

Law Society of Alberta

# Articling Program Assessment

FULL REPORT

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*September 26, 2024*



LAW SOCIETY  
of ALBERTA

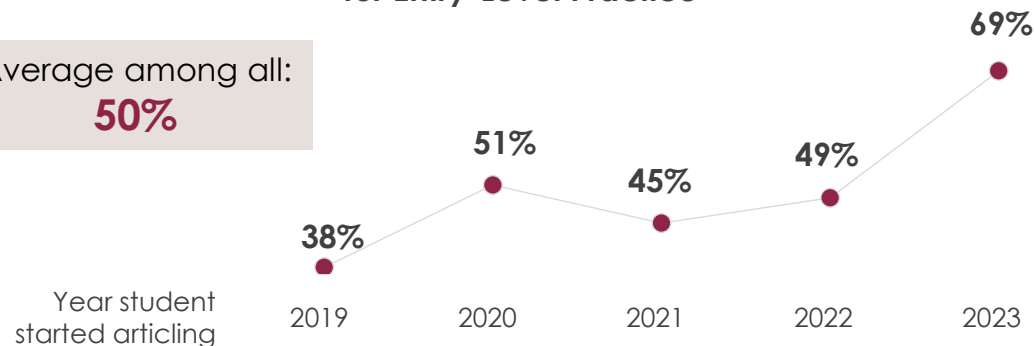
## KEY TAKEAWAYS

**Lawyer Competence**

Only half of respondents who completed articling feel prepared for entry-level practice overall, but there has been a year-over-year improvement since 2022.

Completed Articling and Feel 'Very Prepared / Prepared' for Entry-Level Practice

Average among all:  
**50%**



## AREA OF FOCUS

**Exposure to various practice areas**

- #1 reason for feeling unprepared is exposure to few practice areas

**Awareness of lesser-known Law Society resources**

- Online Learning Centre
- Practice Management consultations
- Practice Management Assessment Tool



## MAINTAIN POSITIVE MOMENTUM

**Increased usage of a learning plan**

- observed since 2022

**Improved quality of mentorship**

- especially in terms of feedback (vs. 2019 results)

**Enhanced quality of training**

- especially in conducting matters, practice management and dispute resolution (vs. 2019 results)

**Equity, Diversity and Inclusion**

Experiences of discrimination and/or harassment persist for respondents, especially affecting women, racialized and 2SLGBTQIA+ individuals.



of respondents experienced discrimination and/or harassment during recruitment and/or articling



## AREA OF FOCUS

**Reporting**

- Half of the individuals who experienced discrimination and/or harassment did not report it
- Top barriers to reporting:
  - fear of reprisal
  - lack of trust in system's efficacy
- Of those who reported, three-in-ten achieved positive outcomes



## MAINTAIN POSITIVE MOMENTUM

**Improved perception that resources are available**

- Further increase awareness of resources provided by the Law Society, especially:
  - safe reporting process
  - Equity Ombudsperson
  - Resource Centre on the website

## Methodology Highlights



### 15-MINUTE

online surveys

(May 9 – June 20, 2024)



### COMPLETED BY 433 OUT OF 3,018

articling students, new lawyers, and  
those who completed articling but  
are not practising

*Response rate: 14%*



### COMPLETED BY 344

principals, recruiters  
and non-principal mentors

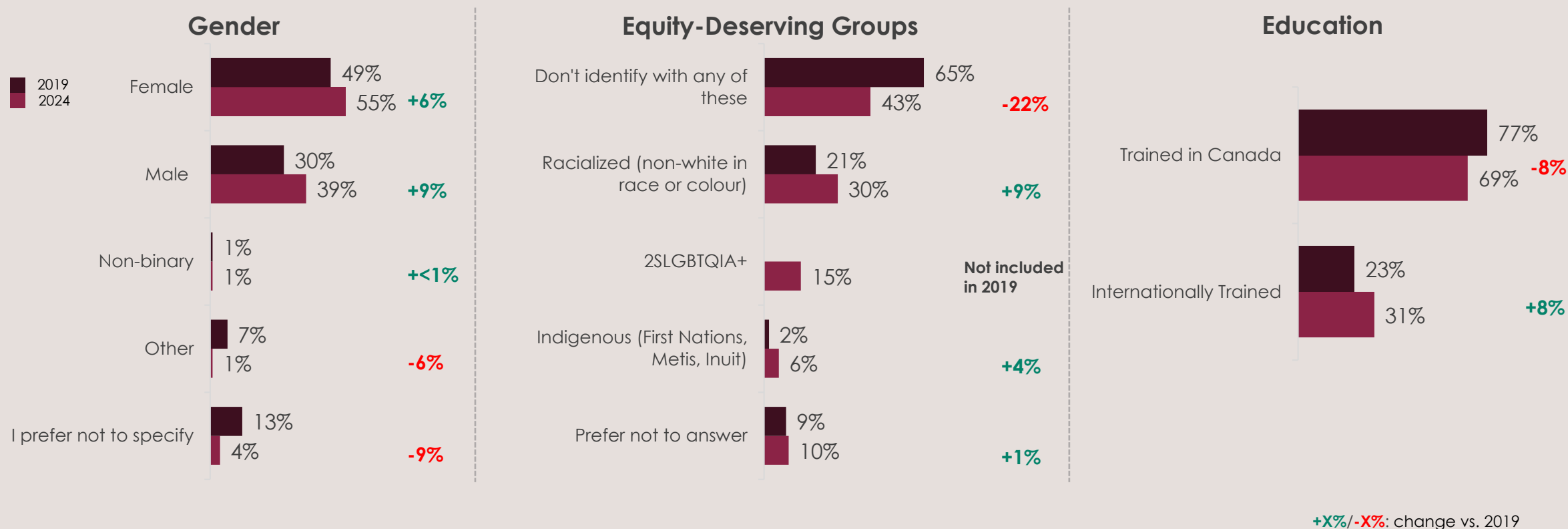
*Response rate cannot be estimated as  
the role of mentor is not tracked by the  
Law Society*



**NOTE:** The percentages in this report represent the distribution of responses from survey participants. As outlined in the detailed methodology, these figures may not be representative of the entire legal profession in Alberta.

## Profile Highlights: Differences from 2019

*In 2024, the sample showed a more balanced gender composition and a greater diversity in terms of representation from equity-deserving groups and internationally trained lawyers, compared to 2019.*

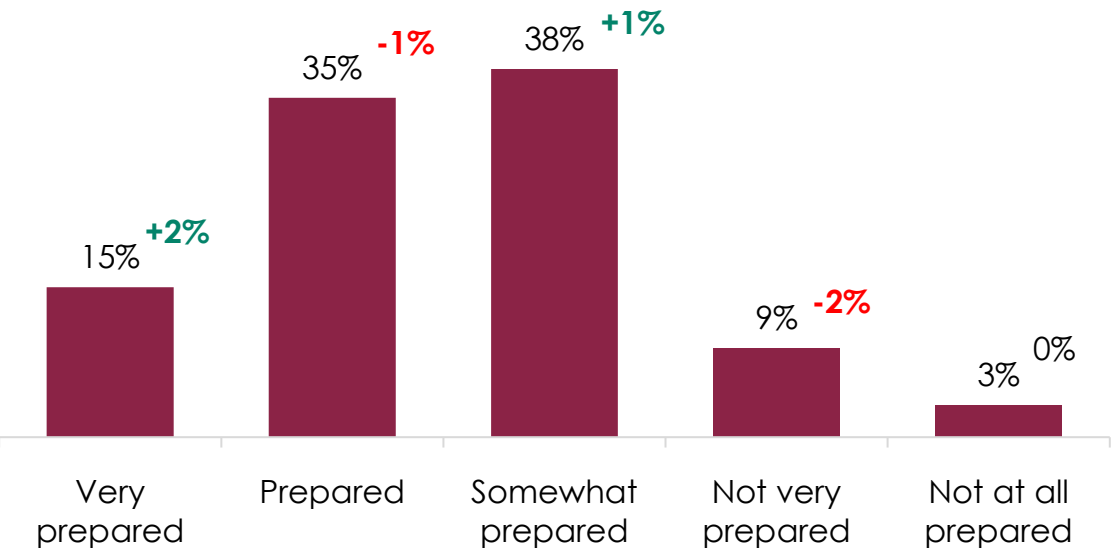


# Highlights of Findings

HIGHLIGHTS: LEVEL OF PREPAREDNESS FOR ENTRY-LEVEL PRACTICE

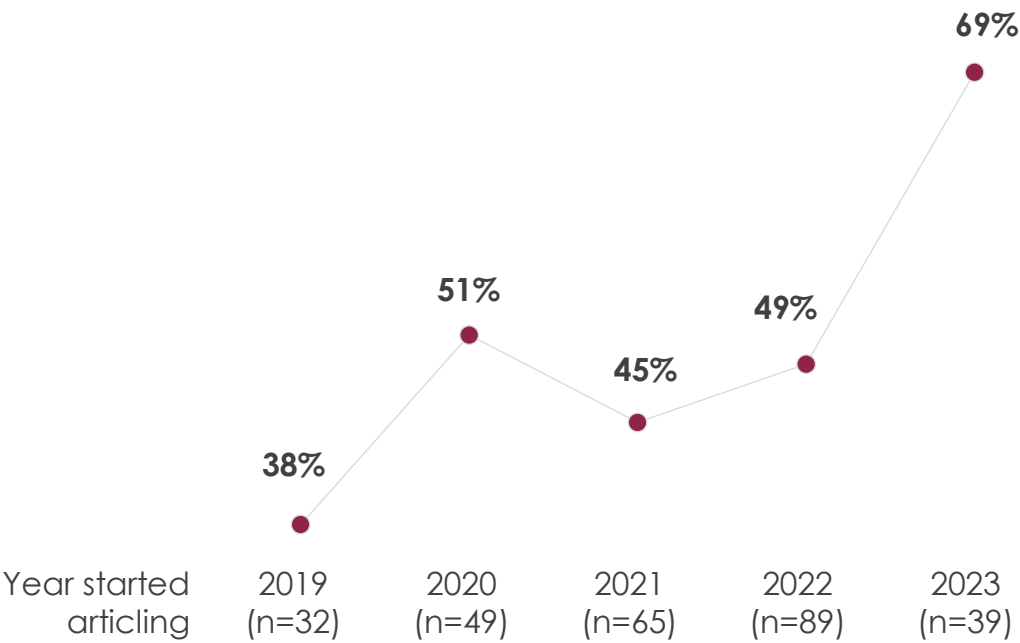
*Half of respondents who completed articling in the past 5 years felt very prepared or prepared for entry-level practice. Year-over-year comparison of articling student respondents indicates a positive trend in perceptions of feeling prepared.*

Level of Preparedness for the Entry-Level Practice



+X%/-X%: change vs. 2019

'Very Prepared / Prepared' for Entry-Level Practice



HIGHLIGHTS: LEVEL OF PREPAREDNESS FOR ENTRY-LEVEL PRACTICE

*Those who feel prepared are more likely to have used a learning plan, covered most practice areas and completed articling in-person compared to those who felt less prepared. Experience in only a few practice areas has been cited as the primary reason for feeling somewhat, not very, or not at all prepared.*

Summary of Potential Contributing Factors to Stated Level of Preparedness

	Very Prepared / Prepared for Entry-Level Practice <i>n</i> =137	Somewhat / Not very / Not at all Prepared <i>n</i> =137
Covered most core practice areas	31%	22%
Used a learning plan	35%	17%
Completed articling in-person	74%	66%
Very satisfied/satisfied with articling experience	84%	33%

Reasons for Feeling Somewhat/Not Very/Not at All Prepared for the Entry-Level Practice  
(coded open-ended responses)

37%	Experience in only a limited number of practice areas
17%	Lack of consistent, structured mentorship
15%	Insufficient training in practice management
12%	Unprepared to manage client relationships
8%	Insufficient court experience
7%	Negative impact of COVID
6%	Articling is too short to feel prepared
6%	Unsupportive environment

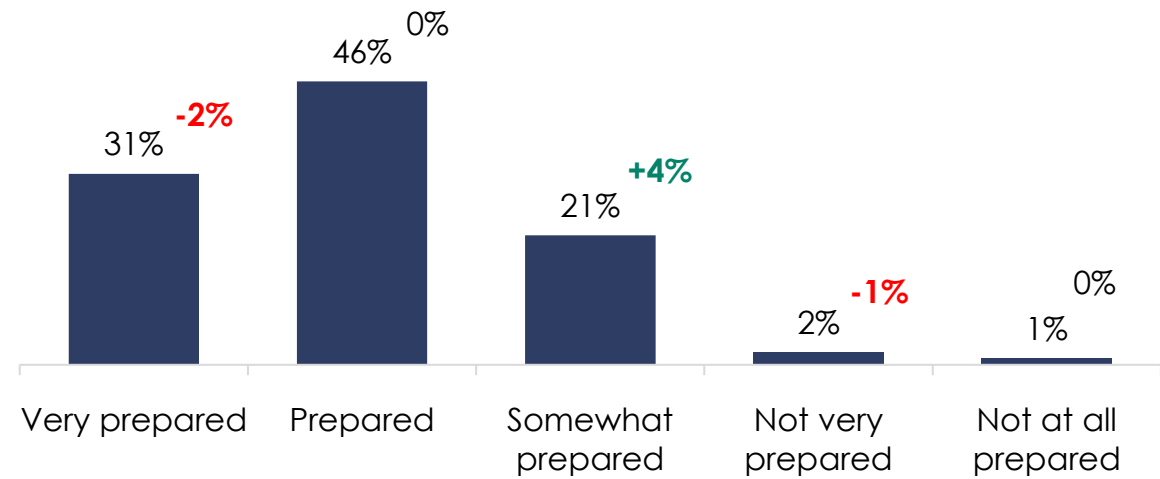
NOTE: Sentiment analysis of reasons for feeling somewhat prepared revealed that the responses were predominantly negative, which was the basis for grouping 'somewhat prepared' answer options with 'not very/not at all prepared'.



HIGHLIGHTS: LEVEL OF PREPAREDNESS FOR ENTRY-LEVEL PRACTICE

Some of the principals, recruiters and mentors surveyed attribute challenges in adequately preparing students for entry-level practice to factors such as the short duration of articling, insufficient law school preparation, organizational limitations, and the complexity of legal practice.

Level of Students' Preparedness for the Entry-Level Practice



+X%/-X%: change vs. 2019

Reasons for Feeling Students are Somewhat / Not Very / Not at All Prepared for the Entry-Level Practice  
(coded open-ended responses)

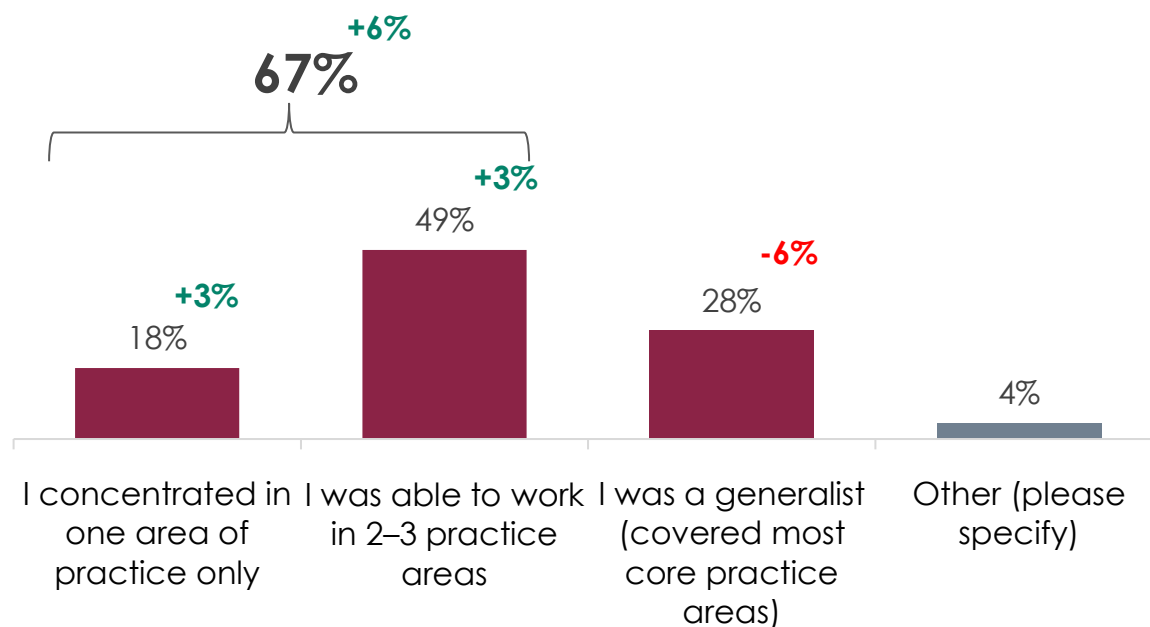
35%	<b>Duration of articling is not enough time</b> <i>-mentioned by those whose students' articling duration was reduced due to the pandemic and those whose students completed the full articling period</i>
26%	<b>Students are inadequately prepared for articling</b> <i>-Poor law school training -International training not meeting Canadian standards -Ineffective CPLED/PREP/bar admission training</i>
23%	<b>Not every organization can provide training in all practice areas and competencies, given their specific limitations</b> (e.g., non-profits lacking billing training, courts lacking practice management training, etc.)
21%	<b>Practice of law is complicated, requires extensive real-life experience</b>
21%	<b>Acquire the fundamentals to build on, but not self-sufficient yet</b> <i>-Need for continued mentorship -Articling teaches the fundamentals -Prepared for practice at the organization articulated / in the practice area focused on</i>



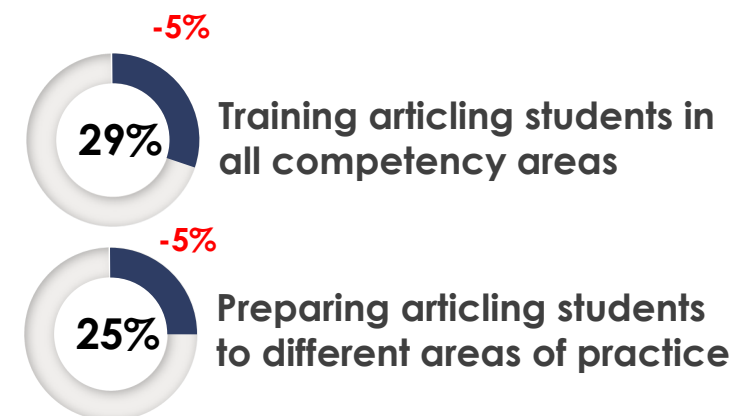
## HIGHLIGHTS: EXPOSURE TO PRACTICE AREAS

***Two-thirds of Alberta students surveyed report being exposed to only 1—3 practice areas during articling, and one-quarter of principals, recruiters, and mentors, acknowledge that preparing articling students for various practice areas poses a significant challenge.***

Exposure to Different Practice Areas



Challenges Faced by Principals, Recruiters and Non-Principal Mentors

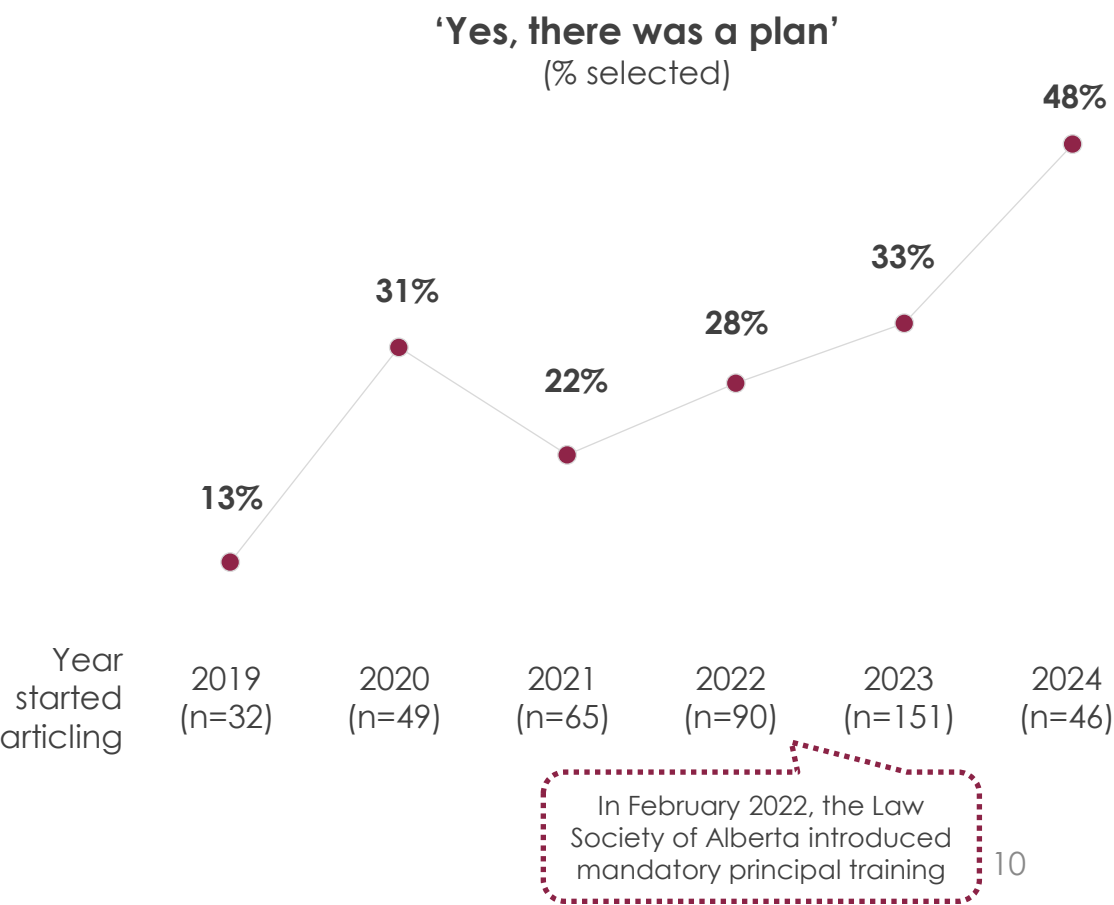
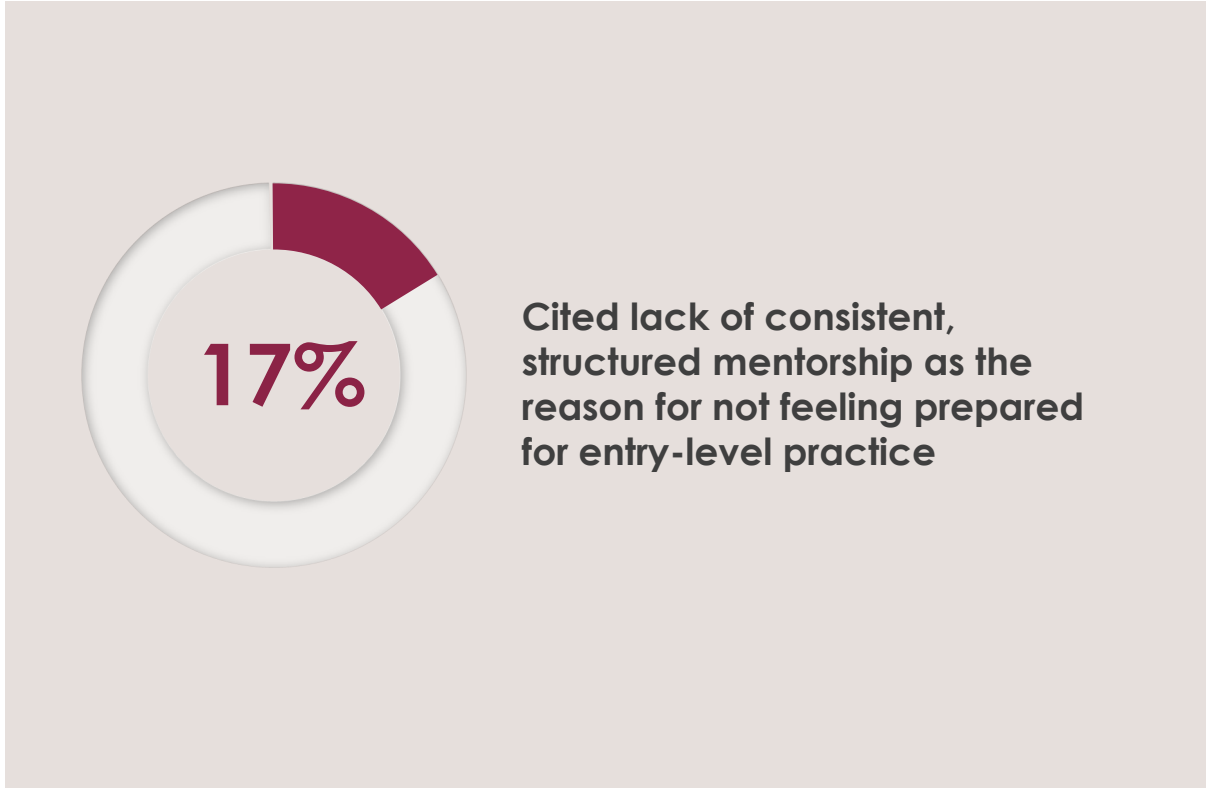


**23%** Noted in open-ended responses that not every organization can provide training in all practice areas and competencies, given their specific limitations.

+X%/-X%: change vs. 2019

HIGHLIGHTS: PROVISION OF A PLAN THAT GUIDED LEARNING DURING ARTICLES

*Although some reported a lack of structure and the absence of a learning plan, the use of such plans has improved since 2022.*



## HIGHLIGHTS: QUALITY OF MENTORSHIP

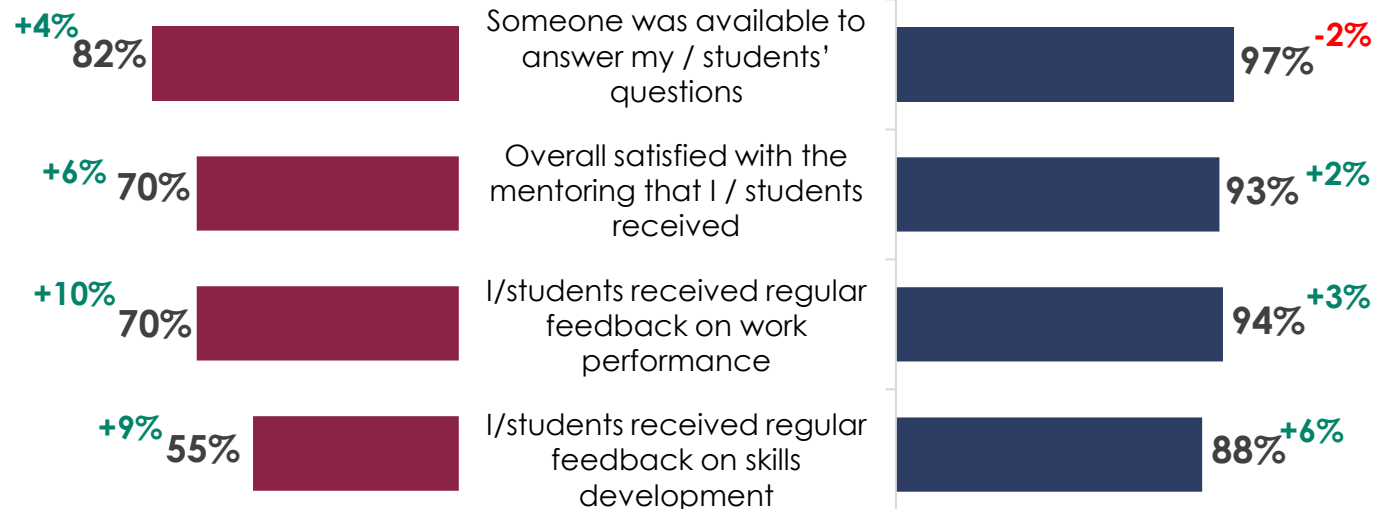
*The quality of mentorship has improved since 2019, particularly in terms of providing regular feedback. This could be partly attributed to the impact of the mandatory principal training.*



57% of principals who did  
principal training feel it  
prepared them to mentor/  
train/prepare students

## Perceptions of Mentorship Experience

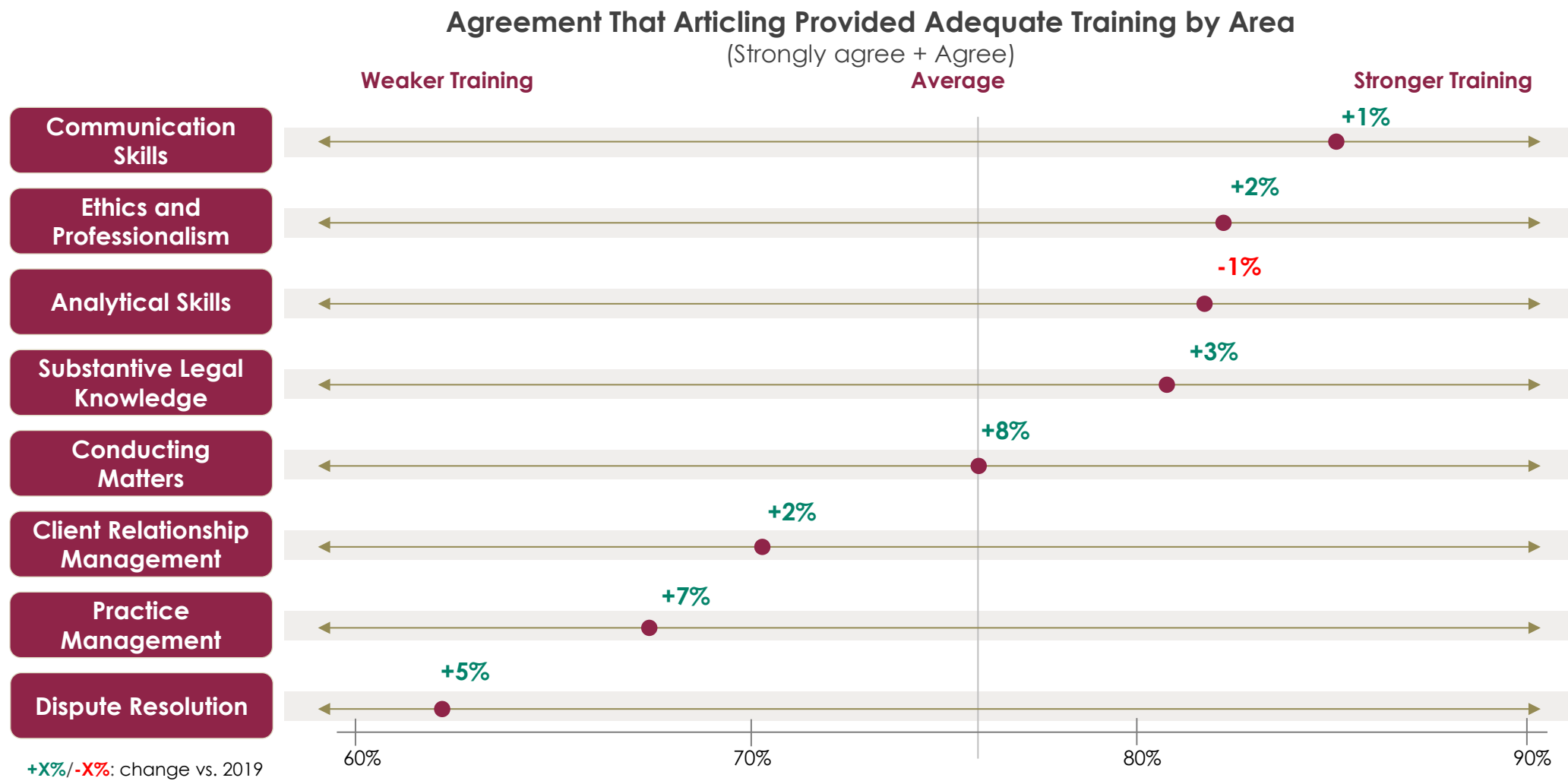
(Strongly agree / agree)

Articling Students, New Lawyers,  
Completed Articling but not PractisingPrincipals, Recruiters, and  
Non-Principal Mentors

+X%/-X%: change vs. 2019

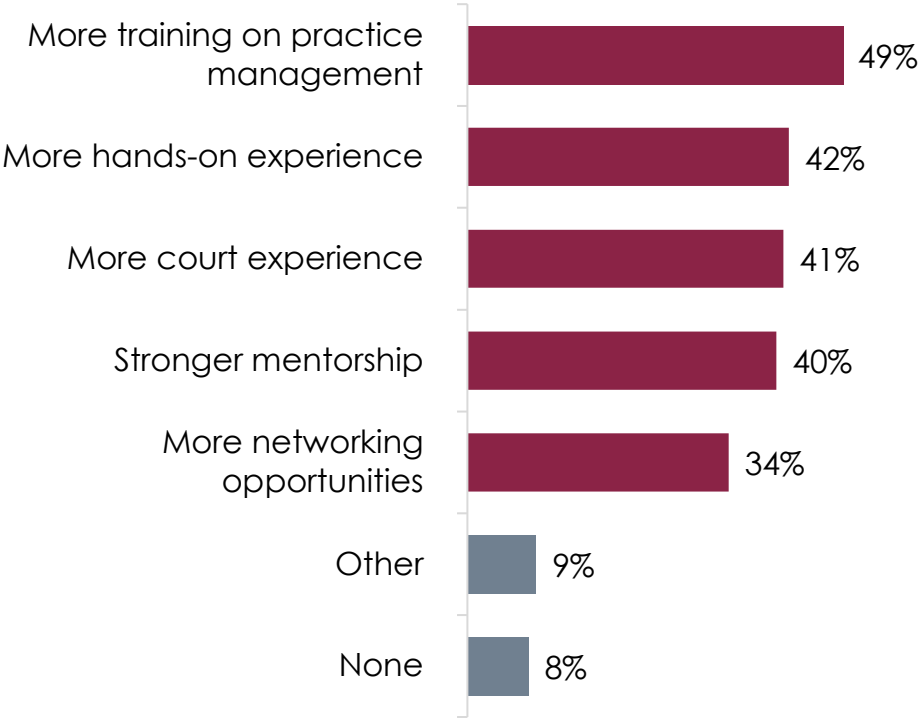
HIGHLIGHTS: PERCEPTIONS OF AREAS OF TRAINING

*Client relationship management, practice management, and dispute resolution are seen as weaker training areas. However, there have been improvements since 2019, especially in conducting matters, practice management and dispute resolution.*



*Enhancing awareness of the resources provided by the Law Society is necessary, particularly regarding practice management consultations and the assessment tool, given that half are looking for more practice management support.*

Tools and Resources Needed to Better Prepare for Entry Level Practice



Awareness of Resources / Supports Available through the Law Society



## HIGHLIGHTS: ENHANCING PREPAREDNESS FOR PRACTICE - RESPONDENT SUGGESTIONS



### Practical Experience and Exposure

"In some ways I was very prepared. However, due to the limited scope of the organization that I articulated for there were some things that I had only theoretical knowledge of. Despite the efforts of my principal, there is only so much you can learn from being told something without being able to try doing it."

"I was not provided my own files/clients until very late and as such client management and preparation was not there. A lot of the learning experience was more from watching rather than doing. Preparation for questioning, and trial prep was not exposed. Within the firm it was difficult to get matters that were outside of my 'preference' and it felt like I was essentially painted into a corner with my practice and could not expand or learn more."



### Enhancing Articling and Adding More Structure

"Entering practice it is my opinion that no one is more than somewhat prepared. CPLED was not helpful and detracted from the articling experience. Articling itself could be more regimented."

"I felt comfortable with reading and interpreting the law. I feel comfortable making legal arguments. However, I did not receive any court experience, or got to conduct and mediations of negotiations on my own, which was disappointing. I was a glorified receptionist. The only reason I learned anything was because I actively took in interest in every file and asked questions often. My principal did not have a plan to teach me, or mentor me really for that matter."

"I say prepared because my principal is a well-experienced lawyer and had a lot of tools to assist a lawyer's practice. However, they need to dedicate more time to supporting a student. Being a hands-on principal is key."



### More Focus on Areas of Weaker Training

"Would have liked more client relationship management and file management coaching or experience."

"I had received great mentorship with a lot of experience that often is not given to articling students. However, I did not receive training on the business aspects of being a lawyer."

"I gained a lot of legal and analytical skills in articling, but got no guidance on the practical aspects of how to manage a practice. Including for example, how to bill clients, how to manage the client relationship, how to conduct myself with opposing counsel, how to manage files of different sizes."



### Improvements to Training (e.g., law school, CPLED/PREP)

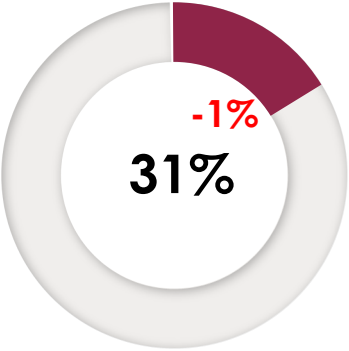
"Courses offered in law school are not necessarily practical or applicable to the actual practice of law. CPLED was somewhat helpful, however, I do not practice family or criminal law, which 2/3 of CPLED was based on."

"Lack of practical application at law school."

"...I don't believe that the lack of preparedness is solely, or even primarily, the responsibility of firms; the structure of law school leaves much to be desired regarding preparing potential lawyers to practise law."

HIGHLIGHTS: EXPERIENCES OF DISCRIMINATION/HARASSMENT

*31% encountered discrimination and/or harassment during recruitment and/or articling, with no change noted since 2019. The distribution of equity-deserving groups and females among those who faced these challenges is higher compared to those who did not.*



Experienced  
discrimination and/or  
harassment during  
recruitment and/or  
articling



Profile of Those who Experienced Discrimination and/or Harassment vs. Those who Didn't

		Experienced	Did NOT Experience
		n=135	n=298
Belonging to Equity-Deserving Groups*	Racialized	38%	31%
	2SLGBTQIA+	26%	11%
	Indigenous	5%	8%
	Don't identify with any of these	37%	53%
Gender*	Female	70%	51%
	Male	26%	47%
	Other	4%	2%
Education	Outside of Canada	29%	32%
	In Canada	71%	68%

+X%/-X%: change vs. 2019

\*Excluding 'Prefer not to answer / specify'

NOTE: The questions reported and corresponding base sizes for each question are detailed in the 'Notes' section located at the bottom of each page in this report.



## HIGHLIGHTS: TYPES OF DISCRIMINATION AND HARASSMENT DESCRIBED

***The cited instances of discrimination and harassment primarily revolved around gender and belonging to equity-deserving groups.***



### Based on Gender

- Demeaning sexist jokes or comments
- Sexual harassment, including remarks on female students' appearance
- Clients verbally abusive to women, polite to men
- Discriminatory interview questions and feedback (e.g., questions about childcare, plans to have children)
- Inadequate accommodations for pregnancy-related needs (e.g., expressing anger when a pregnant student was prescribed bed rest and needed to work from home)
- Women assigned less billable work, treated as assistants

### Based on Equity-Deserving Group Identity

- Racialized and internationally trained lawyers reported that they were treated as inferior or less likely to be offered positions
- Unconscious bias evident in partners' feedback, evaluations, and work assignments for racialized lawyers
- Student repeatedly identified/introduced as gay without their consent or relevance
- Lower pay for racialized articling students compared to white peers
- Justices assuming racialized students are interpreters, not lawyers
- Offensive jokes targeting the student's ethnicity



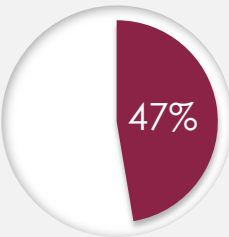
Other general examples provided by students included: firms not hiring a student due to past criminal charges (1 mention); a new lawyer identifying as a white man feeling his chances of promotion or hiring are lower compared to non-male and non-white peers (1 mention); student repeatedly asked if their mistakes were due to their disclosed ADHD diagnosis (1 mention).

Equity-Deserving Groups

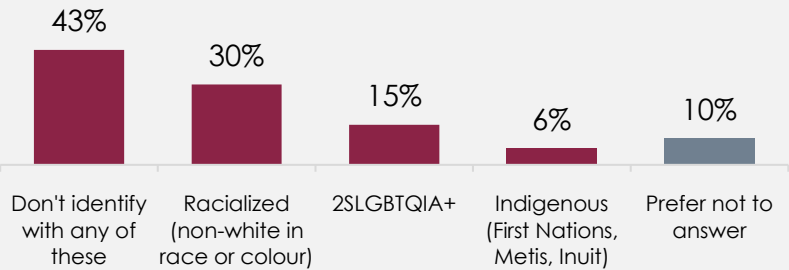
The overall lower annual compensation among equity-deserving groups may be attributed to the lower proportion of individuals identifying with these groups articling at big/medium firms and/or in large urban centres.



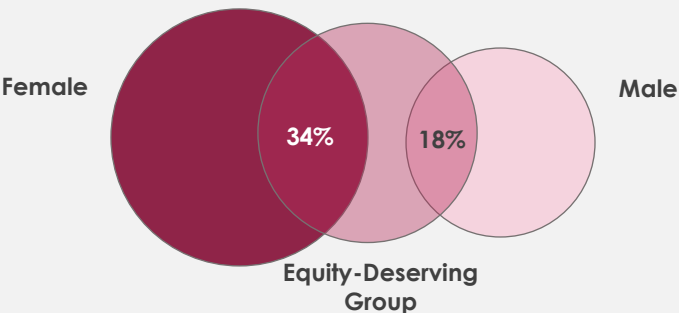
% of Total Sample



Subgroups within Total Sample



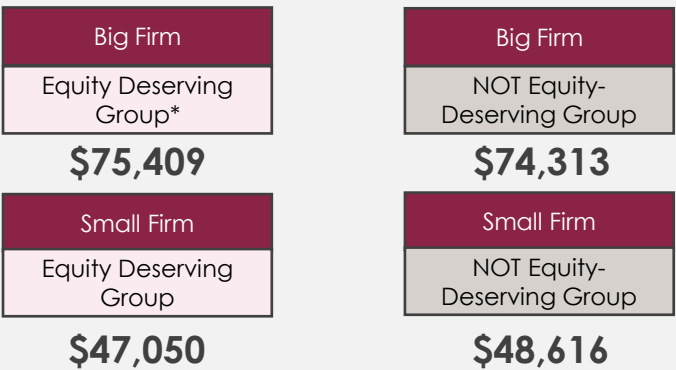
Overlap with Gender Groups



Educational and Practice Setting Profile

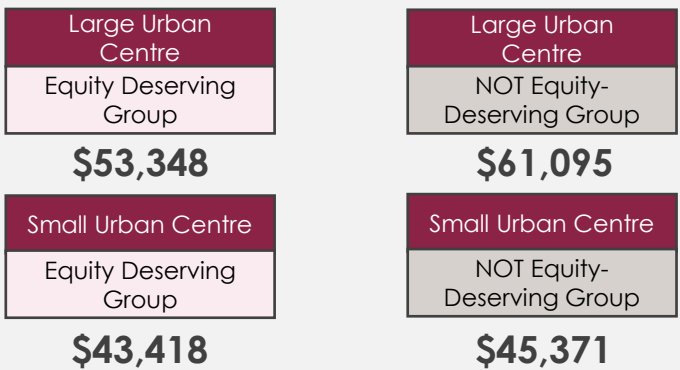
Educational and Practice Setting Profile		Equity-Deserving Group	NOT an Equity-Deserving Group
n=		204	187
Education	Educated Internationally	42%	18%
Practice Setting	Big Firms (51+ lawyers)	11%	25%
	Medium Firms (26-50 lawyers)	5%	12%
	Small Firms (2-25 lawyers)	51%	37%
	Sole Practitioner	15%	11%
Practice Location	Large Urban Centre	75%	81%
	Small Urban Centre	15%	10%
	Rural area	4%	4%
	Combination	6%	5%

Compensation by Practice Setting (average annual salary)



\*Small base size (n=22)– interpret with caution

Compensation by Practice Location (average annual salary)

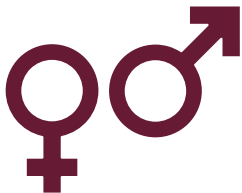


Overall Compensation (average annual salary)

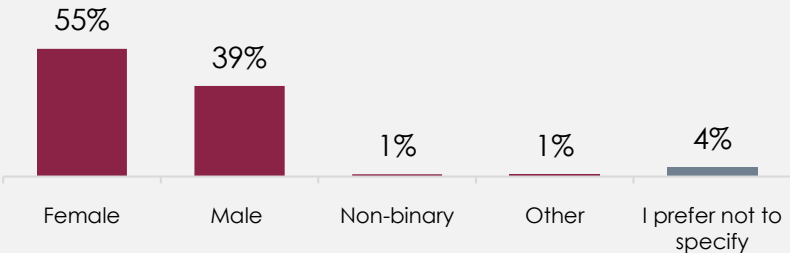


Gender

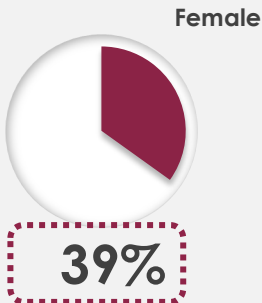
The lower satisfaction with the articling experience among female respondents may be attributed to their encounters with discrimination and/or harassment.



Subgroups within Total Sample



Experienced Discrimination and/or Harassment



43%

of female respondents who belong to equity-deserving groups experienced discrimination and/or harassment

Educational and Practice Setting Profile

Female

Male

n=

236

168

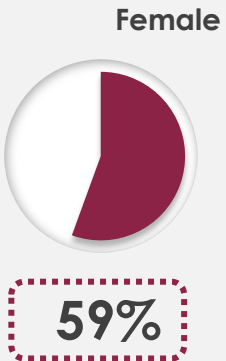
Education	Educated Internationally	33%	29%
Practice Setting	Big Firms (51+ lawyers)	17%	17%
	Medium Firms (26-50 lawyers)	6%	13%
	Small Firms (2-25 lawyers)	45%	45%
	Sole Practitioner	14%	14%

Compensation by Practice Setting and Location\* (average annual salary)

Big Firm	Big Firm
Female	Male
\$74,439	\$74,700
Small Firm	Small Firm
Female	Male
\$48,025	\$48,076
Large Urban Centre	Large Urban Centre
Female	Male
\$56,573	\$58,452

\*Due to insufficient base sizes, comparisons within small urban centers and rural areas were not made.

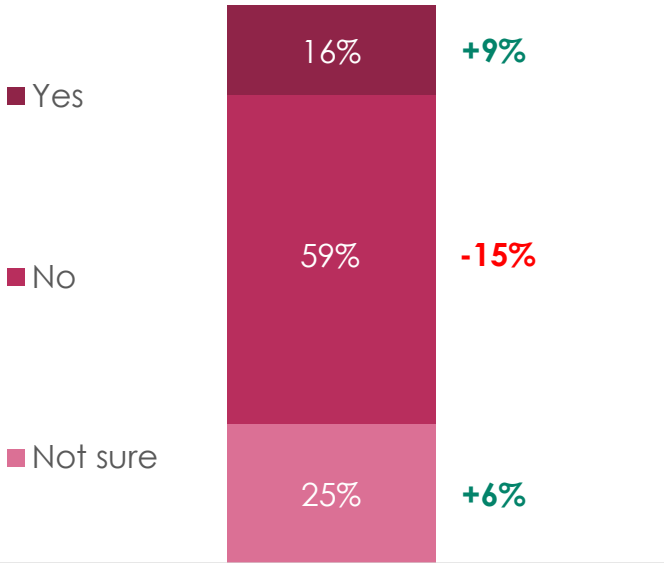
Satisfaction with Articling Experience (very / somewhat satisfied)



HIGHLIGHTS: AVAILABILITY AND AWARENESS OF RESOURCES

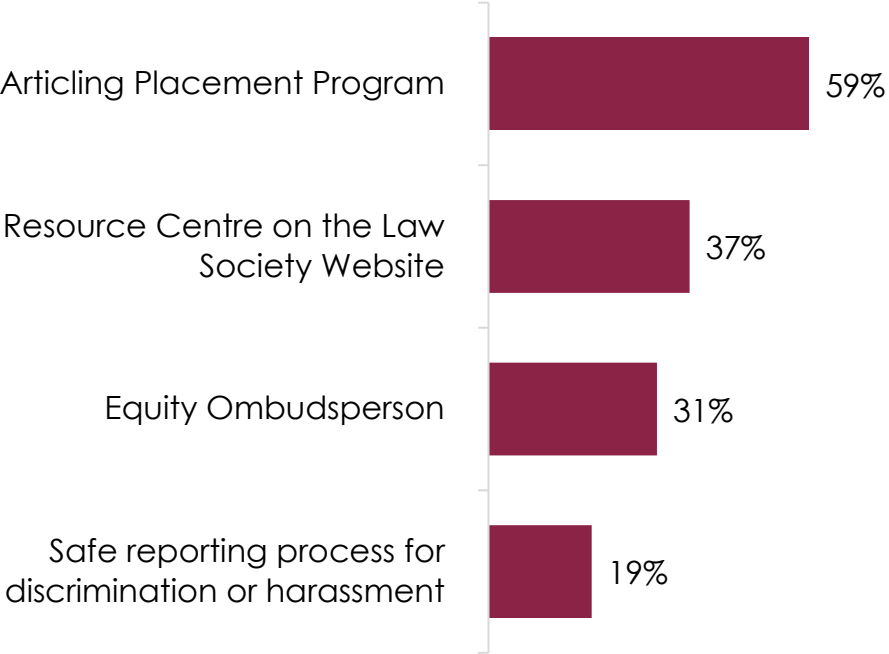
*Although only 16% of those who experienced discrimination and/or harassment say resources were available to address these issues, there has been an improvement since 2019. Moreover, when given a list of current resources, over half acknowledged awareness of at least one.*

Perception that Resources to Address  
Discrimination and/or Harassment were Available



+X%/-X%: change vs. 2019

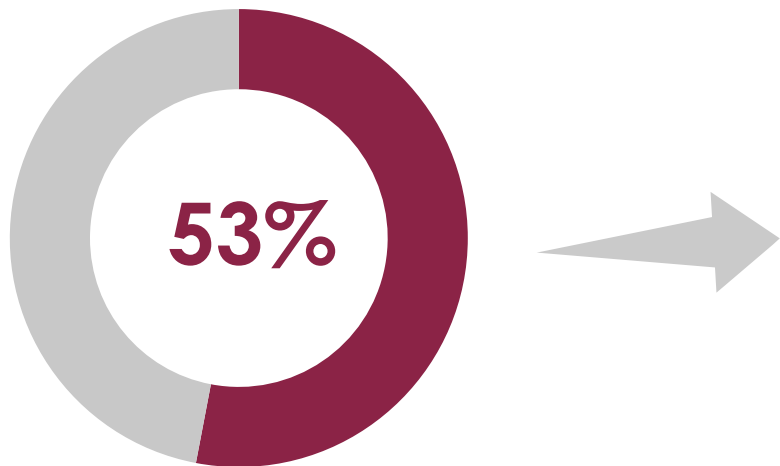
Awareness of Resources Available to Address  
Discrimination and/or Harassment\*



\*Excluding 'N/A – didn't exist when I articulated'  
NOTE: This question was not asked in 2019.

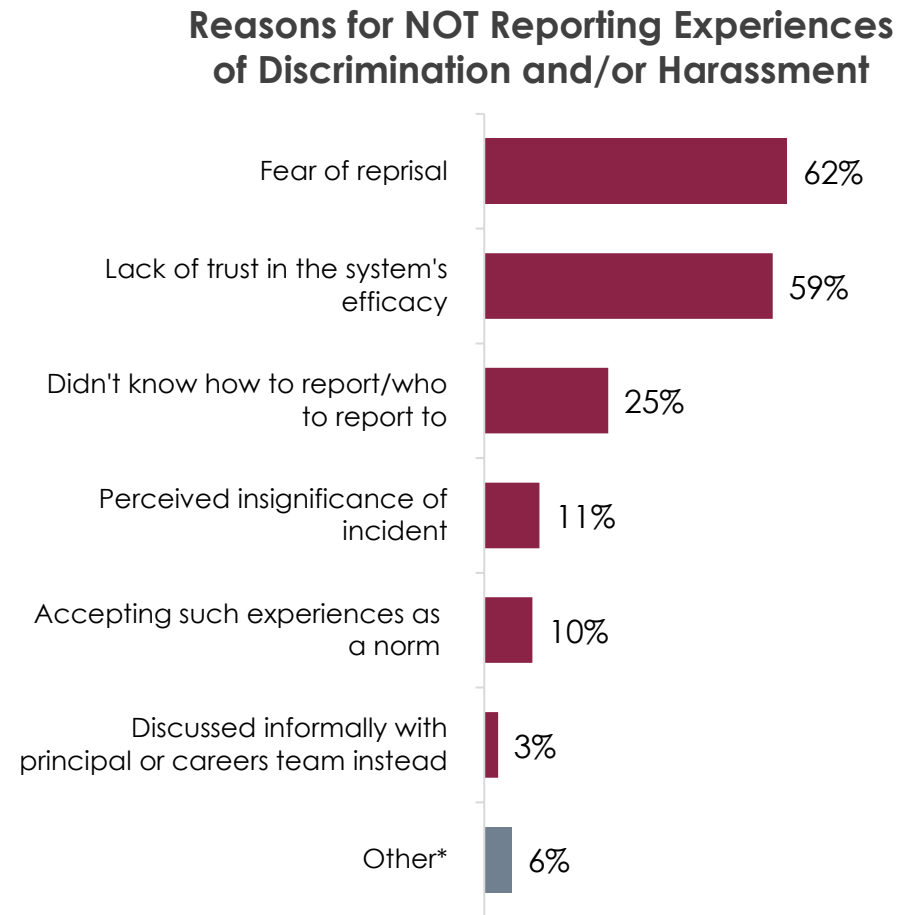
HIGHLIGHTS: REPORTING DISCRIMINATION/HARASSMENT EXPERIENCED

*Half of those who experienced discrimination and/or harassment opted not to report it due to fear of reprisal, lack of trust in the system's efficacy, unfamiliarity with the reporting process and other factors.*



**of those who experienced discrimination and/or harassment did NOT report the incident(s) to any body**  
(i.e., the firm, the Law Society, Provincial Human Rights Commission, or another administrative body)

+X%/-X%: change vs. 2019

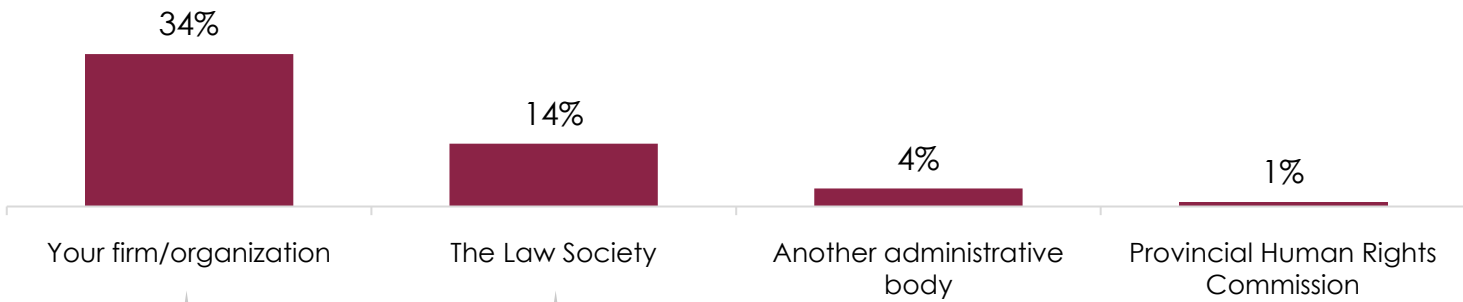


\*Other responses were coded and added to the answer options.  
NOTE: These questions were not asked in 2019.

HIGHLIGHTS: REPORTING DISCRIMINATION / HARASSMENT EXPERIENCED

*Of those who reported the incident(s), only 3-in-10 experienced positive outcomes, while around half said they achieved no resolution.*

Bodies to Which Experiences of Discrimination and/or Harassment were Reported



Outcome of Reporting  
(coded open-ended responses)

Outcome of Reporting (coded open-ended responses)	Reported to the firm/organization n=42	Reported to the Law Society n=17
No action taken / No resolution	22 respondents	10 respondents
Positive outcomes	11 respondents	4 respondents
Negative consequences	6 respondents	2 respondents
Other	4 respondents	2 respondents

Respondents who reported NO RESOLUTION mentioned:

- their complaint was heard but ultimately dismissed
- the Ombudsperson stated that the issue was outside their jurisdiction
- they did not qualify for the Articling Placement program

The POSITIVE OUTCOMES mentioned include:

- Support from the firm's management leading to the cessation of discrimination and/or harassment, e.g.
  - conversation with the instigator,
  - being moved within the firm to limit contact with the instigator,
  - assistance in drafting a 'cease-and-desist' letter
- being placed in a new position through the Articling Placement Program
- termination of the offending individual

NOTE: A single respondent could mention multiple outcomes, such as a lack of resolution to the reported issue and the subsequent negative consequences. These questions were not asked in 2019.

## HOW FIRM/ORGANIZATION HANDLED DISCRIMINATION/HARASSMENT ISSUES

**The most common approaches to addressing discrimination and harassment issues included providing support to students, conducting internal investigations, encouraging students to report incidents externally, and facilitating conversations among all parties involved.**

### Firms'/Organizations' Approaches to Addressing Discrimination and/or Harassment

Support for the students who were affected
<p>"During recruitment students have made us aware of racial comments they've heard from other firms. We've supported the students and given them the referrals to supports for them. We have also taken disciplinary action against staff who have made racial comments to students."</p> <p>"The students came to me with complaints about discrimination and harassment that they had experienced elsewhere, not at my firm. In each case, they were referred to Assist and other lawyer organizations specific to their unique situation."</p>
Internal investigation
<p>"An investigation was launched, and meetings with the student were held, as well as with witnesses and the lawyer involved. We changed a variety of internal processes as a result, and the lawyer involved also had consequences imposed."</p> <p>"Followed its Workplace Harassment Policy, had an external consultant conduct an investigation, and implemented the recommended results."</p> <p>"Internal investigation with lawyers responsible for workplace conduct matters, with disciplinary action when required."</p> <p>"Thoroughly investigated and discredited."</p>
Encouraged students to report externally
<p>"The articling student was encouraged to provide a formal complaint to the Law Society, and the complaint process was started."</p> <p>"This occurred during recruitment at a different firm - the student told us the story - we encouraged the student to report it to their career services officer."</p>
Conversation with all the parties involved
<p>"Meeting in person to address the issue with all parties."</p> <p>"Reported to upper management, addressed directly with the perpetrator, perpetrator was required to attend training."</p>
Skepticism about possible change
<p>"...It always, always, always comes down to a cost/benefit analysis for the law firm, and those numbers will never side with the articling student..."</p> <p>"The student who was discriminated against during the recruit was not hired. The students who were harassed or bullied no longer work here and have moved to other firms. The bullies and harassers still work here."</p>





## Better Monitoring for Principals' Conduct / Confidential Check-Ins

"I wish there was some kind of better way to monitor the principals and the students together. I feel very let down and traumatized by my articling experience and the nonchalance of the practice advisors and the ombudsperson. 'I can assure you this happens to many students,' and 'it is a big problem for articling students' is not reassuring."

"I really wish there was some kind of confidential 'check-in' system or survey similar to this one, that would be sent to students periodically while articling, and perhaps the Law Society could follow up if the student was having troubles or experiencing issues such as mine..."

## Holding Senior Lawyers Accountable

"Senior lawyers have no accountability. If they are rainmakers they are allowed to treat students like garbage. Students are incredibly vulnerable to these powerful people who have no checks on their actions."

"...When that lawyer left the firm for other inappropriate behavior, he transitioned to an inhouse position and was celebrated for doing so. There did not appear to be any substantive consequences for him otherwise. I think that is wrong."

## Ensure Reporting Processes Address Existing Fears

"I believe more students would report discrimination if we were not scared of our principal ruining our reputation before even joining the legal community."

"The fear of retaliation is serious. Students are very vulnerable in these situations."

"I do not think the Law Society has a good system in place to account for the fact that in order for students to report such issues, they are forced to reckon with either outing themselves and being branded a problem within the legal community, or else dealing with the issue on their own to ensure that their 'reputation' is preserved..."

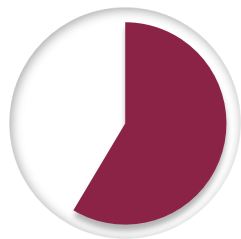
## Increased Awareness and Accessibility of Resources

"I wish I had more confidence back then to speak up when I experienced it, but the power imbalance and my lack of confidence led me to ignore it at the time. I'm sure many law students are in similar situations, so I honestly don't know what would help. The equity ombudsperson is a great initiative and I really hope they are presenting at law schools so students know about that resource."

"...I did not know about the practice advisors until another lawyer from outside my firm had mentioned it to me. Until then, I had already endured 9 months of horrible conditions and a nervous breakdown due to my work."

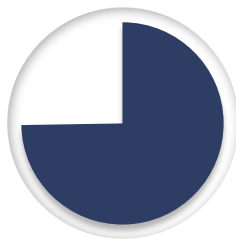
**COVID-19 has adversely affected articling experiences by limiting learning opportunities, hindering relationship-building, diminishing mentorship quality, etc. Students articling during this period reported lower satisfaction and preparedness for entry-level practice.**

Articling Students, New Lawyers, & Those  
who Completed Articling but are not Practising



62%

Principals, Recruiters, and  
Non-Principal Mentors



75%

**Feel that the COVID-19 pandemic had a negative  
impact on articling experience for students**

	Articled during COVID-19 (started in 2019-2021)	Articled Post-COVID-19 (started in 2022-2023)
	n=146	n=241
Very satisfied + satisfied with articling experience	51%	68%
	n=146	n=128
Very prepared + prepared for entry-level practice	45%	55%

**Effect of COVID-19 Pandemic on Articling Experience**  
(based on verbatim comments)

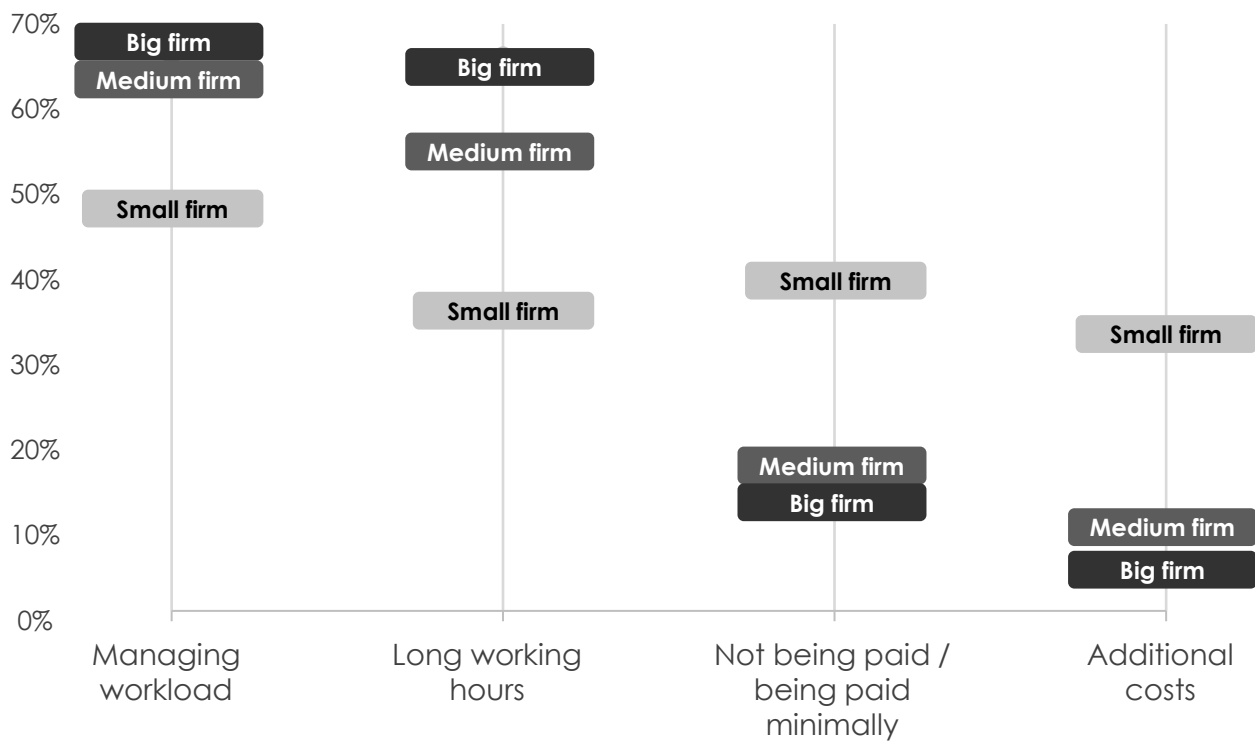
- Reduced learning opportunities (e.g., limited shadowing)
- Challenges in forming in-person relationships with mentors and peers
- Diminished mentorship quality (e.g., harder to ask questions, lack of real-time feedback, limited informal mentorship)
- Disruption of traditional learning environment (e.g., distractions, disengaging during meetings)
- Decreased work availability (fewer assignments, work slowdown)
- Shortened articling period impacting readiness for entry-level practice
- Limited in-person courtroom exposure
- Virtual meetings affecting comprehension of legal procedures and best practices
- Difficulty transitioning to in-person work without office experience
- Lack of familiarity with office culture
- Mental health toll due to isolation
- Adverse effects on work culture (e.g., heightened stress, communication gaps)

NOTE: These questions were not asked in 2019.

## CHALLENGES WITH WORKLOAD AND COMPENSATION

*Articling experiences vary by practice setting. Students at big firms (51+ lawyers) struggle with heavy workloads and long hours, while those at small firms cite low compensation and additional costs among their primary challenges.*

Challenges of Being an Articling Student  
(% selected)



Workload, Compensation, and Satisfaction –  
Summary Table

	Small Law Firm (2-25 lawyers) <i>n</i> =198	Medium Law Firm (26-50 lawyers) <i>n</i> =37	Big Law Firm (51+ lawyers) <i>n</i> =74
Weekly Workload (average)	46 hours	50 hours	52 hours
Annual Compensation (average)	\$52,159	\$68,310	\$74,639
Satisfaction (Very satisfied + satisfied)	60%	62%	66%

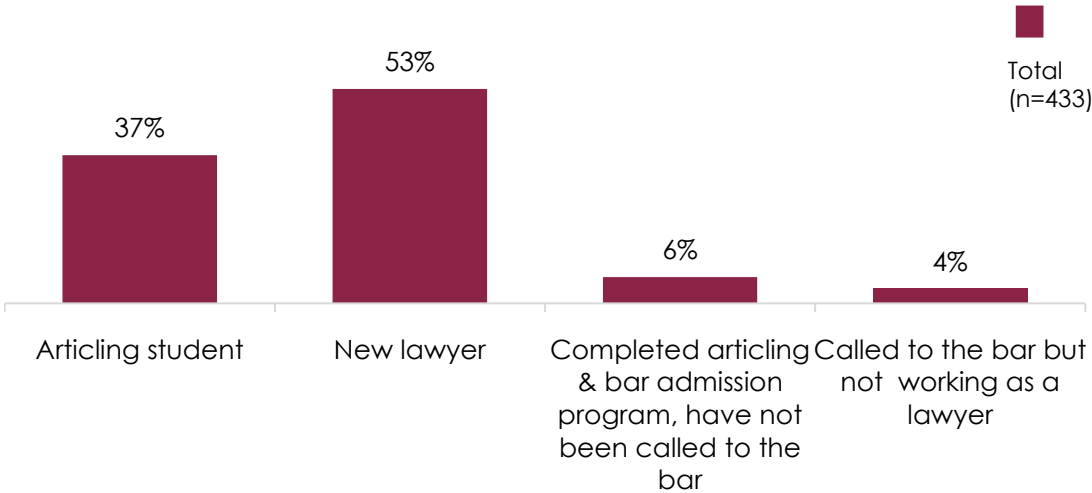
# Detailed Findings

WHO COMPLETED THE SURVEY

*Most of the respondents who completed the student survey were current articling students or new lawyers. The representation of principals was notably high compared to that of recruiters and mentors.*

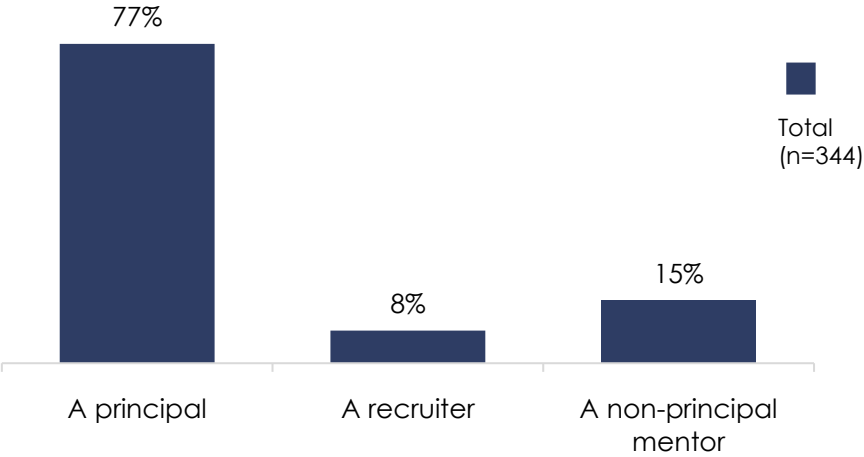
Articling Students, New Lawyers, and Completed Articling but not Practising

How would you best characterize yourself in the profession?



Principals, Recruiters, and Non-Principal Mentors

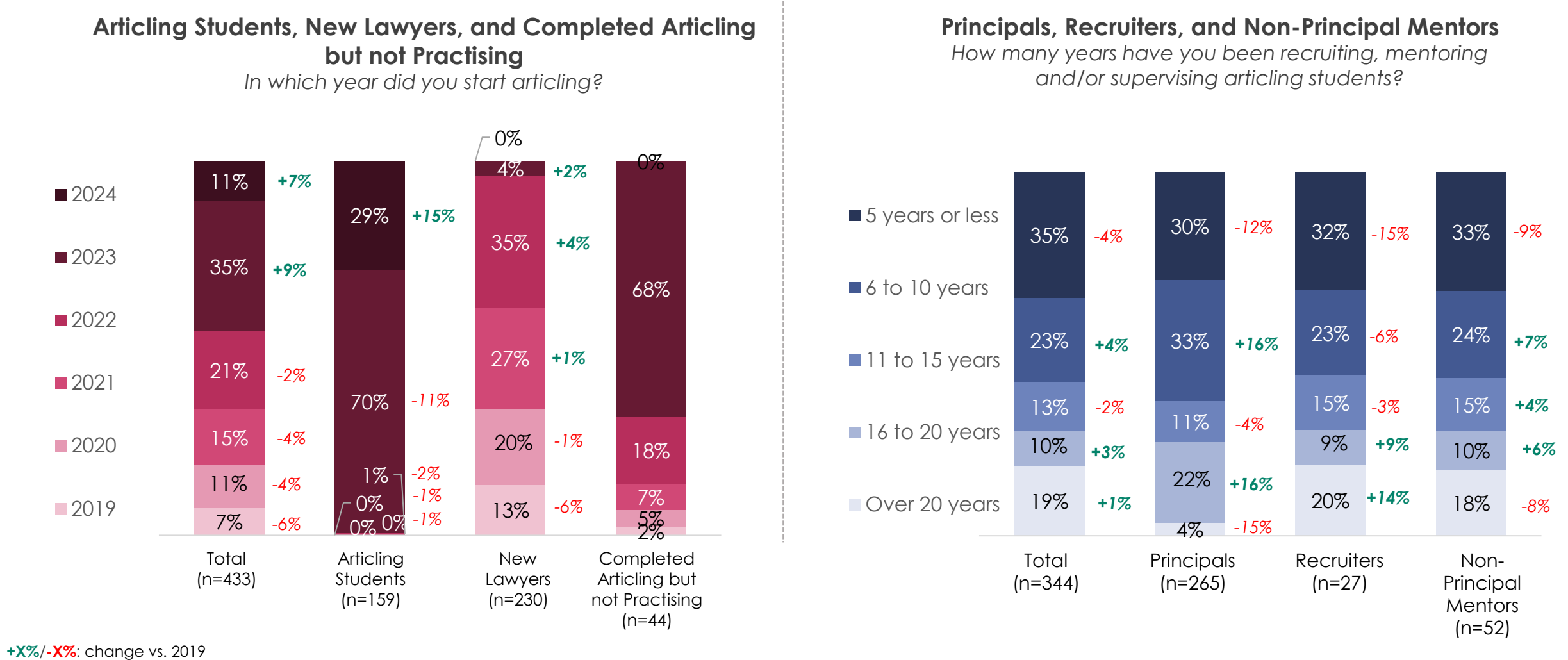
In the last five years, have you been involved in any of the following roles with articling students?



NOTE: Questions changed, and there will be no comparison with the data from 2019.

YEAR OF ARTICLING / YEARS OF INVOLVEMENT

*Close to half of the student survey respondents began articling in 2023–2024. Most principals, recruiters, and mentors had over six years of experience.*



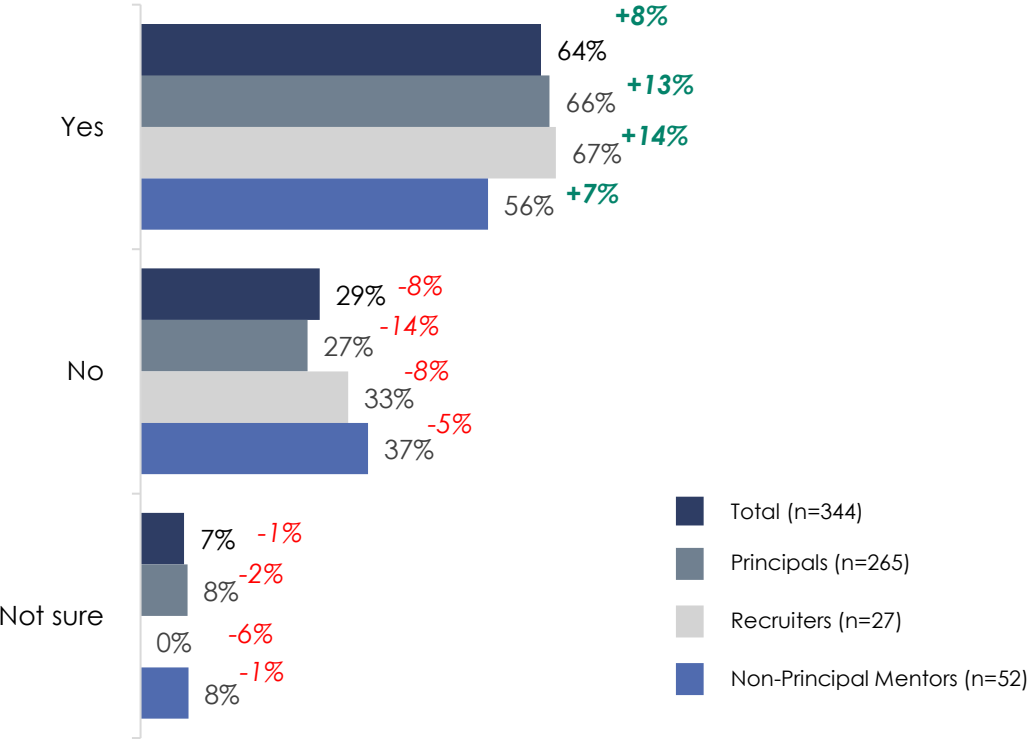
NOTE: Comparison vs. 2019 was done as follows: 2024 vs. 2019 (i.e., this year), 2023 vs. 2018 (i.e. a year ago), 2022 vs. 2017 (i.e., 2 years ago), etc. Throughout the report, comparisons with 2019 could not be made for those who completed articling but are not practising, as this group was not analyzed in 2019.

INTERNATIONALLY TRAINED LAWYERS

Close to three out of five respondents indicated that their firm hired internationally trained lawyers.

Principals, Recruiters and Non-Principal Mentors

Has your firm/organization hired internationally trained students for articling positions?



Reasons for NOT Hiring Internationally Trained Lawyers

(Among those whose organizations did not hire, n=99)

- Lack of applications from internationally trained lawyers
- No suitable candidates
- Preference for candidates who are familiar with Canadian law and practice
- Concerns about training and competency of internationally trained candidates
- Negative experiences with ethical standards of internationally trained lawyers
- Established relationships with local universities
- Logistical challenges (e.g., additional time and resources required to certify international degrees)
- Internationally trained lawyers may apply outside the windows in which a firm is hiring



EXPOSURE TO DIFFERENT PRACTICE AREAS

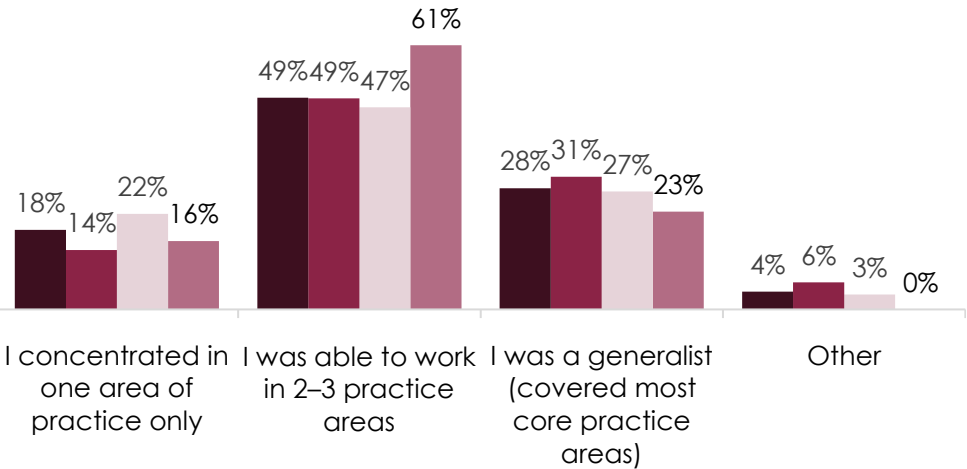
*Less than one-third of Alberta students report exposure to most practice areas while articling.*

Articling Students, New Lawyers, and Completed Articling but not Practising

What type of exposure did you have to different practice areas during your articling?



Change vs. 2019    +3%   -1%   +7%    +3%+3%+1%    -6%   -5%   -11%    -1%   +3%   -2%

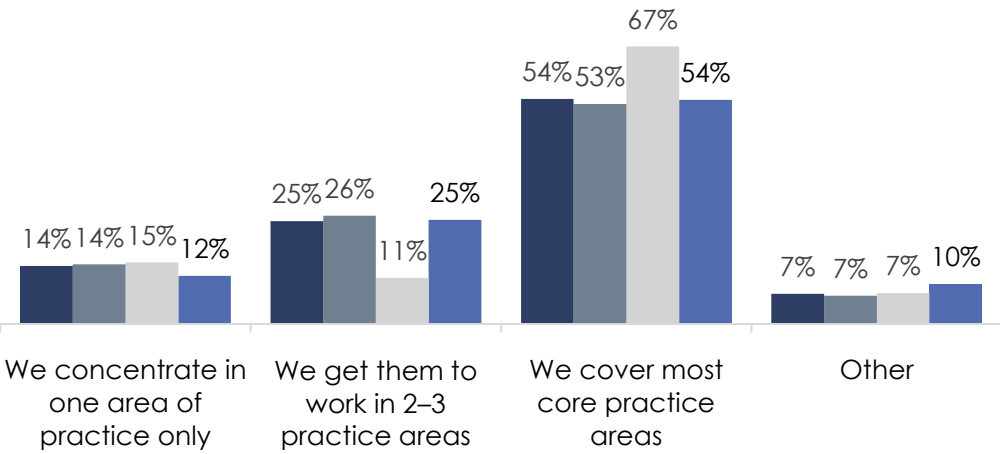


Principals, Recruiters, and Non-Principal Mentors

What type of exposure does/did your firm/organization provide to articling student(s) in different practice areas?



Change vs. 2019    0%   -5%   +3%   -1%    0%   -2%   -1%   -5%    +1%   +8%   +2%   +1%    -1%   -4%   -1%   +6%

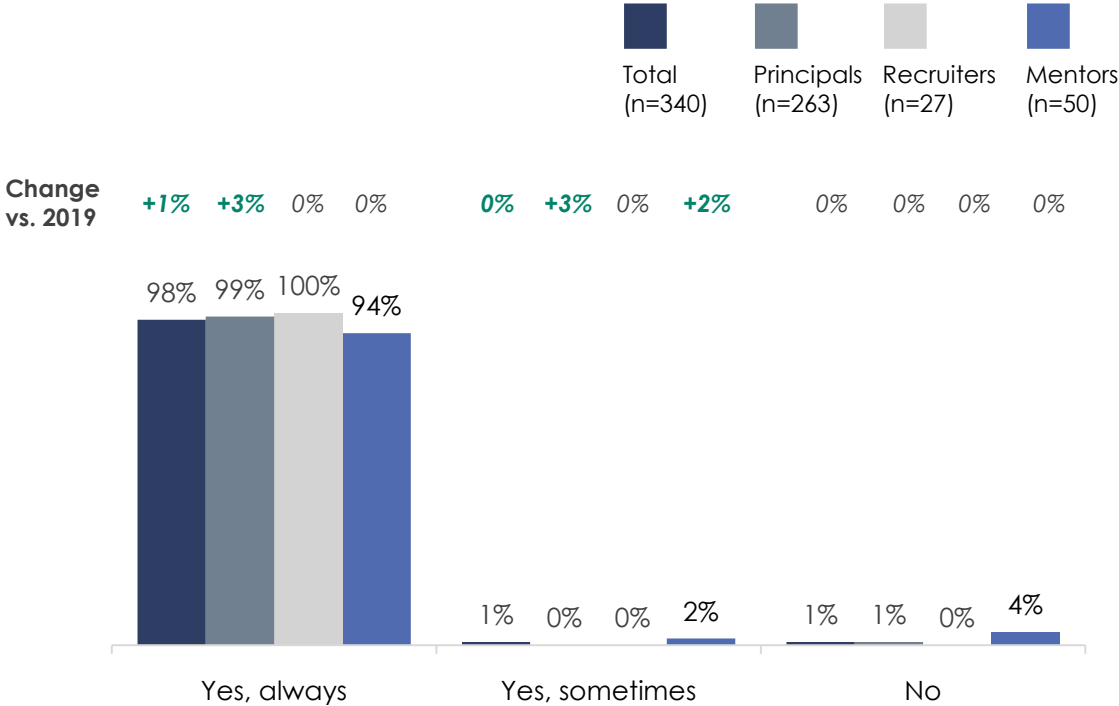


# COMPENSATION FOR ARTICLING STUDENTS

*Almost all firms provided compensation to articling students.*

## Principals, Recruiters, and Non-Principal Mentors

Does your firm/organization offer compensation to articling students?



## Reasons for NOT Offering Compensation

(Among those who do not offer compensation, n=6)

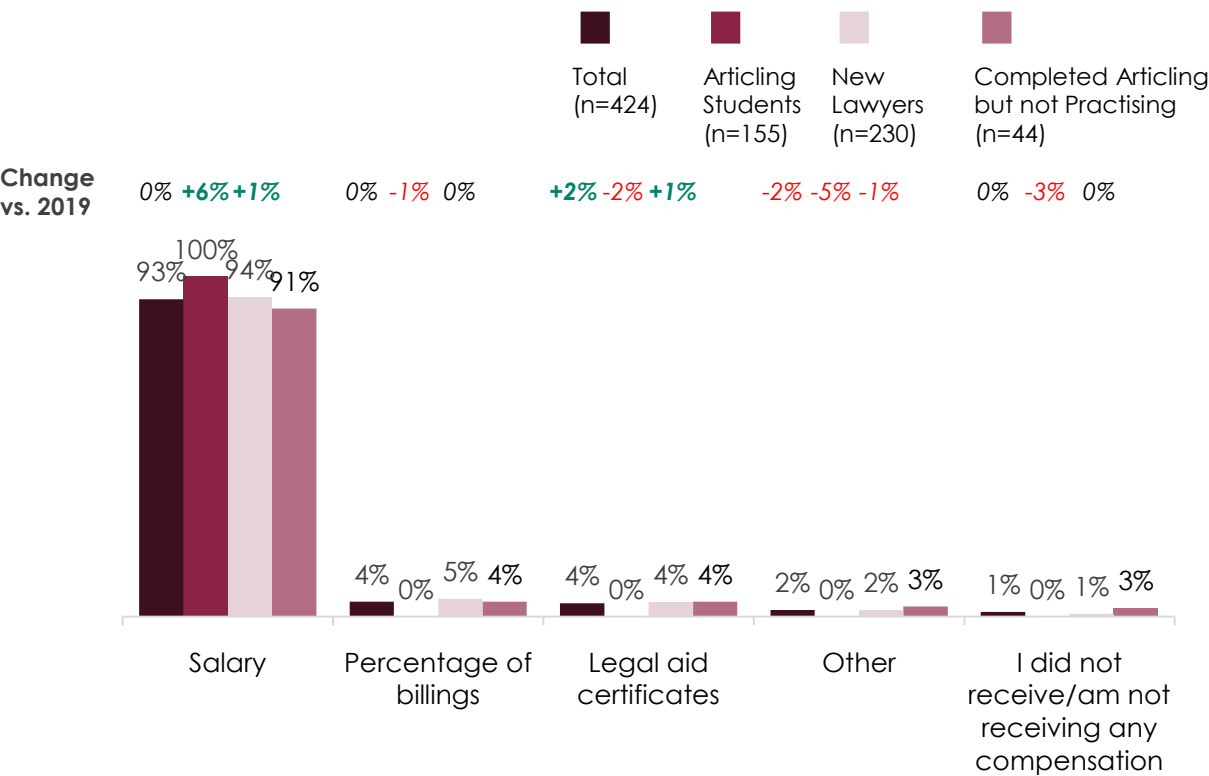
- Sole Practitioners cannot always afford to pay articling students
- The organization views providing articles as a sufficient favour to students
- Students are seconded, and paid by their primary firm

TYPE OF COMPENSATION

The vast majority of students received a salary while articling.

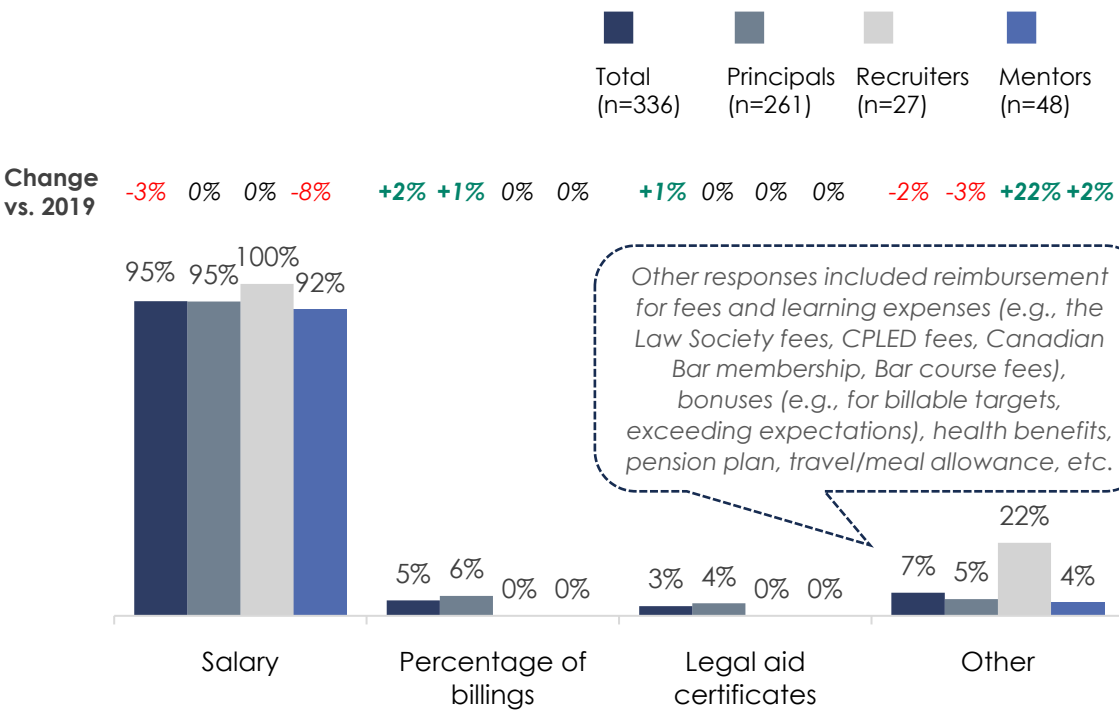
Articling Students, New Lawyers, and Completed Articling but not Practising

What type of compensation are you receiving/did you receive during your articling experience?



Principals, Recruiters, and Non-Principal Mentors

What type of compensation does your firm/organization typically provide to articling students?

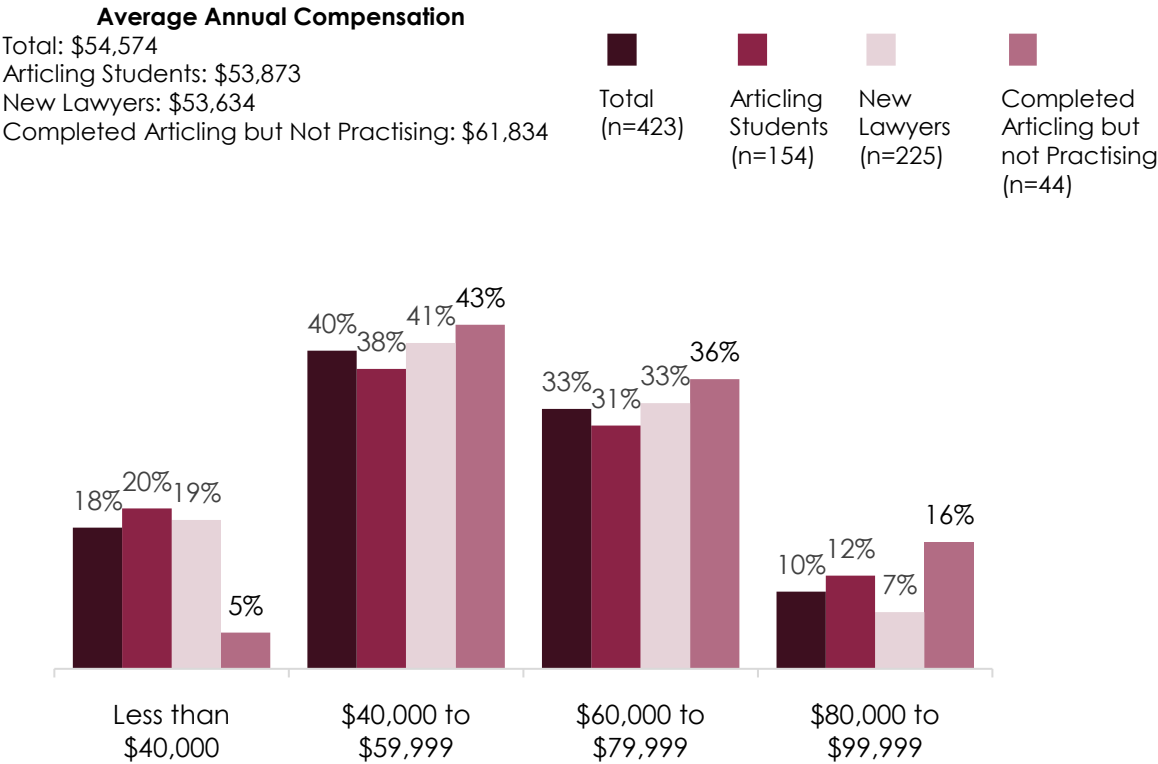


ANNUAL COMPENSATION

Most students are/were paid between \$40,000 and \$80,000 per year.

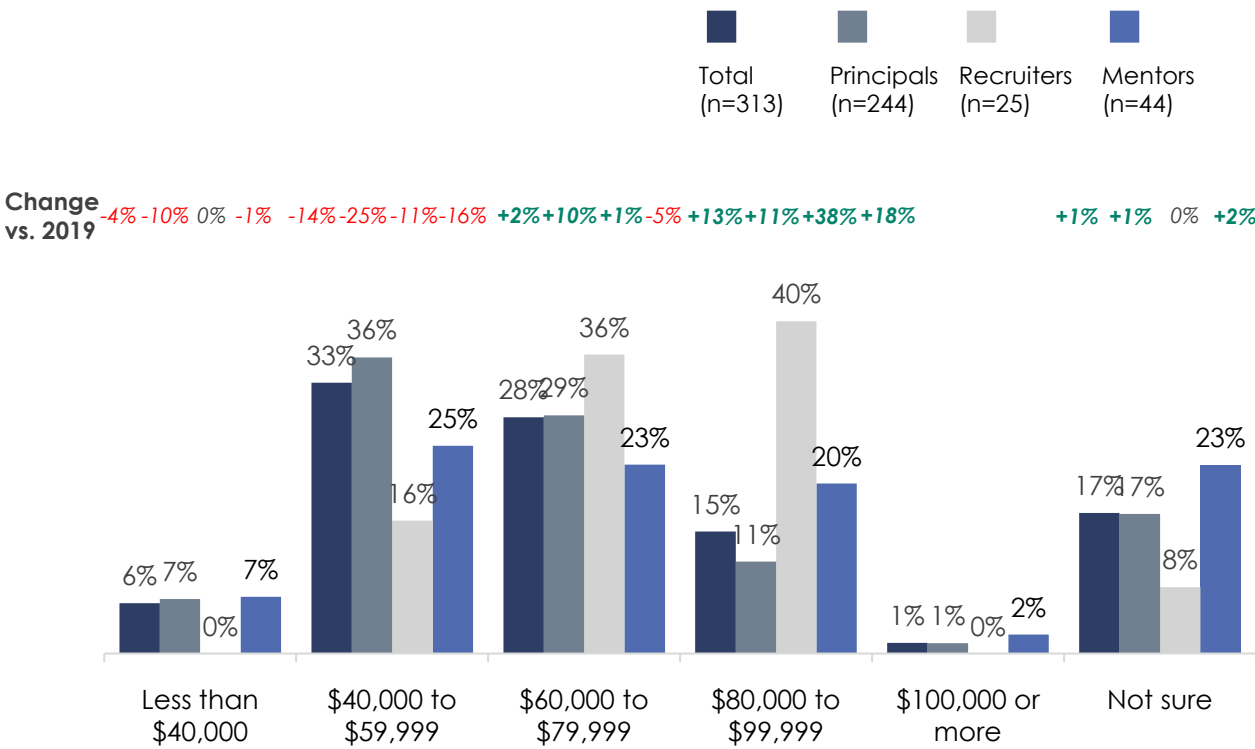
Articling Students, New Lawyers, and Completed Articling but not Practising

What is/was your annual compensation during your articling?



Principals, Recruiters, and Non-Principal Mentors

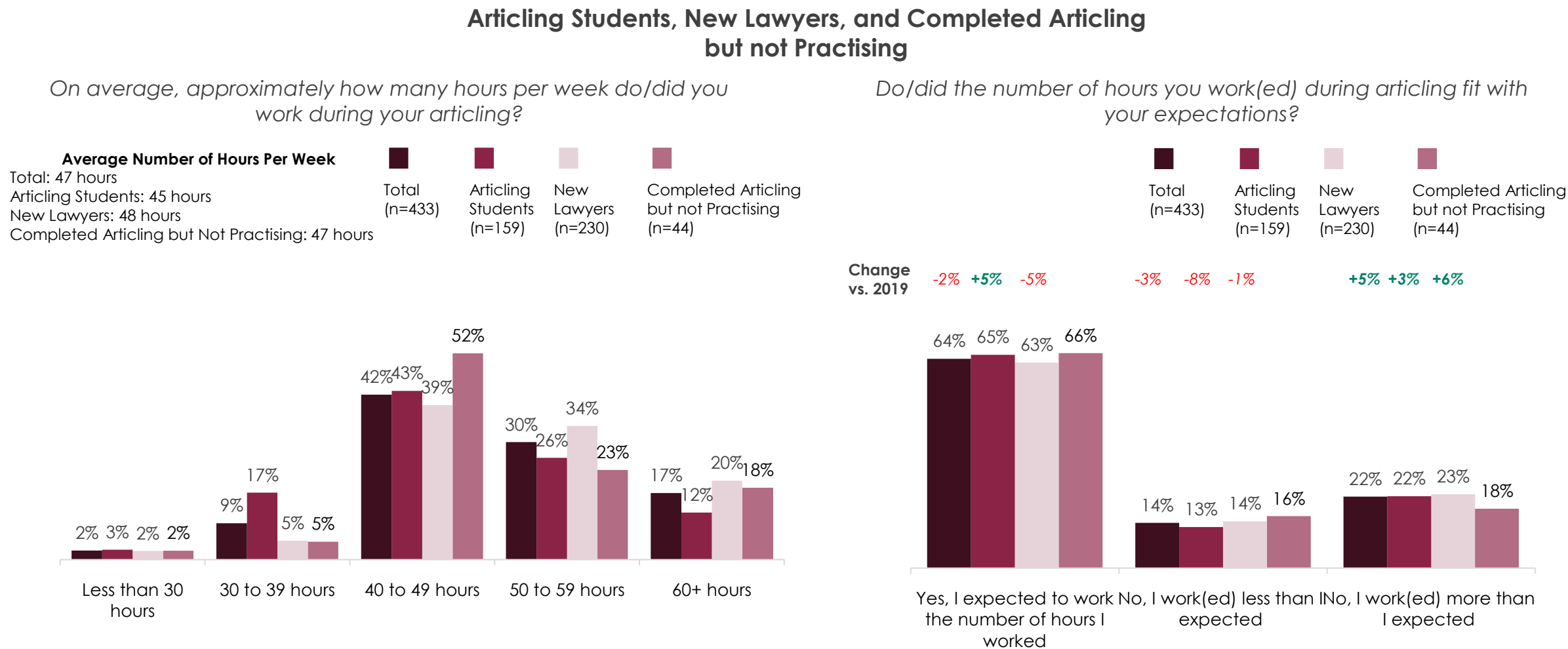
In general, what is the compensation range offered to articling students at your firm/organization?



NOTE: Question wording changed, and there will be no comparison with the data from 2019.

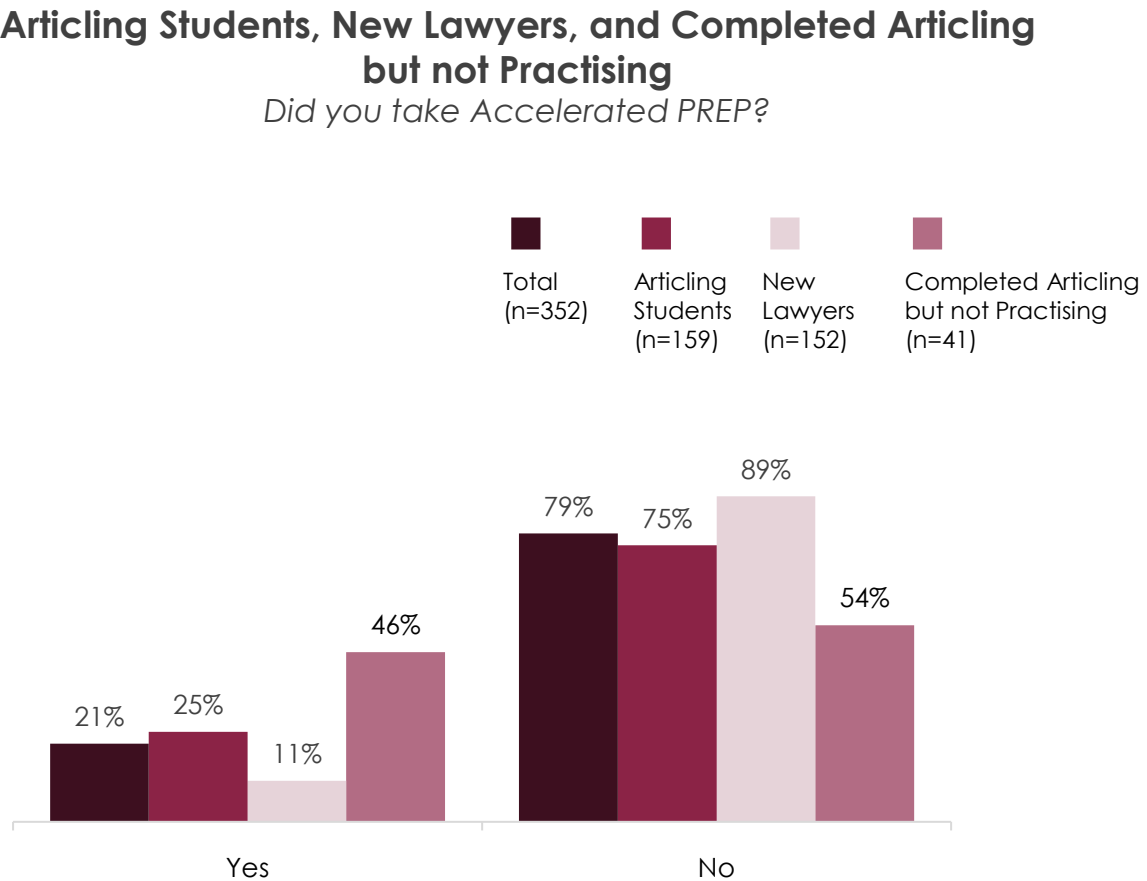
# NUMBER OF HOURS WORKED BY ARTICLING STUDENTS

*Almost half reported working over 50 hours per week.*



NOTE: Question wording changed, and there will be no comparison with the data from 2019.

*Nearly half of those who completed articling but are not practising took Accelerated PREP, while most current articling students and new lawyers reported taking the regular PREP.*



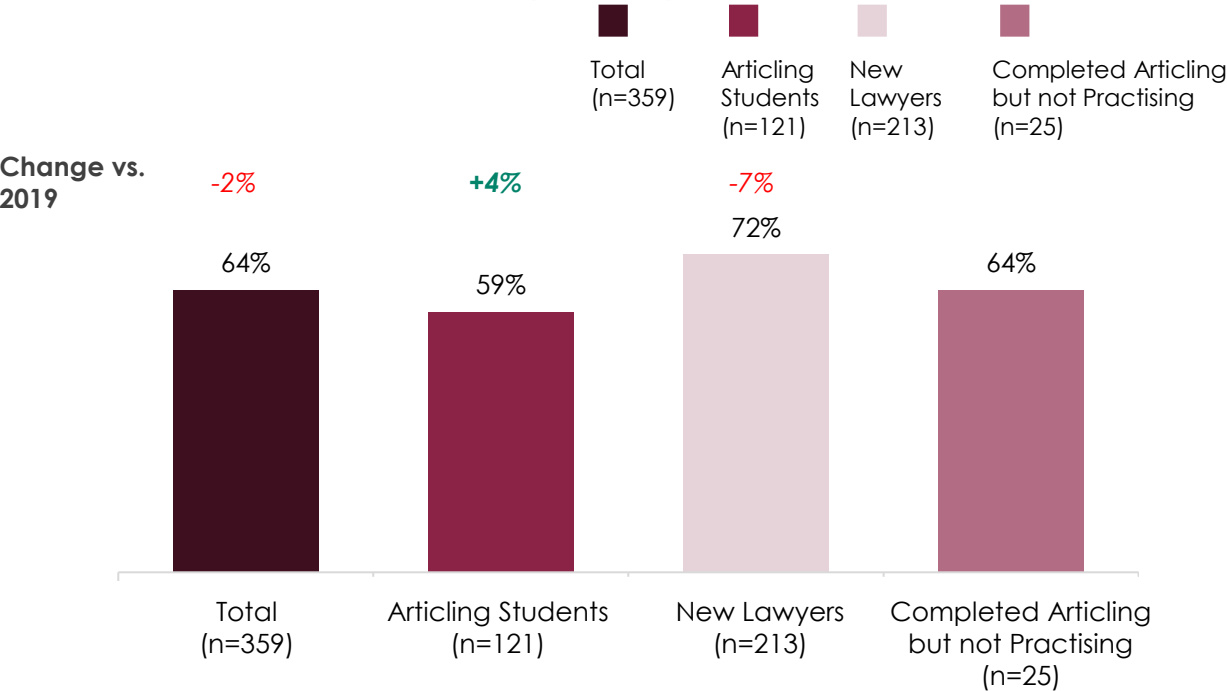
NOTE: New question

TIME TO COMPLETE BAR ADMISSION PROGRAM REQUIREMENTS DURING BUSINESS HOURS

*Of those who took regular PREP, more than half indicated they received time during business hours to fulfill their bar admission course requirements.*

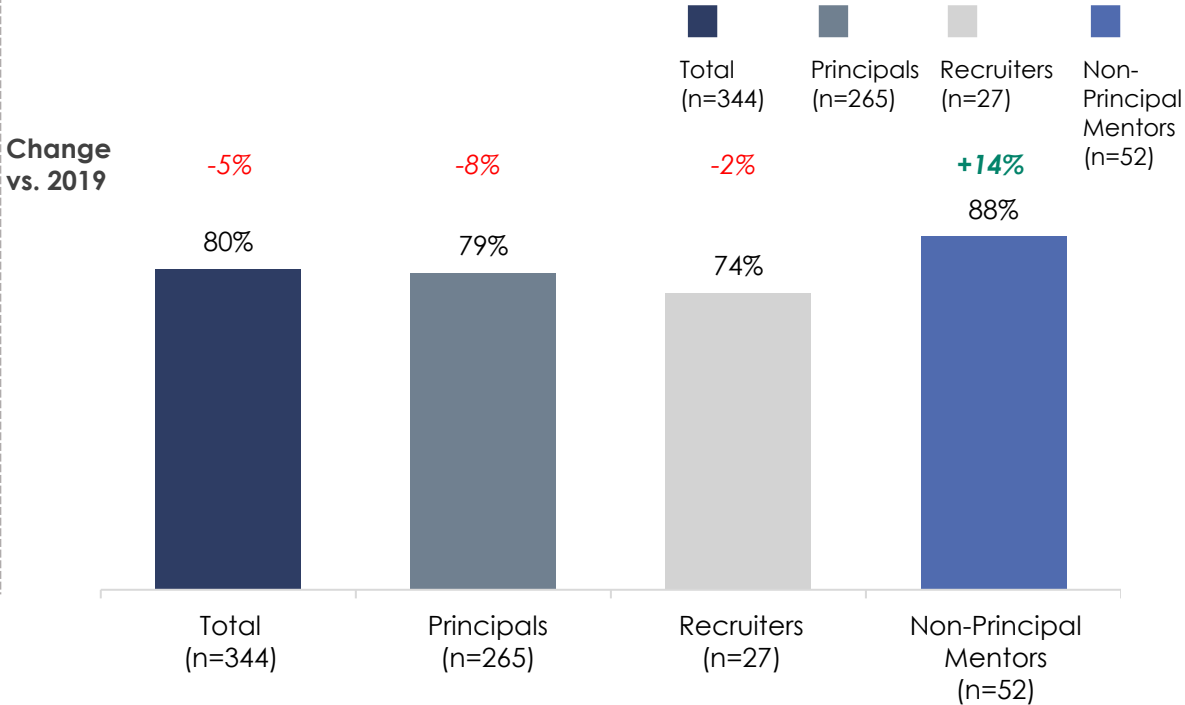
Articling Students, New Lawyers, and Completed Articling but not Practising

Are you/were you given time to complete your bar admission program requirements during business hours at the firm/organization where you are/were articling?  
(% 'Yes')



Principals, Recruiters, and Non-Principal Mentors

Do articling students at your firm/organization typically get time during business hours to complete their bar admission program requirements?  
(% 'Yes')



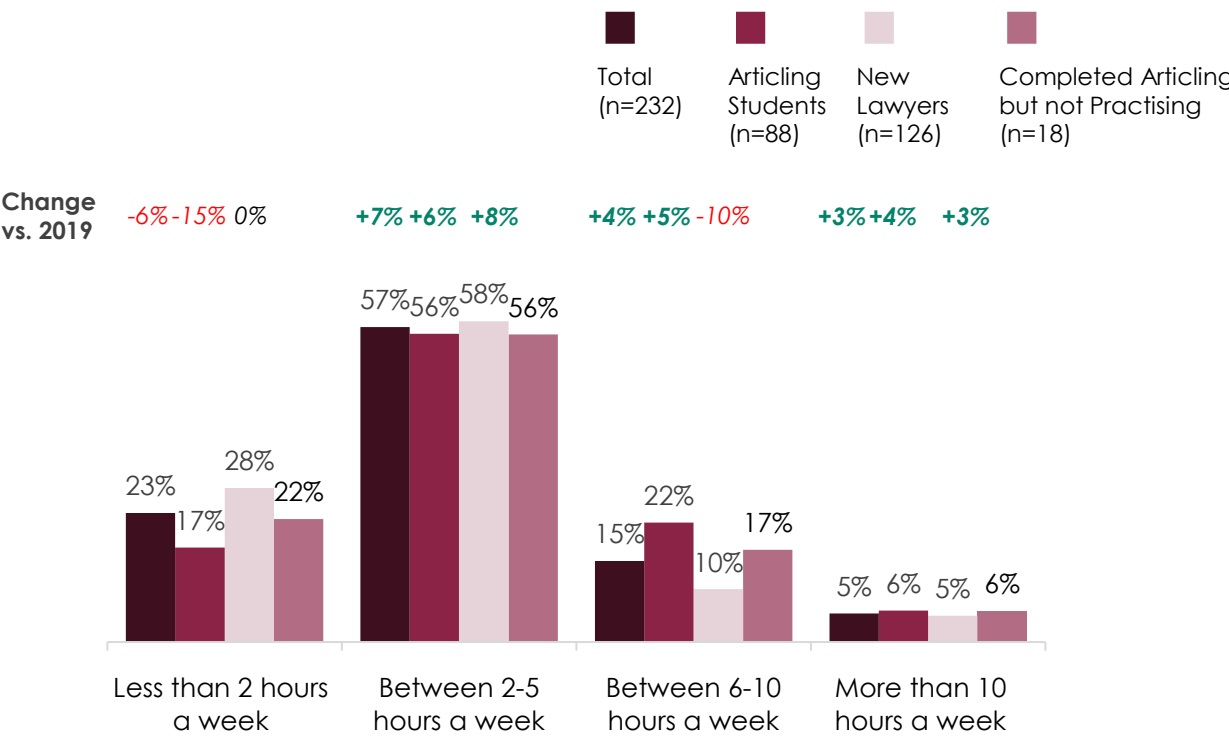


HOURS PER WEEK GIVEN TO COMPLETE BAR ADMISSION COURSE REQUIREMENTS DURING BUSINESS HOURS

*Over half reported having been given two to five hours per week to meet the bar admission program requirements.*

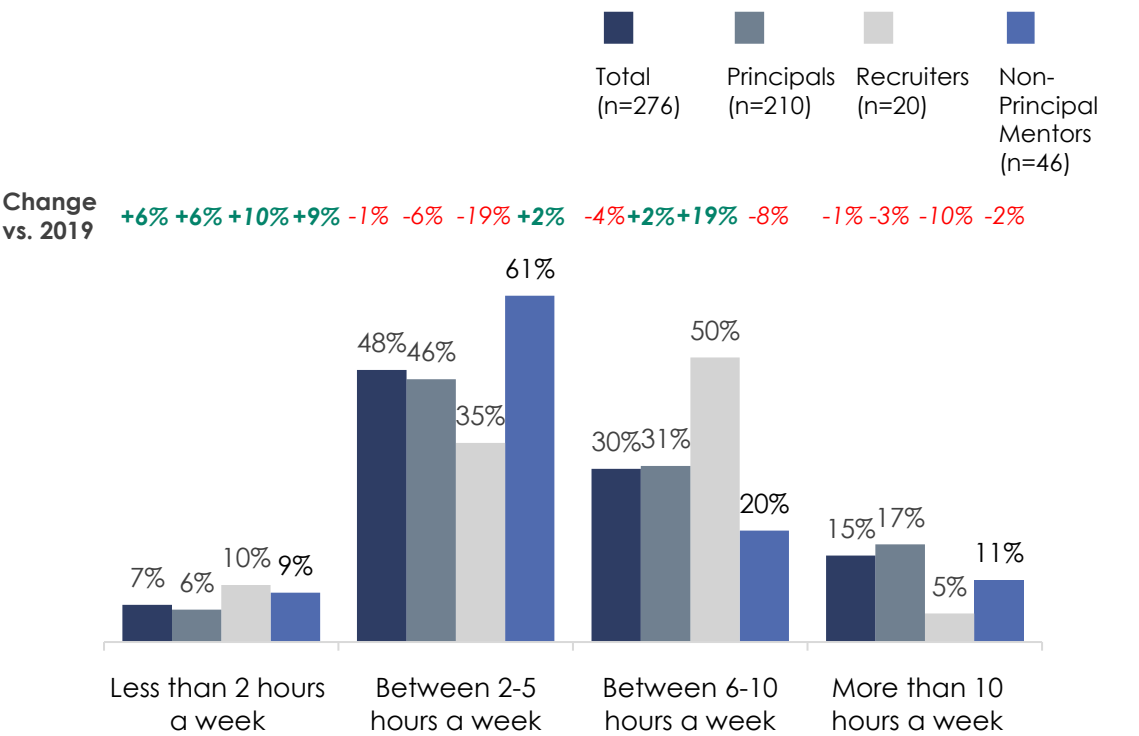
Articling Students, New Lawyers, and Completed Articling but not Practising

On average, how many hours per week are you/were you given to complete your bar admission program requirements?



Principals, Recruiters, and Non-Principal Mentors

To the best of your knowledge, on average how many hours per week are articling students given to complete their bar admission program requirements?

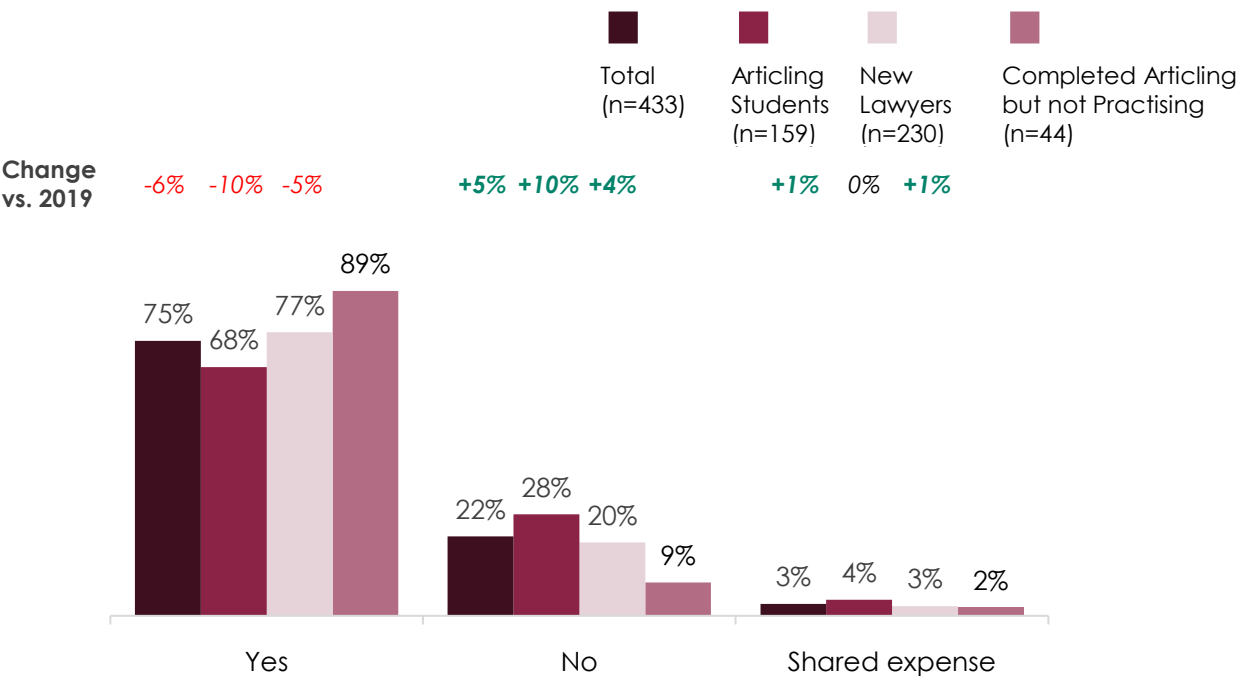


# WHO PAID BAR ADMISSION COURSE TUITION

*Most firms cover the cost of their students' bar admission program tuition.*

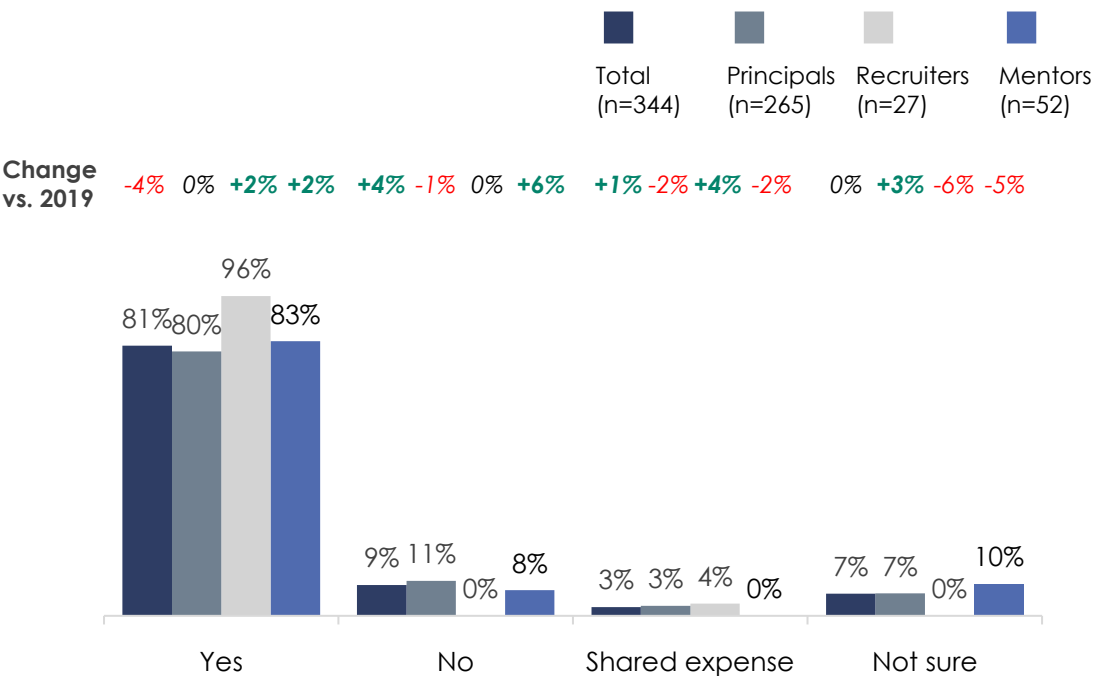
## Articling Students, New Lawyers, and Completed Articling but not Practising

Did/is your firm/organization pay(ing) your bar admission program tuition?



## Principals, Recruiters, and Non-Principal Mentors

To the best of your knowledge, does your firm/organization pay for articling students' bar admission program tuition?

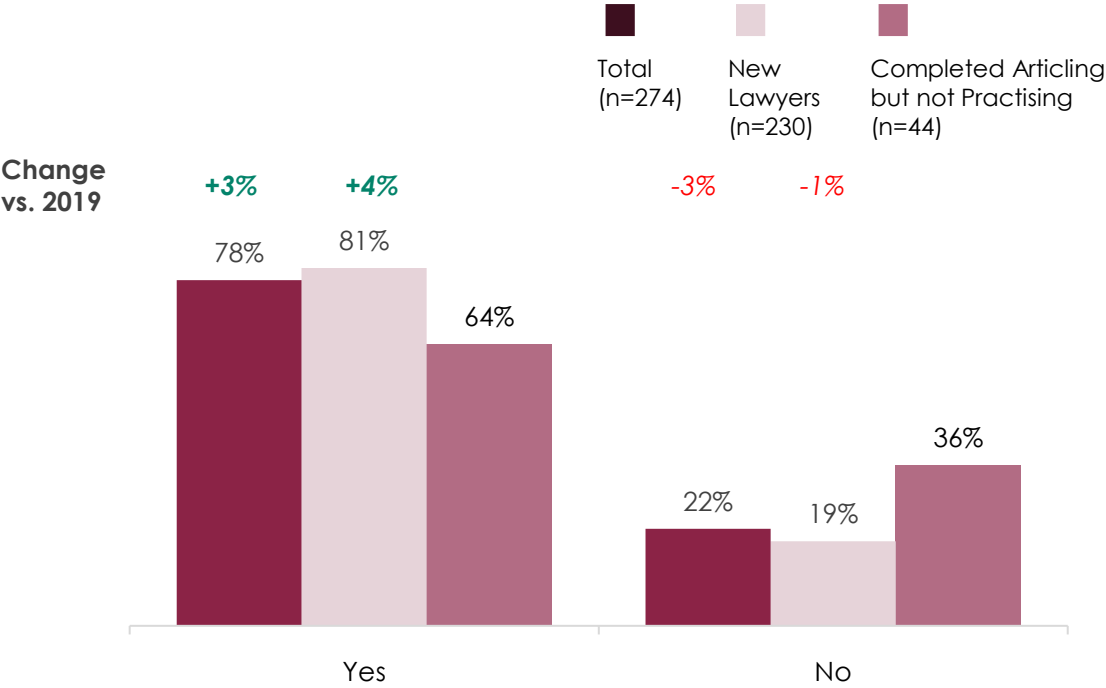


OFFER OF A POSITION AT A FIRM WHERE ARTICLING WAS COMPLETED

Most reported being offered a position where they completed articling.

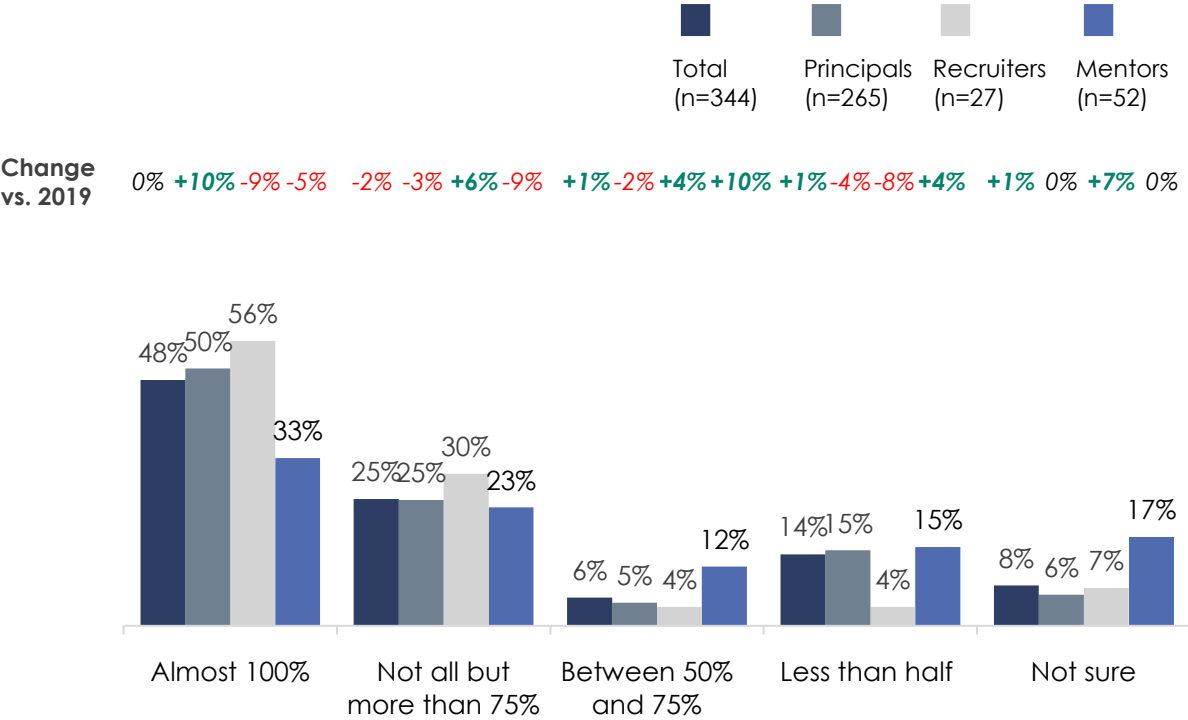
Articling Students, New Lawyers, and Completed Articling but not Practising

Were you offered a position at the firm/organization where you completed your articling?



Principals, Recruiters, and Non-Principal Mentors

In the last five years, what proportion of articling students does your firm/organization hire, or give an offer for hire, after they complete their articling position?

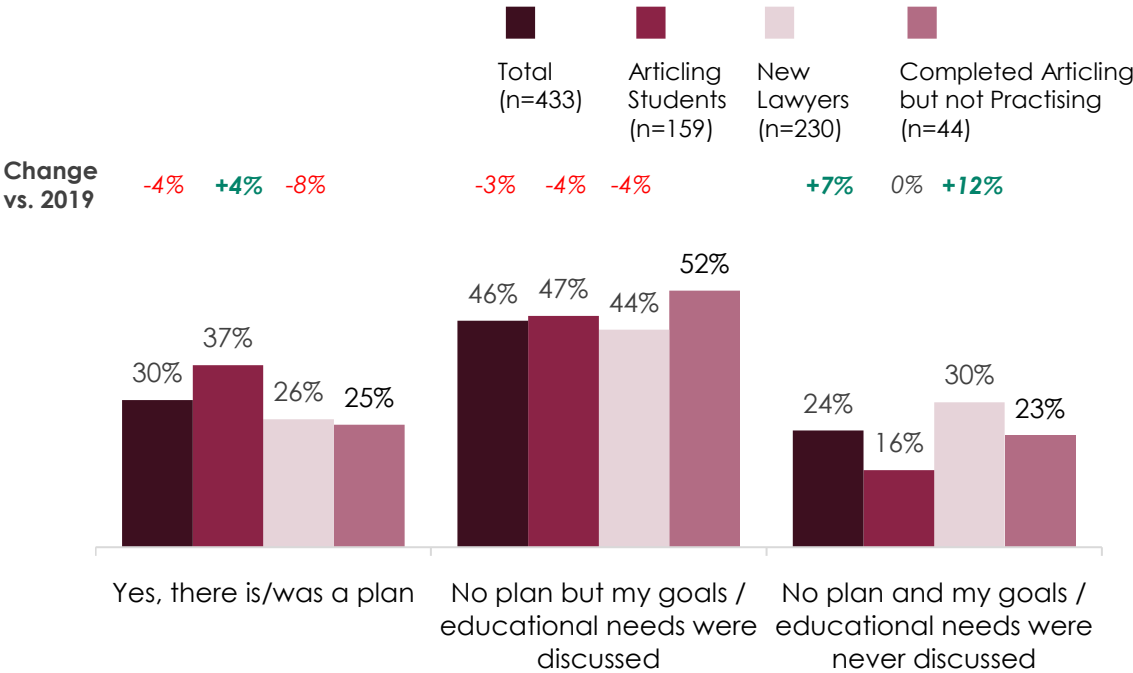


LEARNING PLAN PROVISIONS

*Feedback from principals indicates an increasing adoption of learning plans. While new lawyers who completed articling report a decline in their usage, current students provide a contrasting perspective.*

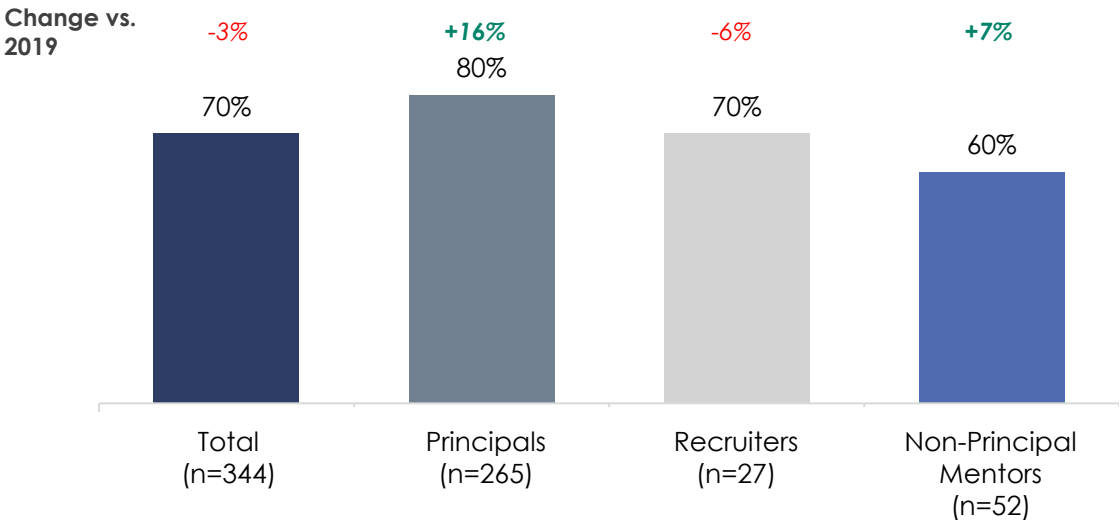
Articling Students, New Lawyers & Those Who Completed Articling but are not Practising

Outside of the formal requirements set out by your Law Society, do/did you have a plan that guided your learning during your articles?  
(% 'Yes')



Principals, Recruiters & Non-Principal Mentors

Outside of the formal requirements set out by your Law Society, do you / principals at your firm/organization use a plan to guide the learning for your student(s) throughout their articling experience?  
(% 'Yes')



REASONS FOR NOT USING A LEARNING PLAN

*The primary reasons for bypassing a learning plan include a perceived lack of need, a preference for flexibility, and the belief that the unpredictable nature of casework renders a learning plan unnecessary.*

Principals, Recruiters & Non-Principal Mentors

*Please explain why you don't use a plan to guide students' learning during articles.  
(based on verbatim analysis)*

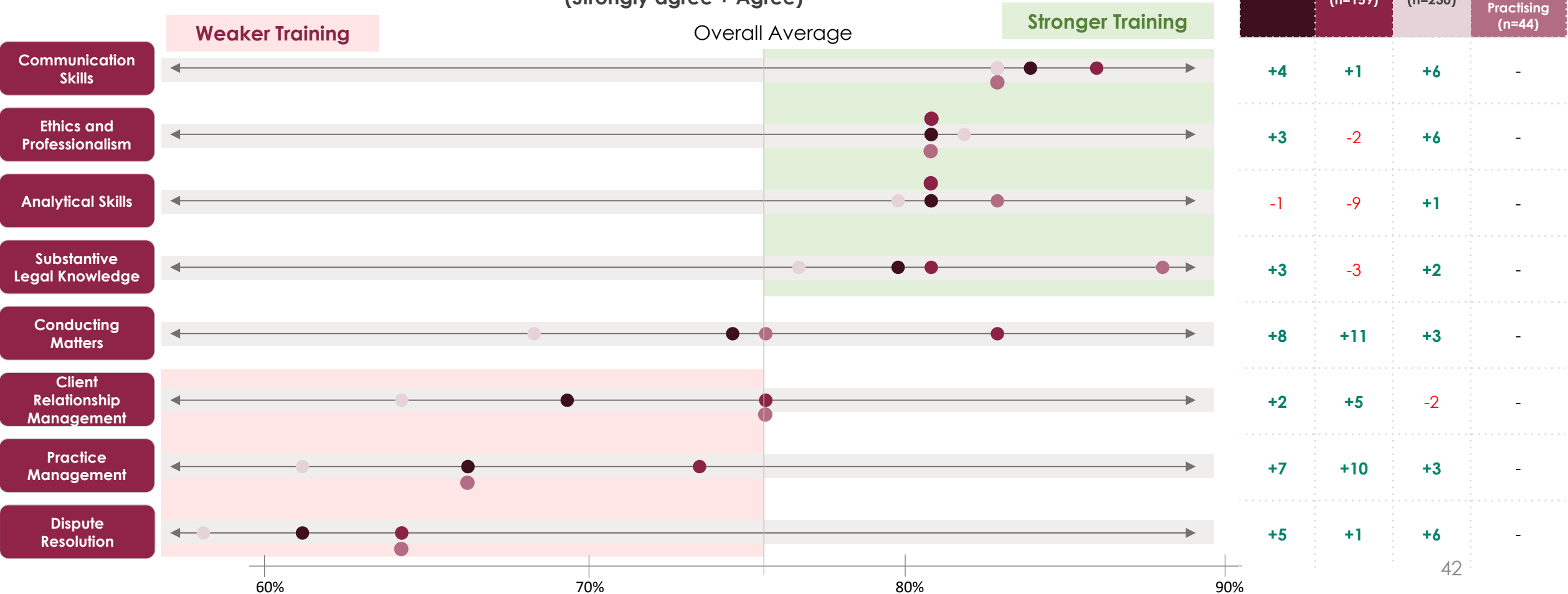
Find it unnecessary
<i>"We offer daily support to our student based on needs. There is no need for a fixed plan." "We've never felt the need. We have our articling students work directly with experienced lawyers on active files so most learning is done 'on the job'."</i>
Prefer flexibility
<i>"Each principal and mentor makes their own plan for students. It is not a firm-approved plan. This allows for each principal and mentor to adopt their own approach." "We encourage our students to gain broad experience across practice areas in the firm not limited to their area of interest. We don't have a formal plan or rotation to maintain flexibility for students in taking on different work across practice areas."</i>
Lack of predictability
<i>"We don't know which files and type of work will be coming in so we can't plan for what and when things will be covered." "Casework is unpredictable. A plan would limit student's exposure to all areas of law."</i>
Use the plan provided by the Law Society
<i>"We use the plan set by the Law Society of Alberta, My answer meant we don't have our own separate plan." "Aside from the formal plan that we prepare for the Law Society we do not have a formal plan. However we have a structure where the student meets with me weekly to review files and progress. The student participates in our weekly file - review mentoring program and then meets with me and other lawyers throughout the week to get guidance etc."</i>

PERCEPTIONS OF AREAS OF TRAINING

*Client relationship management, practice management and dispute resolution are perceived as weaker areas of training by students, new lawyers, and those who have completed articling but are not currently practising.*

Articling Students, New Lawyers & Those Who Completed Articling but are not Practising

Thinking about your general articling experience, to what extent do you agree or disagree that you are receiving/received adequate training to prepare you for entry level practice in each of the following areas?  
(Strongly agree + Agree)



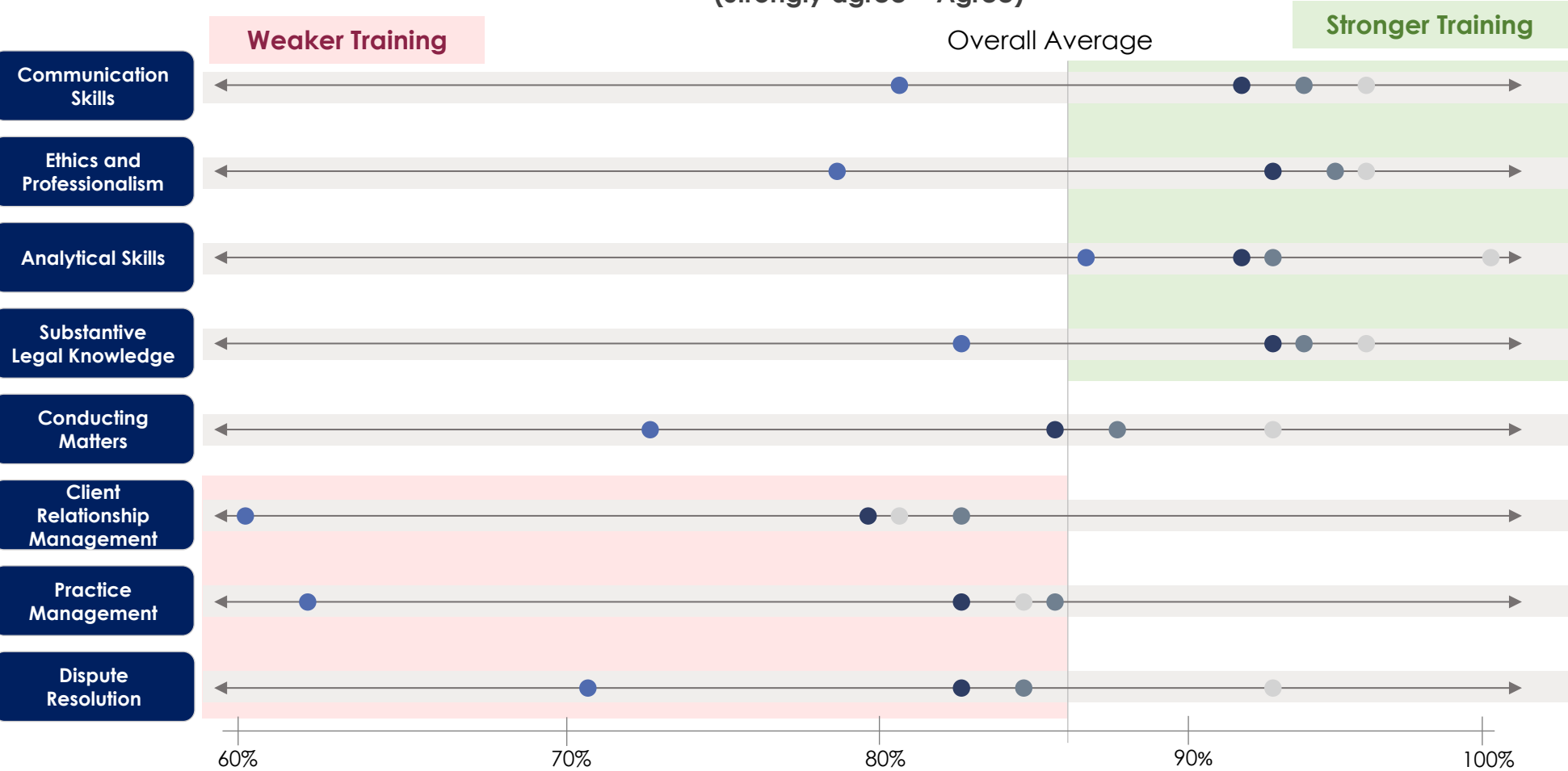
PERCEPTIONS OF AREAS OF TRAINING

*Client relationship management, practice management, and dispute resolution are seen as weaker training areas by principals, recruiters and mentors as well.*

Principals, Recruiters and Non-Principal Mentors

To what extent do you agree or disagree that articling students receive adequate training during their articling at your firm/organization in each of the following areas?

(Strongly agree + Agree)



Total (n=344)	Principals (n=265)	Recruiters (n=27)	Non-Principal Mentors (n=52)
+2	+3	-4	0
-1	0	-4	-10
-1	+1	+6	-2
-1	+2	+2	-11
-2	+1	-1	-12
-6	-3	-13	-23
+4	+3	+3	-10
+4	-1	+11	+5

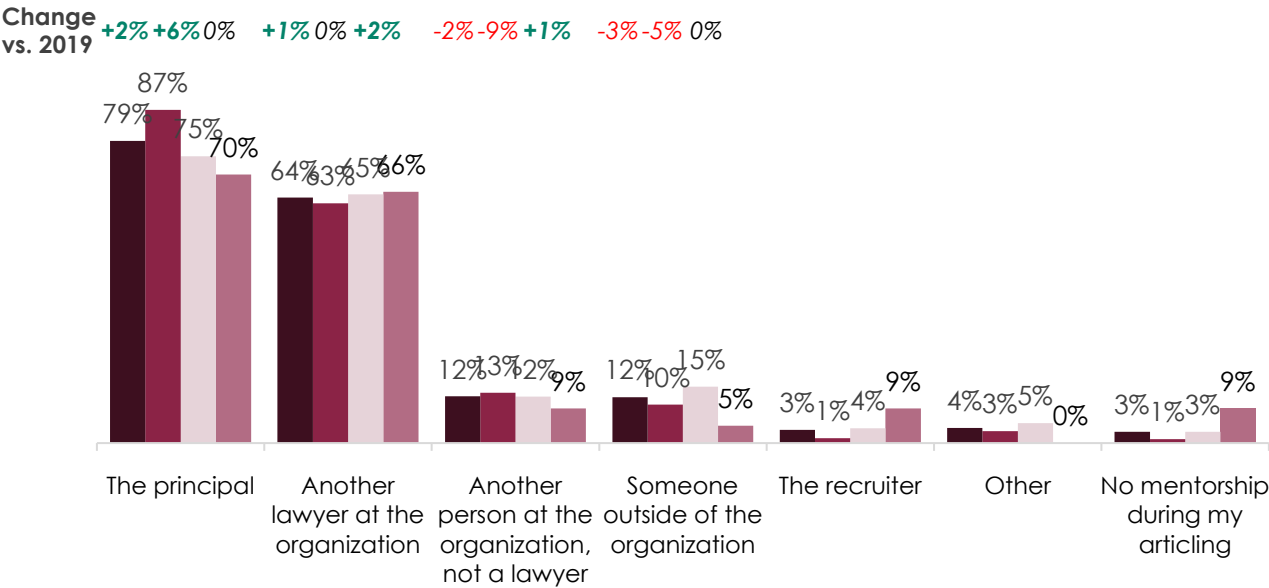
43  
+X%/-X%: change vs. 2019

# WHO WERE THE PRIMARY MENTORS

*Although the principal frequently served as the primary mentor, it was also common for another lawyer at the firm to take on this role.*

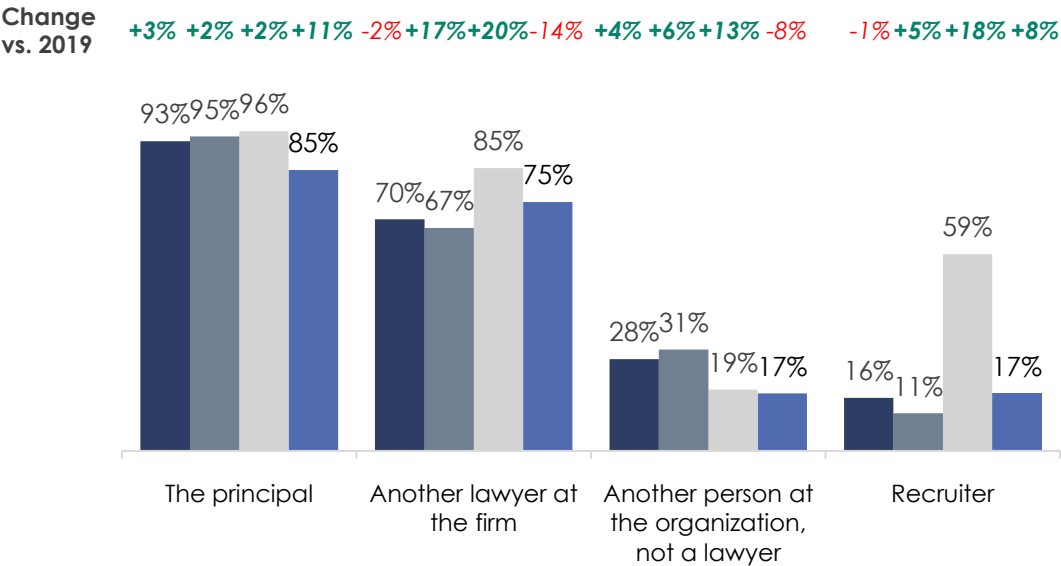
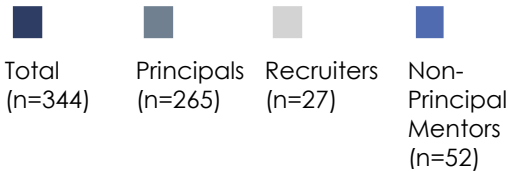
## Articling Students, New Lawyers and Completed Articling but not Practising

Now, think about your experience with your principal and other lawyers in the firm/organization. Who are/were your primary mentor(s) during your article(s)?



## Principals, Recruiters and Non-Principal Mentors

Now, think about the mentorship that articling students receive at your firm/organization. Who is/are typically mentor(s)?



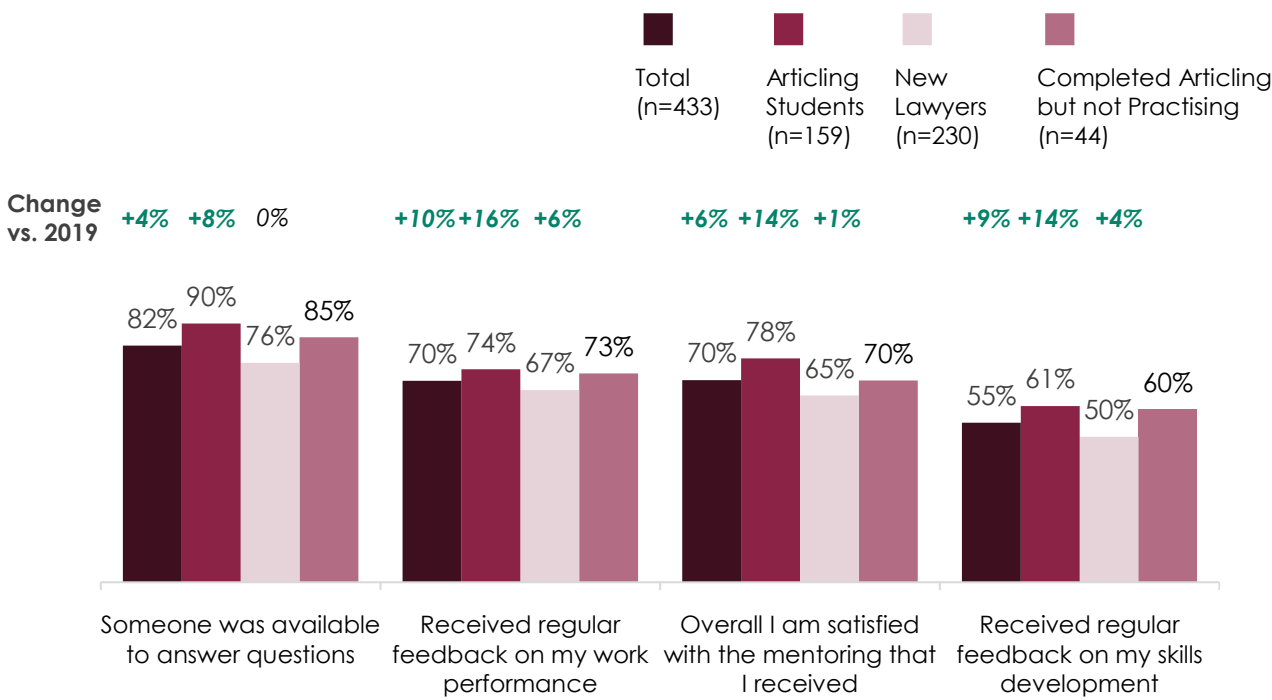


AGREEMENT WITH STATEMENTS ABOUT THE MENTORSHIP ARTICLING STUDENTS RECEIVE

*There has been an improvement in the quality of mentorship within firms/organizations, particularly in terms of feedback on work performance and skills development, as reported by all respondents.*

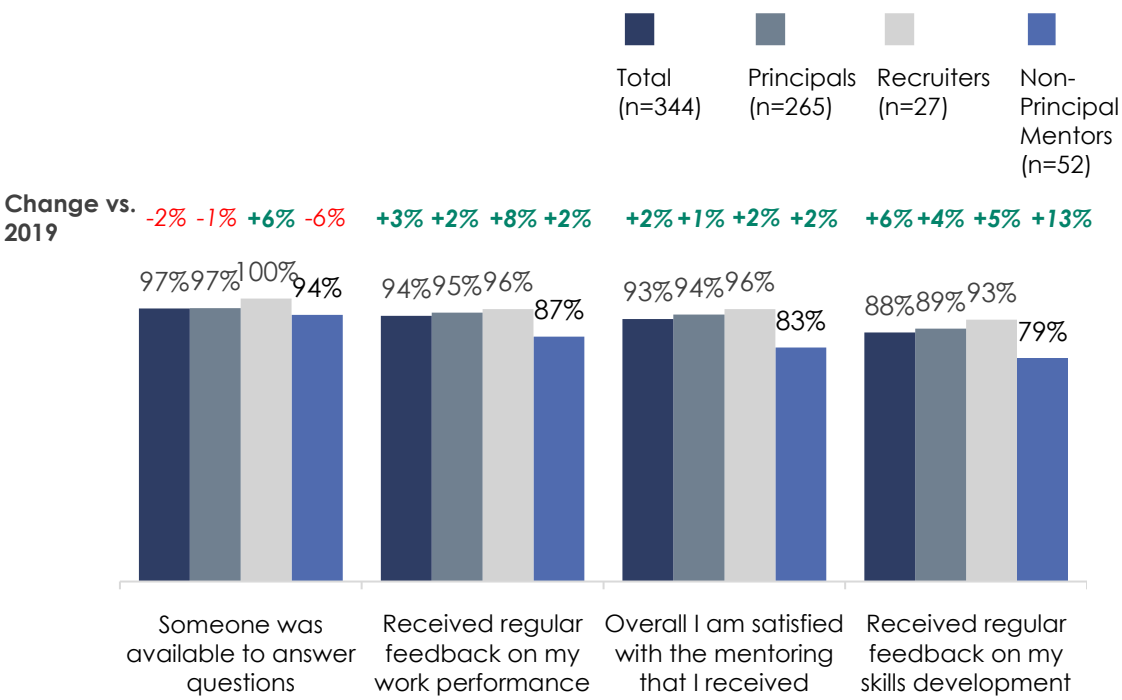
Articling Students, New Lawyers and Completed Articling but not Practising

To what extent do you agree or disagree with the following statements about the mentorship you are receiving/received during your articling?  
(Strongly agree + Agree)



Principals, Recruiters and Non-Principal Mentors

To what extent do you agree or disagree with the following statements about the mentorship articling students receive at your firm/organization?  
(Strongly agree + Agree)

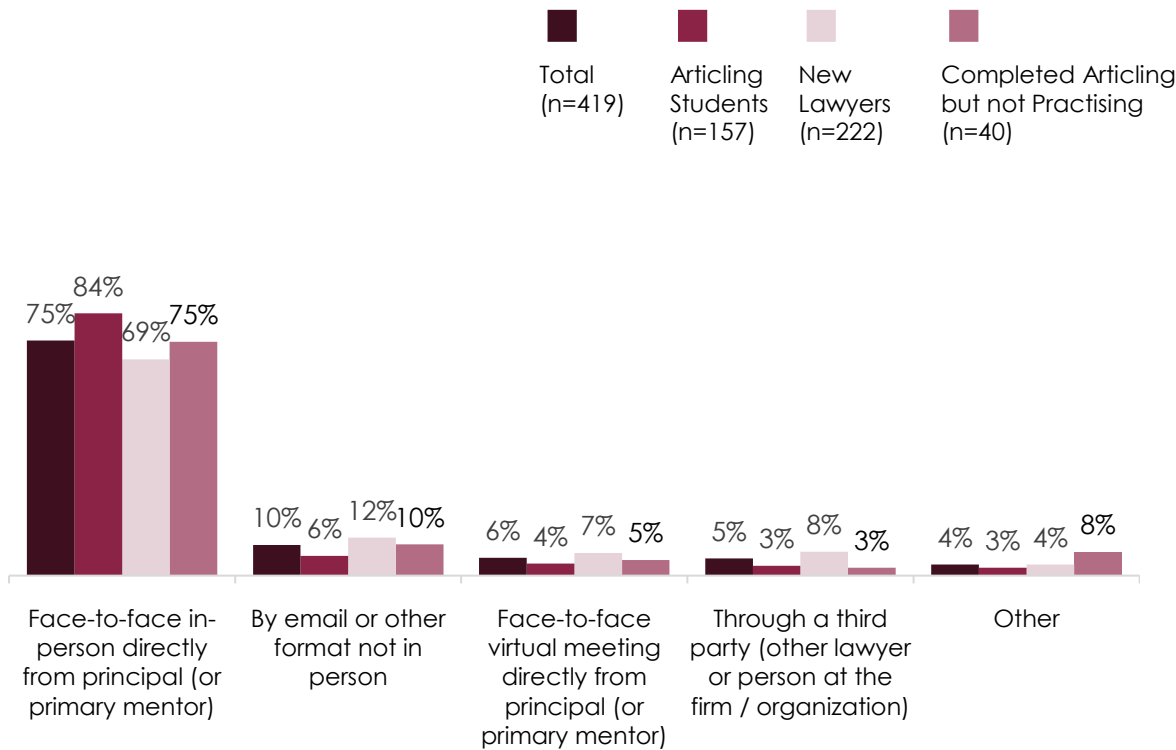


# HOW IS MENTORSHIP FEEDBACK PROVIDED

*Most reported receiving/providing face-to-face feedback directly from the principal.*

## Articling Students, New Lawyers and Completed Articling but not Practising

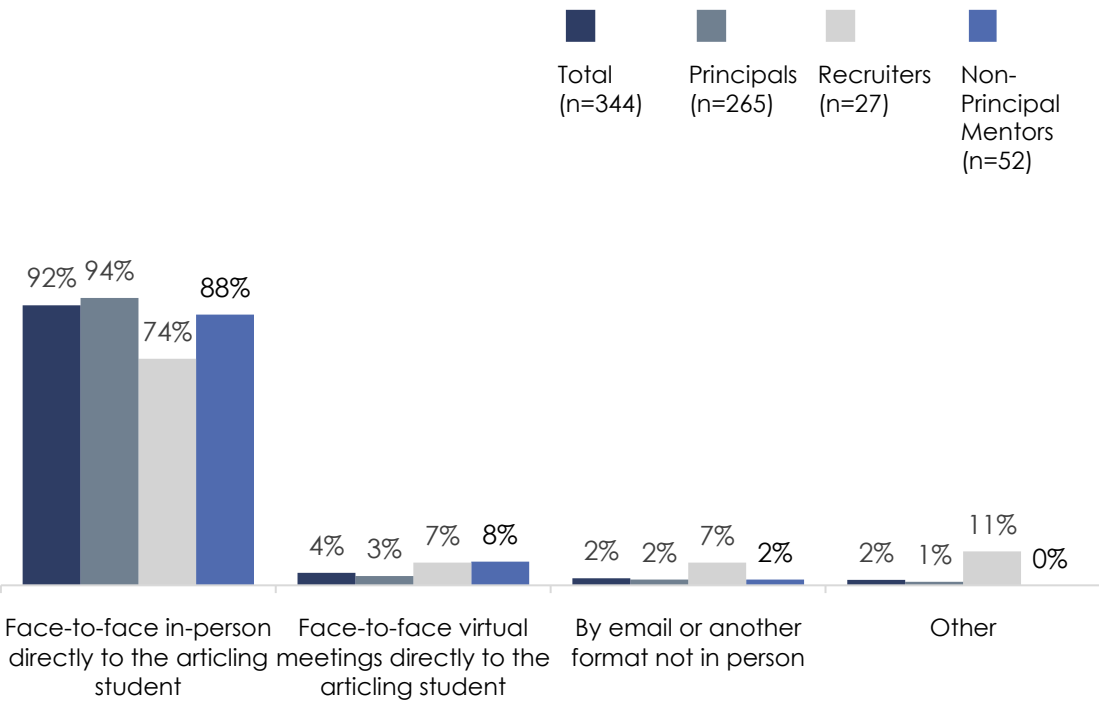
What is the primary method that you receive/received mentorship/feedback during your articling?



NOTE: Question wording changed, and there will be no comparison with the data from 2019.

## Principals, Recruiters and Non-Principal Mentors

How do/did you provide mentorship/feedback?

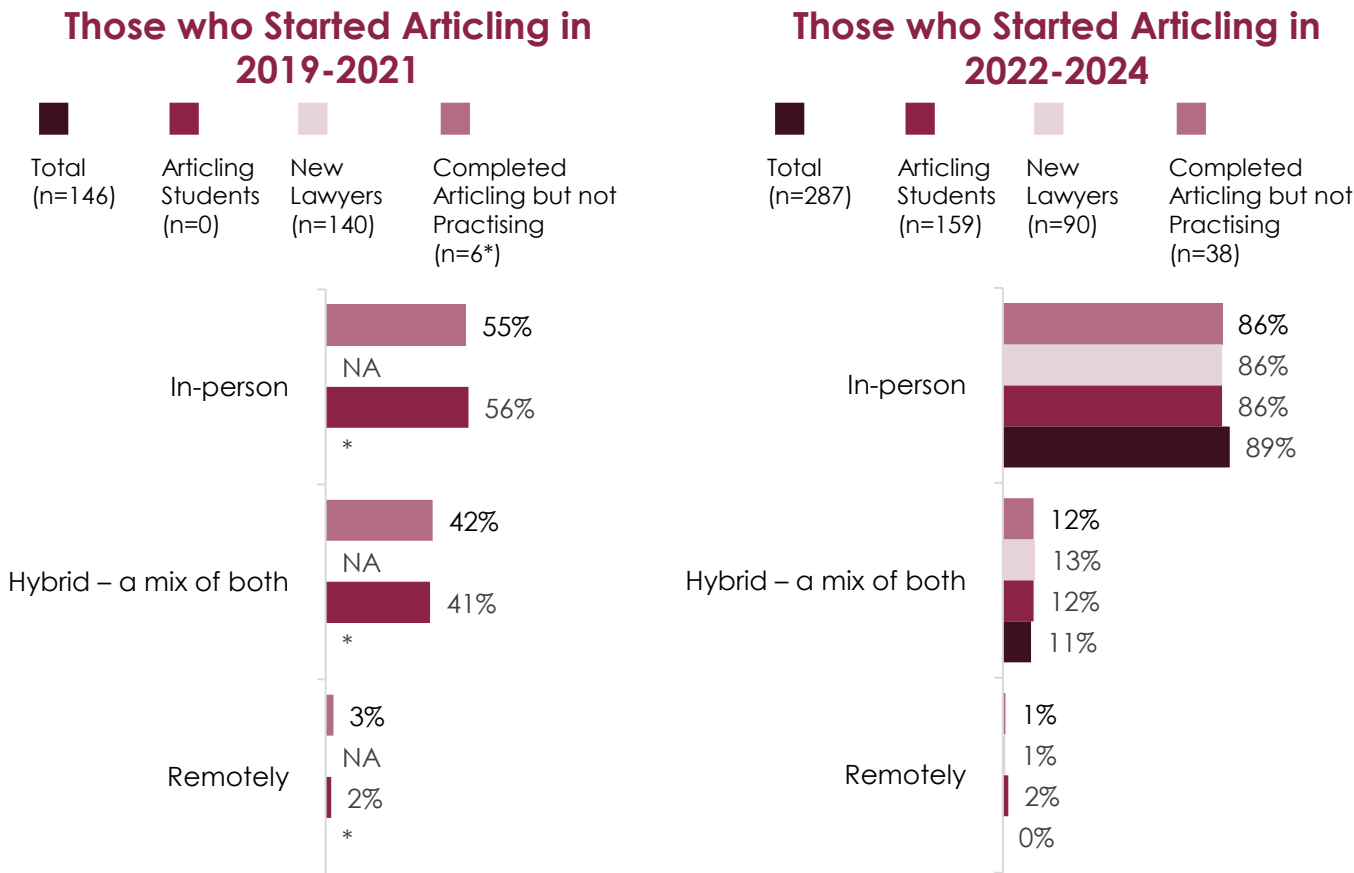


MODE OF ARTICLING

*Among respondents who articulated after the pandemic, only 1 in 10 did so remotely or through a hybrid approach, while the majority completed their articling in person.*

Articling Students, New Lawyers and Completed Articling but not Practising

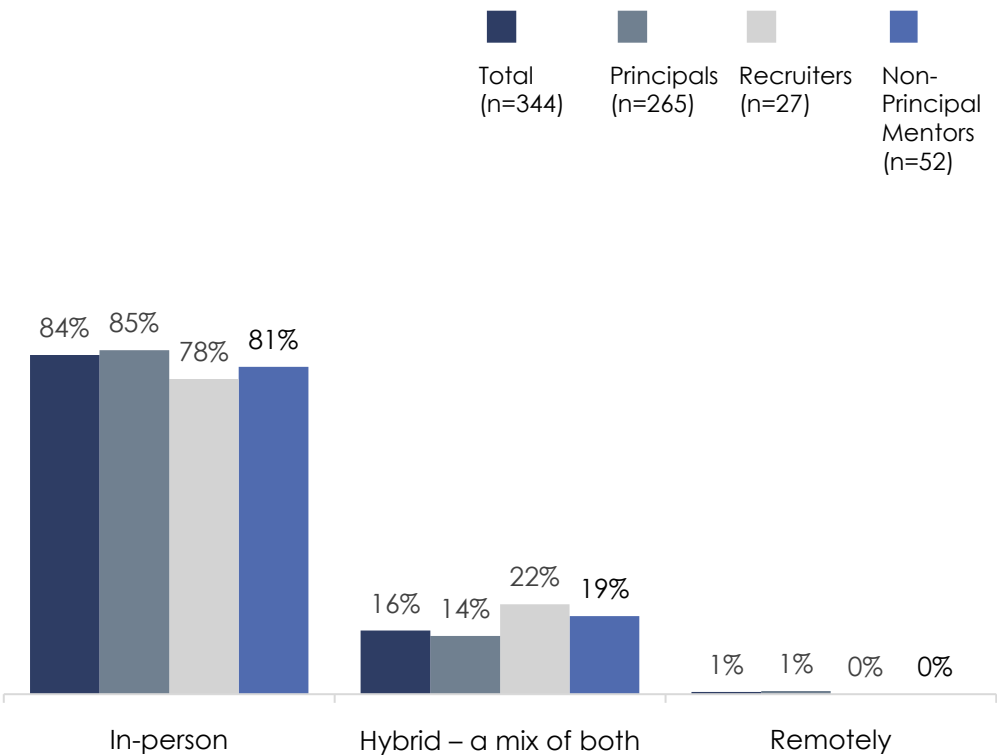
Are you doing/did you complete your articling in-person or remotely?



\*Not reported due to insufficient base size.

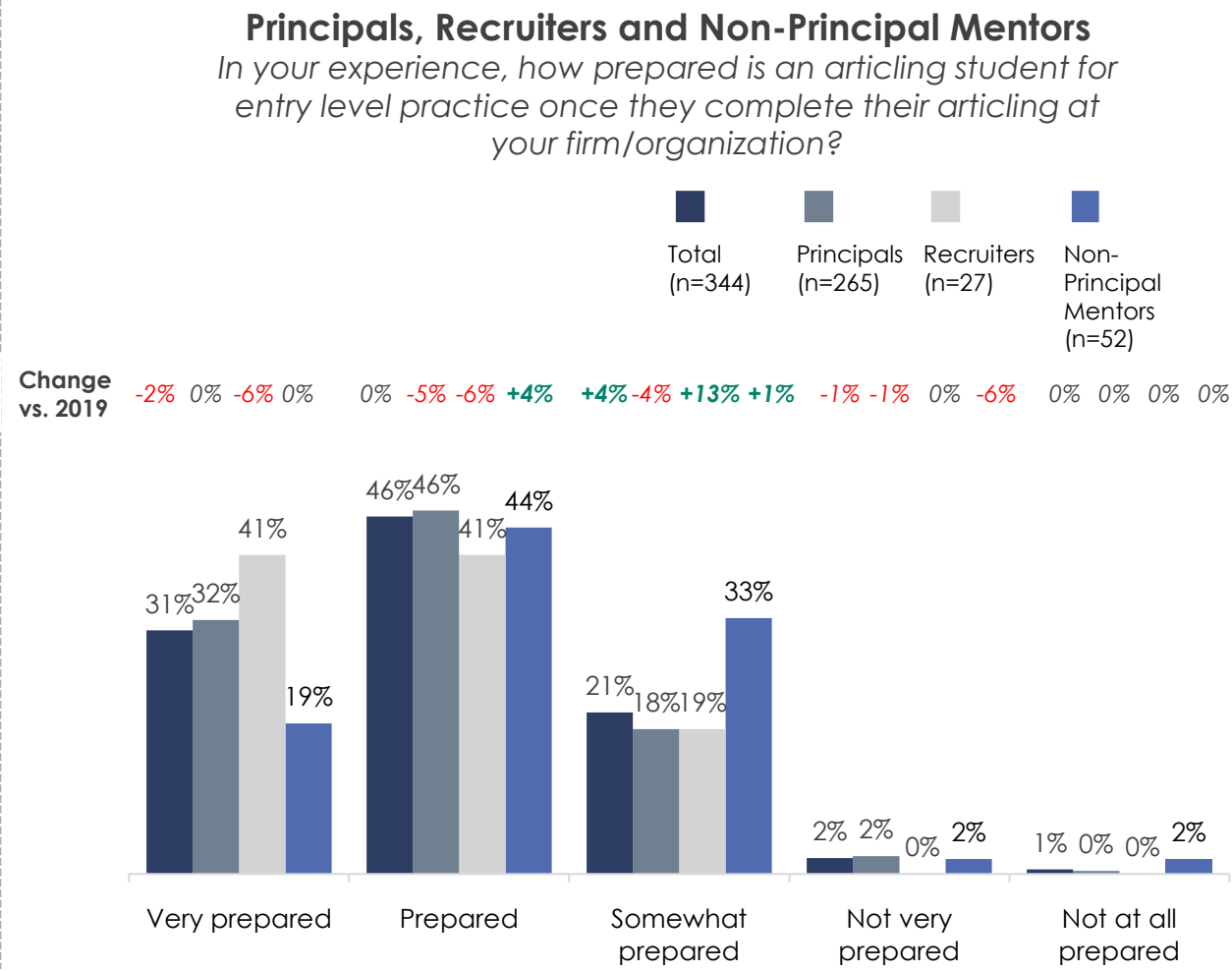
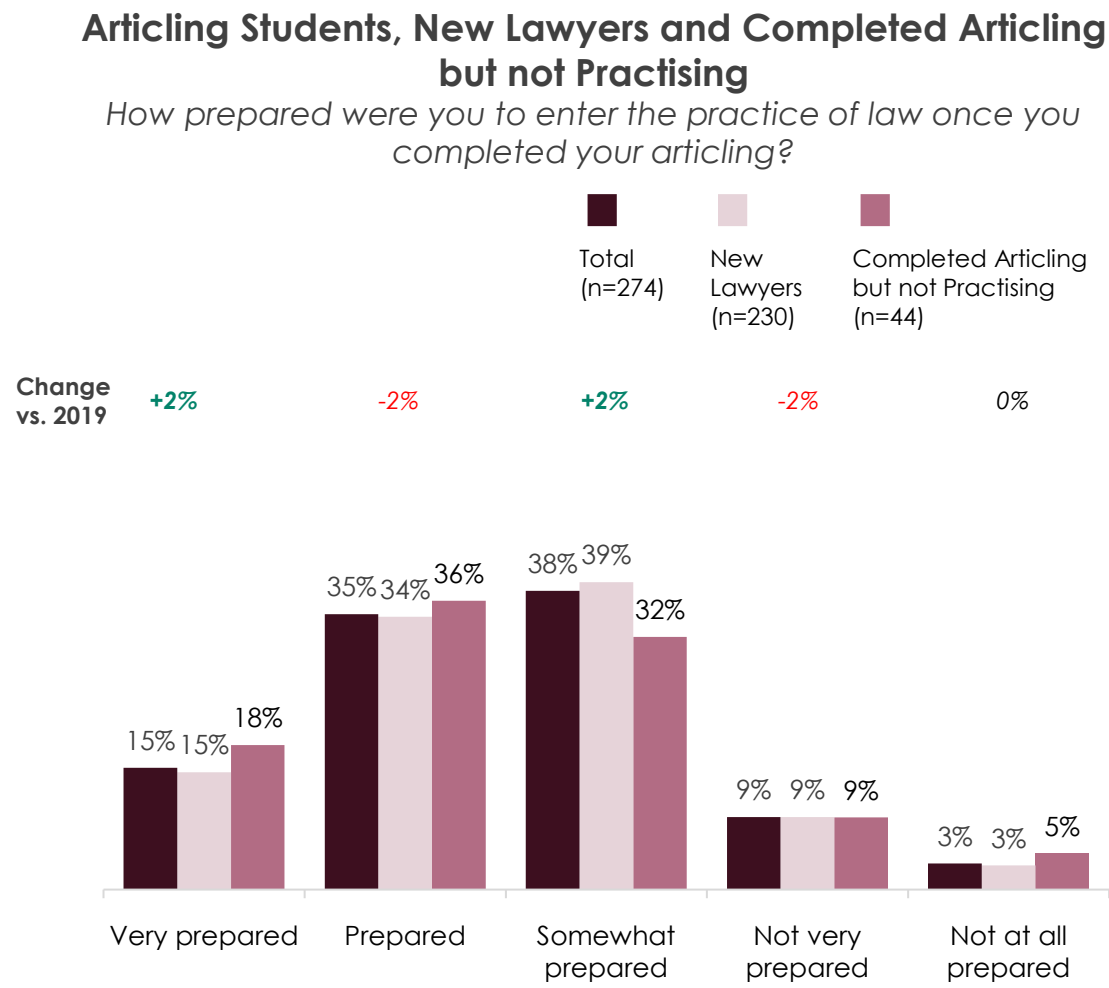
Principals, Recruiters and Non-Principal Mentors

For the most part, do your articling students complete their articling in-person or remotely?



LEVEL OF PREPAREDNESS FOR ENTRY-LEVEL PRACTICE

*Half of former articling students felt somewhat prepared, not very or not at all prepared to enter the practice of law after completing articling.*



REASONS FOR HIGHER LEVEL OF PREPAREDNESS

**Hands-on experience, exposure to various practice areas, and effective mentorship were identified as the key factors contributing to good preparation for entry-level practice.**

**Articling Students, New Lawyers and Completed Articling but not Practising**

Please explain why you believe you were very prepared / prepared for entry level practice once you completed your articling? (n=127)

<b>58% - Hands-on experience</b>
<p>"I had a lot of hands on experience doing research, independently attending court, independently managing client files and meetings."</p> <p>"I had a wholesome experience of solo practice and very good Principals who exposed me to real practical experience."</p>
<b>49% - Exposure to a variety of practice areas</b>
<p>"Strong mentorship offered through the firm, a number of highly varied learning opportunities which exposed me to a relatively broad scope of work and assignments from a number of different lawyers."</p> <p>"I handled a lot of different practice areas with the assistance of my Principal. From negotiations to trials and this largely prepared me for practice."</p>
<b>41% - Effective mentorship</b>
<p>"Strong mentorship offered through the firm, a number of highly varied learning opportunities which exposed me to a relatively broad scope of work and assignments from a number of different lawyers."</p> <p>"Consistent meetings with principal and mentor, lots of feedback, flexibility and accommodations to how I worked best."</p>

**Principals, Recruiters and Non-Principal Mentors**

Please explain why you believe an articling student is very prepared / prepared for entry level practice once they complete articling at your organization? (n=243)

<b>72% - Hands-on experience</b>
<p>"Hands on work and additional training makes them as prepared as they can be. Some students may answer that they are not prepared but they are - they just need to believe it. They are highly skilled professionals."</p> <p>"We make sure to expose students to all possible areas of practice, and give them hands on experience to help ensure they are prepared."</p>
<b>71% - Exposure to a variety of practice areas</b>
<p>"We offer training in all areas but most importantly we provide support and people that are always available to assist."</p> <p>"Exposure to all areas, practical experience with clients, observing opportunities, exposure to a volume of work that builds skills to prioritize, but not overwhelm."</p>
<b>38% - Effective mentorship</b>
<p>"All the lawyers at our firm play a role in mentoring the student. Accordingly, the student sees a variety of practice styles and approaches to practice and practice management. We also assign a mentor to the student when they pass the bar and start to practice."</p> <p>"I believe I/we provide very hands on mentoring here and take time to ensure our students are prepared."</p>

REASONS FOR LOWER LEVEL OF PREPAREDNESS

*Experience in only a few practice areas, a lack of consistent and structured mentorship, and inadequate training in practice and client management are the key reasons for feeling somewhat, not very, or not at all prepared.*

Articling Students, New Lawyers and Completed Articling but not Practising

Please explain why you believe you were somewhat / not very / not at all prepared for entry level practice once you completed your articling.

**‘Somewhat / Not Very / Not at All Prepared’**  
(coded open-ended responses, n=119)

37%	Experience in only a limited number of practice areas
17%	Lack of consistent, structured mentorship
15%	Insufficient training in practice management
12%	Unprepared to manage client relationships
8%	Insufficient court experience
7%	Negative impact of COVID
6%	Articling is too short to feel prepared
6%	Unsupportive environment

(verbatim comments)

- "I was not exposed to any degree to the **business of law**, or to any task that could be completed by support staff. My work was largely focused to active litigation and emergencies, meaning that there was **little exposure to routine and limited legal matters**. I did not realize the extent of the gaps in my knowledge until switching firms."
- "I had support and mentorship from a lawyer who then left the firm as I was finishing up, so I had less support going forward. I also received **inconsistent support** from my principal and I felt like I still had so much to learn in my first year."
- "I had a lot of responsibility- so experience with matters. There are **gaps in** what I learned in terms of **practice management/strategy** that I'm trying to fill in as I practise now."
- "**I did not have any court or civil procedural experience** and I had very **little exposure to client relationship management**. I did not receive feedback and when I requested it it was generally vague and not constructive. I loved my firm but I do not feel I got a fulsome articling experience. This was also impacted by the **Covid-19 pandemic**."
- "The pandemic essentially shut down my firm, a boutique civil litigation firm. The courts were still shut when I completed my articles. It was awful. I wasn't kept on because there was no work. I had no savings because I was paid so terribly. I was on CERB for six months before I found another position, and that was a terrible job (had to sue to receive minimum wage). The **pandemic absolutely ruined my legal career**."

REASONS FOR LOWER LEVEL OF PREPAREDNESS

**Principals, recruiters and mentors cited brief articling period, inadequate law school training, organizational constraints, and the complexity of legal practice as reasons for feeling that students were somewhat / not very / not at all prepared.**

**Principals, Recruiters and Non-Principal Mentors**

Please explain why you believe an articling student is somewhat / not very / not at all prepared for entry level practice once they complete their articling at your firm/organization?

**‘Somewhat / Not Very / Not at All Prepared’**

(coded open-ended responses, n=78)

(verbatim comments)

35%	Duration of articling is not enough time
26%	Students are inadequately prepared for articling <ul style="list-style-type: none"><li>-Poor law school training</li><li>-International training not meeting Canadian standards</li><li>-Ineffective CPLED, PREP, or bar admission training</li></ul>
38%	Effective mentorship
21%	Practice of law is complicated, requires extensive real-life experience
21%	Acquire the fundamentals to build on, but not self-sufficient yet <ul style="list-style-type: none"><li>-Need for continued mentorship</li><li>-Articling teaches the fundamentals</li><li>-Prepared for practice at the organization articulated at / in the practice area focused on</li></ul>

“The articling process itself is acceptable, but it is simply **not long enough** to create a well-rounded junior lawyer. 1-2 years post-call junior lawyers become much more experienced and prepared for practice.”

“One of the struggles with recent articling students who completed all or part of their law school during the pandemic is that we have seen a **marked drop in skills** of articling students at the start of their articles. Students who learned during COVID seem much less prepared for practice when compared to the articling students pre-COVID. It feels like students are starting much further back and even though they get the same experience as pre-COVID, they need much more mentorship during their articles. I also think that **no articling student is fully prepared** for practice coming out of their articles. The **practice of law is hard** and I don't feel that most people are prepared for independent practice until they have at least a few years under their belt.”

“We **aren't able to provide mentorship and training on billing and trust accounting**, and I think the switch from working at our non-profit office to working at a firm is a giant leap. Also, there's just so much for students to learn about managing clients/matters/files - there's only so much they can learn in one year. Most students would benefit from either **more practical skills being taught in law school or a longer article (or at least a longer mentorship outside of an article--**which we can't offer, because we can't hire our articling students on after they complete their article).”

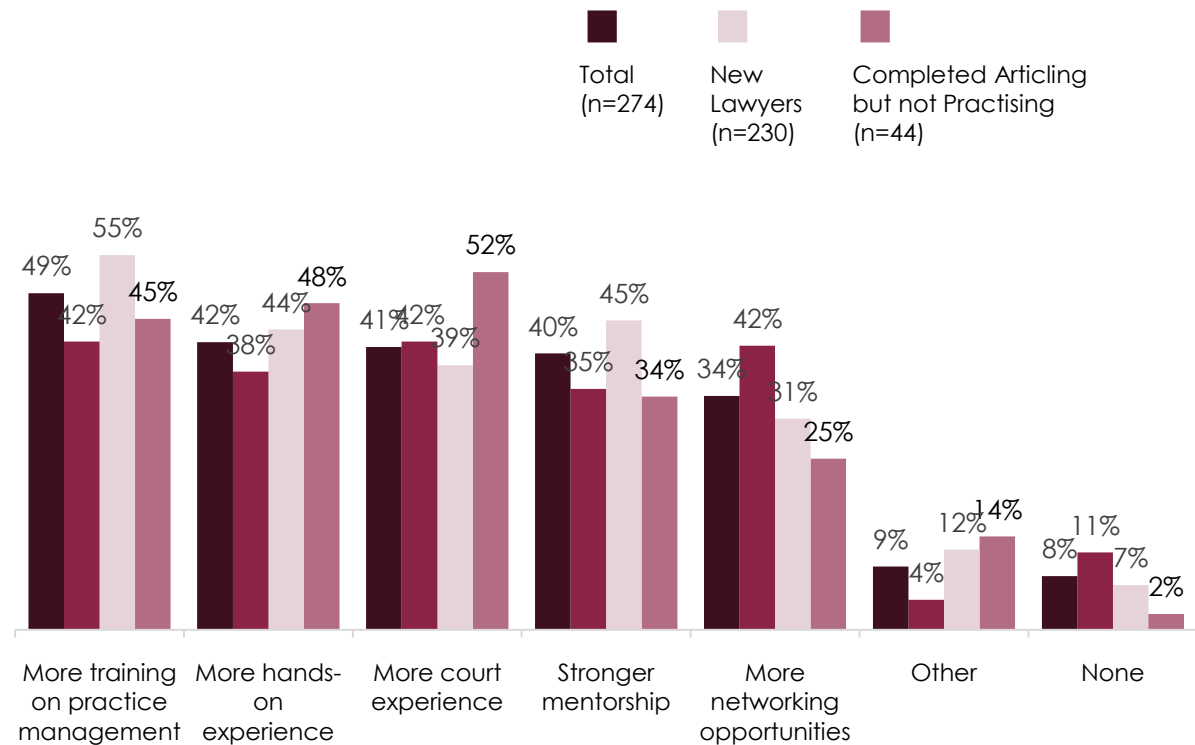


ADDITIONAL TOOLS/RESOURCES NEEDED TO PREPARE FOR ENTRY-LEVEL PRACTICE

*Enhanced training on practice management, hands-on experience, court exposure, and stronger mentorship were identified as the resources that students need the most.*

Articling Students, New Lawyers and Completed Articling but not Practising

What additional tools and resources do you believe are needed to help you be better prepared for entry level practice?



NOTE: Question wording changed, and there will be no comparison with the data from 2019.

Principals, Recruiters and Non-Principal Mentors

What additional tools and resources would help you better mentor/train/prepare articling students for entry level practice?

(based on verbatim analysis)

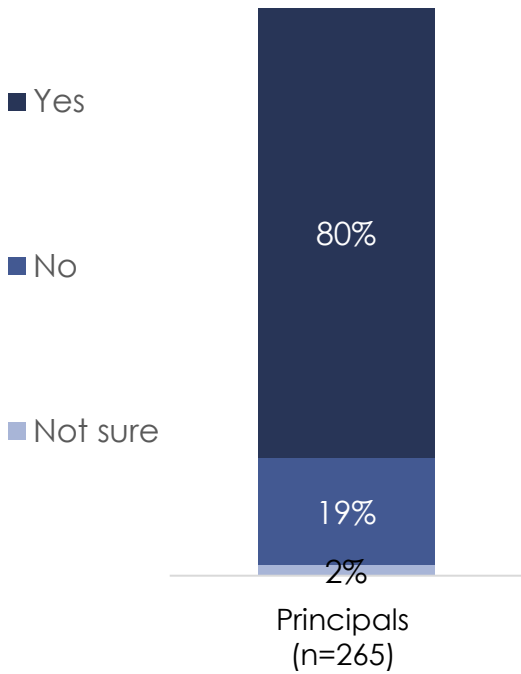
- Opportunities to provide hands-on experience (e.g., direct interaction with clients, exposure to actual files)
- Improvements in student training (e.g., focusing on business aspects of law, client management, time management)
- Comprehensive review and enhancement of the bar admission program and CPLED (e.g., more practical materials, clearer learning benchmarks)
- Guidance on providing more structured mentorship
- Enhanced role of the Law Society and principals in developing training programs
- Mental health support and wellness training for students (e.g., to help foreign-trained lawyers integrate more effectively)



Over half of principals feel that the mandatory principal training had a positive impact on their ability to mentor and prepare articling students.

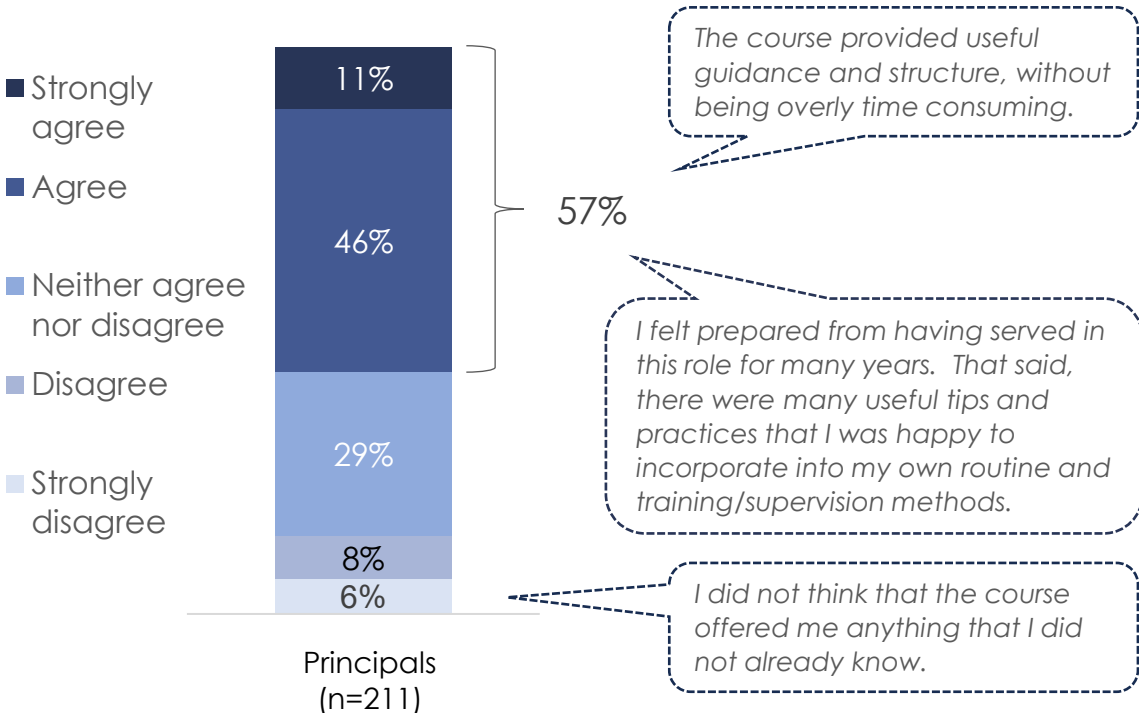
Principals, Recruiters and Non-Principal Mentors

The Law Society of Alberta introduced mandatory principal training in February 2022. Did you take the principal training course?



Principals, Recruiters and Non-Principal Mentors

Please rate your level of agreement or disagreement with the following statement: The principal training made me feel prepared to mentor/train/prepare my articling students for entry level practice?



NOTE: Principals who did not undergo the mandatory training were in their positions as principals before it became a requirement in February 2022.



MOST POSITIVE ASPECTS OF ARTICLING EXPERIENCE

*Getting hands-on experience, working on interesting files, working in practice areas of interest, and doing a wide range of relevant tasks are perceived as the most positive aspects of articling experience.*

Articling Students, New Lawyers & Those Who Completed Articling but are not Practising

Overall, what would you say are/were the most positive aspects of your articling experience?

	Total	Articling Students	New Lawyers	Completed Articling but not Practising
	n=433	n=159	n=230	n=44
Getting hands-on experience	70% -6%	72%	69%	64%
Working on interesting files	69% +6%	73%	63%	84%
Being exposed to specific areas of practice that are interesting to me	60% -2%	62%	58%	61%
Getting experience doing a wide range of relevant tasks	59% +11%	67%	53%	61%
Working closely with supportive and helpful lawyers	54% -2%	62%	50%	50%
Working with clients	52% +2%	58%	50%	43%
Observing professional and ethical behaviour	52%	52%	53%	48%
The mentorship I received from my principal	50% +4%	60%	43%	55%
Being a contributing part of a team and making a difference	48% +12%	48%	47%	55%
The feedback I received to help me improve	39% +9%	47%	33%	41%
Working with other articling students	36% +4%	36%	36%	32%
The compensation I received	26% +5%	26%	25%	32%
The emotional support that was available to me	25% +14%	28%	23%	23%
The on-going learning sessions to help ensure my learning goals were met	20% +5%	24%	16%	25%
The onboarding training that helped me prepare for articling	13% +4%	16%	11%	14%
Other	4%	1%	6%	2%
There are/were no positive aspects of my articling experience	2% 0%	1%	1%	7%

MOST POSITIVE ASPECTS OF ARTICLING EXPERIENCE

*Opportunities to provide hands-on experience, mentorship and feedback were perceived as the most positive aspects of articling experience by principals, recruiters, or mentors.*

Principals, Recruiters and Non-Principal Mentors

Overall, what would you say are the most positive aspects of the articling experience for a recruiter, principal or mentor?

	Total	Principals	Recruiters	Non-Principal Mentors
	n=344	n=265	n=27	n=52
Providing hands-on experience to articling students	83% +1%	86%	78%	71%
The opportunity to provide mentorship to articling students	80% +2%	81%	81%	73%
Providing feedback to help ensure articling students improve	77% +5%	77%	78%	77%
Providing the opportunity for articling students to work on interesting files	72% +8%	72%	81%	67%
Providing the opportunity for articling students to work with clients	63% +4%	66%	56%	48%
Exposing articling students to specific areas of practice that interest them	60% +4%	61%	67%	50%
Providing a wide range of tasks that are relevant to the practice of law	59% -2%	60%	70%	50%
Allowing articling students to contribute to a practice group/team	58% +5%	59%	59%	52%
Providing well-being supports to articling students	47% +14%	46%	59%	50%
Participating in learning sessions to ensure articling students' goals are met	39% +8%	38%	67%	29%
Onboarding articling students to the law firm/organization experience	38% -2%	37%	52%	40%
Other	6%	6%	4%	6%
There are no positive aspects of the articling experience	1% -1%	1%	0%	2%

KEY CHALLENGES

Managing workload and long working hours are the top challenges to articling experience.

Articling Students, New Lawyers & Those Who Completed Articling but are not Practising

Overall, what do you think are the key challenges to being an articling student?

	Total	Articling Students	New Lawyers	Completed Articling but Not Practising
	n=433	n=159	n=230	n=44
Managing workload, i.e. firm work, bar admission course assignments, etc.	55% -3%	54%	58%	39%
Long working hours	41% -7%	39%	42%	41%
Limited availability of articling positions	39% -5%	43%	37%	32%
Lack of clarity on what is required	38% +5%	37%	40%	36%
Navigating through personality differences	36% +4%	30%	38%	48%
Not being paid or being paid minimally	35% -9%	34%	38%	27%
Lack of support with the steep learning curve	35% -12%	33%	37%	32%
Getting proper exposure to different areas of practice	35%	34%	36%	32%
Having a place to safely address concerns without fear of reprisal	34%	26%	40%	36%
Receiving training in all competency areas	31% -1%	29%	35%	23%
Lack of mentorship	31% -12%	22%	38%	27%
Lack of structure to my role	31% +3%	26%	33%	34%
Lack of feedback	30% -10%	26%	33%	32%
Additional costs e.g. bar admission course tuition, etc.	28% +2%	35%	24%	25%
Unrealistic expectations going into the position	26% +6%	26%	26%	27%
Getting access to appropriate mental health supports	26%	22%	28%	27%
Poor role models	22%	15%	28%	18%
Lack of tools / resources available to help my principal support me	16% -1%	13%	18%	20%
Other	9%	8%	10%	11%
I didn't find my experience(s) to be challenging	4% -1%	5%	3%	0%

KEY CHALLENGES

*Lack of time, understanding students’ unique learning styles, and supporting students through their steep learning curve are the top challenges for recruiters, principals, and mentors.*

Principals, Recruiters & Mentors

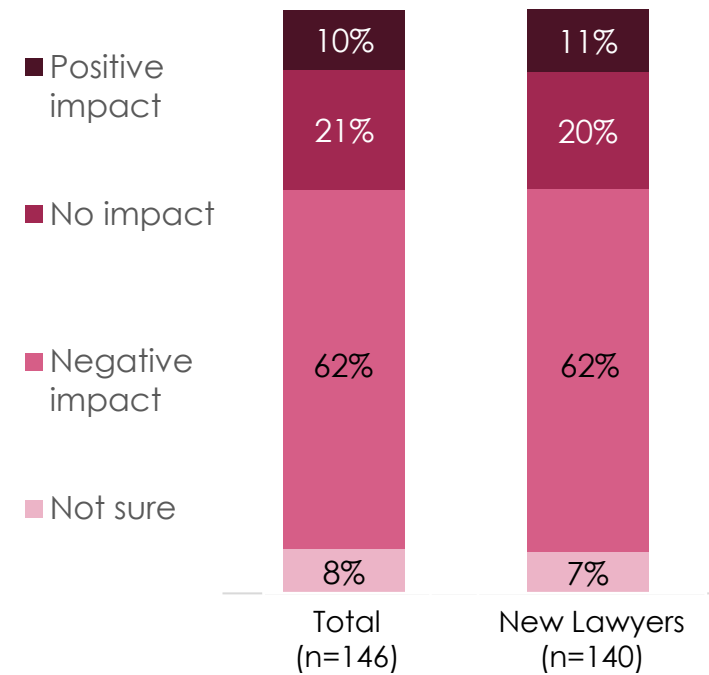
What key challenges are faced by a recruiter, principal or mentor of an articling student in an articling placement?

	Total	Principals	Recruiters	Non-Principal Mentors
	n=344	n=265	n=27	n=52
Lack of time to mentor articling students	42% -17%	40%	56%	40%
Understanding the unique learning styles of articling students	35% +13%	35%	41%	33%
Supporting articling students through their steep learning curve	35% -2%	35%	41%	29%
Unrealistic expectations of articling students	34% +6%	34%	41%	33%
High costs associated with hiring articling students	30% -2%	32%	26%	21%
Training articling students in all competency areas	29% -5%	28%	22%	38%
Managing personality differences	27% +1%	25%	59%	19%
Giving articling students feedback they can learn from	25% -9%	24%	37%	25%
Exposing articling students to different areas of practice	25% -8%	25%	22%	23%
Providing access to the appropriate mental health supports as needed	13%	12%	22%	10%
Lack of tools / resources available to help me support articling students	10% -5%	10%	19%	8%
Lack of training on being a principal/recruiter/mentor	7% -14%	6%	11%	13%
Lack of clarity on what is required of me as a principal/recruiter/mentor	7% -7%	6%	19%	6%
Other	15%	14%	22%	12%
There are no challenges to being a principal/recruiter/mentor	5% -2%	5%	4%	6%

Over half feel that COVID-19 adversely affected articling experiences.

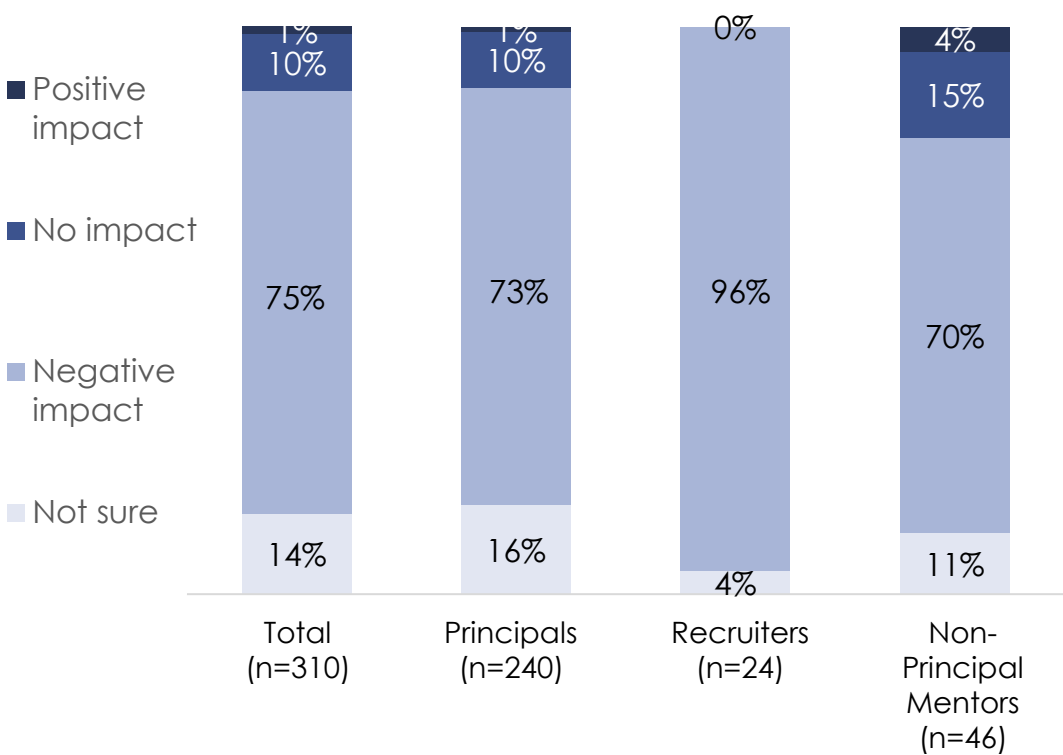
Articling Students, New Lawyers and Completed Articling but not Practising

In your opinion, how did the COVID-19 pandemic impact your articling experience?



Principals, Recruiters and Non-Principal Mentors

In your opinion, how did the COVID-19 pandemic impact the articling experience for students?



NOTE: Those who completed articling but are not practising are not reported due to insufficient base size (n=6)  
For a summary of the impact of COVID-19 on the articling experience, based on open-ended responses, please refer to the Highlights [here](#).

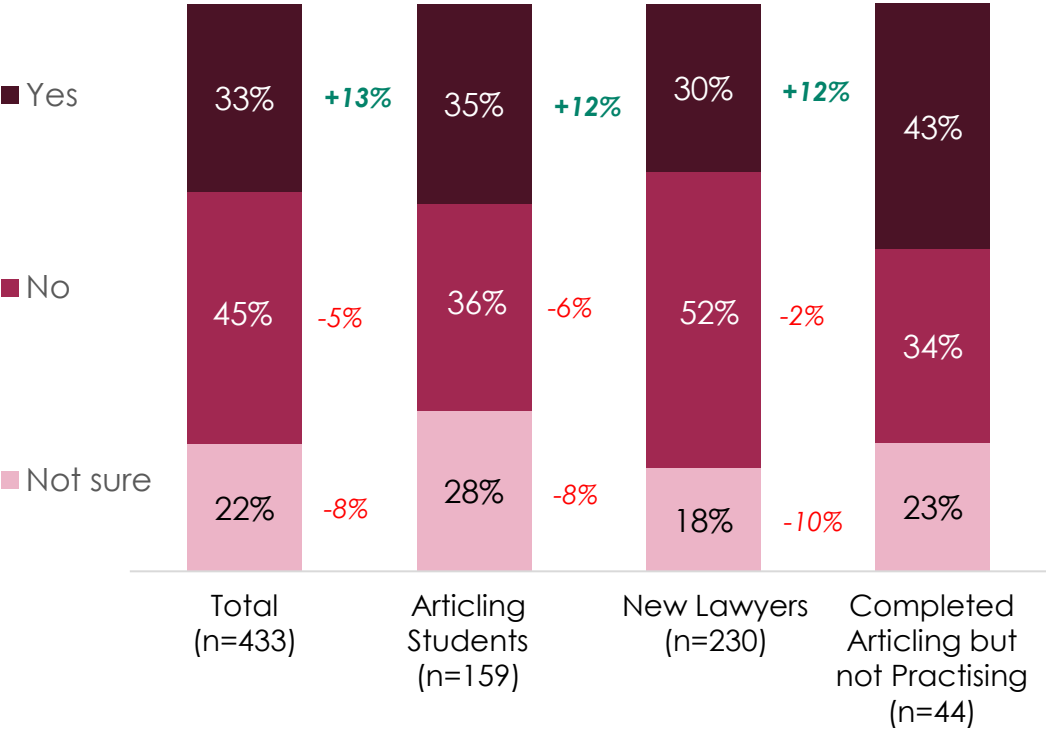


AVAILABILITY OF MENTAL HEALTH SUPPORTS

*Only one-third of student survey respondents felt they had adequate access to mental health support, while twice as many principals and mentors, and three times as many recruiters, believed these resources were readily available.*

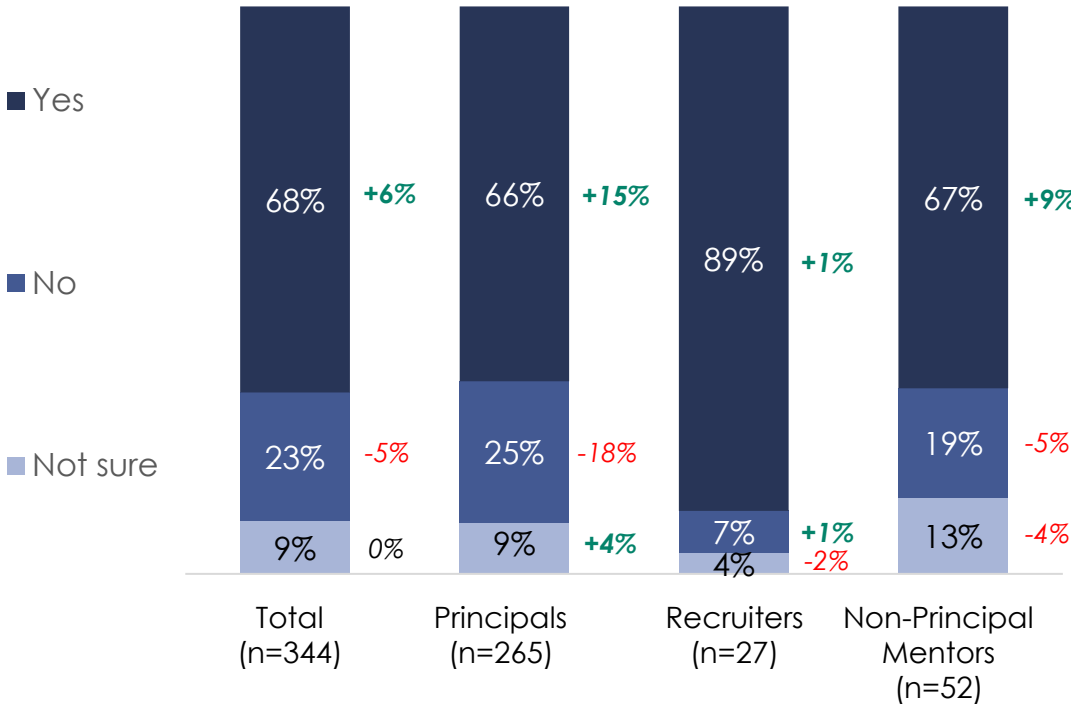
Articling Students, New Lawyers & Those Who Completed Articling but are not Practising

Are/were there appropriate mental health supports available at the firm/organization where you are/were articling to help you with managing stress, anxiety, etc.?



Principals, Recruiters & Non-Principal Mentors

Are mental health resources available at your firm/organization for articling students who may need support with things like stress management, anxiety, etc.?



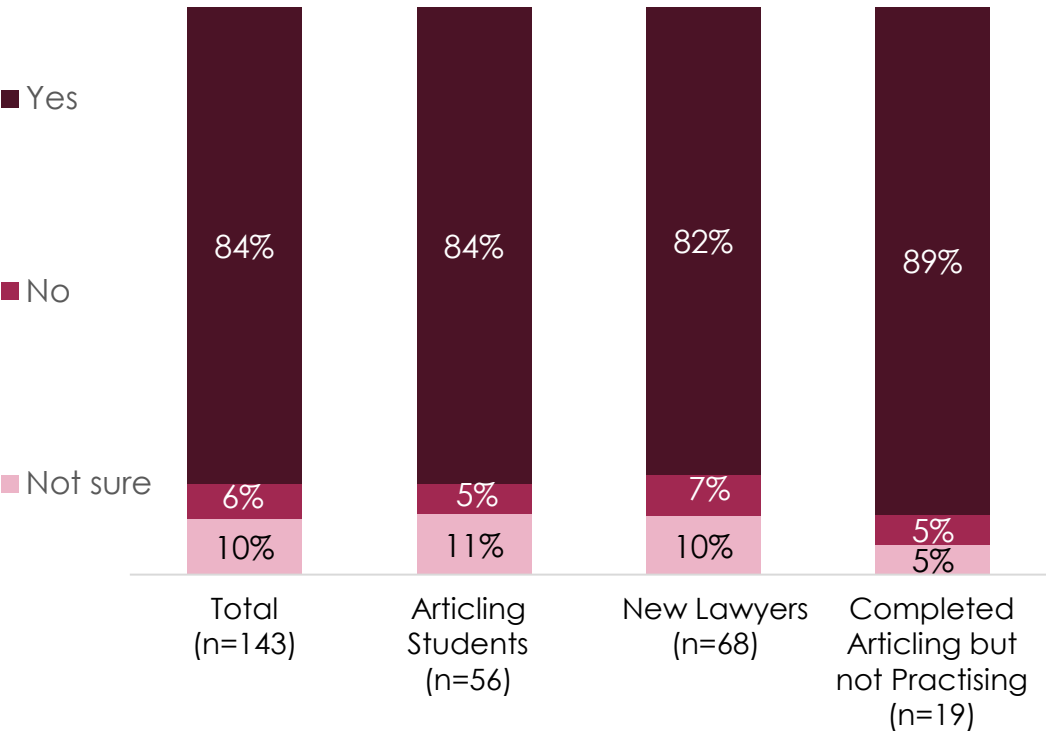


ENCOURAGEMENT TO ACCESS AVAILABLE MENTAL HEALTH SUPPORTS

*Firms strongly encouraged articling students to use the available mental health supports when necessary.*

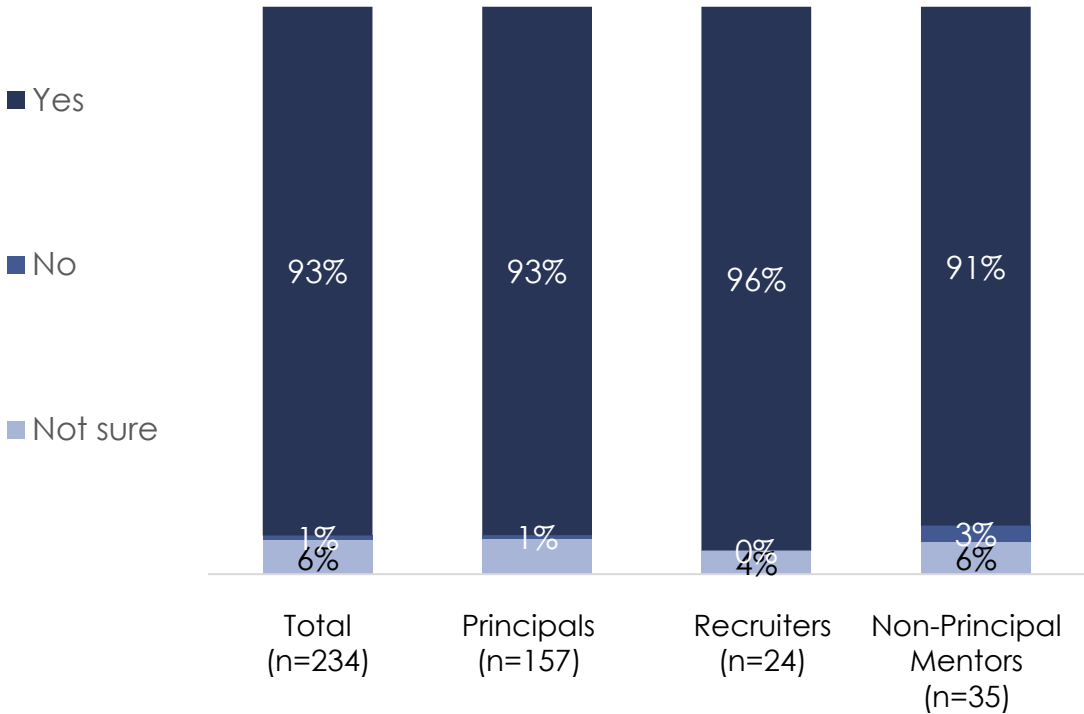
Articling Students, New Lawyers & Those Who Completed  
Articling but are not Practising

Did your firm/organization encourage accessing the available  
mental health supports if needed?



Principals, Recruiters & Non-Principal Mentors

Did your firm/organization encourage accessing the available  
mental health supports if the student needed them?



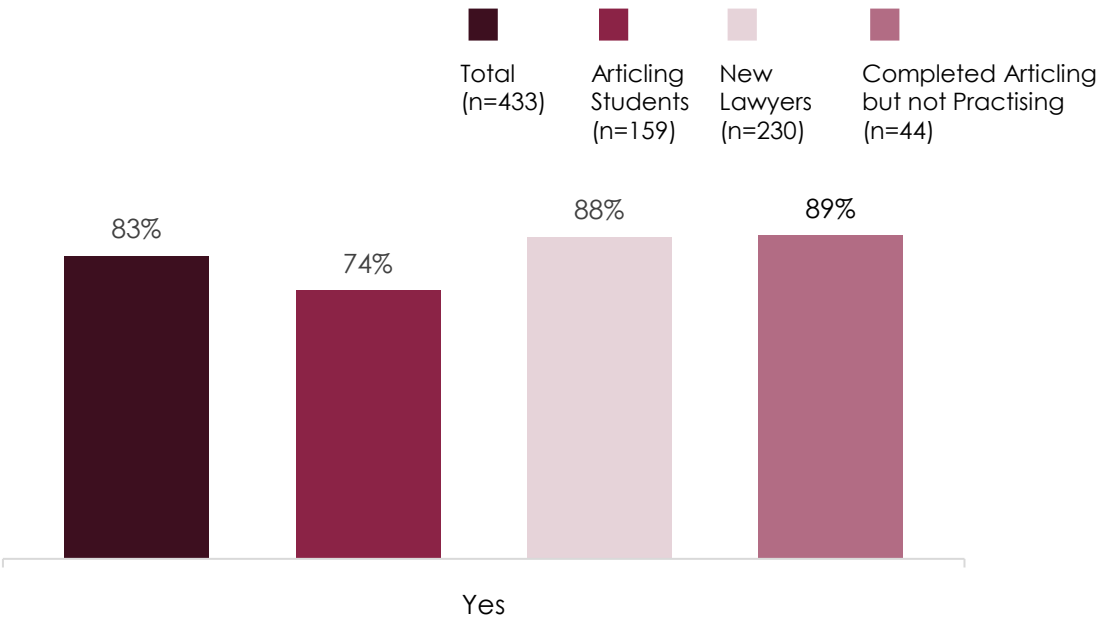
NOTE: New question

AWARENESS OF THE LAWYERS' ASSISTANCE PROGRAM

*Overall, awareness of the lawyers' assistance program is high, but there is an opportunity to enhance awareness among current students.*

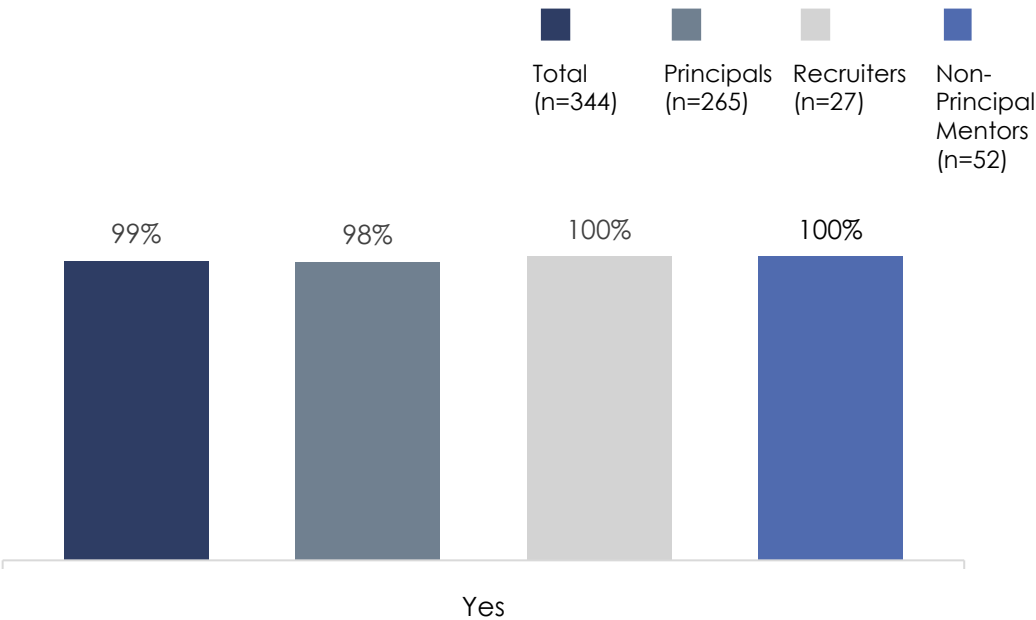
**Articling Students, New Lawyers and Completed Articling but not Practising**

*Are you aware of the lawyers' assistance program in your province?*



**Principals, Recruiters and Non-Principal Mentors**

*Are you aware of the lawyers' assistance program in your province?*



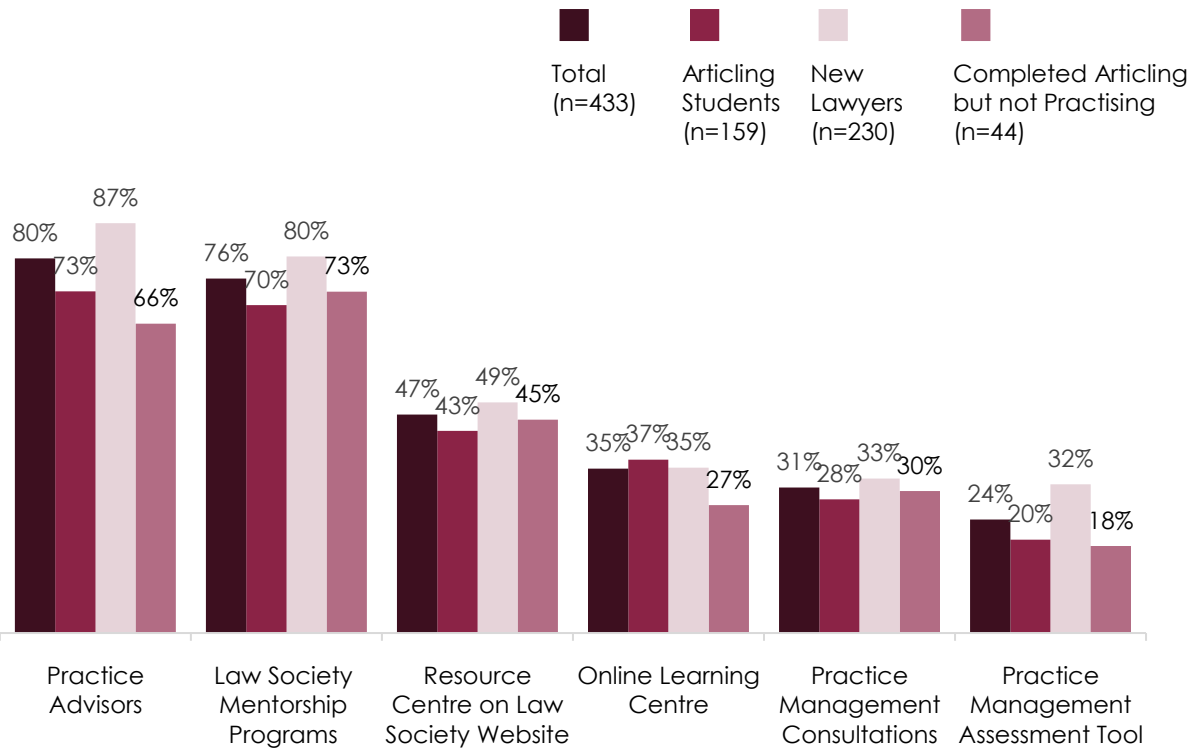
NOTE: New question

AWARENESS OF RESOURCES/SUPPORTS AVAILABLE THROUGH THE LAW SOCIETY

**Less than one-third of articling students, new lawyers and those who completed articling but are not practising are aware of practice management consultations and the Practice Management Assessment Tool.**

Articling Students, New Lawyers and Completed Articling but not Practising

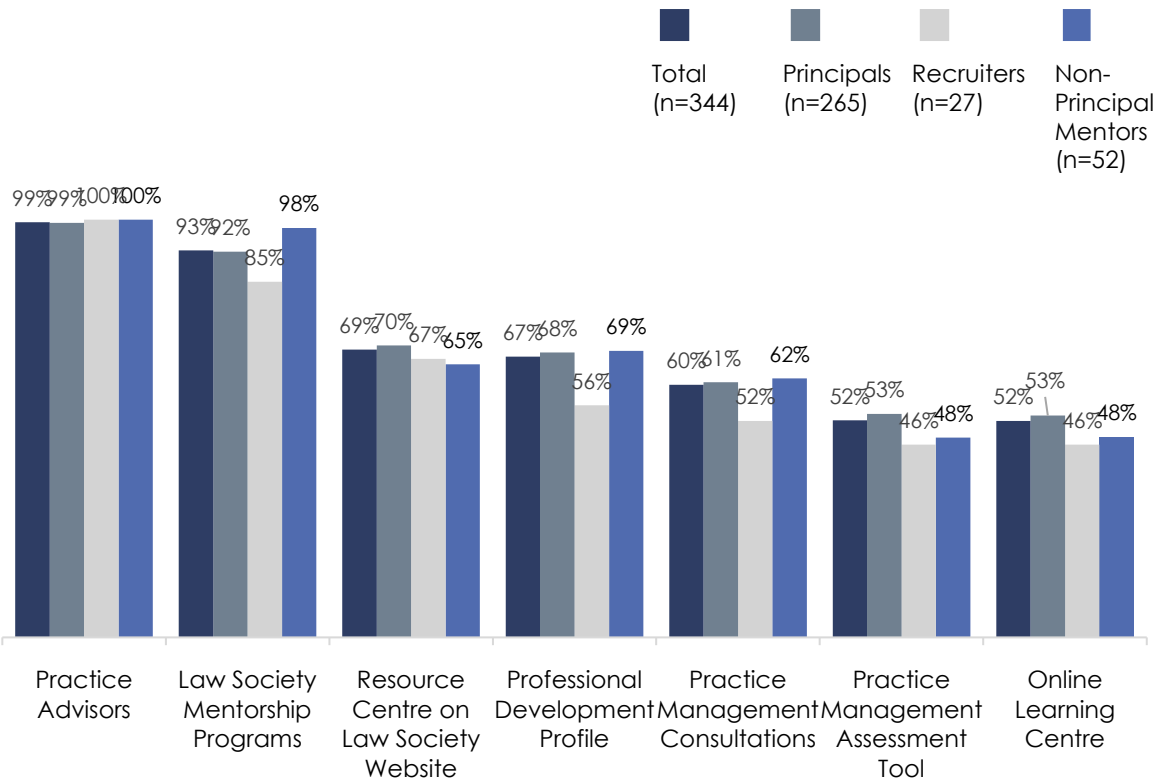
During your articling, are/were you aware of the following resources/supports available through the Law Society of Alberta?



NOTE: New question

Principals, Recruiters and Non-Principal Mentors

Were you aware of the following resources/supports available through the Law Society of Alberta?



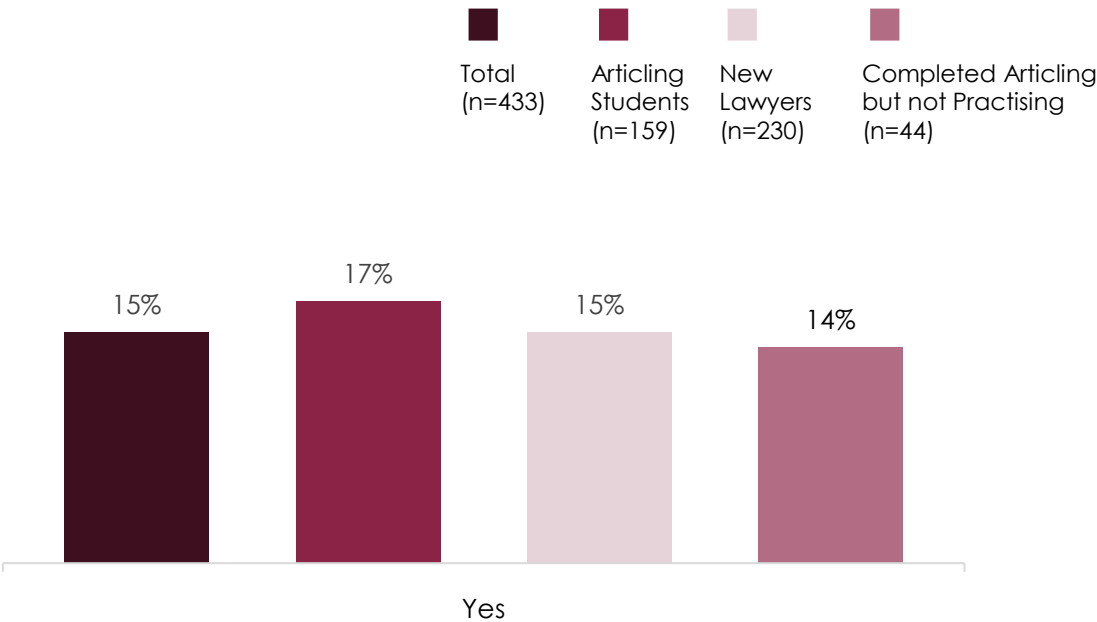
\*Re-based to exclude 'NA – didn't exist when I articulated / didn't exist when I was a principal/recruiter/ mentor'

NEED FOR ADDITIONAL RESOURCES THAT WOULD ASSIST WITH LAWYER COMPETENCE

*Some believe that additional resources from the Law Society could help improve the competence of new lawyers.*

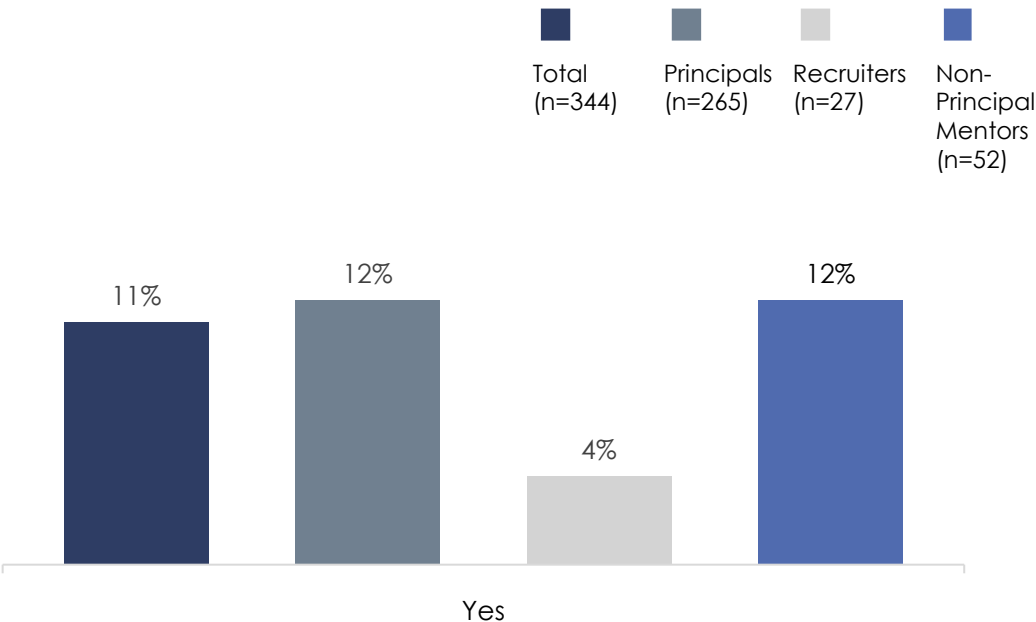
**Articling Students, New Lawyers and Completed Articling but not Practising**

*Were there any other resources from the Law Society that would have assisted you with lawyer competence during your articles?*



**Principals, Recruiters and Non-Principal Mentors**

*Were there any other resources from the Law Society that would have assisted you or your students with teaching/learning lawyer competence?*



## NEED FOR ADDITIONAL RESOURCES THAT WOULD ASSIST WITH LAWYER COMPETENCE

***There is a general interest in additional and improved training, increased clarity and structure, mental health resources, and networking opportunities.***

### **Articling Students, New Lawyers and Completed Articling but not Practising**

*Please list what resources from the Law Society would have assisted you with lawyer competence during your articles.  
(based on verbatim analysis)*

#### **Additional training opportunities**

- Free practice management courses for students
- Discounts on LESA and Law Society courses for students
- Programs to observe court proceedings

#### **Clarity and Structure**

- More clarity on articling student responsibilities
- Mandatory list of learning objectives for articling
- Clearer guidance on bar admission process

#### **Enhanced mental health resources**

- Mental health support without fear of repercussions
- Access to trained therapists specializing in legal issues

#### **Networking opportunities**

- Increased face-to-face interaction for CPLED/PREP participants
- Networking events

### **Principals, Recruiters and Non-Principal Mentors**

*Please list what resources from the Law Society would have assisted you or your students with lawyer competence.  
(based on verbatim analysis)*

#### **Enhanced quality of training for both principals and students**

- Relevant content tailored to practice areas and modern challenges (e.g. technology in law)
- Incorporating more real-life examples, simulations, practice exams

#### **Training for principals**

- Intensive training course or 'boot-camp' for articling principals
- Access to principal training course multiple times

#### **Standardized guides and other training materials**

- Clear, standardized training materials and best practice guides
- Guidance on law firm expectations for work hour allocation for training
- Mentoring manual

#### **Networking opportunities**

- Opportunities for principals to connect and share experiences/advice on student training

#### **Enhanced mental health resources**

- More effective mental health resources
- Equitable resources across firms of different sizes
- Enhanced support for diversity within the legal profession

LIKELIHOOD OF RECOMMENDING ARTICLES/TAKING ON ARTICLING STUDENTS IN THE FUTURE

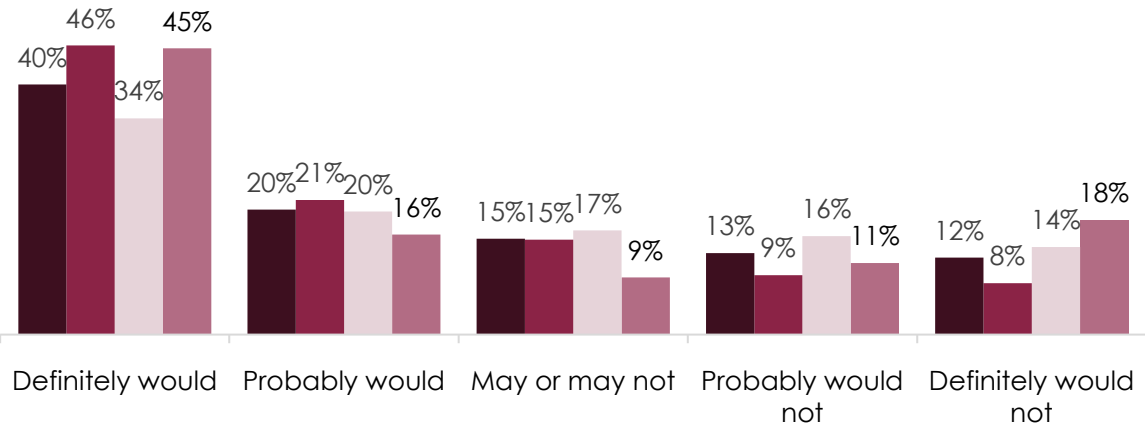
One in four students do not recommend articling at their firm/organization. Principals, recruiters, and mentors still express a strong interest in taking on students in the future.

Articling Students, New Lawyers and Completed Articling but not Practising

Now thinking more generally about where you article/articled, would you recommend it to articling students in the future?

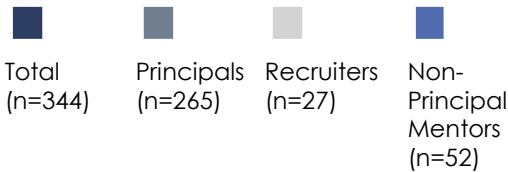


Change vs. 2019 +2% +5% -3% -2% -4% -1% -4% -3% -2% +6% +4% +8% -3% -4% -2%

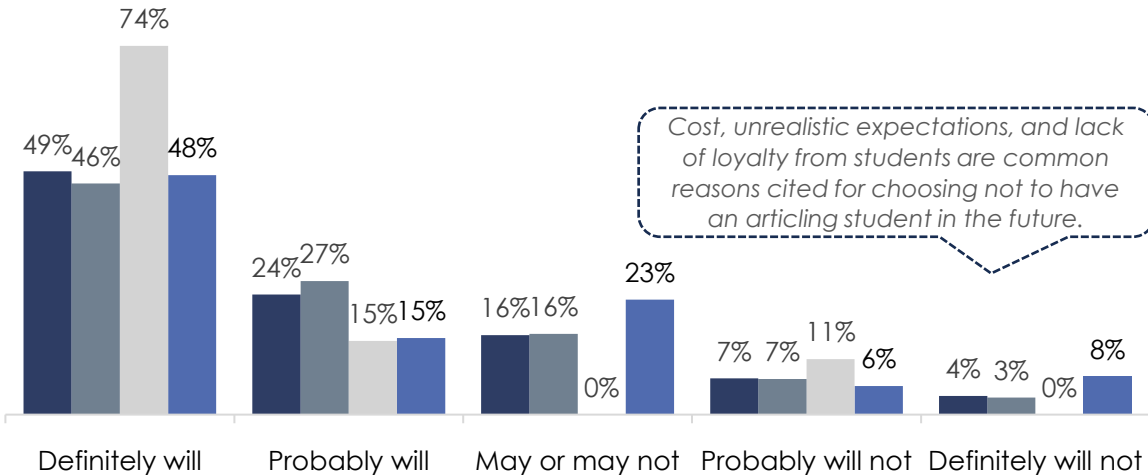


Principals, Recruiters and Non-Principal Mentors

Based on your experiences as a principal/recruiter/mentor, how likely are you to take on an articling student again in the future?



Change vs. 2019 -1% +5% +9% -1% -5% -4% -9% -21% +2% +1% -12% +10% +3% -1% +11% +4% +1% -2% 0% +8%



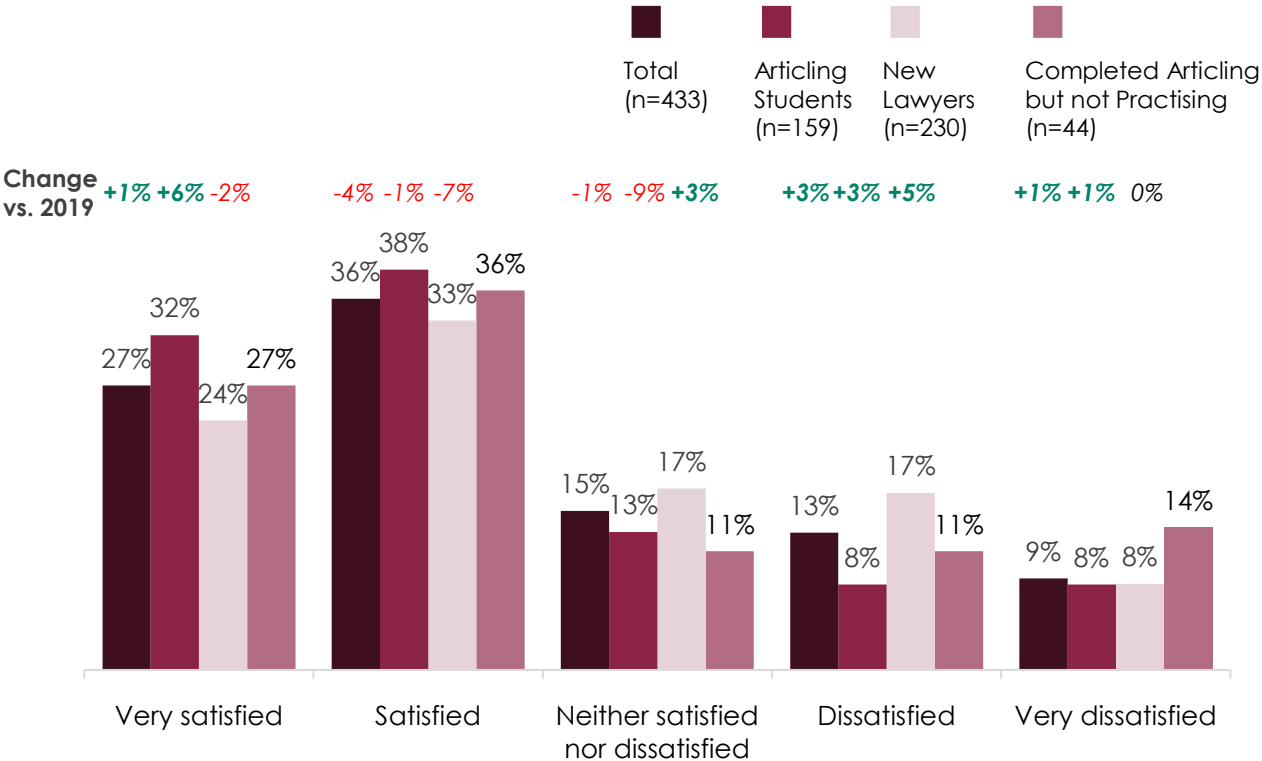
SATISFACTION WITH ARTICLING EXPERIENCE

Two-thirds of articling students are satisfied with their articling experience. The quality of mentorship and training, along with the work environment, are the primary reasons for satisfaction with the articling experience.

Articling Students, New Lawyers and Completed Articling but not Practising

Overall, how satisfied were/are you with your articling experience?

Please explain why you are satisfied/neither satisfied nor dissatisfied/dissatisfied with your articling experience.



Satisfied (n=232)	Neither satisfied nor dissatisfied (n=50)	Dissatisfied (n=91)
55% - Effective mentorship	42% - Poor training	57% - Heavy workload
39% - Supportive work environment	36% - Heavy workload	52% - Poor mentorship
37% - Good training	20% - Unhealthy workplace culture	38% - Unhealthy workplace culture
	12% - Poor compensation	35% - Poor training
		21% - Poor compensation

REASONS FOR LEVEL OF SATISFACTION WITH ARTICLING EXPERIENCE

**A heavy workload, inadequate compensation, and poor mentorship significantly contribute to dissatisfaction with the articling experience.**

**Articling Students, New Lawyers and Completed Articling but not Practising**

Please explain why you are satisfied/neither satisfied nor dissatisfied/dissatisfied with your articling experience.

Satisfied (n=232)	Neither satisfied nor dissatisfied (n=50)	Dissatisfied (n=91)
"I was provided with excellent opportunities to be involved, regular feedback, patience with questions, and educational opportunities. Pay was not high, though as an articling student it was fair for my contributions."	"Workload and compensation was better than many, but support was worse. I left articles feeling unequipped to practice and unsure if what I was taught by my principals was the correct way to do things."	"Some reasons why I was dissatisfied include: lack of mentorship, general unavailability when I had questions, lack of practical education provided."
"I am in an environment that motivates me to learn and grow professionally."	"Too much work was given at a time and then there was an unrealistic expectation to complete the same, especially from my mentor. I was expected to work over the weekends and not take any days off! This is extremely stressful and takes a toll."	"I had basically no mentorship, an unengaged principal for two-thirds of my experience, lack of structure, no support, was bullied by my supervisor, was gaslit when I went to management when I was bullied by my supervisor..."
"I received top-notch training from very kind, very competent lawyers, who obviously cared very much about my learning."	"The experience I gained allowed me to transition to a more appropriate role with work-life balance. The experience itself left me feeling very unhealthy from stress."	"Workplace bullying and abuse, unreasonable expectations, burn out, insufficient pay."
"Good work-life balance, incredibly supportive lawyers and other staff."	The monetary compensation is so little that it is not even at the provincial minimum wage, which is super hard when inflation is through the roof in this economy. I am basically bringing my own clients in order to pay myself a wage..."	"I did not receive the training required I feel. I needed more hands-on legal experience. I was not allowed to run my own files."

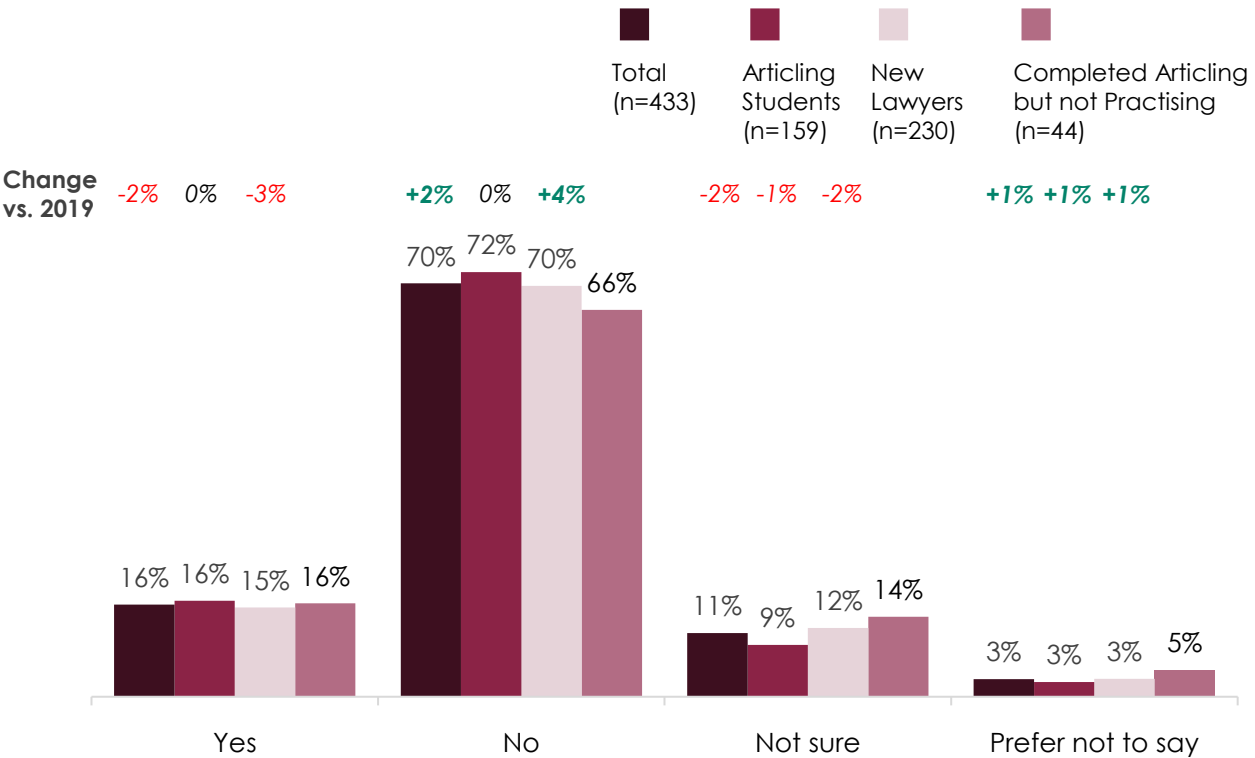


DISCRIMINATION DURING RECRUITMENT PROCESS

One-in-five reported experiencing discrimination during the recruitment process.

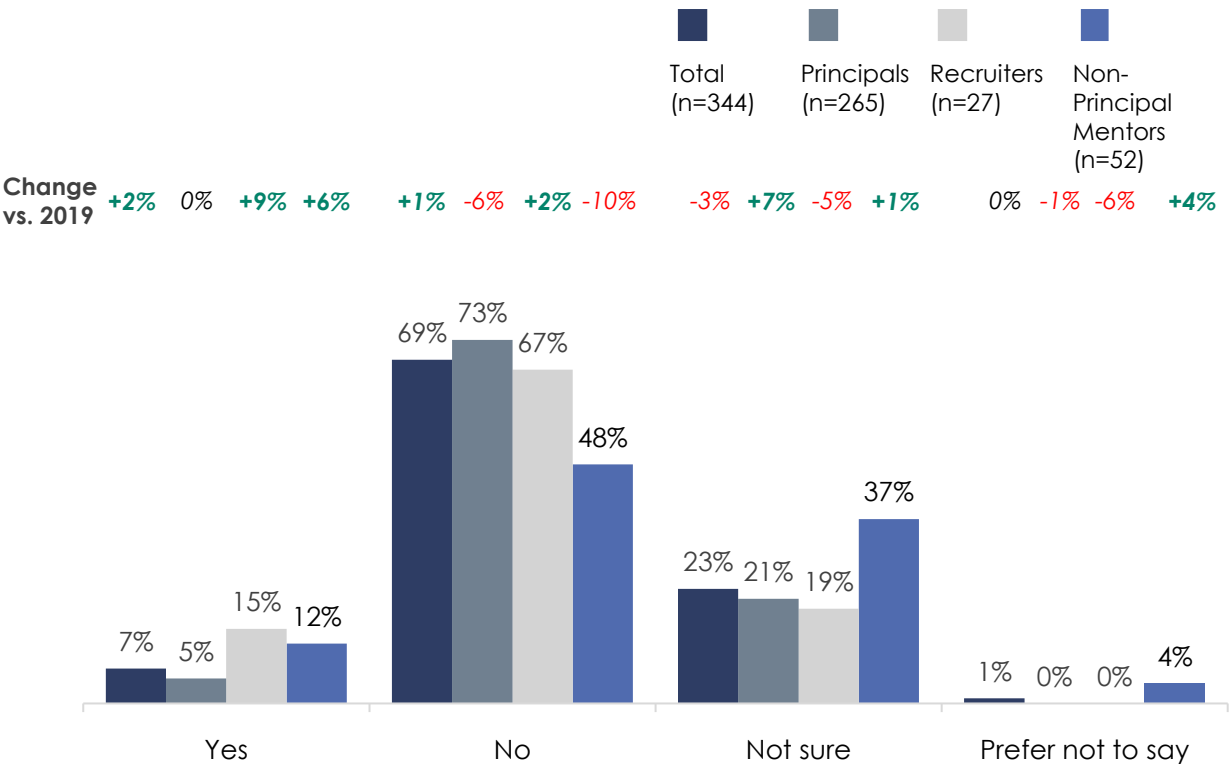
Articling Students, New Lawyers and Completed Articling but not Practising

During the recruitment process for your articling position did you experience discrimination related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?



Principals, Recruiters and Non-Principal Mentors

Has your firm/organization ever had a candidate indicate that they have been discriminated against related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors during the recruitment process?

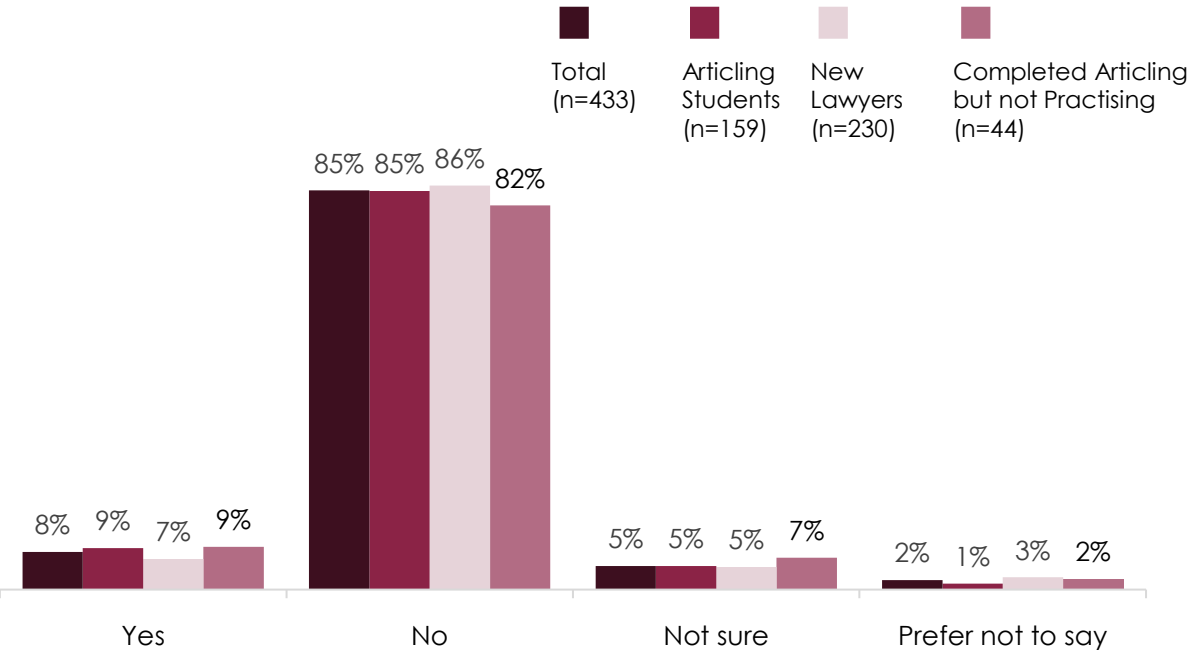


# HARASSMENT DURING RECRUITMENT PROCESS

## Some students experienced harassment during recruitment.

### Articling Students, New Lawyers and Completed Articling but not Practising

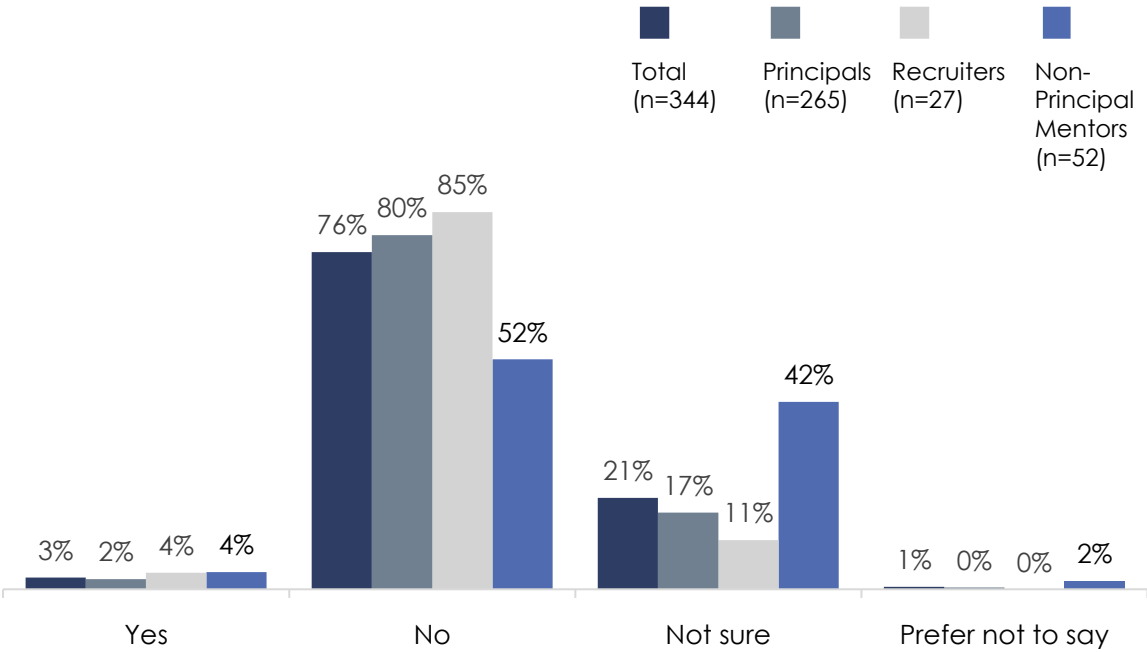
During the recruitment process for your articling position did you experience harassment related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?



NOTE: Question wording changed, and there will be no comparison with the data from 2019.

### Principals, Recruiters and Non-Principal Mentors

Has your firm/organization ever had a candidate indicate that they have been harassed related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors during the recruitment process?

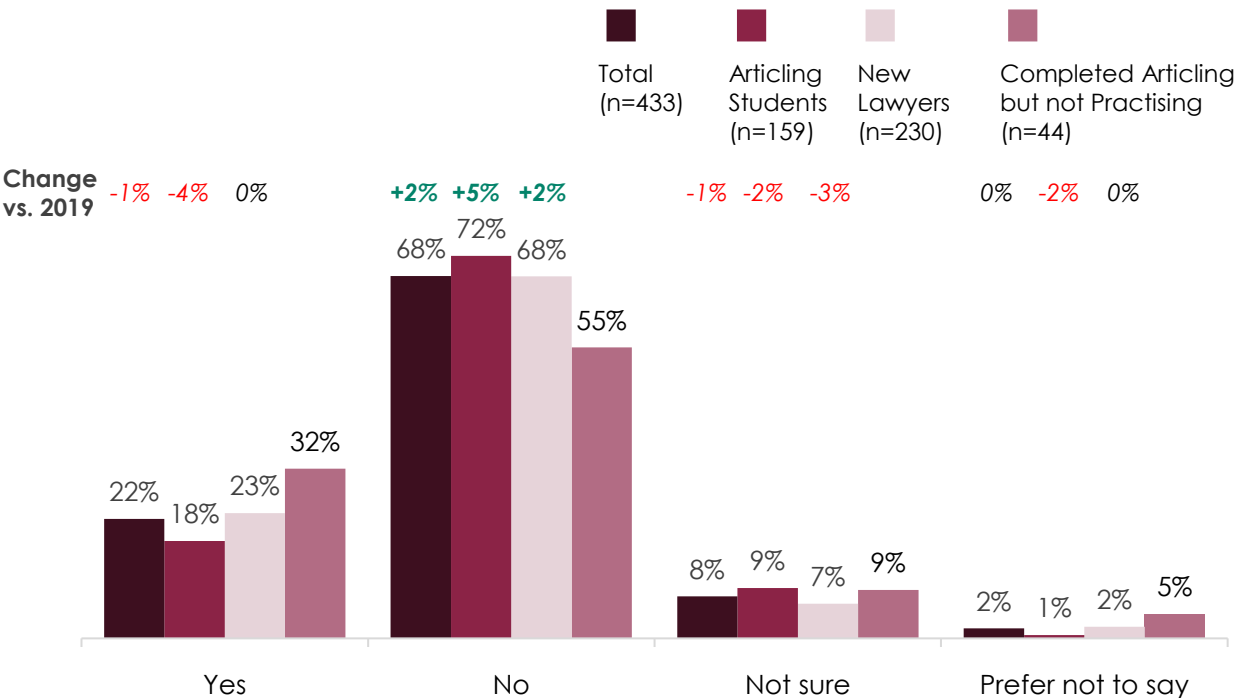


DISCRIMINATION DURING ARTICLING

During articling, one-fifth experienced discrimination.

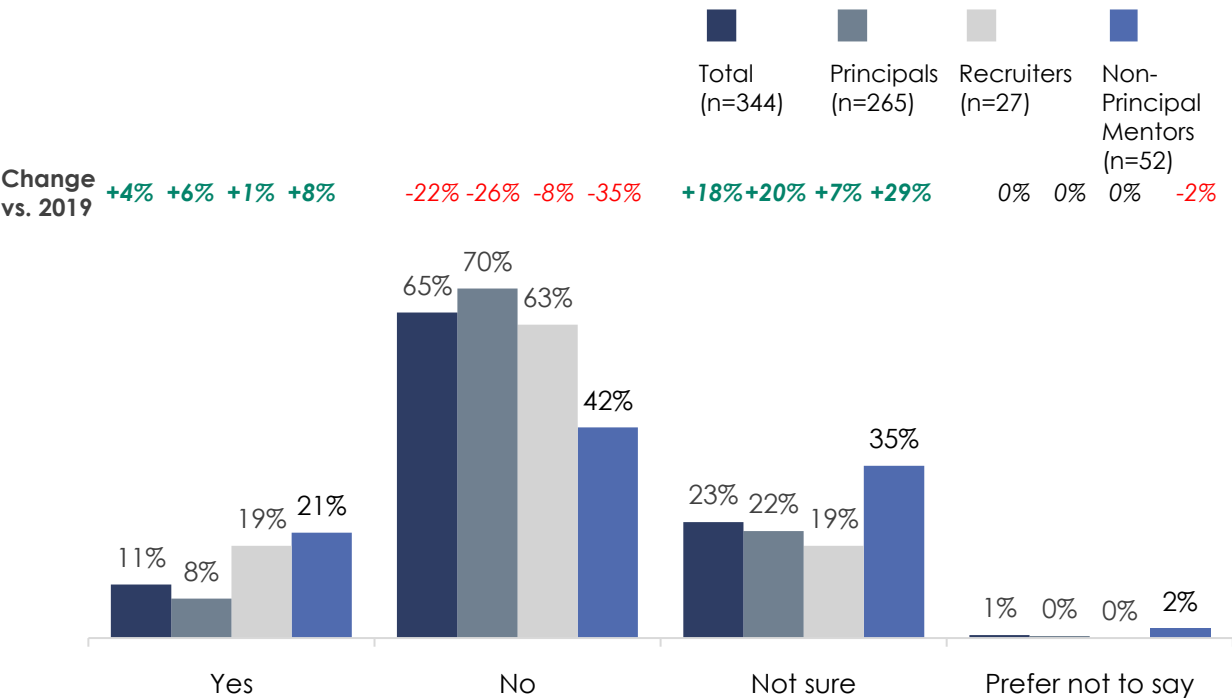
Articling Students, New Lawyers and Completed Articling but not Practising

During your articling, did you experience discrimination related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?



Principals, Recruiters and Non-Principal Mentors

Has an articling student come to you with concerns about being discriminated against by someone at the firm/organization related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors during their articling experience?

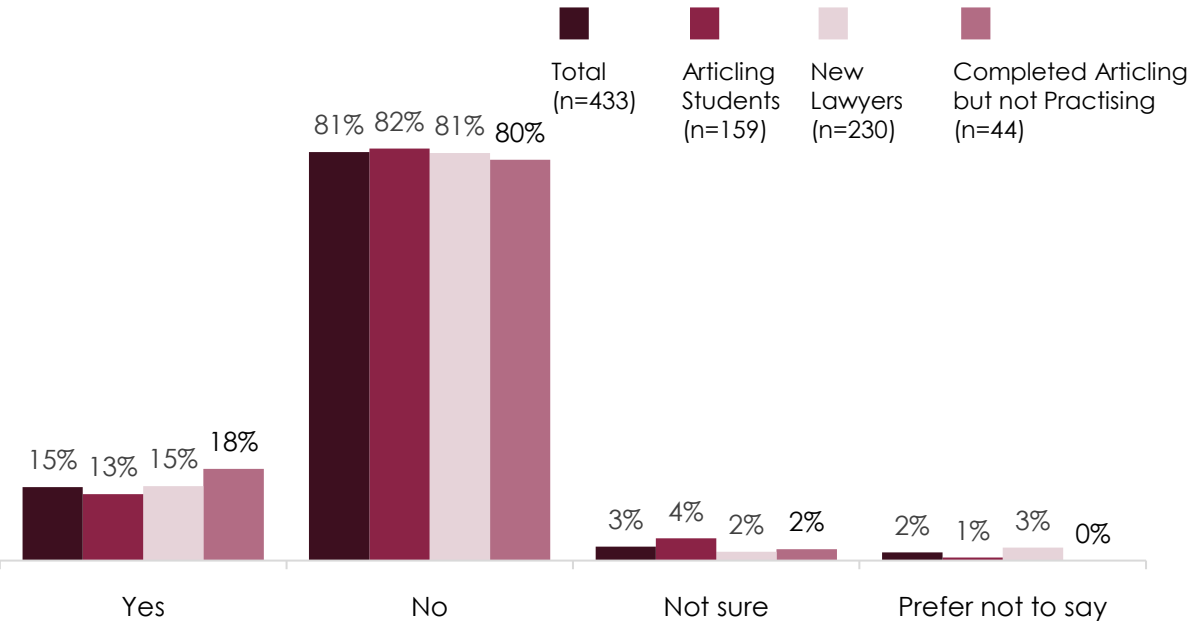


# HARASSMENT DURING ARTICLING

Close to one-in-five experienced harassment during articling.

## Articling Students, New Lawyers and Completed Articling but not Practising

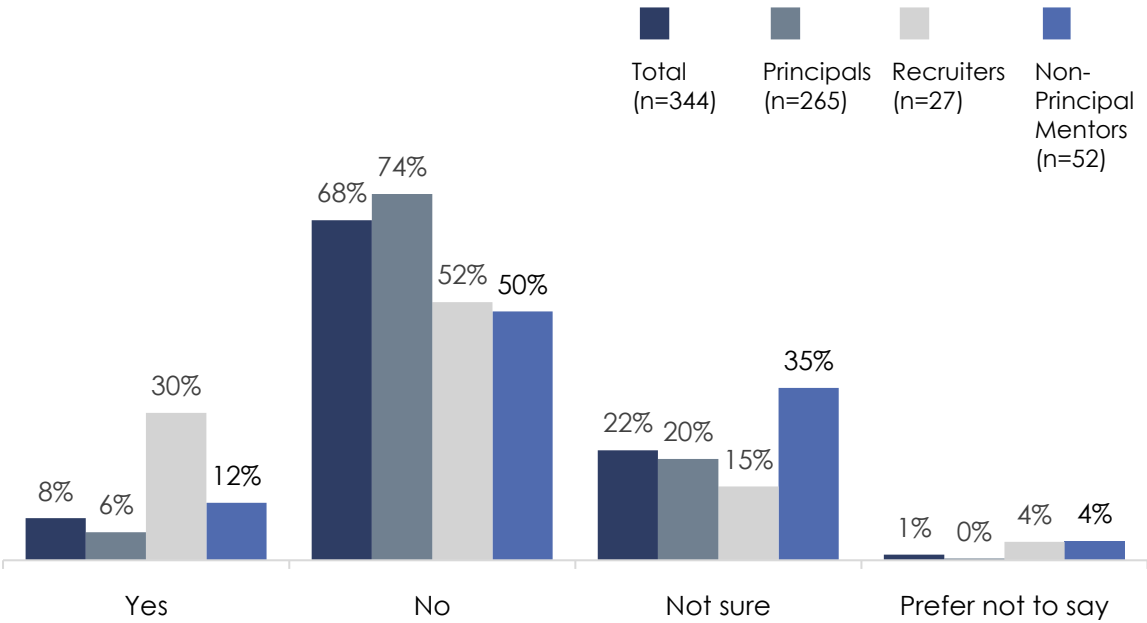
During your articling, did you experience harassment related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?



NOTE: Question wording changed, and there will be no comparison with the data from 2019.

## Principals, Recruiters and Non-Principal Mentors

Has an articling student come to you with concerns about being harassed by someone at the firm/organization related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors during their articling experience?



AVAILABILITY OF RESOURCES TO ADDRESS DISCRIMINATION AND/OR HARASSMENT

*Perceptions regarding the availability of resources to address discrimination and harassment have improved since 2019. Nevertheless, the number of those who believe they have access to these resources remains limited.*

Articling Students, New Lawyers and Completed Articling but not Practising

Were resources available to address the discrimination or harassment you experienced?

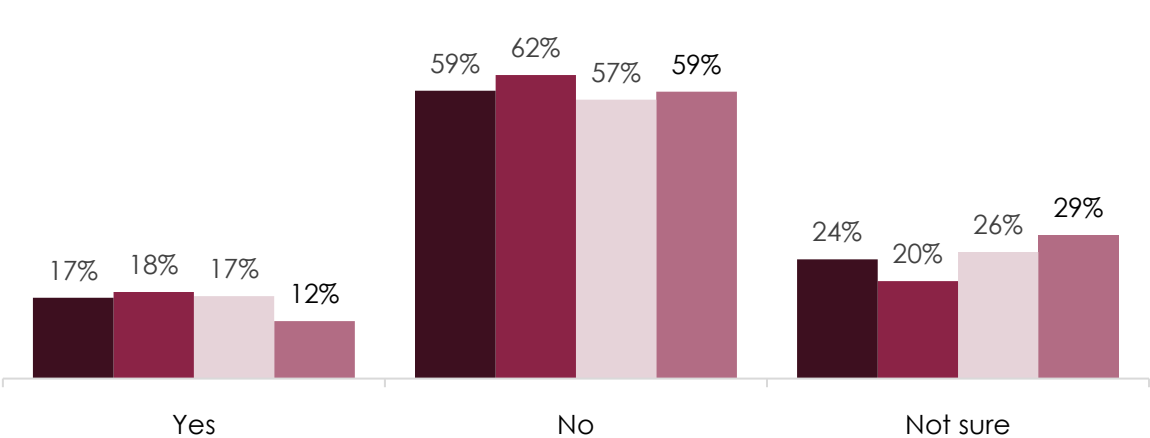


Change vs. 2019

+10% +12% +10%

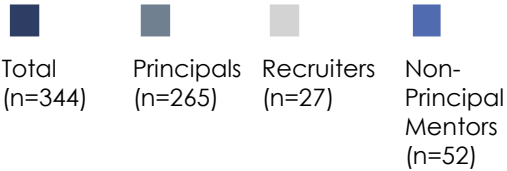
-15% -10% -19%

+5% -3% +9%



Principals, Recruiters and Non-Principal Mentors

If an articling student believes they have been discriminated against or harassed by someone in your firm/organization, is there a place they can confidentially address their concerns?



Change vs. 2019

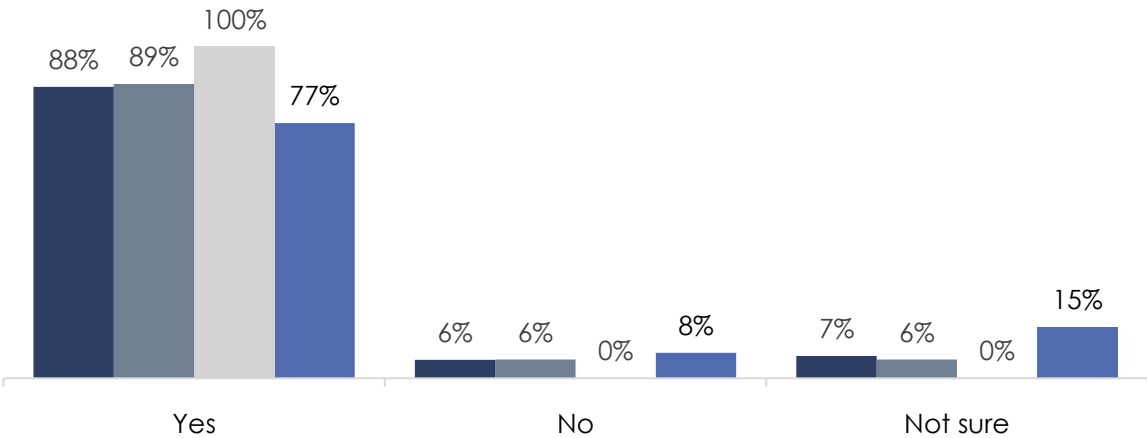
+6% +5% +6% +5%

-1% -1%

0% -3%

-4% -3%

-6% -2%

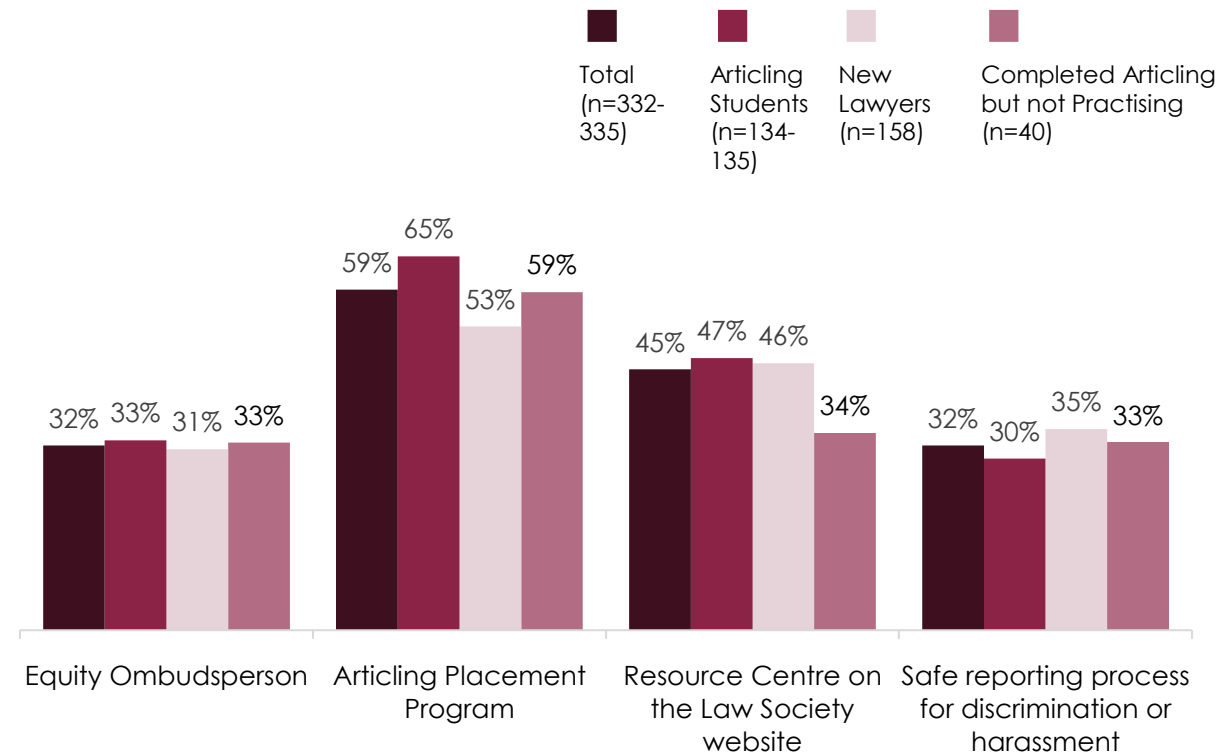


AWARENESS OF SUPPORTS/RESOURCES AVAILABLE THROUGH THE LAW SOCIETY

*There is an opportunity to improve awareness of the resources offered by the Law Society, particularly the safe reporting process, as only three-in-ten students are currently aware of it.*

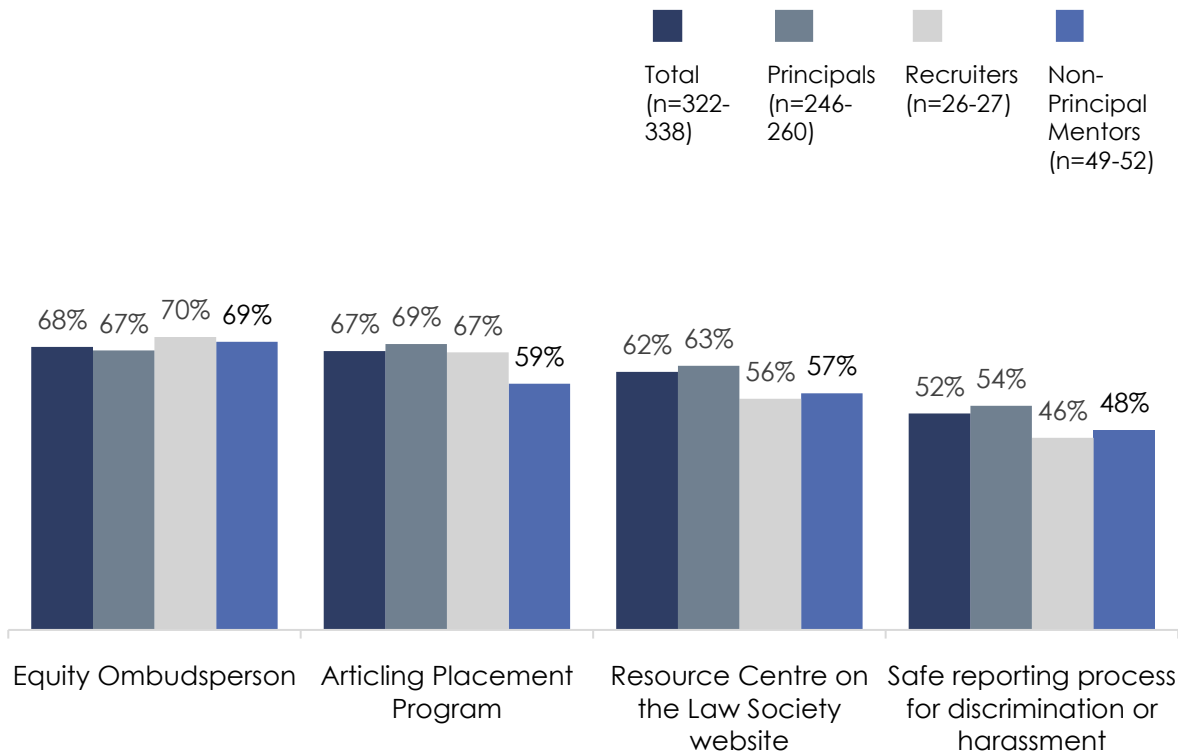
Articling Students, New Lawyers and Completed Articling but not Practising

During your articling, are/were you aware of the following supports/resources available through the Law Society of Alberta?



Principals, Recruiters and Non-Principal Mentors

Were you aware of the following supports/resources available through the Law Society of Alberta? (% selected 'Yes')



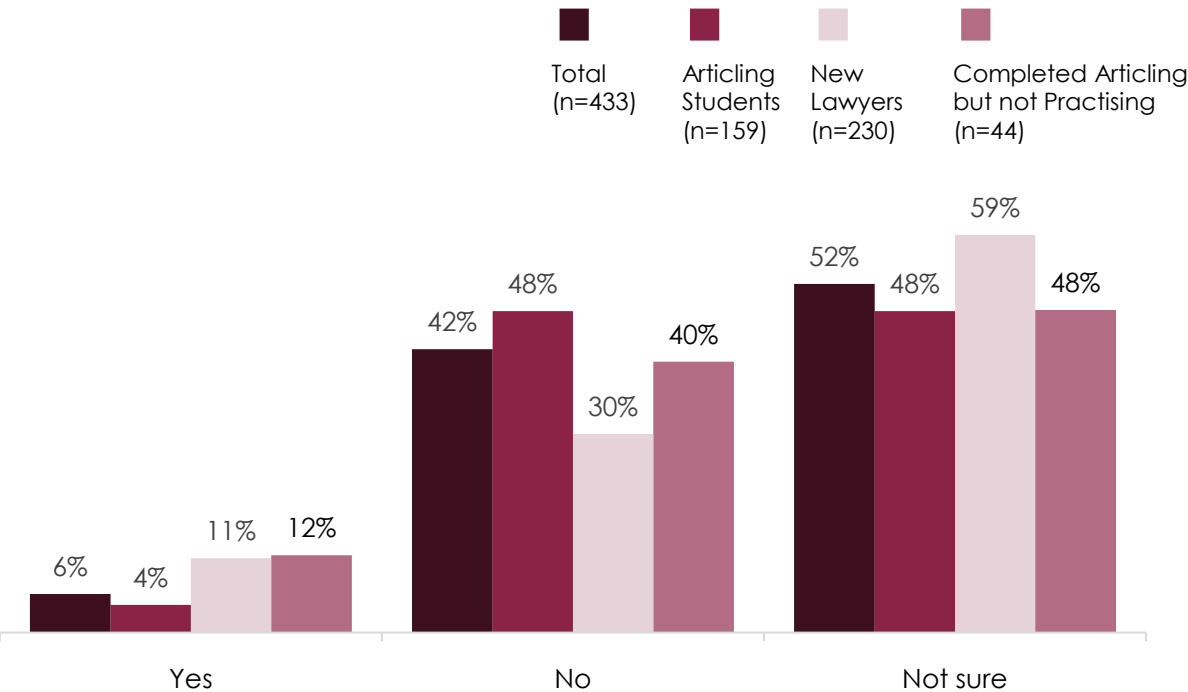
NOTE: New question  
Note: Base sizes vary by resources, because numbers were re-based to exclude 'NA – Didn't exist when I articulated'

NEED FOR ADDITIONAL RESOURCES THAT WOULD ASSIST WITH EQUITY, DIVERSITY & INCLUSION ISSUES

**Most are unsure whether additional resources from the Law Society are needed to assist students with equity, diversity and inclusion or well-being issues.**

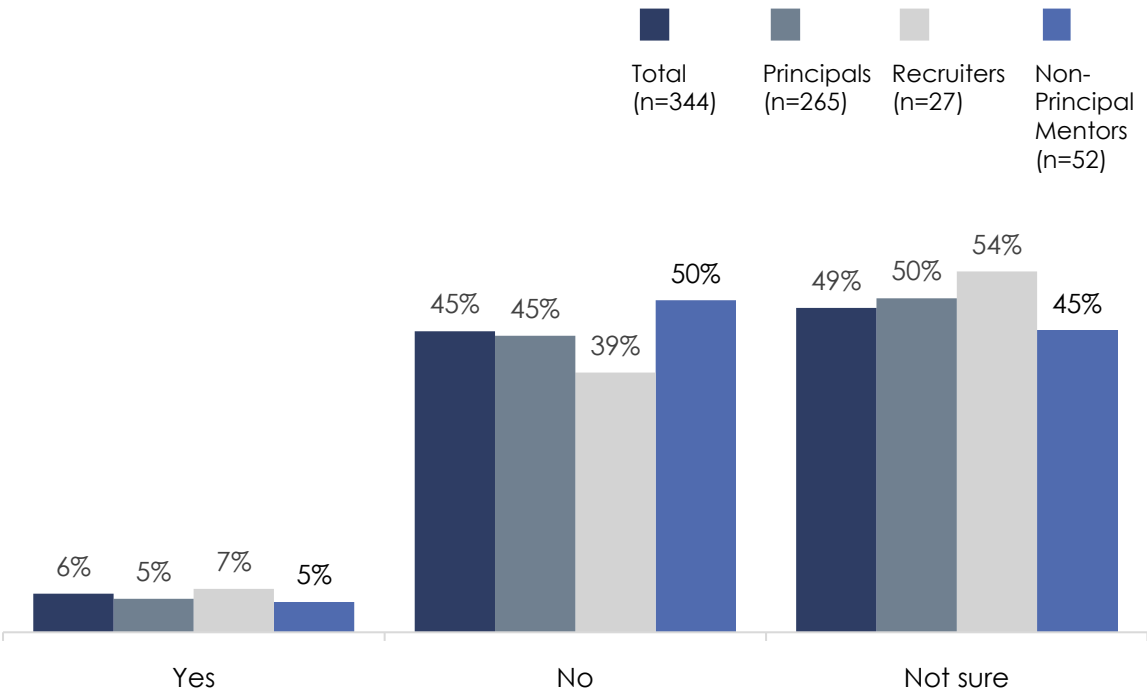
**Articling Students, New Lawyers and Completed Articling but not Practising**

*Were there any other resources from the Law Society that would have assisted you with equity, diversity and inclusion or well-being issues during your articles?*



**Principals, Recruiters and Non-Principal Mentors**

*Were there any other resources from the Law Society that would have assisted you or your students with dealing with equity, diversity and inclusion or well-being issues?*



## NEED FOR ADDITIONAL RESOURCES THAT WOULD ASSIST WITH EQUITY, DIVERSITY & INCLUSION ISSUES

***The resource most frequently cited to support students with equity, diversity, inclusion, and well-being issues was EDI training.***

### **Articling Students, New Lawyers and Completed Articling but not Practising**

*Please list what resources from the Law Society would have assisted you with equity, diversity and inclusion or well-being issues during your articles.*

*(based on verbatim analysis)*

- Training for firms on appropriate questions regarding EDI issues
- Networking programs for individuals with diverse backgrounds
- Mentorship from individuals who have faced similar issues
- Anonymous hotline for those experiencing discrimination or harassment
- Better access to mental health resources

### **Principals, Recruiters and Non-Principal Mentors**

*Please list what resources from the Law Society would have assisted you or your students with lawyer competence.*

*(based on verbatim analysis)*

- Enhanced training around EDI for principals
- Cross-cultural resources for internationally trained lawyers
- Career counseling and employment assistance for students
- Check-in program for mentors and students

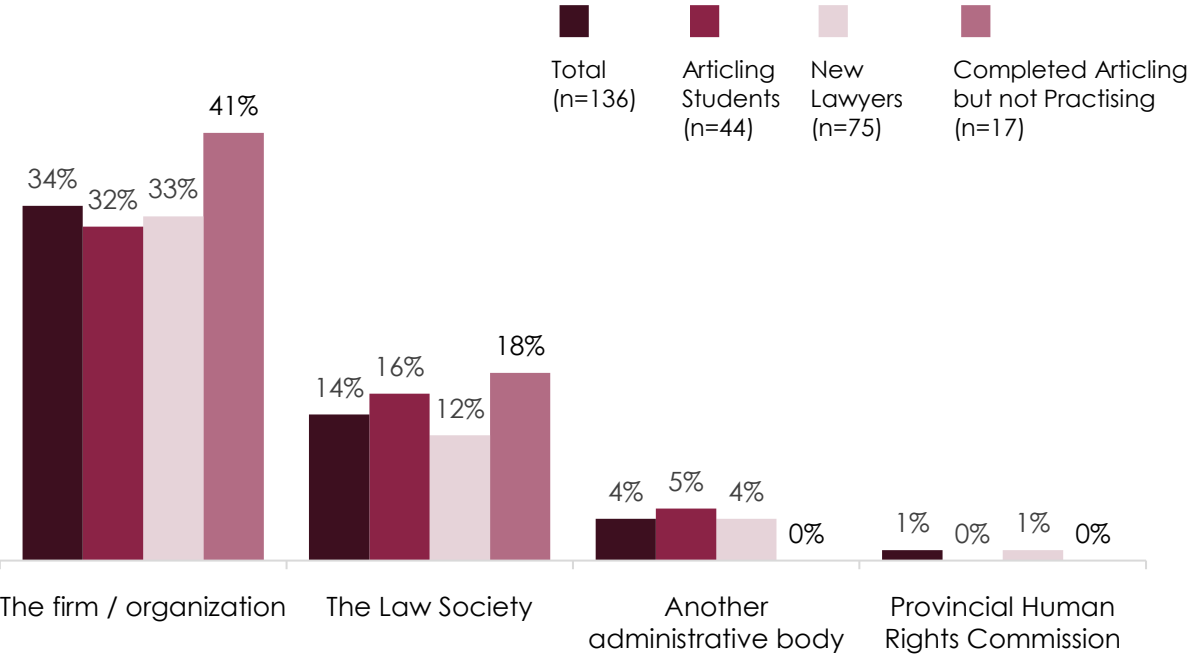


BODIES TO WHICH DISCRIMINATION AND/OR HARASSMENT ISSUES WERE REPORTED

*Incident(s) of discrimination and/or harassment were most commonly reported within the firm or to the Law Society, which led to various outcomes.*

Articling Students, New Lawyers and Completed Articling but not Practising

Did you report the discrimination/harassment you experienced during articling or the recruitment process to any of the following bodies?



What was the outcome of reporting the discrimination/harassment you experienced? Was the issue resolved?  
(verbatim comments)

No action taken / No resolution
"I reported to the Equity ombudsperson and was <b>told there was nothing that could be done.</b> "
"The firm offered to do something about it, but it was decided that it would be <b>better to do nothing.</b> The lawyer eventually left the firm for other inappropriate behaviour."
Positive outcome
"I was moved within the firm and the offending partner was spoken to by management ."
"The Articling Placement program placed me in a new position."
"The discrimination and harassment was from my first principal. After my articles was transferred to my second principal, the harassment continued. I spoke with my second principal, who happened to be the managing partner, and he assisted me with drafting a cease and desist letter to my former principal. My second principal was cc'd onto the letter. The harassment ceased."
Negative consequences
"The issue was not resolved. Frankly, the situation at my firm was worse for me after I reported it, as I was told to no longer attend firm events and was even encouraged to work from home. I persisted to come to the office, as I was told to do so by those mentors I had garnered from outside the firm, to ensure I was facilitating as much as my own learning as possible with the two lawyers who were supportive of me. However, this situation took a toll on my mental health, and at that point, I was forcing myself to attend the office everyday to ensure that I was not throwing away all my effort to date and giving up on my dream to be called to the bar. It was a perseverance to not quit that drove me."

NOTE: For reasons for not reporting, please refer to the Highlights [here](#).  
For additional comments about experiences of discrimination / harassment and resources to address them, please refer to the Highlights [here](#).

# Appendix

## METHODOLOGY (in detail)

### Survey Purpose

The Law Society of Alberta is seeking to deepen the understanding of articling experiences in the province. Through two distinct surveys—one targeting articling students and new lawyers, and the other tailored for principals, recruiters and mentors—the Law Society aims to identify parallel issues from their unique perspectives.

The results of this survey will provide insight into the provincial articling system, highlighting areas that need improvement or change. The survey will assist the Law Society in making informed decisions about programs and resources, particularly in relation to articling, lawyer competence, and equity, diversity, and inclusion. Ultimately, this research will help the Law Society to enrich the articling experience and better prepare articling students for the practice of law in the future.

Furthermore, this survey is part of a broader collaboration among the Law Societies of Alberta, British Columbia, Manitoba, Nova Scotia and Saskatchewan. The findings will facilitate cross-provincial comparisons, offering valuable insights into how the law societies can collectively enhance the articling experience to meet their shared objectives.

### Research Sponsor

The Law Society of Alberta sponsored and funded two online surveys to assess the current state of the articling program from two perspectives: articling students (current and recent) and those members who recruit, supervise or mentor articling students.

### Questions Asked

The full questionnaires are in the appendix starting on page 80.

### Survey Availability

The Law Society of Alberta managed all aspects of data collection including:

- Communication of the surveys to the membership
- Programming and hosting of the surveys in English
- Sending out of survey invitations to all members of the profession in Alberta via the email registered with the Law Society

Prior to survey launch, the online surveys were thoroughly tested internally by the Law Society of Alberta.

The Law Society of Alberta posted the following on the website <https://www.lawsocietylistens.ca:>

- a 15-minute online survey for articling students, new lawyers, and those who completed articling within the past 5 years but are not currently practising
- a 15-minute online survey for principals, recruiters and mentors.

The surveys were completed between May 9 and June 20, 2024. Availability of the surveys over 7 weeks allowed the respondents the time to complete the survey when it was convenient for them.

The Law Society of British Columbia, Manitoba, Nova Scotia and Saskatchewan also invited their members to complete these surveys during the same timeframe.

## METHODOLOGY (in detail cont'd)

### Target Audience

Screening questions at the beginning of the surveys were used to identify the target audience.

- To qualify to complete the student survey, individuals must have started their articling between 2019 and 2024 and either currently be an articling student or have completed their articling within the last five years.
- To qualify to complete the principal survey, a lawyer needed to have been in the role of a recruiter, principal or non-principal mentor of an articling student in the past five years.

### Process to Maximize Response Rates

To maximize participation, survey completion was incentivized by a draw for a free LESA course, as well as promoted using the following channels:

General eBulletins to entire profession (approx. 14,150) on:

- May 9
- May 23
- June 13
- Targeted emails to students, new lawyers and principals on May 13, June 4 and June 18.
- Promotion in two CPLED newsletters
- Targeted email to the Judiciary (May 14)
- Email from career services at Universities to their distribution lists (June 6)
- Social media promotion (Base of X = 3,900, LinkedIn = 6,300, with the addition of shares and retweets)

### Response Rate Achieved

The surveys were completed by a total of 433 articling students, new lawyers and those who completed articling in the past 5 years but are not practising and 344 principals, recruiters and non-principal mentors.

An estimated **14% participation rate** of Alberta articling students, new lawyers, and those who completed articling but are not practising was achieved based on a distribution list of approximately 3,018 articling students, new lawyers, and those who completed articling in the past 5 years but are not practising.

An estimated **participation rate cannot be determined for principals, recruiters and mentors** because the roles of mentor and recruiter are not tracked by the Law Society. The targeted distribution list that the invitations were sent to included 1,722 contacts.

If a respondent opted to withdraw from the survey before completion, their responses were disregarded and not included in the survey's analysis.

The data was not weighted.

## METHODOLOGY (in detail cont'd)

### Survey Limitations

These surveys are a census (non-probability sample) where all Alberta lawyers, current students at law and those who completed articling in the past 5 years were invited to participate using the email address registered with the Law Society of Alberta. Ensuring all eligible lawyers and students at law with an email address receive the survey is intended to eliminate as much “coverage bias” as possible in this survey.

Targeted reminders to complete the surveys were sent to members who met the criteria for participating; however, there are members who met the criteria to participate but because their role is not tracked by the Law Society, they would not have received a reminder.

Similar to all online surveys, response bias and non-response bias still exists, which means the results may not be fully and truly representative of the sentiments of the Alberta legal profession.

Margin of error does not apply because this research is a census where all members of the population were invited to participate.

### Reporting of Results

The following terms are used throughout the report.

“Articling students” refers to those who were articling when they completed the survey.

“New lawyers” refers to practising lawyers who started articling between 2019 and 2024.

“Those who completed articling but are not practising” combines those who have “completed articling and the bar admission program, but have not been called to the bar” and those who have been “called to the bar but are not currently working as a lawyer”.

“Recruiters” refers to those who have only been in the recruiter role in the past five years.

“Principals” refers to those who have only been in the principal role in the past five years.

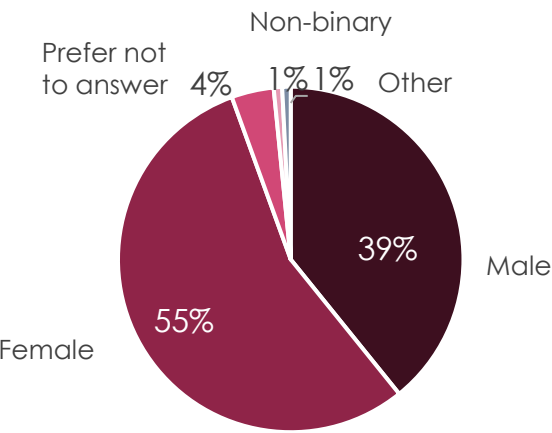
“Non-principal mentors” refers to those who have only been in the mentor role in the past five years.

### Comparison with 2019 Results

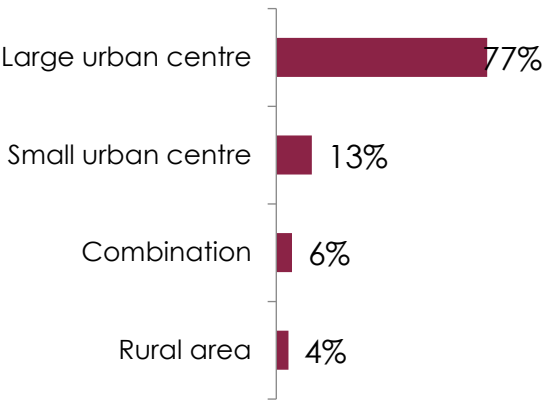
The 2024 surveys included most of the questions from the 2019 surveys, with the addition of some new questions. Throughout the report, comparisons with the 2019 results are provided where applicable.

PROFILE: ARTICLING STUDENTS, NEW LAWYERS & THOSE WHO COMPLETED ARTICLING BUT ARE NOT PRACTISING

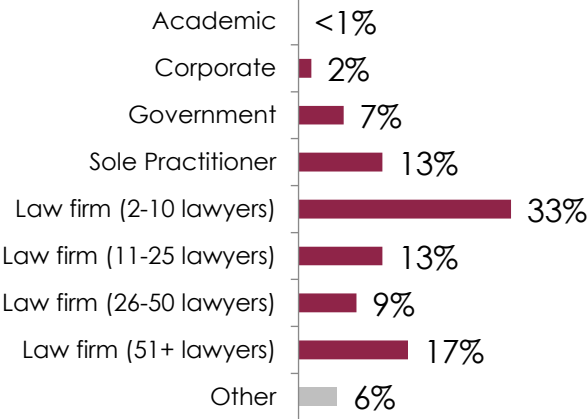
Gender



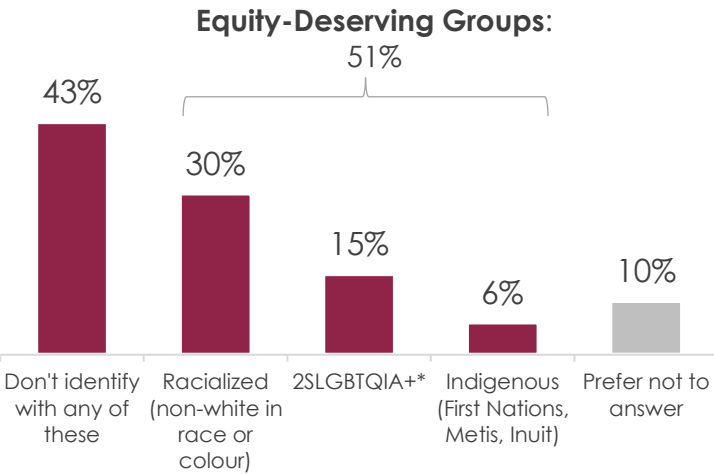
Articling Location



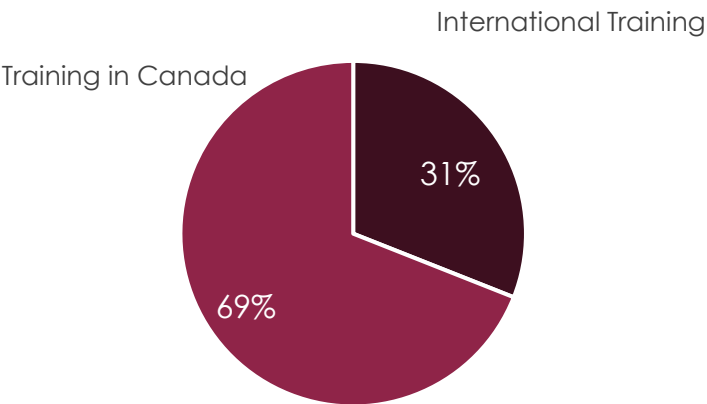
Practice Setting of Articling Firm/Organization



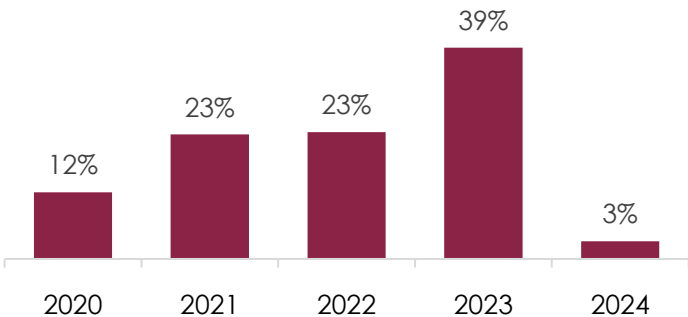
Equity-Deserving Groups



Education



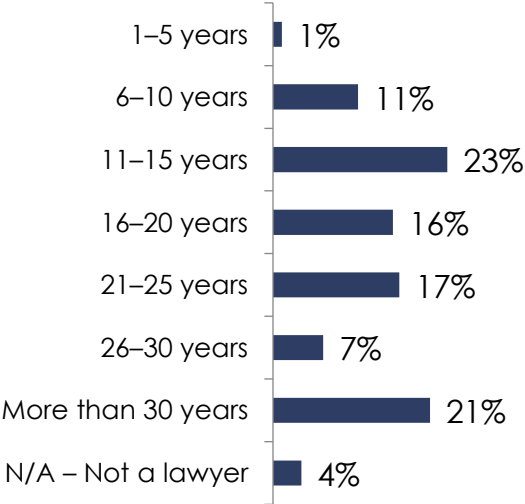
Year Called to the Bar (among those who completed and were called)



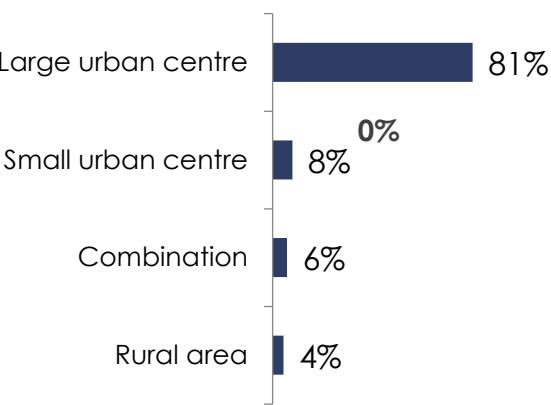
NOTE: 2SLGBTQIA+ was added as an answer option in 2024  
\*This acronym stands for: Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer (or Questioning), Intersex, Asexual. The plus sign (+) represents all the different, new and growing ways that people might identify with, as well as the ways that we continually expand our understanding of sexual and gender diversity. Definition taken from the [University of British Columbia Equity and Inclusion glossary of terms](#)

# PROFILE: PRINCIPALS, RECRUITERS, AND NON-PRINCIPAL MENTORS

## Tenure as a Lawyer



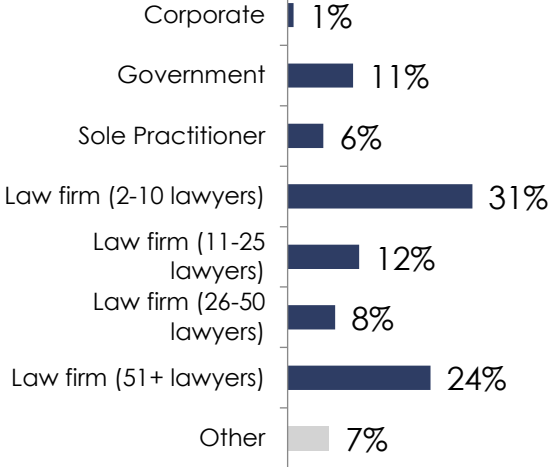
## Articling Location



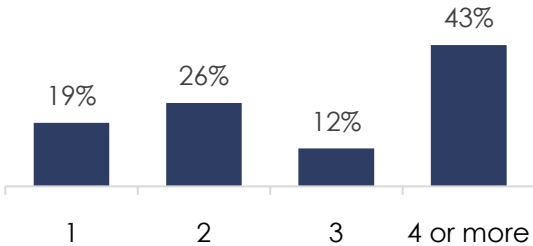
## Primary Area(s) of Practice

15%	Aboriginal
36%	Administrative / Boards / Tribunals
30%	Arbitration & Mediation
27%	Bankruptcy / Insolvency / Receivership
12%	Charities & Not-for-Profit
66%	Civil Litigation
13%	Competition
17%	Constitutional & Human Rights
32%	Construction
53%	Corporate & Commercial
16%	Criminal (Defence)
8%	Criminal (Prosecution)
7%	Education
46%	Employment / Labour
6%	Entertainment
22%	Environmental & Natural Resources
33%	Family & Domestic
15%	Health
15%	Immigration
17%	Indigenous
24%	Insurance
24%	Intellectual Property
12%	International
19%	Municipal
11%	Pensions & Benefits
31%	Personal Injury
17%	Privacy
45%	Real Estate Conveyancing
22%	Landlord & Tenant
27%	Tax
48%	Wills and Estates
3%	Other

## Practice Setting of Recruiting Organization



## Number of Students Recruited / Mentored / Supervised in Past 5 Years



\*The wording of this question was changed in 2024, and the results will not be compared with 2019.  
NOTE: If the answer option was not included in the 2019 report, the differences could not be calculated and are not shown.

## Articling Survey for Articling Students or New Lawyers

### [INTRO SCREEN]

#### Survey Purpose

The Law Societies of Alberta, British Columbia, Manitoba, Nova Scotia and Saskatchewan are seeking to deepen their understanding of articling experiences in the provinces. Through two distinct surveys—one targeting articling students and new lawyers, and the other tailored for principals, recruiters and mentors—we aim to identify parallel issues from their unique perspectives.

The results of this survey will provide insight into the provincial articling systems, highlighting areas that need improvement or change. The survey will assist law societies in making informed decisions about programs and resources, particularly in relation to articling, lawyer competence, and equity, diversity, and inclusion. Ultimately, we hope this will help us to enrich the articling experience and better prepare articling students for the practice of law in the future.

Furthermore, this survey is part of a broader collaboration among the Law Societies of Alberta, British Columbia, Manitoba, Nova Scotia and Saskatchewan. The findings will facilitate cross-provincial comparisons, offering valuable insights into how we can collectively enhance the articling experience to meet our shared objectives.

#### What is Involved?

This survey uses largely multiple choice questions, with no right or wrong answers. It should take approximately 15–20 minutes to complete. Topics covered include training adequacy, mentor relationships, preparedness for early practice, positive aspects, challenges and experiences of harassment and discrimination, as defined by the respondent. We'll also ask for basic demographic and legal training details.

Multiple choice questions are mandatory for our research purposes, but open-ended questions remain optional so you can choose whether to share further details of any experiences. You also have the choice to interrupt or withdraw from the survey at any time. If you choose to withdraw, any data contributed will be promptly discarded and excluded from the survey's analysis.

#### Incentive

After completing the survey, you'll be directed to a 'thank you' page where you have the option to enter your information for a chance to win an incentive. Respondents from Alberta, British Columbia, Manitoba and Saskatchewan will have the chance to win a free course from the education society/continuing professional development program in their jurisdiction (some exclusions may apply). Respondents from Nova Scotia will have the chance to win one ticket to the Canadian Bar Association – Nova Scotia Branch's Bench & Bar Dinner, sitting with Nova Scotia Barristers' Society leadership.

It is important to know that if you choose to enter the contest, your information will remain unlinked from your survey responses, ensuring the anonymity and confidentiality of your articling survey answers.



## Articling Survey for Articling Students or New Lawyers

### [INTRO SCREEN]

#### Confidentiality and Data Security

Your survey responses are anonymous and confidential. We analyze data for trends and improvements, ensuring findings are not linked to personal identities when presented publicly. Following the data analysis, we are committed to sharing anonymized summary findings in a report to the profession from each Law Society.

This survey is administered through the Law Society of Alberta's SurveyMonkey account. All collection, use and disclosure of information by the Law Society will be carried out in accordance with its [Privacy Policy](#). Your use of the SurveyMonkey platform is subject to its [Terms of Use](#) and [Privacy Notice](#). We will download all responses collected in connection with our surveys from SurveyMonkey and request the deletion of responses by SurveyMonkey as soon as is reasonably practicable.

#### Contact Information

For any survey-related questions, please contact your relevant Law Society using the following information:

Law Society of Alberta: [feedback@lawsociety.ab.ca](mailto:feedback@lawsociety.ab.ca)

Law Society of British Columbia: [consultation@lsbc.org](mailto:consultation@lsbc.org)

Law Society of Manitoba: [rstonyk@lawsociety.mb.ca](mailto:rstonyk@lawsociety.mb.ca)

Nova Scotia Barristers' Society: [info@nsbs.org](mailto:info@nsbs.org) (please use "Articling Survey" in the subject line)

Law Society of Saskatchewan: [jennifer.houser@lawsociety.sk.ca](mailto:jennifer.houser@lawsociety.sk.ca)

**By clicking the "Next" button below, you confirm that you have understood the information provided above and willingly agree to participate in this survey study.**

# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

**[NEW PAGE]**

**[SINGLE CHOICE]**

1. In which year did you start articling?

**[DROP DOWN MENU]**

1. 2024
2. 2023
3. 2022
4. 2021
5. 2020
6. 2019
7. Prior to 2019 **[TERMINATE]**

**[TERMINATE TEXT:** Thank you for your interest in this survey. This survey is for articling students and lawyers who completed their articling in the past five years.]

2. In which of the following provinces do you primarily article/work in?

1. Alberta
2. British Columbia
3. Manitoba
4. Nova Scotia
5. Saskatchewan

3. How would you best characterize yourself in the profession?

1. I am a current articling student
2. I am currently working as a lawyer
3. I have completed articling and the bar admission program, but I have not been called to the bar
4. I am called to the bar but not currently working as a lawyer

**[NEW PAGE]**

**[IF 3.1 CURRENTLY AN ARTICLING STUDENT]** Please answer the following questions based on your experiences so far.

**[IF 3.2 PRACTISING LAWYER OR 3.3 COMPLETED ARTICLING BUT NOT CALLED TO THE BAR OR 3.4 UNEMPLOYED]** Please answer the following questions to the best of your recollection.

**[ALL]** If you articulated at more than one firm/organization, please answer based on the articling experience that most stands out in your mind.

**[SINGLE CHOICE]**

4. What type of exposure did you have to different practice areas during your articling?

1. I concentrated in one area of practice only
2. I was able to work in 2-3 practice areas
3. I was a generalist (covered most core practice areas)
4. Other (please specify)\_\_\_\_\_

**[NEW PAGE]**

**[MULTIPLE CHOICE]**

5. What type of compensation are you receiving/did you receive during your articling experience? Select all that apply.

1. Salary
2. Percentage of billings
3. Legal aid certificates
4. Other (please specify)\_\_\_\_\_
5. I did not receive/am not receiving any compensation

# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

**[NEW PAGE]**

**[NUMERIC OPEN END. MIN 1 NO MAX SKIP IF Q5=5]**

6. What is/was your annual compensation during your articling? Please enter a whole number with no dollar sign.

**[NEW PAGE]**

**[NUMERIC OPEN END. MIN 1 MAX 120]**

7. On average, approximately how many hours per week do/did you work during your articling? Please enter a whole number.

**[NEW PAGE]**

**[SINGLE CHOICE]**

8. Do/did the number of hours you work(ed) during articling fit with your expectations?

1. Yes, I expected to work the number of hours I do/did
2. No, I work(ed) less than I expected
3. No, I work(ed) more than I expected

**[NEW PAGE]**

**[SINGLE CHOICE – SKIP IF Q2=2]**

9. Did you take Accelerated PREP?

1. Yes
2. No

**[NEW PAGE]**

**[SINGLE CHOICE – SKIP IF Q2=2 or Q9=1]**

10. Are you/were you given time to complete your bar admission program requirements during business hours at the firm/organization where you are/were articling?

1. Yes
2. No

**[NEW PAGE]**

**[SINGLE CHOICE] [SKIP IF Q2=2 or Q9=1 or Q10=2]**

11. On average, how many hours per week are you/were you given to complete your bar admission program requirements?

1. Less than 2 hours a week
2. Between 2-5 hours a week
3. Between 6-10 hours a week
4. More than 10 hours a week

**[NEW PAGE]**

**[SINGLE CHOICE]**

14. Did/is your firm/organization pay(ing) your bar admission program tuition?

1. Yes
2. No
3. Shared expense

**[NEW PAGE]**

**[SINGLE CHOICE – SKIP IF Q3=1]**

15. Were you offered a position at the firm/organization where you completed your articling?

1. Yes
2. No

**[NEW PAGE]**

**[SINGLE CHOICE – SKIP IF Q2=4]**

16. Outside of the formal requirements set out by your Law Society, do/did you have a plan that guided your learning during your articles?

1. Yes, there is/was a plan
2. No, there is/was no plan but my goals and educational needs were discussed
3. No, there is/was no plan and my goals and educational needs were never discussed

# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

**[NEW PAGE]**

**[SINGLE CHOICE GRID]**

18. Please consider the following definitions as you answer the questions below.

- **Ethics and professionalism** is about acting ethically and professionally in accordance with the standard set by each Law Society's Code of Conduct.
- **Practice management** is about effectively managing time, files, finances, and professional responsibilities, as well as being able to delegate tasks and provide appropriate supervision.
- **Client relationship management** is about dealing with clients in a professional, ethical and timely manner to meet their needs and expectations in relation to their legal matter.
- **Conducting matters** is about lawyers handling a range of items on a regular basis such as gathering facts through interviews, searches and other methods, and developing case strategy.
- **Adjudication/ dispute resolution** is about identifying core elements of a dispute and resolving disputes through use of alternative dispute resolution or adjudication.
- **Substantive legal knowledge** is about understanding the substantive aspect of the law like the laws of contracts, torts, wills and real property.
- **Communication skills** is about lawyers possessing strong oral and written communications skills to effectively represent clients and communicate professionally and effectively, as necessary for the practice of law.

- **Analytical skills** is about lawyers having the skills to effectively identify issues and analyze problems on behalf of clients, as well as properly research those issues and problems to advise clients.

Thinking about your general articling experience, to what extent do you agree or disagree that you are receiving/received adequate training to prepare you for entry level practice in each of the following areas?

[illegible]

QUESTIONNAIRE

Articling Survey for Articling Students or New Lawyers

[NEW PAGE]  
[MULTIPLE CHOICE]

19. Now, think about your experience with your principal and other lawyers in the firm/organization. Who are/were your primary mentor(s) during your article(s)? Select all that apply.

- 1. The principal
- 2. Recruiter
- 3. Another lawyer at the firm/organization
- 4. Another person at the firm/organization who was not a lawyer
- 5. Someone outside of the firm/organization
- 6. I have/had no mentorship during my articling
- 7. Other (please specify) \_\_\_\_\_
- 8. Not sure

[NEW PAGE]  
[SINGLE CHOICE GRID] [SKIP IF Q19=6]

20. To what extent do you agree or disagree with the following statements about the mentorship you are receiving/received during your articling?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
I receive/received regular feedback on my work performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive/received regular feedback on my skills development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Someone is/was available to answer my questions or clarify things when I needed help	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with the mentoring that I receive/received during my articling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[NEW PAGE]  
[SINGLE CHOICE – SKIP IF Q19=6]

21. What is the primary method that you receive/received mentorship/feedback during your articling?

- 1. Face-to-face in-person directly from principal (or primary mentor)
- 2. Face-to-face virtual meeting directly from principal (or primary mentor)
- 3. By email or other format not in person
- 4. Through a third party (other lawyer or person at the firm / organization)
- 5. Other (Please specify) \_\_\_\_\_

[NEW PAGE]  
[SINGLE CHOICE – SKIP IF Q2=4]

22. Did you complete your articling in-person or remotely?

- 1. In-person
- 2. Remotely
- 3. Hybrid – a mix of both

[NEW PAGE]  
[SINGLE CHOICE – SKIP IF Q3=1]

23. How prepared were you to enter the practice of law once you completed your articling?

- 1. Very prepared
- 2. Prepared
- 3. Somewhat prepared
- 4. Not very prepared
- 5. Not at all prepared

# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

**[NEW PAGE]**

**[OPEN END. SKIP IF Q3=1]**

24. Please explain why you believe you were **[INSERT Q23]** for entry level practice once you completed your articling.

**[NEW PAGE]**

**[MULTIPLE CHOICE]**

25. What additional tools and resources do you believe are needed to help you be better prepared for entry level practice? Please select all that apply.

1. Stronger mentorship
2. More networking opportunities
3. More training on practice management
4. More hands-on experience
5. More court experience
6. None
7. Other (Please specify)\_\_\_\_\_

**NEW PAGE]**

**[OPEN END. SKIP IF Q3=1]**

26. What experiences have you had in the first few years of practice that articling could have better prepared you for?

**[NEW PAGE]**

**[MULTIPLE CHOICE]**

27. Overall, what would you say are/were the most positive aspects of your articling experience? Please select all that apply.

**[RANDOMIZE]**

1. Getting hands-on experience
2. Being exposed to specific areas of practice that are interesting to me
3. Working closely with supportive and helpful lawyers
4. The mentorship I received from my principal
5. Working with other articling students
6. Being a contributing part of a practice group/ team and making a difference
7. Working with clients
8. Working on interesting files
9. The onboarding training that helped me prepare for my articling experience
10. The emotional support that was available to me
11. Getting experience doing a wide range of tasks that are relevant to practising law
12. The on-going learning sessions to help ensure my learning goals were met
13. The feedback I received to help me improve
14. The compensation I received
15. Observing professional and ethical behaviour
16. There are/were no positive aspects of my articling experience **[anchor position]**
17. Other (please specify) \_\_\_\_\_**[anchor position]**

# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

**[NEW PAGE]**

**[MULTIPLE CHOICE]**

28. Overall, what do you think are the key challenges to being an articling student? Select all that apply.

**[RANDOMIZE]**

1. Lack of mentorship
2. Lack of support with the steep learning curve
3. Lack of feedback
4. Getting proper exposure to different areas of practice
5. Long working hours
6. Not being paid or being paid minimally
7. Additional costs e.g. bar admission course tuition, moving expenses, etc.
8. Managing workload, i.e. firm/organization work, bar admission course assignments, etc.
9. Receiving training in all competency areas (ethics and professionalism, practice management, client relationship management, conducting matters, adjudication/dispute resolution, substantive legal knowledge, analytical skills and communication skills)
10. Unrealistic expectations going into the position
11. Navigating through personality differences
12. Lack of clarity on what is required of an articling student
13. Lack of tools and resources available to help my principal support me
14. Getting access to appropriate mental health supports
15. Lack of structure to my role
16. Having a place to safely address concerns without fear of reprisal
17. Limited availability of articling positions
18. Poor role models
19. I didn't find my experience(s) to be challenging **[anchor position]**
20. Other (please specify)\_\_\_\_\_ **[anchor position]**

**[NEW PAGE]**

**[SINGLE CHOICE, SKIP IF Q1=1, 2, or 3]**

29. In your opinion, how did the COVID-19 pandemic impact your articling experience?

1. Positive impact
2. No impact
3. Negative impact
4. Not sure

**[NEW PAGE]**

**[OPEN END, SKIP IF Q29=2 or 4]**

30. Describe how the pandemic impacted your articling experience.

**[NEW PAGE]**

**[SINGLE CHOICE]**

31. Are/were there appropriate mental health supports available at the firm/organization where you are/were articling to help you with managing stress, anxiety, etc.?

1. Yes
2. No
3. Not sure

**[NEW PAGE]**

**[SINGLE CHOICE – SKIP IF Q31=2 or 3]**

32. Did your firm/organization encourage accessing the available mental health supports if needed?

1. Yes
2. No
3. Not sure

QUESTIONNAIRE

Articling Survey for Articling Students or New Lawyers

[NEW PAGE]  
[SINGLE CHOICE]

33. Are you aware of the lawyers' assistance program in your province?

- 1. Yes
- 2. No

[NEW PAGE]  
[SINGLE CHOICE GRID]

34. During your articling, are/were you aware of the following resources/supports available through the Law Society of Alberta?

	Yes	No	N/A – didn't exist when I articulated
<u>Law Society Mentorship Programs</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Online Learning Centre</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Resource Centre on Law Society Website</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Practice Management Consultations</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Practice Management Assessment Tool</u> (released February 2023)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Practice Advisors</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[NEW PAGE]  
[OPEN END]

39. Were there any other resources from the Law Society that would have assisted you with lawyer competence during your articles?

- 1. Yes
- 2. No
- 3. Not sure

[NEW PAGE]  
[OPEN END – SKIP IF Q39=2 or 3]

40. Please list what resources from the Law Society would have assisted you with lawyer competence during your articles.

[NEW PAGE]  
[SINGLE CHOICE]

45. Now thinking more generally about where you article/articled, would you recommend it to articling students in the future?

- 1. Definitely would
- 2. Probably would
- 3. May or may not
- 4. Probably would not
- 5. Definitely would not

[NEW PAGE]  
[SINGLE CHOICE]

46. Overall, how satisfied were/are you with your articling experience?

- 1. Very satisfied
- 2. Satisfied
- 3. Neither satisfied nor dissatisfied
- 4. Dissatisfied
- 5. Very dissatisfied



## Articling Survey for Articling Students or New Lawyers

[NEW PAGE]

[OPEN END]

47. Please explain why you are [INSERT Q46] with your articling experience.

[NEW PAGE]

[SINGLE CHOICE]

We would like to ask you some questions on equity, diversity and inclusion supports that were/are available to you. We would like to remind you that responses are being aggregated and reported in summary form only.

[NEW PAGE]

[SINGLE CHOICE]

48. During the **recruitment process** for your articling position did you experience **discrimination** related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?

1. Yes
2. No
3. Not sure
4. Prefer not to say

[NEW PAGE]

[SINGLE CHOICE]

49. During the **recruitment process** for your articling position did you experience **harassment** related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?

1. Yes
2. No
3. Not sure
4. Prefer not to say

[NEW PAGE]

[SINGLE CHOICE]

50. During your **articling**, did you experience **discrimination** related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?

1. Yes
2. No
3. Not sure
4. Prefer not to say

QUESTIONNAIRE

Articling Survey for Articling Students or New Lawyers

[NEW PAGE]

[SINGLE CHOICE]

51. During your **articling**, did you experience **harassment** related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?

- 1. Yes
- 2. No
- 3. Not sure
- 4. Prefer not to say

[NEW PAGE]

[SINGLE CHOICE]

[ASK IF YES TO Q48, 49, 50 OR 51]

52. Were resources available to address the discrimination or harassment you experienced?

- 1. Yes
- 2. No
- 3. Not sure

[NEW PAGE]

[SINGLE CHOICE GRID]

53. During your articling, are/were you aware of the following supports/resources available through the Law Society of Alberta?

	Yes	No	N/A – didn't exist when I articulated
<u>Articling Placement Program</u> (established 2022)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Equity Ombudsperson</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Safe reporting process for discrimination or harassment</u> (established 2020)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Resource Centre on the Law Society Website</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[NEW PAGE]

[OPEN END]

58. Were there any other resources from the Law Society that would have assisted you with equity, diversity and inclusion or well-being issues during your articles?

- 1. Yes
- 2. No
- 3. Not sure

[NEW PAGE]

[OPEN END – SKIP IF Q58=2 or 3]

59. Please list what resources from the Law Society would have assisted you with equity, diversity and inclusion or well-being issues during your articles.

QUESTIONNAIRE

Articling Survey for Articling Students or New Lawyers

[NEW PAGE]  
[SINGLE CHOICE]  
[ASK IF YES TO Q48, 49, 50 OR 51]

60. Did you report the discrimination/harassment you experienced during articling or the recruitment process to any of the following bodies?

	Yes	No	Prefer not to say
The Law Society	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your firm/organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provincial Human Rights Commission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other administrative body	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[NEW PAGE]  
[OPEN END – SKIP IF Q60=No or Prefer not to say]

61. What was the outcome of reporting the discrimination/harassment you experienced? Was the issue resolved?

[NEW PAGE]  
[MULTIPLE CHOICE, SKIP IF Q60=Yes or Prefer not to say]

62. Why didn't you report the discrimination/harassment? Select all that apply.

- 1. Fear of reprisal
- 2. Lack of trust
- 3. Didn't know how to report/who to report to
- 4. Other (please specify) \_\_\_\_\_

[NEW PAGE]  
[OPEN END, ASK IF YES TO Q48, 49, 50 OR 51]

63. Is there anything else you would like to share about your experience or the resources available to help you address a discrimination or harassment issue?

[NEW PAGE]  
We have a few final questions that will be used to help us understand your previous responses. Please be assured that this information will be kept strictly confidential. The last set of questions is for demographic purposes only.

[NEW PAGE]  
[SINGLE CHOICE]  
64. What is/was your articling location?

- 1. Small urban centre
- 2. Large urban centre
- 3. Rural area
- 4. Combination

[NEW PAGE]  
[SINGLE CHOICE]  
65. Which of the following best describes the practice setting during your articling?

- 1. Sole Practitioner
- 2. Government
- 3. Corporate
- 4. Academic
- 5. Law firm (2-10 lawyers)
- 6. Law firm (11-25 lawyers)
- 7. Law firm (26-50 lawyers)
- 8. Law firm (51+ lawyers)
- 9. Other (please specify) \_\_\_\_\_

# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

**[NEW PAGE]**

**[SINGLE CHOICE – SKIP IF Q3=1 OR 3]**

66. What year were you called to the bar?

**[DROP DOWN MENU]**

1. 2024
2. 2023
3. 2022
4. 2021
5. 2020
6. 2019

**[NEW PAGE]**

**[SINGLE CHOICE]**

67. Where did you attend law school?

1. Canada
2. United States
3. United Kingdom
4. Australia
5. Nigeria
6. India
7. Other

**[NEW PAGE]**

**[SINGLE CHOICE]**

68. Do you self-identify with any of the following groups? Select all that apply.

1. Indigenous (First Nations, Metis, Inuit)
2. Racialized (non-white in race or colour)
3. Person with a disability
4. 2SLGBTQIA+ (This acronym stands for: Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer (or Questioning), Intersex, Asexual. The plus sign (+) represents all the different, new and growing ways that people might identify with, as well as the ways that we continually expand our understanding of sexual and gender diversity.\*)
5. I don't identify with any of these
6. I prefer not to answer this question

\*Definition taken from the [University of British Columbia Equity and Inclusion glossary of terms](#).

# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

### [NEW PAGE]

#### [SINGLE CHOICE]

70. Do you identify as....?

1. Male
2. Female
3. Non-Binary
4. Transgender
5. Two-spirit
6. If you would like to specify/explain, please do so: \_\_\_\_\_
7. I prefer not to specify

### [Redirect – Closing]

Thank you for participating in the survey. Your insights are invaluable, contributing to a better understanding of articling experiences and aiding in the preparation of future lawyers.

As a token of appreciation, if interested, respondents from Alberta, British Columbia, Manitoba and Saskatchewan have the option to enter their information below for a chance to win a free course from the education society/continuing professional development program in their jurisdiction (some exclusions may apply). Please note that this incentive is not available for respondents from Nova Scotia.

As a reminder, if you choose to enter the contest, your information will remain unlinked from your survey responses, ensuring the anonymity and confidentiality of your articling survey answers.

If completing the articling survey has caused any distress, please contact the Lawyers' Assistance Program in your jurisdiction for free and confidential support. These programs operate independently from the law societies, ensuring your anonymity and confidentiality. Contact information for each jurisdiction's program is included below.

- Alberta: [Alberta Lawyers' Assistance Program](#)
- British Columbia: [Lawyers Assistance Program of British Columbia](#)
- Manitoba: [Health & Wellness Supports](#)
- Nova Scotia: [Nova Scotia Lawyers Assistance Program](#)
- Saskatchewan: [Health & Wellness Supports](#)

Finally, if you are interested in learning more about the findings from the 2019 articling survey conducted by the Law Societies of Alberta, Manitoba and Saskatchewan, you can find their respective reports at the following links:

- [Alberta](#)
- [Manitoba](#)
- [Saskatchewan](#)

### Contest Entry

1. Full Name
2. Email Address
3. In which of the following provinces of you primarily article/work in?
  - a) Alberta
  - b) British Columbia
  - c) Manitoba
  - d) Saskatchewan

## Articling Survey for Principals, Recruiters & Mentors

### [INTRO SCREEN]

#### Survey Purpose

The Law Societies of Alberta, British Columbia, Manitoba, Nova Scotia and Saskatchewan are seeking to deepen their understanding of articling experiences in the provinces. Through two distinct surveys—one targeting articling students and new lawyers, and the other tailored for principals, recruiters and mentors—we aim to identify parallel issues from their unique perspectives.

The results of this survey will provide insight into the provincial articling systems, highlighting areas that need improvement or change. The survey will assist law societies in making informed decisions about programs and resources, particularly in relation to articling, lawyer competence, and equity, diversity, and inclusion. Ultimately, we hope this will help us to enrich the articling experience and better prepare articling students for the practice of law in the future.

Furthermore, this survey is part of a broader collaboration among the Law Societies of Alberta, British Columbia, Manitoba, Nova Scotia and Saskatchewan. The findings will facilitate cross-provincial comparisons, offering valuable insights into how we can collectively enhance the articling experience to meet our shared objectives.

#### What is Involved?

This survey uses largely multiple choice questions, with no right or wrong answers. It should take approximately 15–20 minutes to complete. Topics covered include training adequacy, mentor relationships, preparedness for early practice, positive aspects, challenges and experiences of harassment and discrimination, as defined by the respondent. We'll also ask for basic demographic and legal training details.

Multiple choice questions are mandatory for our research purposes, but open-ended questions remain optional so you can choose whether to share further details of any experiences. You also have the choice to interrupt or withdraw from the survey at any time. If you choose to withdraw, any data contributed will be promptly discarded and excluded from the survey's analysis.

#### Incentive

After completing the survey, you'll be directed to a 'thank you' page where you have the option to enter your information for a chance to win an incentive. Respondents from Alberta, British Columbia, Manitoba and Saskatchewan will have the chance to win a free course from the education society/continuing professional development program in their jurisdiction (some exclusions may apply). Respondents from Nova Scotia will have the chance to win one ticket to the Canadian Bar Association – Nova Scotia Branch's Bench & Bar Dinner, sitting with Nova Scotia Barristers' Society leadership.

It is important to know that if you choose to enter the contest, your information will remain unlinked from your survey responses, ensuring the anonymity and confidentiality of your articling survey answers.

## Articling Survey for Principals, Recruiters & Mentors

### [INTRO SCREEN]

#### Confidentiality and Data Security

Your survey responses are anonymous and confidential. We analyze data for trends and improvements, ensuring findings are not linked to personal identities when presented publicly. Following the data analysis, we are committed to sharing anonymized summary findings in a report to the profession from each Law Society.

This survey is administered through the Law Society of Alberta's SurveyMonkey account. All collection, use and disclosure of information by the Law Society will be carried out in accordance with its [Privacy Policy](#). Your use of the SurveyMonkey platform is subject to its [Terms of Use](#) and [Privacy Notice](#). We will download all responses collected in connection with our surveys from SurveyMonkey and request the deletion of responses by SurveyMonkey as soon as is reasonably practicable.

#### Contact Information

For any survey-related questions, please contact your relevant Law Society using the following information:

Law Society of Alberta: [feedback@lawsociety.ab.ca](mailto:feedback@lawsociety.ab.ca)

Law Society of British Columbia: [consultation@lsbc.org](mailto:consultation@lsbc.org)

Law Society of Manitoba: [rstonyk@lawsociety.mb.ca](mailto:rstonyk@lawsociety.mb.ca)

Nova Scotia Barristers' Society: [info@nsbs.org](mailto:info@nsbs.org) (please use "Articling Survey" in the subject line)

Law Society of Saskatchewan: [jennifer.houser@lawsociety.sk.ca](mailto:jennifer.houser@lawsociety.sk.ca)

**By clicking the "Next" button below, you confirm that you have understood the information provided above and willingly agree to participate in this survey study.**

# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

**[NEW PAGE]**

**[MULTIPLE CHOICE]**

1. In the last five years, have you been involved in any of the following roles with articling students?

1. A principal
2. A recruiter
3. A non-principal mentor
4. None of the above

**[NEW PAGE]**

**[OPEN END. ASK IF Q1=4]**

2. What are the reasons for not being involved in the recruiting, mentoring or supervising of articling students?

**[TERMINATE IF Q1=4]**

**[TERMINATE TEXT:** Thank you for your interest in this survey. This survey is for those who recruit, supervise or mentor articling students.]

**[NEW PAGE]**

**[SINGLE CHOICE]**

3. In which of the following provinces do you primarily practise?

1. Alberta
2. British Columbia
3. Manitoba
4. Nova Scotia
5. Saskatchewan

**[NEW PAGE]**

**[SINGLE CHOICE]**

4. How many years have you been recruiting, mentoring and/or supervising articling students?

1. Less than 2 years
2. 2 to 5 years
3. 6 to 10 years
4. 11 to 15 years
5. 16 to 20 years
6. Over 20 years

**[NEW PAGE]**

**[SINGLE CHOICE]**

5. In the last five years, how many articling students have you recruited/mentored/supervised at your firm/organization?

1. 1
2. 2
3. 3
4. 4 or more

**[NEW PAGE]**

**[SINGLE CHOICE]**

6. Has your firm/organization hired internationally trained students for articling positions?

1. Yes
2. No
3. Not sure

**[NEW PAGE]**

**[OPEN-END – SKIP IF Q6=1 or 3]**

7. What are the reasons for not hiring internationally trained students for articling positions?



# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

**[NEW PAGE]**

**[SINGLE CHOICE]**

8. What type of exposure does/did your firm/organization provide to articling student(s) in different practice areas?

1. We concentrate in one area of practice only
2. We get them to work in 2-3 practice areas
3. We cover most core practice areas
4. Other (please specify)\_\_\_\_\_

**[NEW PAGE]**

**[SINGLE CHOICE]**

9. Does your firm/organization offer compensation to articling students?

1. Yes, always
2. Yes, sometimes
3. No
4. Not sure

**[NEW PAGE]**

**[OPEN END, ASK IF Q9=2 or 3]**

10. Why doesn't your firm/organization consistently offer compensation to articling students?

**[NEW PAGE]**

**[MULTIPLE CHOICE, ASK IF Q9=1 OR 2]**

11. What type of compensation does your firm/organization typically provide to articling students? Select all that apply.

1. Salary
2. Percentage of billings
3. Legal aid certificates
4. Other (please specify)\_\_\_\_\_
5. Not sure

**[NEW PAGE]**

**[SINGLE CHOICE, ASK IF Q9=1 OR 2]**

12. In general, what is the compensation range offered to articling students at your firm/organization?

1. Less than \$40,000
2. \$40,000 to \$49,999
3. \$50,000 to \$59,999
4. \$60,000 to \$69,999
5. \$70,000 to \$79,999
6. \$80,000 to \$89,999
7. \$90,000 to \$99,999
8. \$100,000 or more
9. Not sure

**[NEW PAGE]**

**[SINGLE CHOICE – SKIP IF Q3=2]**

13. Do articling students at your firm/organization typically get time during business hours to complete their bar admission program requirements?

1. Yes
2. No
3. Not applicable – our students take Accelerated PREP
4. Not sure

**[NEW PAGE]**

**[SINGLE CHOICE, ASK IF Q13=1]**

14. To the best of your knowledge, on average how many hours per week are articling students given to complete their bar admission program requirements?

1. Less than 2 hours a week
2. Between 2-5 hours a week
3. Between 6-10 hours a week
4. More than 10 hours a week

# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

[NEW PAGE]

[SINGLE CHOICE]

16. To the best of your knowledge, does your firm/organization pay for articling students' bar admission program tuition?

1. Yes
2. No
3. Shared expense
4. Not sure

[NEW PAGE]

[SINGLE CHOICE]

17. In the last five years, what proportion of articling students does your firm/organization hire, or give an offer for hire, after they complete their articling position?

1. Almost 100%
2. Not all but more than 75%
3. Between 50% and 75%
4. Less than half of articling students are hired or given an offer for hire
5. Not sure

[NEW PAGE]

[SINGLE CHOICE]

18. Next, we would like to ask you about the training articling students receive.

Outside of the formal requirements set out by your Law Society, do you use a plan to guide the learning for your student(s) throughout their articling experience?

1. Yes
2. No

19. Outside of the formal requirements set out by your Law Society, do principals at your firm/organization use a plan to guide the learning for your student(s) throughout their articling experience?

1. Yes
2. No
3. Not sure

[NEW PAGE]

[OPEN ENDED, ASK IF Q18 or Q19=2]

20. Please explain why you don't use a plan to guide students' learning during articles.

[NEW PAGE]

[SINGLE CHOICE GRID]

21. Please consider the following definitions as you answer the questions below.

- **Ethics and professionalism** is about acting ethically and professionally in accordance with the standard set by each Law Society's Code of Conduct.
- **Practice management** is about effectively managing time, files, finances, and professional responsibilities, as well as being able to delegate tasks and provide appropriate supervision.
- **Client relationship management** is about dealing with clients in a professional, ethical and timely manner to meet their needs and expectations in relation to their legal matter.
- **Conducting matters** is about lawyers handling a range of items on a regular basis such as gathering facts through interviews, searches and other methods, and developing case strategy.

QUESTIONNAIRE

Articling Survey for Principals, Recruiters & Mentors

- **Adjudication/ dispute resolution** is about identifying core elements of a dispute and resolving disputes through use of alternative dispute resolution or adjudication.
- **Substantive legal knowledge** is about understanding the substantive aspect of the law like the laws of contracts, torts, wills and real property.
- **Communication skills** is about lawyers possessing strong oral, written and communications skills to effectively represent clients and communicate professionally and effectively, as necessary for the practice of law.
- **Analytical skills** is about lawyers having the skills to effectively identify issues and analyze problems on behalf of clients, as well as properly research those issues and problems to advise clients.

To what extent do you agree or disagree that articling students receive adequate training during their articling at your firm/organization in each of the following areas?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Don't Know
1. Ethics and professionalism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Practice management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Client relationship management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Conducting matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Adjudication / dispute resolution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Substantive legal knowledge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Communication skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Analytical skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[NEW PAGE]

[MULTIPLE CHOICE]

22. Now, think about the mentorship that articling students receive at your firm/organization. Who is/are typically mentor(s)? Please select all that apply.

1. The principal
2. The recruiter
3. Another lawyer at the firm/organization
4. Another person at the firm/organization (not a lawyer)
5. Not sure
6. Other (please specify) \_\_\_\_\_

QUESTIONNAIRE

Articling Survey for Principals, Recruiters & Mentors

[NEW PAGE]

[SINGLE CHOICE GRID]

23. To what extent do you agree or disagree with the following statements about the mentorship articling students receive at your firm/organization?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Not sure
1. Students are provided with regular feedback on their work performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Students are provided with regular feedback on their skills development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. There is someone available to answer students' questions or clarify things when they need help	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Overall, I am satisfied with the mentoring students receive during articling at our firm/organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[NEW PAGE]

[SINGLE CHOICE]

24. How do/did you provide mentorship/feedback?

- 1. Face-to-face in-person directly to the articling student
- 2. Face-to-face in virtual meetings directly to the articling student
- 3. By email or another format (not in person)
- 4. Through a third party (other lawyer or person at the firm / organization)
- 5. Other (please specify)
- 6. I do not provide mentorship/feedback to articling students

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q3=4]

25. For the most part, do your articling students complete their articling in-person or remotely?

- 1. In-person
- 2. Remotely
- 3. Hybrid – a mix of both

[NEW PAGE]

[SINGLE CHOICE]

26. In your experience, how prepared is an articling student for entry level practice once they complete their articling at your firm/organization?

- 1. Very prepared
- 2. Prepared
- 3. Somewhat prepared
- 4. Not very prepared
- 5. Not at all prepared

# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

**[NEW PAGE]**

**[OPEN END]**

27. Please explain why you believe an articling student is [INSERT Q26] for entry level practice once they complete their articling at your firm/organization?

**[NEW PAGE]**

**[OPEN END]**

28. What additional tools and resources would help you better mentor/train/prepare articling students for entry level practice?

**[NEW PAGE]**

**[SINGLE CHOICE – SKIP IF Q3=2, 3 or 4]**

29. The Law Society of Alberta introduced mandatory principal training in February 2022. Did you take the principal training course?

1. Yes
2. No
3. Not sure

**[NEW PAGE]**

**[SINGLE CHOICE, SKIP IF Q29 or Q30=2 or 3]**

31. Please rate your level of agreement or disagreement with the following statement: The principal training made me feel prepared to mentor/train/prepare my articling students for entry level practice?

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree

Please explain your rating.

**[NEW PAGE]**

**[OPEN END]**

32. What gaps in knowledge or skills, if any, do new lawyers have that could be better addressed in articling or during the first few years of practice? Select all that apply.

**[NEW PAGE]**

**[MULTIPLE CHOICE]**

33. Overall, what would you say are the most positive aspects of the articling experience for a recruiter, principal or mentor? Select all that apply.

1. Providing hands-on experience to articling students
2. Exposing articling students to specific areas of practice that interest them
3. The opportunity to provide mentorship to articling students
4. Allowing articling students to contribute to a practice group/team
5. Providing the opportunity for articling students to work with clients
6. Providing the opportunity for articling students to work on interesting files
7. Providing a wide range of tasks that are relevant to the practice of law
8. Onboarding articling students to the law firm/organization experience
9. Providing well-being supports to articling students
10. Participating in learning sessions to ensure articling students' goals are met
11. Providing feedback to help ensure articling students improve
12. There are no positive aspects of the articling experience [anchor position, exclusive]
13. Other please specify \_\_\_\_\_ **[anchor position]**

# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

**[NEW PAGE]**

**[MULTIPLE CHOICE]**

34. What key challenges are faced by a recruiter, principal or mentor of an articling student in an articling placement? Select all that apply.

**[RANDOMIZE]**

1. Lack of time to mentor articling students
2. Supporting articling students through their steep learning curve
3. Giving articling students feedback they can learn from
4. Exposing articling students to different areas of practice
5. Training articling students in all competency areas (ethics and professionalism, practice management, client relationship management, conducting matters, adjudication/dispute resolution, substantive law, analytical skills and communication skills)
6. Unrealistic expectations of articling students
7. High costs associated with hiring articling students (compensation, CPLED, etc.)
8. Understanding the unique learning styles of articling students
9. Managing personality differences
10. Lack of clarity on what is required of me as a principal/recruiter/mentor
11. Lack of tools and resources available to help me better support articling students
12. Lack of training on being a principal/recruiter/mentor
13. Providing articling students access to the appropriate mental health supports as needed
14. There are no challenges to being a principal/recruiter/mentor

**[anchor position]**

15. Other (please specify) \_\_\_\_\_ **[anchor position]**

**[NEW PAGE]**

**[SINGLE CHOICE, SKIP IF Q4=1]**

35. In your opinion, how did the COVID-19 pandemic impact the articling experience for students?

1. Positive impact
2. No impact
3. Negative impact
4. Not sure

**[NEW PAGE]**

**[OPEN END, SKIP IF Q4=1 OR Q35=2 or 4]**

36. Describe how the pandemic impacted the articling experience for students.

**[NEW PAGE]**

**[SINGLE OPTION]**

37. Are mental health resources available at your firm/organization for articling students who may need support with things like stress management, anxiety, etc.?

1. Yes
2. No
3. Not sure

**[NEW PAGE]**

**[SINGLE CHOICE – SKIP IF Q37=2 or 3]**

38. Did your firm/organization encourage accessing the available mental health supports if the student needed them?

1. Yes
2. No
3. Not sure

QUESTIONNAIRE

Articling Survey for Principals, Recruiters & Mentors

[NEW PAGE]  
[SINGLE CHOICE]

39. Are you aware of the lawyers' assistance program in your province?

- 1. Yes
- 2. No

[NEW PAGE]  
[SINGLE CHOICE GRID]

40. Were you aware of the following resources/supports available through the Law Society of Alberta?

	Yes	No	N/A – didn't exist when I was a principal/ recruiter/ mentor
<u>Law Society Mentorship Programs</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Online Learning Centre</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Resource Centre on Law Society Website</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Professional Development Profile</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Practice Management Consultations</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Practice Management Assessment Tool</u> (released February 2023)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Practice Advisors</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[NEW PAGE]  
[SINGLE CHOICE]

45. Were there any other resources from the Law Society that would have assisted you or your students with teaching/learning lawyer competence?

- 1. Yes
- 2. No
- 3. Not sure

[NEW PAGE]  
[OPEN END – SKIP IF Q45=2 or 3]

46. Please list what resources from the Law Society would have assisted you or your students with lawyer competence.

[NEW PAGE]  
[SINGLE CHOICE]

47. Based on your experiences as a principal/recruiter/mentor, how likely are you to take on an articling student again in the future?

- 1. Definitely will
- 2. Probably will
- 3. May or may not
- 4. Probably will not
- 5. Definitely will not

# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

[NEW PAGE]

[OPEN ENDED – SKIP IF Q47=1, 2 OR 3]

48. Why wouldn't you take another articling student in the future?

[NEW PAGE]

We would like to ask you some questions on equity, diversity and inclusion supports that were/are available to you/the students. We would like to remind you that your survey responses are confidential, with no personally identifying information collected. Summary findings will be fully anonymized.

[SINGLE OPTION]

49. Has your firm/organization ever had a candidate indicate that they have been **discriminated against** related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors **during the recruitment process**?

1. Yes
2. No
3. Not sure
4. Prefer not to say

[NEW PAGE]

[SINGLE OPTION]

50. Has your firm/organization ever had a candidate indicate that they have been **harassed** related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors **during the recruitment process**?

1. Yes
2. No
3. Not sure
4. Prefer not to say

[NEW PAGE]

[SINGLE OPTION]

51. Has an articling student come to you with concerns about being **discriminated against** by someone at the firm/organization related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors **during their articling experience**?

1. Yes
2. No
1. Not sure
2. Prefer not to say

[NEW PAGE]

[SINGLE OPTION]

52. Has an articling student come to you with concerns about being **harassed** by someone at the firm/organization related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors **during their articling experience**?

1. Yes
2. No
3. Not sure
4. Prefer not to say

[NEW PAGE]

[OPEN END]

[ASK IF Q49, 50, 51 or 52=1]

53. How did you or your firm/organization handle the situation?



Articling Survey for Principals, Recruiters & Mentors

[NEW PAGE]  
[SINGLE OPTION]

54. If an articling student believes they have been discriminated against or harassed by someone in your firm/organization, is there a place they can confidentially address their concerns?

- 1. Yes
- 2. No
- 3. Not sure

[NEW PAGE]  
[SINGLE OPTION GRID]

55. Were you aware of the following supports/resources available through the Law Society of Alberta?

	Yes	No	N/A – didn't exist when I was a principal/ recruiter/ mentor
<u>Articling Placement Program</u> (established 2022)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Equity Ombudsperson</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Safe reporting process for discrimination or harassment</u> (established 2020)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Resource Centre on the Law Society Website</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[NEW PAGE]  
[OPEN END]

60. Were there any other resources from the Law Society that would have assisted you or your students with dealing with equity, diversity and inclusion or well-being issues?

- 1. Yes
- 2. No
- 3. Not sure

[NEW PAGE]  
[OPEN END – SKIP IF Q60=2 or 3]

61. Please list what resources from the Law Society would have assisted you or your students with dealing with equity, diversity and inclusion or well-being issues.

[NEW PAGE]  
We have a few final questions that will be used to help us understand your previous responses. Please be assured that this information will be kept strictly confidential. The last set of questions is for demographic purposes only.

[NEW PAGE]  
[SINGLE CHOICE]

62. How many years have you been a lawyer?

- 1. Less than one year
- 2. 1 - 5 years
- 3. 6 -10 years
- 4. 11 -15 years
- 5. 16 - 20 years
- 6. 21 - 25 years
- 7. 26 - 30 years
- 8. More than 30 years
- 9. N/A - I am not a lawyer

# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

### [NEW PAGE]

#### [SINGLE CHOICE]

63. Which of the following best describes your firm/organization setting?

1. Sole Practitioner
2. Government
3. Corporate
4. Academic
5. Law firm (2-10 lawyers)
6. Law firm (11-25 lawyers)
7. Law firm (26-50 lawyers)
8. Law firm (51+ lawyers)
9. Other (please specify)\_\_\_\_\_

### [NEW PAGE]

#### [MULTIPLE CHOICE]

64. What is your or your firm/organization's primary area(s) of practice?

1. Aboriginal
2. Administrative / Boards / Tribunals
3. Arbitration & Mediation
4. Bankruptcy / Insolvency / Receivership
5. Charities & Not-for-Profit
6. Civil Litigation
7. Competition
8. Constitutional & Human Rights
9. Construction
10. Corporate & Commercial
11. Criminal (Defence)
12. Criminal (Prosecution)
13. Education
14. Employment / Labour
15. Entertainment

16. Environmental & Natural Resources

17. Family & Domestic

18. Health

19. Immigration

20. Indigenous

21. Insurance

22. Intellectual Property

23. International

24. Municipal

25. Pensions & Benefits

26. Personal Injury

27. Privacy

28. Real Estate Conveyancing

29. Landlord & Tenant

30. Tax

31. Wills and Estates

32. Other (please specify)\_\_\_\_\_

### [NEW PAGE]

#### [SINGLE CHOICE]

65. Where is your firm/organization located?

1. Small urban centre
2. Large urban centre
3. Rural area
4. Combination

# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

**[NEW PAGE]**

**[SINGLE CHOICE]**

66. Do you self-identify with any of the following groups? Select all that apply.

1. Indigenous (First Nations, Metis, Inuit)
2. Racialized (non-white in race or colour)
3. Person with a disability
4. 2SLGBTQIA+ (This acronym stands for: Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer (or Questioning), Intersex, Asexual. The plus sign (+) represents all the different, new and growing ways that people might identify with, as well as the ways that we continually expand our understanding of sexual and gender diversity.\*)
5. I don't identify with any of these
6. I prefer not to answer this question

\*Definition taken from the [University of British Columbia Equity and Inclusion glossary of terms](#).

**[NEW PAGE]**

**[SINGLE CHOICE]**

68. Do you identify as....?

1. Male
2. Female
3. Non-Binary
4. Transgender
5. If you would like to specify/explain, please do so: \_\_\_\_\_
6. I prefer not to specify

### **[Redirect – Closing]**

Thank you for participating in the survey. Your insights are invaluable, contributing to a better understanding of articling experiences and aiding in the preparation of future lawyers.

As a token of appreciation, if interested, respondents from Alberta, British Columbia, Manitoba and Saskatchewan have the option to enter their information below for a chance to win a free course from the education society/continuing professional development program in their jurisdiction (some exclusions may apply). Please note that this incentive is not available for respondents from Nova Scotia.

As a reminder, if you choose to enter the contest, your information will remain unlinked from your survey responses, ensuring the anonymity and confidentiality of your articling survey answers.

# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

If completing the articling survey has caused any distress, please contact the Lawyers' Assistance Program in your jurisdiction for free and confidential support. These programs operate independently from the law societies, ensuring your anonymity and confidentiality. Contact information for each jurisdiction's program is included below.

- Alberta: [Alberta Lawyers' Assistance Program](#)
- British Columbia: [Lawyers Assistance Program of British Columbia](#)
- Manitoba: [Health & Wellness Supports](#)
- Nova Scotia: [Nova Scotia Lawyers Assistance Program](#)
- Saskatchewan: [Health & Wellness Supports](#)

Finally, if you are interested in learning more about the findings from the 2019 articling survey conducted by the Law Societies of Alberta, Manitoba and Saskatchewan, you can find their respective reports at the following links:

- [Alberta](#)
- [Manitoba](#)
- [Saskatchewan](#)

### Contest Entry

1. Full Name
2. Email Address
3. In which of the following provinces of you primarily article/work in?
  - a) Alberta
  - b) British Columbia
  - c) Manitoba
  - d) Saskatchewan