

Resource Guide for Public Defense Recruitment



Office of the State Public Defender

Updated January 2025

Purpose of this guide.

The effective recruitment of defense attorneys is a major criminal legal system challenge that threatens the right to counsel in counties across the state. This guide aims to support public defense recruitment efforts by:

1. Consolidating recommendations on where to promote career opportunities.
 - Free and low-cost placement options.
 - Paid placement options.
 - Public interest career fairs.
 - Local and specialty bar associations.
 - Career services contact information.
 - ABA accredited law schools (California).
 - CBE accredited law schools.
 - Select out-of-state ABA accredited law schools.
2. Providing practical advice on writing compelling job postings.
 - Sample job postings.
3. Sharing advice from a professional recruiter on improving the interview process.
4. Conveying ideas for creating a sustainable pipeline of new lawyers.

Caveat: Many of the suggestions in this resource guide contemplate institutional offices that have built-in mentorship and in-office training programs which are crucial to attorney development. Leaders recruiting less experienced attorneys directly from law schools need to ensure that their systems provide necessary support, training, and mentorship opportunities to further professional development. Cases should be assigned based upon an attorney's qualifications and experience level.

The Office of the State Public Defender's Indigent Defense Improvement Division would like to extend its sincere gratitude to the many law school career service offices, defense leaders, and recruiting professionals who offered their expertise, thoughtful feedback, and suggestions on this recruitment resource.

For additional information or assistance regarding indigent defense recruitment and retention, please contact [OSPDI-DID](#).

Where to post and promote job and internship opportunities.

Effectively promoting an open position relies upon spreading the word of the opportunity through a variety of platforms – both paid and unpaid. The goal is to cast as wide a net as possible to attract prospective indigent defenders and staff.

Places to consider posting career opportunities have been consolidated in this guide. Inclusion does not represent any endorsement by OSPD.

Free or low-cost placement options.

1. Career development offices.

Posting opportunities through a law school's career services office can be an effective and low-cost way to publicize available internships, post-bar clerkships, and jobs. This guide includes contact information for many [California ABA](#), [select out-of-state](#), and [CBE accredited](#) law schools.¹

2. Local and regional entities.

Many local and specialty bar associations will post available job opportunities or include a job posting in communications to its members. Sharing career opportunities through bar associations is a good way to reach more experienced applicants. Consider bar associations broadly to reach a diverse applicant pool.

A list of bar associations to consider – along with their websites and contact information – is included in [this guide](#).

3. Statewide entities.

a. California Attorneys for Criminal Justice.

[California Attorneys for Criminal Justice](#) (CACJ) is a statewide organization for criminal defense attorneys and allied professionals. CACJ maintains a [career center](#) on its website that allows for tailored job opportunities to be posted. Posted job opportunities are viewable and searchable by CACJ members and the public accessing the CACJ career center.

b. California Public Defenders Association.

The California Public Defenders Association (CPDA) is a professional organization that represents public defenders statewide. Employment opportunities can be posted on its [website](#). Posted employment opportunities are viewable by both CPDA members and the public.

¹ In addition to posting opportunities, consider speaking on campus to criminal law related classes and student groups, hosting an on-campus or virtual "lunch-and-learn" event, and participating in on-campus interviewing.

c. IDID's monthly bulletin.

The Office of the State Public Defender's Indigent Defense Improvement Division (IDID) produces and shares a monthly bulletin with subscribers who are interested in training opportunities and other defender focused resources. The inclusion of job opportunities for indigent defenders in the IDID monthly bulletin is at no cost.

Request to include postings in the IDID bulletin can be made through this [link](#).

4. National organizations.

a. American Bar Association's Public Defense News.

The American Bar Association's Public Defense News is a weekly indigent defense focused digital newsletter that includes news updates from across the country, upcoming training opportunities, and job postings. Information on requesting inclusion is available through its [website](#).

b. National Association of Criminal Defense Lawyers.

The National Association of Criminal Defense Lawyers (NACDL) is a national organization committed to enhancing the capacity of the criminal defense bar to safeguard fundamental constitutional rights. Public defense employment opportunities can be posted at no cost through the NACDL [job board](#).

c. National Association for Public Defense.

The [National Association for Public Defense](#) (NAPD) is a country-wide public defense focused organization that provides advocacy and educational opportunities to all public defense professionals. NAPD maintains a [job board](#) to promote public defense career opportunities.

d. National Legal Aid and Defender Association.

The [National Legal Aid and Defender Association](#) (NLADA) is America's oldest and largest non-profit devoted to the delivery of legal services for those who cannot afford counsel. NLADA maintains a [job board](#) as a free service to connect the equal justice community with job opportunities nationwide.

e. PSJD.org.

[PSJD.org](#) is a clearinghouse maintained by the National Association for Law Placement (NALP) for law students and lawyers to connect with public service job opportunities. Public service employers can post job, clerkship, and internship opportunities at no-cost.

5. Paid placement options.

a. American Bar Association.

The American Bar Association (ABA) is a nationwide voluntary bar association. The ABA maintains a job board as part of its [Career Center](#) that includes opportunities in indigent defense.

b. California Lawyer's Association.

The California Lawyer's Association (CLA) is a statewide voluntary bar association with a [Criminal Law Section](#). Searchable job opportunities can be posted on the CLA's [Career Center](#). In addition, the CLA shares job opportunities to its members via email.

c. Diversity Jobs.

Diversity Jobs is a for-profit service that employers can use to post opportunities on a wide variety of job boards and social media for a modest cost. Additional information is available [here](#).

d. Governmentjobs.com.

[Governmentjobs.com](#) is a government sector job board. The site regularly features indigent defense job openings from across the county.

e. Handshake.

[Handshake](#) is a career platform used frequently by students and recent graduates to find internship and employment opportunities. Job and internship postings are available at no cost to employers. Some additional services are available at a premium cost.

f. Idealist.

[Idealist.org](#) is an online platform used by non-profit organizations and public interest organizations to advertise available internships and career opportunities. Discounted pricing is available to non-profit organizations and government agencies.

g. LinkedIn.

[LinkedIn](#) is an employment-focused social media platform. Employers can post job opportunities to target public defense focused job seekers.

6. Social media.

Social media can be used at no or low-cost to advertise open job positions. Consider conducting outreach and promoting available internship and job opportunities on social media platforms such as: [LinkedIn](#), [Facebook](#), and [Instagram](#).

To further spread awareness, invite those currently working in offices or panel systems to share available opportunities with their networks.

7. Criminal defense focused email lists.

Many local and regional specialty bar associations that focus on criminal defense maintain email lists that enable subscribers to post questions and receive feedback from members of the list. These platforms can be an effective way to spread the word about available job opportunities to a group with a demonstrable interest in criminal defense. As referenced above, a list of bar associations is included in [this guide](#).

8. Public interest career fairs.

Attending career fair events is another critical way to engage with students and recruit prospective applicants. Below are public interest career events for law students and graduates who are interested in public sector or government jobs.

Contract-based and panel systems need to ensure that their systems provide necessary training, mentorship, and support when recruiting directly from law schools. Case assignments should be made consistent with an attorney's qualifications and experience level.

Equal Justice Works

This is a three-day virtual hiring event held in mid-October. Registration is usually open between June and August. Attendees are law students (1Ls, 2Ls, 3Ls, LLMS) and recent graduates from all over the United States. Employers can recruit for internships, externships, fellowships and postgraduate positions. Employers can either host prescheduled interviews and/or participate in more informal "table talk" discussions.

Questions can be directed at: careerfair@equaljusticeworks.org.

Berkeley Law Public Interest/Public Sector Career, Internship, and Pro Bono Fair

This informational fair is held at the end of October. The registration deadline is towards the end of September. This career fair is in person and attendees are students at Berkeley Law. Employers are welcome to discuss summer internships, academic year placements, and other career opportunities. Students are not asked to bring resumes. Instead, students gather information and meet prospective employers in a "table talk" format.

Questions can be directed at: career-law@berkeley.edu

UCLA Law's Fall Government and Public Interest Information Fair

This informational fair is typically held in early October. The registration deadline is in early October. This career fair is virtual. UCLA Law students meet with representatives of public interest organizations and government agencies to learn their missions and the opportunities they have for prospective applicants for academic-term, summer, and post-graduate positions.

Annual Northern California Public Interest/Public Sector Legal Careers Day (PIPS Day)

This career fair is typically held at the end of January. Registration is open to employers between the end of October and the end of November. This career fair is virtual. The attendees are law students from seven northern California law schools. The event includes one day of table talk and one day of formal interviews.

More information can be found here: <https://pipsday.weebly.com/for-employers.html>

Questions can be directed at: pipsday@uclawsf.edu

Annual Southern California Public Interest/Public Sector Career Day

This career fair is typically held at the beginning of February. This career fair is for students interested in positions with nonprofit organizations, private public interest firms, and government agencies. Registration is usually open to employers for the month of November. This career fair is virtual. The attendees are law students from eleven southern California law schools. The event includes one day of table talk and one day of formal interviews.

More information can be found here: <https://socialpicd.weebly.com/for-employers.html>

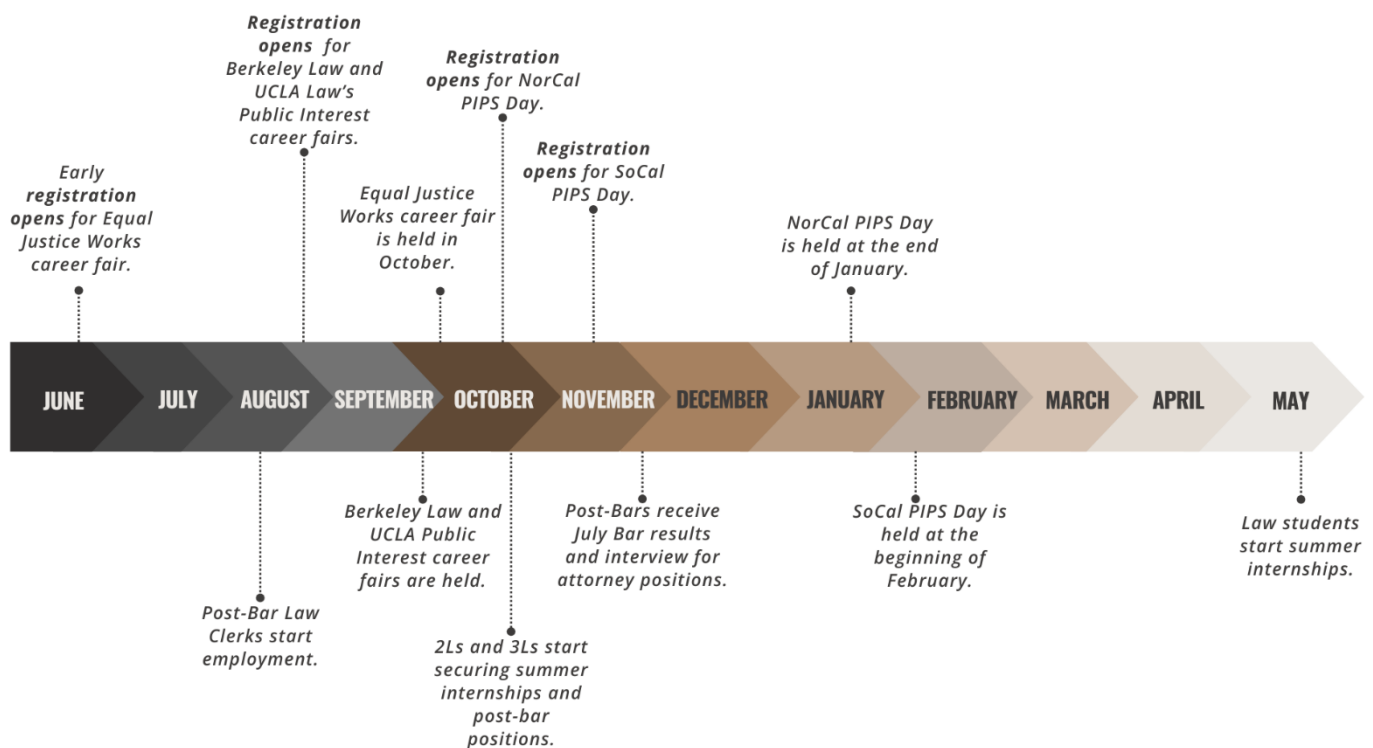
Questions can be directed at: scpicd@law.ucla.edu.

National Public Law School Alliance (NPLSA) – Nationwide Virtual Recruiting Program

NPLSA hosts a national virtual recruiting fair each Spring. Employers can register at no -cost and connect with public service-oriented students from more than 20 participating law schools across the country.

More information is available [here](#).

LAW STUDENT RECRUITMENT TIMELINE



Quick tips on writing compelling job postings.

Narrowly written job postings that only include boilerplate job descriptions or duty statements are missed opportunities to communicate to prospective applicants the advantages of working in an office or panel system.

- *Share the mission or vision.*
 - Include a call-to-action in your messaging. This will resonate with individuals looking to make a social justice impact with their careers.
- *Highlight career development and other benefits.*
 - Highlighting the types of experiences, cases, or job assignments a new attorney in an office or panel can expect to receive can make an opportunity stand out.
 - Be sure to emphasize any institutional mentorship, training opportunities, or other career support.
 - Where available, let applicants know about benefits like [Public Service Loan Forgiveness](#) (PSLF) eligibility, funding for training, administrative or training leave, health insurance, pensions, or other benefits.
- *Describe the work environment and culture.*
 - Prospective applicants are interested in an office's culture and work environment – including opportunities for work-life balance.
 - A job posting can be an opportunity to brag about a supportive and collegial office environment.
 - Emphasize aspects of the office that set it apart – including, types of training provided, wellness programs, specific initiatives or implemented programs, community ties, and systemic impact.
 - For dedicated criminal listserv type job postings, where the length of the job posting is not a concern, consider having attorneys – especially more junior attorneys – share their first-person experiences in joining and working in the office or panel system.
 - These types of first-person accounts resonate with students and attorneys and can signal that the office is transparent, supportive, and a good place to work.
- *Include location and other perks in a job announcement.*
 - Proximity to notable attractions, outdoor activities, lower costs of living, or other location perks for attorneys practicing in the community can be enticing to prospective applicants.
 - In drafting a job announcement, consider what it is that you love about the work, community, or location and emphasize those features.
 - A successful theme for many successful recruitment campaigns has been: “this is a great place to live and work.”
- *Be strategic about how long to post job announcements.*
 - Avoid job postings for the same position for prolonged time periods. Prolonged job postings can lead to applicant interest fatigue or signal to applicants that the position is not desirable or is otherwise problematic.

Sample job postings.

A. Sample job posting no. 1.

The Freedom Project is hiring a mid-level attorney, a legal assistant, and two reentry / mitigation specialists. Please share these job postings far and wide.

The Freedom Project at the San Francisco Public Defender is dedicated to decarceration, successful transition to the free world, and post-conviction systemic change. We aim to drastically reduce California's prison population using all existing post-conviction tools and to expand and strengthen the toolbox. In 2.5 years, we have helped liberate 65 people from California prisons - in doing so we erased thirteen three-strikes life sentences and twenty-one murder life sentences, including six LWOP sentences. We helped win four parole grants and wiped away the criminal records of three "juvenile lifers." Our team is small but mighty. And we are just getting started.

B. Sample job posting no. 2.

Have you always wanted to be a public defender? Do you enjoy warm sunshine year-round?

Come to the Public Defender's Office where you will gain valuable trial experience and work in a fast-paced environment with other attorneys who are dedicated to decarceration and protecting people's rights through zealous courtroom advocacy. We believe the most vulnerable among us must be treated with attention, dignity, and excellent representation.

This office is located close to major state parks and provides easy access to outdoor adventures. Hiring immediately for long-term and short-term employment. Attorneys of all levels of experience are encouraged to apply.

C. Sample job posting no. 3.

Passionate advocacy! The Kittitas County Public Defender's Office provides effective legal representation to people who are facing loss of liberty under criminal laws and are unable to afford an attorney. We are a small but mighty office representing adults and juveniles with respect and compassion as they navigate the legal system, pursuing justice on their behalf through ethical, client-centered practices. Because we are a small office there are opportunities to be involved in all aspects of the criminal justice system with the goal to learn and grow as attorneys in the criminal justice field. We are a dedicated, supportive group who work together to make a difference in our community.

Situated in central Washington between the foothills of the stunning Cascade Mountains and the mighty Columbia River, Kittitas County residents enjoy limitless activities and recreation opportunities year-round. With over 200 days of sunshine each year, residents and visitors can enjoy activities including hiking, camping, numerous golf courses, fishing and boating, horseback riding, cross-country skiing, snowboarding, snowshoeing, climbing and backpacking. Residents here enjoy the small town feel with easy access to Seattle. Ellensburg is well known for its friendly residents and rural lifestyle, along with summer music festivals, seasonal farmers markets, and an annual rodeo.

Advice from a professional recruiter.

These suggestions are offered as general guidance on how to improve the interview process for indigent defenders. Although county or civil service requirements may make implementing some of these suggestions challenging, when possible, consider:

- *A streamlined application process:* Try to keep the application as brief as possible. Unless critical for the position, avoid requesting writing samples, resumes, or supplemental information in the initial application.
 - These additional application requirements are often unnecessary barriers or provide duplicative information that can dissuade potential applicants.
 - If this additional information is important, it can be obtained later in the application process.
- *Rolling interviews:* Where possible, attempt to conduct rolling interviews as soon as possible after receiving an application. A rolling interview is one that occurs after an application is received – instead of waiting until after the closing of an application period. Rolling interviews close the time gap between application and interview and signal to the applicant that the office or panel values the applicant’s time and will prioritize getting good people to join the team.
 - The goal of rolling interviews is to get the applicant in front of the hiring authority as quickly as possible.
 - If panel interviews are required, consider identifying the interview panel members before the job is posted and proactively holding time for all panel members in weeks 3 through 5 after the job posting so that panel interviews can be conducted quickly.
- *Traditional interviews:* Where rolling interviews are impossible, every effort should be made to make the time gap between application and interview as small as possible.
 - Select the interview panel and schedule the tentative interview date before the job is posted.
 - Job postings should run for 3 to 4 weeks with the interview occurring as soon as possible after the posting closes.
 - When time gaps are unavoidable, consider reaching out to applicants on the telephone to acknowledge receipt, connect, and explain the timeline.
- *Embrace technology:* Consider conducting, or offering to conduct, interviews remotely or even telephonically. This typically saves time and costs for both the applicant and interview panel members. It also helps close the time gap between application and interview.

Ideas for creating a pipeline of new lawyers.

Many larger counties have a significant presence at law schools and have a steady flow of law students and new graduates interning to create a ready pool of applicants for future job openings. Smaller and rural jurisdictions should consider ways to implement these suggestions when possible.

- Have a presence at law schools:
 - *Speaking on campus*: Speaking on campus in criminal law classes or hosting on-campus or virtual “lunch and learn” events can be effective means of connecting with students who are looking for job opportunities.
 - *Connect with legal clinics or student groups*: Criminal clinics, immigration clinics, innocence projects, and criminal law society groups attract students who are interested in direct client representation. Connecting with the professors through an informal zoom meeting or with the student leaders of clubs through Instagram can be productive ways to promote job postings as they arise.
 - *On-campus interviewing (OCI)*: OCI is a valuable recruitment tool. Additionally, consider volunteering with a career service office to serve as a mock interview coach to spread awareness about the office or the panel.
- Establish internship and post-bar programs:
 - *Summer internships*: Providing paid summer stipends for law students provides an opportunity for students to become attached to a particular office and return after graduation. It is also a low-cost investment that may have a cascading effect, drawing more attention to the county through word of mouth at the law school.
 - *Post-bar clerkship programs*: After students graduate, there is a four-month time gap before they receive their bar results. This is an ideal time to hire new graduates and entice them to relocate to remote locations with openings. Some counties without “post-bar” employment designations hire new graduates as investigators, support staff, or other non-attorney positions until they pass the bar exam.
 - *Remote research internships*: Offices should consider using remote technology to accommodate law students who want to earn credits for working in an office. This can be an effective way to recruit new students or stay connected with prior summer interns after they have returned to their law schools.
 - *Lawyers for America*: This non-profit organization uses a “medical model” for legal education. Law students spend their traditional third year as externs for non-profits or government organizations, including public defender offices. After graduation, students return for a full year of paid service. Additional information is available [here](#).
 - Leaders in panel and contract-based public defense systems need to prioritize professional development, ensuring that new defenders have sufficient support, mentorship, and training to be successful.
- For additional ideas, see [Recruitment and Retention Ideas for Smaller Jurisdictions](#).

California local and specialty bar associations

Bar Association	Contact
Alameda County Bar Association	valerie@acbanet.org
Alameda-Contra Costa Trial Lawyers' Association	ACCTrialLawyers@gmail.com
Arab American Lawyers Association of So. California	info@aalasc.com
Armenian Bar Association	info@armenianbar.org
Asian American Bar Assoc. of the Greater Bay Area	aaba.bayarea@gmail.com
Asian American Criminal Trial Lawyers' Association	aactlabayarea@gmail.com
Asian Pacific American Bar Assoc. of LA County	contactapaba@gmail.com
Asian Pacific American Bar Assoc. of Silicon Valley	apabasv@gmail.com
Asian Pacific American Bar Assoc. of Solano County	apabasolanocounty@gmail.com
Asian/Pacific Bar Association of Sacramento	abassacramento@gmail.com
Bar Association of San Francisco	Link
Barristers Club of Santa Barbara	BarristersSantaBarbara@gmail.com
Bay Area Lawyers for Individual Freedom	balif@balif.org
Berkeley-Albany Bar Association	BerkeleyBar@yahoo.com
Bernard S. Jefferson Law Society	contact@calblacklawyers.org
Beverly Hills Bar Association	Link
Black Women Lawyers Association of Los Angeles	contact@blackwomenlawyersla.org
Black Women Lawyers Assoc. of Northern California	Link
Butte County Bar Association	butte.county.bar.association@gmail.com
California Appellate Defense Counsel	admin@cadc.net
California Association of Black Lawyers	contact@calblacklawyers.org
California Women Lawyers	info@cwl.org
Capitol City Trial Lawyers Association	information@cctla.com
Celtic Bar Association of Orange County	info@celticbarassociation.org
Central Coast Trial Lawyers Association	slobar@slobar.org
Charles Houston Bar Association	communications@charleshoustonbar.org
Chinese American Lawyers of the Bay Area	Link
Contra Costa County Bar Association	info@cccba.org
Cruz Reynoso Bar Association	crbasacramento@gmail.com
Desert Bar Association	info@desertbar.com
Earl B. Gilliam Bar Association	ebgbassociation@gmail.com
East Bay La Raza Lawyers Association	eblarazalawyers@gmail.com
Eastern Alameda County Bar Association	EACBALaw@gmail.com
East County San Diego Bar Association	Bar@EastCountySanDiegoBarAssociation.org
Eastern European Bar Association	info@eebar.org

Filipino American Lawyers of San Diego	falsd1@gmail.com
Fresno County Bar Association	Link
Fresno County Women Lawyers	FCWL.President@gmail.com
Glendale Bar Association	info@glendalebar.com
High Desert Bar Association	bulletin@sbcba.org
Hispanic Bar Association of the Inland Empire	hispanicbarie@gmail.com
Hispanic Bar Association of Orange County	info@ochba.org
Hispanic Bar Association	Link
Imperial County Lawyers Association	lclawyersassociation@gmail.com
Inland Empire Latino Lawyers Association	info@iellaaid.org
Iranian American Bar Assoc. – (numerous chapters)	info@iaba.us
Italian American Lawyers Association	iala07@yahoo.com
Italian American Lawyers of Orange County	info@ialoc.org
Japanese American Bar Association	info@jabaonline.org
John M. Langston Bar Association	info@langstonbar.org
Kern County Bar Association	Link
Korean American Bar Association of San Diego	kaba.sd@gmail.com
Korean American Bar Assoc. of Southern California	info@kabasocal.org
La Raza Lawyers Association - Central Valley Chapter	larazalawyerscv@gmail.com
Lake County Bar Association	Link
Latina Lawyers Bar Association	office@llbalaw.org
Lawyers Club of San Diego	staff@lawyersclubsd.com
Leonard M. Friedman Bar Association	Link
LGBTQ+ Lawyers Association of Los Angeles	lgbtqpluslawyersla@gmail.com
Los Angeles County Bar Association	Link
Marin County Bar Association	info@marinbar.org
Marin County Women Lawyers	MCWomenLawyers@gmail.com
Mariposa County Bar Association	MCBA@MariposaBar.org
Mendocino County Bar Association	mendocountybar@yahoo.com
Mendocino County Women’s Bar Association	Link
Merced County Bar Association	mercedcountybarassociation@gmail.com
Mexican American Bar Association	admin@mabaattorneys.com
Monterey County Bar Association	advertising@montereycountybar.org
Monterey County Women Lawyers Association	admin@mcwla.org
Muslim Bar Association of Southern California	info@mbasc.org
National Asian Pacific American Bar Association	Link
National Bar Association	info@o4g.a69.myftpupload.com
National Conference of Vietnamese American Attorneys	info@ncvaa.org
National Native American Bar Association	adminassistant@nativeamericanbar.org

Newport Harbor Bar Association	Link
Nigerian American Lawyers Association	info@nalaus.org
North County Bar Association	info@northcountybar.org
Northern Santa Barbara County Bar Association	nsbcba@gmail.com
Orange County Asian American Bar Association	contactus@ocaaba.org
Orange County Bar Association	info@ocbar.org
Orange County Korean American Bar Association	admin@ockaba.org
Orange County Lavender Bar Association	Link
Orange County Trial Lawyers Association	info@octla.org
Orange County Women Lawyers Association	info@ocwla.org
Pan Asian Lawyers of San Diego	info@palsd.org
Pasadena Bar Association	info@pasadenabar.org
Philippine American Bar Association	Link
Placer County Bar Association	admin@placerbar.org
Queen's Bench Bar Association	Admin@Queensbench.org
Riverside County Bar Association	cba@riversidecountybar.com
Riverside County Barristers	riversidebarristers.org
Sac Legal (Sacramento LGBT Bar Association)	Link
Sacramento County Bar Association	Link
Sacramento Filipino American Lawyers Association	mail@sacfala.org
San Bernardino County Bar Association	bar@sbcba.org
San Diego County Bar Association	bar@sdcb.org
San Diego County Native American Lawyers Assoc.	nativeamericanlawyersassoc.sd@gmail.com
San Diego Criminal Defense Bar Association	Link
San Diego La Raza Lawyers Association	larazalawyers@gmail.com
San Fernando Valley Bar Association	info@sfvba.org
San Francisco La Raza Lawyers Association	Link
San Francisco Trial Lawyers Association	admin@sftla.org
San Joaquin County Bar Association	Link
San Luis Obispo County Bar Association	slobar@slobar.org
San Mateo County Bar Association	SMCountyBar@smcba.org
Santa Barbara County Bar Association	sblawdirector@gmail.com
Santa Barbara Women Lawyers	Link
Santa Clara County Black Lawyers Association	contact@calblacklawyers.org
Santa Clara County La Raza Lawyers Association	president@scclarazalawyers.com
Santa Cruz County Bar Association	sccbar@sbcglobal.net
Santa Monica Bar Association	santamonicaassociation@gmail.com
Silicon Valley Bar Association	Link
Siskiyou County Bar Association	sisqlawbar@sisqlawbar.org

Sonoma County Bar Association	Reception@SonomaCountyBar.org
South Asian Bar Association of North America	Link
South Asian Bar Association of Northern California	President@SouthAsianBar.org
South Asian Bar Association of San Diego	saba-info@sabasandiego.org
South Asian Bar Association of Southern California	socalsaba@gmail.com
South Asian Bar Association, Sacramento	abasacramento@gmail.com
South Bay Bar Association Los Angeles	sbba2007@sbcglobal.net
Southeast District Bar Association	info@sedba.org
Southern California Chinese Lawyers Association	info@sccla.org
Southwest Riverside County Bar Association	Link
Tahoe-Truckee Bar Association	tahoetruckeebar@gmail.com
Thai American Bar Association	contact@tabalawyers.org
Thurgood Marshall Bar Association	info@thurgoodmarshallbarassociation.org
Tom Homann LGBTQ+ Law Association	info@thla.org
Tulare County Bar Association	info@tcbar.org
Ventura County Bar Association	bar@vcba.org
Vietnamese American Bar Assoc. of No. California	Link
Vietnamese American Bar Assoc. of So. California	vabasc@gmail.com
Western San Bernardino County Bar Association	Mail@wsbcba.org
Wiley W. Manuel Bar Association	Link
Women Lawyers Association of Los Angeles	info@wlala.org
Women Lawyers of Alameda County	womenlawyers@gmail.com
Women Lawyers of Long Beach	womenlawyerslb@gmail.com
Women Lawyers of Ventura County	womenlawyersvc@gmail.com
Women Lawyers Assoc. of San Luis Obispo County	womenlawyersslo@gmail.com
Yuba Sutter Bar Association	Link

California ABA Accredited Law Schools - Career Services Contacts

Law School	Location	Contact
California Western School of Law	San Diego	career_services@cwsl.edu
Chapman University Fowler School of Law	Orange County	lawcareerservices@chapman.edu
Golden Gate University School of Law	San Francisco	lawcareer@ggu.edu
Loyola Law School	Los Angeles	careerdevelopment@lls.edu publicinterestdepartment@lls.edu
Pepperdine University Caruso School of Law	Los Angeles	cdo@pepperdine.edu
Santa Clara University School of Law	Santa Clara	law-ocm@scu.edu
Southwestern Law School	Los Angeles	careerservices@swlaw.edu
Stanford Law School	Palo Alto	ocs@law.stanford.edu public.interest@law.stanford.edu
University of California Berkeley Law	Berkeley	career@law.berkeley.edu
University of California Davis School of Law	Davis	careerservices@law.ucdavis.edu
University of California Law San Francisco (UC Hastings)	San Francisco	careers@uclawsf.edu
University of California Irvine School of Law	Orange County	careers@law.uci.edu
University of California Los Angeles School of Law	Los Angeles	careers@law.ucla.edu publicinterestoffice@law.ucla.edu
University of San Diego School of Law	San Diego	lawcareers@sandiego.edu
University of San Francisco School of Law	San Francisco	lawcareer@usfca.edu
University of Southern California Gould School of Law	Los Angeles	careers@law.usc.edu
University of the Pacific McGeorge School of Law	Sacramento	lawcareers@pacific.edu
Western State College of Law at Westcliff University	Orange County	Website

California Law Schools Accredited by the State Bar's Committee of Bar Examiners

Law School	Location*	Email Address**	Phone
Cal Northern School of Law	Chico	info@calnorthern.edu	530-891-6900
The Colleges of Law (Santa Barbara Campus)	Santa Barbara	admissions-col@collegesoflaw.edu	805-979-9860
The Colleges of Law (Ventura)	Ventura	admissions-col@collegesoflaw.edu	805-765-9300
Empire College of Law*** (Monterey College of Law)	Santa Rosa	info@montereylaw.edu	707-736-6777
Humphreys University Drivon School of Law	Stockton	lawadmissions@humphreys.edu	209-478-0800
JFK School of Law at National University	San Diego	careerservices@nu.edu	616-245-6016
Kern County College of Law (Monterey College of Law)	Bakersfield	info@montereylaw.edu	831-582-4000
Lincoln Law School of Sacramento	Sacramento	admissions@lincolnlaw.edu	916-446-1275
Monterey College of Law	Seaside	info@montereylaw.edu	831-582-4000
Northwestern California University School of Law	Sacramento	inquiry@nwclaw.edu	916-920-9470
Purdue Global School of Law	Los Angeles	InfoPGLaw@support.purdueglobal.edu	866-522-7747
San Joaquin College of Law	Clovis	admissions@sjcl.edu	800-522-0994
San Luis Obispo College of Law (Monterey College of Law)	San Luis Obispo	info@montereylaw.edu	831-582-4000
St. Francis School of Law	Newport Beach	admissions@stfrancislaw.com	800-931-2694
Thomas Jefferson School of Law	San Diego	admissions@tjssl.edu	619-297-9700
Trinity Law School, Trinity International University	Santa Ana	tls@tiu.edu	714-796-7100
University of La Verne College of Law and Public Service	Ontario	lawcareers@laverne.edu	909-460-2000
University of West Los Angeles School of Law San Fernando Valley Campus	Chatsworth	admissions@uwla.edu	818-775-4500
University of West Los Angeles School of Law West Los Angeles Campus	Inglewood	admissions@uwla.edu	310-342-5250

* Many of these schools offer virtual learning programs. While they have a physical location law students may be located in other parts of California (or out of state).

** Many of the law schools accredited by the State Bar's Committee of Bar Examiners do not have dedicated career services offices. While not dedicated career services office contacts, the email addresses listed will still be routed to law school faculty who will provide information to law students and alumni about job opportunities.

*** As of 2022, Empire College of Law has not accepted any new law students.

Out-of-state law schools to consider

Law School	Email Address
American University Washington College of Law	recruit@wcl.american.edu
Arizona State University Sandra Day O'Connor College of Law	lawcareerservices@asu.edu
Boston University School of Law	lawcdo@bu.edu
Columbia University Law School	pips@law.columbia.edu
Duke University School of Law	careercenter@law.duke.edu
Emory University School of Law	lawcommunications@emory.edu
George Washington University Law School	careers@law.gwu.edu
Georgetown University Law School	opics@georgetown.edu
Harvard University Law School	opia@law.harvard.edu
New York University School of Law	law.careers@nyu.edu
Northwestern University Pritzker School of Law	career-strategy@law.northwestern.edu
Tulane University School of Law	lawcdo@tulane.edu
University of Chicago Law School	career_services@law.uchicago.edu
University of Michigan Law School	awcareers@umich.edu
University of Notre Dame Law School	lawjobs@nd.edu
University of Texas at Austin School of Law	recruit@law.utexas.edu
University of Virginia School of Law	publicservice@law.virginia.edu
Washington University School of Law	lawcareers@wustl.edu
Yale University Law School	cdo.law@yale.edu

This appendix highlights ABA-accredited out-of-state law schools where a significant number of graduates have taken the California bar exam in recent July administrations. The July bar was selected as the basis for this data because it traditionally sees a higher number of test takers and is a strong indicator of the incoming attorney pool.

22 percent of those who passed the July 2023 bar exam were graduates of out-of-state law schools. By considering recruitment at these schools, employers can expand their reach to a broader group of candidates who may be interested in working in public defense in California.