

A feasibility study for law graduate legal practice experience with Community Legal Centres in Regional, Rural and Remote Australia

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Abstract

The shortage of lawyers in many parts of regional, rural and remote (RRR) Australia has major implications for access to justice. The National Association of Community Legal Centres (NACLC) is one of a number of organisations involved in projects which aim to address the shortage of lawyers.

This paper reports on the encouraging outcomes at the end of year two of the NACLC RRR Community Legal Centres Law Graduate Placement Project. It is indicative of the emerging nature of workforce planning for the RRR legal sector, that the current project is the first to focus specifically on work experience in RRR areas for law graduates preparing for admission to legal practice.

The paper identifies ways to enhance the initiative which includes addressing financial barriers due to high costs of travel and accommodation. The paper also highlights the need for a broader law graduate RRR legal practice experience program involving the full range of private, government and non-profit legal services and legal practices.

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Introduction

Over the last five years, broader collaborations have developed to tackle the serious shortage of lawyers in many parts of regional, rural and remote (RRR) Australia. The reasons for the shortage are complex and include 'upstream' factors which arise far away from the areas affected, as well as regionally specific, sector and service specific factors¹. The shortage of lawyers poses major risks to existing and future levels of access to justice in RRR areas².

The National Association of Community Legal Centres (NACLC) has played a leading role over many years in bringing these issues to national attention. Many Community Legal Centres (CLCs) and other non-profit legal services in RRR areas face major service delivery challenges as a result of difficulty filling lawyer positions and as a result of staff turn over. Many RRR CLCs, their communities and regions, are also affected by the concurrent shortage of private lawyers and lawyers in agencies such as prosecutions and child protection³.

1 Suzie Forell, Michael Cain and Abigail Gray, Recruitment and retention of lawyers in regional, rural and remote New South Wales. NSW Law and Justice Foundation, 2010 <<http://www.lawfoundation.net.au/publications>>; Trish Mundy, Recruitment and Retention of Lawyers in Rural, Regional and Remote NSW: A Literature Review, Northern Rivers Community Legal Centre, 2008 <<http://www.nrclc.org.au/SiteMedia/w3svc728/Uploads/Documents/RecruitmentRetentionOfLawyers.pdf>>; Leah Watkins and Rona Chadwick, The Presence of Justice - Recruitment and retention issues in WA's Family Violence Prevention Legal Service Units, Starfish Consulting, August 2008; Report into the Rural, Regional and Remote Areas Lawyers Survey, Prepared by the Law Council of Australia and the Law Institute of Victoria, July 2009 <http://www.lawcouncil.asn.au/programs/national-policy/recruitment_retention/rrr.cfm%2>; Trish Mundy, Recruiting and retaining lawyers: a problem in rural, regional and remote communities. *Alternative Law Journal*, v.34, no.1, 2009: 32-35.

2 Ibid. Also see Senate Legal and Constitutional Affairs References Committee, Access to Justice Report, December 2009, including discussion relating to the Committee's recommendation 2.124 at p. 20 about incentives be considered to encourage lawyers to practice in rural, regional and remote areas <http://www.aph.gov.au/senate/committee/legcon_ctte/access_to_justice/report/report.pdf>; Submission dated 19 May 2009 by the Attorney-General's Department to the Legal and Constitutional Affairs References Committee in relation to the reference on Access to Justice (submission no. 54)

<http://www.aph.gov.au/senate/committee/legcon_ctte/access_to_justice/submissions.htm>; Jane Stewart, Collaboration to defeat the tyranny of distance – a West Australian perspective, National Access to Justice and Pro Bono Conference August 2010 <<http://www.a2j10.com.au/papers/documents/day-1/stream-4/collaboration-to-defeat-the-tyranny-of-distance.pdf>>.

3 Examples of activities by NACLC to highlight issues and call for action are: resolutions by NACLC Annual Conferences for various years including 1994, 2000, 2001 and subsequent years; NACLC submission to the Australian Law Reform Commission inquiry in relation to Equality Before the Law which concluded with reports in 1994; NACLC submissions to the Senate Legal and Constitutional Affairs Committee inquiries which concluded with reports on the Costs of Justice (1993 and 1995), The Australian Legal Aid System (1997 and 1998) and Legal Aid and Access to Justice (2004); NACLC submission to the Joint Committee of Public Accounts and Audit which concluded with the report Access of Indigenous Australians to Law and Justice Services, 2005; NACLC submissions to the Attorney General's Department, Review of the Commonwealth Community Legal Services Program, 2008; and the NACLC submission to the Senate Legal and Constitutional References Committee inquiry which concluded with the report on Access to Justice in December 2009.

Factors which are contributing to the shortage of lawyers in RRR Australia include the metro-centric focus of the legal profession and legal training. Awareness raising about legal needs and legal practice opportunities in RRR areas must target potential recruits, including: lawyers in legal practice; law graduates preparing for admission to practice; and, law students attuning to the diversity of their career options.

In June 2008, the Commonwealth Attorney-General announced a \$5.8 million funding package aimed at addressing recruitment and retention challenges in RRR areas via the *Regional Innovations Program for Legal Services (RIPLS)*. Provided through Legal Aid Commissions in Queensland, New South Wales, Tasmania and Western Australia, this focused on increasing legal services for RRR areas. Additionally, \$60,000 pa for three years (2008/9 – 2010/11) was allocated to NACLC for the RRR Law Graduate Placement Project. The latter is a feasibility study about the effectiveness of encouraging law graduates to complete practical legal training in RRR CLCs with the ultimate aim of encouraging graduates to consider long-term career opportunities in RRR areas⁴.

This paper reports on outcomes so far of the NACLC RRR CLC Law Graduate Placement Project. The paper gives an overview of the NACLC Project, outlines key learnings and recommends ways to improve the effectiveness of the initiative. It is indicative of the emerging nature of workforce planning for the RRR legal sector, that the current project is the first to focus specifically on work experience in RRR areas for law graduates preparing for admission to legal practice.

The paper concludes by highlighting the need for a broader program regarding law graduate RRR legal practice experience, which involves the full range of private, government and non-profit legal services and legal practices.

⁴ Rudd Government Boosts Legal Services for Regional, Rural and Remote Communities, Press Release 18th June 2008 <
http://www.attorneygeneral.gov.au/www/ministers/mcclelland.nsf/Page/MediaReleases_ArchivedMediaReleases> .

Part 1: The Project

The NACLCLC RRR CLC law graduate project aims to utilise synergies between the concerns and needs of RRR CLCs and the objectives and career intentions of law graduates undertaking practical legal training (PLT) to prepare for admission to legal practice. Most law students in Australia undertake PLT after completing their law degree. Minimum requirements for PLT are contained in the Competency Standards for Entry Level Lawyers⁵ which specify the knowledge, skills and values to be demonstrated. The Standards stipulate that legal practice experience (LPE) is a mandatory part of training for legal practice.

The NACLCLC project began in September 2008 with the appointment of Rachna Muddagouni as the part time Project Officer with project oversight by NACLCLC Convenor, Liz O'Brien. At various stages Rachna was assisted by Suma Shivalingaih in relation to process mapping and web development. The project plan involved developing routines and piloting with one PLT program namely the Legal Workshop within the ANU College of Law (ANU). During implementation the ANU staff who were directly involved in the project were: Judy Harrison, Margie Rowe, Helen McGowan and Rose Coppin⁶.

The project is a feasibility study to gauge the effectiveness of PLT placements as one strategy in an overall effort to address recruitment and retention of lawyers in RRR Australia.

The project contrasts with and compliments existing initiatives related to some RRR legal services, law students or law graduates, of the following kinds:

- volunteer opportunities
- clinical law programs
- clerkships
- cadetships
- internships
- graduate programs, and
- guaranteed post admission employment programs.

5 Australasian Professional Legal Education Council and Law Admissions Consultative Committee, Competency Standards for Entry Level Lawyers, November 2000, updated February 2002 <http://www.aplec.asn.au/Pdf/Competency_Standards_for_Entry_Level_Lawyers.pdf> .

6 Judy Harrison, Director of Clinical Programs and Senior Lecturer, ANU College of Law (Legal Workshop leader for the project), Margie Rowe, Legal Workshop, Graduate Diploma of Legal Practice Sub-Dean Students, Helen McGowan, Legal Workshop Lecturer and from August to December 2009, primarily project contact and Rose Coppin, Legal Workshop, Legal Practice Experience Administrator.

These existing opportunities are summarised at Attachment 1.

Phase 1 of the project from September 2008 to mid October 2010, involved developing and piloting routines for RRR CLC PLT placements with assistance from the ANU. During this phase applications to undertake placement under the project were limited to students undertaking the ANU Graduate Diploma of Legal Practice (GDLP). Phase 2, which has recently begun, involves further testing with the project broadened to receive applications from all PLT students.

1.1 Partnership with the ANU

The partnership with the ANU was integral to phase 1. The ANU helped develop the original project concept and project plan and contributed during phase 1 by:

- helping to develop and pilot routines for RRR CLC PLT placements including establishing, monitoring and supporting placements
- developing routines and resources to promote the project to students through handouts, posters, information on the web and via an online student area created for the purpose
- mentoring and support for PLT students undertaking placement with RRR CLCs
- establishing and administering a \$35,000 financial assistance fund to enable students to apply for assistance towards the additional travel and living costs involved in RRR CLC placement; and
- assisting with project record keeping and evaluation.

1.2 Relevant features of PLT programs

There are 12 PLT programs in Australia which are either university or non-university based⁷. The ANU Legal Workshop provides the largest university based PLT program with an enrolment of about 650 law graduates a year in the GDLP, the completion of which leads to admission to legal practice.

Many law graduates are mobile in their choice of a PLT program. For example students who undertake the ANU GDLP are law graduates from the ANU, from many other universities and the NSW Legal Practitioners Admission Board. While PLT courses vary in length most take at least 6 months. While students can complete the ANU GDLP in about 6 months most take about 10 months and the maximum is 3 years. Although the composition of the ANU GDLP student cohort changes continually due to flexible program commencement and completion times,⁸ there are students in all states and territories. It is estimated that at any one time about 20% of the students undertaking the ANU GDLP are based in an RRR area.⁹

A substantial number of Legal Workshop legal practice teachers have connections with RRR areas, some have practiced in RRR areas and some are teaching while based in a regional or rural area. The teachers include those who are or have been, a CLC volunteer, employee or Committee member.

7 Australian National University - Legal Workshop; Bond University – Professional Legal Training (PLT) Program; Centre for Legal Studies – Tasmanian Legal Practice Course; College of Law; Griffith University - Legal Practice Centre; Leo Cussen Institute - Practical Legal Training; QUT - Legal Practice Course; The Law Society of South Australia - Practical Legal Training; University of Newcastle Law School; University of Technology, Sydney - Practical Legal Training; University of Western Sydney; University of Wollongong - Faculty of Law, Professional Legal Training Course. For any future changes to this list see the Council of Australian Law Dean's (CALD), Guide to Practice Legal Training Programs at: <<http://www.cald.edu.au>> .

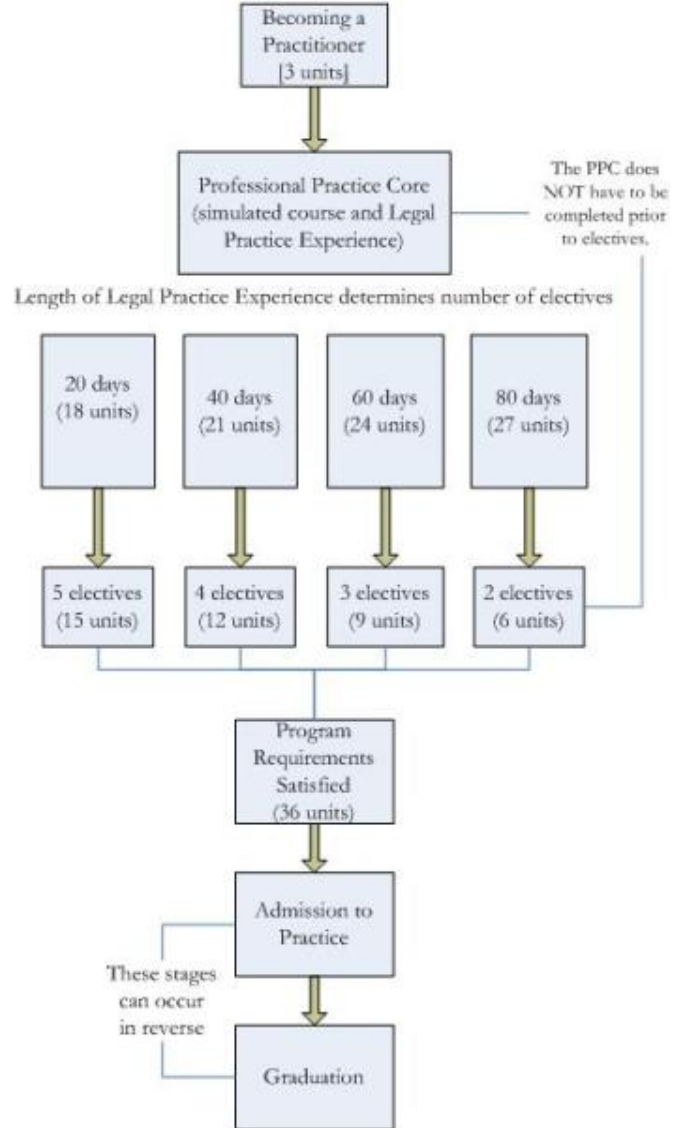
8 Consisting of about 15 commencements during the year, 4 coursework completion points (March, June, September and November) and students completing legal practice experience to their own timetables through out the year.

9 The figure of 20% is calculated by the Legal Workshop from GDLP student records sampled at different times of the year.

Flexibility and availability of PLT students for placement

While the format of PLT programs vary, the format and flexibility of the ANU GDLP is such that students are able to undertake the course from any geographic location, provided there is a reasonable internet connection. The ANU program begins with a week long skills intensive called 'Becoming a Practitioner' offered in city and regional locations.¹⁰ Students then study on a flexible basis supported by legal practice teachers and online tools and resources. Exercises, coaching and assessment occurs flexibly, using teleconference type arrangements for oral assessments.

As noted above, the legal practice experience (LPE) component of PLT is compulsory. Although PLT programs vary in their approach, LPE can usually be undertaken before, during or after required coursework. The Competency Standards specify a minimum LPE requirement of 12 days but PLT programs generally set their own higher minimum. For example, the ANU minimum is 20 days, but students can choose to undertake 40, 60 or 80 days.¹¹ Students can choose to undertake placement at one or more locations and then combine the time to meet the requirements.¹² As most students complete the GDLP, including the LPE, in about 10 months, the time to arrange the placement can be quite short. Additionally, depending



10 There are 17 intensives a year. The regional locations are: once a year in Townsville, Geelong and Toowoomba and twice a year in Darwin; the city locations are: 5 times a year in Canberra, twice a year in Sydney, Melbourne and Brisbane; and once in Perth.

11 The following are examples of legal practice experience options relating to some other PLT courses: College of Law Limited : 75 days, <<http://www.collaw.edu.au/Future-Students/Practical-Legal-Training-Programs-and-Courses/Program-Components/Work-Experience-Component/>> ; Leo Cussen Institute: 15 days <http://www.leocussen.vic.edu.au/cb_pages/ptc.php> ; Griffith University, 25 days (GDLP) <<http://www.griffith.edu.au/law/legal-practice-centre/programs-courses/practical-legal-training>> .; South Australian Law Society, GDLP about 30 days < <http://www.lawsocietysa.asn.au/members/plt.asp>> .

12 The ANU GDLP Legal Practice Experience Rules are online at: <http://law.anu.edu.au/legalworkshop/Legal_Practice_Experience.aspx>

on where the LPE is sequenced in the particular student's program, the time between completion of LPE and admission to legal practice can be as short as a month.

Many PLT students undertake coursework while undertaking LPE full time or part time. There are examples of CLC staff and volunteers who study law and then complete their PLT while continuing in their role with the CLC. This is sometimes followed by employment as a lawyer with the CLC once the person is admitted to practice.

Unlike undergraduate law students whose availability for extended placement tends to be clustered into university breaks, PLT students are available for placement throughout the year. Also, while clinical legal education programs, which are generally undergraduate university programs within the law degree, have a strong concurrent academic component, law graduate PLT is strongly focused on developing adaptive knowledge and skills for legal practice¹³.

1.3 Establishing the project and CLC involvement

In the early stages of the project, the Project Officer provided general information to CLCs about the project followed by direct contact with individual CLCs to discuss the project and gauge likely interest and capacity to participate. This also informed project directions including preparation of material and forms for CLCs and PLT students to collect information. The NACLCLC project website went online in February 2009 at < <http://www.lawgraduatesrrrclc.com.au/>>, the NACLCLC Project Officer kept in contact with RRR CLCs, and the project was promoted during a session about the project at the NACLCLC Annual Conference in Perth in September 2009.

Many RRR CLCs joined the project by expressing their interest and willingness to provide PLT placements, subject to availability and student suitability. The table below shows the number of RRR CLCs which participated in the project during phase 1. 'Participation' refers to whether the CLC indicated willingness to consider applications for

¹³ For a description of course requirements in relation to clinical programs see, Clinical Legal Education Guide, 2009/10, Kingsford Legal Centre at: < http://www.law.unsw.edu.au/centres/klc/doc/CLE_GUIDE_09_10.pdf>; in relation to PLT program requirements see the APLEC Standards, *ibid*. Also see Judy Harrison, Some synergies between practical legal training and recruitment and retention of CLC staff in regional, rural and remote areas, (2008), Justice is as Just Does: CLCs Working for Justice, National Association of Community Legal Centres Conference, Darwin, 18-20th August 2008 <http://law.anu.edu.au/legalworkshop/Documents/RRR_Harrison.pdf> .

PLT placement during the project, and received and considered applications, whether or not this resulted in placement.

RRR CLCs which participated in the NACLCLC RRR CLC law graduate project in phase 1 (Sept 2008 to October 2010)			
	Total RRR CLCs¹⁴	Participated	Did not participate
ACT	-	-	-
NSW	12	5 (42%)	7 (58%)
NT	6	3 (50%)	3 (50%)
Qld	16	4 (25%)	12 (75%)
SA	5	2 (40%)	3 (60%)
TAS	3	0	3(100%)
Vic	12	6 (50%)	6 (50%)
WA	9	6 (67%)	3 (33%)
Total Australia	64	26 (41%)	37 (59%)

In summary about 41% of the RRR CLCs participated during phase 1. The highest participation rate, compared to the number of RRR CLCs, was in Western Australia where 67% of RRR CLCs participated. The list of participating and non-participating RRR CLCs for phase 1 is at [Attachment 2](#) and the number placements and dates is at [Attachment 3](#).

This indicates the potential for expansion of the project in phase 2, with more RRR CLCs participating.

1.4 Assisting PLT students to consider RRR placement

In relation to recruiting ANU PLT students the main steps were as follows:

- The first notices about RRR CLC placement opportunities were emailed to all Legal Workshop GDLP students in April 2009 and from that point opportunities were notified as details were available. From May 2009 flyers, posters and announcements were used to promote the project to students at over 20 *Becoming a Practitioner* intensives in city and regional locations and information

¹⁴ The list of CLCs was drawn from the NACLCLC Directory updated to 16 November 2010 at: <<http://www.naclclc.org.au/directory/>>

was also available for students on the Legal Workshop web site.

- As project routines developed information about RRR CLC placement opportunities was shaped to achieve a consistent format relevant to PLT students such as the examples below. In February 2010 a web area was established using the ANU's online course platform for ongoing access by students and staff to the most current information. This also simulated public access and clarified a number of project routines. From this time all students and staff also received an alert by email for updates to the web area. There was frequent use of the site by those interested in RRR placement.

Last updated: 11 Oct 2010

Geraldton Community Legal Centre, Geraldton Western Australia

Duration of LPE: minimum of 20 days but otherwise negotiable

Intensity: full time preferred

Start time: One legal practice experience placement will be available each quarter in the periods: October - December; January - March; April - June; July - September. However, placements for a full 20 days in December or a full 20 days in January are unlikely because of staffing issues during these periods.

Next available placement: Is for dates between Jan - March 2011.

About this CLC: The Geraldton CLC is based in Geraldton but the service area includes the Mid West, Murchison and Gascoyne regions. The main areas in which legal assistance is provided are family law, civil, tenancy, compensation, credit and debt matters.

The Centre has state wide networks and for many years it has helped provide leadership for the National Association of Community Legal Centres National RRR Network which aims to promote the availability of community focused legal service in RRR Australia.

The Geraldton CLC is part of the Geraldton Resource Centre which brings together a number of programs which enables the Centre to provide expert legal and related assistance.

You can read more on the Centre's web site at: <http://www.grc.asn.au>

Read more about Geraldton and the region:

<http://www.geraldtontourist.com.au/>
<http://geraldton.thewest.com.au>
<http://www.abc.net.au/wheatbelt/>

Example 2:

Last updated: 19 October 2010

Hume Riverina Community Legal Service, Albury / Wodonga, Victoria and NSW.

Duration of LPE: minimum 20 days, up to 60 days

Intensity: 3 to 5 days a week

Start time: January 2011, 2012 and 2013 for first semester only.

About the HRCLS: The Hume Riverina Community Legal Service (HRCLS) is a program funded through the Federal Attorney-General's Department in Canberra. The Commonwealth Community Legal Service Program funds the program which is administered by Victoria Legal Aid.

The centre provides telephone advice, face to face clinics, family law legal aid lawyer and rural outreach at the following locations on a monthly basis to Corryong, Tallangatta, Mt Beauty, Myrtleford, Deniliquin, Finley, Lavington, Culcairn, Howlong, Corowa, Wangaratta and Albury and once a week to the Albury Wodonga Aboriginal Health Service. The centre also has a family violence duty solicitor to provide legal information, advice and representation to applicants in non contested Family Violence court proceedings.

You can read more about the Centre on the website:
<http://www.communitylaw.org.au/humeriverina>

For more about Albury / Wodonga and the region:

<http://www.alburywodongaaustralia.com.au/>
<http://www.wodonga.vic.gov.au/>
<http://www.bordermail.com.au/>
<http://www.abc.net.au/goulburnmurray>

- A formal expression of interest (EOI) process for students began in May 2009 with the student also providing their CV, contacts for two referees and their academic record. In these EOIs students expressed their preferences regarding RRR CLC location, the approximate dates, whether full time or part time (intensity) and duration (number of weeks). Details such as whether the student had a connection with any of the RRR areas nominated and the reasons for wishing to undertake the placement were also included. The EOI form was revised several times and this became the basis of the PLT student EOI form for the NACLC web site.

- The EOIs were initially received by the Legal Workshop staff who undertook screening. Some students were diverted at this point and the rest were passed onto the NACLC Project Officer.
- The NACLC Project Officer then passed the EOI, with CV and academic record on to the relevant CLCs to work out if there was a match. If a CLC was potentially interested they could contact the student to interview them by telephone and, if suitable, work out the details to confirm the placement.
- If there was a match, the student then lodged a Placement Approval Form with the Legal Workshop following the usual process for ANU GDLP LPE placements.
- If the student needed financial assistance relating to the additional costs of the placement, they also completed the ANU Legal Workshop Financial Assistance Form and lodged this with the Legal Workshop for consideration¹⁵. The Legal Workshop made the decision, notified the student of the outcome and if approved, paid the assistance amount to the student by electronic funds transfer.
- The Legal Workshop project leader usually contacted students during placement to touch base and she was available to relevant CLC staff to discuss issues if they arose.
- On completion of the placement, the student used the standard Legal Workshop PLT placement report form. Following the usual process, the student's completed placement report was read by the student's CLC supervisor (in all cases the principal solicitor) who then added their own brief comments, usually consisting of a paragraph or two.
- The student then lodged the full report with the Legal Workshop where it was read by the Legal Workshop project leader, usually followed up by contact with the student to debrief.

¹⁵ This relates to the financial assistance fund established by the ANU from its own resources for the project.

The process as described involved students responding to details provided to the NACLC Project Officer by participating RRR CLCs. Additionally, when details about particular RRR CLC time frames were not available, students self nominated and the NACLC Project Officer then contacted the CLCs to discuss the request. Rather than use application closing dates, the process involved ongoing work to place students with participating RRR CLCs. The NACLC Project Officer also contacted additional CLCs about whether they might join the initiative the Legal Workshop project leader maintained contact with students and provided updates while the possibility of a placement was being pursued.

The process flow as described provided the basis for development of the NACLC web site to streamline routines move the project into the public domain. This occurred in late October 2010, marking the beginning of phase 2.

1.5 Enhanced description of the project rationale

By September 2009, many of the good reasons for the project and project synergies had been elaborated upon through discussion with CLCs, Legal Workshop staff and ANU PLT students. Many of the reasons were summarised in a colorful brochure about the project titled *Placement in RRR Community Legal Centres*. The brochure, which was intended for CLCs and for ANU PLT students, was launched by Liz O'Brien and Helen McGowan at the Annual NACLC Conference in Perth in September. The brochure included the following dot point summary of benefits:

What does the RRR CLC get from providing a placement to an ANU PLT student?

- A tailored fit between the needs of the RRR CLC and the student. The project involves liaising with the CLC to clarify the CLCs needs and expectations. CLC placement opportunities are advertised to students and the ANU screens before putting students forward to the CLC for consideration.
- The CLC receives the student's expression of interest, CV and academic record. This replaces random students cold calling CLCs seeking placement.
- A graduate law student undertaking placement without payment. There is usually no cost to the CLC apart from the resources required to supervise and a work space for the student.

- An enthusiastic law graduate, close to admission to legal practice who is technologically savvy, willing to participate in the work and to learn by doing. The ANU encourages students to be self directed resourceful learners and students also practice these skills in all of their GDLP courses.
- When required, ANU Legal Workshop supervisors are available to support the placement and assist with student supervision.
- Possible future CLC employee or volunteer.
- A good feeling that together, the RRR CLCs and the ANU are contributing to the formation of a technically proficient, socially aware, lawyer.

What does a student get from a RRR CLC legal practice experience?

- Work experience in regional Australia and guidance about how to get the most from their placement. Some financial assistance is available from the ANU to assist with travel and living expenses (conditions apply).
- Awareness of a legal practice career option which the student may pursue immediately or at another time in their career. This includes awareness that CLC careers strongly value aspirations about justice and access to justice.
- Being part of an influential national sector committed to a socially just Australia through client work and participation in working groups, networks and campaigns.
- Familiarisation with preventative and reformist approaches to legal practice which focuses on systemic issues, lobbying and community legal education. Many RRR CLCs tie their case work to an advocacy or reformist platform.
- Experience in the RRR CLC approach to client care which embraces the client's context and includes legal and other disciplines.
- Colleagues who are energetic and passionate about using the legal system to improve their community's experience of justice.
- Exposure to a variety of advice formats (outreach, clinic, phone, video conference, court attendance) when time is short and the issues complex.
- Modeling by CLC staff helps students learn to prioritise while remaining efficient, responsive and professional.
- Immersion in legal practice which places a high value on service quality, supervision, collegiate discussion, professional development and reflective practice.

What does the ANU Legal Workshop get from the arrangement?

- High quality legal practice experience for our students to assist them to develop as socially aware lawyers. The ANU Legal Workshop shares the CLC ideal of a fairer more inclusive Australia.
- Student experience of legal placement influences the development of the individual but also enriches the whole student cohort. The Legal Workshop GDLP has an enrolment of over 600, with students located in all Australian jurisdictions and overseas. Student stories of RRR CLC practice are shared widely through course based discussion and student networks.
- Feedback from CLCs and students will help us develop and refine course content and our teaching methods.

- Liaison between the ANU Legal Workshop supervisor and the CLC supervisor will promote the development of the student and add to the knowledge and skills of our staff.
- Promotion of the ANU GDLP which is a quality program of preparation for legal practice which encourages social justice values.

Part 2: Experience in phase 1

2.1. Student inquiries through to completion of placement

This section outlines what happened in phase 1 from initial inquiries by students, through the stages of establishing the RRR CLC placement and completing placement.

Inquiries

The Legal Workshop project staff received 94 recorded individual inquiries from current or prospective ANU PLT students about RRR CLC placement under the project. Of these 66% (n=62) were female and 33% (n=32) were male.

Written expression of interest

A written expression of interest form was implemented in May 2009. 75 students lodged an EOI on the form and provided their CV and academic record. Of these 69% (n=52) were female and 31% (n=23) were male.

Screening by the Legal Workshop

The 75 EOIs received were initially screened by the Legal Workshop. 63 (84%) were put forward by the Legal Workshop to the NACLCLC Project Officer for consideration by the relevant participating RRR CLCs and 12 (16%) were not put forward by the Legal Workshop.

Of the EOIs which were not put forward by the Legal Workshop the most common, which occurred in 33% (n=4) cases was that the student's proposal needed more work to address issues such as:

- appreciation of the location of particular CLCs and the type of work undertaken;
- the need for more clarity about the student's availability; and

- the need for a budget to work out whether placement at CLCs nominated by the student was financially realistic for them.

Other reasons were:

- the student was not eligible for financial assistance from the Legal Workshop to assist with travel / accommodation costs as the student had already completed their GDLP legal practice experience requirements, and the student was unable to afford to undertake RRR placement without this (25% (n = 3); and
- the student was considered unsuitable due to insufficient legal practice knowledge or skills or due to special needs (25% (n= 3)).

Consideration of EOIs by relevant CLCs and offers by CLCs

The EOIs generally nominated specific CLCs in the student's order of preference. The form also required the student to indicate their preferred length of placement, number of days a week and dates.

Of the 63 EOIs which went forward for consideration by RRR CLCs:

- 39 (62%) resulted in an offer of placement,
- 20 (32%) of students did not receive an offer, and
- 4 (6%) were in the process of attempting to achieve a placement at the end of phase 1.

Of the 39 students who received an offer, 28 (72%) of the offers were to female students and 11 (28%) were offers to male students. The 4 graduates to be placed were female.

Offers not taken up by graduates

Of the 39 offers made, 6 (15%) were not taken up or were relinquished by the student. The most common reason, which applied in half of these cases, was that the student's availability had changed due to work or personal circumstances.

Students who did not receive an offer

In relation to the 20 students whose EOI was put forward who did not receive an offer of RRR CLC placement, the most common reasons were:

- CLC unable to provide placement because of staffing issues (35%, n=7), and
- CLC unable to provide placement at present because the CLC was at capacity (30%, n=6).

Additionally:

- in two cases there was no response at all from the CLC and
- there was one instance of each of the following:
 - the student was not considered suitable;
 - the placement proposed by the student (15 days) was too short;
 - the student should apply closer to the time of the proposed placement;
 - and,
 - the student withdrew their EOI due to their changed circumstances.

Suitability of students put forward to RRR CLCs for consideration

Of the 63 EOIs which went forward for consideration by relevant participating CLCs, one student (1.6%) was declined on the basis that the CLC did not consider the student suitable. This student nominated one CLC and was considered by that CLC.

Students who undertook RRR CLC placement during phase 1

Thirty students began their RRR CLC placement during phase 1 of whom 77% (n=23) were female and 23% (n=7) were male.

Twenty six students completed RRR CLC placement during phase 1. Of these 2 (8%) were Indigenous. Of the 26 students who completed, 19 (76%) were female and 7 (28%) were male. Additionally 3 students (all female) were undertaking placement at the end of phase 1. Each of these students will complete which will bring the total completions to 29, being 76% female and 24% male.

At the end of phase 1, a further 3 students (2 male, 1 female) had received and accepted an offer of RRR CLC placement and were due to begin after the end of phase 1. These students will undertake their legal practice experience with:

- Pilbara CLC, Karratha WA and Northern Rivers CLC Lismore NSW, where the LPE will begin in November 2010 and
- Loddon Campaspie CLC, Bendigo, where the placement will begin in February 2011.

Began but did not complete

One student who started RRR CLC placement began but did not complete. This resulted from the CLC becoming short staffed and placement ceasing on the CLCs instigation.

The figures in this section are set out in more detail at [Attachment 4](#).

2.2 About the students who undertook placement

This section provides information about the students who undertook RRR CLC placement during phase 1.

Where the student completed their law degree

The students placed, or who had their placement confirmed during the phase 1, were graduates or concurrent enrollees in the ANU GDLP from law schools in 6 Australian jurisdictions (Tasmania and South Australia were not represented). The students were graduates of 15 of the 32 law schools in Australia. Additionally, one graduate completed the Diploma in Law via the NSW Legal Practitioners Admission Board and another graduated from the University of Papua and New Guinea. For further details see [Attachment 5](#).

Age of students

There was a substantial range in the age of the 33 students who undertook RRR CLC placement or had their placement confirmed during phase 1. While the majority (60%) were under 30 years, 30% were aged 30 to 49 years and 3 were aged 50 years or over. That is:

- 12 (36%) were 25 or younger
- 8 (24%) were 26-29 years

- 1 (3%) was aged 30 to 39 years
- 9 (27%) were aged 40-49, and
- 3 (9%) were aged 50-59.

Location of students

As noted earlier it is estimated that at any particular time about 20% of students undertaking the ANU GDLP are located in RRR area while undertaking the GDLP. Of the 33 students who undertook RRR CLC placement, or had their placement confirmed during and via the pilot, 22 (66%) were living in a metropolitan area and 11 (33%) were living in a regional or rural area. Of the latter, 6 were living in a regional area and 5 were living in a rural area.

Placement close to home

Three students undertook placement in, or very close to, their home town and a further 5 undertook placement between 50 and 100km from their home. That is, 8 (24%) of the placements were less than 100km from home.

This aspect highlights the importance of promoting links between legal services and law students and law graduates in RRR areas and their local communities. Methods might include CLCs and /or local firms:

- sponsoring high school prizes to achieve visibility among potential law students
- establishing vacation legal work experience placements targeted to local law students / law graduates
- advertising in the local newspaper to alert law students / graduates, their friends and family members, of local legal practice placement opportunities, and
- host networking functions for local law students

Ideas to assist RRR CLCs and firms link with law students and law graduates studying locally should be included in resources which are being developed for RRR firms and legal services.

PLT placements more than 100km from home

Twenty seven (79%) of the RRR CLC placements were more than 100 km from home, 22 (65%) were more than 200km from home and 16 (47)% were more than 500 km from home.

The 11 students living in a regional or rural area travelled a total of 5165km to reach the CLC for LPE being an average of 470km. However the 22 students who were living in a metropolitan area travelled much further. These students traveled a total of 34,446km to reach the CLC for their LPE, being an average of 1565km. For more detailed figures [Attachment 6](#).

The total distance traveled by the students to arrive at the CLC for their first day of LPE was about 40,000 km, which is equivalent to the circumference of the world at the equator (40,076km).

Length of LPE

The length of RRR CLC LPE ranged from 10 to 80 days including one case where the student undertook 20 days and was invited to return. The student returned about 6 weeks later and completed 50 days in total (counted as 1 placement). Most of the students undertook 20 days. That is, of the 33 student placements:

<i>Length of placement</i>	<i>Number & % of students</i>
10 days	2 (6%)
20 days	20 (61%)
30 days	1 (3%)
40 days	3 (9%)
50 days	2 (6%)
60 days	3 (9%)
70 days	1 (3%)
80 days	1 (3%)

The total number of LPE days undertaken during the pilot was 1000 which is approximately equivalent to 4 people working full time for a year¹⁶. For more detail in relation to the length of the placements see Attachment 3.

Financial assistance

There are currently no sources of financial assistance for law graduates undertaking PLT or law students, who seek to undertake legal practice experience in a RRR area. This contrasts dramatically with long standing arrangements in other professional sectors. By way of example, the table below summarises a number of these.

Program	Provider	Sector	Financial Assistance	
			Government	Type
Country Education Project Rural Placement ¹⁷	Monash University	Education	Vic Dept of Education & early Childhood Education	Bursary
Rural Pharmacy Workforce Program Placement Allowance for Pharmacy Students ¹⁸	Pharmacy Guild of Australia	Pharmacy	C'wealth Dept of Health and Ageing (DOHA)	Allowance
Australian Catholic University - Social Work Rural Placement Scholarship ¹⁹	Australian Catholic University	Social Work		Scholarship
John Flynn Placement Program ²⁰	Australian College of Rural and Remote Medicine	Medical doctors	DOHA	Financial assistance
NSW Health Nursing and Midwifery, Undergraduate Rural Placement Grants ²¹	NSW Health	Nursing	NSW Health	Grant

¹⁶ There are about 256 work days in a year, excluding weekends and public holidays.

¹⁷ See: <<http://www.education.monash.edu.au/placements/cep-placements.html>>

¹⁸ See: <<http://www.guild.org.au/rural/content.asp?id=209>>

¹⁹ See:

<http://www.acu.edu.au/courses/scholarships_and_financial_aid/choose_acu_scholarships_and_bursaries/scholarship_pool/australian_catholic_university_foundation_social_work_rural_placement_scholarship/>

²⁰ See: <<http://www.acrrm.org.au/john-flynn-placement-program-0>>

²¹ See: <http://www.health.nsw.gov.au/resources/nursing/scholarships/Semester_2_RPG_Final_pdf.asp>

During phase 1 the ANU College of Law established a financial assistance fund from its own resources for ANU GDLP students. The criteria required that the student's confirmed placement with a RRR CLC was more than 100km from their home, that the student would face significant additional costs and that they needed financial assistance to undertake the placement. The criteria were broad and no verification was sought about the student's financial circumstances. The maximum amount of financial assistance was \$1,500 per student. Students who had completed their LPE requirements were not eligible to apply.

Of the 33 students who undertook RRR CLC LPE or had this confirmed during phase 1, 12 (36%) self funded and 21 (64%) applied for and were granted financial assistance.

Of those who received financial assistance:

- 12 (60%) received \$1,500,
- 4 (20%) received \$1,400 or more, but less than \$1,500, and
- 5 (20%) received between \$600 and \$1000.

The total financial assistance allocated during the pilot was about \$26,500. The allocations were made between July 2009 and October 2010 (16 months) giving an average of \$1660 / month or about \$20,000 for a full financial year.

About three quarters of students who received the maximum amount of \$1,500, estimated that their expenses were above that amount.

The pilot indicated variation in the capacity of students to self fund the additional expenses involved in these unpaid RRR CLC LPE opportunities. The additional costs consist of travel, accommodation and higher cost of meals due to being away from home plus higher food prices in some areas. In some locations accommodation costs are prohibitively high.

Some students were able to stay with friends or family members. Above and beyond the call of duty, two students were accommodated during placement by CLC staff in their own homes. One student arranged a house sit for part of the time and was also

accommodated in a remote community through the generosity of an individual. One student couch surfed for the month of placement due to being unable to afford alternative accommodation.

Cost is a major constraint in relation to the length of remote placements in locations with high cost accommodation. In many cases this problem is going to be intractable even in the light of considerable ingenuity of students and CLCs.

While some students were able to self fund the cost of their RRR CLC placements, many were not able to do so. It is not possible to estimate how many students were deterred from inquiring or lodging an EOI after considering the cost in the light of the cap of \$1,500 on financial assistance.

Students' previous connection with RRR Australia

In her 2008 study *Recruitment and Retention of Lawyers in Rural, Regional and Remote NSW*, Trish Mundy noted that there are:

... research findings across a range of professional literature (including educational, medical, nursing) which draws “positive associations” between one’s earlier experience of a rural lifestyle and their subsequent employment in a rural area²².

Twenty four (73%) of the 33 graduates who undertook RRR CLC placement or had placement confirmed during phase 1, had a substantial connection with regional, rural or remote Australia in the sense that:

- they were living in regional or rural Australia and/or
- grew up or previously studied or worked in RRR Australia for an extended period.

The connection of these students is summarised on the table below. Of the students who had a substantial connection, 7 (21%) were male and 17 (79%) were female. Of the 9 who did not have a substantial connection 2 (22%) were male and 7 (78%) were female. That is, the ratio of male to female students was similar for students who did or did not have a substantial connection with RRR Australia.

²² Recruitment and Retention of Lawyers in Rural, Regional and Remote NSW: A Literature Review, 2008, Northern Rivers Community Legal Centre <<http://www.nrclc.org.au/SiteMedia/w3svc728/Uploads/Documents/RecruitmentRetentionOfLawyers.pdf>>

Students with a previous regional, rural or remote connection

Male graduate: Grew up in Queanbeyan, regional NSW. Traveled to Albury / Wodonga for LPE with Hume Riverina CLC	Male graduate: Has been living and working in northern NSW inland and coastal towns for 30 years. Will undertake LPE in Lismore NSW with Northern Rivers CLC.	Female graduate: Grew up in the Hawkesbury area of NSW, lived in Armidale NSW while at uni and then worked in rural and regional towns - Moree, Walcha etc	Female graduate: Lived in Darwin for 10 years
Female graduate: Had lived and worked in rural locations in Australia and overseas. Previous lived in Albury Wodonga , where the graduate returned to undertake LPE	Female graduate: Went to high school at Richmond NSW, just north of Windsor where LPE was undertaken with Hawkesbury Nepean CLC.	Female graduate: While growing up use to visit grandparent on the Central Coast of NSW, Undertook LPE at Central Coast CLC, near to where grandparent use to live.	Female graduate: Living in Toowoomba, Qld where the CLC is located.
Male graduate; Grew up in country NSW – Dubbo, Orange etc. Hopes to ultimately work in regional legal practice	Female graduate: Lived and worked in Darwin	Female graduate: Grew up in regional Victoria	Male graduate: Grew up in Charters Towers, Qld, considers Townsville region to be 'home'. Undertook LPE in Townsville.
Female graduate: Living in Mt Gambier, SA since 2005. LPE is at South Eastern CLC in Mt Gambier.	Female graduate: Has been living in rural Victoria for 25 years, undertook placement in CLC in regional Vic.	Female graduate: Has lived in Collie WA for 11 years, previously lived in Port Hedland WA. Undertook LPE in Bunbury.	Male graduate: Previously lived in Karratha, regional WA, partner is from regional WA has worked in regional and remote WA. Undertook LPE in Bunbury
Female graduate: Grew up in country NSW, lives in regional NSW	Female graduate: Grew up on central coast of NSW	Male graduate: Living in north Queensland and did about 18 months of his law degree with James Cook Uni, at the Cairns campus. Undertook LPE at CARE Goondiwindi	Female graduate: Grew up in Queanbeyan, regional NSW, volunteered in PNG, Calcutta, Indonesia etc, strong Indigenous focus. Interested in LPE with remote Indigenous focus.
Female graduate: Grew up in Roma, in central Queensland	Female graduate: Have lived in Karratha, WA and has family in Geraldton WA. LPE is with Geraldton Resources Centre	Female graduate: Previous undertook a remote area Indigenous law internship.	Male graduate: Grew up in rural Vic. Lives in Woodend, works in Bendigo, LPE will be with Loddon Campaspe CLC in Bendigo

Previous non-profit, CLC or clinical law experience

About 76% (n=22) of students who undertook RRR CLC LPE during the pilot, or who had their LPE confirmed during the pilot, indicated that they had previously volunteered or worked in a non-profit community group or service. About 30% had previously volunteered or had paid work with a CLC or Aboriginal and Torres Strait Islander Legal Service (ATSILS). About 42% (n=14) had undertaken a clinical law program during their law degree. Four students (12%) had undertaken an Aurora Internship, including two who had also undertaken a clinical law program. For more detail see [Attachment 7](#).

Access by law students to volunteer and/or paid work with a CLC, ATSILS or other non-profit legal service is dependant on many factors including the number and location of volunteer and/or paid opportunities and the student's circumstances. There are generally far more law students seeking to volunteer than can be accommodated. The number and location of clinical law programs in Australia is also very limited compared to law student demand and nationally only a small percentage of law students undertake a clinical program. Similarly law student the interest in Aurora Internships far outstrips the number of opportunities²³.

Against this backdrop, the number of students in the RRR CLC LPE pilot with previous undergraduate clinical and/or Aurora experience was a very distinctive feature.

2.3 Suitability of RRR CLC PLT placements

What the student's thought

Students who completed RRR CLC placement lodged their LPE completion report during phase 1 following the standard Legal Workshop LPE process. All satisfied GDLP LPE requirements. The work experienced by students was varied and involved direct client contact, legal casework and often involved exposure to the CLCs community legal education, systemic advocacy and law reform activities. Student experiences included:

²³ For an overview of clinical programs see the Clinical Legal Education Guide, above at n 13. In relation to the Aurora Project see further information at Attachment 1.

assisting with community legal education in town camps; talking on the local radio; assisting with outreach in rural communities; preparing for remote court circuits; attending court and advice days in remote communities; and, assisting with a legal 'Road Show' around rural communities

All students gave very positive feedback about the knowledge and skills of their CLC supervisors and many reflected on social justice values which they shared with CLC staff. All students expressed their appreciation to the CLC for hosting their placement.

What the CLCs thought

The NACLCLC Project Officer developed an online survey for CLC Supervising Solicitors.²⁴ Ten solicitors responded to the survey and 7 provided feedback via telephone interview. Overall the supervising solicitors found the experience of PLT placements to be very positive. All considered that the PLT student had "added value" to the CLC service. The following is a sample of the feedback:

- 'It was a valuable placement and we definitely saw the benefits of having a student long-term with us';
- 'Provided valuable support to CLC work especially in specialist services including the family violence prevention legal service';
- 'Many hands make light work. [Name]. was an asset to the CLC. His cheerful demeanor and good understanding of social justice helped';
- '...it provided a learning experience for legal staff to instruct clearly in what they required from the graduate – student contributed to research and development of CLE. In addition [name] was very capable and considered all options in matters – made proactive decisions in relation to file management'.

²⁴ This survey form is online at: <<http://www.surveymonkey.com/s/QFH9FGQ>>.

A number of CLCs reported problems with space restrictions in their offices which made it difficult to accommodate PLT placements. Some CLCs were unable to offer placements because of this limitation. A high number of CLCs reported that they needed one or more additional work stations for students undertaking placement.

PLT students as potential RRR lawyers

What the students thought and what they did...

The NACLCLC Project Officer developed an online survey for students after completing RRR CLC placement²⁵ and the Project Officer also contacted most students after placement to gain verbal feedback. About 65% of students who provided input in one of these ways indicated that they were keen to work in a RRR area. Student comments included:

- 'It has confirmed for me that I want to continue working in a CLC, and that I would take up a position in a RRR area in the future'.
- 'As a result of my placement, I am very keen to work in a community legal centre or legal aid'.
- 'I think now that I would like to become involved in legal policy'.

The expressed interest in working in an RRR area has already been carried through by some in relation to their first job as a practicing lawyer.

What the CLCs thought

All CLC Supervising Solicitors who provided feedback by completing the online survey or via telephone interview, indicated that if a position been available, the student was suitable for employment as a lawyer with their CLC.

However, phase 1 also highlighted a lack of entry level solicitor positions among RRR CLCs. One CLC reported employing a PLT student immediately upon admission to

²⁵ This survey form is online at: <http://www.surveymonkey.com/s/NVBJDN5>

practice (unrelated to the NACLCLC project) but it is clear that more consideration needs to be given to this issue.

Outcomes regarding student RRR employment

Of the 26 students who completed RRR CLC placement during phase 1, 14 (54%) have been admitted to legal practice and 12 (46%) are still completing their GDLP. Sadly, one student has passed away.

Of the 14 students who have been admitted to legal practice, 9 (64%) are working as a solicitor and 4 intend to do so in the near future. That is, 13 (93%) of the graduates who have been admitted are working as a solicitor or intend to do so in the near future. One graduate who has been admitted to practice is travelling overseas and does not have plans to work as a lawyer at this stage.

These figures highlight the short time frame between students completing PLT and beginning to work as a practicing lawyer and the fact that many students are looking for employment.

Of the 9 graduates who are now working as a solicitor, 3 are male and 6 are female.

While none are working for a CLC at this stage:

- 3 (33%) are working for a non-profit legal service: a Native Title Representative Body (male graduate), an Aboriginal and Torres Strait Islander Legal Service (female graduate) and a Legal Aid Commission (female graduate).
- 3 (33%) other female graduates, one city based and two in a regional area, are working for private firms where their work involves a substantial amount of legal aid work.

Of the 9 graduates now working as a solicitor, 4 (44%) are working in a RRR area namely: Kalgoorlie, WA; Bunbury, WA; Camden NSW; and Katherine NT. Of these 1 is

male and 4 are female. Another female graduate started employment as a solicitor with a firm in Rockhampton, Qld but has been transferred within the firm to the Brisbane office.

The 4 graduates who intend to work as a solicitor in the near future consist of:

- a graduate living in a regional area who is looking for work in that area and is hoping for employment with Legal Aid
- a graduate completing the LLM who will look for employment with Legal Aid or the DPP in the city where the graduate lives
- a graduate completing the LLM who is looking for employment and is interested in work in a regional area. This graduate is being assisted by the CLC which provided placement, to liaise with private firms in the local area, and
- graduate working in a government position who is applying for employment with a Legal Aid Commission in another jurisdiction.

Non profit legal sector

Of the 13 graduates who are working as a solicitor or who intend to do so in the future, 5 (39%) have employment or will be seeking employment, in the non-profit legal sector and three others are doing a substantial amount of legal aid work.

These early outcomes highlight that RRR CLC PLT placements are also related to broader strategies to advance access to justice. For example, the high level of involvement of private firms in regional and rural areas in the provision of legal aid, means that it is very positive when graduates take up employment with in private firms in these areas²⁶

²⁶ Study of the Participation of Private Legal Practitioners in the Provision of Legal Aid Services in Australia – December 2006, TNS Social Research, http://www.ag.gov.au/www/agd/agd.nsf/Page/Publications_LegalaidresearchTNSreport-December2006.

Part 3: Learnings and future directions

This section outlines key lessons and future directions which have emerged from the project.

The partnership

The partnership with the ANU Legal Workshop has been critical to the development of the project. The ANU assisted to develop, test and refine the systems for CLCs and GDLP students. Screening of students and collaborative support for CLCs and students facilitated positive placement experiences for CLCs and GDLP students.

Preparing graduates

During phase 1, preparation of students for RRR CLC placement was mainly based on verbal briefing and the student's own research. Some students began to prepare briefing notes for future PLT students while on placement and as phase 1 matured there were examples of students who had completed placements answering questions and helping to prepare the next student.

One CLC trialed overlapping placements so that the completing student could help familiarize the incoming student with office systems, work routines and work in progress. During phase 2, emphasis will be placed on developing a placement manual for PLT students drawing on examples from existing programs and other sectors²⁷.

Cost barriers

The financial support to students by the ANU College of Law enabled more placements in RRR CLCs than would otherwise have been possible. The establishment of the financial assistance also permitted testing of the relevance of financial assistance in enabling RRR PLT legal practice experience placements. This has demonstrated that

²⁷ For example the Aurora Legal Intern Manual, December 2010 <<http://www.auroraproject.com.au/LegalInternshipsInfo.htm>>. National Rural Health Network, Rural Placements Guide <<http://www.nrhn.org.au/site/index.cfm?display=78080>> and the Western Australian Country Health Allied Health Rural Student Placement Orientation Guide (Pre-placement) and Nursing Rural Student Placement Orientation Guide (Pre-placement) <<http://www.wacountry.health.wa.gov.au/default.asp?documentid=442>>.

financial assistance will be required in a significant number of cases.

For other professions, notably doctors, nurses and teachers there are well resourced arrangements for practical experience. Initiatives need to be established to address financial barriers to law graduate placements in RRR areas.

Mentoring and supervision

A critical issue in RRR CLC participation in phase 1 was high staff turnover and the reluctance / under confidence of some Principal Solicitors in their supervisory and mentoring role. While the mentoring provided by the Legal Workshop and the NACLC Project Officer significantly assisted some participating CLCs, phase 1 has demonstrated the need for more information and development regarding supervisory requirements.

Information about opportunities

Phase 1 has clarified the processes and information needed to support PLT students, CLCs and PLT programs in relation to RRR placements.

As a result of the apparent correlation between student engagement in clinical law programs, Aurora internships and PLT student interest in RRR CLC placement, stronger collaborative links should be established to promote RRR CLC PLT placements. Additionally, all CLCs can play a role by raising awareness among law student volunteers of opportunities for RRR CLC placement when students reach the PLT stage.

The NACLC project web site is now operating for phase 2 and additional enhancements will be made in early 2011. However, descriptive information for PLT students about current opportunities for RRR PLT legal practice experience is a key issue to be addressed by public, private and government agencies which are seeking to address recruitment of lawyers in RRR areas. The Law Council of Australia's new RRR website will be linked to the NACLC site. The LCA could also promote the availability of PLT graduates to private firms.

Broadening involvement in phase 2

In phase 2, the project will be broadened by inviting and assisting Family Violence Legal Prevention Services and ATSILS to participate. Consideration will also be given to the possible involvement of the Legal Aid Commissions.

Conclusion

The NACLRC RRR CLC law graduate placement program, is an unpaid law graduate legal practice experience program targeted to PLT students nationally. The program assists participating RRR CLCs to prepare and advertise LPE opportunities to law graduates and provides law graduates with access to information about opportunities and an application process. This provides high quality information for CLCs in line with a strategic approach by CLCs to PLT placements.

The program aims to make RRR CLC law graduate placements around Australia highly visible to PLT students to generate broad based awareness of RRR legal needs and legal practice opportunities. The program also aims to generate a strong flow of highly suitable applicants for PLT placement and potential recruitment to the sector.

Before the NACLRC project began it was rare for RRR CLCs to advertise LPE opportunities and most were not proactive in relation to these placements. Some provided graduate placements when they had capacity to respond to specific inquiries. However, this was not strategic, planned or related to the CLCs needs. Additionally, some CLCs had low expectations regarding the likely capacity of law graduates undertaking PLT placement and for this reason there was hesitancy about being selective and demanding about suitability.

Additionally, most RRR CLCs did not focus on the differences, or separate their expectations, as between law student volunteers and law graduates undertaking PLT. Some CLCs felt unconfident about LPE requirements, about the suitability of CLC work

for the requirements and about their supervision skills²⁸.

In relation to ANU PLT students, prior to the project, RRR placements did not have special visibility among students. As a result of the project, RRR CLC placements have high visibility. Additionally, the project has been a very effective vehicle to increase student awareness about the need for more lawyers across many sectors in RRR Australia. ANU GDLP teachers and administrative staff are talking with students more frequently about RRR legal practice and this has resulted in many students being encouraged to consider RRR placement and RRR legal career options.

²⁸ Themes of information collected prior to and during the Project through contact with RRR CLCs.

Attachment 1: RRR placement and employment for law students & graduates

The following is a summary of law student and law graduate RRR placement and employment opportunities, separate from the NACLRC RRR CLC Graduate Placement Project.

Law students

- **Volunteers:** A large number of law students apply to volunteer with CLCs and many also apply to undertake a clinical law program. In most locations there are far more law students seeking to volunteer than places available.
- **Clerkships:** While many private firms, government departments and some Legal Aid Commissions²⁹ participate in a summer and/or winter law clerkship programs³⁰, which may involve paid or unpaid work experience, most CLCs do not provide clerkships. Most CLCs have reduced staff over December – January and at other times of the year CLC volunteer arrangements apply instead of clerkships.
- **Clinical programs:** Although an increasing number of CLCs are involved in undergraduate clinical law programs, the total number of student places is very small compared to law student interest in these programs.

The following RRR CLCs are currently involved in undergraduate clinical law programs with a university partner as shown.

²⁹ Western Australian Legal Aid has a summer and winter clerkship program:

<<http://www.legalaid.wa.gov.au/LAServices/asp/default.aspx?Page=Employment%5CVacation.xml>> ; Victorian Legal Aid provides an Indigenous Summer Clerkship Program: <<http://www.legalaid.vic.gov.au/2595.htm>> and NSW Legal Aid also provide Indigenous law clerkships under the NSW Legal Aid Professional Legal Placement Program <<http://www.legalaid.nsw.gov.au/asp/index.asp?pgid=763>>

³⁰ See for example the ANU Law Students' Society 2010 Clerkships Guide online at:

<http://www.anulss.com/documents/2010_clerkship_web.pdf> ; for the description of an innovative clerkship project which targeted firms and legal practices in regional Victoria see Helen McGowan, Lawyers Go Bush: Regional Summer Clerkships Project 2005-2006, Project Report <<http://www.victorialawfoundation.org.au/images/stories/Grants/CLC-report-06.pdf>>

<i>Legal service in a regional area</i>	<i>University</i>
• Darwin CLC	Charles Darwin University
• Barwon CLC Geelong • South West CLC - Warrnambool • Victoria Legal Aid Geelong and others	Deakin University
• Legal services in the Bendigo area	LaTrobe University
• Newcastle Legal Centre	University of Newcastle
• Northern Rivers CLC	Southern Cross University
• Illawarra CLC and others	University of Wollongong
• Townsville CLC	James Cook University

Additional the following RRR CLCs began to provide a clinical law program from 2010 under the Family Law Clinical Legal Education initiative:³¹

<i>Legal service in a regional area</i>	<i>University</i>
• The Advocacy and Support Centre, Toowoomba	University of Southern Queensland
• Hunter Community Legal Centre, Newcastle	University of Newcastle
• Loddon Campaspe CLC, Bendigo	La Trobe University
• Hume Riverina CLC, Wodonga	Charles Darwin University

Law students and law graduates

- Aurora Native Title Legal Internships - law students and law graduates can apply to undertake an Aurora Internship with a participating Native Title Representative Body or other participating agency based in city, regional, rural and remote areas. These unpaid internships may involve work of a policy, project or legal practice nature. Where the work is of a legal practice nature, the placement may qualify as work experience for graduates undertaking PLT. Aurora Internship alumni are linked into a network which promotes employment opportunities in native title, policy and Indigenous affairs. Former Aurora legal interns are now strongly represented among lawyers employed by Native Title Representative

³¹ Additional Funding for Family Law Legal Education Programs, Press Release by the Attorney-General, Robert McClelland, online at: <http://www.ag.gov.au/www/ministers/mcclelland.nsf/Page/MediaReleases_2010_FirstQuarter_6January2010-AdditionalFundingforFamilyLawLegalEducationPrograms> .

Three other CLCs which received funding under the initiative were based in metropolitan areas, namely Macquarie Legal Centre, Sydney with Macquarie University; Kingsford Legal Centre, Sydney with the University of NSW; and SCALES Community Legal Centre, Perth with Murdoch University.

Bodies³².

- *North Australian Aboriginal Justice Agency* – which has offices in Darwin, Nhulunbuy and Katherine actively promotes its willingness to receive applications to undertake legal practice experience from graduates undertaking PLT law.³³
- *Aboriginal Legal Service (NSW / ACT)* – encourages law student volunteers but public information is not shaped to target and encourage graduates undertaking PLT legal practice experience.³⁴

Law graduates

- *NSW Legal Aid – Professional Legal Placement Program* - is part of the Judge Bob Bellear Legal Career Pathways Program, provides 2 Indigenous law graduates per year with 12 week paid PLT placement followed by 6 months paid employment as a lawyer after admission to legal practice.³⁵
- *Western Australian Country Lawyers Program* - recruits law graduates to paid graduate positions. These graduates complete PLT coursework while undertaking full time legal practice experience with WA Legal Aid in Perth. On admission to legal practice each is posted to a participating regional legal service. Under this program the graduate arrives in the regional area newly

32 Aurora Project web site: <<http://www.auroraproject.com.au/>> and the Handbook for Aurora Interns, December 2010 <http://www.auroraproject.com.au/Links/2010.10.20_Handbook_for_Aurora_Interns_Dec2010.pdf>

33 See the enthusiastic information for law graduates undertaking practical legal training at: <<http://www.naaja.org.au/index.cfm?fuseaction=page&p=395&sm=185&m=22>>

34 Aboriginal Legal Service (NSW / ACT) Ltd, ALS Law Student Volunteer Program at: <<http://www.alsnswact.org.au/volunteers.html>>
Other ATSILS do not currently target law student or law graduates in public information on their web sites, which are a key source of information for law graduates interested in legal practice experience. The web sites of the other ATSILS are: Central Australian Aboriginal Legal Service: <<http://www.caalas.com.au/>>; the Aboriginal and Torres Strait Islander Legal Service Queensland: <<http://www.atsils.com.au/>>; Aboriginal Legal Service (NSW/ACT): <<http://www.alsnswact.org.au/>>; Victorian Aboriginal Legal Service: <<http://vals.org.au/>>; Aboriginal Legal Rights Movement South Australia: <<http://www.alrm.org.au/>>; Aboriginal Legal Service of Western Australia: <<http://www.als.org.au/>>; Tasmanian Aboriginal Centre Incorporated – no web site.

35 NSW Legal Aid Professional Legal Placement Program <<http://www.legalaid.nsw.gov.au/asp/index.asp?pgid=763>>

admitted³⁶.

- *Queensland Legal Aid Regional Solicitor Program* – recruits law graduates to paid positions with private firms in designated regional areas where more lawyers are needed to act for clients on a grant of legal aid. The graduate’s PLT fees are paid but employment begins upon admission to legal practice with the designated private firm. Under this program the graduate also arrives in the regional area newly admitted³⁷.
- *Queensland Legal Aid Graduate Program* – recruits final year students, law graduates undertaking PLT and newly admitted solicitors. After training in the graduate program and admission to practice these lawyers can apply for positions within the organization, including LAQ regional offices³⁸
- *Victorian Federation of CLCs Law Graduate Scheme* - is supported by a grant from the Victorian Legal Services Board. The Federation employs one graduate a year, the graduate begins employment once admitted to legal practice. During the first 12 months the graduate undertakes three rotations one of which is in a regional area³⁹.

36 WA Legal Aid Country Lawyers Program:

<<http://www.legalaid.wa.gov.au/LAServices/asp/default.aspx?Page=Employment\CountryLawyers.xml>>; Jane Stewart, n 2.

37 See: <<http://www.legalaid.qld.gov.au/careers/Regional-Solicitor-Program/Pages/About-the-Regional-Solicitor-Program.aspx>>

38 Legal Aid Queensland web site at: <<http://www.legalaid.qld.gov.au/careers/Graduate-recruitment/Your-career/Pages/Law-graduate-program.aspx>> and <<http://www.legalaid.qld.gov.au/careers/Graduate-recruitment/Your-career/Pages/Career-paths.aspx>>

39 Federation of Community Legal Centres (Vic) Inc web site, at:

<http://www.communitylaw.org.au/cb_pages/jobs_and_getting_involved.php>

Attachment 2: CLCs which participated in phase 1

The tables below show the number of CLCs which participated in the NACLCLC RRR CLC Law Graduate project in phase 1 (September 2009 until October 2010).

The list of CLCs is drawn from the NACLCLC Directory online at <<http://www.naclc.org.au>>. 'Participation' includes CLCs which indicated willingness to undertake placements and considered applications for placement, whether or not this resulted in placement.

New South Wales

<i>Participated:</i>		
Bourke / Brewarrina Walgett / Lightning Ridge	Women's Legal Resource Centre	
Katoomba	Elizabeth Evatt CLC	
Lismore	Northern Rivers CLC	
Windsor	Hawkesbury / Nepean CLC	
Wyong	Central Coast CLC	5
<i>Did not participate:</i>		
Broken Hill	Far West CLC	
Newcastle	Hunter CLC	
Warrawong	Illawarra CLC	
Armidale	North & North West CLC	
Nowra	Shoalcoast CLC	
Moree	Thiyama-li Family Violence Service	
Dubbo	Western NSW CLC	7
	Total RRR CLCs in NSW	12

Northern Territory

<i>Participated:</i>		
Darwin	Darwin Community Legal Service	
Darwin	Top End Women's Legal Centre	
Alice Springs	Central Australian Women's Legal Service	3
<i>Did not participate:</i>		
Darwin	North Australian Aboriginal Family Violence Legal Service	
Katherine	Katherine Women's Information & Legal Service (KWILS)	
Alice Springs Tennant Creek	Central Australian Aboriginal Family Legal Unit Aboriginal Corp. (CAAFLU)	3
	Total RRR CLCs in NT	6

Queensland

<i>Participated:</i>		
Goondiwindi	Care Goondiwindi	
Toowoomba	Toowoomba Advocacy and Support Centre	
Townsville	Townsville CLC	
Cairns for east and west Cape York, Mt Isa, Townsville, Rockhampton	East and West Cape Family Violence Prevention Legal Service (amalgamated East and West Cape FVPLS based in Cairns; and FVPLS in Mt Isa, Townsville and Rockhampton) with offices still in these locations	4
<i>Did not participate:</i>		
Townsville	Aboriginal and Torres Strait Islander Women's Legal Services NQ Inc	
Cairns	Cairns CLC	
Rockhampton	Central Queensland CLC	
Cairns	Environmental Defenders Office North Queensland	
Southport	Gold Coast Legal Service	
Mackay	Mackay Regional CLC	
Cairns and Townsville	North Queensland Women's Legal Service	
Roma	Roma CLC	
Cairns	Seniors Legal and Support Service	
Stanthorpe	Stanthorpe CLC	
Maroochydore	Suncoast CLC	
Hervey Bay	Taylor Street CLC	12
	Total RRR CLCs in Qld	16

South Australia

<i>Participated:</i>		
Port Aug / Adelaide	Women's Legal Service SA	
Mt Gambier	South East CLC	2
<i>Did not participate:</i>		
Berri	Riverland CLC	
Port Augusta plus Ceduna and Port Lincoln	Warndu Wathilli-Carri Ngura Aboriginal Family Violence Legal Service Inc which is now also managing Ceduna Aboriginal FVPLS and Port Lincoln, FVPLS	
Port Pirie	WestSide Lawyers	3
	Total RRR CLCs in SA	5

Tasmania

<i>Participated:</i>		
	Nil	
<i>Did not participate:</i>		0
Flinders Island	Animal Welfare CLC	
Launceston	Launceston CLC	
Davonport	North West CLC	3
	Total RRR CLCs in TAS	3

Victoria

<i>Participated:</i>		
Albury / Woodonga	Hume Riverina CLC	
Geelong	Barwon CLC	
Bendigo	Loddon Campaspe CLC	
Mildura	Murray Mallee CLC	
Frankston, Frankston North, Bentleigh, Cranbourne, Rosebud	Peninsular CLC	
Warrnambool	South West CLC	6
<i>Did not participate:</i>		
Melbourne but branch offices in Mildura, Warrnambool and Bairnsdale	Aboriginal & Torres Strait Islander Family Violence Prevention & Legal Service (Vic)	
Dandenong	Casey Cardinia Community Legal Service	
North Ballarat	Central Highlands Community Legal Centre	
Morewell	Gippsland Community Legal Service	
Melbourne, Bairnsdale, Ballarat, Heywood, Mildura, Morwell, Shepparton, Swan Hill	Victorian Aboriginal Legal Service	
Epping	Whittlesea Community Legal Service (Whittlesea Community Connections)	6
	Total RRR CLCs in Victoria	12

Western Australia

<i>Participated:</i>		
Bunbury	Bunbury CLC	
Geraldton	Geraldton Resource Centre	
Kalgoorlie	Goldfields CLC	
Port Hedland, Karratha, Roebourne, Newman	Pilbara CLC	

Perth with fly in fly out to Fitzroy Crossing	Women's Law Centre of WA with Marninwarntikura Fitzroy Women's Resource Centre, Fitzroy Crossing	
Kununurra	Kimberley CLC	6
<i>Did not participate:</i>		
Albany	Albany Community Legal Centre Inc	
Geraldton	Geraldton Family Advocacy Service	
South Hedland	Pilbara Family Violence Prevention Legal Service Aboriginal Corp	3
	Total RRR CLCs in WA	9

Attachment 3: RRR CLC LPE locations during the pilot

RRR CLC locations June 2009 to December 2010 and confirmed so far for 2011

																					Finished before completion	Completed	Current	Confirmed	
Location	Name	Graduate	June '09	July	Aug	Sept	Oct	Nov	Dec	Jan '10	Feb	Mar	Ap	May	June	July	Aug	Sept	Oct	Nov	Dec				
NSW																									
Albury / Woodonga	Hume Riverena CLC	Male			31 Aug - 18 Sept																		1		
		Female										22 Mar - c 20 April												1	
		Female													3 May - c. 4 July									1	
Lismore	Northern Rivers CLC	Male									1-26 Feb													1	
		Female																5 Aug - 29 Oct ⁴⁰						1	
		Male																		15 Nov - 10 Dec					1
Windsor	Hawkesbury / Nepean CLC	Female		20 Jul 2 days / week - Nov																				1	

⁴⁰ Shaded, indicates the LPE was current at the time this paper was prepared

																					Finished before completion	Completed	Current	Confirmed		
Location	Name	Graduate	June '09	July	Aug	Sept	Oct	Nov	Dec	Jan '10	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec					
Wyong	Central Coast CLC	Female				c 1 Sep - 2 Oct																	1			
		Female								11 Jan - 4 Feb														1		
		Female										29 Mar - 6 July												1		
		Female													21 June - 10 Sept										1	
NT																										
Darwin	Top End Women's	Female	29 Jun - 31 July																				1			
QLD																										
Goondiwindi	Care Goondiwindi	Male												2-28 May										1		
																	5- 14 Aug									
Toowoomba	TASC	Female				3 Sept - 2 Oct																		1		
		Female										7 Ap - 21 May												1		
Townsville	Townsville CLC	Male								4th Jan to 1st Feb														1		

																			Confirmed					
Location	Name	Graduate	June '09	July	Aug	Sept	Oct	Nov	Dec	Jan '10	Feb	Mar	Ap	May	June	July	Aug	Sept	Oct	Nov	Dec	Finished before completion	Completed	Current
Cairns	East and West Cape FVPLS	Female								18 - 28 Jan ⁴¹												1		
SA																								
Port Aug / Adelaide	Women's Legal SA	Female								4 Jan - 30 April													1	
Mt Gambier	South East CLC	Female															2 - 29 Aug	1 Oct - 10 Dec					1	
		Female																20 Sept- 1 Oct					1	

⁴¹ Was to be 40, finished after about 10 days

																				Confirmed						
Location	Name	Graduate	June '09	July	Aug	Sept	Oct	Nov	Dec	Jan '10	Feb	Mar	Ap	May	June	July	Aug	Sept	Oct	Nov	Dec	Finished before completion	Completed	Current		
VIC																										
Bendigo	Lodden Campaspe (Bendigo)	Female									11 Jan - 9 March												1			
		Male										7 Feb 14 Mar 2011 ⁴²													1	
Mildura	Murray Mallee (Mildura)	Male						23 Nov-late Dec																1		
		Female												15 June - 10 Sept											1	
WA																										
Bunbury	Bunbury CLC	Female		11 Aug 11 - mid May '10 (av of c. 1 day / week), to do 20 days																				1		
		Male															13 Jul - 6 Aug								1	
Geraldton	Geraldton Resource Centre	Female									1-26 Feb														1	

42 All the placements shown on the table are for 2009 or 2010 with the exception of this placement which has been confirmed already for 2011

																			Finished before completion	Completed	Current	Confirmed			
Location	Name	Graduate	June '09	July	Aug	Sept	Oct	Nov	Dec	Jan '10	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec				
Geraldton (continued)		Male														5-30 Jul							1		
		Female																28 Sept - 25 Oct						1	
Kalgoorlie	Goldfields CLC	Female									1-26 Feb												1		
Karratha	Pilbara CLC	Female														23 July - 20 Aug							1		
		Female																20 Sept- 15 Oct					1		
		Female																		8 Nov - 3 Dec					1
Total = 33																			1	26	3	3			

Attachment 4: Inquires, EOIs, offers, placement completed

*ANU Legal Workshop statistics relating to the RRR CLC placement project
From circulation of first notices about availability of placements in mid April 2009 to 15 October 2019*

		Male	Female	Total
Graduates who asked about RRR CLC LPE	1. No of graduates who made contact with Legal Workshop project staff about RRR CLC LPE where the contact was recorded	32	62	94
Graduates who lodged EOI	2. No. of graduates who lodged an EOI to undertake RRR CLC LPE	23	52	75
EOI's not put forward by the Legal Workshop	3. No of graduates whose EOI was not put forward by the Legal Workshop for consideration by a CLC	7	5	12
	3.1 Main reason for LW not putting forward the EOI for consideration			
	3.1.1. EOI was impractical e.g. participating CLCs did not do the type of work graduate aimed to experience, graduate redirected to ATSILS	1		1
	3.1.2 Graduate's proposal not sufficiently thought through, availability or preferences unclear and didn't become adequate following discussion / further thinking by the graduate.	1	2	3
	3.1.3 CLCs nominated by the graduate were known to be unavailable during relevant time frame or not participating in the project and graduate's circumstances meant other possible options were not suitable	0	1	1
	3.1.4 Highly skilled, suited graduate sought graduate position with a RRR CLC to undertake LPE and assured employment as a solicitor once admitted. No LPE arrangements of this kind were available among participating CLCs	1	0	1
	3.1.5 Graduate's legal knowledge and skills considered insufficient for LW to support the EOI going forward for CLC consideration	2	0	2
	3.1.6 Graduate unsuited due to special needs alternative LPE arrangements explored	1		1
	3.1.7 Graduate not eligible for Legal Workshop RRR CLC LPE financial assistance because they had already completed their LPE requirements and the proposed RRR CLC LPE would be	1	2	3

	in addition			
Graduates offered RRR CLC LPE	4. No of graduates offered RRR CLC LPE	11	28	39
	5. No. of graduates who received an offer of RRR CLC LPE who did not take up the offer or relinquished the offer	1	5	6
	5.1 Main reason for graduate not proceeding after offer received			
	5.1.1 Student accepted a job offer and became unavailable	0	1	1
	5.1.2 CLC offer matched student's original availability but student's availability changed due to work or personal circumstances	0	3	3
	5.1.3 CLC offer was for a time when the student was not available	1	0	1
	5.1.4 Student passed away	0	1	1
Graduates whose EOI was put forward who did not receive an offer of RRR CLC LPE	6. No. of graduates whose EOI was put forward but who did not receive an RRR CLC LPE offer	5	15	20
	6.1 Main reason for graduate not receiving an offer			
	6.1.1 Graduate not considered suitable	1	0	1
	6.1.2 Placement proposed by graduate too short	0	1	1
	6.1.3 Graduate should apply closer to the time of the proposed placement because availability will be clearer then.	0	1	1
	6.1.4 Graduate did not wish to proceed with the EOI due to changed circumstances	1	0	1
	6.1.5 CLC unable to provide the additional LPE at the time the student was available because at capacity e.g. with other LPE	1	5	6
	6.1.6 CLC unable to provide placement when graduate available because of staffing issues e.g. unfilled positions, staff on leave, staff have taken unplanned leave	1	6	7
	6.1.7 CLC insufficient space	0	1	1
6.1.8 CLC didn't respond	1	1	2	
EOIs in progress	7. No of graduates whose EOI is currently being clarified or their suitability is being assessed by the Legal Workshop	0	1	1

	8. No of graduates whose EOI is currently being considered by a CLC	0	3	3
LPE completed, underway or yet to start	9. No of graduates who <u>began</u> RRR CLC LPE including those currently undertaking LPE	7	23	30
	10. No. of graduates who have <u>completed</u> RRR CLC LPE	7	19	26
	11. No of graduates <u>currently undertaking</u> RRR CLC LPE	0	3	3
	12. No of graduates who started RRR CLC LPE but <u>did not complete</u>	0	1	1
	12.1 Reasons for non completion			
	12.1.1 CLC became short staffed	0	1	
	13. No of graduates who have received and accepted an offer and are <u>yet to start</u>	2	1	3

Attachment 5: Where the graduates completed their law qualification

The table below relates to law graduates, who undertook RRR CLC LPE as a result of the pilot or who had their RRR CLC LPE confirmed a result of the pilot and it shows the university or institution where the graduate obtained their LLB, JD or Diploma in Law

	University / institution	No. of graduates	Total by jurisdiction
ACT	Australian National University	8	
	University of Canberra	4	
		Total:	12
NSW	Macquarie University		
	Southern Cross University		
	University of New England	1	
	University of New South Wales		
	University of Newcastle	1	
	University of Sydney		
	University of Technology, Sydney		
	University of Western Sydney	1	
	University of Wollongong		
	Plus: Legal Practitioners Admission Board	1	
	Total:		4
NT	Charles Darwin University	5	
		Total:	5
Qld	Bond University	1	
	Griffith University	1	
	James Cook University	1	
	Queensland University of Technology		
	University of Queensland	1	
	University of Southern Queensland		
	Total:		4
SA	University of South Australia		
	Flinders University		
	University of Adelaide		
	Total:		0
TAS	University of Tasmania		0
		Total:	
Vic	Deakin University		
	La Trobe University	2	
	Monash University	1	
	RMIT University		
	University of Melbourne	1	
	Victoria University		
	Total:		4
WA	Edith Cowan University		
	Murdoch University	1	
	University of Notre Dame Australia		
	University of Western Australia	2	
	Total:		3
<u>Other</u>			
PNG	University of Papua and New Guinea	1	
	Total:		1
	Total graduates:		33

Attachment 6: Graduate home location and distance to RRR CLC LPE

Home location of graduates who undertook RRR CLC LPE during the pilot or whose placement was confirmed, distance from home to CLC LPE

Home	Home (travel from here to CLC LPE)	CLC LPE	Approx kms - one way	Metro home	Rural / regional home	Same town	Between 50-100km	101-200km	201-500km	501km-1000	1001-3000	Over 3000
Regional	Queanbeyan NSW	Albury / Wodonga	260		260				1			
	Canberra	Albury / Wodonga	260	260					1			
	Sydney	Albury / Wodonga	560	560						1		
	Canberra	Lismore	1000	1000						1		
Regional	Yass, NSW	Lismore	970		970				1			
Rural	Nambuca Heads, NSW	Lismore	150		150			1				
Regional	Bligh Park, NSW	Windsor	5		5	1						
	Sydney	Wyong	80	80			1					
	Newcastle	Wyong	40	40			1					
Regional	Rouse Hill, NSW	Wyong	95		95		1					
	Canberra	Wyong	360	360					1			
	Canberra	Darwin	3850	3850								1

Home	Home (travel from here to CLC LPE)	CLC LPE	Approx kms - one way	Metro home	Rural / regional home	Same town	Between 50-100km	101-200km	201-500km	501km-1000	1001-3000	Over 3000
Regional	Trinity Beach Qld	Goondiwindi x 2	1650								1	
				1650		3300						
	Canberra	Toowoomba	1100	1100							1	
Regional	Toowoomba	Toowoomba	0		0	1						
	Canberra	Townsville	2200	2200							1	
	Canberra	Cairns	2500	2500							1	
	Canberra	Adelaide / Port Augusta	1100	1000							1	
Rural	Mt Gambier, SA	Mt Gambier, SA	0		0	1						
	Canberra	Mt Gambier, SA	970	970						1		
	Canberra	Bendigo	580	580							1	
	Canberra	Mildura	800	800						1		
Rural	Warracknabeal	Mildura	250		250			1				
Rural	Collie, WA	Bunbury, WA	55		55		1					

Home	Home (travel from here to CLC LPE)	CLC LPE	Approx kms - one way	Metro home	Rural / regional home	Same town	Between 50-100km	101-200km	201-500km	501km-1000	1001-3000	Over 3000
	Perth	Bunbury, WA	170	170				1				
	Canberra	Geraldton	4000	4000								1
	Perth	Geraldton	433	433					1			
	Perth	Geraldton	433	433					1			
	Perth	Bunbury	170	170				1				
	Melbourne	Karratha	4570	4570								1
	Melbourne	Karratha	4570	4570								1
	Canberra	Karratha	4800	4800								1
Rural	Woodend	Bendigo	80		80		1					
			39711	34446	5165	3	5	4	6	4	6	5
	Graduates, n= 33		Av km:	1565.727	470							

Attachment 7: Graduate connection with RRR, CLC, clinical law etc.

Graduates connection with RRR Australia and previous non-profit, CLC or clinical law experience in their LLB or JD

<i>With previous RRR connection</i>		Category A Previously volunteered or worked in non-profit community groups / services	Category B Previously volunteered or had paid work with a CLC or ATSILS	Category C Previously undertook a clinical law program during their law degree or an Aurora Internship	Number of categories
Male	Yes	Yes		Yes – Aurora intern	2
Male	Yes	Yes			1
Male	Yes	Yes			1
Male	Yes			Yes	1
Male	Yes				0
Male	Yes	Yes		Yes	1
Male	Yes	Yes			1
Female	Yes	Yes			1
Female	Yes	Yes. Also AYAD ⁴³ .		Yes	2
Female	Yes	Yes	Yes		2
Female	Yes				0
Female	Yes	Yes	Yes		2
Female	Yes		Yes		2
Female	Yes	Yes			1
Female	Yes	Yes		Yes	2
Female	Yes	Yes	Yes	Yes	3
Female	Yes				0
Female	Yes	Yes		Yes - Aurora intern	2
Female	Yes	Yes		Yes	2
Female	Yes	Yes		Yes	2
Female	Yes	Yes			1
Female	Yes		Yes	Yes	2
Female	Yes				0
Female	Yes	Yes		Yes + Aurora intern	2
Sub total	24	17	5	11	
<u>As a percentage of the 24 graduates:</u>		71%	21%	46%	<u>Categ av: 33/24 =1.4</u>

<i>Without previous RRR connection</i>		Category A Previously volunteered or worked in non-profit community groups / services	Category B Previously volunteered or had paid work with a CLC or ATSILS	Category C Previously undertook a clinical law program during their law degree or an Aurora internship	Number of categories
Male	No		Yes		1

⁴³ Australian Youth Ambassador for Development

Male	No	Yes	Yes		2
Female	No	Yes		Yes	2
Female	No		Yes		1
Female	No	Yes		Yes	2
Female	No	Yes		Yes	2
Female	No				0
Female	No		Yes	Yes	1
Female	No	Yes	Yes	Yes + Aurora	3
Sub total	<u>9</u>	<u>5</u>	<u>5</u>	<u>5</u>	<u>14/9</u>
<u>As a percentage of the 9 graduates:</u>		56%	56%	56%	Categ av: 14/9=1.6

<i>All graduates who undertook LPE during the pilot or had their LPE confirmed to begin after the pilot period.</i>		Category A Previously volunteered or worked in non-profit community groups / services	Category B Previously volunteered or had paid work with a CLC or ATSILS	Category C Previously undertook a clinical law program during their law degree or an Aurora internship
Total	33	22	10	16
<u>As a percentage of the 33 graduates:</u>		67%	30%	48%

Summary in relation to Categories A-C

	No previous RRR connection (n=9)	Previous RRR connection (n=24)	Total (n=33)
0 categories	1 (11%)	4 (17%)	5 (15%)
1 category	3 (33%)	9 (36%)	12 (36%)
2 categories	4 (44%)	7 (29%)	11 (33%)
3 categories	1 (11%)	1 (4%)	2 (6%)