



School Members: First-Year Student Engagement

*Five Things to Consider When Creating Your School's Policy**

1. WHEN DO YOU WANT TO START WORKING WITH 1LS?

How early do you want them to be ready to enter the job market? How much time do they need to become acclimated at school? Can your team effectively balance 1L counseling with 2L and 3L counseling?

2. ARE THERE ACADEMIC CONSIDERATIONS?

Will your faculty take issue with 1Ls focusing on their job search early in their 1L year? Does your faculty prefer that students only focus on academics for a period of time? Are there academic events (e.g., legal research and writing memos, exams) that may impact your timing policies?

3. SELF-ASSESSMENT

What is the role of self-assessment in the professional development of your students? Will they have the opportunity to reflect on what their interests are if they start applying to employers early? How does the completion of self-assessment affect the flow of counseling?

4. DIVERSITY

Does your team have the bandwidth to adequately support students applying to diversity programs early in the process? How will you support students who are applying to these positions?

5. EMPLOYER ENGAGEMENT

Is there a date before which you do not want employers engaging your students? Does having employers on campus for events early in the fall of 1L year set the tone you're trying to promote? Are you encouraging early applications by promoting early engagement?

**These prompts are intended to be starting points for forming your individual institution's policies. Individual institutional needs will vary.*