



# Retaining talent & the LN SQE initiative

*Josh Giddens, Head of LexisPSL Hub*



LexisNexis®

# Who we are at LexisNexis

*Applied intelligence for legal, tax and business professionals*

We are a leading global provider of legal and regulatory intelligence.



**Practical  
Guidance**



**Legal  
Research**

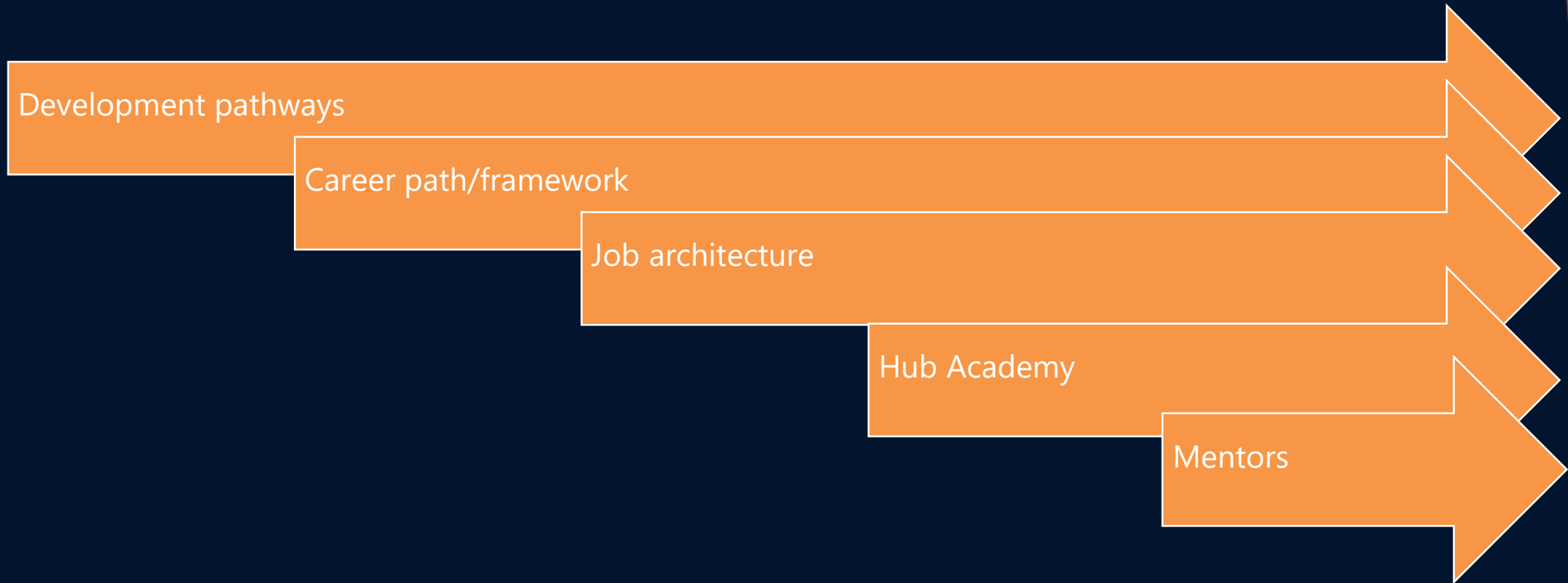


**Legal  
Drafting**

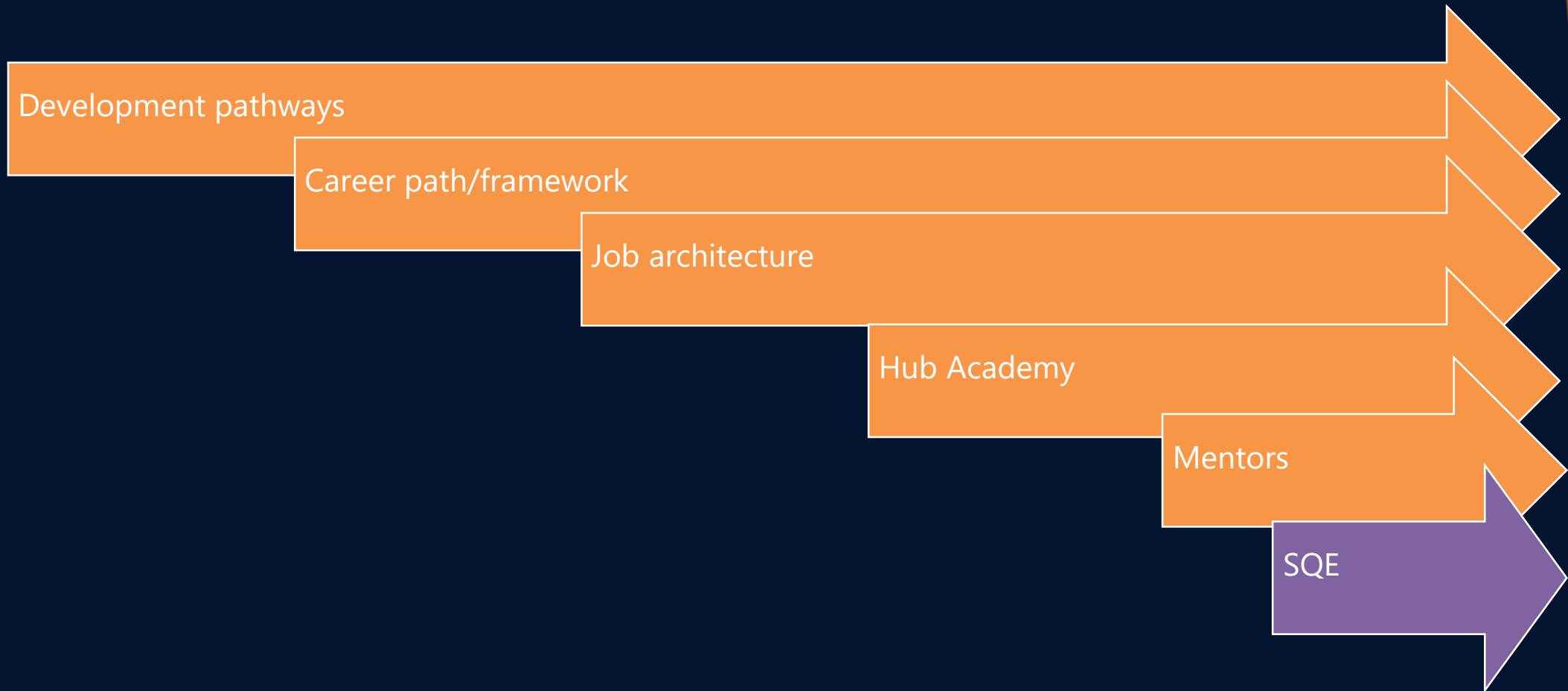


**LexisNexis**

# Development routes– pre SQE



# Development routes– post SQE





# What was the opportunity for LexisNexis?

- The SQE presented an exciting opportunity to develop its people strategies through adopting and investing in a new pathway to qualification for Paralegals into qualified lawyers.
- By embracing the disruptive influence of the SQE and the phasing out of the TC, we can demonstrate our commitment to creating a new generation of innovative, collaborative, adaptable and diverse lawyers as well as improved retention of junior talent and future-proofing our business.
- This proposal would further one of our core values; 'Valuing our People'.

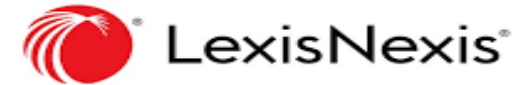
# Our SQE partnerships



Partnered with BARBRI for the provision of a prep course for SQE1 & SQE2, and the SQE exams for LexisNexis Paralegals

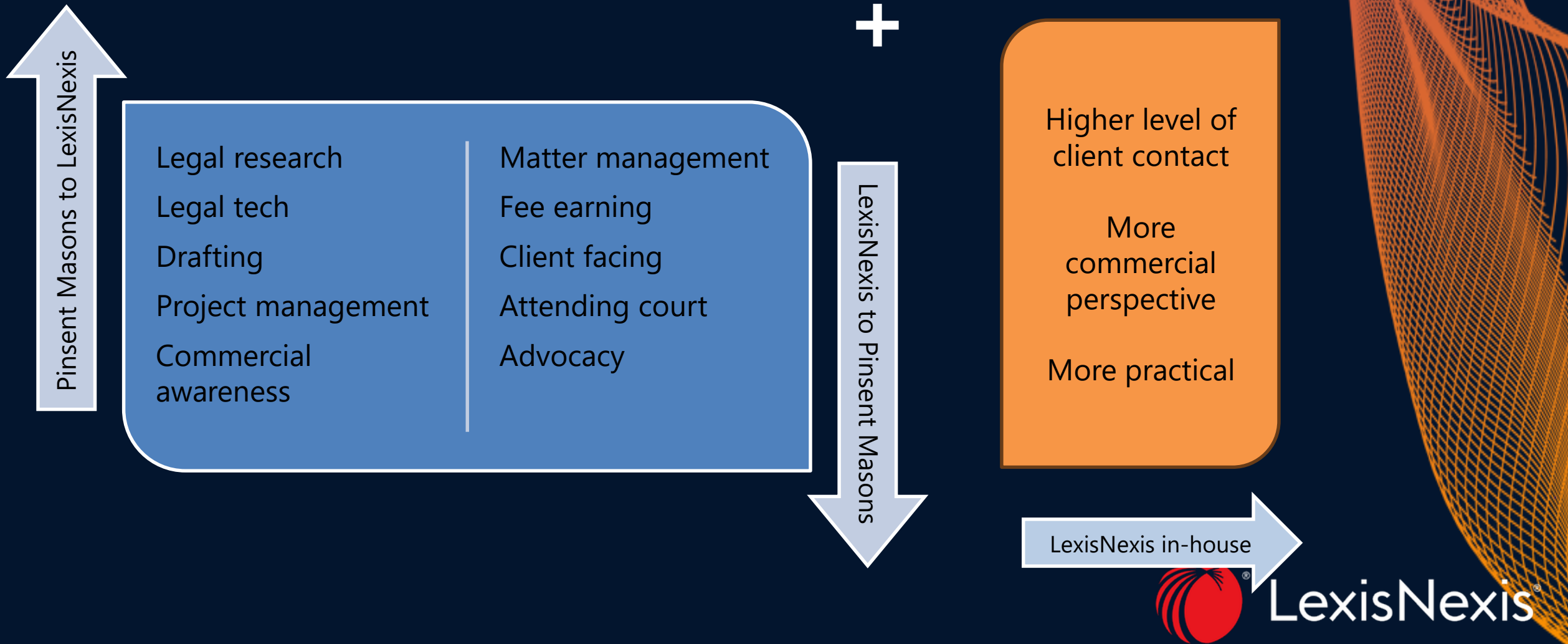


For those Paralegals without QWE, or without the required length we partnered with Pinsent Masons in a reciprocal secondment arrangement.



We also partnered with our LNUK in-house legal team, in developing in-house secondments for Paralegals without QWE

# Reciprocal paralegal secondments



# What does this mean for LexisNexis?

Offering the SQE as a route to qualification provides:

- a pipeline of talented junior talent for the business able to progress
- an enhanced ability to attract and retain junior talent coming into the business. Not offering the SQE will become a barrier to attracting talent
- an opportunity to further advance the rule of law and increase diversity and inclusion within the legal profession, several paralegals at LexisNexis are from diverse backgrounds and social economic groups
- a retention tool to keep junior talent within LexisNexis UK as we have previously lost very talented Paralegals to law firms such as CMS, Clifford Chance, White and Case, Eversheds, and the European Commission because we didn't offer a route to qualify
- an opportunity to further strengthen our 'Valuing our People' core value



# Thank you

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