

MEMORANDUM

To: NALP Board of Directors

From: Lisa Blair, Assistant-Dean, Student Services, University of Ottawa
Canadian Section Chair

Date: February 3, 2009

Re: Third Quarter Report on Canadian Section

The third quarter saw the wrap up of the recruiting season in Toronto, Calgary, Halifax and Vancouver and the start of recruiting in Ottawa and London. In December NALP hosted the annual winter meeting in Toronto which traditionally takes place at the end of the Toronto recruiting season. The meeting was very well attended and a variety of interesting programming took place. More details on the annual Winter Meeting are included below.

Shannon Leo and Catherine Bleau are the NALP representatives to the Canadian Legal Career Development Network (CLCDN) of which all school NALP members are also a part and they will be submitting a report to the Board of Directors under separate cover.

The Canadian Section also recently sought and obtained nominations for a Regional Coordinator and we are looking forward to having a representative from our section assist in the planning of the Annual Education Conference in Puerto Rico.

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. **Foreign Trained Lawyers in Canada: Helping Them and Hiring Them** (Ivana Kadic and Jane Price) -- Was published in the October 2008 Bulletin issue
2. **Pro Bono Students Canada** (Jennifer Moroskat) -- January 2009 issue
3. **Demystifying Accommodations for Students with Disabilities (working title)** (Amy Grumberg) -- March 2009 issue
4. **Business Development for Associates** (Anne Mundy-Markell) -- April 2009 issue

Working Groups

The Canadian Section has four working groups established for 2008-2009.

- 1) **Summer and Articling Recruitment.** Vice Chair Stacy Keehn, University of Ottawa.
Members: Patti Macdonald, Shannon Leo, Janine-Denney-Lightfoot, Nancy Stitt, Leanne Marchand, Jennifer Moroskat, Bibiane Bysterveld, Regina Goldis, Catherine Valestuk, Ari Blicher, Deanna Morash, Joanne Silkauskas, Nadia Myerthall and Maryanne Forrayi

This working group has been working extensively with the issue of electronic applications. Members of the group have been working with VI Desktop to look at the possibility of creating a Canadian portal that firms could use to collect electronic applications from students. Immediately prior to the NALP Winter Meeting in December it appeared that technical difficulties were going to get in the way of producing a Canadian product. More recent discussions however may have resulted in a way to move forward. A report from VI Desktop outlining the new approach is currently being circulated to the working group for assessment and comment.

The other issue this working group has been active with is the creation of a “Best Practices Recruitment Guide” for Toronto Summer and Articling Recruitment. The final draft was circulated for comment at the NALP Winter Meeting. Those comments are currently being collected and summarized. Once all the feedback has been considered and implemented a final product will be circulated across the Canadian Section.

- 2) **Diversity.** Vice Chair, Chantal Morton, Osgoode Hall Law School, York University.
Members: Kara Sutherland, Andre Bacchus, Karen Kuzmowich, Terri Karpish, Jill Kirson and Marketta Jokinen.

A draft annotated bibliography has been circulated for further comment to working group members and some external advisors within the NALP Canadian Section. The goal of this working group is to have an annotated bibliography on diversity resources available to circulate to the wider community by the end of this year.

- 3) **Toronto Winter Meeting.** Vice Chairs: Deborah Dalfen, Torys LLP and Leanne Beggs, Queen’s University.
Members: Lisa Blair, Kerry Parker Smith, Monina Glowacki, Chantelle Courtney, Joanne Clarfield Schaefer, Janine Denney-Lightfoot and Shannon Leo.

The evening before the meeting on December 2, 2008, a Cocktail Reception was hosted by Gowlings LLP and Miller Thomson LLP for all meeting attendees.

This was a great event that gave members an opportunity to mingle. This was particularly beneficial for the school members from across the country to see the Toronto employers.

The meeting was held on December 3, 2008. The theme for the meeting was designated as “Top Trends in Career Development and Law Firm Recruiting”. The trends we explored were:

Trend One: On-Line Recruiting

Trend Two: Professionalism - Presenting Best Practices

Trend Three: On-Line Identities

The successful meeting was generously hosted by Torys and the event went very well. The top trend discussion was followed by a large group discussion in the afternoon on a variety of hot topics relevant to the Canadian Legal Recruiting Market. Comments from those in attendance were particularly positive about the large group discussion which allowed for a rare opportunity to flesh out some of the issues currently facing both firms and schools. The outcome of one interesting discussion around Career Fairs resulted in a decision being taken by almost all law firms in attendance to cease bringing “swag” to school Career Fairs. This move is strongly supported by school members who feel that “swag” is often a distracting part of the Career Fair process. The cost implications both fiscally and environmentally were strong motivators for this decision.

The full agenda for this meeting has been attached to this report below.

- 4) **Canadian Directory of Legal Employers.** Vice Chair: Kara Sutherland, Fraser Milner Casgrain LLP.
Members: Chantal Morton, Andre Bacchus, Nancy Stitt, Suzanne Bambrick

The Canadian Directory of Legal Employers 2009 version launched on January 5, 2009. Lisa Quirk has done some significant outreach to employers to explain the process of relisting for 2009. Currently there are about 130 employers listed. The working group is currently exploring the possibility of creating a communication to go out to all school members as a “reminder” about raising awareness and promoting the directory within their local markets.

Environmental Scan and Regional Outreach

A description of environmental scanning was circulated to all Canadian Section members earlier in the year with an explanation of how to use the NALP listserv for this purpose. The listserv continues to be utilized only occasionally but several members have recently used the listserv to outreach to and seek feedback from other members of the section. In particular feedback was recently sought around issues of recruiting and online identities.

Canadian Legal Career Professionals' Toronto Winter Meeting

Hosted by: **Torys LLP**

Suite 3000, TD Centre, 79 Wellington Street West, Toronto, Ontario

Wednesday, December 3, 2008 - Top Trends in Career Development and Law Firm Recruiting

8:30 AM -9:00 AM	Registration & Breakfast
9:00 AM -9:15 AM	Welcome Remarks Deborah Dalfen , Director, Student Affairs, Torys LLP Leeann Beggs , Director, Career Services, Queens University, Faculty of Law James G. Leipold , Executive Director, NALP
9:15 AM -10:00 AM	Trend One: On-Line Recruiting - Educate and Discuss Shannon Leo , Director, Career Services, University of Toronto, Faculty of Law Nancy Stitt , Director of Student Programs, Goodmans LLP
10:00 AM -10:30 AM	Trend Two: Professionalism - Presenting Best Practices Deanna Morash , Career Services Director, Queens University, Faculty of Law Janine Denney-Lightfoot , Director of Professional Development, WeirFoulds LLP Lisa Blair , Assistant Dean, Student Services, University of Ottawa, Faculty of Law, Common Law
10:30 AM -11:00 AM	Morning Break
11:00 AM-12:00 PM	Trend Three: On-Line Identities <ul style="list-style-type: none">• Social Networking - Educate and Discuss• As Recruitment Tool – Current Employer Practices and Potential limitations Leigh-Ann McGowan , Assistant Director of Student Programs, Cassels Brock & Blackwell LLP Kerry Parker-Smith , Director, Career Services, University of British Columbia, Faculty of Law
12:00 PM -12:30 PM	Update from the NALP Board Ritu Bhasin , Director Student and Associate Programs, Stikeman Elliott LLP
12:30 PM - 1:30 PM	Networking Lunch
1:30 PM - 2:30 PM	Large Group Discussion on Topics of Interest <ul style="list-style-type: none">• Career Fairs and Receptions During OCIs• Reference Letters - Do firms want them? Do students like to include them?• Out of Country Candidates - How do we handle them?• Report on Changes to the Licensing Process• Room Canvas - What's on Your Mind Leeann Beggs Joanne Clarfield Schaefer , Director of Student and Associate Programs, Bennett Jones LLP
2:30 PM – 3:00 PM	Other Business <ul style="list-style-type: none">• 2009 NALP Annual Education Conference in D.C. , Lisa Blair• Update on the CDLE, Kara Sutherland, Director of Professional Resources, Fraser Milner Casgrain LLP• Update on Diversity - What's Happening in the Legal Community?, Andre Bacchus
3:00 PM - 3:15 PM	Closing Remarks Leeann Beggs Deborah Dalfen