

MEMORANDUM

To: NALP Board of Directors

From: Kara Sutherland
Director of Professional Resources, Fraser Milner Casgrain LLP

Date: October 21, 2009

Re: Second Quarterly Report on Canadian Section

The following is an update from the Canadian Section. All of the Working Groups have been meeting and making progress on their projects, as detailed further below.

NALP Bulletin

The Canadian Section submitted four proposals for publication in the NALP Bulletin and all were accepted. This year's Canadian contributions to the NALP Bulletin have been/will be:

- 1) Career Office Branding** (Catherine Bleau and Lianne Barski) – This article was submitted past the deadline so it will be used in an issue where an extra article is needed.
- 2) How U.S. Attorneys Can Become Qualified in Canada** (Anne Mundy-Markell) -- December 2009 issue
- 3) Articling and Licensing in Canada** (Nadia Myerthall and Bibi Bysterveld) -- January 2010 issue
- 4) Employer Outreach for Internationally Trained Lawyers** (Ivana Kadic) -- February 2010 issue

CANADIAN SECTION WORKING GROUP REPORTS

1. Summer and Articling Working Group Report

Chair: Stacy Keehn -- Members: Alison Cowan, Ari Blicher, Christina Beaudoin, Bibiane Bysterveld, Catherine Valestuk, Frances Mahil, Janine Denney-Lightfoot, Joanne Clarefield Schaefer, Joanne Silkauskas, Kara Sutherland, Leeann Beggs, Maryanne

Forrayi, Nadia Myerthall, Nancy Stitt, Patti MacDonald. Regina Goldis, Shannon Leo, Stephanie Donaher.

The Summer and Articling Working Group has met since this summer and the next group call will take place in November. Below is a status update.

Best Practices Guide for Toronto Summer & Articling Recruitment

The sub-group met to discuss proposed changes arising from the summer meeting and to make final revisions. Although we were not able to have the document ready for the summer recruitment of second year students we hope that it will be ready for the NALP Canadian Section Winter Meeting and for the summer recruitment of first year students in January.

Electronic Applications

Working group members were able to view a demo of a portal for electronic applications by viRecruit. Working group members, other interested firms and Canadian Law schools provided feedback. The project was put on hold for the fall recruitment period due to time constraints. We are hopeful that it will be tested in January during the first year recruitment period.

2. Diversity Working Group

Co-Chairs: André Bacchus, Karen Kuzmowich -- Members: Marketta Jokinen, Kara Sutherland, Brad Proctor, Jewel Amoah, Josee Bouchard, Jill Kirson, Diana Reynolds, Pam Cyr, Leeann Beggs.

The Canadian Diversity Working Group (CDWG) has started to work in on the mandate it was tasked with during NALP's Annual Education Conference held this past April in Washington, DC. The CDWG was tasked with developing a diversity data collection best practices guide for use by Canadian legal employers as well as identifying a common set of diversity categories for use in the diversity data collection process and for use by the Canadian Directory of Legal Employers (CDLE) in its demographic data collection process.

The CDWG has held several conference calls with its members and has worked on drafting a Diversity Information Gathering Questionnaire for use in surveying employers in various industry sectors. The Questionnaire has been updated and finalized and members of the CDWG have agreed to contact employers in designated industry sectors to complete the Questionnaire and gather information about diversity data collection practices. The co-chairs of the CDWG will schedule a conference call in November to discuss the survey results and next steps.

Once the surveying process has been completed, the CDWG members will review their results with an eye toward developing a diversity data collection best practices guide for use by Canadian employers as well as developing a common set of diversity categories for use by employers and the CDLE. The CDWG will be scheduling a third conference call within the next few months to gather and discuss the survey results.

3. Toronto Winter Meeting Working Group

Chair: Joanne Clarfield Schaefer – Members: Andre Bacchus, Lisa Blair, Karen Kuzmowich, Kerry Parker Smith, Kara Sutherland.

This working group has had several meetings and has made a great deal of progress in terms of finalizing the agenda and logistics. A meeting to review the final agenda has been scheduled for October 21st at which point it will be provided to NALP so that it can be posted to the website.

The Toronto Winter Meeting will be held on Tuesday, December 1, 2009, and a “Save the Date” email has been sent out through NALP Canadian Group ListServ.

This year instead of having a firm host a reception, the decision was made to have a “pay your own way” dinner. There will be a cocktail reception at the dinner venue, which will be held at Osgoode Hall, and then a sit down dinner, instead of the traditional firm-hosted reception. The dinner will also take place on December 1st.

Current Draft Agenda (subject to final fine-tuning):

Leveraging Knowledge: Communication and Collaboration

8:30 – 9:00 am

Registration and Breakfast

9:00 – 9:20 am

Welcome Remarks

Lisa Blair, Assistant Dean, Student Services, University of Ottawa, Faculty of Law, Common Law Section
Fred Thrasher, Deputy Director, NALP
Joanne Clarfield Schaefer, National Director, Student and Associate Programs, Bennett Jones LLP

9:20 – 10:00 am

The New Landscape

This session will explore the impact of the economic downturn on both law firms and law students. What trends can we identify from our recent summer and articling recruitment, our current student and associate morale, law

firm and career development strategy? What do we anticipate will be the impact on alternative career paths and compensation models?

Ritu Bhasin, Director of Student & Associate Programmes, Stikeman Elliot, LLP

Chantal Morton, Director, Centre for the Legal Profession, U of T Faculty of Law

10:00 – 10:45 am

New Programs

This panel discussion will focus on new programs at both the law firm and law school level. Learn about what others are doing to build leadership skills for women, manage women in transition, integrate the new Law Society licensing requirements into curricula as well paraprofessional training.

Mara Nickerson, Director, Professional Development, Osler, Hoskin & Harcourt LLP

Jane Kidner, Assistant Dean, University of Toronto, Faculty of Law

Karen Tuschak, Director of Paraprofessional Services, Fraser Milner Casgrain LLP

10:45 – 11:00 am

Morning Break

11:00 – 12:30 pm

Coaching Associates and Students in Uncertain/Difficult Times

Law firms are in transition. The job market for students is unpredictable. What worked last year may not work this year. As trusted advisors within law firms and schools, recruiters/PD professionals and career development officers are uniquely positioned to guide their lawyers and students. This session explores how to have coaching conversations, when to have them, and how to use them to motivate, facilitate difficult conversations, build confidence and direct career advancement and goal setting.

Kelly Hoey, Manager of Alumni Programmes, White & Case LLP

Elena Kaspi, Executive Career Coach/President & founder, LawScope Coaching, LLC.

12:30 – 1:30 pm

Networking Lunch

1:30– 2:30 pm

What's On Our Minds

This facilitated group discussion/debrief will raise issues of concern to the group at large, including: career fairs, OCI timing, SWAG, Law Society Rules, paperless recruitment...

2:30 p.m. – 3:15 p.m.

What's Next

Working Group Updates

CDLE and Bulletin Articles – Kara Sutherland, Director of Professional Resources, Fraser Milner Casgrain LLP

Diversity – Andre Bacchus, Director Student & Associate Programs, Heenan Blaikie LLP

2010 NALP Conference – Margaret Seko, Manager, Student & Associate Affairs, Bereksin & Parr LLP

Collaboration and Information Exchange – Lisa Blair and Jill Kirson, Manager, Career Services, Osgoode Hall Law School

NALP Board – Ritu Bhasin

3:15 p.m. – 3:30 p.m.

Closing Remarks

6:30 pm

Dinner

Osgoode Hall

130 Queen Street West (at University)

2nd Floor

416.947.3361

4. Information Exchange Working Group

Co-Chairs: Jill Kirson and Lisa Blair -- Members: Anne Mundy Markell, Robyn Martila, Aisha Topsakal, Nadia Meyerthall, Ritu Bhasin, Bibiane Bysterveld, Kara Sutherland.

The Information Exchange Working Group has had several meetings and is working on the following items:

- 1) Follow up with Canadian section members and provide Canadian recruitment and Bar Admission timelines that we could share with NALP.
- 2) Revisit the question of potential changes to the NALP website in November as we think our group is currently too busy to be canvassed on the issue. At that time we will use list serv to canvas for suggestions/recommendations.
- 3) Follow up with the chair of the new NALP Recruiting Group to find out how our working group may contribute to their work.

4) Fred Thrasher at NALP has been contacted about what work was being done in the US market following the meeting of 19 industry leaders (this was described in the June NALP Bulletin). That article mentioned that the Americans may be looking at the apprenticeship or articling model and we are wondering if we can contribute to their research or see about having the LSUC contribute. Fred has provided referral back to the Recruiting group.

5) Follow up with Stewart Whittingham re. his canvassing of the Canadian market on NALP's visionary planning.

6) Investigate the programme at Washington & Lee Law School in Virginia to see how they are implementing a third year of practical experience--and share this information.

7) Next conference call will be scheduled for second week in December following the NALP meeting in Toronto.

5. Canadian Directory of Legal Employers Working Group

Chair: Kerry Parker Smith – Members: Andre Bacchus, Leeann Beggs, Kara Sutherland Marketta Jokinen, Robyn Marttila, Brad Proctor, Marie Harding.

The CDLE currently has 197 listed employers and continues to grow. The working group continues to communicate with members of the Canadian Section regarding increased outreach to employers. NALP will be contacting all of the listed employers in the next 2 weeks to update their profiles for 2010. Last year, many employers did not realize that their profiles would disappear from the directory if they did not update their information so the working group has attempted to clarify the communication this year. In addition, the data collection is occurring slightly earlier this year to accommodate the recruitment schedule in the province of Quebec.

NALP Long Range Strategic Plan

I have been in touch with Stewart Whittingham regarding input from the Canadian Section on the NALP Long Range Strategic Plan. He has canvassed Canadians for their input (two conference calls for school members and two conference calls for employers). In addition, he also encouraged those who couldn't participate in the calls to complete the online survey.

I understand that prior to the December Long Range Strategic Planning Meeting, Stewart will be circulating his summaries of the Canadian member conference calls to see if there is anything additional that the Canadian members want him to take to the meeting table. Therefore, our Section will be providing their input through Stewart.