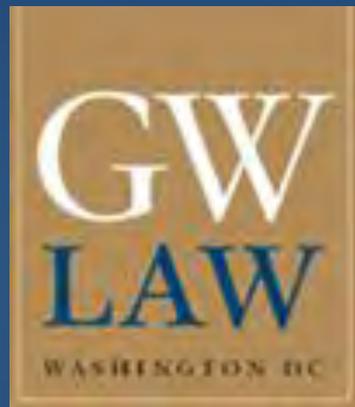
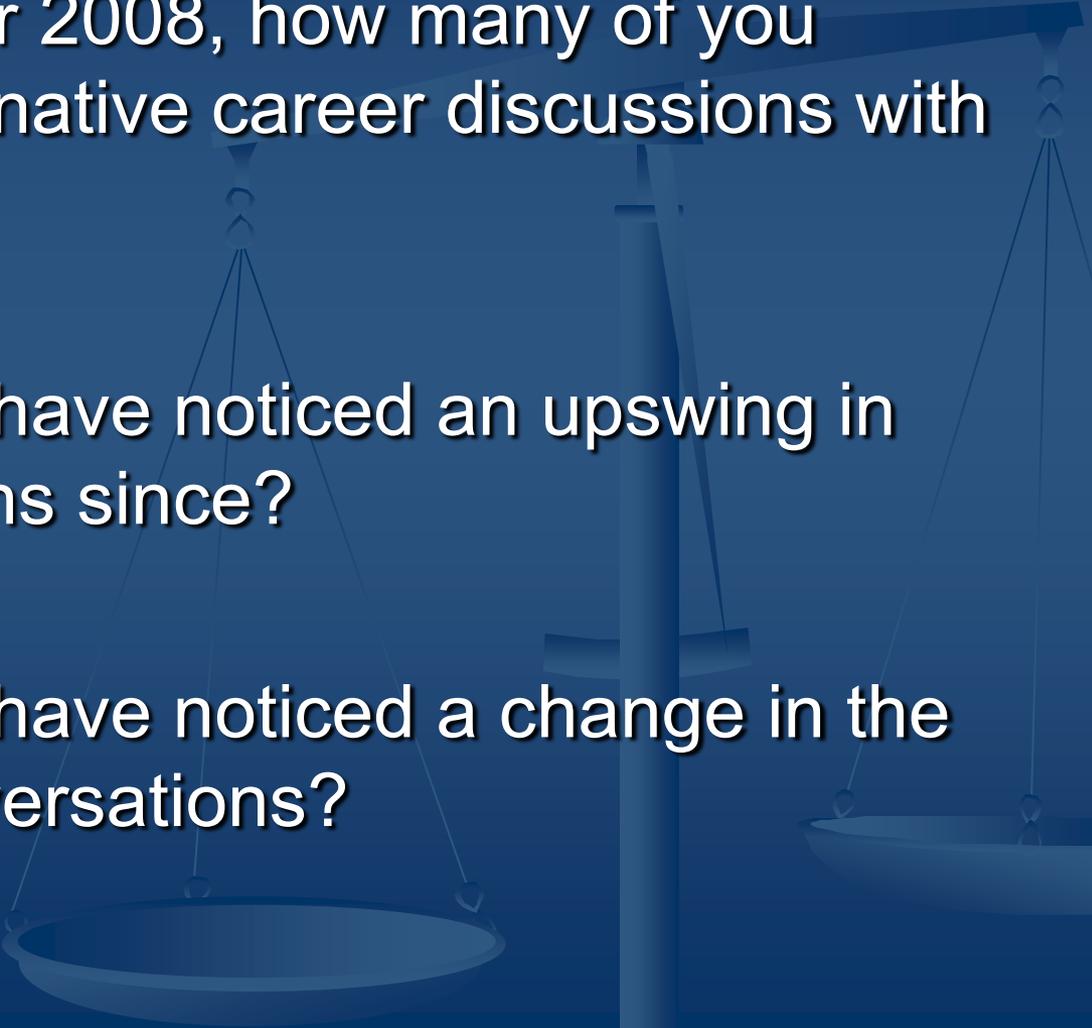


Making Lemonade: Blueprint for the Alternative Career Counselor



Tammy King – Creighton University
Carole Montgomery – George Washington
University

Quick Audience Poll

- Prior to September 2008, how many of you regularly had alternative career discussions with students?
 - How many of you have noticed an upswing in those conversations since?
 - How many of you have noticed a change in the tone of those conversations?
- 

Terminology

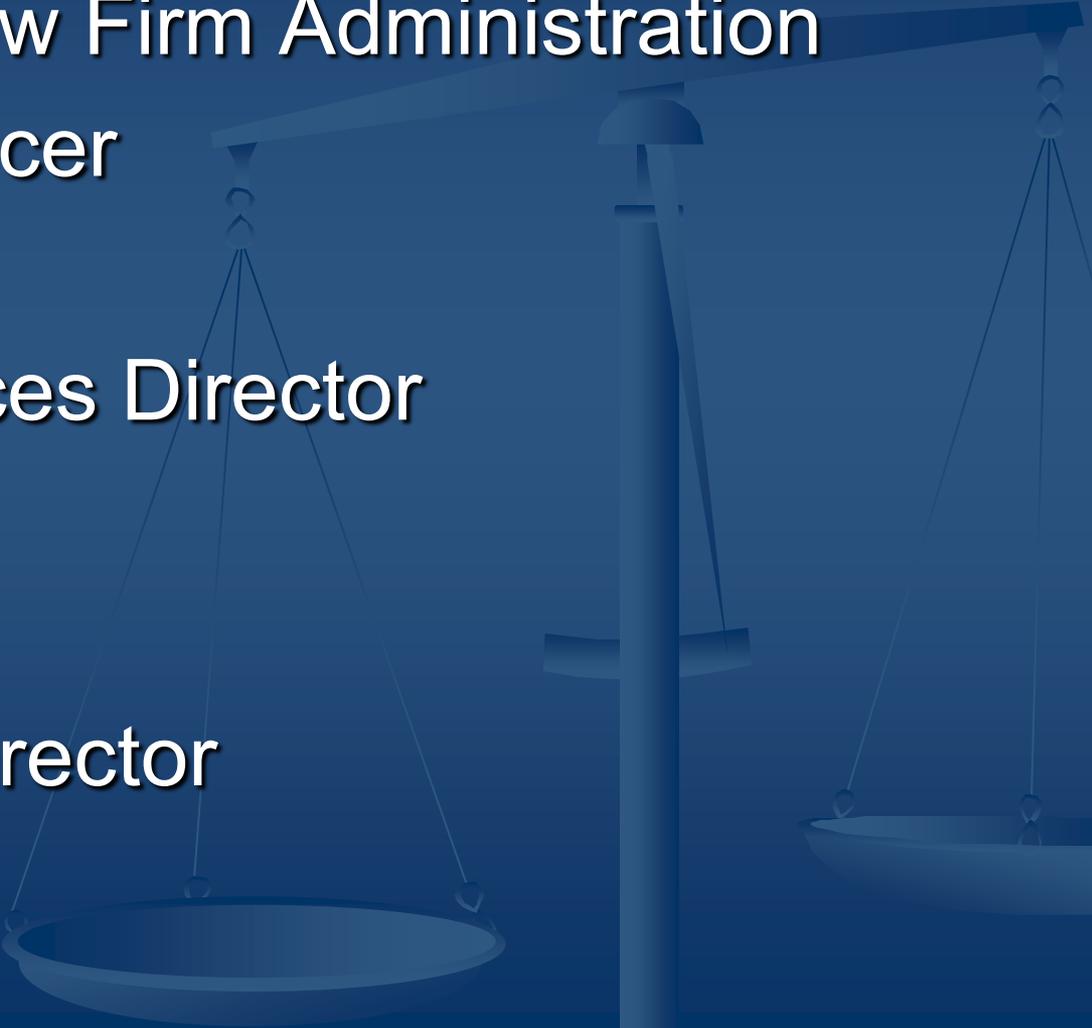
- Nontraditional / Alternative / Law-Related Career

vs.

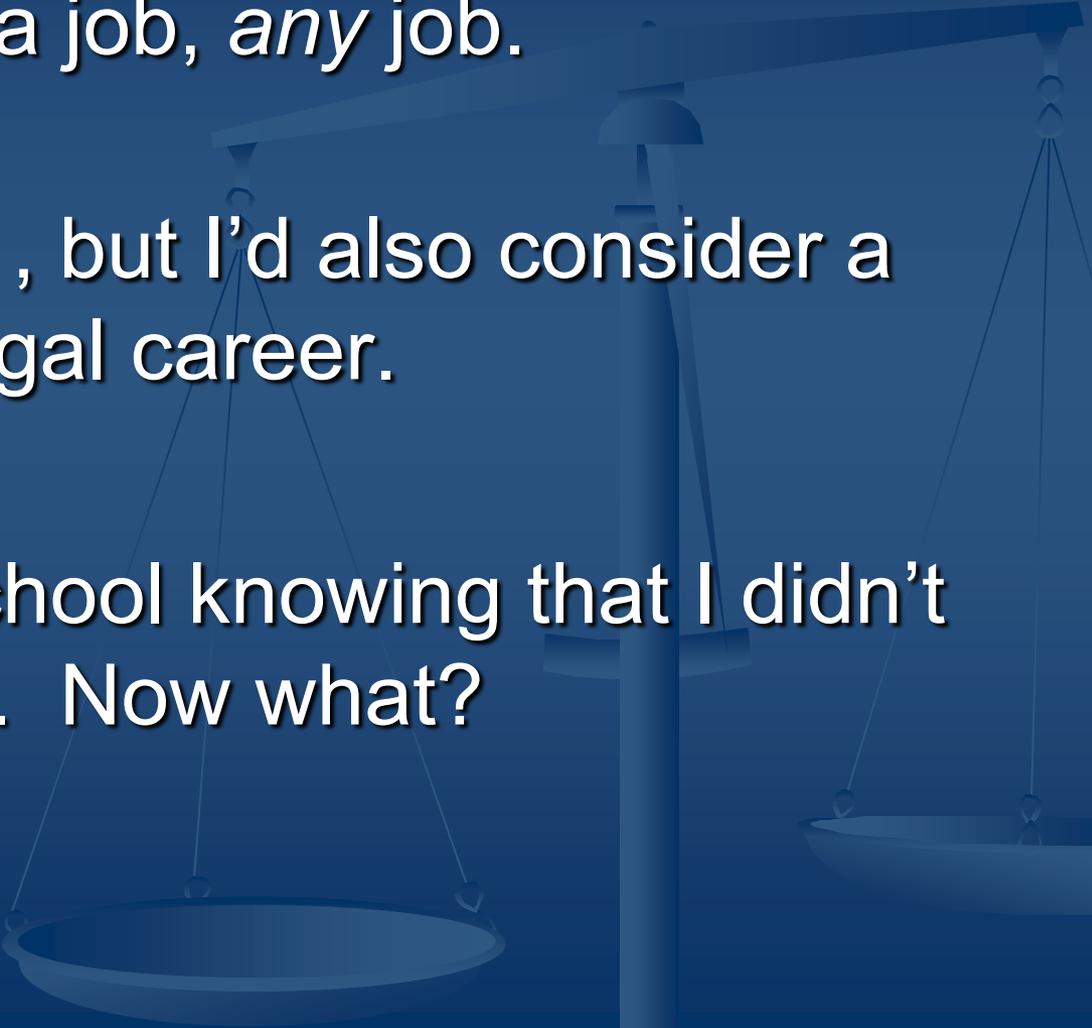
- True Alternative Career



Classic Examples of Law-Related Careers

- Law School / Law Firm Administration
 - Compliance Officer
 - Trust Officer
 - Human Resources Director
 - Jury Consultant
 - Lobbyist
 - Development Director
- 

The Counseling Appointment

- It's April, I want a job, *any* job.
 - I really want . . . , but I'd also consider a nontraditional legal career.
 - I came to law school knowing that I didn't want to practice. Now what?
- 

Self Assessment

- Identify Interests
- Assess Skills
- Identify Values
- Identify Personality Traits / People Preferences
- Assess Work Environment
- Consider Lifestyle Issues

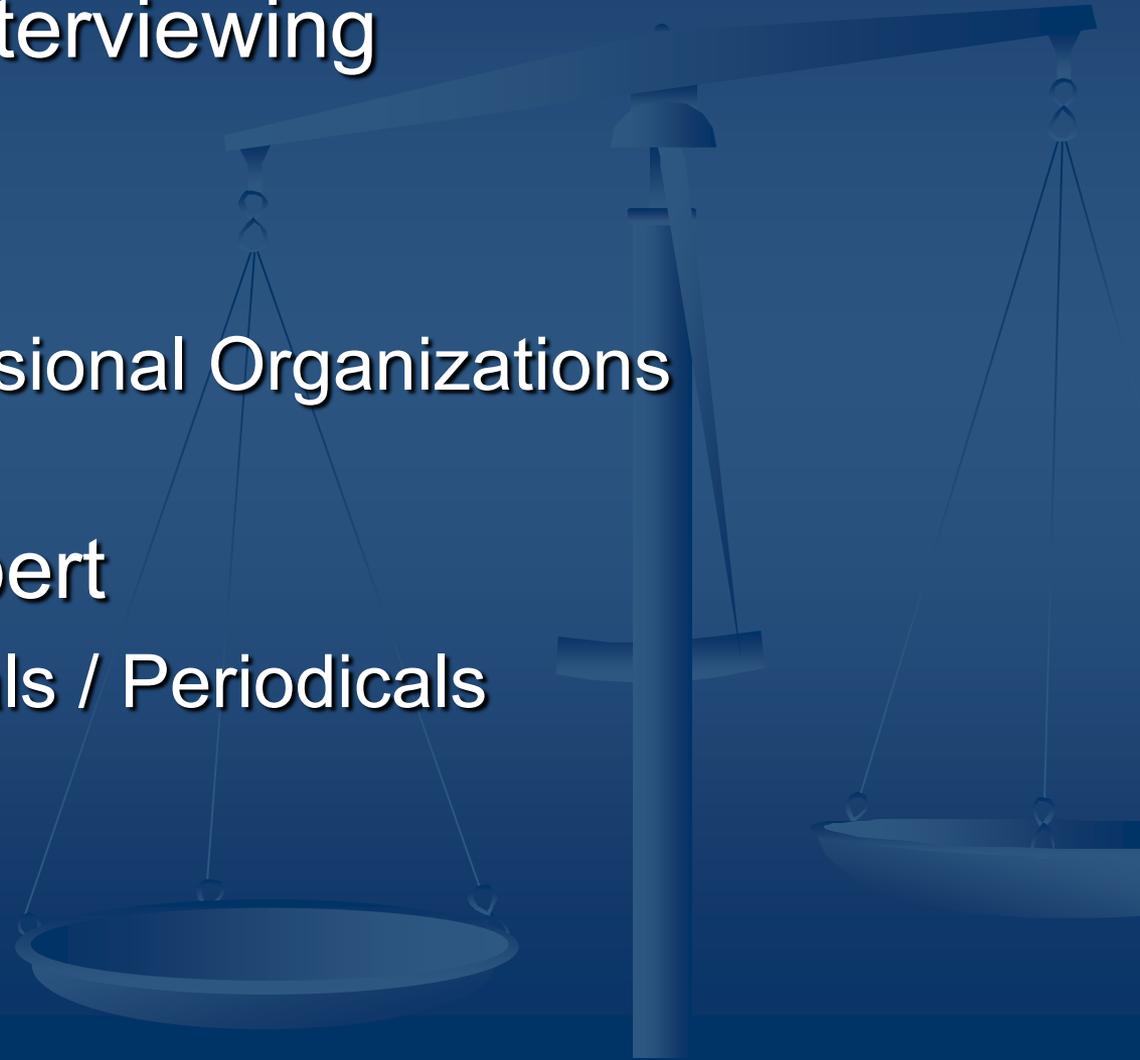


Selected Resources

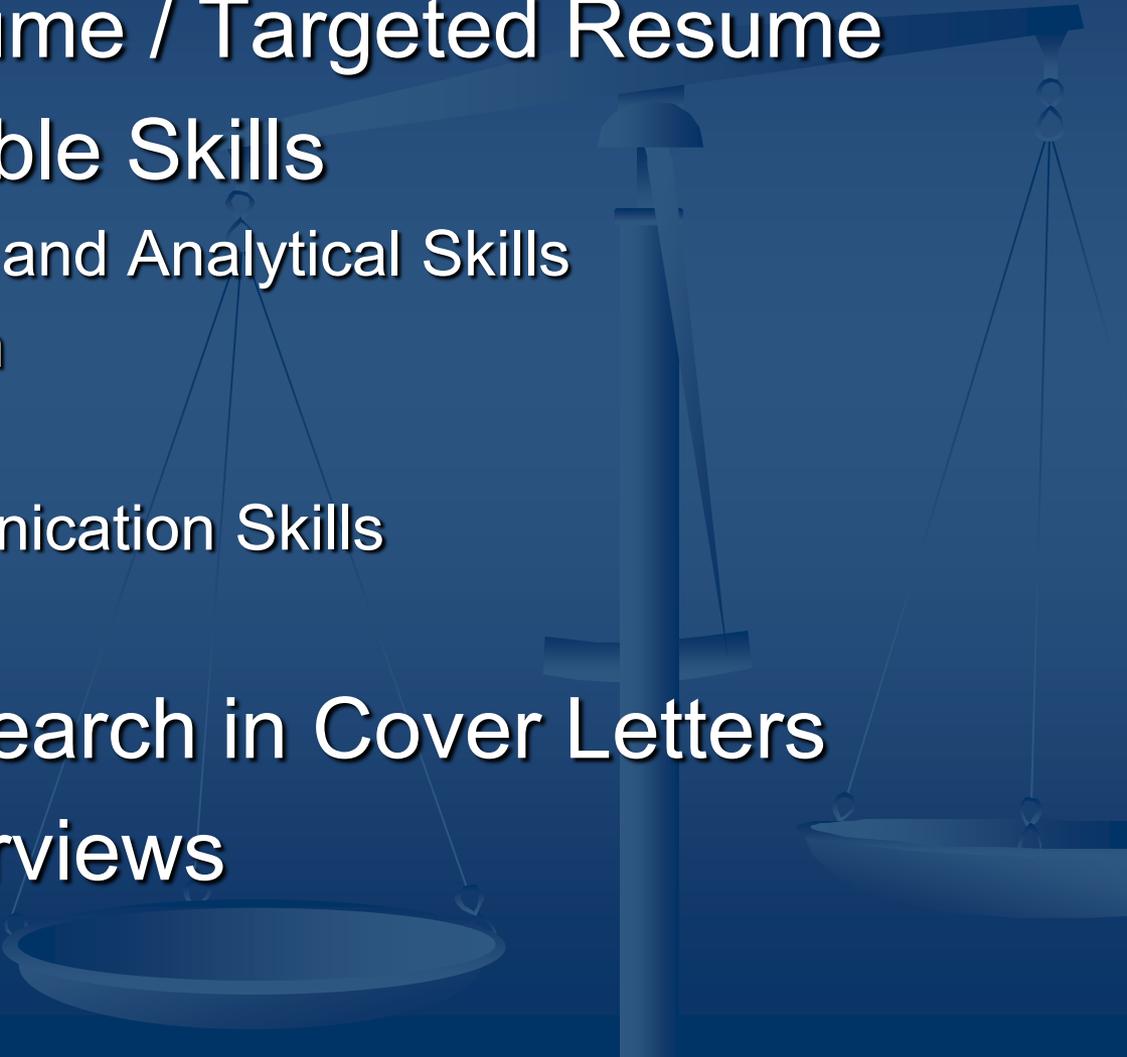
- Geared toward Lawyers:
 - *What Can You Do with a Law Degree?* - Arron
 - *Nonlegal Careers for Lawyers* – Munneke, Hensley, and Wayne
- General:
 - *Do What You Are* - Tieger and Barron-Tieger
 - *What Color is Your Parachute?* - Bolles

Career Research/Investigation

- Informational Interviewing
- Networking
 - Industry Professional Organizations
- Become an Expert
 - Industry Journals / Periodicals

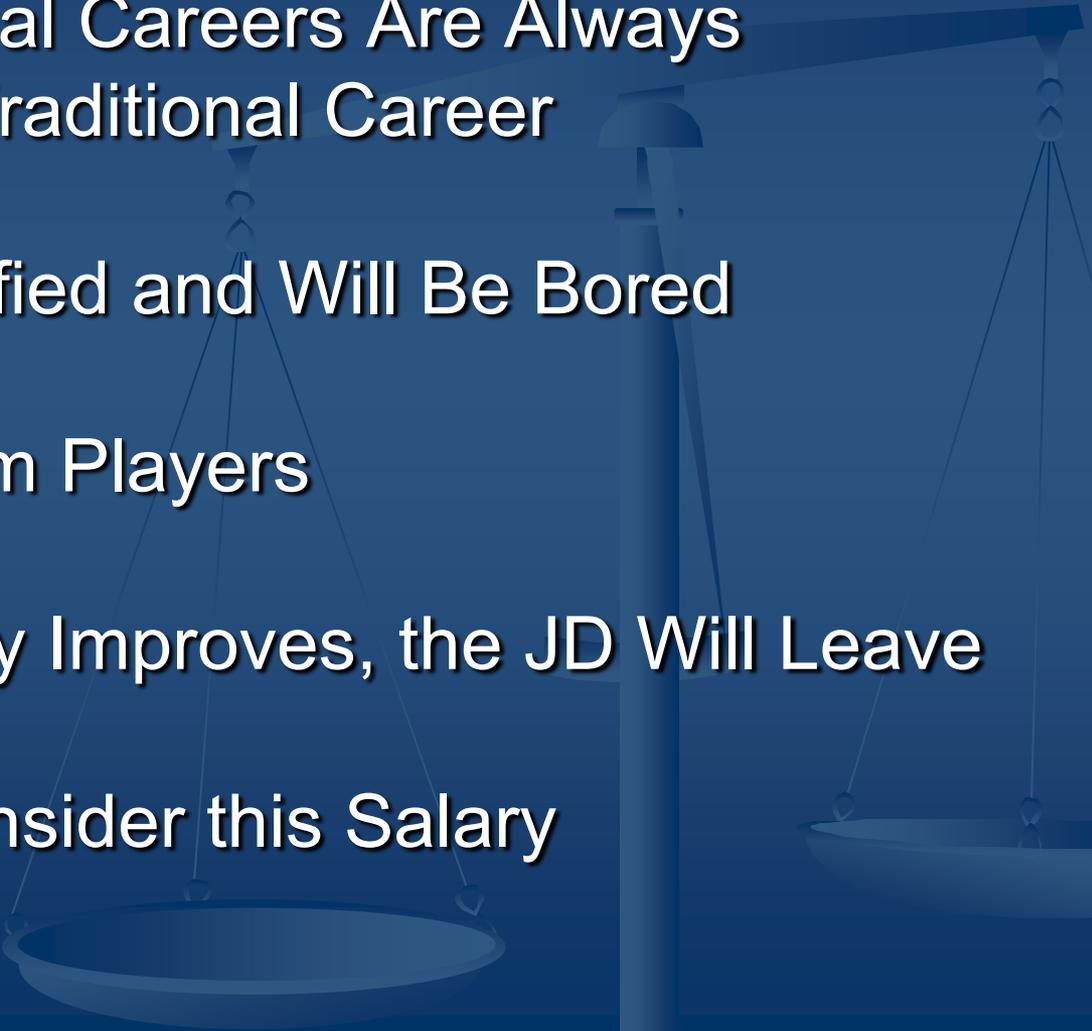


Marketing Materials



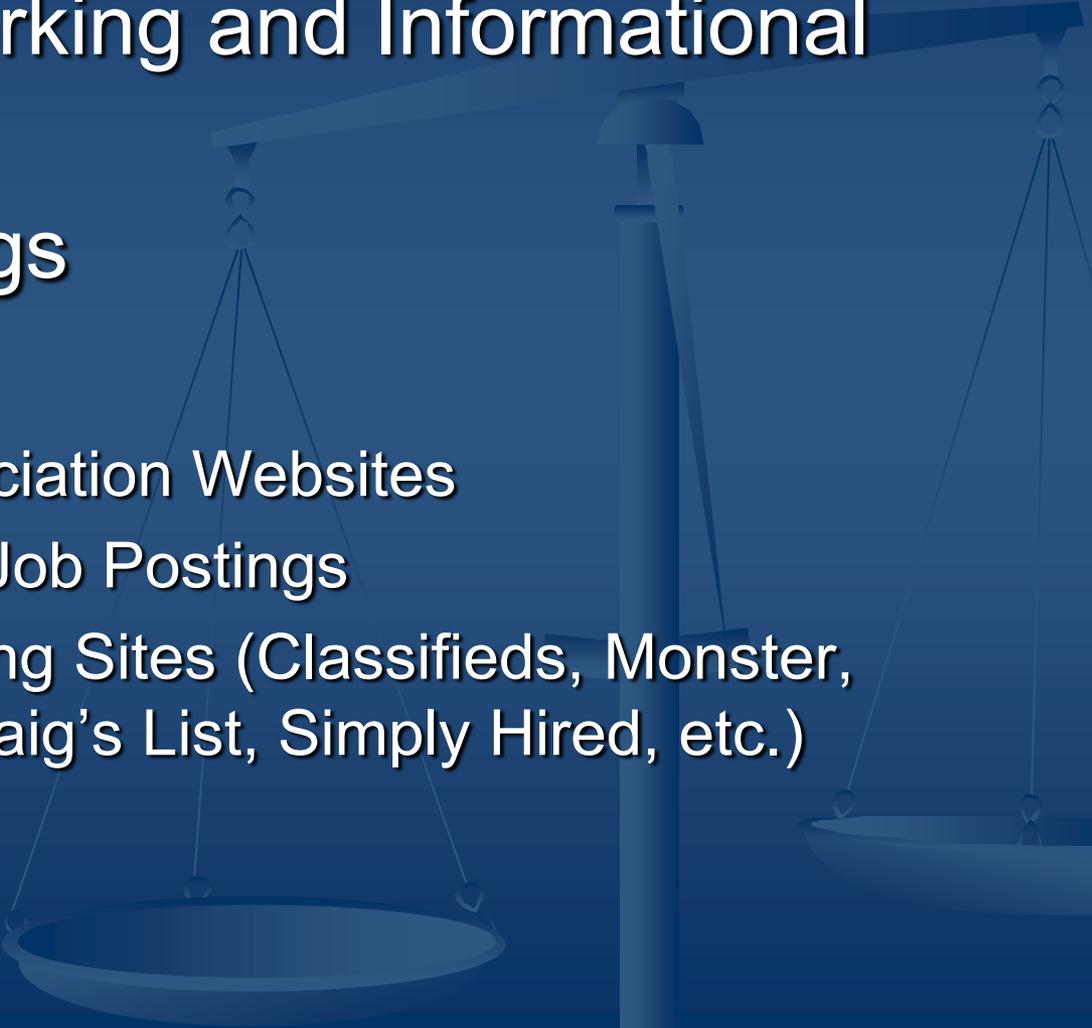
- Functional Resume / Targeted Resume
- Think Transferable Skills
 - Research, Writing and Analytical Skills
 - Issue Identification
 - Problem-solving
 - Advocacy/Communication Skills
 - Leadership
- Show Your Research in Cover Letters
- Prepare for Interviews

Overcoming Obstacles



- Nontraditional Legal Careers Are Always Someone Else's Traditional Career
- JDs are Overqualified and Will Be Bored
- JDs Can't Be Team Players
- Once the Economy Improves, the JD Will Leave
- A JD Wouldn't Consider this Salary

Find and Apply for Positions

- Continue Networking and Informational Interviewing
 - Targeted Mailings
 - Job Postings
 - Professional Association Websites
 - Law School CSO Job Postings
 - General Job Posting Sites (Classifieds, Monster, Career Builder, Craig's List, Simply Hired, etc.)
- 

Alternative Industries Alive and Well in the Changing Economy

- What Are They?
- What Do I Need to Know About Them?

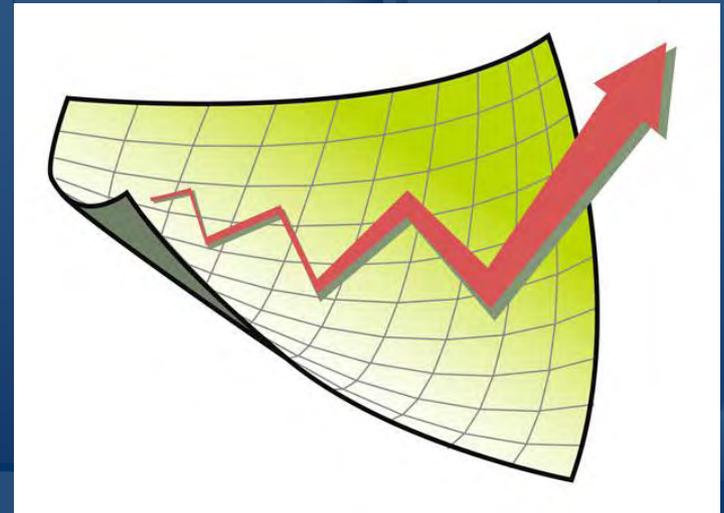


What Are They?



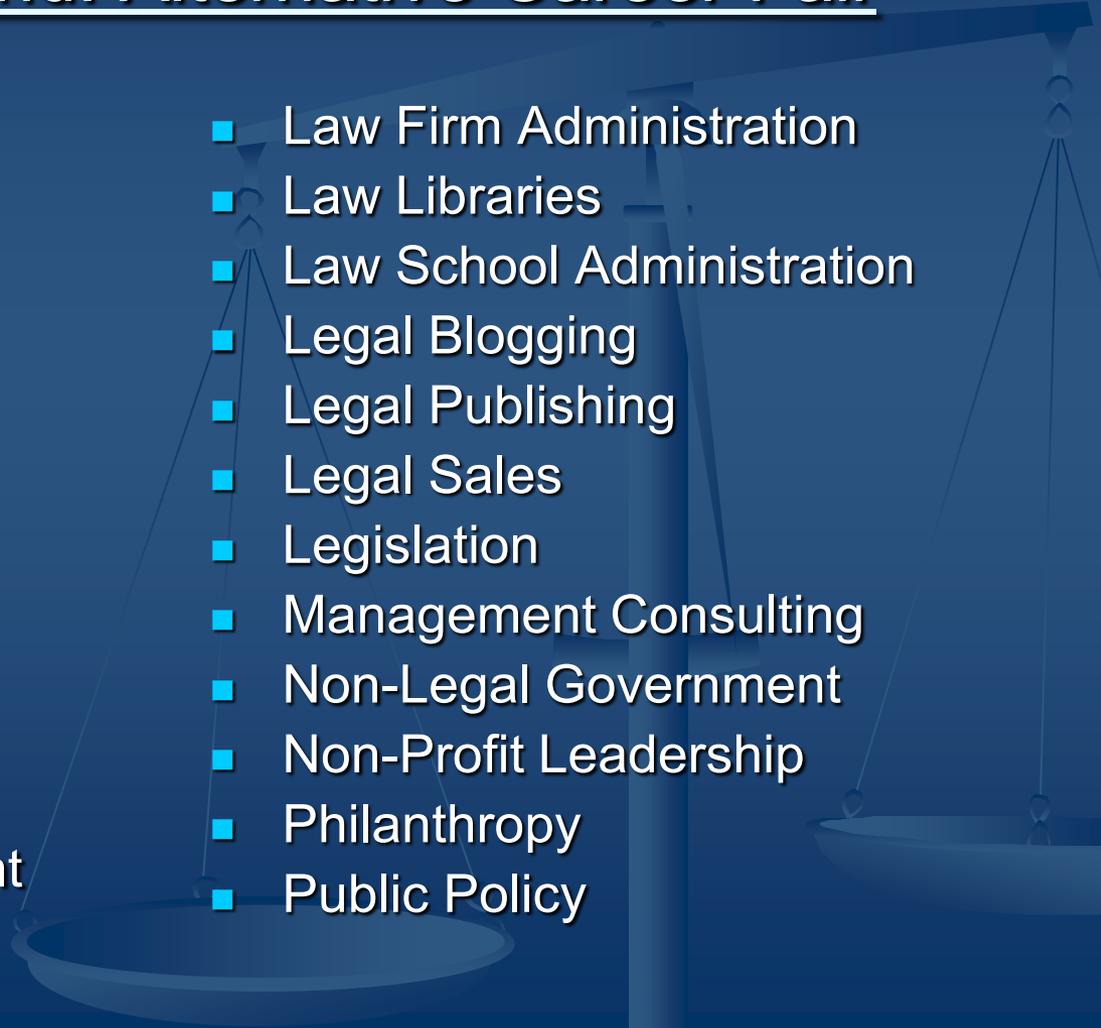
Statistics from the Bureau of Labor Statistics

- Industries projected to have most employment growth (2.1 million jobs!)
 - Professional and business services
 - Management, scientific, and technical consulting
 - Computer systems design
 - Employment services
 - Health care and social assistance



Introducing Law Students to Alternative Careers

Lawyers Unbound! Alternative Career Fair

- 
- Associations
 - Career Services
 - Career Coaching
 - Finance and Financial Planning
 - Foreign Service
 - Foundations
 - Fundraising
 - Government Relations/Lobbying
 - Human Resources
 - International Development
 - Law Firm Administration
 - Law Libraries
 - Law School Administration
 - Legal Blogging
 - Legal Publishing
 - Legal Sales
 - Legislation
 - Management Consulting
 - Non-Legal Government
 - Non-Profit Leadership
 - Philanthropy
 - Public Policy

What Do I Need to Know
About Them?



Associations



- How Many?
 - 22,200 National Associations
 - 115,000 Associations with National, Regional, State and Local Interests
- Where Are They?
 - Majority are headquartered in Washington, DC Metro Area, New York, and Chicago
- What Types Are There?
 - Trade Associations
 - Professional Associations



Capitol Hill

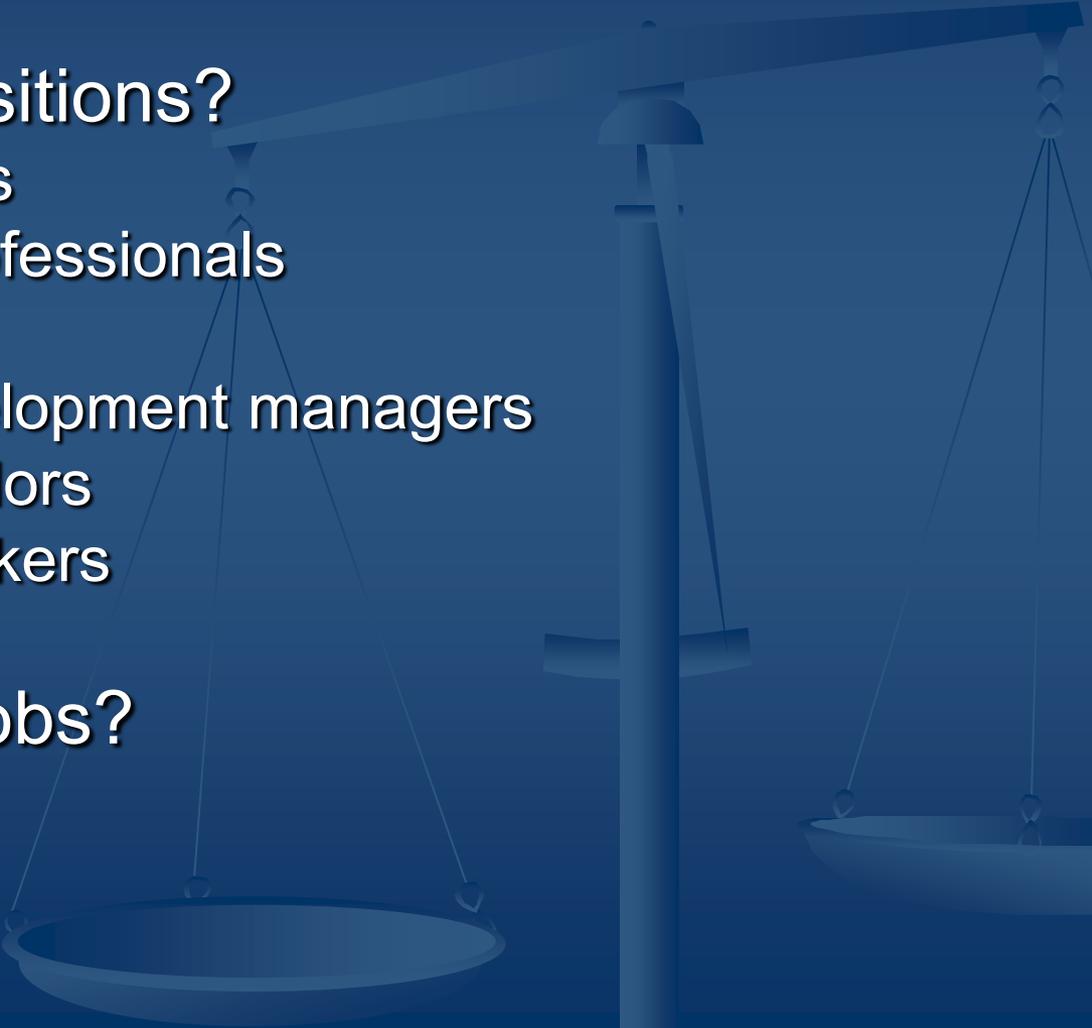


- How to Get There?
 - No “typical” path
 - Who You Know!
- What Are The Types of Positions?
 - Congressional Offices
 - Legislative Assistant, Press Secretary, Legislative Director, and Chief of Staff
 - Committees
 - Provide support for the legislative process



YOUR CAREER →

Career Services

- What Are The Positions?
 - Career counselors
 - Outplacement professionals
 - Career coaches
 - Professional development managers
 - Guidance counselors
 - Motivational speakers
 - Bloggers
 - Where Are The Jobs?
 - Public Sector
 - Private Sector
- 

Consulting

- What Is A Consultant?
 - Professionals trained to solve problems, devise strategies and improve the performance of their clients regardless of the industry
- What Do They Do?
 - Conduct research
 - Analyze data
 - Prepare reports
 - Present findings



Energy



- What Are the Industries?
 - Electricity
 - Natural gas
 - Oil
 - Renewable energy technology
- What Are the Responsibilities?
 - Analyzing and researching energy policy
 - Environmental and regulatory compliance
 - Researching and understanding regional and international market trends

Environmental Policy and Management

- What Are the Hot Topics?
 - Global climate change
 - Considering environmental regulations in treaties and trade agreements
 - Creating environmentally and economically sustainable development
 - Assisting the private sector





Environmental Policy and Management



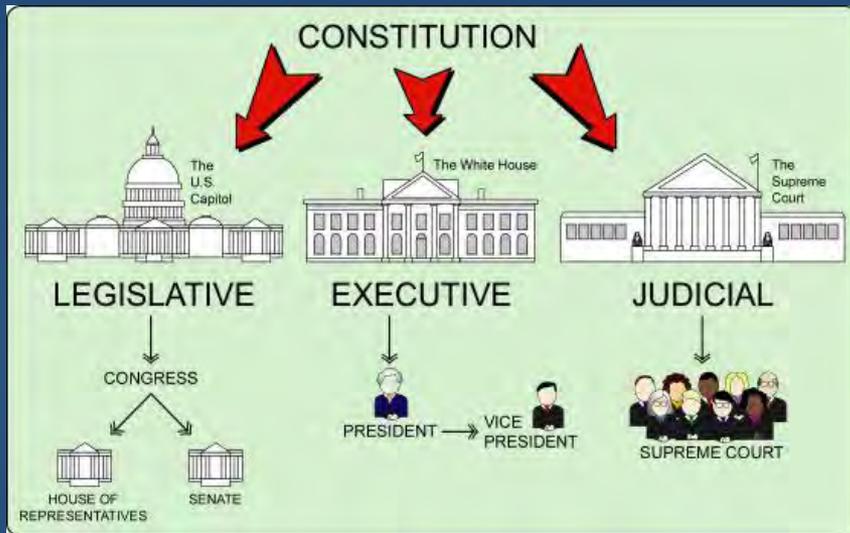
- What Are the Fields?
 - Conservation
 - Green business and services
 - Regulatory and legislative design
 - Policy making
 - Regulatory compliance and enforcement
 - Entrepreneurial development in environmental products and services
- Where Are the Jobs?
 - Federal, state and local governments
 - Non-profits and Consulting firms

Foundations

- What Are They?
 - Foundations serve the common good, primarily by making grants to other nonprofit organizations
- What Are the Career Paths?
 - Program Associates
 - Program Officers
 - Program Directors
- Who Are the Employers?
 - Carnegie Corporation of New York
 - Kellogg Foundation
 - Kettering Foundation
 - Andrew W. Mellon Foundation
 - Pew Charitable Trusts



Government



- What Are the Non-Legal Positions?
 - Program Manager
 - Contract Specialist
 - Procurement Specialist
 - Director of Labor Relations
 - Project Analyst
 - Policy and Regulatory Analyst
- How Do You Get In?
 - Entry-level positions in federal agencies are through Presidential Management Fellows (PMF) program

Government Contractors

- What Are the Positions?
 - Project Managers
 - Contract Specialists
 - Contracts Administration Manager
 - Contracts Negotiation Manager
 - Proposal Analyst
 - Procurement Specialist
 - Property Managers
- Where Should I Start?
 - National Contract Management Association





Government Relations and Lobbying

- Who Are They?
 - Individuals and organizations engaged in promoting the interests of their employers or clients
 - Lobbying may also be carried out by Political Action Committees (PACs)
- How Do I Get In?
 - Entry-level job titles include Issues Analyst, Research Analyst, Research Assistant or Associate
- Be Mindful!
 - *Lobbying is VERY competitive!*

Health Care



- Where Are the Jobs?
 - Department of Health and Human Services
 - Policy and regulatory opportunities
 - Hospital and physician practice management
 - Medical facility administration
 - National Institutes of Health
 - Careers in bioethics
- Where Should I Start?
 - American College of Healthcare Executives (ACHE!):
www.ache.org

Human Resources

- What Are the Positions?
 - Affirmative Action Officer
 - Benefits Coordinator
 - Ethics Officer
 - EEO Officer
 - Recruiter
 - Employee Relations Manager
 - Training Officer
- What Skills Do I Need?
 - Knowledge of labor and employment law is a selling point



Insurance and Risk Management



- What Do They Do?
 - Analyze and anticipate an individual's or organization's financial and physical loss potential
- What Are the Positions?
 - Claims
 - Underwriting
 - Sales (agents and brokers)
 - Actuarial
 - Finance
 - Risk Management
- Be Mindful!
 - *Sometimes other certifications or degrees are required!*

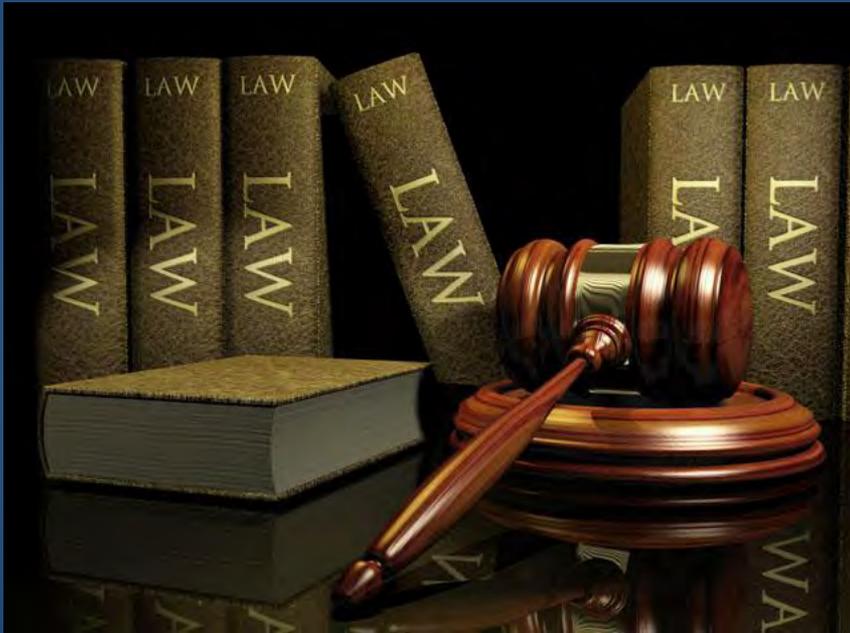
Law School

■ Where Are the Jobs?

- Administration
- Career Services Offices
- Admissions
- Student Affairs/Student Services
- Outside Placement/Externship Credit
- Alumni Giving and Development
- Alumni Relations
- Gift Planning
- Clinical Programs
- Faculty (full-time and adjunct)



Legal Publishing



- What Are the Positions?
 - Writer
 - Legislative Attorney
 - Account Executive
 - On-Campus Representative
 - Law Firm Representative
 - Regional Director
- Where Are the Jobs?
 - Congressional Research Service
 - BNA
 - Westlaw
 - LexisNexis
 - Online Legal Reporters

Nonprofit Organization Management

- How Many?
 - 1.4 million nonprofit institutions in the U.S.
- What Are the Positions?
 - Director of Fundraising
 - Program Analyst
 - Program Director
 - Marketing/Research Associate
 - Community Outreach Coordinator
 - Finance Director
 - Director of Public Relations



Non Profits



Security/Defense Policy



- What Are the Positions?
 - Analysts
 - Specialists
- Where Are the Jobs?
 - CIA
 - FBI
 - National Security Agency
 - Department of Homeland Security
 - Department of the Treasury
 - Department of State
 - Defense Intelligence Agency
 - Military
 - Bureau of Immigration and Customs Enforcement
 - Department of Defense



Other

- Education
- Executive Search Firms
- Legal Journalism
- Financial Planning



Salary Information

- Salary Surveys for Purchase
- The Office of Personnel Management
- Payscale.com
- Vault.com
- Salary.com
- Law360.com



For More Information



Google™



GOVERNMENT
EXECUTIVE.COM



NALP
THE ASSOCIATION
FOR LEGAL CAREER
PROFESSIONALS



PASS THE BATON^{LLC}



AMERICAN BAR ASSOCIATION
Defending Liberty, Pursuing Justice