

Weightmans' Law Apprenticeship Scheme Success

Background

Weightmans is a future focused organisation, and top 45 UK law firm with eight offices. They employ more than 1,200 people, with more than 180 partners. The firm offers a range of legal services to public organisations, private companies, and individuals, and has an annual turnover of £93.4 million.

Objectives

Weightmans are continually seeking new ways to provide better access to careers in their sector. In a move that is unique to Weightmans and the first for an organisation of this size, they wanted to launch a new Law apprenticeship scheme across the business to attract the next generation of talent.

To support the innovative programme, they required a new recruitment and assessment solution which would create an immersive journey, focusing on a candidate's potential rather than previous experience, to help deliver a diverse cohort of new hires. With diversity being a prominent issue for the Legal industry, helping Weightmans get this right was one of our priorities.

Additionally, they wanted to decrease the volume of admin heavy tasks they completed inhouse, such as moving candidates manually between stages and reviewing each individual application.

Solution

Amberjack worked with Weightmans to deploy our digital High Potential Assessment into their apprenticeship recruitment process, to help them recruit the practitioners of the future they require.

Weightmans selected questions from our item bank that suited their specific environment, to help connect with candidates and provide a realistic view of the role and business.

Interactive and engaging marketing materials were also created to fully immerse the candidates and show them the offices they could potentially be working in, if successful.

In order to decrease the volume of admin heavy tasks Weightmans also started using our Applicant Tracking System (ATS). This allowed for automation, bulk processing, seamless integration, real-time reporting and drives significant time and cost-saving benefits.

Impact

The increased speed of the assessment significantly improved the process for candidates. A crucial step to retain applicants throughout their pipeline and remaining competitive.

NPS scores for each stage increased compared to previous years:

Registration stage +63

Application stage +77

Interactive Assessment (High Potential Assessment) +62

Coaching call stage +100

By partnering with Amberjack, Weightmans also saw a 70% sift out rate of candidates per stage.

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(High Potential Assessment)

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Coaching call stage

70%

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