Legal Services Funders Network’s

2024 Public Interest Law Bar Fellowship

INFORMATION SESSION
What We Plan To Cover

Origins & Design

“The LSFN Fellowship”: Features & Key Demographics

Impact: Fellows, LSOs, Sector, Community and New Attorney Competency

Next Steps for the Bay Area and Beyond

Q & A
California High Court Postpones Bar Exam In July
- San Francisco Chronicle, April 2020

California high court postpones bar exam in July

Bar exam from page 11

Some legal educators in California had urged the State Bar and the court to allow new law graduates to practice law under an experienced attorney’s supervision for the next year or two until a traditional bar exam is available. But the court, which oversees the State Bar, decided instead to reschedule the exam to Sept. 9-10 and said it would make “every effort possible” to conduct the test online.

There will be remote proctoring, or supervision, to make sure test-takers do not try to look up answers, court Executive Officer Jorge Navarette said in a letter to the bar. He said results should be available by Dec. 31.

“I had hoped they would consider provisional licensing and am sorry that this was not mentioned.”

Erwin Chemerinsky, UC Berkeley Law School dean

by Dec. 31.

One unknown factor is whether the National Conference of Bar Examiners, which prepares the multiple-choice section of the test used nationwide, can produce an online version by September. If not, “other options will need to be considered,” said Donna Hershkowitz, the bar’s interim executive director.

Postponement of the July exam was “inevitable and wise,” said UC Berkeley Law School Dean Erwin Chemerinsky, who had recommended a supervised law practice as a short-term alternative. But he said a National Conference of Bar Examiners official has already expressed doubt that an online multiple-choice exam could be ready by September.

“I had hoped they would consider provisional licensing and am sorry that this was not mentioned,” Chemerinsky said.

Bob Egelko is a San Francisco Chronicle staff writer.
# Existing Legal Fellowships

| Fellowships that take place during the summer post 1L & 2L year | Substantial number of Fellowships offered, but are very competitive to secure. Funding comes from law schools, non-profit organizations and law firms. Stipends range from $500-10,000 (although very few are above $5,000). Many more law students take unpaid/volunteer positions. |
| Post-Graduate Full-Time Fellowships | Several Fellowships offered, but are extremely competitive to secure. Positions are F/T. Duration is 1-2yrs. Average salaries are $60,000+/-.
| Post-Graduate Bar Fellowships (taking place the summer the law school grad takes the bar exam) | Several government offices (primarily DA and PD) offer Post-Bar Fellowships, but almost all are unpaid.  
The Public Interest Law Initiative (Chicago) offers 3 month/300hrs Fellowships to incoming associates at private law firms. Schedule: First 5 weeks P/T, 2 weeks off for the bar exam, then 5 week F/T before joining their law firm. |

Note: In addition, a few inspirational non-profits (such as California ChangeLawyers) offer meaningful ($5,000) scholarships to 3Ls for their “bar summer”. Similarly, some law schools provide modest ($500-1,000) bar scholarships. Public interest attorneys with existing job offers may apply to some bar prep programs for a “public interest scholarship discount” of 10-15%
# 2024 LSFN Post-Graduate Law Fellowship Summary

<table>
<thead>
<tr>
<th>Information</th>
<th>Population</th>
<th>Time Frame</th>
<th>Hours &amp; Stipends</th>
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<tbody>
<tr>
<td><strong>Details</strong></td>
<td>• <strong>Fellows Applicants</strong>: May 2024 law school graduates who:</td>
<td>• <strong>Application Period</strong>: April 5-26th</td>
<td>• 400 hour commitment:</td>
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<td></td>
<td>o Attended a Northern California (Monterey County to the Oregon border) ABA or CA accredited law school</td>
<td>• <strong>Placement Period</strong>: Early April to Early May</td>
<td>o 375 LSO hours</td>
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<td>o Reside in one of the counties in the program (see above)</td>
<td>• <strong>Program Period</strong>: Mid-May thru November*</td>
<td>o 25 Fellowship program hours</td>
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<td></td>
<td>• <strong>LSO Applicants</strong>: LSOs based in or with a satellite office in our geography (see above)</td>
<td>o 15hrs pre-bar</td>
<td>• Fellows Stipend: $15,000</td>
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<td></td>
<td>• <strong>Placements</strong>: 114 Fellows at 50+ LSOs to date. 27-30 Fellows are placed at over 20 LSOs annually.</td>
<td>o July “Blackout Period”</td>
<td>• LSOs receive $2,800 per Fellow to help cover overhead</td>
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| Outcome Highlights   | Unique Postgraduate Public Interest Law Bar Fellowship program | Bar exam oriented schedule | Meaningful stipend to cover living costs & LSO overhead |

**Additional Features:**

- **Application**: Simple 1-2 page online application. No additional materials.
- **Placement**: The LSFN recruits the LSOs and the Fellows. Applications can be done “jointly” (Fellow & LSO apply together) or “solo”. Joint applications are prioritized. For “solo” the LSFN does preliminary “matching”, followed by virtual interviews conducted by the LSO and prospective Fellow. Both have the option to independently decline.
- **Cohort Model**: Monthly learning sessions on public interest topics, introductions to government & legal service leaders, LinkedIn group and social/group activities. Mentor support for both the Fellows and LSO Hosts.
- **Geography & Impact**: Local graduates from local law schools placed at local LSOs helping their local communities.
- **Authorization**: Fellows receive Practical Training of Law Student (PTLS) licenses from the CA State Bar that are valid until the release of the results of the next CA Bar Exam.

* Following the Bar Exam, Fellows are required to return to their LSO Host by mid-August. Fellows & LSO Hosts mutually agree to schedules, which range from 20-40 hours per week. As a result, completion of LSO hours occurs from Mid-October to late December.
Applications & MOU

Applications:
- Simple Form
- Joint & Solo
- Accessible
- No Attachments
- Brief 1-on-1 online interviews
- Easy to Complete
- Short Timeframe

MOU:
- Clear Expectations
- Increased Autonomy
- Greater Efficiency

Greater Efficiency
Increased Autonomy
Clear Expectations
Key Demographics: Fellows

Local Law Schools
Local Graduates
Local LSOs
Supporting Local Communities

100%
Of 2023 Fellows were historically non-traditional law students/under-represented populations

Ethnicity

First in Family to Graduate...

High School
College
Law School
2023 LSFN FELLOWS

- Alexis Ballinger, CURYJ
- Alysyn Martinez, CLESPA
- Andrew Khan, Elevate Community Center
- Antonio Gualco, Senior Legal Services
- Arnold Esqueda, Centro Legal de la Raza
- Aurash Gomroki, Legal Link
- Breanna Pogue, Social Justice Collaborative
- Carly Tomaine, Cooperative Restraining Order Clinic
- Cal Jensen, Jewish Family and Children’s Services
- Gabby Birog, Disability Rights CA
- Gabrielle Sullera, Start Small Think Big
- Gwendolyn West, For the People
- Jennifer Gomez, All for the Family Legal Clinic, Inc.
- Josephine Velazquez, Kids In Need of Defense
- Kimberly Mata, Open Door Legal
- Kirkman Ridd, Immigrant Legal Resource Center
- Kodie McGinley, Legal Access Alameda
- Maddie Raiche, Bay Area Legal Aid
- Marlene Lara, Open Door Legal
- Monique Adams, Family Violence Law Center
- Neha Malik, Canal Alliance
- Nicole Ortega, Law Foundation of Silicon Valley
- Becca Holt, Oasis Legal Services
- Sarah Chen Small, Communities for a Better Environment
- Slater Stanley, LGBT Asylum Project
- Sonia Bakshi, Justice At Last
- Sylvia Vizcardo Sanchez, Step Forward Foundation
- Vanessa Carreno Alvarez, Legal Aid of Sonoma County
Key Demographics: LSO Hosts

LEGAL AREAS OF WORK REPRESENTED:

- Benefits
- Employment
- Housing
- Immigration
- Family Law
- Domestic Violence
- Impact Litigation
- Senior Law
- Environmental Law
- Small Business/Entrepreneurship Law
- Restorative Justice

Location of LSO Hosts

- Alameda 39%
- SF 29%
- Santa Clara 14%
- Sonoma 4%
- Marin 4%
- San Mateo 4%
- Contra Costa 4%
- Santa Cruz 4%
## Financial Reality of a Public Interest Attorney

### Financial Reality of Public Interest Lawyers While Preparing For, Taking and Awaiting the Results of the Bar Exam

<table>
<thead>
<tr>
<th>Item</th>
<th>Public Interest Sector</th>
<th>Private Sector</th>
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<tbody>
<tr>
<td>Help w/ Bar Exam Fee (over $1,000)</td>
<td>Rare</td>
<td>Common</td>
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<tr>
<td>Help w/ Bar Prep Course Costs ($2,000-4,000)</td>
<td>Rare</td>
<td>Common</td>
</tr>
<tr>
<td>Bar Stipend</td>
<td>Rare</td>
<td>Common (and up to $20,000)</td>
</tr>
<tr>
<td>Assistance w/ relocation costs &amp; signing bonuses</td>
<td>Rare</td>
<td>Common</td>
</tr>
<tr>
<td>Anticipated start date/Income and Benefits</td>
<td>Often not hired until after bar exam results are released. Results in more than 6 months of lost income and benefits.</td>
<td>1-2 months after taking the Bar exam. Minimal loss of income and benefits due to start date and bar stipend.</td>
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### End Result

- **Public Interest Sector**: Often up with $50,000 of additional debt
- **Private Sector**: Can end the year with over $100K of compensation (bar exam fees & stipends, 3-4mo salary and bonuses)

The LSFN Fellows stipend helps to cover bar exam costs and living expenses. Many of our Fellows receive job offers during their fellowship, resulting in them receiving benefits and a salary 2-3 months sooner than many law school graduates entering the public interest law sector.

*Note: Many public interest lawyers cover bar costs and time w/o income via bar loans (interest rates range from 8-18%) and credit cards, which can half interest rates of up to 36%.*
Pre & Post Bar Exam Periods

Pre-Bar  (15 hrs min)

- Expanded time period (Mid-May thru June). Allows Fellows to complete hours prior to June if they prefer.
- Specific tasks identified and instructions tailored for Fellows new to LSO Host vs those who have interned with their LSO Host while in law school and/or worked there prior to law school
- "Meet & Greet" Social Event for Fellows in May
- Early June Info. Session for LSO Hosts
- Late-May & June Learning Sessions for Fellows (via zoom)

Post-Bar

The remainder of the time commitment will be completed after the July Bar Exam and it is up to the Fellow and their LSO Host to agree to a schedule, with the following caveats:

- All LSFN Fellows must re-engage with their LSO Host by **August 19th**.
- LSFN Fellows must attend all Learning Sessions, even if they complete their time commitment prior to the remaining Learning Sessions.
- Fellows may complete hours in July if they choose to and have notified the LSFN of their intention to do so.
Bar Exam Preparation

The Fellowship's Impact on Fellows' Bar Exam Preparation

100% felt the Fellowship was beneficial or felt the pros & cons balanced each other and said “no impact”

67% pass rate (exceeded 52% statewide pass rate)

100% of the Fellows felt the stipend was extremely helpful in offsetting the cost of taking the bar exam and covering living expenses

Many Fellows expressed that being part of a cohort and having meaningful work to do while studying for the bar was very important and helpful.
Supervision of Fellows

Professional Supervision
90% of Fellows rated their satisfaction with their supervisors as "Extremely Satisfied" of "Very Satisfied"

Quality of Assignments
Over 94% of Fellows felt they were appropriately challenged by the assignments they were given

Hands On Experience
In evaluations, and during the course of the Fellowship, many Fellows highlighted the positive benefits of gaining hands on experience in the sector
2023 Virtual Learning Sessions

- JUNE
  - CA Legal Aid Landscape
- JUNE
  - Self-Care & Mentor Led Bar Prep
- AUGUST
  - Next Steps
- NOVEMBER
  - Support Centers
- OCTOBER
  - Public Interest Work Beyond LSOs
- SEPTEMBER
  - Intersection of Civil Legal Aid & Criminal Law

2023 Fellowship In-Person Activities

- Mixers
- Happy Hours
- LSFN Signature Event
- 2023 Fellows Celebration
Evaluations are collected and reported on using accepted statistical standards.
100% of Fellows felt the program met their expectations.

100% of Fellows would recommend the Class of 2024 participate in the program.

100% of LSO Hosts indicated their Fellows increased their capacity to serve clients.

100% of LSO Hosts felt the application and evaluation processes were simple and straightforward.
"The greatest satisfaction of my Fellowship was..."

"Being able to pay rent and having a clear next step for post-bar already waiting for me while I was studying for the bar was an incredible relief."

I would say my greatest satisfaction was the skills and confidence that I developed over the course of my fellowship. I believed I have learned more about legal services and the tools for zealous advocacy.

"The mentorship and collaboration with other member of my Host organization's legal team."

"My greatest satisfaction is that the fellowship helped me grow in my LSO and eventually land a job in my LSO as a full time J.D. Advocate in its Education Team. Additionally, I think being able to ask questions and bond with my peers in the Learning Session really helped me have the resources I needed to pass the July 2023 Bar Exam."

Getting experience in a way that made me feel like an attorney and not a law student. I was given much more trust than I have in the past.
From the LSO Hosts...

"The fellowship was a great way for our organization to invest in a new attorney with minimal administrative burden for both our org and the Fellow"

"We enjoyed hosting an individual eager to learn about the legal profession, who contributed to our office's operations and efficiency, as well as increased our service capacity."

"We have always been impressed at the commitment and diligence of LSFN fellows. They are definitely an asset helping us to provide services to our clients."

"Our Fellow is an amazing person and we feel really lucky to have her on staff now. The Fellowship period was a great way for us to learn how to work together and for me as her supervisor to see where she was in terms of knowledge and skills and give her increasingly more challenging assignments."

"She went above and beyond our expectations. She is diligent, responsible, and produces quality work."

"The ease in applying, the ability to apply jointly with a fellow, and the flexibility of how to structure the training and work assigned. The fellow gets to work on things that actually matter and are helpful to the organization and its clients."
Job Offers & Employment

Over 2/3rd secured employment by the end of the Fellowship & almost all Fellows are staying in public interest work or poverty law

Well over 1/2 of this year's LSFN Fellows are continuing to work in the public sector.

Over 1/3 of our fellows accepted job offers from their LSO Host, three have accepted positions at other LSOs while others are currently fielding offers and determining next steps.

A handful of LSO Hosts shared in their final evaluations that they would have offered their LSFN Fellow a position, but did not have the funds to do so.

Among the 25% of our 2023 Fellows who opted to head to the private sector, the majority have accepted positions at small firms that specialize in areas such as immigration and employment law.
Fellows' Impact on Access to Justice

The Fellows contributed an average of 435 hrs each. Almost 10% above & beyond the requirement.

12,188 hours

Many Fellows were multi-lingual, and were able to leverage their language skills to assist more non-english speaking and ESL communities

Language Skills

Our diverse cohort of Fellows were able to bring their broad range of life experiences to their work, providing invaluable connections to the communities they supported

Lived Experiences
Impact

- 4 Cohorts
- 114 Fellows
- 50 Host Organizations
- 30+ Mentors
- 50,000+ Hrs of Added Capacity
- 6 Cities/States Exploring Replication
What We Changed

Pre-Bar:
Timeline extended and tasks defined

LSO Hosts:
published list, more details in application, required session in June

Post-Bar:
Return date window established

'Sjob Board'
geared toward LSFN Fellows

Stipends:
Increased again!
More in-person activities & programs

Optional LinkedIn & Resume Workshop
Mark Your Calendars

Important Upcoming Dates

April  
- 4/4, Fellowship Info Session
- 4/5, Applications Open (9am)
- 4/26, Applications Close (5pm)

Fellows & Hosts *matched on rolling basis

May  
- 5/10, MOUs due
- Fellowship Officially Commences
- 5/30, 1st Learning Session

*Matching Process: The LSFN recruits the LSOs and the Fellows. Applications can be done “jointly” (Fellow & LSO apply together) or “solo”. Joint applications are prioritized. For “solos” the LSFN does preliminary “matching”, followed by virtual interviews conducted by the LSO and prospective Fellow. Both have the option to independently decline.
THANK YOU

LSFN Fellowship Funders:

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Peter E. Haas Jr. Family Fund
Van Loben Sels/RembeRock Foundation
Bigglesworth Family Foundation

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