

- 1. Program Title:** Job Shadowing Program
- 2. Name of Bar Association:** Nebraska State Bar Association
- 3. Address:** 635 S. 14th Street, Ste 200
- 4. City, State, Zip:** Lincoln, NE 68508
- 5. Phone:** 402-475-7091
- 6. Email:** Lneeley@nebar.com
- 7. Number of Association Members:** 6,444

8. Description of your program to include:

Program objectives

Several public high schools and middle schools in Omaha, Nebraska (namely, in the Omaha Public Schools district), have been involved with learning more about the law through Creighton University's Street Law Program. Street Law is an initiative in which law students go out to local schools (usually high schools), and teach the high school students law basics: i.e., practical, participatory education about law, democracy, and human rights. Street Law uses techniques that promote cooperative learning, critical thinking, and the ability to participate in a democratic society. Creighton's program focuses on community-based topics of timely and particular interest to the student communities. The Street Law Program is supported by the Omaha Public Schools Foundation, and four Omaha-area high schools and two middle schools currently participate in the Program: Benson, Blackburn, Bryan, Northwest, Edwin Parrish Expelled Student Program and Sacred Heart.

The Nebraska State Bar Association has partnered with this collaboration between Omaha Public Schools and Creighton University School of Law by establishing a Job Shadowing Program. The job shadowing program works with these diverse high schools to provide students with information about different careers in the law and the steps to take to become an attorney. The half-day program is hosted by volunteer law firms and corporate law departments, and includes lunch with the students, a tour of their office facilities and local courthouse, and a Power Point presentation titled "How to Become a Lawyer." The experience provides an inside look at the work of attorneys in law firms and legal organizations.

History of Program: Established in the spring of 2009.

Number of times presented: Six high school classes.

Targeted Audience: Students of diverse high schools.

Number of People Participating: In 2009, approximately 100 students participated in the Program.

Measurable results of efforts to date (include statistics, program evaluation and follow up). : Participating students are invited to provide their contact information. This information is entered into a database so that once contact is made with an interested

student, we can update them on diversity and law events of interest (e.g., participation in mock trial programs, law school open houses, scholarship information, etc.). Currently our contact list of job shadowing participants includes 27 students.

Below are comments from participating firms:

"The energy and curiosity of the students were inspiring during our brief presentation. It is encouraging to see the Omaha legal community come together to help motivate and encourage these students as many of them face daily challenges. We hope that these efforts will continue and expand so that the process of sharing and learning can be sustained over a long haul." -Daphne Hyun-Jin Aronson, Kutak Rock, LLP

"The Job Shadowing Program was just as educational for myself and other members of our firm as it was for the students participating from Blackburn High School. To hear the students' perspective of the practice of law and the legal system was very enlightening. That is why Spencer, Fane is committed to the Minority in Justice Committee's goal of diversifying the legal profession. Different perspectives always lead to better solutions. Aimee Bataillon and I truly enjoyed our afternoon with the students and would encourage other Call to Action signatories to host student in the future." -Kelly Brandon, Spencer Fane Britt & Browne, LLP

"The Job Shadowing Program was a great opportunity for our law firm to encourage high school minority students to pursue law-related careers. Over an extended lunch hour, the students toured our law firm and visited with attorneys E. Karine Sokpoh and Leilani Harbeck about the type of skills needed for a career in law, what it takes to prepare for and do well in law school, and where to find mentoring and scholarship assistance. I think they left with a very good sense of the opportunities available to them, and we were very proud to have a chance to be part of that process. I hope this experience will strengthen the students' desire to pursue a career in the legal field. Hopefully, other law firms will jump on the band wagon." -Karla Rupiper, Koley Jessen P.C. L.L.O.

"The students involved in the job shadowing program are consistently outstanding. They come prepared with well-thought out questions and it is exciting to see the quality of student interested in law in our Nebraska high schools. Our hope is that by participating in the program, upon receiving their law degree they will choose to practice in Nebraska and bring additional experiences and backgrounds to the legal profession." -Ken Wentz, Jackson Lewis, LLP

Future program plans: The job shadowing program will be continuing its partnership with Omaha Public Schools and the Creighton University School of Law's Street Law Program. In April of 2010, we will be presenting the job shadowing program to approximately 100 students. Given the interest by firms outside of the Omaha area, we will be expanding the job shadowing program across the State of Nebraska in 2010.

9. Total Program Budget: \$0

10 Source of Program Funds: Not applicable

11. Other Resources (e.g., in-kind contributions, materials, etc.): Firms provide lunch to their student groups.

12. Identify other partners who supported your effort (e.g., bar associations, agencies, high schools, colleges/universities, law firms, etc.).

In addition to Creighton University School of Law's Street Law Program, this initiative is a partnership with the Omaha Public Schools Foundation and the following public high schools: Benson, Blackburn, Bryan and Northwest. The four participating law firms in 2009 were: Koley Jessen P.C., L.L.O; Kutak Rock, LLP; Jackson Lewis, LLP; and Spencer Fane Britt & Browne, LLP.

13. Note any recognition that these efforts have received (e.g., media coverage, awards, etc.).

See attached articles from *The Nebraska Lawyer* and *The Daily Record*.

14. Could another bar association easily replicate this program? Is so, how? Are there materials, checklists, reports that lend themselves to a "how to" guide for other organizations? Please include any pertinent materials with the application form or send separately by email.

The Nebraska State Bar Association has a packet of materials available upon request to assist with replication of this program including the following:

- A sample invitation letter inviting firms/organizations to participate.
- The power point presentation on "How to Become a Lawyer"

15. What suggestions or recommendations would you offer to others who might undertake a similar program.

16. Program contract person, title, phone number:

Daphne Aronson, Diversity Officer for Kutak Rock
Co-Chair of the Diversity Subcommittee
402-346-6000

17. Program contact person's snail mail and email address:

Daphne Aronson
Kutak Rock
1650 Farnam Street
Omaha, NE 68102
Daphne.aronson@kutakrock.com

Call to Action Initiative Introduces Job Shadowing Program

Call to Action

The Call to Action Initiative is a network of firms and corporations that have agreed to work collaboratively and innovatively to promote diversity in the legal profession. One of the goals of the initiative is to expand the pipeline of diverse law school applicants. This spring, the Initiative established a job shadowing program.



Students from Blackburn tour Spencer Fane Britt and Browne, LLP with attorneys Kelly Brandon (far left) and Aimee Bataillon (far right).

Job Shadowing Program

The job shadowing program provides high school students with information about different careers in the law and the steps to take to become an attorney. The program is hosted by volunteer law firms which facilitate a power point presentation entitled "How to Become a Lawyer" developed by



Ken Wentz of Jackson Lewis LLP, answers questions of students from Northwest High School.

"The students involved in the job shadowing program are consistently outstanding. They come prepared with well-thought out questions and it is exciting to see the quality of student interested in law in our Nebraska high schools. Our hope is that by participating in the program, upon receiving their law degree they will choose to practice in Nebraska and bring additional experiences and backgrounds to the legal profession." -Ken Wentz, Jackson Lewis, LLP

Creighton Street Law Program

Several Omaha Public High Schools have been involved with learning more about the law through Creighton's Street Law Program. Street Law is an initiative in which law students go out to local schools, usually high schools, and teach students law basics-practical, participatory education about law, democracy, and human rights. Street Law uses techniques that promote cooperative learning, critical thinking, and the ability to participate in a democratic society. Creighton's program focuses on community-based topics of timely and particular interest to the student communities. The Street law Program is supported by the Omaha Public School Foundation and five schools currently participate: Benson, Blackburn, Edwin Parrish Expelled Student Program, Northwest, and Sacred Heart.



Michael Mollner and Kate McCoy of Kutak Rock discuss careers in the legal profession with students from Northwest High School.

Ken Wentz (Jackson Lewis, LLP) and Sherman Willis (Fraser Stryker PC, LLO). The experience provides an inside look at the work of attorneys in law firms and organizations. Firms often give tours of their facilities or local courthouse and have lunch with the students. Four firms participated in the job shadowing program this spring: Koley Jessen P.C., L.L.O; Kutak Rock, LLP; Jackson Lewis, LLP; and Spencer Fane Britt & Browne, LLP. The participating high schools were Blackburn, Benson and Northwest.



Students from Blackburn tour the Douglas County Courthouse and talk with Douglas County District Court Judge Thomas Otepka.

The job shadowing program hopes to continue its partnership with OPS and the Creighton Street Law Program and plans to extend the job shadowing program across the state. If your firm or organization is interested in hosting a group of students for a job shadowing event, please contact Liz Neeley at 402-475-7091 or via email at Lneeley@nebar.com.

"The energy and curiosity of the students were inspiring during our brief presentation. It is encouraging to see the Omaha legal community come together to help motivate and encourage these students as many of them face daily challenges. We hope that these efforts will continue and expand so that the process of sharing and learning can be sustained over a long haul." -Daphne Hyun-Jin Aronson, Kutak Rock, LLP

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Students from Benson tour Koley Jessen P.C. L.L.O

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What It Takes to Become a Lawyer

Kenneth M. Wentz III, Esq.
Sherman P. Willis, Esq.
April 2009



What Do Lawyers Do?

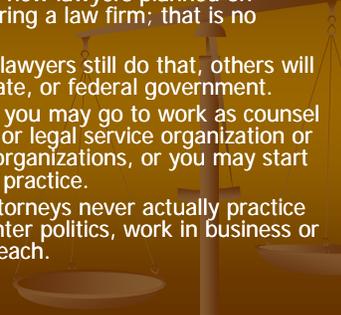
Lawyers help people solve problems and issues, which may be related to...

- Business (negotiating, writing and closing deals)
- Crimes (representing the victim or defending the accused)
- Claims for injuries
- Property ownership
- Housing
- Ending a marriage
- Adopting a child
- Complying with laws
- Environment
- Insurance
- Discrimination
- Employment
- Health care
- Pensions
- Taxes
- Death
- Patents
- Computers and other technology rights
- Ethics
- And more...



What Do Lawyers Do?

- In the past, most new lawyers planned on immediately entering a law firm; that is no longer the case.
- While many new lawyers still do that, others will work for local, state, or federal government.
- As a new lawyer, you may go to work as counsel for a corporation or legal service organization or other non-profit organizations, or you may start your own private practice.
- Some licensed attorneys never actually practice law. They may enter politics, work in business or government, or teach.



What Do Lawyers Do?

- Here's a startling fact: The majority of those who choose to practice law never see the inside of a courtroom.
- For every would-be Perry Mason, many more attorneys work behind the scenes.
- As society has become increasingly diverse and specialized, so has the practice of law.

Is Law In Your Future?

- Do you like reading and writing or answering math questions?
- Do you wish you could solve problems easier and faster?
- Do you ever see people being treated unfairly and want to stand up for them?
- Do you like to convince other people of your position?
- Do you like to talk with people and help them with their problems?
- Would you like to learn how to be more persuasive?
- Maybe there's a future lawyer inside of you, just waiting to get out!

Requirements for Becoming a Lawyer

High School

- You can start planning to become an attorney now!
- Right now, you need to work on graduating from high school before taking the next steps of acquiring a four-year college degree, a law school degree, and passing the state bar examination.
- Your high school courses may help you decide whether you want to become a lawyer and develop skills to succeed as a lawyer.
- The essence of being an attorney is communicating by writing and speaking effectively. Have you ever spoken in front of your class? Were you nervous? Lawyers who speak in front of groups, including juries, are often nervous too. But, public speaking gets easier with practice. Speech and debate, mock trial, acting, writing, English, reading comprehension, and history can all be important classes. If you like speech, writing, and reading, law is for you.

Requirements for Becoming a Lawyer

ACT or SAT

- The ACT and SAT are standardized, national tests that colleges and universities use to screen admissions.
- The ACT is given six (6) times a year, and the SAT is given seven (7) times a year at locations around the world.
- Many students take specialized preparation courses to help them do as well as they can on either exam (i.e., Princeton Review/Kaplan).
- Most high school students take either exam in their senior year of high school, though some take practice exams much earlier.
- The PSAT/National Merit Scholarship Qualifying Test is administered during a student's junior year in high school. Students who score exceptionally well qualify for college scholarships.
- Study programs for both exams and practice tests are available.

Requirements for Becoming a Lawyer

College

- College can be exciting, as well as demanding.
- A liberal-arts education that emphasizes and develops reading and writing skills can provide a solid foundation to become a lawyer.
- Also, a specialized education in math, sciences, or engineering can provide you the analytical and logic skills to help prepare you for a legal career.
- Other courses can help you learn specialized areas relating to a future legal practice. For instance, courses in business, finance, real estate, or accounting can help those considering commercial law, just as courses in chemistry, geology, natural resources, or environmental sciences can be an asset for later practicing environmental law.

Requirements for Becoming a Lawyer

Law School Admission Test (LSAT)

- The LSAT is a standardized, national test that law schools use to screen admissions.
- The LSAT is given four (4) times a year at locations around the world.
- Many students take specialized preparation courses to help them do as well as they can on the LSAT (i.e., Princeton Review/Kaplan).
- Most law school candidates take the LSAT in their senior year of college.
- Study programs for the LSAT and practice tests are available.

Requirements for Becoming a Lawyer

Law School

- Before you can apply to most law schools, you must complete at least a bachelor's degree from an accredited college or university.
- Getting into law school is becoming more and more difficult.
- If you want to go to law school in Nebraska, you have two options: The University of Nebraska-Lincoln College of Law ("UNL") or Creighton University School of Law. UNL and Creighton receives about 2,000 applications each year. The entering class at each school ranges between 145 and 160. The average GPA of admitted students is about 3.7 and the average LSAT score is around the 75th percentile.
- Some schools such as Creighton offer night classes to allow students to work during the day. Other law schools such as UNL offer only day classes.
- Law school usually takes three or four years to complete.
- After law school you'll be ready for the BIG test.

Requirements for Becoming a Lawyer

The Bar Examination

- You must graduate from law school before you can take the bar exam, and you must pass it before you apply for a license to practice law in Nebraska.
- The bar exam is given by the Nebraska State Bar Commission.
- The exam is given twice a year and has two parts: the Multistate Bar Examination ("MBE") and the Multistate Essay Examination ("MEE"). In order to help assure that attorneys are familiar with ethical guidelines, applicants are also required to take the Multistate Professional Responsibility Examination ("MPRE"). You must pass all of these aspects of the exam to get your law license.

Requirements for Becoming a Lawyer

Continuing Legal Education ("CLE")

- Once you become a lawyer your education is never finished!
- You must continue your education to remain current in your knowledge of the law.
- In Nebraska, new rules recently went into effect that will require each attorney to complete a certain number of general hours and ethics hours of continuing legal education every year.

Lawyer Salaries (in Nebraska)

- UNL and Creighton Law Graduates
 - Average Salary: \$60,000
 - Salary Range: \$24,000- over \$100,000
 - Private Sector: \$35,000- over \$100,000
 - Public Sector: \$40,000 - \$60,000
- As you can see, lawyers can make very good money, but...

Lawyers Work Hard!

- Salaried lawyers usually have structured work schedules.
- Lawyers who are in private practice may work beyond the normal business hours while conducting research, conferring with clients, or preparing briefs.
- Lawyers often work long hours, and of those who regularly work full time, about half work 50 hours or more per week.

Bar Associations

- New lawyers are encouraged to join a bar association, an association of like-minded attorneys.
- There are number of local bars in Nebraska that make up the Nebraska State Bar Association.
- Bar associations offer attorneys the opportunity to become involved in public service, to improve their communities, to network with other lawyers and to enhance their careers.
- Check out the Nebraska State Bar Association's Internet Web site at <http://www.nebar.com>.

Conclusion

- Hopefully, this presentation helps you appreciate what it takes to become a lawyer in Nebraska.
- Though the path to becoming a lawyer may be long, the rewards are many.
- Becoming a lawyer may help you in achieving your goals of helping others, having a satisfying career and being a leader in your community.
- For those interested in more information, talk to your school counselor or attorneys you may know, such as me.
- Many books are also available with information that will help you make solid career choices.
- Good luck!

Nebraska State Bar Association

"Helping lawyers help people"



March 26, 2009

Dear Call to Action Signatory:

Thank you for your continued participation in the Call to Action Initiative, a network of firms and corporations that have agreed to work collaboratively and innovatively to promote diversity in the legal profession. **We are writing today to invite you to participate in a unique job shadowing opportunity.**

Several Omaha Public High Schools have been involved with learning more about the law through Creighton's Street Law Program. Street Law is an initiative in which law students go out to local schools, usually high schools, and teach students law basics—practical, participatory education about law, democracy, and human rights. We would like to extend an additional opportunity to these students by providing them with the opportunity to job shadow in a law firm. We would like to identify three to four law firms willing to host or present to a group of high school students.

The participating schools are Blackburn, Benson and Northwest. Transportation will be provided by the OPS counselors for 12 students from Blackburn and 12 students from Benson. The students from each school must stay together with the counselor at all times. The participating firm would host a group of students from 11:30 to 2:30 p.m. on either April 21st, 22nd or 23.

Given the size of the group from Northwest, the presentation will need to be made at the school. There is no specific date for the Northwest presentation, but it would need to be on a Wednesday and could either take place from 9:15 to 10:15 a.m. or from 2:00 to 2:50 p.m.

The job shadowing experience provided by the law firm can include a firm tour, lunch with some attorneys from the office, a tour of the courthouse, etc. We also have a power point presentation available to firms entitled, "How to Become a Lawyer" developed by Ken Wentz (Berens and Tate PC LLO) and Sherman Willis (Fraser Stryker PC LLO).

We hope to eventually extend the job shadowing program across the state. We see these upcoming events as a way of promoting this opportunity to firms and schools across the state. We will be providing coverage of the events in *The Nebraska Lawyer* magazine. Omaha Public Schools has also asked to videotape the program for promotional purposes (no sound, just visual).

If your firm is willing to host a group of students from Blackburn or Benson or make a presentation at Northwest High School on April 21, 22, or 23 (from 11:30 to 2:30 p.m.), please contact Daphne Aronson (402) 346-6000.

Thank you for your continued participation!

Sincerely,

Handwritten signature of Jane Schoenike.

Jane Schoenike
Nebraska State Bar Association

Handwritten signature of Liz Neeley.

Liz Neeley
Nebraska Minority Justice Committee