



NALP Recruitment Survey: Full Summary Fall 2022 Edition

Calgary, Ottawa, Vancouver, and Toronto Articling 2023-2024

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EXECUTIVE SUMMARY

*The NALP Recruitment Survey – Fall 2022 canvassed feedback from students participating in the **Calgary, Vancouver, Ottawa and Toronto articling recruitment processes for 2023-2024 articling positions.***

There were 105 law student respondents to the survey. Overarching themes in student feedback concerned the following:

- (1) This group of survey respondents (assuming it is representative of the larger pool of candidates who participated in this recruitment process) are exceptionally (and increasingly, as compared to recent past surveys) diverse, with nearly 90% of respondents self-identifying with an equity-seeking group.*
- (2) In all markets with the exception of Calgary, the percentage of survey respondents reporting that they were not invited to any social events as part of this recruitment process is higher (and rising) compared with recent past surveys, indicating a decline in employer-led social events (such as dinners and receptions). In Calgary, students indicating that they were not invited to any social events continues to be the exception.*
- (3) Student well-being during recruitment continues to be a significant concern, with over half of respondents reporting an extremely high level of stress during this recruitment process, and only one single respondent reporting no stress.*
- (4) Students across all markets continue to report that they appreciate being kept informed of the status of their candidacy at all stages of the recruitment process.*

BACKGROUND

The NALP Recruitment Survey was developed by the Canadian Section of NALP in order to collect feedback on the structured summer and articling law student recruitment processes in major urban centres across Canada. NALP assisted in providing the survey technology and a small working group comprising school and employer representatives developed the survey questions in consultation with their colleagues.

The feedback from the survey is used by Canadian law school Career Services/Development Offices (CDOs) in order to better improve the recruitment experience of law students and legal employers across Canada, and to help employers determine what is working well and what might be improved. Since student recruitment is regulated by either provincial law societies or local bar associations in the respective jurisdictions, and not by NALP, the purpose of the survey was not meant to identify and report breaches of the rules, but rather to be a tool for improvement.

This Fall 2022 edition of the survey includes questions (which are reproduced in [Appendix A](#) of this report) regarding the Calgary, Vancouver, Ottawa and Toronto articling recruitment processes for 2023-2024 articling positions. Each Canadian law school CDO received a survey URL to send to its students. Students were not asked for their name or law school when they completed the survey.

Feedback is welcomed in terms of how the survey might be improved going forward, both with regard to the survey questions and the process by which the survey results are communicated.

Please contact one of the members of the NALP Recruitment Survey Working Group with your feedback.

CURRENT WORKING GROUP MEMBERS

- **Maryanne Forrayi** – University of Calgary
- **Nicola Martin** – Osgoode Hall Law School
- **Christi McAuley** – Thompson Rivers University
- **Martha McClellan** – University of New Brunswick
- **Myriah Graves** – Fogler, Rubinoff LLP (Employer Advisor)
- **Jennifer Nadon (Chair)** – University of Ottawa

PROCESS FOR COMMUNICATING STUDENT FEEDBACK

To protect the confidentiality of respondents, the full survey results are not shared with any employer or student, including employer representatives on the NALP Recruitment Survey Working Group or any other working group. Only the law school CDOs receive the full survey results in aggregate format.

In addition to this Summary Report, members of the Working Group will send / have sent individual reports to all employers who received specific comments from students, either positive comments or concerns. The employers will receive / have received the exact, verbatim comments made by students except where the comment expresses concerns about employer behaviour, using individual names, personal characteristics, and situations which could identify the student. Such comments will be redacted to protect student confidentiality.

In this Summary Report, the following feedback has been summarized, without using employers' names (the generic "Employer A" is used in all instances):

- Comments made in this version of the survey about the behaviour of specific employers, sorted by theme and with sample quotations;
- Students' reports about their own behaviour;
- Comments and recommendations students made about a variety of aspects of the recruitment processes; and
- Typical examples of students' statements of satisfaction and frustration with the recruitment process as a whole.

Note that the Fall 2023 edition of the survey also:

- (1) collected demographic data from respondents;
- (2) asked respondents to identify what resources most influenced their decision about which employers to apply;
- (3) asked respondents to report on their use of social media during recruitment;
- (4) asked respondents to share their experience with virtual interviewing;
- (5) asked respondents to self-report their levels of stress during recruitment (including sources of stress and stress-mitigating factors).

RESPONDENTS

Total: **105**

Number of Respondents who applied to :

Calgary: **15**

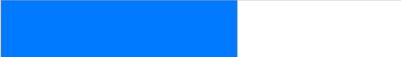
Ottawa: **28**

Vancouver: **32**

Toronto: **58**

DEMOGRAPHICS

In response to the question “Do you belong to or identify with any of the following equity-seeking groups”, **only 10.5% of respondents selected “No”**.

Response	20%	40%	60%	80%	100%	Frequency	Count
Women						56.2%	59
Racialized Persons or Visible Minorities						27.6%	29
People with disabilities, whether permanent, temporary or episodic, evident or not						22.9%	24
LGBTQ2SA+						21.9%	23
First-generation Students (first in your immediate family to attend university)						17.1%	18
People from an economically disadvantaged background						16.2%	17
No						10.5%	11
Prefer not to answer						3.8%	4
Indigenous Persons						1.9%	2
Student caregivers (dependents can include a minor child, aging parent or an adult with a disability)						0.0%	0
Other (please specify)						0.0%	0
# Responses							105

A vast majority of respondents (**90.8%**) reported that they did not experience any improper questions or comments in relation to various grounds. Of those who did:

Other (please specify)		6.1%	6
National or ethnic origin		3.1%	3

Race		1.0%	1
Sex		1.0%	1
Age		1.0%	1
Mental or physical disability		1.0%	1

“Other” included: socio-economic background, speaking accent, family status

Examples of improper questions and comments reported

“Attending university in my parents’ home country to learn the language was labeled “having wanderlust””

“I had schooling experience in China, England and Canada. I was asked why I have a North American accent.”

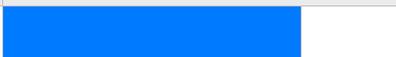
“Asked a lot of questions which implied that he thought because I am a woman I would be emotional and/or couldn't handle the work.”

“When did you start considering going to law school? Partner used this question to further speak to the fact that he had always had his mind set on going to law school, which was in stark contrast to my own decision, implying lack of privilege.”

IDENTIFYING OPPORTUNITIES

Choosing where to apply

In response to the question “What resources most influenced your decision about which employers to apply to for a 2023-2024 articling position?”, the majority of respondents (**74.3% and 44.8% respectively**) relied on information found on the employer’s website or input from their personal networks. It is worth noting that a significant proportion (**21%**) of respondents consulted NALP’s Canadian Directory of Legal Employers before making decisions.

Response		Frequency	Count
Employer's website		74.3%	78
Input from friends/acquaintances/classmates/alumni		44.8%	47
Information received from my Career Services/Development Office		42.9%	45
Canadian Directory of Legal Employers (nalpcanada.com)		21.0%	22
Information gathered at an employer reception/event		17.1%	18
Other (please specify)		9.5%	10

Employer's social media		3.8%	4
Information found on online student forums		3.8%	4
		# Responses	105

“Other” included input from family members in law, direct outreach to current or past articling students, self-reflection, job postings, and Google.

In response to the question “What factors most influenced your decision about which employers to apply to for a 2023-2024 articling position?”, the “employer’s culture” was identified as the most important, closely followed by “office location” and “practice area strengths”:

Response	20%	40%	60%	80%	100%	Frequency	Count
Employer's culture						53.3%	56
Office location (specific city or region)						52.4%	55
Specific practice area strengths						51.4%	54
Salary/compensation						32.4%	34
Employer's commitment to diversity and inclusion						24.8%	26
Employer's hire back rate						18.1%	19
Training opportunities						14.3%	15
Employer's reputation on campus						11.4%	12
Flexible work setting (e.g., option to work remotely or hybrid)						8.6%	9
Employer's published hiring criteria						6.7%	7
Benefits, including parental leave						6.7%	7
Employer's commitment to pro bono						4.8%	5
Employer events and receptions						2.9%	3
Other (please specify)						2.9%	3
Published workplace policies (e.g., flexible schedules, part-time schedules)						1.9%	2
Alumni at the organization						1.0%	1
						Valid Responses	105

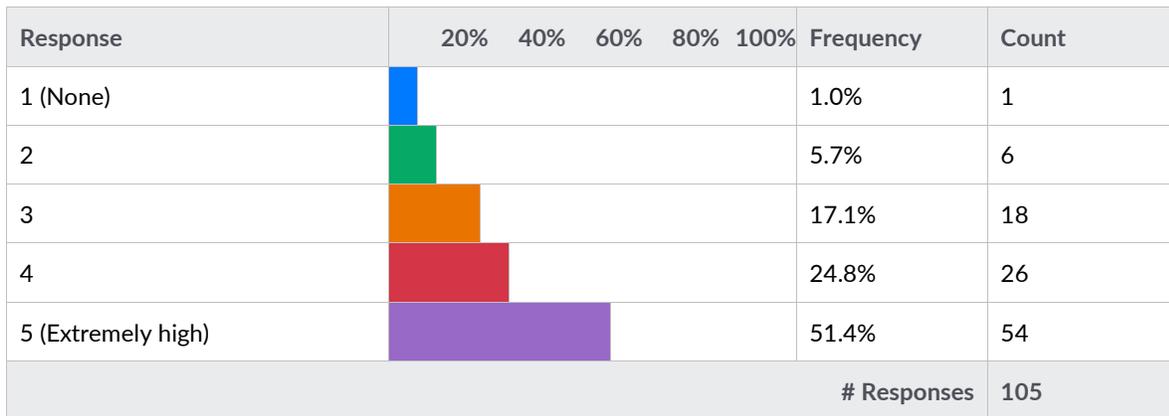
“Other” responses included type of work (litigation vs. solicitor work), “employer’s success”, work hours and “my interests”.

Social Media

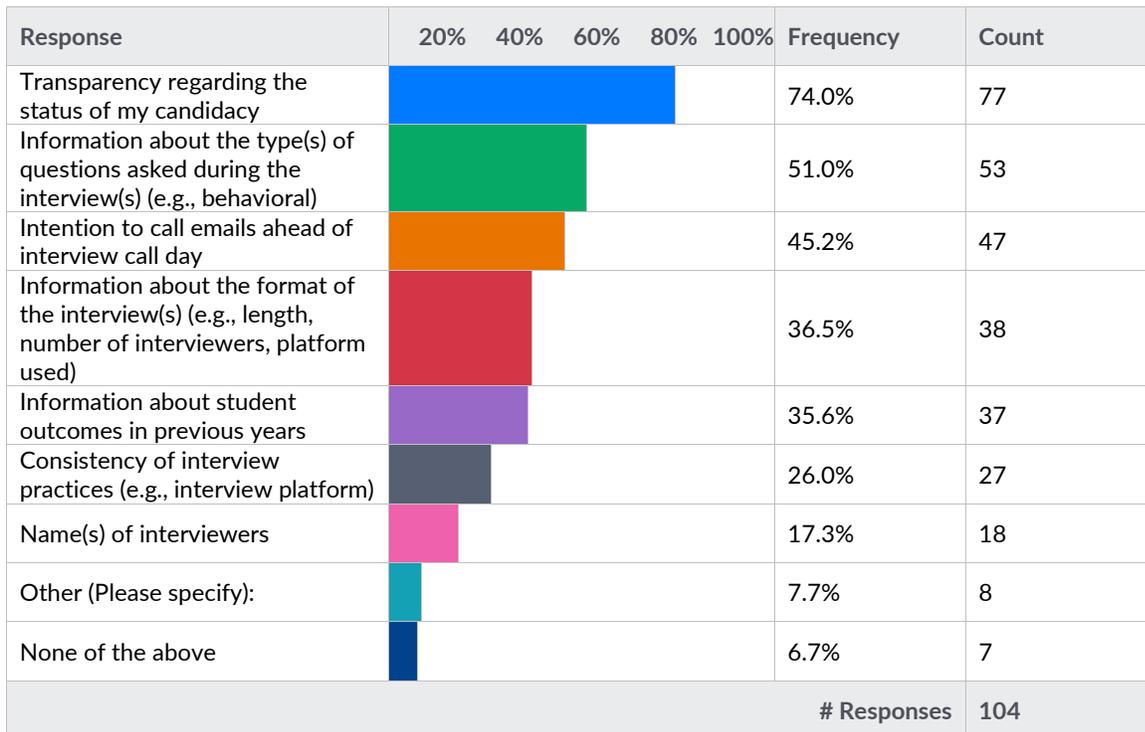
36% of respondents indicated that they followed the employers they were interested in on social media. LinkedIn was the most popular platform identified (84%), followed by Twitter (23.7%), Instagram (23.7%) and Facebook (10.5%).

STUDENT WELL-BEING

Over half of students (51.4%) self-reported “Extremely high” levels of overall stress during this recruitment process:



“Transparency regarding the status of my candidacy” was overwhelmingly selected by respondents as the most effective type of information to ease stress levels ahead of interviews:



“Other” included : “Honest feedback about what I did well and what I should work on for future interviews”, “Getting rid of the need to first choice a firm”, “Reduced culture of stress and pressure from the LSO”, “Rejection emails”, and “Knowing it is mostly about grades.”

“**Review of application materials**” was most often selected by respondents as the most helpful resource provided by law schools to help manage stress levels:

Response	20%	40%	60%	80%	100%	Frequency	Count
Review of application materials						44.8%	47
One-on-one career advising						41.0%	43
Interview preparation						38.1%	40
Information sessions						32.4%	34
I did not use any resources provided by my law school						25.7%	27
Mentorship program						11.4%	12
Other (Please specify):						9.5%	10
Wellness advisors / mental health counselling						5.7%	6
# Responses						105	

“Other” included summaries of processes for the various jurisdictions, written guides for seeking articles and other informational documents, physical space to go to between interviews, updates by the CDO.

A few students commented that they felt their CDO was “incredibly short-staffed”, that “there weren’t a lot of resources provided” or that “resources provided did not help”.

“**Clear, detailed and up-to-date information on the employer’s website**”, followed by “**Detailed job posting including information about salary/compensation**” were mentioned most frequently as the most helpful employer initiatives in managing stress levels:

Response	20%	40%	60%	80%	100%	Frequency	Count
Clear, detailed and up-to-date information on the employer’s website						46.1%	47
Detailed job posting including information about salary/compensation						37.3%	38
Flexibility with interview scheduling						27.5%	28
Timely notice when my candidacy is no longer being considered						26.5%	27
I did not take advantage of any of the initiatives offered by						18.6%	19

employers.			
Open Houses		13.7%	14
Informational interviews		11.8%	12
Pre-recruitment support (e.g. mock interviews, cv review)		6.9%	7
Other (Please specify):		4.9%	5
# Responses			102

“Other” included “clear emails on what would happen next” and “virtual Q&A hosted by current students”.

Some students commented on the large number of interviews: “Many employers had excessive interviews. For example, one employer scheduled 6 separate interviews within 2 days. Another employer schedule 10 separate interview panels within the 3 days. This was especially excessive given that they deemed my interest level low in the firm and did not hire me after all these interviews.”

CALGARY ARTICLING 2023-2024 RECRUITMENT

- Respondents who applied to Calgary employers: **15 of 105 (14%)**
- Respondents selected for interviews with Calgary employers: **13 of 15 (87%)**
- Respondents receiving and accepting job offers with Calgary employers: **4 of 13 (31%)**
- Respondents who experienced conduct contrary to the LSA Rules: **1 of 13**. This responded indicated that “An employer communicated an offer of employment or an intention to offer employment prior to 9AM MST on offer day”.

Awareness of Law Society of Alberta (LSA) Recruitment Rules

Percentage of students aware of the existence of the LSA Recruitment Rules: **12 of 13**

Students learned about the existence of the **LSA Recruitment Rules** from:

- Career Services/Development Office: 42%
- Law Society of Alberta: 50%
- Calgary employer: 25%
- Other: 17% (*My own research; University*)

Social Events

- Respondents who felt the amount of time dedicated to employer social events was appropriate: **5 of 13** (2 indicated ‘insufficient’, 1 indicated ‘excessive’, 5 were not invited)

- One-on-one virtual or in-person chat with a representative of the employer, as well as receptions and firm tours were reported as being of most value in determining whether or not a respondent would like to accept an offer from the hosting employer.
- Regardless of their interview experience, several respondents reported that they would prefer a mix of interviews and one-on-one interactions with employer representatives (**5 of 13**). **4 of 13** 'have no preference'. The remaining 4 respondents preferred interviews only or a mix of interviews and social events.

OTTAWA ARTICLING 2023-2024 RECRUITMENT

- Respondents who applied to Ottawa employers: **28 of 105 (27%)**
- Respondents selected for interviews with Ottawa employers: **16 of 28 (57%)**
- Respondents receiving job offers with Ottawa employers: **6 of 16 (38%)**
- Respondents accepting job offer with Ottawa employer: **6 of 6 (100%)**
- Respondents who experienced conduct contrary to the Ottawa recruitment protocol or other improper conduct: **2 of 15**. One respondent indicated: "An employer asked me to advise as to the ranking of the employer or any other employer on my priority list". One respondent indicated: "An employer advised me that receipt of an offer was contingent on me indicating that the employer was my number one top ranked choice in advance of call day".

Awareness of Ottawa Law Student Recruitment Ethics Protocol

- Percentage of students aware of the existence of the Ottawa Protocol: **44%**

Students learned about the existence of the Ottawa Protocol from:

- Career Services/Development Office: **57%**
- Ottawa Employer: **29%**
- Other: **14%** (*LSO website*)
- Friend: **0%**

Social Events

- **88%** of respondents (**14/16**) reported not having been invited to employer-led social events.
- Regardless of their interview experience, **6/15** respondents would have liked to see both interviews and one-on-one interactions with employer representatives; **6/15** had no preference; **the remaining 3/15** would have appreciated interviews only. No students selected a preference for group or individual social events.

VANCOUVER 2023-2024 ARTICLING RECRUITMENT

- Respondents who applied to Vancouver employers: **32 of 105 (31%)**
- Respondents selected for interviews with Vancouver employers: **25 of 32 (78%)**
- Respondents receiving job offers with Vancouver employers: **14 of 25 (56%)**
- Respondents accepting job offer with Vancouver employer: **13 of 14 (93%)**. A majority received multiple offers. Of those who did, respondents selected “The people I met during interviews”, and “Reputation, ranking or prestige of employer” as the top factors influencing their decision on which offer to accept.
- Respondents who experienced conduct contrary to the VBA Guidelines or other improper conduct: **5 of 24 (20%)** Two respondents reported that “An employer, either directly or indirectly, prior to the Offer Date, put pressure on me to accept an offer of employment or reveal my intention to do so.” Three respondents selected “I was subject to other improper conduct not specified in the guideline (please specify)” (“Ghosting” - Employers saying they will call with next steps, then not calling; “Pressure to interview outside of interview week”; “Being asked why I had a particular accent”.)

Awareness of Vancouver Bar Association Guidelines

- Percentage of students aware of the existence of the VBA Guidelines: **88%**

Students learned about the existence of the VBA Guidelines from:

- Career Services/Development Office: **73%**
- Vancouver Bar Association: **46%**
- Vancouver Employer: **36%**
- Friend: **23%**
- Other: **9%** (*My own research*)

Social Events

- Most respondents (**52%**) were not invited to participate in any social events. Of those 12 respondents who did, 7 felt the amount of time dedicated to employer social events was appropriate, 1 believed it was excessive and 4 reported it was insufficient.
- **73%** of respondents felt one-on-one chats with a representative of the employer were useful in determining whether or not they would accept an offer from the hosting employer; **55%** felt interactions with a designated “buddy” or “host were useful. **36%** felt that dinners were useful. Firm tours (18%) and receptions (9%) ranked last.
- Regardless of their interview experience, **11/25 (44%)** respondents would have liked to see both interviews and one-on-one interactions with employer representatives; **6/25 (24%)** would have appreciated interviews only; **3/25 (12%)** selected a mix of interviews and social events; the remaining **3/25 (12%)** had no preference.

TORONTO 2023-2024 ARTICLING RECRUITMENT

- Respondents who applied to Toronto employers: **58 of 105 (55%)**
- Respondents selected for interviews with Toronto employers: **53 of 58 (91%)**
- Respondents receiving job offers with Toronto employers: **37 of 53 (70%)**
- Respondents accepting job offer with Toronto employer: **36 of 37 (97%)**. Of the **67%** who received more than one offer, “The people I met during interviews” and “Type of work available / specific practice area strengths” were the two factors which most influenced their decision on which offer to accept.
- Respondents who experienced conduct contrary to the LSO Procedures/NALP Best Practices for Summer and Articling Recruitment: **8 of 26 (31%)**.

Awareness of Law Society of Ontario (LSO) Recruitment Procedures

- Percentage of students aware of the existence of the LSO Procedures: **51 of 53 (96%)**

Students learned about the existence of the LSO Procedures from:

- Career Services/Development Office: **78%**
- Law Society of Ontario: **49%**
- Friend: **17%**
- Toronto Employer: **13%**
- Other: **6%** (*University of Toronto Law Union, Mentor*)

65% of respondents reported that they did not experience conduct contrary to the LSO Recruitment Procedures, NALP Best Practices or other improper conduct. For the **35%** who did:

- “An employer attempted to solicit my intention to accept an offer, whether directly or indirectly, prior to the Offer Date” (**11 counts**)
- “An employer asked me to rank them (or asked about my ranking of other employers)” (**7 counts**)
- “An employer advised me that the receipt of an offer was contingent on my indication that I would accept an offer if made” (**6 counts**)
- “An employer communicated an intention to offer employment prior to the start time on Offer Day” (**5 counts**)
- I was subject to other improper conduct not listed above (please specify) (**4 counts**) (*I was extended an offer by an employer after I had already communicated I was withdrawing my candidacy following acceptance of another position; Pressure to accept immediately without waiting for other offers and repeated calls to make a decision; Told of my rank relative to other candidates*)

- “An employer pressured me to spend excessive amounts of time with that employer to the exclusion of other employers” **(3 counts)**

Two (2) respondents reported not adhering to NALP Best Practices by choice and one included the following clarification:

- “I told a firm I would accept an offer and did not end up doing so.”

Social Events

- Most respondents (**53%**) were not invited to participate in social events. Of those who were, respondents who felt the amount of time dedicated to employer social events was appropriate: **28%** (11% excessive, 8% insufficient)
- **83%** felt one-on-one chats with a representative of the employer were useful in determining whether or not they would accept an offer from the hosting employer; just under **40%** felt that receptions were useful. **46%** of respondents indicated that firm tours were **not** useful.
- Regardless of their interview experience, respondents were split between preferring an interviews-only format (**28%**) and interviews mixed with one-on-one employer interactions (**28%**). **22%** would have appreciated interviews mixed with social events, and **20%** have no preference.

APPENDIX A: COMPLETE SURVEY QUESTIONS

2023-2024 Articling Recruitment: Rate Your Experience

This national survey is being conducted by the Canadian Section of NALP (National Association for Law Placement) in order to collect feedback from students on the structured recruitment processes in major urban centres across Canada. The survey below focuses on the recruitment processes for **2023-2024 articling positions in Calgary, Ottawa, Vancouver and Toronto.**

Your completion of this survey is of critical importance. It will take approximately 10 minutes of your time. The survey is hosted on a secure website. The feedback you provide will be shared on an anonymous basis to inform recruitment best practices across Canada. Should an employer be referred to in the survey, a school side member of the NALP Recruitment Survey Working Group will provide the employer with the specific comments. Neither your name nor your school can be attributed to your comments by legal employers, as this information is not collected.

If you need to go back to a previous page while working on the survey, use the 'Back' button at the bottom of each page, NOT the back arrow in your browser. There is no need to click the 'Save' button unless you need to pause your work on the survey and return to it later. In this case click on the 'Save' button. This will save the answers you have entered so far and provide a link to complete the survey later. Be certain to make a note of this link so that you can use it later. It is not necessary to click on the 'Save' button to simply move through the survey.

We thank you in advance for taking the time to provide your anonymous feedback. If you have any questions or concerns about the survey, please contact your law school's Career Services/Development Office directly.

Part I. The questions below ask about demographic information.

Diversity, Equity & Inclusion are essential to the legal profession. In order to more accurately and consistently measure employers' success in recruiting excellence from a broad spectrum of individuals, we ask all respondents to consider answering this section. Individual responses to the survey will not be shared outside of the NALP Recruitment Survey Working Group (which is composed of members of law career development offices) and will be accessed by the Working Group members solely for the purposes of aggregating data. The aggregated results of this section will be used to assess and enhance the effectiveness of employers' outreach and recruitment efforts.

For the purposes of this section, "equity-seeking groups" include the groups listed below as well as other groups of individuals who may face systemic barriers that impact their access to the legal profession.

Do you belong to or identify with any of the following equity-seeking groups:

- Indigenous Persons
- Racialized Persons or Visible Minorities
- LGBTQ2SA+
- Women
- People with disabilities (e.g. any impairment, including a physical, mental, intellectual,

cognitive, learning, communication or sensory impairment, functional limitation that in interaction with a barrier may hinder your full and equal participation in society), whether permanent, temporary or episodic, evident or not)

- People from an economically disadvantaged background
- First-generation Students (first in your immediate family to attend university)
- Student caregivers (dependents can include a minor child, aging parent or an adult with a disability)
- No
- Prefer not to answer
- Other (please specify) _____

Part II. The questions below ask about the start of your job search.

1. What resources most influenced your decision about which employers to apply to for a 2023-2024 articling position (Check the three resources that were most important to your decision-making.)

- Canadian Directory of Legal Employers (nalpcanada.com)
- Employer's website
- Employer's social media
- Information received from my Career Services/Development Office
- Information gathered at an employer reception/event
- Input from friends/acquaintances/classmates/alumni
- Information found on online student forums
- Other (please specify) _____

2. Did you follow any of the employers you were interested in on social media?

- Yes
- No

If yes, which platforms did you use to follow them? (Check all that apply.)

- Twitter
- Facebook
- LinkedIn
- Instagram
- Other (please specify) _____

3. What factors most influenced your decision about which employers to apply to for a 2023-2024 articling position? (Check the three factors that were most important in your decision-making process.)

- Employer's commitment to diversity and inclusion
- Employer's culture
- Employer's published hiring criteria
- Employer's hire back rate
- Employer's reputation on campus
- Office location (specific city or region)
- Alumni at the organization
- Employer events and receptions
- Specific practice area strengths
- Salary/compensation
- Benefits, including parental leave
- Published workplace policies (e.g., flexible schedules, part-time schedules)
- Flexible work setting (e.g., option to work remotely or hybrid)
- Employer's commitment to pro bono

Training opportunities
Other (please specify) _____

Part III. The questions below ask about your experience with the interview process.

- 4.** Did you participate in the 2023-2024 Articling Recruitment Process?
Yes
No (survey will skip to next section of survey)

The following questions are specific to the Calgary 2023-2024 articling recruitment process.

- 5.** Did you apply to any Calgary employers for 2023-2024 articling positions for which interviews were held in June 2022?
Yes
No (survey will skip to question 6)

- 5a.** Were you selected for interviews with any Calgary employers in June 2022 for 2023-24 articles?
Yes
No (survey will skip to question 6)

- 5b.** During the interview period, was the amount of time dedicated to social events organized by the employer, including virtual or in-person one-on-one chats, firm tours, receptions and dinners:
Insufficient
Appropriate
Excessive
I was not invited to participate in any social events (survey will skip to question 5e)

- 5c.** In general, which type of social event, virtual or in person, were useful in determining whether or not you would like to accept an offer from the hosting employer? (Check all that apply.)
One-on-one virtual or in-person chats with a representative of the employer
Interactions with your designated "buddy" or "host", if you were assigned one by the employer
Virtual or in-person firm tour
Virtual or in-person receptions
Virtual or in-person dinners

- 5d.** In general, which type of social event, virtual or in person, were not useful in determining whether or not you would like to accept an offer from the hosting employer? (Check all that apply.)
One-on-one virtual or in-person chats with a representative of the employer
Interactions with your designated "buddy" or "host", if you were assigned one by the employer
Virtual or in-person firm tour
Virtual or in-person receptions
Virtual or in-person dinners

- 5e.** Regardless of your experience during the in-office interview period, what would you have liked to see included in the interview process?

- Interviews only
- Interviews and one-on-one social interactions with representatives of the employer
- Interviews and group social events
- Interviews and a mix of individual and group social events
- I have no preference

5f. Were you offered an articling position with a Calgary employer through this recruitment process?

- Yes
- No (survey will skip to question 5i)

5g. Did you accept an articling position with a Calgary employer through this recruitment process?

- Yes
- No (survey will skip to question 5i)

5h. If you received multiple offers, what most influenced your decision on which offer to accept? (Check the three factors that were most important in your decision-making process.)

- The people I met during interviews
- Training opportunities
- Employer's commitment to diversity and inclusion
- An intangible feeling
- Reputation, ranking, or prestige of employer
- Employer's commitment to pro bono
- Employer's culture
- Employer's hire back rate
- Employer's reputation on campus
- Type of work available / specific practice area strengths
- Billable hours expectations
- Office location (specific city or region)
- Salary/compensation
- Benefits, including parental leave
- Workplace policies (e.g., flexible or part-time schedules)
- Flexible work setting (e.g., option to work remotely or hybrid)
- I did not receive multiple offers
- Other (please specify) _____

5i. Were you aware that the Law Society of Alberta (LSA) has recruitment rules that regulate recruitment for articling student hiring in Calgary and Alberta?

- Yes
- No (survey will skip to question 5k.)

5j. How did you learn about the existence of the LSA Recruitment Rules?

- Career Services/Development Office
- Law Society of Alberta
- Calgary Employer
- Friend
- Other (please specify) _____

5k. Which, if any, of the conducts listed below and deemed improper by the LSA, or other improper employer conduct, did you experience during interviews?

- An employer communicated an offer of employment or an intention to offer employment

prior to 8AM MST on offer day

An offer remained open for less than 24 hours

I was subject to other improper conduct not listed above (please specify)

I was not subject to any improper conduct during in-office interviews

Note that you will have an opportunity later in this survey to provide comments about any positive or improper conduct of specific employers and/or individuals during the interview period, which you directly experienced.

The following questions are specific to the Ottawa 2023-2024 articling recruitment process.

6. Did you apply to any Ottawa employers for 2023-2024 articling positions for which interviews were held in summer 2022?

Yes

No (survey will skip to question 7)

6a. Were you selected for interviews with any Ottawa employers in Summer 2022?

Yes

No (survey will skip to question 7)

6b. During the interview period, was the amount of time dedicated to social events organized by the employer, including virtual or in-person or one-on-one chats, firm tours, receptions and dinners:

Insufficient

Appropriate

Excessive

I was not invited to participate in any social events (survey will skip to question 6e)

6c. In general, which type of social event, virtual or in person, were useful in determining whether or not you would like to accept an offer from the hosting employer? (Check all that apply.)

One-on-one chats with a representative of the employer

Interactions with your designated "buddy" or "host", if you were assigned one by the employer

Firm tour

Receptions

Dinners

6d. In general, which type of social event, virtual or in person, were not useful in determining whether or not you would like to accept an offer from the hosting employer? (Check all that apply.)

One-on-one chats with a representative of the employer

Interactions with your designated "buddy" or "host", if you were assigned one by the employer

Firm tour

Receptions

Dinners

6e. Regardless of your experience during the interview period, what would you have liked to see included in the interview process?

Interviews only

Interviews and one-on-one social interactions with representatives of the employer
Interviews and group social events
Interviews and a mix of individual and group social events
I have no preference

6f. Were you offered an articling position with an Ottawa employer through this recruitment process?

Yes
No (survey will skip to question 6i)

6g. Did you accept an articling position with an Ottawa employer through this recruitment process?

Yes
No (survey will skip to question 6i)

6h. If you received multiple offers, what most influenced your decision on which offer to accept? (Check the three factors that were most important in your decision-making process.)

The people I met during interviews
Training opportunities
Employer's commitment to diversity and inclusion
An intangible feeling
Reputation, ranking, or prestige of employer
Employer's commitment to pro bono
Employer's culture
Employer's hire back rate
Employer's reputation on campus
Type of work available / specific practice area strengths
Billable hours expectations
Office location (specific city or region)
Salary/compensation
Benefits, including parental leave
Workplace policies (e.g., flexible or part-time schedules)
Flexible work setting (e.g., option to work remotely or hybrid)
I did not receive multiple offers
Other (please specify) _____

6i. Were you aware that Ottawa employers have established voluntary guidelines (the Ottawa Law Student Recruitment Ethics Protocol) which regulate recruitment for summer and articling positions in Ottawa?

Yes
No (survey will skip to question 6k.)

6j. How did you learn about the existence of these guidelines?

Career Services/Development Office
Ottawa employer
Friend
Other (please specify) _____

6k. Which, if any, of the conducts listed below and deemed improper by the Ethics Protocol, or other improper employer conduct, did you experience during interviews?

An employer communicated an intention to offer employment prior to the call day start time;

An employer asked me to advise as to the ranking of the employer or any other employer on my priority list;

An employer asked about my intention to accept an offer of employment prior to the call day start time;

An employer advised me that receipt of an offer was contingent on me indicating that the employer was my number one top ranked choice in advance of call day;

I was subject to other improper conduct not listed above (please specify);

I was not subject to any improper conduct during in-office interviews;

Note that you will have an opportunity later in this survey to provide comments about any positive or improper conduct of specific employers and/or individuals during the interview period, which you directly experienced.

The following questions are specific to the Vancouver 2023-2024 articling recruitment process.

7. Did you apply to any Vancouver employers for 2023-2024 articling positions for which interviews were held in summer 2022?

Yes

No (survey will skip to question 8)

7a. Were you selected for interviews with any Vancouver employers in Summer 2022?

Yes

No (survey will skip to question 8)

7b. During the interview period, was the amount of time dedicated to social events, virtual or in person, organized by the employer, including one-on-one chats, firm tours, receptions and dinners:

Insufficient

Appropriate

Excessive

I was not invited to participate in any social events (survey will skip to question 7e)

7c. In general, which type of social event, virtual or in person, were useful in determining whether or not you would like to accept an offer from the hosting employer? (Check all that apply.)

One-on-one chats with a representative of the employer

Interactions with your designated "buddy" or "host", if you were assigned one by the employer

Firm tour

Receptions

Dinners

7d. In general, which type of social event, virtual or in person, were not useful in determining whether or not you would like to accept an offer from the hosting employer? (Check all that apply.)

One-on-one chats with a representative of the employer

Interactions with your designated "buddy" or "host", if you were assigned one by the employer

Firm tour

Receptions

Dinners

7e. Regardless of your experience during the interview period, what would you have liked to see included in the interview process?

- Interviews only
- Interviews and one-on-one social interactions with representatives of the employer
- Interviews and group social events
- Interviews and a mix of individual and group social events
- I have no preference

7f. Were you offered an articling position with a Vancouver employer through this recruitment process?

- Yes
- No (survey will skip to question 7i)

7g. Did you accept an articling position with a Vancouver employer through this recruitment process?

- Yes
- No (survey will skip to question 7i)

7h. If you received multiple offers, what most influenced your decision on which offer to accept? (Check the three factors that were most important in your decision-making process.)

- The people I met during interviews
- Training opportunities
- Employer's commitment to diversity and inclusion
- An intangible feeling
- Reputation, ranking, or prestige of employer
- Employer's commitment to pro bono
- Employer's culture
- Employer's hire back rate
- Employer's reputation on campus
- Type of work available / specific practice area strengths
- Billable hours expectations
- Office location (specific city or region)
- Salary/compensation
- Benefits, including parental leave
- Workplace policies (e.g., flexible or part-time schedules)
- Flexible work setting (e.g., option to work remotely or hybrid)
- I did not receive multiple offers
- Other (please specify) _____

7i. Were you aware that the Vancouver Bar Association (VBA) has voluntary guidelines which regulate the recruitment of summer and articling positions in downtown Vancouver?

- Yes
- No (survey will skip to question 7k.)

7j. How did you learn about the existence of these guidelines?

- Career Services/Development Office
- Vancouver Bar Association
- Vancouver employer
- Friend
- Other (please specify) _____

7k. Which, if any, of the conducts listed below and deemed improper by the Guidelines, or other improper employer conduct, did you experience during interviews?

An offer was made prior to 8:00 am on the Thursday of Interview Week

An employer, either directly or indirectly, prior to the Offer Date, put pressure on me to accept an offer of employment or reveal my intention to do so.

I was subject to other improper conduct not specified in the guideline (please specify)

I was not subject to any improper conduct during in-firm interview(s) or Interview Week

Note that you will have an opportunity later in this survey to provide comments about any positive or improper conduct of specific employers and/or individuals during the interview period, which you directly experienced.

The following questions are specific to the Toronto 2023-2024 articling recruitment process.

8. Did you apply to any Toronto employers for 2023-2024 articling positions for which interviews were held in summer 2022?

Yes

No (survey will skip to the next section of the survey)

8a. Were you selected for interviews with any Toronto employers in Summer 2022?

Yes

No (survey will skip to the next section of the survey)

8b. During the interview period, was the amount of time dedicated to social events, virtual or in person, organized by the employer, including one-on-one chats, firm tours, receptions and dinners:

Insufficient

Appropriate

Excessive

I was not invited to participate in any social events (survey will skip to question 8e)

8c. In general, which type of social events, virtual or in person, were useful in determining whether or not you would like to accept an offer from the hosting employer? (Check all that apply.)

One-on-one chats with a representative of the employer

Interactions with your designated "buddy" or "host", if you were assigned one by the employer

Firm tour

Receptions

Dinners

8d. In general, which type of social events, virtual or in person, were not useful in determining whether or not you would like to accept an offer from the hosting employer? (Check all that apply.)

One-on-one chats with a representative of the employer

Interactions with your designated "buddy" or "host", if you were assigned one by the employer

Firm tour

Receptions

Dinners

8e. Regardless of your experience during the interview period, what would you have liked to see included in the interview process?

- Interviews only
- Interviews and one-on-one social interactions with representatives of the employer
- Interviews and group social events
- Interviews and a mix of individual and group social events
- I have no preference

8f. Were you offered an articling position with a Toronto employer through this recruitment process?

- Yes
- No (survey will skip to question 8i.)

8g. Did you accept an articling position with a Toronto employer through this recruitment process?

- Yes
- No (survey will skip to question 8i.)

8h. If you received multiple offers, what most influenced your decision on which offer to accept? (Check the three factors that were most important in your decision-making process.)

- The people I met during interviews
- Training opportunities
- Employer's commitment to diversity and inclusion
- An intangible feeling
- Reputation, ranking, or prestige of employer
- Employer's commitment to pro bono
- Employer's culture
- Employer's hire back rate
- Employer's reputation on campus
- Type of work available / specific practice area strengths
- Billable hours expectations
- Office location (specific city or region)
- Salary/compensation
- Benefits, including parental leave
- Workplace policies (e.g., flexible or part-time schedules)
- Flexible work setting (e.g., option to work remotely or hybrid)
- I did not receive multiple offers
- Other (please specify) _____

8i. Were you aware that the Law Society of Ontario (LSO) has Recruitment Procedures that regulate recruitment for summer and articling positions in the City of Toronto?

- Yes
- No (survey will skip to question 8k.)

8j. How did you learn about the existence of the LSO Recruitment Procedures?

- Career Services/Development Office
- Toronto Employer
- Law Society of Ontario
- Friend
- Other (please specify) _____

8k. Which, if any, of the conduct listed below and deemed improper by the NALP Best Practices, or other improper employer conduct, did you experience during interviews?

An employer communicated an intention to offer employment prior to 5:00 p.m. on Offer Day;

An employer attempted to solicit my intention to accept an offer, whether directly or indirectly, prior to the Offer Date;

An employer advised me that the receipt of an offer was contingent on my indication that I would accept an offer if made;

An employer asked me to rank them (or asked about my ranking of other employers on my priority list);

An employer pressured me to spend excessive amounts of time with that employer to the exclusion of other employers;

An employer advised or encouraged me to cancel scheduled interviews with other employers;

An employer communicated with me during the cooling off period from 3:00 p.m. - 5:00 p.m. on Offer Day;

I was subject to other improper conduct not listed above (please specify)

I was not subject to any improper conduct during in-firm interview(s)

Note that you will have an opportunity later in this survey to provide comments about any positive or improper conduct of specific employers and/or individuals during the interview period, which you directly experienced.

8l. The **NALP Best Practices for Summer and Articling Recruitment** provides that "in fairness to all those involved in the recruitment process, and in accordance with the Recruitment Procedures and Best Practices, students should:

- a. Notify the employer immediately if unable to attend a scheduled interview;
- b. Promptly decline or cancel any offers for interviews which are no longer being seriously considered;
- c. Immediately release all outstanding offers as soon as one has been accepted;
- d. Honour any commitment made to an employer regardless of any additional offers that are subsequently received; and
- e. Not falsely represent an intention to accept an employer's offer."

Did you fail or opt not to adhere to any of the Best Practices?

Yes (if 'Yes' please complete the item immediately below)

No

Please explain your reason for so doing (e.g. did you perceive such conduct as necessary to your participation in the process?).

9. How would you rate your level of stress during the recruitment process?

[1 to 5 rating, where 1 is none and 5 is extremely high.]

1 (None)

2

3

4

5 (Extremely high)

9a. Regardless of your experience during the recruitment process, what type of

information, if any, would have eased your stress ahead of interviews?

- Information about student outcomes in previous years
- Information about the format of the interview(s) (e.g., length, number of interviewers, platform used)
- Consistency of interview practices (e.g., interview platform)
- Information about the type(s) of questions asked during the interview(s) (e.g., behavioral)
- Name(s) of interviewers
- Intention to call emails ahead of interview call day
- Transparency regarding the status of my candidacy
- Other (Please specify): _____
- None of the above

9b. What resources, if any, provided by your law school did you find helpful in managing your stress during the recruitment process?

- Information sessions
- One-on-one career advising
- Interview preparation
- Review of application materials
- Mentorship program
- Wellness advisors / mental health counselling
- Other (Please specify): _____
- I did not use any resources provided by my law school

9c. What initiatives, if any, offered by employers did you find helpful in managing your stress during the recruitment process?

- Clear, detailed and up-to-date information on the employer's website
- Detailed job posting including information about salary/compensation
- Flexibility with interview scheduling
- Timely notice when my candidacy is no longer being considered
- Pre-recruitment support (e.g. mock interviews, cv review)
- Informational interviews
- Open Houses
- Other (Please specify): _____
- I did not take advantage of any of the initiatives offered by employers.

10. During the interview process, did you experience improper questions or comments in relation to your: (Check all that apply.)

- Race
- National or ethnic origin
- Colour
- Religion
- Sex
- Gender identity
- Sexual orientation
- Age
- Mental or physical disability
- No, I did not experience any such improper question or comment.
- Other (please specify) _____

10a. Please indicate the name of the employer(s) and market(s):

10b. If you are comfortable, please indicate what the improper questions and/or comments were.

If you experienced improper questions or comments in relation to the grounds listed above, we invite you to contact your Career Services/Development Office to discuss it. Please note that you can also contact your local law society and/or human rights commission.

11. Please use the items below to describe specific actions of employers which ran counter to the recruiting guidelines for the market in which it occurred, to comment on other improper conduct, or to note an experience with an employer that you especially appreciated.

Select a market/recruitment, indicate the name of the employer, the kind of comment, and then complete your comment. If you wish to make a comment on another employer, click on 'Yes' where asked and a new page will be available. When you choose 'No', you will be taken to the end of the survey.

11a. Select the market/recruitment to which your comment applies.

1. Calgary Articling Recruitment
2. Ottawa Articling Recruitment
3. Toronto Articling Recruitment
4. Vancouver Articling Recruitment

11b. Indicate the name of the employer:

11c. Select the kind of comment you wish to make.

- Conduct contrary to recruiting guidelines
- Other improper conduct
- Experience or interaction with this employer that you did not appreciate
- Experience or interaction with this employer that you appreciated

11d. Your comment about this employer

Comment on another employer?

- Yes (survey repeats question 11)
- No (survey will skip to the end)

End of Survey.