

**Committee has endorsed the following in response to the recently completed  
Traineeship Survey Analysis reports**

From commentary of trainees and training managers we have identified a number of areas where further work is required:

- Improving our communication with trainees and training managers
- Streamlining our traineeship processes and looking to reduce the cost of traineeships
- Additional support and guidance for training managers
- Greater levels of support for those facing difficulties in their traineeship
- Bringing forward proposals on how we can better regulate the traineeship
- Considering the levels of remuneration of trainees

Some things we can bring forward relatively quickly. For example: We have already offered free CPD sessions for training managers and supervising solicitors to help support them train trainees. We intend to continue and expand this with frequent sessions in the near future.

We will look to create networks of support for trainees, by working with existing new lawyers' groups and senior practitioners – all with the aim of creating a supportive training environment.

Next spring we will offer “clinics” about our processes to those involved in recruitment and selection help remove churn in our processes. This we hope will speed up our processes and remove worry for those commencing training contracts.

We will also begin to offer proactive assistance to training managers hiring a trainee for the first time (or the first time in some time) in early course.

Other matters – such as bringing forward proposals on how we can better regulate the traineeship – may take more time but we are working already to see how we can make the necessary changes as quickly as possible.

**Val Pitt**

**Committee Convener**