



**2018
WALRAA Industry
Survey**
for
**Law Firms;
Government Agencies;
and Law School Career Services**



Wisnik Career Enterprises, Inc.
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Our goal in sharing this information with you is to offer benchmarks for where you, your staff, and your department fall as compared to your peers.

Dear WALRAA members,

We are excited to release the findings from the 2018 WALRAA Industry Survey! This is WCE's 8th survey for WALRAA since 2003. The results that follow were generated from 134 responses. Thank you to all of those who participated!

Our goal in sharing this information with you is to offer benchmarks for where you, your staff, and your department fall as compared to your peers. We believe that these salary and bonus numbers reflect the current market accurately. By this, I mean that if a firm were to call tomorrow and ask us what they needed to pay a Recruiting Manager, we would confidently quote them the numbers in this report. We have found that the new jobs we have received since January 2018 fall into these ranges.

We hope that you find the enclosed information valuable. Your responses to this survey help us to capture and confirm market trends. Have a wonderful fall and please let us know if there is any way we can help you achieve your goals!

All the best,
Eva Wisnik

Biography



Eva Wisnik
President
Wisnik Career Enterprises, Inc.

Eva Wisnik founded **Wisnik Career Enterprises, Inc.** in 1996 after serving as Director of Recruitment and Training for Schulte Roth & Zabel and Cadwalader, Wickersham & Taft. Over the past 22 years, she has worked with over 100 law firms, including 86 of the AmLaw 100. Eva has placed over 800 recruiting and marketing professionals into law firms nation-wide, and has conducted over 625 training programs for attorneys on topics that include Interviewer Training, Time Management and Myers Briggs. In addition, **Wisnik Career Enterprises, Inc.** has conducted over 50 salary surveys for law firm professionals since 1998.

Eva holds an MBA in Marketing from Fordham University and a BA in Psychology from Barnard College.

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Participant Response Breakdown

134 Respondents to the 2018 WALRAA Survey



113 Law Firms & Government Agencies

- Director/Chief: 12
- Senior Manager: 7
- Manager: 42
- Senior Coordinator/
Specialist: 13
- Coordinator: 24
- Assistant: 15

21 Law School Career Services

- Assistant/Assoc. Dean: 3
- Director: 4
- Assistant/Assoc. Director: 8
- Manager/Asst. Manager: 4
- Career Counselor: 1*
- Administrative Personnel: 1*

Participant Response Breakdown



Firm/School Size

Firms/Agencies:

Attorneys

- 1 – 250: 10
- 251 – 500: 14
- 501 – 750: 14
- 751 – 1000: 24
- 1001+: 49

Schools:

Full Time Students

- 100 – 500: 5
- 501+: 16

2018 WALRAA Findings: Interesting Results

Law Firms & Agencies

- 55% of you joined your current firm within the last 3 years
- 34.9% have been in the legal recruiting field for 10+ years
- 28.3% of you have a JD or Master's Degree
- 86.5% received a bonus, raise, or both
- 69.4% of your firms sponsored your attendance at the NALP Annual Education conference, either annually or on rotation
- You worked an average of 47 hours/week, compared to 48 in 2016
- 39% received a promotion with a title change at their current firm in the last 2 years

Law School Career Services

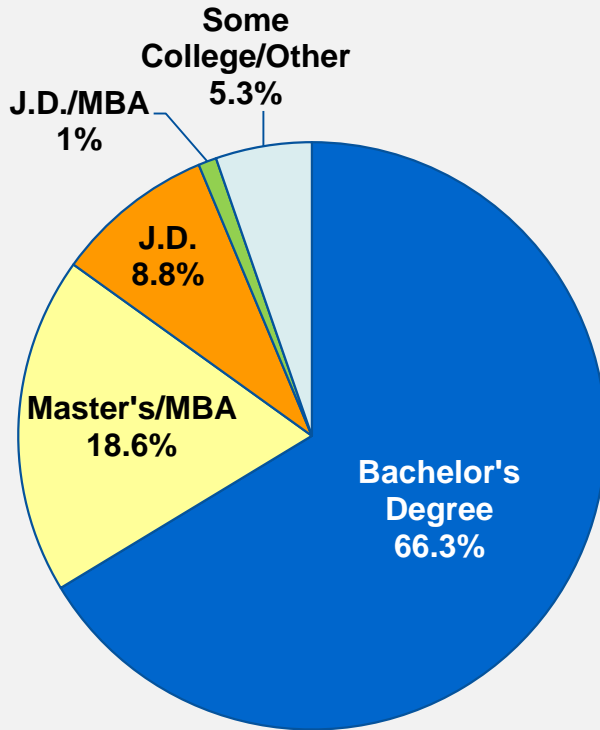
- 38% of you joined your current school within the last 3 years
- 23.8% have been in law school career services for 10+ years
- 81% % of you have a JD or Master's Degree
- 70% work for a private institution
- 71% received a bonus, raise or both
- 66% of your schools sponsored your attendance at the NALP Annual Education conference, either annually or on rotation
- You worked an average of 43 hours/week, compared to 44 in 2016
- 38.1% received a promotion with a title change at their current school in the last 2 years

Profile of a WALRAA Professional



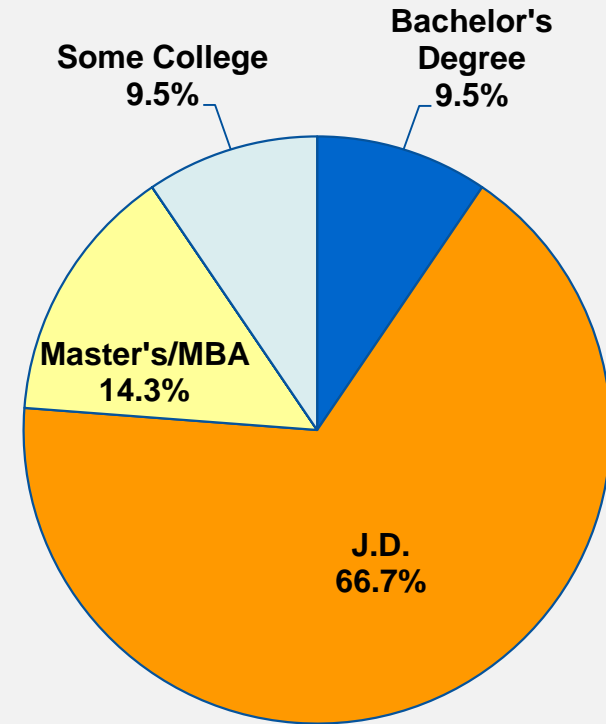
Highest Degree of Education

Law Firms/Agencies



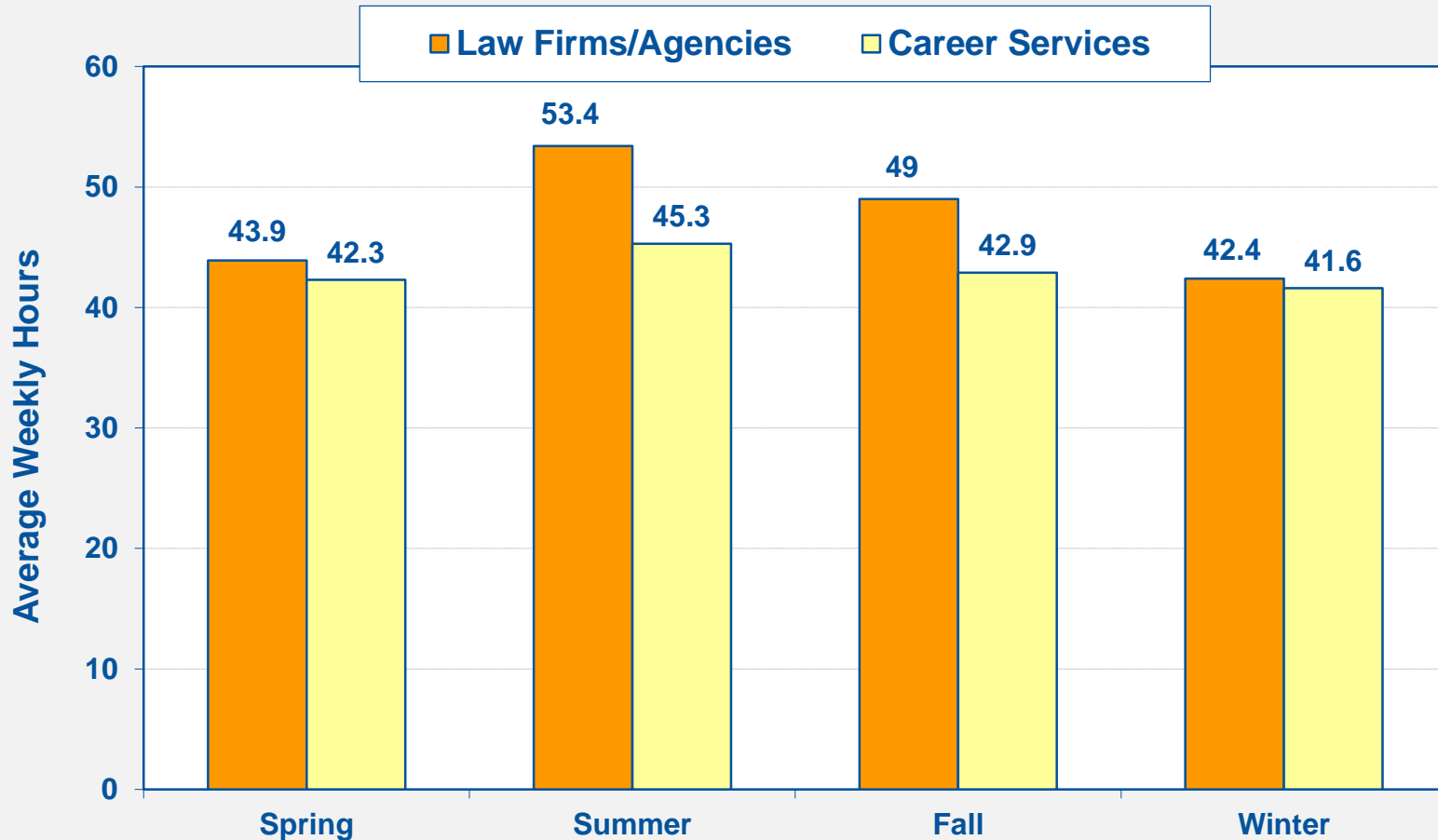
In 2016, 11.62% held a JD and 14.3% a graduate degree

Career Services



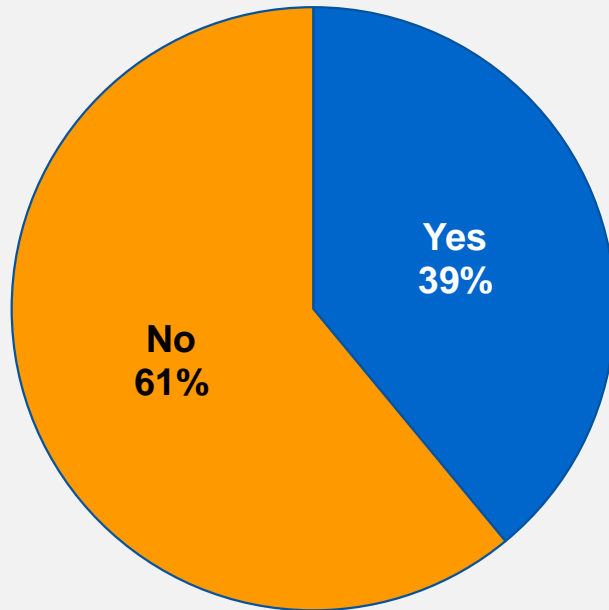
In 2016, 63.4% held a JD and 13.3% a Bachelor's Degree

Average Weekly Hours per Season: Law Firms/Agencies & Career Services



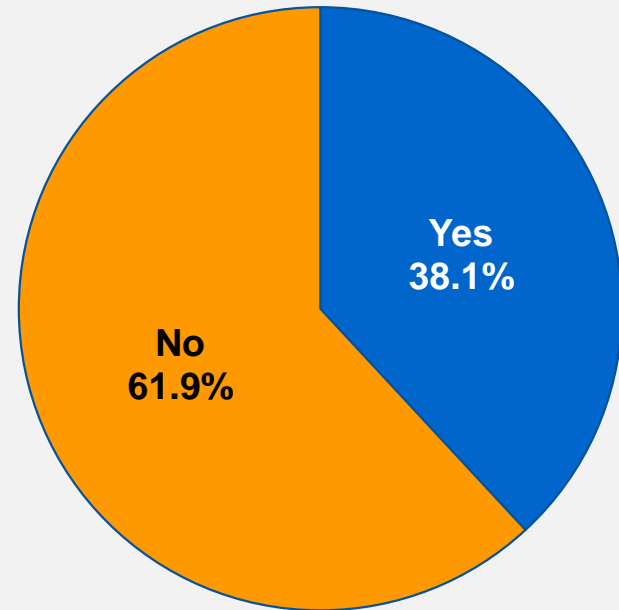
In the Last 2 Years, Have You Been Promoted with a Title Change at Your Current Organization?

Law Firms/Agencies



In 2016, 40% had a promotion with title change

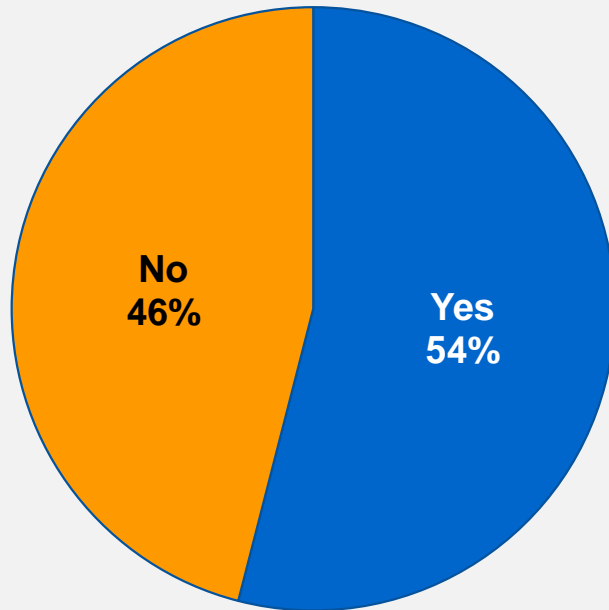
Career Services



In 2016, 33.3% had a promotion with title change

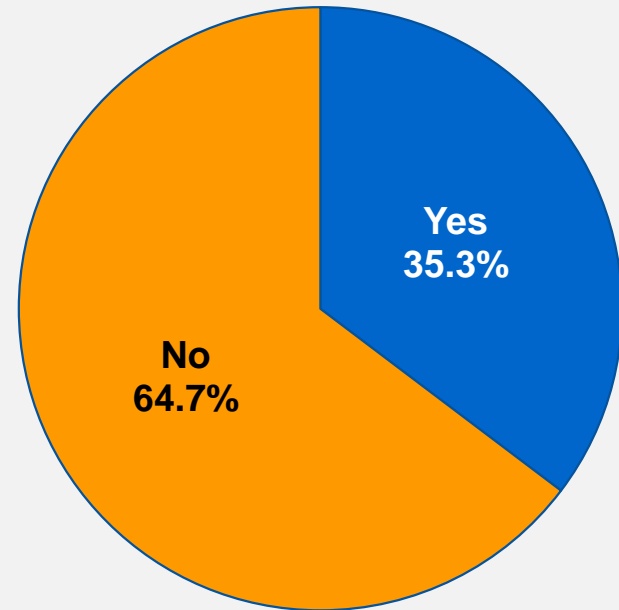
Do You Believe You Are Fairly Compensated?

Law Firms/Agencies



In 2016, 52.2% felt fairly compensated

Career Services



In 2016, 37% felt fairly compensated

Salary & Department Trends

Law Firms & Government Agencies



Participant Response Breakdown

113 Respondents from Law Firm & Government Agencies



Position

- Director/Chief: 12
- Senior Manager: 7
- Manager: 42
- Senior Coordinator/
Specialist: 13
- Coordinator: 24
- Assistant: 15



Size

Firm Size

- 1–250: 10
- 251–500: 14
- 501–750: 14
- 751-1000: 24
- 1000+: 49

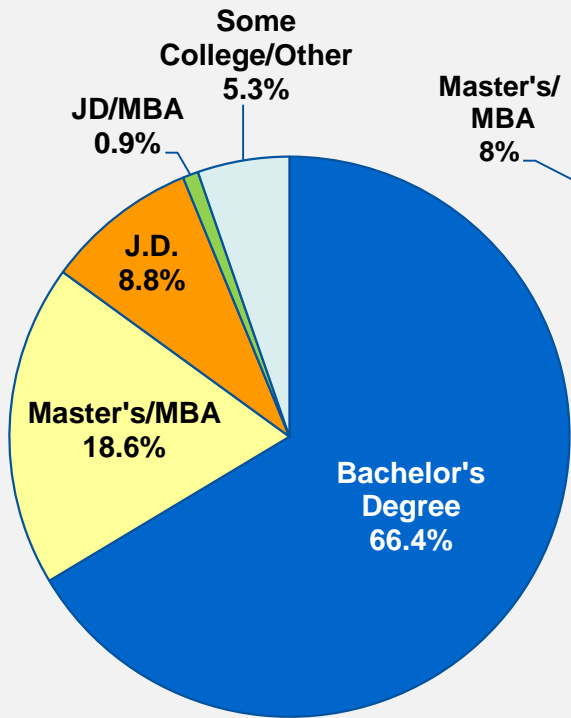
DC Office Size

- 1–75: 14
- 76–125: 32
- 126–175: 8
- 176–225: 13
- 226–300: 22
- 301–400: 11
- 400+: 12

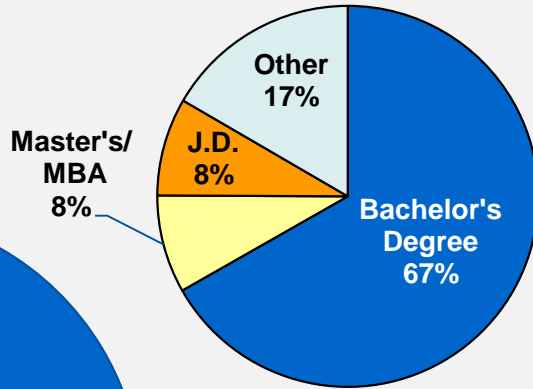


Our goal is to help you achieve your goals

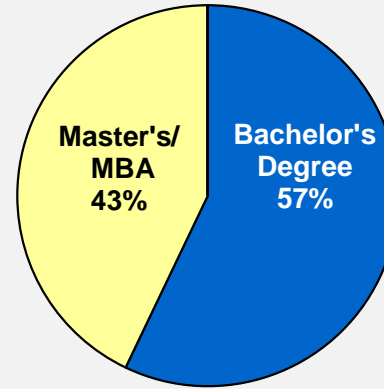
Highest Level of Education Attained, by Title



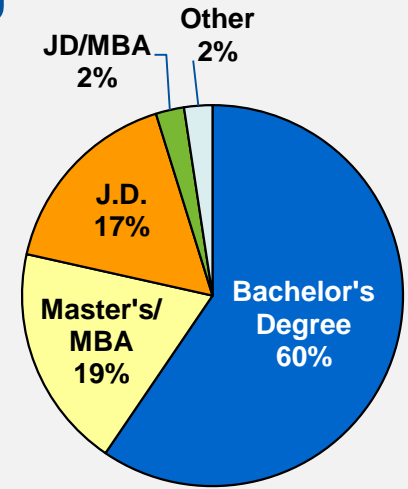
All Firm/Agency Respondents



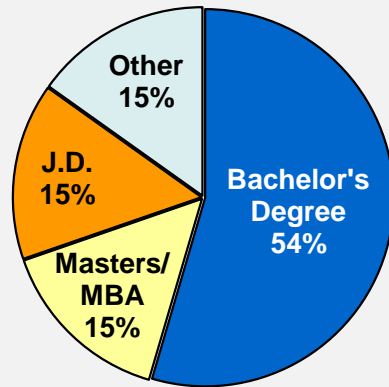
Chief/ Director



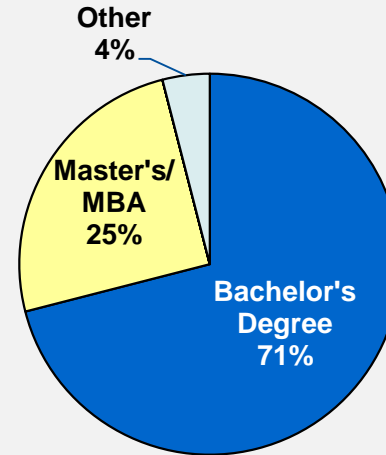
Sr. Manager



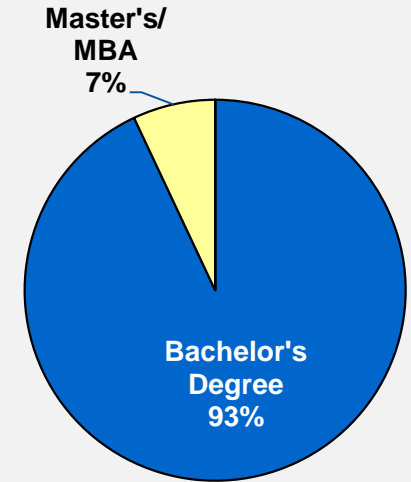
Manager



Sr. Coord./Spec.



Coordinator

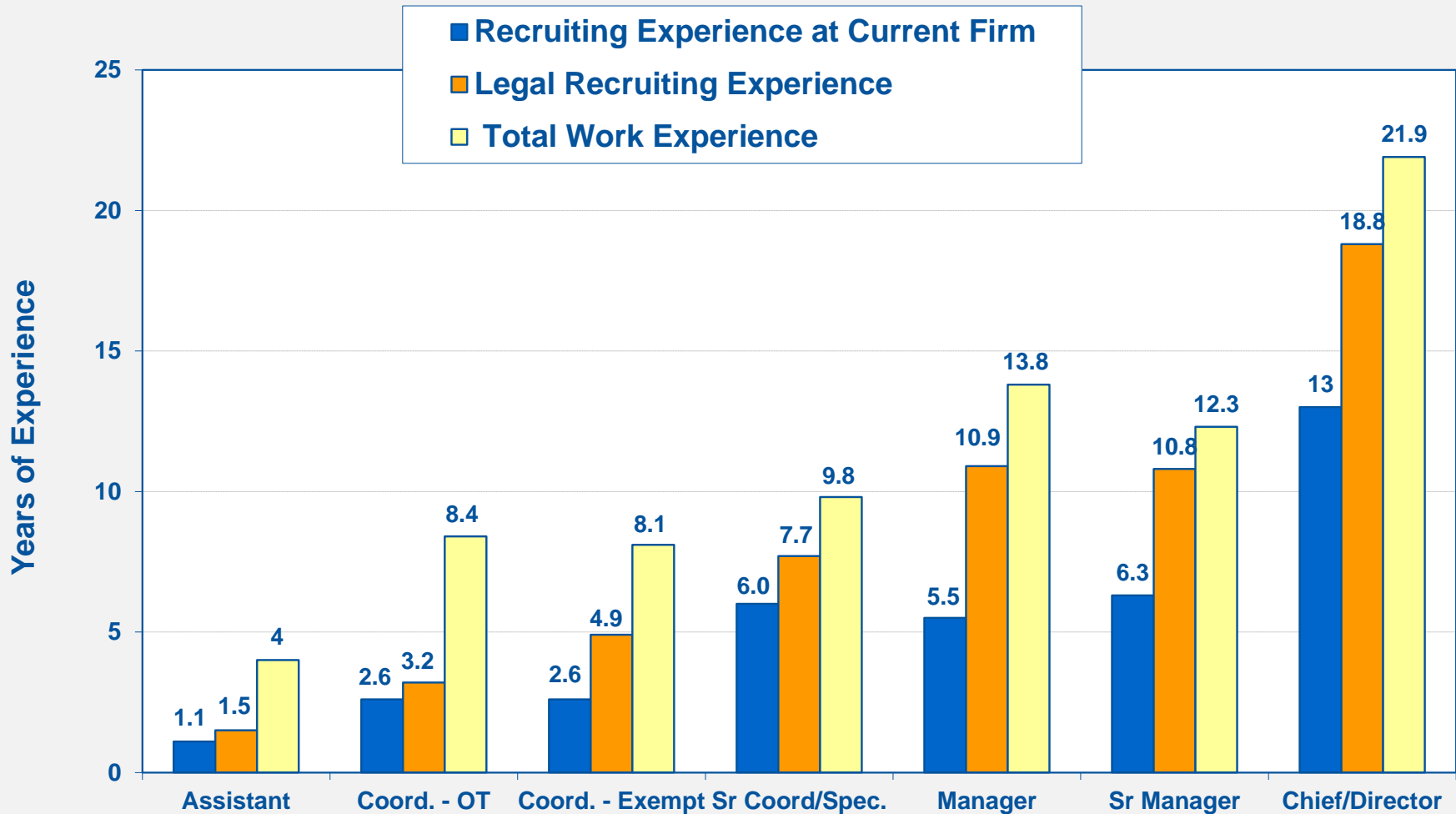


Assistant



Our goal is to help you achieve your goals

Average Years of Experience: Firms & Agencies



Average Salaries by Title: Firms & Agencies

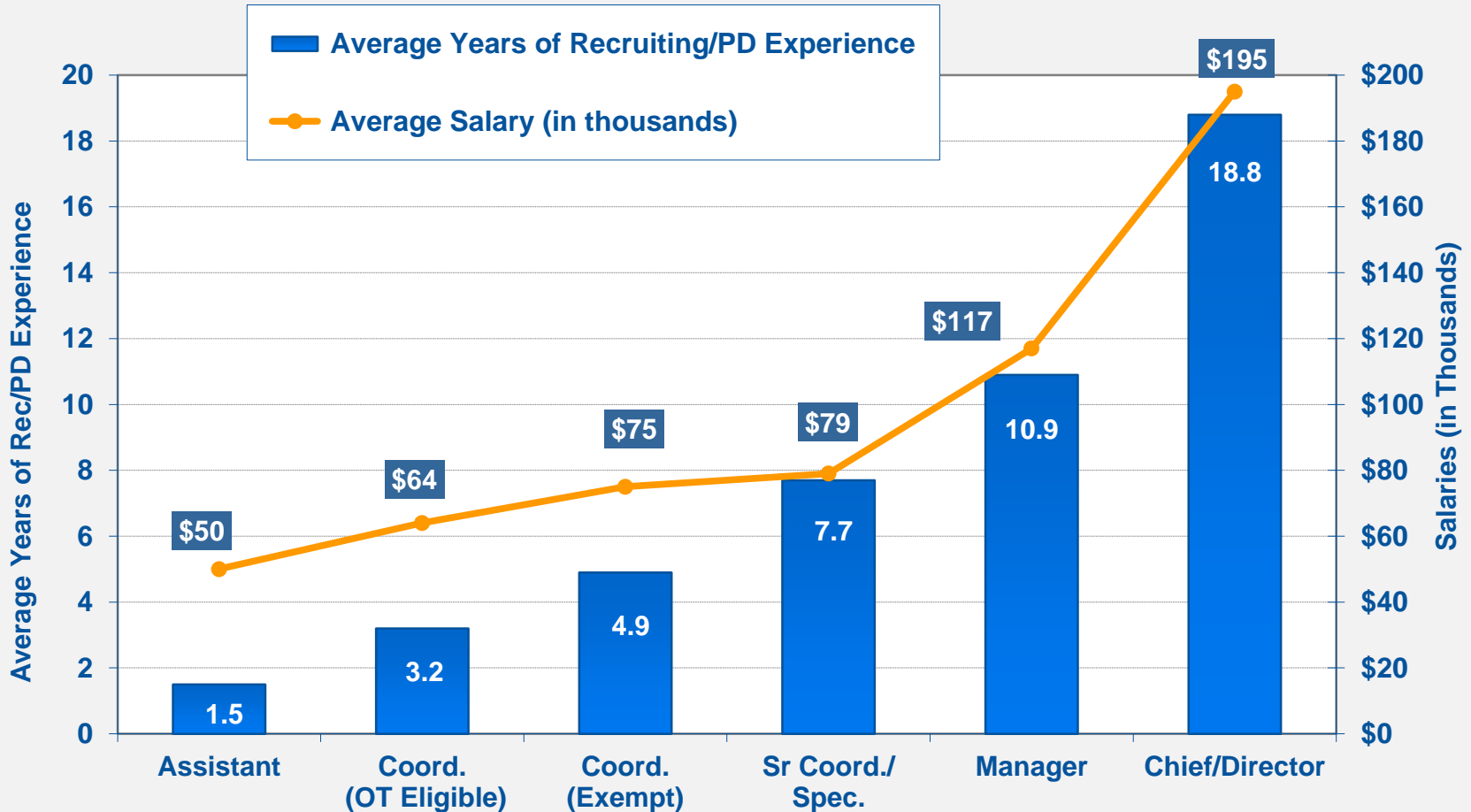
<u>Title</u> (# responses)	<u>Avg. Salary</u>	<u>Median</u>	<u>25% - 75% Range</u>	<u>Avg. Bonus</u>	<u>Avg. Raise</u>
Chief/Director (8):	\$194,707	\$180,329	\$150K - \$213K	\$19,975	11.8%
Manager (34):	\$116,783	\$120,000	\$101K - \$130K	\$7,682	4.4%
Sr. Coord./Specialist (12):	\$79,325	\$82,800	\$74K - \$85.5K	\$3,513	6%
Coordinator – Exempt (5):	\$75,050	\$72,000	\$66K - \$82K	*	*
Coordinator – OT Eligible (16):	\$63,753	\$62,250	\$60K - \$70K	\$2,825	3.6%
Assistant (12):	\$50,298	\$50,500	\$47.5K - \$53.5K	\$1,133	3.2%

Percent Change from 2016:

Chief/Directors: 2.8% increase	Coordinators (Exempt): 12.6% increase
Managers: 0.4% increase	Coordinators (OT eligible): 4.8% increase
Sr. Coord./Spec.: 0.9% decrease	Assistants (OT eligible): 9.4% increase

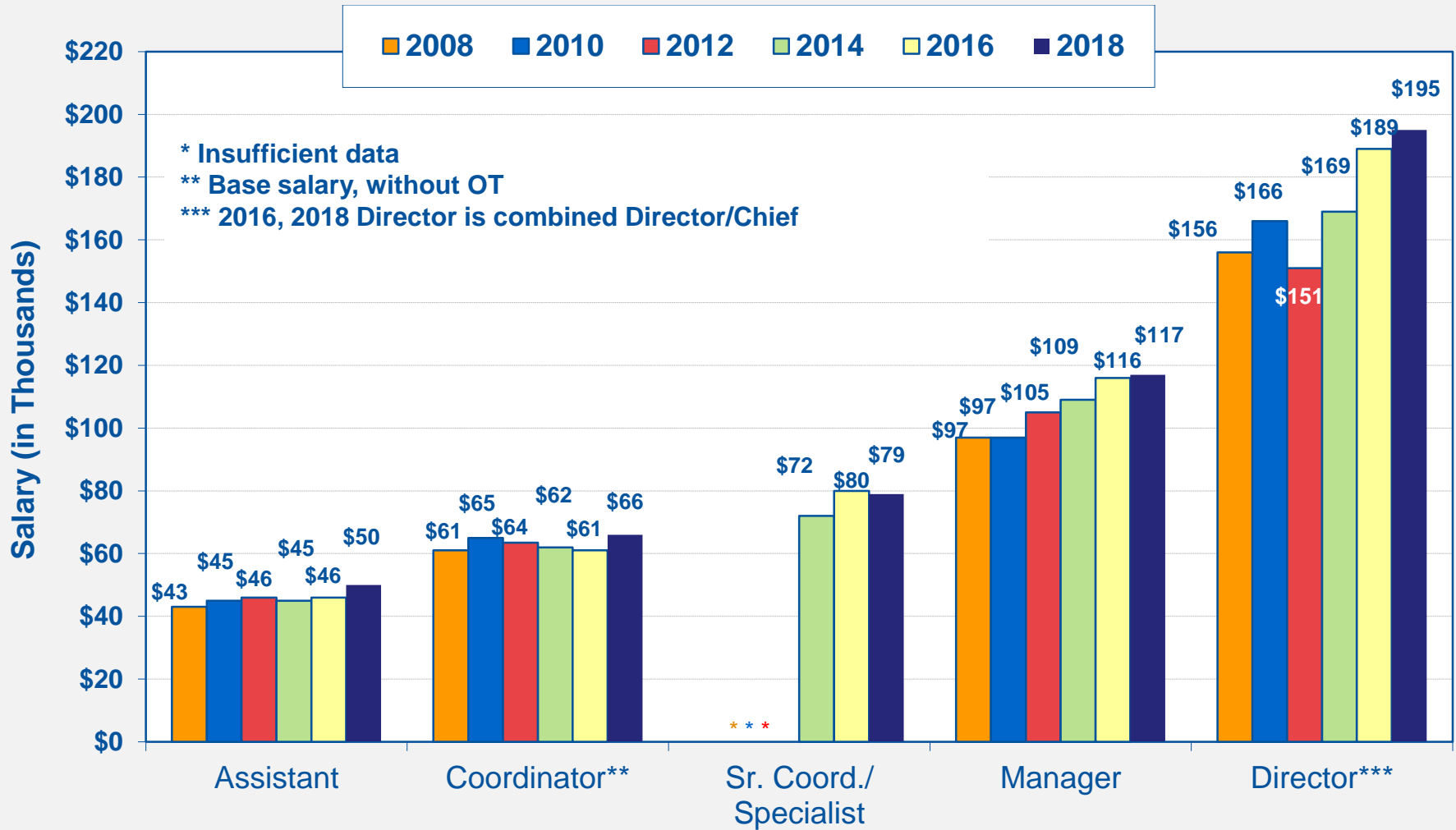
* Insufficient data for Sr. Managers and some bonus/raise info
NOTE: Salary data shown is base salary without OT

Average Salary vs. Years of Experience: Firms & Agencies

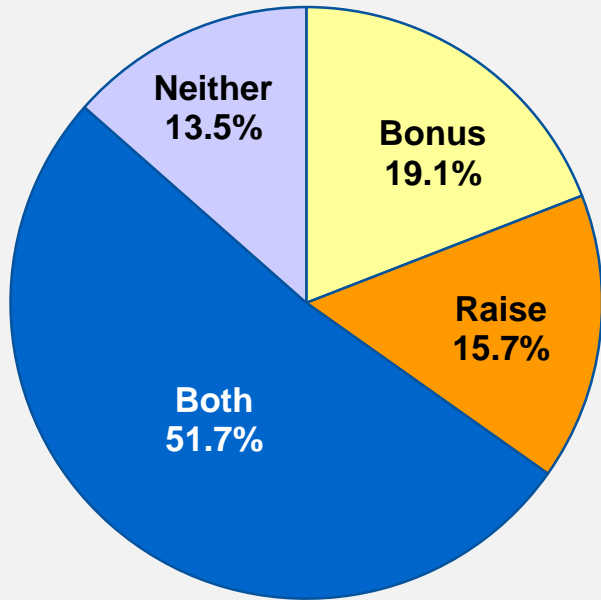


Our goal is to help you achieve your goals

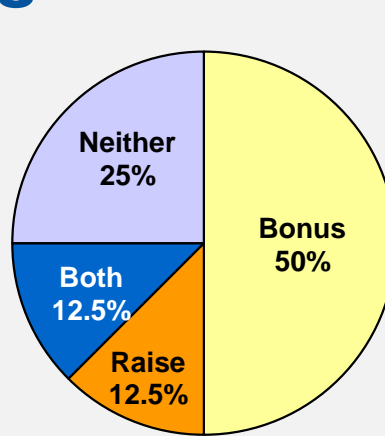
Salary Trends: 2007-2016: Firms & Agencies



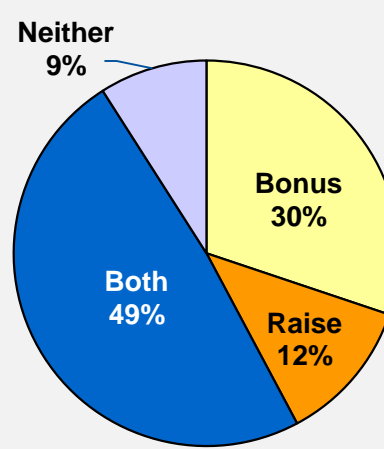
In 2017, Did You Receive a Bonus and/or a Raise? Firms & Agencies



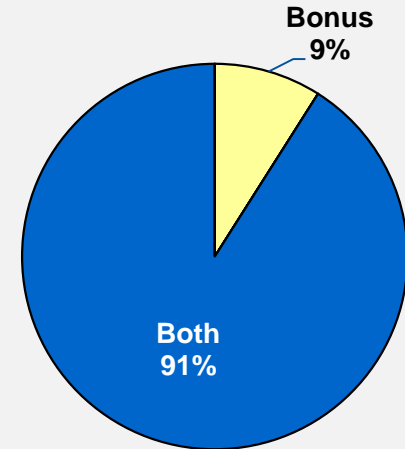
All Firm/Agency Respondents



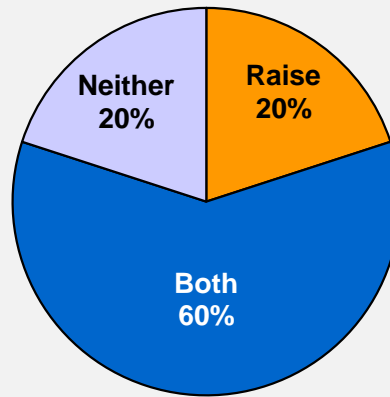
Chief/Director



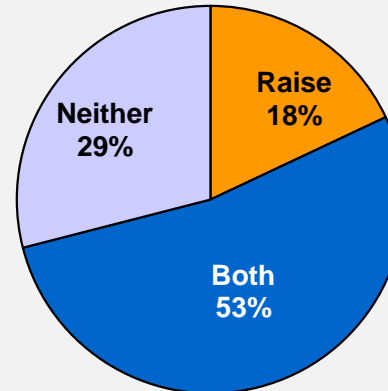
Manager



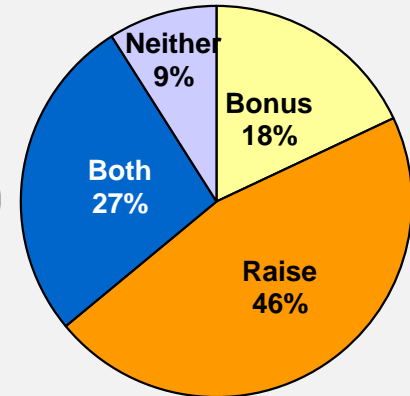
Sr. Coord./Spec.



Coordinator (Exempt)



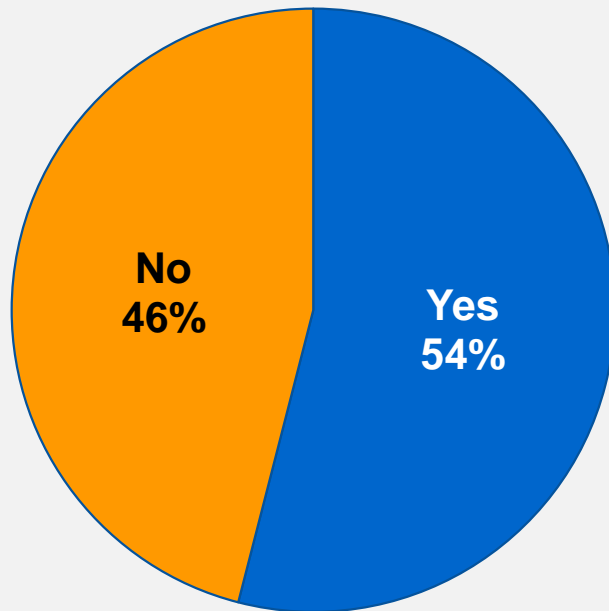
Coordinator (OT Eligible)



Assistant

Compensation and Benefits: Law Firms & Agencies

Do you believe you are fairly compensated?

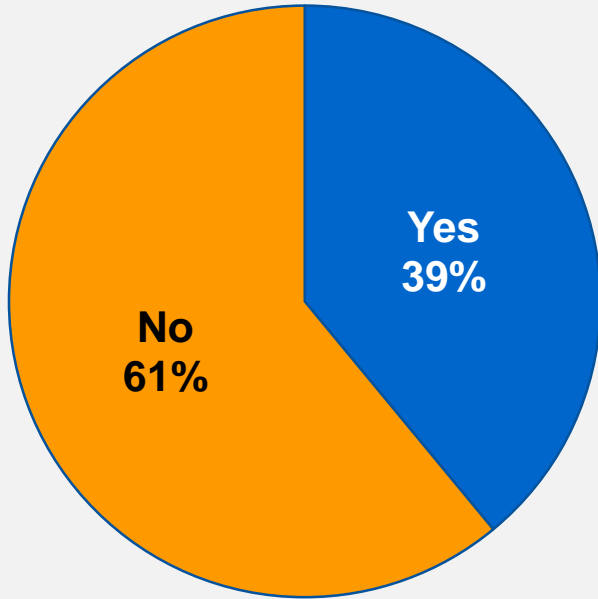


In 2016, 52.2% felt fairly compensated

What benefits do you receive?

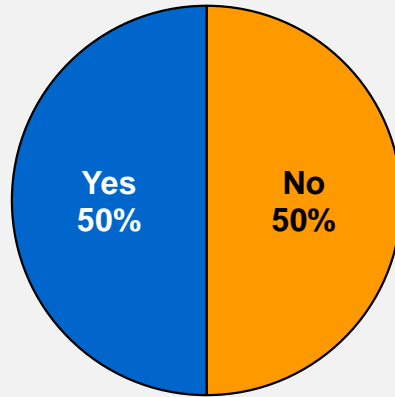
- Average PTO – 23.3 days
- Almost all firms have 401K plans and about 80% offer profit sharing or matching 401K contributions (1–7% matching)
- Paid parental leave – 78%
- Flexible spending account – 72.5%
- Laptop – 68%
- Periodically work from home – 63%
- Day care back-up – 60%
- Transportation discount – 57%
- Health club membership/discounts – 50%

At Your Current Organization, Have You Had a Promotion with a Title Change in the Past 2 Years?

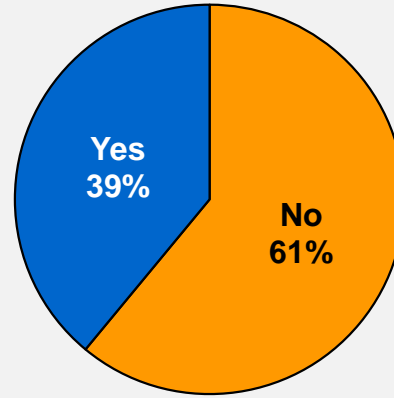


All Firm/Agency Respondents

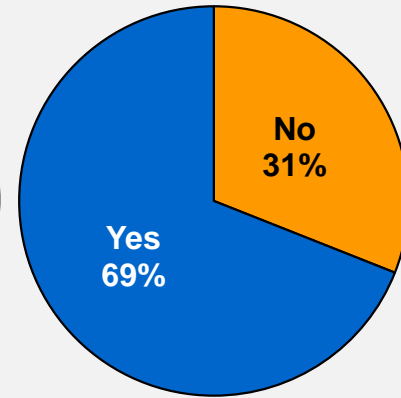
In 2016, 40% had a promotion with title change



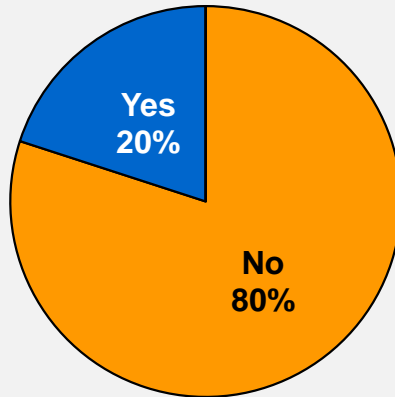
Chief/Director



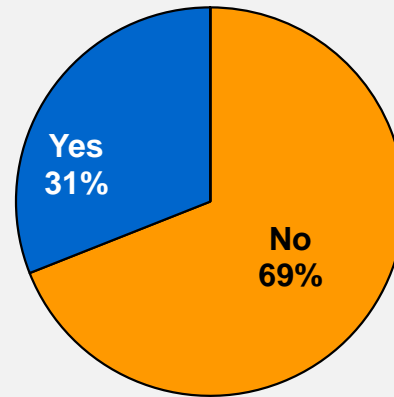
Manager



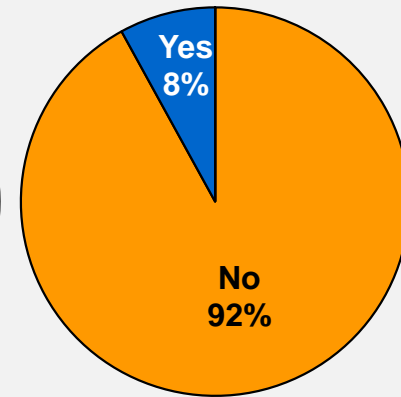
Sr. Coord./Spec.



Coordinator (Exempt)

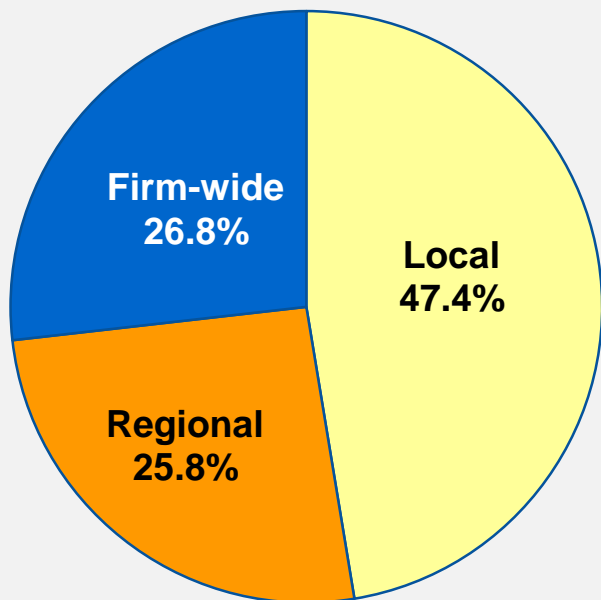


Coordinator (OT Eligible)

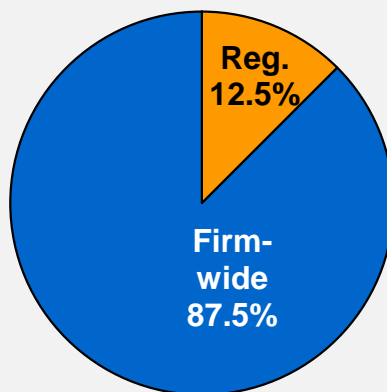


Assistant

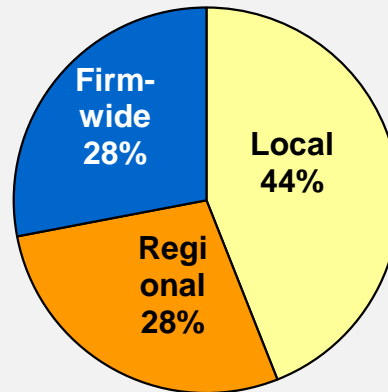
Is Your Position: Local, Regional, or Firm-wide?



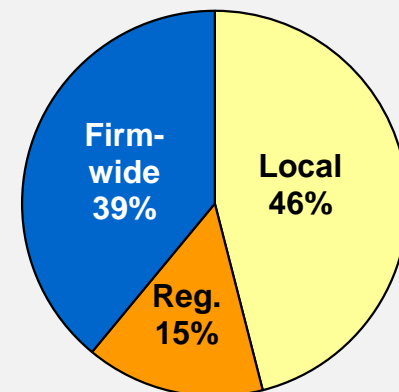
All Firm/Agency Respondents



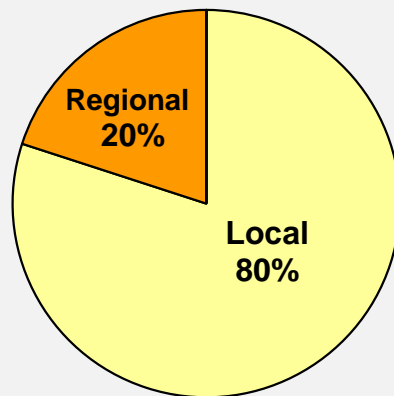
Chief/Director



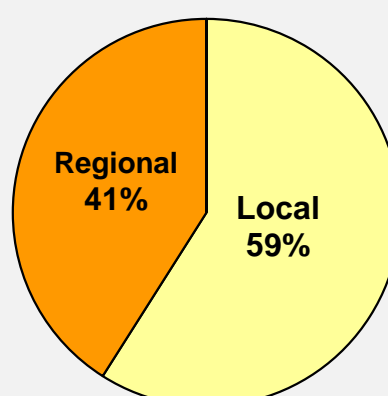
Manager



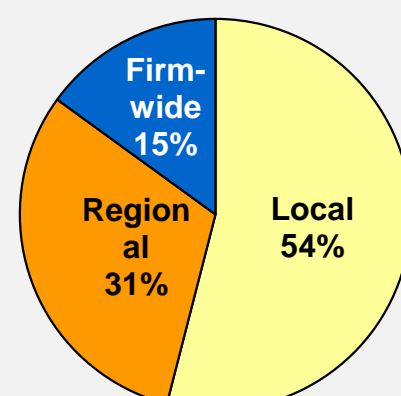
Sr. Coord./Spec.



Coordinator (Exempt)



Coordinator (OT Eligible)

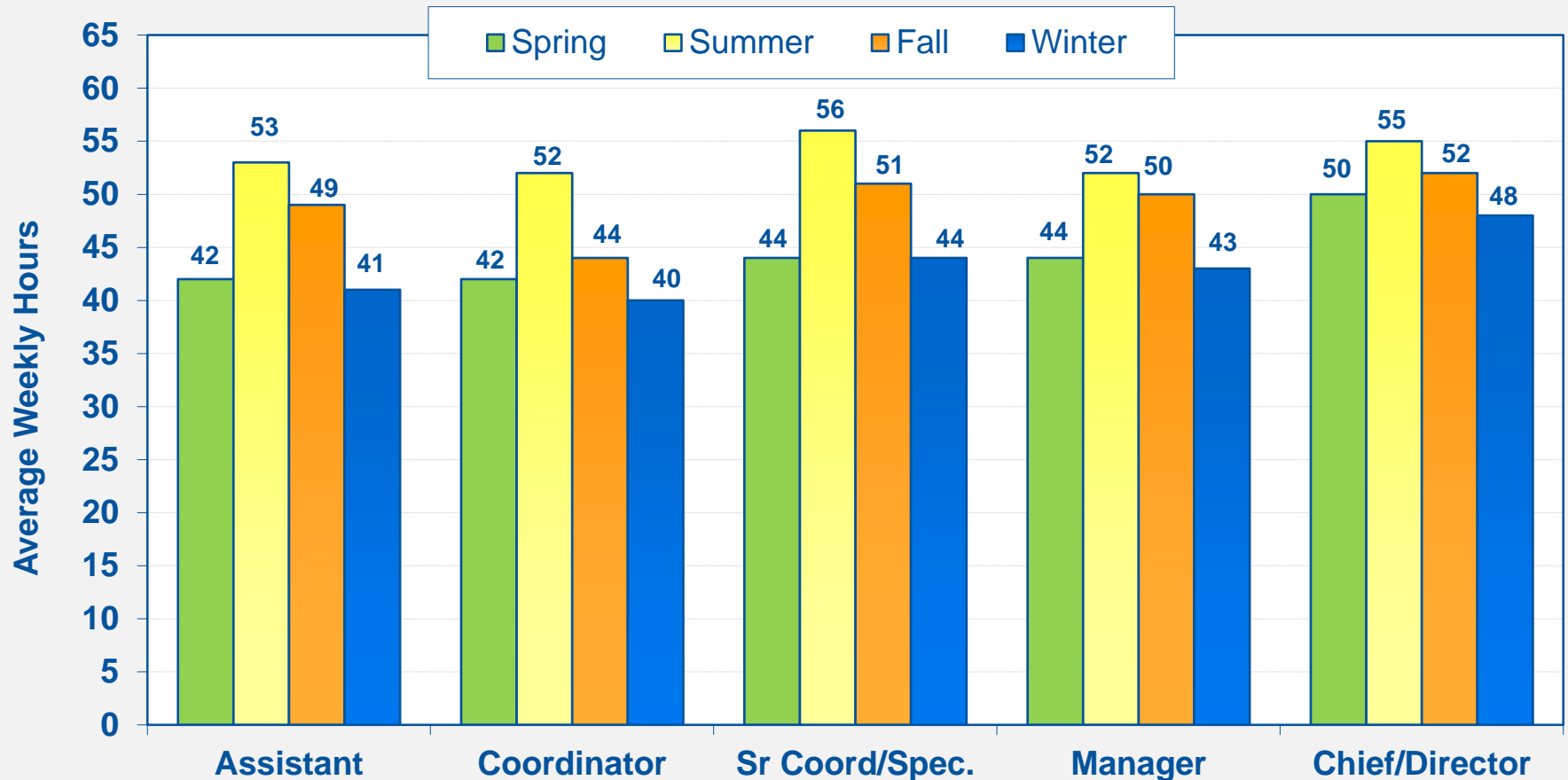


Assistant



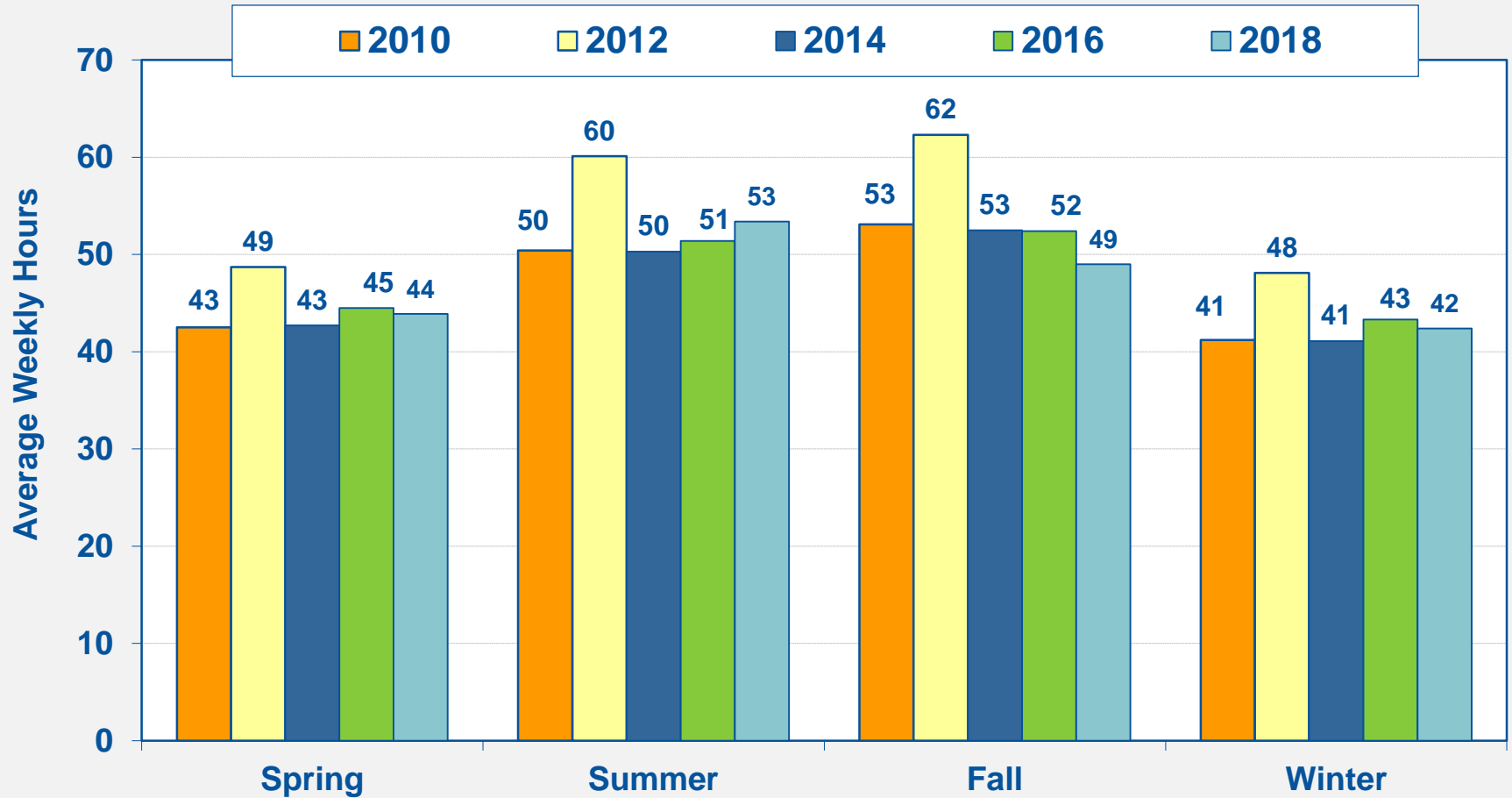
Our goal is to help you achieve your goals

Average Law Firm/Agencies Weekly Hours Worked Per Recruiting Season, By Title

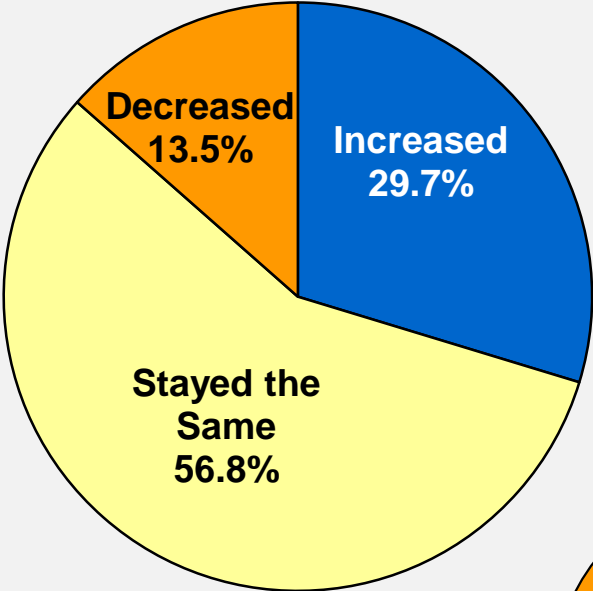


Average Weekly Hours Worked: 2010 - 2018

Law Firms & Agencies

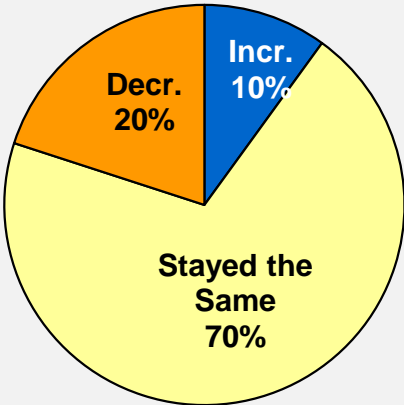


In the Past 2 years, Has Your Department Size...

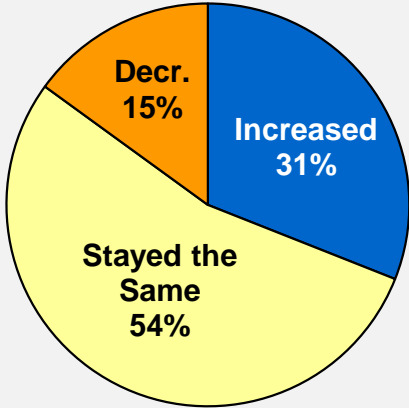


All Firm/Agency Respondents

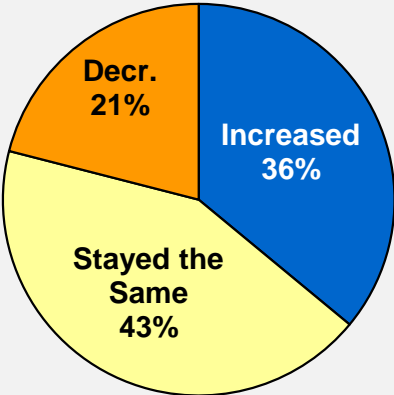
In 2016, 36% increased in size, 13.5% decreased and 50.5% stayed the same



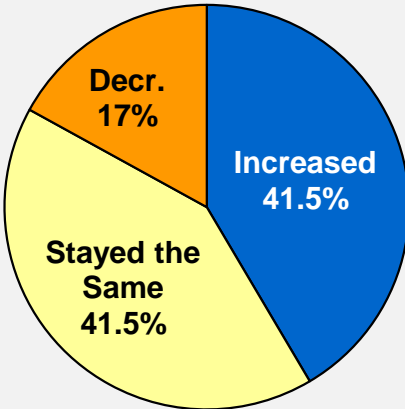
1 - 250



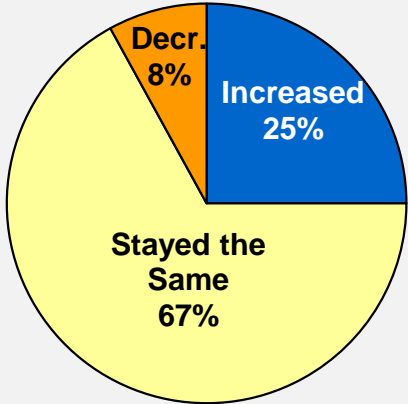
251 - 500



501 - 750



751 - 1000

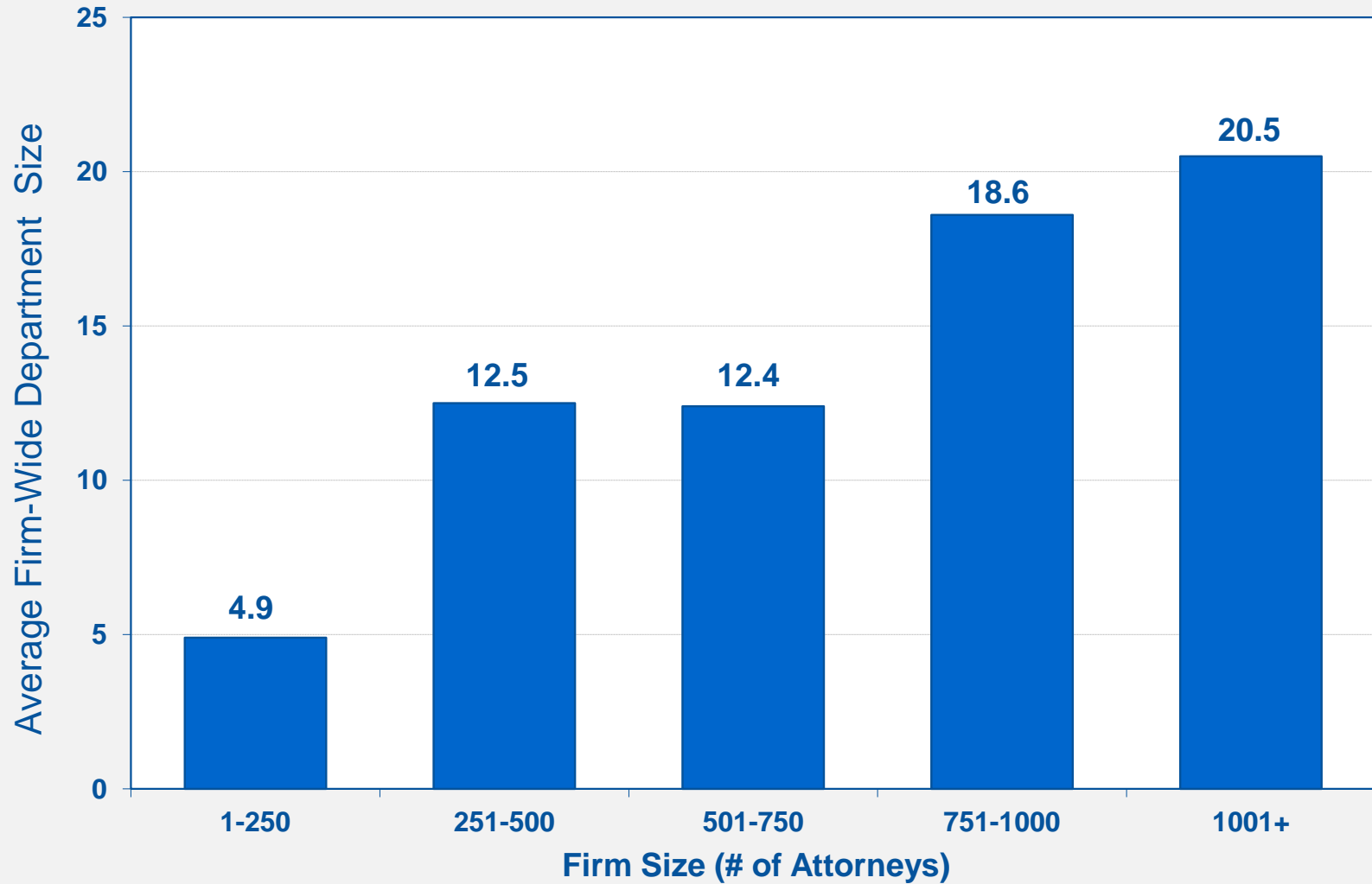


1001+

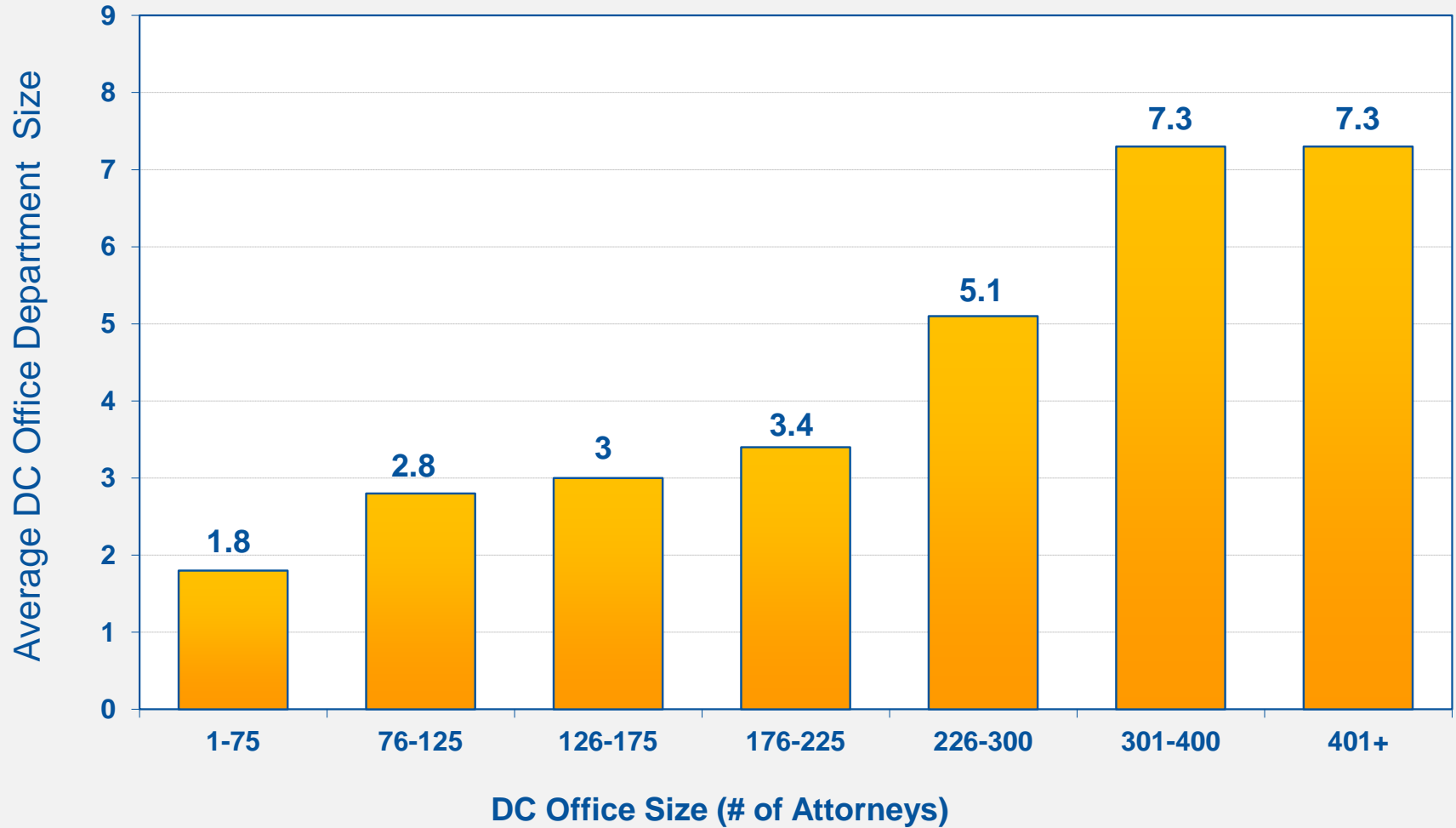


Our goal is to help you achieve your goals

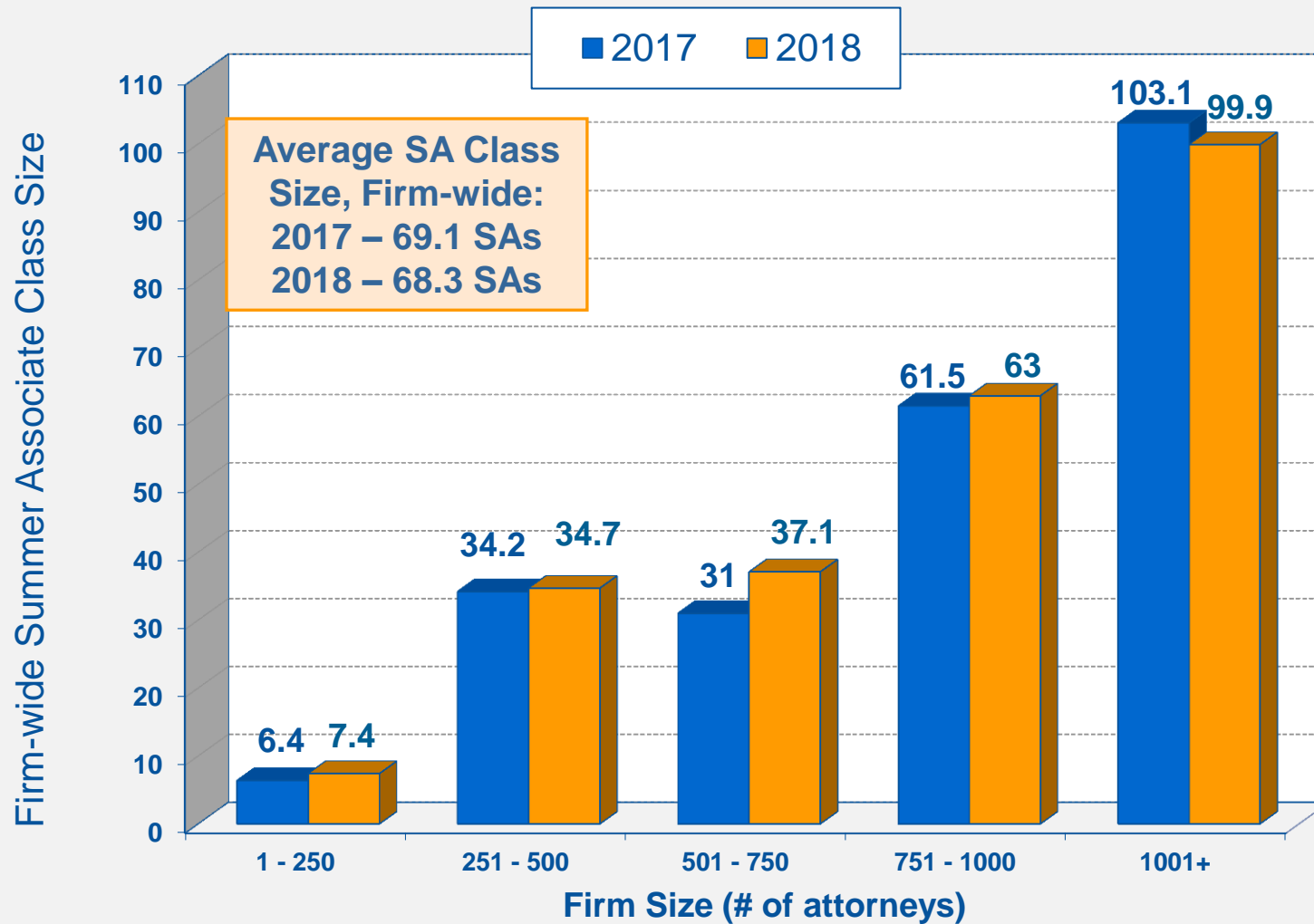
Firm Size vs Size of Firm-wide Departments



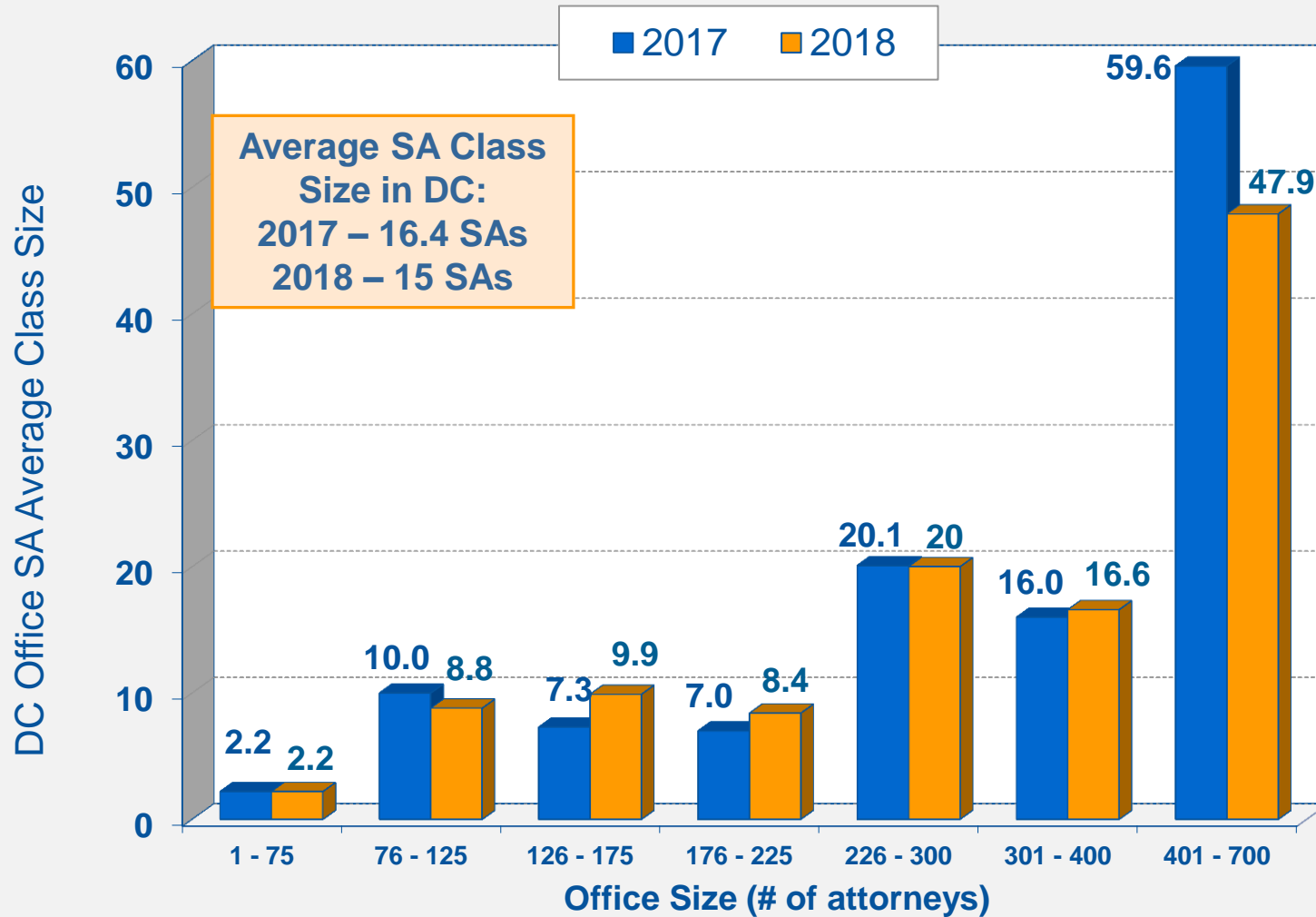
DC Office Size vs DC Recruiting Department Size



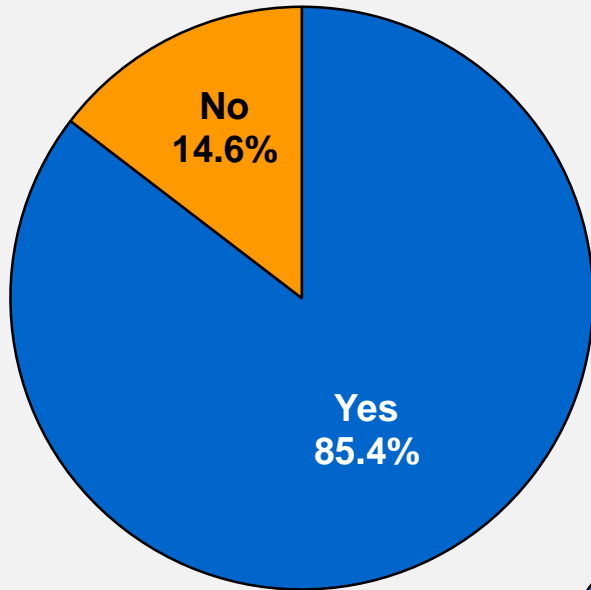
Summer Associates by Firm Size



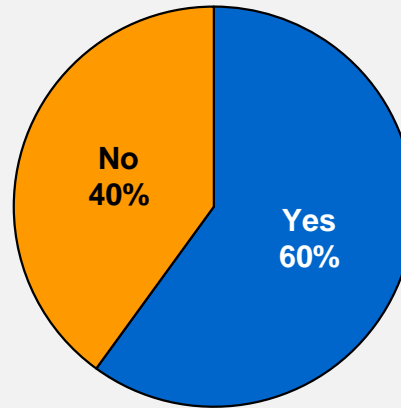
Summer Associates by DC Office Size



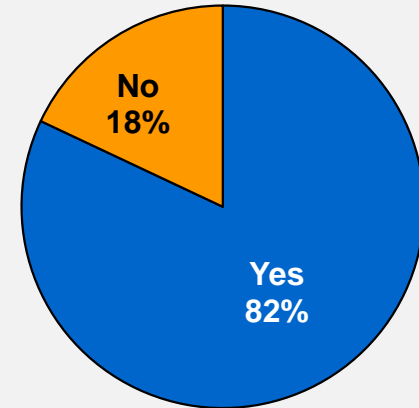
By Firm Size, Do You Have a Firm-Wide Recruitment Director or Chief?



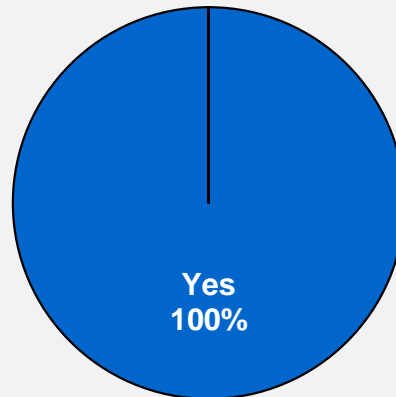
All Firm/Agency Respondents



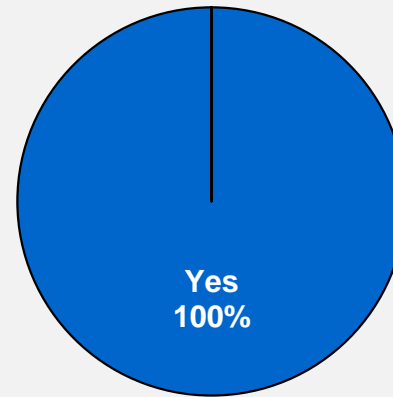
1 - 250



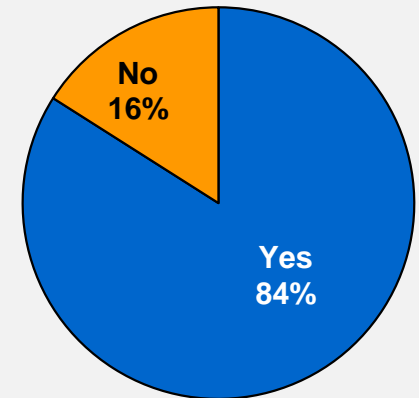
251 - 500



501 - 750

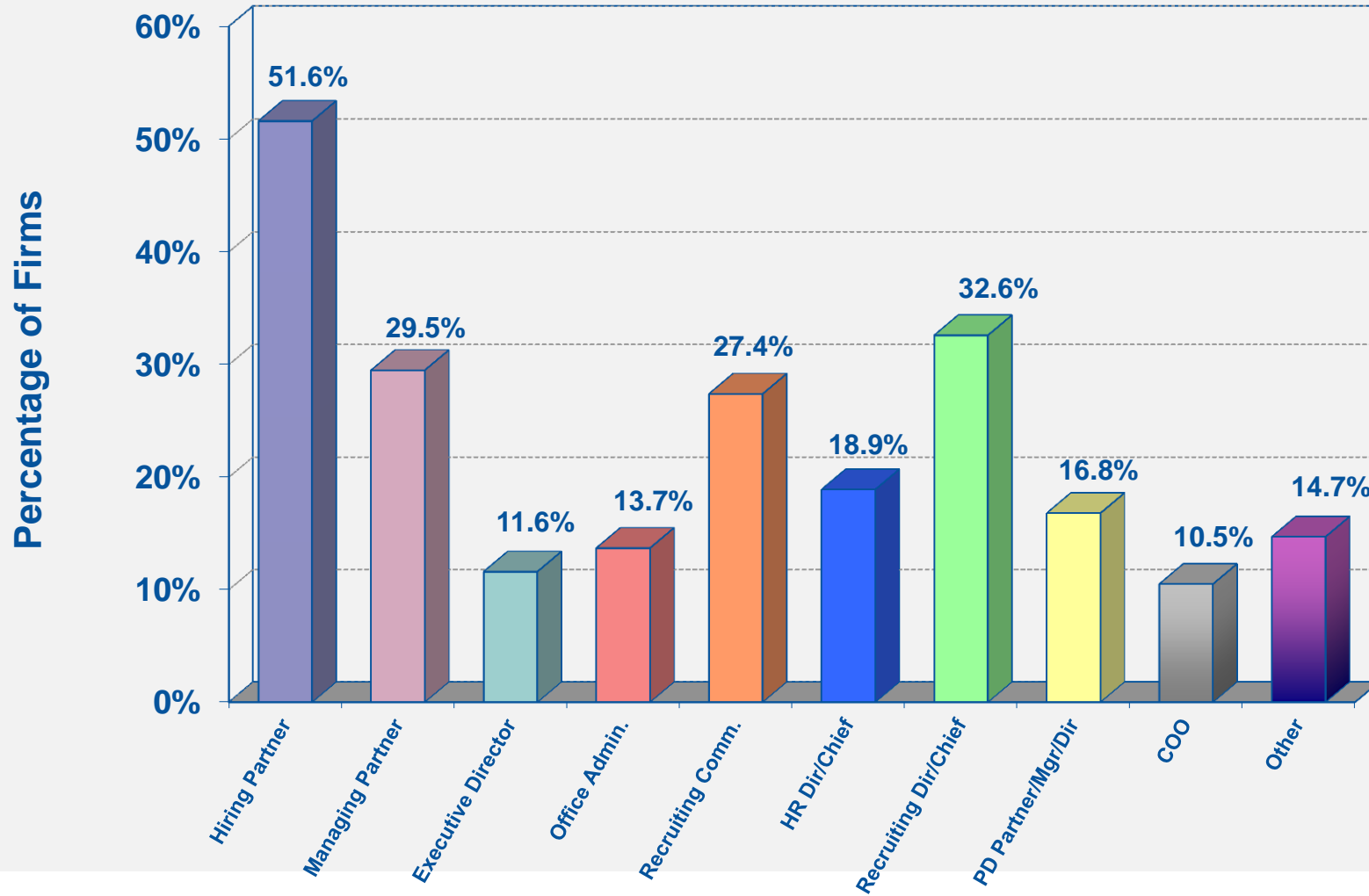


751 - 1000



1001+

Reporting Structure: Who Does Your Department Report To?



Salary & Department
Trends

Law School
Career Services



Participant Response Breakdown

21 Respondents from Law School Career Services

Position

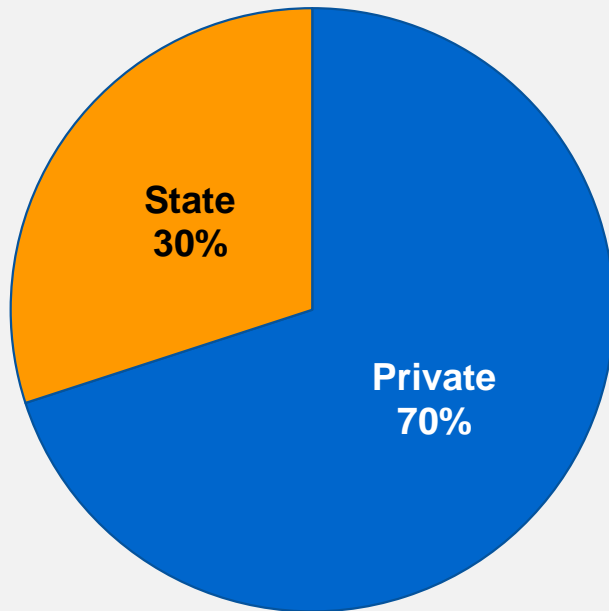
- Assistant/Assoc. Dean: 3
- Director: 4
- Assistant/Assoc. Director: 8
- Manager/Asst. Manager: 4*
- Career Counselor: 1*
- Administrative Personnel: 1

Full Time Students

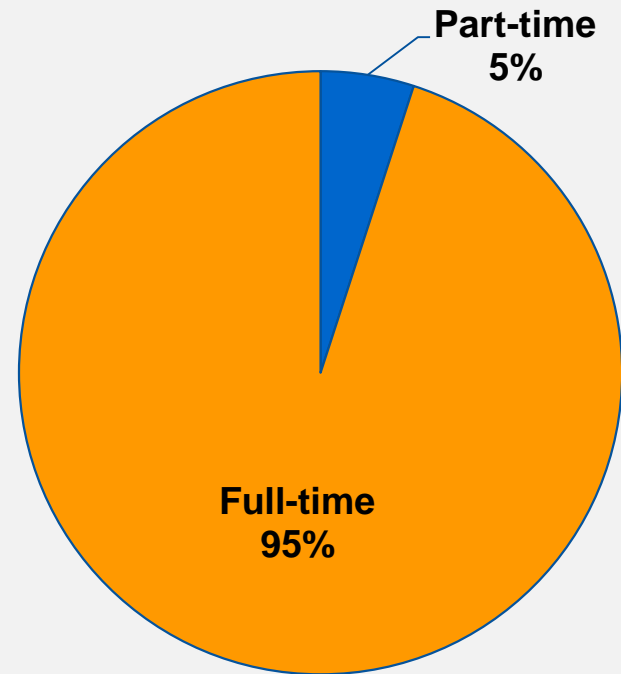
- 100–500: 5
- 501+: 16

Role Overview: Law School Career Services

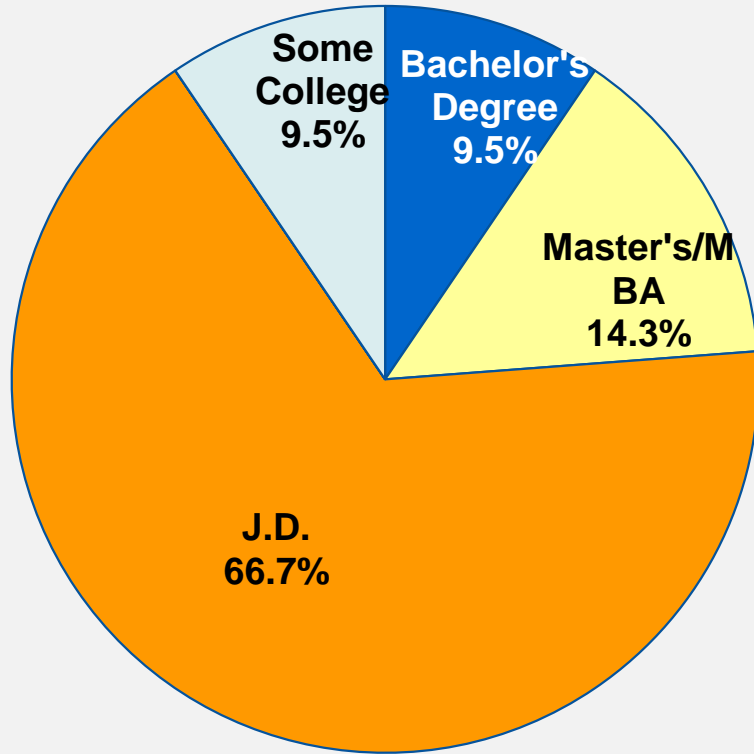
Is your school a State or Private Institution?



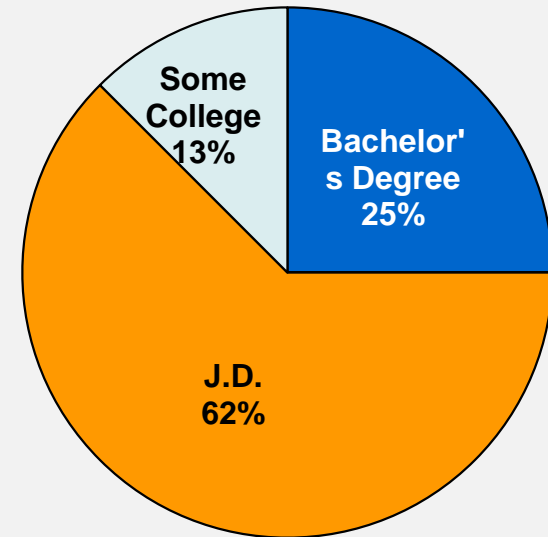
Do you work Full or Part-time?



Highest Level of Education Attained, by Title



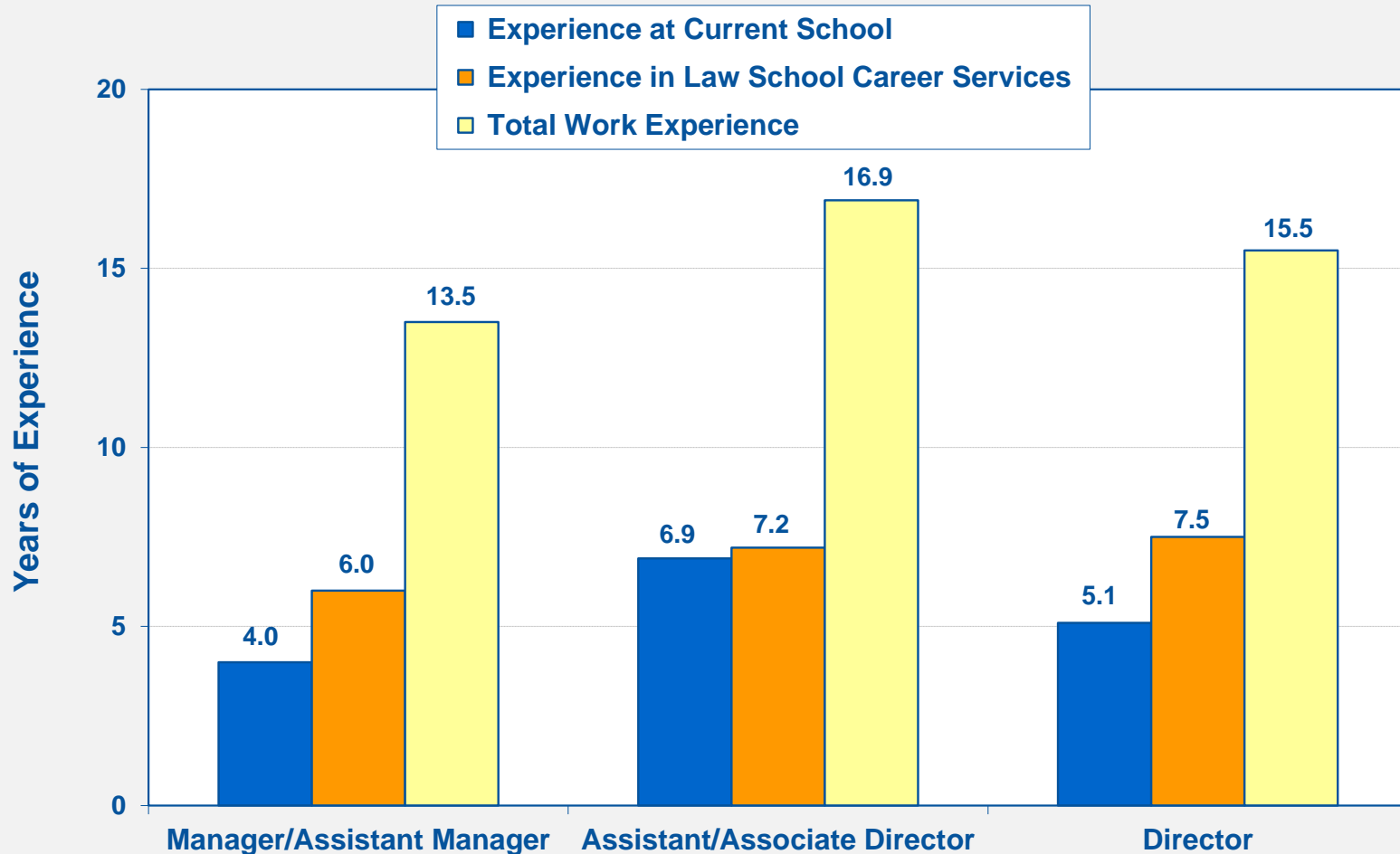
All Career Services Respondents



Assistant/Associate Director

* Insufficient number of respondents to break out data for other titles

Average Years of Experience: Law School Career Services



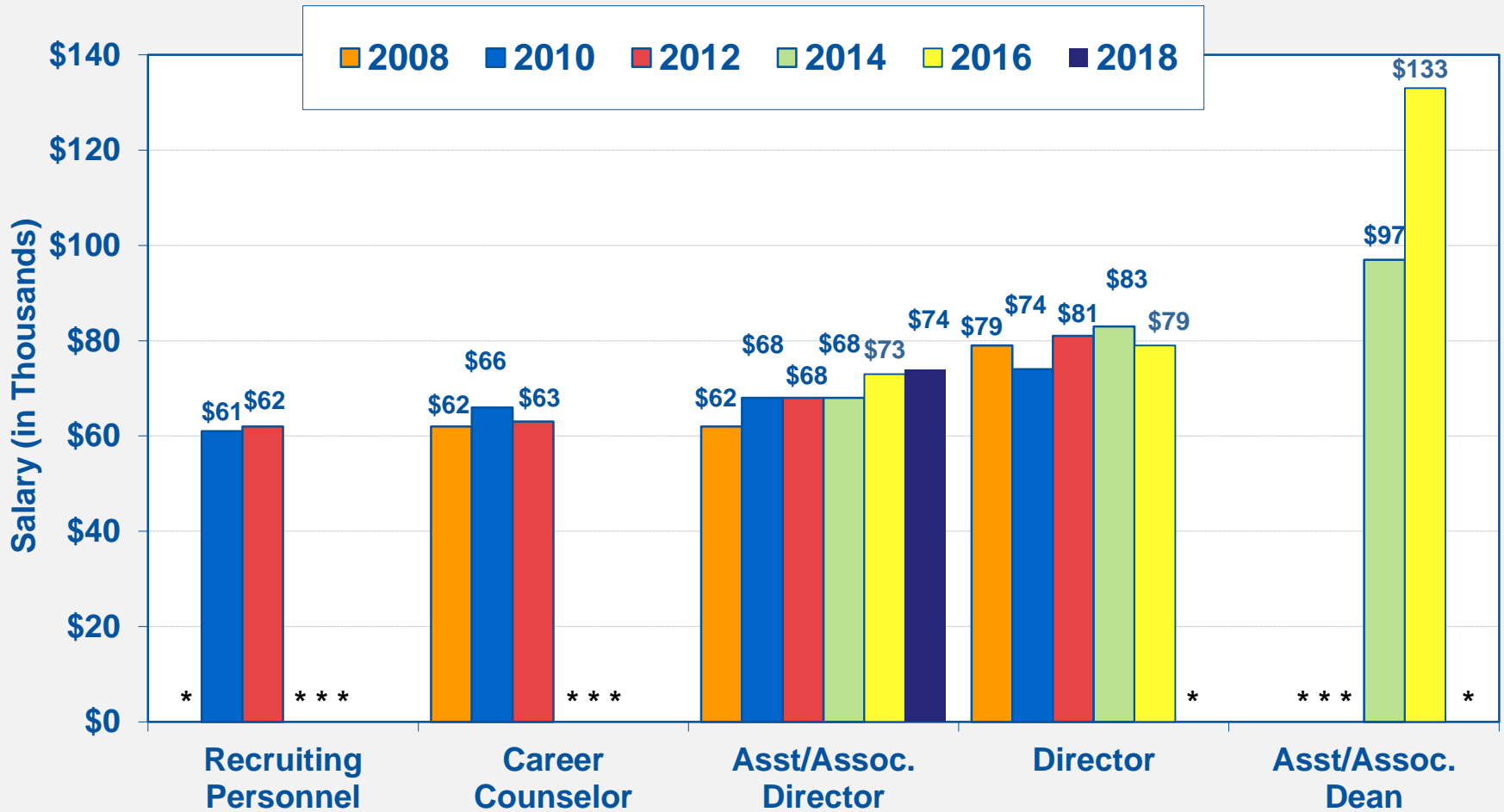
Average Salaries by Title: Law School Career Services

<u>Title (# responses)</u>	<u>Avg. Salary</u>	<u>Median</u>	<u>25% - 75% Range</u>
Assistant/Associate Director (7)	\$74,286	\$77,000	\$70K – \$80.5K
Director (4)	\$92,163	\$96,400	\$86K – \$102.5K

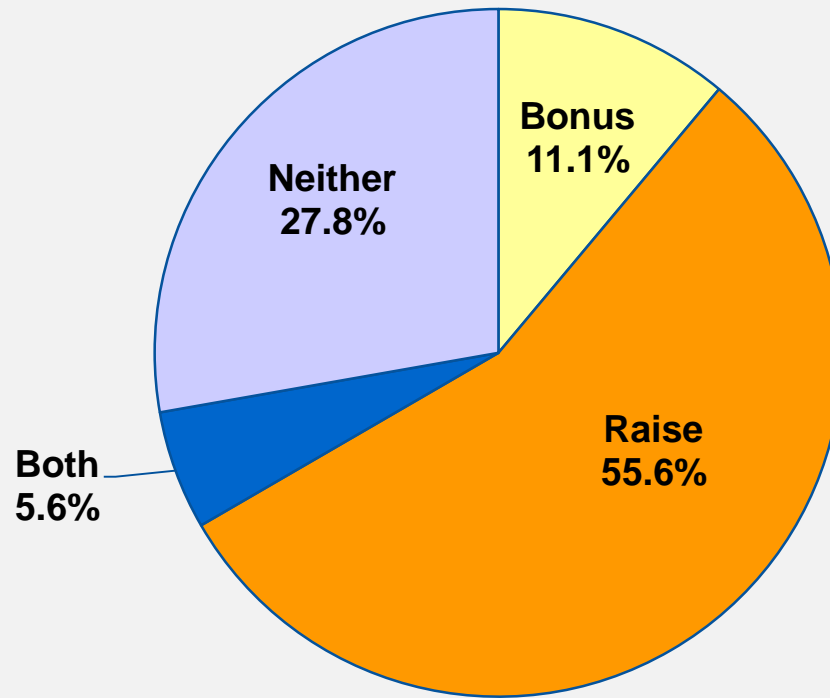
Percent Change from 2016:
Assistant/Associate Director: 1.3% increase
Director: 10% decrease

Salary Trends: 2008 – 2018

Career Services



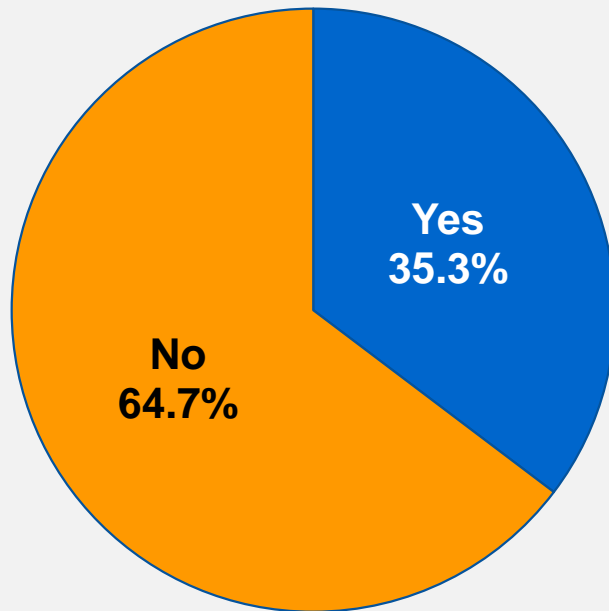
Did You Receive a Bonus and/or a Raise Last Year?



**All Career Services
Respondents**

Compensated and Benefits: Law School Career Services

Do you believe you are fairly compensated?

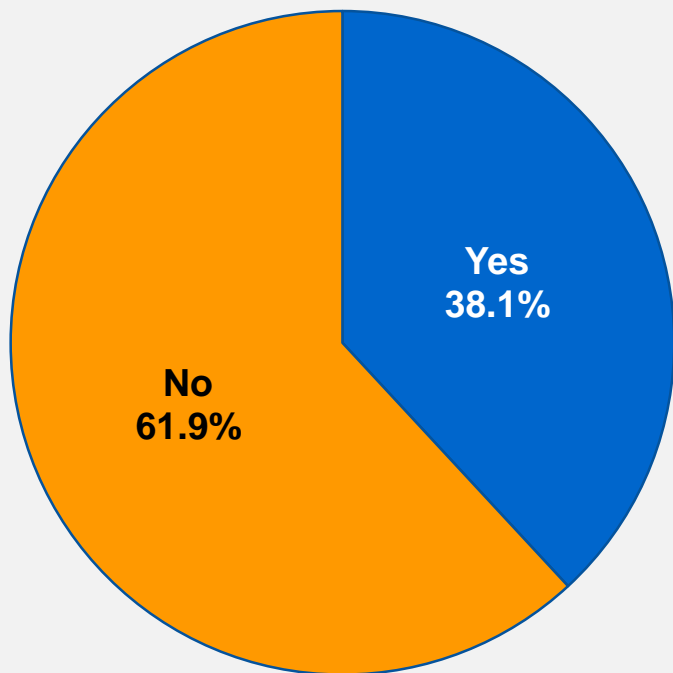


In 2016, 37% felt fairly compensated

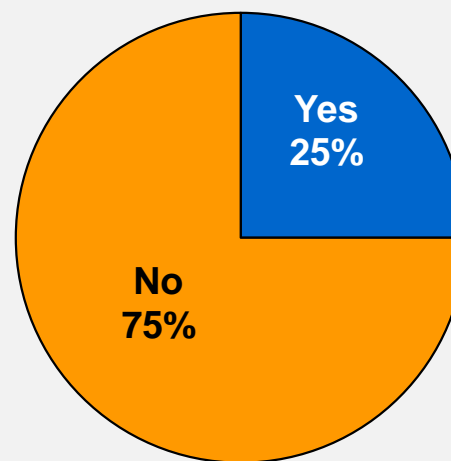
What benefits do you receive?

- Average PTO – 21 days
- 89% of schools offer 403(b) plans
 - 28% offer matching
 - 22% contribute regardless of employee contribution
 - 33% offer both matching and contributions
- Flexible spending – 78%
- Tuition reimbursement – 67%
- Periodically work from home – 67%
- Laptop – 50%
- Transportation discount – 33%
- Mileage reimbursement – 28%

At Your Current Organization, Have You Had a Promotion with a Title Change in the Past 2 Years?



All Career Services Respondents

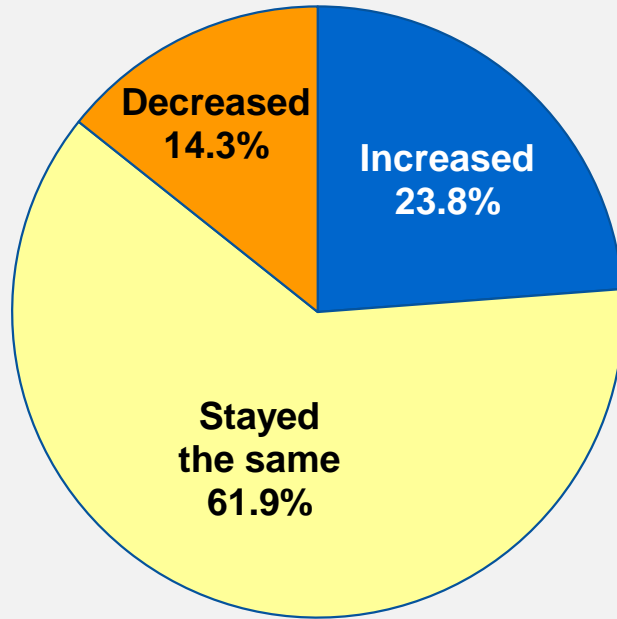


Assistant/
Associate Director

In 2016, 33% had a promotion with title change

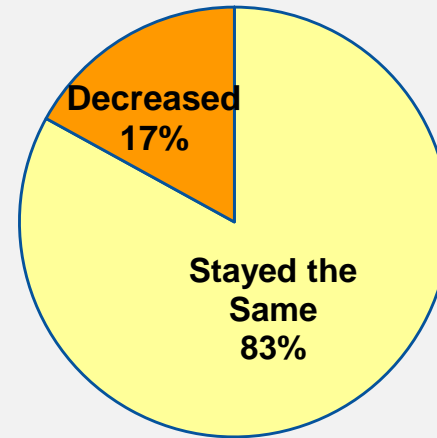
* Insufficient number of respondents to break out data for other titles

In the Past 2 Years Has Your Department Size...

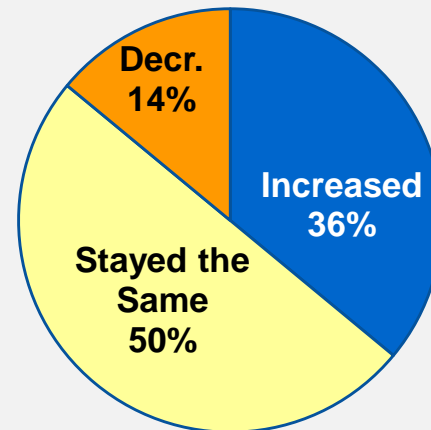


All Career Services Respondents

In 2016, 13% of departments increased in size, 36.7% decreased, and 50% stayed the same



State Schools



Private Schools

Department Size: Law School Career Services

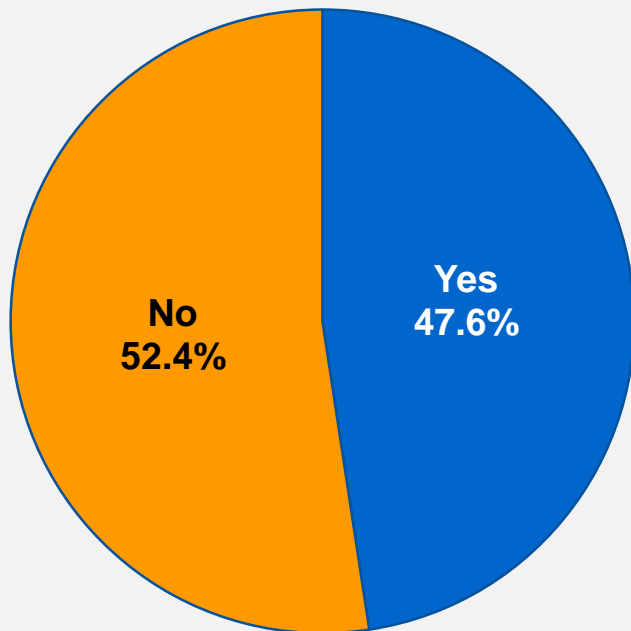
Overall Average Department Size: 12.6

Department Numbers - By Position

- **Assistant/Associate Deans: 1**
- **Career Counselors*:**
 - **General JD Counseling: 4.8**
 - **Alumni: 0.8**
 - **Clerkships: 0.8**
 - **Diversity & Inclusion: 0.4**
- **Recruiting Personnel: 1.1**
- **Administrative Staff: 2.4**
- **Employer Outreach: 1.3**

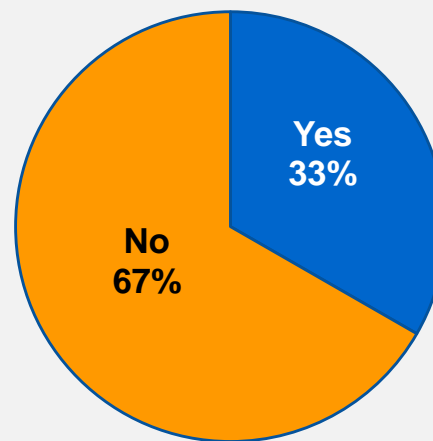
* Some career counselors cover multiple areas

Is Your Office Appropriately Staffed?

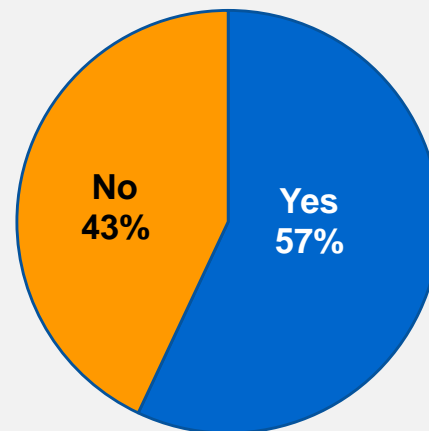


All Career Services Respondents

In 2016, 69% of respondents said they were appropriately staffed

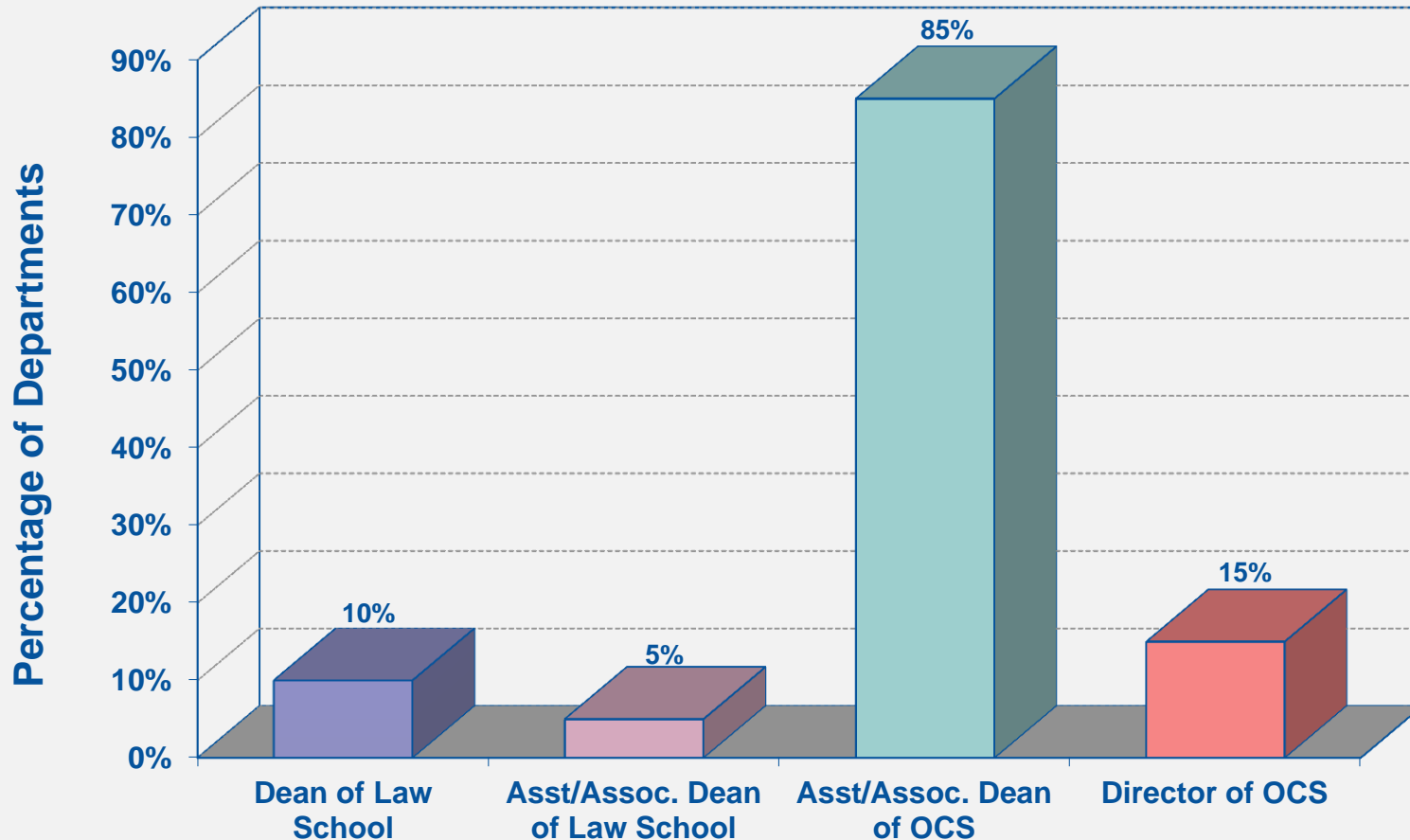


State Schools

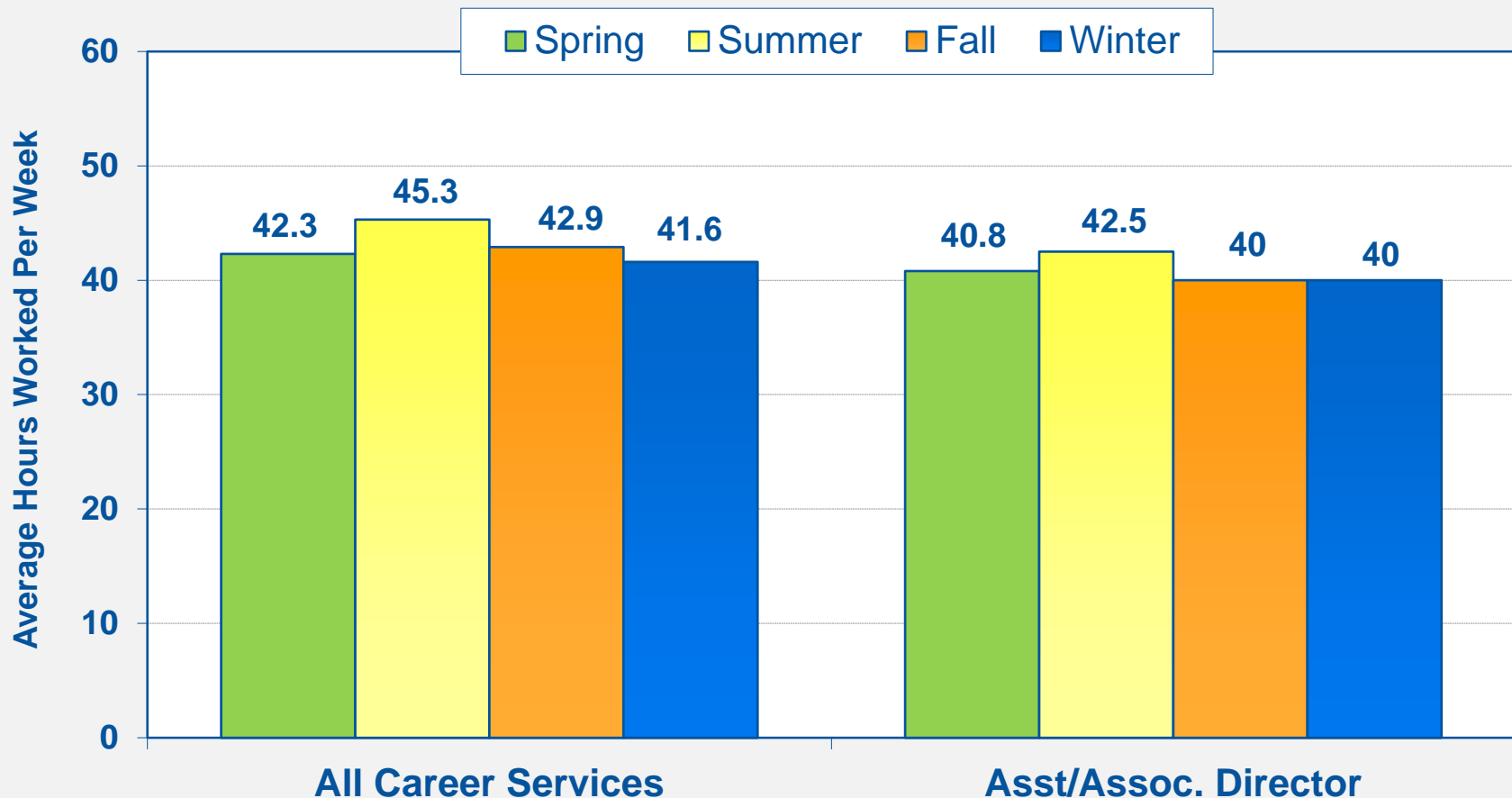


Private Schools

Who Does Your Department Report to? Law School Career Services

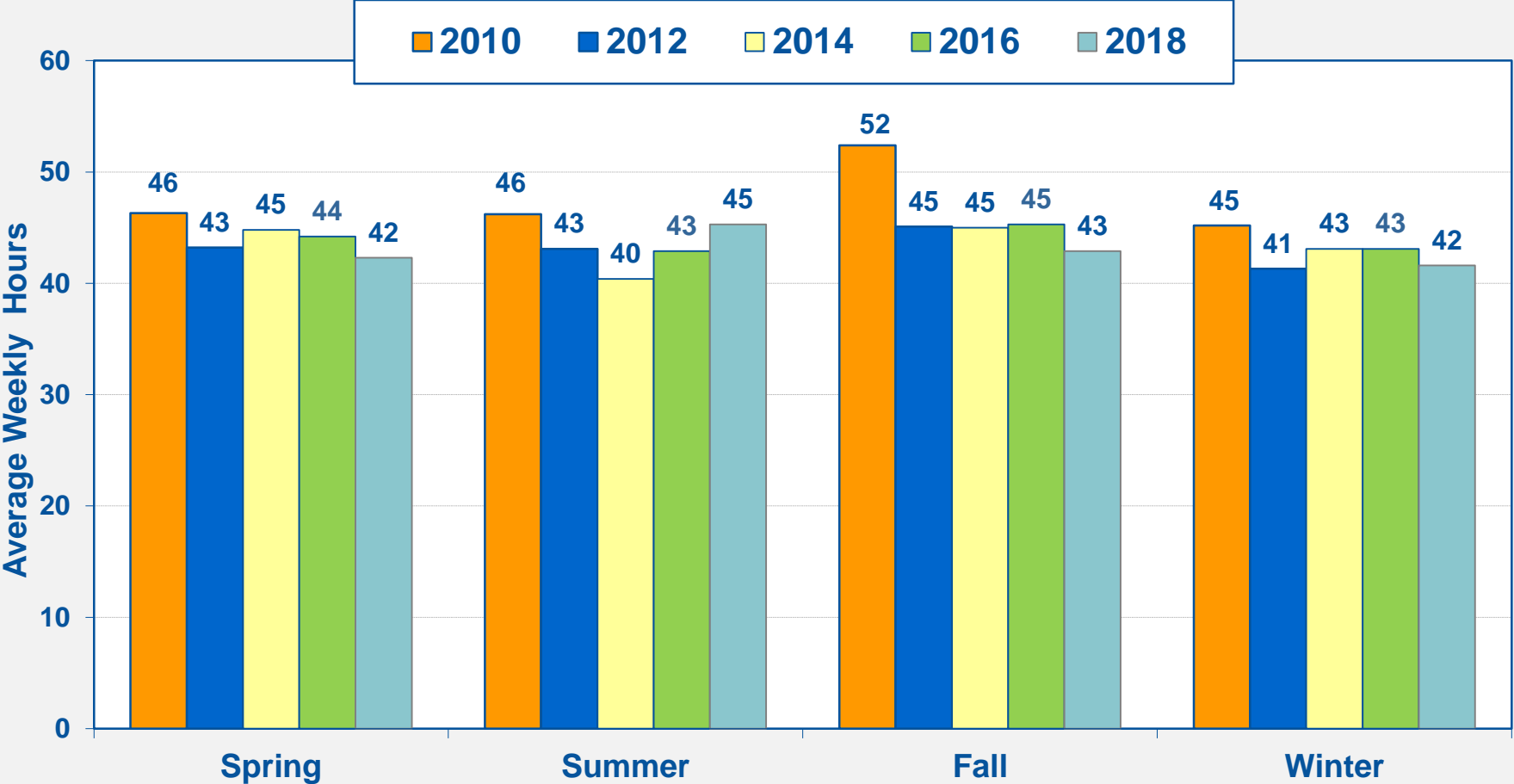


Average Weekly Hours, by Season Law School Career Services



Average Weekly Hours, by Season: 2010 - 2018

Law School Career Services



Next Steps



Our goal is to help you achieve your goals

How to Best Present This Information

Think about what is most **appropriate** for your organization's **culture**.

What's the right **tone**? What's your **message**?

- **Make a business case and provide evidence**
 - Identify who your organization sees as their peer group and provide comparative intel
 - Give them a picture of where the market is now and ask to be brought to market
- **Write a pre-review memo**
 - Think about who your Dean/Hiring Partner has to “convince” and arm them with specifics
 - Give examples of how you went beyond your job description and saved resources or added extra value

Addendum: Salary & Responsibility Breakdown



Average Salary, Bonus, & Raise by Firm Size

All Assistants = 12
Avg. Salary = \$50,298
Avg. Bonus: \$1,133 Avg. Raise: 3.2%
2016 OT: * 2017 OT: \$12,300
Avg. Years of Legal Recruiting Experience: 1.6
Avg. Tenure at Current Firm: 1.2 years

<u>Firm Size:</u>	<u>1 - 1000</u>	<u>1001+</u>
Avg. Salary:	\$48,617	\$51,979
Avg. Bonus:	*	*
Avg. Raise:	*	3.2%

* Insufficient data

Average Salary, Bonus, & Raise by Firm Size

All OT Coordinators = 16

Avg. Salary = \$63,752

Avg. Bonus: \$2,825 Avg. Raise: 3.6%

2016 OT: \$6,305 2017 OT: \$7,481

Avg. Years of Legal Recruiting Experience: 3.2

Avg. Tenure at Current Firm: 2.6 Years

Firm Size:	500 - 1000	1001+
Avg. Salary:	\$65,931	\$63,059
Avg. Bonus:	\$2,725	*
Avg. Raise:	2.9%	4.3%

* Insufficient data

Average Salary, Bonus, & Raise by Firm Size

All Exempt Coordinators = 5

Avg. Salary = \$72,000

Avg. Bonus: * Avg. Raise: *

Avg. Years of Legal Recruiting Experience: 4.9

Avg. Tenure at Current Firm: 2.6 Years

* Insufficient data for average bonus and raise, or to split by firm size

Average Salary, Bonus, & Raise by Firm Size

All Sr. Coord./Specialists = 12

Avg. Salary = \$79,325

Avg. Bonus: \$3,513 Avg. Raise: 6%

Avg. Years of Legal Recruiting Experience: 7.7

Avg. Tenure at Current Firm: 6 years

<u>Firm Size:</u>	<u>1 - 750</u>	<u>751+</u>
Avg. Salary:	\$78,026	\$81,145
Avg. Bonus:	\$3,638	*
Avg. Raise:	4.6%	*

* Insufficient data

Average Salary, Bonus, & Raise by Firm Size

All Managers = 34
Avg. Salary = \$116,783
Avg. Bonus: \$7,682 Avg. Raise: 4.4%
Avg. Years of Legal Recruiting Experience: 10.9
Avg. Tenure at Current Firm: 5.5 years

<u>Firm Size:</u>	<u>1 - 250</u>	<u>251 - 750</u>	<u>751 - 1000</u>	<u>1001+</u>
Avg. Salary:	\$100,560	\$104,654	\$126,922	\$125,484
Avg. Bonus:	\$4,700	\$6,300	\$10,720	\$8,458
Avg. Raise:	5.6%	4.3%	4.4%	3.3%

Average Salary, Bonus, & Raise by Firm Size

All Directors/Chiefs = 8
Avg. Salary = \$194,707
Avg. Bonus: \$19,975 Avg. Raise: 11.8%
Avg. Years of Legal Recruiting Experience: 18.8
Avg. Tenure at Current Firm: 13 years

<u>Firm Size:</u>	<u>751+</u>
Avg. Salary:	\$196,132
Avg. Bonus:	*
Avg. Raise:	*

* Insufficient data

Law Firms: Top Professional Development Responsibilities

44% of you have PD responsibilities in addition to Recruiting. PD utilizes about 35% of your time.

Assistant

- Support on-boarding training/orientation – 67%
- Assist with associate evaluations – 67%
- Support in-house programming – 67%

Senior Coordinator/Specialist

- Coordinate associate evaluation process – 83%
- Coordinate on-boarding and orientation – 67%
- Support Legal Personnel functions – 67%

Coordinator

- Coordinate attorney PD (i.e. CLE) – 75%
- Assist with on-boarding training/orientation – 75%
- Assist with associate evaluations – 67%
- Help coordinate mentoring program – 58%
- Coordinate in-house programming – 58%

Manager

- Manage mentoring program – 100%
- Supervise on-boarding and orientation – 100%
- Manage all attorney training/programming – 73%
- Oversee Legal Personnel functions – 87%
- Manage associate evaluation process – 87%

* Insufficient data for Director/Chief PD data

Law Firms/Agencies - Assistant: Top Responsibilities

General Responsibilities

- Support lateral associate recruiting – 69%
- Administrative duties – 61.5%
- Support Marketing/HR and other areas – 61.5%
- Assist with attorney integration efforts – 54%

Summer Associate Program

- Help coordinate SA training and orientation – 85%
- Assist with social events, SA lunches and firm parties – 85%
- Database entry – 77%
- Assist in drafting SA offer/decline letters – 77%
- Help coordinate SA evaluation process – 77%

Law Student Recruiting

- Database entry – 85%
- Help arrange travel and interview schedules for candidate and assist with follow-up correspondence – 70%
- Help plan OCI calendar – 62%
- Help arrange attorney OCI travel – 62%
- Assist with OCI receptions and events – 62%

PD

- Have PD Responsibilities – 46%
 - Of those with PD responsibilities, about 41% of time is spent on PD

Law Firms/Agencies – Coordinator: Top Responsibilities

General Responsibilities

- Assist with lateral associate recruiting – 77%
- Help coordinate attorney orientation – 77%
- Support attorney diversity initiatives – 73%
- Support budget planning– 64%

Summer Associate Program

- Help coordinate SA training and orientation – 96%
- Plan social events, SA lunches, etc. – 96%
- Manage database entry – 91%
- Monitor SA work projects and assignments – 86%
- Assist with SA evaluation process – 86%
- Coordinate SA offer letters – 86%

Law Student Recruiting

- Conduct candidate correspondence and follow-up – 91%
- Database entry – 82%
- Arrange travel and interview schedules for candidates – 82%
- Attend Recruiting Committee meetings – 73%

PD

- Have PD Responsibilities – 55%
 - Of those with PD responsibilities, about 22% of time is spent on PD

Law Firms/Agencies - Senior Coord./Specialist: Top Responsibilities

General Responsibilities

- Lead diversity initiatives – 69%
- Manage non-partner lateral associate recruiting – 69%
- Coordinate attorney orientation – 54%
- Facilitate attorney integration – 54%

Summer Associate Program

- Plan social events, section parties, SA lunches and firm parties – 77%
- Coordinate SA training and orientation – 69%
- Manage database entry - 69%
- Participate in Recruiting Committee meeting – 69%

Law Student Recruiting

- Help manage candidate scheduling and travel – 77%
- Follow-up with candidates – 69%
- Plan OCI and follow-up events – 69%
- Coordinate with school – 62%

Partner & PD

- Have Partner recruiting responsibilities – 46%
 - Primary focus: on-boarding
- Have PD Responsibilities – 55%
 - Of those with PD responsibilities, about 41% of time is spent on PD

Law Firms/Agencies - Manager: Top Responsibilities

General Responsibilities

- Manage recruiting staff – 91%
- Budget planning – 83%
- Non-partner lateral associate recruiting – 80%
- Oversee diversity programs – 77%
- Manage attorney integration – 69%

Summer Associate Program

- Monitor SA work projects, assignments, and evaluations – 86%
- Manage SA training and orientation – 83%
- Oversee summer program events – 83%
- Manage budget preparation – 83%
- Participate in Recruiting Committee meetings – 80%

Law Student Recruiting

- Participate in Recruiting Committee meetings – 80%
- Plan OCI calendar – 77%
- Oversee candidate correspondence – 77%
- Manage OCI budget – 74%
- Oversee coordination with schools – 71%

Partner & PD

- Have Partner recruiting responsibilities – 51%
 - Primary focus: on-boarding
- Have PD Responsibilities – 45%
 - Of those with PD responsibilities, about 38% of time is spent on PD

Law Firms/Agencies – Director/Chief: Top Responsibilities

General Responsibilities

- Budget planning – 87.5%
- Managing recruiting staff – 87.5
- Oversee diversity initiatives – 62.5%
- Manage attorney integration – 50%
- Non-partner lateral associate recruiting – 50%

Summer Associate Program

- Facilitate recruiting committee meetings – 37.5%
- Oversee budget preparation – 37.5%
- Monitor SA work projects and assignments – 25%
- Oversee SA evaluations – 25%

Law Student Recruiting

- Facilitate recruiting committee meetings – 37.5%
- Oversee OCI calendar planning – 37.5%
- Oversee OCI events and prepare budget – 37.5%

Other: Partner, PD

- Have Partner recruiting responsibilities – 62.5%
 - Focus on: on-boarding, facilitating decision-making process
- Have PD Responsibilities – 14%
 - Of those with PD responsibilities, about 50% of time is spent on PD

Law Schools: Overall Department Responsibilities

Responsibilities	Responsibility of Career Services	Responsibility of Another Department in the Law School
Employer Relations	100%	5%
On-campus Recruiting	100%	--
Private Sector Counseling	95%	--
Program Development	95%	15%
Alumni Counseling	90%	10%
Judicial Clerkship Counseling	90%	--
Managing Staff	85%	20%
Student Professional Development	85%	35%
Diversity Initiatives	75%	60%
Public Interest Counseling	65%	35%
Government Counseling	65%	35%
Other responsibilities (HR/marketing/admin)	60%	45%
LL.M. Counseling	40%	50%
Alumni Relations/Development	25%	90%
Accepted/Admitted Student Recruiting	15%	95%

Law Schools – Associate/Assistant Director: Top Responsibilities

57% say their responsibilities have increased in the past year

Responsibilities	Your Responsibilities
Program Development	71.4%
Employer Relations	57.1%
Private Sector Counseling	42.9%
On Campus Recruiting	42.9%
Judicial Clerkship Counseling	42.9%
Student Professional Development	42.9%
Government Counseling	28.6%
Diversity Initiatives	28.6%
L.L.M Counseling	28.6%
Public Interest Counseling	28.6%
Alumni Counseling	28.6%



**2018
WALRAA Industry
Survey**
for
**Law Firms;
Government Agencies;
and Law School Career Services**



Our goal is to help you achieve your goals

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