



THE LAW SOCIETY
OF NEW SOUTH WALES



FUTURE PROSPECTS OF LAW GRADUATES

REPORT AND RECOMMENDATIONS

The Law Society of NSW is committed to providing students and graduates with the right resources and advice through every step of their career journey, no matter where it leads them.

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Executive summary

The Future Prospects of Law Graduates report found there was a need for empirical rigour in scoping what was happening to law students after they graduated.



Comprehensive data will allow for better decisions to be taken in the future to broaden and enhance the work we are doing and benefit Law Graduates across NSW and eventually Australia in the future.

The Law Graduate Study will bring that empirical rigour to the debate about the number of law graduates and what happens to them post-graduation. The study aims to dispel myths about law graduates' employability and recent media commentary about the perceived oversupply of law graduates.

The newly developed LegalVitae connects law students and graduates to all employers nation-wide, harnessing the power, influence and reach of The Law Society of NSW in unprecedented ways. For the first time law students and graduates can research and view all in-house, Government, Private Practice and public interest opportunities in one place. LegalVitae provides employers the opportunity to showcase their brand and connect with law students in a variety of different ways.

The return of the Sydney Law Careers Fair this year was a great opportunity for students to explore all the opportunities available to them with a law degree. The Law Fair targeted penultimate and final year law students, particularly those interested in obtaining Summer Clerkship or Graduate employment. This was another fantastic opportunity for students to connect with employers and discover endless possibilities.

The work the Graduate Services team have done over the last 12 months has been instrumental to the change and success of changing the future prospects for Law graduates in Australia.

KEY FINDINGS:



There is anxiety within the legal profession and law schools about a lack of employment opportunities for law graduates.



There are numerous drivers behind this perceived problem, including economic, systemic and educational factors.



Some of these factors are outside the Law Society's sphere of influence.



While anecdotal evidence is strong, more solid data must be collected in order to get a more accurate snapshot of the state of law graduate employment in NSW.



The Law Society's current initiatives around graduate employment can be broadened and enhanced.



The Law Society and universities should work more closely together to develop solutions.



A co-ordinated, national response is desirable, given concerns about an over-supply of law graduates in other states.

RECOMMENDATIONS:



Gather more statistics and data on graduate numbers.



Track law graduates to obtain evidence of employment trends.



Increase the participation of firms, government and corporate practices in the Law Society's Graduate Employment and Summer Clerkship Programs.



Elevate the status and efficacy of the Law Society's Job Board.



Provide CPD sessions targeted at assisting graduates with job-seeking skills.



Use the Law Society website to provide a clearer picture of the graduate jobs market.



Work more closely with universities to provide relevant information about job prospects to graduates.



Develop a role within the Law Society specific to the coordination of law graduate job initiatives.



Work with other law societies to develop a coordinated approach to the issue.

Introduction

This is a high level report outlining the recommendations, implementation actions and subsequent results, arising out of the 2014 Future Prospects of Law Graduates Report.

The Working Group was tasked with reporting to Council on the following matters:



The body of existing data and research

that indicates the scale of the legal profession and employment experiences of graduating lawyers in Australia in recent years.



The appropriateness of higher education funding

and strategic planning arrangements, and the impact on the demand and supply dynamics applying to the Australian legal profession.



The outlook for viability of the profession

in coming years based on the current projected metrics of solicitors in NSW.



The role the Law Society and the Law Council of Australia

can play in improving employment prospects for graduate lawyers, as well as providing appropriate support services (e.g. mental health, career guidance) that address the social and economic consequences of a large legal profession where it is apparent that many graduates struggle to find jobs as practising solicitors in the private profession.

The Working Group members represented a cross-section of the legal profession in NSW, including large and small firms, corporate and government practice, regional and city areas, and young lawyers.

The Working Group collated and analysed statistics relating to graduate numbers, admissions and areas of practice, and reviewed existing research on legal education and the higher education funding model.

It also considered results of relevant survey work and consulted widely with NSW law schools, presidents of regional law societies, Law Society committees, the Legal Profession Admission Board and other relevant stakeholders. A review of services already being provided by the Law Society and NSW Young Lawyers was also undertaken, including consideration of how these might be enhanced for graduate lawyers.

Working Group members are:

- Law Society Councillors
 - Gary Ulman (Chair)
 - Darryl Browne
 - Elizabeth Espinosa
 - Richard Harvey
 - Coralie Kenny
 - Robert Mooy
 - Thomas Spohr (2014 President of NSW Young Lawyers)
 - Joanne Van der Plaats
 - Michael Tidball (Chief Executive Officer)
 - Elias Yamine (2015 President of NSW Young Lawyers)

This report was prepared by the Law Society of NSW Graduate Services Department.

Recommendations

Drawing on the key findings, the Working Group made the following recommendations.



1. Statistics and data

- a. Undertake further work to confirm the number of graduates emerging from:
 - i. universities in NSW over the past 10 years who have completed a law degree accredited by the Legal Profession Admission Board.
 - ii. practical legal training courses in NSW.



2. Tracking mechanism

- a. Retain the services of a consultant to design a tracking mechanism to obtain evidence about law graduate employment, to be implemented in partnership with universities.



3. Graduate Employment and Summer Clerkship Programs

- a. Develop strategies to increase participation by firms, government and corporate practices, and in regional areas.
- b. Promote the programs in Law Society communications, including The Law Society Journal, sector specific newsletters, Monday Briefs, and social media.



4. Job Board

- a. Elevate the status and efficacy of the Job Board.
- b. Consider ways this service could be improved for graduates seeking employment or experience.



5. Continuing Professional Development

- a. Work with NSW Young Lawyers to provide continuing professional development targeted at graduate lawyers, such as resume writing and interview training.



6. Law Society website

- a. Include information on the website to provide law graduates with a better picture of what is happening in the NSW job market.



7. Universities

- a. Work with NSW Law Deans to ensure law students are provided with accurate information about employment options and prospects.
- b. In co-ordination with NSW Young Lawyers, participate in career fairs and help arrange speakers from a wide cross section of the profession to attend university events.



8. New Law Society staff position

- a. Subject to budget, create a new staff position to look at strategic coordination of graduate employment initiatives in collaboration with universities.



9. Publication

- a. Prepare a revised version of this report for publication in 2015.



10. National consideration

- a. Have regular contact with other law societies to promote a co-ordinated national approach.

RECOMMENDATION 1 –

Gather more statistics and data on graduate numbers

a. Undertake further work to confirm the number of graduates emerging from:

- i. Universities in NSW over the past 10 years who have completed a law degree accredited by the Legal Profession Admissions Board
- ii. Practical Legal Training Courses in NSW

Implementation

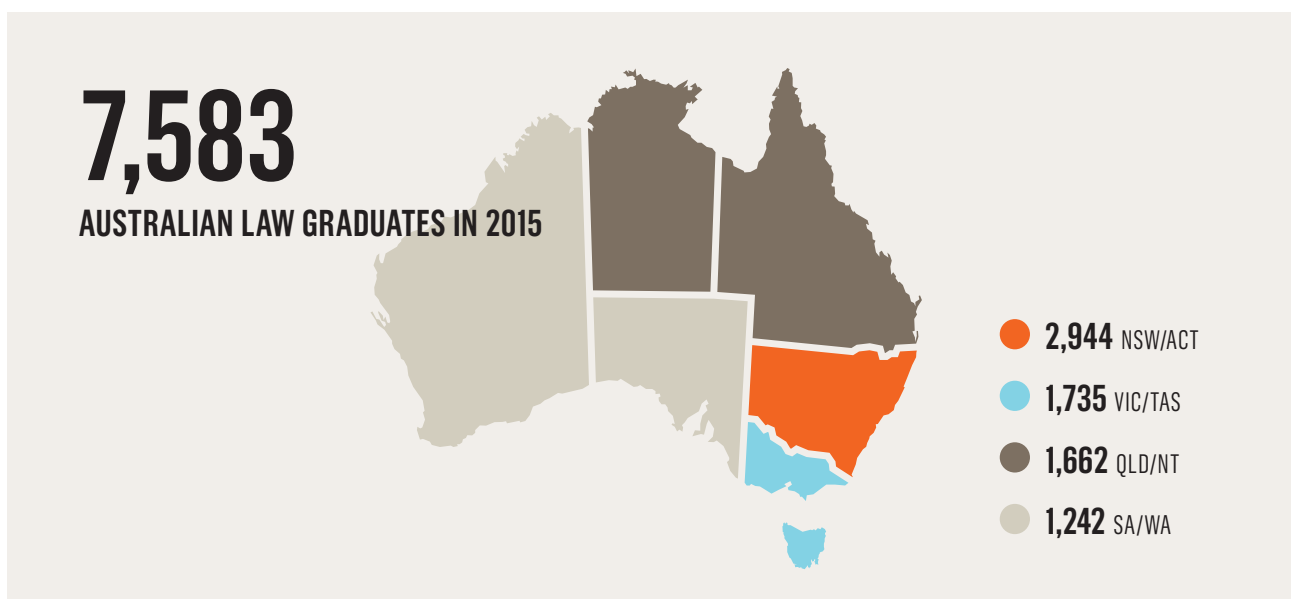
There has been some concern about growth in the number of law graduates recently, and the number of jobs that are available to these graduates. There is a lot of anecdotal information circulating but until now it has been difficult to get actual numbers on the subject.

In order to determine the number of graduates emerging from universities and practical legal training providers over the past 10 years, the Law Society placed a data request with the Australian Government Department of Education and Training. This Government department is responsible for the collection and dissemination of statistics relating higher education in Australia. Under this Higher Education Protocol, the Law Society sought information from the Department about:

- The number of graduates from NSW and ACT universities over the past ten years who have completed a law degree as accredited by the Legal Profession Admission Board (LPAB).

The Department of Education and Training was able to provide the data for the period of 2005-2015. Further work was then undertaken to summarise this data. Letters were then sent to all NSW and ACT universities asking for a validation process to take place. This data was then analysed in contrast with the College of Law, and their own projected law graduate data sets. The total law graduate numbers have now been compiled.

In 2015, statistics published in the Australian Financial Review indicated that the employment prospects for law graduates were grim – with almost 15,000 law graduates entering a jobs market of just 66,000 solicitors. However, last year the Council of Australian Law Deans (CALD) collected their figures by directly surveying all law schools in Australia. The CALD study returned a much smaller figure, with the Law Schools reporting that just 7,583 Law students graduated in 2015.



Track Law Graduates to obtain evidence of employment trends

a. Retain the services of a consultant to design a tracking mechanism to obtain evidence and data about law graduate employment, to be implemented in partnership with universities

Implementation

The Law Society engaged research and consultancy company Urbis to design a tracking mechanism. The overall aim of the research is to track the employment experiences of law graduates who are seeking employment in the legal profession. More specifically, the tracking mechanism would seek to assess the career aspirations and intentions of all final year law students in NSW and the ACT.

The research comprises three surveys between 2017 and 2020 to track law graduates at the time of graduation, and approximately three to five years post-graduation:

- Benchmark Survey: A benchmark survey for 2017 final year law students in NSW and the ACT
- Tracking Survey 1: A tracking survey for a subsection of the cohort approximately three years post- graduation;
- Tracking Survey 2: A tracking survey for a subsection of the cohort approximately five year's post- graduation

Further, as part of a sponsorship agreement with The Australian Law Students Association (ALSA) and NSW Young Lawyers, ALSA was commissioned to promote and distribute an Advocacy Survey designed by NSW Young Lawyers, nationally.

The subsequent report, and parts of its comprising survey, examined law students' perceptions, expectations and hopes after completing their legal education. The public consultation process was conducted over a period of two months from 21 June to 21 August 2016. The survey approach was based on an 'is/ought model' – survey questions determined what the perception of the current situation is, followed by soliciting views about what should occur. The responses came from diverse backgrounds and accordingly their experiences at law school reflect a wide range of factors.

ALSA National Advocacy Survey Results

1. Most people were attracted to the legal profession because it was intellectually stimulating or the prestige/salaries.
2. The perceived most pressing issue facing the industry more generally is mental health/ workload then the perceived oversupply of law graduates.
3. Out of 131 responses to the survey
 - a. 59.4% of students were studying a combined law degree, 27.3% LLB only, 7% Juris Doctor, 6.2% Masters/Other,
 - b. 79.2% intended to complete Practical Legal Training, 20% where unsure,
 - c. 71.3% intended to practice, 26.4% unsure,
 - d. 41% preferred sector of work unsure

The report concluded that there continues to be a strong perception that there is an oversupply of graduates. Though on the evidence presented in the report, this may not actually be the case. Such perceptions appear to be distorted by misinformation. However, there is evidence of growing constraints on the legal graduate market. This is evidenced by decreasing percentages of law graduates finding full time employment six months after graduation and law graduates starting salaries regressing closer to the graduate mean.

Key Objectives

The overall approach and objectives of the Law Graduate Tracking study is the culmination of the number of meetings and consultations with the Law Society of NSW, the Law Society of NSW Graduates Working Group, Law School Deans and representatives, and Law Students Associations.

The primary objectives of the law graduate Tracking study are to:

- Ascertain the number and proposition of graduates who are planning to seek employment in the legal profession
- Ascertain the reasons why NSW law graduates are seeking or not seeking employment in the profession

- To track the employment experience of NSW law graduates who are seeking employment in the legal profession
- Ascertain the reasons why NSW law graduates decide to remain in, leave or no longer pursue a career in the legal profession

The secondary purposes of this tracking mechanism are to ascertain

- The number and characteristics of people who indicate their intention to leave the legal profession and to explore the reasons for this decision
- To monitor the number and characteristics of people who actually do leave the legal profession and to explore the key reasons for this decision

Results

1. Survey Instrument

The preparation stage of the benchmark survey included the development of the survey instrument. The development of the survey instrument was informed by input received from the Law Society, Law Deans and Law Students Associations' Presidents. The survey was tested through the student presidents in a pre-release survey round. The final survey is an online instrument with the following sections:



Section A: University and Students

Ascertain the type of law degree students aim to complete and the main reasons for studying law.



Section B: Career Intentions

Ascertain the reasons to pursuing a career in the legal profession. Explore preferred areas of practice within legal profession.



Section C: Pursuing a career

Explore key enablers and barriers in pursuing a career for law graduates.



Section D: Demographics

Ascertain the key demographics of law graduates. This includes gender, age and marital status.



Section E: Participation in a follow-up survey

Invitation for law graduates to participate in a subsequent tracking study by providing their contact details.



Section F: Entering prize draw

Invite law graduates to enter two prize draws in appreciation of their time.

Prize draw one: This prize contains two prize winners across all survey respondents who can choose between receiving a JB HI FI voucher or Red Balloon voucher (both valued at \$1250.00).

Prize draw two: This prize contains one prize-winner per university, 12 month Spotify subscription worth approximately \$135 per winner.

2. Communication

Quarterly meetings were held with all Law Deans to consult on all aspects of the survey.

Consultations were then held by phone with designated contact persons at each Law School to discuss:

- The identification of law graduates and students
- The distribution of the survey instrument and timing
- Promoting the benchmark survey
- Rules and responsibilities
- Promotion of survey and marketing to students

3. Survey

As of April 2017, the baseline survey has been delivered to 14 accredited law schools in NSW and the ACT. The final closing date for the survey will be on the 21st of May 2017.

After this closing date, the data will be extracted from the baseline survey and combined with the data figures from the above recommendation. This will allow the Law Society to compile an accurate report on the current and future trajectory of the market for law graduates. Pending the successful completion of the survey, the possibility of implementing the mechanism nationally will be explored.

4. Reports

After the baseline survey, Urbis will present an overall report.

- Data will be analysed at aggregated level without comparison by universities.
- Analysis by key variables, eg. Gender, type or degree and age
- Timing: July 2017 (Draft)

Key Summaries for each University that participated in the Study:

- Frequency Tables
- Depending on size of survey response results will be presented in proportion (%)
- Comparison with NSW/ACT totals
- Timing: August (Draft)

Where will your law degree take you?



Participate in an Australian-first study of law graduates following their experiences and career pathways.

It's quick to complete and your feedback will improve the law graduate experience.

Look out for an email from your Law Faculty in the next few weeks with more information.

Don't miss your chance to:



Enter a prize draw – over \$4,000 in prizes to be won



Have your say



Help improve career advice and pathways



See the survey results later in the year

This independent study is being run by Urbis on behalf of the Law Society of New South Wales with the support of your university.

*Terms and Conditions for the prize draw are available at <http://bit.ly/2lecHKQ>



RECOMMENDATION 3 –

Increase participation of law firms, government and corporate practices in the Law Society Graduate Employment and Summer Clerkship Program

- a. Develop strategies to increase participation by firms, government and corporate practices, as well as employers from regional areas
- b. Promote the programs in Law Society communications including the LSJ, sector specific newsletters, Monday Briefs and social media

Overview

The Law Society of NSW Graduate Employment and Summer Clerkship Programs are co-ordinated by the Law Society to provide a streamlined and structured recruitment process benefitting law firms and law students. The aim is to implement a fair recruitment process by providing set dates for applications, interviews, offers and acceptances within the recruitment process.

Implementation

In order to increase participation in the program, the Law Society compiled a list of commercial firms (regional and CBD based), corporations, government agencies and public interest organisations in NSW, totalling over 150. The contact information of key Human Resources staff where then gathered and meetings were scheduled with all the listed organisations.

The Graduate Services department also developed a new system for running the program. They sought to improve the program by maximising the recruitment reach, while also ensuring the program was more easily accessible to students and new employers (including employers outside of private practice).

This was accomplished by making two major adjustments to the program in 2016 and one major adjustment in 2017:

- A complete re-structuring of the final business papers (2016)
- A complete re-structuring of the Annual General Meeting (2016)
- Shifting the entire program onto a new jobs platform and re-structuring recruitment techniques (2017)

By shifting the entire program onto a new jobs platform, the program also underwent significant rebranding. This new program was rebranded as LegalVitae.

The Graduate Employment and Summer Clerkship Programs are now hosted through LegalVitae, with all students and graduates applying for positions required to go through the portal.

The responses to the updated programs have been very positive. The Law Society of NSW is now seeking to set up a similar program for corporate companies in the future

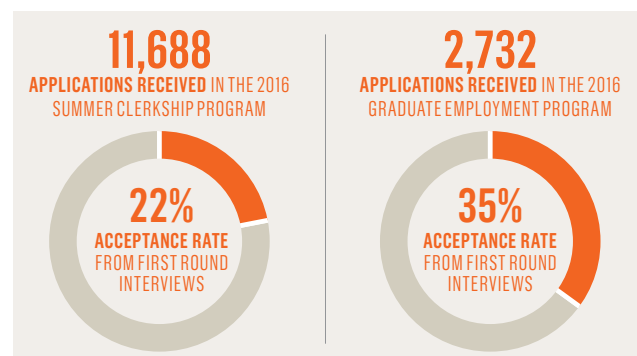
In the re-structured business papers, the data gained from the participants in the Graduate Employment and Summer Clerkship Program was presented as below:

Results

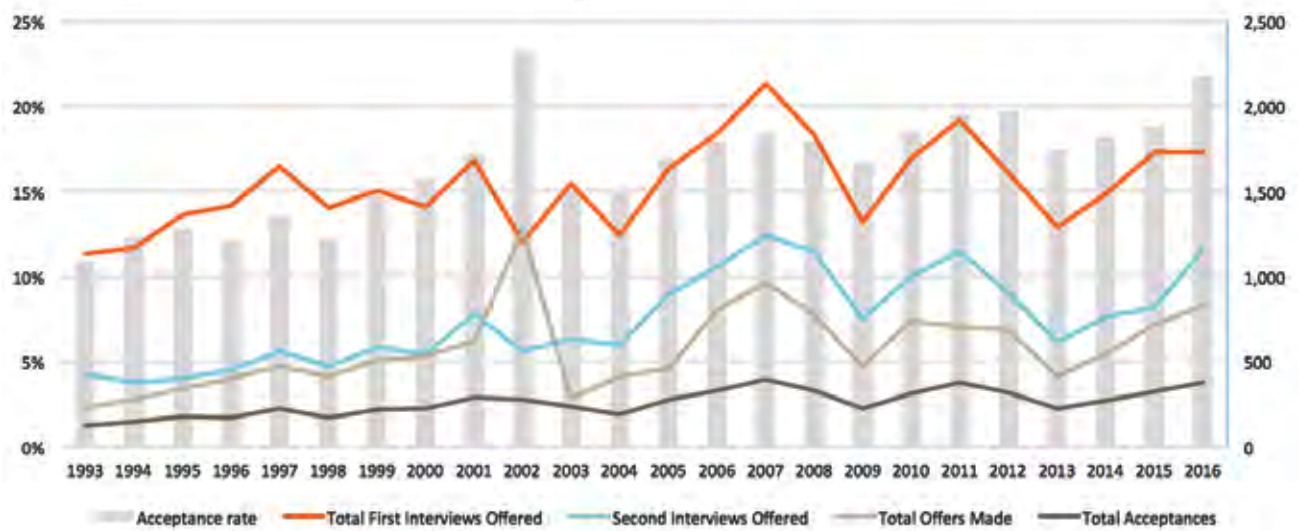
There is now increased awareness about the Law Society Graduate Employment and Summer Clerkship Program with employers. The promotion of the program through LegalVitae has led to an increased awareness about the program with students.

Overall the 2017 Graduate Employment and Summer Clerkship program participants currently stand at 25 Employers, which include programs in private practice areas, corporates, and Australian government departments.

Up to an additional 40 other employers have opted to advertise on LegalVitae and chosen not to abide by the Law Society Guidelines.



Summer Clerkship Program Comparitave Statistics



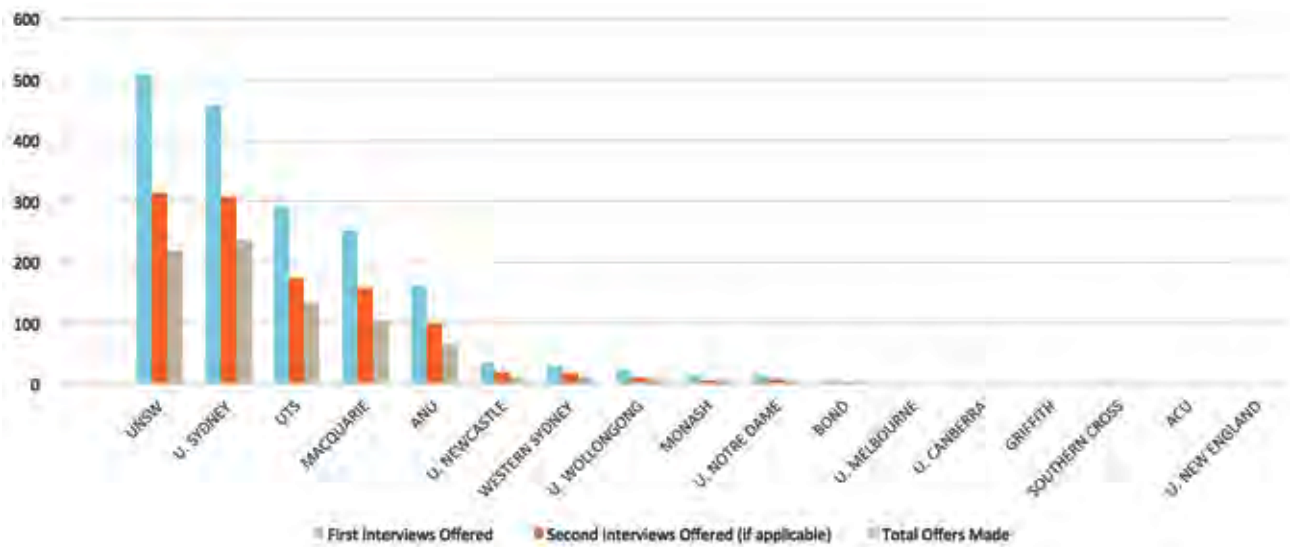
Comparitave Statistics

Year	Total First Interviews Offered	Second Interviews Offered	Total Offers Made	Total Acceptances	Acceptance Rate	No Interview	Total Applications Received
2016	1728	1160	825	375	22%	9960	11688
2015	1726	814	716	325	19%	10039	11765
2014	1483	763	545	269	18%	9080	10563
2013	1288	615	414	224	17%	11720	13008
2012	1610	904	684	317	20%	8968	10578
2011	1918	1147	701	375	20%	10695	12613
2010	1690	999	738	313	19%	9203	10893
2009	1320	752	472	221	17%	6444	7764
2008	1829	1140	775	329	18%	7613	9442
2007	2129	1242	961	392	18%	9175	11304
2006	1843	1060	801	329	18%	9175	11018
2005	1635	893	462	277	17%	8758	10393
2004	1242	594	411	185	15%	8541	9783
2003	1546	633	283	233	15%	12728	14274
2002	1202	563	1272	279	23%	11006	12208
2001	1682	777	621	289	17%	12708	14390
2000	1407	545	530	221	16%	8094	9501
1999	1500	587	505	220	15%	7947	9447
1998	1400	474	415	171	12%	8723	10123
1997	1645	558	474	223	14%	9805	11450
1996	1414	446	400	171	12%	7352	8766
1995	1362	401	344	174	13%	7659	9021
1994	1165	375	274	143	12%	6895	8060
1993	1131	424	228	123	11%	5882	7013

Note: Acceptance rate is a percentage of the total first interviews offered NOT applications received

Observation: In 1993 one in ten people who had a first interview accepted a clerkship. This has increased, now one in five people who have a first interview gets a clerkship. This is a doubling in the success rate of people who are interviewed in getting a clerkship. This is mainly due to the number of clerkship offers made from around 228 to 825 over the period 1993 to 2016. The number was highest in 2002 (1272) and lowest in 1993.

Summer Clerkship Survey Results



Students in target year group OR Unknown

University	First Interviews Offered	Second Interviews Offered (if applicable)	Total Offers Made	Total Acceptances	No interview	Applications Received
UNSW	508	313	218	94	1742	2250
U. Sydney	457	307	236	98	2012	2469
UTS	291	173	133	54	1082	1373
Macquarie	251	157	104	58	1359	1610
ANU	160	98	64	27	716	876
U. Newcastle	34	19	9	6	127	161
Western Sydney	29	17	10	6	257	286
U. Wollongong	23	11	7	3	213	236
Moansh	13	6	8	3	180	193
U. Notre Dame	13	8	4	4	164	177
Bond	4	3	2	2	109	113
U. Melbourne	1	1	1	0	103	104
U. Canberra	1	1	0	0	44	45
Griffith	0	0	0	0	39	39
Southern Cross	3	1	1	1	20	23
ACU	0	0	0	0	33	33
U. New England	0	0	0	0	9	9
Other	67	37	28	20	886	1591
Total	1854	1160	825	375	9834	11688

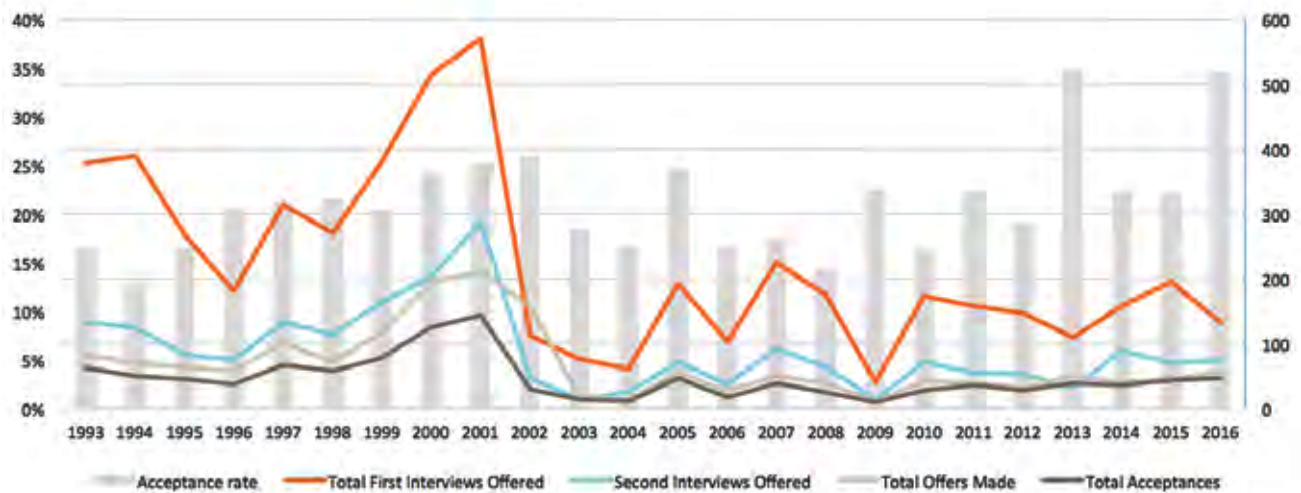
Students outside desired year group

Applications Received	First Interviews	Second Interviews	Total Offers Made	Total Acceptances
456	18	14	6	3

Note: not all the firms provided university breakdown, final totals may not be the sum of the university breakdown

Note: Totals listed also includes data from firms who did not provide breakdown by university, or provided incomplete information

Graduate Employment Program Comparitive Statistics



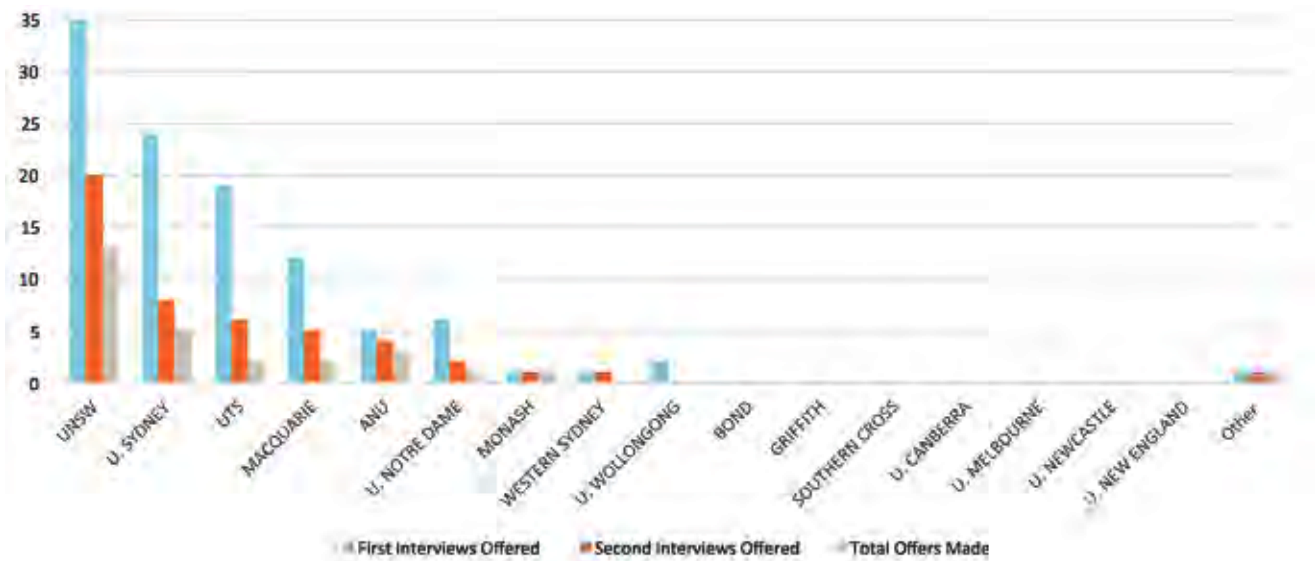
Comparative Statistics

Year	Total First Interviews Offered	Second Interviews Offered	Total Offers Made	Total Acceptances	Acceptance Rate	No Interviews	Total Applications Received
2016	133	75	55	46	35%	2599	2732
2015	195	69	45	43	22%	2604	2799
2014	157	88	40	35	22%	1583	1740
2013	109	31	50	38	35%	1402	1511
2012	147	53	32	28	19%	1401	1548
2011	157	54	39	35	22%	1376	1533
2010	173	71	41	28	16%	1417	1590
2009	40	13	11	9	23%	443	483
2008	174	64	38	25	14%	1113	1287
2007	224	91	50	39	17%	1535	1759
2006	103	37	26	17	17%	1106	1209
2005	191	71	55	47	25%	1816	2007
2004	60	25	12	10	17%	465	525
2003	76	13	18	14	18%	1560	1636
2002	112	47	158	29	26%	2082	2194
2001	569	287	211	143	25%	6799	7368
2000	513	203	195	124	24%	4236	4749
1999	379	163	116	77	20%	2810	3189
1998	270	114	71	58	21%	2330	2600
1997	314	132	101	67	21%	2778	3092
1996	181	74	57	37	20%	3100	3281
1995	266	83	64	44	17%	3111	3377
1994	389	124	69	50	13%	3272	3661
1993	377	132	83	62	16%	2296	2673

Note: Acceptance rate is a percentage of the total first interviews offered NOT applications received

Observation: In 1993 nearly one in five people who had a first interview accepted graduate job. This has increased to one in three people who had a first interview receiving offers for a graduate job, which is almost double the acceptance rate in 1993. This data shows that acceptance rates are higher today. This is in spite of the number of graduate positions and offers decreasing. The number of graduate roles (around 50 in 2016) has dropped after peaking in 2001 (211).

Graduate Employment Survey Results



Students in target year group OR Unknown

University	First Interviews Offered	Second Interviews Offered	Total Offers Made	Total Acceptances	No interview	Applications Received
UNSW	35	20	13	10	130	165
U. Sydney	24	8	5	3	124	148
UTS	19	6	2	1	104	123
Macquarie	12	5	2	2	124	136
ANU	5	4	3	1	50	55
U. Notra Dame	6	2	1	1	15	21
Monash	1	1	1	1	1	2
Western Sydney	1	1	0	0	35	36
U. Wollongong	2	0	0	0	14	16
Bond	0	0	0	0	3	3
Griffith	0	0	0	0	0	0
Southern Cross	0	0	0	0	5	5
U. Canberra	0	0	0	0	0	0
U. Melbourne	0	0	0	0	14	14
U. Newcastle	0	0	0	0	6	6
U. New Englad	0	0	0	0	3	3
Other	1	1	1	1	68	69
TOTAL	133	75	55	46	2599	2732

Students outside desired year group

Applications Received	First Interviews	Second Interviews	Total Offers Made	Total Acceptances
69	2	2	2	2

Note: not all the firms provided university breakdown, final totals may not be the sum of the university breakdown

Note: Totals listed also includes data from firms who did not provide breakdown by university, or provided incomplete information



RECOMMENDATION 4 –

Elevate the status and efficacy of the Law Society Job Board

- a. Elevate the status and efficacy of the Job Board
- b. Consider the ways this service could be improved for graduates seeking employment or experience

Overview

The Law Society of NSW implemented a two stage strategy to elevate the status and efficacy of the Law Society Job Board.

The first stage, was to develop and build an online platform to promote Graduate Employment, Clerkship and Internship positions from across the legal industry, LegalVitae was launched on 30 January 2017.

Previous to LegalVitae, there were no available platforms linking law students and graduates to a full range of employment opportunities from across the legal industry. LegalVitae is unique as it showcases opportunities nationwide from Private Practice, In-house, Government and public interest on one platform. LegalVitae is also a truly national platform, where law students can seek out opportunities, regardless of where they are in Australia.



The second stage of the strategy relates to the development of a legal industry job board. This extension of LegalVitae will become the single reference point between all job seekers and employers from across the legal industry. Through LegalVitae job seekers will have the opportunity to search for experienced legal roles (young lawyers to partner level), business support, locum opportunities as well as clerkships, internship and graduate roles.

Implementation

In exploring the options to develop a new jobs portal, the Graduate Services team researched best graduate recruitment practices. In this research the Law Society uncovered that GradConnection was Australia’s largest and highest trafficking student website.

GradConnection was founded in 2008 and is an online platform which links students and graduates to employment opportunities. GradConnection provides information to students in industry sectors and in 2015, 49 employers advertised graduate and internship programs to law students. A majority of these employers were both private and public organisations, not including law firms.

The Law Society decided to partner with GradConnection, as a result of such a large market presence and the fact that GradConnection had recently moved into the jobs portal development space, building jobs portals for specific universities. This partnership will allow the Law Society to access GradConnection’s already established membership base, to create new business relationships. This partnership also allowed for job opportunities from both LegalVitae and GradConnection platforms to filter through to each other, meaning there would be a substantial employer presence on the website at launch.

Meetings were scheduled with over 150 organisations to discuss and showcase how LegalVitae could connect them to law students and showcase their brand in different ways.



LegalVitae explainer video

The portal not only hosts a variety of legal jobs but also has a number of other distinguishing features including:



Employer Profile Pages

The ultimate goal of LegalVitae is to provide students with the largest amount of exposure from relevant and applicable employers.

Students can easily research and view all employers on the site, exploring opportunities they may not have considered before. Subscribing to LegalVitae allows Employers to create an employer profile page which can be customised and targeted to key disciplines of students. Profile pages will exist on LegalVitae for a 12 month period so students can discover their opportunities all year round. This is unique to LegalVitae.



Email Updates

Students receive updates on the latest opportunities daily through email.

Opportunities are also sent via email to students when job adverts have opened and again 48 hours prior to close.



Student Profiles

Students are able to create profiles and be personally invited by employers to apply for jobs.



Reporting

LegalVitae has an inbuilt functionality for info graphics and reporting. The platform tells employers exactly how many students viewed their pages, how many students applied and a full demographic breakdown to make employers return on investment easy to measure.

The Law Society is now in the process of developing a new national marketing campaign to further the reach of LegalVitae to all law students and graduates.

Results

Since the launch of LegalVitae on 30 January 2017, there has been:



95,000+
UNIQUE WEBSITE PAGE VIEWS



2,000+
JOB SEARCHES COMPLETED



2,400+
EMPLOYER PROFILE PAGES VIEWED



1,300+
STUDENTS REGISTERING
ACCOUNTS ON THE SITE



2,400+
JOB APPLICATIONS STARTED
THROUGH LEGALVITAE



120
EMPLOYMENT OPPORTUNITIES
BEING CURRENTLY AVAILABLE FROM 74
DIFFERENT EMPLOYERS AT ANY ONE TIME

Feedback from students and employers has been very positive to date and we are constantly receiving contact from new employers and students who are interested in joining the platform.

Looking to connect with the best and brightest law students and graduates in Australia?

Welcome to LegalVitae.

An initiative of the Law Society of NSW, LegalVitae is a new law student and graduates jobs portal. It seeks to connect law students and graduates to premium employers nation-wide, harnessing the power, influence and reach of the Law Society in unprecedented ways. Combined with our Sydney Law Careers Fair, be the first in line to share your key brand messages and let students know why they should start their career with you.

Our exclusive partnership with GradConnection, Australia's largest and most-visited graduate employment website will give employers even more exposure through the AFR Top 100 Graduate Employers Ranking. This partnership will provide you the best opportunity to target the right students and market your brand beyond traditional means.

For more information on these opportunities please contact:

The Law Society of NSW
E graduateservices@lawsociety.com.au
T 02 9926 0326



Jobs portal via legalvitae.com.au

Targeted reach: Every job ad is automatically sent to relevant students within 24 hours of publishing.

Tailored approach: Only students matching your key criteria will be notified of jobs advertised.



Analytics: We tell you how many students viewed your job advert and how many students applied.

2017 Centralised careers fair

17 March 2017
ICC Sydney

Showcase and connect:
The 2017 Sydney Law Careers Fair is a fantastic opportunity for you to showcase yourself to all NSW and ACT students.



RECOMMENDATION 5 –

Provide targeted skills sessions aimed at assisting graduates with job seeking skills

a. Work with NSW Young Lawyers to provide continuing professional development targeted at Graduate Lawyers, such as resume writing and interview training

Implementation

The Graduate Services Department developed an extensive number of initiatives aimed at assisting graduates with professional development.

Results

A series of professional development skills workshops targeted at law students and graduates

In 2016, from June to October, the Law Society facilitated a series of 11 professional development skills workshops targeted at law students and graduates. The aim was to invite industry experts to present topics that were tangible and assisted students in navigating the transition from university to employment. Topics included networking, job search strategies, transitioning from a student to a lawyer and multiple “Day in the life of...” seminars from lawyers in different practice areas. The sessions were live-streamed and posted to the Law Society of NSW: Graduate Services Facebook page.

The result was over 3,900 unique views on all streamed sessions.

A 22-part short video series based on topics students have requested or are required to know

Based on further research conducted into the student market, the Law Society decided to move the Professional Development sessions to a short video series in 2017. There are a total of 22 videos which have been filmed, all based on topics that will aid students and graduates in their future professional and career development. These videos will be released individually over the course of 12 months.

So far 3 videos have been released with over 6,000 new views. So far videos, have tripled in views within the first week of each video release.

A legal careers and information guide created in partnership with GradAustralia

The Law Guide, a new initiative by the Graduate Services team, is a legal careers guide created in partnership with GradAustralia and will provide law students information and advice on how to navigate the complex and intersecting fields of legal employment. The Law Society has been working closely with GradAustralia on the content and layout of the guide, while also providing ongoing feedback.

Along with this guide, the Law Society will be releasing a shorter companion guide titled “Student to Lawyer” which provides students a quick and comprehensive set of tips that will aid students in their transition from study to practice.

A Graduate Mentoring program

The program aims to support final year law students and graduates and assist them in making a smooth transition into the profession. Through the mentoring relationship, final year law students and recent graduates (mentees) are connected with young lawyers (mentors) who are willing to actively share advice, knowledge and experience with new solicitors. The result is a mutually beneficial professional development relationship which builds connections across the professional membership.

The eligibility criterion of the program was configured to ensure that the strengths of the mentoring relationship would be non-judgemental approach. As such to be eligible as a mentee in the program, participants must be in their final year of study, within 12 months of completing their law degree, undertaking their PLT component or within their first year of employment.

Mentoring Program Structure

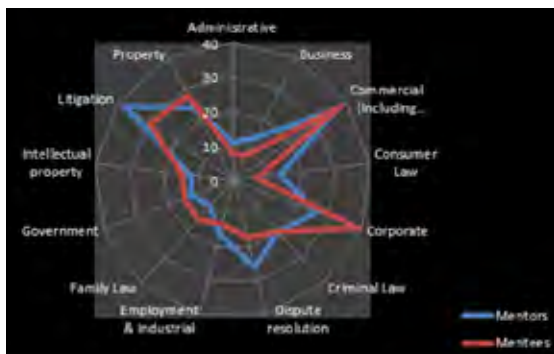
The program launch event was held on 9 February 2017

The program launch webinar to accommodate regional participants was executed on 12 February 2017

A progress review event will be held for mentors and mentees. The purpose of this review is to monitor progress on mentoring relationship and to provide an opportunity for participants to troubleshoot problems.

- Mid program progress review panel event in Sydney for mentors and mentees will be on 2 August 2017
- Mid program progress review webinar for mentees will be 7 August 2017
- Mid program progress review webinar for mentors will be 8 August 2017

A webinar will mark the conclusion of the program and will also be used to get final feedback on the mentoring relationship and program design on 30 November 2017.



Mentoring program participation by practice area

Practice area*	Mentors	Mentees
Administrative	11	8
Business	14	8
Commercial (Including banking finance & insurance)	37	38
Consumer Law	14	7
Corporate	26	39
Criminal Law	20	20
Dispute resolution	26	17
Employment & Industrial	16	13
Family Law	10	15
Government	13	15
Intellectual property	12	15
Litigation	38	29
Property	24	28

Regional Participation

Majority of mentees were from the City of Sydney region. We did match mentees and mentors from all 12 regions in the program.

Indigenous Engagement

We had one mentee and one mentor in the program.

A centralised Sydney Law Careers Fair

The Sydney Law Careers Fair was held on the 17th of March. This was the first centralised careers fair in over a decade. The Fair provided an event where students could meet directly with employers, particularly those who were interested in obtaining Summer Clerkship and Graduate Employment.

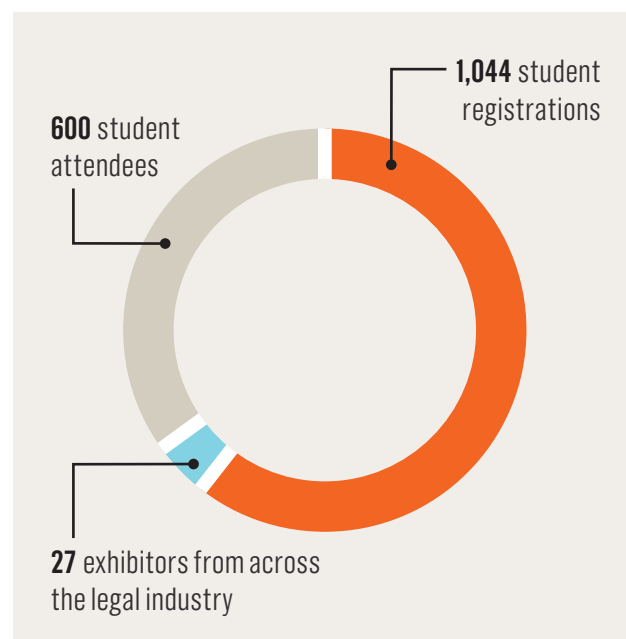
The Sydney Law Careers Fair was received well by attendees and exhibitors, with over 1044 student registrations from universities all across NSW and the ACT. There were a total of 27 exhibitors from across the legal industry and an excess of 600 student attendees.

Further, in order to allow students to explore all the opportunities available to them with a law degree, the Sydney Law Careers Fair was run concurrently with the Sydney Big Meet Careers Fair 2017. The Big Meet is one of the leading platforms for organisations to present career opportunities and pathways across Australia from across a range of industries. The majority of the 90+ corporate organisations who exhibit at the Big Meet sought to attract and hire law students.

It was a successful fair and we will be doing it again next year.



Sydney Law Careers Fair marketing material



RECOMMENDATION 6 –

Use the Law Society website to provide a clearer picture of the graduate job market

a. Include information on the website to provide law graduates with a better picture of what is happening in the NSW Job market

Implementation

The Law Society launched StudentHub in February 2016. The site is designed to assist law students and recent graduates in starting and forging a successful career in law. The purpose of creating StudentHub was to ensure that all the professional development needs of law students, from when they start law school to when they start working in the legal profession, are encompassed in one place.

At the same time StudentHub was launched, the Graduate Services Team also launched a Facebook page. It was named “The Law Society of NSW: Graduate Services”. The purpose here was to better connect and engage with the target market and act as a conduit back to StudentHub.

Results

StudentHub

Since its launch in early 2016, StudentHub has undergone multiple restructures and updates to ensure that it remains the number one law students and graduates resource in New South Wales. The StudentHub home page underwent a re-modelling to ensure it was easier to navigate and information was all easily accessible. See the new layout of the StudentHub on the right.

StudentHub includes:

- Information and links to register for the Graduate Mentoring Program
- Detailed guides to internships, clerkships and graduate programs
- Information on admission and PLT, which is regularly updated according to the legislation and policy governing the process
- Links to all the live-streamed professional development series on 2016

- All of the short student skills videos pre-filmed, featuring legal professionals
- External university careers and clerkship guides
- Additional resources including information on resume writing, clerkship applications, interview tips and much more.

Because StudentHub content regularly changes, the Graduate Services Team updates students, graduates and university staff about the availability of resources. Updates are conducted through key university staff contacts the Graduate Services team have collected, the Facebook page, the Student Law Society Presidents that attend monthly meetings at the Law Society and the committee chairs and members of NSW Young Lawyers.



StudentHub on the Law Society website

Facebook

The Graduate Services team also launched a Facebook page, which has amassed 1,800 followers in under one year. Facebook has become the tool that the Graduate Services team uses to market new material to students and graduates the most. The live-streamed skills sessions were all done through the Facebook and the 22 new skills videos are also being hosted and shared via Facebook video. New job opportunities are often pushed through Facebook, the response to these jobs often spiking after being posted to the Facebook page. The page is also used to connect with other stakeholders, such as student law societies, law firms, companies, official bodies and universities. This has been an especially successful way to market material and engage with target stakeholders as many of them have very active social media presences.

Below are some of our recent posts.

The Law Society of NSW: Graduate Services
30 January

And we're live! Kick-start your career with LegalVitae, our brand new law-exclusive jobs portal for law students and graduates. Start making the connection today www.legalvitae.com.au

21,699 people reached

Like Comment Share

Shannon Pickering, Bled J Staring and 64 others

The Law Society of NSW: Graduate Services
9 February

For the first time in almost a decade, the Centralised Law Careers fair is returning to Sydney! All the premium legal employers will be there so don't miss out - register at the link below for free entry <https://www.surveymonkey.com/r/2017SydneyLawCareersFairStud...>

19,839 people reached

Like Comment Share

Charles Impey, Maryellen Fairfax and 105 others

The Law Society of NSW: Graduate Services
9 March

With the semester underway, we'd like to say welcome to the new law students and remind everyone why they made the right decision 😊 <http://www.afc.com/.../law-school-is-still-the-best-bet-for-a...>

Law graduates still have better prospects than most young people
Ignore the sneerers, law students have better job prospects and make higher salaries than almost all other students

5,686 people reached

Like Comment Share

Sarah Payne, Georgia Pick and 47 others

The Law Society of NSW: Graduate Services
12 March

Final year students - Hall & Wilcox are currently hiring for the 2018 Graduate Program. Apply on LegalVitae today <https://legalvitae.com.au/.../hall-wilcox-sydney-graduate-pro...>

2,780 people reached

Like Comment Share

The Law Society of NSW: Graduate Services
11 April at 17:00

With Graduate Applications closing this Friday at 5pm, we've brought in Eric from MinterEllison Graduates recruitment team to discuss what a great application entails. Use his tips and put together a fantastic application via www.legalvitae.com.au

9,406 people reached

Like Comment Share



RECOMMENDATION 7 –

Work more closely with Universities to provide relevant information about job prospects to graduates

a. Work with NSW Law deans to ensure law students are provided with accurate information about employment options and prospects

Implementation

The Graduate Services Department implemented a number of initiatives to work more closely with Universities to provide relevant information about job prospects to graduates.

Results

Quarterly Law Deans Working Group

The Law Deans across NSW and the ACT have been engaged on all the recommendations arising out of the report. The Law Society sends regular correspondence and organises quarterly working group meetings. In these meetings, Law Deans are encouraged to provide updates and to discuss other issues as they arise.

Developing relationships with Law Faculty Careers contacts

Strong relationships with Law Faculty Careers Services staff have been established. Moving forward the Law Society will dedicate more resources to strengthening and building these relationships in order to facilitate the flow of information between the Law Society and law students more effectively.

A representative from the Law Society: Graduate Services will be conducting quarterly one-on-one meetings with the careers services staff at each NSW Law school to share information and to encourage a channel of constant communication between the Law Society and the law students at each university. The meetings are a way to update the faculty contacts about new initiatives and discuss new ways to push information out to law students in order to get the broadest reach.

Attending careers fairs

The Law Society continues to work closely with NSW Young Lawyers, exhibiting at law careers fairs for many of the NSW Law Schools. Participating in these careers fairs has been instrumental in establishing the presence of the Law Society, NSW Young Lawyers and, most recently, LegalVitae, in the law student and graduates space.

Attending Monthly Meetings with University Student Society Presidents

The Law Society has representatives attend monthly committee meetings with the NSW University Student Law Society Presidents. These meetings provide an opportunity for mutual updates between the student presidents and the Law Society. Graduate Services also use these meetings to update student presidents and get their feedback on projects and initiatives.



RECOMMENDATION 8 –

New Law Society Staff Position

- a. Subject to budget, create a new staff position to look at strategic coordination of graduate employment initiatives in collaboration with universities

Implementation



In late 2015 **Liesel von Molendorff** was tasked with looking after the newly created Graduate Services Department as well as looking after the NSW Young Lawyer's Department. The role was structured to facilitate and deliver all strategic and practical initiatives, projects and to deliver work on the strategy of the 2014 recommendations between Graduates Services and Young Lawyers Departments.

The Law Society also committed to employing two extra resources to assist with the implementation of the work. After the initial year of ensuring we implement all the recommendations from the 2014 report the graduate services team will be restructured to ensure we can add value to the implemented projects for law graduates.



Paul Yacoub was first hired as the Graduate Program Leader. Paul's role moving forward will be focused on the employer relationship and sales front. The role includes regular liaison with law firms Human Resources managers and recruiting Partners, ensuring all decision makers at law firms are kept up-to-date with new graduate developments. Paul's role also involves a sales and marketing aspect, responsible for building a database of legal employers to approach and pitch to as well as developing new strategies to market and sell LegalVitae.



Jennifer Wen was first hired as the Graduate Services Coordinator. Jennifer's role moving forward will take on tasks that are more focused on the student market. The role includes developing and ensuring that law students, graduates and university staff are kept up-to-date with new initiatives for students and graduates. The role also has a marketing element which involves regular liaison with the stakeholders, social media management and market research.

Begin your
journey
with us





RECOMMENDATION 9 –

Publication

- a. Prepare a revised version of this report for publication in 2015

Implementation

The Graduate Department presented a high level progress summary to the Working Group and the Law Society Council in September 2016. The Graduate Department presented a final report on the results to the Working Group and The Law Society Council in April 2017.

Urbis will present a final report on the Graduate Tracking Study to the Law Society in September 2017 and based on that information the Law Society of NSW will determine whether we release a comprehensive report from the study and work we implement to assist the future prospects of Law Graduates to the public and legal profession.



RECOMMENDATION 10 –

Work with other Law Societies to develop a coordinated approach

- a. Initiate regular contact with other Law Societies to promote and co-ordinate a national approach

Implementation

The Law Society has commenced a co-ordinated approach with other state societies.

Results

In 2016 the Graduate Services department made contact with the ACT Law Society to invite them to participate in the work. In addition to this contact was made with the Law Institute of Victoria (LIV) to discuss ways in which both societies could collaborate.

The Law Society has also sought to make contact with each of the state's representative Young Lawyers committee representative, sending regular correspondence and information relevant to them.

The CEO of the Law Society will seek the views of the Executive Committee to determine the next approach to develop a coordinated approach nationally and then brief the other Law Society CEO's.

