

Recruiting interns or newly licensed lawyers from law schools involves a targeted approach to connect with potential candidates and effective communication. Here's a guide on how to effectively reach out to law schools for recruitment:

1. Understand Your Hiring Needs:

Clearly define the positions you're looking to fill and understand the specific skills and qualifications required. This will help you tailor your outreach efforts.

2. Build Relationships with Career Services and Clinical Faculty:

Establish and maintain strong relationships with career services offices and Clinical Faculty at law schools. Career services professionals can provide valuable insights, connect you with students, and help promote your opportunities. Clinical Faculty can connect you to students who have shown an interest in criminal defense work based on the student's participation in a Criminal Defense Clinic.

3. Attend Career Fairs and Events:

Participate in law school career fairs, networking events, and job fairs. These events provide opportunities to interact directly with students and showcase your organization.

4. Host Information Sessions:

Conduct on-campus or virtual information sessions to introduce your organization and share details about available positions. This allows students to learn more about your company and its culture. Also host a PD/MAC Day. See our flyer, TCDLA will set up registration, help with speakers, and provide a meal.

5. Utilize Online Platforms:

Post your job openings on law school job boards, as well as other legal industry platforms. Many law schools have online job portals where employers can advertise opportunities directly to students. TCDLA has several students in or newly licensed attorneys. Send job description link to athomas@tcdla.com for us to put online and direct market or send to entire membership.

6. Offer Internship Programs:

Develop internship programs that provide meaningful experiences for law students. Clearly outline the benefits, learning opportunities, and potential for growth within your organization.

7. Engage with Law School Alumni:

Leverage alumni networks to connect with lawyers who have recently graduated. Alumni may have insights into the needs and preferences of current law students and can serve as valuable ambassadors for your organization.

8. Use Social Media Strategically:

Utilize social media platforms, especially LinkedIn, to connect with law students and promote your job opportunities. Share content about your workplace culture, projects, and success stories to attract potential candidates.

9. Offer Networking Opportunities:

Arrange networking events or panel discussions where students can interact with professionals from your organization. This provides students with a chance to ask questions, learn about your work, and establish connections. Come to TCDLA's New lawyer reception at Rusty Duncan or one of our monthly roundtables. Provide information of flyer for our TCDLA Career Pathways event held virtually in February.

10. Collaborate with Legal Associations:

Partner with legal associations or organizations affiliated with law schools. Many law schools have student chapters of professional associations where you can engage with potential candidates. TCDLA can also share your information with local affiliate bars and other partners.

11. Provide Clear Application Instructions:

Ensure that your job postings include clear instructions for the application process. This includes specifying the documents required and any deadlines. Make sure to include easy links and who they can contact with questions.

12. Highlight Career Development Opportunities:

Emphasize the opportunities for career development, mentorship, and advancement within your organization. Newly licensed lawyers are often looking for environments that support professional growth.

13. Attend TCDLA Conferences and Seminars:

Participate in TCDLA conferences and seminars where you can meet recent law school graduates and discuss potential job opportunities.

14. Collect and Act on Feedback:

Seek feedback from past interns or employees recruited from law schools. Use this feedback to continually improve your recruitment strategies.

Remember to customize your approach based on the specific culture and practices of each law school and any unique benefits you can offer. Personalized and targeted outreach efforts will increase the effectiveness of your recruitment initiatives. TCDLA is here to help, if you want take advantage any of the above items reach out to mschank@tcdla.com