

Hogan
Lovells



Ladder to Law

Providing your first steps towards a career in law

Ladder to Law

The Ladder to Law programme was a great experience to be part of; walking into Hogan Lovells and getting a feel of the firm's culture was exhilarating.

Experience life at a global law firm

See the challenges and the rewards

Build your skills and confidence

Be informed, and become inspired

I got to network with lawyers and improve my communication and presentation skills. I now have even more passion and drive to enter the legal

Hogan Lovells is a top global law firm, with around 2,600 lawyers operating out of more than 48 offices in the United States, Europe, Latin America, Africa, the Middle East, and Asia. Our unique balance of ambition and approachability not only attracts prestigious clients but creates a working culture where your own ambition is supported to ensure your success.

“We believe that access to the legal profession must be open and fair and we aim to break down barriers that may deter talented individuals. We are mindful that not everyone has the benefit of access to the profession and we work hard at early intervention and through flexible screening to source talented young people from a diverse range of backgrounds.

Our people need to reflect the diversity of the UK population, and as an international firm we need to reflect cultural differences.

The Ladder to Law work experience programme has been designed to encourage school age students by providing the information, encouragement and support they need to find out about a career in law. We want to employ the best graduates, but the first step towards this is getting young people into top universities and ensuring they are well informed about what a career in City law entails.

Through our Ladder to Law programme we partner with a range of UK schools. In collaboration with Rare, we will reach out to Year 9 to 13 students from diverse backgrounds at schools where a high percentage of the pupils are eligible for free school meals and are likely to be the first in their immediate family to go to university. Twelve schools have been handpicked by Hogan Lovells and Rare, with tailored activities designed for each year group.

We are making a long-term investment in our Ladder to Law programme and want to see the participants enjoy long and successful careers in law.”

Louise Lamb,
Graduate Recruitment Partner



Sengova Kailondo,
Associate, University College London

“Hogan Lovells has been instrumental in helping develop my legal career. As a UCL student, I attended an open day at the firm where I gained a practical insight into what a career as a commercial lawyer would be like through discussions with partners and associates.

Through Hogan Lovells’ work with Rare, I attended further insight days at the firm. These were very helpful as I participated in workshops with other students where I analysed case studies on commercial deals that Hogan Lovells had worked on. I was able to further understand the roles that lawyers play in business. I also received tailored application advice that helped me to prepare strong applications and obtain vacation scheme experience with two commercial law firms.

I was impressed by the approachable culture at Hogan Lovells and the strength of its practice areas. Having obtained and accepted a training contract with the firm, I started my training contract in August 2014 and have learnt an immense amount: so far, I have been exposed to a variety of work in Corporate and Litigation.”



Lucy Malkin,
Associate, Warwick University

“Hogan Lovells’ involvement with widening participation initiatives was one of the reasons why I chose to apply to the firm. At school, I was a student on the Pathways to Law widening participation programme, which is aimed at high achieving students including those who, like myself, may be the first in their immediate family to attend university. The programme gave me additional access to presentations provided by Hogan Lovells and a chance to talk to a number of their lawyers at a variety of events. My involvement with Pathways to Law as a student, and later as a mentor at Warwick University, was discussed at length in my interview at Hogan Lovells. This was something that the firm took great interest in, as they value students who work hard and make the most of the opportunities presented to them.

Whilst at university I was a campus ambassador for Hogan Lovells. This was a fantastic way to learn more about the firm. Through this programme I later attended a summer vacation scheme with the firm before accepting a training contract commencing in August 2014. Throughout this time Hogan Lovells has been extremely supportive.

I joined Hogan Lovells because it is very strong in the transactional departments I am interested in and does exciting and innovative work in an environment where people are approachable. Since joining the firm I have been exposed to a number of deals that have been in the financial press and I have learnt a great deal from the people I work with. I have also been fortunate to stay involved with a number of graduate recruitment diversity initiatives.”

“Networking with lawyers and improving various communication and presentation skills throughout the week is something that has helped to develop me as a person.”



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The Ladder to Law programme

Below, we have laid out how the Ladder to Law programme works and the different stages students can expect along the way.

The Ladder to Law team will visit your school in Year 9 and 10 to deliver an interactive workshop designed to show you that you already possess many of the skills needed to become a lawyer.

In Year 11 you will have the opportunity to visit the London office of Hogan Lovells International LLP, where you will meet Hogan Lovells lawyers and get information on the application process.

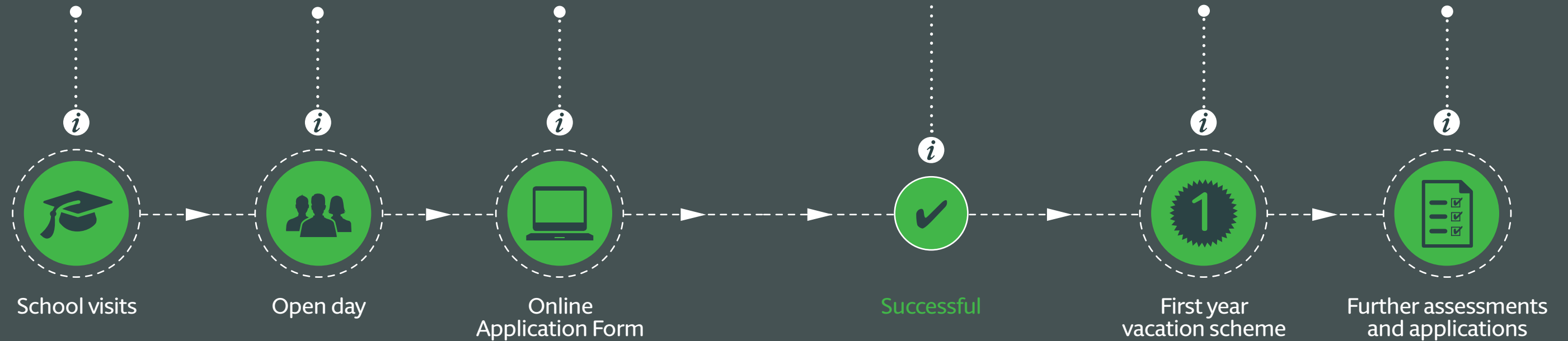
Applications must be made online and should include any achieved and predicted GCSEs (or equivalent) and any relevant work experience or positions of responsibility.

At least one student from each of our twelve partner schools, and up to twelve students from other UK state schools, will be selected for the next stage of the programme. All successful applications will be given:

- Educational trips and insight days;
- Developmental activities run by Rare and Hogan Lovells;
- Corporate case studies and mentoring;
- Advice and support for university applications;
- CV advice and interview practice;
- A three day work experience programme at the end of Year 13.

Continue your journey with Hogan Lovells by applying for a first year vacation scheme. A number of spaces will be reserved for students who perform well throughout the Ladder to Law programme.

You will receive ongoing support from Hogan Lovells for further vacation scheme and training contract applications, which will occur in the latter stages of your degree.



Feedback on the programme

Since starting the programme in 2010, we have received very positive feedback from students, teachers, internal advocates and external partners involved.

Internal stakeholder feedback

“Ladder to Law offers students a real feel for what it is like to practise law. That is invaluable for people who, like me, are the first in their family to attend university. We are committed to supporting this unique and engaging project that targets a diverse range of students. This is a long-term investment for us, and we will continue to grow and expand this programme in the coming years.”

*Chris Hutton,
Partner and Ladder to Law mentor*

Feedback from Rare

“For over ten years Rare has worked to help young people find the right career for them. In supporting over 5,000 students, we have come to recognise that people with great potential often lack the opportunity to develop their strengths and interests. We’re proud to collaborate with Hogan Lovells on Ladder to Law, a programme which promises to give students unprecedented access to the legal world and the best of Rare and Hogan Lovells’ developmental activities. This really is a wonderful opportunity for students to learn more about themselves and the world of work.”

*Raphael Mokades,
Managing Director of Rare*



Year 11 Open Day feedback

“It taught me how much dedication I need to put in and has made me become very determined to be a lawyer.”

“Very enjoyable, allows us to see what lawyers actually do in an exciting way.”

“It was very helpful and I got a deeper insight into what studying law at university is like.”

“Very relaxed yet informative. Felt confident to ask questions.”



Student feedback on the work experience programme

“It was an engaging and thrilling process and taught me great new skills, whilst developing my confidence.”

“It was a really enjoyable experience which has left me with skills that will aid me greatly with my future application to Hogan Lovells.”

School feedback

“There is no doubt that law is considered in the top 3 of elite professions ring-fenced by the privilege of wealth and the social capital of private and independent schooling. For many of our pupils, the legal profession is an abstract and rarefied world outside the attainable remit of their career aspirations. The Hogan Lovells Ladder to Law Programme is an inspiring, rewarding and empowering programme for students from year 9 to 13 that attempts to debunk the out-dated view of the profession as elitist and closed to all but a chosen few. The workshops provide a stimulating and thought provoking glimpse into the inner everyday working of a top law City firm. A great strength of the programme for our pupils is that it is neither condescending nor patronising. Particular attention is paid less to the social backgrounds potential aspirants come from, and more to their personal qualities and abilities considered necessary to be successful in a very competitive profession.”

*Isabel Bajer,
St Martin in the Fields High School for Girls*

come to the
dynamic



To find out more about the Ladder to Law programme and how to apply,
please visit us at www.hoganlovells.com/graduates

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*Associated offices

www.hoganlovells.com

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