

MEMORANDUM

Date: February 6, 2020

To: Fred Thrasher, NALP Deputy Director

Cc: Kara Sutherland, NALP Board Liaison, Canadian Section
Julie Banting, Canadian Section Chair
Halla Elias, Canada Regional Resource Council Representative

From: Christi McAuley, Director, Career Services, Thompson Rivers University Faculty of Law & CLCDN Liaison to NALP (cmcauley@tru.ca and 250-852-7693)

Re: **NALP CLCDN Liaison Third Quarterly Report**

A. Recent Activities and Projects of Interest

Since my last report, the Canadian Legal Career Development Network (the “CLCDN”) has undertaken the following activities/projects of interest to NALP:

1. 2020 CLCDN Winter Meeting
2. Planning for 2020 Summer Meeting
3. CLCDN Email Listserv

1. 2020 Summer Meeting

CLCDN members met for our annual Winter Meeting in Toronto, Ontario, on December 4, 2020. The CLCDN thanks Aird & Berlis LLP for hosting the meeting. Representatives from the following schools attended: Schulich School of Law (Dalhousie), McGill University, University of Toronto, Osgoode Hall Law School, University of Windsor, University of Ottawa, Queen’s University, University of Western Ontario, Bora Laskin Faculty of Law, University of Calgary, University of Alberta, UBC Allard School of Law, Thompson Rivers University, University of Saskatchewan, and University of Victoria.

At the Winter Meeting, the group discussed the following topics:

- Market Update: Each school representative provided a brief report of hiring/recruitment trends for the Class of 2019, as well as the expected outlook/trends for the Class of 2020 and summer position hiring for the Class of 2021. Most schools reported either that the market remained consistent with last year’s results or else that they were seeing increases in their region.
- OCI Schedule Update: The 2020 OCI schedule was circulated and discussed.
- viLawPortal: the groups discussed opening dates for the portal.
- Application Requirements and Unconscious Bias: The group discussed the implications of employers’ requests to see undergraduate transcripts.

- Interview Issues: The group discussed issues that came up in interviews with various employers.
- Program Ideas: The group discussed career fair best practices, having virtual or on-demand CSO services, upper year mentorship programs, and clothing rental agreements.
- Student Feedback: The group discussed how best to collect student feedback on recruitment procedures, as well as the Law Society of Alberta's recent report on articling student experiences.
- Hiring Trends: The group discussed trends surrounding Supreme Court of Canada clerkships, NCA students and OCIs, and JD/MBA hiring trends.
- Revenue Generation: The group discussed ways various CSOs are generating revenue.
- Recruitment Hot Topics: The groups discussed various "hot topic" issues including best practices with application collections, employers cancelling interviews, skills & interest sections on resumes, CPLED's new PREP course and the new procedures in Nova Scotia, articling applications & mental health questions, faculty accommodations for students in formal recruitment processes, and advising students with controversial web presence.

2. *Planning for CLCDN Summer 2020 Meeting*

While the CLCDN usually holds its summer meeting in June, this year the group decided to hold this meeting in Montréal in April in tandem with NALP's Annual Education Conference.

3. *CLCDN Email Listserv*

The CLCDN continues to maintain its email listserv, which members use to share job postings, discuss legal career-related matters, and collaborate on resources.

B. Upcoming Events of Interest

The group next plans to meet next in Montréal on April 27 & 28, 2020, in advance of NALP's Annual Education Conference.

C. Benefits for NALP to Continue Liaison Relationship with CLCDN

The CLCDN is an active network that continues to provide important insights into the Canadian market to all NALP members, with CLCDN members initiating, leading, and contributing many important NALP Canadian Section and Canadian Regional activities, discussions and, resources.