

DLA Piper's Global Scholarships Programme

What is the GSP?

DLA Piper's Global Scholarships Programme involves us working with high performing Law students in developing countries. Over the two year programme we cover full tuition, access to local and international mentors, practical legal education, employability skills training, internships and the opportunity to build peer and professional networks. We support the unique goals and aspirations of each Fellow, helping them see what is possible and fulfil their potential. The aim is that in the long term these future lawyers and leaders will promote a strong and effective legal system in their home country and/or internationally and contribute to the sustainable development of some of the world's least developed regions.

Why do we have the GSP?

As one of the world's largest law firms we have a responsibility to support the development of the legal profession and advance the rule of law. Investing in the legal capacity of developing countries is one way we do this. This makes sense for our business as these regions are increasingly where our clients are doing business.

With offices in over 45 countries we are uniquely placed to give long-term and meaningful support to future lawyers and leaders. The strength of this programme is collaboration, we work through our offices around the world, with universities, our clients, governments and NGO partners, to ensure each Fellow receives holistic support to define and reach their educational and professional goals.

Who are the fellows?

To apply for this programme, students must meet the following eligibility criteria:

1. They must be studying Law in their home country, or
2. Have studied Law and are undertaking a Masters, in their home country, in a related field, and
3. Performing in the top 10% of their class and
4. Have a reference from their university and
5. Be able to communicate in English and
6. Show leadership potential and/or have an interest in making a positive contribution to their community/the legal profession

We currently have 54 Fellows on the programme from 17 countries including:

Ethiopia
Mozambique
Rwanda
Senegal
The Gambia
Uganda
Zambia
Bangladesh
Cambodia
Fiji

Laos
Myanmar
Papua New Guinea
Guatemala
El Salvador
Nicaragua
Afghanistan

We recruit up to 35 Fellows per year from the countries listed above.

How do I get more information about the fellows?

We operate an online platform using Salesforce, to manage the programme and keep in touch with our Fellows, our university contacts and anyone involved in the programme.

What will be the impact of the GSP?

We aim to support each of our Fellows to define and reach their educational and professional goals. We anticipate that the Fellows will become successful lawyers and leaders, both in business and in their communities. We know the importance of role models and our Fellows will set an excellent example to future lawyers.

We evaluate this programme regularly and measure the short, mid and long term outputs, objectives and impact over a 6 year period.

In the short term, we evaluate whether:

1. Fellows continue to achieve academically (remaining in the top 10% of their class)
2. Fellows gain knowledge of opportunities in the legal profession
3. Fellows' aspirations are raised

In the medium term, we evaluate whether:

1. Fellows are confident to apply for future education or employment opportunities
2. Fellows experience life enhancing effect
3. Firm develops relationships with universities
4. Fellows and mentors rewarded by cultural exchange
5. Firm has opportunities to collaborate with clients to deliver social impact

And in the long term we are measure the following:

1. Fellows gain opportunities and employment within their chosen field
2. Firm derives value from Alumni network of future lawyers, business, community and political leaders
3. Firm's brand is enhanced in emerging markets
4. Programme has contributed to recruitment and retention of people who are inspired and engaged in the programme
5. Programme has supported legal capacity and advanced rule of law in less developed regions

Does the GSP undermine local talent by encouraging students to leave their home country?

No, we are committed to supporting Fellows who have a strong commitment to making a positive difference in their home country. We work with the Fellows to help them work out what they want to achieve in their education and career and support their plans to do this. We also offer local and regional networking and internship opportunities to show the wide range of options available to them.

This is not a pipeline programme for DLA Piper. We support Fellows to pursue the right opportunities for them, whether that means joining a commercial law firm, working for an NGO, starting their own business or pursuing further education in their home country or internationally.

Will supporting only a handful of students each year really make a difference?

Yes, we believe that supporting 2 - 3 outstanding students each year from our list of priority countries will make a difference to these communities. We prioritise countries where there is a burgeoning legal profession and commitment to advancing the rule of law. By amplifying the talents of a small number of future leaders we believe we can have a big impact in the long term in these countries.

How do we maintain the quality of the GSP?

The Global Scholarships Programme Board is chaired by Global Co-Chairs of DLA Piper, Andrew Darwin and Roger Meltzer. The Board is made up of 23 partners from across the global firm and one external consultant.

We recruit up to 35 Fellows per year onto the programme and the Programme Team, consisting of a Senior Manager and a Coordinator, can get to know each individual on the programme and therefore find and manage appropriate opportunities for them.

Core modules/opportunities

- Ø Mentoring circle, one international mentor and one regional/local mentor
- Ø Internships in DLA Piper offices/affiliate firms and/or with our clients
- Ø Individual education and career advice, culminating in a Development Plan
- Ø Peer and professional networking opportunities
- Ø Personal brand and presentation skills workshops
- Ø Leadership training with SAID Business School at Oxford University
- Ø Rule of law education with the Bingham Centre for the Rule of Law
- Ø Commercial awareness and client expectations setting, in partnership with our clients
- Ø Employability skills training
- Ø Negotiation skills
- Ø Technology and the Law
- Ø Business and Human Rights
- Ø Public interest lawyering
- Ø Full tuition paid for two years
- Ø Study related support, including internet, textbooks, subscriptions and laptop
- Ø Work readiness support, including business wear

Additional modules/opportunities offered

- Ø Language courses

- Ø DiSC training
- Ø Support to contribute to/develop local pro bono programme
- Ø Support to join conferences/training relevant to professional goals

What do Fellows receive at the end of the Programme?

- Ø Access to DLA Piper Alumni network
- Ø Mentoring opportunities with future cohorts
- Ø On-going access to online platform, including e-learning area
- Ø Certificate of participation and summary of courses/opportunities undertaken
- Ø Advice and support to access next steps, into the education or employment

Do we stay in touch with Fellows once they complete the programme?

Yes, the Fellows join the DLA Piper Alumni Group and are also linked to future Cohorts of Fellows through mentoring. We will also be able to keep in touch with them using the platform which will help us create an online community. We will also encourage mentors from the global firm to keep in touch with their mentees.

Who are our partners?

In addition to our clients, we partner with the Bingham Centre for the Rule of Law and Saïd Business School to deliver certain aspects of the programme.

We also maintain strong relationships with our university partners, focusing on the top 1 -2 universities in each of our priority countries.

How do we communicate about the GSP?

We share stories about the programme and our Fellows both internally, in person and virtual presentations and externally, through LinkedIn, Twitter, Instagram and Facebook. We see that our people and potential future employees are highly engaged in content about the Global Scholarships Programme.

Is the GSP unique?

Yes, there is no other law firm offering a similar programme.

Will we share learning with others?

Yes, we plan to share the evaluation report which will be produced by our external evaluation consultant, IG Advisors. We are also committed to building relationships with other Foundations and Organisations running scholarship and fellowship programmes to share best practice.