FELLOWSHIPS AND HONORS PROGRAMS
OVERVIEW
NUTS AND BOLTS
FELLOWSHIPS

• **What are fellowships?**
  Fellowships are short-term, full-time public interest positions for new or recent law graduates. Most are offered for one or two-year periods, but they can be as short as six months and as long as four years. Fellowship venues include non-profit organizations, government agencies, law firms and academic settings.

• **Why are fellowships good career options?**
  • Entry-level positions at public interest organizations are relatively rare, and fellowships offer an alternative way to find public interest work immediately upon graduation.
  • If funding is available, many organizations hire their fellows for permanent positions at the conclusion of their fellowships.
  • Many fellowships offer both substantive and geographic flexibility.
  • Fellowships provide excellent experience and connections.
TYPES OF FELLOWSHIPS

- **Organization-Based Fellowship**: Funded by the organization for which the fellow is working.
  - ACLU
  - AFL-CIO
  - SEIU

- **Project-Based Fellowship**: Funded by a third-party organization, allowing the fellow to work – usually on a specific project – with a host organization.
  - For example, a graduating law student may have an idea to open a legal clinic for low-income, single mothers facing evictions. A legal services organization may desire to host the student to set up and run this project, but may not have the funding to do so. With the legal services organization’s cooperation, the law student would apply to a fellowship funding organization to fund the project. There are several such funding organizations.  
  - [Equal Justice Works](https://www.equaljusticeworks.org) and the [Skadden Fellowship Foundation](https://www.skadden.org) are the largest funders, and among the most sought-after fellowships.

- **EJW AmeriCorps Legal Fellowships**: Topic-based; not on academic hiring schedule
- **Entrepreneurial Fellowships / International Fellowships / Firm-Sponsored Fellowships**
PROJECT-BASED FELLOWSHIPS: APPLICATION

- Applicants apply in their third year to organizations, foundations or law firms who financially sponsor a graduate to fulfill a specific purpose for a set time.

- Deadlines are as early as August of the third year and scattered throughout fall and winter.
  - Equal Justice Works – Mid-to-late September
  - Skadden Fellowship – First Monday in October/final selection in December
  - Soros Justice Fellowships - October
  - Berkeley Law Foundation - January
  - Tom Steel Post-Graduate Fellowship – January
  - Echoing Green – January
  - See PSJD.org Resource Center for calendar of deadlines
PROPOSALS

- Think about your dream job
- Research prospective host organizations
- Approach the organization
- Work with the organization to develop a project
- Demonstrate a pressing community need (provide news articles)
- Know your community to see if you can obtain community buy in
- Propose realistic and targeted strategies
- Consider your goals
- Show commitment to the work
- Talk to previous fellowship recipients
SELECTING A HOST ORGANIZATION

- Have you worked with this organization?

- Is this organization sponsoring more than one law student for the same grant? If yes, perhaps consider another host organization.

- Is it your project or the host organization’s project?

- Has the organization hosted fellows before?

- What type of supervision and mentorship will you receive?

- Does the host organization have any connections to funders?
SELECTING A HOST ORGANIZATION

What if you don’t have an established relationship with an organization?

- Many organizations look for candidates during the summer between second and third years and some even have a selection committee to choose the applicant.
- Search for “Fellowship Applicants Wanted” on PSJD.org.
THE FELLOWSHIP PROGRAMS

- Equal Justice Works (www.equaljusticeworks.org/post-grad/equal-justice-works-fellowships)
  - 3Ls and Recent Grads
  - Host organization must pay fringe benefits
  - Grades not considered
  - Projects matched with sponsors

- Skadden (www.skaddenfellowships.org)
  - 3Ls and Judicial Clerks
  - Covers all expenses
  - Academic performance a factor
  - Sponsors are partners at Skadden, Arps, Slate, Meagher & Flom
  - More limited scope
    - Host must be a 501(c)3 organization which provides civil legal services to the poor, including the working poor, the elderly, the disabled or those deprived of their civil or human rights.
    - No criminal, environmental or immigration projects.
The Fellowship Programs

- Soros Justice Fellowships (www.opensocietyfoundations.org/grants/soros-justice-fellowships)
  - Not limited to law students, but law students regularly among recipients
  - Projects must relate to one or more of the Justice Fund’s broad U.S. criminal justice reform goals: reducing mass incarceration, challenging extreme punishment, and promoting justice system accountability

- Berkeley Law Foundation (berkeleylawfoundation.org/post-graduate-fellowships)
  - One or two grants per year
  - Support projects across the country, though many are in Bay area
  - Can include international projects
The Fellowship Programs

- **Tom Steel Post-Graduate Fellowship**
  
  (www.pridelawfund.org/fellowships/tom-steel/)
  
  - Provides funding for a new lawyer to work in the U.S. on an innovative, public interest law project that serves the LGBT community

- **Echoing Green**
  
  (www.echoinggreen.org/fellowship)
  
  - Not limited to law students
  - Awards fellowships to "individuals to create new autonomous public service projects or organizations that catalyze positive social change.”
  - More entrepreneurial
TIPS/RESOURCES

Final Tips:
✓ Watch deadlines
✓ Talk to past successful fellowship winners and ask if they will possibly review your application
✓ Start application early – some deadlines are as early as August
✓ Prepare for the interview
✓ Read instructions closely
✓ Choose good recommenders

Additional Resources
✓ OCPD
✓ UW Law Alumni Successful Fellowship Applicants
✓ PSJD: Postgraduate Fellowships, www.psjd.org/Postgraduate_Fellowships
✓ The Comprehensive Fellowship Guide-The Ultimate Resource for Law Students and Lawyers (available in OCPD)
✓ The Foundation Center: www.foundationcenter.org/findfunders/
How do I apply for fellowships? Where are the resources?

- PSJD – Contains listings for more than 400 fellowship opportunities. These include organization- and project-based fellowships, including fellowships in government and academia.
  - Postgraduate Fellowship Primer
  - Postgraduate Fellowship Comparison Chart
  - Application Deadline Calendar
  - Application Tips
- The PSJD Comprehensive Fellowship Guide – A print resource that includes hundreds of fellowship listings culled from the PSJD website, along with application tips and a deadline calendar. It serves as a convenient hard copy supplement to the information on this website. (We have a copy in OCPD!)
- The Yale Law School Guide to Postgraduate Public Interest Fellowships, donated to PSJD by Yale Law School, provides a very helpful primer on fellowships, providing background info and application tips.
PRESIDENTIAL MANAGEMENT FELLOWS

http://www.pmf.gov/

- Administered by the U.S. Office of Personnel Management (OPM)
- For advanced degree recipients from all academic disciplines
- Two-year, paid, benefits-eligible, full-time positions
- Promotion potential
- A law degree and/or legal experience may be qualifying and valuable, and may be appropriate for Fellows, but not necessarily required. Finalists cannot be appointed into attorney positions.
PRESIDENTIAL MANAGEMENT FELLOWS

- Applications open for only 2 weeks in the fall (2015 application was open Oct. 1 – Oct. 15, 2014).

- Application for the PMF Class of 2016 opens via a job opportunity announcement on USAJOBS at www.usajobs.gov; search for "Presidential Management Fellows." Eligible applicants must also complete the on-line assessment prior to the announcement closing.
  - READ OCPD EMAILS!

- Multi-phase process: on-line application and assessment; in-person assessment; Finalists secure positions with Federal agencies
Many federal government agencies – and some state agencies – hire entry-level attorneys through honors programs.

Some agencies also have Summer Honors Legal Internships
  • Similar to a law firm summer associate experience, with opportunity for post-graduate employment offer
  • Applications due early in the fall

Typical process: Application -> Phone interview -> Offer -> Background Check (if necessary)

Resources:
  • Government Honors Handbook: [www.law.arizona.edu/career/honorshandbook.cfm](http://www.law.arizona.edu/career/honorshandbook.cfm)
  • User Name: thin Password: mints

HONORS PROGRAMS

Army Corps of Engineers, U.S.
Office of Chief Counsel Civilian Honors Program (3L, LLM, JLC)
(October)

Central Intelligence Agency
Office of General Counsel - Legal Honors Program (3L, JLC)
https://www.cia.gov/careers/opportunities/support-professional/attorney.html
(Rolling, by October)

Comptroller of the Currency
Chief Counsel’s Employment Program (3L, JLC, LLM, Grads)
http://www.occ.gov/about/who-we-are/careers/entry-level-attorneys.html
(September)
Environmental Protection Agency
Office of General Counsel - Honors Fellowship Program (Grad, JLC)
www.epa.gov/ogc/fellowship.htm
(Febuary)
R3 (Philadelphia) - Michael F. Vaccaro Honors Attorney Fellowship (3L, JLC)
www.epa.gov/region3/vaccaro.htm
(November)
R9 (San Francisco) - Honors Attorney Fellowship (3L)
www.epa.gov/region09/orc/positions.html
(May)

Equal Employment Opportunity Commission Attorney Honors Program (3L, LLM, JLC) http://www.eeoc.gov/eeoc/jobs/honorprogram.cfm
(October)

Federal Communications Commission
Office of General Counsel - Attorney Honors Program (3L, LLM, JLC)
www.fcc.gov/attorneyhonorsprogram/
(December)
Federal Deposit Insurance Corporation Legal Division Honors Program (3L, JLC)
www.fdic.gov/about/legalhonors/index.html
(September)

Federal Trade Commission
Bureau of Competition - Entry-Level Attorney Program (3L, JLC)
http://www.ftc.gov/bc/recruit/atty_program.shtm
(September)

Health & Human Services, Department of
Food & Drug Administration, Office of Chief Counsel - New Attorney Hiring Program (3L, JLC)
http://www.fda.gov/AboutFDA/WorkingatFDA/CareerDescriptions/ucm112708.htm

Homeland Security, Department of
Office of General Counsel – Secretary’s Honors Program for Attorneys (3L, JLC)
https://www.dhs.gov/secretarys-honors-program-attorneys
(September)
Housing & Urban Development, Department of
Office of General Counsel - Legal Honors Program (3L, LLM, JLC)
www.hud.gov/offices/ogc/
(September)

Internal Revenue Service, Department of Treasury
Office of Chief Counsel - Honors Attorney Program (3L, LLM, Grads)
http://jobs.irs.gov/midcareer/occ-law-students-recent-grads.html#honorsprogram
(Rolling)

Justice, Department of
Attorney General’s Honors Program (3L, JLC, LLM)
www.usdoj.gov/oarm/arm/hp/hp.htm
Office of the Solicitor General - Bristow Fellowship (JLC)
www.usdoj.gov/osg/opportunities/bristapp.html
(September)
Labor, Department of
Office of the Solicitor - Honors Program (3L, LLM, JLC)
http://www.dol.gov/sol/jobs/honorsprogram.htm
(October)

National Labor Relations Board
Board Offices, DC Attorney Positions - Honors Attorney Program (3L, JLC, LLM)
General Counsel Headquarters - Honors Attorney Program (3L, JLC, LLM)
Regional Offices – Honors Attorney Program (3L, JLC, LLM)
https://apps.nlrb.gov/honors
(October)

Nuclear Regulatory Commission
Office of General Counsel - Honor Law Graduate Program (3L, LLM, JLC)
www.nrc.gov/about-nrc/employment/honor-law.html
(October)
Postal Service, United States
Honors Attorney Program (3L, Grads)
http://about.usps.com/careers/welcome.htm
(February)

Securities & Exchange Commission
Advanced Commitment Program (3L, LLM, JD/MBA, JLC)
http://www.sec.gov/jobs/jobs_students.shtml#acp
(October)

State, Department of
Office of the Legal Advisor (Civil) - 3-Year New Attorney Program (3L, JLC)
www.state.gov/s/l/3190.htm
(September)

Transportation, Department of
Honors Attorney Program (3L, Grad, JLC)
www.dot.gov/ost/ogc/HONORS/about_program.html
(August)
STATE HONORS PROGRAMS

California Department of Justice
Colorado Attorney General
Massachusetts Attorney General
New York City Law Department
New York District Attorney
Oregon Department of Justice
Philadelphia District Attorney
Washington Attorney General
SUMMER HONORS PROGRAMS

Department of Defense
Office of General Counsel (February)

Department of Justice
Summer Law Internship Program (September)

Environmental Protection Agency
Office of General Counsel (August)

Federal Trade Commission
Bureau of Consumer Protection (August/September)

Securities & Exchange Commission
Student Honors Program (October)
CRITERIA FOR GOVERNMENT HONORS

- Academics

- Commitment to Public Service

- Experience or demonstrated interest in subject area
  - e.g., Comptroller requires background in finance
AND IF HONORS DOESN’T WORK OUT?

- Some federal government agencies do hire entry-level!
- Watch USAJobs.gov
  - Schedule an appointment with Emily to discuss efficient searches
- May need to be bar admitted
- Have a federal government ready resume!
MARK YOUR CALENDARS

Trisha Fillbach
Assistant Director
Office of Attorney Recruitment and Management
U.S. Department of Justice

April 27, 2015 @ 12:00 pm

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Patrick Scudieri
Defense Appellate Attorney
U.S. Army JAG

April 13, 2015 @ 3:00 PM
QUESTIONS?

PSJD.org

Government Honors Handbook

OCPD
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