

University of the Year 2019

The Guardian
University Awards 2019

NOTTINGHAM^{NTU}
TRENT UNIVERSITY

Sector Intelligence Workshop: Law



European Union
European
Social Fund

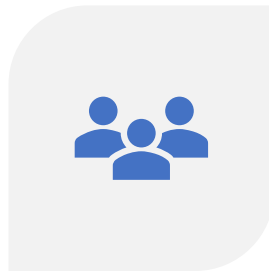


NOTTINGHAM^{NTU}
TRENT UNIVERSITY

The graduate market in the UK



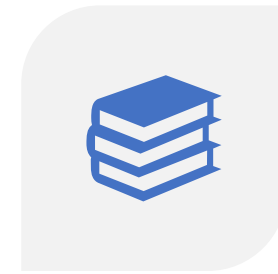
441,000 PROFESSIONAL-LEVEL JOBS
WERE ADDED TO THE ECONOMY



291,000 NEW GRADUATES ENTERED
THE WORKFORCE (ACROSS ALL
LEVELS OF QUALIFICATION)



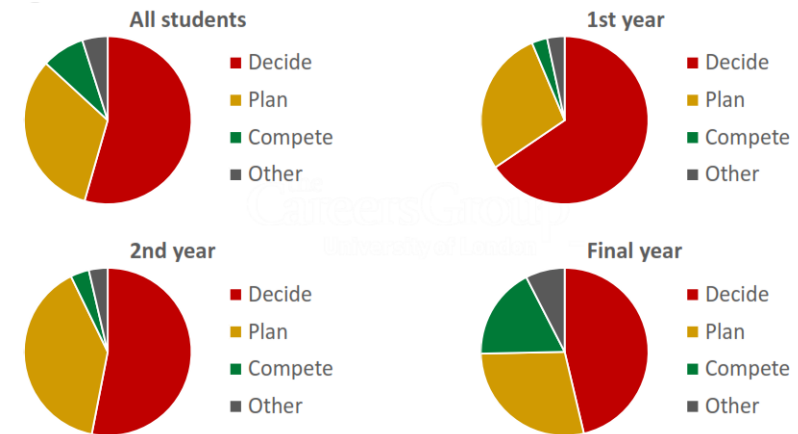
73.9% OF EMPLOYED GRADUATES
WERE IN A PROFESSIONAL-LEVEL
JOB (UP FROM 71.4%)



GRADUATE UNEMPLOYMENT (5.1%)
WAS AT ITS LOWEST LEVEL SINCE
1979.

48% of undergraduate finalists are still in the “decide” stage of their career thinking

(HEFCE Learning Gain Project: Careers Registration)





The graduate labour market is unevenly distributed and graduates are not particularly mobile

- 69% of graduates go to work in the same region where they grew up
- 13% move to go to university and stay there for work
- It is vital to work with your local university on talent attraction.
- London is the only major city with an oversupply of graduates

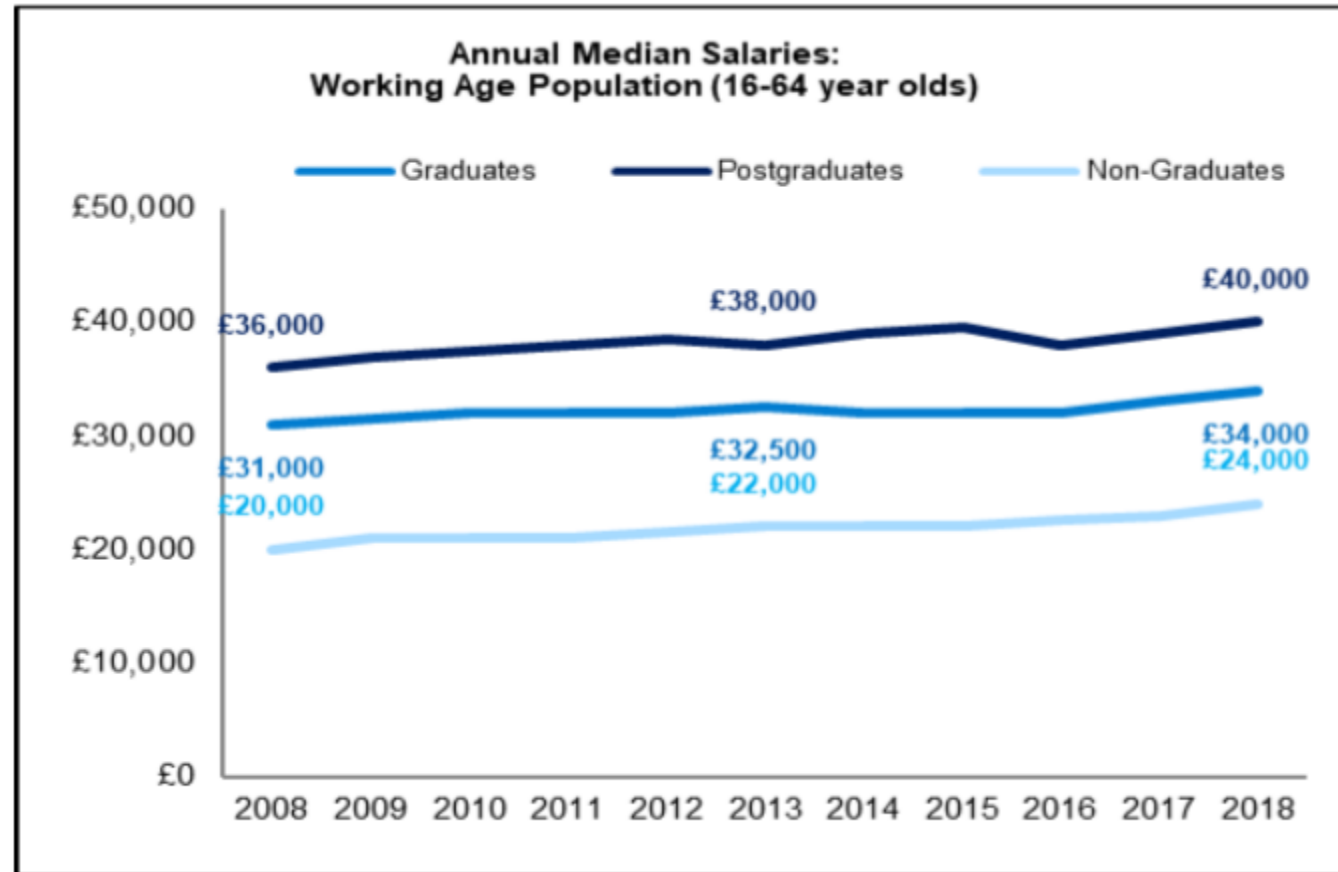
Dr Charlie Ball analysis of the *Destinations of Leavers from Higher Education (DLHE)* survey, HESA, 2016-2017



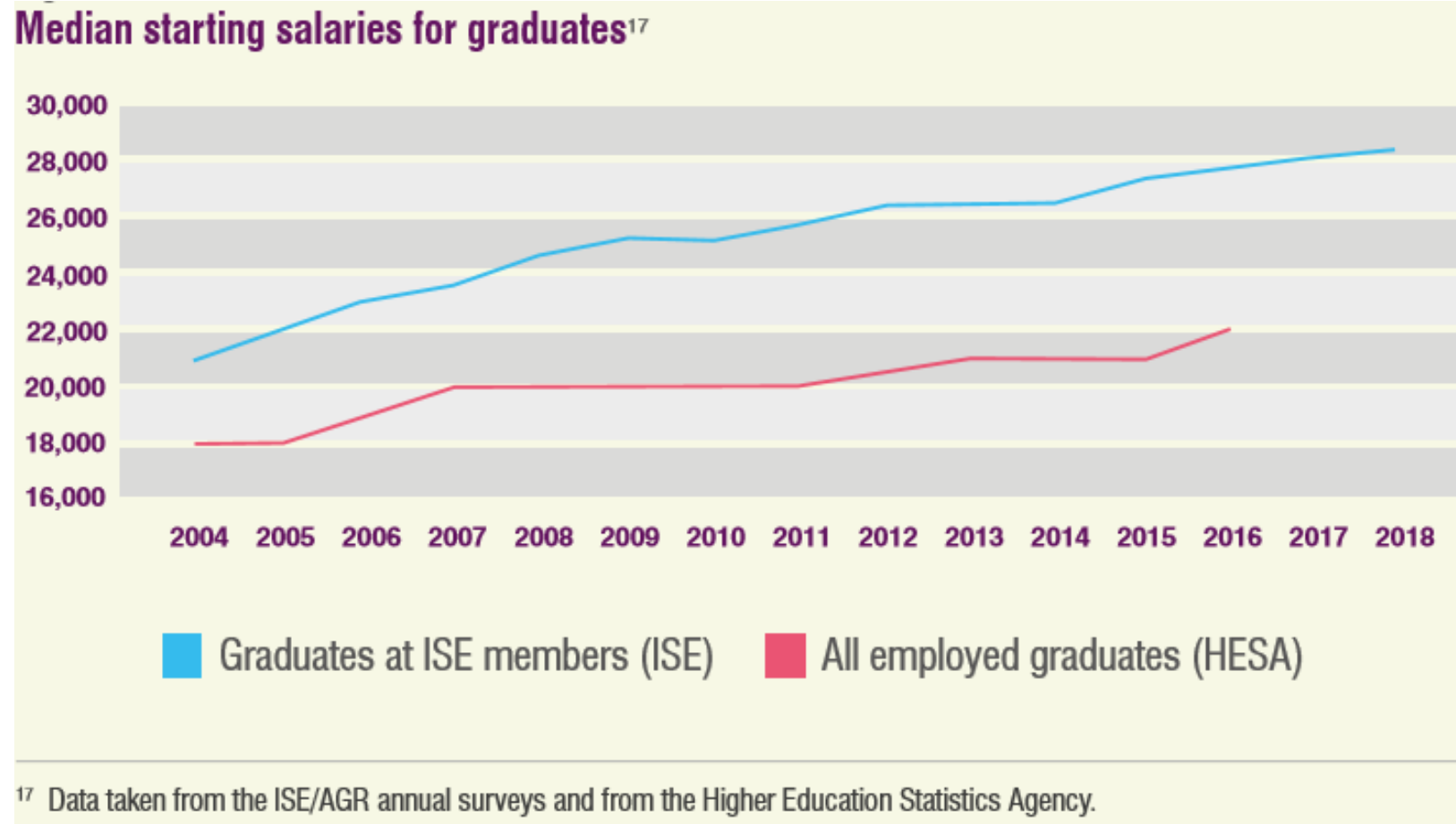
87.5% of leavers said they were satisfied with their career to date after 3.5 years

(HESA Longitudinal DLHE)

Over time, graduates earn significantly more than non-graduates



The graduate market in the UK



The graduate market in the UK

Institute of
Student
Employers

ise.

Salary dashboard

Median starting salary

Graduate

£40,000.00

Non-graduate

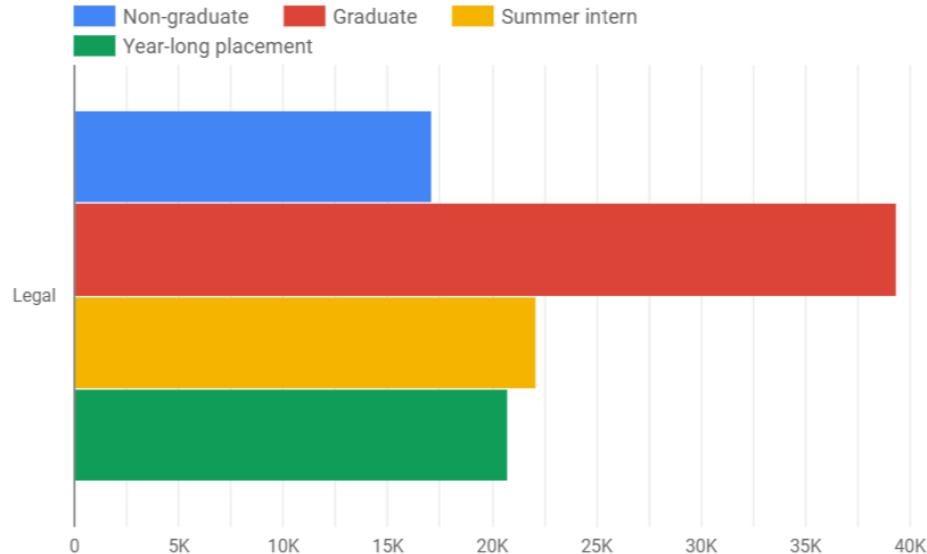
£17,000.00

Summer intern

£22,293.50

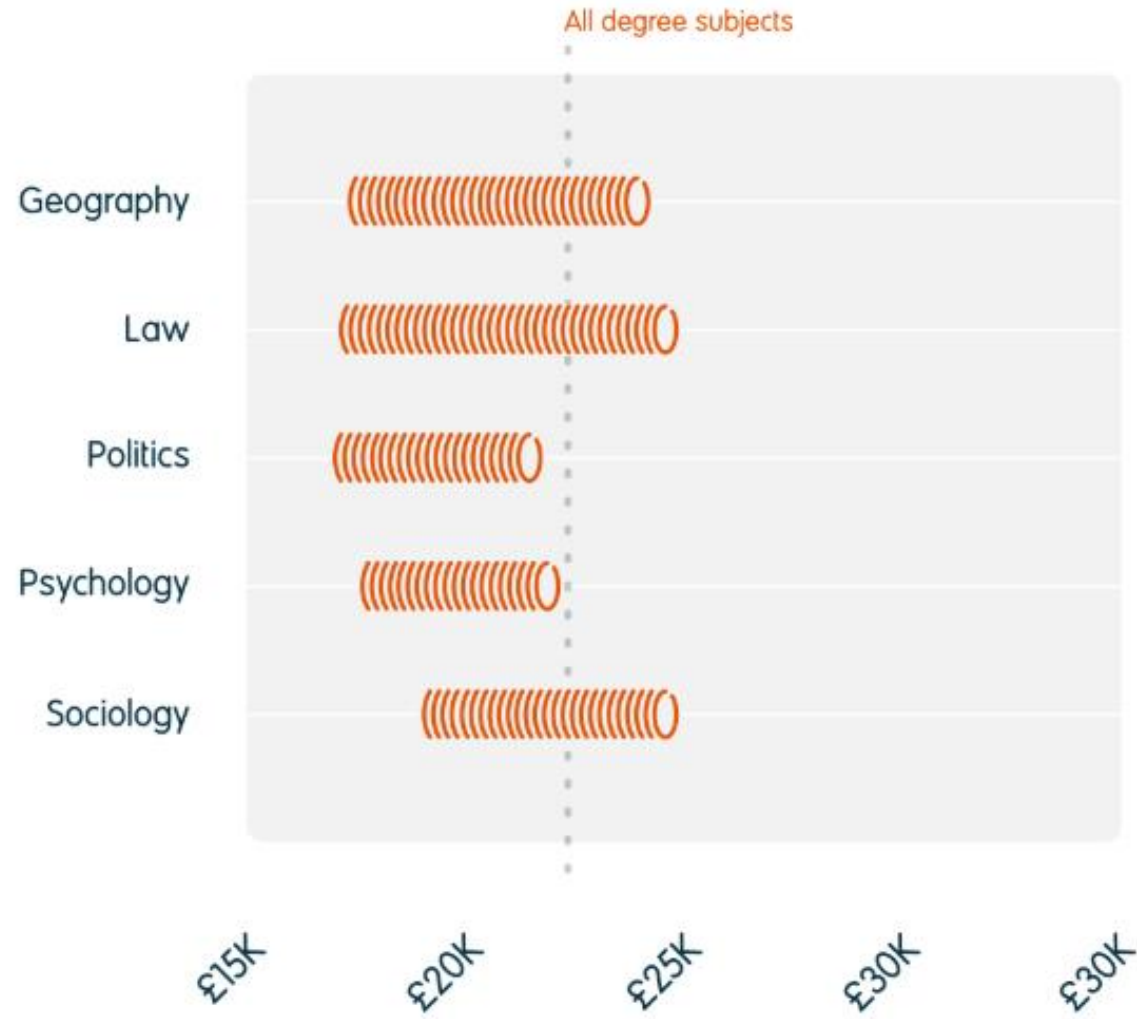
Year-long placement

£20,750.00



- Law is a salary outlier amongst corporate graduate recruiters
- Well above other sectors

The graduate market in the UK



The graduate market in the UK

In the academic year 2016/17, a total of 44,550 UK students graduated with social science degrees, up from previous years. UCAS reported a rise of accepted offers of 4.5% for law and 2.7% for social studies during 2017.¹

2016/17

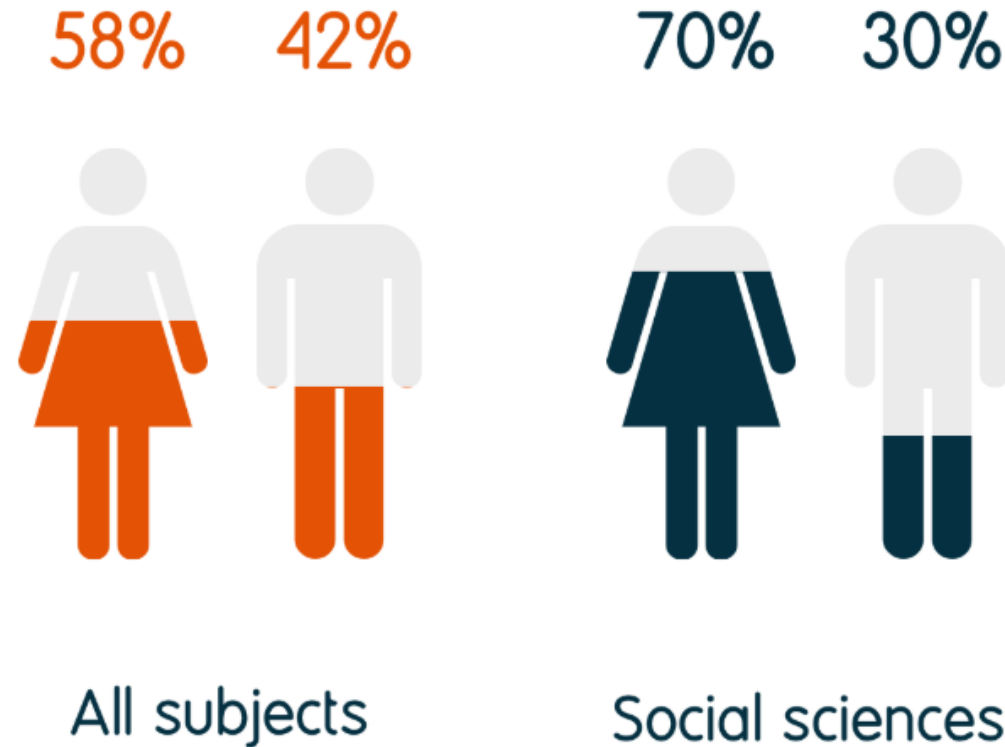
44,550

2.7%



since 2012/13

The graduate market in the UK



The *Destinations of Leavers from Higher Education* (DLHE) data reflects a persistent gender imbalance within the social sciences, which has been widely documented.² More females were enrolled than males in geography, sociology, psychology and law disciplines in 2016/17. Politics proved the exception, with more males than females.

What percentage of your law graduates work in the legal sector?

Linked 



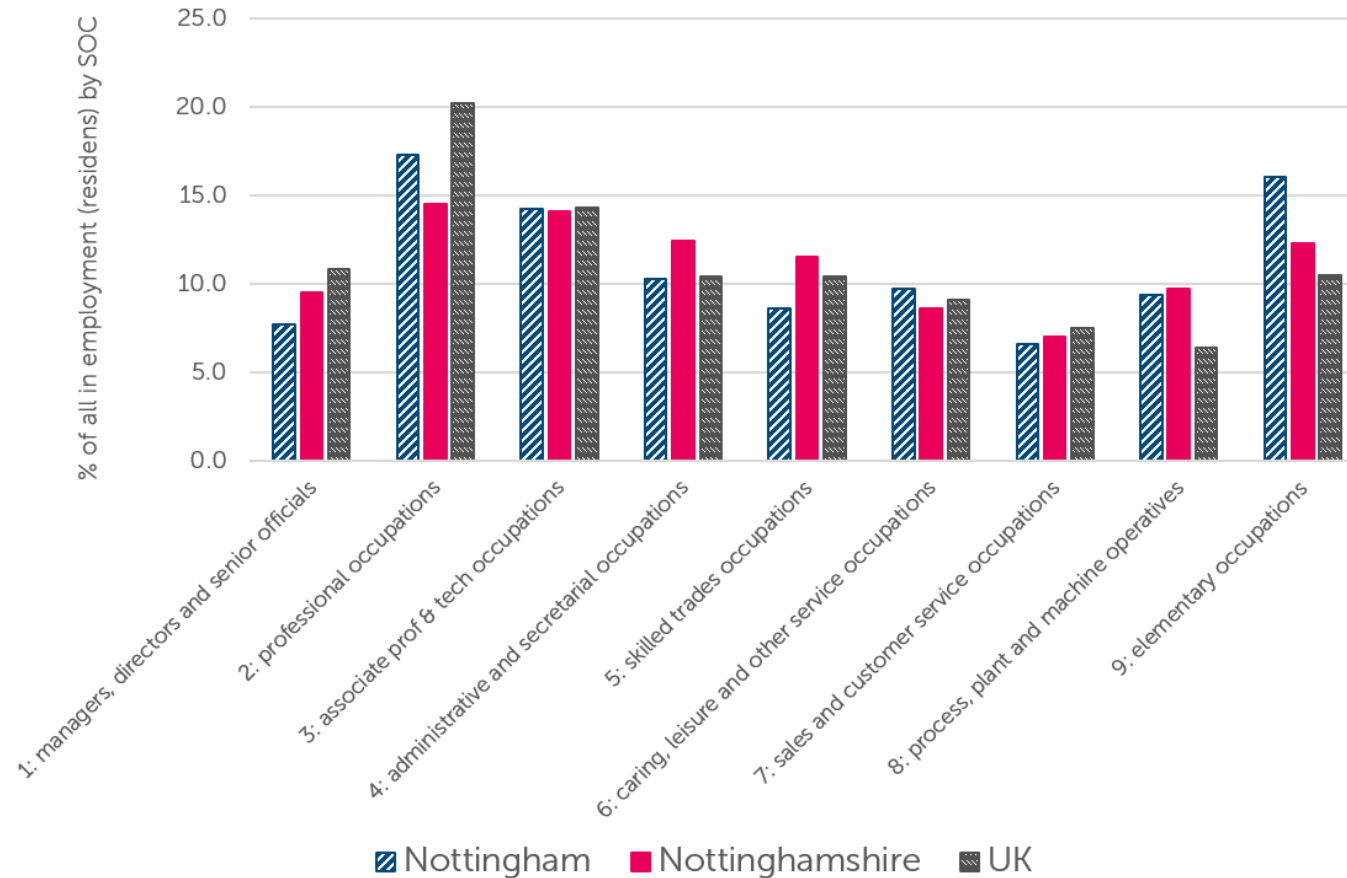
- ✓ 32.30% University of Manchester
- ✓ 32.45% University of Leeds
- ✓ 33.15% University of Birmingham
- ✓ 33.95% University of Liverpool
- ✓ 34.07% University of Nottingham
- ✓ 35.12% Nottingham Trent University



The proportion of corporate employers who say graduates lack specific skills or behaviours

The graduate market in Nottingham

Chart 15: Structure of employment by SOC, 2017 (% of total in employment)

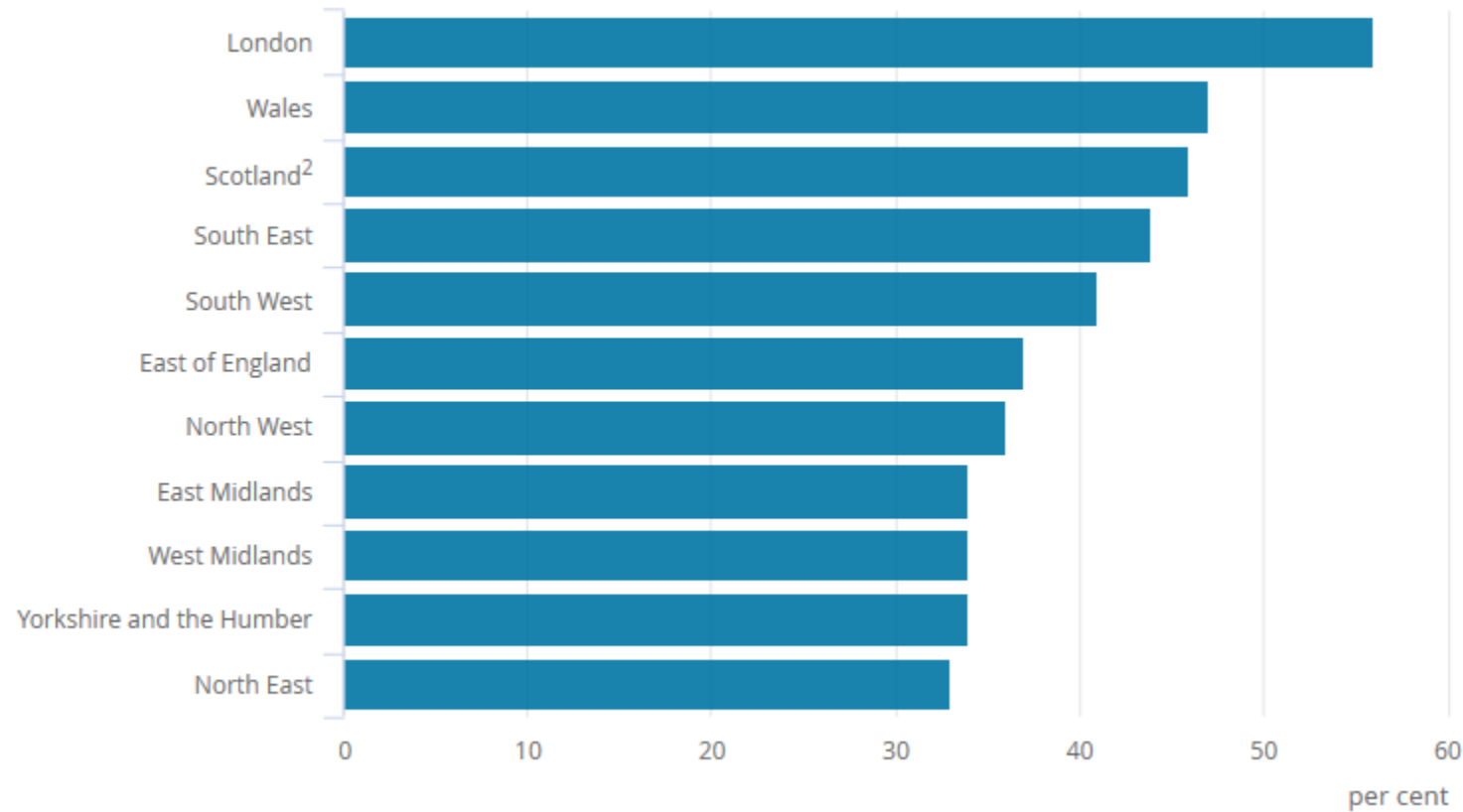


Source: ONS Crown Copyright, 2018. 'Annual Population Survey', January–December 2017 [From NOMIS, accessed on 25 January 2019].

The graduate market in Nottingham

City	Indexed disposable income measure	Graduate starting salary
Derby	1.637	£22,840
Sheffield	1.483	£20,633
Belfast	1.474	£20,700
Coventry	1.464	£22,548
Portsmouth	1.439	£23,446
Glasgow	1.427	£21,776
Nottingham	1.426	£20,907
Liverpool	1.413	£19,940
Aberdeen	1.379	£22,917

The East Midlands has a lower percentage of the population with degrees than many other regions



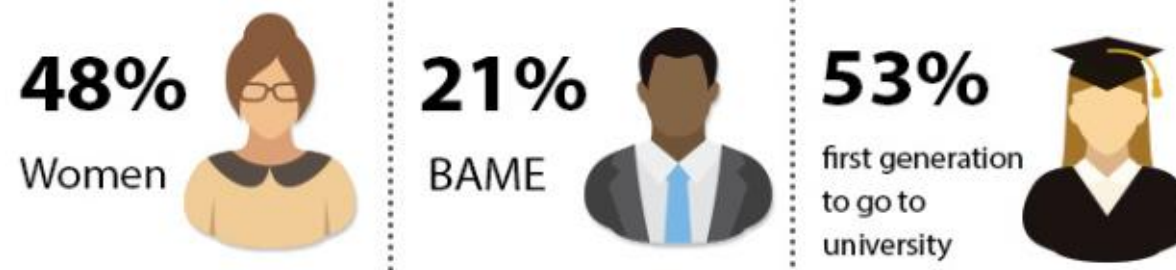


Sector trends

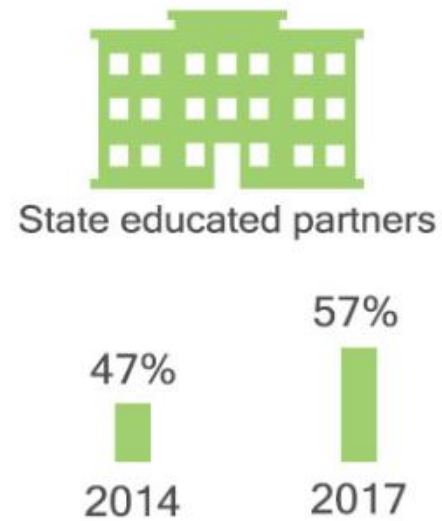
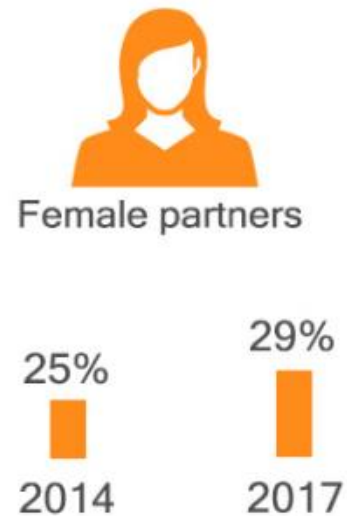
- New types of legal service and delivery
- Technological advance
- Increasing amounts of work relating to Brexit-related regulatory
- Competition from new entrants and US/Chinese law firms
- Increased work from non-UK clients following the depreciation of the pound
- The Law Society's estimates of the growth in real turnover for 2017 to 2020 remain buoyant
- Legal aid cuts

Diversity in law firms 2017

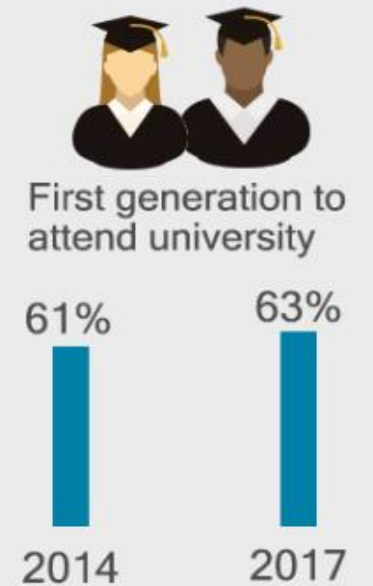
Trends



Trends in the largest firms*



Trends in the smallest firms**



* Firms with over 50+ partners

** Firms with one partner

Challenges

- **Technology:** High volume work (such as contract analysis, due diligence, e-discovery) will increasingly be carried out by technology and AI. Firms need to ensure they are harnessing technologies to excel in their niche and ensure they are not left behind in the increasing competition this will bring.
- **Development:** Junior legal professionals tend to develop and start their careers carrying out this kind of admin activity, and so increased use of technology poses questions about talent pipelines and career progression.
- **Housing market:** Housing transactions slowing down significantly since the beginning of 2018. This is expected to continue in the short to medium term with slow growth of the UK economy (The Law Society, Legal services sector forecast, 2018)

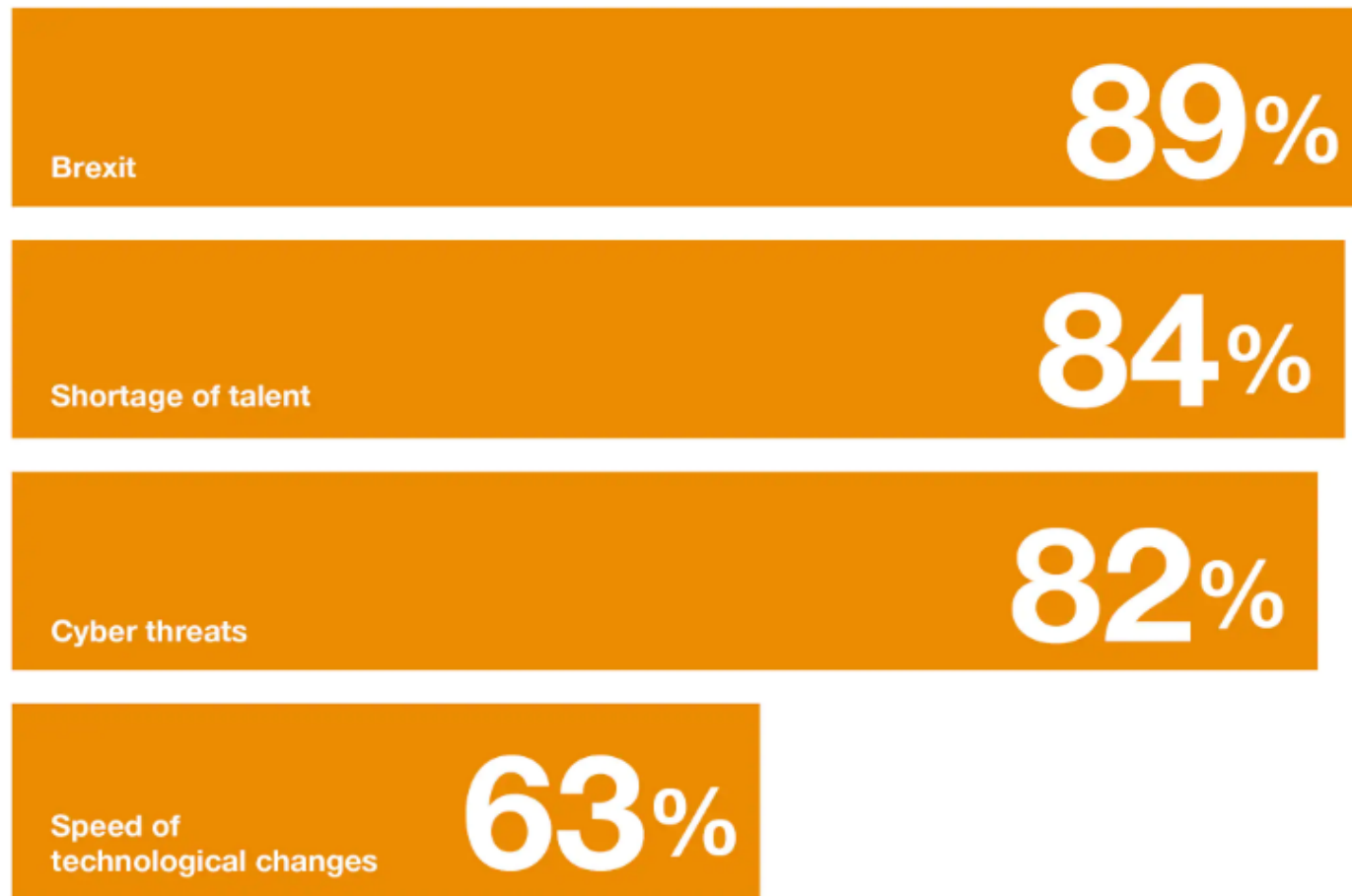


Threats

Concern levels on threats to growth - Top 100 firms

Law firms are most concerned with how Brexit, shortage of talent and Cyber threats will impact their future growth ambitions. The areas of least concern are exchange rate volatility (although some Top 10 and 11-25 firms do highlight this as a concern), inability to finance growth and inflation.

More concerned



European Union
European
Social Fund



NOTTINGHAM
TRENT UNIVERSITY

Horizon scanning

Four key areas and questions law firms need to consider to remain resilient through change



Brexit



Shortage of talent

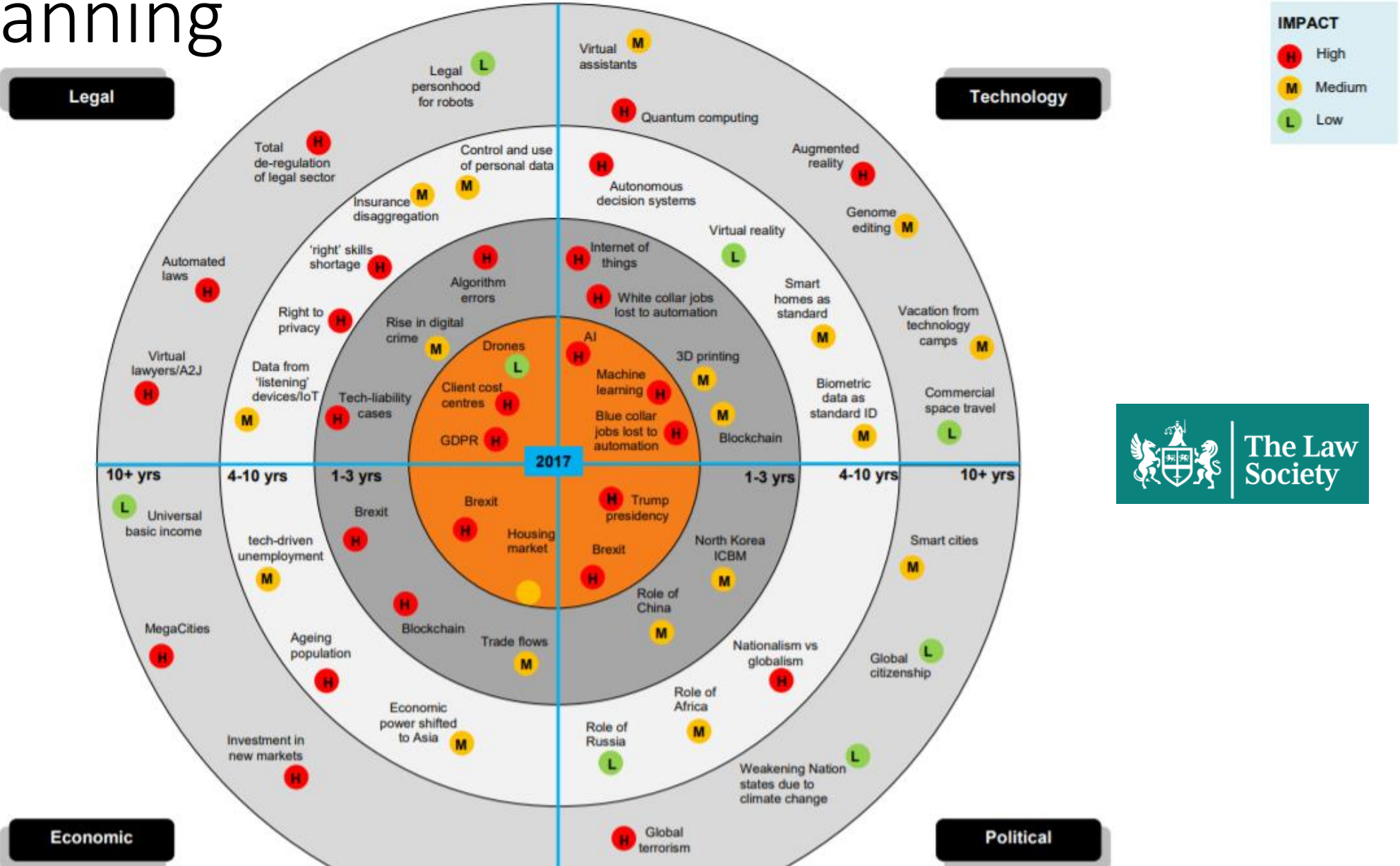


Cyber threats



Technology

Horizon scanning



Discussion



- What are the key challenges facing your sector in the next 5 years?
- What skills, knowledge or behaviours will your business and sector need in order to meet these challenges?
- Are there any specific trends you see as being particularly business critical?
- Where do you see the industry going in the longer term?

Recruitment challenges

- Brexit is influencing the market, alongside domestic reforms and an increase in personal injuries vacancies. Conveyancing talent is also in short supply, as well as demand for legal talent increasing outside of London.
- Increased demand for legal services means that firms are struggling to keep up with capacity. Many firms are looking for innovative ways to increase their talent pool.
- Most law firms cut graduate/trainee intakes between 2008-2012 (particularly in banking, corporate, property law) which has resulted in low numbers of solicitors with 2-5 years post-qualified experience. (LexisNexis, 2016)
- In the UK, the education system is focused more on the acquisition of knowledge than the acquisition of skills. Academic-type learning will need to be conjoined with opportunities to apply new knowledge and skills. (The Law Society, Future Skills for Law, 2018) – SQE shake up

Recruitment challenges

Disability



3% of lawyers identify as disabled compared to **10%** of workforce

Sexual orientation

3% of solicitors identifying as lesbian, gay or bisexual compared with between **5-7%** of the wider population (according to Stonewall)



Education



22% of lawyers attended fee paying schools compared with **7%** in the general population

36% of partners in largest firms went to fee paying schools

59% of partners are the first generation from their family to attend university

Case studies

C L I F F O R D
C H A N C E

Linklaters

Skills shortages

Attributes of the future law graduate



Skills shortages

One of the biggest challenges in developing future senior lawyers/firm owners are skills in communication, change management, influencing and people management. It is arguably only a matter of time before law schools will be forced to integrate a much higher level of communication, strategic management and design thinking skills into their courses.

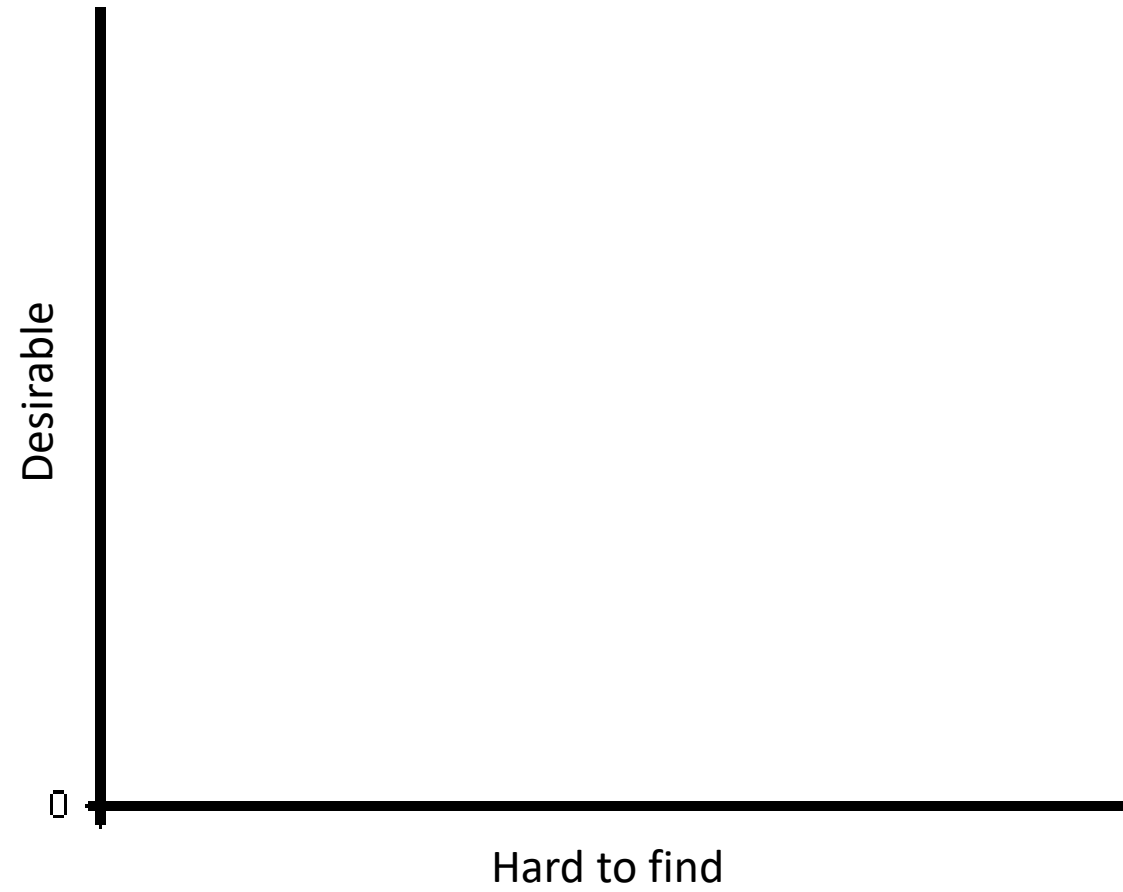
- The Law Society, Future Skills for Law, 2018

Discussion



- What challenges do you face when recruiting graduates?
- Are there any roles or areas where you have found it much easier to recruit? Why?
- Are there any roles or areas where you have found it much harder to recruit? Why?
- When you have made excellent graduate hires what has made them so successful?

Skills mapping exercise





The NTU talent pool for your sector

- 2561 (UG, professional & PG for law and related courses) for 18/19



European Union
European
Social Fund



NOTTINGHAM
TRENT UNIVERSITY



Undergraduate course provision

Undergraduate Law degrees:

- LLB (Hons) Law full time
- LLB (Hons) Law (Sandwich)
- LLB (Hons) Law with Criminology
- LLB (Hons) Business Law
- LLB (Hons) Law with Business
- LLB (Hons) Law with Psychology
- LLB (Hons) International Law
- LLB (Hons) Law (Distance Learning)





Professional course provision

Professional Courses:

- LLM Legal Practice Course (full time)
- LLM Legal Practice Course (part time)
- Graduate Diploma in Law (full time)
- Graduate Diploma in Law (part time)
- LLM Bar Professional Training Course (full time)



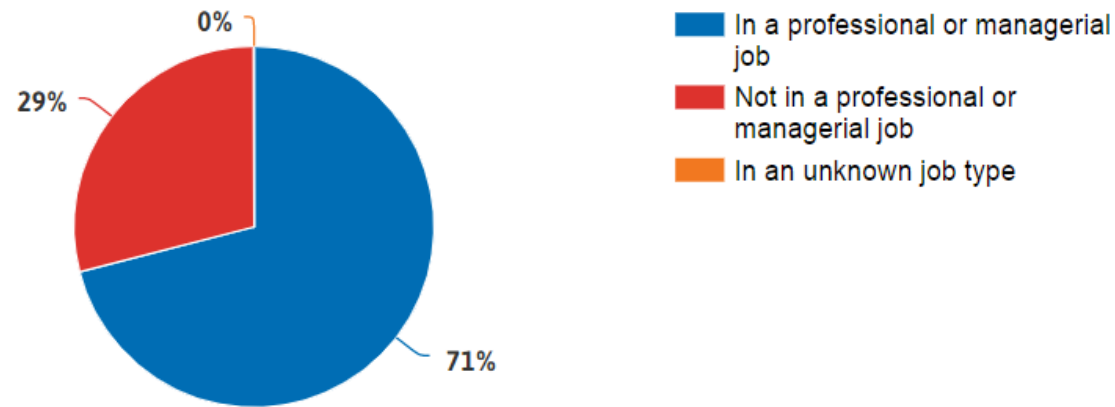
Postgraduate course provision

Postgraduate Courses:

- LLM Law
- LLM Corporate and Insolvency Law
- LLM Health Law and Ethics
- LLM Human Rights and Justice
- LLM Intellectual Property Law
- LLM International Trade and Commercial Law
- LLM International Financial Law
- LLM Oil, Gas and Mining Law
- LLM Sports Law

LLB (Hons) Law

Employment six months after the course



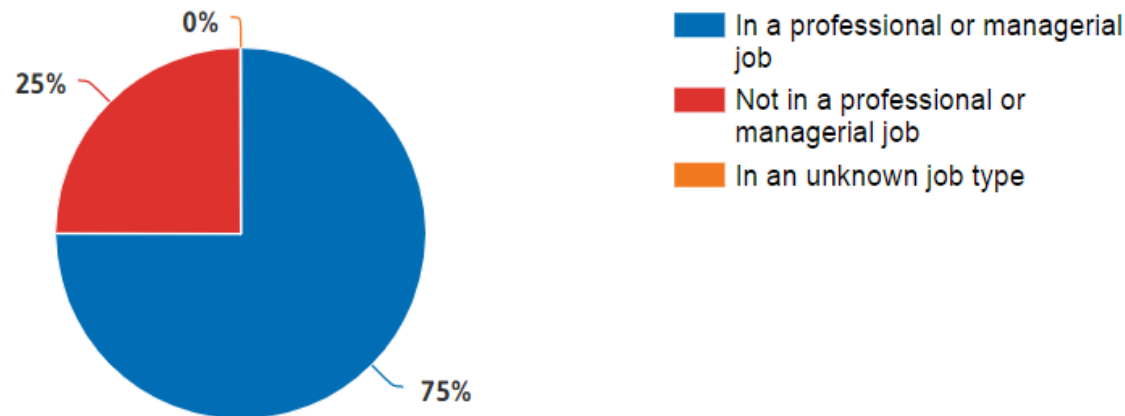
Most common jobs

These are the most common job types students do six months after finishing the course.

Job	%
Business and public service associate professionals	48%
Protective service occupations	9%
Elementary occupations	8%
Customer service occupations	6%
Secretarial and related occupations	5%
Sales occupations	5%
Managers, directors and senior officials	4%
Administrative occupations	4%
Legal professionals	3%
Business, research and administrative professionals	3%

LLB (Hons) Law with Criminology

Employment six months after the course



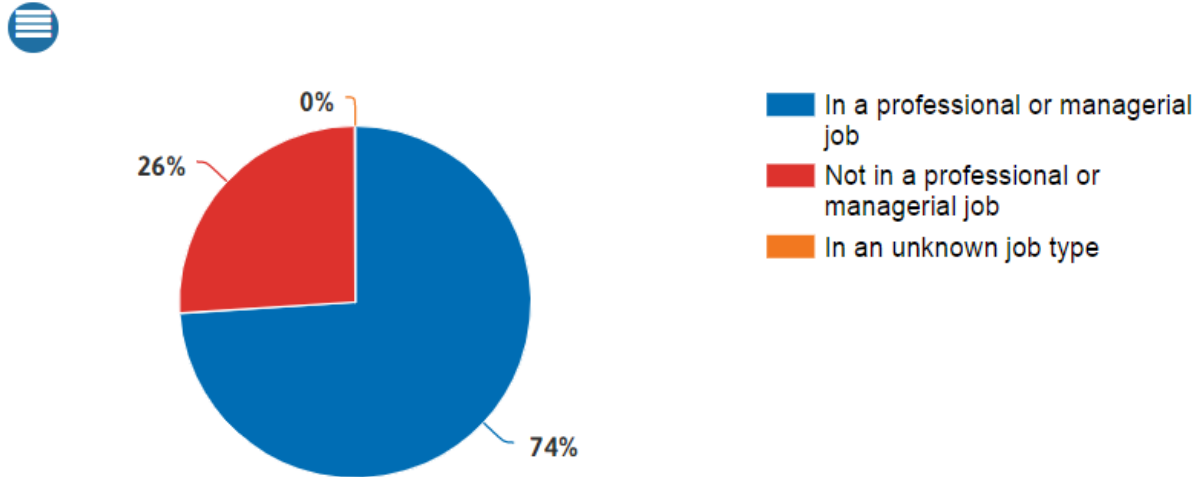
Most common jobs

These are the most common job types students do six months after finishing the course.

Job	%
Business and public service associate professionals	40%
Administrative occupations	10%
Protective service occupations	10%
Elementary occupations	10%
Managers, directors and senior officials	5%
Natural and social science professionals	5%
Teaching and educational professionals	5%
Legal professionals	5%
Business, research and administrative professionals	5%
Welfare and housing associate professionals	5%

LLB (Hons) Business Law

Employment six months after the course



Most common jobs

These are the most common job types students do six months after finishing the course.

Job	%
Business and public service associate professionals	50%
Protective service occupations	6%
Elementary occupations	6%
Sales occupations	6%
Administrative occupations	5%
Business, research and administrative professionals	4%
Welfare and housing associate professionals	4%
Customer service occupations	4%
Managers, directors and senior officials	3%
Secretarial and related occupations	3%

Example roles and salaries



Paralegal- £37K



Police Constable- £20K



Paralegal- £15K



Health Visitor- £26K



Housing Advisor- £20K



Associate Solicitor- £30K



Case studies and opportunities to engage with NTU

- Year-long placements as part of the undergraduate sandwich degree (paid)
- 10 week placements (unpaid) – take place Feb - May
- NLS 'Employer Challenges'
- Nottingham Law School Mentoring Scheme
- Annual Nottingham Law School Law Fair – January
- NLS Employability programme – workshops, talks
- NLS Assessment Centre event
- NLS Employers Board
- Pro bono activities with the Legal Advice Centre

Graduate attraction plan



NEXT STEPS

