



Opening the door to  
early careers in the  
legal sector

# Attracting and nurturing early career talent

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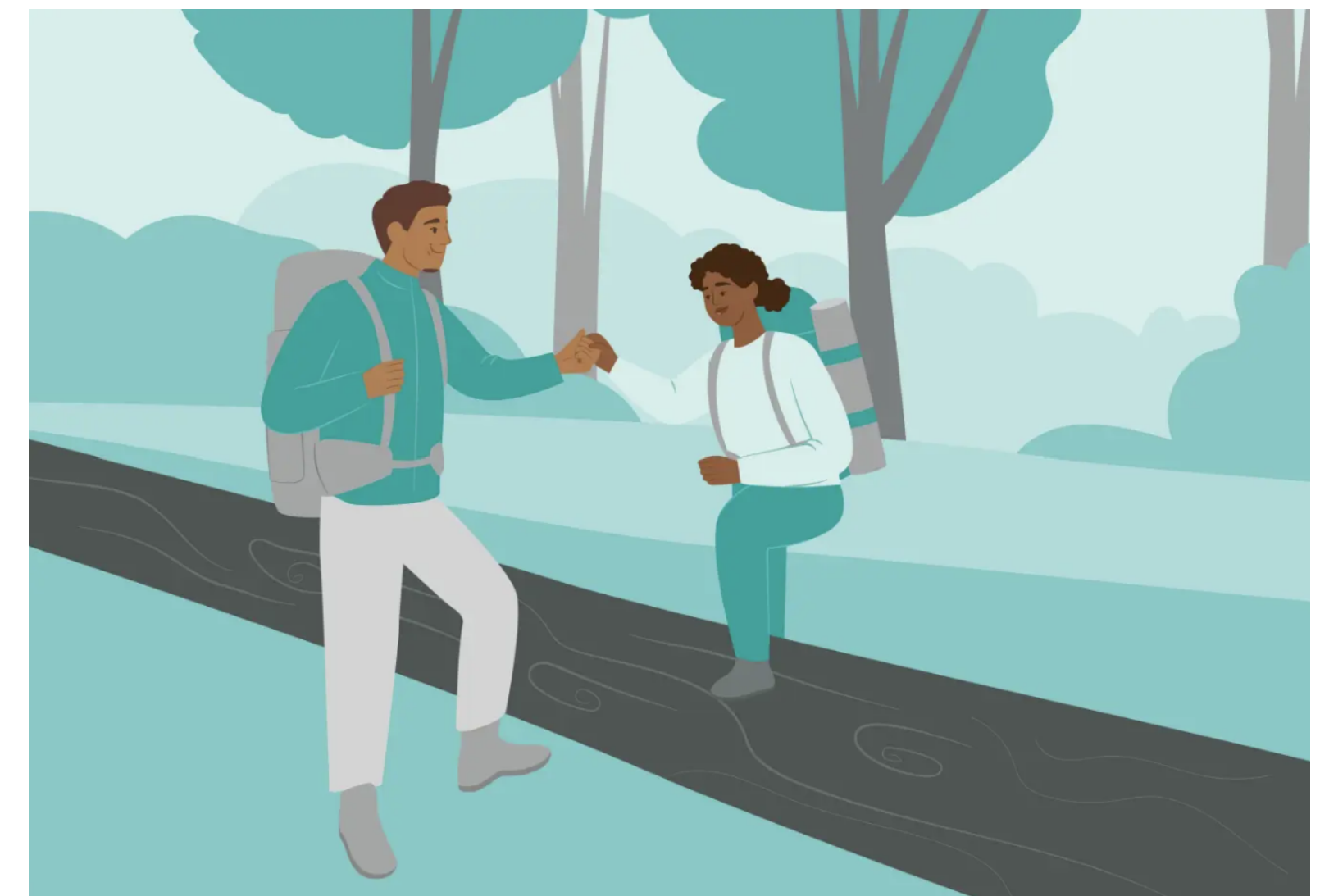
# What is LawQWE?



- LawQWE.com - New platform to support early careers in the solicitor's profession (will be broadening out in 2024 to other legal careers)
- Why? Our experience with Central Applications Board and consulting in legal sector for education providers and SRA

## What does platform do?

- Designed to provide entry point for candidates seeking careers in the sector (information and guidance)
- Seeks to help candidates with first rung on the ladder – hardest step
- Aim to help employers find (and in due course nurture) new talent



# Attracting early career legal talent in-house

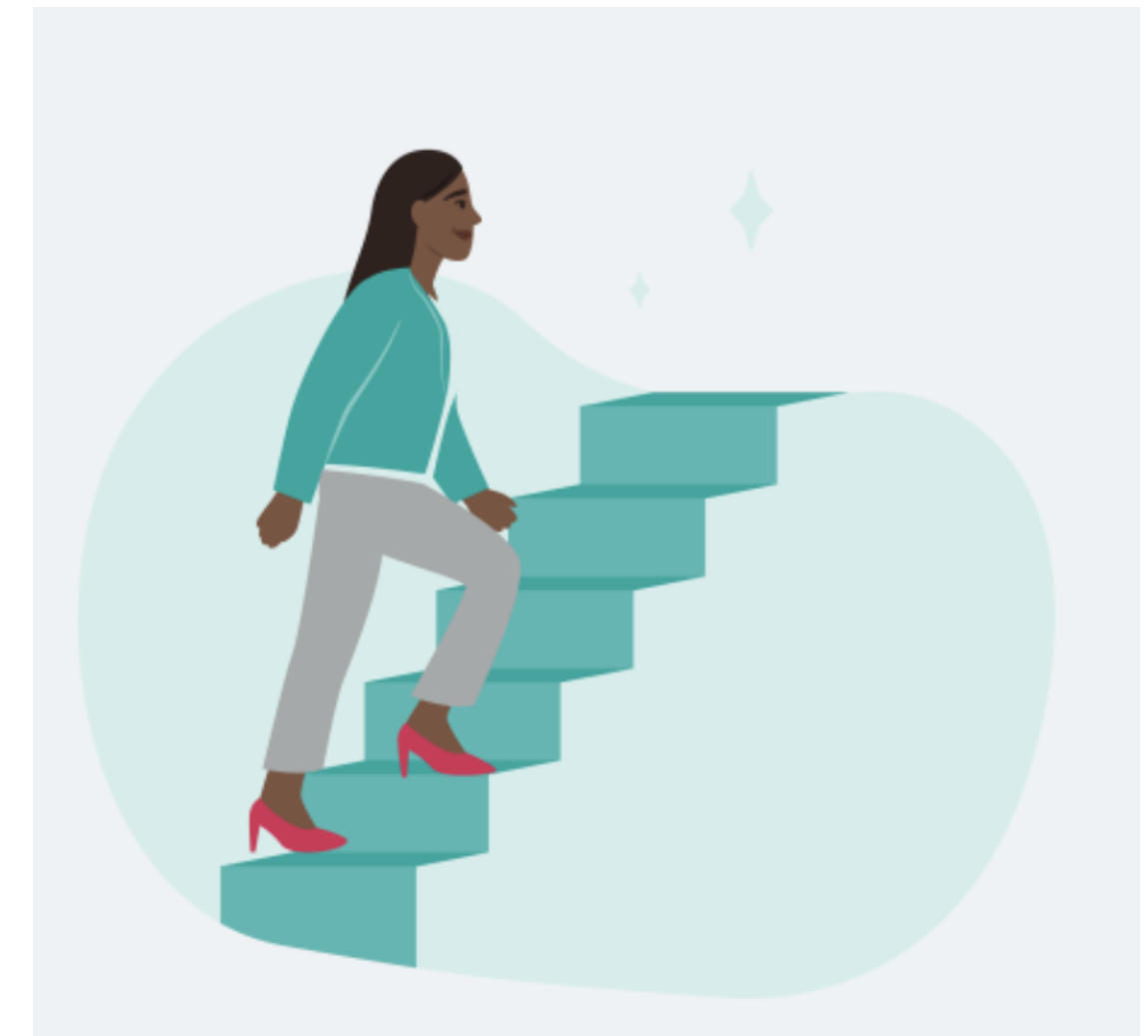


Various well-documented challenges:

- Small teams – few early careers positions available
- Supervision and training (seat rotations) problematic under old LPC qualification system
- Lack of profile with graduate careers advisers and networks

New SQE qualification system helps to address some of these issues:

- Obtaining qualifying work experience is now attractive, even if a full 2-year position is not on offer
- (Almost) total flexibility in training under SQE system



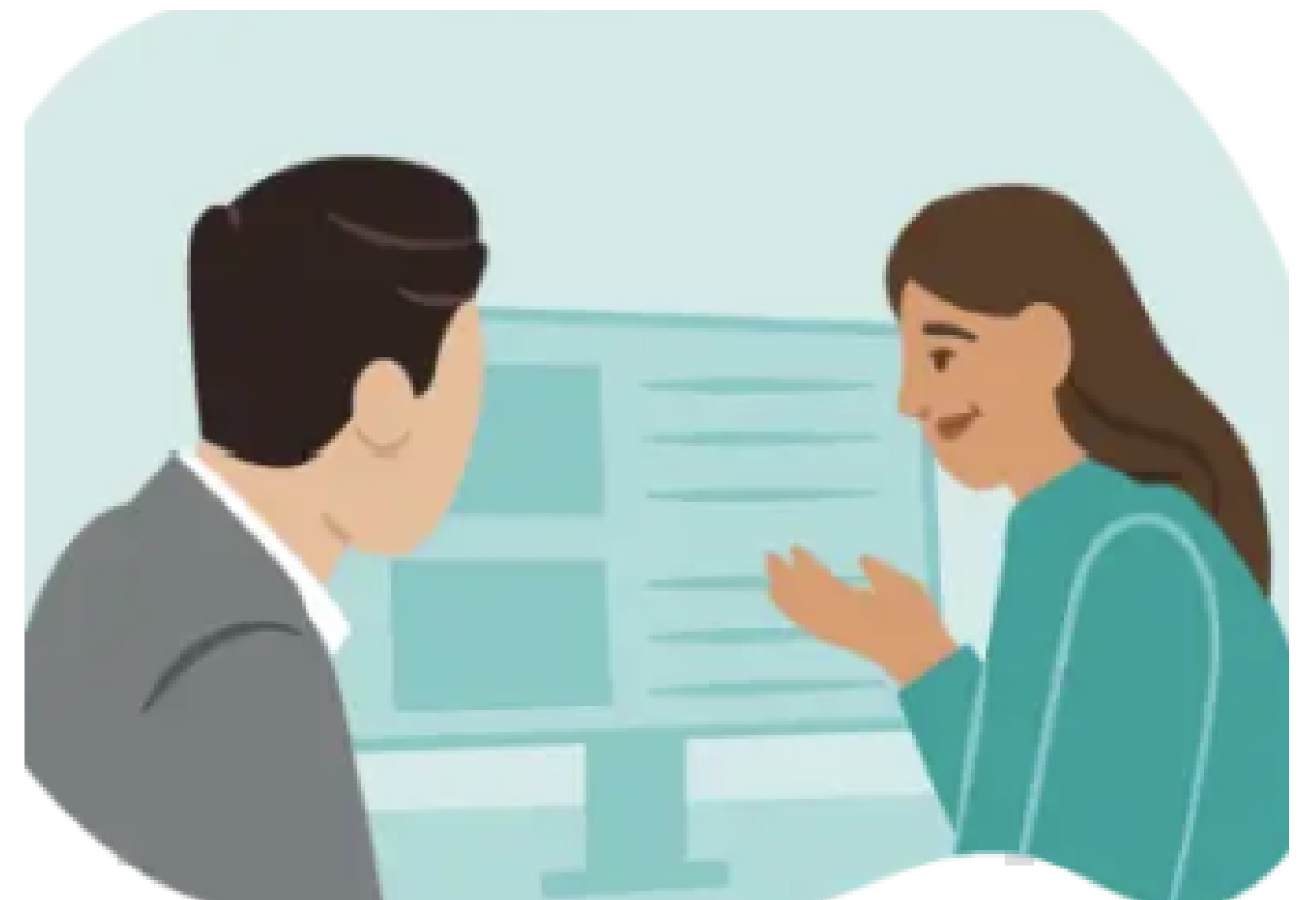
**But dominance of Magic Circle and London based US firms in recruitment remains  
(1/3<sup>rd</sup> of all new qualifiers funded by the City)**

# How SQE changes things



## AFTER SQE

- ✓ You can take on someone seeking to qualify at any time during their solicitor training period (QWE) without commitment beyond their employment contract
- ✓ You do not have particular responsibility to train or supervise beyond what is required for the job (i.e. no PSC, no seat rotation required)
- ✓ You will have to be prepared to confirm work experience... what that means in practice



# How In-House Departments are adapting



- **More adverts for in-house paralegals with a view to (but no commitment to) support for solicitor** qualification (e.g., funding costs of additional training and/or SRA assessments, and/or confirming QWE)
- **Use of apprenticeships** – builds long-term commitment
- **More adverts for either SQE 1 passers or LPC graduates** (n.b. LPC transitional route)



## Other options

- ? Sharing training with panel/supplier firms
- ? Apprenticeship cohort (e.g., NESAs)

# Nurturing early career legal talent in-house



Next big challenge is supporting and nurturing your talent:

(What our candidates tell us they want)

- ❖ Feedback
- ❖ Mentoring
- ❖ Meaning and interest
- ❖ Variety
- ❖ Access to skills and knowledge training





# How can we help?



- A tool to support early career solicitor candidates – in preparation
- Help us spread the word about in-house careers:
  - Be interviewed
  - Give us case studies of possible roles
  - Create an employer profile on LawQWE (free)
  - Advertise your jobs with us
  - Complete our job/personality fit survey....

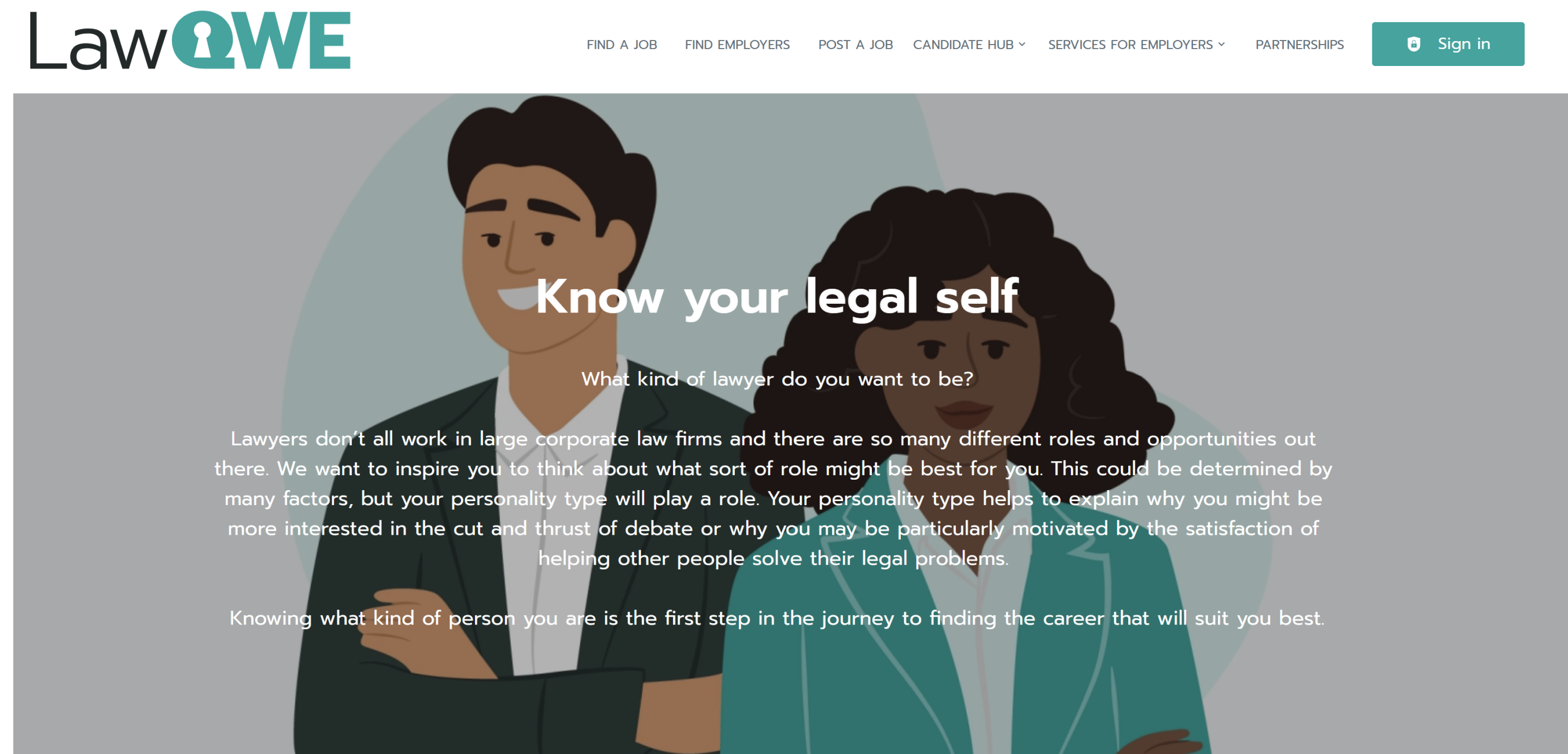
# Encouraging candidates to think about career options –Part 1



Our “know your legal self” campaign based on the 16 Personalities test (MBTI based) – two strands (qualified and aspiring lawyers)

What we’ve found so far:

- ✓ **75%** of qualified lawyers responding have **changed legal career** since qualifying
- ✓ **25% switched from a different career**
- ✓ Our respondents have fallen into **8 different personality types** and work in **8 different types of organisation** (small law firms, academia, law centres, regulatory agencies etc – not yet in house corporate!).



All respondents (so far) believe their personality type fits the work environment and practice area they are in.

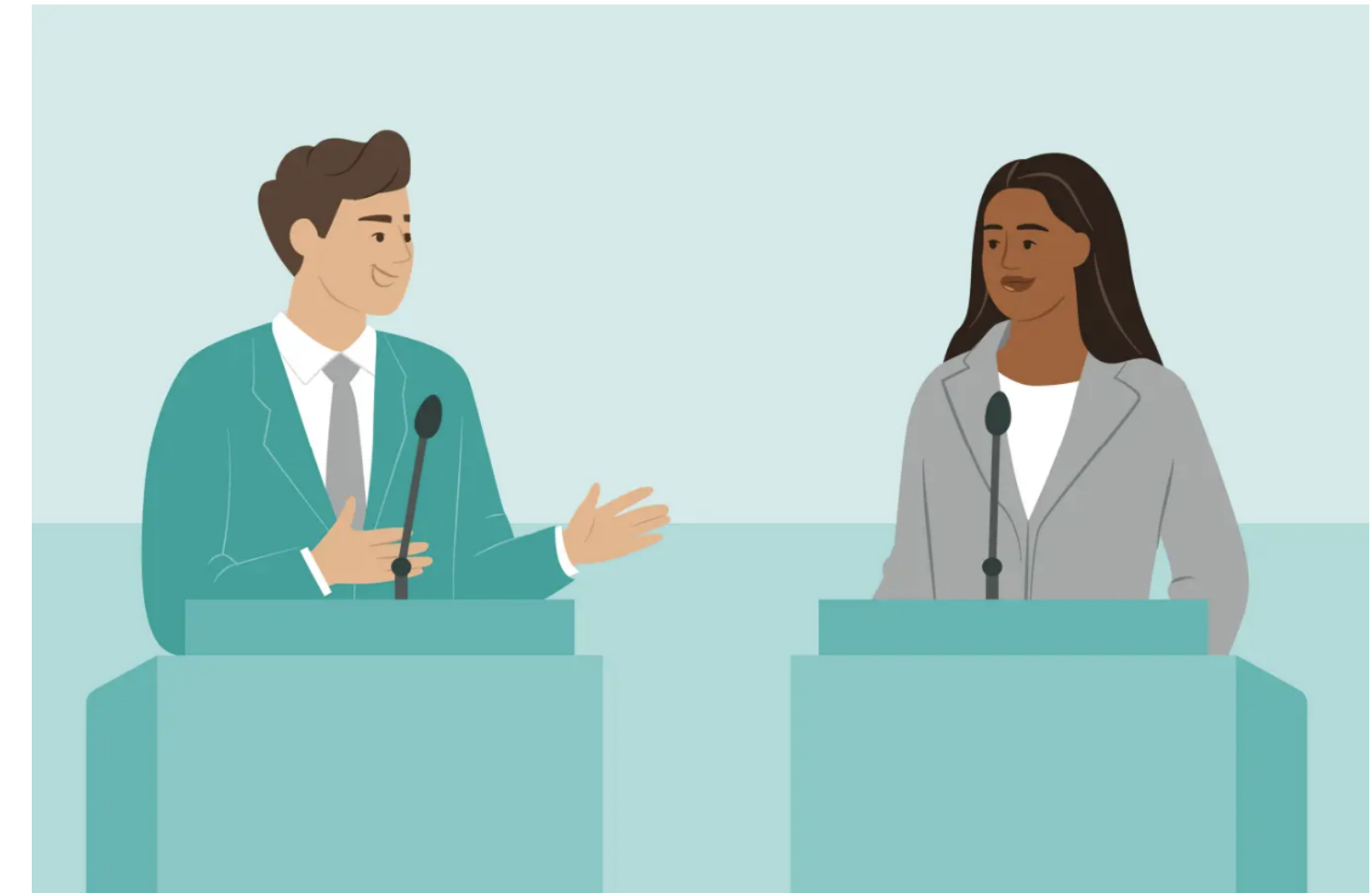


# Encouraging candidates to think about career options – part 2



In contrast:

- ✓ Candidates (so far) come from a narrower range of personality types – the natural advocates or individuals motivated by a strong sense of justice
- ✓ But 50% say doing this kind of exercise has made them think more broadly about careers within the sector.



# What can we learn from this?



Although its early days in our investigations, findings so far suggest:

- i. Preconceived ideas about “what lawyers do” leads certain personality types to the sector or encourages others to point them in that direction
- ii. Starting career choices are (or appear to be) much narrower than what is actually on offer

So,  
Raising awareness of range of career options from the outset helps people find the right fit more quickly



# Help us test our initial findings



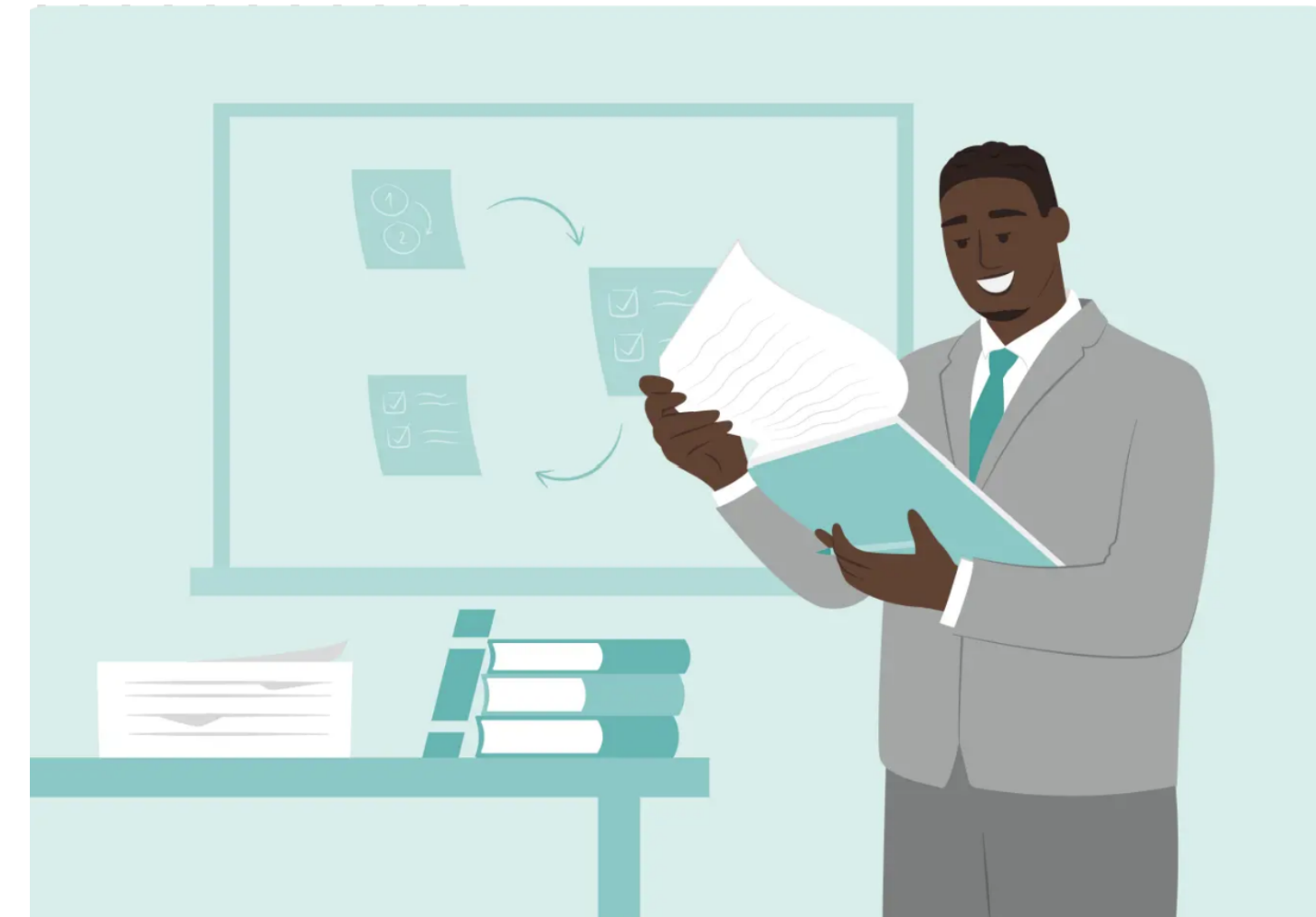
We need more responses from all kinds of qualified lawyers to test whether these initial findings stand up to scrutiny.

Help us by:

- Taking the free online 16 Personalities Test
- Looking at our summaries and how each type might fit with different roles in the legal sector
- Completing our Surveymonkey survey and telling us about your results

Click for more

<https://buff.ly/3QqS2AW>





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