

### **Lateral Hiring on the Rise Again after Two Years of Decline**

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[http://www.nalp.org/april2011\\_lateral\\_hiring](http://www.nalp.org/april2011_lateral_hiring)

After two years of decline, lateral hiring activity rebounded in 2010. Compared with 2009, lateral hiring was up by 38% in 2010 according to the recent NALP's *Survey of Legal Employers on Fall Recruiting and Associate Referrals*. Most of the increase was concentrated at the associate level. Specifically, lateral associate hiring increased by 61% whereas lateral partner hiring increased by approximately 8%. In terms of volume, lateral associate hiring represented two-thirds of the total lateral hiring activity reported. The survey also revealed geographic differences in lateral hiring. The level of lateral hiring was highest in Northeast and lowest in Southeast. The West/Rocky Mountain region reported the greatest increase in aggregate volumes. Despite the overall increase, approximately one-quarter of survey respondents reported a decrease of 10% or more.

### **Recruiting for Entry-Level Lawyers Edges up Slightly**

NALP, 3/16/2011

[http://www.nalp.org/uploads/Perspectives\\_Fall\\_2010.pdf](http://www.nalp.org/uploads/Perspectives_Fall_2010.pdf)

According to the annual report published by NALP on recruitment activities, the strength of the legal employment market has improved for new lawyers. Both the summer programs in 2010 and fall 2010 recruiting showed an increase in recruiting volumes. The offer rate from summer programs for entry-level associate positions rebounded from 69.3% in 2009 to 87.4% in 2010. A drop in acceptance rate from 84.5% in 2009 to 82.7% in 2010 also suggested recovery as students had more options available. In terms of fall recruiting, the percent of callback interviews resulting in offers for summer positions also rose from 36.4% in 2009 to 40.6% in 2010. The only marker in the report that continued to fall in 2010 was the size of summer programs. Specifically, the median class size dropped from 6 for most years since 2001 to 4 in 2010. The number of deferrals for the Class of 2010 was estimated to be much smaller than for the Class of 2009.