



The European Law Students' Association



ELSA
Traineeships

ANNUAL REPORT

ELSA TRAINEESHIPS 2025/2026

ET 2025/2026

FOREWORD

Dear Reader,

ELSA Traineeships is ELSA International's oldest flagship programme, having been established already in 1984, only three years after ELSA itself was founded on the 4th May 1981 in Vienna, Austria.

The 2025/2026 term marks the 41st year of the continuation of the ELSA Traineeships programme and the 1st edition of the annual ELSA Traineeships flagship project report. The introduction of this report is a part of the recognition of the longevity and the importance of the ELSA Traineeships programme for the European Law Students' Association, and an attempt at compiling and providing further data for our officers, our applicants and our partners alike.

This programme, having started off as a Short-Term Exchange Programme with the purpose of sending European law students to internship placements in Canada, has expanded into a programme spanning the entirety of the European continent, as well as multiple placements internationally, such as in the United States, Ecuador and Peru, just to name a few.

The programme is one of a kind, yet this term we have also had the pleasure of extending our collaboration with our sister organisations internationally. Today, the Professional Development area collaborates with other law students' associations in Asia and Australia with the same aim of providing our respective membership bases with real legal work experience in an international environment.

Having experienced a period of lows, going into the second cycle of this term proved a great experience and motivation, with an increased number of Traineeship Applicants compared to previous terms. In addition, we have also focused on upgrading our digital infrastructure, further solidifying the project's resilience and preparedness for the digital age we are currently in. All in all, this term has been a good one for the project, and I hope you enjoy the further details on the project below.

Happy reading, and ELSAfully yours,

Hedin

Hedin R. Indregård

INTRODUCTION

ELSA Traineeships (formerly the Student Trainee Exchange Programme (STEP)) is the oldest flagship project of ELSA. Established in 1983, the programme saw its first trainees placed in Canadian law firms the following year. In 2021, the project was rebranded as ELSA Traineeships, accompanied by a new visual identity that reflected its continued development and modernisation.

The project is conducted in two recruitment cycles each term: the Autumn Cycle and the Spring Cycle. It relies on close coordination between ELSA International and the National and Local Groups across the Network. As a result, ELSA Traineeships remains one of the organisation's most far-reaching projects, requiring extensive collaboration at every level of ELSA.

The main focus of the 2025/2026 term was the continued development of the project's digital infrastructure. The existing SOS (STEP Online System) platform, introduced in 2018, has become increasingly outdated and no longer meets the operational needs of the project. Therefore, considerable time and effort has been invested in mapping out different digital options, and ultimately; designing and developing a new digital platform that will better support both participants and Traineeship Providers in the years to come.

Alongside these technical developments, the international reach of ELSA Traineeships has continued to expand. During the term, new cooperation was established with the Asian Law Students' Association (ALSA) and the Australian Law Students' Association (ALSA). From this term onwards, these partnerships will provide mutual support in Professional Development project development, as well as collaboration in both Job Hunting and Student Hunting activities, strengthening the international aspect of the flagship project.

The project also experienced encouraging growth throughout the year. Although the number of traineeship opportunities secured through Job Hunting has remained stable throughout the past few terms, the Second Cycle recorded a higher number of student applications in recent terms, which shows a positive upward trend and renewed interest in ELSA's oldest flagship programme.

Furthermore, important developments in the regulations of ELSA Traineeships were adopted in the International Council Meeting Decision Book, during the LXXXIX International Council Meeting in Brno, Czech Republic. These proposals clarified and expanded the obligations, responsibilities, and objectives relating to Reception and ELSA Traineeships as a whole for both ELSA International and the wider Network, providing a stronger and more consistent framework for the project's implementation.

The main challenge facing ELSA Traineeships following the 2025/2026 term remains its financial sustainability. The area of Professional Development, and ELSA Traineeships in particular, continues to operate at a structural deficit for ELSA International, which in turn is a liability for the wider ELSA budget, and limits both project and organisational development. Ensuring the long-term financial viability of the project will therefore remain a key priority in the coming terms.

The following sections of this Annual Report provide a detailed breakdown of both cycles and present a comprehensive assessment of the current status and development of ELSA Traineeships as one of ELSA International's flagship projects.

JOB HUNTING IN NUMBERS

CYCLE 1 2025/2026

TNPs per ELSA Group

During the First Cycle, ELSA Traineeships secured the participation of **87 Traineeship Providers**, continuing to offer a broad range of professional opportunities for law students and recent graduates across the Network. Once again, **ELSA Türkiye** achieved the highest number of Traineeship Providers, demonstrating a strong commitment to the project and maintaining its position as one of the leading contributors to the flagship.

Despite these results, the distribution of Traineeship Providers remains concentrated within a relatively small number of National Groups.

While this concentration ensures a stable foundation for the project, it also highlights the significant potential for further expansion across the wider ELSA Network.

Increasing the number of National Groups actively engaged in Job Hunting remains an important objective, both to strengthen the resilience of the project and to provide a broader geographical diversity of traineeship opportunities.

Encouragingly, the First Cycle also saw the introduction or reintroduction of Traineeship Providers in several National Groups that have historically had little or no Job Hunting participation in the project. Notable examples include **ELSA Iceland**, **ELSA Italy**, and **ELSA Hungary**, each of which successfully secured traineeship opportunities during this cycle. These developments demonstrate that there is considerable untapped potential within the Network and that sustained knowledge management, and support from ELSA International can enable more National Groups to contribute to ELSA Traineeships.

The expansion of participation beyond the Network's traditionally strongest contributors remains a priority for the growth and long-term sustainability of ELSA Traineeships. Broadening the geographical reach of Traineeship Providers will not only increase the number of available opportunities but will also enhance the international character and accessibility of ELSA Traineeships for students across Europe and beyond.



CYCLE 1 2025/2026

TRAINEESHIP LOCATIONS

Baku, Azerbaijan	Prague, Czech Republic	Brno, Czech Republic	Berlin, Germany	Munich, Germany
Frankfurt am Main, Germany	Dresden, Germany	Brussels, Belgium	Trier, Germany	Geneva, Switzerland
Luxembourg, Luxembourg	Detroit, USA	Quito, Equador	Tbilisi, Georgia	Thessaloniki, Greece
Mytilene, Greece	Athens, Greece	Komotini, Greece	Budapest, Hungary	Reykjavik, Iceland
Bologna, Italy	Amsterdam, The Netherlands	Maastricht, The Netherlands	Aveiro, Portugal	Braga, Portugal
Cluj-Napoca, Romania	Iași, Romania	Bucharest, Romania	Timișoara, Romania	Ankara, Türkiye
Istanbul, Türkiye	Izmir, Türkiye	Trabzon, Türkiye	Mersin, Türkiye	Adana, Türkiye
Antalya, Türkiye				

During the First Cycle of the term, Traineeship Providers offered placements across **36 different cities** in **17 countries**, demonstrating the broad geographical reach of the ELSA Traineeships Programme. While the majority of placements were located within Europe, **two placements** were offered outside of the continent, highlighting the international scope and international reach of the Programme.

CYCLE 1 2025/2026

TYPES OF TRAINEESHIPS

The First Cycle of the term included all three types of Traineeship arrangements: *On-Site*, *Remote*, and *Negotiable* placements. The clear majority of Traineeship positions were On-Site, accounting for **76.7%** of all placements. Remote Traineeships represented **18.6%**, while a further **4.7%** of positions the location of the Traineeship was preferred to be negotiated between the Trainee and the Traineeship Provider.

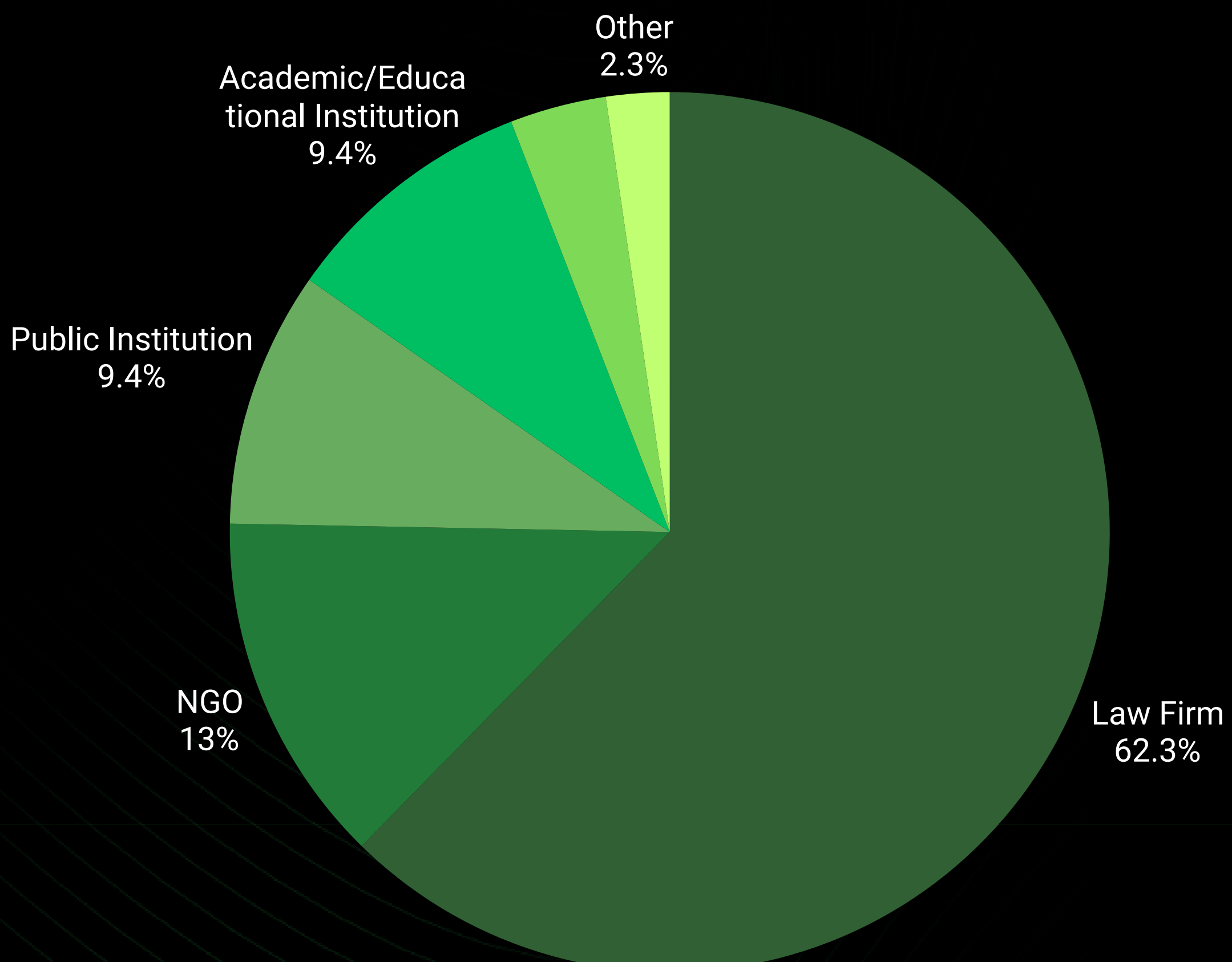
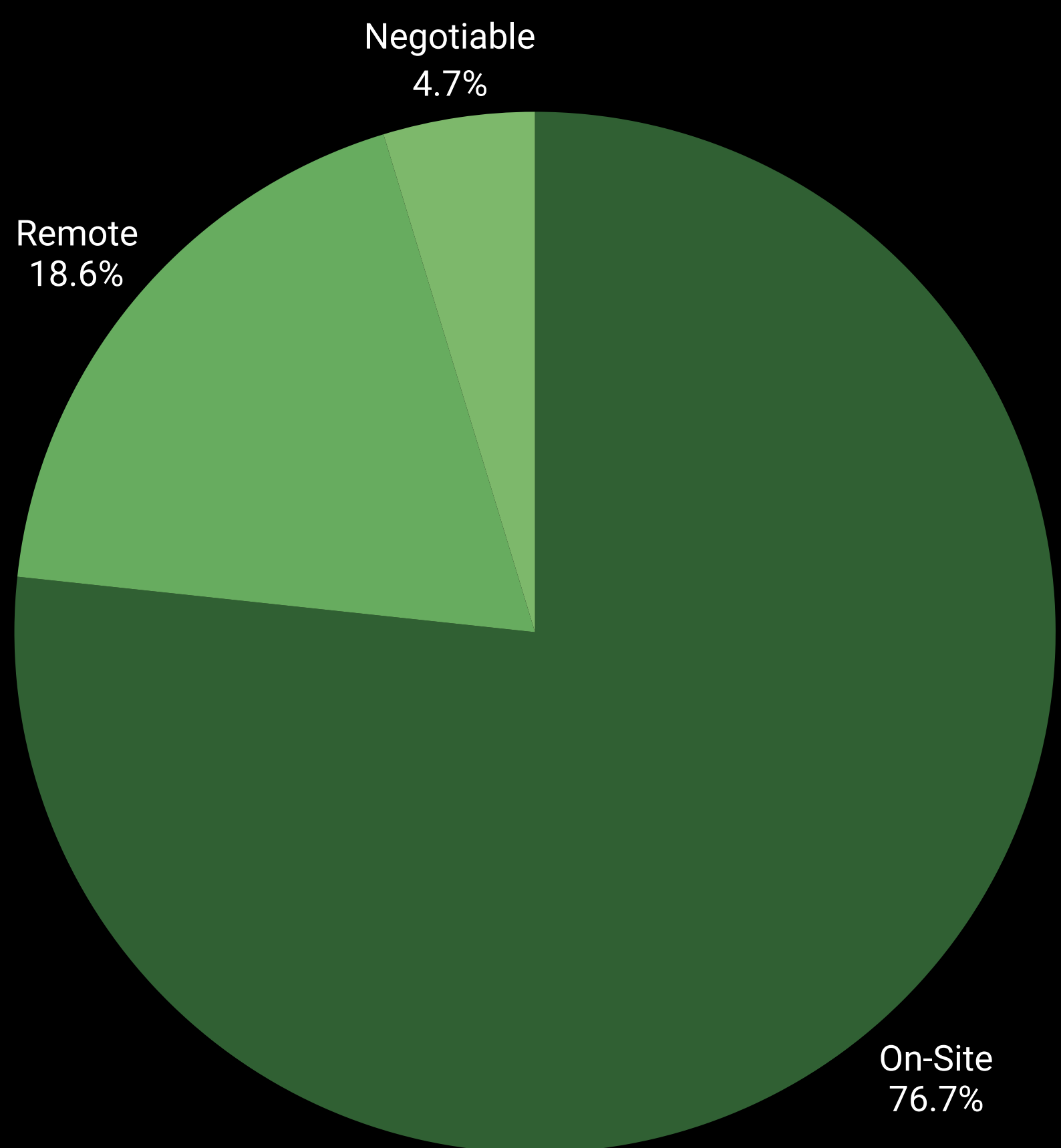
While Remote and Negotiable placements provide increased flexibility and may make participation more accessible to a broader range of students, they currently remain a comparatively limited part of the Programme.

The composition of Traineeship Providers further reflects the traditional profile of the Programme. Law Firms accounted for **62.3%** of all Traineeship Providers, making them by far the largest category.

The remaining Providers represented a more diverse group, with the NGOs accounting for **13%** of the Traineeship Providers, followed by Public Institutions and Academic or Educational Institutions, each representing **9.4%**. Then Commercial Organisations accounted for **3.5%**, while a further **2.3%** fell under the category of “Other” Providers.

The data therefore shows that the ELSA Traineeships Programme continues to be primarily built around traditional, On-Site placements in Law Firms.

The relatively high proportion of Providers outside the traditional Law Firm category nevertheless demonstrates that the Programme is gradually diversifying. Further expanding this diversity, particularly through increased cooperation with NGOs, public institutions, educational institutions, and other non-traditional Providers, could provide Members with a broader range of professional experiences.

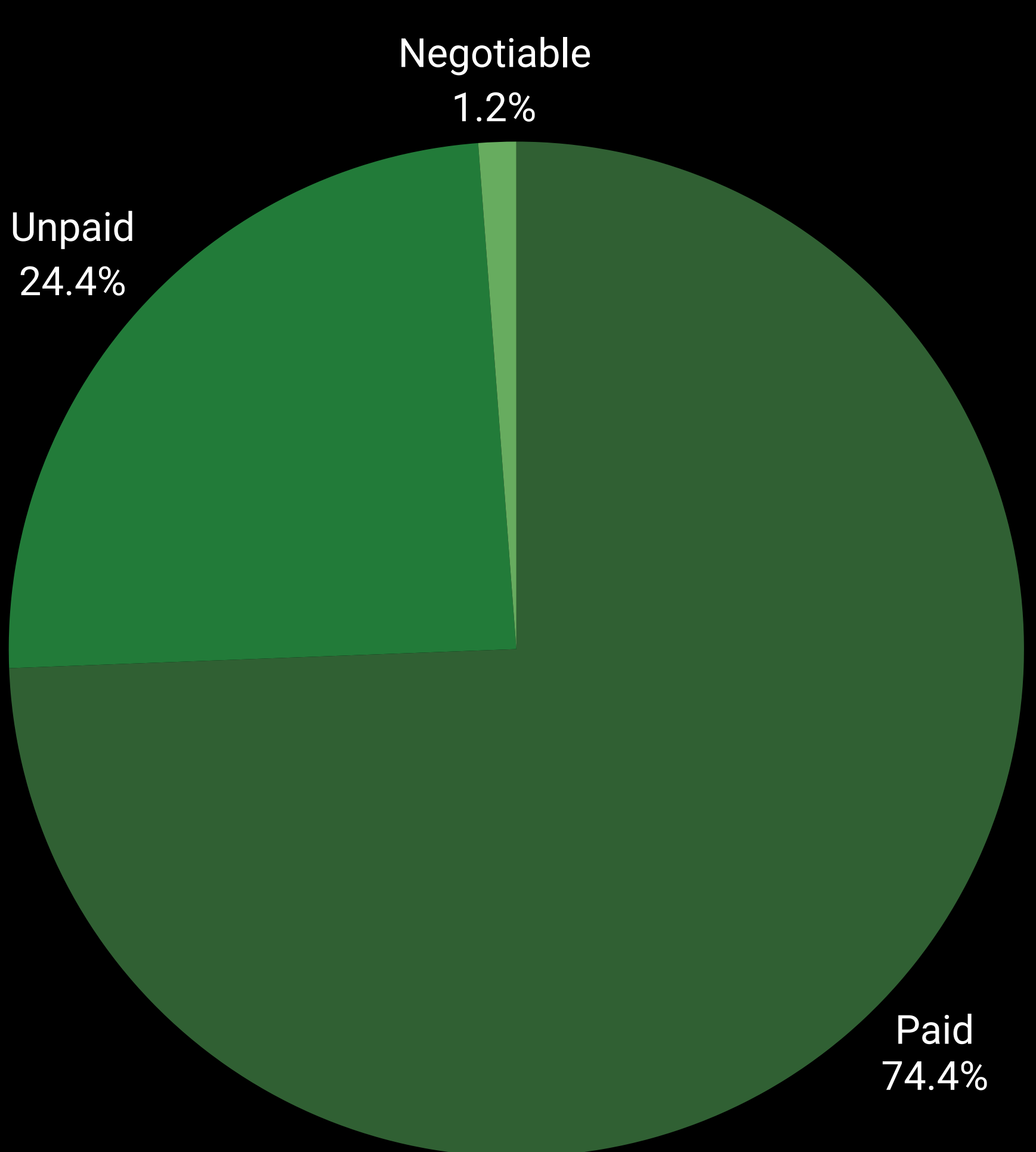


CYCLE 1 2025/2026

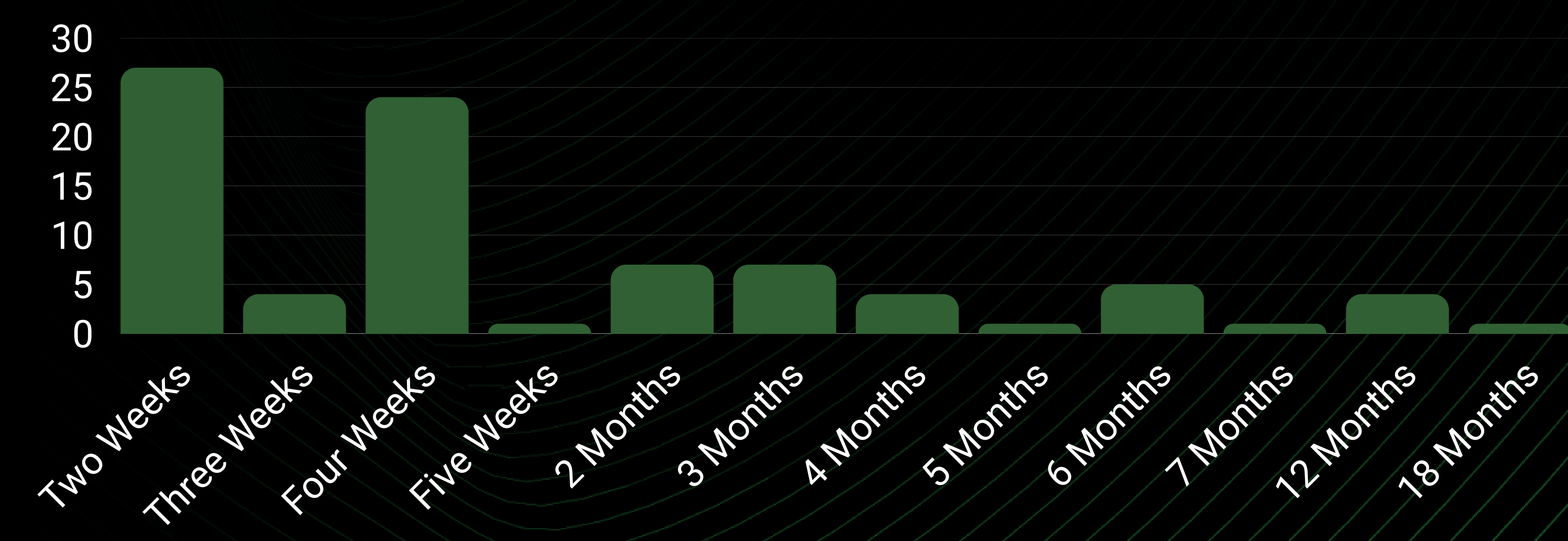
DETAILS OF THE TRAINEESHIPS

In accordance with Part 8, Chapter 3, Article 4.2 of the International Council Meeting Decision Book, **ELSA Traineeships are required to be remunerated**, unless they fall within one of the three exceptions provided under Article 4.2.e. The remuneration of Traineeships remains an important indicator of the quality and accessibility of the Programme.

During the First Cycle of the term, **approximately 75% of the offered Traineeship positions were remunerated**. While this represents a significant majority of the available positions, it also demonstrates that the Programme has not yet achieved its objective of ensuring that all Traineeships are remunerated.



In terms of duration, the majority of Traineeship positions lasted either **two** or **four weeks**. As the minimum duration of an ELSA Traineeship is **ten days**, most positions remained relatively short-term in nature. Only a limited number of Traineeships extended beyond **one month**, indicating that the Programme continues to be primarily focused on shorter professional experiences. While shorter placements may provide valuable opportunities for participants, expanding the availability of longer-term Traineeships could further increase the professional and educational value of the Programme. ELSA International and the wider ELSA Network can still promote the potential that ELSA Traineeships serves to gain long-term and in depth Trainee recruitment for potential Traineeship Providers across Europe and abroad.



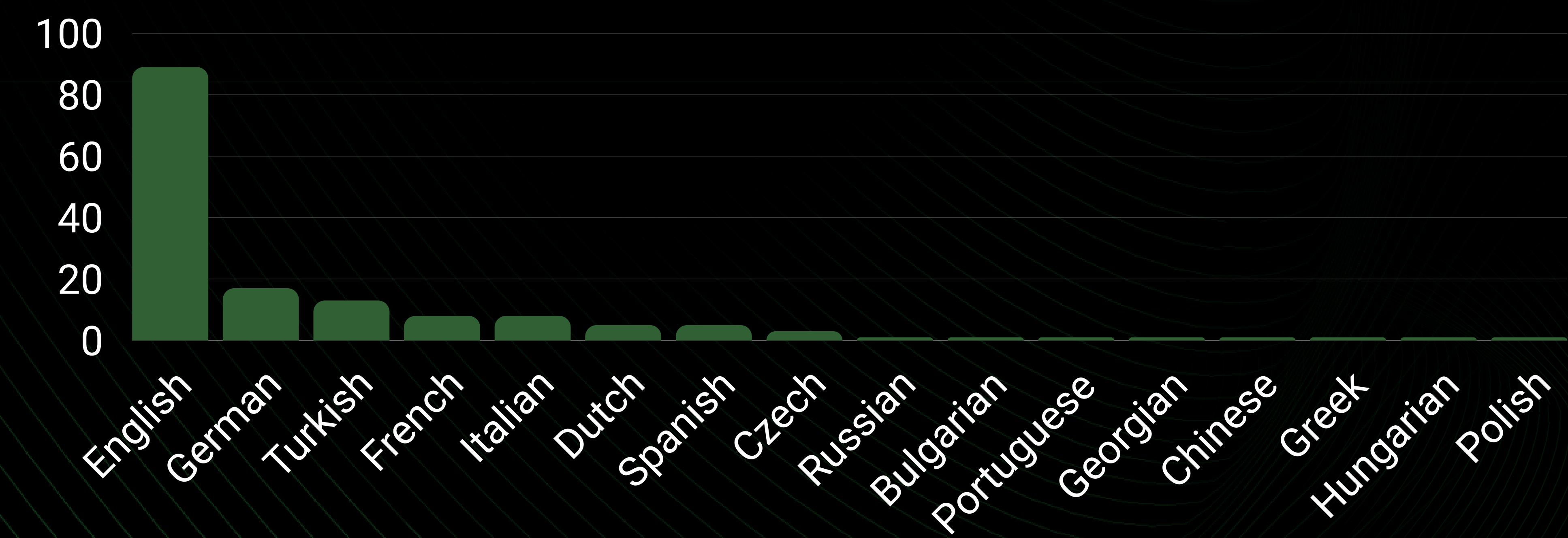
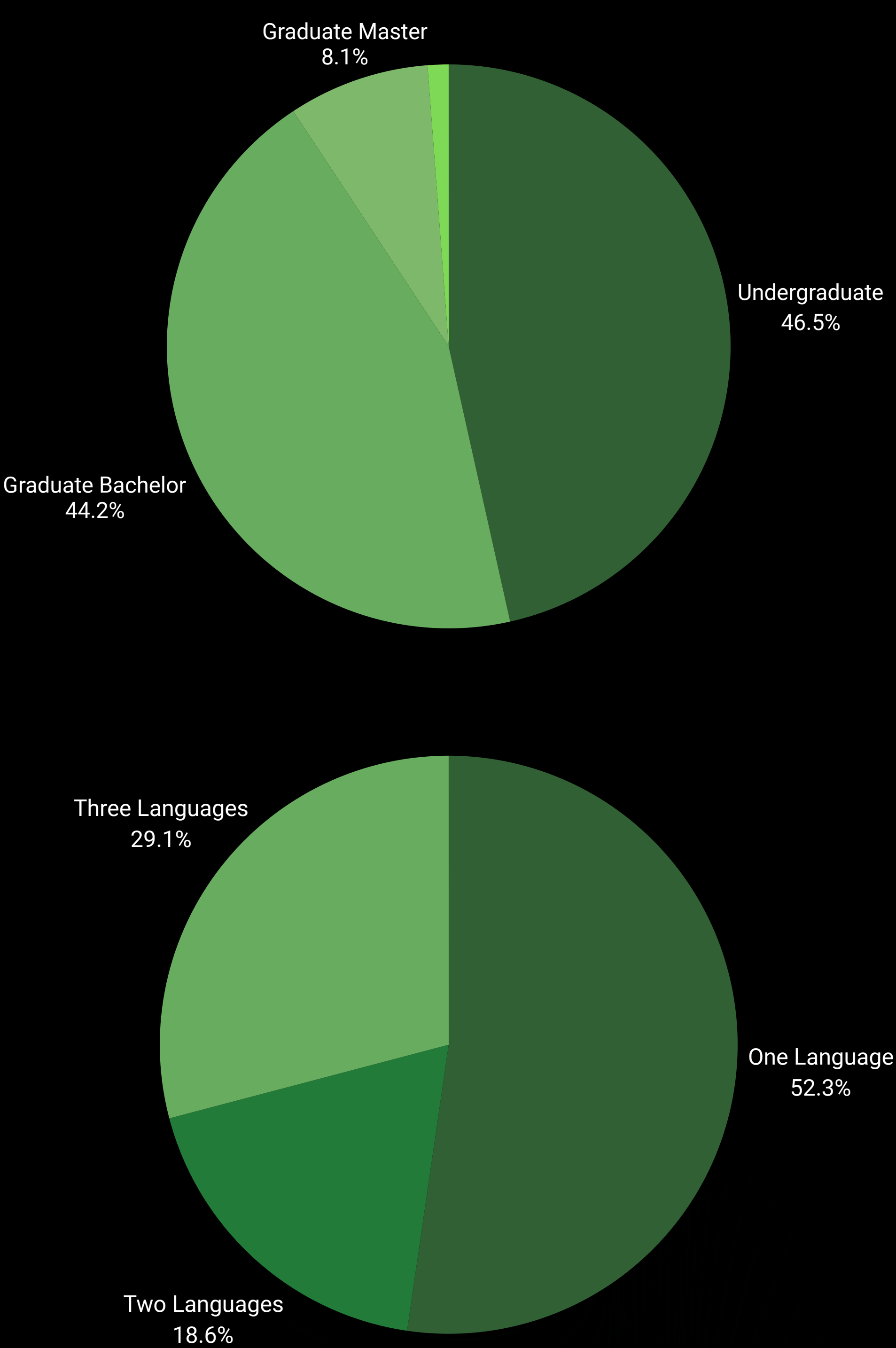
CYCLE 1 2025/2026

TRAINEESHIPS REQUIREMENTS

The educational requirements of the Traineeships offered during the First Cycle indicate that the Programme is broadly accessible to **students who have completed the first three years of their legal education**. The largest proportion of Traineeships, **46.5%**, required an Undergraduate level of education, while a further **44.2%** required a Graduate Bachelor's degree.

Taken together, this means that approximately **90%** of the available Traineeships were accessible to students who had completed three years of law school, demonstrating that the Programme offers substantial opportunities before the completion of a full legal education.

In terms of language requirements, the majority of Traineeships required knowledge of **one language**. The second most common requirement was knowledge of **three languages**, whether as a cumulative requirement or as alternative language options. **English** was by far the most frequently required language. **German** was the second most common language, followed by **Turkish**. The prominence of English is unsurprising given its role as the primary working language of international professional environments and the ELSA network.

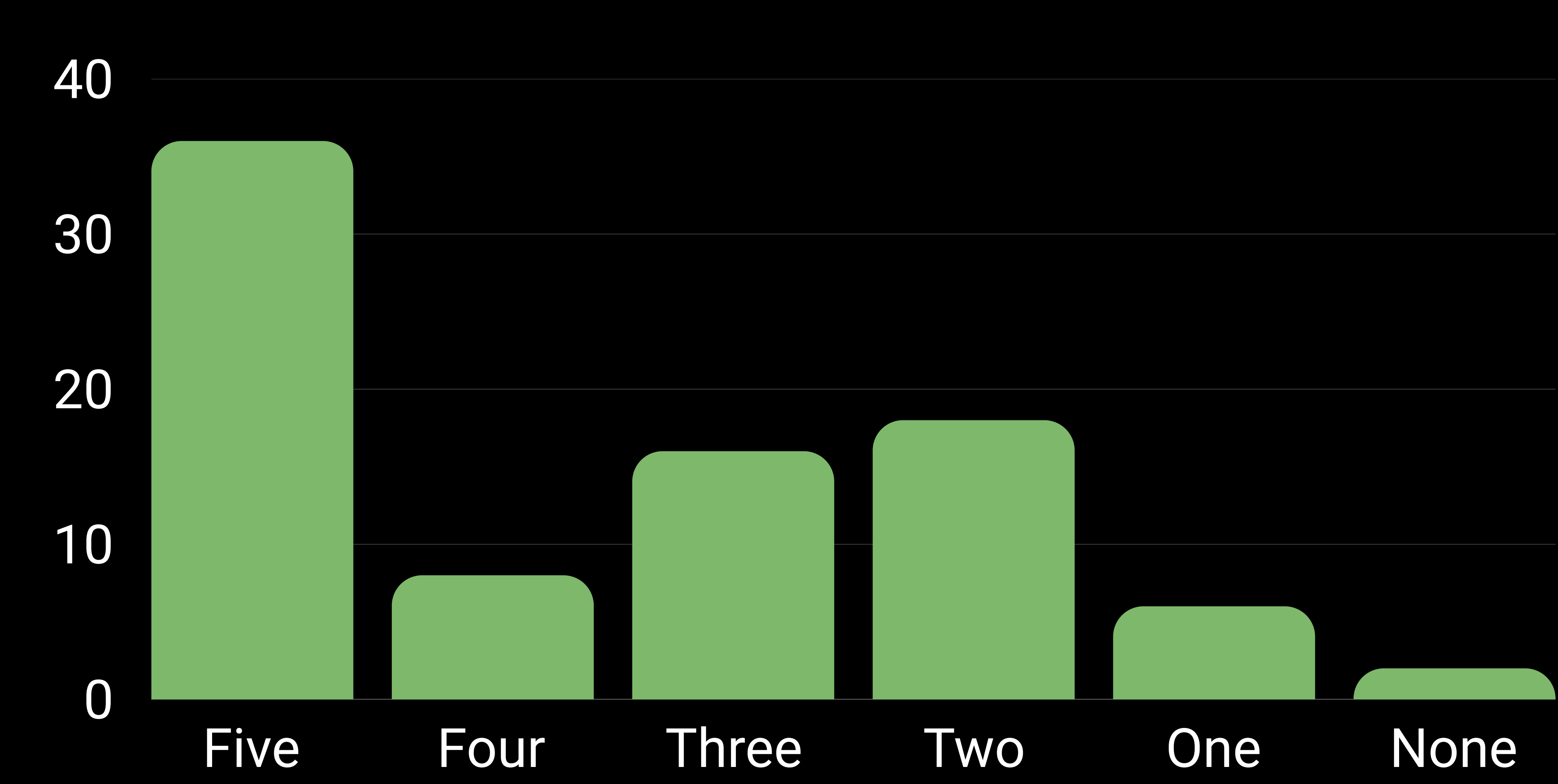


CYCLE 1 2025/2026

TRAINEESHIPS REQUIREMENTS

The Legal Skills requirements of the Traineeships offered during the First Cycle varied considerably. The most common requirement was knowledge of **five Legal Skills**, which applied to **36 Traineeship positions**. This was followed by **two Legal Skills**, required for **18 positions**, and **three Legal Skills**, required for a further **16 positions**. At the other end of the spectrum, **two Traineeship positions** did not specify any particular Legal Skills requirement.

Overall, the distribution demonstrates a relatively diverse range of Legal Skills requirements, although the data remains concentrated towards the higher end of the scale. The prevalence of requirements for multiple Legal Skills indicates that Traineeship Providers generally place greater emphasis on the specific legal competencies of Applicants than on their formal educational level. This suggests that, while academic progression provides access to the majority of Traineeships, the possession of a broader range of relevant Legal Skills remains an important factor in determining suitability for specific positions.



CYCLE 2 2025/2026

TNPs PER ELSA GROUP

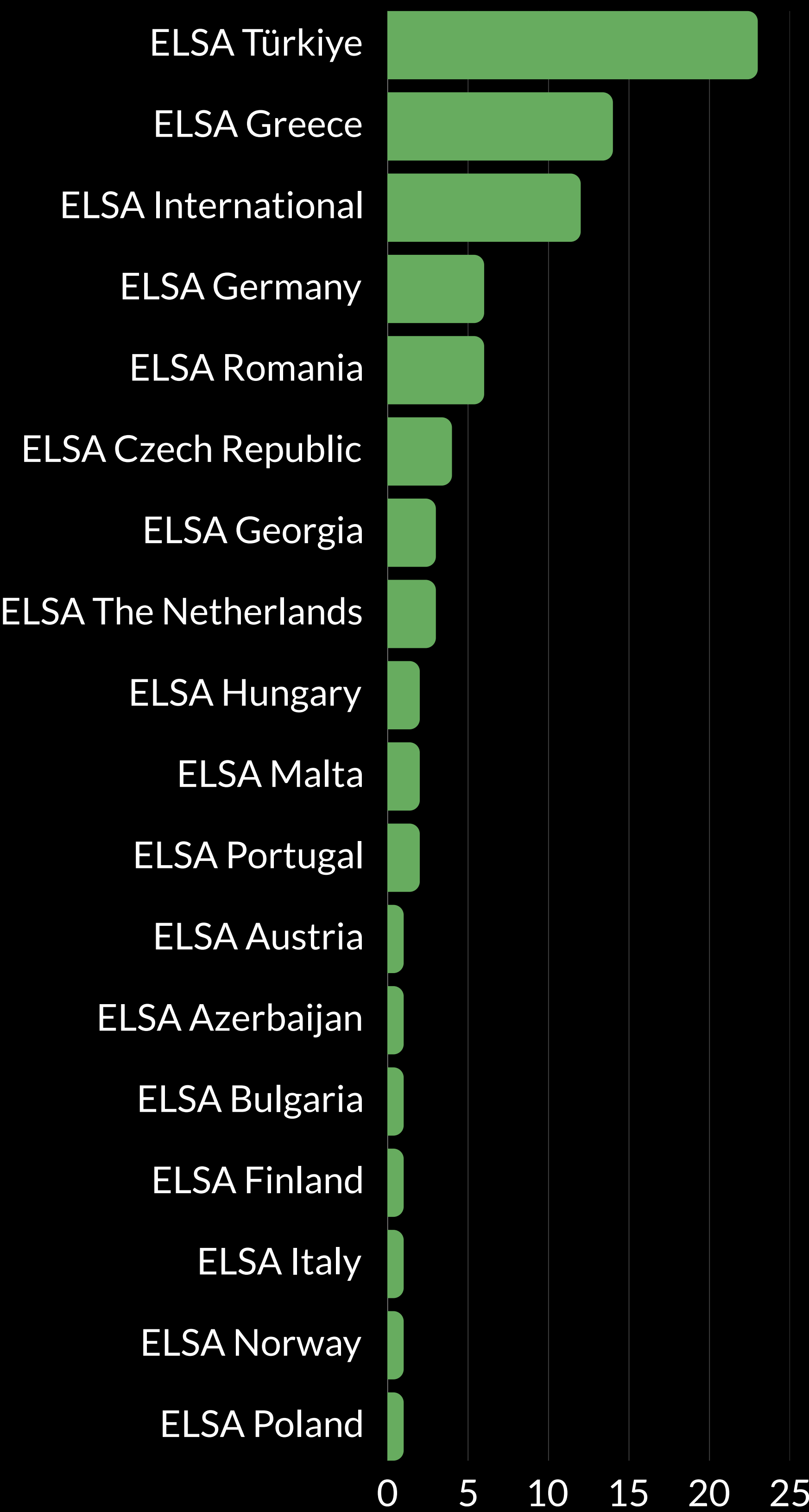
The Second Cycle concluded with a similar number of **88 Traineeship Providers**, closely matching the result achieved during the First Cycle and demonstrating a stable level of engagement throughout the 2025/2026 term. **ELSA Türkiye** once again secured the highest number of Traineeship Providers, followed by **ELSA Greece**, and **ELSA International**.

While the distribution of Traineeship Providers still remained concentrated among a limited number of National Groups, the Second Cycle nevertheless demonstrated encouraging progress in expanding participation across the Network. There was a larger amount of diversification in the National Groups engaging in the project and providing internship placements through ELSA Traineeships.

Building on the momentum established during the First Cycle, several additional National Groups successfully secured traineeship opportunities for the first time in recent years. As an example, **ELSA Austria**, **ELSA Bulgaria**, **ELSA Malta**, and joined the list of active Job Hunting National Groups during the cycle. Taken together with the new contributors introduced in the First Cycle, these developments represent a gradual but positive widening of the geographical reach of ELSA Traineeships.

Although there remains considerable potential to further diversify the distribution of Traineeship Providers, the increasing number of participating National Groups demonstrates that targeted support and the sharing of best practices are producing tangible results, demonstrated by the width and upward trend in number of Traineeship Providers engaged.

Continuing this trend will remain an important priority in future terms, as a broader base of active Job Hunting National Groups will strengthen both the resilience and the international character of ELSA's flagship project. With the introduction of a new digital infrastructure to ELSA Traineeships, we also hope that the new and modern design of the project makes it more attractive for potential Traineeship Providers, and will produce positive results for the future cycles already starting with the first cycle during the 2026/2027 term.



CYCLE 2 2025/2026

TRAINEESHIP LOCATIONS

Vienna, Austria	Baku, Azerbaijan	Sofia, Bulgaria	Prague, Czech Republic	Brno, Czech Republic
Wiesloch, Germany	Mannheim, Germany	Passau, Germany	Cologne, Germany	Brussels, Belgium
Detroit, USA	Luxembourg, Luxembourg	Geneva, Switzerland	Quito, Ecuador	Zürich, Switzerland
Berlin, Germany	Trier, Germany	Lima, Peru	Turku, Finland	Tbilisi, Georgia
Athens, Greece	Komotini, Greece	Thessaloniki, Greece	Budapest, Hungary	Modena, Italy
Valletta, Malta	Amsterdam, The Netherlands	Oslo, Norway	Poznan, Poland	Braga, Portugal
Aveiro, Portugal	Guimarães, Portugal	Cluj-Napoca, Romania	Bucharest, Romania	Iași, Romania
Timișoara, Romania	Istanbul, Türkiye	Ankara, Türkiye	Izmir, Türkiye	Trabzon, Türkiye
	Adana, Türkiye		Antalya, Türkiye	

Building upon the reach achieved during the First Cycle, the Second Cycle further expanded the scope of the ELSA Traineeships. Traineeship Providers offered placements in **41 different cities** across **23 countries**, representing an increase in both the number of cities and countries involved. Moreover, **three placements** were offered outside of Europe, further strengthening the Programme’s international reach. Although this number is already substantially good for a project of this character, we are still aiming to an increased focus on strengthening the opportunities offered through ELSA International, and as ever increase the opportunities presented in the network.

CYCLE 2 2025/2026

TYPES OF TRAINEESHIP

The Second Cycle continued to include all three types of Traineeship arrangements; On-Site, Remote, and Negotiable placements. On-Site Traineeships remained the main format, accounting for **71.6%** of positions. Remote placements represented **17%**, while **11.4%** of Traineeships are negotiated between the Trainee and the Traineeship Provider.

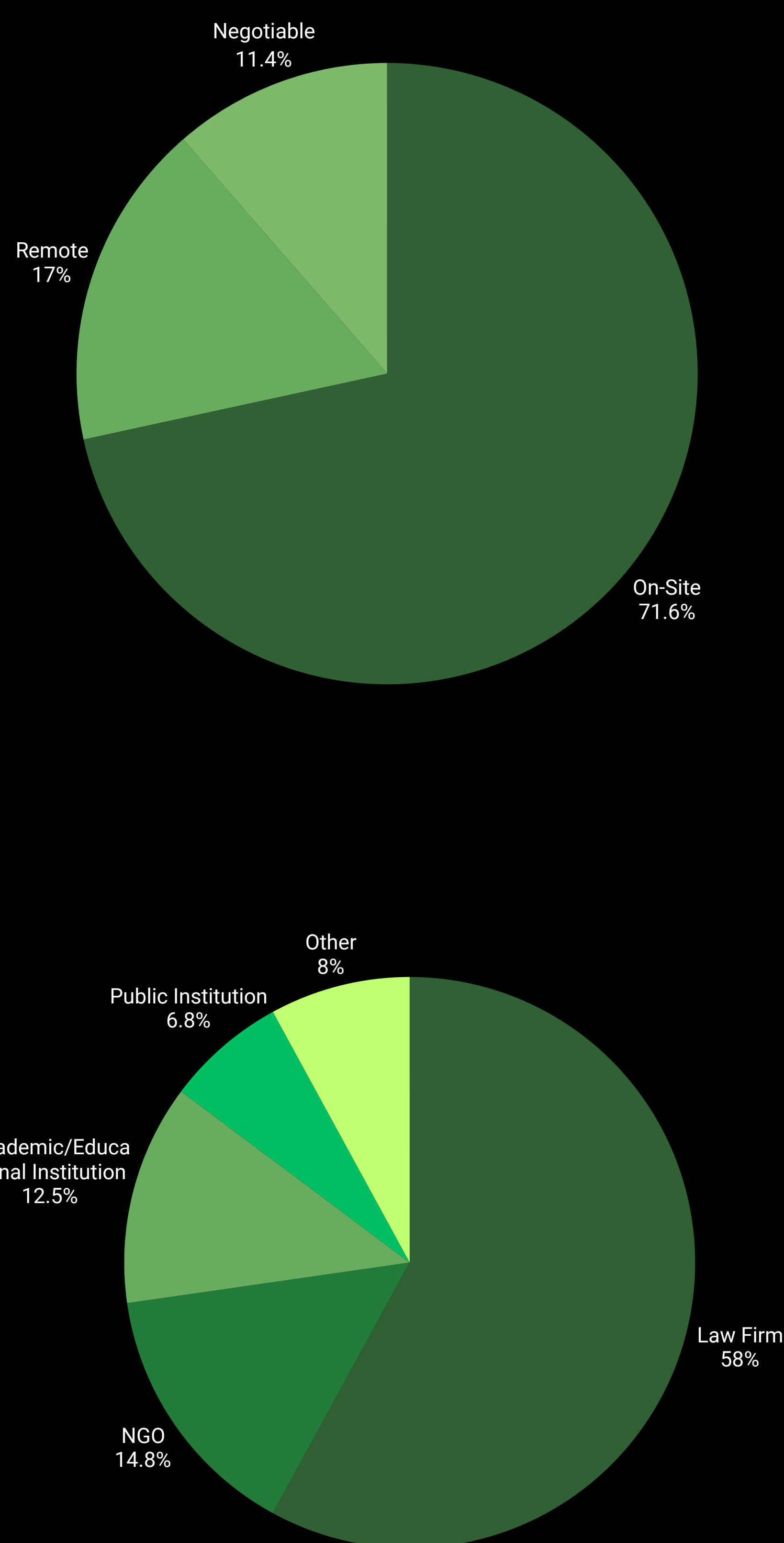
Compared to the First Cycle, the proportion of On-Site Traineeships decreased from **76.7%** to **71.6%**, while the proportion of Negotiable placements increased considerably from **4.7%** to **11.4%**. Remote placements also saw a slight decrease, from **18.6%** to **17%**.

The main development is the increased use of *Negotiable* arrangements, which may indicate growing flexibility in Traineeships. While On-Site positions continue to form the clear majority, the proportion of Remote and Negotiable placements show that alternative arrangements are becoming a more established part of the Programme.

The composition of Traineeship Providers also continued to reflect a gradual diversification of the Programme. Law Firms remained the largest category, accounting for **58%** of all Providers. This represents a decrease from the **62.3%** recorded during the First Cycle, indicating that the relative dominance of traditional Law Firm placements has continued to decline.

Non-Governmental Organisations constituted the second-largest category at **14.8%**, followed by Academic or Educational Institutions at **12.5%**, Public Institutions at **6.8%**, and “Other” Providers at **8%**. The data from the Second Cycle therefore reinforces the trend identified during the First Cycle.

The ELSA Traineeships Programme remains centred around On-Site placements with Law Firms, but the importance of this model is gradually decreasing. At the same time, the representation of Non-Governmental Organisations, Academic or Educational Institutions, Public Institutions, and other Providers demonstrates a broadening of the opportunities available through the Programme. Combined with the increase in Negotiable placements, these trends suggest a movement towards more diverse and flexible Traineeships, while the traditional Law Firm-based model continues to remain the foundation of the Programme.



CYCLE 2 2025/2026

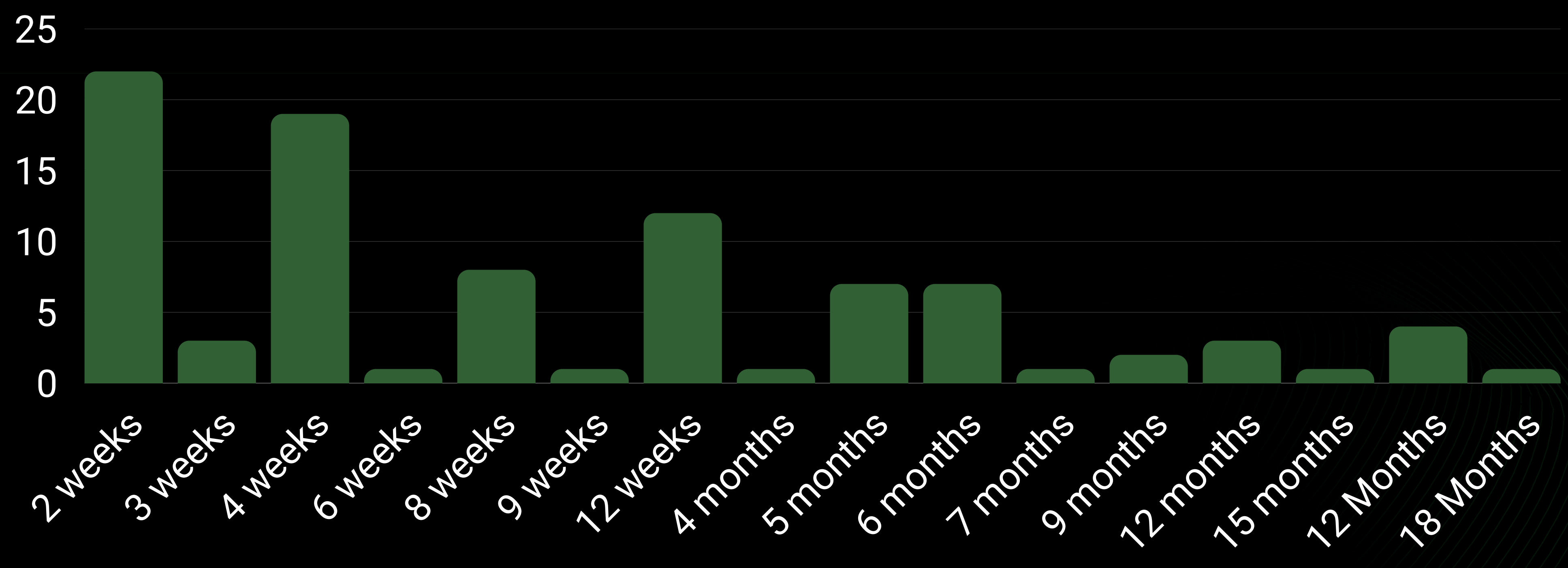
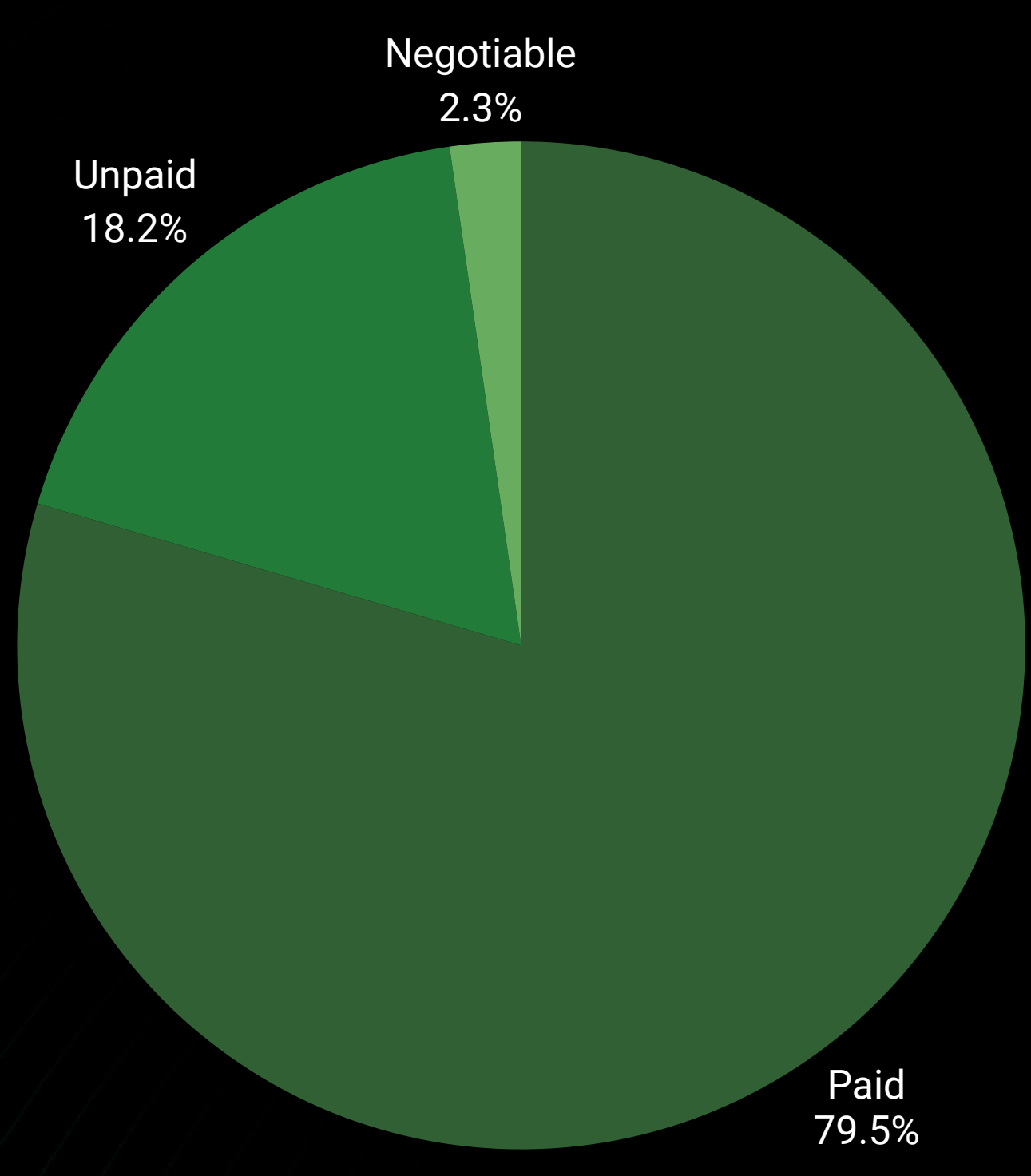
DETAILS OF THE TRAINEESHIPS

In accordance with Part 8, Chapter 3, Article 4.2 of the International Council Meeting Decision Book, ELSA Traineeships are required to be remunerated, unless they fall within one of the three exceptions provided under Article 4.2.e. Remuneration therefore remains an important indicator of the quality and accessibility of the Programme.

During the Second Cycle of the term, approximately **80%** of the offered Traineeship positions were remunerated. While this represents a positive development compared to the First Cycle, when approximately **75%** of positions were remunerated, the Programme has not yet achieved its objective of ensuring that all of the Traineeship positions are remunerated, or at the very least negotiable.

The duration of Traineeships remained broadly consistent with the First Cycle. The majority of positions lasted either **two** or **four weeks**, while the minimum duration of an ELSA Traineeship remains **ten days**. Most Traineeships therefore continued to be relatively short-term in nature, with only a limited number extending beyond **one month**. However, the Second Cycle also saw an increase in the number of Traineeships lasting multiple months.

This development is noteworthy, as longer-term placements can provide Trainees with more substantial professional experience and allow them to become more deeply integrated into the work of the Traineeship Provider. While shorter placements remain the dominant model, the increased availability of longer-term opportunities represents a positive development in the diversity and potential professional value of the Programme.



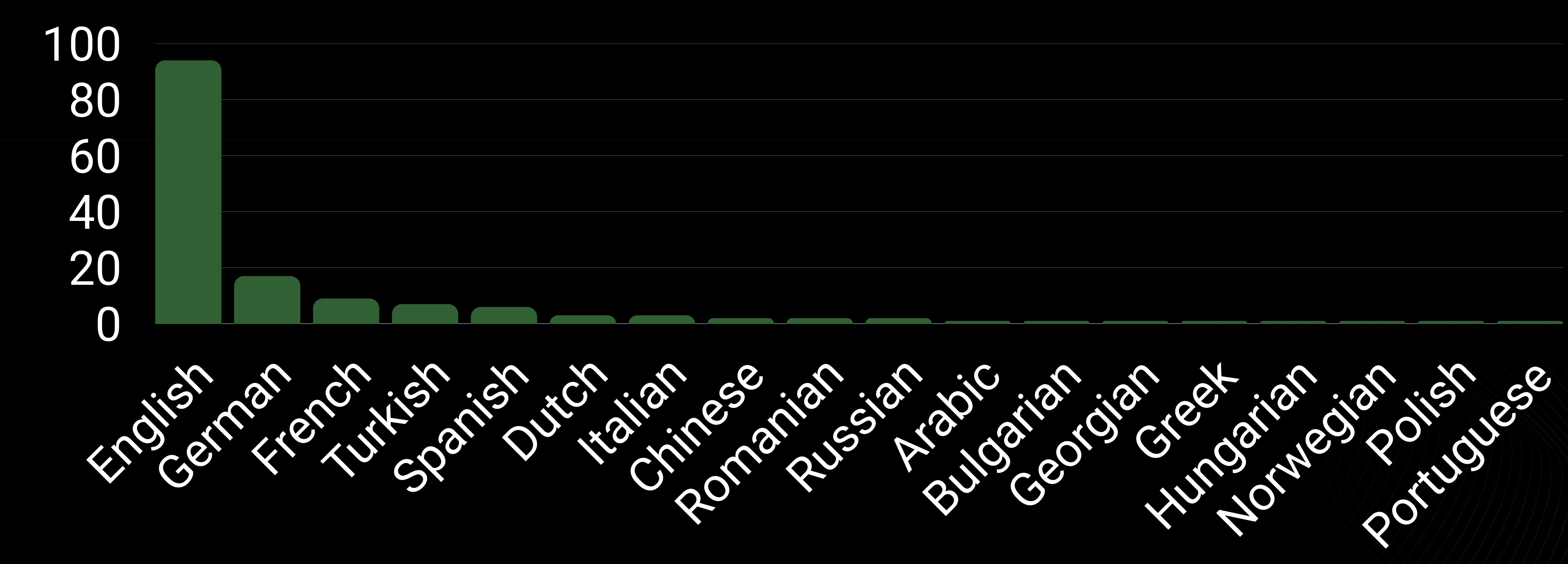
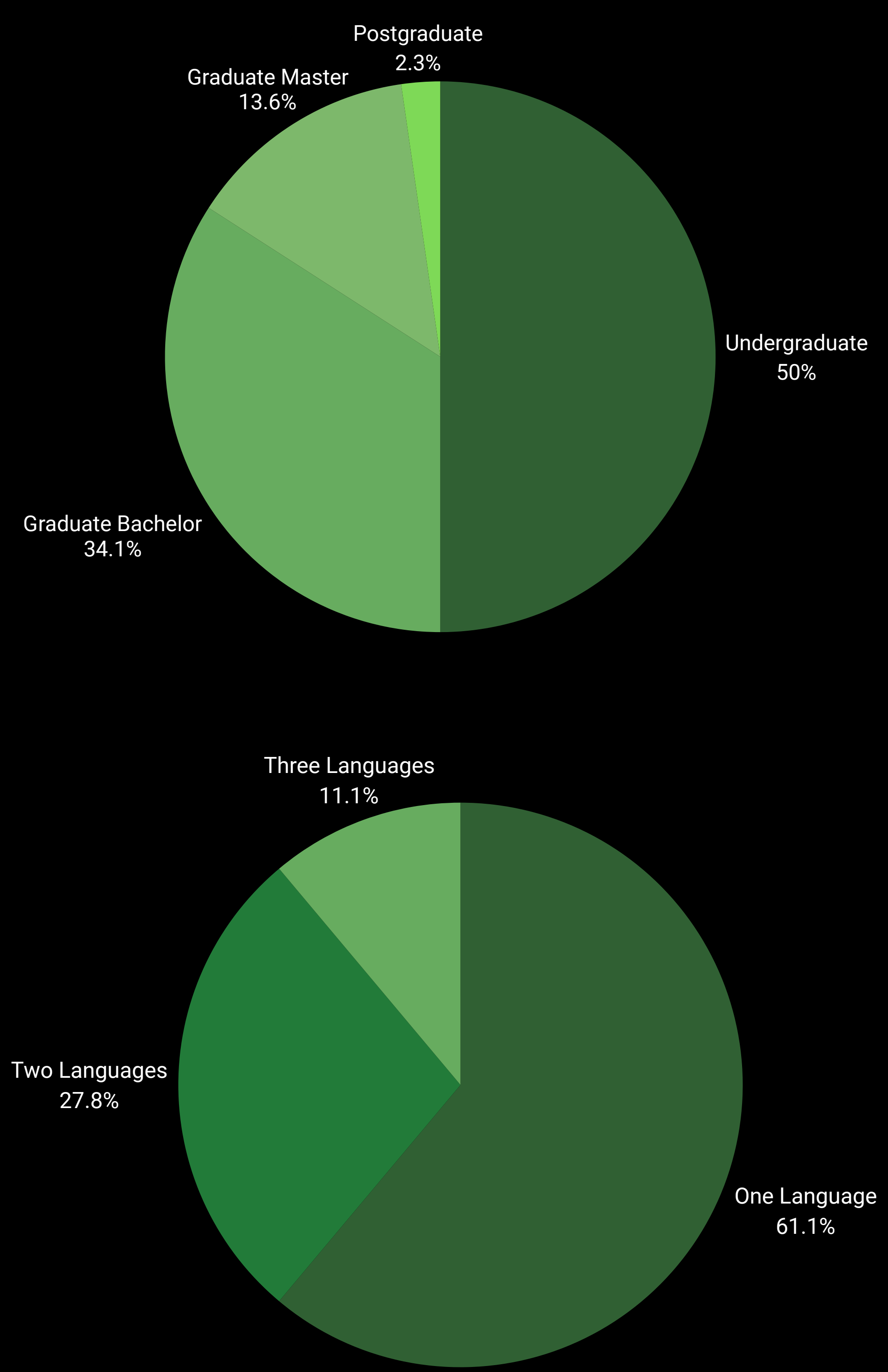
CYCLE 2 2025/2026

TRAINEESHIPS REQUIREMENTS

The educational requirements of the Traineeships offered during the Second Cycle continued to demonstrate the broad accessibility of the Programme for students who have completed the early stages of their legal education. The largest proportion of the Traineeships, **50%**, required an Undergraduate level of education, while a further **34.1%** required a Graduate Bachelor's degree.

Taken together, these categories account for approximately **84% of the available Traineeships**. This indicates that students who have completed three years of law school could access a substantial majority of the positions offered during the Cycle, although the proportion was lower than the approximately **90%** observed during the First Cycle.

In terms of language requirements, the majority of Traineeships once again required knowledge of **one language**. The second most common requirement was knowledge of **three languages**, either as a cumulative requirement or through alternative language options. **English** remained by far the most frequently required language. **German** was the second most common language, followed by **French**.



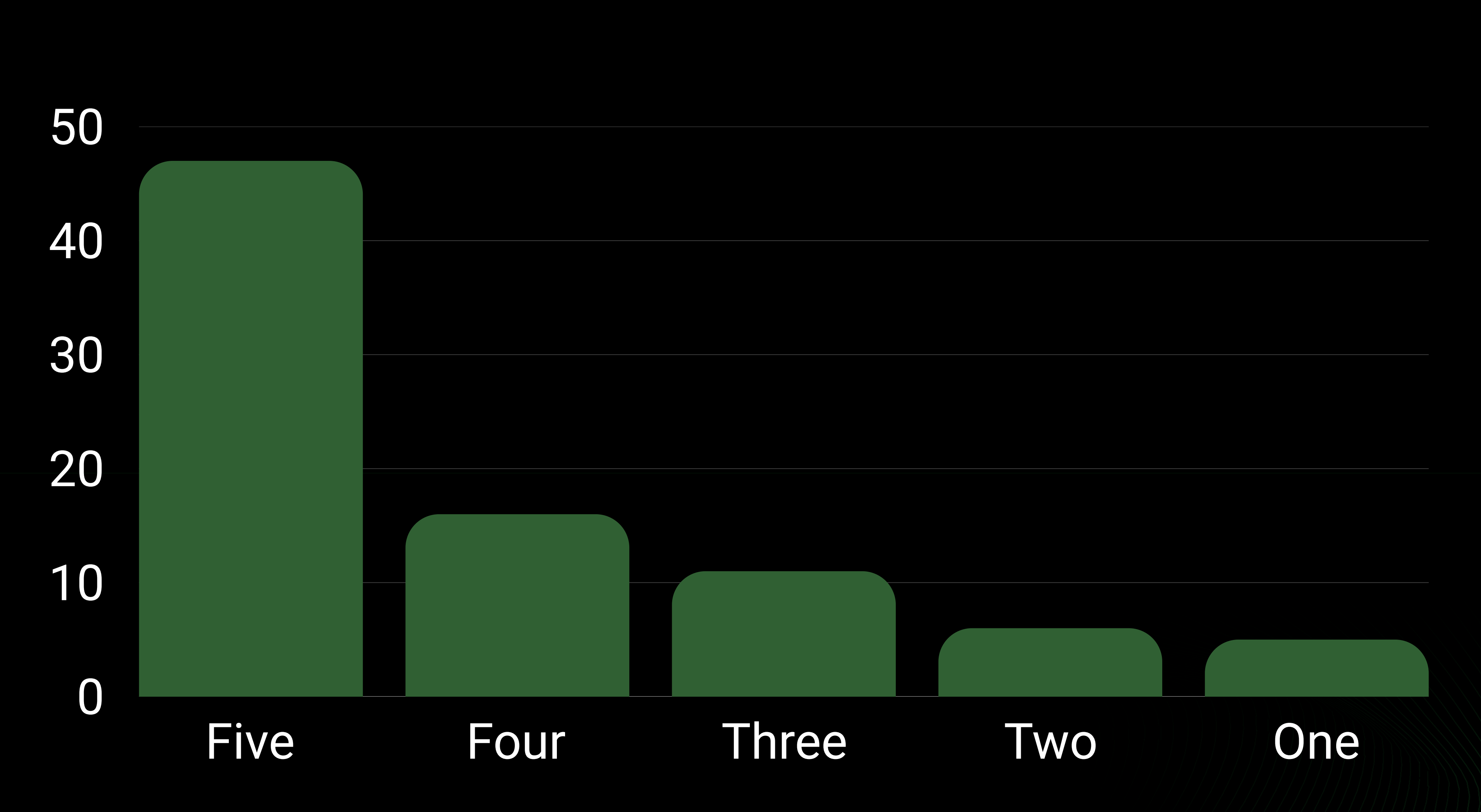
CYCLE 2 2025/2026

TRAINEESHIPS REQUIREMENTS

The Legal Skills requirements of the Traineeships offered during the Second Cycle continued to demonstrate a broad range of expectations among Traineeship Providers. The most common requirement was knowledge of **five Legal Skills**, which applied to **47 Traineeship positions**. This was followed by **two Legal Skills**, required for **16 positions**, and **three Legal Skills**, required for a further **11 positions**.

As in the First Cycle, the distribution of requirements was diverse, but remained concentrated towards the higher end of the scale. The particularly high number of Traineeships requiring five Legal Skills indicates that Traineeship Providers continue to place considerable focus on the breadth of an Applicant's legal competencies, but can also serve as a slight bottleneck for the Traineeship Applications. **This further supports the trend identified in the First Cycle, namely that the specific Legal Skills of Applicants appear to be a more significant factor in the selection of Trainees than their formal Educational Level alone.**

The continued prevalence of multiple Legal Skills requirements also highlights the importance of Applicants being able to show a broad and adaptable legal background. While the Educational Level requirement determines the general accessibility of a Traineeship, the range of Legal Skills required by the Traineeship Provider appears to play a more substantial role in determining whether an Applicant is suited to a particular position. Therefore, the real limiting factor of which Traineeships an Applicant can apply to is in truth not their formal education, but rather which legal skills they have acquired by the point of applying.



TOTAL JOB HUNTING STATISTICS:

During the 2025/2026 Term, ELSA Traineeships achieved:

87 TSFs
DURING THE FIRST CYCLE

88 TSFs
DURING THE SECOND CYCLE

173
TOTAL TRAINEESHIP PROVIDERS

Traineeship Providers came from 24 different countries;
3 of which were outside Europe.



STUDENT HUNTING IN NUMBERS

CYCLE 1 2025/2026

APPLICATIONS IN NUMBERS

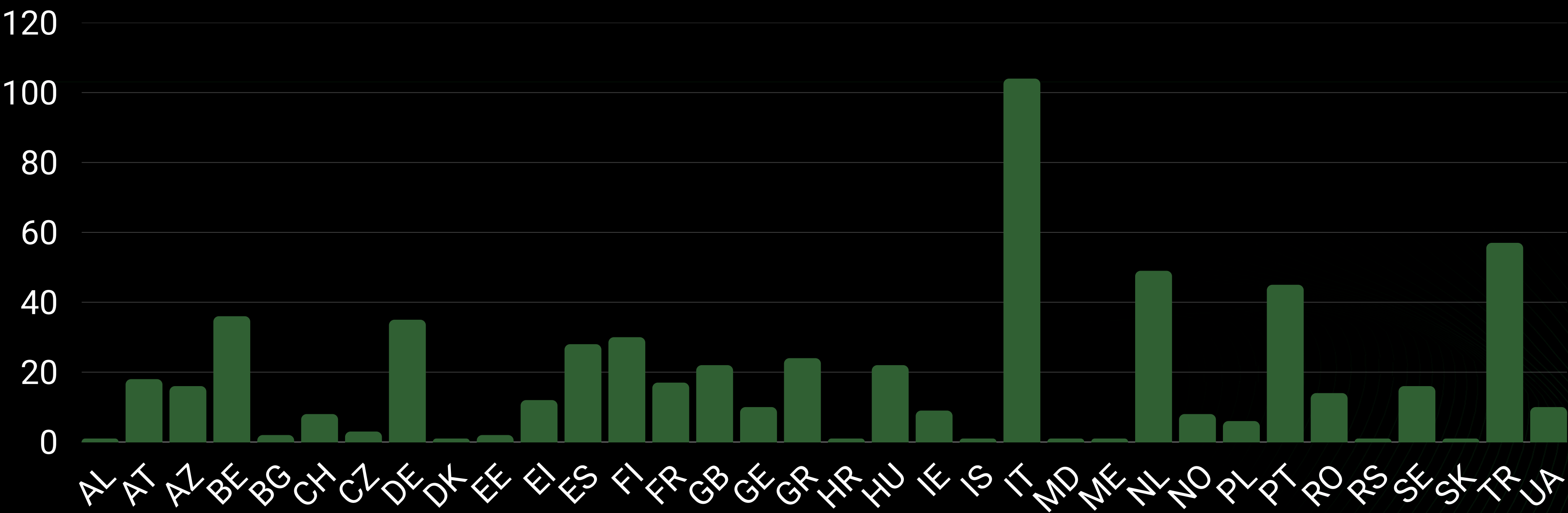
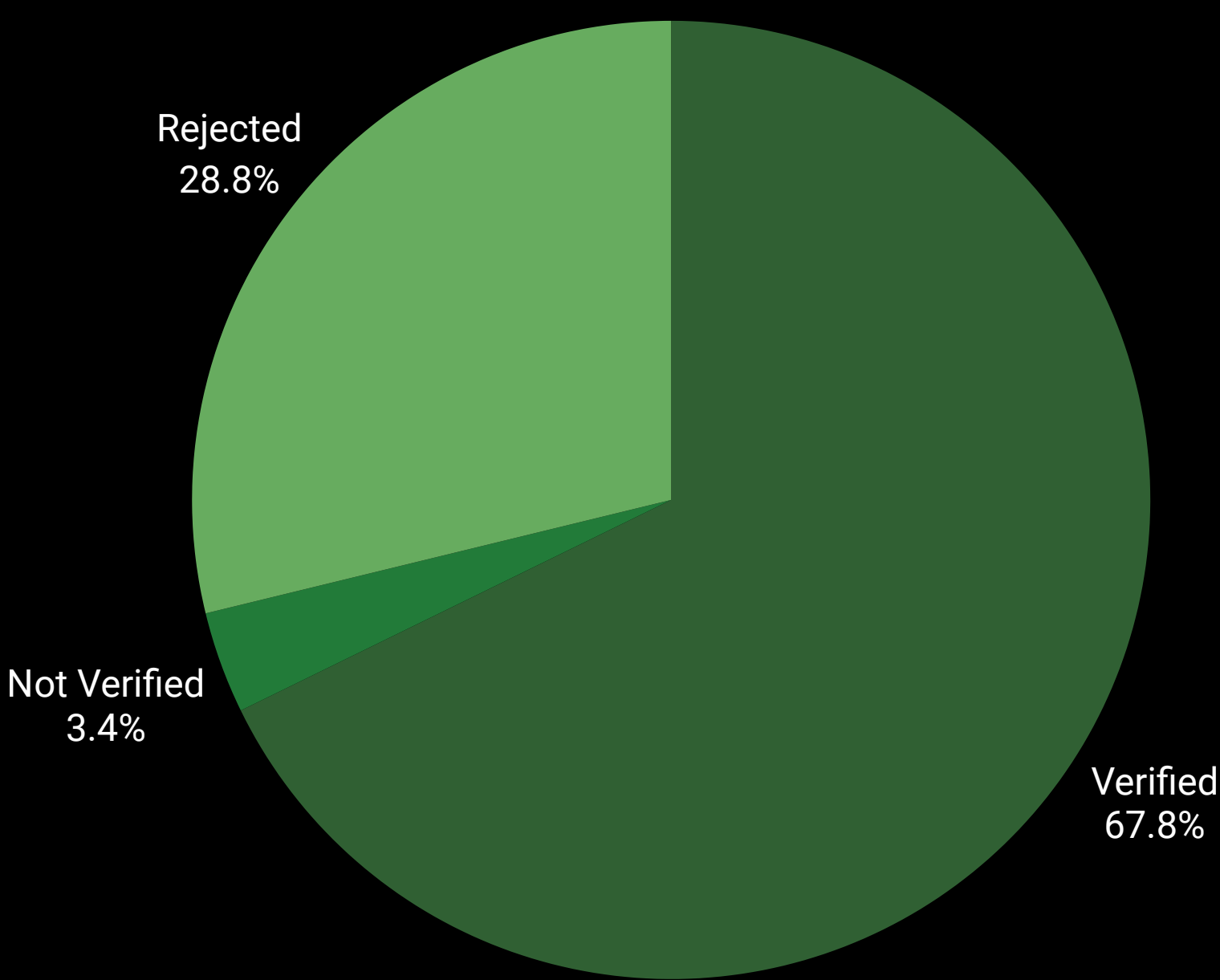
The First Cycle of the term resulted in a total of **611 Applications** from **33 different National Groups**, alongside **12 External Applications**. This demonstrates the continued geographical reach of the ELSA Traineeships Programme, with Applicants participating from a broad range of National Groups across the network.

The total number of Applications represented an overall *decrease* compared to the First Cycle of previous terms. While this decline may indicate a reduction in the overall number of students seeking ELSA Traineeships during the Cycle, the Programme nevertheless continued to attract Applicants from a substantial number of National Groups.

Of the 611 Applications submitted, 414, corresponding to **67.8%**, were Verified by the Local and National Group. A further 21 Applications, representing **3.4%**, remained unverified by the end of the process. The remaining 176 Applications, or **28.8%** of the total, were Rejected by the Local or National Group.

The proportion of Verified Applications represents the majority of all submissions, showing that most Applicants successfully fulfilled the verification requirements. At the same time, the high proportion of Rejected Applications indicates that a significant number of individuals who applied did not ultimately proceed through the verification process.

611
APPLICANTS



CYCLE 1 2025/2026

APPLICANT COUNTRIES

Albania	Austria	Azerbaijan	Belgium	Bulgaria
Croatia	Czech Republic	Denmark	Estonia	Finland
France	Georgia	Germany	Greece	Hungary
Ireland	Iceland	Italy	Moldova	Montenegro
The Netherlands	Norway	Poland	Portugal	Romania
Serbia	Spain	Sweden	Slovakia	Türkiye
Ukraine	Indonesia	Iran		

During the First Cycle, ELSA Traineeships received Applications from a total of **33 different countries**. The programme enjoys continued international reach of and is able to engage Applicants across a significant proportion of the ELSA network. The geographical distribution of Applicants highlights furthermore the role of ELSA Traineeships as an international professional development opportunity, allowing Members from diverse national backgrounds to access Traineeship opportunities across borders.

CYCLE 2 2025/2026

APPLICATIONS IN NUMBERS

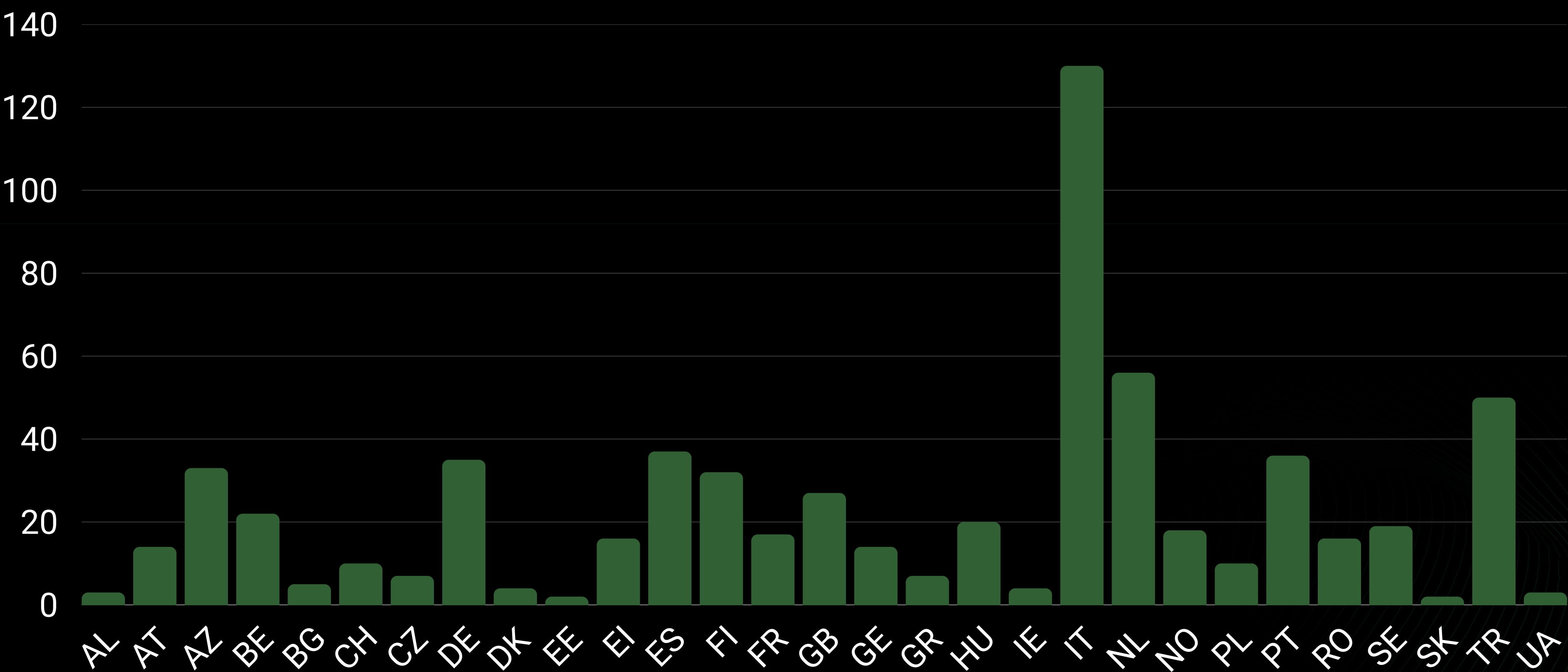
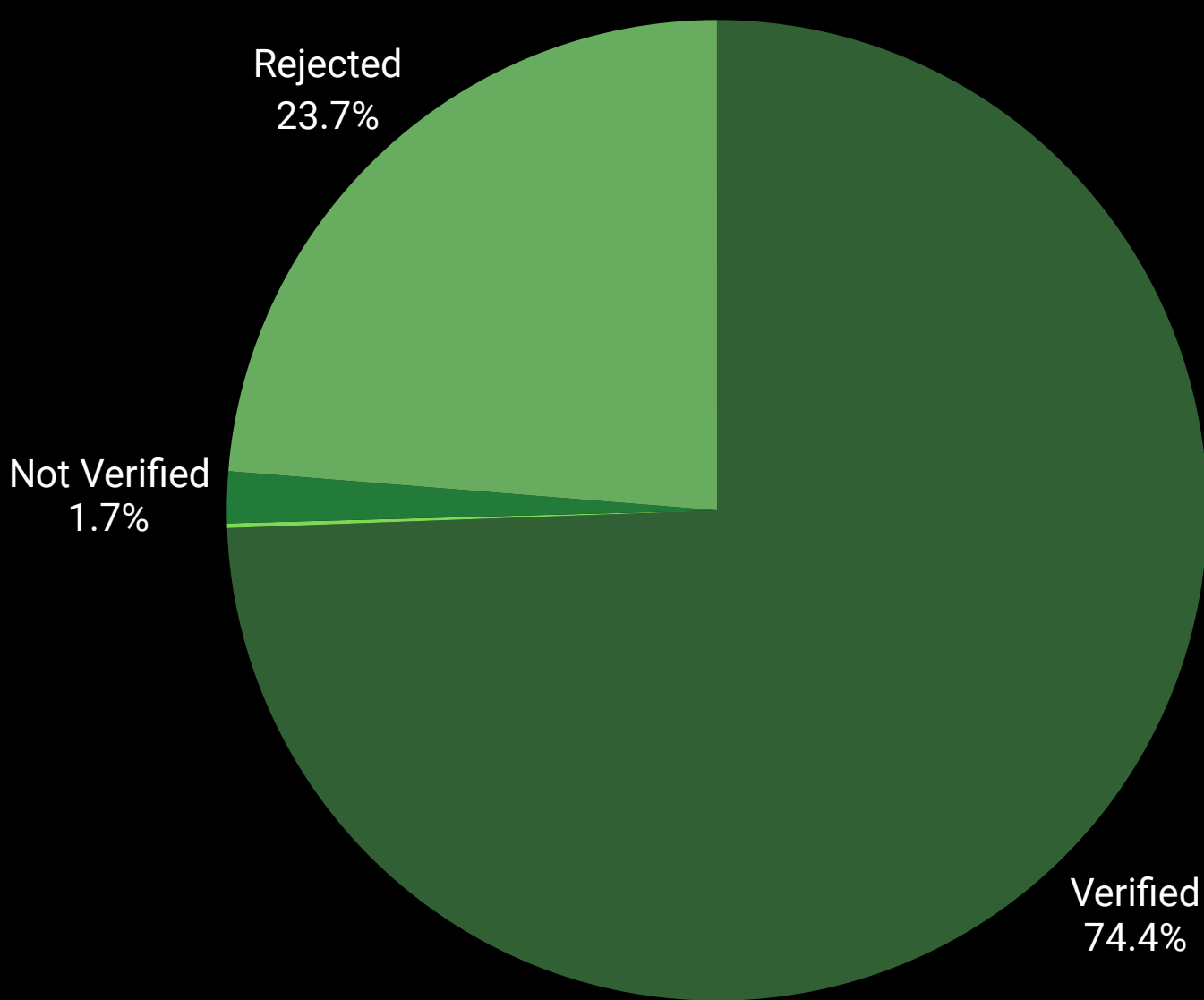
The Second Cycle of the term saw a total of **650 Applications** to the ELSA Traineeships Programme, submitted by Applicants from **28 different National Groups**. In addition, **16 External Applications** were received, primarily from countries where no ELSA Group is currently present.

The total number of Applications represented an increase compared to the Second Cycle of the previous term and was also higher than the number of Applications received during the First Cycle. While the number of participating National Groups was lower than in the First Cycle, the total number of Applications indicates a greater number of Applicants.

Of the 650 Applications submitted, 483, corresponding to **74.4%**, were Verified by the relevant Local or National Groups. A further Application, representing **0.2%** of the total, was Verified by the Local Group but not by the National Group. 11 Applications, or **1.7%**, were not Verified by either the relevant Local or National Group. The remaining 154 Applications, representing **23.7%** of the total, were Rejected.

Compared to the First Cycle, the proportion of Verified Applications increased from **67.8%** to **74.4%**, while the Rejected Applications decreased from **28.8%** to **23.7%**. This indicates a better outcome of the verification during the Second Cycle.

651
APPLICANTS



CYCLE 2 2025/2026

APPLICANT COUNTRIES

Albania	Austria	Azerbaijan	Belgium	Bulgaria
Czech Republic	Denmark	Estonia	Finland	France
Georgia	Germany	Greece	Hungary	Ireland
Italy	The Netherlands	Norway	Poland	Portugal
Romania	Spain	Sweden	Slovakia	Türkiye
Ukraine	United Kingdom	Colombia	Cyprus	Egypt
Iran	Kyrgyzstan	Morocco	Pakistan	Russia
		Tunisia		

During the Second Cycle, ELSA Traineeships received Applications from a total of **36 different countries**. This represents an increase in geographical reach compared to the First Cycle, which saw Applicants from **33 countries**. The primary distinction has been a greater increase in the diversity of international applications, while the ELSA Network on the other hand saw a slight decrease in the width of Applications from different National Groups. Combined with the increase in the overall number of Applications during the Second Cycle, this indicates a positive development in both the scale and geographical reach of the Programme.

TOTAL STUDENT HUNTING STATISTICS:

During the 2025/2026 Term, ELSA Traineeships achieved:

611 TAFs
DURING THE FIRST CYCLE

650 TAFs
DURING THE SECOND CYCLE

1261
TOTAL TRAINEESHIP APPLICANTS

... Adding up to a total of 2944 individual Traineeship Applications.



FAST-TRACK DIN KARRIERE NU!

ansøg indtil d.30 april

traineeships.elsa.org

Bewirb Dich jetzt! ELSA Traineeships PORTFOLIO

кандидатстването вече е отворено ELSA Traineeships

Краен срок: 30 април

УСКОРЕТЕ КАРИЕРАТА СИ ОЩЕ СЕГА!

FAST-TRACK
YOUR CAREER NOW

ELSA TRAINEESHIPS

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VISIT: TRAINEESHIPS.ELSA.ORG
TO APPLY AND TO DISCOVER MANY MORE OPPORTUNITIES!

PORQUE CANDIDATAR-TE AOS ELSA TRAINEESHIPS?

DESLEZA PARA SABERES TUDO!

Applications are
now open for

ELSA Traineeships

Apply until 30th of November

Apply NOW

applications are
now open for

ELSA Traineeships

apply until the 30th April

FAST-TRACK YOUR CAREER NOW

ELSA TRAINEESHIPS



traineeships.elsa.org

nyní se můžeš
přihlásit na

ELSA Traineeships

přihlaš se do 30. dubna

NASTARTUJ SVOU KARIÉRU!

cosa sono gli ELSA TRAINEESHIPS?

Gli ELSA Traineeships offrono agli studenti di giurisprudenza e ai giovani avvocati l'opportunità di acquisire esperienza professionale nel settore legale. Queste opportunità sono offerte dai Traineeship Providers attivi in diverse giurisdizioni e settori giuridici.

PROMOTION 25/26

SESSIONS

The number of views of the ELSA Traineeships Application Form provides the best available estimate of the number of individuals demonstrating genuine interest in the Programme. It also represents a conservative estimate of the total number of visits to the ELSA Traineeships website during each Cycle, as individuals may visit the website without accessing the Application Form.

The number of sessions recorded for each Application Cycle can be compared with the number of submitted applications, providing an indication of the relationship between the general interest in the Programme and actual participation. This comparison can also help identify changes in the level of engagement between Cycles and provide insight into how effectively initial interest translates into completed applications.

While these figures cannot be interpreted as a precise number of unique individuals, they nevertheless provide a useful indication of the reach and level of interest in ELSA Traineeships during each Cycle. Considered together with application numbers, they allow for a broader assessment of the Programme's visibility and the engagement of potential Applicants throughout the application process.

4.55%

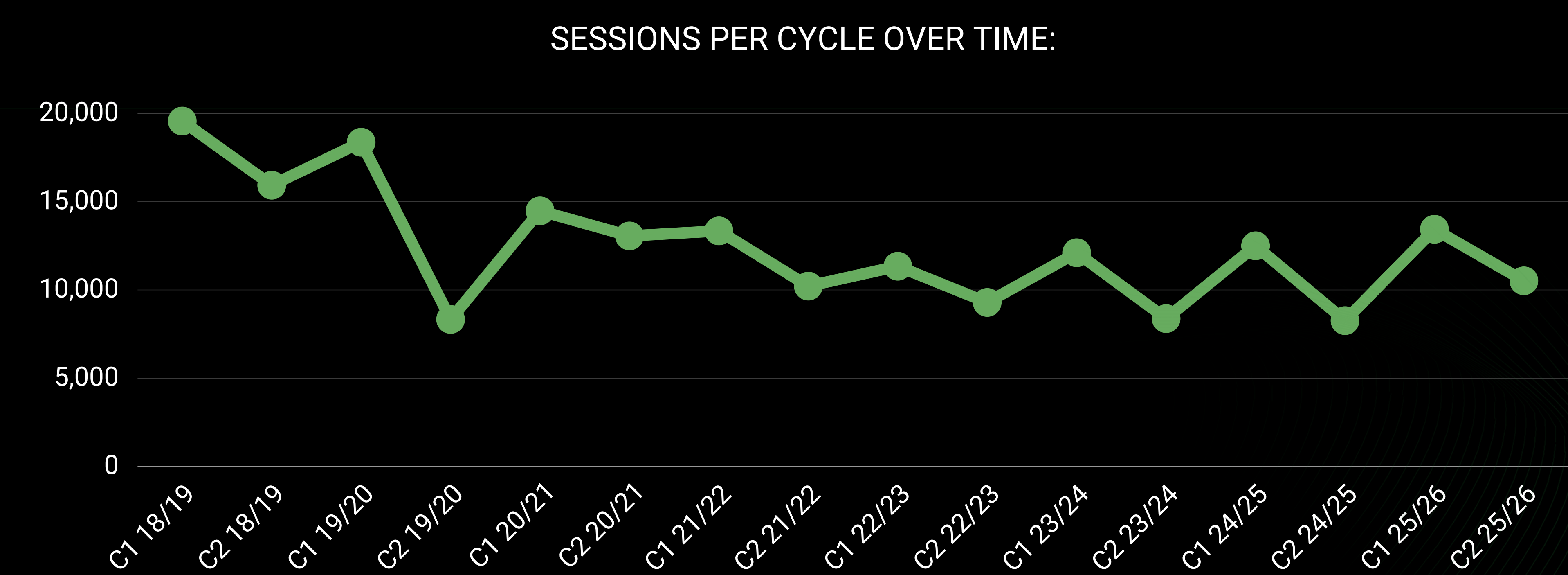
...of sessions in the First Cycle converted into Traineeship Applications, representing that roughly five percent of all the sessions in the Traineeships website ended up in actual Traineeship Applications

6.17%

...of sessions in the Second Cycle converted into Traineeship Applications, showing a total increase in the percentage of Applications from the total number of sessions in the Traineeships website.

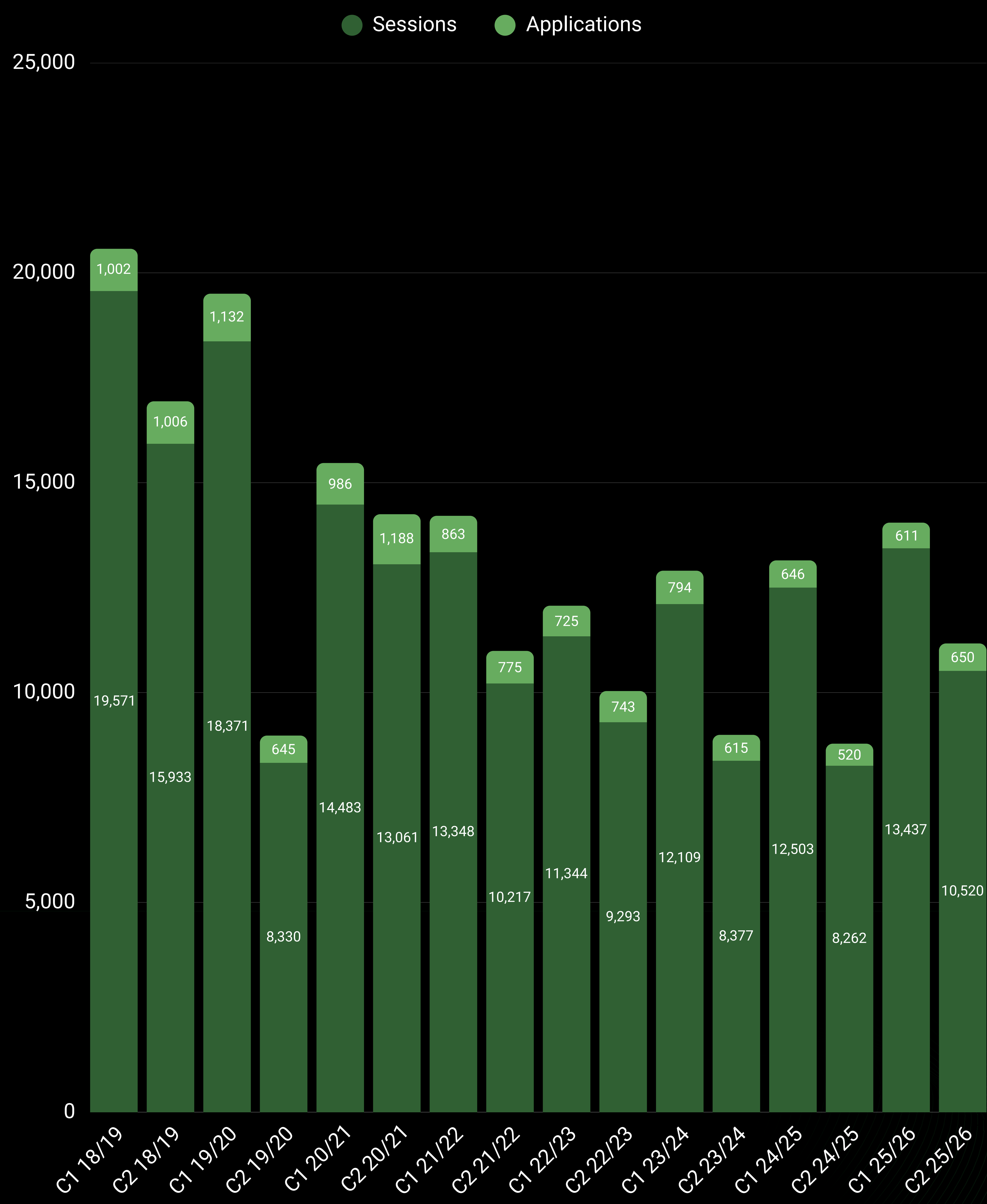
5.26%

...of sessions ended in Traineeships Applications for the entire term, showing that on average for ELSA Traineeships in 2025/2026, slightly over 5% of all sessions in the Traineeships websites converted to Traineeship Applications



PROMOTION 25/26

SESSIONS VS APPLICATIONS ANNUALLY



ET 2025/2026

TRAINEESHIP ADMINISTRATION

IT SOLUTIONS

Throughout the 2025/2026 term, the ELSA Traineeships programme continued to be hosted through the STEP Online System (SOS) Portal, alongside the traineeships.elsa.org website. While these platforms continued to support the administration and promotion of the Programme, the modernisation of the digital infrastructure of ELSA Traineeships was identified as one of the major objectives of the term.

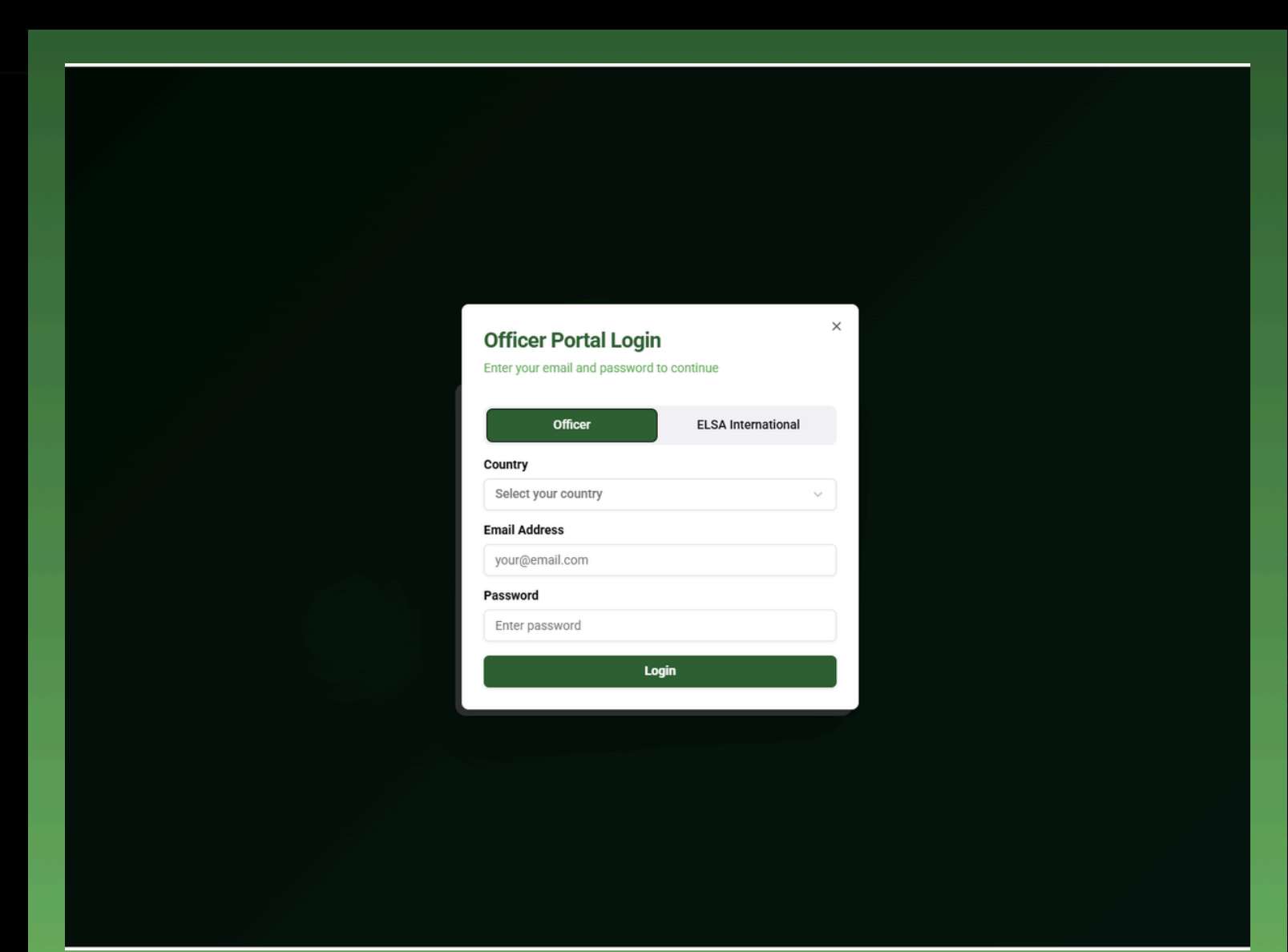
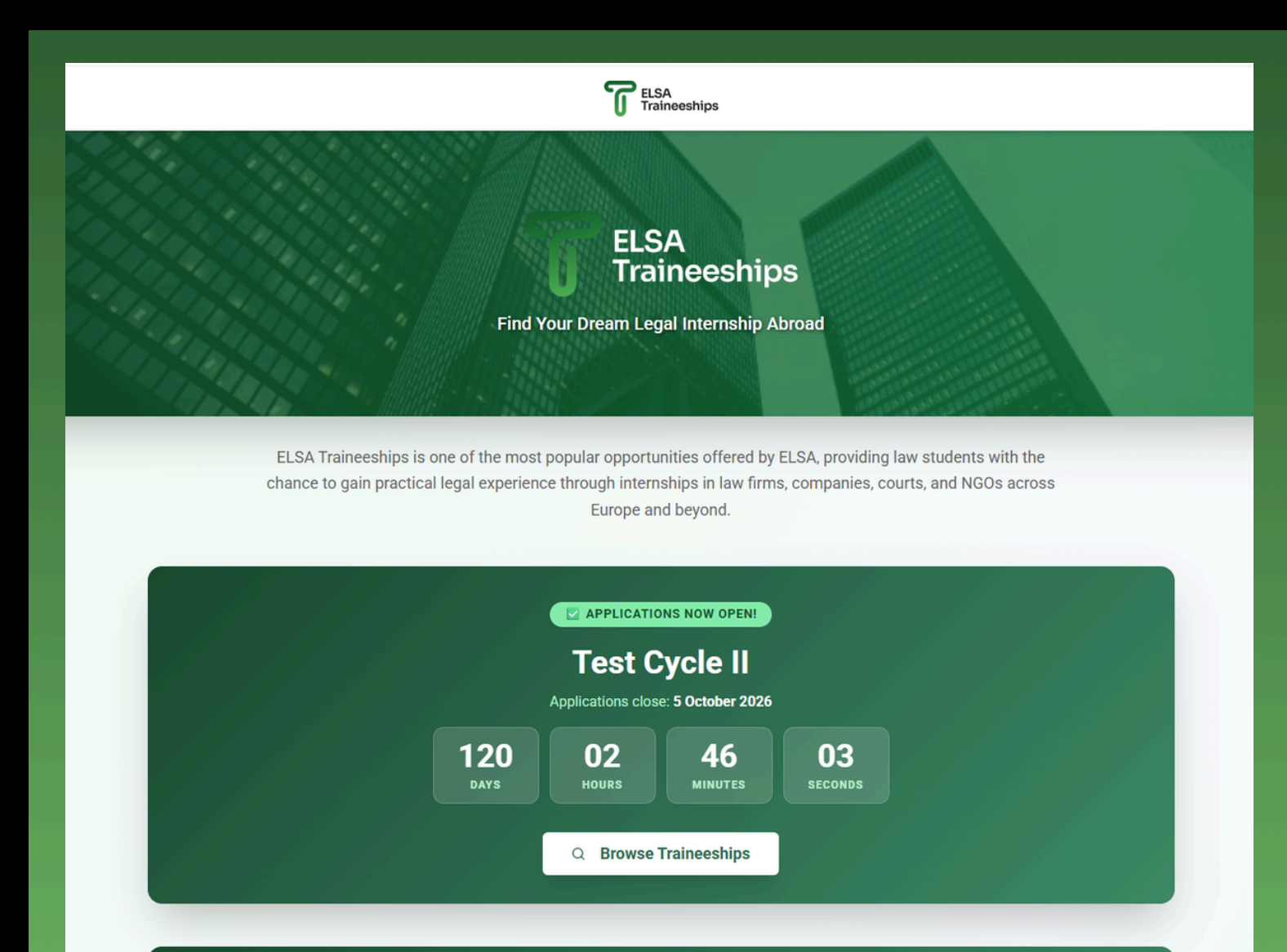
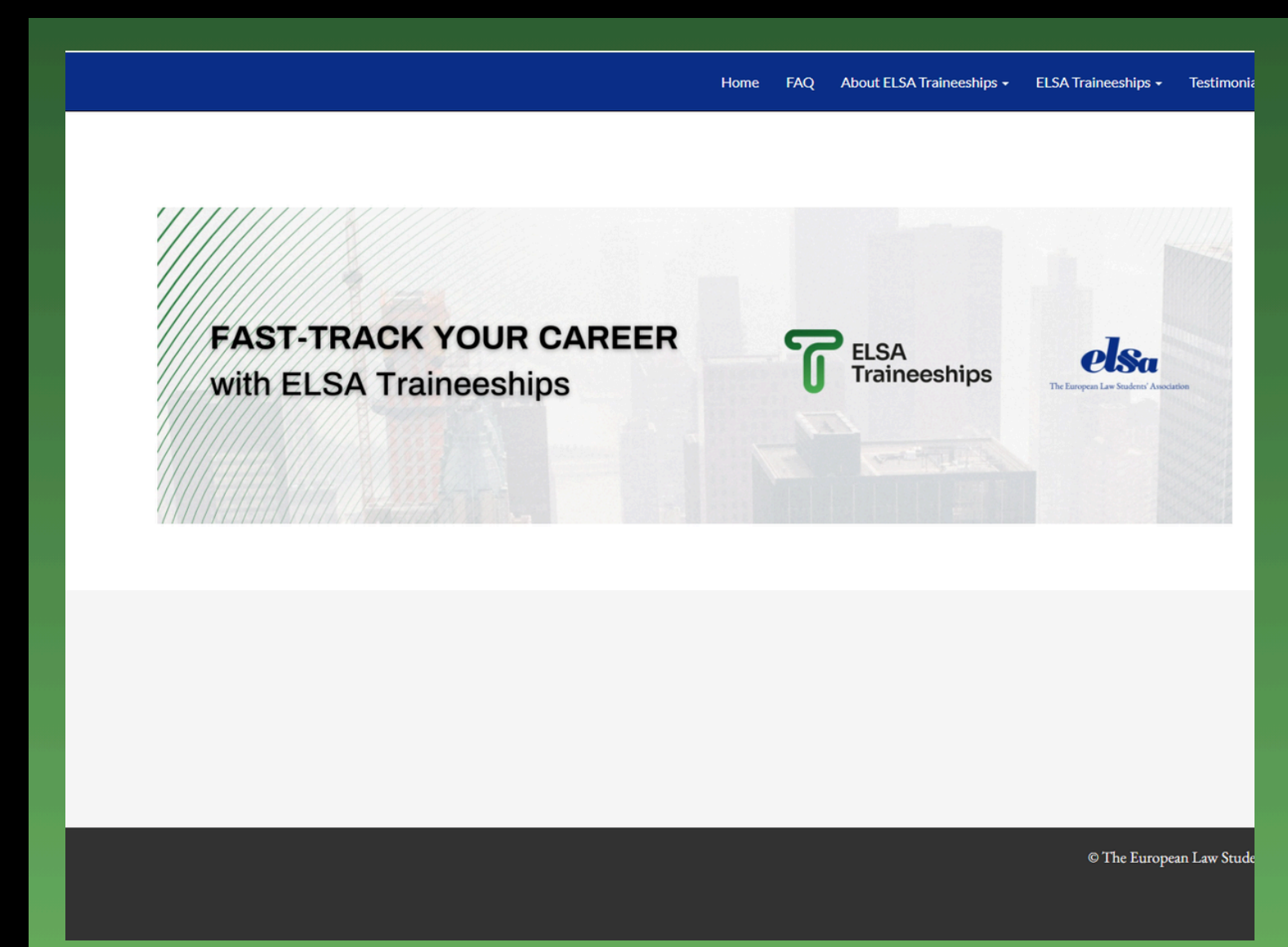
A central aim was therefore to move away from the SOS Portal and transition to a new digital solution that would better reflect the current needs and future development of the programme. The existing system had increasingly become a limitation to the further digitalisation and development of ELSA Traineeships, making the establishment of a more modern, sustainable, and adaptable platform an important strategic priority.

With the introduction of the new ELSA Traineeships Platform, this objective has been successfully achieved. The development and implementation of the new Platform also represents a particularly significant achievement from a financial perspective, as it was delivered at only a fraction of the cost originally anticipated for the development of a completely new Portal System. This allowed the flagship project to achieve a major technological transition while maintaining financial responsibility and sustainability.

The new Platform is now operational and ready to be implemented for the upcoming Cycle of ELSA Traineeships. Its introduction represents more than a simple replacement of the previous system. It provides ELSA Traineeships with a foundation for additional further development, improved administration, and the gradual introduction of digital tools and functionalities in the future.

The transition is also particularly significant when considered in the context of the development of the two Cycles during the term. While both Cycles were administered through the existing SOS Portal, the experience gained from managing the programme and identifying the limitations of the previous infrastructure directly informed the development of the new Platform.

The launch of the new system therefore provides an opportunity to build upon the experiences and lessons learned during the term, while creating a more sustainable digital environment for future Cycles.



PARTNERS

At present, the ELSA Traineeships flagship project does not have any established monetary or non-monetary partnerships. This remains an important area for future development, particularly in light of the financial situation of the Programme. Despite the financial reforms implemented during the 2025/2026 term, ELSA Traineeships continues to operate at an active deficit. Addressing this situation and ensuring the long-term financial sustainability of the Programme will therefore remain an important priority for the upcoming terms.

In an effort to address these challenges, a Financial Sustainability Working Group between the Financial Management and Professional Development areas was established. While the Working Group did not reach a comprehensive conclusion regarding the long-term financial sustainability of ELSA Traineeships, the discussions contributed to the implementation of several developments. One such development was the introduction of custom paid vacancies for Traineeship Providers, creating an opportunity to generate revenue while offering Providers increased flexibility in promoting their vacancies.

At the same time, significant progress was made in the area of international cooperation. During the term, the foundations for increased collaboration with both the Asian Law Students' Association and the Australian Law Students' Association were developed. These collaborations represent an opportunity to expand the international reach of ELSA Traineeships, strengthen cooperation with external student organisations, and potentially create new opportunities for professional mobility and exchange beyond the existing ELSA network.

While these partnerships are still at an early stage of development, they represent an important step towards diversifying the Programme's international cooperation and exploring new avenues for its future growth. In combination with continued efforts to establish financial partnerships, this could contribute to strengthening both the sustainability and the global reach of ELSA Traineeships in future terms.

OUR PARTNER ASSOCIATIONS



ASIAN LAW STUDENTS'
ASSOCIATION

THE ASIAN LAW STUDENTS' ASSOCIATION



THE AUSTRALIAN LAW STUDENTS' ASSOCIATION



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ELSA Traineeships

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The European Law Students' Association