

MEMORANDUM

Date: January 31, 2017

To: Fred Thrasher, NALP Deputy Director
Lisa Blair, NALP Board Liaison, Canadian Section

Cc: Lynn Iding, Canadian Section Chair
Kim Bonnar, Canadian Regional Representative

From: Madeleine Natale, Career Advisor, University of Calgary, Faculty of Law and CLCDN Liaison to NALP

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

I am submitting this report as the new CLCDN Liaison to the NALP Board. The previous report was submitted by interim liaison Stacy Keehn, from the University of Ottawa.

The CLCDN met in Toronto, Ontario, on December 7, 2016, held in conjunction with the Canadian Section NALP meeting.

In a survey of market trends, most markets are somewhat stable with respect to articling and summer hiring. There were some notable decreases in recruitment for articling positions, with the market in the prairie provinces (Alberta and Saskatchewan) seeing the most fluctuation. As well, overall, the number of summer positions available in the Toronto market was down during the 2016 2L hiring process. There was a discussion surrounding students seeking articles in 3L who identify as being in a minority group, and how to best counsel them. Otherwise, across Canada, placement rates and student concerns are consistent with past years.

The CLCDN decided to draft a letter first to the Summer and Articling Working group and then to the Law Society of Upper Canada (LSUC) expressing our collective feedback to certain aspects of the Toronto 2L recruitment process: (1) the new cooling-off period, (2), the follow-up interviews and (3), intent to call (ITC) emails. The sentiments under discussion are as follows. First, given the feedback from this year's recruit, the cooling-off period did not have the desired effect for neither the students nor the employers. Therefore, we recommend a shortened cooling off period of 1-2 hours prior to offers being made in the early evening of the third day of the interview week. Second, we propose that follow-up interviews be permitted beginning at 12:00 noon on the second day of interview week (Tuesday). Third, our recommendation is that the LSUC include language in the recruitment rules that encourages employers to send ITC emails. ITCs would be required if firms chose to send them, they would not be sent until 24 hours after the end of the school's OCI program and they may no longer be sent 24 hours before call day. This letter is currently under revision by the CLCDN with a view to dissemination to the LSUC when the recommendations are unanimous.

The NALP Recruitment Survey was also under discussion. As per the request of NALP, we discussed simplifying the data collection process. After the meeting, CLCDN members Jordana Laporte and Mike Molnas connected with NALP to agree to maintain three surveys per year, but without school-specific reports. The survey text will remain consistent for each survey cycle. The Summary Report will now only be created once per year (choosing one of the three surveys to report out on). The data of individual employer comments is still under discussion by the working group and the CLCDN.

The data from the Class of 2016 NALP Canadian Snapshot Survey is currently being collected by CLCDN member Katie Behan and Judy Collins. The report will be produced in time for the summer 2017 CLCDN meeting.

Other items that were discussed during the December 7 meeting were updating shared resources amongst all CDOs and discussing diversity statistics (and disclosing this information with law firms.) We also had a discussion with Canadian Bar Association Representatives on their PD Programming Series.

The next CLCDN meeting is scheduled for June 14 and 15 2017 in Kamloops, British Columbia hosted by Thompson Rivers University. The Winter 2017 CLCDN meeting will be organized by CLCDN members Anna Maria DeCia and Jordana Laporte.