

BCLP UK LEGAL APPRENTICESHIP PROGRAMME

MANCHESTER AND SOUTHAMPTON
OPPORTUNITIES

BUILD. BE BOLD. BELONG.



**BOLD MINDS.
BIG AMBITIONS.
BUILD THE
FUTURE OF LAW.**

CONTENTS

WELCOME	4
SO WHAT ARE THE BENEFITS OF JOINING?	6
CASE STUDY: BRADLEY FISHER	8
CASE STUDY: FARZANA SHUMI	10
INCLUSION & DIVERSITY	12
OUR PARTNERSHIPS	14
APPLICATION PROCESS	15

UK LEGAL APPRENTICESHIP PROGRAMME

Joining Bryan Cave Leighton Paisner as a Paralegal Apprentice could be your first step in a rewarding legal career with us. Partnering with BPP University, who will deliver the Paralegal and Solicitor training, you will combine working in either our Manchester or Southampton office as part of one of our legal teams alongside studying for nationally recognised qualifications.

Our rotation based programme provides the opportunity to work across a number of our departments and with colleagues across the firm.

We are recruiting a number of apprentices to join our firm in September 2022 and are looking for ambitious and motivated individuals who are passionate about starting their career in law. These are great opportunities and should you choose to continue studying after completing the Paralegal Apprenticeship, there will be opportunities to move onto the Solicitor Apprenticeship.



SOME OF OUR AWARDS



SO WHAT ARE THE BENEFITS OF JOINING?

- ▶ Gain excellent legal skills without the expense of years of studying and earn a top market salary at the same time



EARN A TOP MARKET SALARY

- ▶ One day off every week on a consistent basis for you to focus on your studies and off-the-job learning



ONE DAY OFF EVERY WEEK TO FOCUS ON STUDIES

- ▶ Excellent networking opportunities e.g. speaking at Westminster or presenting to local schools



EXCELLENT NETWORKING OPPORTUNITIES

- ▶ The opportunity to gain relevant apprenticeship and other qualifications



GAIN EXPERIENCE / QUALIFICATIONS

- ▶ For those apprentices who show great potential, the opportunity to ultimately qualify as a solicitor



QUALIFY AS A SOLICITOR



CASE STUDY

BRADLEY FISHER

Trainee Solicitor – Apprentice
Real Estate, Manchester

WHY DID YOU CHOOSE TO APPLY TO THE APPRENTICESHIP PROGRAMME?

I chose to apply to the apprenticeship programme because it looked to me to be an interesting and unique opportunity to get into the legal profession. To be able to work for one of the biggest firms in the country and also rub shoulders with established legal professionals on a daily basis seemed to be a great opportunity to learn how things should be done. Also, the fact that the firm offered a detailed plan for my future progression made me very keen to apply.

DID YOU CONSIDER GOING TO UNIVERSITY AND IF SO WHAT MADE YOU OPT FOR THE APPRENTICESHIP ROUTE INSTEAD?

I did consider going to university yes. I had looked into going to university quite considerably and I knew I wanted to study law. I had attended several open days at various universities and completed the usual application process through UCAS. I had accepted a firm offer to attend Leicester University and an insurance offer for Manchester Metropolitan University. However, after doing some more research into the apprenticeship route, and attending the assessment days at BCLP and other firms offering apprenticeships, I decided that university wasn't for me and that the apprenticeship on offer was much better suited to me. The apprenticeship means I can obtain six/seven years practical experience at a leading global law firm, alongside studying for my degree, whilst earning a competitive wage and not having to pay any university fees.

HOW HAVE YOU FOUND THE APPRENTICESHIP PROGRAMME SO FAR, IS IT WHAT YOU EXPECTED?

I have found the apprenticeship programme thoroughly engaging and rewarding. I have learnt so much in my first two years on the programme and been able to reinforce my learning through practical application at BCLP. It has met my expectations in the fact I knew I'd have to work really hard and be very committed, but also exceeded my expectations in terms of the work I have been exposed to and the clients I have worked for.

WHAT HAVE YOU ENJOYED MOST ABOUT THE PROGRAMME?

I've enjoyed the opportunity to do work for some of the biggest global companies and get to know loads of new people in the workplace. I have enjoyed working in an office environment and gaining exposure to various different workflows. Furthermore, I have also enjoyed the study side of the apprenticeship as it has actually helped my understanding in my day to day job.

WHAT ADVICE WOULD YOU GIVE TO STUDENTS CONSIDERING APPLYING FOR THE PROGRAMME?

I would always advise students to take a detailed look into the apprenticeship programme. The opportunities it can offer at such a young age are excellent and the potential to succeed through being on the programme is massive. Make sure you do lots of research around the firm you are applying for and also make sure that law is something you are definitely interested in.



CASE STUDY

FARZANA SHUMI

Trainee Solicitor – Apprentice
Real Estate, Manchester

WHY DID YOU CHOOSE TO APPLY TO THE APPRENTICESHIP PROGRAMME?

After completing my Level 3 Subsidiary Diploma in Applied Law and National Diploma in Business Law, I knew that I would prefer a vocational course whereby I could gain a qualification whilst applying my knowledge into practise. I realised I would enjoy this whilst completing coursework and exams whereby I was required to apply my legal knowledge. I am a practical learner and figured that an Apprenticeship would enable me to do this.

DID YOU CONSIDER GOING TO UNIVERSITY AND IF SO WHAT MADE YOU OPT FOR THE APPRENTICESHIP ROUTE INSTEAD?

Whilst in college, I attended many career fairs and researched further into Apprenticeships and found that there were not many training providers who offered legal based apprenticeships. My ultimate goal was to become a Solicitor and for this, I required a degree, which no one offered. I therefore applied for University and was offered a place by the University of Law. I studied a full time LLB course and very soon realised that University wasn't the route for me. I eventually left University prior to sitting my first year exams and came across the degree apprenticeships that BPP University offered. I took my chance and submitted my application for BCLP.

WHAT ADVICE WOULD YOU GIVE TO STUDENTS CONSIDERING APPLYING FOR THE PROGRAMME?

My advice to students considering applying to the programme would be that it is a fantastic programme that I highly recommend. However, you need to be prepared to balance work with study and therefore, needs commitment.

HAVE YOU FOUND IT DAUNTING BEING ON A SIX – SEVEN YEAR PROGRAMME?

I started off on the Paralegal Apprenticeship programme which is a two year course. I feel like this helped me to reach a milestone before I enrolled onto the Solicitor Apprenticeship which is a further 5 years. Although it is daunting knowing it is a very long time, it helps to think about the end achievement.

“You need to be prepared to balance work with study and therefore, needs commitment”



INCLUSION & DIVERSITY

At Bryan Cave Leighton Paisner we believe that diversity enriches the quality and fabric of our culture and makes us a stronger, better firm.

OUR VISION

As a reflection of our commitment to meaningful, sustainable change, in June 2020 the firm introduced an exciting, bold and 'future forward' thinking inclusion and diversity strategy.

Our intention is to unleash and nurture the power of belonging, inclusion and diversity as a habit, not an initiative, and to create an environment where everyone feels valued, respected, celebrated and able to reach their full potential.

We are committed to providing people at all levels in the firm with an opportunity to play an active and meaningful role in shaping our diversity goals and delivering on our strategy.

As a trainee, this opens up opportunities to work with BCLP leaders and influencers from across our global offices.

Our global commitments will be met through local and regional strategies, initiatives and priorities, which align to our global vision, and will position BCLP a leader for inclusion and diversity across four key pillars of:

Culture, Talent Pipeline, Leadership Accountability and External Engagement.

UK INCLUSION & DIVERSITY PRIORITIES



Family & Carers



Gender representation



LGBTQ*



Race & Ethnicity



Social Mobility



Disability



Mental Health & Wellbeing

Each diversity priority area has:

- ▶ A senior sponsor(s) who champions each agenda
- ▶ A network or affinity group open to anyone to join
- ▶ A range of programmes and initiatives designed to drive meaningful change

OUR INCLUSION & DIVERSITY ACCOLADES

Founding member of the UK Race Fairness Commitment

LGBTQ* Inclusive Top Global Employer for 2020

Signatory of the UK Mindful Business Charter

Top 10 Employers in the Social Mobility Employer Index



OUR PARTNERSHIPS



We are proud to partner with Aspiring Solicitors (AS), an organisation focused on increasing diversity and inclusion within the legal industry. We run annual events with them, welcoming students from diverse backgrounds to attend events at our London office.



We also work with Rare Recruitment to help drive social mobility in our selection process. Their Contextual Recruitment System helps us put candidates' achievements into context.



Our partnership with MyKindaFuture enables us to reach hundreds of school and college age students across the UK through our digital career skills, inspiration and development portal.

EXAMPLES OF OUR CREDENTIALS

- Listed as a 2020 Working Mother Best Law Firm for Women
- Awarded 100% score on the HRC's Corporate Equality Index for 13 consecutive years
- WILEF
- Named a UK Gold Standard firm by the Women in Law Empowerment Forum
- Signatory of the Charta der Vielfalt, the German diversity charter

APPLICATION PROCESS



- 1. ONLINE APPLICATION FORM** - includes your personal details, academics, work experience and some career motivation questions.
- 2. TELEPHONE SCREENING** - once you have submitted your application, you will be contacted by our Emerging Talent team who will conduct an initial telephone screening.
- 3. ASSESSMENT CENTRE** - assessment centres will be held between April and June 2022; these include a written exercise, a group negotiation exercise and interview. There will also be an opportunity to meet with some of our existing apprentices.
- 4. OFFERS MADE** - congratulations! Provisional offers made subject to confirmation of A-level results.
- 5. OFFERS CONFIRMED** - candidates confirm A-level grades to BCLP in August 2022; BPP and BCLP on-boarding commences.

DEADLINE

The Manchester deadline is **31 March 2023** and the Southampton deadline is **30 April 2023**. To apply please visit: trainee.bclplaw.com

trainee.bclplaw.com/opportunities

BUILD. BE BOLD. BELONG

 @BCLP_Trainees

 BCLPTrainees

 @bclp_trainees

 Bryan Cave Leighton Paisner LLP

BRYAN
CAVE
LEIGHTON
PAISNER 