

CANADIAN LAW STUDENT RECRUITMENT & LAWYER LICENSING: A PRIMER

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Navigating New Paths to Vancouver





LAND ACKNOWLEDGEMENT

NALP 2023 Annual Education Conference



FUN FACTS



Fun Facts!

- **Lawyers** (not “attorneys”)
 - Educated and licensed in *either* common-law or civil law systems or both, as *both* barristers and solicitors
- **Small, but mighty neighbour to the north (Canada 10x smaller than US)**
 - 134,195 Canadian lawyers and articling students vs 1.3 million American attorneys
 - 18 Canadian law schools (English common-law) vs 199 accredited US law schools
 - Class of 2021: 2,922 Canadian law students vs 35,287 American law students
 - Only 81 firms in Canada with 50+ lawyers
 - Most lawyers in Canada work in firms/offices of 10 lawyers or less
- **British colonial legacies**
 - “King’s Counsel”; “Alberta Court of King’s Bench”; BC judges addressed pre-2021 as “my lady”, “my lord”, “your ladyship”, and “your lordship”
- **Mobility:** Easy to move between Canadian provinces (except Quebec), but not between countries
- **Indigenous history and reconciliation**
 - University of Victoria’s joint degree in Canadian Common Law and Indigenous Legal Orders (JD/JID) – 4 year transsystemic degree; first program of its kind in the world



Number of Law Schools Across Canada Per Province (English-language and Common Law)



Law Schools Across Canada (English-language and Common Law)

Alberta

1. University of Alberta – Faculty of Law (**Edmonton**)
2. University of Calgary – Faculty of Law (**Calgary**)

British Columbia

3. University of British Columbia – Peter A. Allard School of Law (**Vancouver**)
4. University of Victoria – Faculty of Law (**Victoria**)
5. Thompson Rivers University – Faculty of Law (**Kamloops**)

Manitoba

6. University of Manitoba – Robson Hall Faculty of Law (**Winnipeg**)

New Brunswick

7. University of New Brunswick – Faculty of Law (**Fredericton**)



Law Schools Across Canada (cont'd) (English-language and Common Law)

Nova Scotia

8. Dalhousie University – Schulich School of Law (**Halifax**)

Ontario

9. Lakehead University – Bora Laskin Faculty of Law (**Thunder Bay**)
10. York University – Osgoode Hall Law School (**Toronto**)
11. Queen's University – Faculty of Law (**Kingston**)
12. Toronto Metropolitan University – Lincoln Alexander School of Law (**Toronto**)
13. University of Ottawa – Faculty of Law (**Ottawa**)
14. University of Toronto – Faculty of Law (**Toronto**)
15. University of Western Ontario – Western Law (**London**)
16. University of Windsor – Faculty of Law (**Windsor**)

Quebec**

17. McGill University – Faculty of Law (**Montreal**)

Saskatchewan

18. University of Saskatchewan Faculty of Law (**Saskatoon**)



DEFINITIONS

ChatGPT: Write a funny haiku about being an articling student



*Coffee and all-nighters
Law books replaced with billable hours
Articling life.*



Glossary of Terms

- **Law Society:** Provincial or territorial regulator of lawyers
 - **Canadian Federation of Law Societies** (Law Society of Ontario, Law Society of BC, etc)
- **Articling:** Post-graduation paid apprenticeship with a legal employer
 - Req't for practicing law in Canada: 9 to 12 months in duration (varies by province or territory)
 - “The Bar” = licensing exam or course set by provincial law society
 - *1st undergraduate degree + 3 year Canadian JD law degree + Articles + “The Bar” = Lawyer*
- **Summering:** Mini-articling period & paid job during summers between 1L and 2L; or 2L and 3L
 - **Not** a pre-req for articling or practicing law in Canada
 - Pipeline for articling positions at most large firms and government employers who do structured recruit
- **Structured Student Recruitment:** “The Rules”, as set by the regional regulatory body (provincial law society, local bar association, or mutual agreement)
 - **Recruitment Best Practices:** Agreed upon by employers and law schools in that region



CANADIAN TRENDS

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Canadian Trends

- **Heavily regulated** – both the legal profession and law student recruitment
 - No unaccredited law schools in Canada
 - **Trinity Western University:** <https://www.cbc.ca/news/politics/trinity-western-supreme-court-decision-1.4707240>
 - **Law Society of Alberta:** members have challenged LSA's authority to require mandatory Indigenous Cultural Competency Training
- **Compressed recruitment timelines**
 - Toronto 2L summers – 450+ jobs filled in 2.5 days of in-firm interviews at 30 employers
 - Vancouver 2L summers – 160+ jobs filled in 3 days of in-firm interviews at 23 employers
- High degree of **collaboration and collegiality** between employers and schools
- Strong **communication** between schools, employers, and their region's legal regulatory body
 - Comparatively **smaller number** of lawyers, law schools, large firms, summer/articling class sizes
- **High post-grad articling student employment rates** for Canadian JD candidates (91



Canadian Trends (cont'd)

- **Increasing number and variety** of potential summer and articling employers
 - **Structured Recruit:** BigLaw and gov't fill articling cohorts through 1L and 2L summer recruits. Structured articling recruit very small. Common application portal thru viGlobal.
 - **Job Postings or Ad Hoc Recruitment:** SmallLaw, in-house, public interest hiring articling students after structured recruit concludes
 - **Self-Directed Job Search:** SmallLaw
- **Standardization of Salaries in BigLaw:** Standardized student salaries for BigLaw according to local market (\$84K Vancouver; \$84K Calgary; \$98K Toronto); wide salary range for SmallLaw (\$0 to matching BigLaw)
- Increased number of **internationally-trained lawyers** seeking to be re-licensed in Canada in addition to Canadian JD candidates
- **Diversity pipeline programs** for Black, Indigenous, and NCA candidates
- **Alternative pathways to lawyer licensing** – “articling” is no longer only pathway to becoming a lawyer



STUDENT RECRUITMENT



1st Year Summer - Structured Recruitment

- Fall of 1L: Saskatoon, Regina, East Coast Recruit
- Winter of 1L (Jan-Feb): Calgary, Edmonton, Toronto





2nd Year Summer - Structured Recruitment



- Summer before and Fall of 2L:
 - July to November: Toronto
 - August to October: Calgary & Edmonton
 - August to October: Vancouver



Articling Term - Structured Recruitment



- *Summer between 2L & 3L*
 - May to June: Calgary
 - June to August: Vancouver
 - June to August: Toronto



Case Study on Structured Summer Recruitment: The Toronto 2L summer 2023 recruit

Application Deadline: July 25, 2022 at 5pm ET

On-Campus/Screening Interview (OCI): September to October at law schools across Canada (**virtual**)

Intention to Call Email: Optional; anytime between application deadline (or OCI) and Interview Call Day

Interview Call Day: Friday, October 28, 2022 at 8am ET

In-Firm Interviews: Monday, November 7, 2022 at 8am ET to Wednesday, November 9, 2022 at 3pm ET (**virtual**)

Cooling Off Period: Wednesday, November 9, 2022 from 3pm ET to 5pm ET

Job Offer Call Day: Wednesday, November 9, 2022 at 5pm ET (offers open for 24 hours)



Case Study on Structured Summer Recruitment: The Vancouver 2L summer 2023 recruit

Application Deadline: August 31, 2022 at 11:59pm PT



On-Campus/Screening Interview (OCI): September at law schools across Canada (**virtual**)



Intention to Call Email: Tuesday, October 4, 2022 at 8am PT to Wednesday, October 5, 2022 at 8pm PT



Interview Call Day: Thursday, October 6, 2022 at 8am PT



In-Firm Interviews: Monday, October 24, 2022 to Wednesday, October 26, 2022 (**in-person**)



Cooling Off Period: N/A



Job Offer Call Day: Thursday, October 27, 2022 at 8am PT (offers open for 24 hours)



Case Study on Structured Summer Recruitment: The Calgary 2L summer 2023 recruit

Application Deadline: No common application deadline (typically late Aug through late Sept)

On-Campus/Screening Interview (OCI): September at law schools across Canada (**virtual**)

Intention to Call Email: N/A

Interview Call Day: N/A (rolling in-firm interview invitations after each school's OCI concludes)

In-Firm Interviews: Monday, October 3, 2022 to Friday, October 14, 2022 at 1pm MT (**in-person**)

Cooling Off Period: Friday, October 14, 2022 from 1pm to 2pm MT

Job Offer Call Day: Friday, October 14, 2022 at 2pm MT (offers open for 6 hours)



LAWYER LICENSING

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Lawyer Licensing Across Canada



Alternate Pathways to Licensing

- Becoming a lawyer without articling:
 - **Ontario**
 - Judicial clerkships
 - Law Practice Program
 - Toronto Metropolitan University (English language)
 - University of Ottawa (French language)
 - Integrated Practice Curriculum
 - Lakehead University
 - Toronto Metropolitan University
 - **British Columbia**
 - Judicial clerkships
 - Everyone Legal Clinic (Access Pro Bono) – **Keynote speaker at the 2023 NALP Annual Education Conference Public Service Luncheon in Vancouver**



Inter-jurisdictional Mobility

- Easy to move between provinces (except Quebec), but not between countries
- Once licensed in 1 Canadian province, no need to article or take the bar exam course again to practice law in another Canadian province (except Quebec)
- Law degree from outside of Canada?
 - Internationally trained lawyers go through National Committee on Accreditation to demonstrate competency through self-study exams or course-based LLM graduate programs
 - Rising number of NCA candidates – largest “cohort” of eligible Canadian articling students per year, compared to Canadian law school graduates
 - 1000+ NCA candidates on the market *per year* looking for articling positions
 - Canadians who obtain law degree outside of Canada (i.e. UK, US, Australia) vs immigrants to Canada who practiced law elsewhere (i.e. India, Nigeria, China)
 - NCA OCIs and NCA pipelines





ADDITIONAL MARKETS FOR (ANGLO) CANADIANS



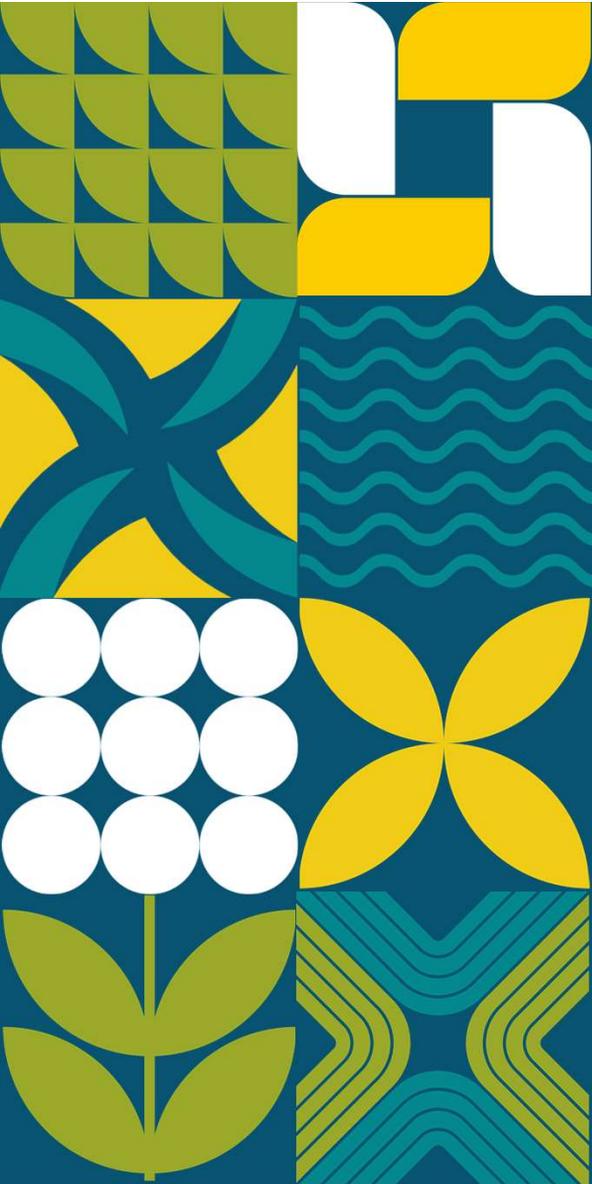
Québec

- Follow the Civil Law tradition (Civil Code of Québec)
- LSAT not required for law school admissions
- Law degree in Quebec can be a 1st undergraduate degree (alumni tend to be younger)
- Select number of law schools offering entirely civil law curriculum
- [Du Barreau De Québec](#) (Québec Bar Society) requires a Civil Law degree, not a Common Law degree
- French language proficiency required
- **Recruitment Process: ‘Course aux stages’**
 - Networking events between September and February of a student’s second year.
 - Applications due early February
 - Recruitment concludes early March
 - Most similar to articling recruitment, but students also have the option to summer with their firm, as well



New York and other US employers

- Canadian JD graduates can write the New York and Massachusetts bar exams without additional US law school coursework
- Fluctuating market in terms of receptiveness of US law firms re: hiring Canadian law students and Canadian lawyers
- University of Toronto, Osgoode Hall, and McGill University have NYC OCI process for 2L students
- 2L students from other schools can apply directly to NYC firms, with callback interviews happening during the late summer
- Some Toronto firms offer ‘split-summers’ for their 2L summer students who secure NYC summer associate positions – 2 weeks in Toronto; remainder of summer in New York

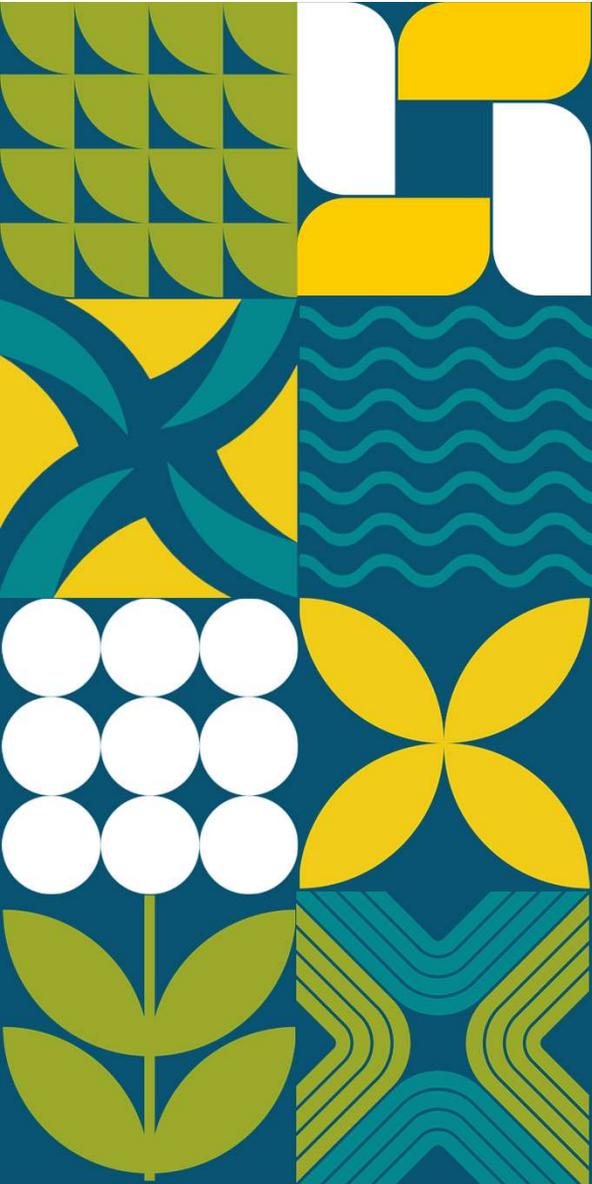


QUESTIONS?



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RESOURCES



1st Year Summer - Structured Recruitment

Province	City & Recruiting Period	Notes
British Columbia	No structured recruitment	
Alberta	Calgary and Edmonton (January – February)	Large & mid-size full service firms; regional offices of National firms and regional firms
Saskatchewan	Saskatoon and Regina (October – November)	Large regional firms/government/other legal organizations
Manitoba	No structured recruitment	
Ontario	Toronto/Ottawa/Kingston/London/Hamilton/Kitchener & Waterloo (January – February)	Large, mid-size, boutique, and government; regional offices of National firms and regional firms
New Brunswick	“East Coast Recruit” (October – February)	Large regional full service/government; articling hires with option to complete summer(s)
Nova Scotia	“East Coast Recruit” (October – February)	Large regional full service/government; articling hires with option to complete summer(s)
Prince Edward Island	“East Coast Recruit” (October – February)	Large regional full service/government; articling hires with option to complete summer(s)
Newfoundland and Labrador	“East Coast Recruit” (October – February)	Large regional full service/government; articling hires with option to complete summer(s)
Yukon	No structured recruitment	
Northwest Territories and Nunavut	No structured recruitment	



2nd Year Summer - Structured Recruitment

Province	Recruiting Period	Notes
British Columbia	Vancouver (August – October)	Vancouver OCIs and In-Firm Interview Period; wide range of employers
Alberta	Calgary and Edmonton (August – October)	Calgary/Edmonton OCIs and In-Firm Interview Period; wide range of employers
Saskatchewan	Saskatoon and Regina (October – November)	Large regional firms/government/other legal organizations
Manitoba	Winnipeg (October – November)	Wide range of employers
Ontario	Toronto (August – November) Ottawa/Kingston/London/Hamilton/ Kitchener & Waterloo (January – February)	Toronto and Ottawa OCIs and Interview Periods; wide range of employers
New Brunswick	“East Coast Recruit” (October – February)	Includes OCIs; large regional full service/government
Nova Scotia	“East Coast Recruit” (October – February)	Includes OCIs; large regional full service/government
Prince Edward Island	“East Coast Recruit” (October – February)	Includes OCIs; large regional full service/government
Newfoundland and Labrador	“East Coast Recruit” (October – February)	Includes OCIs; large regional full service/government
Yukon	No structured recruitment	
Northwest Territories and Nunavut	No structured recruitment	



Articling Term - Structured Recruitment

Province	Recruiting Period	Notes
British Columbia	Vancouver (June – August)	In-Firm Interview Period; wide range of employers
Alberta	Calgary/Edmonton (May – June)	In-Firm Interview Period; wide range of employers
Saskatchewan	Regina and Saskatoon (May)	In-Firm Interview Period; wide range of employers
Manitoba	Winnipeg (May – June)	In-Firm Interview Period; wide range of employers
Ontario	Toronto, Ottawa, “Outside of Toronto and Ottawa”: May – August	In-Firm Interview Period; wide range of employers
New Brunswick	No structured recruitment	Employers recruit articling students during their 1L and 2L recruitment processes
Nova Scotia	No structured recruitment	Employers recruit articling students during their 1L and 2L recruitment processes
Prince Edward Island	No structured recruitment	Employers recruit articling students during their 1L and 2L recruitment processes
Newfoundland and Labrador	No structured recruitment	Employers recruit articling students during their 1L and 2L recruitment processes
Yukon	No structured recruitment	
Northwest Territories and Nunavut	No structured recruitment	



Licensing across Canada

Province	Articling Length	Examinations/Training
British Columbia	9 months + PLTC	Professional Legal Training Course (10 weeks full-time), including 4 assessments + 2 exams
Alberta	12 months, including CPLED	Centre for Professional Legal Education Course (either 12 week accelerated full-time course OR 10 month part-time course)
Saskatchewan	12 months, including CPLED	Centre for Professional Legal Education Course (either 12 week accelerated full-time course OR 10 month part-time course)
Manitoba	12 months, including CPLED	Centre for Professional Legal Education Course (either 12 week accelerated full-time course OR 10 month part-time course)
Ontario	10 months, plus exams	2 Exams (Barrister's Exam and Solicitor's Exam)
Quebec	6 months, plus bar school	Bar School (4 months) + spoken and written French proficiency exam
New Brunswick	11 months	Bar Admissions Course (11 months), including exam and assessments
Nova Scotia	12 months	Centre for Professional Legal Education Course (either 12 week accelerated full-time course OR 10 month part-time course)
Prince Edward Island	12 months	Bar Admissions Course (6 weeks)
Newfoundland and Labrador	12 months	Bar Admissions Course (7 weeks) + 6 Exams
Yukon	12 months	Professional Legal Training Course (10 weeks full-time), including 4 assessments + 2 exams
Northwest Territories and Nunavut	12 months	Centre for Professional Legal Education Course (either 12 week accelerated full-time course OR 10 month part-time course)