

# 2023 NCBP ANNUAL MEETING – Building the Next Gen Bar

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NCBP Annual  
Meeting  
Webpage

The logo for the American Bar Association (ABA), consisting of the letters 'ABA' in a white, sans-serif font, positioned on a dark blue background that is part of a larger graphic element on the left side of the slide.

# Practice Forward: Final Insights and Report on Follow-up Survey

American Bar Association

# Follow-up Survey -- Spring 2022

Focused on identifying important trends around six issues:

- Hybrid work
- Mobility of lawyers
- Stress and burnout
- Diversity, equity and inclusion
- Technology
- ABA resources

Key findings based on 2,000 responses

# Lawyers are busy

- 81% work over 30 hours per week and 59% work over 40 hours a week

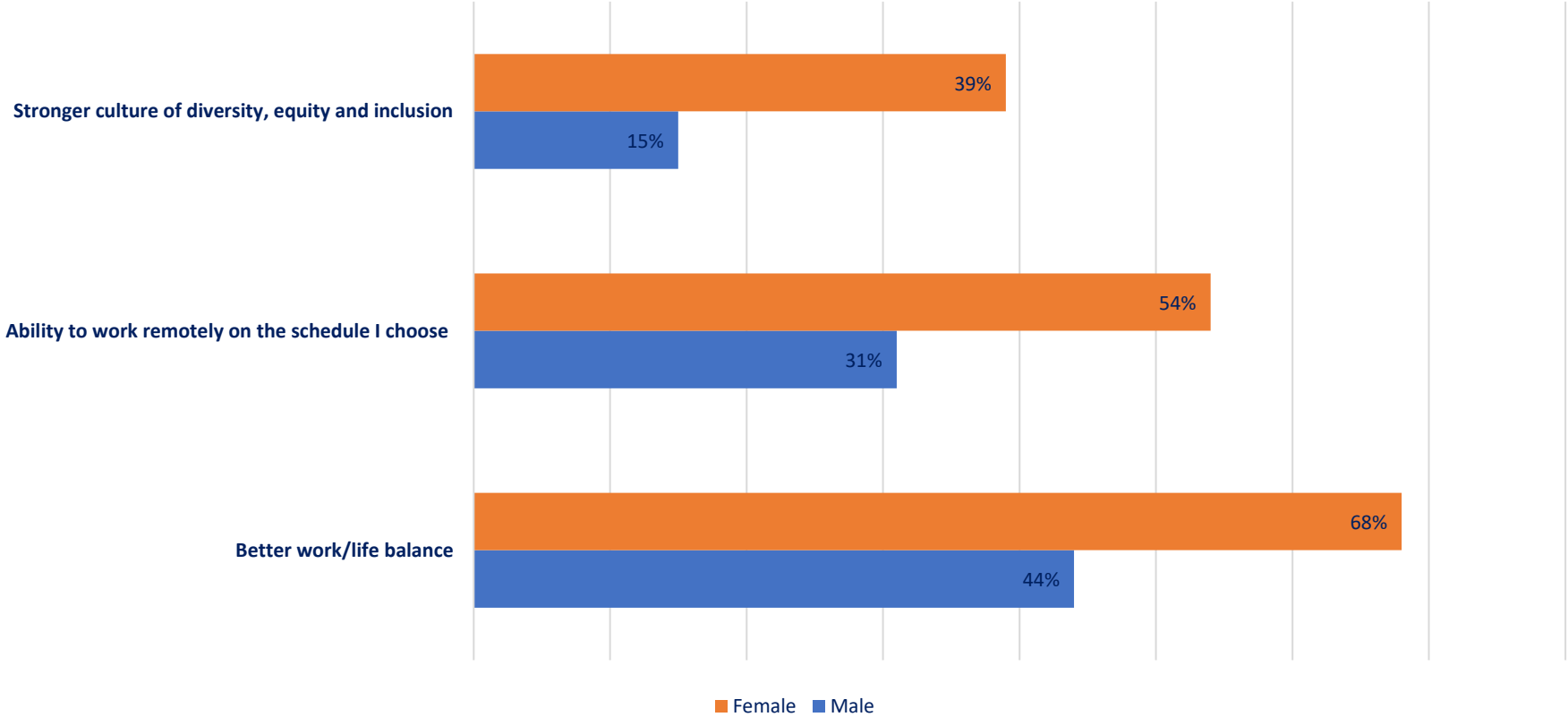
# Remote work

- 87% of employers permit remote work
  - 30% of lawyers work from home almost all the time
  - 30% work close to 100% of the time at the office
- Law firms are more flexible than corporations or government, which is the least flexible
  - 63% of firms permit 100% remote work or the ability to choose their own schedule

# Mobility

- Younger lawyers are much more likely to leave their current job for one that offers a greater ability to work remotely:
  - 44% of lawyers practicing 10 years or less would leave for a greater ability to work remotely *whereas...*
  - Only 13% of those practicing over 40 years would leave for the greater ability to work remotely

# “Very” or “extremely” important factors in deciding whether to change jobs



# Consequences of Not Working in the Office

- Majority of lawyers (over 74%) are not concerned about the impact of remote work on business development opportunities
- However, women are significantly more concerned than men about:
  - Missing business development opportunities
  - Being overlooked for meaningful assignments
  - Receiving lower compensation
  - Receiving a lower review
  - Being viewed as not committed to firm/employer
- And lawyers of color are more concerned about all of the above than white/Caucasian lawyers

# Stress at work and sense of belonging

- Respondents who reported a disability were significantly more likely to report experiencing stress
- Women were more likely than men to feel they were perceived as less competent
- 38% of women and 45% of lawyers of color feel they cannot be their authentic selves at work

# What types of remote court proceedings do lawyers prefer?

*Looking ahead to the rest of 2022 and 2023, should courts... (% yes):*

- Allow lawyers to participate remotely in pre-trial hearings (93%)
- Allow depositions to take place remotely (88%)
- Allow court-ordered mediations to take place remotely (82%)
- Allow bench trials to take place remotely (64%)
- Allow jury trials to take place remotely (20%)

**Preferred  
Resources  
from the ABA**

**Older ABA  
members have  
an increased  
preference for:**

**Law firm technology**

**Use of technology for remote working**

**Planning for retirement**

**Younger ABA  
members have  
increased  
preference for  
resources  
about:**

**Mental health and wellbeing**

**Ways to implement diversity**

**Hybrid work models**

**Working parents**

**Business development**

**Mentoring and sponsorship programs**

**Connection to affinity groups**

# Preference for in person or hybrid?

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## CLE Programs

- In person 8%
- Video conference 39%
- Hybrid 53%

## Conferences

- In person 28%
- Video conference 17%
- Hybrid 56%

## Meetings

- In person 17%
- Video conference 23%
- Hybrid 59%





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