Dauphin County Bar Association

CAMP 1L INTERNSHIP PROGRAM

FREQUENTLY ASKED QUESTIONS

How can I get a CAMP 1L application form?

There is no set application form to apply for a CAMP Internship. Instead, to apply, applicants must provide a:

- Cover letter
- Resume
- Writing Sample
- Letter of good standing
- Statement of how you would contribute to the diversity of the Central Pennsylvania Legal Community.

What constitutes a complete CAMP application?

Each of the following must be received on or before the application deadline for students to be considered for an interview. The exception is the letter of good standing, which will be accepted after the deadline but must be received before the interview process begins.

- Cover letter
- Resume
- Writing Sample
- Letter of good standing
- Statement of how you would contribute to the diversity of the Central Pennsylvania Legal Community

The application deadline falls in mid-January and can be found on the CAMP informational flyer which resides on the CAMP page of the DCBA website.

Is there a minimum GPA required to apply?

No. There is no minimum GPA required to apply for the program and transcripts are not a required part of the application process. The program recognizes that GPAs, at any point (but particularly after the first semester of law school), are not an indicator of how good a lawyer a student will be. That said, *a student who is on or is a candidate for academic probation or intervention is required to let the program know at the earliest possible point.*

What should the letter of good standing include?
The letter of good standing will be issued directly from the applicant's law school with criteria established by the law school. If the status of the student changes where the letter of good standing would no longer be issued (e.g., due to academic struggles, non-payment of tuition, etc.) the student is required to let the program know at their earliest knowledge of the change in status.

Does my diversity statement have to be separate from my cover letter?
Yes.

How long should my diversity statement be?
There is no set requirement for length, and the applicant is free to express themselves as they wish. Most diversity statements range from 1 to 2 pages.

How many internships are awarded each year?
The number of CAMP 1L internships varies from year to year and relies solely on the number of host firms that have agreed to participate that particular year. Historically, the program has been able to offer eight to ten placements each summer, but there is no set number. The number of applicants always exceeds the number of available placements.

How do I know which placement(s) I am being considered for?
Applicants to the program do not know which particular placements they will be considered for. Members of the Equal Professional Opportunity Committee work with potential hosts to interview applicants. Members of both groups convene at the conclusion of the interview process to select strong applicants for each placement and then make the final assignments.

Who will be interviewing me?
Interviewers are drawn from a pool of DCBA members from the Equal Professional Opportunity Committee and host firms. The interview schedule is determined by members' availability and therefore, interviewers are always subject to change. The applicant can expect to meet with one to three interviewers during their scheduled interview time. Interviewers determine whether an applicant is a good fit for the CAMP program; they may or may not be members of a host firm and, therefore, are not interviewing applicants for a specific placement.

If I prefer a different placement than the one I am offered, can I request a change?
No. CAMP Internships are determined in consultation with host firms. A candidate can decline the job that is offered, but cannot request placement with a different CAMP host.

When are internship awards announced?
The final awards are generally announced in mid-March. Successful applicants are contacted before that time with details of a job offer and are given the opportunity to accept or reject the placement.

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