

BLD

In Association with



LLP

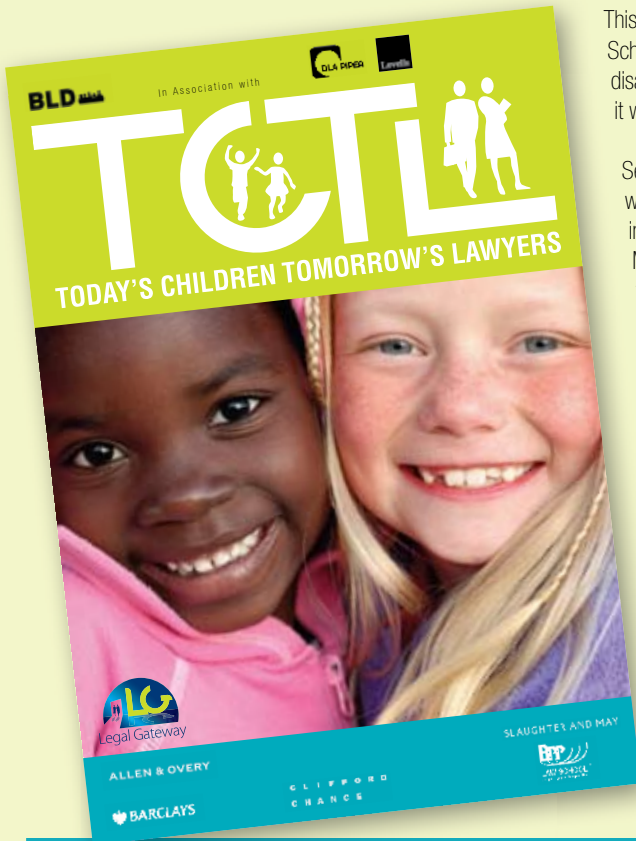
THE LEGAL LAUNCH PAD



www.onlinebid.com



RAISING ASPIRATIONS



This programme within our Legal Gateway Scheme is targeted at ethnic minority and disadvantaged 13-17 year olds. However, it will benefit all children in this age group.

Selected schools in disadvantaged areas with a high number of ethnic minorities in London, Birmingham, Leeds and Manchester will have the benefit of visits to a law firm, barristers' chambers or a Law School.

To find out more about the programme, to download a brochure or learn how your organisation or school can play a part in the future of today's children for their better tomorrow, please see the Legal Gateway pages on our website at www.onlineBLD.com or email legalgateway@onlinebld.com



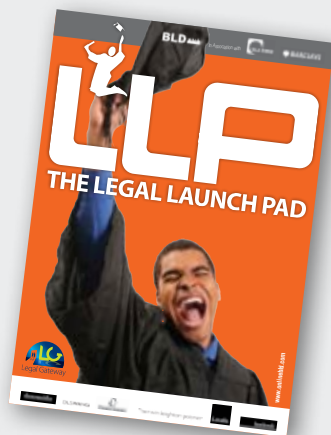
ALLEN & OVERY

SLAUGHTER AND MAY

 **BARCLAYS**

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BPP
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promoting justice & education



Publisher & Editor

Debo Nwazuru

Programme Co-ordinator

Jarred Consulting Ltd

Design

www.treis.co.uk

Sponsorship enquiries

esther@onlinebld.com

0845 601 8339

Published by

Totally Management Ltd

T/A BLD

145 - 157 St John Street

London EC1V 4PY

www.onlineBLD.com



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FOREWORD



Nigel Knowles
Managing Partner
DLA Piper

DLA Piper is delighted to be a primary sponsor for the BLD “Legal Launch Pad” (LLP) programme which is a marvellous initiative and one that we are very pleased to see being pushed forward.

“Legal Launch Pad” is designed to help you to gain as full an understanding as possible of the legal profession. There are many types of roles and firms within the profession and it is essential that you find the right niche for you. Arming yourself with the relevant knowledge at this stage will ensure you make the right decisions for you, at the right time.

A career in law is a very rewarding one; one which will offer you the opportunity to work in a stimulating environment. On a day by day basis you will be faced with great intellectual challenges as you aim to solve the problems your clients face. As the law is ever changing you will experience continuous learning and development. For a lawyer no two days are ever the same! As part of the LLP programme you will be able to meet with lawyers from a range of firms, it is important for you to make the most of these opportunities to learn from their experiences.



Sally Carthy
Head of Graduate Recruitment
DLA Piper

The LLP programme offers a range of skills sessions aimed at giving you essential advice and guidance on the application and recruitment process. Applying for a job can be quite daunting but by attending the relevant sessions you will be better prepared and that will give you a head start.

As an organisation DLA Piper believe our greatest asset is our people and we are truly committed to widening access to students from all backgrounds. We believe it is essential that those entering the firm and profession reflect the society in which we live.

I hope you enjoy the “Legal Launch Pad” programme and get as much out of it as you can.

FOREWORD

Barclays is a hugely diverse global business and as we reach across the globe, we want our employees to reflect the communities we serve, in every country where we have a presence.

At Barclays Legal, we have an ambition which is simple; to achieve an inclusive culture in which all our colleagues are valued and respected and which in turn enables us to attract, keep and develop the best talent – something we call being an Employer of Choice. In line with many in the industry, including BLD and the other sponsors of this programme, we recognise the particular challenges facing the UK Legal profession and we know that by working in partnership with others we can help build a more diverse profession.

We are delighted to be primary sponsors of the Legal Launch Pad, and to be involved since its first year. It represents a great opportunity for our colleagues in Barclays Legal to contribute their knowledge, experience and skills to support others on their first steps towards a legal career.

As you read this brochure, and talk about it with your friends, family and fellow students, you will I hope see it as a great opportunity for you to take advantage of a programme, created and supported by people who really care about and are committed to driving change, that will support greater diversity in our profession.



Mark Harding
General Counsel, Barclays Bank PLC



ABOUT THE LEGAL GATEWAY SCHEME

BLD was launched in 2006 to make a real difference on diversity in the legal profession and it covers all black and ethnic minorities (BMEs).

The Legal Gateway Scheme provides access to an array of career development opportunities such as mentoring, workshops, work placements and events. The Scheme benefits lawyers, trainees, pupils, undergraduates, postgraduates and paralegals as well as school children and others considering or pursuing legal careers.

ABOUT THE LEGAL LAUNCH PAD PROGRAMME

The programme is primarily targeted at ethnic minorities in their first and second year at university whether law or non-law students.

WHY WE ARE RUNNING THIS PROGRAMME

Higher than average numbers of law students

What I have gained

The work placement prepared me to hit the ground running as trainee in the future. The mock interview experience and feedback were invaluable for my personal development and the personal guidance I have received from my mentor has given me a more focused approach and steered my career in the right direction.

Patience Arinaitwe, LPC Student, BPP Law School

Informative organized training exercises and social events following the events allow us to meet with a range of people in the legal profession on an informal level. Trainees were keen to share their experience and to offer advice. The scheme provides valuable insight into the legal working culture.

Phoebe Lam, GDL Student, University of Westminster

and graduates are from BME backgrounds and yet they are less likely to find training contracts, pupillages and tenancies. Some of the stumbling blocks are that BME students (due to their family backgrounds and other evident disadvantages) are more likely to be less prepared and less informed about the different routes into the profession, what is required and the recruitment process. By the time they become aware of these, it may be too late along their career path, resulting in waste of their talent, resources and time. The aim of this scheme is to help prepare participants into the legal profession by increasing the likelihood of success, improving skills, providing information and raising aspirations via training workshops, coaching, mentoring and work placements.

AIMS AND OBJECTIVES

- educate and inform about what the legal profession has to offer and the available wide ranging opportunities
- raise aspirations and empower participants.
- assist participants in making informed choices and being open to the many available options
- provide inclusive BME recruitment and retention services
- provide work experience



Lovells

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How wide is your world?

To find out more about training at Lovells visit our graduate website:

www.lovells.com/graduates

Lovells (the "firm") is an international legal practice comprising Lovells LLP and its affiliated businesses.



EVERYTHING MATTERS

DLA Piper is one of the world's largest full service commercial law firms with offices in Birmingham, Edinburgh, Glasgow, Leeds, Liverpool, London, Manchester and Sheffield. We now have more than 8,000 employees working from over 60 offices across Europe, Asia, the Middle East and the US. Our current vision is to be the leading global business law firm. Our clients include some of the world's leading businesses, governments, banks and financial institutions. An emphasis on providing high quality service and teamwork, offers a challenging fast paced working environment. DLA Piper offers trainees the opportunity to apply for international secondments to our Dubai, Hong Kong, Moscow, Singapore and Tokyo offices and we also offer a number of client secondments.

In 2008 DLA Piper won the prestigious National Graduate Recruitment Awards' 'Diversity Recruitment Award' proving our commitment to recruiting people from a wide variety of backgrounds and ages. Our progressive approach to recruitment creates a mix of talents that contributes to our success.

TRAINING ENVIRONMENT

From induction to qualification and beyond, DLA Piper ensures that its employees develop the necessary skills and knowledge to survive in a busy client-driven environment. Trainees complete four six month seats during the course of their training contract. If you want responsibility, we will give you as much as you can handle and your progress will be monitored through regular reviews and feedback. The compulsory Professional Skills Course is run in-house and is tailored to meet the needs of the firm's trainees. This combined with on-the-job experience, provides trainees with an excellent grounding on which to build their professional careers.

SUMMER SCHEME

We offer a formal summer scheme which runs between June and August each year. There are approximately 200 places available nationwide. The schemes last for two weeks and give a full insight into life at DLA Piper.

MAIN AREAS OF WORK

DLA Piper has the following main areas of work: Corporate; Employment, Pensions & Benefits; Finance & Projects; Litigation & Regulatory; Real Estate; and Technology, Media & Commercial.

FAST FACTS

Starting salary:

£37,000 (London)
£26,000 (Regions)
£23,000 (Scotland)

Minimum qualifications:

BBB at A level (or equivalent)
2.1 degree, any discipline

T 020 7796 6677

recruitment.graduate@dlapiper.com

www.dlapiper.com



EVERYTHING MATTERS



BE LOCAL - GO GLOBAL



At DLA Piper, becoming the leading global business law firm depends on our most important asset – our people. That’s why we take so much care in recruiting and retaining the best.

We offer exceptional worldwide career opportunities in a collaborative environment that is challenging, rewarding and truly different from that of our competitors. In the legal services sector, DLA Piper really is a different kind of business.

And you can expect a different kind of life here too.

For more information visit: www.dlapiper.com





WHAT YOU WILL GAIN

Induction Day

- career planning
- overview of the legal sector
- life of a solicitor
- life of a barrister
- role of lawyers
- academic and other required attributes of lawyers.
- mentoring within the LLP programme

Training session 1 – CV, Covering Letter, Applications and Interviews

CVs and Covering Letters

- the contents of a CV & covering letter
- a good -V- a bad CV
- a good -V- a bad covering letter
- the dos and don'ts
- drafting/revising your CV & covering letter

Applications

- attributes of a good lawyer
- developing good lawyer skills
- competency/skills based questions on applications
- what employers are looking for
- online & offline application forms
- a good -V- a bad application
- work placement application
- training contract applications

What I have gained

Being part of the LLP scheme has given me the priceless opportunity to further my career path and increase my employability within the legal sector.

Benjamin Pettit, Second Year Law Student, Brunel University

My Placement at Barclays Wealth was brilliant. I really enjoyed absolutely everything about it, if I could have wished for anything it would have been that it was longer. I was taught some valuable skills and met some amazing people Words can't describe my excitement!
Zeeshan Raza, Second Year Law Student, Brunel University

The most beneficial thing about this programme is the newfound confidence and knowledge I have. This programme has helped me believe that anyone can succeed in the legal sector if they have the determination and drive, despite their background.
Jasbir Chera, First Year Law Student, De Montfort University

- drafting/revising your applications
- the dos and don'ts

Interviews

- interview hints & tips
- interviews dos and don'ts
- role plays – preparation for interviews

Training session 2 – Presentational Skills and Commercial Awareness

Presentational Skills

- hints/tips/training on making presentations
- dos and don'ts
- Practical exercises in groups

Commercial Awareness

- what is commercial awareness?
- when/why is it expected, how it can be demonstrated
- practical commercial awareness exercises and feedback/discussion

Work Placements

At least a week's work placement, that includes a mock interview

Passing Out Ceremony

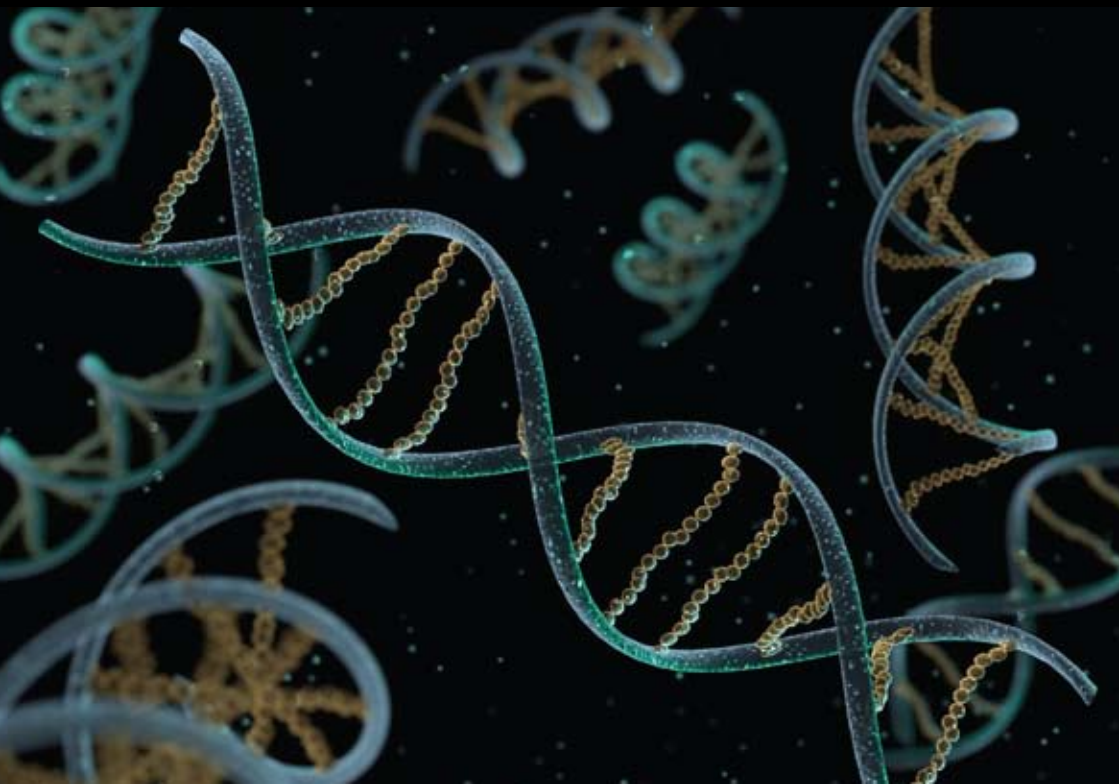
- presentations
- award of certificates

We're all different. So, what makes us distinctive?

An innovative, problem-solving ethos gives us a reputation for being a bit different from the rest. Of course, being different gets us noticed, but there's more to our approach than simply a pioneering spirit. It has evolved into a sophisticated, credible offering that is as much about substance as it is style. For us, it's about being distinctive. Now, it's our corporate work that's really getting attention; landmark deals and high-profile cases handled with discernment, confidence and sharp judgement. Of course, a distinctive service is always more powerful when it is delivered by original thinkers. It stands to reason that we're looking for graduates who are exceptional. Without exception.

www.olswang.com/traineesolicitor

OLSWANG





HOW THE PROGRAMME IS DELIVERED

Delivery will include interactive face-to face, workshops and via video podcasts (vodcasts).

WHO SHOULD ATTEND

Those aged 18 years and over at university, whether or not studying law, and who have a real interest in law and/or pursuing a career in law.

THE SELECTION PROCESS

The programme will be held in London, Birmingham, Manchester and Leeds. This year's intake is a maximum of up to 50 with roughly half in London and the other half in other parts of the country.

Selection is by application forms. A good academic background will be a relevant factor in the selection and so will written reasons why the applicant should be selected.

Applicants are considered from all UK universities although we are actively targeting certain universities because they have a high number of ethnic minorities and/or because of their geographical locations.

what I have gained

The BLD Legal Launch Pad has fulfilled all my expectations and more. The experience as a whole, including the exposure to the legal sector, the amazing people I have met and the edifying relationships I have established have made me feel privileged to have been a part of the scheme.

Netsai Mupikata, Second Year Law Student, College of Law

This programme has changed my outlook on my life. It has allowed me to evolve into a person who is confident about expressing herself professionally and personally and for that I cannot thank you enough.

Simone Taylor, First Year Law Student, Manchester Metropolitan University

Coming away from the programme, I have a renewed enthusiasm in pursuing a career in law and due to the various workshops, the tools to achieve whatever I could possibly conceive.

Sehrish Javid, First Year Law Student, Brunel University

Subject to meeting the selection criteria on the application form, the order of priority in selecting applicants onto the programme is as follows:

- those who were on the Today's Children Tomorrow's Lawyers programme.
- law and non-law students at university in their first and second years.
- law and non-law students at university in their penultimate and final years.
- graduates and postgraduates, particularly those doing or whom have completed postgraduate legal education such as the Graduate Diploma in Law (GDL) and the Legal Practice Course (LPC).

DURATION

Assistance is for approximately a year although mentoring may continue beyond this period where both mentors and mentees are happy for this to happen. All those who have completed the programme are given The Legal Launch Pad Certificate of Participation. They also join The Legal Gateway Alumni Scheme where they can link up with other alumni and their progress tracked with their cooperation.



FURTHER INFORMATION

- see our Legal Gateway pages on our website at www.onlinebld.com
- email esther@onlinebld.com
- write to us at:
145-157 St John Street,
London EC1V 4PY

what I have gained

I found the mock interview experience exhilarating and I also gained useful feedback from the interviewers. I have gained a glimpse of life working in a city law firm and I liked it!
Paul Gordon, Second Year Law Student, University of Westminster

I had a very productive time at Barclay where I learnt about being an in-house lawyer, and more importantly, I was able to decide what I really want from a legal career
Omojole Fred- Omosuyi, Law Graduate, Buckingham University

Through the scheme, I was inspired to learn Mandarin since most of the Commercial businesses are moving towards the East. I am currently taking classes at Kings College and I am finding it very interesting and challenging too.
Grace Kanyonganise, Law Graduate, University of East London Year

what I have gained

The training sessions have been helpful and motivational; the networking opportunities have been useful; the stories from accomplished lawyers has been truly inspirational; and the work experience has given me the opportunity to work with an internationally renowned law firm.
Heenah Sarwat Mehmood, Law Graduate, Birmingham City University

Overall the experience has been very beneficial for me and as given me the helping hand in preparing for a future in the legal environment.
Firdaus Daud Mogra, First Year Law Student, Manchester Metropolitan University

Before I was slightly worried about how to get experience in the legal workplace and what was available after my time in university was over, but now I feel that I have been given a head start.
Zeribe Nwachuku, First year Law Student, Leeds Metropolitan University

what I have gained

The programme has made me make informed choices, be really positive about what skills I have and helped me make more confident applications. The whole experience has motivated me throughout.
Yasmin Khan, LPC Student, Birmingham City University

Watching several of my peers' presentations and making my own presentation and listening to praise and constructive criticism has enabled me to learn what things I need to improve on.
Jessica Williams, Second Year Law Student, Brunel University

Overall, the LLP Programme has taught me how to demonstrate myself as a worthy candidate in my chosen legal career path.
Debra Allen, Law Graduate, Birmingham City University

SPONSORS

BLD would like to thank our sponsors without whom this programme would not have been possible.



"We have been delighted to sponsor the BLD Legal Launch Pad scheme and feel that the students participating in a DLA Piper placement have been bright, enthusiastic and dedicated individuals. We hope that they have gained as much from the scheme as we have".



"At Lovells, our involvement in the LLP programme plays an important part in shaping our overall strategy and complements our many other diversity initiatives."

OLSWANG

"We have been highly impressed by the calibre of the students on the LLP programme, particularly the graduate who was allocated to Olswang to gain work experience and Mentoring from our trainees.

Based on our experience we believe that in its first year the programme's aim to develop and nurture its students' potential has been successfully realised and Olswang is proud to once again be involved with the LLP"



"We are proud to be a primary sponsor of the Legal Launch Pad, which is a key initiative in the Barclays Legal diversity agenda. We have found that the mentoring programming has been extremely rewarding both in terms of encouraging and developing the obvious talent of the students and helping our own staff increase their awareness and develop their mentoring skills."



"At Shoosmiths we are committed to diversity and we believe a key way to encourage diversity is through the Legal Launch Pad Programme. Whilst the programme gives applicants valuable insight, it offers us opportunities too: it helps us gain fresh perspectives, a better understanding of people from diverse backgrounds, and the chance to develop our own coaching, advisory, and people management skills."

*berwin leighton paisner

BLP's vision is to be the most respected law firm in London. We can only achieve this goal by recruiting and retaining top quality people and to do this we need access to the widest possible talent pool. We feel our involvement with BLD will be of great value in helping us to do so.



"Beachcroft LLP is an open, dynamic and flexible place to work. We encourage people to develop, value their diversity and respect their differences. We are sponsoring the Legal Launch Pad because we feel it shares our values and supports our desire to encourage a more diverse workforce which we believe will further strengthen and energise our business."



"At Pinsent Masons we think it is really important to inspire people to reach their potential; providing forums and support for all to understand the wealth of opportunities available. As part of our comprehensive diversity programme we see it as essential to ensure there are no barriers for any ambitious candidate from any background to succeed. This programme provides a great start for the next generation of lawyers to deliver legal solutions to our diverse business community."

BE THE NEXT ONE



Black Letter Law 2008 is the ground-breaking publication that showcases the contribution and achievement of black and ethnic minorities in the legal profession. To find out how to buy a copy, email blackletterlaw@onlinebld.com or visit our website at www.onlineBLD.com

Barclays Legal

**Variety is
the spice
of life**



At Barclays we know that diversity is good for business.

We need gifted people of all backgrounds to bring different perspectives and fresh ideas to our business and to help fulfil our ambition of becoming a top five global bank.

So diversity is just where it should be – right at the top of our business agenda. That's why we are proud to be working alongside the BLD and sponsoring the Legal Launch Pad.

For further information on opportunities across Barclays go to **[Barclays.com/careers](https://www.barclays.com/careers)**