



Committee on Pro Bono and Legal Services

Pro Bono Competencies Analysis

In furtherance of the mission of the Committee on Pro Bono and Legal Services to 1) facilitate the provision of pro bono legal services to underserved populations and 2) address issues facing attorneys and advocates who offer pro bono services, the Committee offers the attached chart as a tool to encourage more attorneys to provide pro bono legal services by educating them about the training opportunities and skill development associated with pro bono work.

Committee members know attorneys do pro bono work for a variety of reasons, one of which is to gain legal skills. Attorneys may look to pro bono work as an opportunity to fill gaps in their current training, to meet firm expectations, or to become more well-rounded. The sub-committee on “Encouraging Law Firms to Continue Pro Bono Programs” focused on this motivator as a way to encourage law firms of all sizes to offer or recognize pro bono work as a means of attorney development. In creating the attached chart, the sub-committee collected input from many lawyers who practice at law firms, legal service providers, corporations, and law schools, and actively engage in significant efforts to study and enhance access to justice. These pro bono practitioners provided the information contained in the chart concerning the legal skills gained through various types of pro bono work.

The chart lists practice areas down the left-hand side and important legal skills across the top. Each practice area was assigned a “score,” representing how often lawyers doing pro bono work in a given practice area utilized a particular legal skill, e.g. conducting depositions or drafting contracts. There are three possible “scores”: (1) the skill is almost always involved in pro bono work available in the practice area, (2) the skill is sometimes involved, and (3) the skill is almost never involved.

The Committee hopes this chart will encourage law firm professionals in charge of attorney training and development, pro-bono coordinators, and individual attorneys seeking professional growth to look to pro bono opportunities as a means of furthering professional development while providing desperately needed services and fulfilling the aspirational goals articulated in New York's Rules of Professional Conduct (6.1).

January 2014

ABCNY - Committee on Pro Bono and Legal Services

Attorney Training Through Pro Bono

Scale
1 = Almost always involved
2 = Sometimes involved
3 = Rarely/almost never involved

Area of Law	LITIGATION & BANKRUPTCY ASSOCIATES (and associates in other practice groups requiring these skills)											ALL ASSOCIATES						TRANSACTIONAL ASSOCIATES (and associates in other practice groups requiring these skills)									
	Court Appearances			Discovery			Document Drafting			Other		Client	Interaction		Management		Research		Drafting					Negotiation	Closings	Due Diligence	Corp. Formation
	Oral Arg	In-court Witness Testimony	Other In-Court	Depos	Meet & Confer	Experts	Pldgs	Briefs	Motions	Mediation/ Arbitration	Settlement Negotiation	Client or Witness Testimony Prep	Client Counseling	Other Client Contact	Case/ Matter Mgmt	Managing Junior Employees	Legal Research	Other Research	Term Sheet	Loan Agmt	Other Contract	Prospectus	Other Docs				
Animal Rights	2	2	2	2	2	2	2	2	2	2	1	2	1	2	1	3	1	1	3	3	2	3	2	1	3	3	3
Arts - Fine Art/Museum Representation	2	3	2	2	2	1	2	2	2	2	1	2	1	2	1	2	1	1	3	3	2	3	2	2	3	2	2
Arts - Other	2	3	3	3	3	2	2	2	2	2	1	3	1	1	1	2	1	1	3	3	2	3	2	2	3	3	2
Arts - Patent/Trademark	2	2	2	2	2	2	1	1	2	3	2	1	1	1	1	2	1	1	3	3	2	3	2	3	3	2	3
Civil Rights/Civil Liberties	2	2	1	2	2	2	1	1	1	2	2	2	1	2	1	2	1	1	3	3	3	3	3	3	3	3	3
Consumer Bankruptcy	2	2	2	2	3	3	2	2	2	2	1	2	1	1	1	2	1	2	3	3	3	3	3	3	3	3	3
Consumer Protection - Predatory Lending	1	2	2	2	2	2	1	1	2	1	2	2	1	1	2	1	2	3	3	3	3	3	3	3	3	3	3
Criminal - Re-entry Issues	2	2	2	2	2	2	1	1	1	3	2	2	1	1	1	1	1	1	3	3	3	3	3	3	3	3	3
Criminal Defense - Death Penalty	2	3	3	3	2	1	2	1	2	3	3	1	1	1	1	1	1	1	3	3	3	3	3	3	3	3	3
Criminal Defense - Juvenile/Youth	2	2	2	3	1	3	3	2	2	3	2	2	1	1	1	2	1	1	3	3	3	3	3	2	3	3	3
Criminal Defense - Misdemeanor	1	2	1	3	3	2	3	3	2	3	1	2	1	1	1	2	1	1	3	3	3	3	3	2	3	3	3
Criminal Defense - Other	1	2	1	3	3	2	3	3	2	3	1	2	1	1	1	2	1	1	3	3	3	3	3	2	3	3	3
Disability - Social Security Appeals	2	1	2	3	2	2	2	1	3	3	3	1	2	1	1	2	1	2	3	3	3	3	3	3	3	3	3
Elder Law - Medicaid/Medicare	2	3	2	3	2	2	1	3	3	1	1	3	1	2	3	3	2	2	3	3	3	3	3	1	3	1	3
Elder Law - Other	3	3	3	3	3	3	3	3	3	3	3	3	1	1	2	3	2	2	3	3	3	3	1	3	3	3	3
Employment - Discrimination/FMLA	3	3	3	2	2	2	2	2	2	2	2	2	1	1	1	1	1	1	3	3	3	3	3	3	3	3	3
Employment - ERISA	3	3	3	3	3	3	3	3	3	3	3	3	1	1	1	1	1	1	3	3	2	3	2	3	3	3	3
Employment - Wage-Hour	2	2	2	2	2	2	2	2	2	2	2	2	1	1	1	1	1	1	3	3	3	3	3	3	3	3	3
Environmental Law - Citizen suits (incl. Clean Water Act Litigation)	1	2	1	2	1	1	1	2	1	2	1	2	1	1	1	2	1	1	3	3	3	3	2	2	3	1	3
Environmental Law - Land use (Environmental Review)	2	3	2	3	1	1	1	1	3	3	2	3	1	1	2	1	1	1	3	3	3	3	3	2	3	3	3

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	Oral Arg	In-court Witness Testimony	Other In-Court	Depos	Meet & Confer	Experts	Pldgs	Briefs	Motions	Mediation/ Arbitration	Settlement Negotiation	Client or Witness Testimony Prep	Client Counseling	Other Client Contact	Case/ Matter Mgmt	Managing Junior Employees	Legal Research	Other Research	Term Sheet	Loan Agmt	Other Contract	Prospectus	Other Docs				
Environmental Law - Toxic Tort claims	2	2	2	2	2	2	1	1	1	2	1	2	1	1	1	1	1	1	3	3	3	3	2	2	3	3	3
Fair Hearings - Public Benefits, food stamps, etc.	2	2	2	3	3	3	3	2	3	3	2	1	1	1	3	3	2	3	3	3	3	3	3	3	3	3	3
Family Law - Child Support	1	1	1	2	1	2	1	2	2	2	1	1	1	1	2	2	1	2	3	3	3	3	3	2	3	3	3
Family Law - Custody/Visitation	1	1	1	2	2	2	1	2	2	2	2	1	1	1	2	2	2	2	3	3	3	3	3	2	3	3	3
Family Law - Domestic Violence	1	1	1	2	2	2	1	2	2	2	2	2	1	1	2	2	2	2	3	3	3	3	3	2	3	3	3
Family Law - Uncontested Divorce	3	3	3	3	3	3	1	2	2	3	3	3	1	1	1	2	1	1	3	3	3	3	3	2	3	3	3
First Amendment	1	2	2	2	1	2	1	1	1	3	1	2	1	1	1	2	1	2	3	3	3	3	2	2	3	3	3
Healthcare - Cancer Advocacy	2	3	2	3	2	2	1	3	3	1	1	3	1	2	3	3	2	2	3	3	3	3	3	1	3	1	3
Healthcare - Mental Health	3	3	3	2	2	2	2	2	2	2	2	2	1	1	1	1	1	1	3	3	3	3	2	2	3	3	3
Healthcare - Consumer Matters/General	2	3	3	3	2	2	1	3	3	1	1	3	1	2	3	3	2	2	3	3	3	3	3	1	3	1	3
Homeless Rights	1	1	2	3	3	3	3	1	3	3	1	1	1	1	3	3	2	3	3	3	3	3	2	2	3	3	3
Housing - Code Enforcement	2	2	2	2	2	2	1	2	2	2	2	2	1	1	1	2	2	2	3	3	3	3	3	3	3	3	3
Housing - Eviction Defense	2	2	1	2	2	3	2	2	2	2	1	2	1	1	1	2	2	2	3	3	3	3	3	3	3	3	3
Housing - Foreclosure Defense	2	3	1	3	3	3	2	2	2	1	1	3	1	1	1	3	1	1	3	3	3	3	3	3	3	3	3
Immigration - Asylum	3	2	2	3	2	2	3	1	2	3	3	1	1	1	1	2	1	1	3	3	3	3	3	3	3	3	3
Immigration - Cancellation of Removal	3	1	1	3	2	2	3	1	2	3	3	1	1	1	1	2	1	1	3	3	3	3	3	3	3	3	3
Immigration - SIJS	1	1	1	2	2	2	3	2	2	3	3	1	1	1	1	2	1	1	3	3	3	3	3	3	3	3	3
Immigration - VAWA, U-Visa, T-Visa	3	3	2	3	3	2	2	2	3	3	3	2	1	1	1	2	1	1	3	3	3	3	3	3	3	3	3
Intellectual Property Law (Non-Arts)	3	3	3	3	3	3	3	3	3	3	2	3	1	1	1	1	1	1	3	3	3	3	3	3	3	3	3
Microfinance	3	3	3	3	3	3	3	3	3	3	3	3	1	1	1	2	2	2	3	3	3	3	2	2	2	2	2

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Non-profit - Incorporation/By-Laws	3	3	3	3	3	3	3	3	3	3	3	3	1	1	1	2	1	2	3	3	3	3	1	3	3	3	1
Non-profit - Tax Exempt Application	3	3	3	3	3	3	3	3	3	3	3	3	1	1	1	2	2	2	3	3	3	3	1	3	3	3	3
Prisoners' Rights	2	2	2	2	2	2	1	1	1	2	2	2	1	1	1	2	1	2	3	3	3	3	3	3	3	3	3
Social Security (SSI/SSD)-Disability Hearings	3	3	1	3	3	2	3	1	3	3	3	1	1	1	1	1	2	3	3	3	3	1	3	3	3	3	
Social Security (SSI/SSD)-Overpayment	3	3	2	3	3	3	2	3	3	3	2	1	1	1	1	1	2	3	3	3	3	1	2	3	3	3	
Special Education Hearings	2	2	2	2	2	2	2	2	2	1	1	1	1	1	1	1	1	3	3	3	3	3	3	3	3	3	
Trafficking	3	3	3	3	3	3	3	3	3	3	3	2	1	1	2	1	2	3	3	3	3	3	3	3	3	3	
Trusts & Estates, Wills, Adv. Directives	3	3	3	3	3	3	3	3	3	3	3	3	1	1	1	2	2	3	3	3	3	1	3	3	3	3	
Veterans' Rights (Benefits)	3	3	3	3	3	3	3	3	3	3	3	3	1	1	1	2	2	2	3	3	3	3	3	3	3	3	
Voting Rights	2	2	2	2	2	2	1	1	1	2	2	2	1	1	1	2	1	2	3	3	3	3	3	3	3	3	