

**MEMORANDUM**

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Date: June 22, 2017

To: Fred Thrasher, NALP Deputy Director  
Michelle Gage, NALP Board Liaison, Canadian Section

Cc: Maryanne Forrayi, Canadian Section Chair  
Kimberly Grange, Canadian Regional Representative

From: Chira Perla, Assistant Dean of Career Services at UBC's Peter A. Allard School of Law & CLCDN Liaison to NALP

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

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Since the March 27, 2017 CLCDN Liaison Report (submitted by Madeleine Natale, University of Calgary), the CLCDN has undertaken the following projects/activities:

1. New CLCDN Liaison
2. 2017 CLCDN Summer Meeting
3. Professional Development: Writing & Editing Skills in the Career Services Context
4. Class of 2016 NALP Canadian Snapshot Survey Results
5. LSUC Recruitment Procedures
6. Canadian Law School Career Services Survey

**1. New CLCDN Liaison**

At the 2017 CLCDN Summer Meeting on June 14 & 15, 2017, I volunteered to take over as the CLCDN Liaison to NALP from Madeleine Natale at the University of Calgary (who, in turn, had taken over from interim Liaison Stacy Keehn at the University of Ottawa). For reference, Madeleine kindly forwarded to me copies of the prior two Reports that she had submitted.

**2. 2017 CLCDN Summer Meeting**

CLCDN Members met for our annual Summer Meeting at Thompson Rivers University (TRU) in Kamloops, BC, on June 14 & 15, 2017. Representatives from the following schools attended: Schulich School of Law (Dalhousie), Queen's University, Osgoode Hall Law School, University of Manitoba (Robson Hall), University of Saskatchewan, University of Calgary, University of Alberta, UBC's Peter A. Allard School of Law (Allard Law), and TRU. [Regrets from: University of New Brunswick, McGill University, University of Ottawa, University of Western Ontario, University of Windsor, University of Toronto, and University of Victoria].

An overview of some of the topics discussed:

- **Market Update:** Each Career Services Office (CSO) provided a brief report of recruitment trends and hiring in their region for the Class of 2016 (final) and Class of 2017 (gathered thus far). Many CSOs reported that the market appears improved for graduates from the Class of 2017 as compared to the previous year. Queen's, University of Calgary, and Dalhousie all reported a increase in the number of graduates for the Class of 2017. Osgoode reported that graduates who have qualified via the Law Placement Program (LPP) have fared quite well in the market, with many securing long-term employment with their original placements (particularly within the government).

- **OCI Schedule Update:** The 2018 OCI schedule is essentially finalized; preferred dates will be solicited for the 2019 schedule in the coming weeks. There was discussion about the increasing number of CSOs and employers engaging in videoconference OCIs, with a request that any CSOs planning to schedule videoconference OCIs keep the OCI Working Group advised as to dates. There was also discussion about the Western Canadian CSOs revisiting the idea of a multi-school out of province employer OCI for 2019.
- **Coaching Students from Diverse Backgrounds:** Each CSO shared the resources and initiatives currently in place within their office/school to support the coaching of students from diverse backgrounds, and also identified areas where more support would be helpful. Working in partnership with affinity student and alumni groups was a frequently mentioned theme, particularly in the form of mentorship, as well as having specific staff members dedicated to addressing and celebrating diversity. Overall, there was an acknowledgement that additional support and resources would be helpful.
- **An Analysis of Technology Trends for the Legal Profession (Bonnie Preece, Thomson Reuters):** Bonnie presented briefly on the exponential growth in law tech start-ups in recent years, both professional (i.e., for lawyers) and consumers (i.e., for lay litigants). She noted that Thomson Reuters (TR) has developed a number of resources for law firms related to growth, management, and practice, but admitted they still do not have a strong understanding of how best to prepare students for the profession. Bonnie left this as an open question for the CSOs to reflect upon, particularly with reference to TR's various products and resources under development (noting a recent pilot with UNB on "Practical Law" and Osgoode's week-long program where students were to set up a mini law firm using TR's practice starter). Bonnie offered TR's Toronto office as a space to host the CLCDN winter meeting.
- **Lunch and Roundtable Discussion with Kamloops Employers:** Representatives from Fulton & Company, Bilkey Law Corporation, MJB Lawyers, and Morelli Chertkow LLP were in attendance to network and answer questions on their firms, provide insights into the local market, and to share how they recruit students and what they are looking for from applicants.
- **Future CLCDN Meetings:** The 2017 Winter CLCDN Meeting will be organized by CLCDN members Anna Maria DeCia (University of Windsor) and Jordana Laporte (University of Toronto). CLCDN member Shawn Swallow (Dalhousie) offered to host the 2018 Summer CLCDN meeting in Halifax in the second or third week of June 2018; however, because a large number of Ontario CSOs were not present, it was decided that the CLCDN network would be canvassed by e-mail after the meeting as to location and timing.
- **CBA BC Rural Education and Access to Lawyers Initiative (Lorraine Nylund, REAL Program Manager):** Lorraine presented on the CBABC's REAL Initiative, which funds the placement of 2L summer students as a means to address the projected lawyer shortage in BC's high needs rural communities (lawyer to population ratio of 1:1,000). Between 2009 and 2017, the Initiative has placed 114 2L students in 43 smaller and rural BC communities. 66 of these students were then offered articles with their placement firm, of which 49 accepted. As of 2017, REAL has relaxed their selection criteria and will now consider firms located outside of high needs communities that substantially serve those communities, and will take into account the likelihood of a long-term match between the student and firm. Going forward, the Initiative is analyzing impact,

with a particular focus on whether funding 2L summer positions is the best way to secure young/junior lawyers in high needs communities. CSOs from outside of BC shared some of the rural initiatives taking place in their regions.

- **NALP Canadian Directory of Legal Employers:** The CSOs all expressed good student awareness of the Directory as a job search resource; however, an ongoing issue appears to be the lack of small and mid-size firms participating in the Directory. As the modest cost to belong to the Directory is unlikely to serve as a bar, the group brainstormed as to why uptake has been difficult, and ways to encourage sign-up in the future (listserv e-blasts, targeted outreach, etc).
- **Job Posting Policies:** The CSOs discussed common “problem” job postings (i.e., “mixed” positions (start as legal assistant with chance to secure articles) and underpaid positions), as well as how schools have handled posting requests from employers about whom they have received concerning student feedback. It was suggested that the CLCDN consider developing a Job Posting Best Practices to provide consistency, increase transparency, and manage employer and student expectations.

### **3. Pro-D: Writing & Editing Skills in the Career Services Context**

Members of the CLCDN took part in a half-day professional development session in the afternoon of June 14, 2017, connected with the 2017 Summer CLCDN Meeting. The session dealt with writing and editing skills in the career services context, with a particular focus on cover letters and resumes. It was led by Dr. Charles Hays, Assistant Professor in TRU’s Bachelor of Journalism Program. Some of the topics covered included quick and long(er) approaches to resume and cover letter student education, and tips and creative solutions from the CLCDN members in attendance.

### **4. Class of 2016 NALP Canadian Articling Snapshot Survey Results**

The Class of 2016 NALP Canadian Articling Snapshot Survey Results was circulated by CLCDN member Katie Behan (University of Windsor) on April 4, 2017. Figures were based on just under 2,500 graduates at 14 schools (compared to 2,600 graduates at 16 schools in 2015):

- 82.7% had secured articles (82.3% in 2015)
- 2.6% were still seeking (7.7% in 2015)
- 3.7% were enrolled in LPP (N/A in 2015)
- 3.6% were not seeking (4.1% in 2015)
- 6.4% were unknown (5.3% in 2015)

Most of the graduates had secured articles in Ontario (59.5%), followed by Alberta (14.3%) and British Columbia (12.8%). Data from Dalhousie and the University of Victoria was not included in the Class of 2016 Results.

### **5. LSUC Recruitment Procedures**

As outlined in the previous two Reports, the CLCDN submitted a letter with feedback on recruitment procedures to the Law Society of Upper Canada (LSUC) regarding: (1) the new cooling-off period, (2) the follow-up interviews and (3), intent to call (ITC) emails. The CLCDN received a response from LSUC representative Will Morrison indicating that their tentative plan is to adjust the cooling-off period as per the CLCDN’s recommendation. Mr. Morrison’s response to the other issues was that fuller consideration is needed. He explained that given the significance of the potential changes and the time constraints for

the fall 2017 recruitment process for 2018 summer positions, the LSUC intends to defer consideration to the following year (2018 recruitment for 2019 summer positions).

The CLCDN submitted a follow-up letter to Mr. Morrison on June 7, 2017. The letter amended the CLCDN's original recommendations on ITC e-mails and follow-up interviews following the receipt of employer feedback at the Summer and Articling Working Group meeting in April 2017. With respect to the former, the CLCDN recommended that employers who participate in a two-day OCI event must wait until the conclusion of the second day to send an ITC e-mail. With respect to the latter, the CLCDN recommended that the length of interview week be extended to 4 days (or, alternatively, that the length of first round interview be restricted to allow students to meet with more employers on the first day, or that the number of occasions students can meet with a particular employer over interview week be restricted). The CLCDN has proposed these recommendations to reduce some of the intense pressures involved in the recruitment process.

## **6. Canadian Law School Career Services Survey**

The NALP Canadian Industry Data Collection Working Group has created an online CLCDN survey to collect data on Canadian law school CSO salaries, staffing levels, associated benefits, and other office information. All responses to the survey will be confidential, and because data will only be released in the aggregate, no school's information will be identifiable.

This will be the first-ever NALP-coordinated salary survey of Canadian law school CSOs. The survey was sent out to the CLCDN on gathering salary information on May 5, 2017, with a requested return date of June 23, 2017. The CLCDN looks forward to receiving and reporting back on the findings of the survey.