

CLYDE&Co



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Clyde & Co is a leading global law firm that provides integrated disputes, transactional and regulatory advice to the sectors shaping our economies and driving international growth, including construction, energy, trade and natural resources, as well as insurance, aviation and marine. Today, we're made up of more than 5,500 colleagues working in more than 70 offices across six continents. We help our clients, from multinational corporations to government agencies, successfully navigate risk and maximise opportunity through our strong emphasis on innovation, technology, diversity and inclusion.

LIFT At Clyde & Co

We know the legal profession benefits from diverse voices, but we also know how difficult it can be to get a foot in the door. Our LIFT (Legal Insight for Future Talent) programme was created to help address this. Born from the observation that accessing development opportunities or valuable insight sessions can often be difficult for those from disadvantaged socioeconomic backgrounds, LIFT aims to provide easy access to meaningful experience in the legal sector. Our Diversity, Equity and Inclusion team designed the programme considering factors beyond social background, such as location, age and academics, with an aim to removing these barriers to entry.

At the heart of LIFT is the insight week – a paid, five-day hybrid experience providing insight into the legal profession. Thoughtfully designed to provide exposure to both legal and business services, we support participants in building an understanding of the sector, develop confidence in a professional setting, and enhance their employability skills. Sessions include skills workshops on CV writing and interview training, mock case work projects, networking opportunities, and deep dives into specific practice groups.

What sets LIFT apart is its commitment to inclusivity and accessibility. Its hybrid format combines in-person and virtual sessions, ensuring that individuals can participate in full regardless of their location or circumstance.

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In-person days at multiple UK offices enhances geographic accessibility, while financial support, including above-living-wage compensation, travel and accommodation coverage, as well as providing technology where needed, all remove economic barriers. LIFT embeds support into each element of the programme, with insight sessions during the application window, briefing calls, and regular communication for successful applicants throughout onboarding. LIFT's age-inclusive approach, welcoming anyone above 18 with no maximum age, recognises the value both graduates and career changers bring, broadening the talent pool and promoting diversity within the legal sector. The support participants receive goes beyond the insight week, as the programme includes one year of mentoring with a Clyde & Co colleague. LIFT recognises the value of continued professional support and advice in career planning, often lacking from disadvantaged young people's academic or home environments.

LIFT's success in reaching diverse talent is evident in the demographics of our participants. Our cohorts represent a wide range of backgrounds, experiences, and perspectives, embodying the programme's commitment to social mobility and inclusion. We have proudly welcomed participants with refugee/asylum seeker status, caring responsibilities, and individuals who spent time in care. The impact of LIFT extends beyond participation. It revealed the programme's transformative effect on participants' career outlooks and professional development.

From our first programme in 2024, 98% of participants stated LIFT was a valuable experience which will benefit future applications, 95% had an improved understanding of skills and qualifications needed and 92% felt the programmes was inclusive to their individual needs. We will continue to collect and assess feedback as we expand our LIFT programme in the future.

Participant testimonials:

"I had the incredible opportunity to take part in Clyde & Co's LIFT Insight Programme—a week designed to broaden access to the legal profession and provide a meaningful introduction to life at a global law firm. Thank you to the entire Clyde & Co team for delivering such a thoughtful and impactful programme. Your attention to detail, commitment to inclusion, and encouragement of personal growth did not go unnoticed. This week has only strengthened my ambition to pursue a legal career that combines intellectual challenge with real-world impact."



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"Still reflecting on an incredible week on the Clyde & Co LIFT Insight Programme! Coming from a non-law background and feeling unsure about whether law was still for me, I joined the programme with no real expectations. I'm so glad I did. This experience was exactly what I needed to reignite my passion and remind me why I was drawn to a legal career in the first place. Thank you for putting together such a supportive, engaging and well-structured programme. You created a space where everyone felt heard, valued and able to thrive. I'm walking away from this experience feeling empowered, informed and excited for what's next. I'd highly recommend the LIFT Insight Scheme to anyone unsure about their path or curious about what a career in law could look like."

"My PGDL taught me the law, LIFT showed me how lawyers use it. I had the privilege of taking part in Clyde & Co's LIFT programme. As someone who recently completed their law conversion (PGDL), it was the perfect bridge between learning the law and understanding how it's applied. I'm taking away a clearer picture of what it means to think like a lawyer, practical skills from client interaction to legal strategy and a greater motivation to pursue a career that blends intellect, empathy, and service."



IPFA is committed to driving and supporting change with respect to Diversity, Equity and Inclusion (DEI) in the infrastructure and energy industry. In support of this we will be holding events, sharing thought leadership and conducting interviews with leading figures in our global network who are championing and taking action through DEI initiatives.