

**Canadian Law Student Recruitment & Lawyer Licensing:  
A Primer<sup>1</sup>**

**Canadian-American Recruiting Chart: Comparing 2L Summer Recruitment<sup>2</sup>**

	 <b>USA</b>	 <b>CANADA</b>
<b>Regulatory Body or Voluntary Guidelines</b>	NALP (Principles and Standards for Law Placement and Recruitment Activities)	<p>In Canada, summer and articling student recruitment is governed by the various provincial law societies (lawyer regulatory body) and/or the local bar association.</p> <p><b>Toronto:</b> Law Society of Ontario (mandatory rules).</p> <p><b>Vancouver:</b> Vancouver Bar Association (voluntary guidelines for all downtown Vancouver employers regarding summer and articling recruitment) and Law Society of BC (mandatory rules for all downtown Vancouver employers regarding articling recruitment only).</p> <p><b>Calgary:</b> Summer and Articling Recruitment Protocol (voluntary guidelines which are followed by most larger downtown Calgary firms).</p>
<b>On Campus Interview dates</b>	End of July to first full week of August (increasingly, “pre-cruiting” activity takes place before OCI; further recruiting for non-Biglaw and other employers may take place in September onward)	<p><b>Toronto:</b> Mid-September to Mid-October of 2L for 2L summer positions.</p> <ul style="list-style-type: none"> <li>● Each school offers 1 or 2 days of Toronto employer OCIs per year.</li> <li>● Separate OCIs also held for Vancouver and Calgary employers in late September to early October.</li> </ul>
<b>OCI Locations</b>	Mostly remote (Zoom; FloRecruit); schools in certain regions may still host in-person (Texas,	<ul style="list-style-type: none"> <li>● 100% remote (Zoom, Teams) – facilitated by the law schools.</li> </ul>

<sup>1</sup> NALP Webinar: February 1, 2023 (Myriah Graves, Fogler Rubinoff; Jennifer Lau, Cassels Brock & Blackwell; Mike Molas, Queen’s University Faculty of Law)

<sup>2</sup> With a focus on the Vancouver, Calgary, and Toronto markets in Canada

	Southeast). Some hybrid options available.	
<b>Size</b>	Varies by school and market, but for larger or more sought-after schools, it's around 100 or more employers	<p>Varies by school and market; 5 employers to 55 employers.</p> <ul style="list-style-type: none"> <li>University of Toronto hosts 55+ Toronto OCI employers over 2 days of OCIs. Many employers send multiple teams of interviewers.</li> <li>Allard Law at UBC hosts 35+ Vancouver employers over 2 days of OCIs.</li> </ul>

	 <b>USA</b>	 <b>CANADA</b>
<b>Student application/bidding process</b>	<p>Howard/Georgetown: Given about 3 to 4 weeks prior to OCI to research all firms and apply to them (often called “bidding” on employers). Many schools, including Georgetown, are trying to bring structure to pre-cruiting by formalizing early look/application programs and limited students in terms of employer bids. Guidelines vary from school to school, and may be a separate process with earlier deadlines (mid-June).</p>	<p>Some law schools may set earlier internal application deadlines for their own students, depending on their OCI dates.</p> <p><b>Toronto:</b> Common Application Deadline: Late July before 2L.</p> <ul style="list-style-type: none"> <li>Students apply directly to employers (no resume collection).</li> </ul> <p><b>Vancouver:</b> Common Application Deadline: Late August or early Sept before 2L.</p> <ul style="list-style-type: none"> <li>Some law schools may set earlier internal application deadlines for their own students, depending on their OCI dates.</li> </ul> <p><b>Calgary:</b> No Common Application Deadline. Firms typically request applications in late August or early Sept. Some law schools may set a common application deadline for Calgary OCI employers.</p>
<b>Employer pre-selection process</b>	Where applicable, employers choose whom they wish to interview around 4-5 days after student bidding closes	<p><b>Toronto:</b> Schools require employers to pre-select OCI candidates 7-15 days before each OCI program.</p> <ul style="list-style-type: none"> <li>Students can accept or decline each individual employer’s OCI invitation.</li> <li>Some schools permit students to schedule their own OCIs; other schools auto-schedule OCIs.</li> </ul>

<p><b>Student OCIs</b></p>	<p>Some (usually at the top of the class) will have an average of 15-20 interviews in the course of a week.</p> <p>For the “early” OCI programs mentioned above, employers often skip the screening interview and invite students in directly for second rounds (i.e. callbacks).</p>	<p>Depends on number of employers OCing at the school. A top student who has applied broadly will have 20 to 30 interviews over 2 days. The median number of OCIs per student will be 5 to 8 interviews over 2 days.</p>
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**Callback dates / In-Firm Interview Period**

 <p style="text-align: center;"><b>USA</b></p>	<p>Will start the first full week of August in larger markets. Smaller markets may be a week later.</p> <p>Some callback offers are given on the spot during on-campus screening interviews; others are made by phone usually within a day or two. Callbacks have been hybrid since COVID: some firms offer in-person only, some videoconference only, some offer a choice.</p>
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 <p style="text-align: center;"><b>Toronto</b></p>	 <p style="text-align: center;"><b>Vancouver</b></p>	 <p style="text-align: center;"><b>Calgary</b></p>
<ul style="list-style-type: none"> <li>● <b>Intention to call emails:</b> Permitted anytime for Toronto employers. Non-OCI employers send ITC emails anytime between application deadline and interview call day. OCI employers typically send ITC emails shortly after OCIs, but sometimes as late as the day before Interview Call Day.</li> <li>● <b>Interview Call Day:</b> 3<sup>rd</sup> or 4<sup>th</sup> Friday of October at 8am EST. Firms will phone on this day to advise candidates that they have been invited for an in-firm interview, to be scheduled</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Intention to Call Emails:</b> Permitted on the Wednesday before Interview Call Day, starting at 8am, until 8pm on the Thursday before Interview Call Day.</li> <li>● <b>Interview Call Day:</b> Typically scheduled on the 1<sup>st</sup> Thursday of October, at least 1.5 weeks before Interview Week. Interview offers made via phone.</li> <li>● <b>Interview Week:</b> Typically 3<sup>rd</sup> week of October on Monday, Tuesday, Wednesday.</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Intention to Call Emails:</b> N/A</li> <li>● <b>Interview Call Day:</b> N/A</li> <li>● <b>Interview Period:</b> 2 week period in early October.</li> <li>● <b>Cooling off period:</b> 1 hour before Job Offer Call Day.</li> </ul>

<p>for interview week. Interview offers made via phone.</p> <ul style="list-style-type: none"> <li>● <b>Interview Week:</b> 1<sup>st</sup> Mon, Tues, and Wed of November. Realistically, 1<sup>st</sup> interviews are held on Monday with top candidates invited back on Tuesday and Wednesday. It is practically difficult to accept interview invitations from more than 5 to 6 employers. Most candidates who have scheduled 1<sup>st</sup> interviews on Tuesday find that they will cancel these interviews in order to spend more time with preferred employers on Tuesday and Wednesday.</li> <li>● <b>Cooling off period:</b> 3pm EST to 5pm EST on Wednesday of Interview Week. No contact permitted between students and employers.</li> </ul>	<p>Vancouver employers will typically conduct 1<sup>st</sup> interviews on Monday and Tuesday, and follow-up interviews on Tuesday and Wednesday.</p>	
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	USA	CANADA 
<b>Offers</b>	<p>Happens in waves:</p> <ul style="list-style-type: none"> <li>● The <b>first wave</b> of offers usually comes within a day or two after callbacks (sometimes the day of or on the spot).</li> <li>● The <b>second wave</b> may come a week or more, depending on how soon “first-wave” students decline/accept offers.</li> <li>● Timing of offers may also vary based on size of employer.</li> </ul>	<p><b>Toronto:</b></p> <ul style="list-style-type: none"> <li>● Wed at 5pm EST of Interview Week.</li> <li>● Offers made via phone.</li> </ul> <p><b>Vancouver:</b></p> <ul style="list-style-type: none"> <li>● Thurs at 8am PST of Interview Week.</li> <li>● Offers made via phone.</li> </ul> <p><b>Calgary:</b></p> <ul style="list-style-type: none"> <li>● 2<sup>nd</sup> Friday of October at 2pm MT (or the 2<sup>nd</sup> Friday of the 2 week interview period).</li> <li>● Offers made via phone.</li> </ul>
<b>Student Acceptances</b>	<p>NALP does not promulgate specific guidelines; schools may have their own guidelines, and firms are starting to do the same; overall, acceptance timing</p>	<p><b>Toronto:</b></p> <ul style="list-style-type: none"> <li>● Offers must kept open for 24 hours.</li> </ul> <p><b>Vancouver:</b></p> <ul style="list-style-type: none"> <li>● Offers must be kept open for 24 hours.</li> </ul>

	seems to have shrunk to a 14 to 21 day window.	<b>Calgary:</b> <ul style="list-style-type: none"> <li>Offers must be kept open for 6 hours.</li> </ul>
<b>Law firm courting of students with offers</b>	<p>Various dinners, receptions, and “second visits” are arranged to help students with their decisions;</p> <p>Frequent phone calls and emails from partners, associates, and alumni</p>	<ul style="list-style-type: none"> <li>During Interview Week, there are various breakfasts, lunches, dinners, receptions, and follow-up visits arranged with candidates to assess interest and court top candidates.</li> <li>There is no courting after Job Offer Day.</li> </ul> <p><b>Toronto:</b> There is a blackout period on recruitment between the application deadline and the 1<sup>st</sup> day of Interview Week, with the exception of OCIs.</p> <p><b>Vancouver:</b> There is a blackout period for 2 weeks before Interview Week.</p> <p><b>Calgary:</b> There is a blackout period between the application deadline and the 1<sup>st</sup> day of the in-firm interview period, with the exception of OCIs.</p>
<b>Complete hiring for next 2L summer class</b>	Early September for BigLaw	<p>Vancouver – mid-October</p> <p>Calgary – mid-October</p> <p>Toronto – early November</p>

	 <b>USA</b>	 <b>CANADA</b>
<b>Law firm marketing to students</b>	<p>All year, but heavier in winter.</p> <ul style="list-style-type: none"> <li>Events include receptions (both on-campus and in individual law firm offices or restaurants), dinners, panels, and career/professionalism workshops.</li> <li>Employers; hold networking or educational programs for</li> </ul>	<p>Law firm networking events, and career services programming, begins in 1L, during Orientation Week and throughout the 1L year.</p> <ul style="list-style-type: none"> <li>Events are organized by the law firms independently; may include many students (i.e. receptions) or a limited number of students, or individual students (i.e. dinners). Law firms also attend law school organized events, including Career Fairs.</li> </ul>

	<p>1Ls throughout Fall and into Winter.</p> <ul style="list-style-type: none"> <li>● Hiring for 1L diversity candidates heats up in December/January, and has become a popular point of contact for students to show interest . . . even if they don't expect to get one of the few jobs available at a given firm.</li> </ul>	<ul style="list-style-type: none"> <li>● Firm tours and open houses are arranged by law firms throughout the summer before 2L.</li> <li>● Hiring for 1L summer students in Calgary and Toronto in BigLaw has become a popular point of contact for students to show interest (for all students, and specifically for underrepresented students in diversity pipeline programs).</li> </ul>
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