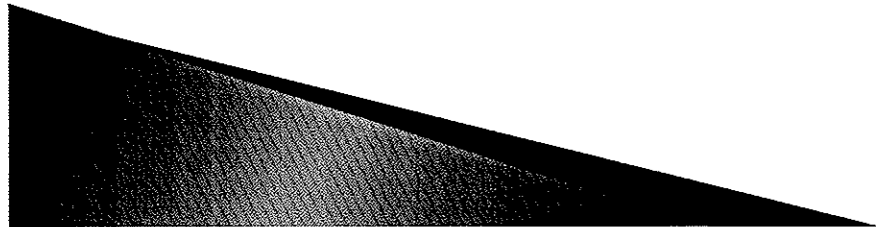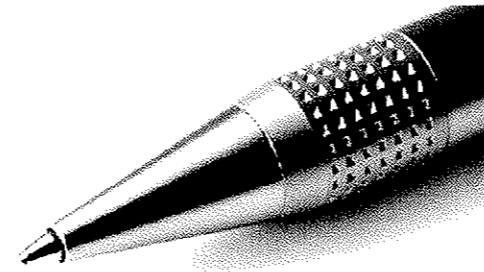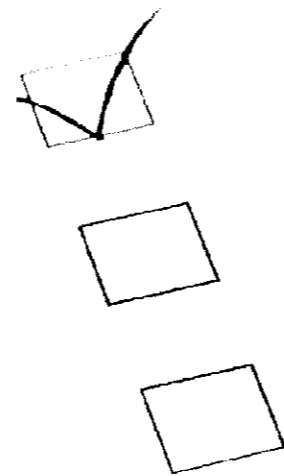# LETR: Research team and research processes
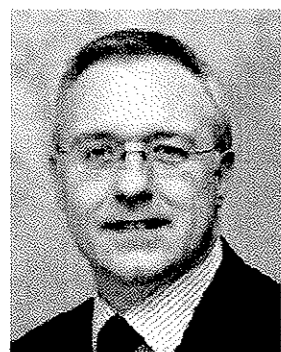
UKCLE Research Consortium

Topics

‣ Who we are and our experience
‣ Focus of the research
‣ Method and methodologies
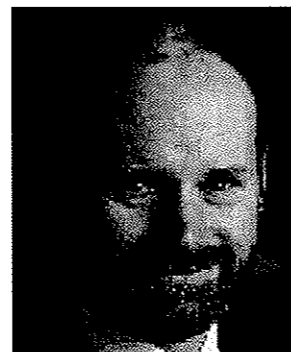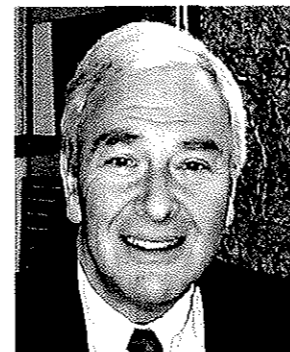‣ Team and project management
‣ Questions from and for the Panel

Who we are

Julian
Webb

Jane
Ching

Paul
Maharg
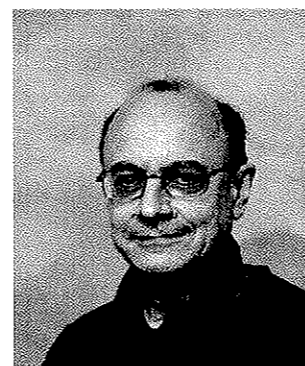
Avrom
Sherr

Richard
Susskind

Chris
Decker

Rob
Wilson

Our skills

- Extensive knowledge of legal education and training at academic, vocational and continuing stages
- Research on cost and quality of legal services
- Experience in developing/assessing training requirements in the UK and internationally
- Understanding of the regulatory issues
- Experience of undertaking impact assessments
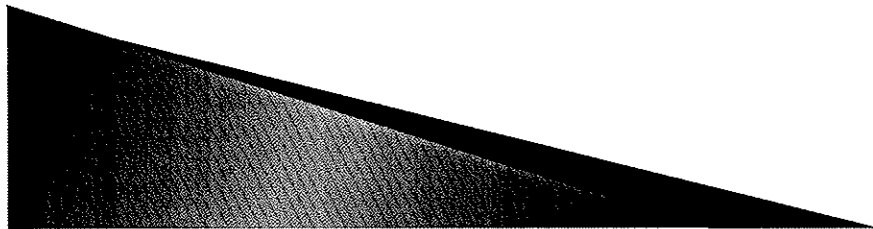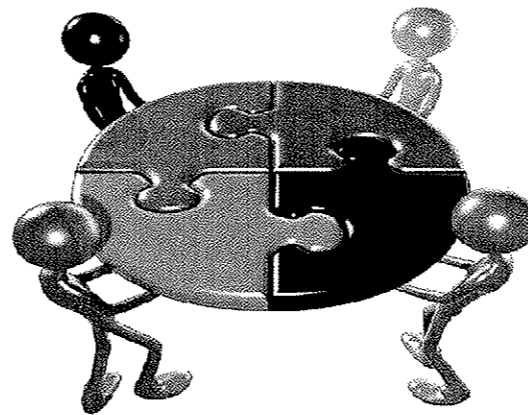
Focus of the research

- Regulation of education and training

- Mapping current position

- Identifying future trends/training needs

- Making recommendations to the regulators
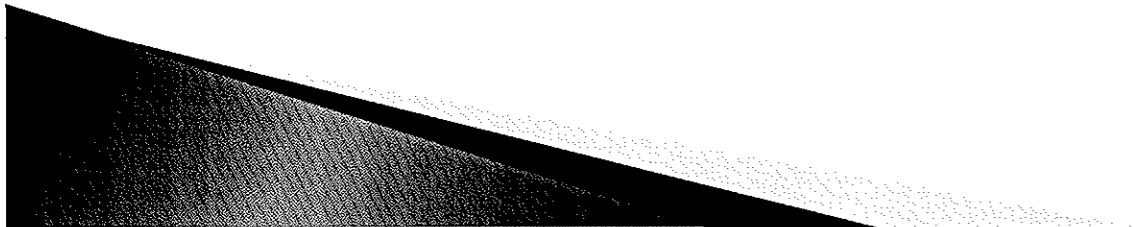
Research questions (1)

- What are the skills/knowledge/experience currently required by the sector?

- What skills, etc, will be required by 2020?

- What kind of LET systems will deliver the regulatory objectives of the LSA
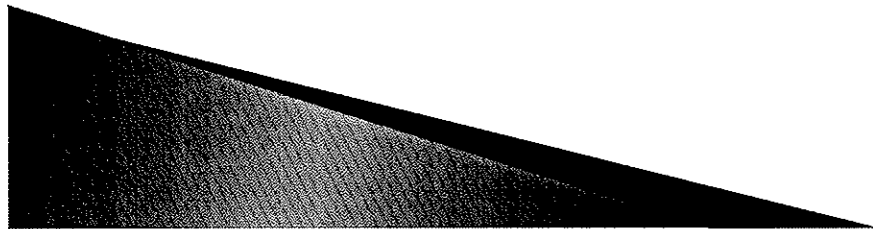
Research questions (2)

- What kind of LET system will promote flexibility, social mobility and diversity?

- What will be required to ensure responsiveness of LET system to emerging needs?
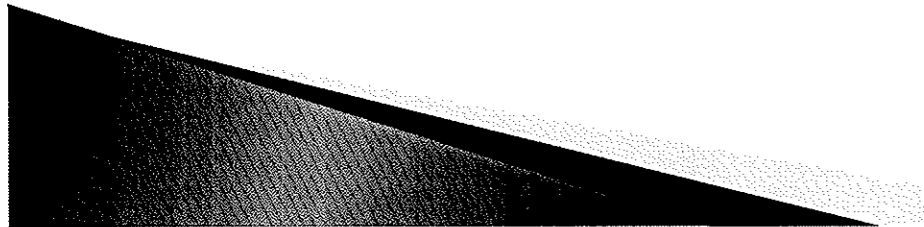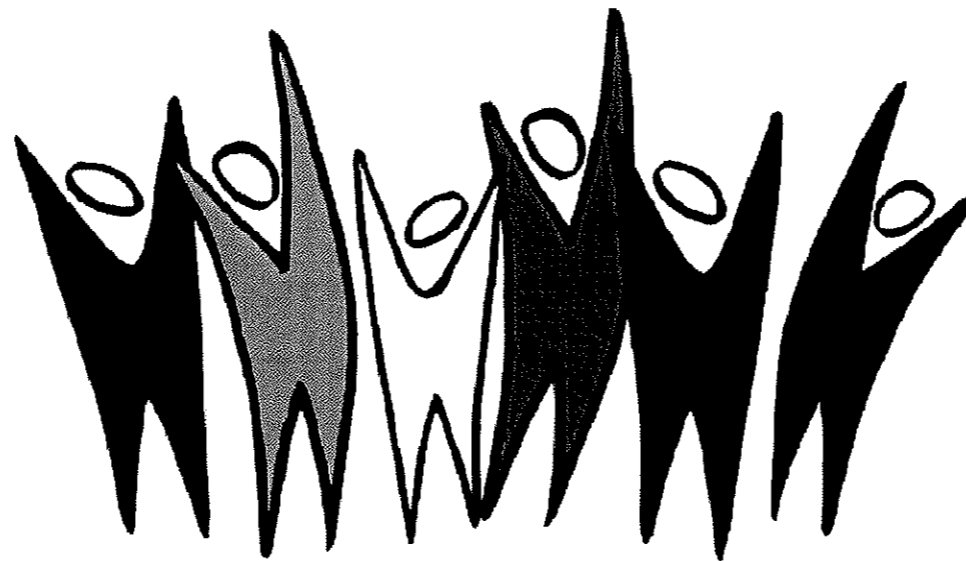
Research questions (3)

- What scope is there to move towards sector-wide outcomes/activity-based regulation?

- Need (if any) for extension of regulation to currently non-regulated groups?

Approach and assumptions

- Recommendations must be evidenced-based

- Focus is on assuring competence of service providers

- Shaped by the new regulatory context

- Sector-wide in scope

COB regulation vs training requirements...

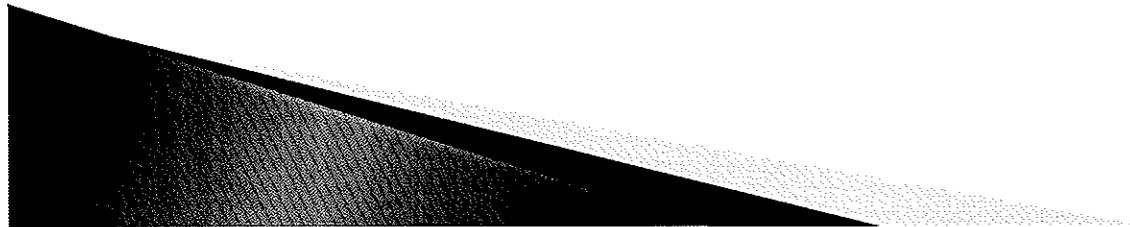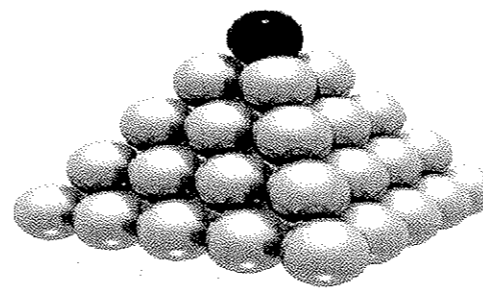‣ Balance and proportionality of regulation

 ◦ Inputs, outputs, processes and institutions...
 ◦ threshold ('passport') standards for entry (regulator/entity)
 ◦ Continuing competence (individual)
 ◦ Provision of appropriate training (entity)
 ◦ Proper supervision of staff (individual + entity?)
 ◦ Monitoring and appraisal of training needs (entity)
 ◦ Responsiveness to failures of competence
   (entity/disciplinary body)
 ◦ Monitoring and enforcement (regulator)

‣ Impacts on diversity and social mobility
‣ Impacts on competition

Research phases
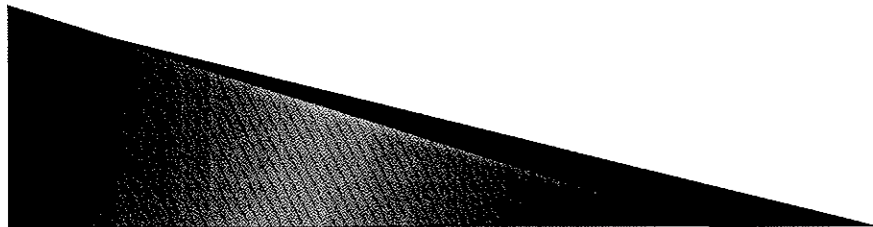
Final recommendations
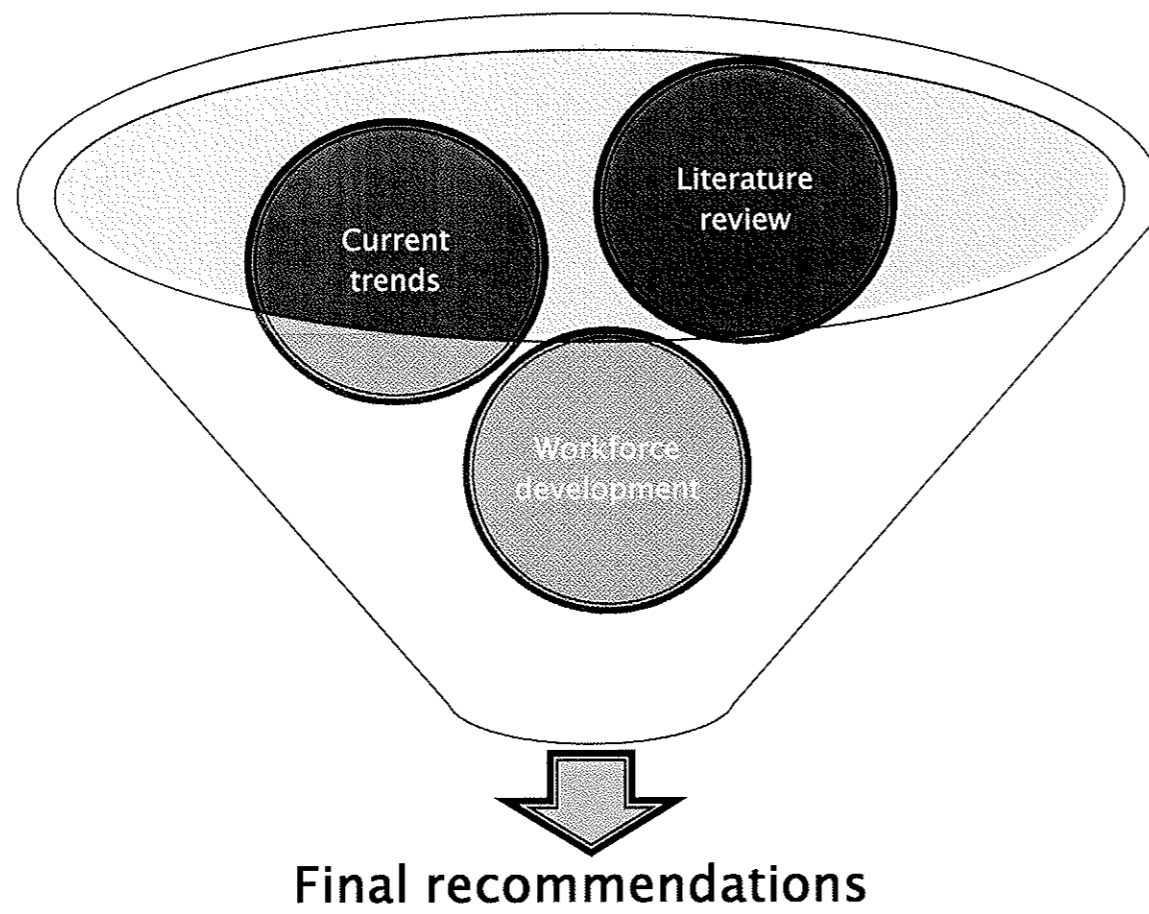
Where we are now

- Finalising contracts and appointing researchers
- Identifying and gathering literature
- Scoping – stakeholders, interest groups and contacts
- Website development

Method and methodology

- Iterative and flexible approach
- Sound basis in the literature
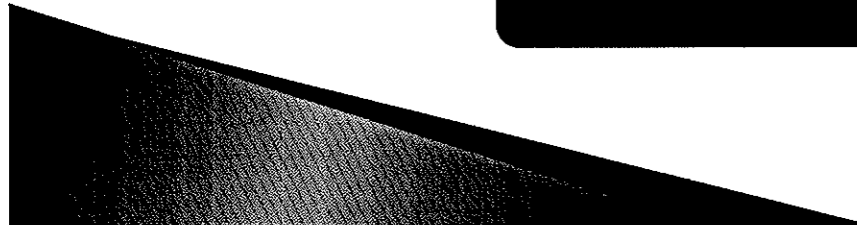- Empirical work derived from literature review
- Triangulation
- Consultation
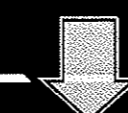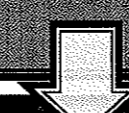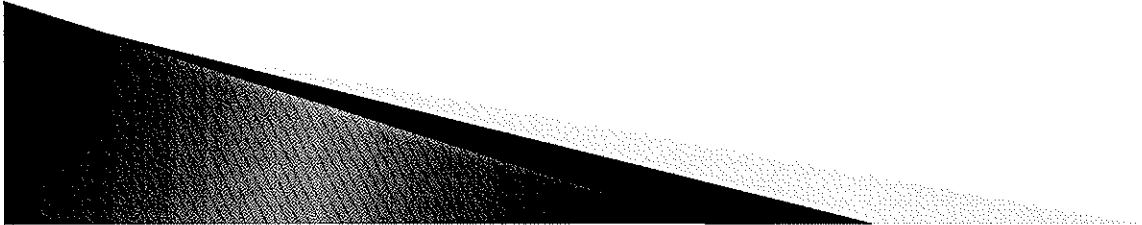
- Meta-analysis of literature
- Draw on current research programmes of other bodies, eg, SRA, LSB, UKCLE/HEA
- Comparison with other jurisdictions and professions (Medicine, Architecture, Accountancy and financial services; USA, Canada, Queensland, NSW)
- Empirical research using questionnaires, interviews and focus groups
- Consultation with wide range of stakeholders – incl. using regulatory scenarios
- Workforce projection
- CBA, diversity and regulatory impact assessment of interim and final recommendations

Workforce projection

- Analysis using historical employment data for the sector (Labour Force Survey)
- Using the latest macroeconomic forecasts available from Cambridge Econometrics, quantitative projections for future demand will be constructed from the historical employment data
- Data will include both regulated and non-regulated sectors. It is not clear at this stage how much granularity can be achieved regarding paralegal employment
- Impact of regulatory reform itself may be hard to quantify – may be possible to refine projections based on qualitative intelligence (eg changes to leveraging ratios, etc)

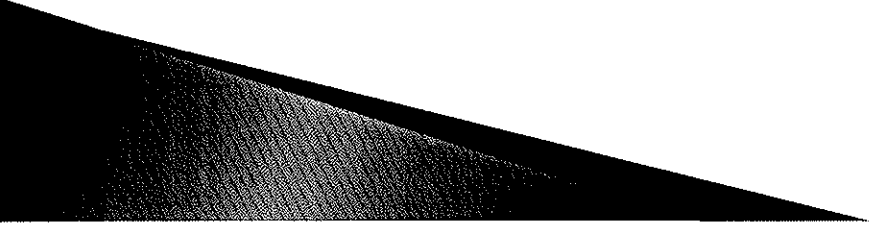WARWICK INSTITUTE *for*
EMPLOYMENT RESEARCH IER

Equality and diversity

- Screening – where might differential impacts arise
  - Literature
- Analysis – what data required to provide evidence of differential impact
  - Design of questionnaires etc to prompt "differential impact" identification
  - Purposive sampling
- Assessment
  - track potential differential impact as a theme in the larger datasets
- Mitigation and changes
  - Triangulation – check differential impacts, access hard to reach groups, test mitigation
- Consultation
  - Public access website
  - Interim reports,
  - consultations – check differential impacts and mitigation
- Publication
  - Final recommendations

Team and project management

- Project led out of Warwick with management support from SRA
- Small core team
- Clear allocation of lead responsibilities
- Clear information management strategy and tools –internal planning and reporting (web-based data-sharing, etc) – also feeding into external engagement
- Regular conference calls and quarterly 'milestone' meetings
- Regular reporting against milestones and KPIs to Review Executive
- Regular Consultative Steering Panel meetings

Questions...

- We welcome comments/questions on any of the issues raised by this presentation
- Do the research questions sufficiently capture the issues. Any major issues overlooked?
- Are there any of the research questions that should be outside the scope of the review?
- Are our assumptions appropriate (in the way we interpret them)?