





The City of London Law Society

Welcome!

Please read the following housekeeping guidelines:

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2. Please do not join by video as this can impact the overall sound quality.
3. Please enter the meeting code 109-925-897 in the "Opinia" multimedia panel beneath the participants list on the right side of your screen. You may need to expand this panel to view the contents. This forum is for attendees and speakers to share ideas, foster peer-to-peer discussion and pose questions. Any questions for our speakers will be answered in a follow-up email after the event.
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The City of London Law Society

Training Committee Summer Workshop

Facing the Future - L&D in Turbulent Times

Wednesday 29th July 2020 16:00-17:30

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The City of London Law Society

The City of London Law Society (CLLS) is one of the largest local Law Societies in the United Kingdom, representing 17,000 solicitors practising in the Square Mile through individual & corporate membership.

Our professional work is conducted through 19 Specialist Committees drawn from the Society's membership who work on pending legislation, law reform and practice issues in their fields. These Committees provide unique City expertise and regularly influence Government law reform activities.

To find out more about CLLS and how to join visit: www.citysolicitors.org.uk

Representatives from 36 corporate member firms & 19 non-member firms are attending today.

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Outline

Session Title	Speaker
Welcome	Patrick McCann, Global Head of Learning, Linklaters LLP
Law firm learning in the time of coronavirus	Fran Moore, Senior Learning and Development Manager, Slaughter & May LLP
SQE: The latest	Julie Brannan, Director of Education and Training, SRA
City law firms: future and current trainees	James Partridge, Graduate Recruitment Partner, Allen & Overy Laura Scarlett, Head of Learning and Development UK, Hogan Lovells Ben Perry, Partner, Sullivan & Cromwell Paul Gascoyne, Graduate Recruitment Manager, Shearman & Sterling LLP
Pre-Piano Piano (Break)	Neil Gibbons, Pianist
Four things every City law firm should be thinking about	Morette Jackson, Director of Business Development, The University of Law
What makes a "City" course?	Andrew Chadwick, Dean, BPP University Law School
QLTS: What now?	Marc Piano, Business Development Director, QLTS School
Screen-to-screen learning and lessons learnt	Patrick McCann, Global Head of Learning, Linklaters LLP
Skills development without face-to-face classrooms – that's not possible!	Sarah Hutchinson, Managing Director Barbri International
Are we out of step? The legal services sector approach to ongoing competence	Margie McCrone, Regulatory Policy Manager, Legal Services Board
Close	Patrick McCann, Global Head of Learning, Linklaters LLP

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SLAUGHTER AND MAY

Law firm learning in the time of coronavirus

Frances Moore, Senior Learning and Development Manager, Slaughter and May



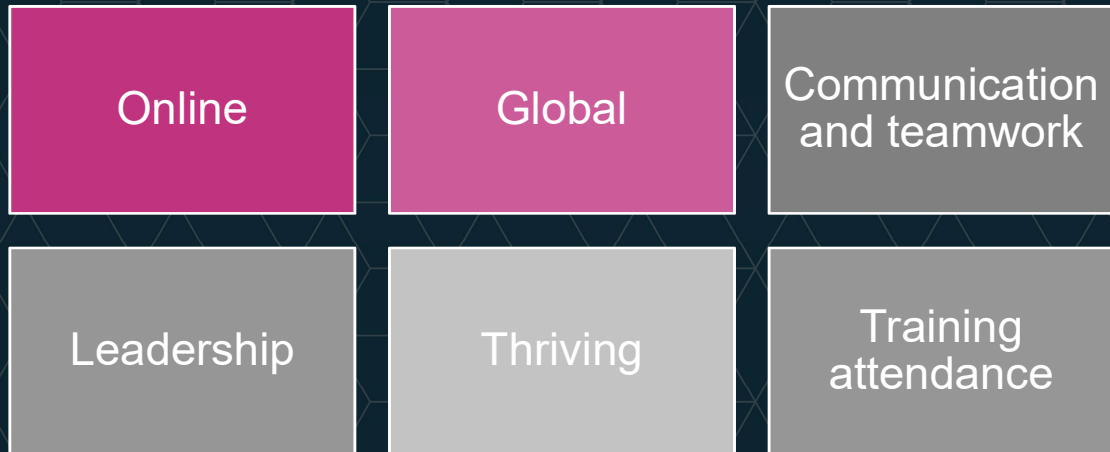
The old world

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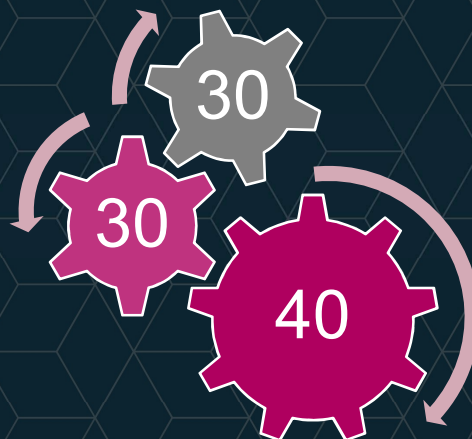
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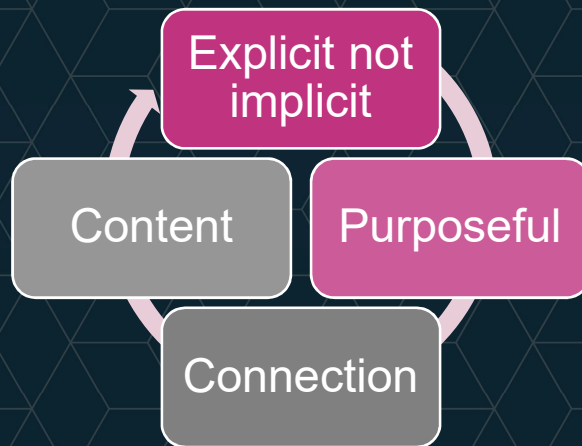
What we've all been doing



What's next?



What that might look like



SQE

Solicitors Qualifying Examination: An update for City firms

Julie Brannan, Director of Education and Training



SQE final design



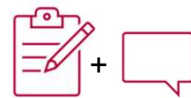
Two 180-question
assessments in
SQE1 – 10 hours in
total



Skills assessed in
SQE 2 only



Uniform examination –
all candidates
assessed in the same
legal contexts



16 tasks in SQE2
(written and oral) –
14 hours in total

Ethics and professional conduct tested throughout

What's next for us?



Publication of the latest information



LSB application



SQE resources – what more would be helpful?



Operational readiness



Framework for SQE evaluation



Independent research to understand the underlying causes of differential attainment

What's next for firms?



Read Bridge Group report – addressing diversity needs collective action



Consider taking advantage of new talent streams – paralegals, apprentices



Use SQE to help recruit from a broader range of universities/backgrounds



New opportunities to tailor training to business needs – how can your firm take advantage?



Build ethics and professional conduct into training

Keep in touch



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sqe@sra.org.uk



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sra.org.uk/sqe



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City Law Firms: Future and Current Trainees
James Partridge, Graduate Recruitment Partner &
Training Principal, Allen & Overy

City Consortium – SQE Course Design Principles

- Background – the City Consortium
- Key Design Principles
 - Ensuring a strong foundation of legal knowledge
 - Giving the best possible chance of success in the SQE assessments
 - What do our future trainees need to know and be able to do when they join our firms?
- Our approach to developing the programmes – working in partnership



Hogan Lovells | 16



Firms' Plans for Introduction of SQE

CLLS Training Committee Workshop

Ben Perry, Sullivan & Cromwell LLP

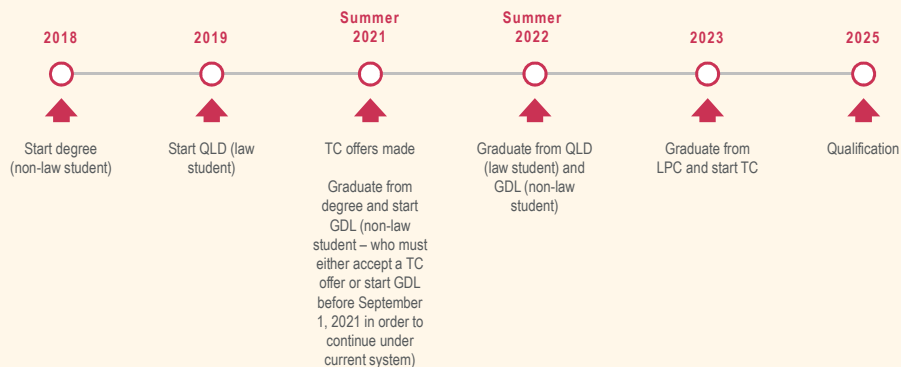
LONDON #63800

External factors influencing firms' decisions on timing of introduction of SQE

- SQE scheduled to be introduced from September 2021
- Although transitional arrangements will also be introduced from September 2021, working assumption is that firms will want all of their trainees in the same intake to be qualifying under the same system
 - **Existing system:** QLD or GDL, LPC and
 - **New system:** SQE 1, SQE 2 and QWE
- Transitional arrangements (as currently proposed) only apply to non-law students who have, before September 1, 2021, either:
 - accepted a TC offer
 - started a GDL
 - deferred a GDL place from 2020 due to COVID-19
- On the basis of the above factors:
 - Firms will need to introduce the SQE for their 2024 intakes (as trainees who were non-law students will have no alternative means of qualifying)
 - Some firms are, however, introducing the SQE for their 2023 intakes

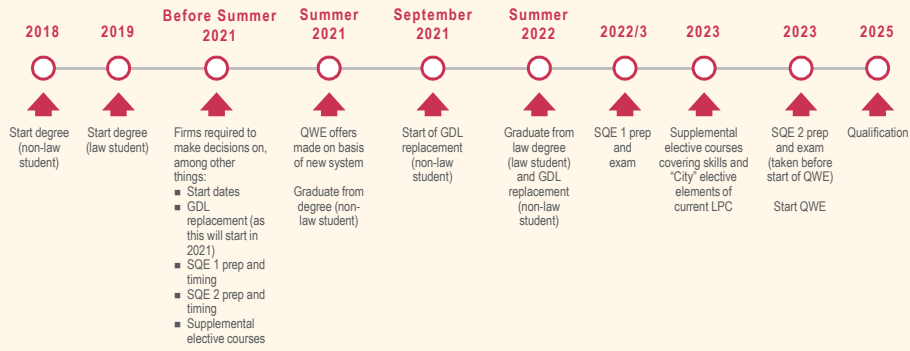
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1. 2023 Intake Under Current System

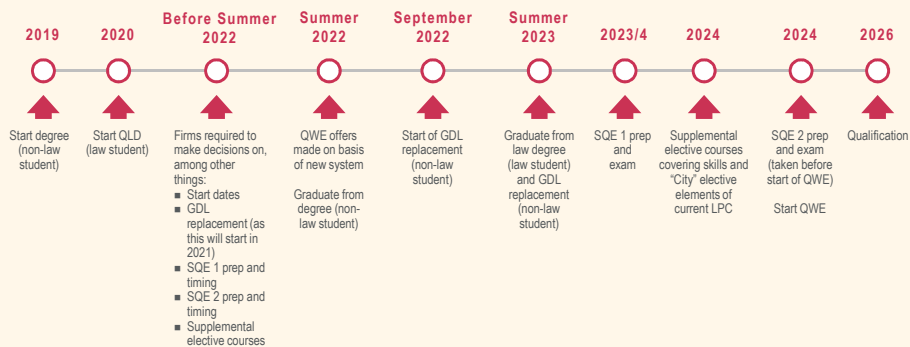


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2. 2023 Intake Under New System



3. 2024 Intake Under New System



THE SQE

These slides not included



Pre-Piano Piano

Interlude with Neil Gibbons

Future lawyers: four things every City law firm should be thinking about now

Morette Jackson – Director of Business Development

July 2020



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L&D BUSINESS NEEDS for future lawyers?

Introduction of SQE makes it all the more essential that your planning is aligned to wider business needs – for example:

- > SQE exam success
- > Additional technical training
- > Trainee development post-SQE
- > Early talent strategy



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Possible training models

Is the business keen to retain existing patterns of training?

SQE presents an opportunity to innovate with new models

Use of apprenticeship levy to pay SQE fees and tuition?

Some legal service providers introducing alternative training models

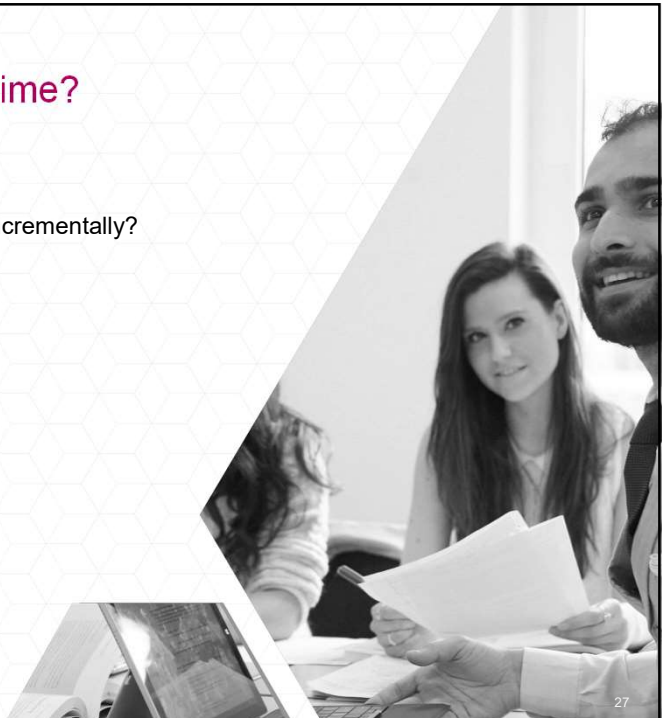


When to move to the new regime?

Early adoption or wait? 2021 onwards

Should the business move all trainees at once or incrementally?

What about outliers?





Reflections on the current COVID-19 situation

- What have been the greatest challenges?
- Lessons learned – impact on future training options?
- Importance of face-to-face interaction for students
- Challenge of online assessments



What makes a 'City' course?

Key elements for future trainees –
beyond the SQE

Tricia Chatterton

Commercial Director, BPP Law School



What main things make a “City” law course?

Key Themes:

1. Commercial Awareness
2. Sector specific topics/electives
3. High quality tuition
4. Practical content
5. High quality content
6. Client focussed

Commonly Mentioned Characteristics	Number of Mentions
Commercial awareness	15
Sector specific topics/electives	9
Quality tuition	7
Practical	6
Quality content	5
Client focussed	5
Relevant	4
International perspective	4
EQ	4
Use of "City" case studies	4
Accessible	3
Students study in a "City" cohort	3
Negotiation Skills Training	2
Business acumen	2
Tailored	2
Chance to do the kind of work required in practice	2
Audience participation	2
Prepared to be lawyers of the future	2
Timely	2
D&I Training	1
Expectation of excellence	1
Focuses on different challenges faecd	1
Solicitor skills e.g. comms, research, legaltech	1
Tech & Innovation	1
Technical Training	1
Covers any SQE gaps	1



Some key considerations

- Commercial awareness – what does this mean for future trainees in your firm?
- New models of working - what skills/attributes/ behaviours will your future talent need?
- Sector-specific topics/electives – what is the focus of your practice now? What will it be in 5-10 years' time?
- Client focussed – what do your clients want? How are their requirements changing? How do you know?
- High quality tuition and practical, high quality content
 - Avoiding a “tick box” mentality
 - The reflective practitioner and lifelong learning



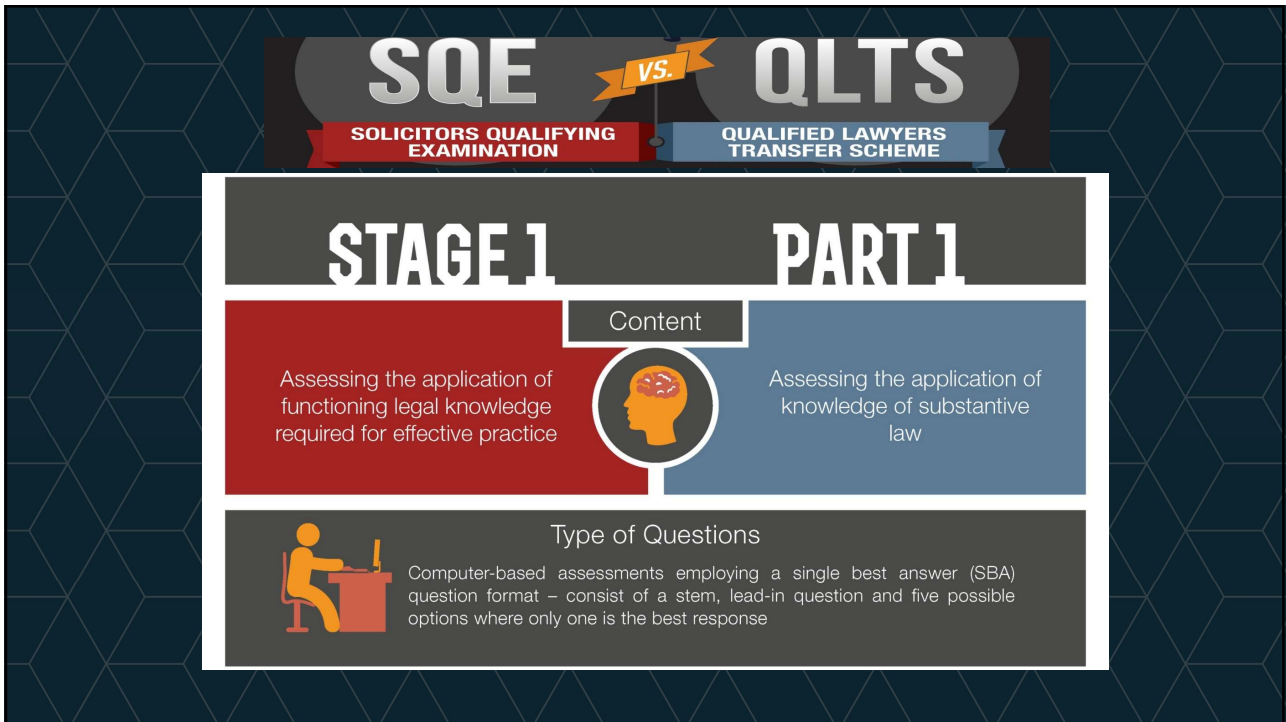
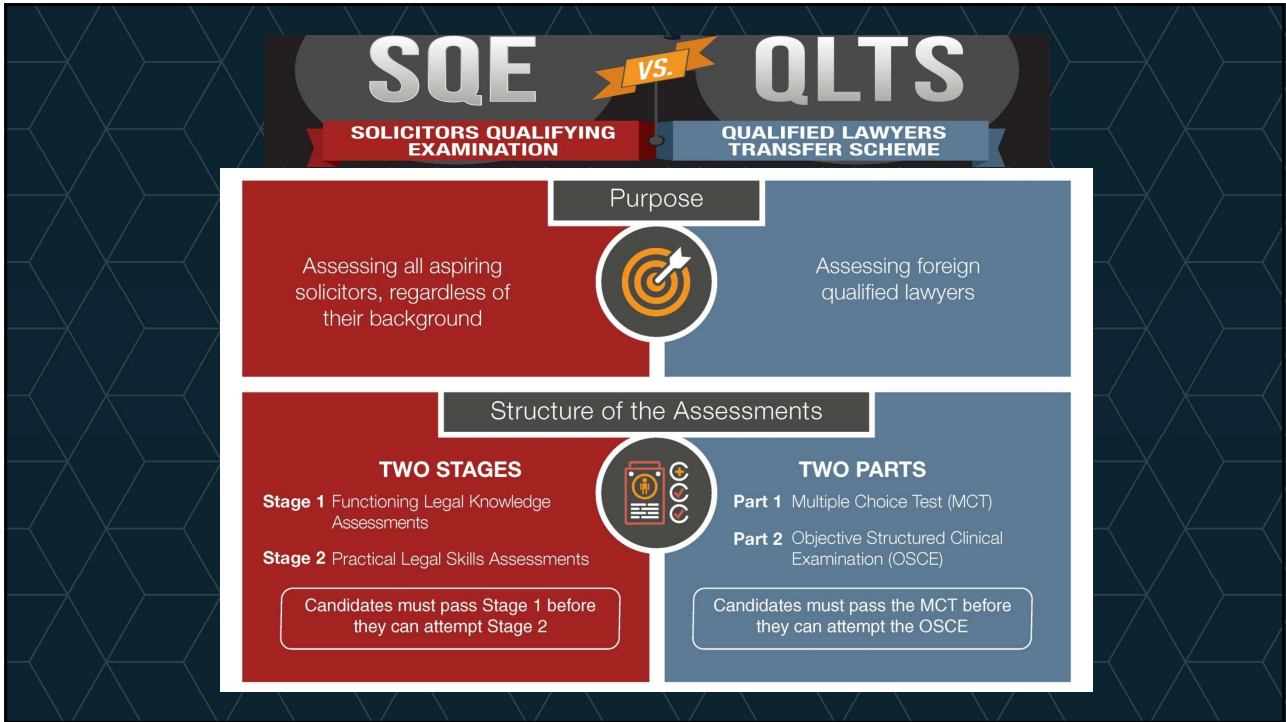
Future-Proofing your L&D



The graphic features three stylized illustrations of men in suits walking from left to right, each carrying a briefcase. To the right is a circular portrait of a man with a shaved head, wearing a blue suit and purple tie. Below the illustrations, the text 'SQE' is on the left and 'QLTS' is on the right, separated by a yellow banner with 'VS.' written on it. At the bottom, two banners provide the full names: 'SOLICITORS QUALIFYING EXAMINATION' under SQE and 'QUALIFIED LAWYERS TRANSFER SCHEME' under QLTS.

SQE **VS.** **QLTS**

SOLICITORS QUALIFYING EXAMINATION **QUALIFIED LAWYERS TRANSFER SCHEME**



SQE

VS.

QLTS

SOLICITORS QUALIFYING EXAMINATION

QUALIFIED LAWYERS TRANSFER SCHEME



Type of Questions

Computer-based assessments employing a single best answer (SBA) question format – consist of a stem, lead-in question and five possible options where only one is the best response

Legal Practice Areas

Based on the SRA Statement of Solicitor Competence

- ✓ Business Law and Practice
- ✓ Dispute Resolution
- ✓ Contract
- ✓ Tort
- ✓ The Legal System of England and Wales
- ✓ Constitutional and Administrative Law
- ✓ Legal Services
- ✓ Property Practice
- ✓ Wills and the Administration of Estates
- ✓ Solicitors' Accounts
- ✓ Land Law
- ✓ Equity and Trusts
- ✓ Criminal Law and Practice
- ✓ Professional Conduct



Based on the SRA Day One Outcomes

- ✓ Professional Conduct, Solicitors' Accounts and Financial Regulation
- ✓ Taxation
- ✓ Property Law
- ✓ Business Law
- ✓ Criminal Law
- ✓ EU Law
- ✓ Tort
- ✓ Constitutional Law
- ✓ Equity and Trusts
- ✓ Human Rights
- ✓ Contract
- ✓ The English Legal System

SQE

VS.

QLTS

SOLICITORS QUALIFYING EXAMINATION

QUALIFIED LAWYERS TRANSFER SCHEME

Number of Assessments

2

The assessment consists of 360 questions, divided into two exams of 180 questions each. The assessments will run across two separate days.



1

The assessment consists of 180 questions, divided into morning and afternoon periods of 2 hours and 45 minutes each.

Number of Hours' Testing

11 hours



5 hours & 30 minutes

Locations

UK and various cities around the world



UK and various cities around the world


SQE VS. QLTS

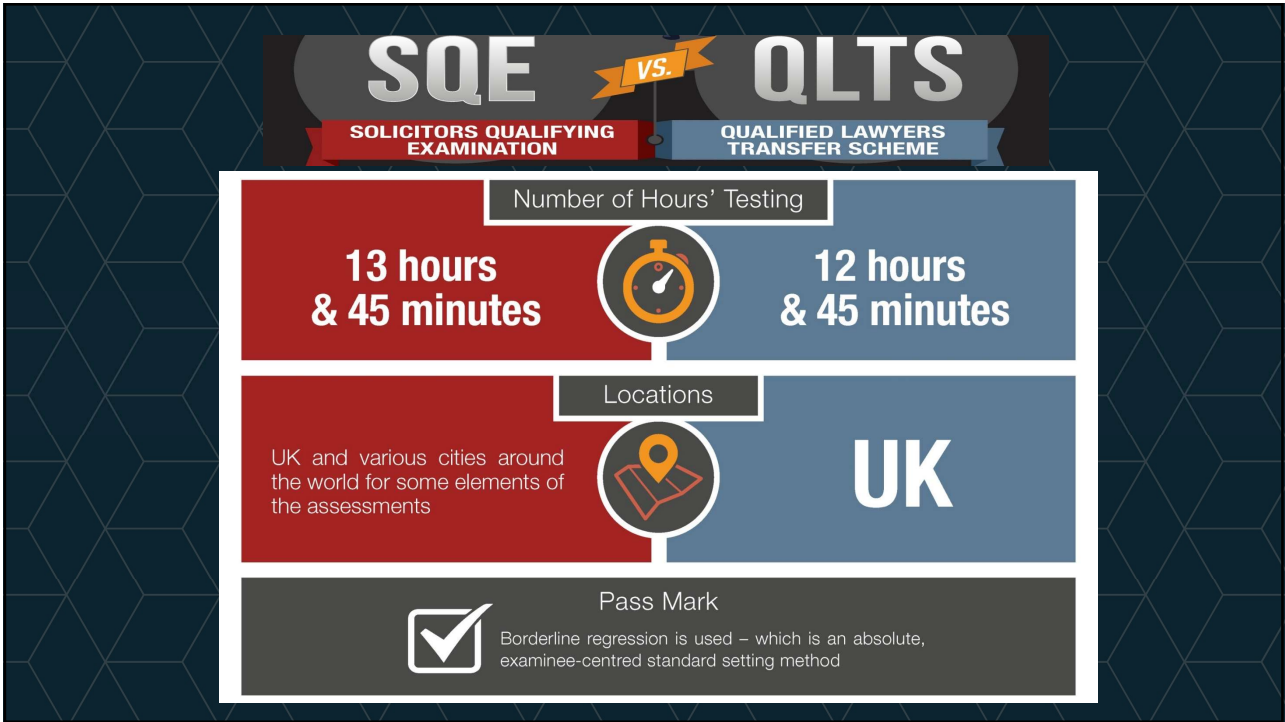
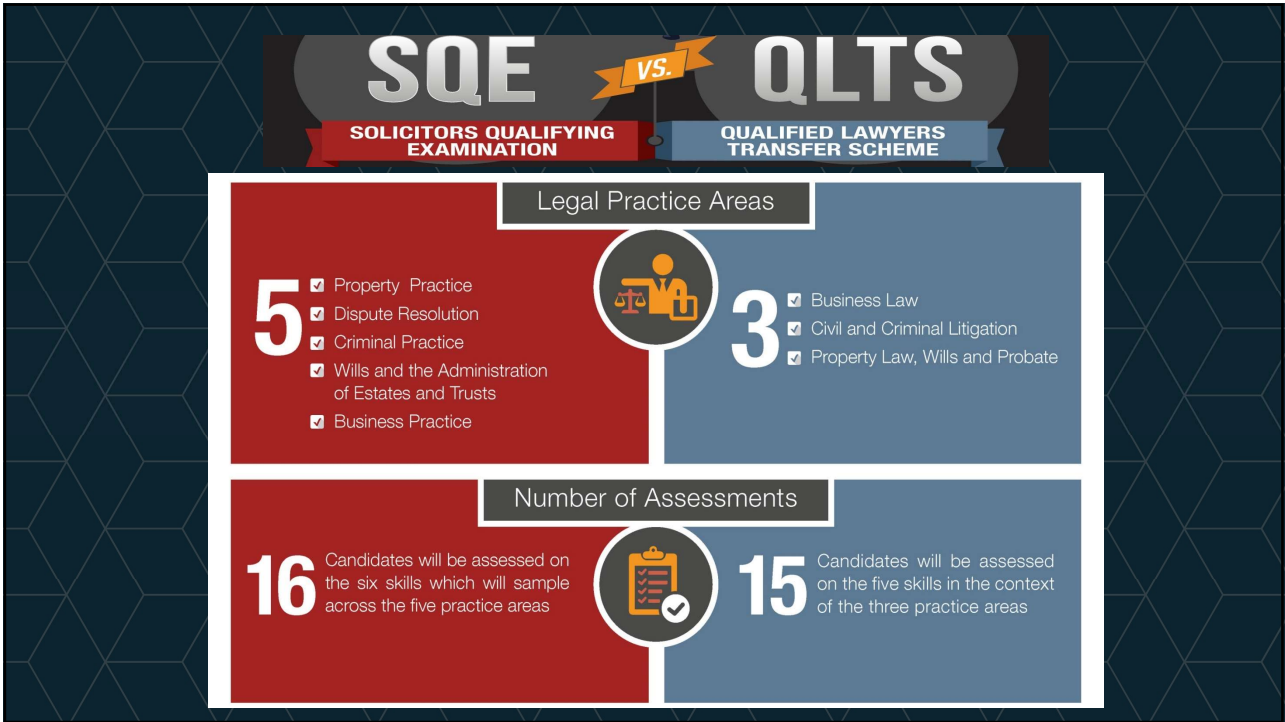
SOLICITORS QUALIFYING EXAMINATION **QUALIFIED LAWYERS TRANSFER SCHEME**

<p>3 attempts for each assessment in a 6-year period</p>		<p>Unlimited</p>
<p>Pass Mark</p> <p>Pass mark is set by a panel convened by the SRA using the Modified Angoff procedure</p>		
STAGE 2	PART 2	

SQE VS. QLTS

SOLICITORS QUALIFYING EXAMINATION **QUALIFIED LAWYERS TRANSFER SCHEME**

<p>6</p> <ul style="list-style-type: none"> ✓ Client Interviewing and Completion of Attendance Note/Legal Analysis ✓ Advocacy ✓ Case and Matter Analysis ✓ Legal Writing ✓ Legal Drafting ✓ Legal Research <p>Law and skills are weighted equally</p>		<p>5</p> <ul style="list-style-type: none"> ✓ Client Interviewing and Completion of Attendance Note/Legal Analysis ✓ Advocacy/Oral Presentation ✓ Legal Writing ✓ Legal Drafting ✓ Online Legal Research <p>Law and skills are weighted equally</p>
<p>Type of Questions</p> <p>The legal skills are assessed through simulated legal environments and role-play exercises, as well as through computer-based assessments</p>		



SQE VS. QLTS

SOLICITORS QUALIFYING EXAMINATION

QUALIFIED LAWYERS TRANSFER SCHEME

Number of Attempts	
<p style="font-size: 2em; font-weight: bold;">3</p> <p>attempts for each assessment in a 6-year period</p>	<p style="font-size: 2em; font-weight: bold;">Unlimited</p>
Time to Complete the Two Parts/Stages	
<p style="font-size: 2em; font-weight: bold;">6 years</p>	<p style="font-size: 2em; font-weight: bold;">No time frame</p>
Assessment Organisation	
<p>Kaplan is the sole assessment provider - not allowed to offer training for the assessments</p>	

[WWW.QLTS.CO.UK](http://www.qlts.co.uk)

Preparation Courses for the SQE Assessments

QLTSchool

Becoming an English Solicitor

* The information contained in this presentation may change and is subject to the final approval of the SQE by the SRA and the Legal Services Board.

Screen-to-screen learning: lessons learnt at one City law firm

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› Screen-to-screen › Lockdown learning › Upskilled › elearning

THINGS WE DID

A participant guide to attending a virtual training session

London - April 2023

Why is good legal drafting so important?

Because it's what we do, and what we're paid to do! Our role as lawyers is to protect our clients by writing clear drafting that has exactly the effect that we intend. As Mr Justice Diplock said in 1962:

"It is not enough to attain a degree of precision which a person reading in good faith can understand. It is necessary to attain, if possible, a degree of precision which a person reading in bad faith cannot misunderstand."

What does this mean today?

Click here to watch Cathy explain!

3

› Pivoting › Externals

THINGS WE LEARNT

Gwenllian Williams
(Director, deWinton Williams)

› Transactional learning

2

THINGS WE WOULD NOT DO AGAIN

› Delay

› Opinia chat

1

THINGS WE WILL TAKE FORWARD

› Recklessness

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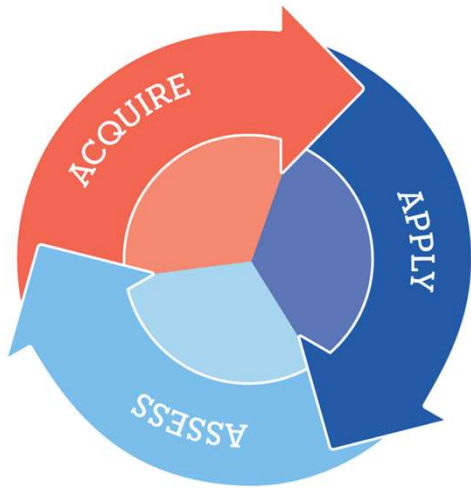


Skills development without F2F classrooms – that’s not possible!

Sarah Hutchinson, MD of Barbri International

Skills development without F2F classrooms – that’s not possible!





Adaptive and personalised skills development delivers superior results

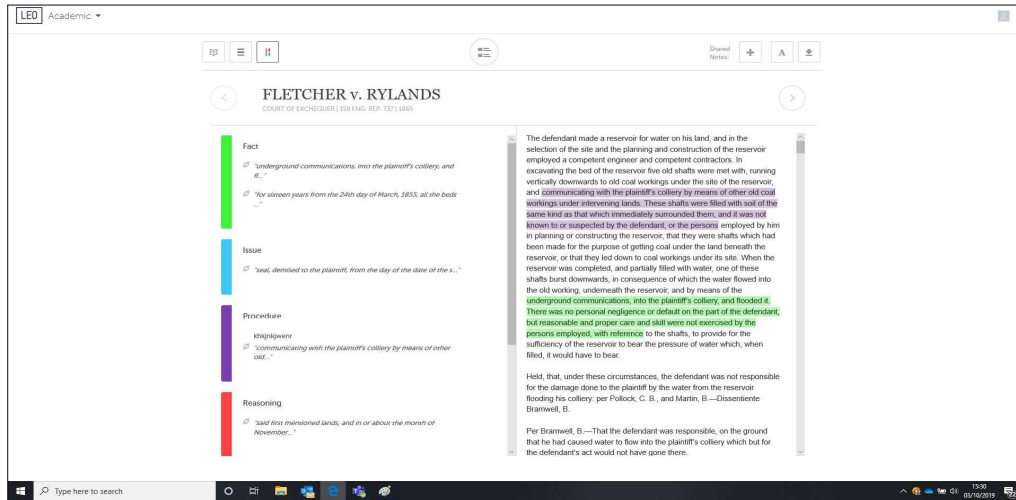
Best Practice Skills Demonstrations

Demonstration: Interview/Attendance Note (Civil Litigation)

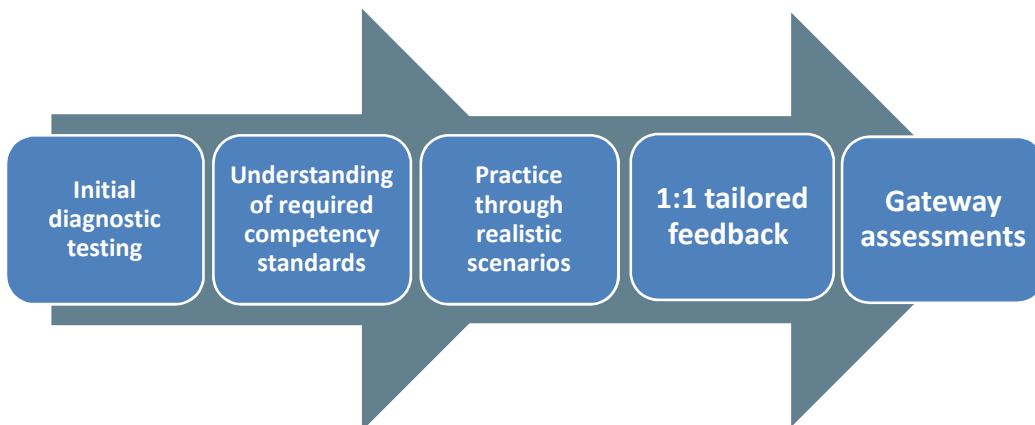
CLOSE



Demonstration: Interview/Attendance Note (Civil Litigation)

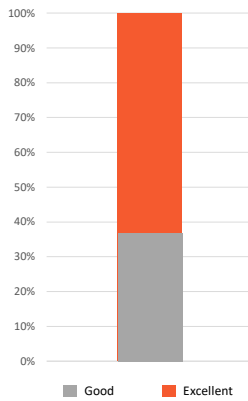


Skills development e.g. advocacy and interviewing skills development for SQE2



Mentoring and personalised feedback – exam and practice ready

100% of course participants highly rated their mentor.

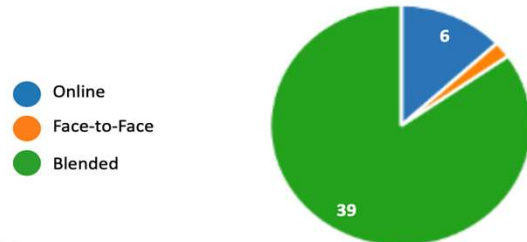


Preparation for City practice that is effective, efficient and personal

7. What will learning look like in Summer 2021?

- 1.3 million alumni
- QLTS success rate >80% in 2019 (c.f. national av. 51%)
- 100% satisfaction rating for personal mentors

A chart to show the number of responses per option.



Are we out of step? The legal services sector approach to ongoing competence

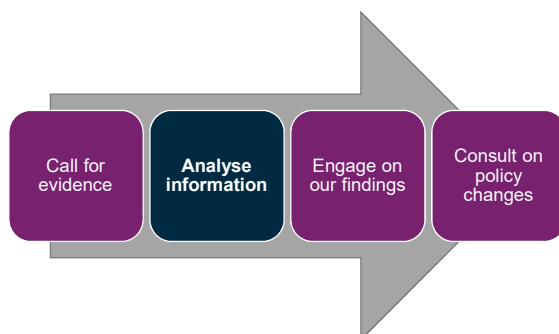
Margie McCrone
Regulatory Policy Manager
Legal Services Board



Our ongoing competence project

Aim: to explore whether legal regulators have the right frameworks in place to ensure the professionals they regulate remain competent throughout their careers

- **why are we doing this?**
- **our approach**
- **what phase we are in now**



Evidence base

- 50 stakeholder meetings
- 40 submissions
- ongoing desk research
- considering commissioning research or utilising our public panel



Emerging themes

- legal services sector takes a light touch approach compared with other sectors
- consumers expect that there are robust quality checks in place
- testing of competence is variable and limited e.g. some accreditation, peer review, audit schemes in place
- there are some quality concerns in some areas e.g. criminal advocacy, immigration, conveyancing



Emerging themes



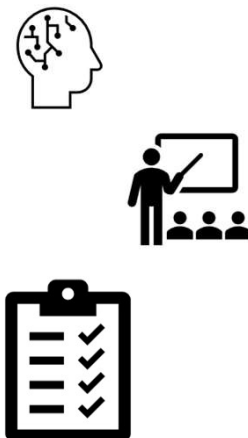
- some legal professionals may require more support to maintain their competence
- CPD is not a proxy for competence – a more robust approach may be needed
- any intervention may need to be targeted to harm or risk of harm to vulnerable consumers
- a one-size fits all approach is unlikely to work

Competence assurance methods



What are some of the methods used to assure competence in different sectors?

Peer review	Audits
Observation	Mandatory CPD modules
Mandatory training	Specialism
Accreditation and reaccreditation	Professional register
Reflection	Feedback models



Next steps for our project


- once we have finished reviewing all of the information shared with us, we will publish a report with our emerging findings
- we will engage widely on this so that as many views as possible can feed into any policy development, which would be subject to consultation



Thank you

Margie McCrone
margie.mccrone@legalservicesboard.org.uk
Legal Services Board

www.legalservicesboard.org.uk

 @LSB_EngandWal





Thank you!

The text "Thank you!" is written in a black, cursive, brush-stroke font. It is surrounded by several small, five-pointed gold stars of varying sizes. Below the text is a thick, horizontal gold brushstroke that curves downwards on the right side.



Thank you!

The text "Thank you!" is written in a simple, sans-serif font in a magenta color. It is centered over a large, multi-colored rainbow graphic that curves from the top left towards the bottom right. The rainbow colors include light blue, purple, pink, and green.