

MEMORANDUM

To: NALP Board of Directors

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

Date: October 30, 2008

Re: **Second Quarter Report on Canadian Section**

The second quarter is a busy time of year for most members of the Canadian Section with recruiting season well under way. Recruitment is currently ongoing in Toronto, Calgary, Halifax and Vancouver. On the school side, NALP members have been busy with the start of the Academic year and involved in a number of activities through the school side professional development organization, the CLCDN (Canadian Legal Career Development Network). The NALP liaison to the CLCDN is currently Catherine Bleau from McGill University and she will be submitting a report on the CLCDN to NALP under separate cover.

Annual Education Conference

Members of the Canadian Section submitted three proposals for consideration for next year's Annual Education conference. Two of these proposals were accepted.

- 1) Working with External Coaches: How To Get the Right Bang for Your Buck.
- 2) Year-at-a-Glance – Professional development of law students by legal employers.

NALP Bulletin

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

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

Working Groups

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

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

The working group will be holding a conference call on November 12, 2008 to discuss the results of the meetings between school side and firm side representatives with career services management software representatives regarding electronic applications. In addition, we will canvass opinion on the firm experience with electronic applications this year which was implemented by one school in the Canadian market. Shannon Leo, Director of Career Services at the University of Toronto, will be facilitating a discussion about electronic applications at the NALP Winter Meeting in December.

The group is continuing their efforts to wrap up the work done by last year's working group surrounding a "Best Practices Recruitment Guide" for Toronto Summer and Articling Recruitment. The draft continues to move to its final form. Janine Denney-Lightfoot, Director of Professional Development at WeirFoulds will be co-facilitating a discussion around Best Practices and Professionalism at the NALP Winter Meeting in December.

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

A draft annotated bibliography has been circulated to selected members of NALP Canadian Section for further comment requested after the current recruitment cycle has been completed. Preliminary research is ongoing on collection of demographic information through the Canadian Directory of Legal Employers.

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

The date for the meeting has been confirmed for December 3, 2008. The theme for the meeting has been designated as "Top Trends in Career Development and Law Firm Recruiting". Issues we are planning to explore include professionalism, on-line recruiting systems, on-line identities and social

networking. Updates will also be provided around diversity initiatives and recent changes to the licensing process in Ontario. The law firm of Torys has generously agreed to host the annual winter meeting. The agenda for the meeting has largely been finalized and Deborah Dalfen, the working group vice-chair, has submitted it to NALP.

A pre-meeting cocktail party and networking event has also been planned for the evening before the meetings (December 2, 2008) and will be generously hosted by Gowlings and Miller Thomson.

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

The CDLE now has over 160 listed employers and is still growing! The working group is continuing to work with members of the Canadian Section on outreach to firms and on finalizing any outstanding issues. NALP will be contacting all of the listed employers shortly to update their information for 2009.

Environmental Scan and Regional Outreach

A description of environmental scanning was circulated to all Canadian Section members with an explanation of how to use the NALP listserv for this purpose. Several members have subsequently used the listserv to circulate items of interest to section members. In particular information has been circulated about the recent changes to the Licensing Process in Ontario.