



8 Ways to Train a Junior Lawyer, *Big Law Business*, by Louie Castoria

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Most new law graduates finish the bar exam and enter their first jobs in the law wonderfully trained to do one thing: pass the bar exam.

A January 25, 2015 *Big Law Business* article, “Legal Tech Poses Training Problem in Big Law,” remarked on the “rock and a hard place” dilemma facing new lawyers and their employers: needing to receive or give training, but with fewer on the job opportunities to learn by doing some of the time consuming work — and valuable learning experiences — that used to go to novice associates, due to the growth of specialized service vendors.

There’s a third factor that’s putting the squeeze on training: a lot of clients won’t pay for it. They want seasoned people working on their cases.

As one who has long been a mentor and instructor in continuing legal education programs, I think law firms need to provide career development opportunities for associates, especially more recent graduates who show long term potential.