

PEOPLE

THE CLIFFORD CHANCE ACADEMY

| NUMBER OF BUSINESS SKILLS TRAINING COURSES* | | | |
|---|------------|------------|------------|
| REGION | 2019/20 | 2018/19 | 2017/18 |
| Americas | 41 | 64 | 57 |
| Asia Pacific | 51 | 52 | 75 |
| MEA | 13 | 21 | 13 |
| CE | 138 | 148 | 157 |
| UK | 230 | 208 | 214 |
| GSSC | 49 | 74 | 87 |
| Virtual Classroom | 75 | 18 | 5 |
| Total | 597 | 585 | 608 |

| PARTICIPANT RATING OF ACADEMY COURSES | | | |
|---------------------------------------|---------|---------|---------|
| AVERAGE SATISFACTION SCORE | 2019/20 | 2018/19 | 2017/18 |
| (Out of 5) | 4.7 | 4.7 | 4.7 |

| NUMBER OF PARTICIPANTS IN GLOBAL ACADEMY COURSES | | | |
|--|--------------|--------------|---------|
| | 2019/20 | 2018/19 | 2017/18 |
| Lawyers/ fee earners | 2928 | 3166 | 3224 |
| Business professionals / non fee earners | 1664 | 1192 | 1217 |
| Total | 4,592 | 4,358 | |

| PARTICIPANT TRAINING HOURS ONLINE TRAINING | | | |
|--|---------------|---------------|---------------|
| | 2019/20 | 2018/19 | 2017/18 |
| Elearning** | 10,383 | 13,109 | 12,566 |
| Training videos*** | 6,300 | 4,880 | 3,357 |
| Total | 16,683 | 17,989 | 15,923 |

| FTE PER FY | | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 2019/20 | 2018/19 | 2017/18 | 2016/17 | 2015/16 | 2014/15 |
| Total | 5,994 | 5,875 | 5,632 | 5,707 | 5,773 | 5,747 |

| AVERAGE HOURS OF TRAINING PER FTE PER TRAINING TYPE | | | |
|---|-------------|-------------|-------------|
| | 2019/20 | 2018/19 | 2017/18 |
| Elearning** | 1.73 | 2.23 | 2.23 |
| Training videos*** | 1.05 | 0.83 | 0.6 |
| Total | 2.78 | 3.06 | 2.83 |

* Academy + Local (classroom + remote)

** Academy elearning courses + 'Talking Heads' knowledge sharing videos (number of hrs viewed) + external webbased licences (hrs spent online)

*** figures from David Adams (PA developed videos), number of hours viewed – LEGAL TRAINING

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| TOTAL NUMBER OF LEGAL SKILLS TRAINING COURSES* | | | |
|--|---------|---------|---------|
| | 2019/20 | 2018/19 | 2017/18 |
| Total number of courses | 1,426 | 1,306 | 1,087 |

| NUMBER OF NEW BUSINESS SKILLS COURSES | | | |
|---------------------------------------|---------|---------|---------|
| | 2019/20 | 2018/19 | 2017/18 |
| Total number of courses | 28 | 16 | 31 |

| AVERAGE HOURS OF TRAINING BY GENDER (FEE EARNER) NB | | | |
|---|---------|---------|---------|
| | 2019/20 | 2018/19 | 2017/18 |
| Male | 6.99 | 7.18 | 7.47 |
| Female | 5.26 | 8.40 | 8.91 |

| AVERAGE HOURS OF TRAINING BY GENDER (BUSINESS PROFESSIONALS) NB | | | |
|---|---------|---------|---------|
| | 2019/20 | 2018/19 | 2017/18 |
| Male | 2.01 | 1.83 | 1.97 |
| Female | 1.05 | 2.05 | 1.97 |

| AVERAGE HOURS OF TRAINING BY JOB TYPE NB | | | |
|--|---------|---------|---------|
| | 2019/20 | 2018/19 | 2017/18 |
| Lawyers/fee earners | 6.08 | 7.72 | 8.11 |
| Business professionals /non fee earners | 1.81 | 1.97 | 1.97 |

| NUMBER OF CLASSROOM COURSES**** | | | |
|---------------------------------|---------|---------|---------|
| | 2019/20 | 2018/19 | 2017/18 |
| Total number of courses | 2,023 | 1,891 | 1,695 |

* Academy + Local (classroom + remote)

*** figures from David Adams (PA developed videos), number of hours viewed – LEGAL TRAINING

****Academy + Local (business skills + legal) NB excluding remote NB Global Academy classroom + remote (instructor led)