

NALP 2009 Annual Education Conference
April 1 – 4, 2009, Washington, DC

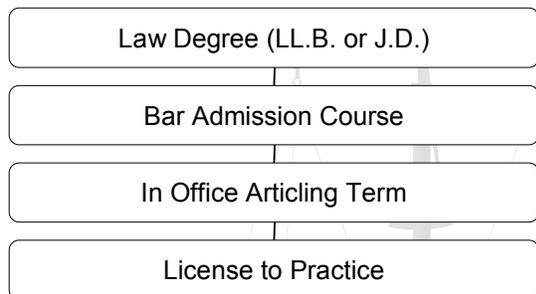
Comparing Canadian and American Professional Development for First-Year Hires

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Canadian Licensing Process

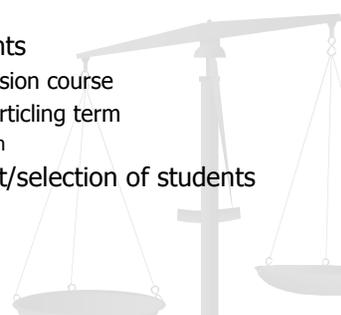


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graph TD; A[Law Degree (LL.B. or J.D.)] --> B[Bar Admission Course]; B --> C[In Office Articling Term]; C --> D[License to Practice];
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What is the Licensing Process?

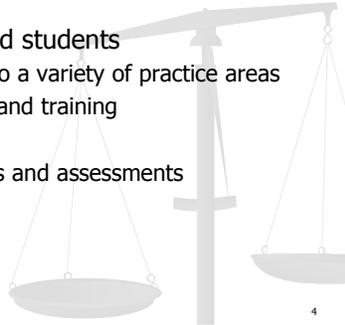
- requirements
 - bar admission course
 - in office articling term
 - definition
- recruitment/selection of students



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Benefits of Licensing Process

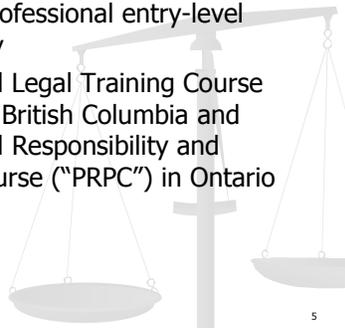
- for firms and students
 - exposure to a variety of practice areas
 - education and training
 - principals
 - evaluations and assessments



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Bar Admission Courses

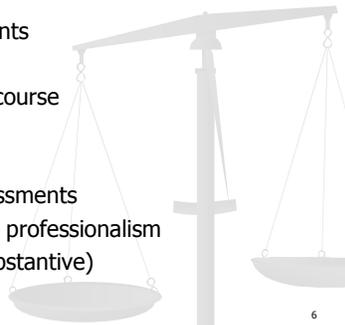
- purpose: professional entry-level competency
- Professional Legal Training Course ("PLTC") in British Columbia and Professional Responsibility and Practice Course ("PRPC") in Ontario



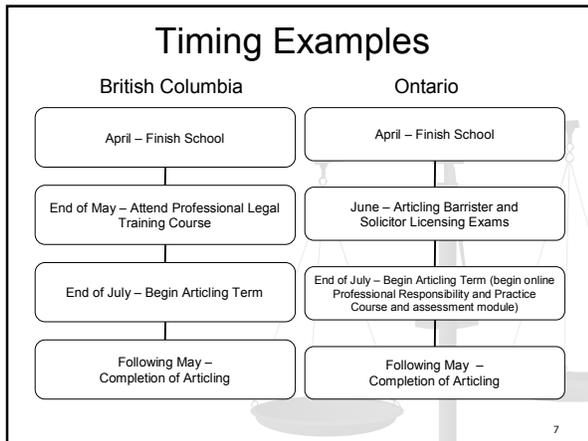
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Bar Admission Courses PLTC and PRPC

- requirements
- benefits
- length of course
- delivery
- exams
- skills assessments
- ethics and professionalism
- topics (substantive)



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From Bar Course to Articling

- number of hires
- orientation
- professional development and training
- mentoring
- integration
- workload
- feedback

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Number of Hires

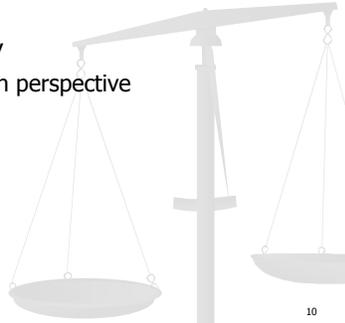
(Articling Students or Entry-Level Associates)

- approximately 75% of those Canadian and American firms who participated in our survey deal with a group of 6 – 20 articling students or entry-level associates

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Orientation

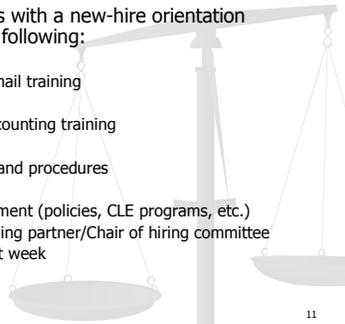
- frequency
 - Canadian perspective
- topics



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Orientation Topics

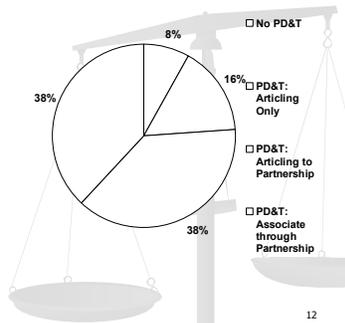
- 80% - 100% of firms with a new-hire orientation program include the following:
 - computer training
 - telephone and voicemail training
 - office tour
 - billings/docketing/accounting training
 - payroll and benefits
 - general firm policies and procedures
 - library training
 - Professional Development (policies, CLE programs, etc.)
 - meet with the managing partner/Chair of hiring committee
 - integration in the first week
 - mentoring



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Professional Development (PD) & Training

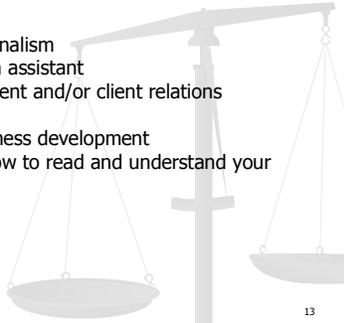
- 76% of firms follow the development of the articling student or entry-level associate through to partnership
- seminar presenters



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PD & Training Topics

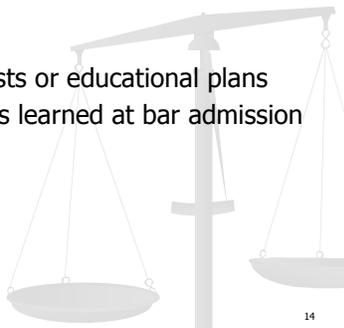
- substantive law
- ethics/professionalism
- working with an assistant
- client development and/or client relations
- skills
- marketing/business development
- accounting – how to read and understand your stats
- communication
- delegation
- career plan



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PD & T Canadian Perspective

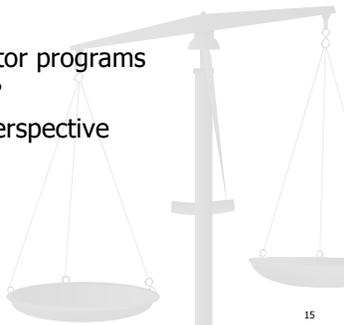
- topics – checklists or educational plans
- building on skills learned at bar admission course



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Mentoring

- formal mentor programs
 - chosen by?
- Canadian perspective
 - Principals



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Integration



eating and socializing

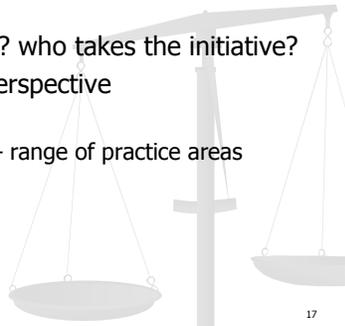
economic factors



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Workload and Allocation

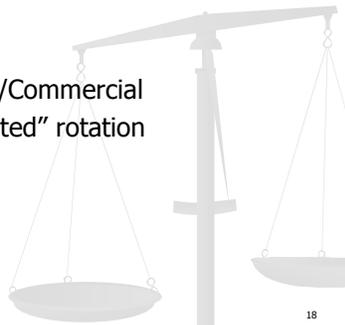
- from whom? who takes the initiative?
- Canadian perspective
 - rotations
 - exposure – range of practice areas



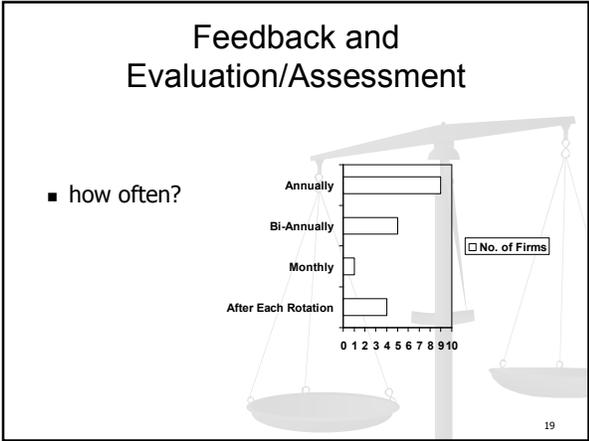
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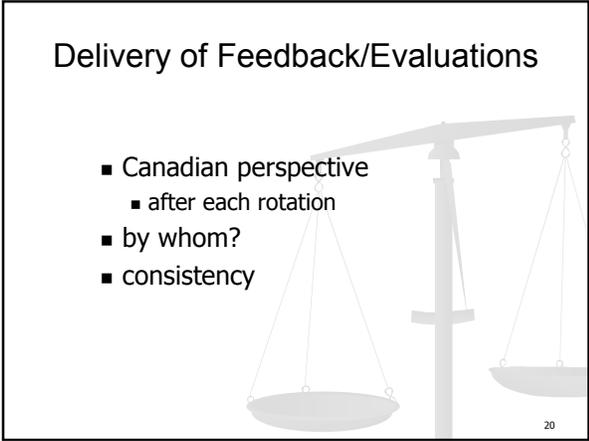
Rotations

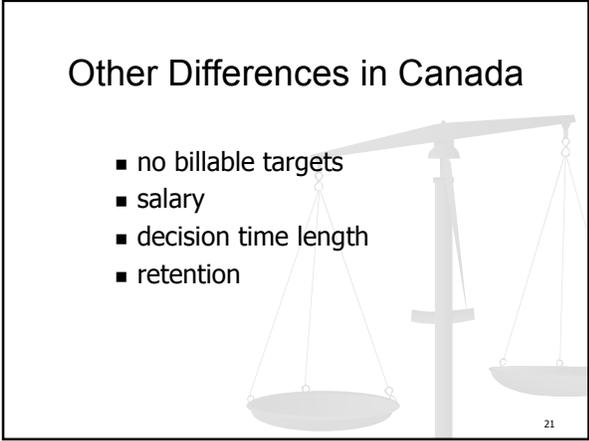
- Litigation
- Corporate/Commercial
- “self-directed” rotation



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Questions?



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