



Highlights from NALP's *Perspectives on 2021 Law Student Recruiting* Report

Free NALP Member Webinar

March 3, 2022

Presenters:

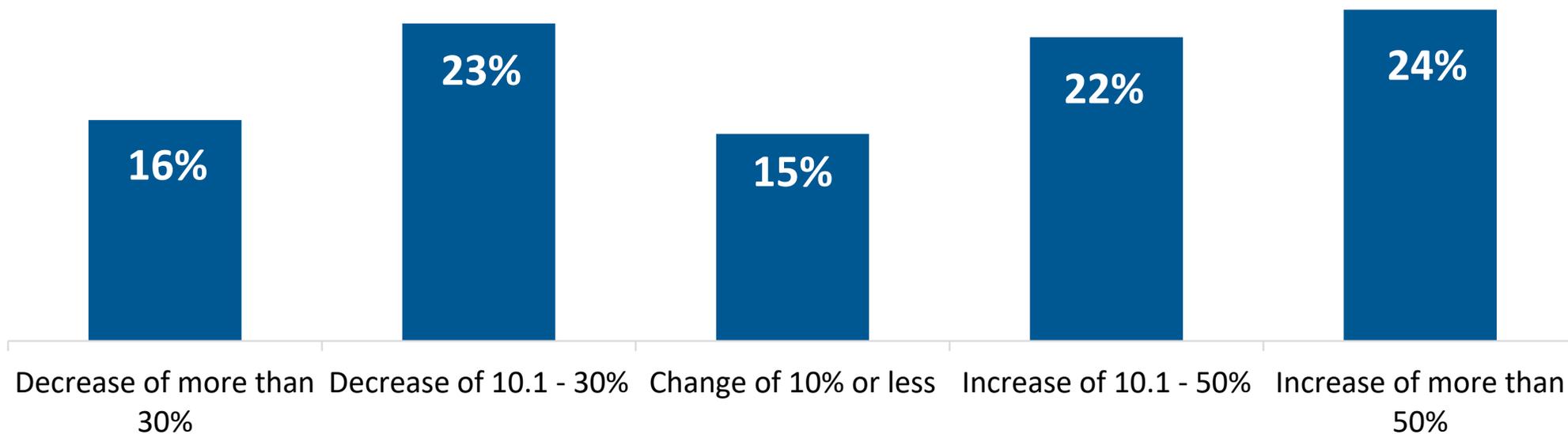
James Leipold, Executive Director, NALP

Danielle Taylor, Director of Research, NALP

NALP Recruiting Survey Results – Law Schools

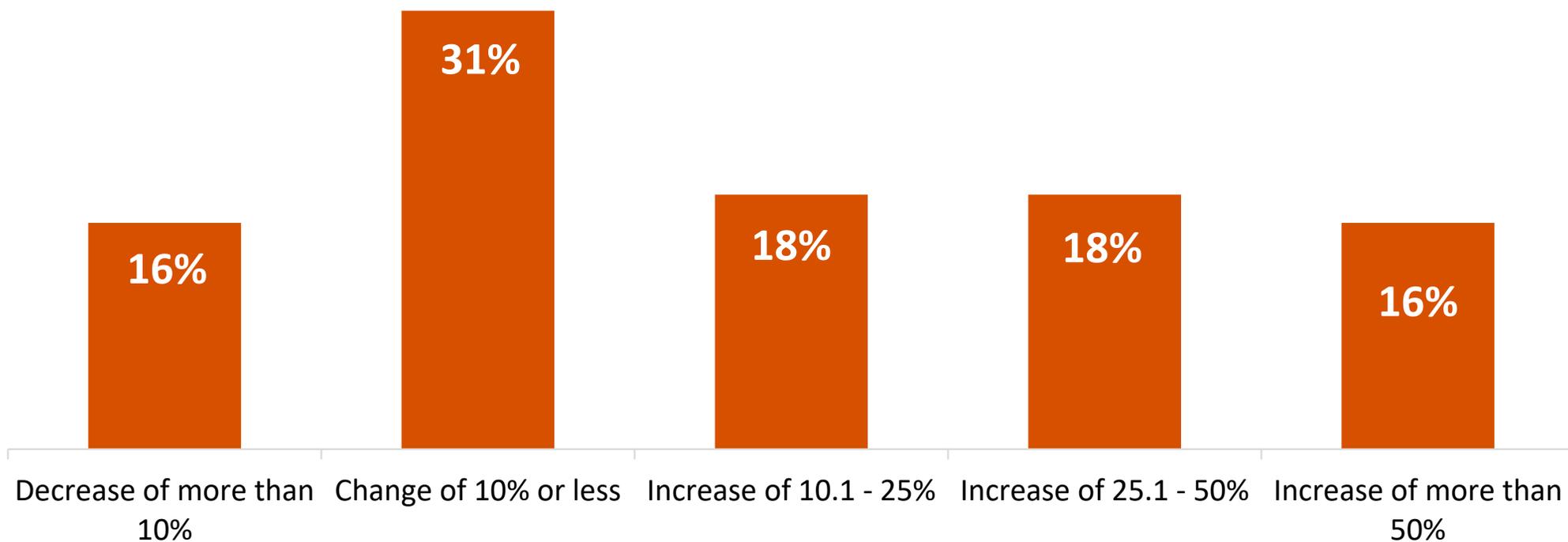
National On-Campus Recruiting Levels – 1Ls (as reported by law schools)

Percent Change in the Number of Employers on Campus (in-person or virtually) Recruiting Class of 2023 1Ls as compared to Class of 2022 1Ls



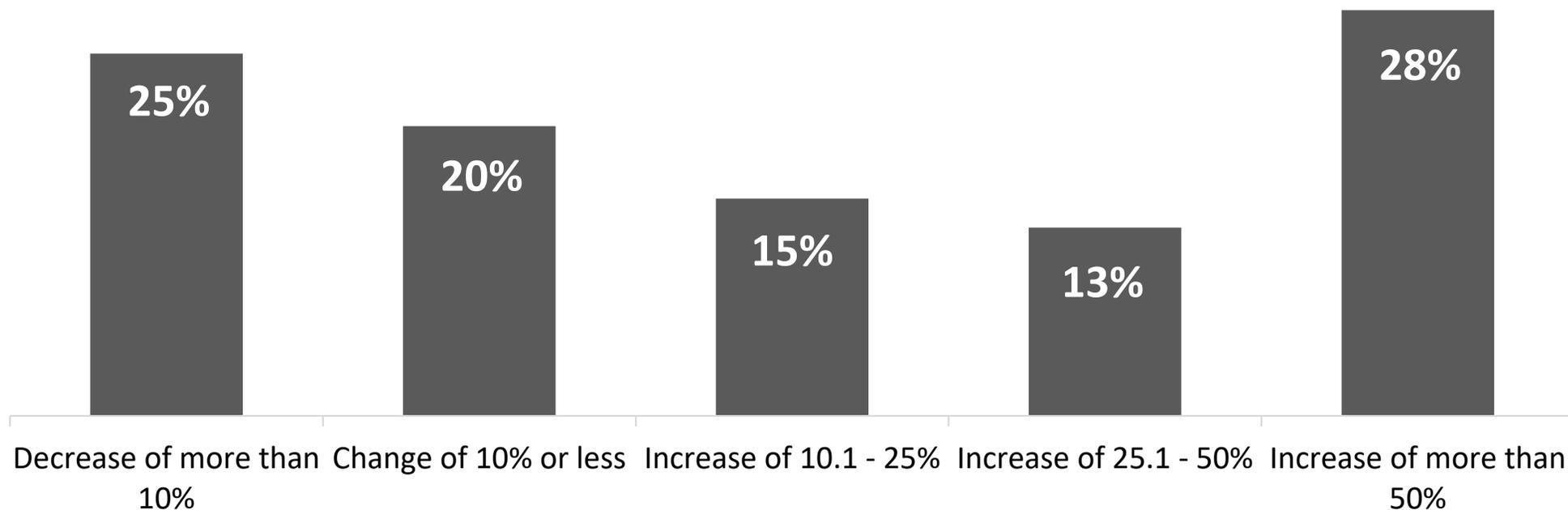
National On-Campus Recruiting Levels – 2Ls (as reported by law schools)

Percent Change in the Number of Employers on Campus (in-person or virtually) Recruiting Class of 2023 2Ls as compared to Class of 2022 2Ls



National On-Campus Recruiting Levels – 3Ls (as reported by law schools)

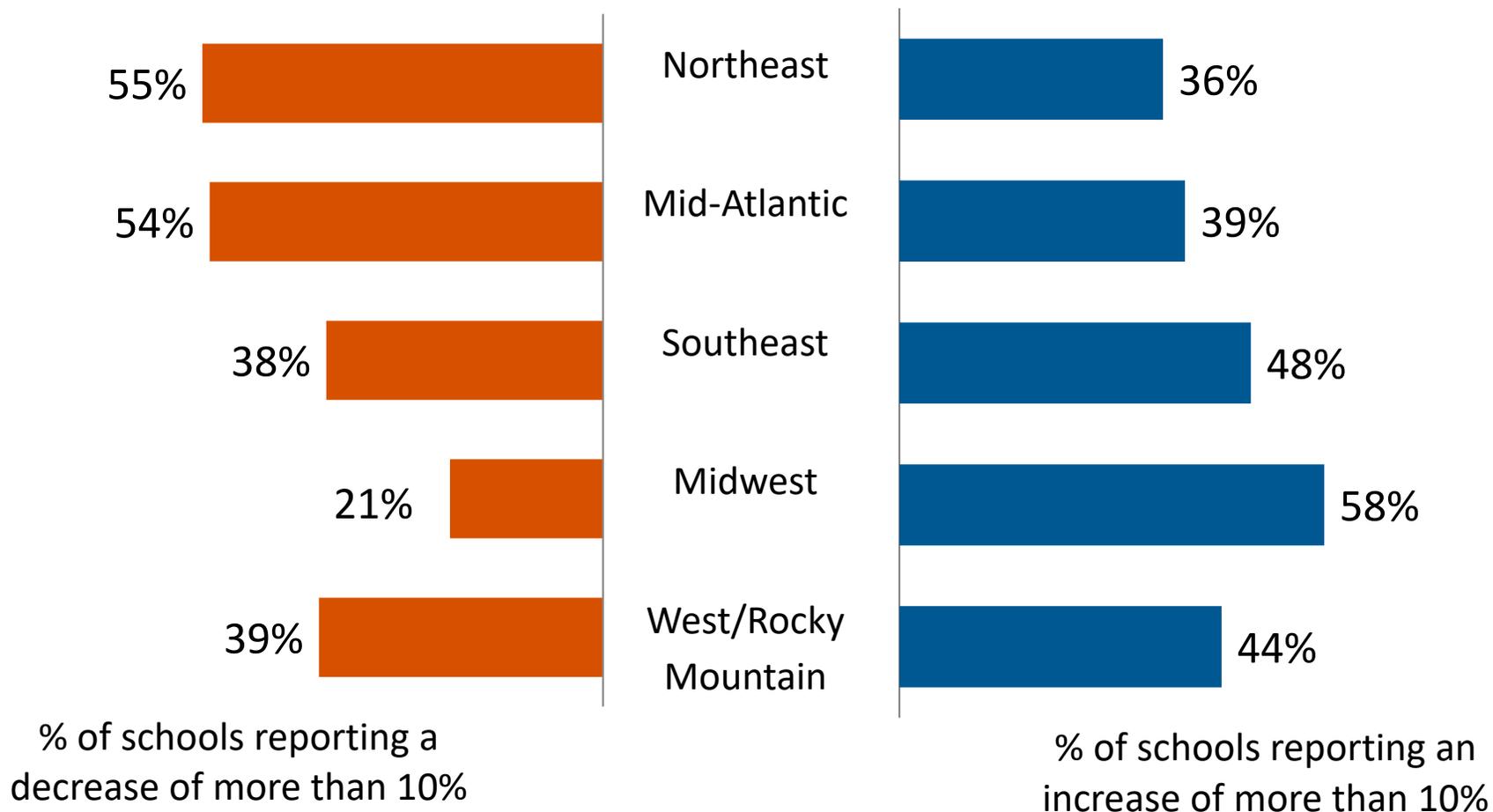
Percent Change in the Number of Employers on Campus (in-person or virtually) Recruiting Class of 2022 3Ls as compared to Class of 2021 3Ls



Note: For part-time programs, any 4L recruiting is also included in these figures.

On-Campus Recruiting Levels by Region – 1Ls (as reported by law schools)

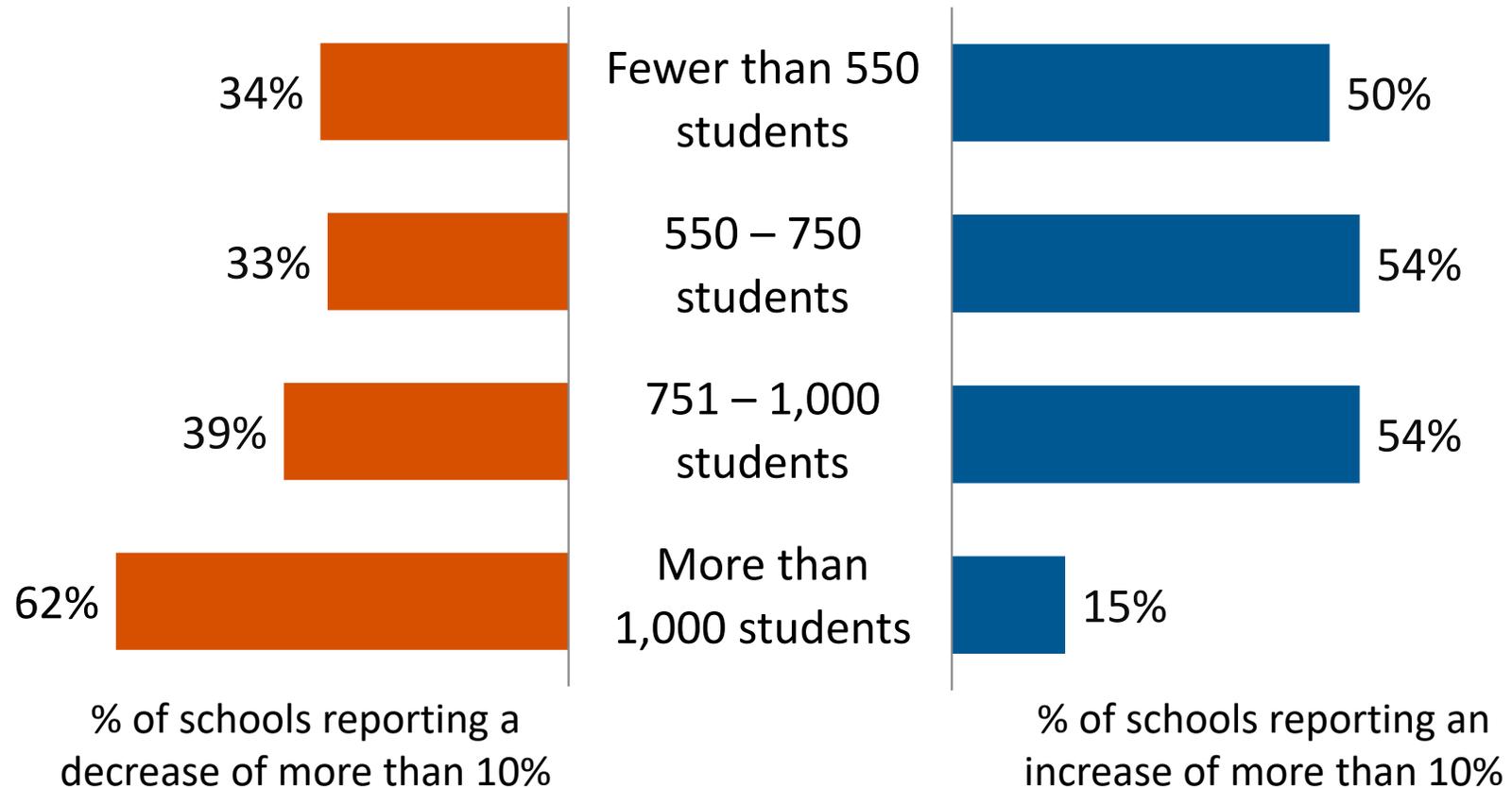
Change in Number of Employers on Campus (in-person or virtually) Recruiting Class of 2023 1Ls as compared to Class of 2022 1Ls



On-Campus Recruiting Levels by Enrollment Size

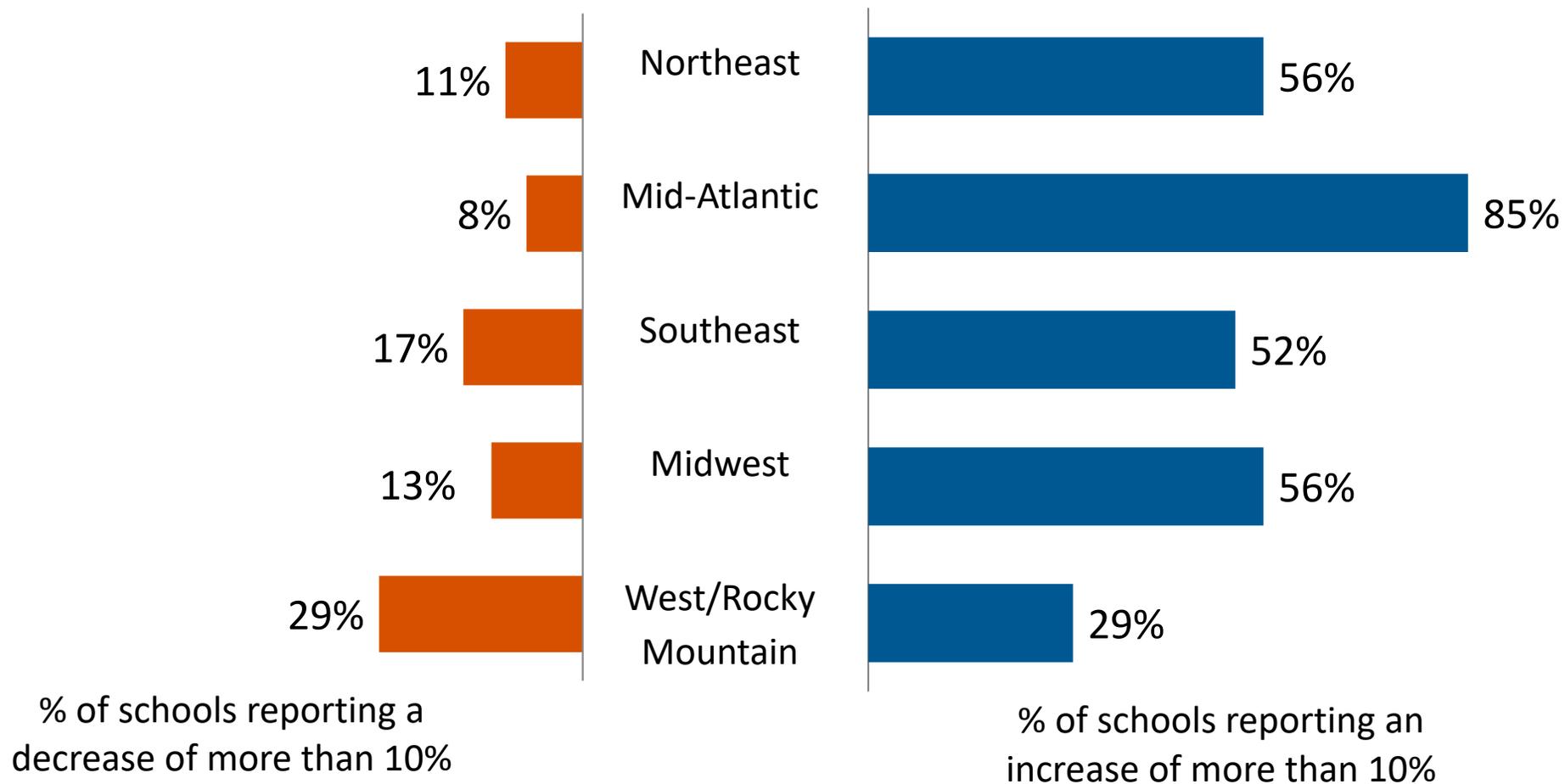
– 1Ls (as reported by law schools)

Change in Number of Employers on Campus (in-person or virtually) Recruiting Class of 2023 1Ls as compared to Class of 2022 1Ls by JD Enrollment Size



On-Campus Recruiting Levels by Region – 2Ls (as reported by law schools)

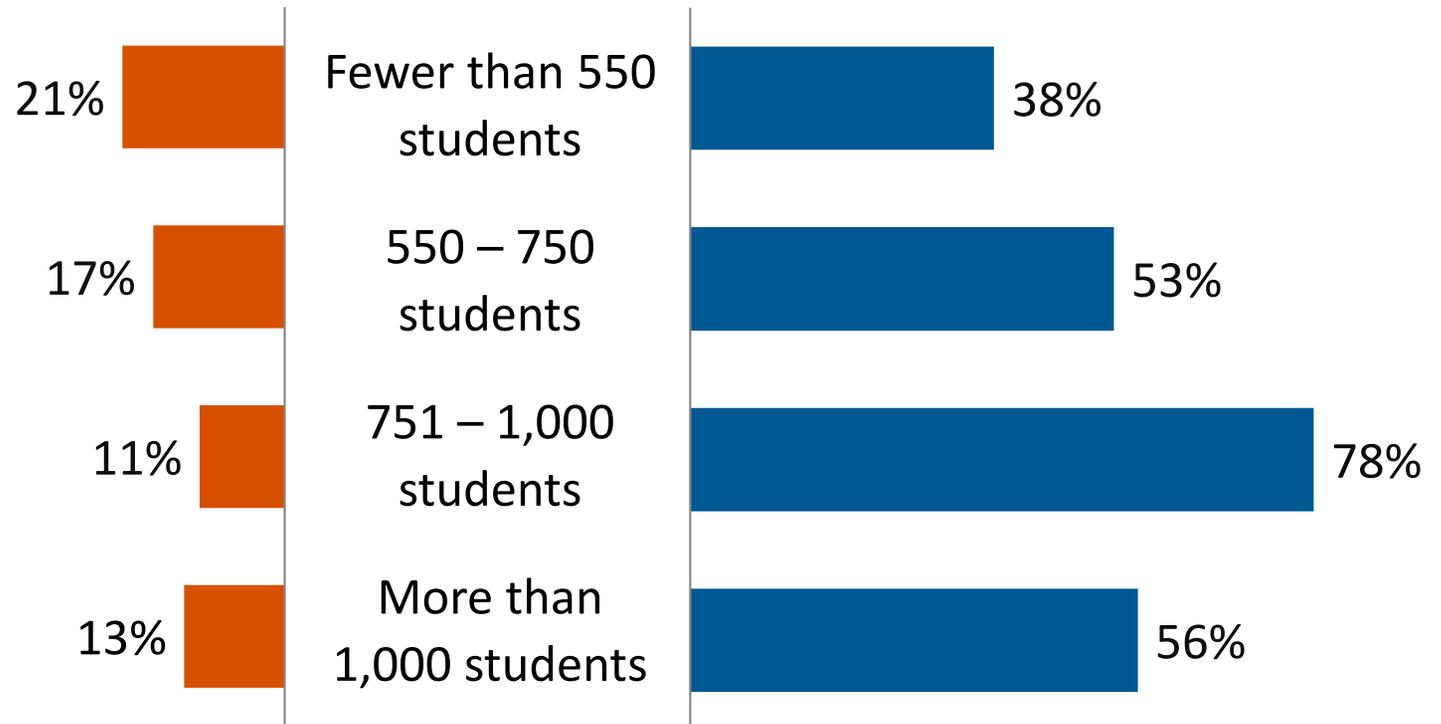
Change in Number of Employers on Campus (in-person or virtually) Recruiting Class of 2023 2Ls as compared to Class of 2022 2Ls



On-Campus Recruiting Levels by Enrollment Size

– 2Ls (as reported by law schools)

Change in Number of Employers on Campus (in-person or virtually) Recruiting Class of 2023 2Ls as compared to Class of 2022 2Ls by JD Enrollment Size

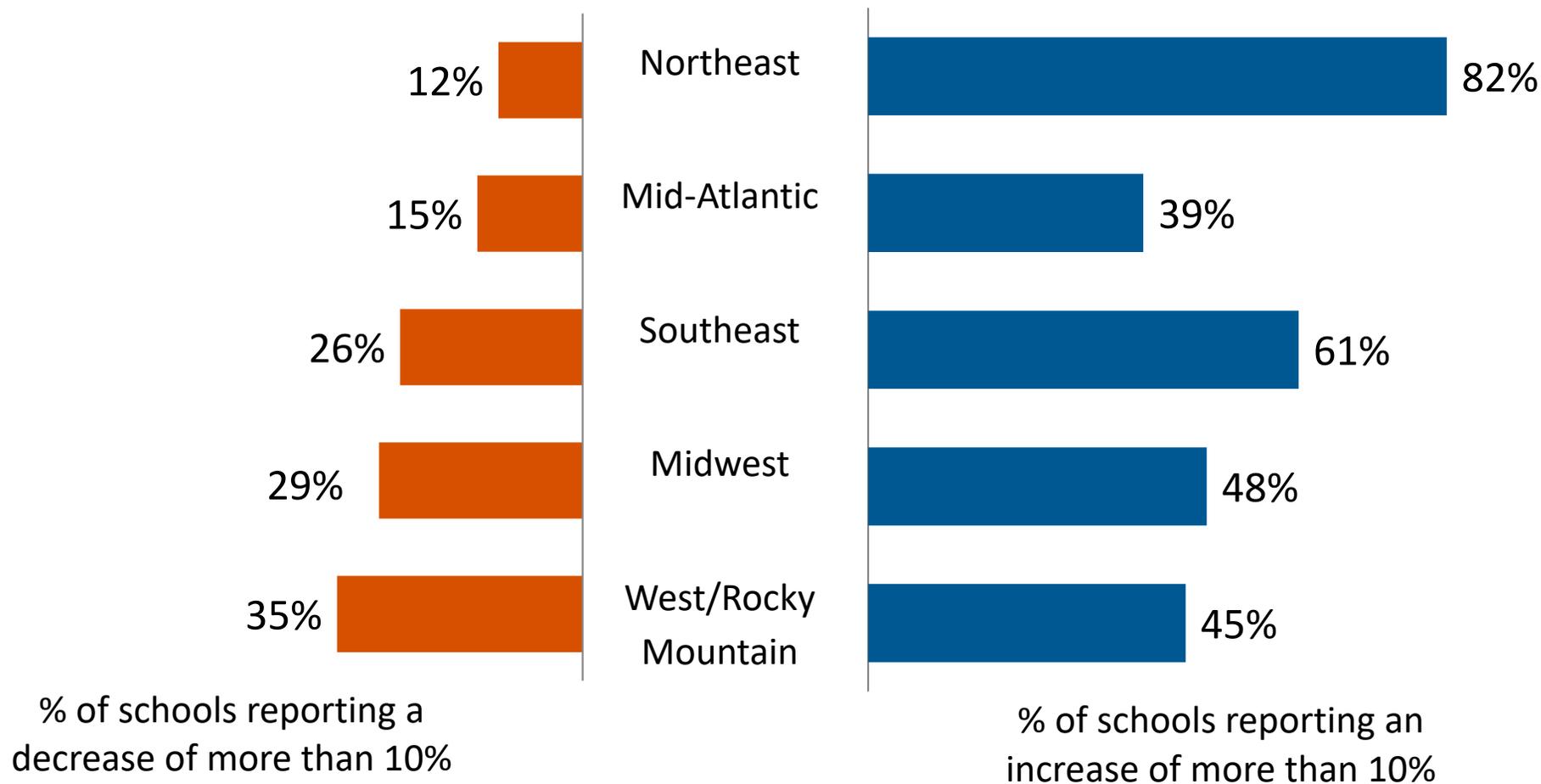


% of schools reporting a decrease of more than 10%

% of schools reporting an increase of more than 10%

On-Campus Recruiting Levels by Region – 3Ls (as reported by law schools)

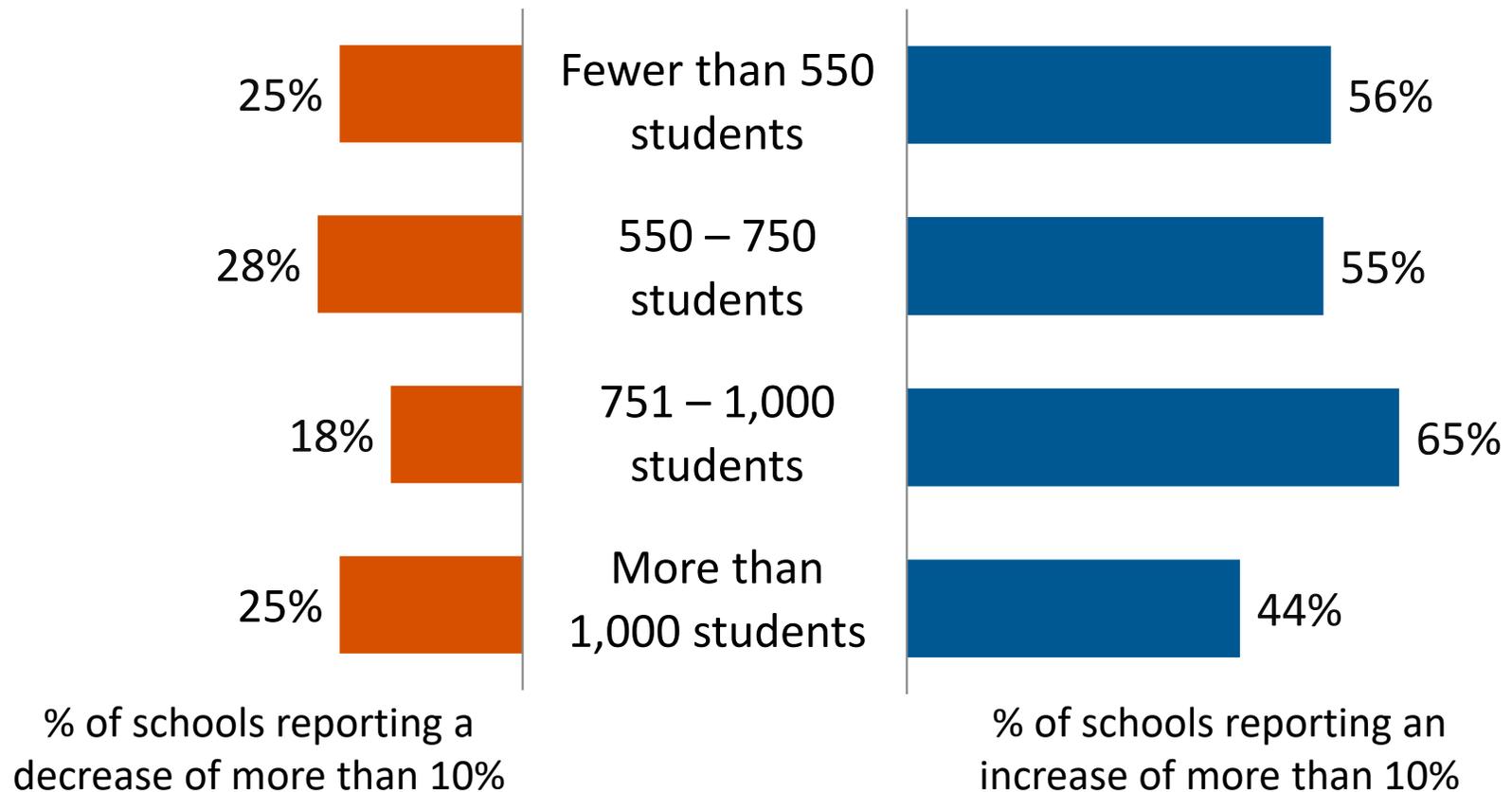
Change in Number of Employers on Campus (in-person or virtually) Recruiting Class of 2022 3Ls as compared to Class of 2021 3Ls



On-Campus Recruiting Levels by Enrollment Size

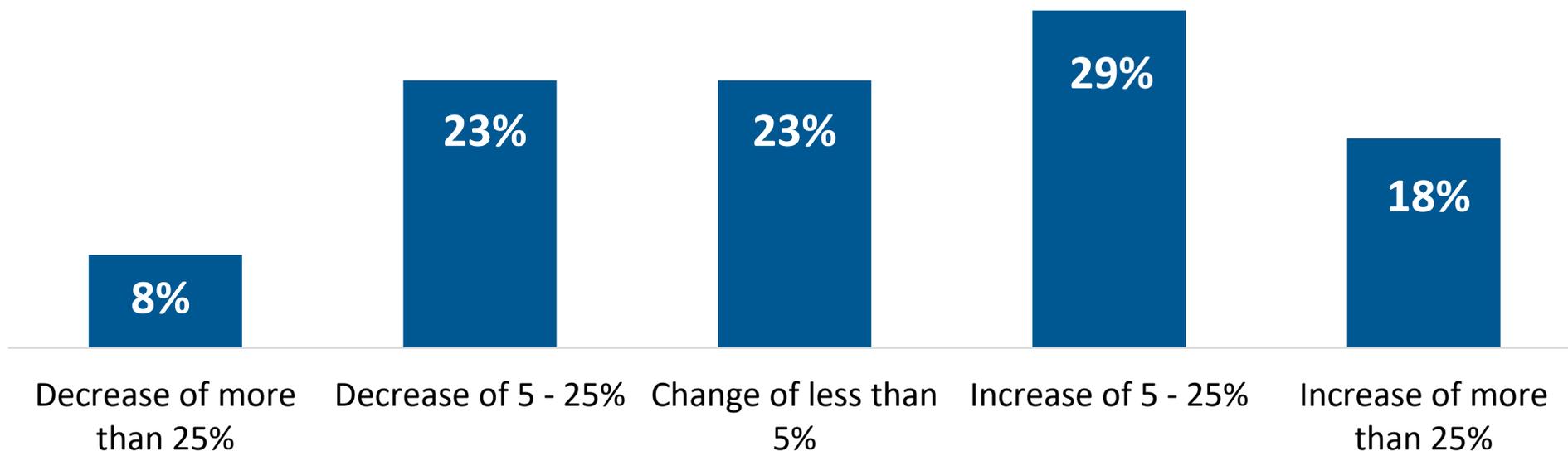
– 3Ls (as reported by law schools)

Change in Number of Employers on Campus (in-person or virtually) Recruiting Class of 2022 3Ls as compared to Class of 2021 3Ls by JD Enrollment Size



Job Opportunities Posted Outside of OCI

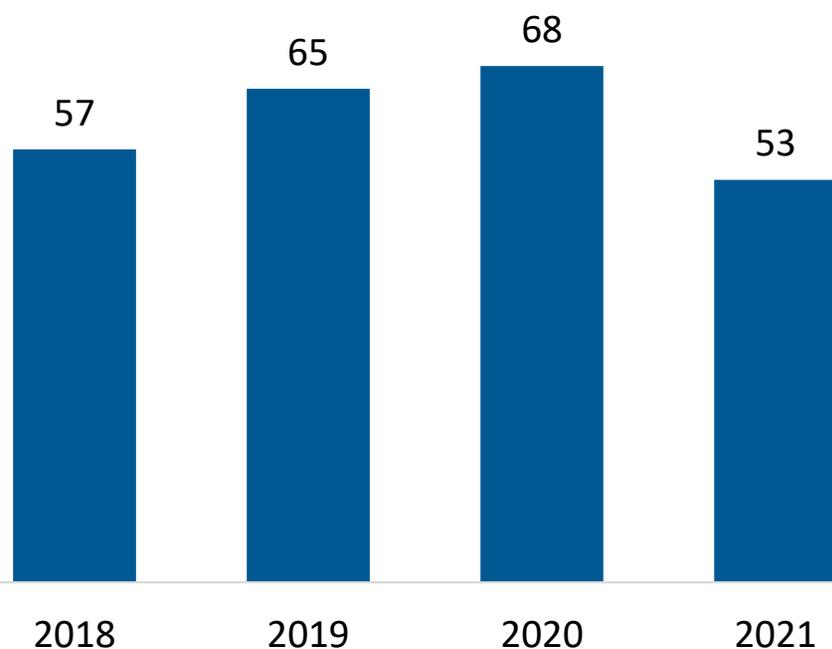
Change in the Number of Job Opportunities Posted Outside of OCI, e.g., direct application, resume collect, in 2020-21 compared with 2019-20



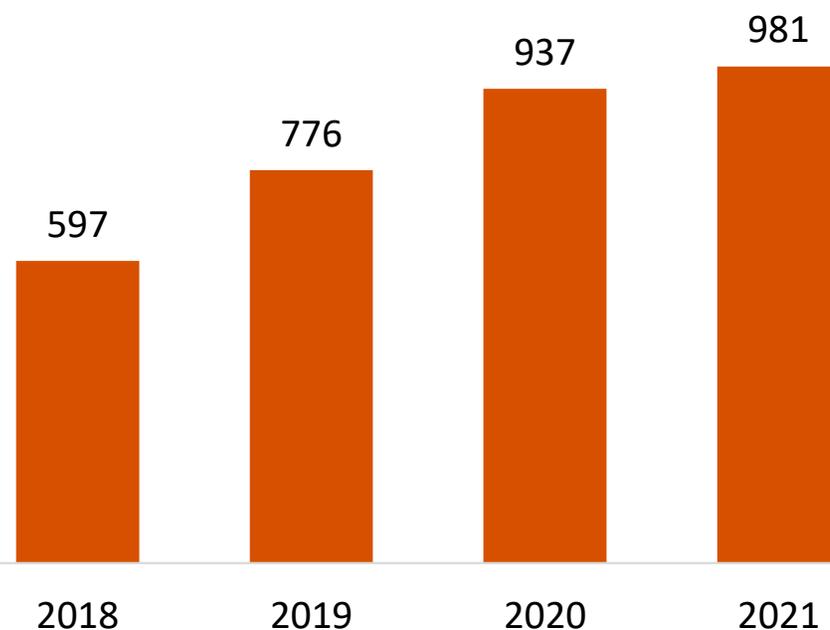
Note: Data are reported from July 1 – June 30 of each year.

Pre-OCI Offers as Reported by Law Schools, 2018 - 2021

Total Number of Schools Reporting Early Offer Activity to Students for 2L Employment



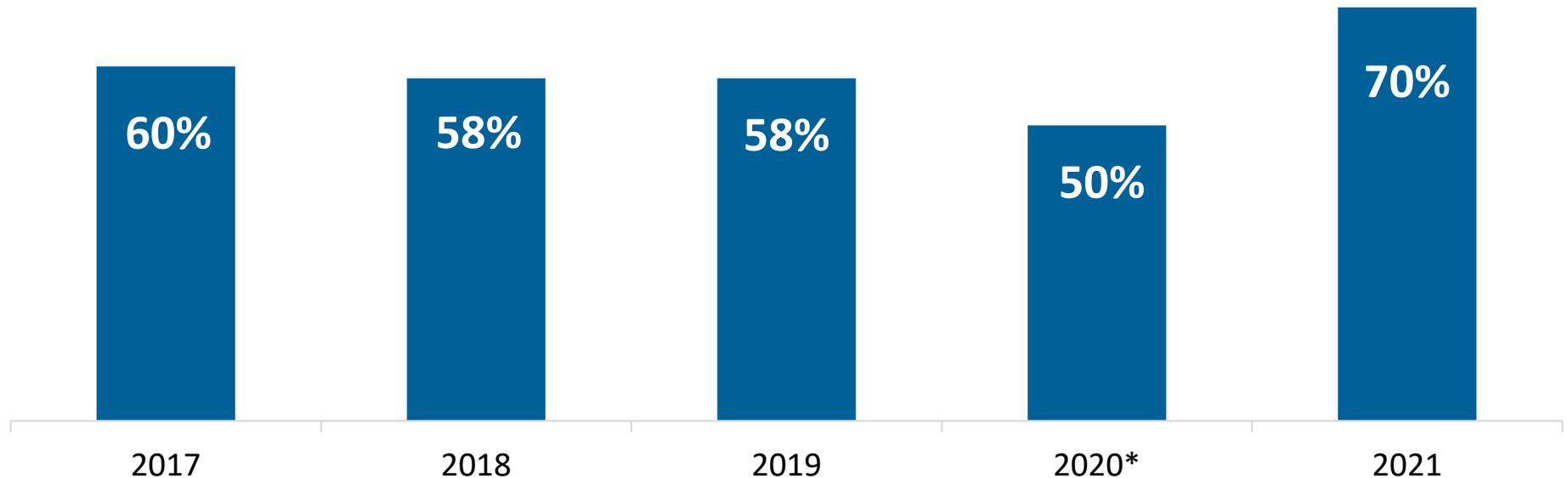
Cumulative Number of Early Offers Reported by Schools for 2L Employment



Note: In 2021, the number of pre-OCI offers at law schools reporting early offers ranged from a low of 1 to a high of 122. Fewer schools completed the survey in 2021 as compared to prior years, so the number of schools reporting early offer activity may be underreported. In most years, early offers were extended prior to July/August; however, in 2020 early offers may have extended into early 2021 due to most OCI programs taking place in January/February.

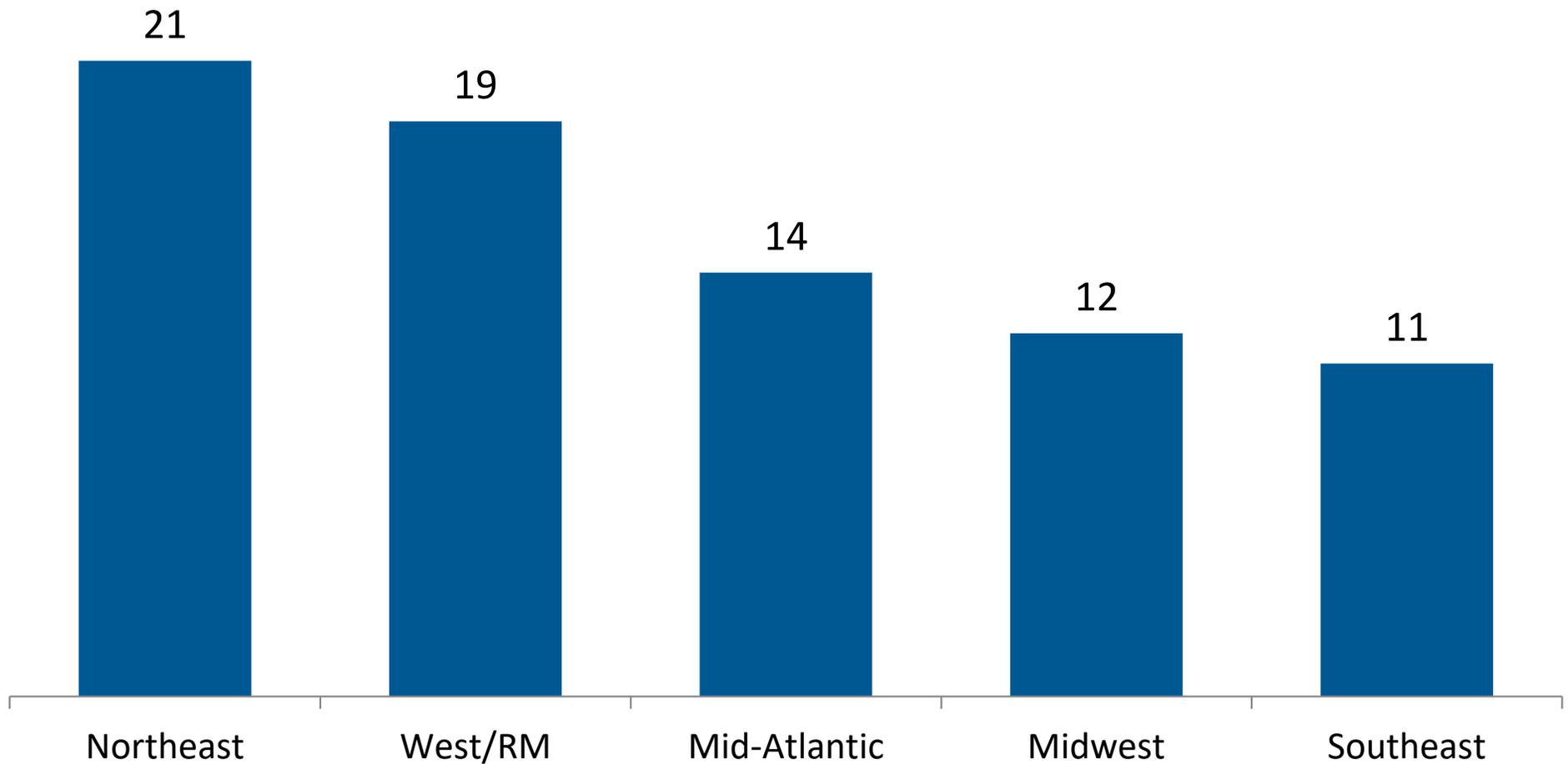
Post-OCI Recruiting as Reported by Law Schools, 2017 - 2021

% Schools Reporting Employers Returning Post-OCI to Seek Additional Candidates



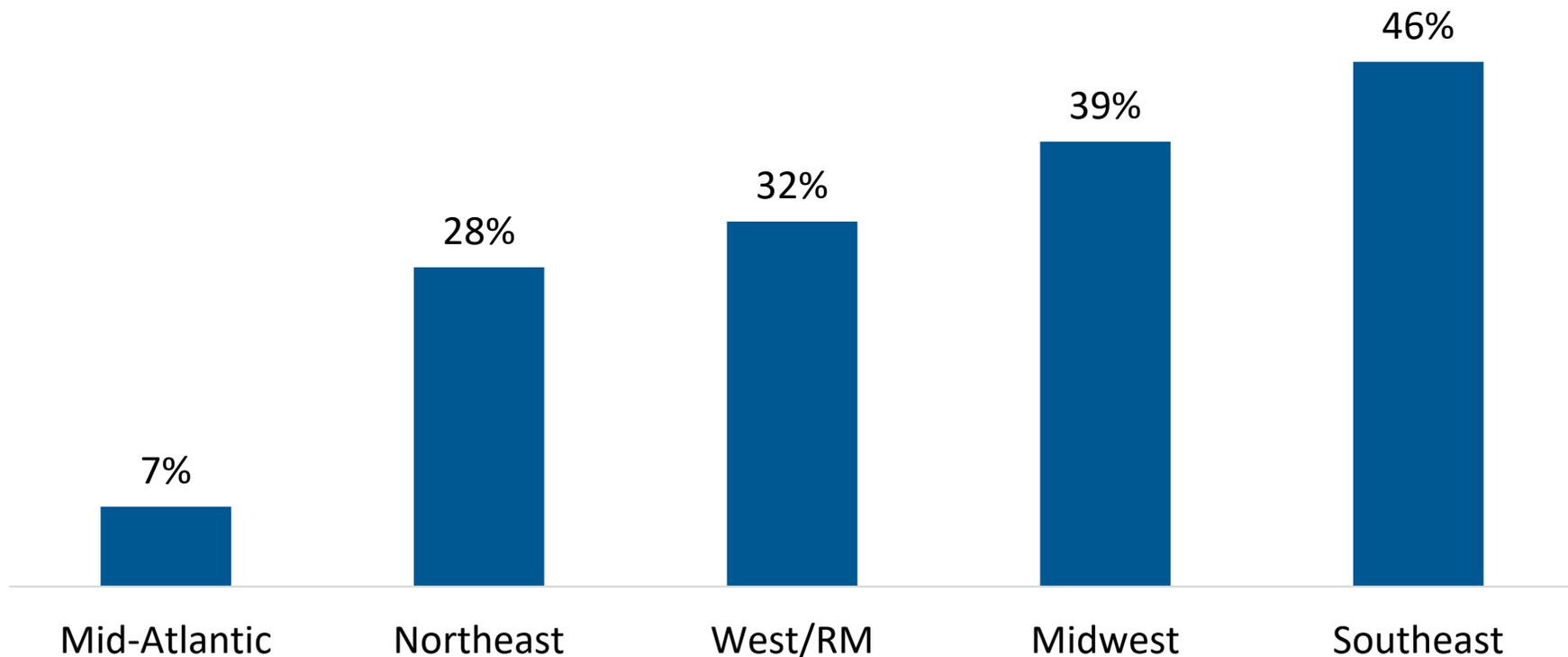
Note: *The 2020 cycle includes recruiting that took place through spring 2021.

Average Number of Employers Returning to Campus (in-person or virtually) Post-OCI, by Region



Percent of Schools Reporting On-Campus Recruiting for JD Advantage Jobs, by Region

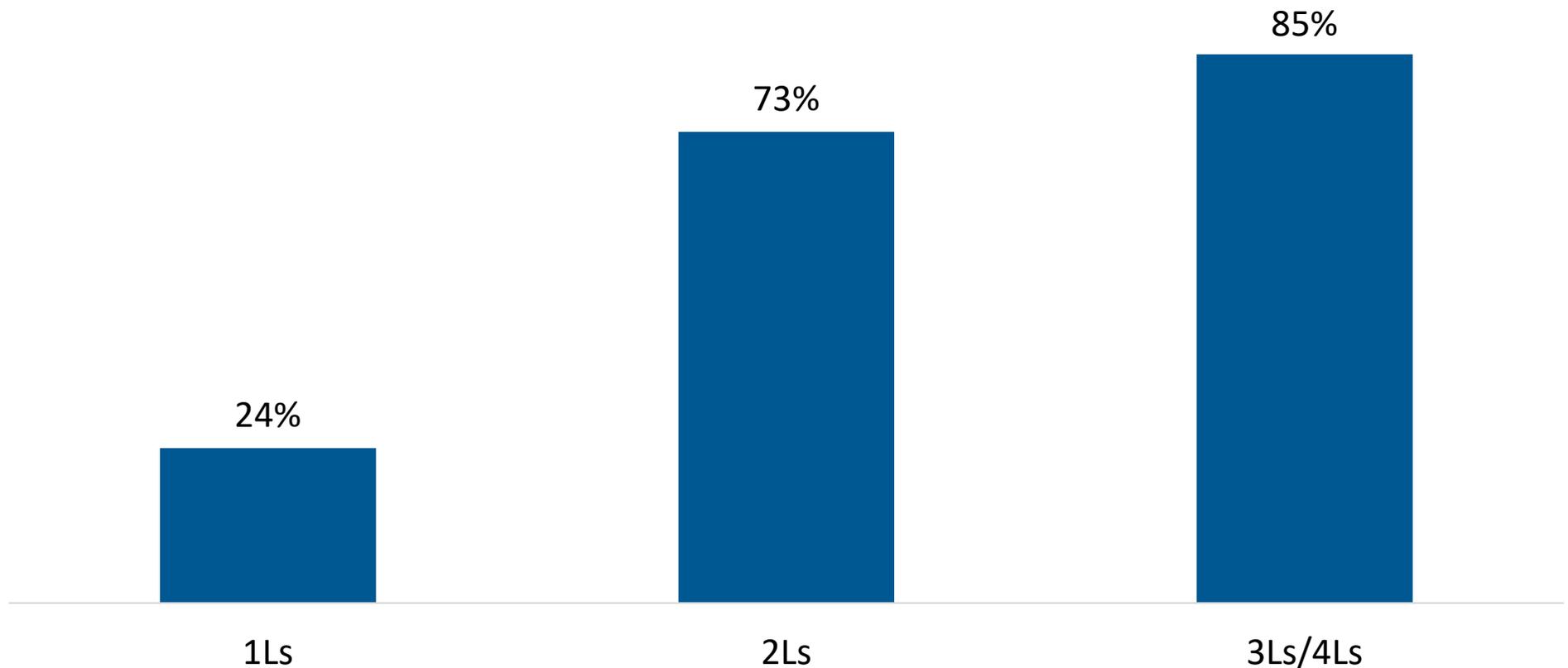
Overall, 33% of schools reported some on-campus recruitment (in-person or virtually) for JD Advantage jobs from July 1, 2020 – June 30, 2021



Note: In 2020, 43% of all schools reported on-campus recruiting for JD Advantage jobs.

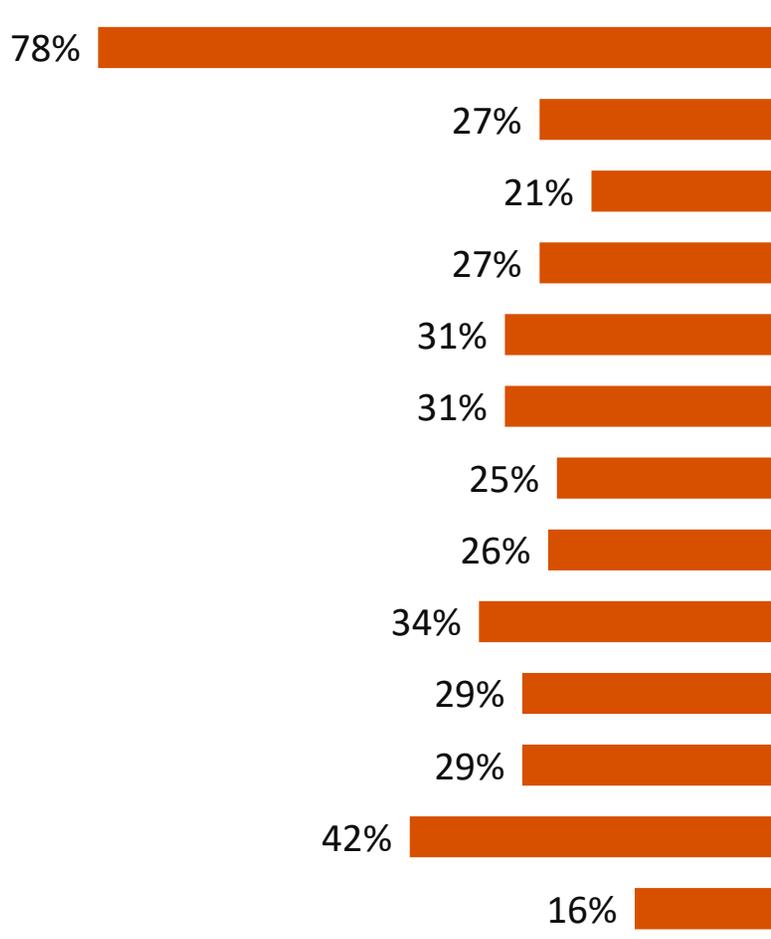
On-Campus Recruiting for JD Advantage Jobs, by Class Year

For the 33 schools that reported JD Advantage recruiting on-campus, the following percentages of schools reported recruiting of:

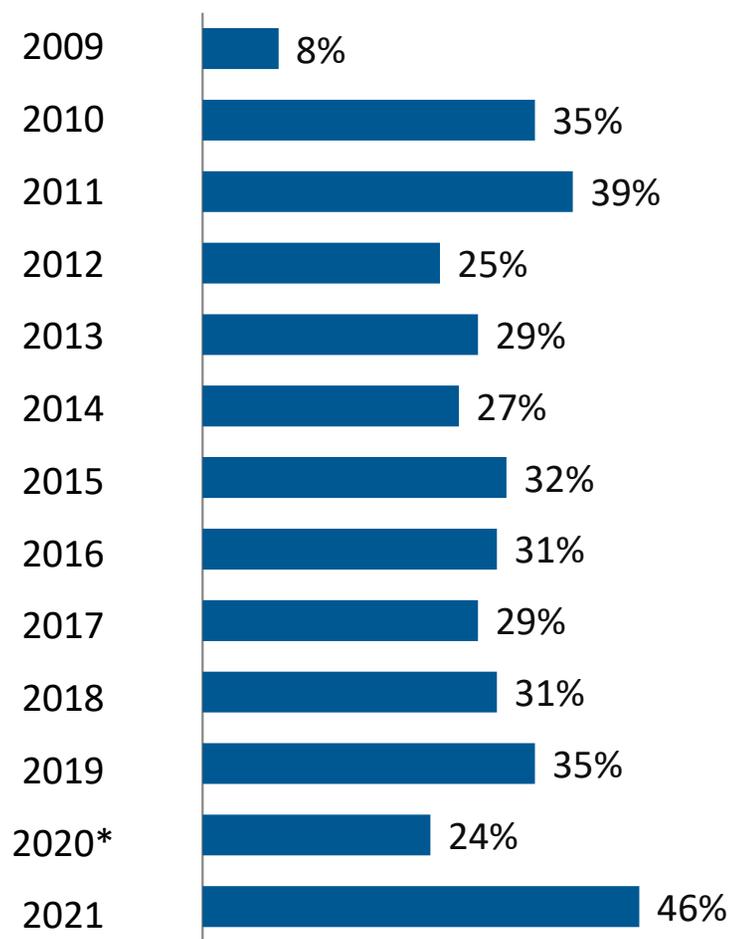


NALP Recruiting Survey Results – Law Firms

National Fall* On-Campus Recruiting Levels 2009-2021 As Reported by Employers



Number of schools visited:
Percent of offices reporting a **decrease** in campus visits from previous year



Number of schools visited:
Percent of offices reporting an **increase** in campus visits from previous year

On-Campus* Law Firm Recruiting Levels Reported by Region

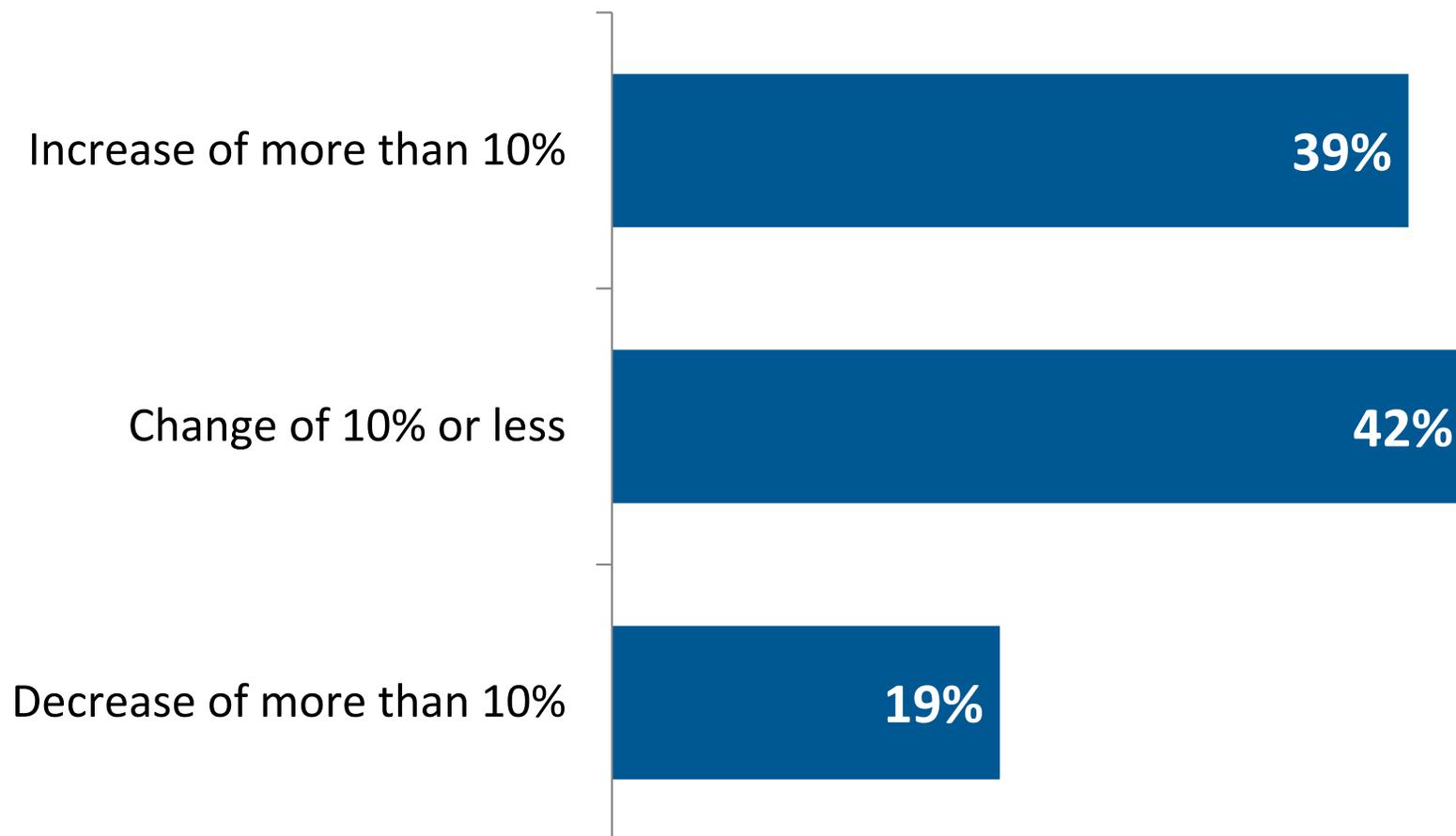
Change in Number of Schools Visited by Firms Recruiting for Summer 2022 as Compared to Summer 2021

Region	Decrease	No Change	Increase
Northeast	18%	49%	33%
Mid-Atlantic	15%	49%	36%
Southeast	11%	31%	58%
Midwest	22%	20%	58%
West/Rocky Mountain	17%	44%	39%
Nationwide	16%	38%	46%

* Includes in-person or virtual OCI

Source: NALP's Perspectives on 2021 Law Student Recruiting. Based on 381 offices visiting at least one school to recruit for summer 2021 or summer 2022.

Change in Number of Screening Interviews for Summer 2022 Spots, Compared to 2021



Source: NALP's Perspectives on 2021 Law Student Recruiting. Based on 277 offices that reported screening interviews for both summer 2021 and summer 2022 positions.

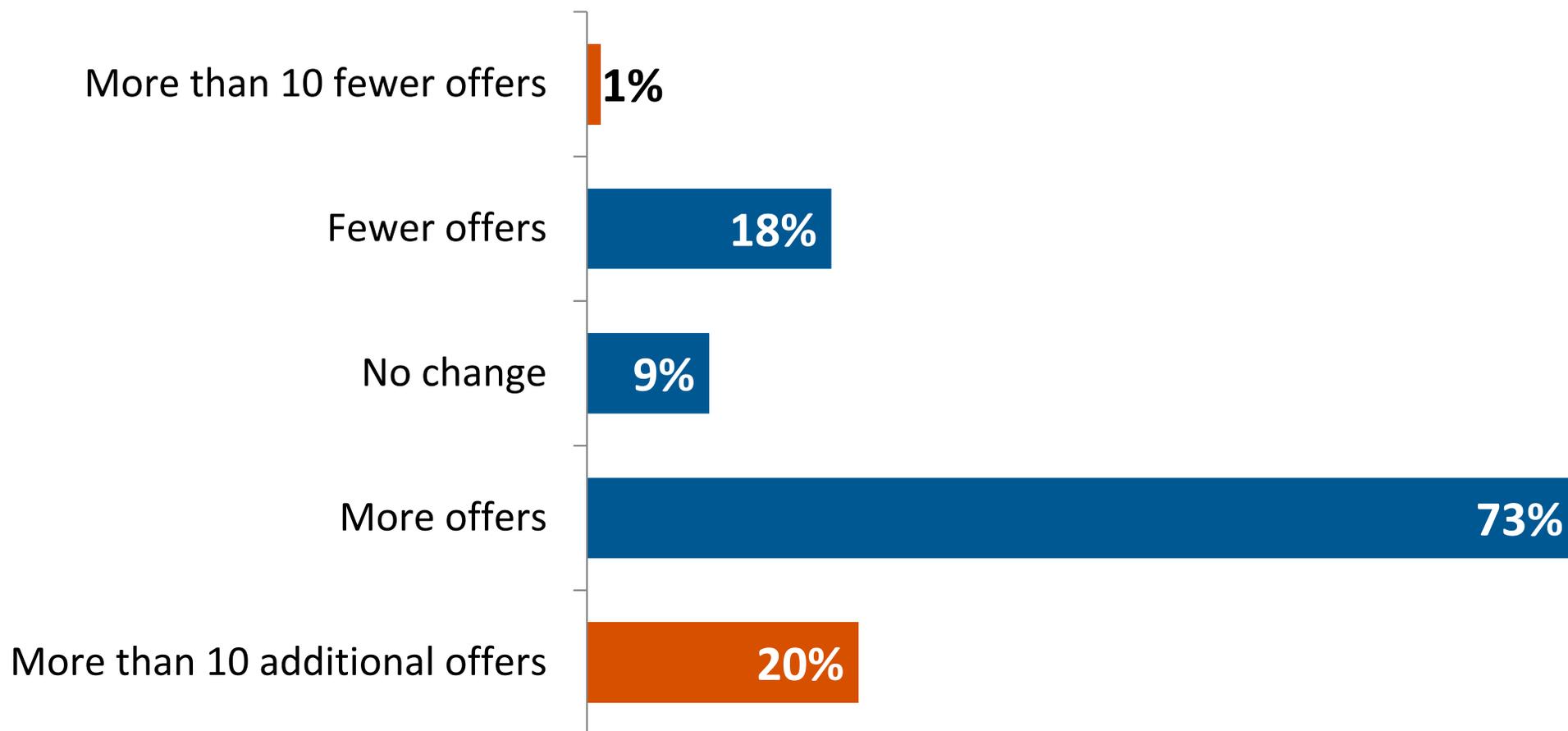
Change in the Number of Screening Interviews for Summer 2022 Spots by Region

Change in Number of Screening Interviews for Summer 2022 Spots as Compared to Summer 2021

Region	Decrease of More than 10%	Change of 10% or Less	Increase of More than 10%
Northeast	16%	59%	25%
Mid-Atlantic	20%	48%	33%
Southeast	10%	22%	67%
Midwest	21%	41%	38%
West/Rocky Mountain	29%	36%	35%
Nationwide	19%	42%	39%

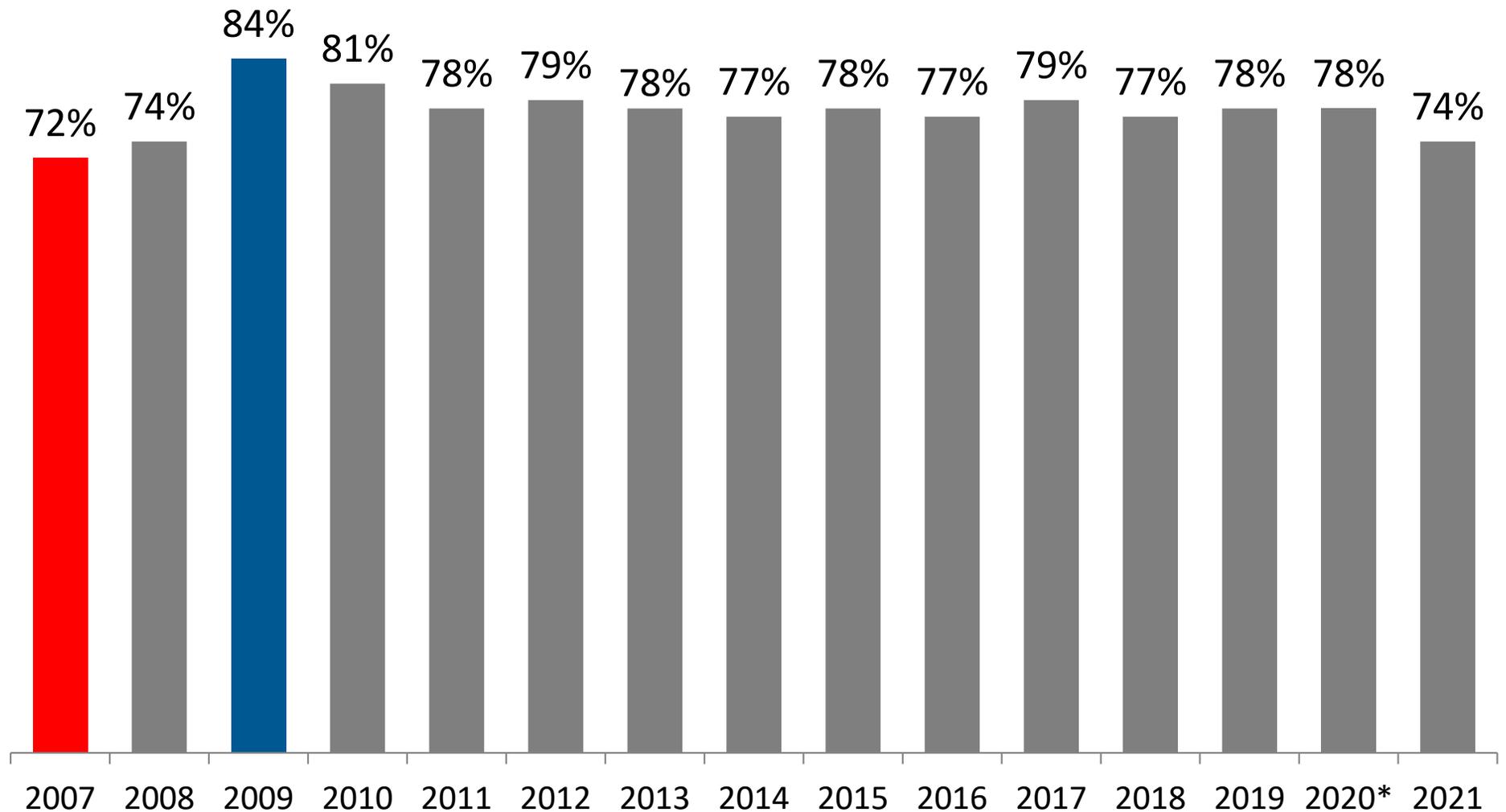
Source: NALP's Perspectives on 2021 Law Student Recruiting. Based on 277 offices that reported screening interviews for both summer 2021 and summer 2022 positions.

Change in Offers for Summer Associate Positions for Summer 2022, Compared to Summer 2021



Source: NALP's Perspectives on 2021 Law Student Recruiting. Based on 415 offices that reported offers for both summer 2021 and summer 2022 positions.

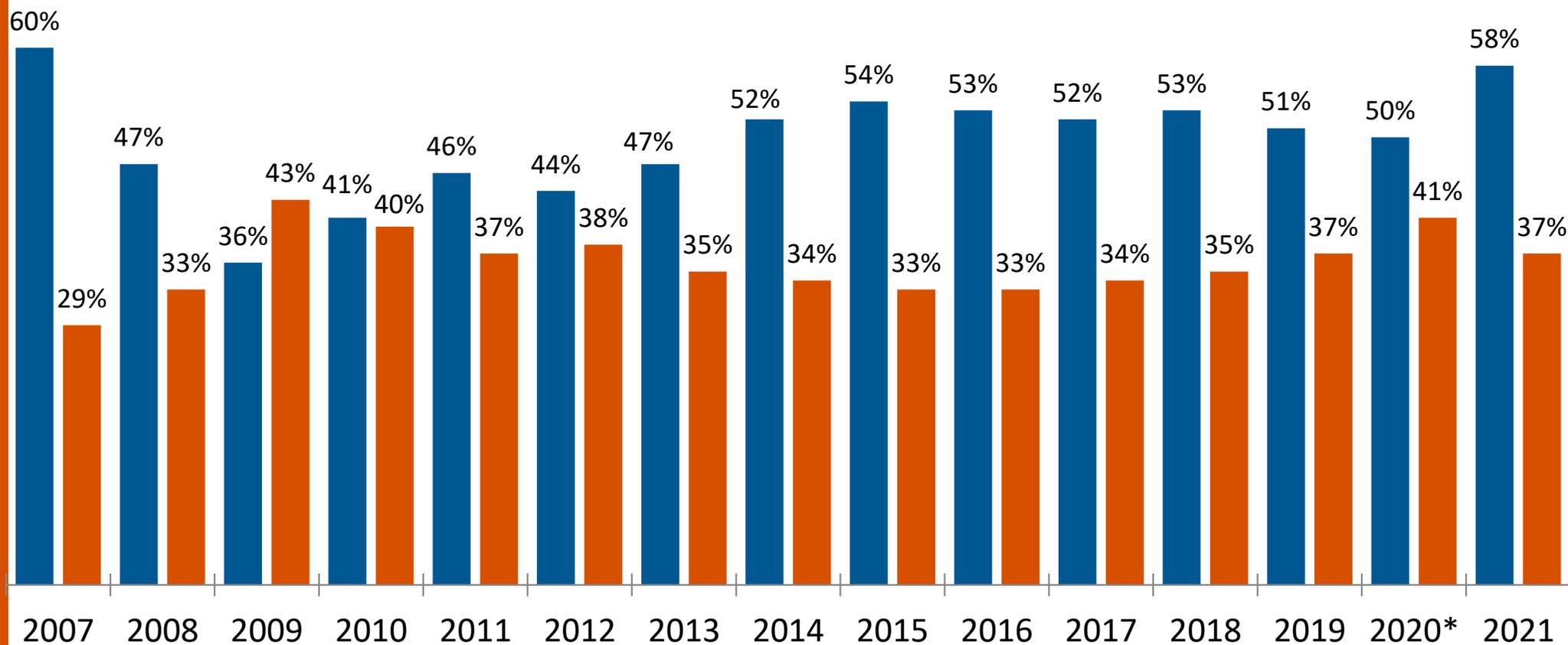
Percentage of Callback Invitations Resulting in Interviews Over Time (for following summer)



*Recruiting cycle extended into early 2021.

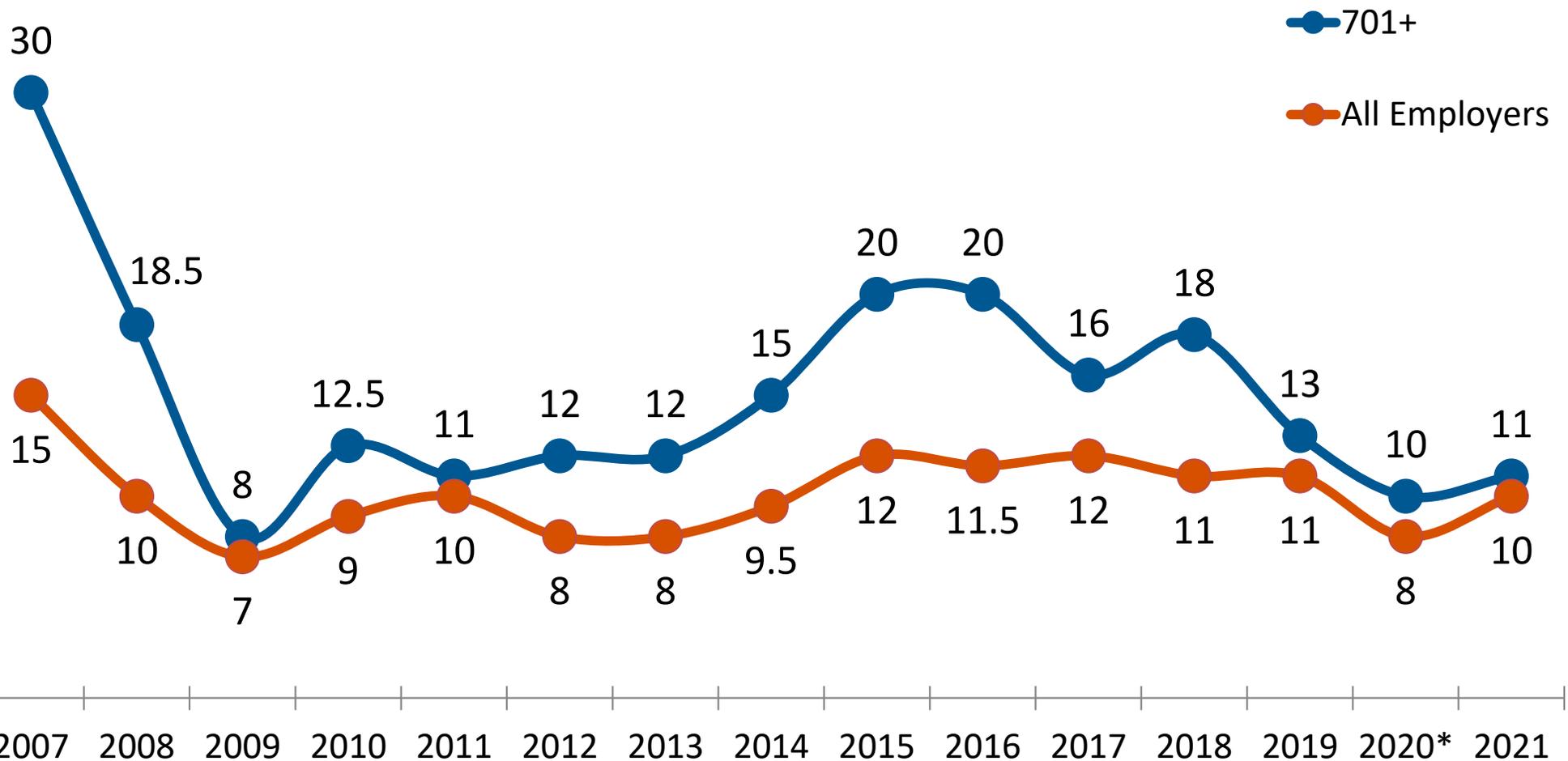
Offer and Yield Rates for Summer Programs for Rising 2Ls Over Time

■ Callback Interviews Resulting in Offers ■ Offer Acceptance Rate



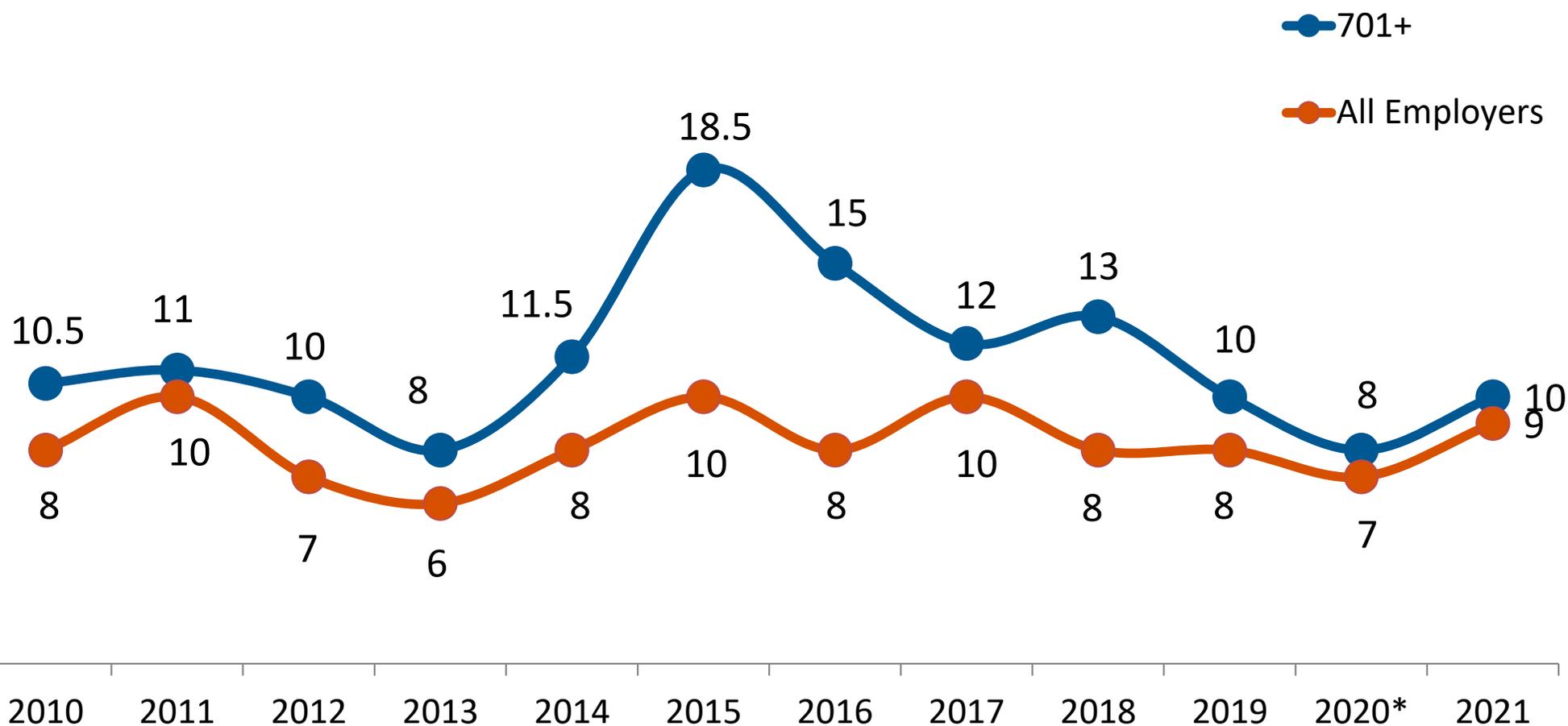
* Note: The year 2020 includes recruiting that took place through spring 2021.

Median Number of Offers Extended to Rising 2Ls for Summer Programs Over Time



* Note: The year 2020 includes recruiting that took place through spring 2021.

Median Number of Offers Extended to Rising 2Ls for Summer Programs Over Time – Office-Specific Reports



* Note: The year 2020 includes recruiting that took place through spring 2021. In 2010, the 701+ category includes all offices in firms of 501+ lawyers.

Offers Extended to Rising 2Ls for Summer Programs Over Time

Median Number of Offers Extended															
Firm Size	2007	'08	'09	'10	'11	'12	'13	'14	'15	'16	'17	'18	'19	'20	'21
701+	30	18.5	8	12.5	11	12	12	15	20	20	16	18	13	10	11
501 – 700	16	11	19	19	13	13	18	23	17	31.5	28	14	10.5	5	8
251 – 500	19	8	9	10	14.5	8.5	11	11	16.5	7	11	8	9	6	10
101 – 250	17	12	6	9	8	7	7	7	6	8	9	7	8	8	7
100 or <	4	4	4	3	4.5	5	3	3	3	4	4	4	8*	4	6
All Employers	15	10	7	9	10	8	8	9.5	12	11.5	12	11	11	8	10

**Note, for law firms of 100 or fewer lawyers, the N was 13, a much smaller number than previous years, so the median of 8 may not be representative.*

Offers Extended to Rising 2Ls for Summer Programs Over Time

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Firm Size	2007	'08	'09	'10	'11	'12	'13	'14	'15	'16	'17	'18	'19	'20	'21
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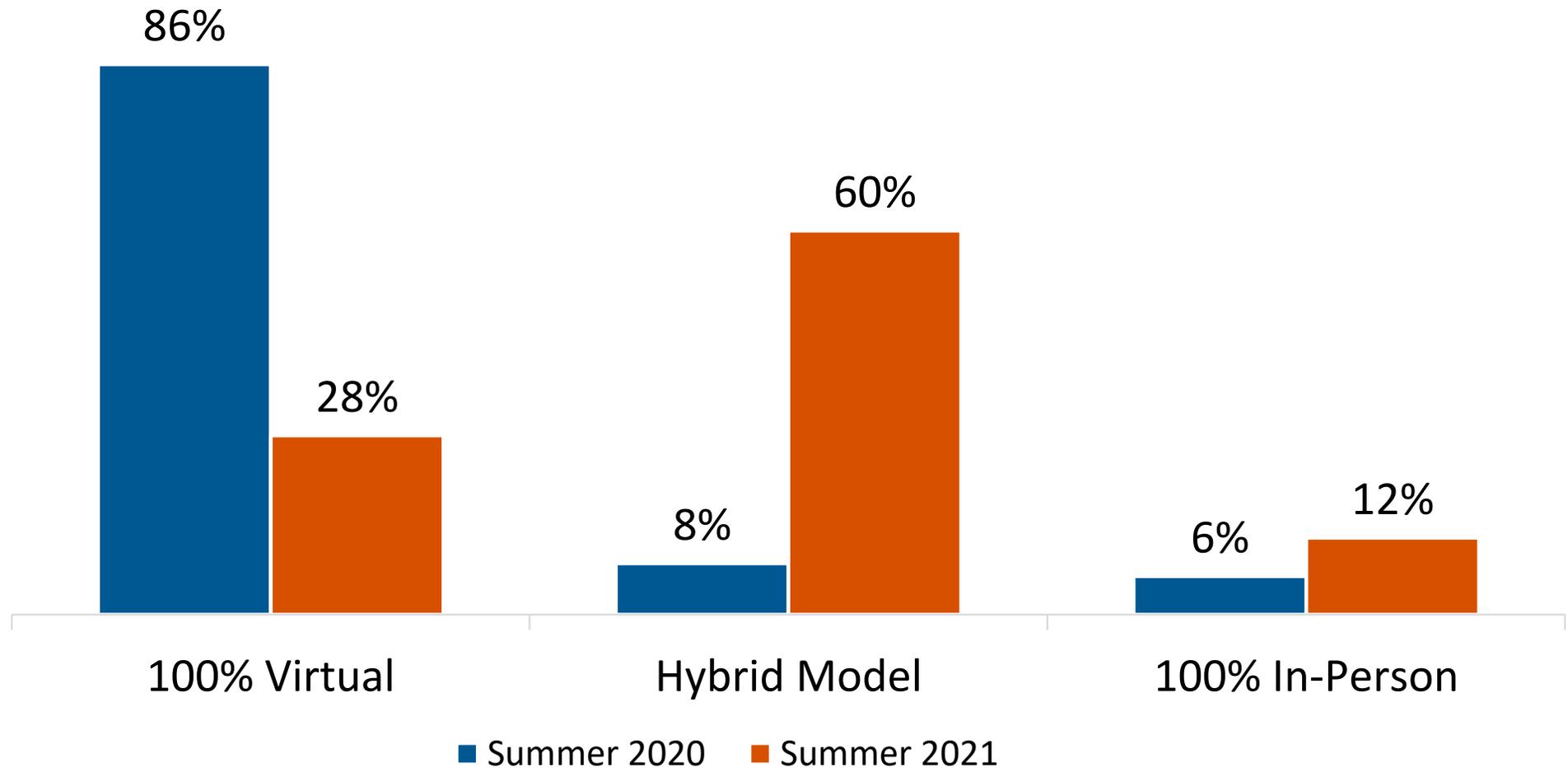
**Note, for law firms of 100 or fewer lawyers, the N was 13, a much smaller number than previous years, so the median of 8 may not be representative.*

Range in Number of Offers Extended for Summer 2022 Programs, by Firm Size

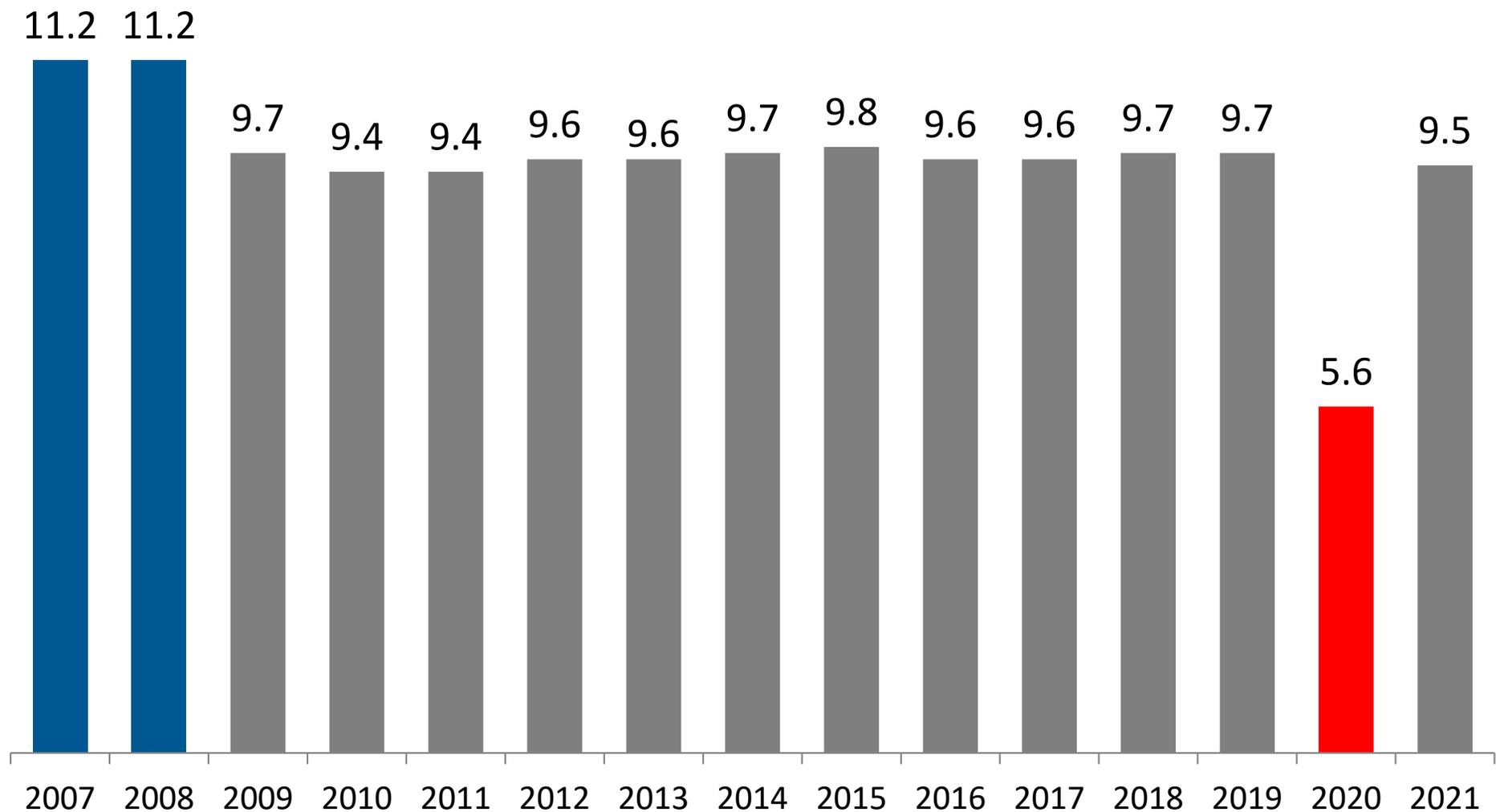
Firm Size	All Employers	Office-specific Reports
100 or fewer	2 – 74	2 – 74
101 – 250	1 – 41	1 – 41
251 – 500	1 – 193	1 – 193
501 – 700	1 – 187	1 – 187
701+	1 – 472	1 – 441

Note: Based on 462 employers that made at least one offer to second-year students for the following summer.

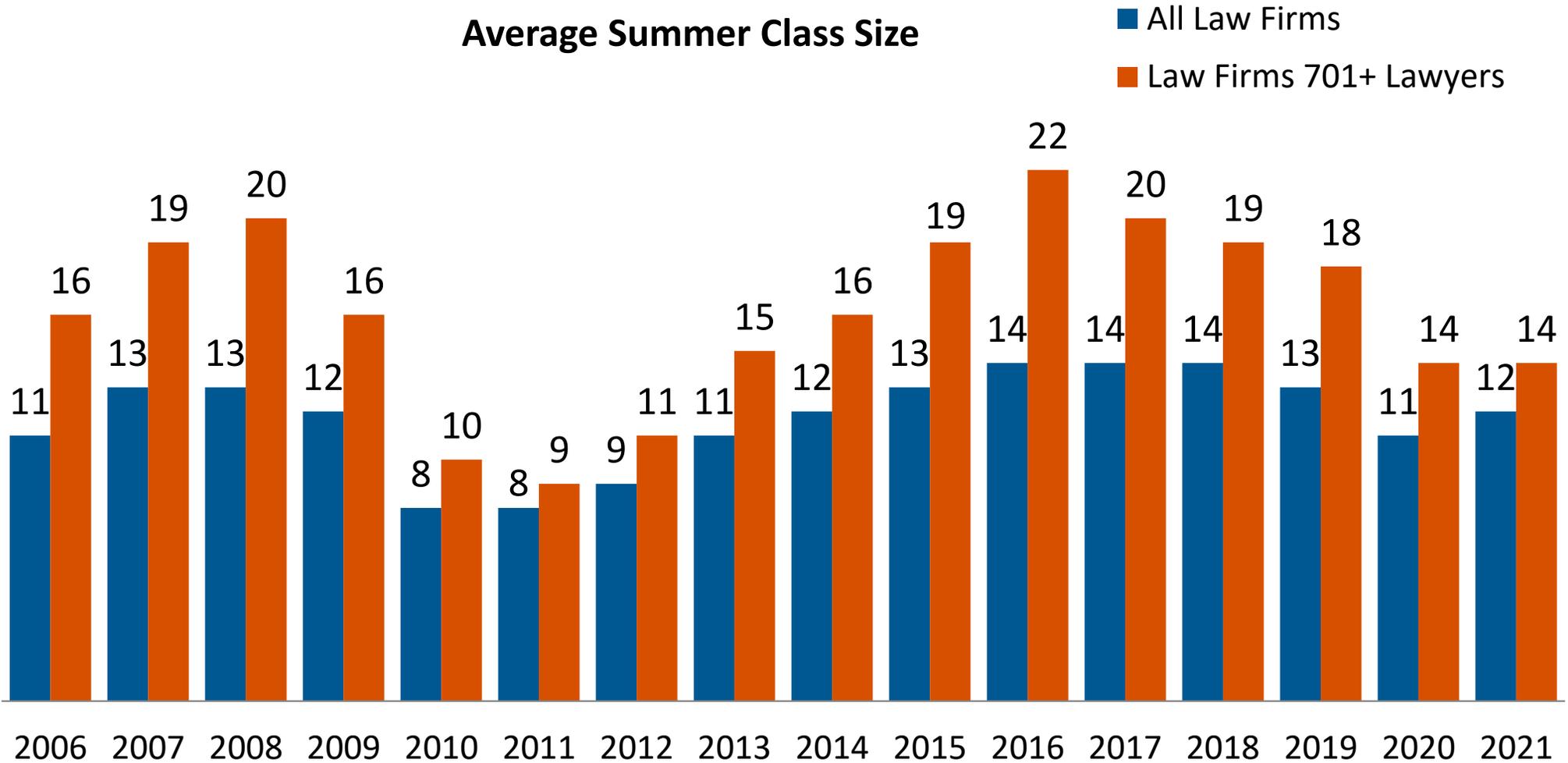
Format of Summer Programs – 2020 vs. 2021



Length of Summer Programs Over Time (in weeks)



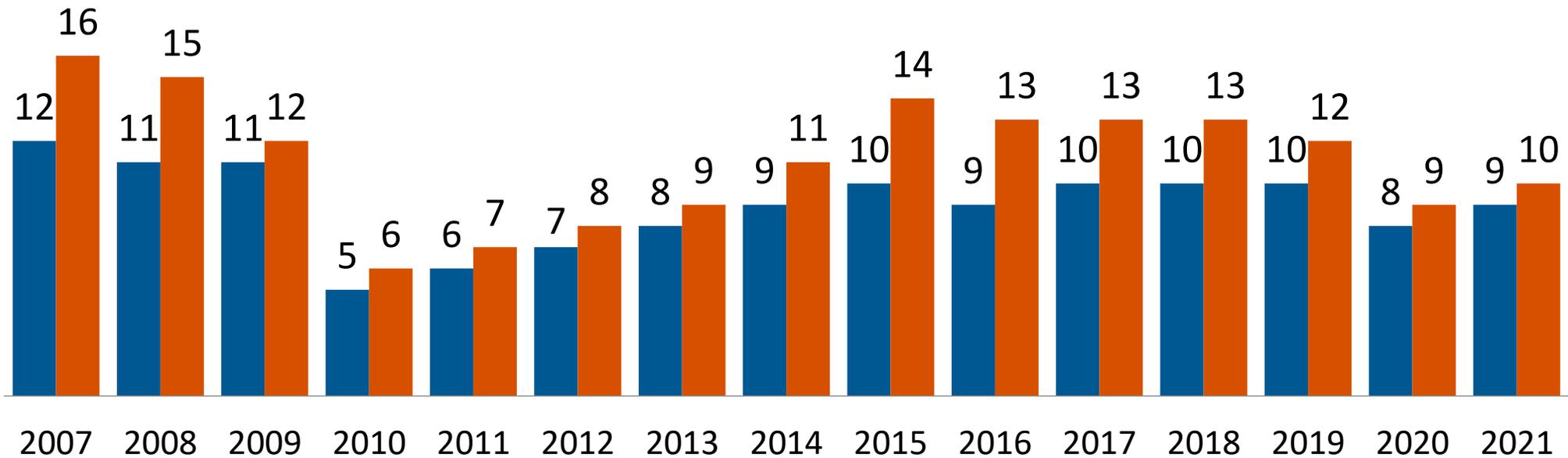
Law Firm Summer Program Class Size Over Time – 2Ls (All Employers)



Law Firm Summer Program Class Size Over Time – 2Ls (Office-Specific)

Average Summer Class Size

- All Law Firms
- Law Firms 701+ Lawyers



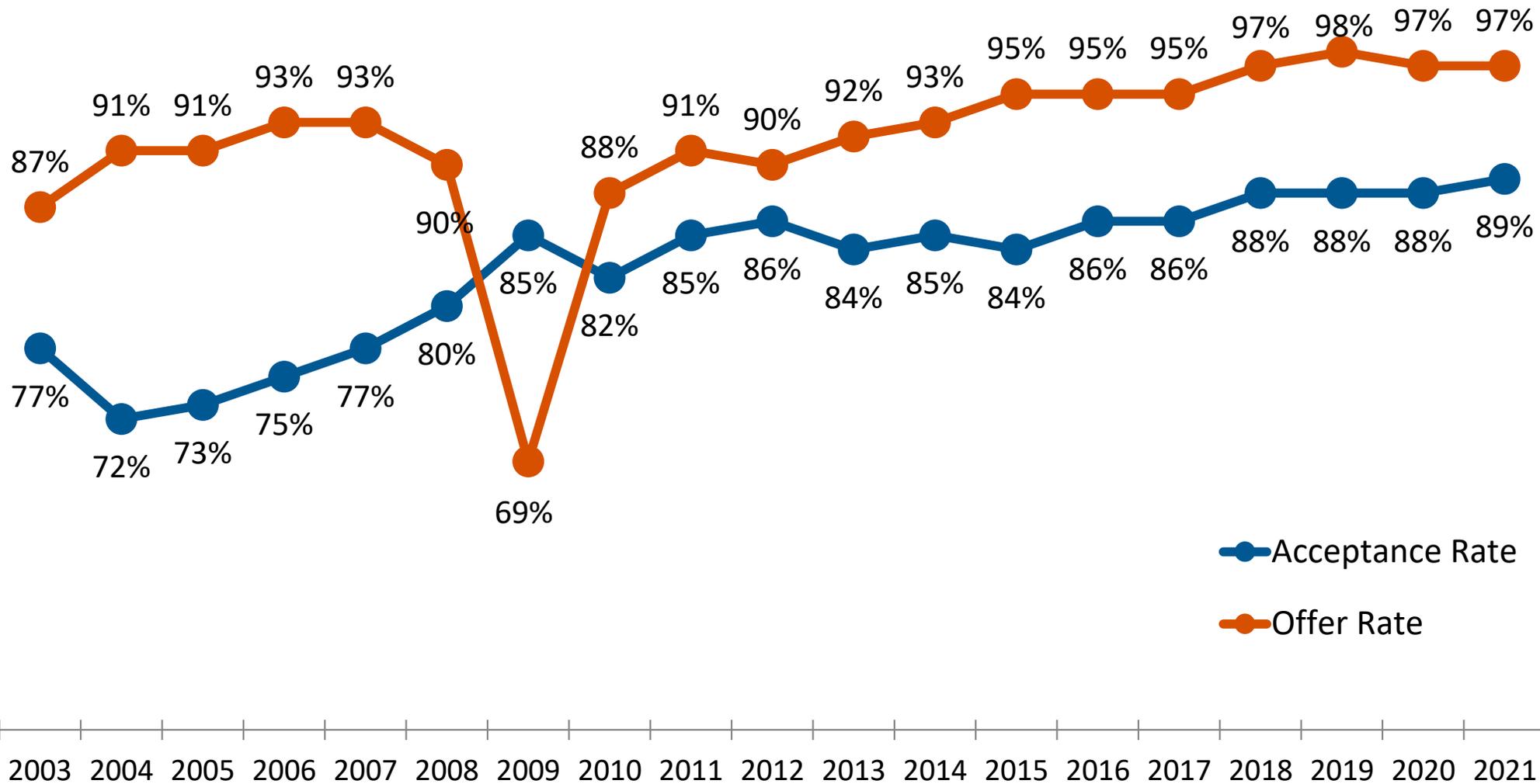
Range in Law Firm Summer 2021 Program Class Size – 2Ls

Class Size	All Employers	Office-specific Reports
1-3	38.6%	43.8%
4-10	33.7%	34.1%
11-20	14.2%	13.4%
21-50	10.3%	6.5%
51-223	3.2%	2.2%*

* The largest office-specific class size reported was 118.

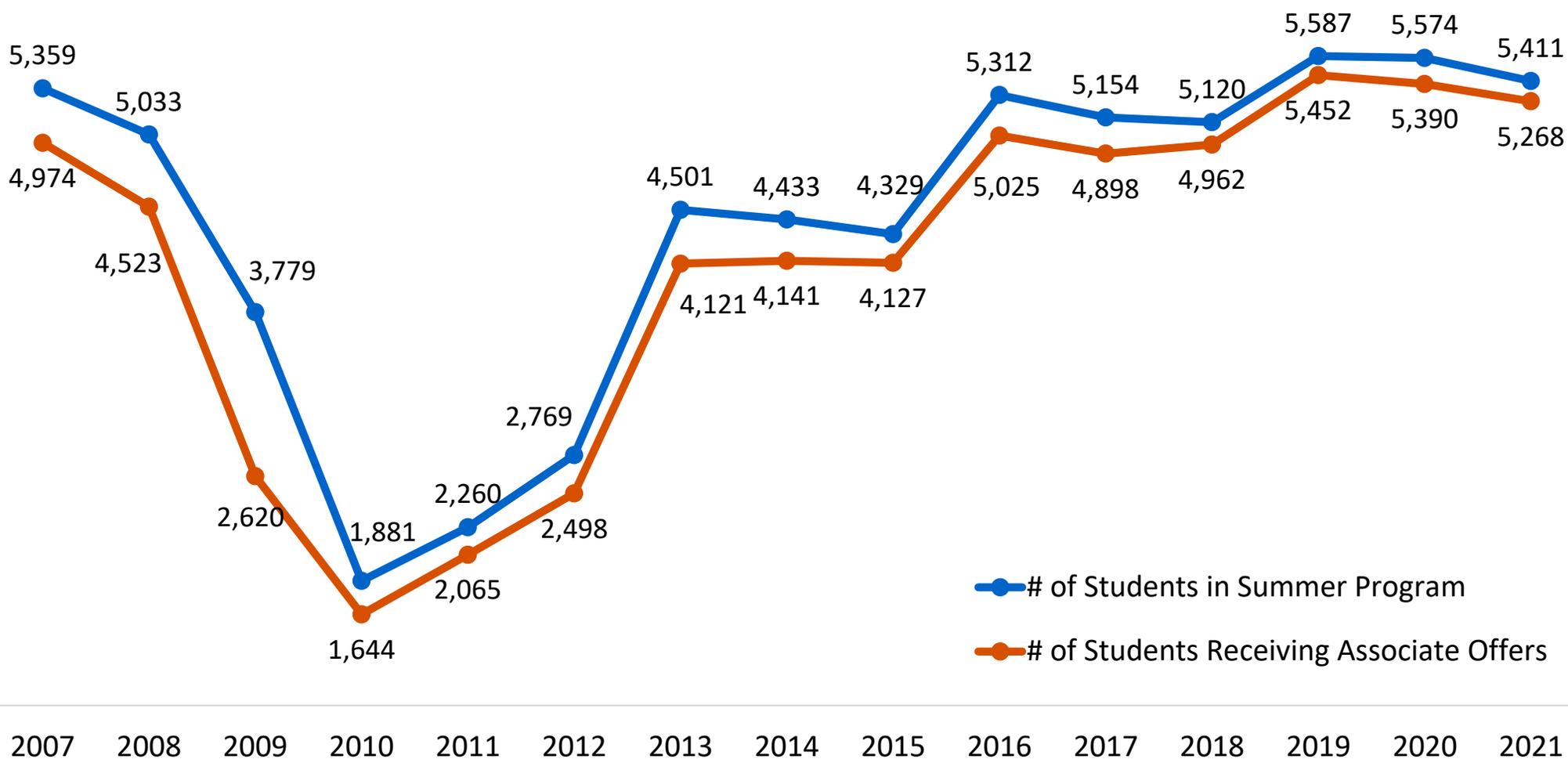
For all employers, the modal (most common) summer class size was 2 for the summer of 2021 (13.5% of programs), followed by 1 (13.1% of programs), and then 3 (12.0% of programs). Last year, the modal class size was also 2. The modal summer 2021 class size for office-specific reports was also 2 (15.4% of programs), followed by 1 (14.9% of programs), and then 3 (13.4% of programs).

Outcomes of Summer Programs Over Time – 2Ls



Note: In summer 2021, 11.9% of acceptances had spent their 1L summer with the firm.

Number of 2Ls Participating in Summer Programs and Receiving Offers, 2007 – 2021



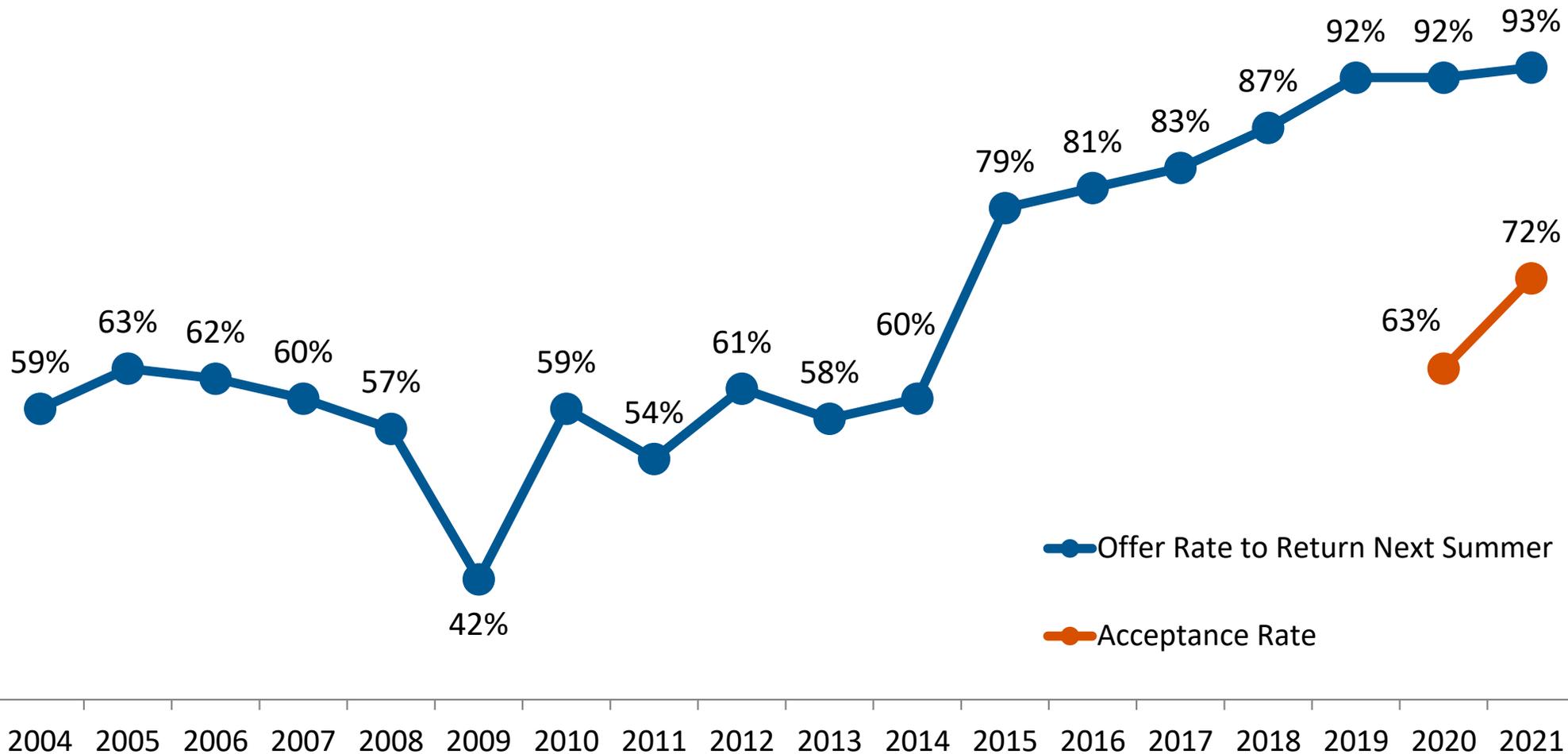
Range in Law Firm Summer Program Class Size – 1Ls

Class Size	All Employers	Office-specific Reports
1	38.8%	45.5%
2	22.1%	23.9%
3	13.4%	13.6%
4-10	19.9%	15.2%
11-55	5.8%	1.9%*

* The largest office-specific class size reported was 30.

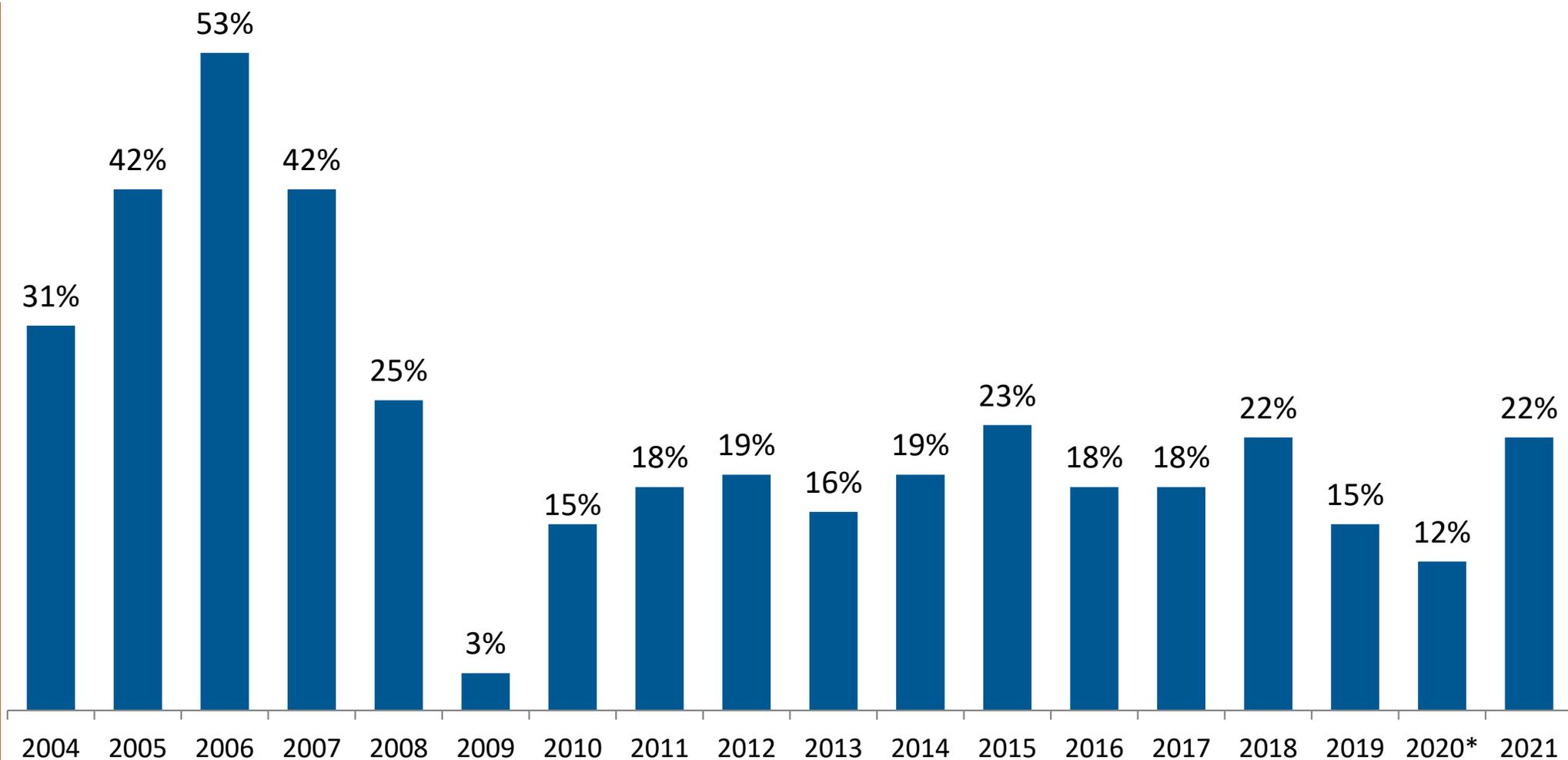
For all employers, the average 1L class size was 3 and the median was 2. For office-specific reports, the average and median 1L class size were both 2.

Outcomes of Summer Programs Over Time – 1Ls



Note: NALP began tracking the acceptance rate of 1Ls in 2020. In summer 2021, 55% of all 1Ls were diversity fellows.

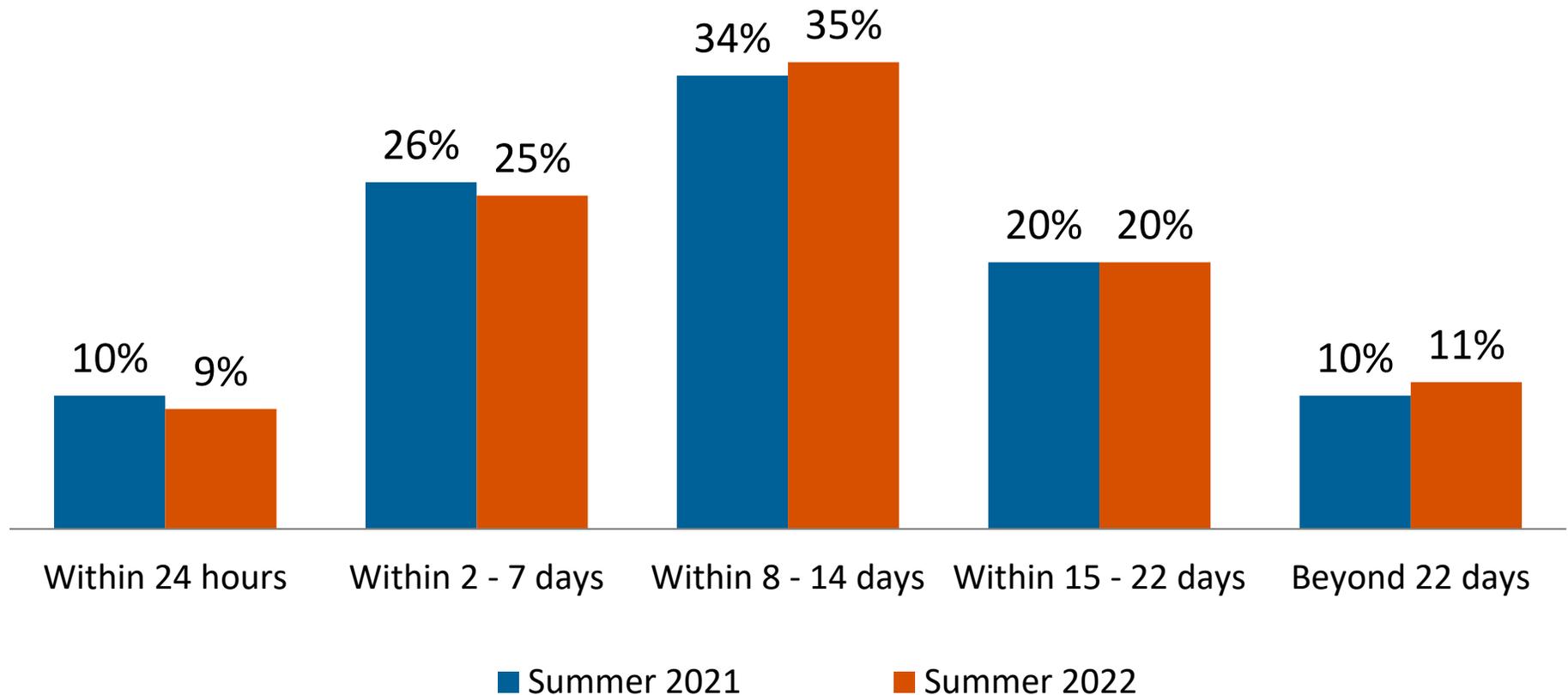
Fall Recruiting of 3Ls As Reported by Law Firms, Over Time



*Recruiting cycle took place from fall 2020 – spring 2021.

Timing of Responses to Offers for Summer Employment for Summer 2021 vs. Summer 2022

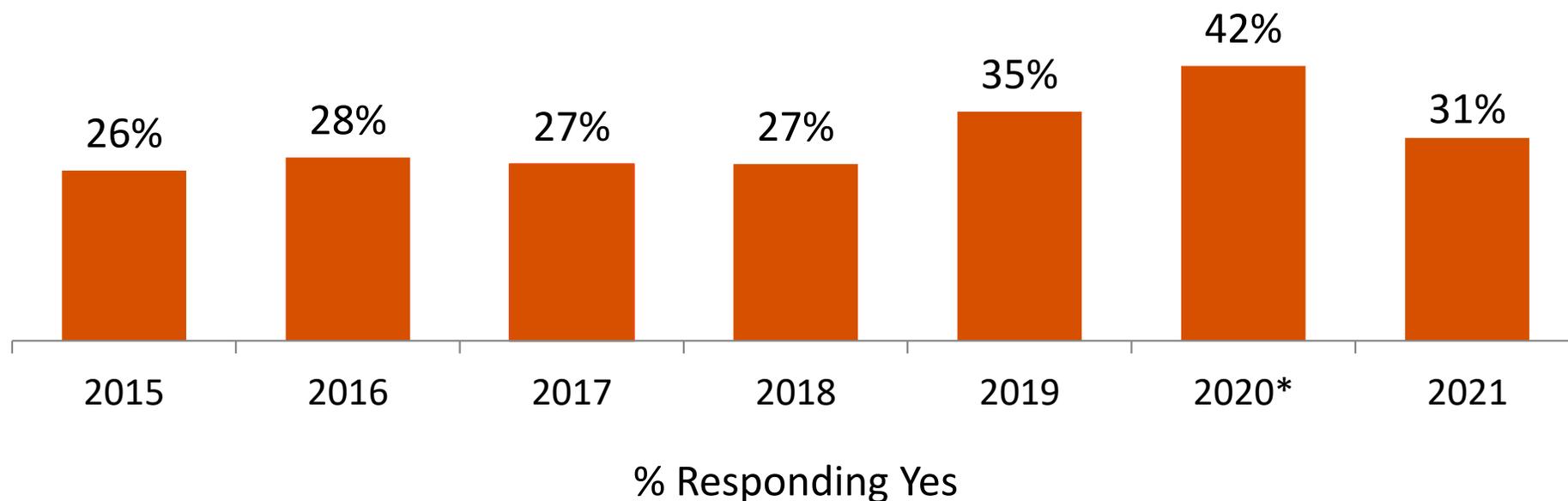
For offers made to 2Ls, how quickly did candidates respond?



Note: Summer 2022 figures are based on 12,545 offers for which the timing of the responses was reported, representing about 87% of all offers made by these firms' offices. For an additional 0.7% of offers, there was no response.

Did Your Firm Make Any Offers Before OCI Started?

Percentage of Offices Making Early Offers

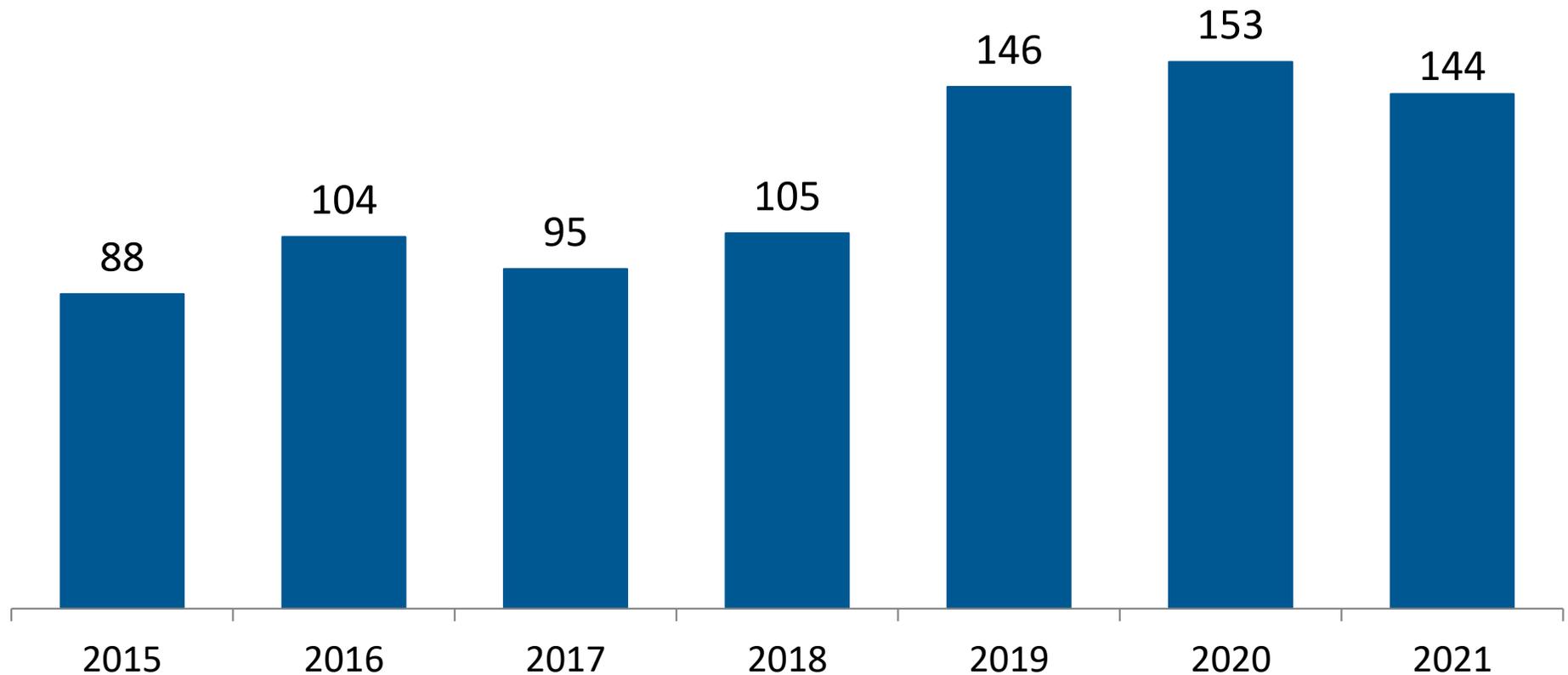


Note: 2021 data based on 464 total responses (**144 offices reported making early offers**).

* In most years, early offers were extended prior to July/August; however, in 2020 early offers may have extended into early 2021 due to most OCI programs taking place in January/February.

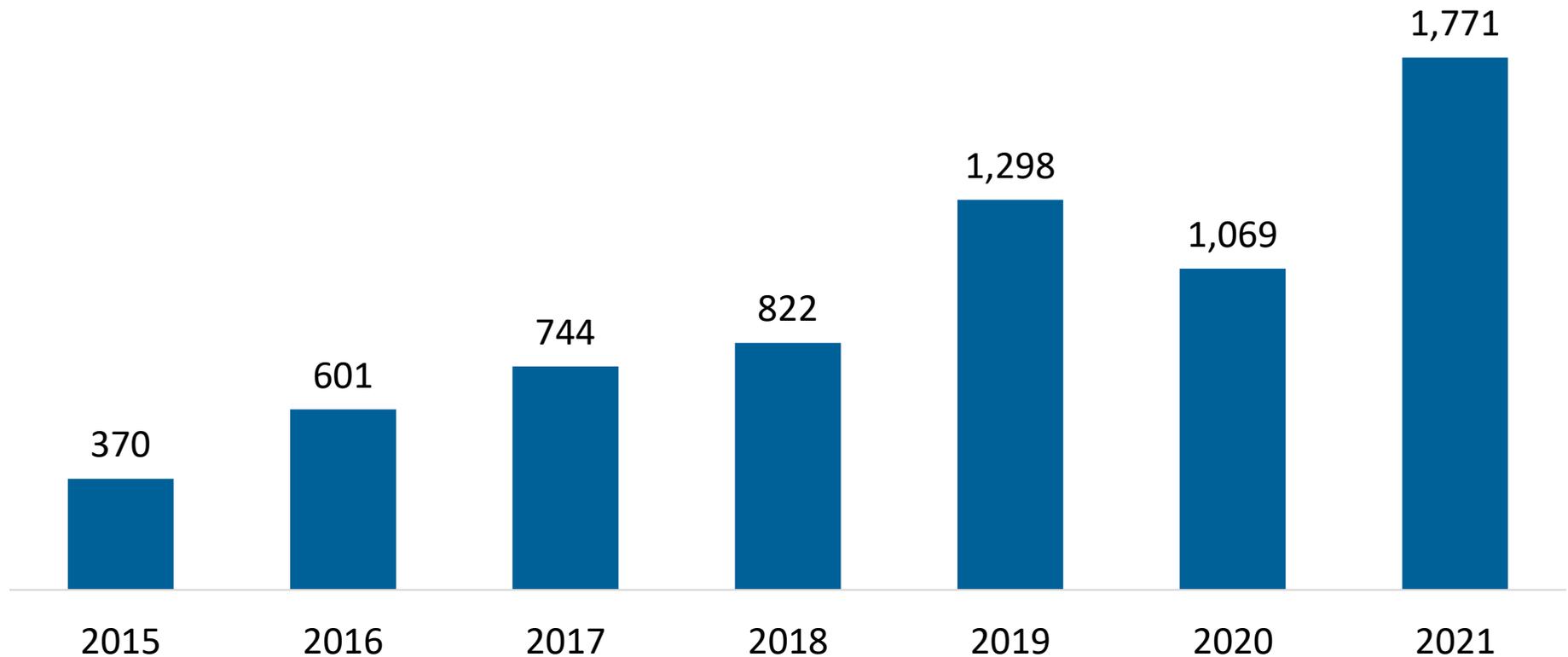
Did Your Firm Make Any Offers Before OCI Started?

Number of Offices Making Early Offers



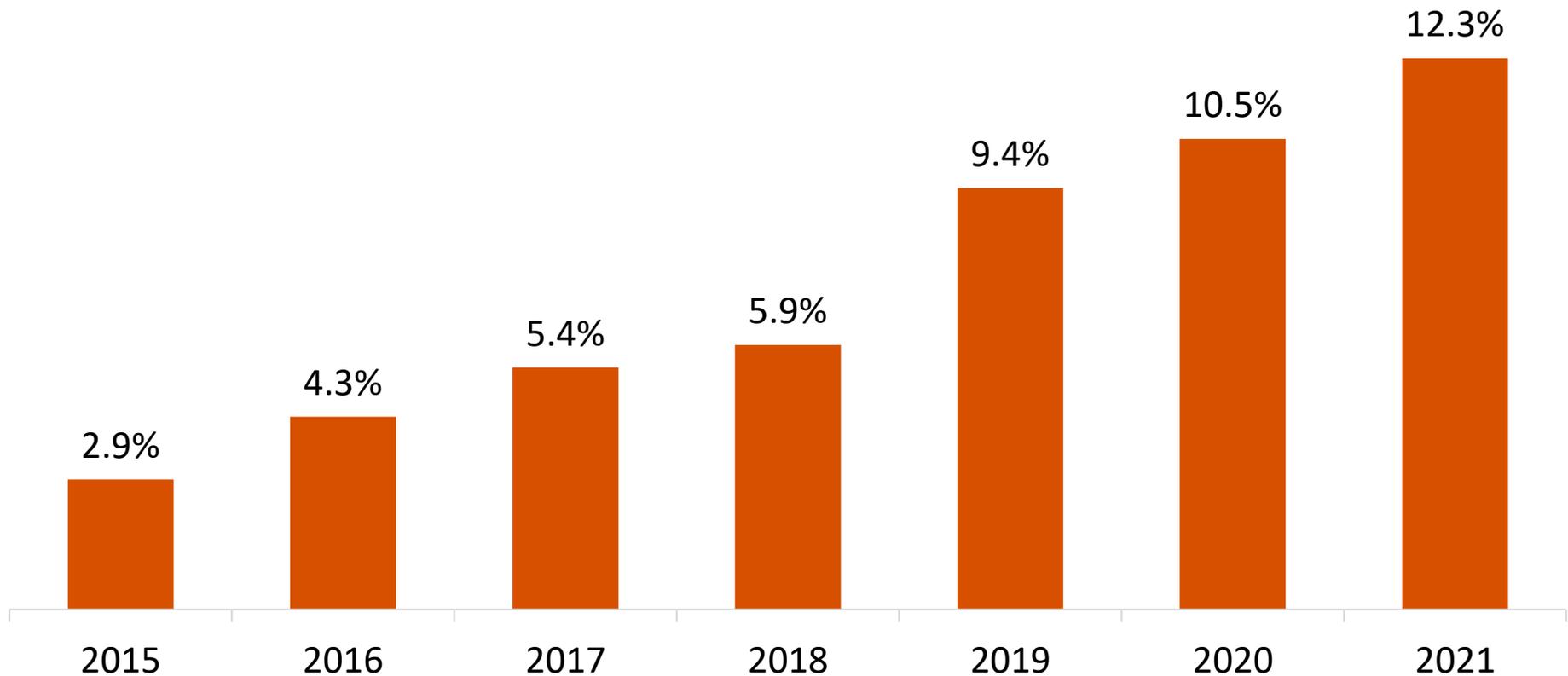
Note: In most years, early offers were extended prior to July/August; however, in 2020 early offers may have extended into early 2021 due to most OCI programs taking place in January/February.

Cumulative Number of Offers Made Before OCI, 2015 - 2021



Note: In most years, early offers were extended prior to July/August; however, in 2020 early offers may have extended into early 2021 due to most OCI programs taking place in January/February.

Percentage of All Offers Made That Were Before OCI, 2015 - 2021



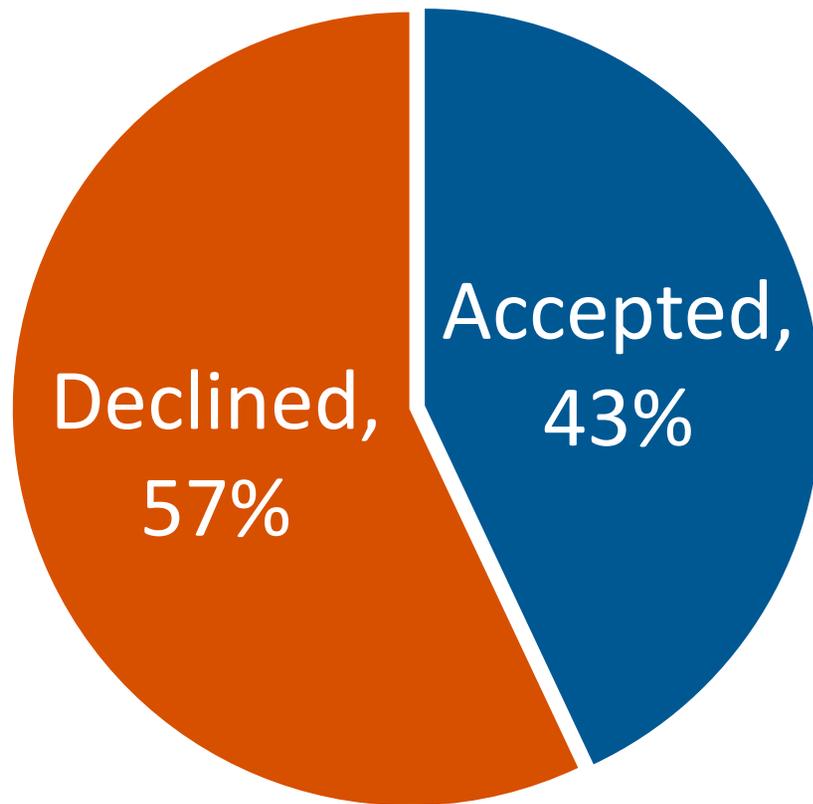
Note: In most years, early offers were extended prior to July/August; however, in 2020 early offers may have extended into early 2021 due to most OCI programs taking place in January/February.

Early Offer Volumes By Region

(for summer 2022)

Region	% of Offices Recruiting Prior to OCI	Median # Offers	Average # Offers
Northeast	44.6%	7	23.5
Mid-Atlantic	34.2%	3	4.4
Southeast	17.7%	2	5.7
Midwest	21.7%	2	2.8
West/Rocky Mountain	29.7%	2	8.6
Nationwide	31.0%	4	12.4

Offers Made Before OCI (for summer 2022)



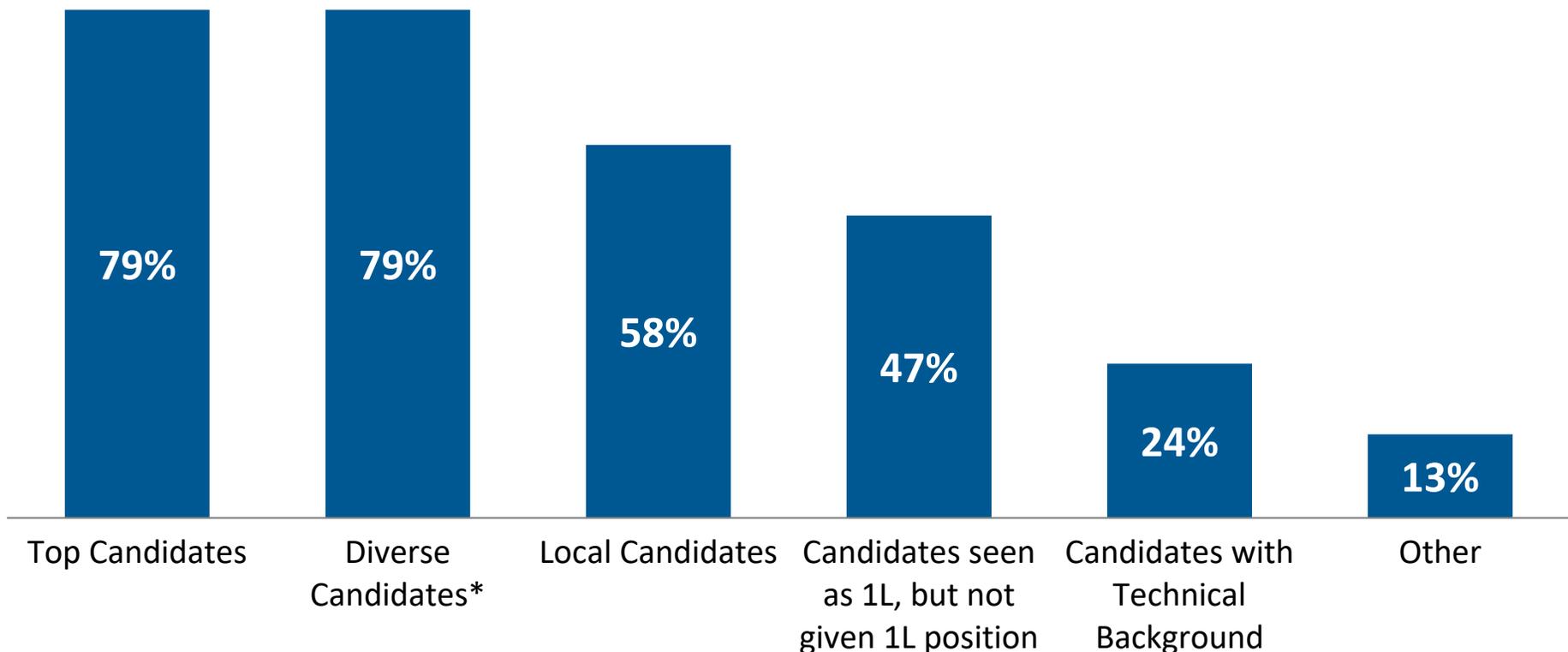
The early offer acceptance rate was down from 52% in 2020, but still up compared to 2019 when it was 39%.

For offices making early offers:

- 17.9% of all offers they made were early offers
- 21.2% of all their offer acceptances were from those early offers

Offers Made Before OCI (for summer 2022)

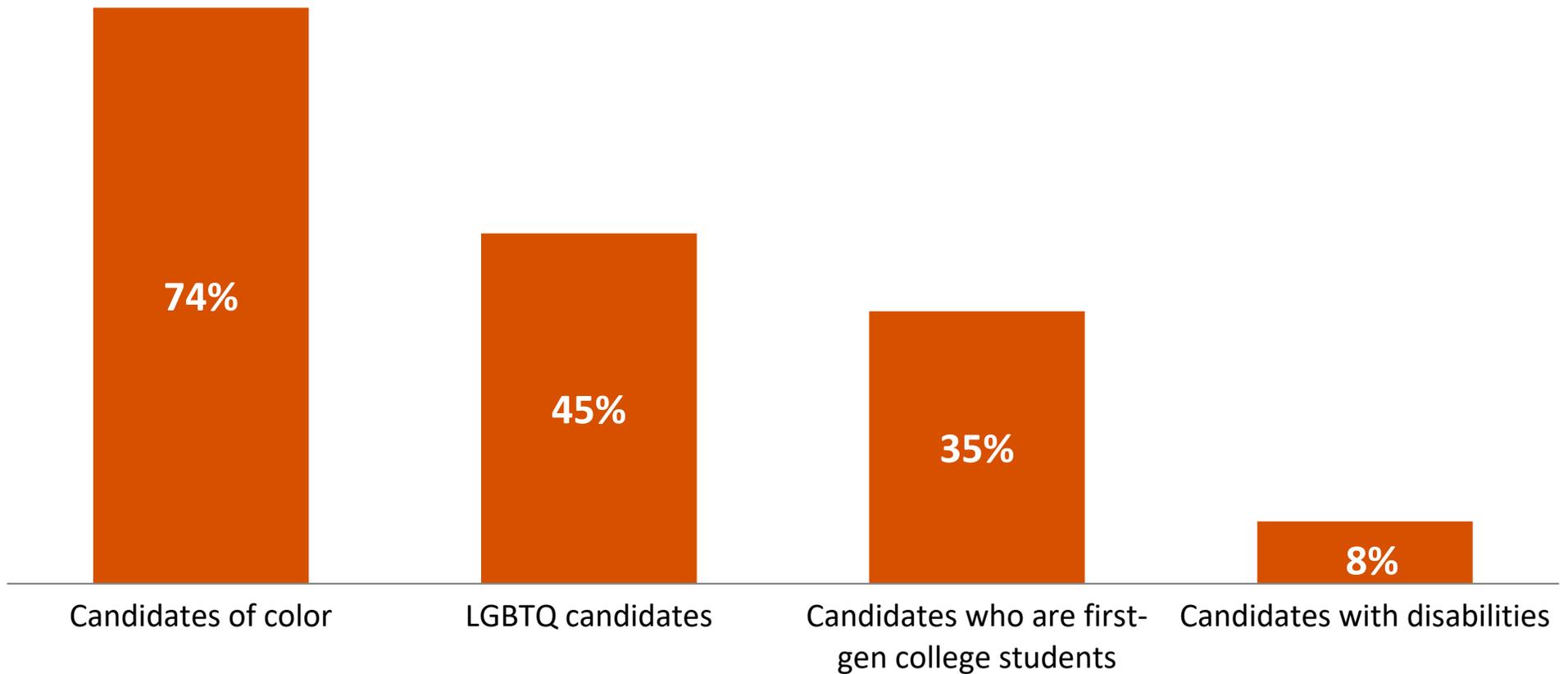
To Whom Were These Offers Made?



**Includes offices that made offers to candidates of color, LGBTQ candidates, candidates with disabilities, and/or candidates who are first-generation college students.*

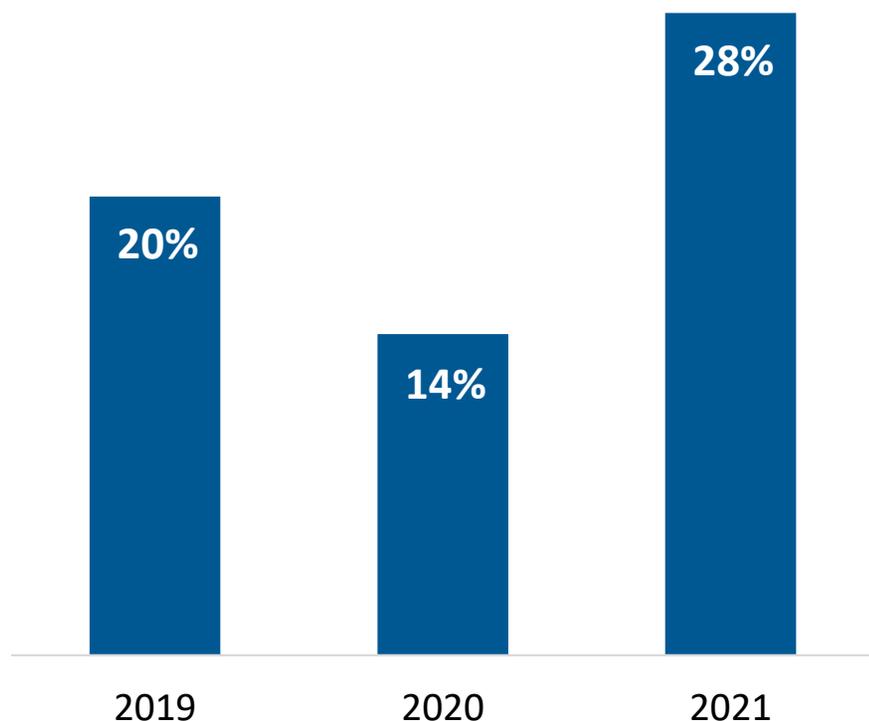
Offers Made Before OCI – Diverse Candidates (for summer 2022)

To Whom Were These Offers Made?



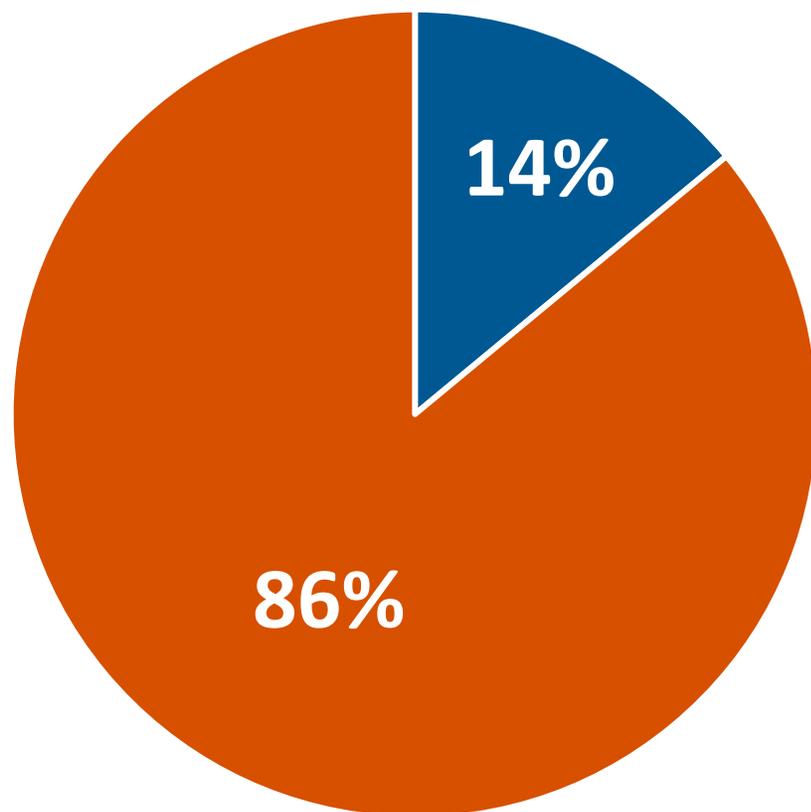
Post-OCI Recruiting as Reported by Firms

% of Offices Reaching Out to Schools Post-OCI to Recruit Additional Candidates



- Of the offices that reported that they returned to schools post-OCI (in-person or virtually), the median number of schools contacted was 4, up from 3 in 2020.
- 41% of offices that reported they returned to schools post-OCI contacted 3 or fewer schools and 71% contacted 5 or fewer schools, although one office reported contacting 30 schools post-OCI.

Use of Non-Interview Assessment Tools in Summer 2022 Recruiting Process

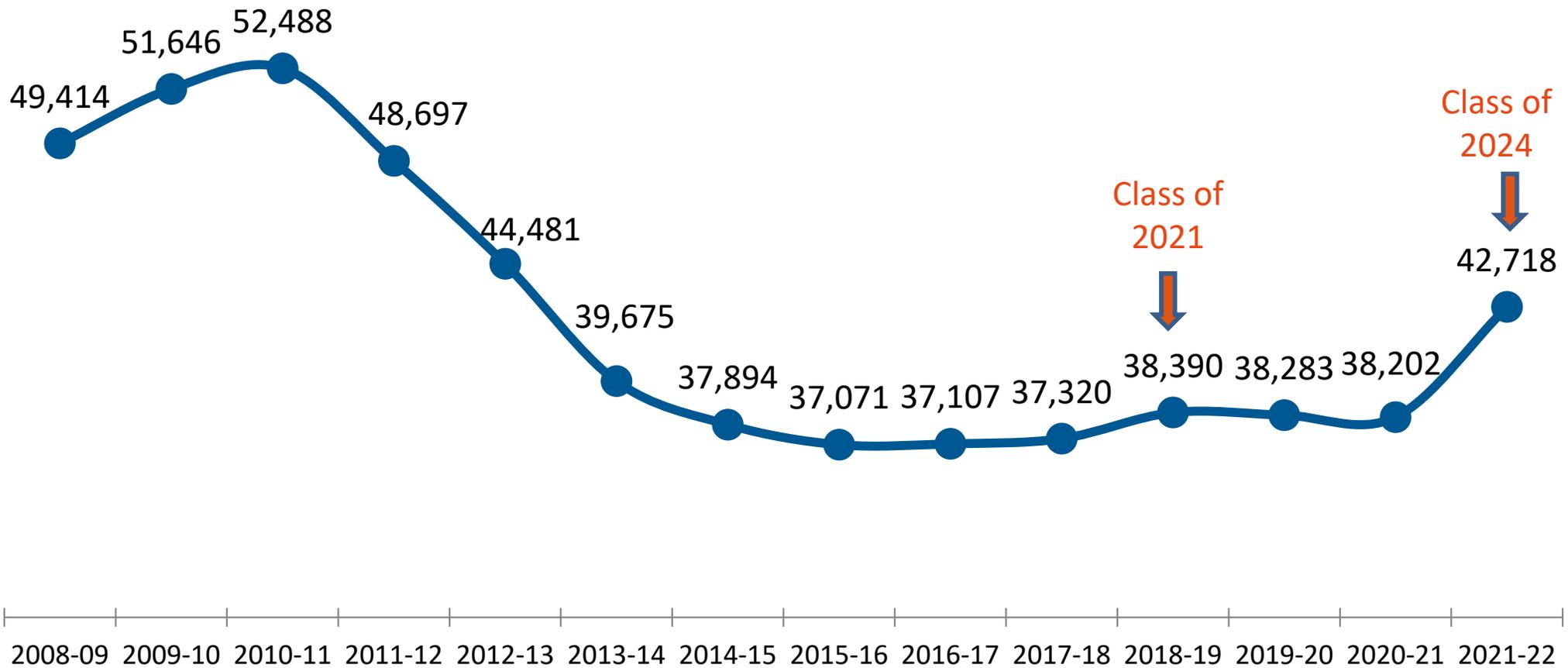


- Use Assessment Tools
- Do Not Use

For offices using assessment tools, 15% reported using internally developed assessment tools and 85% reported using third-party assessment tools. (No offices reported using a combination of both types of tools.)

24% have been using assessment tools for 1 year or less, 61% for 2 years, 3% for 3 years, and 12% for more than 3 years.

1L Enrollment at ABA Approved Law Schools



Source: ABA Section of Legal Education and Admissions to the Bar

Perspectives on 2021 Recruiting

Available now at:
nalp.org/perspectivesonrecruiting



We Now Have Time for Your Questions!

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