

PDers, a short view back to the past...

International Update Workshop | LXXXIX ICM Brno



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Remember to check your attendance!



PD

Workshop Description:

Description

This Workshop is an International Update from ELSA International, as well as updates from National and Local Groups on their term so far. Depending on the time, we will set aside a moment for reflection on the term and also an ice breaker.

Outcome

Participants get to know each other and gain an overview of activities and developments across the Network.

Preparation

Reflect on your term, including accomplishments and challenges.



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International Update

ELSA Traineeships

- Conducted the Matching, Selection and Reception for C1 2025/2026
- Launched and conducted the Job Hunting for C2 2025/2026
- Developed a new structure for the TSF Materials
- Developed a new Traineeships Portal for ELSA Traineeships
- Concluded Traineeships Partnerships with:
 - ALACDE
 - ALADI
 - ALSA
- Continuous work on the Reception & Visa front

Career Launch

- Organised the VI edition of Career Launch
- Reviewed the event together with the Team
- Terminated the partnership with vFairs
 - Currently no new job fair partner
 - Decision in the hands of my successor
- Plans going forward:
 - Second Career Launch event
 - Focusing on skills necessary to transition to working life

Knowledge Management

- New handbooks for all projects
 - PD Fairs
 - Lawyers at Work
 - Legal Clinics
 - PD Workshops
- New National Traineeship Programme guidelines
- Continuous reorganization of the Officers' Portal
- Plans for the rest of the term:
 - A new Professional Development Officers' Book
 - Potentially a new ELSA Traineeships Handbook
 - New Reception & Visa Materials
 - Review the Career Launch section in the Officers' Portal

Questions & Answers



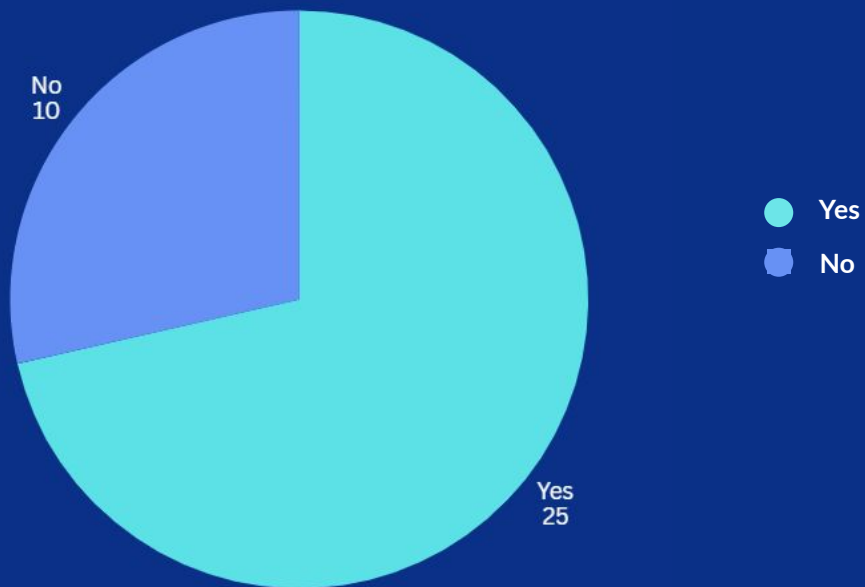
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Professional Development



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1. Is the ELSA Traineeships Cost of Living Database up to date for your National Group?



2. What would you like to see differently in a new Traineeships Portal?

- Many respondents expressed no need for changes or indicated satisfaction with the current system
- Strong demand for a more user-friendly, intuitive, and modern interface with simpler navigation
- Improved accessibility, including easier login, better website integration, and smoother access from the main ELSA Traineeships site
- Better technical performance, with fewer bugs, fewer system errors, and more stable functionality
- Enhanced transparency in applications, including clearer requirements, results breakdowns, and improved visibility of processes
- More advanced filtering and search functions (e.g. by country, type of traineeship, law firm, duration, or sector)
- Improved applicant management features, such as editing applications, tracking status, and seeing acceptance timelines
- Stronger feedback and communication tools between applicants, reviewers, and different reviewing levels
- Additional administrative and analytical features, such as statistics, reporting tools, and data insights for National Groups
- Improved design and usability features, including mobile optimisation, reduced complexity, training environments, and clearer structure of information



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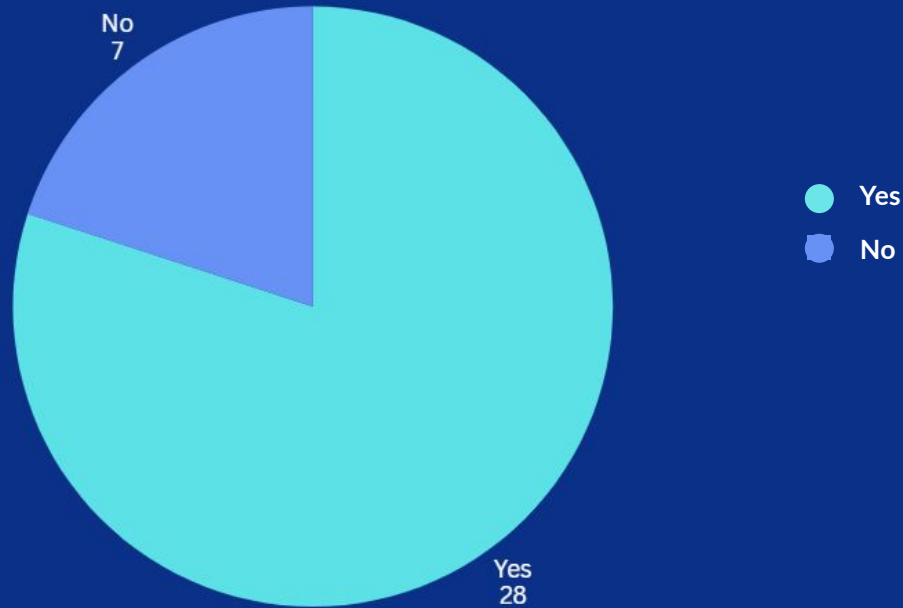
3. What is your National Groups ELSA Traineeship Reception Strategy for the Second Cycle?

- Many National Groups reported having no formal Reception Strategy, often due to not running ELSA Traineeships or not having TNPs
- Reception responsibilities are frequently delegated to Local Groups rather than managed centrally at national level
- Where strategies exist, they focus on maintaining and strengthening relationships with existing traineeship providers
- Recruitment of new partners and expansion of the traineeship network is a common long term objective
- Clear communication and coordination processes are used, including timelines, responsibilities, and follow ups
- Strong emphasis is placed on supporting applicants and trainees through guidance, contact persons, and informational support
- Promotion and accessibility are improved through structured communication, clearer materials, and targeted outreach
- Some groups include feedback collection from trainees and providers to improve future cycles
- Reception often includes practical support such as accommodation guidance, welcome materials, and integration activities
- In some cases, strategies are minimal or informal, relying on standard annual practices, direct applications, or existing partnerships



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4. Has the national network been actively conducting Job Hunting this term?



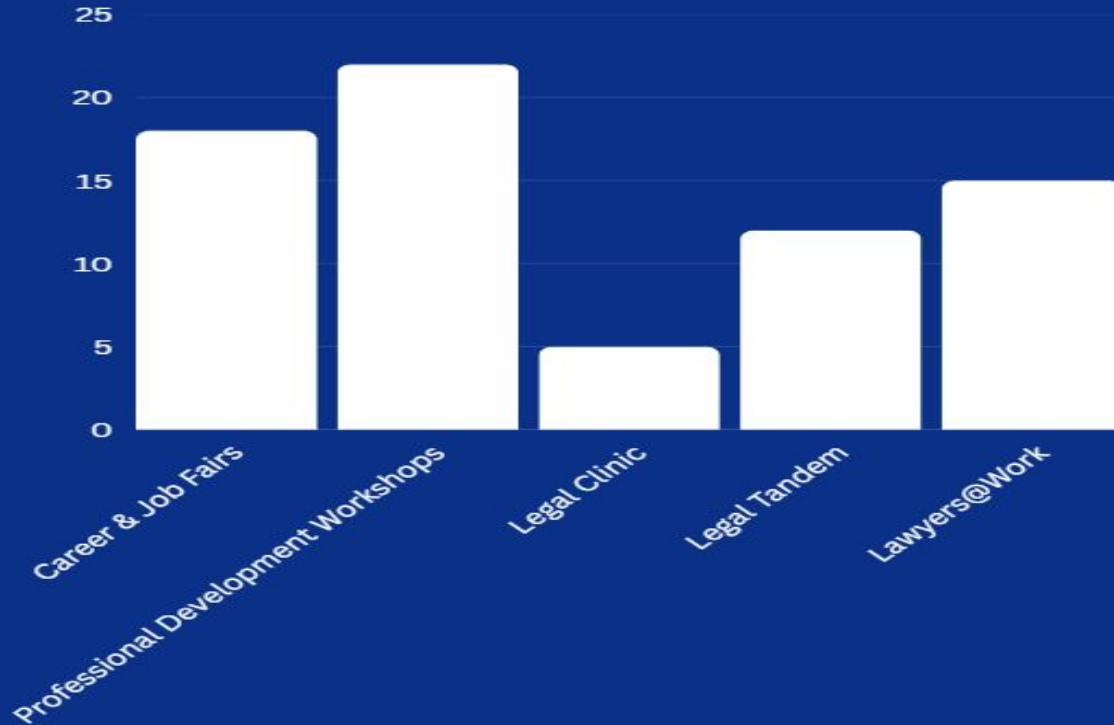
5. What have been your biggest obstacles organising PD Projects or ELSA Traineeships this term?

- Securing and maintaining partnerships with law firms, institutions, and traineeship providers
- Low response rates or limited engagement from external partners and employers
- Lack of interest or low participation from members, students, or Local Groups
- Time management challenges, especially balancing multiple PD responsibilities and projects
- Coordination and communication difficulties between Local Groups and across the organisation
- Limited continuity and knowledge transfer from previous officers or predecessors
- Structural or contextual limitations, such as national rules, size of the country, or institutional constraints
- Difficulties related to accessibility and logistics, including travel costs, geography, or in person attendance
- Competition from other organisations or difficulty attracting attention to PD initiatives
- External factors affecting opportunities, such as economic conditions, language requirements, or geopolitical issues



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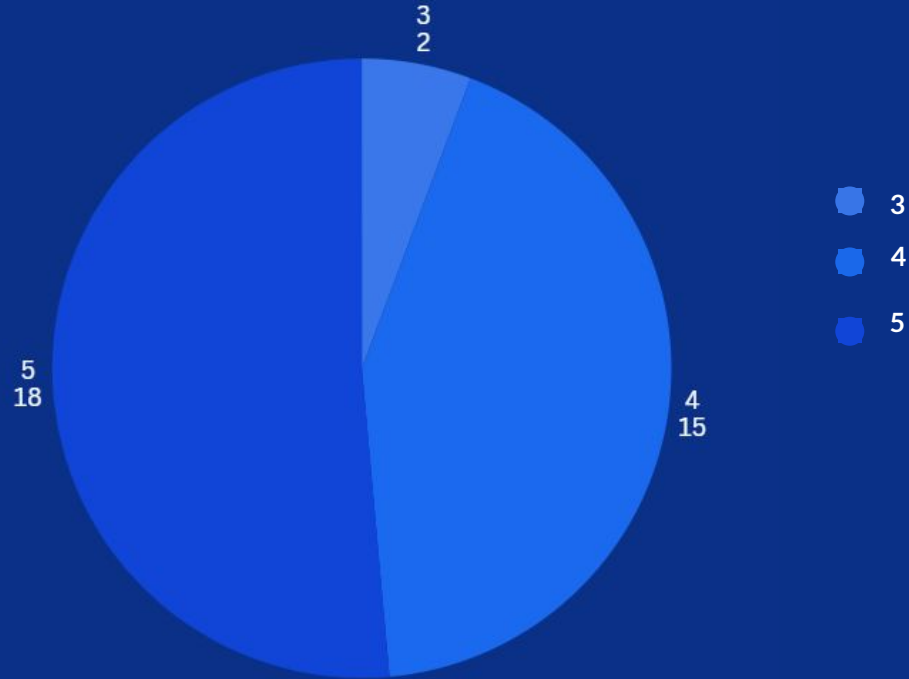
6. Which of the following PD projects will your National Group still organise?



7. Have you organised any other type of event this term? Please specify which.

- A significant number of respondents did not organise additional events beyond standard PD activities, or reported none at all
- Career related events were common, including job fairs, career fairs, and career days
- Workshops and webinar series were frequently organised, covering topics such as skills development and international opportunities
- Networking focused events took place, such as office visits, networking dinners, and meetings with legal professionals and alumni
- Informational events were organised, including info sessions and open days to promote programmes like traineeships
- Some organised specialised or thematic events, such as debates, legal perspectives sessions, or subject specific workshops
- New or unique initiatives were introduced, including mentorship programmes and projects like Career Digest or language cafés
- Collaboration based events were held with local groups, universities, or partner organisations
- Several activities were part of ongoing flagship projects, including Legal Tandem, Lawyers at Work, and PD workshops
- In some cases, event organisation was primarily delegated to local groups, with national boards focusing on coordination and support

8. How would you rate the clarity and effectiveness of the new materials for PD developed this term?



9. How will you cooperate with other areas in your Board for the rest of the term?

- Maintaining regular communication through meetings, calls, and informal discussions across the Board
- Collaborating closely with Marketing to promote PD projects, events, and traineeships effectively
- Working with BEE and the President on external relations, partnerships, and employer engagement
- Cooperating with IM, S&C, and other supporting areas on technical, regulatory, and administrative matters
- Partnering with Academic Activities, S&C, and Competitions on joint events, workshops, and academic initiatives
- Sharing contacts, resources, and knowledge across areas to improve outreach and event quality
- Aligning strategies and timelines between areas to ensure coherent planning and stronger impact
- Supporting other Board members through mutual assistance, idea exchange, and problem solving
- Contributing to joint projects and broader organisational developments, including statutes and internal systems
- Fostering a “one Board” approach based on openness, flexibility, and collaboration, while allowing for area specific independence



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10. How are you planning to conduct the Transition to the next PD Officer?

- Combining in person and online meetings, including one to one sessions, transition weekends, and full board meetings
- Starting the transition early, with gradual involvement of the successor throughout the term and candidacy phase
- Providing structured documentation, such as handbooks, playbooks, checklists, and updated transition materials
- Ensuring access to key tools and resources, including shared drives, databases, email accounts, and the SOS portal
- Offering practical training through shadowing, project involvement, and real time participation in ongoing work
- Sharing experience based insights, including lessons learned, challenges faced, and suggestions for improvement
- Maintaining continuous communication through regular calls, open meetings, and ongoing support availability
- Coordinating the transition with other roles and teams, including Directors, alumni, and broader board structures
- Using strategic approaches such as SWOT analysis, competency development, and long term planning for continuity
- Creating a supportive and structured environment that combines mentorship, guidance, and flexibility to ensure a smooth handover



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Network Experience Sharing

Further questions?



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Thank you for your attention

Closing of the International Update Workshop



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