

# Advising Public Service Grads from Pre-bar Passage to Life Transitions

## NALP 2017

### Think Outside the Box: Steps can you implement at your law school

#### How to direct students traffic in your office during their 3L Year

- Partner with your mandatory graduate requirements team (*usually Student Services*) at your law school to outreach to 3L's.
- Build an alliance with Faculty who teach 3L classes. Ask for their help in identifying students for particular programs and opportunities. Meet with them one on one to let them know what your office is doing. Engage in brainstorming sessions or co-teach workshops with them. Make short announcements about upcoming programs and opportunities in their classrooms.
- Get access to clinical and externship students. Coordinate with clinical faculty to see if you can teach a workshop as part of their professional development in their placement (e.g. UC Hastings Career Office teaches a workshop during class time to Externship students titled *How to Turn and Externship into a Job*).

#### Update Tools of the Trade

Most counselors will see 1L's as big users of the office and then drop off as graduation nears. In most cases their job search materials need to be updated before they graduate. What can you do?

- *Market and create materials* designed for post graduate positions.
- *Make your materials accessible online.* 3L's have many things keeping them off campus such as clinics, externships and senioritis. You want to make sure they have access to information and tools. You can upload recordings of panels, presentations and powerpoints online using tools such as google drive, panopto, adobe connect.
- *Craft a narrative.* A graduate needs to be able to tell an employer what they bring to the table and why they are right for the job. Design a workshop or session on branding or narrative development. (UC Hastings Career Office has taught a professional development workshop called *Know Your Stories*).

#### Create Allies in Your School and with Grads

- Work with other departments to build resources to do co-counseling or referrals, including with faculty, centers or others able to speak about public interest practice. Work with communications to highlight the good work that your graduates are doing.
- Develop a strategy to educate all staff and administrators on public interest and government pathways and why they matter - this can also help when you request increased funding for bridge fellowships.
- Create a network of graduates who are "on call" and available to speak with job seekers at organizations, in industries or in regions that hire many of your grads.
- Build your online network of grads using tools like Facebook, Twitter, university-based tools like alumni database, and, in particular, LinkedIn. Take LinkedIn trainings to understand how useful this professional tool is for networking and tracking graduates.
- Create or join a formal or informal career services professional network to exchange ideas and advice, share resources, and come up with best-practices. It may also be a forum for potential employers to attend and discuss specific issues and practices.

## Interesting Programs

- **UC Hastings Board of Governor Mentor Program:** This program pairs recent graduates with alums who are on the school's Board of Governors. The Governor's help graduates build their networks and focus their job search. It's a great opportunity for students to have access to well connected alumni in a variety of fields.
- **UC Hastings, Lunch and Learn:** The Career Office has brown bag lunches with speakers or career office professionals on specific topics that are relevant to particular students (e.g. Guest speakers, "how to" workshops, "things you need to know" sessions, "subject matter speciality" topics). Most sessions can accommodate only 10 to 15 attendees. This intimate environment provides more individualized attention. The limited seats are also appealing to students.
- **UC Hastings, Graduate Cohort Assignment:** Each Career Counselor in the office is assigned to a cohort of 3L students whom they build rapport with and get information out to by phone or email. Counselors reach out every two months to inform students about specific opportunities, counseling, job development and tracking. This data is provided to the Graduate Class Advisor to help identify students that may be eligible for Bridge fellowships and stay one step head of employment reporting data.
- **UC Hastings, Alumni Mentor Program:** Alumni Mentor Program Director does a short presentation for student groups on campus about the importance of having mentors. They are asked to fill a out short form about the type of mentor they would like and then they do a mentor match via email between an alum and the student. This has been successful in matching students with mentors to provide networking, interview and mentorship support.
  
- **Columbia Law School, Newsletter:** Dedicated counselor sends out a quarterly email to graduates, highlighting school resources and accomplishments of graduates. Archive: <http://us12.campaign-archive2.com/?u=e0ec135ebdcbc20b7a7abca1d&id=ac9850b8d3>
- **Columbia Law School, Dedicated Issue and Regional Counselors:** In addition to a part time dedicated Senior Career Advisor working with all graduates, Columbia Law School includes counselors working on public interest and and government fields and who have their own region or issue-based networks to share. Scroll down to "Career Advisors": <http://www.law.columbia.edu/social-justice/contact-us>
- **Columbia Law School, Summer Student and Graduate Parties:** In coordination with Regional Counselors, SJL sponsors or directly hosts opportunities for public interest and government graduates to gather, meet and network every summer. Events happen across the country and around the globe depending on the location of graduates and students in summer internships.
  
- **University of Iowa College of Law, Alumni Affairs:** The College of Law has removed the organizational silos between alumni affairs and the career services office to better serve alumni. Offices work together to provide resources, networking opportunities, and information sharing to ensure a "full-service" experience.
- **University of Iowa College of Law, Tailgate Events:** The College of Law capitalizes on the sports culture to bring together alumni, employers, faculty, and current students to Tailgate events hosted by the Law School and often sponsored by community organizations.
- **University of Iowa College of Law, CLE:** The College of Law strategically organizes and schedules CLEs - usually followed by a social event at the law school - to continually engage alumni with timely and relevant topics and presenters.