



NALP Recruitment Survey: Full Summary Summer 2025 Edition

Calgary, Vancouver, and Toronto Summer 2025 Recruitment

EXECUTIVE SUMMARY	2
BACKGROUND	2
CURRENT WORKING GROUP MEMBERS	3
PROCESS FOR COMMUNICATING STUDENT FEEDBACK.....	3
RESPONDENTS.....	3
DEMOGRAPHICS	3
IDENTIFYING OPPORTUNITIES	5
Choosing where to apply	5
STUDENT WELL-BEING.....	7
CALGARY SUMMER 2025 RECRUITMENT	9
Awareness of Law Society of Alberta (LSA) Recruitment Rules	10
Positive Comments.....	10
VANCOUVER SUMMER 2025 RECRUITMENT	10
Awareness of Vancouver Bar Association Guidelines	11
Positive Comments.....	11
Concerns	11
TORONTO SUMMER 2025 RECRUITMENT.....	12
Awareness of Law Society of Ontario (LSO) Recruitment Procedures.....	13
Positive Comments.....	13
Concerns	14
APPENDIX A: COMPLETE SURVEY QUESTIONS.....	17

EXECUTIVE SUMMARY

*This NALP Recruitment Survey canvassed feedback from students participating in the Calgary, Vancouver, and Toronto recruitment processes for 2025 summer positions. There were **180** law student respondents to the survey.*

Overall themes in student feedback concerned the following:

- (1) Students in all geographic markets continue to appreciate timely, clear, and open communication from employers throughout the recruitment process, especially as it relates to keeping them informed of their status in the process; several respondents reported that these communications, while appreciated, came too late to allow them to pivot;*
- (2) Survey respondents reported significant pressure to make decisions early, rank employers, and use “first choice” language;*
- (3) Related to the Vancouver and Toronto recruitment processes, nearly 40% of survey respondents reported directly experiencing conduct contrary to guidelines or best practices;*
- (4) Across all markets, candidates look at the employer’s website and the viLaw portal as the top sources of information when making decisions on where to apply;*
- (5) Students continue to perceive the process to be extremely stressful, with over half of survey respondents reporting a 5/5 level of stress.*

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 of 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.

The survey includes questions (which are reproduced in [Appendix A](#) of this report) regarding the Calgary, Vancouver, and Toronto summer recruitment processes for 2025 summer positions. The survey was available to students from January 7, 2025 to January 24, 2025. 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.

CURRENT WORKING GROUP MEMBERS

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

PROCESS FOR COMMUNICATING STUDENT FEEDBACK

To protect the confidentiality of respondents, the full survey results are not shared with any employer, student, or law school CDO, including employer representatives on either the NALP Recruitment Survey Working Group or the Summer and Articling Working Group. Only the law school CDO representatives listed as current working group members receive the full survey results in aggregate format.

In this Summary Report, the following feedback has been summarized, without using employers' names (a generic "Firm A" or equivalent is used when necessary):

- 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.

RESPONDENTS

Total: **180**

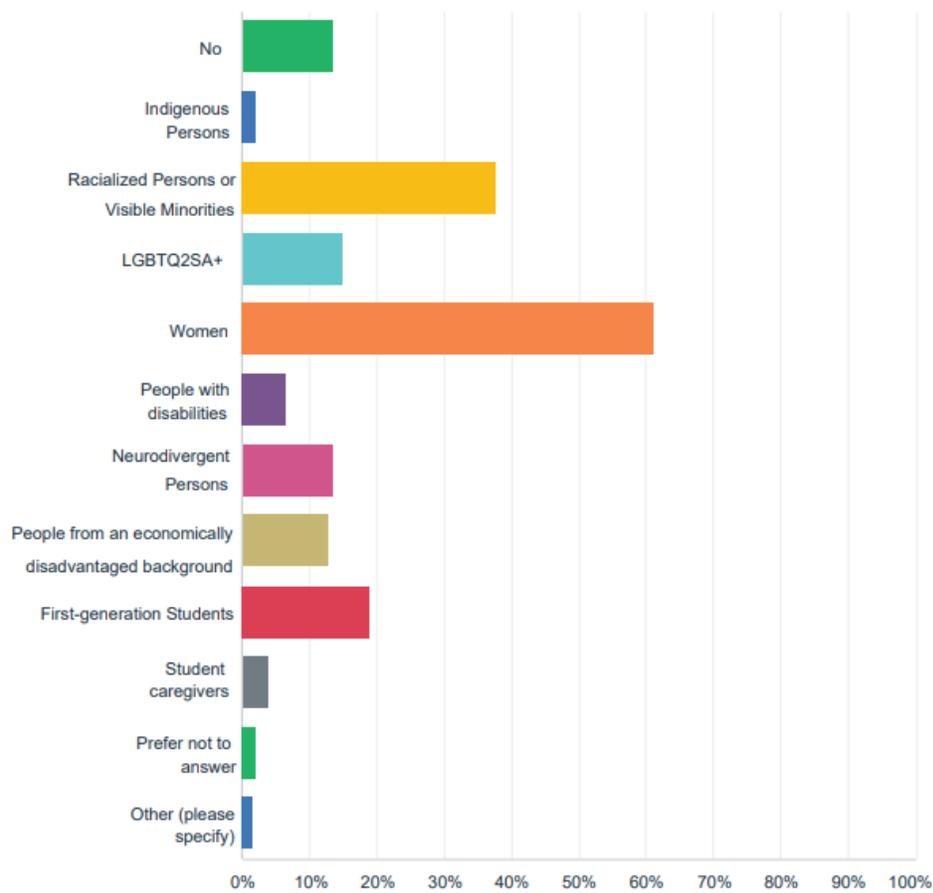
Number of Respondents who applied to:

- Calgary: **24**
- Vancouver: **41**
- Toronto: **138**

DEMOGRAPHICS

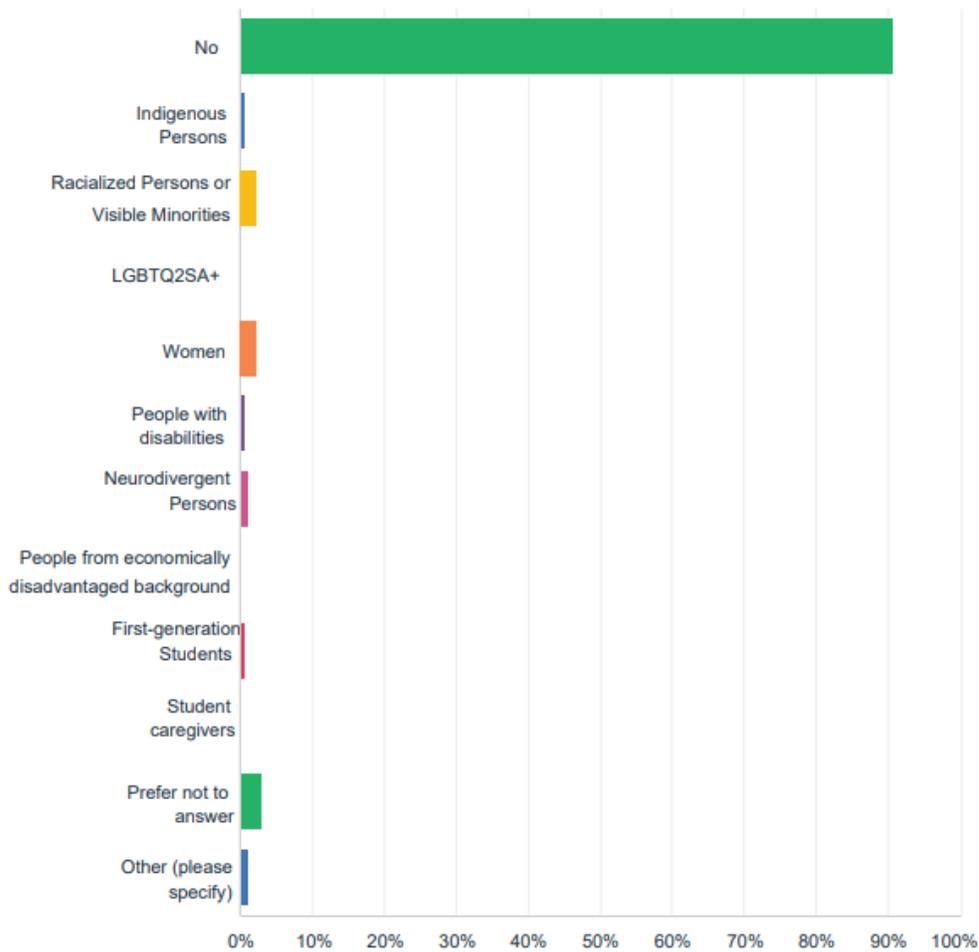
In response to the question "Do you belong to or identify with any of the following equity-seeking

groups”, only 13.3% of respondents selected “No” or “Prefer not to answer”:



“Other” were specified as “Newcomer to Canada” and “ Internationally Trained Lawyer”.

The vast majority of respondents (**90.6%**) reported that they did not experience any improper questions or comments in relation to various grounds. Of those who did:

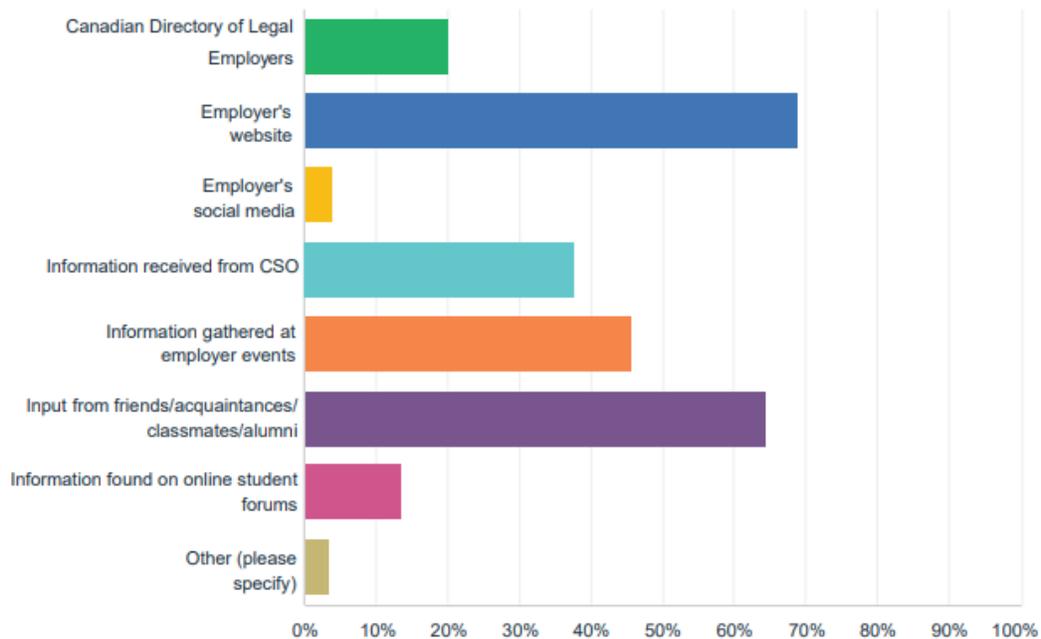


Examples of perceived improper questions or comments included: “[in relation to People with disabilities; Neurodivergent Persons] They made me feel like I was in a freakshow. I don’t think they legitimately considered me for a second for the position. I don’t think any firm seriously considered offering me a position but to Firm A I was just a curiosity”, “[in relation to Racialized Persons or Visible Minorities] My father’s political affiliation (I am Sikh, this was during high tensions with RCMP and India; Sikhs and Hindus)”.

IDENTIFYING OPPORTUNITIES

Choosing where to apply

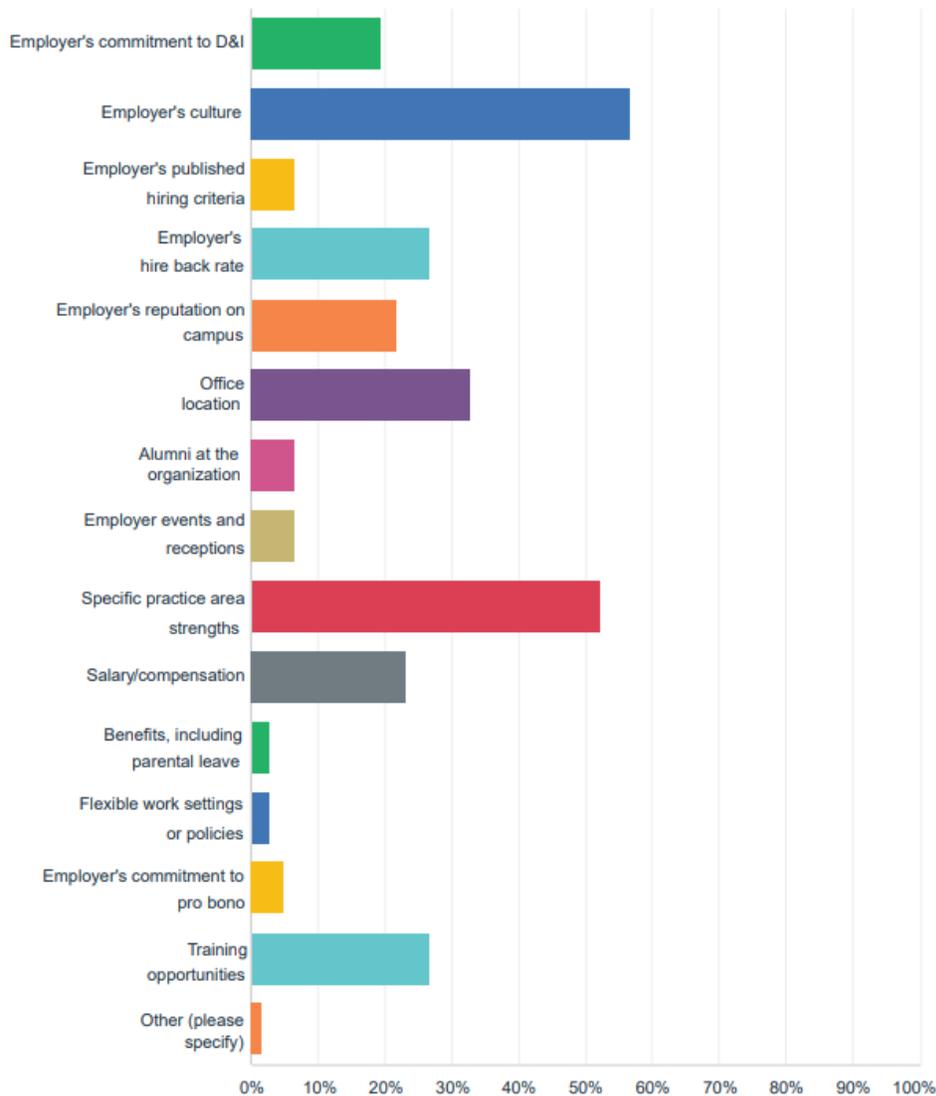
In response to the question “What resources most influenced your decision about which employers to apply to?”, the majority of respondents (**69% and 64%** respectively) relied on information found on the employer’s website or input from their personal networks.



“Other” included alignment with own interests, previous work experience at the employer, information on Chambers, viLaw postings.

Approximately half (52%) of respondents indicated that they followed some employers on social media; 99% of respondents indicated LinkedIn as the platform used.

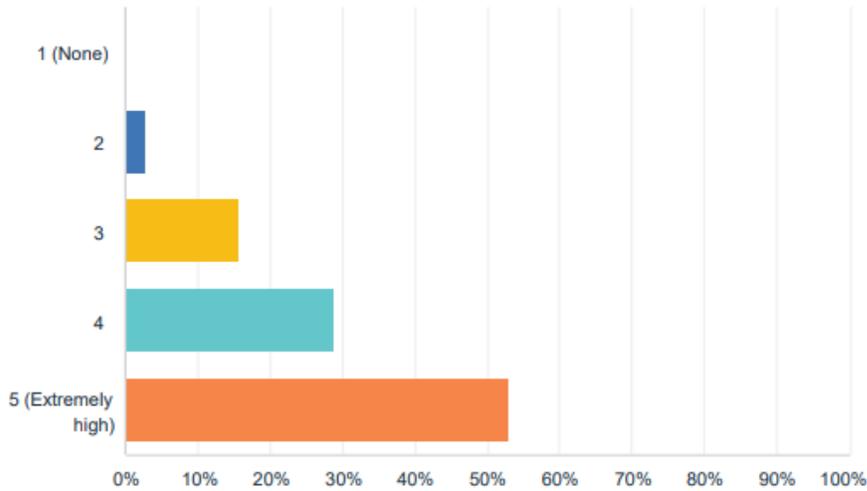
In response to the question “What factors most influenced your decision about which employers to apply to?”, the “employer’s culture” was identified as the most important:



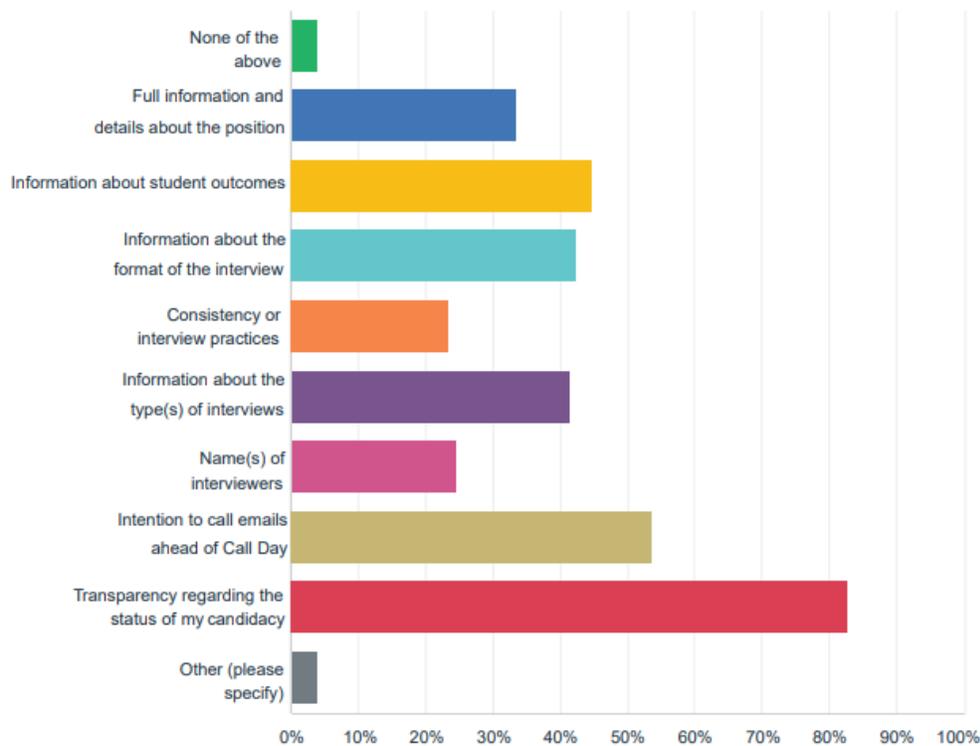
“Other” responses included “People I met”, and preference for certain types of employers (regional firm, government).

STUDENT WELL-BEING

We asked students to self-report their overall level of stress during the recruitment process on a scale of 1 to 5. Over half (**53%**) indicated that they experienced level 5 stress, and no respondents reported that they did not experience any stress:

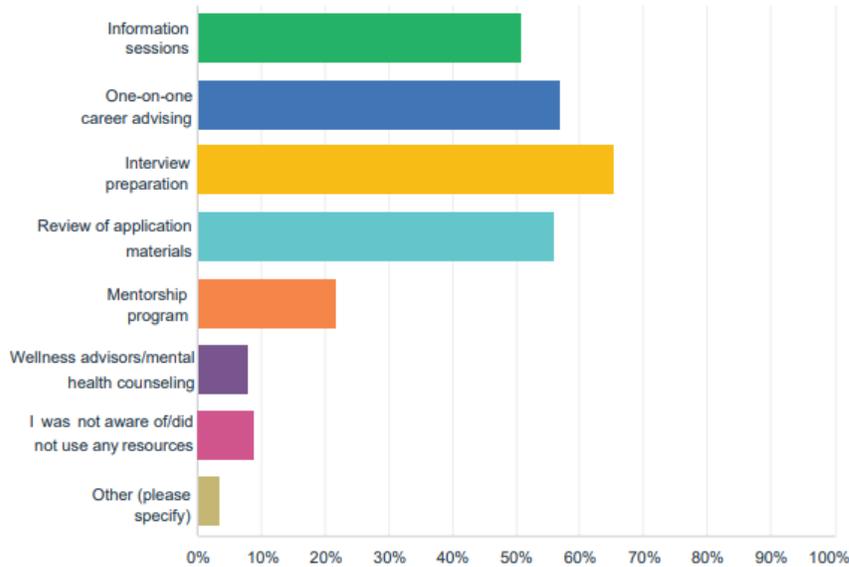


“Transparency regarding the status of my candidacy” was selected by respondents as the most effective type of information to ease stress levels ahead of interviews:

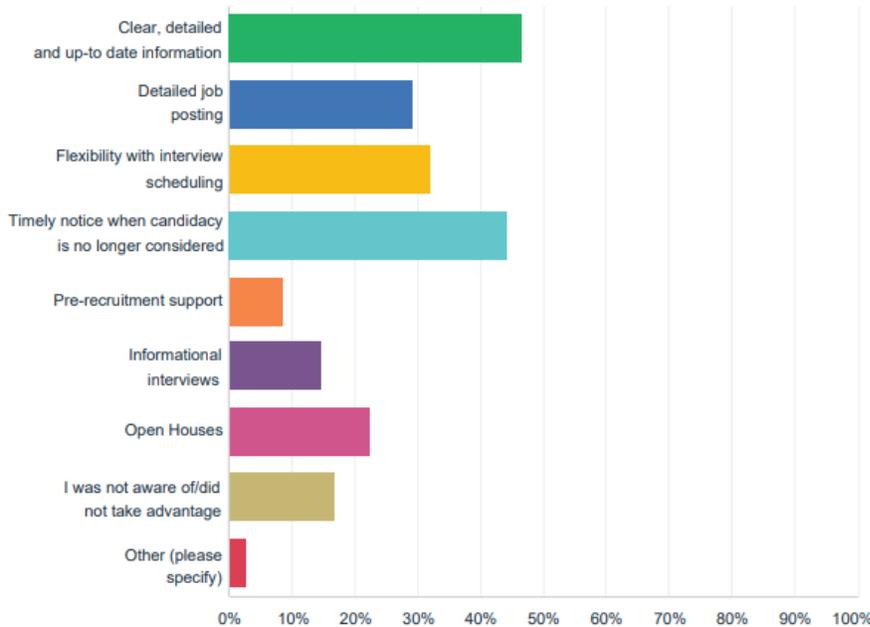


“Other” included : clarity on how individual firms conduct their recruitment process; consistency with the use of Intent-to-call (ITC) emails, greater management of expectations of obtaining a position, greater management of expectations of obtaining a position for NCA candidates, direct communication from firms, “reducing repetitive interviews”.

“Interview preparation” was most often selected by respondents as the most helpful resource provided by law schools to help manage stress levels:



“Clear, detailed and up-to-date information on the employer’s website”, followed by “Timely notice when candidacy is no longer considered” were mentioned most frequently as the most helpful employer initiatives in managing stress levels:



“Other” included “lounge space” and “accommodations information”.

CALGARY SUMMER 2025 RECRUITMENT

- Respondents who applied to Calgary employers: **24 of 180 (13.3%)**
- Respondents selected for on campus interviews (OCIs) with Calgary employers: **23 of 24**. Of the

23, 12 students reported that virtual OCIs are their preferred format (11 students reported that they would have preferred in-person OCIs).

- Respondents selected for in-office interviews with Calgary employers: **21 of 24**. Of the 24, 17 students reported that time dedicated to social events organized by the employer was appropriate (2 deemed it insufficient and 2 deemed it excessive).
- Most (17 of 21) respondents selected 'One-on-one chats with a representative of the hosting employer' as the most useful type of recruitment event, followed by dinners (12 of 21), receptions (10 of 21), firm tours (7 of 21) and interactions with a designated host (5 of 21).
- Respondents receiving job offers with Calgary employers: **16 of 21**
- Respondents accepting job offer with Calgary employer: **16 of 16**. In cases where respondents received multiple offers, "The people I met during interviews" (12 of 21) and "Employer's culture" (10 of 21) were most often selected as the most important factors in deciding which offer to accept.
- There was a single report of "An employer communicated an offer of employment or an intention to offer employment prior to offer time". Two additional respondents reported that their interviews took place prior to the interview period.

Awareness of Law Society of Alberta (LSA) Recruitment Rules

- Percentage of Students aware of the existence of the LSA Recruitment Rules and employer protocol: **15 of 16 (93.8%)**

Positive Comments

In response to the question: *Did you have any positive interactions with any employers during your Calgary in-firm interviews which you would like to specifically highlight?* There was one response:

Students appreciated "transparency" (1 comment):

- "I appreciated the transparency of Firm C's student committee, and the fact that they gave many opportunities for me to get to learn more about the firm and meet more employees."

No concerns were shared regarding experiences.

VANCOUVER SUMMER 2025 RECRUITMENT

- Respondents who applied to Vancouver employers: **41 of 180 (22.8%)**
- Respondents selected for on campus interviews (OCIs) with Vancouver employers: **37 of 41**
- Respondents selected for in-office interviews with Vancouver employers: **36 of 41**. Of the 36, 24 students reported that time dedicated to social events organized by the employer was appropriate (8 deemed it excessive and 1 deemed it insufficient).

- Most (27 of 32) respondents selected ‘One-on-one chats with a representative of the hosting employer’ as the most useful type of recruitment event, followed by dinners (18 of 32), interactions with a designated host (16 of 32), receptions (16 of 32), and firm tours (15 of 32).
- Respondents receiving job offers with Vancouver employers: **22 of 36**
- Respondents accepting job offer with Vancouver employer: **22 of 22**. In cases where respondents received multiple offers, “The people I met during interviews” (15 of 22) and “Employer’s culture” (12 of 22) were most often selected as the most important factors in deciding which offer to accept.
- **64.5%** of respondents reported that they were ‘not subject to any improper conduct during in-firm interview(s) or Interview Week. Of those who did, there were:
 - **10 reports:** ‘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.’
 - **5 reports:** ‘An employer pressured me to spend excessive amounts of time with that employer to the exclusion of other employers.’
 - **2 reports:** ‘An offer was made prior to 8:00 am on the Thursday of Interview Week’
 - **1 report:** ‘I was subject to other improper conduct’. This was specified as ‘Discriminatory remarks made during interview and social event’

Awareness of Vancouver Bar Association Guidelines

- Percentage of Students aware of the existence of the VBA Guidelines: **32 of 36 (88.9%)**

Positive Comments

In response to the question: *Did you have any positive interactions with any employers during Vancouver interviews which you would like to specifically highlight?* There was **1 comment** directed at a specific firm:

- “No pressure for first choice language, super kind, respectful, amazing experience”

Concerns

There were comments related to “experiences or interactions with employers that you did not appreciate”, “conduct contrary to recruiting guidelines” or “other improper conduct”:

Students reported inappropriate and/or uncomfortable interactions with interviewers (2 comments):

- “I was grilled by the interviewer. Super uncomfortable.”
- “Inappropriate comments / statements made by non-student committee members of the

firm”

Students reported feeling pressured to make decisions early (2 comments):

- “Pressure for first choice language”
- “Pressured me to tell them who else I was interviewing with, who I was going to as my first choice, and asking me why I was not selecting their firm, then offering to tell me things about the other firms I was interviewing at if I wanted.”

Students reported late replies and communications from employers (4 comments):

- “Cancelled my pre-planned dinner an hour before the scheduled time. I was already heading downtown and did not see the email.”
- “By the time [my first choice firm] informed of [their inability to offer me a position with the firm], the multiple other firms that were interested in me had already made their final decisions and were not able to make room for me.”
- “I asked for feedback about my interview from this employer, but they did not reply.”
- “I think sending a rejection email a week after call day was unnecessary on their end. By then, candidates would've already known that they weren't selected.”

TORONTO SUMMER 2025 RECRUITMENT

- Respondents who applied to Toronto employers: **138 of 180 (76.7%)**
- Respondents selected for on campus interviews (OCIs) with Toronto employers: **130 of 138 (94.2%)**
- Respondents selected for in-office interviews with Toronto employers: **115 of 138 (83.3%)**. Of the 115, 70 students reported that time dedicated to social events organized by the employer was appropriate (27 deemed it excessive and 3 deemed it insufficient).
- ‘One-on-one chats with a representative of the hosting employer’ and ‘Interactions with your designated buddy or host’ were reported to be the most useful types of recruitment event (69 of 99 each), followed by dinners (50 of 99), firm tours (33 of 99), and receptions (31 of 99).
- Respondents receiving job offers with Toronto employers: **90 of 115 (78.6%)**
- Respondents accepting job offer with Toronto employer: **89 of 90 (98.9%)**. In cases where respondents received multiple offers, “The people I met during interviews” (56 of 89) and “Employer’s culture” (49 of 89) were most often selected as the most important factors in deciding which offer to accept.
- **60.4%** of survey respondents reported that they were not subject to any improper conduct during in-firm interview(s). Of the **39.6%** who did, there were **100 reports** of conduct contrary

to the LSO Recruitment Procedures, NALP Best Practices or other improper conduct:

- “An employer attempted to solicit my intention to accept an offer, whether directly or indirectly, prior to the Offer Date” **(28 counts)**
- “An employer asked me to rank them or asked about my ranking of other employers” **(13 counts)**
- “An employer communicated an intention to offer employment prior to the start time on Offer Day” **(19 counts)**
- “An employer advised me that the receipt of an offer was contingent on my indication that I would accept an offer if made” **(12 counts)**
- “An employer pressured me to spend excessive amounts of time with that employer to the exclusion of other employers” **(13 counts)**
- “An employer advised or encouraged me to cancel scheduled interviews with other employers” **(4 counts)**
- “An employer communicated with me during the cooling off period on Offer Day” **(3 counts)**;
- “I was subject to other improper conduct not listed above” **(8 counts** - included calling earlier than offer call day, pressure to make an immediate decision on an extended offer, pressure to attend a dinner, questions relating to nationality and political affiliation, pressure to accept an offer after offer was already declined, probing around a diagnosis).

Awareness of Law Society of Ontario (LSO) Recruitment Procedures

- Percentage of Students aware of the existence of the LSO Procedures: **109 of 115 (94.8%)**

Positive Comments

In response to the question: *Did you have any positive interactions with any employers during Toronto Interview Week which you would like to specifically highlight?*, there were **16 comments**.

Students appreciated efficient, frequent, timely communications (5 comments):

- “Great job to all the interviewers, hosts, and big shout out to the operations director for a smooth first-time run in the formal recruit process!”
- “Appreciated having ample notice as to the interviewers prior to the OCI.”
- “They called me the night before call day to let me know they were not moving forward with me, which I appreciated.”

- “Emails were extremely clear and up-to-date throughout the process. This gave me confidence about my status in the process and what was expected of me.”
- “Appreciated the transparency throughout the process.”

Students appreciated courtesy and not being pressured (6 comments):

- “This employer did not pressure students to provide them with 'first-choice language,' and made this known to candidates. This small tenet of their process really alleviated some pressure! [] They somehow managed to create a calming atmosphere at their firm in an otherwise very stressful time.”
- “Complete transparency and kindness”
- “Firm D made the recruit process very stress-free. They communicated well, never did anything contrary to LSO guidelines, and were flexible with scheduling. All of this was much appreciated.”
- “Everyone [at Firm E] was eager to answer my questions and connect me with great people to talk to.”
- “I had a great interview with Firm F. The employer was very professional and welcoming.”
- “It was deeply respectable and admirable, [that Firm G did] not cave to the pressure that stems from the benefits of bending the rules.”

Students highlighted when employers were thoughtful and exceeded their expectations (5 comments):

- “I appreciated that you took the time to match me with interviewers who had shared characteristics with me.”
- “I really appreciated the effort to learn the name pronunciations of candidates in advance of our OCI interviews. [] Your firm has now set a standard for my expectations of future prospective employers!”
- “The associate who was assigned to our law school as the 'rep' for recruitment visited me in the interview room to do a check-in directly after day one interviews with them had concluded. This was so thoughtful of them to do and showed great consideration during a very stressful time. It was comforting to see a familiar face!”
- “A very special firm, indeed. They were extremely accommodating in a way that no other firm was, and no other firm reduced my stress quite like Firm H”
- “[Representative] at Firm I was fantastic at [their] job, [they] made my job of deciding which firms to focus on nearly impossible. [They are] clearly an expert at what [they do]”.

Concerns

There were **12 reports** of “conduct contrary to recruiting guidelines” and “experiences or interactions with employers that you did not appreciate”:

Students reported excessive pressure to rank them or indicate their first choice (4 comments):

- “I felt unduly pressured to give this employer my 'first choice' after someone made an implicit threat that I would not get anything out of the recruit if I did not commit to them as a first choice in that moment or shortly thereafter.”
- “Pressured students into ranking them, telling other forms of these rankings, pressured students into only going to their events”
- “Implied that I should give first choice language before 5pm on the second day of interviews. I did not do this because I had dinner with the firm later that evening. The recruiter sent an email during dinner to announce that they would not proceed with my candidacy.”
- “Attempted to intimidate me by placing me in a small room with 4 other lawyers (with one practically standing on top of me) and asking me where their firm ranked.”

Students reported the revoking of scheduled or promised interviews (1 comment):

- “Multiple students I know said that the firm’s recruiters called them to reschedule an afternoon interview hours after they were confirmed.”

Students reported unpleasant interactions during the interview period (5 comments):

- “They both provided out of time communications, and were misguiding in the questions they were going to ask.”
- “They didn’t give students enough time to ask questions and I didn’t feel that my time was respected. I was abruptly swept out of the room when the time ended.”
- “After making it all the way to Day 3 of interview week, I was not selected for a position. Not getting the position is not at issue, but the complete lack of communication from the firm [after the fact] I found to be discourteous.”
- “I did not appreciate having no follow ups after our interview. I put a lot of time into my application and expected you to reciprocate.”
- “I don't know if there's anyway to fix the widespread stereotyping and misunderstanding of [disability]. The entire process was horrible, but this firm needs some re-education about [disability].”

Students felt misled in the process (2 comments):

- “Words and actions led me to believe they were going to make me an offer, leading to me declining events with other firms.”

- “The firm's informational materials led to me [to believe] that I could have received an offer on Offer Day even if I had never been formally told that I was no longer in consideration. [] I could have reevaluated my expectations and dealings with other employers.”

APPENDIX A: COMPLETE SURVEY QUESTIONS

2025 Summer Recruitment in Toronto, Calgary, and Vancouver: 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 **2L 2025 summer positions** in **Calgary, 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.

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 question below asks 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
- Neurodivergent Persons (e.g. Autism, Asperger's, ADHD, dyslexia, dyspraxia, dyscalculia, dysgraphia, Tourette Syndrome, etc.)
- 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? (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.)

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

3. What factors most influenced your decision about which employers to apply to for a summer 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
- Flexible work setting or policies (e.g., option to work remotely or hybrid; flexible schedules, part-time schedules)
- Employer's commitment to pro bono
- Training opportunities
- Other (please specify) _____

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

The following questions are specific to the Calgary 2025 2L summer recruitment process.

4. Did you apply to any Calgary employers for 2025 2L summer positions?

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

4a. Were you selected for on campus interviews (OCIs) organized by your law school with Calgary employers?

- Yes (survey asks additional subquestion below)
- N/A. My school did not have OCIs, or the employers I applied to did not participate in OCIs. (survey skips to question 4b)
- No (survey skips to question 4b)

4.a.i. Regardless of whether your OCI interview(s) took place in person or virtually, what would have been your preferred format for this stage of the interview process?

- In Person OCIs
- Virtual OCIs

4b. Were you selected for the interview period?

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

4c. During the interview period, was the amount of time dedicated to social events organized by the employer, including firm tours, receptions and dinners:

- Insufficient
- Appropriate
- Excessive
- I was not invited to participate in any social events (survey will skip to question 4f)

4d. In general, which type of social events 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

4e. 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

4f. Were you offered a summer position with a Calgary employer through this recruitment process?

- Yes
- No (survey will skip to question 4j)

4g. Did you accept a summer position with a Calgary employer through this recruitment process?

- Yes
- No (survey will skip to question 4j)

4h. 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
- 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
- Flexible work setting or policies (e.g., option to work remotely or hybrid; flexible schedules, part-time schedules)
- Employer's commitment to pro bono
- Training opportunities
- Other (please specify) _____

4i. Were you aware that there is an employer protocol that regulates recruitment for 2L summer student hiring in Calgary?

- Yes
- No (survey will skip to question 4k)

4j. How did you learn about the existence of the employer protocol?

- Career Services/Development Office
- Calgary Employer
- Friend / Peer
- Other (please specify) _____

4k. Which, if any, of the conducts listed below and deemed improper by the employer protocol, 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 offer time
- An offer remained open for less than the allotted time
- 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 2025 2L summer recruitment process.

5. Did you apply to any Vancouver employers for a 2025 2L summer position?

- Yes
- No (survey will skip to question 6)

5a. Were you selected for on campus interviews (OCIs) organized by your law school with Vancouver employers?

- Yes (survey asks additional subquestion below)
- N/A. My school did not have OCIs or the employers I applied to did not participate in OCIs. (survey skips to question 5b)
- No (survey skips to question 5b)

5.a.i. Regardless of whether your OCI interview(s) took place in person or virtually, what would have been your preferred format for this stage of the interview process?

- In Person OCIs
- Virtual OCIs

5b. Were you selected for the in-office interview period?

- Yes
- No (survey will skip to question 6)

5c. During the interview period, was the amount of time dedicated to social events 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 5f)

5d. In general, which type of social events 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

5e. 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

5f. Were you offered a summer position with a Vancouver employer through this recruitment process?

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

5g. Did you accept a summer position with a Vancouver employer through this recruitment process?

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

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
- 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
- Flexible work setting or policies (e.g., option to work remotely or hybrid; flexible schedules, part-time schedules)
- Employer's commitment to pro bono
- Training opportunities
- Other (please specify) _____

5i. Were you aware that the Vancouver Bar Association (VBA) has voluntary guidelines which regulate the recruitment of summer and articling positions in downtown Vancouver, including both the VBA's Articling Interview Guidelines (the "Guidelines") and the NALP Best Practices for Vancouver Summer and Articling Recruitment Activities (the "Best Practices")?

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

5j. How did you learn about the existence of the voluntary Guidelines and Best Practices?

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

5k. Which, if any, of the conducts listed below and deemed improper by the voluntary Guidelines or Best Practices 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.
- An employer pressured me to spend excessive amounts of time with that employer to the exclusion of other employers.
 - I was subject to other improper conduct (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.

5l. Did you fail or opt not to adhere to any of the Best Practices?

- Yes (if 'Yes' please complete the item immediately below)
- No
- I was not aware of the existence of the Best Practices.

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

The following questions are specific to the Toronto 2025 summer recruitment process.

6. Did you apply to any Toronto employers for summer 2025 2L positions?

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

6a. Were you selected for on campus interviews (OCIs) organized by your law school with Toronto employers?

- Yes (survey asks additional subquestion below)
- N/A. My school did not have OCIs or the employers I applied to did not participate in OCIs. (survey skips to question 6b)
- No (survey skips to question 6b)

6.a.i. Regardless of whether your OCI interview(s) took place in person or virtually, what would have been your preferred format for this stage of the interview process?

- In Person OCIs
- Virtual OCIs

6b. Were you selected for the in-office interview period?

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

6c. During the interview period, was the amount of time dedicated to social events 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 6f)

6d. In general, which type of social events 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

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 a summer position with a Toronto employer through this recruitment process?

- Yes
- No (survey will skip to question 6j.)

6g. Did you accept a summer position with a Toronto employer through this recruitment process?

- Yes
- No (survey will skip to question 6j.)

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
- 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
- Flexible work setting or policies (e.g., option to work remotely or hybrid; flexible schedules, part-time schedules)
- Employer's commitment to pro bono
- Training opportunities
- Other (please specify) _____

6i. Were you aware that the Law Society of Ontario (LSO) has Recruitment Procedures and Best Practices that regulate recruitment for summer and articling positions in the City of Toronto?

- Yes
- No (survey will skip to question 6l.)

6j. How did you learn about the existence of the LSO Recruitment Procedures and Best Practices?

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

6k. Which, if any, of the conducts listed below and deemed improper by the LSO Procedures or Best Practices, did you experience during interviews?

- An employer communicated an intention to offer employment prior to the start time 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 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.

6l. Did you fail or opt not to adhere to any of the LSO Recruitment Procedures or Best Practices for Toronto Summer and Articling Recruitment Activities?

The purpose of these Best Practices is to provide further clarity with respect to certain aspects of the recruitment process that are not directly addressed by the LSO Recruitment Procedures and/or the Guidelines. Accordingly, it is important that these Best Practices be read in conjunction with the applicable Recruitment Procedures, as well as the Guidelines.

- Yes (if 'Yes' please complete the item immediately below)
- No
- I was not aware of the existence of the Best Practices and/or LSO Recruitment Procedures.

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

Part IV. The following questions pertain to all recruitment processes.

Note that you should only complete this part if you participated in at least one recruitment process in Fall 2024.

Please be as specific as possible when providing your feedback, whether positive or constructive. **It is particularly important that you identify the employers to whom your comments are addressed so that they can be shared with the right party.** Your comments will be passed on verbatim provided that you identify the employer and market, unless they contain profanity or are otherwise unconstructive.

7. 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)

7a. Regardless of your experience during the recruitment process, what type of information, if any, would have eased your stress ahead of interviews?

- Full information and details about the position, including salary/compensation
- 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

7b. 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 was not aware of / did not use any resources provided by my law school

7c. 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 salary information

- 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 was not aware of / did not take advantage of any of the initiatives offered by employers.

8. During the interview process, did you experience improper questions or comments in relation to your belonging to / identification with one or more of the following equity-seeking groups: (Check all that apply.)

- Indigenous Persons
 - Racialized Persons or Visible Minorities
 - LGBTQ2SA+
 - Women
 - People with disabilities
 - Neurodivergent Persons (e.g. Autism, Asperger's, ADHD, dyslexia, dyspraxia, dyscalculia, dysgraphia, Tourette Syndrome, etc.)
 - 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) _____

8a. If you would like the employer to receive your anonymous feedback directly, please indicate the name of the employer(s) and market(s):

8b. If you are comfortable, please indicate what the improper questions and/or comments were.

9. 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.

9a. Select the market/recruitment to which your comment applies.

- 1. Calgary 2L Summer Recruitment

- 3. Toronto 2L Summer Recruitment
- 4. Vancouver 2L Summer Recruitment

9b. Indicate the name of the employer:

9c. Select the kind of comment you wish to make.

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

9d. Your comment about this employer

Comment on another employer?

- Yes
- No (survey will skip to the end)