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Attracting & Keeping Younger Employees

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How to Fix Your Revolving Door: What Do Your Younger Employees Really Want?

Is your bar experiencing a lot of turnover among its youngest staff members? Well, sure?it?s those darn Millennials and their propensity toward job hopping. Can?t do anything about that. Except ? you can. At associationsuccess.org, Arianna Rehak, a Millennial herself, identifies the three factors that have consistently made the difference between a job where she?s fully engaged and one where she?s counting down the minutes?and why associations may need to take a hard look at themselves. A bonus, if you?ve ever heard generations expert Sarah Sladek speak at a NABE meeting or BLI: Rehak uses Sladek?s new book as a jumping-off point for her post.

Go West, Young Lawyer? California and Nevada Bar Exams May Soon Be Less Difficult to Pass

The State Bar of California has [released a study](#) of the passing score for the California Bar Exam?which many people have said is abnormally high, relative to cut scores in other states?and is seeking public comment on two options proposed by the author of the study. Meanwhile, [in neighboring Nevada](#), whose bar exam is known to be especially difficult, the state supreme court recently lowered the required passing score and approved a recommendation to remove an essay topic. What is behind the recent reevaluation in both states?

JD Advantage: The Wave of the Future, or an Indication That Something Is Wrong?

As the legal profession continues to change, will ?JD advantage? jobs (those where a law degree is preferred but not required) come out of the shadows and be proudly discussed by law school deans? Or will they continue to carry a stigma?and if so, is that stigma still justified? At [Bloomberg Law?s Big Law Business](#), Stephanie Russell-Kraft mulls those and other big questions about the future of legal education ? and for possible answers, she calls on some experts (and friends of the organized bar) whose names you?re sure to recognize.

Almost Like Being There: Maryland Uses Virtual Reality to Recruit, Train for Pro Bono

When it comes to finding enough volunteers for pro bono service, often, one of the most serious obstacles is something other than billable hours: It?s courtroom jitters. Many younger lawyers or those who simply don?t go to court are afraid that they?ll feel out of place and won?t know what to do. The Maryland Volunteer Lawyers Service is trying a novel solution to this problem: a virtual reality headset that shows prospective volunteers what a typical courtroom experience is like. [ABA Journal](#) shares more about this project, which is funded by the Maryland State Bar Association Young Lawyers Section.

Note: Bar Leader Weekly will be on hiatus next week due to the ABA/NABE/NCBP/NCBF Annual Meeting. We will return August 22.



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