

Dentons Virtual Work Experience

Managing hybrid working
demands - A digital path
to virtual work experience



Dentons Gold Award
for Future Talent Initiative
2021



Dentons Use Case

- Increasing annual demand and Covid restrictions made it impossible to continue with the work experience placements in Dentons office. Cancellations increased and opportunities were wasted
- A decision was taken to find a way to deliver work experience in another way
- The solution needed to be agile but also flexible to deliver a true reflection of a Dentons experience
- The length and complexity of tasks needed to vary according to specialisation. Levels of engagement with Dentons staff was included to give access to real world experience
- No peer to peer networking to safeguard young people taking part

Immediate Impacts

- Limits on the numbers of school leavers they could accommodate were removed
- School leavers could run their own exercises at times that suited them
- Reduced demand on Dentons staff having to be physically available for school leavers visiting the office
- Ability to share non live tasks with real world examples to show more accurately what a day in the life might look like at Dentons
- Improvement in diversity and inclusion balance, no longer just “who you know” but they were able to attract a broader demographic including economically challenged and disadvantaged students
- They have also realised that students are getting a tangible confidence boost as a result of gaining access to this material, no more fear of the unknown as they now have much clearer insight into the actual role



Candidate Journey Overview

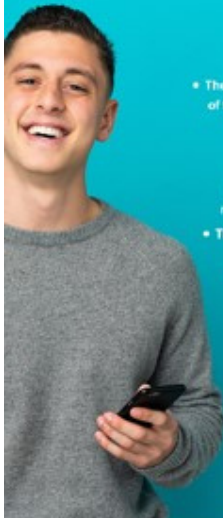
- Self directed modules to be completed at candidates convenience
- Open all year round
- Structured 5 day plan following real world themes and progress
- Compare completed work against best practice for review and reflection
- Multiple media formats to encourage wider engagement
- Utilise videos, animations, quizzes, audio, FAQs, periodic event invites
- Open access to encourage diversity and inclusion
- Analysis on engagement levels, progress and activity levels
- Self management, requires very little effort from Dentons team

How to get Started

- Familiar user experience
- Intuitive
- Easy to use and navigate
- Clear how to guides
- Reasons to engage
- Support and advice all the way through
- High levels of adoption

MAIN PAGE

Welcome to Experience, Dentons, your virtual work experience in the UK at the world's largest law firm. Get closer to a career in commercial law and life at Dentons. We have designed Experience, Dentons, to do just that and help you start your career journey. See how law and Dentons makes you feel. Your future starts here.



HOW DOES EXPERIENCE, DENTONS, WORK?

- The virtual work experience platform includes 5 days of timetabled activity. However it has been designed to be flexible, and can be completed in your own time to fit your schedule and commitments.
- Each day you'll complete activities and work assignments to develop the skills and knowledge required to make your journey into law successful.
- The first day will provide an introduction to law, the commercial world and to Dentons as a firm.
- As you progress through the program, you will complete work related to each of our key practice areas, honing both your technical and commercial skills.
- Best practice examples and answers will be shared to allow you to reflect on performance and build a log of your development.
- On top of the 5 day program, you will be invited to a quarterly insight event, designed to boost your skills and give you the opportunity to network with the Dentons team.

BENEFITS OF COMPLETING EXPERIENCE, DENTONS, BY COMPLETING THE PROGRAM YOU WILL:

- Receive exclusive access to our quarterly live insight events.
- Unlock a wealth of information about a career in commercial law, to help spark your knowledge of the industry.
- Gain an insider understanding of the role of a commercial lawyer at Dentons.
- Discover the resources and information required to make your journey into law successful.
- Build practical skills including: Research, Drafting, Commercial Awareness and Client Communication.
- Receive a certificate to help boost your LinkedIn profile and future applications.

TOP TIPS

- Take regular breaks and make sure you blink.
- Write notes which you refer back to.
- Some tasks require access to audio.
- On CV and application refer yourself as "Virtual Experience Program Participant".
- Share on social media when you have completed the programme #challengersaccepted

ADJUSTMENTS NEEDED?

We are committed to providing equal opportunities for all, if you require support with the platform for any reason, including a disability, please do get in touch with our friendly early talent team who would be keen to discuss this with you. Please email graduaterecruitment@dentons.com and we can arrange time to discuss



DAY 1

- 👉 Consistent flow and experience
- 👉 First dive into what's ahead
- 👉 Clear expectation settings
- 👉 Support with real world examples
- 👉 Access to Dentons Team

DAY 2

- 👉 Builds on previous experience
- 👉 Task based depending on relevance
- 👉 Focus on operational standards
- 👉 Supported by rich content and media

DAY 3

- 👉 Develop application knowledge
- 👉 Present real world scenarios

DAY 4

- 👉 When things go wrong
- 👉 Dispute management
- 👉 Contract Closure

DAY 5

- 👉 Proactive input
- 👉 Commercial support

Recognition & Reward

- For those who complete the program, Dentons run quarterly events which they are invited to attend
- The option also exists to run ad hoc sessions throughout the year to further increase adoption and engagement

