

“To Everything, Turn, Turn,  
Turn...”

Class Place v Work Place Learning: a  
personal and professional journey

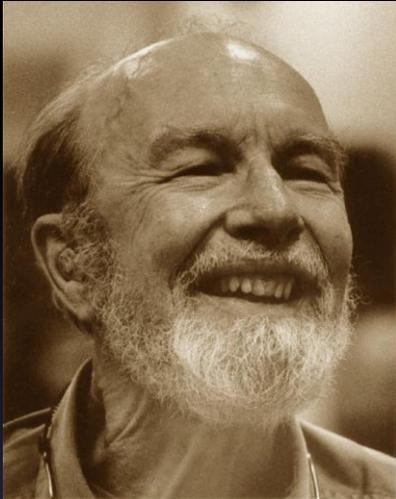


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# Themes

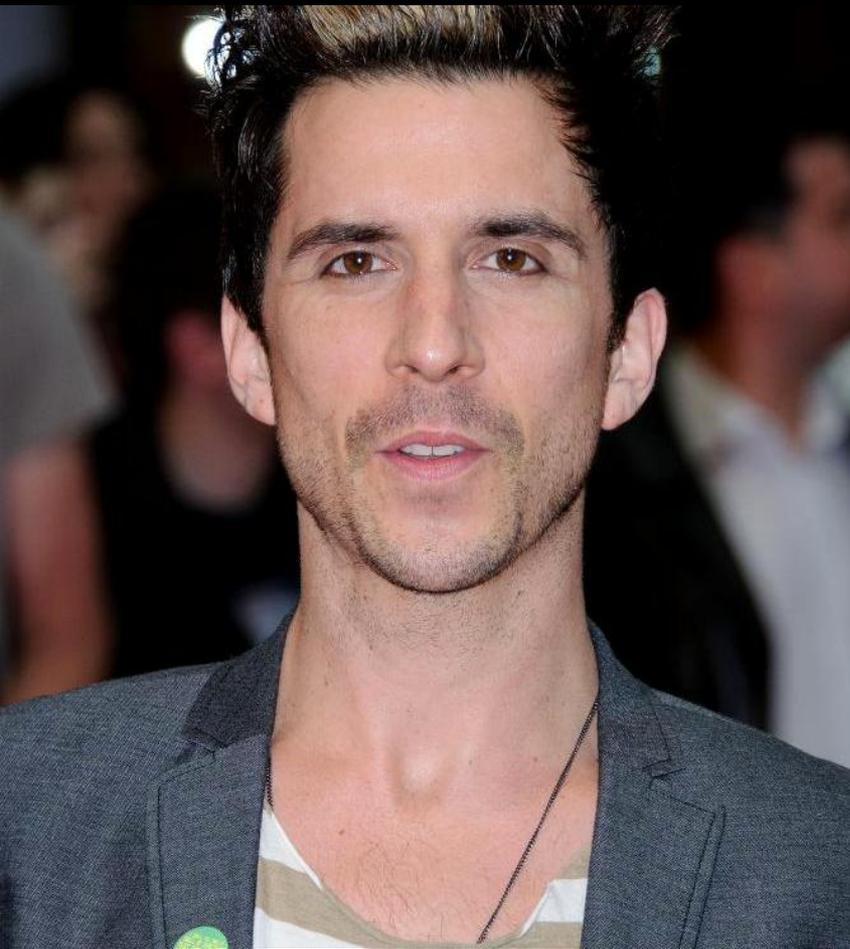
- Legal education, its cost and its worth
- The value of workplace learning, alongside or instead of the classroom

# “To Everything, Turn, Turn, Turn.....



...there is a season, and a  
time to every purpose  
under heaven”

[Ecclesiastes 3:1]



- “Aspiration is ending up with more than what you started with.”

[Russell Kane, comedian]











# The scene in the 1980s



# The scene in the 1980s

- 44,000 solicitors working in the profession in 1980 (up 76% from 25,000 in 1960)\*
- 9,000 people serving under articles, 6,000 enrolled students\*
- The economy was shrinking for the 4<sup>th</sup> successive quarter and had fallen in 4 of the previous 5 quarters

\*Law Society's Annual Statistical Reports

# Law Society President, Jonathon Clarke in October 1980

- “We as a profession must face, as we have not faced sufficiently before, the significance of these figures”
- “What work will the profession be doing 20 years from now? How great is our requirement for trained lawyers? How large ought the profession to be? How stable financially will its members be? And furthermore must we not, in duty to those who come after us, face the implications of what is happening today?”

# Ironsides





# Ironsides, solicitors



NAME *N B HUDSON* W/E *30.9.86*  
 WORKS/DEPT. No. .... Code No. ....  
 Tax Week No. *FROM 8.9.86*

GROSS WAGES TO DATE		TAX DEDUCTED TO DATE		WAGES DUE FOR WEEK	
£	p.	£	p.	£	p.
				BASIC	288 47
				HRS. O/T @	
				HRS. O/T @	
				HRS. O/T @	
				BONUS, HOLIDAY, XMAS	
				SICK PAY	
				OTHER PAYMENT	
				GROSS	
				DEDUCTIONS	47 20
				INCOME TAX REFUND	
				NET £	241 27

DEDUCTIONS	£	p.
Superannuation .....		
National Insurance .....	20	23
Standard Rate at ..... %		
Reduced Rate at ..... %		
.....		
INCOME TAX .....	26	97
OTHER DEDUCTIONS ...		
.....		
.....		
.....	47	20

Form P100

# Class based v Work based

## Class based

- Structured education
- Couldn't recreate reality
- Widely focused
- Mingle with like-minded learners usually at same stage of development
- Full-time, difficult to earn and learn

## Work based

- Reactive (depends on what lands on your desk)
- Realistic
- Focus on practice areas
- Mingle with broad cross-section of experienced learners from different disciplines
- Earn and learn

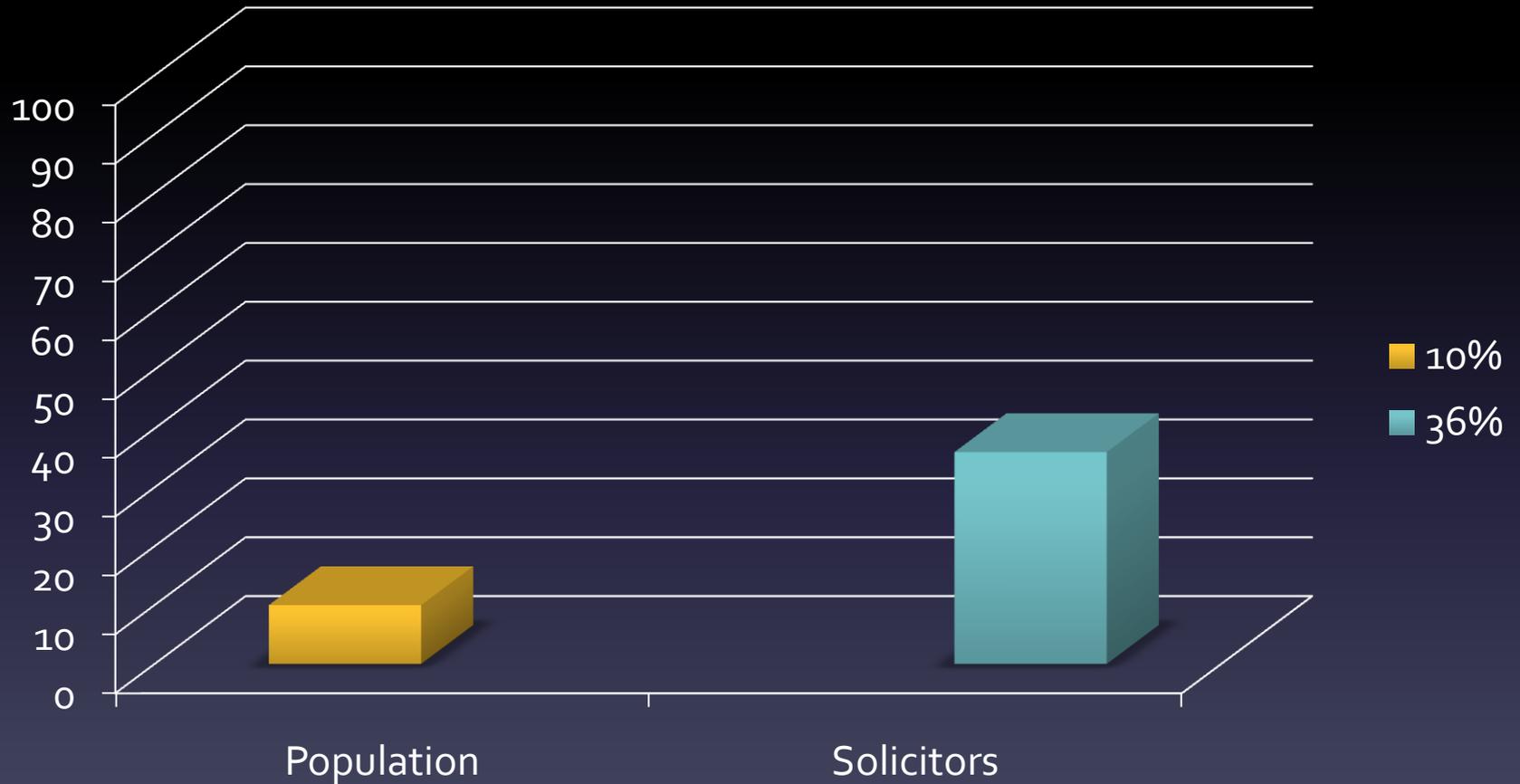
# Qualification

- Qualified as a Solicitor in 1988
- Merger mania amongst firms
- Joined Hepworth & Chadwick ('merged' with Eversheds in 1990)
- Massive recruitment drive amongst firms due to rapid expansion

# The scene in the 1990s



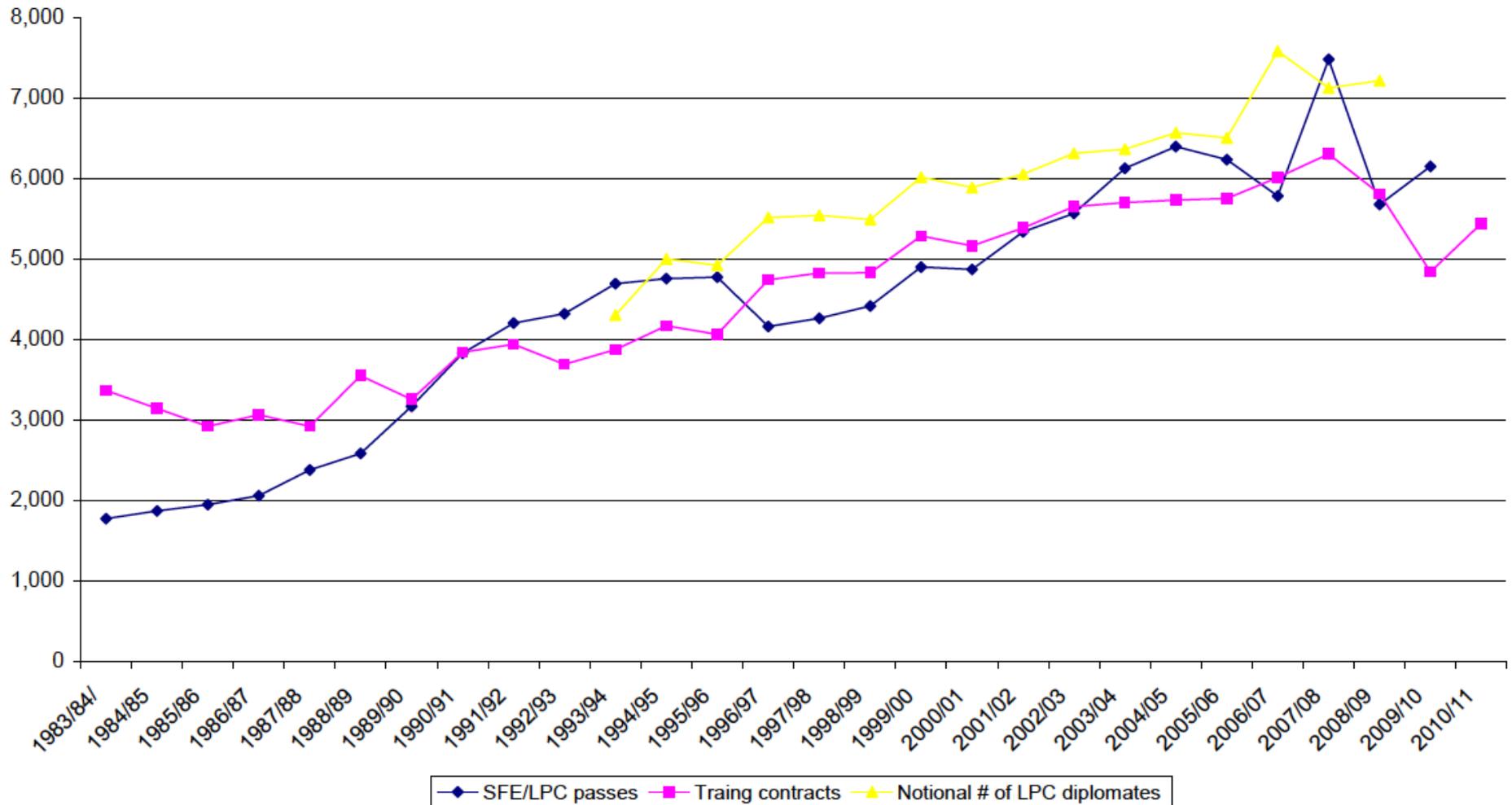
# The Noughties



# The Noughties

- However, by the end of the decade, many solicitors lost their jobs as recession began to bite.
- In 2008/9 many firms deferred the start of the training contracts they had offered which reduced the number of training contracts available to LPC graduates
- Number of Practising Certificates fell particularly sharply (by more than 5%) during 2008 and 2009

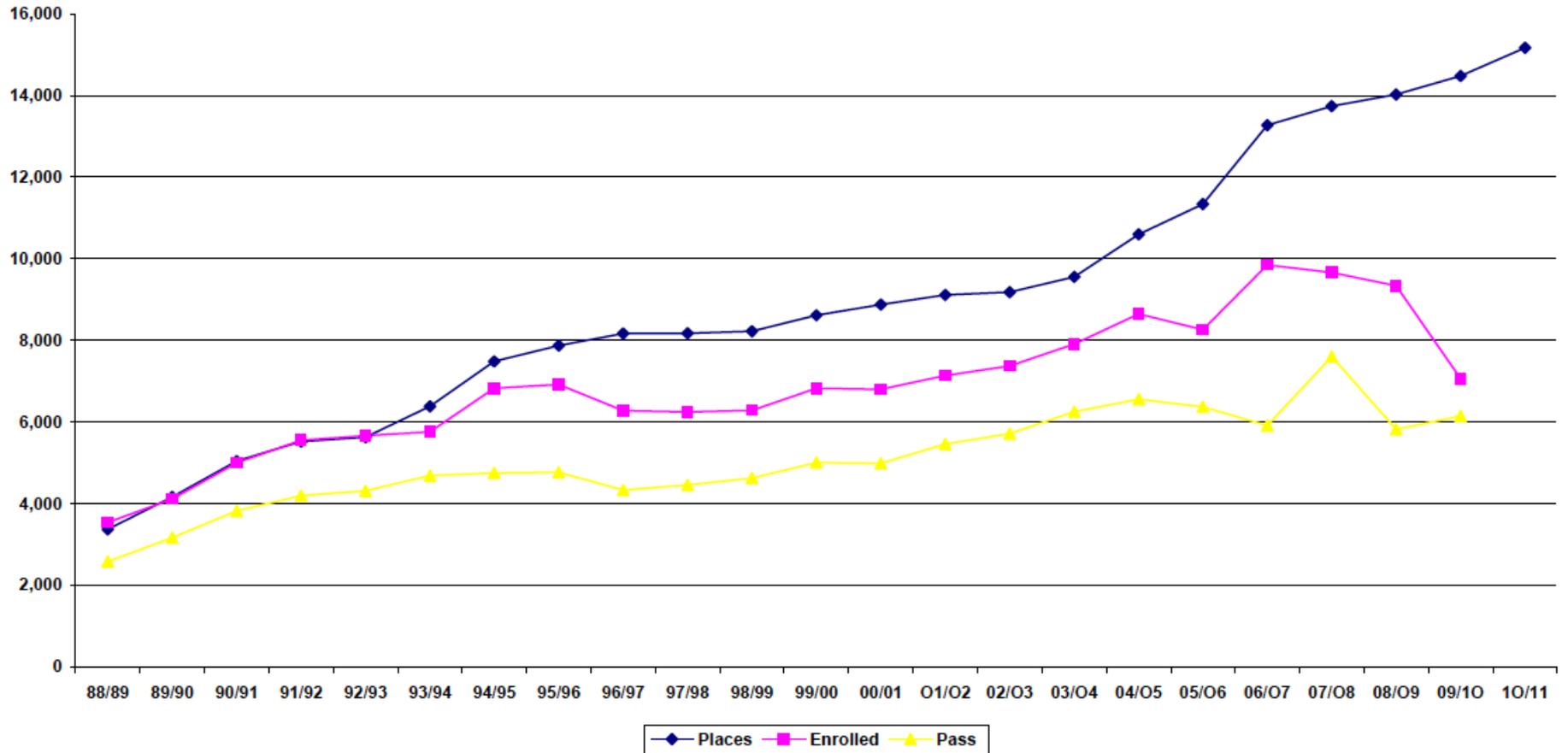
# Vocational Legal Education



Graph 4: The Training contract market: the numbers of training contracts and the numbers who passed the SFE/LPC

# Vocational Legal Education

Graph 3: Numbers of SFE/LPC places, enrolled numbers and passes 1988/89 – 2010/11



# Where are we today?

- What is the cost of legal education?
- What is the worth of legal education?
- What is the value of workplace learning?
- Alongside, instead of or in conjunction with class room?

# UCAS data on undergraduate applications in 2014

- Proportion of British 18 year olds applying for university has reached highest ever level
- 4% increase in applicants to UK universities despite small decrease in number of 18 year olds in the population overall
- Young people from worst off areas in England now almost twice as likely to apply to university as they were 10 years ago

# By contrast...

- Recent research by Eversheds of 1,800 lawyers aged 23-40:
  - Just 68% of junior lawyers aspire to become a partner, with only 57% of women looking to partnership, compared to 77% of men
  - Majority of junior lawyers surveyed did not view law as a job for life. Of those aged 26-30, 37% believed they would stay within the profession for the duration of their working life while 43% of lawyers aged 30-40 thought the same

- Higher education still regarded as aspirational, particularly amongst those from worst off areas
- However, evidence that middle class are questioning the VFM of higher education

“The you of today may differ from  
the you of the years ahead”



# What advice would you give your child about the value of legal education?

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