

Award	Law firm	Originality	Rationale	Impact	Total innovation score	Comment
Standout	Kirkland & Ellis	9	8	8	25	The firm's CareerLink service helps staff and alumni secure their next position over the course of their careers, including in non-law occupations. The free service is run by two in-house career coaches who have assisted more than 400 people and helped place 75.
Highly Commended	Milbank, Tweed, Hadley & McCloy	7	8	8	23	Working with Harvard University, the firm provides a training programme over four years to all senior associates globally. The programme has facilitated greater cross-practice collaboration as well as building business, finance, legal, management, and client communication skills.
Highly Commended	Weil, Gotshal & Manges	7	8	8	23	Weil, Gotshal & Manges: The Beyond Weil programme includes jobs newsletters, recruiter networking events and interview training for its current and former lawyers. Its remit includes career opportunities for staff outside the firm, and it has built a valuable alumni network.
Commended	Latham & Watkins	7	8	7	22	With First Republic Bank, the firm set up a student loan refinancing product to help cut associates' debt. Associates are given a lower risk profile and more competitive rates. To date, \$22m has been refinanced saving \$4.75m in interest.
Commended	McCarthy Tétrault	7	8	7	22	Created Innovation Labs, where associates use design thinking to solve specific client challenges. They are responsible for creating, developing and pitching the new solutions, giving them valuable business development experience.
Commended	Hogan Lovells	6	7	8	21	Launched Winthrop Academy Online, a platform with learning paths customised to associates' practice areas and year of qualification. Different curriculums combine activities, eLearning, live courses and resources to develop 13 core skills identified by the firm.
Commended	Orrick, Herrington & Sutcliffe	7	7	7	21	The firm provides debt relief to associates, contributing \$100 a month, and formed a partnership with SoFi to help achieve favourable refinancing rates on their loans.