**OCR Myths and Facts**

*But FIRST- what is OCR/OCI/Recruiting Program?*

Historically, when employers came to law school campuses to interview students for summer associate/law clerk positions, law schools called this process **On Campus Interviewing (OCI).** Some schools have expanded this process to include additional services for employers, such a resume collect, thus it is sometimes called **On Campus Recruiting (OCR**). Since COVID, fewer things are “On Campus” so we now include these opportunities into a broader service called a **Recruiting Program.** At Stetson Law, we host 2 main recruiting programs “Fall Recruiting Program” and “Spring Recruiting Program” that last throughout the semesters and into the summer respectively. \We are now in our **2022 Spring Recruiting Program.**

**MYTH: Recruiting Program Opportunities are only for the top of the class. FALSE**

FACT: When employers tell us they want to recruit Stetson Law Students (or graduates), they are permitted to list their *preferences* for a few categories, including class percentile. While it is true that some employers are very focused on class percentile, that is not the case with all employers. Even still, if you are interested in the opportunity, you should consider applying because you never know how your application materials may stand out to an employer.

**MYTH: Recruiting Program Opportunities are just for private law firms. FALSE**

FACT: We consistently work with employers in private practice of all sizes, government, public interest, and business. At certain times of the year, you may see more of one sector than another and this is because hiring cycles vary by industry and employer. For example, in the early part of our Fall Recruiting Program (which opens in the summer), you will see a heavier concentration of private (and often larger) law firms. To ensure you do not miss an opportunity, you should check Symplicity weekly for the latest list of employers participating in our current Recruiting Program.

**MYTH: If I don’t want to go to a big law firm, the Office of Career and Professional Development (OCPD) cannot help me. FALSE**

FACT: OCPD is here for ALL students regardless of your interests, goals, and experiences. We take great pride in helping our students carve the path of their choosing. Our collective experiences in a variety of industries ensure you will receive contemporary, insight-based, and individualized services. Come chat with us! Email [career@law.stetson.edu](mailto:career@law.stetson.edu) with the best time to meet for your schedule and your preference for Teams, Zoom, or phone.

**MYTH: Symplicity is only for Recruiting Opportunities. FALSE**

FACT: In addition to Recruiting Opportunities, Symplicity also houses “Stetson Law Jobs” our job posting board. There, you will find many employers from a variety of sectors who have an immediate need for students and/or graduates. Overlooking “Stetson Law Jobs” is a mistake and it is a good idea to review the latest job postings weekly.

**MYTH: Symplicity is a complicated system and applying to jobs on LinkedIn and Indeed are is way more efficient. FALSE**

FACT: It is true that Symplicity has a bit of a learning curve. The OCPD Team can walk you through the entire process and give you confidence to apply to opportunities listed on Symplicity. Sure, you can apply for jobs on LinkedIn and Indeed (do make sure that LinkedIn profile is current- we can help with that). Note that when employers contact us, they are intentionally seeking**our** students and graduates, so applying via Symplicity is a great way to know your application materials will be reviewed by the prospective employer instead of getting lost in a pile of candidates.