitations. Figures are based on offices that had interviewed at least one second-year student, even if the process ended with no offers being made, or none had been made as of November 1, 2022. (See Table 18.)

Approximately 78% of these invitations were accepted, 13% of invitations were declined or never responded to, and 10% of invitations were accepted but then canceled. At the next stage of the recruiting process, 40% of callback invitations resulted in an offer and 17% resulted in an accepted offer. This means that 6 callback invitations were needed to obtain one accepted offer. Fewer invitations were needed in the Midwest region, while offices in the Mid-Atlantic region and in firms of 100 or fewer lawyers required the most. Figures for cities or states ranged from 3 callback invitations needed in Cleveland to 9 needed in Charlotte (See Table 17.)

- 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 a single office reveals that, on a per office basis, the median number of callback invitations was 24 and the average was 54. For firms reporting on a firm-wide basis, medians ranged from 37 to 171, depending on firm size, and the average number of callback invitations ranged from 42 to 277.

(continued on page 41)

(continued from page 40)

- For office-specific reports, the average and median number of invitations per office were, by far, the highest in the Northeast, with a median and an average about 2 to 3 times higher than that of the region with the next largest figures, the Mid-Atlantic region. (See Table 18.)

Based on figures which are comparable to those of prior years, the callback activity level, as measured by the median, which was 29 for the fall 2022 recruiting cycle, fell slightly below the median figures of 31 and 30 for fall 2021 and 2020, respectively. The median also remains below that of the range of 35 to 39 observed between 2016-2019 and is more in line with the figures observed from 2009-2013, when the median was essentially flat at 30, with the exception of 2011. The average number of callback invitations, 69 for the fall 2022 recruiting cycle, is down from 72 for the 2021 recruiting cycle and 75 for the 2020 recruiting cycle, and from the range of 84 to 94 observed from 2016-2019. It is important to note; however, that averages can be pushed up by firm-wide reports or especially large programs. Even so, by the more moderated measure of the median, activity has remained below that of the 2005-2007 period, when medians ranged from 42 to 48.

- Overall, 52% of callback interviews resulted in an offer, with a median and average of 9 and 28 offers, respectively. For offices reporting office-specific information, the median was 7 and the average was 22. The overall median was down from 10 for the fall 2021 recruiting cycle, but still higher than the median of 8 in 2020. The median figures from 2020-2022 remain below the relatively steady figures of 11 to 12 noted from 2015-2019. The offer rate for the 2022 recruiting cycle (52%) decreased by 6 percentage points compared to the 2021 recruiting cycle when it was 58%, but is much more in line with offer rates from 2014-2020, which fell between 50-54%. Both the offer rate and the median number of offers, however, remain below their respective figures from 2005-2007, when the offer rate was about 60% and the median number of offers was 15 or 16. Prior to 2008, offer rates had only fallen below 50% a handful of times since NALP began compiling these figures in 1993. For the fall 2022 recruiting cycle, the percentage of callback interviews resulting in an offer was highest in firms of more than 700 lawyers and in large offices of more than 250 lawyers.

- For offices reporting office-specific information, the percentage of callback interviews resulting in an offer was lowest for offices in the Southeast region (44%) and highest in the Northeast (58%). Offices in the Southeast also made the fewest offers, with a median of 5 and average of 8. This compares with a median of 21 offers and an average of 71 in the Northeast, which had the highest figures. It is worth noting that the median number of offers in New York City was 42, down from 44 last year, and from figures of 46 to 69 observed from 2016-2020. The offer figures for the Silicon Valley fell considerably this year. In 2015, the median figure for the Silicon Valley was 20, but it had steadily declined all the way down to 10 for the 2020 recruiting cycle, before jumping up to 22 in fall 2021. In fall 2022, the median number of offers for Silicon Valley offices was just 8. These two locations drove much of the post-Great Recession recovery and will be important markets to watch over the next few years.

- Some cities and states departed from their regional norm with respect to offers made. For example, firms in Atlanta and Silicon Valley had relatively high offer rates compared to their regions as a whole, whereas the opposite was true in several cities/states including Boston, New Jersey, Florida, the Detroit area, and Seattle. Offer rates ranged from 28% in locations in Florida outside of the Miami area to 59% in New York City. Some of these differences reflect differences in the firm sizes typical for these areas.

- Overall, 41% of offers were accepted, up from 37% for the fall 2021 recruiting cycle. After increasing sharply in 2009, the acceptance rate had declined to a range of 33% to 37% during the 2013-2019 period, before climbing to 41% for the 2020 recruiting cycle.

(continued on page 42)

(continued from page 41)

- For office-specific reports, a larger percentage of offers from offices in the Midwest were accepted, about 48%, while acceptance rates were lowest in the Northeast at 36%. Acceptance rates varied considerably by location, with rates above 80% in New Jersey and locations in Florida outside of the Miami area, and rates of approximately 35% in New York City and San Francisco.

As is the case with summer program sizes, the average or median number of offers for the summer program conceals a very wide range of offer numbers, from none for a few offices that interviewed second-year students and ultimately made no offers, to a maximum of 453 offers. (See Table 19.)

- The most common number of offers was 1, with this figure reported by about 9% of offices. Approximately 35% of employers made 5 or fewer offers, 39% made 6-20 offers, and 26% made more than 20 offers. The 95th percentile of offer numbers was 118, less than one-third of the maximum.

- The figures are, not surprisingly, higher for firm-wide/multi-office reports, with 57% of these respondents making more than 20 offers. The vast majority (74%) of the largest firms of more than 700 lawyers reporting firm-wide/multi-office figures did so. The minimum number of offers made in this firm size was 10.

- For office-specific reports, the smallest number of offers, when offers were made, was 1. The mode was also 1, with about 10% of offices reporting this offer number. 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 making more than 20 offers.

When grouping offices according to their individual acceptance rates, 25% reported acceptance rates of less than 35%, 46% reported acceptance rates between 35%-60%, and 29% reported acceptance rates of more than 60%. The average acceptance rate on a per office basis was 52% (See Table 20.)

- Firms of 101-250 lawyers more frequently reported acceptance rates in excess of 60%, as did offices in the Southeast region. At the city and state level, average acceptance rates were highest in New Jersey and lowest in the Silicon Valley. At least half of all offices in New Jersey, Austin, San Diego, and Seattle reported acceptance rates above 60%. In contrast, more than half of the offices in San Francisco and the Silicon Valley reported acceptance rates of less than 35%.

- Concerning the timing of student responses to offers for a summer position, based on over 11,600 offers for which response timing was reported, nearly 70% of responses were received within 14 days, with the largest share reported within 8 to 14 days (35%). Another 17% were received within 15-22 days, and 13% of responses came in after 22 days. By firm size, firms of 100 or fewer lawyers received the highest percentage of responses within 14 days (87%), while firms of more than 700 lawyers received the lowest percentage of responses within 14 days (66%). (See Table 21.)

- Employers were asked about their use of non-interview assessment tools in the summer 2023 recruiting process. Just 13% of employers reported using such tools, down from 14% for the summer 2022 recruiting cycle. Firms located in the West/Rocky Mountain region were most likely to use non-interview assessment tools (17% of offices). Firms of 100 or fewer lawyers (0%) and offices in the Southeast (7%) were least likely to use these tools. (See Table 22.)

- In total, 34% of employers engaged in early offer activity for their summer 2023 programs prior to the start of OCI, up from 31% for summer 2022 programs, but still below the figure of 42% for summer 2021 programs when the recruiting season was delayed due to the COVID-19 pandemic. The number of early offers reported represents 23% of all offers to second-year students for summer 2023 programs, a significant increase from 12% of all offers for summer 2022. Looking just at offices that made early offers, 32% of all their offers made were early offers. These employers

(continued on page 43)

(continued from page 42)

made a median of 5 early offers and an average of 19 early 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 2023 are not included.) (See Table 23.)

- Regionally, employers in the Northeast region reported a median of 11 early offers, while all other regions had a median of 2-4 early offers. Early offer acceptance rates were highest in the Midwest (51%) and lowest in the Southeast region (27%). As to the characteristics of students to whom early offers were made, firms most frequently reported making early offers to top candidates (90% of employers), followed by diverse candidates (68% of employers). In terms of diverse candidates, 65% of employers made early offers to candidates of color, 50% of employers made offers to LGBTQ+ candidates, 28% made offers to first-generation college students, 23% made offers to military veterans, and 14% made offers to candidates with disabilities.

- The practice of employers returning to the same campuses (in-person or virtually) after the conclusion of OCI to solicit additional second-year candidates for the summer program is not widespread, reported by 21% of employers for the summer 2023 recruiting cycle, down from 28% for the summer 2022 cycle. When employers did return to schools, it typically was to 3 schools, although the number ranged from 1 to 22. Employers in the Northeast were most likely to report returns to campus (25%), while employers in the Mid-Atlantic region were least likely to return to campus (13%). (See Table 24.)

- Firms were also asked to provide the number of offers made the previous year for summer 2022 positions. Overall, the volume of offers for summer 2023 programs was down by about 2% for firms with a summer 2022 program that made at least one 2L offer for summer 2023, and also reported comparable offer numbers for summer 2022. However, there were differences by firm size and region. The overall decrease in offer volume was driven by a decline of 5% in the largest firms of more than 700 lawyers. In fact, offer volumes were up across all other firm sizes, with the highest increase of 23% in firms of 101-250 lawyers. By region, decreases were noted across the board, with the largest decrease of 12% in the West/Rocky Mountain region. Overall, 46% of offices reported making more offers compared to last year and 44% reported making fewer offers. The respective figures for summer 2022 compared to summer 2021 were 73% and 18%. Offices of more than 250 lawyers, which tend to have the highest offer volumes, were most likely to report fewer offers compared to last year (66% of offices). Cities and states varied widely on these measures. Among those reporting at least 25 offers and with at least 5 offices reporting data, volume changes ranged from a decrease of 35% in Seattle to an increase of 56% in the Miami area. (See Table 25.)

Table 15. Yields on Screening Interviews for 2023 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	**56,563**	**41.2%**	**16.2%**	**6.8%**	**14.7**	**343**
By Number of Lawyers Firm-Wide						
100 or Fewer	986	36.4	12.8	5.0	20.1	10
101–250	2,147	40.5	13.7	5.9	16.9	28
251–500	9,576	44.1	15.3	6.3	16.0	62
501–700	3,899	39.8	16.5	8.1	12.3	34
701+	39,955	40.7	16.6	6.9	14.5	209
By NALP Region						
Northeast	12,719	50.6	20.2	7.4	13.6	50
Mid-Atlantic	6,785	36.0	13.8	5.6	17.8	46
Southeast	5,239	33.3	11.2	5.7	17.6	65
Midwest	6,288	33.1	12.5	6.0	16.6	60
West/Rocky Mountain	7,849	30.4	10.4	4.9	20.3	88

Note: Figures are based on offices/firms that reported screening interview figures for summer 2023 recruiting and that also indicated that the coverage of figures, e.g., a single office, all offices, is the same for both the screening interview and recruiting figures. This is intended to compare, as much as possible, screening offer numbers that correspond to resulting callback invitation numbers. Figures in this table are reported at broad levels to mitigate instances where this correspondence may not be exact.

Table 16. Percentage of Callback Interviews for the Summer 2023 Recruiting Cycle That Took Place Virtually as Reported by Employers

	% of Callback Interviews that Were Virtual	# of Offices
Total — All Employers	**76.6%**	**472**
By Number of Lawyers Firm-Wide		
100 or Fewer	66.3	13
101-250	66.4	48
251-500	75.9	78
501-700	71.7	48
701+	78.1	285
By NALP Region		
Northeast	85.4	73
Mid-Atlantic	75.8	69
Southeast	41.4	93
Midwest	66.3	71
West/Rocky Mountain	79.6	126
By City/State		
Atlanta	8.0	9
Austin	86.7	8
Boston	80.2	17
Charlotte	44.5	8
Chicago	75.3	33
Cleveland	29.8	5
Dallas	42.4	18
Denver area	66.7	7
Houston	57.4	17
Los Angeles and Orange County	73.4	43
Miami/Ft. Lauderdale/ W. Palm Beach	59.3	10
Minneapolis	49.4	6
New York City	86.9	48
Pittsburgh	24.8	5
San Diego	68.6	9
San Francisco	84.8	21
Seattle	94.3	7
Silicon Valley	87.9	11
Washington, DC/Northern VA area	81.0	42

Note: This table includes offices/firms that reported having callback interviews for the summer 2023 recruiting cycle and reported the format (virtual or in-person) of those interviews. Cities/states included in this table had at least 5 offices reporting and at least 50 callback interviews reported. Specific city information may include firms that 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. Overall, 47.7% of offices reported that all of their callback interviews took place virtually and 9.5% reported that all of their callback interviews were in-person.

Table 17. Yields on Callback Invitations for 2023 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	**33,280**	**12.9%**	**9.6%**	**77.5%**	**40.4%**	**16.7%**	**6.0**	**484**
By Number of Lawyers Firm-Wide								
100 or Fewer	476	12.6	10.5	76.9	32.4	13.0	7.7	14
101-250	1,579	12.0	11.3	76.7	35.0	15.3	6.5	48
251-500	4,645	13.6	11.4	74.9	35.5	14.8	6.8	78
501-700	2,231	11.4	8.3	80.2	39.8	18.2	5.5	48
701+	24,349	12.9	9.3	77.8	42.0	17.1	5.9	296
By NALP Region								
Northeast	11,604	12.3	11.4	76.3	43.3	15.6	6.4	74
Mid-Atlantic	3,252	12.3	8.1	79.6	37.1	15.2	6.6	70
Southeast	2,619	12.3	8.1	79.6	35.4	16.8	5.9	96
Midwest	2,773	11.5	10.6	77.8	41.3	20.2	5.0	73
West/Rocky Mountain	3,678	14.4	10.4	75.1	35.6	16.3	6.1	128
By City/State								
Atlanta	283	9.5	6.7	83.7	45.9	17.7	5.7	9
Austin	123	13.8	9.8	76.4	36.6	16.3	6.2	9
Boston	923	8.1	7.6	84.3	36.7	18.3	5.5	17
Charlotte	171	12.9	8.2	78.9	31.0	11.1	9.0	7
Chicago	1,817	12.4	12.9	74.7	43.0	19.3	5.2	33
Cleveland	116	6.0	4.3	89.7	51.7	33.6	3.0	5
Dallas	724	12.8	8.3	78.9	33.7	16.0	6.2	20
Denver area	132	7.6	8.3	84.1	39.4	17.4	5.7	7
Detroit area	51	7.8	2.0	90.2	33.3	19.6	5.1	5
Houston	390	12.6	9.2	78.2	38.7	16.4	6.1	17
Los Angeles and Orange County	1,171	13.8	9.6	76.5	32.6	14.9	6.7	43
Miami/ Ft. Lauderdale/ W. Palm Beach	262	17.6	4.6	77.9	28.6	14.5	6.9	10
Minneapolis	118	8.5	4.2	87.3	38.1	18.6	5.4	7
New York City	10,071	12.4	12.0	75.6	44.8	15.5	6.5	49
New Jersey	51	2.0	13.7	84.3	31.4	25.5	3.9	5
Other areas in Florida	62	12.9	11.3	75.8	21.0	17.7	5.6	5
Pittsburgh	119	4.2	7.6	88.2	34.5	18.5	5.4	5
San Diego	123	10.6	6.5	82.9	37.4	23.6	4.2	9

(continued on page 47)

(continued from page 46)

Table 17. Yields on Callback Invitations for 2023 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
San Francisco	828	13.8%	14.0%	72.2%	36.7%	12.9%	7.7	23
Seattle	106	12.3	4.7	83.0	29.2	16.0	6.2	7
Silicon Valley	338	13.6	13.0	73.4	42.6	18.0	5.5	11
Washington DC/ Northern VA area	2,656	12.8	8.2	78.9	36.9	14.5	6.9	43

Note: Cities/states included in this table had at least 5 offices reporting and at least 50 callback invitations reported. A few offices reported the number of offers and their outcomes, but not the number of callback invitations and their outcomes; therefore, they are not included here. The decline category includes callback invitations for which no response was received. In some cases, tracking does not distinguish between declines and acceptances which were subsequently canceled. In these instances, all outcomes were reported as declines to avoid double-counting. This table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/ multi-office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

Table 18. Outcome of Callback Invitations to and Interviews of Class of 2024 Students for Summer 2023 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	**29.0**	**69**	**77.5%**	**52.2%**	**9.0**	**28**	**41.3%**	**490**
By Number of Lawyers Firm-Wide								
100 or Fewer	24.5	34	76.9	42.1	7.5	11	40.3	14
101-250	24.5	33	76.7	45.6	8.0	11	44.2	50
251-500	33.0	60	74.9	47.3	12.0	21	41.7	78
501-700	21.5	46	80.2	49.6	7.5	18	45.8	50
701+	30.0	82	77.8	53.9	9.0	34	40.7	298
FIRM-WIDE/MULTI-OFFICE REPORTS								
All Firm-Wide/Multi-office Reports	76.5	145	78.4	50.9	26.0	57	44.4	81
By Number of Lawyers Firm-Wide								
101-250	37.0	42	75.9	44.8	10.0	14	45.0	17
251-500	76.0	102	76.9	47.3	25.5	37	43.2	26
501-700	88.0	101	79.3	48.4	28.5	37	48.8	8
701+	171.0	277	78.9	53.1	57.0	116	44.2	27
By NALP Region								
Northeast	78.0	109	74.5	37.8	23.0	31	42.9	5
Southeast	45.0	56	80.2	46.0	16.0	21	57.3	9
Midwest	44.0	51	80.5	44.0	15.0	18	52.5	9
West/Rocky Mountain	45.0	60	71.6	50.2	13.0	22	50.8	14
OFFICE-SPECIFIC REPORTS								
All Office-specific Reports	24.0	54	77.1	52.9	7.0	22	39.7	409
By Number of Lawyers Firm-Wide								
100 or Fewer	20.0	36	74.7	44.1	7.0	12	36.9	11
101-250	17.0	28	77.3	46.2	6.0	10	43.5	33
251-500	16.5	38	72.3	47.4	4.0	13	39.5	52
501-700	17.0	37	80.7	50.1	5.0	15	44.3	42
701+	27.0	63	77.3	54.3	9.0	26	39.2	271
By Number of Lawyers in Office								
25 or Fewer	8.0	10	77.4	45.3	2.0	3	44.7	57
26-50	16.0	17	74.7	39.2	4.0	5	47.8	113
51-100	24.0	31	75.6	46.6	8.0	11	41.7	95
101-250	46.5	57	75.5	48.9	13.0	21	40.7	106
251+	193.5	268	78.9	59.6	86.5	126	37.6	38

(continued on page 49)

(continued from page 48)

Table 18. Outcome of Callback Invitations to and Interviews of Class of 2024 Students for Summer 2023 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
By NALP Region & City/State								
Northeast	59.0	162	76.3%	57.7%	21.0	71	35.8%	69
Boston	37.0	54	84.3	43.6	11.0	20	49.9	17
New York City	115.0	206	75.6	59.2	42.0	92	34.5	49
Mid-Atlantic	32.0	47	79.6	46.7	10.0	17	40.9	69
New Jersey	9.0	10	84.3	37.2	2.0	3	81.3	5
Pittsburgh	23.0	24	88.2	39.0	8.0	8	53.7	5
Washington, DC/ Northern VA area	49.0	62	78.9	46.7	15.0	23	39.3	43
Southeast	19.0	24	79.4	44.1	5.0	8	45.8	91
Atlanta	23.0	31	83.7	54.9	5.0	14	38.5	9
Austin	10.0	14	76.4	47.9	3.0	5	45.7	10
Charlotte	17.0	24	78.9	39.3	7.0	8	35.8	7
Dallas	24.5	36	78.9	42.7	7.5	12	47.5	20
Houston	22.0	23	78.2	49.5	6.0	8	44.0	19
Miami/Ft. Lauderdale/W. Palm Beach	25.5	26	77.9	36.8	7.0	8	50.7	10
Other areas in Florida	15.0	12	75.8	27.7	3.0	3	84.6	5
Midwest	21.5	36	77.3	54.9	7.0	15	48.2	65
Chicago	41.0	55	74.7	57.6	10.5	23	44.7	34
Cleveland	22.0	23	89.7	57.7	9.0	12	65.0	5
Detroit area	11.0	10	90.2	37.0	3.0	3	58.8	5
Minneapolis	16.0	17	87.3	43.7	6.0	6	48.9	7
West/Rocky Mountain	19.0	25	76.2	46.7	5.5	9	44.3	114
Denver area	17.0	19	84.1	46.8	6.0	7	44.2	7
Los Angeles and Orange County	22.0	27	76.5	42.6	6.0	9	45.5	43
San Diego	9.0	14	82.9	45.1	3.0	5	63.0	9
San Francisco	25.0	36	72.2	50.8	8.0	13	35.2	23
Seattle	13.0	15	83.0	35.2	3.0	4	54.8	7
Silicon Valley	23.0	31	73.4	58.1	8.0	13	42.4	11

Note: Figures for callback invitations and outcomes are based on 484 employers issuing a total of 33,280 callback invitations and do not include 6 offices that did not report the number of callbacks and interviews. Figures for offers and offer outcomes are based on 490 employers making a total of 13,495 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 November 1, 2022. The number of offices reporting interviewing second-year students is shown in the last column. Averages are rounded to the nearest whole number. Following the overall total shown in the first line, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. However, office-specific information includes some instances of firms with most lawyers in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

Table 19. Offers for Summer 2023 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 Per-centile	95th Per-centile	Maximum	Mode	% of Offices Making this # of Offers	# of Offers	# of Offices
Total — All Employers	**34.5%**	**39.4%**	**26.1%**	**0**	**1**	**118**	**453**	**1**	**8.6%**	**13,495**	**490**
FIRM-WIDE/MULTI-OFFICE REPORTS											
All Firm-Wide/ Multi-Office Reports	2.5	40.7	56.8	3	7	212	449	10, 12	6.2% each	4,652	81
By Number of Lawyers Firm-Wide											
101-250	5.9	76.5	17.6	3	3	38	38	10	17.6	242	17
251-500	0.0	34.6	65.4	9	12	85	212	12	11.5	963	26
501-700	0.0	28.6	71.4	13	13	106	106	No figure was reported more than once		293	8
701+	0.0	25.9	74.1	10	11	424	449	13, 33	7.4% each	3,130	27
OFFICE-SPECIFIC REPORTS											
All Office-Specific Reports	40.8	39.1	20.0	0	1	87	453	1	10.3	8,843	409
By Number of Lawyers Firm-Wide											
100 or Fewer	36.4	54.5	9.1	2	2	61	61	3	18.2	130	11
101-250	39.4	51.5	9.1	1	1	42	44	1	18.2	315	33
251-500	57.7	21.2	21.2	0	1	60	110	1	21.2	684	52
501-700	52.4	31.0	16.7	1	1	50	178	4	14.3	618	42
701+	36.2	41.7	22.1	0	1	118	453	3	10	7,096	271

Note: Figures are based on offices interviewing at least one second-year student for summer 2023, including a few that ultimately did not make any offers. Office-specific information includes some instances of firms with most lawyers 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 a single survey.

Table 20. Acceptance Rates for Summer 2023 Programs

(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	**25.4%**	**46.2%**	**28.5%**	**51.8%**	**485**
By Number of Lawyers Firm-Wide					
100 or Fewer	35.7	35.7	28.6	48.2	14
101-250	20.0	42.0	38.0	56.9	50
251-500	23.7	46.1	30.3	51.7	76
501-700	24.0	48.0	28.0	54.2	50
701+	26.4	47.1	26.4	50.8	295
By Number of Lawyers in Office					
25 or Fewer	32.7	30.9	36.4	57.1	55
26-50	25.0	33.0	42.0	57.8	112
51-100	28.1	42.7	29.2	49.7	96
101-250	25.9	53.7	20.4	48.7	108
251+	36.8	55.3	7.9	39.9	38
By NALP Region and City/State					
Northeast	32.9	52.1	15.1	43.5	73
Boston	5.9	76.5	17.6	51.8	17
New York City	47.9	41.7	10.4	38.0	48
Mid-Atlantic	26.1	44.9	29.0	52.2	69
New Jersey	20.0	0.0	80.0	71.1	5
Pittsburgh	0.0	60.0	40.0	52.2	5
Washington, DC/Northern VA area	34.9	48.8	16.3	45.5	43
Southeast	22.2	41.4	36.4	54.9	99
Atlanta	33.3	55.6	11.1	39.3	9
Austin	30.0	20.0	50.0	58.7	10
Charlotte	37.5	50.0	12.5	42.0	8
Dallas	15.0	55.0	30.0	50.0	20
Houston	31.6	31.6	36.8	56.9	19
Miami/Ft. Lauderdale/W. Palm Beach	10.0	60.0	30.0	54.4	10
Midwest	17.8	47.9	34.2	55.8	73
Chicago	29.4	50.0	20.6	45.9	34
Cleveland	40.0	20.0	40.0	46.1	5
Minneapolis	14.3	57.1	28.6	61.0	7

(continued on page 52)

(continued from page 51)

Table 20. Acceptance Rates for Summer 2023 Programs

(percent of offices in each range of acceptance rates)

	Acceptance Rates				
	Less than 35%	35–60%	More than 60%	Average Acceptance Rate	# of Offices
West/Rocky Mountain	29.1	40.2	30.7	52.8	127
Denver area	42.9	42.9	14.3	46.3	7
Los Angeles and Orange County	23.3	48.8	27.9	52.1	43
San Diego	11.1	33.3	55.6	69.1	9
San Francisco	56.5	34.8	8.7	35.7	23
Seattle	42.9	0.0	57.1	63.7	7
Silicon Valley	54.5	36.4	9.1	33.7	11

Note: This table excludes offices that interviewed but then did not make any offers for summer 2023. 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. Response Times to Offers for 2023 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	**10.0%**	**24.5%**	**35.0%**	**16.7%**	**12.9%**	**0.8%**	**11,623**
By Number of Lawyers Firm-Wide							
100 or Fewer	9.5	34.5	42.6	10.8	2.7	0.0	148
101-250	10.6	37.9	35.7	9.7	5.6	0.5	557
251-500	11.5	27.7	38.0	15.2	5.9	1.7	1,551
501-700	14.8	29.0	30.8	16.9	8.0	0.4	899
701+	9.2	22.4	34.8	17.5	15.4	0.8	8,468
By Number of Lawyers in Office							
25 or Fewer	17.4	35.9	33.8	8.7	4.1	0.0	195
26-50	17.6	35.5	33.2	8.1	4.3	1.3	533
51-100	12.2	32.2	36.6	10.9	7.2	0.8	1,008
101-250	11.7	29.4	34.6	14.9	8.4	1.1	2,214
251+	6.4	16.1	28.3	24.6	23.9	0.8	4,148

Note: Figures based on 11,623 offers for which the timing of the responses was reported, representing about 86% of all offers reported. Among survey respondents providing timing information, most accounted for the timing of all responses to offers. Office-specific information includes some instances of firms with most lawyers located in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey.

Table 22. Prevalence of the Use of Non-Interview Assessment Tools in the Recruiting Process for Summer 2023 Programs

	% of Offices/Firms Reporting Use of Non-Interview Assessment Tools	# of Offices
Total — All Employers	**12.9%**	**503**
By Number of Lawyers Firm-Wide		
100 or Fewer	0.0	15
101-250	14.0	50
251-500	11.1	81
501-700	13.2	53
701+	13.8	304
By NALP Region		
Northeast	13.2	76
Mid-Atlantic	13.7	73
Southeast	6.7	105
Midwest	10.8	74
West/Rocky Mountain	16.8	131

Note: Figures are based on a total of 503 offices/firms that responded to the question regarding the use of assessment tools. 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.

Table 23a. Prevalence and Characteristics of Recruiting Prior to OCI

	% of Offices/Firms Reporting Activity Prior to OCI	# of Offices
Total — All Employers	**34.2%**	**489**
By Number of Lawyers Firm-Wide		
100 or Fewer	7.1	14
101-250	10.0	50
251-500	29.5	78
501-700	24.0	50
701+	42.4	297
By NALP Region		
Northeast	55.4	74
Mid-Atlantic	41.4	70
Southeast	29.0	100
Midwest	28.8	73
West/Rocky Mountain	22.7	128

Note: The number of offices is the total number of offices/firms that responded to the question as to whether they recruited 2Ls prior to the start of OCI. Overall, 167 offices/firms participated in pre-OCI recruiting. 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.

Table 23b. Early Offer Volumes and Outcomes

	Median Number of Early Offers	Average Number of Early Offers	% of Early Offers Accepted	% of All Offers That Were Early Offers	% of All Acceptances That Were Early Acceptances	# of Offices
Total — All Employers	**5**	**19.1**	**39.1%**	**32.2%**	**32.3%**	**165**
By Number of Lawyers Firm-Wide						
101-250	6	4.6	21.7	14.6	10.0	5
251-500	5	8.4	37.0	18.3	18.2	22
501-700	3	9.7	50.0	21.2	22.5	12
701+	5	22.6	39.1	35.3	35.3	125
By NALP Region						
Northeast	11	43.0	37.4	38.6	40.5	41
Mid-Atlantic	2	6.8	43.1	26.2	29.4	29
Southeast	2	6.3	27.3	36.2	21.5	29
Midwest	4	7.0	50.7	22.0	21.9	20
West/Rocky Mountain	3	4.9	43.0	21.5	21.7	29

Note: A total of 167 offices/firms reported making offers to 2Ls for summer 2023 employment prior to the start of OCI at schools at which these offices/firms recruit. A total of 165 of these 167 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 3,145 early offers, representing 23.3% of all offers to second-year students for summer 2023 programs (inclusive of offers made by all offices, not just those participating in pre-OCI recruiting). As reported in this table, for offices making early offers, 32.2% of offers were early offers. 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.

(continued on page 64)

(continued from page 64)

Table 23c. Students to Whom Early Offers Were Made

	% of Offices/Firms Reporting Activity Prior to OCI
Top candidates	89.8%
Diverse candidates*	68.3
Candidates of color	65.3
LGBTQ+ candidates	50.3
Candidates who are first-generation college students	28.1
Candidates who are military veterans	22.8
Candidates with disabilities	13.8
Local candidates	55.5
Candidates seen as 1Ls but who were not offered a 1L summer position	44.9
Candidates with a technical background	25.1
Other	12.6

Note: Percentages for students receiving early offers are based on responses from 167 offices and add up to more than 100% because more than one candidate type could be selected. Other candidates described include students who had worked at the firm previously (e.g., in a staff position), practice-specific candidates, referral candidates, students interviewed during school preview programs, and candidates who demonstrated significant interest in the firm during 1L outreach.

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

Table 24. 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	**21.1%**	**4.3**	**3**	**1**	**22**
Firm-Wide Reports	43.2	7.2	4	1	22
By Number of Lawyers Firm-Wide					
250 or Fewer	17.2	5.4	4	1	13
251-500	16.7	4.6	3	1	17
501-700	28.0	2.9	3	1	7
701+	22.0	4.4	3	1	22
By NALP Region					
Northeast	24.7	3.6	3	1	12
Mid-Atlantic	12.9	4.7	3	1	14
Southeast	18.0	3.1	3	1	8
Midwest	13.7	4.3	5	1	10
West/Rocky Mountain	22.8	3.6	3	1	13

Notes: A total of 487 firms/offices answered the question as to whether they returned to campus for additional candidates. Figures on the number of schools to which employers returned are based on schools that returned to campus. The line labeled "Firm-Wide Reports" includes firms of all sizes that reported results for multiple offices or all offices nationwide and so cannot be assigned to a region except in a few instances in which a firm is wholly located within a region. They are included in the figures by firm size. Figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

Table 25. Comparison of Offer Volumes for Summer 2023 and Summer 2022

	# of Offers Made for Summer 2023	Change from Summer 2022	Percent of Offices Making			# of Offices
			Fewer Offers	Same Number of Offers	More Offers	
Total — All Employers	**13,096**	**-1.9%**	**43.6%**	**10.4%**	**46.0%**	**472**
By Number of Lawyers Firm-Wide						
100 or Fewer	154	6.9	42.9	14.3	42.9	14
101-250	511	22.5	27.7	4.3	68.1	47
251-500	1,589	11.7	36.5	13.5	50.0	74
501-700	868	3.2	31.9	19.1	48.9	47
701+	9,974	-5.2	50.0	9.0	41.0	290
By Number of Lawyers in Office						
25 or Fewer	200	15.6	31.6	21.1	47.4	57
26-50	538	5.7	37.3	17.3	45.5	110
51-100	1,036	-2.2	50.5	10.8	38.7	93
101-250	2,294	-8.3	50.5	4.8	44.8	105
251+	4,798	-6.1	65.8	0.0	34.2	38
By NALP Region & City/State						
Northeast	4,989	-2.7	48.6	2.8	48.6	72
Boston	330	-21.6	68.8	0.0	31.3	16
New York City	4,507	-1.5	46.9	4.1	49.0	49
Mid-Atlantic	1,190	-3.9	40.6	13.0	46.4	69
Pittsburgh	41	51.9	0.0	20.0	80.0	5
Washington, DC/ Northern VA area	964	-6.9	50.0	7.1	42.9	42
Southeast	932	-1.8	48.0	10.2	41.8	98
Atlanta	130	52.9	11.1	33.3	55.6	9
Austin	46	-13.2	40.0	20.0	40.0	10
Charlotte	65	16.1	37.5	0.0	62.5	8
Dallas	244	-13.5	45.0	5.0	50.0	20
Houston	158	-29.1	66.7	0.0	33.3	18
Miami/Ft. Lauderdale/W. Palm Beach	75	56.3	50.0	10.0	40.0	10
Midwest	1,084	-3.3	42.6	10.3	47.1	68
Chicago	742	-8.3	46.7	13.3	40.0	30
Cleveland	60	1.7	60.0	0.0	40.0	5
Minneapolis	45	25.0	28.6	14.3	57.1	7

(continued on page 59)

(continued from page 58)

Table 25. **Comparison of Offer Volumes for Summer 2023 and Summer 2022**

	# of Offers Made for Summer 2023	Change from Summer 2022	Percent of Offices Making: Fewer Offers	Same Number of Offers	More Offers	# of Offices
West/Rocky Mountain	1,279	-12.0	40.8%	16.0%	43.2%	125
Denver area	52	30.0	28.6	0.0	71.4	7
Los Angeles and Orange County	377	-6.2	38.1	19.0	42.9	42
San Diego	46	-27.0	44.4	11.1	44.4	9
San Francisco	291	-24.6	59.1	13.6	27.3	22
Seattle	31	-35.4	57.1	28.6	14.3	7
Silicon Valley	130	-33.7	50.0	10.0	40.0	10

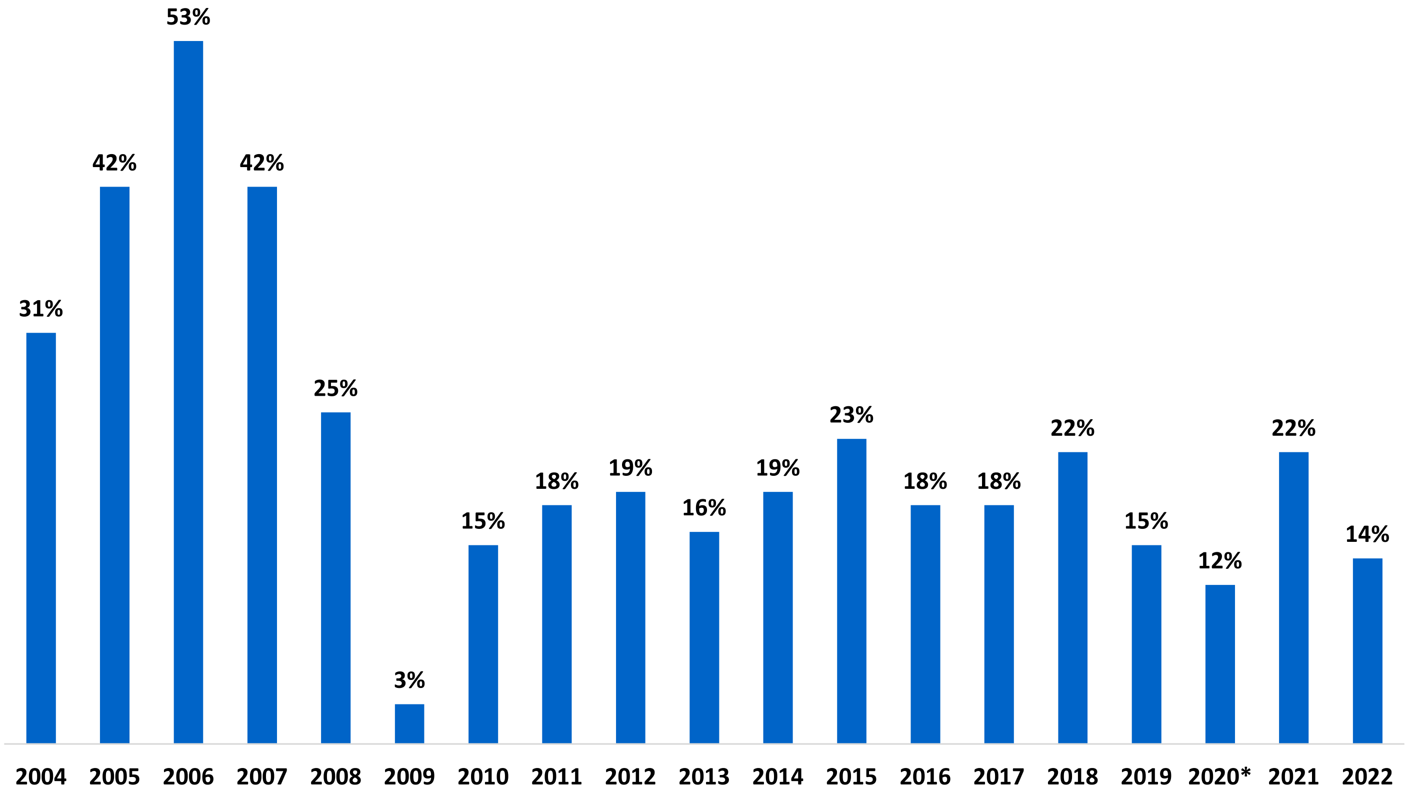
Note: Figures reflect employers who had a summer program in 2022 and and will do so in 2023 and reported offer numbers for both years. This table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. Cities or states shown in the table are those where offices collectively reported at least 25 offers for summer 2023. The number of employers reporting is shown in the last column.

Third-Year Hiring

Third-year hiring increased modestly following the Great Recession, when the percentage of employers recruiting third-year students dropped to just 3% in 2009. From 2010-2019, the percentage of employers reporting 3L hiring activity ranged from 15% to 23%. However, in 2020, 3L hiring fell to 12%, the lowest it had been since 2009. In 2021, third-year hiring rebounded to 22%, but the 2022 figure dropped again to 14% — just outside the lower bound of the range observed from 2010-2019.

Employers recruiting third-years (Class of 2023 graduates not previously working for the employer) typically made 1 to 3 offers. There were also a handful of employers that interviewed 3Ls, but ultimately made no offers. The median number of offers made to third-year students was 1, and the 369 accepted callback invitations resulted in 149 offers. About 89% of these offers were accepted. Another 3% had not received a response or a response was still pending as of November 1, 2022. (See Chart 6.)

Chart 6. Fall Recruiting of 3Ls As Reported by Law Firms, 2004–2022



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.

*The 2020 recruiting cycle took place through spring 2021.

National Association for Law Placement, Inc. (NALP)
1220 19th Street NW, Suite 510
Washington, DC 20036-2425
Phone: (202) 835-1001
www.nalp.org