

Professional Development in Substantive Law

FULL REPORT

April 6, 2026



LAW SOCIETY
of ALBERTA

METHODOLOGY

Study Purpose

The purpose of this study was to gather information about continuing professional development (CPD) opportunities related to substantive law and how the Law Society could potentially support lawyers more proactively in this area.

For the purposes of this study, the following definition was provided in the questionnaire: “In this context, substantive law is collectively defined as both **what** specific knowledge and skills a lawyer needs to be able to practise in a certain area of law and **how** that knowledge and skills are applied in a practical setting. The “what” includes things like relevant legislation and caselaw. The “how” relates to procedural law and includes things like rules, practice notes and directives, but also unwritten rules and norms on how proceedings are conducted that are often specific to a practice area and jurisdiction.”

Survey Availability

The Law Society of Alberta invited members of the legal profession to participate in a short online survey (~5 mins) focused on substantive law competence and CPD. The survey was in field Nov. 6—19, 2025 and was administered online via the Law Society of Alberta’s SurveyMonkey platform.

Survey Sample

A total of $n = 265$ respondents completed the survey. To qualify, respondents were required to be Alberta lawyers or articling students. The final sample consisted primarily of lawyers, with only a small number of articling students ($n=3$). Only responses from participants who completed the survey were included in the final dataset.

Process to Maximize Response Rates

The survey was promoted via eBulletin on November 6 and November 13, with distribution to all active and inactive lawyers and students-at-law. Each eBulletin was sent to a distribution list of just over 15,000 recipients.

In addition, the survey was promoted on social media (X and LinkedIn), including a targeted social media push on November 12 alongside promotion through the eBulletins.

Upon completion of the survey, respondents were given the option to enter a draw to win a free course from the Legal Education Society of Alberta (LESA). Entry into the draw was optional, and contact information collected for the draw was not linked to survey responses.

Study Limitations

As with all online surveys, results are subject to potential response and non-response bias. While the survey was broadly distributed to reach a diverse range of lawyers, the findings may not be fully representative of all members of the Alberta legal profession. Results should be interpreted as directional rather than definitive.

KEY TAKEAWAYS



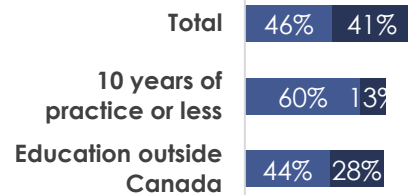
Confidence Levels Signal a Need for Targeted Support

Most feel well-versed in the substantive law of their practice areas, with majority rating their confidence at the higher end of the scale (4 or 5). Confidence is notably lower among newer lawyers and those educated outside Canada—indicating potential value in more targeted supports.

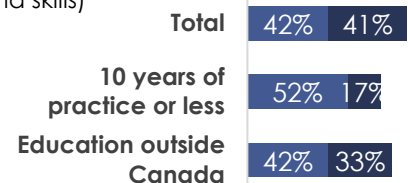
Self-Reported Competence in Substantive Law

WHAT (specific knowledge and skills)

On a 5-point scale: ■ 4 ■ 5 (Very)



HOW (how to apply specific knowledge and skills)



Barriers, Not Lack of Interest, Limit CPD Participation

Participation in substantive law CPD is constrained primarily by cost, time, relevance, and travel barriers, rather than lack of interest. This indicates that improving accessibility and relevance could meaningfully increase engagement.

Barriers to Accessing Substantive Law CPD

45% Too expensive

39% Not enough time to attend

28% No offerings related to the type of substantive law I need

21% Cannot travel to onsite locations

3% Not interested in substantive law CPD



Self-Directed Formats Lead

Flexible, self-directed learning formats are consistently preferred over in-person or live opportunities, signaling that accessibility is a critical driver of engagement.

Most Preferred Formats for Substantive Law CPD

(‘very interested’ + ‘interested’)

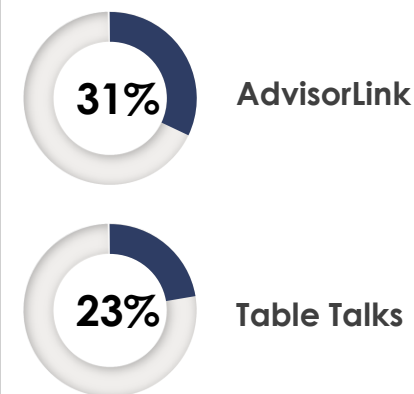


Awareness of Existing Resources Is Low

Awareness of existing Law Society substantive law resources is low, indicating that improving visibility and integration of current offerings may be an important opportunity before expanding programming.

Awareness of Law Society Substantive Law Resources

(‘aware’)



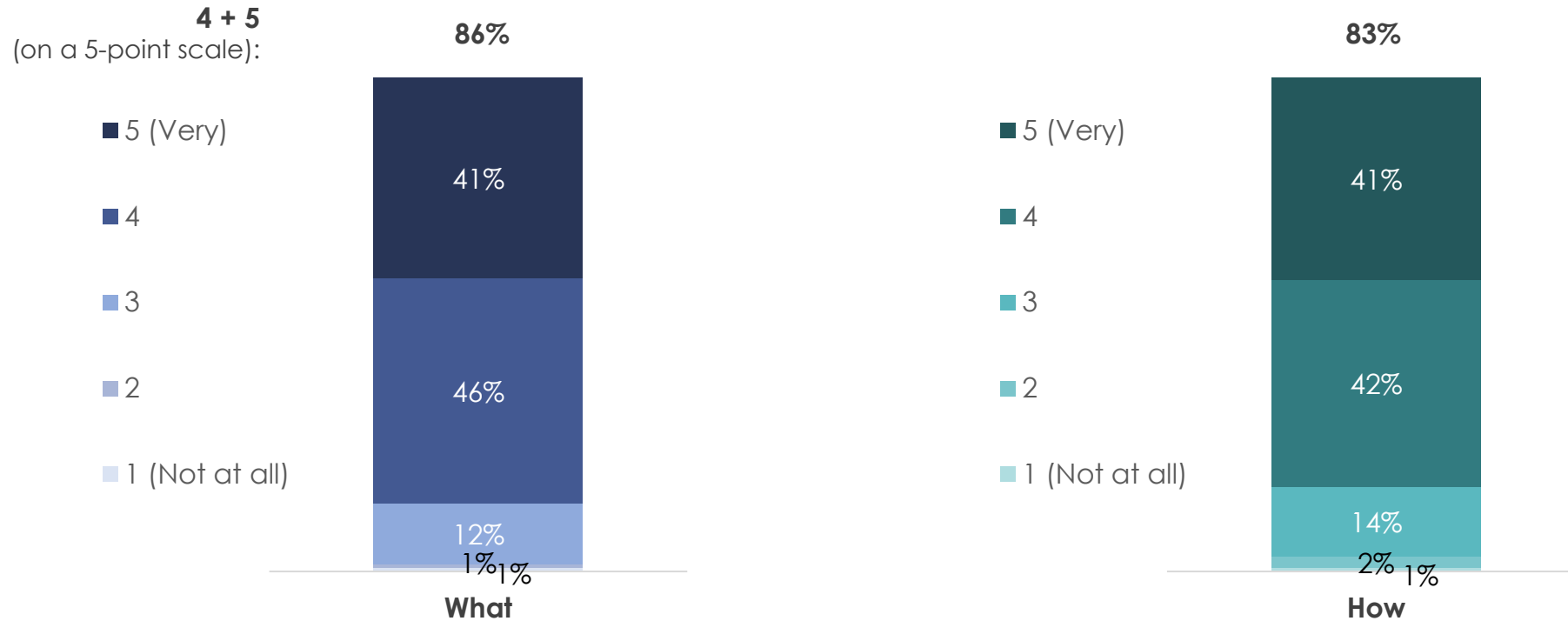
Detailed Findings



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

Most lawyers feel generally well-versed in the substantive law of their practice areas, rating their confidence at the higher end of the scale (4 or 5), though fewer than half express the highest level of confidence (5 – very well-versed).

Self-Reported Competence in Substantive Law



Q3. On a scale of 1 to 5, 1 being not at all and 5 being very, how well-versed do you feel in the current substantive law (both the “what” and “how”) related to your area(s) of practice?
Base size: n=261.

Respondents saw the following note: A reminder that for the purposes of this survey, substantive law is defined as both **what** specific knowledge and skills a lawyer needs to be able to practise in a certain area of law and **how** those knowledge and skills are applied in a practical setting. The “what” includes things like relevant legislation and caselaw. The “how” relates to procedural law and includes things like rules, practice notes and directives, but also unwritten rules and norms on how proceedings are conducted that are often specific to a practice area and jurisdiction.

Confidence in substantive law competence is strongly tied to experience, with newer lawyers and internationally trained lawyers notably less likely to feel very well-versed. This gap highlights the need for targeted support.

Self-Reported Competence in Substantive Law by Subgroup (4-5 out of 5)

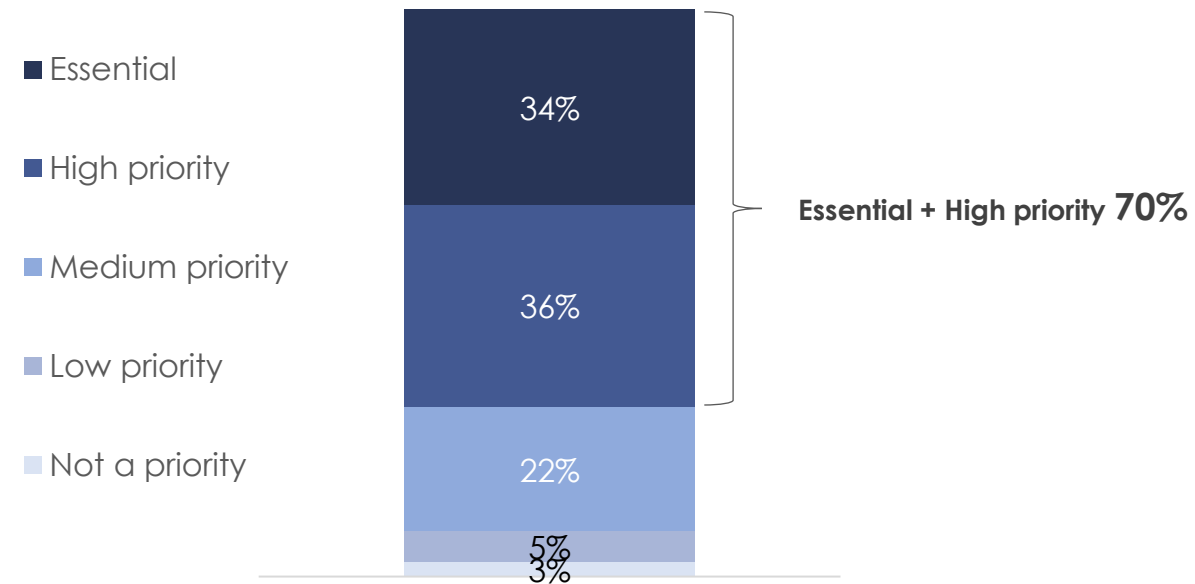
	Years of Practice			Practice Location		Practice Setting						Education	
	10 years or less <i>n</i> =82	11-25 years <i>n</i> =105	26 years or more <i>n</i> =74	Large urban centre (500,000+) <i>n</i> =208	Outside of large urban centres <i>n</i> =53	Sole Practitioner <i>n</i> =45	Corporate <i>n</i> =30	Government <i>n</i> =36	Law firm (2-10 lawyers) <i>n</i> =74	Law firm (11-50 lawyers) <i>n</i> =30	Law firm (51+ lawyers) <i>n</i> =24	Canada <i>n</i> =225	Outside Canada <i>n</i> =36
What	73%	90%	95%	87%	85%	89%	80%	78%	85%	93%	92%	88%	72%
How	70%	89%	89%	84%	77%	89%	90%	83%	74%	83%	88%	84%	75%

Q3. On a scale of 1 to 5, 1 being not at all and 5 being very, how well-versed do you feel in the current substantive law (both the “what” and “how”) related to your area(s) of practice?
Base sizes vary by subgroup.

NOTE: Conditional formatting (colour shading) is applied to support visual interpretation of patterns in the data and does not reflect statistical significance. Refer to the [appendix](#) for additional details.

Substantive law competence is seen as a core requirement of ongoing professional development, with seven in ten rating it as essential or high priority in their annual learning.

Substantive Law Prioritization in CPD Activities



Q4. To what degree do you prioritize substantive law in your annual CPD activities?
Base size: n=261.

Across all subgroups, substantive law is widely seen as an essential or high CPD priority, reflecting its universal importance.

Substantive Law Prioritization in CPD Activities by Subgroup

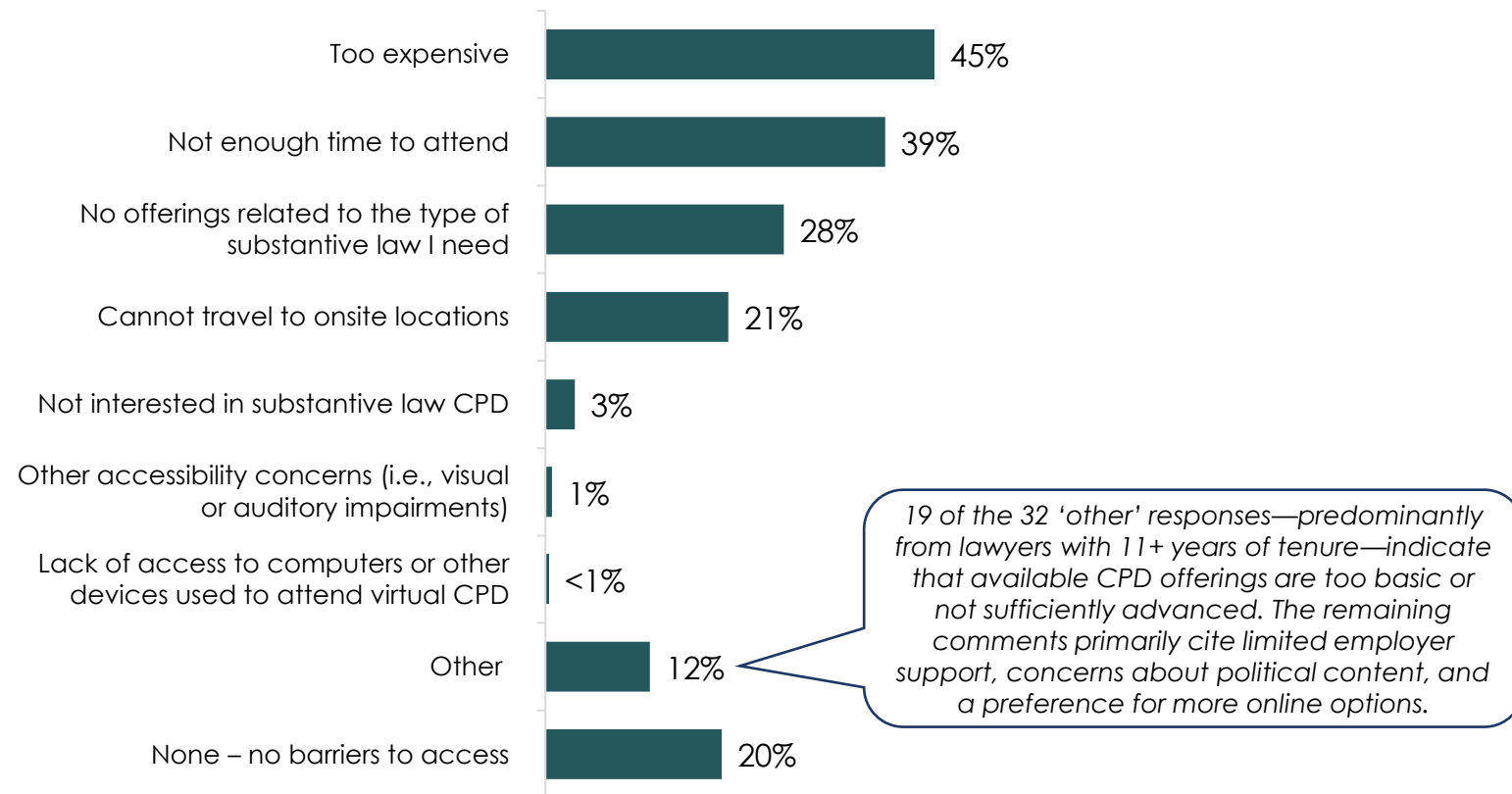
	Years of Practice			Practice Location		Practice Setting						Education	
	10 years or less <i>n=82</i>	11-25 years <i>n=105</i>	26 years or more <i>n=74</i>	Large urban centre (500,000+) <i>n=208</i>	Outside of large urban centres <i>n=53</i>	Sole Practitioner <i>n=45</i>	Corporate <i>n=30</i>	Government <i>n=36</i>	Law firm (2-10 lawyers) <i>n=74</i>	Law firm (11-50 lawyers) <i>n=30</i>	Law firm (51+ lawyers) <i>n=24</i>	Canada <i>n=225</i>	Outside Canada <i>n=36</i>
Essential / high priority	67%	79%	61%	70%	72%	73%	73%	69%	70%	73%	67%	70%	72%
Essential	27%	44%	30%	36%	28%	44%	53%	19%	34%	27%	46%	32%	47%
High Priority	40%	35%	31%	34%	43%	29%	20%	50%	36%	47%	21%	37%	25%
Medium priority	26%	18%	23%	22%	23%	22%	17%	28%	19%	20%	29%	22%	22%
Low priority	5%	2%	11%	6%	4%	4%	7%	3%	7%	3%	4%	6%	3%
Not a priority	2%	1%	5%	3%	2%	0%	3%	0%	4%	3%	0%	3%	3%

Q4. To what degree do you prioritize substantive law in your annual CPD activities?
Base sizes vary by subgroup.

NOTE: Conditional formatting (colour shading) is applied to support visual interpretation of patterns in the data and does not reflect statistical significance. Refer to the [appendix](#) for additional details.

Cost and lack of time are the most frequently cited barriers to accessing substantive law CPD, followed by limited availability of offerings aligned to specific practice needs and the inability to travel to onsite locations. Notably, very few lawyers cite a lack of interest.

Barriers in Accessing Substantive Law CPD Opportunities



Q5. What are the barriers, if any, for you in accessing CPD opportunities related to substantive law? Select all that apply.
Base size: n=264.

Cost and time are the most common barriers overall, with newer lawyers, sole practitioners, and those educated outside Canada particularly impacted by cost. Travel is also a meaningful access constraint. Beyond access, relevance is an additional challenge, with lawyers in Corporate and Government settings more likely to report limited availability of CPD offerings aligned to their needs.

Barriers in Accessing Substantive Law CPD Opportunities by Subgroup

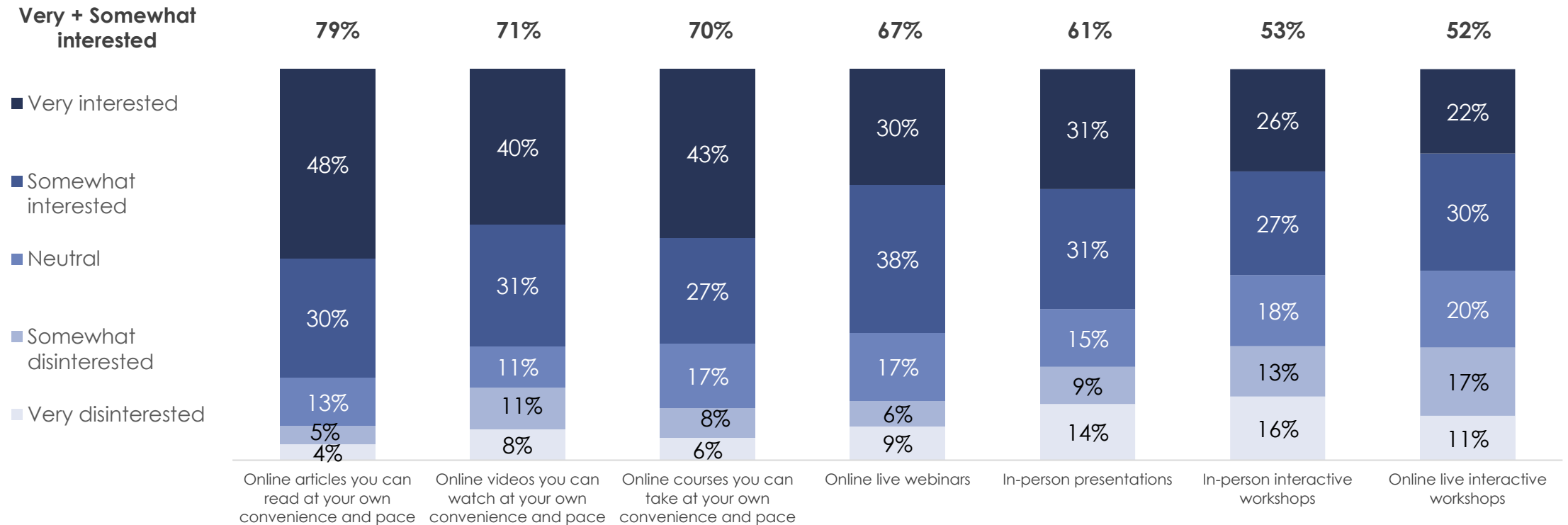
	Years of Practice			Practice Location		Practice Setting						Education	
	10 years or less	11-25 years	26 years or more	Large urban centre (500,000+)	Outside of large urban centres	Sole Practitioner	Corporate	Government	Law firm (2-10 lawyers)	Law firm (11-50 lawyers)	Law firm (51+ lawyers)	Canada	Outside Canada
	n=82	n=105	n=74	n=210	n=54	n=46	n=30	n=36	n=75	n=30	n=25	n=227	n=37
Too expensive	61%	46%	27%	44%	50%	67%	53%	39%	51%	27%	12%	41%	68%
Not enough time to attend	50%	42%	23%	39%	43%	37%	27%	53%	35%	45%	44%	39%	43%
No offerings related to the type of substantive law I need	26%	32%	24%	27%	30%	20%	40%	53%	21%	27%	12%	29%	19%
Cannot travel to onsite locations	34%	21%	7%	20%	28%	26%	17%	31%	21%	18%	12%	20%	30%
Not interested in substantive law CPD	5%	1%	5%	4%	0%	0%	10%	3%	4%	0%	0%	4%	3%
Other accessibility concerns	1%	0%	1%	0%	4%	0%	0%	3%	1%	0%	0%	1%	0%
Lack of access to computers or other devices used to attend virtual CPD	0%	0%	1%	0%	2%	0%	0%	0%	1%	0%	0%	0%	0%
Other	12%	11%	12%	11%	17%	13%	7%	11%	9%	27%	16%	12%	14%
None	7%	17%	41%	22%	15%	17%	23%	8%	20%	36%	36%	22%	14%

Q5. What are the barriers, if any, for you in accessing CPD opportunities related to substantive law? Select all that apply.
Base sizes vary by subgroup.

NOTE: Conditional formatting (colour shading) is applied to support visual interpretation of patterns in the data and does not reflect statistical significance. Refer to the [appendix](#) for additional details.

Interest skews toward flexible, self-directed formats such as online articles, videos, and courses, with lower appeal for in-person or live options. This reflects the barriers identified and reinforces flexibility as critical to access and engagement.

Level of Interest in Various Formats for Receiving Substantive Law CPD



Q6. Please rate your level of interest or disinterest in the following formats for receiving CPD on substantive law topics.
Base size: n=264.

Preference for flexible, online formats is consistent across subgroups and especially strong among newer lawyers, those outside large urban centres, sole practitioners, government employees, and those educated outside Canada. This highlights format flexibility as a critical enabler of access.

Level of Interest in Various Formats by Subgroup TB (Very interested)

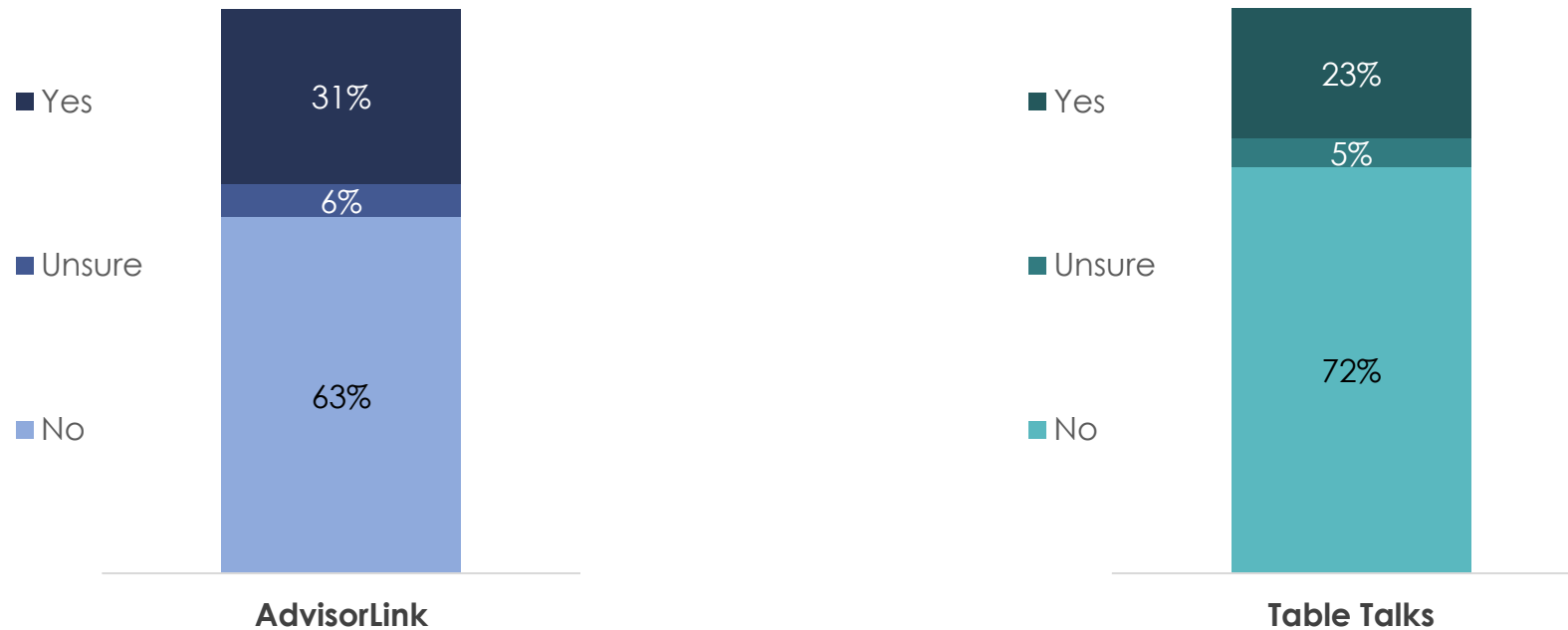
	Years of Practice			Practice Location		Practice Setting						Education	
	10 years or less n=82	11-25 years n=105	26 years or more n=74	Large urban centre (500,000+) n=210	Outside of large urban centres n=54	Sole Practitioner n=46	Corporate n=30	Government n=36	Law firm (2-10 lawyers) n=75	Law firm (11-50 lawyers) n=30	Law firm (51+ lawyers) n=25	Canada n=227	Outside Canada n=37
Online articles you can read at your own convenience and pace	52%	52%	36%	46%	59%	59%	40%	64%	43%	37%	60%	47%	57%
Online videos you can watch at your own convenience and pace	44%	39%	35%	40%	41%	52%	33%	47%	36%	30%	40%	38%	51%
Online courses you can take at your own convenience and pace	59%	41%	27%	43%	43%	48%	43%	58%	41%	20%	40%	42%	51%
Online live webinars	38%	30%	20%	29%	31%	30%	30%	33%	33%	23%	24%	27%	46%
In-person presentations	27%	30%	34%	31%	30%	30%	23%	28%	37%	27%	24%	30%	38%
In-person interactive workshops	26%	26%	26%	26%	26%	30%	17%	28%	29%	23%	16%	25%	32%
Online live interactive workshops	35%	18%	12%	21%	22%	22%	20%	33%	23%	10%	12%	19%	35%

Q6. Please rate your level of interest or disinterest in the following formats for receiving CPD on substantive law topics.
Base sizes vary by subgroup.

NOTE: Conditional formatting (colour shading) is applied to support visual interpretation of patterns in the data and does not reflect statistical significance. Refer to the [appendix](#) for additional details.

Overall awareness of existing substantive law resources remains relatively low, with fewer than one-third of respondents aware of offerings such as AdvisorLink or Table Talks. This indicates a visibility gap that may be limiting the reach and impact of resources already in place.

Awareness of the Substantive Law Resources



Q7. Are you aware of the following substantive law resources offered by the Law Society?
Base size: n=264.

Despite some variation by tenure, practice setting, and education, awareness of AdvisorLink and Table Talks is consistently low across groups—especially for Table Talks—indicating a broader awareness challenge.

Awareness of the Substantive Law Resources by Subgroup Those who selected “Yes”

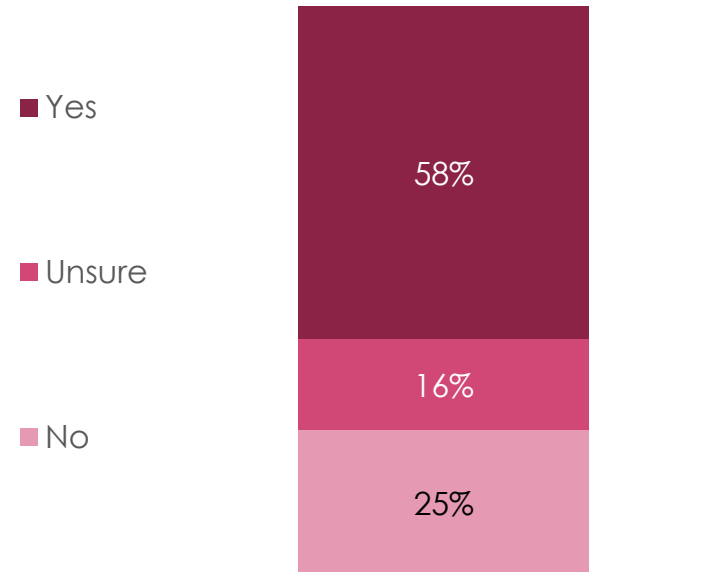
	Years of Practice			Practice Location		Practice Setting						Education	
	10 years or less n=82	11-25 years n=105	26 years or more n=74	Large urban centre (500,000+) n=210	Outside of large urban centres n=54	Sole Practitioner n=46	Corporate n=30	Government n=36	Law firm (2–10 lawyers) n=75	Law firm (11–50 lawyers) n=30	Law firm (51+ lawyers) n=25	Canada n=227	Outside Canada n=37
AdvisorLink	37%	23%	35%	30%	33%	33%	33%	19%	33%	30%	32%	31%	27%
Table Talks	35%	12%	23%	22%	24%	26%	20%	19%	24%	17%	20%	21%	32%

Q7. Are you aware of the following substantive law resources offered by the Law Society?
Base sizes vary by subgroup.

NOTE: Conditional formatting (colour shading) is applied to support visual interpretation of patterns in the data and does not reflect statistical significance. Refer to the [appendix](#) for additional details.

Over half express interest in additional substantive law resources from the Law Society, signaling interest in expanded support.

Interest in More Substantive Law Resources



Q8. Are you interested in more substantive law resources and/or learning opportunities from the Law Society?
Base size: n=264.

Interest in additional substantive law resources is highest among newer lawyers, sole practitioners, small and medium-sized firms, and those educated outside Canada, yet remains meaningful across most subgroups.

Interest in More Substantive Law Resources by Subgroup

	Years of Practice			Practice Location		Practice Setting						Education	
	10 years or less <i>n</i> =82	11-25 years <i>n</i> =105	26 years or more <i>n</i> =74	Large urban centre (500,000+) <i>n</i> =210	Outside of large urban centres <i>n</i> =54	Sole Practitioner <i>n</i> =46	Corporate <i>n</i> =30	Government <i>n</i> =36	Law firm (2-10 lawyers) <i>n</i> =75	Law firm (11-50 lawyers) <i>n</i> =30	Law firm (51+ lawyers) <i>n</i> =25	Canada <i>n</i> =227	Outside Canada <i>n</i> =37
Yes	70%	58%	47%	58%	61%	70%	67%	58%	55%	82%	32%	56%	70%
Unsure	15%	17%	15%	15%	22%	13%	7%	28%	15%	0%	24%	17%	11%
No	16%	25%	38%	28%	17%	17%	27%	14%	31%	33%	44%	26%	19%

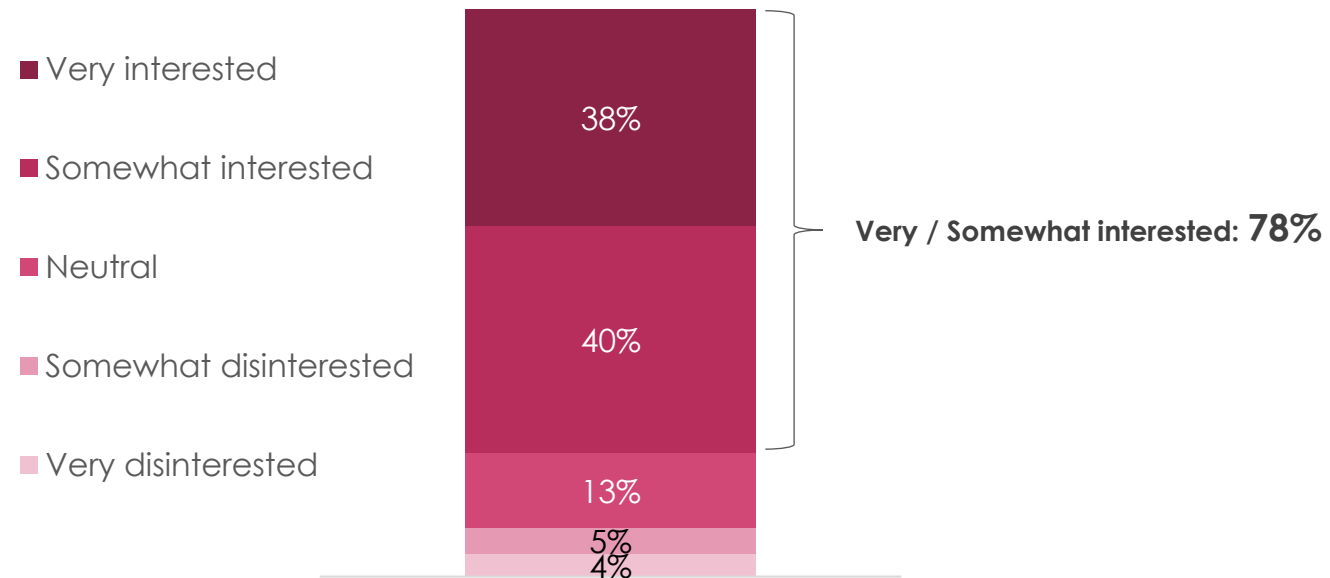
Q8. Are you interested in more substantive law resources and/or learning opportunities from the Law Society?
Base sizes vary by subgroup.

NOTE: Conditional formatting (colour shading) is applied to support visual interpretation of patterns in the data and does not reflect statistical significance. Refer to the [appendix](#) for additional details.

Among lawyers interested in additional substantive law resources, interest is emerging in CPD that offers a certification or credential, suggesting this pathway warrants consideration.

Interest in Substantive Law CPD with Certification or Credentials

(reduced base: those who expressed interest in more substantive law resources from the Law Society)



Q10. Please rate your level of interest or disinterest in substantive law CPD opportunities that would provide you with an additional certification, credential or designation.
Base size: Those who expressed interest in more substantive law resources at Q8 (n=197).

Interest in credentialed substantive law CPD is consistently strong across audiences.

Interest in Substantive Law CPD with Certification or Credentials by Subgroups

(reduced base: those who expressed interest in more substantive law resources from the Law Society)

	Years of Practice			Practice Location		Practice Setting						Education	
	10 years or less n=69	11-25 years n=79	26 years or more n=46	Large urban centre (500,000+) n=152	Outside of large urban centres n=45	Sole Practitioner n=38	Corporate n=22*	Government n=31	Law firm (2-10 lawyers) n=52	Law firm (11-50 lawyers) n=20*	Law firm (51+ lawyers) n=14*	Canada n=167	Outside Canada n=30
Very/somewhat interested	87%	71%	78%	79%	76%	71%	82%	74%	79%	85%	71%	79%	73%
Very interested	48%	34%	28%	38%	40%	47%	36%	39%	37%	20%	43%	35%	57%
Somewhat interested	39%	37%	50%	41%	36%	24%	45%	35%	42%	65%	29%	44%	17%
Neutral	6%	20%	11%	11%	22%	24%	9%	13%	13%	0%	21%	11%	23%
Somewhat disinterested	3%	3%	11%	6%	0%	3%	9%	3%	2%	10%	7%	5%	3%
Very disinterested	4%	6%	0%	5%	2%	3%	0%	10%	6%	5%	0%	5%	0%

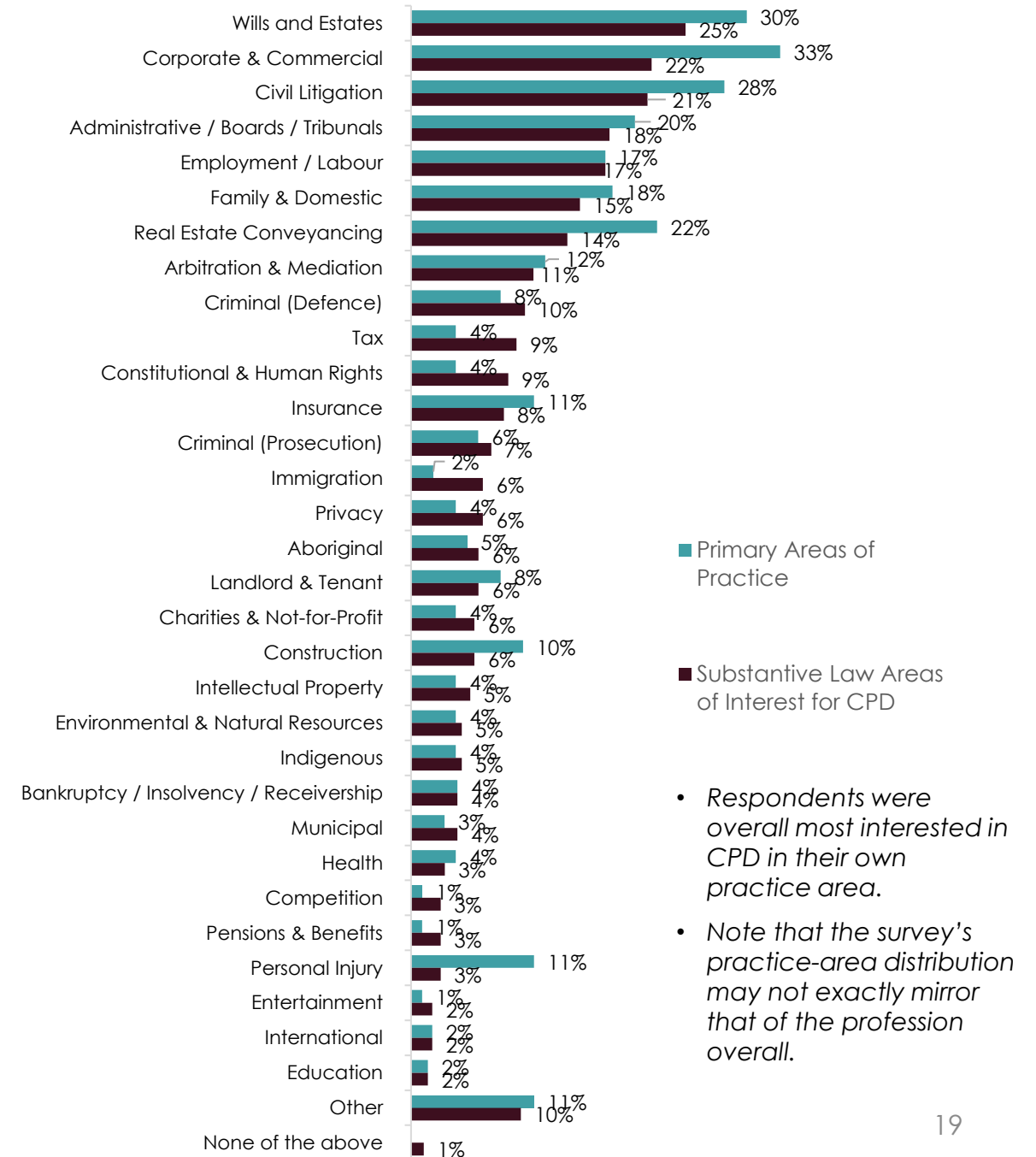
*Small base size. Interpret with caution

Q10. Please rate your level of interest or disinterest in substantive law CPD opportunities that would provide you with an additional certification, credential or designation.
Base sizes vary by subgroup.

NOTE: Conditional formatting (colour shading) is applied to support visual interpretation of patterns in the data and does not reflect statistical significance. Refer to the [appendix](#) for additional details.

Interest in substantive law CPD is broad and generally aligns with respondents' areas of practice.

While interest levels vary somewhat by tenure, practice setting, and education, the same substantive law areas consistently emerge as priorities across subgroups.



Q2. What are your areas of practice?

Q11. What areas of substantive law would you be interested in learning more about in a CPD format? Select all that apply.

Base size: n=265.

Open-ended feedback highlights concern about declining substantive law competence, with some respondents advocating for mandatory substantive law CPD. Respondents also point to gaps in readiness among internationally trained lawyers and emphasize cost and affordability as persistent barriers to participation.

Additional Comments

Based on coded open-ended responses

16% - Concerns About Declining Substantive Law Competence

*"When I am in Chambers although not as often as I was in the past, I am always taken aback at the number of lawyers who appear to be **ill-prepared to present their cases**. Some don't even know the basic rules of contract law. I have noticed a **dramatic increase** in this over the years... I am also seeing a sharp **increase in unprofessional behaviour** between counsel which is disappointing..."*

*"The **quality** of criminal practitioners **has decreased** over the span of my short career. Criminal law is the highest stakes. More needs to be done to ensure a level playing field when it comes to competence. There ought to be three streams of practice: Barrister, Solicitor, or both. There should be additional accreditation/ higher standards/ competency assessments / higher fees for those looking to practice as barristers/both."*

15% - Support for Mandatory CPD

*"I **support mandatory annual minimum hours for CPD**, with accredited courses being widely available, potentially subsidized by the Law Society."*

*"The **Law Society should move to mandatory CPD** that supports good practice, like other jurisdictions and other professions."*

*"Before moving to Alberta, I was called in a province where CPD was mandatory. I **found it easier to find the time for/prioritize attending substantive law CPD** in that jurisdiction, probably **because it was mandatory** and therefore it had to be scheduled in."*

15% - Concerns About Internationally Trained Lawyers' Readiness and Post-Admission Support

*"I would suggest looking at the **criteria for admission of lawyers with international training** because some of what I observe while in Court or the few times I've had dealings with internationally trained lawyers in practice has left me concerned about their competency."*

*"... It is clear that those [internationally trained] lawyers - like all lawyers - **would benefit from substantive CPD learning opportunities**. But the larger issue here is that a large number of internationally trained lawyers were admitted as lawyers/members of the law society (after they spent extraordinary amounts of money on international education fees) and then were left to have no mentorship or employment opportunities as newly called lawyers..."*

*Worse yet, they are treated very disrespectfully in Court when they make mistakes that they should not be making, but it is because they are **given no opportunities to learn - except through trial by fire...**"*

14% - Cost and Affordability Barriers

*"The cost for part time practitioners needs to be addressed as the **courses can be too expensive**. There appears to be no sliding scale based upon earned income, just number of years at the bar."*

*"Maybe there should be **subsidized rates** through LSA and other law societies across Canada to ensure under 6 yr calls get discounted rates to attend seminars and training on substantive law."*

*"I'm passionate about continuous learning—it helps me improve my skills and work more efficiently. However, as a newly called lawyer who recently started my own solo practice, I've found it challenging to balance repaying my initial start-up costs with investing in ongoing education and professional development. More accessible and **affordable opportunities for knowledge sharing would be incredibly valuable**, especially for internationally trained lawyers who are building their practices from the ground up."*

Q12. Is there anything else you would like to share regarding your interest or disinterest in substantive law CPD learning opportunities?

Base size: Those who shared an additional comment (n=94).

A smaller subset of respondents highlighted the need for stronger bar entry requirements, more practical foundational CPD, and greater flexibility in delivery. Some also expressed interest in credentialing, while cautioning the Law Society to collaborate with—rather than compete against—existing CPD providers.

Additional Comments Cont'd Based on coded open-ended responses

10% - Need for Strengthening Bar Entry Requirements

"...Education at law school can be focused and CPLED has no requirement for substantive law. The **requirements for acceptance to the bar should be an assessment of their substantive knowledge** as well as skills development. This has declined since the initial revamp of CPLED. The requirements for admission to the bar need to be strengthened. The Law Society does not control what they learn in Law School, but the Law Society needs to ensure they have learned sufficient law before they are admitted to the bar."

"We need a bar exam and **should not be letting unqualified foreign trained lawyers practise.** The solution is not a band aid program of courses after we let incompetent lawyers in."

Q12. Is there anything else you would like to share regarding your interest or disinterest in substantive law CPD learning opportunities?
Base size: Those who shared an additional comment (n=94).

10% - Need for Practical, Foundational CPD Content

"I find the issue with other offerings is that they can be either at **too high a level, and aren't particularly substantive**, or they can be for the very highly trained in that area, and **require a depth of knowledge many won't have.** There are not a lot of offerings that provide you a basic foundation, that will allow you to not necessarily practice in that area, but have substantive enough knowledge to identify an issue and have a basic understanding of it."

"[CPD] seminars, while informative, are often geared towards a very particular area (**too niche at times**). The result is that the basics (and, truthfully, the **practical application**) is just **being missed...**"

7% - Access or Flexibility Constraints

"Due to accessibility, there needs to be a component that **does not require onsite presence or onsite travel.** There needs to be a wide selection of recorded material be a component that does not require onsite presence or onsite travel."

"**[CPD] courses always seem to be in Calgary, Edmonton or Banff.** Hard to take the time off and costly to attend."

"...It's also a bit tiresome that the **[CPD] courses are limited to Calgary/Edmonton.** Lots of work being done in smaller centres (Red Deer, Lethbridge, Medicine Hat)..."

Note: Verbatim comments have been lightly edited in square brackets to remove identifying details and protect confidentiality. Edits do not change the intended meaning of the responses.

6% - Interest in Credentialing or Certification

"I **love the idea of working toward subspecialized certifications and designations**, which would be a huge motivator to taking additional courses and engaging in additional learning. I also like the way other provinces structure their CPD..., whereby the law society set annual CPD targets, and lawyers have to list the courses or programs they've taken in order to meet those targets. Within that type of structure, it's easy to set KPI's for what might qualify as adequate CPD, as well as what might qualify for special designation within an area of practice."

"...One time courses are better than nothing, but **perhaps re-certification every five years** may be appropriate as content will need to change. Ideally, such required work would be offered at low cost/no cost to prevent financial barriers, and be tailored to very general practice in the area, not just "high net worth" transactions."

6% - Preference for Law Society to Collaborate with Existing CPD Providers, Not Compete

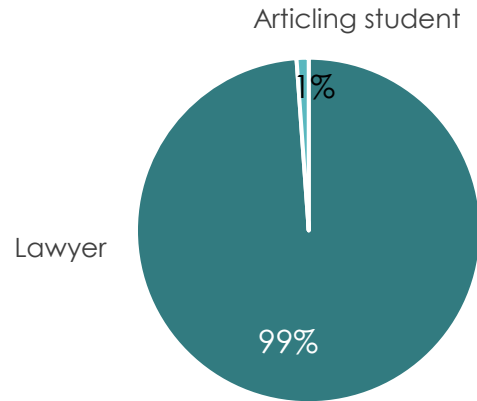
"If you pursue this, please, please reach out to the relevant not-for-profit organizations that already provide substantive law training in the specific field. You are more likely to be more successful by **augmenting the incredible work these groups already perform (versus compete against** - whether that is intended or not)."

"What LSA is very good at in terms of safe and effective practice has been, in my experience, CPLED curriculum, mentorship programs, and research like it has done on articling and on mental health. I'd hope to see it **lean more into these capacities versus competing** with the educational spaces which already seem fully occupied by [CPD providers]."

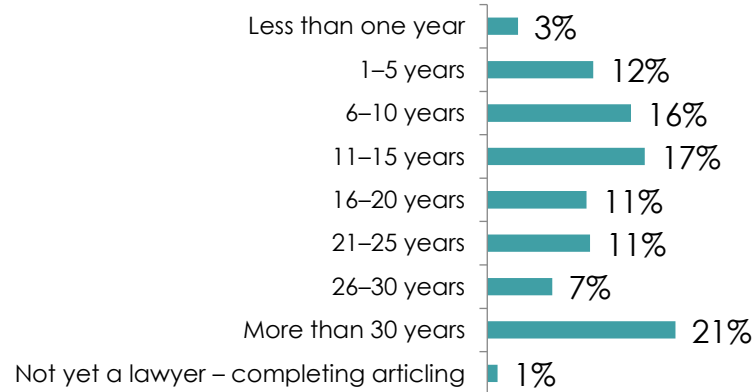
Appendix

RESPONDENT PROFILE (n=265)

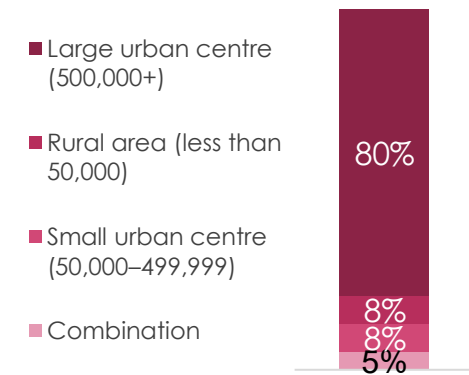
Current Role



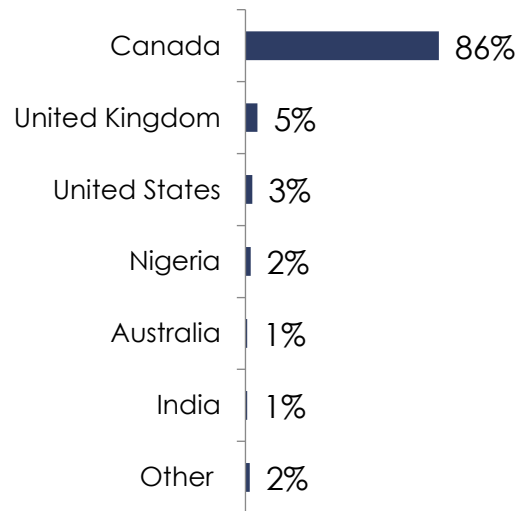
Years of Practice



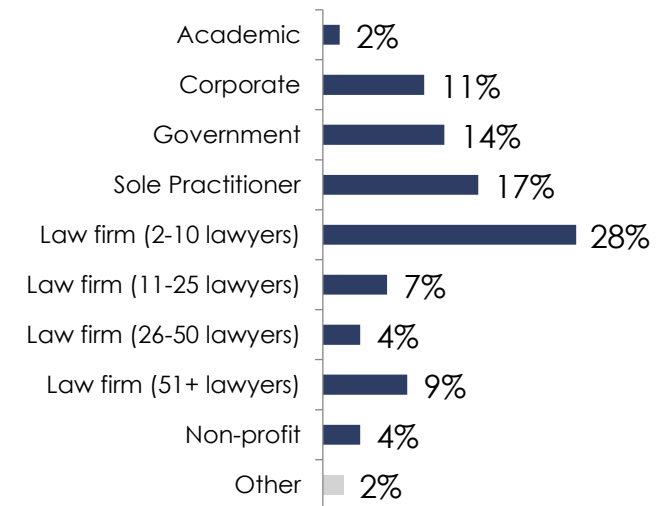
Firm/Organization Location



Location of Law School Attended



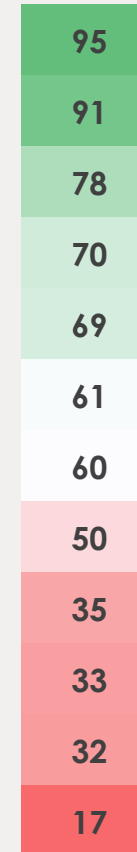
Practice Setting



How to Read the Conditional Formatting

Throughout the report, conditional formatting is used to highlight relative patterns, including higher and lower values, within each table.

Colours reflect relative position within the data shown (e.g., higher vs. lower values) and are not based on statistical testing. Shading is provided for visual guidance only and should not be interpreted as indicating statistically significant differences.



95
91
78
70
69
61
60
50
35
33
32
17

Green indicates higher values

Red indicates lower values