

Is your firm generating value using Apprenticeships?



High quality vocational learning has always underpinned the training of legal professionals. From paralegal staff through to partners and senior members of the Bar, most of your organisation's fee earners will have benefited from a mixture of on and off the job training.

Many employers in the sector are learning that a blend of tailored training and assessment, usually delivered in the form of an Apprenticeship, can also deliver real benefits for their administrative and support teams.

Damar Training (www.damartraining.com) has many years experience working with firms of solicitors and barristers' chambers in the North West, helping them recruit and train ambitious young members of staff. One additional benefit of working with Damar is access for your staff to the ILEX secretarial qualifications, in many cases at no cost.

Damar have now teamed up with The North West Apprenticeship Company to make the process even simpler - you can take the young person on an agency basis for 3 to 6 months initially before committing to a longer term or permanent contract. If you wish, you can also share an Apprentice with another firm, if you each have part time opportunities available.

Key benefits for you include:

- Substantial cost savings. The cost in year one of an Apprentice is often as little as half the cost of a member of staff recruited for the same post using traditional means.
- Regulatory benefits. Supporting Apprenticeships will help with quality frameworks such as Investors in People, the LSC's Quality Marks and BARMARK and evidences your commitment to equality and diversity in the workplace.
- No-cost tailored training and assessment, largely delivered in the workplace. This includes, for staff wishing to develop legal secretarial skills, access to the ILEX Certificate/Diploma for Legal Secretaries.
- Support through the recruitment process and then with training for up to the first two years in post.
- Offering nationally recognised qualifications for your staff leads to better morale, skills and retention.



Don't just take our word for it

Here is how two employers in the sector have found Apprenticeships with Damar...

"We have had an excellent relationship with Damar for over five years and currently have four Apprentices and several former Apprentices working in our clerks room and our accounts department. Damar understand our recruitment needs well and sourcing Apprentices through Damar has proved to be both cost effective and efficient. I would not hesitate to recommend Damar to other employers in the legal sector."

Mary Berry, St Johns Buildings
(www.stjohnsbldings.co.uk)

"We have recruited Apprentices from Damar for many years. Particular benefits to Pabla and Pabla have been the very good retention rates - we have two current and three former Apprentices who are still with the firm. I am delighted to say that some of the latter group have now progressed into fee earning roles. The Apprentices that we have recruited are hard working and dedicated to taking the next step on the career ladder."

Kiran Pabla, Pabla and Pabla
(www.pablasolicitors.co.uk)

To arrange a meeting and find out more, please call Damar now on:
0161 480 8171 or email **info@damartraining.com**

Apprenticeship training is free for staff aged under 19 on enrolment and is free or subsidised (depending on age and prior qualifications) for many new or existing employees aged 19 or over.