



# Accutrainee

Efficiency and Flexibility, **Redefined.**

A fresh approach to your trainee needs

## What We Do

Accutrainee delivers a better way to train and source trainee solicitors which responds to the pressures facing firms and in-house legal teams today.

**Through our unique approach, we remove the risk, inflexibility, inefficiency and regulatory burdens of the traditional trainee model.**

We are neither a recruitment agency nor a law firm, but instead work in partnership with you to help you meet your trainee needs in a more commercially attractive way.

Accutrainee is an SRA authorised training establishment run by successful lawyers who understand the demands of a busy, challenging legal environment. We spend considerable time and resources selecting candidates who we know will go on to make exceptional solicitors.

Whether it is difficulty accessing outstanding candidates in short time frames, inflexible commitments, regulatory burdens, headcount issues, diversity and equality concerns, or just wanting to differentiate yourself from the competition, Accutrainee is able to deal with it all, simply and efficiently, to provide you with what you actually want... *a really great trainee!*

Call: +44 (0)20 7040 0973

[www.accutrainee.com](http://www.accutrainee.com)

# Advantages

**REDUCED RISK** - We remove all employer risks and offer certainty of costs. You only pay for a trainee when they are actually working for you. **If a trainee is on holiday, off sick or on training leave, you pay nothing.**

**INCREASED FLEXIBILITY** - You decide the length of time you need a trainee without the need to commit to a full two year training contract if this doesn't suit your business needs. This increased flexibility allows you to more easily **adjust trainee numbers in line with workloads.**

**IMPROVED EFFICIENCY** - We eliminate the need to accurately predict your trainee requirements years in advance by **delivering the right number of trainees to you within shorter time frames.** This could be in response to an unforeseen shortage in your own trainee intake or to address a new trainee need for your organisation. This service reduces the potential mismatch between the supply and demand of trainees which can be very costly for firms.

**REDUCED COSTS** - Particularly for larger organisations, we are able to significantly reduce the up-front investments traditionally required. We have been able to **demonstrate 40-50% cost savings per trainee** for some existing clients.

**REMOVING REGULATORY BURDENS** - As the training establishment, **Accutrainee is responsible for ensuring all SRA training regulations are met.** We remove the burden of organising secondments, having to commit to a trainee for the full two years or becoming an authorised training establishment. This is particularly advantageous for smaller niche practice firms and in-house legal departments who may not offer the range of training required by the SRA.

**IMPROVED TRAINEE ENTHUSIASM** - Trainees consider every secondment an **opportunity to 'prove themselves' to prospective employers** in order to secure a newly qualified position at the end of their training contract.

**QUALITY ASSURANCE** - Our approach allows you to observe trainees during 'real life' work situations and over longer periods of time before deciding whether to employ them. This means **selection of newly qualified solicitors can be based on an individual's demonstrated skills, competence and personality** rather than a need to recoup incurred costs or to maintain retention rates.

# How We Work

Accutrainee employs trainee solicitors who are then seconded out to you for periods of time ranging between 3-24 months depending on your business needs.

Our team of experts continually search for the best candidates available in the market using our specially designed selection procedure. We spend huge amounts of time and resources selecting candidates who we are confident will in time become exceptional solicitors; only taking forward those who can demonstrate specific key skills and competencies.

We work closely with you to understand your exact trainee needs, criteria and expectations to ensure that we deliver outstanding trainees who are a perfect match for your organisation.

Trainees may be seconded to one or more organisations during their training contract. For example, if you require a trainee for six months, we will organise secondments with other clients to ensure that the trainee can complete their training contract in compliance with SRA regulations.

Once sufficient secondments are secured, trainees are employed by us and then seconded to you in accordance with pre-agreed terms and time frames delivering new levels of flexibility and efficiency around your trainee resource needs.

As Accutrainee employs the trainees, we are responsible for all SRA training regulations and we absorb all employer risks throughout the training contract period. This leaves you free to focus on trainees who will hopefully become an integral part of your firm's future.

Prior to trainees starting their secondments, Accutrainee puts them through a thorough induction programme ensuring that they are able to 'hit the ground running' when they first come to work for you. During this programme we also ensure trainees are on track to complete the professional skills course for which we are also responsible.

As training contracts draw to a close, we liaise with you to determine your interest in employing any trainee who has been seconded to you and trained by you, as a newly qualified solicitor.

Whether or not your organisation is a training establishment or whether you already have an established trainee intake (no matter how large or small), Accutrainee offers a fresh approach to trainee resource management which responds to the many challenges we all face in a rapidly evolving legal market.

# Who We Are



## **Susan Cooper**

CEO & Founder

Susan trained at Hogan Lovells, where she practiced banking law, specialising in acquisition finance and management buy-outs/buy-ins. She has an Executive MBA from Cass Business School and 8 years management experience. Susan has an in-depth understanding of the regulations surrounding trainee solicitors as well as the changes currently affecting the legal industry.



## **Elizabeth Holden**

Consultant / Principal

Elizabeth has always been interested in developing talent. During her 20 years as a corporate lawyer at Slaughter and May, she was heavily involved in recruitment and development, especially of trainees, and is delighted to be continuing this through her work with Accutrainee. She does this alongside a portfolio of listed and unlisted non-executive roles, while also continuing to develop the careers of practising and retired lawyers through BCKR.



## **Sarah Furley**

Human Resources Team Member

Sarah has a Bachelor's Degree in Psychology and Education and is passionate about creating education and development opportunities for Trainee Solicitors as well as guiding them from a Human Resources perspective. At Accutrainee, Sarah forms part of the HR team dealing with all round administration, recruitment processes and Trainee advice required. She enjoys being the first point of contact for candidates and trainees and assisting them in all stages of their journey.



## **Andrea Gallo**

Human Resources Team Member

Andrea is a human resources professional who obtained his MSc from Brunel University in 2016. He also has an academic background in Philosophy. He is passionate about recruitment and learning and development. As part of the HR team, Andrea is responsible for managing Accutrainee's selection process, dealing with HR and administrative queries from our trainees and maintaining our HR processes.

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