



When do applications open?

- We will officially begin accepting applications on Friday, August 7, 2020.
- Once you begin the application, you do not need to complete it in a single sitting. You will be able to save the application and return to it as needed before submitting.
- You may download the Essay Question .pdf on the LSPP website page so that you can review the essay questions prior to starting the application.

What do I need to submit for the application?

- The application asks for basic personal information about you (i.e., law school, graduation date, birthday, etc.)
- The application includes a number of essay questions, which we read closely. Please take your time in answering them, as this is one of the key parts of the application that helps us identify candidates who are a good fit for joining the Gideon's Promise movement and who are committed to the mission and purpose of Gideon's Promise.
- Two letters of recommendation
- Writing sample
- Unofficial law school transcript
- Partner office rankings

When do applications close?

- This year's LSPP applications will close on Friday, September 18, 2020. We recognize that this deadline is early in the semester, so we encourage you to begin reviewing the application requirements and determining the offices you are interested in early in the process.





How do I know what offices are participating?

- The LSPP website page lists all of the participating offices that are accepting fellows and that you may rank on your application.
- We provide “Partner Office Profiles” for you to gain more information about offices and to inform your rankings. If there is an office you are interested in learning more about, you can email us at programs@gideonspromise.org to tell us what offices you would like to connect with and we will put you in touch with a liaison from that office who can answer your questions.

How do I rank offices on my application?

- You will have the opportunity to rank offices in order of interest, or simply state that you are open to being placed anywhere. Keep in mind, some offices are much more competitive than others based on the number of applicants who highly-rank that office (these tend to be offices in more urban areas). Please keep this in mind when making your rankings.
- Rankings are all about personal preference. While you will make an initial ranking on your application for the purpose of identifying offices you are interested in interviewing with, you will have an opportunity to revisit your rankings after the interviews. During this process you are also interviewing the offices. Think about what you want from your practice, what kind of office culture and leadership you would like to experience, and the location where you would like to practice. It is helpful to determine what is most important to you in a post-graduate placement because we expect that you will make at least a 3-year commitment to that office. Therefore, if you are not interested in an office and could not see yourself making the commitment, please do not rank it.
- Make sure to double check that the offices you rank are compatible with your school and can be funded by your school. For example, some schools are only able to pay the office directly, and some offices are unable to accept payments from schools for the fellow. This restricts the ability of a person from some schools being placed as a fellow in a certain office. We will provide you with these limitations for office rankings, please review it before making your rankings.





When will I know if I have received a placement?

- We tentatively plan to make offers by December 15, 2020. Due to the intense process of ranking and matching offices with fellows, we expect individuals to accept the fellowship offers that are made to them. The dropout date to withdraw from the process is December 11, 2020. We expect applicants who receive offers to notify us of their acceptance by January 8, 2021.

What happens after applications are submitted?

- Within two weeks of application deadline on September 18, you will receive an email from Gideon's Promise informing you of your status. If your application moves forward in the process, you will be scheduled for an interview with Gideon's Promise staff.
- If you move forward after your interview with Gideon's Promise staff, your application will be forwarded to the partner offices in which you have expressed interest for participation in the last round of interviews.

How do I schedule an interview?

- Upon receiving the applications of interested candidates, offices will determine which applicants they will interview. You will receive an email notification from Gideon's Promise with the offices that wish to schedule an interview with you.
- We are asking our partner offices to interview candidates between October 19, 2020 and November 18, 2020. Please keep the office interview timeframe in mind so that you are available when offices will be interviewing you for LSPP Placements.
- Offices will reach out to you directly to schedule an interview. Most of these interviews take place via phone or online. A small number of offices may require an in-person interview.
- If you received an email notification from Gideon's Promise that an office is interested in interviewing you, but you have not heard from that office by November 4, 2020 please email programs@gideonspromise.org





What are some things to ask during the partner office interview?

Listed below are recommended questions to ask when interviewing with a partner office as well as questions to ask your law school if offered a fellowship.

- Make sure you speak with your law school's career services department to determine the fellowship guidelines and compensation terms (i.e. compensation amount, benefits, length of fellowship etc.)
- When interviewing with the Partner Office please make sure you cover the following:
 - Are they able to provide health care benefits and other employee benefits during fellowship?
 - Once hired as a full-time employee, what is the benefit package and its terms?
 - What is the official start date in the office?
 - Is there a possibility that you can be hired as a full-time employee before the fellowship term ends?

What happens after the interviews?

- After offices interview all the candidates, they will submit to us the rankings of students they are interested in bringing on as a Law School Partnership Project Fellow.
- Once we receive the offices' rankings of the candidates they interviewed, we will send you an email notifying you of the offices that are interested in you. You will then send us your own rankings of these offices by December 11, 2020.





How does the pairing process work?

- After interviewing applicants, offices will submit to us their own rankings of the students they have interviewed. We will then take the rankings we receive from our partner offices and match them to the rankings provided to us by the applicants. While the process is not exact, we try to ensure that applicants receive one of their top choices as a placement.

Are there any opportunities for early placement?

- There are two circumstances where we can potentially place candidates early in the Law School Partnership Project application process.
 - If after the application deadline passes and all applications have been received, and there remains a sole candidate who has expressed interest in working only in the office where no one else has applied, the candidate will have the opportunity to interview for an early placement.
 - If after an applicant has completed all of their interviews and they rank an office #1, and are the only applicant interested in that office, an early placement can be made if it does not adversely impact any other applicant (for example, there are two applicants from a school that only has funding for one applicant).

How much does the fellowship pay?

- The fellowship stipend is entirely up to the law school that is funding the fellowship. Please check with the appropriate party at your school to find out about the fellowship amount and if there are any benefits provided.
- Keep in mind that if a fellowship must be paid directly to a fellow, then the fellow will be responsible for self-employment tax. Again, you will want to inquire with your law school and the offices regarding the payment of any benefits.





What is required of LSPP fellows?

- Selection as a Law School Partnership Project Fellow means that you will enter into the 3-year Core 101 program in your graduation year.
- The fellowship is an “at-will” arrangement. It will be up to the office to make determinations about your status depending on whether or not you pass the bar. Most offices keep fellows on through their first bar failure, but it is entirely up to the office. In addition, you will need to adhere to the office policies and procedures.

Additional Questions?

Please contact programs@gideonspromise.org

