



CASE STUDY

Blended solution for on-boarding trainees

THE CHALLENGE

Our client is a large London commercial law firm who pride themselves on being keenly focused on their trainee solicitors' learning and development requirements. In any modern law firm the client, and therefore by default the diary, is king and this means that the L&D team at the firm has had to adopt a personal, flexible and tailored approach to training of their new recruits. To overcome this challenge they wanted a tailored training session that would neatly fit in with, and not interrupt, the trainee solicitors' on-boarding process.

OUR SOLUTION

Kaplan Altior understood that the most practical solution would be to involve the trainee solicitors in making decisions about their own development pathways. Annually new trainees are asked to attend an in-house, exclusive Q&A session with one of Kaplan Altior's skilled and formerly practising solicitors. This format allows the delegates to discuss openly in a safe environment their expectations of the Professional Skills Course (PSC), and what they expect from their training contract.

Following this session, we advise the client both on the feedback from the trainees and on their SRA obligations, specifically assisting the learning and development team with responding to partner-led queries on the planned structure and syllabus of the PSC.

Delegates are provided with a PSC course outline that is tailored with the needs of the trainee solicitors in mind and that acts as an overview of what to expect from their PSC. This is discussed with the trainees during the Q&A session and our advice addresses the following decisions that the firm and its trainees need to make

early on in the on-boarding programme. To help with this decision Kaplan Altior:

- *Provide guidance on the various PSC package options available to larger trainee groups.*
- *Discuss the option of having a 'CITY' version of the PSC, which includes case studies and scenarios in context.*
- *Detail the advantages of either 2 or 4 electives. 2 electives (including coursework) offers a more comprehensive level of knowledge whereby 4 electives offers a broader spread of knowledge but less subject matter depth.*
- *List our range of Corporate/Commercial & Civil electives as well as our range of personal development programmes.*

Following our advice trainee solicitors are much better informed about their training obligations and have the flexibility to join one of our public PSC programmes at a date and venue that suits their own work schedule.

END RESULT

The client has clarity of their regulatory requirements for trainee solicitors. By tailoring our services to include our expertise in the on-boarding process this encourages the trainee solicitor to trust that the firm is unique in its approach to their future learning and development.

Upon recruitment into the firm, trainees are able to immediately begin their training process and be successful right from the start. They also develop their understanding of their own capabilities and can identify their own training path catering for both their legal and professional development needs.

Kaplan Altior has a strong relationship with our client that continues to grow year on year.

Contact us for more information
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