



16th BILETA Annual Conference

April 9th - 10th, 2001.
University of Edinburgh, Scotland.

Law for Life [PowerPoint Presentation]

MAX YOUNG
(University of Luton, UK)

- [PowerPoint Presentation]
- What is Law for Life?
 - Law for Life is a free legal training package targeted specifically at employees who in the course of their work are required to understand and apply the law regardless of whether or not they have received any formal legal training.
 - Law for Life delivers legal information and training on Contract Law, the English Court System and Unfair Dismissal.
 - Law for Life was a pilot programme which was designed to be studied either at the workplace or at home.
- Funding
 - Law for Life was part-funded by the European Social Fund (Objective Four), under a strand which finances the development of and piloting of new training systems.
 - The rest of the funding was provided by the University of Luton.
- Aims
 - To develop a business focussed distance learning package in key legal areas.
 - To pilot material with regional businesses ranging from micro-businesses (1-5 employees) to larger SME's.
- Benefits to delegates
 - Development of skills and abilities in key legal business areas, which will improve business competitiveness.
 - An enjoyable learning experience!
- Benefits to the University
 - Valuable feedback from business end users as to the strengths and weaknesses of material produced to date which will enable better product development.
 - The opportunity to feed current business issues back into the undergraduate teaching programme to ensure up to date relevance.
- Participants' access to legal advice
 - Very often SMEs do not have any in-house legal advisors.
 - Research estimates that 70% of SMEs do not provide any training for their employees in any aspect of their work.
 - SMEs rely on informally trained (or untrained) personnel, in areas requiring legal expertise.
 - Local SMEs tend to adopt a pragmatic approach to legal matters, addressing them as and when they arose.
 - Law for Life was developed as a direct response to these findings.
 - Of the 36 Law for Life participants
 - 58% use a local solicitor.
 - 8% use London solicitors.
 - 8% rely on their accountants.
 - One company gets no legal advice at all!

- Participants' awareness of their own company's terms and conditions
 - Before Law for Life 77% were aware of the existence of their company's standard sales/purchase terms and conditions.
 - After Law for Life 100% were aware of the existence of their company's standard sales/purchase terms and conditions.
 - Participants' understanding of their own company's terms and conditions
 - 14% did not understand them.
 - 50% had only a basic understanding of them.
 - Participants' awareness of their clients' terms and conditions
 - Before Law for Life 53% were aware of them.
 - After Law for Life 89% were aware of them.
 - Did participants contract using their own or their clients' terms?
 - 22% did not know whose terms they used!
 - Participants' levels of confidence in various areas of law
 - Highest level of confidence was 42% - Equal Opportunities Law.
 - Before Law for Life lowest level of confidence was 14% - Contract Law!
 - After Law for Life 100% level of confidence - Contract Law!!!
 - Workplace practices
 - Each interviewed participant was asked to cite an example of a change in their work practices that they considered a direct result of taking Law for Life.
 - Each participant claimed to have a feeling of greater confidence in carrying out everyday tasks.
 - Five participant said that they found tasks were taking less time to complete.
 - Participants desire to be assessed
 - Some participants wanted 'homework' so as to give them a sense that there was someone was watching over them.
 - Most participants felt that the quizzes should not have been multiple choice but should have been open questions which they could submit via email for assessment.
 - Participants' comments
 - 'Overall I thought it was an excellent course, ground breaking and well presented. Keep pushing back the barriers.'
 - 'Brilliant, this course was well structured and very clear.'
 - There's always one!
 - 'I had to purchase a high specification PC and a monitor to take the full benefit of the course.'
 - I do not regret this decision for one moment now that I have completed the course.'
 - Programme style
 - 'The informal style of the response to questions gave a human touch to it. I would welcome the opportunity to be involved further.'
 - 'The tutorials were nicely laid out and easy to follow.'
 - Time to complete programme
 - 'I found I was finishing the work at about twice the estimate speed which was a little disconcerting.'
 - 'Only problem for myself was finding the time within working hours to use the tutorials.'
-

What is Law for Life?

Law for Life is a free legal training package targeted specifically at employees who in the course of their work are required to understand and apply the law regardless of whether or not they have received any formal legal training.

Law for Life delivers legal information and training on Contract Law, the English Court System and Unfair Dismissal.

Law for Life was a pilot programme which was designed to be studied either at the workplace or at home.

Funding

Law for Life was part-funded by the European Social Fund (Objective Four), under a strand which finances the development of and piloting of new training systems.

The rest of the funding was provided by the University of Luton.

Aims

To develop a business focussed distance learning package in key legal areas.

To pilot material with regional businesses ranging from micro-businesses (1-5 employees) to larger SME's.

Benefits to delegates

Development of skills and abilities in key legal business areas, which will improve business competitiveness.

An enjoyable learning experience!

Benefits to the University

Valuable feedback from business end users as to the strengths and weaknesses of material produced to date which will enable

better product development.

The opportunity to feed current business issues back into the undergraduate teaching programme to ensure up to date relevance.

Participants' access to legal advice

Very often SMEs do not have any in-house legal advisors.

Research estimates that 70% of SMEs do not provide any training for their employees in any aspect of their work.

SMEs rely on informally trained (or untrained) personnel, in areas requiring legal expertise.

Local SMEs tend to adopt a pragmatic approach to legal matters, addressing them as and when they arose.

Law for Life was developed as a direct response to these findings.

Of the 36 Law for Life participants

58% use a local solicitor.

8% use London solicitors.

8% rely on their accountants.

One company gets no legal advice at all!

Participants' awareness of their own company's terms and conditions

Before Law for Life 77% were aware of the existence of their company's standard sales/purchase terms and conditions.

After Law for Life 100% were aware of the existence of their company's standard sales/purchase terms and conditions.

Participants' understanding of their own company's terms and conditions

14% did not understand them.

50% had only a basic understanding of them.

Participants' awareness of their clients' terms and conditions

Before Law for Life 53% were aware of them.

After Law for Life 89% were aware of them.

Did participants contract using their own or their clients' terms?

22% did not know whose terms they used!

Participants' levels of confidence in various areas of law

Highest level of confidence was 42% - Equal Opportunities Law.

Before Law for Life lowest level of confidence was 14% - Contract Law!

After Law for Life 100% level of confidence - Contract Law!!!

Workplace practices

Each interviewed participant was asked to cite an example of a change in their work practices that they considered a direct result of taking Law for Life.

Each participant claimed to have a feeling of greater

confidence in carrying out everyday tasks.

Five participant said that they found tasks were taking less time to complete.

Participants desire to be assessed

Some participants wanted 'homework' so as to give them a sense that there was someone was watching over them.

Most participants felt that the quizzes should not have been multiple choice but should have been open questions which they could submit via email for assessment.

Participants' comments

'Overall I thought it was an excellent course, ground breaking and well presented. Keep pushing back the barriers.'

'Brilliant, this course was well structured and very clear.'

There's always one!

'I had to purchase a high specification PC and a monitor to take the full benefit of the course.'

I do not regret this decision for one moment now that I have completed the course.'

Programme style

'The informal style of the response to questions gave a human touch to it. I would welcome the opportunity to be involved further.'

'The tutorials were nicely laid out and easy to follow.'

Time to complete programme

'I found I was finishing the work at about twice the estimate

speed which was a little disconcerting.'

`Only problem for myself was finding the time within working hours to use the tutorials.'