

~~Enabled~~  
Empowered  
to grow.



## A&O Legal Graduate Development Programme

### What is the A&O Legal Graduate Development Programme?

The Programme is aimed at equipping promising legal graduates with practical legal knowledge, specific skills and applied competence to complement their formal LLB studies and help them prepare for the demands of a career in law. It intends to bridge the gap between theoretical academic studies and the practical expectations of the profession, while supporting social mobility and transformation imperatives.

The Programme is designed for learners who have complied with the requirements for an acknowledged law degree and who wish to gain professional and personal skills that enable them to work as legal practitioners, before commencing articles of clerkship, pupillage or embarking on another career in law. It aims to empower learners from all backgrounds, especially disadvantaged backgrounds, to become competent and ethical legal practitioners who can deliver quality legal services.

## How is the Programme structured?

The Programme will run for 12 months from January 2024 to December 2024.

The Programme will be delivered in-person in Johannesburg. Participants will be required to attend all classes and work-based learning placements on a full-time basis.

In addition to the valuable learning experience, participants in the Programme will receive an internship salary.

The Programme covers five sections, each consisting of several modules that address relevant topics and competencies for legal practitioners. All modules are compulsory. The five sections are:

### – Workplace readiness for the legal profession

This section focuses on preparing graduates for the demands and dynamics of working in a legal environment. We will cover topics such as workplace readiness, staying updated with industry trends, effectively working within a team, upholding ethical standards and the ensuring confidentiality.

### – Mental health

This section highlights the importance of mental health and well-being for legal professionals, who often face high levels of stress and pressure. We will explore topics such as building resilience and adaptability and offer strategies and resources to manage the demands of the profession.

### – Fundamental skills for the legal profession

This section focuses on essential skills necessary for all legal professional, regardless of their specialisation. We will cover topics such as communication, writing, strategic thinking, problem-solving, negotiation, presentation, technology proficiency, research and information analysis, and business development for lawyers.

### – Legal drafting

This section provides a hands-on introduction to legal drafting, a fundamental skill for all legal practitioners. We will delve into the nuances of drafting corporate documents, agreements, and court-related materials, while exploring essential contract law and civil procedure concepts from a practical standpoint.

### – Work-based learning environments

This section offers the graduates exposure to three distinct legal career environments: in-house practice, attorney's practice, and advocate's practice. Each learner will spend three to four weeks in each of these work-based learning environments. This experience will provide learners with insights into the roles, responsibilities and opportunities within each setting, helping them identify their preferred career path.

We are working towards formal recognition and accreditation of the Programme under the National Qualification Framework in due course. Unfortunately, the 2024 Programme will not be accredited.