Supporting Professional Goals for International Students

ILEA/LLM Conference February 22-23, 2018
Introductions

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American University College of Law

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Agenda

• Helping Students Prior to Arrival

• Career Services Support and Opportunities

• Unique Educational and Career Opportunities within Institutions
Part I: Pre-arrival and Orientation

Survey Questions

Text Message to 37607
In the message of the text type the answer code you choose
Understanding and Clarifying Educational and Professional Goals Prior to Arrival

• Pre-Arrival Interactive Webinars
  • How to find housing and travel information
  • What is Peoplesoft (student admin system)
  • Course and Career Counseling

• Panopto Presentations – TWEN

• CANVAS

• Online Modules

• Connections with current students and recent alums (Facebook/Wechat)

• Required Summer Programs
Arrival in the US: Where to Arrive

- Hartford, CT: Bradley International Airport
- Boston, MA: Logan International Airport
- New York: JFK Airport
- New York: LaGuardia Airport

HOUSING WEBSITES

- Two housing sites:
  - UConn's Google Group
  - http://www.uslawinhousing.com/
  - Rooms for rent
  - Family houses
  - Rental companies
  - Other options

Immunizations

- CHICKEN POX (two shots)
- MMR (two shots)

- FORMS: dates of immunization, blood test

Plan for Arrival

- Make a plan with your landlord for your arrival.
- If you are arriving in the middle of the night, you may want to stay at a hotel for one night.
  - West Hartford Inn | 900 Farmington Avenue, West Hartford | (860) 236-3221
  - Downtown Hartford: Red Roof, Marriott, Hilton
How do I log in?

- Net ID and password

How to Pay your fee Bill

- Log in to peoplesoft

   My Account

   View Fee Bill
   Pay Bill, Authorize Users, Manage Payment Plan,
   Pay Fee Bill by Wire Transfer (USD or Foreign Currency),
   Pay Non-Refundable Room Reservation Fee,
   Request GA Payroll Deduction,
   Create Student Permissions,
   Enroll or Reactivate Direct Deposit Information

   other financial •
LLM Degree Requirements

24 CREDITS

Required Courses

- International degree
- * US Law and Legal Institutions
- * US Law and Legal: Research and Writing

LLM Writing Requirement

- * Insurance LLMs: Principles of Insurance
- * IP LLMs: Intellectual Property
- * HRSI LLMs: International Human Rights Law (spring)

Additional Courses in Specialized Programs

thesis optional

LLM writing Requirement
(typically second semester)

2 or 3 credit paper

- In a 3-credit class that has a final paper:
- In an exam class where the professor makes an exception to allow a paper instead of a final exam;
- Independent research project. (not ok for NY bar Exam)

Which courses are in my degree program?

- Certificates
- Degree Requirements on Admissions page
What is Peoplesoft and why do I need to know about it?

- Peoplesoft/Student Admin System: 0:25
- Where do I find it?: 0:54
- How do I log in?: 1:20
- How do I log in?: 1:21
- Click on: 1:43
Orientation

• Online
• LLM Only
• JD/LLM combined

• Continued LLM programming throughout the semester – every Friday
## Orientation Models

<table>
<thead>
<tr>
<th>Indiana</th>
<th>WCL</th>
<th>UConn Law</th>
</tr>
</thead>
<tbody>
<tr>
<td>LLM only</td>
<td>Joint welcome/social events</td>
<td>Combined JD/LLM</td>
</tr>
<tr>
<td>2.5 days</td>
<td>LLM only day long orientation</td>
<td>4-5 days</td>
</tr>
<tr>
<td>1 joint social event</td>
<td></td>
<td>Same day start am/pm</td>
</tr>
<tr>
<td>“Swearing in” ceremony</td>
<td></td>
<td>Joint Activities</td>
</tr>
</tbody>
</table>

**Schedule**
Combined JD/LLM Orientation

• Joint Student Panels
• Faculty Advisor Luncheons
• Common Book Read Discussion Groups
• Mentoring Assignments (can also start in summer)
• Some sessions related to international students (visas)
First Breakout - Build strategy around

Discussion pertaining to pre-arrival communications, materials and on-line presentations

Building a case to the administration for a combined JD/LLM orientation
Part II: Career Development Strategy

Survey Questions

Survey Question
Text Message to 37607
In the message of the text type the answer code you choose
Supporting Students’ Career Goals

• Setting the stage and managing expectations in advance
• Developing and providing resources for students
• Staffing and taking responsibility
• Resources for advisors and employer outreach
Professional Development

What do we mean by "professional development"?

Each semester of your program, you will take courses that help you to develop your knowledge and understanding of law and legal practice in the United States.

You will also be able to take part in professional development activities — that is, extracurricular options for learning how best to prepare for things like conducting a job or internship search, taking a US state bar exam, or completing applications for further graduate study, for example.

The professional development opportunities available to you as a graduate or exchange student at the law school help you build a bridge between what you have learned in the classroom and your future internship or job.

This module provides an overview of those opportunities and resources.

We also encourage you to attend the optional session on professional development with Ms. Laura Gose (lgose@indiana.edu, Room 254) that is scheduled for Thursday, October 10, 9-10AM, in Room 124.
No Guarantees

Please keep in mind that things like finding an internship, applying to the SJD program, taking a bar exam, and transferring to the JD program are time-consuming and competitive tasks.

Students who complete the requirements for the Professional Development Certificate are not guaranteed placement in a job or internship, admission to the SJD program, a pass on the bar exam, or admission to the JD program. You will earn a certificate of participation and, more importantly, you will learn and use skills that will be invaluable to you as you move forward in your career.

About job / internship searches...

Please be aware that it is primarily your responsibility to research and apply for job and internship opportunities. While Law School staff can help you, no one can guarantee that they can find a job or internship for you.

Students whose sponsors will support them for a second year in the United States only if they find an internship should take this fact into consideration before committing to staying in the United States for a second year.
Professional Development Series & Certificate

The Professional Development Series is a set of information sessions, workshops and activities that - yes, you guessed it! - are focused on professional development.

Events take place throughout the academic year. Several are already included on the law school calendar for the fall semester, and a few more will take place in the spring semester.

Most presentations are provided by the Office of Graduate Legal Studies (GLS), the Law School’s Career Services Office (CSO), or other departments in the law school. Sometimes special guest speakers are invited to share their expertise with you.

All graduate and exchange students are welcome to attend any of the programs that are part of the Professional Development Series even if you are not interested in qualifying for the certificate.

Certificate Requirements

The requirements for the Professional Development Certificate are flexible so that you can choose to take part in those sessions and activities that you believe will be most helpful and interesting to you.

Mandatory requirements

Participation in certain sessions is required for the certificate. You must attend at least 4 of the 5 mandatory sessions listed below to qualify for the certificate.

1. Job Application Materials: Resumes & Cover Letters
2. Remembering to Breathe: School-Life Balance for International Students
3. Networking with Alumni
4. Job & Internship Search Strategies and Resources
5. The Employer & Employee/Intern Relationship: Expectations from Both Sides

Optional recommendations

We also encourage you to participate in other activities that will help you meet your professional development goals. Info sessions provided by the Office of Graduate Legal Studies that you may find useful include:

- Optional Orientation Session: Professional Development Overview (Thursday, August 10, 9-10AM, Room 124)
- The International Student Interview Program (ISP) at NYU School of Law
- Bar Exam Info Session
- LL.M Thesis & SJD Info Session
- Credit-Transfer Option / JD Transfer Info Session

Law School Clinics & Projects

Working for a law school clinic or project is one way to gain some legal work experience in the U.S. context.

Clinics

The Law School offers students opportunities for experiential learning through different clinics.

- Community Legal Clinic
- Conservation Law Clinic
- Disability Law Clinic
- Elmore Entrepreneurship Law Clinic
- Intellectual Property Law Clinic
- Non-Profit Legal Clinic
- Viola J. Talavera Family and Children Mediation Clinic

Students who work with a clinic usually enroll in a certain number of credit hours and must be available both the classroom component of the clinic and the work for the clinic.

Due to the nature of a clinic’s work and/or the clients with which they work, some clinics may not be able to allow international graduate students to join them. Also, if you plan to take a U.S. bar exam, be sure that credit hours you earn by working in a clinic will be counted toward your qualifications to sit for the exam.

You can read more about opportunities at clinics on the law school website.

If you are interested in learning more about clinic opportunities and your eligibility, you should discuss this with Professor Goodwin during academic advising.

Projects

Additionally, volunteer projects may be another way for you to gain interesting experience as a student at the law school.

- Access to Justice
- Inmate Legal Assistance Project (ILAP)
- LGBT Project
- Pro Bono Immigration Project (PIP)
- Protective Order Project (POP)
- Tenant Assistance Project (TAP)
- Volunteer Income Tax Assistance Project (VITA)

Read more about opportunities with projects on the law school website. Also, attend the Law School Student Organizations Fair (Monday, August 21, 12-1PM, Law School Lobby), and watch for announcements in the Indiana Law Annotated (ILA) at the beginning of the semester about meetings for these organizations.
Career and Networking Resources: Foreign-educated Attorneys (LLM and SJD students)

The Law Library's resources can be powerful tools for your job or internship search. Our resources can help you find employment opportunities, identify firms and I want to contact, and facilitate your research to prepare for interviews.

Getting Started  Career Guidance  Professional Directories  Websites and Multimedia Resources

Foreign-educated Attorneys (LLM and SJD students)

Job Search Checklist

1. Know your goals
   - When do you want to start working?
   - Where do you want to work?
   - What kinds of positions interest you?

2. Know yourself
   - What are your qualifications and/or strengths?
   - Why should someone be interested in hiring you?

3. Identify your resources
   - How much time do you have to put into a job/internship search?
   - Which resources (people, offices, databases, etc.) at the law school should you consult?
   - Whom do you know outside the law school who might be helpful to you in your search?

4. Staying in Status & Employment
   - F visas: Curricular Practical Training and Optional Practical Training
   - J visas: Academic Training

5. Work on your job search materials: cover letter, resume, LinkedIn profile

6. Use the semester break and spring break to work on your search

Resources

Cover Letter
- Writing an Effective Cover Letter
- Legal Cover Letter Mistakes to Avoid
- Email Cover Letter Samples

Resumes and Curriculum Vitae
- How to Craft a Resume Recruiters will Love
- How to Write a Legal Resume
- How to Create a Winning Legal Resume
- Sample IU LLM Resume

Finding a Job
- Finding a Job as a Foreign Attorney
- Ways of Getting a Job with an LLM
Respondents indicated that LLM staff members are responsible for many different functions. Figure 43 displays the percent of responses about whether LLM staff or JD staff is responsible for specific activities.

**Figure 43**
Staff Group Responsible for Specific Activities

<table>
<thead>
<tr>
<th>Function</th>
<th>LLM</th>
<th>JD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Admission</td>
<td>97%</td>
<td>28%</td>
</tr>
<tr>
<td>Scholarships</td>
<td>88%</td>
<td>20%</td>
</tr>
<tr>
<td>Marketing</td>
<td>86%</td>
<td>15%</td>
</tr>
<tr>
<td>Orientation</td>
<td>85%</td>
<td>19%</td>
</tr>
<tr>
<td>Enrollment/Registration</td>
<td>76%</td>
<td>12%</td>
</tr>
<tr>
<td>Publications</td>
<td>76%</td>
<td>15%</td>
</tr>
<tr>
<td>Academic Advising</td>
<td>61%</td>
<td>2%</td>
</tr>
<tr>
<td>Alumni Relations</td>
<td>57%</td>
<td>8%</td>
</tr>
<tr>
<td>Financial Aid</td>
<td>47%</td>
<td>14%</td>
</tr>
<tr>
<td>Exchange Programs</td>
<td>45%</td>
<td>8%</td>
</tr>
<tr>
<td>Career Advising</td>
<td>43%</td>
<td>6%</td>
</tr>
<tr>
<td>Development/External Affairs</td>
<td>37%</td>
<td>1%</td>
</tr>
<tr>
<td>Summer Programs/Study Abroad Programs</td>
<td>34%</td>
<td>12%</td>
</tr>
<tr>
<td>Other</td>
<td>11%</td>
<td>4%</td>
</tr>
</tbody>
</table>
How important do you think career services are to the international students choosing your LLM program?

Answered: 21   Skipped: 2

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>very important (one of top concerns)</td>
<td>61.90%</td>
</tr>
<tr>
<td>a nice perk, but not a deciding factor on its own</td>
<td>38.10%</td>
</tr>
<tr>
<td>our students don't really care—there are far more important factors</td>
<td>0.00%</td>
</tr>
</tbody>
</table>

TOTAL 21
Do you market (or at least make mention of) career services specifically for international LLM students in any of the following ways?

Answered: 21  Skipped: 2

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>on the LLM part of the website</td>
<td>33.33%</td>
</tr>
<tr>
<td>in LLM-specific print publications</td>
<td>38.10%</td>
</tr>
<tr>
<td>on the main CSO website</td>
<td>14.29%</td>
</tr>
<tr>
<td>when recruiting for the LLM internationally</td>
<td>52.38%</td>
</tr>
<tr>
<td>We don't do any of this/enough of this but feel like we should</td>
<td>38.10%</td>
</tr>
</tbody>
</table>

Total Respondents: 21
Staffing

LLM/Graduate Office Staff Members

- 2 staff members: 4
- 4 staff members: 3
- 5 staff members: 3
- 3 staff members: 2
- 2.5 staff members: 2
- 1 staff member: 1
- 7-10 staff members: 1
Is there a staff member (or members) in the LLM office or main CSO office dedicated to career services for international LLM students?

Answered: 21  Skipped: 2

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sort of (as in, various people help out but it's not officially anybody's job)</td>
<td>47.62%</td>
</tr>
<tr>
<td>Yes, in LLM office</td>
<td>38.10%</td>
</tr>
<tr>
<td>Nobody specific, but LLMs don't get turned away</td>
<td>14.29%</td>
</tr>
<tr>
<td>Yes, in CSO office</td>
<td>9.52%</td>
</tr>
<tr>
<td>No, and LLMs do get turned away</td>
<td>0.00%</td>
</tr>
</tbody>
</table>

Total Respondents: 21
What kinds of career services are available to international LLM students at your school?

Answered: 22   Skipped: 1

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job fairs</td>
<td>45.45%</td>
</tr>
<tr>
<td>Resume/cover letter review</td>
<td>95.45%</td>
</tr>
<tr>
<td>Mock Interviewing</td>
<td>86.36%</td>
</tr>
<tr>
<td>Career presentations</td>
<td>81.82%</td>
</tr>
<tr>
<td>Job search strategies/presentations/workshops</td>
<td>81.82%</td>
</tr>
<tr>
<td>Site visits to firms, government agencies, etc.</td>
<td>50.00%</td>
</tr>
<tr>
<td>Alumni connections targeted to students’ interests</td>
<td>81.82%</td>
</tr>
</tbody>
</table>

Total Respondents: 22
Answered: 21   Skipped: 2

**Answer Choices**

<table>
<thead>
<tr>
<th>Choice</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>all are provided by ...</td>
<td>19.05%</td>
</tr>
<tr>
<td>all are provided by the LLM office</td>
<td>25.81%</td>
</tr>
<tr>
<td>it's a mixture of both</td>
<td>57.14%</td>
</tr>
</tbody>
</table>

**Total**                                         | 21         |
Answered: 20  Skipped: 3

**Answer Choices**

<table>
<thead>
<tr>
<th>Choice</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All CSO programming is open to both domestic and international students (specific interviewing programs or job fairs excepted), and this is well known</td>
<td>25.00%</td>
</tr>
<tr>
<td>CSO programming is supposed to be open to all but that's not always well known to LLM students</td>
<td>45.00%</td>
</tr>
<tr>
<td>LLM office career-related programming is also open to others (international or internationally-minded JD students)</td>
<td>40.00%</td>
</tr>
<tr>
<td>CSO programming is JD-specific except where they do programs in conjunction with the LLM office</td>
<td>35.00%</td>
</tr>
<tr>
<td>International LLM students don't know where they're supposed to go for career services, by and large</td>
<td>15.00%</td>
</tr>
</tbody>
</table>

Total Respondents: 20

Comments (3)
What other opportunities for practical legal experience are available to international LLM students prior to graduation?

Answered: 23    Skipped: 0

- 52.17% established school clinics (indicate which below) (1)
- 47.83% student-led pro bono projects (e.g., immigration, domestic abuse, prison) (2)
- 30.43% journal opportunities (regular positions or special LLM positions, please indicate below) (3)
- 39.13% practicum courses that involve exposure to courts, practitioners, etc. but no actual work experience (4)
- 52.17% individualized externships for credit for students who find placements on their own (5)
- 39.13% established externships for credit that are regularly filled by LLM students (guaranteed spots with specific organizations, agencies or firms, please indicate below) (6)
- Other opportunities/name of clinics or programs: (7) 34.78% Responses 8

Total Respondents: 23
To the extent you are aware of them, which resources are most fruitful when trying to help international students find jobs in the U.S.?

Answered: 19   Skipped: 4
In your experience, which statements best describe the attitudes of CSO staff toward providing career services for international LLM students at your school (rank in order of most prevalent attitudes)

Answered: 22   Skipped: 1

- A student is a student and we serve them all equally...
- We are committed to helping international students...
- We’ve been told we’re supposed to help LLMs, but...
- We’ll help the LLM office a little when...
- They’re the LLM office’s problem. It’s not our job.
Confidence Index

- VERY LITTLE CONFIDENCE: 4.5%
- WISH WE COULD DO MORE: 18.2%
- WORKING ON IT, SLOWLY: 13.6%
- DOING ALL WE CAN GIVE: 31.8%
- ON THE RIGHT PATH BUT: 31.8%
Does anyone at your school do employer outreach aimed specifically at finding placements for international LLM students?

Answered: 23  Skipped: 0

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>43.48%</td>
</tr>
<tr>
<td>No</td>
<td>56.52%</td>
</tr>
<tr>
<td>Not sure</td>
<td>0.00%</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
</tr>
</tbody>
</table>
The outstanding international lawyers studying for their LLM degrees at Georgetown University Law Center come from 65 countries and have experience working as private legal practitioners, judges and lawyers in corporations, international organizations, government and non-governmental entities. These lawyers have:
- Practical legal skills;
- International background and expertise;
- Excellent training in legal English;
- Sharp analytical skills, and
- An average of five years of prior work experience.

We invite you to consider those highly qualified international lawyers for positions within your organization or firm.

For more information about the Graduate Students at Georgetown Law, or to recruit our students, please contact us by email at gradprodev@law.georgetown.edu or by phone at 202-662-9096.

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**LLM DEGREES**
- International Business and Economic Law
- International Legal Studies
- Dual Master of International Affairs and Law
- Environmental Law
- General Studies
- Global Health Law
- Global Health Law and International Institutions
- National Security Law
- Securities and Financial Regulation
- Taxation

**CERTIFICATES**
- Food and Drug Law
- International Arbitration and Dispute Resolution
- International Human Rights Law
- International Taxation
- Refugees and Humanitarian Emergencies
- U.S. Health Law
- World Trade Organization Studies

**INTERNATIONAL LAWYERS WITH SKILLS AND EXPERIENCE**
Georgetown Law’s LLM programs draw the best and brightest lawyers from around the world who have distinguished themselves globally as leaders in private law firms, international organizations, in-house counsel, government, the judiciary and academia. The 2015-2016 class features more than 300 international students representing the following parts of the world:

- Argentina
- Australia
- Azerbaijan
- Barbados
- Belgium
- Bolivia
- Brazil
- Bulgaria
- Canada
- Chile
- China
- Colombia
- Costa Rica
- Dominican Republic
- Ecuador
- Egypt
- Ethiopia
- France
- Ghana
- Greece
- Guatemala
- Honduras
- Hong Kong
- Hungary
- India
- Indonesia
- Iran
- Ireland
- Israel
- Italy
- Jamaica
- Japan
- Kenya
- South Korea
- Lebanon
- Luxembourg
- Mexico
- Netherlands
- Nigeria
- Pakistan
- Palestinian
- Panama
- Paraguay
- Peru
- Philippines
- Portugal
- Puerto Rico
- Romania
- Russia
- Saudi Arabia
- Singapore
- South Africa
- Spain
- Switzerland
- Taiwan
- Tanzania
- Thailand
- Turkey
- Uganda
- United Kingdom
- Uruguay
- United States
- Venezuela

**FLEXIBLE TAILORED RECRUITMENT**
To facilitate effective recruitment, Georgetown Law offers a variety of employer services that are flexible and can be tailored to the needs and preferences of the individual employer. These services include:
- **Job Postings and Resume Collections**
  - Employers seeking to hire our LLM students may post a specific job announcement in Simplicity, Georgetown Law’s comprehensive online jobs database.
  - Employers may also contact Graduate Career and Professional Development at any time to request a Resume Collection from all or a specific segment of enrolled LLM students and recent graduates.
- **Interview Services**
  - Employers may pre-screen applicants and conduct interviews via:
    - On-campus interview arrangements
    - Videoconferencing services for interviews
- **Structured Interview Programs**
  - Employers are invited to participate in the following interview programs:
    - The annual International Student Internship Program (ISP) in New York.
    - The annual Taxation Internship Program (TIP) in Washington, D.C.

**CONTACT INFORMATION**
If you are interested in recruiting Georgetown Law LLM students, please contact:
Georgetown Law | Graduate Career and Professional Development Office of Graduate Programs | 600 New Jersey Avenue, NW Washington, D.C. 20001 | T 202-662-9035 | F 202-662-9487
E gradprodev@law.georgetown.edu
www.law.georgetown.edu/GraduateProfessionalDevelopment.htm
# Three Career Models

<table>
<thead>
<tr>
<th></th>
<th>UConn Law (81 LLM + 5 SJD + 20 Exch)</th>
<th>Indiana Maurer (45 LLM + SJD + Exch = 85)</th>
<th>WCL (80 LLM + 7 SJD + 20 Exch)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part-Time career officer</td>
<td>Very part-time part of two people’s official jobs (one LLM, one CSO)</td>
<td>Part-Time Career Counselor</td>
<td></td>
</tr>
<tr>
<td>weekly workshops</td>
<td>Professional Development Series workshops</td>
<td>weekly workshops/events</td>
<td></td>
</tr>
<tr>
<td>NYU ISIP</td>
<td>NYU ISIP</td>
<td>NYU ISIP</td>
<td></td>
</tr>
<tr>
<td>2-3 panels per year</td>
<td>career panels several times per month (CSO office)</td>
<td>2+ additional events/weekly</td>
<td></td>
</tr>
<tr>
<td>Field placement support</td>
<td>internship and OPT support</td>
<td>JD workshops/fairs</td>
<td></td>
</tr>
<tr>
<td>Developing OPT options</td>
<td></td>
<td>Support for field placement</td>
<td></td>
</tr>
<tr>
<td>Collaborate with JD progs</td>
<td></td>
<td>Collaboration with Faculty/Programs/local professional orgs.</td>
<td></td>
</tr>
</tbody>
</table>
Part III: Unique Educational and Career Opportunities

Survey Questions
Text Message to 37607
In the message of the text type the 411726 and then your response
Unique Career Development Programs

• Using LLM students as resources for JD students (hosting LLM/SJD/International JD students’ round table discussions)
• Using domestic and international students to improve interview techniques
• Hosting annual ABA Pathways to Employment in International Law
• Collaborating with ASIL, Washington Foreign Society, ABA International Section, WITA, Association of Women in International Trade, etc.
• UConn Law’s LLM+, DC Program
continued...

• Various forms of “speed networking” with local professionals
• Weekly Career Series - Certificate Option
• Weekly Talks focused on various fields of law
• Monthly Courageous Conversations meetings
• Visits to the local law firms, Couts, organizations and institutions
Second Break-Out

Build a strategy for a new initiative