An abstract graphic on the left side of the page, composed of numerous overlapping rectangles and squares in various shades of blue, orange, grey, and teal. The shapes are arranged in a way that suggests a sense of depth and movement, with some shapes appearing to recede into the background while others are in the foreground.

National Association for Law Placement

PERSPECTIVES ON **2021** **LAW STUDENT** **RECRUITING**

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National Association for Law Placement, Inc.

1220 19th Street NW, Suite 510

Washington, DC 20036-2405

Phone: (202) 835-1001

www.nalp.org

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Executive Summary & Analysis

BY JAMES LEIPOLD, EXECUTIVE DIRECTOR

Robust Entry-level Law Firm Recruiting Activity Reflects Broader Competition for Legal Talent

Industry data indicate that 2021 was another banner year financially for law firms, the most profitable year for law firms since before the Great Recession with the strongest growth in demand for legal services since before the onset of the COVID-19 pandemic. Following conservative financial and hiring decisions made at the beginning of the pandemic, and a post-shutdown surge in legal work, law firms have been scrambling for talent at both the lateral and entry levels.

As a result, recruiting activity in 2021 was robust, with offer rates for summer spots reaching their highest mark since 2007 with 73% of all responding law firms reporting that they made more offers for summer programs in 2022 than they did for the 2021 summer program. And, while the rate of growth in early offers slowed, both law schools and law firms reported a higher number of pre-OCI offers than ever before with early offers representing 12.3% of all offers for summer program spots.

Law Schools

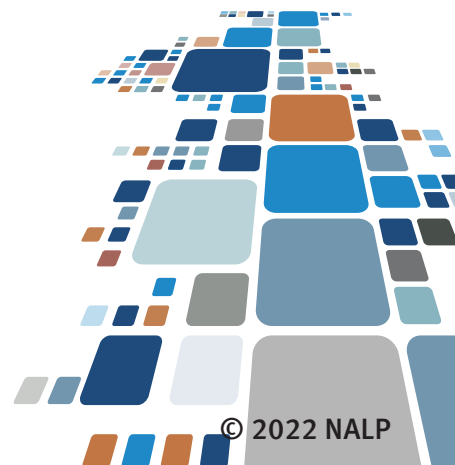
Law schools reported more employers on campus in 2021 than in 2020, recruiting 1Ls, 2Ls, and for the first time in a long time, 3Ls as well. Year over year, 46% of law schools reported they had more employers “on campus” (in person or virtually) recruiting Class of 2023 1Ls as compared to Class of 2022 1Ls, 53% of law schools reported they had more employers “on campus” (in person or virtually) recruiting Class of 2023 2Ls as compared to Class of 2022 2Ls, and 55% of law schools reported they had more employers “on campus” (in person or virtually) recruiting Class of 2022 3Ls as compared to Class of 2021 3Ls. The increased firm recruiting reported by schools was fairly evenly distributed across regions and by enrollment size, with the exception that more law schools in the Northeast reported increased

3L recruiting activity than in any other region (82% of the responding law schools in the Northeast reported an increase in 3L recruiting of more than 10% compared to the previous year). In addition, law schools with more than 1,000 JD students were the least likely to report increases in the number of employers recruiting 1Ls (15% of schools), and schools in the Mid-Atlantic region were the most likely to report an increase in the number of employers recruiting 2Ls (85% of schools). Law schools also reported a higher level of post-OCI recruiting compared to any time in the last five years, with 70% of responding law schools reporting that they had employers returning post-OCI to seek additional candidates.

Law Firms

The data from participating law firms reflects similarly robust recruiting activity. Notably, 73% of law firms reported making more offers for summer associate positions for summer 2022 compared to summer 2021. Another marker of note is the jump in the offer rate for summer programs. In 2021 58% of callback interviews resulted in offers for summer positions, the highest offer rate measured since 2007 when the offer rate hit 60%. Not surprisingly, with more offers out there, the yield on those offers fell by 4 percentage points to 37%. Summer class size, however, has not grown measurably, with an average summer class of just 12, compared to 11 in 2020, and the average summer class size at the largest firms remained static, at 14. These data suggest that

(continued on page 6)



once again class size varied enormously, from some very large programs to many that were quite small. The median summer class size was 5, a figure that has been constant since 2018. For office-specific reports the median was 4 this year. The overall mode (the most common class size) was 2 (13.5% of employers reported this class size.) The mode for office-specific reports was also 2 (15.4% reported this size). Meanwhile, offer rates coming out of summer programs remain at historic highs, with employers reporting a summer program offer rate of 97% in 2021, the same as in 2020, and only one point off of the historic high of 98% measured in 2019. (In fact, this year's figure was only 0.2 percentage points off the historic high. This year's actual offer rate was 97.4, compared to 97.6 in 2018. When rounded, they are a point off, but in actuality the figures were much closer, and the three years' worth of data really describe a flat line.)

Similarly, the offer acceptance rate for post-summer offers reached an all-time high of 89%. Also, significantly, as 1L recruitment continues to heat up, the offer rate to 1Ls to return for a second summer reached a historic high of

93%. And, as noted above, law firms reported making more pre-OCI offers than ever before — 1,771 in total, representing 12.3% of all summer offers for 2Ls, and those pre-OCI offers continued to have a higher yield rate, with 43% of pre-OCI summer offers accepted compared to 37% of summer offers overall. Finally, 28% of law offices reported that they reached out to schools to solicit more 2L candidates after the completion of the school's OCI program, up from 14% last year.

The perspective from 30,000 feet is that the pandemic has changed some of the methodologies of the law firm recruitment process, but it has not dampened any of the competition. The OCI screening interview process is likely to remain virtual, or at least partially so, and 2L recruiting is likely to continue to happen early and fast. For 1Ls, recruiting is also likely to be robust, particularly for diversity fellowships, and with a little luck, the renewed energy around 3L recruiting will remain for some time. Tempering that fairly rosy picture is the inevitable boom and bust cycle of law firm profitability. This hot talent market will inevitably cool, one way or another.

Introduction

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 as a whole, and in the two most recruiting cycles, by the impacts of the COVID-19 pandemic. While OCI dates for second-year law student recruiting returned to their normal July/August timeframe this cycle, interviews remained predominately virtual this year.

As a service to our members and the legal profession, NALP annually reports on the level of employer activity on campus, employer and school participation in job fairs, and the outcomes of summer programs and recruiting. The first part of this report details recruitment activity for summer 2022 on campus (both in-person and virtually) and at job fairs, providing comparisons with the summer 2021 recruiting cycle from the perspective of both schools and employers. The second part provides information on summer program characteristics. The third part of the report provides information on the outcomes of summer 2021 programs and of summer 2022 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,
- 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.

Finally, this year's report includes a new fourth section that provides the full findings from NALP's *Survey for Law Students Who Interviewed with Law Firms for Summer 2022*. This survey is made available to law schools on a periodic basis to administer to their second-year students who participated in their school's OCI program to pursue a summer associate position for the following summer. The survey covers the full scope of interviewing for a law firm summer associate position, including factors and resources influencing decision-making about which employers to apply to, pre-OCI interviewing, considerations weighed in evaluating multiple offers, and when offers were accepted. Additionally, this year's survey was the first to gather information about student perceptions of virtual screening and callback interviews and their format preferences.

The findings in this report are based on law school responses to NALP's *Survey of Law Schools on 2021 Recruiting*, on legal employer responses to the *Survey of Legal Employers on 2021 Recruiting*, and on student responses from the student survey previously mentioned above. 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 of first-year (Class of 2024) students and third-year (Class of 2022) students for summer 2022 associate positions are not included. Documentation of summer 2021 program outcomes includes only Class of 2022 graduates, and not any Class of 2021 graduates who participated in the summer 2021 program after graduation. Class of 2023 (1L) participation in the summer 2021 program is reported on separately from the 2L program in this report.

— Danielle A. Taylor,
NALP Director of Research

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

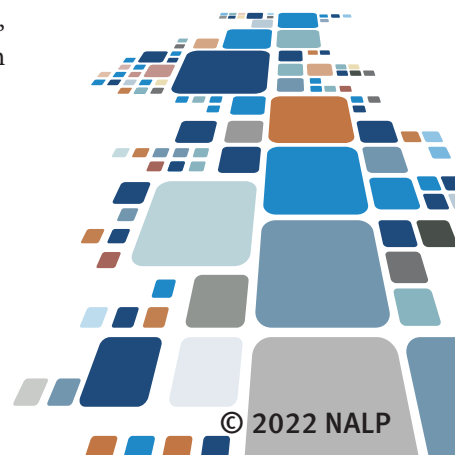


Table 1. Summer Program Outcomes and Fall Recruiting, 1993–2021

(as reported by firms)

Year	Summer Programs				Fall Recruiting of 2Ls			
	Median Size	Average Size	% Receiving Offer	% Accepting Offer	Median # of Offers	Average # of Offers	% of Interviews Resulting in Offer	% of Offers Accepted
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, 2007–2021

(as reported by firms)

Year	# of Students in Summer Program	# of Students Receiving Associate Offers	# of Offices
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, 1993–2021

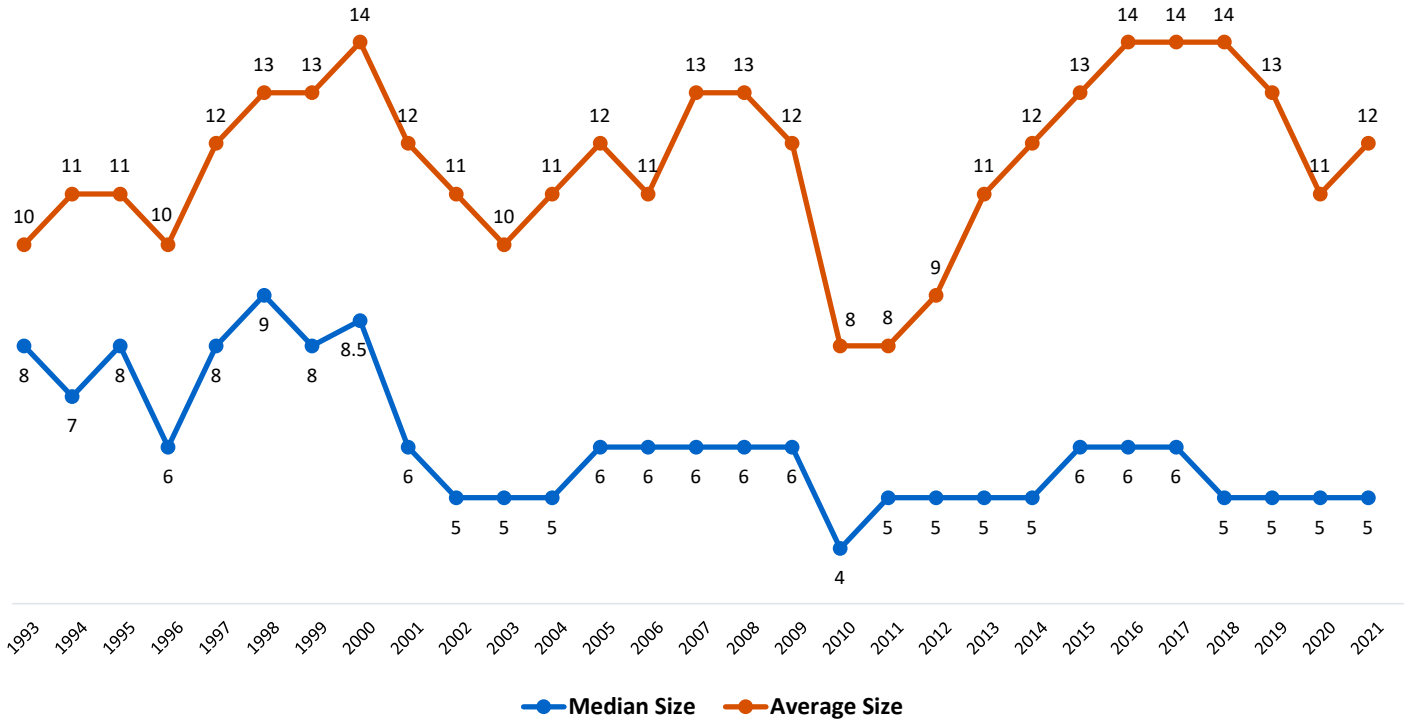


Chart 2. Summer Program Outcomes — Percentage of Summer Associates Receiving and Accepting Offers, 1993–2021

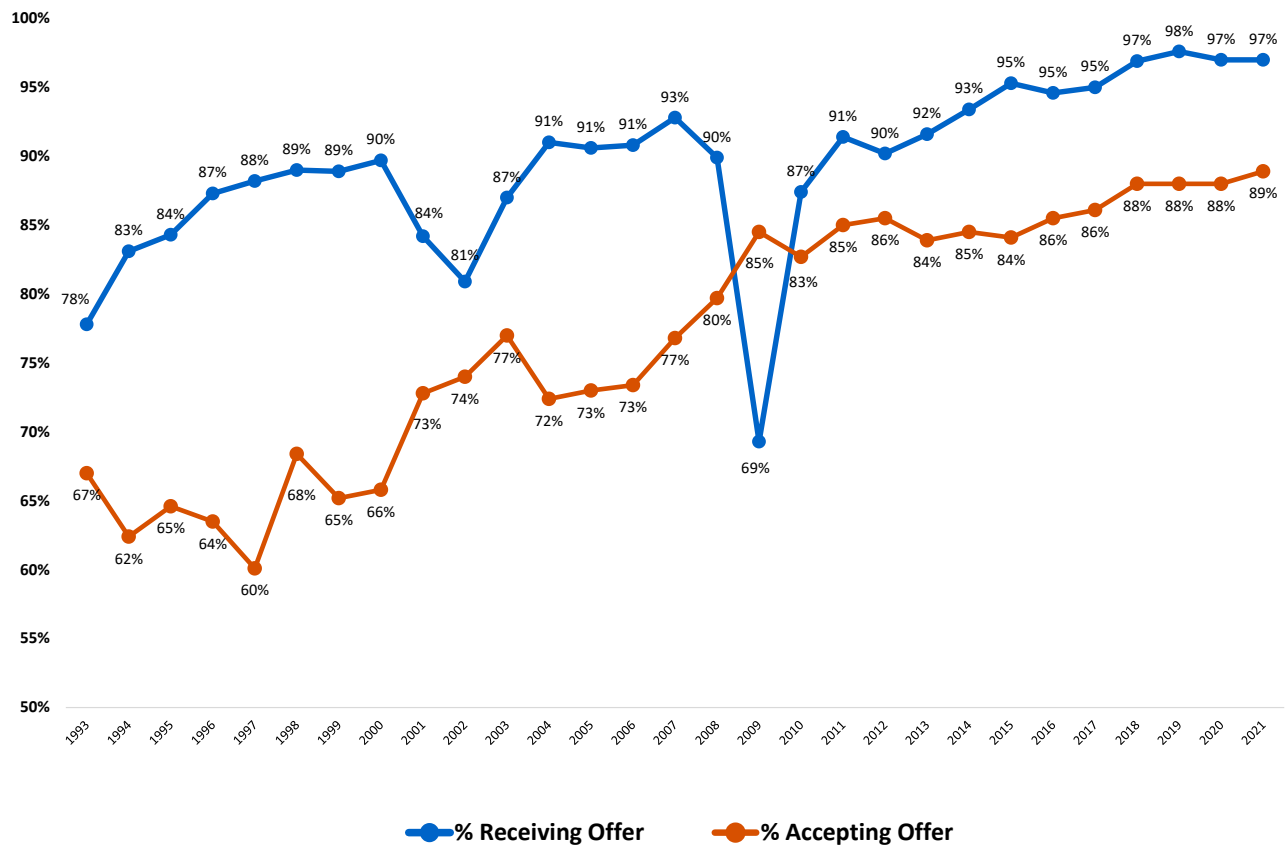


Chart 3. Total Number of Second-Years Participating in Summer Programs and Receiving Offers, 2007–2021

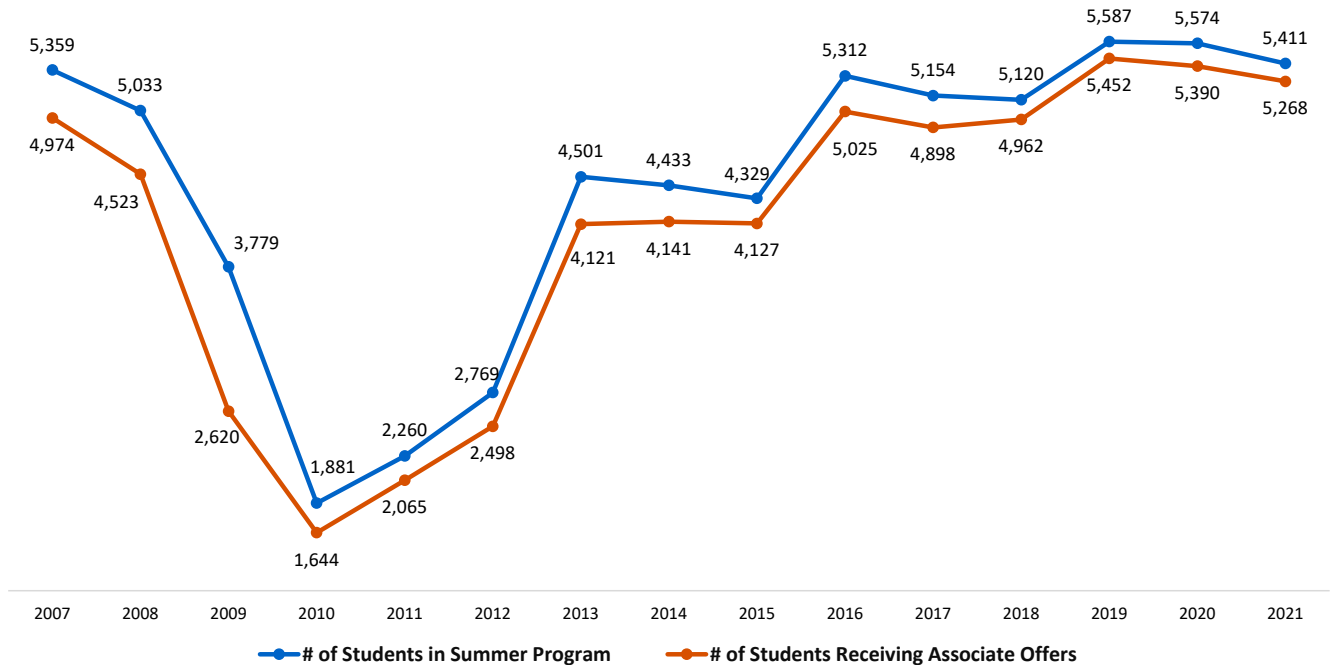
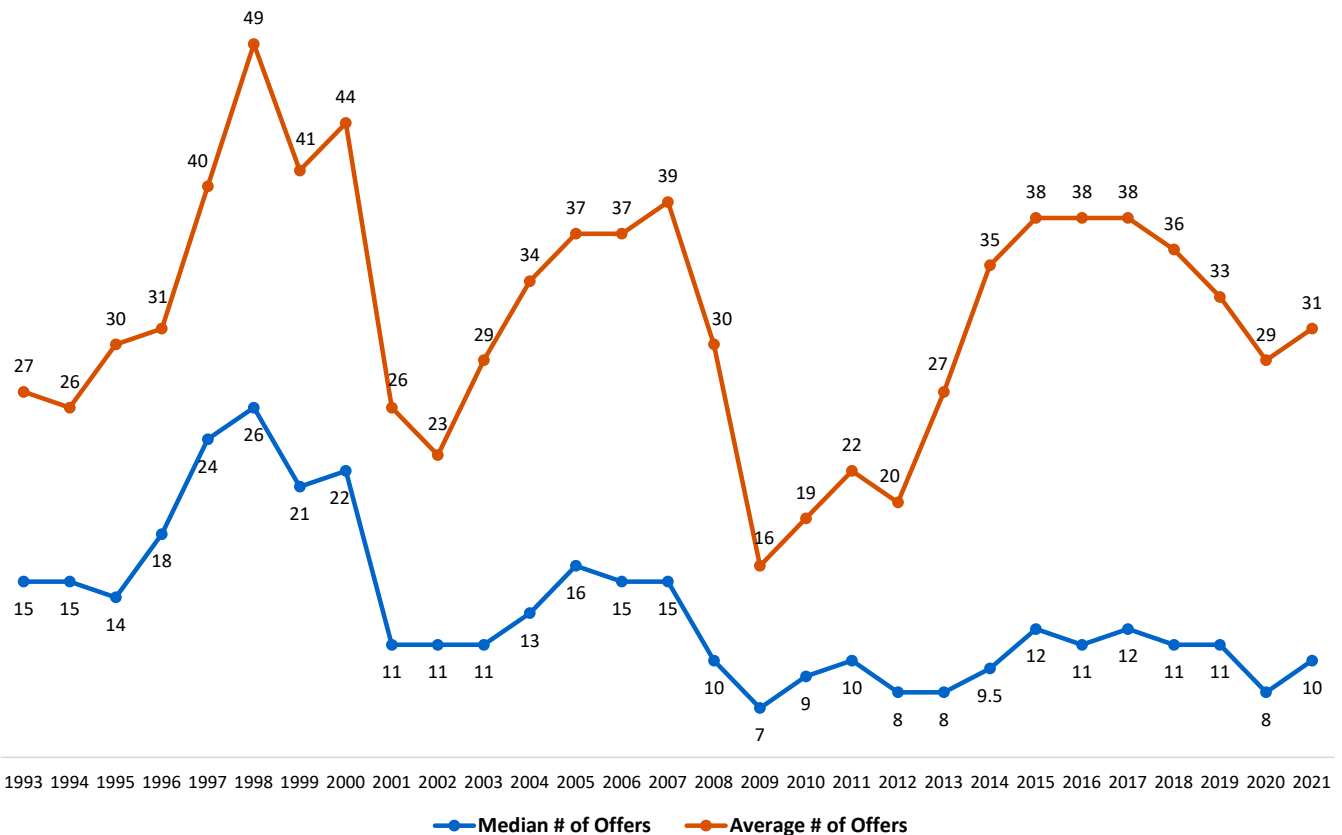
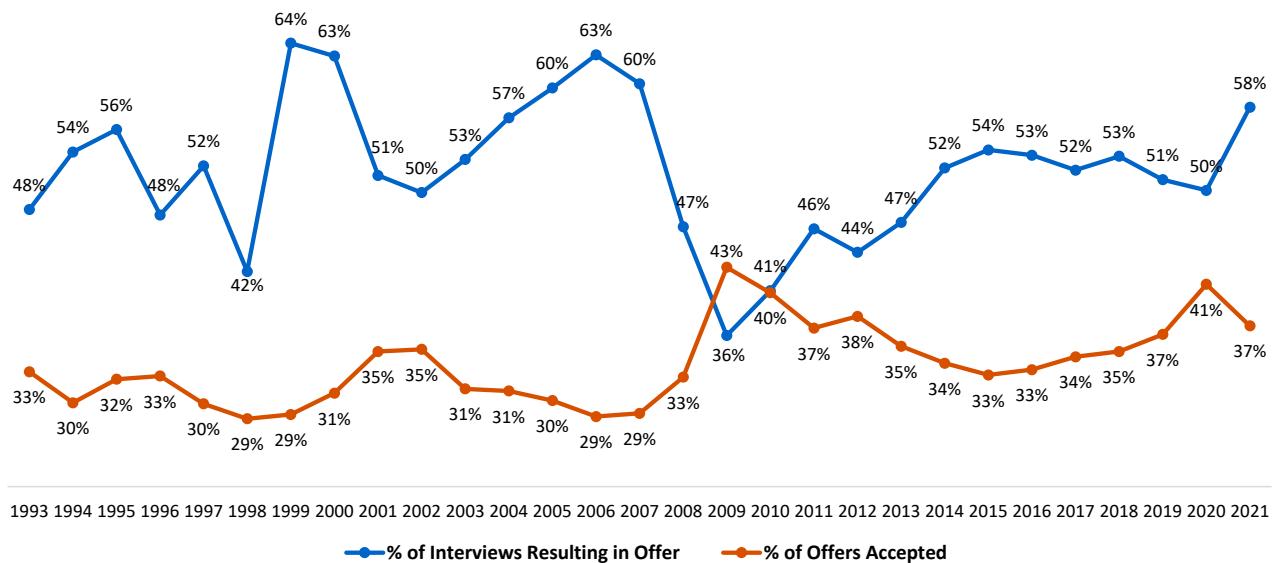


Chart 4. Fall Recruiting of 2Ls — Median and Average Number of 2L Offers for Summer Associate Positions, 1993–2021



**Chart 5. Fall Recruiting of 2Ls —
Percentage of Interviews Resulting in Offers to 2Ls and
Percentage of Offers Accepted, 1993–2021**





2021 Recruiting Activity

Law School Perspective

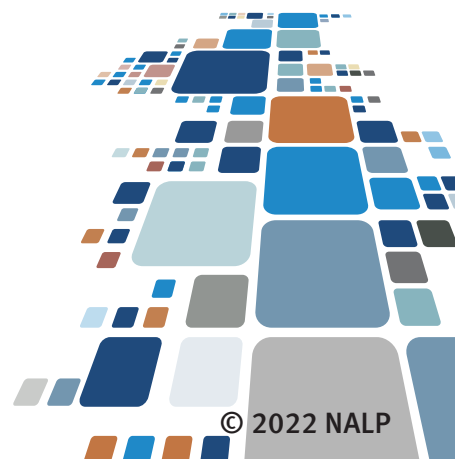
A total of 101 law schools, or approximately half of NALP's U.S. law school members, participated in the school survey; however, some did not answer every question, so individual table analyses may vary and are generally based on somewhat smaller counts.

Because schools do not count employers on a uniform basis, only percentage changes in employer activity were measured, and not total figures. Job fair participation is measured both in terms of percent change and the number of job fairs reported.

In previous years, the number of employers participating in fall and spring OCI were reported out separately by schools within the survey. In last year's report, due to changes in the timing of OCI for the 2020–21 recruiting cycle, there was no differentiation between fall and spring OCI and all employers were reported in aggregate for the entire recruiting cycle from fall 2020–spring 2021. Since fall and spring comparisons between 2020 and 2021 would still not be comparable this year, recruiting data are broken out by class year for 1Ls, 2Ls, and 3Ls for the first time in Tables 3 and 4 of the report.

- Approximately 39% of law schools reported a decrease of more than 10% in the number of employers coming on campus (either in-person or virtually) to recruit Class of 2023 1Ls as compared to Class of 2022 1Ls. In most cases, recruiting for Class of 2023 1Ls occurred in winter/spring 2021 and recruiting for Class of 2022 1Ls occurred in winter/spring 2020. About 15% of schools reported fairly steady numbers with changes of 10% or less in either direction for 1L recruiting, and 46% of schools reported an increase of more than 10% in the number of employers recruiting 1Ls during OCI. Nearly one-quarter of law schools reported an increase of more than 50%.
- Some regional differences were evident in 1L recruiting, with schools in the Northeast and Mid-Atlantic regions most likely to report a decrease of more than 10% in the number of employers interviewing on campus and least likely to report an increase of more than 10%; while those in the Midwest were the most likely to report an increase of more than 10%. Further analyses by enrollment size show that smaller schools with enrollment sizes of 750 or fewer JD students were less likely to report decreases of more than 10% in the number of employers recruiting 1Ls, while schools with JD enrollments of more than 1,000 students were most likely to report decreases of more than 10%. At least half of law schools in each enrollment size category reported an increase of more than 10% in the number of employers recruiting 1Ls, with the exception of law schools enrolling more than 1,000 JD students (See Table 3.)
- Over half (53.1%) of law schools reported an increase of more than 10% in the number of employers coming on campus (either in-person or virtually) to recruit Class of 2023 2Ls as compared to Class of 2022 2Ls. In most cases, recruiting for Class of 2023 2Ls occurred in summer/fall 2021 and recruiting for Class of 2022 2Ls occurred in winter/spring 2021. Approximately 16% of schools reported an increase of more than 50%. About 31% of schools reported fairly steady numbers with changes of 10% or less in either direction for 2L recruiting, and 16% of schools reported a decrease of more than 10% in the number of employers recruiting 2Ls during OCI.
- Regional differences were also apparent in 2L recruiting, with schools in the

(continued on page 15)



Mid-Atlantic region most likely to report an increase of more than 10% in the number of employers interviewing on campus and least likely to report a decrease of more than 10%; while those in the West/Rocky Mountain region were the most likely to report a decrease of more than 10%. By enrollment size, smaller schools with enrollment sizes of fewer than 550 JD students were most likely to report decreases of more than 10% in the number of employers recruiting 2Ls, while schools with JD enrollments of 751–1,000 students were most likely to report increases of more than 10%. At least half of law schools in each enrollment size category reported an increase of more than 10% in the number of employers recruiting 2Ls, with the exception of law schools enrolling fewer than 550 JD students (See Table 3.)

- Similar to 2L recruiting, more than half (55.4%) of law schools reported an increase of more than 10% in the number of employers coming on campus (either in-person or virtually) to recruit Class of 2022 3Ls as compared to Class of 2021 3Ls. Approximately 28% of schools reported an increase of more than 50%. About 20% of schools reported fairly steady numbers with changes of 10% or less in either direction for 3L recruiting, and one-quarter of schools reported a decrease of more than 10% in the number of employers recruiting 3Ls on campus.
- As with 1L and 2L recruiting, some regional differences were also evident in 3L recruiting, with schools in the Northeast most likely to report an increase of more than 10% in the number of employers interviewing on campus and least likely to report a decrease of more than 10%; while schools in the West/Rocky Mountain region were the most likely to report a decrease of more than 10%. By enrollment size, schools with 751–1,000 JD students were most likely to report increases of more than 10% in the number of employers recruiting 3Ls, while schools with 550–750 JD students were most likely to report decreases of more than 10%. At least half of law schools in each enrollment size category reported an increase of more than 10% in the number of employers recruiting 3Ls, with the exception of law

schools enrolling more than 1,000 JD students (See Table 4.)

- Of schools that were able to track early offer activity, 31% reported that there were no early offers to 2Ls for employment in summer 2022, while 38% reported more than 5 early offers. The total number of early offers reported by law schools for summer 2022 positions was 981, up from 937 for summer 2021. Despite the increase in early offers, at the majority of schools the total number of pre-OCI offers received was 10 or fewer, although a handful of schools reported 60 or more early offers. Some schools were not tracking these data; and therefore, were unable to report figures. It should be noted that counts of early offers are not uniformly robust. (See Table 5.)
- In total, 70% of schools reported that OCI employers returned (in-person or virtually) post-OCI to solicit additional 2L candidates for summer 2022, up from 50% for the summer 2021 recruiting cycle. Schools in the Northeast and with enrollments of more than 1,000 JD students were most likely to report return visits. The overall median number of employers returning was 5, although the median was much higher for schools in the Northeast (13) and for schools with more than 1,000 JD students (25.5). (See Table 6.)
- Nearly half of schools (47%) reported an increase of 5% or more in the number of job opportunities posted outside of OCI from July 1, 2020–June 30, 2021, as compared to July 1, 2019–June 30, 2020. Approximately 23% of law schools reported a stable number of job postings, and 30% reported a decrease of 5% or more in job opportunities. Schools in the Midwest were most likely to report an increase of 5% or more, as were small schools with fewer than 550 JD students (See Table 7.)
- Nearly 60% of schools participated in 5 or more job fairs (in-person or virtually) and 15% participated in more than 10. Regional differences continued to persist. For example, 73% of Southeast law schools participated in 5 or more job fairs, while schools in the West/Rocky

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Mountain region, by contrast, were most likely to participate in fewer than 5 job fairs. None of the schools in the West/Rocky Mountain region participated in more than 10 job fairs. By school enrollment size, schools of 550 or fewer JD students were least likely to participate in 5 or more job fairs.

- More than half (56%) of schools reported no change in job fair participation from July 1, 2020–June 30, 2021, as it compares to July 1, 2019–June 30, 2020. This figure was highest among schools in the West/Rocky Mountain region and for schools with more than 1,000 JD students. By enrollment size, law schools of fewer than 550 JD students reported the highest percentage of schools with an increase in job fair participation. (See Table 8.)
- Schools were also asked to report whether they had any employers coming to campus (in-person or virtually) to recruit for JD Advantage jobs from July 1, 2020–June 30, 2021. Overall, 33% of schools reported that they had employers on campus recruiting for JD Advantage jobs. Regionally, schools in the Southeast were most likely to report JD Advantage recruiting, while schools in the Mid-Atlantic region were least likely to do so. By enrollment size, schools with more than 1,000 JD students were least likely to report JD Advantage recruiting. For those schools with employers on campus recruiting for JD Advantage jobs, 24% reported recruiting of 1Ls, 73% reported recruiting of 2Ls, and 85% reported recruiting of 3Ls/4Ls. (See Table 9.)

Comments provided by schools on job opportunities beyond those specifically counted as OCI or a job posting, as well as on the recruiting season in general offer some additional perspective. The following comments, which may have been edited for clarity or greater anonymity, are representative of those received.

- *“This recruiting season is the busiest I have seen in a long time. We don’t have full stats yet — but many students are getting jobs, and firms keep contacting us for summer and post-graduate positions.”*
- *“It has been a wild ride this year with some big firms even hiring 2Ls in early November. We also have seen*

more big firms coming back to market for 3Ls and recent grads.”

- *“Our 2021 Fall OCI was the largest in memory. Hiring through Fall OCI was fast and furious. Many interviews were still conducted remotely. Many employers registered for in-person OCI and then changed to remote due to the rise in COVID cases in September. Some employers tell us they will continue with remote initial interviews indefinitely due to cost savings and convenience. Most callback interviews were in-person, but not all. We are seeing robust hiring in all geographic areas and all practice areas.”*
- *“We noticed that the firms did a lot of pre-OCI recruiting in 2020 at T25 schools and many of their summer associate slots were filled by our OCI in January 2021. Virtual interviewing disadvantages the regional schools and gives even more advantage to the T25 when it comes to Big Law recruiting. We saw this continue in 2021.”*
- *“We definitely heard of employers reaching out to 2Ls ahead of OCI who they had interviewed as 1Ls but not extended offers to. These students were called back for interviews prior to OCI but were not extended offers prior to OCI as far as we know”.*
- *“Our school requires that students participate in a professional development program, which requires students to go out into the legal community and make personal connections via attendance at networking events, participating in pro bono activities, attending legal conferences, etc. Through the professional development program, students are making those personal connections and then being recruited directly by the attorneys and firms they are meeting.”*
- *“We post public service opportunities in a Public Service Newsletter, and diversity opportunities in a Diversity Newsletter. We also do direct outreach to students for some positions that are not posted on Symplicity or formally part of OCI. Some firms accept our student applications for their summer programs through select resume submissions, outside of the formal OCI process.”*

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- *“We host a Recent Grads for Hire Program subsequent to the July bar examination, during which employers recruit recent graduates for entry-level positions.”*
- *“Our law school publishes a weekly job leads email for 3Ls and recent graduates that includes job listings not otherwise posted internally. We also use opt-in email lists to notify students of opportunities such as judicial clerkships and diversity fellowships that are not posted on the job board.”*
- *“We continue to advertise our OCI and Resume Collect opportunities to a wide variety of employers, including those who are not regular users of organized recruiting programs like small firms and corporate legal departments. We will continue to take a hybrid approach to programs such as OCI which allows us to increase student’s exposure to opportunities in outside regions.”*
- *“Occasionally we email job opportunities to students when employers do not want to post, especially if the employer is looking for a narrow or unique practice area. We often promote federal and state government employment opportunities, fellowships, and other jobs not posted on our system via email and social media.”*

Table 3. Comparison of Employer Activity in 1L and 2L Recruiting for the Classes of 2022 and 2023, as Reported by Schools

(percent or number of schools in each category)

		NALP Region					Fall 2021 JD Enrollment			
	Total	Northeast	Mid-Atlantic	Southeast	Midwest	West/ Rocky Mountain	Fewer than 550	550–750	751–1,000	More than 1,000
Change in Number of Employers on Campus* Recruiting 1Ls — Class of 2023 as compared to Class of 2022										
Decrease of More than 30%	15.9%	27.3%	30.8%	4.8%	10.5%	16.7%	15.6%	8.3%	23.1%	23.1%
Decrease of 10.1%–30.0%	23.2	27.3	23.1	33.3	10.5	22.2	18.8	25.0	15.4	38.5
Change of 10% or Less	14.6	9.1	7.7	14.3	21.1	16.7	15.6	12.5	7.7	23.1
Increase of 10.1%–50.0%	22.0	27.3	7.7	23.8	26.3	22.2	21.9	33.3	15.4	7.7
Increase of More than 50%	24.4	9.1	30.8	23.8	31.6	22.2	28.1	20.8	38.5	7.7
# of Schools Reporting	82	11	13	21	19	18	32	24	13	13
Change in Number of Employers on Campus* Recruiting 2Ls — Class of 2023 as compared to Class of 2022										
Decrease of More than 10%	16.3	11.1	7.7	17.4	13.0	28.6	20.6	16.7	11.1	12.5
Change of 10% or Less	30.6	33.3	7.7	30.4	30.4	42.9	41.2	30.0	11.1	31.3
Increase of 10.1%–25.0%	18.4	16.7	30.8	17.4	21.7	9.5	14.7	13.3	33.3	18.8
Increase of 25.1%–50.0%	18.4	11.1	46.2	17.4	13.0	14.3	11.8	20.0	33.3	12.5
Increase of More than 50%	16.3	27.8	7.7	17.4	21.7	4.8	11.8	20.0	11.1	25.0
# of Schools Reporting	98	18	13	23	23	21	34	30	18	16

* Includes employers interviewing either in-person or virtually.

Table 4. Comparison of Employer Activity in 3L Recruiting for the Classes of 2021 and 2022, as Reported by Schools

(percent or number of schools in each category)

		NALP Region					Fall 2021 JD Enrollment			
	Total	Northeast	Mid-Atlantic	Southeast	Midwest	West/ Rocky Mountain	Fewer than 550	550–750	751–1,000	More than 1,000
Change in Number of Employers on Campus* Recruiting 3Ls — Class of 2022 as compared to Class of 2021										
Decrease of More than 10%	24.5%	11.8%	15.4%	26.1%	28.6%	35.0%	25.0%	27.6%	17.6%	25.0%
Change of 10% or Less	20.2	5.9	46.2	13.0	23.8	20.0	18.8	17.2	17.6	31.3
Increase of 10.1%–25.0%	14.9	23.5	7.7	21.7	4.8	15.0	25.0	6.9	11.8	12.5
Increase of 25.1%–50.0%	12.8	17.6	7.7	13.0	19.0	5.0	6.3	24.1	11.8	6.3
Increase of More than 50%	27.7	41.2	23.1	26.1	23.8	25.0	25.0	24.1	41.2	25.0
# of Schools Reporting	94	17	13	23	21	20	32	29	17	16

* Includes employers interviewing either in-person or virtually.

Note: For schools with part-time programs, these figures also include any 4L recruiting.

Table 5. Fall 2021 Recruiting Cycle Early Offer Activity, As Reported by Schools

	Total	NALP Region					Fall 2021 JD Enrollment			
		Northeast	Mid-Atlantic	Southeast	Midwest	West/Rocky Mountain	Fewer than 550	550–750	751–1,000	More than 1,000
% of Schools Reporting None	31.2%	6.7%	27.3%	44.4%	36.8%	35.7%	46.7%	28.6%	23.5%	0.0%
% of Schools Reporting One	7.8	6.7	18.2	5.6	5.3	7.1	13.3	0.0	11.8	0.0
% of Schools Reporting 2–5	23.4	26.7	27.3	11.1	26.3	28.6	33.3	19.1	11.8	22.2
% of Schools Reporting More than 5	37.7	60.0	27.3	38.9	31.6	28.6	6.7	52.4	52.9	77.8
Cumulative # of Early Offers Reported	981	269	208	173	237	94	65	290	345	281
Range of Early Offers Reported per School*	1–122	1–55	1–122	1–61	1–79	1–41	1–25	2–61	1–79	3–122
Number of Schools Reporting	77	15	11	18	19	14	30	21	17	9

* For schools reporting at least 1 early offer.

Note: Early offers are offers received by 2Ls prior to the start of the official OCI program, but do not include offers from employers with whom students were employed during their 1L summer. Figures exclude schools that did not report early offer numbers or noted that this information is not collected.

Table 6. Employers Returning Post-OCI to Seek Additional Candidates, as Reported by Schools — Fall 2021 Recruiting Cycle

Employers Returning Post-OCI	Total	NALP Region					Fall 2021 JD Enrollment			
		Northeast	Mid-Atlantic	Southeast	Midwest	West/Rocky Mountain	Fewer than 550	550–750	751–1,000	More than 1,000
% of Schools Reporting Post-OCI Visits	70.0%	88.9%	76.9%	58.3%	56.5%	77.3%	52.8%	74.2%	83.3%	86.7%
Median Number	5	13	4	5	2	5	3	6.5	5	25.5
Average Number	16	21	14	11	12	19	3	19	13	34

Note: A total of 100 schools answered the question about return visits. Of the 70 schools reporting that employers returned post-OCI, 68 reported the number of employers with a median of 5 and an average of 16. Averages are rounded to the nearest whole number.

Table 7. Comparison of the Number of Job Opportunities Posted Outside of OCI in 2020/21 with 2019/20

(percent in each category)

Number of Job Postings	Total	NALP Region					Fall 2021 JD Enrollment			
		Northeast	Mid-Atlantic	Southeast	Midwest	West/Rocky Mountain	Fewer than 550	550–750	751–1,000	More than 1,000
Decrease of More than 25%	7.5%	5.9%	16.7%	13.0%	0.0%	5.6%	8.8%	7.4%	6.3%	6.3%
Decrease of 5%–25%	22.6	35.3	16.7	13.0	26.1	22.2	14.7	22.2	43.8	18.8
Change of Less than 5%	22.6	35.3	8.3	30.4	13.0	22.2	11.8	25.9	18.8	43.8
Increase of 5%–25%	29.0	23.5	33.3	21.7	39.1	27.8	35.3	25.9	25.0	25.0
Increase of More than 25%	18.3	0.0	25.0	21.7	21.7	22.2	29.4	18.5	6.3	6.3
Number of Schools Reporting	93	17	12	23	23	18	34	27.0	16.0	16.0

Note: Figures include opportunities advertised outside of OCI, such as job postings, resume collect, etc. Data are reported from July 1–June 30 of each year (e.g., July 1, 2020–June 30, 2021).

Table 8. 2020/21 Job Fair Participation, as Reported by Schools

(percent or number of schools in each category)

		NALP Region					Fall 2021 JD Enrollment			
	Total	Northeast	Mid-Atlantic	Southeast	Midwest	West/ Rocky Mountain	Fewer than 550	550–750	751–1,000	More than 1,000
Number of Job Fairs or Consortia Programs Students Participated In*										
Less than 5	40.2%	47.1%	35.7%	27.3%	40.0%	52.6%	51.5%	33.3%	33.3%	35.7%
5-10	44.6	41.2	42.9	45.5	45.0	47.4	45.5	44.4	44.4	42.9
More than 10	15.2	11.8	21.4	27.3	15.0	0.0	3.0	22.2	22.2	21.4
# of Schools Reporting	92	17	14	22	20	19	32	27	18	14
Change in Number of Job Fairs Compared with the 2019/20 Recruiting Cycle										
Decrease	17.6	0.0	28.6	28.6	20.0	10.5	15.6	25.9	11.1	14.3
No Change	56.0	64.7	35.7	47.6	45.0	84.2	46.9	55.6	61.1	71.4
Increase	26.4	35.3	35.7	23.8	35.0	5.3	37.5	18.5	27.8	14.3
# of Schools Reporting	91	17	14	21	20	19	32	27	18	14

*Includes in-person or virtual job fair participation.

Note: Data are reported from July 1–June 30 of each year (e.g., July 1, 2020–June 30, 2021).

Table 9. 2020/21 JD Advantage Recruiting, as Reported by Schools

(percent or number of schools in each category)

	Total	NALP Region					Fall 2021 JD Enrollment			
		Northeast	Mid-Atlantic	Southeast	Midwest	West/Rocky Mountain	Fewer than 550	550–750	751–1,000	More than 1,000
% of Schools Reporting On-Campus Recruiting for JD Advantage Jobs	32.7%	27.8%	7.1%	45.8%	39.1%	31.8%	30.6%	38.7%	33.3%	25.0%
Number of Schools Reporting	101	18	14	24	23	22	36	31	18	16

Note: Figures include any JD Advantage recruiting that occurred on campus (in-person or virtually) between July 1, 2020–June 30, 2021. For the 33 schools that reported JD Advantage recruiting, 24.2% reported 1L recruiting, 72.7% reported 2L recruiting, and 84.9% reported 3L/4L recruiting.

Employer Perspective

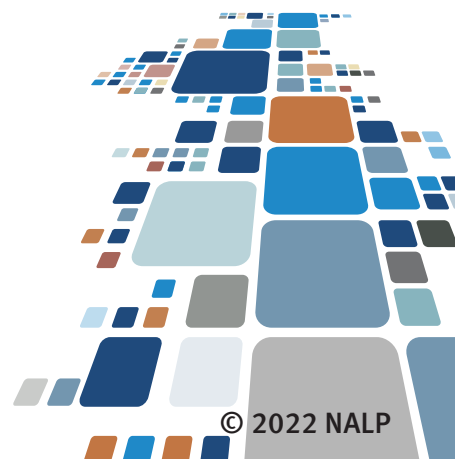
A total of 381 employers, mostly law firms, provided information on recruiting activity. Nearly 86% of responses were from firms of more than 250 lawyers. Nationwide, the median number of schools at which employers recruited was 7, up from 6 in the previous recruiting cycle. Employers were much more likely to report an increase in the number of schools at which they recruited (46%) than they were to report a decrease in the number of schools (16%). Nearly 38% of employers reported no change in the number of schools. (See Tables 10–11.)

- By firm size, medians ranged from 5 schools at firms of 101–250 lawyers to 8 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 100 or fewer lawyers were most likely to have made no change to their school numbers (50%) and offices in firms of more than 251–500 lawyers and 501–700 lawyers were most likely to report an increase

in their school numbers (51%). Only 8% of offices in firms of 501–700 lawyers decreased their number of schools visited.

- On a regional basis, the median number of schools ranged from 4 in the Southeast to 8 in the Northeast. Employers in the Northeast were also the most likely to interview at 9 or more schools (49%), followed by employers in the Mid-Atlantic region (38%). The percentage of offices by region increasing the number of schools visited ranged from 33% in the Northeast to 58% in the Southeast and Midwest. Offices in the Northeast and Mid-Atlantic regions were the most likely to report no change in the number of schools visited.
- 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 the Miami area and Ohio were more likely to have increased the number of schools visited compared to their regions. Offices in Wilmington, DE visited the most schools, with a median of 13.
- Information collected on the number of screening interviews conducted at the schools visited show that approximately 42% of employers had fairly steady screening interview figures for summer 2022 programs as compared to summer 2021. About 19% of employers had a decrease of more than 10% in their number of screening interviews and 39%

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experienced an increase of more than 10% in their number of screening interviews.

- These distributions varied considerably by firm size and region. For example, offices in the Northeast were more likely to have fairly stable screening interview numbers that changed by 10% or less (59% of offices). Offices in the Southeast were most likely to have reported an increase of more than 10% in their screening interviews (67% of offices), while those in the West/Rocky Mountain region were most likely to report a decrease of more than 10% in their screening interviews (29% of offices). By firm size, firms of more than 700 lawyers were most likely to have experienced increases of more than 10% in their number of screening interviews (41% of offices); while firms of 100 or fewer lawyers were most likely to have experienced decreases of more than 10% (29% of offices). Screening interview numbers were most stable in firms of 501–700 lawyers. (See Table 12.)
- Almost one-third (33%) of responding employers did not participate in any job fairs and 62% of employers participated in the same number of job fairs for the summer 2022 recruiting cycle as compared to the summer 2021 cycle. Small offices, regardless of firm size, typically participated in fewer than 2 job fairs. (See Tables 13 and 14.)
- On a regional basis, offices in the Midwest were most likely to participate in job fairs, with 85% doing so. Conversely, offices in the West/Rocky Mountain region were least likely to participate in job fairs, with only half participating. Offices in the Northeast were the most likely to have participated in 3 or more job fairs (28%). Maintaining the number of job fairs was the norm, particularly in the West/Rocky Mountain region, where 71% 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 New York City and Wilmington, DE were more likely to participate in 3 or more job fairs compared with their respective regions as a whole; while offices in Charlotte and the Los Angeles/Orange County area were more likely to indicate that they did not participate in any job fairs compared to their respective regions.

Table 10. On-Campus Interviewing Activity (in person or virtually) for Summer 2022 and Comparisons with Recruiting for Summer 2021 as Reported by Employers — By Size

(in percentages except for medians and counts)

	# of Offices	Number of Schools Visited for the Summer 2022 Recruiting Cycle					Number of Schools Visited Compared to the Summer 2021 Recruiting Cycle		
		None*	1–3	4–8	9 or More	Median**	Decrease	No Change	Increase
Total — All Employers	381	2.1%	24.4%	36.0%	37.5%	7.0	16.0%	37.7%	46.3%
Firms of 100 or Fewer Lawyers	11	0.0	27.3	36.4	36.4	7.0	30.0	50.0	20.0
Offices of 51–100 Lawyers	6	0.0	16.7	50.0	33.3	7.0	20.0	60.0	20.0
Firms of 101–250 Lawyers	44	2.3	34.1	40.9	22.7	5.0	11.4	47.7	40.9
Offices of 25 or Fewer Lawyers	5	0.0	60.0	40.0	0.0	3.0	0.0	40.0	60.0
Offices of 26–50 Lawyers	6	0.0	83.3	16.7	0.0	1.5	16.7	50.0	33.3
Offices of 51–100 Lawyers	5	0.0	60.0	20.0	20.0	3.0	20.0	80.0	0.0
Offices of 101–250 Lawyers	20	0.0	15.0	55.0	30.0	6.5	5.0	45.0	50.0
Firms of 251–500 Lawyers	42	2.4	21.4	28.6	47.6	8.0	14.6	34.1	51.2
Offices of 26–50 Lawyers	7	14.3	42.9	42.9	0.0	3.5	14.3	42.9	42.9
Offices of 51–100 Lawyers	6	0.0	50.0	33.3	16.7	3.0	33.3	33.3	33.3
Offices of 101–250 Lawyers	7	0.0	14.3	57.1	28.6	6.0	14.3	42.9	42.9
Offices of 251+ Lawyers	6	0.0	0.0	33.3	66.7	12.0	33.3	50.0	16.7

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	# of Offices	Number of Schools Visited for the Summer 2022 Recruiting Cycle					Number of Schools Visited Compared to the Summer 2021 Recruiting Cycle		
		None*	1–3	4–8	9 or More	Median**	Decrease	No Change	Increase
Firms of 501–700 Lawyers	40	0.0	37.5	37.5	25.0	6.0	8.1	40.5	51.4
Offices of 25 or Fewer Lawyers	5	0.0	100.0	0.0	0.0	1.0	—	—	—
Offices of 26–50 Lawyers	11	0.0	63.6	36.4	0.0	3.0	0.0	60.0	40.0
Offices of 51–100 Lawyers	6	0.0	16.7	66.7	16.7	5.5	0.0	33.3	66.7
Offices of 101–250 Lawyers	6	0.0	33.3	50.0	16.7	7.0	16.7	33.3	50.0
Offices of 251+ Lawyers	5	0.0	0.0	40.0	60.0	11.0	—	—	—
Firms of 701+ Lawyers	244	2.5	20.9	36.1	40.6	7.0	17.8	35.5	46.7
Offices of 25 or Fewer Lawyers	21	19.0	38.1	33.3	9.5	4.0	23.8	28.6	47.6
Offices of 26–50 Lawyers	49	2.0	51.0	38.8	8.2	3.0	20.4	24.5	55.1
Offices of 51–100 Lawyers	60	1.7	20.0	55.0	23.3	5.0	16.7	33.3	50.0
Offices of 101–250 Lawyers	60	0.0	8.3	43.3	48.3	8.0	16.7	50.0	33.3
Offices of 251+ Lawyers	35	0.0	2.9	5.7	91.4	15.0	17.6	41.2	41.2

Note: This table includes office/firms that reported visiting at least 1 school in the recruiting cycle for summer 2021 and/or the recruiting cycle for summer 2022. The number of offices reporting both summer 2021 and summer 2022 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 1 school in either recruiting cycle. Dashes are included in the columns related to the number of schools visited compared to the summer 2021 recruiting cycle if the number of offices with data for both years was less than 5. 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.

* These employers did visit schools for the summer 2021 recruiting cycle.

**Medians are calculated based on employers making visits for the summer 2022 recruiting cycle.

Table 11. On-Campus Interviewing Activity (in person or virtually) for Summer 2022 and Comparisons with Recruiting for Summer 2021 as Reported by Employers — by NALP Region and City/State

(in percentages except for medians and counts)

	# of Offices	Number of Schools Visited for the Summer 2022 Recruiting Cycle					Number of Schools Visited Compared to the Summer 2021 Recruiting Cycle		
		None*	1–3	4–8	9 or more	Median**	Decrease	No Change	Increase
Total — All Employers	381	2.1%	24.4%	36.0%	37.5%	7.0	16.0%	37.7%	46.3%
Northeast	59	0.0	10.2	40.7	49.2	8.0	17.5	49.1	33.3
Boston	14	0.0	21.4	42.9	35.7	5.5	35.7	50.0	14.3
New York City	42	0.0	7.1	38.1	54.8	11.0	12.5	50.0	37.5
Mid-Atlantic	61	0.0	18.0	44.3	37.7	7.0	15.3	49.2	35.6
New Jersey	5	0.0	60.0	40.0	0.0	2.0	—	—	—
Washington, DC/ Northern VA area	36	0.0	8.3	41.7	50.0	9.0	16.7	55.6	27.8
Wilmington	5	0.0	0.0	20.0	80.0	13.0	0.0	40.0	60.0
Southeast	72	2.8	45.8	40.3	11.1	4.0	11.1	30.6	58.3
Charlotte	6	0.0	33.3	66.7	0.0	4.0	0.0	33.3	66.7
Dallas	12	8.3	50.0	16.7	25.0	3.0	16.7	25.0	58.3
Houston	19	5.3	21.1	57.9	15.8	4.0	10.5	21.1	68.4
Miami/Ft. Lauderdale/ W. Palm Beach	10	0.0	70.0	30.0	0.0	3.0	10.0	20.0	70.0
Other areas in Florida	9	0.0	77.8	22.2	0.0	3.0	11.1	44.4	44.4
Midwest	47	0.0	25.5	42.6	31.9	6.0	22.2	20.0	57.8
Chicago	22	0.0	18.2	59.1	22.7	5.0	31.8	31.8	36.4
Ohio	5	0.0	40.0	40.0	20.0	6.0	20.0	0.0	80.0
West/Rocky Mountain	95	5.3	32.6	31.6	30.5	5.0	16.8	44.2	38.9
Denver	8	12.5	62.5	25.0	0.0	2.0	12.5	37.5	50.0
Los Angeles & Orange County	31	0.0	32.3	35.5	32.3	5.0	19.4	54.8	25.8
San Diego	6	0.0	50.0	33.3	16.7	5.0	33.3	16.7	50.0
San Francisco	17	5.9	17.6	47.1	29.4	7.0	11.8	58.8	29.4
Silicon Valley	10	10.0	10.0	20.0	60.0	10.0	20.0	30.0	50.0

Note: This table includes office/firms that reported visiting at least 1 school in the recruiting cycle for summer 2021 and/or the recruiting cycle for summer 2022. The number of offices reporting both summer 2021 and summer 2022 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 1 school in either recruiting cycle. Dashes are included in the columns related to the number of schools visited compared to the summer 2021 recruiting cycle if the number of offices with data for both years was less than 5. 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 2021 recruiting cycle.

**Medians are calculated based on employers making visits for the summer 2022 recruiting cycle.

**Table 12. Screening Interview Activity for the Summer 2022
Recruiting Cycle Compared with Summer 2021
as Reported by Employers**

	Number of Screening Interviews for Summer 2022 Compared to Summer 2021			# of Offices
	Decrease of More than 10%	Change of 10% or Less	Increase of More than 10%	
Total — All Employers	19.1%	41.5%	39.4%	277
By Number of Lawyers Firm-Wide				
100 or Fewer	28.6	42.9	28.6	7
101–250	24.0	36.0	40.0	25
251–500	9.4	53.1	37.5	32
501–700	7.7	57.7	34.6	26
701+	21.4	38.0	40.6	187
By NALP Region				
Northeast	16.3	59.2	24.5	49
Mid-Atlantic	19.6	47.8	32.6	46
Southeast	10.2	22.4	67.3	49
Midwest	20.7	41.4	37.9	29
West/Rocky Mountain	29.2	36.1	34.7	72
By City/State				
Boston	25.0	41.7	33.3	12
Chicago	22.2	55.6	22.2	18
Dallas	12.5	12.5	75.0	8
Houston	16.7	16.7	66.7	12
Los Angeles & Orange County	38.5	42.3	19.2	26
Miami/Ft. Lauderdale/ W. Palm Beach	16.7	33.3	50.0	6
New York City	13.5	64.9	21.6	37
Other areas in Florida	14.3	14.3	71.4	7
San Diego	33.3	16.7	50.0	6
San Francisco	21.4	42.9	35.7	14
Silicon Valley	33.3	44.4	22.2	9
Washington, DC/ Northern VA area	19.4	51.6	29.0	31

Note: This table includes offices/firms that reported having screening interviews for both the summer 2022 and summer 2021 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 13. Job Fair Participation (in person or virtually) for the Summer 2022 Recruiting Cycle Compared with Summer 2021 as Reported by Employers — by Size
(in percentages except for counts)

	# of Offices	Number of Job Fairs/Consortia Programs for the Summer 2022 Recruiting Cycle				Job Fair Participation Compared to the Summer 2021 Recruiting Cycle		
		None	One	Two	Three or More	Increased	Decreased	Stayed the Same
Total — All Employers	392	32.7%	30.6%	16.6%	20.2%	24.7%	13.8%	61.5%
Firms of 100 or Fewer Lawyers	13	30.8	38.5	23.1	7.7	18.2	9.1	72.7
Offices of 26–50 Lawyers	5	60.0	40.0	0.0	0.0	25.0	0.0	75.0
Offices of 51–100 Lawyers	7	14.3	42.9	42.9	0.0	0.0	16.7	83.3
Firms of 101–250 Lawyers	42	35.7	31.0	19.0	14.3	28.6	16.7	54.8
Offices of 25 or Fewer Lawyers	5	80.0	20.0	0.0	0.0	20.0	0.0	80.0
Offices of 26–50 Lawyers	6	66.7	33.3	0.0	0.0	0.0	0.0	100.0
Offices of 101–250 Lawyers	19	10.5	31.6	31.6	26.3	42.1	10.5	47.4
Firms of 251–500 Lawyers	45	33.3	26.7	11.1	28.9	31.1	4.4	64.4
Offices of 26–50 Lawyers	10	50.0	50.0	0.0	0.0	30.0	0.0	70.0
Offices of 51–100 Lawyers	7	57.1	14.3	14.3	14.3	28.6	0.0	71.4
Offices of 101–250 Lawyers	7	28.6	42.9	0.0	28.6	42.9	0.0	57.1
Offices of 251+ Lawyers	6	16.7	50.0	0.0	33.3	0.0	16.7	83.3
Firms of 501–700 Lawyers	41	31.7	36.6	7.3	24.4	13.5	5.4	81.1
Offices of 25 or Fewer Lawyers	5	40.0	60.0	0.0	0.0	0.0	0.0	100.0
Offices of 26–50 Lawyers	12	58.3	33.3	0.0	8.3	0.0	10.0	90.0
Offices of 51–100 Lawyers	6	33.3	50.0	16.7	0.0	33.3	0.0	66.7
Offices of 101–250 Lawyers	6	16.7	50.0	16.7	16.7	0.0	0.0	100.0
Offices of 251+ Lawyers	5	0.0	40.0	0.0	60.0	25.0	0.0	75.0

(continued on page 30)

	# of Offices	Number of Job Fairs/Consortia Programs for the Summer 2022 Recruiting Cycle				Job Fair Participation Compared to the Summer 2021 Recruiting Cycle		
		None	One	Two	Three or More	Increased	Decreased	Stayed the Same
Firms of 701+ Lawyers	251	32.3	29.9	18.3	19.5	24.9	16.5	58.6
Offices of 25 or Fewer Lawyers	23	56.5	26.1	13.0	4.3	26.1	17.4	56.5
Offices of 26–50 Lawyers	52	48.1	42.3	5.8	3.8	23.1	9.6	67.3
Offices of 51–100 Lawyers	62	45.2	29.0	14.5	11.3	21.0	16.1	62.9
Offices of 101–250 Lawyers	60	16.7	35.0	30.0	18.3	33.3	13.3	53.3
Offices of 251+ Lawyers	35	11.4	22.9	20.0	45.7	17.6	29.4	52.9

Note: Figures are based on employers that interviewed on campus or participated in job fairs for either the summer 2022 or summer 2021 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. The number of offices for the comparative analyses is slightly smaller than the number shown in the first column.

Table 14. Job Fair Participation (in person or virtually) for the Summer 2022 Recruiting Cycle Compared with Summer 2021 as Reported by Employers — by NALP Region and City/State

(in percentages except for counts)

	# of Offices	Number of Job Fairs/Consortia Programs for the Summer 2022 Recruiting Cycle				Job Fair Participation Compared to the Summer 2021 Recruiting Cycle		
		None	One	Two	Three or More	Increased	Decreased	Stayed the Same
Total — All Employers	392	32.7%	30.6%	16.6%	20.2%	24.7%	13.8%	61.5%
Northeast	61	21.3	27.9	23.0	27.9	15.3	25.4	59.3
Boston	16	25.0	43.8	25.0	6.3	18.8	18.8	62.5
New York City	42	19.0	23.8	19.0	38.1	12.5	27.5	60.0
Mid-Atlantic	64	40.6	35.9	10.9	12.5	19.4	11.3	69.4
New Jersey	5	60.0	20.0	0.0	20.0	0.0	0.0	100.0
Philadelphia	5	0.0	100.0	0.0	0.0	20.0	20.0	60.0
Washington, DC/ Northern VA area	38	42.1	36.8	7.9	13.2	18.4	13.2	68.4
Wilmington	5	0.0	40.0	20.0	40.0	40.0	0.0	60.0
Southeast	75	40.0	42.7	6.7	10.7	32.9	8.2	58.9
Atlanta	6	16.7	66.7	16.7	0.0	20.0	0.0	80.0
Charlotte	6	66.7	33.3	0.0	0.0	33.3	0.0	66.7
Dallas	13	23.1	61.5	0.0	15.4	46.2	7.7	46.2
Houston	19	31.6	42.1	10.5	15.8	44.4	5.6	50.0
Miami/Ft. Lauderdale/ W. Palm Beach	10	30.0	50.0	10.0	10.0	30.0	20.0	50.0
Other areas in Florida	9	66.7	22.2	0.0	11.1	11.1	22.2	66.7
Midwest	48	14.6	31.3	27.1	27.1	40.4	6.4	53.2
Chicago	22	9.1	18.2	40.9	31.8	31.8	9.1	59.1
Ohio	5	40.0	60.0	0.0	0.0	20.0	20.0	60.0
West/Rocky Mountain	98	50.0	28.6	16.3	5.1	16.3	12.2	71.4
Denver	9	55.6	33.3	11.1	0.0	11.1	0.0	88.9
Los Angeles & Orange County	29	65.5	24.1	10.3	0.0	10.3	13.8	75.9
San Diego	7	42.9	57.1	0.0	0.0	42.9	14.3	42.9
San Francisco	17	29.4	52.9	17.6	0.0	0.0	23.5	76.5
Seattle	5	60.0	0.0	20.0	20.0	20.0	0.0	80.0
Silicon Valley	11	9.1	27.3	45.5	18.2	36.4	18.2	45.5

Note: Figures are based on employers that interviewed on campus or participated in job fairs for either the summer 2022 or summer 2021 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

In summer 2020, legal employers made significant modifications to their summer programs. While some law firms canceled their summer programs outright, the majority of employers made the decision to continue with shortened, virtual programs. Summer 2021 saw a return to longer programs, but most summer programs maintained at least a partial virtual component. About 60% of summer 2021 programs were hybrid with some mix of in-person and virtual programming, while 28% were entirely virtual, and just 12% were entirely in person. The average summer 2021 program length was 9.5 weeks, compared to just 5.7 weeks for these same offices in summer 2020. More than two-thirds of offices (69%) reported that their summer 2021 program was 10 weeks in length. Across all offices, summer programs ranged from 5 to 13 weeks. (See Tables 15 and 16.)

- On a regional basis, summer program lengths were fairly similar, but there was more variation among individual cities and states. The Raleigh/Durham area had the shortest average program length of 7.8 weeks, while Austin had the longest average program length of 10 weeks.
- By firm size, offices in firms of more than 700 lawyers had the longest average summer 2021 program (9.7 weeks) and firms of 101–250 lawyers had the shortest average program length (9.0 weeks).
- Among offices holding a summer program at least once from 2019–2021 and/or planning to host a summer 2022 program, 74% held a summer program each summer from 2019 to 2021 and were planning to host a summer 2022 program. This percentage is lower in firms of 101–250 lawyers, in smaller offices, and in the Southeast region. Offices hosting a program in all years except 2020 accounted for 9% of offices, followed by offices holding a program in all years except 2022 at 4%, and offices holding a program only in 2022 at 3%. These 4 scenarios are the most common nationwide, but not necessarily for smaller units of analysis, particularly within individual cities. (See Table 17.)

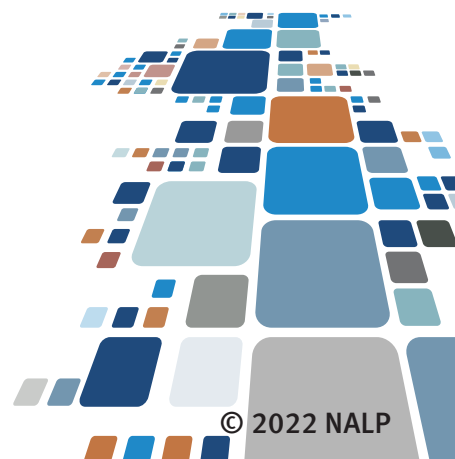


Table 15. Format of Summer 2021 Programs

	Percentage of Offices by Format Type			
	100% Virtual	100% In-Person	Hybrid Model*	# of Offices
Total — All Employers	27.6%	12.0%	60.4%	467
By Number of Lawyers Firm-Wide				
100 or Fewer	6.3	31.3	62.5	16
101–250	25.5	17.0	57.4	47
251–500	21.2	19.2	59.6	52
501–700	33.9	13.6	52.5	59
701+	29.0	8.5	62.5	293
By Number of Lawyers in Office				
25 or Fewer	13.2	18.4	68.4	38
26–50	21.0	16.2	62.9	105
51–100	30.0	8.2	61.8	110
101–250	27.7	8.9	63.4	112
251+	48.9	2.1	48.9	47
By NALP Region and City/State				
Northeast	42.1	5.3	52.6	76
Boston	50.0	0.0	50.0	18
New York City	37.0	5.6	57.4	54
Mid-Atlantic	28.8	7.5	63.8	80
Philadelphia	50.0	0.0	50.0	6
Pittsburgh	16.7	16.7	66.7	6
Washington, DC/Northern VA area	34.7	4.1	61.2	49
Wilmington	16.7	0.0	83.3	6
Southeast	7.0	22.1	70.9	86
Atlanta	12.5	12.5	75.0	8
Austin	16.7	16.7	66.7	6
Charlotte	0.0	20.0	80.0	5
Dallas	5.9	11.8	82.4	17
Houston	10.5	31.6	57.9	19
Miami/Ft. Lauderdale/ W. Palm Beach	8.3	8.3	83.3	12
Other areas in Florida	0.0	37.5	62.5	8
Raleigh/Durham area	0.0	33.3	66.7	6

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	Percentage of Offices by Format Type			# of Offices
	100% Virtual	100% In-Person	Hybrid Model*	
Midwest	18.3	28.3	53.3	60
Chicago	22.2	14.8	63.0	27
Minneapolis	16.7	16.7	66.7	6
Ohio	0.0	66.7	33.3	9
West/Rocky Mountain	36.8	5.6	57.6	125
Denver	30.0	20.0	50.0	10
Los Angeles & Orange County	32.4	2.7	64.9	37
San Diego	37.5	0.0	62.5	8
San Francisco	39.1	4.3	56.5	23
Seattle	66.7	0.0	33.3	6
Silicon Valley	53.3	0.0	46.7	15

Note: Specific city information may include offices in a few suburban locations, or firms where most attorneys are in that city. However, it generally does not include firms which submitted one 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. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

* A hybrid model includes some mix of in-person and virtual programming.

Table 16. Length of Summer 2021 Programs

	Most Common Program Lengths and % Reporting Each			Range of Lengths Reported (Weeks)		Average Length (Weeks)			# of Offices*
	8 Weeks	9 Weeks	10 Weeks	Minimum Length	Maximum Length	Average Length 2021	Average Length 2020	Average Length 2019	
Total — All Employers	13.9%	11.3%	69.4%	5	13	9.5	5.7	9.8	468
By Format of Summer Program									
100% Virtual	4.7	13.2	75.2	5	13	9.7	6.0	9.9	129
100% In-Person	5.4	14.3	78.6	6	10	9.7	5.8	9.8	56
Hybrid Model	19.9	9.9	64.9	6	13	9.4	5.6	9.8	282
By Number of Lawyers Firm-Wide									
100 or Fewer	12.5	12.5	50.0	6	13	9.1	6.9	9.5	16
101–250	34.0	12.8	34.0	5	12	9.0	6.5	9.5	47
251–500	28.8	13.5	50.0	6	13	9.3	5.9	9.9	52
501–700	1.7	21.7	73.3	6	10	9.6	5.4	9.7	60
701+	10.6	8.5	78.8	6	11	9.7	5.6	9.9	293
By Number of Lawyers in Office									
25 or Fewer	15.8	15.8	63.2	6	10	9.3	6.2	9.3	38
26–50	17.1	15.2	61.9	6	11	9.3	5.8	9.7	105
51–100	13.6	5.5	75.5	6	13	9.7	5.6	9.9	110
101–250	15.2	13.4	67.0	5	11	9.5	5.5	9.8	112
251+	6.3	4.2	83.3	8	13	9.9	5.6	10.2	48
By NALP Region and City/State									
Northeast	10.4	11.7	71.4	5	11	9.6	5.6	9.9	77
Boston	5.6	16.7	72.2	8	11	9.8	5.6	9.8	18
New York City	9.1	9.1	76.4	6	11	9.7	5.5	10.1	55
Mid-Atlantic	16.3	17.5	61.3	6	13	9.5	5.6	9.8	80
Philadelphia	16.7	33.3	50.0	8	10	9.3	5.5	9.3	6
Pittsburgh	50.0	16.7	33.3	8	10	8.8	NA	10.2	6
Washington, DC/ Northern VA area	10.2	6.1	77.6	6	13	9.7	5.6	9.9	49
Wilmington	16.7	33.3	33.3	8	11	9.5	7.0	9.9	6

(continued on page 36)

	Most Common Program Lengths and % Reporting Each			Range of Lengths Reported (Weeks)		Average Length (Weeks)			# of Offices*
	8 Weeks	9 Weeks	10 Weeks	Minimum Length	Maximum Length	Average Length 2021	Average Length 2020	Average Length 2019	
Southeast	15.1	5.8	69.8	6	11	9.4	5.7	9.4	86
Atlanta	12.5	12.5	62.5	6	10	9.1	5.7	9.8	8
Austin	0.0	0.0	100.0	10	10	10.0	7.2	9.0	6
Charlotte	40.0	20.0	40.0	8	10	9.0	4.4	9.3	5
Dallas	11.8	5.9	82.4	8	10	9.7	5.7	9.6	17
Houston	5.3	0.0	94.7	8	10	9.9	5.6	9.8	19
Miami/Ft. Lauderdale/ W. Palm Beach	33.3	8.3	58.3	8	10	9.3	5.2	9.3	12
Other areas in Florida	25.0	0.0	75.0	8	10	9.5	5.3	9.8	8
Raleigh/ Durham area	16.7	0.0	16.7	6	11	7.8	5.6	8.6	6
Midwest	13.3	13.3	70.0	6	13	9.6	5.9	9.9	60
Chicago	11.1	7.4	81.5	8	10	9.7	5.6	10.0	27
Minneapolis	50.0	16.7	16.7	8	13	9.3	7.0	9.8	6
Ohio	0.0	33.3	55.6	6	10	9.2	7.0	10.0	9
West/Rocky Mountain	16.0	10.4	71.2	6	11	9.5	5.6	9.8	125
Denver	30.0	20.0	50.0	8	10	9.2	5.3	9.8	10
Los Angeles & Orange County	13.5	5.4	75.7	6	11	9.6	5.4	9.8	37
San Diego	12.5	12.5	75.0	8	10	9.6	6.4	9.9	8
San Francisco	0.0	8.7	91.3	9	10	9.9	5.4	9.9	23
Seattle	16.7	0.0	66.7	6	10	9.0	5.4	10.0	6
Silicon Valley	13.3	13.3	73.3	8	10	9.6	5.9	10.1	15

*This is the number of offices that reported a summer program in 2021. Average summer program length for each year is based on offices reporting a program for that year; thus, the number of offices on which the averages for 2019 and 2020 are based may vary from this number.

Note: Specific city information may include offices in a few suburban locations, or firms where most attorneys 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 2021. 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.

Table 17. Summer Program Trends 2019–2022

	% Holding Program in All 4 Years	% Holding Program in All Years Except 2020	% Holding Program in All Years Except 2022	% Holding Program Only in 2022	# of Offices
Total — All Employers	74.1%	8.8%	3.5%	3.3%	513
By Number of Lawyers Firm-Wide					
100 or Fewer	75.0	6.3	12.5	0.0	16
101–250	62.7	21.6	3.9	2.0	51
251–500	67.8	16.9	0.0	1.7	59
501–700	66.2	1.5	10.3	2.9	68
701+	78.7	6.9	2.2	4.1	319
By Number of Lawyers in Office					
25 or Fewer	28.4	6.0	1.5	13.4	67
26–50	70.7	9.5	3.4	5.2	116
51–100	85.1	5.3	3.5	0.9	114
101–250	83.0	12.5	4.5	0.0	112
251+	95.9	0.0	2.0	2.0	49
By NALP Region and City/State					
Northeast	78.5	11.4	5.1	0.0	79
Boston	75.0	10.0	10.0	0.0	20
New York City	81.8	10.9	3.6	0.0	55
Mid-Atlantic	75.0	8.0	4.5	4.5	88
New Jersey	33.3	16.7	0.0	16.7	6
Philadelphia	57.1	14.3	14.3	0.0	7
Pittsburgh	42.9	14.3	14.3	14.3	7
Washington DC/ Northern VA area	90.2	2.0	3.9	2.0	51
Wilmington	71.4	14.3	0.0	0.0	7
Southeast	65.7	3.7	0.9	8.3	108
Atlanta	40.0	20.0	10.0	10.0	10
Austin	44.4	0.0	0.0	22.2	9
Charlotte	57.1	14.3	14.3	14.3	7
Dallas	78.9	0.0	0.0	5.3	19
Houston	82.6	0.0	0.0	4.3	23
Miami/ Ft. Lauderdale/ W. Palm Beach	66.7	0.0	0.0	0.0	15
Other areas in Florida	54.5	9.1	0.0	18.2	11
Raleigh/Durham area	57.1	0.0	0.0	0.0	7

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	% Holding Program in All 4 Years	% Holding Program in All Years Except 2020	% Holding Program in All Years Except 2022	% Holding Program Only in 2022	# of Offices
Midwest	79.0	14.5	1.6	1.6	62
Chicago	75.0	17.9	3.6	3.6	28
Minneapolis	100.0	0.0	0.0	0.0	6
Ohio	55.6	33.3	0.0	0.0	9
West/Rocky Mountain	74.3	5.9	5.1	2.2	136
Denver	90.0	0.0	0.0	0.0	10
Los Angeles & Orange County	75.6	7.3	7.3	0.0	41
San Diego	77.8	11.1	0.0	0.0	9
San Francisco	80.0	0.0	0.0	4.0	25
Seattle	62.5	0.0	12.5	12.5	8
Silicon Valley	93.3	0.0	6.7	0.0	15

Notes: Offices/firms included in this table held, or will hold, a summer program in at least 1 of the 4 years from 2019–2022. This table shows percentages for the 4 most frequently reported combinations overall, which account for 89.7% of responses. These may not be the 4 most frequently reported combinations for smaller units of analysis.

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.



Outcomes of Summer Programs & Fall Recruiting

A total of 466 employers reported information on the outcomes of their 2021 summer programs. Nearly two-thirds 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 38% 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 21% of responses, and the Midwest accounted for 13%. 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 nationwide.

Outcomes of Summer 2021 Programs

Responding employers reported a combined total of 5,411 individuals from the Class of 2022 participating in their 2021 summer programs, with an overall average class size of 12 and a median class size of 5. The median size ranged from 3.5 to 5, depending on firm size, with firms of 101–250 lawyers and firms of more than 700 lawyers having the largest median class size. (See Table 18.)

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. 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 2021 were 5 and 14, respectively, the same as in 2020. The average class size in the largest firms has 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 9. For firms reporting on a firm-wide basis, the median class size was 14.5 and the average size was 29. The median ranged from 7 in firms of 101–250 lawyers to 38 in firms of more than 700 lawyers.

Overall, 97% of participants received an offer for an associate position, the same as in 2020. Additionally, employers reported that they had not yet made an offer decision for 1.4% of all summer program participants as of November 1, 2021. Nationally, the offer rate has been at or above 90%

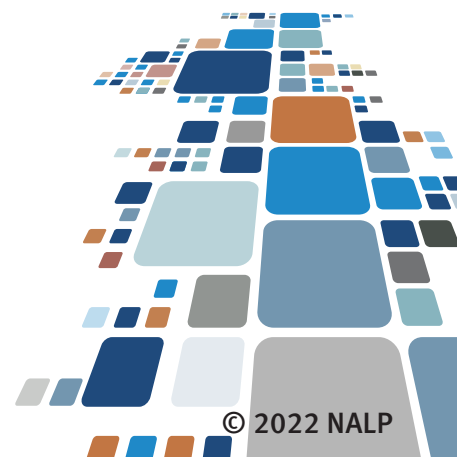
since 2011, after falling precipitously to 69% in 2009. The offer rates from summer programs for the past 5 summers (2017–2021) represent the highest in the nearly 30 years that NALP has compiled comparable figures.

The overall offer acceptance rate from summer 2021 as of November 1 was 89%, up from 88% in 2020. This is the highest acceptance rate on record since NALP began collecting this information in 1993. Across all offices, nearly 12% of students accepting an associate offer also spent their 1L summer with the office/firm.

- 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.
- Offer rates were highest in the Midwest and Northeast regions and lowest in the Mid-Atlantic region.

Average and median summer program sizes mask a considerable range of sizes, however, and the distribution of those sizes. (See Table 19.)

(continued on page 41)



- Overall, program sizes ranged from 1 to 223, but the most common program size (the mode) was 2, reported by 14% of offices. Nearly 39% 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 41.
- 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 (69%), and the modes were 10 and 12; 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 118 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.
- On a regional basis, offices in the Northeast were least likely to report acceptance rates of 100%, while offices in the Mid-Atlantic region were the most likely to have reported acceptance rates of 75% or less. Additionally, the average acceptance rate was lowest in the Mid-Atlantic region at 88% and was highest in the Midwest at 93%. The average acceptance rate was at or above 85% in all the cities/states reported here except Pittsburgh and Seattle.

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 14% of employers reported acceptance rates of 75% or less and 24% reported acceptance rates between 75.1% and 99.9%. More than 61% of offices reported acceptance rates of 100%. The average acceptance rate was nearly 91%. (See Table 20.)

- By overall firm size, the prevalence of 100% acceptance rates varied from 53% to 77% of firms. The average acceptance rate ranged from 83% at firms of 100 or fewer lawyers to 92% in firms of more than 700 lawyers.

Table 18. Summer 2021 Program Class Sizes and Outcomes

	Size of Program		% of Participants Receiving Offers	% of Offers Accepted	% of Acceptances Who Spent 1L Summer with Office/Firm	# of Offices
	Median	Average				
Total — All Employers	5.0	12	97.4%	88.9%	11.9%	466
By Number of Lawyers Firm-Wide						
100 or Fewer	3.5	5	97.3	83.1	6.8	16
101–250	5.0	6	83.9	88.7	9.4	47
251–500	4.5	11	93.7	85.7	13.7	50
501–700	4.5	9	97.9	87.1	21.2	60
701+	5.0	14	98.7	89.7	10.8	293
FIRM-WIDE/MULTI-OFFICE REPORTS						
All Firm-Wide/ Multi-Office Reports	14.5	29	95.9	88.5	14.2	64
By Number of Lawyers Firm-Wide						
101–250	7.0	10	70.8	87.6	7.1	14
251–500	14.0	16	98.5	88.5	16.4	17
501–700	18.0	21	97.6	89.5	38.6	8
701+	38.0	57	97.8	88.4	11.1	23
By NALP Region						
Midwest	9.0	9	93.3	94.6	41.5	7
West/Rocky Mountain	8.5	24	96.8	84.4	9.1	12
OFFICE-SPECIFIC REPORTS						
All Office-Specific Reports	4.0	9	98.1	89.1	10.8	402
By Number of Lawyers Firm-Wide						
100 or Fewer	3.5	5	96.9	80.6	6.0	14
101–250	4.0	4	95.9	89.4	11.0	33
251–500	3.0	8	88.9	82.6	10.6	33
501–700	3.0	7	98.1	86.0	13.0	52
701+	5.0	10	99.2	90.3	10.6	270
By Number of Lawyers in Office						
25 or Fewer	1.0	2	98.6	91.3	15.9	37
26–50	2.0	3	98.1	89.8	13.9	104
51–100	4.0	5	97.5	86.3	14.7	107
101–250	8.0	10	98.3	91.7	13.2	108
251+	26.0	35	98.3	88.2	7.1	46

(continued on page 43)

	Size of Program					
	Median	Average	% of Participants Receiving Offers	% of Offers Accepted	% of Acceptances Who Spent 1L Summer with Office/Firm	# of Offices
By NALP Region and City/State						
Northeast	9.5	20	99.4	89.8	4.6	74
Boston	7.0	11	100.0	94.9	4.3	18
New York City	11.0	23	99.4	89.0	4.7	55
Mid-Atlantic	5.0	8	94.7	84.4	8.5	79
Philadelphia	6.5	6	100.0	97.4	16.2	6
Pittsburgh	4.0	4	100.0	95.0	21.1	5
Washington, DC/ Northern VA area	7.0	11	93.7	82.0	6.7	49
Wilmington	9.0	7	97.6	85.4	2.9	6
Southeast	3.0	5	97.9	87.8	28.6	85
Atlanta	3.0	5	97.4	86.8	9.1	8
Austin	3.0	3	94.4	82.4	42.9	6
Charlotte	5.0	4	95.0	89.5	23.5	5
Dallas	4.0	6	99.1	91.4	36.5	17
Houston	4.0	9	98.8	85.7	34.1	19
Miami/Ft. Lauderdale/ W. Palm Beach	2.0	3	97.1	97.0	6.3	12
Other areas in Florida	1.0	2	92.3	83.3	10.0	8
Raleigh/Durham area	3.0	3	100.0	90.0	33.3	6
Midwest	4.0	7	99.0	91.0	12.5	52
Chicago	5.5	10	100.0	88.8	6.5	26
Minneapolis	2.5	2	100.0	92.3	50.0	6
Ohio	3.0	5	94.9	94.6	5.7	8
West/Rocky Mountain	3.0	5	98.3	92.4	14.5	112
Denver	2.5	3	89.7	96.2	28.0	10
Los Angeles & Orange County	3.0	5	98.8	93.1	19.5	36
San Diego	5.5	5	97.3	94.4	23.5	8
San Francisco	4.0	6	99.3	92.6	11.7	23
Seattle	4.0	6	100.0	87.9	27.6	6
Silicon Valley	7.0	12	99.4	92.5	4.1	14

Note: Figures reflect participation by 5,411 students in the Class of 2022 during the summer of 2021. 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, 2021. Overall, firms reported that an offer decision had not been made for 1.4% of summer program participants. Firms also reported that 5.0% of 2Ls with offers had not responded or a response was still pending as of November 1, 2021. 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 attorneys located in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating 2 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. Summer 2021 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	38.6%	30.9%	30.5%	1	1	41	223	2	13.5%	5,411	466
FIRM-WIDE/MULTI-OFFICE REPORTS											
All Firm-Wide/ Multi-Office Reports	6.3	25.0	68.8	1	3	120	223	10, 12	6.3 each	1,881	64
By Number of Lawyers Firm-Wide											
101–250	14.3	64.3	21.4	1	1	50	50	No figure reported more than twice		137	14
251–500	0.0	29.4	70.6	4	4	32	32	10	17.6	266	17
501–700	0.0	12.5	87.5	7	7	37	37	No figure reported more than twice		166	8
701+	4.3	0.0	95.7	3	10	174	223	No figure reported more than twice		1,303	23
OFFICE-SPECIFIC REPORTS											
All Office-Specific Reports	43.8	31.8	24.4	1	1	31	118	2	15.4	3,530	402
By Number of Lawyers Firm-Wide											
100 or Fewer	50.0	35.7	14.3	1	1	16	16	1, 3	21.4 each	64	14
101–250	45.5	45.5	9.1	1	1	11	12	1, 2	21.2 each	148	33
251–500	63.6	12.1	24.2	1	1	40	61	1	36.4	271	33
501–700	51.9	28.8	19.2	1	1	19	88	1, 2	21.2 each	364	52
701+	39.3	33.0	27.8	1	1	37	118	2	14.8	2,683	270

Note: Figures are based on offices/firms which reported at least one 2L summer associate for summer 2021. 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 attorneys located in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating 2 geographically adjacent offices into a single survey.

Table 20. Acceptance Rates from Summer 2021 Programs

(percent of offices in each range of acceptance rates)

	Percentage of Offices in Each Range of Acceptance Rates			Average Acceptance Rate	# of Offices
	75% or Less	75.1–99.9%	100%		
Total — All Employers	14.2%	24.4%	61.4%	90.5%	464
By Number of Lawyers Firm-Wide					
100 or Fewer	25.0	6.3	68.8	83.4	16
101–250	17.0	6.4	76.6	88.2	47
251–500	18.4	22.4	59.2	88.4	49
501–700	18.3	28.3	53.3	87.5	60
701+	11.6	27.7	60.6	92.3	292
By Number of Lawyers in Office					
25 or Fewer	16.2	0.0	83.8	92.1	37
26–50	15.5	3.9	80.6	90.6	103
51–100	20.2	12.8	67.0	88.4	109
101–250	11.6	30.4	58.0	92.0	112
251+	12.5	68.8	18.8	88.0	48
By NALP Region and City/State					
Northeast	13.0	36.4	50.6	91.1	77
Boston	5.6	33.3	61.1	95.3	18
New York City	16.4	40.0	43.6	89.0	55
Mid-Atlantic	20.0	22.5	57.5	87.7	80
Philadelphia	0.0	16.7	83.3	98.1	6
Pittsburgh	16.7	16.7	66.7	81.3	6
Washington, DC/ Northern VA area	24.5	28.6	46.9	86.1	49
Wilmington	33.3	16.7	50.0	90.0	6
Southeast	16.5	15.3	68.2	89.4	85
Atlanta	12.5	25.0	62.5	85.3	8
Austin	33.3	0.0	66.7	89.2	6
Charlotte	20.0	20.0	60.0	91.0	5
Dallas	11.8	5.9	82.4	94.5	17
Houston	21.1	31.6	47.4	86.2	19
Miami/ Ft. Lauderdale/ W. Palm Beach	0.0	9.1	90.9	98.9	11
Other areas in Florida	12.5	0.0	87.5	93.8	8
Raleigh/ Durham area	16.7	0.0	83.3	95.2	6

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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	11.9	18.6	69.5	92.9	59
Chicago	23.1	19.2	57.7	88.2	26
Minneapolis	16.7	0.0	83.3	91.7	6
Ohio	0.0	11.1	88.9	98.8	9
West/ Rocky Mountain	13.8	15.4	70.7	91.5	123
Denver	0.0	10.0	90.0	98.0	10
Los Angeles & Orange County	10.8	13.5	75.7	93.8	37
San Diego	0.0	25.0	75.0	96.1	8
San Francisco	13.0	17.4	69.6	91.8	23
Seattle	16.7	33.3	50.0	79.8	6
Silicon Valley	20.0	26.7	53.3	90.9	15

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. These figures reflect acceptance rates as of November 1, 2021. Firms reported that 5.0% of 2Ls with offers had not responded or a response was still pending as of November 1, 2021.

First-Year Participation in Summer Programs

More than two-thirds of responding employers reported that their summer 2021 program included one or more first-year (Class of 2023) students. A few offices hosted first-years only. (See Table 21.)

- These employers collectively employed 1,103 first-years, with an overall median of 2 and an average of 3 1Ls. For firms providing firm-wide reports, the median and the average were 5.5 and 8, respectively.
- Overall, 93% of these first-years received an offer to return for some or all of the summer 2022 program, an all-time high. For office-specific reports, this figure ranged from 86% to 97% depending on firm or office size. On a regional basis for office-specific reports, offer rates were lowest in the Mid-Atlantic region (91%) and highest in the Midwest (95%).
- Nearly 72% of offers to first-years to return for summer 2022 were accepted. For office-specific reports, this

figure ranged from 53% to 78% depending on firm or office size. Regionally, acceptance rates were lowest in the Southeast (68%) and highest in the Midwest (75%).

- A new metric collected this year is the percentage of all first-years who were diversity fellows. Overall, 55% of reported summer 2021 first-years were diversity fellows. For office-specific reports, the percentage of first-years who were diversity fellows range from 36% to 86% depending on firm or office size. Regionally, the Southeast had the smallest share of 1Ls who were diversity fellows (32%), while the Northeast had the largest share (78%).
- About 13% of offices reported that they conditioned the 1L employment on committing to the 2L summer as well.
- Fewer than 1.5% of 1Ls were given an associate offer after their 1L summer.

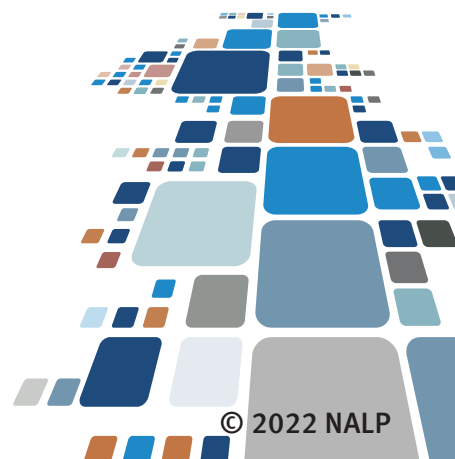


Table 21. Presence of First-Year Students in Summer 2021 Programs

	Number of 1Ls					
	Median	Average	% Receiving Offers to Return for Summer 2022	% Accepting Offer to Return for Summer 2022	% of All 1Ls Who Were Diversity Fellows	# of Offices
Total — All Employers	2.0	3	92.8%	71.5%	55.2%	322
FIRM-WIDE/MULTI-OFFICE REPORTS						
All Firm-Wide/ Multi-Office Reports	5.5	8	92.3	73.5	51.3	58
By Number of Lawyers Firm-Wide						
101–250	2.0	2	81.8	77.8	86.4	10
251–500	5.0	5	90.3	73.8	55.9	17
501–700	8.0	14	94.4	66.7	41.7	8
701+	9.5	10	93.0	76.6	50.4	22
By NALP Region						
Midwest	5.0	5	85.3	79.3	82.4	7
West/Rocky Mountain	3.0	4	90.9	80.0	90.9	12
OFFICE-SPECIFIC REPORTS						
All Office-Specific Reports	2.0	2	93.2	70.1	57.9	264
By Number of Lawyers Firm-Wide						
100 or Fewer	1.0	1	85.7	66.7	85.7	7
101–250	2.0	2	85.7	52.8	54.8	19
251–500	1.5	2	96.8	71.7	43.5	26
501–700	2.0	2	90.3	69.0	47.3	38
701+	2.0	3	94.2	71.6	62.0	174
By Number of Lawyers in Office						
25 or Fewer	1.0	1	92.0	73.9	36.0	20
26–50	1.0	1	91.0	65.6	50.7	48
51–100	1.0	2	92.8	65.5	60.1	77
101–250	2.0	3	92.1	68.1	49.6	82
251+	3.0	5	96.0	77.5	72.7	37

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	Number of 1Ls					
	Median	Average	% Receiving Offers to Return for Summer 2022	% Accepting Offer to Return for Summer 2022	% of All 1Ls Who Were Diversity Fellows	# of Offices
By NALP Region and City/State						
Northeast	2.0	3	93.7	69.4	77.6	50
Boston	2.0	2	88.0	77.3	76.0	12
New York City	2.0	3	94.8	68.2	77.6	37
Mid-Atlantic	2.0	2	90.8	72.5	63.3	53
Philadelphia	3.0	2	91.7	72.7	66.7	5
Pittsburgh	2.0	2	88.9	75.0	44.4	5
Washington, DC/ Northern VA area	2.0	2	92.0	73.9	65.3	31
Southeast	2.0	3	93.5	67.7	31.7	57
Atlanta	1.0	1	100.0	71.4	42.9	5
Charlotte	1.0	1	100.0	83.3	83.3	5
Dallas	3.5	4	96.2	68.6	18.9	12
Houston	3.0	5	95.0	64.6	35.6	20
Raleigh/Durham area	2.0	2	69.2	88.9	23.1	6
Midwest	1.0	2	94.5	75.4	64.4	41
Chicago	1.0	2	100.0	62.5	68.8	20
Minneapolis	1.0	2	81.8	77.8	81.8	5
Ohio	1.0	1	87.5	100.0	50.0	6
West/Rocky Mountain	1.0	2	93.9	69.2	69.3	63
Denver	1.0	2	85.7	91.7	78.6	9
Los Angeles & Orange County	1.0	1	100.0	53.8	57.7	18
San Diego	1.0	1	80.0	50.0	60.0	5
San Francisco	2.0	2	96.0	70.8	76.0	11
Silicon Valley	1.5	2	94.1	62.5	58.8	8

Note: Figures reflect 1,103 1L students in the Class of 2023 who participated in a summer 2021 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 1.5% 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 attorneys in a single location or whose additional offices are located primarily in adjacent areas, and of multioffice nationwide firms consolidating 2 geographically adjacent offices into a single survey. These figures reflect acceptance rates as of November 1, 2021. Firms reported that 2.5% of 1Ls with offers had not responded or a response was still pending as of November 1, 2021.

Hiring for Summer 2022

Information on screening interview numbers was used to link, where possible, screening interview numbers with outcomes further down the line for the recruiting cycle. These analyses, based on 313 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 over 6% resulted in an accepted offer. This means that, on average, about 16 screening interviews are needed to result in one accepted offer. 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 Southeast region. (See Table 22.)

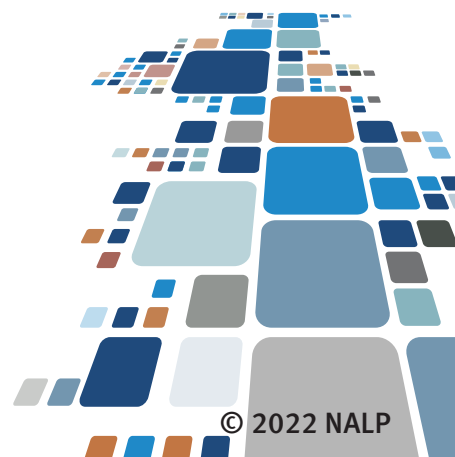
Turning to yields on callbacks (a larger group of respondents reporting), 464 employers reported offering a median of 31 and an average of 72 callback invitations each to second-year students, or a total of 33,399 callback invitations. Figures are based on offices that had interviewed at least one second-year student, even if the process ended with no offers being made, or none had been made as of November 1, 2021. (See Table 24.)

Approximately 74% of these invitations were accepted, 13% of invitations were declined or never responded to, and 13% of invitations were accepted but then canceled. At the next stage of the recruiting process, 43% of callback invitations resulted in an offer and 16% resulted in an accepted offer. This means that more than 6 callback invitations were needed to obtain one accepted offer. Fewer invitations are needed in the Midwest and West/Rocky Mountain regions, while offices in the Mid-Atlantic region and in firms of 251-500 lawyers required the most. Figures for cities or states ranged from 3 callback invitations needed in Ohio to more than 8 needed in Wilmington DE. (See Table 23.)

- 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 28 and the average was 61. For firms reporting on a firm-wide basis, medians ranged from 27 to 257, depending on firm size, and the average number of callback invitations ranged from 34 to 285.
- 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. Nationwide, 74% of these callback invitations were accepted. Regionally, acceptance rates were highest in the Southeast (80%) and lowest in the Northeast (71%). (See Table 23.)

Based on figures which are comparable to those of prior years, the callback activity level, as measured by the median, which was 31 for the fall 2021 recruiting, was slightly higher than the median of 30 for the 2020 recruiting cycle (which extended into spring 2021 due to the COVID-19 pandemic). However, the median was still below that of the range of 35 to 39 observed between 2016–2019 and was more in line with the figures seen from 2009–2013. The median had increased to 35 in 2014, after being essentially flat at 30 in the prior 5 years (from 2009–2013), with the exception of 2011 when the number

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had bumped up to 33. The average number of callback invitations, 72 for the fall 2021 recruiting cycle, is down from 75 for the 2020 recruiting, 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. 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, nearly 58% of callback interviews resulted in an offer, with a median and average of 10 and 31 offers, respectively. For offices reporting office-specific information, the median was 9 and the average was 26. The overall median was up from 8 for the 2020 recruiting cycle, but still remains just below the relatively steady figures of 11 to 12 observed from 2015–2019. The offer rate for the 2021 recruiting cycle (58%) increased by 8 percentage points compared to the previous cycle and is the highest that this figure has been since 2007 when it was 60%. From 2014–2020, the offer rate had varied only between 50 to 54%. Both the offer rate and the median number of offers, however, remain off from 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 2021 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 Mid-Atlantic and Southeast regions (49%) and highest in the Northeast (63%). Offices in the Southeast also made the fewest offers, with a median of 6 and average of 9. This compares with a median of 26 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 44, down from 55 last year, and from figures of 61 to 69 observed from 2016–2018. Conversely, the median number of offers made in the Silicon Valley bounced back this year. In 2015, the median figure for the Silicon Valley was 20, but it had steadily fallen all the way down to 10 for the 2020 recruiting cycle. For the 2021 recruiting cycle, the median more than doubled to 22. These two locations drove much of the post-Great Recession recovery.
- Some cities and states departed from their regional norm with respect to offers made. For example, firms in Austin and the Silicon Valley had relatively high offer rates compared to their regions as a whole, whereas the opposite was true in a number of cities including Boston, Pittsburgh, Charlotte, and Seattle. Offer rates ranged from 38% in the Raleigh/Durham area to 68% in the Silicon Valley. Some of these differences reflect differences in the firm sizes typical for these areas.
- Overall, 37% percent of offers were accepted, down from 41% for the previous recruiting cycle. After increasing sharply in 2009, the acceptance rate had declined to a range of 33% to 37% during the 2013–2019 time period before spiking to 41% for the 2020 recruiting cycle. After this single year blip, the offer acceptance rate is now back in line with recent figures.
- For office-specific reports, a larger percentage of offers from offices in the Southeast were accepted, about 44%, while acceptance rates were lowest in the Northeast at 33%. Acceptance rates varied considerably by location, with rates at or above 60% in Pittsburgh and areas in Florida outside of the Miami area, and rates below 35% in New York City and the Silicon Valley. Acceptance rates were highest at firms of 501–700 lawyers and at offices of 25 or fewer lawyers.

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 472 offers. (See Table 25.)

- The most common number of offers was one with this figure reported by about 8% of offices. Approximately 31% of employers made 5 or fewer offers, 39% made 6–20 offers, and 31% made more than 20 offers. The 95th percentile of offer numbers was 134, a number less than one-third of the maximum.
- The figures are, not surprisingly, higher for firm-wide/multi-office reports, with 59% of these respondents making more than 20 offers. The vast majority (86%) 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 6.
- For office-specific reports, the smallest number of offers, when offers were made, was 1. The mode was also 1, with about 9% 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, 33% reported acceptance rates of less than 35%, 46% reported acceptance rates between 35%–60%, and 21% reported acceptance rates of more than 60%. The average acceptance rate on a per office basis was 47% (See Table 26.)

- Offices of 25 or fewer lawyers more frequently reported acceptance rates in excess of 60%, as did offices in the Mid-Atlantic and Southeast regions. At the city and state level, average acceptance rates were highest in Seattle and lowest in the Silicon Valley. Two-thirds or more of offices in Seattle and areas in Florida outside of Miami reported acceptance rates above 60%. In contrast, 50% or more of the offices in New York City, the Miami area, and Silicon Valley reported acceptance rates of less than 35%. None of the offices in Silicon

Valley and the Raleigh/Durham area reported an acceptance rate above 60%.

- Concerning the timing of student responses to offers for a summer position, on the whole, based on over 12,500 offers for which response timing was reported, 69% of responses were received within 14 days, with the largest share reported within 8 to 14 days (35%). Another 20% were received within 15–22 days, and 11% of responses came in after 22 days. By firm size, firms of 101–250 lawyers received the highest percentage of responses within 14 days (88%), while firms of 100 or fewer lawyers received the lowest percentage of responses within 14 days (66%). (See Table 27.)
- Employers were asked about their use of non-interview assessment tools in the summer 2022 recruiting process. Just 14% of employers reported using such tools, up from 12% for the summer 2021 recruiting cycle. Firms with 251–500 lawyers (20%) and employers located in the West/Rocky Mountain region (21%) were most likely to use non-interview assessment tools. Firms of 101–250 lawyers (4%) and offices in the Southeast (6%) were least likely to use these tools. For firms using non-interview assessment tools, the vast majority of employers (85%) were using third-party assessment tools as opposed to internally developed tools and most firms (61%) reported that they have been using these tools for 2 years. Of firms not currently using non-interview assessment tools, 20% are considering using them for the summer 2023 recruiting cycle. (See Table 28.)
- In total, 31% of employers engaged in early offer activity for their summer 2022 programs prior to the start of OCI, down from 42% for summer 2021 programs. However, OCI at most schools was delayed until January/February 2021 for summer 2021 recruiting, allowing a longer potential window of time for early offers to be made during the prior recruiting cycle. The number of early offers reported represents 12.3% of all offers to second-year students for summer 2022 programs, up from 10.5% for summer 2021

programs. Looking just at offices that made early offers, 17.9% of all of their offers made were early offers. These employers made a median of 4 offers and an average of 12 offers, with 43% of all such offers accepted. (Note that for purposes of this survey, offers to 1L students to return for their 2L summer in 2022 are not included.) (See Table 29.)

- Regionally, employers in the Northeast region reported a median of 7 early offers, while all other regions had a median of 2 or 3 early offers. Early offer acceptance rates were highest in the Midwest (60%) and lowest in the Mid-Atlantic region (35%). As to the characteristics of students to whom early offers were made, firms most frequently reported making early offers to top candidates and diverse candidates — 79% of all employers made early offers to each of these groups. In terms of diverse candidates, 74% of employers made early offers to candidates of color, 45% of employers made offers to LGBTQ candidates, 35% made offers to first-generation college students, and just 8% 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 28% of employers for the summer 2022 recruiting cycle, up from 14% for the summer 2021 cycle. When employers did return to schools, it typically was to 4 schools, although the number ranged from 1 to 30. Employers in the Northeast were most likely to report returns to campus (37%), while employers in the Mid-Atlantic and Midwest regions were least likely to return to campus (20%). (See Table 30.)
- Firms were also asked to provide the number of offers made the previous year for summer 2021 positions. The volume of offers for summer 2022 programs was up by 31% for firms with a summer 2022 program that made at least one 2L offer for summer 2022, and also reported comparable offer numbers for summer 2021. However,

there were differences by firm size and region. Offer volume was up by 47% in firms of 100 or fewer lawyers, compared to an increase of just 21% at firms of 501-700 lawyers. By region, increases in offer volume ranged from 15% in the Mid-Atlantic region to 71% in the Southeast. Nearly three-quarters of employers (73%) reported making more offers compared to last year and 18% reported making fewer offers. The respective figures for summer 2021 compared to summer 2020 were 33% and 57%. Offices of over 250 lawyers, which tend to have the highest offer volumes, were most likely to report more offers compared to last year (89%). 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 an increase of 9% in Wilmington, DE to an increase of 400% in Charlotte, NC. (See Table 31.)

Table 22. Yields on Screening Interviews for 2022 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	58,882	41.4%	17.2%	6.1%	16.3	313
By Number of Lawyers Firm-Wide						
100 or Fewer	813	40.0	16.6	6.3	15.9	9
101–250	2,160	40.0	12.8	4.8	21.0	30
251–500	7,515	45.0	15.9	5.7	17.5	35
501–700	4,639	42.0	17.0	6.8	14.7	33
701+	43,755	40.8	17.7	6.2	16.1	206
By NALP Region						
Northeast	19,491	48.4	21.4	6.9	14.5	52
Mid-Atlantic	8,454	35.8	13.3	5.1	19.7	52
Southeast	4,190	30.7	10.8	4.7	21.3	60
Midwest	3,721	36.2	13.6	5.0	20.1	34
West/Rocky Mountain	9,408	34.9	15.9	6.4	15.6	77

Note: Figures are based on offices/firms that reported screening interview figures for summer 2022 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 23. Yields on Callback Invitations for 2022 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	33,399	12.8%	12.8%	74.4%	43.0%	16.0%	6.3	461
By Number of Lawyers Firm-Wide								
100 or Fewer	402	8.2	16.9	74.9	39.3	14.2	7.1	13
101–250	1,403	12.9	14.0	73.1	34.7	14.0	7.1	44
251–500	3,785	14.8	17.5	67.8	35.9	13.5	7.4	53
501–700	2,592	13.2	12.3	74.4	39.4	15.8	6.3	52
701+	25,217	12.5	12.0	75.5	44.9	16.5	6.1	299
By NALP Region								
Northeast	11,391	13.3	15.7	70.9	44.7	14.8	6.8	73
Mid-Atlantic	4,315	11.5	12.7	75.8	37.1	13.9	7.2	79
Southeast	2,280	11.1	8.2	80.7	39.6	17.4	5.7	94
Midwest	2,429	12.3	10.2	77.5	43.6	18.6	5.4	60
West/Rocky Mountain	4,813	12.1	12.4	75.6	45.1	18.4	5.4	118
By City/State								
Atlanta	188	10.1	5.9	84.0	45.7	19.1	5.2	8
Austin	128	13.3	6.3	80.5	51.6	26.6	3.8	6
Boston	1,192	8.2	13.7	78.1	43.5	19.8	5.1	19
Charlotte	149	6.0	10.7	83.2	32.2	16.1	6.2	7
Chicago	1,554	14.3	11.6	74.1	44.1	17.1	5.8	26
Dallas	509	13.0	12.2	74.9	37.5	16.3	6.1	17
Denver	104	1.9	6.7	91.3	48.1	26.0	3.9	8
Houston	800	10.8	9.0	80.3	41.6	16.4	6.1	20
Los Angeles & Orange County	1,123	14.2	14.5	71.3	35.5	13.3	7.5	35
Miami/ Ft. Lauderdale/ W. Palm Beach	252	16.3	5.6	78.2	30.6	13.5	7.4	14
Minneapolis	80	7.5	10.0	82.5	45.0	17.5	5.7	6
New York City	10,040	13.7	16.2	70.1	45.0	14.2	7.0	51
Ohio	131	4.6	6.1	89.3	56.5	33.6	3.0	7
Other areas in Florida	73	6.8	1.4	91.8	38.4	27.4	3.7	10
Philadelphia	217	8.8	8.3	82.9	43.8	20.7	4.8	5
Pittsburgh	85	0.0	10.6	89.4	35.3	21.2	4.7	5
Raleigh/ Durham area	74	5.4	2.7	91.9	35.1	16.2	6.2	6

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	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 Diego	135	9.6	4.4	85.9	48.1	22.2	4.5	9
San Francisco	986	12.5	16.8	70.7	42.6	16.2	6.2	24
Seattle	148	12.2	7.4	80.4	33.8	17.6	5.7	6
Silicon Valley	807	13.5	12.8	73.7	50.3	17.0	5.9	13
Washington, DC/Northern VA area	3,437	12.3	11.8	75.9	38.1	13.4	7.5	48
Wilmington	334	9.6	26.0	64.4	29.0	12.0	8.4	6

Note: Cities/states included in this table had at least 5 offices reporting and at least 60 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 24. Outcomes of Callback Invitations to and Interviews of Class of 2023 Students for Summer 2022 Positions

	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
Total — All Employers	31.0	72	74.4%	57.8%	10.0	31	37.3%	464
By Number of Lawyers Firm-Wide								
100 or Fewer	23.0	31	74.9	52.5	6.0	12	36.1	13
101–250	21.0	32	73.1	47.5	7.0	11	42.8	47
251–500	31.0	71	67.8	53.0	10.0	26	37.5	53
501–700	24.5	50	74.4	52.9	8.0	20	40.1	52
701+	34.0	84	75.5	59.5	11.0	38	36.8	299
FIRM-WIDE/MULTI-OFFICE REPORTS								
All Firm-Wide/Multi-office Reports	89.0	156	75.1	57.5	28.5	67	40.8	58
By Number of Lawyers Firm-Wide								
101–250	27.0	34	78.4	37.1	10.0	11	59.7	14
251–500	100.0	114	71.3	53.5	31.0	43	37.0	15
501–700	79.0	103	74.7	52.3	22.0	40	39.9	7
701+	257.0	285	75.9	60.9	78.0	132	40.8	21
By NALP Region								
Midwest	36.0	44	80.6	49.8	20.0	18	46.0	7
West/Rocky Mountain	72.0	135	80.5	66.0	25.5	72	44.8	10
OFFICE-SPECIFIC REPORTS								
All Office-specific Reports	28.0	61	74.2	57.8	9.0	26	36.0	406
By Number of Lawyers Firm-Wide								
100 or Fewer	22.0	32	74.9	53.9	6.5	13	35.3	12
101–250	20.0	31	70.7	52.8	5.0	11	36.0	33
251–500	17.5	55	64.9	52.5	4.5	19	38.0	38
501–700	16.0	42	74.3	53.2	7.0	16	40.1	45
701+	32.0	69	75.4	59.1	10.0	31	35.5	278
By Number of Lawyers in Office								
25 or Fewer	6.0	9	82.1	46.2	2.0	3	45.0	43
26–50	14.0	19	77.2	47.4	5.0	7	41.5	109
51–100	27.0	35	71.4	50.3	8.0	13	37.8	103
101–250	46.0	69	70.2	53.7	16.0	26	38.0	103
251+	163.5	237	76.8	64.7	76.5	118	33.6	48

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	# 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	66.0	158	70.9	63.2	26.0	71	33.0	72
Boston	43.0	63	78.1	55.6	17.0	27	45.6	19
New York City	125.0	197	70.1	64.3	44.0	89	31.6	51
Mid-Atlantic	35.0	55	75.8	49.1	13.0	21	37.3	77
Philadelphia	45.0	43	82.9	52.8	16.0	19	47.4	5
Pittsburgh	23.0	17	89.4	39.5	6.0	6	60.0	5
Washington, DC/ Northern VA area	55.0	72	75.9	50.2	19.0	27	35.1	48
Wilmington	67.5	56	64.4	45.1	17.0	16	41.2	6
Southeast	17.0	24	80.3	49.3	6.0	9	43.7	94
Atlanta	19.0	24	84.0	54.4	6.5	11	41.9	8
Austin	16.0	21	80.5	64.1	6.5	11	51.5	6
Charlotte	24.0	21	83.2	38.7	9.0	7	50.0	7
Dallas	17.0	30	74.9	50.1	6.0	11	43.5	17
Houston	25.0	40	80.3	51.9	8.0	16	39.7	21
Miami/Ft. Lauderdale/ W. Palm Beach	16.5	18	78.2	39.1	3.5	6	44.2	14
Other areas in Florida	6.5	7	91.8	41.8	2.5	3	71.4	10
Raleigh/Durham area	14.0	12	91.9	38.2	5.5	4	46.2	6
Midwest	29.0	40	76.8	57.2	10.0	18	42.2	53
Chicago	44.5	60	74.1	59.5	11.5	26	38.8	26
Minneapolis	14.5	13	82.5	54.5	5.0	6	38.9	6
Ohio	20.0	19	89.3	63.2	11.0	11	59.5	7
West/Rocky Mountain	20.0	32	73.5	56.7	7.0	13	38.8	108
Denver	13.5	13	91.3	52.6	4.5	6	54.0	8
Los Angeles & Orange County	28.0	32	71.3	49.8	8.0	11	37.3	35
San Diego	12.0	15	85.9	56.0	7.0	7	46.2	9
San Francisco	25.5	41	70.7	60.3	8.0	18	38.1	24
Seattle	18.5	25	80.4	42.0	5.5	8	52.0	6
Silicon Valley	46.0	62	73.7	68.2	22.0	31	33.7	13

Note: Figures for callback invitations and outcomes are based on 461 employers issuing a total of 33,399 callback invitations and do not include 3 offices that did not report the number of callbacks and interviews. Figures for offers and offer outcomes are based on 464 employers making a total of 14,387 offers. Median and average offer figures are based on all employers who interviewed at least 1 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, 2021. 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 attorneys in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating 2 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 25. Offers for Summer 2022 Programs

	% of Offices in Each Offer Number Range:			Range of Offer Numbers Reported				Most Common Offer Number (Mode) and % of Offices		# of Offers	# of Offices
	5 or Fewer	6–20	More than 20	Minimum	5th %tile	95th %tile	Maximum	Mode	% of Offices Making this # of Offers		
Total — All Employers	30.6%	38.6%	30.8%	0	1	134	472	1	7.8%	14,387	464
FIRM-WIDE/MULTI-OFFICE REPORTS											
All Firm-Wide/ Multi-Office Reports	8.6	32.8	58.6	2	3	366	472	10, 20	6.9% each	3,858	58
By Number of Lawyers Firm-Wide											
101–250	30.8	61.5	7.7	2	2	26	26	10	23.1	149	14
251–500	0.0	26.7	73.3	15	15	136	136	20	13.3	651	15
501–700	0.0	42.9	57.1	12	12	126	126	No figure was reported more than once		283	7
701+	0.0	14.3	85.7	6	10	412	472	51	9.5	2,770	21
OFFICE-SPECIFIC REPORTS											
All Office-Specific Reports	33.7	39.4	26.8	0	1	100	441	1	8.9	10,529	406
By Number of Lawyers Firm-Wide											
100 or Fewer	41.7	50.0	8.3	0	0	74	74	2	25.0	153	12
101–250	51.5	33.3	15.2	1	2	41	41	2	18.2	367	33
251–500	52.6	26.3	21.1	1	1	116	193	1	34.2	708	38
501–700	48.9	31.1	20.0	1	1	53	187	2	15.6	738	45
701+	26.3	42.8	30.9	0	1	138	441	1	6.8	8,563	278

Note: Figures are based on offices interviewing at least 1 second-year student for summer 2022, including a few that ultimately did not make any offers. Office-specific information includes some instances of firms with most attorneys located in 1 location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating 2 geographically adjacent offices into a single survey.

Table 26. Acceptance Rates for Summer 2022 Programs

(percent of offices in each range of acceptance rates)

	Acceptance Rates			Average Acceptance Rate	# of Offices
	Less than 35%	35–60%	More than 60%		
Total — All Employers	32.7%	46.3%	21.0%	47.3%	462
By Number of Lawyers Firm-Wide					
100 or Fewer	25.0	58.3	16.7	51.3	12
101–250	34.0	48.9	17.0	45.4	47
251–500	32.1	43.4	24.5	49.3	53
501–700	40.4	42.3	17.3	44.2	52
701+	31.5	46.6	21.8	47.7	298
By Number of Lawyers in Office					
25 or Fewer	33.3	23.8	42.9	58.0	42
26–50	33.0	34.9	32.1	51.7	109
51–100	33.3	43.8	22.9	46.2	105
101–250	29.9	59.8	10.3	44.5	107
251+	52.1	43.8	4.2	37.0	48
By NALP Region and City/State					
Northeast	45.2	39.7	15.1	43.2	73
Boston	15.8	57.9	26.3	55.3	19
New York City	56.9	33.3	9.8	38.4	51
Mid-Atlantic	30.4	44.3	25.3	50.3	79
Philadelphia	0.0	80.0	20.0	59.6	5
Pittsburgh	20.0	20.0	60.0	63.3	5
Washington, DC/ Northern VA area	40.8	44.9	14.3	41.4	49
Wilmington	16.7	50.0	33.3	62.4	6
Southeast	31.6	43.2	25.3	50.2	95
Atlanta	25.0	62.5	12.5	50.6	8
Austin	33.3	50.0	16.7	45.8	6
Charlotte	14.3	42.9	42.9	62.2	7
Dallas	35.3	47.1	17.6	46.7	17
Houston	33.3	42.9	23.8	47.5	21
Miami/Ft. Lauderdale/ W. Palm Beach	50.0	28.6	21.4	43.4	14
Other areas in Florida	10.0	20.0	70.0	75.8	10
Raleigh/Durham area	20.0	80.0	0.0	39.4	5

(continued on page 61)

	Acceptance Rates			Average Acceptance Rate	# of Offices
	Less than 35%	35–60%	More than 60%		
Midwest	23.3	58.3	18.3	47.3	60
Chicago	34.6	57.7	7.7	40.1	26
Minneapolis	16.7	66.7	16.7	48.1	6
Ohio	22.2	55.6	22.2	50.4	9
West/Rocky Mountain	34.2	41.9	23.9	46.7	117
Denver	37.5	25.0	37.5	57.1	8
Los Angeles & Orange County	36.1	44.4	19.4	43.2	36
San Diego	22.2	55.6	22.2	52.1	9
San Francisco	43.5	47.8	8.7	36.6	23
Seattle	16.7	16.7	66.7	69.5	6
Silicon Valley	57.1	42.9	0.0	27.8	14

Note: This table excludes offices that interviewed but then did not make any offers for summer 2022. 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 27. Response Times to Offers for 2022 Summer Programs

	% of Responses Received						# of Offers for Which Response Timing Was Reported
	Within 24 Hours	Within 2–7 Days	Within 8–14 Days	Within 15–22 Days	Beyond 22 Days	Never Responded	
Total – All Employers	9.3%	25.3%	34.6%	19.6%	10.6%	0.7%	12,545
By Number of Lawyers Firm-Wide							
100 or Fewer	13.1	22.2	30.7	24.2	8.5	1.3	153
101–250	12.7	39.4	35.4	8.8	3.7	0.0	457
251–500	11.3	31.6	33.1	17.6	5.3	1.1	1,262
501–700	9.1	29.7	35.0	20.7	4.7	0.7	969
701+	8.9	23.4	34.8	20.1	12.2	0.6	9,704
By Number of Lawyers in Office							
50 or Fewer	16.0	30.8	33.4	14.5	4.8	0.4	730
51–100	10.7	30.7	37.5	14.8	5.9	0.4	1,183
101–250	10.3	29.0	37.3	16.8	6.4	0.1	2,502
251+	6.1	19.3	29.3	26.6	17.6	1.1	5,230

Note: Figures based on 12,545 offers for which the timing of the responses was reported, representing about 87% 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 attorneys located in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating 2 geographically adjacent offices into a single survey.

Table 28. Prevalence of the Use of Non-Interview Assessment Tools in the Recruiting Process for Summer 2022 Programs

	% of Offices/Firms Reporting Use of Non-Interview Assessment Tools	# of Offices
Total — All Employers	13.8%	477
By Number of Lawyers Firm-Wide		
100 or Fewer	14.3	14
101–250	4.3	47
251–500	20.0	55
501–700	13.2	53
701+	14.3	308
By NALP Region		
Northeast	13.5	74
Mid-Atlantic	14.6	82
Southeast	6.0	100
Midwest	11.5	61
West/Rocky Mountain	20.7	121

Note: Figures are based on a total of 477 offices/firms that responded to the question regarding the use of assessment tools. Of offices using assessment tools, 15.2% reported using internally developed assessment tools and 84.8% reported using third-party assessment tools. There were no offices that reported using a combination of both internally developed and third-party tools. For offices utilizing assessment tools, 24.2% have been using assessment tools for 1 year or less, 60.6% for 2 years, 3.0% for 3 years, and 12.1% for more than 3 years. Of offices not currently using non-interview assessment tools, 20% are considering using them for the summer 2023 recruiting cycle.

Table 29a. Prevalence and Characteristics of Recruiting Prior to OCI

	% of Offices/Firms Reporting Activity Prior to OCI	# of Offices
Total — All Employers	31.0%	464
By Number of Lawyers Firm-Wide		
100 or Fewer	0.0	13
101–250	17.0	47
251–500	22.2	54
501–700	11.5	52
701+	39.6	298
By NALP Region		
Northeast	44.6	74
Mid-Atlantic	34.2	79
Southeast	17.7	96
Midwest	21.7	60
West/Rocky Mountain	29.7	118

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, 144 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 29b. Early Offer Volumes and Outcomes

	Median Number of Offers	Average Number of Offers	% of Offers Accepted	% of All Offers That Were Early Offers	% of All Acceptances That Were Early Acceptances	# of Offices
Total — All Employers	4	12.4	42.9%	17.9%	21.2%	143
By Number of Lawyers Firm-Wide						
101–250	2	3.3	39.1	18.1	16.4	7
251–500	4.5	6.3	42.1	10.5	13.3	12
501–700	1	6.8	65.9	16.3	19.3	6
701+	4	13.8	42.4	18.5	21.9	118
By NALP Region						
Northeast	7	23.5	38.8	19.1	22.2	32
Mid-Atlantic	3	4.4	34.5	13.3	13.2	27
Southeast	2	5.7	46.4	26.1	28.1	17
Midwest	2	2.8	59.5	8.0	10.6	13
West/Rocky Mountain	2	8.6	46.7	21.3	24.7	35

Note: A total of 144 offices/firms reported making offers to 2Ls for summer 2022 employment prior to the start of OCI at schools at which these offices/firms recruit. A total of 143 of these 144 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 1,771 early offers, representing 12.3% of all offers to second-year students for summer 2022 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, 17.9% 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)

Table 29c. Students to Whom Early Offers Were Made

	% of Offices/Firms Reporting Activity Prior to OCI
Top candidates	79.2%
Diverse candidates*	78.5
Candidates of color	74.3
LGBTQ candidates	45.1
Candidates who are first-generation college students	35.4
Candidates with disabilities	7.6
Local candidates	57.6
Candidates seen as 1Ls but who were not offered a 1L summer position	47.1
Candidates with a technical background	24.3
Other	13.2

Note: Percentages for students receiving early offers are based on responses from 144 offices and add up to more than 100% because more than one item could be checked. Other candidates described include students who had worked at the firm previously (e.g., as a paralegal), referral candidates, military veterans, 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, and/or candidates with disabilities.

Table 30. 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	27.9%	5.8	4	1	30
Firm-Wide Reports	48.7	4.9	5	1	12
By Number of Lawyers Firm-Wide					
250 or Fewer	23.3	4.1	4	2	6
251–500	30.9	5.2	3	1	30
501–700	34.6	4.9	3	1	19
701+	27.1	6.4	5	1	28
By NALP Region					
Northeast	36.5	5.7	4	1	28
Mid-Atlantic	20.3	6.4	5	1	28
Southeast	21.9	4.4	5	1	10
Midwest	20.0	3.6	3	1	10
West/Rocky Mountain	29.7	7.5	3	1	30

Notes: A total of 466 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 31. Comparison of Offer Volumes for Summer 2022 and Summer 2021

	# of Offers Made for Summer 2022	Change from Summer 2021	Percent of Offices Making			# of Offices
			Fewer Offers	Same Number of Offers	More Offers	
Total — All Employers	13,860	31.0%	18.1%	9.4%	72.5%	415
By Number of Lawyers Firm-Wide						
100 or Fewer	153	47.1	16.7	0.0	83.3	12
101–250	498	23.9	18.6	16.3	65.1	43
251–500	1,265	23.5	9.1	22.7	68.2	44
501–700	960	21.4	26.7	4.4	68.9	45
701+	10,984	33.0	18.1	7.4	74.5	271
By Number of Lawyers in Office						
25 or Fewer	112	36.6	21.4	25.0	53.6	28
26–50	692	41.2	19.8	12.5	67.7	96
51–100	1,275	34.5	18.8	13.5	67.7	96
101–250	2,679	33.0	20.2	5.8	74.0	104
251+	5,498	30.5	11.4	0.0	88.6	44
By NALP Region & City/State						
Northeast	4,923	32.2	17.6	5.9	76.5	61
Boston	511	49.0	29.4	5.9	64.7	17
New York City	4,363	30.2	14.6	6.3	79.2	42
Mid-Atlantic	1,463	15.2	23.3	16.4	60.3	64
Washington, DC/ Northern VA area	1,230	12.2	22.2	17.8	60.0	44
Wilmington	96	9.1	16.7	33.3	50.0	5
Southeast	749	71.0	10.1	10.1	79.7	75
Charlotte	40	400.0	0.0	20.0	80.0	5
Dallas	169	94.3	0.0	13.3	86.7	14
Houston	310	52.0	5.6	0.0	94.4	19
Miami/ Ft. Lauderdale/ W. Palm Beach	75	82.9	27.3	0.0	72.7	13
Raleigh/Durham area	26	44.4	16.7	16.7	66.7	5
Midwest	946	51.6	11.3	7.5	81.1	47
Chicago	615	36.7	8.7	4.3	87.0	19
Minneapolis	31	210.0	0.0	0.0	100.0	5
Ohio	79	132.4	12.5	12.5	75.0	5

(continued on page 68)

	# of Offers Made for Summer 2022	Change from Summer 2021	Percent of Offices Making			# of Offices
			Fewer Offers	Same Number of Offers	More Offers	
West/Rocky Mountain	2,035	23.2	25.5	9.4	65.1	102
Denver	50	61.3	25.0	0.0	75.0	8
Los Angeles & Orange County	739	17.5	21.2	12.1	66.7	32
San Diego	64	36.2	12.5	25.0	62.5	8
San Francisco	403	18.5	40.9	0.0	59.1	21
Seattle	49	88.5	20.0	0.0	80.0	5
Silicon Valley	542	14.8	35.7	14.3	50.0	14

Note: Figures reflect employers who had a summer program in 2021 and will do so in 2022 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 2022. The number of employers reporting is shown in the last column.

Remote Work Policy Changes

A new inquiry this year asked whether employers had implemented or updated a formal remote work policy since March 1, 2020, and if so, how remote work for entry-level associates under the new policy compared to the old policy. Overall, 70% of employers reported that they had implemented a new remote work policy since the COVID-19 pandemic began. Firms of 251–500 lawyers were the most likely to have implemented a new policy. For offices with a new policy, 85% reported that entry-level associates can work remotely more often under the new policy. (See Table 32.)

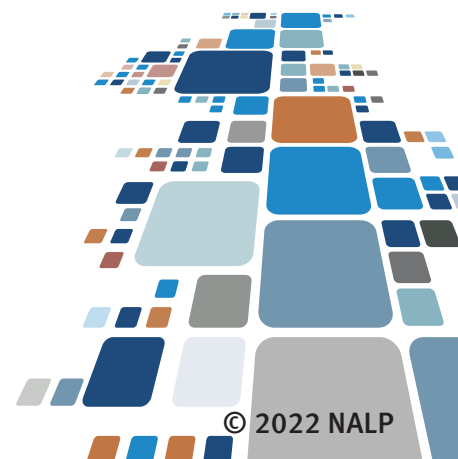


Table 32. Remote Work Policy Changes Since March 1, 2020

(in percentages)

	% of Offices/ Firms That Have Implemented or Updated a Formal Remote Work Policy Since Mar. 1, 2020	For Offices Updating/Implementing New Policies, How Does Remote Work for Entry-Level Associates Under the New Policy Compare to the Prior Policy:			# of Offices
		Entry-Level Associates Can Work Remotely More Often	Entry-Level Associates Can Work Remotely About the Same Amount of Time	Entry-Level Associates Can Work Remotely Less Often	
Total — All Employers	70.3%	85.1%	14.0%	0.9%	489
By Number of Lawyers Firm-Wide					
100 or Fewer	81.3	76.9	23.1	0.0	16
101–250	63.0	86.2	10.3	3.4	46
251–500	82.8	100.0	0.0	0.0	58
501–700	73.1	66.7	31.3	2.1	67
701+	67.9	86.3	13.2	0.5	302
By NALP Region					
Northeast	69.3	84.6	15.4	0.0	75
Mid-Atlantic	70.9	85.0	15.0	0.0	86
Southeast	66.3	89.2	9.2	1.5	98
Midwest	72.1	90.9	6.8	2.3	61
West/Rocky Mountain	74.2	78.6	20.4	1.0	132

Note: Figures in the first column are based on a total of 489 offices/firms that responded to the question regarding remote work policy changes. Comparison figures for the new policy vs. the prior policy are based on responses from 343 offices/firms that reported updating their remote work policy and responded to the question regarding how the new policy compares to the prior policy.

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%, well within the range observed in the 10 years prior to 2020. Employers recruiting third-years (Class of 2022 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 2, and the 1,050 accepted callback invitations resulted in 462 offers. About 76% of these offers were accepted. Another 7% had not received a response or a response was still pending as of November 1, 2021. (See Chart 6.)

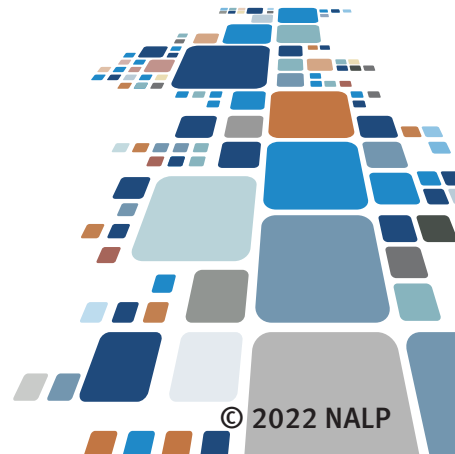
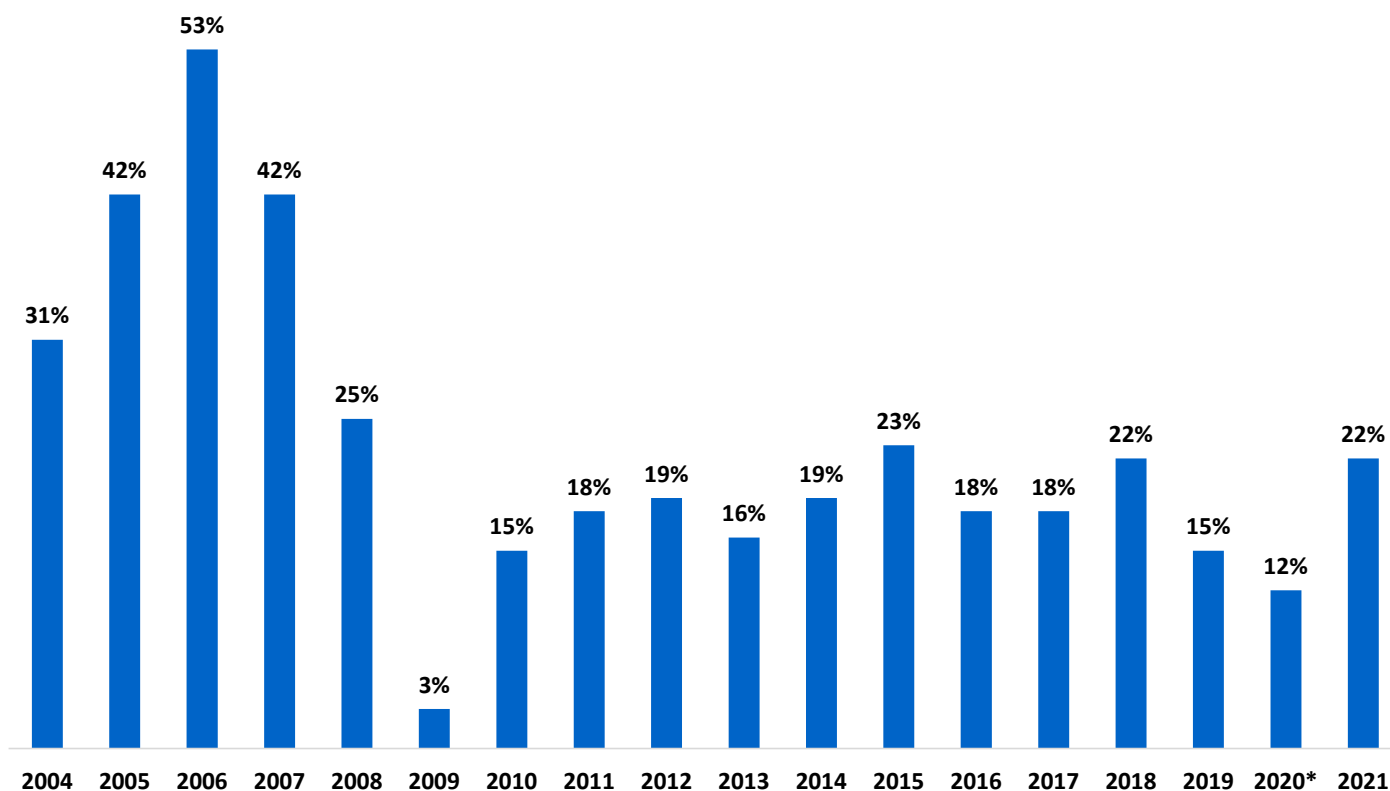


Chart 6. Fall Recruiting of 3Ls As Reported by Law Firms, 2004–2021



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.

Findings from the *Survey of Law Students Who Interviewed with Law Firms for Summer 2022*

In the fall of 2021, schools were offered the opportunity to survey their second-year students who interviewed for a summer 2022 law firm position. A total of 39 schools circulated the survey that NALP provided for this purpose, and collectively these schools received 1,249 responses to the survey.

The survey questions covered the scope of interviewing for a law firm summer associate position, starting with the format of screening and callback interviews, factors and resources influencing decision-making about which employers to apply to, considerations weighed in evaluating multiple offers, and when offers were accepted. Additional inquiries focused on screening and callback interview experiences, including pre-OCI interviewing, contact with firms during the process, and the participation in and effectiveness of social events hosted by firms. Results are presented in the charts that follow.

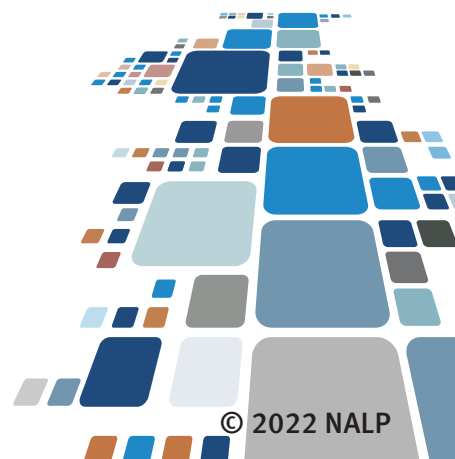


Chart 7. **What was the format of your screening interviews?**

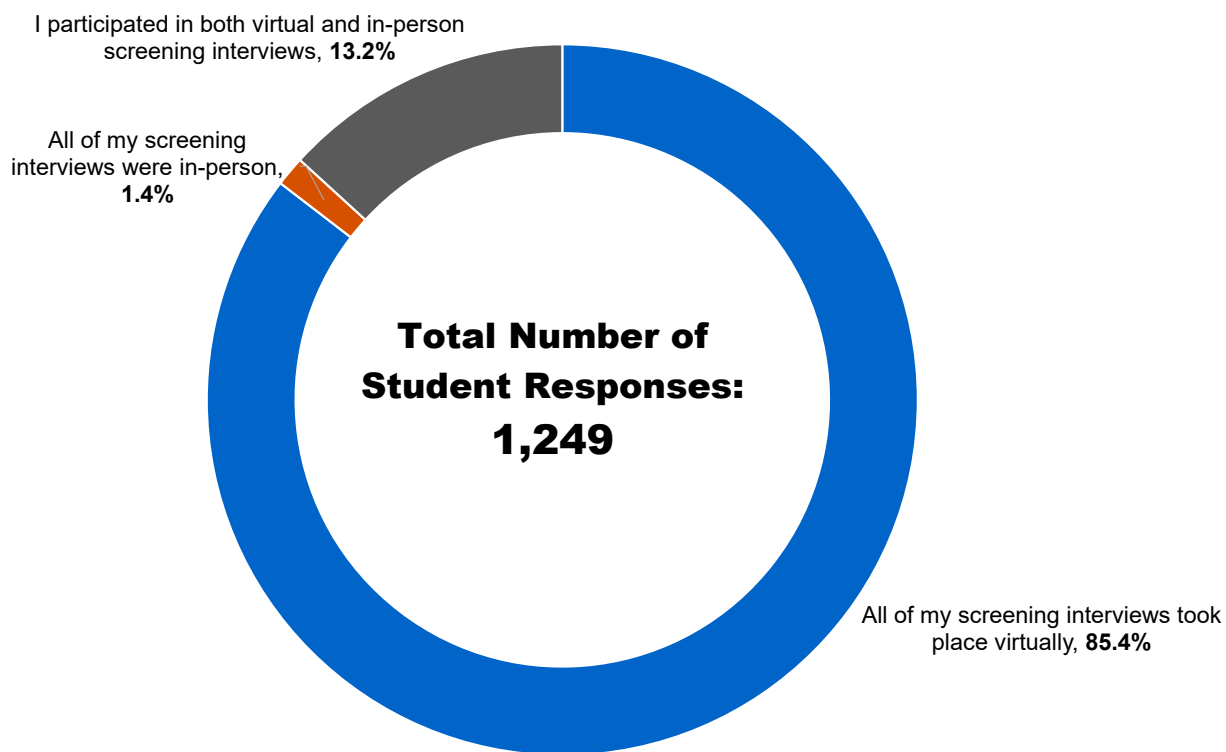


Chart 8. **You indicated that you had a mix of both in-person and virtual screening interviews. Overall, which format did you prefer?**

(only asked of students participating in both formats)

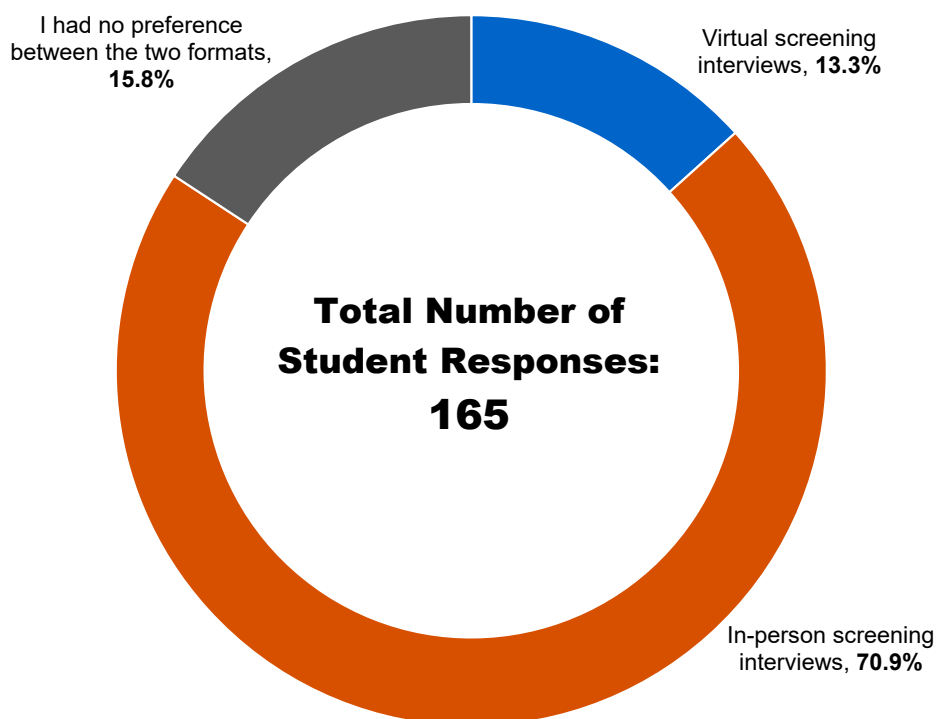


Chart 9. Did any firms offer you the opportunity to choose between in-person and virtual screening interviews?

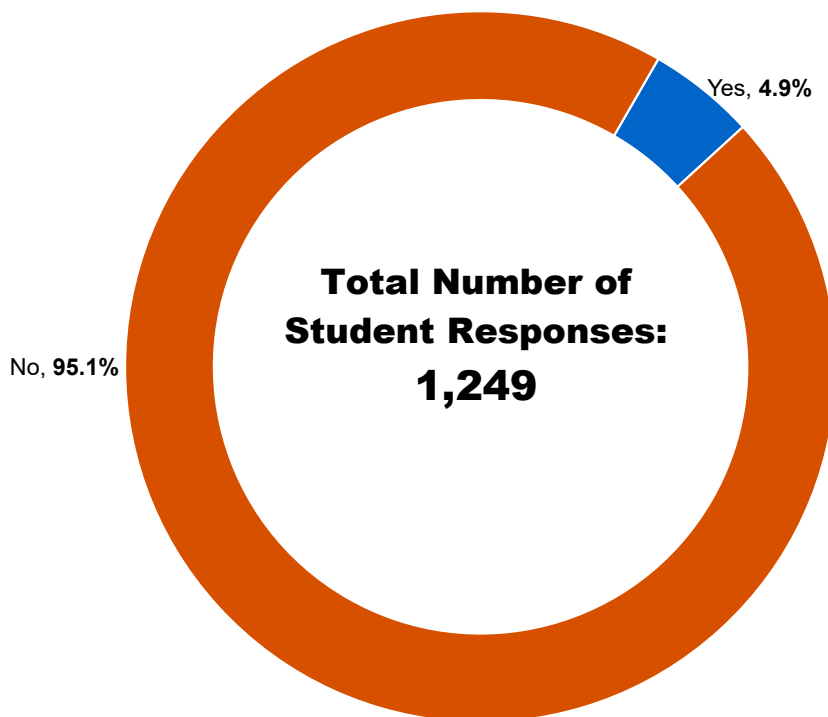
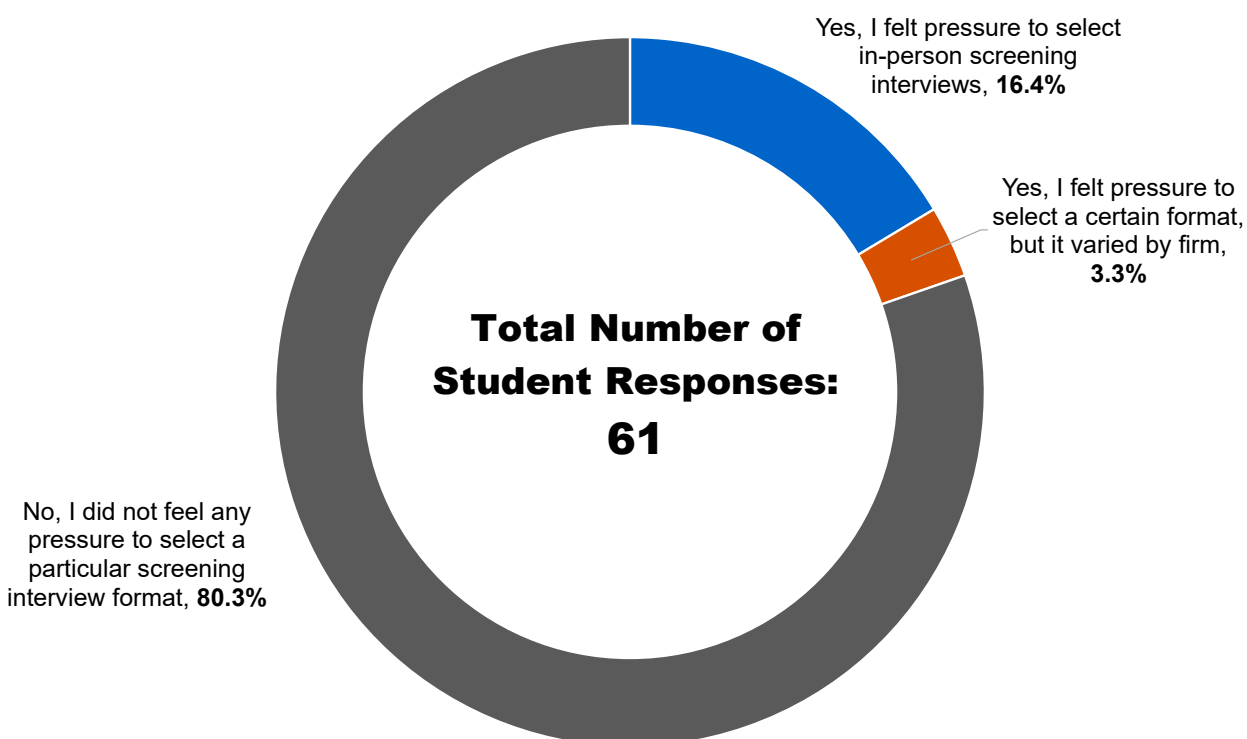


Chart 10. You indicated that at least one firm offered you the choice between in-person and virtual screening interviews. When offered the choice, did you feel pressure from any firms to choose a particular format?

(only asked of students offered a format choice)



Note: None of the students indicated that they felt pressure to select virtual screening interviews only.

Chart 11. Based on your screening interview experience, what format would you recommend that law firms use in the future for screening interviews?

The opportunity for candidates to choose between virtual and in-person screening interviews, **47.7%**

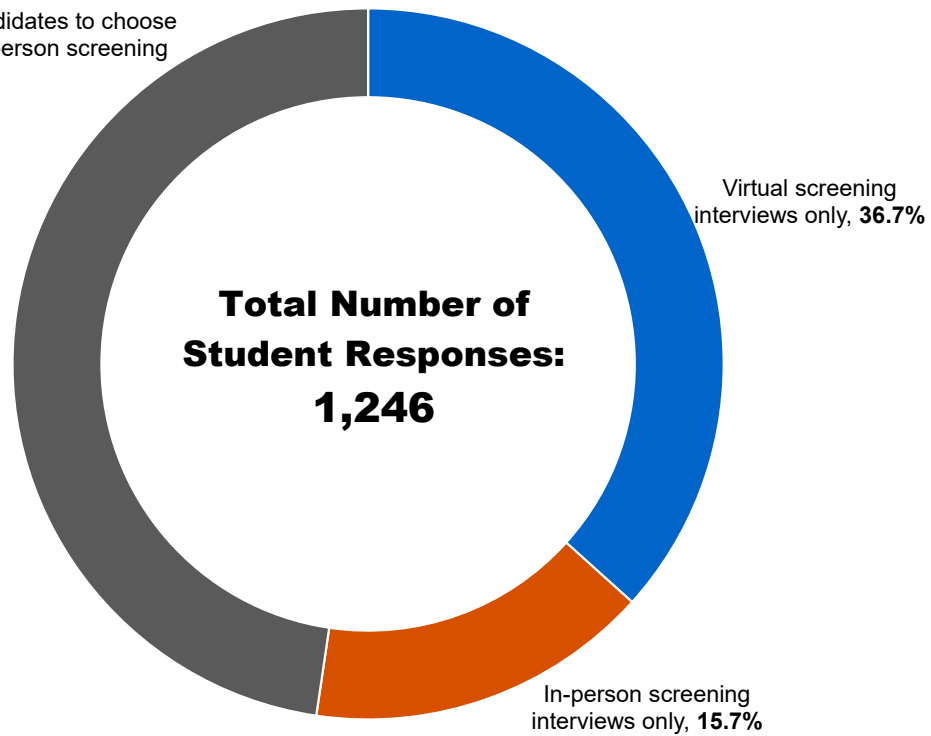


Chart 12. Did you receive and accept any callback invitations from these screening interviews?

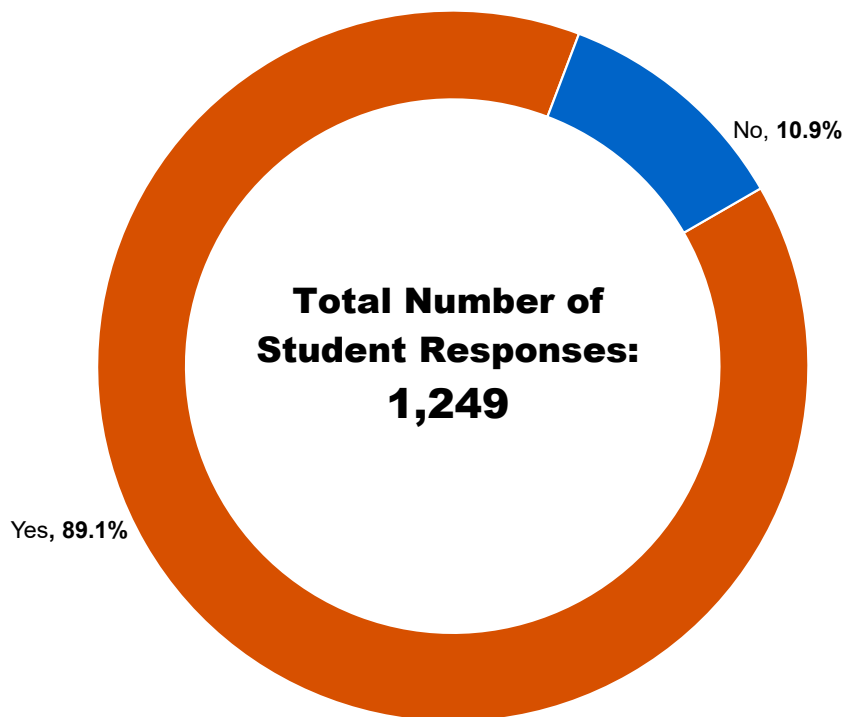


Chart 13. What was the format of your screening interviews?

(only asked of students who received and accepted callback invitations)

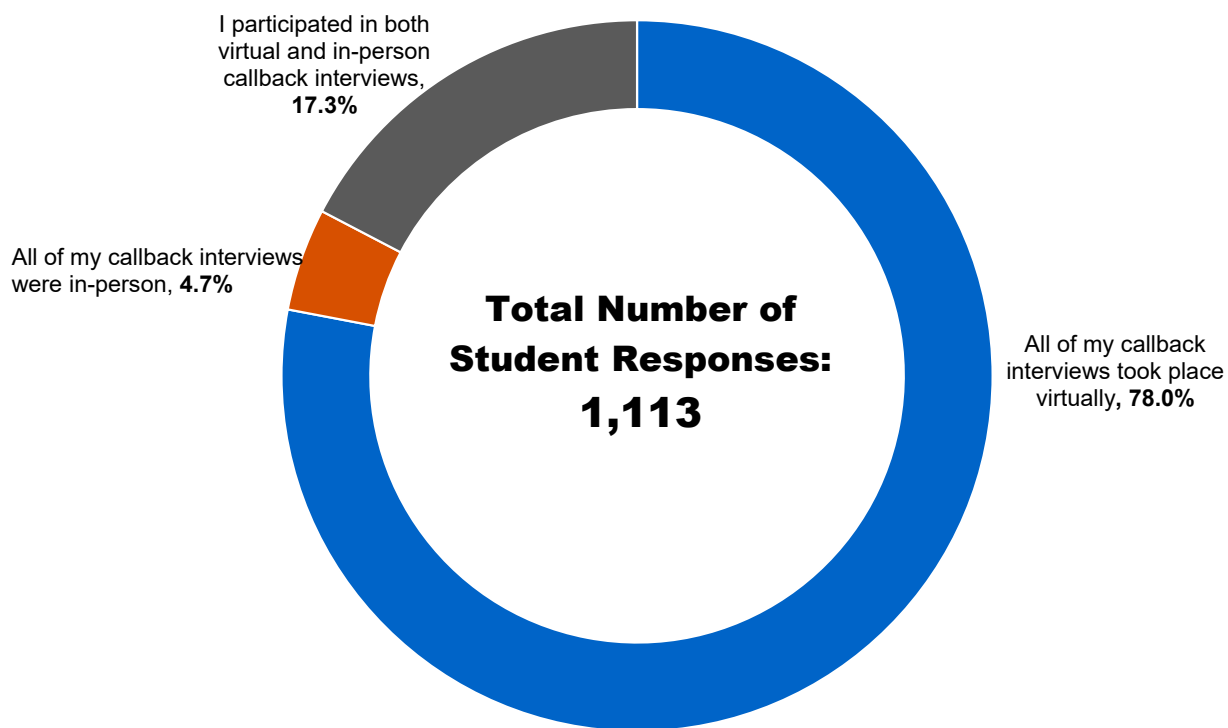


Chart 14. You indicated that you had a mix of both in-person and virtual callback interviews. Overall, which format did you prefer?

(only asked of students participating in both formats)

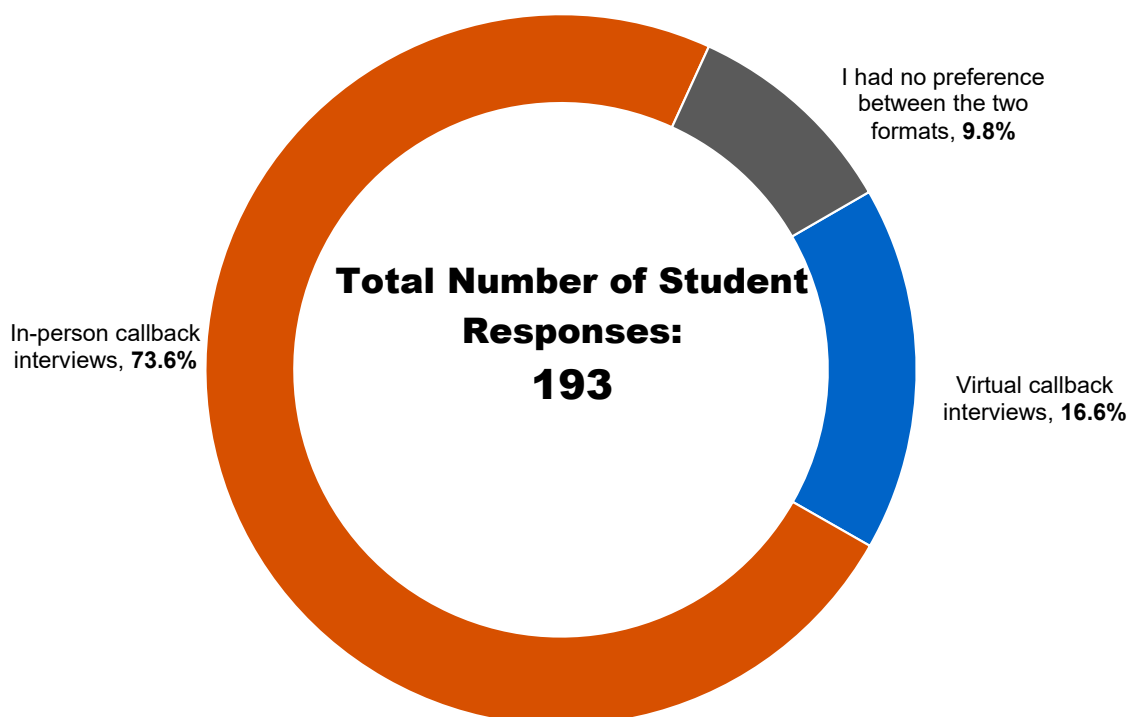


Chart 15. Did any firms offer you the opportunity to choose between in-person and virtual callback interviews?

(only asked of students who received and accepted callback invitations)

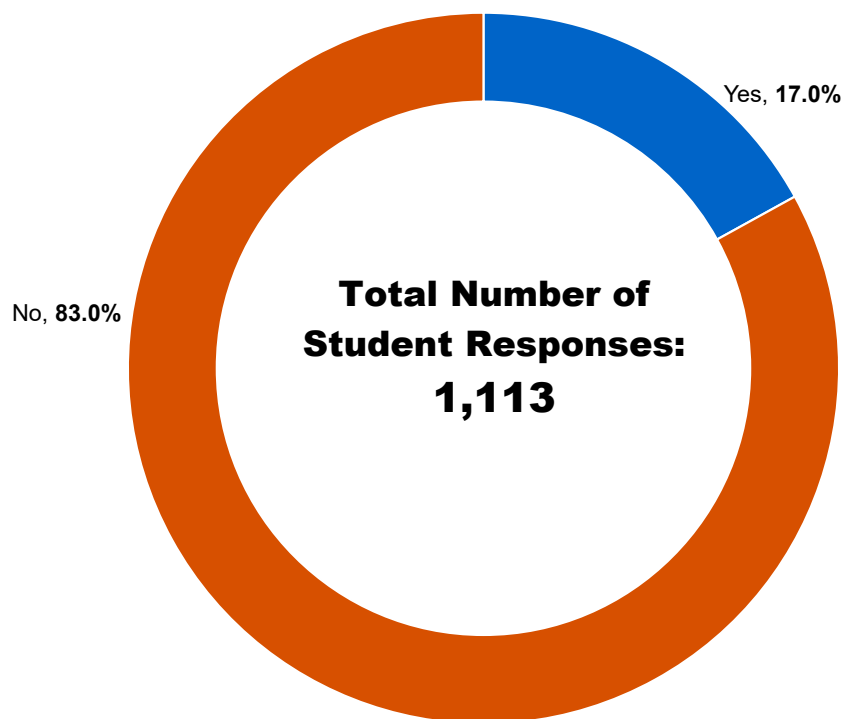


Chart 16. You indicated that at least one firm offered you the choice between in-person and virtual callback interviews. When offered the choice, did you feel pressure from any firms to choose a particular format?

(Only asked of students offered a format choice)

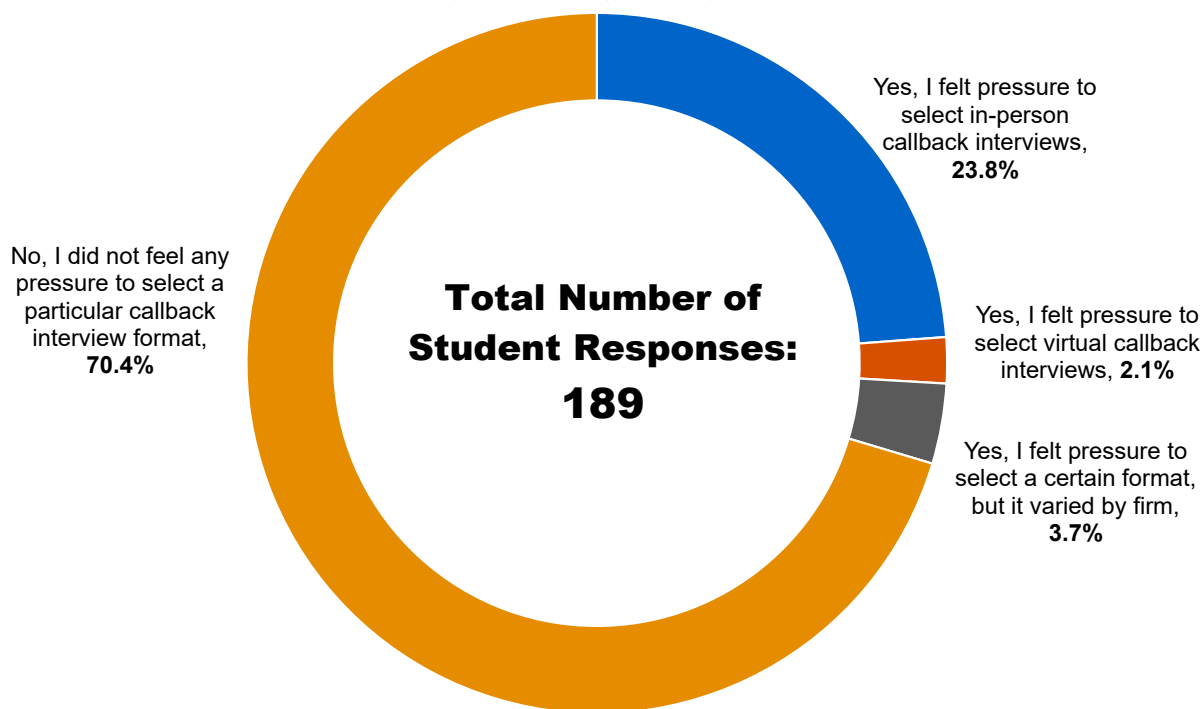


Chart 17. Based on your callback interview experience, what format would you recommend that law firms use in the future for callback interviews?

(only asked of students who received and accepted callback invitations)

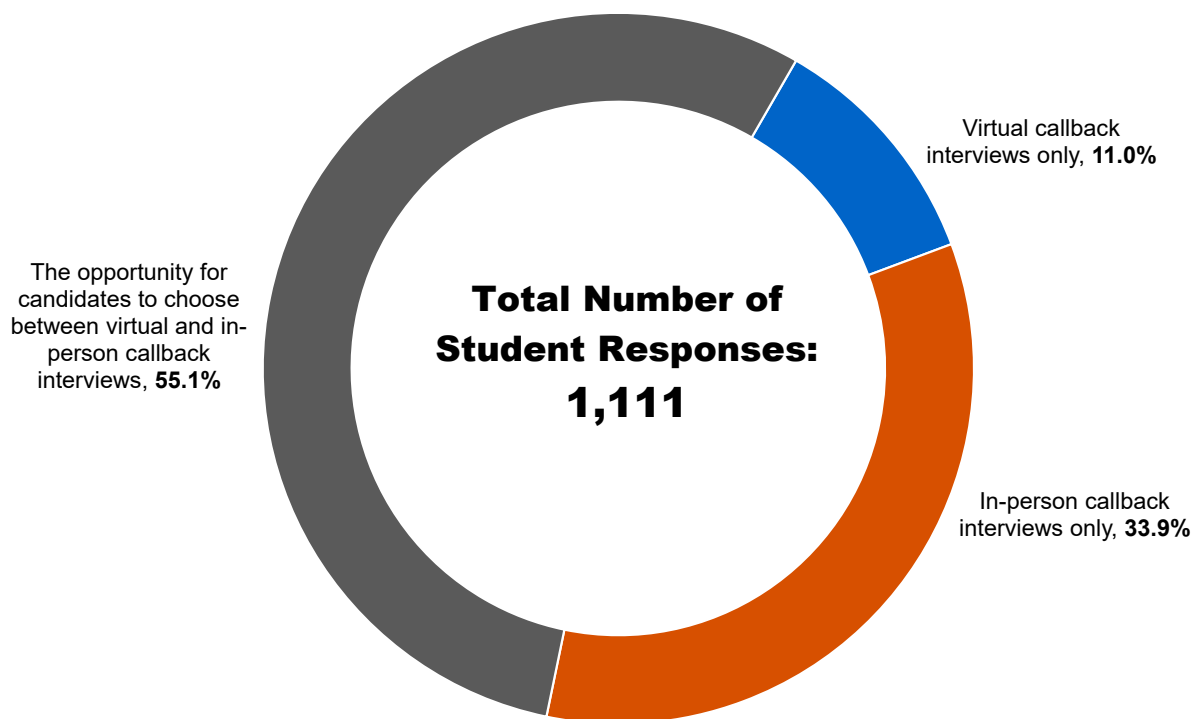


Chart 18. Did any firms ask you to complete an online assessment tool at any point in the recruiting process?

(Examples of assessment tools include personality assessments, psychometric assessments, and competency assessments.)

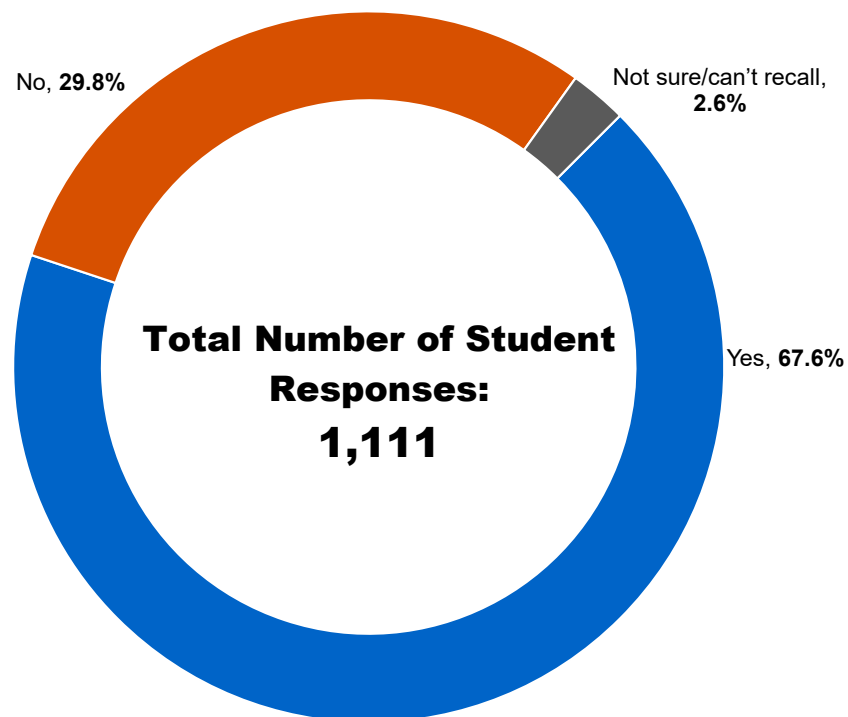


Chart 19. What resources most influenced your decision about which employers to apply to for screening interviews, that is preliminary interviews for a summer 2022 job during summer/fall 2021 interviewing? *(Select up to 3 resources.)*

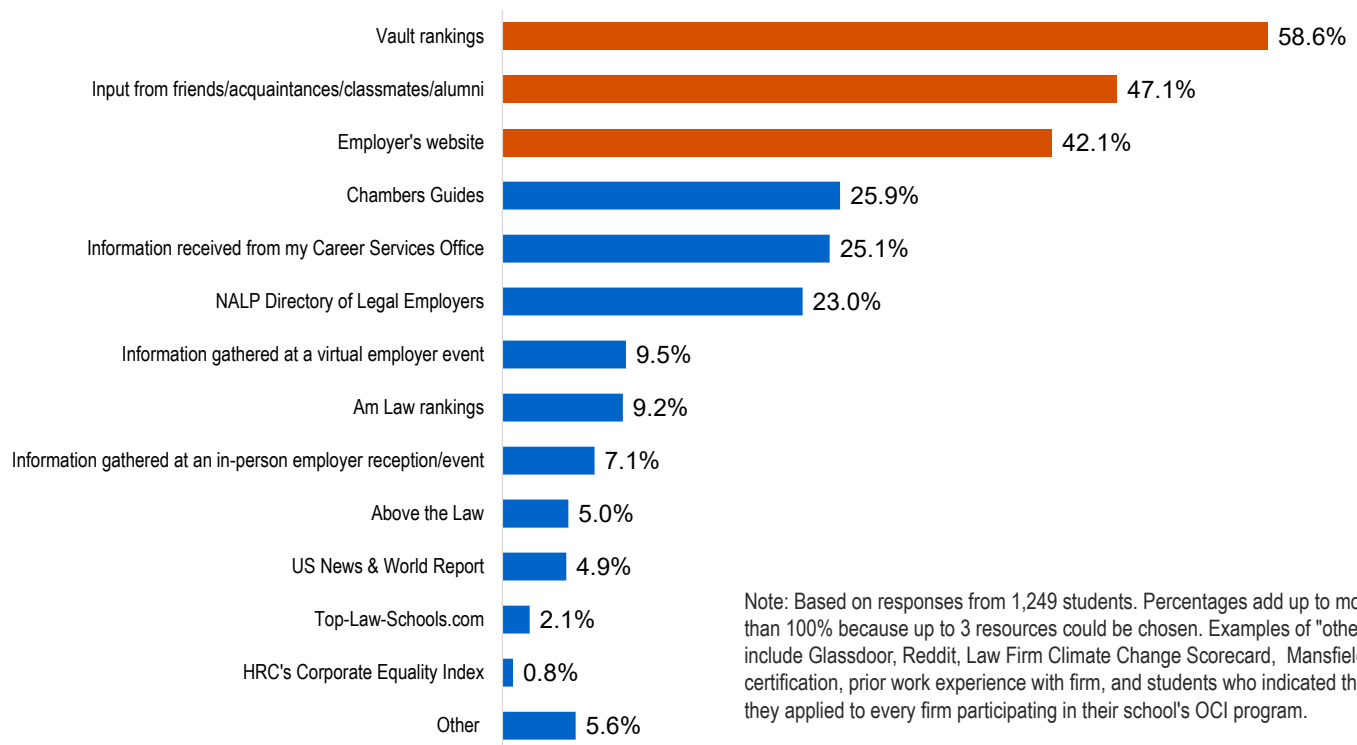
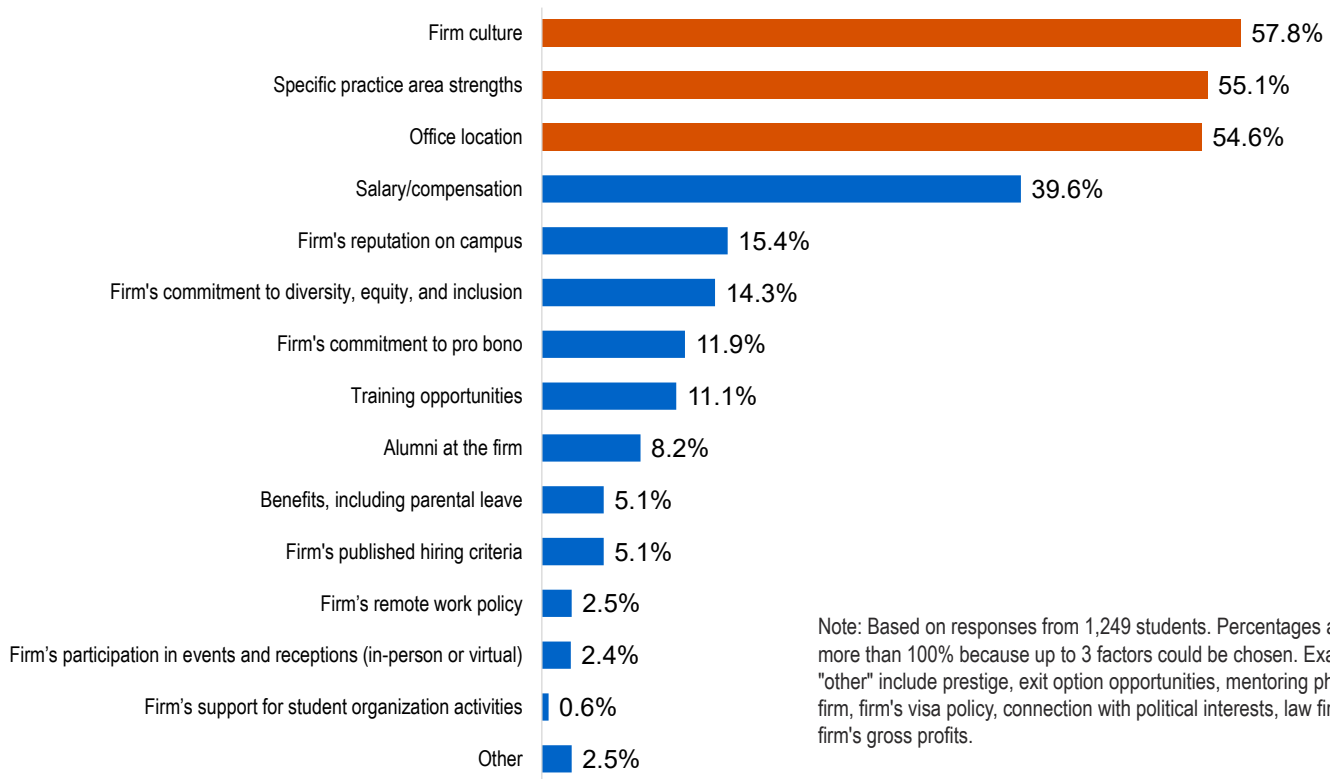


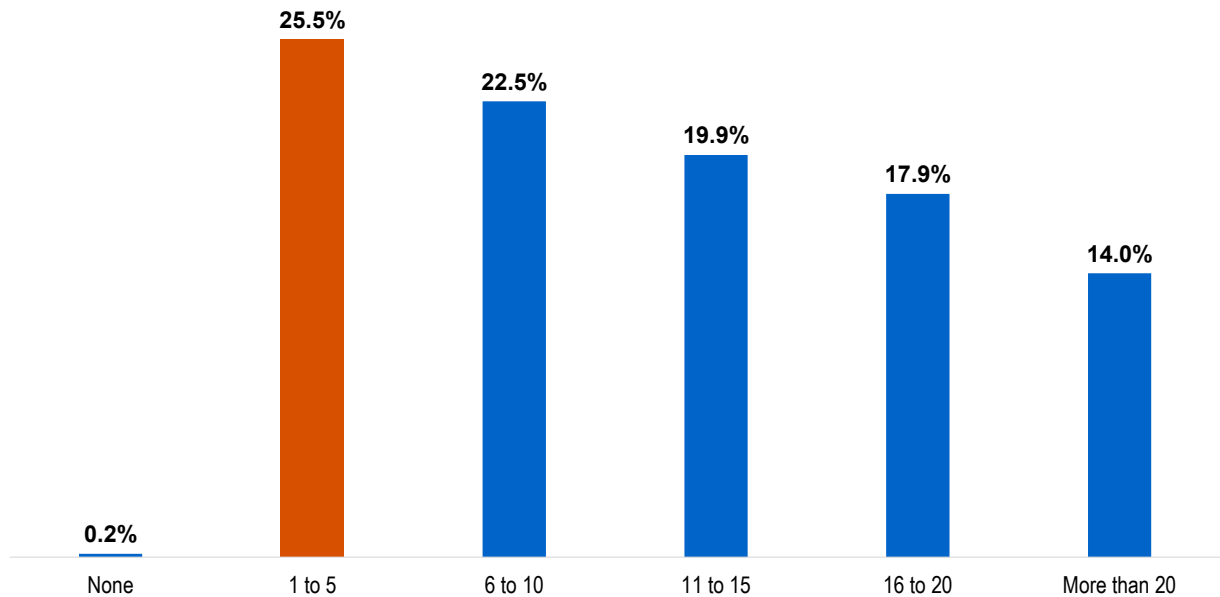
Chart 20. What factors most influenced your decision about which employers to apply to for screening interviews for a summer 2022 job during summer/fall 2021 interviewing?

(Select up to 3 factors that were most important in your decision-making process.)



Note: Based on responses from 1,249 students. Percentages add up to more than 100% because up to 3 factors could be chosen. Examples of "other" include prestige, exit option opportunities, mentoring philosophy of firm, firm's visa policy, connection with political interests, law firm size, and firm's gross profits.

Chart 21. Number of Screening Interviews Per Student



Note: Percentages are based on responses from 1,249 students and include the percentage of students who fell in each range of total screening interviews. In total, 15,166 screening interviews were reported. The median number of screening interviews was 11 and the average was 12.1. The modal number (the most frequently reported value) was 20 and was reported by 6.5% of respondents. The largest number of screening interviews reported was 51.

Chart 22. Did you reach out directly to any employers (outside of your law school's on-campus interview/recruitment program) to arrange any screening interviews on your own?

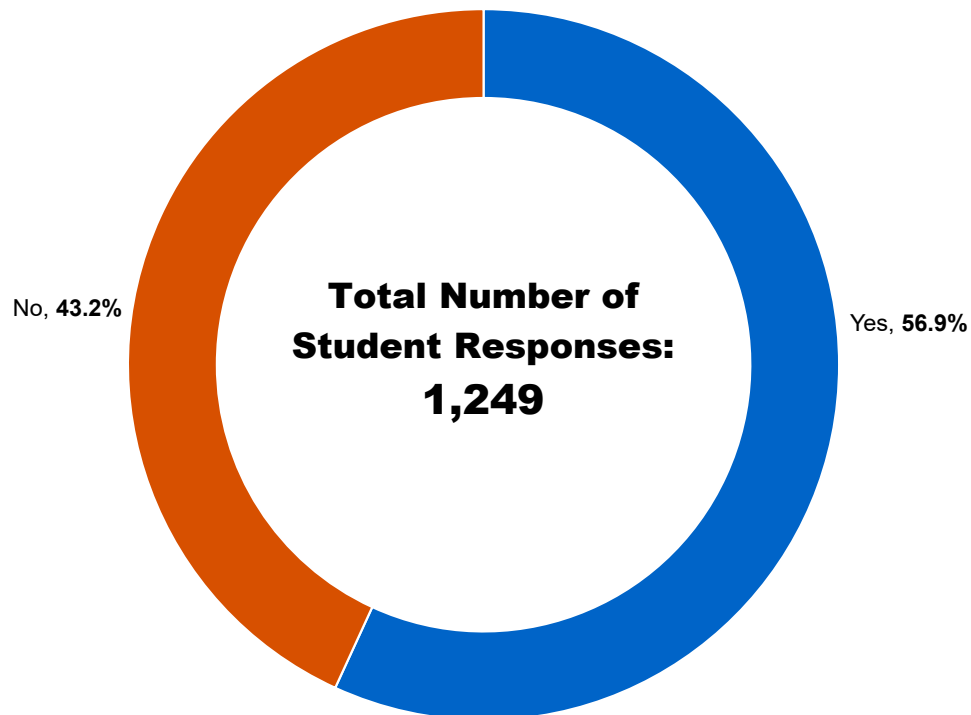


Chart 23. Were you successful in obtaining one or more screening interviews via this direct outreach?

(Only asked of students who reached out directly to employers outside of OCI)

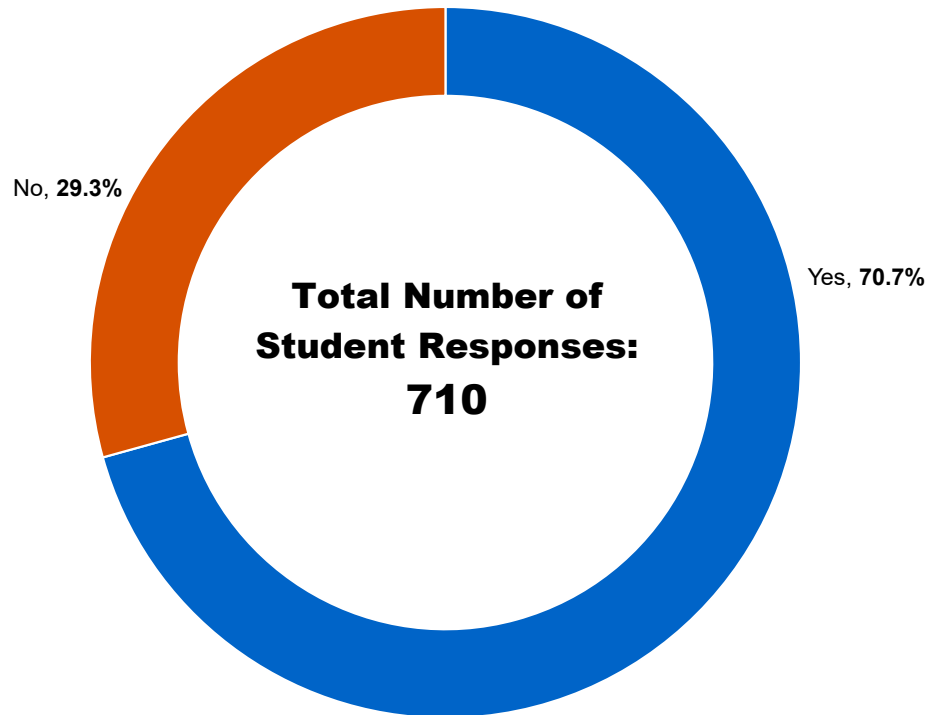


Chart 24. You indicated that you received one or more screening interviews via direct outreach to employers. Did this have any impact on the number of screening interviews that you accepted through your law school's on-campus interview program?

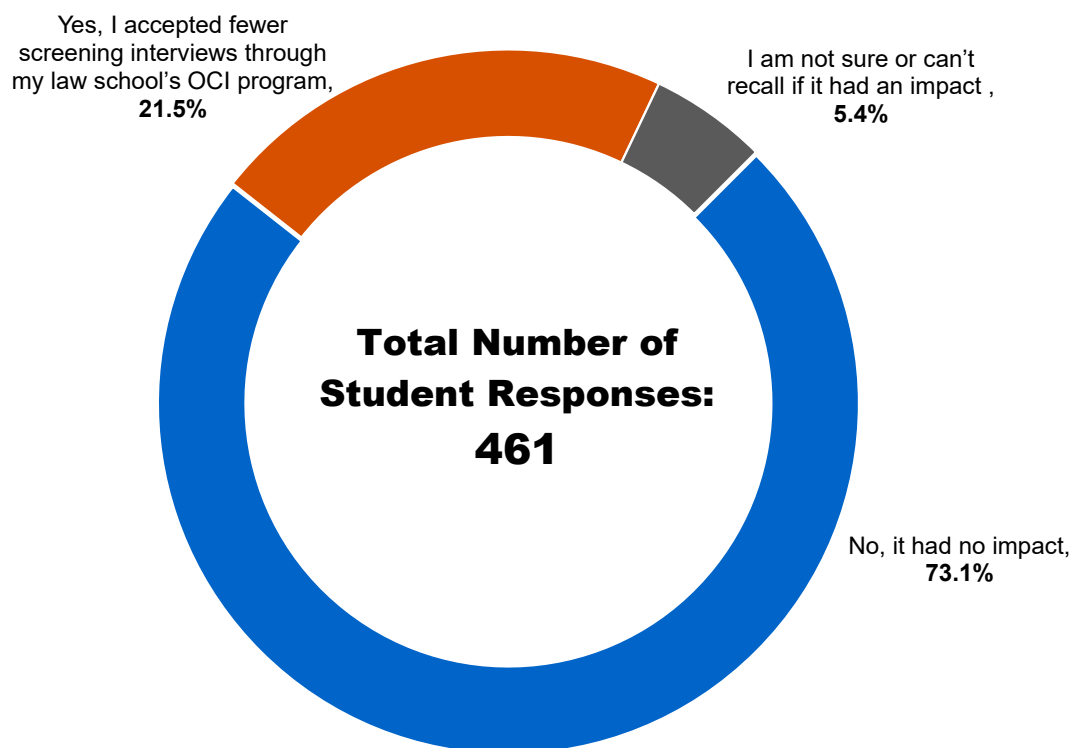
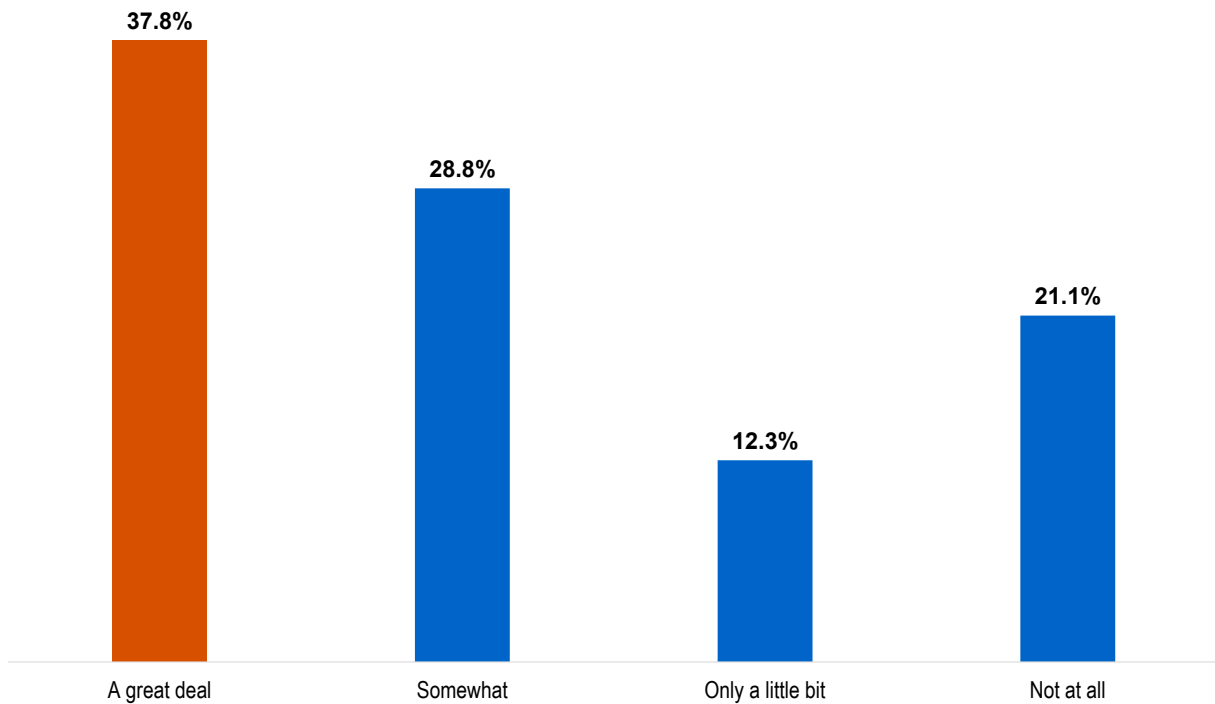
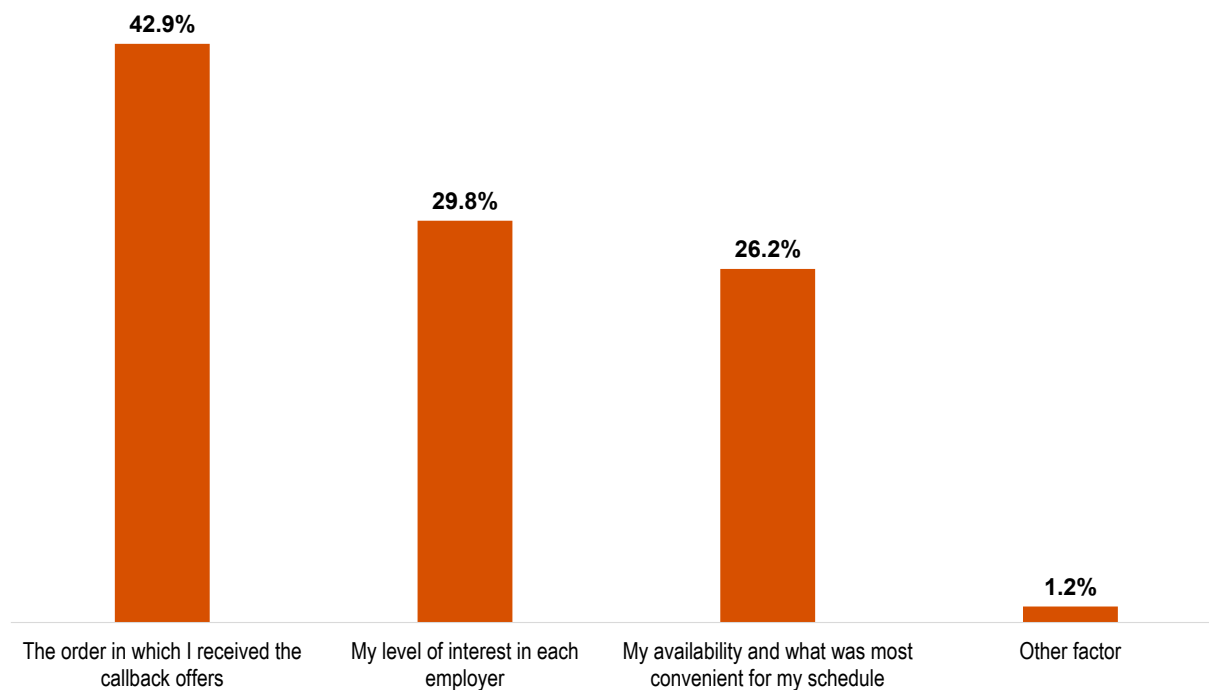


Chart 25. If you were offered one or more callback interviews, in general, how much did your interaction(s) with the screening interviewer(s) influence your decision to accept or decline the callback?



Note: Percentages are based on responses from 1,148 students.

Chart 26. If you accepted more than one callback interview, what was the most important factor in deciding in which order to schedule the interviews?

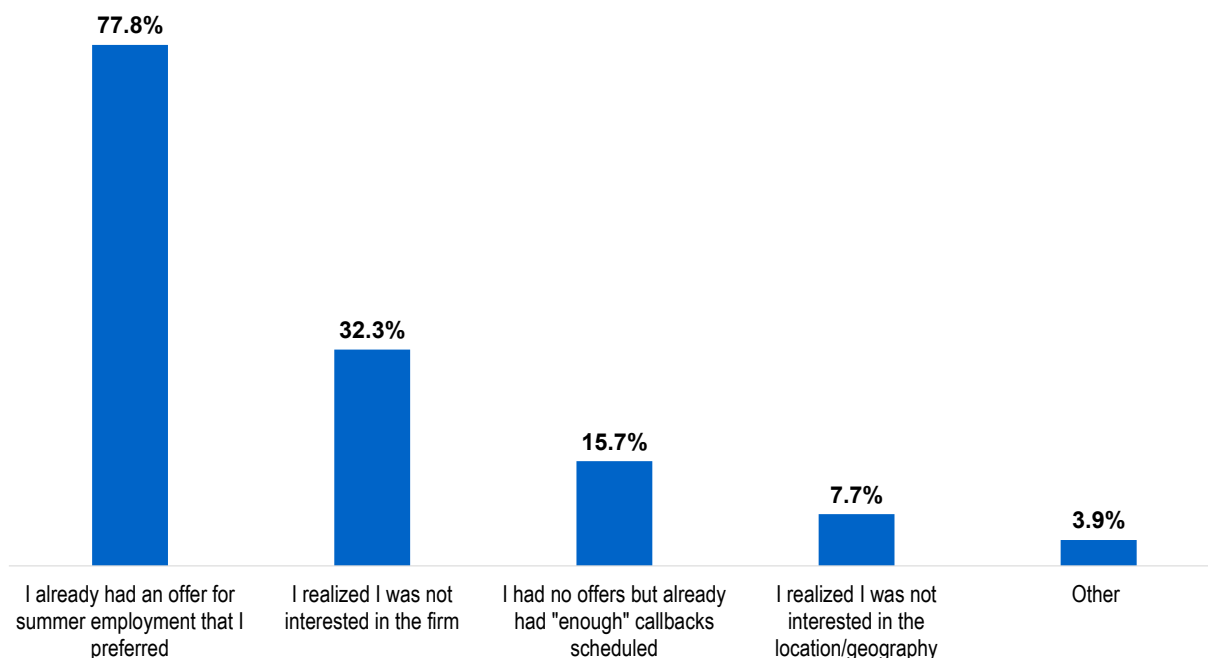


Note: Percentages are based on responses from 1,008 students. An additional 141 students indicated that they did not accept more than one callback invitation.

Select Student Narrative Responses Concerning Scheduling Multiple Callback Interviews:

- *"I had no choice in the matter."*
- *"How quickly they got back to me. Shows interest and efficiency of the firm."*
- *"No scheduling conflicts/no need to rank."*
- *"I scheduled to interview as soon as possible, with priority going to my preferred firms."*
- *"I accepted all callbacks immediately."*
- *"Scheduled all as early as possible."*

Chart 27. If you declined one or more callback invitation(s), why did you decline it/them?

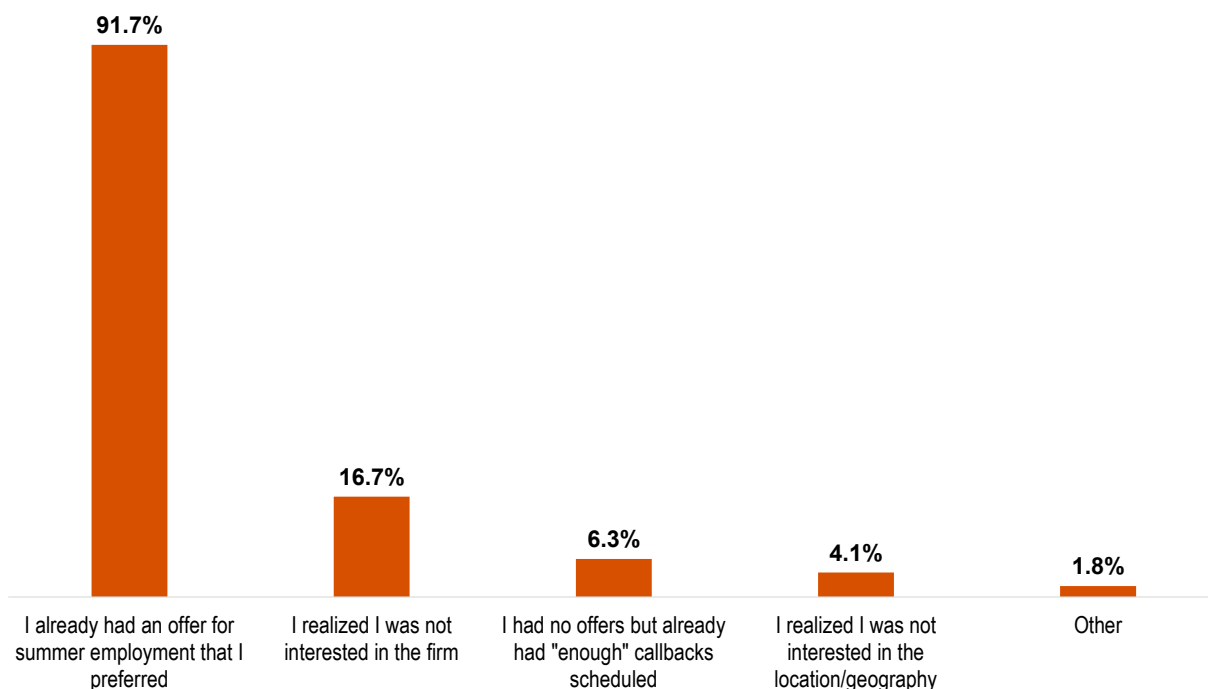


Note: Percentages are based on responses from 492 students and add up to more than 100% because respondents could select all that apply. An additional 637 students indicated that they did not decline any callback invitations.

Select Student Narrative Responses Concerning Reasons for Declining Callback Invitations:

- *"Bad screener interview experience."*
- *"Exploding offers from other firms."*
- *"Poor interaction with an associate at the firm — came across as arrogant and bad talked other firms."*
- *"Scheduling was difficult."*
- *"Reputation of poor work culture."*
- *"Stress."*
- *"Pay was below market."*
- *"I did not like the firm's correspondence."*
- *"The HR person was rude."*

Chart 28. If you canceled any callback interviews that you had previously scheduled, why did you cancel?

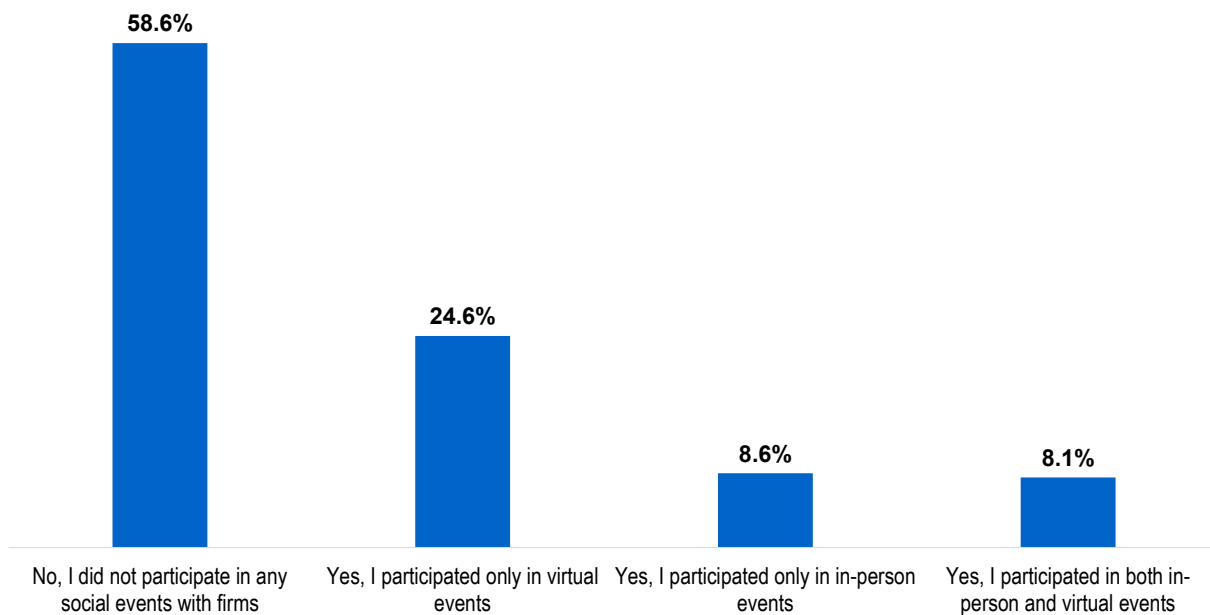


Note: Percentages are based on responses from 444 students and add up to more than 100% because respondents could select all that apply. An additional 683 students indicated that they did not cancel any callback invitations.

Select Student Narrative Responses Concerning Reasons for Canceling Previously Scheduled Callback Interviews:

- *"They made it difficult to reschedule once they canceled."*
- *"Received more callbacks from the first round of OCIs, had to cancel the callbacks received from the second round."*
- *"I would be offered general litigation instead of my practice area of interest, despite the firm having a robust interest area practice group."*
- *"I had second round interviews with firms that I preferred."*
- *"Health situation."*
- *"Stress."*

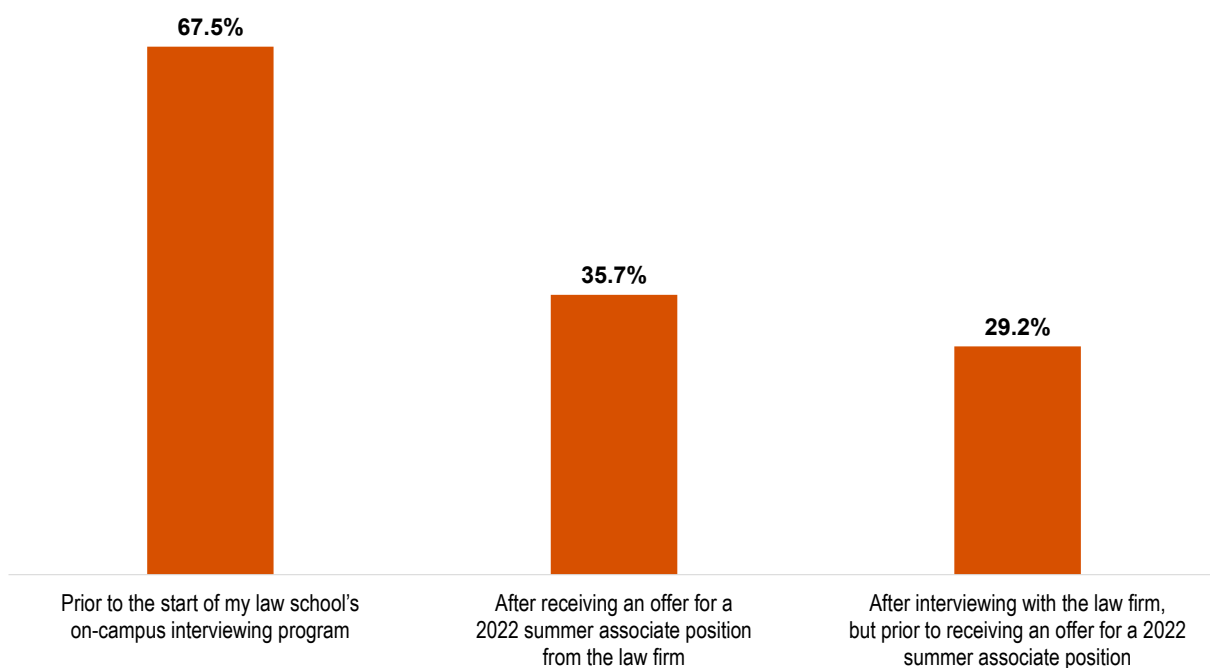
Chart 29. Did you participate in any social events with firms?



Note: Percentages are based on responses from 1,180 students.

Chart 30. When did you participate in these social events?

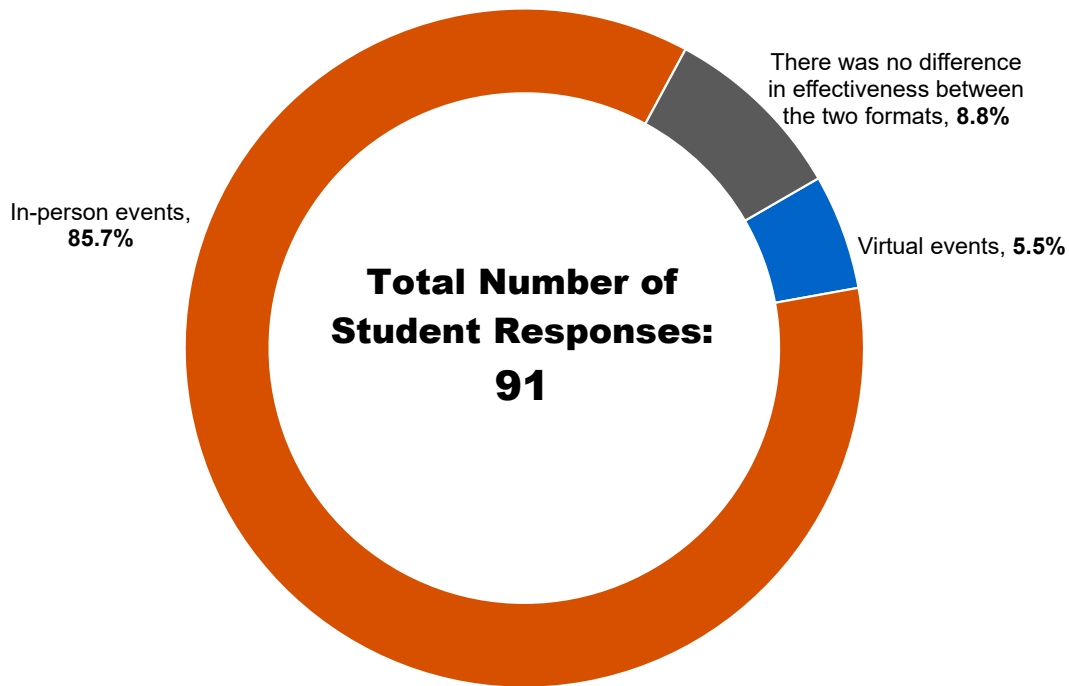
(Only asked of students participating in social events)



Note: Percentages are based on responses from 470 students and add up to more than 100% because respondents could select all that apply.

Chart 31. You indicated that you participated in both in-person and virtual events with firms. In general, which format did you find most effective?

(Only asked of students participating in both types of events)



Select Student Narrative Responses Regarding Social Events That They Participated In

Events That Students Identified as Most Effective:

- "Prior to OCI season, events where we got to casually interact with lawyers at the firm (such as outdoors at a hotel) were effective. After OCI, more intimate events were effective at showing that the firm values its summer associates and wants you to choose them just as much as they had the opportunity to choose you."
- "Small receptions by practice group I found to be extremely effective because then you have the opportunity to really get to know the culture of the specific group you're interested in as well as a taste of the firm's culture overall."
- "I loved how open the firms were when I wanted to ask questions after receiving offers. I also really enjoyed the virtual process because it made me feel much more comfortable. As a first-generation professional student, it is sometimes hard to feel like I fit in, so being able to participate in my apartment and in my own space really helped with my confidence. However, I also have enjoyed in-person events and being able to actually meet with people. It helped make my decision making process flow more smoothly."
- "Social events with current associates were the most effective because I could get a sense of who I would be working with."
- "Receptions that offered break-out spaces to have more intimate conversations with partners and associates were particularly helpful. I also found it extremely helpful when associates reached out to offer their time and advice before callback interviews occurred."
- "Office tours and small group events (like dinners) are most helpful."
- "The most influential events were the affinity-based events."
- "After one firm gave me an offer, I requested an in-person second look and they obliged. I spoke with two women of color attorneys like I requested. Very effective."

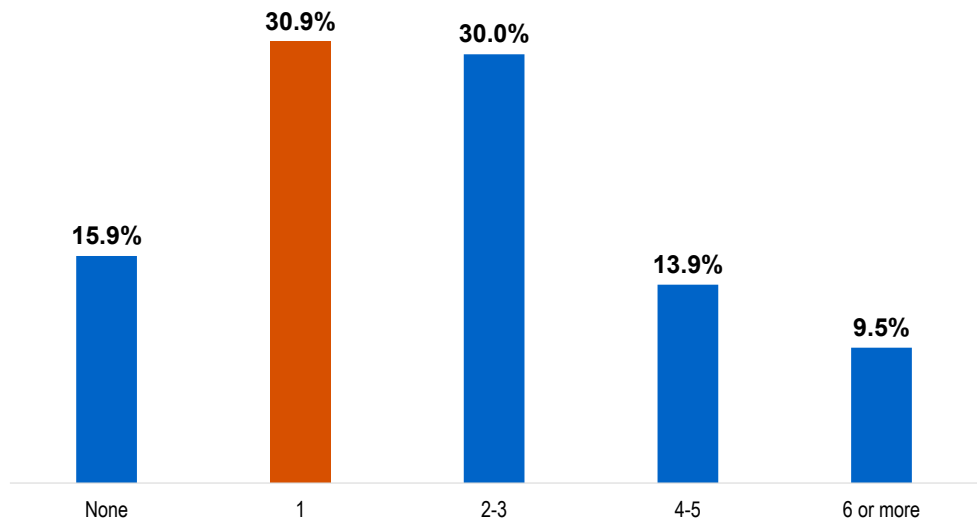
(continued on page 90)

- *"I attended a diversity summit a law firm held that cemented in my mind both the actual commitment the firm had on starting diversity, equity, and inclusion initiatives and confirmation the firm was already working on those initiatives."*
- *"The firm invited me to a virtual reception which included a tour of their newly renovated offices, breakout groups with first and second year associates and partners, and a Q&A session. I found this event very helpful in making my decision to accept my offer later."*
- *"I enjoyed events where we had the opportunity to learn more about the people at the firm because I felt that the decision came down to a culture/personality fit."*
- *"Virtual women's networking event. Was good to get my name out there, meet the recruiters, get to know what the firm wanted specifically, and tips on recruitment. It also gave me an opportunity to write about it in my cover letter, which I believe helped me secure a screening interview."*
- *"One of the events was a firm holding a OCI 101 or Q&A from the firm's position. I felt that was helpful and made me have a more favorable impression of the firm. It felt they cared more and sent alumnis to it."*
- *"The ones that took place over Remo were really effective. It was much more effective than just Zoom presentations and random breakout rooms."*
- *"I participated in a mock-interview event with one firm that allowed me to do a practice screener interview with a young associate. This was very helpful and it was accompanied with a presentation about the firm that was super informative."*
- *"Outdoor cocktail party with brief office tour. Very effective to show me how nice the office was, and it was nice to have a more informal cocktail party, as dinners would feel more intimidating."*
- *"I was invited to visit the office and have lunch with a couple of the attorneys. It was very effective in helping me learn about the firm and its culture since I was only able to callback virtually. Really appreciated the experience and made me more inclined to accept."*
- *"Happy hours were the most effective. They lead to candid conversations."*

Events That Students Identified as Least Effective:

- *"I thought screening in-person at a reception type event wasn't appropriate. Just made for an uncomfortable situation."*
- *"The least effective were virtual tables where you could jump around to different tables to speak with different associates. This was too awkward and disorganized."*
- *"Virtual social events are generally very awkward and I don't think they're helpful in the recruiting process which is already so exhausting."*
- *"Least effective were the panel events with minimal student input."*
- *"Virtual hospitality rooms and events were difficult to navigate."*
- *"Virtual events are completely useless in determining where I wanted to work."*
- *"Zoom social events were a waste of time. The attorneys talked at us for an hour and didn't take the opportunity to use breakout rooms and get to know us."*
- *"The virtual 'tables' method that one firm used was fairly ineffective. I understand the idea behind limiting the number of people in one virtual conversation to allow it to flow organically, but the result was just a massive line outside popular practice areas (and some where the actual presenters could not get into the room because of capacity limits)."*

Chart 32. How many offers for summer associate employment did you receive?



Note: Percentages are based on responses from 1,248 students.

Chart 33. Did you have contact with any employers prior to the start of the on-campus interview/recruitment program at your school?

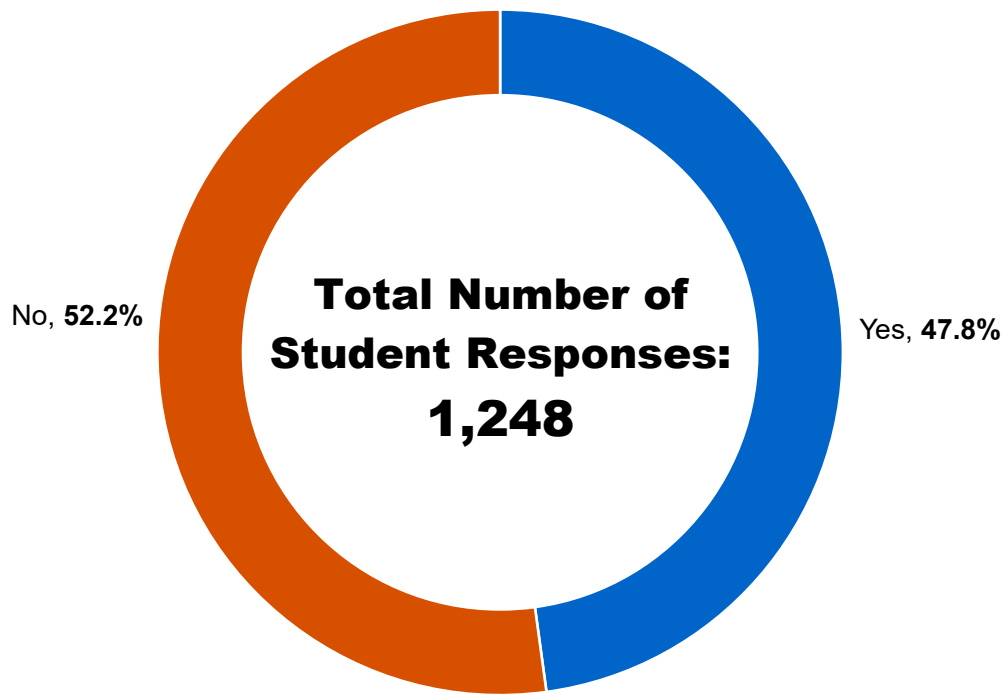
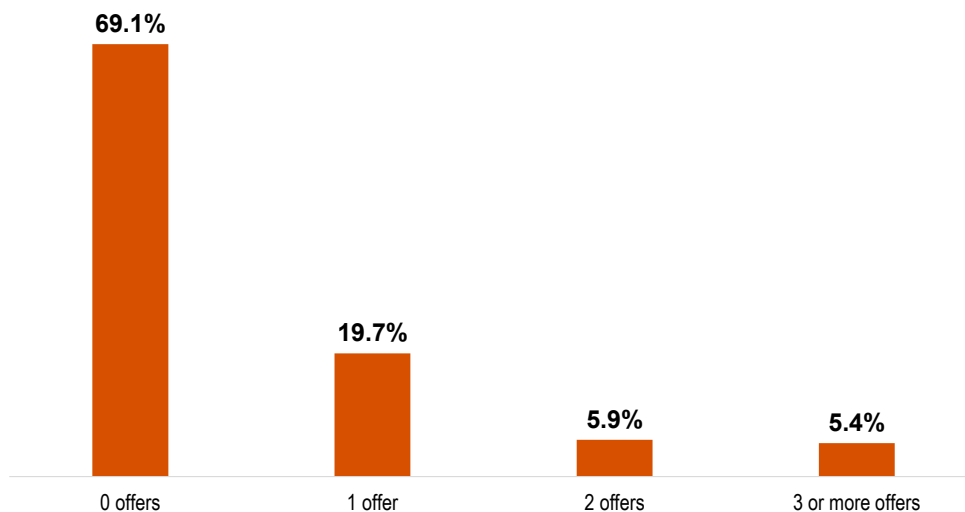


Chart 34. How many offers, if any, were extended to you prior to the start of the on-campus interview/recruitment program at your school?

(Only asked of students with employer contact prior to OCI)



Note: Percentages are based on responses from 579 students.

Chart 35. Did you follow any of the firms you were interested in on social media?

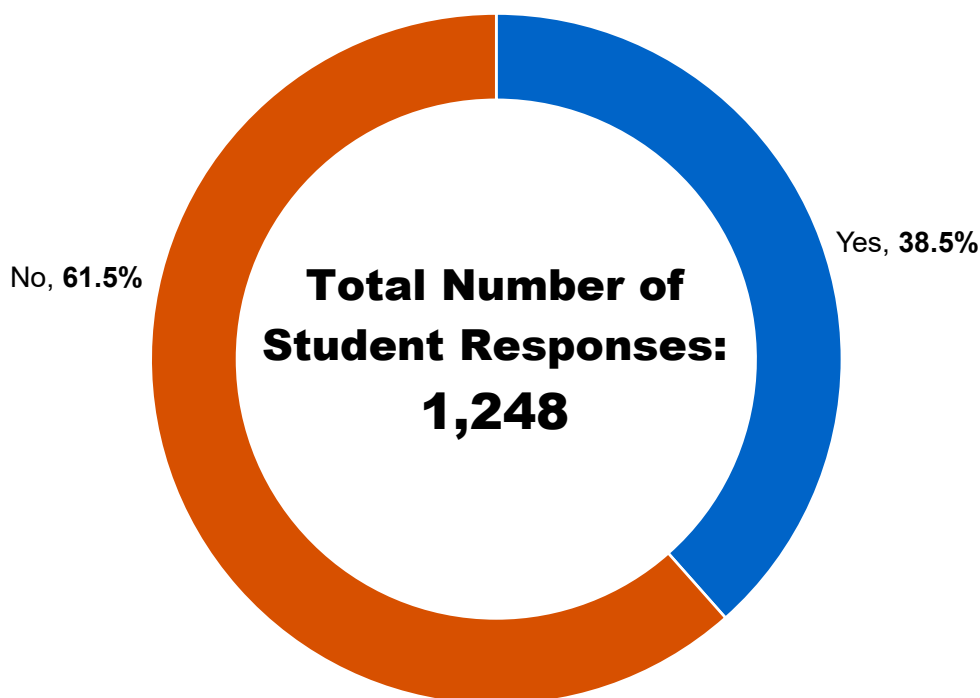
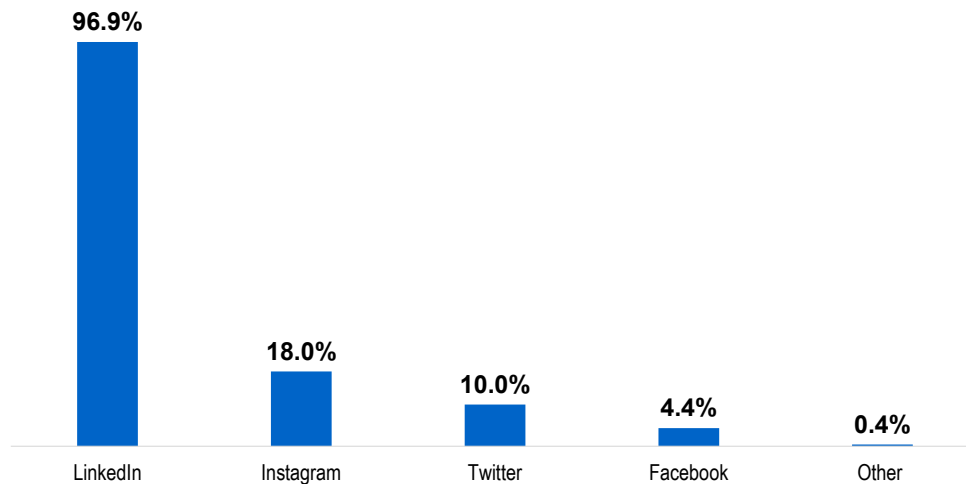


Chart 36. If yes, which platforms did you use to follow these firms?

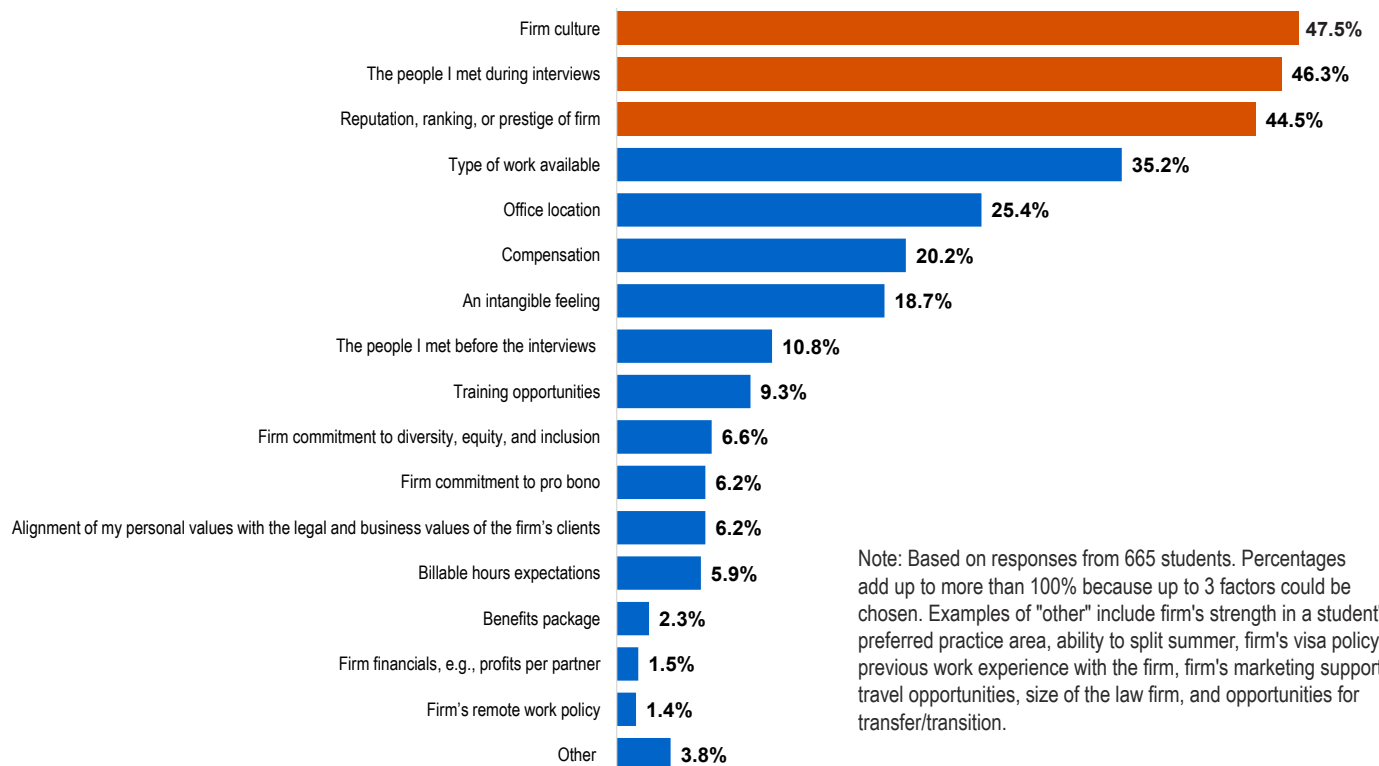
(Only asked of students who indicated that they followed firms on social media)



Note: Percentages are based on responses from 479 students and add up to more than 100% because respondents could select all that apply. Zero students indicated that they followed firms on Snapchat. Examples of "other" include Youtube and viewing firm social media pages, but not "following" them.

Chart 37. If you received multiple offers, what most influenced your decision on which offer to accept?

(Up to 3 factors could be selected, only asked of students with more than 1 offer)



Note: Based on responses from 665 students. Percentages add up to more than 100% because up to 3 factors could be chosen. Examples of "other" include firm's strength in a student's preferred practice area, ability to split summer, firm's visa policy, previous work experience with the firm, firm's marketing support, travel opportunities, size of the law firm, and opportunities for transfer/transition.

Chart 38. For the employer with which you ultimately accepted an offer, did you have any substantive communications or interactions prior to the screening interview?

(Only asked of students receiving 1 or more offers)

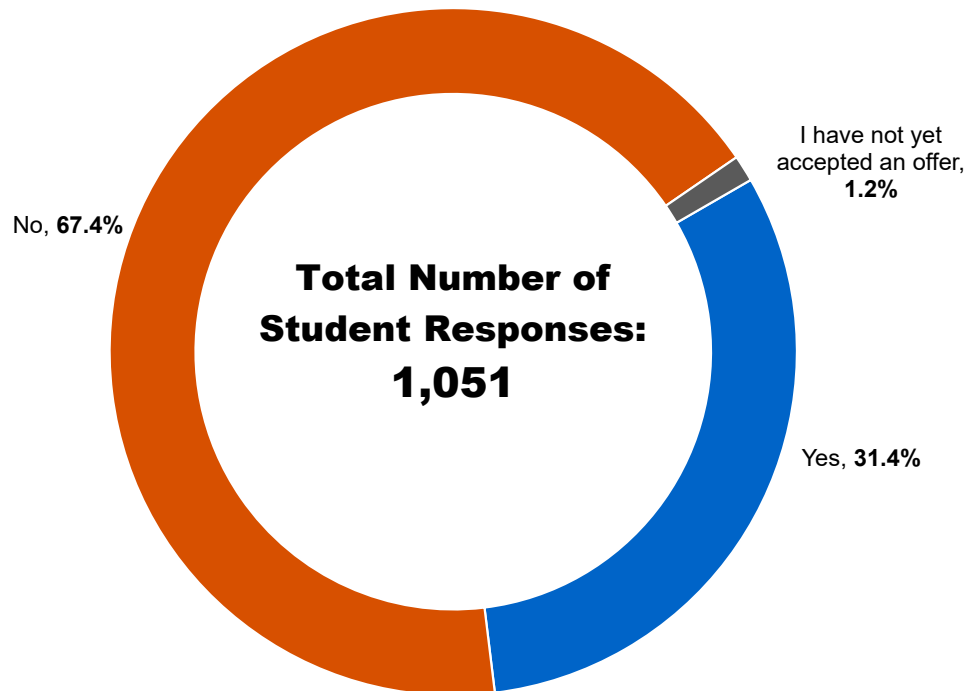


Chart 39. For the employer with which you ultimately accepted an offer for summer associate employment, what did you previously perceive that employer to be?

(Only asked of students who had accepted an offer)

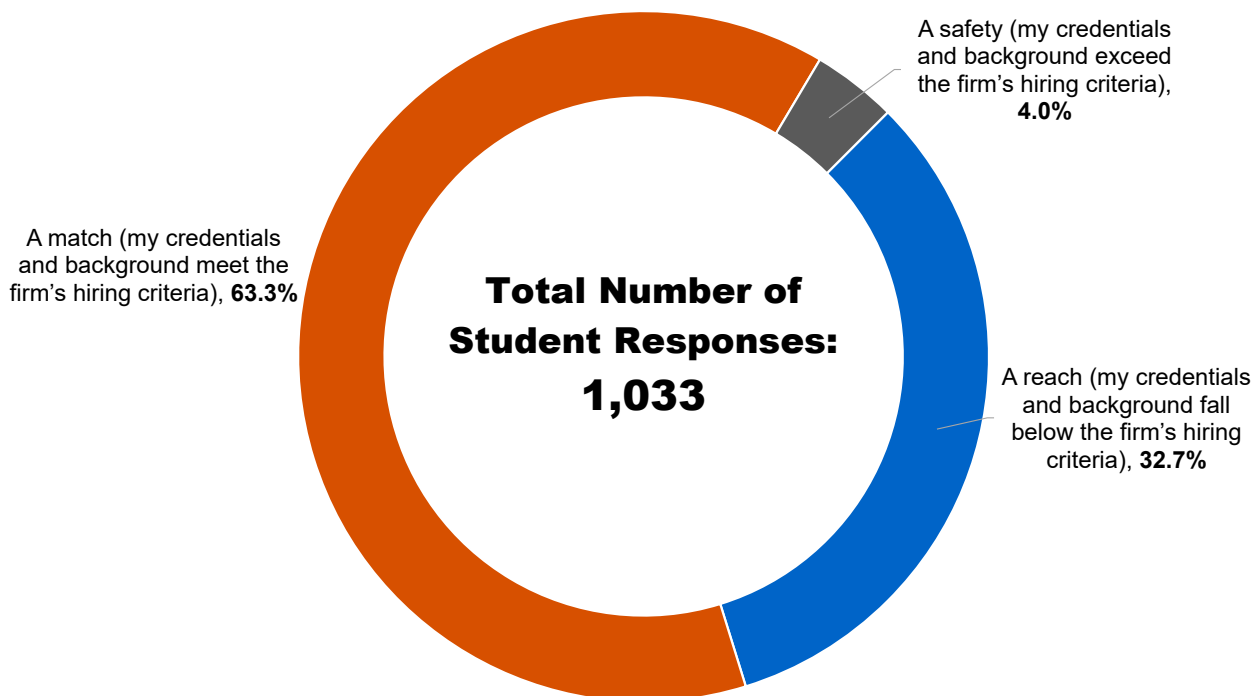
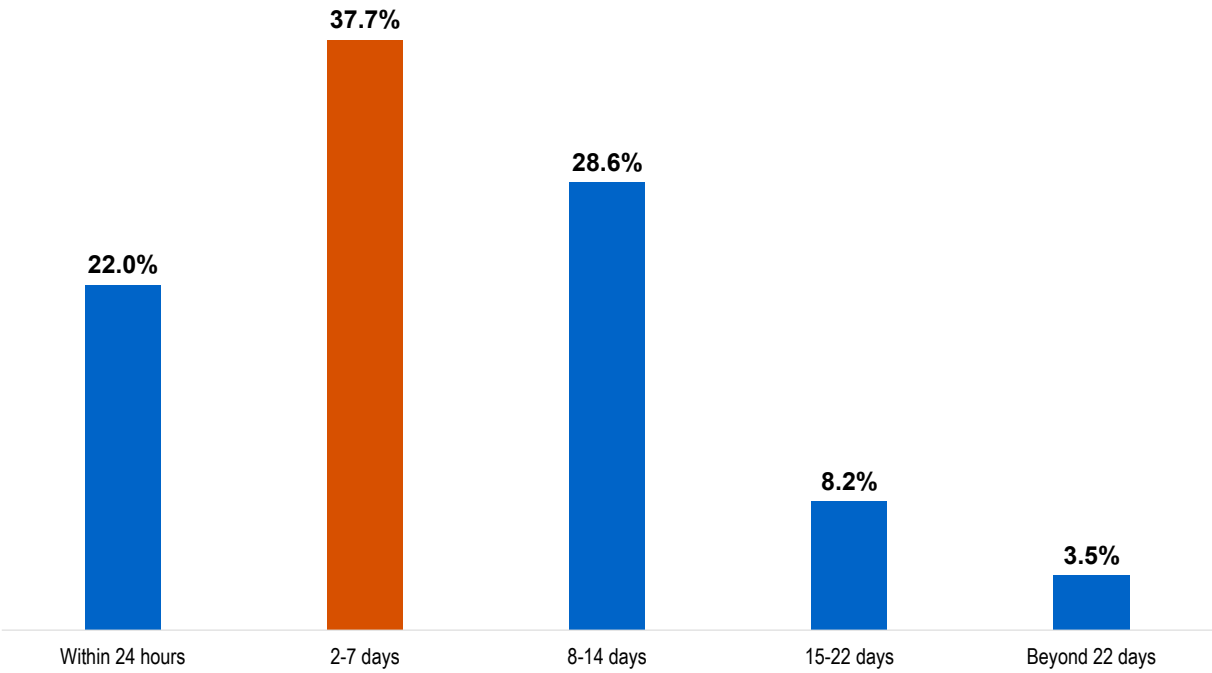


Chart 40. For the offer that you ultimately accepted, how many days after you received that offer did you accept it? *(Only asked of students who had accepted an offer)*



Note: Percentages are based on responses from 1,035 students.

Selected Closing Comments from Students

- *"Remote interviews were extremely helpful. It made scheduling interviews much easier."*
- *"Being forced to do screening interviews online did have an advantage in that it was easier to schedule many of them back to back to back some days — just a click of the mouse and you were in the next one just like that."*
- *"I think virtual screeners are the way to go. I even had one day with 10 screeners, and it wasn't terrible because I could do them all from home."*
- *"I wish I could have interviewed in-person."*
- *"I see a lot of value in conducting interviews in-person, but the advantage of virtual interviews is that I was able to consider employers throughout the country without any worries about traveling expenses or making time to be able to travel."*
- *"I really wish I had the opportunity to have in-person callbacks. I really feel like I missed out on making connections with both the attorneys and staff and in understanding the firm culture."*
- *"It has been incredibly difficult to decide on a firm without being able to visit. This process has already eaten into a month of my school year, and I just want it to be over at this point, but I also doubt that I'll feel good about any decision I make without being there in-person."*
- *"One firm I did callback interviews with had interviews back to back with no break in between. Even though we are at home, it would've been nice to have a buffer between interviews, at least 5 minutes to clear your head."*
- *"While I marked that I would recommend in-person screening interviews, I was amazed at how tiring and emotionally consuming the OCI process was. To have so many interviews packed over the course of three days was a challenge, but I do feel as if in-person interviews come with a different set of circumstances that might be more comfortable for a larger number of people."*
- *"I think virtual screening interviews were perfectly fine and could be a more efficient use of time going forward. However, I do feel like something was lost by not having callbacks in-person. In a (hopefully) post-pandemic legal recruiting world, I think a good compromise would be virtual screeners followed by in-person callbacks."*
- *"I found that callbacks that gave only 20 minutes to speak to each attorney were all frustrating and rushed. The more time a firm gave me for each callback interaction, the more I liked the firm."*
- *"I overall had a wonderful OCI experience and am glad that I went through the process. I feel like I will fit well at the firm I chose and I am grateful for the opportunities which OCI provided me."*
- *"I had a wonderful OCI experience. It was a pleasure to meet every person at every firm. My great experience made my final decision for a 2022 summer position very hard but I am so excited to be at the firm I ultimately accepted an offer for."*
- *"I found the OCI process to be generally positive, and received more offers than I was expecting to, some from firms that were reaches. However, it was frustrating that some of the screener interviewers barely paid attention or asked any questions, making it clear that they were not interested in speaking to me. In callbacks and second looks, I was shocked at some of the comments made, specifically relating to my gender and making inappropriate references to an associate at the firm. That being said, those comments made choosing my firm easier, and my positive interview experiences far outnumber the negative ones. I think the virtual format evens the playing field to an extent, but would have liked the opportunity to visit some of the offices during callbacks, as I feel it would have been helpful to observe the environment and culture firsthand."*
- *"The most important factor for me in deciding between numerous offers was the experiences that I had interacting with the interviewers and others at the firm. I looked for engaging individuals who made me feel valued for my contributions. In some cases, if interviewers made me feel that they were not committed to investing in me*

(continued on page 97)

- as an attorney or respecting me as a person, I chose to decline a callback interview."
- "I went to 12 screening interviews. Only one of them was from the OCI at my school. I believe if I had relied on my law school OCI alone, I would not have been able to get the summer associate offer that I have."
 - "Did not receive any offers, which is totally fine - one thing that I found a bit odd, though, is that I also didn't receive any rejections after my callbacks. I was completely ghosted after each callback interview, which I find off-putting."
 - "I was extremely dissatisfied and disappointed with the post-interview process. I found that many firms that I had went on callback interviews with, which are lengthy and require a lot of prep and additional time sending thank you emails, never sent rejection emails. If students are spending substantial time and energy to meet with these firms while also balancing a full law school schedule, firms should at minimum send rejection emails to students as a professional courtesy. I have received this complaint from many peers. A lot of students found out they were not receiving offers from firms because other students were posting on LinkedIn, or, after reaching out to employers inquiring about application status, the firms would respond that their summer classes were full."
 - "I enjoyed the opportunity to network with law firms and to complete their applications; the one thing that I found frustrating is that many firms do not answer at all. It is incredibly discouraging to speak with a partner or an associate, or to interview for a position, and then be ghosted."
 - "One firm was exceptionally rude in communicating with me about the offer. They strung me along for two months. I hope in the future there will be time line requirements for firms when making decisions/extending offers."
 - "Some firms that I was interested in took far too long to begin their callback process. I accepted an offer before knowing if I even got a callback from a few. I think the timing of the process should be more uniform."
 - "This was truly an awful and terrible experience. Biglaw OCI needs a massive systemic overhaul and a less Greek-life esc onboarding process (i.e., 'who you know' and putting so much pressure on candidates in these high stakes settings). Merit based onboarding please! Quasi-assignments to truly best assess talent, rather than this arbitrary 'We like you so we will hire you.' I cannot stress enough how absolutely terrible this experience was for me. I am only not using explicitives for the sake of maintaining some professionalism. The process took a top 5% student and has them contemplating dropping out. 1 callback, 0 offers, 7 screeners. If there was a rating I could give this process lower than 0, I would."
 - "I would like the firms to be more mindful and kind to us. Sending timely rejection emails, only sending one email (I got 9 rejection emails from a firm)."
 - "OCI is a very arduous and frustrating process. We all know most of us won't even get a screening interview. I think career services's resources would be better used in implementing other programs since the OCI program is so unsuccessful. I don't understand why there is so much focus on OCI when it's a known fact that most of us won't even get an offer out of it."
 - "I strongly believe that the interviewers I spoke to seemed to care almost entirely about how I presented myself and the quality of my behavioral interviews, as opposed to my grades or experiences."
 - "Please require firms to put hiring criteria in their OCI posting (e.g., minimum GPA, extracurricular requirements). Many require cover letters and all of them take time to research. It is a waste of students' time to write a cover letter for an employer they have no chance of getting an interview with."
 - "It was utterly miserable. 20 minutes is way too short to learn about a person, and for the number of interviews I had I performed way worse than expected. The constant rejections triggered a depressive episode and I feel economic anxiety because I won't be able to save money with the job I accepted. This process favors rich, white applicants at the expense of first generation professional students. Only one interviewer called me to reject

(continued on page 98)

me, which should be more commonplace as it was really sincere. Also, many firms pre-hired before OCI so they gave worthless interviews."

- "Exploding offers are becoming more common and they are to the detriment of both students and employers. I had to forego an opportunity I was more excited about and that would have been a better match for me because of an exploding offer that I ultimately accepted rather than risk losing."
- "The most stressful part of OCIs was getting offers at different times, sometimes with short deadlines to accept/reject. I received a callback from some firms the evening after my initial interview while others waited over a week. I was hard pressed to consider firms that I did not receive a callback from right away because the other firms' timelines were moving so quickly."
- "Firms were very eager to reject after I filled out their Mansfield surveys. They only spoke to me to check a diversity box in the candidate pools. I never felt that I had actually been considered. Other firms wouldn't extend an interview offer but still send me a diversity survey to fill out. Recruiters were hard to email and most firms were very secretive about their schedule. For some of them I interviewed and followed up, then got radio silence for three weeks followed by a blanket rejection email."
- "Law schools should have a 'law firm culture' or 'law firm expectations' or 'law firm basics and structure' information session for people with literally zero background with firms. Not everyone has lawyers in their family or worked at a law firm before law school."
- "Students should be encouraged to reach out to firms prior to OCI."
- "I think students care a lot more about work-life balance than in the past. It was certainly top of mind for me. Firms should discuss it more!"
- "My practice area interests were very narrow, so my available opportunities were already limited. I felt like most of what helped me during OCI was feedback and advice during my 1L summer from lawyers that

previously worked at those firms. If I hadn't had that advice and made connections from that job, I don't know that I would have had the same good outcome from OCI. It's a little disappointing to think that my future as a lawyer is basically based on grades from my first semester of law school."

- "Some firms promised mock interviews and did not follow through. Others rescheduled or changed employers the hour before. Some stated that only one interviewer would be present, but multiple interviewers were present during a single screener. That was a problem because it was easy to look unprepared and be unable to ask meaningful questions because there was no ability to properly prepare."
- "I only received one offer because I decided to forgo much of the OCI process after I received an offer from this firm. In general, I found the OCI process to be very late-in-the-game and applied to most firms through their website, and then later through the formal OCI process. I received an invitation to interview and an offer all before OCI even occurred."
- "There weren't enough firms at OCI and the ones that were there were very heavily focused on top 10% leaving the rest of the class vulnerable."
- "The psychometric assessments were terrible, degrading, and I would never go to a firm that employed them."
- "Recruiting tools — the online tests are AWFUL. I've taken a variety and administered a variety in HR roles and they do not accurately reflect candidate talent, competence, or values. For firms, I feel like they're a waste of money and a weird barrier to entry."
- "The online assessments that I had to do for some firms for callbacks I found to be inaccurate, incredibly unhelpful, and demeaning. I got the results for one and it was in no way a reflection of my strengths/weaknesses. For another the questions were impossible to answer (example: which if these two unrelated things is more like you and often neither would be and I would have to randomly select one). I would highly recommend firms do not use these online assessments."

