

# STEP UP

## Inclusive internship program for law students



STEP UP is an internship program that aims to promote diversity, equal treatment and equal opportunity in the tier one legal job market in Europe by improving access for law graduates of diverse backgrounds.

For law graduates with no work experience, finding a first suitable job is often the most difficult step in a legal career. This first step, however, can be the key to building a long term successful and financially rewarding legal career. For many newly graduated lawyers, the biggest hurdle to finding a first quality legal job with a reputable company or top tier law firm is to have a CV that stands out from others. This can be particularly an issue for students who have no network or role models of successful legal professionals in their immediate environment, and no opportunities as students to engage in extra-curricular activities that can kick-start their legal career.



STEP UP aims to provide attractive internship programs for law students of diverse backgrounds that will significantly enhance their CVs. The idea is that the program will help them get in the door of the most attractive legal employers when they finish their legal studies and take that very important first *step up* the legal career ladder. The internship experience offered will not only help students with references and build experience but also help them establish a network within the legal profession and acquaint them with the customs and practices of working

in a professional environment. It will help overcome any pre-conceived fears or ideas that these jobs are not accessible to them and help grow their confidence levels interacting professionally and socially with people of different socio-economic and cultural backgrounds.

The program will offer a two-month full-time summer internship in the in-house Legal Department of two reputable companies, so one month at each company. The internship will be remunerated equivalent to a student summer job, so that financial impediments are no hurdle.

Candidates should be enrolled in the first year of their Masters Degree in Law when they apply (or for The Netherlands enrolled for their first year commencing in September when they start the program). For the identification and selection of candidates, the program will primarily liaise with universities and other non-profit organizations or platforms that are active in promoting diversity, equity and inclusion. Candidates will be selected on the basis of meeting the entry requirements, language skills and motivation. Participating companies will be reputable companies with a sizable legal function in the concerned countries. The selection and general administration of the program is coordinated by the FedEx Express Legal Department on a pro bono basis.



The program will start in The Netherlands, Belgium and France in the summer of 2022.

If you are interested in participating as a company, please reach out to Ingrid Van Hamme no later than January 10, 2022.

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