



NALP Recruitment Survey: Full Summary

Calgary, Ottawa, Vancouver, and Toronto Articling 2025-2026

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EXECUTIVE SUMMARY

*This edition of the NALP Recruitment Survey canvasses feedback from students who participated in the **Calgary, Vancouver, Ottawa and Toronto articling recruitment processes for 2025-2026 articling positions.***

There were 137 completed surveys. Overarching themes in student feedback concerned the following:

- (1) Stress related to recruitment continues to be an issue with **just under half** of survey respondents reporting **poor and very poor** levels of wellbeing.*
- (2) When asked what initiatives offered by employers were helpful in managing stress during the recruitment process, respondents chose **“Detailed job posting including information about salary/compensation”** as the most popular response. **“One-on-one career advising”** was selected by respondents as the most helpful resource provided by law schools to help manage stress levels.*
- (3) A majority of respondents are reporting that they were **not** invited to participate in social events or other recruitment activities outside of interviews in Ottawa and Vancouver. The opposite is true for Toronto and Calgary.*
- (4) The number of respondents reporting employer conduct contrary to rules, guidelines and/or best practices has either **remained stable or continued to decrease** in all markets, compared with the last two survey rounds.*
- (5) Across markets, respondents expressed frustration at **not being kept informed** of the status of their application throughout the process, including post-interview hiring decisions.*

BACKGROUND

The NALP Recruitment Survey was developed by the Canadian Section of NALP 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) to better improve the recruitment experience of law students and legal employers by determining what is working well and what could 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 is not meant to identify and report breaches of the rules, but rather to be a tool for improvement.

This edition of the survey includes questions (reproduced in [Appendix A](#) of this report) regarding the Calgary, Vancouver, Ottawa and Toronto articling recruitment processes for 2025-2026 articling positions. Each Canadian law school CDO received a survey URL to send to its students shortly after the conclusion of the recruitment cycle, which was left open for approximately 2-3 weeks. Students were not asked for their name or law school when they completed the survey.

Feedback is welcome 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 (Co-Chair)** – Osgoode Hall Law School
- **Christi McAuley** – Thompson Rivers University
- **Martha McClellan (on leave) & Ellen Sterns** – University of New Brunswick
- **Myriah Graves** – Fogler, Rubinoff LLP (Employer Advisor)
- **Jennifer Nadon (Co-Chair)** – University of Ottawa

PROCESS FOR COMMUNICATING STUDENT FEEDBACK

To protect the confidentiality of respondents, the full survey results are **only** shared with the law school CDO members of the NALP Recruitment Survey Working Group in aggregate format.

In addition to this Summary Report, members of the Working Group will send individual reports to all employers who received specific comments from students. The employers will receive the exact, verbatim comments made by students except where the comment expresses concern about employer behaviour using names, personal characteristics, and/or situations which could identify the student. Such comments may be redacted to protect student confidentiality, or a generic “Interviewer A” may be used.

RESPONDENTS

Total: **137**

Number of Respondents who applied to:

Calgary: **18**

Ottawa: **31**

Vancouver: **30**

Toronto: **73**

DEMOGRAPHICS

Equity, Diversity, and 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. For the purposes of this survey, “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.

In response to the question: “Do you belong to or identify with any of the following equity-seeking groups”, **14% of respondents selected “No”**.

Response	20%	40%	60%	80%	100%	Frequency	Count
Women						58.8%	80
Racialized Persons or Visible Minorities						24.3%	33
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						22.8%	31
LGBTQ2SA+						22.1%	30
First-generation students (first in your immediate family to attend university)						20.6%	28
People from an economically disadvantaged background						14.7%	20
No						14.0%	19
Student caregivers (dependents can include a minor child, aging parent or an adult with a disability)						4.4%	6
Prefer not to answer						4.4%	6
Indigenous Persons						2.9%	4
Other (please specify)						1.5%	2
Total Responses							136

An increasing majority of respondents **97.3%** (up from 95.7% after the last round) reported that they did **not** experience any improper questions or comments in relation to the above grounds.

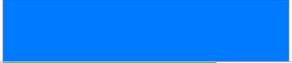
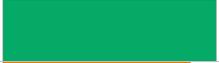
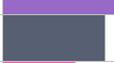
Examples of improper questions and comments reported by 3 respondents (2.7%):

- “Inappropriate questions related to age.”
- “I was asked ‘what clan I am from’ and a firm mentioned that they speak ‘Indian’ and pointed to me.”

IDENTIFYING OPPORTUNITIES

Choosing where to apply

In response to the question “What factors most influenced your decision about which employers to apply for an articling position?”, respondents most often selected “**Specific practice area strengths**” (59.9%), “**Office location**” (43.8%), “**Employer’s culture**” (38%) and “**Salary**” (33.6%). These results are consistent with the last two rounds of this survey, where the same four factors topped the list.

Response	20%	40%	60%	80%	100%	Frequency	Count	
Specific practice area strengths						59.9%	82	
Office location (specific city or region)						43.8%	60	
Employer's culture						38.0%	52	
Salary/compensation						33.6%	46	
Training opportunities						21.9%	30	
Employer's hire back rate						19.0%	26	
Employer's published hiring criteria						12.4%	17	
Input from family, friends, acquaintances, alumni or the Career Development Office						10.9%	15	
Employer's commitment to diversity and inclusion						10.2%	14	
Employer's reputation on campus						8.0%	11	
Information about the employer found online (i.e. social media accounts, firm website, student forums, NALP's Canadian Directory of Legal Employers, etc.)						8.0%	11	
Employer events and receptions						5.8%	8	
Benefits, including parental leave						5.1%	7	
Flexible work setting (e.g., option to work remotely or hybrid)						4.4%	6	
Employer's commitment to pro bono						3.6%	5	
Other (please specify)						3.6%	5	
Total Responses								137

“Other” was specified as seeking a public-interest focus (3), in-house (2), perceived hiring need (2) perceived fit (1).

STUDENT WELL-BEING

Just under half (45.5%) of respondents rated their level of wellbeing during the recruitment process as poor (27.9%) or very poor (17.6%):

Response	20%	40%	60%	80%	100%	Frequency	Count	
1 (very poor)						17.6%	24	
2						27.9%	38	
3						27.9%	38	
4						21.3%	29	
5 (very good)						5.1%	7	
Total Responses								136

Seven respondents (5.1%) rated their level of wellbeing as very good.

When asked what information would ease stress levels ahead of interviews, **66.4%** of respondents chose **“Information about the type(s) of questions asked during the interview(s).”**

Response	20%	40%	60%	80%	100%	Frequency	Count
Information about the type(s) of questions asked during the interview(s) (e.g., behavioral)						66.4%	91
Information about the format of the interview(s) (e.g., length, number of interviewers, platform used)						56.9%	78
Intention to call emails ahead of interview offers						53.3%	73
Information about student outcomes in previous years						51.8%	71
Name(s) of interviewers						27.7%	38
Other (Please specify):						10.9%	15
None of the above						8.0%	11
Total Responses							137

“Other” included:

- **Information on hiring criteria:** two respondents would have liked more insight into how employers consider certain factors such as grades or law school attended when evaluating applications; one respondent wished for more clarity on ‘unsaid rules’.

- **Salary information:** two respondents mentioned that they would have liked to receive salary information upfront.
- **Frequent communication:** two respondents would have appreciated more frequent communication, including ITCs, throughout the process.
- **More online interviews:** one respondent reported difficulty ‘traveling all over the city’.
- **Law school supports:** three respondents collectively flagged the need for general stress and anxiety support, coaching on handling social events and dinners, and access to statistics on hiring outcomes.
- **Offers to accommodate:** one respondent flagged the need for employers to offer accommodations for the interview process.

“**One-on-one career advising**” was 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	
One-on-one career advising						44.4%	60	
Interview preparation						43.7%	59	
Information sessions						39.3%	53	
Review of application materials						38.5%	52	
I did not use any resources provided by my law school						25.9%	35	
Mentorship program						14.1%	19	
Wellness advisors / mental health counselling						9.6%	13	
Other (Please specify):						6.7%	9	
Total Responses								135

“Other” included written guides for application preparation, mock interviews, accessibility for being able to call with questions in advance of interviews and offer day. Six respondents reported that their law school did not provide any resources or that the resources provided were inadequate.

When asked what initiatives offered by employers were helpful in managing stress during the recruitment process, the majority of students chose “**Detailed job posting including information about salary/compensation.**”, followed by “**Clear, detailed and up-to-date information on the employer’s website.**” These results are flipped in comparison to the last two rounds of this survey, where “**Detailed job posting including information about salary/compensation**” was the second most popular response.

Response	20%	40%	60%	80%	100%	Frequency	Count
Detailed job posting including information about salary/compensation						62.0%	80
Clear, detailed and up-to-date information on the employer's website						48.8%	63
Flexibility with interview scheduling						39.5%	51
Timely notice when my candidacy is no longer being considered						37.2%	48
Open Houses						17.1%	22
I did not take advantage of any of the initiatives offered by employers.						11.6%	15
Informational interviews						10.1%	13
Pre-recruitment support (e.g. mock interviews, cv review)						7.8%	10
Other (Please specify):						3.9%	5
Total Responses							129

“Other” included ‘timely correspondence’ and ‘timely notice’. Three respondents reported that none of the initiatives listed were offered by employers.

CALGARY ARTICLING 2025-2026 RECRUITMENT

- Respondents who applied to Calgary employers: **18 of 136 (13.2%)**
- Respondents selected for interviews with Calgary employers: **14**
- Respondents who received job offers with Calgary employers: **8**
- Respondents who accepted job offers with Calgary employers: **5**
- Respondents who experienced conduct contrary to the LSA Rules: **0**

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: **9**
 - Law Society of Alberta: **7**
 - Calgary employer: **3**
 - Other: **1** ('already knew about it from my own research')

Interview Process Preferences

- The vast majority of respondents reported that the amount of time dedicated to social events organized by the employer was appropriate (**12 of 13**), one respondent reported it as 'Excessive'.
- One-on-one chats with a representative of the employer were determined to be the most useful type of social event in determining whether to accept an offer (**9 of 12**), followed by firm tours (**6 of 12**), receptions (**6 of 12**), dinners (**5 of 12**), and designated host (**3 of 12**).
- Regardless of their experience, three respondents would have preferred to only have interviews, three respondents would have preferred a mix of interviews and social events, two respondents would have preferred a mix of interviews and one-on-one interactions, and five indicated that they had no preference.
- In a comment, one respondent would have appreciated having a unified date for interview offers by Calgary employers.

OTTAWA ARTICLING 2025-2026 RECRUITMENT

- Respondents who applied to Ottawa employers: **31 of 135 (23%)**
- Respondents selected for interviews with Ottawa employers: **21**
- Respondents who received job offers with Ottawa employers: **8**
- Respondents who accepted a job offer with an Ottawa employer: **7**
- Respondents reported four instances of conduct contrary to the Ottawa recruitment protocol or other improper conduct: "An employer communicated an intention to offer employment prior to the call day start time" (2 counts), "An employer asked me to advise as to the ranking of the employer or any other employer on my priority list" (1 count), "An employer asked about my intention to accept an offer of employment prior to the call day start time." (1 count).

Awareness of Ottawa Law Student Recruitment Ethics Protocol

- Percentage of students aware of the existence of the Ottawa Protocol: **12 (54.5%** - up by 6.5% since the last round of this survey).

Social Events

- **71.4%** of respondents (**15 of 21**) reported not having been invited to employer-led social events, indicating that employer-organized social events in the Ottawa market are continuing to decrease. Of the six respondents who were invited, only two thought these were "insufficient"; the rest deemed the amount of time "appropriate."
- Regardless of their interview experience, **8** respondents would have preferred a mix of interviews and on-on-one interactions with employer representatives, **5** would have preferred interviews only, **3** would have preferred a mix of interviews and social events, and **5** indicated no preference.

VANCOUVER 2025-2026 ARTICLING RECRUITMENT

- Respondents who applied to Vancouver employers: **30 of 136 (22.1%)**
- Respondents selected for interviews with Vancouver employers: **20 of 30 (66.7%)**
- Respondents who received job offers with Vancouver employers: **12 of 20 (60%)**
- Respondents who accepted a job offer with a Vancouver employer: **12 of 12 (100%)**. Half of respondents reported receiving multiple offers. Of those who did, the top factors that influenced their decision to accept were “Reputation, ranking or prestige of employer” (4 counts), “Type of work available” (4 counts), “The people I met during interviews” (2 counts), and “Salary” (2 counts).
- Respondents who experienced conduct contrary to the VBA Guidelines or NALP Best Practices: **5 of 20 (25%)**. Three 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.” Two respondents reported that “I was subject to other improper conduct not specified in the guideline (please specify).” The respondents did not elaborate.

Awareness of Vancouver Bar Association Guidelines

- Percentage of students aware of the existence of the VBA Guidelines: **85% (17 of 20)**

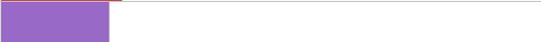
Social Events

- Over half of respondents (**65%**) were not invited to participate in any social events. Of the 7 respondents who were, 6 felt the amount of time dedicated to employer social events was appropriate, and only 1 believed it was insufficient.
- **6 of the 7** respondents felt that 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. Dinners (**4 of 7**) and firm tours (**3 of 7**) were also deemed useful.
- Regardless of their interview experience, **40%** of respondents indicated not having a preference for the interview process. **6 of 20** would have preferred interviews only, **4** chose a mix of interviews and one-on-one interactions with employer representatives, and **2** selected a mix of interviews and social events.

TORONTO 2025-2026 ARTICLING RECRUITMENT

- Respondents who applied to Toronto employers: **73 of 136 (53.7%)**
- Respondents selected for interviews with Toronto employers: **64 of 73 (86.5%)**
- Respondents who received a job offer with a Toronto employer: **43 of 64 (67.2%)**

- Respondents who accepted a job offer with a Toronto employer: **40 of 43 (93%)**. As was the case in the last round of this survey, a notable majority of respondents (**23 of 40**) received more than one offer. Of the **57.5%** who received more than one offer, “People I met” (**14 counts**), “Type of work” (**10 counts**), and “Training Opportunities” (**9 counts**), topped the list of factors which most influenced their decision on which offer to accept.

Response	20%	40%	60%	80%	100%	Frequency	Count	
I did not receive multiple offers						42.5%	17	
The people I met during interviews						35.0%	14	
Type of work available / specific practice area strengths						25.0%	10	
Training opportunities						22.5%	9	
Employer’s culture						20.0%	8	
An intangible feeling						15.0%	6	
Reputation, ranking, or prestige of employer						15.0%	6	
Employer’s hire back rate						7.5%	3	
Salary/compensation						7.5%	3	
Employer’s commitment to diversity and inclusion						5.0%	2	
Billable hours expectations						5.0%	2	
Office location (specific city or region)						2.5%	1	
Benefits, including parental leave						2.5%	1	
Flexible work setting (e.g., option to work remotely or hybrid)						2.5%	1	
Employer’s commitment to pro bono						0.0%	0	
Employer’s reputation on campus						0.0%	0	
Other (please specify)						0.0%	0	
Total Responses								40

- **12 of 57 (21%)** of respondents experienced conduct contrary to the LSO Procedures/NALP Best Practices for Summer and Articling Recruitment. This percentage continues a downward trend following the last two rounds of this survey.

Awareness of Law Society of Ontario (LSO) Recruitment Procedures

- Percentage of students aware of the existence of the LSO Procedures: **57 of 61 (93.4%)**. This marks a **decrease** based on the result for the last two rounds of this survey.
- Students learned about the existence of the LSO Procedures from:
 - Career Services/Development Office: **61.7%**
 - Law Society of Ontario: **48.3%**
 - Toronto Employer: **21.7%**
 - Friend: **15%**
 - Other: **3.3%** (*"Research", "School"*)
- **78.9%** of respondents reported that they did not experience conduct contrary to the LSO Recruitment Procedures. For the **21%** who did:
 - "An employer advised me that the receipt of an offer was contingent on my indication that I would accept an offer if made" (**7 counts**)
 - "An employer attempted to solicit my intention to accept an offer, whether directly or indirectly, prior to the Offer Date" (**6 counts**)
 - "An employer pressured me to spend excessive amounts of time with that employer to the exclusion of other employers" (**2 counts**)
 - "An employer asked me to rank them (or asked about my ranking of other employers)" (**2 counts**)
 - "An employer communicated an intention to offer employment prior to 5:00 p.m. on Offer Day" (**1 count**)
 - "I was subject to other improper conduct not listed above (please specify)" (**3 counts**)
Improper conduct was not specified.
- In response to "Did you fail or opt not to adhere to any of the Best Practices?", **2** respondents indicated that they did. Their reasons were as follows:
 - "Took interviews that I did not want because of financial pressures."
 - "While I did not receive an offer, I considered accepting and continuing to search for a 'better' articling position. My first choice is Toronto, but I applied to Ottawa and may have accepted while continuing to apply."

Social Events

- **Only 19** respondents (**29.7%**) were **not** invited to participate in social events. Of those who were, most respondents (**30 of 36 or 46.9%**) felt the amount of time dedicated to employer social events was appropriate, while **8** reported it to be insufficient and **7** reported it to be excessive.

- **One-on-one chats with a representative of the employer** was reported to be the most useful type of social event in determining whether or not a candidate would accept an offer from the hosting employer (**23 of 43 counts** or **53.5%**), followed by firm tours (**21**) and receptions (**18**).
- Regardless of their interview experience, **one quarter** of respondents reported not having a preference in regards to the interview process. **21 of 64** would have liked to have seen a mix of interviews and one-on-one interactions with employer representatives. **15** would have liked to have seen a mix of interviews and social events, and **10** would have liked to do interviews only.

APPENDIX A: COMPLETE SURVEY QUESTIONS

2025-2026 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 **2025-2026 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. 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.

Please submit your survey by August 31st, 2024.

Part I. The question below relates to Equity, Diversity & Inclusion.

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.

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.

1. 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) _____

1. a) If yes, did you experience improper comments or questions during the recruitment process as it relates to any of the equity-seeking grounds listed?

- No
- Yes (We invite you to contact your Career Development Office to discuss it. Please note that you can also contact your jurisdiction’s law society and/ or human rights commission.)

Please indicate the name(s) of the employer(s) and market(s); if you are comfortable, include what the improper comments and/or questions were.

Part II. The question below asks about your job search.

2. What factors most influenced your decision about which employers to apply to for an 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)
- Input from family, friends, acquaintances, alumni or the Career Development Office
- Employer events and receptions
- Specific practice area strengths
- Salary/compensation
- Benefits, including parental leave
- Information about the employer found online (i.e. social media accounts, firm website, student forums, NALP’s Canadian Directory of Legal Employers, etc.)
- 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.

The following questions are specific to the Calgary 2025-2026 articling recruitment process.

3. Did you apply to any Calgary employers for 2025-2026 articling positions for which interviews were held in June 2024?

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

3a. Were you selected for interviews with any Calgary employers in June 2024 for 2025-26 articles?

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

3b. 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 4)

3c. In general, which types 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
- Reception
- Dinner

3d. 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 social events
- I have no preference

3e. Were you offered an articling position with a Calgary employer through this recruitment process?

- Yes
- No (survey will skip to question 3h)

3f. Did you accept an articling position with a Calgary employer through this recruitment process?

- Yes
- No (survey will skip to question 3h)

3g. 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

- Flexible work setting (e.g., option to work remotely or hybrid)
- I did not receive multiple offers
- Other (please specify) _____

3h. Were you aware that the Law Society of Alberta (LSA) has rules that regulate recruitment for articling student hiring in Calgary and Alberta?

- Yes
- No (survey will skip to question 3j.)

3i. 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) _____

3j. Which, if any, of the conduct 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 that you experienced during the interview period.

The following questions are specific to the Ottawa 2025-2026 articling recruitment process.

4. Did you apply to any Ottawa employers for 2025-2026 articling positions for which interviews were held in summer 2024?

Yes

No (survey will skip to question 5)

4a. Were you selected for interviews with any Ottawa employers in summer 2024?

Yes

No (survey will skip to question 5)

4b. 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 5)

4c. Which types 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

Reception

Dinner

4d. 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 social events
- I have no preference

4e. Were you offered an articling position with an Ottawa employer through this recruitment process?

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

4f. Did you accept an articling position with an Ottawa employer through this recruitment process?

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

4g. 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
- Flexible work setting (e.g., option to work remotely or hybrid)
- I did not receive multiple offers
- Other (please specify) _____

4h. Were you aware that Ottawa employers have established voluntary guidelines (the Ottawa Law Student Recruitment Ethics Protocol) which regulate recruitment for articling positions in Ottawa?

- Yes

No (survey will skip to question 5j.)

4i. How did you learn about the existence of these guidelines?

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

4j. Which, if any, of the conduct 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 that you experienced during the interview period.

The following questions are specific to the Vancouver 2025-2026 articling recruitment process.

5. Did you apply to any Vancouver employers for 2025-2026 articling positions for which interviews were held in summer 2024?

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

5a. Were you selected for interviews with any Vancouver employers in Summer 2024?

- 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 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 5d)

5c. In general, which types 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
- Reception
- Dinner

5d. 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 social events
- I have no preference

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

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

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

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

5g. 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
- Flexible work setting (e.g., option to work remotely or hybrid)
- I did not receive multiple offers
- Other (please specify) _____

5h. Were you aware that the Vancouver Bar Association (VBA) has **voluntary** guidelines which regulate the recruitment of summer and articling positions in downtown Vancouver? This includes 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 5j.)

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

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

5j. Which, if any, of the conduct listed below and deemed improper by the voluntary Guidelines or the Best Practices, 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, pressured 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 that you experienced during the interview period.

The following questions are specific to the Toronto 2025-2026 articling recruitment process.

6. Did you apply to any Toronto employers for 2025-2026 articling positions for which interviews were held in summer 2024?

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

6a. Were you selected for interviews with any Toronto employers in summer 2024?

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

6b. 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 6d)

6c. In general, which types 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
- Reception
- Dinner

6d. 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 social events
- I have no preference

6e. Were you offered an articling position with a Toronto employer through this recruitment process?

- Yes

- No (survey will skip to question 6h.)

6f. Did you accept an articling position with a Toronto employer through this recruitment process?

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

6g. 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
- Flexible work setting (e.g., option to work remotely or hybrid)
- I did not receive multiple offers
- Other (please specify) _____

6h. 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 6j.)

6i. 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) _____

6j. 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 that you experienced during the interview period.

6k. 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?).

7. How would you rate your wellbeing during the recruitment process?
[1 to 5 rating, where 1 is very poor and 5 is very good]

- 1 (very poor)
- 2

- 3
- 4
- 5 (very good)

7a. Regardless of your experience during the recruitment process, what type of information, if any, would have supported your wellness 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)
- 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 offers
- Other (Please specify): _____
- None of the above

7b. What resources, if any, provided by your law school did you find helpful in maintaining your wellbeing 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

7c. What initiatives, if any, offered by employers did you find helpful in maintaining your wellbeing 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.

8. 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, 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.

8a. 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

8b. Indicate the name of the employer (name of firm or organization):

8c. Select the kind of comment you wish to make.

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

8d. Your comment about this employer

Comment on another employer?

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

END of SURVEY