



2026 Survey of Legal Employers on Summer Program Outcomes and Post-Summer Hiring

SURVEY DUE DATE

October
30
2026

If you have questions, contact NALP's research team, at research@nalp.org.

ABOUT THE SURVEY

Each year NALP asks your office/firm to provide information about the outcomes of your summer program, as well as your post-clerkship and 3L recruiting activity for associate/attorney positions. The results of this survey will be published in an upcoming NALP research report, providing you with the most comprehensive benchmarking data available on these topics.

The survey requests summer program outcomes data as of October 1, 2026. Data on post-clerkship and 3L hiring are reported for the 12-month period from September 1, 2025 – August 31, 2026.

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

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

Note: Completion of this survey is a requirement for individuals planning to attend NALP's 2027 Legal Recruiting Summit in January. Summit registration will open soon.

HOW TO COMPLETE THE SURVEY

Complete the survey online at: https://qualtricsxmt3b52ch7n.qualtrics.com/jfe/form/SV_5gnjgd3U9XsKTzw

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

If submitting surveys for multiple offices, first submit and save a copy of your initial survey, then reopen the survey link to complete and submit additional surveys as needed.

Thank you for helping NALP to compile this vital benchmarking resource. Your time and willingness to complete this survey helps to ensure a comprehensive report.

SPECIAL NOTE TO MULTI-OFFICE FIRMS

This survey is being distributed to all offices within your organization listed in NALP's database. NALP strongly encourages the submission of a separate survey for each office. **Office-specific responses provide the most consistent and comparable data for analysis and enable reporting of city-specific information — one of the most valuable, and sought-after, features of NALP's reporting on recruiting.** If it is not feasible to report at the office level, indicate where requested that the figures reflect multiple offices. Additionally, if any reported activity occurred in an office other than the one submitting the survey, specify in which office(s) the activity occurred where requested.

SECTION I: Length and Outcomes for Your 2026 Summer Program

Please answer the following questions about your 2026 summer program.

SUMMER 2026: (for 2L students graduating in 2027)

1. Did your office host a summer program for 2Ls in 2026?
☐ Yes (*Proceed to question #2*)
☐ No (*Skip to question #10*)
2. If yes to question #1, how long was the program? (*Report the full length of the program, not a minimum requirement.*) _____ Weeks

Outcomes for 2Ls

Provide the following information about 2026 2L summer associates, i.e., students who will graduate in December 2026 or May/June 2027 and who worked for your office/firm during summer 2026 (or summer 2025 as a 1L and received an offer for an associate position at that time). It is highly encouraged to report office-specific information to the extent possible.

- Do not include 1L summer associates, i.e., students who will graduate in 2028 in the figures reported in questions #3-9 below. Report 1Ls, if any, in questions #10-21.
 - Do not include post-graduate 3Ls who worked for your office after graduating in 2026.
 - If your office has not finished making offers, report the number who have received offers and the outcomes as of October 1, 2026. Any students for whom your office has not yet made an offer decision should be reported in question #5.
 - In a multi-office firm where a student may have spent the summer in one office but received an offer from another office, the student and their response should be counted by the office where they spent the summer.
 - In a multi-office firm where a student may have split time between two offices of the firm, count the student only once. (It does not matter which office.)
 - Include any 2Ls who split their summer between your firm and another firm.
3. Number of students in program: _____
 4. Number receiving offers to return as associates: _____
 5. Number of students for whom your office/firm has not yet made an offer decision: _____

Outcomes as of October 1, 2026 (*Acceptances, declines, and number whose response is still pending (questions #6-8) must add up to the number of offers reported above in question #4.*)

6. Number accepting offers: _____
7. Number declining offers: _____

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

Outcomes for 1Ls

In questions #10-21, report data for all 1L students who participated in your 2026 summer 1L program. **Include any summer program participants who received jumbo offers* for the 2026 1L/2027 2L summer programs in these figures.** It is highly encouraged to report office-specific information to the extent possible.

A **jumbo offer is an employment offer extended to a current first-year student that, at the time it is extended, includes employment for both the student's 1L summer (2026) and 2L summer (2027). The student is expected to be actively employed by and performing work for the firm during both summers (whether on-site or remotely).*

10. Did your office host a 2026 summer program for 1Ls (students who will graduate in 2028)?
- ☐ Yes (Proceed to question #11)
- ☐ No (Skip to question #22)
11. If yes to question #10, how many 1Ls worked this past summer? _____
12. How many 1L summer associates were **eligible*** to receive a return offer for all or part of the 2027 2L summer program? (Include any summer program participants who received jumbo offers for the 2026 1L/2027 2L summer programs in this count.) _____
- *Students are considered eligible if they had not already accepted a 2027 2L summer associate position elsewhere at the time your office extended return offers.*
13. How many 1L summer associates received offers to return for **all or part of the 2027 2L summer program**? (Include any summer program participants who received jumbo offers for the 2026 1L/2027 2L summer programs in this count.) _____
14. Of the students who received return offers (reported in question #13 above), how many received a jumbo offer for the 2026 1L/2027 2L summer program? _____
15. How many 1L summer associates received an offer for an **entry-level associate position without having to return for summer 2027**? (These students may also be counted in question #13 if they also received an invitation to return for the 2L summer.) _____

Outcomes as of October 1, 2026 (Acceptances, declines, and number whose response is still pending (questions #16-18) must add up to the number of offers reported above in question #13.

16. Number accepting offers: _____
17. Number declining offers: _____

18. Number who received an offer, but whose response is still pending: _____
19. Of the students who accepted a return offer for the 2027 2L summer program (reported in question #16 above), how many were recipients of a jumbo offer for the 2026 1L/2027 2L summer programs? _____
20. Of those students who accepted an offer (reported in question #16 above), how many will return for:
- The full 2L summer program: _____
- At least half of the 2L summer, but not the full program: _____
- Less than half of the 2L summer program: _____
- Length not yet known: _____
21. Did your office/firm condition one or more offers for 1L summer employment upon agreement to return for the 2L summer?
- ☐ Yes
- ☐ No
22. The figures reported in Section I reflect our program(s) at:
- ☐ A single office (*Indicate which one if it differs from the office submitting the survey*) or firm has only one office:

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

SECTION II: 2026 Summer Associate Scholarship/Fellowships (In-Program Awards Only)

A summer associate scholarship or fellowship award is defined as financial compensation provided to a student participating in your office's 2026 1L or 2L summer associate program (whether in person or remotely) that is **in addition to the student's regular summer associate compensation**. Examples include tuition reimbursement, grants, stipends, or other monetary awards, whether paid as a lump sum or in installments.

This definition does not include financial incentives/bonuses tied to offer acceptance or external employment, such as jumbo offers and 1L external summer engagement bonuses/stipends.* This section is intended to capture only awards provided to students during or following their employment as summer associates.

DO NOT INCLUDE FINANCIAL INCENTIVES ASSOCIATED WITH THE FOLLOWING:

*A **jumbo offer** is an employment offer extended to a current first-year student that, at the time it is extended, includes employment for both the student's 1L summer (2026) and 2L summer (2027). The student is expected to be actively employed by and performing work for the firm during both summers (whether on-site or remotely).

A **1L early commitment bonus/stipend** is defined as financial compensation provided to a first-year law student who commits during their 1L year to join a law firm **ONLY** for the 2027 2L summer program (i.e., they will **NOT** be actively employed by and performing work for the firm during the 2026 1L summer program). The compensation typically takes the form of a stipend or bonus intended to support the student's 1L summer work for another organization (e.g., a public service employer or a research assistant position) or to offset the student's expenses if they do not work during their 1L summer.

1. For the 2026 summer program, did your office provide scholarship or fellowship awards to summer associates that are in addition to the standard summer compensation (i.e., the firm provides tuition reimbursement, a grant, or stipend, or other monetary award)?
 - ☐ Yes, for 1L summer associates only (Proceed to question #2)
 - ☐ Yes, for 2L summer associates only (Skip to question #3)
 - ☐ Yes, for both 1L and 2L summer associates (Proceed to question #2)
 - ☐ No (Skip to question #5)
2. If you answered "yes" for 1L summer associates in question #1 above, are students required to return for their 2L summer and/or as an entry-level associate to receive the full amount of the scholarship/ grant/stipend?
 - ☐ No, they receive the full amount by participating in the 1L summer program
 - ☐ Yes, they must participate in both the 1L and 2L summer program to receive the full amount
 - ☐ Yes, they must participate in both the 1L and 2L summer program and must return as an entry-level associate to receive the full amount
 - ☐ Other (please describe): _____
3. If your office offers scholarships/fellowships, do you require a separate application to be considered in addition to the summer associate application?
 - ☐ Yes
 - ☐ No

4. For your **summer 2026** program, report the total number of summer associates in your office who received these scholarships/fellowships.

1L summer associates: _____

2L summer associates: _____

5. The figures reported in Section II reflect scholarship/fellowships in:

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

☐ All offices

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

FOR REVIEW PURPOSES ONLY

SECTION III: Post-Clerkship Associate Hires

How many lateral post-clerkship associates did your office hire over the last two recruiting cycles?

Classify post-clerkship hires by the 12-month period in which they began working at your office/firm. Report on all post-clerkship associate hires, including previous summer associates at your office/firm. Include figures for U.S. offices only. Enter “0” if your office did not hire any post-clerkship associates in a category.

Use the following definitions for reporting post-clerkship associates:

Direct-to-Clerkship Associates: Associates who proceeded directly from law school to a judicial clerkship and then joined your law office following the completion of the clerkship, without prior practice experience.

Example Path: Law School → Judicial Clerkship → Your Law Firm

Practice-then-Clerkship Associates: Associates who practiced law at a firm or other legal employer after graduating from law school, subsequently left practice to complete a judicial clerkship, and then returned to practice at your office following the clerkship. Include here any associates who previously worked at your firm, left for a clerkship, and then returned to your firm.

Example Path: Law School → Law Firm (or Other Legal Employer) → Judicial Clerkship → Your Law Firm

Hiring of Post-Clerkship Associates:	Sept. 1, 2024 – Aug. 31, 2025	Sept. 1, 2025 – Aug. 31, 2026
1. Number of Direct-to-Clerkship associates hired in:		
2. Number of Practice-then-Clerkship associates hired in:		

3. The figures reported in Section III reflect post-clerkship hiring in:
- ☐ A single office (Specify which one if different from the office submitting the survey) or firm has only one office: _____
- ☐ All offices
- ☐ Multiple, but not all offices (Specify which ones): _____

SECTION IV: 3L Recruiting for Entry-Level Associate Positions

1. During the period Sept. 1, 2025 – Aug. 31, 2026, did your office interview 3Ls (who had not previously worked at your firm as a summer associate) for entry-level associate positions? Answer “yes” if you interviewed students, but ultimately did not make any offers.
 - ☐ Yes (*Proceed to question #2*)
 - ☐ No (*Skip to question #4*)
2. If yes in question #1, how many offers for associate positions did your office extend to 3Ls? Enter “0” if you conducted interviews, but ultimately did not make any offers. _____
3. How many of the offers reported in question #2 above were accepted? Enter “0” if none of your 3L offers were accepted. _____
4. The figures reported in Section IV reflect 3L hiring in:
 - ☐ A single office (*Specify which one if different from the office submitting the survey*) or firm has only one office:

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

SECTION V: Organization Demographics

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

Organization: _____

City: _____ State: _____

Firm size for law firms only (of lawyers):

- ☐ 100 or fewer
☐ 101-250
☐ 251-500
☐ 501-700
☐ 701-1,000
☐ 1,001+

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

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

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

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

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

SUBMIT YOUR COMPLETED SURVEY TO NALP BY October 30, 2026

Enter your responses via the online survey at: https://qualtricsxmt3b52ch7n.qualtrics.com/jfe/form/SV_5gnjgd3U9XsKTzw

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

DUE OCTOBER 30, 2026