

A new framework for work based learning

Consultation

Annex 1 – Day one outcomes

At the point of admission a solicitor should have and be able to demonstrate the following outcomes:

Intellectual, analytical and problem solving skills required to*:

- apply methods and techniques to review, consolidate, extend and apply knowledge and understanding and to initiate and carry out projects;
- critically evaluate arguments, assumptions, abstract concepts and data to make judgements and to frame appropriate questions to achieve a solution, or identify a range of solutions to a problem; and
- communicate information, ideas, problems and solutions to both specialist and non-specialist audiences.

Core knowledge and understanding¹ of the law as applied in England and Wales:

Knowledge of:

- the jurisdiction, authority and procedures of the legal institutions and the professions that initiate, develop, interpret and apply the law of England and Wales and the European Union, including knowledge of constitutional law and judicial review;
- the rules of professional conduct (including the accounts rules);
- the regulatory and fiscal framework within which business and other legal transactions and financial services are conducted.

¹ The distinction between knowledge and understanding is suggested to indicate the emphasis to be placed, pre qualification, on the different aspects and the required capabilities of individuals to work with and manipulate their knowledge base. Knowledge indicates familiarity with an area, recollection of key facts, rules, methods and procedures. Understanding indicates a higher level capacity to work with, manipulate and apply knowledge including in unfamiliar situations.

Understanding of:

- the law of contract and tort and of parties' obligations, rights and remedies;
- criminal law;
- the legal concept of property and the protection, disposal, acquisition and transmission of proprietary interests;
- equitable rights, titles and interests;
- the range of legal protections available to the individual in society in civil and criminal matters and with regard to their human rights;
- legal personality and business structures;
- the values and principles on which professional rules are constructed.

Ability to complete legal transactions and resolve legal disputes, including the ability to:

- work with clients to identify their objectives, identify and evaluate the merits and risks of their options, and advise on solutions;
- establish business structures and transact the sale or purchase of a business;
- progress civil and criminal matters towards resolution using a range of techniques and approaches;
- deal with various forms of property ownership and transactions;
- obtain a grant of probate and administer an estate;
- draft the agreements and other documentation that will enable these actions and transactions to be completed;
- plan and implement strategies to progress cases and transactions expeditiously and with propriety.

A practical understanding of the values, behaviours, attitudes and ethical requirements of a solicitor:

- *demonstrate appropriate behaviours and integrity in a range of situations.*
- *demonstrate the capacity to deal sensitively and effectively with clients, colleagues and others from a range of social, economic and ethnic backgrounds, identifying and responding positively and appropriately to issues of culture and disability that might affect communication techniques and influence a client's objectives.*

The professional, personal management and client relationship skills required of solicitors:

- *the application of techniques to communicate effectively with clients, colleagues and members of other professions*
- *the ability to recognise clients' financial, commercial and personal constraints and priorities*
- *the ability to advocate a case on behalf of clients, and to exercise the rights of audience available to all solicitors on admission*
- *effective approaches to problem solving;*
- *effective use of current technologies and strategies to store, retrieve and analyse information and to undertake factual and legal research;*
- *an appreciation of the commercial environment of legal practice, including the market for legal services;*
- *the ability to recognise and resolve ethical dilemmas*
- *effective skills for client relationship management and knowledge of how to act if a client is dissatisfied with the advice or service provided;*
- *employment of risk management skills;*
- *the capacity to recognise personal and professional strengths and weaknesses, to identify the limits of personal knowledge and skill and to develop strategies that will enhance professional performance;*
- *the ability to manage personal workload and to manage efficiently, effectively and concurrently a number of client matters;*
- *the ability to work effectively as a member of a team.*